

The Annual Nursing Workforce Survey – 2005

Summary Report

(a) Overview

Each year a work force survey questionnaire is forwarded to nurses renewing their registration in NSW. Information from the survey contributes to constructive discussion of nursing workforce planning issues for the NSW Health Department, Commonwealth Government, Nurses Registration Board of New South Wales, Area Health Services, professional colleges and associations, nursing faculties in tertiary institutions and other interested bodies.

The response rate for registered nurses was 74.8 % in 2005; and for enrolled nurses was lower, at 64.6%; resulting in a combined response rate of 73.1%. The definition of response rate for this profile is the same as the definition used in profiles from 2000 onwards where a review was undertaken with staff of the Nurses Registration Board of New South Wales to ensure that all nurses that should be included in the survey population were in fact included. (Refer to Sections below on Survey Coverage and Response Rate to Workforce Survey to explain calculation of response rate). The continued support of the Nurses Registration Board of New South Wales, professional organisations and nurses registered and enrolled in New South Wales in completing the survey, is appreciated.

(b) Availability of survey information

Additional survey analysis can be obtained by forwarding a written request to the contact address in the front of the publication. Contact should be made to clarify the information required and to determine if a fee may apply. A charging policy is available on request.

Strict procedures are followed to ensure the privacy of individual nurses who respond to the survey. An agreement between NSW Health Department and the Nurses Registration Board of New South Wales prevents access to identifying data. Survey information will not be made available in any format that enables the identification of individual respondents.

Nurses registered or enrolled in New South Wales

In 2005, there were 98,643 nurses either registered or enrolled with the Nurses Registration Board of NSW over the calendar year, an estimated decrease of 1,729 from the 100,372 nurses either registered or enrolled in 2004. This includes 82,053 registered nurses on the Register of the Nurses Registration Board of NSW and 16,590 financial enrolled nurses on the Roll of the Nurses Registration Board of NSW. The decline was accounted for by registered nurse numbers (1,981) compared to a small increase in enrolled nurse numbers (252). However, due to the delayed extraction of the 2004 annual data the 2004 registration numbers may have been inflated.

The Appendix provides a detailed description of response rate for registered nurses and enrolled nurses separately.

Response rate

Table 1.1: Response Rate to Annual Nursing Workforce Survey, 2002 - 2005

	No.	Rate	No.	Rate	No.	Rate	No.	Rate
	2002		2003		2004		2005	
Formal response rate								
<i>Survey respondents</i> ¹	69,910		71,005		69,163		64,146	
<i>Total renewals</i> ²	83,157	84.1%	84,183	84.3%	89,474	77.3%	87,720	73.1%
<i>Unusable survey forms</i>	2,110		2,891		4,883		5,374	
<i>No form returned</i> ³	11,137		10,287		15,428		18,200	

- Notes:**
- 1 A "survey respondent" is a renewal as defined below who provides information to the question on work status, or whose work status can be derived from other data.
 - 2 A renewal is defined to include a person who paid their registration fee on time, who was a renewal but was late in paying the renewal fee, and was therefore de-registered and then restored (ie technical restoration), or who was sent a survey form and returned a form or was still financial at the end of the relevant year while having no financial status (technical renewal).
 - 3 This count is for those nurses who should have returned a form, based on their registration status

The response rate to the 2005 Nursing Workforce Annual Survey for all nurses was 73.1%, lower than in the previous years shown above. The response rate to the 2005 Nursing Workforce Annual Survey for registered nurses was 74.8% and for enrolled nurses was 64.6% (refer to Appendix). The main change to the survey process was the introduction of a revised survey form for both 2004 and 2005 designed in conjunction with other States and Territories, together with AIHW. These survey forms have been more complex in design and this has most likely resulted in the reduced response rate.

Work Status

There were 48,339 working renewal nurse survey respondents in 2005.

Working renewals are those respondents who:

- Were financially registered or enrolled and defined as a renewal
- Returned a labourforce survey indicating their work status or provided sufficient data for a status of working in NSW to be derived; and
- Indicated that their work status was one of the following three categories:
 - Working in nursing only in NSW
 - Working in nursing mainly in NSW, but also in other states
 - Working in nursing in NSW, but on extended leave (refer to Table 1.2)

Table 1.2: Work status of Nurse Workforce Survey respondents¹, NSW, 2005

Work Status	No.		%		No.		%		%	
	Unknown sex		Female		Male		Total		Female	
Working in nursing										
Only in NSW	678	73.6%	42,201	72.5%	3,773	74.9%	46,652	72.7%	91.8%	
Mainly in NSW, but also in other states	2	0.2%	213	0.4%	14	0.3%	229	0.4%	93.8%	
Mainly in other states, but also in NSW, or only in other States	32	3.5%	2,468	4.2%	252	5.0%	2,752	4.3%	90.7%	
Working overseas	8	0.9%	847	1.5%	91	1.8%	946	1.5%	90.3%	
Working in NSW but currently on leave	23	2.5%	1,451	2.5%	44	0.9%	1,518	2.4%	97.1%	
Not Working in/ practicing in nursing										
Currently not working	75	8.1%	5,244	9.0%	227	4.5%	5,546	8.6%	95.9%	
Currently working, not in nursing	103	11.2%	5,763	9.9%	637	12.6%	6,503	10.1%	90.0%	
Total	921	100.0%	58,187	100.0%	5,038	100.0%	64,146	100.0%	92.0%	
Workforce in NSW	703		43,865		3,831		48,399		92.0%	
% participation	76.3%		75.4%		76.0%		75.5%			

- Notes:
1. There were 69,631 forms from nurses renewing or re-enrolling, of whom 4,865 did not reply to the question on working status, and did not provide a NSW postcode for place of work. Another 620 who provided forms did not give adequate information on work status category to be allocated to a specific work status category.
 2. There were 703 nurses who did not provide information on the survey form on sex, and for whom sex was not available from the Board data.

