National Health Workforce Datasets

Nurses and Midwives

CONTENT

1 What is the NHWDS

- Professions involved
- Administration process
- Registration items and workforce survey

2 Survey review

- Process to review to survey
- Latest changes

3 Published data

- Who gets unit record data
- Where is aggregate data publicly available

4 Latest data - graphs

- Survey response rate
- Registrants, employed, distribution
- Inflows and outflows

What is the NHWDS

Registration

Ahpra & National Boards

Responsible for the national registration process for the 16 health professions under the National Registration and Accreditation Scheme.

Aboriginal and Torres Strait Islander Health Practice	Medical Radiation Practice	Paramedicine
Chinese Medicine	Nursing and Midwifery	Pharmacy
Chiropractic	Occupational Therapy	Physiotherapy
Dental	Optometry	Podiatry
Medical	Osteopathy	Psychology

Australian Government
Department of Health

What is the NHWDS

Registration renewal

Practitioners renew their registration each year during the three-month period aligning with their profession's annual registration renewal period. Nurses and midwives renewal period is 1 April -31 May (with an additional one month grace to end of June)

Registration information

Nursing and Midwifery Board Ahpra

Renew your registration online

Login

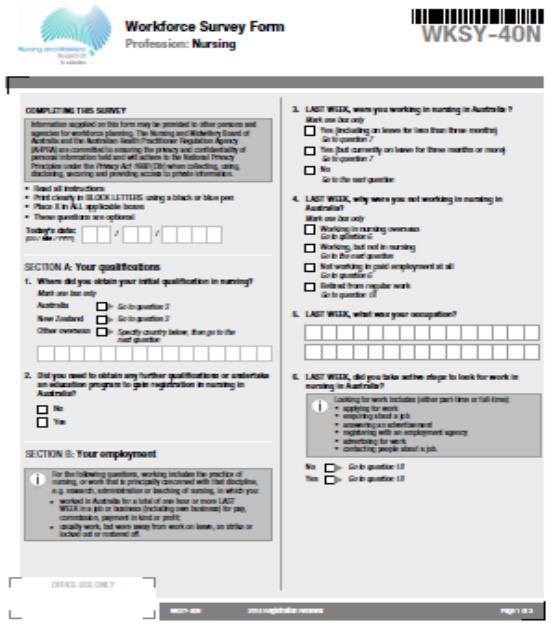
User ID: [?]

Date of Birth:

Day | Month | Year

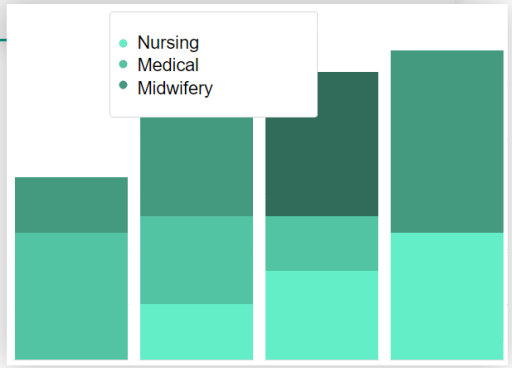
Password:

Workforce survey



NHWDS

ID	Profession	Registered Status	Hours	...
N0001	Midwifery	Registered	40	...
N0002	Midwifery	Registered	38	...
N0003	Medical	Not Registered	41	...
N0003				



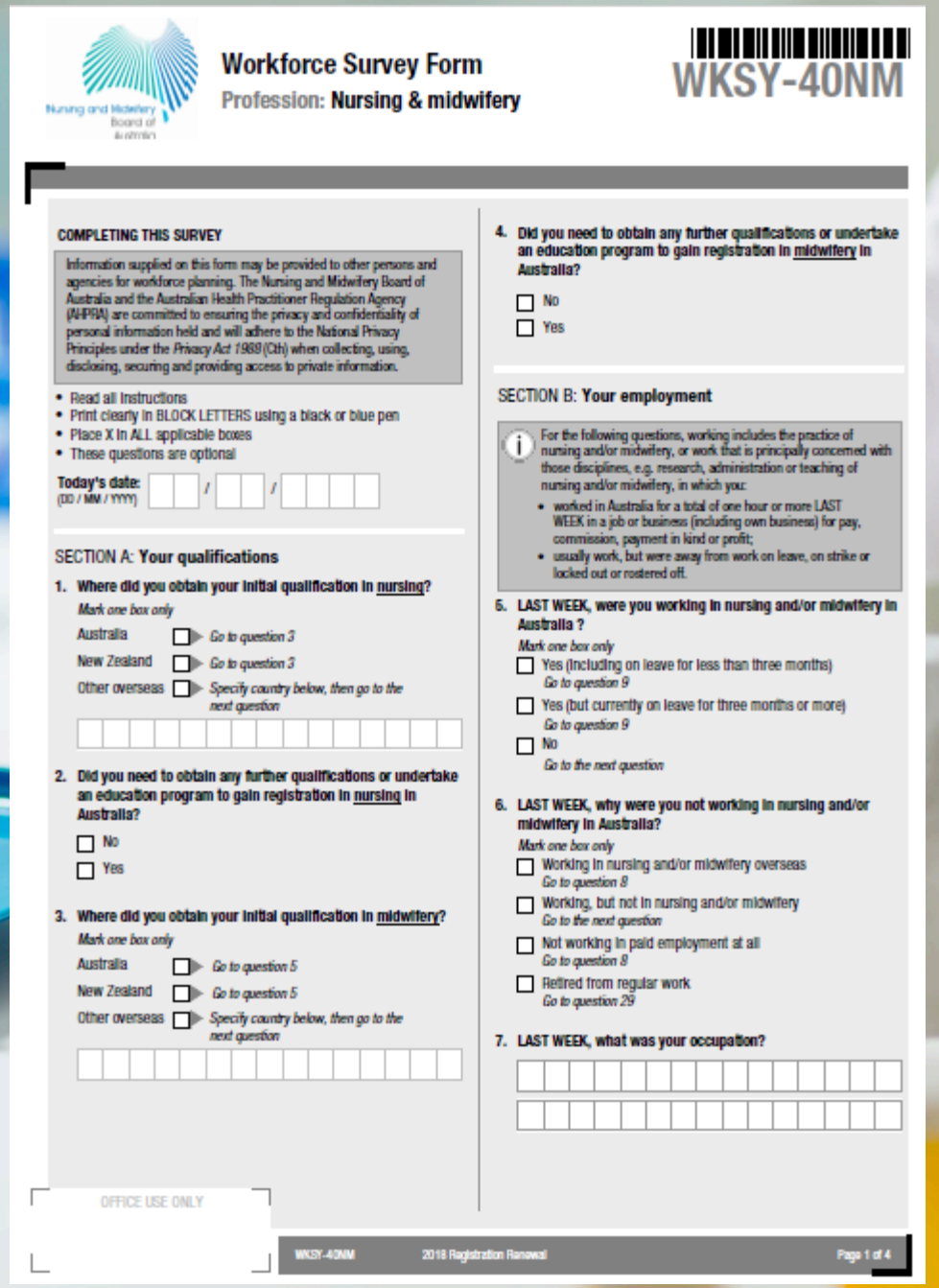
Australian Government
Department of Health

Workforce survey

The Department of Health (DoH) maintains questionnaires, specific to each of the registered professions, containing workforce related questions. These questionnaires are known as the “workforce survey”.

