

# **Profile of the Nursing Workforce in NSW, 2001**

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Profile of the Nursing Workforce in NSW, 2001

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# CONTENTS

<b>List of Tables and Figures .....</b>	<b>v</b>
<b>1. Introduction.....</b>	<b>1</b>
The annual nursing workforce survey .....	1
Methodology .....	2
Category of nurse registration and enrolment .....	4
Response rate to annual workforce survey .....	5
Work status.....	6
Nurses seeking work.....	7
Estimating workforce size .....	8
Estimating full-time equivalent workforce.....	9
<b>2. Nurses Working in NSW .....</b>	<b>11</b>
<b>3. Nurse Workforce Tables .....</b>	<b>21</b>
<b>4. RN Workforce Tables .....</b>	<b>31</b>
<b>5. EN Workforce Tables .....</b>	<b>51</b>
<b>6. Registered Nurse Workforce Trend Tables.....</b>	<b>71</b>
<b>7. Enrolled Nurse Workforce Trend Tables.....</b>	<b>81</b>

# LIST OF TABLES AND FIGURES

## Introduction

Table 1.1a	Persons registered as Nurses in NSW, 2001 .....	4
Table 1.1b	Persons enrolled as Nurses in NSW, 2001 .....	4
Table 1.2a	Response rate To Registered Nurse Annual Workforce Survey, 2001.....	5
Table 1.2b	Response rate To Enrolled Nurse Annual Workforce Survey, 2001 .....	5
Table 1.3a	Work Status of Registered Nurse Workforce Survey Respondents, in NSW, in 2001.....	6
Table 1.3b	Work Status of Enrolled Nurse Workforce Survey Respondents, in NSW, in 2001 .....	7
Table 1.4a	Registered Nurses Seeking work in nursing in NSW, 2001 .....	7
Table 1.4b	Enrolled Nurses Seeking work in nursing in NSW, 2001 .....	8
Table 1.5a	Estimating the size of the Registered Nurse Workforce, 1999-2001 .....	8
Table 1.5b	Estimating the size of the Enrolled Nurse Workforce, 1999-2001 .....	9

## Nurse Workforce Tables

Table 3.1	Age and sex distribution of nurses working in NSW, 2001 .....	21
Figure 3.1	Age and sex distribution of nurses working in NSW, 2001 .....	21
Table 3.2	Usual place of work for nurses working in NSW - main job .....	22
Table 3.3	Employment category for nurses working in NSW - main job .....	22
Table 3.4	Usual place of work for nurses working in NSW - second job .....	23
Table 3.5	Employment category for nurses working in NSW - second job .....	23
Table 3.6	Work Location of Nurses working in NSW, by Area Health Service - main job.....	24
Table 3.7	Work Location of Nurses working in NSW, by Area Health Service - second job.....	24
Table 3.8	Principal area of nursing practice, nurses working in NSW - main job .....	25
Table 3.9	Principal area of nursing practice, nurses working in NSW - second job .....	27
Table 3.10	Paid hours usually worked per week by nurses - main job.....	29
Table 3.11	Paid hours usually worked per week by nurses - second job .....	29
Table 3.12	Total hours usually worked per week by nurses - main job .....	29
Table 3.13	Total hours usually worked per week by nurses - second job .....	30
Table 3.14	Total hours usually worked per week by nurses - all jobs.....	30
Table 3.15	Estimated full-time equivalent nurses in workforce using average hours worked per week in total, both jobs .....	30

## RN Workforce Tables

Table 4.1	Age and Sex distribution of registered nurses working in NSW, 2001 .....	31
Figure 4.1	Age and sex distribution of registered nurses working in NSW, 2001.....	31
Table 4.2	Resident Status of registered nurses working in NSW, 2001 .....	31
Table 4.3	Registered nurses working in NSW with dual registration as an enrolled and registered nurse, 2001....	32
Table 4.4	Registered nurses working in NSW with registration to work in other states of Australia, 2001 .....	32
Table 4.5	Registered nurses working in NSW registered with a commercial agency, 2001 .....	32
Table 4.6	Registered nurses of Aboriginal or Torres Straight Islander origin working in NSW, 2001.....	32
Table 4.7	Country of birth, registered nurses working in NSW, 2001 .....	33
Table 4.8	Classification of main job, registered nurses working in NSW, 2001.....	33
Table 4.9	Classification of second job, registered nurses working in NSW, 2001.....	34

Table 4.10	Estimated full-time equivalent registered nurses in workforce using average hours per week in total, both jobs.....	34
Table 4.11	Clinical (direct patient care) hours usually worked per week by registered nurses - main job .....	35
Table 4.12	Clinical management hours usually worked per week by registered nurses - main job.....	35
Table 4.13	Administration/management hours usually worked per week by registered nurses - main job .....	35
Table 4.14	Teaching/education hours usually worked per week by registered nurses - main job .....	36
Table 4.15	Research hours usually worked per week by registered nurses - main job .....	36
Table 4.16	Clinical (direct patient care) hours usually worked per week by registered nurses - second job .....	37
Table 4.17	Clinical management hours usually worked per week by registered nurses - second job.....	37
Table 4.18	Administration/management hours usually worked per week by registered nurses - second job .....	37
Table 4.19	Teaching/education hours usually worked per week by registered nurses - second job .....	38
Table 4.20	Research hours usually worked per week by registered nurses - second job .....	38
Table 4.21	Paid hours usually worked per week by registered nurses - main job.....	39
Table 4.22	Paid hours usually worked per week by registered nurses - second job.....	39
Table 4.23	Paid hours usually worked per week by registered nurses - all jobs .....	39
Table 4.24	Total hours usually worked per week by registered nurses - main job .....	40
Table 4.25	Total hours usually worked per week by registered nurses - second job .....	40
Table 4.26	Total hours usually worked per week by registered nurses - all jobs.....	40
Table 4.27	Usual place of work for registered nurses - main job.....	41
Table 4.28	Employment category for registered nurses working in NSW - main job .....	41
Table 4.29	Usual place of work for registered nurses - second job .....	42
Table 4.30	Employment category for registered nurses working in NSW - second job .....	42
Table 4.31	Home location of registered nurses working in NSW, by Area Health Service.....	43
Table 4.32	Work location of registered nurses working in NSW, by Area Health Service - main job .....	43
Table 4.33	Work location of registered nurses working in NSW, by Area Health Service - second job.....	44
Table 4.34	Age groups of clients in current area of clinical practice, registered nurses - main job.....	44
Table 4.35	Age groups of clients in current area of clinical practice, registered nurses - second job.....	44
Table 4.36	Principal area of nursing practice, registered nurses working in NSW - main job .....	45
Table 4.37	Principal area of nursing practice, registered nurses working in NSW - second job .....	47
Table 4.38	No. of nurses completing post -registration courses, registered nurses working in NSW, 2001 .....	49
Table 4.39	Type of post-registration qualification, registered nurses working in NSW, 2001 .....	49
Table 4.40	Year of initial registration as a registered nurse in NSW .....	50

