

2

NURSES WORKING IN NSW

Characteristics of nurses working in NSW in 2001:

Size of the combined workforce:

- The combined nursing workforce consists of 52,565 nurses, unadjusted for non response (43,160 registered nurses (82.1% of the total) and 9,405 enrolled nurses (17.9%)). If the estimated workforce size of 59,297 registered nurses and 12,711 enrolled nurses are added together, the total estimated workforce has 72,008 registered and enrolled nurses, a growth of 270 nurses or 0.4% from the estimated workforce of 71,738 nurses in 2001 (adjusted for non response, and workforce participation of new registrants and restorations - see Section on Estimating Workforce Size, Section 1, p. 8). Virtually all of this growth is due to an estimated increase in enrolled nurse numbers.

Age and sex of the workforce:

- The proportion of women in the nursing workforce (combined workforce of registered and enrolled nurses) is 92.2%, with males accounting for 7.8% of the workforce. Some 36.0% of the female workforce were aged under 40, while 40.5% of males were under forty years in 2001. However, women are greater in numbers in all age groups, varying from 100.0% of all nurses in the 75 years and older year age group, to the lowest proportion of 89.7% for those 20 to 24 years.
- Some 36.3% of the workforce are aged under forty years, 38.8% are aged 40 to 49 years, 20.4% are aged 50 to 59 years, and 4.3% of the workforce are 60 years and older. This indicates a middle aged workforce overall, with the modal age range being 40 to 44 years for males, females, and total nurses (ie the age range with the greatest number of working nurses).

Usual place of work and employment category:

- Three quarters or 75.3% of the combined workforce worked in the public sector in their main job, with 24.7% working in the private sector in their main job. Some 51.6% of the total workforce worked in public hospitals, 11.7% in private hospitals, 8.0% in public nursing homes and hostels, 8.2% in public community health services, and 6.6% in private nursing homes or hostels. Some 83.5% of nurses were permanent staff in their main job, 2.7% temporary and 13.8% casual.
- The public sector accounts for 47.9% of nurses in 2001 in their second job, while just over a half or 52.1% work in the private sector. In total, there are an estimated 5,807 nurses unadjusted for non response who reported being in a second job (11.0% of the total number of nurses in the workforce - see Tables 4.9 & 5.9, 4,923 registered nurses in a second job, 884 enrolled nurses in a second job). (NOTE: Estimated figure based on highest response as respondents are not directly asked if they have a second job). Only 20.7% of staff were employed on a permanent basis in their second job, while 75.8% were in casual positions and 3.6% were temporary.

Hours worked per week:

- Some 48.4% of nurses reported working part time **paid hours** in their **main job** (hours worked less than 35 hours per week). Women were more likely to work part time than men (50.9% of women compared with 19.3% of men). Some 98.7% of nurses reported working part time paid hours in their **second job** (hours worked less than 35 hours per week). Some 47.4% of nurses reported working part time in their **total job hours** (hours worked less than 35 hours per week). Women were more likely to work part time than men (49.9% of women compared with 19.0% of men).

Full Time Equivalent (FTE) workforce:

- Two methods of calculating FTE have been used in the profile:
- Divide total hours worked by 35 hours per week (reported in Section tables: ABS definition)
- Divide total hours worked by 38 hours per week (reported in Appendix: award conditions)
- The full time equivalent nursing workforce unadjusted for non response (FTE workforce, based on 35 hours per week) consists of 50,189.4 FTE, lower than the FTE for 2000 due to a lower response rate (see Tables 3.15, 4.10 & 5.10). This is calculated from the 51,316 nurses who provided data on their hours worked (Tables 4.26 & 5.26). The proportion of the FTE workforce of 97.8% compared to total numbers indicates that there is almost a one to one relationship. This is the same proportion as for 2000. Women were 44,166 FTE (90.8% of the FTE workforce) and men 4,469 FTE (9.2%), indicating that the greater hours worked by males result in their higher productivity rates (males were 7.8% of the headcount workforce).
- If the FTE workforce is calculated using 38 hours per week then the FTE nursing workforce size is 46,227.1 FTE, and the FTE ratio is 0.901.

