



# Fact File

The Royal College of Pathologists of Australasia

**Australian Pathologist Workforce 2018  
Western Australia**

## AUSTRALIAN PATHOLOGIST WORKFORCE – WESTERN AUSTRALIA

### Overview

The national ratio for the Australian Pathologist workforce is 78.5 headcount per million population. Western Australia has 11.4% of the Australian Pathologist workforce, higher than its population share of 10.5%. The State has a ratio per million population of 84.9 Pathologists in the workforce. This is the third 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).

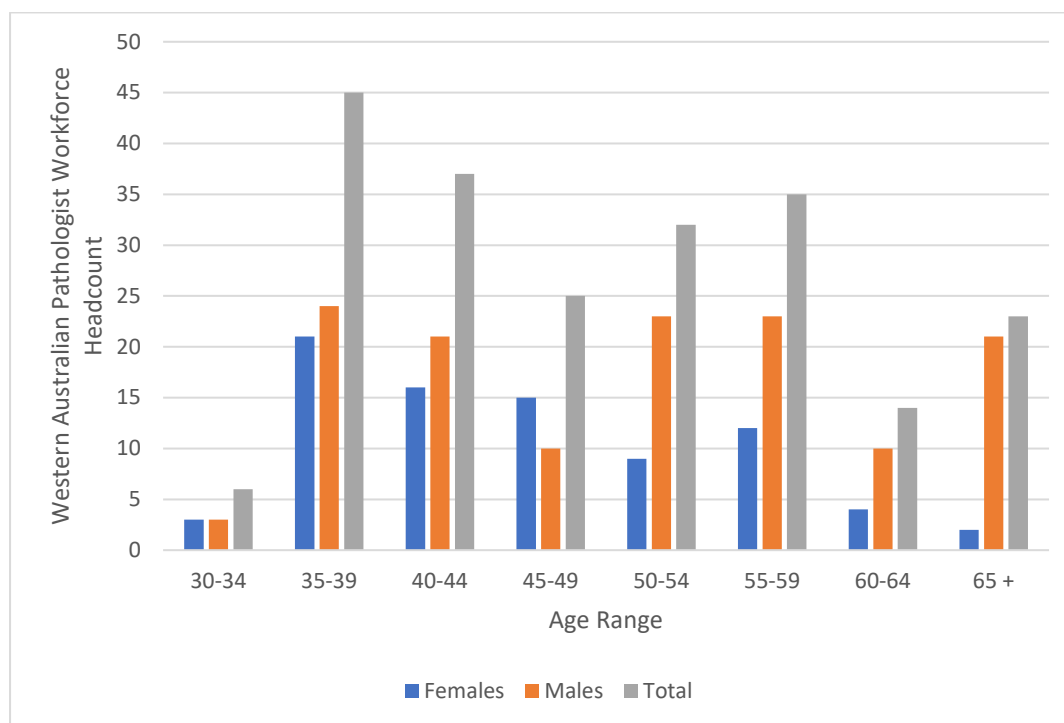
### Workforce profile and trends

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

Age Group	Headcount			Percentage	Percentage
	Female	Male	Total	by Age	Female by Age
30-34	3	3	6	2.8%	50.0%
35-39	21	24	45	20.7%	46.7%
40-44	16	21	37	17.1%	43.2%
45-49	15	10	25	11.5%	60.0%
50-54	9	23	32	14.7%	28.1%
55-59	12	23	35	16.1%	34.3%
60-64	4	10	14	6.5%	28.6%
65+	2	21	23	10.6%	8.7%
<b>Total</b>	<b>82</b>	<b>135</b>	<b>217</b>	<b>100.0%</b>	<b>37.8%</b>
<b>55 years and older</b>	<b>18</b>	<b>54</b>	<b>72</b>		
<b>% 55 years and older</b>	<b>22.0%</b>	<b>40.0%</b>	<b>33.2%</b>		

Source: RCPA data base, 2016

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



Source: RCPA data base, 2016

Table 1 and Figure 1 show that the Western Australian Pathologist workforce is relatively young with the modal age range for the workforce at 35 to 39 years (20.7% of the total workforce) followed by 40 to 44 years (17.1% of the total workforce). The modal age range for the male workforce and female workforce is the same. Females are only in the majority between the age cohorts of 30 to 34 years (half of the workforce in that age range) and again for those aged 45 to 49 years.

