

# Royal Australasian College of Surgeons



## Surgical Workforce 2009

**Based on the 2009 Census of the surgical workforce**

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## **Glossary**

%	Percentage
~	Not Applicable
n.a	Not Available
n	Number of Respondents to a Question
No.	Number
ACT	Australian Capital Territory
AUS	Australia
CAR	Cardiothoracic Surgery
GEN	General Surgery
Metro	Capital City and Other Metropolitan
NEU	Neurosurgery
NSW	New South Wales
NT	Northern Territory
NZ	New Zealand
OB & GYN	Obstetrics and Gynaecology
OPH	Ophthalmology
ORT	Orthopaedic Surgery
OTO	Otolaryngology, Head and Neck Surgery
O/S	Overseas
PAE	Paediatric Surgery
PLA	Plastic and Reconstructive Surgery
QLD	Queensland
Non-Metro	Large, Small, Other Rural Centre and Remote Areas
RACS	Royal Australasian College of Surgeons
SA	South Australia
TAS	Tasmania
URO	Urology Surgery
VAS	Vascular Surgery
VIC	Victoria
WA	Western Australia

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## ***Introduction***

The Royal Australasian College of Surgeons, established in 1927, is a not-for-profit organisation training surgeons and maintaining surgical standards in Australia and New Zealand. Approximately 95 per cent of all surgeons practising in Australia and New Zealand are Fellows of the College (FRACS).

The College commits to ensuring the highest standard of safe and comprehensive surgical care for the community we serve through excellence in surgical education, training, professional development and support. The College trains surgeons in nine specialties: Cardiothoracic, General, Neurosurgery, Orthopaedic, Otolaryngology Head and Neck, Paediatric, Plastic and Reconstructive, Urology and Vascular Surgery. Under a Memorandum of Understanding and specific Service Agreements, the actual training is performed by the specialty societies in Australia and New Zealand that support the nine training boards.

Currently the Fellowship body numbers 6257 (active and retired and including Ophthalmology and Obstetrics and Gynaecology Fellows). The specialties of Ophthalmology (1969) and Obstetrics and Gynaecology (1978) established separate and independent Colleges, though some surgeons in these specialties maintain Fellowship of RACS. For the purposes of the College census the nine surgical specialties were reviewed (5877 active and retired Fellows) with Ophthalmology and Obstetrics and Gynaecology Fellows being omitted

RACS is first and foremost a teaching institution and, as the 2009 Census reveals, many Fellows devote considerable time to the training of the next generation of surgeons – much of it pro bono. Also noteworthy is the commitment of Fellows to Continuing Professional Development, a reflection of the importance of ongoing learning.

It is important that the College investigate and understand the effect that the surgical environment, and often long working hours, has on the health and wellbeing of Fellows. Accordingly, recently retired Fellows (those who had retired in the past 12 months) were also invited to participate in the 2009 Census. The recently retired are well placed to observe long term trends in patient care, surgical training and the working environment, as many of them have three or four decades experience.

The following are the findings of the 2009 Census of Fellows of the Royal Australasian College of Surgeons.

## ***Method***

In May 2009, active and recently retired Fellows of the Royal Australasian College of Surgeons (4881) were invited to participate in the Surgical Workforce Census. The Census was available to Fellows through either a hard copy sent to their preferred mailing address or online. To ensure anonymity, Fellows were assigned a randomly generated unique identifier in lieu of their College identification number, which was not recorded outside of the workforce department.

Three follow up emails and two telephone calls to encourage Fellows who had not yet responded to participate in the Census.

Respondents to the census numbered 3933, representing a compliance rate of 80.58%. This is a statistically significant representation of active and recently retired Fellows, with a  $\pm 0.7\%$  error level and a 95% confidence interval.

This report details findings of the 2009 Census and, where relevant, compares these with the 2005 Census.

## ***Explanatory Notes***

Of the total number of respondents to the Census, 4.7% (186) were Ophthalmologists and 0.1% (4) were Obstetricians or Gynaecologists who are active and retain their Fellowship of the College. In the tables, responses from these Fellows are included in the overall and regional representation of the data. Of the tables detailing responses from the specialties, their responses were excluded.

When a question elicited a “not relevant” or “retired” answer, these responses were excluded. The response “not relevant” was incorporated into the “zero” or “no” categories.

## Chapter 1: Fellowship

**Table 1.1** Australian, New Zealand and Overseas Total (Active and Retired) Fellowship by Status, a comparison of 2009 and 2005 Census findings

Status	Australian Fellows				New Zealand Fellows				Overseas Fellows				Total			
	2009		2005		2009		2005		2009		2005		2009		2005	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Active	3923	84.3%	3362	84.4%	666	84.8%	579	85.7%	366	83.8%	370	88.1%	4955	84.3%	4311	84.9%
Retired	732	15.7%	620	15.6%	119	15.2%	97	14.3%	71	16.2%	50	11.9%	922	15.7%	767	15.1%
<b>Total</b>	<b>4655</b>	<b>100%</b>	<b>3982</b>	<b>100%</b>	<b>785</b>	<b>100%</b>	<b>676</b>	<b>100%</b>	<b>437</b>	<b>100%</b>	<b>420</b>	<b>100%</b>	<b>5877</b>	<b>100%</b>	<b>5078</b>	<b>100%</b>

Source: RACS 2005 End of Year Activities Report; RACS 2009 Interim Activities Report  
Data excludes Ophthalmology, Obstetric and Gynaecology Fellows

There has been an overall increase in the number of Fellows participating in active practice.  
There was an increase of 15.7% in the total Fellowship between 2005 and 2009.  
There was an increase of 14.9% in the number of Active Fellows between 2005 and 2009 (from 4311 to 4955 – an increase of 644).



## Women in Surgery

**Table 1.2** Australian, New Zealand and Overseas Active Fellows by gender, a comparison of 2009 and 2005 Census findings

	Australian Fellows				New Zealand Fellows				Overseas Fellows				Total			
	2009		2005		2009		2005		2009		2005		2009		2005	
Gender	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Male	3621	92.3%	3175	94.4%	616	92.5%	544	94.0%	333	91.0%	346	93.5%	4570	92.2%	4065	94.3%
Female	302	7.7%	187	5.6%	50	7.5%	35	6.0%	33	9.0%	24	6.5%	385	7.8%	246	5.7%
<b>Total</b>	<b>3923</b>	<b>100%</b>	<b>3362</b>	<b>100%</b>	<b>666</b>	<b>100%</b>	<b>579</b>	<b>100%</b>	<b>366</b>	<b>100%</b>	<b>370</b>	<b>100%</b>	<b>4955</b>	<b>100%</b>	<b>4311</b>	<b>100%</b>

Source: RACS 2005 End of Year Activities Report; RACS 2009 Interim Activities Report

There has been an increase in the number of women in the surgical workforce.

There was an increase of 56.5% in the number of Australia, New Zealand and Overseas female Fellows between 2005 and 2009 (from 246 to 385 – an increase of 139).

On a yearly average, 1 female enters surgical practice for every 3.6 males

## Surgical Speciality

**Table 1.3** Australian, New Zealand and Overseas Active Fellows by speciality, a comparison of 2009 and 2005 Census findings

