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Australian veterinary workforce survey 2013

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Contents

1 Introduction

The Australian Veterinary Association, together with the state and territory veterinary surgeons' boards and the Australasian Veterinary Boards Council conducted a workforce survey of veterinarians during 2013. The purpose of the survey was to collect data suitable to examine the current profile of the veterinary profession and anticipate future trends and changes. The information will help the profession, government, veterinary boards and others to understand how the provision of veterinary services may be affected by various factors, including increasing numbers of veterinary graduates, career breaks and part-time working.

This report provides a summary of responses to the 2013 veterinary workforce survey.

2 Methods

The workforce survey was adapted from a similar survey administered by the Veterinary Council of New Zealand (Veterinary Council of New Zealand, 2012). Each of the state and territory veterinary surgeons' boards distributed a link either through a separate email to each registered veterinarian or via their board newsletter. The link directed veterinarians to a dedicated web page where they could enter survey responses.

http://ava.informz.net/survistapro/s.asp?id=1284

The on-line version of the survey was made available to veterinarians between 5 January 2013 and 23 January 2014.

An electronic copy of completed survey responses was provided for analysis. Survey responses were entered into a relational database and summarised as frequency tables. Details from the 2006 Census of Population and Housing (Australian Bureau of Statistics, 2006) were retrieved from the Australian Bureau of Statistics. These data were used to create a map showing human population density throughout Australia. Respondents were asked to record their residential and principal business postcode. The geographical point location for each respondent was defined as the centroid of their respective business postcode area using a digital map of Australian postcodes.[1] The geographical distribution of veterinarians that responded to the survey was compared with human population density.

The analyses in this report are based on responses to the 14 questions that comprised the workforce survey. With each of the data summaries interpretive comments are provided. Also included are suggestions to: (a) improve survey response rate, and (b) improve data quality in surveys of this type that might be conducted in the future.

3 Results

3.1 Response

A total of 2976 rows of data were provided in the electronic copy of completed survey responses. The total number of registered veterinarians in Australia on 30 June 2013 was 10,436 (Australasian Veterinary Boards Council, 2013). The overall response rate (i.e. the number of veterinarians that provided valid responses to the survey divided by the total number of registered veterinarians) was 29%. This is a marked improvement on the 2012 survey where the response rate was 14%.

Response rates varied by state-territory with New South Wales, the ACT, Victoria, Western Australia and Tasmania having response rates between 20% and 21% (figures typical for on-line surveys). Consistent with the 2012 workforce survey, response rates for Queensland (5%) and South Australia (12%) were low (Table 1).

Figure 1 is a map of Australia showing the point location of the postcode of the business address of the 1927 respondents that provided postcode details in their completed questionnaire. Overall, the geographic distribution of respondents was consistent with human population density throughout

[1] URL: http://www.abs.gov.au/ausstats

Australia. Of the 2976 individuals that responded to the survey, 1049 did not provide a business postcode which meant that we were unable to allocate them to their respective state or territory. Since it is unlikely that all of the non-responders were from a single state or territory it's reasonable to expect that the overall trends in the observed geographical pattern of response would remain largely unchanged if their business location was reported.

Figure 2 are image plots of Victoria, New South Wales and Southern Queensland showing human population density (expressed as population per square kilometre) as recorded at the 2006 census of population and dwellings. Superimposed on each plot are contour lines showing locations where the number of survey respondents was greater than 0.005 per square kilometre for the 2012 (Figure 2a) and 2013 (Figure 2b) surveys. The areas delineated by the 0.005 per square kilometre contours for the Brisbane and Sydney metropolitan areas for 2012 and 2013 were similar. The areas delineated by the 0.005 per square kilometre contours for the Adelaide and Melbourne metropolitan areas were greater in 2013 compared with 2012. The inference here is that responses from veterinarians in the Adelaide and Melbourne metropolitan areas accounted for much of the improvement in the overall response rate for the 2013 survey.

Table 1: State-territory of business address of respondents at the time of answering the 2013 veterinary workforce survey, number of veterinarians registered with their state veterinary surgeons' board on 30 June 2013 (Australasian Veterinary Boards Council, 2013) and survey response rate.

State-Territory	Respondents *n*	Veterinarians *n*	Response rate
Queensland	136	2476	5%
New South Wales	791	2874	28%
ACT	50	255 [a]	20%
Victoria	519	2573	20%
Tasmania	51	244	21%
Northern Territory	44	123	36%
South Australia	76	627	12%
Western Australia	260	1264	21%
Not stated	1049	-	-
Total	2976	10,436	29%

[a] Veterinarian counts for 2012 as no data for the ACT received by the Australasian Veterinary Boards Council for 2013.

