

# **Profile of the Medical Workforce in NSW, 2005**

**Prepared by:**

Workforce Development & Leadership Branch, NSW Health

Profile of the Medical Workforce in NSW, 2005

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For further information contact:

Workforce Development & Leadership Branch

NSW Health Department  
73 Miller Street  
North Sydney NSW 2060

Locked Bag 961  
North Sydney NSW 2059  
Telephone 02 9391 9000

[www.health.nsw.gov.au](http://www.health.nsw.gov.au)

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## 1

## INTRODUCTION

### The annual medical labour force survey

#### (a) Overview

Each year a labour force survey questionnaire is forwarded to medical practitioners renewing their registration in NSW. Information from the survey contributes to constructive discussion of medical workforce planning issues for the NSW Health Department, Australian Government, Health Services, professional colleges and associations, the NSW Medical Board, medical faculties and other interested bodies.

Response rates to the survey have been high during the past decade, with 92.4% in 1995 and 90.0% in 2000. However, the response rate declined to 71.5% in 2002, probably due to changes in the survey collection method. This has now improved again to 80.5% in 2003, 85.5% in 2004 and 84.4% in 2005. This was after a sample collection in 2001 of 24.9% (see Appendix A on Timing of the Survey). The continued support of the NSW Medical Board, professional organisations and medical practitioners in the distribution and completion of the survey is appreciated.

#### (b) Availability of survey information

The *Profile of the Medical Labour Force* has been published to provide detailed information about the medical labour force. The last *Profile of the Medical Labour Force* was published in 2005, documenting 2003 data. In addition to comprehensive data from the survey, longitudinal data is included where data is available from the surveys undertaken from 1993 onwards. Where there were inconsistencies in the data, these were noted (see the notes in Appendix A on longitudinal 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 medical practitioners who respond to the survey. An agreement between NSW Health and the NSW Medical Board prevents access to identifying data. Survey information will not be made available in any format that enables the identification of individual respondents.

## Methodology

A detailed description of the methodology used in calculating response rates to the workforce survey and determining workforce estimates by category is described in Appendix A. The workforce size estimates will vary from the workforce estimates quoted in previous profiles for 1999 to 2002 and these are explained in Appendix A. Data for 2001 where reported is calculated as the midpoint between 2000 and 2002, as the small sample size precluded detailed reporting of the data.

## Major findings

### a) Workforce status

**Table 1.1: Workforce status of survey respondents, NSW, 2005**

**Table 1.1: Work status of respondents, NSW, 2005**

Work Status	No.	%	No.	%	No.	%	No.	%	%
	Sex unknown		Female		Male		Total		Female
<b>Working in medicine in NSW</b>									
Only in NSW	467	45.1%	4,929	79.8%	10,170	77.1%	15,566	76.3%	32.6%
Mainly in NSW	26	2.5%	121	2.0%	411	3.1%	558	2.7%	22.7%
On extended leave	6	0.6%	107	1.7%	31	0.2%	144	0.7%	77.5%
<b>Total working in medicine in NSW</b>	<b>499</b>	<b>48.2%</b>	<b>5,157</b>	<b>83.4%</b>	<b>10,612</b>	<b>80.5%</b>	<b>16,268</b>	<b>79.7%</b>	<b>32.7%</b>
<b>Other respondents</b>									
Not working in medicine in NSW	162	15.7%	889	14.4%	2130	16.2%	3,181	15.6%	29.4%
Retired	374	36.1%	134	2.2%	442	3.4%	950	4.7%	23.3%
<b>Total</b>	<b>1,035</b>	<b>100.0%</b>	<b>6,180</b>	<b>100.0%</b>	<b>13,184</b>	<b>100.0%</b>	<b>20,399</b>	<b>100.0%</b>	<b>31.9%</b>

There were 26,248 medical practitioners registered with the NSW Medical Board during 2005.

There were 20,399 respondents to the workforce survey out of a survey population of 24,182; resulting in a response rate for renewing registrants of 84.4% (NOTE: based on respondents as a percentage of renewals who were sent survey forms). Appendix A describes this information in more detail, together with a more detailed breakdown of work status categories (see Table A1.5). Table 1.1 shows 79.7% of respondents were working in medicine in NSW, with 83.4% of female respondents working and 80.5% of male respondents working. Some 15.6% reported that they were not working in medicine in NSW, and 4.7 % indicated that they were retired.

