



Fact File

The Royal College of Pathologists of Australasia

Australian Pathologist Workforce 2018 South Australia

AUSTRALIAN PATHOLOGIST WORKFORCE – SOUTH AUSTRALIA

Overview

The national ratio for the Australian Pathologist workforce is 78.5 headcount per million population. South Australia has 7.4% of the Australian Pathologist workforce, similar to its population share of 7.0%. The State has a ratio per million population of 82.1 Pathologists in the workforce. This is the fifth highest ratio, above the national ratio and behind the ACT with the highest ratio at 108.3 per million population followed by NSW (86.4 per million), Western Australia (84.9) and Tasmania (84.8).

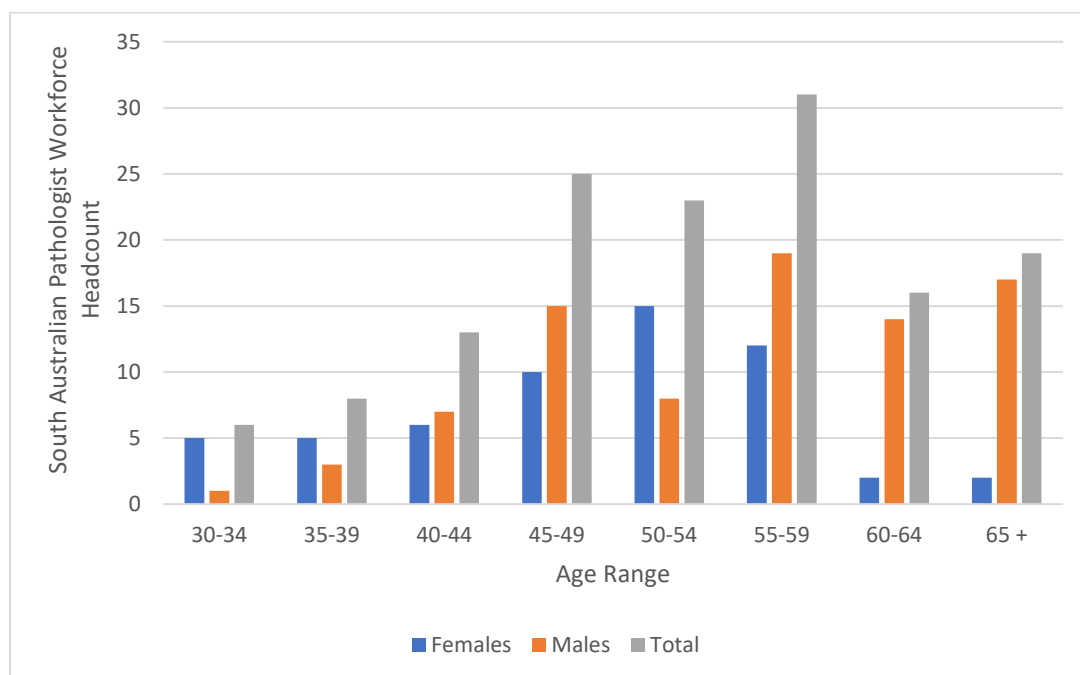
Workforce profile and trends

Table 1: South Australian Pathologist Workforce, 2016, Age and Sex Profile

Age Group	Headcount			Percentage	Percentage
	Female	Male	Total	by Age	Female by Age
30-34	5	1	6	4.3%	83.3%
35-39	5	3	8	5.7%	62.5%
40-44	6	7	13	9.2%	46.2%
45-49	10	15	25	17.7%	40.0%
50-54	15	8	23	16.3%	65.2%
55-59	12	19	31	22.0%	38.7%
60-64	2	14	16	11.3%	12.5%
65+	2	17	19	13.5%	10.5%
Total	57	84	141	100.0%	40.4%
55 years and older	16	50	66		
% 55 years and older	28.1%	59.5%	46.8%		

Source: RCPA data base, 2016

Figure 1: South Australian Pathologist Workforce, 2016, Age and Sex Profile



Source: RCPA data base, 2016

Table 1 and Figure 1 show that the South Australian Pathologist workforce is older, with the modal age range for the workforce at 55 to 59 years (22.0% of the total workforce) followed by 45 to 49 years (17.7% of the total workforce). The modal age range for the male workforce is the same but is younger for the female workforce at 50 to 54 years. Females are only in the majority between the age cohorts of 30 to 34 years and 35 to 39 years and again for those aged 50 to 54 years.

Almost one half of the workforce is older than 55 years (46.8%), with just over one quarter (28.1%) of females in this age range, and three in five males (59.5%). This profile has significant implications for the retirement of a large proportion of the workforce in the next ten years. Furthermore, 13.5% of the workforce is aged 65 and older, so that 19 South Australian Pathologists will retire in a much shorter time frame.

