

Summary of the Nursing Workforce in NSW, 2004

Prepared by:

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2004 Nursing workforce survey

Introduction

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 78.7% in 2004; and for enrolled nurses was lower, at 69.8%; resulting in a combined response rate of 77.3%. 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.

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 2004, there were 100,372 nurses either registered or enrolled with the Nurses Registration Board of NSW over the calendar year, a growth of 4,261 from the 96,111 nurses either registered or enrolled in 2002. This includes 84,034 registered nurses on the Register of the Nurses Registration Board of NSW and 16,338 financial enrolled nurses on the Roll of the Nurses Registration Board of NSW. The majority of this growth was in registered nurse numbers (4,109) compared to enrolled nurse numbers (152).

The Appendix 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 - 2004

	No.	Rate	No.	Rate	No.	Rate	No.	Rate
	2001		2002		2003		2004	
Formal response rate								
<i>Survey respondents</i> ¹	67,825		69,910		71,005		69,163	
<i>Total renewals</i> ²	81,568	83.2%	83,157	84.1%	84,183	84.3%	89,474	77.3%
<i>Unusable survey forms</i>	2,930		2,110		2,891		4,883	
<i>No form returned</i> ³	10,817		11,137		10,287		15,428	

- 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 2004 Nursing Workforce Annual Survey for all nurses was 77.3%, lower than in the previous years shown above. The response rate to the 2004 Nursing Workforce Annual Survey for registered nurses was 78.7% and for enrolled nurses was 69.8% (see Appendix). The main change to the survey process was the introduction of a revised survey form designed in conjunction with other States and Territories, together with AIHW. This form was more complex in design and has most likely resulted in the reduced response rate.

Work Status

There were 53,539 working renewal nurse survey respondents in 2004.

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, 2004

Work Status	No.	%	No.	%	No.	%	No.	%	%
	Unknown sex		Female		Male		Total		Female
Working in nursing									
Only in NSW	291	66.6%	42,322	67.2%	3,927	68.0%	46,540	67.3%	91.5%
Mainly in NSW, but also in other states	50	11.4%	5,474	8.7%	573	9.9%	6,097	8.8%	90.5%
Mainly in other states, but also in NSW, or only in other States	16	3.7%	2,406	3.8%	249	4.3%	2,671	3.9%	90.6%
Working overseas	7	1.6%	1,385	2.2%	196	3.4%	1,588	2.3%	87.6%
Working in NSW but currently on leave	4	0.9%	878	1.4%	20	0.3%	902	1.3%	97.8%
Not Working in/ practicing in nursing									
Currently not working	38	8.7%	5,133	8.2%	212	3.7%	5,383	7.8%	96.0%
Currently working, not in nursing	31	7.1%	5,352	8.5%	599	10.4%	5,982	8.6%	89.9%
Total	437	100.0%	62,950	100.0%	5,776	100.0%	69,163	100.0%	91.6%
Workforce in NSW	345		48674		4520		53539		91.5%
Percentage participation	78.9%		77.3%		78.3%		77.4%		

Notes:

1. There were 74,046 forms from nurses renewing or re-enrolling, of whom 4,883 did not reply to the question on working status, and did not provide a NSW postcode for place of work.
2. There were 437 nurses who did not provide information on the survey form on sex, and for whom sex was not available from the Board data.

Estimating Workforce Size

The Appendix describes in detail the method used in this publication for estimating workforce size. Fig 1.1 and Table 1.3 below shows trends in the estimated size of the nursing workforce for NSW between 2000 and 2004.

