

# 4 Hospital non-specialists

The hospital non-specialist workforce makes a major contribution to the provision of medical services in hospitals. This workforce includes doctors in training as interns and resident medical officers (RMOs), and career medical officers (CMOs), hospital medical officers (HMOs) and other salaried hospital doctors who are not specialists or in recognised training programs to become specialists.

Data monitoring is particularly important for two current workforce issues concerning hospital non-specialists:

- shortages of hospital non-specialists;
- managing a reduction in the numbers of hospital non-specialists working excessive hours.

Given a significantly lower response to the AIHW labour force survey by doctors younger than 35 years, the workforce estimates for hospital non-specialists and specialists-in-training are subject to significantly greater estimation error than for other sectors of the medical workforce and should be interpreted with care.

## Composition of the hospital non-specialist workforce

- There were 4,475 hospital non-specialists in 1997 – 9.8% of the total clinician workforce.
- 1,881 (42.0%) were females.
- 3,355 (75.0%) were interns or RMOs, and the remaining 1,121 (25.0%) were CMOs, HMOs and other salaried non-specialists.
- 95.5% of interns and RMOs and 85.5% of other hospital non-specialists were employed in the public sector.

## Geographic distribution

- The numbers of hospital non-specialists per 100,000 population varied among the States and Territories, from 48.3 per 100,000 population in the Northern Territory to 12.4 in Victoria.
- The number of interns and RMOs varied from a high of 30.3 per 100,000 population in the Northern Territory to a low of 9.5 in Victoria.
- CMOs, HMOs and other salaried non-specialists ranged from 17.9 per 100,000 population in the Northern Territory to 3.0 in Victoria.
- The numbers of hospital non-specialists per 100,000 population varied among regions from 30.7 in large rural centres and 29.4 per 100,000 population in capital cities down to 2.5 in other rural areas and 16.9 in remote areas. This regional variation mainly arises from the location of medical training hospitals with large numbers of interns and RMOs in the large centres, and the role of hospitals in remote centres such as Broome, Katherine and Mount Isa in delivering health services to remote communities.

## Age distribution

- 13.5% of male and 15.7% of female interns and RMOs were younger than 25 years.

- Only 8.4% of male and 10.5% of female interns and RMOs were aged 35 years or more.
- 39.9% of CMOs, HMOs and other salaried non-specialists were younger than 35 years, 33.2% were 35–44 years, 16.3% were 45–54 years, and 10.6% were older than 55 years.

### **Hours worked**

- Only 4.3% of male and 3.8% of female interns and RMOs worked fewer than 35 hours per week.
- 13.8% of male and 11.1% of female interns and RMOs worked 65 hours or more per week.
- 4.6% of male and 4.7% of female interns and RMOs worked 80 hours or more per week.
- 9.4% of male and 39.8% of female CMOs and HMOs worked less than 35 hours per week.
- 10.5% of male and 6.8% of female CMOs and HMOs worked 65 hours or more per week.
- 3.3% of male and 2.5% of female CMOs and HMOs worked 80 hours or more per week.