Principal area of nursing practice:

- The single largest specialty was geriatrics/gerontology, with 16.0% working in that specialty, followed by 7.7% in operating theatre/ recovery, 6.5% in midwifery/obstetrics, and 5.9% in general medicine. When clustered into groups of specialties, 35.8% worked in medical areas, 17.5% in surgical areas, 5.7% in mixed medical /surgical nursing, 9.1% in critical care and emergency, 7.8% in gynaecology/maternity, 6.5% in mental health and 16.0% in other specialties. Proportions were relatively similar in terms of specialties in a second job (17.0% in geriatrics, 7.4% in operating theatre, recovery, 6.7% in midwifery/obstetrics, and 6.8% in general medicine. Nurses working in operating theatre/recovery, midwifery/obstetrics, renal medicine, colo-rectal surgery, burns and endocrinology were most likely to work in the same specialty in both jobs (excluding specialties with small numbers).

Work location:

- In 2001, the main job for 73.3% of nurses was located in Metropolitan Area Health Services, with 53.2% in Metropolitan Sydney and 20.1% in other major Metropolitan areas (Central Coast, Hunter, Illawarra). Northern Sydney and South Eastern Sydney Area Health Services had the highest proportion of nurses in a main job, with 12.9% and 12.6% respectively. This was followed by the Hunter with 10.4%, Western Sydney with 9.7%, Central Sydney with 7.3% and South Western Sydney with 6.8%. Rural Area Health services were the main job location for 26.5% of nurses, with Greater Murray having the highest proportion in a rural area at 4.9% followed by Mid North Coast and Northern Rivers at 4.4%.
- There were a higher proportion of nurses located in Metropolitan Area Health Services in a second job, with 75.4% of nurses. South Eastern Sydney had the highest proportion of nurses (16.1%) followed by Northern Sydney (14.6%), and the Hunter at 8.8%. Only 22.2% of nurses were located in Rural Area Health Services in a second job, with Greater Murray with 3.9% and Mid Western with 3.6%. (NOTE: Area Health Services are used as a geographic area, and include nurses working in both the public and private sectors).

Characteristics of registered nurses working in NSW:

Size of the registered nurse workforce:

- The registered nursing workforce consists of 43,160 nurses, unadjusted for non response. The estimated size of the workforce in 2001 is 59,297 after adjusting for non response (see Table 1.5a). The FTE (full time equivalent, based on 35 hours per week) registered nurse workforce is estimated to be 58,348.3 based on the raw data of 41,586.4 FTE (accounted for by 42,275 headcount). The FTE ratio is 0.984, or nearly one to one, which is high given that there are 43.9% of registered nurses working part time (< 35 hours per week).
- If the registered nurse headcount is converted to FTE by dividing total hours worked by 38 hours per week then the unadjusted FTE workforce size is 38,303.3 (accounted for by 42,275 headcount) and the FTE ratio is 0.906. If this is applied to the estimated workforce size of 59,297 then the FTE workforce is 53,723.1.

Age and sex of the registered nurse workforce:

- The proportion of women in the registered nursing workforce is 92.0%, with males accounting for 8.0% of the workforce. Some 35.0% of the female workforce were aged under 40, while 38.4% of males were under forty years in 2001. However, women are greater in numbers in all age groups, varying from 100.0% of all nurses in the 75 years and older age group, to the lowest proportion of 90.1% for those 30 to 34 years.
- Some 35.4% of the workforce are aged under forty years, 38.5% are aged 40 to 49 years, 21.5% are aged 50 to 59 years, and 4.7% of the workforce are 60 years and older. This indicates a middle aged workforce overall, with the modal age range being 40 to 44 years (ie the age range with the greatest number of working registered nurses).