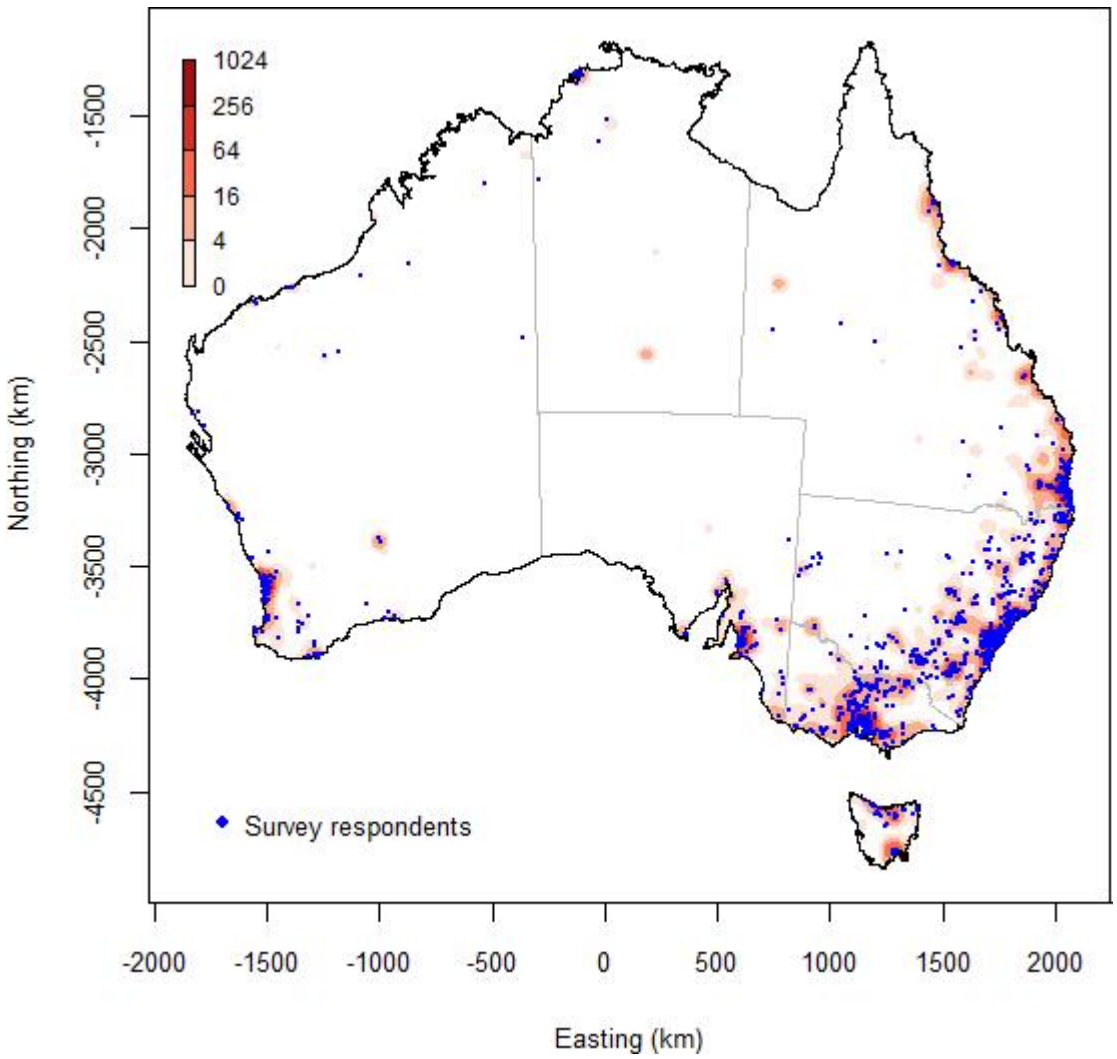
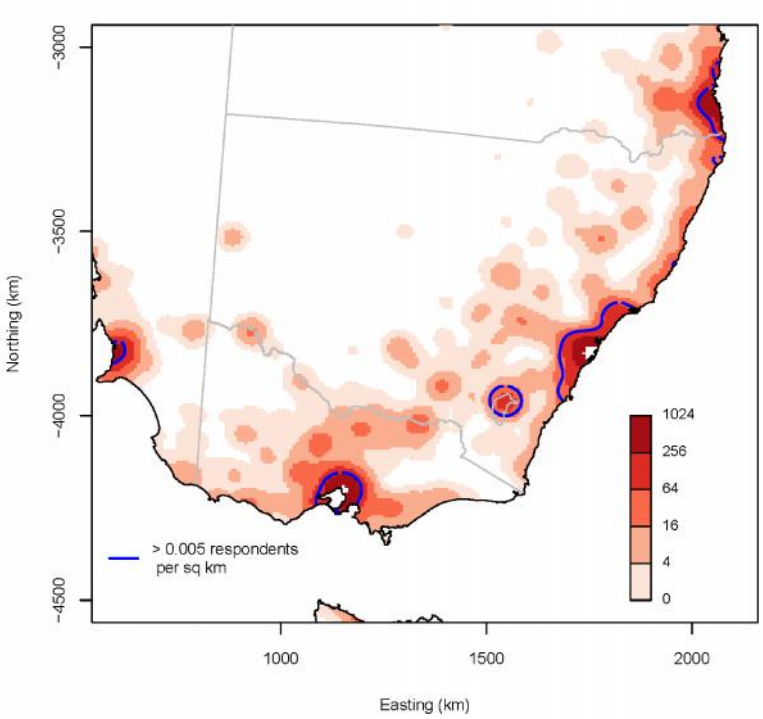
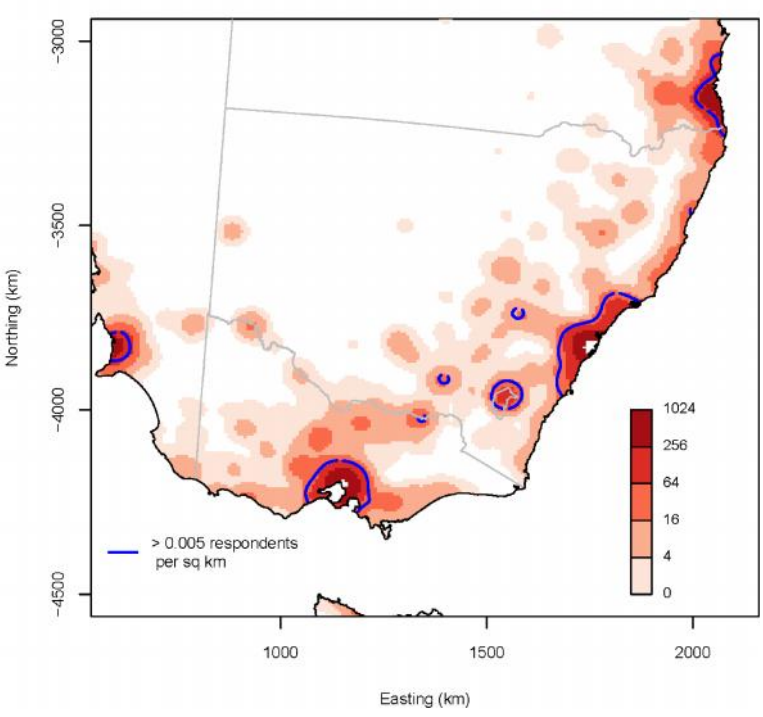


