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Australian veterinary workforce survey 2014

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Contents

1 Introduction

The Australian Veterinary Association, in association with the state and territory veterinary surgeons' boards and the Australasian Veterinary Boards Council conducted its third annual workforce survey of veterinarians during 2014. The purpose of the survey was to collect data suitable to document 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, greater numbers of veterinarians taking career breaks and working part-time.

This report provides a summary of responses to the 2014 veterinary workforce survey.

2 Methods

The workforce survey was adapted from a similar survey administered each year 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 6 January 2014 and 11 February 2015.

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 2572 rows of data were provided in the electronic copy of completed survey responses. The total number of registered veterinarians in Australia on 30 June 2014 was 10,629 (Australasian Veterinary Boards Council, 2014). The overall response rate (the number of veterinarians that provided valid responses to the survey divided by the total number of registered veterinarians) was 15%. This is a marked decrease compared with the 29% response rate achieved in 2013.

Response rates varied by state-territory with New South Wales, the ACT, Victoria and Western Australia achieving 17%, 22%, 18% and 27%, respectively. Consistent with the 2013 workforce survey, response rates for Queensland (4%) and South Australia (10%) were extremely low (Table 1).

Figure 1 is a map of Australia showing the point location of the postcode of the business address of the 1575 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 2572 individuals that responded to the survey, 997 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 actually reported.

Figure 2 includes 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 2013 (Figure 2a) and 2014 (Figure 2b) workforce surveys. The area delineated by the 0.005 per square kilometer contour around Brisbane for 2014 was markedly smaller compared with the contour estimate in the same area for 2013. Whereas small 0.005 contour areas were present in the major regional centres of Orange, Wagga Wagga and Albury for 2013, they were absent for the 2014 survey.

The inference here is that there has a been a reduction in workforce survey response rates by veterinarians working in metropolitan Brisbane and veterinarians working in the New South Wales regional centres of Orange, Wagga Wagga and Albury. Efforts to improve workforce survey response rates should focus on the major regional centres as well as metropolitan areas.

Table 1: State-territory of business address of respondents at the time of answering the 2014 veterinary workforce survey, number of veterinarians registered with their state veterinary surgeons' board on 30 June 2014 (Australasian Veterinary Boards Council, 2014) and survey response rate.

State-Territory	Respondents *n*	Veterinarians *n*	Response rate
Queensland	94	2503	4%
New South Wales	509	2948	17%
ACT	57	255 [a]	22%
Victoria	467	2586	18%
Tasmania	27	252	11%
Northern Territory	11	134	8%
South Australia	65	655	10%
Western Australia	345	1296	27%
Not stated	997	-	-
Total	2572	10,629	15%

[a] Veterinarian counts for 2012 as no data for the ACT received by the Australasian Veterinary Boards Council for 2014.

