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INTRODUCTION

The annual psychologist labourforce survey

Introduction

As part of the annual registration process for psychologists in NSW, an Annual Labourforce Survey is sent to each psychologist currently registered with the Psychologists Registration Board of New South Wales. This report provides an overview of information from the 2002 workforce survey.

The survey response rate in 2000 was 89.2%, 72.4% in 2001 and 78.6% in 2002, indicating some recovery from the drop in 2001. (see Sections below on Survey Coverage and Response Rate to Labourforce Survey). The continued support of the Psychologists Registration Board of New South Wales, professional organisations and psychologists participating in the survey is appreciated.

Availability of survey information

This is the fourth comprehensive profile of Labourforce Survey data produced for psychologists registered in New South Wales. This profile has been produced in the same format as for other health professional groups registered in New South Wales, including medical practitioners, nurses, dentists, pharmacists, physiotherapists and podiatrists. The definition of response rate in this profile is consistent with the definition used in other profiles based on 2002 surveys.

Additional survey analysis data such as additional cross tabulations 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 psychologists who respond to the Survey. There is no access to identifying data, and individual names and addresses are not provided by the Board on the data file. Survey information will not be made available in any format that enables the identification of individual respondents.

Methodology

Timing of the 2002 Survey

Information from the 2002 Annual Labourforce Survey relates to the 2002 registration renewal period. Renewal notices and surveys were forwarded in March 2002 to psychologists registered with the Psychologists Registration Board of New South Wales at that time. The renewal fee was due by the end of June in order for the psychologist to be retained on the register, as non-financial psychologists had

their status altered by Board consent in early July. Survey respondents completed the survey with information about their usual working situation at that time. Information regarding the registration status of psychologists was provided by the Board in order to match the registration status with the survey data.

Labourforce Survey coverage

Information from the Annual Labourforce Survey does not cover all registered psychologists in NSW. Only those registrants renewing their registration are forwarded a survey form. This excludes:

- **New registrants who registered for the first time between April and June:** New registrants include new local graduates, interstate graduates and overseas trained psychologists registering for the first time with the NSW Board who have had their qualifications recognised in NSW. New registrants registering for the first time between April and June do not receive the labourforce survey, but other new registrants who registered for the first time between July the preceding year and March of the registration year receive the survey form as they also renew in the same financial year.
- **"True" Restorations who restored their registration between April and June:** "True" restorations have been restored to the register after a period in which they were not financial. Psychologists who restore to the Register are separated into the two groups in the same way as new registrants so that only those restoring between April and June are not sent a survey form.
- Some psychologists are restorations simply due to late payment, as they are removed from the register and then reinstated on receipt of the payment of the renewal fee. This group have been defined as **"technical" restorations**. These psychologists 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 psychologists who either pay their registration fee early 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 psychologists 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 the first time in 2002.

The definition of response was originally restricted to those respondents who completed the question on workforce status. From the 2000 profile onwards, it was identified that a number of psychologists 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. The adoption of this definition of respondents, means that the data are compatible with the definition of the workforce used by the Australian Institute of Health & Welfare in preparing national profiles.

Figures have not been adjusted for non-response

Data in this publication have not been adjusted for unknown information (both survey non-response and registration data such as year of birth). When interpreting the tables, the impact of unknown data may include:

- The absence of data due to non-response results in an under-representation of the size of the workforce in individual tables.
- The labourforce 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 labourforce). Weighting the survey data according to non-response alone may result in an over-estimation or under-estimation in some categories.

- The labourforce characteristics of psychologists who are not part of the survey target group (that is, some of the 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 has been estimated from the highest response to any one question (Table 3.33: Service or business employed in or self-employed in – second job N= 1,045) and used to estimate unknown data in relevant questions).
- **Non-response to the survey**. Survey response rates are presented in Table 1.1.

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 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.

— denotes not applicable.

Bold is used to indicate a total or subtotal.

n/a denotes data is not available.

