


**Profile of the Dentist
Labourforce in NSW,
2003**

Prepared by:

Workforce Development & Leadership Branch, NSW Health



Profile of the Dentist Labour force in NSW, 2003

ISBN 0 7347 3843 9

STATE HEALTH PUBLICATION No (WDLB) 050110

For further information contact:

Workforce Development & Leadership Branch

NSW Health Department
73 Miller Street
North Sydney NSW 2060

Locked Bag 961
North Sydney NSW 2059

Telephone 02 9391 9000

www.health.nsw.gov.au

CONTENTS

List of Tables and Figures	iv
1. Introduction.....	1
The annual dentist labour force survey.....	1
Category of Dentist Registration	1
Response Rate to Labour force Annual Survey	2
Work status	3
Dentists seeking work.....	3
Estimating Workforce Size.....	4
Estimating Full-Time equivalent Workforce (FTE).....	5
Average Age by Sex	5
Average hours worked by age and sex	6
2. Dentists Working in NSW	7
3. Labour force Tables	9
Appendix	19

LIST OF TABLES AND FIGURES

Introduction

Table 1.1	Persons registered as Dentists in NSW, 2003	2
Table 1.2	Response Rate to Dentistry Annual Labour force Survey, 2001 to 2003	2
Table 1.3	Work Status of Dentistry Labour force Survey respondents, NSW in 2003	3
Table 1.4	Seeking work in Dentistry in NSW, 2003	4
Table 1.5	Estimating the Size of the Dentist Workforce, 2001 - 2003.....	4
Fig 1.1	Estimated growth in dentist workforce, NSW, 2001 to 2003.....	5
Table 1.6	Average age and average hours worked by sex, dentists working in NSW, 2003.....	5
Fig 1.2	Average hours worked in dentistry by age and sex, dentists working in NSW, 2003.....	6

Labour force Tables

Table 3.1	Age and Sex distribution of dentists working in NSW, 2003.....	9
Table 3.2	Present place of residence of dentists working in NSW, 2003.....	9
Table 3.3	Resident status of dentists working in NSW, 2003	9
Table 3.4	Dentists working in NSW with registration to work as a dentist	
	in other states of Australia, 2003.....	10
Table 3.5	Area of work in dentistry, main practice -dentists working in NSW, 2003.....	10
Table 3.6	Area of work in dentistry, second practice -dentists working in NSW, 2003	10
Table 3.7	Area of work in dentistry, third practice -dentists working in NSW, 2003.....	10
Table 3.8	Area of registered specialist practice, dentists working in NSW, 2003	11
Table 3.9	Type of practice, main practice location - dentists working in NSW, 2003.....	11
Table 3.10	Type of practice, second practice location - dentists working in NSW, 2003.....	12
Table 3.11	Type of practice, third practice location - dentists working in NSW, 2003	12
Table 3.12	Work pattern, main practice location - dentists working in NSW, 2003.....	13
Table 3.13	Work pattern, second practice location - dentists working in NSW, 2003.....	13
Table 3.14	Work pattern, third practice location - dentists working in NSW, 2003	13
Table 3.15	Estimated full-time equivalent dentists in workforce using average hours worked per week.....	13
Table 3.16	Hours usually worked per week in direct patient care in dentistry-main practice location.....	14
Table 3.17	Hours usually worked per week in direct patient care in dentistry-second practice location.....	14
Table 3.18	Hours usually worked per week in direct patient care in dentistry-third practice location	14
Table 3.19	Hours usually worked per week in direct patient care in dentistry-all practice locations	15
Table 3.20	Total hours usually worked per week in dentistry-main practice location.....	15
Table 3.21	Total hours usually worked per week in dentistry-second practice location.....	15
Table 3.22	Total hours usually worked per week in dentistry- third practice location	16
Table 3.23	Total hours usually worked per week in dentistry-all practice locations	16
Table 3.24	Home location of dentists working in NSW, by Area Health Service	17
Table 3.25	Work location of dentists working in NSW, by Area Health Service-main practice	17
Table 3.26	Work location of dentists working in NSW, by Area Health Service-second practice	18
Table 3.27	Work location of dentists working in NSW, by Area Health Service-third practice.....	18
Appendix		
Table A1	Workforce dynamics for dentists, 2003	22

1

INTRODUCTION

The annual dentist labour force survey

Introduction

Each year, as part of the annual registration process for dentists in NSW, an Annual Labour Force Survey is sent to each dentist currently registered with the Dental Registration Board of New South Wales. This report provides an overview of information from the 2003 workforce survey.

The response rate to the survey was 86.1% in 2001, 89.7% in 2002 and 88.9% in 2003, showing a continuing high level of response. The continued support of the Dental Registration Board of New South Wales, professional organisations and dentists participating in the survey is appreciated.

Availability of survey information

The most recent summary of the Annual Survey data was produced in 2004, reporting on data collected in 2002. This profile reproduces the same data as for the 2002 profile. Additional survey analysis data such as additional cross tabulations 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 dentists who respond to the Survey. There is no access to identifying data, as individual names and addresses are not included by the Board on the data file. Survey information will not be made available in any format that enables the identification of individual respondents.

Category of Dentist Registration

In 2003, there were 4,172 dentists financially registered with the Dental Registration Board of NSW, an increase of 122 persons compared to the 4,050 registered in 2002. Of these, 1,054 (25.3%) were female and 3,116 (74.7%) were male, with two registrants with unknown sex. Table 1.1 provides an overview of the number of dentists in each category of registration. Care should be taken when interpreting this data as some individual dentists are included in more than one of the categories during the twelve month period.

Table 1.1: Persons registered as dentists in NSW, 2003

Category of registration ¹	No.	Row %	No.	Row %	No.	Row %
	Female		Male		Total	
New registrations(only status)	24	44.4%	30	55.6%	54	100.0%
Restorations	7	46.7%	8	53.3%	15	100.0%
"True" restorations	7	46.7%	8	53.3%	15	100.0%
"Technical" restorations	0	0.0%	0	0.0%	0	0.0%
Renewals ^{2&3}	1,005	25.0%	3,023	75.0%	4,028	100.0%
Technical renewals	18	24.7%	55	75.3%	73	100.0%
Deletions	22	24.4%	68	75.6%	90	100.0%
New registrations (total) ²					224	100.0%

Notes:

- ¹ The table includes information on dentists who were financial with the Board during 2003
- ² Some dentists are included in more than one category during the twelve month period. There were 224 new registrations in total, with 121 financial and 103 not financial. 67 of the financial new registrations were also renewals within the survey period, while 54 were financial new registrations only.
- ³ There were 42 financial restorations in total, and of these 27 were also renewals, and 15 restorations only. There were no unfinancial restorations.

Response rate to Labour Force Annual Survey

The response rate to the 2003 Dentist Labour Force Annual Survey was consistently high over the three year period reported.

Table 1.2: Response Rate to Dentist Annual Labour Force Survey, 2001 to 2003

	No.	Rate	No.	Rate	No.	Rate
	2001		2002		2003	
Formal response rate						
<i>Survey respondents</i> ¹ (<i>renewals</i> ²)	3,369		3,589		3,661	
<i>Total renewals</i> ²	3,913	86.1%	4,003	89.7%	4,118	88.9%

Notes:

- ¹ A "survey respondent" is defined as a renewal, technical renewal or technical restoration who provides information to the question on work status, or whose work status can be derived from other data. With these adjustments, there were 147 dentists who did not return a survey form, and 364 survey forms with work status question unanswered and no capacity to derive the work status from a NSW postcode for place of work in 2003.
- ² A renewal 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 taken off the roll and then restored (ie technical restoration), or who was sent a survey form and returned a form and was still financial at the end of the relevant year while having no financial status (technical renewal).