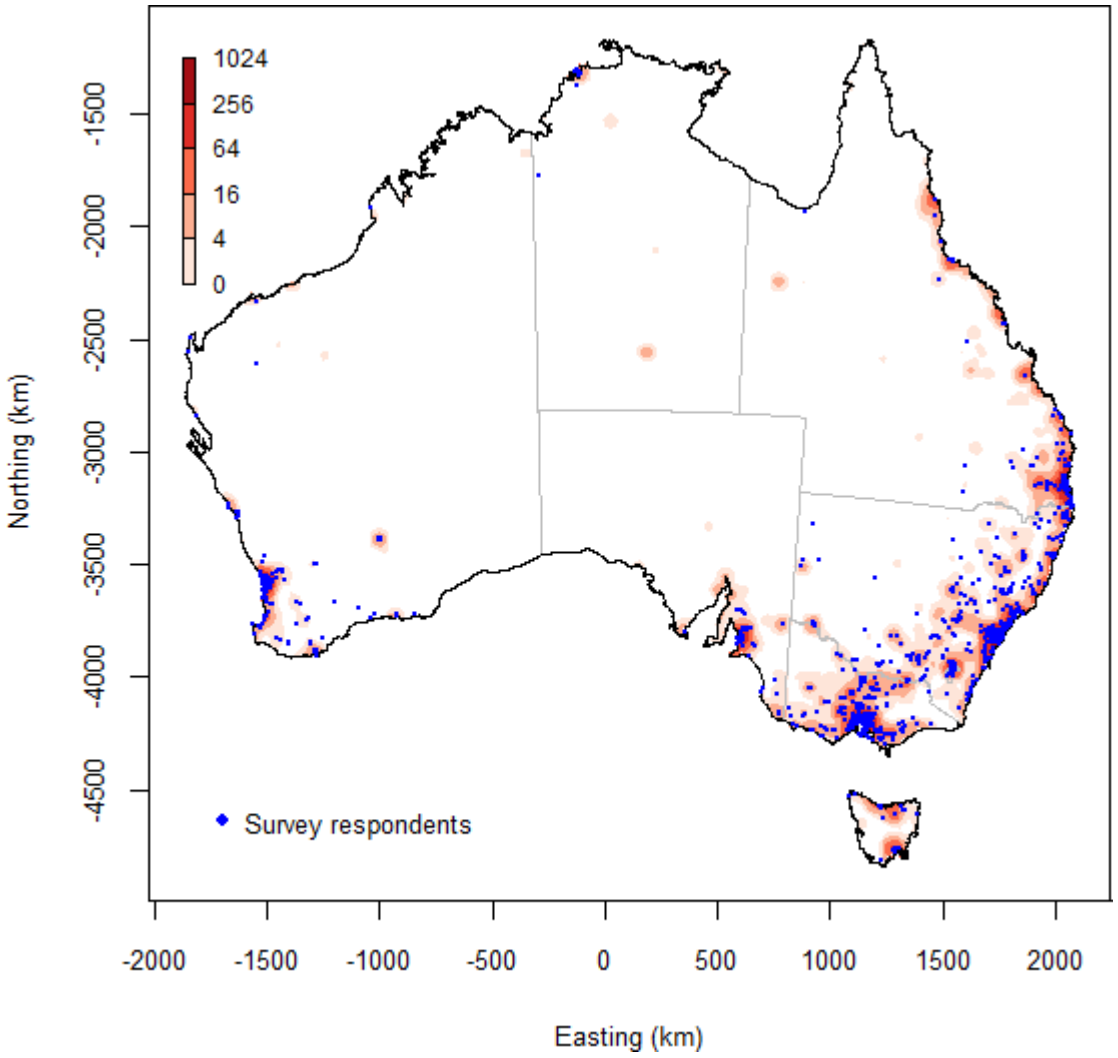
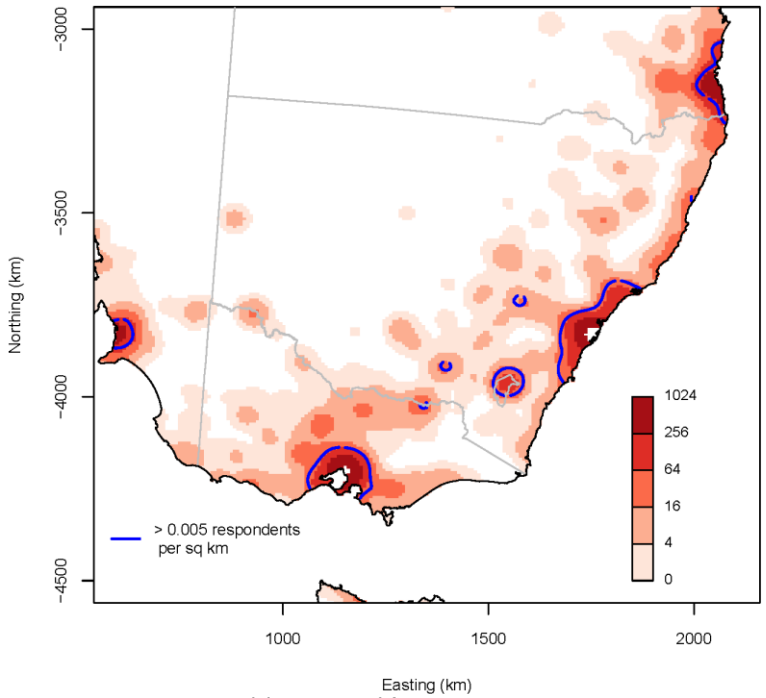
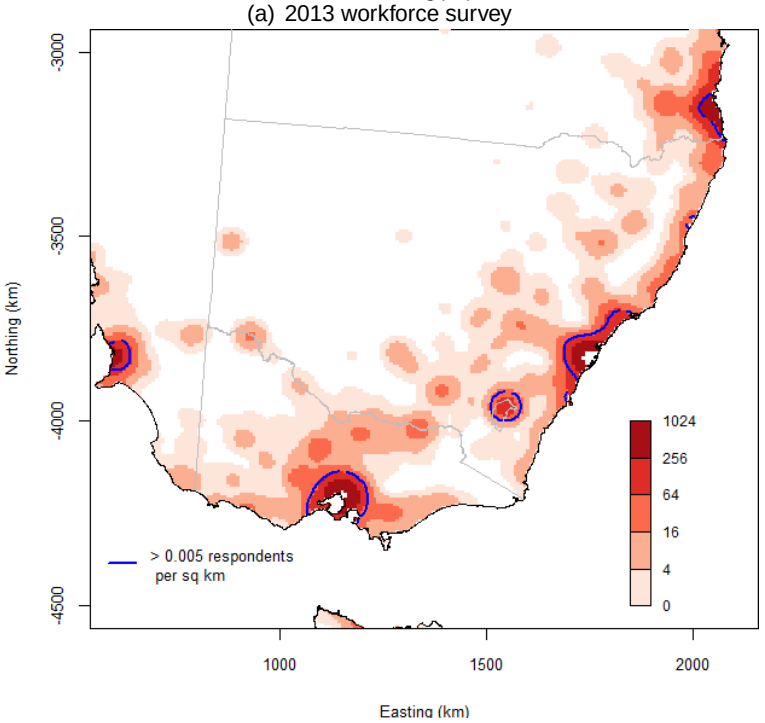