Review of content

- Reviewed periodically
- All professions currently undergoing review for implementation in 2021 registration renewal
- Changes or additions must strictly be related to the intended use for workforce planning purposes
- Review is undertaken in conjunction with a committee of stakeholders, for nursing and midwifery this includes:
  - The Nursing and Midwifery Board of Australia
  - Ahpra
  - Jurisdictional workforce planners
  - DoH Chief Nursing and Midwifery Office
  - Health Workforce Division



Workforce Survey Form
Profession: Nursing & midwifery
WKSY-40NM

COMPLETING THIS SURVEY

Information supplied on this form may be provided to other persons and agencies for workforce planning. The Nursing and Midwifery Board of Australia and the Australian Health Practitioner Regulation Agency (AHPRA) are committed to ensuring the privacy and confidentiality of personal information held and will adhere to the National Privacy Principles under the *Privacy Act 1988* (Cth) when collecting, using, disclosing, securing and providing access to private information.

- Read all instructions
- Print clearly in BLOCK LETTERS using a black or blue pen
- Place X in ALL applicable boxes
- These questions are optional

Today's date: (DD / MM / YYYY)

SECTION A: Your qualifications

1. Where did you obtain your initial qualification in nursing?
Mark one box only
Australia → Go to question 3
New Zealand → Go to question 3
Other overseas → Specify country below, then go to the next question

2. Did you need to obtain any further qualifications or undertake an education program to gain registration in nursing in Australia?
No
Yes

3. Where did you obtain your initial qualification in midwifery?
Mark one box only
Australia → Go to question 5
New Zealand → Go to question 5
Other overseas → Specify country below, then go to the next question

4. Did you need to obtain any further qualifications or undertake an education program to gain registration in midwifery in Australia?
No
Yes

SECTION B: Your employment

For the following questions, working includes the practice of nursing and/or midwifery, or work that is principally concerned with those disciplines, e.g. research, administration or teaching of nursing and/or midwifery, in which you:
- worked in Australia for a total of one hour or more LAST WEEK in a job or business (including own business) for pay, commission, payment in kind or profit;
- usually work, but were away from work on leave, on strike or locked out or rostered off.

5. LAST WEEK, were you working in nursing and/or midwifery in Australia ?
Mark one box only
Yes (including on leave for less than three months) Go to question 9
Yes (but currently on leave for three months or more) Go to question 9
No Go to the next question

6. LAST WEEK, why were you not working in nursing and/or midwifery in Australia?
Mark one box only
Working in nursing and/or midwifery overseas Go to question 8
Working, but not in nursing and/or midwifery Go to the next question
Not working in paid employment at all Go to question 8
Retired from regular work Go to question 29

7. LAST WEEK, what was your occupation?

OFFICE USE ONLY

WKSY-40NM 2018 Registration Renewal Page 1 of 4

Australian Government
Department of Health

Changes to 2021 workforce survey

Previous question

LAST WEEK, were you working in NURSING and/or MIDWIFERY in Australia?

- Yes (including on leave for less than three months)
- Yes (but currently on leave for three months or more)
- No

Changed question - Seperate employment questions for nurses and midwives

LAST WEEK, were you working in **NURSING** in Australia?

- ☐ Yes, working in nursing (including on leave for less than three months)
- ☐ Yes, working in nursing (but currently on leave for three months or more)
- ☐ No, not working in nursing

LAST WEEK, were you working in **MIDWIFERY** in Australia?

- ☐ Yes, working in midwifery (including on leave for less than three months)
- ☐ Yes, working in midwifery (but currently on leave for three months or more)
- ☐ No, not working in midwifery

Will be able to determine which profession dual registrants are employed in

Changes to 2021 workforce survey

New questions – employment basis for nurses and midwives

LAST WEEK, on what basis were you employed in NURSING?

- ☐ Full time
- ☐ Part time
- ☐ Casual

LAST WEEK, on what basis were you employed in MIDWIFERY?

- ☐ Full time
- ☐ Part time
- ☐ Casual

This question will be added to the workforce survey for ALL registered professions

Will be able to determine whether nurses and midwives are employed full time, part time or casually rather than infering from their hours worked in the previous week

Changes to 2021 workforce survey

Previous question

LAST WEEK, of the hours you worked in your clinical role how many hours did you work in each sector in nursing?

Private sector (including for-profit)
☐☐ hours
Public sector
☐☐ hours

LAST WEEK, of the hours you worked in your clinical role how many hours did you work in each sector in midwifery?

Private sector (including for-profit)
☐☐ hours
Public sector
☐☐ hours

Changed question - Seperate private sector into for profit / commercial and not for profit / community

LAST WEEK, of the hours you worked in your clinical role how many hours did you work in each sector in nursing?

Private sector (including for-profit/ commercial organisations)
☐☐ hours
Private sector (including not-for-profit/ charitable/ community organisations)
☐☐ hours
Public sector
☐☐ hours

LAST WEEK, of the hours you worked in your clinical role how many hours did you work in each sector in midwifery?

Private sector (including for-profit/ commercial organisations)
☐☐ hours
Private sector (including not-for-profit/ charitable/ community organisations)
☐☐ hours
Public sector
☐☐ hours

This change will be implemented to the workforce survey for ALL registered professions

Changes to 2021 workforce survey

Previous question

LAST WEEK, what was your principal role in your main job in NURSING?

- ☐ Clinician (nurses, including managers and supervisors, involved in direct patient care)
- ☐ Administrator (including managers not involved in direct patient care)
- ☐ Teacher or educator
- ☐ Researcher
- ☐ Other, please specify ……..

LAST WEEK, what was your principal role in your main job in MIDWIFERY?

- ☐ Clinician (nurses, including managers and supervisors, involved in direct patient care)
- ☐ Administrator (including managers not involved in direct patient care)
- ☐ Teacher or educator
- ☐ Researcher
- ☐ Other, please specify ……..

Changed question – Addition of the response option ‘academic’

LAST WEEK, what was your principal role in your main job in NURSING?

