

LA 7752 Tabled Paper

(a – f)

FTE as at June 2011 and February 2012.

|   | <b>FTE</b>      |                 |
|---|-----------------|-----------------|
|   | <b>Jun 11</b>   | <b>Feb 12</b>   |
| <b>(a) Salaried Medical officers</b>                  | 2,762.2         | 3,052.0         |
| <b>(b) Registered nurses</b>                          | 8,768.2         | 9,011.0         |
| <b>(c) Enrolled nurses</b>                            | 963.2           | 946.3           |
| <b>(d) Diagnostic and allied health professionals</b> | 3,568.4         | 3,630.7         |
| <b>(e) Administrative and clerical staff</b>          | 4,009.9         | 4,082.2         |
| <b>(f) Domestic and other staff</b>                   | 3,594.1         | 3,604.1         |
| <b>Total</b>  | <b>23,665.9</b> | <b>24,326.3</b> |

(a – f)

Average salary for June 2011 and February 2012.

|   | <b>Ave Monthly Salary</b> |               |
|---|---------------------------|---------------|
|   | <b>Jun 11</b>             | <b>Feb 12</b> |
| <b>(a) Salaried Medical officers</b>                  | \$14,806.40               | \$14,746.83   |
| <b>(b) Registered nurses</b>                          | \$6,659.35                | \$7,035.22    |
| <b>(c) Enrolled nurses</b>                            | \$5,285.92                | \$5,571.03    |
| <b>(d) Diagnostic and allied health professionals</b> | \$6,200.48                | \$6,549.77    |
| <b>(e) Administrative and clerical staff</b>          | \$5,174.03                | \$5,465.18    |
| <b>(f) Domestic and other staff</b>                   | \$4,521.65                | \$4,768.53    |

- (1) Data Source: HR Data Warehouse -Workforce Data and Modelling.
- (2) Data extracted on 09 March 2012.
- (3) Data represents snapshots for the months of June 2011 and February 2012.
- (4) The following acute public hospitals and psychiatric hospitals were included in the analysis as per peer group definition of the *Australian Hospital Statistics 2009-10* (p. 306, Table A1.7: Public hospital peer group classification. Australian Institute of Health and Welfare 2011. *Australian Hospital Statistics 2009-10*. Health services series no. 40 Cat. No. HSE 107. Canberra: AIHW.)

| Hospital                                    | Peer group | Hospital                           | Peer group |
|---|------------|------------------------------------|------------|
| Sir Charles Gairdner Hospital               | A1         | Narrogin Regional Hospital         | C2         |
| Fremantle Hospital                          | A1         | Margaret River District Hospital   | D1         |
| Royal Perth Hospital                        | A1         | Northam Regional Hospital          | D1         |
| Bunbury Regional Hospital                   | A1         | Warren District Hospital           | D1         |
| Princess Margaret Hospital                  | A2         | Broome District Hospital           | D3         |
| King Edward Memorial Hospital               | A2         | Carnarvon Regional Hospital        | D3         |
| Swan Districts Hospital                     | B1         | Derby Regional Hospital            | D3         |
| Armadale Hospital (including Galliers Wing) | B1         | Esperance District Hospital        | D3         |
| Peel Health Campus                          | B2         | Fitzroy Crossing District Hospital | D3         |
| Albany Hospital                             | B2         | Halls Creek District Hospital      | D3         |
| Osborne Park Hospital                       | C1         | Kununurra District Hospital        | D3         |
| Bentley Hospital                            | C1         | Newman District Hospital           | D3         |
| Kaleeya Hospital                            | C1         | Nikol Bay Hospital                 | D3         |
| Rockingham General Hospital                 | C1         | Port Hedland Regional Hospital     | D3         |
| Geraldton Regional Hospital                 | C1         | Tom Price District Hospital        | D3         |
| Kalgoorlie Regional Hospital                | C1         | Wyndham District Hospital          | D3         |
| Busselton District Hospital                 | C2         | Graylands                          | F          |

The following services/areas were excluded from analysis:

|  |                 |
|--|-----------------|
| Corporate areas (e.g. DOH, DAO, HIN)       | Hospices        |
| Non-acute multi-purpose services hospitals | Dental Services |
| Population Health Services                 | Health Services |
| Community Health Services                  | Nursing Posts   |
| Mental Health Services                     | Pathwest        |

(5) FTE

- FTE is calculated as the monthly Average FTE and is the average hours worked during a period of time divided by the Award Full Time Hours for the same period. Hours include ordinary time; overtime; all leave categories; public holidays, Time Off in Lieu, Workers Compensation.
- FTE figures provided are based on Actual (Paid) month to date FTE.
- Sessional medical practitioners, Agency staff and Casual nurses are excluded from the information provided.
- Professions included in categories are:

|   |   |   |
|---|---|---|
| <b>(a) Salaried Medical officers</b>                  | Salaried medical officers<br>Salaried medical practitioners<br>Salaried radiology (medical imaging)   | Salaried radiotherapy<br>Salaried pathology<br>Salaried other   |
| <b>(b) Registered nurses</b>                          | Nursing services  |   |
| <b>(c) Enrolled nurses</b>                            | Enrolled nurses   | Enrolled mental health nurse  |
| <b>(d) Diagnostic and allied health professionals</b> | Radiology (medical imaging)<br>Radiotherapy<br>Pathology<br>Dietitians<br>Podiatry<br>Chaplaincy<br>Health promotions<br>Rehabilitation assistance<br>Other medical support services<br>Dental technician<br>Dental therapists<br>Registered dental nurse | Salaried dental officers<br>Dental clinical assistant<br>Occupational therapy<br>Pharmacy<br>Physiotherapy<br>Social work<br>Technical<br>Speech pathology<br>Psychologists<br>Assistant in Nursing<br>Other ancillary services |

|  |   |   |
|--|---|---|
| <b>(e) Administrative and clerical staff</b> | General admin & clerical  | Clinical admin support  |
| <b>(f) Domestic and other staff</b>          | Catering<br>Cleaning Services<br>Orderlies & transport<br>Patient support assistants<br>Laundry & linen<br>Store & supply | Home ancillary worker<br>Engineering maintenance services<br>Grounds & gardens<br>Security services<br>Other categories<br>Aboriginal health worker |

(6) Salary

- Average monthly salary for each occupation group is based on the sum of salaries earned in a period of time for each occupation group divided by sum of FTE of that occupation group for the same time period.
- Salaries include ordinary time, overtime, all leave categories, public holidays, Time Off in Lieu, Workers Compensation.
- Salaries exclude all Superannuation payments.
- Salary figures provided are based on Actual (Paid) salaries for the month.
- Monthly salaries and FTE may vary on a month-to-month basis.
- The average monthly salary of Occupation group '(b) Registered Nurses' for the month of June 2011 excludes retrospective back-payments that were made in that month.