

NSW Health

2007

Profile of the Psychologist Workforce in NSW

1

INTRODUCTION

This report provides an overview of information from the 2007 NSW Psychologist Labour Force Survey. All persons wishing to refer to themselves as psychologists and working in this State must be registered with the NSW Psychologists Registration Board ('the Board'). This includes persons whose primary registration may be in another State but who work some or all of their time in NSW.

An extract from the register of psychologists maintained by the Board was undertaken on 6 September 2007. All psychologists who had been registered on 30 June 2006 were invited to renew their registration for the year 2006/07 unless they had advised the Board that they did not wish to maintain their registration. Accompanying their invitation to renew was a Labour Force Survey form that the Board requested be completed and returned together with their remittance. Most psychologists choosing to renew also participated in the labour force survey. However, it is not mandatory to complete a survey form and some psychologists renewed registration without participation in the survey. Persons who chose not to renew by 31 July 2007 were deemed to have unfinancial status. Other reasons for persons to have lost financial status include deregistration following disciplinary action or death.

Persons who made their first application to be registered as a psychologist during the year 2006/07 (new entrants) were not asked to complete a Labour Force Survey form. Similarly, persons who had lost registration before 31 July 2006, but had previously been registered, could re-register with the payment of a restoration fee and did not receive a survey form.

The current register of psychologists who hold financial status therefore can be divided into three categories; renewals, new entrants and re-registrations, while the register also holds information about registrants without financial status in two categories; persons who were financial (currently registered) on 30 June 2006 and persons who had become unfinancial at an earlier time. Labour force data will have been submitted only by renewals.

Strict procedures are followed to ensure the privacy of individual psychologists who respond to the Survey. There is no access to identifying data, as individual names and addresses are not included on the data file. Survey information that could identify individual respondents will not be made available. The continued support of the NSW Psychologists Registration Board, professional organisations and psychologists participating in the survey is appreciated.

This report provides an overview and commentary on the psychologist workforce in 2007. It is intended for readers wishing to obtain information on current labour force conditions and trends over time without the presentation of detailed tabulations from the survey. Full tables covering responses to each question on the survey form have been placed in a separate report. The series of reports covering eight health professions together with earlier reports in the series can be downloaded free of charge from the NSW Health website:

<http://www.health.nsw.gov.au/workforce/index.html>

2

REGISTRANTS

2.1 The Number of Psychologists on the Register

The 2007 register of psychologists contains 11,295 (2006 10,484) names divided as follows:

Renewals	8,636	
New Entrants	731	
Previously Unfinancial	69	
TOTAL CURRENT	9,436	(2006 8,888)
Not on register 2006	270	
Unfinancial in last 12 months	252	
Unfinancial for > 12 months	1,337	
TOTAL NON CURRENT	1,859	(2006 1,596)

It was found that 6,277 (2006 5,913) psychologists completed labour force survey data, a response rate of 72.7% (2006 74.2%). The respondents included 5,039 (2006 4,834) persons currently working as psychologists in NSW (80.3% of the survey respondents), and 1,238 persons who are not currently working as NSW psychologists or did not indicate their current working status.

There would be 6,933 psychologists working in NSW if we assume that those who did not respond to the survey have a similar workforce pattern to those who did respond. However, an estimated workforce based on that approach should not be assumed and there may be good grounds for believing that non-respondents include a higher percentage of persons who are not working. All data shown in this report exclude assumptions made for non-respondents to the survey.

Chart 2.1a shows these results grouped by gender of the respondents where available.

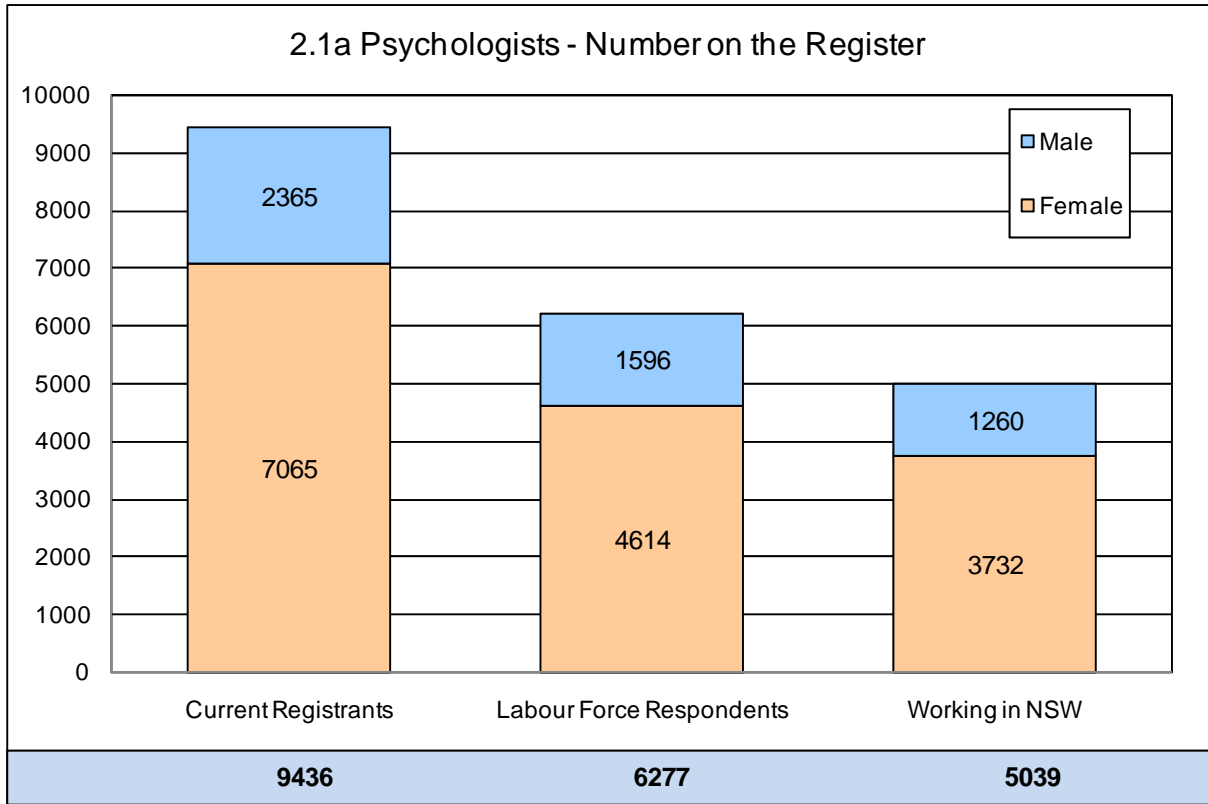
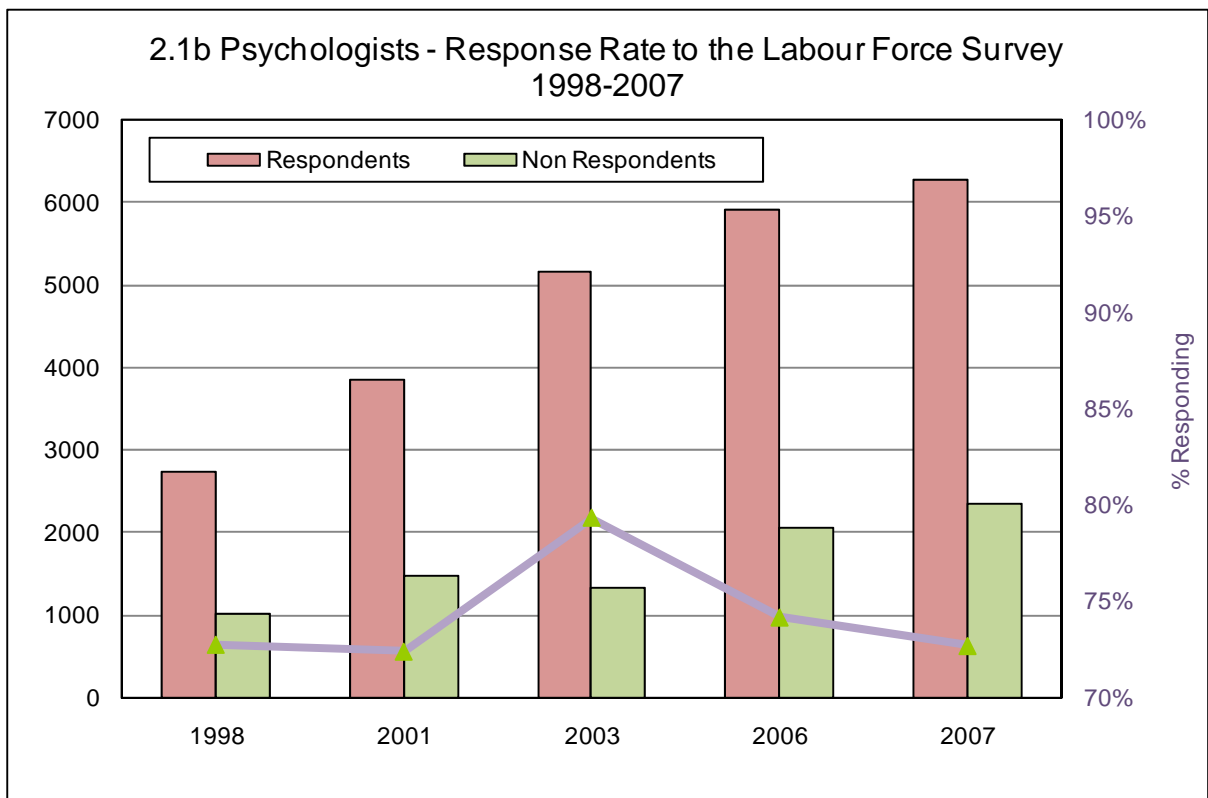


Chart 2.1b provides an estimate of the number of respondents and non-respondents for selected years between 1998 and 2007. During this period, the number of registered psychologists more than doubled. The response rate is an estimate because changes to the registration process cause some distortion to the time series. The apparent higher response rate in 2003 may be an artifact of that process. However, for all years the percentage of respondents is sufficiently high to allow for confidence that the survey findings are an accurate indication of the workforce.



3

CHARACTERISTICS OF THE FINANCIAL REGISTRANTS

The population in this section of the report are the 9,436 psychologists who were financial on 6 September 2007.

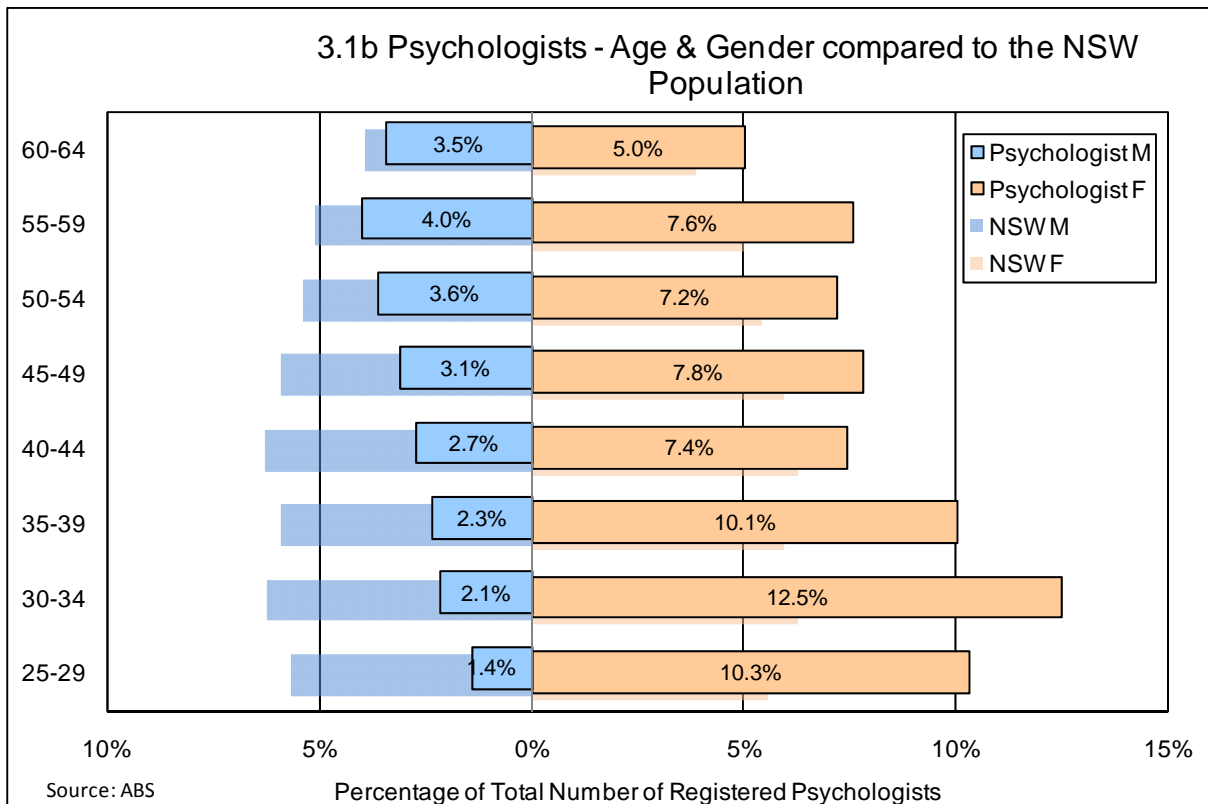
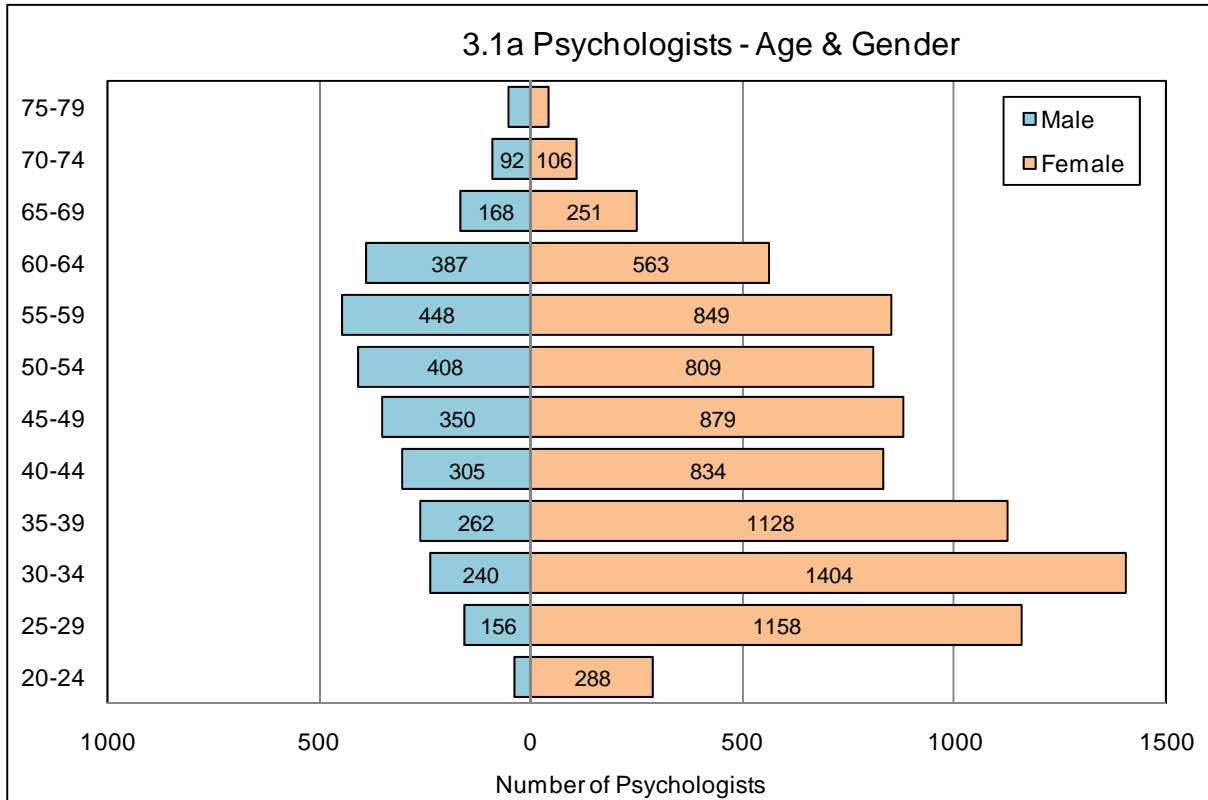
3.1 Age and Gender of Current Registrants

There are substantially more females than males who are currently financial especially at younger ages. As shown in Chart 3.1a, the age bands for female psychologists peaks in the early thirties. Between the ages of forty and sixty, the number of female psychologists remains fairly steady falling away sharply at higher ages. For males, the peak age band is the late fifties although females outnumber males at every age below seventy five.

The ratio between females and males reduces in a linear fashion from almost nine to one for new graduates to close to unity at retirement ages. In total, the ratio is 3:1 compared to 1.9:1 in 1998. The current median age for men is 51.0, ten years higher than for women at 40.9.

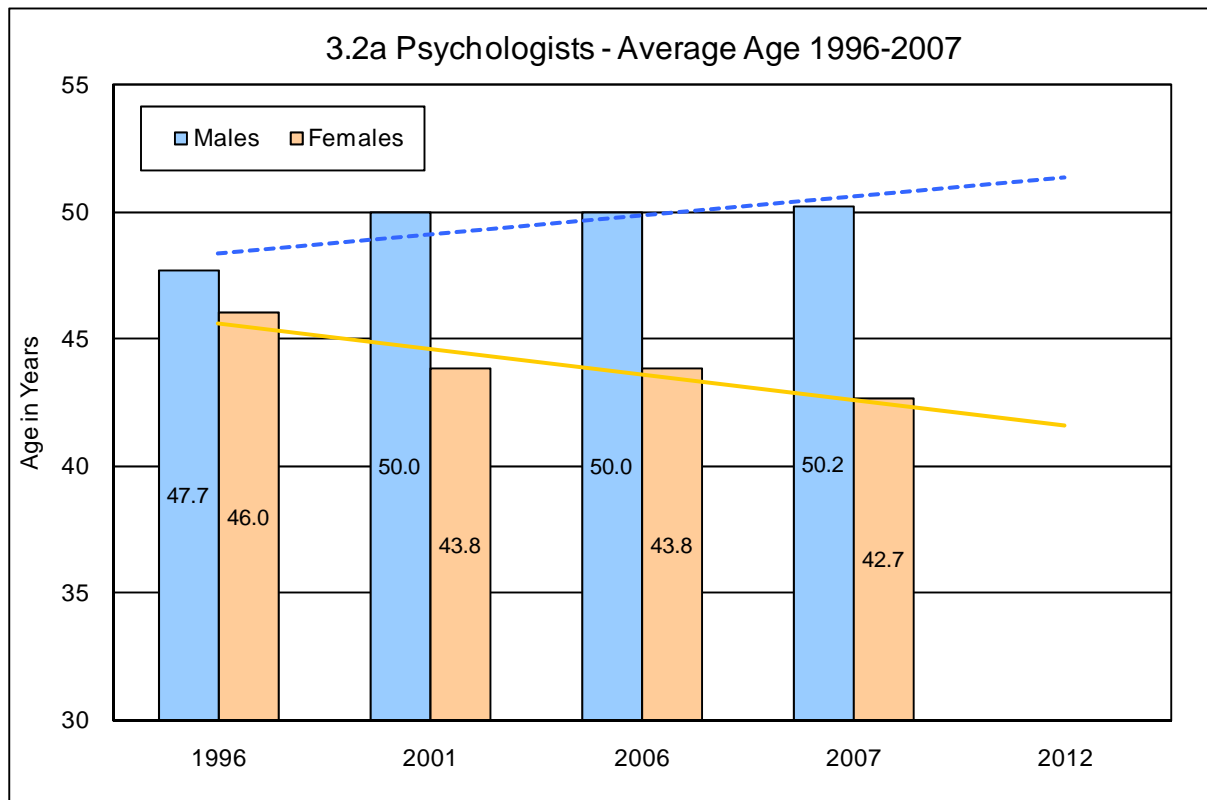
Chart 3.1b highlights the percentage distribution of psychologists with the percentage distribution of the NSW population at working ages in 2006¹. As psychologists do not generally enter the workforce before the age of 25, the comparison is made only between the ages of 25 and 64. There is a lower percentage of male psychologists below the age of 50 than in the general workforce and substantially more female psychologists than the equivalent workforce distribution at all ages.

