

Profile of the Nursing Workforce in NSW, 2003

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Profile of the Nursing Workforce in NSW, 2003

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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 83.8% in 2003; and for enrolled nurses was higher, at 87.1%; resulting in a combined response rate of 84.3%. The definition of response rate for this profile is the same as the definition used in profiles from 2000 onwards 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 2003, documenting 2002 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 2003 survey, longitudinal data has been included where consistent data is available from the surveys undertaken from 1999 onwards. The effect of the minor variation in the definition of survey population and response rate for 1999 compared to 2000, 2001 and 2003 is commented on in Appendix B in terms of its effect on time series data.

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.

Nurses registered or enrolled in New South Wales

In 2003, there were 96,111 nurses either registered or enrolled with the Nurses Registration Board of NSW over the calendar year, a growth of 1,905 from the 94,206 nurses either registered or enrolled in 2002. This includes 79,925 registered nurses on the Register of the Nurses Registration Board of NSW and 16,186 financial enrolled nurses on the Roll of the Nurses Registration Board of NSW. The majority of this growth was in registered nurse numbers (1,795) compared to enrolled nurse numbers (110).

Appendix B provides a detailed description of response rate for registered nurses and enrolled nurses separately.

Response rate

Table 1.1: Response Rate to Annual Nursing Workforce Survey, 2001 - 2003

| | No. | Rate | No. | Rate | No. | Rate |
|--|-------------|-------|-------------|-------|-------------|-------|
| | <u>2001</u> | | <u>2002</u> | | <u>2003</u> | |
| Formal response rate | | | | | | |
| <i>Survey respondents</i> ¹ | 67,825 | | 69,910 | | 71,005 | |
| <i>Total renewals</i> ² | 81,568 | 83.2% | 83,157 | 84.1% | 84,183 | 84.3% |
| <i>Unusable survey forms</i> | 2,930 | | 2,110 | | 2,891 | |
| <i>No form returned</i> ³ | 10,817 | | 11,137 | | 10,287 | |

- 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 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 relevant year while having no financial status (technical renewal).
 - 3 This count is for those nurses who should have returned a form, based on their registration status

The response rate to the 2003 Nursing Workforce Annual Survey for all nurses was 84.3%, higher than in 2002 (84.1%), or 2001 (83.2%) The response rate to the 2003 Nursing Workforce Annual Survey for registered nurses was 83.8% and for enrolled nurses was 87.1% (see Appendix B).

Work Status

There were 55,344 working renewal nurse survey respondents in 2003 (55,338 excluding six who did not report sex).

Working renewals are those respondents who:

- Were financially registered or enrolled and defined as a renewal
- 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)

Table 1.2: Work status of Nurse Workforce Survey respondents¹, NSW, 2003

| Work Status | No. | % | No. | % | No. | % |
|--|---------------|---------------|--------------|---------------|---------------|---------------|
| | Female | | Male | | Total | |
| Working in nursing | | | | | | |
| Only in NSW | 49836 | 76.2% | 4332 | 77.0% | 54168 | 76.3% |
| Mainly in NSW, but also in other states | 512 | 0.8% | 71 | 1.3% | 583 | 0.8% |
| Mainly in other states, but also in NSW | 470 | 0.7% | 61 | 1.1% | 531 | 0.7% |
| Only in states other than NSW | 2203 | 3.4% | 211 | 3.7% | 2414 | 3.4% |
| Working overseas | 1418 | 2.2% | 184 | 3.3% | 1602 | 2.3% |
| Working in NSW but currently on leave | 572 | 0.9% | 15 | 0.3% | 587 | 0.8% |
| Not Working in/ practicing in nursing | | | | | 0 | |
| Currently not working | 5399 | 8.3% | 175 | 3.1% | 5574 | 7.9% |
| Currently working, not in nursing | 4962 | 7.6% | 578 | 10.3% | 5540 | 7.8% |
| Total | 65,372 | 100.0% | 5,627 | 100.0% | 70,999 | 100.0% |
| Workforce in NSW | 50,920 | | 4,418 | | 55,338 | |
| Percentage participation | 77.9% | | 78.5% | | 77.9% | |

- Notes:
1. There were 73,963 forms from nurses renewing or re-enrolling, of whom 2,894 did not reply to the question on working status, and did not provide a NSW postcode for place of work.
 2. There were 6 nurses with unknown sex not reported above, and 5 were working in NSW and 1 was working in NSW but currently on leave.

Estimating Workforce Size

Table 1.3 shows that the estimated nursing workforce was 65,794 in 2000, increasing to 69,196 in 2003, a growth of 3,392 nurses or 5.2%. The workforce grew by 0.5% between 2000 and 2001, by 1.1% between 2001 and 2002, and by 3.5% between 2002 and 2003.

Fig 1.1 shows the growth in the estimated nursing workforce, while Fig. 1.2 shows the change in estimated workforce size for registered nurses and enrolled nurses separately. Fig. 1.2 shows that the growth in the nursing workforce in total was principally due to a growth in registered nurse numbers over the period, and particularly to the higher growth between 2002 and 2003.

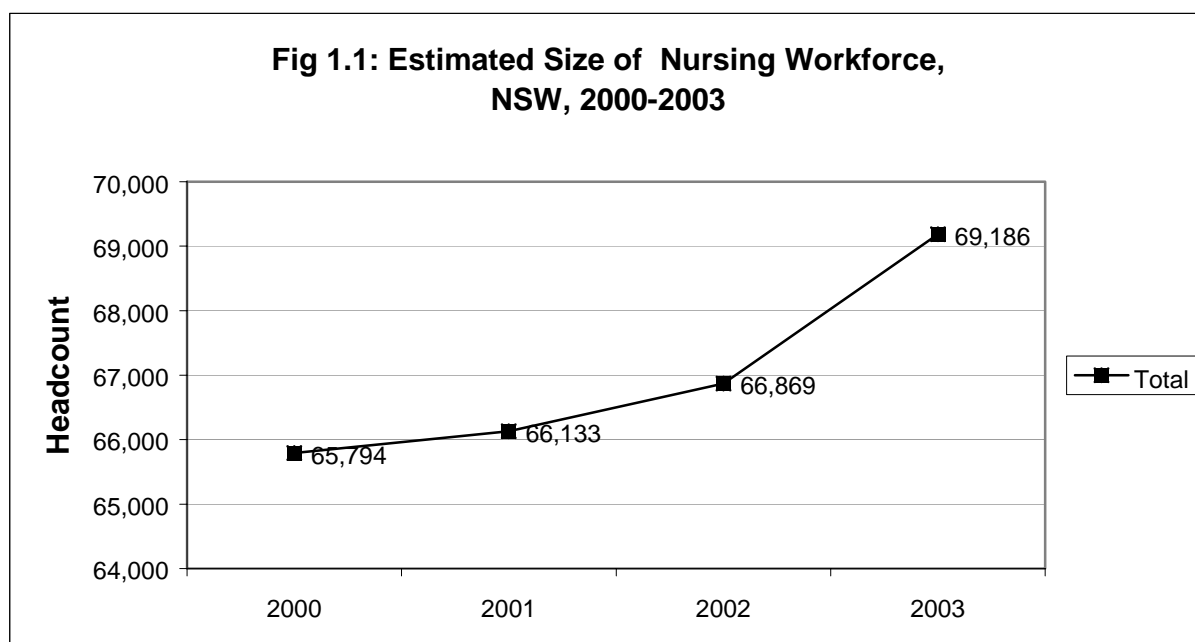
NOTE: These figures vary from estimates of workforce size documented in previous nursing workforce profiles due to a new method of calculating workforce size. The method is described in detail in Appendix B, Section on Estimating Workforce Size.

