

Mental health workforce

A variety of health care and social care professionals, including [psychiatrists](#), [psychologists](#), [nurses](#), general practitioners and social workers, provide a range of mental health-related services to Australians. The workforce data for this section is sourced from the National Health Workforce Data Set (NHWDS), which comprises data about [employed](#) health professionals collected through annual registration surveys administered by the Australian Health Practitioners Regulation Agency (AHPRA) since 2010. For further details on the NHWDS and survey, arrangements prior to July 2010 see the [data source](#) section. Data on the size and selected characteristics of the workforce is available for the following health care professionals who work principally in mental health care and related areas:

- psychiatrists
- mental health nurses
- registered psychologists.

For a different view of the workforce employed by state and territory specialised mental health care facilities see the facilities section.

The number of psychiatrists, mental health nurses and registered psychologists, and the average [total hours](#) and [clinical hours](#) worked are reported in this section. To provide a meaningful comparison, both [full-time-equivalent](#) (FTE) and [clinical FTE](#) figures have been reported. The FTE measures the number of standard hour week workloads completed, regardless of full-time or part-time working hours. By convention, a standard working week is defined as 38 hours for mental health nurses and registered psychologists and 40 hours for psychiatrists. At the time of writing, the National Health Workforce Data Tool.

Clinical FTE figures and average clinical hours worked provide measures of the time psychiatrists, mental health nurses and registered psychologists spent working in a direct clinical role.

Data in this section were last updated in July 2018.

Key points

9.9% of all employed specialist medical practitioners were psychiatrists in 2016.

14,914 women and 6,644 men were employed as mental health nurses in 2016.

47.4 hours, on average, is worked per week by psychiatrists in *Remote areas* compared to 38.9 for those in *Major cities*.

6.4 hours more per week was worked by male than female psychiatrists, on average, in 2016.

58.8% of all employed mental health nurses were aged 45 or over.

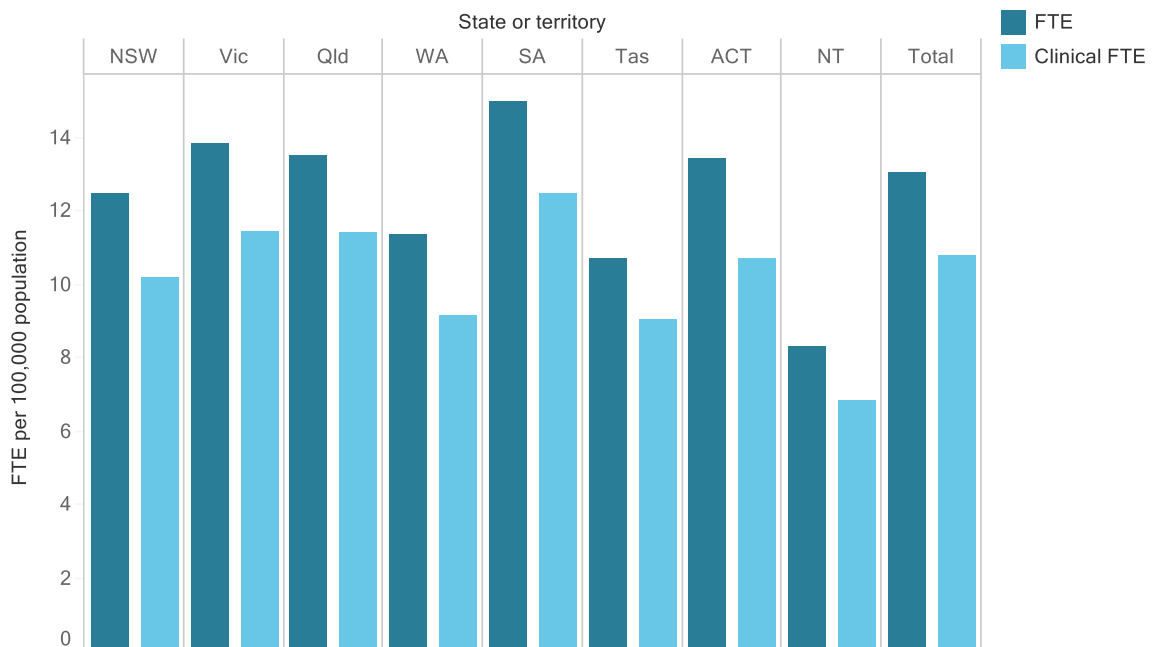
Psychiatric workforce

An estimated 3,244 psychiatrists were working in Australia in 2016, representing 3.6% of all employed medical practitioners and 9.9% of all specialist employed medical practitioners.

State and territory

At a national level, there were 13.0 FTE psychiatrists per 100,000 population working in Australia in 2016. Rates ranged from 8.3 per 100,000 population in the Northern Territory to 15.0 in South Australia. In terms of time spent as a clinician, there were 10.8 clinical FTE per 100,000 population in Australia in 2016. The clinical FTE rates ranged from 6.8 per 100,000 in the Northern Territory to 12.5 in South Australia (Figure WK.1).

Figure WK.1: Psychiatrists, FTE and clinical FTE per 100,000 population, states and territories, 2016

