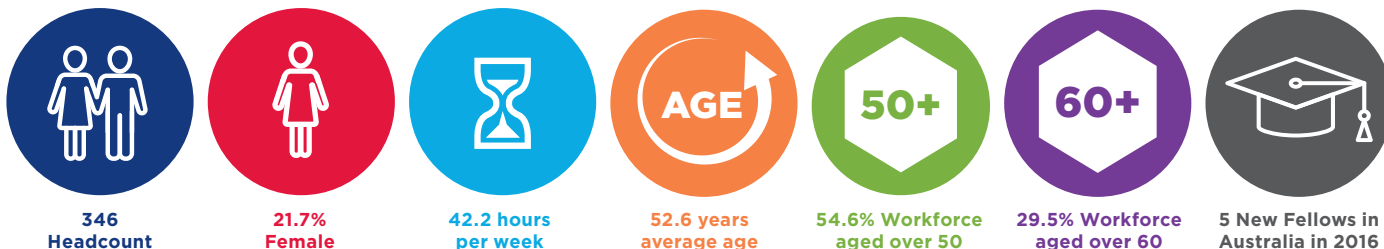**NSW GOVERNMENT**

# Opthalmology

## The Workforce

An Ophthalmologist is a specialist doctor who diagnoses and treats diseases and injuries in and around the eye. The Royal Australian and New Zealand College of Ophthalmologists (RANZCO) is accredited by the Australian Medical Council (AMC) to deliver ophthalmology training.

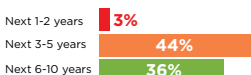## Workforce Characteristics in 2015

| | | | | | | |
|---|---|---|---|---|---|---|
| **346** Headcount | **21.7%** Female | **42.2 hours** per week | **52.6 years** average age | **50+** **54.6% Workforce** aged over 50 | **60+** **29.5% Workforce** aged over 60 | **5 New Fellows in Australia in 2016** |

## Supply and Distribution

### Metropolitan Sydney

**263** headcount

**41** hours per week

**53** years average age

**31%** aged over 60

Retirement intentions (60+)

| | |
|---|---|
| Next 1-2 years | 3% |
| Next 3-5 years | 44% |
| Next 6-10 years | 36% |

