Endocrinology

The Workforce

In the 2010 calendar year, there were 172 Endocrinologists who primarily worked within NSW. This workforce had the following characteristics:

- **Average Age**: 49 years
- **Females**: 42% of the workforce
- **Average Hours**: Endocrinologists worked an average 39.5 hours per week (of a standard 40 hour week)
- **Over 50s**: Approximately 44% were aged 50 years and over and 24% of the workforce were older than 60 years

Source: AIHW (2012) 2010 Medical Workforce Profile extracts for NSW (unpublished data)

Trainees and New Fellows

**Advanced Trainees (AT)**: 32 in NSW in 2012 with an average of 32 ATs in 2011 and 2012

- **Females**: Female AT numbers in NSW have averaged approximately 20 from 2009-2011 (62% of total)
- **New Fellows**: An average of 8 per year in NSW from 2008-2011

**Medical Specialty College**: Royal Australasian College of Physicians (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**: 2.9% of Endocrinologists intend to retire within 1-2 years
- **3-5 Years**: 12.2% of Endocrinologists intend to retire within the next 3-5 years
- **6-9 Years**: 1.7% of Endocrinologists intend to retire within the next 6-9 years

Source: AIHW (2012) 2010 Medical Workforce Profile extracts (unpublished data)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

Distribution: The Endocrinologist workforce is located mainly within metropolitan Sydney Local Health Districts (LHDs) and Hunter New England LHDs.

Rural & Regional: There are small numbers (≤5) of Endocrinologists located in rural and regional LHDs.

A higher proportion of non-metropolitan Endocrinologists indicate an intention to retire within the next 5 years (22%) than the metropolitan Sydney workforce (13%).

The Future in NSW – Workforce Planning to 2025

**Estimated Demand Growth:** Between 1.9% to 2.8% to 2025

**Estimated Workforce Size:** In 2025, 282 Full Time Equivalents

**Additional Fellows:** All demand scenarios require additional trainees as of 2014

**Range:** Up to 15 additional new trainees per annum

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

- Workforce outside of metropolitan Sydney and Hunter New England LHDs is small and highly at risk through either retirement or unexpected employment changes
- Currently limited advanced training opportunities in rural and regional locations