

# APPENDIX A

**Table A.1: Paid hours usually worked per week by nurses - main job**

Hours per week	No.	%	No.	%	No.	%	
	Female		Male		Total		Per cent female
1-9	1650	3.4%	66	1.5%	1716	3.2%	96.2%
10-19	5976	12.1%	131	3.1%	6107	11.4%	97.9%
20-29	11879	24.1%	362	8.4%	12241	22.9%	97.0%
30-37	8196	16.7%	499	11.6%	8695	16.3%	94.3%
38-44	19464	39.6%	2977	69.4%	22441	42.0%	86.7%
45-49	379	0.8%	61	1.4%	440	0.8%	86.1%
50-59	379	0.8%	58	1.4%	437	0.8%	86.7%
60-69	297	0.6%	29	0.7%	326	0.6%	91.1%
>70	979	2.0%	108	2.5%	1087	2.0%	90.1%
<b>Total</b>	<b>49199</b>	<b>100.0%</b>	<b>4291</b>	<b>100.0%</b>	<b>53490</b>	<b>100.0%</b>	<b>92.0%</b>
<i>No hours reported</i>	1721	3.4%	127	2.9%	1848	3.3%	

Note: refer to Table 3.10

**Table A.2: Paid hours usually worked per week by nurses - second job**

Hours per week	No.	%	No.	%	No.	%	
	Female		Male		Total		Per cent female
1-9	2756	53.6%	252	51.7%	3008	53.4%	91.6%
10-19	1742	33.9%	154	31.6%	1896	33.7%	91.9%
20-29	465	9.0%	58	11.9%	523	9.3%	88.9%
30-37	94	1.8%	11	2.3%	105	1.9%	89.5%
38-44	58	1.1%	7	1.4%	65	1.2%	89.2%
45-49	10	0.2%	1	0.2%	11	0.2%	90.9%
50-59	5	0.1%	0	0.0%	5	0.1%	100.0%
60-69	4	0.1%	1	0.2%	5	0.1%	80.0%
>70	10	0.2%	3	0.6%	13	0.2%	76.9%
<b>Total</b>	<b>5144</b>	<b>100.0%</b>	<b>487</b>	<b>100.0%</b>	<b>5631</b>	<b>100.0%</b>	<b>91.4%</b>
<i>No hours reported</i>	45776	89.9%	3931	89.0%	49707	89.8%	

Note: refer to Table 3.11

**Table A.3: Total hours usually worked per week by nurses - main job**

Hours per week	No.	%	No.	%	No.	%	
	Female		Male		Total		Per cent female
1-9	1609	3.3%	65	1.5%	1674	3.1%	96.1%
10-19	5839	11.8%	132	3.1%	5971	11.1%	97.8%
20-29	11647	23.5%	354	8.2%	12001	22.3%	97.1%
30-37	8025	16.2%	453	10.5%	8478	15.8%	94.7%
38-44	17555	35.5%	2661	61.8%	20216	37.6%	86.8%
45-49	1576	3.2%	238	5.5%	1814	3.4%	86.9%
50-59	1551	3.1%	218	5.1%	1769	3.3%	87.7%
60-69	589	1.2%	68	1.6%	657	1.2%	89.6%
>70	1095	2.2%	119	2.8%	1214	2.3%	90.2%
<b>Total</b>	<b>49486</b>	<b>100.0%</b>	<b>4308</b>	<b>100.0%</b>	<b>53794</b>	<b>100.0%</b>	<b>92.0%</b>
<i>No hours reported</i>	1434	2.8%	110	2.5%	1544	2.8%	

Note: refer to Table 3.12

**Table A.4: Total hours usually worked per week by nurses - second job**

Hours per week	No.	%	No.	%	No.	%	
	Female		Male		Total		Per cent female
1-9	2780	52.7%	254	50.9%	3034	52.6%	91.6%
10-19	1783	33.8%	159	31.9%	1942	33.6%	91.8%
20-29	503	9.5%	61	12.2%	564	9.8%	89.2%
30-37	107	2.0%	12	2.4%	119	2.1%	89.9%
38-44	66	1.3%	8	1.6%	74	1.3%	89.2%
45-49	10	0.2%	1	0.2%	11	0.2%	90.9%
50-59	8	0.2%	0	0.0%	8	0.1%	100.0%
60-69	5	0.1%	1	0.2%	6	0.1%	83.3%
>70	11	0.2%	3	0.6%	14	0.2%	78.6%
<b>Total</b>	<b>5273</b>	<b>100.0%</b>	<b>499</b>	<b>100.0%</b>	<b>5772</b>	<b>100.0%</b>	<b>91.4%</b>
<i>No hours reported</i>	45647	89.6%	3919	88.7%	49566	89.6%	

Note: refer to Table 3.13

**Table A.5: Total hours usually worked per week by nurses - all jobs**

Hours per week	No.	%	No.	%	No.	%	
	Female		Male		Total		Per cent female
1-9	1517	3.1%	72	1.7%	1589	2.9%	95.5%
10-19	5120	10.3%	120	2.8%	5240	9.7%	97.7%
20-29	10921	22.0%	308	7.1%	11229	20.8%	97.3%
30-37	8240	16.6%	416	9.6%	8656	16.0%	95.2%
38-44	17052	34.3%	2437	56.2%	19489	36.1%	87.5%
45-49	2383	4.8%	373	8.6%	2756	5.1%	86.5%
50-59	2252	4.5%	339	7.8%	2591	4.8%	86.9%
60-69	802	1.6%	113	2.6%	915	1.7%	87.7%
>70	1424	2.9%	158	3.6%	1582	2.9%	90.0%
<b>Total</b>	<b>49711</b>	<b>100.0%</b>	<b>4336</b>	<b>100.0%</b>	<b>54047</b>	<b>100.0%</b>	<b>92.0%</b>
<i>No hours reported</i>	1209	2.4%	82	1.9%	1291	2.3%	

Note; Refer to Table 3.14 as this calculates FTE based on 35 hours per week

**Table A.6: Estimated full-time equivalent nurses in workforce using average hours worked per week in total, both jobs (based on 38 hours per week defined as 1 FTE)**

Hours per week	No.	%	No.	%	No.	%	
	Female		Male		Total		Per cent female
1-9	271.7	0.6%	12.9	0.3%	284.6	0.6%	95.5%
10-19	2054.1	4.7%	47.1	1.0%	2101.1	4.3%	97.8%
20-29	6732.1	15.4%	191.3	4.2%	6923.4	14.3%	97.2%
30-37	6996.2	16.0%	357.1	7.9%	7353.2	15.2%	95.1%
38-44	17728.5	40.4%	2529.3	55.7%	20257.8	41.9%	87.5%
45-49	2861.8	6.5%	449.0	9.9%	3310.8	6.8%	86.4%
50-59	3014.9	6.9%	450.8	9.9%	3465.7	7.2%	87.0%
60-69	1267.8	2.9%	177.6	3.9%	1445.4	3.0%	87.7%
>70	2919.0	6.7%	329.2	7.2%	3248.3	6.7%	89.9%
<b>Total</b>	<b>43846.0</b>	<b>100.0%</b>	<b>4544.2</b>	<b>100.0%</b>	<b>48390.2</b>	<b>100.0%</b>	<b>90.6%</b>

Note: Table A.6 calculates the full-time equivalent (FTE) workforce assuming that 1 FTE works a 38 hour week.

The total hours worked per week by the nurse numbers in Table A.5 are divided by 38 to calculate FTE.