One third of the workforce is older than 55 years (33.2%), with just over one in five (22.0%) of females in this age range, and two in five of males (40.0%). This profile has implications for the retirement of a proportion of the workforce in the next ten years. Just over 10% of the workforce is aged 65 years and older, so that 23 Western Australian Pathologists will retire in a much shorter time frame.

Males are 62.2% of the workforce overall and females are 37.8%.

### Trends in trainee numbers

Western Australian trainees increased from 46 to 49 trainees over the period 2011 to 2016. This was a low growth of 6.5% over the period.

## Workforce demand and supply

Table 2: Demand drivers for Western Australian Pathologists

Indicator	2011	2016	ACGR
High Scenario: Workforce Size (Headcount)	171	218	5.0%
Low Scenario: WA MBS Pathology Service Items (including weighted AP items)	11,052,868	13,793,591	4.5%

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 Western Australian Pathologist Workforce, High Scenario (Workforce Demand)

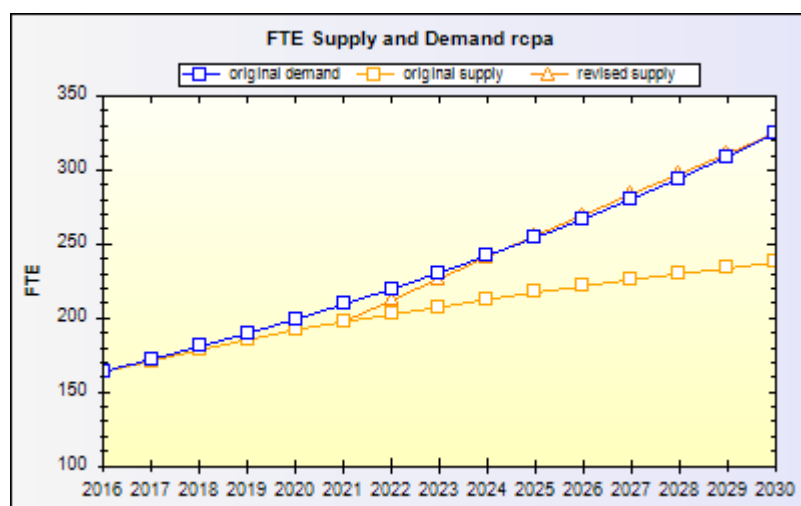


Figure 3: Results of Projection Modelling for Western Australian Pathologist Workforce, Low Scenario (Service Demand)

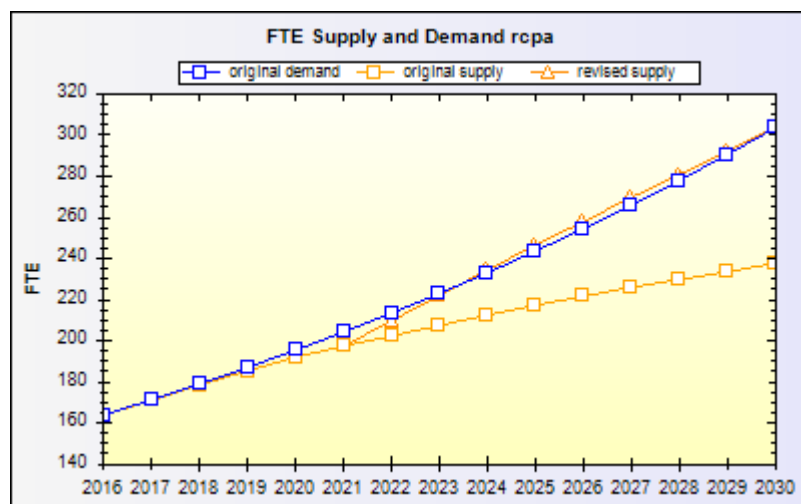


Table 1: Results of Workforce Modelling for Western Australian Pathologist Workforce

	Trainees					
	Base Year	Low Scenario	High Scenario	Gap Low Scenario	Gap High Scenario	
	2016	2030	2030	2030	2030	
Western Australia	11	22	26	11	15	
<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					
Western Australia	10	20	23	10	13	
<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 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, a similar finding to Victoria (ACGR of 5.0%). There are an expected 23 practitioners who are aged 65 years and over and expected to retire in the next five years. The Western Australia Pathologist workforce also has to address high geographic dispersion of services outside Perth.