The Workforce

Paediatrics is a specialty which provides expert diagnosis, treatment and care for infants, children and young people. Paediatricians may have specific fields of practice eg endocrinology, general, neonatal & perinatal medicine, medical oncology or rehabilitation medicine.

In the 2010 calendar year, there were 531 Paediatricians who primarily worked within NSW. This workforce had the following characteristics:

- **Average Age:** 50.4 years
- **Females:** 40.5% of the workforce
- **Average Hours:** Paediatricians worked an average 40.1 hours per week (of a standard 40 hour week)
- **Over 50s:** Approximately 51% were aged 50 years and over and 22% 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Source: AIHW (2012) 2010 Medical Workforce Profile extracts for NSW (unpublished data)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: 3.8% of Paediatricians intend to retire within 1-2 years
3-5 Years: 10.0% of Paediatricians intend to retire within the next 3-5 years
6-9 Years: 4.3% of Paediatricians intend to retire within the next 6-9 years

Source: AIHW (2012) 2010 Medical Workforce Profile extracts (unpublished data)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

**Distribution:** The Paediatrician workforce is located mainly within Local Health Districts (LHDs) in metropolitan Sydney, Illawarra Shoalhaven and Hunter New England LHDs.

**Rural & Regional:** There are limited numbers of Paediatricians located in rural and regional LHDs.

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**The Future in NSW – Workforce Planning to 2025**

**Estimated Demand Growth:** Between 2.6% to 5.6% to 2025

**Estimated Workforce Size:** In 2025, between 838 to 929 Full Time Equivalents

**Additional Fellows:** Higher demand scenarios require additional trainees as of 2015

**Range:** Up to 25 additional new trainees per annum

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**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.

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**Future Workforce Considerations**

Addressing rural and regional workforce maldistribution