Figure 1: Image plot showing human population density (expressed as population per square kilometre) as recorded at 2006 census of population and dwellings. Superimposed are the point location of the postcode of the business address for the 1927 respondents that provided postcode details in the 2013 veterinary workforce survey.



(a) 2012 workforce survey



(b) 2013 workforce survey

Figure 2: Image plots of Victoria, New South Wales and Southern Queensland showing human population density (expressed as population per square kilometre) as recorded at 2006 census of population and dwellings. Superimposed on each plot are contour lines showing locations where the number of survey respondents was greater than 0.005 per square kilometre: (a) 2012 workforce survey; (b) 2013 workforce survey.

Findings:

The response rate for the 2013 survey (29%) is a marked improvement on the response rate recorded for the 2012 survey (14%). States with substantially increased response rates included New South Wales (22% for 2012, 30% for 2013), Victoria (7% for 2012, 22% for 2013) and Western Australia (14% for 2012, 22% for 2013).

Compared with 2012, there was a decrease in response rate for the ACT (29% for 2012, 20% for 2013) and Tasmania (35% for 2012, 21% for 2013). Questionnaire 'fatigue' might be an issue here: once veterinarians have completed the questionnaire in one year they might be reluctant to complete it again in following years, particularly if the format remains unchanged.

As stated in the 2012 workforce survey report, analysis of demographic data routinely recorded by each of the state- territory veterinary surgeons' boards (i.e. complete enumeration of gender and age of registered veterinarians at the time of registration) would allow the 'representativeness' of workforce survey data to be objectively assessed.

Analyses of the demography of the Australian veterinary profession, in addition to findings from the annual workforce surveys, will facilitate a more evidence-based approach for decision making. Demographic data can be used to provide projections of the age and gender composition of the veterinary workforce over a defined planning horizon. Postcode details can be used to identify areas of the country where the number of veterinarians per head of population or the number of veterinarians per head of livestock population is relatively low (similar to the approach taken in Figure 2). This information provides an objective basis for identifying areas of the country where surveillance for exotic diseases is likely to be weak.

3.2 Age and gender

Table 2 lists the number of veterinarians that responded to the survey by age group and gender. Figure 3 presents the same information as a population pyramid. Younger age groups are dominated by females and older age groups are dominated by males.

Table 2: Age of respondents at time of answering the 2013 veterinary workforce survey, by gender.

Age group	Female	Male	Not stated	Total	Percentage [a]
20 - 30 years	358	70	0	428	20%
31 - 40 years	396	115	0	511	24%
41 - 50 years	287	213	0	500	23%
51 - 60 years	191	224	0	415	19%
61 - 70 years	41	206	0	247	12%
>70 years	4	41	0	45	2%
Not stated	0	0	830	830	-
Total	1277	869	830	2976	-

[a] Percentage of the total number of veterinarians that provided a valid response to the survey (i.e. 2976 - 830 = 2146).