Note: Refer to Table 3.15 as this calculates FTE based on 35 hours per week

**Appendix A: Nurse Workforce 2003**

**Table A.7: Nurse headcount and FTE by principal area of nursing practice and sector employed - main job (FTE calculated on 38 hours per week)**

Hours per week	Private		Public		Total		Per cent public
	No.	%	No.	%	No.	%	
<b>Nurse Headcount</b>							
Emergency Department	72	0.6%	2064	5.4%	2136	4.2%	96.6%
Intensive care	332	2.7%	2575	6.7%	2907	5.7%	88.6%
Mental health	254	2.0%	2373	6.2%	2627	5.2%	90.3%
Midwifery	687	5.5%	2639	6.9%	3326	6.5%	79.3%
Operating Theatre	1577	12.6%	2517	6.5%	4094	8.0%	61.5%
Other	9578	76.6%	26299	68.4%	35877	70.4%	73.3%
<b>Total</b>	<b>12500</b>	<b>100.0%</b>	<b>38467</b>	<b>100.0%</b>	<b>50967</b>	<b>100.0%</b>	<b>75.5%</b>
<i>Non response</i>	672	5.1%	1927	4.8%	2599	4.9%	74.1%
<i>Non response specialty and sector</i>					1772	3.2%	
<b>Nurse headcount who responded to area of nursing practice, hours worked, sector</b>							
Emergency Department	70	0.6%	2041	5.4%	2111	4.2%	96.7%
Intensive care	327	2.6%	2551	6.7%	2878	5.7%	88.6%
Mental health	252	2.0%	2358	6.2%	2610	5.2%	90.3%
Midwifery	674	5.5%	2602	6.8%	3276	6.5%	79.4%
Operating Theatre	1560	12.6%	2491	6.6%	4051	8.0%	61.5%
Other	9459	76.6%	25945	68.3%	35404	70.3%	73.3%
<b>Total</b>	<b>12342</b>	<b>100.0%</b>	<b>37988</b>	<b>100.0%</b>	<b>50330</b>	<b>100.0%</b>	<b>75.5%</b>
<i>Non response</i>	629	4.8%	1821	4.6%	2450	4.6%	74.3%
<i>Non response specialty and sector</i>					2558	4.6%	
<b>Nurse FTE</b>							
Emergency Department	53	0.5%	1812	5.4%	1865	4.3%	97.2%
Intensive care	268	2.8%	2281	6.8%	2549	5.9%	89.5%
Mental health	216	2.2%	2313	6.9%	2529	5.8%	91.5%
Midwifery	473	4.9%	2134	6.3%	2607	6.0%	81.9%
Operating Theatre	1270	13.1%	2220	6.6%	3489	8.0%	63.6%
Other	7421	76.5%	22929	68.1%	30350	69.9%	75.5%
<b>Total</b>	<b>9700</b>	<b>100.0%</b>	<b>33689</b>	<b>100.0%</b>	<b>43389</b>	<b>100.0%</b>	<b>77.6%</b>

*Note: FTE based on hours reported by the headcount of registered nurses who responded to area of nursing practice, hours worked, sector*

**Table A.8: Nurse headcount and FTE by principal area of nursing practice and sector employed**

Hours per week	Private		Public		Total		Per cent public
	No.	%	No.	%	No.	%	
<b>Nurse Headcount</b>							
Emergency Department	34	1.2%	155	5.7%	189	3.4%	82.0%
Intensive care	142	5.0%	195	7.2%	337	6.0%	57.9%
Mental health	74	2.6%	156	5.7%	230	4.1%	67.8%
Midwifery	178	6.2%	170	6.2%	348	6.2%	48.9%
Operating Theatre	283	9.9%	126	4.6%	409	7.3%	30.8%
Other	2149	75.1%	1921	70.5%	4070	72.9%	47.2%
<b>Total</b>	<b>2860</b>	<b>100.0%</b>	<b>2723</b>	<b>100.0%</b>	<b>5583</b>	<b>100.0%</b>	<b>48.8%</b>
<i>Non response, speciality</i>	289		350		639	1.2%	
<i>Non response second job</i>					49116	88.8%	
<b>Nurse headcount who responded to area of nursing practice, hours worked, sector</b>							
Emergency Department	30	1.2%	134	5.6%	164	3.3%	81.7%
Intensive care	110	4.2%	163	6.8%	273	5.5%	59.7%
Mental health	69	2.7%	139	5.8%	208	4.2%	66.8%
Midwifery	159	6.1%	148	6.2%	307	6.2%	48.2%
Operating Theatre	250	9.6%	98	4.1%	348	7.0%	28.2%
Other	1974	76.2%	1701	71.4%	3675	73.9%	46.3%
<b>Total</b>	<b>2592</b>	<b>100.0%</b>	<b>2383</b>	<b>100.0%</b>	<b>4975</b>	<b>100.0%</b>	<b>47.9%</b>
<i>Non response, speciality,</i>	206		221		427	0.8%	
<i>Non response second job</i>					49936	90.2%	
<b>Nurse FTE</b>							
Emergency Department	9	1.2%	47	6.3%	56	3.7%	83.1%
Intensive care	32	4.1%	47	6.4%	79	5.2%	59.9%
Mental health	21	2.7%	46	6.2%	68	4.5%	68.7%
Midwifery	40	5.1%	37	5.0%	77	5.1%	48.3%
Operating Theatre	69	8.9%	30	4.0%	98	6.5%	30.0%
Other	602	77.9%	535	72.1%	1138	75.1%	47.1%
<b>Total</b>	<b>773</b>	<b>100.0%</b>	<b>742</b>	<b>100.0%</b>	<b>1515</b>	<b>100.0%</b>	<b>49.0%</b>

*Note: FTE based on hours reported by the headcount of registered nurses who responded to area of nursing practice, hours worked, sector*

Survey data have not been adjusted for unknown information ( see p. 2)

**Table A.9: Paid hours usually worked per week by registered nurses - main job**

Hours per week	No.		%		No.		%		Per cent female
	Female		Male		Total				
1-9	1417	3.5%	53	1.5%	1470	3.3%			96.4%
10-19	5053	12.3%	94	2.6%	5147	11.6%			98.2%
20-29	9736	23.8%	293	8.1%	10029	22.5%			97.1%
30-37	6551	16.0%	410	11.3%	6961	15.6%			94.1%
38-44	16584	40.5%	2582	71.1%	19166	43.0%			86.5%
45-49	322	0.8%	52	1.4%	374	0.8%			86.1%
50-59	301	0.7%	44	1.2%	345	0.8%			87.2%
60-69	213	0.5%	22	0.6%	235	0.5%			90.6%
>70	751	1.8%	84	2.3%	835	1.9%			89.9%
<b>Total</b>	<b>40928</b>	<b>100.0%</b>	<b>3634</b>	<b>100.0%</b>	<b>44562</b>	<b>100.0%</b>			<b>91.8%</b>
<i>No hours reported</i>	1230	2.9%	98	2.6%	1328	2.9%			

Note: refer to Table 4.23

**Table A.10: Paid hours usually worked per week by registered nurses - second job**

Hours per week	No.		%		No.		%		Per cent female
	Female		Male		Total				
1-9	2434	54.7%	205	51.0%	2639	54.4%			92.2%
10-19	1496	33.6%	132	32.8%	1628	33.5%			91.9%
20-29	383	8.6%	45	11.2%	428	8.8%			89.5%
30-37	68	1.5%	9	2.2%	77	1.6%			88.3%
38-44	49	1.1%	7	1.7%	56	1.2%			87.5%
45-49	8	0.2%	1	0.2%	9	0.2%			88.9%
50-59	5	0.1%	0	0.0%	5	0.1%			100.0%
60-69	1	0.0%	0	0.0%	1	0.0%			100.0%
>70	9	0.2%	3	0.7%	12	0.2%			75.0%
<b>Total</b>	<b>4453</b>	<b>100.0%</b>	<b>402</b>	<b>100.0%</b>	<b>4855</b>	<b>100.0%</b>			<b>91.7%</b>
<i>No hours reported</i>	37705	89.4%	3330	89.2%	41035	89.4%			