Determining the response rate to the survey is complicated by the relationship between the survey and the renewal process. While new registrants and restorations do not generally receive the survey, some may if they also receive a renewal notice within the twelve month survey period. Additionally, some persons sent renewal notices do not renew their registration and therefore do not return surveys.

All survey responses from financially registered dentists are presented in Tables 1.3 and 1.4. Tables 3.1 to 3.27 describe the working renewals cohort only.

Work Status

There were 3,659 respondents and 2,964 working renewal survey respondents in 2003 (excluding two respondents with sex unknown). Working renewals are those respondents who:

- Were financially registered and renewed their registration in 2003 or were technical restorations or technical renewals
- Returned a labour force 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 dentistry only in NSW
 - Working in dentistry mainly in NSW, but also in other states
 - On leave 3 months or longer (see Table 1.3)

The third category was introduced for the first time in the 2002 survey, resulting in a slightly higher count of the unadjusted numbers working in NSW and therefore also of the estimated workforce size than in previous years.

Table 1.3: Work status of Dentist Labourforce Survey respondents¹, NSW, in 2003

Work Status	No.	%	No.	%	No.	%	%
	Female		Male		Total		Female
Working in dentistry							
Only in NSW	717	79.2%	2155	78.2%	2,872	78.5%	25.0%
Mainly in NSW, but also in other states	11	1.2%	50	1.8%	61	1.7%	18.0%
Mainly in other states, but also in NSW	9	1.0%	52	1.9%	61	1.7%	14.8%
Only in states other than NSW	21	2.3%	96	3.5%	117	3.2%	17.9%
On leave 3 months or longer	17	1.9%	14	0.5%	31	0.8%	54.8%
Overseas	62	6.9%	196	7.1%	258	7.1%	24.0%
Not Working in dentistry							
Not working and not looking for work	41	4.5%	84	3.1%	125	3.4%	32.8%
Currently not working, but looking for work	6	0.7%	12	0.4%	18	0.5%	33.3%
Working, not in dentistry	15	1.7%	29	1.1%	44	1.2%	34.1%
Retired from regular work	6	0.7%	66	2.4%	72	2.0%	8.3%
Total	905	100.0%	2,754	100.0%	3,659	100.0%	24.7%

Notes: ¹ There were two respondents with sex unknown who were excluded from further calculations. Therefore 3,659 dentists provided data on working status and sex.

Dentists seeking work

Table 1.4 shows that there were 18 respondents who were looking for work in dentistry, of the total of 62 survey respondents who were either currently not working and looking for work or currently working in other than dentistry.

Table 1.4: Seeking work in Dentistry in NSW, 2003

Nature of work sought	No.		%		No.		%	
	Female	Male	Total	Female	Total	Female	Total	
Looking for work in dentistry								
- either full time or part time	1	3	4	16.7%	33.3%	26.7%	25.0%	
- full time	0	1	1	0.0%	11.1%	6.7%	0.0%	
- part time	5	5	10	83.3%	55.6%	66.7%	50.0%	
Total	6	9	15	100.0%	100.0%	100.0%	40.0%	
<i>Non-response (but seeking work in dentistry):</i>	0	3	3	0.0%	25.0%	16.7%		

Note: Table includes only those survey respondents in Table 1.3 who indicated that they were not currently working but looking for work in dentistry

Estimating Workforce Size

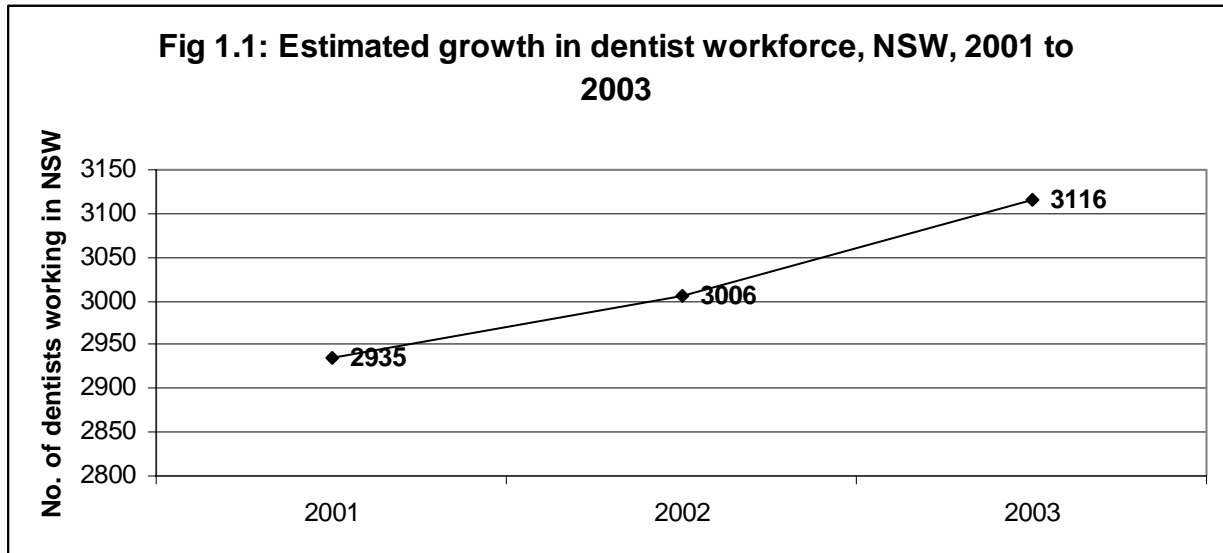
Table 1.5: Estimating the Size of the Dentist Workforce, 2001-2003

	2001	2002	2003
Size of Workforce (excludes any new registrations) ₁	2,665	2,870	2,915
Adjustment for varying non response	109	0	29
Estimated working renewals	2,774	2,870	2,944
Adjusted respondents	3,325	3,552	3,596
(excludes any new registrations) ₂			
Estimated % respondents working	83.4%	80.8%	81.9%
Estimated new registrations working ₃	155	135	168
Estimated restorations working ₄	6	1	4
Total Estimated Workforce	2,935	3,006	3,116
Total number of new registrations	202	186	224
Estimated % new registrations working	76.7%	72.6%	75.0%
No. of renewals(excluding new registrations)	3,860	3,962	4,051
Estimated working renewals as % of all renewals	71.9%	72.4%	72.7%

- Notes:**
- 1 The unadjusted size of the workforce is based on renewals, technical restorations and technical renewals who answered the work status question as working in NSW. This is the workforce size excluding any new registrations unadjusted for non response.
 - 2 The respondent numbers have been adjusted to allow for changing non response rates (set to 89.7% based on rate in 2002) and exclude any new registrations who were also renewals within the year.
 - 3 Based on flow matrix analyses showing work status in two consecutive years
 - 4 Based on flow matrix analyses showing work status in two consecutive years

NOTE: These figures vary from estimates of workforce size documented in previous dentist workforce profiles due to a new method of calculating workforce size. The method is described in detail in the Appendix, Section on Estimating Workforce Size. The estimate for 2003 may be modified in the 2004 profile after analysis of flow matrix data including work status of new registrations and restorations.

Table 1.5 and Fig 1.1 show that the estimated dentist workforce was 2,935 in 2001, increasing to 3,006 in 2002, and 3,116 in 2003. This is an overall growth rate of 6.2%, with growth of 2.4% between 2001 and 2002, and growth of 3.7% between 2002 and 2003.



Estimating Full-Time Equivalent Workforce (FTE)

The numbers of hours worked by dentists on average per week for all jobs together (see Table 3.23) can be converted to full-time equivalents (FTEs) which becomes a measure of the productive workforce. This is shown in Table 3.15, where the total hours worked by dentists 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 labourforce 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. Table 3.15 has not been adjusted to the estimated size of the workforce accounting for non response. The FTE ratio of 1.1603 applied to the estimated workforce size of 3116 headcount results in an estimated FTE workforce of 3,615.5 FTE dentists, after adjusting for non response (based on full time being defined as 35 hours worked per week or more). This FTE calculation is based on reported hours worked, and therefore may include overtime and unpaid hours.

