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**SOUTH AUSTRALIAN**

**2004**

**AIHW NURSING & MIDWIFERY LABOUR FORCE CENSUS**

**STATISTICS PROFILE**

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*JANUARY 2005*



**Government of South Australia**  
Department of Health

**Department of Health, Workforce Planning Unit – Nursing & Midwifery Labour  
Force Census 2004 AIHW Census Statistics Profile**

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## Explanatory Notes

### PURPOSE

The purpose of this publication is to present the results of the South Australian component of the Australian Institute of Health and Welfare (AIHW) Annual Nursing and Midwifery Labour Force Census which was distributed by the Nurses' Board of South Australia (NBSA) in collaboration with the Department of Health (DH), to all nurses renewing their registration certificates in 2004.

### CAUTION REGARDING THE USE OF CENSUS DATA

It is important to recognise that the data are drawn from a census with a substantial non-response rate, rather than from a survey of a randomly selected sample to the nurse population. Thus, the validity of extrapolating results of the whole nurse population is not clear. It is possible that the characteristics of the non-responding nurse population are significantly different to those of the nurse respondents and so extrapolation particularly with respect to small sub groups of the nurse population may be of doubtful validity.

### BACKGROUND

South Australia (SA) was one of the first states in Australia to initiate annual nursing surveys. The Annual Nursing Survey (ANS) was implemented in 1980 as part of a joint South Australian Health Commission and Nurses' Board of South Australia Nursing Manpower Project. From 1994, the ANS was incorporated into a national collection. Current nursing census collections are done in conjunction with AIHW and the data is shared.

While there is a notable time lag between the year of census data collection and the publication of AIHW reports ([www.aihw.gov.au](http://www.aihw.gov.au)), the Department utilises the South Australian component of the AIHW raw data and routinely produces a more timely annual report on the South Australian nursing workforce (<http://in.health.sa.gov.au/workforceplanning/DesktopDefault.aspx>).

### CENSUS FORM

In 2002, under the direction of the Australian Health Ministers Advisory Council (AHMAC), the Australian Health Workforce Officials Committee (AHWOC) undertook a review of the AIHW census data requirements. In 2003, a new survey tool was distributed with the intention of defining a national minimum data set. The result was a census questionnaire that was 4 pages long where as previous surveys were 2 pages (Appendix A).

South Australia took action to minimise any potential decrease in the census response as a result of this change by promoting the nursing and midwifery labour force census in the NBSA Bulletin. The Bulletin is a publication mailed out to all nurses registered with the Board. Before the launch of the nursing and midwifery census in 2003 and also 2004, a reminder was included in the NBSA Bulletin. In the NBSA Bulletin 17 (July 2004) this included an overview of the SA Registered and Enrolled Nurses labour force profile drawn from the 2003 census data and details of how to access the full SA 2003 AIHW Nursing and Midwifery Labour Force Census Statistics Profile report.

Table 1 shows, that in spite of these efforts the 2003 and 2004 census response rates dropped about 10% with respect to that of the previous 2 years.

**Table 1: Census Response Rate by year: 2001-2004**

Year	Profile of Census Response Rates
2001	83%
2002	84%
2003*	75%
2004	74%

\*denotes introduction of new census tool

This warrants ongoing monitoring. A national evaluation of the census tool was undertaken in 2004 and a revised census form will be distributed in 2005. South Australia will continue to take action to minimise any potential decrease in the census response by promoting the nursing and midwifery labour force census in the NBSA Bulletin.

## SCOPE AND COVERAGE

The Nursing and Midwifery Labour Force Census was conducted in conjunction with the annual registration and enrolment renewal process in South Australia. It incorporated all active status nurses renewing their registration, new registrations and those reinstated as stated on the register or roll as of the 30<sup>th</sup> June 2004.

**Table 2: 30<sup>th</sup> June 2003-2004 Active NBSA Nurse Registrations**

30 <sup>th</sup> June 2004	Active NBSA Registrations	
	2003	2004
All Nurses	24,530	25,364
Enrolled Nurses	5,811	6,218
General Nurses	18,719	19,146
Midwives	4,404	3,016
Mental Health Nurses	1,685	1,721
Nurse Practitioners	2	5

It should be noted that nurses with both general and enrolled qualifications are considered to be a registered nurse. A nurse's ability to hold dual registration/enrolment with the NBSA stopped with the introduction of the Nurses Act of 1999.

## METHODOLOGY

A census questionnaire was attached to the notice of renewal (with return paid envelope) and sent to each registered and enrolled nurse on the current register of the NBSA in association with the annual process of the renewal of nursing registration and enrolment. Nurse respondents completed the census with information about their usual working situation at that time.

Strict procedures were followed to ensure the privacy of individual nurses who responded to the census. Census information is not made available in any format that enables the identification of individual respondents.

## COLLECTION TIMING

The NBSA implements a common annual renewal date. Collection timing was on the 31<sup>st</sup> August 2004.

## RESPONSE RATE

The census response rate was determined by the number of distributed census forms divided by the number of returned census forms. Out of the 25,109 nurses registered with the NBSA (as of 30<sup>th</sup> June 2004), 56 nurses sought early registration and a further 199 nurses had invalid mailing addresses and so did not receive a census form. For the purposes of determining a response rate, the 25,109 nurses with a valid mailing address was taken as the denominator. Data processing was completed by December 2004 with 18,545 returned forms processed.

**Table 3: Calculation of the 2004 Census Response Rate**

Number of processed Census Forms	18,545
Number of distributed Census Forms	25,364
Response rate	74%

## DATA COMMENTS

### Data has not been adjusted for non response

The census data used in this publication has not been adjusted for non-response. When interpreting the findings of the report consideration should be given to the impact of unknown data. In particular, the fact that the workforce characteristics of the non-respondents may differ from the characteristics of the respondents must be taken into account. Weighting of the census data according to non-response alone may result in an over or under estimation in some categories

### Data Issues

There may be interpretation problems arising from the way questions have been asked in the census. In addition, changes were made to the 2004 coding rules and this may have impacted on the data. The following are examples of items that will be raised in the census evaluation process:

- The 2003 census data indicated that many of the nurse respondents misunderstood the definition of Nurse Practitioner (question 1f). Prior to the launch of the 2004 census form the NBSA published an article

'Confusion about the difference between Practice Nurses and Nurse Practitioners' in the NBSA Bulletin 17 (July 2004). The 2004 census data indicated that there continues to be a misunderstanding of this title. For example, at the time of the 2004 census there were 5 Nurse Practitioners authorised to practice by the NBSA, however, over 700 nurse respondents continued to describe themselves as a 'nurse practitioner'.

- Question 11 (work status). This year multiple responses to the question were coded as a '2' if they included a '1' and if multiple responses included '2' but not '1' they were coded as a '2'. All other multiple responses were coded as '9' unknown. In previous years multiple responses were coded as a '0' for unknown. The impact of the new coding has increased the 2003 response of 108 (working mainly in South Australia) to a figure of 732 in 2004, an increase of 624. In 2002 this figure was 137.
- Questions 16 (hours worked in job), 17 (hours spent in core roles) and 19 (principal place of employment) had poor response rates. Changes to the coding rules have also influenced the data. Any entry over '99' was coded as '99' and any field left blank was coded as '0'. This doesn't enable us to distinguish between unknown responses and those who work no hours.
- NBSA data was used in the Age Profile of Nurses in Graph 1; this data was considered to be more accurate than the 2004 Census data which identified some nurses as under 15 years old.

### **Data Entry**

In 2004, data processing arrangements changed from a State based to a National agreement where by AIHW Nursing and Midwifery Labour Force Census forms from all jurisdictions were processed by a central data processing company.

Up until this time, South Australia controlled its own data entry process whereby data was entered manually with double entry including error checking to ensure accuracy of data input. The new arrangement involved the implementation of a different technique in which the census forms were scanned and data was cleaned and edited by the data processing company.

This change may have influenced data which involved interpretation of hand written responses. For example there was a 20% drop in the response to questions requiring hand written answers such as question 10. This question required hand written numbers which may not have been recognised by the scanning process.

## **Rounding**

In addition, it should be noted that the percentages in the tables and graphs in this publication may not necessarily add up to 100% in all instances as rounding up may have occurred.

## **Counting Rules**

For a description of the data counting rules applied to the census data, refer to Appendix B.

## Summary of Nurse Responses

### NURSING LABOUR FORCE PROFILES – 2004 (Appendix C)

- 23% of nurses were Enrolled Nurses (EN)
- 76 % of nurses were Registered Nurses (RN)
- 17% of nurses (23% of RNs) were authorised to practice as Midwives
- 7% of nurses (9% of RNs) were authorised to practice as Mental Health Nurses

### DEMOGRAPHICS (APPENDIX C, APPENDIX D)

- The female:male ratio for nurses was 92% female:8% male
- Average age of a nurse was:
  - 44 years (2004 SA AIHW census data)
  - 43 years old (2004 NBSA data)
- Average years worked as a nurse since first registration/enrolment in Australia was 16yrs
- 92% of nurses were Australian citizens
- 0.27% of nurses were Aboriginal / Torres Strait Islander origin
- The usual place of residence for the majority of nurses was within the Adelaide metropolitan area

### NURSING QUALIFICATIONS (APPENDIX E)

- 92% of nurses obtained their initial nursing qualification in Australia
- Of the nurses who received their initial nursing qualification in Australia, 66% of these were South Australian trained

*NOTE: this is a 20% decrease from the 2003 AIHW SA census data response of 88% - changes in data processing techniques may have influenced this*

- Of the nurses who obtained their initial qualification overseas, 61% were from the United Kingdom and North-West Europe
- 66% of nurses had completed formal post basic nursing courses. Preferred fields of study were; High dependency, Midwifery, Medical/Surgical.