A copy of the survey form is attached as Appendix 1.

The location of home and work for psychologists has been analysed by Area Health Service for psychologists 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 psychologists working in the private sector are employed by Area Health Services, and the approach is used for comparative purposes only.

Category of Psychologist Registration

In 2002, there were 6,309 psychologists financially registered with the Psychologists Registration Board of NSW. Of these, 4,392 (69.6%) were female and 1,915 (30.3%) were male, with two registrants with unknown sex (0.1%). Table 1.1 provides an overview of the number of psychologists in each category of registration.

Table 1.1: Persons Registered as Psychologists in NSW, 2002

Category of registration ¹	No.		%		No.		%	
	Female	Male	Female	Male	Total	Female	Male	
New registrants	119	23	83.8%	16.2%	142	100.0%		
Restorations	33	12	73.3%	26.7%	45	100.0%		
"True" restorations	33	12	73.3%	26.7%	45	100.0%		
"Technical" restorations	0	0	0.0%	0.0%	0	0.0%		
Renewals ^{2&3}	3,919	1,710	69.6%	30.4%	5629	100.0%		
Technical renewals	321	170	65.4%	34.6%	491	100.0%		
Deletions	3	3	50.0%	50.0%	6	100.0%		

- Notes:**
- 1 The table includes information on psychologists who were financial with the Board during 2002
 - 2 There are 474 records with multiple status in the new, renewal & restoration categories indicating more than one transaction status during the time period covered by the Board data
 - 3 The records with multiple status have been counted as renewals in the above table
 - 4 Two records with no sex recorded are excluded above (1 renewal and 1 technical renewal) and from any further analyses apart from response rate and calculation of workforce size

Response rate to Labourforce Annual Survey

The response rate to the 2002 Psychology Labourforce Annual Survey was 78.6 per cent, an increase from the 2001 response rate of 72.4% but still lower than the 2000 response rate of 89.2%.

Table 1.2: Response Rate to Psychologist Annual Labourforce Survey, 2000 - 2002

	No.		Rate		No.		Rate	
	2000	2001	2000	2001	2002	2000	2001	
Formal response rate								
<i>Survey respondents ¹ who were renewals ²</i>	4,430	3,845			4,813			
Total renewals ²	4,966	5,311	89.2%	72.4%	6,120	78.6%		

- Notes:**
1. A "survey respondent" is defined for 2000 and 2001 as a renewal or technical registration who provides information to the question on work status, or whose work status can be derived from other data. For 2002, this definition is extended to include technical renewals. With these adjustments, there were 1,100 psychologists in 2002 who did not return a survey form, and 207 survey forms with work status question unanswered and no capacity to derive the work status from a NSW postcode for place of work.
 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).

Determining the response rate to the survey is complicated by the relationship between the survey and the renewal process. While new registrants and restorations do not receive the survey if they gain this status between April and June, other new registrants and restorations do receive a renewal notice within the twelve month survey period. There are therefore registered psychologists with multiple transaction statuses within the year, who are all treated as renewals. Additionally, some persons sent renewal notices do not renew their registration and therefore do not return surveys. All survey responses from financially registered psychologists are presented in Tables 1.3 and 1.4. Tables 3.1 to 3.48 describe the working renewals cohort only.

Work Status

There were 4,007 working renewal survey respondents in 2002. Working renewals are those respondents who:

- Were defined as renewals (see definition in Table 1.2)
- 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 psychology only in NSW
 - Working in psychology mainly in NSW, but also in other states
 - Working in psychology in NSW, but on extended leave (see Table 1.3)