### b) Trends in size of medical practitioner workforce by category

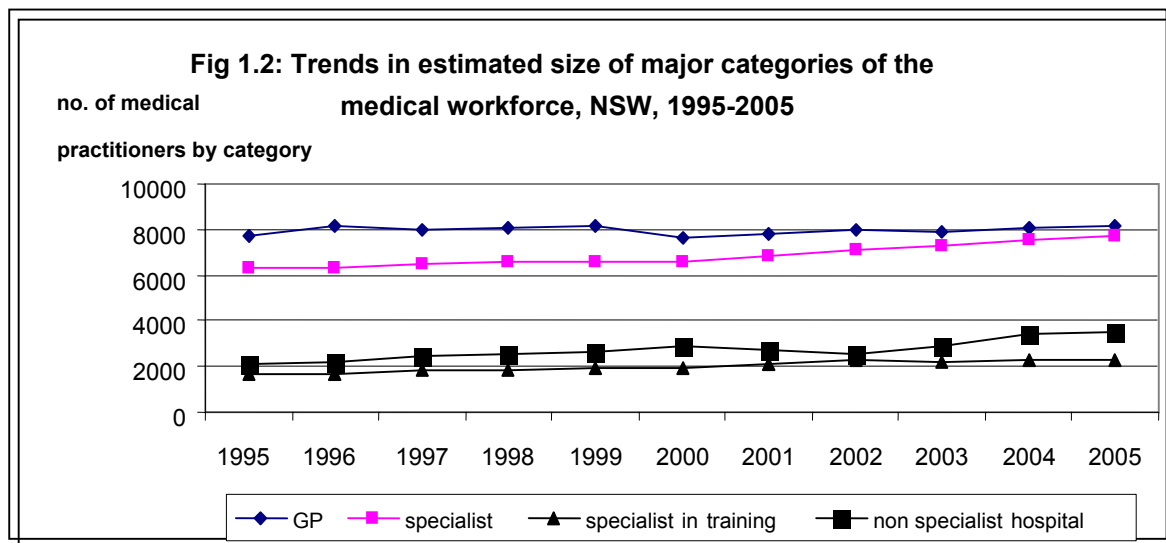
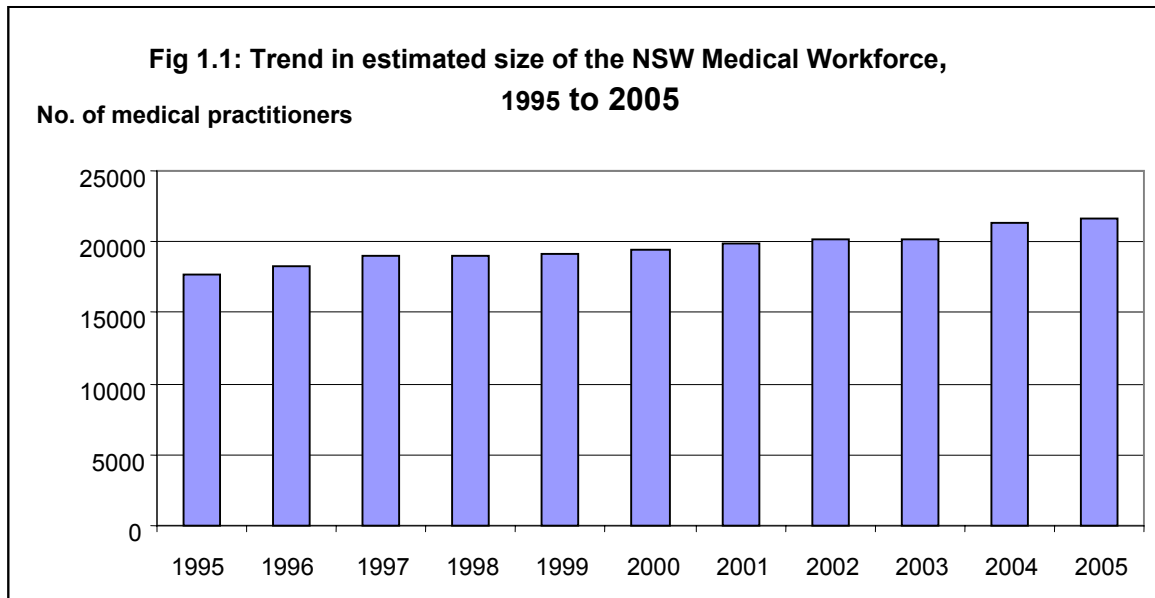
**Table 1.2: Estimated size of the medical workforce, NSW, 1995 to 2005**

Category	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	growth	% growth
												1995-2005	1995-2005
GP	7,693	8,145	7,982	8,086	8,120	7,654	7,803	8,006	7,912	8,049	8,121	428	5.3%
specialist	6,314	6,314	6,452	6,544	6,567	6,571	6,834	7,146	7,242	7,568	7,748	1,434	18.5%
specialist in training	1,656	1,702	1,865	1,871	1,924	1,963	2,094	2,239	2,168	2,263	2,291	635	27.7%
non specialist hospital	2,064	2,182	2,420	2,529	2,601	2,858	2,697	2,555	2,923	3,426	3,500	1,436	41.0%
<b>Total</b>	<b>17,728</b>	<b>18,343</b>	<b>18,719</b>	<b>19,030</b>	<b>19,211</b>	<b>19,046</b>	<b>19,428</b>	<b>19,946</b>	<b>20,245</b>	<b>21,306</b>	<b>21,660</b>	<b>3,932</b>	<b>18.2%</b>

Note: 2001 data based on mid point of 2000 and 2002

Note: The headcount by category represents the main practice area for each practitioner, based on the question on the survey form. It does not allow for multiple counts of practitioners working in more than one category.

The medical workforce is estimated to have grown from 17,728 to 21,660 between 1995 and 2005 (see Table 1.2 and Fig. 1), a growth of 3,932 persons, 18.2%, or 1.8% per annum on average. There was estimated continuous growth between 1995 and 1999, with a minor decline between 1999 and 2000 of 0.9%, followed by an estimated growth of 13.7% or 2.8% per annum average between 2000 and 2005.



There was variation in the growth in the size of the workforce by category between 1995 and 2005, (see Fig 2), with the largest growth for non specialist hospital practitioners (41.0% over the decade), followed by specialists in training (27.7%), specialists (18.5%) and general practitioners (5.3%). There was continuous growth for three of the four categories apart from general practitioners between 1994 and 2000 (except for specialists between 1995 and 1996 where there was no change) and this growth continued for specialists until 2005 and for specialists in training until 2002. However estimated general practitioner numbers reached their highest point in 1999, but showed a reduction between 1999 to 2000 to return to virtually the same levels as in 1995. There was growth in general practitioner numbers between 2000 and 2002 another reduction between 2002 and 2003, and a slight growth between 2003 and 2005. Over the total period however, GP numbers in 2005 are almost the same as they were in 1999.