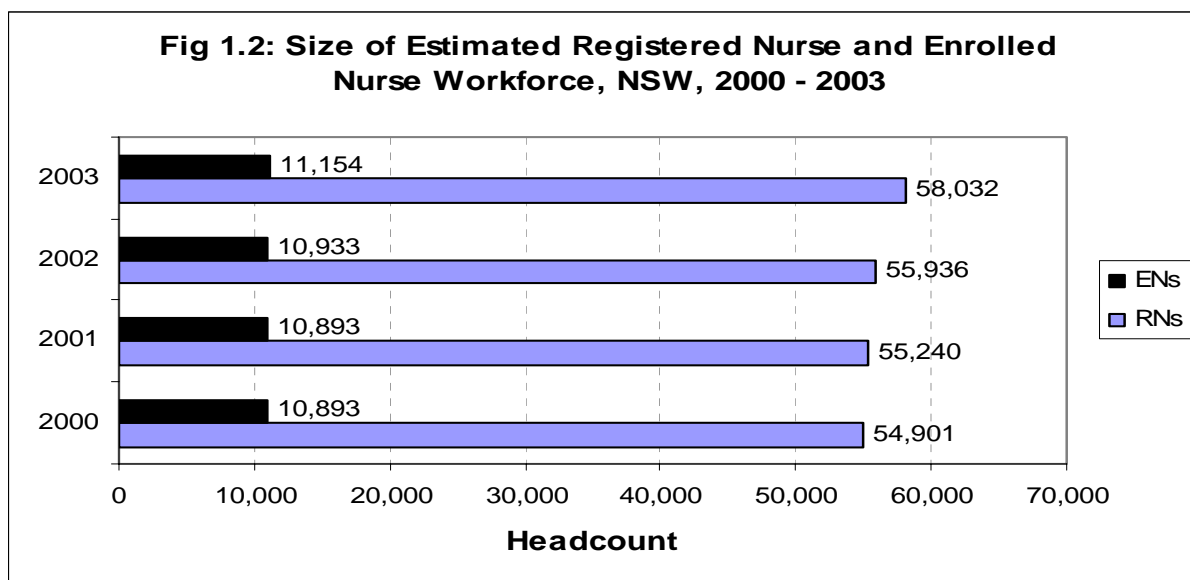
Table 1.3: Estimating the Size of the Nursing Workforce, NSW, 2000 - 2003

| | <u>No.</u> 2000 | <u>No.</u> 2001 | <u>No.</u> 2002 | <u>No.</u> 2003 |
|---|---------------------------|---------------------------|---------------------------|---------------------------|
| Size of Workforce (Unadjusted) ¹ | 57,035 | 52,565 | 53,741 | 55,342 |
| Total respondents to work status | 73,158 | 67,825 | 69,910 | 71,005 |
| % working | 78.0% | 77.5% | 76.9% | 77.9% |
| No. of renewals | 82773 | 81569 | 83157 | 84183 |
| 1) estimated workforce from renewals | 60035 | 59420 | 60227 | 61509 |
| renewals workforce as % of all renewals | 72.5% | 72.8% | 72.4% | 73.1% |
| No. of new registrants | 4546 | 4974 | 4922 | 5965 |
| 2) estimated workforce from new registratic | 3950 | 4265 | 4141 | 5048 |
| % working | 86.9% | 85.7% | 84.1% | 84.6% |
| No. of restorations | 5545 | 6250 | 6188 | 6595 |
| 3) estimated workforce from restorations | 1809 | 2448 | 2501 | 2629 |
| % working | 32.6% | 39.2% | 40.4% | 39.9% |
| Total Estimated Workforce (1+2+3) | 65794 | 66133 | 66869 | 69186 |

- Notes:**
- 1 The size of the workforce is based on respondents classified as renewals, technical restorations and technical renewals who answered the work status question (see Section on work status)
 - 2 The number of renewals includes renewals, technical restorations and technical renewals
 - 3 The number of restorations includes only true restorations as shown in Appendix B
 - 4 The estimates of workforce participation for new registrants and restorations are indicative only as data on workforce status is not available until the following year
 - 5 The aggregated workforce size varies slightly from the total of the RNs and ENs separately as the combined participation rate is applied

Fig 1.1: Estimated Size of Nursing Workforce, NSW, 2000-2003





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 4.26 and 5.26) can be converted to full-time equivalents (FTEs) which are a measure of the productive workforce. This is shown in Tables 3.15, 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, and in Tables A6, A15 and A24, where the total hours worked is divided by 38. Thirty five hours is used as the measure of full time work based on labour force definitions developed by the Australian Bureau of Statistics, while 38 hours is the award rate for nurses working in New South Wales.

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 have not been adjusted to the estimated size of the workforce accounting for non response. Table 1.3 provides a comparison of estimated FTE for both survey data unadjusted for non response and then adjusted for response.

Table 1.4: Unadjusted and adjusted FTE workforce for registered nurses, enrolled nurses, total nurses in 2003

| 2003 data | Registered Nurses | Enrolled Nurses | Total Nurses |
|------------------------------------|-------------------|-----------------|--------------|
| Unadjusted for non response | | | |
| Headcount | 45,890 | 9,448 | 55,338 |
| Headcount with hours | 44,995 | 9,052 | 54,047 |
| FTE (38 hours) | 40,311.8 | 8078.5 | 48,390.2 |
| Ratio (38 hours) | 0.896 | 0.893 | 0.895 |
| FTE (35 hours) | 43,767.1 | 8770.9 | 52,538.0 |
| Ratio (35 hours) | 0.973 | 0.969 | 0.972 |
| Adjusted for non response | | | |
| Estimated Headcount | 58,032 | 11,154 | 69,186 |
| Estimated FTE (38 hours) | 51,996.7 | 9,960.5 | 61,957.2 |
| Ratio (38 hours) | 0.896 | 0.893 | 0.896 |
| Estimated FTE (35 hours) | 56,465.1 | 10,808.2 | 67,273.3 |
| Ratio (35 hours) | 0.973 | 0.969 | 0.972 |

Based on the above table, the estimated FTE workforce is 61,957.2 nurses, dividing hours worked per week in total (including paid and unpaid hours) by 38. The estimated FTE workforce is 67,273.3 nurses, dividing hours worked per week in total (including paid and unpaid hours) by 35.

Fig 1.3: Estimated Nursing Workforce Headcount and FTE, NSW, 2003

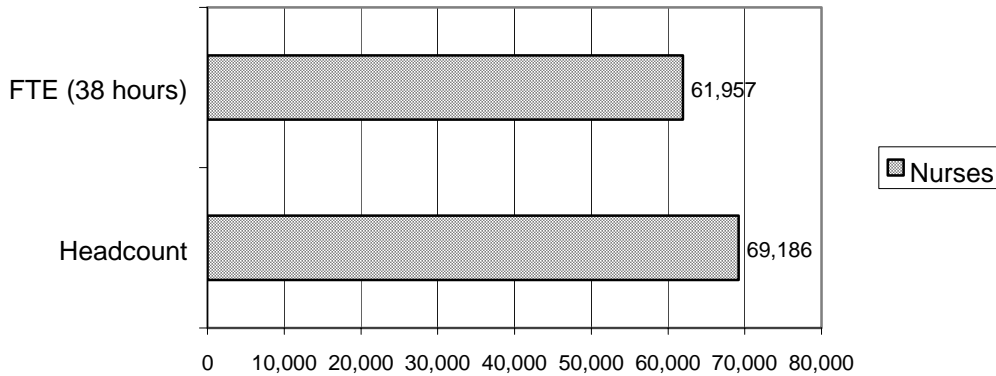
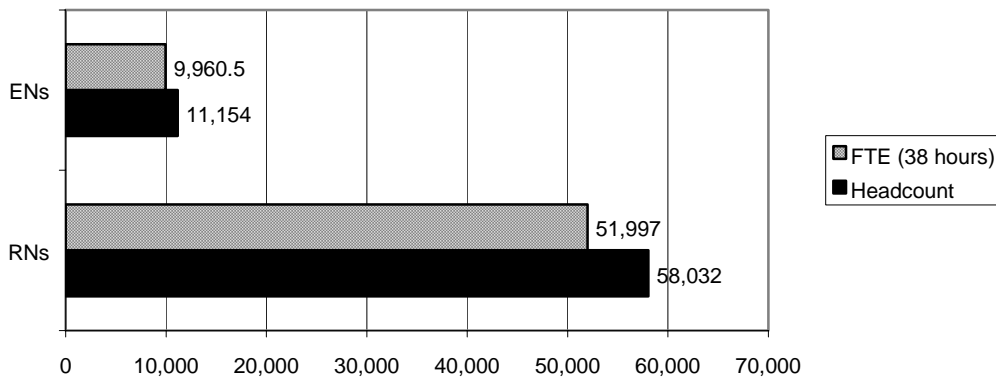


