

SPECIALIST DIGITAL HEALTH WORKFORCE CENSUS SUMMARY REPORT

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ACKNOWLEDGEMENTS

The 2021 Specialist Digital Health Workforce Census was conducted by RMIT University and The University of Melbourne.

We thank all the individuals who promoted and completed the 2021 Census.

Funding for the 2021 Census was from the members of the Census Management Group, including:

- Australian Digital Health Agency
- Australian Library and Information Association Health Libraries Australia
- Australasian College of Health Informatics
- Department of Health and Human Services Victoria
- Health Informatics Society of Australia
- Health Information Management Association of Australia

We are grateful for support from the University of Tasmania, and research associate Sarah Low.

This report is supported by the Digital Health Cooperative Research Centre Limited (DHCRC). DHCRC is funded under the Commonwealth Government Cooperative Research Centres Program.

We acknowledge the Aboriginal and Torres Strait Islander people as the traditional custodians of the country throughout Australia, and their continuing connection to land, culture and community, including the places where we live and work. We acknowledge the importance of the Aboriginal and Torres Strait Islander peoples in Australia's health and care sector.

How to cite this report:

Butler-Henderson, K., Gray, K., & Arabi, S. (2023). Specialist digital health workforce census: Summary report 2021. RMIT University. DOI: 10.25439/rmt.24521836. <https://www.rmit.edu.au/partner/hubs/digital-health-hub>



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INTRODUCTION

This report summarises Australian findings from the Specialist Digital Health Workforce Census conducted from 1 July to 31 July, 2021. In 2021, the Census targeted any individual anywhere in the world who self-identified as part of this workforce. The 582 responses from those who reside in Australia are summarised in this report.

The Census is a snapshot that counts and profiles the current workforce, identifies workforce education and career patterns, indicates workforce structures and highlights workforce shortfalls. The Census includes anyone whose main role is to work with health data, health information or health knowledge, with a responsibility to perform functions such as: analysing, designing, developing, implementing, maintaining, managing, operating, evaluating, or governing data, technology, systems, and services.

The findings continue to advance our understanding of an ill-defined section of the workforce. These human resources, the backbone for critical communication pathways and evidence-informed decision-making, can be characterised as HIDDIN: **H**Health **I**nformatics, **D**igital **D**ata, **I**nformation, and **k**nowledge workers. The health system is increasingly reliant on this workforce to realise benefits from large health IT investments and to create value from increasing volumes of electronic health data.

The Census is an ongoing research program designed to collect global workforce data at regular intervals. The Census instrument and processes have been developed through rigorous and consultative methods. Detailed data analyses by principal investigators are available in peer-reviewed sources, and raw data are available for others to analyse.

For further information about the Census:

Butler-Henderson, K., Gray, K., Greenfield, D., Low, S., Gilbert, C., Ritchie, A., Trujillo, M., Bennett, V., Brophy, J., Schaper, L. (2017). Development of a national census of the health information workforce: Expert panel recommendations. *Studies in Health Technology and Informatics*, vol. 239, pp. 8-13. DOI:10.3233/978-1-61499-783-2-8 (<http://ebooks.iospress.nl/publication/46964>).

LinkedIn

<https://www.linkedin.com/company/australian-health-information-workforce-census/>

