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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 2001 was 72.4%, 78.6% in 2002 and 79.3% in 2003, indicating an improving response rate overall. (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 fifth 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, psychologists and podiatrists. The definition of response rate in this profile is consistent with the definition used in other profiles based on 2003 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.

Category of Psychologist Registration

In 2003, there were 6,774 psychologists financially registered with the Psychologists Registration Board of NSW. Of these, 4,768 (70.4%) were female and 2,003(29.5%) were male, with three 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, 2003

Category of registration	No.	%	No.	%	No.	%
	Female		Male		Total	
New registrants	191	80.9%	45	19.1%	236	100.0%
Restorations	36	67.9%	17	32.1%	53	100.0%
"True" restorations	31	66.0%	16	34.0%	47	100.0%
"Technical" restorations	5	83.3%	1	16.7%	6	100.0%
Renewals	4,127	70.7%	1,713	29.3%	5840	100.0%
Technical renewals	414	64.5%	228	35.5%	642	100.0%
Deletions	11	55.0%	9	45.0%	20	100.0%

- Notes:**
- 1 The table includes information on psychologists who were financial with the Board during 2003
 - 2 There are 465 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 Three records with no sex recorded are excluded above (2 renewals and 1 "true restoration") 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 2003 Psychology Labourforce Annual Survey was 79.3 per cent, an increase from the 2002 response rate of 78.6 per cent.

Table 1.2: Response Rate to Psychologist Annual Labourforce Survey, 2001 - 2003

	No.	Rate	No.	Rate	No.	Rate
	2001		2002		2003	
Formal response rate						
<i>Survey respondents¹ who were renewals²</i>	3,845		4,813		5,148	
<i>Total renewals²</i>	5,311	72.4%	6,120	78.6%	6,490	79.3%

- Notes:**
1. A "survey respondent" is defined for 2001 as a renewal or technical registration who provided information to the question on work status, or whose work status could be derived from other data. For 2002 and 2003 this definition was extended to include technical renewals. With these adjustments, there were 1,173 psychologists in 2003 who did not return a survey form, and 169 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 3.53 describe the working renewals cohort only.

Work Status

There were 4,330 working renewal survey respondents in 2003. 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 2003

Work Status	Sex unknown		Female		Male		Total		Female
	No.	%	No.	%	No.	%	No.	%	%
Working in psychology									
Only in NSW	556	78.5%	2450	77.5%	927	72.5%	3,933	76.4%	62.3%
Mainly in NSW, but also in other states	57	8.1%	132	4.2%	130	10.2%	319	6.2%	41.4%
Mainly in other states, but also in NSW	12	1.7%	60	1.9%	40	3.1%	112	2.2%	53.6%
Only in states other than NSW	9	1.3%	60	1.9%	40	3.1%	109	2.1%	55.0%
Working overseas	8	1.1%	90	2.8%	42	3.3%	140	2.7%	64.3%
Working in NSW but currently on leave	10	1.4%	62	2.0%	6	0.5%	78	1.5%	79.5%
Not Working in/ practicing in psychology							-		
Currently not working	24	3.4%	171	5.4%	49	3.8%	244	4.7%	70.1%
Currently working, not in psychology	32	4.5%	137	4.3%	44	3.4%	213	4.1%	64.3%
Total	708	100.0%	3,162	100.0%	1,278	100.0%	5,148	100.0%	61.4%
<i>Returned form, no working status data</i>	1	0.1%	105	3.2%	63	4.7%	169	2.6%	
<i>No survey form</i>							1,173	18.1%	

Notes: 1. There were 5,148 forms received from psychologists renewing their registration, of whom 169 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 84.1%, indicating that only 15.9% 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, 2003

Nature of work sought	No.		%		No.		%	
	Female	Male	Total	Female				
Not looking for work in psychology	226	68.4%	65	75.0%	291	70.2%	77.7%	
Looking for work in psychology:								
- full time	19	8.9%	7	7.6%	26	8.6%	73.1%	
- part time	35	12.1%	8	7.6%	43	10.9%	81.4%	
- casual	11	7.7%	9	9.8%	20	8.3%	55.0%	
- any type of work	9	2.8%	0	0.0%	9	2.1%	100.0%	
Total	300	100.0%	89	100.0%	389	100.0%	77.1%	
<i>Non response</i>	8	6.8%	4	7.1%	12	6.9%		
<i>Unknown sex</i>					56			

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=457)