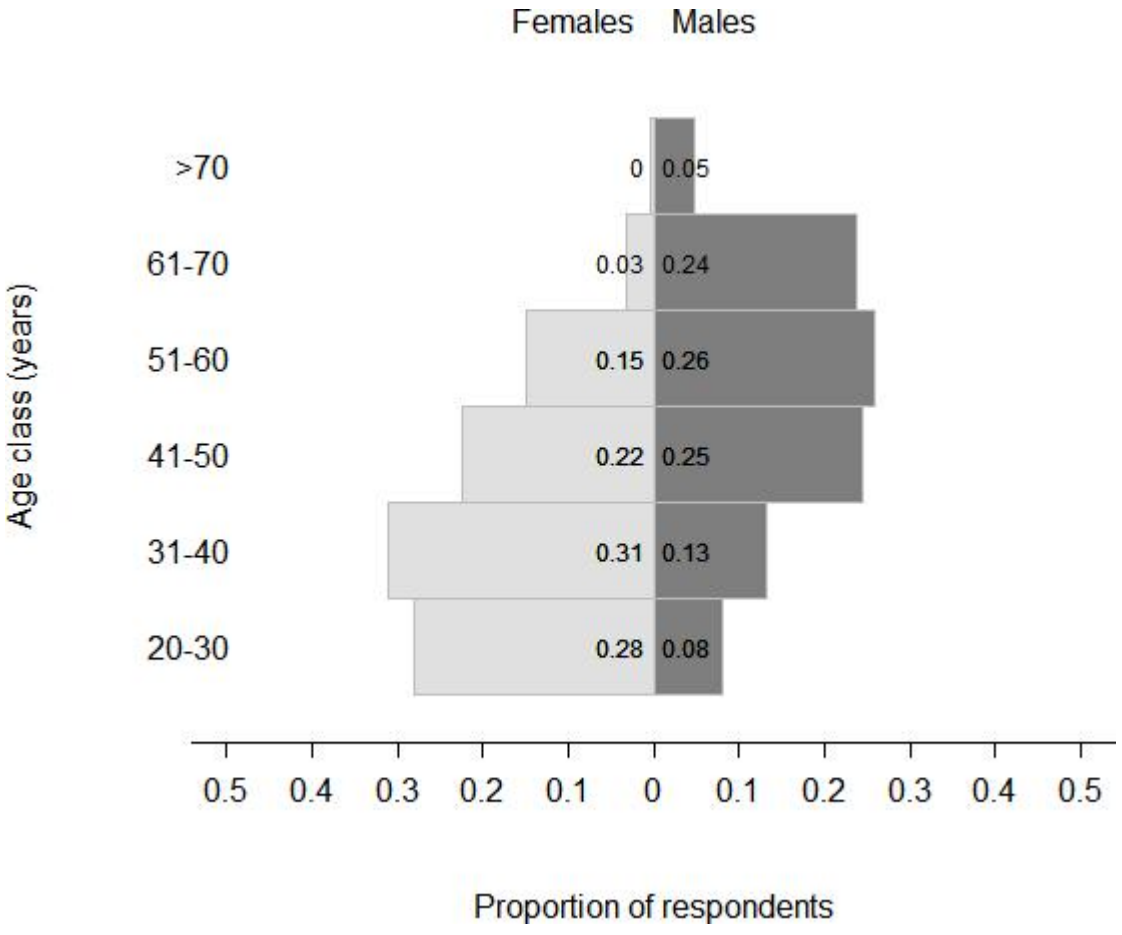


Figure 3: Population pyramid comparing the age distribution of female (left) and male (right) veterinarians that responded to the 2013 veterinary workforce survey.

3.3 Employment and work roles

Respondents were asked to provide details of their current employment using the categories listed in Table 3. A descriptor of work role was requested using the categories listed in Table 4. Most respondents were employed in group private practice (46% of those that provided a valid response to the survey). Only 20% of respondents reported that they were employed in solo private practice in 2013, compared with 30% in the 2012 survey. The inference here would be that either: (a) the question about employment in solo private practice was misinterpreted in either 2012 or 2013, or (b) the composition of the population of veterinarians that responded to the 2013 survey was substantially different to the population that responded to the 2012 survey.

Consistent with most respondents reporting that they were employed in private practice, most respondents (72% of those that provided a valid response to the survey) cited clinician as their primary work role.

Table 3: Employment type at the time of completing the 2013 veterinary workforce survey, by gender.

Employment	Female	Male	Not stated	Total	Percentage
Commonwealth govt	22	15	0	37	2%
State government	43	46	0	89	3%
Local govt	2	0	0	2	0%
Corporate practice	39	24	0	63	3%
Group private practice	539	342	0	881	46%
Solo private practice	201	174	0	375	20%
Self employed/locum	91	49	0	140	7%
Industry	40	36	0	76	4%
Laboratory	10	10	0	20	1%
Research	14	11	0	25	1%
University	83	51	0	134	7%
Other	55	13	0	68	4%
Not stated	138	98	830	1066	-
Total	1277	869	830	2976	-

[a] Percentage of the total number of veterinarians that provided a valid response to the survey (n = 1910).

Counts of veterinarians and numbers of full time equivalent veterinarians working in various activities at the time of completing the 2013 veterinary workforce survey are shown in Table 5. Females FTEs outnumbered male FTEs in work relating to avian health, welfare, companion animals, hobby farm practice, pathology, pharmacy, reptiles, teaching and wildlife.

Findings:

Looking at the responses as they came directly from the survey web site it is clear that most (if not all) respondents had difficulty entering the number of hours spent each week on a given veterinary activity.

An improvement to the survey would be to simply ask respondents to enter the number of routine hours worked in a typical week and then to ask them to enter the percentage of time engaged in each of the activities listed in Table 5. A running total of the percentage of time should be kept, and an error message issued if the percentage of time entered exceeded 100.

Table 4: Work role at the time of completing the 2013 veterinary workforce survey, by gender.

Work role	Female	Male	Not stated	Total	Percentage [a]
Clinician	858	532	0	1390	72%
Education	48	19	0	67	3%
Management	41	53	0	94	5%
Research	25	16	0	41	2%
Service	16	6	0	22	1%
Specialist-consultant	71	87	0	158	8%
Technical	74	64	0	138	7%
Voluntary	2	4	0	6	0%
Other	2	0	0	2	0%
Not stated	140	88	830	1058	-
Total	1277	869	830	2976	-

[a] Percentage of the total number of veterinarians that provided a valid response to the survey (n = 1918).

3.4 Hours worked per week

Respondents were asked to record the number of routine hours worked per week as a veterinarian in 2013. Figure 4 is a box and whisker plot showing the distribution of cited work hours by age group and gender. Descriptive statistics of the number of routine hours worked per week by work role (clinician, non-clinician) and gender are shown in Table 6. The median work hours worked per week for clinicians (40, interquartile range [IQR] 30-48) was similar to that of non-clinicians (40, IQR 34-50).

For women (across all age groups) the median routine hours worked per week was 38 (interquartile range [IQR] 28-45) and for men it was 44 (IQR 38-50, Table 6). Differences in work hours by gender were greatest in the 31-40 and 41-50 year age groups with males working, on average, 11 hours per week more than females.

Table 5: Counts of veterinarians and number of full time equivalent (FTEs) veterinarians working in various activities at the time of completing the 2013 veterinary workforce survey, by gender. A full time equivalent is defined as 38 hours worked per week in a given veterinary activity.