¹ Australian Bureau of Statistics *Population by Age & Sex New South Wales 2005* Catalogue No. 3235.1



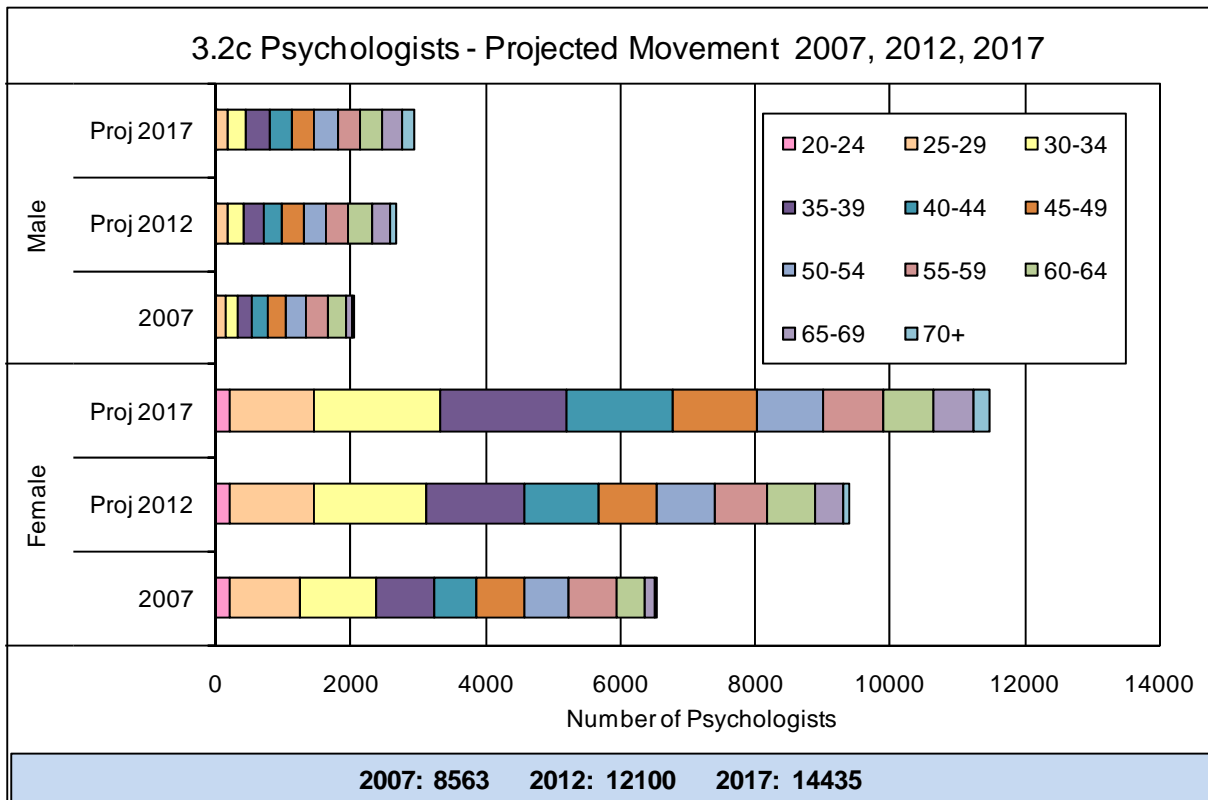
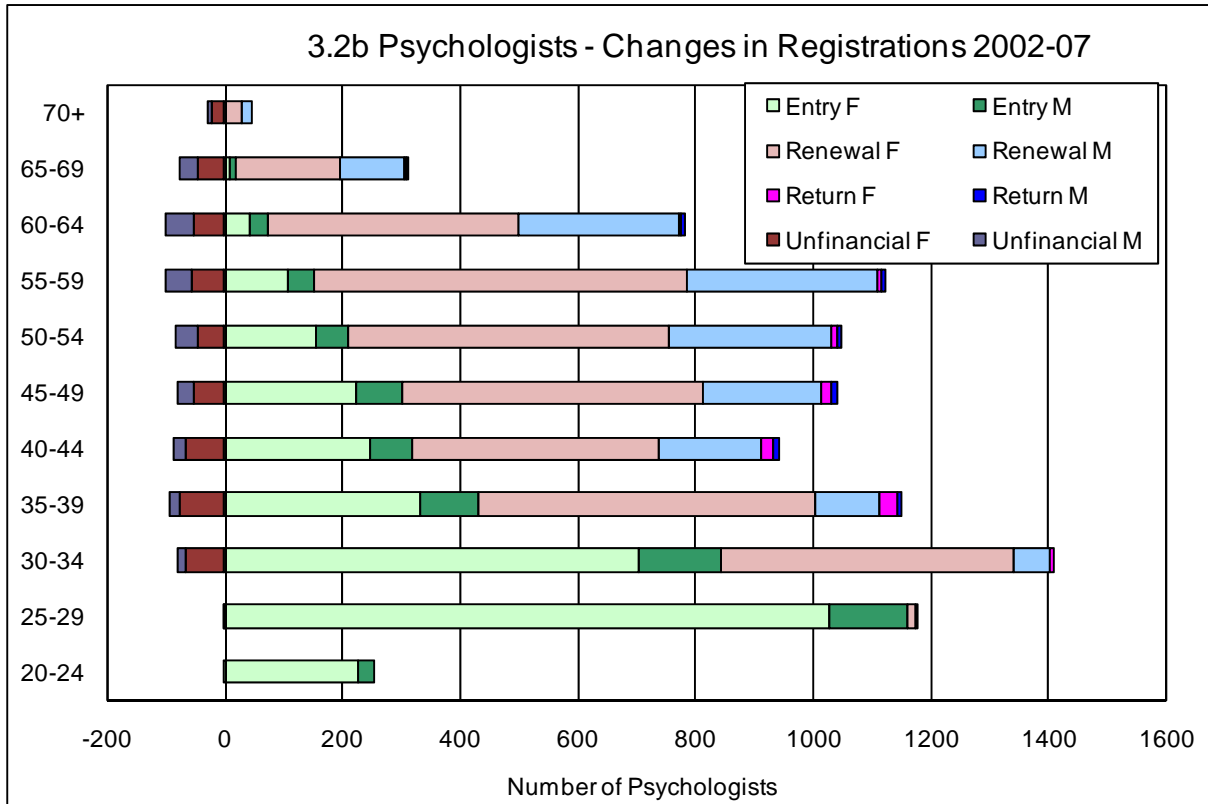
3.2 Projected Changes to the Psychologist Population

It can be seen that the distribution of male psychologists is older than the general working age population with an average age that is still increasing. By contrast, the distribution of female psychologists is younger than the average working age and decreasing. If the current age trends continue, the average age for male working psychologists will reach 51.4 years by 2012 with an average female working age of 41.7 as shown in Chart 3.2a.



The shift by age can most readily be seen by examination of the registration change rates shown in Chart 3.2b. The interesting issue here is that decisions to discontinue registration occur at younger ages rather than over the age of 70. Psychologists approaching retirement and for some years thereafter tend to remain registered with very few leaving. The major group becoming unfinancial are females in the 30-44 year age groups. Women of this age not in the labour force represent 26% of the female population and 81% state that they are not working because they are caring for children. As could be expected, most new entrants are in the 20-29 year age groups.

We can expect an upward expansion of the profession provided the number of graduates continue at the present rate and that psychologists remain in the profession until much later in life than the general workforce. The number of female psychologists is expected to grow very rapidly while male psychologists will show a more modest rate of increase. The projections to 12,100 in the year 2012 and to 14,435 in the year 2017 are shown in Chart 3.2c.



4

CHARACTERISTICS OF THE SURVEY RESPONDENTS

There were 6,277 (2006 5,913) psychologists who responded to the survey. The working status information provided was:

Working only in NSW	4535	
Working mainly in NSW	294	
Working mainly in other States	142	
Working only in other States	153	
Working overseas	180	
Currently on leave	109	
TOTAL Working	5,413	(2006 5,122)
Not working in Psychology	250	
Currently not working	318	
TOTAL not working	568	(2006 544)
Did not answer	296	(2006 245)

It was estimated from this and other information, including postcode of work, that 5,039 respondents currently work in NSW compared to 4,834 in 2006.

4.1 Selected Characteristics

Table 4.1a indicates certain characteristics of the whole psychology labour force regardless of work status. These aspects are relevant to all respondents rather than just those who work in NSW.

For males and females, a similar proportion of respondents indicated that they are working in NSW (79% for males and 81% for females). Usually it would be expected that a higher proportion of women would not be working. The responses may indicate greater availability of part time work in psychology and may be related to the younger average age of female psychologists. Older psychologists do show a larger proportion who are no longer working. However, even for respondents over the age of 60, a majority (73%) are still working as psychologists in NSW.

There are 18 Aboriginal psychologists, four of whom are not working. The 14 working psychologists represent 0.3% of the labour force compared to an Aboriginal population of more than 2%. There are 47 registered psychologists (slightly under 1% of the labour force) who are neither citizens nor permanent residents, of whom 16 are currently working in NSW.

There are 127 psychologists who stated that they were seeking work, equivalent to 2.0% of the labour force. More than half of these psychologists are looking for part time work or casual work only. Those seeking part time and casual work include a disproportionately higher numbers of persons over the age of 50. Persons seeking full time work are distributed by age and gender in a similar manner to the psychologist population in general.

There were 723 psychologists who were registered in another State or Territory of whom 244 live interstate and another 61 live close to the State boundaries.

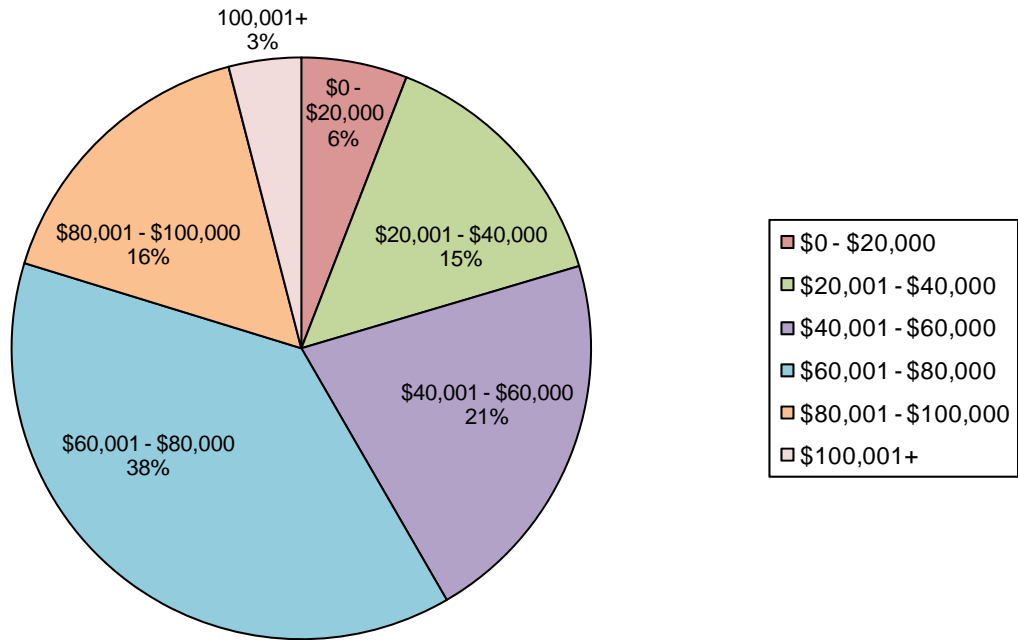
Table 4.1a Selected Characteristics of Survey Respondents

	Working as NSW Psychologist	Not Working as NSW Psychologist
Male	1260	336
Female	3732	882
Aged 60 or over	727	264
Aboriginal	14	4
Not permanent resident	16	31
Seeking Work	26	101
Registered Interstate	489	234

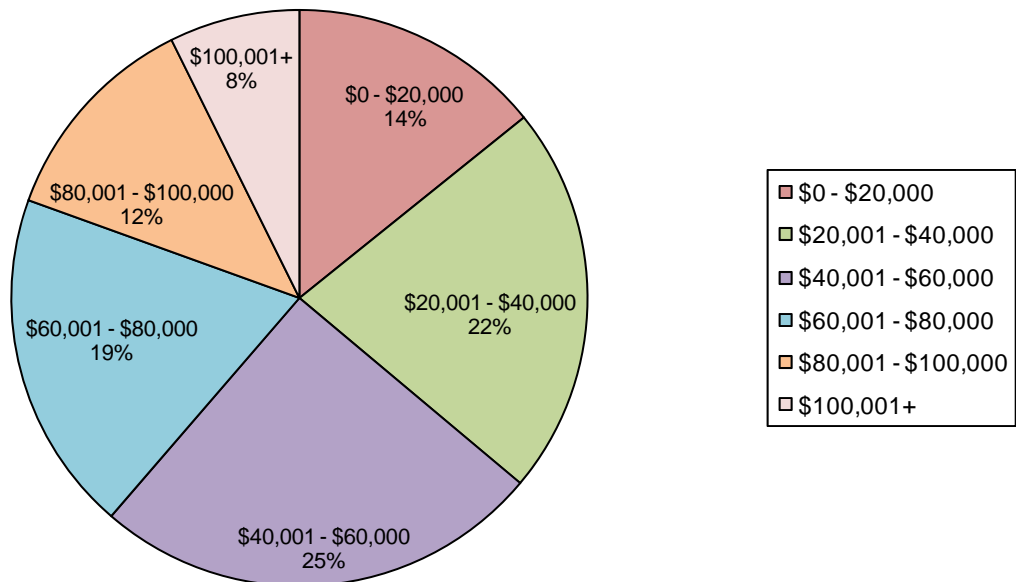
4.2 Income

Income was an optional question for psychologists working in NSW and 436 psychologists (8%) chose not to answer. The most common income band for psychologists working in the public sector was between \$60,000 and \$80,000 per annum with 38% reporting in that range and a further 21% between \$40,000 and \$60,000. In the private sector, annual income was more dispersed and while 25% reported \$40,000 to \$60,000, higher incomes and lower incomes were more common in the private sector than the public.

4.2a Psychologists (Public Sector) - Distribution of Income



4.2b Psychologists (Private Sector) - Distribution of Income



5

LOCATION OF RESIDENCE & WORKPLACE

From this point of the report, all the data presented relates only to the 5,039 psychologists who work in NSW or are currently on leave. Respondents who did not answer the question on work status are also excluded in tabulations and charts from this section.

On the survey form, psychologists were requested to state their postcode of residence and the location and postcode of their main job and second job (if applicable). The responses were edited to ensure that postcode matched location. Postcode was converted to Area Health Service (AHS) using an algorithm that selects the most appropriate AHS for that postcode.

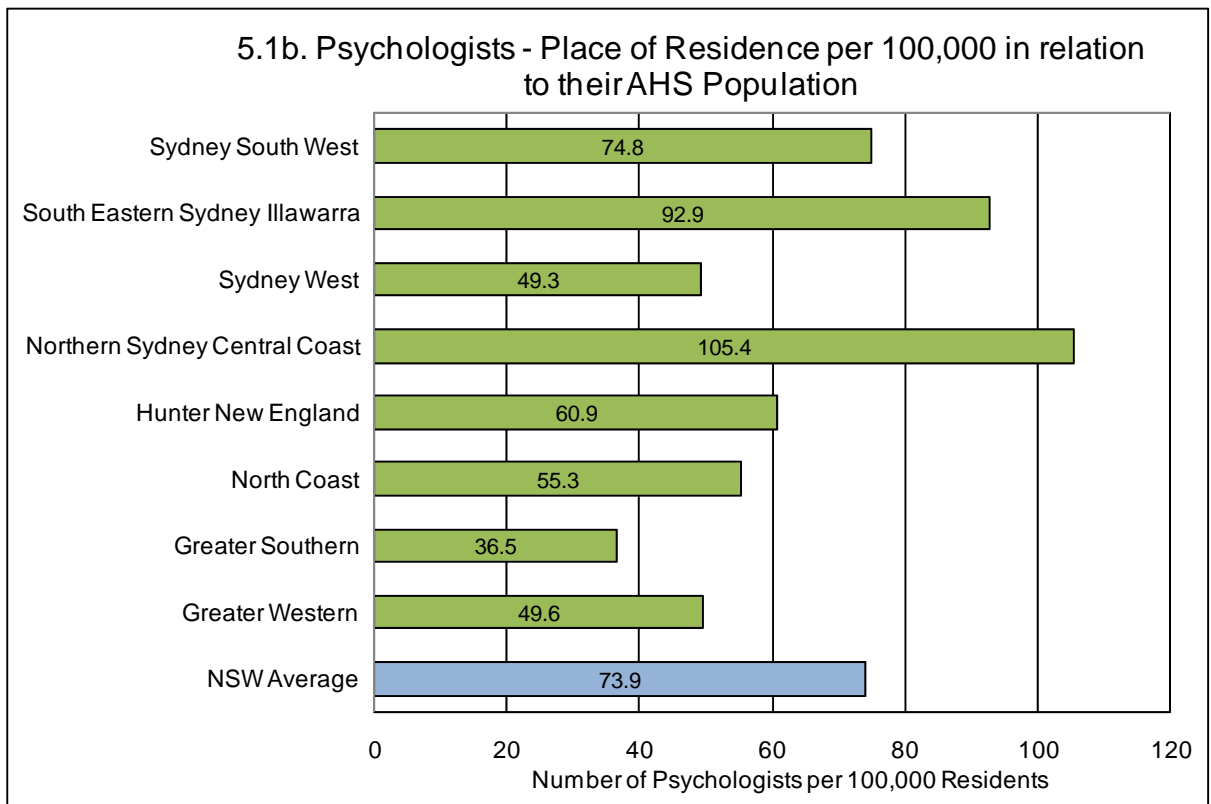
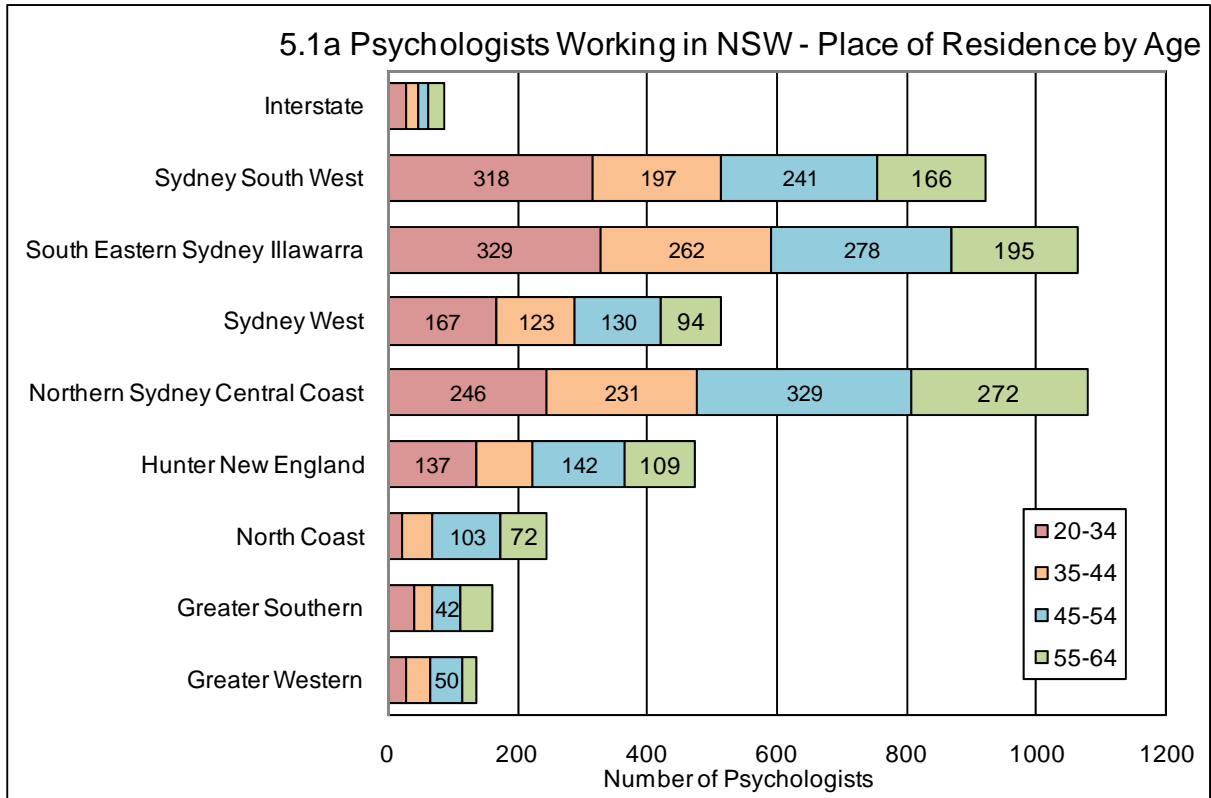
Taken together, location of residence and location of workplace can indicate structural problems with the geography of the workforce. People prefer to work in reasonable proximity to where they live leading to substantial variation in opportunities taken up in different locations.