Fig 1.4: Estimated RN and EN Workforce, Headcount and FTE, NSW, 2003



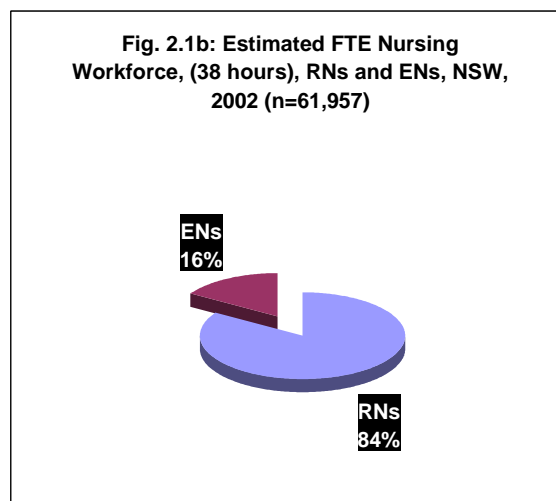
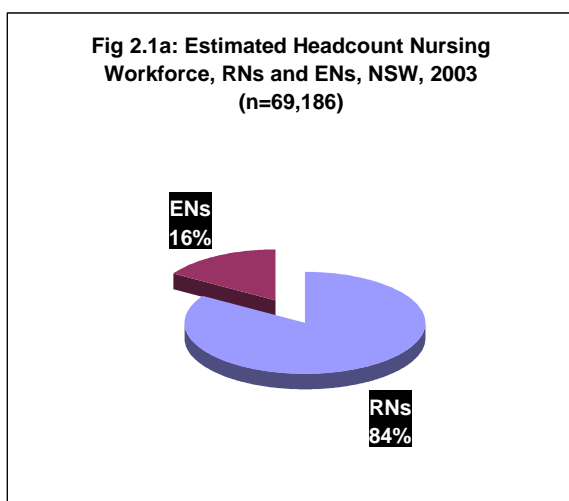
2

NURSES WORKING IN NSW

Characteristics of nurses working in NSW in 2003:

Size of the combined workforce:

- The combined nursing workforce consists of 55,338 nurses, unadjusted for non response and 69,186 nurses adjusted for non response, and workforce participation of new registrants and restorations.
- The combined nursing workforce consists of 48,390.2 FTE nurses based on award conditions of 38 hours per week, unadjusted for non response and 61,957.2 FTE nurses adjusted for non response and workforce participation of new registrants and restorations. (NOTE: excludes six respondents not reporting sex).



Age and sex of the workforce:

- The proportion of women in the nursing workforce (combined workforce of registered and enrolled nurses) is 92.0%, with males accounting for 8.0% of the workforce. Some 32.1% of the female workforce were aged under 40, while 37.9% of males were under forty years in 2003. 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 89.6% for those 30 to 34 years.
- Some 32.7% of the workforce are aged under forty years, 38.6% are aged 40 to 49 years, 23.1% are aged 50 to 59 years, and 5.8% of the workforce are 60 years and older. This indicates a middle aged workforce overall, with the modal age range being 45 to 49 years for female, male and total nurses (ie the age range with the greatest number of working nurses). The average age is 43.7 years.

Usual place of work and employment category:

- Three quarters or 75.4% of the combined workforce worked in the public sector in their main job, with 24.6% working in the private sector in their main job. Some 52.7% of the total workforce worked in public hospitals, 11.9% in private hospitals, 8.2% in public community health services, 7.2% in public nursing homes and hostels, and 6.2% 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 accounted for just one half or 49.4% of nurses in 2003 in their second job, while the other half or 50.6% worked in the private sector. In total, there are an estimated 6,386 nurses unadjusted for non response who reported being in a second job (11.5% of the total number of nurses in the workforce - see Tables 4.9 & 5.9; 5,445 registered nurses in a second job, 941 enrolled nurses in a second job). This is an increase of 103 nurses or 1.6% from the 6,283 nurses estimated to be working in a second job in 2002. (NOTE: Estimated figure based on highest response as respondents are not directly asked if they have a second job). Only 21.2% of staff were employed on a permanent basis in their second job, while 75.1% were in casual positions and 3.8% were temporary.