Work type	Female		Male		Total	
	n	FTEs	*n*	FTEs	*n*	FTEs
Aquaculture	5	1.9	3	0.3	8	2.2
Avian	133	6.6	64	4.3	197	10.9
Welfare	148	32.0	101	15.4	249	47.4
Beef	128	15.5	159	32.5	287	48.0
Camelids	29	1.3	19	0.9	48	2.2
Companion animals	841	624.3	511	440.3	1352	1064.6
Compliance	59	6.6	78	12.8	137	19.3
Dairy	71	13.0	78	27.1	149	40.1
Deer	1	0.1	1	0.1	2	0.1
Biosecurity	58	21.0	64	27.1	122	48.1
Export certification	32	4.6	40	4.0	72	8.7
Epidemiology	22	4.3	29	6.0	51	10.3
Equine	194	65.3	173	68.2	367	133.5
Goats	35	1.7	15	0.6	50	2.3
Meat inspection	2	1.2	5	3.2	7	4.4
Hobby farm	57	4.0	31	1.8	88	5.8
Pathology	104	20.1	61	17.2	165	37.3
Pharmaceutical	41	14.5	21	7.9	62	22.4
Sheep	58	6.9	69	9.9	127	16.8
Reproduction	39	4.7	33	6.4	72	11.1
Pigs	8	0.3	12	2.6	20	2.9
Practice management	189	39.6	215	59.3	404	99.0
Poultry	19	2.0	15	5.6	34	7.6
Reptiles	166	8.3	51	3.7	217	12.0
Research	66	22.3	57	21.2	123	43.5
Industry	32	24.7	30	22.8	62	47.5
Teaching	140	41.3	73	21.5	213	62.7
Wildlife	181	17.4	66	5.7	247	23.1
Other	51	19.4	41	22.0	92	41.4
Total	-	1025	-	850	-	1875

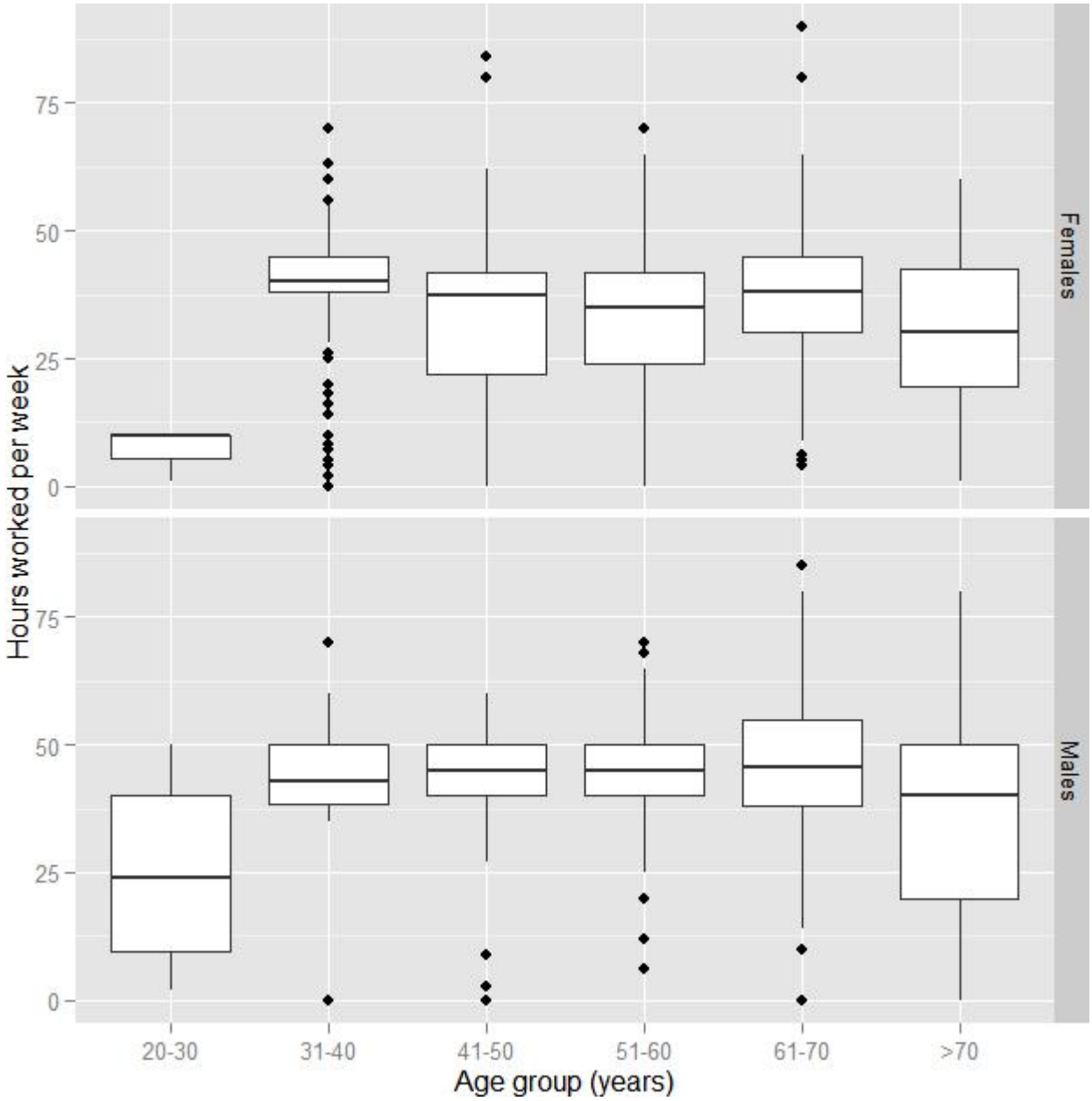


Figure 4: Box and whisker plot showing the distribution of hours worked per week by age group and gender for the 2013 veterinary workforce survey. In the above plot the horizontal lines within each box represent the median number of hours worked per week for each age group. The lower and upper bound of each boxes represent the 25th and 75th quantiles of the distribution of work hours, respectively. The lower and upper whiskers represent the lower and upper bounds of the 95% confidence interval around the distribution of work hours. The closed circles represent outliers.

