

Primary care workforce

2022-2024 Needs Assessment

15 November 2021

In this document we have used the terms Aboriginal, Aboriginal person and Aboriginal people/s when referring to Aboriginal and Torres Strait Islander peoples. We chose Aboriginal because it is inclusive of different language groups and areas within the CESP HN region where this Needs Assessment will be used. There will be some instances where the terminology will be different to our preferred terms, as we use the terminology of the data set being used.

Contents

Contents	3
List of tables	3
List of figures	4
General Practice	5
General practitioners	6
Demographics.....	7
Years intend to work.....	7
Hours worked per week.....	8
Total hours.....	8
Clinical hours.....	8
Trainees	9
Practice nurses	10
Demographics.....	11
Years intend to work.....	12
Hours worked per week.....	12
Total hours.....	12
Clinical hours.....	12
Allied health professionals	13
Demographics.....	15
Years intend to work.....	16
Hours worked per week.....	17
Total hours.....	17
Clinical hours.....	17
References	18

List of tables

Table 1: Accreditation status of general practices by SA3, CESP HN region, September 2021	5
Table 2: GPs by region, 2020	6
Table 3: GPs by SA3, CESP HN region, 2020	6
Table 4: GP years intended to work by SA3, 2020.....	8
Table 5: Practice nurses by region, 2020	11
Table 6: Practice nurses years intended to work by SA3, 2020	12
Table 7: Number, FTE total and FTE clinical AHPs, CESP HN region, 2020	14
Table 8: Proportion of AHP workforce by gender and location, 2020.....	15
Table 9: Proportion of AHP workforce by age groups, CESP HN, 2020	16
Table 10: AHP years intended to work by profession, CESP HN region, 2020.....	16

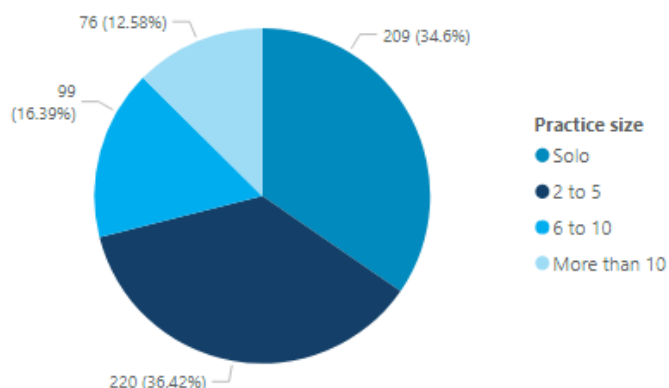
List of figures

Figure 1: General practice size in CESP HN region, September 2021	5
Figure 2: Proportion of GP workforce by age group, SA3, 2020	7
Figure 3: General practitioner mean hours worked per week by SA3, 2020	9
Figure 4: Number and FTE of GP trainees, CESP HN region, 2020-21	9
Figure 5: Proportion of FTE practice nurse workforce by age group, SA3, 2020	11
Figure 6: Practice nurses mean hours worked per week by SA3, 2020	13
Figure 7: Allied health professionals mean hours total by profession, CESP HN region, 2020	17

General Practice

As at September 2021, there were 607 general practices operating within the CESPHN region. This includes one Aboriginal Medical Service in Redfern.(1)

Figure 1: General practice size in CESPHN region, September 2021



Source: CESPHN CRM, 2021

Two-thirds (66.6%) of general practices within the CESPHN region were accredited or registered for accreditation in September 2021.(1)

Table 1: Accreditation status of general practices by SA3, CESPHN region, September 2021

SA3	Accredited	Registered for Accreditation	Not accredited	Total
Botany	9	0	9	18
Canada Bay	20	1	7	28
Canterbury	41	2	14	57
Cronulla - Miranda - Caringbah	23	0	6	29
Eastern Suburbs - North	27	2	23	52
Eastern Suburbs - South	24	1	14	39
Hurstville	33	1	13	47
Kogarah - Rockdale	35	0	30	65
Leichhardt	18	1	6	25
Marrickville - Sydenham - Petersham	11	0	12	23
Strathfield - Burwood - Ashfield	42	3	28	73
Sutherland - Menai - Heathcote	31	2	7	40
Sydney Inner City	72	4	33	109
Lord Howe and Norfolk Islands	1	0	1	2
Total	387	17	203	607

Source: CESPHN CRM, 2021

General practitioners

In 2020 there were 2,177 general practitioners (GPs) working in the CESP HN region (1,920.8 FTE) giving a rate of 130.2 per 100,000 population (114.9 FTE per 100,000 population), higher than the state and national rates.(2)

