

**Table 1: Number of people employed per manager, health services and all industries, Australia, 2006 and 2016**

Activity	Employees per manager		Change 2016-2006
	2016	2006	
Hospitals	28.6	27.9	0.6
Medical & other	26.0	31.7	-5.7
Health services	27.3	29.6	-2.3
All industries	8.6	8.9	-0.3

Sources: ABS (2007, 2012, 2017a and 2017b).

**Table 2: Health and all industry managers by category, Australia, 2006 and 2016**

Industry	Category percentage distribution			
	CEO/GM & M(nfd)	Specialist	Service	All
<i>Health services</i>				
2016	16.3	69.2	14.5	100.0
2006	16.6	66.6	16.8	100.0
Difference 2016-2006	-0.3	+2.6	-2.3	
<i>All Industries</i>				
2016	12.0	54.6	33.4	100.0
2006	13.2	50.3	36.5	100.0
Difference 2016-2006	-1.2	+4.3	-3.1	

Note: (CEO/GM & M(nfd)) is the sum of the chief executive officer/general manager category with managers not further defined. Health services is the sum of hospital and medical and other health services.

Sources: ABS (2017a and 2017b); Martins & Isouard (2012a).

**Table 3: Age of managers in health services and all industries, Australia, 2006 and 2016**

Age	Hospitals	Medical & other health	All health	All industries
<i>2016</i>				
Average age (years)	48.5	45.9	47.2	44.6
Median age (years)	49.2	46.1	47.6	44.5
Standard deviation (years)	10.4	11.3	10.9	12.0
Coefficient of variation	0.21	0.25	0.23	0.27
<i>2006</i>				
Average age (years)	47.0	44.7	46.0	43.5
Median age (years)	47.6	45.2	46.6	43.5
Standard deviation (years)	9.4	10.6	10.0	11.6
Coefficient of variation	0.20	0.24	0.22	0.27

Sources: ABS (2017a and 2017b); Martins & Isouard (2012b).

**Table 4: Age of managers by category, health services and all industries, Australia, 2006 and 2016**

Manager category	All health age (years)				All industries age (years)			
	Average	Median	SD	CV	Average	Median	SD	CV
<i>2016</i>								
CEO/GM	49.8	50.2	10.7	0.21	49.1	48.9	11.2	0.23
M(nfd)	48.0	48.3	10.8	0.23	47.3	47.1	11.9	0.25
Specialist	47.0	47.4	10.7	0.23	44.8	44.5	11.2	0.25
Service	45.7	46.0	12.1	0.27	42.9	42.4	13.2	0.31
All 2016	47.2	47.6	10.9	0.23	44.6	44.5	12.0	0.27
<i>2006</i>								
CEO/GM	47.8	48.1	9.3	0.19	47.4	47.2	10.6	0.22
M(nfd)	47.4	47.4	10.3	0.22	47.2	47.1	11.7	0.25
Specialist	45.7	46.3	9.7	0.21	43.5	43.4	10.8	0.25
Service	45.4	46.6	11.0	0.24	41.9	41.9	12.5	0.30
All 2006	46.0	46.6	10.0	0.22	43.5	43.5	11.6	0.27

Note: (Health services) are the aggregate of hospitals and medical and other health services. (CEO/GM) are chief executive officers and general managers. ((M(nfd)) are managers not further defined. (SD) is the standard deviation in years. (CV) is the coefficient of variance (proportion).

Sources: ABS (2017b); Martins & Isouard (2012b).

**Table 5: Sex distribution of people employed in health services and all industries, Australia, 2006 and 2016**

Sex	Percentage			
	Hospitals	Medical & other health	All health	All industries
<i>2016</i>				
Females	78.0	73.9	76.0	47.5
Males	22.0	26.1	24.0	52.5
2016 Relative Difference Index	30.5	26.4	28.6	Standard
<i>2006</i>				
Females	79.1	72.8	76.2	46.1
Males	20.9	27.2	23.8	53.9
2006 Relative Difference Index	33.3	26.9	30.3	Standard

Note: The relative difference index =  $[\sum\{(a_i/b_i)*100\}-100] / (2*n)$ ; ( $a_i$ ) is the proportion of employees of sex (i) in given health service; ( $b_i$ ) is the proportion of employees of sex (i) in all industries; (n) is the number of sex groups.