Figure 1: Image plot showing human population density (expressed as population per square kilometre) as recorded at 2006 census of population and dwellings. Superimposed are the point location of the postcode of the business address for the 1575 respondents that provided postcode details in the 2014 veterinary workforce survey.



(a) 2013 workforce survey



(b) 2014 workforce survey

Figure 2: Image plots of Victoria, New South Wales and Southern Queensland showing human population density (expressed as head of 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 kilometer for: (a) the 2013 workforce survey; (b) the 2014 workforce survey.

Findings:

The 15% response rate achieved for the 2014 workforce survey was substantially less than the 29% response rate achieved in 2013. Western Australia was the only state where there was an increase in survey response rates (22% for 2013; 27% for 2014).

Questionnaire fatigue is likely to be the main explanation for the poor survey response rates. Once veterinarians have completed the questionnaire in one year they are likely to be reluctant to complete it again in following years, particularly if the format remains unchanged.

The AVA should re-evaluate how frequently workforce surveys need to be carried out. If a survey is carried out every (say) second or third year, the money saved on survey delivery could be redirected to awareness campaigns making veterinarians aware of the useful information provided by this activity and encouraging them to participate.

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 2014 veterinary workforce survey, by gender.

Age group	Female	Male	Not stated	Total	Percentage [a]
20 - 30 years	276	77	0	353	20%
31 - 40 years	348	103	0	451	26%
41 - 50 years	231	156	0	387	22%
51 - 60 years	166	180	0	346	20%
61 - 70 years	30	136	0	166	9%
>70 years	3	55	0	58	3%
Not stated	0	0	811	811	-
Total	1054	707	811	2572	-

[a] Percentage of the total number of veterinarians that provided a valid response to the survey (i.e. 2572 - 811 = 1761).