Estimating Workforce Size

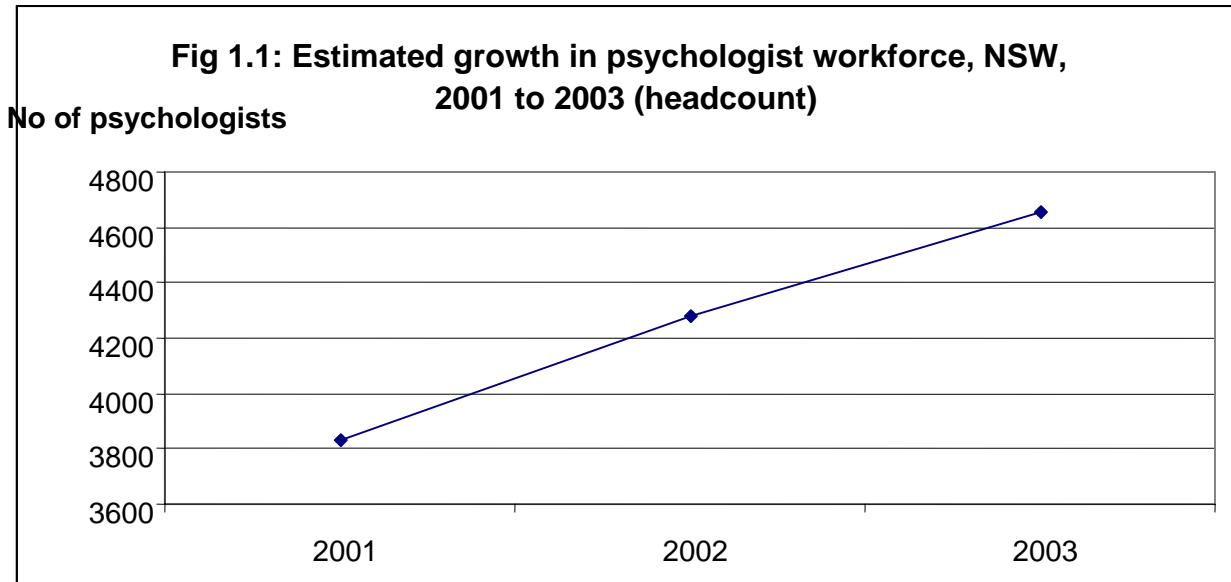
Table 1.5: Estimating the Size of the Psychologist Workforce, 2001-2003

	<u>2001</u>	<u>2002</u>	<u>2003</u>
Size of Workforce (excludes any new registrations) ₁	3,047	3,789	4,160
Adjustment for varying non response	374	53	0
Estimated working renewals	3,421	3,842	4,160
Adjusted respondents (excludes any new registrations) ₂	3,969	4,591	4,937
Estimated % respondents working	86.2%	83.7%	84.3%
Estimated new registrations working ₃	405	422	479
Estimated restorations working ₄	8	19	15
Total Estimated Workforce	3,834	4,283	4,654
Total number of new registrations	503	510	585
Estimated % new registrations working	80.5%	82.7%	81.9%
No. of renewals(excluding new registrations)	5,078	5,788	6,201
Estimated working renewals as % of all renewals	67.4%	66.4%	67.1%

- Notes:**
- 1 The unadjusted size of the workforce is based on renewals, technical restorations and technical renewals who answered the work status question as working in NSW. This is the workforce size excluding any new registrations unadjusted for non response.
 - 2 The respondent numbers have been adjusted to allow for changing non response rates (set to 79.6% based on rate in 2003) and exclude any new registrations who were also renewals within the year.
 - 3 Based on flow matrix analyses showing work status in two consecutive years
 - 4 Based on flow matrix analyses showing work status in two consecutive years

NOTE: These figures vary from estimates of workforce size documented in previous psychologist workforce profiles due to a new method of calculating workforce size. The method is described in detail in the Appendix, Section on Estimating Workforce Size. The estimate for 2003 may be modified in the 2004 profile after analysis of flow matrix data.

Table 1.5 and Fig 1.1 show that the estimated psychologist workforce was 3,834 in 2001, increasing to 4,283 in 2002, and 4,654 in 2003. This is an overall growth rate of 21.4%, with growth of 11.7% between 2001 and 2002, and growth of 8.7% between 2002 and 2003.



Estimating Full-Time Equivalent Workforce (FTE)

The numbers of hours worked by psychologists on average per week for all jobs together (see Table 3.26) can be converted to full-time equivalents (FTEs) which becomes a measure of the productive workforce. This is shown in Table 3.22, 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 has not been adjusted to the estimated size of the workforce accounting for non response. The FTE ratio of 1.0636 applied to the estimated workforce size of 4,654 headcount results in an estimated FTE workforce of 4,950 FTE psychologists, after adjusting for non response (based on full time being defined as 35 hours worked per week or more). This FTE calculation is based on reported hours worked, and therefore may include overtime and unpaid hours.

Average Age by Gender

The average age of the psychologist workforce was 45.5 years, with males at 49.2 years on average older than females, at 44.0 years.

Average Hours Worked by Age

Table 1.6: Average hours by age and sex, psychologists working in NSW, 2003

	<u>Female</u>	<u>Male</u>	<u>Total</u>
19-24	44.5	0.0	44.5
25-29	44.5	43.2	44.4
30-34	35.8	42.4	36.7
35-39	32.7	41.2	35.1
40-44	39.8	43.9	41.0
45-49	36.5	39.7	37.6
50-54	38.3	42.1	39.5
55-59	39.7	42.3	40.7
60-64	36.3	33.5	35.2
65-69	42.7	27.8	37.4
70-74	18.2	27.8	23.3
75+	26.3	25.4	25.7
Total	38.2	40.8	39.2
Age/sex unknown	40.7	60.5	75.0
			41.6

The average hours worked by age indicates that the average hours worked for the total workforce was 39.2 hours, with males working on average more hours per week from 25 years to 59 years than females. This trend alters from 60 years onwards, with females working on average more hours per week between 60 and 69 years, although males work longer hours from 70 years onwards. The age groups between 19 and 29 years worked the highest number of hours per week on average.