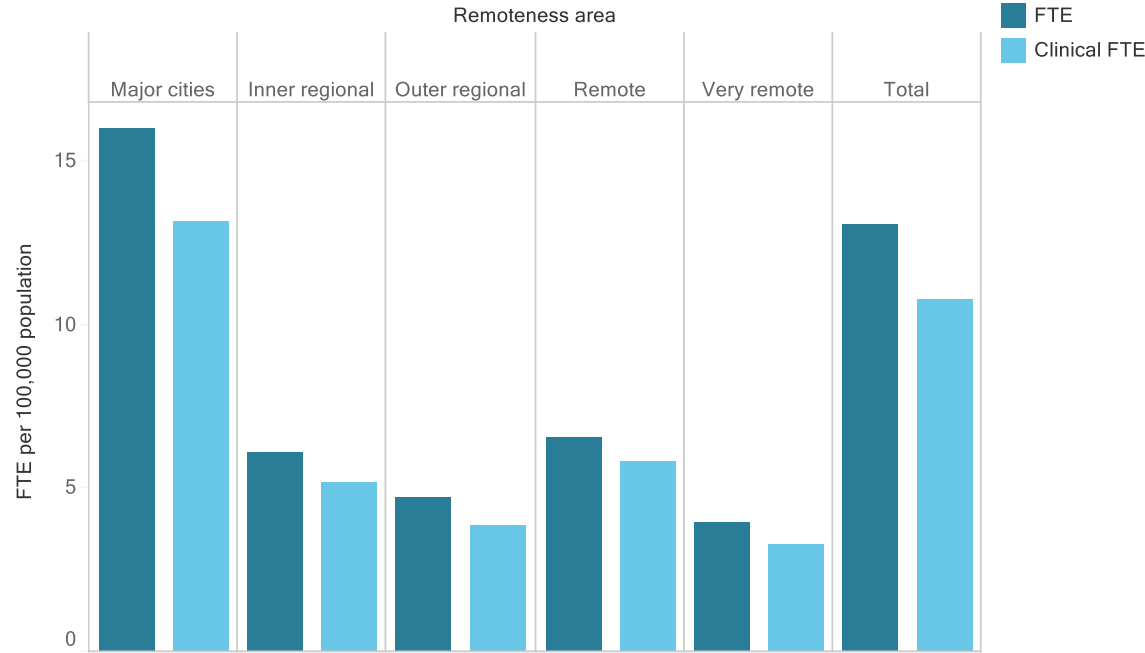


Source: AIHW. Table WK.3

Remoteness area

Almost 9 out of 10 FTE psychiatrists (87.5%) were employed in *Major cities* in 2016 (71.2% of the population lived in *Major cities* in 2016). There were 16.0 FTE per 100,000 population in *Major cities*, 6.1 in *Inner regional*, 4.7 in *Outer regional*, 6.6 in *Remote areas* and 4.0 in *Very remote areas* (Figure WK.2).

Figure WK.2: Psychiatrists, FTE and clinical FTE per 100,000 population by remoteness area, 2016

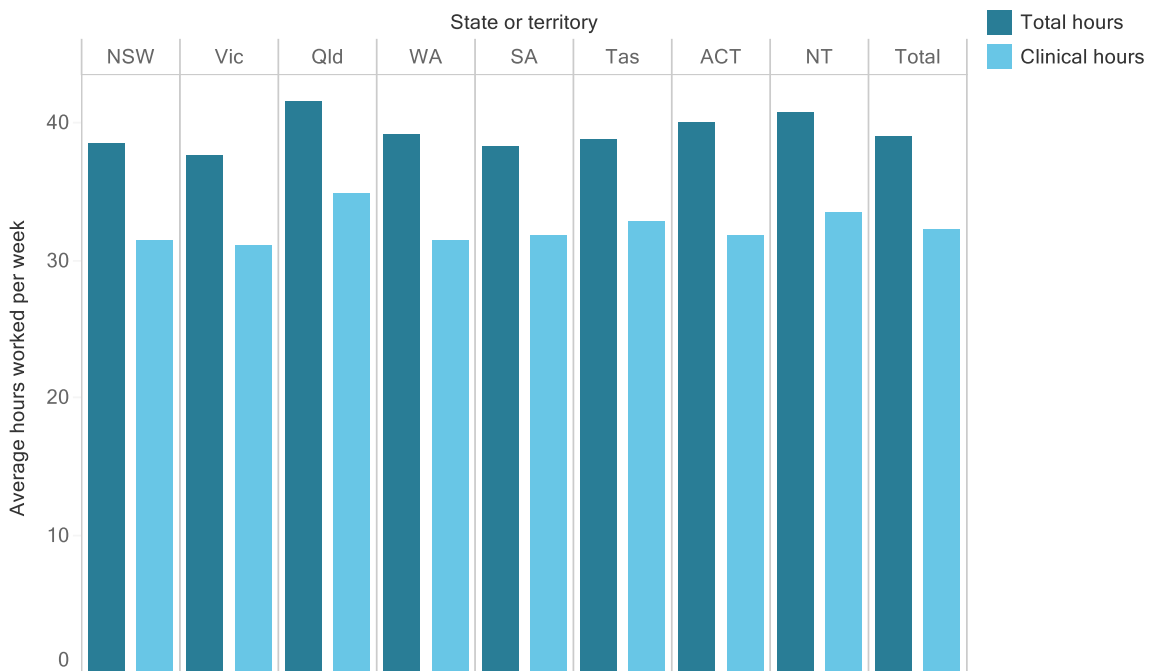


Source: AIHW. Table WK.4

Hours worked per week

Psychiatrists reported working an average of 39.0 total hours and 32.2 clinical hours per week in 2016. Average working hours ranged from 37.6 hours per week for Victorian psychiatrists to 41.5 for Queensland psychiatrists (Figure WK.3). Average weekly clinical hours ranged from 31.1 for Victorian psychiatrists to 34.9 hours for Queensland psychiatrists.

Figure WK.3: Employed psychiatrists, average total hours and clinical hours worked per week, states and territories, 2016



Source: AIHW. Table WK.3

On average, male psychiatrists worked 6.4 total hours and 5.3 clinical hours more per week than female psychiatrists. Psychiatrists employed in *Remote* and *Outer regional* areas reported working the highest number of total hours, on average (47.4 and 41.2 total hours respectively). Employed psychiatrists working in *Remote* areas reported working 8.4 more hours on average than the national average. The highest average weekly clinical hours were recorded for psychiatrists in *Remote* areas (42.1) with similar clinical hours for psychiatrists working in all other areas (between 32.0 and 33.8).

Characteristics

In 2016, just over 7 in 10 psychiatrists were aged 45 and over (73.3%); over 2 in 5 (44.3%) were aged 55 and over and nearly 1 in 5 employed psychiatrists (18.6%) were aged 65 and over.

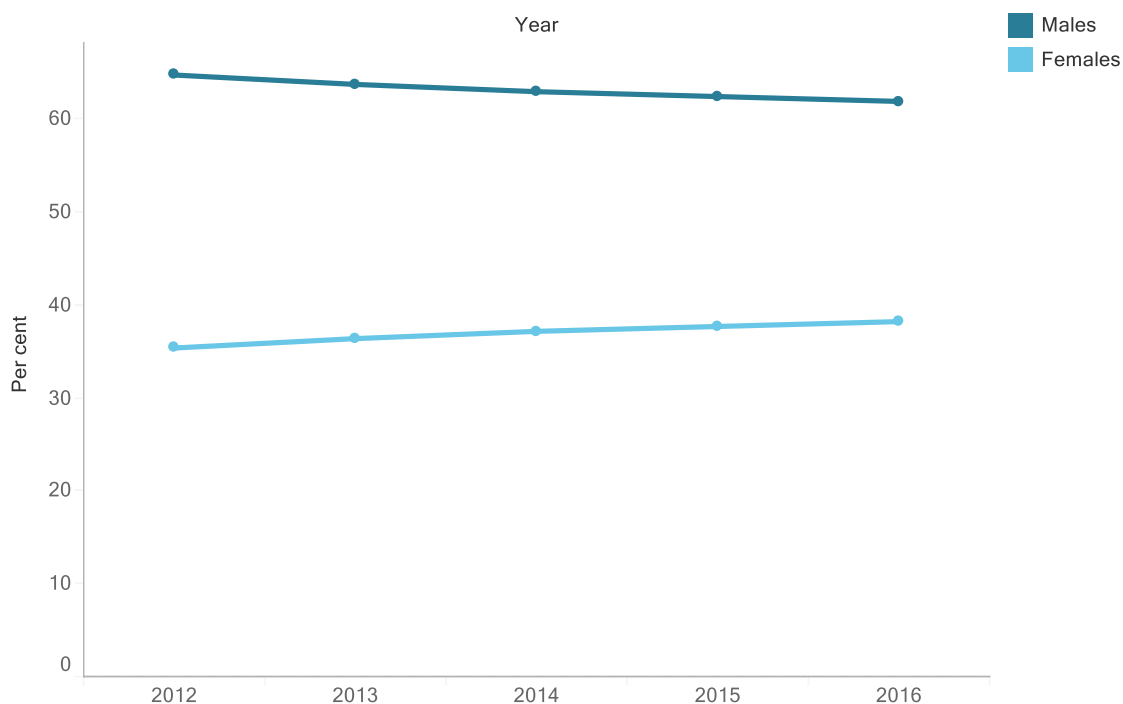
In 2012, almost two-thirds of employed psychiatrists were male (64.7%), dropping to 61.8% in 2016. The proportion of female psychiatrists increased over the period, from 35.3% to 38.2%.