Sources: ABS (2017b); Martins & Isouard (2012b).

**Table 6: Sex distribution of managers in health services and all industries, Australia, 2006 and 2016**

Sex	Percentage			
	Hospitals	Medical & other health	All health	All industries
<i>2016</i>				
Females	63.5	60.8	62.1	38.0
Males	36.5	39.2	37.9	62.0
<i>2016</i>				
Female managers to employees % gap	-14.5	-13.1	-13.9	-9.5
<i>2006</i>				
Females	61.5	58.8	60.4	35.2
Males	38.5	41.2	39.6	64.8
<i>2006</i>				
Female managers to employees % gap	-17.6	-14.0	-15.8	-10.9

Note: The female to employee % gap is the difference between the proportion of female employees and the proportion of managers in the given activity.

Sources: ABS (2017a and 2017b); Table 5; Martins & Isouard (2012b).

**Table 7: Health service managers by category and sex, Australia, 2006 and 2016**

Sex	Percentage				
	CEO/GM	M(nfd)	Specialist	Service	All
<i>2016</i>					
Females	53.4	62.6	64.5	58.5	62.1
Males	46.6	37.4	35.5	41.5	37.9
<i>2006</i>					
Females	51.6	61.0	62.6	57.4	60.4
Males	48.4	39.0	37.4	42.6	39.6
Female % change 2006-2016	+ 1.8	+1.6	+1.9	+1.1	+ 1.7

Note: (CEO/GM) are chief executive officers and general managers. ((M(nfd)) are managers not further defined.

Sources: ABS (2017a and 2017b); Martins & Isouard (2012b).

**Table 8: Health service managers average age by category and sex, Australia, 2006 and 2016**

Sex	Average years of age				
	CEO/GM	M(nfd)	Specialist	Service	All
<i>2016</i>					
Females	49.3	47.7	46.8	44.7	46.8
Males	50.3	48.3	47.6	47.0	48.0
Persons 2016	49.8	48.0	47.0	45.7	47.2
<i>2006</i>					
Females	47.6	46.7	45.2	45.1	45.5
Males	48.1	48.3	46.5	45.8	46.7
Persons 2006	47.8	47.4	45.7	45.6	46.0
2006-2016 Persons' age years difference	+ 2.0	+0.6	+1.3	+0.3	+ 1.2

Note: (CEO/GM) are chief executive officers and general managers. ((M(nfd)) are managers not further defined. Sources: ABS (2017b); Martins & Isouard (2012b).

**Table 9: Field of study of managers in health services and all industries, Australia, 2016**

Field of study	Percentage of total			
	Hospitals	Medical & other health	All health	All industries
Management & commerce	30.0	28.5	29.3	26.8
Health	31.8	25.0	28.4	3.2
Social & related fields	9.4	12.0	10.7	10.5
Natural & physical sciences	3.0	7.3	5.2	2.7
Engineering & related fields	4.1	3.4	3.7	11.5
Information technology	2.9	2.4	2.7	3.5
Education	1.9	2.8	2.4	4.1
Food, hospit. & personal care	2.2	1.2	1.7	3.3
Architecture & building	1.1	0.7	0.9	5.7
Other	13.5	16.7	15.1	28.7
All fields of study	100.0	100.0	100.0	100.0

Note: Other includes a very small proportion of managers in agriculture and environment field of study, inadequately defined and not stated and those without tertiary/diploma/certificate completed education. Source: ABS (2017b).

**Table 10: Field of study of managers in health services and all industries, by sex, Australia, 2016**

Field of study	Sex percentage			
	All health		All industries	
	Females	Males	Females	Males
Management & commerce	59.9	40.1	43.6	56.4
Health	70.9	29.1	64.7	35.3
Social & related fields	71.8	28.2	56.9	43.1
Natural & physical sciences	55.6	44.4	38.9	61.1
Engineering & related fields	12.0	88.0	5.9	94.1
Information technology	21.1	78.9	17.6	82.4
Education	77.5	22.5	64.5	35.5
Food, hospit. & personal care	60.2	39.8	51.9	48.1
Architecture & building	17.4	82.6	5.9	94.1
Other	65.9	34.1	39.7	60.2
All fields of study	62.1	37.9	38.0	62.0

Note: Other includes a very small proportion of managers in agriculture and environment field of study, inadequately defined and not stated and those without tertiary/diploma/certificate completed education.

