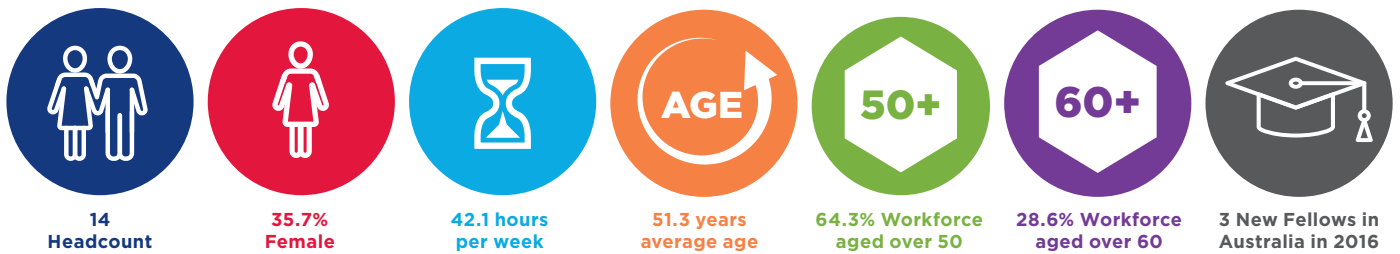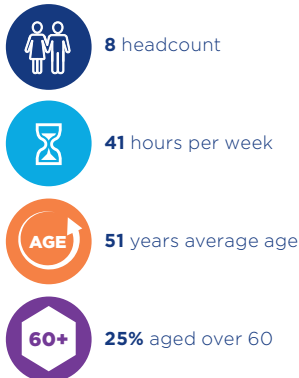# Pathology – Forensic Pathology

The Workforce

A Forensic Medicine Pathologist is primarily involved in identifying the cause of death and reconstructing the circumstances by which the death occurred. The Royal College of Pathologists of Australasia (RCPA) is accredited by the Australian Medical Council (AMC) to deliver pathology training.
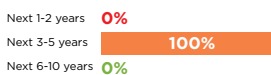
Workforce Characteristics in 2015

14 Headcount	35.7% Female	42.1 hours per week	51.3 years average age	64.3% Workforce aged over 50	28.6% Workforce aged over 60	3 New Fellows in Australia in 2016

Supply and Distribution

Metropolitan Sydney

- **8** headcount
- **41** hours per week
- **51** years average age
- **25%** aged over 60

Retirement intentions (60+)

Next 1-2 years	0%
Next 3-5 years	100%
Next 6-10 years	0%

Total NSW
Workforce by Sector (percent)

- 0%
- 6%
- 7%
- 87%

- **Public only**
- **Private only**
- **Public and Private**
- **Other**

Hours By Sector

- Other (Non-Clinical) — 20.5%
- Public — 71.1%
- Private — 8.5%

Non-Metropolitan Sydney

- **6** headcount
- **43** hours per week
- **52** years average age
- **50%** aged over 60
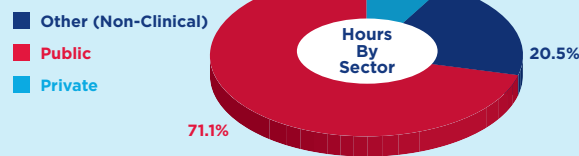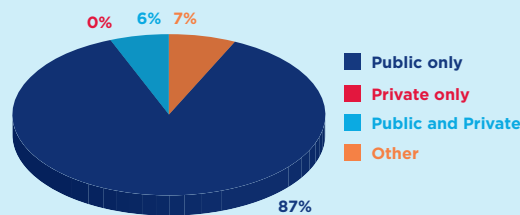
Retirement intentions (60+)
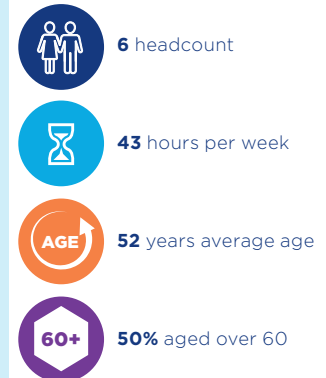
Next 1-2 years	0%
Next 3-5 years	0%
Next 6-10 years	0%
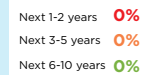
* Data from records with less than 5 headcount is to be restricted due to privacy requirements

Trainees

Advanced Trainees in NSW:

2015	2016	2017
3	3	6

60.0% NSW Trainees as % of Australia 2017

80.0% Proportion female Trainees in Australia 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.
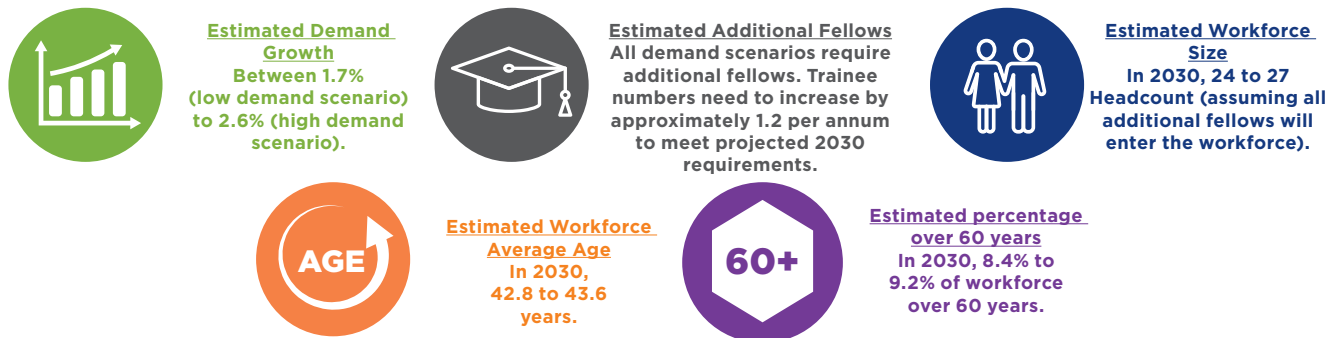
Estimated Demand Growth
Between 1.7% (low demand scenario) to 2.6% (high demand scenario).

Estimated Additional Fellows
All demand scenarios require additional fellows. Trainee numbers need to increase by approximately 1.2 per annum to meet projected 2030 requirements.

Estimated Workforce Size
In 2030, 24 to 27 Headcount (assuming all additional fellows will enter the workforce).

Estimated Workforce Average Age
In 2030, 42.8 to 43.6 years.

Estimated percentage over 60 years
In 2030, 8.4% to 9.2% of workforce over 60 years.

Workforce Planning Priority and Assessment Framework

Priority for Workforce Planning:

SIGNIFICANT CAREER OPPORTUNITIES

Retirement Intentions <2 years Minimal factor

Ageing > 60 Minor factor

Ageing > 70 Minor factor

Small Workforce Moderate factor

New Fellow Requirements Major factor

Retirement Intentions <5 years Moderate 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

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

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

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)