



Fact File

The Royal College of Pathologists of Australasia

**Australian Pathologist Workforce 2018
Australian Capital Territory**

AUSTRALIAN PATHOLOGIST WORKFORCE – ACT

Overview

The national ratio for the Australian Pathologist workforce is 78.5 headcount per million population. The ACT has 2.3% or 44 headcount of the Australian Pathologist workforce, higher than its population share of 1.7%. The State has a ratio per million population of 108.3 Pathologists in the workforce. This is the highest ratio, above the national ratio.

As the workforce is the six lowest in size (equal with Tasmania), servicing a small population of under half a million (i.e. 406,400 in total), it was decided not to use the model to determine future supply and demand levels.

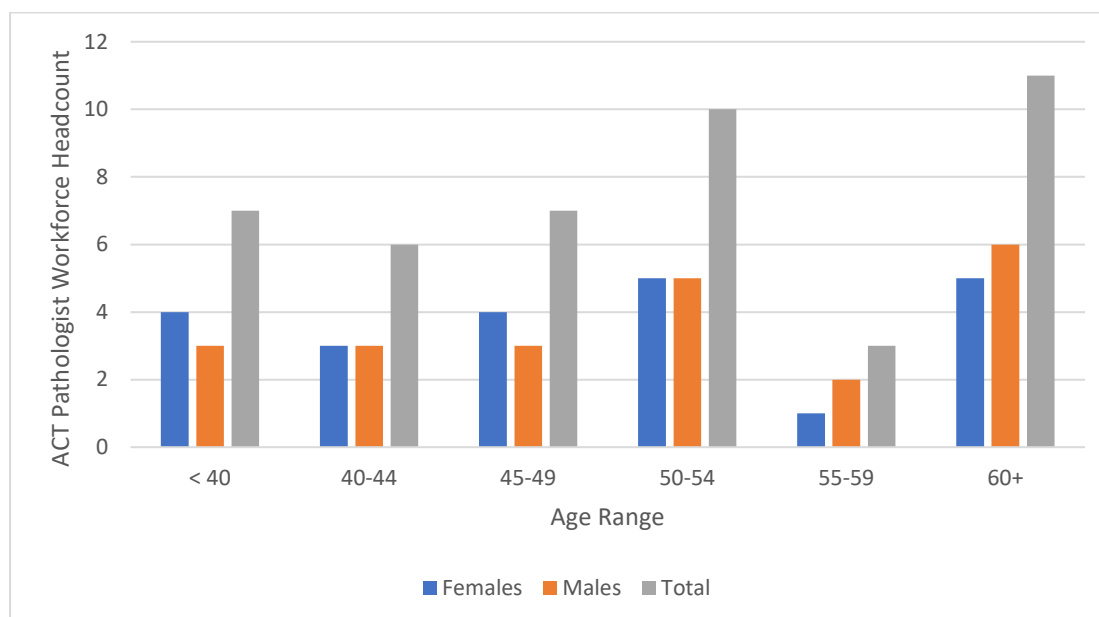
Workforce profile and trends

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

Age Group	Headcount			Percentage	Percentage
	Female	Male	Total	by Age	Female by Age
< 40	4	3	7	15.9%	57.1%
40-44	3	3	6	13.6%	50.0%
45-49	4	3	7	15.9%	57.1%
50-54	5	5	10	22.7%	50.0%
55-59	1	2	3	6.8%	33.3%
60+	5	6	11	25.0%	45.5%
Total	22	22	44	100.0%	50.0%
55 years and older	6	8	14		
% 55 years and older	27.3%	36.4%	31.8%		

Source: RCPA data base, 2016

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



Source: RCPA data base, 2016

Table 1 and Figure 1 show that the modal age range for the ACT Pathologist is 60 years and older (25.0% of the total workforce), and more than a fifth are aged 50 to 54 years (22.7% of the total workforce). The modal age range for the male workforce and female workforce is the same at 60+ but also at 50 to 54 years for females. Females are in the majority up to 54 years.

Almost one third of the workforce is older than 55 years (31.8%), with just over one quarter (27.3%) of females in this age range, and over one third of males (36.4%). This profile has implications for the retirement of a large proportion of the workforce in the next ten years. Furthermore, one quarter of the workforce is aged 60 years and older, so that 11 ACT Pathologists will retire in a much shorter time frame. Males and females are each half of the workforce overall.

Trends in trainee numbers

ACT trainees decreased from eleven to ten trainees over the period 2011 to 2016.

Workforce demand and supply

Table 2: Demand drivers for ACT Pathologists

Indicator	2011	2016	ACGR
High Scenario: ACT MBS Pathology Service Items (including weighted AP items)	1,795,766	2,182,993	4.0%
Low Scenario: Workforce Size (Headcount)	41	44	1.4%

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

Note: Annual Compound Growth Rate (ACGR)

Results of workforce analysis

There was no projection modelling undertaken as the workforce size is less than fifty in number. The workforce characteristics identified this to be an ageing workforce with nearly one third of the workforce 55 years and older and the modal age range 60 years and older. This is an important consideration in determining the number of additional trainees required. Clearly there has been growth in MBS service items and workforce size which needs to continue over the projection period.