**Table 1.3: Total employment settings, medical practitioners working in NSW, 2005**

Employment setting	No.	%	No.	%	No.	%	No.	%	Per cent female	
	Sex unknown		Female		Male		Total			
<b>Public sector</b>										
Ambulatory centre, day surgery, community health centre, outpatient clinic	38	5.4%	477	6.8%	818	4.7%	1333	5.3%	36.8%	
Aboriginal health service	4	0.6%	57	0.8%	70	0.4%	131	0.5%	44.9%	
Hospital, including psychiatric hospital	260	36.7%	2180	30.9%	4705	27.3%	7145	28.5%	31.7%	
Other residential health facility	9	1.3%	68	1.0%	130	0.8%	207	0.8%	34.3%	
Tertiary education institution	18	2.5%	175	2.5%	383	2.2%	576	2.3%	31.4%	
Defence forces	5	0.7%	25	0.4%	102	0.6%	132	0.5%	19.7%	
Government department/agency	5	0.7%	99	1.4%	147	0.9%	251	1.0%	40.2%	
Other	12	1.7%	130	1.8%	239	1.4%	381	1.5%	35.2%	
<b>Total public sector</b>	<b>351</b>	<b>49.5%</b>	<b>3211</b>	<b>45.5%</b>	<b>6594</b>	<b>38.2%</b>	<b>10156</b>	<b>40.6%</b>	<b>32.7%</b>	
<b>Private sector</b>										
Private rooms/surgery	202	28.5%	2488	35.3%	6189	35.8%	8879	35.5%	28.7%	
Ambulatory centre, day surgery, community health centre, outpatient clinic	21	3.0%	158	2.2%	557	3.2%	736	2.9%	22.1%	
24 hour/other medical centre	5	0.7%	95	1.3%	265	1.5%	365	1.5%	26.4%	
Aboriginal health service	3	0.4%	12	0.2%	37	0.2%	52	0.2%	0.0%	
Hospital, including psychiatric hospital	58	8.2%	433	6.1%	2098	12.2%	2589	10.3%	17.1%	
Other residential health facility	12	1.7%	162	2.3%	383	2.2%	557	2.2%	29.7%	
Tertiary education institution	32	4.5%	236	3.3%	426	2.5%	694	2.8%	35.6%	
Other	25	3.5%	258	3.7%	717	4.2%	1000	4.0%	26.5%	
<b>Total private sector</b>	<b>358</b>	<b>50.5%</b>	<b>3842</b>	<b>54.5%</b>	<b>10672</b>	<b>61.8%</b>	<b>14872</b>	<b>59.4%</b>	<b>26.5%</b>	
<b>Total</b>	<b>709</b>	<b>100.0%</b>	<b>7053</b>	<b>100.0%</b>	<b>17266</b>	<b>100.0%</b>	<b>25028</b>	<b>100.0%</b>	<b>29.0%</b>	
<i>Non-response:</i>	48		290		439		777			
	<b>No.</b>	<b>% of total</b>	<b>No.</b>	<b>% of total</b>	<b>No.</b>	<b>% of total</b>	<b>No.</b>	<b>% of total</b>		
<b>Total no. of respondents</b>	<b>451</b>	<b>100.0%</b>	<b>4867</b>	<b>100.0%</b>	<b>10173</b>	<b>100.0%</b>	<b>15491</b>	<b>100.0%</b>	<b>32.4%</b>	
<b>Total respondents public sector</b>	<b>297</b>	<b>65.9%</b>	<b>2683</b>	<b>55.1%</b>	<b>5399</b>	<b>53.1%</b>	<b>8379</b>	<b>54.1%</b>	<b>33.2%</b>	
<b>Total respondents private sector</b>	<b>261</b>	<b>57.9%</b>	<b>2947</b>	<b>60.6%</b>	<b>7450</b>	<b>73.2%</b>	<b>10658</b>	<b>68.8%</b>	<b>28.3%</b>	

**Notes**

- 1 Data has been estimated from Question 8 of the survey form, "How many hours over the last 4 weeks did you work in each of the following settings?". Responses have been added for up to three settings, and therefore are multiple responses. The responses do not equate to jobs or positions, as a respondent may work in more than one location in a setting, but will only show total hours in that
- 2 Percentages by setting relate to total settings reported, not respondents
- 3 Respondents may report both public and private settings