Note: refer to Table 4.24

**Table A. 11: Paid hours usually worked per week by registered nurses - both jobs**

Hours per week	No.		%		No.		%		Per cent female
	Female		Male		Total				
1-9	1318	3.2%	58	1.6%	1376	3.1%			95.8%
10-19	4452	10.8%	88	2.4%	4540	10.2%			98.1%
20-29	9273	22.6%	258	7.1%	9531	21.3%			97.3%
30-37	6805	16.6%	382	10.5%	7187	16.1%			94.7%
38-44	16413	40.0%	2449	67.0%	18862	42.2%			87.0%
45-49	911	2.2%	162	4.4%	1073	2.4%			84.9%
50-59	725	1.8%	118	3.2%	843	1.9%			86.0%
60-69	318	0.8%	43	1.2%	361	0.8%			88.1%
>70	840	2.0%	97	2.7%	937	2.1%			89.6%
<b>Total</b>	<b>41055</b>	<b>100.0%</b>	<b>3655</b>	<b>100.0%</b>	<b>44710</b>	<b>100.0%</b>			<b>91.8%</b>
<i>No hours reported</i>	1103	2.6%	77	2.1%	1180	2.6%			

Note: refer to Table 4.25

Table A. 12: Total hours usually worked per week by registered nurses - main job

Hours per week	No.	%	No.	%	No.	%	
	Female		Male		Total		Per cent female
1-9	1381	3.4%	52	1.4%	1433	3.2%	96.4%
10-19	4921	12.0%	95	2.6%	5016	11.2%	98.1%
20-29	9526	23.1%	287	7.9%	9813	21.9%	97.1%
30-37	6373	15.5%	369	10.1%	6742	15.0%	94.5%
38-44	14691	35.7%	2272	62.3%	16963	37.9%	86.6%
45-49	1479	3.6%	219	6.0%	1698	3.8%	87.1%
50-59	1444	3.5%	199	5.5%	1643	3.7%	87.9%
60-69	503	1.2%	61	1.7%	564	1.3%	89.2%
>70	845	2.1%	93	2.6%	938	2.1%	90.1%
<b>Total</b>	<b>41163</b>	<b>100.0%</b>	<b>3647</b>	<b>100.0%</b>	<b>44810</b>	<b>100.0%</b>	<b>91.9%</b>
<i>No hours reported</i>	995	2.4%	85	2.3%	1080	2.4%	

Note: refer to Table 4.26

Table A. 13: Total hours usually worked per week by registered nurses - second job

Hours per week	No.	%	No.	%	No.	%	
	Female		Male		Total		Per cent female
1-9	2442	53.7%	207	50.4%	2649	53.4%	92.2%
10-19	1530	33.6%	134	32.6%	1664	33.5%	91.9%
20-29	415	9.1%	49	11.9%	464	9.4%	89.4%
30-37	79	1.7%	10	2.4%	89	1.8%	88.8%
38-44	56	1.2%	7	1.7%	63	1.3%	88.9%
45-49	8	0.2%	1	0.2%	9	0.2%	88.9%
50-59	8	0.2%	0	0.0%	8	0.2%	100.0%
60-69	2	0.0%	0	0.0%	2	0.0%	100.0%
>70	9	0.2%	3	0.7%	12	0.2%	75.0%
<b>Total</b>	<b>4549</b>	<b>100.0%</b>	<b>411</b>	<b>100.0%</b>	<b>4960</b>	<b>100.0%</b>	<b>91.7%</b>
<i>No hours reported</i>	37609	89.2%	3321	89.0%	40930	89.2%	

Note: refer to Table 4.27

Table A. 14: Total hours usually worked per week by registered nurses - all jobs

Hours per week	No.	%	No.	%	No.	%	
	Female		Male		Total		Per cent female
1-9	1292	3.1%	57	1.6%	1349	3.0%	95.8%
10-19	4282	10.4%	90	2.5%	4372	9.7%	97.9%
20-29	8910	21.6%	247	6.7%	9157	20.4%	97.3%
30-37	6561	15.9%	338	9.2%	6899	15.3%	95.1%
38-44	14224	34.4%	2072	56.4%	16296	36.2%	87.3%
45-49	2182	5.3%	332	9.0%	2514	5.6%	86.8%
50-59	2072	5.0%	310	8.4%	2382	5.3%	87.0%
60-69	694	1.7%	101	2.8%	795	1.8%	87.3%
>70	1107	2.7%	124	3.4%	1231	2.7%	89.9%
<b>Total</b>	<b>41324</b>	<b>100.0%</b>	<b>3671</b>	<b>100.0%</b>	<b>44995</b>	<b>100.0%</b>	<b>91.8%</b>
<i>No hours reported</i>	834	2.0%	61	1.6%	895	2.0%	

Note: refer to Table 4.28

Survey data have not been adjusted for unknown information ( see p. 2)

## Appendix A: Registered Nurse Workforce 2003

**Table A.15: Estimated full-time equivalent registered nurses in workforce using average hours worked per week in total, all jobs (based on 38 hours per week defined as 1 FTE)**

Hours per week	Female		Male		Total		Per cent female
	No.	%	No.	%	No.	%	
1-9	230.5	0.6%	10.0	0.3%	240.6	0.6%	95.8%
10-19	1717.6	4.7%	35.0	0.9%	1752.6	4.3%	98.0%
20-29	5499.9	15.1%	153.1	4.0%	5653.0	14.0%	97.3%
30-37	5568.4	15.3%	290.4	7.5%	5858.8	14.5%	95.0%
38-44	14794.3	40.6%	2151.2	55.8%	16945.5	42.0%	87.3%
45-49	2613.9	7.2%	398.4	10.3%	3012.3	7.5%	86.8%
50-59	2763.4	7.6%	411.2	10.7%	3174.7	7.9%	87.0%
60-69	1089.6	3.0%	158.1	4.1%	1247.8	3.1%	87.3%
>70	2178.8	6.0%	247.7	6.4%	2426.5	6.0%	89.8%
<b>Total</b>	<b>36456.6</b>	<b>100.0%</b>	<b>3855.2</b>	<b>100.0%</b>	<b>40311.8</b>	<b>100.0%</b>	<b>90.4%</b>

*Note:* Table A.15 calculates the full-time equivalent (FTE) workforce assuming that 1 FTE works a 38 hour week.

The total hours worked per week by the nurse numbers in Table A.14 are divided by 38 to calculate FTE.