*NOTE: this is a 20% decrease from the 2003 AIHW SA census data response of 88% - changes in data processing techniques may have influenced this*

- 9% of nurses were currently studying formal post basic nursing courses. Preferred fields of study were Generic/other (eg Bachelor degrees in Nursing, including Nurse Practitioner courses), High Dependency, Community Health

## **NURSE & MIDWIFE EMPLOYMENT PATTERNS (APPENDIX C, APPENDIX F)**

- 90% of nurses were employed in nursing and midwifery
- Of the nurses employed in nursing/midwifery, 93% were working only in South Australia.
- 5% of nurses were not employed in nursing/midwifery, of these, 137 nurses were looking for part time work in nursing and 41 nurses were looking for full time work in nursing
- Average hours worked per week was 28 hrs this is equivalent to 56hrs /fortnight / approximately 0.68 FTE (*note this question had a poor response rate*)
- Core role of nurses was clinical nursing practice (*note this question had a poor response rate*)
- Principal area of activity was medical nursing
- 6% of nurses returned to work in the last 12 month after a period of unpaid leave. The average time of unpaid leave from nursing was 20 months.
- 57% of nurses were employed in the public sector and 33% nurses worked in the private sector, 10% where unknown
- Principal place of work was the hospital setting
- The predominant nurse classification for main job was RN Level 1
- 92% of nurses worked in one main job, with 8% of nurses working a second job
- Of the nurses working in one main job, 77% worked as permanent employees
- Of the nurses working a second job, 76% of this work was as a casual employee
- Nursing Agencies were the principal employer for 8% of nurses while 25% of nurses working a 2<sup>nd</sup> job worked for a Nursing Agency.
- The majority of nurses worked in the Adelaide metropolitan area

## **Appendices**

- A.** Nursing & Midwifery Labour Force Census 2004 South Australia – census form
- B.** Data Counting Rules
- C.** Nursing Labour Force Summary Profiles
- D.** Demographics
- E.** Nursing Qualifications
- F.** Nurse & Midwife Employment Patterns

# APPENDIX A: NURSING & MIDWIFERY LABOUR FORCE CENSUS 2004 SOUTH AUSTRALIA – CENSUS FORM

## Nursing & Midwifery Labour Force Census 2004 South Australia

The following information is being collected by the Department of Health (DH), with the cooperation of the Nurses Board of South Australia. The S.A. data will be amalgamated with data from all States and Territories into a national set by the Australian Institute of Health and Welfare (AIHW). The information will be used only to compile statistics for the purposes of national, state and regional planning. Your cooperation in completing this form will contribute to building an accurate picture of the nursing profession in South Australia and Australia.

The gathering of this data complies with the Privacy Act 1991.

While the Board facilitates the distribution of the survey, it does not form part of your application for renewal of registration.

Queries regarding this census can be directed to (08) 8207 2631 or email DHSWorkDev@dhs.sa.gov.au

**Please return your completed questionnaire to: The Nurses Board of South Australia  
PO Box 7106, Hutt St PO, SA 5000**

Previous Nurse Labour Force reports can be accessed at [www.aihw.gov.au](http://www.aihw.gov.au)

**NOTE: Unless otherwise indicated, when answering the questions, please use a black pen to place a tick ✓ in the appropriate boxes or print your answers clearly where written responses are required.**

<b>Note: Please answer each part of Question 1.</b>	
<b>1a.</b>	Are you a Registered nurse? Yes <input type="checkbox"/> <sup>1</sup> No <input type="checkbox"/> <sup>2</sup>
<b>1b.</b>	Are you an Enrolled nurse? Yes <input type="checkbox"/> <sup>1</sup> No <input type="checkbox"/> <sup>2</sup>
<b>1c.</b>	Are you authorised by your nurses' board to practise as a Midwife? Yes <input type="checkbox"/> <sup>1</sup> No <input type="checkbox"/> <sup>2</sup>
<b>1d.</b>	Are you a Mothercraft nurse? Yes <input type="checkbox"/> <sup>1</sup> No <input type="checkbox"/> <sup>2</sup>
<b>1e.</b>	Are you authorised by your nurses' board to practise as a Psychiatric nurse/Mental health nurse? Yes <input type="checkbox"/> <sup>1</sup> No <input type="checkbox"/> <sup>2</sup>
<b>1f.</b>	Are you authorised by your nurses' board to practise as a Nurse Practitioner? Yes <input type="checkbox"/> <sup>1</sup> No <input type="checkbox"/> <sup>2</sup>
<b>2.</b>	In what year did you first become a registered or enrolled nurse or midwife in Australia? <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
<b>3.</b>	Where did you receive your first nursing qualification? Australia <input type="checkbox"/> <sup>1</sup> (please specify State) <input style="width: 100px;" type="text"/> Overseas <input type="checkbox"/> <sup>2</sup> (please specify country) <input style="width: 100px;" type="text"/>
<b>4.</b>	For how many years since you first registered/enrolled have you worked as a nurse or midwife in Australia? (i.e. the number of years worked, either full-time or part-time, since you first registered or enrolled, less time spent not working as a nurse or on unpaid leave. Answer to the nearest year.) <input type="text"/> <input type="text"/>
<b>5.</b>	Sex Male <input type="checkbox"/> <sup>1</sup> Female <input type="checkbox"/> <sup>2</sup>
<b>6.</b>	Year of birth <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
<b>7.</b>	Are you of Aboriginal or Torres Strait Islander origin? No <input type="checkbox"/> <sup>1</sup> (For persons of both Aboriginal and Torres Strait Islander origin, tick both 'yes' boxes) Yes, Aboriginal <input type="checkbox"/> <sup>2</sup> Yes, Torres Strait Islander <input type="checkbox"/> <sup>3</sup>
<b>8.</b>	Are you an Australian citizen? Yes, Australian citizen <input type="checkbox"/> <sup>1</sup> (please tick one box only) No, Permanent Resident <input type="checkbox"/> <sup>2</sup> No, Temporary Resident <input type="checkbox"/> <sup>3</sup>
<b>9.</b>	What is the postcode and location of your usual residence? (if in Australia) <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> Location (suburb/town) or country, if overseas <input style="width: 100px;" type="text"/>



Please answer the rest of the questions with reference to your **nursing/midwifery job last WEEK** (or a typical week, if you were on leave, on higher duties or on secondment) in South Australia.  
 If you had more than one job last week in the field of nursing/midwifery, please answer for both your **main job** (in which you worked the most hours) and your **2<sup>nd</sup> job** (in which you worked the next most hours), where indicated. (Answer to the nearest hour.)

		Main job	2nd job
13. What sector were you working in last WEEK?	Public	<input type="checkbox"/> 1	<input type="checkbox"/> 1
	Private	<input type="checkbox"/> 2	<input type="checkbox"/> 2
14. Was your job	Permanent	<input type="checkbox"/> 1	<input type="checkbox"/> 1
	Casual	<input type="checkbox"/> 2	<input type="checkbox"/> 2
	Fixed term or temporary contract	<input type="checkbox"/> 3	<input type="checkbox"/> 3
	Own business or other	<input type="checkbox"/> 4	<input type="checkbox"/> 4
15. Were you employed through, or paid by, a nursing agency last WEEK?	Yes	<input type="checkbox"/> 1	<input type="checkbox"/> 1
	No	<input type="checkbox"/> 2	<input type="checkbox"/> 2

	Main job	2nd job
16. Approximately how many hours did you work in your job(s) last WEEK?		
Paid (regular hours)	<input type="text"/> 1	<input type="text"/> 1
Paid (overtime hours)	<input type="text"/> 2	<input type="text"/> 2
Unpaid (extra hours)	<input type="text"/> 3	<input type="text"/> 3
Total (including paid and unpaid overtime nursing work)	<input type="text"/> 4	<input type="text"/> 4

	Main job	2nd job
17. Approximately how many hours did you spend last WEEK performing the following core roles? (Include paid and unpaid overtime.)		
Clinical (direct patient care)	<input type="text"/> 1	<input type="text"/> 1
Clinical management (managing clinical nurses/midwives)	<input type="text"/> 2	<input type="text"/> 2
Supervision/support for students or new nurses/midwives	<input type="text"/> 3	<input type="text"/> 3
Nurse/midwifery administration/management (incl. meetings)	<input type="text"/> 4	<input type="text"/> 4
Lecturing, Nurse/midwifery education, Clinical education	<input type="text"/> 5	<input type="text"/> 5
Research	<input type="text"/> 6	<input type="text"/> 6
Other nursing/midwifery activity (please specify activity)	<input type="text"/> 7	<input type="text"/> 7
Other activity related to nursing/midwifery (please specify activity)	<input type="text"/> 8	<input type="text"/> 8

