



Between 2015 and 2019, the total number of Aboriginal and Torres Strait Islander Health Practitioners with general registration increased by 22.0% from 514 to 670 (a compound annual growth rate of 6.9%). The number of employed Aboriginal and Torres Strait Islander Health Practitioners ('workforce') increased 15.8% from 451 to 549 over the same period (a compound annual growth rate of 5.0%).

The number of employed Aboriginal and Torres Strait Islander Health Practitioners who worked as clinicians increased 19.3% from 388 to 463 over the same period (a compound annual growth rate of 4.5%). Clinicians are Aboriginal and Torres Strait Islander Health Practitioners who indicated that the principal role of their main job was clinician (including managers and supervisors also providing clinical services). Non-clinicians are Aboriginal and Torres Strait Islander Health Practitioners who indicated that the principal role of their main job was administrator (including managers not providing clinical services), teacher, educator, research or other.

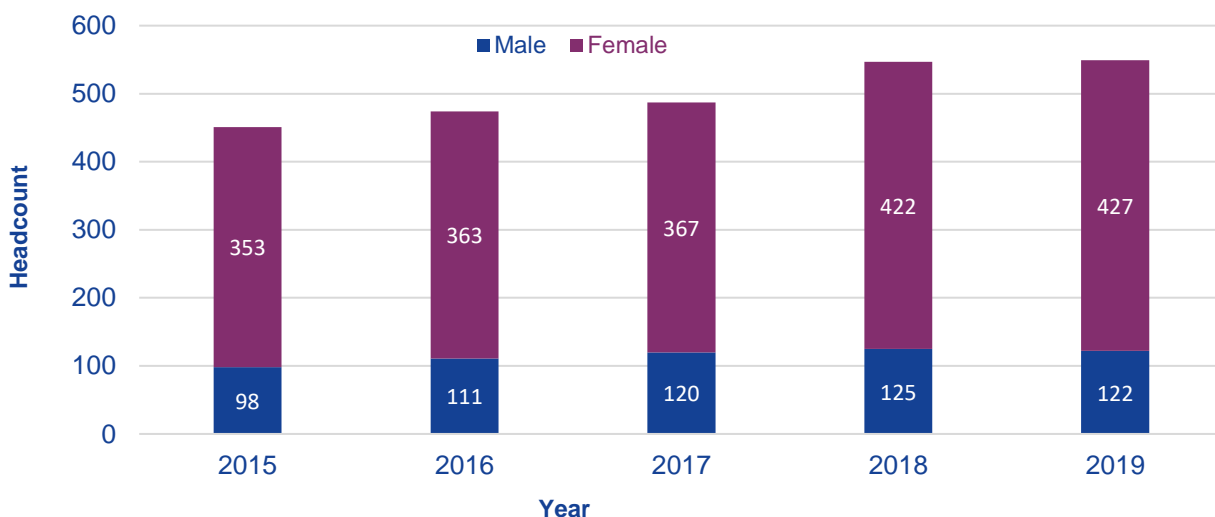
The following analysis of the Aboriginal and Torres Strait Islander Health Practitioners 'workforce' is drawn from the number of employed Aboriginal and Torres Strait Islander Health Practitioners who were working (549 in 2019 as indicated by blue shading in figure 1) unless otherwise stated.

Table 1: Aboriginal and Torres Strait Islander Health Practitioners, 2015 – 2019

| | 2015 | 2016 | 2017 | 2018 | 2019 | Annual growth |
|------------|------|------|------|------|------|---------------|
| Registered | 514 | 549 | 584 | 647 | 670 | 6.9% |
| Employed | 451 | 474 | 487 | 547 | 549 | 5.0% |
| Clinicians | 388 | 392 | 403 | 436 | 463 | 4.5% |

Source: NHWDS Aboriginal and Torres Strait Islander Health Practitioners, 2015 – 2019

