The Health Workforce in NSW

Physician – Clinical Genetics

The Workforce

Clinical Genetics is the medical specialty that provides a diagnostic service and genetic counselling for individuals or families with, or at risk of, conditions which may have a genetic basis. The Royal Australasian College of Physicians (RACP) is accredited by the Australian Medical Council (AMC) to deliver physician training.

Workforce Characteristics in 2015

- **27 Headcount**
- **66.7% Female**
- **28.5 hours per week**
- **50.5 years average age**
- **59.3% Workforce aged over 50**
- **3.7% Workforce aged over 60**
- **1 New Fellow in Australia in 2016**

Supply and Distribution

**Metropolitan Sydney**
- 23 headcount
- 27 hours per week
- 51 years average age
- 4% aged over 60

**Non-Metropolitan Sydney**
- 4 headcount

**Total NSW**

Workforce by Sector (percent)

- Public only
- Private only
- Public and Private
- Other

**Trainees**

- **Advanced Trainees in NSW:**
  - 2015: 6
  - 2016: 4
  - 2017: 2

- **NSW Trainees as % of Australia 2017:** 50.0%
- **Proportion female Trainees in Australia 2017:** 75.0%

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 4.9% (low demand scenario) to 7.0% (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, 59 to 80 Headcount (assuming all additional fellows will enter the workforce).

**Estimated percentage over 60 years**
In 2030, 25.2% to 33.4% of workforce over 60 years.

**Estimated Workforce Average Age**
In 2030, 49.8 to 52.3 years.

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**Estimated Workforce Average Age**
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**Workforce Planning Priority and Assessment Framework**

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

- **Ageing:**
  - >60: Major factor
  - >70: Significant 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).