

Profile of the Nursing Workforce in NSW, 2000

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INTRODUCTION

The annual nursing workforce survey

(a) Overview

Each year a work force survey questionnaire is forwarded to nurses renewing their registration in NSW. Information from the survey contributes to constructive discussion of nursing workforce planning issues for the NSW Health Department, Commonwealth Government, Nurses Registration Board of New South Wales, Area Health Services, professional colleges and associations, nursing faculties in tertiary institutions and other interested bodies.

The response rate for registered nurses was 88.1% in 2000; and for enrolled nurses was very similar, at 89.9%. In compiling this profile a review was undertaken with staff of the Nurses Registration Board of New South Wales to ensure that all nurses that should be included in the survey population were in fact included. As a result there has been a minor variation in the definition of response rate for this profile from the definition used in the 1999 profile (see Sections below on Survey Coverage and Response Rate to Workforce Survey to explain calculation of response rate). The continued support of the Nurses Registration Board of New South Wales, professional organisations and nurses registered and enrolled in New South Wales in completing the survey, is appreciated.

(b) Availability of survey information

The *Profile of the Nursing Workforce* has been prepared to provide detailed information about the nursing workforce. The last Profile was published in 2001, documenting 1999 data. The profile is now produced in a format compatible with other profiles produced on professional workforce groups who are registered in NSW.

In addition to comprehensive data from the 2000 survey, longitudinal data has been included where consistent data is available from the surveys undertaken from 1996 onwards. The effect of the minor variation in the definition of survey population and response rate for 2000 is commented on below in terms of its effect on time series data.

A brief summary of the current year's survey data in leaflet format is also being prepared by the NSW Health Department and will shortly be available on request. (contact details are included at the front of this publication).

Additional survey analysis can be obtained by forwarding a written request to the contact address in the front of the publication. Contact should be made to clarify the information required and to determine if a fee may apply. A charging policy is available on request.

Strict procedures are followed to ensure the privacy of individual nurses who respond to the survey. An agreement between NSW Health Department and the Nurses Registration Board of New South Wales prevents access to identifying data. Survey information will not be made available in any format that enables the identification of individual respondents.

Methodology

Timing of the 2000 Survey

Information from the 2000 Annual Nursing Workforce Survey relates to the 2000 registration and enrolment renewal period. Renewal notices and surveys were forwarded to all nurses on the Register and Roll of the Nurses Registration Board of New South Wales during the 2000 calendar year, in twelve monthly instalments. The renewal fee was due by the end of the month in which the renewal notice was sent, in order for the nursing practitioner to be retained on the Register or Roll. Survey respondents completed the survey with information about their usual working situation at that time.(see Appendix 1)

Information regarding the registration and enrolment status of nurses during 2000 was provided by the Nurses Registration Board of New South Wales. The data on sex and year of birth were also provided by the Board to eliminate the need to collect this information annually on the survey.

Survey coverage

Information from the nursing work force survey does not cover all registered and enrolled nurses in NSW. Only those registrants renewing their registration are forwarded a survey. This excludes:

- **New registrants:** New registrants include new local graduates, interstate graduates and overseas trained nurses registering and enrolling for the first time with the Nurses Registration Board of New South Wales. New registrants do not normally receive the survey form until they renew their registration in the following financial year.
- **Restorations:** Restorations are persons who have been restored to the register after a period in which they were not financial. These persons will not normally receive the annual survey.

Some nurses are restorations simply due to late payment, as they are removed from the Register or Roll and then reinstated on receipt of the payment of the renewal fee. This group have been defined as **technical restorations**. These nurses have usually completed a survey form, and therefore if they have provided survey data they have been included in the data analysis for this profile.

In addition, it has been identified that there are a group of nurses who either pay their registration fee early (say in December for January renewals in the year of the survey), or who pay in advance and earn a credit as they will not be able to make their payment at the usual time. If these nurses were sent a survey form in the year of renewal and are still financial in that year they have now been included in the survey population, and their returned survey forms included as respondents. This group has now been defined as **technical renewals, even though no transaction may have been recorded for the year of the survey**. The inclusion of these nurses (2,314 registered nurses, and 98 enrolled nurses) for the first time has increased the population count and the number of respondents and they are shown in Tables 1.1a and 1.1b as "Financial, no transaction".

For compatibility with other 2000 profiles prepared for health workforce groups registered in NSW, the definition of response is those respondents who completed the question on workforce status. In addition, it has been identified that a number of nurses have not completed the question on workforce status, but have completed the majority of the remainder of the survey form including the provision of a New South Wales postcode for work location, as well as other data such as hours worked. It was therefore decided for data completeness, to include both of those categories in the definition of respondents, as a workforce status could be derived and it was known that they were working in New South Wales.

The adoption of these changes in the approach to survey coverage, and definition of respondents, means that the data is compatible with definitions of the workforce used by the Australian Institute of Health & Welfare in preparing national profiles. However the minor variation in the definition of the survey population and respondents means that the survey population has increased in size. This is analysed in detail in the Sections on "Response Rate to Workforce Survey", and "Estimating Workforce Size".

This profile also adds additional data analysis by including a section on the nursing workforce, where registered nurses and enrolled nurses are added together to show characteristics of the total group of nurses formally recognised to practice nursing.

Figures have not been adjusted for non-response

Data in this publication have not been adjusted for unknown information, apart from the question on workforce status, where sufficient information was available to determine workforce status. When interpreting the individual tables, consideration should be given to the impact of unknown data:

- The absence of data due to non-response results in an under-representation of the size of the workforce in individual tables.
- The workforce characteristics of non-respondents may differ from the characteristics of survey respondents (for example, respondents may be more likely than non-respondents to be in the workforce). Weighting the survey data according to non-response alone may result in an over-estimation or under-estimation in some categories.
- Respondents who do not have a readily identifiable coding option for a particular question (eg specialty) may be less prepared to code "other".
- The characteristics of nurses who are not part of the survey target group (that is, new registrants and restorations) may differ from the characteristics of the survey population.

Calculating total unknown data for the survey

In determining the total unknown data for a particular question, consideration should be given to:

- **Unknown data for the question or questions comprising the table**, as indicated at the foot of each table. This may also include information that is unknown due to registration data (eg, year of birth) being unavailable from the Board.
- **Non-response to any filtering questions**. Data on second job will be affected by the lack of the explicit question "Do you have a 2nd job?" The number of persons with second jobs can be estimated from the highest response to any one question (*Table 4.9: n=5,101 for registered nurses, and Table 5.9: n=881 for enrolled nurses*).
- **Non-response to the survey**. Survey response rates are presented in Tables 1.2a and 1.2b.

It should be noted that limitations in the survey data prevent a distinction between non-response and alternatives such as "no", "other" or "zero". Information regarding this is noted at the foot of the relevant tables.

Conventions used in this publication

Throughout this publication, figures within the tables may not add to the total shown where it has been necessary to round numbers. Percentages printed as 0.0 may denote less than 0.05%.

Italics are used to report unknown data.

- is used in place of zero (0).

Bold is used to indicate a total or subtotal.

— denotes not applicable.

n/a denotes data is not available.

The location of home and work for registered and enrolled nurses has been analysed by Area Health Service for nurses working in both the public and private sectors. The NSW Health Department sets the boundaries of each Area Health Service by postcode, and this approach has been used in the analysis. A map of each Area Health Service is included in Appendix 2. There is no intent to imply that nurses working in the private sector are employed by Area Health Services, and the approach is used for comparative purposes only.

