

Psychologists are tertiary qualified, registered health professionals who have expertise in human behaviour, "having studied the brain, memory, learning, human development and the processes determining how people think, feel, behave and react. Psychologists apply their expertise using reliable and scientifically supported methods. Psychological treatments are widely used to assist individuals and families, groups and organisations." (Australian Psychology Society, APS)



Workforce characteristics for NSW Health psychology workforce in 2040



415
Headcount



73.7%
Female



30.1
Work hours per week



44.5
Years average age



16.9%
Future 60+



3.4%
Aboriginal workforce target



Demand is expected to grow **0.2%** (low demand scenario) to **0.3%** (high demand scenario).

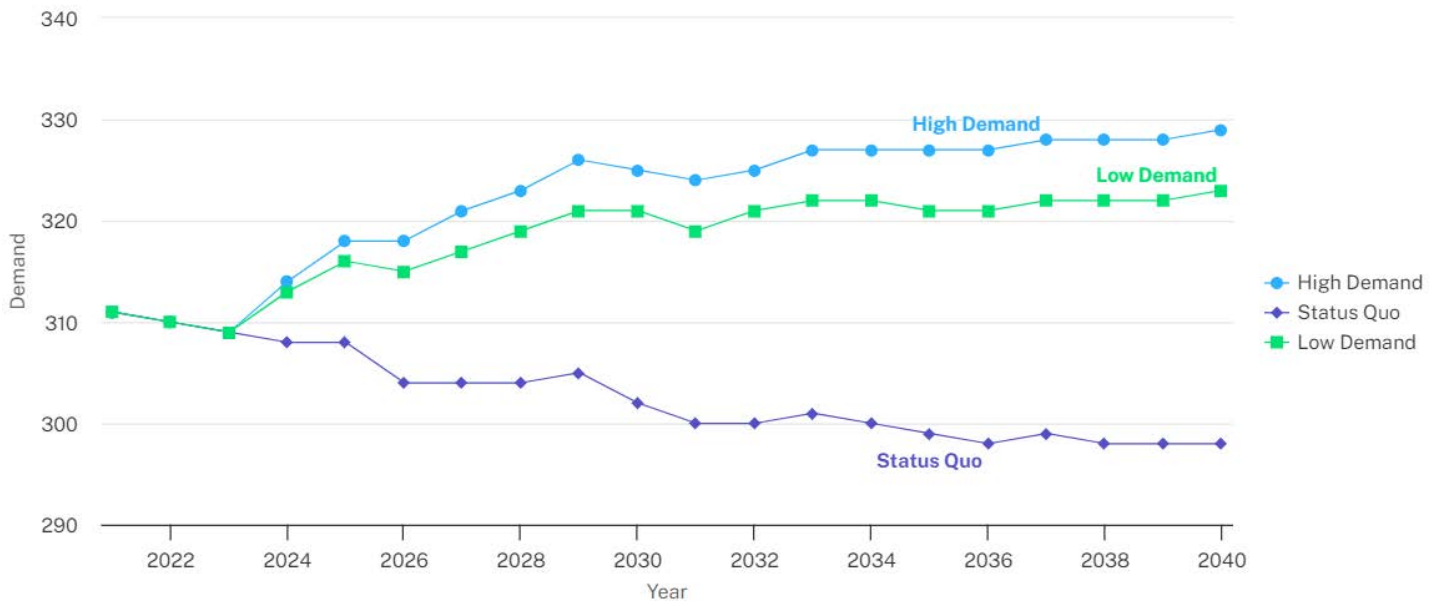
Workforce modelling indicates the need to grow the NSW psychology workforce by around **6 to 7** new professionals per annum to meet community need in 2040 across both demand scenarios.



Notes

- Data included is limited to the workforce employed under the relevant health professional award.
- Specialty health networks are not displayed geographically in the workforce distribution maps.
- LHD/SHN may engage in sessional arrangements in selected circumstances
- NSW Health does not make any representations or warranties whether expressed or implied with respect to the accuracy and completeness of the information contained in the fact sheet.