Average Age by Sex

Table 1.6: Average age and average hours worked by sex, dentists working in NSW, 2003

	Males	Females	Total
Average age	46.7 years	38.5 years	44.7 years
Average hours worked per week	42.2 hours	35.0 hours	40.6 hours

The average age of the dentist workforce was 44.7 years, with males at 46.7 years on average older than females, at 38.5 years.

Average hours worked by age and sex

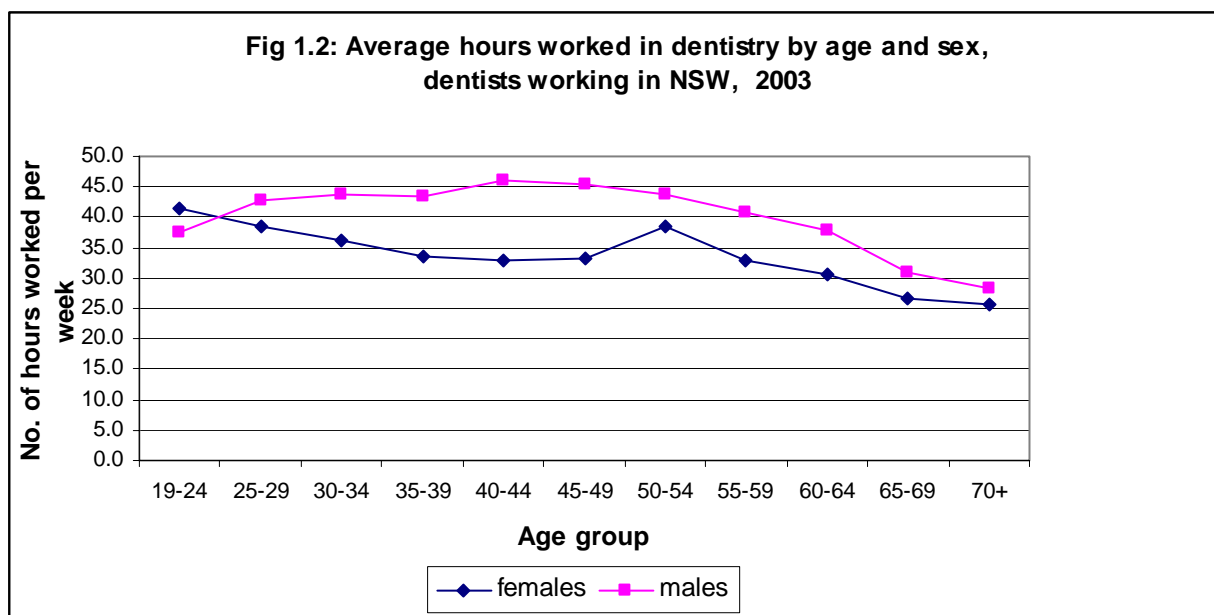


Fig 1.2 indicates the average hours worked per week by age and sex. Male dentists work on average more hours per week in every age group except for 19 to 24 years, where females work longer hours (41.6 hours compared to 37.6 hours). Males work the longest hours on average between 40 and 44 years (45.9 hours) and long hours between 45 and 49 years (45.3 hours), while females work the longest hours between 19 and 24 years (41.6 hours) and again work longer hours between 25 and 29 years (38.5 hours) and 50 to 54 years (38.6 hours).

The hours are based on self reporting and therefore should be interpreted taking this factor into account.

2

DENTISTS WORKING IN NSW

This section documents the number and main characteristics of dentists working in NSW in 2003.

- The estimated size of the dentist workforce in 2003 is 3,116 headcount, and 3615.5 FTE (based on full time defined as 35 hours per week).
- Estimated workforce participation rates are 72.7% for all dentists renewing their registration, and 75.0% for new registrations (see Table 1.5)
- Male dentists are 74.9% of the total labour force, while the proportion of women in the dentist labour force is 25.1%, with a greater proportion of females in younger age groups. Some 57.9% of the female labour force were aged under 40, while only 30.7% of males were under forty years in 2003. However, males are a higher proportion in all age groups varying from 98.2% of all dentists in the 70 to 74 age group, to the lowest proportion of 53.4% for those 25 to 29 years.
- The average age of the workforce is 44.7 years, with males on average older at 46.7 years compared to females at 38.5 years. Just over one third or 37.4% of the labour force are aged under forty years, 28.8% are aged 40 to 49 years, 21.9% are aged 50 to 59 years, and 12.0% of the labour force are 60 years and older. This indicates a middle aged labour force overall, with the modal age range being 45 to 49 years (ie the age range with the greatest number of working dentists).
- Some 5.8% of dentists working in NSW are also registered interstate, with the highest proportion being registered in Queensland (2.5% of the total workforce), followed by Victoria (1.7%).
- Of the 2,964 dentists in the labour force (unadjusted for non response), some 750 identified that they worked in a second practice location (25.3% of the unadjusted workforce), while some 178 identified that they worked in a third practice location (6.0%) (see comments, Appendix, non-response to filtering questions)
- Some 86.7% of the labour force are working in a general practice in their main practice, with 9.7% in a registered specialist practice. Only 0.7% were working in administration, 1.2% in teaching/education, 0.3% in research, and 1.4% in other positions. This varies with the second practice, with 70.3% in a general practice, 16.9% in a registered specialist practice, 1.4% working in administration, 7.6% in teaching/education, 1.1% in research, and 2.8% in other positions. For the third practice, 46.8% were in a general practice, 31.0% in a registered specialist practice, 1.8% in administration, 14.0% in teaching/education, 0.6% in research, and 5.8% in other positions.

- Some 312 dentists or 10.5% of the total labour force indicated an area of registered specialist practice (NOTE: "Registered specialist practice" is the practice of a dentist who is recognised by the Dental Board of New South Wales as a specialist practitioner in one special branch of dentistry.) The largest group worked in orthodontics (44.2% of the respondents to this question), followed by prosthodontics (12.8%) and oral & maxillofacial surgery (10.6%).
- The overwhelming majority of the labour force are in private practice (84.1%) in their main practice, with 10.8% of the total labour force working in the public health sector, 1.0% in tertiary education, 0.8% in the defence forces, 0.6% in industry and 2.7% in other jobs. Some 36.1% were in solo private practice, with another 14.3% in solo practice with assistants. Some 11.4% were in an associateship, 9.1% in a partnership, and 12.2% in an assistant role. The major area of employment in the public sector was the dental hospital (4.5% of the total labour force) followed by other hospitals (2.8%). The private sector participation rate was lower with the second practice, with 76.0% working in the private sector, and 17.3% in the public sector; including other hospitals (4.9%), and the dental hospital (4.4%). Tertiary education accounted for 4.7% of the labour force in a second job. For the third practice, some 62.4% of dentists were working in a private practice, 21.2% in public practice and 13.7% in tertiary education.
- The proportion of self-employed dentists changes from 72.3% for the main practice, to 52.9% to the second practice, to 48.3% for the third practice.
- Some 52.8% of dentists reported working part time (hours worked less than 35 hours per week) **in direct patient care in their main practice location.** Women were more likely to work part time than men (68.4% of women compared with 47.7% of men). Virtually all respondents worked less than 35 hours per week in direct patient care in their second and third practice locations. The direct patient care hours were added together across the three practice locations to give total direct patient care hours (Table 3.19). Some 40.0% of dentists reported working part time in direct patient care in terms of total hours worked. Women were still more likely to work part time than men (58.0% of women compared with 34.0% of men).
- Some 37.4% of dentists reported working part time (hours worked less than 35 hours per week) in terms of **total hours worked in their main practice location.** Women were more likely to work part time than men (52.5% of women compared with 32.6% of men). Most respondents worked less than 35 hours per week in total in their second and third practice locations. The total hours were added together across the three practice locations to give total hours usually worked per week (Table 3.23). **Some 23.5% of dentists reported working part time in terms of total hours worked across all practice locations.** Women were still more likely to work part time than men (38.8% of women compared with 18.6% of men).
- The full time equivalent dentist labour force (FTE labour force) consists of an estimated 3,615.5 FTE, based on the estimated headcount of 3,116. Therefore the ratio of the FTE labour force of 1.1603 compared to total numbers indicates that dentists work on average 16% more than a participant in the general labour force working 35 hours a week. This is due to the larger number of dentists who work 35 hours or greater contributing more to the productive labour force. Females are an estimated 770.1 FTE (21.3% of the FTE labour force) and men 2,845.4 (78.7%).
- In 2003, the main practice location for 85.3% of dentists was in Metropolitan Area Health Services, with 73.0% in Metropolitan Sydney and 12.3% in other major Metropolitan areas. South Eastern Sydney was the main job location for 24.7% of dentists with Northern Sydney having 18.8%. Rural Area Health services were the main job location for 14.6% of dentists, with Northern Rivers having the highest proportion in a rural area at 3.6%. The distribution showed a similar proportion of dentists in Metropolitan Area Health Services in their second practice location (86.6%), although the proportion was lower for a third practice location (84.2%). Women were more likely than men to work in Metropolitan Area Health Service locations in their main practice (88.5% of women, 84.3% of men) with higher proportions of women in metropolitan areas in a second and third practice.