**Table 20: Hospital non-specialists: classification, age and sex, States and Territories, 1997**

| Classification/age   | NSW          | Vic        | Qld        | SA         | WA         | Tas        | NT        | ACT        | Total        |
|----------------------|--------------|------------|------------|------------|------------|------------|-----------|------------|--------------|
| <b>Males</b>         |              |            |            |            |            |            |           |            |              |
| Intern/RMO           |              |            |            |            |            |            |           |            |              |
| <25                  | 159          | 2          | 56         | 0          | 30         | 3          | 0         | 1          | 252          |
| 25-34                | 592          | 257        | 262        | 122        | 143        | 45         | 19        | 23         | 1,463        |
| 35-44                | 49           | 24         | 25         | 6          | 12         | 4          | 4         | 7          | 133          |
| 45-54                | 6            | 11         | 4          | 0          | 0          | 0          | 0         | 3          | 24           |
| <b>Total</b>         | <b>806</b>   | <b>294</b> | <b>347</b> | <b>128</b> | <b>185</b> | <b>52</b>  | <b>23</b> | <b>34</b>  | <b>1,872</b> |
| Other <sup>(a)</sup> |              |            |            |            |            |            |           |            |              |
| <35                  | 105          | 19         | 96         | 26         | 30         | 4          | 13        | 3          | 297          |
| 35-44                | 83           | 47         | 72         | 18         | 12         | 6          | 4         | 3          | 245          |
| 45-54                | 30           | 11         | 35         | 11         | 9          | 0          | 8         | 6          | 110          |
| 55+                  | 21           | 10         | 25         | 3          | 5          | 1          | 2         | 3          | 70           |
| <b>Total</b>         | <b>240</b>   | <b>87</b>  | <b>229</b> | <b>57</b>  | <b>56</b>  | <b>12</b>  | <b>27</b> | <b>14</b>  | <b>722</b>   |
| <b>Total</b>         |              |            |            |            |            |            |           |            |              |
| <25                  | 159          | 2          | 56         | 0          | 30         | 3          | 0         | 1          | 252          |
| 25-34                | 698          | 276        | 358        | 148        | 173        | 49         | 32        | 26         | 1,760        |
| 35-44                | 132          | 71         | 98         | 24         | 24         | 10         | 8         | 10         | 378          |
| 45-54                | 36           | 22         | 39         | 11         | 9          | 0          | 8         | 9          | 133          |
| 55+                  | 21           | 10         | 25         | 3          | 5          | 1          | 2         | 3          | 70           |
| <b>Total</b>         | <b>1,046</b> | <b>382</b> | <b>576</b> | <b>186</b> | <b>241</b> | <b>64</b>  | <b>51</b> | <b>49</b>  | <b>2,594</b> |
| <b>Females</b>       |              |            |            |            |            |            |           |            |              |
| Intern/RMO           |              |            |            |            |            |            |           |            |              |
| <25                  | 105          | 1          | 58         | 26         | 29         | 8          | 2         | 3          | 232          |
| 25-34                | 472          | 136        | 215        | 62         | 122        | 32         | 29        | 25         | 1,094        |
| 35-44                | 73           | 6          | 15         | 4          | 18         | 3          | 3         | 11         | 133          |
| 45-54                | 11           | 0          | 8          | 0          | 3          | 0          | 0         | 2          | 23           |
| <b>Total</b>         | <b>662</b>   | <b>143</b> | <b>296</b> | <b>92</b>  | <b>172</b> | <b>44</b>  | <b>34</b> | <b>40</b>  | <b>1,483</b> |
| Other <sup>(a)</sup> |              |            |            |            |            |            |           |            |              |
| <35                  | 45           | 11         | 49         | 12         | 22         | 4          | 3         | 4          | 150          |