## EN Workforce Tables

Table 5.1	Age and Sex distribution of enrolled nurses working in NSW, 2001 .....	51
Figure 5.1	Age and sex distribution of enrolled nurses working in NSW, 2001 .....	51
Table 5.2	Resident Status of enrolled nurses working in NSW, 2001 .....	51
Table 5.3	Enrolled nurses working in NSW with dual registration as an enrolled and registered nurse, 2001.....	52
Table 5.4	Enrolled nurses working in NSW with registration to work in other states of Australia, 2001 .....	52
Table 5.5	Enrolled nurses working in NSW registered with a commercial agency, 2001 .....	52
Table 5.6	Enrolled nurses of Aboriginal or Torres Straight Islander origin working in NSW, 2001.....	52
Table 5.7	Country of birth, enrolled nurses working in NSW, 2001 .....	53
Table 5.8	Classification of main job, enrolled nurses working in NSW, 2001 .....	53
Table 5.9	Classification of second job, enrolled nurses working in NSW, 2001 .....	54
Table 5.10	Estimated full-time equivalent enrolled nurses in workforce using average hours per week in total, both jobs.....	54
Table 5.11	Clinical (direct patient care) hours usually worked per week by enrolled nurses - main job.....	55
Table 5.12	Clinical management hours usually worked per week by enrolled nurses - main job .....	55
Table 5.13	Administration/-management hours usually worked per week by enrolled nurses - main job.....	55
Table 5.14	Teaching/education hours usually worked per week by enrolled nurses - main job .....	56
Table 5.15	Research hours usually worked per week by enrolled nurses - main job.....	56
Table 5.16	Clinical (direct patient care) hours usually worked per week by enrolled nurses - second job.....	57
Table 5.17	Clinical management hours usually worked per week by enrolled nurses - second job .....	57
Table 5.18	Administration/management hours usually worked per week by enrolled nurses - second job.....	57
Table 5.19	Teaching/education hours usually worked per week by enrolled nurses - second job .....	58
Table 5.20	Research hours usually worked per week by enrolled nurses - second job.....	58
Table 5.21	Paid hours usually worked per week by enrolled nurses - main job .....	59

Table 5.22	Paid hours usually worked per week by enrolled nurses - second job .....	59
Table 5.23	Paid hours usually worked per week by enrolled nurses - all jobs .....	59
Table 5.24	Total hours usually worked per week by enrolled nurses - main job .....	60
Table 5.25	Total hours usually worked per week by enrolled nurses - second job .....	60
Table 5.26	Total hours usually worked per week by enrolled nurses - all jobs .....	60
Table 5.27	Usual place of work for enrolled nurses - main job .....	61
Table 5.28	Employment category for enrolled nurses working in NSW - main job .....	61
Table 5.29	Usual place of work for enrolled nurses - second job .....	62
Table 5.30	Employment category for enrolled nurses working in NSW - second job .....	62
Table 5.31	Home location of enrolled nurses working in NSW, by Area Health Service .....	63
Table 5.32	Work location of enrolled nurses working in NSW, by Area Health Service - main job .....	63
Table 5.33	Work location of enrolled nurses working in NSW, by Area Health Service - second job .....	64
Table 5.34	Age groups of clients in current area of clinical practice, enrolled nurses - main job .....	64
Table 5.35	Age groups of clients in current area of clinical practice, enrolled nurses - second job .....	64
Table 5.36	Principal area of nursing practice, enrolled nurses working in NSW - main job .....	65
Table 5.37	Principal area of nursing practice, enrolled nurses working in NSW - second job .....	67
Table 5.38	No. of nurses completing post - enrolment courses, enrolled nurses working in NSW, 2001 .....	69
Table 5.39	Type of post-enrolment qualification, enrolled nurses working in NSW, 2001 .....	69
Table 5.40	Year of initial enrollment as an enrolled nurse in NSW .....	70

## **Registered Nurse Workforce Trend Tables**

Table 6.1	Age and Sex distribution, registered nurses working in NSW, 1997 - 2001 .....	71
Figure 6.1	Age and Sex distribution, registered nurses working in NSW, 1997 - 2001 .....	72
Table 6.2a	Usual place of work for female registered nurses working in NSW - main job, 1997 - 2001 .....	73
Table 6.2b	Usual place of work for male registered nurses working in NSW - main job, 1997 - 2001 .....	74
Table 6.2c	Usual place of work for registered nurses working in NSW - main job, 1997 - 2001 .....	75
Table 6.3a	Work location of female registered nurses working in NSW, by Area Health Service - main job, 1997 - 2001 .....	76
Table 6.3b	Work location of male registered nurses working in NSW, by Area Health Service - main job, 1997 - 2001 .....	77
Table 6.3c	Work location of registered nurses working in NSW, by Area Health Service - main job, 1997 - 2001 .....	78
Table 6.4	Total hours per week, registered nurses working in NSW, 1997 - 2001 .....	79

## **Enrolled Nurse Workforce Trend Tables**

Table 7.1	Age and Sex distribution, enrolled nurses working in NSW, 1997 - 2001 .....	81
Figure 7.1	Age and Sex distribution, enrolled nurses working in NSW, 1997 - 2001 .....	82
Table 7.2a	Usual place of work for female enrolled nurses working in NSW - main job, 1997 - 2001 .....	83
Table 7.2b	Usual place of work for male enrolled nurses working in NSW - main job, 1997 - 2001 .....	84
Table 7.2c	Usual place of work for enrolled nurses working in NSW - main job, 1997 - 2001 .....	85
Table 7.3a	Work location of female enrolled nurses working in NSW, by Area Health Service - main job, 1997 - 2001 .....	86
Table 7.3b	Work location of male enrolled nurses working in NSW, by Area Health Service - main job, 1997 - 2001 .....	87
Table 7.3c	Work location of enrolled nurses working in NSW, by Area Health Service - main job, 1997 - 2001 .....	88
Table 7.4	Total hours per week, enrolled nurses working in NSW, 1997 - 2001 .....	89

# 1

## 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 82.4% in 2001; and for enrolled nurses was higher, at 86.7%; resulting in a combined response rate of 83.1%. The definition of response rate for this profile is the same as the definition used in the 2000 profile where 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. (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 2002, documenting 2000 data. The profile is 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 2001 survey, longitudinal data has been included where consistent data is available from the surveys undertaken from 1997 onwards. The effect of the minor variation in the definition of survey population and response rate for 2000 and 2001 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 2001 Survey

Information from the 2001 Annual Nursing Workforce Survey relates to the 2001 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 2001 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 2001 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.

