

Pathology -**Immunology**



The Workforce

Immunology is a branch of the biological sciences and is defined as the study of an organism's defense (immune) system, in both health and disease. The Royal College of Pathologists of Australasia (RCPA) is accredited by the Australian Medical Council (AMC) to deliver pathology training.

Workforce Characteristics in 2015



Headcount





22.7% **Female**



18.5 hours per week



54.0 years average age



63.6% Workforce aged over 50

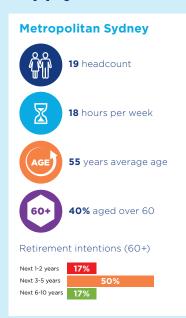


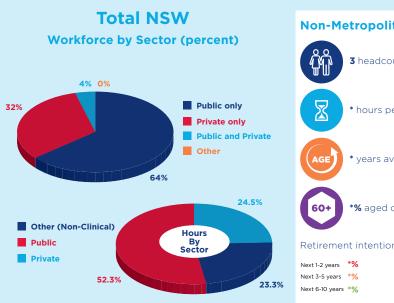
34.8% Workforce aged over 60



4 New Fellows in Australia in 2016

Supply and Distribution





Non-Metropolitan Sydney 3 headcount * hours per week * years average age *% aged over 60 Retirement intentions (60+) * Data from records with less than 5 headcount is to be restricted due to privacy requirements

Trainees



Advanced Trainees in NSW:

2015	2016	2017
12	12	18





Proportion female Trainees in Australia 2017

health.nsw.gov.au

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 4.3%
(low demand scenario)
to 5.4% (high demand
scenario).



Estimated Additional Fellows
All demand scenarios require
additional fellows. Trainee
numbers need to increase by
approximately 2 per annum
to meet projected 2030
requirements.



Estimated Workforce
Size
In 2030, 46 to 53
Headcount (assuming all additional fellows will enter the workforce).



Estimated Workforce
Average Age
In 2030, 46.1
to 46.8 years.



Estimated percentage
over 60 years
In 2030, 6.4% to
7.5% of workforce
over 60 years.

Workforce Planning Priority and Assessment Framework



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

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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)