Nephrology (Renal Medicine)

In the 2010 calendar year, there were 116 Nephrologists who primarily worked within NSW. This workforce had the following characteristics:

- **Average Age:** 48.9 years
- **Females:** 25.9% of the workforce
- **Average Hours:** Nephrologists worked an average 45.5 hours per week (of a standard 40 hour week)
- **Over 50s:** Approximately 43% were aged 50 years and over and 19% 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Source: AIHW (2012) 2010 Medical Workforce Profile extracts for NSW (unpublished data)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:** 1.7% of Nephrologists intend to retire within 1-2 years
- **3-5 Years:** 9.5% of Nephrologists intend to retire within the next 3-5 years
- **6-9 Years:** 2.6% of Nephrologists intend to retire within the next 6-9 years

Source: AIHW (2012) 2010 Medical Workforce Profile extracts (unpublished data)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

**Distribution:** Nephrologists are located mainly within metropolitan Sydney Local Health Districts (LHDs) and Hunter New England LHD.

**Rural & Regional:** Small number of Nephrologists (<= 7) located in rural and regional LHDs. Higher proportion of non-metropolitan Sydney Nephrologists indicate an intention to retire within the next 5 years (14.7%).

The Future in NSW – Workforce Planning to 2025

**Estimated Demand Growth:** Between 3.7% to 4.3% to 2025

**Estimated Workforce Size:** In 2025, 238 Full Time Equivalents

**Additional Fellows:** All demand scenarios require no additional trainees

**Range:** No additional new trainees required

Workforce Planning Priority and Risk Rating

- **Ageing >60: Moderate Risk**
- **Ageing >70: Minimal Risk**
- **Availability of Training Supervision: Minimal Risk**
- **Workforce New Fellow Requirements: Minimal Risk**
- **Retirement Intentions <5 Years: Moderate Risk**
- **Retirement Intentions <2 Years: Minimal Risk**
- **Small Workforce: Minimal 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

- Impact on workforce requirements of increasing demand for dialysis and transplantation services
- Addressing rural and regional workforce maldistribution