	Main job	2nd job
18. Which of the following best describes the classification or level of your job(s) last WEEK? (please tick only one box for each job)		
Enrolled Nurse	<input type="checkbox"/> 01	<input type="checkbox"/> 01
Level 1 Registered Nurse	<input type="checkbox"/> 02	<input type="checkbox"/> 02
Level 1 Nurse Specialist	<input type="checkbox"/> 03	<input type="checkbox"/> 03
Level 2 Clinical Nurse	<input type="checkbox"/> 04	<input type="checkbox"/> 04
Level 3 Nurse Practitioner	<input type="checkbox"/> 05	<input type="checkbox"/> 05
Level 3 Clinical Nurse Consultant	<input type="checkbox"/> 06	<input type="checkbox"/> 06
Level 3 Nurse Manager	<input type="checkbox"/> 07	<input type="checkbox"/> 07
Level 3 Staff Development/Education	<input type="checkbox"/> 08	<input type="checkbox"/> 08
Level 4 Clinical	<input type="checkbox"/> 09	<input type="checkbox"/> 09
Level 4 Management	<input type="checkbox"/> 10	<input type="checkbox"/> 10
Level 4 Staff Development/Education	<input type="checkbox"/> 11	<input type="checkbox"/> 11
Level 5 Director of Nursing	<input type="checkbox"/> 12	<input type="checkbox"/> 12
Higher Education or TAFE Lecturer	<input type="checkbox"/> 13	<input type="checkbox"/> 13
Professor/Academic	<input type="checkbox"/> 14	<input type="checkbox"/> 14
Non-Nursing Award (please specify)	<input type="text"/> 15	<input type="text"/> 15
Other (please specify)	<input type="text"/> 16	<input type="text"/> 16

**19.** Select the category that best describes the principal place where you worked, **last WEEK**  
(please tick only one box for each job)

	Main job	2nd job
Psychiatric hospital	<input type="checkbox"/> 01	<input type="checkbox"/> 01
Other hospital	<input type="checkbox"/> 02	<input type="checkbox"/> 02
Mental health facility	<input type="checkbox"/> 03	<input type="checkbox"/> 03
Day procedure centre	<input type="checkbox"/> 04	<input type="checkbox"/> 04
Residential aged care service	<input type="checkbox"/> 05	<input type="checkbox"/> 05
Domiciliary care	<input type="checkbox"/> 06	<input type="checkbox"/> 06
Hospice	<input type="checkbox"/> 07	<input type="checkbox"/> 07
Community health centre	<input type="checkbox"/> 08	<input type="checkbox"/> 08
Rural hospital and health services/Multipurpose service	<input type="checkbox"/> 09	<input type="checkbox"/> 09
Developmental disability service	<input type="checkbox"/> 10	<input type="checkbox"/> 10
Doctors' Rooms/Medical Practice	<input type="checkbox"/> 11	<input type="checkbox"/> 11
School	<input type="checkbox"/> 12	<input type="checkbox"/> 12
Tertiary institution (higher education or vocational education & training)	<input type="checkbox"/> 13	<input type="checkbox"/> 13
Other (please specify)	<input type="text"/>	<input type="text"/>

**20.** What was the postcode and location (suburb/town) of that place of work?  
(i.e. the postcode and location (suburb/town) where the premises are located, not the postcode of the P.O. Box.)

	Main job	2nd job
postcode	<input type="text"/>	<input type="text"/>
location (suburb/town)	<input type="text"/>	<input type="text"/>

**21.** Please enter the code from the list below that **best** describes your principal area of activity in your job(s) **last WEEK**  
(please enter one code only for your main job and one code only for your 2nd job, if any)

Main job	2nd job (if any)
<input type="text"/>	<input type="text"/>
<b>Medical nursing</b> 01 Cardiology 02 Endocrinology 03 Gastroenterology 04 Medical nursing 05 Neurology 06 Oncology/Haematology 07 Palliative care 08 Renal medicine 09 Respiratory 10 Across all above areas  <b>Surgical nursing</b> 11 Burns 12 Cardiothoracics 13 Ear, nose & throat 14 Gastro-intestinal nursing 15 Neurosurgical 16 Ophthalmology 17 Orthopaedic 18 Plastics 19 Surgical nursing 20 Urology 21 Vascular 22 Across all above areas  <b>Perioperative</b> 23 Anaesthetic 24 Perioperative 25 Recovery 26 Across all above areas	<b>Midwifery</b> 27 Antenatal 28 Labour 29 Postnatal 30 Maternal and child health 31 Across all above areas  <b>Critical care</b> 32 Cardiac/Coronary care 33 Cardiothoracic 34 Critical care 35 Emergency 36 High dependency 37 Intensive care 38 Neonatal intensive care 39 Paediatric critical care 40 Retrieval 41 Across all above areas  <b>Family and Child Health nursing</b> 42 Family planning 43 Family, youth and child health 44 Infertility & assisted reproduction 45 Men's health 46 Paediatric and child health 47 School health 48 Women's health 49 Across all above areas  <b>Community health nursing</b> 50 Community health 51 Health promotion 52 Indigenous health 53 Medical Practice nurse 54 Public health 55 Sexual health 56 Across all above areas
	<b>Aged care</b> 57 Aged care 58 Gerontology 59 Across all above areas  <b>Mental health nursing</b> 60 Adult mental health 61 Child and adolescent mental health 62 Forensic 63 Psychogeriatric 64 Across all above areas  <b>Rehabilitation-disability</b> 65 Disability 66 Rehabilitation 67 Across all above areas  <b>Other</b> 68 Alcohol & other substance abuse 69 Health education/disease management (eg stomal therapy, diabetes, asthma, continence) 70 Infection control 71 Informatics 72 Management 73 Nurse education 74 Nurse practitioner 75 Occupational Health And Safety 76 Policy 77 Quality management 78 Research 79 Rural and remote health 80 No one area of practice 81 Other (please specify) <input type="text"/>

**There are no further questions.** Thank you very much for your time. Please return this form to the address at the top of the form.

## **APPENDIX B: DATA COUNTING RULES**

“All Nurses” includes the response of all who responded to the census.

“Registered Nurse” includes all who responded yes to question 1a.

“Enrolled Nurse” includes all who responded yes to question 1b and no or 0 to 1b.

“Midwife” includes all who responded yes or 0 to question 1a and yes 1c.

“Mental Health Nurse” includes all who responded yes or 0 to question 1a and yes to 1e.

A respondent is defined to be of Aboriginal / Torres Strait Islander origin if they responded to question 7, as either or both, yes, Aboriginal or yes, Torres Strait Islander.

### **THE PREVIOUS RULES ALSO APPLY TO THE FOLLOWING QUESTIONS WHEN SEPARATED INTO REGISTERED, ENROLLED, MIDWIFE, MENTAL HEALTH AND ABORIGINAL / TORRES STRAIT ISLANDER ORIGIN.**

Place of receiving qualification was broken down and grouped into states and country regions from “all nurses” who responded to question 3.

Years worked is based on “all nurses” who responded to question 4.

Average age is based on “all nurses” and separate categories of nurses who responded to question 6 except for the Age Profile of Nurses in Graph 1 which used the SA Registration Board data as the census data showed nurses under 15 years of age.

Australian citizenship is based on “all nurses” who responded yes to question 8.

Postcode numbers are based on “all nurses” who responded to question 9.

Courses completed or currently studying are based on “all nurses” who responded to question 10 by completing the completed courses and currently studying codes in fields 19 - 33.

Work status is based on “all nurses” who responded to question 11a, 11b and 11c.

Public and Private sectors are based on “all nurses” response to question 13.

Employment status was based on “all nurses” response rate to question 14.

A nurse paid by agency is based on “all nurses” response rate to question 15.

Average hours worked per week is based on “all nurses” response to question 16.

Average hours worked per week in core roles is based on “all nurses” who responded to question 17.

Classification or level of job is based on “all nurses” who responded to question 18.

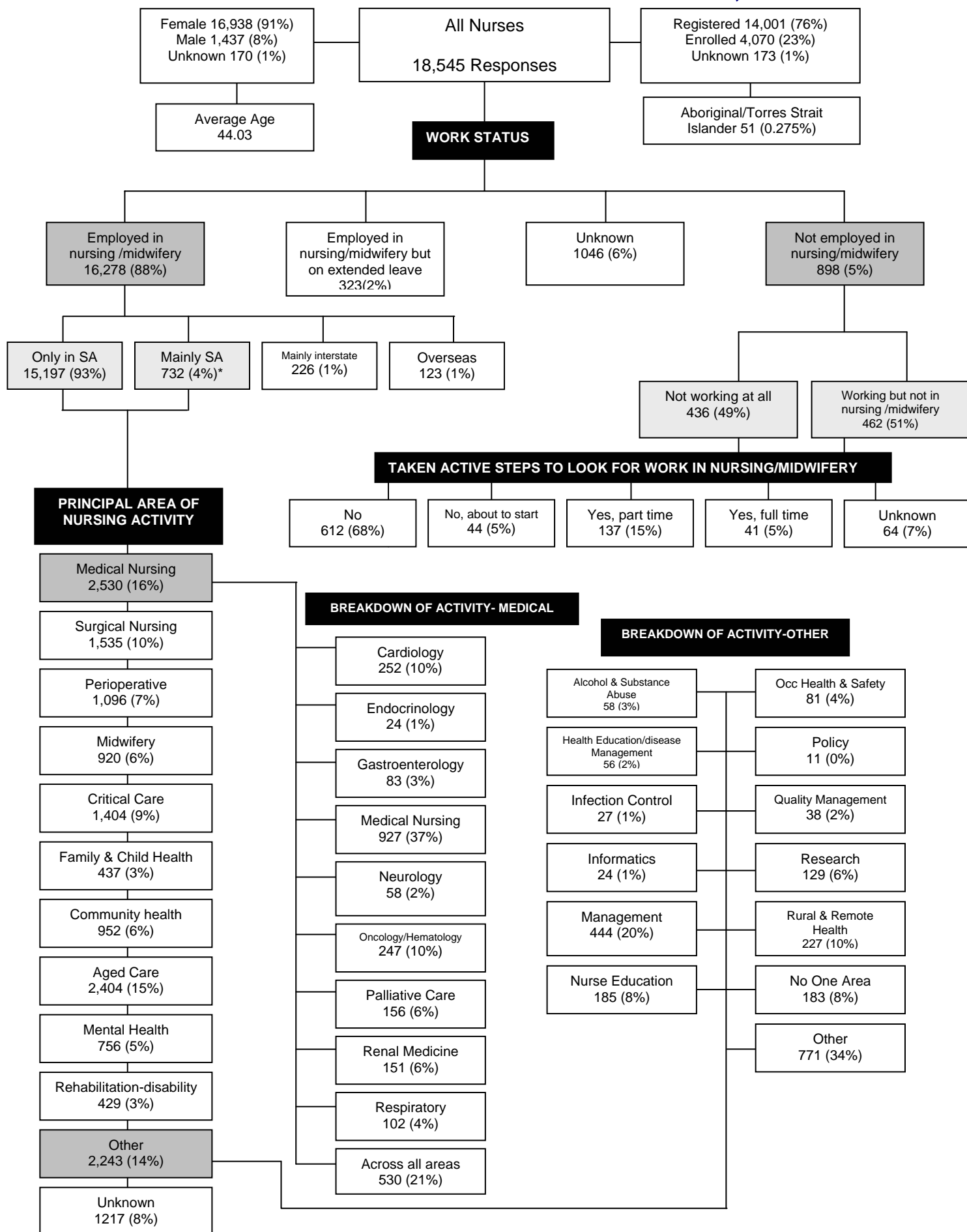
Principal place of practice is based on “all nurses” who responded to question 19.

