



Australian Government

Department of Health

Health workforce data tool

Variable metadata

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1 Document Control sheet

1.1 Document History

Document Version	Document Date	Author
1.00	09/01/2017	Department of Health

1.2 Document Purpose and Intended Audience

The intended audience of this document is users of the Health workforce data tool.



2 About this document:

This document presents descriptions of variables in the Health workforce data tool and background information for datasets, and imputation and geocoding methods.

3 Datasets:

3.1 The NHWDS

The Australian Health Practitioner Regulation Agency (AHPRA), in conjunction with the national boards, is responsible for the national registration process for 14 health professions. The data from this annual registration process, together with data from a workforce survey that is voluntarily completed at the time of registration, forms the National Health Workforce Dataset (NHWDS). Data in the NHWDS includes demographic and employment information for registered health professionals. A very small proportion of practitioners complete their workforce surveys on paper forms rather than online. AHPRA provides the completed paper survey forms to the Department for scanning, cleansing and merging the paper-based survey data into the online registration and survey dataset.

3.2 Changes to the NHWDS

AHPRA was established in 2010 under the National Registration and Accreditation Scheme (NRAS). At the commencement of the NRAS, the Australian Institute of Health and Welfare (AIHW) was engaged as data custodian of the NHWDS. The AIHW's contract expired on 30 June 2016, and the Department assumed custodianship of the NHWDS on 1 July 2016. The Department has produced revised NHWDS releases from 2013 onwards. Both the original AIHW data and the Department's enhanced data from 2013 onwards are publicly available on the Health workforce data tool.

These revised NHWDS releases vary somewhat from the AIHW's original versions due to minor differences in the method of imputation for survey non-response and to the Department's enhanced geocoding methods, which support a more granular analysis of the geographic distribution of the health workforce.

3.3 Clinical Placements

The Clinical Placements Datasets were collected annually from 2009 to 2014. The datasets contain detailed information on the clinical setting of the placements for each of the health disciplines, and the geographic location of the placement. The datasets will not be updated in the future.

3.4 Historical Data

Historical health workforce data resources for NHWDS up to 30 June 2016 and prior to Nation Registration are available on the AIHW website.



4 Imputation:

The imputation process fills in values that are missing due to non-response, in order to create a complete dataset that can be used for workforce analysis and planning purposes. Missing values are replaced with plausible values based on other available information.

5 Geocoding:

'Geocoding' refers to the allocation of geographic coordinates (longitudes and latitudes, indicated as 'X/Y'). Geocoding processes are used to both clean and enhance the location data provided for the NHWDS.

Geocoding allows for NHWDS records to be mapped to a range of geographical classifications, including the Australian Bureau of Statistics (ABS) Australian Statistical Geography Standard (ASGS), the Modified Monash Model (MMM), remoteness indicators such as ABS Remoteness Area (RA), administrative boundaries such as Local Government Area (LGA), and health-specific classifications such as Primary Health Networks (PHNs).

6 Contact:

Further queries about this document please email the Department via healthworkforcedata@health.gov.au.

7 Variable metadata:

Variable	Description
Age	The practitioner's age at the extract date
ASGS	The ASGS is the ABS new geographical framework and it is effective from July 2011. The ASGS replaces the Australian Standard Geographical Classification (ASGC). The ASGS has been utilised for release of data from the 2011 Census of Population and Housing.
Dental Division	The division within the profession in which the practitioner holds registration
FTE Clinical	Full time equivalent clinical
FTE Total	Full time equivalent total
Hours Clinical	Number of hours the practitioner worked in clinical roles in the previous week
Hours Clinical Private	Number of hours the practitioner worked in a clinical role in the private sector in the previous week
Hours Clinical Public	Number of hours the practitioner worked in a clinical role in the public sector in the previous week
Hours Non-Clinical	Number of hours the practitioner worked in non-clinical roles in the previous week
Hours Total	The total number of hours the practitioner worked in the previous week
Indigenous Status	The practitioner's Indigenous status
Initial Country of Qualifications	Country in which the practitioner obtained their initial professional qualification
Job area	The principal area of the practitioner's main job
Job area as a Midwife	The health professional's principal area of main job in midwifery
Job area as a Nurse	The health professional's principal area of main job in nursing
Job Role	The principal role in the practitioner's main job
Job setting	The principal work setting of the practitioner's main job
Job setting as a Midwife	The principal work setting of the health professional's main job in midwifery
Job setting as a Nurse	The principal work setting of the health professional's main job in nursing
Local Government Area	Derived Local Government Area
Main Job Position	Health professional's position title in main job
Main language used	The main language the health professional uses in patient/client encounters
Modified Monash Model	Derived Modified Monash Model
Number of Practitioners	Head count of practitioners
Nurse Division	The division within the profession in which the practitioner holds registration
Primary Health Network	Derived Primary Health Network
Professions	Profession name
Remoteness Area	Derived Remoteness Area category
Scope of practice	Primary scope of practice of main job
Sex	The sex of the health practitioner
State	Derived State
Summation Options	The Summations Options control the numeric value displayed in the table. Options include the number of practitioners, FTE total and clinical, and hours total and clinical. A user can either choose the sum or mean of the chosen option.



Workforce Status	Workforce status
Year	The year that the data was collected
Years intended to work	Number of years the practitioner intends to remain working in profession in Australia
Years intended to work as a Midwife	Years the health professional intends to remain in the midwifery workforce
Years intended to work as a Nurse	Years the health professional intends to remain in the nursing workforce
Years worked	Number of years the practitioner has worked in profession in Australia
Years worked as a Midwife	Years the health professional has worked in midwifery in Australia
Years worked as a Nurse	Years the health professional has worked in nursing in Australia