**Table 1.4: Total employment settings, FTE medical practitioners working in NSW, 2005**

Employment setting	No.	%	No.	%	No.	%	No.	%	Per cent female
	Unknown sex		Female		Male		Total		
<b>Public sector</b>									
Ambulatory centre, day surgery, community health centre, outpatient clinic	15.4	3.0%	188.8	4.0%	300.1	2.5%	504.3	2.9%	38.6%
Aboriginal health service	1.0	0.2%	23.9	0.5%	26.1	0.2%	51.0	0.3%	47.8%
Hospital, including psychiatric hospital	247.6	48.3%	1982.5	42.0%	3828.8	31.4%	6,058.9	34.8%	34.1%
Other residential health facility	0.8	0.2%	17.5	0.4%	24.6	0.2%	42.9	0.2%	41.6%
Tertiary education institution	10.4	2.0%	91.9	1.9%	199.1	1.6%	301.4	1.7%	31.6%
Defence forces	4.1	0.8%	16.4	0.3%	48.8	0.4%	69.3	0.4%	25.2%
Government department/agency	3.1	0.6%	67.3	1.4%	112.9	0.9%	183.3	1.1%	37.3%
Other	6.9	1.3%	70.5	1.5%	125.4	1.0%	202.8	1.2%	36.0%
<b>Total public sector</b>	<b>289.3</b>	<b>56.4%</b>	<b>2458.8</b>	<b>52.1%</b>	<b>4665.8</b>	<b>38.3%</b>	<b>7,413.9</b>	<b>42.6%</b>	<b>34.5%</b>
<b>Private sector</b>									
Private rooms/surgery	165.5	32.3%	1770.8	37.5%	5624.7	46.1%	7,561.0	43.4%	23.9%
Ambulatory centre, day surgery, community health centre, outpatient clinic	7.7	1.5%	49.6	1.1%	189.5	1.6%	246.8	1.4%	20.7%
24 hour/other medical centre	2.2	0.4%	65.0	1.4%	187.1	1.5%	254.3	1.5%	25.8%
Aboriginal health service	1.4	0.3%	3.8	0.1%	12.7	0.1%	17.9	0.1%	0.0%
Hospital, including psychiatric hospital	26.3	5.1%	173.5	3.7%	889.5	7.3%	1,089.3	6.3%	16.3%
Other residential health facility	2.0	0.4%	25.2	0.5%	62.9	0.5%	90.1	0.5%	28.6%
Tertiary education institution	1.2	0.2%	21.7	0.5%	42.5	0.3%	65.4	0.4%	33.8%
Other	17.5	3.4%	151.2	3.2%	513.7	4.2%	682.4	3.9%	22.7%
<b>Total private sector</b>	<b>223.8</b>	<b>43.6%</b>	<b>2260.8</b>	<b>47.9%</b>	<b>7522.6</b>	<b>61.7%</b>	<b>10,007.2</b>	<b>57.4%</b>	<b>23.1%</b>
<b>Total</b>	<b>513.1</b>	<b>100.0%</b>	<b>4719.6</b>	<b>100.0%</b>	<b>12188.4</b>	<b>100.0%</b>	<b>17,421.1</b>	<b>100.0%</b>	<b>27.9%</b>
<i>Non-response:</i>	48		290		439		777		
		<b>% of total</b>	<b>No.</b>	<b>% of total</b>	<b>No.</b>	<b>% of total</b>	<b>No.</b>	<b>% of total</b>	
<b>Total no. of respondents</b>	<b>451</b>	<b>100.0%</b>	<b>4867</b>	<b>100.0%</b>	<b>10173</b>	<b>100.0%</b>	<b>15491</b>	<b>100.0%</b>	<b>32.4%</b>
<b>Total respondents public sector</b>	<b>297</b>	<b>65.9%</b>	<b>2683</b>	<b>55.1%</b>	<b>5399</b>	<b>53.1%</b>	<b>8379</b>	<b>54.1%</b>	<b>33.2%</b>
<b>Total respondents private sector</b>	<b>261</b>	<b>57.9%</b>	<b>2947</b>	<b>60.6%</b>	<b>7450</b>	<b>73.2%</b>	<b>10658</b>	<b>68.8%</b>	<b>28.3%</b>
<b>FTE ratio all respondents</b>	<b>1.1377</b>		<b>0.9697</b>		<b>1.1981</b>		<b>1.1246</b>		
<b>FTE ratio respondents public sector</b>	<b>0.9741</b>		<b>0.9164</b>		<b>0.8642</b>		<b>0.8848</b>		
<b>FTE ratio respondents private sector</b>	<b>0.8575</b>		<b>0.7672</b>		<b>1.0097</b>		<b>0.9389</b>		

**Notes**

- 1 Data has been estimated from Question 8 of the survey form, "How many hours over the last 4 weeks did you work in each of the following settings?". Responses have been added for up to three settings, and therefore are multiple responses. The responses do not equate to jobs or positions, as a respondent may work in more than one location in a setting, but will only show total hours in that setting.
- 2 Percentages by setting relate to total settings reported, not respondents
- 3 Respondents may report both public and private settings
- 4 FTE calculated by dividing hours worked by 40 hours per week

**c) Total of employment settings for the medical workforce**

Data on employment setting has been estimated from Question 8 of the survey form, “How many hours over the last four weeks did you work in each of the following settings?,” with responses allowed for three settings. This data does not distinguish number of jobs or positions, as medical practitioners may work in two different organisations (eg two public hospitals) but would have to report total hours for both as one count. Therefore the data only distinguishes where medical practitioners work in different settings. The hours worked allows for the calculation of FTE as well as frequency counts.

In Table 1.3, 15,491 respondents reported working in 25,028 settings in total, with 40.6% of settings reported in the public sector and 59.6% in the private sector. Just over half or 54.1% of respondents indicated that they worked in one or more settings in the public sector, while 68.8% reported working in one or more settings in the private sector. The most common setting reported was private rooms/surgery (35.5% of all reported settings), followed by public hospitals (28.5% of all settings) and private hospitals (10.3%).

In Table 1.3 there were 17,421.1 FTE medical practitioners reporting by setting, based on an average 40 hours per week. Some 42.6% of FTE practitioner settings were in the public sector, and 57.4% in the private sector. The highest FTE by setting was reported for private rooms/ surgery (43.4% of all reported FTE by setting) followed by public hospitals (34.8%) and private hospitals (6.3%).

For the 15,491 respondents who reported hours worked by setting the equivalent FTE was 17,421.1, resulting in an FTE ratio of 1.1246. Therefore on average medical practitioners work 12.5% more than a forty hour week average across all categories.