The following groups are included in the scope of the survey population as well as renewals:

- **Technical restorations :** Technical restorations are nurses who 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. 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.
- **Technical renewals:** 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 (2,331 registered nurses, and 289 enrolled nurses) 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". This process has occurred for 2000 and 2001.

For compatibility with other 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 for 2000 and 2001. 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=4,923 for registered nurses, and Table 5.9: n=884 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.

0 is used for zero

**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 2001, there were 76,506 registered nurses on the Register of the Nurses Registration Board of NSW, a growth of 924 registrations, or 1.2% from 2000. Of the registered nurses, 69,498 (90.9%) were female, 6,998 (9.1%) were male and there were ten respondents with sex unknown. 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, 2001**

Category of registration	Female		Male		Total	
	No.	%	No.	%	No.	%
New registrants	3019	88.8%	379	11.2%	3,398	100.0%
Restorations	7009	87.9%	967	12.1%	7,976	100.0%
"True" restorations	4199	86.8%	641	13.2%	4,840	100.0%
"Technical" restorations	2810	89.6%	326	10.4%	3,136	100.0%
Renewals	56,954	91.5%	5,297	8.5%	62,251	100.0%
Technical renewals	2,028	87.0%	303	13.0%	2,331	100.0%
Deletions	5,245	90.5%	551	9.5%	5,796	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 10 financial nurses with no sex recorded (3 new registrants, 3 renewals, 1 "true restoration and 3 technical renewals), and these records are excluded from the analysis below.

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 technical renewals shown above includes the nurses who were financial but had no transaction status in 2001 as described in the section on survey coverage on p.2.

In 2001, there were 16,093 financial enrolled nurses on the Roll of the Nurses Registration Board of NSW, a growth of 361 enrolled nurses or 2.3% from 2000. Of the enrolled nurses, 14,788 (91.9%) were female, and 1,305 (8.1%) were male. 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, 2001**

Category of registration	Female		Male		Total	
	No.	%	No.	%	No.	%
New registrants	712	86.1%	115	13.9%	827	100.0%
Restorations	1,993	90.1%	218	9.9%	2,211	100.0%
"True" restorations	1,255	89.4%	149	10.6%	1,404	100.0%
"Technical" restorations	738	91.4%	69	8.6%	807	100.0%
Renewals	11,821	92.7%	933	7.3%	12,754	100.0%
Technical renewals	253	87.5%	36	12.5%	289	100.0%
Deletions	1,489	88.6%	192	11.4%	1,681	100.0%

**Notes:**

- 1 The table includes information on enrolled nurses who were financial with the Board during 2001.
- 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 2001 Nursing Workforce Annual Survey for registered nurses was 82.4%. The 1999 response rate was 88.1%. As shown below, the survey population defined as "total renewals" increased from 65,716 to 68,941 from 1999 to 2000 with the addition of the 2,315 technical renewals and with growth in other categories such as technical restorations. Between 2000 and 2001 the number of total renewals declined by 1,223 or 1.8%, due to a reduction in "technical restorations" and renewals. In addition, there was a decrease in the number of unusable survey forms, while there was more than double the number of forms not returned.

**Table 1.2a: Response Rate to Registered Nurse Annual Workforce Survey, 1999 - 2001**

	1999		2000		2001	
	No.	Rate	No.	Rate	No.	Rate
<b>Formal response rate</b>						
<i>Survey respondents</i> <sup>1</sup>	59,417		60,723		55,812	
<b>Total renewals</b> <sup>2</sup>	65,716	90.4%	68,941	88.1%	67,718	82.4%
<i>Unusable survey form</i>	3,442		3,827		2,426	
<i>No form returned</i>	2,857		4,391		9,483	

**Notes:**

- 1 A "survey respondent" is a renewal as defined below who provides information to the question on work status, or whose work status can be derived from other data.
- 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 and 2001 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 2001 Nursing Workforce Annual Survey for enrolled nurses was 86.7%, lower than the response rate of 89.9% in 1999. As shown below, the survey population defined as "total renewals" only increased from 13,832 in 2000 to 13,850 in 2001. The number of unusable survey forms decreased between 2000 and 2001, while the number of forms not returned again more than doubled.

**Table 1.2b: Response Rate to Enrolled Nurse Annual Workforce Survey, 1999 - 2001**

	No. Rate		No. Rate		No. Rate	
	1999		2000		2001	
<b>Formal response rate</b>						
<i>Survey respondents</i> <sup>1</sup>	12,411		12,435		12,013	
<b>Total renewals</b> <sup>2</sup>	<b>13,758</b>	<b>90.2%</b>	<b>13,832</b>	<b>89.9%</b>	<b>13,850</b>	<b>86.7%</b>
<i>Unusable survey form</i>	994		900		504	
<i>No form returned</i>	494		497		1,334	

- Notes:**
- 1 A "survey respondent" is a renewal as defined below who provides information to the question on work status, or whose work status can be derived from other data.
  - 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 and 2001 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 43,160 working renewal registered nurse survey respondents in 2001, a decline of 4,150 respondents over the figure of 47,310 in 2000. This decline is largely due to the decline in response rate, and does not necessarily represent a decline in the number of working registered nurses (see section on estimating workforce size).

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 9,405 working renewal enrolled nurse survey respondents in 2001 (see Table 1.3b), a decline of 329 respondents over the figure of 9,734 in 2000. This decline is largely due to the decline in response rate, and does not necessarily represent a decline in the number of working enrolled nurses (see section on estimating workforce size).