Interstate registration and citizenship and residency status:

- Some 4.4% of nurses working in NSW are also registered interstate, and some 6.6% are not Australian citizens (n=2,753), although 91.5% of those registered nurses have permanent residency.

Seeking work in nursing:

- Some 84.8% of registered nurses not currently working, or working but not in nursing, were not looking for work in nursing; while 15.2% or 1,253 registered nurses were actively seeking work (1.4% of the total group were seeking full time work, 5.8% part time work, 6.2% casual work, and 1.9% any type of work).

Registered with a commercial agency:

- Some 93.3% of registered nurses were not registered with a casual agency, while 3.0% were registered with an agency in their main job, and 3.7% in their second job.

Aboriginal and Torres Strait Islander origin:

- There were 203 registered nurses who indicated that they were of Aboriginal or Torres Strait Islander origin working in NSW.

Country of birth:

- There are 74.9% of the workforce born in Australia, and 25.1% born in other countries. The largest group of nurses were from the United Kingdom/Ireland (8.3%), followed by Asia in total (8.2%), Other Europe (2.7%) and New Zealand (2.3%).

Classification of job:

- Some 85.2% of the workforce are clinical nurses in their main job, including 65.8% of the registered nurse workforce working as registered nurses or midwives, 11.7% as clinical nurse specialists, 2.4% as clinical nurse consultants and 4.3% as nurse unit managers within the clinical category. Some

5.2% of the workforce are working as nurse managers, mainly as nurse managers grades 1 to 3. Some 2.6% work as teachers/educators, 0.5% as researchers, and 6.6% in other positions. There is some variation with the second job, with 84.9% working as clinical nurses, including 78.0% working as registered nurses/midwives (higher than for main job). Only two percent were working as nurse managers, although 6.1% were working as teachers/educators, with 0.8% as researchers, and 6.3% in other positions.

Usual place of work and employment category:

- Three quarters or 75.2% of the registered nurse workforce work in the public sector in their main job, and 24.8% work in the private sector. Some 52.3% of the total workforce work in public hospitals, 11.9% in private hospitals, 9.0% in public community health services, 6.8% in public nursing homes and hostels, and 6.2% in private nursing homes or hostels. Some 84.3% of nurses are permanent staff in their main job, 2.8% temporary and 12.9% casual.
- The public sector accounts for 46.4% of registered nurses in 2001 in their second job, while just over a half or 53.6% work in the private sector. Public hospitals are the largest employer (29.2%), followed by private hospitals (21.4%). The third largest place of work in the private sector is private nursing homes or hostels, with 12.8%. In total, there are some 4,923 registered nurses who reported being in a second job, based on the table with the highest response to second job data. (11.4% of the total number of nurses in the workforce - see Table 4.9). Only 21.6% of staff are employed on a permanent basis in their second job, while 74.8% are in casual positions and 3.6% temporary.

Hours worked per week:

- Some 48.3% of registered nurses reported working part time **paid hours** in their **main job** (hours worked less than 35 hours per week). Women were more likely to work part time than men (just over half or 51.1% of women compared with 18.1% of men). The most common paid hours worked in a main job were 35 to 39 hours per week (24.6%) followed by 40 to 44 hours per week (23.5%). Some 97.5% of nurses reported working part time paid hours in their **second** job (hours worked less than 35 hours per week), with the most nurses working one to nine paid hours on average per week (55.2%).
- Some 46.8% of nurses reported working part time in their **total hours in a main job** (hours worked less than 35 hours per week). The largest proportion of registered nurses worked 40 to 44 hours per week (24.7%). Some 97.3% of nurses reported working part time paid hours in their **second** job (hours worked less than 35 hours per week), with the most nurses working one to nine paid hours on average per week (53.7%).
- Some 43.9% of nurses reported working part time (hours worked less than 35 hours per week) in their **total hours in all jobs**. The largest proportion of registered nurses again worked 40 to 44 hours per week (24.4%).

