Anatomical Pathology is the branch of pathology that deals with the tissue diagnosis of disease. Anatomical pathologists need a broad-based understanding and knowledge of the pathological and clinical aspects of many diseases.

The Workforce

Anatomical Pathologists who primarily worked within NSW. This workforce had the following characteristics:

- **Average Age:** 51.2 years
- **Females:** 46.3% of the workforce
- **Average Hours:** Anatomical Pathologists worked an average 36.4 hours per week (of a standard 40 hour week)
- **Over 50s:** Approximately 49% were aged 50 years and over and 25% of the workforce were older than 60 years.

Source: AIHW (2012) 2010 Medical Workforce Profile extracts for NSW (unpublished data)

Trainees and New Fellows

- **Trainees:** 76 Trainees in NSW in 2012 with an average of 66 trainees between 2008 and 2012
- **Females:** No data is available on the number of Female trainees or Fellows
- **New Fellows:** Nationally, an average of 38 new fellows per year from 2007-2011

**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

Retirement Intentions in NSW

- **1-2 Years:** 3.7% of Anatomical Pathologists intend to retire within 1-2 years
- **3-5 Years:** 13.9% of Anatomical Pathologists intend to retire within the next 3-5 years
- **6-9 Years:** 5.1% of Anatomical Pathologists intend to retire within the next 6-9 years

Source: AIHW (2012) 2010 Medical Workforce Profile extracts (unpublished data)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

**Distribution:** Anatomical Pathologists are mainly located within Local Health Districts (LHDs) in metropolitan Sydney and Hunter New England. **Rural & Regional:** There are small workforces (6 or less) of Anatomical Pathologists located in rural and regional LHDs. A higher proportion of the workforce working in rural and regional LHDs indicated their intention to retire within the next five years (28%).

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

**Estimated Demand Growth:** Between 4.3% to 6.2% to 2025  
**Estimated Workforce Size:** In 2025, between 332 to 374 Full Time Equivalents  
**Additional Fellows:** All demand scenarios require additional trainees 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

- Increased incidence of cancer in the community driving growth in demand as well as patient specific treatment programs