Over time

Nationally, the population rate of psychiatrists has increased slightly between 2013 and 2016 from 12.3 to 13.0 FTE per 100,000. It should be noted that FTE figures for medical practitioners from 2013, including psychiatrists, are based on a 40-hour standard working week; FTE figures prior to 2013 were based on a 38-hour working week. Therefore, FTE figures from 2013 onwards are not directly comparable with FTE figures prior to 2013.

The age profile of psychiatrists has remained relatively stable over the 5 years to 2016; just over 7 in 10 psychiatrists were aged 45 and over between 2012 and 2016. The average hours worked per week was relatively stable over the period, averaging at around 39 hours per week. Since 2012, the average total hours worked per week by females increased slightly but was consistently lower than that of males (around 34 hours compared to 41.5 hours).

Figure WK.4: Proportion of employed psychiatrists, by sex, 2012-2016



Source: AIHW. Table WK.1

Work characteristics

Just over 9 in 10 (92.2%) FTE psychiatrists reported their principal role as a clinician, followed by administrator (3.5%), researcher (2.0%) and then other (1.1%). The most common work setting was hospital (27.4%), followed by solo private practice (26.5%), and group private practice (17.9%).

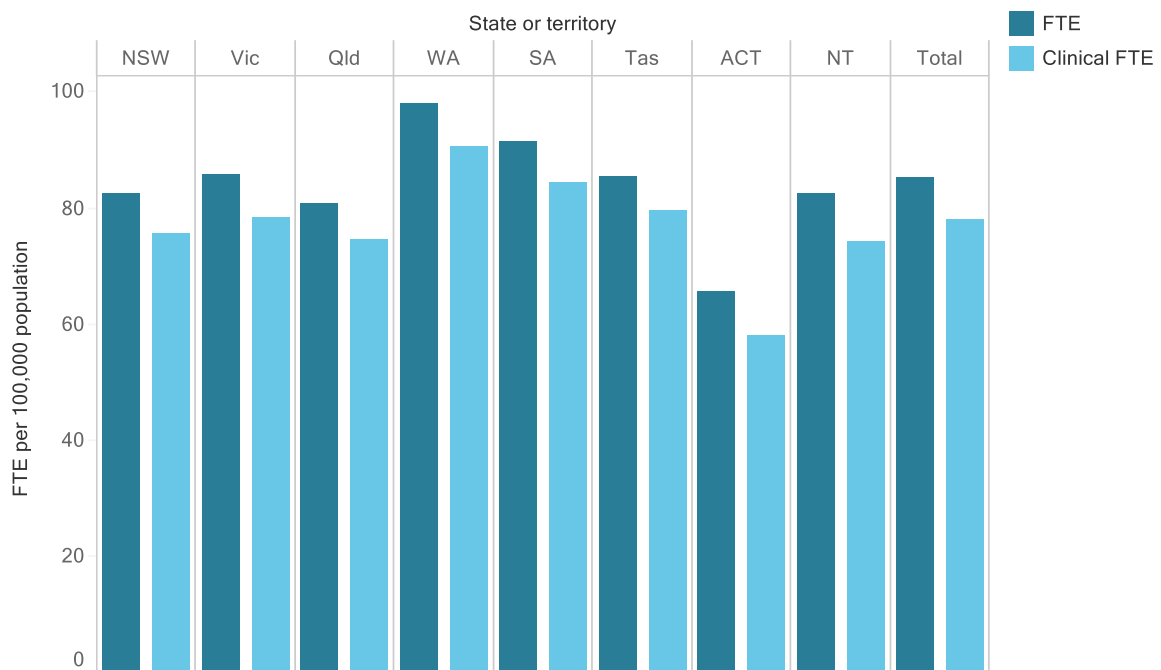
Mental health nursing workforce

In 2016, about 1 in 15 (6.8%) [nurses](#) (including both registered and enrolled nurses) employed in Australia indicated they were working principally in mental health. Over 4 in 5 of these were registered nurses (85.5%) with a similar profile seen for the total nursing workforce.

State and territory

There were 85.1 FTE mental health nurses per 100,000 population working in Australia in 2016, with rates ranging from 65.7 in the Australian Capital Territory to 97.9 in Western Australia (Figure WK.5). In terms of time spent as a clinician, there were 78.1 clinical FTE mental health nurses per 100,000 population at a national level, ranging from 58.2 in the Australian Capital Territory to 90.5 in Western Australia.

