



Fact File

The Royal College of Pathologists of Australasia

**Australian Pathologist Workforce 2018
Victoria**

AUSTRALIAN PATHOLOGIST WORKFORCE – VICTORIA

Overview

The Victorian Pathologist workforce has the second lowest ratio per million population at 68.2 Pathologists and the workforce percentage at 22.2% is less than the population share of 25.6%. The national ratio for the Australian Pathologist workforce is 78.5 headcount per million population.

The structure of the public sector laboratories is different in Victoria to almost all other States and Territories with multiple public sector providers.

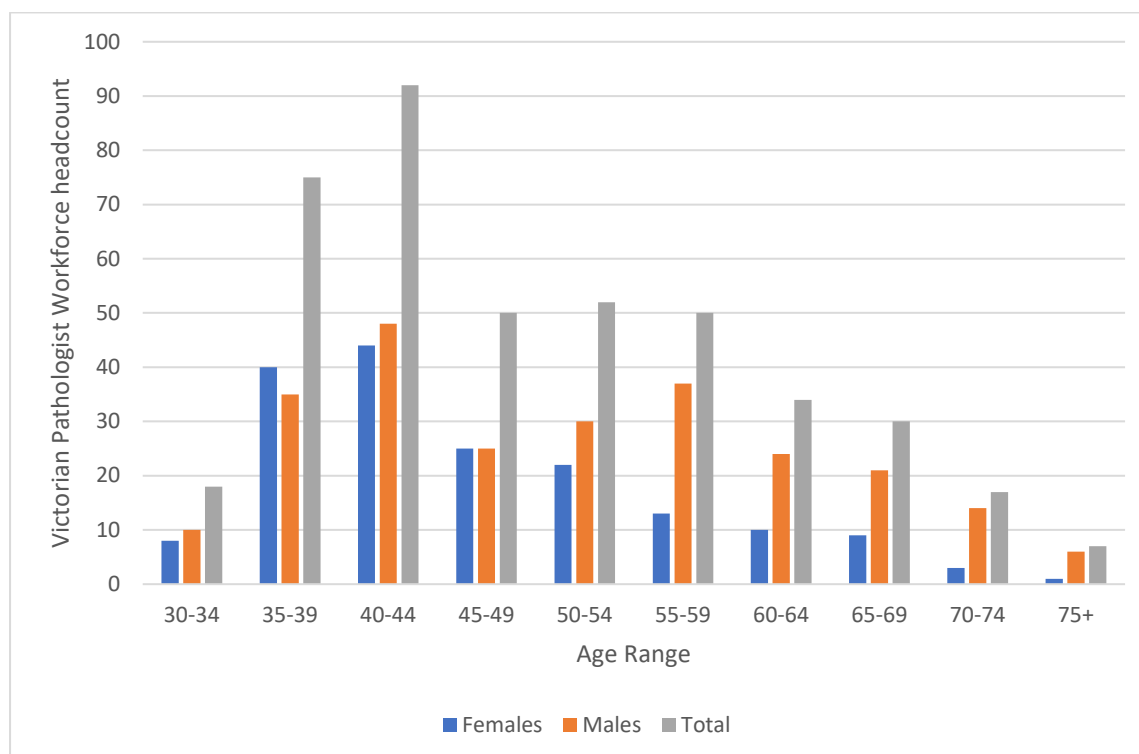
Workforce profile and trends

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

Age Group	Headcount			Percentage	Percentage
	Female	Male	Total	by Age	Female by Age
30-34	8	10	18	4.2%	44.4%
35-39	40	35	75	17.6%	53.3%
40-44	44	48	92	21.6%	47.8%
45-49	25	25	50	11.8%	50.0%
50-54	22	30	52	12.2%	42.3%
55-59	13	37	50	11.8%	26.0%
60-64	10	24	34	8.0%	29.4%
65-69	9	21	30	7.1%	30.0%
70-74	3	14	17	4.0%	17.6%
75+	1	6	7	1.6%	14.3%
Total	175	250	425	100.0%	41.2%
55 years and older	36	102	138		
% 55 years and older	20.6%	40.8%	32.5%		

Source: RCPA data base, 2016

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



Source: RCPA data base, 2016

Table 1 and Figure 1 show that the Victorian Pathologist workforce is a relatively young workforce, with the modal age range for the workforce at 40 to 44 years (21.6% of the total workforce), followed by 35 to 39 years (17.6%). The modal age range for the both the female and male workforce is 40 to 44 years. Females are only in the majority in one age cohort of 35 to 39 years (53.3% of that age group) and are equal in numbers for those aged 45 to 49 years.