*Note:* Refer to Table 4.10 in main report as this calculates FTE based on 35 hours per week

**Table A.16: Registered nurse headcount and FTE by principal area of nursing practice and sector employed-main job (FTE calculated on 38 hours per week)**

Area of Practice	Private		Public		Total		Per cent public
	No.	%	No.	%	No.	%	
<b>Registered nurse headcount</b>							
Emergency Department	70	0.7%	1958	6.1%	2028	4.8%	96.5%
Intensive care	331	3.1%	2550	8.0%	2881	6.8%	88.5%
Mental health	231	2.2%	2058	6.4%	2289	5.4%	89.9%
Midwifery	672	6.4%	2599	8.1%	3271	7.7%	79.5%
Operating Theatre	1301	12.3%	2186	6.8%	3487	8.2%	62.7%
Other	7969	75.4%	20694	64.6%	28663	67.3%	72.2%
<b>Total</b>	<b>10574</b>	<b>100.0%</b>	<b>32045</b>	<b>100.0%</b>	<b>42619</b>	<b>100.0%</b>	<b>75.2%</b>
<i>Non response, speciality</i>	529	4.8%	1475	4.4%	2004	4.5%	73.6%
<i>Non response main job including 577 with specialty but no sector</i>					1267		
<b>Registered nurse headcount who responded to area of nursing practice, hours worked, sector</b>							
Emergency Department	68	0.7%	1937	6.1%	2005	4.8%	96.6%
Intensive care	326	3.1%	2526	8.0%	2852	6.8%	88.6%
Mental health	229	2.2%	2047	6.5%	2276	5.4%	89.9%
Midwifery	659	6.3%	2564	8.1%	3223	7.6%	79.6%
Operating Theatre	1286	12.3%	2161	6.8%	3447	8.2%	62.7%
Other	7880	75.4%	20473	64.6%	28353	67.3%	72.2%
<b>Total</b>	<b>10448</b>	<b>100.0%</b>	<b>31708</b>	<b>100.0%</b>	<b>42156</b>	<b>100.0%</b>	<b>75.2%</b>
<i>Non response, speciality</i>	497	4.5%	1422	4.3%	1919	4.4%	74.1%
<i>Non response main job including 510 with specialty but no sector</i>					1815		
<b>Registered nurse FTE</b>							
Emergency Department	51.3	0.6%	1718.7	6.1%	1770.0	4.9%	97.1%
Intensive care	266.7	3.3%	2258.9	8.0%	2525.6	6.9%	89.4%
Mental health	197.4	2.4%	2016.0	7.1%	2213.4	6.1%	91.1%
Midwifery	462.1	5.6%	2101.1	7.4%	2563.2	7.0%	82.0%
Operating Theatre	1047.6	12.8%	1918.0	6.8%	2965.6	8.1%	64.7%
Other	6178.1	75.3%	18240.6	64.6%	24418.7	67.0%	74.7%
<b>Total</b>	<b>8203.3</b>	<b>100.0%</b>	<b>28253.3</b>	<b>100.0%</b>	<b>36456.6</b>	<b>100.0%</b>	<b>77.5%</b>

*Note:* FTE based on hours reported by the headcount of registered nurses who responded to area of nursing practice, hours worked, sector

**Appendix A: Registered Nurse Workforce 2003**

**Table A.17: Registered nurse headcount and FTE by principal area of nursing practice and sector employed-second job (FTE calculated on 38 hours per week)**

Hours per week	Private		Public		Total		Per cent public
	No.	%	No.	%	No.	%	
<b>Registered nurse Headcount</b>							
Emergency Department	33	1.3%	143	6.3%	176	3.7%	81.3%
Intensive care	141	5.6%	194	8.5%	335	7.0%	57.9%
Mental health	74	2.9%	132	5.8%	206	4.3%	64.1%
Midwifery	174	6.9%	169	7.4%	343	7.1%	49.3%
Operating Theatre	254	10.0%	109	4.8%	363	7.5%	30.0%
Other	1861	73.4%	1532	67.2%	3393	70.5%	45.2%
<b>Total</b>	<b>2537</b>	<b>100.0%</b>	<b>2279</b>	<b>100.0%</b>	<b>4816</b>	<b>100.0%</b>	<b>47.3%</b>
<i>Non response, speciality</i>	249	8.9%	277	10.8%	526	9.8%	
<i>Non response second job including 354 with specialty but no sector</i>					40548	88.4%	
<b>Registered nurse headcount who responded to area of nursing practice, hours worked, sector</b>							
Emergency Department	29	1.3%	122	6.1%	151	3.5%	80.8%
Intensive care	109	4.7%	162	8.1%	271	6.3%	59.8%
Mental health	69	3.0%	118	5.9%	187	4.3%	63.1%
Midwifery	155	6.8%	147	7.3%	302	7.0%	48.7%
Operating Theatre	221	9.6%	86	4.3%	307	7.1%	28.0%
Other	1712	74.6%	1376	68.4%	3088	71.7%	44.6%
<b>Total</b>	<b>2295</b>	<b>100.0%</b>	<b>2011</b>	<b>100.0%</b>	<b>4306</b>	<b>100.0%</b>	<b>46.7%</b>
<i>Non response, speciality</i>	180	7.3%	189	8.6%	369	0.8%	
<i>Non response second job including 152 with specialty but no sector</i>					41215	89.8%	
<b>Registered nurse FTE</b>							
Emergency Department	9.3	1.4%	41.9	6.8%	51.2	4.0%	81.9%
Intensive care	31.2	4.6%	46.7	7.6%	77.9	6.0%	59.9%
Mental health	21.1	3.1%	38.9	6.3%	60.0	4.6%	64.8%
Midwifery	38.7	5.7%	36.9	6.0%	75.6	5.8%	48.9%
Operating Theatre	61.1	9.0%	25.9	4.2%	87.0	6.7%	29.8%
Other	517.1	76.2%	424.7	69.0%	941.8	72.8%	45.1%
<b>Total</b>	<b>678.5</b>	<b>100.0%</b>	<b>615.1</b>	<b>100.0%</b>	<b>1293.6</b>	<b>100.0%</b>	<b>47.5%</b>

*Note: FTE based on hours reported by the headcount of registered nurses who responded to area of nursing*

**Appendix A: Enrolled Nurse Workforce 2003**

**Table A.18: Paid hours usually worked per week by enrolled nurses - main job**

Hours per week	No.		%		No.		%		Per cent female
	Female	Male	Female	Male	Total	Total	Total		
1-9	233	13	2.8%	2.0%	246	2.8%		94.7%	
10-19	923	37	11.2%	5.6%	960	10.8%		96.1%	
20-29	2143	69	25.9%	10.5%	2212	24.8%		96.9%	
30-37	1645	89	19.9%	13.5%	1734	19.4%		94.9%	
38-44	2880	395	34.8%	60.1%	3275	36.7%		87.9%	
45-49	57	9	0.7%	1.4%	66	0.7%		86.4%	
50-59	78	14	0.9%	2.1%	92	1.0%		84.8%	
60-69	84	7	1.0%	1.1%	91	1.0%		92.3%	
>70	228	24	2.8%	3.7%	252	2.8%		90.5%	
<b>Total</b>	<b>8271</b>	<b>657</b>	<b>100.0%</b>	<b>100.0%</b>	<b>8928</b>	<b>100.0%</b>		<b>92.6%</b>	
<i>No hours reported</i>	491	29	5.6%	4.2%	520	5.5%			

*Note: refer to Table 5.23*

**Table A.19: Paid hours usually worked per week by enrolled nurses - second job**

Hours per week	No.		%		No.		%		Per cent female
	Female	Male	Female	Male	Total	Total	Total		
1-9	322	47	46.6%	55.3%	369	47.6%		87.3%	
10-19	246	22	35.6%	25.9%	268	34.5%		91.8%	
20-29	82	13	11.9%	15.3%	95	12.2%		86.3%	
30-37	26	2	3.8%	2.4%	28	3.6%		92.9%	
38-44	9	0	1.3%	0.0%	9	1.2%		100.0%	
45-49	2	0	0.3%	0.0%	2	0.3%		100.0%	
50-59	0	0	0.0%	0.0%	0	0.0%		0.0%	
60-69	3	1	0.4%	1.2%	4	0.5%		75.0%	
>70	1	0	0.1%	0.0%	1	0.1%		100.0%	
<b>Total</b>	<b>691</b>	<b>85</b>	<b>100.0%</b>	<b>100.0%</b>	<b>776</b>	<b>100.0%</b>		<b>89.0%</b>	
<i>No hours reported</i>	8071	601	92.1%	87.6%	8672	91.8%			