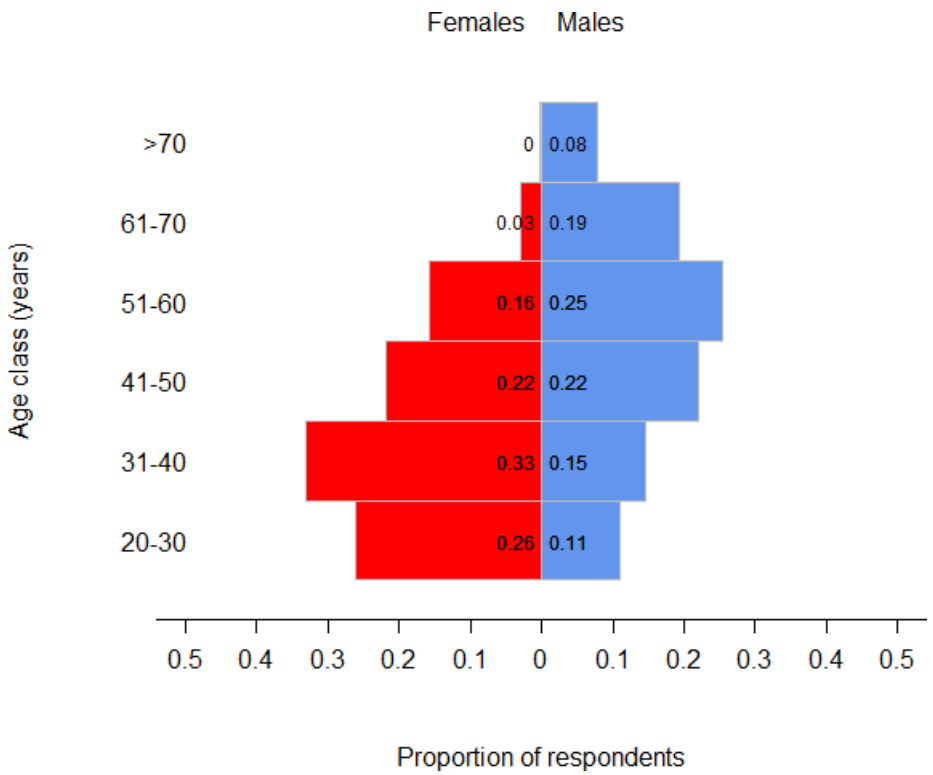


Figure 3: Population pyramid comparing the age distribution of female (left) and male (right) veterinarians that responded to the 2014 veterinary workforce survey.

3.3 Employment and work roles

Respondents were asked to provide details of their current employment using the categories listed in Table 3. Most respondents were employed in group private practice (46% of those that provided a valid response to the survey). Twenty *percent* of respondents reported that they were employed in solo private practice in 2014 consistent with findings from the 2013 survey.

A descriptor of work role was requested using the categories listed in Table 4. Consistent with most respondents reporting that they were employed in private practice, most respondents (77% 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 2014 veterinary workforce survey, by gender.

Employment	Female	Male	Not stated	Total	Percentage
Commonwealth govt	28	16	0	44	3%
State govt	37	38	0	75	5%
Local govt	3	0	0	3	0%
Corporate practice	51	22	0	73	5%
Group private practice	440	266	0	706	46%
Solo private practice	172	137	0	309	20%
Self-employed/locum	69	50	0	119	8%
Industry	25	21	0	46	3%
Laboratory	6	8	0	14	1%
Research	13	10	0	23	1%

University	16	3	0	19	1%
Other	70	42	0	112	7%
Not stated	124	94	811	1029	-
Total	1054	707	811	2572	-

[a] Percentage of the total number of veterinarians that provided a valid response to the survey (*n* = 1543).

Counts of veterinarians and numbers of full time equivalent veterinarians working in various activities at the time of completing the 2014 veterinary workforce survey are shown in Table 5. Females FTEs outnumbered male FTEs in 19 of the 29 listed work type categories. The work categories where male FTEs outnumbered female FTEs were beef cattle practice, compliance, dairy cattle practice, export certification, meat inspection, sheep practice, pig practice, and poultry practice.

Table 4: Work role at the time of completing the 2014 veterinary workforce survey, by gender.

Work role	Female	Male	Not stated	Total	Percentage [a]
Clinician	747	451	0	1198	77%
Education	30	13	0	43	3%
Management	38	32	0	70	4%
Research	20	14	0	34	2%
Service	8	9	0	17	1%
Specialist-consultant	24	44	0	68	4%
Technical	70	52	0	122	8%
Voluntary	1	6	0	7	0%
Other	3	2	0	5	0%
Not stated	113	84	811	1008	-
Total	1054	707	811	2572	-

[a] Percentage of the total number of veterinarians that provided a valid response to the survey (*n* = 1564).

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).

Findings:

Changes to the format of the questionnaire where veterinarians were asked to quote the total number of hours worked per week and then quote the percentage of time engaged in each work activity markedly improved the quality of data collected for this question.

A further improvement would be to get the survey web page to keep a running total of the percentage as they are entered by respondents and to issue an error message if the total percentage of time exceeds 100.

3.4 Hours worked per week

Respondents were asked to record the number of routine hours worked per week as a veterinarian in 2014. 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] 30-45) was similar to that of non-clinicians (40, IQR 30-50).

For women (across all age groups and work roles) the median routine hours worked per week was 38 (interquartile range [IQR] 27-45) and for men it was 41 (IQR 36-50, Table 6), similar to that identified in previous years. Up until the age of 30 females worked, on average, 11 more hours per week than males. After the age of 30 males worked more hours per week than females with the greatest difference (13 hours) for those 51 to 60 years of age.