5.1 Place of Residence

Responses from the survey indicate there is an average of 73.9 working psychologists per 100,000 population of the State of NSW. If every psychologist had responded, the true rate of psychologists to population would be a higher figure.

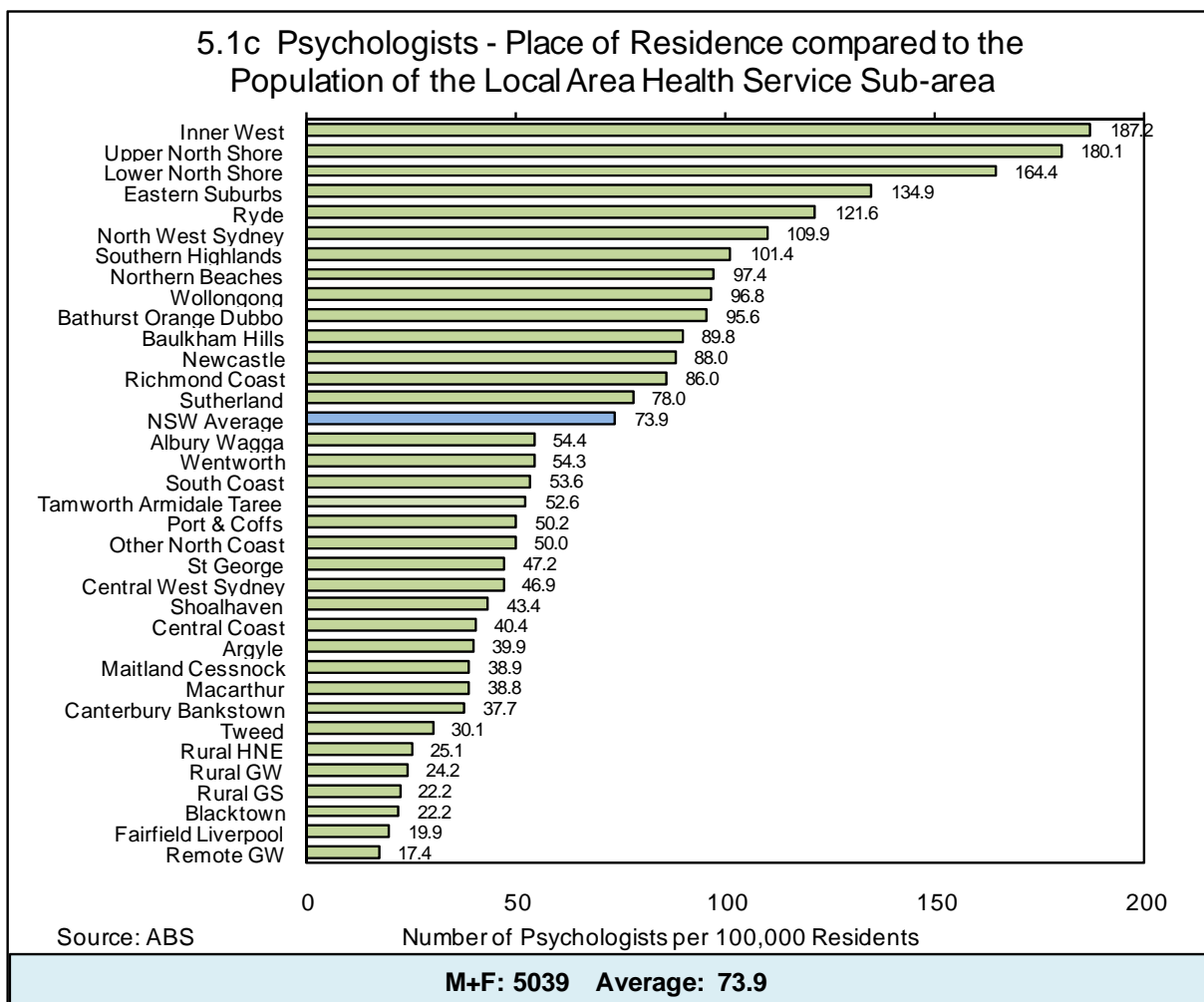
Chart 5.1a shows the AHS of residence by broad age bands for psychologists working in NSW although many psychologists did not report place of residence. The interstate addresses are usually the ACT, Gold Coast and Wodonga where NSW psychology services are situated adjacent to State borders. Chart 5.1b depicts the same information as a number of psychologists per 100,000 AHS population.

Northern Sydney Central Coast, South Eastern Sydney Illawarra and Sydney South West (barely) contain more psychologists than the State average. Northern Sydney Central Coast has almost 50% more than the State average especially among older and presumably more experienced practitioners. The other five AHS have fewer psychologists than the State average. It is especially noticeable that Sydney West has a comparable rate to the entirely rural Greater Western Area. Sydney West AHS includes many outer western suburbs with high health service needs.



As the AHS are very large and heterogenous, a similar analysis was undertaken for sub-areas, consistent with planning districts within the AHS. The results are shown in Chart 5.1c. There is very great variation within the western metropolitan AHS of Sydney. Sydney South West AHS was shown to contain a rate of psychologist supply somewhat greater than the State average. However, the Inner West suburbs close to the city have a supply of ten times the rate of Fairfield-Liverpool in the outer suburbs. Only the remote west of the State has a lower rate of psychologists. Blacktown in the outer west of Sydney also has less psychologist residents than any of the rural locations.

Most psychologists live in the higher socioeconomic status suburbs to the north of the city or along the harbour. By contrast, there are few psychologists living in the rural sectors of NSW outside of the major inland cities. While there are generally fewer psychologists in regional locations, the upper North Coast, Newcastle, Wollongong and some of the larger inland towns contain higher numbers than the State average.



5.2 Place of Work

The working status and AHS of the main job is shown in Chart 5.2a for all psychologists working wholly or partly in NSW. If the main job was held outside NSW, the AHS of the second job is shown. Psychologists indicating that they are working in NSW but not providing data on the NSW component of their work are excluded from these tables. It will be observed that the great majority of psychologists work only in NSW.

While Northern Sydney Central Coast is the AHS where most psychologists live, South Eastern Sydney Illawarra is the most common AHS of work. All AHS with large rural components have less access to psychologists. In particular, female psychologists are concentrated in Sydney.

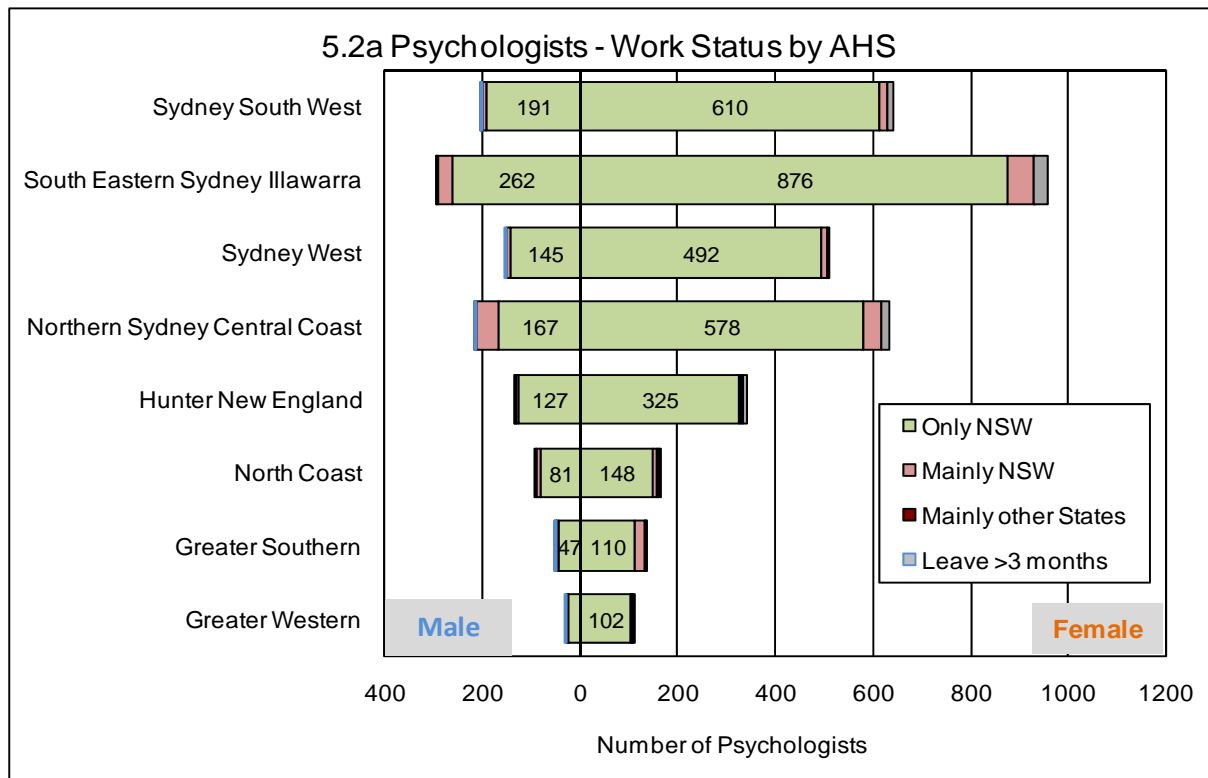
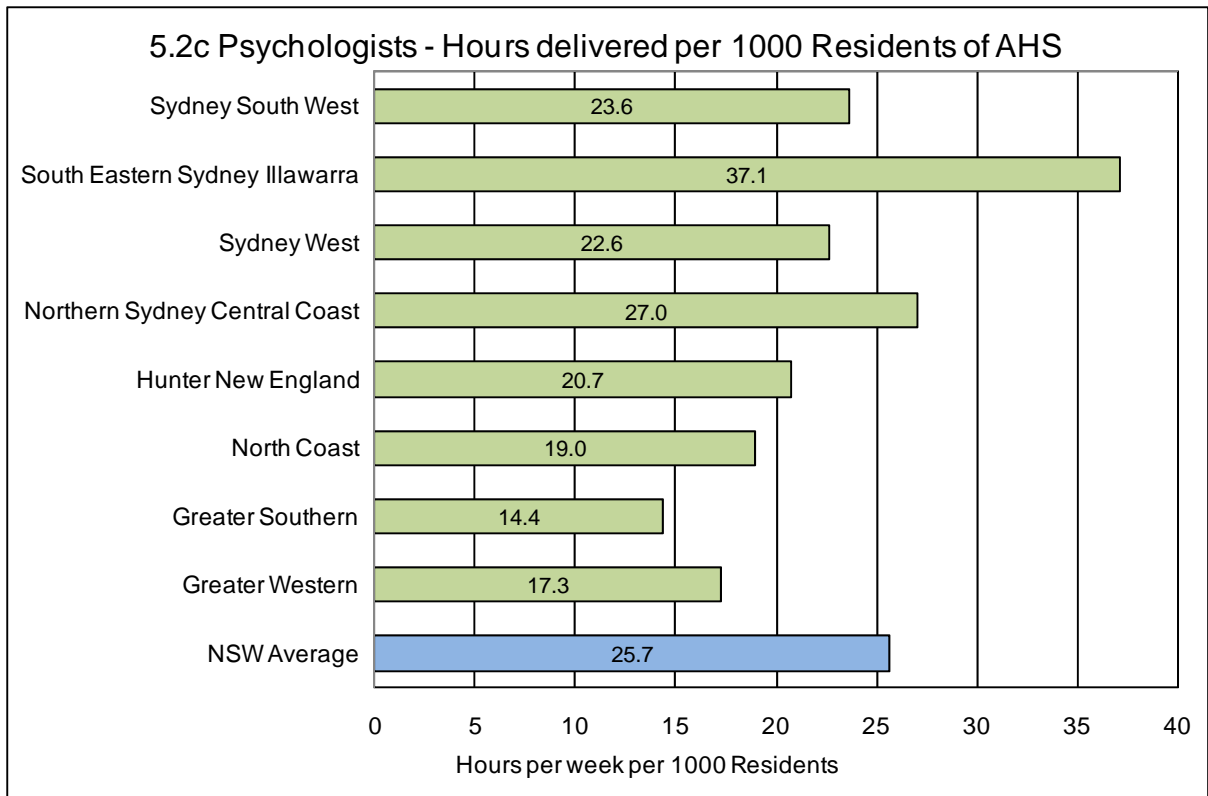
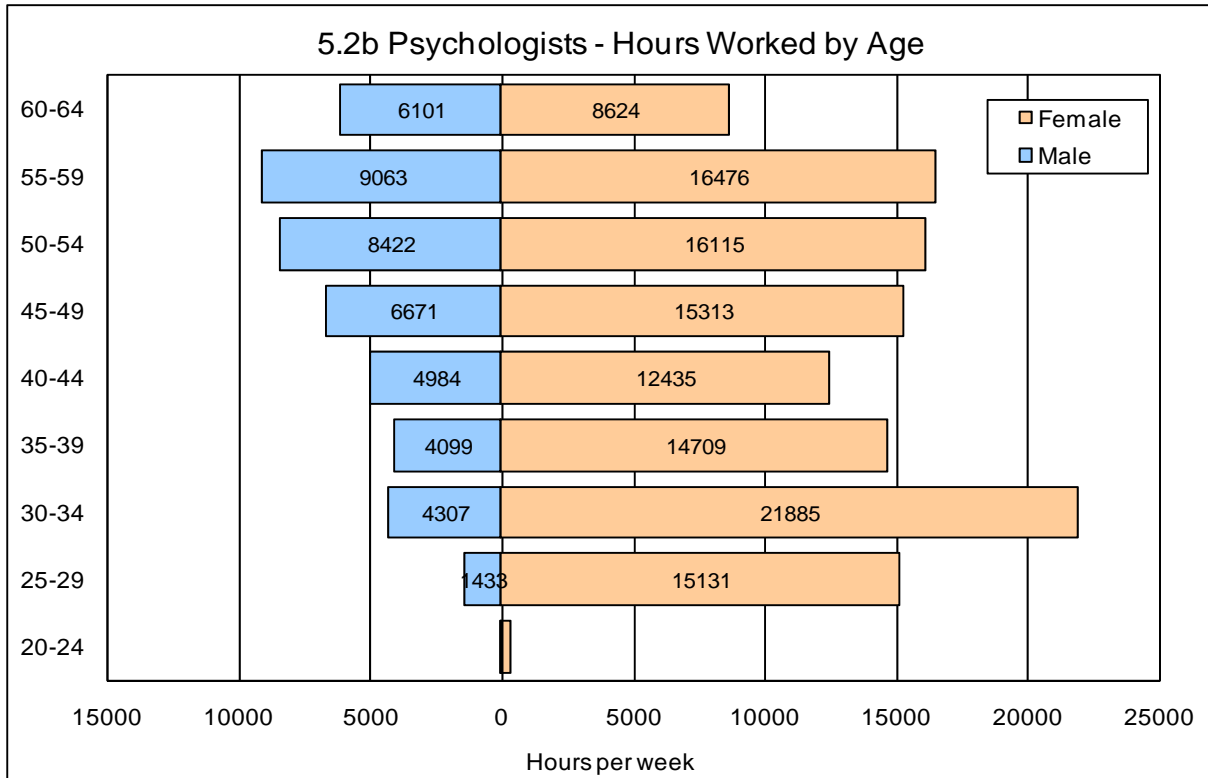
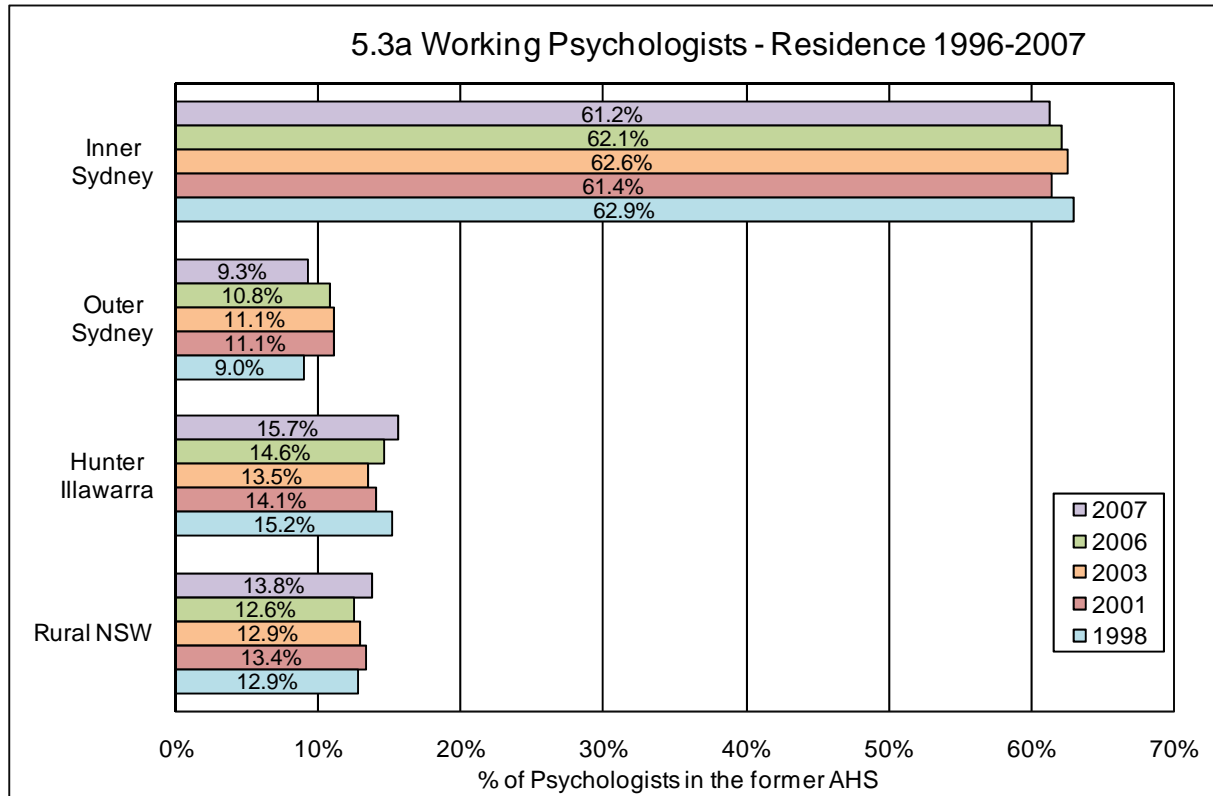


Chart 5.2b shows the total number of hours of work by age and gender for all psychologists working in NSW while chart 5.2c presents the information in average hours worked per thousand residents. As with other reports in the 2007 series, the number of hours per week cannot exceed 76. The average weekly hours per thousand residents of NSW was 25.7. It will be observed that hours of psychology work are strongly concentrated in the South Eastern Sydney Illawarra AHS with the least access in Greater Southern AHS possibly because of the availability of psychology services interstate.



