

ALLIED HEALTH STAFFING LEVELS FOR HEALTH SERVICE INPATIENTS IN VICTORIA

Phase 1 - Macro Staffing Analysis

This resource is intended to be utilised by Allied Health leaders and other healthcare managers for workforce planning purposes. The resource outlines the average inpatient Allied Health staffing ratios and profiles in the sampled Victorian public hospitals in 2015. It does not provide recommended or best practice staffing profiles.

The Department of Health and Human Services, through the Chief Allied Health Advisor, commissioned the Allied Health Staffing Analysis Project to better understand inpatient Allied Health staffing ratios in Victorian public hospitals. Phase 1 of the project (Macro Staffing Analysis) was undertaken by analysing overall inpatient EFT (Equivalent Full Time) per Allied Health therapy profession per bed, and the profile of Allied Health professions in health services. Phase 2 of the project (Casemix Staffing Analysis) examined EFT per bed by clinical groupings (see Phase 2 – Casemix Staffing Analysis document).

Data Sources

Victorian public hospitals with multi-day inpatients (acute and/or sub-acute) were invited to participate in the staffing analysis process. Consenting hospitals completed a survey and self-reported the inpatient EFT per classification per profession for each of the Allied Health therapy professions (as defined by DHHS) and Allied Health Assistants (AHAs). Multi-day bed numbers, separations and Weighted Inlier Equivalent Separation (WIES) were sourced from the Victorian Admitted Episode Dataset.

The acute staffing analysis scope included all acute multi-day beds excluding Hospital In The Home. Emergency and same-day beds were not within scope. The sub-acute staffing analysis included multi-day GEM (Geriatric Evaluation & Management) and rehabilitation beds.

Of the 132 Victorian hospitals with multi day acute and/or GEM/Rehabilitation Beds, 55 hospitals (42 hospitals with acute and 33 hospitals with GEM / Rehabilitation beds) completed the survey. Hospitals were categorised into varying sizes based on total bed days per annum in 2015. The response rate represented 95% of very large and large hospitals, 84% of medium sized hospitals, and 16% of small and very small hospitals. The following table summarises the response rate based on hospital size.

	Victorian Hospitals	EFT Surveys Completed	% EFT Surveys Completed
Very large hospitals (>150,000 bed days p.a.)	11	10	91%
Large hospitals (80,000 – 150,000 bed days p.a.)	10	10	100%
Medium hospitals (30,000 – 80,000 bed days p.a.)	25	21	84%
Small hospitals (3,600 – 30,000 bed days p.a.)	34	11	32%
Very small hospitals (<3,600 bed days p.a.)	52	3	6%
Total	132	55	42%

Reports

This document includes the following:

- Report 1: Acute EFT per 10 multi-day beds, categorised by hospital size (based on bed days)
- Report 2: Acute EFT per 10 multi-day beds, categorised by hospital acuity (as indicated by WIES per separation)
- Report 3: GEM/Rehab EFT per 10 multi-day beds, categorised by hospital size (beds)
- Appendix 1: List of participating hospitals by categories

REPORT 1 ACUTE ALLIED HEALTH (CATEGORISED BY HOSPITAL SIZE)

Table 1.1 Acute Hospital EFT Per 10 Beds, Average Beds per EFT, and Classification Profiles Per Profession

	% of Hospitals with Profession	Average EFT per 10 Beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Dietetics	93%	0.291	34.4	25%	42%	23%	4%	2%	4%
Occupational Therapy	93%	0.412	24.3	35%	42%	13%	2%	0%	10%
Physiotherapy	95%	0.597	16.7	37%	34%	15%	3%	0%	11%
Podiatry	52%	0.052	191.6	5%	53%	36%	0%	5%	1%
Social Work	93%	0.457	21.9	26%	51%	18%	3%	1%	2%
Speech Pathology	88%	0.150	66.8	33%	38%	21%	4%	2%	3%
Neuro Psychology	29%	0.022	446.6	0%	40%	45%	15%	0%	0%
Clinical Psychology	43%	0.157	63.9	0%	65%	22%	13%	0%	0%
Exercise Physiology	10%	0.285	35.0	42%	58%	0%	0%	0%	0%
Orthotics	14%	0.125	79.7	33%	19%	20%	0%	4%	24%
Music Therapy	12%	0.058	172.7	35%	59%	27%	0%	7%	0%
Prosthetics	2%								
Art Therapy	2%								
Chiropractic	0%								
Oral Health (not dentistry)	0%								
Osteopathy	0%								
All Therapy Professions		1.94	5.2						7%