- ☐ Clinician (nurses, including managers and supervisors, involved in direct patient care)
- ☐ Administrator (including managers not involved in direct patient care)
- ☐ Teacher or educator
- ☐ Researcher
- ☐ **Academic**
- ☐ Other, please specify ……..

LAST WEEK, what was your principal role in your main job in MIDWIFERY?

- ☐ Clinician (nurses, including managers and supervisors, involved in direct patient care)
- ☐ Administrator (including managers not involved in direct patient care)
- ☐ Teacher or educator
- ☐ Researcher
- ☐ **Academic**
- ☐ Other, please specify ……..

This change will be implemented to the workforce survey for ALL registered professions.
Stakeholders felt their was no clear option for those who worked in teaching and research equally.

Changes to 2021 workforce survey

Additional response options to existing question

LAST WEEK, what was the principal area of your main job in NURSING?

- **Administration**
- Aged care
- **Cancer care**
- Community nursing
- Critical care
- **Disability**
- Drug and Alcohol
- Emergency
- Health promotion
- Management
- **Maternal**, child and family health
- Maternity care
- Medical
- Mental health
- Mixed medical/surgical
- Neonatal Care
- Paediatrics
- Palliative care
- Peri-operative
- Policy
- **Primary care**
- **Rehabilitation**
- Research
- Surgical
- **Teaching**/education
- Other

LAST WEEK, what was the principal area of your main job in MIDWIFERY?

- Antenatal care
- Antenatal, Intra-partum and Post-partum care
- Care during labour and birth
- Postnatal care
- Neonatal care
- **Administration**
- **Community/home visiting**
- **Disability**
- **Management**
- Policy
- **Research**
- **Teaching/education**
- Other

Changes to 2021 workforce survey

Additional response options to existing question

LAST WEEK, what was the principal work setting of your main job in NURSING?

- **Aboriginal Community Controlled health service**
- Commercial/business service
- Community health care service
- Correctional service
- Defence forces
- General Practitioner (GP) practice
- Hospice
- Hospital (excluding outpatient service)
- Independent private practice
- **Other Aboriginal health service**
- Other educational facility
- Other government department or agency
- Other private practice
- Outpatient service
- Residential health care facility
- School
- Tertiary educational facility
- Other

LAST WEEK, what was the principal work setting of your main job in MIDWIFERY?

- **Aboriginal Community Controlled health services**
- Commercial/business service
- Community health care service
- Correctional service
- Defence force
- General Practitioner (GP) practice
- Hospital (excluding outpatient service)
- Independent Private Practice
- **Midwifery group practice / caseload**
- **Other Aboriginal health service**
- Other educational facility
- Other government department or agency
- Outpatient service
- Specialist (O&G) practice
- Tertiary educational facility
- Other

Aggregate health workforce data from the NHWDS published in the form of:

1. Online Data Tool (ODT).
2. Summary statistics
3. Factsheets
4. HEADSUPP (limited access)

Where is NHWDS published

In accordance with the Health Practitioner Regulation National Law Act 2009 (the National Law) and the Deed of Data Exchange (between the Health Department and AHPRA) this data:

- can only be collected and used for workforce planning purposes
- cannot be provided in a way such that any individual is identifiable
- **must be published in a way that ensures it is accessible to the public**

Who gets the NHWDS

Australian Government
Department of Health

Data Exchange Deed

Between:

the **Australian Health Practitioner Regulation Agency**

and

the **Commonwealth of Australia** as represented by the **Department of Health**

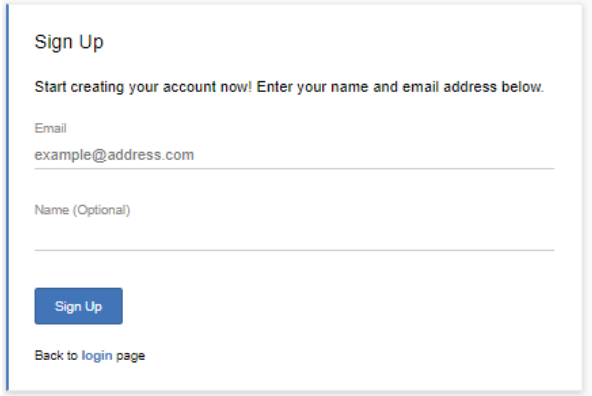
An agreement for the sharing of data between AHPRA and the Department in relation to the National Health Workforce Dataset, and other matters.

- AIHW
- Ahpra
- State and Territory Health Departments (Jurisdictional workforce planners)

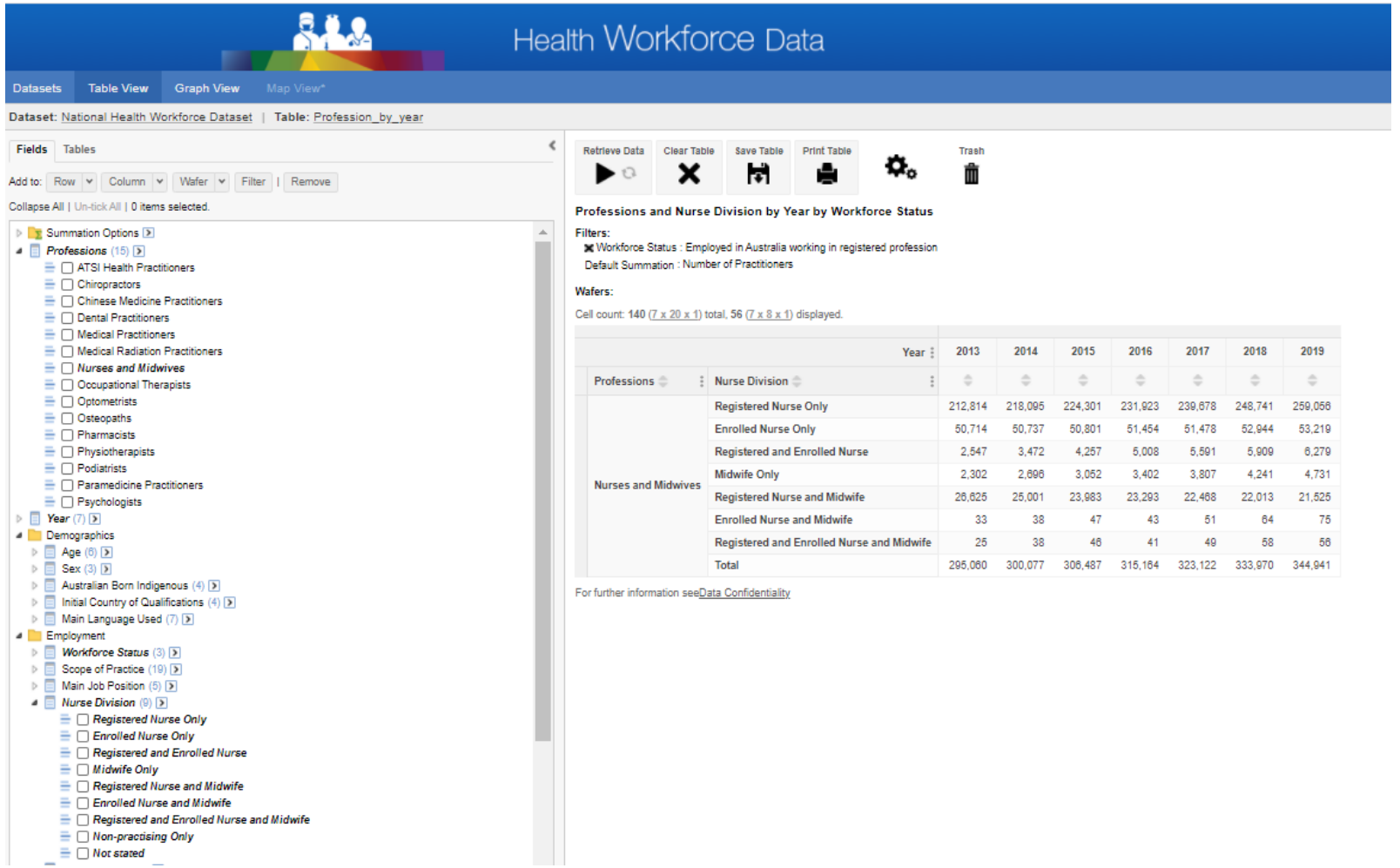
Online Data Tool (ODT) https://hwd.health.gov.au/datatool.html