5.3 Changes in Location since 1996

The movement in location of psychologists can be observed in another way by grouping place of residence by the former AHS and aggregating these into Inner Sydney, Outer Sydney, the Hunter and Illawarra regional centres and rural NSW. Chart 5.3a indicates a steady situation although psychologists are heavily concentrated in the inner metropolitan suburbs. In 2007, these suburbs comprised 36.7% of the State population and 61.2% of the working psychologists. In Outer Sydney, rapid growth increased the regional share of population from 21% to 23% but the share of psychology hours reduced to 9.3% and less than half of the relative share of population.



6

HOURS OF WORK

While 5,039 psychologists responded that they work in NSW, 138 did not provide a response for the number of hours worked in this State during their usual week. This section shows statistics for hours of work for those 4,901 psychologists who work in NSW for one hour or more. Working hours may be expressed in full time equivalents (FTE). Award regulations determine 38 hours as the standard working week although many psychologists in private practice will extend that working week by a considerable extent. The award period of 38 hours can be regarded as the standard contribution of one full time person. Time worked in excess of 38 hours can then be taken as the excess contribution to the labour supply up to a total of 76 hours. The few respondents stating more than 76 hours or the equivalent of 2 FTE are limited to 76 hours for FTE reporting. Working hours outside of NSW have been disregarded.

The average number of hours worked per week was 35.7 compared to 35.1 in 2006.

6.1 Total Full Time Equivalents

Psychologists working in NSW recorded a total of 175,054 (2006 162,258) hours of work in an average week equivalent to 4,131.6 (2006 3,834.3) full time persons or 0.82 FTE per working psychologist. The additional contribution beyond 38 hours was equivalent to another 475.1 (2006, 435.6) persons or 0.09 FTE per working psychologist. The contribution to FTE by males and females is shown in Chart 6.1a by age. The contribution of part time psychologists is highest in the older age groups but part time contribution to the FTE is substantial among females at every age group over 30.

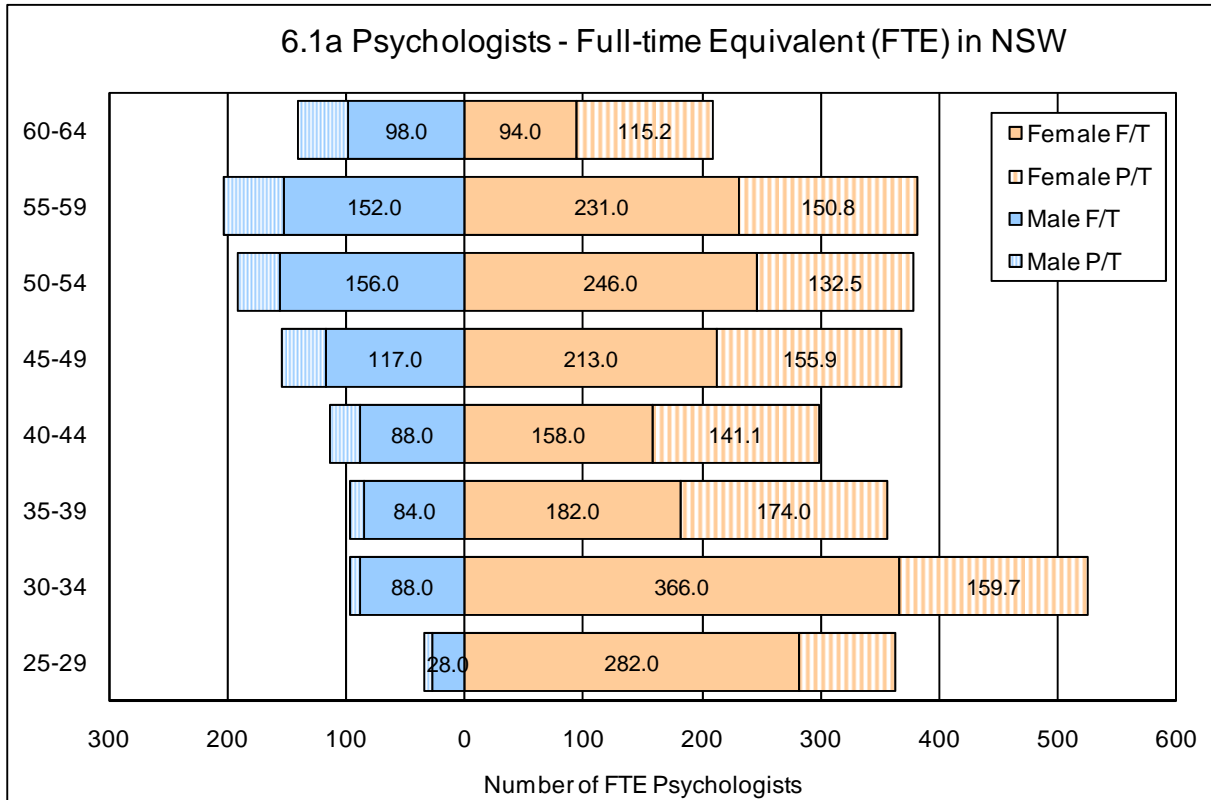
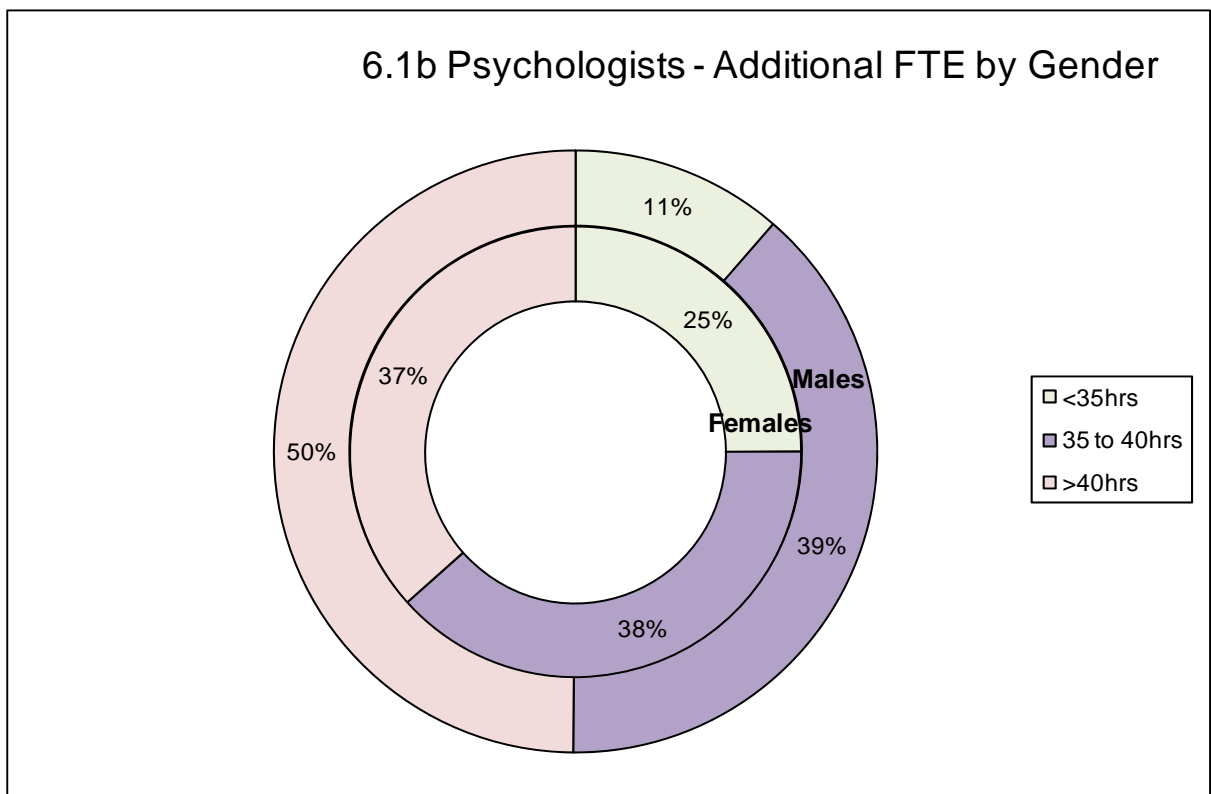
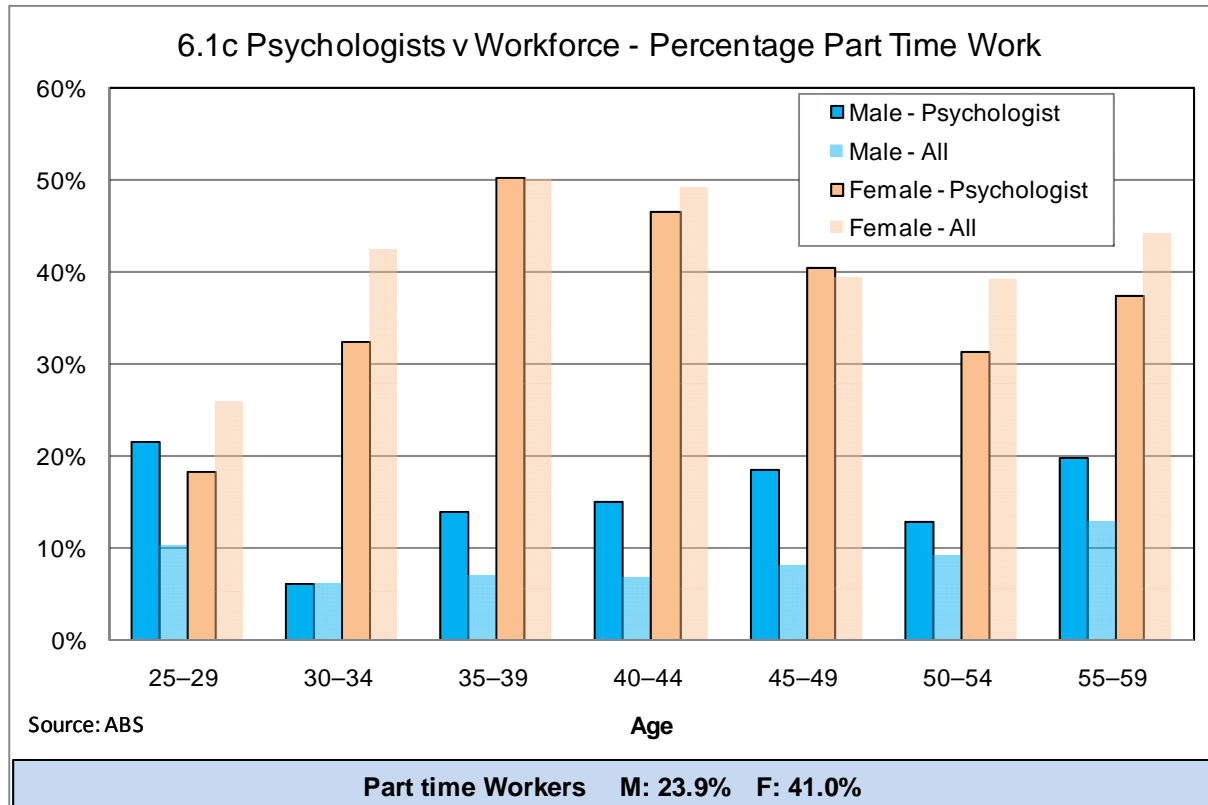


Chart 6.1b indicates work contributions by gender at below 30 hours and above 40 hours. Psychologists working between 35 and 40 hours inclusive are regarded as working an approximate FTE. It will be observed that about 25% of the female labour force and 11% of males work less than 35 hours. On the other hand, psychologists working more than 40 hours comprise 50% and 37% of the male and female labour force respectively.



A comparison between part time work in psychology was made to part time work in the whole Australian Labour Market². The psychology market was restricted to persons working only in NSW so as not to confuse persons working part time in NSW and part time in another State with those working part time as a whole. It will be observed that part time contribution to work at all ages for males and all ages above 30 for females is higher than in the workforce generally. At older ages, part time work in psychology is more than twice as common as part time work in the labour force as a whole.



6.2 Nature of Employment

Most psychologists (76%) work in one job only. The average hours worked is 34.7 hours for those with one job and 38.9 hours for those with two or more jobs. As shown in Chart 6.2a, the majority of the hours provided in psychology work are as permanent employees (62%) or as self employed practitioners (27%). Temporary and casual employees account for a little more than 5% each.

² Australian Bureau of Statistics *Australian Labour Market Statistics January 2007* Catalogue Number 6105.0

6.2a Psychologists - Employment Conditions in hours per week

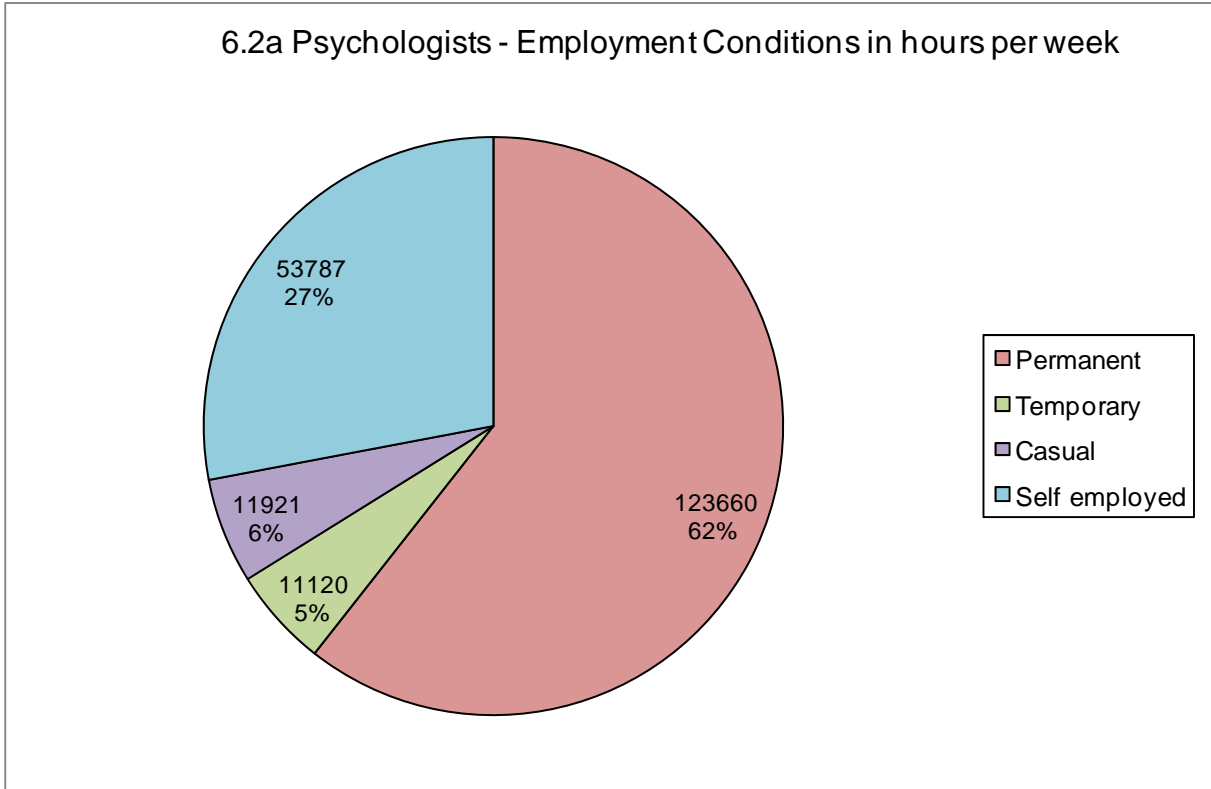
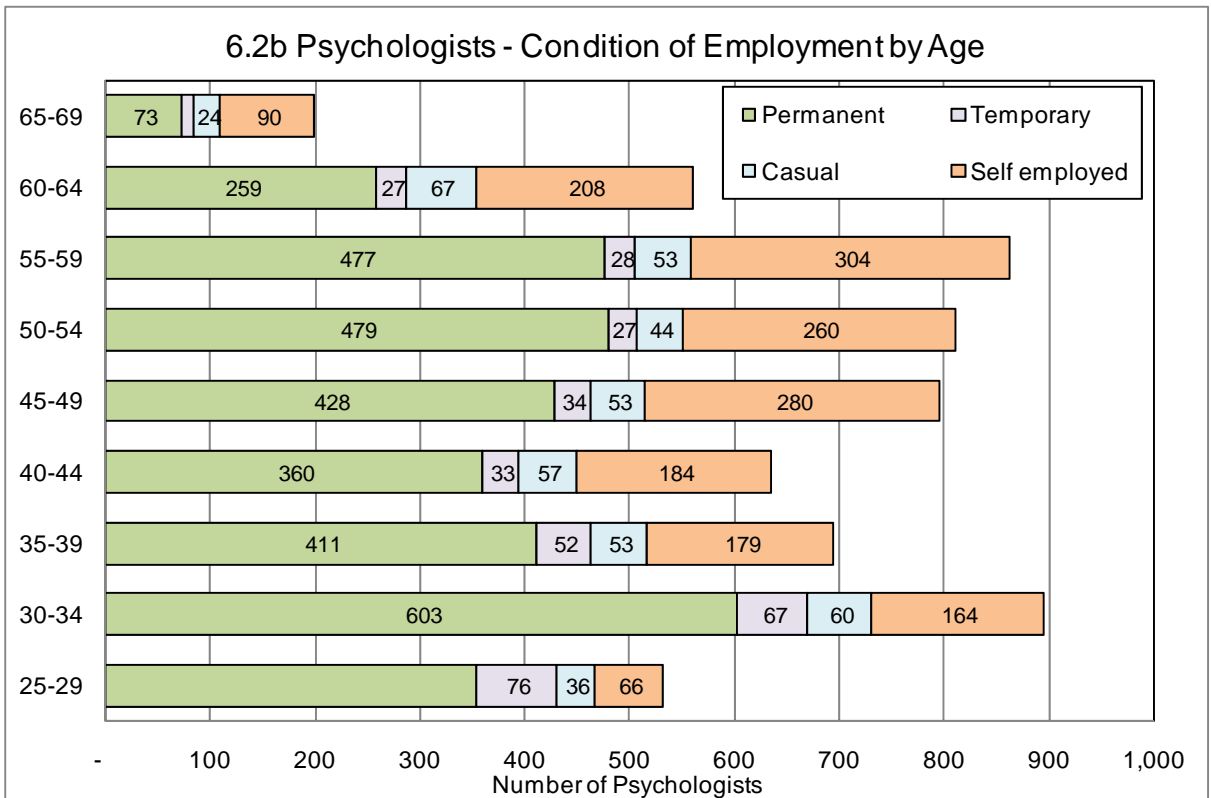


Chart 6.2b shows the change in employment conditions by age with self employed practitioners accounting for a greater share of the workload with increasing age. At younger ages, employees make up about 80% of the labour force which reduces to about 60% for psychologists of 55 and over.

