

# Genetic counsellor

## Workforce modelling factsheet

Genetic counsellors are post graduate trained, allied health professionals who provide comprehensive, client centred, multigenerational care for families. They work across a range of multidisciplinary healthcare settings and other non-clinical areas. Genetic counsellors integrate clinical genomic knowledge, health communication, and counselling skills. They identify and meet clinical, informational, and psychosocial needs to promote informed decision-making and support people and families who are impacted by, or at increased risk of having a health condition with a genetic basis. The Human Genetics Society of Australasia (HGSA) administers the training, certification, and regulation of genetic counsellors in Australia and New Zealand.



### Workforce characteristics for NSW Health genetic counsellor workforce in 2040



**152**  
Headcount



**25.8**  
Work hours per week



**36.3**  
Years average age



**3.4%**  
Aboriginal workforce target



Demand is expected to grow **2.2%** (low demand scenario) to **2.5%** (high demand scenario).

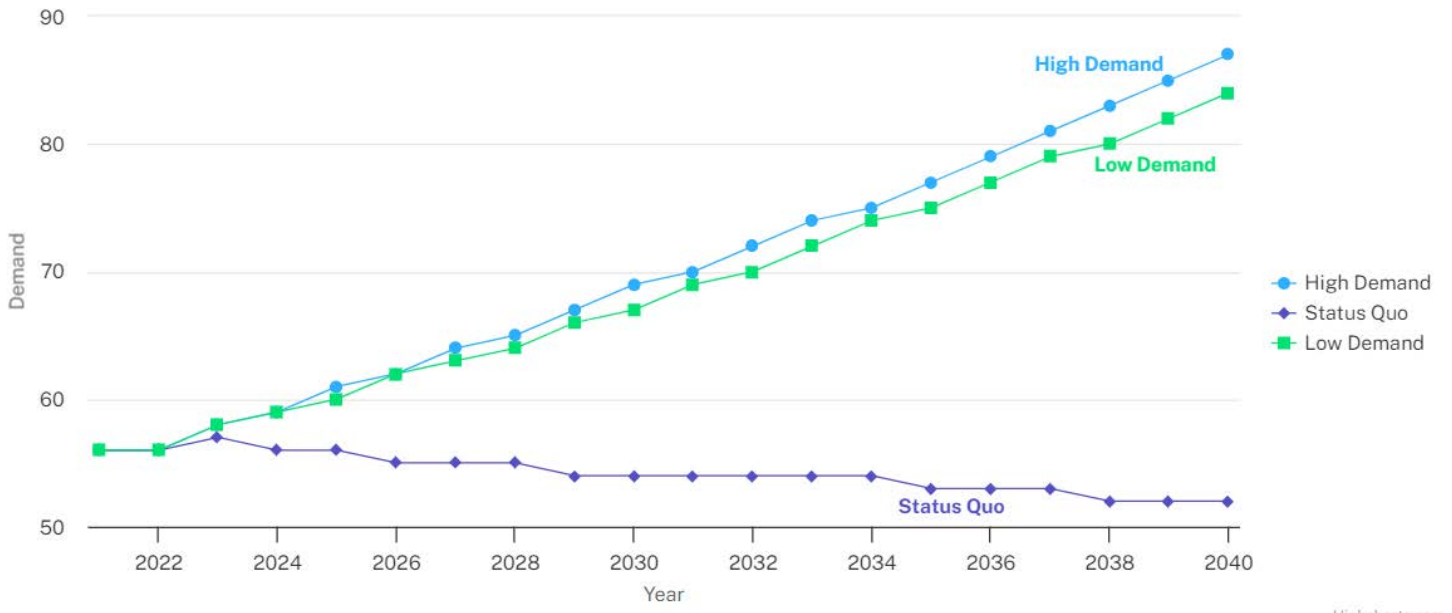
Workforce modelling indicates the need to grow the NSW genetic counsellor workforce by around **3 to 4** new professionals per annum to meet community need in 2040 across both demand scenarios.



### Notes

- Data included is limited to the workforce employed under the relevant health professional award.
- Specialty health networks are not displayed geographically in the workforce distribution maps.
- LHD/SHN may engage in sessional arrangements in selected circumstances.
- Workforce that cannot be aligned to a physical location have been attributed to a pre-determined facility within each LHD/N. This may impact on Headcount shown at these facilities within the distribution map.
- NSW Health does not make any representations or warranties whether expressed or implied with respect to the accuracy and completeness of the information contained in the fact sheet.