Estimating Workforce Size

The Appendix describes in detail the method used in this publication for estimating workforce size. Fig 1.1 and Table 1.3 below shows trends in the estimated size of the nursing workforce for NSW between 2000 and 2005.

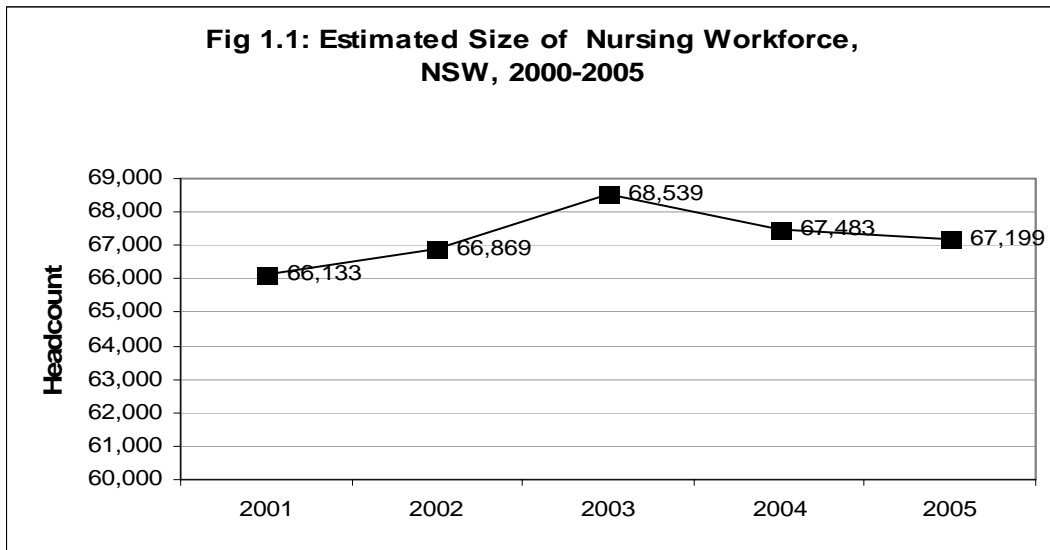


Fig 1.1 indicates that while there was growth in the estimated size of the nursing workforce in NSW between 2000 and 2003, that there has been a decline between 2003 and 2005.

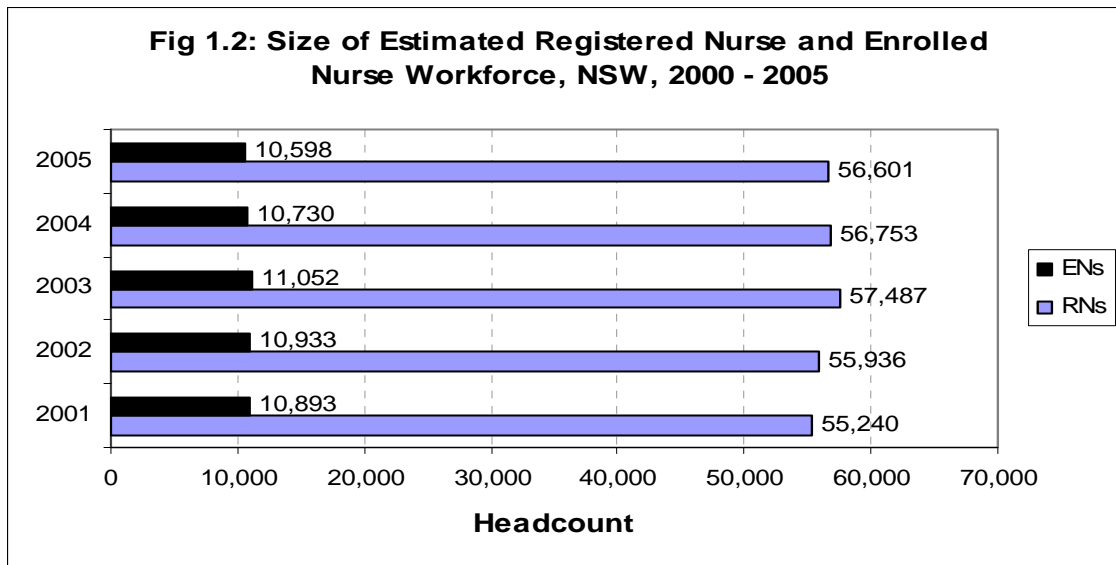
Table 1.3: Estimating the Size of the Nursing Workforce, NSW, 2001 - 2005