Website

<https://www.rmit.edu.au/partner/hubs/digital-health-hub>

Email

digital.health.hub@rmit.edu.au

KEY FINDINGS

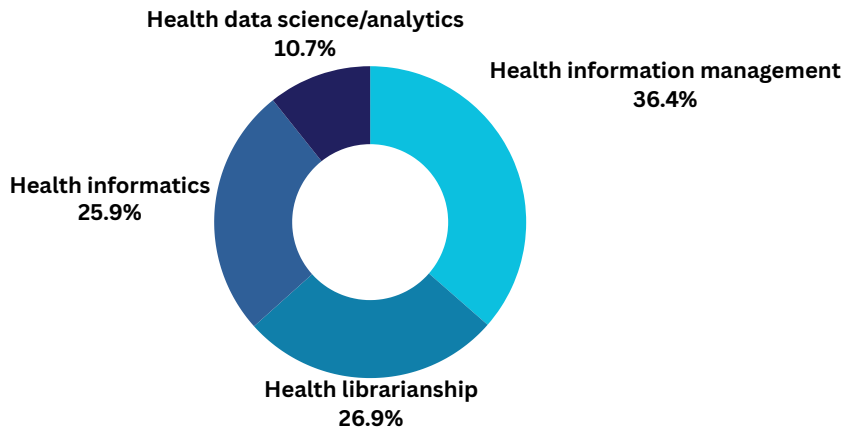
DEMOGRAPHICS

The specialist digital health workforce is an older, largely female workforce. Yet, these demographics change when examined by occupational specialty area.

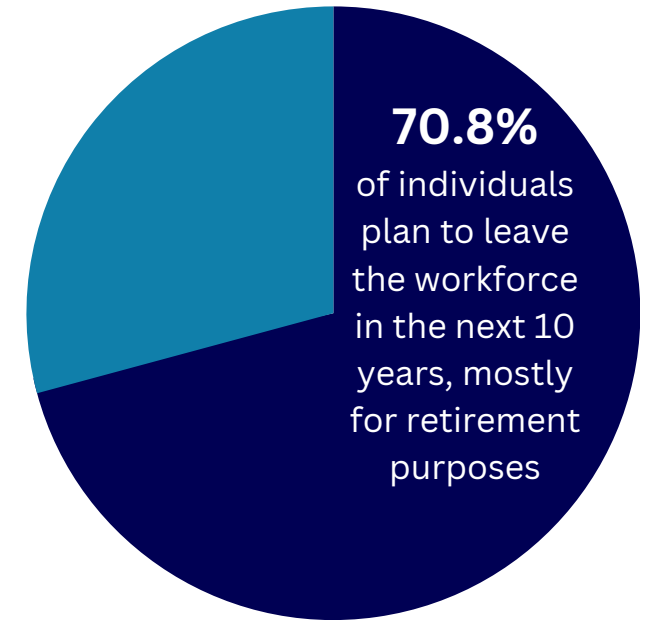
Occupational area	Avg. age	% Male
Health data science/analytics	46	40%
Health informatics	49	39%
Health information management	49	28%
Health librarianship	54	9%

OCCUPATIONAL CATEGORY

The top 4 occupational specialties are:

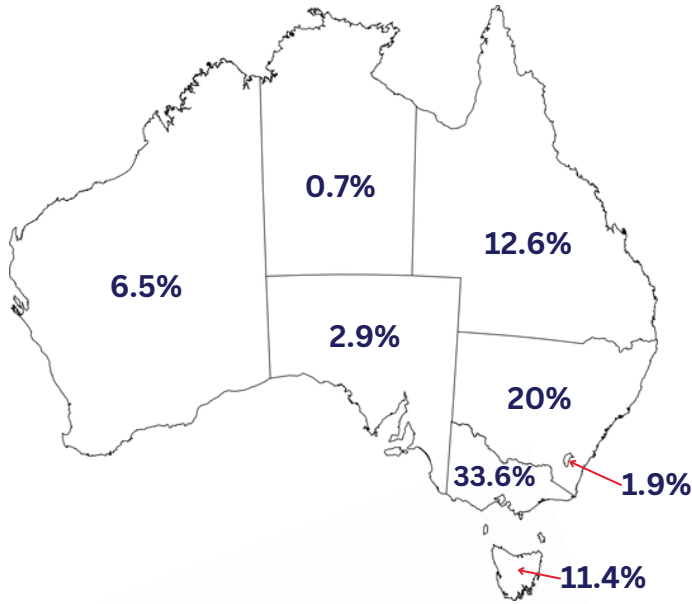


PLANS TO REMAIN IN THE WORKFORCE

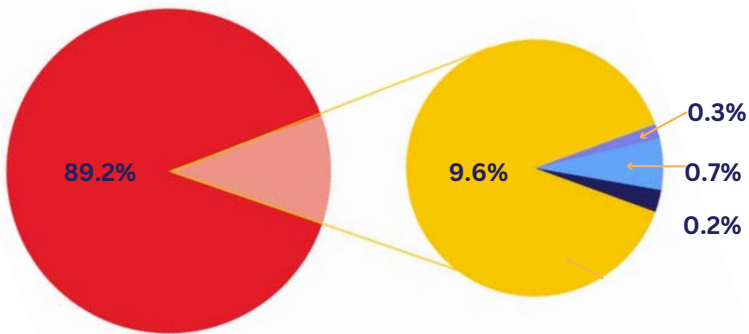


WORKFORCE DEMOGRAPHICS

RESIDENTIAL STATE



CITIZENSHIP STATUS



Australian citizen

Permanent resident

Australian temporary resident - student

Australian temporary resident - work

Australian temporary resident - other

0.5%

of individuals identify as Aboriginal or Torres Strait Islander

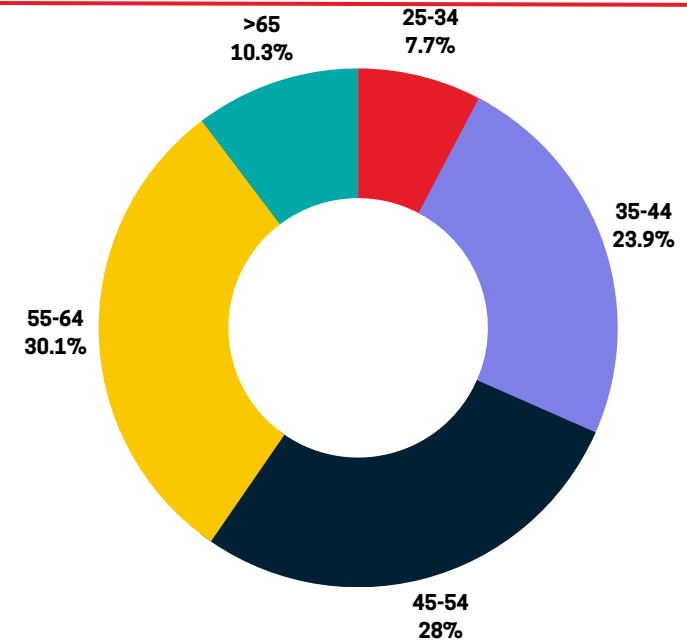
3.4%

of individuals identified as having a disability or health condition that limits their participation in activities