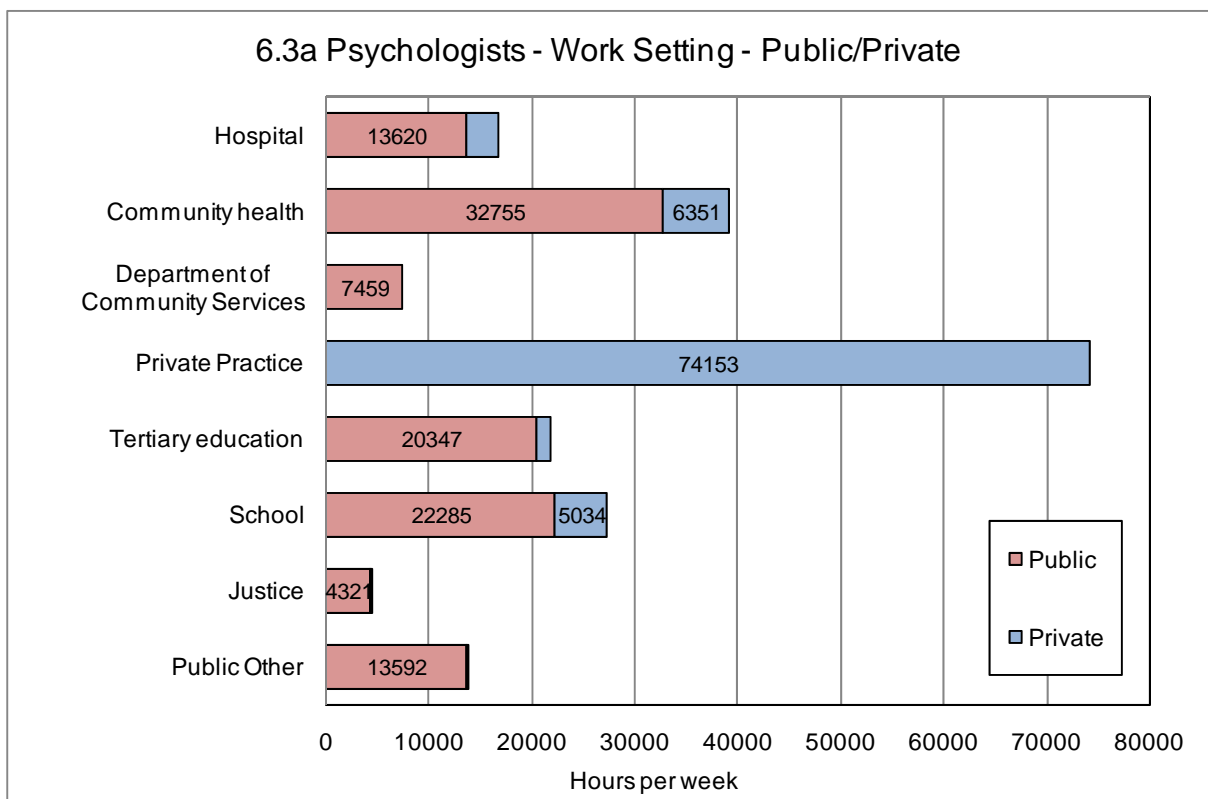
6.2b Psychologists - Condition of Employment by Age



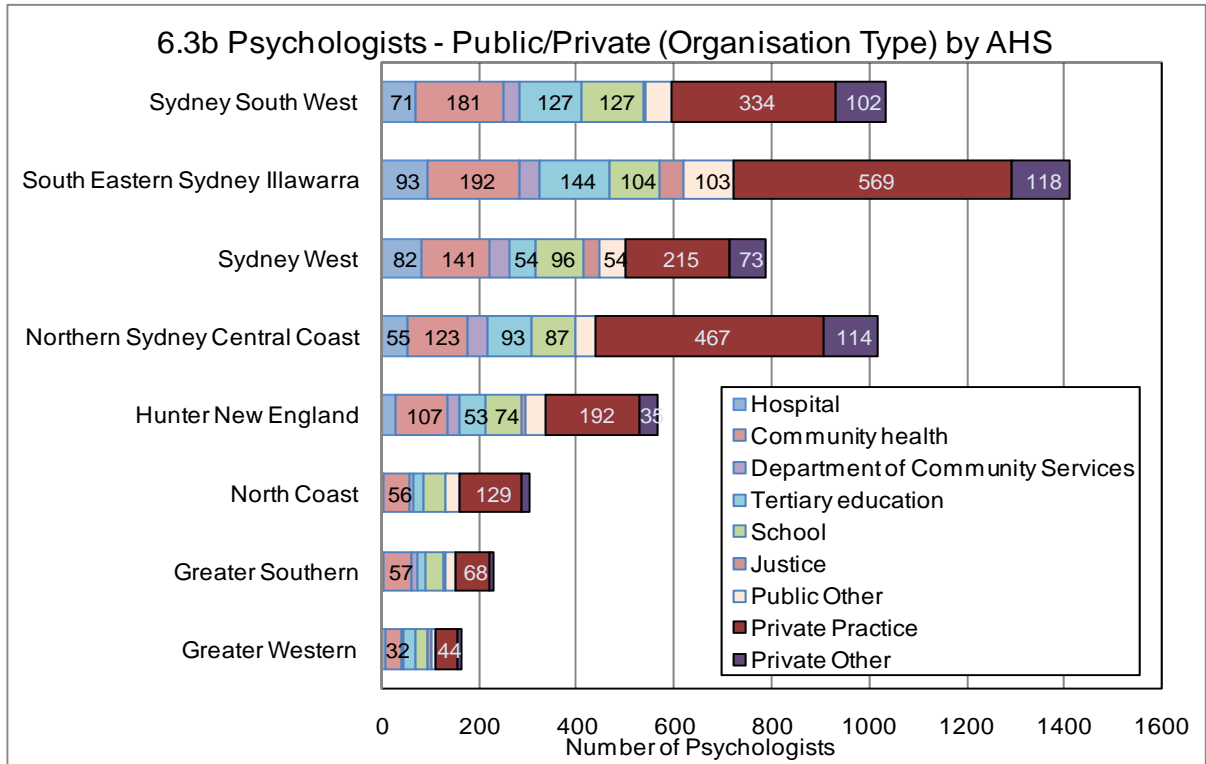
6.3 Type of Work in Public and Private Sectors

In aggregate, there were 2,856 (2006 2,794) psychologists whose main job involved working in the public sector (58%) compared to 2,027 (2006 1,914) with their primary job in the private sector (the remaining 156 did not indicate their sector of work). The respective number of hours was 104,156 in the public sector (60%) and 68,534 in the private. The average number of weekly hours worked is 36.8 hours and 34.4 hours for public and private sectors respectively.

Chart 6.3a shows the division between public and private hours by work setting. The private sector primarily relates to psychologists in private practice although there is also considerable private psychology service in schools and community settings. Most psychologists working in the public sector are employed in the community health setting followed by schools, tertiary institutions (many in research) and hospitals.

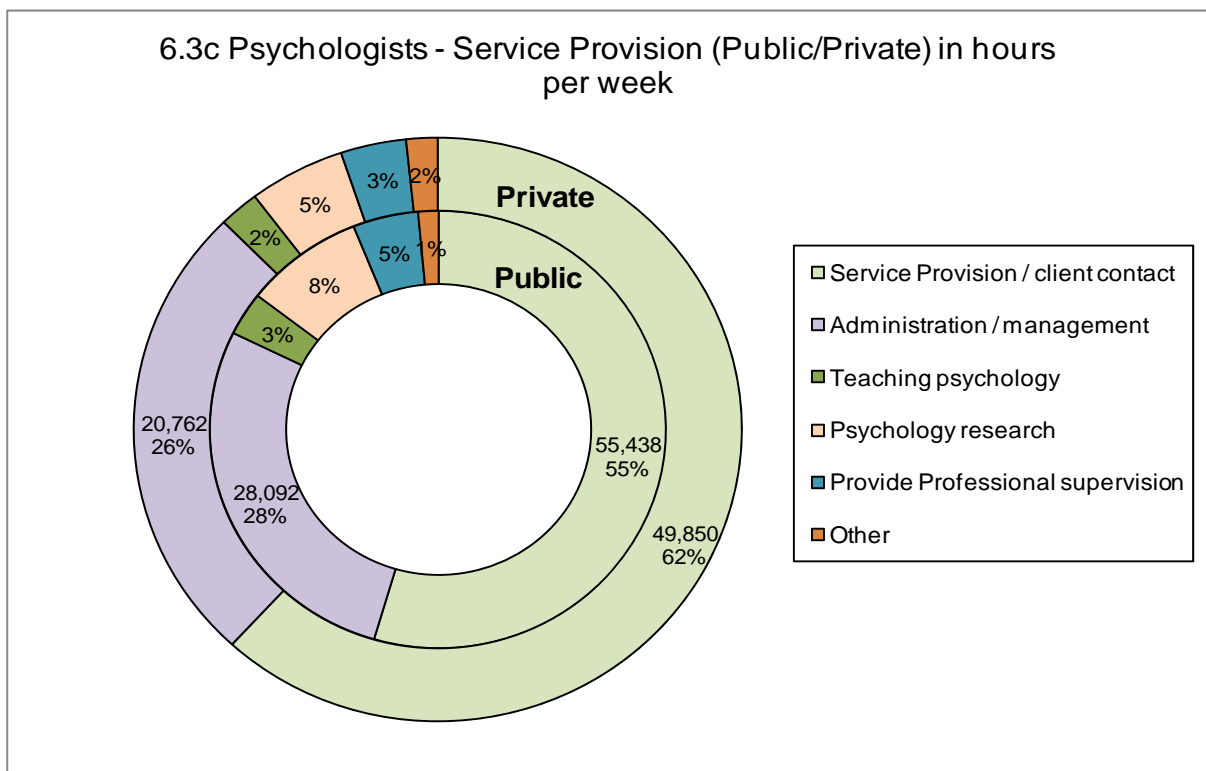


In Chart 6.3b, we show the AHS for each of these settings by number of psychologists. While work in community health and schools are spread similarly to population, private practitioners are concentrated in the Northern Sydney Central Coast and South Eastern Sydney Illawarra AHS.



More than half of the psychology labour force hours are spent on service delivery or client contact followed by administration/management with about one third of the total hours. Taken together, the other categories of teaching, research, professional supervision and other fields of work occupy a similar number of hours to administration/management (Chart 6.3c).

As would be expected, organisational psychologists are concentrated in the South Eastern Sydney Illawarra AHS which includes most of the Sydney CBD but that Area also has most psychologists for other practice areas except community.



7

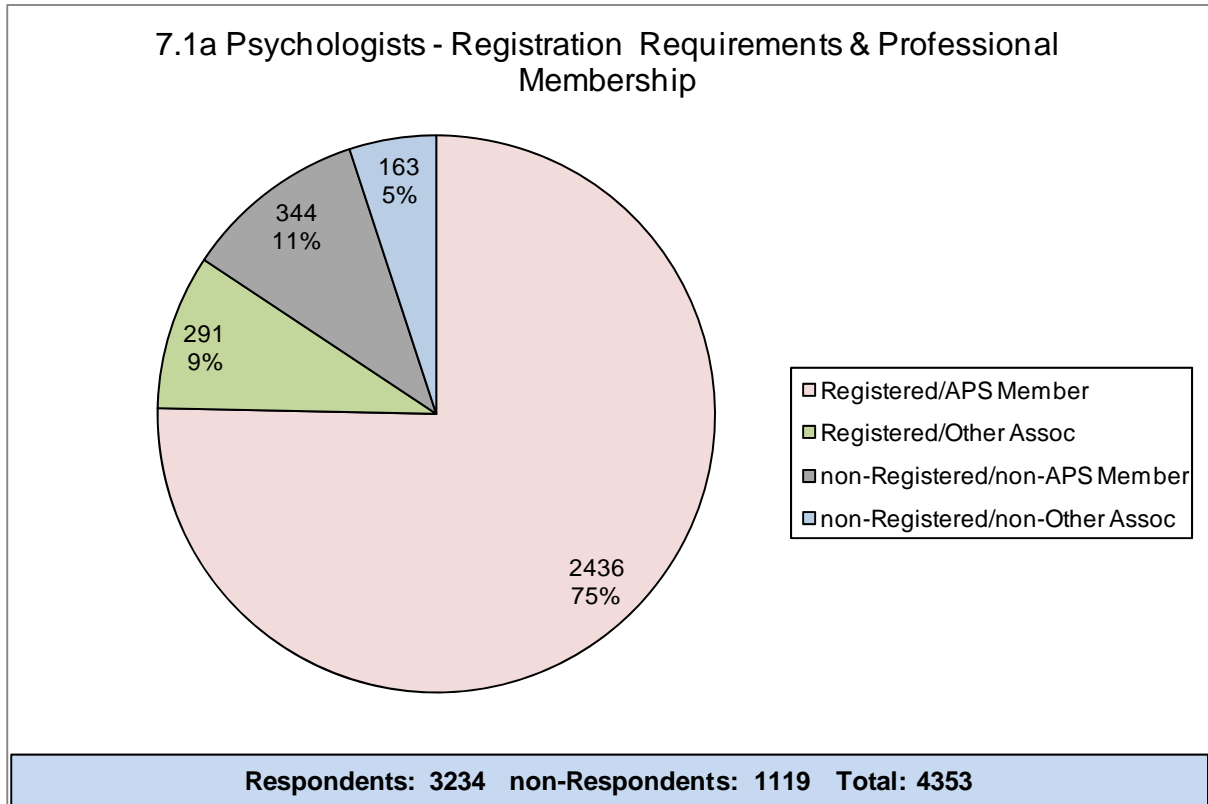
SERVICE DELIVERY

This section is restricted to psychologists providing service delivery and client contact to patients in NSW for 1 hour a week or more. There are 4,353 (2006 4,197) psychologists who responded to the survey and meet the criteria set out above.

7.1 Professional Associations and Registration Requirements

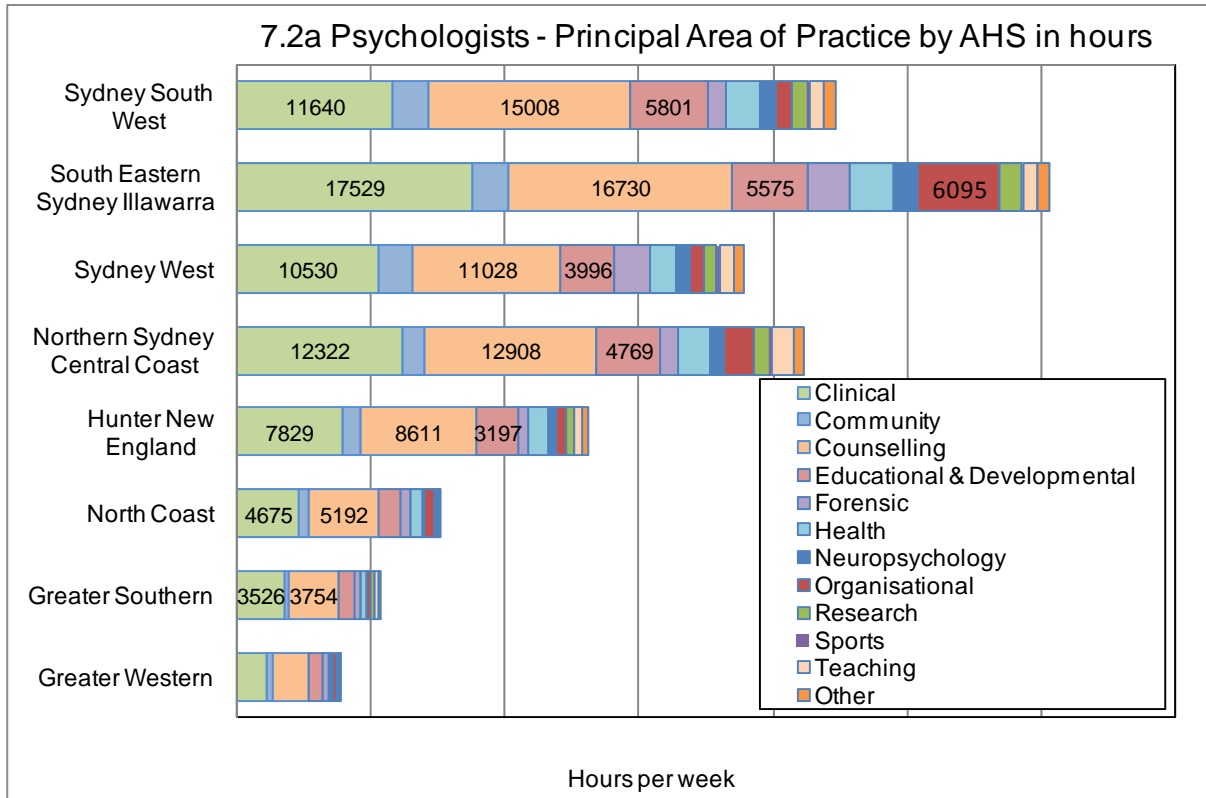
The Psychologists Registration Act requires persons referring to themselves as psychologists to be registered under that Act. Most psychologists providing service delivery would require such registration. It was found that 3,407 (80%) of service deliverers stated that they do require registration. The number of persons who are providing psychology services and not registered is likely to be very few.

There were 2,852 psychologists (88% of respondents) who were members of a professional association usually the Australian Psychological Society. More than 1,000 service providers did not answer the question on professional association membership. It can be assumed that most of these non respondents did not belong to an association but the question did not distinguish between non membership and non response. Chart 7.1a depicts registration requirements and association memberships.