| 35-44                | 29           | 9          | 43         | 23         | 16         | 1          | 1         | 5          | 127          |
| 45-54                | 20           | 19         | 19         | 9          | 3          | 0          | 1         | 2          | 73           |
| 55+                  | 11           | 13         | 15         | 4          | 3          | 0          | 1         | 2          | 49           |
| <b>Total</b>         | <b>106</b>   | <b>51</b>  | <b>125</b> | <b>48</b>  | <b>45</b>  | <b>6</b>   | <b>7</b>  | <b>12</b>  | <b>399</b>   |
| <b>Total</b>         |              |            |            |            |            |            |           |            |              |
| <25                  | 105          | 1          | 58         | 26         | 29         | 8          | 2         | 3          | 232          |
| 25-34                | 518          | 147        | 264        | 74         | 144        | 37         | 32        | 30         | 1,244        |
| 35-44                | 103          | 15         | 58         | 27         | 34         | 4          | 4         | 15         | 260          |
| 45-54                | 31           | 19         | 26         | 9          | 6          | 0          | 1         | 3          | 96           |
| 55+                  | 11           | 13         | 15         | 4          | 3          | 0          | 1         | 2          | 49           |
| <b>Total</b>         | <b>768</b>   | <b>195</b> | <b>421</b> | <b>140</b> | <b>217</b> | <b>49</b>  | <b>40</b> | <b>52</b>  | <b>1,881</b> |
| <b>Persons</b>       |              |            |            |            |            |            |           |            |              |
| Intern/RMO           |              |            |            |            |            |            |           |            |              |
| <25                  | 264          | 3          | 114        | 26         | 60         | 11         | 2         | 4          | 484          |
| 25-34                | 1,065        | 393        | 477        | 184        | 265        | 77         | 48        | 48         | 2,557        |
| 35-44                | 122          | 30         | 41         | 10         | 30         | 7          | 7         | 18         | 266          |
| 45-54                | 17           | 11         | 12         | 0          | 3          | 0          | 0         | 4          | 47           |
| <b>Total</b>         | <b>1,469</b> | <b>438</b> | <b>643</b> | <b>220</b> | <b>357</b> | <b>96</b>  | <b>57</b> | <b>75</b>  | <b>3,355</b> |
| Other <sup>(a)</sup> |              |            |            |            |            |            |           |            |              |
| <35                  | 151          | 30         | 145        | 38         | 52         | 8          | 16        | 7          | 447          |
| 35-44                | 112          | 56         | 115        | 41         | 28         | 7          | 6         | 7          | 372          |
| 45-54                | 50           | 30         | 54         | 20         | 12         | 0          | 9         | 7          | 182          |
| 55+                  | 32           | 22         | 40         | 7          | 8          | 1          | 3         | 5          | 119          |
| <b>Total</b>         | <b>345</b>   | <b>139</b> | <b>353</b> | <b>105</b> | <b>101</b> | <b>17</b>  | <b>34</b> | <b>27</b>  | <b>1,121</b> |
| <b>Total</b>         |              |            |            |            |            |            |           |            |              |
| <25                  | 264          | 3          | 114        | 26         | 60         | 11         | 2         | 4          | 484          |
| 25-34                | 1,215        | 423        | 622        | 222        | 317        | 86         | 64        | 56         | 3,004        |
| 35-44                | 235          | 86         | 156        | 51         | 58         | 15         | 13        | 25         | 638          |
| 45-54                | 67           | 41         | 65         | 20         | 15         | 0          | 9         | 12         | 229          |
| 55+                  | 32           | 22         | 40         | 7          | 8          | 1          | 3         | 5          | 119          |
| <b>Total</b>         | <b>1,814</b> | <b>576</b> | <b>996</b> | <b>325</b> | <b>458</b> | <b>113</b> | <b>91</b> | <b>101</b> | <b>4,475</b> |