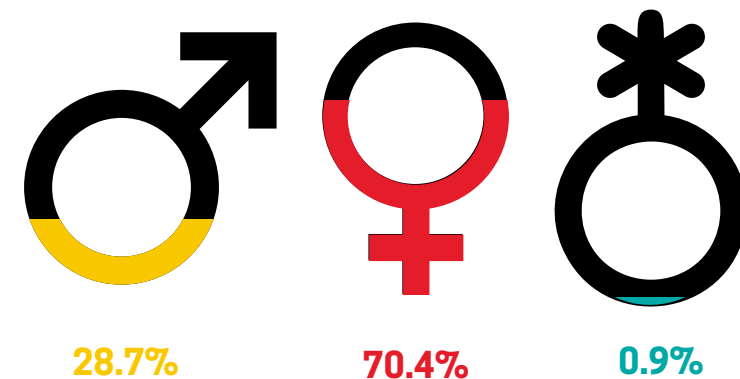
65.8%

of individuals were born in Australia

AGE GROUP

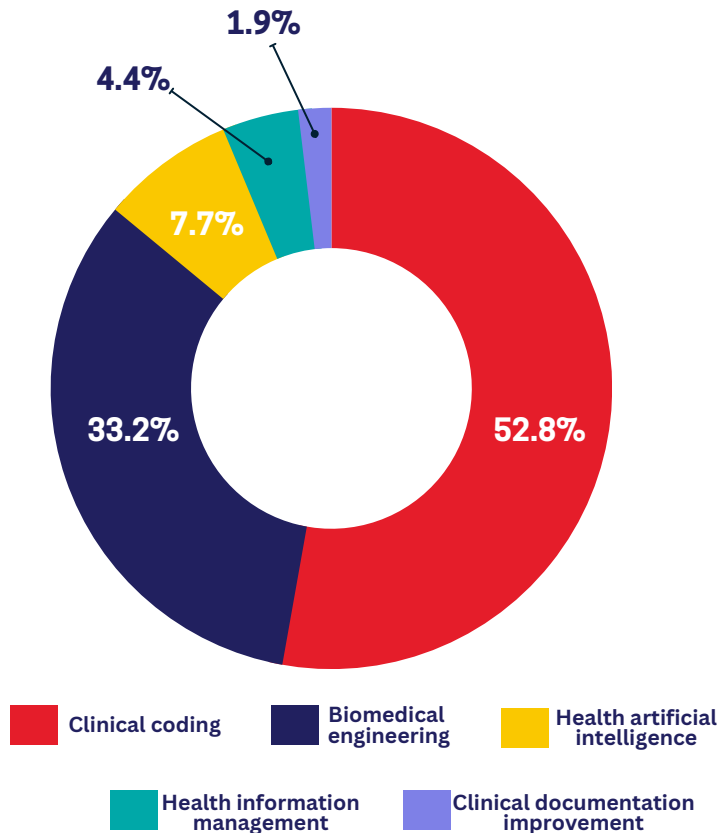


GENDER IDENTITY



PROFESSIONAL AFFILIATIONS

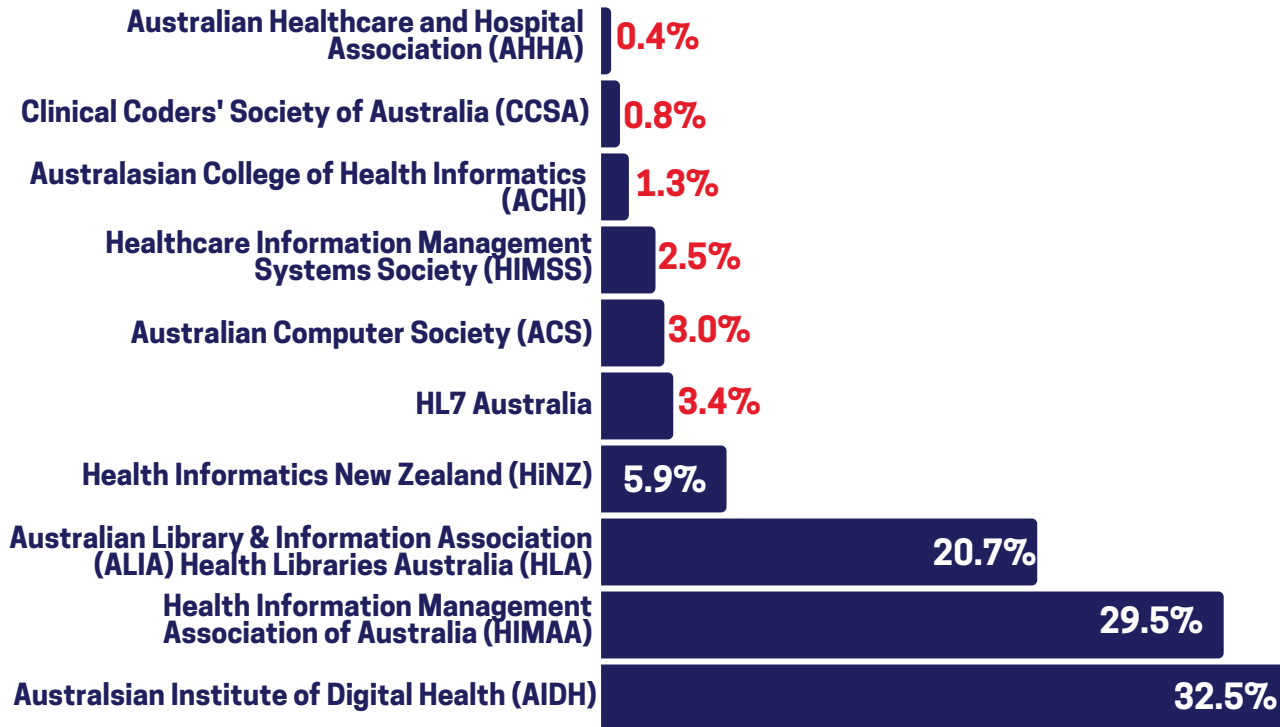
OCCUPATIONAL SPECIALTY