Table 1.2 Acute Hospital EFT Per 10 Beds, Average Beds per EFT, and EFT Per 1000 WIES for All Allied Health Therapy Professions (By Hospital Size)

	n	Average EFT per 10 Beds	Average Beds per EFT	EFT per 1000 WIES
Very Large Hospitals: > 150,000 bed days	10	1.96	5.1	1.53
Large Hospitals: 80,000-150,000 bed days	9	1.90	5.3	1.44
Medium Hospitals: 30,000-80,000 bed days	11	2.10	4.8	2.43
Small Hospitals: <30,000 bed days	12	1.82	5.5	1.79
All Acute Hospitals	42	1.94	5.1	1.81

Tables 1.3-1.10 Acute Hospital EFT Per 10 Beds, Average Beds per EFT, and Classification Profiles For Each Profession Classified by Hospital Size

DIETETICS	% of Hospitals with Profession	Average EFT per 10 Beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Very Large	100%	0.243	41.2	25%	41%	24%	5%	0%	4%
Large	100%	0.226	44.2	18%	45%	26%	4%	3%	3%
Medium	100%	0.381	26.3	31%	35%	18%	2%	7%	7%
Small & V Small	75%	0.297	33.7	36%	62%	0%	0%	0%	2%

OCCUPATIONAL THERAPY	% of Hospitals with Profession	Average EFT per 10 Beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Very Large	100%	0.371	27.0	35%	40%	15%	2%	0%	11%
Large	89%	0.322	31.0	32%	47%	12%	3%	1%	5%
Medium	91%	0.443	22.6	37%	41%	5%	2%	2%	13%
Small & V Small	92%	0.495	20.2	39%	48%	2%	0%	0%	13%

PHYSIOTHERAPY	% of Hospitals with Profession	Average EFT per 10 Beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Very Large	100%	0.623	16.1	35%	34%	17%	3%	0%	10%
Large	100%	0.494	20.3	39%	34%	13%	3%	0%	11%
Medium	100%	0.623	16.0	40%	36%	7%	1%	3%	14%
Small & V Small	100%	0.636	15.7	36%	29%	10%	5%	0%	20%

SOCIAL WORK	% of Hospitals with Profession	Average EFT per 10 Beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Very Large	100%	0.459	21.8	29%	49%	18%	2%	0%	3%
Large	100%	0.511	19.6	24%	49%	20%	4%	2%	1%
Medium	100%	0.458	21.8	16%	65%	14%	3%	4%	1%
Small & V Small	75%	0.395	25.3	30%	50%	14%	0%	6%	0%

SPEECH PATHOLOGY	% of Hospitals with Profession	Average EFT per 10 Beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Very Large	100%	0.145	68.8	33%	38%	20%	6%	0%	3%
Large	89%	0.153	65.4	32%	38%	24%	0%	1%	3%
Medium	91%	0.138	72.3	32%	29%	26%	0%	10%	5%
Small & V Small	75%	0.165	60.8	38%	59%	0%	1%	0%	2%

CLIN PSYCHOLOGY	% of Hospitals with Profession	Average EFT per 10 beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Very Large	70%	0.052	193.4	0%	68%	21%	10%	0%	0%
Large	67%	0.165	60.4	0%	66%	19%	15%	1%	0%
Medium	36%	0.199	50.2	0%	39%	46%	16%	0%	0%
Small & V Small	8%								

NEUROPSYCHOLOGY	% of Hospitals with Profession	Average EFT per 10 beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Very Large	80%	0.025	395.3	0%	39%	45%	17%	0%	0%
Large	22%	0.021	485.0	0%	53%	47%	0%	0%	0%
Medium	9%								
Small & V Small	8%								

PODIATRY	% of Hospitals with Profession	Average EFT per 10 beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Very Large	80%	0.027	368.6	6%	48%	37%	0%	7%	2%
Large	56%	0.040	252.2	1%	63%	33%	0%	3%	0%
Medium	27%	0.069	144.1	0%	100%	0%	0%	0%	0%
Small & V Small	50%	0.087	114.4	7%	28%	65%	0%	0%	0%

Notes:

- The average EFT per 10 beds is the average of hospitals that have that profession. "Beds" are multi-day beds excluding HITH.
- The All Acute Hospitals EFT per 10 beds is the average of all hospitals, not the number of statewide beds/statewide EFT.
- The hospital size is based on bed-days (all bed-days).
- The All Acute Hospitals AHA % is the statewide %, not the average of the individual hospital percentages.
- Not all data is provided for some professions due to small sample size.
- Exercise Physiology: this data could be reviewed in conjunction with Physiotherapy staffing
- Clinical Manager is a manager who does some clinical work. Only the EFT for the proportion of clinical time was included.