Principal area of activity is based on “all nurses” who responded to question 21.

## **APPENDIX C: NURSING AND MIDWIFERY LABOUR FORCE SUMMARY PROFILES**

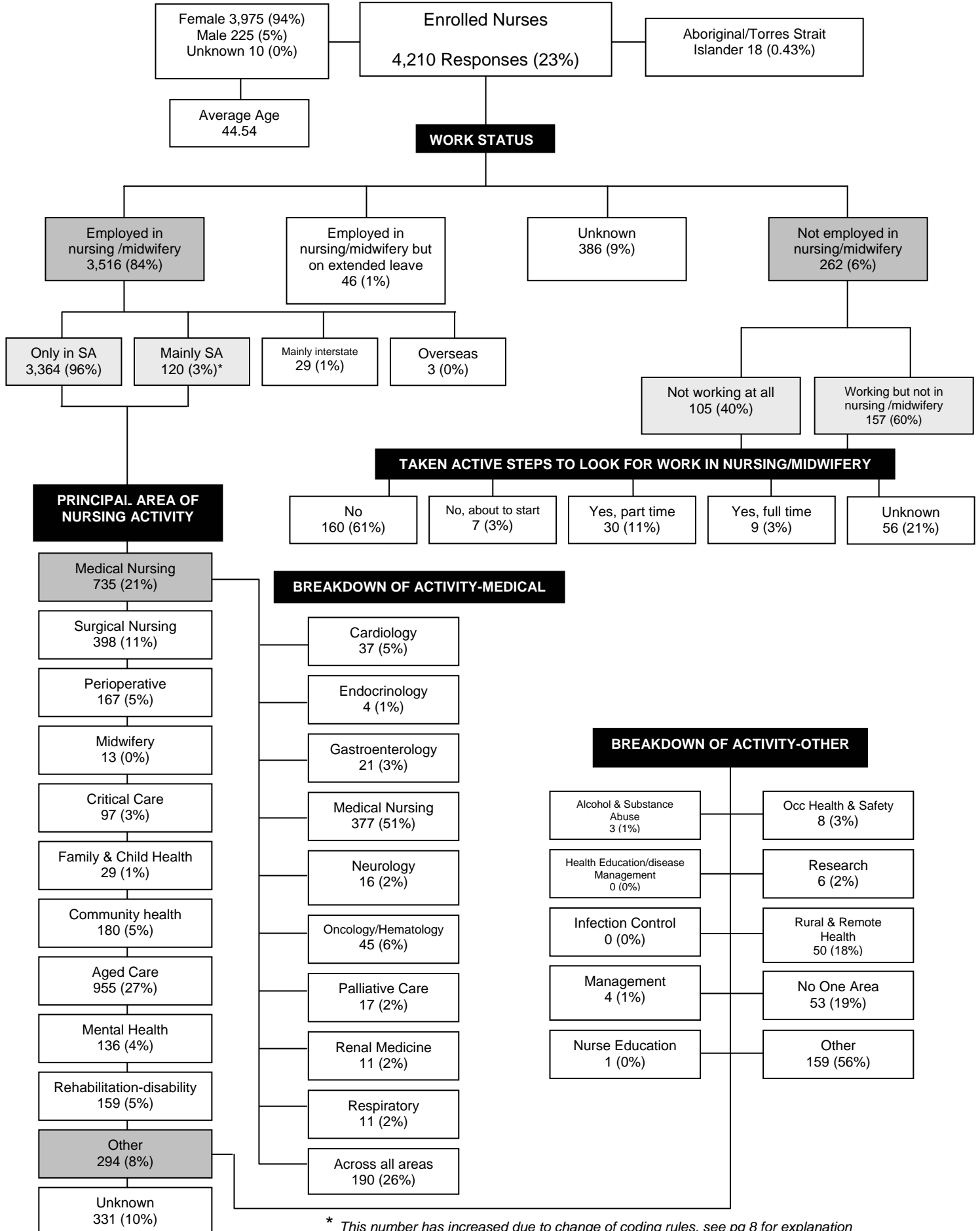
- Registered and Enrolled Nurses
- Enrolled Nurses
- Registered Nurses
- Midwives
- Mental Health Nurses

# PROFILE 1 - TOTAL REGISTERED AND ENROLLED NURSES, SA 2004

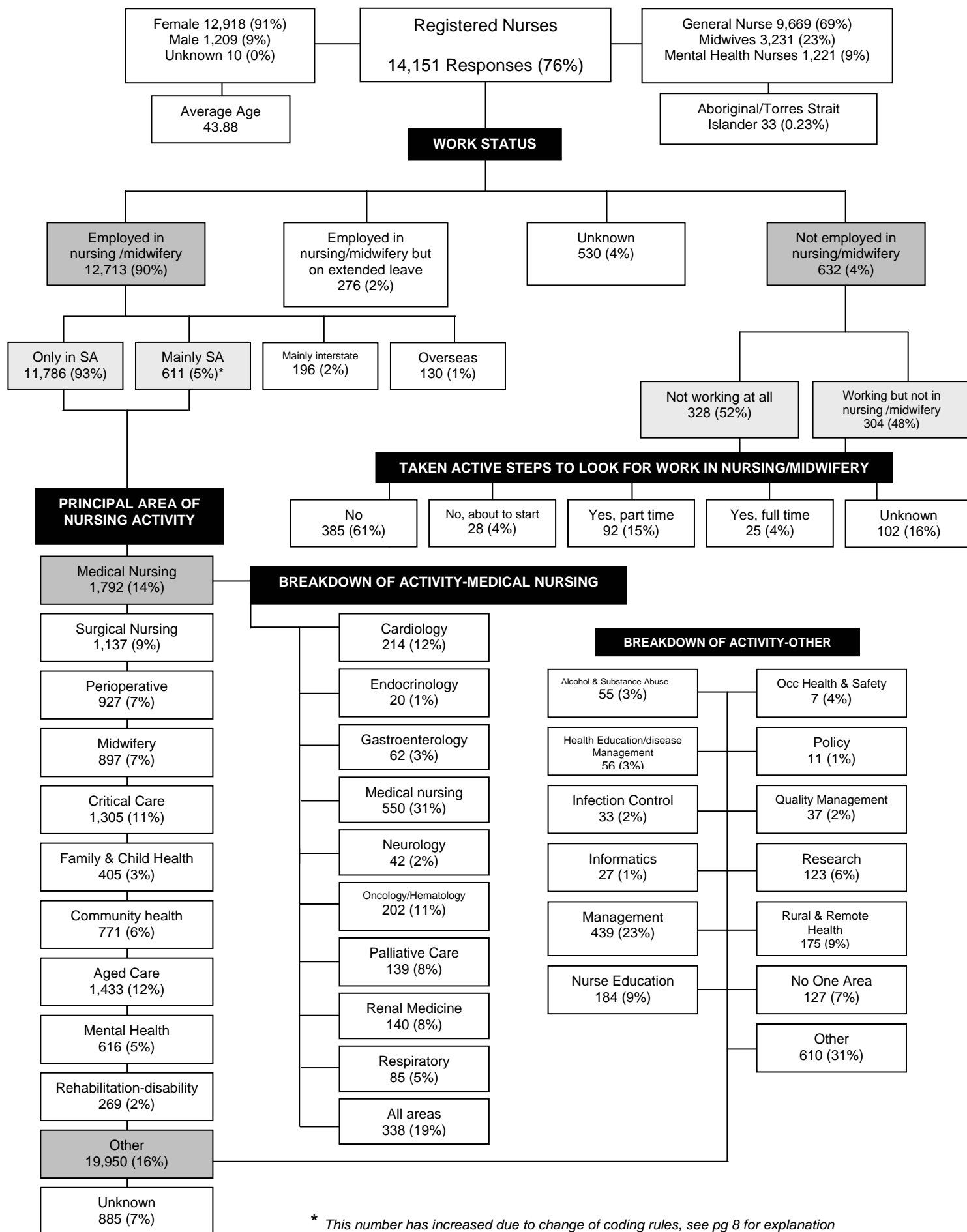


\* This number has increased due to change of coding rules, see pg 8 for explanation