**Key trends in average age and average hours worked by category, 2000 to 2005**

**Table 1.5: Trends in average age and average hours worked by sex and category, 2000 to 2005**

Average age	2000			2005			Difference			% difference
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Non specialist hospital	31.7	31.7	31.7	34.5	36.1	35.3	2.8	4.4	3.6	11.4%
General practitioner	43.8	51.2	48.7	46.1	52.9	50.4	2.3	1.7	1.7	3.6%
Specialist in training	32.0	32.2	32.1	33.2	33.4	33.3	1.2	1.2	1.2	3.7%
Specialist	45.0	51.2	50.1	45.8	51.8	50.5	0.8	0.6	0.4	0.9%
Total	40.5	47.9	45.7	42.4	49.5	47.2	1.9	1.6	1.5	3.3%
(Note: total includes unknown category)										
Average hours worked	2000			2005			Difference			% difference
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Non specialist hospital	46.9	49.6	48.2	43.7	47.2	45.6	-3.2	-2.4	-2.6	-5.4%
General practitioner	34.4	48.4	43.8	33.8	46.9	42.2	-0.6	-1.5	-1.6	-3.7%
Specialist in training	48.6	54.1	52.0	47.6	52.3	50.2	-1.0	-1.8	-1.8	-3.5%
Specialist	41.8	50.0	48.7	40.7	48.8	47.0	-1.1	-1.2	-1.7	-3.5%
Total	40.1	49.6	46.8	39.0	48.2	45.3	-1.1	-1.4	-1.5	-3.2%
(Note: total includes unknown category)										

The data in Table 1.5 indicate:

- there was a growth in the average age of the workforce, from 45.7 years to 47.2 years, or 3.3% between 2000 and 2005
- the major change in age was in the ageing of the non specialist hospital workforce, from 31.7 years to 35.3 years on average
- there was a decrease in the average hours worked for all categories of the medical workforce in total of 3.2% or on average 1.5 hours per week, from 46.8 hours to 45.3 hours on average
- there was also a decrease in the average hours worked for each of the categories, with the decrease greatest for the non specialist hospital workforce (decrease of 2.6 hours, 5.4%), specialists in training (decrease of 1.8 hrs, 3.5%), and for specialists, (decrease of 1.7 hours, 3.5%).
- There were decreases for males and females by category in the average hours worked, but the level of change varied by category, with the female non specialist hospital workforce showing the greatest decrease of 3.2 hours on average over the five year period
- Specialists in training worked the highest level of average hours both in 2000 and in 2005, with a decrease from 52.0 hours to 50.2 hours on average
- Female general practitioners worked least hours on average per week (34.4 hours in 2000, 33.8 hours in 2005)

A comparison of the same data for changes between 2004 and 2005 has also been provided in the following table.

**Table 1.6: Trends in average age and average hours worked by sex and category, 2004 to 2005**

Average age	2004			2005			Difference			% difference
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Non specialist hospital	33.3	34.7	34.0	34.5	36.1	35.3	1.2	1.4	1.3	3.8%
General practitioner	45.7	52.4	50.0	46.1	52.9	50.4	0.4	0.5	0.4	0.8%
Specialist in training	33.1	33.2	33.2	33.2	33.4	33.3	0.1	0.2	0.1	0.3%
Specialist	45.9	51.8	50.6	45.8	51.8	50.5	-0.1	0.0	-0.1	-0.2%
Total	42.0	49.0	46.7	42.4	49.5	47.2	0.4	0.5	0.5	1.1%
(Note: total includes unknown category)										
Average hours worked	2004			2005			Difference			% difference
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Non specialist hospital	45.1	47.4	46.5	43.7	47.2	45.6	-1.4	-0.2	-0.9	-1.9%
General practitioner	34.0	46.9	42.2	33.8	46.9	42.2	-0.2	0.0	0.0	0.0%
Specialist in training	46.1	52.4	49.9	47.6	52.3	50.2	1.5	-0.1	0.3	0.6%
Specialist	40.1	48.5	46.8	40.7	48.8	47.0	0.6	0.3	0.2	0.4%
Total	39.0	48.1	45.2	39.0	48.2	45.3	0.0	0.1	0.1	0.2%
(Note: total includes unknown category)										

