Paediatrics – Rehabilitation Medicine

The Workforce

Rehabilitation Medicine is the medical specialty concerned with the diagnosis, evaluation and treatment of adults and children with limited function as a consequence of disease, impairment, injury and/or disability. The Royal Australasian College of Physicians (RACP) is accredited by the Australian Medical Council (AMC) to deliver paediatrics and child health training.

Workforce Characteristics in 2015

- Headcount: 15
- 66.7% Female
- 38.2 hours per week
- 51.6 years average age
- 46.7% Workforce aged over 50
- 26.7% Workforce aged over 60
- 1 New Fellow in Australia in 2016

Supply and Distribution

Metropolitan Sydney

- Public only: 19%
- Private only: 6%
- Public and Private: 75%
- Other (Non-Clinical): 23.5%

Non-Metropolitan Sydney

- Public only: 19%
- Private only: 6%
- Public and Private: 75%
- Other (Non-Clinical): 23.5%

Trainees

Advanced Trainees in NSW:

<table>
<thead>
<tr>
<th>Year</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>NSW Trainees as % of Australia 2017</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

Proportion female Trainees in Australia 2017

Data sourced: The National Health Workforce Dataset – Australian Government Department of Health; The Australian Health Practitioner Regulation Agency (AHPRA); The Medical Education and Training in Australia Report (MET).
The Future in NSW - Workforce Planning to 2030

Workforce projections are provided for a low and high demand scenario. Where requirements for both scenarios are met without the need for additional fellows, the projected “No Growth” scenario workforce data is provided.

- **Estimated Demand Growth**: Between 1.9% (low demand scenario) to 2.7% (high demand scenario).

- **Estimated Workforce Size**: In 2030, 21 to 23 Headcount (assuming all additional fellows will enter the workforce).

- **Estimated percentage over 60 years**: In 2030, 12.9% to 14.3% of workforce over 60 years.

### Workforce Planning Priority and Assessment Framework

- **Retirement Intentions**: 
  - <2 years: Minimal factor
  - <5 years: Minimal factor

- **New Fellow Requirements**: The factor associated with the requirement to recruit additional trainees, based on workforce planning to 2030

- **Ageing**: The factor associated with the workforce aged over 60 and 70
  - >60 years: Minor factor
  - >70 years: Minimal factor

- **Estimated Workforce Average Age**: In 2030, 49.2 to 49.9 years.

- **Estimated Workforce Estimated Additional Fellows**: All demand scenarios require additional fellows. Trainee numbers need to increase by approximately 0.7 per annum to meet projected 2030 requirements.

- **Estimated Additional Fellows**: The future in NSW - Workforce Planning to 2030

### Workforce Modelling Considerations

- Workforce modelling is based on current models of care. Any change in the models may impact on requirements.
- Any changes to current training programs will affect the workforce modelling outcome.
- Workforce modelling is based on current workforce hours profile by age co-hours. Any changes to hours worked by future clinicians will affect the model.
- There is an accepted error rate of plus or minus two per cent within workforce modelling.
- The model does not address any mal-distribution either by location (rural or regional) or sector (public or private).