



Speech Pathologists Board of Queensland

ABN: 18 893 353 793

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*Speech Pathologists Board of
Queensland*

Data Analysis Advisory Committee

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Professional Registration in Qld

- All persons using the title “Speech Pathologist” in Qld must be registered
- Registration commenced in 1981
- Currently we have 1041 Speech Pathologists registered in Qld



Our Purpose

The Speech Pathologists Board of Queensland administers the **Speech Pathologists Registration Act 2001**, the **Health Practitioners (Professional Standards) Act 1999** and other relevant legislation for the benefit and protection of the community

Board must act independently,
impartially and in the public interest
in performing its duties



Activities of the Board

- Protect the public
- Regulate practice
- Investigate complaints
- Data collection



Data Collection History

- Information for past 20 years (since 1986) at renewal of registration
- Written reports available for
 - 1986, 1988, 1998, 1999
 - **Most recent:- 2003**
 - **Comparison to 1986 (>15 year change)**
 - **Comparison to 1998 (past 5 years)**



Data Collection Form

- Core content relating to key workforce data
 - Registrant demographics (age, sex, qualifications etc)
 - Patterns of employment (working in Qld vs other, main & 2nd job, hours worked, location of job, employment agency)
 - Nature of employment (type of service, position classification)
- New questions introduced to reflect relevant to recent workforce & government issues



The 2003 data collection

847 current registrants

801 responded
95% response rate



Demographics of registrants



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Professional Growth

- May 2003 : 847 registered
- December 1998 : 672 registered
- December 1991 : 489 registered
- December 1988 : 384 registered
- December 1985 : 343 registered
- Official 5 year growth rate 15%



2003: Demographics (n=801)

FEMALE

- 97.6%
- Age distribution
 - 20-29y: 32%
 - 30-39y: 28%
 - 40-49y: 28%
 - >50y : 12%
- **1986: 7% over 40y**
- **1998: 36% over 40y**

MALE

- 2.4%
- Age distribution
 - 20-29y: 31%
 - 30-39y: 58%
 - >40y : <1%
- **1986: 1.4%**
- **1998: 2.2%**



2003: Work Status

801 RESPONDENTS

83.4% WORKING IN QLD

80% working only in QLD
1% working in QLD + interstate
2.4% working in QLD but on leave

9.7% NOT WORKING IN QLD

2.9% working interstate / overseas
4% working but not as a SLP
2.8% not working

71% working

1986

19.5% not working

82.5% working

1998

13.6% not working



Implications for impending “Recency of Practice” Policy

- Standards set for maintaining current clinical skills and knowledge – optimal workforce
- Currently in discussions with profession & SPA
- Under consideration
 - Minimum No. hours of practice over 5 years
 - Meeting annual Professional Development (CPD)



2003: Background & Experience of Workforce (n=666)

- Relatively equal distribution of experience
 - 37% < 5 years
 - 22% 5-10 years
 - 38% >10years

- Professional Level

- 40% PO2, 29% PO3, 9% >PO3

45% PO2

5% PO3

5% >PO3

rf.1986

34% PO2

21% PO3

7% >PO3

rf.1998



Nature of Employment



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2003: Recent Graduates (n=158)

- Defined as graduating in 2000 – 2003
 - 158 registrants - approx 20%
 - >80% University of Queensland Graduates
- Duration to first employment
 - 55% employed by 4 weeks post graduation
 - Only 4% took longer than 20 weeks



2003: Employment Information (n=666)

- Majority 77% hold one employment position
- Nature of employment
 - Primary Position
 - 36% permanent FT, 25% permanent PT ↓ in past 5 years
 - 10% temporary FT, 11% temporary PT ↑ in past 5 years



Seconded Positions

- Purpose: to explore the issue of workforce stability and flexibility
 - New in 2003 : question was poorly understood & answered
- 5% reported they had a official position other than that in which they were working
 - Most were temporarily fulfilling positions more senior
 - A few held project positions



2003: Employment Information (n=666)

- Primary employing bodies
 - Qld Health 29%, Ed Qld 26%
 - Same pattern for new grads
- Small but noticeable Private Practice growth
 - 19.8% work in their own or someone else's practice (as main job)
 - 31.5% as main or second
 - **1986: 14.5% in private practice (main job)**
 - **1998: 19.2% in private practice (main job)**









Nature & Distribution of Services



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2003: Nature of Clinical Services (n=666)

School Based	45.3%	
Community Based	40.8%	
Special School / Unit	28.5%	
Rehabilitation	26.7%	
Acute Care	23.4%	
Other	12.2%	
Long Term Care	11.4%	
Mental Health	5%	
Domiciliary	3.8%	



