The Workforce

An Emergency Physician works in the emergency medicine field of practice specialising in the prevention, diagnosis and management of any acute disorders with clients of any age within a full spectrum of episodic undifferentiated physical and behavioural disorders who present to an emergency department. Emergency Physicians provide care for patients in all age groups and coordinate the acute care within the health system, and may work in a range of different settings including Emergency Departments, Intensive Care, Trauma and Retrieval.

In the 2010 calendar year, there were 305 Emergency Physicians who primarily worked within NSW. This workforce had the following characteristics:

- **Average Age:** 45.3 years
- **Females:** 31.1% of the workforce
- **Average Hours:** Emergency Physicians worked an average 36.8 hours per week (of a standard 40 hour week)
- **Over 50s:** Approximately 28% were aged 50 years and over and 2.5% of the workforce were older than 60 years.

Source: AIHW (2012) 2010 Medical Workforce Profile extracts for NSW (unpublished data)

Retirement Intentions in NSW

- **1-2 Years:** 0.6% of Emergency Physicians intend to retire within 1-2 years
- **3-5 Years:** 4.9% of Emergency Physicians intend to retire within the next 3-5 years
- **6-9 Years:** 1.6% of Emergency Physicians intend to retire within the next 6-9 years

Source: AIHW (2012) 2010 Medical Workforce Profile extracts (unpublished data)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

Distribution: Emergency Physicians are located within most Local Health Districts (LHDs).

Rural & Regional: Emergency Physicians are located within most rural and regional Local Health Districts, with a lower number of Emergency Physicians located within Western NSW, Southern NSW, Far West and Murrumbidgee LHDs (< 5).

The Future in NSW – Workforce Planning to 2025

Estimated Demand Growth: Between 5.4% to 6.3% to 2025

Estimated Workforce Size: In 2025, 573 Full Time Equivalents*

Additional Fellows: Higher demand scenarios require additional trainees

Range: Up to 15 additional new trainees per annum

* Full Time Equivalent (FTE) is calculated based on a 40 hours working week and includes productive, non-productive and overtime hours

Workforce Planning Priority and Risk Rating

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

Addressing regional and rural workforce maldistribution