Table 5: Counts of veterinarians and number of full time equivalent (FTEs) veterinarians working in various activities at the time of completing the 2014 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	8	3.8	9	1.9	17	5.7
Avian	242	21.9	111	14.2	353	36.1
Welfare	175	62.2	108	44.1	283	106.3
Beef	119	35.1	126	44.0	245	79.1
Camelids	56	5.4	39	2.1	95	7.5
Companion animals	684	1433.3	402	811.8	1086	2245.1
Compliance	73	22.0	71	31.0	144	53.0
Dairy	60	27.7	74	46.2	134	73.9
Deer	2	0.2	2	0.1	4	0.2
Biosecurity	68	61.7	66	47.6	134	109.3
Export certification	51	14.8	38	16.5	89	31.3
Epidemiology	37	18.7	22	9.7	59	28.4
Equine	189	165.0	145	128.4	334	293.4
Goats	51	2.9	35	1.7	86	4.6
Meat inspection	2	1.1	6	7.8	8	8.8
Hobby farm	45	4.8	40	2.9	85	7.7
Pathology	78	31.2	46	29.8	124	61.1
Pharmaceutical	23	17.1	18	13.8	41	30.9
Sheep	87	16.0	80	24.3	167	40.3
Reproduction	47	10.8	28	6.8	75	17.6
Pigs	20	2.3	26	9.8	46	12.1
Practice management	144	70.3	165	70.5	309	140.8
Poultry	60	6.7	41	10.5	101	17.2
Reptiles	246	23.0	87	12.5	333	35.4
Research	58	41.4	58	39.4	116	80.8
Industry	26	32.4	26	29.9	52	62.3
Teaching	110	68.1	76	29.6	186	97.7
Wildlife	244	38.0	99	14.6	343	52.6
Other	30	41.2	23	22.5	53	63.7
Total	-	2279	-	1524	-	3803