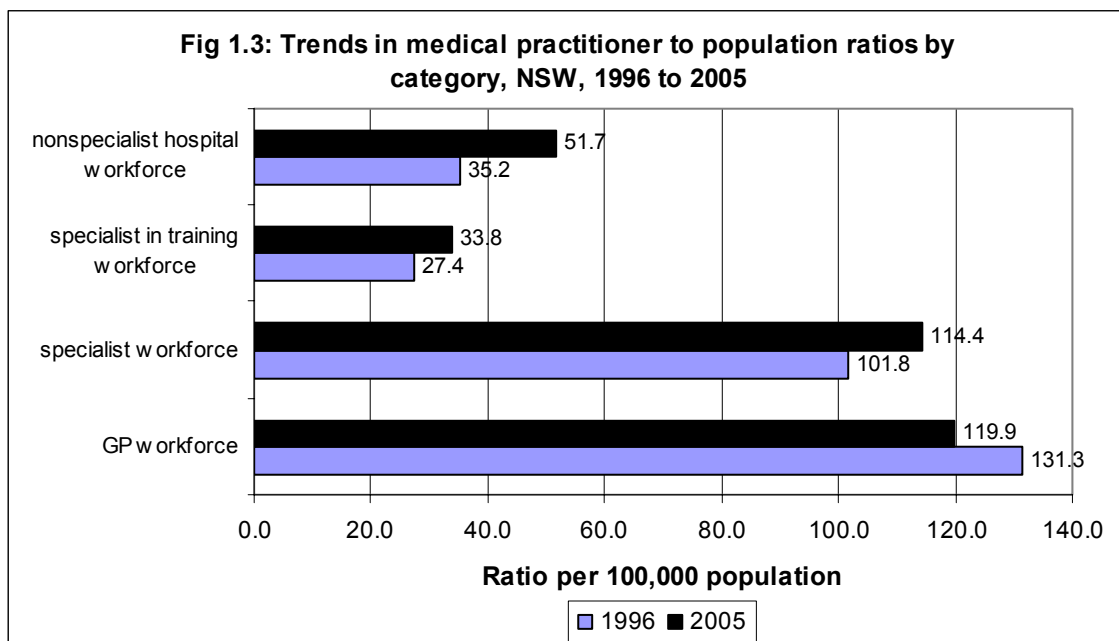
Table 1.6 shows short term trends between 2004 and 2005, which are consistent with trends in the ageing of the workforce in the previous table, apart from a minor decline in the average age of specialists from 50.6 to 50.5 years. There is however a slightly different pattern from the previous table in terms of average hours worked; with small increases in average hours worked for most categories of medical practitioners in the short term. Major findings are as follows:

- there was a growth in the average age of the workforce, from 46.7 years to 47.2 years, or 1.1% between 2004 and 2005

- the major change in age was in the ageing of the non specialist hospital staff workforce, from 34.0 years to 35.3 years on average
- there was an increase in the average hours worked for all categories of the medical workforce in total of 0.2% or on average 0.1 hours per week, from 45.2 hours to 45.3 hours on average
- there was also an increase in the average hours worked for each of the categories of specialists in training (increase of 0.3 hrs, 0.6%) and specialists (increase of 0.2 hrs, 0.4%). This increase was the greatest for females in those categories
- Specialists in training worked the highest level of average hours both in 2004 and in 2005
- Female general practitioners worked least hours on average per week in both years, (34.0 hours in 2004, 33.8 hours in 2005); unlike male GPs who showed no change in average hours worked (46.9 hours).

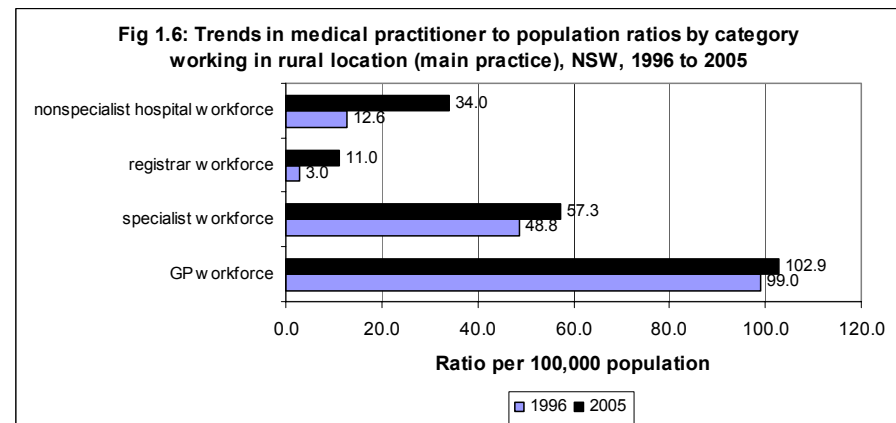
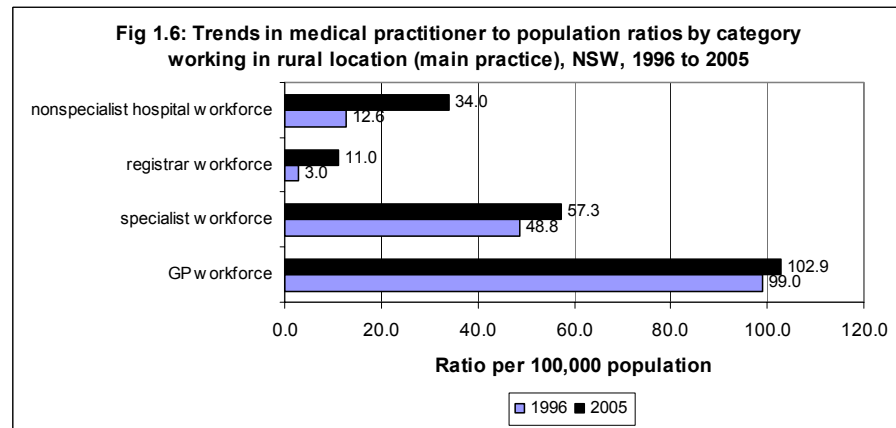
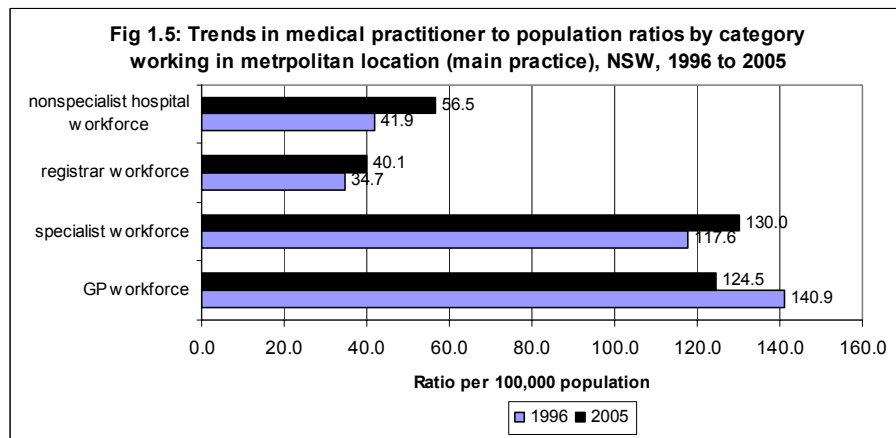
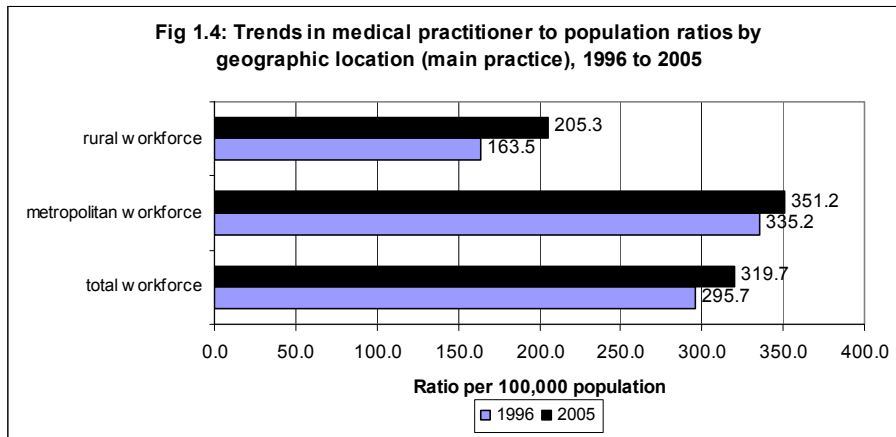
### Key trends in medical practitioner supply and distribution by category, 1996 to 2005

