Clinical Genetics

The Workforce

Clinical Genetics is the medical specialty that provides a diagnostic service and genetic counselling for individuals or families with, or at risk of, conditions which may have a genetic basis.

In the 2010 calendar year, there were 28 Clinical Genetics Physicians who primarily worked within NSW. This workforce had the following characteristics:

- **Average Age:** 48 years
- **Females:** 60.7% of the workforce
- **Average Hours:** Clinical Genetics Physicians worked an average 35.8 hours per week (of a standard 40 hour week)
- **Over 50s:** Approximately 30% were aged 50 years or over

Source: AIHW (2012) 2010 Medical Workforce Profile extracts for NSW (unpublished data)

Trainees and New Fellows

- **Advanced Trainees (AT)**: 8 ATs in 2012 with an average of 9 ATs in Australia per year (2008-2012)
- **Females:** Female AT numbers in Australia have increased from 3 in 2008 to 8 in 2012 (83% of total)
- **New Fellows Nationally:** An average of 1 per year from 2007-2011 (33% female)
- **Medical Specialty College:** Royal Australasian College of Physicians (RACP) (www.racp.edu.au)
- **HETI Supported Training:** Not part of Health Education and Training Institute Training Networks (www.heti.nsw.gov.au)

Source: Medical Training Review Panel (MTRP) * Basic Physician Training must be completed before entering Advanced Training

Retirement Intentions in NSW

- **1-2 Years:** 7.1% of Clinical Genetics Physicians intend to retire within 1-2 years
- **3-5 Years:** 0.0% of Clinical Genetics Physicians intend to retire within the next 3-5 years
- **6-9 Years:** 3.6% of Clinical Genetics Physicians intend to retire within the next 6-9 years

Source: AIHW (2012) 2010 Medical Workforce Profile extracts (unpublished data)
Supply and Distribution

Distribution: Clinical Genetics Physicians are located mainly within Local Health Districts (LHDs) in metropolitan Sydney, Illawarra Shoalhaven and Hunter New England LHDs.

Rural & Regional: Clinical Genetics Physicians are only located in Mid North Coast and Western NSW LHDs.

The Future in NSW – Workforce Planning to 2025*

Estimated Demand Growth: Not Applicable
Estimated Workforce Size: Not Applicable
Additional Fellows: All demand scenarios suggest a small number of additional trainees required
Range: Not applicable

*Workforce Planning to 2025 combines the physician sub-specialties of Addiction Medicine, Occupational and Environmental Medicine, Pain Medicine, Palliative Medicine, Public Health Medicine, Sexual Health Medicine, Clinical Pharmacology and Clinical Genetics. These physician sub-specialties were grouped and modelled together due to small workforce size in the individual sub-specialties.

Workforce Planning Priority and Risk Rating

Ageing >60
Minor Risk

Ageing >70
Minimal Risk

Availability of Training Supervision
Minimal Risk

Workforce New Fellow Requirements
Major Risk

Retirement Intentions <5 Years
Major Risk

Retirement Intentions <2 Years
Major Risk

Priority for Workforce Planning:
Major

Small Workforce
Moderate Risk

Ageing: The risk associated with the workforce aged over 60 and 70.
Small Workforce Size: The risk associated with the sustainability of small workforces.
Retirement Intentions: The risk associated with the retirement intentions of the current workforce.
New Fellow Requirements: The risk associated with the requirement to recruit additional trainees, based on workforce planning to 2025.
Training Supervision: The risk associated with the availability of the existing workforce to provide supervision to new trainees.

Future Workforce Considerations
Small workforce size