3

LABOURFORCE TABLES

Table 3.1 Age and sex distribution of dentists working in NSW, 2003

Age group	No.		%		No.		%		Per cent Female
	Female		Male		Total				
20-24	19	2.7%	34	1.7%	53	1.9%			35.8%
25-29	116	16.7%	133	6.5%	249	9.0%			46.6%
30-34	147	21.2%	197	9.6%	344	12.5%			42.7%
35-39	120	17.3%	265	12.9%	385	14.0%			31.2%
40-44	103	14.8%	244	11.9%	347	12.6%			29.7%
45-49	95	13.7%	352	17.1%	447	16.2%			21.3%
50-54	54	7.8%	300	14.6%	354	12.9%			15.3%
55-59	21	3.0%	226	11.0%	247	9.0%			8.5%
60-64	14	2.0%	137	6.7%	151	5.5%			9.3%
65-69	3	0.4%	87	4.2%	90	3.3%			3.3%
70-74	1	0.1%	54	2.6%	55	2.0%			1.8%
75+	2	0.3%	30	1.5%	32	1.2%			6.3%
Total	695	100.0%	2059	100.0%	2,754	100.0%			25.2%
<i>Unknown</i>	50	6.7%	160	7.2%	210	7.1%			

Note: 1. There were 2 dentists working in NSW with no sex recorded not shown above; they are excluded from all reported tables

Table 3.2: Present place of residence of dentists working in NSW, 2003

Age group	No.		%		No.		%		Per cent Female
	Female		Male		Total				
New South Wales	690	98.9%	1939	98.7%	2,629	98.7%			26.2%
Australia (not NSW)	8	1.1%	24	1.2%	32	1.2%			25.0%
Overseas	0	0.0%	2	0.1%	2	0.1%			0.0%
Total	698	100.0%	1965	100.0%	2,663	100.0%			26.2%
<i>Non response</i>	47	6.3%	254	11.4%	301	10.2%			

Table 3.3: Resident status of dentists working in NSW, 2003

Residential Status	No.		%		No.		%		Per cent Female
	Female		Male		Total				
Australian Citizen	641	86.5%	2037	92.5%	2,678	91.0%			23.9%
Not an Australian Citizen									
Permanent resident	75	10.1%	134	6.1%	209	7.1%			35.9%
Not permanent resident	17	2.3%	22	1.0%	39	1.3%			43.6%
Not stated	8	1.1%	8	0.4%	16	0.5%			50.0%
Total	741	100.0%	2201	100.0%	2942	100.0%			25.2%
<i>Non-response:</i>	4	0.5%	18	0.8%	22	0.7%			

Table 3.4: Dentists working in NSW with registration to work as a dentist in other states of Australia, 2003

	No.		%		No.		%		Per cent Female
	Female	Male	Female	Male	Female	Male	Female	Male	
Registered interstate	40	131	5.4%	6.0%	171	5.8%	23.4%		
Not registered interstate	698	2070	94.6%	94.0%	2768	94.2%	25.2%		
Total	738	2201	100.0%	100.0%	2939	100.0%	25.1%		
<i>Non-response:</i>	7	18	0.9%	0.8%	25	0.8%			
Registered in Victoria	10	40	11.0%	31.7%	50	30.3%	20.0%		
Registered in Queensland	16	58	41.0%	46.0%	74	44.8%	21.6%		
Registered in Western Australia	3	8	7.7%	6.3%	11	6.7%	27.3%		
Registered in South Australia	4	7	10.3%	5.6%	11	6.7%	36.4%		
Registered in Tasmania	1	2	2.6%	1.6%	3	1.8%	33.3%		
Registered in Northern Territory	0	0	0.0%	0.0%	0	0.0%	0.0%		
Registered in ACT	5	11	12.8%	8.7%	16	9.7%	31.3%		
Total	39	126	100.0%	100.0%	165	100.0%	23.6%		

Note: Dentists may be registered in more than one State

Table 3.5: Area of work in dentistry, main practice - dentists working in NSW, 2003

Area of work - 1st practice	No.		%		No.		%		Per cent Female
	Female	Male	Female	Male	Female	Male	Female	Male	
General practice	634	1866	89.0%	86.0%	2500	86.7%	25.4%		
Registered specialist practice	39	241	5.5%	11.1%	280	9.7%	13.9%		
Administration	9	12	1.3%	0.6%	21	0.7%	42.9%		
Teaching/ Education	11	23	1.5%	1.1%	34	1.2%	32.4%		
Research	2	6	0.3%	0.3%	8	0.3%	25.0%		
Other	17	22	2.4%	1.0%	39	1.4%	43.6%		
Total	712	2170	100.0%	100.0%	2882	100.0%	24.7%		
<i>Non-response:</i>	33	49	4.4%	2.2%	82	2.8%			

Table 3.6: Area of work in dentistry, second practice - dentists working in NSW, 2003

Area of work - 2nd practice	No.		%		No.		%		Per cent Female
	Female	Male	Female	Male	Female	Male	Female	Male	
General practice	143	366	79.9%	67.2%	509	70.3%	28.1%		
Registered specialist practice	12	110	6.7%	20.2%	122	16.9%	9.8%		
Administration	2	8	1.1%	1.5%	10	1.4%	20.0%		
Teaching/ Education	12	43	6.7%	7.9%	55	7.6%	21.8%		
Research	3	5	1.7%	0.9%	8	1.1%	37.5%		
Other	7	13	3.9%	2.4%	20	2.8%	35.0%		
Total	179	545	100.0%	100.0%	724	100.0%	24.7%		
<i>Non-response:</i>	566	1674	76.0%	75.4%	2240	75.6%			

Table 3.7: Area of work in dentistry, third practice - dentists working in NSW, 2002

Area of work - 3rd practice	No.		%		No.		%		Per cent Female
	Female	Male	Female	Male	Female	Male	Female	Male	
General practice	29	51	61.7%	41.1%	80	46.8%	36.3%		
Registered specialist practice	5	48	10.6%	38.7%	53	31.0%	9.4%		
Administration	0	3	0.0%	2.4%	3	1.8%	0.0%		
Teaching/ Education	9	15	19.1%	12.1%	24	14.0%	37.5%		
Research	1	0	2.1%	0.0%	1	0.6%	100.0%		
Other	3	7	6.4%	5.6%	10	5.8%	0.0%		
Total	47	124	100.0%	100.0%	171	100.0%	27.5%		
<i>Non-response:</i>	698	2095	93.7%	94.4%	2793	94.2%			