### Total NSW
#### Workforce by Sector (percent)

46% 1% 2%

51%

- ■ Public only
- ■ Private only
- ■ Public and Private
- ■ Other

**Hours By Sector**

9.9%
11.1%
79.0%

- ■ Other (Non-Clinical)
- ■ Public
- ■ Private

### Non-Metropolitan Sydney

**83** headcount

**46** hours per week

**53** years average age

**24%** aged over 60

Retirement intentions (60+)
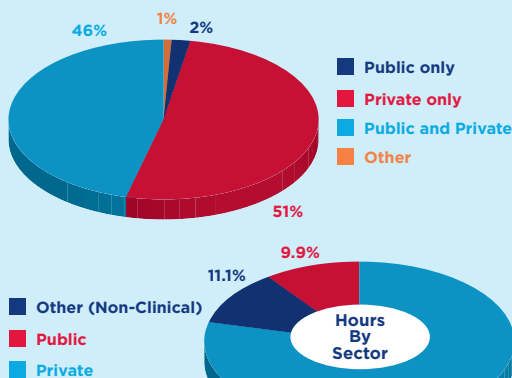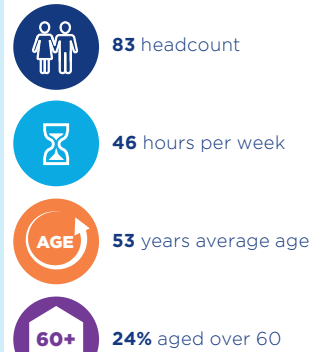
| | |
|---|---|
| Next 1-2 years | 17% |
| Next 3-5 years | 47% |
| Next 6-10 years | 30% |
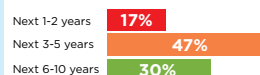
\* Data from records with less than 5 headcount is to be restricted due to privacy requirements
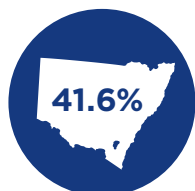
## Trainees
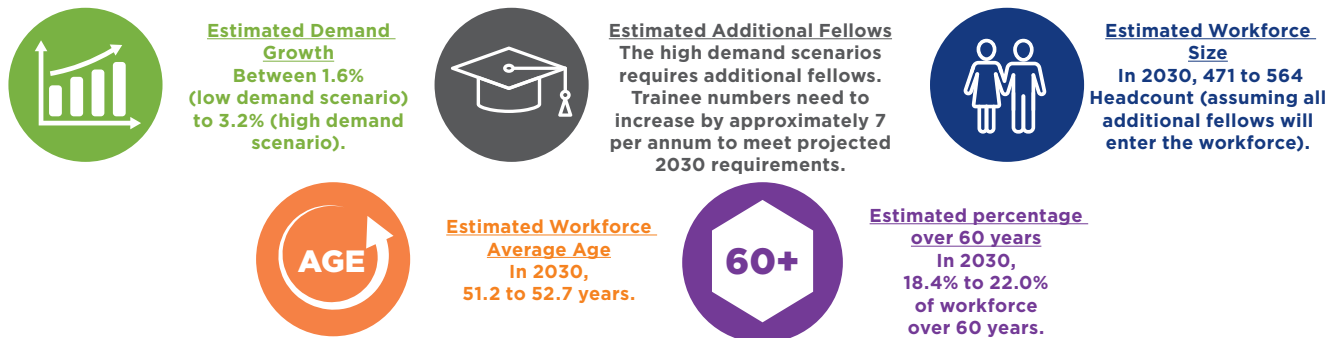
Advanced Trainees in NSW:

| 2015 | 2016 | 2017 |
|------|------|------|
| 38 | 35 | 37 |

**41.6%** NSW Trainees as % of Australia 2017
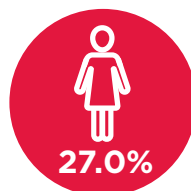
**27.0%** Proportion female trainees in NSW 2017

## The Future in NSW - Workforce Planning to 2030

Workforce projections are provided for a low and high demand scenario. Where requirements for both scenarios are met without the need for additional fellows, the projected "No Growth" scenario workforce data is provided.

**Estimated Demand Growth**
Between 1.6% (low demand scenario) to 3.2% (high demand scenario).

**Estimated Additional Fellows**
The high demand scenarios requires additional fellows. Trainee numbers need to increase by approximately 7 per annum to meet projected 2030 requirements.

**Estimated Workforce Size**
In 2030, 471 to 564 Headcount (assuming all additional fellows will enter the workforce).

**Estimated Workforce Average Age**
In 2030, 51.2 to 52.7 years.

**Estimated percentage over 60 years**
In 2030, 18.4% to 22.0% of workforce over 60 years.

## Workforce Planning Priority and Assessment Framework

**Retirement Intentions < 2 years Minor factor**

**Ageing > 60 Major factor**

**Retirement Intentions:**
The factor associated with workforce retiring within the next 2 and the next 5 years

**Ageing:**
The factor associated with the workforce aged over 60 and 70

**Retirement Intentions < 5 years Major factor**

Priority for Workforce Planning:
**SUBSTANTIAL CAREER OPPORTUNITIES**

**Ageing > 70 Moderate factor**

**New Fellow Requirements:**
The factor associated with the requirement to recruit additional trainees, based on workforce planning to 2030

**New Fellow Requirements Minimal factor**

**Small Workforce Minimal factor**

**Small Workforce Size:**
The factor associated with the sustainability of small workforces

**Rating Key:** Minimal Factor < Minor Factor < Moderate Factor < Major Factor

## Workforce Modelling Considerations

- Workforce modelling is based on current models of care. Any change in the models may impact on requirements.
- Any changes to current training programs will affect the workforce modelling outcome.
- Workforce modelling is based on current workforce hours profile by age co-hours. Any changes to hours worked by future clinicians will affect the model.
- There is an accepted error rate of plus or minus two per cent within workforce modelling
- The model does not address any mal-distribution either by location (rural or regional) or sector (public or private)