(a) Mainly CMOs, HMOs and other salaried non-specialists.

**Table 21: Hospital non-specialists: classification and sector of employment, States and Territories, 1997**

| Classification/<br>sector | NSW          | Vic        | Qld        | SA         | WA         | Tas        | NT        | ACT        | Total        |
|---------------------------|--------------|------------|------------|------------|------------|------------|-----------|------------|--------------|
| Intern/RMO                |              |            |            |            |            |            |           |            |              |
| Private sector            | 65           | 40         | 19         | 9          | 10         | 5          | 0         | 3          | 152          |
| Public sector             | 1,404        | 397        | 624        | 211        | 347        | 91         | 57        | 72         | 3,203        |
| <i>All sectors</i>        | <i>1,469</i> | <i>438</i> | <i>643</i> | <i>220</i> | <i>357</i> | <i>96</i>  | <i>57</i> | <i>75</i>  | <i>3,355</i> |
| Other <sup>(a)</sup>      |              |            |            |            |            |            |           |            |              |
| Private sector            | 48           | 25         | 49         | 24         | 8          | 9          | 0         | 0          | 162          |
| Public sector             | 297          | 114        | 304        | 81         | 93         | 8          | 34        | 27         | 959          |
| <i>All sectors</i>        | <i>345</i>   | <i>139</i> | <i>353</i> | <i>105</i> | <i>101</i> | <i>17</i>  | <i>34</i> | <i>27</i>  | <i>1,121</i> |
| Total                     |              |            |            |            |            |            |           |            |              |
| Private sector            | 114          | 65         | 68         | 33         | 17         | 14         | 0         | 3          | 314          |
| Public sector             | 1,700        | 511        | 928        | 292        | 441        | 100        | 91        | 99         | 4,162        |
| <b>All sectors</b>        | <b>1,814</b> | <b>576</b> | <b>996</b> | <b>325</b> | <b>458</b> | <b>113</b> | <b>91</b> | <b>101</b> | <b>4,475</b> |

(a) Mainly CMOs, HMOs and other salaried non-specialists.

**Table 22: Interns and RMOs: total hours worked per week, sex, States and Territories, 1997**

| Total hours worked<br>per week | NSW          | Vic        | Qld        | SA         | WA         | Tas       | NT        | ACT       | Total        |
|--------------------------------|--------------|------------|------------|------------|------------|-----------|-----------|-----------|--------------|
| <b>Males</b>                   |              |            |            |            |            |           |           |           |              |
| 0-19                           | 16           | 0          | 0          | 0          | 2          | 0         | 0         | 0         | 17           |
| 20-34                          | 32           | 22         | 3          | 2          | 0          | 2         | 0         | 1         | 62           |
| 35-49                          | 181          | 97         | 75         | 36         | 69         | 11        | 8         | 13        | 490          |
| 50-64                          | 454          | 123        | 244        | 79         | 98         | 24        | 8         | 14        | 1,044        |
| 65-79                          | 83           | 35         | 18         | 9          | 14         | 9         | 5         | 0         | 173          |
| 80+                            | 40           | 18         | 7          | 2          | 3          | 7         | 3         | 6         | 86           |
| <i>Total</i>                   | <i>806</i>   | <i>294</i> | <i>347</i> | <i>128</i> | <i>185</i> | <i>52</i> | <i>23</i> | <i>34</i> | <i>1,872</i> |
| <b>Females</b>                 |              |            |            |            |            |           |           |           |              |
| 0-19                           | 13           | 3          | 3          | 0          | 2          | 0         | 0         | 0         | 21           |
| 20-34                          | 21           | 7          | 0          | 5          | 2          | 0         | 0         | 0         | 35           |
| 35-49                          | 185          | 46         | 88         | 34         | 65         | 18        | 26        | 15        | 478          |
| 50-64                          | 362          | 69         | 181        | 48         | 76         | 26        | 8         | 15        | 785          |
| 65-79                          | 50           | 14         | 5          | 0          | 23         | 0         | 0         | 3         | 94           |
| 80+                            | 31           | 3          | 19         | 5          | 5          | 0         | 0         | 7         | 70           |
| <i>Total</i>                   | <i>662</i>   | <i>143</i> | <i>296</i> | <i>92</i>  | <i>172</i> | <i>44</i> | <i>34</i> | <i>40</i> | <i>1,483</i> |
| <b>Persons</b>                 |              |            |            |            |            |           |           |           |              |
| 0-19                           | 29           | 3          | 3          | 0          | 3          | 0         | 0         | 0         | 38           |
| 20-34                          | 53           | 29         | 3          | 7          | 2          | 2         | 0         | 1         | 97           |
| 35-49                          | 366          | 143        | 163        | 70         | 135        | 29        | 34        | 28        | 967          |
| 50-64                          | 816          | 192        | 426        | 127        | 174        | 50        | 16        | 29        | 1,829        |
| 65-79                          | 133          | 49         | 22         | 9          | 36         | 9         | 5         | 3         | 267          |
| 80+                            | 72           | 21         | 26         | 7          | 8          | 7         | 3         | 13        | 156          |
| <b>Total</b>                   | <b>1,469</b> | <b>438</b> | <b>643</b> | <b>220</b> | <b>357</b> | <b>96</b> | <b>57</b> | <b>75</b> | <b>3,355</b> |