7.2 Principal Area of Practice

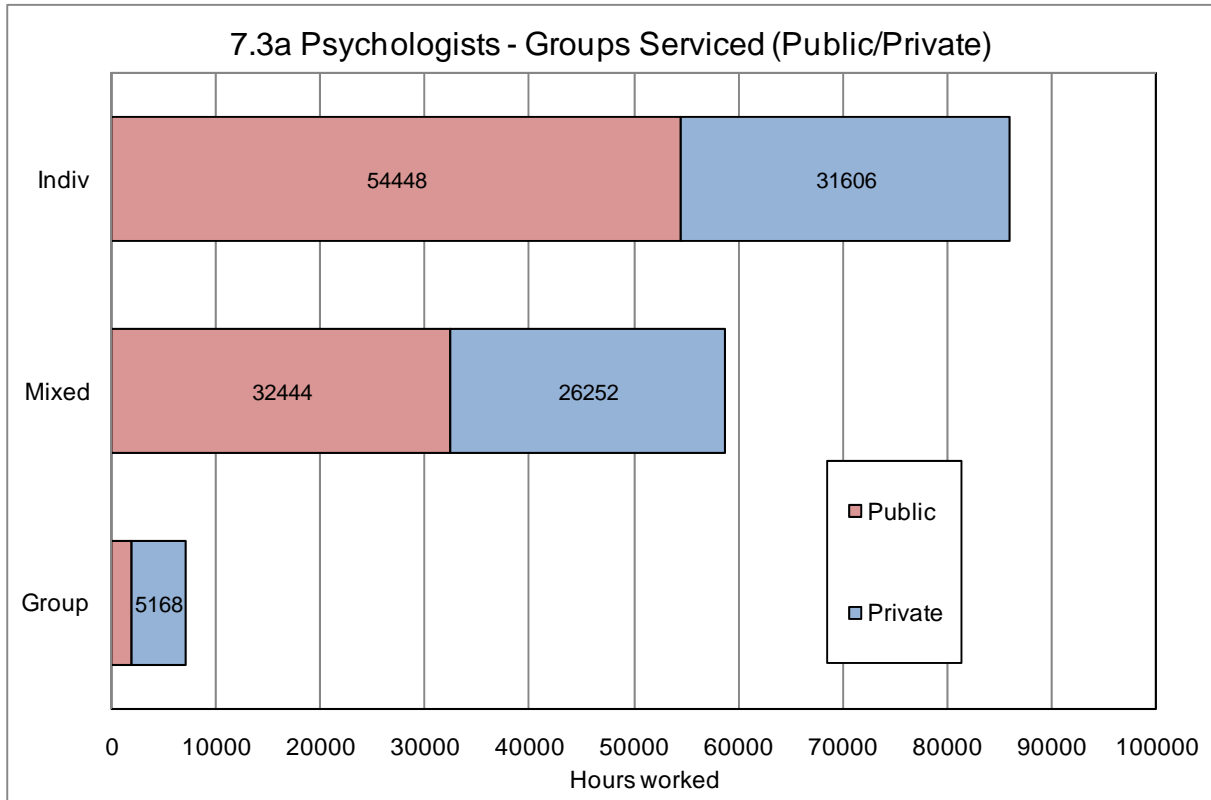
Psychologists were requested to nominate their principal area of practice within the service delivery environment. Multiple responses were allowed and about 50% of hours worked were spread over two or more areas of practice. Chart 7.2a shows the responses for each practice area by AHS. Readers should note that the hours shown are greater than the hours worked because of multiple responses. Common practice combinations (clinical and counselling; counselling and education/development) will distort the actual hours devoted to each practice area. Relatively few psychologists work in the areas of research, sport and teaching.



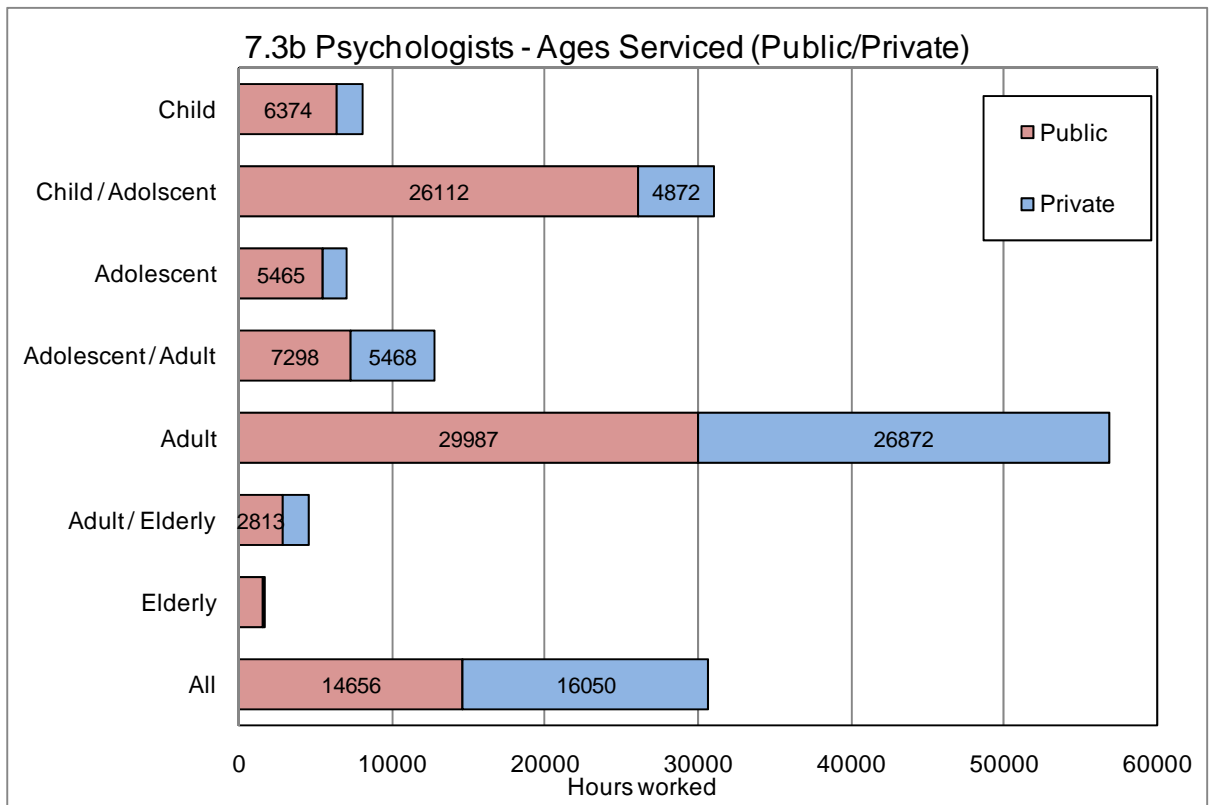
7.3 Type of Clients Served

Service providers were requested to indicate the main type of client receiving services who could be groups or individuals. Again multiple answers were permitted. However with fewer possible responses, we have reported combinations so that the results are not distorted by multiple responses.

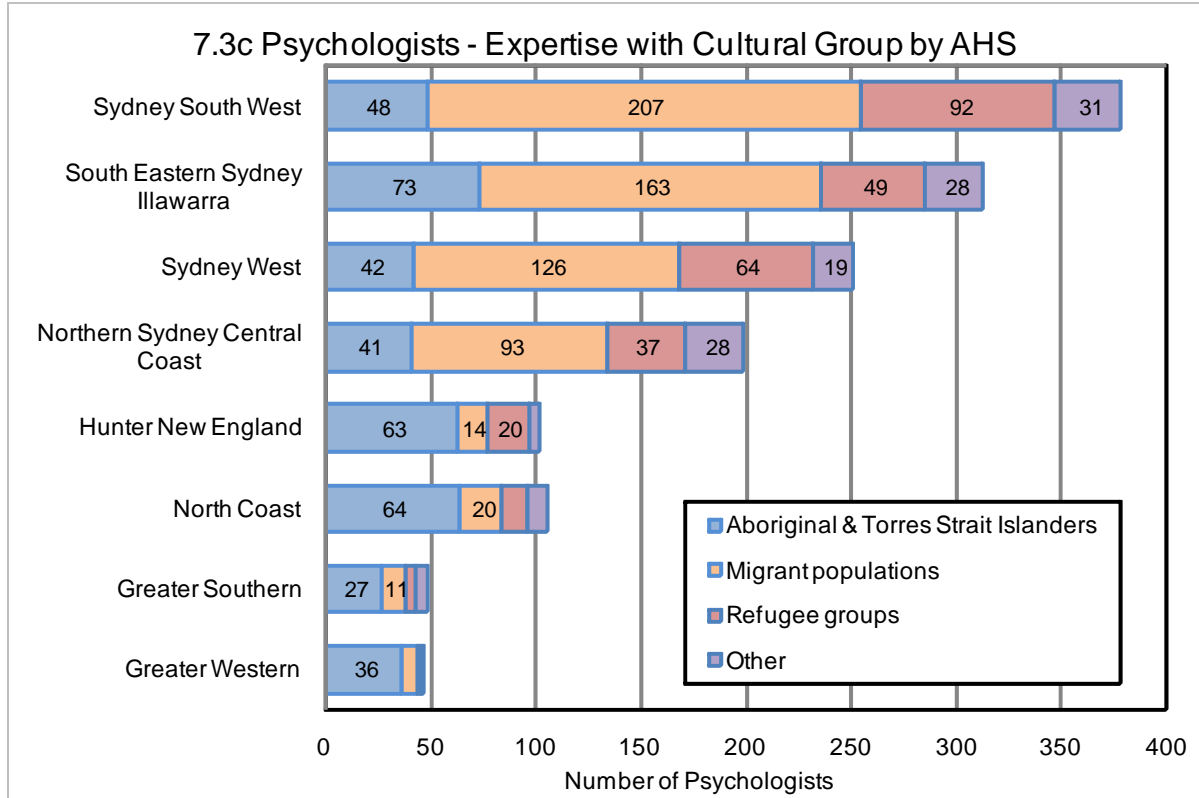
Chart 7.3a shows whether psychologists work with clients as individuals, groups or both. More hours are provided to individuals in both public and private sector although private psychologists are more likely to be working with groups.



In Chart 7.3b, similar data is presented by client age. It will be observed that children, adolescents and the elderly are largely the province of public sector psychologists. Standard adult consultations are more common in the private sector.



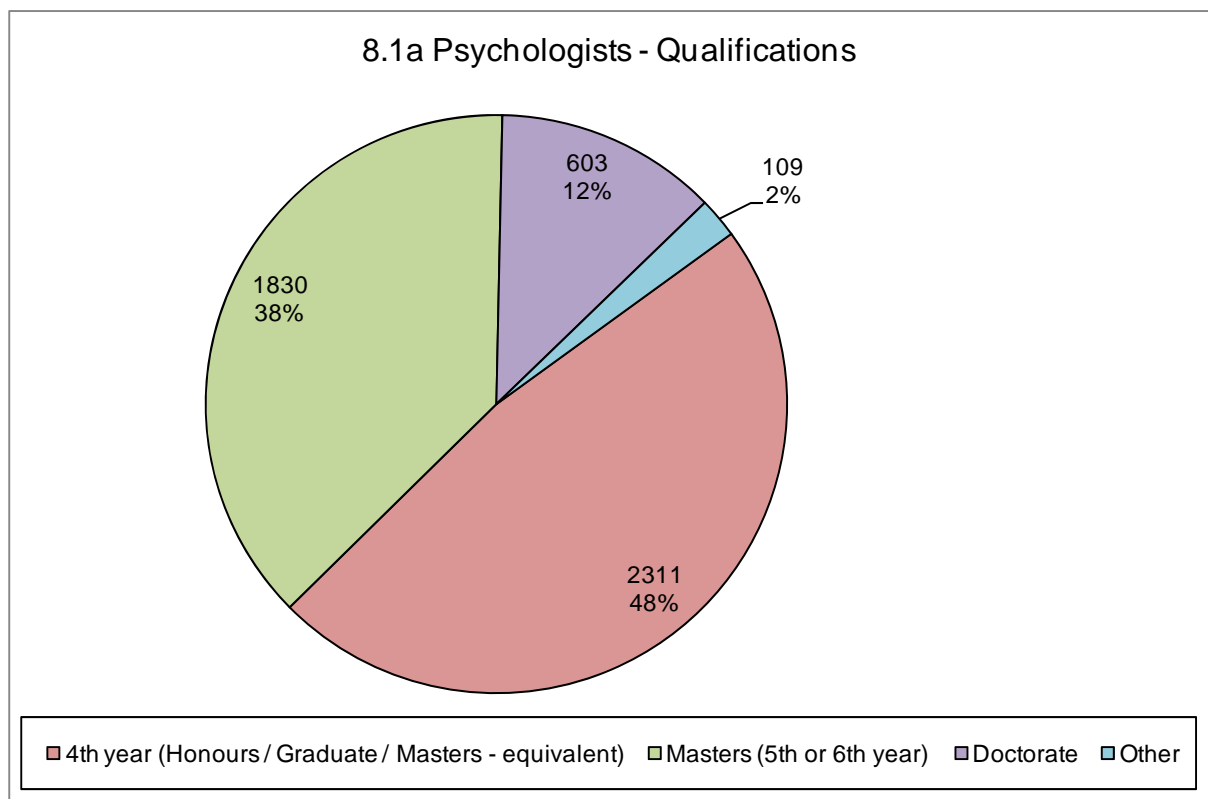
Psychologists also nominated whether they work with specific cultural groups as shown in Chart 7.3c. While the numbers are few, migrants and refugees have access to support throughout Sydney and expertise in working with Aboriginal communities occurs in rural AHS although Greater Western AHS appears to have lower access than its share of the Aboriginal population.



Professional Developers & Qualifications

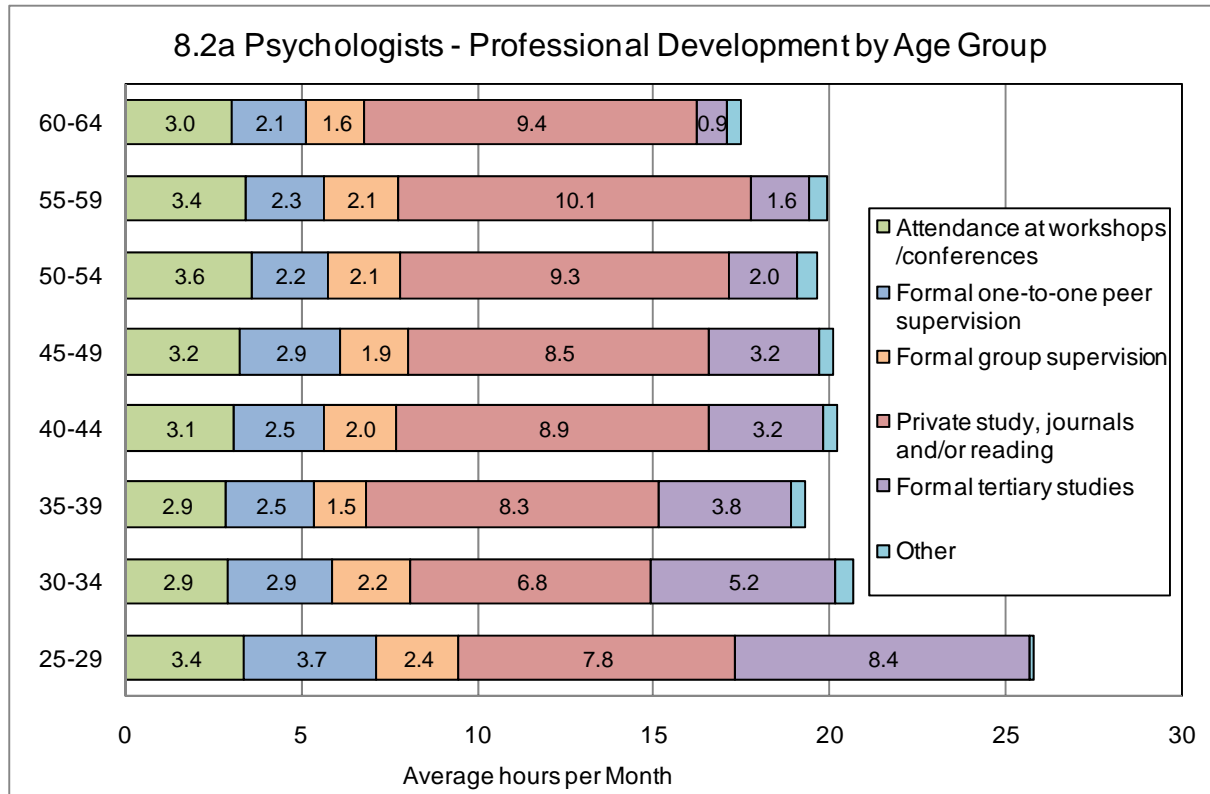
8.1 Qualifications

Qualifications for the psychology workforce are held in two places; on the register of psychologists and in response to a direct question on the survey. We have reported the survey responses that are likely to be more current. The base qualification is now a four year degree course but older psychologists were registered after completing a 3 year course and these are included with 4 year degrees. The most common qualification reported as 'other' is a post graduate diploma.



8.2 Professional Development

Professional development activities were reported under six headings with conference/workshop attendance in number of days per year and the other activities in hours per month. We have converted the attendances to present activities as common units. The activities reported as 'other' often related to private research interests and formal further study.



Tables for Psychologists 2007

Section A - All Respondents

Tables PS1 to PS10 show data for all respondents to the survey

Table PS10A shows data on registered psychologists not currently working in psychology

Psychologists working in New South Wales are defined by a postcode within the State for at least one job

A psychologist with a second job is one who has reported one or more hours of work in their second job within NSW

List of Tables

PS1	Age and Gender
PS2a	Aboriginality
PS2b	Citizenship
PS3	Area Health Service and Subarea of Residence - Number
PS4	Area Health Service and Subarea of Residence - Rate to Population
PS5	Current Employment Status
PS6	States of Registration
PS7	Country of Birth
PS8	Professional Associations
PS9	Registration Essential for Work
PS10a	Not Working in Psychology
PS10b	Currently Working in Psychology

Section B - Work in New South Wales

Tables PS11 to PS22 show statistics for psychologists working in NSW

A second job is defined by work of one hour or more at the second location

Average hours are calculated for persons working one hour or more

Full Time Equivalents are based on a 38 hour week

List of Tables

PS11	Employment Conditions
PS12	Principal Area of Practice
PS13	Area Health Service of Work
PS14	Number of Hours Usually Worked
PS15	Full Time Equivalents
PS16	Setting of Work
PS17	Clients
PS18	Languages Used in Consultations
PS19	Cultural Expertise
PS20	Highest Psychology Qualification
PS21	Estimated Income
PS22	Activities for Professional Development

Section C - Hours of Work

Tables PS23 to PS25 show the number of hours of work reported by survey respondents

Hours of work refer only to work stated to occur within New South Wales

Average hours for all jobs are calculated for persons who work one hour or more in NSW

Average hours for second jobs are calculated for persons who work one hour or more in their second job

List of Tables

PS23 Setting of Work - Total Hours

PS24 Area Health Service of Work - Total Hours

PS25 Age Group - Total Hours

Table PS1 Age and Gender					
<i>Males</i>	<i>Working in NSW</i>	<i>%</i>	<i>All Respondents</i>	<i>%</i>	<i>% Working in NSW</i>
20-24 Years	1	0.08	1	0.06	100.00
25-29 Years	37	2.94	49	3.07	75.51
30-34 Years	101	8.02	121	7.58	83.47
35-39 Years	103	8.17	134	8.40	76.87
40-44 Years	120	9.52	153	9.59	78.43
45-49Years	173	13.73	212	13.28	81.60
50-54 Years	207	16.43	242	15.16	85.54
55-59 Years	234	18.57	289	18.11	80.97
60 Years or more	279	22.14	390	24.44	71.54
Total Responses	1,255	99.60	1,591	99.69	78.88
No Response	5	0.40	5	0.31	100.00
Grand Total	1,260	100.00	1,596	100.00	78.95

Table PS1 Age and Gender					
<i>Females</i>	<i>Working in NSW</i>	<i>%</i>	<i>All Respondents</i>	<i>%</i>	<i>% Working in NSW</i>
20-24 Years	8	0.21	9	0.20	88.89
25-29 Years	401	10.74	472	10.23	84.96
30-34 Years	633	16.96	773	16.75	81.89
35-39 Years	469	12.57	614	13.31	76.38
40-44 Years	386	10.34	477	10.34	80.92
45-49Years	455	12.19	534	11.57	85.21
50-54 Years	442	11.84	536	11.62	82.46
55-59 Years	464	12.43	570	12.35	81.40
60 Years or more	448	12.00	601	13.03	74.54
Total Responses	3,706	99.30	4,586	99.39	80.81
No Response	26	0.70	28	0.61	92.86
Grand Total	3,732	100.00	4,614	100.00	80.88