**Table 1.3a: Work status of Registered Nurse Workforce Survey respondents<sup>1</sup>, NSW, in 2001**

Work Status	No.	%	No.	%	No.	%	No.	%	%
	Unknown sex		Female		Male		Total		Female
<b>Working in nursing</b>									
Only in NSW	1292	73.3%	37641	75.7%	3300	76.7%	42,233	75.7%	91.9%
Mainly in NSW, but also in other states	16	0.9%	347	0.7%	51	1.2%	414	0.7%	87.2%
Mainly in other states, but also in NSW	10	0.6%	346	0.7%	45	1.0%	401	0.7%	88.5%
Only in states other than NSW	71	4.0%	1650	3.3%	167	3.9%	1,888	3.4%	90.8%
Working overseas	57	3.2%	1145	2.3%	137	3.2%	1,339	2.4%	89.3%
Working in NSW but currently on leave	20	1.1%	481	1.0%	12	0.3%	513	0.9%	97.6%
<b>Not Working in/ practicing in nursing</b>									
Currently not working	138	7.8%	4416	8.9%	140	3.3%	4,694	8.4%	96.9%
Currently working, not in nursing	158	9.0%	3722	7.5%	450	10.5%	4,330	7.8%	89.2%
<b>Total</b>	<b>1762</b>	<b>100.0%</b>	<b>49,748</b>	<b>100.0%</b>	<b>4,302</b>	<b>100.0%</b>	<b>55,812</b>	<b>100.0%</b>	<b>92.0%</b>

Notes: 1. There were 58,238 forms from registered nurses renewing their registration, of whom 2,426 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)

**Table 1.3b: Work status of Enrolled Nurse Workforce Survey respondents<sup>1</sup>, NSW, in 2001**

Work Status	No.	%	No.	%	No.	%	No.	%	%
	Unknown sex		Female		Male		Total		Female
<b>Working in nursing</b>									
Only in NSW	280	75.5%	8351	77.0%	613	77.6%	9,244	76.9%	93.2%
Mainly in NSW, but also in other states	2	0.5%	72	0.7%	6	0.8%	80	0.7%	92.3%
Mainly in other states, but also in NSW	1	0.3%	54	0.5%	10	1.3%	65	0.5%	84.4%
Only in states other than NSW	20	5.4%	269	2.5%	25	3.2%	314	2.6%	91.5%
Working overseas	0	0.0%	26	0.2%	6	0.8%	32	0.3%	81.3%
Working in NSW but currently on leave	2	0.5%	78	0.7%	1	0.1%	81	0.7%	98.7%
<b>Not Working in/ practicing in nursing</b>									
Currently not working	28	7.5%	981	9.0%	31	3.9%	1,040	8.7%	96.9%
Currently working, not in nursing	38	10.2%	1021	9.4%	98	12.4%	1,157	9.6%	91.2%
<b>Work Status Unknown</b>	<b>371</b>	<b>100.0%</b>	<b>10,852</b>	<b>100.0%</b>	<b>790</b>	<b>100.0%</b>	<b>12,013</b>	<b>100.0%</b>	<b>93.2%</b>

Notes: 1. There were 12,517 forms from enrolled nurses renewing their enrollment, of whom 504 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)

## Nurses seeking work

Table 1.4a: Registered nurses seeking work in nursing in NSW, 2001

Nature of work sought	No.	%	No.	%	No.	%	No.	%	%
	Unknown sex		Female		Male		Total		Female
Not looking for work in nursing	237	86.2%	6,308	84.9%	445	82.7%	6,990	84.8%	93.4%
Looking for work in nursing:									
- full time	2	0.7%	90	1.2%	20	3.7%	112	1.4%	81.8%
- part time	21	7.6%	435	5.9%	18	3.3%	474	5.8%	96.0%
- casual work	11	4.0%	458	6.2%	39	7.2%	508	6.2%	92.2%
- any type of work	4	1.5%	139	1.9%	16	3.0%	159	1.9%	89.7%
<b>Total</b>	<b>275</b>	<b>100.0%</b>	<b>7,430</b>	<b>100.0%</b>	<b>538</b>	<b>100.0%</b>	<b>8,243</b>	<b>100.0%</b>	<b>93.2%</b>
<i>non response/unknown</i>	21	7.1%	708	8.7%	52	8.8%	781	8.7%	

**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=9,024)

Table 1.4a shows that of those registered nurses currently not working, and those working but not in nursing, 15.2% 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 21.0% in that category (see Table 1.4b).

Table 1.4b: Enrolled nurses seeking work in nursing in NSW, 2001

Nature of work sought	No.	%	No.	%	No.	%	No.	%	%
	Unknown sex		Female		Male		Total		Female
Not looking for work in nursing	40	71.4%	1,438	79.3%	90	76.9%	1,568	79.0%	94.1%
Looking for work in nursing:									
- full time	1	1.8%	45	2.5%	8	6.8%	54	2.7%	84.9%
- part time	5	8.9%	122	6.7%	4	3.4%	131	6.6%	96.8%
- casual work	6	10.7%	144	7.9%	6	5.1%	156	7.9%	96.0%
- any type of work	4	7.1%	64	3.5%	9	7.7%	77	3.9%	87.7%
<b>Total</b>	<b>56</b>	<b>100.0%</b>	<b>1,813</b>	<b>100.0%</b>	<b>117</b>	<b>100.0%</b>	<b>1,986</b>	<b>100.0%</b>	<b>93.9%</b>
<i>non response/unknown</i>	10	15.2%	189	9.4%	12	9.3%	211	9.6%	

**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=2,197)

## Estimating Workforce Size

The 1999 Profile of the Medical Workforce in NSW (NSW Health Department, 2001) 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 (77.3% for registered nurses in 2001)
- 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 - 2001**

	<u>No.</u> <u>1999</u>	<u>No.</u> <u>2000</u>	<u>No.</u> <u>2001</u>
Size of Workforce (Unadjusted) <sup>1</sup>	46,174	47,301	43160
Total respondents to work status	59,417	60,723	55812
% working	77.7%	77.9%	77.3%
No. of renewals <sup>2</sup>	65,716	68,941	67,718
1) estimated workforce from renewals	51,069	53,703	52,367
No. of new registrants	4,243	3,036	3398
2) estimated workforce from new reg. (90%)	3,819	2,732	3,058
No. of restorations <sup>3</sup>	3,905	3,605	4840
3) estimated workforce from restorations (80%)	3,124	2,884	3,872
<b>Total Estimated Workforce (1+2+3)</b>	<b>58,012</b>	<b>59,319</b>	<b>59,297</b>

- 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 and 2001 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 and 2001 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 59,297 in 2001, a growth of 1,285 nurses or 2.2%. All of this growth is estimated to have occurred between 1999 and 2000, and the workforce size was virtually the same in 2000 and 2001.