Category of Nurse Registration and Enrolment

In 2000, there were 75,582 registered nurses on the Register of the Nurses Registration Board of NSW, a growth of 1,678 registrations, or 2.3% from 1999. Of the registered nurses, 68,805 (91.0%) were female, 6,773 (9.0%) were male and there were four respondents with sex unknown. This growth is principally due to the addition of the 2,314 registered nurses with the status of "financial, no transaction" who have not previously been counted. Of these registered nurses, 62,565 were renewals, a slight increase from the 62,084 renewals in 1999. Table 1.1a provides an overview of the number of nurses in each category of registration.

Table 1.1a: Persons Registered as Nurses in NSW, 2000

Category of registration	No.		%		No.		%	
	Female	Male	Female	Male	Total	Female	Male	
New registrants	2724	311	89.8%	10.2%	3,035	2724	311	100.0%
Restorations	6782	882	88.5%	11.5%	7,664	6782	882	100.0%
"True" restorations	3167	438	87.9%	12.1%	3,605	3167	438	100.0%
"Technical" restorations	3615	444	89.1%	10.9%	4,059	3615	444	100.0%
Renewals	57,238	5,327	91.5%	8.5%	62,565	57,238	5,327	100.0%
Financial, no transaction	2,061	253	89.1%	10.9%	2,314	2,061	253	100.0%
Deletions	5341	568	90.4%	9.6%	5,909	5341	568	100.0%

- Notes:**
- 1 The table includes information on registered nurses who were financial with the Board during 2000.
 - 2 Some nurses may be included in more than one category during the twelve month period.
 - 3 There were 4 financial nurses with no sex recorded (1 new registrant, 2 renewals and 1 financial & no transaction), and 2 deletions with no sex recorded (these 6 are not shown above and are excluded from the table and any further analysis)

The table above separates restorations into the two categories of:

- "True" restorations: those nurses who were genuinely restoring to the register after being unfinancial for a period of time (and therefore did not receive a survey form);
- "Technical restorations": those nurses who did not renew their registration in time, and therefore were removed from the register for a short period of time until payment was received.

In addition, the category of "financial no transaction" has been included for the first time and has added the categories of nurses who were described in the section on survey coverage above.

In 2000, there were 15,732 financial enrolled nurses on the Roll of the Nurses Registration Board of NSW virtually no change to the 15,767 enrolled nurses recorded in 1999. Of the enrolled nurses, 14,460 (91.9%) were female, and 1,272 (8.1%) were male. There were only an additional 98 enrolled nurses added to the definition of "financial enrolled nurses" under the category of "financial & no transaction" but this accounts for all of the growth in numbers. Of these enrolled nurses, 12,754 were renewals, a

slight decrease from the 12,804 renewals in 1999. Table 1.1b below provides an overview of the number of enrolled nurses in each category of registration.

Table 1.1b: Persons Enrolled as Nurses in NSW, 2000

Category of registration	No.		%		No.		%	
	Female		Male		Total			
New registrants	595	84.3%	111	15.7%	706	100.0%		
Restorations	1945	89.5%	229	10.5%	2,174	100.0%		
"True" restorations	1052	88.1%	142	11.9%	1,194	100.0%		
"Technical" restorations	893	91.1%	87	8.9%	980	100.0%		
Renewals	11,830	92.8%	924	7.2%	12,754	100.0%		
Financial, no transaction	90	91.8%	8	8.2%	98	100.0%		
Deletions	1544	89.9%	174	10.1%	1,718	100.0%		

- Notes:**
- 1 The table includes information on enrolled nurses who were financial with the Board during 1999.
 - 2 Some enrolled nurses may be included in more than one category during the twelve month period.
 - 3 There was one financial enrolled nurse with no sex recorded who was a new registrant who is excluded from the above table and any further analysis

Response rate to Workforce Annual Survey

The response rate to the 2000 Nursing Workforce Annual Survey for registered nurses was 88.1%. The 1999 response rate was 90.4%. As shown below, the survey population defined as "total renewals" increased from 65,716 to 68,941 with the addition of the 2,315 technical renewals and with growth in other categories such as technical restorations.

Table 1.2a: Response Rate to Registered Nurse Annual Workforce Survey, 2000

	No.		Rate	
	1999		2000	
Formal response rate				
<i>Survey respondents</i> ¹	59,417		60,723	
<i>Total renewals</i> ²	65,716	90.4%	68,941	88.1%

- Notes:**
- 1 A "survey respondent" is defined for 1999 as a renewal who provides information to the question on work status, or whose work status can be derived from other data. With these adjustments, there were 2,857 nurses who did not return a survey form, and 3,442 survey forms with work status question unanswered and no capacity to derive the work status from a NSW postcode for place of work.
 - 1 A "survey respondent" is defined for 2000 as a renewal who provides information to the question on work status, or whose work status can be derived from other data. With these adjustments, there were 3,827 nurses who did not return a survey form, and 4,391 survey forms with work status question unanswered and no capacity to derive the work status from a NSW postcode for place of work.
 - 2 A renewal for 1999 is defined to include a person who paid their registration fee on time, or who was a renewal but was late in paying the renewal fee, and was therefore de-registered and then restored (ie technical restoration).
 - 2 A renewal for 2000 is defined to include a person who paid their registration fee on time, who was a renewal but was late in paying the renewal fee, and was therefore de-registered and then restored (ie technical restoration), or who was sent a survey form and returned a form or was still financial at the end of the year 2000 (technical renewal).

The response rate to the 2000 Nursing Workforce Annual Survey for enrolled nurses was 89.9%, very similar to the response rate of 90.2% in 1999. As shown below, the survey population defined as "total renewals" increased from 13,758 to 13,852 with the addition of the technical renewals.

Table 1.2b: Response Rate to Enrolled Nurse Annual Workforce Survey, 2000

	No. Rate		No. Rate	
	1999		2000	
Formal response rate				
<i>Survey respondents</i> ¹	12,411		12,435	
<i>Total renewals</i> ²	13,758	90.2%	13,832	89.9%

- Notes:**
- 1 A "survey respondent" is defined for 1999 as a renewal who provides information to the question on work status, or whose work status can be derived from other data. With these adjustments, there were 494 enrolled nurses who did not return a survey form, and 994 survey forms with work status question unanswered and no capacity to derive the work status from a NSW postcode for place of work.
 - 1 A "survey respondent" is defined for 2000 as a renewal who provides information to the question on work status, or whose work status can be derived from other data. With these adjustments, there were 497 enrolled nurses who did not return a survey form, and 900 survey forms with work status question unanswered and no capacity to derive the work status from a NSW postcode for place of work.
 - 2 A renewal for 1999 is defined to include a person who paid their registration fee on time, or who was a renewal but was late in paying the renewal fee, and was therefore de-registered and then restored (ie technical restoration).
 - 2 A renewal for 2000 is defined to include a person who paid their registration fee on time, who was a renewal but was late in paying the renewal fee, and was therefore de-registered and then restored (ie technical restoration), or who was sent a survey form; and returned a form or was still financial at the end of the year 2000 (technical renewal).