Areas of work by hours worked:

- Some 78.3% of registered nurses who were survey respondents working in NSW, reported working as clinical nurses in a main job, with the largest proportion of all registered nurses and all female registered nurses reporting working 20 to 29 hours per week (26.0% and 26.7% respectively). Males most commonly worked 35 to 39 hours a week in clinical care at 25.9% of all males (NOTE: includes paid and unpaid hours). Some 58.3% of registered nurses who worked in clinical care in their second job reported working one to nine hours per week in clinical care.
- The results for other areas of work were:
 - some 18.4% of survey respondents working in a main job in NSW reported working clinical management hours (48.6% reported one to nine hours, with 9.0% of respondents working full time);

- some 22.9% of survey respondents working in a main job in NSW reported working administration/management hours (40.1% reported one to nine hours, with 22.8% of respondents working full time);
- some 18.1% of survey respondents working in a main job in NSW reported working teaching/education hours (67.1% reported one to nine hours, with 6.8% of respondents working full time);
- some 7.0% of survey respondents working in a main job in NSW reported working research hours (75.2% reported one to nine hours, with 4.8% of respondents working full time);
- Some 7.9% of registered nurses who were survey respondents working in NSW, reported working as clinical nurses in a second job, with the largest proportion of registered nurses reporting working one to nine hours per week (58.3%). Less than two percent of respondents reported working in other specified areas in a second job, so numbers are very small.

Principal area of nursing practice:

- The single largest specialty was geriatrics/gerontology, with 14.7% working in that specialty, followed by 8.0% in operating theatre/ recovery, 7.8% in midwifery/obstetrics, and 5.1% in general medicine. When clustered into groups of specialties, 33.6% worked in medical areas, 18.3% in surgical areas, 5.2% in mixed medical /surgical nursing, 1.6% in diagnostic areas, 10.8% in critical care and emergency, 8.7% in gynaecology/maternity, 6.9% in mental health and 16.8% in other specialties. Proportions were relatively similar in terms of specialties in a second job (17.0% in geriatrics, 7.4% in operating theatre/recovery, 7.7% in midwifery/obstetrics, and 5.6% in general medicine. Nurses working in operating theatre/recovery, renal medicine, geriatrics, and midwifery/obstetrics were most likely to work in the same specialty in both jobs (excluding small groups).

Work location:

- In 2001, the main job for 76.4% of registered nurses was located in Metropolitan Area Health Services, with 57.3% in Metropolitan Sydney and 19.1% in other major Metropolitan areas (Central Coast, Hunter, Illawarra). Northern Sydney and South Eastern Sydney Area Health Services had the highest proportion of nurses in a main job (14.2%, 13.8%). This was followed by Western Sydney with 10.2%, the Hunter with 8.7%, Central Sydney with 7.9% and South Western Sydney with 7.3%. Rural Area Health services were the main job location for 23.4% of registered nurses, with Northern Rivers having the highest proportion in a rural area at 4.2% followed by Greater Murray and Mid North Coast at 4.1%.
- There is a higher proportion of nurses located in Metropolitan Area Health Services in a second job, with 77.6% of nurses. South Eastern Sydney had the highest proportion of nurses (17.1%) followed by Northern Sydney (15.6%), and the Hunter at 8.7%. Only 20.2% of nurses were located in Rural Area Health Services in a second job, with Mid North Coast with 3.5%. (NOTE: Area Health Services are used as a geographic area, and include nurses working in both the public and private sectors).

Age groups of clients:

- Some 15.6% of nurses worked with children and 16.0% worked with adolescents in their main job, 29.7% worked with the aged, and 38.7% worked with adults. In a second job, 13.4% of nurses worked with children and 13.2% worked with adolescents, 30.6% worked with the aged, and 42.7% worked with adults (NOTE: allowed for multiple responses).

