



## Specialist Workforce Capacity Program 2015 summary sheets

The Specialist Workforce Capacity Program (SWCP) is undertaken biennially by the Medical Workforce Branch to map Western Australia's (WA) specialist workforce and develop supply, demand, shortfall and risk assessment projections to inform system wide strategic planning. The SWCP 2015 summary sheets present findings obtained through data analysis and modelling, followed by extensive consultation with both the public and private health sectors.

All SWCP 2015 consultant data was captured as at 30 September 2015. Primary data sources included Australian Health Practitioner Regulation Agency (AHPRA) registrations, and public and private hospital data collections.

### The workforce in 2015

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This section provides a profile of the age and sex of the consultant workforce for that specialty as at 30 September 2015.

### Shortfall risk assessment

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This section outlines estimated current and projected demand by specialty and provides a risk assessment of anticipated shortfalls. The shortfall estimate formula represented in Equation 1 was used to determine the shortfall risk assessment, and the shortfall criterion used is represented in Table 1.

#### Equation 1: Estimating shortfall

$$\text{Shortfall estimate equals: } \frac{\text{supply of specialists}}{\text{demand for specialists}} \times 100\%$$

**Table 1: Shortfall criterion**

Supply $\geq$ 90% Demand	Low risk
Supply $\geq$ 80% and $<$ 90% Demand	Medium risk
Supply $\geq$ 70% and $<$ 80% Demand	High risk
Supply $<$ 70% Demand	Critical risk

### Distribution in 2015

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This section provides a breakdown of the consultant workforce distribution by employment sector (public, private or both) and geographical location (AHPRA principal place of practice) as at 30 September 2015.

The principal place of practice map indicates the location and density of the consultant workforce across WA, with higher density represented by darker blue dot/s. Where the consultant population

is concentrated in Perth and/or the South West, an alternative map has been utilised showing only this location.

## Vocational trainees in Western Australia 2015

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Vocational training requirements are sourced from the Australian Government Department of Health, Medical Training Review Panel (MTRP) 18<sup>th</sup> Report. Information relating to vocational training numbers in WA has been provided by the relevant medical college.

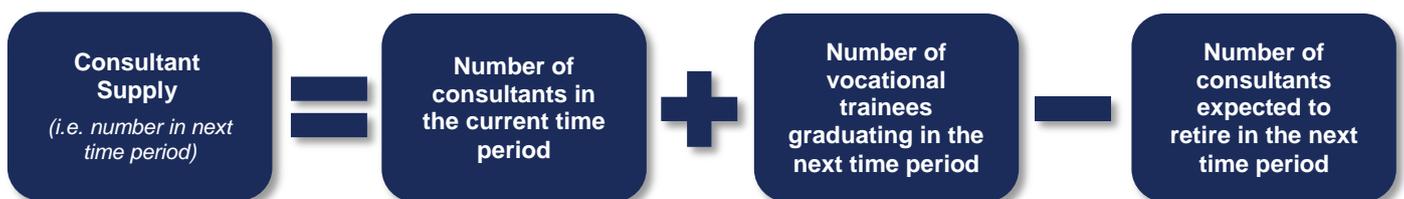
In this section PGY refers to the level of postgraduate year, e.g. PGY1 is a medical practitioner in their first postgraduate year of training after medical school.

## Projected consultant supply and demand 2015 to 2025

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Supply was determined by identifying the number of consultants in the current time period, adding the number of vocational trainees graduating in the next time period, and subtracting the number of consultants expected to retire in the next time period. An example is provided in Figure 1.

**Figure 1: Estimated consultant supply model**



Demand was determined by using a weighted activity based demand model to determine weighted volume of activity by specialty and average weighted volume of activity by consultant.

**Note:** For general practice and oral and maxillofacial surgery, specialist to population ratio was used to determine the number of doctors per 100,000 population compared to a national average ratio.

## Workforce planning 2015 to 2025

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This section provides information on SWCP findings regarding; the estimated number of consultants required to service growth in demand, expected retirements, and whether there are sufficient/insufficient numbers of vocational trainees progressing through the system to cover retirements or to meet growth in service demand.



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