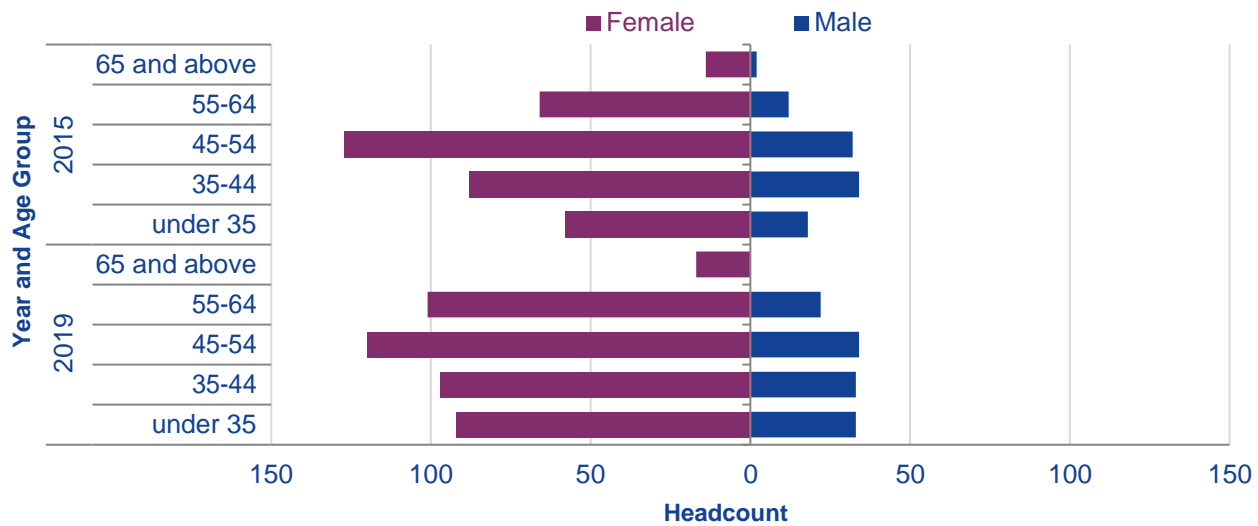
Figure 2: Gender distribution, 2015-2019



Source: NHWDS Aboriginal and Torres Strait Islander Health Practitioners, 2015 – 2019



Figure 3: Age and gender distribution, 2015 and 2019



Source: NHWDS Aboriginal and Torres Strait Islander Health Practitioners, 2015 and 2019

Table 2: Replacement rate, 2015 – 2019

| | 2015 | 2016 | 2017 | 2018 | 2019 |
|-------------------------|------------|------------|------------|------------|------------|
| New entrants | 211 | 82 | 71 | 95 | 91 |
| Exits | 32 | 67 | 55 | 54 | 81 |
| Replacement rate | 6.6 | 1.2 | 1.3 | 1.8 | 1.1 |

Source: NHWDS Aboriginal and Torres Strait Islander Health Practitioners, 2015 – 2019

Table 3: Average hours per week, 2015 – 2019

| | 2015 | 2016 | 2017 | 2018 | 2019 |
|---------------------|-------------|-------------|-------------|-------------|-------------|
| Clinical hours* | 33.7 | 34.1 | 32.9 | 30.5 | 31.8 |
| Non-clinical hours^ | 7.1 | 6.9 | 7.6 | 8.4 | 8.0 |
| Total hours | 40.8 | 41.0 | 40.5 | 38.9 | 39.7 |

Source: NHWDS Aboriginal and Torres Strait Islander Health Practitioners, 2015 – 2019

Due to rounding figures may not sum to the expected total

* Clinical hours are the reported weekly hours worked in clinical roles (including managers and supervisors also providing clinical services)

^ Non-clinical hours are the reported weekly hours worked in non-clinical roles (including teacher, researcher, administrator or other)