Completion of post registration courses:

- Over sixty percent or 61.4% of registered nurses have completed a post registration course. Nurses reported a greater number of hospital courses (n=26,927 courses) than tertiary courses (n=17,293 courses). The most common hospital course reported was midwifery (23.6%), followed by

management/administration (6.9%), critical care /intensive care (6.1%) and mental health (5.4%) and other (10.8%). Midwifery was the most common hospital course reported (29.2%) and also the most common tertiary course reported (14.9% of all tertiary courses), followed by management/administration (12.6%). Other tertiary courses accounted for 17.7% of tertiary courses reported.

Year of completion of initial registration:

- Some 99.0% of registered nurses working in NSW were initially registered in 1960 or more recently. The year of initial registration is 3.0% or more of all nurses working for the years of 1976 to 1981 and for the years of 1987, 1991, 1993 and 1999 and 2000.

Trends in age and sex, 1997 - 2001:

- **The data on trends is unadjusted for non response. Due to the lower response rate in 2001, many of the tables indicate a reduction in numbers for 2001. Therefore the valid comparison over time relates to percentages. In addition, the lower response rate by age for 2001 may limit the interpretation of age based findings.**
- The proportion of females in the workforce has remained constant overall over the period, at 91.8%
- **The proportion of the workforce by age shows a relatively flat trend for registered nurses under thirty years, and shows an increase for every age group over thirty years by 2001 except for the 35 to 39 year age group, which declined over the first three years and then remained constant between 2000 and 2001.**
- For females, the modal age range was 40 to 44 years, with approximately one fifth of registered nurses in that category over the period (age range with the largest proportion of the workforce). There is a similar trend for males for the first four years although in 2001 the age category of 45 to 49 years was the modal age range for the first time with 20.7% of males in that category.

Trends in usual place of work, 1997 - 2001:

- **There was a growth in the proportion of registered nurses working in the public sector between 1997 and 2001 in a main job, from 70.7% to 75.2%.** This occurred in public hospitals (from 50.5% to 52.3%), in public nursing homes or hostels (in the first three years particularly from 5.6% to 7.4%, then declining to 6.8%), and in public community health services (6.9% to 9.0%). **The private sector declined in the proportion of the total workforce to just under one quarter for the first time in 2001 (from 29.3% to 24.8%).** This was due to a decline in the proportion of registered nurses working in private nursing homes or hostels (8.2% to 6.2%), and in private practice (2.8% to 0.9%). There was a growth in the proportion of nurses working in private hospitals (from 11.1% to 11.7%).

Trends in work location, 1997 - 2001:

- There was a growth in the proportion of total registered nurses working in Metropolitan Areas from 75.1% to 76.4% over the period. There was growth in proportional terms for six of the nine Metropolitan Area Health Services apart from Central Coast (no change), Northern Sydney (no change) and South Western Sydney. There was a decline in the proportion of registered nurses working in rural areas, from 24.8% to 23.4%. This trend was consistent for each of the rural Area Health Services, except for Mid North Coast which showed growth from 3.2% to 4.1% of the total.

Total hours per week, 1997 - 2001:

- Registered nurses most commonly worked 40 to 44 total hours per week in all years between 1997 and 2001. There was a growth in the proportion of nurses in each of the categories working less than 35 working hours per week. As a result, the proportion of nurses working less than 35 hours rose from 35.9% to 43.9%. The proportion of nurses working 35 to 39 hours per week across all jobs has declined over the period. The proportion of nurses working 45 to 49 hours and 50 to 59 hours per

week also rose, but proportions are small compared to categories. (NOTE: The high proportion of nurses working more than 70 hours per week in 1997 could reflect nurses who thought the question related to hours per fortnight. The error rate for this question has therefore potentially decreased over time).