Table 2: GPs by region, 2020

Measure	CESPHN	NSW	Australia
Number of practitioners	2,177.0	9,773.0	31,620.0
Number of practitioners (rate per 100,000 population)	130.2	119.7	123.0
FTE total	1,920.8	9,101.3	28,978.3
FTE total (rate per 100,000 population)	114.9	111.4	112.8
FTE clinical	1,784.3	8,534.0	27,214.7
FTE clinical (rate per 100,000 population)	106.7	104.5	105.9

Source: HWA, 2021

Across the CESP HN region in 2020, Sydney Inner City SA3, Leichhardt SA3 and Eastern Suburbs-North SA3 all had rates of general practitioners per 100,000 population higher than state and national rates for number of practitioners, FTE total and FTE clinical; conversely Marrickville-Sydenham-Petersham SA3 and Botany SA3 consistently had the lowest rates across our region; significantly lower than state and national.(2)

Table 3: GPs by SA3, CESP HN region, 2020

SA3	No. of practitioners (rate per 100,000)	FTE total (rate per 100,000 population)	FTE clinical (rate per 100,000 population)
Botany	74.3	74.4	64.2
Canada Bay	144.0	112.5	107.5
Canterbury	104.7	104.5	95.8
Cronulla-Miranda-Caringbah	107.2	99.5	91.9
Eastern Suburbs – North	169.9	139.2	129.4
Eastern Suburbs – South	122.0	104.7	97.1
Hurstville	97.1	89.7	82.5
Kogarah-Rockdale	92.1	85.5	80.8
Leichhardt	184.6	155.8	141.3
Marrickville-Sydenham-Petersham	73.1	77.4	74.1
Strathfield-Burwood-Ashfield	113.4	101.5	95.3
Sutherland-Menai-Heathcote	123.5	113.3	106.9
Sydney Inner City	201.5	172.3	157.0
CESPHN region	130.2	114.9	106.7
NSW	119.7	111.4	104.5
Australia	123.0	112.8	105.9

Source: HWA, 2021

*Lord Howe and Norfolk Island figures have been excluded due to data suppression rules

There has been a 16.2% increase in the number of GPs in the CESP HN region since 2013. Sydney Inner City SA3 has had the biggest increase in the number of GPs (35.4% increase), followed by Kogarah-Rockdale SA3 (27.4% increase). Marrickville-Sydenham-Petersham SA3 has had the

biggest decrease in number of GPs (24.6% decrease), followed by Cronulla-Miranda-Caringbah SA3 (3.0% decrease).(2)

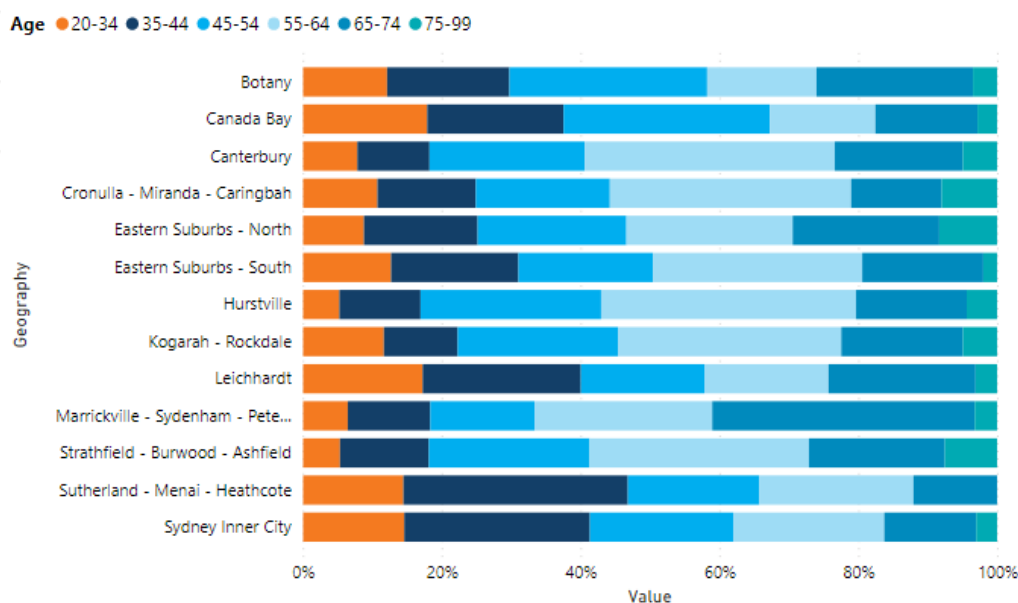
A recent stakeholder survey highlighted the need for a local GP located in Kurnell (part of Cronulla-Miranda-Caringbah SA3) due to there being no current local GPs and access to GPs in Cronulla is limited due to transport issues, waitlists or closed books.(3)