57.4%
of individuals do not belong to any professional or industry association

19.6%
of individuals are currently a registered health practitioner

MEMBER OF PEAK BODY



WORK SETTING & REMUNERATION

94.1%

individuals work in only one health information role

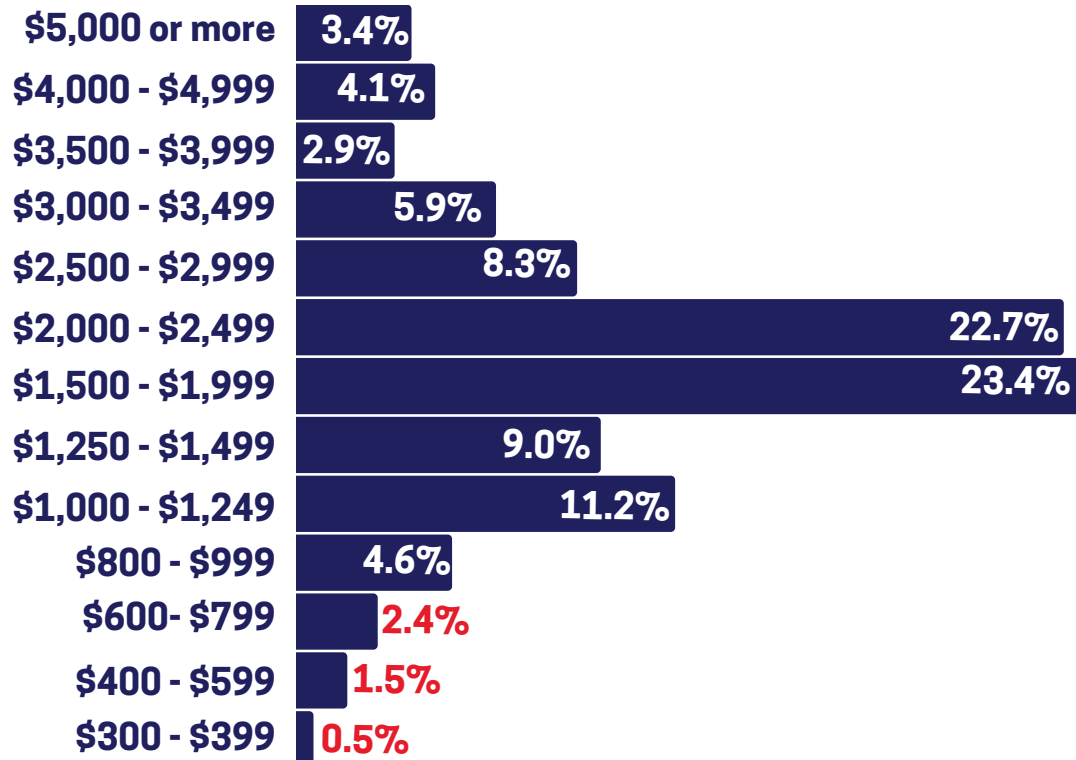
5.9%

individuals work in both a health information role and another health role

1.7%

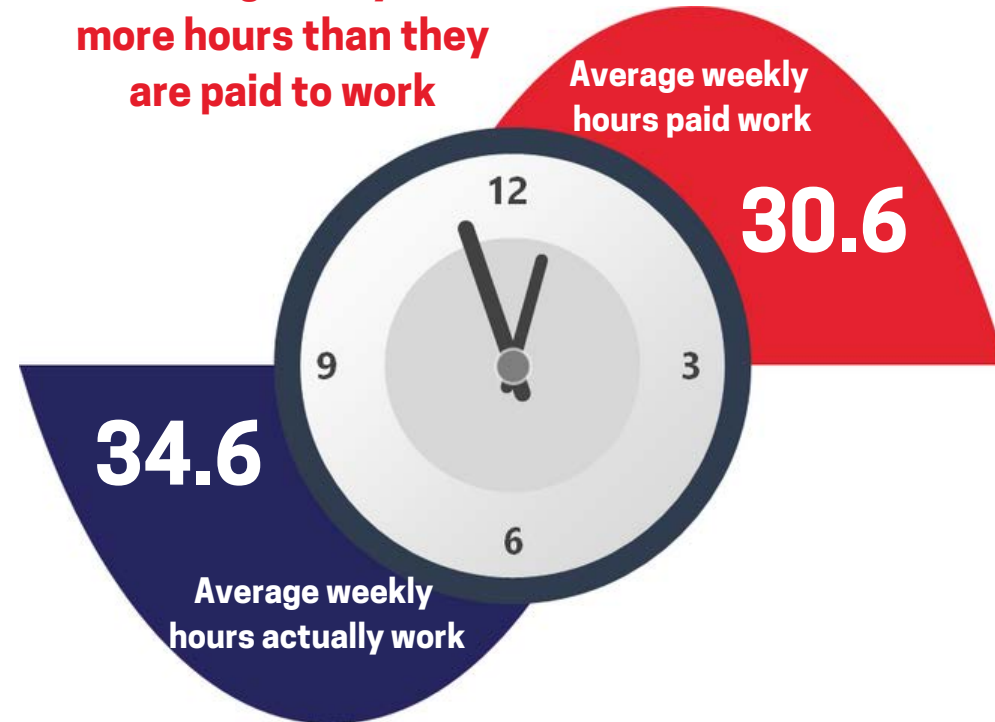
individuals are not currently working in health

