

# Nephrology (Renal Medicine)



Health

## The Workforce

**Nephrologists specialise in the care of patients with diseases of the kidneys and urinary tract.**

In the 2010 calendar year, there were 116 Nephrologists who primarily worked within NSW. This workforce had the following characteristics:

- Average Age:** 48.9 years
- Females:** 25.9% of the workforce
- Average Hours:** Nephrologists worked an average 45.5 hours per week (of a standard 40 hour week)
- Over 50s:** Approximately 43% were aged 50 years and over and 19% of the workforce were older than 60 years

Source: AIHW (2012) 2010 Medical Workforce Profile extracts for NSW (unpublished data)



## Trainees and New Fellows

**Advanced Trainees (AT)\*:** 92 ATs in Australia in 2012 with an average of 77 between 2008 and 2012

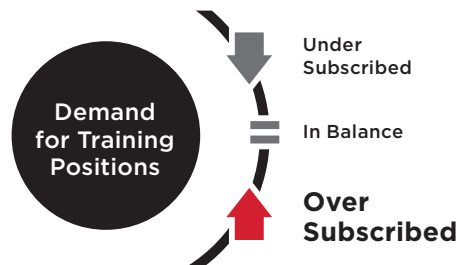
**Females:** Female AT numbers in Australia have increased from 28 in 2009 to 49 in 2012 (47% of total)

**New Fellows:** Nationally, an average of 16 per year from 2007-2011 (31.4% female)

**Medical Specialty College:** Royal Australasian College of Physicians (FRACP) ([www.racp.edu.au](http://www.racp.edu.au))

**HETI Supported Training:** Not part of Health Education and Training Institute Training Networks ([www.heti.nsw.gov.au](http://www.heti.nsw.gov.au))

Source: Medical Training Review Panel (MTRP) \* Basic Physician Training must be completed before entering Advanced Training



## Retirement Intentions in NSW

**1-2 Years:** 1.7% of Nephrologists intend to retire within 1-2 years

**3-5 Years:** 9.5% of Nephrologists intend to retire within the next 3-5 years

**6-9 Years:** 2.6% of Nephrologists intend to retire within the next 6-9 years

Source: AIHW (2012) 2010 Medical Workforce Profile extracts (unpublished data)



## Supply and Distribution



**Distribution:** Nephrologists are located mainly within metropolitan Sydney Local Health Districts (LHDs) and Hunter New England LHD.

**Rural & Regional:** Small number of Nephrologists (<=7) located in rural and regional LHDs.

Higher proportion of non-metropolitan Sydney Nephrologists indicate an intention to retire within the next 5 years (14.7%).

## The Future in NSW – Workforce Planning to 2025

**Estimated Demand Growth:** Between 3.7% to 4.3% to 2025

**Estimated Workforce Size:** In 2025, 238 Full Time Equivalents

**Additional Fellows:** All demand scenarios require no additional trainees

**Range:** No additional new trainees required

## Workforce Planning Priority and Risk Rating



**Ageing:** The risk associated with the workforce aged over 60 and 70.

**Small Workforce Size:** The risk associated with the sustainability of small workforces.

**Retirement Intentions:** The risk associated with the retirement intentions of the current workforce.

**New Fellow Requirements:** The risk associated with the requirement to recruit additional trainees, based on workforce planning to 2025.

**Training Supervision:** The risk associated with the availability of the existing workforce to provide supervision to new trainees.

## Future Workforce Considerations

- Impact on workforce requirements of increasing demand for dialysis and transplantation services
- Addressing rural and regional workforce maldistribution