

# Immunology & Allergy



## The Workforce

Immunology is a branch of the biological sciences and is defined as the study of an organism's defence (immune) system, in both health and disease.

In the 2010 calendar year, there were 56 Immunologists who primarily worked within NSW. This workforce had the following characteristics:

- Average Age:** 58 years
- Females:** 21.4% of the workforce
- Average Hours:** Immunologists worked an average 40.4 hours per week (of a standard 40 hour week)
- Over 50s:** Approximately 55% were aged 50 years and over

Source: AIHW (2012) 2010 Medical Workforce Profile extracts for NSW (unpublished data)



## Trainees and New Fellows

**Trainees:** 13 trainees in NSW in 2012 with an average of 11 trainees between 2008 and 2012

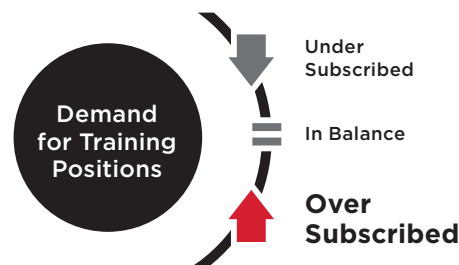
**Females:** Data on Female trainees is not available

**New Fellows:** Nationally, an average of 5 per year from 2008-2011 (54% female)

**Medical Specialty College:** The Royal College of Pathologists of Australasia ([www.rcpa.edu.au](http://www.rcpa.edu.au))

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

Source: The Royal College of Pathologists Australasia



## Retirement Intentions in NSW

**1-2 Years:** 3.6% of Immunologists intend to retire within 1-2 years

**3-5 Years:** 16.1% of Immunologists intend to retire within the next 3-5 years

**6-9 Years:** 3.6% of Immunologists intend to retire within the next 6-9 years

Source: AIHW (2012) 2010 Medical Workforce Profile extracts (unpublished data)



## Supply and Distribution



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

**Rural & Regional:** Except for Mid North Coast, there are no Immunologists 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 large 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