Table 3.8: Area of Registered specialist practice, dentists working in NSW, 2003

Area of registered specialist practice	No.		%		No.		%	
	Female		Male		Total		Per cent Female	
Orthodontics	15	28.3%	123	47.5%	138	44.2%	10.9%	
Periodontics	5	9.4%	23	8.9%	28	9.0%	17.9%	
Prosthodontics	5	9.4%	35	13.5%	40	12.8%	0.0%	
Oral Medicine/Pathology	2	3.8%	3	1.2%	5	1.6%	40.0%	
Oral Surgery	2	3.8%	13	5.0%	15	4.8%	13.3%	
Oral & maxillofacial surgery	2	3.8%	31	12.0%	33	10.6%	6.1%	
Endodontics	6	11.3%	16	6.2%	22	7.1%	27.3%	
Paediatric dentistry	11	20.8%	7	2.7%	18	5.8%	61.1%	
Other	5	9.4%	8	3.1%	13	4.2%	38.5%	
Total	53	100.0%	259	100.0%	312	100.0%	17.0%	
<i>Non-response:</i>	692	92.9%	1960	88.3%	2652	89.5%		

Table 3.9: Type of practice, main practice location - dentists working in NSW, 2003

Type of practice, main practice location	No.		%		No.		%	
	Female		Male		Total		Per cent Female	
Private practice:								
Solo	123	17.4%	910	42.2%	1033	36.1%	11.9%	
Solo with assistants	74	10.5%	335	15.5%	409	14.3%	18.1%	
Partnership	74	10.5%	186	8.6%	260	9.1%	28.5%	
Associateship	65	9.2%	260	12.1%	325	11.4%	20.0%	
Assistant	178	25.2%	170	7.9%	348	12.2%	51.1%	
Locum	5	0.7%	23	1.1%	28	1.0%	17.9%	
Public practice:								
Dental Hospital	64	9.1%	66	3.1%	130	4.5%	49.2%	
Other Hospital	27	3.8%	52	2.4%	79	2.8%	34.2%	
School dental service	0	0.0%	0	0.0%	0	0.0%	0.0%	
Health centre	42	5.9%	59	2.7%	101	3.5%	41.6%	
Defence forces	6	0.8%	18	0.8%	24	0.8%	25.0%	
Other public	9	1.3%	15	0.7%	24	0.8%	37.5%	
Tertiary education	11	1.6%	19	0.9%	30	1.0%	36.7%	
Industry	7	1.0%	9	0.4%	16	0.6%	43.8%	
Other	22	3.1%	33	1.5%	55	1.9%	40.0%	
Total	707	100.0%	2155	100.0%	2862	100.0%	24.7%	
<i>Non-response:</i>	38	5.1%	64	2.9%	102	3.4%		

Table 3.10: Type of practice, second practice location - dentists working in NSW, 2003

Type of practice, 2nd practice location	No.		%		No.		%		Per cent Female
	Female		Male		Total				
Private practice:									
Solo	6	3.4%	125	22.2%	131	17.7%			4.6%
Solo with assistants	9	5.1%	54	9.6%	63	8.5%			14.3%
Partnership	12	6.7%	54	9.6%	66	8.9%			18.2%
Associateship	23	12.9%	74	13.2%	97	13.1%			23.7%
Assistant	64	36.0%	103	18.3%	167	22.6%			38.3%
Locum	6	3.4%	21	3.7%	27	3.6%			22.2%
Public practice:									
Dental Hospital	13	7.3%	18	3.2%	31	4.2%			41.9%
Other Hospital	9	5.1%	30	5.3%	39	5.3%			23.1%
School dental service	0	0.0%	2	0.4%	2	0.3%			0.0%
Health centre	9	5.1%	21	3.7%	30	4.1%			30.0%
Defence forces	3	1.7%	11	2.0%	14	1.9%			21.4%
Other public	8	4.5%	6	1.1%	14	1.9%			57.1%
Tertiary education	10	5.6%	33	5.9%	43	5.8%			23.3%
Industry	0	0.0%	1	0.2%	1	0.1%			0.0%
Other	6	3.4%	9	1.6%	15	2.0%			40.0%
Total	178	100.0%	562	100.0%	740	100.0%			24.1%
<i>Non-response:</i>	567	76.1%	1657	74.7%	2224	75.0%			

Table 3.11: Type of practice, third practice location - dentists working in NSW, 2003

Type of practice, 3rd practice location	No.		%		No.		%		Per cent Female
	Female		Male		Total				
Private practice:									
Solo	4	8.2%	28	21.7%	32	18.0%			12.5%
Solo with assistants	1	2.0%	5	3.9%	6	3.4%			16.7%
Partnership	1	2.0%	14	10.9%	15	8.4%			6.7%
Associateship	4	8.2%	15	11.6%	19	10.7%			21.1%
Assistant	16	32.7%	19	14.7%	35	19.7%			45.7%
Locum	3	6.1%	5	3.9%	8	4.5%			37.5%
Public practice:									
Dental Hospital	2	4.1%	6	4.7%	8	4.5%			0.0%
Other Hospital	2	4.1%	5	3.9%	7	3.9%			0.0%
School dental service	1	2.0%	1	0.8%	2	1.1%			50.0%
Health centre	2	4.1%	6	4.7%	8	4.5%			25.0%
Defence forces	1	2.0%	3	2.3%	4	2.2%			0.0%
Other public	1	2.0%	3	2.3%	4	2.2%			25.0%
Tertiary education	9	18.4%	13	10.1%	22	12.4%			40.9%
Industry		0.0%		0.0%	0	0.0%			0.0%
Other	2	4.1%	6	4.7%	8	4.5%			0.0%
Total	49	100.0%	129	100.0%	178	100.0%			27.5%
<i>Non-response:</i>	696	93.4%	2090	94.2%	2786	94.0%			

Table 3.12: Work pattern, main practice location - dentists working in NSW, 2003

Work pattern, main practice location	No.		%		No.		%		Per cent female
	Female	Male	Female	Male	Total	Total	Total		
Self-employed	357	50.5%	1717	79.4%	2074	72.3%		17.2%	
Salaried, private sector	198	28.0%	220	10.2%	418	14.6%		47.4%	
Salaried, public sector	125	17.7%	188	8.7%	313	10.9%		39.9%	
Other	27	3.8%	37	1.7%	64	2.2%		42.2%	
Total	707	100.0%	2162	100.0%	2869	100.0%		24.6%	
<i>Non-response:</i>	38	5.1%	57	2.6%	95	3.2%			

Table 3.13: Work pattern, second practice location - dentists working in NSW, 2003

Work pattern, 2nd practice location	No.		%		No.		%		Per cent female
	Female	Male	Female	Male	Total	Total	Total		
Self-employed	56	32.7%	325	59.2%	381	52.9%		14.7%	
Salaried, private sector	60	35.1%	112	20.4%	172	23.9%		34.9%	
Salaried, public sector	35	20.5%	77	14.0%	112	15.6%		31.3%	
Other	20	11.7%	35	6.4%	55	7.6%		36.4%	
Total	171	100.0%	549	100.0%	720	100.0%		23.8%	
<i>Non-response:</i>	574	77.0%	1670	75.3%	2244	75.7%			

Table 3.14: Work pattern, third practice location - dentists working in NSW, 2003

Work pattern, 3rd practice location	No.		%		No.		%		Per cent female
	Female	Male	Female	Male	Total	Total	Total		
Self-employed	14	30.4%	70	54.7%	84	48.3%		16.7%	
Salaried, private sector	15	32.6%	23	18.0%	38	21.8%		39.5%	
Salaried, public sector	11	23.9%	24	18.8%	35	20.1%		31.4%	
Other	6	13.0%	11	8.6%	17	9.8%		35.3%	
Total	46	100.0%	128	100.0%	174	100.0%		26.4%	
<i>Non-response:</i>	699	93.8%	2091	94.2%	2790	94.1%			