Work Status

There were 47,310 working renewal registered nurse survey respondents in 2000, a growth of 1,136 over the figure of 46,174 for 1999. This growth of 2.5% is probably principally due to the addition of the 927 working technical renewals (a subset of the registered nurses financial & no transaction as shown in Table 1.1a, totalling 2,314) who have previously not been counted. Without these working nurses, the growth would have been only 209 or 0.5% in total.

Working renewals are those respondents who:

- Were financially registered and defined as a renewal (see Tables 1.2a & 1.2b)
- Returned a labourforce survey indicating their work status or provided sufficient data for a status of working in NSW to be derived; and
- Indicated that their work status was one of the following three categories:
 - Working in nursing only in NSW
 - Working in nursing mainly in NSW, but also in other states
 - Working in nursing in NSW, but on extended leave (see Table 1.3a)

There were 9,734 working renewal enrolled nurse survey respondents in 2000 (see Table 1.3b), a growth of 88 respondents over the figure of 9,646 for 1999. This growth of 0.9% is partly attributable to the addition of the 31 working technical renewals (a subset of the enrolled nurses financial & no transaction as shown in Table 1.1b, totalling 98) who have previously not been counted, although there was growth in other categories of renewals as well.

Table 1.3a: Work status of Registered Nurse Workforce Survey respondents¹, NSW, in 2000

Work Status	No.	%	No.	%	No.	%	%	%
	Female		Male		Total		Excludes N/R	Female
Working in nursing								
Only in NSW	42,490	71.3%	3,763	67.7%	46,253	71.0%	76.2%	91.9%
Mainly in NSW, but also in other states	386	0.6%	67	1.2%	453	0.7%	0.7%	85.2%
Mainly in other states, but also in NSW	366	0.6%	40	0.7%	406	0.6%	0.7%	90.1%
Only in states other than NSW	1,842	3.1%	171	3.1%	2,013	3.1%	3.3%	91.5%
Working overseas	1,299	2.2%	161	2.9%	1,460	2.2%	2.4%	89.0%
Working in NSW but currently on leave	576	1.0%	19	0.3%	595	0.9%	1.0%	96.8%
Not Working in/ practicing in nursing								
Currently not working	4,920	8.3%	149	2.7%	5,069	7.8%	8.3%	97.1%
Currently working, not in nursing	3,979	6.7%	495	8.9%	4,474	6.9%	7.4%	88.9%
Work Status Unknown								
Non-response to survey question ²	3,698	6.2%	693	12.5%	4,391	6.7%		84.2%
Total	59,556	100.0%	5,558	100.0%	65,114	100.0%	100.0%	91.5%

Notes: 1. There were 65,114 forms from registered nurses renewing their registration, of whom 4,391 did not reply to the question on working status, and did not provide a NSW postcode for place of work. (see Note 1 to Table 1.2a)

2. Percentages include the non-response to the survey. These are recalculated to determine the proportion of respondents by work status.

Table 1.3b: Work status of Enrolled Nurse Workforce Survey respondents¹, NSW, in 2000

Work Status	No.	%	No.	%	No.	%	%	%
	Female		Male		Total		Excludes N/R	Female
Working in nursing								
Only in NSW	8,890	71.8%	667	69.5%	9,557	71.7%	76.9%	93.0%
Mainly in NSW, but also in other states	80	0.6%	10	1.0%	90	0.7%	0.7%	88.9%
Mainly in other states, but also in NSW	51	0.4%	7	0.7%	58	0.4%	0.5%	87.9%
Only in states other than NSW	292	2.4%	24	2.5%	316	2.4%	2.5%	92.4%
Working overseas	23	0.2%	6	0.6%	29	0.2%	0.2%	79.3%
Working in NSW but currently on leave	86	0.7%	1	0.1%	87	0.7%	0.7%	98.9%
Not Working in/ practicing in nursing								
Currently not working	1,092	8.8%	35	3.6%	1,127	8.5%	9.1%	96.9%
Currently working, not in nursing	1,066	8.6%	105	10.9%	1,171	8.8%	9.4%	91.0%
Work Status Unknown								
Non-response to survey question ²	795	6.4%	105	10.9%	900	6.7%		88.3%
Total	12,375	100.0%	960	100.0%	13,335	100.0%	100.0%	92.8%

Notes: 1. There were 13,335 forms from enrolled nurses renewing their enrollment, of whom 900 did not reply to the question on working status, and did not provide a NSW postcode for place of work. (see Note 1 to Table 1.2b)

2. Percentages include the non-response to the survey. These are recalculated to determine the proportion of respondents by work status.

Nurses seeking work

Table 1.4a: Registered nurses seeking work in nursing in NSW, 2000

Nature of work sought	No.		%		No.		%	
	Female	Male	Female	Male	Total	Female	Male	
Not looking for work in nursing	6,779	484	83.7%	81.3%	7,263	93.3%		
Looking for work in nursing:								
- full time	102	25	1.3%	4.2%	127	80.3%		
- part time	543	20	6.7%	3.4%	563	96.4%		
- casual work	524	42	6.5%	7.1%	566	92.6%		
- any type of work	150	24	1.9%	4.0%	174	86.2%		
Total	8,098	595	100.0%	100.0%	8,693	93.2%		
<i>non response/unknown</i>	801	49	9.0%	7.6%	850		8.9%	

Note: Table includes only those survey respondents in Table 1.3a who indicated that they were not currently working or currently working but not in nursing (n=9,543)

Table 1.4a shows that of those registered nurses currently not working, and those working but not in nursing, 16.5% were looking for work in nursing. The majority were either seeking part time or casual work. There is a larger proportion of enrolled nurses looking for work, with 22.5% in that category (see Table 1.4b).

Table 1.4b: Enrolled nurses seeking work in nursing in NSW, 2000

Nature of work sought	No.		%		No.		%	
	Female	Male	Female	Male	Total	Female	Male	
Not looking for work in nursing	1,506	95	77.8%	73.6%	1,601	94.1%		
Looking for work in nursing:								
- full time	59	14	3.0%	10.9%	73	80.8%		
- part time	155	9	8.0%	7.0%	164	94.5%		
- casual work	149	9	7.7%	7.0%	158	94.3%		
- any type of work	67	2	3.5%	1.6%	69	97.1%		
Total	1,936	129	100.0%	100.0%	2,065	93.8%		
<i>non response/unknown</i>	222	11	10.3%	7.9%	233		10.1%	

Note: Table includes only those survey respondents in Table 1.3b who indicated that they were not currently working or currently working but not in nursing (n=2,298)

Estimating Workforce Size

The 1999 Profile of the Medical Workforce in NSW (NSW Health Department, 2000) estimated the size of the medical workforce in New South Wales, using the following approach:

- Assume the proportion of survey respondents working in NSW represents the proportion of all renewals working in NSW (77.9% for registered nurses in 2000)
- Assume 90% of new registrants are working in NSW
- Assume 80% of other registrants are working in NSW (excluding deletions)

Table 1.5a: Estimating the Size of the Registered Nurse Workforce, 1999 - 2000

	No.	No.
	1999	2000
Size of Workforce (Unadjusted) ¹	46,174	47,301
Total respondents to work status	59,417	60,723
% working	77.7%	77.9%
No. of renewals ²	65,716	68,941
1) estimated workforce from renewals	51,069	53,703
No. of new registrants	4,243	3,036
2) estimated workforce from new reg. (90%)	3,819	2,732
No. of restorations ³	3,905	3,605
3) estimated workforce from restorations (80%)	3,124	2,884
Total Estimated Workforce (1+2+3)	58,012	59,319

- Notes:**
- 1 The size of the workforce in 1999 includes respondents classified as renewals and technical restorations who answered the work status question as working in NSW (see definition of workforce) while the size of the workforce in 2000 is based on respondents classified as renewals, technical restorations and technical renewals who answered the work status question as defined in the Section on work status
 - 2 The number of renewals in 1999 includes renewals and technical restorations and in 2000 includes renewals, technical restorations and technical renewals
 - 3 The number of restorations includes only true restorations as shown in Table 1.1a above

The registered nurse workforce is estimated to have grown from 58,012 in 1999 to 59,319 in 2000, a growth of 1,307 nurses. The growth rate in the workforce attributable to the technical renewals is estimated to be 1,886 registered nurses. However this assumes the participation rate for those who returned a form (n=1,244) is similar to those who did not return a survey form (n=1,071); and this may not be the case. However it is reasonable to assume that there was virtually no growth in the workforce without this adjustment.