Source: ABS (2017b).

**Table 11: Level of education of health and all industries managers, Australia, 2006 and 2016**

Level of education	Percentage of all levels			
	Hospitals	Medical & other health	All health	All industries
<i>2016</i>				
Postgraduate	34.5	24.3	29.4	14.2
Bachelor	29.9	33.7	31.8	25.4
	64.4	58.0	61.2	39.6
Diploma/certificate	22.5	26.7	24.6	33.2
Other & not stated	13.1	15.3	14.2	27.1
All	100.0	100.0	100.0	100.0
Relative difference index	30.6	20.9	25.7	Standard
<i>2006</i>				
Postgraduate	29.9	20.7	25.8	9.6
Bachelor	29.1	31.2	30.0	19.9
	59.0	51.9	55.8	29.5
Diploma/certificate	22.1	26.8	24.1	31.5
Other & not stated	19.0	21.3	20.0	39.0
All	100.0	100.0	100.0	100.0
Relative difference index	42.4	29.1	36.5	Standard

Note: The relative difference index =  $[\sum\{(a_i/b_i)*100\}-100] / (2*n)$ ; ( $a_i$ ) is the proportion of employees of level of education (i) in given health service; ( $b_i$ ) is the proportion of employees of level of education (i) in all industries; (n) is the number of level of education groups.

Source: ABS (2017b).

**Table 12: Level of education of hospital and medical and other health service managers by category, Australia, 2016**

Level of education	Percentage of all level of education				
	CEO/GM	M(nfd)	Specialist	Service	All
<b>Hospitals</b>					
Postgraduate	44.2	36.8	37.4	8.1	34.5
Bachelor	31.3	25.8	32.7	12.5	29.9
	75.5	62.6	70.1	20.6	64.4
Diploma/certificate	15.1	19.1	19.5	47.2	22.5
Other & not stated	9.5	18.3	10.3	32.2	13.1
All	100.0	100.0	100.0	100.0	100.0
<b>Medical &amp; other health services</b>					
Postgraduate	33.2	23.9	26.3	8.8	24.3
Bachelor	34.3	30.0	36.8	22.1	33.7
	67.5	53.9	63.1	30.9	58.0
Diploma/certificate	20.0	28.6	24.2	41.8	26.7
Other & not stated	12.4	17.5	12.8	27.4	15.3
All	100.0	100.0	100.0	100.0	100.0

Note: CEO/GM are chief executive officers and general managers. M(nfd) are managers not further defined. Percentages may not add due to rounding.

Source: ABS (2017b).

**Table 13: Level of education of health services managers, by sex and category, Australia, 2016**

Level of education	Female and male percentage in level by category				
	CEO/GM	M(nfd)	Specialist	Service	All
Females					
Postgraduate	34.5	29.6	32.4	7.7	29.2
Bachelor	32.4	25.4	34.4	19.1	31.8
	66.9	55.0	66.8	26.8	61.0
Diploma/Certificate	19.9	24.7	21.8	37.2	23.8
Other & not stated	13.2	20.3	11.4	36.1	15.3
Males					
Postgraduate	41.8	26.7	32.0	9.6	29.8
Bachelor	33.8	33.9	35.0	16.3	31.8
	75.6	60.6	67.0	25.9	61.6
Diploma/Certificate	15.6	26.2	21.5	54.0	25.9
Other & not stated	8.8	13.2	11.5	20.2	12.5

Note: (CEO/GM) are chief executive officers and general managers. ((M(nfd)) are managers not further defined. Percentages may not add up due to rounding.

Source: ABS (2017b).