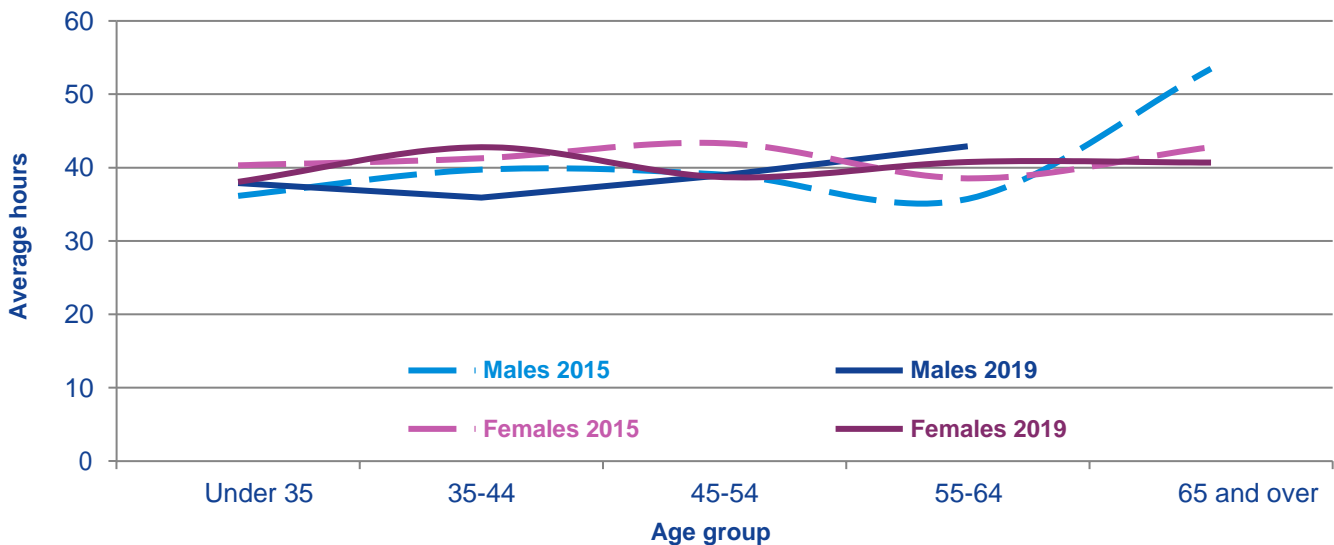


Table 4: Clinical full time equivalent (FTE) by sector, 2015 and 2019

| Sector | 2015 | | 2019 | |
|----------------|--------------|-------|--------------|-------|
| | Clinical FTE | % | Clinical FTE | % |
| Private sector | 273.3 | 68.3% | 303.9 | 66.2% |
| Public sector | 126.7 | 31.7% | 154.9 | 33.8% |
| Total | 399.9 | | 458.8 | |

Source: NHWDS Aboriginal and Torres Strait Islander Health Practitioners, 2015 and 2019
Includes Aboriginal and Torres Strait Islander Health Practitioners who reported working hours in public and / or private sectors in their clinical roles
Due to rounding figures may not sum to the expected total
Full time equivalent (FTE) based on 38 hours per week

Figure 4: Average hours per week by gender and age group, 2015 and 2019



Source: NHWDS Aboriginal and Torres Strait Islander Health Practitioners, 2015 and 2019

Table 5: Principal role, 2015 and 2019

| Principal role | 2015 | | 2019 | |
|---------------------|-----------|-------|-----------|-------|
| | Headcount | % | Headcount | % |
| Clinician | 388 | 86.0% | 463 | 84.3% |
| Administrator | 27 | 6.0% | 35 | 6.4% |
| Teacher or educator | 24 | 5.3% | 33 | 6.0% |
| Researcher | 3 | 0.7% | 3 | 0.5% |
| Other | 9 | 0.0% | 15 | 0.0% |

Source: NHWDS Aboriginal and Torres Strait Islander Health Practitioners, 2015 and 2019



Table 6: Principal work setting, 2015 and 2019

| Principal work setting | 2015 | | 2019 | |
|---------------------------------------|------------|----------------------|------------|----------------------|
| | Headcount | Average weekly hours | Headcount | Average weekly hours |
| Aboriginal health service | 262 | 41.2 | 314 | 39.3 |
| Other community health care service | 38 | 37.7 | 59 | 38.1 |
| Hospital | 22 | 40.0 | 51 | 43.3 |
| Other Aboriginal health service | 53 | 39.9 | 38 | 41.0 |
| Other government department or agency | 39 | 42.0 | 34 | 41.3 |
| Medical centre | - | - | 25 | 35.0 |
| Educational facility | 10 | 35.8 | 11 | 33.9 |
| Private practice | 5 | 33.4 | 4 | 52.0 |
| Remaining work settings | 22 | 46.5 | 13 | 45.2 |
| Total | 451 | 40.8 | 549 | 39.7 |