	<u>No.</u> 2001	<u>No.</u> 2002	<u>No.</u> 2003	<u>No.</u> 2004	<u>No.</u> 2005
Size of Workforce (Unadjusted) ¹	52,565	53,741	55,342	53,539	48,399
Total respondents to work status	67,825	69,910	71,005	69,040	64,146
% working	77.5%	76.9%	77.9%	77.5%	75.5%
No. of renewals	81,569	83,157	84,183	89,474	87,720
1) estimated workforce from renewals	59,420	60,227	61,234	61,140	60,315
renewals workforce as % of all renewals	72.8%	72.4%	72.7%	68.3%	68.8%
No. of new registrants	4,974	4,922	6,122	5,494	5,858
2) estimated workforce from new registrations	4,265	4,141	5,229	4,573	5,022
% working	85.7%	84.1%	85.4%	83.2%	85.7%
No. of restorations	6,250	6,188	6,593	6,293	6,094
3) estimated workforce from restorations	2,448	2,501	2,076	1,770	1,862
% working	39.2%	40.4%	31.5%	28.1%	30.6%
Total Estimated Workforce (1+2+3)	66,133	66,869	68,539	67,483	67,199

- Notes:**
- 1 The size of the workforce is based on respondents classified as renewals, technical restorations and technical renewals who answered the work status question (see Section on work status)
 - 2 The number of renewals includes renewals, technical restorations and technical renewals
 - 3 The number of restorations includes only true restorations as shown in the Appendix
 - 4 The estimates of workforce participation for new registrants and restorations are indicative only for 2005 as data on workforce status is not available until the following year

Table 1.3 shows that the estimated total nursing workforce was 66,133 in 2001, increasing to 67,199 in 2005, a growth of 1,066 nurses or 1.6%. The workforce grew by 1.1% between 2001 and 2002, by 2.5% between 2002 and 2003; and then showed a decline of 1.5% between 2003 and 2004 and 0.4% between 2004 and estimated 2005-workforce size.

Fig. 1.2 shows the change in estimated workforce size for registered nurses and enrolled nurses separately. Fig. 1.2 shows that the growth in the nursing workforce in total is principally due to a growth in registered nurse numbers over the period (1,361 in total, or 2.5%), compared to a small decline in enrolled nurse numbers overall (295 in total, or 2.7%).



Estimating Full-Time Equivalent Workforce (FTE)

The numbers of hours worked by registered and enrolled nurses on average per week for all jobs together excluding overtime hours can be converted to full-time equivalents (FTEs), which are a measure of the productive workforce. The total hours worked by nurses in each age and hours worked group are divided by 35 to calculate the FTE workforce, and again by 38. Thirty-five hours is used as the measure of full time work based on labour force definitions developed by the Australian Bureau of Statistics, while 38 hours is the award rate for nurses working in New South Wales.

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

Table 1.4: Unadjusted and adjusted FTE workforce for registered nurses, enrolled nurses, total nurses in 2005

2005 data	Registered Nurses	Enrolled Nurses	Total Nurses
Unadjusted for non response			
Headcount	41,611	6,788	48,399
Headcount with hours	40,511	6,513	47,024
FTE (38 hours)	36,617.9	5,808.5	42,426.4
Ratio (38 hours)	0.9039	0.8918	0.9022
FTE (35 hours)	39,756.6	6,306.3	46,062.9
Ratio (35 hours)	0.9814	0.9683	0.9796
Adjusted for non response			
Estimated Headcount	56,601	10,598	67,199
Estimated FTE (38 hours)	51,161.6	9,451.3	60,612.9
Ratio (38 hours)	0.9039	0.8918	0.9020
Estimated FTE (35 hours)	55,548.2	10,262.0	65,810.2
Ratio (35 hours)	0.9814	0.9683	0.9793

Note: excludes overtime hours

Based on the above table, the estimated FTE workforce is 60,612.9 nurses, dividing hours worked per week in total (including paid and unpaid hours, excluding overtime hours) by 38. The estimated FTE workforce is 65,810.2 nurses, dividing hours worked per week in total (including paid and unpaid hours, excluding overtime hours) by 35. The graphs show the estimated headcount and FTE workforce for total nurses working in NSW, and then separately for RNs and ENs.

