



# Fact File

The Royal College of Pathologists of Australasia

**Australian Pathologist Workforce 2018  
New South Wales**

## AUSTRALIAN PATHOLOGIST WORKFORCE – NEW SOUTH WALES

### Overview

New South Wales has the largest proportion of the Australian Pathologist workforce at 35.2%, higher than its population share of 32.0%. It has a ratio per million population of 86.4 Pathologists in the workforce, the second highest nationally after the ACT.

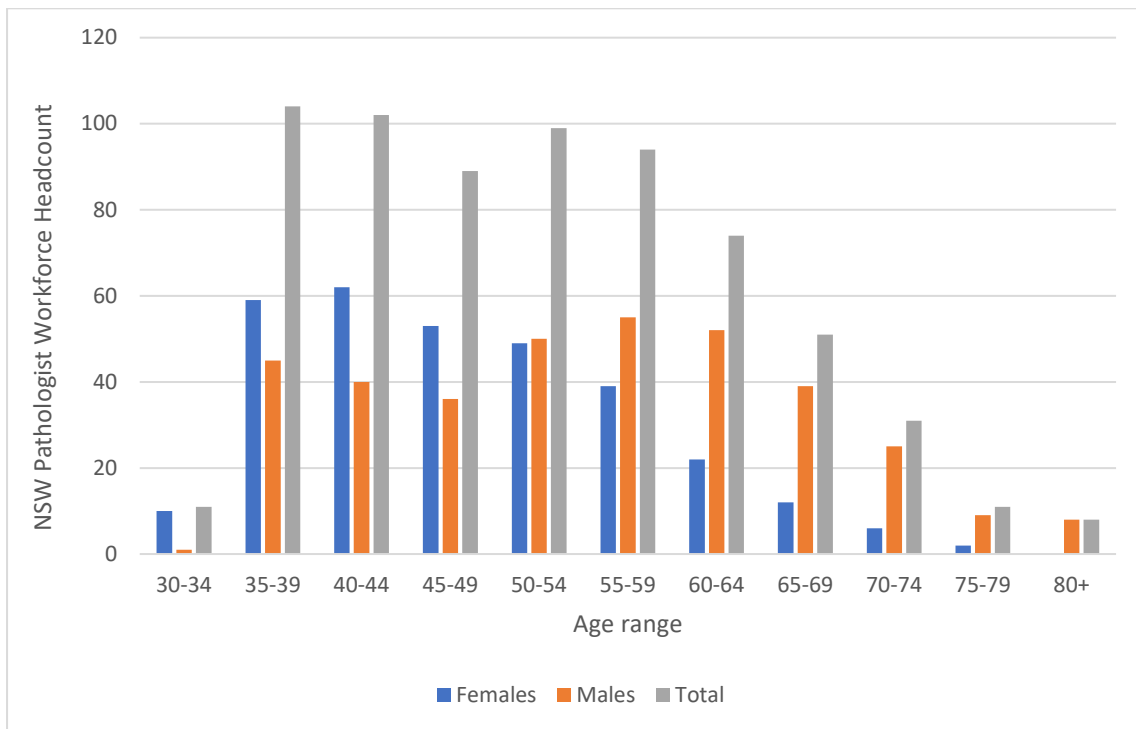
### Workforce profile and trends

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

Age Group	Headcount			Percentage	Percentage
	Female	Male	Total	by Age	Female by Age
30-34	10	1	11	1.6%	90.9%
35-39	59	45	104	15.4%	56.7%
40-44	62	40	102	15.1%	60.8%
45-49	53	36	89	13.2%	59.6%
50-54	49	50	99	14.7%	49.5%
55-59	39	55	94	13.9%	41.5%
60-64	22	52	74	11.0%	29.7%
65-69	12	39	51	7.6%	23.5%
70-74	6	25	31	4.6%	19.4%
75-79	2	9	11	1.6%	18.2%
80+	0	8	8	1.2%	0.0%
<b>Total</b>	<b>314</b>	<b>360</b>	<b>674</b>	<b>100.0%</b>	<b>46.6%</b>
<b>55 years and older</b>	<b>81</b>	<b>188</b>	<b>269</b>		
<b>% 55 years and older</b>	<b>25.8%</b>	<b>52.2%</b>	<b>39.9%</b>		

Source: RCPA data base, 2016

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



Source: RCPA data base, 2016

Table 1 and Figure 1 show that the NSW Pathologist workforce is relatively young, with the modal age range for the workforce at 35 to 39 years (15.4% of the total workforce), followed closely by 40 to 44 years (15.1%). The modal age range for the female workforce is 40 to 44 years, and for the male workforce is 55 to 59 years. Females are in the majority in each age cohort up to 49 years. Males are in the majority for all age cohorts 50 years and over.

Four in ten of the workforce is older than 55 years (39.9%), with 25.8% of females in this age range, and just over one half of males (52.2%). This profile has significant implications for the retirement of a large proportion of the workforce in the next ten years. Furthermore, 15.0% of the workforce is aged 65 years and older, so that 101 NSW Pathologists will retire in a much shorter time frame.

