

Endocrinology

The Workforce

Endocrinologists assess and diagnose endocrine disorders (hormones from the body's major gland systems, including thyroid, pancreas, gonads, adrenal and pituitary), provide treatment, perform diagnostic and laboratory analysis and conduct basic and applied research in a wide range of humoral and metabolic conditions.

In the 2010 calendar year, there were 172 Endocrinologists who primarily worked within NSW. This workforce had the following characteristics:

- Average Age:** 49 years
- Females:** 42% of the workforce
- Average Hours:** Endocrinologists worked an average 39.5 hours per week (of a standard 40 hour week)
- Over 50s:** Approximately 44% were aged 50 years and over and 24% of the workforce were older than 60 years

Source: AIHW (2012) 2010 Medical Workforce Profile extracts for NSW (unpublished data)



Trainees and New Fellows

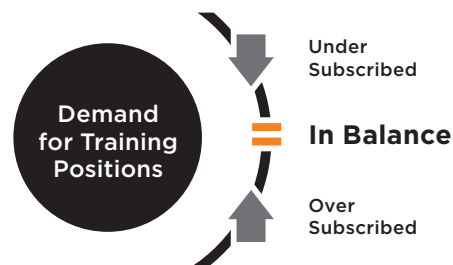
Advanced Trainees (AT)*: 32 in NSW in 2012 with an average of 32 ATs in 2011 and 2012

Females: Female AT numbers in NSW have averaged approximately 20 from 2009-2011 (62% of total)

New Fellows: An average of 8 per year in NSW from 2008-2011

Medical Specialty College: Royal Australasian College of Physicians (www.racp.edu.au)

HETI Supported Training: Not part of Health Education and Training Institute Training Networks (www.heti.nsw.gov.au)



Source: Medical Training Review Panel (MTRP) * Basic Physician Training must be completed before entering Advanced Training

Retirement Intentions in NSW

1-2 Years: 2.9% of Endocrinologists intend to retire within 1-2 years

3-5 Years: 12.2% of Endocrinologists intend to retire within the next 3-5 years

6-9 Years: 1.7% of Endocrinologists intend to retire within the next 6-9 years

Source: AIHW (2012) 2010 Medical Workforce Profile extracts (unpublished data)



Supply and Distribution



Distribution: The Endocrinologist workforce is located mainly within metropolitan Sydney Local Health Districts (LHDs) and Hunter New England LHDs.

Rural & Regional: There are small numbers (<=5) of Endocrinologists located in rural and regional LHDs.

A higher proportion of non-metropolitan Endocrinologists indicate an intention to retire within the next 5 years (22%) than the metropolitan Sydney workforce (13%).

The Future in NSW – Workforce Planning to 2025

Estimated Demand Growth: Between 1.9% to 2.8% to 2025

Estimated Workforce Size: In 2025, 282 Full Time Equivalents

Additional Fellows: All demand scenarios require additional trainees as of 2014

Range: Up to 15 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

- Workforce outside of metropolitan Sydney and Hunter New England LHDs is small and highly at risk through either retirement or unexpected employment changes
- Currently limited advanced training opportunities in rural and regional locations