Males are 59.6% of the workforce overall and females are 40.4%.

Trends in trainee numbers

South Australian trainees increased from 20 to 37 trainees over the period 2011 to 2016. This was a high growth of 85% over the period.

Workforce demand and supply

Table 2: Demand drivers for South Australian Pathologists

Indicator	2011	2016	ACGR
High Scenario: South Australia MBS Pathology Service Items (including weighted AP items)	8,778,931	10,157,327	3.0%
Low Scenario: Workforce Size (Headcount)	130	141	1.6%

Source: Retrieved from: http://medicarestatistics.humanservices.gov.au/statistics/mbs_item.jsp

Note: Annual Compound Growth Rate (ACGR)

Results of projection modelling

Figure 2: Results of Projection Modelling for South Australian Pathologist Workforce, High Scenario (Service Demand)

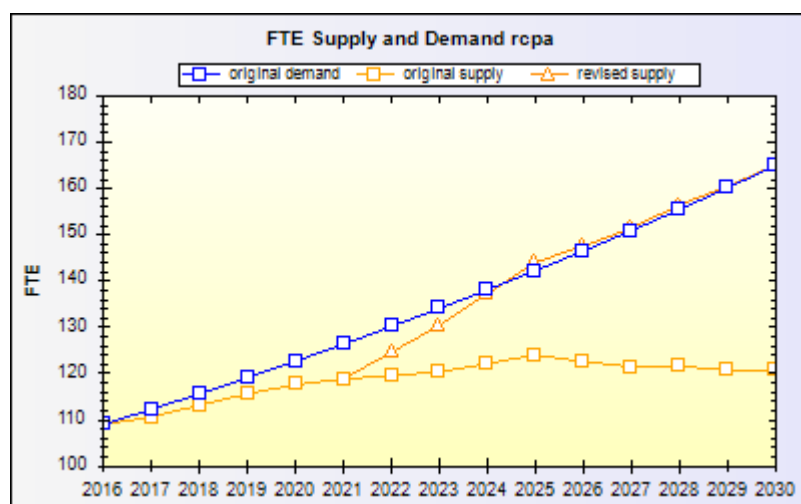


Figure 3: Results of Projection Modelling for South Australian Pathologist Workforce, Low Scenario (Workforce Demand)

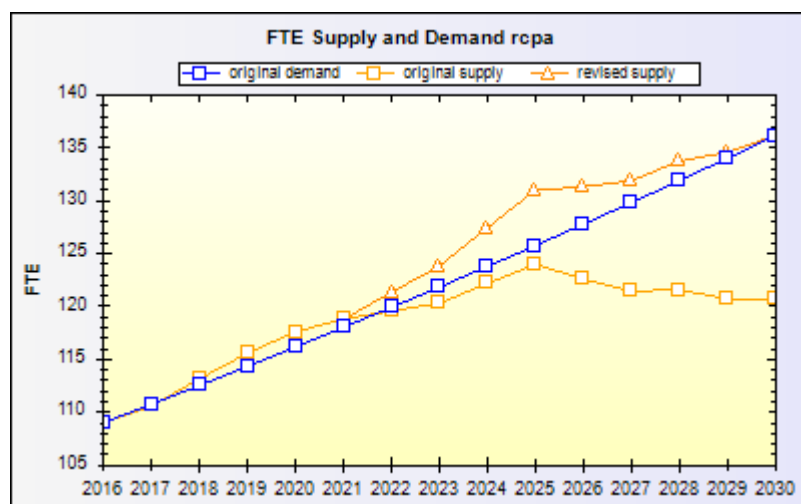


Table 3: Results of Workforce Modelling for South Australian Pathologist Workforce

	Trainees				
	Base Year	Low Scenario	High Scenario	Gap Low Scenario	Gap High Scenario
	2016	2030	2030	2030	2030
South Australia	7	9	14	2	7
Total five States	96	137	167	41	71
Total Australian Workforce	100	170	192	70	92
	New Fellows				
South Australia	6	8	13	2	7
Total five States	86	123	151	37	65
Total Australian Workforce	90	153	173	63	83

The projection modelling resulted in relatively low levels of additional trainees required, two under the Low Scenario and seven under the High Scenario. The South Australian workforce is a relatively ageing workforce with a modal age range of 55 to 59 years. There are 13.5% of the workforce aged 65 years and older resulting in an expected 19 practitioners retiring within the next five years. Therefore, the additional numbers of trainees required are necessary to allow for supply to meet the changes in the age profile and allow for demand growth as assumed in the modelling.