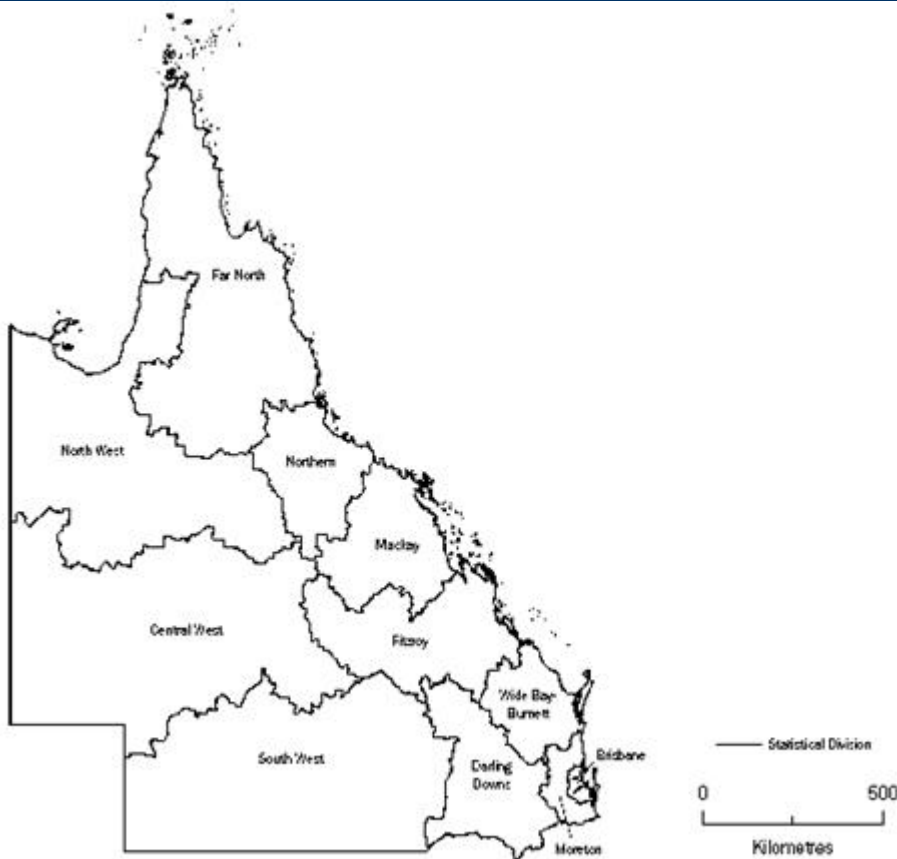
2003: Division of Clinical Services (n=666)

- Paediatric Services 49%*
 - Pre-school 22%
 - Paediatric 23%
 - Adolescent 4%
- Adult Services 17%
 - Adult 9%
 - Aged 8%
- Administration / Management 22%
- Research 4%

**Percentage
of paid clinical hours*



Geographical Distribution & Workload



- Notoriously difficult to analyze
- Qld Health System divides state:
 - Statistical Divisions (SD)
 - containing Statistical Local Areas (SLA)
- Some SDs encompass both rural and metropolitan!
- 2005 Health Systems Review – names 19 SDs with pop<60,000



No. of clinicians per area population

(* includes part time, based on responding clinicians)

METROPOLITAN

- Average:
 - 1 clinician per 9,173 pop
- Highest proportion:
 - PC District: 4,066
 - QEII District: 4,669
 - Rockhampton: 5,680
- Lowest proportion:
 - Bundaberg: 12,561
 - Sunshine Coast: 12,506
 - Logan/Beaudesert: 12,426

RURAL

- Average
 - 1 clinician per 14,075 pop
- Highest proportion
 - North Burnett: 5,140
 - Gladstone: 6,387
 - Mt Isa: 7,680
- Lowest Proportion
 - Central Highlands 24,038
 - Moranbah: 19,505
 - Roma: 18,216



Clinical Hours across Statistical Divisions compared to 1999

- Marked growth noted
 - Brisbane, Far North, Moreton Districts
 - Increases in part time and full time positions
- Some Growth
 - Darling Downs, Fitzroy, Mackay, Northern
 - More increases in part time positions
- Minimal or No Growth
 - Central West, North West, South West and Wide Bay-Burnett districts



In conclusion.....



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Summary / Key Issues

- Profession 3 times larger than in 1985
- More women staying in the profession past 40y
- More registered clinicians “working”
 - Further changes anticipated with “Recency of Practice” policy
- Increasing number hold PO3 & higher positions
- No. of private practitioners has increased
- There is uneven distribution of services in Qld:-
 - proportionally lower in rural health districts
- Uneven growth in services since 1999



Summary / Key Issues

- Limitations of Data collection
 - Information of relevance to registration board
 - Provides only numbers, patterns, workforce distribution
 - Does not answer: needs, demands, shortfalls
 - Needs integration with data from service agencies to answer demand issues, needs analysis



Contact

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