In the 2010 calendar year, there were 304 Ophthalmologists who primarily worked within NSW. This workforce had the following characteristics:

- **Average Age:** 52.9 years
- **Females:** 17.8% of the workforce
- **Average Hours:** Ophthalmologists worked an average 34.5 hours per week (of a standard 40 hour week).
- **Over 50s:** Approximately 57% were aged 50 years and over and 29% of the workforce were older than 60 years

Source: AIHW (2012) 2010 Medical Workforce Profile extracts for NSW (unpublished data)

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**Trainees and New Fellows**

- **Basic Trainees (BT):** 20 BTs in NSW in 2012 with an average of 22 BTs between 2007 and 2012
- **Advanced Trainees (AT)*:** 33 ATs in NSW in 2012 with an average of 29 ATs between 2007 and 2012
- **Females:** Female AT numbers in NSW have increased from 6 in 2007 to 10 in 2012 (35% of total)
- **New Fellows:** An average of 8 per year in NSW from 2007-2011 (38% female)

**Medical Specialty College:** Royal Australian and New Zealand College of Ophthalmologists (www.ranzco.edu)

**HETI Supported Training:** Not part of Health Education and Training Institute Training Networks (www.heti.nsw.gov.au)

*Basic Training must be completed before entering Advanced Training

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**Retirement Intentions in NSW**

- **1-2 Years:** 3.2% of Ophthalmologists intend to retire within 1-2 years
- **3-5 Years:** 11.7% of Ophthalmologists intend to retire within the next 3-5 years
- **6-9 Years:** 5.5% of Ophthalmologists intend to retire within the next 6-9 years

Source: AIHW (2012) 2010 Medical Workforce Profile extracts (unpublished data)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

Distribution: The Ophthalmologist workforce is located mainly within Local Health Districts (LHDs) in metropolitan Sydney, Mid North Coast and Hunter New England.

Rural & Regional: Limited number of Ophthalmologists located outside of these LHDs.

The Future in NSW – Workforce Planning to 2025

Estimated Demand Growth: Between 2% to 3.9% to 2025

Estimated Workforce Size: In 2025, between 347 to 405 Full Time Equivalents

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

Range: Up to 20 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

• Changes in Optometry scopes of practice and impact on Ophthalmology
• Addressing rural and regional workforce maldistribution