**Table 1.5b: Estimating the Size of the Enrolled Nurse Workforce, 1999 - 2001**

	<u>No.</u> <u>1999</u>	<u>No.</u> <u>2000</u>	<u>No.</u> <u>2001</u>
Size of Workforce (Unadjusted) <sup>1</sup>	9,646	9,734	9,405
Total respondents to work status	12,411	12,435	12,013
% working	77.7%	78.3%	78.3%
No. of renewals <sup>2</sup>	13,758	13,832	13,850
1) estimated workforce from renewals	10,693	10,828	10,843
No. of new registrants	877	707	827
2) estimated workforce from new reg. (90%)	789	636	744
No. of restorations <sup>3</sup>	1,132	1,194	1,404
3) estimated workforce from restorations (80%)	906	955	1,123
<b>Total Estimated Workforce (1+2+3)</b>	<b>12,388</b>	<b>12,419</b>	<b>12,711</b>

- 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 and 2001 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 and 2001 includes renewals, technical restorations and technical renewals
  - 3 The number of restorations includes only true restorations as shown in Table 1.1a above

The enrolled nurse workforce is estimated to have grown from 12,388 in 1999 to 12,711 in 2001, a growth of 323 enrolled nurses or 2.6%. The majority of this growth occurred between 2000 and 2001.

## 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 42,275 with an FTE of 41,586.4. Therefore the FTE ratio is 0.984, indicating that registered nurses are almost equivalent in productive hours worked to their headcount numbers. This is the same ratio as for 2000. The total number of enrolled nurses providing hours worked was 9,041, with an FTE of 8,603.0. Therefore the FTE ratio is 0.952, indicating that enrolled nurses are 95% as productive as their headcount numbers. Applied to the estimated workforce numbers, this results in 58,348.3 FTE registered nurses, 12,100.9 FTE enrolled nurses, and 70,449.2 FTE in total.

When compared to the estimated combined nursing workforce of 72,008 nurses, the FTE of 70,449.2 results in a FTE ratio of 0.978. Therefore overall, nurses are 98% as productive as their headcount numbers, despite the large proportion of part time nurses.

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 46,227.1 FTE, and the FTE ratio is 0.901, unadjusted for non response. If this is applied to the estimated workforce size of 72,008 then the FTE workforce is 64,879.2 FTE. (this is a slight variation to the addition of 53,723.1 FTE registered nurses and 11,139.9 FTE enrolled nurses due to rounding of calculations).
- 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 38,303.3 and the FTE ratio is 0.906. If this is applied to the estimated workforce size of 59,297 then the FTE workforce is 53,723.1.
- 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 7923.8 and the FTE ratio is 0.8764. If this is applied to the estimated workforce size of 12,711 then the FTE workforce is 11,139.9 FTE after adjusting for non response.

# 2

## NURSES WORKING IN NSW

### Characteristics of nurses working in NSW in 2001:

#### Size of the combined workforce:

- The combined nursing workforce consists of 52,565 nurses, unadjusted for non response (43,160 registered nurses (82.1% of the total) and 9,405 enrolled nurses (17.9%)). If the estimated workforce size of 59,297 registered nurses and 12,711 enrolled nurses are added together, the total estimated workforce has 72,008 registered and enrolled nurses, a growth of 270 nurses or 0.4% from the estimated workforce of 71,738 nurses in 2001 (adjusted for non response, and workforce participation of new registrants and restorations - see Section on Estimating Workforce Size, Section 1, p. 8). Virtually all of this growth is due to an estimated increase in enrolled nurse numbers.

#### Age and sex of the workforce:

- The proportion of women in the nursing workforce (combined workforce of registered and enrolled nurses) is 92.2%, with males accounting for 7.8% of the workforce. Some 36.0% of the female workforce were aged under 40, while 40.5% of males were under forty years in 2001. However, women are greater in numbers in all age groups, varying from 100.0% of all nurses in the 75 years and older year age group, to the lowest proportion of 89.7% for those 20 to 24 years.
- Some 36.3% of the workforce are aged under forty years, 38.8% are aged 40 to 49 years, 20.4% are aged 50 to 59 years, and 4.3% 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 75.3% of the combined workforce worked in the public sector in their main job, with 24.7% working in the private sector in their main job. Some 51.6% of the total workforce worked in public hospitals, 11.7% in private hospitals, 8.0% in public nursing homes and hostels, 8.2% in public community health services, and 6.6% in private nursing homes or hostels. Some 83.5% of nurses were permanent staff in their main job, 2.7% temporary and 13.8% casual.
- The public sector accounts for 47.9% of nurses in 2001 in their second job, while just over a half or 52.1% work in the private sector. In total, there are an estimated 5,807 nurses unadjusted for non response who reported being in a second job (11.0% of the total number of nurses in the workforce - see Tables 4.9 & 5.9, 4,923 registered nurses in a second job, 884 enrolled nurses in a second job). (NOTE: Estimated figure based on highest response as respondents are not directly asked if they have a second job). Only 20.7% of staff were employed on a permanent basis in their second job, while 75.8% were in casual positions and 3.6% 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 total hours worked by 35 hours per week (reported in Section tables: ABS definition)
- Divide total 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 50,189.4 FTE, lower than the FTE for 2000 due to a lower response rate (see Tables 3.15, 4.10 & 5.10). This is calculated from the 51,316 nurses who provided data on their hours worked (Tables 4.26 & 5.26). The proportion of the FTE workforce of 97.8% compared to total numbers indicates that there is almost a one to one relationship. This is the same proportion as for 2000. Women were 44,166 FTE (90.8% of the FTE workforce) and men 4,469 FTE (9.2%), indicating that the greater hours worked by males result in their higher productivity rates (males were 7.8% of the headcount workforce).
- If the FTE workforce is calculated using 38 hours per week then the FTE nursing workforce size is 46,227.1 FTE, and the FTE ratio is 0.901.

### **Principal area of nursing practice:**

- The single largest specialty was geriatrics/gerontology, with 16.0% working in that specialty, followed by 7.7% in operating theatre/ recovery, 6.5% in midwifery/obstetrics, and 5.9% in general medicine. When clustered into groups of specialties, 35.8% worked in medical areas, 17.5% in surgical areas, 5.7% in mixed medical /surgical nursing, 9.1% in critical care and emergency, 7.8% in gynaecology/maternity, 6.5% in mental health and 16.0% in other specialties. Proportions were relatively similar in terms of specialties in a second job (17.0% in geriatrics, 7.4% in operating theatre, recovery, 6.7% in midwifery/obstetrics, and 6.8% 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 2001, the main job for 73.3% of nurses was located in Metropolitan Area Health Services, with 53.2% in Metropolitan Sydney and 20.1% 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 12.9% and 12.6% respectively. This was followed by the Hunter with 10.4%, Western Sydney with 9.7%, Central Sydney with 7.3% and South Western Sydney with 6.8%. Rural Area Health services were the main job location for 26.5% of nurses, with Greater Murray having the highest proportion in a rural area at 4.9% followed by Mid North Coast and Northern Rivers at 4.4%.
- There were a higher proportion of nurses located in Metropolitan Area Health Services in a second job, with 75.4% of nurses. South Eastern Sydney had the highest proportion of nurses (16.1%) followed by Northern Sydney (14.6%), and the Hunter at 8.8%. Only 22.2% 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 43,160 nurses, unadjusted for non response. The estimated size of the workforce in 2001 is 59,297 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 58,348.3 based on the raw data of 41,586.4 FTE (accounted for by 42,275 headcount). The FTE ratio is 0.984, or nearly one to one, which is high given that there are 43.9% 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 38,303.3 (accounted for by 42,275 headcount) and the FTE ratio is 0.906. If this is applied to the estimated workforce size of 59,297 then the FTE workforce is 53,723.1.