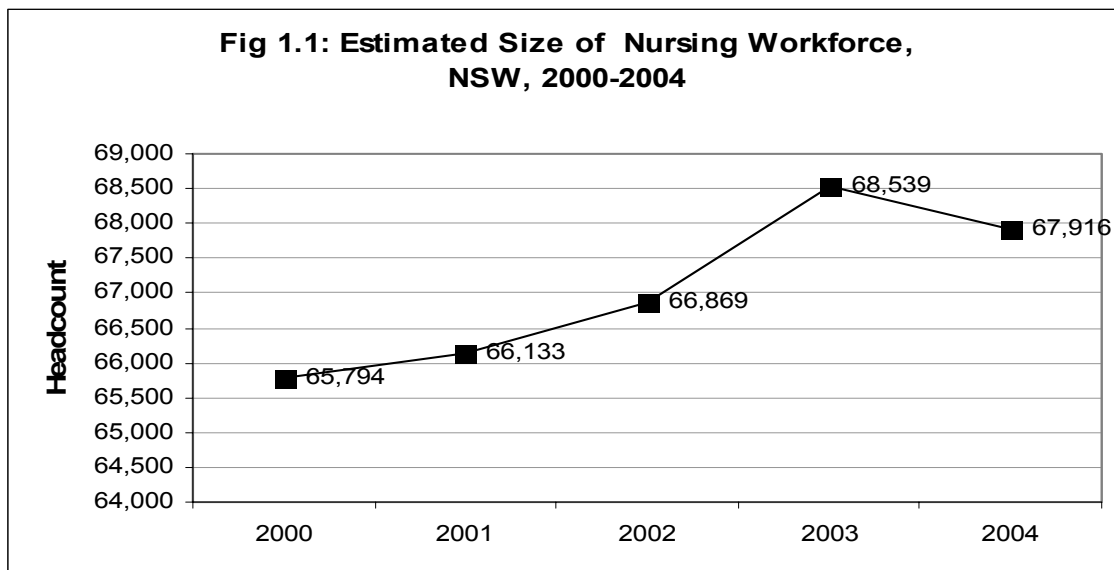


Fig 1.1 indicates that while there was growth in the estimated size of the nursing workforce in NSW between 2000 and 2003, that there has been a decline between 2003 and 2004.

Table 1.3: Estimating the Size of the Nursing Workforce, NSW, 2000 - 2004

	No.	No.	No.	No.	No.
	2000	2001	2002	2003	2004
Size of Workforce (Unadjusted) ¹	57,035	52,565	53,741	55,342	53,539
Total respondents to work status	73,158	67,825	69,910	71,005	69,163
% working	78.0%	77.5%	76.9%	77.9%	77.4%
No. of renewals	82,773	81,569	83,157	84,183	89,474
1) estimated workforce from renewals	60,035	59,420	60,227	61,234	61,120
renewals workforce as % of all renewals	72.5%	72.8%	72.4%	72.7%	68.3%
No. of new registrants	4,546	4,974	4,922	6,122	5,537
2) estimated workforce from new registrations	3,950	4,265	4,141	5,229	4,696
% working	86.9%	85.7%	84.1%	85.4%	84.8%
No. of restorations	5,545	6,250	6,188	6,593	6,293
3) estimated workforce from restorations	1,809	2,448	2,501	2,076	2,100
% working	32.6%	39.2%	40.4%	31.5%	33.4%
Total Estimated Workforce (1+2+3)	65,794	66,133	66,869	68,539	67,916