*Note: refer to Table 5.24*

**Table A.20: Paid hours usually worked per week by enrolled nurses - both jobs**

Hours per week	No.		%		No.		%		Per cent female
	Female	Male	Female	Male	Total	Total	Total		
1-9	232	15	2.8%	2.3%	247	2.8%		93.9%	
10-19	847	29	10.2%	4.4%	876	9.8%		96.7%	
20-29	2056	63	24.7%	9.5%	2119	23.6%		97.0%	
30-37	1666	83	20.0%	12.6%	1749	19.5%		95.3%	
38-44	2861	378	34.4%	57.3%	3239	36.1%		88.3%	
45-49	150	30	1.8%	4.5%	180	2.0%		83.3%	
50-59	143	23	1.7%	3.5%	166	1.8%		86.1%	
60-69	100	13	1.2%	2.0%	113	1.3%		88.5%	
>70	262	26	3.2%	3.9%	288	3.2%		91.0%	
<b>Total</b>	<b>8317</b>	<b>660</b>	<b>100.0%</b>	<b>100.0%</b>	<b>8977</b>	<b>100.0%</b>		<b>92.6%</b>	
<i>No hours reported</i>	445	26	5.1%	3.8%	471	5.0%			

*Note: refer to Table 5.25*

**Appendix A: Enrolled Nurse Workforce 2003**

**Table A.21: Total hours usually worked per week by enrolled nurses - main job**

Hours per week	Female		Male		Total		Per cent female
	No.	%	No.	%	No.	%	
1-9	228	2.7%	13	2.0%	241	2.7%	94.6%
10-19	918	11.0%	37	5.6%	955	10.6%	96.1%
20-29	2121	25.5%	67	10.1%	2188	24.4%	96.9%
30-37	1652	19.8%	84	12.7%	1736	19.3%	95.2%
38-44	2864	34.4%	389	58.9%	3253	36.2%	88.0%
45-49	97	1.2%	19	2.9%	116	1.3%	83.6%
50-59	107	1.3%	19	2.9%	126	1.4%	84.9%
60-69	86	1.0%	7	1.1%	93	1.0%	92.5%
>70	250	3.0%	26	3.9%	276	3.1%	90.6%
<b>Total</b>	<b>8323</b>	<b>100.0%</b>	<b>661</b>	<b>100.0%</b>	<b>8984</b>	<b>100.0%</b>	<b>92.6%</b>
<i>No hours reported</i>	439	5.0%	25	3.6%	464	4.9%	

*Note: refer to Table 5.26*

**Table A.22: Total hours usually worked per week by enrolled nurses - second job**

Hours per week	Female		Male		Total		Per cent female
	No.	%	No.	%	No.	%	
1-9	338	46.7%	47	53.4%	385	47.4%	87.8%
10-19	253	34.9%	25	28.4%	278	34.2%	91.0%
20-29	88	12.2%	12	13.6%	100	12.3%	88.0%
30-37	28	3.9%	2	2.3%	30	3.7%	93.3%
38-44	10	1.4%	1	1.1%	11	1.4%	90.9%
45-49	2	0.3%	0	0.0%	2	0.2%	100.0%
50-59	0	0.0%	0	0.0%	0	0.0%	0.0%
60-69	3	0.4%	1	1.1%	4	0.5%	75.0%
>70	2	0.3%	0	0.0%	2	0.2%	100.0%
<b>Total</b>	<b>724</b>	<b>100.0%</b>	<b>88</b>	<b>100.0%</b>	<b>812</b>	<b>100.0%</b>	<b>89.2%</b>
<i>No hours reported</i>	8038	91.7%	598	87.2%	8636	91.4%	

*Note: refer to Table 5.27*

**Table A.23: Total hours usually worked per week by enrolled nurses - all jobs**

Hours per week	Female		Male		Total		Per cent female
	No.	%	No.	%	No.	%	
1-9	225	2.7%	15	2.3%	240	2.7%	93.8%
10-19	838	10.0%	30	4.5%	868	9.6%	96.5%
20-29	2011	24.0%	61	9.2%	2072	22.9%	97.1%
30-37	1679	20.0%	78	11.7%	1757	19.4%	95.6%
38-44	2828	33.7%	365	54.9%	3193	35.3%	88.6%
45-49	201	2.4%	41	6.2%	242	2.7%	83.1%
50-59	180	2.1%	29	4.4%	209	2.3%	86.1%
60-69	108	1.3%	12	1.8%	120	1.3%	90.0%
>70	317	3.8%	34	5.1%	351	3.9%	90.3%
<b>Total</b>	<b>8387</b>	<b>100.0%</b>	<b>665</b>	<b>100.0%</b>	<b>9052</b>	<b>100.0%</b>	<b>92.7%</b>
<i>No hours reported</i>	375	4.3%	21	3.1%	396	4.2%	

*Note: refer to Table 5.28*

Survey data have not been adjusted for unknown information ( see p. 2)

**Appendix A: Enrolled Nurse Workforce 2003**

**Table A.24: Estimated full-time equivalent enrolled nurses in workforce using average hours worked per week in total, both jobs (based on 38 hours per week defined as 1 FTE)**

Hours per week	No.		%		No.		%		Per cent female
	Female	Male	Total						
1-9	41.2	0.6%	2.8	0.4%	44.1	0.5%			93.5%
10-19	336.4	4.6%	12.1	1.7%	348.5	4.3%			96.5%
20-29	1,232.2	16.7%	38.2	5.5%	1270.4	15.7%			97.0%
30-37	1,427.7	19.3%	66.7	9.7%	1494.4	18.5%			95.5%
38-44	2,934.2	39.7%	378.1	54.9%	3312.3	41.0%			88.6%
45-49	247.9	3.4%	50.6	7.3%	298.5	3.7%			83.1%
50-59	251.4	3.4%	39.6	5.7%	291.0	3.6%			86.4%
60-69	178.2	2.4%	19.4	2.8%	197.6	2.4%			90.2%
>70	740.2	10.0%	81.5	11.8%	821.7	10.2%			90.1%
<b>Total</b>	<b>7,389.5</b>	<b>100.0%</b>	<b>689.0</b>	<b>100.0%</b>	<b>8078.5</b>	<b>100.0%</b>			<b>91.5%</b>

Note: Table A.24 calculates the full-time equivalent (FTE) workforce assuming that 1 FTE works a 38 hour week.

The total hours worked per week by the nurse numbers in Table A.23 are divided by 38 to calculate FTE.

Note: Refer to Table 5.10 as this calculates FTE based on 35 hours per week

**Table A.25: Enrolled nurse headcount and FTE by principal area of nursing practice and sector employed-main job (FTE calculated on 38 hours per week)**

