



2019

Aboriginal and Torres Strait Islander Health Practitioners



Aboriginal and Torres Strait Islander Health Practitioners are registered healthcare practitioners who provide clinical services and patient care with a focus on culturally safe practice for Aboriginal and Torres Strait Islander people. They work collaboratively within multidisciplinary healthcare teams to achieve better health outcomes for Aboriginal and Torres Strait Islander people and communities, and play a key role in facilitating relationships between Aboriginal and Torres Strait Islander patients and other health practitioners.

To gain registration, practitioners must complete a minimum 12-month Certificate IV program of study approved by the Aboriginal and Torres Strait Islander Health Practice Board of Australia.

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2019

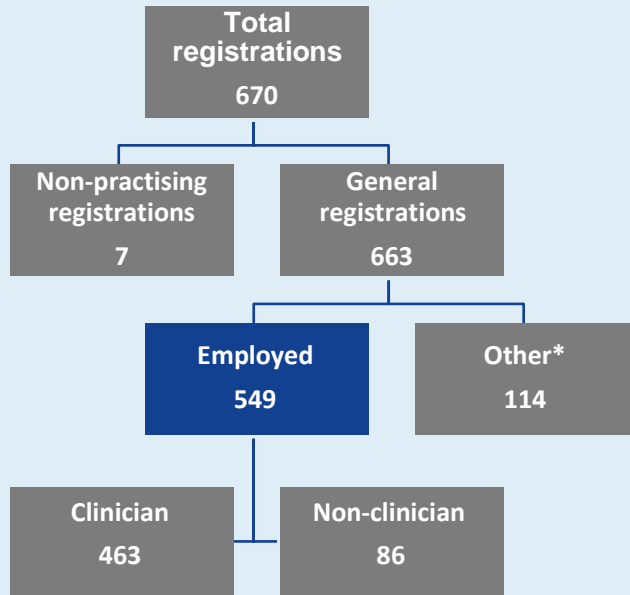
Aboriginal and Torres
Strait Islander Health
Practitioners



1

Workforce

Figure 1: Aboriginal and Torres Strait Islander Health Practitioners: Workforce status, 2019



*Other includes: working but on long leave, working outside the profession, looking for work, overseas, and retired.

Quick Facts - 2019

Quick facts for Aboriginal and Torres Strait Islander Health Practitioners



16.0%
in
metropolitan
areas (MM1)



77.8%
female



39.7
Average
weekly hours



45.1
Average
age



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.

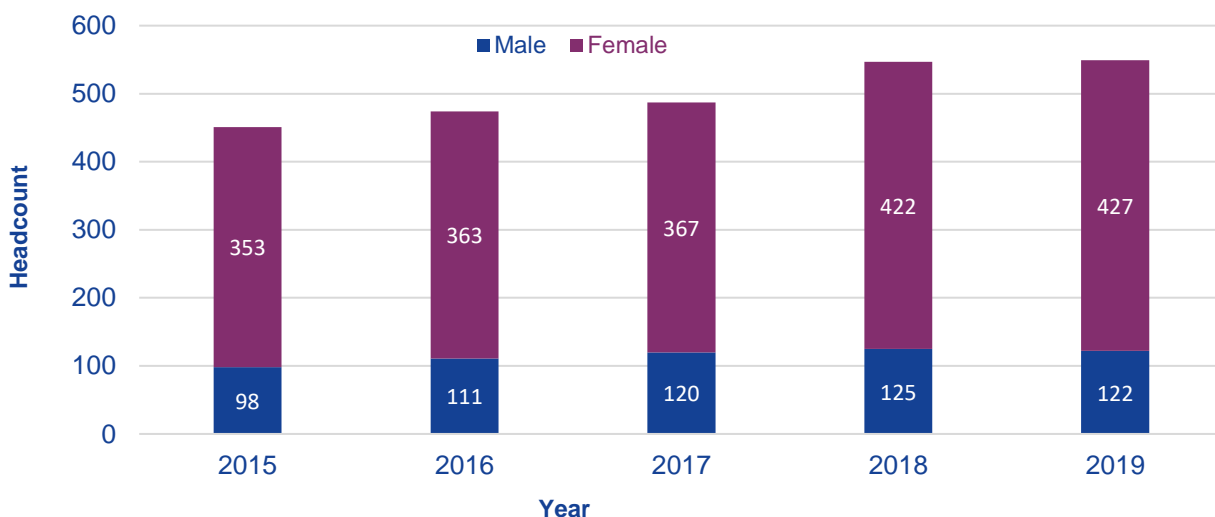
The following analysis of the Aboriginal and Torres Strait Islander Health Practitioners 'workforce' is drawn from the number of employed Aboriginal and Torres Strait Islander Health Practitioners who were working (549 in 2019 as indicated by blue shading in figure 1) unless otherwise stated.