REPORT 2 ACUTE ALLIED HEALTH (CATEGORISED BY HOSPITAL ACUITY)

Table 2.1 Acute Hospital EFT Per 10 Beds, Average Beds per EFT, and Classification Profiles Per Profession (same as Table 1.1)

	% of Hospitals with Profession	Average EFT per 10 bed	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Dietetics	93%	0.291	34.4	25%	42%	23%	4%	2%	4%
Occupational Therapy	93%	0.412	24.3	35%	42%	13%	2%	0%	10%
Physiotherapy	95%	0.597	16.7	37%	34%	15%	3%	0%	11%
Podiatry	52%	0.052	191.6	5%	53%	36%	0%	5%	1%
Social Work	93%	0.457	21.9	26%	51%	18%	3%	1%	2%
Speech Pathology	88%	0.150	66.8	33%	38%	21%	4%	2%	3%
Neuro Psychology	29%	0.022	446.6	0%	40%	45%	15%	0%	0%
Clinical Psychology	43%	0.157	63.9	0%	65%	22%	13%	0%	0%
Exercise Physiology	10%	0.285	35.0	42%	58%	0%	0%	0%	0%
Orthotics	14%	0.125	79.7	33%	19%	20%	0%	4%	24%
Music Therapy	12%	0.058	172.7	35%	59%	27%	0%	7%	0%
Prosthetics	2%								
Art Therapy	2%								
Chiropractic	0%								
Oral Health (not dentistry)	0%								
Osteopathy	0%								
All Therapy Professions		1.94	5.2						7%

Table 2.2 Acute Hospital EFT Per 10 Beds, Average Beds per EFT, and EFT Per 1000 WIES for All Allied Health Therapy Professions (By Hospital Acuity)

	n	Average EFT per 10 beds	Average Beds per EFT	EFT per 1000 WIES
Hospitals With Very High WIES per Sep (>1.4)	10	3.10	3.2	1.91
Hospitals With High WIES per Sep (1.25 – 1.4)	9	1.37	7.3	1.18
Hospitals With Medium WIES per Sep (1.0 – 1.24)	11	2.05	4.9	1.72
Hospitals With Lower WIES per Sep (< 1.0)	12	1.30	7.7	2.48
All Acute Hospitals	42	1.94	5.2	1.80

Tables 2.3-2.10 Acute Hospital EFT Per 10 Beds, Average Beds per EFT, and Classification Profiles by Profession Classified by Hospital Acuity

DIETETICS	% of Hospitals with Profession	Average EFT per 10 beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Very High WIES per Sep	100%	0.484	20.6	20%	38%	27%	8%	1%	6%
High WIES per Sep	100%	0.163	61.4	30%	48%	18%	0%	2%	1%
Medium WIES per Sep	91%	0.285	35.0	28%	45%	21%	1%	2%	3%
Lower WIES per Sep	83%	0.217	46.2	36%	46%	8%	0%	8%	2%

OCCUPATIONAL THERAPY	% of Hospitals with Profession	Average EFT per 10 beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Very High WIES per Sep	100%	0.521	19.2	31%	44%	15%	3%	1%	9%
High WIES per Sep	78%	0.324	30.8	35%	39%	14%	0%	0%	12%
Medium WIES per Sep	91%	0.473	21.2	44%	38%	9%	1%	0%	8%
Lower WIES per Sep	100%	0.327	30.5	30%	49%	6%	0%	1%	15%

PHYSIOTHERAPY	% of Hospitals with Profession	Average EFT per 10 beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Very High WIES per Sep	100%	0.860	11.6	35%	35%	17%	5%	0%	8%
High WIES per Sep	100%	0.445	22.5	34%	34%	16%	0%	1%	13%
Medium WIES per Sep	91%	0.605	16.5	41%	30%	11%	1%	0%	15%
Lower WIES per Sep	100%	0.476	21.0	45%	32%	7%	0%	0%	16%