Figure WK.5: Mental health nurses, FTE and clinical FTE per 100,000 population, states and territories, 2016

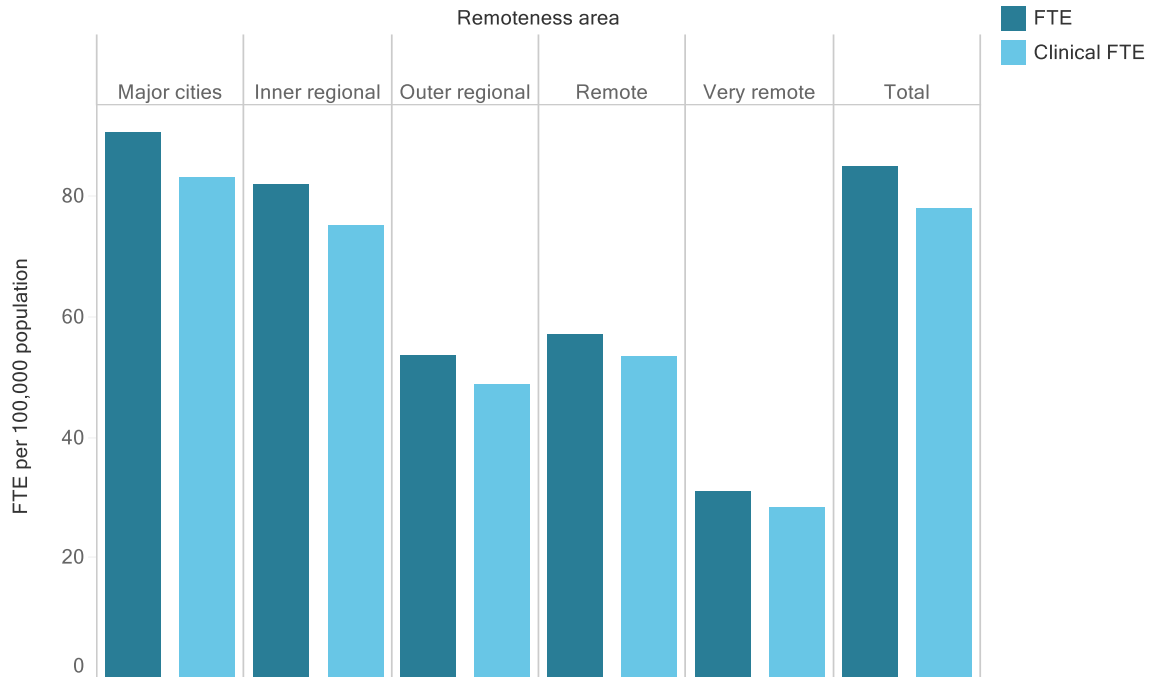


Source: AIHW. Table WK.11

Remoteness area

Three-quarters of FTE mental health nurses (75.9%) were employed in *Major cities* in 2016 (71.2% of the population lived in *Major cities* in 2016). *Major cities* had the highest rate of FTE mental health nurses (90.8 FTE per 100,000 population), followed by *Inner regional* (90.8), *Remote* (57.2), *Outer regional* (53.7) and *Very remote* (31.1) areas (Figure WK.6).

Figure WK.6: Mental health nurses, FTE and clinical FTE per 100,000 population by remoteness area, 2016

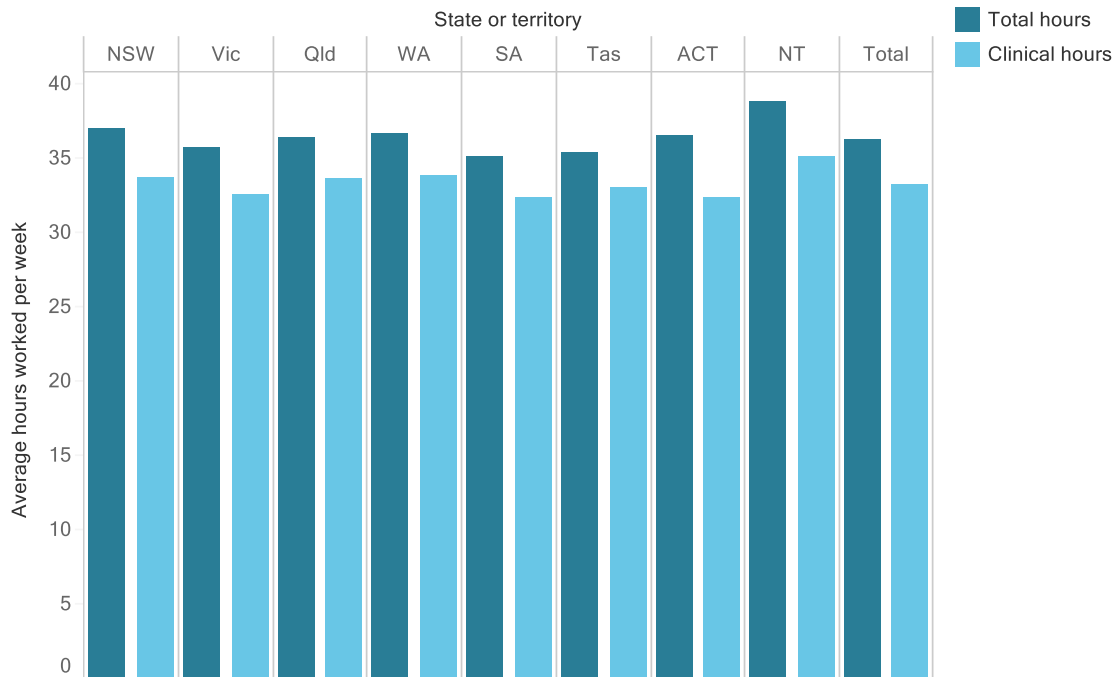


Source: AIHW. Table WK.12

Hours worked per week

In 2016, mental health nurses reported working an average of 36.3 total hours per week, with averages ranging from 35.1 hours per week in South Australia to 38.9 hours in the Northern Territory. The average clinical hours worked per week reported by mental health nurses was 33.3 hours at the national level, ranging from 32.3 hours in the Australian Capital Territory to 35.1 hours in the Northern Territory (Figure WK. 7).

Figure WK.7: Mental health nurses, average total and clinical hours worked per week, states and territories, 2016