Fig 2.2a: Usual place of work, main job, nurses working in NSW, 2003

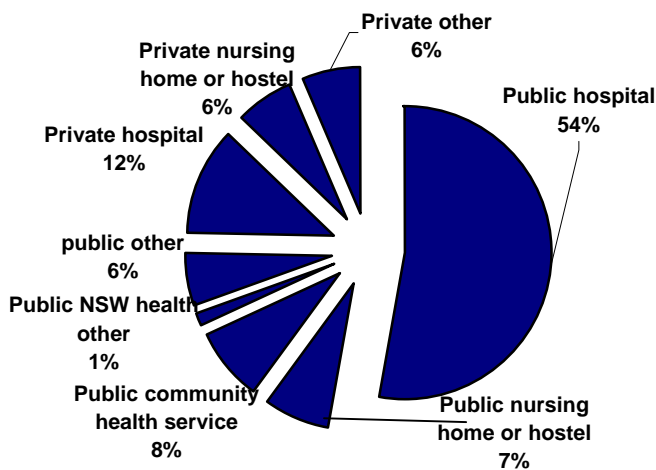
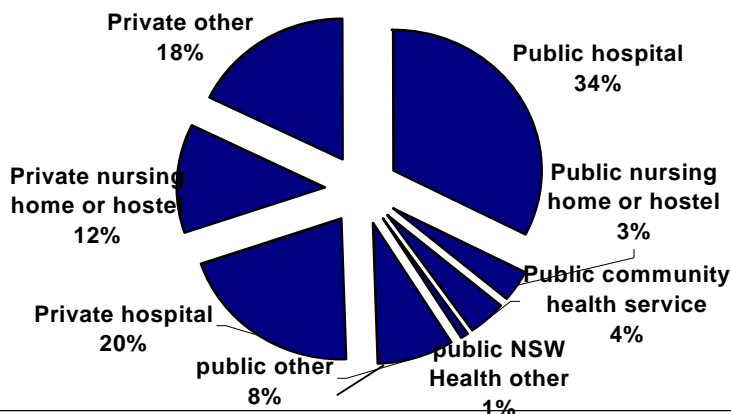
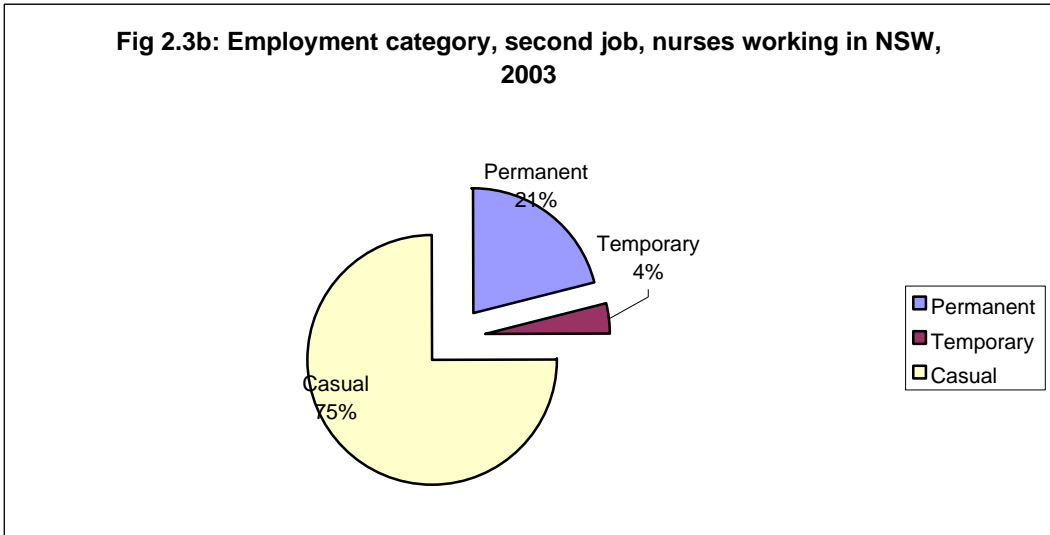
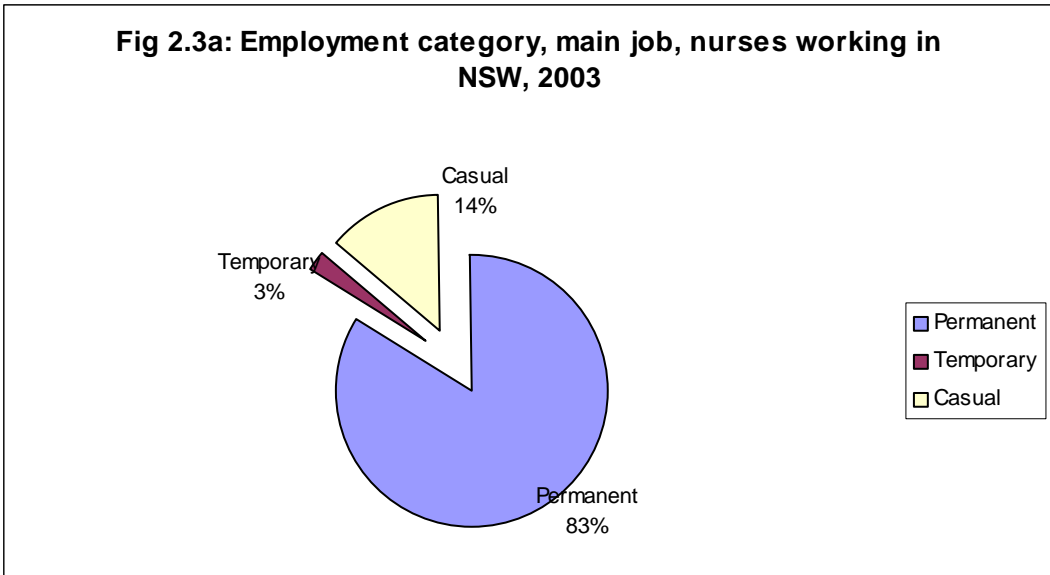


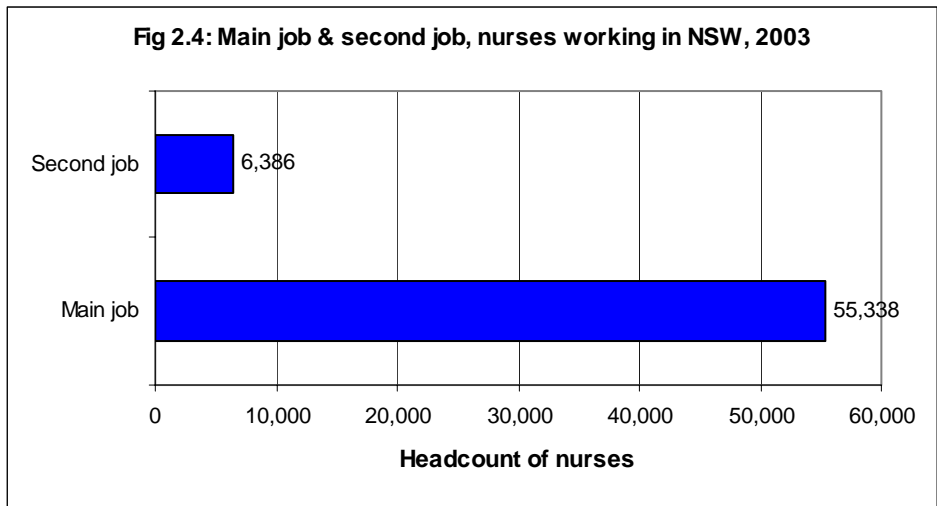
Fig 2.2b: Usual place of work, second job, nurses working in NSW, 2003





Hours worked per week:

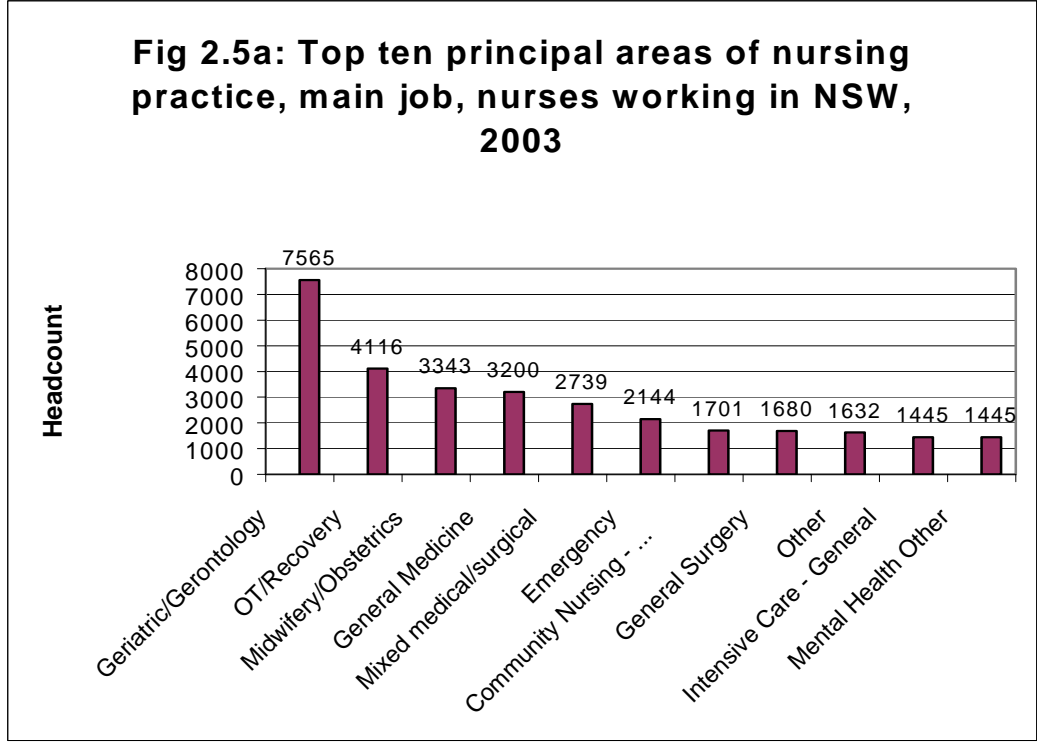
- Based on 38 hours worked per week:** Some 50.4% of nurses reported working part time **paid hours** in their **main job** (hours worked less than 38 hours per week). Women were more likely to work part time than men (56.1% of women compared with 24.8% of men). Some 98.1% of nurses reported working part time paid hours in their **second job** (hours worked less than 38 hours per week). Some 49.1% of nurses reported working part time in their **total job hours** (hours worked less than 38 hours per week). Women were more likely to work part time than men (51.5% of women compared with 20.7% of men).
- Based on 35 hours worked per week:** Based on 35 hours worked, some 50.4% 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 (53.0% of women compared with 21.1% of men). Some 98.1% of nurses reported working part time paid hours in their **second job** (hours worked less than 35 hours per week). Some 45.9% 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 (48.4% of women compared with 18.5% of men).