### **Age and sex of the registered nurse workforce:**

- The proportion of women in the registered nursing workforce is 92.0%, with males accounting for 8.0% of the workforce. Some 35.0% of the female workforce were aged under 40, while 38.4% of males were under forty years in 2001. However, women are greater in numbers in all age groups, varying from 100.0% of all nurses in the 75 years and older age group, to the lowest proportion of 90.1% for those 30 to 34 years.
- Some 35.4% of the workforce are aged under forty years, 38.5% are aged 40 to 49 years, 21.5% are aged 50 to 59 years, and 4.7% 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 4.4% of nurses working in NSW are also registered interstate, and some 6.6% are not Australian citizens (n=2,753), although 91.5% of those registered nurses have permanent residency.

### **Seeking work in nursing:**

- Some 84.8% of registered nurses not currently working, or working but not in nursing, were not looking for work in nursing; while 15.2% or 1,253 registered nurses were actively seeking work (1.4% of the total group were seeking full time work, 5.8% part time work, 6.2% casual work, and 1.9% any type of work).

### **Registered with a commercial agency:**

- Some 93.3% of registered nurses were not registered with a casual agency, while 3.0% were registered with an agency in their main job, and 3.7% in their second job.

### **Aboriginal and Torres Strait Islander origin:**

- There were 203 registered nurses who indicated that they were of Aboriginal or Torres Strait Islander origin working in NSW.

### **Country of birth:**

- There are 74.9% of the workforce born in Australia, and 25.1% born in other countries. The largest group of nurses were from the United Kingdom/Ireland (8.3%), followed by Asia in total (8.2%), Other Europe (2.7%) and New Zealand (2.3%).

### **Classification of job:**

- Some 85.2% of the workforce are clinical nurses in their main job, including 65.8% of the registered nurse workforce working as registered nurses or midwives, 11.7% as clinical nurse specialists, 2.4% as clinical nurse consultants and 4.3% as nurse unit managers within the clinical category. Some

5.2% 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 6.6% in other positions. There is some variation with the second job, with 84.9% working as clinical nurses, including 78.0% working as registered nurses/midwives (higher than for main job). Only two percent were working as nurse managers, although 6.1% were working as teachers/educators, with 0.8% as researchers, and 6.3% in other positions.

#### **Usual place of work and employment category:**

- Three quarters or 75.2% of the registered nurse workforce work in the public sector in their main job, and 24.8% work in the private sector. Some 52.3% of the total workforce work in public hospitals, 11.9% in private hospitals, 9.0% in public community health services, 6.8% in public nursing homes and hostels, and 6.2% in private nursing homes or hostels. Some 84.3% of nurses are permanent staff in their main job, 2.8% temporary and 12.9% casual.
- The public sector accounts for 46.4% of registered nurses in 2001 in their second job, while just over a half or 53.6% work in the private sector. Public hospitals are the largest employer (29.2%), followed by private hospitals (21.4%). The third largest place of work in the private sector is private nursing homes or hostels, with 12.8%. In total, there are some 4,923 registered nurses who reported being in a second job, based on the table with the highest response to second job data. (11.4% of the total number of nurses in the workforce - see Table 4.9). Only 21.6% of staff are employed on a permanent basis in their second job, while 74.8% are in casual positions and 3.6% temporary.

#### **Hours worked per week:**

- Some 48.3% 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 (just over half or 51.1% of women compared with 18.1% of men). The most common paid hours worked in a main job were 35 to 39 hours per week (24.6%) followed by 40 to 44 hours per week (23.5%). Some 97.5% 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 (55.2%).
- Some 46.8% 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 (24.7%). Some 97.3% 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 (53.7%).
- Some 43.9% 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 registered nurses again worked 40 to 44 hours per week (24.4%).

#### **Areas of work by hours worked:**

- Some 78.3% 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 registered nurses reporting working 20 to 29 hours per week (26.0% and 26.7% respectively). Males most commonly worked 35 to 39 hours a week in clinical care at 25.9% of all males (NOTE: includes paid and unpaid hours). Some 58.3% 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 18.4% of survey respondents working in a main job in NSW reported working clinical management hours (48.6% reported one to nine hours, with 9.0% of respondents working full time);

- some 22.9% of survey respondents working in a main job in NSW reported working administration/management hours (40.1% reported one to nine hours, with 22.8% of respondents working full time);
- some 18.1% of survey respondents working in a main job in NSW reported working teaching/education hours (67.1% reported one to nine hours, with 6.8% of respondents working full time);
- some 7.0% of survey respondents working in a main job in NSW reported working research hours (75.2% reported one to nine hours, with 4.8% of respondents working full time);
- Some 7.9% 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 (58.3%). Less than two percent of respondents reported working in other specified areas in a second job, so numbers are very small.

#### **Principal area of nursing practice:**

- The single largest specialty was geriatrics/gerontology, with 14.7% working in that specialty, followed by 8.0% in operating theatre/ recovery, 7.8% in midwifery/obstetrics, and 5.1% in general medicine. When clustered into groups of specialties, 33.6% worked in medical areas, 18.3% in surgical areas, 5.2% in mixed medical /surgical nursing, 1.6% in diagnostic areas, 10.8% in critical care and emergency, 8.7% in gynaecology/maternity, 6.9% in mental health and 16.8% in other specialties. Proportions were relatively similar in terms of specialties in a second job (17.0% in geriatrics, 7.4% in operating theatre/recovery, 7.7% in midwifery/obstetrics, and 5.6% 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 2001, the main job for 76.4% of registered nurses was located in Metropolitan Area Health Services, with 57.3% in Metropolitan Sydney and 19.1% 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 8.7%, Central Sydney with 7.9% and South Western Sydney with 7.3%. Rural Area Health services were the main job location for 23.4% of registered nurses, with Northern Rivers having the highest proportion in a rural area at 4.2% followed by Greater Murray and Mid North Coast at 4.1%.
- There is a higher proportion of nurses located in Metropolitan Area Health Services in a second job, with 77.6% of nurses. South Eastern Sydney had the highest proportion of nurses (17.1%) followed by Northern Sydney (15.6%), and the Hunter at 8.7%. Only 20.2% of nurses were located in Rural Area Health Services in a second job, with Mid North Coast with 3.5%. (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 16.0% worked with adolescents in their main job, 29.7% worked with the aged, and 38.7% worked with adults. In a second job, 13.4% of nurses worked with children and 13.2% worked with adolescents, 30.6% worked with the aged, and 42.7% worked with adults (NOTE: allowed for multiple responses).

