The Workforce

This section provides a brief overview of the medical specialty.

“The Workforce” section outlines the characteristics of the workforce in New South Wales as at 2010. This includes the average age of the workforce in NSW; percentage of females in the workforce in NSW; average hours worked per week (of a standard 40 hour week) and the percentage of the workforce that was aged 50 or over in 2010.

Trainees and New Fellows

The “Trainees and New Fellows” section provides an overview of the Basic and/or Advanced Trainees numbers and new Fellows for the medical specialty in NSW. This section also provides information on the relevant Medical Specialty College and if these trainees are part of the Health Education and Training Institute (HETI) Training Networks in NSW.

The “Demand for Training Positions” outlines the level of competition for training positions in NSW and whether or not there are too few (undersupply), too many (oversubscribed) or enough (in balance) applicants for the available training positions.

Retirement Intentions

The “Retirement Intentions” section looks at the retirement intentions of the existing medical specialty workforce in NSW as of 2010. The retirement intentions are split into three groups: 1-2 Years; 3-5 Years or 6-9 Years.

Supply and Distribution

The “Supply and Distribution” section provides an insight into the geographical distribution of the workforce in NSW in 2010.

The Future in NSW – Workforce Planning to 2025

In the “The Future in NSW” section the results of the Ministry of Health’s workforce planning for the Medical Specialty to 2025 are highlighted. It shows the estimated demand growth that was used for the planning with the results of the planning shown in the estimated workforce size section.
Workforce Planning Priority and Risk Rating

The risk rating used to determine the workforce planning priority of each medical specialty is based on the following criteria:

- **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.

Each of the risk factors is then rated using the following consequence and associate outcome:

<table>
<thead>
<tr>
<th>Consequence</th>
<th>Outcome Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Catastrophic</td>
<td>Unplanned cessation of a critical state-wide program or service or multiple programs and services based on workforce shortage.</td>
</tr>
<tr>
<td>Major</td>
<td>Unplanned cessation of a service or program within a Health Service with possible flow on to other locations based on workforce shortage.</td>
</tr>
<tr>
<td>Moderate</td>
<td>Unplanned restrictions to services and programs in multiple locations or a whole hospital or community service based on workforce shortage.</td>
</tr>
<tr>
<td>Minor</td>
<td>Unplanned service delivery or program delays localised to department or community service based on workforce shortage.</td>
</tr>
<tr>
<td>Minimal</td>
<td>Minimal effect on service delivery based on workforce shortage.</td>
</tr>
</tbody>
</table>

Future Workforce Considerations

This section highlights any potential workforce issues that need to be taken into consideration for future planning of the workforce.