



General Pathology

The Workforce

A General Pathologist is familiar with the major aspects of all branches of laboratory medicine. They are usually trained in anatomical pathology, cytology, chemical pathology, microbiology, in haematology, although not in as much detail as specialists in each field.

In the 2010 calendar year, there were 48 General Pathologists who primarily worked within NSW. This workforce had the following characteristics:

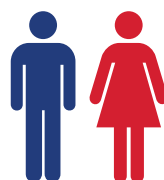
Average Age: 63 years

Females: 22.9% of the workforce

Average Hours: General Pathologists worked an average 30.3 hours per week (of a standard 40 hour week)

Over 50s: Approximately 88% were aged 50 years or over

Source: AIHW (2012) 2010 Medical Workforce Profile extracts for NSW (unpublished data)



48 General Pathologists



22.9% Females

Trainees and New Fellows

Advanced Trainees (AT)*: 3 ATs in NSW in 2012 with an average of 1 AT between 2008 and 2012

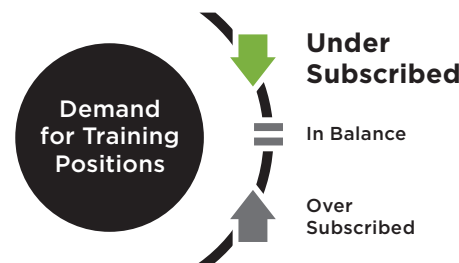
Females: In Australia, 1.3% of ATs were female in 2012

New Fellows: Data on advanced trainee and fellow numbers is not available

Medical Specialty College: The Royal College of Pathologists of Australasia (www.rcpa.edu.au)

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

Source: The Royal College of Pathologists of Australasia



Retirement Intentions in NSW

1-2 Years: 8.3% of General Pathologists intend to retire within 1-2 years

3-5 Years: 20.8% of General Pathologists intend to retire within the next 3-5 years

6-9 Years: 4.2% of General Pathologists intend to retire within the next 6-9 years

Source: AIHW (2012) 2010 Medical Workforce Profile extracts (unpublished data)



Supply and Distribution



Distribution: General Pathologists are located mainly within Local Health Districts (LHDs) in metropolitan Sydney and Hunter New England LHDs.

Rural & Regional: There are limited General Pathologists located in rural and regional LHDs.

The Future in NSW – Workforce Planning to 2025*

Estimated Demand Growth: Not Applicable

Estimated Workforce Size: Not Applicable

Additional Fellows: All demand scenarios suggest a small number of additional trainees required

Range: Not Applicable

* Workforce Planning to 2025 incorporated the workforces Chemical, Forensic, General Pathology (which includes Genetics), Immunology and Allergy (including Physicians undertaking clinical immunology), Microbiology (including Physicians undertaking clinical microbiology), and Infectious Diseases. These sub-specialties were grouped and modelled together due to small workforce size in the individual sub-specialties.

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

- Addressing rural and regional workforce maldistribution
- Small workforce size