Speciality & Gender	Australian Active Fellows					New Zealand Active Fellows					Overseas Fellows					Total						
	2009		2005		% Change 09/05	2009		2005		% Change	2009		2005		% Change	2009		2005		% Change 09/05		
	No.	%	No.	%		No.	%	No.	%		No.	%	No.	%		No.	%	No.	%			
CAR	Male	140	3.9%	123	3.9%	13.8%	20	3.2%	17	3.1%	17.6%	27	8.1%	26	7.5%	3.8%	187	4.1%	166	4.1%	12.7%	
	Female	8	2.6%	7	3.7%	14.3%	2	4.0%	2	5.7%	0.0%	~	~	~	~	~	10	2.6%	9	3.7%	11.1%	
	<b>Total</b>	<b>148</b>	<b>3.8%</b>	<b>130</b>	<b>3.9%</b>	<b>13.8%</b>	<b>22</b>	<b>3.3%</b>	<b>19</b>	<b>3.3%</b>	<b>15.8%</b>	<b>27</b>	<b>7.4%</b>	<b>26</b>	<b>7.0%</b>	<b>3.8%</b>	<b>197</b>	<b>4.0%</b>	<b>175</b>	<b>4.1%</b>	<b>12.6%</b>	
GEN	Male	1187	32.8%	1092	34.4%	8.7%	189	30.7%	171	31.4%	10.5%	143	42.9%	135	39.0%	5.9%	1519	33.2%	1398	34.4%	8.7%	
	Female	138	45.7%	78	41.7%	76.9%	19	38.0%	14	40.0%	35.7%	22	66.7%	13	54.2%	69.2%	179	46.5%	105	42.7%	70.5%	
	<b>Total</b>	<b>1325</b>	<b>33.8%</b>	<b>1170</b>	<b>34.8%</b>	<b>13.2%</b>	<b>208</b>	<b>31.2%</b>	<b>185</b>	<b>32.0%</b>	<b>12.4%</b>	<b>165</b>	<b>45.1%</b>	<b>148</b>	<b>40.0%</b>	<b>11.5%</b>	<b>1698</b>	<b>34.3%</b>	<b>1503</b>	<b>34.9%</b>	<b>13.0%</b>	
NEU	Male	166	0.6%	131	0.3%	26.7%	19	0.2%	16	0.2%	18.8%	25	0.0%	25	0.0%	0.0%	210	0.5%	172	0.3%	22.1%	
	Female	21	7.0%	11	5.9%	90.9%	1	2.0%	1	2.9%	0.0%	~	~	~	~	~	22	5.7%	12	4.9%	83.3%	
	<b>Total</b>	<b>187</b>	<b>4.8%</b>	<b>142</b>	<b>4.2%</b>	<b>13.7%</b>	<b>20</b>	<b>3.0%</b>	<b>17</b>	<b>2.9%</b>	<b>17.6%</b>	<b>25</b>	<b>6.8%</b>	<b>25</b>	<b>6.8%</b>	<b>0.0%</b>	<b>232</b>	<b>4.7%</b>	<b>184</b>	<b>4.3%</b>	<b>26.1%</b>	
ORT	Male	995	27.5%	854	26.9%	16.5%	207	33.6%	171	31.4%	21.1%	56	16.8%	63	18.2%	-11.1%	1258	27.5%	1088	26.8%	15.6%	
	Female	28	9.3%	20	10.7%	40.0%	9	18.0%	7	20.0%	28.6%	1	3.0%	2	8.3%	-50.0%	38	9.9%	29	11.8%	31.0%	
	<b>Total</b>	<b>1023</b>	<b>26.1%</b>	<b>874</b>	<b>26.0%</b>	<b>17.0%</b>	<b>216</b>	<b>32.4%</b>	<b>178</b>	<b>30.7%</b>	<b>21.3%</b>	<b>57</b>	<b>15.6%</b>	<b>65</b>	<b>17.6%</b>	<b>-12.3%</b>	<b>1296</b>	<b>26.2%</b>	<b>1117</b>	<b>25.9%</b>	<b>16.0%</b>	
OTO	Male	334	9.2%	289	9.1%	15.6%	66	10.7%	63	11.6%	4.8%	20	6.0%	26	7.5%	-23.1%	420	9.2%	378	9.3%	11.1%	
	Female	28	9.3%	16	8.6%	75.0%	7	14.0%	4	11.4%	75.0%	3	9.1%	1	4.2%	200.0%	38	9.9%	21	8.5%	81.0%	
	<b>Total</b>	<b>362</b>	<b>9.2%</b>	<b>305</b>	<b>9.1%</b>	<b>18.7%</b>	<b>73</b>	<b>11.0%</b>	<b>67</b>	<b>11.6%</b>	<b>9.0%</b>	<b>23</b>	<b>6.3%</b>	<b>27</b>	<b>7.3%</b>	<b>-14.8%</b>	<b>458</b>	<b>9.2%</b>	<b>399</b>	<b>9.3%</b>	<b>14.8%</b>	
PAE	Male	67	1.9%	64	2.0%	4.7%	11	1.8%	13	2.4%	-15.4%	20	6.0%	22	6.4%	-9.1%	98	2.1%	99	2.4%	-1.0%	
	Female	15	5.0%	13	7.0%	15.4%	3	6.0%	3	8.6%	0.0%	4	12.1%	6	25.0%	-33.3%	22	5.7%	22	8.9%	0.0%	
	<b>Total</b>	<b>82</b>	<b>2.1%</b>	<b>77</b>	<b>2.3%</b>	<b>6.5%</b>	<b>14</b>	<b>2.1%</b>	<b>16</b>	<b>2.8%</b>	<b>-12.5%</b>	<b>24</b>	<b>6.6%</b>	<b>28</b>	<b>7.6%</b>	<b>-14.3%</b>	<b>120</b>	<b>2.4%</b>	<b>121</b>	<b>2.8%</b>	<b>-0.8%</b>	
PLA	Male	301	8.3%	259	8.2%	16.2%	43	7.0%	38	7.0%	13.2%	23	6.9%	28	8.1%	-17.9%	367	8.0%	325	8.0%	12.9%	
	Female	36	11.9%	27	14.4%	33.3%	5	10.0%	2	5.7%	150.0%	2	6.1%	2	8.3%	0.0%	43	11.2%	31	12.6%	38.7%	
	<b>Total</b>	<b>337</b>	<b>8.6%</b>	<b>286</b>	<b>8.5%</b>	<b>17.8%</b>	<b>48</b>	<b>7.2%</b>	<b>40</b>	<b>6.9%</b>	<b>20.0%</b>	<b>25</b>	<b>6.8%</b>	<b>30</b>	<b>8.1%</b>	<b>-16.7%</b>	<b>410</b>	<b>8.3%</b>	<b>356</b>	<b>8.3%</b>	<b>15.2%</b>	
URO	Male	291	8.0%	254	8.0%	14.6%	47	7.6%	43	7.9%	9.3%	17	5.1%	21	6.1%	-19.0%	355	7.8%	318	7.8%	11.6%	
	Female	19	6.3%	12	6.4%	58.3%	4	8.0%	2	5.7%	100.0%	1	3.0%	0	0.0%	0.0%	24	6.2%	14	5.7%	71.4%	
	<b>Total</b>	<b>310</b>	<b>7.9%</b>	<b>266</b>	<b>7.9%</b>	<b>16.5%</b>	<b>51</b>	<b>7.7%</b>	<b>45</b>	<b>7.8%</b>	<b>13.3%</b>	<b>18</b>	<b>4.9%</b>	<b>21</b>	<b>5.7%</b>	<b>-14.3%</b>	<b>379</b>	<b>7.6%</b>	<b>332</b>	<b>7.7%</b>	<b>14.2%</b>	
VAS	Male	140	3.9%	109	3.4%	28.4%	14	2.3%	12	2.2%	16.7%	2	0.6%	0	0.0%	0.0%	156	3.4%	121	3.0%	28.9%	
	Female	9	3.0%	3	1.6%	200.0%	~	~	~	~	~	~	~	~	~	~	~	9	2.3%	3	1.2%	200.0%
	<b>Total</b>	<b>149</b>	<b>3.8%</b>	<b>112</b>	<b>3.3%</b>	<b>33.0%</b>	<b>14</b>	<b>2.1%</b>	<b>12</b>	<b>2.1%</b>	<b>16.7%</b>	<b>2</b>	<b>0.5%</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>165</b>	<b>3.3%</b>	<b>124</b>	<b>2.9%</b>	<b>33.1%</b>	
<b>Total</b>	Male	3621	92.3%	3175	94.4%	14.0%	616	92.5%	544	94.0%	13.2%	333	91.0%	346	93.5%	-3.8%	4570	92.2%	4065	94.3%	12.4%	
	Female	302	7.7%	187	5.6%	61.5%	50	7.5%	35	6.0%	42.9%	33	9.0%	24	6.5%	37.5%	385	7.8%	246	5.7%	56.5%	
	<b>Total</b>	<b>3923</b>	<b>100.0%</b>	<b>3362</b>	<b>100.0%</b>	<b>16.7%</b>	<b>666</b>	<b>100.0%</b>	<b>579</b>	<b>100.0%</b>	<b>15.0%</b>	<b>366</b>	<b>100.0%</b>	<b>370</b>	<b>100.0%</b>	<b>-1.1%</b>	<b>4955</b>	<b>100.0%</b>	<b>4311</b>	<b>100.0%</b>	<b>14.9%</b>	

Source: RACS 2005 End of Year Activities Report; RACS 2009 Interim Activities Report

The percentage of male fellows for each speciality is a percentage of the total number of active male surgical fellows of the college

The percentage of female fellows for each speciality is a percentage of the total number of active female surgical fellows of the college

The overall total percentage of fellows by gender is determined by the gender divided by overall total, expressed as a percentage

The percentage change is determined for each speciality (gender and total) by the number of fellows in 2009 divided by 2005 minus one, expressed as a percentage

This table shows changes in the number of Fellows being trained by the College in each specialty between 2005 and 2009.