Demographics

Fifty-five per cent (54.7%) of GPs working across the CESP HN region in 2020 were male. Marrickville-Sydenham-Petersham SA3 had the highest proportion of male GPs with 74.3% of the FTE workforce, followed by Botany SA3 (72.2%) and Kogarah-Rockdale SA3 (66.9%).(2)

In 2020, approximately 50% of FTE GPs across the CESP HN region were aged 55 years or older (47.8%), this is higher than both the state and national rates of 43% and 40% respectively; a further 40% were aged 35-54 years old. Marrickville-Sydenham-Petersham SA3 (64.2%), Canterbury SA3 (59.7%) and Strathfield-Burwood-Ashfield SA3 (58.7%) had the highest rates of GPs aged 55 years and over across the CESP HN region.(2)

Figure 2: Proportion of GP workforce by age group, SA3, 2020



Source: HWA, 2021

Years intend to work

Almost half of GPs (44.7%) in the CESP HN region in 2020 intended to only work up to another 10 years.(2) Norfolk Island (100%), Marrickville-Sydenham-Petersham SA3 (61.4%) and Botany SA3 (53.3%) had the highest rates of GPs who intended to only work up to another 10 years.(2)

Table 4: GP years intended to work by SA3, 2020

SA3	0-5 years (%)	6-10 years (%)	11-15 years (%)	16-20 years (%)	21-30 years (%)	31-40 years (%)	41+ years (%)
Botany	20.0	33.3	15.6	15.6	0.0	8.9	6.7
Canada Bay	21.7	17.8	12.4	14.0	21.7	10.1	2.3
Canterbury	20.7	24.0	18.0	14.7	18.0	4.7	0.0
Cronulla-Miranda-Caringbah	30.5	15.6	12.5	13.3	18.8	7.0	2.3
Eastern Suburbs – North	29.7	18.3	14.0	15.7	16.2	4.8	1.3
Eastern Suburbs – South	25.1	21.9	12.6	16.9	14.2	9.3	0.0
Hurstville	22.6	27.8	11.3	20.3	12.8	3.0	2.3
Kogarah-Rockdale	22.5	29.7	13.0	13.0	15.2	6.5	0.0
Leichhardt	21.4	15.2	10.7	16.1	24.1	9.8	2.7
Lord Howe Island	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Marrickville-Sydenham-Petersham	29.5	31.8	6.8	6.8	18.2	6.8	0.0
Norfolk Island	50.0	50.0	0.0	0.0	0.0	0.0	0.0
Strathfield-Burwood-Ashfield	26.6	25.5	14.4	12.8	17.0	3.7	0.0
Sutherland-Menai-Heathcote	25.9	14.1	11.9	14.8	26.7	4.4	2.2
Sydney Inner City	21.5	16.3	10.1	18.7	22.1	9.1	2.2
CESPHN region	24.2	20.5	12.4	15.8	18.6	6.8	1.6

Source: HWA, 2021

Hours worked per week

Total hours

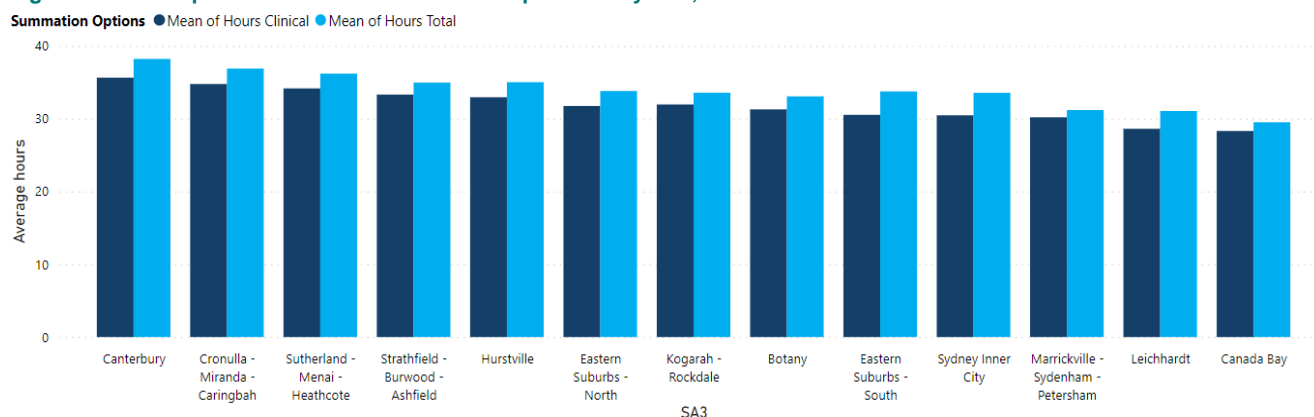
Total hours are the total hours worked per week in the profession, including paid and unpaid work.(4) In 2020, on average GPs in Australia worked 34.9 total hours per week, slightly lower than NSW (35.9 total hours per week). In the CESPHN region, GPs worked 34.7 total hours per week. Average weekly working hours ranged from 38.2 hours per week in Canterbury SA3 to 29.5 hours per week in Canada Bay SA3.(2)