Characteristics of enrolled nurses working in NSW:

Size of the enrolled nurse workforce:

- The enrolled nursing workforce consists of 9,405 nurses, unadjusted for non response. The estimated size of the workforce in 2001 is 12,711 after adjusting for non response (see Table 1.5b). The FTE enrolled nurse workforce (based on 35 hours per week) is estimated to be 12,100.9 FTE based on the raw data of 8,603 FTE (accounted for by 9,041 headcount). The FTE ratio is 0.952, or 95%.
- If the enrolled nurse headcount is converted to FTE by dividing total hours worked by 38 hours per week then the unadjusted FTE workforce size is 7,923.8 and the FTE ratio is 0.876. If this is applied to the estimated workforce size of 12,711 then the FTE workforce is 11,134.8 FTE after adjusting for non response.

Age and sex of the enrolled nurse workforce:

- The proportion of women in the enrolled nursing workforce is 93.2%, with males accounting for 6.8% of the workforce. Some 40.6% of the female workforce were aged under 40, while 52.0% of males were under forty years in 2001. However, women are greater in numbers in all age groups, varying from 100.0% of all nurses in the 70 to 74 and 75 years and older age groups, to the lowest proportion of 87.0% for those aged 19 to 24 years.
- Some 40.1% of the workforce are aged under forty years, 39.8% are aged 40 to 49 years, 14.4% are aged 50 to 59 years, and 2.2% of the workforce are 60 years and older. This indicates a middle aged workforce overall, with the modal age range being 40 to 44 years (ie the age range with the greatest number of working enrolled nurses).

Interstate registration and citizenship and residency status:

- Some 3.8% of nurses working in NSW are also enrolled interstate, and some 5.3% are not Australian citizens, although 96.0% of those enrolled nurses have permanent residency.

Seeking work in nursing:

- Some 79.0% of enrolled nurses not currently working, or working but not in nursing, were not looking for work in nursing; while 21.0% or 418 enrolled nurses were actively seeking work (2.7% for full time work, 6.6% for part time work, 7.9% for casual work, and 3.9% for any type of work).

Enrolled with a commercial agency:

- Some 92.3% of enrolled nurses were not enrolled with a casual agency, while 4.1% were enrolled with an agency in their main job, and 3.6% in their second job.

Aboriginal and Torres Strait Islander origin:

- There were 161 enrolled nurses who indicated that they of Aboriginal or Torres Strait Islander origin.

Country of birth:

- There is 81.7% of the workforce born in Australia, and 18.3% born in other countries. The largest group of nurses were from the United Kingdom/Ireland (6.5%), followed by Asia with 3.1%, Other Europe 2.9% and New Zealand with 2.6%.

Classification of job:

- Some 93.7% of the workforce are clinical nurses in their main job, including 92.4% of the enrolled nurse workforce working as clinical enrolled nurses. Some 0.3% work as managers, 0.2% work as

teachers/educators, and 5.7% in other positions. There is some variation with the second job, with 91.9% working as clinical nurses, including 90.5% working as clinical enrolled nurses/midwives. Some 0.8% were working as managers, 0.7% as teachers/educators, with 6.7% in other positions.

Usual place of work and employment category:

- Three quarters or 75.6% of the enrolled nurse workforce work in the public sector in their main job, and 24.4% work in the private sector. Some 48.8% of the total workforce work in public hospitals, 10.7% in private hospitals, 13.7% in public nursing homes and hostels, and 8.5% in private nursing homes or hostels. Some 79.5% of nurses are permanent staff in their main job, 2.4% temporary and 18.1% casual.
- The public sector accounts for 56.1% of enrolled nurses in 2001 in their second job, while 43.9% work in the private sector. Public hospitals are the largest employer (40.5%), followed by private hospitals (17.5%). The third largest place of work is private nursing homes or hostels, with 10.5%. In total, there are an estimated 884 enrolled nurses who reported being in a second job, based on the table with the highest response to second job data. (9.4% of the total number of nurses in the workforce - see Table 5.9). Only 15.4% of staff are employed on a permanent basis in their second job, while 81.4% are in casual positions and 3.2% in temporary positions.

