Medical Workforce in NSW
health.nsw.gov.au

Pathology – Microbiology

The Workforce

Microbiology deals with diseases caused by infectious agents such as bacteria, viruses, fungi and parasites. Microbiologists have roles both in the laboratory and directly in patient care. The Royal College of Pathologists of Australasia (RCPA) is accredited by the Australian Medical Council (AMC) to deliver pathology training.

Workforce Characteristics in 2015

Supply and Distribution

Metropolitan Sydney
- 44 headcount
- 29 hours per week
- 52 years average age
- 26% aged over 60

Non-Metropolitan Sydney
- 10 headcount
- 39 hours per week
- 53 years average age
- 10% aged over 60

Total NSW Workforce by Sector (percent)

Hours By Sector
- Public only
- Private only
- Public and Private
- Other

Trainees

Advanced Trainees in NSW:

<table>
<thead>
<tr>
<th>Year</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
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<td>18</td>
<td>21</td>
<td>23</td>
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NSW Trainees as % of Australia 2017
- 39.7%

Proportion female Trainees in Australia 2017
- 67.2%

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).

* Data from records with less than 5 headcount is to be restricted due to privacy requirements
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 5.4% (high demand scenario).

Estimated Additonal Fellows
All demand scenarios require additional fellows. Trainee numbers need to increase by approximately 5 per annum to meet projected 2030 requirements.

Estimated Workforce Size
In 2030, 121 to 143 Headcount (assuming all additional fellows will enter the workforce).

Estimated percentage over 60 years
In 2030, 17.9% to 21.2% of workforce over 60 years.

Estimated Workforce Average Age
In 2030, 49.4 to 50.5 years.

Estimated Workforce 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 5 per annum to meet projected 2030 requirements.

Estimated Workforce Size In 2030, 121 to 143 Headcount (assuming all additional fellows will enter the workforce).

Estimated percentage over 60 years In 2030, 17.9% to 21.2% of workforce over 60 years.

Estimated Workforce Average Age In 2030, 49.4 to 50.5 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:
The factor associated with the workforce aged over 60 and 70

Ageing > 70 Minor 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

Priority for Workforce Planning:
SIGNIFICANT CAREER OPPORTUNITIES

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

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).