The Workforce

Haematology is an integrated discipline incorporating clinical and laboratory aspects of diseases of the blood and blood-forming organs.

In the 2010 calendar year, there were 145 Haematologists who primarily worked within NSW. This workforce had the following characteristics:

- **Average Age**: 50.3 years
- **Females**: 40.7% of the workforce
- **Average Hours**: Haematologists worked an average 39.3 hours per week (of a standard 40 hour week)
- **Over 50s**: Approximately 52% 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Source: AIHW (2012) 2010 Medical Workforce Profile extracts for NSW (unpublished data)

Trainees and New Fellows

- **Advanced Trainees (AT)***: 48 ATs in NSW in 2012 with an average of 45 ATs between 2011 and 2012
- **Females**: No data is available on the number of Female ATs
- **New Fellows**: Nationally, an average of 20 new fellows per year in Australia from 2011-2012 (43% Female).
- **Medical Specialty College**: The Royal College of Pathologists of Australasia (www.rcpa.edu.au)
- **HETI Supported Training**: Not part of Health Education and Training Institute Training Networks (www.heti.nsw.gov.au)

Source: Royal College of Pathologists of Australasia * Basic Physician Training must be completed before entering Advanced Training

Retirement Intentions in NSW

- **1-2 Years**: 4.8% of Haematologists intend to retire within 1-2 years
- **3-5 Years**: 13.1% of Haematologists intend to retire within the next 3-5 years
- **6-9 Years**: 2.1% of Haematologists intend to retire within the next 6-9 years

Source: AIHW (2012) 2010 Medical Workforce Profile extracts (unpublished data)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

Distribution: Haematologists in NSW are mainly located within Local Health Districts (LHDs) in metropolitan Sydney and the Newcastle area of Hunter New England.

Rural & Regional: There are small workforces (<=6) of Haematologists located in rural and regional LHDs in NSW.

The Future in NSW – Workforce Planning to 2025

Estimated Demand Growth: Between 5.2% to 6.6% to 2025
Estimated Workforce Size: In 2025, between 271 to 281 Full Time Equivalents
Additional Fellows: Higher demand scenarios require additional fellows as of 2014
Range: Up to 10 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

Dual training in haematology (RCPA/RACP)