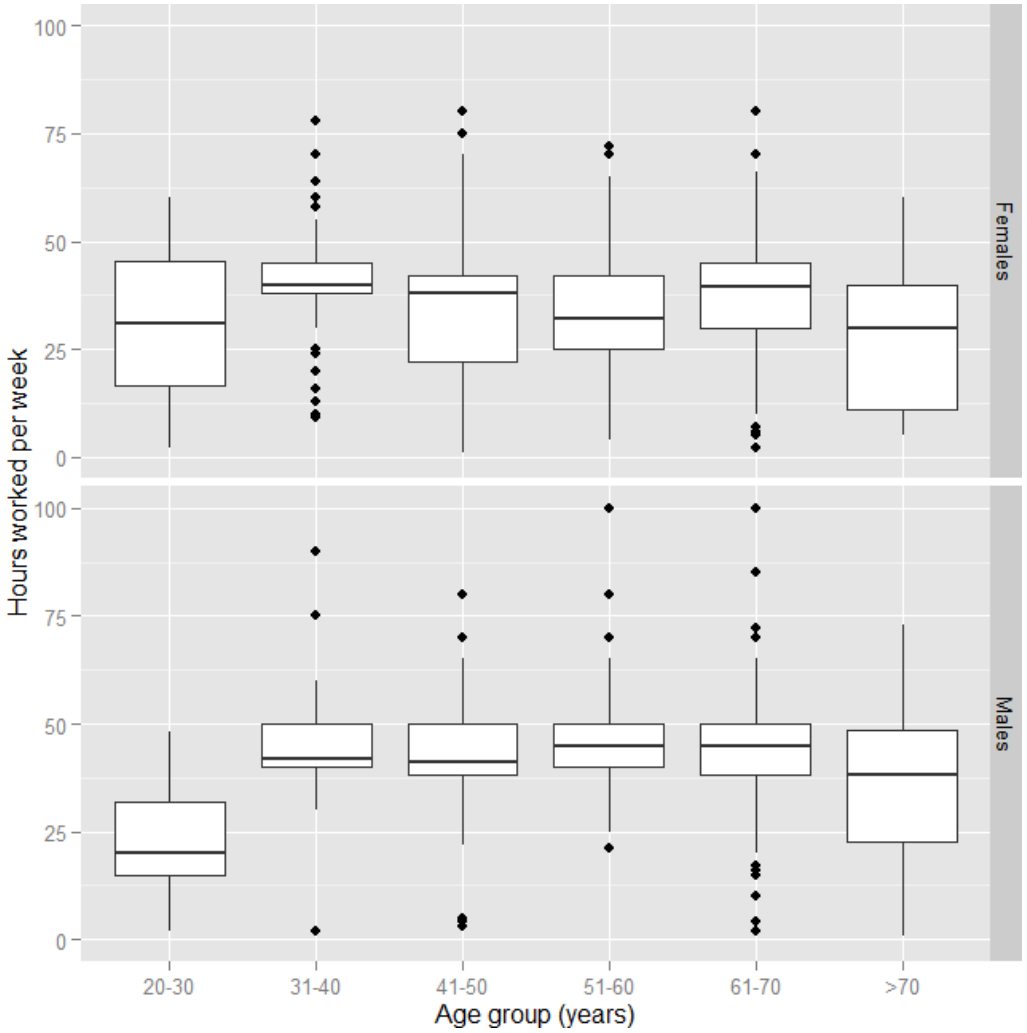


Figure 4: Box and whisker plot showing the distribution of hours worked per week by age group and gender for the 2014 veterinary workforce survey. In the above plot the horizontal lines within each box represent the median number of hours worked per week for each age group. The lower and upper bound 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 (but not necessarily doing veterinary work) per week, by work role (clinician, non-clinician) and gender. Counter intuitively, clinicians spent a smaller number of hours per week on call (median 32 hours, IQR 16-55 hours) compared with non-clinicians (median 35 hours, IQR 15-48 hours). Male clinicians spent a greater number of hours per week on call (median 39 hours, IQR 20-60) compared with female clinicians (median 30 hours, IQR 15-50).

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 2014 veterinary workforce survey.

Work role	*n*	Mean (SD)	Median (Q1, Q3)	Min, Max	Not stated
Clinician:					
Female	747	36 (14)	38 (26, 45)	1, 80	60
Male	451	43 (13)	42 (38, 50)	1, 100	35
Total	1198	38 (14)	40 (30, 46)	1, 100	95
Non-clinician:					
Female	194	38 (14)	40 (30, 45)	1, 80	19
Male	172	38 (18)	40 (25, 50)	2, 100	18
Total	366	38 (16)	40 (30, 48)	1, 100	37
Not stated:					
Female	113	20 (15)	20 (9, 32)	5, 37	109
Male	84	33 (16)	24 (21, 50)	20, 50	79
Total	1007	27 (16)	24 (20, 37)	5, 50	998
All veterinarians:					
Female	1054	36 (14)	38 (27, 45)	1, 80	188
Male	707	41 (14)	41 (36, 50)	1, 100	132
Total	2572	38 (15)	40 (30, 47)	1, 100	1130

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 (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 60%, similar to the 2013 survey.

Table 7: Descriptive statistics of number of hours on call worked per week by gender, for the 2014 workforce survey.

Work role	*n*	Mean (SD)	Median (Q1, Q3)	Min, Max	Not stated
Clinician:					
Female	747	40 (38)	30 (15, 50)	1, 318	405
Male	451	45 (37)	39 (20, 60)	1, 168	197
Total	1198	42 (37)	32 (16, 55)	1, 318	602
Non-clinician:					
Female	194	37 (30)	38 (20, 46)	1, 168	143
Male	172	34 (33)	32 (15, 48)	2, 168	117
Total	366	35 (31)	35 (15, 48)	1, 168	260
Not stated:					
Female	113	38	38	38, 38	112
Male	84	55 (33)	50 (37, 70)	24, 90	81
Total	1007	50 (28)	44 (34, 60)	24, 90	1003
All veterinarians:					
Female	1054	40 (36)	30 (15, 50)	1, 318	660
Male	707	43 (36)	38 (17, 60)	1, 168	395
Total	2571	41 (36)	33 (16, 54)	1, 318	1865

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

Country	Female	Male	Not stated	Total	Percentage [a]
Australia	943	613	0	1556	89%
European Union	14	10	0	24	1%
New Zealand	20	15	0	35	2%
North America	18	1	0	19	1%
Other [b]	12	26	0	38	2%
Other European [c]	3	5	0	8	0%
United Kingdom	40	25	0	65	4%
Not stated	4	12	811	827	
Total	1054	707	811	2572	

[a] Percentage of the total number of veterinarians that provided a valid response to the survey (*n* = 1745).
[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, similar to previous years, the $60,000 to $80,000 category had the highest proportion of respondents. Forty-eight percent 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 19% 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 investigate this issue further 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. No data were available for the 20 to 30 female category.

Findings:

Care should be exercised when interpreting Figure 5 because a valid remuneration per hour estimate could only be calculated for 415 of the 1392 survey responses with valid income data. 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; (c) after the age of 40 male and female hourly earnings are similar.