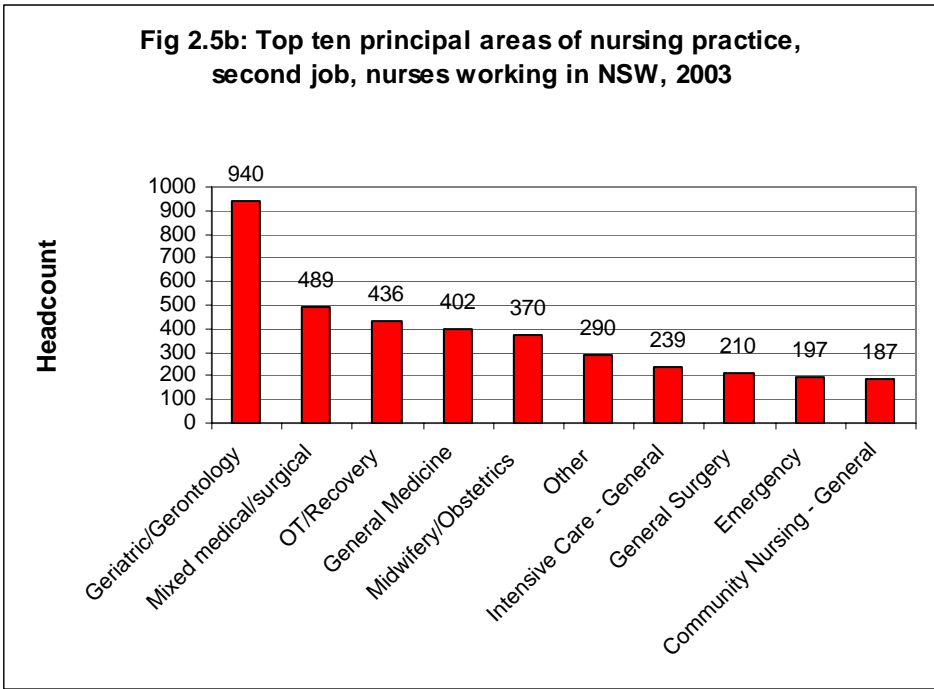


SOURCE: Addition of Tables 4.9 and 5.9 for second job

Principal area of nursing practice:

- The single largest specialty was geriatrics/gerontology, with 14.6% working in that specialty, followed by 8.0% in operating theatre/ recovery, 6.5% in midwifery/obstetrics, and 6.2% in general medicine. When clustered into groups of specialties, 35.5% worked in medical areas, 17.5 % in surgical areas, 5.3% in mixed medical /surgical nursing, 9.8% in critical care and emergency, 7.7% in gynaecology/maternity, 6.8% in mental health, 1.6% in diagnostic areas, and 15.9% in other specialties. Proportions were relatively similar in terms of specialties in a second job (15.6% in geriatrics, 7.3% in operating theatre and recovery, 6.2% in midwifery/obstetrics, and 6.7% in general medicine. Nurses working in operating theatre/recovery, geriatrics/gerontology, midwifery/obstetrics, dermatology, renal medicine, and general and neonatal intensive care were most likely to work in the same specialty in both jobs (excluding specialties with small numbers).

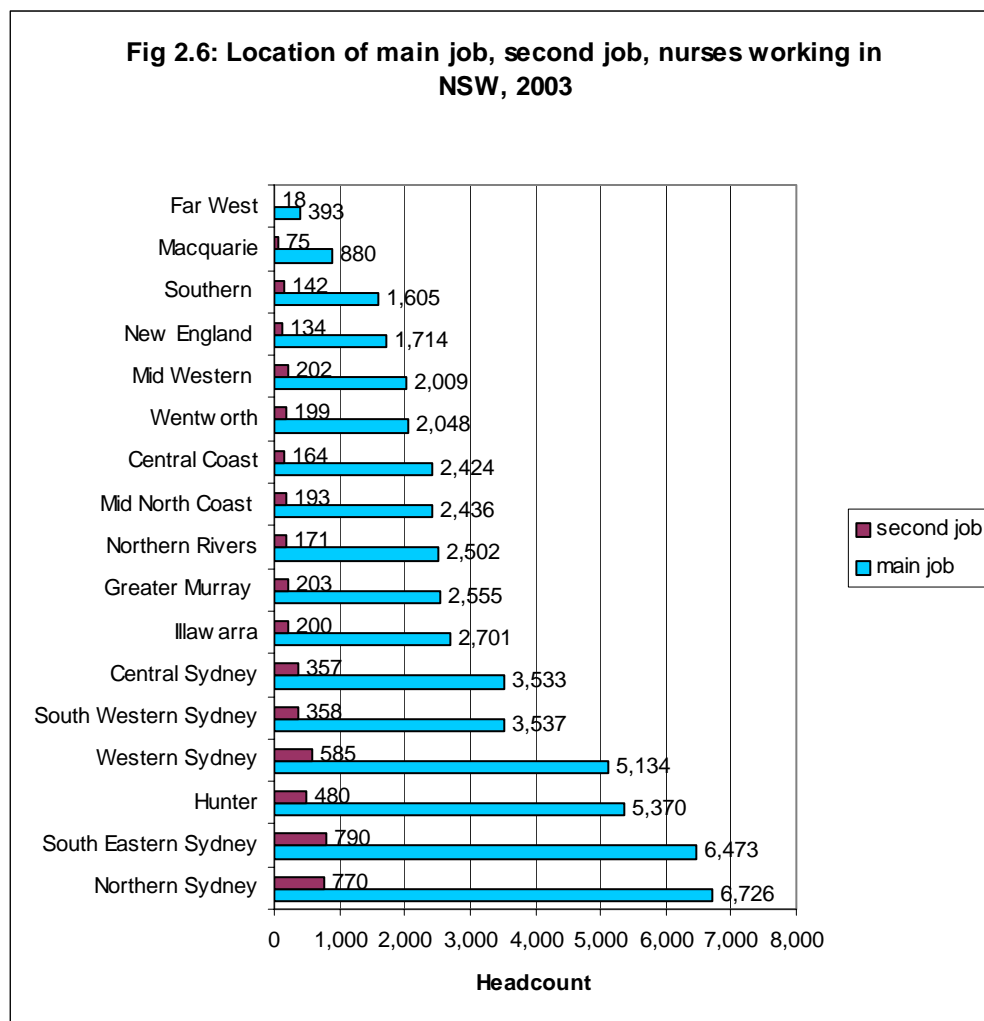




Work location:

- In 2003, the main job for 72.7% of nurses was located in Metropolitan Area Health Services, with 52.6% 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 12.4% respectively. This was followed by the Hunter with 10.3%, Western Sydney with 9.8%, and both Central Sydney and South Western Sydney with 6.8%. Rural Area Health services were the main job location for 27.0% of nurses, with Greater Murray having the highest proportion in a rural area at 4.8% followed by Northern Rivers at 4.6% and Mid North Coast at 4.5%.
- There were a higher proportion of nurses located in Metropolitan Area Health Services in a second job, with 74.2% of nurses. South Eastern Sydney had the highest proportion of nurses (15.0%) followed by Northern Sydney (14.6%), and the Hunter at 9.1%. Some 21.6% of nurses were located in Rural Area Health Services in a second job, with Greater Murray with 3.9%, Mid Western with 3.8% and Mid North Coast with 3.7%. (NOTE: Area Health Services are used as a geographic area, and include nurses working in both the public and private sectors).