Clinical hours

Clinical hours are the total clinical hours worked per week in the profession, including paid and unpaid work. The average weekly clinical hours is the average of the clinical hours reported by all employed professionals, not only those who define their principal area of work as clinician.(4)

In 2020, on average GPs in Australia worked 32.9 clinical hours per week, slightly lower than NSW where GPs worked on average 33.8 clinical hours per week. GPs in the CESPHN region worked, on average, 32.3 clinical hours per week.(2) Average weekly clinical hours ranged from 35.6 hours in Canterbury SA3 to 28.3 hours per week in Canada Bay SA3.(2)

Figure 3: General practitioner mean hours worked per week by SA3, 2020

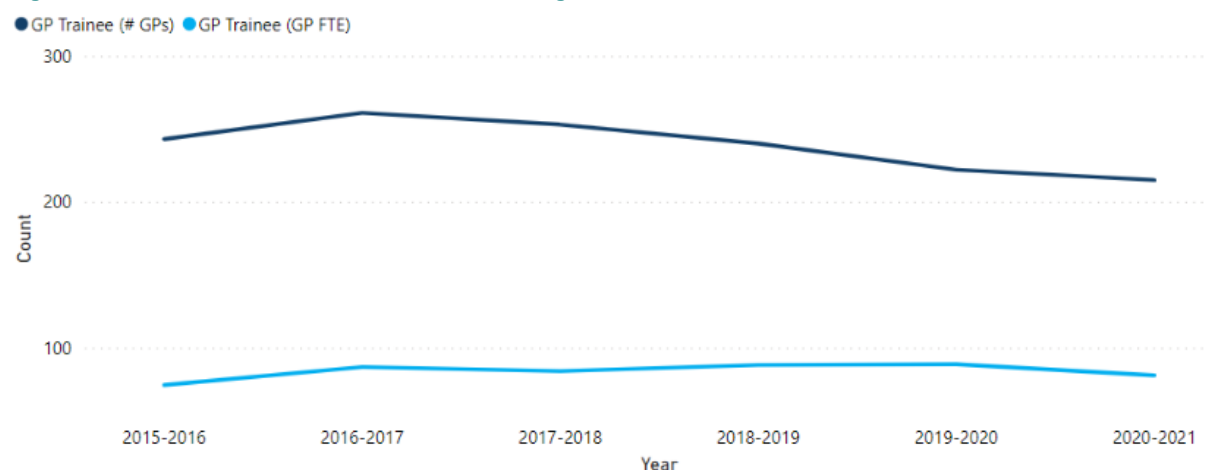


Source: HWA, 2021

Trainees

In the 2020-21 financial year, there were 215 GP trainees working across the CESP HN region, totalling an FTE of 81.2. The highest number of GP trainees across the CESP HN region were in Sydney Inner City SA3 (n=50), with an FTE of 12.4. Sutherland-Menai-Heathcote SA3 had the second highest number of GP trainees in the CESP HN region (n=35, with an FTE of 12.4).⁽⁵⁾ Whilst we have seen a small decline in the number of GP trainees in the CESP HN region over the past 6 years, the FTE rate has slightly risen.

Figure 4: Number and FTE of GP trainees, CESP HN region, 2020-21



Source: Department of Health, 2021

*GP trainees includes participants on the Australian General Practice Training Program, the Remote Vocational Training Scheme or the Australian College of Rural and Remote Medicine's Independent Training Program.

Data also shows that at September 2020, approximately 1 in 4 practices across the CESP HN region was accredited to deliver training to GP Registrars; with only approximately 1 in 5 practices across the CESP HN region actively training.⁽⁶⁾

Practice nurses

In 2020, there were 594 practice nurses working in the CESP HN region (476.3 FTE) giving a rate of 35.5 per 100,000 population (28.5 FTE per 100,000 population), lower than the state and national rates for number of practice nurses (48.3 and 57.2 per 100,000 population) and FTE (36.8 and 43.6 per 100,000 population respectively).(2) Low rates of practice nurses in our region could be linked to a high proportion of solo GP practices, lower pay rates in practice nursing compared to hospital settings and the underutilisation of skills.