Table 1.5b: Estimating the Size of the Enrolled Nurse Workforce, 1999 - 2000

	No.	No.
	1999	2000
Size of Workforce (Unadjusted) ¹	9,646	9,734
Total respondents to work status	12,411	12,435
% working	77.7%	78.3%
No. of renewals ²	13,758	13,832
1) estimated workforce from renewals	10,693	10,828
No. of new registrants	877	707
2) estimated workforce from new reg. (90%)	789	636
No. of restorations ³	1,132	1,194
3) estimated workforce from restorations (80%)	906	955
Total Estimated Workforce (1+2+3)	12,388	12,419

- Notes:**
- 1 The size of the workforce in 1999 includes respondents classified as renewals and technical restorations who answered the work status question as working in NSW (see definition of workforce) while the size of the workforce in 2000 is based on respondents classified as renewals, technical restorations and technical renewals who answered the work status question as defined in the Section on Work Status
 - 2 The number of renewals in 1999 includes renewals and technical restorations and in 2000 includes renewals, technical restorations and technical renewals
 - 3 The number of restorations includes only true restorations as shown in Table 1.1b above

The enrolled nurse workforce is estimated to have grown from 12,388 in 1999 to 12,419 in 2000, a growth of 31 enrolled nurses or 0.3%. The growth rate in the workforce attributable to the technical renewals is estimated to be 68 enrolled nurses. However this assumes the participation rate for those who returned a form (n=48) is similar to those who did not return a survey form (n=50); and this may not be the case. However it is reasonable to assume that there was virtually no growth in the workforce without this adjustment.

Estimating Full-Time Equivalent Workforce (FTE)

The numbers of hours worked by registered and enrolled nurses on average per week for all jobs together (see Tables 4.28 and 5.28) can be converted to full-time equivalents (FTEs) which becomes a measure of the productive workforce. This is shown in Tables 4.10 and 5.10, where the total hours worked by nurses in each age and hours worked group are divided by 35 to calculate the FTE workforce. Thirty five hours is used as the measure of full time work based on labour force definitions developed by the Australian Bureau of Statistics.

A ratio of FTEs to the total headcount workforce can then be calculated, to determine the relative productivity of the workforce. Tables 3.15, 4.10 and 5.10 has not been adjusted to the estimated size of the workforce accounting for non response. The total number of registered nurses providing hours worked was 46,088 with an FTE of 45,340. Therefore the FTE ratio is 0.984, indicating that registered nurses are almost equivalent in productive hours worked to their headcount numbers. The total number of enrolled nurses providing hours worked was 9220, with an FTE of 8747. Therefore the FTE ratio is 0.949, indicating that enrolled nurses are 95% as productive as their headcount numbers. Applied to the estimated workforce numbers, this results in 58,370 FTE registered nurses, 11,786 FTE enrolled nurses, and 70,156 FTE in total.

When compared to the estimated combined nursing workforce of 71,838 nurses, the FTE of 70,156 results in a FTE ratio of 0.977. Therefore overall, nurses are 98% as productive as their headcount numbers.

A second method of calculating FTE has also been used in the profile, based on the award conditions of most nurses of 38 paid hours per week. The range of hours worked for paid and total hours for main and second job and for total hours worked, has been adjusted to 30 to 37 hours and 38 to 44 hours, and reported in Appendix A, as well as FTE numbers by hours worked.

The results of these calculations are:

- If the FTE workforce is calculated using 38 hours per week then the FTE nursing workforce size is 49,857.9 FTE, and the FTE ratio is 0.9015, unadjusted for non response. If this is applied to the estimated workforce size of 71,738 then the FTE workforce is 64,671.8 FTE (slight variation in total compared to addition of 53,802.3 FTE registered nurses and 10,851.7 FTE enrolled nurses due to rounding).
- If the registered nurse headcount is converted to FTE by dividing total hours worked by 38 hours per week then the unadjusted FTE workforce size is 41,801.9 and the FTE ratio is 0.9070. If this is applied to the estimated workforce size of 59,319 then the FTE workforce is 53,802.3.
- If the enrolled nurse headcount is converted to FTE by dividing total hours worked by 38 hours per week then the unadjusted FTE workforce size is 8,056 and the FTE ratio is 0.8738. If this is applied to the estimated workforce size of 12,419 then the FTE workforce is 10,851.7 FTE after adjusting for non response.

2

NURSES WORKING IN NSW

Characteristics of nurses working in NSW:

Size of the combined workforce:

- The combined nursing workforce consists of 57,035 nurses, unadjusted for non response (47,301 registered nurses (82.9% of the total) and 9,734 enrolled nurses (17.1%)). If the estimated workforce size of 59,319 registered nurses and 12,419 enrolled nurses are added together, the total estimated workforce has 71,738 registered and enrolled nurses, a growth of 1,338 nurses from the estimated workforce of 70,400 nurses in 2000 (adjusted for non response, and workforce participation of new registrants and restorations). However the minor variation in calculation of the survey population and number of respondents means that this growth is principally due to an adjustment in including technical renewals for the first time. Therefore the estimated growth of 1.9% is based on a variation in technical approach in defining the survey population and respondents. An analysis of the level of adjustment resulting from the inclusion of the technical renewals indicates that without this group there would have been virtually no growth in the workforce size (see Section on Estimating Workforce Size, Section 1, p. 8)

Age and sex of the workforce:

- The proportion of women in the nursing workforce (combined workforce of registered and enrolled nurses) is 92.1%, with males accounting for 7.9% of the workforce. Some 38.1% of the female workforce were aged under 40, while 42.9% of males were under forty years in 2000. However, women are greater in numbers in all age groups, varying from 100.0% of all nurses in the 70 to 74 year age group, to the lowest proportion of 89.6% for those 30 to 34 years.
- Some 38.5% of the workforce are aged under forty years, 38.3% are aged 40 to 49 years, 19.0% are aged 50 to 59 years, and 4.2% of the workforce are 60 years and older. This indicates a middle aged workforce overall, with the modal age range being 40 to 44 years for males, females, and total nurses (ie the age range with the greatest number of working nurses).