Note: Gender was not provided for 47 respondents working in NSW and 67 respondents overall

	Aboriginality					
	Working in NSW				All Respondents	
	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>%</i>	<i>Total</i>	<i>%</i>
Australian Aboriginal	2	12	14	0.28	17	0.27
Torres Strait Islander	0	0	0	0.00	1	0.02
Not Indigenous	1,239	3,646	4,930	97.84	5,911	94.17
Total Responses	1,241	3,658	4,944	98.11	5,929	94.46
No Response	19	74	95	1.89	348	5.54
Grand Total	1,260	3,732	5,039	100.00	6,277	100.00

	Citizenship					
	Working in NSW				All Respondents	
	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>%</i>	<i>Total</i>	<i>%</i>
Australian Citizen	1,190	3,501	4,732	93.91	5,645	89.93
Permanent Resident	55	185	245	4.86	324	5.16
Temporary Resident	4	18	22	0.44	54	0.86
Total Responses	1,249	3,704	4,999	99.21	6,023	95.95
No Response	11	28	40	0.79	254	4.05
Grand Total	1,260	3,732	5,039	100.00	6,277	100.00

Note: Gender was not provided for 47 respondents working in NSW

Table PS3 Area Health Service and Subarea of Residence

	Working in NSW				All Respondents	
	Males	Females	Total	%	Total	%
Sydney South West	224	735	965	19.15	1,138	18.13
Canterbury Bankstown	19	99	118	2.34	136	2.17
Fairfield Liverpool	13	58	71	1.41	84	1.34
Inner West	150	489	643	12.76	761	12.12
Macarthur	25	66	93	1.85	106	1.69
Southern Highlands	17	23	40	0.79	51	0.81
South Eastern Sydney Illawarra	233	782	1,020	20.24	1,181	18.81
Eastern Suburbs	115	428	548	10.88	648	10.32
Shoalhaven	14	23	37	0.73	42	0.67
St. George	0	0	0	0.00	0	0.00
Sutherland	32	134	166	3.29	193	3.07
Wollongong	72	197	269	5.34	298	4.75
Sydney West	139	398	541	10.74	613	9.77
Baulkham Hills	13	48	62	1.23	67	1.07
Blacktown	41	108	149	2.96	169	2.69
Central West Sydney	32	115	148	2.94	172	2.74
Wentworth	53	127	182	3.61	205	3.27
Northern Sydney Central Coast	272	892	1,168	23.18	1,386	22.08
Central Coast	39	84	123	2.44	142	2.26
Lower North Shore	74	238	312	6.19	381	6.07
North West Sydney	38	133	173	3.43	209	3.33
Northern Beaches	47	181	229	4.54	270	4.30
Ryde	37	103	140	2.78	161	2.56
Upper North Shore	37	153	191	3.79	223	3.55
Hunter New England	148	361	514	10.20	595	9.48
Maitland & Cessnock	16	28	44	0.87	52	0.83
Newcastle	99	253	356	7.06	414	6.60
Rural Hunter New England	17	35	53	1.05	57	0.91
Tamworth, Armidale & Taree	16	45	61	1.21	72	1.15
North Coast	95	168	265	5.26	305	4.86
Other North Coast	22	48	71	1.41	78	1.24
Port Macquarie & Coffs Harbour	25	44	70	1.39	83	1.32
Richmond Coast	36	63	99	1.96	113	1.80
Tweed	12	13	25	0.50	31	0.49
Greater Southern	56	126	182	3.61	222	3.54
Albury & Wagga	17	42	59	1.17	66	1.05
Queanbeyan & Goulburn	7	19	26	0.52	31	0.49
Rural Greater Southern	17	35	52	1.03	69	1.10
South Coast	15	30	45	0.89	56	0.89
Greater Western	32	114	147	2.92	166	2.64
Bathurst, Dubbo & Orange	26	77	104	2.06	116	1.85
Remote NSW	0	6	6	0.12	6	0.10
Rural Greater Western	6	31	37	0.73	44	0.70
Interstate	22	73	95	1.89	365	5.81
Total Australia	1,252	3,725	5,005	99.33	6,092	97.05
No Response/Overseas	8	7	34	0.67	185	2.95
Grand Total	1,260	3,732	5,039	100.00	6,277	100.00

Note: Gender was not provided for 47 respondents working in NSW

Table PS4**Area Health Service and
Subarea of Residence***Per Thousand Population**Working in NSW All Respondents Population 2007*

Sydney South West	0.744	0.88	1,297,122
Canterbury Bankstown	0.377	0.43	312,849
Fairfield Liverpool	0.199	0.24	357,021
Inner West	1.872	2.22	343,446
Macarthur	0.388	0.44	239,427
Southern Highlands	0.901	1.15	44,379
South Eastern Sydney Illawarra	0.838	0.97	1,217,786
Eastern Suburbs	1.349	1.60	406,133
Shoalhaven	0.401	0.46	92,196
St. George	0.000	0.00	228,672
Sutherland	0.780	0.91	212,813
Wollongong	0.968	1.07	277,972
Sydney West	0.493	0.56	1,096,426
Baulkham Hills	0.374	0.40	165,931
Blacktown	0.533	0.60	279,759
Central West Sydney	0.469	0.55	315,314
Wentworth	0.543	0.61	335,422
Northern Sydney Central Coast	1.054	1.25	1,108,242
Central Coast	0.404	0.47	304,741
Lower North Shore	1.644	2.01	189,766
North West Sydney	1.099	1.33	157,387
Northern Beaches	0.974	1.15	235,198
Ryde	1.216	1.40	115,121
Upper North Shore	1.801	2.10	106,029
Hunter New England	0.609	0.70	844,207
Maitland & Cessnock	0.389	0.46	113,058
Newcastle	0.880	1.02	404,438
Rural Hunter New England	0.251	0.27	210,828
Tamworth, Armidale & Taree	0.526	0.62	115,883
North Coast	0.553	0.64	479,602
Other North Coast	0.500	0.55	142,093
Port Macquarie & Coffs Harbour	0.502	0.60	139,428
Richmond Coast	0.860	0.98	115,126
Tweed	0.301	0.37	82,955
Greater Southern	0.382	0.47	476,925
Albury & Wagga	0.544	0.61	108,537
Queanbeyan & Goulburn	0.399	0.48	65,162
Rural Greater Southern	0.222	0.29	234,202
South Coast	0.652	0.81	69,024
Greater Western	0.496	0.56	296,508
Bathurst, Dubbo & Orange	1.352	1.53	108,754
Remote NSW	3.010	3.36	34,553
Rural Greater Western	0.039	0.04	153,201
Grand Total	0.725	0.87	6,816,818

Table PS5**Current Employment Status**

	Working in NSW				All Respondents	
	Males	Females	Total	%	Total	%
Working in Psychology only in NSW	1,096	3,394	4,532	89.94	4,535	72.25
Working in Psychology mainly in NSW	132	158	292	5.79	294	4.68
Working in Psychology mainly in other states	18	42	61	1.21	142	2.26
Working in Psychology only in other states	0	0	0	0.00	153	2.44
Working in Psychology overseas	0	0	0	0.00	180	2.87
On leave for 3 months or more	8	99	109	2.16	109	1.74
Not working at all	0	0	0	0.00	318	5.07
Working but not in Psychology	0	0	0	0.00	250	3.98
Total Responses	1,254	3,693	4,994	99.11	5,981	95.28
No Response	6	39	45	0.89	296	4.72
Grand Total	1,260	3,732	5,039	100.00	6,277	100.00

Note: Gender was not provided for 47 respondents working in NSW

Table PS6**States of Registration**

	Working in NSW				All Respondents	
	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>%</i>	<i>Total</i>	<i>%</i>
NSW only	1,103	3,354	4,501	89.32	5,265	83.88
Registered in another state	148	339	489	9.70	723	11.52
Total Responses	1,251	3,693	4,990	99.03	5,988	95.40
No response	9	39	49	0.97	289	4.60
Grand Total	1,260	3,732	5,039	100.00	6,277	100.00

Table PS7**Country of Birth**

	Working in NSW				All Respondents	
	Males	Females	Total	%	Total	%
Australia	872	2,615	3,523	69.91	4,210	67.07
Overseas	375	1,076	1,462	29.01	1,777	28.31
<i>Of which</i>						
New Zealand	21	45	66	1.31	82	1.31
UK/Ireland	64	150	214	4.25	265	4.22
Other Europe	54	150	204	4.05	249	3.97
Southern Africa	33	140	176	3.49	212	3.38
Middle East	10	28	38	0.75	43	0.69
South & East Asia	31	132	165	3.27	201	3.20
North America	16	38	55	1.09	69	1.10
South America	17	28	45	0.89	52	0.83
Other country/not specified	129	365	499	9.90	604	9.62
Total Responses	1,247	3,691	4,985	98.93	5,987	95.38
No Response	13	41	54	1.07	290	4.62
Grand Total	1,260	3,732	5,039	100.00	6,277	100.00

Note: Gender was not provided for 47 respondents working in NSW

Table PS8**Professional Associations**

	Working in NSW				All Respondents	
	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>%</i>	<i>Total</i>	<i>%</i>
Australian Psychological Society	810	2,426	3,269	64.87	3,442	54.84
Other Association	139	407	550	10.91	616	9.81
Total Responses	949	2,833	3,819	75.79	4,058	64.65
No response	311	899	1,220	24.21	2,219	35.35
Grand Total	1,260	3,732	5,039	100.00	6,277	100.00

Table PS9**Registration Essential for Work**

	Working in NSW				All Respondents	
	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>%</i>	<i>Total</i>	<i>%</i>
Registration required	927	2,791	3,755	74.52	3,873	61.70
Registration not required	277	789	1,075	21.33	1,124	17.91
Total Responses	1,204	3,580	4,830	95.85	4,997	79.61
No response	56	152	209	4.15	1,280	20.39
Grand Total	1,260	3,732	5,039	100.00	6,277	100.00

Table PS10a**Not Working in Psychology**

All Respondents

	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>%</i>
Looking for full time work	6	19	25	4.40
Looking for part time work	6	33	40	7.04
Looking for casual work	4	16	20	3.52
Looking for any type of work	3	10	13	2.29
Not looking for work	90	267	360	63.38
Total Responses	109	345	458	80.63
No response	24	84	110	19.37
Grand Total	133	429	568	100.00

Table PS10b**Currently Working in Psychology**

All Respondents

	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>%</i>
Looking for additional work	160	460	633	111.44
Not looking for additional work	1090	3240	4,365	768.49
Total Responses	1279	3700	4998	879.93
No response	346	914	1,279	225.18
Grand Total	1625	4614	6,277	1105.11

Table PS11		Employment Conditions					
<i>Main Job</i>	Male		Female		Total		
	#	%	#	%	#	%	
Permanent	818	64.92	2,438	65.33	3,285	65.19	
Temporary	47	3.73	213	5.71	261	5.18	
Casual	49	3.89	175	4.69	226	4.49	
Self Employed	307	24.37	792	21.22	1,112	22.07	
Total Responses	1,221	96.90	3,618	96.95	4,884	96.92	
No response	39	3.10	114	3.05	155	3.08	
Grand Total	1,260	100.00	3,732	100.00	5,039	100.00	

Table PS11		Employment Conditions					
<i>Second Job (if applicable)</i>	Male		Female		Total		
	#	%	#	%	#	%	
Permanent	46	14.02	151	17.06	199	16.24	
Temporary	19	5.79	70	7.91	89	7.27	
Casual	59	17.99	152	17.18	211	17.22	
Self Employed	191	58.23	474	53.56	675	55.10	
Total Responses	315	96.04	847	95.71	1,174	95.84	
No response	13	3.96	38	4.29	51	4.16	
Grand Total	328	100.00	885	100.00	1,225	100.00	

Works one job only

3,814

Table PS12		Principal Area of Practice					
<i>Main Job</i>	Male		Female		Total		
	#	%	#	%	#	%	
Clinical	576	25.21	1,565	25.48	2,165	26.69	
Community	111	4.86	292	4.75	0	0.00	
Counselling	603	26.39	1,788	29.11	2,414	29.75	
Educational & Developmental	254	11.12	873	14.21	1,142	14.08	
Forensic	116	5.08	211	3.43	330	4.07	
Health	144	6.30	410	6.67	559	6.89	
Neuropsychology	57	2.49	133	2.17	192	2.37	
Organisational	204	8.93	411	6.69	620	7.64	
Research	93	4.07	201	3.27	298	3.67	
Sports	19	0.83	12	0.20	31	0.38	
Teaching	78	3.41	153	2.49	236	2.91	
Other	30	1.31	94	1.53	126	1.55	
Total Responses	2,285	100.00	6,143	100.00	8,113	100.00	

Table PS12		Principal Area of Practice					
<i>Second Job (if applicable)</i>	Male		Female		Total		
	#	%	#	%	#	%	
Clinical	165	7.22	437	7.11	611	7.53	
Community	20	0.88	59	0.96	0	0.00	
Counselling	157	6.87	423	6.89	584	7.20	
Educational & Developmental	55	2.41	157	2.56	214	2.64	
Forensic	28	1.23	32	0.52	61	0.75	
Health	32	1.40	110	1.79	144	1.77	
Neuropsychology	20	0.88	36	0.59	57	0.70	
Organisational	35	1.53	67	1.09	103	1.27	
Research	20	0.88	59	0.96	81	1.00	
Sports	9	0.39	4	0.07	13	0.16	
Teaching	24	1.05	62	1.01	89	1.10	
Other	7	0.31	21	0.34	30	0.37	
Total Responses	572	25.03	1,467	23.88	1,987	24.49	

Respondents could select more than one option

Table PS13**Area Health Service of Work**

<i>Main Job</i>	Male		Female		Total	
	#	%	#	%	#	%
Sydney South West	209	16.59	649	17.39	868	17.23
South Eastern Sydney Illawarra	298	23.65	971	26.02	1,281	25.42
Sydney West	155	12.30	515	13.80	678	13.46
Northern Sydney Central Coast	219	17.38	635	17.02	861	17.09
Hunter New England	137	10.87	345	9.24	488	9.68
North Coast	95	7.54	163	4.37	260	5.16
Greater Southern	54	4.29	136	3.64	191	3.79
Greater Western	31	2.46	109	2.92	141	2.80
Total Responses	1,198	95.08	3,523	94.40	4,768	94.62
Main job outside NSW	7	0.56	23	0.62	30	0.60
No response	55	4.37	186	4.98	241	4.78
Grand Total	1,260	100.00	3,732	100.00	5,039	100.00

Table PS13**Area Health Service of Work**

<i>Second Job (if applicable)</i>	Male		Female		Total	
	#	%	#	%	#	%
Sydney South West	52	15.85	141	15.93	195	15.92
South Eastern Sydney Illawarra	76	23.17	205	23.16	285	23.27
Sydney West	37	11.28	85	9.60	122	9.96
Northern Sydney Central Coast	61	18.60	171	19.32	235	19.18
Hunter New England	28	8.54	63	7.12	92	7.51
North Coast	18	5.49	32	3.62	50	4.08
Greater Southern	12	3.66	33	3.73	45	3.67
Greater Western	5	1.52	25	2.82	31	2.53
Total Responses	289	88.11	755	85.31	1,055	86.12
Second job outside NSW	1	0.30	0	0.00	1	0.08
No response	38	11.59	130	14.69	169	13.80
Grand Total	328	100.00	885	100.00	1,225	100.00

Works one job only

3,814

Table PS14 Number of Hours Usually Worked

<i>Main Job</i>	Male		Female		Total	
	#	%	#	%	#	%
1-9	37	2.94	169	4.53	207	4.11
10-19	96	7.62	466	12.49	569	11.29
20-29	158	12.54	721	19.32	885	17.56
30-39	348	27.62	1,017	27.25	1,380	27.39
40-49	385	30.56	905	24.25	1,300	25.80
50+	169	13.41	320	8.57	495	9.82
Total Responses	1,193	94.68	3,598	96.41	4,836	95.97
No response	67	5.32	134	3.59	203	4.03
Grand Total	1,260	100.00	3,732	100.00	5,039	100.00
Total Hours	42,497		114,885		157,382	
Average Hours	35.6		31.9		32.5	

Table PS14 Number of Hours Usually Worked

<i>Second Job (if applicable)</i>	Male		Female		Total	
	#	%	#	%	#	%
1-9	146	44.51	457	51.64	608	49.63
10-19	129	39.33	337	38.08	471	38.45
20-29	40	12.20	80	9.04	121	9.88
30-39	7	2.13	6	0.68	14	1.14
40-49	0	0.00	1	0.11	1	0.08
50+	0	0.00	0	0.00	0	0.00
Total Responses	322	98.17	881	99.55	1,215	99.18
No response	6	1.83	4	0.45	10	0.82
Grand Total	328	100.00	885	100.00	1,225	100.00
Works one job only					3,814	
Total Hours	3,464		8,771		12,235	
Average Hours	10.8		10.0		10.1	

Table PS15 Full Time Equivalents

	<i>Male</i>	<i>Female</i>	<i>Total</i>
Total Responses	1,224	3,632	4,901
Hours Worked	47,959	125,426	175,054
Average Hours	39.2	34.5	35.7
All Psychologists			
Normal FTE (up to 38 hours)	1,094.8	2,998.0	4,131.6
Additional FTE (over 38 hours)	167.3	302.7	475.1
Total FTE	1,262.1	3,300.7	4,606.7
Clinical Psychologists			
Normal FTE (up to 38 hours)	519.6	1,295.1	1,836.3
Additional FTE (over 38 hours)	83.1	125.9	212.3
Total FTE	602.7	1,420.9	2,048.7

Table PS16**Setting of Work**

<i>Main Job</i>	Male		Female		Total	
	#	%	#	%	#	%
Public	691	54.84	2,141	57.37	2,856	56.68
Hospital	72	5.71	253	6.78	326	6.47
Community health service	81	6.43	257	6.89	340	6.75
Community mental health service	95	7.54	286	7.66	383	7.60
Other community centre/service	22	1.75	85	2.28	110	2.18
Developmental disability service	25	1.98	100	2.68	128	2.54
Department of Community Services	12	0.95	50	1.34	62	1.23
Tertiary education institution	122	9.68	313	8.39	438	8.69
School	148	11.75	435	11.66	588	11.67
Corrective services	26	2.06	84	2.25	111	2.20
Justice/courts	14	1.11	35	0.94	49	0.97
Other government - Federal	42	3.33	125	3.35	170	3.37
Other government - State	21	1.67	72	1.93	94	1.87
Other government - Local	0	0.00	9	0.24	9	0.18
Other	11	0.87	37	0.99	48	0.95
Private	532	42.22	1,474	39.50	2,027	40.23
Hospital	17	1.35	57	1.53	74	1.47
Community health service	5	0.40	29	0.78	34	0.67
Community mental health service	9	0.71	20	0.54	29	0.58
Other community centre/service	21	1.67	59	1.58	81	1.61
Developmental disability service	2	0.16	12	0.32	14	0.28
Private practice/consultancy	376	29.84	962	25.78	1,353	26.85
Tertiary education institution	6	0.48	10	0.27	16	0.32
School	17	1.35	96	2.57	116	2.30
Corrective services	1	0.08	0	0.00	1	0.02
Justice/courts	0	0.00	0	0.00	0	0.00
Non government organisation	11	0.87	44	1.18	56	1.11
Mining, industrial, corporate or commercial	56	4.44	129	3.46	186	3.69
Other	11	0.87	56	1.50	67	1.33
Total Responses	1,223	97.06	3,615	96.86	4,883	96.90
No response	37	2.94	117	3.14	156	3.10
Grand Total	1,260	100.00	3,732	100.00	5,039	100.00