According to the 2020 Australian Primary Health Care Nurses Association (APNA) annual workforce survey, approximately 45% of nurses in the CESP HN region say they are not practising to the full extent of their capabilities often or most of the time. This is slightly higher than the national average of 40%. Interestingly 49% of nurses were never using telehealth items.(7)

There has been a 32% increase in the number of practice nurses in the CESP HN region since 2013. Canterbury SA3 has had the biggest increase in the number of practitioners (213% increase), followed by Hurstville SA3 (59% increase). Marrickville-Sydenham-Petersham SA3 had a decrease in the number of practice nurses (33% reduction).(2)

Table 5: Practice nurses by region, 2020

Measure	CESPHN	NSW	Australia
Number of Practitioners	594.0	3,949.0	14,697.0
Number of Practitioners (rate per 100,000 population)	35.5	48.3	57.2
FTE Total	476.3	3,007.6	11,195.7
FTE Total (rate per 100,000 population)	28.5	36.8	43.6
FTE Clinical	449.4	2,868.0	10,693.8
FTE Clinical (rate per 100,000 population)	26.9	35.1	41.6

Source: HWA, 2021

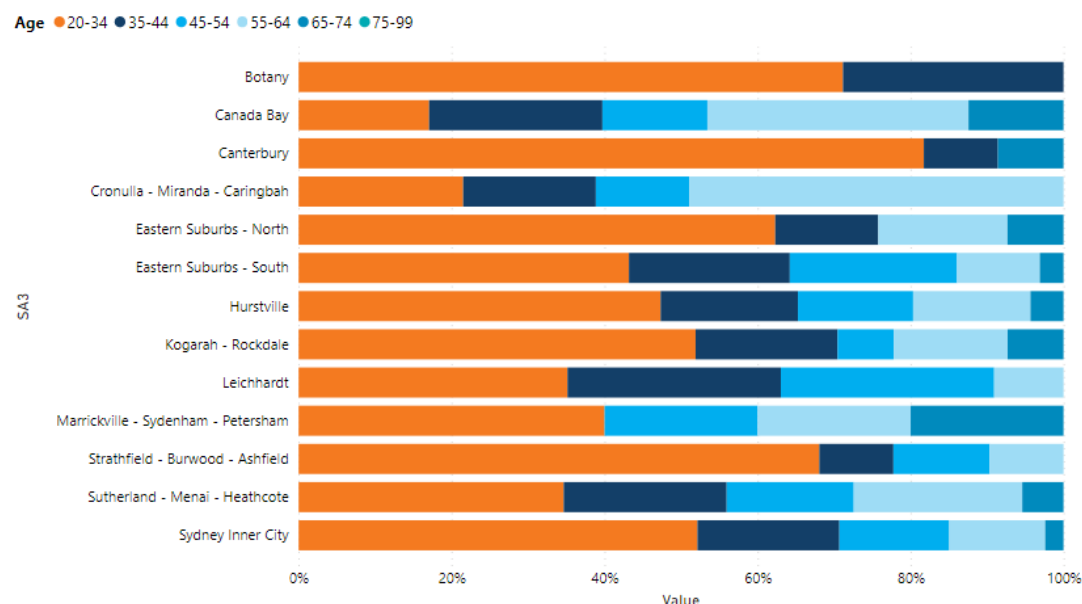
Demographics

The majority (91.7%) of FTE practice nurses working in the CESP HN region in 2020 were female, slightly lower than the national proportion of 95.2%.(2)

In 2020, approximately one in five (20.4%) FTE practice nurses across the CESP HN region were aged 55 years or older. Two-thirds (66.5%) were aged under 45 years of age, this is higher than both the state and national rates of 50% and 48.5% respectively.(2)

There was a higher proportion of FTE practice nurses aged 20-34 years in the CESP HN region (49.1%) compared to NSW (31.0%) and Australia (30.2%) highlighting a younger workforce in our region. Approximately four in five (82.6%) of FTE practice nurses in Canterbury SA3 were aged 20-34 years in 2020.(2)

Figure 5: Proportion of FTE practice nurse workforce by age group, SA3, 2020



Source: HWA, 2021

Years intend to work

In 2020, 44.9% of practice nurses in the CESP HN region intended to only work up to another 10 years.(2)

Table 6: Practice nurses years intended to work by SA3, 2020

SA3	0-5 years (%)	6-10 years (%)	11-15 years (%)	16-20 years (%)	21-30 years (%)	31-40 years (%)	41+ years (%)
Botany	40.0	30.0	0.0	0.0	30.0	0.0	0.0
Canada Bay	34.3	20.0	11.4	17.1	8.6	0.0	8.6
Canterbury	24.3	18.9	0.0	18.9	18.9	18.9	0.0
Cronulla-Miranda-Caringbah	41.7	25.0	11.1	11.1	11.1	0.0	0.0
Eastern Suburbs – North	22.0	19.5	0.0	17.1	17.1	17.1	7.3
Eastern Suburbs – South	14.6	24.4	14.6	24.4	22.0	0.0	0.0
Hurstville	26.1	15.2	6.5	17.4	15.2	13.0	6.5
Kogarah-Rockdale	29.8	17.0	10.6	19.1	14.9	8.5	0.0
Leichhardt	0.0	0.0	0.0	62.5	18.8	18.8	0.0
Marrickville-Sydenham-Petersham	0.0	0.0	50.0	0.0	0.0	50.0	0.0
Strathfield-Burwood-Ashfield	25.0	34.4	0.0	12.5	28.1	0.0	0.0
Sutherland-Menai-Heathcote	23.1	25.6	0.0	17.9	15.4	10.3	7.7
Sydney Inner City	20.4	22.5	7.7	19.7	16.2	9.9	3.5
CESPHN region	24.4	20.5	7.4	18.8	16.4	9.2	3.3