The total number of Active Fellows rose from 4311 in 2005 to 4955 in 2009 – an increase of 644 or 14.9%.

There has been an increase in the number of Active Fellows in General Surgery (195 Fellows or 13.0%) and in Orthopaedic Surgery (179 Fellows or 16.0%).

The number of Orthopaedic Surgeons in New Zealand (216 Fellows) in 2009 surpassed the number of General Surgeons (208 Fellows).

The total number of Australian male Fellows rose from 3175 to 3621 – an increase of 561 or 14.0%.

The total number of Australian female Fellows rose from 187 to 302 – an increase of 115 or 61.5%. This does not include the female Fellows residing overseas.

The total number of New Zealand male Fellows rose from 544 to 616 – an increase of 72 or 13.2%.

The total number of New Zealand female Fellows rose from 35 to 50 – an increase of 15 or 42.9%. This does not include the female Fellows residing overseas.

## Location and Distribution

### Australia

**Table 1.4** Fellows active in Australia by Location and Region, a comparison of 2009 and 2005 Census findings

Location	2009		2005		% Change 09/05
	No.	%	No.	%	
ACT	66	1.7%	53	1.6%	24.5%
NSW	1313	33.5%	1162	34.6%	13.0%
NT	19	0.5%	21	0.6%	-9.5%
QLD	727	18.5%	587	17.5%	23.9%
SA	344	8.8%	299	8.9%	15.1%
TAS	80	2.0%	62	1.8%	29.0%
VIC	1037	26.4%	901	26.8%	15.1%
WA	337	8.6%	277	8.2%	21.7%
<b>Total</b>	<b>3923</b>	<b>100%</b>	<b>3362</b>	<b>100%</b>	<b>16.7%</b>
<b>Region</b>					
Metro	3353	85.5%	2847	83.7%	17.8%
Non-Metro	570	14.5%	554	16.3%	2.9%

Source: RACS 2005 End of Year Activities Report; RACS 2009 Interim Activities Report

### New Zealand

**Table 1.5** Fellows Active in New Zealand, a comparison of 2009 and 2005 Census findings

New Zealand Fellows		
2009	2005	% Change 09/05
No.	No.	
666	579	15.0%

Source: RACS 2005 End of Year Activities Report; RACS 2009 Interim Activities Report

### Overseas

**Table 1.6** Fellows active Overseas, a comparison of 2009 and 2005 Census findings

Overseas Fellows		
2009	2005	% Change 09/05
No.	No.	
366	370	-1.1%

Source: RACS 2005 End of Year Activities Report; RACS 2009 Interim Activities Report

The following question was posed: Please select the country/state/territory where you obtained your undergraduate medical degree from.

**Table 1.7** Location where Undergraduate Medical Degree was obtained

<b>State/territory/country where Fellows obtained undergraduate medical degree</b>	<b>n</b>	<b>%</b>
New South Wales	974	25.1%
Queensland	434	11.2%
South Australia	304	7.8%
Tasmania	53	1.4%
Victoria	841	21.7%
Western Australia	165	4.3%
New Zealand	554	14.3%
Britain/UK/Ireland	195	5.0%
Canada	6	0.2%
Fiji	8	0.2%
Germany	10	0.3%
Indian Sub-continent/Sri Lanka	123	3.2%
Middle East	25	0.6%
South-East Asia	26	0.7%
South Africa	105	2.7%
United States of America	5	0.1%
Other	50	1.3%
<b>Total</b>	<b>3878</b>	

14.3% of Fellows obtained their undergraduate degree outside of Australia and New Zealand.

## Surgeons per Population Ratio - Australia

**Table 1.8** Ratio of Active Australian Surgeons by Surgical Specialty and Location per Population, a comparison of 2009 and 2005 Census findings

Specialty	2009		2005	
	1 Surgeon per Pop ('000)	No. Surgeons	1 Surgeon per Pop ('000)	No. Surgeons
CAR	1:147	148	1:156	130
GEN	1:16	1325	1:17	1170
NEU	1:116	187	1:143	142
ORT	1:21	1023	1:23	874
OTO	1:60	362	1:67	305
PAE	1:265	82	1:264	77
PLA	1:65	337	1:71	286
URO	1:70	310	1:76	266
VAS	1:146	149	1:181	112
<b>Location</b>				
ACT(a)	1:5	66	1:4	53
NSW(b)	1:5	1313	1:6	1162
NT(c)	1:12	19	1:10	21
QLD(d)	1:6	727	1:7	587
SA(e)	1:5	344	1:5	299
TAS(f)	1:6	80	1:8	62
VIC(g)	1:5	1037	1:5	901
WA(h)	1:7	337	1:7	277
<b>AUS (i)</b>	<b>1:5</b>	<b>3923</b>	<b>1:6</b>	<b>3362</b>

Source: RACS 2005 End of Year Activities Report; RACS 2009 Interim Activities Report; Australian Bureau of Statistics

(a) Population in ACT was 349,900 as at March 2009 and 202,800 as at June 2005

(b) Population in NSW was 7,076,500 as at March 2009 and 6,774,249 as at June 2005

(c) Population in NT was 223,100 as at March 2009 and 202,793 as at June 2005

(d) Population in QLD was 4,380,400 as at March 2009 and 3,963,968 as at June 2005 Population

(e) Population in TAS was 501,800 as at March 2009 and 485,300 as at June 2005

(f) Population in SA was 1,618,200 as at March 2009 and 1,542,000 as at June 2005

(g) Population in VIC was 5,402,600 as at March 2009 and 5,022,346 as at June 2005

(h) Population in WA was 2,224,300 as at March 2009 and 2,010,113 as at June 2005

(i) Population in Australia was 21,779,000 as at March 2009 and 20,329,000 as at June 2005

There has been an overall increase in the number of surgeons to population across Australia, in all specialties but Paediatrics.

The College continues to increase the number of trained surgical Fellows to meet population growth.

## Surgeons per Population Ratio - New Zealand

**Table 1.9** Ratio of New Zealand Surgeons by Surgical Specialty and Location per Population, a comparison of 2009 and 2005 Census findings

Specialty	2009		2005	
	1 Surgeon per Pop ('000)	No. Surgeons	1 Surgeon per Pop ('000)	No. Surgeons
CAR	1:197	22	1:216	19
GEN	1:21	208	1:22	185
NEU	1:217	20	1:241	17
ORT	1:20	216	1:23	178
OTO	1:59	73	1:61	67
PAE	1:310	14	1:256	16
PLA	1:90	48	1:102	40
URO	1:85	51	1:91	45
VAS	1:310	14	1:341	12
<b>Location</b>				
<b>NZ (a)</b>	<b>1:6</b>	<b>666</b>	<b>1:7</b>	<b>579</b>

Source: RACS 2005 End of Year Activities Report; RACS 2009 Interim Activities Report; Statistics New Zealand  
(a) Population in New Zealand was 4,336,000 as at March 2009 and was 4,099,000 as at June 2005

There has been an overall increase in the number of surgeons per population across New Zealand, in all specialties but Paediatrics.

The College continues to increase the number of trained surgical Fellows to meet population growth.