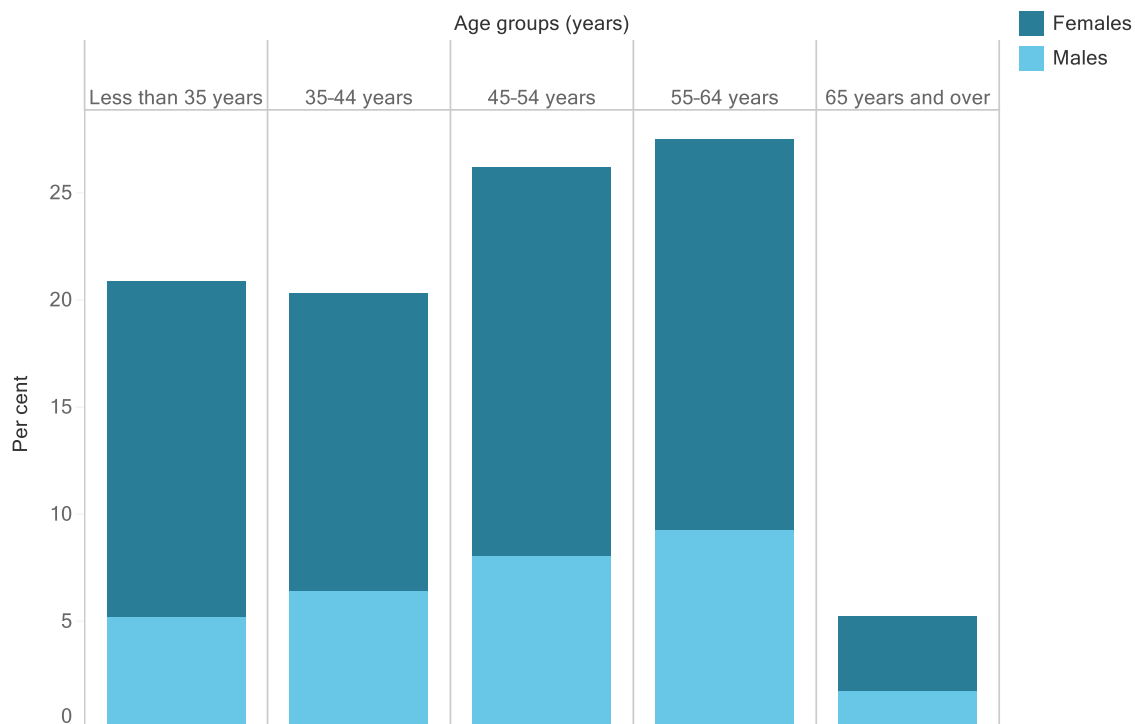
Source: AIHW. Table WK.11

Mental health nurses employed in *Very remote* (40.9 hours) and *Remote* (40.5 hours) areas reported working the highest average number of total hours per week in 2016. Mental health nurses employed in *Remote* areas also reported working the most clinical hours on average (37.8 clinical hours), followed closely by those employed in *Very Remote* areas (37.5 clinical hours).

Characteristics

About 3 in 5 mental health nurses (58.8%) were aged 45 and above in 2016; a third (32.7%) were aged 55 and older and 1 in 20 (5.2%) were aged 65 and over (Figure WK.8). The proportion of male nurses is about three times higher in the mental health nursing workforce when compared to the male proportion of all employed nurses in Australia (30.8% and 10.8%, respectively).

Figure WK.8: Mental health nurses, by sex and age group, 2016



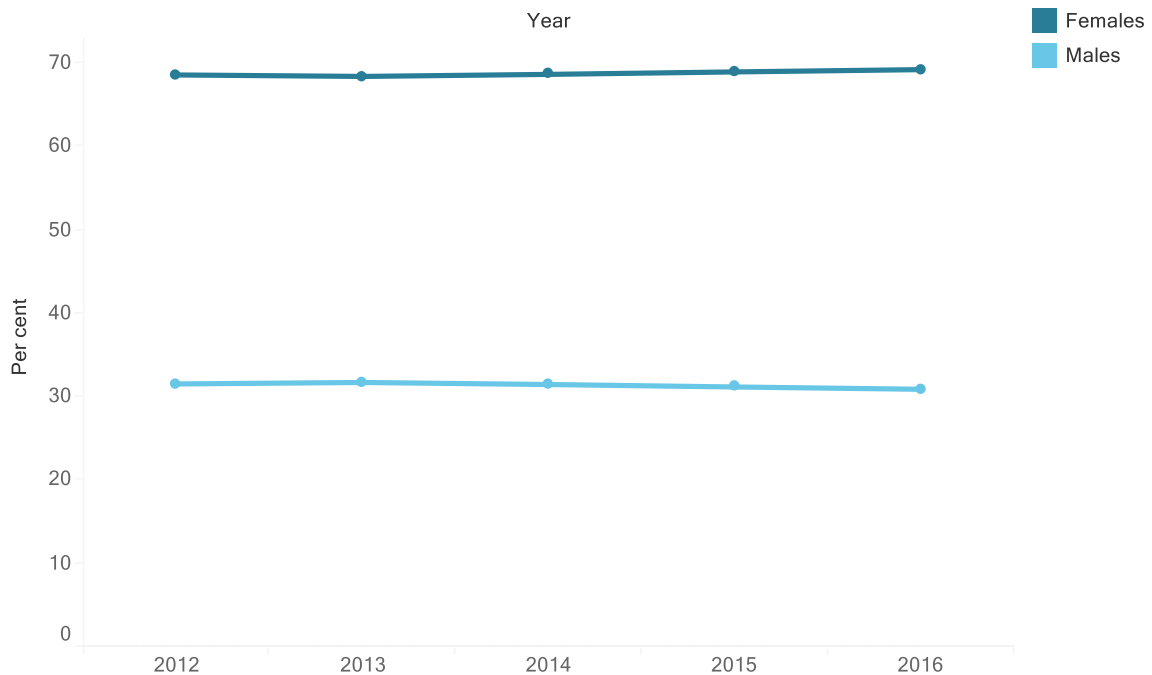
Source: AIHW. Table WK.9

Male mental health nurses worked more total and clinical hours per week on average than female nurses (males 38.0 total hours and 34.7 clinical hours; females 35.6 total hours and 32.7 clinical hours) in 2016. Registered nurses worked more total hours on average than enrolled nurses (36.6 and 34.5 hours respectively) but the average clinical hours for both was the same (33.3 hours).

Over time

There was an increase between 2012 and 2016 in the supply of mental health nurses, from 80.2 to 85.1 FTE per 100,000 population. The proportion of male and female mental health nurses remained relatively stable over this period (the proportion of mental health nurses who were male was 31.5% in 2012 and 30.8% in 2016) (Figure WK.9). The proportion of registered nurses also remained stable at around 85% over the same period.

Figure WK.9: Proportion of employed mental health nurses, by sex, 2012-2016



Source: AIHW; Table WK.9.

The proportion of the mental health nurse workforce aged 55 and over increased from 29.2% in 2012 to 32.7% in 2016.

The average hours worked by mental health nurses remained stable between 2011 and 2016, at about 37 hours for registered nurses and about 35 hours for enrolled nurses.

Work characteristics

Most FTE mental health nurses (93.9%) reported their principal area of work to be a clinician, followed by administrator (3.1%) and teacher or educator (2.2%). The most common work setting reported was hospitals (63.7%, excluding outpatient services), followed by community health care services (21.0%) and residential health care facilities (4.8%).

