In the 2010 calendar year, there were 131 Otolaryngologists who primarily worked within NSW. This workforce had the following characteristics:

**Average Age:** 50.8 years

**Females:** 10.7% of the workforce

**Average Hours:** Otolaryngologists worked an average 42.1 hours per week (of a standard 40 hour week)

**Over 50s:** Approximately 44% 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Source: AIHW (2012) 2010 Medical Workforce Profile extracts for NSW (unpublished data)

---

**Trainees and New Fellows**

**SET Trainees (SET):** 22 SETs in NSW in 2012 with an average of 25 SETs between 2008 and 2012

**Females:** Female SETs in NSW have increased from 10 in 2008 to 12 in 2012 (41% of total)

**New Fellows:** An average of 6 per year in NSW from 2008-2011

**Medical Specialty College:** Royal Australasian College of Surgeons (http://www.surgeons.org)

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

Source: Royal Australasian College of Surgeons  * SET – Surgical Education and Training (SET) program

---

**Retirement Intentions in NSW**

**1-2 Years:** 4.6% of Otolaryngologists intend to retire within 1-2 years

**3-5 Years:** 17.6% of Otolaryngologists intend to retire within the next 3-5 years

**6-9 Years:** 2.3% of Otolaryngologists intend to retire within the next 6-9 years

Source: AIHW (2012) 2010 Medical Workforce Profile extracts (unpublished data)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

**Distribution:** Small number in most Local Health Districts (LHDs) with 10 or more Otolaryngologists in Sydney, South Eastern Sydney, Northern Sydney and Hunter New England LHDs.

**Rural & Regional:** Small workforces in rural and regional LHDs with no Otolaryngologists in Southern NSW and Far West LHDs.

A higher proportion of non-metropolitan Otolaryngologists indicate an intention to retire within the next 5 years (30%) than Sydney metropolitan Otolaryngologists (16%).

The Future in NSW – Workforce Planning to 2025

**Estimated Demand Growth:** Between 1.5% to 2.3% to 2025

**Estimated Workforce Size:** In 2025, 242 Full Time Equivalents

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

**Range:** No additional new trainees required

## Workforce Planning Priority and Risk Rating

<table>
<thead>
<tr>
<th>Priority for Workforce Planning:</th>
<th>Minimal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ageing &gt;60</td>
<td>Major Risk</td>
</tr>
<tr>
<td>Ageing &gt;70</td>
<td>Moderate Risk</td>
</tr>
<tr>
<td>Retirement Intentions &lt;5 Years</td>
<td>Major Risk</td>
</tr>
<tr>
<td>Retirement Intentions &lt;2 Years</td>
<td>Minor Risk</td>
</tr>
<tr>
<td>Small Workforce</td>
<td>Minor Risk</td>
</tr>
<tr>
<td>Availability of Training Supervision</td>
<td>Minimal Risk</td>
</tr>
<tr>
<td>Workforce New Fellow Requirements</td>
<td>Minimal Risk</td>
</tr>
</tbody>
</table>

### 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 rural and regional workforce maldistribution