Register

https://hwd.health.gov.au/webapi/jsf/user/register.xhtml



To get immediate access



Australian Government
Department of Health

Summary statistics

https://hwd.health.gov.au/summary.html

Nursing and Midwifery 2019

Registered and Employed in Australia 2016 – 2019				
Profession / Division *	2016	2017	2018	2019
Registered Nurse	236,931	245,269	254,650	265,335
Enrolled Nurse only	51,454	51,478	52,944	53,219
Dual Registration	23,377	22,568	22,135	21,656
Midwife only	3,402	3,807	4,241	4,731
Total	315,164	323,122	333,970	344,941

* Based on single headcount

Registered and Employed in Australia - 2019 by Modified Monash Model (MMM)				
MMM	Headcount	Total FTE	Average Age	Average Total Hours
MMM1	250,470	220,666.3	42.9	33.5
MMM2	34,379	30,221.2	44.2	33.4
MMM3	27,289	24,024.6	45.6	33.5
MMM4	12,790	10,898.3	47.2	32.4
MMM5	13,263	11,195.6	48.6	32.1
MMM6	3,997	3,838.9	44.4	36.5
MMM7	2,641	2,764.1	47.3	39.8
Unknown	112	113.6	–	–
Total	344,941	303,722.6	43.6	33.5

Registered and Employed in Australia - 2019				
Profession / Division	Headcount	Total FTE	Average Age	Average Total Hours
Registered Nurse #	286,916	255,522.9	43.4	33.8
Enrolled Nurse #	53,219	44,219.3	45.3	31.6
Midwife #	26,387	23,396.6	47.3	33.7
Total *	344,941	303,722.6	43.6	33.5

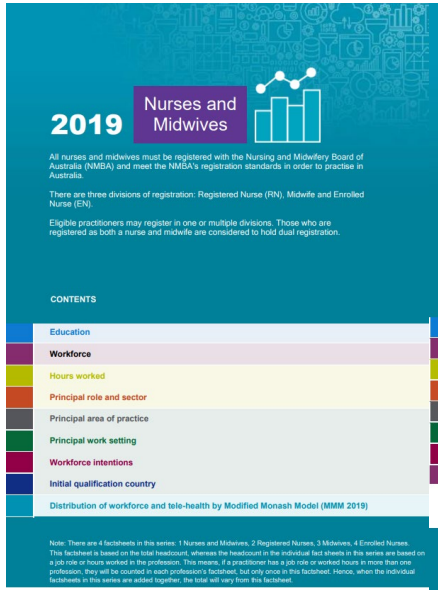
Based on hours worked

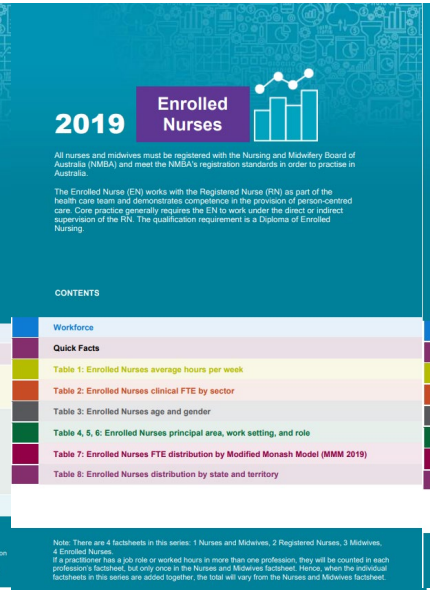
Registered and Employed in Australia - 2019 by State and Territory				
State/Territory	Headcount	Total FTE	Average Age	Average Total Hours
NSW	95,806	87,631.9	43.9	34.8
VIC	94,129	79,922.4	42.9	32.3
QLD	72,064	63,988.1	43.5	33.7
SA	29,816	25,051.3	44.8	31.9
WA	34,241	29,860.0	44.1	33.1
TAS	8,551	7,363.7	44.1	32.7
ACT	5,859	5,437.0	42.2	35.3
NT	4,343	4,336.3	42.4	37.9
Unknown	132	131.9	–	–
Total	344,941	303,722.6	43.6	33.5

Factsheets

https://hwd.health.gov.au/publications.html#nrmw

1. Nursing and Midwifery Workforce Factsheet 2019
2. Enrolled Nurses Workforce Factsheet 2019
3. Midwifery Workforce Factsheet 2019
4. Registered Nurse Workforce Factsheet 2019
5. Nurse Practitioner Workforce Factsheet 2019
6. Aboriginal and Torres Strait Islander Nurses & Midwives Workforce Factsheet 2019