WEEKLY REMUNERATION*



*before tax

On average, they work more hours than they are paid to work



11.1%
of individuals are actively seeking work in digital health

WORK SETTING & REMUNERATION

2.0%
of individuals work in
multiple states



Public
80.5%



Private
9.3%

82.4%

of roles are
permanent

ORGANISATION TYPE

52.8%
classified their role
as Professional

33.2%
classified their role
as Manager



**Public/Private
Partnership**
25%



Not for Profit
7.7%

1.1%

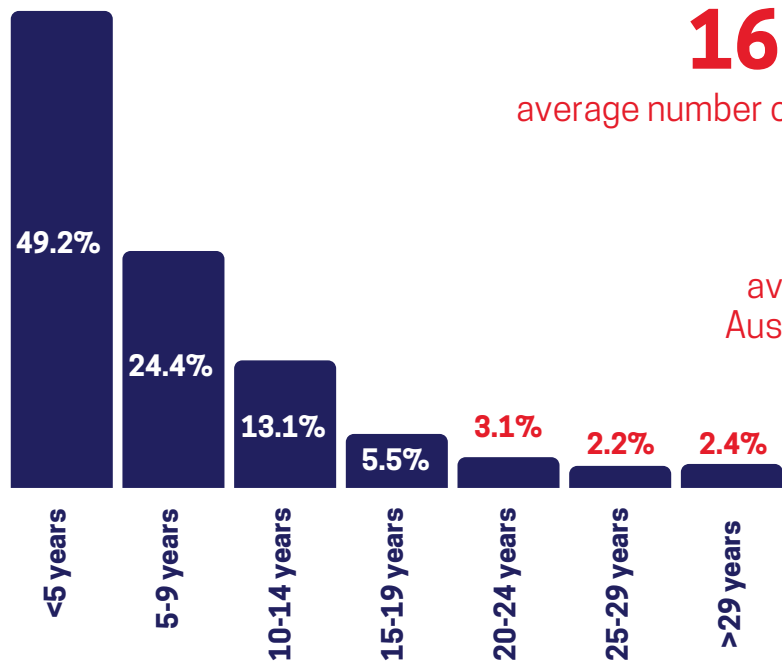
of individuals are
self-employed

16.5%

of individuals are
working in a role
that is a contract or
casual

WORK EXPERIENCE AND OUTLOOK

YEARS IN CURRENT PAID ROLE



16.5

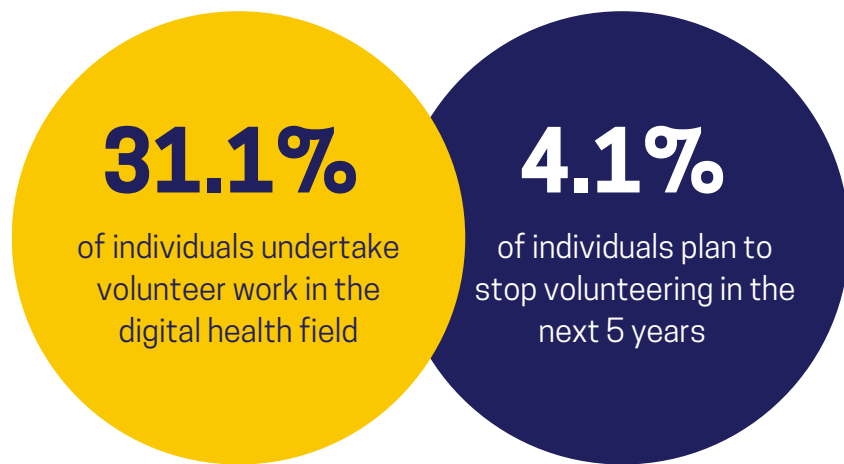
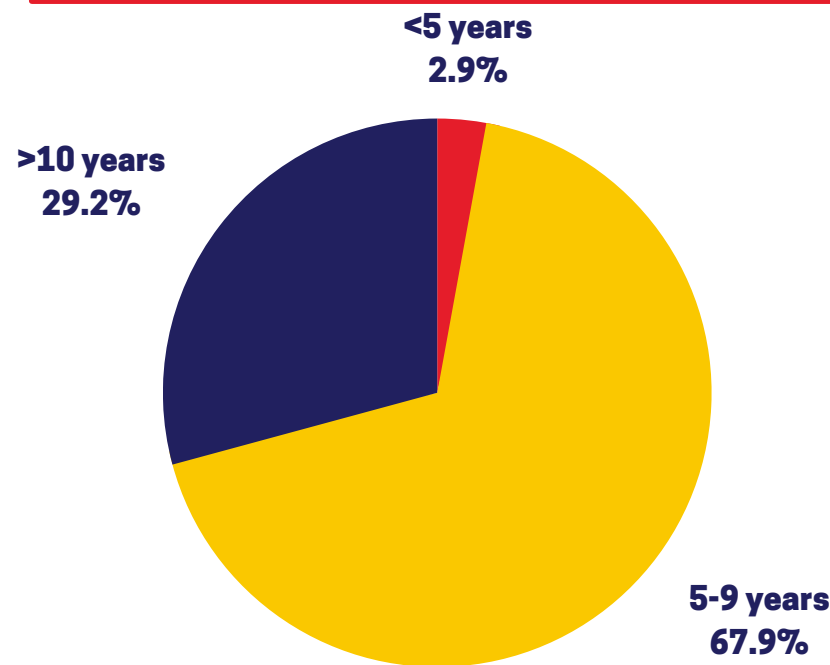
average number of years in a role