**Table 14: Average weekly gross income of managers in health services and all industries, Australia, 2006 and 2016**

Weekly income	Weekly income (\$)			
	Hospitals	Medical & other health	All health	All industries
<i>2016</i>				
Average	2,188	1,991	2,089	1,894
Median	1,985	1,721	1,865	1,589
Standard deviation	1,010	1,132	1,077	1,185
Coefficient of variation	0.46	0.57	0.52	0.63
<i>2006</i>				
Average	1,548	1,436	1,499	1,341
Median	1,411	1,261	1,362	1,108
Standard deviation	769	827	799	882
Coefficient of variation	0.50	0.58	0.53	0.66
<i>2016-2006</i>				
% change of average	+41.3	+38.6	+39.4	+41.2

Sources: ABS (2017b); Martins & Isouard (2012c).



**Table 15: Average weekly gross income of managers in health services and all industries, by category, Australia, 2016**

Category	Percentage above (+) or below (-) average weekly income			
	Hospitals	Medical & other health	All health	All industries
CEO/GM	+27.0	+32.0	+28.9	+38.8
M(nfd)	+1.9	-5.2	-3.7	+2.9
Specialist	+1.9	+1.9	+1.9	+14.2
Service	-35.6	-32.0	-34.1	-34.2
All managers average weekly income (\$)	2,188	1,991	2,089	1,894

Source: ABS (2017b).

**Table 16: Average hours worked the week before the census by managers in health services and all industries, Australia, 2006 and 2016**

Weekly work hours	Average hours worked			
	Hospitals	Medical & other health	All health	All industries
<i>2016</i>				
Average	43.2	42.0	42.6	46.0
Median	40.4	40.3	40.4	40.8
Standard deviation	16.6	17.5	17.1	17.8
Coefficient of variation	0.38	0.42	0.40	0.41
<i>2006</i>				
Average	41.9	41.9	41.9	46.9
Median	39.7	39.8	39.7	43.6
Standard deviation	17.2	18.5	17.8	19.6
Coefficient of variation	0.41	0.44	0.42	0.42
<i>2016-2006</i>				
% change of average	+1.3	+0.1	+0.7	-0.9

The figures exclude managers who did not state the number of hours worked: 0.5% in health services, and 0.9% in all industries in 2016; and 1.1% in health services and 1.7% in all industries in 2006.

Sources: ABS (2017b); Martins &amp; Isouard (2012d).

**Table 17: Average hours worked the week before the census by managers in health services and all industries, by category, Australia, 2016**

Category	Average hours worked per week			
	Hospitals	Medical & other health	All health	All industries
CEO/GM	46.6	48.0	47.4	51.3
M(nfd)	44.3	40.7	42.0	45.8
Specialist	43.4	41.4	42.5	46.5
Service	38.8	39.4	39.1	43.8
All	43.2	42.0	42.6	46.0

Note: The figures exclude managers who did not state the number of hours worked: 0.5% in hospitals, medical and other health services, and 0.9% in all industries.

Source: ABS (2017b).

**Table 18: Average hours worked the week before the census by managers in hospitals and medical and other health services by sex, Australia, 2016**

Weekly work hours	Hours worked per week			
	Hospitals		Medical & other services	
	Females	Males	Females	Males
Average	41.8	45.7	39.2	46.4
Median	40.3	40.6	39.9	40.8
Standard deviation	16.8	15.9	17.0	17.4
Coefficient of variation	0.40	0.35	0.43	0.38

Note: The figures exclude managers who did not state the number of hours worked: 0.5% in hospitals, medical and other health services, and 0.9% in all industries.

Source: ABS (2017b).

**Table 19: Managers working less than 35 hours per week before the census in health services and all industries by sex, Australia, 2006 and 2016**

Sex	Percentage of managers working less than 35 hours per week			
	Hospital	Medical & other health	All health	All industries
<i>2016</i>				
Females	23.3	29.5	26.3	25.4
Males	9.2	12.7	11.0	10.5
2016 all	18.2	22.9	20.5	15.3
<i>2006</i>				
Females	21.3	28.5	24.4	24.8
Males	9.0	12.0	10.3	9.7
2006 All	16.5	21.7	18.9	15.0

The figures exclude managers who did not state the number of hours worked: 0.5% in health services, and 0.9% in all industries in 2016; and 1.1% in health services and 1.7% in all industries in 2006.