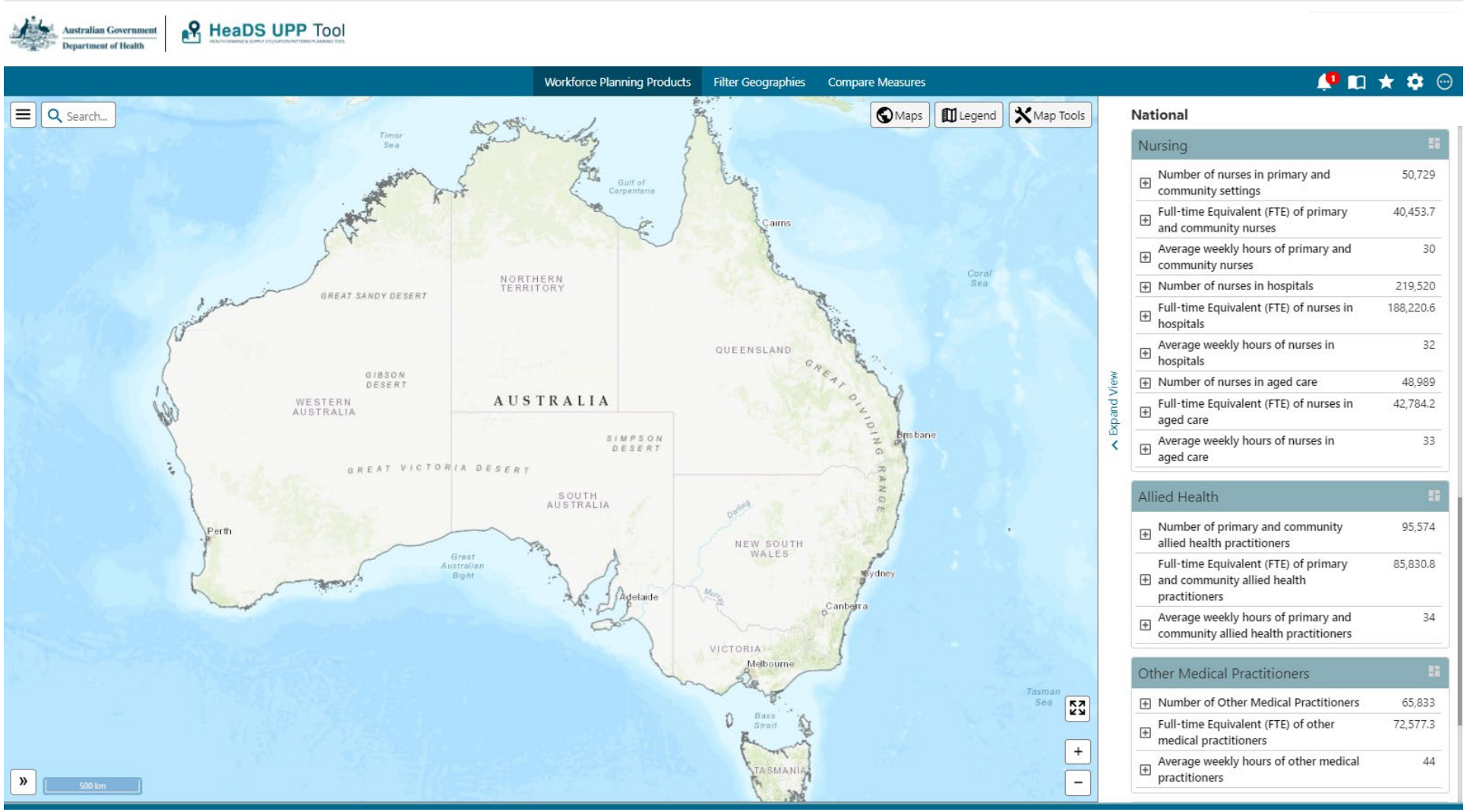




HeaDS UPP HeaDS UPP Tool https://hwd.health.gov.au/heaDSUPP.html

HeaDS UPP presents some data from the NHWDS including:

- Primary and community nurses
- Hospital nurses
- Aged care nurses
- Primary and community allied health practitioners
- Medical practitioners (other than GPs)