23.6

average number of years in the Australian digital health workforce



TIME PLANNED TO REMAIN IN PAID WORKFORCE



QUALIFICATIONS & CREDENTIALS

78.2%

of individuals do not hold a digital health credential

25.7%



Grad. Certificate or Grad. Diploma

2.4%



Associate Degree

36.0%

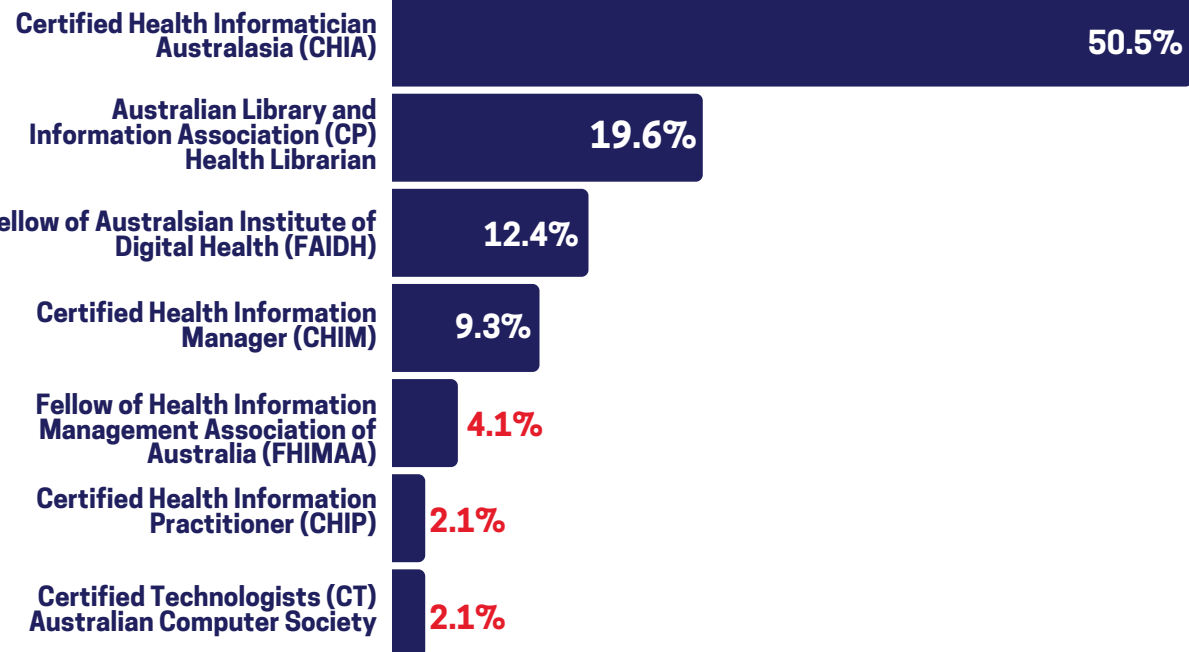


Bachelor Degree

28.4%



7.6%



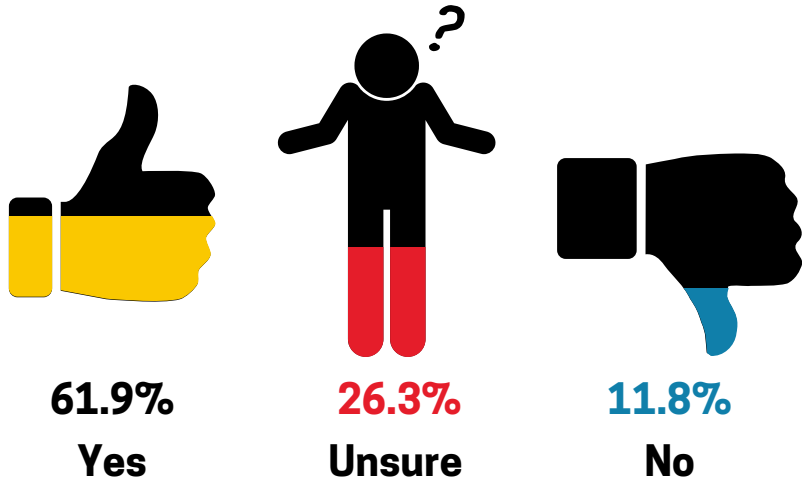
PROFESSIONAL CERTIFICATION

41.9%

of individuals do not hold a tertiary qualification in digital health

HIGHEST TERTIARY QUALIFICATION RELATED TO DIGITAL HEALTH

INTENTION TO UNDERTAKE PROFESSIONAL DEVELOPMENT IN THE NEXT 3 YEARS



CAREER DEVELOPMENT & GROWTH

