

WHERE'S HIRING THE MOST RNS IN 2025?

Report by E4 People — July 2025

e4 PEOPLE



1. Overview of RN demand in 2025

Registered nurses (RNs) are in critical demand across the healthcare industry due to persistent shortages, increasing ageing populations, and post-pandemic patient care challenges.

Major contributing sectors: hospitals, skilled nursing facilities, aged care, and remote healthcare units.

2. Top regions facing high RN demand

- Severe shortages are reported nationwide, with a higher demand in rural and regional areas, specifically **Queensland, Western Australia, South Australia and Tasmania**.
- Metropolitan areas such as Sydney, Melbourne, and Brisbane are experiencing shortages in hospital emergency departments and operating theatres.

3. Highest demand sectors

- Hospitals and acute care centres.
- Remote nursing sectors: Aboriginal Healthcare Facilities and Remote Healthcare Centres.

4. Key employers actively recruiting for RNs in 2025

- Australian public and private hospitals: Melbourne Health, Ramsay Health Care, Queensland Health, and St John of God Health Care.
- Regis Aged Care, Estia Health, Respect Aged Care and UnitingCare Australia for RN aged care roles.

5. Opportunities and incentives

- Many organisations are offering lucrative incentives to attract and retain skilled registered nurses. These include relocation bonuses, housing assistance, flexible work arrangements, and scholarships for further nursing education to advance into specialised roles.
- There is an increase in demand for agency nurses, especially in regional and remote areas, as hospitals and aged care facilities struggle to meet staffing needs. In these areas, permanent contracts are becoming less viable due to the rising operational costs for healthcare facilities, which makes agency nursing a more practical and cost-effective solution.

- Agency nurses benefit from flexible schedules, competitive pay rates, and the opportunity to work in diverse environments, ranging from small community hospitals to remote clinics.
- For nurses interested in travel, regional areas across states such as Queensland, Northern Territory and South Australia provide unique opportunities to explore different locales while fulfilling critical staffing shortages.
- Organisations are increasingly offering short-term or agency positions, which provide a combination of professional development and lifestyle flexibility.

These opportunities reflect the shifting dynamics of healthcare staffing in 2025, making it an ideal time for RNs to explore agency nursing or urgent contract work in under-served areas.