

# Paediatrics – Palliative Medicine



### The Workforce

Palliative Medicine is the study and management of patients with active, progressive, far advanced disease, for whom the prognosis is limited and the focus of care is the quality of life. The Royal Australasian College of Physicians (RACP) is accredited by the Australian Medical Council (AMC) to deliver paediatrics and child health training.

### **Workforce Characteristics in 2015**







87.5% Female



42.5 hours per week



48.8 years average age

**Total NSW** 



37.5% Workforce aged over 50



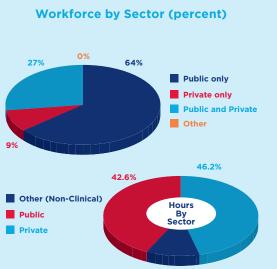
12.5% Workforce aged over 60



3 New Fellows in Australia in 2016

# **Supply and Distribution**





# Non-Metropolitan Sydney Public only Private only Public and Private Other \* years average age 46.2% \* was average age \* was average age \* was average age Retirement intentions (60+) Next 1-2 years \* was average age \* Next 6-10 years \* % Next 6-10 years \* % Next 6-10 years \* % Data from records with less than 5 headcount is to be restricted due to privacy requirements

### **Trainees**



### **Advanced Trainees in NSW:**

2015	2016	2017
3	4	4





Proportion female Trainees in Australia 2016

## The Future in NSW - Workforce Planning to 2030

Workforce projections are provided for a low and high demand scenario. Where requirements for both scenarios are met without the need for additional fellows, the projected "No Growth" scenario workforce data is provided.



Estimated Demand
Growth
Between 1.2%
(low demand scenario)
to 1.6% (high demand
scenario).



Estimated Additional Fellows
All demand scenarios require
no additional fellows and
hence no growth in trainees.



Estimated Workforce
Size
In 2030, 10 Headcount
(assuming all additional
fellows will enter the
workforce).



Estimated Workforce
Average Age
In 2030, 56.5 to
62.6 years.



Estimated percentage over 60 years In 2030, 60.0% to 75% of workforce over 60 years.

# **Workforce Planning Priority and Assessment Framework**



Rating Key: Minimal Factor < Minor Factor < Moderate Factor < Major Factor

# **Workforce Modelling Considerations**

- Workforce modelling is based on current models of care. Any change in the models may impact on requirements.
- Any changes to current training programs will affect the workforce modelling outcome.
- Workforce modelling is based on current workforce hours profile by age co-hours. Any changes to hours worked by future clinicians will affect the model.
- There is an accepted error rate of plus or minus two per cent within workforce modelling
- The model does not address any mal-distribution either by location (rural or regional) or sector (public or private)