Why Work in Aged Care?

Your Pathway to a Meaningful Nursing Career in Australia



Rochel, Aubrey, Baby

In Australia, Aged care nursing is one of the most fulfilling and respected careers in healthcare, offering you the chance to make a lasting difference in the lives of those who need you most.

Take the first step towards your new life in Australia, *today*.

Why Choose Aged Care in Australia?

- ☑ **Higher pay**
  Most aged care facilities pay higher rates than acute jobs at the same level
- ☑ **Minimal ADLs**
  Australian aged care workers carry out the large majority of ADL work
- ☑ **Better career pathways**
  Aged care in Australia provides more opportunities to upskill, in a thriving, in-demand sector with long-term job security
- ☑ **Build connections**
  The chance to form deep, meaningful connections with residents
- ☑ **Develop your acute skills**
  Aged care enhances your clinical expertise, making it easier to transition back to acute care with a stronger skill set.

OSP Recruitment

www.osprecruitment.com

Five Reasons Aged Care is a Great Career Choice

1. Aged Care Nurses are Highly Skilled and Respected

There is a growing recognition that aged care nursing is a specialised field requiring **clinical expertise, leadership, and advanced decision-making.**

You will develop highly transferable skills in:

✓ Complex chronic disease management
✓ Palliative and end-of-life care
✓ Dementia care and mental health support
✓ Advanced clinical assessments and medication management
✓ Care planning and leadership

Aged care nurses in Australia are respected for their ability to lead, advocate, and provide high-quality, compassionate care.

2. Fast-Track Your Career Growth

Due to the high demand for aged care nurses, many RNs **step into leadership roles earlier** than in acute settings.

✓ Lead and manage care teams
✓ Mentor junior nurses and carers
✓ Influence care policies and patient outcomes
✓ Gain valuable management experience

Many aged care nurses progress into roles such as Clinical Nurse Specialists, Care Managers, or Facility Managers within just a few years.

3. Competitive Pay and Work-Life Balance

✓ Many aged care roles now offer higher pay rates than hospitals
✓ Fixed rosters and flexible shifts allow for work-life balance
✓ Salary packaging options allow for higher take-home pay
✓ Relocation assistance & visa sponsorship

Aged care facilities in Australia focus on ensuring a healthy work-life balance, so you have time to **enjoy life outside of work.**

Five Reasons Aged Care is a Great Career Choice

4. Be Part of a Close-Knit, Supportive Team

Aged care facilities offer a **strong team environment**. You will work closely with carers, fellow nurses, and allied health professionals to deliver the best care possible.

✓ Smaller teams foster strong professional relationships
✓ Facilities provide comprehensive onboarding & mentorship
✓ Aged care nurses often form lasting friendships with colleagues

5. A Work Environment That Allows for Connection

In hospitals, nurses often juggle high patient turnover, meaning there's little time to truly get to know those they care for. In aged care, you develop long-term relationships and can **make a lasting impact.** Residents will come to know and trust you—you will be one of the most important people in their lives. Nurses in aged care find meaning in being there for residents through life's most vulnerable moments.



Aged Care Nursing:
A Profession with Purpose

“I am their family, and they are mine.”

In aged care, your impact goes beyond medical treatment. You become an advocate, a friend, and sometimes even family to those who have no one else.

You will hold someone’s hand when they’re scared, listen to stories that no one else has time for, reassure a family member who is grieving, and be a source of comfort when no one else is there.

Unlike hospital nursing, where you often only see patients for a few days, in aged care, you build deep and meaningful relationships over weeks, months, and even years. You don’t just treat conditions—you care for the whole person.



Ivy,
Aged Care Nurse

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Your Role as an Aged Care Nurse

Aged care isn't about doing less—it's about doing more of what truly matters. You'll use your clinical judgment, leadership skills, and medical expertise to ensure residents receive the best care possible.



Frequently Asked Questions
About Nursing in an Aged Care Setting

Q: I've only worked in acute care. Do I have the right skills for aged care?

Yes. Your clinical assessment, critical thinking, and decision-making skills are highly transferable. You'll gain experience in complex care, leadership, and long-term patient management.

Q: Will I only be doing ADLs (activities of daily living)?

No. Carers handle the majority of the ADLs, while RNs focus on clinical responsibilities, including medication management, wound care, assessments, and care planning.

Q: Is the pay lower than in hospitals?

No. Many aged care facilities now offer higher salaries than hospitals, plus relocation assistance, visa sponsorship, and leadership opportunities.

Q: Is the RN-to-resident ratio in aged care higher than in acute settings?

While aged care does require managing more residents, the pace is different from acute care. **The workload is manageable** because not all residents are critically ill. Many residents have chronic conditions or require assistance with daily living rather than intensive medical care. This allows RNs to provide person-centered care while still managing their workload effectively.

Q: Will I have career advancement opportunities?

Absolutely. Aged care nurses can progress into care management, education, clinical specialist roles, or facility leadership.

Q: If I work in aged care, will I lose my acute nursing skills?

No. Aged care requires advanced skills in resident assessment, chronic disease management, dementia care, and palliative care. Nurses in aged care must make critical decisions independently, making it a highly skilled and respected role. Aged care nursing in Australia is a growing recognition as a specialty, it provides the chance to work autonomously, take on leadership roles, and develop holistic nursing skills.

Where Can You Work?

We have placements across regional and metropolitan Australia, offering a mix of city, coastal, and rural lifestyles. Explore some of our locations!