## Projected FTE growth for NSW Health genetic counsellor workforce to 2040



## Workforce characteristics for NSW Health genetic counsellor workforce in 2021



**88**  
Headcount



**24.4**  
Work hours per week



**39**  
Years average age



**94.3%**  
Female



**5.7%**  
Aged 60+



**1.1%**  
Aboriginal

### Metropolitan Sydney



**63**  
Headcount



**25.9**  
Work hours per week



**37.8**  
Years average age



**2.3%**  
Aged 60+

### Non-Metropolitan Sydney



**25**  
Headcount



**25.7**  
Work hours per week



**41.9**  
Years average age



**3.4%**  
Aged 60+

## Genetic counsellor junior entrant positions into NSW Health



2017

9

2018

3

2019

6

2020

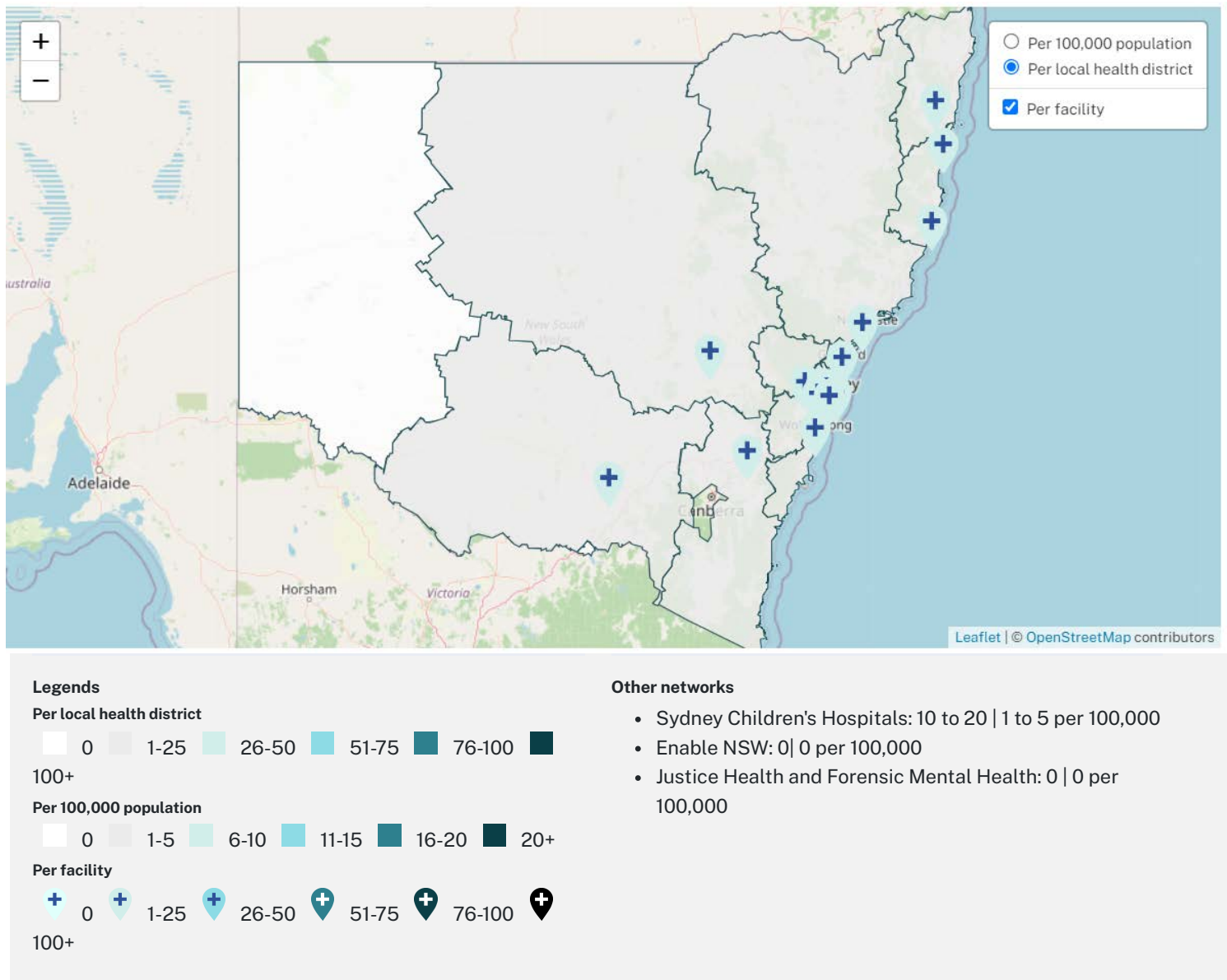
1

2021

6

## Workforce distribution for NSW Health genetic counsellor workforce in 2021

The geographic distribution of the public workforce by local health district/network, by facility and per 100,000 population.



## Workforce considerations

- Advancements in genomic technology and increased use of technology for screening, therapeutics, predictive and diagnostic purposes may increase demand for the genetic counsellor workforce.
- Increased consumer expectations, health literacy and health system priorities may increase demand on the genetic counsellor workforce.
- Inter district genetic counsellor partnerships may improve workforce supply, particularly in regional and rural settings.
- Ensuring sustainable training pipelines, graduates, and workforce reflect the future workforce requirements of the community, by both location, speciality and skills.
- Improvements in data capture and demand (met and unmet) is a prioritised need for the workforce.