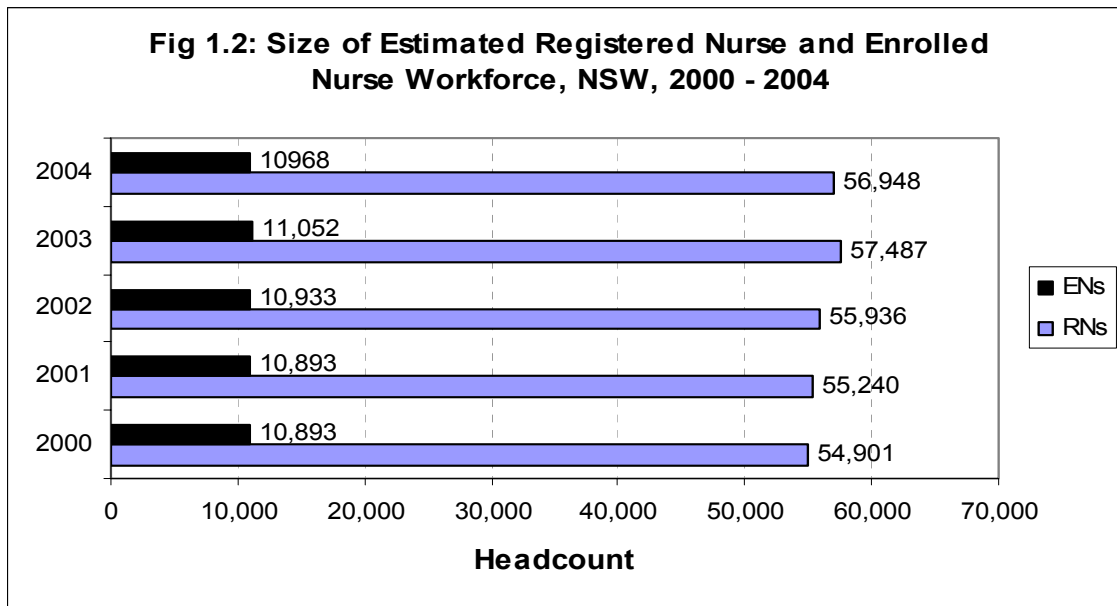
- Notes:**
- 1 The size of the workforce is based on respondents classified as renewals, technical restorations and technical renewals who answered the work status question (see Section on work status)
 - 2 The number of renewals includes renewals, technical restorations and technical renewals
 - 3 The 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 for 2004 as data on workforce status is not available until the following year

Table 1.3 shows that the estimated nursing workforce was 65,794 in 2000, increasing to 67,916 in 2004, a growth of 2,122 nurses or 3.2%. The workforce grew by 0.5% between 2000 and 2001, by 1.1% between 2001 and 2002, by 2.5% between 2002 and 2003; and then showed a decline of 0.9% between 2003 and estimated 2004 workforce size.

The 2003 estimate of workforce size has changed from the figure published in the 2003 profile¹, as there is an adjustment made each year for the number of new registrants and restorations who enter the workforce when this data becomes available. The 2004 estimate represents an indicative figure, with analysis of the adjustment rate indicating that the estimate could be between a Low Estimate of 67,237 and a High Estimate of 68,595 (plus or minus 1%). The Low Estimate results in a greater decline in numbers between 2003 and 2004, while the High estimate indicates a very small growth from 2003. The Midpoint Estimate is the preferred estimate until the 2005 data are available.

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 is principally due to a growth in registered nurse numbers over the period (2,047 in total, or 3.7%), compared to a very small growth in enrolled nurse numbers overall (75 in total, or 0.7%).

¹ NSW Health Department (2005) Profile of the Nursing Workforce in NSW, 2003, Workforce Development & Leadership Branch.



Estimating Full-Time Equivalent Workforce (FTE)

The numbers of hours worked by registered and enrolled nurses on average per week for all jobs together can be converted to full-time equivalents (FTEs), which are a measure of the productive workforce, excluding overtime hours. The total hours worked by nurses in each age and hours worked group are divided by 35 to calculate the FTE workforce, and again 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.