Psychologist workforce

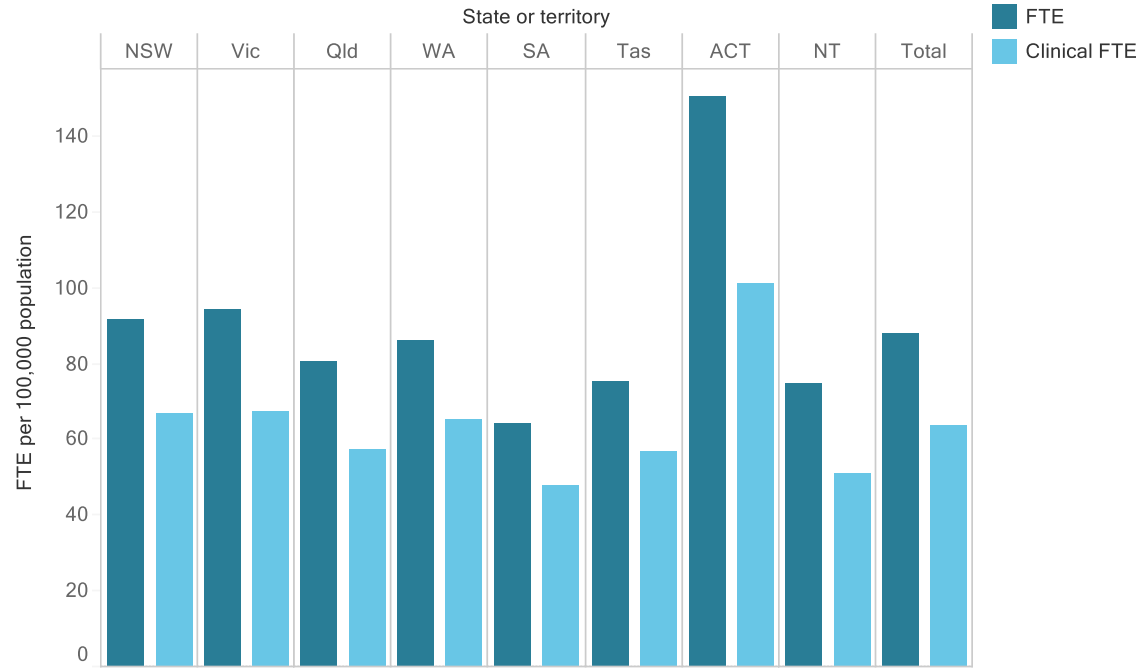
In 2015, an estimated 24,522 [psychologists](#) with full registration were working in Australia. The NHWDS workforce survey response rate for provisionally registered psychologists was too low to be included in workforce analysis breakdowns and are excluded from the analysis presented below. According to figures from the Psychology

Board of Australia, there were an additional 4,192 provisionally registered psychologists in Australia in 2015 (Psychology Board of Australia 2015). At the time of writing, the HWDT had not been updated with 2016 data for allied health professionals so 2015 data for psychologists has been used.

State and territory

At a national level, there were 88.0 FTE registered psychologists per 100,000 population working in Australia in 2015. Rates ranged from 64.3 FTE psychologists per 100,000 population in South Australia to 150.2 in the Australian Capital Territory (Figure WK.10). In terms of time spent working as a clinician (see [clinical FTE](#)), this corresponds to 63.9 clinical FTE psychologists per 100,000 population employed in Australia, ranging from 47.7 in South Australia to 101.2 in the Australian Capital Territory.

Figure WK.10: Psychologists, FTE and clinical FTE per 100,000 population, states and territories, 2015

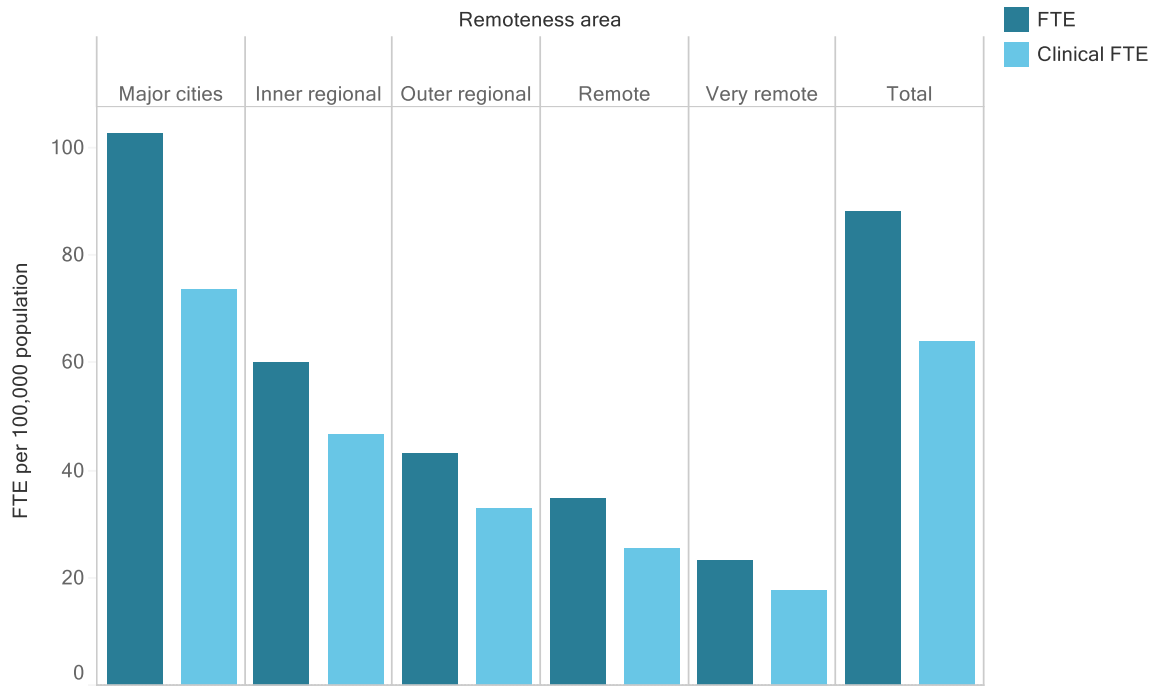


Source: AIHW. Table WK.19

Remoteness area

Over 8 in 10 FTE registered psychologists (82.6%) were employed in *Major cities* in 2015 (70.9% of the population lived in *Major cities* in 2015). There were 102.6 FTE psychologists per 100,000 population working in *Major cities*, 60.0 in *Inner regional*, 43.1 in *Outer regional*, 34.7 in *Remote* and 23.2 in *Very remote* areas (Figure WK.11).