Sources: ABS (2017b); Martins & Isouard (2012d).

**Table 20: Average hours worked the week before the census by full-time managers in health services and all industries, by sex, Australia, 2016**

Sex	Average hours worked per week			
	Hospitals	Medical & other health	All health	All industries
Female	48.0	47.1	47.6	48.8
Male	48.5	50.5	49.5	53.2
All	48.2	48.6	48.4	51.7

Note: Full-time managers are defined as those working 35 hours or more per week. The figures exclude managers who did not state the number of hours worked: 0.5% in health services, and 0.9% in all industries.

Source: ABS (2017b).

**Table 21: Managers who worked more than 48 and less than 16 hours the week before the census in health services and all industries, by sex, Australia, 2016**

Sex	Hospitals	Medical & other health	All health	All industries
	Percentage of managers working 49 hours or more per week			
Female	20.1	16.6	18.4	21.4
Male	25.1	29.5	27.4	37.9
All	21.9	21.6	21.8	29.8
Percentage of managers working 15 hours or less per week				
Female	12.8	17.4	15.1	15.3
Male	6.0	8.5	7.3	6.9
All	10.3	13.9	12.1	9.5

The figures exclude managers who did not state the number of hours worked: 0.5% in health services, and 0.9% in all industries.

Source: ABS (2017b).

**Table 22: Marital status of health service managers and all industries, Australia, 2006 and 2016**

Marital status	Percentage			
	Hospitals	Medical & other health	All health	All industries
<i>2016</i>				
Never married	17.6	20.6	19.1	24.0
Married	66.5	65.0	65.9	63.9
Divorced/separated	14.6	13.4	13.9	11.2
Widowed	1.3	1.0	1.1	0.9
All 2016	100.0	100.0	100.0	100.0
<i>2006</i>				
Never married	16.9	19.3	17.9	21.9
Married	66.0	66.2	66.1	65.9
Divorced/separated	15.4	13.4	14.5	11.3
Widowed	1.6	1.2	1.4	0.9
All 2006	100.0	100.0	100.0	100.0

Note: Figures may not add up due to rounding. (Married) includes those in a partnership.

Sources: ABS (2017b); Martins & Isouard (2012d).

**Table 23: Country of birth of health service managers and all industries, Australia, 2006 and 2016**

Country of birth	Percentage			
	Hospitals	Medical & other health	All health	All industries
<i>2016</i>				
Australia	72.1	67.3	69.7	68.7
New Zealand & Oceania	3.8	3.5	3.7	3.8
United Kingdom & Ireland	10.1	9.3	9.7	7.7
Other Europe	2.9	2.9	2.9	3.8
Other	11.1	17.0	14.0	16.0
All 2016	100.0	100.0	100.0	100.0
<i>2006</i>				
Australia	75.6	72.5	74.3	73.2
New Zealand & Oceania	2.8	3.2	3.0	3.5
United Kingdom & Ireland	11.1	10.1	10.7	8.4
Other Europe	7.5	9.7	8.4	10.9
Other	3.0	4.5	3.6	4.1
All 2006	100.0	100.0	100.0	100.0

Note: Health service managers who did not state their country of birth constituted 1.5% of the total in 2006 and 1.0% in 2016. Figures may not add up due to rounding.

Sources: ABS (2017b); Martins & Isouard (2012d).

**Table 24: Indigenous status of health service managers and all industries, Australia, 2006 and 2016**

Sex	Indigenous percentage			
	Hospitals	Medical & other health	All health	All industries
<i>2016</i>				
Females	1.5	2.3	1.9	1.2
Males	1.0	2.0	1.5	0.8
All 2016	1.3	2.2	1.7	0.9
<i>2006</i>				
Females	1.0	1.5	1.3	0.8
Males	0.8	1.5	1.1	0.5
All 2006	1.0	1.5	1.2	0.6

Note: Managers who did not state their indigenous/non-indigenous status constituted 0.6% in all industries and 0.5% in health services in 2006 and 0.4% in both cases in 2016.

Sources: ABS (2017b); Martins & Isouard (2012d).