Surgery – Neurosurgery

The Workforce

Neurosurgery provides for the operative and non-operative management of disorders that affect the central, peripheral and autonomic nervous system, including their supportive structures and vascular supply. The Royal Australasian College of Surgeons (RACS) is accredited by the Australian Medical Council (AMC) to deliver surgery training.

Workforce Characteristics in 2015

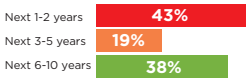
- **76** Headcount
- **10.5%** Female
- **54.1 hours** per week
- **50.7 years** average age
- **44.7%** Workforce aged over 50
- **18.4%** Workforce aged over 60
- **4** New Fellows in NSW in 2017

Supply and Distribution

Metropolitan Sydney

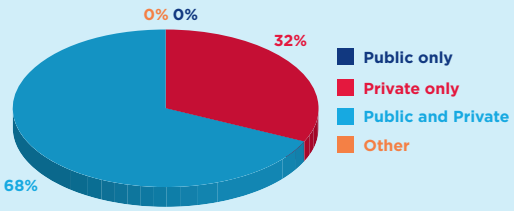
- **65** headcount
- **53** hours per week
- **51** years average age
- **17%** aged over 60

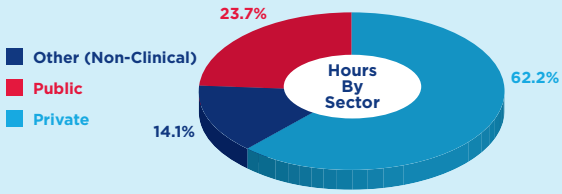
Retirement intentions (60+)



Total NSW

Workforce by Sector (percent)

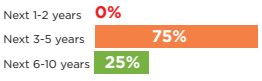




Non-Metropolitan Sydney

- **11** headcount
- **59** hours per week
- **51** years average age
- **27%** aged over 60

Retirement intentions (60+)



* Data from records with less than 5 headcount is to be restricted due to privacy requirements

Trainees

Advanced Trainees in NSW:

2015	2016	2017
18	19	19

40.4% NSW Trainees as % of Australia 2017

27.7% Proportion female Trainees in Australia 2017

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.

Estimated Demand Growth
Between 1.8% (low demand scenario) to 2.8% (high demand scenario).

Estimated Additional Fellows
The high demand scenario requires additional fellows. Trainee numbers need to increase by approximately 1 per annum to meet projected 2030 requirements.

Estimated Workforce Size
In 2030, 108 to 123 Headcount (assuming all additional fellows will enter the workforce).

Estimated Workforce Average Age
In 2030, 54.6 to 55.7 years.

Estimated percentage over 60 years
In 2030, 23.6% to 30.9% of workforce over 60 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:
The factor associated with the workforce aged over 60 and 70

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

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)

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