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

Income category	Female (%)	Male (%)	Not stated	Total	Percentage [a]
<$20k	81	28	0	109	8%
$20 - $40k	98	29	0	127	9%
$40 - $60k	197	50	0	247	18%
$60 - $80k	194	67	0	261	19%
$80 - $100k	124	107	0	231	17%
$100k - $120k	74	77	0	151	11%
$120k - $150k	49	75	0	124	9%
>$150k	36	106	0	142	10%
Not stated	201	168	811	1180	-
Total	1054	707	811	2572	-

[a] Percentage of the total number of veterinarians that provided a valid response to the survey (n = 1392)

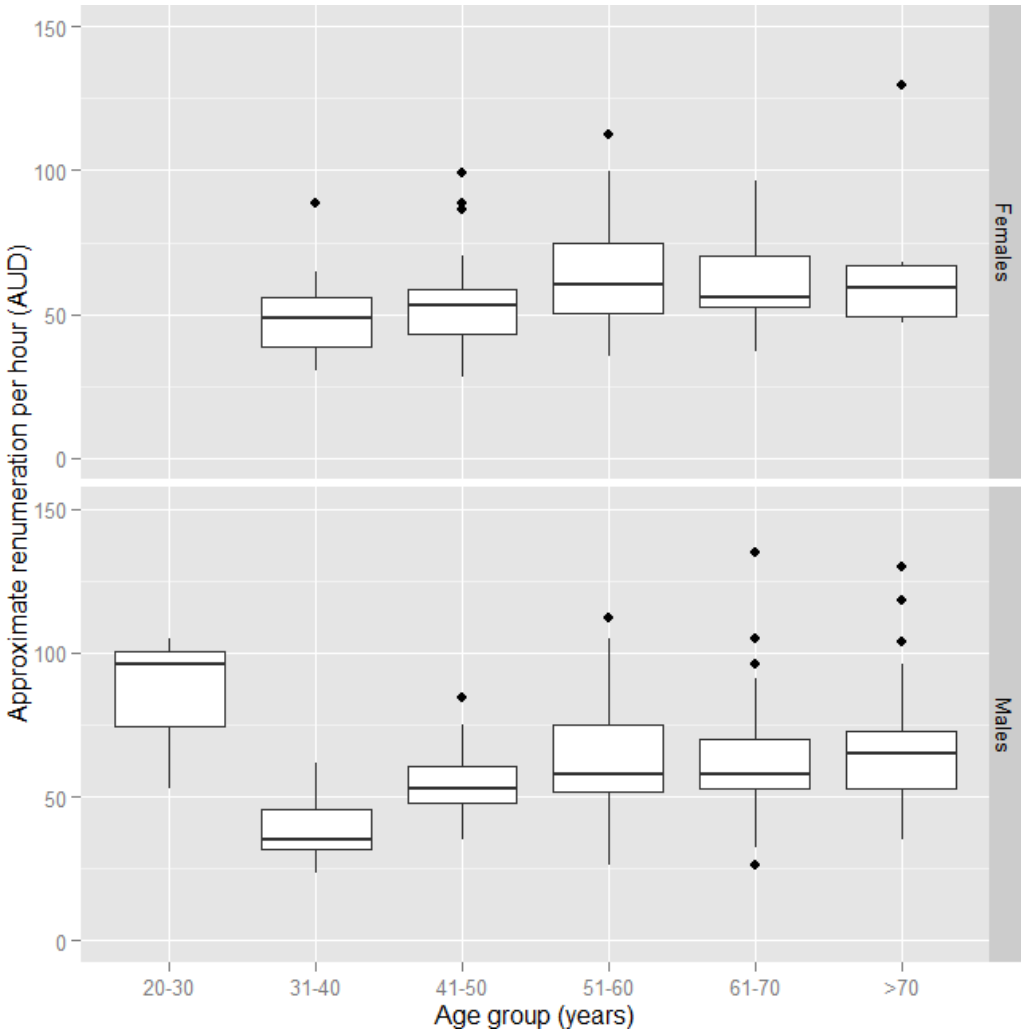


Figure 5: Box and whisker plot showing the distribution of remuneration per hour by age group and gender for the 2014 veterinary workforce survey. In the above plot the horizontal lines within each box represent the median amount earned per hour worked for each age group. The lower and upper bound of 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	80	27	2	109
$20 - $40k	77	49	1	127
$40 - $60k	78	165	4	247
$60 - $80k	40	219	2	261
$80 - $100k	12	218	1	231
$100k - $120k	6	144	1	151
$120k - $150k	7	117	0	124
>$150k	1	140	1	142
Not stated	15	47	1118	1180
Total	316	1126	1130	2572

[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	7	60	0	0	18	15	1	8	109
$20 - $40k	5	86	2	0	13	17	1	3	127
$40 - $60k	4	193	3	0	23	18	1	5	247
$60 - $80k	15	205	3	1	18	13	4	2	261
$80 - $100k	26	160	5	1	10	17	7	5	231
$100k - $120k	26	91	5	3	5	17	0	4	151
$120k - $150k	19	66	11	4	5	16	2	1	124
>$150k	3	107	12	4	6	10	0	0	142
Not stated	17	120	5	1	21	12	3	1000	1179
Total	122	1088	46	14	119	135	19	1028	2571