Table 7 provides descriptive statistics of the number of hours spent on call per week, by work role (clinician, non-clinician) and gender. As expected, clinicians spent a greater number of hours per week on call (median 7 hours, IQR 0-36 hours) compared with non-clinicians (median 0 hours, IQR 0-21 hours). Male clinicians spent a greater number of hours per week on call (median 14 hours, IQR 0-48) compared with female clinicians (median 2 hours, IQR 0-32).

Table 6: Descriptive statistics of the number of hours worked per week as a veterinarian by work role (clinician, non-clinician) and gender for the 2013 veterinary workforce survey.

Work role	*n*	Mean (SD)	Median (Q1, Q3)	Min, Max	Not stated
Clinician:					
Female	858	35 (14)	38 (27, 44)	0, 84	55
Male	532	43 (14)	44 (38, 50)	0, 80	35
Total	1390	38 (14)	40 (30, 48)	0, 84	90
Non-clinician:					
Female	279	38 (13)	40 (30, 45)	0, 90	22
Male	249	43 (15)	45 (38, 50)	0, 85	13
Total	528	40 (15)	40 (34, 50)	0, 90	35
Not stated:					
Female	140	12 (14)	10 (2, 14)	0, 40	133
Male	88	10 (20)	0 (0, 10)	0, 40	84
Total	1058	11 (15)	5 (0, 14)	0, 40	1047
All veterinarians:					
Female	1277	36 (14)	38 (28, 45)	0, 90	210
Male	869	43 (14)	44 (38, 50)	0, 85	132
Total	2976	39 (15)	40 (30, 48)	0, 90	1172

3.5 International graduates

Table 8 presents counts of survey respondents stratified by gender and the country where their first veterinary degree was obtained. Considering all respondents (i.e. including those who did not state the country where their first veterinary degree was obtained) the percentage of respondents with veterinary qualifications from an Australian university was 65%, substantially less than the 94% Australian graduates reported in the 2012 survey. This figure is similar to the findings of the Veterinary Council of New Zealand 2012 veterinary workforce survey (Veterinary Council of New Zealand, 2012) where the proportion of respondents with veterinary qualifications from a domestic (i.e. New Zealand) university was 72%.

Table 7: Descriptive statistics of number of hours on call worked per week by gender, for the 2013 workforce survey.

Work role	*n*	Mean (SD)	Median (Q1, Q3)	Min, Max	Not stated
Clinician:					
Female	858	21 (32)	2 (0, 32)	0, 189	55
Male	532	30 (40)	14 (0, 48)	0, 200	34
Total	1390	24 (36)	7 (0, 36)	0, 200	89
Non-clinician:					
Female	279	12 (24)	0 (0, 14)	0, 168	23
Male	249	19 (33)	0 (0, 32)	0, 168	13
Total	528	15 (29)	0 (0, 21)	0, 168	36
Not stated:					
Female	140	0.3 (0.8)	0 (0, 0)	0, 2	133
Male	88	7 (16)	0 (0, 0)	0, 40	82
Total	1058	3 (11)	0 (0, 0)	0, 40	1045
All veterinarians:					
Female	1277	18 (30)	0 (0, 30)	0, 189	211
Male	869	26 (38)	7 (0, 42)	0, 200	129
Total	2976	22 (34)	2 (0, 35)	0, 200	1170

Table 8: Country where first veterinary degree was obtained, by gender.

Country	Female	Male	Not stated	Total	Percentage [a]
Australia	1145	776	0	1921	90%
European Union	16	9	0	25	1%
New Zealand	19	15	0	34	2%
North America	19	3	0	22	1%
Other [b]	15	27	0	42	2%
Other European [c]	6	2	0	8	0%
United Kingdom	47	27	0	74	3%
Not stated	10	10	830	850	-
Total	1277	869	830	2976	-

[a] Percentage of the total number of veterinarians that provided a valid response to the survey (*n* = 2126).
[b] Includes South Africa, The Phillipines, Malaysia.
[c] Non European Union countries such as Denmark and Switzerland.

3.6 Income

Counts of survey respondents stratified by income category and gender are shown in Table 9. The same data by work hours (part-time, full-time), employment category, work role and age are shown in Tables 10, 11 12 and 13, respectively.

Of the eight levels of income category the $60,000 to $80,000 category had the highest proportion of respondents. Forty-nine per cent of male respondents that provided a valid answer to the income question stated that they earned more than $100,000 per year compared with only 16% of females. This reflects the fact that the data are confounded by age (Table 2) with most of the males that responded to the survey being older and therefore being more likely to be in a higher income category, compared with females.

To address this issue an estimate of annual income was obtained for each respondent by taking the midpoint of their selected income category. For those in the >$150k per year category an annual income of $175,000 was assigned. Annual income was converted into weekly earnings and the total number of hours worked per week used to calculate the approximate amount earned per hour worked. Figure 5 is a box and whisker plot showing the distribution of remuneration per hour by age group and gender.

Findings:

Care should be exercised when interpreting Figure 5 because a valid remuneration per hour estimate could only be calculated for 550 of the 2976 survey responses. This said, the following comments can be made: (a) there is steady (though slight) increase in average hourly earnings for both males and females up until the age of 51-60; (b) there is no obvious disparity in the amount earned by males and females per hour across all age groups though, if anything, median hourly earnings for females in the 20-30 and 31-40 age groups were marginally greater than that of males; (b) after the age of 40 male and female hourly earnings are similar, although males are characterised by small numbers of individuals earning in excess of $100 per hour.