There was growth in the practitioner to population ratio for three of the four categories between 1996 and 2005 (specialist workforce, non specialist hospital workforce and specialist in training workforce) while the general practitioner workforce showed a decline from 131.3 per 100,000 population to 119.9 per 100,000 in 2005.



Overall the ratio per 100,000 population increased for the total medical practitioner workforce between 1996 and 2005, from 295.7 to 319.7 per 100,000 population (see Fig 2.2 below), although the growth levels varied between metropolitan and rural areas, with higher growth in the rural medical workforce (163.5 to 205.3 per 100,000 population) than in the metropolitan workforce (335.2 to 351.2 per 100,000 population).

These changes were due to a growth in the ratio for three of the four categories between 1996 and 2005, in both metropolitan and rural settings (specialist workforce, non specialist hospital workforce and specialist in training workforce); with a decline in the general practitioner to population ratio in the metropolitan setting and a small growth in the rural setting. The metropolitan general practitioner to population ratio declined from 140.9 to 124.5 per 100,000 population, with a small increase in the rural general practitioner to population ratio (from 99.0 to 102.9 per 100,000 population) (see Fig 2.3 and 2.4).



## 2

## MEDICAL PRACTITIONERS WORKING IN NSW OVERVIEW

This chapter summarises the characteristics of medical practitioners working in NSW, together with the characteristics of each of the four sub groups of primary care practitioners, specialists and consultants, specialists in training, and non-specialist hospital salaried medical practitioners.

### Characteristics of all medical practitioners working in NSW

- Females are 32.7% of the medical workforce in NSW (an increase from 26.6% in 1995)
- Females under 40 years are 45.4% of the workforce aged under 40 years in 2005 (39.0% in 1995)
- The average age of the workforce is 47.2 years, with the average age of female medical practitioners 42.4 years, and 49.5 years for males.
- The public sector accounted for 40.2% of medical practitioners in 2005 in their main role (defined as most hours worked in any of three settings).
- The largest proportion (32.7% of total) of these worked in public hospitals, including psychiatric hospitals. The private sector accounted for 59.8% of medical practitioners in 2005. The largest proportion of private sector medical practitioners worked in private medical rooms/surgeries and other private 24 hour centres (49.9% of total workforce). Female medical practitioners were more likely to work in the public sector (46.7% of all females) than males (36.4% of all males). A similar proportion were working in the public sector in their second position (40.7% of the total with hours in a second setting) while 32.6% were in the public sector in a third setting.
- The main geographical location for place of work was 86.2% in metropolitan areas and 13.8% in rural areas.
- Some 27.6% of medical practitioners reported working part time in terms of total hours worked per week (hours worked less than 40 hours per week). Women were more likely to work part time than men (44.0% compared with 19.1%).

### Characteristics of primary care practitioners working in NSW

Primary care practitioners engage in general practice or in the primary care of patients. This includes those persons who are vocationally registered general practitioners, Fellows of the Royal Australian College of General Practitioners (RACGP), RACGP trainees and other primary care medical practitioners.

- Females are 36.1% of the primary care practitioner medical workforce in NSW in 2005 (an increase from 30.3% in 1995) (see p. 32).
- Females under 40 years are 51.4% of the workforce aged under 40 years in 2005 (46.2% in 1995)

- The average age of the workforce is 50.4 years, with the average age of female primary care medical practitioners 46.1 years, and 52.9 years for males.
- Some 32.6% of primary care practitioners in 2005 had two or more employment locations, with women slightly more likely to be working in multiple locations (33.4% compared with 32.3% of men).
- In 2005, there are 81.3% of primary care practitioners indicating that their main location is in metropolitan areas, with 18.5% of main locations in rural areas.
- Some 37.2% of primary care practitioners reported working part time in terms of total hours worked per week (hours worked less than 40 hours per week). Women were more likely to work part time than men (62.1% compared with 23.4%).
- Most primary care practitioners (84.8%) were working in private medical rooms, surgeries or private 24 hour centres, based on total settings worked.
- Some 62.6% of primary care practitioners were vocationally registered general practitioners, 24.1% were Fellows of the Royal Australian College of General Practitioners, 4.4% were RACGP trainees and 8.9% were other medical practitioners (question allowed for multiple responses).
- Some 11.7% of primary care practitioners reported working in a special interest area.