Hours worked per week:

- Just over half or 52.5% of enrolled nurses reported working part time **paid hours** in their **main job** (hours worked less than 35 hours per week). Women were more likely to work part time than men (54.6% of women compared with 27.4% of men). The most common paid hours worked in a main job were 20 to 29 hours per week (24.4%) followed by 40 to 44 hours per week (22.8%). Some 97.9% of nurses reported working part time paid hours in their **second job** (hours worked less than 35 hours per week), with the most nurses working one to nine paid hours on average per week (46.8%).
- Some 51.9% of nurses reported working part time in their **total hours in a main job** (hours worked less than 35 hours per week). The largest proportion of enrolled nurses worked 40 to 44 hours per week (24.0%). Some 97.8% of nurses reported working part time paid hours in their **second job** (hours worked less than 35 hours per week), with the most nurses working one to nine paid hours on average per week (46.9%).
- Some 49.0% of nurses reported working part time (hours worked less than 35 hours per week) in their **total hours in all jobs**. The largest proportion of enrolled nurses again worked 40 to 44 hours per week (24.0%).

Areas of work by hours worked:

- Some 75.1% of enrolled nurses who were survey respondents working in NSW, reported working as clinical nurses in a main job, with the largest proportion of all enrolled nurses and female nurses reporting working 20 to 29 hours per week (25.3% and 26.1% respectively). Males most commonly worked 40 to 44 hours a week in clinical care (NOTE: includes paid and unpaid hours). Some 6.6% of all respondents reported working one to nine hours per week in clinical care in their second job.
- The results for other areas of work were:
 - some 3.2% of survey respondents working in a main job in NSW reported working clinical management hours (62.0% reported one to nine hours, with 4.7% of respondents to the question working full time);
 - some 6.3% of survey respondents working in a main job in NSW reported working administration/management hours (43.9% reported one to nine hours, with 16.8% of respondents working full time);

- some 4.5% of survey respondents working in a main job in NSW reported working teaching/education hours (65.6% reported one to nine hours, with 5.4% of respondents working full time);
- some 2.0% of survey respondents working in a main job in NSW reported working research hours (67.8% reported one to nine hours, with 4.2% of respondents working full time);
- Some 6.6% of enrolled nurses who were survey respondents working in NSW, reported working as clinical nurses in a second job, with the largest proportion of enrolled nurses reporting working one to nine hours per week (48.62%). Less than one percent of respondents reported working in other areas in a second job, so numbers are very small.

Principal area of nursing practice:

- The single largest specialty was geriatrics/gerontology, with 25.1%, followed by 10.7% in general medicine, 7.8% in operating theatre/recovery, 5.7% in rehabilitation, 4.3% in general surgery, and 4.2% in developmental disability. When clustered into groups of specialties, 52.7% worked in medical areas, 17.1% in surgical areas, 9.5% in mixed medical /surgical nursing, 2.6% in diagnostic areas, 1.2% in critical care and emergency, 3.3% in gynaecology/maternity, 4.4% in mental health and 12.2% in other specialties. Proportions were relatively similar in terms of specialties in a second job (23.0% in geriatrics, 18.5% in general medicine, 10.3% in operating theatre/recovery, 4.3% in general community nursing, 4.7% in rehabilitation, 6.7% in general surgery, and 2.9% in developmental disability). Nurses working in mothercraft and operating theatre/recovery were most likely to work in the same specialty in both jobs.