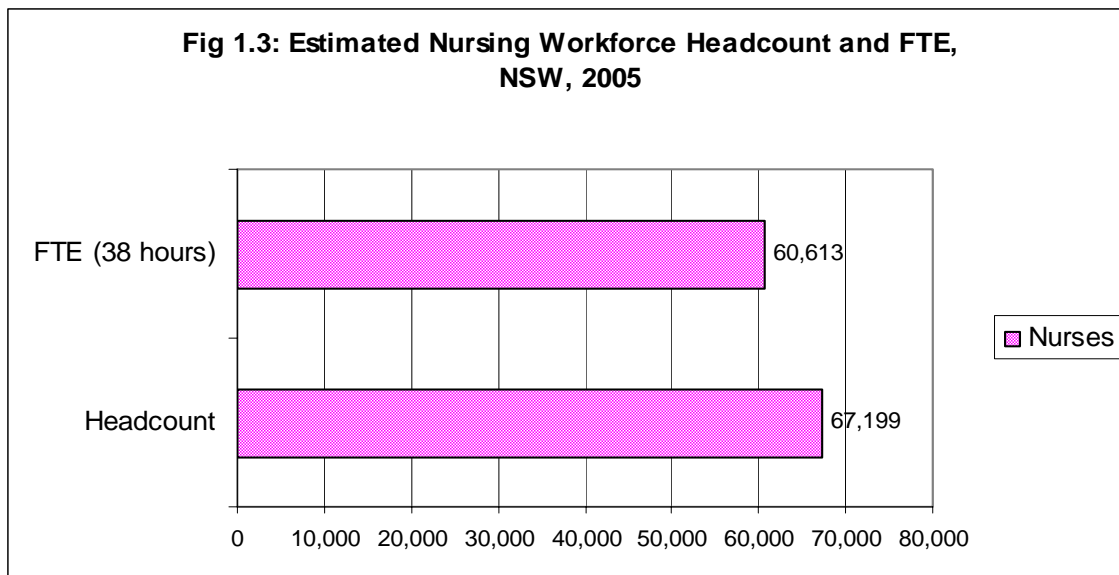
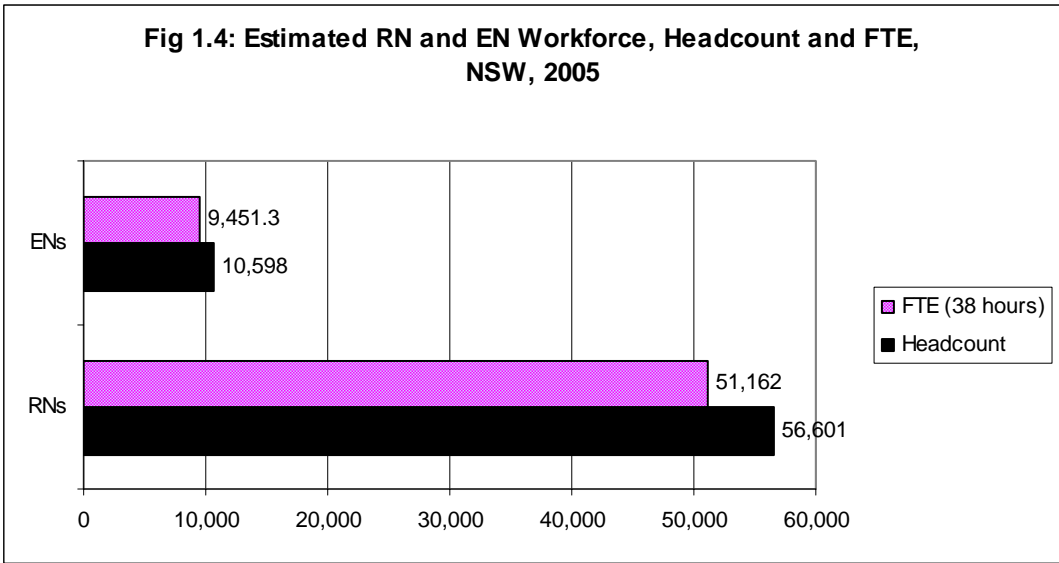




Fig 1.4: Estimated RN and EN Workforce, Headcount and FTE, NSW, 2005



APPENDIX

Methodology

Timing of the 2005 Survey

Information from the 2005 Annual Nursing Workforce Survey relates to the 2005 registration and enrolment renewal period. Renewal notices and surveys were forwarded to all nurses on the Register and Roll of the Nurses Registration Board of New South Wales during the 2005 calendar year, in twelve monthly instalments. The renewal fee was due by the end of the month in which the renewal notice was sent, in order for the nursing practitioner to be retained on the Register or Roll. Survey respondents completed the survey with information about their usual working situation at that time (refer to Appendix).

Information regarding the registration and enrolment status of nurses during 2005 was provided by the Nurses Registration Board of New South Wales. The data on sex and year of birth were also provided by the Board to eliminate the need to collect this information annually on the survey.

Survey coverage

Information from the nursing work force survey does not cover all registered and enrolled nurses in NSW. Only those registrants renewing their registration are forwarded a survey. This excludes:

- **New registrants:** New registrants include new local graduates, interstate graduates and overseas trained nurses registering and enrolling for the first time with the Nurses Registration Board of New South Wales. New registrants do not normally receive the survey form until they renew their registration in the following financial year.
- **Restorations:** Restorations are persons who have been restored to the register after a period in which they were not financial. These persons will not normally receive the annual survey until they renew their registration in the following financial year.

The following groups are included in the scope of the survey population as well as renewals:

- **Technical restorations:** Technical restorations are nurses who are restorations simply due to late payment, as they are removed from the Register or Roll and then reinstated on receipt of the payment of the renewal fee. These nurses have usually completed a survey form, and therefore if they have provided survey data they have been included in the data analysis for this profile.
- **Technical renewals:** There are a group of nurses who either pay their registration fee early (say in December for January renewals in the year of the survey), or who pay in advance and earn a credit, as they will not be able to make their payment at the usual time. If these nurses were sent a survey form in the year of renewal and are still financial in that year they have now been included in the survey population, and their returned survey forms included as respondents. This group has now been defined as **technical renewals, even though no transaction may have been recorded for the year of the survey**. This process has occurred for data analysis and reporting from 2000 onwards.

For compatibility with other profiles prepared for health workforce groups registered in NSW, the definition of response is those respondents who completed the question on workforce status. In addition, it has been identified that a number of nurses have not completed the question on workforce status, but have completed the majority of the remainder of the survey

form including the provision of a New South Wales postcode for work location, as well as other data such as hours worked. It was therefore decided for data completeness, to include both of those categories in the definition of respondents, as a workforce status could be derived and it was known that they were working in New South Wales.

The adoption of these changes in the approach to survey coverage, and definition of respondents, means that the data is compatible with definitions of the workforce used by the Australian Institute of Health & Welfare in preparing national profiles.