## Surgeons per Population Greater than 65 Years of Age Ratio - Australian

**Table 1.10** Ratio of Active Australian Surgeons by Surgical Specialty and Location per Population over the age of 65, a comparison of 2009 and 2005 Census findings

Specialty	2009		2005	
	1 Surgeon per Pop ('00)	No Surgeons (a)	1 Surgeon per Pop ('00)	No Surgeons (a)
CAR	1:189	148	1:205	130
GEN	1:21	1325	1:23	1170
NEU	1:150	187	1:188	142
ORT	1:27	1023	1:30	874
OTO	1:77	362	1:87	305
PLA	1:83	337	1:93	286
URO	1:90	310	1:100	266
VAS	1:188	149	1:238	112
<b>Location</b>				
ACT (b)	1:5	62	1:6	49
NSW (c)	1:7	1285	1:8	1132
NT (d)	1:6	19	1:4	21
QLD (e)	1:7	714	1:8	576
SA (f)	1:7	335	1:8	292
TAS (g)	1:9	79	1:11	61
VIC (h)	1:7	1017	1:7	882
WA (i)	1:8	330	1:9	272
<b>AUS (j)</b>	<b>1:7</b>	<b>3841</b>	<b>1:8</b>	<b>3285</b>

Source: RACS 2005 End of Year Activities Report; RACS 2009 Interim Activities Report; Australian Bureau of Statistics

(a) Paediatric Surgeons are excluded

(b) Population over the age of 65 in ACT was 34,000 as at March 2009 and 31,000 as at June 2005

(c) Population over the age of 65 in NSW was 963,000 as at March 2009 and 926,000 as at June 2005

(d) Population over the age of 65 in NT was 11,000 as at March 2009 and 9,000 as at June 2005

(e) Population over the age of 65 in QLD was 526,000 as at March 2009 and 480,000 as at June 2005

(f) Population over the age of 65 in SA was 245,000 as at March 2009 and 235,000 as at June 2005

(g) Population over the age of 65 in TAS was 75,000 as at March 2009 and 70,000 as at June 2005

(h) Population over the age of 65 in VIC was 717,000 as at March 2009 and 678,000 as at June 2005

(i) Population over the age of 65 in WA was 258,000 as at March 2009 and 237,000 as at June 2005

(j) Population over the age of 65 in Australia was 2,800,000 as at March 2009 and 2,663,000 as at June 2005

The number of surgeons to population over the age of 65 continues to increase in Australia. 556 Fellows (excluding Paediatrics) entered surgical practice in Australia between 2005 and 2009.



## Surgeons per Population Greater than 65 Years of Age Ratio - New Zealand

**Table 1.11** Ratio of Active New Zealand Surgeons by Surgical Specialty and Location per Population over the age of 65, a comparison of 2009 and 2005 Census findings.

Specialty	2009		2005	
	1 Surgeon per Pop ('00)	No. Surgeons (a)	1 Surgeon per Pop ('00)	No. Surgeons (a)
CAR	1:251	22	1:261	19
GEN	1:26	208	1:26	185
NEU	1:276	20	1:292	17
ORT	1:25	216	1:28	178
OTO	1:76	73	1:74	67
PLA	1:115	48	1:124	40
URO	1:108	51	1:110	45
VAS	1:395	14	1:414	12
<b>Location</b>	<hr/>			
<b>NZ (b)</b>	<b>1:9</b>	<b>652</b>	<b>1:9</b>	<b>563</b>

Source: RACS 2005 End of Year Activities Report; RACS 2009 Interim Activities Report; Statistics New Zealand

(a) Paediatric Surgeons are excluded

(b) Population in New Zealand over the age of 65 was 553,000 as at March 2009 and 496,000 as at June 2005.

The ratio of surgeons per population over the age of 65 continues to decrease in New Zealand with the exception of Otolaryngology.

89 Fellows (excluding Paediatrics) entered surgical practice in New Zealand between 2005 and 2009.

## Age Profile

**Table 1.12** Age Profile of the Active Australian and New Zealand Surgical Workforce, a comparison of 2009 and 2005 Census findings.

	2009		2005		% change 09/05
	No	%	No	%	
<35	228	5.2%	~	~	~
35-39	550	12.7%	648	16.4%	20.1%(a)
40-44	757	17.4%	640	16.2%	18.3%
45-49	736	16.9%	612	15.5%	20.3%
50-54	607	14.0%	494	12.5%	22.9%
55-59	481	11.1%	518	13.1%	-7.1%
60-64	509	11.7%	513	13.0%	-0.8%
65-69	412	9.5%	291	7.4%	41.6%
>70	63	1.5%	225	5.7%	-72.0%
<b>Total</b>	<b>4343</b>	<b>100%</b>	<b>3941</b>	<b>100%</b>	<b>10.20%</b>

Source: 2005 Activities Report; 2009 IMIS data base report

(a) 2005 Activities Report does not record ages between the ranges of <35 and 35-39. Thus for comparison 2009 data for ranges <35 and 25-39 is combined.

## Chapter 2: Working Patterns

The following question was posed: Could you please select how many hours PER WEEK you spent undertaking the activities listed below during the last 4 WEEKS?

**Table 2.1** Average Hours Worked per Week Over a 4 Week Period

For Surgeons participating in these activities and thus recording a response, the n value represents the number of respondents for each category

	Australian		New Zealand		Overall	
	n	Mean	n	Mean	n	Mean
Public Consulting	2119	8.6	382	9.2	2501	8.9
Private Consulting	2545	17.7	460	16.8	3005	17.2
Public Ward	2021	4.9	376	6.2	2397	5.6
Private Ward	2121	4.9	381	4.9	2502	4.9
Public Procedural	2275	12.2	411	12.4	2686	12.3
Private Procedural	2452	14.2	431	13.3	2883	13.7
Public Administration	1597	5.5	319	5.7	1916	5.6
Private Administration	2000	4.9	361	5.4	2361	5.1
Public Sector Teaching	2147	4.2	387	4.3	2534	4.2
Private Sector Teaching	759	4.0	144	4.5	903	4.3
Subtotal		59.8		60.7		60.3
CPD	2617	4.4	469	4.3	3086	4.3
Medico/Legal work	961	6.4	152	6.2	1113	6.3
Research Work	1122	5.6	197	5.5	1319	5.5
Pro-Bono Work for RACS	665	5.7	119	5.9	784	5.8
Pro-Bono Work for specialty	1049	4.4	201	4.3	1250	4.4
Pro-Bono Work for other area	719	6.1	139	3.6	858	4.9
Other work not listed	541	7.0	93	7.7	634	7.3
Subtotal		12.6		12.3		12.4
On-Call Work (all types)	2187	25.3	404	24.6	2591	25.0

Surgeons are spending more time consulting, undertaking procedural work and in the ward care in the private rather than public sector.

Over half the surgeons in Australia and New Zealand are involved in teaching.

A significant amount of pro bono work is undertaken.

## Hours Worked – Public Sector

**Table 2.2** Average Hours Worked per Week Over a 4 Week Period in the Public Sector

For Surgeons participating in these activities and thus recording a response, the n value represents the number of respondents for each category

Specialty	Public Consulting		Public Ward		Public Procedural		Public Administration		Public Sector Teaching	
	n	Mean	n	Mean	n	Mean	n	Mean	n	Mean
CAR	94	7.2	99	7.9	96	22.7	84	8.1	90	5.3
GEN	839	9.3	894	6.8	943	13.0	701	6.0	890	4.5
NEU	117	9.0	110	7.6	109	15.0	99	6.9	106	4.5
ORT	621	8.7	565	3.9	636	10.2	406	4.5	604	3.7
OTO	271	9.2	222	3.5	289	9.2	198	3.8	253	4.1
PAE	66	11.0	70	9.1	70	13.3	65	8.2	67	5.5
PLA	170	8.1	157	4.2	177	13.2	126	4.7	178	5.3
URO	204	7.4	200	4.1	232	10.1	157	4.8	212	4.7
VAS	117	8.0	127	5.9	133	12.2	109	5.1	134	4.4
<b>Location</b>										
ACT	40	7.6	34	4.2	35	9.4	26	4.7	36	3.7
NSW	690	8.3	678	5.4	754	11.8	535	5.1	708	4.3
NT	10	9.0	9	4.1	9	18.6	7	7.3	11	4.4
QLD	403	9.6	373	5.8	424	12.1	294	6.0	402	4.6
SA	184	8.6	174	5.3	199	11.1	154	5.1	184	4.3
TAS	47	8.6	42	3.7	49	10.9	36	4.9	45	3.7
VIC	572	8.8	545	5.2	617	11.8	406	5.3	583	4.5
WA	173	8.3	166	5.5	188	11.7	139	5.4	178	4.2
<b>AUS</b>	<b>2119</b>	<b>8.6</b>	<b>2021</b>	<b>4.9</b>	<b>2275</b>	<b>12.2</b>	<b>1597</b>	<b>5.5</b>	<b>2147</b>	<b>4.2</b>
<b>NZ</b>	<b>382</b>	<b>9.2</b>	<b>376</b>	<b>6.2</b>	<b>411</b>	<b>12.4</b>	<b>319</b>	<b>5.7</b>	<b>387</b>	<b>4.3</b>
<b>Region</b>										
Metro	1807	8.6	1711	5.2	1929	11.8	1371	5.3	1813	4.4
Non-Metro	310	14.6	310	8.2	337	16.6	227	5.6	326	6.4

Australian and New Zealand surgeons are involved extensively in the public sector through consulting, procedural work, ward care and teaching.