Table 3.15: Estimated full-time equivalent dentists in workforce using average hours worked per week in total

FTE by hours worked per week	No.		%		No.		%		Per cent female
	Female	Male	Female	Male	Total	Total	Total		
1-9	4.5	0.7%	5.4	0.2%	10.0	0.3%		45.6%	
10-19	30.2	4.4%	24.0	0.9%	54.2	1.7%		55.7%	
20-29	60.9	8.8%	78.8	3.1%	139.8	4.3%		43.6%	
30-34	75.4	10.9%	167.6	6.6%	243.1	7.5%		31.0%	
35-39	143.6	20.7%	282.8	11.1%	426.4	13.1%		33.7%	
40-44	175.6	25.4%	678.7	26.6%	854.3	26.3%		20.6%	
45-49	77.5	11.2%	408.8	16.0%	486.3	15.0%		15.9%	
50-59	83.5	12.1%	545.8	21.4%	629.3	19.4%		13.3%	
60-69	24.6	3.5%	233.2	9.1%	257.8	7.9%		9.5%	
70+	16.7	2.4%	126.4	5.0%	143.1	4.4%		11.7%	
Total	692.5	100.0%	2551.6	100.0%	3244.1	100.0%		21.3%	
<i>No hours reported</i>	53	5.8%	115	6.6%	168	6.4%			

Notes:

- Table 3.15 calculates the full-time equivalent (FTE) workforce assuming that 1 FTE works a 35 hour week. The total hours worked per week by the dentist numbers in Table 3.23 are divided by 35 to calculate the FTE numbers.

Table 3.16: Hours usually worked per week in direct patient care in dentistry - main practice location

Hours per week	No.	%	No.	%	No.	%	
	Female		Male		Total		Per cent female
1-9	43	6.4%	59	2.9%	102	3.8%	42.2%
10-19	137	20.4%	162	8.0%	299	11.0%	45.8%
20-29	154	23.0%	383	18.8%	537	19.8%	28.7%
30-34	125	18.6%	367	18.0%	492	18.2%	25.4%
35-39	89	13.3%	406	19.9%	495	18.3%	18.0%
40-44	93	13.9%	419	20.6%	512	18.9%	18.2%
45-49	14	2.1%	133	6.5%	147	5.4%	9.5%
50-59	13	1.9%	95	4.7%	108	4.0%	12.0%
60-69	2	0.3%	11	0.5%	13	0.5%	15.4%
>70	1	0.1%	2	0.1%	3	0.1%	33.3%
Total	671	100.0%	2037	100.0%	2708	100.0%	24.8%
<i>No hours reported</i>	74	9.9%	182	8.2%	256	8.6%	

Table 3.17: Hours usually worked per week in direct patient care in dentistry - second practice location

Hours per week	No.	%	No.	%	No.	%	
	Female		Male		Total		Per cent female
1-9	96	57.1%	219	41.1%	315	44.9%	30.5%
10-19	57	33.9%	230	43.2%	287	40.9%	19.9%
20-29	10	6.0%	74	13.9%	84	12.0%	11.9%
30-34	1	0.6%	4	0.8%	5	0.7%	20.0%
35-39	3	1.8%	2	0.4%	5	0.7%	60.0%
40-44	0	0.0%	0	0.0%	0	0.0%	0.0%
45-49	0	0.0%	0	0.0%	0	0.0%	0.0%
50-59	0	0.0%	0	0.0%	0	0.0%	0.0%
60-69	0	0.0%	1	0.2%	1	0.1%	0.0%
>70	1	0.6%	3	0.6%	4	0.6%	25.0%
Total	168	100.0%	533	100.0%	701	100.0%	24.0%
<i>No hours reported</i>	577	77.4%	1686	76.0%	2263	76.3%	

Table 3.18: Hours usually worked per week in direct patient care in dentistry - third practice location

Hours per week	No.	%	No.	%	No.	%	
	Female		Male		Total		Per cent female
1-9	35	81.4%	98	85.2%	133	84.2%	26.3%
10-19	6	14.0%	15	13.0%	21	13.3%	28.6%
20-29	1	2.3%	1	0.9%	2	1.3%	50.0%
30-34	0	0.0%	1	0.9%	1	0.6%	0.0%
35-39	0	0.0%	0	0.0%	0	0.0%	0.0%
40-44	0	0.0%	0	0.0%	0	0.0%	0.0%
45-49	1	2.3%	0	0.0%	1	0.6%	0.0%
50-59	0	0.0%	0	0.0%	0	0.0%	0.0%
60-69	0	0.0%	0	0.0%	0	0.0%	0.0%
>70	0	0.0%	0	0.0%	0	0.0%	0.0%
Total	43	100.0%	115	100.0%	158	100.0%	27.2%
<i>No hours reported</i>	702	94.2%	2104	94.8%	2806	94.7%	

Table 3.19: Hours usually worked per week in direct patient care in dentistry -all practice locations

Hours per week	No.	%	No.	%	No.	%	
	Female		Male		Total		Per cent female
1-9	36	5.3%	43	2.1%	79	2.9%	45.6%
10-19	92	13.6%	87	4.3%	179	6.6%	51.4%
20-29	130	19.3%	203	10.0%	333	12.3%	39.0%
30-34	135	20.0%	359	17.6%	494	18.2%	27.3%
35-39	115	17.1%	445	21.8%	560	20.6%	20.5%
40-44	108	16.0%	540	26.5%	648	23.9%	16.7%
45-49	31	4.6%	189	9.3%	220	8.1%	14.1%
50-59	22	3.3%	148	7.3%	170	6.3%	12.9%
60-69	2	0.3%	17	0.8%	19	0.7%	10.5%
>70	3	0.4%	9	0.4%	12	0.4%	25.0%
Total	674	100.0%	2040	100.0%	2,714	100.0%	24.8%
<i>No hours reported</i>	71	9.5%	179	8.1%	250	8.4%	

Table 3.20: Total hours usually worked per week in dentistry - main practice location

Hours per week	No.	%	No.	%	No.	%	
	Female		Male		Total		Per cent female
1-9	30	4.3%	46	2.2%	76	2.7%	39.5%
10-19	107	15.5%	109	5.2%	216	7.7%	49.5%
20-29	132	19.1%	283	13.5%	415	14.8%	31.8%
30-34	94	13.6%	247	11.7%	341	12.2%	27.6%
35-39	111	16.1%	270	12.8%	381	13.6%	29.1%
40-44	125	18.1%	505	24.0%	630	22.5%	19.8%
45-49	41	5.9%	237	11.3%	278	9.9%	14.7%
50-59	37	5.4%	273	13.0%	310	11.1%	11.9%
60-69	11	1.6%	107	5.1%	118	4.2%	9.3%
>70	3	0.4%	27	1.3%	30	1.1%	10.0%
Total	691	100.0%	2104	100.0%	2,795	100.0%	24.7%
<i>No hours reported</i>	54	7.2%	115	5.2%	169	5.7%	

Table 3.21: Total hours usually worked per week in dentistry - second practice location

Hours per week	No.	%	No.	%	No.	%	
	Female		Male		Total		Per cent female
1-9	93	44.2%	208	37.5%	301	38.8%	30.9%
10-19	56	38.4%	234	39.1%	290	39.0%	19.3%
20-29	22	14.5%	103	17.4%	125	16.8%	17.6%
30-34	3	1.4%	9	2.0%	12	1.9%	25.0%
35-39	3	0.0%	5	0.4%	8	0.3%	0.0%
40-44	1	0.0%	2	1.9%	3	1.5%	0.0%
45-49	0	0.7%	1	0.7%	1	0.7%	0.0%
50-59	0	0.7%	3	0.4%	3	0.4%	0.0%
60-69	0	0.0%	2	0.0%	2	0.0%	0.0%
>70	1	0.0%	4	0.6%	5	0.4%	0.0%
Total	179	100.0%	571	100.0%	750	100.0%	23.9%
<i>No hours reported</i>	566	76.0%	1648	74.3%	2,214	74.7%	