Hours per week	No.		%		No.		%		Per cent public
	Private	Public	Total						
<b>Enrolled nurse headcount</b>									
Emergency Department	2	0.1%	106	1.7%	108	1.3%			98.1%
Intensive care	1	0.1%	25	0.4%	26	0.3%			96.2%
Mental health	23	1.2%	315	4.9%	338	4.0%			93.2%
Midwifery	15	0.8%	40	0.6%	55	0.7%			72.7%
Operating Theatre	276	14.3%	331	5.2%	607	7.3%			54.5%
Other	1609	83.5%	5605	87.3%	7214	86.4%			77.7%
<b>Total</b>	<b>1926</b>	<b>100.0%</b>	<b>6422</b>	<b>100.0%</b>	<b>8348</b>	<b>100.0%</b>			<b>76.9%</b>
<i>Non response, speciality</i>	143	6.9%	452	6.6%	595	6.7%			76.0%
<i>Non response main job including 213 with speciality but no sector</i>					505				
<b>Enrolled nurse headcount who responded to area of nursing practice, hours worked, se</b>									
Emergency Department	2	0.1%	104	1.7%	106	1.3%			98.1%
Intensive care	1	0.1%	25	0.4%	26	0.3%			96.2%
Mental health	23	1.2%	311	5.0%	334	4.1%			93.1%
Midwifery	15	0.8%	38	0.6%	53	0.6%			71.7%
Operating Theatre	274	14.5%	330	5.3%	604	7.4%			54.6%
Other	1579	83.4%	5472	87.1%	7051	86.3%			77.6%
<b>Total</b>	<b>1894</b>	<b>100.0%</b>	<b>6280</b>	<b>100.0%</b>	<b>8174</b>	<b>100.0%</b>			<b>76.8%</b>
<i>Non response, speciality</i>	132	6.5%	399	6.0%	531	6.1%			75.1%
<i>Non response main job including 199 with speciality but no sector</i>					743				
<b>Registered nurse FTE</b>									
Emergency Department	1.4	0.1%	93.3	1.9%	94.7	1.5%			98.6%
Intensive care	0.9	0.1%	22.2	0.5%	23.2	0.4%			96.0%
Mental health	18.6	1.3%	297.3	6.1%	315.9	5.0%			94.1%
Midwifery	10.5	0.7%	33.3	0.7%	43.7	0.7%			76.1%
Operating Theatre	222.1	15.3%	301.6	6.1%	523.7	8.2%			57.6%
Other	1242.7	85.3%	4688.4	95.5%	5931.1	93.1%			79.0%
<b>Total</b>	<b>1456.2</b>	<b>100.0%</b>	<b>4911.6</b>	<b>100.0%</b>	<b>6367.8</b>	<b>100.0%</b>			<b>77.1%</b>

Note: FTE based on hours reported by the headcount of registered nurses who responded to area of nursing practice, hours worked, sector

**Appendix A: Enrolled Nurse Workforce 2003**

**Table A.26: Enrolled nurse headcount and FTE by principal area of nursing practice and sector employed-second job (FTE calculated on 38 hours per week)**

Hours per week	No.		%		No.		%	
	Private	Public	Total	Per cent public				
<b>Enrolled nurse Headcount</b>								
Emergency Department	1	0.3%	12	2.7%	13	1.7%	92.3%	
Intensive care	1	0.3%	1	0.2%	2	0.3%	50.0%	
Mental health	0	0.0%	24	5.4%	24	3.1%	100.0%	
Midwifery	4	1.2%	1	0.2%	5	0.7%	20.0%	
Operating Theatre	29	9.0%	17	3.8%	46	6.0%	37.0%	
Other	288	89.2%	389	87.6%	677	88.3%	57.5%	
<b>Total</b>	<b>323</b>	<b>100.0%</b>	<b>444</b>	<b>100.0%</b>	<b>767</b>	<b>100.0%</b>	<b>57.9%</b>	
<i>Non response, speciality</i>	40	11.0%	73	14.1%	113	1.2%		
<i>Non response second job including 78 with specialty but no sector</i>					8568	90.7%		
<b>Enrolled nurse headcount who responded to area of nursing practice, hours worked, sector</b>								
Emergency Department	1	0.3%	12	3.2%	13	1.9%	92.3%	
Intensive care	1	0.3%	1	0.0%	2	0.0%	0.0%	
Mental health	0	0.0%	21	5.6%	21	3.1%	100.0%	
Midwifery	4	1.3%	1	0.3%	5	0.7%	20.0%	
Operating Theatre	29	9.8%	12	3.2%	41	6.1%	29.3%	
Other	262	88.2%	325	87.4%	587	87.7%	55.4%	
<b>Total</b>	<b>297</b>	<b>100.0%</b>	<b>372</b>	<b>100.0%</b>	<b>669</b>	<b>100.0%</b>	<b>55.6%</b>	
<i>Non response, speciality</i>	26	8.0%	32	7.9%	58	0.6%		
<i>Non response second job including 31 with specialty but no sector</i>					8721	92.3%		
<b>Enrolled nurse FTE</b>								
Emergency Department	0.2	0.3%	4.6	3.8%	4.8	2.4%	95.6%	
Intensive care	0.3	0.4%	0.4	0.3%	0.7	0.4%	0.0%	
Mental health	0.0	0.0%	7.5	6.2%	7.5	3.8%	100.0%	
Midwifery	1.1	1.5%	0.3	0.3%	1.4	0.7%	21.8%	
Operating Theatre	7.6	9.8%	3.6	2.9%	11.2	5.6%	31.8%	
Other	85.1	109.6%	110.6	91.0%	195.7	98.2%	56.5%	
<b>Total</b>	<b>77.7</b>	<b>100.0%</b>	<b>121.6</b>	<b>100.0%</b>	<b>199.2</b>	<b>100.0%</b>	<b>61.0%</b>	

# APPENDIX B

## Methodology

### Timing of the 2003 Survey

Information from the 2003 Annual Nursing Workforce Survey relates to the 2003 registration and enrolment renewal period. Renewal notices and surveys were forwarded to all nurses on the Register and Roll of the Nurses Registration Board of New South Wales during the 2003 calendar year, in twelve monthly instalments. The renewal fee was due by the end of the month in which the renewal notice was sent, in order for the nursing practitioner to be retained on the Register or Roll. Survey respondents completed the survey with information about their usual working situation at that time (see Appendix 1).

Information regarding the registration and enrolment status of nurses during 2003 was provided by the Nurses Registration Board of New South Wales. The data on sex and year of birth were also provided by the Board to eliminate the need to collect this information annually on the survey.

### Survey coverage

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

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

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

- **Technical restorations:** Technical restorations are nurses who are restorations simply due to late payment, as they are removed from the Register or Roll and then reinstated on receipt of the payment of the renewal fee. These nurses have usually completed a survey form, and therefore if they have provided survey data they have been included in the data analysis for this profile.
- **Technical renewals:** There are a group of nurses who either pay their registration fee early (say in December for January renewals in the year of the survey), or who pay in advance and earn a credit as they will not be able to make their payment at the usual time. If these nurses were sent a survey form in the year of renewal and are still financial in that year they have now been included in the survey population, and their returned survey forms included as respondents. This group has now been defined as **technical renewals, even though no transaction may have been recorded for the year of the survey**. This process has occurred for 2000, 2001, 2002 and 2003.

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

The adoption of these changes in the approach to survey coverage, and definition of respondents, means that the data is compatible with definitions of the workforce used by the Australian Institute of Health & Welfare in preparing national profiles.

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

### Figures have not been adjusted for non-response

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

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

### Calculating total unknown data for the survey

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

- **Unknown data for the question or questions comprising the table**, as indicated at the foot of each table. This may also include information that is unknown due to registration data (eg, year of birth) being unavailable from the Board.
- **Non-response to any filtering questions.** Data on second job will be affected by the lack of the explicit question "Do you have a 2nd job?" The number of persons with second jobs can be estimated from the highest response to any one question (*Table 4.9: n=5,445 for registered nurses, and Table 5.9: n=941 for enrolled nurses*).
- **Non-response to the survey.** Survey response rates are presented in Tables 1.2a and 1.2b.

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

### Conventions used in this publication

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

*Italics* are used to report unknown data.

0 is used for zero

**Bold** is used to indicate a total or subtotal.

— denotes not applicable.

n/a denotes data is not available.

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

## Category of Nurse Registration and Enrolment

In 2003, there were 79,925 registered nurses on the Register of the Nurses Registration Board of NSW, a growth of 1,795 registrations, or 2.3% from the 78,130 registrants in 2002. Of the registered nurses, 72,367 (90.6%) were female, 7,547 (9.4%) were male and there were thirteen respondents with sex unknown. Table 1.1a provides an overview of the number of nurses in each category of registration.