Source: HWA, 2021

*Lord Howe and Norfolk Island figures have been excluded due to data suppression rules

Hours worked per week

Total hours

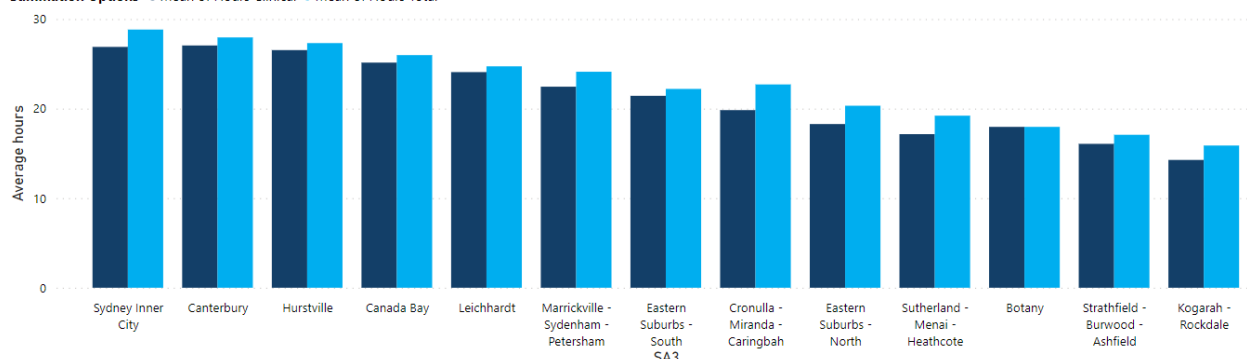
In 2020, on average practice nurses in Australia worked 27.2 total hours per week, slightly higher than NSW where practice nurses worked on average 25.9 total hours per week. Across the CESP HN region, practice nurses worked 28.0 total hours per week.(2) Average weekly working hours ranged from 28.8 hours per week in Sydney Inner City SA3 to 15.9 hours per week in Kogarah-Rockdale SA3.

Clinical hours

In 2020, on average practice nurses in Australia worked 25.5 clinical hours per week, similar to NSW where practice nurses worked on average 24.6 clinical hours per week. Practice nurses in the CESP HN region worked, on average, 26.2 clinical hours per week.(2) Average weekly clinical hours ranged from 26.9 hours in Sydney Inner City SA3 to 14.3 hours in Kogarah-Rockdale SA3.

Figure 6: Practice nurses mean hours worked per week by SA3, 2020

Summation Options ● Mean of Hours Clinical ● Mean of Hours Total



Source: HWA, 2021

Allied health professionals

In 2020, there were 12,832 Australian Health Practitioner Regulation Agency (AHPRA) registered allied health professionals (AHPs) working in the CESP HN region (11,610 FTE) giving a rate of 770.5 per 100,000 population (697.1 FTE per 100,000 population).(2) Psychologists had the highest rate of AHPs per 100,000 population (161.8), followed by physiotherapists (129.4) and pharmacists (105.0).

Since 2013, there has been a 16.9% increase in the number of AHPs in the CESP HN region. Physiotherapist numbers have increased the most (31.7% increase in the number of practitioners), followed by podiatrists (28.4%). Over this same period, there was a 19% reduction in the number of osteopaths within the CESP HN region.(2)

In 2020, psychologists in the CESP HN region had the highest FTE total rate per 100,000 population (136.6), followed by physiotherapists (122.1 per 100,000 population); this differs to NSW and Australia, where physiotherapists had the highest FTE rates followed by psychologists.(2)

Physiotherapists in the CESP HN region had the highest FTE clinical rate per 100,000 population (112.8), followed by psychologists (110.7 per 100,000 population), the same pattern was seen in FTE clinical per 100,000 population in NSW, however differs to Australia, where physiotherapists had the highest FTE clinical rates followed by pharmacists.(2)

