

Special Commission of Inquiry into Healthcare Funding

Statement of Philip Gregory Minns

Name: Philip Gregory Minns
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Occupation: Deputy Secretary, People Culture and Governance, NSW Health

1. I have provided four statements to this Inquiry dated 9 April 2024 (**MOH.9999.0764.0001**), 7 June 2024 (**MOH.9999.1868.0001**), 17 July 2024 (**MOH.0011.0024.0001**) and 8 October 2024 (**MOH.0011.0082.0001**). This, my fifth statement, accurately sets out the evidence that I would be prepared, if necessary, to give to the Inquiry. The statement is true to the best of my knowledge and belief.

A. INTRODUCTION

2. I am the Deputy Secretary, People, Culture and Governance of NSW Health.
3. As outlined in my previous statements, in this role, I am responsible for the People, Culture and Governance Division, which comprises of branches specifically relevant to this Term of Reference including the Nursing and Midwifery Office, led by the Chief Nursing and Midwifery Officer, the Workforce Planning and Talent Development Branch and the Workplace Relations Branch, all led by Executive Directors.

B. SCOPE OF STATEMENT

4. On 30 July 2024 I requested that the Australian Health Practitioner Regulation Agency (**AHPRA**) provide me with information regarding nurses, midwives, medical practitioners and paramedics who have changed their principal place of practice (**PPP**) from or to NSW.
5. On 10 October 2024, I followed up my request with AHPRA and on 10, 11 and 14 October 2024 AHPRA supplied me with PowerPoint slides of Registrant Reconciliations for each requested stream of NSW clinician (**the AHPRA Registrant Reconciliations**). These Registrant Reconciliations relate to all registered NSW clinicians in each stream, whether or not employed or engaged by NSW Health.
6. This statement sets out how I understand that the data in the AHPRA Registrant Reconciliations should be interpreted following conversations and email exchanges with AHPRA officials.

7. The AHPRA Registrant Reconciliations are annexed to this statement as follows:

Annexure A – AHPRA Registrant Reconciliation for NSW Nurses,

Annexure B – AHPRA Registrant Reconciliation for NSW Midwives,

Annexure C – AHPRA Registrant Reconciliation for NSW Medical Practitioners,

Annexure D - AHPRA Registrant Reconciliation for NSW Paramedics.

C. AHPRA REGISTRANT RECONCILIATIONS

8. Slide two in each of the AHPRA Registrant Reconciliations is a reconciliation of all changes to NSW registration across each of the last three financial years to June 2024.
9. Slide three in each in each of the AHPRA Registrant Reconciliations is a table showing the losses and gains in registrations for NSW. This slide also shows which jurisdictions the losses and gains are derived from.
10. The data in Annexure A, the AHPRA Registrant Reconciliation for NSW Nurses, is explained in detail in the paragraphs below. This explanation of how to read the data can be applied to Annexures B, C and D.
11. AHPRA advises the data is subject to the following qualifications:
- a. It is a point to point comparison at 30 June each year,
 - b. There is no information available about the sector in which clinicians are working,
 - c. It is possible that some clinicians holding practising registration may not be working in clinical roles,
 - d. Where the registrant is not clear on their PPP this has been described as “No PPP”
 - e. AHPRA can identify when a registrant has changed from or to “No PPP” status from a NSW PPP.

D. AHPRA REGISTRANT RECONCILIATIONS FOR NURSES

12. Slide three of Annexure A shows that in 2023/24 NSW saw a net gain in nurses as a result of interstate movements – 2998 gained compared to 2672 lost. In 2023/24 NSW experienced net losses to Queensland, Victoria and Western Australia, but net gains from other jurisdictions. This outcome in 2023/24 is the first occasion in the data set of

net annual gain to NSW from across all jurisdictions and through adjustments to PPP status.

13. AHPRA has advised that No PPP generally means that they had an overseas practice address recorded with AHPRA or the address information was incomplete. 198 lost for 2023-24 means that as of 30 June 2023 these practitioners had NSW as their PPP address with AHPRA and as of 30 June 2024 they were still registered but had an overseas PPP address. Similarly, the 1,035 gained for 2023/24 means that they were registered as of 30 June 2023 with an overseas practice address recorded with AHPRA and as of 30 June 2024 their PPP was NSW.
14. AHPRA further advises that over 90% of the 1,035 of nurses gained in 2023/24 from No PPP status change were Internationally Qualified Nurses including Trans-Tasman Mutual Recognition applications.



Philip Gregory Minns



Witness name: Anthony Paul De Carlo

16/10/2024

Date

16/10/2024

Date