This profile also adds additional data analysis by including a section on the nursing workforce, where registered nurses and enrolled nurses are added together to show characteristics of the total group of nurses formally recognised to practice nursing.

Figures have not been adjusted for non-response

Data in this publication have not been adjusted for unknown information, apart from the question on workforce status, where sufficient information was available to determine workforce status. When interpreting the individual tables, consideration should be given to the impact of unknown data:

- The absence of data due to non-response results in an under-representation of the size of the workforce in individual tables.
- The workforce characteristics of non-respondents may differ from the characteristics of survey respondents (for example, respondents may be more likely than non-respondents to be in the workforce). Weighting the survey data according to non-response alone may result in an overestimation or under-estimation in some categories.
- Respondents who do not have a readily identifiable coding option for a particular question (eg specialty) may be less prepared to code "other".
- The characteristics of nurses who are not part of the survey target group (that is, new registrants and restorations) may differ from the characteristics of the survey population.

Calculating total unknown data for the survey

In determining the total unknown data for a particular question, consideration should be given to:

- **Unknown data for the question or questions comprising the table**, as indicated at the foot of each table. This may also include information that is unknown due to registration data (eg, year of birth) being unavailable from the Board.
- **Non-response to any filtering questions.** Data on second job will be affected by the lack of the explicit question "Do you have a 2nd job?" The number of persons with second jobs is estimated from the highest response to any one question on second job.
- **Non-response to the survey.** Survey response rates are presented in Tables 1.2a and 1.2b.

It should be noted that limitations in the survey data prevent a distinction between non-response and alternatives such as "no", "other" or "zero". Information regarding this is noted at the foot of the relevant tables.

Conventions used in this publication

Throughout this publication, figures within the tables may not add to the total shown where it has been necessary to round numbers. Percentages printed as 0.0 may denote less than 0.05%.

Italics are used to report unknown data.

0 is used for zero

Bold is used to indicate a total or subtotal.

— denotes not applicable.

n/a denotes data is not available.

The location of home and work for registered and enrolled nurses has been analysed by Area Health Service for nurses working in both the public and private sectors. The NSW Health Department sets the boundaries of each Area Health Service by postcode, and this approach has been used in the analysis. A map of each Area Health Service is included in Appendix 2. There is no intent to imply that nurses working in the private sector are employed by Area Health Services, and the approach is used for comparative purposes only.

Category of Nurse Registration and Enrolment

In 2005, there were 82,053 financial registered nurses on the Register of the Nurses Registration Board of NSW, a decline of 1,981 registrations, or 2.4% from the 84,034 registrants in 2004. **Due to the delayed extraction of the annual data for 2004 the 2004 registration numbers may have been inflated.**

Of the registered nurses, 74,172 (90.4%) were female, 7,848 (9.6%) were male and there were thirty-three respondents with sex unknown who were financial (excludes deletions). Table 1.1a provides an overview of the number of nurses in each category of registration.

Table B1: Persons Registered as Nurses in NSW, 2005

Category of registration	Sex unknown		Female		Male		Total	
	No.	%	No.	%	No.	%	No.	%
New registrants financial	11	0.3%	3,424	88.8%	421	10.9%	3,856	100.0%
Total new registrants	11	0.2%	4,298	88.9%	526	10.9%	4,835	100.0%
Restorations	2	0.0%	6,006	88.1%	810	11.9%	6,818	100.0%
"True" restorations	2	0.0%	4,225	86.8%	641	13.2%	4,868	100.0%
"Technical" restorations	0	0.0%	1,781	91.3%	169	8.7%	1,950	100.0%
Renewals	17	0.0%	61,501	90.7%	6,255	9.2%	67,773	100.0%
Technical renewals	3	0.1%	3,241	89.9%	362	10.0%	3,606	100.0%
Deletions	4	0.1%	4,889	89.7%	555	10.2%	5,448	100.0%

Notes:

- 1 The table includes information on registered nurses who were financial with the Board during 2005, apart from new registrations where a large number were unfinancial at the point of data collection.
- 2 Some nurses may be included in more than one category during the twelve month period.
- 3 There were 33 financial nurses with no sex recorded; and 4 deletions.
- 4 Restorations is the sum of true restorations and technical restorations.

The table above separates restorations into the two categories of:

- **"True" restorations:** those nurses who were genuinely restoring to the register after being un-financial for a period of time (and therefore did not receive a survey form);
- **"Technical" restorations:** those nurses who did not renew their registration in time, and therefore were removed from the register for a short period of time until payment was received.

In addition, the category of technical renewals as shown above includes the nurses who were financial but had no transaction status in 2005 as described in the Section on survey coverage on p.2.

NOTE: The above table separately identifies new registrations that were financial, and then provides a total of financial and un-financial new registrations. Both groups are included in the estimates of workforce size.

In 2005, there were 16,590 financial enrolled nurses on the Roll of the Nurses Registration Board of NSW, an increase of 252 enrolled nurses or 1.5% from the 16,338 enrolled nurses financial in 2004. Of the enrolled nurses, 15,085 (91.0%) were female, and 1,498 (9.0%) were male. Table 1.1b below provides an overview of the number of enrolled nurses in each category of registration.

