



Fact File

The Royal College of Pathologists of Australasia

**Australian Pathologist Workforce 2018
Queensland**

AUSTRALIAN PATHOLOGIST WORKFORCE – QUEENSLAND

Overview

Queensland has 18.6% of the Australian Pathologist Workforce, less than the population share of 20%. The national ratio for the Australian Pathologist workforce is 78.5 headcount per million population. Victoria, Queensland and The Northern Territory have the lowest ratios per million population. Queensland is lower than the national ratio at 72.9 per million population.

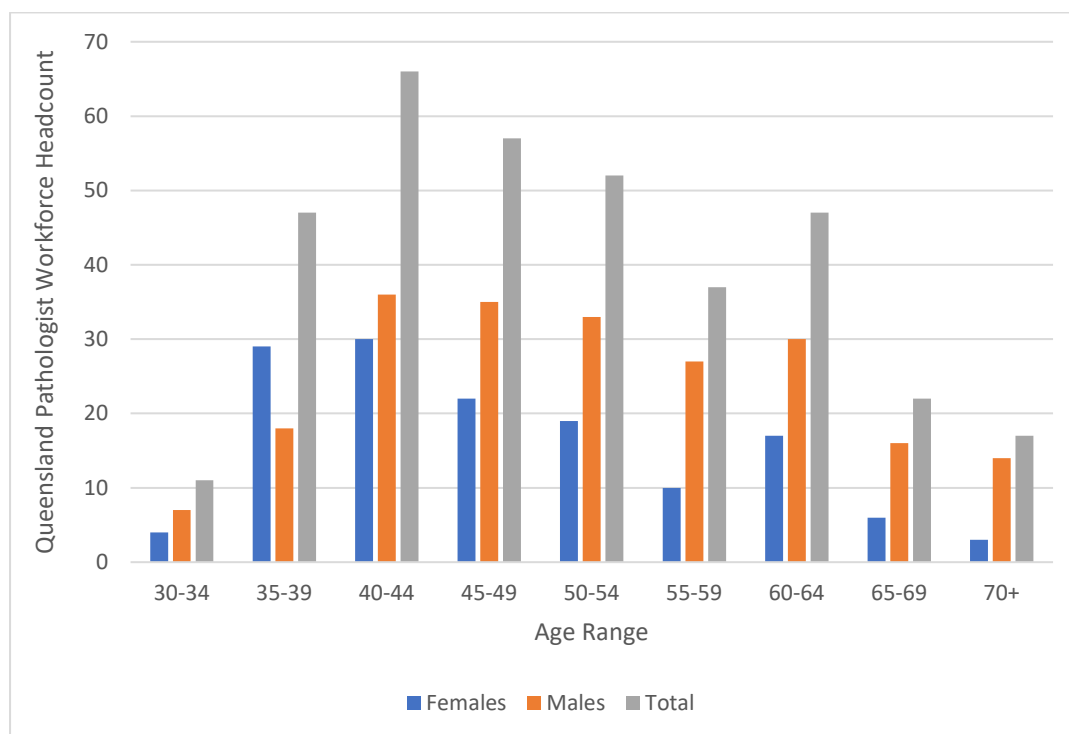
Workforce profile and trends

Table 1: Queensland Pathologist Workforce, 2016, Age and Sex Profile

Age Group	Headcount			Percentage	Percentage
	Female	Male	Total	by Age	Female by Age
30-34	4	7	11	3.1%	36.4%
35-39	29	18	47	13.2%	61.7%
40-44	30	36	66	18.5%	45.5%
45-49	22	35	57	16.0%	38.6%
50-54	19	33	52	14.6%	36.5%
55-59	10	27	37	10.4%	27.0%
60-64	17	30	47	13.2%	36.2%
65-69	6	16	22	6.2%	27.3%
70+	3	14	17	4.8%	17.6%
Total	140	216	356	100.0%	39.3%
55 years and older	36	87	123		
% 55 years and older	25.7%	40.3%	34.6%		

Source: RCPA data base, 2016

Figure 1: Queensland Pathologist Workforce, 2016, Age and Sex Profile



Source: RCPA data base, 2016

Table 1 and Figure 1 show that the Queensland Pathologist workforce is relatively young, with the modal age range for the workforce at 40 to 44 years (18.5% of the total workforce), followed by 45 to 49 years (16.0%). The modal age range for the female and male workforce is 40 to 44 years. Females are only in the majority for those aged 35 to 39 years. Males are in the majority for all other age cohorts.