Almost one third of the workforce is older than 55 years (32.5%), with one in five (20.6%) of females in this age range, and two in five of males (40.8%). This profile has significant implications for the retirement of a large proportion of the workforce in the next ten years. Furthermore, 12.7% of the workforce is aged 65 years and older, so that 54 Victorian Pathologists will retire in a much shorter time frame.

Males are 58.8% of the workforce overall and females are 41.2%. There is a large and sustained decline in numbers of males and in the total workforce between 40 to 44 years and 45 to 49 years.

Trends in trainee numbers

Victorian trainees increased from 123 to 149 trainees over the period 2011 to 2016. This was a growth of 21.1% over the period, the third lowest growth overall.

Workforce demand and supply

Table2: Demand drivers for Victorian Pathologists

Indicator	2011	2016	ACGR
High Scenario: Workforce Size (Headcount)	351	426	3.9%
Low Scenario: Victorian MBS Pathology Service Items (including weighted AP items)	30,062,314	35,804,924	3.6%

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 Victorian Pathologist Workforce, High Scenario (Workforce Demand)

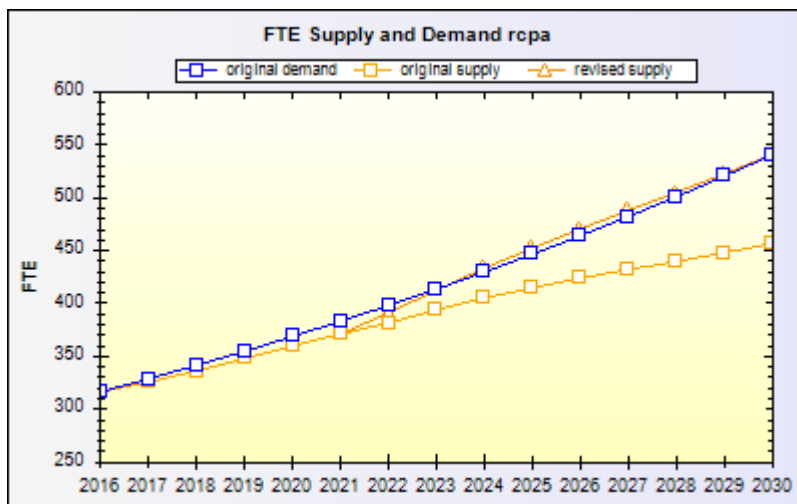


Figure 3: Results of Projection Modelling for Victorian Pathologist Workforce, Low Scenario (Service Demand)

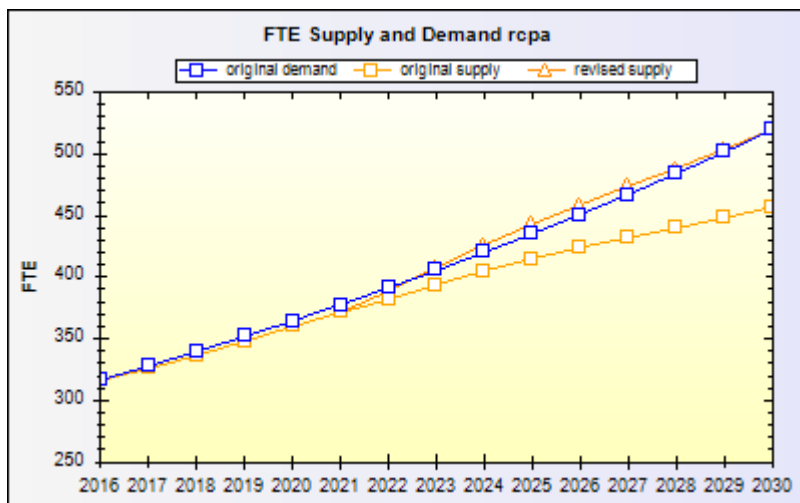


Table 3: Results of Workforce Modelling for Victorian Pathologist Workforce

	Trainees				
	Base Year	Low Scenario	High Scenario	Gap Low Scenario	Gap High Scenario
	2016	2030	2030	2030	2030
Victoria	23	34	38	11	15
Total five States	96	137	167	41	71
Total Australian Workforce	100	170	192	70	92
	New Fellows				
Victoria	21	31	34	10	13
Total five States	86	123	151	37	65
Total Australian Workforce	90	153	173	63	83

The results of the modelling were that additional trainees are required under the Low Scenario (eleven additional trainees) and fifteen under the High Scenario. This is because the two demand estimates which are relatively close. In addition, the High Scenario was the growth in workforce size historically (ACGR of 3.9%). There are 54 practitioners who are aged 65 years and over and expected to retire in the next five years. The findings that the Victorian Pathologist workforce was in relative low levels of supply should also be considered in the consideration of the additional trainees required.