SOCIAL WORK	% of Hospitals with Profession	Average EFT per 10 beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Very High WIES per Sep	100%	0.692	14.5	22%	48%	22%	5%	1%	2%
High WIES per Sep	100%	0.378	26.4	28%	53%	14%	0%	2%	3%
Medium WIES per Sep	100%	0.432	23.1	37%	50%	11%	1%	2%	0%
Lower WIES per Sep	75%	0.305	32.8	21%	66%	14%	0%	3%	4%

SPEECH PATHOLOGY	% of Hospitals with Profession	Average EFT per 10 beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Very High WIES per Sep	90%	0.203	49.2	30%	35%	24%	6%	1%	2%
High WIES per Sep	78%	0.107	93.2	37%	42%	16%	0%	0%	6%
Medium WIES per Sep	91%	0.177	56.5	36%	43%	16%	1%	3%	2%
Lower WIES per Sep	92%	0.109	92.1	32%	34%	23%	0%	6%	7%

CLIN PSYCHOLOGY	% of Hospitals with Profession	Average EFT per 10 beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Very High WIES per Sep	80%	0.228	43.9	0%	66%	22%	12%	1%	0%
High WIES per Sep	44%	0.049	203.6	0%	51%	24%	25%	0%	0%
Medium WIES per Sep	27%	0.230	43.5	0%	67%	33%	0%	0%	0%
Lower WIES per Sep	25%								

NEUROPSYCHOLOGY	% of Hospitals with Profession	Average EFT per 10 beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Very High WIES per Sep	50%	0.025	393.7	0%	34%	45%	21%	0%	0%
High WIES per Sep	33%	0.027	366.3	0%	33%	56%	12%	0%	0%
Medium WIES per Sep	18%								
Lower WIES per Sep	17%								

PODIATRY	% of Hospitals with Profession	Average EFT per 10 beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Very High WIES per Sep	60%	0.060	166.5	6%	50%	32%	0%	10%	2%
High WIES per Sep	56%	0.024	421.7	2%	65%	33%	0%	0%	0%
Medium WIES per Sep	45%	0.102	98.4	3%	46%	51%	0%	0%	0%
Lower WIES per Sep	50%	0.027	372.3	14%	67%	19%	0%	0%	0%

Notes:

- The average EFT per 10 beds is the average of hospitals that have that profession. "Beds" are multi-day beds excluding HITH.
- The All Acute Hospitals EFT per 10 beds is the average of all hospitals, not the number of statewide beds/statewide EFT.
- The All Acute Hospitals AHA % is the statewide %, not the average of the individual hospital percentages.
- Not all data is provided for some professions due to small sample size.
- Exercise Physiology: this data could be reviewed in conjunction with Physiotherapy staffing.
- The WIES per separation is intended to provide an indication of the hospital acuity and is not a definitive measure of acuity.
- Acuity: Very High = > 1.4 WIES/Sep; High = 1.25 to 1.4 WIES/Sep; Medium = 1.0 to 1.24 WIES/Sep; Low = less than 1.0 WIES/Sep
- Clinical Manager is a manager who does some clinical work. Only the EFT for the proportion of clinical time was included.

REPORT 3 SUB-ACUTE (GEM & REHAB) ALLIED HEALTH (CATEGORISED BY HOSPITAL SIZE)

Table 3.1 Sub-Acute Hospital EFT Per 10 Beds, Average Beds per EFT, and Classification Profiles Per Profession

	% of Hospitals With Profession	Average EFT per 10 beds	Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Dietetics	97%	0.296	33.8	27%	40%	21%	4%	2%	7%
Occupational Ther.	100%	1.275	7.8	35%	35%	12%	2%	0%	18%
Physiotherapy	100%	1.515	6.6	32%	30%	14%	3%	0%	22%
Podiatry	73%	0.106	94.4	6%	69%	25%	0%	0%	0%
Social Work	100%	0.805	12.4	33%	50%	13%	2%	0%	2%
Speech Pathology	100%	0.430	23.2	35%	32%	20%	3%	0%	9%
Neuro Psychology	55%	0.116	86.1	0%	46%	46%	6%	0%	1%
Clinical Psychology	52%	0.154	64.8	0%	52%	34%	10%	3%	0%
Exercise Physiology	12%	0.122	82.2	56%	20%	25%	0%	0%	0%
Orthotics	15%	0.044	228.0	54%	33%	0%	0%	4%	9%
Prosthetics	9%	0.228	43.9	6%	26%	35%	0%	0%	34%
Music Therapy	3%								
Art Therapy	0%								
Chiropractic	0%								
Oral Health (not dentistry)	0%								
Osteopathy	0%								
All Therapy Professions		4.54							14%