Busselton, WA



Taree, NSW



Port Macquarie, NSW



Port Stephens, NSW



Toowoomba, QLD



FEATURED LOCATIONS

Darwin, NT



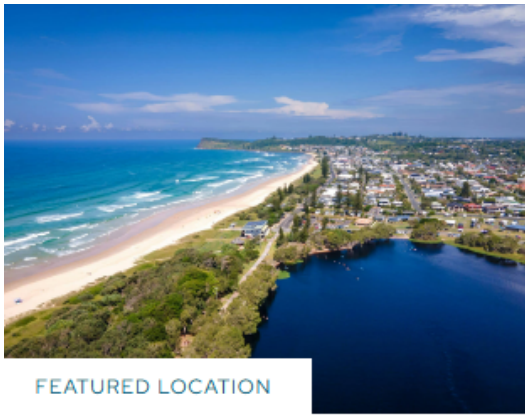
FEATURED LOCATIONS

Townsville, QLD



FEATURED LOCATION

Warwick, QLD



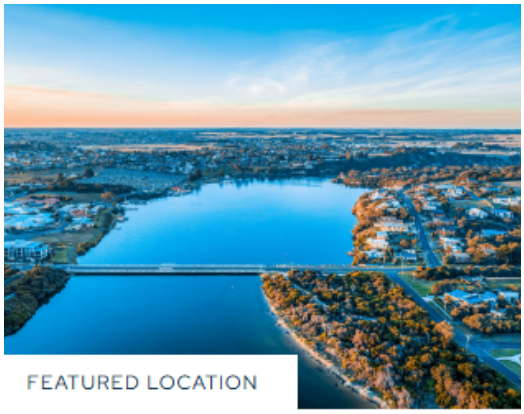
FEATURED LOCATION

Ballina, NSW



FEATURED LOCATIONS

Bundaberg, QLD



FEATURED LOCATION

Warrnambool, VIC



FEATURED LOCATIONS

Broadwater (Busselton), WA



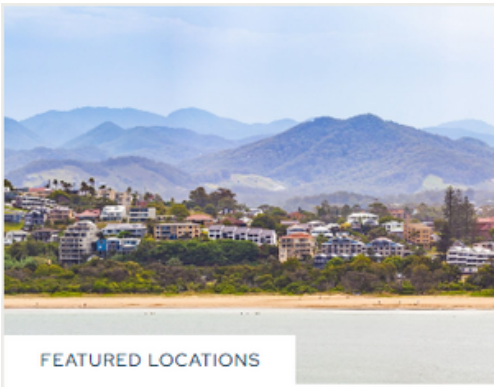
FEATURED LOCATIONS

Cairns, QLD



FEATURED LOCATIONS

Broome, WA



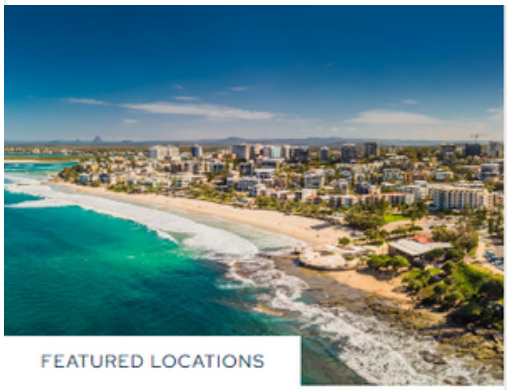
FEATURED LOCATIONS

Coffs Harbour, NSW



FEATURED LOCATIONS

Bathurst, NSW



FEATURED LOCATIONS

Caloundra, QLD



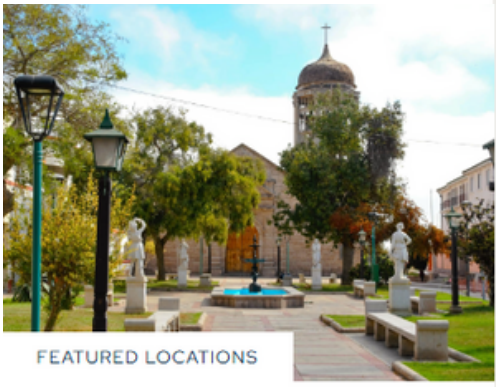
FEATURED LOCATIONS

Shepparton, VIC



FEATURED LOCATIONS

Bega, NSW



FEATURED LOCATIONS

Taree, NSW



Common Myths

About Nursing in an Aged Care Setting

Myth: There is increased responsibility without adequate support.

Unlike in hospitals, **aged care nurses often take on leadership roles early** in their careers, which is an excellent stepping stone for advancement.
Our partnered aged care facilities provide:
✓ Comprehensive training & onboarding support
✓ A buddy system to help with the transition
✓ Dedicated clinical support teams to assist you
You will never be left without the resources and mentorship needed to succeed and grow in your role.

Myth: If I work in aged care, I won't be able to return to acute care.

Aged care deepens your clinical expertise, particularly in:
✓ Chronic disease management
✓ Geriatric care & palliative care
✓ Complex case management & critical decision-making
These skills are highly valuable in any healthcare setting. Many aged care nurses return to acute care successfully with a stronger, well-rounded skill set.

Myth: Aged care has more paperwork and compliance requirements that take time away from patient care.

Documentation is essential in all healthcare settings, but many aged care facilities have adopted:
✓ Electronic medication charts
✓ Digital care planning systems
✓ Automated compliance tools
These innovations **streamline administrative tasks**, giving you more time to focus on patient care.

Myth: Aged care is isolating and I will not have a strong, supportive team.

Aged care is **one of the most team-focused nursing environments.**
You will work closely with:
✓ Fellow nurses and carers who support each other daily
✓ Allied health professionals (physios, occupational therapists, dietitians)
✓ Residents and their families, forming strong, lasting relationships
Unlike the high turnover of hospital settings, aged care fosters deep, personal connections—making it one of the most fulfilling and rewarding nursing environments.