Australian Government
Department of Health

Latest Nursing and Midwifery data from NHWDS 2019

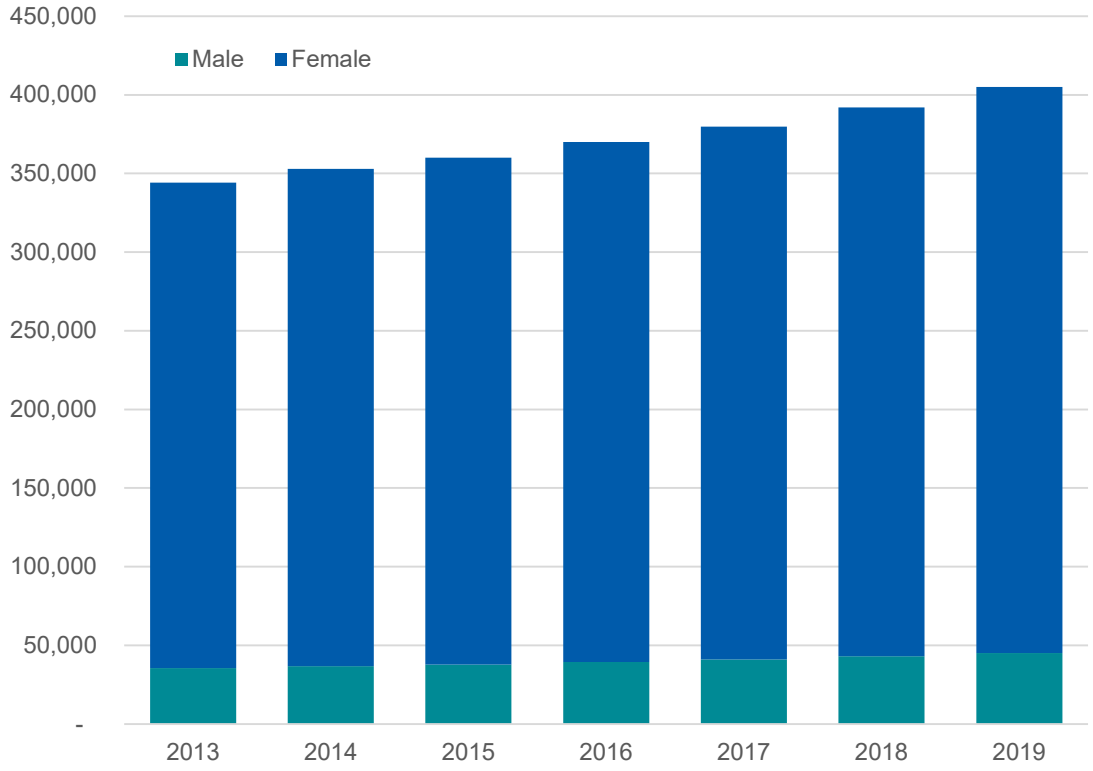
2020 NHWDS are currently being built

Workforce survey response rates

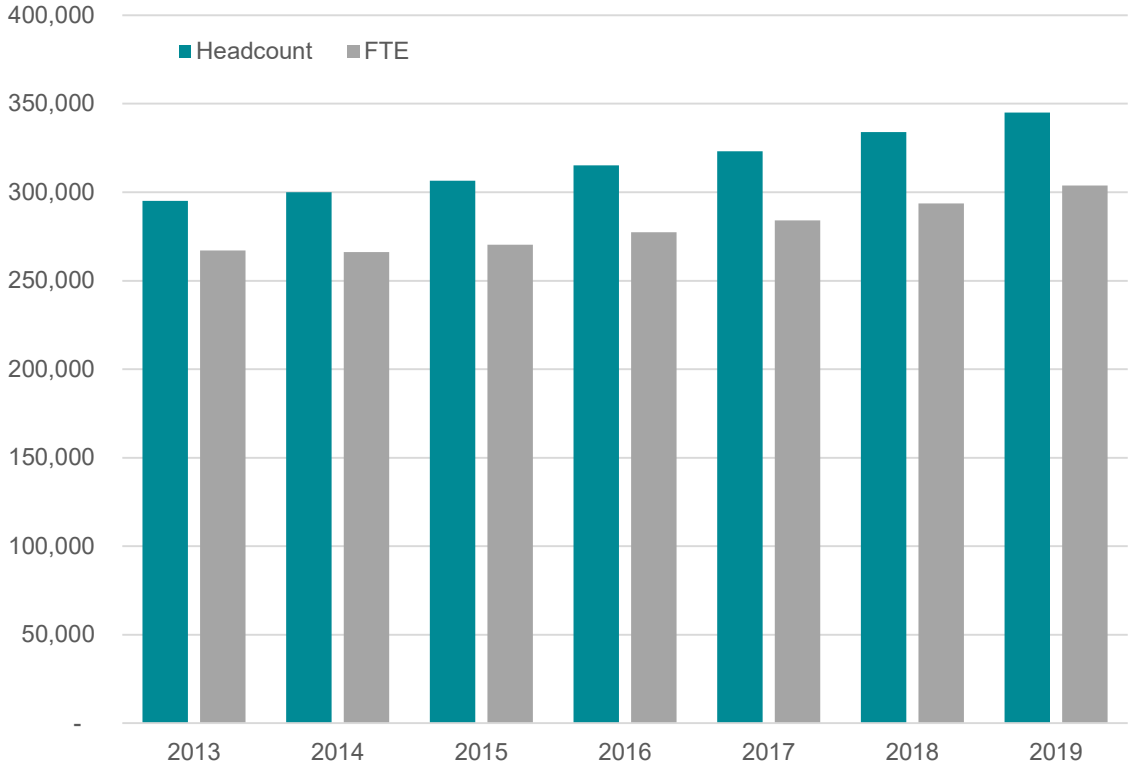
Profession	2014	2015	2016	2017	2018	2019
Aboriginal and Torres Strait Islander Health Practitioner	84.2	74.5	92.0	91.1	90.4	87.3
Chiropractor	94.8	94.5	94.0	95.5	96.0	93.5
Chinese Medicine Practitioner	94.2	93.6	95.1	96.6	96.1	94.3
Dental Practitioner	94.2	94.2	93.6	95.5	95.0	93.1
Medical Practitioner	97.6	96.9	98.2	98.0	98.2	98.0
Medical Radiation Practitioner	94.6	95.0	94.4	91.7	96.2	94.0
Nurses and midwives	95.1	91.2	97.7	96.7	97.0	96.8
Occupational Therapist	92.4	92.1	92.9	93.8	93.7	92.1
Optometrist	96.4	94.9	96.2	97.2	96.2	94.3
Osteopath	91.9	93.3	91.3	93.2	92.2	89.6
Pharmacist	96.4	96.2	96.0	96.5	96.9	95.8
Physiotherapist	93.3	93.4	93.4	93.6	93.1	91.8
Podiatrist	92.1	92.7	93.5	96.7	95.9	94.1
Paramedic						93.6
Psychologist	96.5	96.2	96	96.3	97.5	95.6
Total	95.3	92.9	96.9	96.5	96.8	96.1