Source: NHWDS Aboriginal and Torres Strait Islander Health Practitioners, 2015 and 2019

Table 7: Years worked and years intended to remain in the workforce by principal role, 2019

| Principal role | Average years worked | Average years intended to work |
|---------------------|----------------------|--------------------------------|
| Clinician | 8.2 | 12.8 |
| Administrator | 11.7 | 13.1 |
| Teacher or educator | 9.8 | 15.0 |
| Researcher | 2.0 | 17.5 |
| Other | 16.9 | 10.7 |
| Total | 8.8 | 12.9 |

Source: NHWDS Aboriginal and Torres Strait Islander Health Practitioners, 2019



Table 8: Distribution by State/Territory, 2019

| State/Territory | Headcount | Full time equivalent (FTE) | Average weekly hours | Indigenous population (projected) | FTE per 100,000 indigenous population |
|-----------------------------|------------|----------------------------|----------------------|-----------------------------------|---------------------------------------|
| New South Wales | 106 | 108.1 | 38.8 | 281,381 | 38.4 |
| Victoria | 19 | 20.5 | 41.0 | 62,138 | 33.0 |
| Queensland | 105 | 112.7 | 40.8 | 236,186 | 47.7 |
| South Australia | 48 | 46.1 | 36.5 | 45,022 | 102.5 |
| Western Australia | 102 | 110.2 | 41.1 | 107,032 | 103.0 |
| Tasmania | NP | 1.1 | 40.0 | 30,100 | 3.5 |
| Australia Capital Territory | NP | 1.9 | 35.5 | 8,189 | 22.8 |
| Northern Territory | 159 | 166.5 | 39.8 | 77,670 | 214.4 |
| Australia | 549 | 574.1 | 39.7 | 847,992 | 67.7 |

Source: NHWDS Aboriginal and Torres Strait Islander Health Practitioners, 2019
 ABS.Stat Dataset: Projected population, Aboriginal and Torres Strait Islander Australians, Australia, state and territories, 2016 to 2031
 Australia includes unknown state / territory
 Full time equivalent (FTE) based on 38 hours per week



Table 9: Distribution by Modified Monash Model (MMM2019), 2019

| Modified Monash Model | Headcount | Full time equivalent | Average weekly hours |
|-------------------------------|------------|----------------------|----------------------|
| MM1 - Metropolitan | 88 | 85.8 | 37.1 |
| MM2 - Regional centres | 84 | 87.3 | 39.5 |
| MM3 - Large rural towns | 82 | 86.3 | 40.0 |
| MM4 - Medium rural towns | 40 | 42.6 | 40.5 |
| MM5 - Small rural towns | 29 | 28.6 | 37.5 |
| MM6 - Remote communities | 97 | 100.5 | 39.4 |
| MM7 - Very remote communities | 122 | 136.0 | 42.4 |
| Australia | 549 | 574.1 | 39.7 |

Source: NHWDS Aboriginal and Torres Strait Islander Health Practitioners, 2019
Australia includes unknown MMM
Full time equivalent (FTE) based on 38 hours per week
<https://www.health.gov.au/resources/publications/modified-monash-model-fact-sheet>

Table 10: Telehealth practitioners by Modified Monash (MMM2019), 2019

| Modified Monash Model | Percentage |
|-------------------------------|------------|
| MM1 - Metropolitan | 7.2% |
| MM2 - Regional centres | 17.1% |
| MM3 - Large rural towns | 9.0% |
| MM4 - Medium rural towns | 6.3% |
| MM5 - Small rural towns | 5.4% |
| MM6 - Remote communities | 18.9% |
| MM7 - Very remote communities | 36.0% |

Source: NHWDS Aboriginal and Torres Strait Islander Health Practitioners, 2019
MMM breakdown for tele-health refers to the location of the Aboriginal and Torres Strait Islander Health Practitioner, not the location of the person receiving the service
<https://www.health.gov.au/resources/publications/modified-monash-model-fact-sheet>



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References

- 1) National Health Workforce Dataset (NHWDS) Aboriginal and Torres Strait Islander Health Practitioners 2015-2019 (<http://hwd.health.gov.au>)
- 2) ABS.Stat Dataset: Projected population, Aboriginal and Torres Strait Islander Australians, Australia, state and territories, 2016 to 2031