Cardiothoracic surgeons spend more than 22 hours per week in public procedural work.

Non-metropolitan public sector consulting is greater than metropolitan.

In NSW, due to absence of outpatients in most public hospitals these numbers are lower compared with other regions.

## Hours Worked – Private Sector

**Table 2.3** Average Hours Worked per Week Over a 4 Week Period in the Private Sector

For Surgeons participating in these activities and thus recording a response, the n value represents the number of respondents for each category

Specialty	Private Consulting		Private Ward		Private Procedural		Private Administration		Private Sector Teaching	
	n	Mean	n	Mean	n	Mean	n	Mean	n	Mean
CAR	87	8.1	83	8.9	91	16.4	66	5.6	33	3.8
GEN	922	14.8	807	5.2	897	13.0	687	5.0	248	4.0
NEU	128	17.2	108	6.7	113	13.9	90	5.7	44	4.1
ORT	770	19.1	675	4.5	721	15.0	596	4.6	254	4.3
OTO	322	21.3	254	3.6	301	10.8	261	5.0	63	3.8
PAE	54	11.1	40	3.8	52	8.0	38	4.2	12	3.4
PLA	259	18.2	218	4.3	260	19.3	233	5.9	119	5.1
URO	243	18.8	230	5.6	247	14.0	213	5.4	69	5.0
VAS	142	13.6	126	5.2	139	11.8	110	4.9	35	3.7
<b>Location</b>										
ACT	44	18.2	33	5.0	38	13.0	32	4.4	12	3.4
NSW	849	17.8	723	4.8	818	13.0	643	5.0	245	4.2
NT	10	16.0	9	5.8	10	19.0	8	5.5	4	4.3
QLD	481	17.7	394	5.3	459	14.4	378	5.0	147	4.1
SA	220	17.0	182	4.7	213	13.4	167	4.9	59	4.3
TAS	59	18.5	48	3.6	54	12.4	43	4.2	16	3.3
VIC	689	18.6	573	5.1	673	14.7	568	5.3	210	4.5
WA	193	17.5	159	5.0	187	13.7	161	4.9	66	4.1
<b>AUS</b>	<b>2545</b>	<b>17.7</b>	<b>2121</b>	<b>4.9</b>	<b>2452</b>	<b>14.2</b>	<b>2000</b>	<b>4.9</b>	<b>759</b>	<b>4.0</b>
<b>NZ</b>	<b>460</b>	<b>16.8</b>	<b>381</b>	<b>4.9</b>	<b>431</b>	<b>13.3</b>	<b>361</b>	<b>5.4</b>	<b>144</b>	<b>4.5</b>
<b>Region</b>										
Metro	2151	17.7	1794	4.7	2071	13.4	1690	5.1	653	4.0
Non-Metro	392	19.7	328	10.9	378	15.9	304	5.3	105	5.5

Surgeons continue to do more work in the private sector than the public sector.

However, a similar number of hours are spent doing ward care and procedural work in the public and private sectors.

It is of interest to note that private sector teaching is provided by a small but significant number of surgeons.

## Hours Worked – Other Activities

**Table 2.4** Average Hours Worked per Week Over a 4 Week Period in Other Activities

For Surgeons participating in these activities and thus recording a response, the n value represents the number of respondents for each category

Specialty	CPD		Medico/Legal work		Research Work		Pro-Bono Work for RACS		Pro-Bono Work for Specialty		On-Call Work (all types)	
	n	Mean	n	Mean	n	Mean	n	Mean	n	Mean	n	Mean
CAR	102	5.2	41	3.5	69	6.0	32	4.9	47	5.2	98	35.7
GEN	1031	4.6	210	7.1	434	6.4	351	5.4	346	4.4	911	23.3
NEU	129	4.7	84	7.2	65	6.9	42	6.1	53	4.7	123	28.5
ORT	755	4.3	458	7.7	346	4.5	129	5.4	327	4.2	594	21.2
OTO	305	4.7	122	4.4	110	4.9	53	6.8	123	3.7	273	28.3
PAE	68	4.8	13	0.0	37	6.5	28	4.6	36	4.9	65	30.5
PLA	255	4.9	100	5.0	104	4.3	56	7.8	118	4.3	178	24.3
URO	248	4.0	39	4.7	86	5.6	45	5.1	100	4.1	217	30.4
VAS	144	4.3	44	4.6	70	6.4	52	5.9	72	3.5	132	28.4
<b>Location</b>												
ACT	44	3.9	15	8.7	27	3.7	16	5.5	18	3.6	39	23.8
NSW	878	4.4	311	6.6	349	5.8	211	5.5	335	3.9	721	25.6
NT	13	4.5	7	5.9	7	7.3	3	6.3	2	5.5	9	31.9
QLD	492	4.7	193	6.4	206	5.6	115	5.5	192	4.7	402	25.4
SA	221	4.5	77	6.0	114	5.1	72	5.3	101	3.8	196	23.9
TAS	60	3.7	22	6.0	23	6.0	16	5.2	20	5.3	49	22.4
VIC	699	4.6	254	6.2	295	5.8	172	6.1	284	4.5	597	25.3
WA	210	4.6	82	5.7	101	5.3	60	5.8	97	3.8	174	24.1
<b>AUS</b>	<b>2617</b>	<b>4.4</b>	<b>961</b>	<b>6.4</b>	<b>1122</b>	<b>5.6</b>	<b>665</b>	<b>5.7</b>	<b>1049</b>	<b>4.4</b>	<b>2187</b>	<b>25.3</b>
<b>NZ</b>	<b>469</b>	<b>4.3</b>	<b>152</b>	<b>6.2</b>	<b>197</b>	<b>5.5</b>	<b>119</b>	<b>5.9</b>	<b>201</b>	<b>4.3</b>	<b>404</b>	<b>24.6</b>
<b>Region</b>												
Metro	2209	4.4	802	6.0	968	5.6	566	5.7	883	4.1	1855	24.9
Non-Metro	405	4.6	157	6.3	151	7.1	101	7.1	164	5.4	329	32.2

Fellows spent a significant amount of time per week undertaking continuing professional development and research work.

A substantial volume of on-call work is done by surgeons.

Surgeons continue to provide time pro bono to the College and specialty societies.

The following question was posed: If you work in one or more sub-specialties, please indicate below how much time you spent working in these areas over the last 4 WEEKS.

**Table 2.5** Percentage of Time on Average Spent Working in Sub-Specialty-1 Over the Past 4 Weeks by Specialty, Location and Region

Specialty	n	No Sub Specialty Work	Approx 5-15%	Approx 20-35%	Approx 40-55%	Approx 60% or More
CAR	95	62.1%	11.6%	3.2%	2.1%	21.1%
GEN	1072	26.1%	7.5%	15.2%	13.0%	38.2%
NEU	142	43.0%	10.6%	15.5%	10.6%	20.4%
ORT	810	30.7%	4.1%	9.0%	13.8%	42.3%
OTO	287	43.9%	10.5%	15.0%	11.8%	18.8%
PAE	59	37.3%	16.9%	13.6%	11.9%	20.3%
PLA	243	44.4%	11.9%	14.8%	9.1%	19.8%
URO	212	54.7%	12.3%	10.8%	9.0%	13.2%
VAS	110	46.4%	12.7%	10.9%	8.2%	21.8%
<b>Location</b>						
ACT	42	38.1%	7.1%	7.1%	11.9%	35.7%
NSW	872	38.5%	9.2%	12.2%	10.4%	29.7%
NT	10	20.0%	0.0%	30.0%	20.0%	30.0%
QLD	500	36.8%	6.4%	13.6%	13.4%	29.8%
SA	230	35.7%	7.0%	14.8%	10.4%	32.2%
TAS	61	44.3%	4.9%	11.5%	11.5%	27.9%
VIC	721	35.4%	8.6%	12.6%	12.6%	30.8%
WA	206	30.6%	9.7%	11.2%	14.6%	34.0%
<b>AUS</b>	<b>2642</b>	<b>36.5%</b>	<b>8.2%</b>	<b>12.7%</b>	<b>12.0%</b>	<b>30.6%</b>
<b>NZ</b>	<b>446</b>	<b>32.5%</b>	<b>8.5%</b>	<b>12.6%</b>	<b>12.3%</b>	<b>34.1%</b>
<b>Region</b>						
Metro	2229	35.8%	8.3%	12.5%	12.3%	31.1%
Non-Metro	408	40.7%	7.8%	13.7%	10.0%	27.7%

More than 80% of Fellows undertake some work within their sub specialty area of expertise.