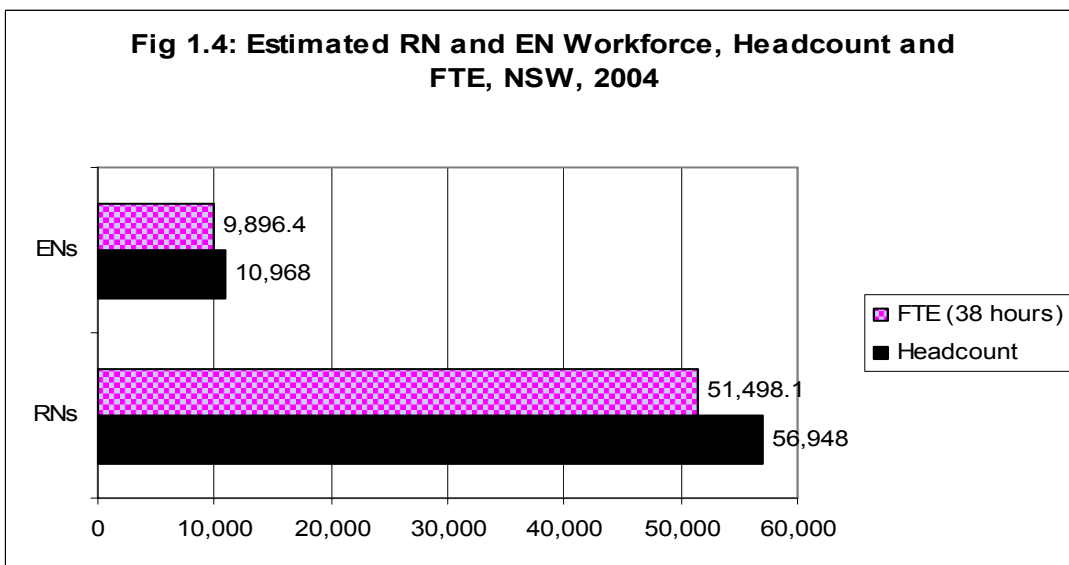
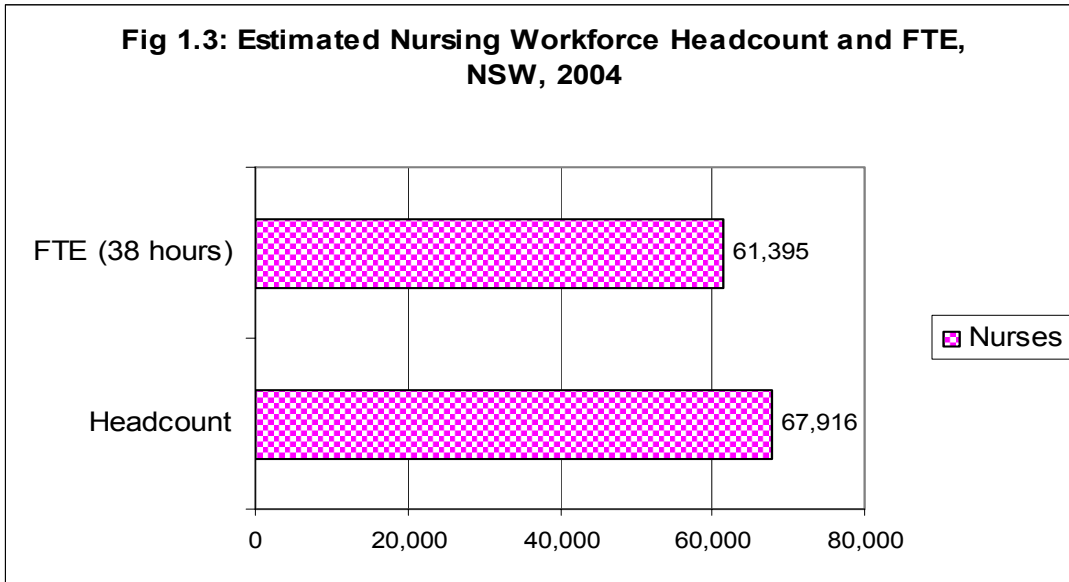
A ratio of FTEs to the total headcount workforce can then be calculated, to determine the relative productivity of the workforce. Table 1.4 provides a comparison of estimated FTE for both survey data unadjusted for non response and then adjusted for response.

Table 1.4: Unadjusted and adjusted FTE workforce for registered nurses, enrolled nurses, total nurses in 2004

2004 data	Registered Nurses	Enrolled Nurses	Total Nurses
Unadjusted for non response			
Headcount	45,930	7,609	53,539
Headcount with hours	43,634	7,107	50,741
FTE (38 hours)	39,457.6	6,412.8	45,870.4
Ratio (38 hours)	0.9043	0.9023	0.9040
FTE (35 hours)	42839.7	6,962.5	49,802.2
Ratio (35 hours)	0.9818	0.9797	0.9815
Adjusted for non response			
Estimated Headcount	56,948	10,968	67,916
Estimated FTE (38 hours)	51,498.1	9,896.4	61,394.5
Ratio (38 hours)	0.9043	0.9023	0.9040
Estimated FTE (35 hours)	55,911.6	10,745.4	66,657.0
Ratio (35 hours)	0.9818	0.9797	0.9815

Note: excludes overtime hours

Based on the above table, the estimated FTE workforce is 61,394.5 nurses, dividing hours worked per week in total (including paid and unpaid hours) by 38. The estimated FTE workforce is 66,657.0 nurses, dividing hours worked per week in total (including paid and unpaid hours) by 35. The graphs show the estimated headcount and FTE workforce for total nurses working in NSW, and then separately for RNs and ENs.



