



SURVEY OF THE RECENTLY QUALIFIED ENROLLED NURSING AUXILIARIES AND ENROLLED NURSES ON THEIR EMPLOYMENT STATUS



OBJECTIVES

- To explore the employability status of recently qualified Enrolled Nurses Auxiliaries and Enrolled Nurses
- To recommend employment strategies for unemployed ENAs and ENs



METHODOLOGY

- A purposive sampling was used through accessing examination results of students who wrote in May & November 2013 and passed as well as in May & November 2014 and passed.
- The Survey Monkey instrument was used and the questionnaires were sent through SMSes with a linkage through to a web-browser to access the attached questionnaires by participants.
- 10 000 SMSes sent to ENAs and ENs and 3000 (30%) responses were received. Questionnaires are with attached.



QUESTIONNAIRES

SANC Ref Number	
Year qualification obtained	
Institution's name where qualification obtained	
Cost of training per year	
Did you do pre-nursing?	
Province qualification obtained	
Name of the current employer	
Province currently employed	
Date of employment after qualification	
Full time employment	
Temporary employment	
Were recruited by employment agency? If yes, state the name of recruitment agency	

VISION - Excellence in professionalism and advocacy for health care users



ANALYSIS

It was done by the Survey Monkey instrument and categorised according to:

- Age group
- Province wide
- Permanent employment
- Temporary employment
- Unemployment



AGE GROUP

	P	T	Unemployed
25	12%	18%	70%
30	9%	15%	75%
35	18%	16%	66%
40	21%	15%	64%
45	56%	16%	60%
50	32%	14%	53%



PROVINCE WIDE (ENA)

Prov	P	T	UNEMPLOYED
GP	8%	18%	74%
KZN	6%	7%	87%
EC	19%	18%	63%
MP	2%	5%	93%
NW	22%	4%	73%
L	7%	5%	87%
WC	32%	23%	45%
FS	10%	31%	42%
NC	7%	0%	93%



PROVINCE WIDE (EN)

Prov	P	T	UNEMPLOYED
GP	35%	22%	42%
KZN	10%	16%	73%
EC	13%	19%	68%
MP	62%	25%	12%
NW	62%	0%	37%
L	42%	8%	50%
WC	45%	33%	21%
FS	31%	37%	31%
NC	15%	15%	69%



EMPLOYMENT STATUS

Cat	Year	P	Agency	T	U
ENA	2013	15%	2%	16%	66%
	2014	7%	1%	12%	78%
EN	2013	38%	5%	19%	62%
	2014	16%	3 %	20%	57%



EMPLOYMENT STATUS

	P	T
ENA Public	19%	10%
Private	10%	14%
EN Public	45%	13%
Private	19%	21%



FINDINGS

- ❑ There was a rise of unemployment from 2013-2014
- ❑ There was decrease in permanent employment from 2013-2014
- ❑ The Enrolled Nursing Auxiliaries were mostly affected than Enrolled Nurses
- ❑ Agencies were mostly recruiting these categories of nurses for temporary employment
- ❑ Nurses who are young were mostly unemployed



FINDINGS

As age increases:

- Decrease in unemployment
- Increase in permanent employment
- Decrease in temporary employment
- Increased unemployment in urban and semi-urban Provinces in both categories of nurses



RECOMMENDATIONS

- ❑ To publish these findings to SANC website in order to bring awareness providers of such programme in order to explore other alternatives of training nurses for country
- ❑ To inform the NDOH to assist with human resources planning
- ❑ To inform the public in order to make informed decision when planning to register/enrol for nursing programmes