## PROFILE 2 - TOTAL ENROLLED NURSES SA 2004

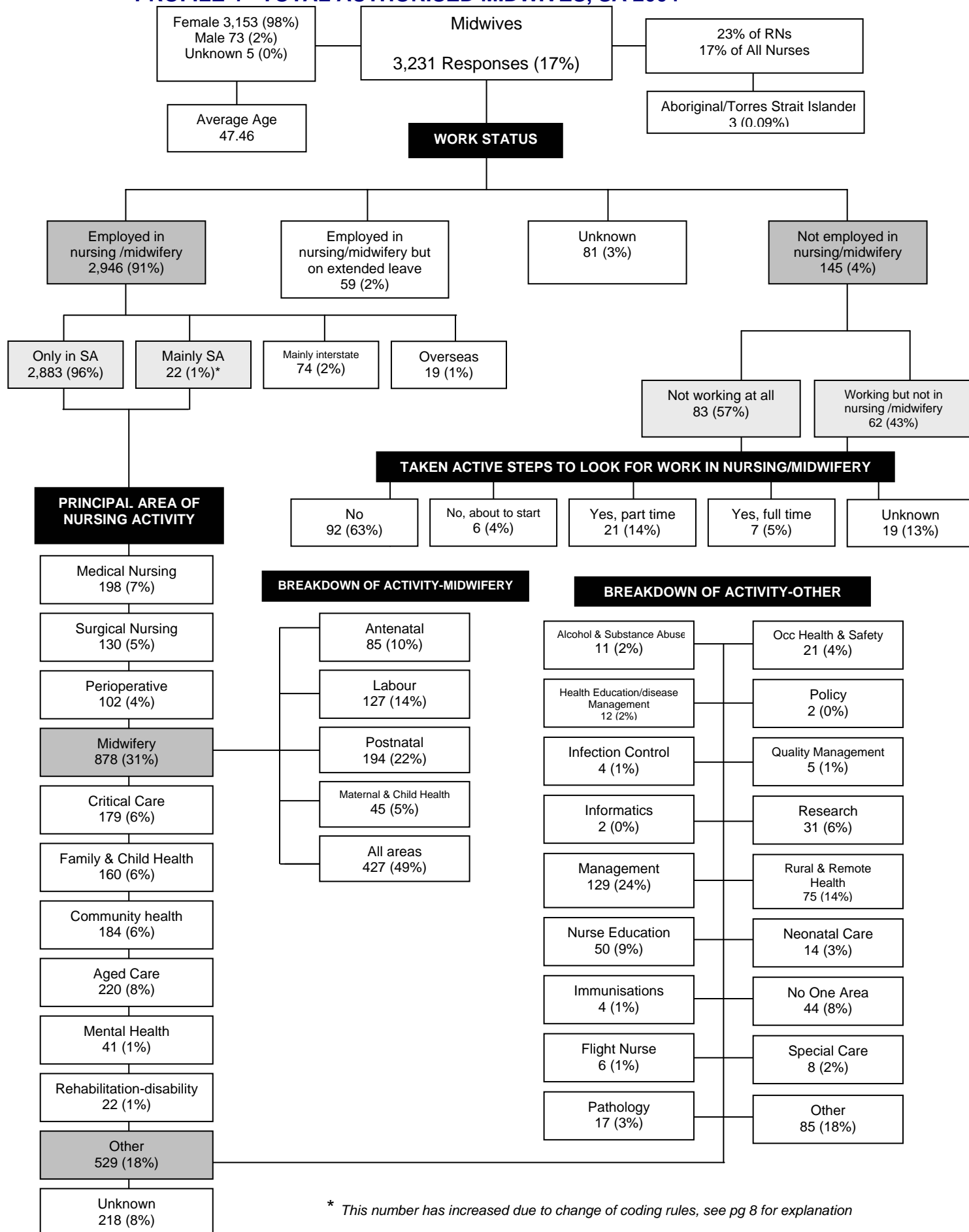


## PROFILE 3 - TOTAL REGISTERED NURSES SA 2004



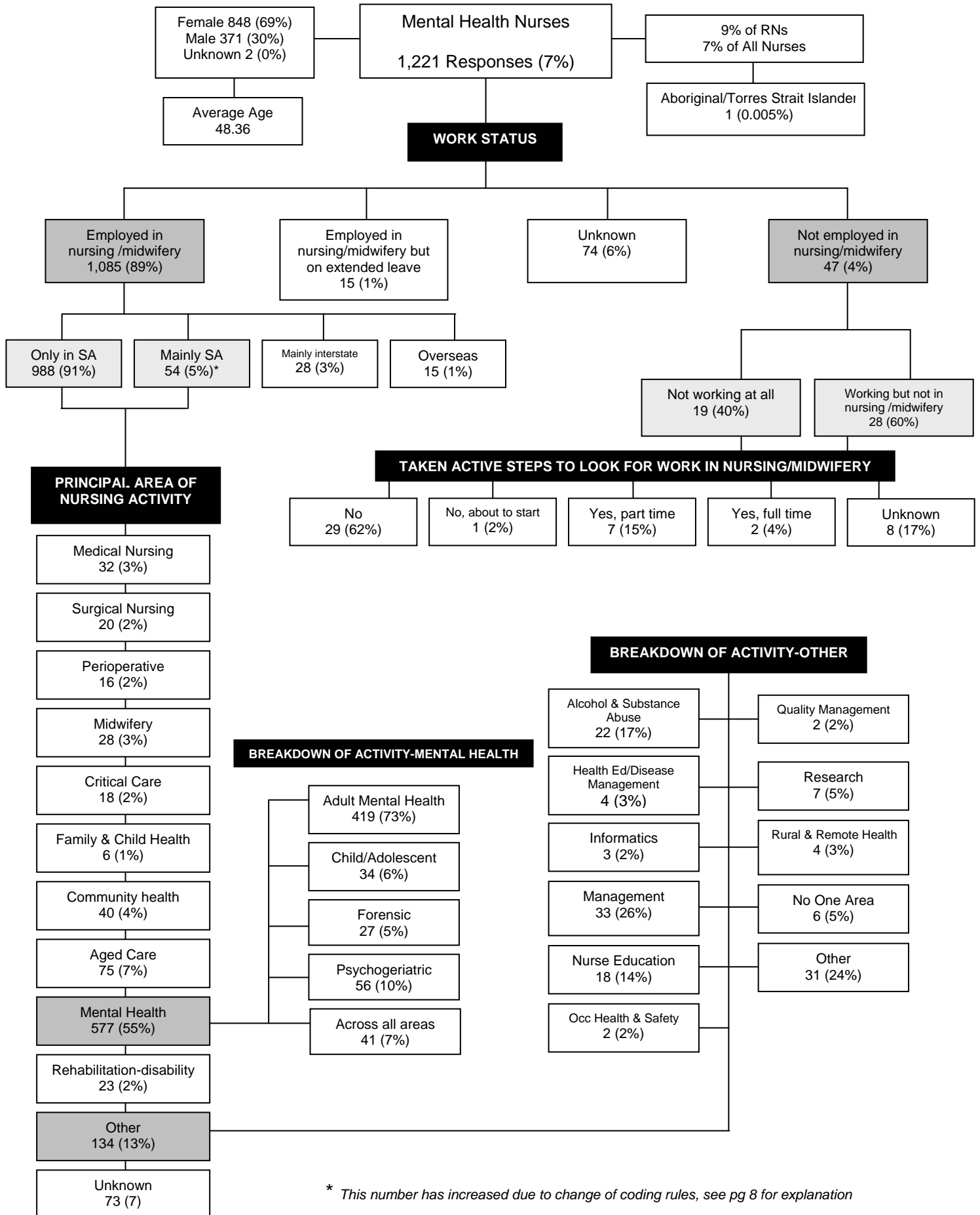
\* This number has increased due to change of coding rules, see pg 8 for explanation

## PROFILE 4 - TOTAL AUTHORISED MIDWIVES, SA 2004



\* This number has increased due to change of coding rules, see pg 8 for explanation