APPENDIX

Methodology

Timing of the 2004 Survey

Information from the 2004 Annual Nursing Workforce Survey relates to the 2004 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 2004 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).

Information regarding the registration and enrolment status of nurses during 2004 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 data analysis and reporting from 2000 onwards.

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 overestimation 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 is estimated from the highest response to any one question on second job.
- **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 2004, there were 84,034 financial registered nurses on the Register of the Nurses Registration Board of NSW, a growth of 4,109 registrations, or 5.1% from the 79,925 registrants in 2003. Of the registered nurses, 76,061(90.5%) were female, 7,950 (9.6%) were male and there were twenty three respondents with sex unknown who were financial (excludes deletions). Table 1.1a provides an overview of the number of nurses in each category of registration.

Table B1: Persons Registered as Nurses in NSW, 2004

Category of registration	Sex unknown		Female		Male		Total	
	No.	%	No.	%	No.	%	No.	%
New registrants	14	0.4%	3,271	88.7%	403	10.9%	3688	100.0%
Restorations	0	0.0%	6,501	87.6%	918	12.4%	7419	100.0%
"True" restorations	0	0.0%	4,258	86.7%	652	13.3%	4910	100.0%
"Technical" restorations	0	0.0%	2,243	89.4%	266	10.6%	2509	100.0%
Renewals	6	0.0%	64,533	90.9%	6,431	9.1%	70970	100.0%
Technical renewals	3	0.2%	1,756	89.7%	198	10.1%	1957	100.0%
Deletions	2	0.0%	5,046	89.1%	617	10.9%	5665	100.0%

Notes:

- 1 The table includes information on registered nurses who were financial with the Board during 2004.
- 2 Some nurses may be included in more than one category during the twelve month period.
- 3 There were 25 financial nurses with no sex recorded; these records are excluded from tables reporting sex.
- 4 Restorations is the sum of true restorations and technical restorations.

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 as shown above includes the nurses who were financial but had no transaction status in 2004 as described in the Section on survey coverage on p.2.

NOTE: The above table excludes new registrations who were unfinancial, although they are included in the estimates of workforce size.

In 2004, there were 16,338 financial enrolled nurses on the Roll of the Nurses Registration Board of NSW, an increase of 152 enrolled nurses or 0.9% from the 16,186 enrolled nurses financial in 2003. 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, 2004

Category of registration	No.		%		No.		%	
	Female	Male	Female	Male	Total	%	Total	%
New registrants	777	139	84.8%	15.2%	916	100.0%		
Restorations	1,751	198	89.8%	10.2%	1,949	100.0%		
"True" restorations	1,230	153	88.9%	11.1%	1,383	100.0%		
"Technical" restorations	521	45	92.0%	8.0%	566	100.0%		
Renewals	12,173	1,080	91.9%	8.1%	13,253	100.0%		
Technical renewals	198	18	91.7%	8.3%	216	100.0%		
Deletions	1,310	157	89.3%	10.7%	1,467	100.0%		

Notes:

- 1 The table includes information on enrolled nurses who were financial with the Board during 2004.
- 2 Some enrolled nurses may be included in more than one category during the twelve month period.
- 3 There were four financial enrolled nurses with no sex recorded, three who were renewals and one who was a new registration, and these records are excluded from tables in this section reporting sex.

NOTE: The above table excludes new enrolled nurses who were unfinancial in 2004, although they are included in the estimates of workforce size.