Fig 2.6: Location of main job, second job, nurses working in NSW, 2003



Characteristics of registered nurses working in NSW:

Size of the registered nurse workforce:

- The registered nursing workforce consists of 45,890 nurses, unadjusted for non response. The estimated size of the workforce in 2003 is 58,032 after adjusting for non response (see Table 1.4), a growth of 2,096 or 3.7% from the 55,936 registered nurses working in NSW in 2002. 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 40,311.8 (accounted for by a headcount of 44,995 reporting hours) and the FTE ratio is 0.896, which is high given that there are 49.4% of registered nurses working part time (< 38 hours per week). If this ratio is applied to the estimated workforce size of 58,032 then the FTE workforce is 51,996.7, higher than that for 2001 of 51,740.8 FTE.
- The FTE (full time equivalent, based on 35 hours per week) registered nurse workforce is estimated to be 56 FTE, 465.1 based on the raw data of 43,767.1 FTE (accounted for by 44,995 headcount). The FTE ratio is 0.973, or nearly one to one, which is high given that there are 44.0% of registered nurses working part time (< 35 hours per week).

Age and sex of the registered nurse workforce:

- The proportion of females in the registered nursing workforce is 91.9%, with males accounting for 8.1% of the workforce. Some 31.7% of the female workforce were aged under 40, while 36.2% of males were under forty years in 2003. 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 89.9% for those 25 to 29 years.

- Some 32.1% of the workforce are aged under forty years, 37.6% are aged 40 to 49 years, 24.1% are aged 50 to 59 years, and 6.2% of the workforce are 60 years and older. This indicates a middle aged workforce overall, with the modal age range being 45 to 49 years (ie the age range with the greatest number of working registered nurses) and the average age 44.0 years.

Interstate registration and citizenship and residency status:

- Some 4.4% of nurses working in NSW are also registered interstate, and some 7.1% are not Australian citizens (n=3,171), although 86.4% of those registered nurses have permanent residency.

Seeking work in nursing:

- Some 85.2% of registered nurses not currently working, or working but not in nursing; were not looking for work in nursing, while 14.8% or 1,202 registered nurses were actively seeking work (9.9% of the group seeking work were seeking full time work, 36.7% part time work, 42.0% casual work, and 11.5% any type of work – see Appendix B).

Registered with a commercial agency:

- Some 92.6% of registered nurses were not registered with a casual agency, while 3.1% were registered with an agency in their main job, and 4.1% in their second job.

Aboriginal and Torres Strait Islander origin:

- There were 193 registered nurses who indicated that they were of Aboriginal or Torres Strait Islander origin working in NSW.

Country of birth:

- There are 74.3% of the workforce born in Australia, and 25.8% born in other countries. The largest group of nurses were from Asia (8.6%), UK/Ireland (8.5%), Other Europe (2.7%) and New Zealand (2.4 %).

Classification of job:

- Some 86.7% of the workforce are clinical nurses in their main job, including 67.2% of the registered nurse workforce working as registered nurses or midwives, 11.7% as clinical nurse specialists, 2.8% as clinical nurse consultants and 4.3% as nurse unit managers within the clinical category. Some 5.5% of the workforce are working as nurse managers, mainly as nurse managers grades 1 to 3. Some 2.8% work as teachers/educators, 0.4% as researchers, and 4.5% in other positions. There is some variation with the second job, with 87.3% working as clinical nurses, including 78.9% working as registered nurses/midwives (higher than for main job). Only 1.3% were working as nurse managers, although 6.0% were working as teachers/educators, with 0.8% as researchers, and 4.6% in other positions.

Usual place of work and employment category:

- Three quarters or 75.1% of the registered nurse workforce work in the public sector in their main job, and 24.9% work in the private sector. Some 52.9% of the total workforce work in public hospitals, 12.1% in private hospitals, 8.9% in public community health services, 6.3% in public nursing homes and hostels, and 6.0% 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 47.8% of registered nurses in 2003 in their second job, while just over a half or 52.2% work in the private sector. Public hospitals are the largest employer (30.6%), followed by private hospitals (20.7%). The third largest place of work in the private sector is private nursing homes or hostels, with 13.3%. In total, there are some 5,445 registered nurses who reported being in a second job, based on the table with the highest response to second job data (11.9% of the

total number of nurses in the workforce - see Table 4.9). Only 22.1% of staff are employed on a permanent basis in their second job, while 74.0% are in casual positions and 3.8% temporary.

Hours worked per week (defined as 38 hours per week – see Appendix A):

- Some 53.0% of registered nurses reported working part time **paid hours** in their **main job** (hours worked less than 38 hours per week). Women were more likely to work part time than men (over half or 55.6% of women compared with 23.5% of men). The most common paid hours worked in a main job were 38 to 44 hours per week (43.0%) followed by 20 to 29 hours per week (22.5%). Some 98.3% 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 (54.4% of total).
- Some 51.3% of nurses reported working part time in their **total hours in a main job** (hours worked less than 38 hours per week). The largest proportion of registered nurses worked 38 to 44 hours per week (37.9%). Some 98.1% of nurses reported working part time total hours in their **second** job (hours worked less than 38 hours per week), with the most nurses working one to nine paid hours on average per week (53.4%).
- **Some 48.4% of nurses reported working part time (hours worked less than 38 hours per week) in their total hours in all jobs** (see Table A.14). The largest proportion of registered nurses again worked 38 to 44 hours per week (36.2%). If part time is defined as working less than 35 hours per week, then 45.0% of registered nurses reported working part time (see Table 4.28), and the largest proportion worked 40 to 44 hours per week (24.3%).

Areas of work by hours worked:

- Some 78.6% 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 (27.2% and 26.4% respectively). Males most commonly worked 40 to 44 hours a week in clinical care (23.9% of all males) (NOTE: includes paid and unpaid hours). Some 8.4% of registered nurses who were survey respondents working in NSW, reported working as clinical nurses in a second job, with the largest proportion of registered nurses reporting working one to nine hours per week (57.5%). The results for other areas of work were:
 - some 19.5% of survey respondents working in a main job in NSW reported working clinical management hours (46.6% reported one to nine hours, with 9.6% of respondents working full time, defined as 35 hours per week);
 - some 23.4% of survey respondents working in a main job in NSW reported working administration/management hours (40.0% reported one to nine hours, with 22.3% of respondents working full time defined as 35 hours per week);
 - some 18.5% of survey respondents working in a main job in NSW reported working teaching/education hours (66.5% reported one to nine hours, with 7.0% of respondents working full time defined as 35 hours per week);
 - some 7.1% of survey respondents working in a main job in NSW reported working research hours (72.9% reported one to nine hours, with 5.4% of respondents working full time defined as 35 hours per week);
- 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 13.4% working in that specialty, followed by 8.1% in operating theatre/ recovery, 7.6% in midwifery/obstetrics, and 5.1% in general medicine. When clustered into groups of specialties, 32.6% worked in medical areas, 17.7% in surgical areas, 4.5% in mixed medical /surgical nursing, 1.5% in diagnostic areas, 11.4% in critical care and emergency, 8.6% in gynaecology/maternity, 7.1% in mental health and 16.6% in other specialties. Proportions were relatively similar in terms of specialties in a second job (15.9% in geriatrics, 7.5% in operating theatre/recovery, 7.0% in midwifery/obstetrics, and 5.8% in general medicine. Registered nurses working in operating theatre/recovery, geriatrics, midwifery/obstetrics, renal medicine, general and neonatal intensive care and other areas of mental health were most likely to work in the same specialty in both jobs (excluding small groups).

