



Medical Oncology

The Workforce

Medical Oncologists specialise in the study, investigation, diagnosis, management and treatment of benign and malignant growths, tumours, cancers, and diseases using medications such as chemotherapy, hormones and molecular targeted agents.

In the 2010 calendar year, there were 118 Medical Oncologists who primarily worked within NSW. This workforce had the following characteristics:

Average Age: 46.8 years

Females: 41.5% of the workforce

Average Hours: Medical Oncologists worked an average 40.6 hours per week (of a standard 40 hour week)

Over 50s: Approximately 39% were aged 50 years and over and 14% 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Source: AIHW (2012) 2010 Medical Workforce Profile extracts for NSW (unpublished data)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)*: 50 ATs in NSW in 2012 with an average of 118 ATs in Australia between 2008 and 2012

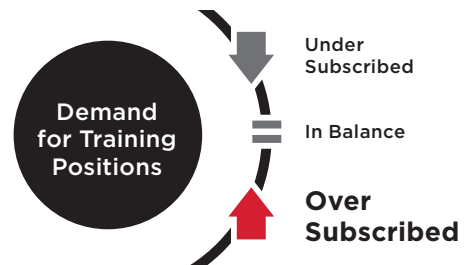
Females: In 2012 Female ATs represented 50% of all trainees in Australia

New Fellows: New fellow numbers in Australia have averaged 25 between 2008 and 2010 (33% Female)

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: 1.7% of Medical Oncologists intend to retire within 1-2 years

3-5 Years: 5.1% of Medical Oncologists intend to retire within the next 3-5 years

6-9 Years: 4.2% of Medical Oncologists intend to retire within the next 6-9 years

Source: AIHW (2012) 2010 Medical Workforce Profile extracts (unpublished data)



Supply and Distribution



Distribution: Medical Oncologists are located mainly within the metropolitan Sydney Local Health Districts (LHDs).

Rural & Regional: Small numbers (<=10) of Medical Oncologists are located in rural and regional LHDs. Higher proportion of non-metropolitan Sydney Medical Oncologists indicate an intention to retire within the next 5 years (12.5%).

The Future in NSW – Workforce Planning to 2025

Estimated Demand Growth: Between 2.9% to 4.5% to 2025

Estimated Workforce Size: In 2025, between 190 to 204 Full Time Equivalentents

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

Range: Up to 5 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

Addressing rural and regional workforce maldistribution