Response rate to Workforce Annual Survey

Table B3: Response Rate to Registered Nurse Annual Workforce Survey, 2000 - 2004

	No.	Rate	No.	Rate	No.	Rate	No.	Rate	No.	Rate
	2000		2001		2002		2003		2004	
Formal response rate										
<i>Survey respondents</i> ¹	60,723		55,812		57,972		58,942		59,365	
<i>Total renewals</i> ²	68,941	88.1%	67,718	82.4%	69,331	83.6%	70,329	83.8%	75,436	78.7%
<i>Unusable survey forms</i>	3,827		2,426		1,646		2,369		3,936	
<i>No form returned</i>	4,391		9,483		9,713		9,018		12,135	

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 2004 Nursing Workforce Annual Survey for registered nurses was 78.7%, lower than for any response rate from 2000 onwards as shown in the table above. Between 2003 and 2004 the number of total renewals increased by 5,107, or 7.3%, much higher than the growth between 2002 and 2003 of 998 or 1.4%.

The survey form design was changed in 2004, to be consistent with the national survey form, and the greater complexity of the form could have resulted in a lower response rate.

Table B4: Response Rate to Enrolled Nurse Annual Workforce Survey, 2000 - 2004

	No.	Rate	No.	Rate	No.	Rate	No.	Rate	No.	Rate
	2000		2001		2002		2003		2004	
Formal response rate										
<i>Survey respondents</i> ¹	12,435		12,013		11,938		12,063		9,798	
<i>Total renewals</i> ²	13,832	89.9%	13,850	86.7%	13,826	86.3%	13,854	87.1%	14,038	69.8%
<i>Unusable survey form</i>	900		504		464		522		947	
<i>No form returned</i>	497		1,334		1,424		1,269		3,293	

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 2004 Nursing Workforce Annual Survey for enrolled nurses was 69.8%, much lower than the response rates between 2000 and 2003. As shown below, the survey population defined as "total renewals" has been very stable over the period 2000 to 2003, with a slight increase from 2003 of 184 renewals. The number of unusable survey forms increased in 2004, while the number of forms not returned also increased quite significantly in 2004.

Work Status

There were 45,930 working renewal registered nurse survey respondents in 2004, an increase of 36 respondents over the figure of 45,894 in 2003. This minimal variation is partly due to the decrease in the response rate, but is also indicative of an estimated decrease in workforce size overall (see Section on estimating workforce size).

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.

Table B5: Work status of Registered Nurse Workforce Survey respondents¹, NSW, in 2004

Work Status	No.		%		No.		%		%	
	Unknown sex		Female		Male		Total		Female	
Working in nursing										
Only in NSW	251	65.2%	35,886	66.5%	3,353	67.1%	39,490	66.5%	91.5%	
Mainly in NSW, but also in other states	46	11.9%	5,060	9.4%	523	10.5%	5,629	9.5%	90.6%	
Mainly in other states, but also in NSW, or only in other States	15	3.9%	2,159	4.0%	228	4.6%	2,402	4.0%	90.4%	
Working overseas	7	1.8%	1,358	2.5%	194	3.9%	1,559	2.6%	87.5%	
Working in NSW but currently on leave	4	1.0%	790	1.5%	17	0.3%	811	1.4%	97.9%	
Not Working in/ practicing in nursing						0.0%				
Currently not working	36	9.4%	4,398	8.1%	183	3.7%	4,617	7.8%	96.0%	
Currently working, not in nursing	26	6.8%	4,333	8.0%	498	10.0%	4,857	8.2%	89.7%	
Total	385	100.0%	53,984	100.0%	4,996	100.0%	59,365	100.0%	91.5%	

Notes: 1. There were 63,301 forms from registered nurses renewing their registration, of whom 3,936 did not reply to the question on working status, and did not provide a NSW postcode for place of work.

