A guide on how to read the Medical Fact Sheets

The Workforce

This section provides a brief description scope of practice for the Medical specialty and the treatments provided by that profession. Furthermore, it provides information on the accrediting council for training of the specialty.

Workforce Characteristics

Supply and Distribution

Total NSW

Workforce by Sector (percent)
Provides information about the workforce and hours by sector, differentiating between private, public and non-clinical sectors

Non-Metropolitan Sydney
– covers other than Sydney geographical basin

Trainees

Advanced Trainee numbers in NSW or Australia for last three years:

<table>
<thead>
<tr>
<th>Year</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>NSW</td>
<td>14</td>
<td>16</td>
<td>7</td>
</tr>
</tbody>
</table>

Percentage of NSW Trainees in relation to whole of Australia in 2017

31.8%

Proportion of female Trainees in Australia in 2017

59.1%

Data sourced: The various data sources that were utilised.
The Future in NSW – Workforce Planning to 2030

This section provides information on estimates for workforce demand growth required to meet future service requirements based on current models of care. It provides a profile of the workforce utilizing a low and high demand scenario.

Workforce Planning Priority and Assessment Framework

- **Estimated Demand Growth**: The estimated workforce demand (low to high) for the workforce in 2030.
- **Estimated Workforce Average Age**: Projected average age in 2030, (Low to high).
- **Estimated Workforce Size**: Projected workforce headcount in 2030. Assuming all additional fellows will enter the workforce.
- **Estimated percentage over 60 years**: Percentage of workforce projected to be aged over 60 years in 2030.
- **Estimated Additional Fellows Demand scenarios outline if any additional fellows are required. It also provides number of trainees to achieve projected 2030 requirements.**

### Workforce Modelling Considerations

- **Priority for Workforce Planning**: Indicating career potential ranging from adequate, reasonable and substantial to significant opportunities:
  - **Ageing > 60**: Major Factor. Addresses the impact of staff over 60 and 70 years on the workforce.
  - **Ageing > 70**: Minimal Factor.
  - **New Fellow Requirements**: Minimal Factor. Addresses the factor associated with the requirement to recruit additional trainees, based on workforce planning to 2030.
  - **Retirement Intentions < 2 years**: Minor Factor. Addresses the factor associated with workforce retiring within the next 2 and the next 5 years.
  - **Retirement Intentions < 5 years**: Minimal Factor.
  - **Small Workforce Size**: Moderate Factor. Addresses the factor associated with the sustainability of small workforces.
  - **New Fellow Requirements Minimal Factor**
  - **Small Workforce Moderate Factor**

### Factor Rating Key:
- **Minimal Factor**: Minimal effect on service delivery
- **Minor Factor**: Unplanned service delivery or program delays on localised level
- **Moderate Factor**: Unplanned service delivery or program restrictions in multiple locations or community services
- **Major Factor**: Unplanned cessation of potentially critical state-wide programs or services