#### **Completion of post registration courses:**

- Over sixty percent or 61.4% of registered nurses have completed a post registration course. Nurses reported a greater number of hospital courses (n=26,927 courses) than tertiary courses (n=17,293 courses). The most common hospital course reported was midwifery (23.6%), followed by

management/administration (6.9%), critical care /intensive care (6.1%) and mental health (5.4%) and other (10.8%). Midwifery was the most common hospital course reported (29.2%) and also the most common tertiary course reported (14.9% of all tertiary courses), followed by management/administration (12.6%). Other tertiary courses accounted for 17.7% of tertiary courses reported.

#### **Year of completion of initial registration:**

- Some 99.0% 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 1981 and for the years of 1987, 1991, 1993 and 1999 and 2000.

#### **Trends in age and sex, 1997 - 2001:**

- **The data on trends is unadjusted for non response. Due to the lower response rate in 2001, many of the tables indicate a reduction in numbers for 2001. Therefore the valid comparison over time relates to percentages. In addition, the lower response rate by age for 2001 may limit the interpretation of age based findings.**
- The proportion of females in the workforce has remained constant overall over the period, at 91.8%
- **The proportion of the workforce by age shows a relatively flat trend for registered nurses under thirty years, and shows an increase for every age group over thirty years by 2001 except for the 35 to 39 year age group, which declined over the first three years and then remained constant between 2000 and 2001.**
- For females, the modal age range was 40 to 44 years, with approximately one fifth of registered nurses in that category over the period (age range with the largest proportion of the workforce). There is a similar trend for males for the first four years although in 2001 the age category of 45 to 49 years was the modal age range for the first time with 20.7% of males in that category.

#### **Trends in usual place of work, 1997 - 2001:**

- **There was a growth in the proportion of registered nurses working in the public sector between 1997 and 2001 in a main job, from 70.7% to 75.2%.** This occurred in public hospitals (from 50.5% to 52.3%), in public nursing homes or hostels (in the first three years particularly from 5.6% to 7.4%, then declining to 6.8%), and in public community health services (6.9% to 9.0%). **The private sector declined in the proportion of the total workforce to just under one quarter for the first time in 2001 (from 29.3% to 24.8%).** This was due to a decline in the proportion of registered nurses working in private nursing homes or hostels (8.2% to 6.2%), and in private practice (2.8% to 0.9%). There was a growth in the proportion of nurses working in private hospitals (from 11.1% to 11.7%).

#### **Trends in work location, 1997 - 2001:**

- There was a growth in the proportion of total registered nurses working in Metropolitan Areas from 75.1% to 76.4% over the period. There was growth in proportional terms for six of the nine Metropolitan Area Health Services apart from Central Coast (no change), Northern Sydney (no change) and South Western Sydney. There was a decline in the proportion of registered nurses working in rural areas, from 24.8% to 23.4%. This trend was consistent for each of the rural Area Health Services, except for Mid North Coast which showed growth from 3.2% to 4.1% of the total.

#### **Total hours per week, 1997 - 2001:**

- Registered nurses most commonly worked 40 to 44 total hours per week in all years between 1997 and 2001. 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 35.9% to 43.9%. The proportion of nurses working 35 to 39 hours per week across all jobs has declined over the period. 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. (NOTE: The high proportion of nurses working more than 70 hours per week in 1997 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 9,405 nurses, unadjusted for non response. The estimated size of the workforce in 2001 is 12,711 after adjusting for non response (see Table 1.5b). The FTE enrolled nurse workforce (based on 35 hours per week) is estimated to be 12,100.9 FTE based on the raw data of 8,603 FTE (accounted for by 9,041 headcount). The FTE ratio is 0.952, 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 7,923.8 and the FTE ratio is 0.876. If this is applied to the estimated workforce size of 12,711 then the FTE workforce is 11,134.8 FTE after adjusting for non response.

### **Age and sex of the enrolled nurse workforce:**

- The proportion of women in the enrolled nursing workforce is 93.2%, with males accounting for 6.8% of the workforce. Some 40.6% of the female workforce were aged under 40, while 52.0% of males were under forty years in 2001. However, women are greater in numbers in all age groups, varying from 100.0% of all nurses in the 70 to 74 and 75 years and older age groups, to the lowest proportion of 87.0% for those aged 19 to 24 years.
- Some 40.1% of the workforce are aged under forty years, 39.8% are aged 40 to 49 years, 14.4% are aged 50 to 59 years, and 2.2% 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 (ie the age range with the greatest number of working enrolled nurses).

### **Interstate registration and citizenship and residency status:**

- Some 3.8% of nurses working in NSW are also enrolled interstate, and some 5.3% are not Australian citizens, although 96.0% of those enrolled nurses have permanent residency.

### **Seeking work in nursing:**

- Some 79.0% of enrolled nurses not currently working, or working but not in nursing, were not looking for work in nursing; while 21.0% or 418 enrolled nurses were actively seeking work (2.7% for full time work, 6.6% for part time work, 7.9% for casual work, and 3.9% for any type of work).

### **Enrolled with a commercial agency:**

- Some 92.3% of enrolled nurses were not enrolled with a casual agency, while 4.1% were enrolled with an agency in their main job, and 3.6% in their second job.

### **Aboriginal and Torres Strait Islander origin:**

- There were 161 enrolled nurses who indicated that they of Aboriginal or Torres Strait Islander origin.

### **Country of birth:**

- There is 81.7% of the workforce born in Australia, and 18.3% born in other countries. The largest group of nurses were from the United Kingdom/Ireland (6.5%), followed by Asia with 3.1%, Other Europe 2.9% and New Zealand with 2.6%.

### **Classification of job:**

- Some 93.7% of the workforce are clinical nurses in their main job, including 92.4% of the enrolled nurse workforce working as clinical enrolled nurses. Some 0.3% work as managers, 0.2% work as

teachers/educators, and 5.7% in other positions. There is some variation with the second job, with 91.9% working as clinical nurses, including 90.5% working as clinical enrolled nurses/midwives. Some 0.8% were working as managers, 0.7% as teachers/educators, with 6.7% in other positions.