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

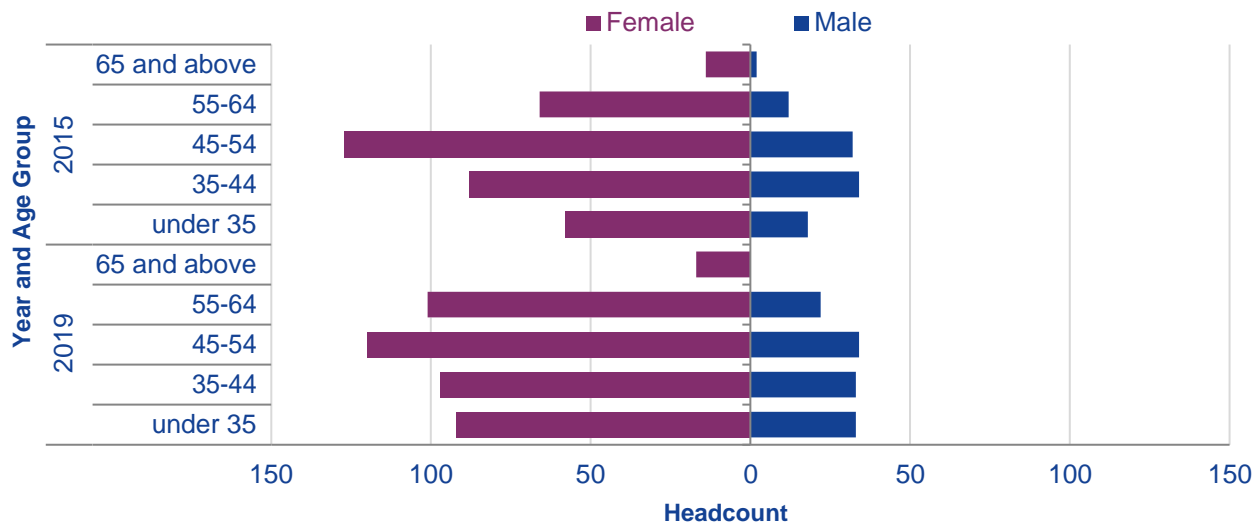
Figure 2: Gender distribution, 2015-2019



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)

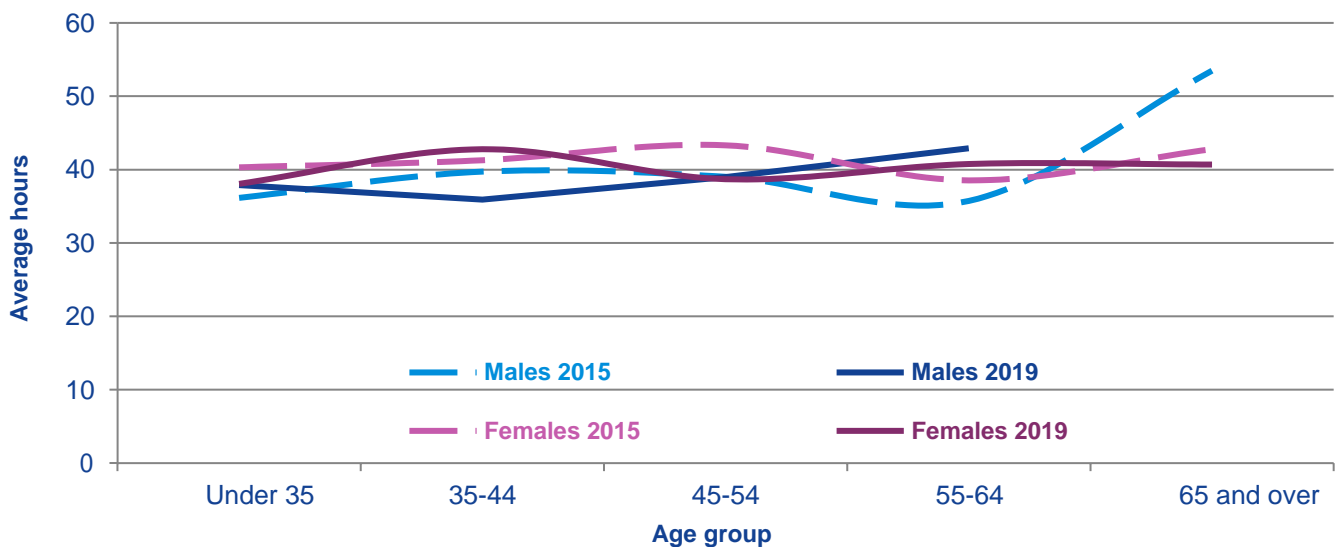


Table 4: Clinical full time equivalent (FTE) by sector, 2015 and 2019

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	2.0%	15	2.7%

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 (MMM), 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