Table 3.22: Total hours usually worked per week in dentistry - third practice location

Hours per week	No.		%		No.		%		Per cent female
	Female		Male		Total				
1-9	34	72.3%	100	76.9%	134	75.7%			25.4%
10-19	11	23.4%	26	20.0%	37	20.9%			29.7%
20-29	1	2.1%	1	0.8%	2	1.1%			50.0%
30-34	0	0.0%	0	0.0%	0	0.0%			0.0%
35-39	0	0.0%	1	0.8%	1	0.6%			0.0%
40-44	0	0.0%	1	0.8%	1	0.6%			0.0%
45-49	1	2.1%	0	0.0%	1	0.6%			0.0%
50-59	0	0.0%	0	0.0%	0	0.0%			0.0%
60-69	0	0.0%	0	0.0%	0	0.0%			0.0%
>70	0	0.0%	1	0.8%	1	0.6%			0.0%
Total	47	100.0%	130	100.0%	177	100.0%			26.6%
<i>No hours reported</i>	698	93.7%	2089	94.1%	2787	94.0%			

Table 3.23: Total hours usually worked per week in dentistry - all practice locations

Hours per week	No.		%		No.		%		Per cent female
	Female		Male		Total				
1-9	26	3.8%	33	1.6%	59	2.1%			44.1%
10-19	72	10.4%	57	2.7%	129	4.6%			55.8%
20-29	87	12.6%	115	5.5%	202	7.2%			43.1%
30-34	83	12.0%	186	8.8%	269	9.6%			30.9%
35-39	137	19.8%	270	12.8%	407	14.6%			33.7%
40-44	151	21.8%	580	27.6%	731	26.1%			20.7%
45-49	59	8.5%	310	14.7%	369	13.2%			16.0%
50-59	56	8.1%	368	17.5%	424	15.2%			13.2%
60-69	14	2.0%	133	6.3%	147	5.3%			9.5%
>70	7	1.0%	52	2.5%	59	2.1%			11.9%
Total	692	100.0%	2104	100.0%	2796	100.0%			24.7%
<i>No hours reported</i>	53	5.8%	115	6.6%	168	6.4%			

Table 3.24: Home location of dentists working in NSW, by Area Health Service

Home location	No.		%		No.		%	
	Female		Male		Total		Per cent Female	
Health Service								
Central Coast	10	1.5%	49	2.4%	59	2.1%	16.9%	
Central Sydney	101	14.7%	208	10.0%	309	11.2%	32.7%	
Hunter	33	4.8%	120	5.8%	153	5.5%	21.6%	
Illawarra	9	1.3%	75	3.6%	84	3.0%	10.7%	
Northern Sydney	218	31.8%	563	27.0%	781	28.2%	27.9%	
South Eastern Sydney	123	18.0%	431	20.7%	554	20.0%	22.2%	
South Western Sydney	41	6.0%	144	6.9%	185	6.7%	22.2%	
Wentworth	16	2.3%	54	2.6%	70	2.5%	22.9%	
Western Sydney	59	8.6%	122	5.9%	181	6.5%	32.6%	
Total Metropolitan Areas	610	89.1%	1766	84.8%	2376	85.9%	25.7%	
Far West	2	0.3%	5	0.2%	7	0.3%	28.6%	
Greater Murray	14	2.0%	40	1.9%	54	2.0%	25.9%	
Macquarie	2	0.3%	16	0.8%	18	0.7%	11.1%	
Mid North Coast	16	2.3%	61	2.9%	77	2.8%	20.8%	
Mid Western	8	1.2%	35	1.7%	43	1.6%	18.6%	
New England	5	0.7%	37	1.8%	42	1.5%	11.9%	
Northern Rivers	15	2.2%	77	3.7%	92	3.3%	16.3%	
Southern	10	1.5%	31	1.5%	41	1.5%	24.4%	
Total Rural Health Services	72	10.5%	302	14.5%	374	13.5%	19.3%	
Interstate	3	0.4%	14	0.7%	17	0.6%	17.6%	
Total	685	100.0%	2082	100.0%	2767	100.0%	24.8%	
<i>Non response:</i>	60	8.1%	137	6.2%	197	6.6%		

Table 3.25: Work location of dentists working in NSW, by Area Health Service - main practice

Work location - main practice	No.		%		No.		%	
	Female		Male		Total		Per cent Female	
Health Service								
Central Coast	19	2.7%	67	3.1%	86	3.0%	22.1%	
Central Sydney	58	8.2%	172	8.0%	230	8.0%	25.2%	
Hunter	35	5.0%	125	5.8%	160	5.6%	21.9%	
Illawarra	14	2.0%	92	4.3%	106	3.7%	13.2%	
Northern Sydney	156	22.1%	383	17.7%	539	18.8%	28.9%	
South Eastern Sydney	173	24.5%	533	24.7%	706	24.7%	24.5%	
South Western Sydney	59	8.4%	191	8.8%	250	8.7%	23.6%	
Wentworth	27	3.8%	74	3.4%	101	3.5%	26.7%	
Western Sydney	83	11.8%	183	8.5%	266	9.3%	31.2%	
Total Metropolitan Areas	624	88.5%	1820	84.3%	2444	85.3%	25.5%	
Far West	2	0.3%	5	0.2%	7	0.2%	28.6%	
Greater Murray	16	2.3%	49	2.3%	65	2.3%	24.6%	
Macquarie	3	0.4%	16	0.7%	19	0.7%	15.8%	
Mid North Coast	14	2.0%	62	2.9%	76	2.7%	18.4%	
Mid Western	9	1.3%	37	1.7%	46	1.6%	19.6%	
New England	7	1.0%	41	1.9%	48	1.7%	14.6%	
Northern Rivers	16	2.3%	87	4.0%	103	3.6%	15.5%	
Southern	14	2.0%	39	1.8%	53	1.9%	26.4%	
Total Rural Health Services	81	11.5%	336	15.6%	417	14.6%	19.4%	
Interstate	0	0.0%	3	0.1%	3	0.1%	0.0%	
Total	705	100.0%	2159	100.0%	2864	100.0%	24.6%	
<i>Non response:</i>	40	5.4%	60	2.7%	100	3.4%		

Table 3.26: Work location of dentists working in NSW, by Area Health Service-second practice

Work location -2nd practice	No.		%		No.		%	
	Female	Male	Female	Male	Total	Per cent Female	Total	Per cent Female
Health Service								
Central Coast	7	19	4.0%	3.4%	26	3.5%	26.9%	
Central Sydney	18	49	10.2%	8.7%	67	9.1%	26.9%	
Hunter	13	42	7.3%	7.5%	55	7.4%	23.6%	
Illawarra	4	30	2.3%	5.3%	34	4.6%	11.8%	
Northern Sydney	30	75	16.9%	13.3%	105	14.2%	28.6%	
South Eastern Sydney	41	113	23.2%	20.1%	154	20.8%	26.6%	
South Western Sydney	9	61	5.1%	10.8%	70	9.5%	12.9%	
Wentworth	8	19	4.5%	3.4%	27	3.6%	29.6%	
Western Sydney	35	68	19.8%	12.1%	103	13.9%	34.0%	
Total Metropolitan Areas	165	476	93.2%	84.5%	641	86.6%	25.7%	
Far West	0	0	0.0%	0.0%	0	0.0%	0.0%	
Greater Murray	1	13	0.6%	2.3%	14	1.9%	7.1%	
Macquarie	1	3	0.6%	0.5%	4	0.5%	25.0%	
Mid North Coast	3	22	1.7%	3.9%	25	3.4%	12.0%	
Mid Western	1	13	0.6%	2.3%	14	1.9%	7.1%	
New England	1	5	0.6%	0.9%	6	0.8%	16.7%	
Northern Rivers	2	15	1.1%	2.7%	17	2.3%	11.8%	
Southern	0	7	0.0%	1.2%	7	0.9%	0.0%	
Total Rural Health Services	9	78	5.1%	13.9%	87	11.8%	10.3%	
Interstate	3	9	1.7%	1.6%	12	1.6%	25.0%	
Total	177	563	100.0%	100.0%	740	100.0%	23.9%	
<i>Non response:</i>	568	1656	76.2%	74.6%	2224	75.0%		