Just over one third of the workforce is older than 55 years (34.6%), with 25.7% of females in this age range, and four in ten of males (40.3%). This profile has significant implications for the retirement of one third of the workforce in the next ten years. Furthermore, 11% of the workforce aged 65 years and older, so that 39 Queensland Pathologists will retire in a much shorter time frame.

Trends in trainee numbers

Queensland trainees increased from 80 to 102 trainees over the period 2011 to 2016. This was a growth of 27.5% over the period.

Workforce demand and supply

Table 2: Demand drivers for Queensland Pathologists

Indicator	2011	2016	ACGR
High Scenario: Queensland MBS Pathology Service Items (including weighted AP items)	23,735,280	30,044,292	4.8%
Low Scenario: Workforce Size (Headcount)	293	356	4.0%

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 Queensland Pathologist Workforce, High Scenario (Service Demand)

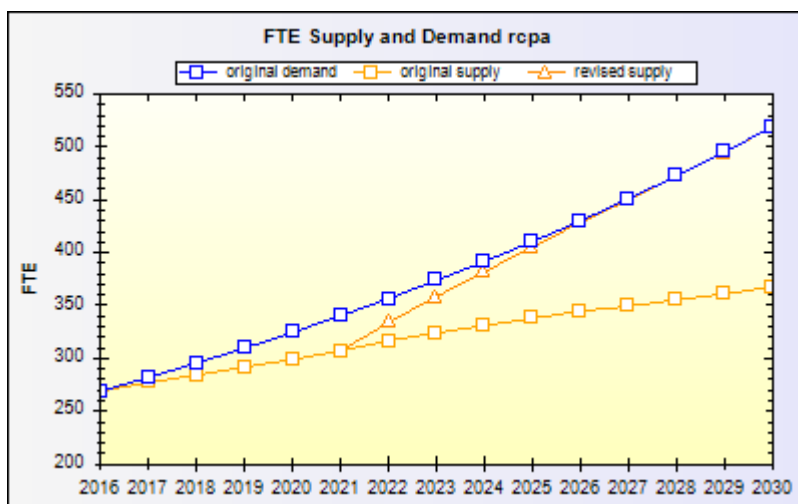


Figure 3: Results of Projection Modelling for Queensland Pathologist Workforce, Low Scenario (Workforce Demand)

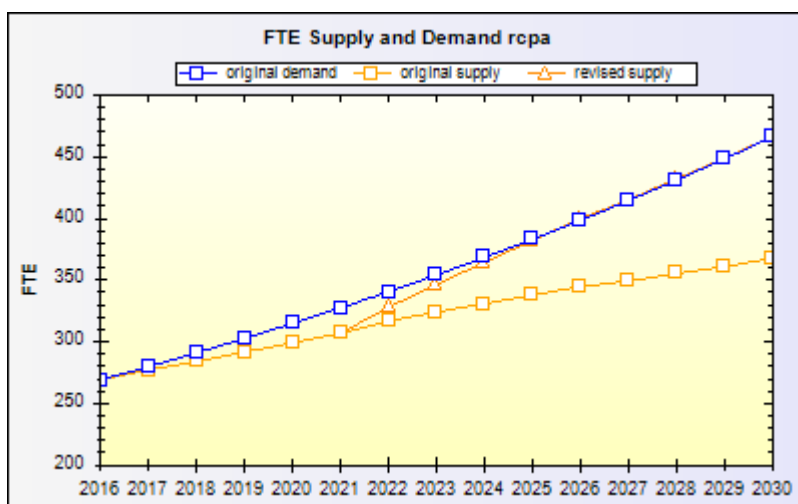


Table 3: Results of Workforce Modelling for Queensland Pathologist Workforce

	Trainees				
	Base Year	Low Scenario	High Scenario	Gap Low Scenario	Gap High Scenario
	2016	2030	2030	2030	2030
Queensland	16	33	42	17	26
Total five States	96	137	167	41	71
Total Australian Workforce	100	170	192	70	92
	New Fellows				
Queensland	14	29	38	15	24
Total five States	86	123	151	37	65
Total Australian Workforce	90	153	173	63	83

The results of the modelling are that Queensland need the highest number of additional trainees of all States and Territories, 17 under the Low Scenario and 26 under the High Scenario. Both demand estimates were four percent and higher and therefore resulted in higher additional numbers of trainees.