Figure WK.11: Psychologists, FTE and clinical FTE per 100,000 population by remoteness area, 2015

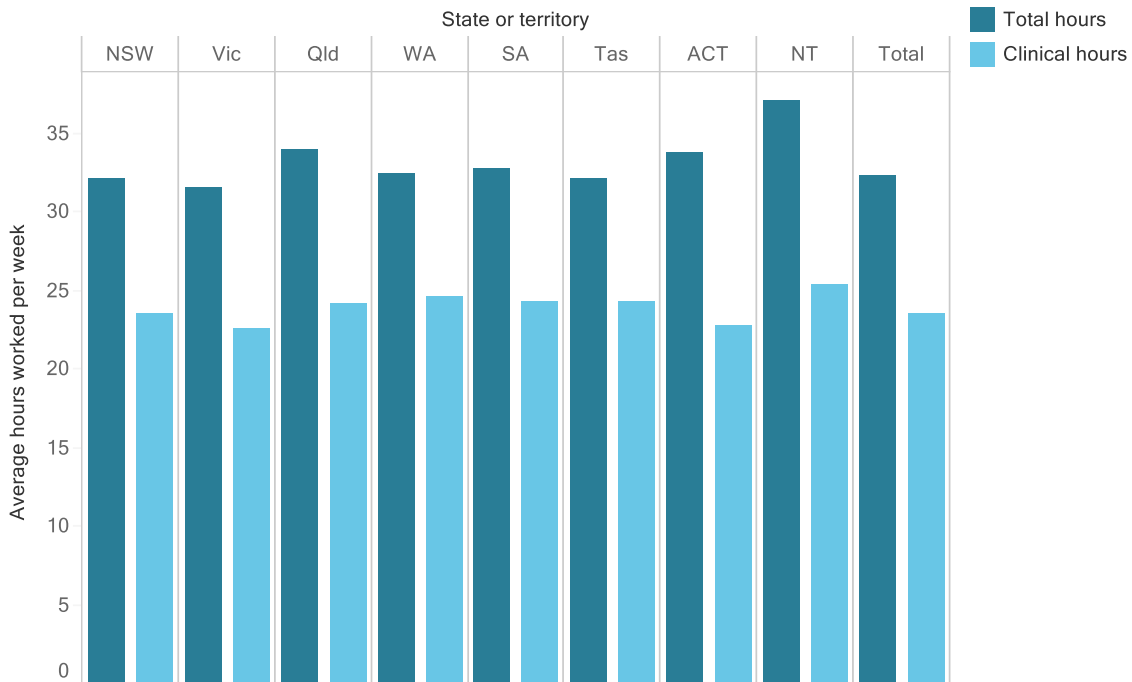


Source: AIHW. Table WK.20

Hours worked per week

Registered psychologists reported working an average of 32.4 total hours per week in 2015, with an average of 23.5 clinical hours. Average total hours ranged from 31.6 hours per week for psychologists working in Victoria to 37.1 in the Northern Territory (Figure WK.12). The average clinical hours ranged from 22.6 hours for Victorian psychologists, to 25.4 hours for Northern Territory psychologists. Male psychologists worked on average more total and clinical hours than female psychologists (males 36.2 total and 25.2 clinical hours; females 31.4 total and 23.1 clinical hours).

Figure WK.12: Employed psychologists, average total and clinical hours worked per week, states and territories, 2015



Source: AIHW. Table WK.19

Over time

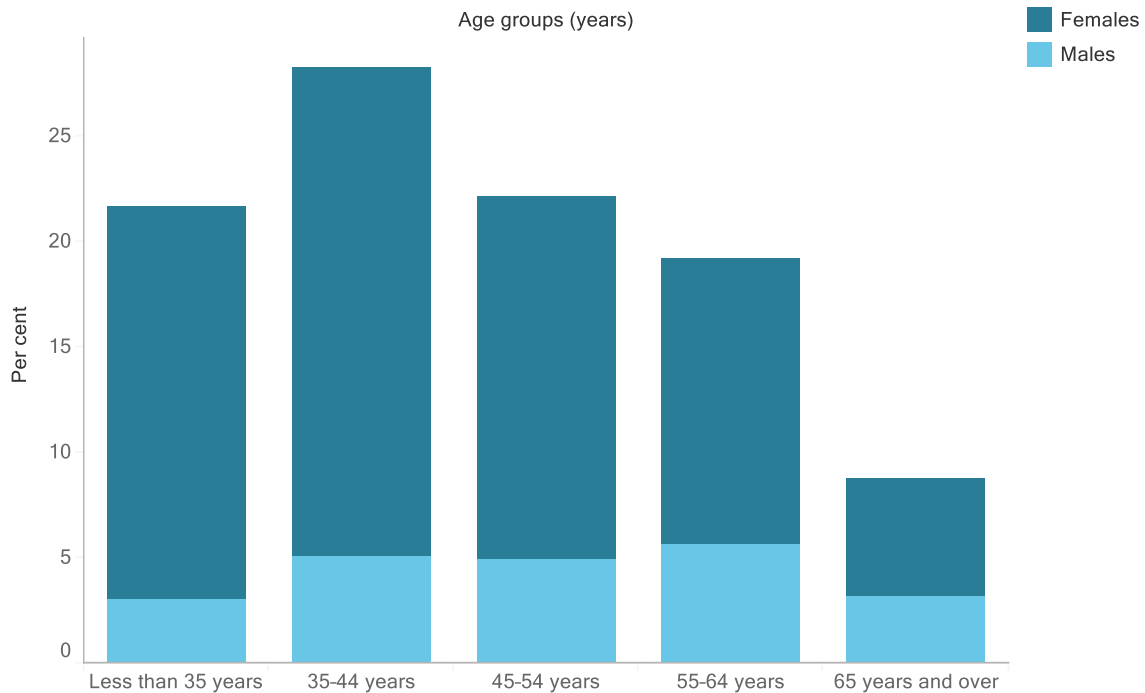
Nationally, there has been an increase in the supply of registered psychologists from 2011 to 2015, from 84.2 to 88.0 FTE per 100,000 population. The proportion of female registered psychologists has also increased incrementally over this period; from 76.0% in 2011 to 78.2% in 2015.

The average total hours worked per week by registered psychologists has remained comparatively stable at around 32 hours per week from 2011 to 2015. Since 2011, the average total hours worked per week by male psychologists has remained fairly stable and higher than that of females (around 36 hours compared to around 32 hours per week).

Characteristics

Half of all registered psychologists were aged 45 and over (50.1%) in 2015, with more than one-quarter (27.9%) aged 55 and over (Figure WK.13). Almost 4 out of 5 employed psychologists (78.2%) were female, compared to 76.0% in 2011.

Figure WK.13: Employed psychologists, by sex and age group, 2015



Source: AIHW. Table WK.17

Work characteristics

The majority (87.2%) of FTE registered psychologists reported their principal area of work as a clinician, followed by administrator (4.4%) and researcher (3.2%). The main area of practice (principal area of main job) nominated by about 2 in 5 (40.7%) FTE psychologists was counselling, followed by mental health intervention (25.8%) and neuropsychological/cognitive assessment (4.5%). The most common work setting was private practice (38.0%), followed by an educational facility (18.3%) and community mental health service (8.9%).