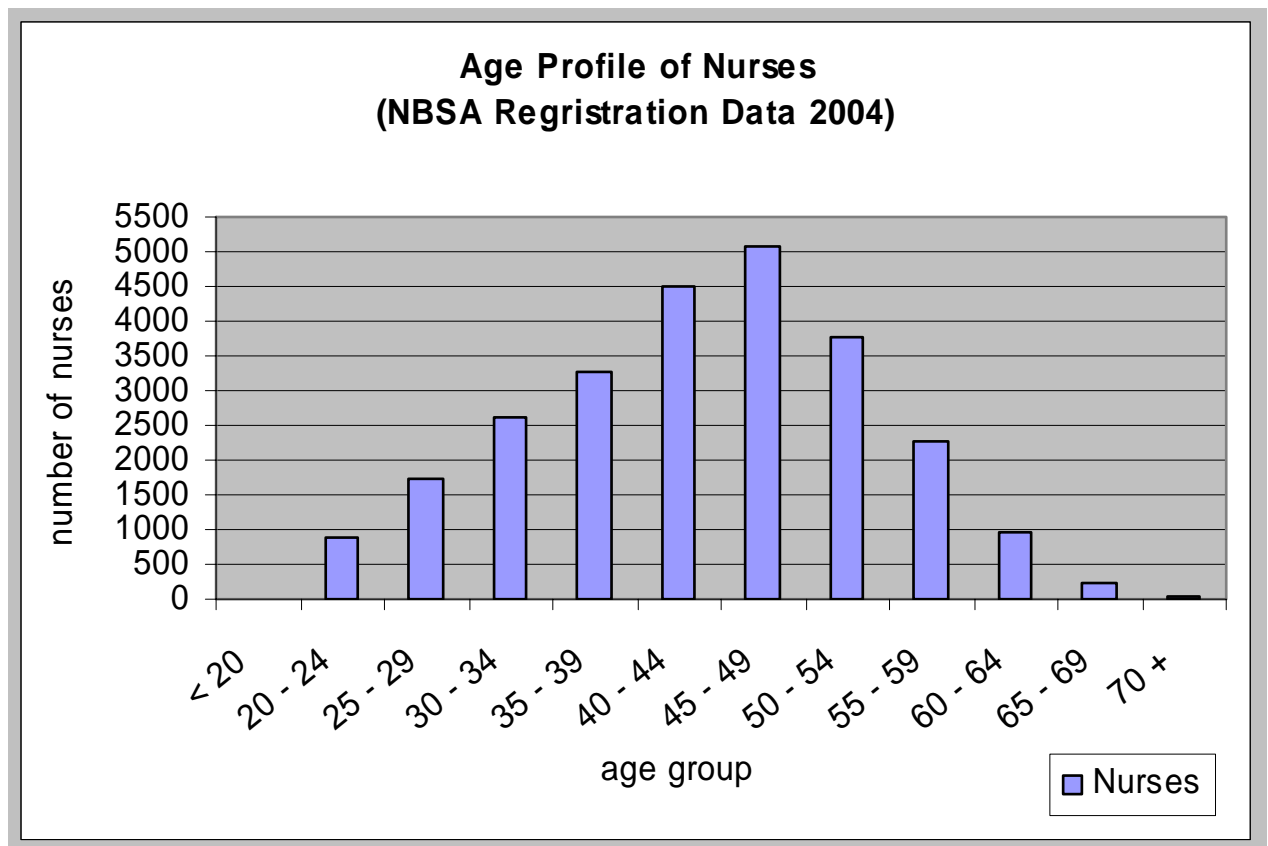
## PROFILE 5 - TOTAL AUTHORISED PSYCHIATRIC / MENTAL HEALTH NURSES SA 2004



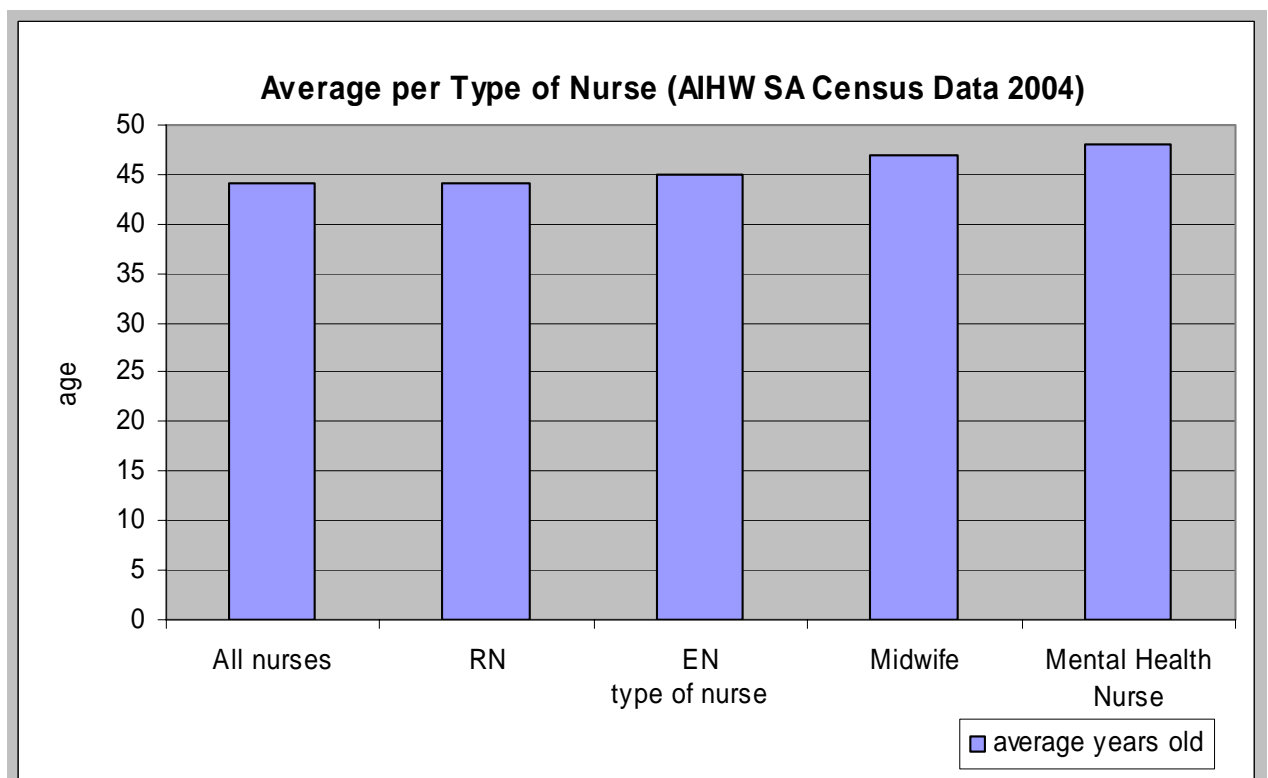
\* This number has increased due to change of coding rules, see pg 8 for explanation