Cardiothoracic Surgeons work the least amount of time in a designated sub specialty, with 62.1% undertaking no sub specialty work.

Orthopaedics surgeons under take the highest volume of sub specialty work, with 42.3% spending approximately 60% or more of their time working in their primary sub specialty.

## Level of On-call Work – Public Sector

The following question was posed: On average, how do you perceive the level of on-call work that you undertake?

**Table 2.6** Perception of the Level of On-call Work Undertaken in the Public Sector by Specialty, Location and Region

Specialty	n	Extremely Heavy	Heavy	Reasonable	Light	Extremely Light
CAR	100	21.0%	26.0%	43.0%	8.0%	2.0%
GEN	927	7.4%	28.3%	49.2%	11.1%	4.0%
NEU	118	11.9%	27.1%	46.6%	11.0%	3.4%
ORT	610	3.9%	21.8%	56.1%	11.8%	6.4%
OTO	281	3.6%	12.5%	48.8%	26.7%	8.5%
PAE	71	14.1%	43.7%	38.0%	2.8%	1.4%
PLA	162	3.7%	29.6%	49.4%	12.3%	4.9%
URO	216	5.6%	14.4%	57.4%	19.0%	3.7%
VAS	129	10.1%	34.9%	46.5%	7.0%	1.6%
<b>Location</b>						
ACT	34	11.8%	17.6%	50.0%	17.6%	2.9%
NSW	740	7.2%	24.2%	49.6%	13.4%	5.7%
NT	8	0.0%	62.5%	25.0%	12.5%	0.0%
QLD	411	6.3%	20.2%	52.8%	13.1%	7.5%
SA	194	10.8%	25.8%	48.5%	11.9%	3.1%
TAS	48	8.3%	22.9%	50.0%	14.6%	4.2%
VIC	605	5.5%	23.8%	51.2%	15.5%	4.0%
WA	182	4.4%	26.4%	51.6%	12.1%	5.5%
<b>AUS</b>	<b>2222</b>	<b>6.7%</b>	<b>23.7%</b>	<b>50.6%</b>	<b>13.8%</b>	<b>5.2%</b>
<b>NZ</b>	<b>395</b>	<b>6.1%</b>	<b>27.1%</b>	<b>50.1%</b>	<b>12.4%</b>	<b>4.3%</b>
<b>Region</b>						
Metro	1877	6.9%	24.1%	50.5%	13.5%	5.0%
Non-Metro	344	6.1%	21.5%	50.3%	15.4%	6.7%

More than a third of Fellows found the level of on-call work in the public sector to be heavy or extremely heavy.

In particular, 57.8% of Paediatric, 47.0% of Cardiothoracic and 45.0% of Vascular Surgeons found the level of on-call public sector work heavy or extremely heavy.

62.5% of NT followed by 36.6% of SA based Surgeons found the level of on-call public sector work heavy or extremely heavy.



## On-Call – Private Sector

**Table 2.7** Perception of the Level of On-call Work Undertaken in the Private Sector by Specialty, Location and Region

Specialty	n	Extremely Heavy	Heavy	Reasonable	Light	Extremely Light
CAR	78	7.7%	16.7%	43.6%	23.1%	9.0%
GEN	585	2.2%	6.8%	39.0%	28.7%	23.2%
NEU	94	0.0%	11.7%	46.8%	25.5%	16.0%
OTH	478	0.8%	6.3%	41.4%	27.6%	23.8%
OHN	240	0.0%	6.3%	40.4%	35.0%	18.3%
PAE	25	0.0%	12.0%	8.0%	40.0%	40.0%
PLA	182	0.5%	6.6%	30.8%	29.7%	32.4%
URO	211	1.4%	5.7%	59.7%	27.0%	6.2%
VAS	104	1.0%	13.5%	32.7%	32.7%	20.2%
<b>Location</b>						
ACT	28	0.0%	3.6%	32.1%	35.7%	28.6%
NSW	557	0.9%	7.9%	39.5%	32.1%	19.6%
NT	8	12.5%	0.0%	37.5%	25.0%	25.0%
QLD	339	1.5%	7.7%	42.8%	25.1%	23.0%
SA	158	1.3%	5.7%	40.5%	29.7%	22.8%
TAS	35	0.0%	2.9%	54.3%	22.9%	20.0%
VIC	458	1.1%	8.1%	38.4%	31.4%	21.0%
WA	137	2.2%	8.0%	43.1%	21.9%	24.8%
<b>AUS</b>	<b>1720</b>	<b>1.2%</b>	<b>7.5%</b>	<b>40.4%</b>	<b>29.4%</b>	<b>21.5%</b>
<b>NZ</b>	<b>298</b>	<b>2.0%</b>	<b>6.7%</b>	<b>38.6%</b>	<b>27.9%</b>	<b>24.8%</b>
<b>Region</b>						
Metro	1450	1.0%	7.6%	40.4%	29.4%	21.5%
Non-Metro	270	2.2%	7.0%	40.4%	28.9%	21.5%

Fewer surgeons were on-call in the private sector. Of those who were, the level of on-call work was generally perceived to be reasonable.

More than half of Fellows found the level of on-call work in the private sector to be light or extremely light. The exception being Cardiothoracic Surgeons, a quarter of which reported the level of on-call work in the private sector to be heavy or extremely heavy.

The following question was posed: Please indicate below if you undertake any on-call work in the public and/or private sector/s.

**Table 2.8** Undertaking On-call Work for Specialty and Sub-Specialty in the Public and Private Sector by Specialty, Location and Region

Specialty	Specialty On-call				Sub-Specialty On-call			
	n	No: Do not undertake	Yes: Public Hospitals	Yes: Private Hospitals	n	No: Do not undertake	Yes: Public Hospitals	Yes: Private Hospitals
CAR	120	11.7%	67.5%	20.8%	102	62.7%	28.4%	8.8%
GEN	1222	22.7%	64.7%	12.6%	1134	52.1%	36.3%	11.6%
NEU	162	21.0%	61.1%	17.9%	150	52.0%	37.3%	10.7%
ORT	935	33.3%	54.1%	12.6%	874	58.8%	27.6%	13.6%
OTO	365	17.3%	65.5%	17.3%	325	63.7%	28.9%	7.4%
PAE	79	10.1%	83.5%	6.3%	73	57.5%	39.7%	2.7%
PLA	297	35.0%	48.1%	16.8%	266	63.2%	24.8%	12.0%
URO	275	14.9%	61.8%	23.3%	237	70.5%	19.0%	10.5%
VAS	171	16.4%	65.5%	18.1%	119	68.1%	23.5%	8.4%
<b>Location</b>								
ACT	55	32.7%	45.5%	21.8%	48	56.3%	35.4%	8.3%
NSW	1058	25.4%	59.4%	15.2%	957	59.6%	29.2%	11.3%
NT	13	15.4%	53.8%	30.8%	9	22.2%	55.6%	22.2%
QLD	577	25.1%	58.9%	15.9%	529	60.5%	28.7%	10.8%
SA	275	26.5%	58.2%	15.3%	251	54.6%	32.7%	12.7%
TAS	67	23.9%	65.7%	10.4%	62	69.4%	24.2%	6.5%
VIC	844	25.5%	61.3%	13.3%	768	57.0%	30.7%	12.2%
WA	248	23.4%	62.5%	14.1%	224	60.7%	30.4%	8.9%
<b>AUS</b>	<b>3137</b>	<b>25.4%</b>	<b>59.8%</b>	<b>14.8%</b>	<b>2848</b>	<b>58.7%</b>	<b>30.0%</b>	<b>11.3%</b>
<b>NZ</b>	<b>550</b>	<b>23.5%</b>	<b>61.6%</b>	<b>14.9%</b>	<b>487</b>	<b>58.5%</b>	<b>30.2%</b>	<b>11.3%</b>
<b>Region</b>								
Metro	2648	25.3%	59.4%	15.2%	2407	58.0%	30.5%	11.5%
Non-Metro	481	25.6%	61.7%	12.7%	434	62.9%	27.0%	10.1%

Surgeons are committed to the public sector, with more than two thirds undertaking on-call work in public hospitals in their principal specialty.