Table B2: Persons Enrolled as Nurses in NSW, 2005

Category of registration	Unknown sex		Female		Male		Total	
	No.	%	No.	%	No.	%	No.	%
New registrants financial	3	0.3%	818	84.1%	152	15.6%	973	100.0%
Total new registrants	3	0.3%	857	84.2%	158	15.5%	1,018	100.0%
Restorations	1	0.1%	1,478	89.1%	179	10.8%	1,658	100.0%
"True" restorations	0	0.0%	1,086	88.6%	140	11.4%	1,226	100.0%
"Technical" restorations	1	0.2%	392	90.7%	39	9.0%	432	100.0%
Renewals	3	0.0%	12,308	91.6%	1119	8.3%	13,430	100.0%
Technical renewals	0	0.0%	481	90.9%	48	9.1%	529	100.0%
Deletions	0	0.0%	1,282	88.9%	160	11.1%	1,442	100.0%

Notes:

- 1 The table includes information on enrolled nurses who were financial with the Board during 2005. apart from new registrations where a large number were unfinancial at the point of data collection.
- 2 Some enrolled nurses may be included in more than one category during the twelve month period.
- 3 There were seven financial enrolled nurses with no sex recorded.

NOTE: The above table separately identifies new registrations that were financial, and then provides a total of financial and un-financial new registrations. Both groups are included in the estimates of workforce size.

Response rate to Workforce Annual Survey

Table B3: Response Rate to Registered Nurse Annual Workforce Survey, 2002 - 2005

	No.	Rate	No.	Rate	No.	Rate	No.	Rate
	2002		2003		2004		2005	
Formal response rate								
<i>Survey respondents</i> ¹	57,972		58,942		59,365		54,844	
<i>Total renewals</i> ²	69,331	83.6%	70,329	83.8%	75,436	78.7%	73,329	74.8%
<i>Unusable survey forms</i>	1,646		2,369		3,936		4,379	
<i>No form returned</i>	9,713		9,018		12,135		14,106	

Notes:

- 1 A "survey respondent" is a renewal as defined below who provides information to the question on work status or whose work status can be derived from other data.
- 2 A renewal is defined to include a person who paid their registration fee on time; a person who was late in paying the renewal fee, and was therefore de-registered and then restored (ie technical restoration); or a person who was still financial at the end of the relevant year while having no financial status within the year (technical renewal).

The response rate to the 2005 Nursing Workforce Annual Survey for registered nurses was 74.8%, lower than for any response rate from 2000 onwards as shown in the table above. The survey form design was changed in 2004 and again in 2005, to be consistent with the national survey form, and the greater complexity of the form could have resulted in a lower response rate for each of these years.

Due to the delayed extraction of the annual data for 2004 the 2004 renewal numbers may have been inflated.

Table B4: Response Rate to Enrolled Nurse Annual Workforce Survey, 2002 - 2005

	No.	Rate	No.	Rate	No.	Rate	No.	Rate
	2002		2003		2004		2005	
Formal response rate								
<i>Survey respondents</i> ¹	11,938		12,063		9,798		9,302	
<i>Total renewals</i> ²	13,826	86.3%	13,854	87.1%	14,038	69.8%	14,391	64.6%
<i>Unusable survey form</i>	464		522		947		995	
<i>No form returned</i>	1,424		1,269		3,293		4,094	

Notes:

- 1 A "survey respondent" is a renewal as defined below who provides information to the question on work status, or whose work status can be derived from other data.
- 2 A renewal is defined to include a person who paid their registration fee on time, who was a renewal but was late in paying the renewal fee, and was therefore de-registered and then restored (ie technical restoration), or who was sent a survey form and returned a form or was still financial at the end of the relevant year while having no financial status (technical renewal).

The response rate to the 2005 Nursing Workforce Annual Survey for enrolled nurses was 64.6%, much lower than the response rates between 2000 and 2003 and lower than 2004. As shown above, the survey population defined as "total renewals" increased slightly from 2002 to 2003, and is now increasing at a greater rate. The number of unusable survey forms increased in 2004 and again in 2005, while the number of forms not returned also increased quite significantly in 2004 and again in 2005.

Work Status

Working renewals are those respondents who:

- Were financially registered or enrolled and defined as a renewal
- Returned a labourforce survey indicating their work status or provided sufficient data for a status of working in NSW to be derived; and
- Indicated that their work status was one of the following three categories:
 - Working in nursing only in NSW
 - Working in nursing mainly in NSW, but also in other states
 - Working in nursing in NSW, but on extended leave.

There were 41,611 working renewal registered nurse survey respondents in 2005 (refer to Table B5 below), a decrease of 4,319 respondents over the figure of 45,930 in 2004. This variation is partly due to the decrease in the response rate, but is assumed to be indicative of an estimated decrease in workforce size overall for registered nurses (refer to Section on estimating workforce size).

There were 6,788 working renewal enrolled nurse survey respondents in 2005 (refer to Table B6 below), a large decrease of 821 respondents or 10.8% over the figure of 7,609 in 2004. This decrease is probably mainly due to the large decrease in response rate, but is also indicative of an estimated decrease in the number of working enrolled nurses in 2005 (refer to Section on estimating workforce size).