**Table B1: Persons Registered as Nurses in NSW, 2003**

Category of registration	No.		%		No.		%	
	Female		Male		Total			
New registrants	3,834	87.5%	550	12.5%	4,384	100.0%		
Restorations	7,074	88.5%	918	11.5%	7,992	100.0%		
"True" restorations	4,545	87.3%	663	12.7%	5,208	100.0%		
"Technical" restorations	2,529	90.8%	255	9.2%	2,784	100.0%		
Renewals	58,952	91.1%	5,769	8.9%	64,721	100.0%		
Technical renewals	2,507	89.0%	310	11.0%	2,817	100.0%		
Deletions	4,879	89.3%	587	10.7%	5,466	100.0%		

**Notes:**

- 1 The table includes information on registered nurses who were financial with the Board during 2003.
- 2 Some nurses may be included in more than one category during the twelve month period.
- 3 There were 11 financial nurses with no sex recorded (3 new registrations, 7 renewals and technical renewals, 1 "true" restoration), and these records are excluded from tables reporting sex.

The table above separates restorations into the two categories of:

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

In addition, the category of technical renewals shown above includes the nurses who were financial but had no transaction status in 2003 as described in the Section on survey coverage on p.2.

In 2003, there were 16,186 financial enrolled nurses on the Roll of the Nurses Registration Board of NSW, an increase of 110 enrolled nurses or 0.7% from the 16,076 enrolled nurses financial in 2002. Of the enrolled nurses, 14,798 (91.4%) were female, and 1,385 (8.6%) were male. Table 1.1b below provides an overview of the number of enrolled nurses in each category of registration.

**Table B2: Persons Enrolled as Nurses in NSW, 2003**

Category of registration	No.		%		No.		%	
	Female	Male	Female	Male	Total	Total	Total	Total
New registrants	807	138	85.4%	14.6%	945	945	100.0%	100.0%
Restorations	1,933	209	90.2%	9.8%	2,142	2,142	100.0%	100.0%
"True" restorations	1,226	160	88.5%	11.5%	1,386	1,386	100.0%	100.0%
"Technical" restorations	707	49	93.5%	6.5%	756	756	100.0%	100.0%
Renewals	11,801	1,009	92.1%	7.9%	12,810	12,810	100.0%	100.0%
Technical renewals	257	29	89.9%	10.1%	286	286	100.0%	100.0%
Deletions	1,452	168	89.6%	10.4%	1,620	1,620	100.0%	100.0%

**Notes:**

- 1 The table includes information on enrolled nurses who were financial with the Board during 2003.
- 2 Some enrolled nurses may be included in more than one category during the twelve month period.
- 3 There were three financial enrolled nurses with no sex recorded, two who were renewals and one who was a new registration and these records are excluded from tables in this section reporting sex.

## Response rate to Workforce Annual Survey

The response rate to the 2003 Nursing Workforce Annual Survey for registered nurses was 83.8%, similar to the 2002 response rate of 83.6%. Between 2002 and 2003 the number of total renewals increased by 998 or 1.4%.

**Table B3: Response Rate to Registered Nurse Annual Workforce Survey, 2000 - 2003**

	No.	Rate	No.	Rate	No.	Rate	No.	Rate
	2000		2001		2002		2003	
<b>Formal response rate</b>								
<i>Survey respondents</i> <sup>1</sup>	60,723		55,812		57,972		58,942	
<i>Total renewals</i> <sup>2</sup>	68,941	88.1%	67,718	82.4%	69,331	83.6%	70,329	83.8%
<i>Unusable survey forms</i>	3,827		2,426		1,646		2,369	
<i>No form returned</i>	4,391		9,483		9,713		9,018	

**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).

The response rate to the 2003 Nursing Workforce Annual Survey for enrolled nurses was 87.1%, higher than the response rate of 86.3% in 2001. As shown below, the survey population defined as "total renewals" has been very stable over the period 2000 to 2003. The number of unusable survey forms increased between 2002 and 2003, while the number of forms not returned decreased between 2002 and 2003.

**Table B4: Response Rate to Enrolled Nurse Annual Workforce Survey, 2000 - 2003**

	No.	Rate	No.	Rate	No.	Rate	No.	Rate
	2000		2001		2002		2003	
<b>Formal response rate</b>								
<i>Survey respondents</i> <sup>1</sup>	12,435		12,013		11,938		12,063	
<i>Total renewals</i> <sup>2</sup>	<u>13,832</u>	<u>89.9%</u>	<u>13,850</u>	<u>86.7%</u>	<u>13,826</u>	<u>86.3%</u>	<u>13,854</u>	<u>87.1%</u>
<i>Unusable survey form</i>	900		504		464		522	
<i>No form returned</i>	497		1,334		1,424		1,269	

- 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).

## Work Status

There were 45,894 working renewal registered nurse survey respondents in 2003, an increase of 1,390 respondents or 3.1% over the figure of 44,504 in 2001. This increase is partly due to the minor increase in response rate, but also represents an increase in the number of working registered nurses after adjusting for non response (see Section on estimating workforce size).

Working renewals are those respondents who:

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

There were 9,448 working renewal enrolled nurse survey respondents in 2003 (see Table 1.3b), an increase of 211 respondents or 2.3% over the figure of 9,237 in 2001. This increase is partly due to the small increase in response rate, but also indicates an increase in the number of working enrolled nurses (see Section on estimating workforce size).

**Table B5: Work status of Registered Nurse Workforce Survey respondents<sup>1</sup>, NSW, in 2003**

Work Status	No.	%	No.	%	No.	%	No.	%	%
	Unknown sex		Female		Male		Total		Female
<b>Working in nursing</b>									
Only in NSW	3	75.0%	41,218	76.1%	3,655	76.6%	44,876	76.1%	91.9%
Mainly in NSW, but also in other states	0	0.0%	436	0.8%	64	1.3%	500	0.8%	87.2%
Mainly in other states, but also in NSW	0	0.0%	411	0.8%	55	1.2%	466	0.8%	88.2%
Only in states other than NSW	0	0.0%	1,897	3.5%	190	4.0%	2,087	3.5%	90.9%
Working overseas	0	0.0%	1,386	2.6%	181	3.8%	1,567	2.7%	88.4%
Working in NSW but currently on leave	1	25.0%	504	0.9%	13	0.3%	518	0.9%	97.5%
<b>Not Working in/ practicing in nursing</b>									
Currently not working	0	0.0%	4,453	8.2%	140	2.9%	4,593	7.8%	97.0%
Currently working, not in nursing	0	0.0%	3,861	7.1%	474	9.9%	4,335	7.4%	89.1%
<b>Total</b>	<b>4</b>	<b>100.0%</b>	<b>54,166</b>	<b>100.0%</b>	<b>4,772</b>	<b>100.0%</b>	<b>58,942</b>	<b>100.0%</b>	<b>91.9%</b>

Notes: 1. There were 61,378 forms from registered nurses renewing their registration, of whom 2,372 did not reply to the question on working status, and did not provide a NSW postcode for place of work. (see Note 1 to Table 1.2a)

**Table B6: Work status of Enrolled Nurse Workforce Survey respondents<sup>1</sup>, NSW, in 2003**

Work Status	No.	%	No.	%	No.	%	%
	Female		Male		Total		Female
<b>Working in nursing</b>							
Only in NSW	8,618	76.9%	677	79.2%	9,295	77.1%	92.7%
Mainly in NSW, but also in other states	76	0.7%	7	0.8%	83	0.7%	91.6%
Mainly in other states, but also in NSW	59	0.5%	6	0.7%	65	0.5%	90.8%
Only in states other than NSW	306	2.7%	21	2.5%	327	2.7%	93.6%
Working overseas	32	0.3%	3	0.4%	35	0.3%	91.4%
Working in NSW but currently on leave	68	0.6%	2	0.2%	70	0.6%	97.1%
<b>Not Working in/ practicing in nursing</b>							
Currently not working	946	8.4%	35	4.1%	981	8.1%	96.4%
Currently working, not in nursing	1,101	9.8%	104	12.2%	1,205	10.0%	91.4%
<b>Total</b>	<b>11,206</b>	<b>100.0%</b>	<b>855</b>	<b>100.0%</b>	<b>12,061</b>	<b>100.0%</b>	<b>92.9%</b>

Notes: 1. There were 12,585 forms from enrolled nurses renewing their enrollment, of whom 522 did not reply to the question on working status, and did not provide a NSW postcode for place of work. (see Note 1 to Table 1.2b). There were two returns with no sex recorded, both working in NSW.