Table B6: Work status of Enrolled Nurse Workforce Survey respondents¹, NSW, in 2004

Work Status	No.		%		No.		%		%	
	Unknown sex		Female		Male		Total		Female	
Working in nursing										
Only in NSW	40	76.9%	6,436	71.8%	574	73.6%	7,050	72.0%	91.8%	
Mainly in NSW, but also in other states	4	7.7%	414	4.6%	50	6.4%	468	4.8%	89.2%	
Mainly in other states, but also in NSW; and only in other states	1	1.9%	247	2.8%	21	2.7%	269	2.7%	92.2%	
Working overseas	0	0.0%	27	0.3%	2	0.3%	29	0.3%	93.1%	
Working in NSW but currently on leave	0	0.0%	88	1.0%	3	0.4%	91	0.9%	96.7%	
Not Working in/ practicing in nursing				0.0%			-			
Currently not working	2	3.8%	735	8.2%	29	3.7%	766	7.8%	96.2%	
Currently working, not in nursing	5	9.6%	1,019	11.4%	101	12.9%	1,125	11.5%	91.0%	
Total	52	100.0%	8,966	100.0%	780	100.0%	9,798	100.0%	92.0%	

Notes: 1. There were 10,745 forms from enrolled nurses renewing their enrollment, of whom 947 did not reply to the question on working status, and did not provide a NSW postcode for place of work.

There were 7,609 working renewal enrolled nurse survey respondents in 2004 (see TableB6), a large decrease of 1,839 respondents or 19.5% over the figure of 9,448 in 2003. This decrease is probably mainly due to the large decrease in response rate, but is also indicative of the estimated decrease in the number of working enrolled nurses in 2004(see Section on estimating workforce size).

Nurses seeking work

Table B7: Registered nurses seeking work in nursing in NSW, 2004

Nature of work sought	No.		%		No.		%		%
	Unknown sex		Female		Male		Total		
Not looking for work in nursing	41	85.4%	6,532	87.1%	509	87.3%	7,082	87.1%	92.8%
No, about to start work	2	4.2%	122	1.6%	3	0.5%	127	1.6%	97.6%
Looking for work in nursing:									
- full time	0	0.0%	172	2.3%	30	5.1%	202	2.5%	85.1%
- part time	5	10.4%	676	9.0%	41	7.0%	722	8.9%	94.3%
Total	48	100.0%	7,502	100.0%	583	100.0%	8,133	100.0%	92.8%
<i>non response/unknown</i>	14	22.6%	1,229	14.1%	98	14.4%	1,341	14.2%	

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=9,474)

Table B7 shows that of those registered nurses currently not working, and those working but not in nursing, 11.4% were looking for work in nursing, while another 1.6% were about to start work. The majority were seeking part time work (8.9% of the total reported).

Table B8: Enrolled nurses seeking work in nursing in NSW, 2004

Nature of work sought	No.		%		No.		%		%
	Unknown sex		Female		Male		Total		
Not looking for work in nursing	3	100.0%	1,173	82.3%	81	80.2%	1,257	82.2%	93.5%
No, about to start work	0	0.0%	24	1.7%	1	1.0%	25	1.6%	96.0%
Looking for work in nursing:									
- full time	0	0.0%	69	4.8%	7	6.9%	76	5.0%	90.8%
- part time	0	0.0%	160	11.2%	12	11.9%	172	11.2%	93.0%
Total	3	100.0%	1,426	100.0%	101	100.0%	1,530	100.0%	93.4%
<i>non response/unknown</i>	4	57.1%	328	18.7%	29	22.3%	361	19.1%	

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=1,891)

Table B8 shows that of those enrolled nurses currently not working, and those working but not in nursing, 16.2% were looking for work in nursing, while another 1.6% were about to start work.. The majority were seeking part time work (11.2% of the total reported).

NOTE: These two tables report on data collected over a twelve month period, and therefore do not represent a true snapshot of nurses seeking work at one point in time.

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) which estimated the size of the medical workforce in New South Wales, using the following approach, and this was applied to the nursing data:

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

However recent analysis of data reported in the 2001 ABS Census has indicated that the workforce estimates are too high when compared to that data set and should be adjusted. As a result the following estimates have been developed as shown below.