Table B5: Work status of Registered Nurse Workforce Survey respondents¹, NSW, in 2005

Work Status	No.	%	No.	%	No.	%	No.	%	%
	Unknown sex		Female		Male		Total		Female
Working in nursing									
Only in NSW	675	73.5%	36,148	72.9%	3,243	74.9%	40,066	73.1%	91.8%
Mainly in NSW, but also in other states	2	0.2%	194	0.4%	12	0.3%	208	0.4%	94.2%
Mainly in other states, but also in NSW, or only in other States	32	3.5%	2,236	4.5%	234	5.4%	2,502	4.6%	90.5%
Working overseas	8	0.9%	807	1.6%	85	2.0%	900	1.6%	90.5%
Working in NSW but currently on extended leave	23	2.5%	1,277	2.6%	37	0.9%	1,337	2.4%	97.2%
Not working/ not working in nursing									
Currently not working	75	8.2%	4,424	8.9%	191	4.4%	4,690	8.6%	95.9%
Currently working, not in nursing	103	11.2%	4,509	9.1%	529	12.2%	5,141	9.4%	89.5%
Total	918	100.0%	49,595	100.0%	4,331	100.0%	54,844	100.0%	92.0%
Total working in NSW									
	700	76.3%	37,619	75.9%	3,292	76.0%	41,611	75.9%	92.0%
Working, status unknown	7		312		31		350		
Not working, status unknown	3		144		12		159		

Notes:

1. There were 59,223 forms from registered nurses renewing their registration, and of those 3,870 did not reply to the question on working status, and did not provide a NSW postcode for place of work; and 509 provided inadequate information on work status category to be allocated to the NSW workforce or the two non working codes.

Table B6: Work status of Enrolled Nurse Workforce Survey respondents¹, NSW, in 2005

Work Status	No.		%		No.		%		%	
	Unknown sex		Female		Male		Total			
Working in nursing										
Only in NSW	3	100.0%	6,053	70.4%	530	75.0%	6,586	70.8%	91.9%	
Mainly in NSW, but also in other states	0	0.0%	19	0.2%	2	0.3%	21	0.2%	90.5%	
Mainly in other states, but also in NSW; and only in other states	0	0.0%	232	2.7%	18	2.5%	250	2.7%	92.8%	
Working overseas	0	0.0%	40	0.5%	6	0.8%	46	0.5%	87.0%	
Working in NSW but currently on leave	0	0.0%	174	2.0%	7	1.0%	181	1.9%	96.1%	
Not Working in/ practicing in nursing										
Currently not working	0	0.0%	820	9.5%	36	5.1%	856	9.2%	95.8%	
Currently working, not in nursing	0	0.0%	1,254	14.6%	108	15.3%	1,362	14.6%	92.1%	
Total	3	100.0%	8,592	100.0%	707	100.0%	9,302	100.0%	92.4%	
Total working in NSW										
Working, status unknown	0		55		3		58			
Not working, status unknown	0		49		4		53			

Notes: 1.

There were 10,408 forms from enrolled nurses renewing their enrolment, and of those 995 did not reply to the question on working status, and did not provide a NSW postcode for place of work; and 111 provided inadequate information on work status category to be allocated to the NSW workforce or the two non working codes.

Nurses seeking work

Table B7: Registered nurses seeking work in nursing in NSW, 2005

Nature of work sought	No.		%		No.		%		%	
	Unknown sex		Female		Male		Total			
Not looking for work in nursing	161	92.5%	8141	92.8%	640	90.9%	8942	92.7%	92.7%	
No, about to start work	1	0.6%	62	0.7%	6	0.9%	69	0.7%	91.2%	
Looking for work in nursing:										
- full time	3	1.7%	139	1.6%	27	3.8%	169	1.8%	83.7%	
- part time	9	5.2%	426	4.9%	31	4.4%	466	4.8%	93.2%	
Total	174	100.0%	8768	100.0%	704	100.0%	9646	100.0%	92.6%	
<i>non response/unknown</i>	4	2.2%	165	1.8%	16	2.2%	185	1.9%		

Note:

Table includes only those survey respondents in Table 1.3a who indicated that they were not currently working or currently working but not in nursing (n=9,831)

Table B7 shows that of those registered nurses currently not working, and those working but not in nursing, 6.6% were looking for work in nursing, while another 0.7% were about to start work.. The majority were seeking part time work (4.8% of the total reported).

Table B8: Enrolled nurses seeking work in nursing in NSW, 2005

Nature of work sought	No.		%		No.		%		%	
	Unknown sex	Female	Male	Total	Female					
Not looking for work in nursing	0	0.0%	1798	90.2%	117	84.8%	1,915	89.8%	93.9%	
No, about to start work	0	0.0%	17	0.9%	2	1.4%	19	0.9%	89.5%	
Looking for work in nursing:										
- full time	0	0.0%	42	2.1%	12	8.7%	54	2.5%	77.8%	
- part time	0	0.0%	137	6.9%	7	5.1%	144	6.8%	95.1%	
Total	0	0.0%	1994	100.0%	138	100.0%	2,132	100.0%	93.5%	
<i>non response/unknown</i>	0	0.0%	80	3.9%	6	4.2%	86	3.9%		

Note: Table includes only those survey respondents in Table B6 who indicated that they were not currently working or currently working but not in nursing (n=2,218)

Table B8 shows that of those enrolled nurses currently not working, and those working but not in nursing, 9.3% were looking for work in nursing, while another 0.9% were about to start work.. The majority were seeking part time work (6.8% of the total reported).