The age profile is consistent with the national profile in that Pathologists are still working in their eighties.

### Trends in trainee numbers

New South Wales trainees increased from 145 to 201 trainees over the period 2011 to 2016. This was a high growth of 38.6% over the period.

## Workforce demand and supply

Table 2: Demand drivers for NSW Pathologists

Indicator	2011	2016	ACGR
<b>High Scenario:</b> NSW MBS Pathology Service Items (including weighted AP items)	42,704,561	50,523,430	3.4%
<b>Low Scenario:</b> Workforce Size (Headcount)	590	674	2.7%

Source: Retrieved from: [http://medicarestatistics.humanservices.gov.au/statistics/mbs\\_item.jsp](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 NSW Pathologist Workforce, High Scenario (Service Demand)

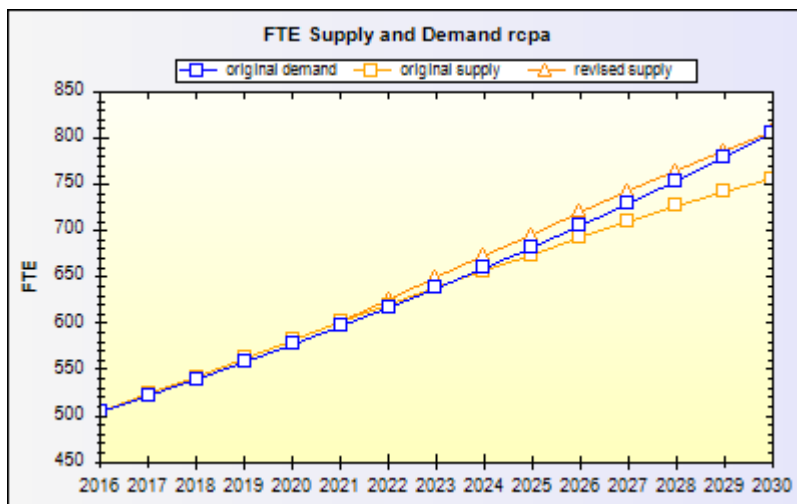


Figure 3: Results of Projection Modelling for NSW Pathologist Workforce, Low Scenario (Workforce Demand)

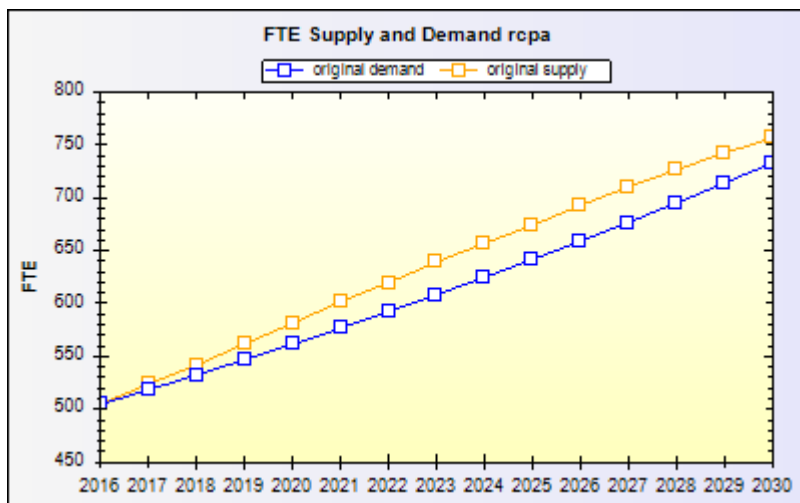


Table 3: Results of Workforce Modelling for NSW Pathologist Workforce

	Trainees				
	Base Year	Low Scenario	High Scenario	Gap Low Scenario	Gap High Scenario
	2016	2030	2030	2030	2030
NSW	39	39	47	0	8
<b>Total five States</b>	<b>96</b>	<b>137</b>	<b>167</b>	<b>41</b>	<b>71</b>
<b>Total Australian Workforce</b>	<b>100</b>	<b>170</b>	<b>192</b>	<b>70</b>	<b>92</b>
	New Fellows				
NSW	35	35	43	0	8
<b>Total five States</b>	<b>86</b>	<b>123</b>	<b>151</b>	<b>37</b>	<b>65</b>
<b>Total Australian Workforce</b>	<b>90</b>	<b>153</b>	<b>173</b>	<b>63</b>	<b>83</b>

The results of the modelling show that no additional trainees are needed under the Low Scenario but that there is a need for an additional eight trainees to balance supply and demand under the High Scenario. The two demand estimates were relatively similar and therefore resulted in relatively close estimates.

However, the workforce profile showed that 15% of the workforce were aged 65 years and over with an expected 101 practitioners who will retire in the next five years. This is an important consideration in determining the numbers of additional trainees required.