## APPENDIX D: DEMOGRAPHICS

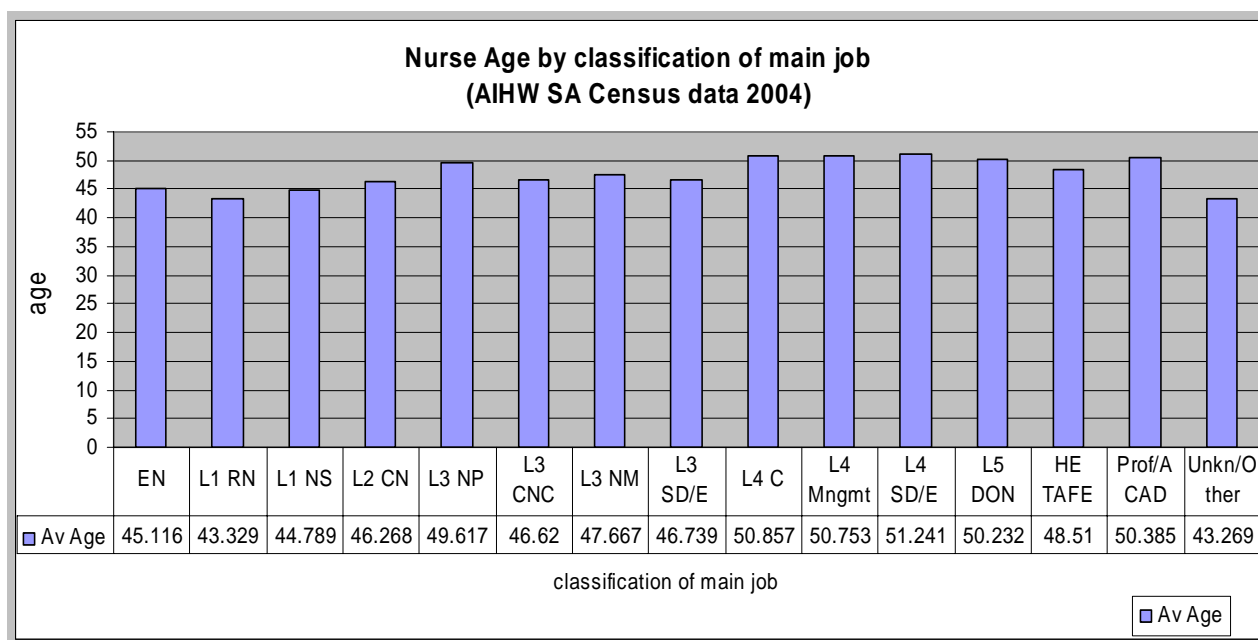
Graph 1 – Age Profile of Nurses



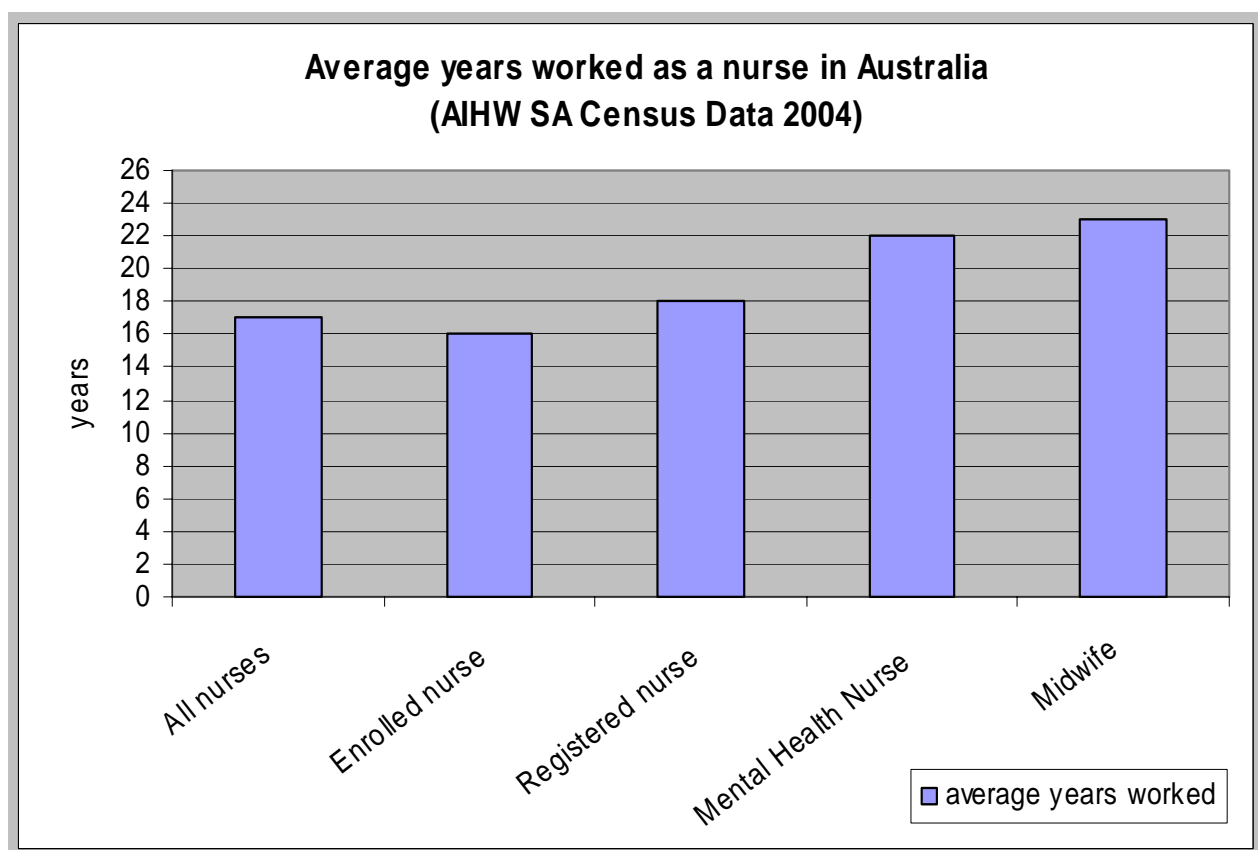
Graph 2 - Average Age per Type of Nurse



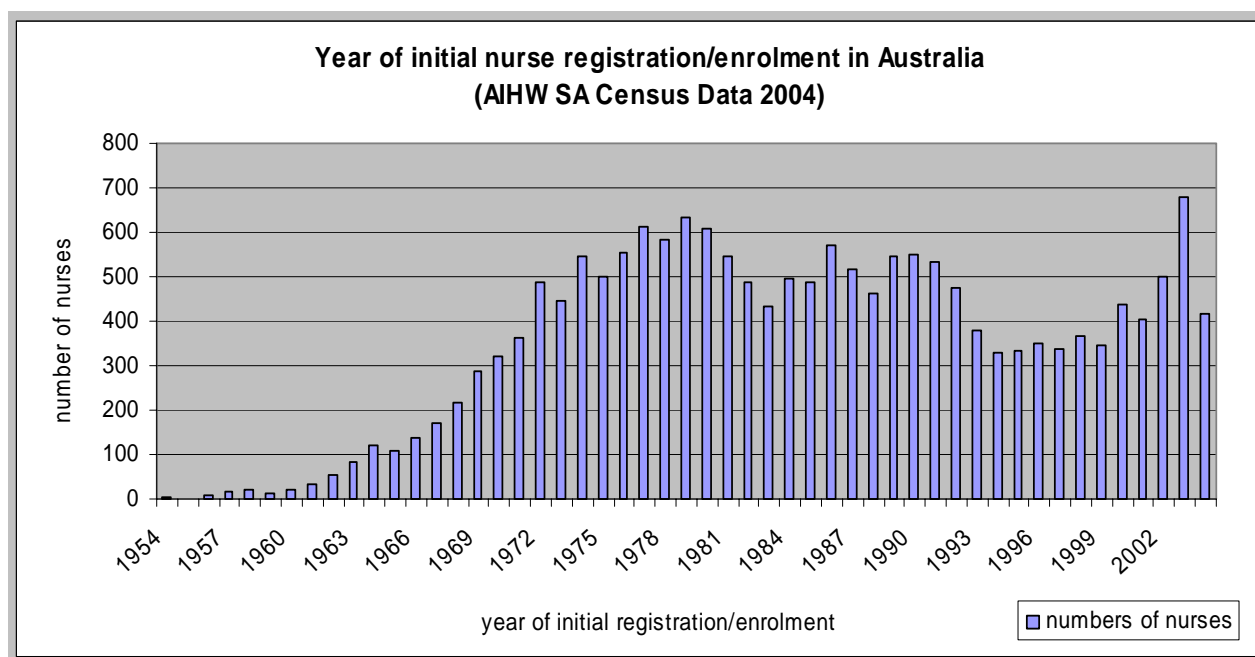
**Graph 3 - Nurse Average Age by Classification of Main Job**



**Graph 4 - Average years worked since 1st registered/enrolled as a nurse in Australia**



**Graph 5 - Year of initial nurse registration/enrolment in Australia**

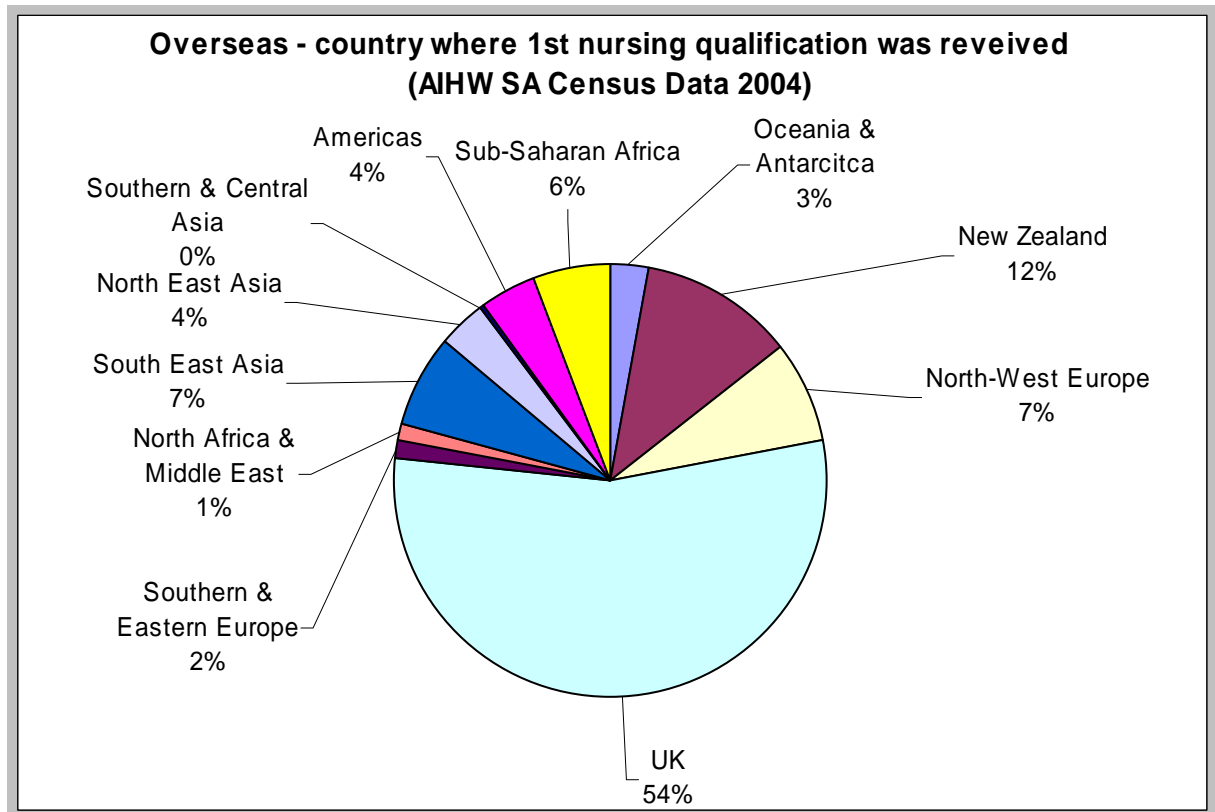


**Table 4: Postcode of usual residence**

Postcode of Usual Residence	Female	Male	No response /unknown	Total Responses
Unknown	448	48	152	648
Lameroo - Robertstown	754	42	0	796
Mallalla - Yorketown	537	31	1	569
Metropolitan Adelaide area, Gawler - Aldinga	12,238	1,162	14	13,414
Pt Augusta - Far North of S.A.	243	15	0	258
Riverton, Burra, Peterborough	417	12	2	431
Whyalla - Ceduna	627	37	1	665
Yankallilla - Mt Gambier	1,672	89	3	1,764
	<b>16,936</b>	<b>1,436</b>	<b>170</b>	<b>18,545</b>