It should be noted that the principal area nominated by a psychologist does not imply that they hold specialist endorsement in that area. To be eligible to apply for an area of practice endorsement and use the associated title, a psychologist must have advanced training (an accredited qualification in the area of practice followed by a period of supervised practice) over the requirements for general registration (Psychology Board of Australia 2017). In 2015, over one-third (36.3%) of registered psychologists held an area of practice endorsement (AHPRA, 2015). The most commonly held specialist endorsement was as a Clinical Psychologist, held by about 1 in 4 (26.7%) of all registered psychologists (endorsed and non-endorsed), followed by Counselling Psychologist (3.5%) (AHPRA, 2015).

Data source

National Health Workforce Data Set (NHWDS)

The voluntary Medical and Nursing Workforce Surveys are administered to all registered health practitioners by the Australian Health Practitioners Regulation Agency (AHPRA) and are included as part of the registration renewal process. These surveys are used to provide nationally consistent workforce estimates. They provide data not readily available from other sources, such as on the type of work done by, and job setting of, health practitioners; the number of hours worked in a clinical or non-clinical role, and in total; and the numbers of years worked in, and intended to remain in, the health workforce. The surveys also provides information on those registered health practitioners who are not undertaking clinical work or who are not employed. The information from the NRAS workforce surveys, combined with NRAS registration data items, comprise the NHWDS.

The overall response rates to the Medical Workforce Survey and Nursing Workforce Survey in 2016 were 96.5% and 94.6% respectively (AIHW 2017). Jurisdictional response rates were consistent across the surveys and ranged from the 93.4% to 97.4%. The overall response rate to the Psychology Workforce Survey by psychologists with a full registration was 97.2% in 2015. Jurisdictional response rates ranges from 95.4% to 97.7%.

Past and present surveys have different collection and estimation methodologies, questionnaire designs and response rates. As a result, care should be taken in comparing historical data from the AIHW Labour Force Surveys prior to 2010 with data from the NHWDS.

Health workforce data are now available for public access though the Department of Health's Health Workforce Data Tool (HWDT) and the numbers in this publication reflect those extracted using the HWDT as at 21 January 2018. In the case of medical specialists, the numbers are those employed, as specialists, in their primary specialty. As such, there may be differences between the data presented here and that published elsewhere due to different calculation or estimation methodologies or data extraction dates. The HWDT uses a randomisation technique to confidentialise small numbers. This can result in differences between the column sum and total and small variations in numbers from one data extract to another.

Further information regarding the Medical practitioner workforce and Nursing and midwifery workforce surveys is available at

http://www.health.gov.au/internet/main/publishing.nsf/content/health_workforce_data

Key concepts

Mental health workforce

Key Concept	Description
Benchmark data	Responses to the surveys have been weighted to benchmark figures to account for non-response based on registration data supplied by AHPRA. For medical practitioners, the benchmark data used are the number of medical practitioners registered by state and territory (using place of principal practice) by main specialty of practice by sex and age group. For nurses and midwives, the benchmark data used are the number of registered practitioners in each state and territory (based on location of principal practice) by division of registration, age group and sex. For psychologists, the benchmark data used are the number of registered practitioners in each state and territory (based on the location of principal practice), by broad registration type by age group by sex. Weighting included an identification of persons with an endorsement of 'clinical psychology', 'clinical neuropsychology' and 'other' (all other psychologists).
Clinical FTE	Clinical FTE measures the number of standard-hour workloads worked by employed health professionals in a direct clinical role. Clinical FTE is calculated by the number of health professionals in a category multiplied by the average clinical hours worked by those employed in the category divided by the standard working week hours. The NHWDS considers a standard working week to be 38 hours for nurses and psychologists and 40 hours for psychiatrists.
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. Average clinical weekly hours are calculated only for those people who reported their clinical hours (those who did not report them are excluded).
Employed	<p>In this report, an employed health professional is defined as one who:</p> <ul style="list-style-type: none">• worked for a total of 1 hour or more, principally in the relevant profession, for pay, commission, payment in kind or profit; mainly or only in a particular state or territory during a specified period, or• usually worked but was away on leave (with some pay) for less than 3 months, on strike or locked out, or rostered off. <p>This includes those involved in clinical and non clinical roles, for example education, research, and administration. 'Employed' people are referred to as the 'workforce'. This excludes those medical practitioners practising psychiatry as a second or third speciality, those who were on extended leave for 3 months or more and those who were not employed.</p>

Full time equivalent **Full time equivalent** (FTE) measures the number of standard-hour workloads worked by employed health professionals. FTE is calculated by the number of health professionals in a category multiplied by the average hours worked by those employed in the category divided by the standard working week hours. In this report, a standard working week for nurses and psychologists is assumed to be 38 hours and equivalent to 1 FTE. Like other medical practitioners, FTE measures for psychiatrists are based on a 40 hour standard working week. This differs from the approach used in Mental health services in Australia reports published before 2004–05, and with some earlier AIHW labour force reports. FTE numbers presented in this section will therefore not be easily comparable with those reports.

Nurse To qualify for registration as a registered or enrolled **nurse** in Australia, an individual must have completed an approved program of study (AHPRA, 2017). The usual minimum educational requirement for a registered nurse is a 3-year degree or equivalent. For enrolled nurses the usual minimum educational requirement is a 1-year diploma or equivalent.

A mental health nurse is an enrolled or registered nurse that indicates their principal area of work is mental health.

Psychiatrist A **psychiatrist** is a qualified medical doctor who has completed specialist training in the diagnosis, treatment and prevention of mental illness and emotional problems. To practice as a psychiatrist in Australia, an individual must be admitted as a Fellow of the Royal Australian & New Zealand College of Psychiatrists (RANZCP). Psychiatrists first train as a medical doctor, then undertake a medical internship followed by a minimum of 5 years specialist training in psychiatry (RANZCP 2013).

Psychologist **Psychologists** with general registration who have a recognised higher degree and advanced supervised practice in a particular area of practice can apply for an area of practice endorsement on their general registration (Psychology Board of Australia 2015). The education and training requirement for general (full) registration is a 6 year sequence comprising a 4 year accredited sequence of study such as an honours degree followed by 2 years of supervised practice as a Provisional Psychologist. The 2 years of supervised practice as a Provisional Psychologist may be undertaken through an internship program or professional postgraduate degree

Specialist endorsement Registered psychologists who practice in an approved area of psychology may be eligible for a **specialist endorsement** (Psychology Board of Australia, 2017). In order to obtain a specialist endorsement, a registered psychologist must complete formal accredited tertiary study in an approved area of practice, followed by a period of supervised practice (Psychology Board of Australia, 2017).

Total hours **Total hours** are the total hours worked per week in the profession, including paid and unpaid work. Average total weekly hours are calculated

only for those people who reported their hours (that is, those who did not report them are excluded).

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