



Fact File

The Royal College of Pathologists of Australasia

**Australian Pathologist Workforce 2018
Tasmania**

AUSTRALIAN PATHOLOGIST WORKFORCE – TASMANIA

Overview

The national ratio for the Australian Pathologist workforce is 78.5 headcount per million population. Tasmania has 2.3% or 44 headcount of the Australian Pathologist workforce, similar to its population share of 2.1%. The State has a ratio per million population of 84.8 Pathologists in the workforce. This is the fourth highest ratio, above the national ratio and behind the ACT with the highest ratio at 108.3 per million population, NSW (86.4 per million) followed by Western Australia with 84.9.

As the workforce is the six lowest in size, servicing a small population of just over half a million or 519,100 in total, it was decided not to use the model to determine future supply and demand levels.

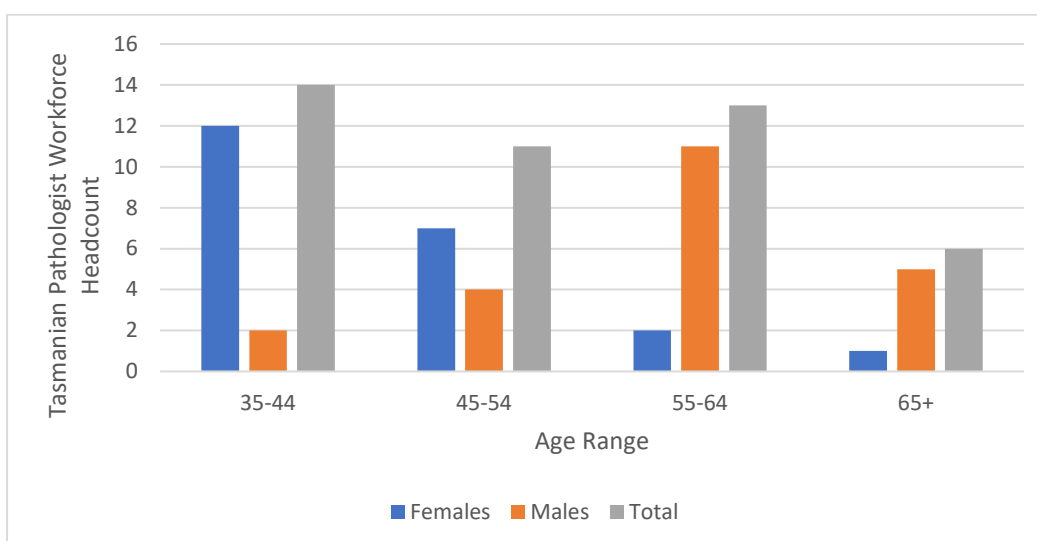
Workforce profile and trends

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

Age Group	Headcount			Percentage	Percentage
	Female	Male	Total	by Age	Female by Age
35-44	12	2	14	31.8%	85.7%
45-54	7	4	11	25.0%	63.6%
55-64	2	11	13	29.5%	15.4%
65+	1	5	6	13.6%	16.7%
Total	22	22	44	100.0%	50.0%
55 years and older	3	16	19		
% 55 years and older	13.6%	72.7%	43.2%		

Source: RCPA data base, 2016

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



Source: RCPA data base, 2016

Tasmania has an unusual age profile and Figure 1 shows that the Tasmanian Pathologist workforce is relatively evenly spread across age groups up to 65 years and over. The modal age range for the workforce is 35 to 44 years (31.8% of the total workforce) followed by 55 to 64 years (29.5% of the total workforce). However, there are no working Pathologists aged 30 to 34 years.

The modal age range for the female workforce is the same at 35 to 44 years. However, for males it is older at 55 to 64 years. Females are in the majority up to 54 years. There is then a reversal with males in the majority for those 55 years and older.

Over four in ten of the workforce is older than 55 years (43.2%), with just over one in ten (13.6%) females in this age range, and over seven in ten males (72.7%). This profile has implications for the retirement of a large proportion of the male workforce in the next ten years. Just over 13% of the workforce are aged 65 years and older, so that 6 Tasmanian Pathologists will retire in a much shorter time frame.

Males are 50.0% of the workforce overall and females are also 50.0%, although proportions vary significantly by age group.

Trends in trainee numbers

Tasmanian trainees increased from seven to thirteen trainees over the period 2011 to 2016. This was a very high growth of 85.7% over the period.

Workforce demand and supply

Table 2: Demand drivers for Tasmanian Pathologists

Indicator	2011	2016	ACGR
High Scenario: Tasmanian MBS Pathology Service Items (including weighted AP items)	2,425,220	2,944,491	4.0%
Low Scenario: Workforce Size (Headcount)	37	44	3.5%

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 13.6% of the workforce were 65 years and older, resulting in six practitioners retiring within the next five years. 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.