Usual place of work and employment category:

- Three quarters or 74.4% of the combined workforce worked in the public sector in their main job, with 25.6% working in the private sector in their main job. Some 50.6% of the total workforce worked in public hospitals, 11.3% in private hospitals, 8.0% in public nursing homes and hostels, 8.2% in public community health services, and 6.9% in private nursing homes or hostels. Some 82.9% of nurses were permanent staff in their main job, 2.8% temporary and 14.2% casual.
- The public sector accounts for 48.7% of nurses in 2000 in their second job, while just over a half or 51.3% work in the private sector. In total, there are an estimated 5,101 nurses unadjusted for non response who reported being in a second job (8.9% of the total number of nurses in the workforce - see Tables 4.9 & 5.9). (NOTE: Estimated figure as respondents are not directly asked if they have a

second job). Only 19.2% of staff were employed on a permanent basis in their second job, while 77.0% were in casual positions and 3.85 were temporary.

Hours worked per week:

- Some 48.4% of nurses reported working part time **paid hours** in their **main job** (hours worked less than 35 hours per week). Women were more likely to work part time than men (50.9% of women compared with 19.3% of men). Some 98.7% of nurses reported working part time paid hours in their **second job** (hours worked less than 35 hours per week). Some 47.4% of nurses reported working part time in their **total job hours** (hours worked less than 35 hours per week). Women were more likely to work part time than men (49.9% of women compared with 19.0% of men).

Full Time Equivalent (FTE) workforce:

- Two methods of calculating FTE have been used in the profile:
- Divide hours worked by 35 hours per week (reported in Section tables: ABS definition)
- Divide hours worked by 38 hours per week (reported in Appendix: award conditions)
- The full time equivalent nursing workforce unadjusted for non response (FTE workforce, based on 35 hours per week) consists of 54,087 FTE, a growth of 2,283.5 FTE or 4.2% from the estimated 51,803.5 FTE in 2000 (see Tables 3.15, 4.10 & 5.10). This is calculated from the 55,308 nurses who provided data on their hours worked (Tables 4.28 & 5.28). This growth appears to be partly due to real growth in the productive workforce, as well as due to the variation in technical definitions. Therefore the proportion of the FTE workforce of 97.8% compared to total numbers indicates that there is almost a one to one relationship. Women were 48,990 FTE (90.6% of the FTE workforce) and men 5,097 FTE (9.4%), indicating that the greater hours worked by males result in their higher productivity rates (males were 7.9% of the headcount workforce).
- If the FTE workforce is calculated using 38 hours per week then the FTE nursing workforce size is 49,857.9 FTE, and the FTE ratio is 0.9015.

Principal area of nursing practice:

- The single largest specialty was geriatrics/gerontology, with 17.2% working in that specialty, followed by 7.2% in operating theatre/ recovery, 6.7% in midwifery/obstetrics, and 6.0% in general medicine. When clustered into groups of specialties, 36.7% worked in medical areas, 17.1% in surgical areas, 5.8% in mixed medical /surgical nursing, 9.0% in critical care and emergency, 7.8% in gynaecology/maternity, 6.8% in mental health and 14.9% in other specialties. Proportions were relatively similar in terms of specialties in a second job (18.3% in geriatrics, 6.9% in operating theatre, recovery, 6.8% in midwifery/obstetrics, and 6.7% in general medicine. Nurses working in operating theatre/recovery, midwifery/obstetrics, renal medicine, colo-rectal surgery, burns and endocrinology were most likely to work in the same specialty in both jobs (excluding specialties with small numbers).

Work location:

- In 2000, the main job for 73.5% of nurses was located in Metropolitan Area Health Services, with 54.0% in Metropolitan Sydney and 19.5% in other major Metropolitan areas (Central Coast, Hunter, Illawarra). Northern Sydney and South Eastern Sydney Area Health Services had the highest proportion of nurses in a main job, with 13.0% and 12.7% respectively. This was followed by the Hunter with 10.2%, Western Sydney with 9.6%, Central Sydney with 7.6% and South Western Sydney with 7.1%. Rural Area Health services were the main job location for 26.2% of nurses, with Greater Murray Northern Rivers having the highest proportion in a rural area at 4.8% followed by Mid North Coast at 4.4%.
- There were a higher proportion of nurses located in Metropolitan Area Health Services in a second job, with 76.7% of nurses. South Eastern Sydney had the highest proportion of nurses (16.2%) followed by Northern Sydney (15.7%), and the Hunter at 9.6%. Only 21.3% of nurses were located

in Rural Area Health Services in a second job, with Greater Murray with 3.9% and Mid Western with 3.6%. (NOTE: Area Health Services are used as a geographic area, and include nurses working in both the public and private sectors).

Characteristics of registered nurses working in NSW:

Size of the registered nurse workforce:

- The registered nursing workforce consists of 47,301 nurses, unadjusted for non response. The estimated size of the workforce in 2000 is 59,319 after adjusting for non response (see Table 1.5a). The FTE (full time equivalent, based on 35 hours per week) registered nurse workforce is estimated to be 58,370 based on the raw data of 45,340 FTE (accounted for by 46,088 headcount). The FTE ratio is 0.984, or nearly one to one, which is high given that there are 43.8% of registered nurses working part time (< 35 hours per week).
- If the registered nurse headcount is converted to FTE by dividing total hours worked by 38 hours per week then the unadjusted FTE workforce size is 41,801.9 and the FTE ratio is 0.9070. If this is applied to the estimated workforce size of 59,319 then the FTE workforce is 53,802.3.

Age and sex of the registered nurse workforce:

- The proportion of women in the registered nursing workforce is 91.9%, with males accounting for 8.1% of the workforce. Some 36.8% of the female workforce were aged under 40, while 40.3% of males were under forty years in 2000. However, women are greater in numbers in all age groups, varying from 100.0% of all nurses in the 70 to 74 age group, to the lowest proportion of 89.4% for those 30 to 34 years.
- Some 37.1% of the workforce are aged under forty years, 38.2% are aged 40 to 49 years, 20.2% are aged 50 to 59 years, and 4.4% of the workforce are 60 years and older. This indicates a middle aged workforce overall, with the modal age range being 40 to 44 years (ie the age range with the greatest number of working registered nurses).

Interstate registration and citizenship and residency status:

- Some 4.3% of nurses working in NSW are also registered interstate, and some 6.6% are not Australian citizens (n=3,044), although 92.3% of those registered nurses have permanent residency.

Seeking work in nursing:

- Some 83.5% of registered nurses not currently working, or working but not in nursing, were not looking for work in nursing; while 16.5% (n=1,430) were actively seeking work (1.5% of the total group were seeking full time work, 6.5% part time work, 6.5% casual work, and 2.0% any type of work).

Registered with a commercial agency:

- Some 93.7% of registered nurses were not registered with a casual agency, while 3.0% were registered with an agency in their main job, and 3.3% in their second job.

Aboriginal and Torres Strait Islander origin:

- There were 135 registered nurses who indicated that they were of Aboriginal or Torres Strait Islander origin.

Country of birth:

- There are 75.1% of the workforce born in Australia, and 24.9% born in other countries. The largest group of nurses were from the United Kingdom/Ireland (8.6%), followed by Asia in total (8.1%), Other Europe (2.7%) and New Zealand (2.2%).