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

Estimating Workforce Size

Previous profiles have used a standard approach to estimating workforce size which was first documented in the 1999 Profile of the Medical Workforce in NSW (NSW Health Department, 2003) which estimated the size of the medical workforce in New South Wales, using the following approach, and this was applied to the nursing data:

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

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

Table B9: Estimating the Size of the Registered Nurse Workforce, 2000 - 2005**New method**

	No.	No.	No.	No.	No.	No.
	2000	2001	2002	2003	2004	2005
Size of Workforce (Unadjusted)	47,301	43,160	44,504	45,894	45,930	41,611
Total respondents to work status	60,723	55,812	57,972	58,942	59,365	54,844
% working	77.9%	77.3%	76.8%	77.9%	77.4%	75.9%
No. of renewals	68,941	67,718	69,331	70,329	75,436	73,329
1) estimated workforce from renewals	50,301	49,752	50,473	51,408	51,559	50,959
renewals workforce as % of all renewals	73.0%	73.5%	72.8%	73.1%	68.3%	69.5%
No. of new registrants	3,787	4,145	4,112	5,148	4,536	4,840
2) estimated workforce from new registrations	3,281	3,550	3,489	4,388	3,732	4,127
% working	86.6%	85.6%	84.8%	85.2%	82.3%	85.3%
No. of restorations	4,099	4,841	4,846	5,207	4,910	4,868
3) estimated workforce from restorations	1,319	1,938	1,974	1,691	1,462	1,515
% working	32.2%	40.0%	40.7%	32.5%	29.8%	31.1%
Total Estimated Workforce (1+2+3)	54,901	55,240	55,936	57,487	56,753	56,601
Workforce estimates:previous method:	59,319	59,297	60,309	62,876	65,611	62,491
Difference between two estimates	4,418	4,057	4,373	5,389	8,858	5,890
% variation	8.0%	7.3%	7.8%	9.4%	15.6%	10.4%

The new method is based on the following approach:

- Use the 2001 Census number for registered nurses (55,238 RNs – small variation reported above due to rounding in calculations)¹
- Adjust non response rate for each set of profile data to equal the highest response rate over the period (88.1% in 2000 for RNs, 89.9% in 2000 for ENs)
- Develop flow matrices of workforce dynamics for 2000/01, 2001/02, 2002/03, 2003/04, 2004/05, and use the input/output calculation to determine workforce size between 2000 and 2005. This involves calculations of entry (inter-state and overseas migration and local new graduate entry patterns), re-entry (based on restorations and renewals re-entering the workforce), and wastage (including overseas entrants leaving the following year).
- Include all new registrations, both financial and un-financial (i.e. remove filter in calculations)

The registered nurse workforce is estimated to have grown from 54,901 in 2000 to 56,601 in 2005, a growth of 1,700 nurses or 3.1%. The majority of this growth is estimated to have occurred between 2002 and 2003, when the workforce size increased by an estimated 2.8%. There was an estimated decrease in the size of the workforce between 2003 and 2005 of 886 headcount or 1.5%.

¹ AIHW (2003) Health and community services labour force 2001. AIHW Cat. No. HWL 27 and ABS Cat. No. 8936.0. Canberra: AIHW, (p. 59)

Table B10: Estimating the Size of the Enrolled Nurse Workforce, 2000 - 2005
New method

	No.	No.	No.	No.	No.	No.
	2000	2001	2002	2003	2004	2005
Size of Workforce (Unadjusted)	9,734	9,405	9,237	9,448	7,609	6,788
Total respondents to work status	12,435	12,013	11,938	12,063	9,675	9,302
% working	78.3%	78.3%	77.4%	78.3%	78.6%	73.0%
No. of renewals	13,832	13,851	13,826	13,854	14,038	14,391
1) estimated workforce from renewals	9,734	9,668	9,754	9,826	9,581	9,356
No. of new registrants (remove filter)	759	829	810	974	958	1,018
2) estimated workforce from new registrations	669	715	652	841	841	895
% working	88.1%	86.2%	80.5%	86.3%	87.8%	87.9%
No. of restorations	1,446	1,409	1,342	1,386	1,383	1,226
3) estimated workforce from restorations	490	510	527	385	308	347
% working	33.9%	36.2%	39.3%	27.8%	22.3%	28.3%
Total Estimated Workforce (1+2+3)	10,893	10,893	10,933	11,052	10,730	10,598
Workforce estimates:previous method:	12,419	12,711	12,490	12,811	12,906	12,399
Difference between two estimates	1,526	1,818	1,557	1,759	2,176	1,801
% variation	14.0%	16.7%	14.2%	15.9%	20.3%	17.0%

The enrolled nurse workforce is estimated to have changed in size from 10,893 in 2000 to 10,598 in 2005, a decrease of 295 enrolled nurses or 2.7%. There was no growth between 2000 and 2001, and the majority of this growth is estimated to have occurred between 2002 and 2003, at 1.1%. There was an estimated decrease in the size of the workforce between 2003 and 2005 of 454 headcount or 4.1%.

The workforce size estimates for 2004 are changed in the above tables from the previous profile, as the addition of information on the 2005 work status of new enrolments and registrations from 2004 allows for a revised participation rate to be estimated.

The estimated workforce size for 2005 will be revised when the 2005/2006 flow matrices data is available. An analysis of the level of adjustment to initial estimates indicates that the workforce estimates for 2005 may be 1% higher or lower than the final revised estimates for RNs, and up to 2.2% higher or lower for ENs, which will be reported after 2005/06 flow matrices data are available.