Primary care workforce

Table 7: Number, FTE total and FTE clinical AHPs, CESP HN region, 2020

AHP	CESPHN		NSW	Australia	CESPHN		NSW	Australia	CESPHN		NSW	Australia
	No.	Rate per 100,000	Rate per 100,000	Rate per 100,000	FTE	Rate per 100,000	Rate per 100,000	Rate per 100,000	FTE Clinical	Rate per 100,000	Rate per 100,000	Rate per 100,000
Aboriginal health practitioners	-	-	1.3	2.4	-	-	1.3	2.6	-	-	1.2	2.1
Chinese medicine practitioners	578	34.6	19.3	15.6	447	26.7	14.3	11.4	398	23.8	12.7	9.6
Chiropractors	423	25.3	20.8	20.0	386	23.1	18.5	16.6	344	20.6	16.5	14.6
Dental practitioners	1,682	100.6	77.9	83.9	1,528	91.4	71.4	75.7	1,383	82.7	65.0	67.8
Medical radiation practitioners	972	58.1	59.0	59.9	883	52.8	52.4	55.2	860	51.4	51.1	51.5
Occupational therapists	1,045	62.5	67.8	84.5	943	56.4	60.2	75.0	880	52.6	56.6	64.6
Optometrists	462	27.6	21.1	21.2	394	23.5	18.5	18.6	373	22.3	17.7	17.1
Osteopaths	116	6.9	6.4	9.9	104	6.2	5.5	8.3	87	5.2	5.0	7.4
Paramedicine practitioners	636	38.0	54.0	66.9	722	43.2	62.6	78.0	712	42.6	61.6	72.0
Pharmacists	1,756	105.0	85.0	104.3	1,590	95.1	78.1	95.9	1,481	88.6	73.2	81.9
Physiotherapists	2,163	129.4	104.2	118.8	2,042	122.1	96.5	108.7	1,886	112.8	89.5	93.3
Podiatrists	294	17.6	16.9	19.8	290	17.4	16.2	18.4	263	15.7	14.7	16.2
Psychologists	2,705	161.8	114.0	123.0	2,284	136.6	96.3	104.9	1,851	110.7	78.8	78.4

Source: HWA, 2021

Primary care workforce

In addition to AHPRA registered AHPs, there are:

- 788 social workers
- 722 exercise physiologists
- 705 speech pathologists
- 452 dietitians
- 24 orthotic prosthetists in the CESP HN region.¹

Demographics

Almost two in three (59.5%) of AHPRA registered FTE AHPs working across the CESP HN catchment in 2020 were female. This reflects national proportions, where 61.2% of AHPRA registered FTE AHPs were female.⁽²⁾

Table 8: Proportion of AHP workforce by gender and location, 2020

AHP	CESPHN		Australia	
	Females	Males	Females	Males
Aboriginal health practitioners	-	-	77.5	22.5
Chinese medicine practitioners	53.3	46.7	52.6	47.4
Chiropractors	27.5	72.5	34.6	65.4
Dental practitioners	41.2	58.8	48.0	52.0
Medical radiation practitioners	66.4	33.6	64.1	35.9
Occupational therapists	89.4	10.6	88.6	11.4
Optometrists	56.6	43.4	52.2	47.8
Osteopaths	40.9	59.1	48.0	52.0
Paramedicine practitioners	41.0	59.0	41.3	58.6
Pharmacists	58.3	41.7	58.4	41.6
Physiotherapists	53.1	46.9	58.7	41.3
Podiatrists	46.7	53.3	53.4	46.6
Psychologists	78.7	21.3	78.0	22.0
Total	59.5	40.5	61.2	38.8

Source: HWA, 2021

In 2020, 64.1% FTE AHPs across the CESP HN region were aged 20-44 years old; this is slightly lower than both the state and national rates of 65 and 66.2% respectively.⁽²⁾

¹ The number of non-AHPRA registered AHPs has been sourced from Peak Bodies (Australian Association of Social Workers, Exercise and Sports Science Australia, Speech Pathology Australia, Dietitians Australia and Australian Orthotic Prosthetic Association).

Table 9: Proportion of AHP workforce by age groups, CESP HN, 2020

AHP	20-34 years (%)	35-44 Years (%)	45-54 Years (%)	55-64 Years (%)	65-74 Years (%)	75-99 Years (%)
Chinese medicine practitioners	8.3	17.7	26.9	32.2	12.2	2.7
Chiropractors	38.3	26.0	21.4	11.2	2.4	0.8
Dental practitioners	26.7	27.0	19.3	20.3	5.9	0.7
Medical radiation practitioners	52.0	23.0	11.6	10.0	3.4	0.0
Occupational therapists	58.8	23.2	11.7	5.9	0.4	0.0
Optometrists	39.2	19.6	18.6	17.8	4.7	0.0
Osteopaths	15.6	20.1	29.0	21.5	10.9	2.9
Paramedicine practitioners	48.2	22.8	22.1	6.2	0.7	0.0
Pharmacists	45.9	26.2	14.0	10.1	3.1	0.8
Physiotherapists	56.9	19.2	14.0	7.8	1.9	0.2
Podiatrists	47.4	18.4	21.7	7.7	3.8	1.0
Psychologists	21.2	28.8	24.5	15.5	8.7	1.2
Total	40.0	24.1	18.1	12.7	4.5	0.6