Table B9: Estimating the Size of the Registered Nurse Workforce, 2000 - 2004
New method

	No. 2000	No. 2001	No. 2002	No. 2003	No. 2004
Size of Workforce (Unadjusted)	47,301	43,160	44,504	45,894	45,930
Total respondents to work status	60,723	55,812	57,972	58,942	59,365
% working	77.9%	77.3%	76.8%	77.9%	77.4%
No. of renewals	68,941	67,718	69,331	70,329	75,436
1) estimated workforce from renewals	50,301	49,752	50,473	51,408	51,487
renewals workforce as % of all renewals	73.0%	73.5%	72.8%	73.1%	68.3%
No. of new registrants	3,787	4,145	4,112	5,148	4,539
2) estimated workforce from new registrations	3,281	3,550	3,489	4,388	3,867
% working	86.6%	85.6%	84.8%	85.2%	85.2%
No. of restorations	4,099	4,841	4,846	5,207	4,910
3) estimated workforce from restorations	1,319	1,938	1,974	1,691	1,594
% working	32.2%	40.0%	40.7%	32.5%	32.5%
Total Estimated Workforce (1+2+3)	54,901	55,240	55,936	57,487	56,948
Workforce estimates:previous method:	59,319	59,297	60,309	62,876	65,611
Difference between two estimates	4,418	4,057	4,373	5,389	8,663
% variation	8.0%	7.3%	7.8%	9.4%	15.2%

The method is based on the following approach:

- Use the 2001 Census number for registered nurses (55,238 RNs – small variation reported above due to rounding in calculations)²
- 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)

² AIHW (2003) Health and community services labour force 2001. AIHW Cat. No. HWL 27 and ABS Cat. No. 8936.0. Canberra:AIHW, (p. 59)

- Develop flow matrices of workforce dynamics for 2000/01, 2001/02, 2002/03, and 2003/04, and use the input/output calculation to determine workforce size between 2000 and 2004. 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).
- Include all new registrations, both financial and unfinancial (ie remove filter in calculations)

The registered nurse workforce is estimated to have grown from 54,901 in 2000 to 56,948 in 2004, a growth of 2,047 nurses or 3.7%. The majority of this growth is estimated to have occurred between 2002 and 2003, when the workforce size increased by an estimated 2.8%. There was an estimated decrease in the size of the workforce between 2003 and 2004 of 0.9%.

Table B10: Estimating the Size of the Enrolled Nurse Workforce, 2000 - 2004
New method

	No. 2000	No. 2001	No. 2002	No. 2003	No. 2004
Size of Workforce (Unadjusted) ₁	9,734	9,405	9,237	9,448	7,609
Total respondents to work status	12,435	12,013	11,938	12,063	9,798
% working	78.3%	78.3%	77.4%	78.3%	77.7%
No. of renewals ₂	13,832	13,851	13,826	13,854	14,038
1) estimated workforce from renewals	9,734	9,668	9,754	9,826	9,633
No. of new registrants (remove filter)	759	829	810	974	998
2) estimated workforce from new registrations	669	715	652	841	829
% working	88.1%	86.2%	80.5%	86.3%	83.1%
No. of restorations ₃	1,446	1,409	1,342	1,386	1,383
3) estimated workforce from restorations	490	510	527	385	506
% working	33.9%	36.2%	39.3%	27.8%	36.6%
Total Estimated Workforce (1+2+3)	10,893	10,893	10,933	11,052	10,968
Workforce estimates:previous method:	12,419	12,711	12,490	12,811	12,906
Difference between two estimates	1,526	1,818	1,557	1,759	1,938
% variation	14.0%	16.7%	14.2%	15.9%	17.7%

The enrolled nurse workforce is estimated to have grown from 10,893 in 2000 to 10,968 in 2004, a growth of 75 enrolled nurses or 0.7%. There was no growth between 2000 and 2001, and the majority of this growth is estimated to have occurred between 2002 and 2003, at 1.1%. There was an estimated decrease in the size of the workforce between 2003 and 2004 of 1.1%.

The workforce size estimates for 2003 are changed in the above tables from the previous profile, as the addition of information on the 2004 work status of new enrolments and registrations in 2003 allows for a revised participation rate to be estimated.

The estimated workforce size for 2004 will be revised when the 2004/2005 flow matrices data is available. An analysis of the level of adjustment to initial estimates indicates that the workforce estimates for 2004 may be 1% higher or lower than the final revised estimates, which will be reported after 2005 data are available.