Table 3.27: Work location of dentists working in NSW, by Area Health Service-third practice

Work location -3rd practice	No.		%		No.		%	
	Female	Male	Female	Male	Total	Per cent Female	Total	Per cent Female
Health Service								
Central Coast	0	1	0.0%	0.8%	1	0.6%	0.0%	
Central Sydney	5	8	11.1%	6.3%	13	7.6%	38.5%	
Hunter	3	10	6.7%	7.9%	13	7.6%	23.1%	
Illawarra	1	10	2.2%	7.9%	11	6.4%	9.1%	
Northern Sydney	7	18	15.6%	14.3%	25	14.6%	28.0%	
South Eastern Sydney	16	20	35.6%	15.9%	36	21.1%	44.4%	
South Western Sydney	2	7	4.4%	5.6%	9	5.3%	22.2%	
Wentworth	1	6	2.2%	4.8%	7	4.1%	14.3%	
Western Sydney	8	21	17.8%	16.7%	29	17.0%	0.0%	
Total Metropolitan Areas	43	101	95.6%	80.2%	144	84.2%	29.9%	
Far West	0	0	0.0%	0.0%	0	0.0%	0.0%	
Greater Murray	0	2	0.0%	1.6%	2	1.2%	0.0%	
Macquarie	0	1	0.0%	0.8%	1	0.6%	0.0%	
Mid North Coast	0	5	0.0%	4.0%	5	2.9%	0.0%	
Mid Western	0	3	0.0%	2.4%	3	1.8%	0.0%	
New England	0	4	0.0%	3.2%	4	2.3%	0.0%	
Northern Rivers	0	2	0.0%	1.6%	2	1.2%	0.0%	
Southern	0	4	0.0%	3.2%	4	2.3%	0.0%	
Total Rural Health Services	0	21	0.0%	16.7%	21	12.3%	0.0%	
Interstate	2	4	4.4%	3.2%	6	3.5%	0.0%	
Total	45	126	100.0%	100.0%	171	100.0%	26.3%	
<i>Non response:</i>	700	2093	94.0%	94.3%	2793	94.2%		

APPENDIX

Methodology

Timing of the 2003 Survey

Information from the 2003 Annual Labour Force Survey relates to the 2003 registration renewal period. Renewal notices and surveys were forwarded in September 2003 to dentists registered with the Dental Registration Board of New South Wales at that time. The renewal fee was due by the early December in order for the dentist to be retained on the register, as non-financial dentists had their status altered on the data base by the end of December, 2003 and by Board consent in February, 2003. Survey respondents completed the survey with information about their usual working situation at that time. Information regarding the registration status of dentists was provided by the Board which related to the period from February 2003 to end January 2003.

Labour force Survey coverage

Information from the Annual Labour Force Survey does not cover all registered dentists in NSW. Only those registrants renewing their registration are forwarded a survey form. This excludes:

- **New registrants:** New registrants include new local graduates, interstate graduates and overseas trained dentists registering for the first time with the NSW Board who have had their qualifications recognised in NSW. These persons will normally not receive the labour force survey, but some new registrants may receive the survey form if they also renew in the same 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 dentists are restorations because of late payment of the renewal fee and may have returned a survey form.
- **Technical restorations:** Some dentists are restorations simply due to late payment, as they are removed from the register and then reinstated on receipt of the payment of the renewal fee. These dentists 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. Prior to the 2000 profile the definition of respondents was those dentists **renewing** their registration who completed or part completed a survey form.
- **Technical renewals:** There are a group of dentists who either pay their registration fee early 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 dentists 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**. This process has occurred for the first time in 2003.

The definition of response has been applied to those respondents who completed the question on workforce status. In addition, a number of dentists 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.

The adoption of these changes in the approach to survey coverage, and definition of respondents, means that the data will now be compatible with definitions of the workforce used by the Australian Institute of Health & Welfare in preparing national profiles. However, it also means that the raw data on workforce size may show variation from years previous to 2000.

Figures have not been adjusted for non-response

Data in this publication have not been adjusted for unknown information (both survey non-response and registration data such as year of birth or sex). When interpreting the 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 labour force in individual tables.
- The labour force 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 labour force). Weighting the survey data according to non-response alone may result in an overestimation or under-estimation in some categories.
- The labour force characteristics of dentists 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 and third practice location/job will be affected by the lack of the explicit question “Do you work from other location(s), and if so how many?” The number of persons with second and third practice locations/jobs can be estimated from the highest response to any one question (Tables 3.21, n=750 for second practice location, Table 3.11 n=178 for third practice location) and can be used to estimate unknown data in relevant questions.
- **Non-response to the survey**. Survey response rates are presented in Table 1.1.

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 dentists has been analysed by Area Health Service for dentists 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. There is no intent to imply that dentists working in the private sector are employed by Area Health Services, and the approach is used for comparative purposes only.

Estimating Workforce Size

Previous profiles have used a standard approach to estimating workforce size which was first documented in the 1999 Profile of the Medical Workforce in NSW (NSW Health Department, 2003) estimated the size of the medical workforce in New South Wales, This approach involved:

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

However recent analysis of data reported in the 2001 ABS Census has indicated for nursing and physiotherapy that the workforce estimates calculated in the previous profiles are too high and should be adjusted.

Benchmarking for dentists to the 2001 Census indicates a high level of consistency between the two estimates, as the Census reported that there were 2,853 working dentists in 2001¹. This is lower than the workforce size derived from the new method of estimating workforce size (2,935), with a 2.8% variation. The new estimates minimise the adjustment for non response and improve the estimate of new registrations and restorations working. The variation between the Census data and the profile data would be due to working dentists using other titles which would not necessarily be coded to the dentist category in the Census data.

The revised method used to estimate workforce size in this profile is based on the following approach:

- Use the 2002 numbers of working dentists as a baseline due to the higher response rate
- Develop flow matrices of workforce dynamics for 2000/01, 2001/02, 2003/03, and use the input/output calculation to determine workforce size between 2001 and 2003. This involves calculations of entry (inter-state and overseas migration and local new graduate entry patterns), re-entry (based on restorations and renewals re-entering the workforce), and wastage (including overseas entrants leaving the following year).
- Adjust the 2001 and 2003 working respondent numbers to account for lower response rates in those years.

Table A1: Workforce dynamics for dentists, 2003

Professional Nurses	Estimated workforce size, 2003	New registrations entering the workforce	Re-entry	Wastage	FTE ratio (based on 35 hours)
Workforce headcount	3,116	168	61	128	1.0636
Percentage of workforce		5.4%	2.0%	4.1%	

SOURCE: flow matrix change rates from dentist labourforce profile data, 2001/02 to 2003/03

NOTE: The actual participation rate of 2003 new registrations can only be calculated by category when the 2004 work status is known.

¹ AIHW (2003) *Health and community services labour force 2001*. AIHW cat no. HWL 27& ABS cat. No. 8936.0. Canberra: AIHW (national Health Labour Force Series no. 27) p.