Table 9: Counts of respondents by annual income category and gender.

Income category	Female (%)	Male (%)	Not stated	Total	Percentage [a]
<$20k	103	32	0	135	8%
$20 - $40k	123	33	0	156	9%
$40 - $60k	226	49	0	275	16%
$60 - $80k	264	114	0	378	22%
$80 - $100k	144	124	0	268	16%
$100k - $120k	92	97	0	189	11%
$120k - $150k	44	101	0	145	8%
>$150k	33	144	0	177	10%
Not stated	248	175	830	1253	-
Total	1277	869	830	2976	-

[a] Percentage of the total number of veterinarians that provided a valid response to the survey (n = 1723).

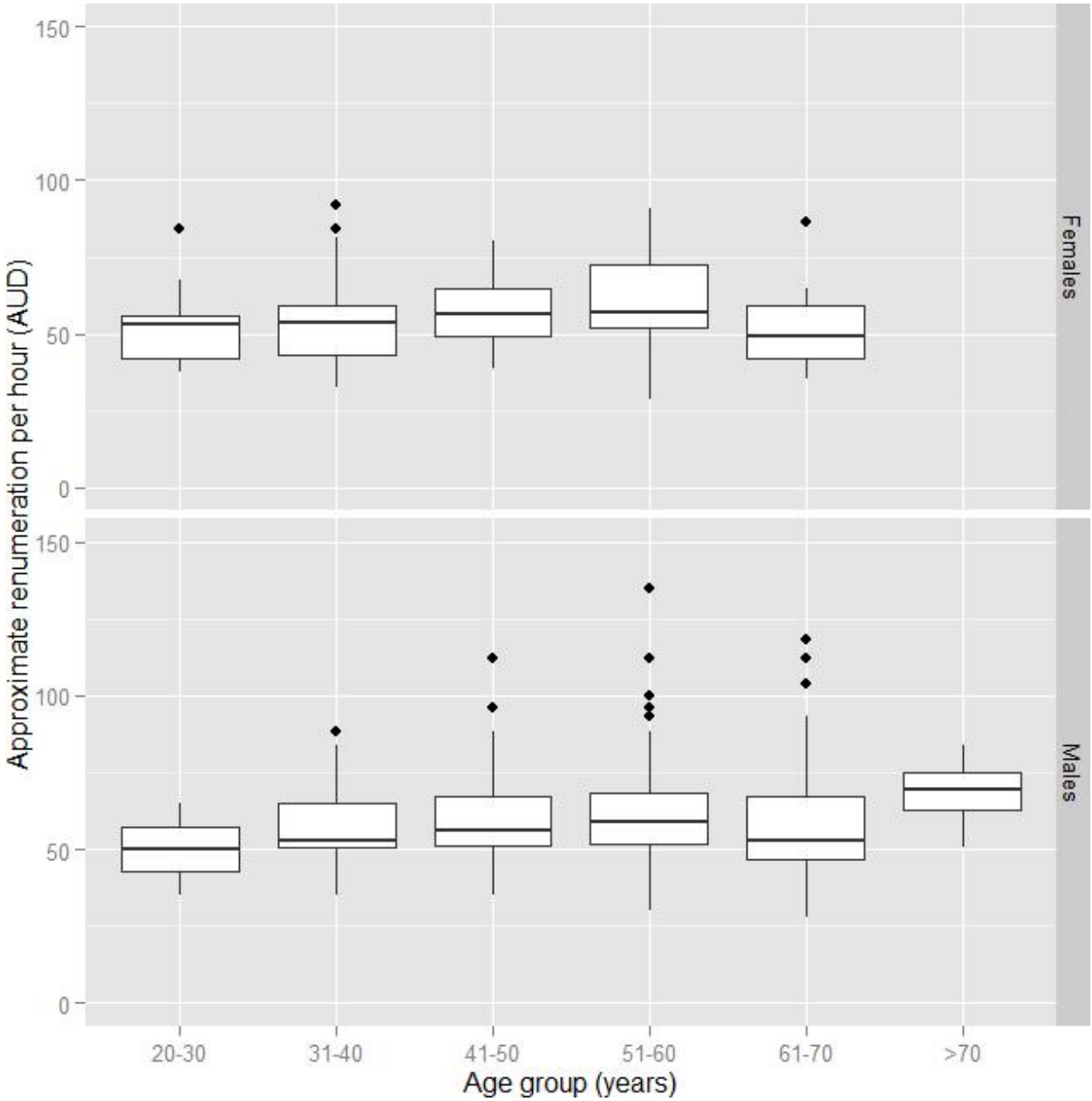


Figure 5: Box and whisker plot showing the distribution of remuneration per hour by age group and gender for the 2013 veterinary workforce survey. In the above plot the horizontal lines within each box represent the median amount earned per hour worked for each age group. The lower and upper bound of each boxes represent the 25th and 75th quantiles of the distribution of hourly remuneration, respectively. The closed circles represent outliers.

Table 10: Counts of respondents by annual income category and work hours.

Income category	Part time [a]	Full time	Not stated	Total
<$20k	103	31	1	135
$20 - $40k	104	52	0	156
$40 - $60k	82	193	0	275
$60 - $80k	51	326	1	378
$80 - $100k	13	255	0	268
$100k - $120k	5	184	0	189
$120k - $150k	4	141	0	145
>$150k	2	175	0	177
Not stated	16	67	1170	1253
Total	380	1424	1172	2976

[a] Less than 30 hours worked per week as a veterinarian.

Table 11: Counts of respondents by annual income category and employment code.