Classification of job:

- Some 86.5% of the workforce are clinical nurses in their main job, including 67.1% of the registered nurse workforce working as registered nurses or midwives, 12.0% as clinical nurse specialists, 2.3% as clinical nurse consultants and 4.4% as nurse unit managers within the clinical category. Some 4.9% of the workforce are working as nurse managers, mainly as nurse managers grades 1 to 3. Some 2.6% work as teachers/educators, 0.5% as researchers, and 5.5% in other positions. There is some variation with the second job, with 85.5% working as clinical nurses, including 79.7% working as registered nurses/midwives (higher than for main job). Only 1.5% were working as nurse managers, although 6.3% were working as teachers/educators, with 0.8% as researchers, and 5.8% in other positions.

Usual place of work and employment category:

- Nearly three quarters or 74.3% of the registered nurse workforce work in the public sector in their main job, and 25.7% work in the private sector. Some 51.2% of the total workforce work in public hospitals, 11.7% in private hospitals, 9.0% in public community health services, 6.8% in public nursing homes and hostels, and 6.5% in private nursing homes or hostels. Some 83.8% of nurses are permanent staff in their main job, 2.9% temporary and 13.3% casual.
- The public sector accounts for 47.5% of registered nurses in 2000 in their second job, while just over a half or 52.5% work in the private sector. Public hospitals are the largest employer (29.7%), followed by private hospitals (20.7%). The third largest place of work in the private sector is private nursing homes or hostels, with 11.5%. In total, there are some 5,101 registered nurses who reported being in a second job, based on the table with the highest response to second job data. (10.8% of the total number of nurses in the workforce - see Table 4.9). Only 20.3% of staff are employed on a permanent basis in their second job, while 75.8% are in casual positions and 4.0% temporary.

Hours worked per week:

- Some 47.7% of registered nurses reported working part time **paid hours** in their **main job** (hours worked less than 35 hours per week). Women were more likely to work part time than men (half or 50.4% of women compared with 18.2% of men). The most common paid hours worked in a main job were 35 to 39 hours per week (24.9%) followed by 40 to 44 hours per week (23.8%). Some 98.8% of nurses reported working part time paid hours in their **second** job (hours worked less than 35 hours per week), with the most nurses working one to nine paid hours on average per week (55.1%).
- Some 46.5% of nurses reported working part time in their **total hours in a main job** (hours worked less than 35 hours per week). The largest proportion of registered nurses worked 40 to 44 hours per week (25.1%). Some 98.5% of nurses reported working part time paid hours in their **second** job (hours worked less than 35 hours per week), with the most nurses working one to nine paid hours on average per week (54.1%).
- Some 43.8% of nurses reported working part time (hours worked less than 35 hours per week) in their **total hours in all jobs**. The largest proportion of registered nurses again worked 40 to 44 hours per week (24.9%).

Areas of work by hours worked:

- Some 76.9% of registered nurses who were survey respondents working in NSW, reported working as clinical nurses in a main job, with the largest proportion of all registered nurses and all female nurses reporting working 20 to 29 hours per week (26.3% and 27.0% respectively). Males most commonly worked 35 to 39 hours a week in clinical care at 26.9% of all males (NOTE: includes paid and unpaid hours). Some 57.6% of registered nurses who worked in clinical care in their second job reported working one to nine hours per week in clinical care.
- The results for other areas of work were:

- some 17.5% of survey respondents working in a main job in NSW reported working clinical management hours (49.7% reported one to nine hours, with 9.1% of respondents working full time);
 - some 22.1% of survey respondents working in a main job in NSW reported working administration/management hours (40.3% reported one to nine hours, with 23.5% of respondents working full time);
 - some 17.7% of survey respondents working in a main job in NSW reported working teaching/education hours (67.7% reported one to nine hours, with 4.8% of respondents working full time);
 - some 6.9% of survey respondents working in a main job in NSW reported working research hours (74.8% reported one to nine hours, with 4.3% of respondents working full time);
 - some 2.1% of survey respondents working in a main job in NSW reported working other hours (29.3% reported one to nine hours, with 32.0% of respondents working full time).
- Some 7.3% of registered nurses who were survey respondents working in NSW, reported working as clinical nurses in a second job, with the largest proportion of registered nurses reporting working one to nine hours per week (57.6%). Less than two percent of respondents reported working in other areas in a second job, so numbers are very small.

Principal area of nursing practice:

- The single largest specialty was geriatrics/gerontology, with 15.2% working in that specialty, followed by 7.7% in midwifery/obstetrics, 7.3% in operating theatre/ recovery, and 5.2% in general medicine. When clustered into groups of specialties, 33.6% worked in medical areas, 17.3% in surgical areas, 5.3% in mixed medical /surgical nursing, 1.7% diagnostic areas, 10.6% in critical care and emergency, 8.7% in gynaecology/maternity, 7.3% in mental health and 15.5% in other specialties. Proportions were relatively similar in terms of specialties in a second job (17.7% in geriatrics, 6.9% in operating theatre/recovery, 7.8% in midwifery/obstetrics, and 5.8% in general medicine. Nurses working in operating theatre/recovery, renal medicine, geriatrics, and midwifery/obstetrics were most likely to work in the same specialty in both jobs (excluding small groups).

Work location:

- In 2000, the main job for 76.5% of registered nurses was located in Metropolitan Area Health Services, with 57.8% in Metropolitan Sydney and 18.7% in other major Metropolitan areas (Central Coast, Hunter, Illawarra). Northern Sydney and South Eastern Sydney Area Health Services had the highest proportion of nurses in a main job(14.2%, 13.8%). This was followed by Western Sydney with 10.2%, the Hunter with 9.7%, Central Sydney with 8.3% and South Western Sydney with 7.4%. Rural Area Health services were the main job location for 23.3% of registered nurses, with Northern Rivers having the highest proportion in a rural area at 4.2% followed by Greater Murray at 4.1%.
- There is a higher proportion of nurses located in Metropolitan Area Health Services in a second job, with 79.1% of nurses. South Eastern Sydney had the highest proportion of nurses (17.2%) followed by Northern Sydney (16.9%), and the Hunter at 9.6%. Only 19.0% of nurses were located in Rural Area Health Services in a second job, with Northern Rivers with and Mid Western with 3.4%. (NOTE: Area Health Services are used as a geographic area, and include nurses working in both the public and private sectors).

Age groups of clients:

- Some 15.6% of nurses worked with children and 15.9% worked with adolescents in their main job, 29.9% worked with the aged, and 38.6% worked with adults. In a second job, 13.2% of nurses

worked with children and 12.9% worked with adolescents, 30.4% worked with the aged, and 43.4% worked with adults (NOTE: allowed for multiple responses).

Completion of post registration courses:

- Over sixty percent or 61.7% of registered nurses have completed a post registration course. Nurses reported a greater number of hospital courses (n=30,237 courses) than tertiary courses (n=17,732 courses). The most common hospital course reported was midwifery (24.1%), followed by management/administration (6.9%), critical care /intensive care (6.1%) and mental health (5.6%) and other (10.3%). Midwifery was the most common hospital course reported (29.7%) and also the most common tertiary course reported (14.5% of all tertiary courses), followed by management/administration (12.2%). Other tertiary courses accounted for 17.9% of courses reported.

Year of completion of initial registration:

- Some 98.7% of registered nurses working in NSW were initially registered in 1960 or more recently. The year of initial registration is 3.0% or more of all nurses working for the years of 1976 to 1982 and for the years of 1986,1987, 1991 and 1999.