Table 1.3: Work status of Psychologist Survey Respondents¹, NSW, in 2001

Work Status	No.	%	No.	%	No.	%	%
	Female		Male		Total		Female
Working in psychology							
Only in NSW	2596	76.6%	1036	72.8%	3,632	75.5%	71.5%
Mainly in NSW, but also in other states	142	4.2%	138	9.7%	280	5.8%	50.7%
Mainly in other states, but also in NSW	42	1.2%	47	3.3%	89	1.8%	47.2%
Only in states other than NSW	71	2.1%	40	2.8%	111	2.3%	64.0%
Working overseas	88	2.6%	31	2.2%	119	2.5%	73.9%
Working in NSW but currently on leave	87	2.6%	8	0.6%	95	2.0%	91.6%
Not Working in/ practicing in psychology							
Currently not working	176	5.2%	58	4.1%	234	4.9%	75.2%
Currently working, not in psychology	188	5.5%	65	4.6%	253	5.3%	74.3%
Total	3,390	100.0%	1,423	100.0%	4,813	100.0%	70.4%
<i>Returned form, no working status data</i>	130	3.1%	77	4.1%	207	3.4%	
<i>No survey form</i>	720	17.0%	380	20.2%	1,100	18.0%	

Notes: 1. There were 5,020 forms received from psychologists renewing their registration, of whom 207 did not reply to the question on working status, and did not provide a NSW postcode for place of work. (see Note 1 to Table 1.2)

The workforce participation rate was 83.3%, indicating that only 16.7% of survey respondents are either working mainly or totally outside NSW, working overseas, not working or not working in psychology.

Psychologists seeking work

Table 1.4: Seeking work in psychology in NSW, 2002

Nature of work sought	No.	%	No.	%	No.	%	%
	Female		Male		Total	Female	
Not looking for work in psychology	238	68.4%	88	75.0%	326	70.2%	73.0%
Looking for work in psychology:							
- full time	28	8.9%	8	7.6%	36	8.6%	77.8%
- part time	42	12.1%	4	7.6%	46	10.9%	91.3%
- casual	13	7.7%	15	9.8%	28	8.3%	46.4%
- any type of work	12	2.8%	2	0.0%	14	2.1%	85.7%
Total	333	100.0%	117	100.0%	450	100.0%	74.0%
<i>Non response</i>	31	6.8%	6	7.1%	37	6.9%	

Note: Table includes only those survey respondents in Table 1.3 who indicated that they were not currently working or currently working but not in psychology (n=487)

Estimating Workforce Size

The 1999 Profile of the Medical Workforce in NSW (NSW Health Department, 2002) estimated the size of the medical workforce in New South Wales, using the following approach:

- Assume the proportion of survey respondents working in NSW represents the proportion of all renewals working in NSW (83.3% for psychologists in 2002)
- Assume 90% of new registrants are working in NSW
- Assume 80% of other registrants are working in NSW (excluding deletions)

This results in 5,097 working renewals, 128 working new registrants, and 42 working registrants in other categories, with a total estimated workforce size of 5,266 registered psychologists. This is large increase on the estimated workforce size of 4,608 in 2001, partly due to the technical adjustment of including technical renewals in the definition of survey population (NOTE: inclusion of technical renewals would have increased the estimate of workforce size to 4,712 in 2001, so there is still a large growth in workforce size).

Estimating Full-Time Equivalent Workforce (FTE)

The numbers of hours worked by psychologists on average per week for all jobs together (see Table 3.27) can be converted to full-time equivalents (FTEs) which becomes a measure of the productive workforce. This is shown in Table 3.30, where the total hours worked by psychologists in each age and hours worked group are divided by 35 to calculate the FTE workforce. Thirty five hours is used as the measure of full time work based on labourforce definitions developed by the Australian Bureau of Statistics.

A ratio of FTEs to the total headcount workforce can then be calculated, to determine the relative productivity of the workforce.

Table 3.30 shows a workforce of 4,277.2 FTE psychologists, based on response to the question on hours worked from 3,950 psychologists. The data in this table have not been adjusted to the estimated size of

the workforce accounting for non response. The FTE ratio is calculated by dividing the FTE workforce by the headcount. The FTE ratio of 1.083 applied to the estimated workforce size of 5,266 headcount results in an estimated FTE workforce of 5,703.1 FTE psychologists.