

Division	Relationships & Advocacy	Ref. No.	POL-3126
Department	Workforce Assessment		
Title	Surgical Workforce Census		

1. PURPOSE AND SCOPE

The purpose of the RACS Surgical Workforce Census is to detail the work scope of RACS Fellows, track changes in working hours and patterns and retirement intentions, and gain a more accurate picture of workforce distribution and future requirements. The Census provides data that will help advocate for a sustainable surgical workforce and to generate data that is used in advocacy work by the College.

2. KEYWORDS

Census, Surgical Workforce, Statistics, Workforce Planning.

3. BODY OF POLICY

3.1. Background

The College undertakes a census of the Australian and New Zealand surgical workforce every two years. The project is part of the College's commitment to provide reliable data that will support its evidence-based policy planning and development on issues related to the surgical workforce.

The Census collects data on factors which may impact on workforce (e.g. retirement intentions, work load, distribution), as well as data pertaining to contemporary issues (e.g. health and wellbeing of our Fellows).

3.2. Census objectives

3.2.1 To generate valid and reliable data that enables the College to evaluate and assess the current and future requirements of the surgical workforce and ensure that sufficient amount of surgeons are being trained to meet population requirements.

3.2.2 To enable a comprehensive understanding of current issues affecting the surgical workforce and the factors that contributes to this. This enables RACS to strengthen its capacity to support and respond to the information needs of the wider community.

3.2.3 To provide government and workforce planning agencies with reliable data on surgical work practises and patterns, current gaps, and future supply issues of Australia and New Zealand.

3.3. Stakeholder consultation

Extensive consultation with RACS internal committees, departments and specialty societies is undertaken to derive the Census questionnaire. A stem of consistent and core questions is augmented by questions related to topics deemed relevant for the period of the Census.

3.4. Coordination, data collection and data analysis

The Workforce Assessment Manager is responsible for the coordination of the census project and ensuring correct protocol is followed during survey distribution and collection of data.

The Manager undertakes data analysis and creation of the report.

3.5. Approval of report and dissemination of findings

The Relationships & Advocacy Director will present the report for approval to the Directors group and CEO prior to seeking approval by the Governance & Advocacy Committee.

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An electronic copy of the report findings is sent to internal and external stakeholders and Fellows who participated in the Census. An electronic copy of the report is available on the College's website.

4. ASSOCIATED DOCUMENTS

Procedure: Surgical Workforce Census

Approver Governance & Advocacy Committee
Authoriser Council