**Match Percentage**

**Dynamic Matching Logic:**

General Rule for All Fields

Match Score = (Matched Items ÷ Required Items) × Category Weight

This ensures:

If a job has 1 requirement and the nurse meets it, they get the full weight for that category.

If a job has 3 requirements and the nurse meets only 1, they get ⅓ of that category’s weight.

If the nurse has extra skills or specialties not required by the job → no bonus, but no penalty either.

**Category ` Weight (%)**

**1-Type of Nurse & Role 15%**

**Nurse Category:**

Entry Level

Registered Nurses (RN)

Advanced Practice Registered Nurses (APRN)

Nurse Practitioner (NP)

Exact = full, Closely related = partial

Match role hierarchy: RN = RN, or RN matches broader roles (Entry-Level)

**Nurse Type / Special Role:**

Role specificity:

ICU Nurse, OR Nurse, Midwife, Mental Health Nurse, Paediatric Nurse, etc.

Exact match = full ,

Related but not exact = partial (e.g., Neonatal ICU Nurse (NICU) Vs Paediatric Nurse =Partial Match)

**Match Flexibility / Sub-role Compatibility** :

If a nurse is qualified for a broader role than the job requires (e.g., NP applying for RN job), partial credit may apply.

This encourages flexibility for overqualified applicants

**2-Specialties 15%**

**Main Specialties:**

Adults

Maternity OB/GYN/MFM

Paediatrics Neonatal Perinatal

Community

**Sub Specialty Role Matching:**

Adults: Surgical Preoperative and Postoperative Care: Operating Room (OR):

Operating Room (OR): Scout (Circulating Nurse)

Operating Room (OR): Scrub (Technician Nurse)

Maternity OB/GYN/MFM:

Surgical Obstetrics and Gynecology (OB/GYN)

Paediatrics Neonatal Perinatal:

Neonatal Care

Paediatric Surgical Preoperative and Postoperative Care

Paediatric Operating Room (OR):

Paediatric OR: Scout (Circulating Nurse)

Paediatric OR: Scrub (Technician Nurse)

**3-Experience (overall + specialty level) 15%**

Total experience level (overall years’ experience from profession tab):

Experience in each specialty:

Position held:

Areas of expertise (skills):

**4-Education, Certifications, Training, Membership, Awards, Language 15%**

Nurse & Midwife Degrees

Certifications / Licences

Mandatory Training

Continuing Education

Professional Memberships

Awards & Recognitions

Language Proficiency, Certifications

**5-Vaccination Records 5%**

COVID-19

Influenza

Hepatitis B

Measles, Mumps, Rubella (MMR)

Varicella (Chickenpox)

Diphtheria, Tetanus, Pertussis

Tuberculosis

**6-Checks & Clearances 5%**

Residency and Work Eligibility

Police Clearance (National/State)

NDIS Worker Screening Check

Working With Children Check (WWCC)

Other Region-Specific Clearances

**7-Work Preferences & Flexibility 30%**

Sector Preferences

Work Environment Preferences

Employment type Preferences

Work-Life Balance & Shift Preferences

Position Preferences

Benefits Preferences

Location Preferences

Salary Expectation

**Sector Preferences:** Public / Private / Mixed: Match = full score, Partial = scale

**Work Environment Preferences:** Job matches any of preferred environments → partial or full score

**Employment Type Preferences:** Permanent / Temporary / Both: Direct comparison

**Work-Life Balance & Shift Preferences:** More aligned = higher score

**Position Preferences:** Match = full score, flexible match = partial

**Benefits Preferences:** Scaled score based on number of preferences matched

**Location Preferences:** Exact match or willingness to relocate, Travel radius considered (e.g., ≤ 25km full score, ≤ 50km partial)

**Salary Expectations:** Within expected range = full score, Below preferred = lower score, Above = full score