**Table 23: Other hospital medical practitioners<sup>(a)</sup>: total hours worked per week, sex, States and Territories, 1997**

| Total hours worked per week | NSW        | Vic        | Qld        | SA         | WA         | Tas       | NT        | ACT       | Total        |
|-----------------------------|------------|------------|------------|------------|------------|-----------|-----------|-----------|--------------|
| <b>Males</b>                |            |            |            |            |            |           |           |           |              |
| 0-19                        | 11         | 5          | 1          | 0          | 3          | 0         | 0         | 0         | 20           |
| 20-34                       | 28         | 5          | 8          | 4          | 0          | 0         | 4         | 0         | 48           |
| 35-49                       | 93         | 45         | 100        | 33         | 20         | 10        | 15        | 6         | 321          |
| 50-64                       | 80         | 26         | 92         | 21         | 26         | 0         | 4         | 9         | 256          |
| 65-79                       | 18         | 5          | 18         | 0          | 8          | 0         | 4         | 0         | 52           |
| 80+                         | 9          | 2          | 9          | 0          | 0          | 2         | 2         | 0         | 24           |
| <i>Total</i>                | <i>240</i> | <i>87</i>  | <i>229</i> | <i>57</i>  | <i>56</i>  | <i>12</i> | <i>27</i> | <i>14</i> | <i>722</i>   |
| <b>Females</b>              |            |            |            |            |            |           |           |           |              |
| 0-19                        | 21         | 14         | 12         | 4          | 10         | 2         | 0         | 2         | 66           |
| 20-34                       | 26         | 11         | 27         | 13         | 9          | 2         | 2         | 3         | 93           |
| 35-49                       | 34         | 15         | 39         | 22         | 13         | 2         | 2         | 3         | 130          |
| 50-64                       | 18         | 6          | 35         | 7          | 9          | 0         | 3         | 5         | 83           |
| 65-79                       | 3          | 3          | 8          | 0          | 3          | 0         | 0         | 0         | 17           |
| 80+                         | 3          | 3          | 4          | 0          | 0          | 0         | 0         | 0         | 10           |
| <i>Total</i>                | <i>106</i> | <i>51</i>  | <i>125</i> | <i>48</i>  | <i>45</i>  | <i>6</i>  | <i>7</i>  | <i>12</i> | <i>399</i>   |
| <b>Persons</b>              |            |            |            |            |            |           |           |           |              |
| 0-19                        | 33         | 19         | 13         | 4          | 13         | 2         | 0         | 2         | 86           |
| 20-34                       | 54         | 16         | 35         | 17         | 9          | 2         | 5         | 3         | 141          |
| 35-49                       | 127        | 60         | 139        | 55         | 33         | 12        | 16        | 9         | 451          |
| 50-64                       | 98         | 31         | 127        | 28         | 35         | 0         | 7         | 13        | 339          |
| 65-79                       | 21         | 7          | 26         | 0          | 11         | 0         | 4         | 0         | 69           |
| 80+                         | 13         | 5          | 13         | 0          | 0          | 2         | 2         | 0         | 34           |
| <b>Total</b>                | <b>345</b> | <b>139</b> | <b>353</b> | <b>105</b> | <b>101</b> | <b>17</b> | <b>34</b> | <b>27</b> | <b>1,121</b> |

(a) Mainly CMOs, HMOs and other salaried non-specialists.