Pathology – Immunology

The Workforce

Immunology is a branch of the biological sciences and is defined as the study of an organism’s defense (immune) system, in both health and disease. The Royal College of Pathologists of Australasia (RCPA) is accredited by the Australian Medical Council (AMC) to deliver pathology training.

Workforce Characteristics in 2015

- 22 Headcount
- 22.7% Female
- 18.5 hours per week
- 54.0 years average age
- 63.6% Workforce aged over 50
- 34.8% Workforce aged over 60
- 4 New Fellows in Australia in 2016

Supply and Distribution

Metropolitan Sydney
- 19 headcount
- 18 hours per week
- 55 years average age
- 40% aged over 60

Non-Metropolitan Sydney
- 3 headcount

Retirement intentions (60+)
- Next 1-2 years 17%
- Next 3-5 years 50%
- Next 6-10 years 33%

Total NSW Workforce by Sector (percent)
- Public only 32%
- Private only 4%
- Public and Private 64%
- Other 0%

Trainees

Advanced Trainees in NSW:
- 2015: 12
- 2016: 12
- 2017: 18

NSW Trainees as % of Australia 2017: 44.4%

Proportion female Trainees in Australia 2017: 61.1%

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.

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).

Workforce Planning Priority and Assessment Framework

- **Estimated Demand Growth**
  - Between 4.3% (low demand scenario) to 5.4% (high demand scenario).
- **Estimated Additional Fellows**
  - All demand scenarios require additional fellows. Trainee numbers need to increase by approximately 2 per annum to meet projected 2030 requirements.
- **Estimated Workforce Size**
  - In 2030, 46 to 53 headcount (assuming all additional fellows will enter the workforce).
- **Estimated percentage over 60 years**
  - In 2030, 6.4% to 7.5% of workforce over 60 years.
- **Priority for Workforce Planning:**
  - **Substantial Career Opportunities**
  - **Small Workforce Size:**
    - The factor associated with the sustainability of small workforces.
  - **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.
  - **Retirement Intentions:**
    - The factor associated with workforce retiring within the next 2 and the next 5 years.

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