On-call work is not undertaken by a third of Plastic and Orthopaedic Surgeons.

## Frequency – Public Sector

The following question was posed: Please select the type of on-call work undertaken from the list below. NOTE: Please select in the daily columns (public/private) if your on-call roster is on a daily basis - ie. 1:4 is one day in four. Please select in the weekly columns (public/private) if your on-call roster is on a weekly basis - ie. 1:4 is one week in four. NOTE: You can make multiple selections for each row where applicable.

**Table 2.9** Frequency of On-call Undertaken in the Public Sector on a Daily and Weekly Basis

	Daily n=2196	Weekly n=1614	Overall n=3810
1:1	4.1%	2.6%	3.5%
1:2	3.6%	6.7%	4.9%
1:3	7.9%	10.9%	9.2%
1:4	14.3%	19.1%	16.3%
1:5	11.8%	12.1%	11.9%
1:6	8.5%	8.6%	8.6%
1:7	6.1%	3.2%	4.9%
1:8	6.6%	5.6%	6.2%
1:9	1.1%	1.7%	1.4%
1:10	6.6%	3.0%	5.1%
<1:10	8.1%	2.7%	5.8%
Other	3.0%	2.5%	2.8%
Do not do on-call work	18.4%	21.3%	19.6%

Almost half of the Fellows are undertaking 1 in 5 or more frequently on-call workload on both daily and weekly rosters.

## Frequency – Private Sector

**Table 2.10** Frequency of On-call Undertaken in the Private Sector on a Daily and Weekly Basis

	Daily n=1539	Weekly n=1104	Overall n=2643
1:1	26.3%	14.2%	21.3%
1:2	2.6%	5.6%	3.9%
1:3	3.2%	6.0%	4.4%
1:4	6.6%	10.2%	8.1%
1:5	5.1%	6.8%	5.8%
1:6	3.7%	4.8%	4.2%
1:7	3.2%	1.6%	2.5%
1:8	1.6%	2.4%	1.9%
1:9	0.3%	0.1%	0.2%
1:10	2.0%	1.7%	1.9%
<1:10	4.7%	3.2%	4.1%
Other	9.1%	8.4%	8.8%
Do not do on-call work	31.6%	35.0%	33.0%

In the private sector, one third of Fellows do not undertake on-call work. More than 20% of Fellows are on-call all of the time.

## Perceptions of On-call – Patient Safety

The following question was posed: In your view, what is the maximum on-call roster from a safety perspective? NOTE: Please select in the daily column if you are commenting on a daily on-call roster - i.e. 1:4 is one day in four. Please select in the weekly column if you are commenting on a weekly on-call roster - i.e. 1:4 is one week in four.

**Table 2.11** On-call Roster that Maximises Patient Safety, a comparison of the 2009 and 2005 Census Findings

	2009 n=4382	2005 n= 3401
1:1	2.5%	4.1%
1:2	3.6%	14.3%
1:3	13.6%	22.9%
1:4	32.9%	***
1:5	15.8%	10.0%
1:6	7.4%	11.7%
1:7	16.5%	8.6%
Other	7.6%	28.4%

\*\*\* Data not available from the 2005 Census

The majority of Fellows viewed 1 in 4 or less frequent for both daily and/or weekly roster as the frequency that maximises patient safety.

## Surgical Workforce Perceptions - Numbers

### Public Sector

**Table 2.12** Perception of Need to Increase Surgical Workforce Numbers in the Public Sector by Specialty, Location and Region

Specialty	N	NO: There are Sufficient Surgeons	YES: Additional Half-Time Surgeon	YES: One or More Full Time Surgeon	NOT SURE
CAR	119	64.7%	10.9%	16.8%	7.6%
GEN	1174	27.3%	12.7%	41.7%	18.4%
NEU	159	30.2%	6.9%	45.3%	17.6%
ORT	881	33.3%	11.0%	38.4%	17.4%
OTO	362	26.2%	14.9%	40.6%	18.2%
PAE	79	30.4%	15.2%	48.1%	6.3%
PLA	282	23.4%	9.6%	39.4%	27.7%
URO	264	35.2%	10.6%	43.9%	10.2%
VAS	163	48.5%	11.7%	31.3%	8.6%
<b>Location</b>					
ACT	54	20.4%	16.7%	37.0%	25.9%
NSW	1005	30.8%	11.5%	37.8%	19.8%
NT	11	18.2%	9.1%	54.5%	18.2%
QLD	568	33.1%	9.7%	39.1%	18.1%
SA	265	27.9%	12.1%	42.3%	17.7%
TAS	64	29.7%	10.9%	39.1%	20.3%
VIC	810	32.0%	14.0%	36.0%	18.0%
WA	240	33.8%	10.8%	40.8%	14.6%
<b>AUS</b>	<b>3017</b>	<b>31.3%</b>	<b>11.9%</b>	<b>38.3%</b>	<b>18.5%</b>
<b>NZ</b>	<b>521</b>	<b>29.6%</b>	<b>10.9%</b>	<b>44.0%</b>	<b>15.5%</b>
<b>Region</b>					
Metro	2549	31.2%	12.3%	38.3%	18.2%
Non-Metro	464	31.9%	9.3%	39.0%	19.8%

A substantial percentage of Fellows perceive a need for further colleagues (half or full time plus) in the Australian (50.2%) and New Zealand (54.9%) public sectors.

A third or more surgeons in most specialties perceive the need for one or more full time surgeons.

48.1% of Paediatric Surgeons perceive the need for one or more full time surgeons.

## Private Sector

**Table 2.13** Perception of Need to Increase Surgical Workforce Numbers in the Private Sector by Specialty, Location and Region

Specialty	n	NO: There are Sufficient Surgeons	YES: Additional Half-Time Surgeon	YES: One or More Full Time Surgeon	NOT SURE
CAR	109	75.2%	5.5%	4.6%	14.7%
GEN	1118	44.5%	11.0%	20.9%	23.5%
NEU	153	45.1%	9.8%	26.1%	19.0%
ORT	888	50.3%	7.9%	23.9%	17.9%
OTO	356	45.5%	12.9%	26.7%	14.9%
PAE	69	47.8%	13.0%	14.5%	24.6%
PLA	285	42.1%	11.6%	27.0%	19.3%
URO	267	49.4%	13.9%	26.6%	10.1%
VAS	160	65.6%	5.6%	17.5%	11.3%
<b>Location</b>					
ACT	53	34.0%	13.2%	26.4%	26.4%
NSW	996	47.9%	9.8%	21.3%	21.0%
NT	13	46.2%	15.4%	15.4%	23.1%
QLD	559	52.1%	9.3%	20.0%	18.6%
SA	260	48.1%	9.2%	25.0%	17.7%
TAS	64	51.6%	10.9%	21.9%	15.6%
VIC	790	51.0%	9.6%	21.8%	17.6%
WA	233	46.8%	9.0%	25.8%	18.5%
<b>AUS</b>	<b>2968</b>	<b>49.3%</b>	<b>9.7%</b>	<b>21.9%</b>	<b>19.1%</b>
<b>NZ</b>	<b>506</b>	<b>44.1%</b>	<b>13.4%</b>	<b>25.5%</b>	<b>17.0%</b>
<b>Region</b>					
Metro	2501	49.0%	10.0%	21.9%	19.0%
Non-Metro	463	50.8%	7.8%	21.8%	19.7%

49.3% of Fellows in Australia and 44.1% of Fellows in New Zealand believe there are sufficient surgeons currently in private practice.

## Surgical Workforce Perceptions - Trainees

The following question was posed: Do you believe the College and societies are training enough surgeons in your specialty?

