Psychiatry

The Workforce

A Psychiatrist is a qualified medical doctor who has obtained additional qualifications to become a specialist in the diagnosis, treatment and prevention of mental illness and emotional problems. The Royal Australasian and New Zealand College of Psychiatrists (RANZCP) is accredited by the Australian Medical Council (AMC) to deliver psychiatry training.

Workforce Characteristics in 2015

- 1,008 Headcount
- 36.7% Female
- 37.7 hours per week
- 54.1 years average age
- 59.2% Workforce aged over 50
- 32.9% Workforce aged over 60
- 22 New Fellows in NSW in 2016

Supply and Distribution

Metropolitan Sydney

- 786 headcount
- 38 hours per week
- 54 years average age
- 34% aged over 60
- Retirement intentions (60+): Next 1-2 years 14%, Next 3-5 years 41%, Next 6-10 years 27%

Total NSW Workforce by Sector (percent)

- Public only: 33%
- Private only: 26%
- Public and Private: 2%
- Other (Non-Clinical): 38.9%
- Other: 17.3%

Non-Metropolitan Sydney

- 222 headcount
- 38 hours per week
- 53 years average age
- 28% aged over 60
- Retirement intentions (60+): Next 1-2 years 25%, Next 3-5 years 35%, Next 6-10 years 30%

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>NSW Trainees as % of Australia 2017</td>
<td>30.0%</td>
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Proportion female trainees in NSW 2017: 47.4%

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).

### Estimated Demand Growth

- **Between 3.3% (low demand scenario) to 4.2% (high demand scenario).**

### Estimated Workforce Size

- In 2030, 1,693 to 1,916 Headcount (assuming all additional fellows will enter the workforce).

### Estimated Additional Fellows

- All demand scenarios require additional fellows. Trainee numbers need to increase by approximately 34 per annum to meet projected 2030 requirements.

### Estimated percentage over 60 years

- In 2030, 20.2% to 22.1% of workforce over 60 years.

### Estimated Workforce Average Age

- In 2030, 51.0 to 51.7 years.

### Estimated percentage over 60 years

- In 2030, 20.2% to 22.1% of workforce over 60 years.

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**Workforce Planning Priority and Assessment Framework**

- **Priority for Workforce Planning:**
  - **SUBSTANTIAL CAREER OPPORTUNITIES**
- **Rating Key:** Minimal Factor < Minor Factor < Moderate Factor < Major Factor

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**Workforce Planning Priority and Assessment Framework Diagram**

- **Retirement Intentions:**
  - New Fellow Requirements: The factor associated with the requirement to recruit additional trainees, based on workforce planning to 2030.
  - Retirement Intentions < 5 years: Major factor
  - Retirement Intentions < 2 years: Moderate factor
- **Ageing:**
  - Ageing > 60: Major factor
  - Ageing > 70: Moderate factor
  - Priority for Workforce Planning: SUBSTANTIAL CAREER OPPORTUNITIES
- **Small Workforce Size:**
  - Small Workforce Size: The factor associated with the sustainability of small workforces.