Work location:

- In 2003, the main job for 75.5% of registered nurses was located in Metropolitan Area Health Services, with 56.3% in Metropolitan Sydney and 19.2% 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%, 13.5%). This was followed by Western Sydney with 10.4%, the Hunter with 9.9%, Central Sydney with 7.3% and South Western Sydney with 6.9%. Rural Area Health services were the main job location for 24.2% of registered nurses, with Northern Rivers having the highest proportion in a rural area at 4.7% followed by Mid North Coast at 4.3% and Greater Murray at 4.2%.
- There is a higher proportion of registered nurses located in Metropolitan Area Health Services in a second job, (77.1%). South Eastern and Northern Sydney had the highest proportion of nurses (16.1% and 15.7% respectively) followed by Western Sydney at 11.6%. Some 19.2% of nurses were located in Rural Area Health Services in a second job, with Mid North Coast and Mid Western at 3.4%, Greater Murray at 3.3% and Northern Rivers with 3.1%. (NOTE: Area Health Services are used as geographic areas, including nurses working in both the public and private sectors).

Age groups of clients:

- Some 15.8% of nurses worked with children and 16.1% worked with adolescents in their main job, 29.8% worked with the aged, and 38.3% worked with adults. In a second job, 13.1% of nurses worked with children and 13.6% worked with adolescents, 30.9% worked with the aged, and 42.4% worked with adults (NOTE: the question allowed for multiple responses).

Completion of post registration courses:

- Some 59.5% of registered nurses have completed a post registration course. Nurses reported a greater number of hospital courses (n=29,058 courses) than tertiary courses (n=19,503 courses). The most common hospital course reported was midwifery (27.3%), then critical care /intensive care (8.2%), mental health (6.0%) and other (6.0%). Midwifery was also the most common tertiary course reported (14.9% of all tertiary courses), followed by management/administration (12.4%). Other tertiary courses accounted for 16.5% of tertiary courses reported. The most common course overall was midwifery (22.3%).

Year of completion of initial registration:

- Some 99.1% 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, 1978 to 1981 and for the years of 1987, 1991, and 2001 and 2002.

Trends in age and sex, 1998 - 2003:

- **The data on trends is unadjusted for non response. Due to the lower response rate from 2001 onwards, many of the tables indicate a reduction in numbers for these years. Therefore, the valid comparison over time relates to percentages. In addition, the lower response rate by age and sex for 2001 limits the interpretation of age based findings.**

- The proportion of females in the workforce has remained relatively constant overall over the period, at between 91.8% and 91.9%.
- **The proportion of the workforce by age shows a relatively flat trend for registered nurses under thirty years between 1999 and 2001 (12.1% to 12.2%) but then drops to 9.7% in 2002 and 9.4% in 2003. There is an increase for every age group 45 years and older by 2003 (excluding 2001 where there was a higher non response for age) in proportional terms and in actual numbers. The 35 to 44 year age groups show a steady decline in proportional terms and in actual numbers which is a significant and continuing trend.**
- For females, the modal age range (age range with the largest proportion of the workforce) was 40 to 44 years between 1999 and 2001, but this moved to 45 to 49 years from 2002 onwards, with nearly one fifth or 20.1% of registered nurses in that category in 2003. There is a similar trend for males except that both of the age categories of 35 to 39 years and 40 to 44 years showed a decline in proportional terms and in numbers over the period. From 2001 onwards the modal age range was 45 to 49 years with 20.7%, 21.2% and 20.4% of males in that category in those years respectively.

Trends in usual place of work, 1999 - 2003:

- **The proportion of registered nurses working in the public sector in a main job remained relatively stable between 1999 and 2003, between 74.3% and 75.1%.** Public hospitals showed a slight increase (from 51.7% to 52.9%), while public nursing homes or hostels showed a slight decrease from 7.4% to 6.3%. **The private sector also remained relatively stable (from 25.7% to 24.9%).** This was due to a growth in the proportion of nurses working in private hospitals (from 11.9% to 12.1%) while there was a decline in the proportion of registered nurses working in private nursing homes or hostels (6.7% to 6.0%), and in private practice (1.1% to 0.9%).

Trends in work location, 1999 - 2003:

- There was a slight decline in the proportion of total registered nurses working in Metropolitan Areas from 76.2% to 75.5% over the period. There was growth in proportional terms in all Area Health Services except for Central Sydney, South Eastern Sydney and South Western Sydney. **There was a minor increase in the proportion of registered nurses working in rural areas, from 23.6 % to 24.2%.** Mid North Coast which showed growth from 3.1% to 4.3% of the total over the period.

Total hours per week, 1999 - 2003:

- Registered nurses most commonly worked 40 to 44 total hours per week in all years between 1999 and 2003. All categories under 35 hours showed a decline in the proportion working those hours. As a result, the proportion of nurses working less than 35 hours rose from 43.4% to 48.2%. All categories working 35 hours or more showed a reduction in proportional terms.

Characteristics of enrolled nurses working in NSW:

Size of the enrolled nurse workforce:

- The enrolled nursing workforce consists of 9,448 nurses, a growth of 211 or 2.3% from the 9,405 nurses in 2002 (unadjusted for non response). The estimated size of the workforce in 2003 is 11,154 after adjusting for non response (see Table 1.5b in Appendix B).
- If the enrolled nurse headcount is converted to FTE by dividing total hours worked by 38 hours per week, then the unadjusted FTE workforce size is 8,078.5 and the FTE ratio is 0.893. If this is applied to the estimated workforce size of 11,154 then the FTE workforce is 9,960.5 FTE after adjusting for non response.
- The FTE enrolled nurse workforce (based on 35 hours per week) is estimated to be 10,808.2 FTE based on the raw data of 8,770.9 FTE (accounted for by 9,052 headcount). The FTE ratio is 0.969, or 97%.

Age and sex of the enrolled nurse workforce:

- The proportion of women in the enrolled nursing workforce is 92.7%, with males accounting for 7.1% of the workforce. Some 34.8% of the female workforce were aged under 40, while 48.4% of males were under forty years in 2003. However, women are greater in numbers in all age groups, varying from 100.0% of all nurses in the 75 years and older age groups, to the lowest proportion of 84.8% for those aged 20 to 24 years.
- Some 35.8% of the workforce are aged under forty years, 43.6% are aged 40 to 49 years, 17.5% are aged 50 to 59 years, and 3.1% of the workforce are 60 years and older. This indicates a middle aged workforce overall, with the modal age range being 45 to 49 years (ie the age range with the greatest number of working enrolled nurses) and the average age 42.3 years.

Interstate registration and citizenship and residency status:

- Some 3.6% of nurses working in NSW are also enrolled interstate, and some 5.1% are not Australian citizens, although 93.4% of those enrolled nurses have permanent residency.

Seeking work in nursing:

- Some 78.7 % of enrolled nurses not currently working, or working but not in nursing, were not looking for work in nursing; while 21.3% or 419 enrolled nurses were actively seeking work (2.8% of total for full time work, 6.2% for part time work, 8.0% for casual work, and 4.2% for any type of work).

Enrolled with a commercial agency:

- Some 92.3% of enrolled nurses were not enrolled with a casual agency, while 4.0% were enrolled with an agency in their main job, and 3.7% in their second job.

Aboriginal and Torres Strait Islander origin:

- There were 173 enrolled nurses who indicated that they are of Aboriginal or Torres Strait Islander origin.

Country of birth:

- There is 81.4% of the workforce born in Australia, and 17.6% born in other countries. The largest group of nurses were from the United Kingdom/Ireland (6.6%), followed by Asia with 3.3%, New Zealand with 2.8% and Other Europe 2.7%.

Classification of job:

- Some 95.7% of the workforce are clinical nurses in their main job, including 94.4% of the enrolled nurse workforce working as clinical enrolled nurses. Some 0.4% work as managers, 0.2% work as teachers/educators, and 3.7% in other positions. There is some variation with the second job, with 93.2% working as clinical nurses, including 91.9% working as clinical enrolled nurses. Some 1.0% were working as managers, 0.5% as teachers/educators, with 5.0% in other positions.