Income category	Govt [a]	Practice [b]	Industry	Laboratory	Locum	Research [c]	Other	Not stated	Total
<$20k	1	79	2	0	26	13	7	7	135
$20 - $40k	3	110	1	0	20	10	7	5	156
$40 - $60k	10	203	5	0	29	16	12	0	275
$60 - $80k	18	297	6	4	23	18	8	4	378
$80 - $100k	24	170	17	3	9	32	10	3	268
$100k - $120k	37	111	10	2	2	21	5	1	189
$120k - $150k	21	85	15	5	1	14	3	1	145
>$150k	4	138	10	4	5	14	2	0	177
Not stated	10	126	10	2	25	21	14	1045	1253
Total	128	1319	76	20	140	159	68	1066	2976

[a] Includes veterinarians employed by the commonwealth, state and local governments.

[b] Includes veterinarians in corporate, group and solo private practice.

[c] Includes veterinarians employed by universities.

Table 12: Counts of respondents by annual income category and work role.

Income category	Clinician	Education	Management	Service	Specialist	Technical	Voluntary	Research	Other	Not stated	Total
<$20k	99	5	3	3	8	1	3	6	1	6	135
$20 - $40k	126	6	2	1	9	3	2	5	1	1	156
$40 - $60k	231	11	5	3	9	12	0	4	0	0	275
$60 - $80k	318	7	14	2	17	12	0	6	0	2	378
$80 - $100k	178	18	12	3	22	31	0	3	0	1	268
$100k - $120k	106	7	9	6	22	34	0	4	0	1	189
$120k - $150k	79	3	16	2	19	23	0	3	0	0	145
>$150k	118	3	17	0	26	8	0	5	0	0	177
Not stated	135	7	16	2	26	14	1	5	0	1047	1253
Total	1390	67	94	22	158	138	6	41	2	1058	2976

Table 13: Counts of respondents by annual income category and age.

Income category	20-30 years	31-40 years	41-50 years	51-60 years	61-70 years	> 70 years	Not stated	Total
Females:								
<$20k	17	49	20	11	5	1	0	103
$20 - $40k	23	45	38	11	5	1	0	123
$40 - $60k	98	61	43	21	3	0	0	226
$60 - $80k	85	79	56	39	4	1	0	264
$80 - $100k	24	51	34	32	3	0	0	144
$100k - $120k	6	34	28	19	5	0	0	92
$120k - $150k	0	15	13	13	3	0	0	44
>$150k	3	7	9	14	0	0	0	33
Not stated	102	55	46	31	13	1	415	663
Total	358	396	287	191	41	4	415	1692
Males:								
<$20k	0	2	1	5	14	10	0	32
$20 - $40k	1	2	6	2	21	1	0	33
$40 - $60k	16	8	6	4	12	3	0	49
$60 - $80k	27	14	31	25	15	2	0	114
$80 - $100k	7	24	39	37	17	0	0	124
$100k - $120k	1	20	24	22	29	1	0	97
$120k - $150k	1	15	31	35	18	1	0	101
>$150k	0	15	42	56	29	2	0	144
Not stated	17	15	33	38	51	21	415	590
Total	70	115	213	224	206	41	415	1284
All veterinarians:								
<$20k	17	51	21	16	19	11	0	135
$20 - $40k	24	47	44	13	26	2	0	156
$40 - $60k	114	69	49	25	15	3	0	275
$60 - $80k	112	93	87	64	19	3	0	378
$80 - $100k	31	75	73	69	20	0	0	268
$100k - $120k	7	54	52	41	34	1	0	189
$120k - $150k	1	30	44	48	21	1	0	145
>$150k	3	22	51	70	29	2	0	177
Not stated	119	70	79	69	64	22	830	1253
Total	428	511	500	415	247	45	830	2976

3.7 Continuing professional development

The final component of the 2013 workforce survey comprised questions related to continuing professional development (CPD).

Respondents were asked to list the CPD methods they actually used in 2012 and the CPD methods they planned to undertake in 2013. CPD methods included collegial discussion, conference attendance, face-to-face course work, informal reading, online course work, shadowing, and teaching.

Table 14 provides counts of respondents that used up to six of the listed CPD methods in 2012. Thirty-four per cent of respondents reported that they undertook no CPD in 2012. Of those that undertook CPD the majority reported using four individual methods (22%).

Table 14: Number of CPD methods reported for 2012, by gender.

Number CPD methods	Female	Male	Not stated	Total (%)
0	333	261	427	1021 (34%)
1	101	62	51	214 (7%)
2	126	80	48	254 (9%)
3	197	142	97	436 (15%)
4	345	200	119	664 (22%)
5	87	60	37	184 (6%)
6	88	64	51	203 (7%)
Total	1277	869	830	2976 (100%)

Table 15 lists the frequency of CPD methods for 2012 and 2013. In Table 15 the counts of CPD methods are greater than the number of survey respondents because more than one CPD method could be quoted per respondent. A total of 6039 individual CPD methods were used by the 2976 survey respondents in 2012. In 2013 the planned number of individual CPD methods was 6103.

In 2012 the most frequently cited CPD method was informal reading (24%) followed by conference attendance (19%) and face-to-face course work (18%).

Table 15: Frequency of stated CPD methods, 2012 and 2013.

Method	2012 (%)	2013 (%)
Collegial discussions	634 (10%)	602 (10%)
Conference	1159 (19%)	1289 (21%)
Face-to-face course	1100 (18%)	1048 (17%)
Informal reading	1467 (24%)	1374 (23%)
Online course	1030 (17%)	1137 (19%)
Shadowing	107 (2%)	145 (2%)
Teaching	542 (9%)	508 (8%)
Total	6039 (100%)	6103 (100%)

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