Trends in age and sex, 1996 - 2000:

- The total registered nurse workforce grew from 43,884 in 1996 to 47,301 in 2000 (unadjusted for non response). This is a growth of 7.8%, or 2.0% on average per year. The number of men in the workforce grew from 3,524 to 3,849 or by 9.2% (2.3% per annum on average). This was a higher growth rate than for women, of 7.7% over the four years (from 40,360 to 43,452, 1.9% per annum average).
- For females, the modal age range was 40 to 44 years, rising from 19.5% in 1996 to 20.5% in 2000 (age range with the largest proportion of the workforce). However, the 35 to 39 year age group declined from 19.4% to 14.1%, as did the 30 to 34 year age group (11.8% to 10.7%). Both of these age groups also declined in total numbers. There was a growth in all other groups. There is a similar trend for males and total numbers, although males also showed a slight decline in the proportion of those aged 25 to 29 years and in those 70 years and older.

Trends in usual place of work, 1996 - 2000:

- There was a growth in the proportion of nurses working in the public sector between 1996 and 2000, from 65.6% to 74.3%. This occurred in public hospitals (from 47.6% to 51.2%), in public nursing homes or hostels (from 5.1% to 6.8%), and in public community health services (6.3% to 9.0%). The private sector declined in the proportion of the total workforce (from 27.6% to 25.7%) and in actual numbers between 1996 and 1999, although it showed a recovery in 2000 to the highest level to date (from 11,493 to 11,922). This was due to a decline in the proportion of registered nurses working in private nursing homes or hostels (8.1% to 6.5%), and in private practice (2.7% to 1.1%). There was a growth in the proportion of nurses working in private hospitals (from 11.1% to 11.7%).

Trends in work location, 1996 - 2000:

- There was a growth in the proportion of total registered nurses working in Metropolitan Areas from 75.3% to 76.5% with growth in total numbers in all Metropolitan Areas. There was growth in proportional terms in all Metropolitan Area Health Services except for the Hunter, although it grew in total numbers. There was a decline in the proportion of registered nurses working in rural areas, from 24.6% to 23.3%. However, there was growth in total numbers in all rural Area Health Services, particularly for Mid North Coast which also grew in proportional terms.

Hours per week, 1996 - 2000:

- Registered nurses most commonly worked 40 to 44 hours per week in all years between 1996 and 2000. There was a growth in the proportion of nurses in each of the categories working less than 35 working hours per week. As a result, the proportion of nurses working less than 35 hours

rose from 34.7% to 43.8%. The proportion of nurses working 45 to 49 hours and 50 to 59 hours per week also rose, but proportions are small compared to categories. (NOTES: The data for 1997 had a high non response rate and therefore should be interpreted with care. In addition, the high proportion of nurses working more than 70 hours per week in 1996 could reflect nurses who thought the question related to hours per fortnight. The error rate for this question has therefore potentially decreased over time).

Characteristics of enrolled nurses working in NSW:

Size of the enrolled nurse workforce:

- The enrolled nursing workforce consists of 9,734 nurses, unadjusted for non response. The estimated size of the workforce in 2000 is 12,419 after adjusting for non response (see Table 1.5b). The FTE enrolled nurse workforce (based on 35 hours per week) is estimated to be 11,786 based on the raw data of 8,747 FTE (accounted for by 9,220 headcount). The FTE ratio is 0.949, or 95%.
- If the enrolled nurse headcount is converted to FTE by dividing total hours worked by 38 hours per week then the unadjusted FTE workforce size is 8,056 and the FTE ratio is 0.8738. If this is applied to the estimated workforce size of 12,419 then the FTE workforce is 10,851.7 FTE after adjusting for non response.

Age and sex of the enrolled nurse workforce:

- The proportion of women in the enrolled nursing workforce is 93.0%, with males accounting for 7.0% of the workforce. Some 45.4% of the female workforce were aged under 40, while 57.9% of males were under forty years in 2000. However, women are greater in numbers in all age groups, varying from 100.0% of all nurses in the 70 to 74 age groups, to the lowest proportion of 86.7% for those aged 19 to 24 years.
- Some 46.4% of the workforce are aged under forty years, 38.7% are aged 40 to 49 years, 12.8% are aged 50 to 59 years, and 2.1% of the workforce are 60 years and older. This indicates a middle aged workforce overall, with the modal age range being 40 to 44 years (ie the age range with the greatest number of working enrolled nurses).

Interstate registration and citizenship and residency status:

- Some 3.1% of nurses working in NSW are also enrolled interstate, and some 5.2% are not Australian citizens, although 95.7% of those enrolled nurses have permanent residency.

Seeking work in nursing:

- Some 77.5% of enrolled nurses not currently working, or working but not in nursing, were not looking for work in nursing; while 22.5% or 464 enrolled nurses were actively seeking work (3.5% for full time work, 7.9% for part time work, 7.7% for casual work, and 3.3% for any type of work).

Enrolled with a commercial agency:

- Some 92.3% of enrolled nurses were not enrolled with a casual agency, while 4.4% were enrolled with an agency in their main job, and 3.4% in their second job.

Aboriginal and Torres Strait Islander origin:

- There were 102 enrolled nurses who indicated that they of Aboriginal or Torres Strait Islander origin.

Country of birth:

- There is 82.5% of the workforce born in Australia, and 17.5% born in other countries. The largest group of nurses were from the United Kingdom/Ireland (6.4%), followed by Asia with 2.9% and New Zealand with 2.4%.

Classification of job:

- Some 94.3% of the workforce are clinical nurses in their main job, including 93.1% of the enrolled nurse workforce working as clinical enrolled nurses. Some 0.2% work as teachers/educators, and 5.1% in other positions. There is some variation with the second job, with 90.5% working as clinical nurses, including 89.4% working as clinical enrolled nurses/midwives. Only 0.8% were working as teachers/educators, with 8.6% in other positions.

Usual place of work and employment category:

- Three quarters or 75.0% of the enrolled nurse workforce work in the public sector in their main job, and 25.0% work in the private sector. Some 47.6% of the total workforce work in public hospitals, 9.5% in private hospitals, 14.2% in public nursing homes and hostels, and 9.2% in private nursing homes or hostels. Some 78.8% of nurses are permanent staff in their main job, 2.51% temporary and 18.8% casual.
- The public sector accounts for 56.1% of enrolled nurses in 2000 in their second job, while 43.9% work in the private sector. Public hospitals are the largest employer (40.8%), followed by private hospitals (14.4%). The third largest place of work in the private sector is private nursing homes or hostels, with 10.0%. In total, there are an estimated 881 enrolled nurses who reported being in a second job, based on the table with the highest response to second job data. (9.1% of the total number of nurses in the workforce - see Table 5.9). Only 13.1% of staff are employed on a permanent basis in their second job, while 84.3% are in casual positions.

Hours worked per week:

- Just over half or 52.1% of enrolled nurses reported working part time **paid hours** in their **main job** (hours worked less than 35 hours per week). Women were more likely to work part time than men (54.0% of women compared with 26.6% of men). The most common paid hours worked in a main job were 20 to 29 hours per week (23.9%) followed by 40 to 44 hours per week (23.1%). Some 98.4% of nurses reported working part time paid hours in their **second** job (hours worked less than 35 hours per week), with the most nurses working one to nine paid hours on average per week (46.8%).
- Some 51.5% of nurses reported working part time in their **total hours in a main job** (hours worked less than 35 hours per week). The largest proportion of enrolled nurses worked 40 to 44 hours per week (24.3%). Some 98.2% of nurses reported working part time paid hours in their **second** job (hours worked less than 35 hours per week), with the most nurses working one to nine paid hours on average per week (46.2%).
- Some 48.9% of nurses reported working part time (hours worked less than 35 hours per week) in their **total hours in all jobs**. The largest proportion of enrolled nurses again worked 40 to 44 hours per week (24.0%).