## Characteristics of specialists and consultants working in NSW

A specialist is a medical practitioner with a qualification awarded by or recognised by the relevant specialist professional college in Australia.

- Females are 21.6% of the medical specialist workforce in NSW in 2005 (an increase from 14.9% in 1995) (see p. 42).
- Females under 40 years are 34.2% of the workforce aged under 40 years in 2005 (24.3% in 1995)
- The average age of the workforce is 50.5 years, with the average age of female medical specialists 45.8 years, and 51.8 years for male specialists.
- Some 45.7% of medical specialists reported the public sector as their main setting (defined as most hours worked in any of three settings) while 54.3% reported the private sector
- Some 59.0% of specialists in 2005 had two or more employment locations, with men slightly more likely to be working in multiple locations (61.1% compared with 52.0% of women).
- In 2005, there are 88.8% of specialists indicating that their main location is in metropolitan areas, with 10.8% of main locations in rural areas.
- Some 23.2% of specialists worked less than forty hours per week; and males generally worked longer hours than females. Males reported an average of 48.8 hours worked per week compared to 40.7 hours for females.
- The most commonly held specialty qualifications in terms of total qualifications in 2005 were anaesthesia (10.1%), psychiatry (8.7%), diagnostic radiology (5.5%), general surgery (5.2%), and paediatric medicine (5.2%). For women, the most commonly held areas of specialty qualifications were psychiatry (11.8%), anaesthesia (11.1%) paediatric medicine (8.5%), diagnostic radiology (5.1%), and other qualifications (5.1%). For men, the most commonly held areas of specialty qualifications were anaesthesia (9.8%), psychiatry (7.8%), general surgery (6.2%) diagnostic radiology (5.6%), general medicine (5.3%) and obstetrics and gynaecology (4.8%) and orthopaedic surgery (4.8%)
- Some 5,947 specialists in 2005 reported a total of 7,180 specialty qualifications.
- The major areas of specialty practice for all areas of practice in 2005 were anaesthesia (11.2%), psychiatry (10.0%), diagnostic radiology (6.1%), and obstetrics and gynaecology (5.2%). However the non response to this question was high at 23.6%, limiting interpretation of this variable.

## Characteristics of specialists in training working in NSW

Specialists in training are medical practitioners who are generally working as a registrar and employed in a training position that is accredited and supervised by the relevant specialist professional college.

- Females are 43.1% of the specialist in training workforce in NSW in 2005 (an increase from 33.5% in 1995) (see p. 57).
- Females under 40 years are 44.7% of the workforce aged under 40 years in 2005 (33.9% in 1995)
- The average age of the workforce is 33.3 years, with the average age of female medical specialists in training 33.2 years, and 33.4 years for males.
- Some 88.2% of medical specialists reported the public sector as their main setting (defined as most hours worked in any of three settings) while 11.8% reported the private sector.
- In 2005, there are 92.2% of specialists in training indicating that their main location is in metropolitan areas, with 7.0% of main locations in rural areas.
- Some 10.1% of specialists in training worked less than forty hours per week; and males generally worked longer hours than females; males reported an average 52.3 hours worked per week compared to 47.6 for females.
- Specialists in training were most likely to be training for the specialties of anaesthesia (11.0%), psychiatry (10.9%), emergency medicine (7.3%), general surgery (7.3%), paediatric medicine (7.0%), general medicine (5.1%) and obstetrics and gynaecology (5.0%).

## Characteristics of non-specialist hospital salaried medical practitioners working in NSW

Hospital non-specialists are those medical practitioners mainly employed in a salaried position in a hospital who do not have a recognised specialist qualification and who are not undertaking training to gain recognised specialist qualifications. They include interns, resident medical officers, and career medical officers.

- Females are 47.5% of the non-specialist hospital salaried workforce in NSW in 2005 (an increase from 39.9% in 1995) (see p. 67).
- Females under 40 years are 50.8% of the workforce aged under 40 years in 2005 (41.8% in 1995)
- The average age of the workforce is 35.3 years, with the average age of females 34.5 years, and 36.1 years for males.
- Some 91.8% of non-specialist hospital salaried medical practitioners reported the public sector as their main setting (defined as most hours worked in any of three settings) while 8.2% reported the private sector.
- In 2005, 85.5% of non-specialist hospital salaried medical practitioners indicated that their main location is in metropolitan areas, with 14.2% in rural areas.
- Some 18.7% of this category worked less than forty hours per week; and males generally worked longer hours than females; males reported an average 47.2 hours worked per week compared to 43.7 for females.
- Some 20.6% of hospital non-specialists in 2005 worked at two or more locations, with men more likely than women to be working in multiple locations (24.7% compared to 15.2% for women).
- Some 7.7% were Royal Australian College of General Practitioner trainees, and another 4.5% were vocationally registered primary care practitioners.
- Some 43.8% were awaiting entry into a specialist course (slightly higher proportion females), and 17.4% had rights of private practice (20.9% of males, 14.6% of females).