#### **Usual place of work and employment category:**

- Three quarters or 75.6% of the enrolled nurse workforce work in the public sector in their main job, and 24.4% work in the private sector. Some 48.8% of the total workforce work in public hospitals, 10.7% in private hospitals, 13.7% in public nursing homes and hostels, and 8.5% in private nursing homes or hostels. Some 79.5% of nurses are permanent staff in their main job, 2.4% temporary and 18.1% casual.
- The public sector accounts for 56.1% of enrolled nurses in 2001 in their second job, while 43.9% work in the private sector. Public hospitals are the largest employer (40.5%), followed by private hospitals (17.5%). The third largest place of work is private nursing homes or hostels, with 10.5%. In total, there are an estimated 884 enrolled nurses who reported being in a second job, based on the table with the highest response to second job data. (9.4% of the total number of nurses in the workforce - see Table 5.9). Only 15.4% of staff are employed on a permanent basis in their second job, while 81.4% are in casual positions and 3.2% in temporary positions.

#### **Hours worked per week:**

- Just over half or 52.5% 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 (54.6% of women compared with 27.4% of men). The most common paid hours worked in a main job were 20 to 29 hours per week (24.4%) followed by 40 to 44 hours per week (22.8%). Some 97.9% 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 51.9% 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 (24.0%). Some 97.8% 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 (46.9%).
- Some 49.0% 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 75.1% 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 (25.3% and 26.1% respectively). Males most commonly worked 40 to 44 hours a week in clinical care (NOTE: includes paid and unpaid hours). Some 6.6% 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 3.2% of survey respondents working in a main job in NSW reported working clinical management hours (62.0% reported one to nine hours, with 4.7% of respondents to the question working full time);
  - some 6.3% of survey respondents working in a main job in NSW reported working administration/management hours (43.9% reported one to nine hours, with 16.8% of respondents working full time);

- some 4.5% of survey respondents working in a main job in NSW reported working teaching/education hours (65.6% reported one to nine hours, with 5.4% of respondents working full time);
- some 2.0% of survey respondents working in a main job in NSW reported working research hours (67.8% reported one to nine hours, with 4.2% of respondents working full time);
- Some 6.6% 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 (48.62%). 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 25.1%, followed by 10.7% in general medicine, 7.8% in operating theatre/recovery, 5.7% in rehabilitation, 4.3% in general surgery, and 4.2% in developmental disability. When clustered into groups of specialties, 52.7% worked in medical areas, 17.1% in surgical areas, 9.5% in mixed medical /surgical nursing, 2.6% in diagnostic areas, 1.2% in critical care and emergency, 3.3% in gynaecology/maternity, 4.4% in mental health and 12.2% in other specialties. Proportions were relatively similar in terms of specialties in a second job (23.0% in geriatrics, 18.5% in general medicine, 10.3% in operating theatre/recovery, 4.3% in general community nursing, 4.7% in rehabilitation, 6.7% in general surgery, and 2.9% 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 2001, the main job for 59.3% of enrolled nurses was located in Metropolitan Area Health Services, with 34.9% in Metropolitan Sydney and 24.4% in other major Metropolitan areas (Central Coast, Hunter, Illawarra). Hunter Area Health Service had the highest proportion of enrolled nurses in a main job, with 12.5%, followed by Illawarra (7.3%), South Eastern Sydney (7.2%), Western Sydney (7.2%) and Northern Sydney (7.0%). Rural Area Health services were the main job location for 40.4% of enrolled nurses, with Greater Murray having the highest proportion in a rural area at 8.2% followed by Mid North Coast at 6.2%.
- There is a higher proportion of working enrolled nurses located in Metropolitan Area Health Services (63.2%) in a second job. South Eastern Sydney had the highest proportion of nurses (10.3%), followed by Western Sydney (9.5%), Hunter (9.3%), and Northern Sydney (8.9%). One third or 33.2% of enrolled nurses were located in Rural Area Health Services in a second job, with Greater Murray having 6.7% and Mid Western 6.7%. (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 14.7% worked with adolescents in their main job, 39.1% worked with the aged, and 33.8% worked with adults. In a second job, 13.0% of nurses worked with children and 14.4% worked with adolescents, 34.8% worked with the aged, and 37.9% worked with adults.

#### **Completion of post enrolment courses:**

- One third or 33.2% of enrolled nurses have completed a post enrolment course. Nurses reported 5,166 courses. The most common course reported was palliative care (9.4%), pharmacology (7.9%), followed by gerontology (6.3%) and mental health (6.7%).

#### **Year of completion of initial enrolment:**

- Some 95.9% 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, 1999 and 2000.

### **Trends in age and sex, 1997 - 2001:**

- **The data on trends is unadjusted for non response. Due to the lower response rate in 2001, many of the tables indicate a reduction in numbers for 2001. Therefore the valid comparison over time relates to percentages. In addition, the lower response rate by age for 2001 may limit the interpretation of age based findings.**
- The proportion of females in the workforce has remained constant overall over the period, at 93.2%
- **The proportion of the workforce by age shows a declining trend for enrolled nurses under forty years, and shows an increase for every age group over forty years by 2001**
- For females, the modal age range was 40 to 44 years by 2001, rising from 18.6% in 1997 to 24.6% in 2001 (age range with the largest proportion of the workforce). However, the 35 to 39 year age group declined from 23.7% to 17.2%, as did the 30 to 34 year age group (16.4% to 11.4%). All age groups 40 years and over show a growth (excepting those 70 years and over). There is a similar trend for total numbers, although males showed a decrease in the proportion aged 40 to 44 years, while numbers in this age range increased slightly .

### **Trends in usual place of work, 1997 - 2001:**

- There was a growth in the proportion of nurses working in the public sector between 1997 and 2001, from 72.7% to 75.6%. This occurred in public hospitals (from 47.6% to 48.8%), and in public developmental disability services (3.8% to 4.2%). The private sector declined in the proportion of the total workforce (from 27.2% to 24.4%). There was a decline in the proportion of enrolled nurses working in private nursing homes or hostels (11.4% to 8.5%).

### **Trends in work location, 1997 - 2001:**

- There was a growth in the proportion of total enrolled nurses working in Metropolitan Areas from 57.4% to 59.3% 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, Wentworth and Central Sydney. There was a decline in the proportion of enrolled nurses working in rural areas, from 42.4% to 40.4%.

### **Hours per week, 1997 - 2001:**

- Enrolled nurses most commonly worked 40 to 44 hours per week in all years between 1997 and 2001. 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 35.0% to 49.1%. (NOTE: The data for 1997 should be interpreted with care, due to high numbers recording 70+ hours and a high non response rate).