Usual place of work and employment category:

- Just over three quarters or 76.9% of the enrolled nurse workforce work in the public sector in their main job, and 23.1% work in the private sector. Some 52.0% of the total workforce work in public hospitals, 10.8% in private hospitals, 11.8% in public nursing homes and hostels, and 7.4% in private nursing homes or hostels. Some 79.5% of nurses are permanent staff in their main job, 2.1% temporary and 18.4% casual.
- The public sector accounts for 58.8% of enrolled nurses in 2003 in their second job, while 41.3% work in the private sector. Public hospitals are the largest employer (44.4%), followed by private hospitals (18.9%). The third largest place of work is private nursing homes or hostels, with 7.3%. In total, there are an estimated 941 enrolled nurses who reported being in a second job, based on the

table with the highest response to second job data. (10.0% of the total number of enrolled nurses in the workforce - see Table 5.9). Only 15.5% of staff are employed on a permanent basis in their second job, while 81.3% are in casual positions and 3.2% in temporary positions.

Hours worked per week (defined as 38 hours per week- see Appendix A):

- Over half or 57.8% of enrolled nurses reported working part time **paid hours** in their **main job** (hours worked less than 38 hours per week). Women were more likely to work part time than men (59.8% of women compared with 31.6% of men). The most common paid hours worked in a main job were 38 to 44 hours per week (36.7%) followed by 20 to 29 hours per week (24.8%). Some 97.9% of nurses reported working part time paid hours in their **second job** with the most nurses working one to nine paid hours on average per week (47.6%).
- Some 57.0% of nurses reported working part time in their **total hours in a main job** (hours worked less than 38 hours per week). The largest proportion of enrolled nurses worked 38 to 44 hours per week (36.2%). Some 97.7% of nurses reported working part time paid hours in their **second job**, with the most nurses working one to nine paid hours on average per week (47.4%).
- **Some 54.6% of nurses reported working part time in their total hours in all jobs.** The largest proportion of enrolled nurses again worked 38 to 44 hours per week (35.3%). If part time is defined as working less than 35 hours per week, then 50.5% of registered nurses reported working part time (see Table 5.26), and the largest proportion worked 20 to 29 hours per week (22.9%).

Areas of work by hours worked:

- Some 77.5% 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 (25.8%). Males most commonly worked 40 to 44 hours a week in clinical care (NOTE: includes paid and unpaid hours). Some 6.8% of all respondents reported working in clinical care in their second job, with 47.6% working one to nine hours per week.
- The results for other areas of work were:
 - some 3.7% of survey respondents working in a main job in NSW reported working clinical management hours (58.7% reported one to nine hours, with 6.7% of respondents to the question working full time);
 - some 7.2% of survey respondents working in a main job in NSW reported working administration/management hours (43.0% reported one to nine hours, with 15.4% of respondents working full time);
 - some 4.4% of survey respondents working in a main job in NSW reported working teaching/education hours (68.5% reported one to nine hours, with 6.5% of respondents working full time);
 - some 1.5% of survey respondents working in a main job in NSW reported working research hours (74.1% reported one to nine hours, with 6.3% of respondents working full time);
- 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 20.9%, followed by 11.5% in general medicine, 7.2% in operating theatre/recovery, 6.1% in rehabilitation, 4.2% in general surgery, and 3.9% in developmental disability. When clustered into groups of specialties, 50.0% worked in medical areas, 16.8% in surgical areas, 9.3% in mixed medical /surgical nursing, 1.8% in diagnostic areas, 1.6% in critical care and emergency, 3.2% in gynaecology/maternity, 5.1% in mental health

and 12.3% in other specialties. Proportions were similar in terms of specialties in a second job although the 14.1% in geriatrics/gerontology was lower than the proportion for a main job; with 11.8% in general medicine, 5.8% in operating theatre/recovery, 5.4% in general surgery, 4.4% in rehabilitation, 4.5% in general community nursing, and in, and 3.8% in cardiology and developmental disability). Nurses working in mothercraft and operating theatre/recovery were most likely to work in the same specialty in both jobs (excluding specialties with small numbers).

Work location:

- In 2003, the main job for 58.7% of enrolled nurses was located in Metropolitan Area Health Services, with 34.5% in Metropolitan Sydney and 24.2% 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 12.2%, followed by Illawarra (7.4%), and Western Sydney (6.8%). Rural Area Health services were the main job location for 41.0% of enrolled nurses, with Greater Murray having the highest proportion in a rural area at 8.4% followed by Mid North Coast at 6.4%.
- There is a similar proportion of working enrolled nurses located in Metropolitan Area Health Services (57.7%) in a second job. Hunter had the highest proportion of nurses (12.4%), followed by South Eastern Sydney (9.0%), and Western and Northern Sydney (8.6% each). Over one third or 35.7% of enrolled nurses were located in Rural Area Health Services in a second job, with Mid Western with 6.2% and Greater Murray with 6.8%. (NOTE: Area Health Services are used as a geographic area, and include nurses working in both the public and private sectors).

Age groups of clients:

- Some 11.9% of nurses worked with children and 14.9% worked with adolescents in their main job, 38.4% worked with the aged, and 34.8% worked with adults. In a second job, 13.2% of nurses worked with children and 15.7% worked with adolescents, 33.5% worked with the aged, and 37.6% worked with adults (multiple responses allowed).

Completion of post enrolment courses:

- Some 29.6% of enrolled nurses have completed a post enrolment course. Nurses reported 4,925 courses. The most common course reported was palliative care (10.2%), followed by pharmacology (7.8%), mental health (7.7%) and gerontology (5.5%).

Year of completion of initial enrolment:

- Some 96.4% 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, 2001 and 2002.

Trends in age and sex, 1999 - 2003:

- **The data on trends is unadjusted or non response. Due to the lower response rates from 2001 onwards, some of the tables indicate a reduction in numbers for those years. Therefore, the valid comparison over time relates to percentages. In addition, the lower response rate by age for 2001 and 2002 may limit the interpretation of age based findings.**
- The proportion of females in the workforce has showed a slight decline, from 93.2% to 92.7%.
- **The proportion of the workforce by age shows a decreasing proportion of enrolled nurses under forty years, and shows an increase for every age group over forty five ears by 2003.**
- For females, the modal age range is 45 to 49 years in 2003, rising from 12.8% in 1999 to 22.3% in 2003 (age range with the largest proportion of the workforce). However, the 35 to 39 year age group declined from 19.9% to 14.7%, as did the 30 to 34 year age group (14.2% to 10.3%). All age groups 45 years and over show a growth in numbers and proportions. There is a similar trend for total numbers, although males showed a decrease in the proportion aged 60 to 64 years.

Trends in usual place of work, 1998 - 2003:

- There was a growth in the proportion of nurses working in the public sector between 1999 and 2003, from 76.4% to 76.9%. This occurred in public hospitals (from 48.6% to 52.0%), in public community health services (3.5% to 4.3%) and in public multipurpose services (0.7% to 1.3%). The private sector declined in the proportion of the total workforce (from 23.6% to 23.1%). There was a decline in the proportion of enrolled nurses working in public nursing homes or hostels (15.0% to 11.8%) and in private nursing homes or hostels (8.5% to 7.4 %). There is a high proportion of male enrolled nurses working in the public sector (85.6% in 2003).

Trends in work location, 1998 - 2003:

- There was a similar proportion of total enrolled nurses working in Metropolitan Areas 58.8% to 58.7%. There was growth in proportional terms in Central Coast, Illawarra and South Western Sydney. There was a similar proportion of enrolled nurses working in rural areas over the period, at 41.0% in 1999 and 2003.

Hours per week, 1998 - 2003:

- Enrolled nurses most commonly worked 40 to 44 hours per week in all years between 1999 and 2002, and this changed to 20 to 29 hours in 2003 (24.4%). There was a decline in the proportion of working 40 to 59 hours per week, while the proportion working 30 to 34 hours rose. Overall, the proportion of nurses working less than 35 hours on average per week rose from 48.6% to 53.1%.