Projected FTE growth for NSW Health psychology workforce to 2040



Workforce characteristics for NSW Health psychology workforce in 2021



393
Headcount



30.2
Work hours per week



44.7
Years average age



79.1%
Female



7.4%
Aged 60+



0.8%
Aboriginal

Metropolitan Sydney



251
Headcount



30
Work hours per week



42.8
Years average age



2.9%
Aged 60+

Non-Metropolitan Sydney



187
Headcount



30.1
Work hours per week



47.0
Years average age



4.5%
Aged 60+

Psychology junior entrant positions into NSW Health



2017
40

2018
46

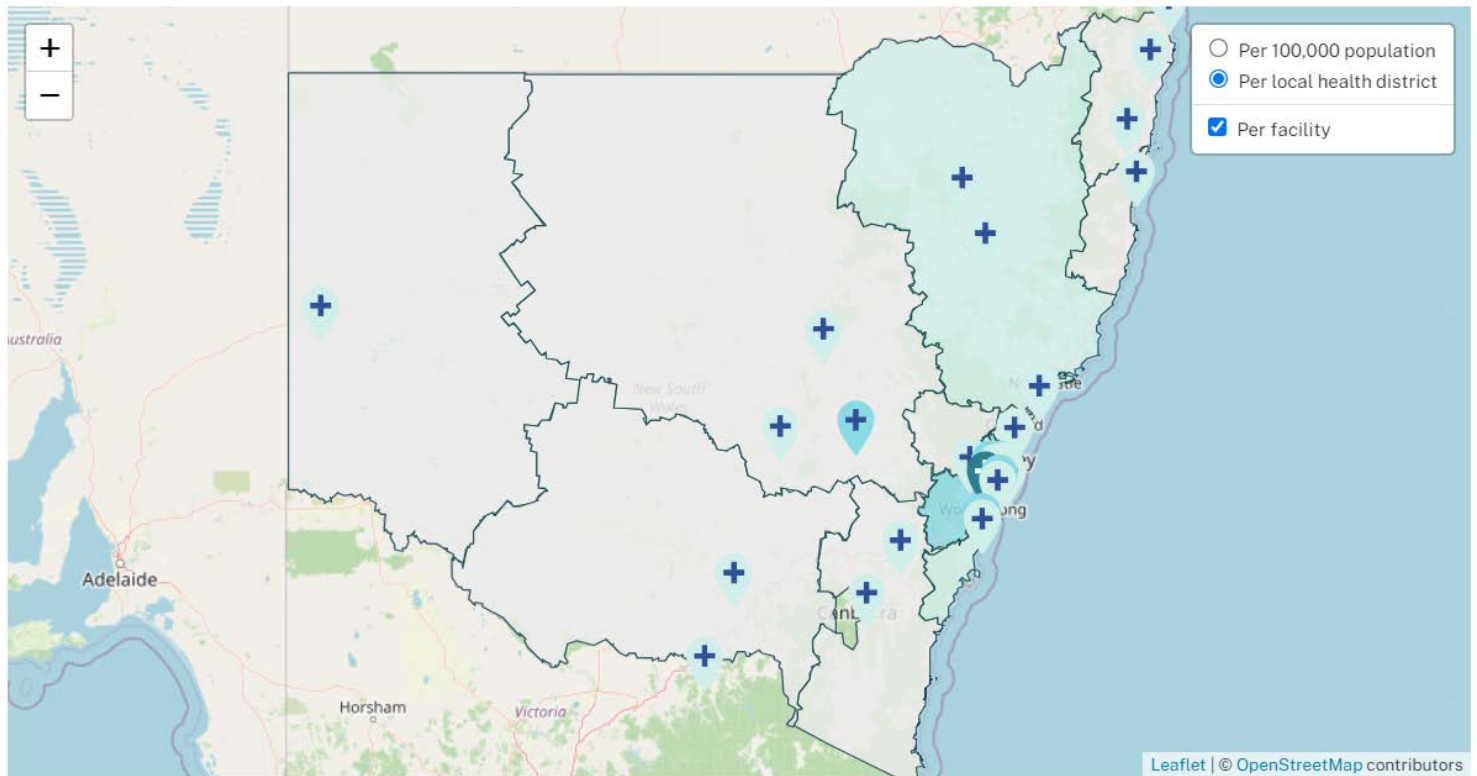
2019
52

2020
29

2021
38

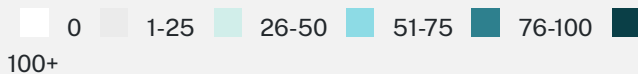
Workforce distribution for NSW Health psychology workforce in 2021

The geographic distribution of the public workforce by local health district/network, by facility and per 100,000 population.



Legends

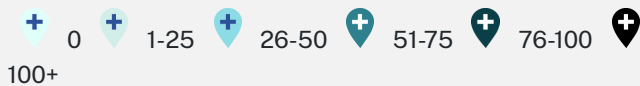
Per local health district



Per 100,000 population



Per facility



Other networks

- Sydney Children's Hospitals: 1 to 20 | 1 to 5 per 100,000
- Enable NSW: 0 | 0 per 100,000
- Justice Health and Forensic Mental Health: 0 | 0 per 100,000

Workforce considerations

- Population demographics and increasing complex health and social needs which includes our older Australians; people with histories of psycho-social distress or trauma; people with disability and people at risk of violence and harm may increase demand for psychology workforce.
- New government funding initiatives, services, and policy reform will influence the psychology role and the way psychology models of care are delivered in NSW Health.
- Natural disasters and pandemics increase psychosocial issues in the community and demand on the psychology workforce.
- Improvements in data capture and demand (met and unmet) is a prioritised need for the workforce.
- Growing the Aboriginal psychology workforce is seen as a priority under the 'Good Health Great Jobs' framework, and investment in workforce pipelines needs development.