Table 3.2 Sub-Acute Hospital EFT Per 10 Beds For All Allied Health Therapy Professions (By Hospital Size)

	n	Average EFT per 10 beds	Average Beds per EFT
Large Sub-Acute Hospitals: >70 beds	10	4.17	2.4
Medium Sub-Acute Hospitals: 30-70 beds	15	4.18	2.4
Small Sub-Acute Hospitals: <30 beds	8	5.66	1.8
All Sub-Acute Hospitals	33	4.54	2.2

Tables 3.3-3.10 Sub-Acute Hospital EFT Per 10 Beds, Average Beds per EFT, and Classification Profiles Per Profession Classified by Hospital Size

DIETETICS	% of Hospitals with Profession	Average EFT per 10 Beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Large: >70 beds	97%	0.233	42.9	27%	42%	18%	7%	0%	5%
Medium: 30-70 beds	100%	0.318	31.4	23%	38%	31%	0%	0%	9%
Small: <30 beds	93%	0.328	30.5	43%	29%	3%	0%	18%	8%

OCCUPATIONAL THERAPY	% of Hospitals with Profession	Average EFT per 10 Beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Large: >70 beds	100%	1.176	8.5	33%	35%	12%	3%	0%	17%
Medium: 30-70 beds	100%	1.118	8.9	38%	33%	13%	0%	1%	21%
Small: <30 beds	100%	1.681	5.9	40%	36%	5%	0%	0%	20%

PHYSIOTHERAPY	% of Hospitals with Profession	Average EFT per 10 Beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Large: >70 beds	100%	1.336	7.5	32%	28%	15%	4%	0%	21%
Medium: 30-70 beds	100%	1.392	7.2	34%	32%	12%	1%	0%	23%
Small: <30 beds	100%	1.948	5.1	28%	33%	9%	0%	2%	28%

SOCIAL WORK	% of Hospitals with Profession	Average EFT per 10 Beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Large: >70 beds	100%	0.792	12.6	32%	49%	13%	3%	0%	2%
Medium: 30-70 beds	100%	0.804	12.4	34%	51%	14%	1%	0%	1%
Small: <30 beds	100%	0.823	12.1	42%	55%	2%	0%	1%	0%

SPEECH PATHOLOGY	% of Hospitals with Profession	Average EFT per 10 Beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Large: >70 beds	100%	0.443	22.6	32%	32%	23%	4%	0%	10%
Medium: 30-70 beds	100%	0.376	26.6	41%	32%	15%	2%	0%	8%
Small: <30 beds	100%	0.518	19.3	35%	36%	14%	0%	2%	14%

CLIN PSYCHOLOGY	% of Hospitals with Profession	Average EFT per 10 Beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Large: >70 beds	60%	0.097	103.2	0%	53%	34%	9%	4%	0%
Medium: 30-70 beds	53%	0.153	65.4	0%	52%	31%	16%	1%	0%
Small: <30 beds	38%	0.273	36.6	0%	33%	67%	0%	0%	0%

NEUROPSYCHOLOGY	% of Hospitals with Profession	Average EFT per 10 Beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Large: >70 beds	70%	0.121	82.7	0%	43%	48%	9%	0%	1%
Medium: 30-70 beds	60%	0.090	111.1	0%	58%	42%	0%	0%	0%
Small: <30 beds	25%	0.217	46.2	0%	33%	33%	0%	0%	33%

PODIATRY	% of Hospitals with Profession	Average EFT per 10 Beds	Average Beds per EFT	Grade 1 %	Grade 2 %	Grade 3 %	Grade 4 %	Clinical Manager %	AHAs %
Large: >70 beds	90%	0.073	136.5	6%	61%	33%	0%	0%	0%
Medium: 30-70 beds	67%	0.048	209.8	10%	90%	0%	0%	0%	0%
Small: <30 beds	63%	0.275	36.4	0%	81%	19%	0%	0%	0%

Notes:

- Scope = GEM and/or rehabilitation beds.
- The average EFT per 10 beds is the average of hospitals that have that profession. "Beds" are multi-day GEM and rehab beds only.
- The All Sub-Acute Hospitals EFT per 10 beds is the average of all hospitals, not the number of statewide beds/statewide EFT.
- The All Sub-Acute Hospitals AHA % is the statewide %, not the average of the individual hospital percentages.
- Not all data is provided for some professions due to small sample size.
- Exercise Physiology: this data could be reviewed in conjunction with Physiotherapy staffing
- Clinical Manageris a manager who does some clinical work. Only the EFT for the proportion of clinical time was included.