Work location:

- In 2001, the main job for 59.3% of enrolled nurses was located in Metropolitan Area Health Services, with 34.9% in Metropolitan Sydney and 24.4% in other major Metropolitan areas (Central Coast, Hunter, Illawarra). Hunter Area Health Service had the highest proportion of enrolled nurses in a main job, with 12.5%, followed by Illawarra (7.3%), South Eastern Sydney (7.2%), Western Sydney (7.2%) and Northern Sydney (7.0%). Rural Area Health services were the main job location for 40.4% of enrolled nurses, with Greater Murray having the highest proportion in a rural area at 8.2% followed by Mid North Coast at 6.2%.
- There is a higher proportion of working enrolled nurses located in Metropolitan Area Health Services (63.2%) in a second job. South Eastern Sydney had the highest proportion of nurses (10.3%), followed by Western Sydney (9.5%), Hunter (9.3%), and Northern Sydney (8.9%). One third or 33.2% of enrolled nurses were located in Rural Area Health Services in a second job, with Greater Murray having 6.7% and Mid Western 6.7%. (NOTE: Area Health Services are used as a geographic area, and include nurses working in both the public and private sectors).

Age groups of clients:

- Some 12.4% of nurses worked with children and 14.7% worked with adolescents in their main job, 39.1% worked with the aged, and 33.8% worked with adults. In a second job, 13.0% of nurses worked with children and 14.4% worked with adolescents, 34.8% worked with the aged, and 37.9% worked with adults.

Completion of post enrolment courses:

- One third or 33.2% of enrolled nurses have completed a post enrolment course. Nurses reported 5,166 courses. The most common course reported was palliative care (9.4%), pharmacology (7.9%), followed by gerontology (6.3%) and mental health (6.7%).

Year of completion of initial enrolment:

- Some 95.9% of all enrolled nurses working in NSW were initially enrolled in 1970 or more recently. The year of initial registration is 4.0% or more for the years of 1987, 1999 and 2000.

Trends in age and sex, 1997 - 2001:

- **The data on trends is unadjusted for non response. Due to the lower response rate in 2001, many of the tables indicate a reduction in numbers for 2001. Therefore the valid comparison over time relates to percentages. In addition, the lower response rate by age for 2001 may limit the interpretation of age based findings.**
- The proportion of females in the workforce has remained constant overall over the period, at 93.2%
- **The proportion of the workforce by age shows a declining trend for enrolled nurses under forty years, and shows an increase for every age group over forty years by 2001**
- For females, the modal age range was 40 to 44 years by 2001, rising from 18.6% in 1997 to 24.6% in 2001 (age range with the largest proportion of the workforce). However, the 35 to 39 year age group declined from 23.7% to 17.2%, as did the 30 to 34 year age group (16.4% to 11.4%). All age groups 40 years and over show a growth (excepting those 70 years and over). There is a similar trend for total numbers, although males showed a decrease in the proportion aged 40 to 44 years, while numbers in this age range increased slightly .

Trends in usual place of work, 1997 - 2001:

- There was a growth in the proportion of nurses working in the public sector between 1997 and 2001, from 72.7% to 75.6%. This occurred in public hospitals (from 47.6% to 48.8%), and in public developmental disability services (3.8% to 4.2%). The private sector declined in the proportion of the total workforce (from 27.2% to 24.4%). There was a decline in the proportion of enrolled nurses working in private nursing homes or hostels (11.4% to 8.5%).

Trends in work location, 1997 - 2001:

- There was a growth in the proportion of total enrolled nurses working in Metropolitan Areas from 57.4% to 59.3% with growth in total numbers in all Metropolitan Areas. There was growth in proportional terms in all Metropolitan Area Health Services except for Northern Sydney, Wentworth and Central Sydney. There was a decline in the proportion of enrolled nurses working in rural areas, from 42.4% to 40.4%.

Hours per week, 1997 - 2001:

- Enrolled nurses most commonly worked 40 to 44 hours per week in all years between 1997 and 2001. There was a growth in the proportion and number of nurses in each of the categories working less than 35 working hours per week. As a result, the proportion of nurses working less than 35 hours rose from 35.0% to 49.1%. (NOTE: The data for 1997 should be interpreted with care, due to high numbers recording 70+ hours and a high non response rate).