Latest Nursing and Midwifery data from NHWDS 2019

Registrations, 2013 - 2019

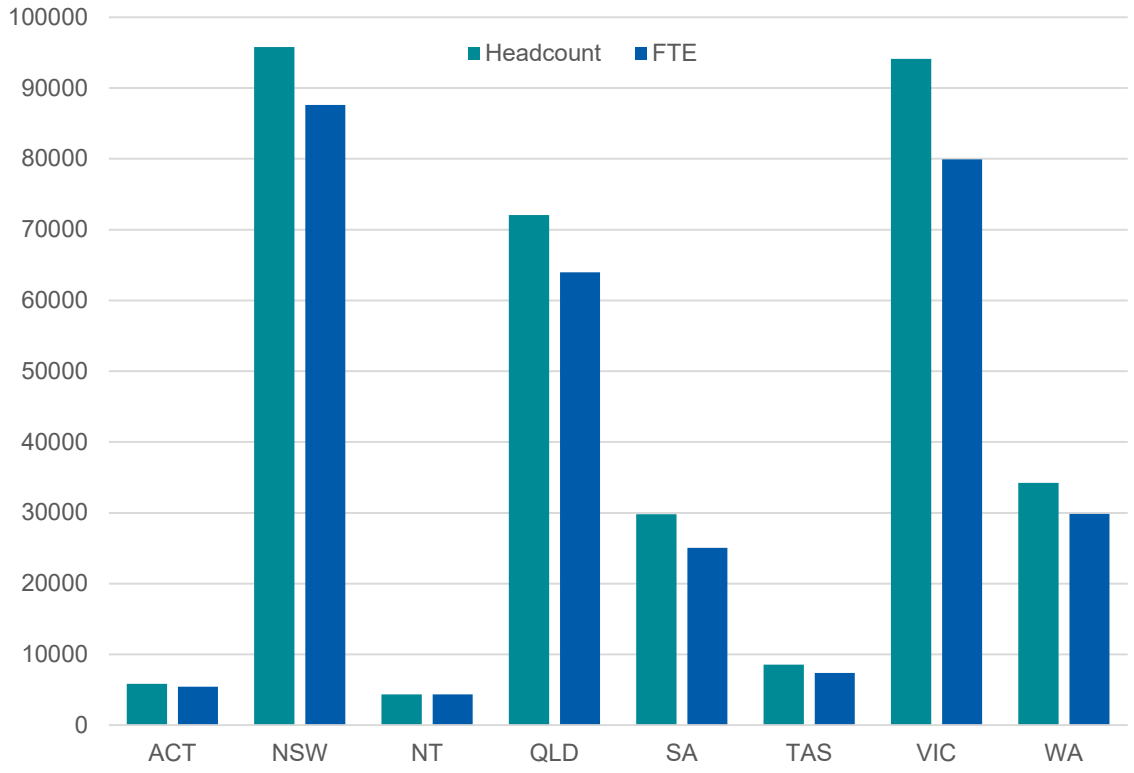


Employed (excluding those on long leave), 2013 - 2019

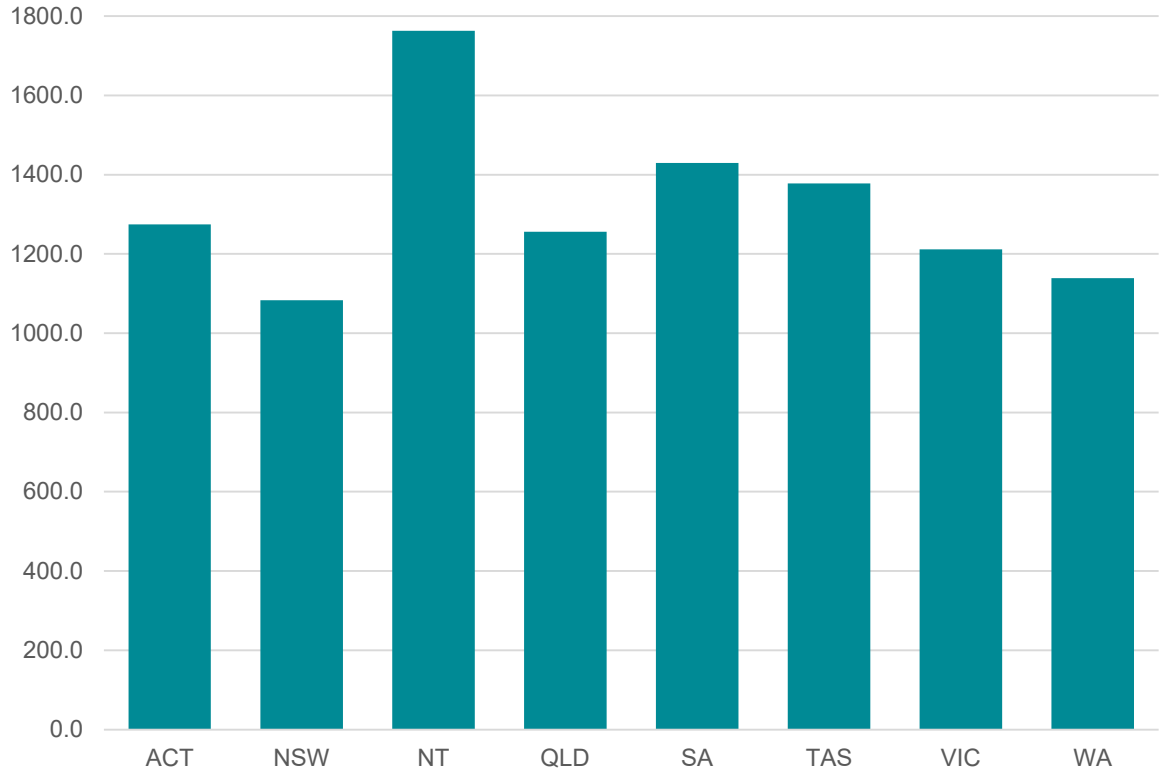


Latest Nursing and Midwifery data from NHWDS

Employed (excluding those on long leave) – state and territory, 2019

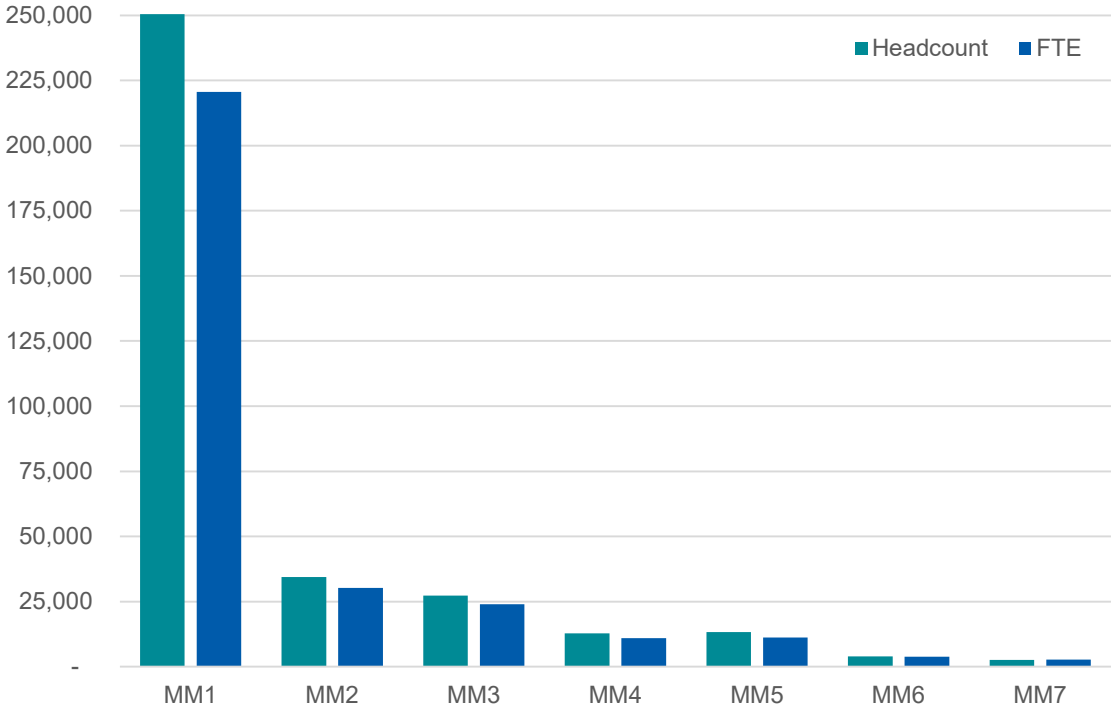


Employed (excluding those on long leave) – FTE per 100,000 population, 2019

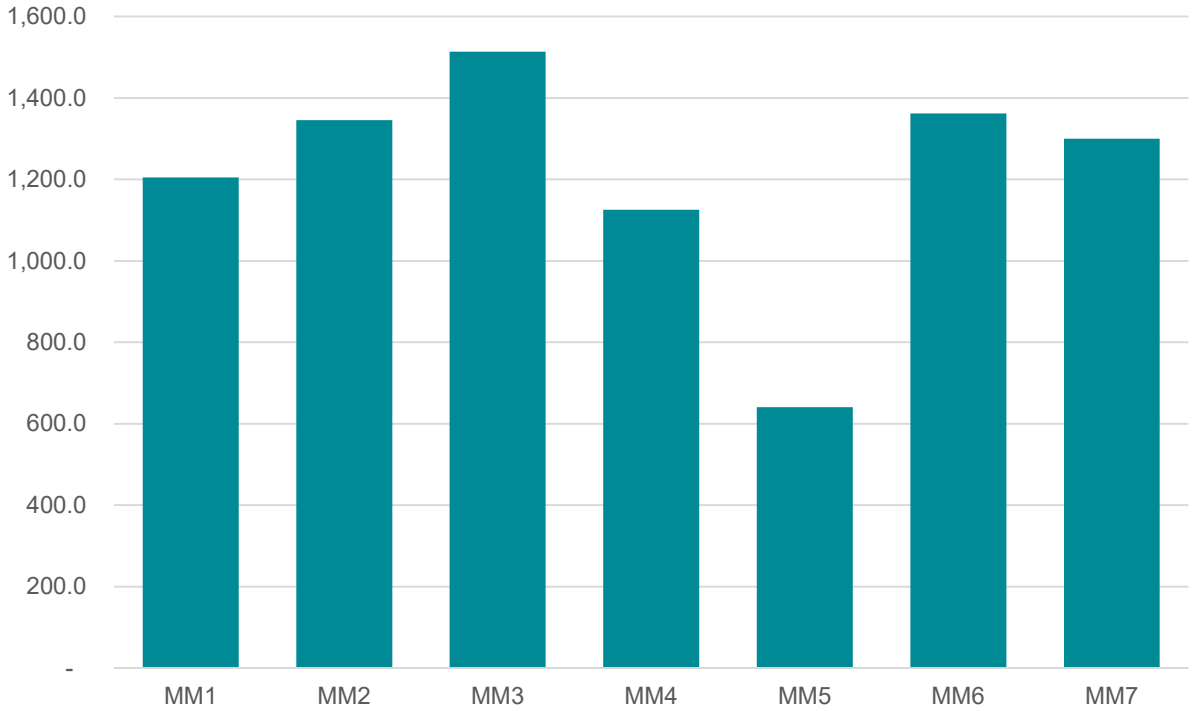


