Plastic Surgery

The Workforce

Plastic and Reconstructive Surgery is a wide ranging specialty involving manipulation, repair and reconstruction of the skin, soft tissue and bone.

In the 2010 calendar year, there were 97 Plastic Surgeons who primarily worked within NSW. This workforce had the following characteristics:

- **Average Age:** 53.8 years
- **Females:** 8.2% of the workforce
- **Average Hours:** Plastic Surgeons worked an average 46.8 hours per week (of a standard 40 hour week)
- **Over 50s:** Approximately 51% were aged 50 years and over and 35% 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Source: AIHW (2012) 2010 Medical Workforce Profile extracts for NSW (unpublished data)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):** 18 SETs in 2012 in NSW with an average of 22 SETs between 2008 and 2012

- **Females:** An average of 3 female SET Trainees in NSW between 2008 and 2012 (16% of total)
- **New Fellows:** Nationally, an average of 4 per year from 2008-2012

**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:** 5.2% of Plastic Surgeons intend to retire within 1-2 years
- **3-5 Years:** 13.4% of Plastic Surgeons intend to retire within the next 3-5 years
- **6-9 Years:** 4.1% of Plastic Surgeons intend to retire within the next 6-9 years

Source: AIHW (2012) 2010 Medical Workforce Profile extracts (unpublished data)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

Distribution: Plastic Surgeons are located within all Local Health Districts (LHDs) in metropolitan Sydney, Illawarra Shoalhaven and Hunter New England.

Rural & Regional: Plastic Surgeons are distributed in most LHDs in rural and regional NSW except Far West and Southern NSW LHDs.

The Future in NSW – Workforce Planning to 2025

Estimated Demand Growth: Between 1.3% to 1.7% to 2025

Estimated Workforce Size: In 2025, 152 Full Time Equivalents

Additional Fellows: All demand scenarios require no additional trainees

Range: No additional new trainees required

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

Workforce outside of metropolitan Sydney is small and highly at risk through either retirement or unexpected employment changes.