[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	98	7	9	1	3	28	0	4	0	1	151
$20 - $40k	73	5	15	2	8	19	0	2	0	0	124
$40 - $60k	95	5	2	1	10	9	0	4	1	0	127
$60 - $80k	218	5	2	0	6	5	0	6	0	5	247
$80 - $100k	231	3	5	1	4	13	0	2	1	1	261
$100k - $120k	172	6	11	4	10	25	0	2	0	1	231
$120k - $150k	73	4	3	4	6	3	2	8	2	4	109
>$150k	109	1	15	0	7	7	0	3	0	0	142
Not stated	130	7	8	3	14	13	5	3	1	995	1179
Total	1199	43	70	16	68	122	7	34	5	1007	2571

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	13	32	19	12	4	1	0	81
$20 - $40k	19	42	19	15	3	0	0	98
$40 - $60k	84	58	32	20	3	0	0	197
$60 - $80k	71	56	38	25	4	0	0	194
$80 - $100k	15	58	34	15	2	0	0	124
$100k - $120k	7	24	25	16	2	0	0	74
$120k - $150k	1	13	16	16	3	0	0	49
>$150k	1	4	10	20	1	0	0	36
Not stated	65	61	38	27	8	2	810	1011
Total	276	348	231	166	30	3	810	1864
Males:								
<$20k	3	4	1	6	8	6	0	28
$20 - $40k	3	2	2	7	8	7	0	29
$40 - $60k	17	10	3	8	7	5	0	50
$60 - $80k	14	15	8	13	12	5	0	67
$80 - $100k	7	27	30	24	17	2	0	107
$100k - $120k	5	17	16	23	15	1	0	77
$120k - $150k	1	11	28	19	16	0	0	75
>$150k	1	9	41	38	14	3	0	106
Not stated	26	8	27	42	39	26	810	978
Total	77	103	156	180	136	55	810	1517
All veterinarians:								
<$20k	16	36	20	18	12	7	0	109
$20 - $40k	22	44	21	22	11	7	0	127
$40 - $60k	101	68	35	28	10	5	0	247
$60 - $80k	85	71	46	38	16	5	0	261
$80 - $100k	22	85	64	39	19	2	0	231
$100k - $120k	12	41	41	39	17	1	0	151
$120k - $150k	2	24	44	35	19	0	0	124
>$150k	2	13	51	58	15	3	0	142
Not stated	91	69	65	69	47	28	810	1179
Total	353	451	387	346	166	58	810	2571

3.7 Continuing professional development

The final component of the 2014 workforce survey comprised questions related to continuing professional development (CPD).

Respondents were asked to list the CPD methods they actually used in 2014 and the CPD methods they planned to undertake in 2014. 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 2014. Seven *percent* of respondents reported that they undertook no CPD in 2014. This compares favourably with the 34% of respondents who reported no CPD in the 2013 workforce survey. Of those that undertook CPD the majority (21%) reported that they used four individual methods.

Table 14: Number of CPD actually undertaken in 2014, by gender.

Number CPD methods	Female	Male	Not stated	Total (%)
0	119	70	0	189 (7%)
1	95	84	0	179 (7%)
2	129	74	0	203 (8%)
3	215	135	0	350 (14%)
4	333	213	0	546 (21%)
5	83	64	0	147 (6%)
6	46	39	0	85 (3%)
> 6	34	28	0	62 (2%)
Not stated	0	0	810	810 (32%)
Total	1054	707	810	2571 (100%)

Table 15: Frequency of stated CPD methods, 2014.

Method	2014 (%)
Collegial discussion	544 (10%)
Conference	890 (16%)
Face-to-face course	317 (6%)
Informal reading	1138 (21%)
Online course (commercial)	734 (13%)
Online course (not for profit)	179 (3%)
Workshop (commercial)	450 (8%)
Workshop (not for profit)	28 (1%)
Shadowing	112 (2%)
Teaching	437 (8%)
Unstructured	639 (12%)
Total	5468 (100%)

Table 15 lists the frequency of CPD methods undertaken in 2014. 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 5468 individual CPD methods were used by the 2571 survey respondents in 2014. In 2014 the most frequently cited CPD method was informal reading (21%) followed by conference attendance (16%) on-line commercial course work (13%).

4 Acknowledgements

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