## Nurses seeking work

Table B7: Registered nurses seeking work in nursing in NSW, 2003

Nature of work sought	No.	%	No.	%	No.	%	%
	Female		Male		Total		Female
Not looking for work in nursing	6,413	85.0%	494	87.4%	6,907	85.2%	92.8%
Looking for work in nursing:							
- full time	98	1.3%	21	3.7%	119	1.5%	82.4%
- part time	427	5.7%	14	2.5%	441	5.4%	96.8%
- casual work	482	6.4%	23	4.1%	505	6.2%	95.4%
- any type of work	124	1.6%	13	2.3%	138	1.7%	90.5%
<b>Total</b>	<b>7,544</b>	<b>100.0%</b>	<b>565</b>	<b>100.0%</b>	<b>8,109</b>	<b>100.0%</b>	<b>93.0%</b>
<i>non response/unknown</i>	770	9.3%	49	8.0%	819	9.2%	

**Note:** Table includes only those survey respondents in Table 1.3a who indicated that they were not currently working or currently working but not in nursing (n=8,928)

Table 1.4a shows that of those registered nurses currently not working, and those working but not in nursing, 14.8% were looking for work in nursing. The majority were either seeking part time or casual work. There is a larger proportion of enrolled nurses looking for work, with 21.3% in that category (see Table 1.4b).

Table B8: Enrolled nurses seeking work in nursing in NSW, 2003

Nature of work sought	No.	%	No.	%	No.	%	%
	Female		Male		Total		Female
Not looking for work in nursing	1,450	78.9%	101	76.5%	1,551	78.7%	93.5%
Looking for work in nursing:							
- full time	49	2.7%	7	5.3%	56	2.8%	87.5%
- part time	119	6.5%	4	3.0%	123	6.2%	96.7%
- casual work	146	7.9%	12	9.1%	158	8.0%	92.4%
- any type of work	74	4.0%	8	6.1%	82	4.2%	90.2%
<b>Total</b>	<b>1,838</b>	<b>100.0%</b>	<b>132</b>	<b>100.0%</b>	<b>1,970</b>	<b>100.0%</b>	<b>93.3%</b>
<i>non response/unknown</i>	209	10.2%	7	5.0%	216	9.9%	

**Note:** Table includes only those survey respondents in Table 1.3b who indicated that they were not currently working or currently working but not in nursing (n=2,186)

## 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, using the following approach, and this is applied to the nursing data:

- Assume the proportion of survey respondents working in NSW represents the proportion of all renewals working in NSW (76.8% for registered nurses in 2003)
- 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 that the workforce estimates are too high and should be adjusted. As a result the following estimates have been developed as shown below, together with the variation from the previous estimates.

**Table B9: Estimating the Size of the Registered Nurse Workforce, 2000 - 2003**  
**New method**

	No.	No.	No.	No.
	<u>2000</u>	<u>2001</u>	<u>2002</u>	<u>2003</u>
Size of Workforce (Unadjusted)	47,301	43,160	44,504	45,894
Total respondents to work status	60,723	55,812	57,972	58,942
% working	77.9%	77.3%	76.8%	77.9%
No. of renewals	68,941	67,718	69,331	70,329
1) estimated workforce from renewals	50,301	49,752	50,473	51,643
renewals workforce as % of all renewals	73.0%	73.5%	72.8%	73.4%
No. of new registrants	3,787	4,145	4,112	4,991
2) estimated workforce from new registrations	3,281	3,550	3,489	4,269
% working	86.6%	85.6%	84.8%	87.5%
No. of restorations	4,099	4,841	4,846	5,209
3) estimated workforce from restorations	1,319	1,938	1,974	2,120
% working	32.2%	40.0%	40.7%	40.7%
<b>Total Estimated Workforce (1+2+3)</b>	<b>54,901</b>	<b>55,240</b>	<b>55,936</b>	<b>58,032</b>
<b>Workforce estimates: previous method</b>	<b>59,319</b>	<b>59,297</b>	<b>60,309</b>	<b>62,876</b>
<b>Difference between two estimates</b>	4,418	4,057	4,373	4,844
<b>% variation</b>	8.0%	7.3%	7.8%	8.3%

The method is based on the following approach:

- Use the 2001 Census number for registered nurses (55,238 RNs)<sup>1</sup>

<sup>1</sup> AIHW (2003) Health and community services labour force 2001. AIHW Cat. No. HWL 27 and ABS Cat. No. 8936.0. Canberra:AIHW, (p. 59)

- Adjust non response rate for each set of profile data to equal the highest response rate over the period (88.1% in 2000 for RNs, 89.9% in 2000 for ENs)
- Develop flow matrices of workforce dynamics for 2000/01, 2001/02, 2002/03, and use the input/output calculation to determine workforce size between 2000 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).

The registered nurse workforce is estimated to have grown from 54,901 in 2000 to 58,032 in 2003, a growth of 3,131 nurses or 5.7%. The majority of this growth is estimated to have occurred between 2001 and 2003, as the workforce size only increased by an estimated 0.6% 2000 and 2001.

**Table B10: Estimating the Size of the Enrolled Nurse Workforce, 2000 - 2003**

**New method**

	<b>No.</b>	<b>No.</b>	<b>No.</b>	<b>No.</b>
	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>
Size of Workforce (Unadjusted)	9,734	9,405	9,237	9,448
Total respondents to work status	12,435	12,013	11,938	12,063
% working	78.3%	78.3%	77.4%	78.3%
No. of renewals	13,832	13,851	13,826	13,854
1) estimated workforce from renewals	9,734	9,668	9,754	9,866
No. of new registrants	759	829	810	974
2) estimated workforce from new registrations	669	715	652	779
% working	88.1%	86.2%	80.5%	80.0%
No. of restorations	1,446	1,409	1,342	1,386
3) estimated workforce from restorations	490	510	527	509
% working	33.9%	36.2%	39.3%	36.7%
<b>Total Estimated Workforce (1+2+3)</b>	<b>10,893</b>	<b>10,893</b>	<b>10,933</b>	<b>11,154</b>
<b>Workforce estimates: previous method</b>	<b>12,149</b>	<b>12,711</b>	<b>12,490</b>	<b>12,811</b>
<b>Difference between two estimates</b>	1,256	1,818	1,557	1,657
<b>% variation</b>	11.5%	16.7%	14.2%	14.9%

The enrolled nurse workforce is estimated to have grown from 12,893 in 2000 to 11,154 in 2003, a growth of 261 enrolled nurses or 2.4%. There was no growth between 2000 and 2001, and the majority of this growth is estimated to have occurred between 2002 and 2003, at 2.0%.