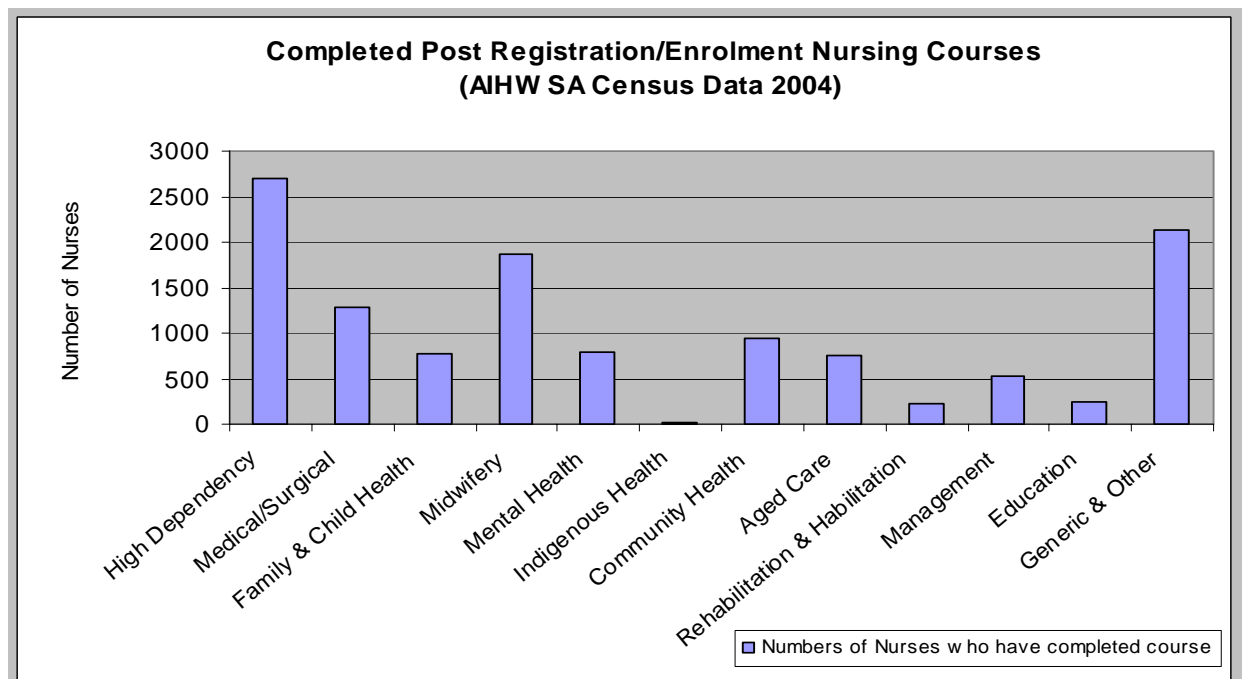
## APPENDIX E: NURSING QUALIFICATIONS

**Graph 6 - Overseas – country regions where 1<sup>st</sup> nursing qualification was received**



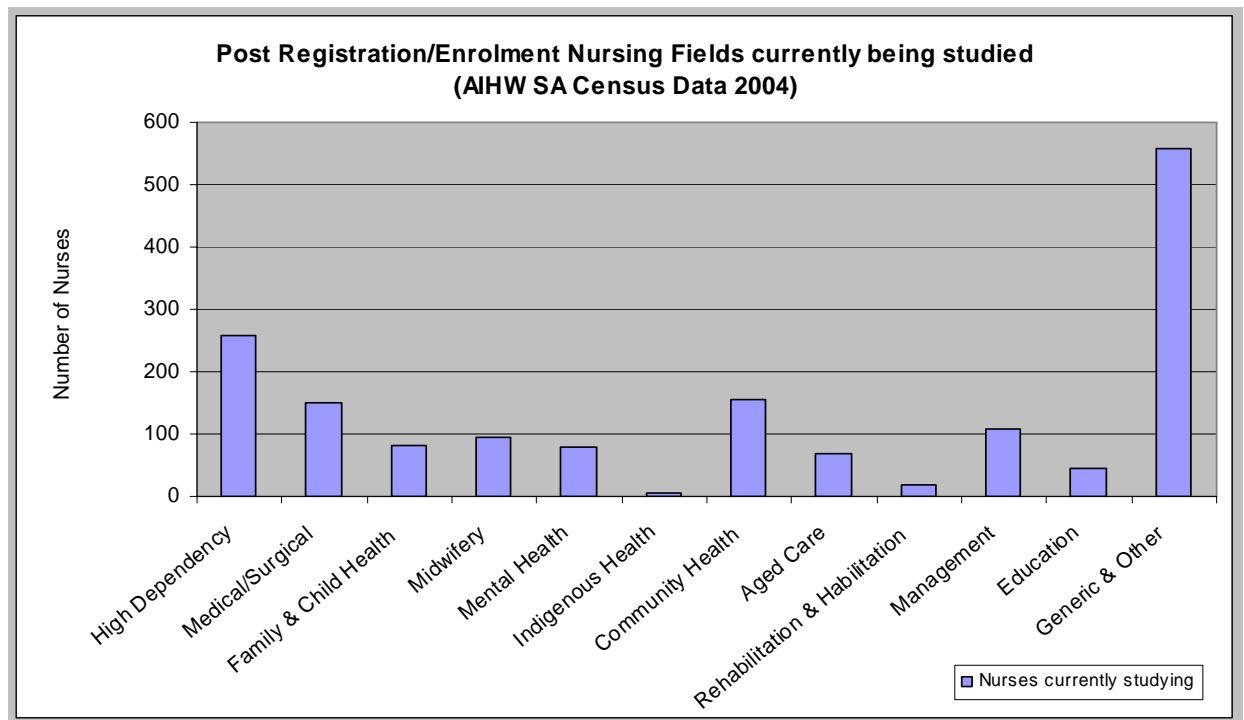
Standard Australian Classification of Countries (SACC) 1998 – Major Groups

**Graph 7 - Completed Post Registration/Enrolment Nursing Courses**



NOTE: this number dropped 20% from a response of 88% in 2003 to 66% in 2004

**Graph 8 - Post Registration/Enrolment Nursing Courses currently studied**



## APPENDIX F: NURSE & MIDWIFE EMPLOYMENT PATTERNS

**Table 5: Average hours worked per week as a nurse**

*Note of caution this question was poorly answered by nurse respondents and changes to coding rules also had some influence on the outcomes*

TABLE 5

AVERAGE HOURS WORKED PER WEEK		
	Main Job	2nd Job
Paid regular hours	26.67 hrs	0.91 hrs
Paid overtime hours	0.45 hrs	0.02 hrs
Unpaid extra hours	0.73 hrs	0.04 hrs
<b>Total</b>	<b>27.85 hrs</b>	<b>0.96 hrs</b>

**Table 6: Average hours worked per core nursing role per week**

*Note of caution this question was poorly answered by nurse respondents and changes to coding rules also had some influence on the outcomes*

TABLE 6

AVERAGE HOURS WORKED PER WEEK PER CORE NURSING ROLE		
Core nursing role	Main Job	2nd Job
Clinical	17.8 hrs	0.57 hrs
Clinical Management	1.5 hrs	0.02 hrs
Supervision/support	0.8 hrs	0.01 hrs
Admin/Management	1.8 hrs	0.03 hrs
Lecturing, Clinical Education	0.6 hrs	0.03 hrs
Research	0.4 hrs	0.02 hrs
Other Nursing/Midwifery activity	0.9 hrs	0.03 hrs
Other related activity	0.6 hrs	0.03 hrs

**Table 7: Employment sector**

TABLE 7

EMPLOYMENT SECTOR		
AIHW SA Data 2004	Public Sector	Private Sector
All nurses	63%	37%
Enrolled Nurses	62%	38%
Registered Nurses	63%	37%
Midwives	67%	33%
Mental Health Nurses	79%	21%

**Table 8: Principal place of work***Note of caution this question was poorly answered by nurse respondents*

TABLE 8

Principal place of work	Main Job	2nd Job
Unknown	3,618	17,240
Psychiatric hospital	445	19
Other hospital	7,825	553
Mental health facility	326	21
Day procedure centre	336	38
Residential aged care	2,517	255
Domiciliary care	194	23
Hospice	103	6
Community health centre	746	85
Rural hospital & health service / multipurpose service	1,439	94
Developmental disability service	130	5
Doctors rooms	602	141
School	26	8
Tertiary institution / TAFE	238	57
<b>Total</b>	<b>18,545</b>	<b>18,545</b>

**Table 9: Nurse classification by main job**

TABLE 9

Nurse Classification by Main Job	
	Nurse Responses
Enrolled Nurse	3,821
Level 1 Registered Nurse	8,244
Level 1 Nurse Specialist	645
Level 2 Clinical Nurse	1,969
Level 3 Nurse Practitioner	60
Level 3 Clinical Nurse Consultant	594
Level 3 Nurse Manager	468
Level 3 Staff Development / Education	115
Level 4 Clinical	35
Level 4 Management	166
Level 4 Staff Development / Education	29
Level 5 Director of Nursing	263
Higher Education or TAFE Lecturer	98
Professor / Academic	78
Unknown response/non nursing/other	1,960
<b>Total</b>	<b>18,545</b>

**Table 10: Geographical Location of main job**

TABLE 10

<b>Geographical Location of main job</b>	<b>Female</b>	<b>Male</b>	<b>No response/unknown</b>	<b>Total</b>
Unknown/No Response	2,903	244	118	<b>3,265</b>
Lameroo - Robertstown	567	27	1	<b>595</b>
Mallala - Yorketown	459	29	1	<b>489</b>
Metropolitan Adelaide area, Gawler - Aldinga	10,701	1,032	41	<b>11,774</b>
Pt Augusta - Far North of S.A.	259	19	0	<b>278</b>
Riverton, Burra, Peterborough	333	4	3	<b>340</b>
Whyalla - Ceduna	563	35	2	<b>600</b>
Yankalilla - Mt Gambier	1,150	47	7	<b>1204</b>
<b>Total</b>	<b>16,935</b>	<b>1,437</b>	<b>173</b>	<b>18,545</b>