Table PS16**Setting of Work**

<i>Second Job (if applicable)</i>	Male		Female		Total	
	#	%	#	%	#	%
Public	74	22.56	217	24.52	291	23.76
Hospital	9	2.74	27	3.05	36	2.94
Community health service	7	2.13	20	2.26	27	2.20
Community mental health service	12	3.66	16	1.81	28	2.29
Other community centre/service	2	0.61	14	1.58	16	1.31
Developmental disability service	1	0.30	7	0.79	8	0.65
Department of Community Services	2	0.61	3	0.34	5	0.41
Tertiary education institution	21	6.40	78	8.81	99	8.08
School	5	1.52	17	1.92	22	1.80
Corrective services	1	0.30	3	0.34	4	0.33
Justice/courts	1	0.30	3	0.34	4	0.33
Other government - Federal	8	2.44	16	1.81	24	1.96
Other government - State	1	0.30	7	0.79	8	0.65
Other government - Local	0	0.00	0	0.00	0	0.00
Other	4	1.22	6	0.68	10	0.82
Private	241	73.48	623	70.40	876	71.51
Hospital	2	0.61	12	1.36	15	1.22
Community health service	3	0.91	7	0.79	10	0.82
Community mental health service	4	1.22	12	1.36	16	1.31
Other community centre/service	4	1.22	22	2.49	27	2.20
Developmental disability service	1	0.30	4	0.45	5	0.41
Private practice/consultancy	204	62.20	483	54.58	697	56.90
Tertiary education institution	8	2.44	18	2.03	26	2.12
School	1	0.30	21	2.37	22	1.80
Corrective services	1	0.30	0	0.00	1	0.08
Justice/courts	1	0.30	2	0.23	3	0.24
Non government organisation	0	0.00	0	0.00	0	0.00
Mining, industrial, corporate or commercial	4	1.22	11	1.24	15	1.22
Other	8	2.44	31	3.50	39	3.18
Total Responses	315	96.04	840	94.92	1,167	95.27
No response	13	3.96	45	5.08	58	4.73
Grand Total	328	100.00	885	100.00	1,225	100.00

Works one job only

3,814

Table PS17		Clients					
		Male		Female		Total	
<i>Main Job</i>	#	%	#	%	#	%	
Eldery/aged	141	6.05	382	5.60	530	9.10	
Adult	888	38.13	2,503	36.66	0	0.00	
Adolescent	512	21.98	1,509	22.10	2,043	35.08	
Child	364	15.63	1,306	19.13	1,687	28.97	
Organisations	234	10.05	555	8.13	796	13.67	
Community groups	81	3.48	232	3.40	316	5.43	
Families	81	3.48	232	3.40	316	5.43	
Other	28	1.20	108	1.58	136	2.34	
Total Responses	2,329	100.00	6,827	100.00	5,824	100.00	

Table PS17		Clients					
		Male		Female		Total	
<i>Second Job (if applicable)</i>	#	%	#	%	#	%	
Eldery/aged	47	2.02	127	1.86	177	3.04	
Adult	296	12.71	745	10.91	0	0.00	
Adolescent	127	5.45	337	4.94	469	8.05	
Child	80	3.43	261	3.82	344	5.91	
Organisations	31	1.33	100	1.46	132	2.27	
Community groups	18	0.77	46	0.67	64	1.10	
Families	18	0.77	46	0.67	64	1.10	
Other	9	0.39	32	0.47	42	0.72	
Total Responses	626	26.88	1,694	24.81	1,292	22.18	

Respondents could select more than one option

Table PS18**Languages Used**

	Male		Female		Total	
	#	%	#	%	#	%
English only	970	85.69	2,946	85.96	3,949	87.04
Arabic/Lebanese	16	1.41	44	1.28	0	0.00
Cantonese	10	0.88	40	1.17	50	1.10
French	7	0.62	39	1.14	47	1.04
German	11	0.97	35	1.02	46	1.01
Greek	11	0.97	44	1.28	56	1.23
Hungarian	3	0.27	8	0.23	11	0.24
Italian	16	1.41	21	0.61	37	0.82
Mandarin	6	0.53	27	0.79	33	0.73
Vietnamese	3	0.27	7	0.20	10	0.22
Other	79	6.98	216	6.30	298	6.57
Total Responses	1,132	100.00	3,427	100.00	4,537	100.00

Respondents could select more than one option

Table PS19**Cultural Expertise**

	Male		Female		Total	
	#	%	#	%	#	%
Aboriginal and Torres Strait Islanders	143	32.28	308	25.31	454	30.39
Migrant populations	176	39.73	553	45.44	553	37.01
Refugee groups	84	18.96	246	20.21	333	22.29
Other	40	9.03	110	9.04	154	10.31
Total Responses	443	100.00	1,217	100.00	1,494	100.00

Respondents could select more than one option

Table PS20**Highest Psychology Qualification**

	Male		Female		Total	
	#	%	#	%	#	%
4th Year	566	44.92	1,729	46.35	2,313	45.92
Masters	423	33.57	1,394	37.37	1,834	36.41
PhD	170	13.49	270	7.24	445	8.83
Dpsych/PsyD	26	2.06	132	3.54	158	3.14
Other	26	2.06	79	2.12	109	2.16
Total Responses	1,211	96.11	3,604	96.62	4,859	96.47
No response	49	3.89	126	3.38	178	3.53
Grand Total	1,260	100.00	3,730	100.00	5,037	100.00

Table PS21		Estimated Income					
<i>Main Job</i>	Male		Female		Total		
	#	%	#	%	#	%	
\$0 - \$20,000	77	6.11	344	9.22	423	8.39	
\$20,001 - \$40,000	127	10.08	592	15.86	726	14.41	
\$40,001 - \$60,000	199	15.79	817	21.89	1,024	20.32	
\$60,001 - \$80,000	385	30.56	1,029	27.57	1,427	28.32	
\$80,001 - \$100,000	215	17.06	447	11.98	671	13.32	
\$100,001 +	141	11.19	170	4.56	315	6.25	
		0.00					
Total Responses	1,144	90.79	3,399	91.08	4,586	91.01	
No response	116	9.21	333	8.92	453	8.99	
Grand Total	1,260	100.00	3,732	100.00	5,039	100.00	

Table PS21		Estimated Income					
<i>Second Job (if applicable)</i>	Male		Female		Total		
	#	%	#	%	#	%	
\$0 - \$20,000	178	14.13	512	13.72	698	13.85	
\$20,001 - \$40,000	84	6.67	199	5.33	285	5.66	
\$40,001 - \$60,000	15	1.19	43	1.15	58	1.15	
\$60,001 - \$80,000	7	0.56	6	0.16	13	0.26	
\$80,001 - \$100,000	6	0.48	3	0.08	9	0.18	
\$100,001 +	6	0.48	1	0.03	8	0.16	
		0.00					
Total Responses	296	23.49	764	20.47	1,071	21.25	
No response	32	2.54	121	3.24	154	3.06	
Grand Total	328	26.03	885	23.71	1,225	24.31	

Works one job only

3,814

Table PS22**Activities for Professional Development**

	Male		Female		Total	
	#	Average Time	#	Average Time	#	Average Time
Workshops/Conferences	1,069	6	3,184	6	4,297	6
Formal One-to-One Peer Supervision	734	4	2,377	4	3,140	4
Formal Group Supervision	469	5	1,738	4	2,228	4
Private Study/Journals/Reading	1,097	12	3,131	10	4,268	10
Formal Tertiary Studies	110	25	543	25	657	25
Other	67	8	199	9	268	9

Note: Time measure for all activities is hour per month except Workshops/Conferences which is days per year

Main Job	Total Hours								Setting of Work			
	Male				Female				Total			
	#	Hours	%	Avg	#	Hours	%	Avg	#	Hours	%	Avg
Public	691	24,102	57.52	34.88	2,141	70,194	61.10	32.79	2,856	95,705	60.23	33.51
Hospital	72	2,656	6.34	36.89	253	7,862	6.84	31.08	326	10,578	6.66	32.45
Community health service	81	2,779	6.63	34.31	257	7,906	6.88	30.76	340	10,775	6.78	31.69
Community mental health service	95	3,432	8.19	36.13	286	9,540	8.30	33.36	383	13,042	8.21	34.05
Other community centre/service	22	141	0.34	6.41	85	2,573	2.24	30.27	110	3,396	2.14	30.87
Developmental disability service	25	1,010	2.41	40.40	100	3,361	2.93	33.61	128	4,468	2.81	34.91
DoCS	12	442	1.05	36.83	50	1,637	1.42	32.74	62	2,079	1.31	33.53
Tertiary education	122	4,099	9.78	33.60	313	10,092	8.78	32.24	438	14,269	8.98	32.58
School	148	5,434	12.97	36.72	435	14,899	12.97	34.25	588	20,500	12.90	34.86
Corrective services	26	988	2.36	38.00	84	3,015	2.62	35.89	111	4,043	2.54	36.42
Justice/courts	14	537	1.28	38.36	35	1,206	1.05	34.46	49	1,743	1.10	35.57
Other govt - Federal	42	1,499	3.58	35.69	125	4,332	3.77	34.66	170	5,921	3.73	34.83
Other govt - State	21	676	1.61	32.19	72	2,279	1.98	31.65	94	2,990	1.88	31.81
Other govt - Local	0	0	0.00	0.00	9	290	0.25	32.22	9	290	0.18	32.22
Other	11	409	0.98	37.18	37	1,202	1.05	32.49	48	1,611	1.01	33.56
Private	532	17,315	41.32	32.55	1,474	43,042	37.47	29.20	2,027	61,020	38.40	30.10
Hospital	17	474	1.13	27.88	57	1,473	1.28	25.84	74	1,947	1.23	26.31
Community health service	5	141	0.34	28.20	29	895	0.78	30.86	34	1,036	0.65	30.47
Community mental health service	9	291	0.69	32.33	20	511	0.44	25.55	29	802	0.50	27.66
Other community centre/service	21	622	1.48	29.62	59	1,726	1.50	29.25	81	2,388	1.50	29.48
Developmental disability service	2	64	0.15	32.00	12	449	0.39	37.42	14	513	0.32	36.64
Private practice/consultancy	376	12,253	29.24	32.59	962	26,723	23.26	27.78	1,353	39,446	24.82	29.15
Tertiary education	6	96	0.23	16.00	10	260	0.23	26.00	16	356	0.22	22.25
School	17	565	1.35	33.24	96	2,974	2.59	30.98	116	3,611	2.27	31.13
Corrective services	1	40	0.10	40.00	0	0	0.00	0.00	1	40	0.03	40.00
Justice/courts	0	0	0.00	0.00	0	0	0.00	0.00	0	0	0.00	0.00
Non govt org	11	284	0.68	25.82	44	1,307	1.14	29.70	56	1,636	1.03	29.21
Mining, industrial, corp or commercial	56	2,126	5.07	37.96	129	4,729	4.12	36.66	186	6,891	4.34	37.05
Other	11	359	0.86	32.64	56	1,995	1.74	35.63	67	2,354	1.48	35.13
Total Responses	1,223	41,417	98.84	33.87	3,615	113,236	98.56	31.32	4,883	156,725	98.63	32.10
No response	37	488	1.16	13.19	117	1,649	1.44	14.09	156	2,175	1.37	13.94
Grand Total	1,260	41,905	100.00	33.26	3,732	114,885	100.00	30.78	5,039	158,900	100.00	31.53

Second Job	Total Hours								Setting of Work			
	Male				Female				Total			
	#	Hours	%	Avg	#	Hours	%	Avg	#	Hours	%	Avg
Public	74	852	24.56	11.51	217	2,247	25.62	10.35	291	3,094	25.00	10.63
Hospital	9	155	4.47	17.22	27	293	3.34	10.85	36	448	3.62	12.44
Community health service	7	102	2.94	14.57	20	174	1.98	8.70	27	276	2.23	10.22
Community mental health service	12	133	3.83	11.08	16	207	2.36	12.94	28	340	2.75	12.14
Other community centre/service	2	23	0.66	11.50	14	135	1.54	9.64	16	153	1.24	9.56
Developmental disability service	1	17	0.49	17.00	7	88	1.00	12.57	8	105	0.85	13.13
DoCS	2	16	0.46	8.00	3	37	0.42	12.33	5	53	0.43	10.60
Tertiary education	21	213	6.14	10.14	78	792	9.03	10.15	99	1,005	8.12	10.15
School	5	45	1.30	9.00	17	154	1.76	9.06	22	199	1.61	9.05
Corrective services	1	4	0.12	4.00	3	39	0.44	13.00	4	43	0.35	10.75
Justice/courts	1	25	0.72	25.00	3	35	0.40	11.67	4	60	0.48	15.00
Other govt - Federal	8	78	2.25	9.75	16	152	1.73	9.50	24	230	1.86	9.58
Other govt - State	1	5	0.14	5.00	7	84	0.96	12.00	8	89	0.72	11.13
Other govt - Local	0	0	0.00	0.00	0	0	0.00	0.00	0	0	0.00	0.00
Other	4	36	1.04	9.00	6	57	0.65	9.50	10	93	0.75	9.30
Private	241	2,493	71.87	10.34	623	6,149	70.11	9.87	876	8,781	70.96	10.02
Hospital	2	19	0.55	9.50	12	152	1.73	12.67	15	186	1.50	12.40
Community health service	3	23	0.66	7.67	7	81	0.92	11.57	10	104	0.84	10.40
Community mental health service	4	34	0.98	8.50	12	165	1.88	13.75	16	199	1.61	12.44
Other community centre/service	4	38	1.10	9.50	22	228	2.60	10.36	27	268	2.17	9.93
Developmental disability service	1	18	0.52	18.00	4	53	0.60	13.25	5	71	0.57	14.20
Private practice/consultancy	204	2,079	59.93	10.19	483	4,569	52.09	9.46	697	6,770	54.71	9.71
Tertiary education	8	123	3.55	15.38	18	199	2.27	11.06	26	322	2.60	12.38
School	1	20	0.58	20.00	21	248	2.83	11.81	22	268	2.17	12.18
Corrective services	1	5	0.14	5.00	0	0	0.00	0.00	1	5	0.04	5.00
Justice/courts	1	0	0.00	0.00	2	32	0.36	16.00	3	32	0.26	10.67
Non govt org	0	0	0.00	0.00	0	0	0.00	0.00	0	0	0.00	0.00
Mining, industrial, corp or commercial	4	49	1.41	12.25	11	129	1.47	11.73	15	178	1.44	11.87
Other	8	85	2.45	10.63	31	293	3.34	9.45	39	378	3.05	9.69
Total Responses	315	3,345	96.43	10.62	840	8,396	95.72	10.00	1,167	11,875	95.97	10.18
No response	13	124	3.57	9.54	45	375	4.28	8.33	58	499	4.03	8.60
Grand Total	328	3,469	100.00	10.58	885	8,771	100.00	9.91	1,225	12,374	100.00	10.10

Works one job only

3,814

Main Job	Total Hours								Area Health Service of Work			
	Male				Female				Total			
	#	Hours	%	Avg	#	Hours	%	Avg	#	Hours	%	Avg
Sydney South West	209	7,022	16.52	33.60	649	20,300	17.67	31.28	868	27,708	17.44	31.92
South Eastern Sydney Illawarra	298	10,217	24.04	34.29	971	30,443	26.50	31.35	1,281	41,047	25.83	32.04
Sydney West	155	5,589	13.15	36.06	515	16,790	14.61	32.60	678	22,608	14.23	33.35
Northern Sydney Central Coast	219	7,281	17.13	33.25	635	18,811	16.37	29.62	861	26,325	16.57	30.57
Hunter New England	137	4,674	11.00	34.12	345	11,467	9.98	33.24	488	16,320	10.27	33.44
North Coast	95	3,243	7.63	34.14	163	5,228	4.55	32.07	260	8,563	5.39	32.93
Greater Southern	54	2,003	4.71	37.09	136	4,311	3.75	31.70	191	6,314	3.97	33.06
Greater Western	31	1,124	2.64	36.26	109	3,675	3.20	33.72	141	4,811	3.03	34.12
Total Responses	1,198	41,153	96.84	34.35	3,523	111,025	96.64	31.51	4,768	153,696	96.72	32.23
No response/ Interstate	62	1,344	3.16	21.68	209	3,860	3.36	18.47	271	5,204	3.28	19.20
Grand Total	1,260	42,497	100.00	33.73	3,732	114,885	100.00	30.78	5,039	158,900	100.00	31.53

Second Job	Total Hours								Area Health Service of Work			
	Male				Female				Total			
	#	Hours	%	Avg	#	Hours	%	Avg	#	Hours	%	Avg
Sydney South West	52	586	16.92	11.27	141	1,382	15.76	9.80	195	2,018	16.31	10.35
South Eastern Sydney Illawarra	76	862	24.88	11.34	205	2,145	24.46	10.46	285	3,055	24.69	10.72
Sydney West	37	404	11.66	10.92	85	912	10.40	10.73	122	1,316	10.64	10.79
Northern Sydney Central Coast	61	662	19.11	10.85	171	1,751	19.96	10.24	235	2,419	19.55	10.29
Hunter New England	28	282	8.14	10.07	63	632	7.21	10.03	92	929	7.51	10.10
North Coast	18	165	4.76	9.17	32	312	3.56	9.75	50	477	3.85	9.54
Greater Southern	12	117	3.38	9.75	33	296	3.37	8.97	45	413	3.34	9.18
Greater Western	5	22	0.64	4.40	25	222	2.53	8.88	31	254	2.05	8.19
Total Responses	289	3,100	89.49	10.73	755	7,652	87.24	10.14	1,055	10,881	87.93	10.31
No response/ Interstate	39	364	10.51	9.33	130	1,119	12.76	8.61	170	1,493	12.07	8.78
Grand Total	328	3,464	100.00	10.56	885	8,771	100.00	9.91	1,225	12,374	100.00	10.10

	Table PS25 Total Hours								Age Group			
	Male				Female				Total			
	<i>#</i>	<i>Hours</i>	<i>%</i>	<i>Avg</i>	<i>#</i>	<i>Hours</i>	<i>%</i>	<i>Avg</i>	<i>#</i>	<i>Hours</i>	<i>%</i>	<i>Avg</i>
20-24 Years	1	45	0.09	45.00	8	338	0.27	42.25	9	383	0.22	42.56
25-29 Years	37	1,433	2.99	38.73	401	15,131	12.06	37.73	438	16,564	9.46	37.82
30-34 Years	101	4,307	8.98	42.64	633	21,885	17.45	34.57	734	26,192	14.96	35.68
35-39 Years	103	4,099	8.55	39.80	469	14,709	11.73	31.36	572	18,808	10.74	32.88
40-44 Years	120	4,984	10.39	41.53	386	12,435	9.91	32.22	506	17,419	9.95	34.42
45-49 Years	173	6,671	13.91	38.56	455	15,313	12.21	33.65	628	21,984	12.56	35.01
50-54 Years	207	8,422	17.56	40.69	442	16,115	12.85	36.46	649	24,537	14.02	37.81
55-59 Years	234	9,063	18.90	38.73	464	16,476	13.14	35.51	698	25,539	14.59	36.59
60 Years or more	279	8,714	18.17	31.23	448	12,304	9.81	27.46	727	21,018	12.01	28.91
Total Responses	976	47,738	99.54	48.91	3,258	124,706	99.43	38.28	4,234	172,444	98.51	40.73
No response	284	221	0.46	0.78	474	720	0.57	1.52	805	2,610	1.49	3.24
Grand Total	1,260	47,959	100.00	38.06	3,732	125,426	100.00	33.61	5,039	175,054	100.00	34.74