Pathology – Anatomical Pathology

The Workforce

Anatomical Pathology is the branch of pathology that deals with the tissue diagnosis of disease. Anatomical pathologists need a broad-based understanding and knowledge of the pathological and clinical aspects of many diseases. The Royal College of Pathologists of Australasia (RCPA) is accredited by the Australian Medical Council (AMC) to deliver pathology training.

Workforce Characteristics in 2015

- 274 Headcount
- 54.7% Female
- 39.5 hours per week
- 50.6 years average age
- 50.4% Workforce aged over 50
- 23.0% Workforce aged over 60
- 39 New Fellows in Australia in 2016

Supply and Distribution

**Metropolitan Sydney**
- 212 headcount
- 38 hours per week
- 50 years average age
- 21% aged over 60

**Non-Metropolitan Sydney**
- 62 headcount
- 41 hours per week
- 54 years average age
- 31% aged over 60

**Total NSW Workforce by Sector (percent)**
- 45% Public only
- 43% Private only
- 9% Public and Private
- 3% Other

**Hours By Sector**
- 46% Public
- 10.6% Private
- 43.4% Other (Non-Clinical)

**Retirement intentions (60+)**
- Next 1-2 years: 25%
- Next 3-5 years: 43%
- Next 6-10 years: 20%

**Next 1-2 years**
- Next 3-5 years: 55%
- Next 6-10 years: 24%

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).

Trainees

**Advanced Trainees in NSW:**

<table>
<thead>
<tr>
<th>Year</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
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<tbody>
<tr>
<td>92</td>
<td>92</td>
<td>79</td>
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**NSW Trainees as % of Australia 2017:**

- 37.3%

**Proportion female Trainees in Australia 2017:**

- 63.7%
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 4.3% (low demand scenario) to 5.1% (high demand scenario).

**Estimated Additional Fellows**
All demand scenarios require additional fellows. Trainee numbers need to increase by approximately 12 per annum to meet projected 2030 requirements.

**Estimated Workforce Size**
In 2030, 535 to 600 Headcount (assuming all additional fellows will enter the workforce).

**Estimated percentage over 60 years**
In 2030, 22.6% to 25.3% of workforce over 60 years.

**Estimated Workforce Average Age**
In 2030, 49.9 to 50.9 years.

**Workforce Planning Priority and Assessment Framework**

- **Retirement Intentions:** The factor associated with workforce retiring within the next 2 and the next 5 years
- **Ageing > 60:** Moderate factor
- **Ageing > 70:** Moderate factor
- **New Fellow Requirements:** The factor associated with the requirement to recruit additional trainees, based on workforce planning to 2030
- **Small Workforce Size:** The factor associated with the sustainability of small workforces

**Rating Key:** Minimal Factor < Minor Factor < Moderate Factor < Major Factor

**Priority for Workforce Planning:** SIGNIFICANT CAREER OPPORTUNITIES

**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).