Areas of work by hours worked:

- Some 71.9% of enrolled nurses who were survey respondents working in NSW, reported working as clinical nurses in a main job, with the largest proportion of all enrolled nurses and female nurses reporting working 20 to 29 hours per week (25.2% and 24.3% respectively). Males most commonly worked 40 to 44 hours a week in clinical care (NOTE: includes paid and unpaid hours). Some 6.1% of all respondents reported working one to nine hours per week in clinical care in their second job.
- The results for other areas of work were:
 - some 2.3% of survey respondents working in a main job in NSW reported working clinical management hours (60.3% reported one to nine hours, with 9.8% of respondents to the question working full time);

- some 5.6% of survey respondents working in a main job in NSW reported working administration/management hours (48.9% reported one to nine hours, with 14.0% of respondents working full time);
- some 4.2% of survey respondents working in a main job in NSW reported working teaching/education hours (66.3% reported one to nine hours, with 6.4% of respondents working full time);
- some 1.6% of survey respondents working in a main job in NSW reported working research hours (68.9% reported one to nine hours, with 5.4% of respondents working full time);
- only 2.2% of survey respondents working in a main job in NSW reported working other hours (21.4% reported one to nine hours, with 41.6% of respondents working full time).
- Some 6.1% of enrolled nurses who were survey respondents working in NSW, reported working as clinical nurses in a second job, with the largest proportion of enrolled nurses reporting working one to nine hours per week (49.2%). Less than one percent of respondents reported working in other areas in a second job, so numbers are very small.

Principal area of nursing practice:

- The single largest specialty was geriatrics/gerontology, with 27.3%, followed by 10.3% in general medicine, 7.1% in operating theatre/recovery, 5.6% in rehabilitation, 4.5% in each of general surgery, and developmental disability. When clustered into groups of specialties, 52.2% worked in medical areas, 16.2% in surgical areas, 8.4% in mixed medical /surgical nursing, 2.6% in diagnostic areas, 1.0% in critical care and emergency, 3.3% in gynaecology/maternity, 4.4% in mental health and 11.9% in other specialties. Proportions were relatively similar in terms of specialties in a second job (21.4% in geriatrics, 12.1% in general medicine, 6.5% in operating theatre/recovery, 5.3% in general community nursing, 3.9% in rehabilitation, 3.8% in general surgery, and 3.3% in developmental disability). Nurses working in mothercraft and operating theatre/recovery were most likely to work in the same specialty in both jobs.

Work location:

- In 2000, the main job for 58.8% of enrolled nurses was located in Metropolitan Area Health Services, with 34.9% in Metropolitan Sydney and 23.9% in other major Metropolitan areas (Central Coast, Hunter, Illawarra). Hunter Area Health Service had the highest proportion of nurses in a main job, with 12.5%, followed by South Eastern Sydney (7.3%), Illawarra (7.1%), Northern Sydney (7.0%) and Western Sydney (6.9%). Rural Area Health services were the main job location for 40.8% of enrolled nurses, with Greater Murray having the highest proportion in a rural area at 8.5% followed by Mid North Coast and Mid Western at 6.2%.
- There is a higher proportion of working enrolled nurses located in Metropolitan Area Health Services (63.1%) in a second job. South Eastern Sydney had the highest proportion of nurses (10.6%), followed by Hunter (9.6%), and Northern Sydney (9.1%). Only 34.5% of enrolled nurses were located in Rural Area Health Services in a second job, with Greater Murray having 8.3% and Southern 6.8%. (NOTE: Area Health Services are used as a geographic area, and include nurses working in both the public and private sectors).

Age groups of clients:

- Some 12.4% of nurses worked with children and 14.4% worked with adolescents in their main job, 39.9% worked with the aged, and 33.4% worked with adults. In a second job, 11.8% of nurses worked with children and 13.9% worked with adolescents, 35.7% worked with the aged, and 38.7% worked with adults.

Completion of post enrolment courses:

- Three in ten or 31.3% of enrolled nurses have completed a post enrolment course. Nurses reported 5,293 courses. The most common course reported was palliative care (8.6%), pharmacology (8.3%), followed by gerontology (6.7%) and mental health (6.4%).

Year of completion of initial enrolment:

- Some 95.7% of all enrolled nurses working in NSW were initially enrolled in 1970 or more recently. The year of initial registration is 4.0% or more for the years of 1987, and 1998 and 1999.

Trends in age and sex, 1996 - 2000:

- The total enrolled nurse workforce grew from 8,395 in 1996 to 9,734 in 2000 (unadjusted for non response). This is a growth of 1,339 nurses, 16.0%, or 4.0% on average per year. The number of men in the workforce grew from 498 to 678 or by 36.1% (9.0% per annum on average). This was a higher growth rate than for women, of 13.9% over the three years, a growth of 1,149 nurses (from 7,897 to 9,046, 3.6% per annum average).
- For females, the modal age range was 40 to 44 years by 2000, rising from 16.3% in 1996 to 24.9% in 2000 (age range with the largest proportion of the workforce). However, the 35 to 39 year age group declined from 24.6% to 18.6%, as did the 30 to 34 year age group (17.5% to 12.9%). Both of these age groups also declined in total numbers. All age groups under 40 years showed a decline in real and proportional terms, while all age groups 40 years and over showed a growth (excepting those 75 years and over). There is a similar trend for total numbers, although males showed a slight increase in the proportion of those aged 25 to 29 years and only showed a proportional decline in age groups 30 to 34 years and 35 to 39 years.

Trends in usual place of work, 1996 - 2000:

- There was a growth in the proportion of nurses working in the public sector between 1996 and 2000, from 72.8% to 75.0%. This occurred in public hospitals (from 48.4% to 47.6%), and in public developmental disability services (3.6% to 4.4%). The private sector declined in the proportion of the total workforce (from 27.2% to 25.0%) although not in actual numbers (from 2,117 to 2,344). There was a decline in the proportion of enrolled nurses working in private nursing homes or hostels (11.2% to 9.2%).

Trends in work location, 1996 - 2000:

- There was a growth in the proportion of total enrolled nurses working in Metropolitan Areas from 56.0% to 58.8% with growth in total numbers in all Metropolitan Areas. There was growth in proportional terms in all Metropolitan Area Health Services except for Northern Sydney and Wentworth. There was a decline in the proportion of enrolled nurses working in rural areas, from 43.8% to 40.8%. However, there was growth in total numbers in all rural Area Health Services, except for Mid North Coast which saw a slight decline between 1999 and 2000.

Hours per week, 1996 - 2000:

- Enrolled nurses most commonly worked 40 to 44 hours per week in all years between 1996 and 2000. There was a growth in the proportion and number of nurses in each of the categories working less than 35 working hours per week. As a result, the proportion of nurses working less than 35 hours rose from 34.5% to 48.9%. (NOTE: The data for 1996 and 1997 should be interpreted with care, due to high numbers recording 70+ hours and a high non response rate).