Latest Nursing and Midwifery data from NHWDS

Employed (excluding those on long leave) – MMM, 2019



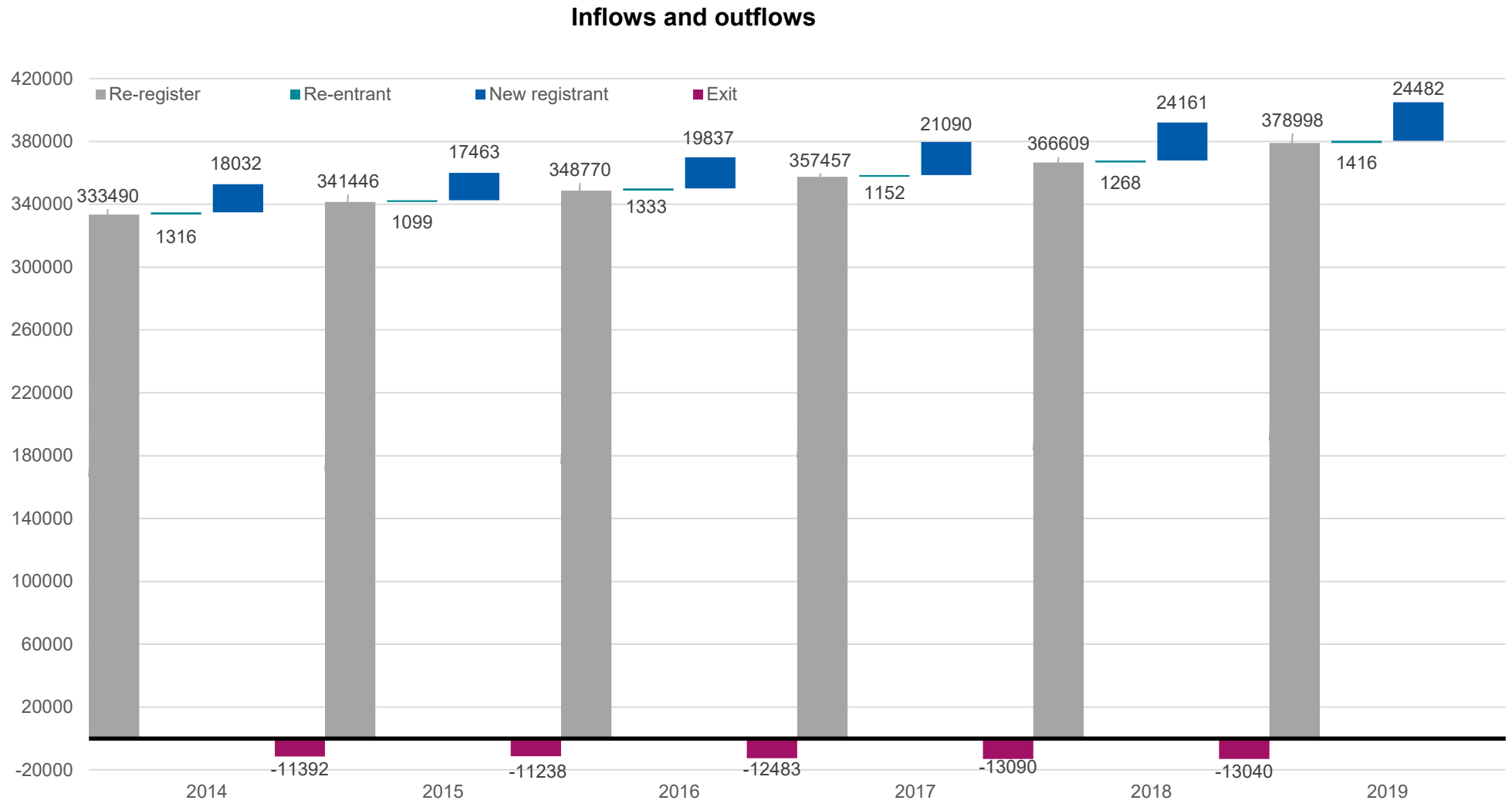
Employed (excluding those on long leave) – FTE per 100,000 population, 2019



For more information on the Modified Monash Model please see

https://www.health.gov.au/resources/publications/modified-monash-model-fact-sheet

Latest Nursing and Midwifery data from NHWDS



Questions?

Wesbite
https://hwd.health.gov.au/

Contact
healthworkforcedata@health.gov.au