Source: HWA, 2021

Years intend to work

In 2020, 36% of AHPs in the CESP HN region intended to only work up to another 10 years; this ranges from 45.7% of Chinese medicine practitioners to 25.9% of occupational therapists.(2)

Table 10: AHP years intended to work by profession, CESP HN region, 2020

AHP	0-5 years (%)	6-10 years (%)	11-15 years (%)	16-20 years (%)	21-30 years (%)	31-40 years (%)	41+ years (%)
Chinese medicine practitioners	17.9	27.7	11.2	19.0	15.9	4.9	3.3
Chiropractors	9.2	17.3	10.6	23.8	24.5	10.4	4.2
Dental practitioners	15.1	21.2	14.0	17.6	22.1	8.0	2.0
Medical radiation practitioners	16.2	17.8	6.8	19.0	24.9	11.4	3.8
Occupational therapists	11.7	14.2	9.0	20.6	24.5	15.1	5.0
Optometrists	14.8	21.5	14.1	15.9	20.0	11.0	2.7
Osteopaths	15.9	21.2	19.5	20.4	15.0	5.3	2.7
Paramedicine practitioners	13.0	28.2	11.5	23.8	16.1	5.9	1.5
Pharmacists	19.9	22.2	7.4	18.8	21.0	7.4	3.4
Physiotherapists	18.4	20.6	10.3	18.6	19.6	9.7	2.9
Podiatrists	16.2	21.8	10.6	17.3	18.3	12.3	3.5
Psychologists	15.5	16.8	11.2	21.5	22.5	10.4	2.2
Total	16.0	20.0	10.6	19.6	21.3	9.6	2.9

Source: HWA, 2021

Hours worked per week

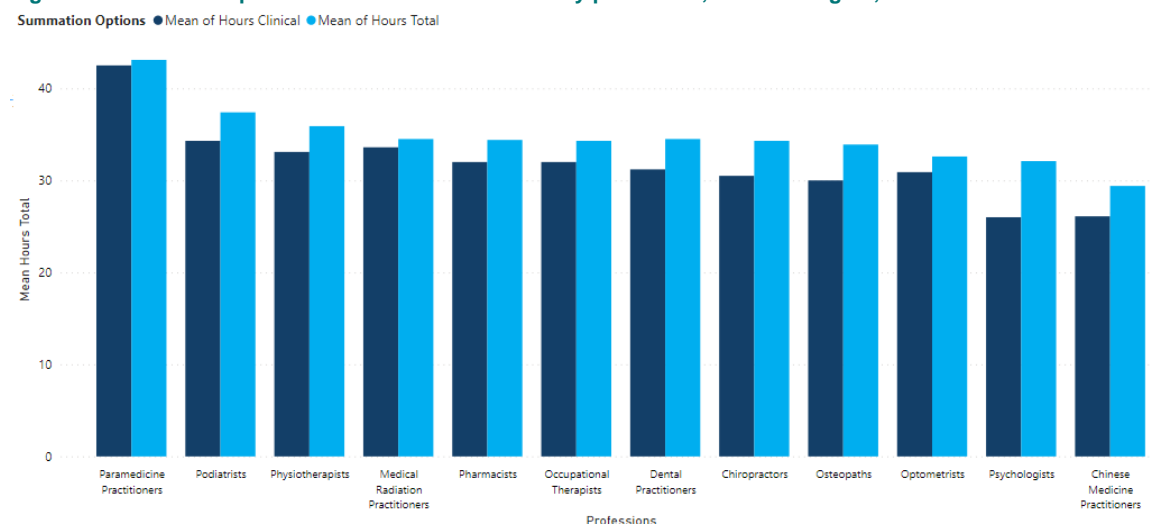
Total hours

In 2020, on average AHPs in Australia worked 34.1 total hours per week, slightly lower than NSW where AHPs worked on average 34.4 total hours per week. Within the CESP HN region, AHPs worked, on average, 34.7 total hours per week.(2) Average weekly working hours ranged from 43.1 hours per week for paramedicine practitioners to 29.4 hours per week for Chinese medicine practitioners.

Clinical hours

In 2020, on average AHPs in Australia worked 29.9 clinical hours per week, slightly lower than NSW where AHPs worked on average 31.7 clinical hours per week. AHPs in the CESP HN region worked, on average, 31.9 clinical hours per week.(2) Average weekly clinical hours ranged from 42.5 hours for Paramedicine practitioners to 26 hours for psychologists.

Figure 7: Allied health professionals mean hours total by profession, CESP HN region, 2020



Source: HWA, 2021

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