APPENDIX 1 PARTICIPATING HOSPITALS (CAMPUSES) BY CATEGORY

	Acute Hospitals by Size		Acute Hospitals by Acuity		Sub-Acute Hospitals by Size
Very Large	The Alfred Hospital	Very High WIES/Sep	Peter MacCallum Cancer Centre	Large	Caulfield Hospital
	Monash Medical Centre - Clayton		The Alfred Hospital		Kingston Centre
	Royal Melbourne Hospital		Royal Children's Hospital		Austin (combined Royal Talbot & Heidelberg)
	Austin Hospital		Royal Melbourne Hospital		Royal Park
	Dandenong Hospital		Austin Hospital		Anne Caudle
	Sunshine Hospital		Western Hospital - Footscray		The Mornington Centre
	St Vincent's Hospital		St Vincent's Hospital		Peter James
	Box Hill Hospital		Monash Medical Centre - Clayton		Sunshine Hospital
	Frankston Hospital		Williamstown Hospital		St Georges Aged Care
	The Northern Hospital		Monash Medical Centre - Moorabbin		BECC
Large	Royal Children's Hospital	High WIES/Sep	Box Hill Hospital	Medium	Ballarat QEC
	Maroondah Hospital		Ballarat Hospital		Wantirna Health
	Casey Hospital		Mercy Women's		Williamstown Hospital
	Western Hospital - Footscray		Dandenong Hospital		Golf Links Rd Rehab
	Latrobe Regional Hospital		Northeast Health Wangaratta Hospital		St Vincent's Hospital
	Royal Women's Hospital		Cobram District Health		Angliss Hospital
	Ballarat Hospital		Royal Women's Hospital		Latrobe Regional Hospital
	The Bendigo Hospital		South West Healthcare - Warnambool		Shepparton Hospital
	Werribee Mercy Hospital		The Bendigo Hospital		Werribee Mercy Hospital
	Shepparton Hospital		Frankston Hospital		Dandenong Hospital
Medium	Albury Wodonga Health	Medium WIES/Sep	The Northern Hospital	Small	Broadmeadows Health Service
	Mercy Women's		Wimmera Base Hospital - Horsham		Box Hill Hospital
	Angliss Hospital		West Gippsland Healthcare - Warragul		Casey Hospital
	South West Healthcare - Warnambool		Shepparton Hospital		Albury Wodonga Health
	Peter MacCallum Cancer Centre		Latrobe Regional Hospital		Rosebud Hospital
	Broadmeadows Health Service		Portland District Health		South West Healthcare - Warnambool
	Northeast Health Wangaratta Hospital		Maroondah Hospital		Maroondah Hospital
	Monash Medical Centre - Moorabbin		Sunshine Hospital		Northeast Health Wangaratta Hospital
	Bairnsdale Regional Health Service		Sandringham Hospital		Western Hospital - Footscray
	Williamstown Hospital		Royal Victorian Eye & Ear Hospital		Wimmera Base Hospital - Horsham
Small & V Small	Sandringham Hospital	Lower WIES/Sep	Albury Wodonga Health		Bairnsdale Regional Health Service
	Rosebud Hospital		Rosebud Hospital		Monash Medical Centre - Clayton
	Wimmera Base Hospital - Horsham		Bairnsdale Regional Health Service		West Gippsland Healthcare - Warragul
	West Gippsland Healthcare - Warragul		Colac Area Health		
	Royal Victorian Eye & Ear Hospital		Werribee Mercy Hospital		
	Colac Area Health		South West Healthcare - Camperdown		
	Portland District Health		Angliss Hospital		
	East Grampians Health Service - Ararat		Casey Hospital		
	South West Healthcare - Camperdown		Broadmeadows Health Service		
	Cobram District Health		East Grampians Health Service - Ararat		
Yarram & District Health Service	Yarram & District Health Service				
Otway Health	Otway Health				

NB Nomenclature of hospitals sourced from the DHHS Victorian Admitted Episode Dataset