**Table 2.14** Perception of the Number of Surgical Trainees Being Trained by Specialty, Location, Region and Overall

Specialty	n	Too Few	Just Right	Too many
CAR	118	9.3%	44.1%	46.6%
GEN	1151	34.2%	56.4%	9.4%
NEU	156	16.0%	57.1%	26.9%
ORT	900	10.7%	49.3%	40.0%
OTO	355	19.7%	60.3%	20.0%
PAE	73	31.5%	47.9%	20.5%
PLS	285	16.8%	59.3%	23.9%
URO	265	13.6%	61.9%	24.5%
VAS	161	18.0%	65.8%	16.1%
<b>Location</b>				
ACT	53	26.4%	41.5%	32.1%
NSW	1000	18.0%	58.1%	23.9%
NT	13	30.8%	38.5%	30.8%
QLD	569	21.4%	55.0%	23.6%
SA	264	27.3%	50.4%	22.3%
TAS	65	20.0%	66.2%	13.8%
VIC	797	22.0%	55.5%	22.6%
WA	236	19.9%	56.4%	23.7%
<b>AUS</b>	<b>2997</b>	<b>20.9%</b>	<b>55.8%</b>	<b>23.3%</b>
<b>NZ</b>	<b>528</b>	<b>23.5%</b>	<b>57.0%</b>	<b>19.5%</b>
<b>Region</b>				
Metro	2532	21.3%	55.6%	23.1%
Non-Metro	461	18.9%	56.4%	24.7%
<b>Overall</b>				
	3637	21.4%	56.0%	22.6%

More than half the surgical workforce perceives the current level of trainees is just right.

A substantial proportion of Cardiothoracic and Orthopaedic Surgeons perceive there are too many trainees, while General and Paediatric Surgeons perceive there are too few.

## Surgical Workforce Perceptions – Infrastructure Support

The following question was posed: Please rate the extent to which you observe the factors listed below are provided where you practice.

**Table 2.15** Perception of Level of Infrastructure for Surgical Services in the Workplace

	n	Dangerously Inadequate	Barely Adequate	Adequate	Not Sure
Ward-based medical staff and equipment	3518	3.9%	28.9%	65.4%	1.7%
Anaesthetic cover	3560	2.2%	21.9%	75.0%	1.0%
Physician cover	3542	3.4%	15.7%	79.1%	1.8%
Radiology cover	3564	3.8%	18.4%	76.8%	1.0%
Pathology cover	3553	2.1%	10.7%	86.0%	1.2%
Junior medical staff cover	3347	6.2%	28.5%	63.4%	1.9%
Allied health cover	3499	3.1%	21.3%	72.1%	3.5%

*Note: Those Fellows who may require the above services are included into the value (not relevant/retired have been removed)*

A substantial percentage of Fellows perceive the infrastructure for surgical services to be adequate.

More than a third of Fellows perceived junior medical staff cover to be dangerously inadequate or barely adequate.



## Chapter 3: Age and Retirement

### Age Profile - Distribution

**Table 3.1** Age Profile of the Active Australian and New Zealand Surgical Workforce by Specialty, Location and Region

Specialty	n	<35	35-39	40-44	45-49	50-54	55-59	60-64	65-69	>70
CAR	193	4	13	37	31	35	28	25	12	8
GEN	1689	116	184	240	232	196	177	217	189	138
NEU	229	5	37	43	39	25	25	21	14	20
ORT	1299	55	173	195	229	188	148	129	90	92
OTO	455	27	52	81	58	63	50	50	45	29
PAE	118	1	4	12	28	17	16	17	8	15
PLS	402	13	57	71	73	54	32	43	37	22
URO	380	18	49	81	59	47	39	41	26	20
VAS	168	10	17	28	23	24	16	25	19	6
<b>Total (%)</b>		5.0%	11.9%	16.0%	15.6%	13.2%	10.8%	11.5%	8.9%	7.1%
<b>Location</b>										
ACT	64	1	7	16	8	14	5	8	5	0
NSW	1212	67	165	212	204	149	126	147	131	11
NT	17	1	1	3	2	2	4	3	1	0
QLD	692	41	95	134	127	90	73	70	57	5
SA	328	13	39	51	49	55	37	44	34	6
TAS	78	2	10	13	10	14	15	7	7	0
VIC	949	58	120	155	156	107	104	135	105	9
WA	320	21	40	66	57	53	33	24	21	5
<b>AUS</b>	<b>3660</b>	<b>204</b>	<b>477</b>	<b>650</b>	<b>613</b>	<b>484</b>	<b>397</b>	<b>438</b>	<b>361</b>	<b>36</b>
<b>NZ</b>	<b>683</b>	<b>24</b>	<b>73</b>	<b>107</b>	<b>123</b>	<b>123</b>	<b>84</b>	<b>71</b>	<b>51</b>	<b>27</b>
<b>Total (%)</b>	100.0%	5.2%	12.7%	17.4%	16.9%	14.0%	11.1%	11.7%	9.5%	1.5%
<b>Total (n)</b>	4343	228	550	757	736	607	481	509	412	63
<b>Region</b>										
Metro	2488	69	331	399	352	329	252	279	260	217
Non-Metro	456	8	38	63	84	63	65	58	47	30
<b>Total (%)</b>		2.6%	12.5%	15.7%	14.8%	13.3%	10.8%	11.4%	10.4%	8.4%

Source: 2009 End of Year Activities Report

## Age Profile – Average Age

**Table 3.2** Profile of the Active Australian and New Zealand Surgical Workforce by Average Age and Percentage over 55, a comparison of 2009 and 2005 Census findings

Specialty	2009		2005	
	Average Age	% Over 55	Average Age	% Over 55
CAR	53.0	31.5%	55.6	33.0%
GEN	53.3	43.2%	59.2	50.0%
NEU	51.8	30.8%	52.6	35.0%
ORT	51.8	34.9%	52.6	36.0%
OHN	52.2	40.1%	54.8	44.0%
PAE	56.6	44.4%	61.4	52.0%
PRS	51.6	33.9%	52.5	38.0%
URO	51.2	30.5%	53.1	35.0%
VAS	52.4	41.5%	55.7	47.0%
<b>Total</b>	<b>52.6</b>	<b>37.9%</b>	<b>55.3</b>	<b>41.1%</b>
<b>Location</b>				
ACT	50.8	27.3%	54.0	38.0%
NSW	52.8	36.9%	55.3	44.0%
NT	55.2	47.4%	53.7	38.0%
QLD	50.8	28.4%	53.5	36.0%
SA	53.0	37.6%	56.3	45.0%
TAS	52.1	33.8%	55.6	39.0%
VIC	53.3	39.4%	56.0	47.0%
WA	50.7	25.5%	54.5	37.0%
<b>AUS</b>	<b>52.4</b>	<b>34.9%</b>	<b>54.9</b>	<b>40.5%</b>
<b>NZ</b>	<b>51.7</b>	<b>33.6%</b>	~	~
<b>Total</b>	<b>52.0</b>	<b>34.3%</b>	<b>54.9</b>	<b>40.5%</b>

Source: the 2005 Activities Report and 2009 End of Year Activities Report

## Retirement Intentions

The following question was posed: I intend to retire from the following components of my workload.  
NOTE: If you are not sure please select the NOT SURE option.

**Table 3.3** Retirement Intentions from On-call and Practice in the Public and Private Sectors

	n	≤5 years	6-10 years	11-15 years	>15 years	Not Sure
On-call public	2710	23.9%	19.8%	17.5%	30.2%	8.6%
On-call private	2253	21.5%	18.7%	15.0%	32.8%	11.9%
Public practice	2907	21.3%	19.2%	16.9%	33.8%	8.8%
Private practice	3256	16.9%	18.3%	18.8%	38.2%	7.7%

Nearly a quarter of Fellows intend to retire from public on-call within the next 5 years.

## Retirement Intentions – Public Sector On-call

**Table 3.4** Retirement Intentions from On-call Work in the Public Sector by Specialty, Location and Region

Specialty	n	<5 years	6-10 years	11-15 years	>15 years	Not sure
CAR	100	22.0%	20.0%	21.0%	35.0%	2.0%
GEN	930	26.9%	18.6%	15.2%	31.7%	7.6%
NEU	120	17.5%	23.3%	12.5%	32.5%	14.2%
ORT	604	22.2%	22.2%	19.4%	27.3%	8.9%
OTO	282	20.9%	16.7%	18.1%	33.7%	10.6%
PAE	69	29.0%	18.8%	15.9%	30.4%	5.8%
PLA	164	20.1%	25.6%	12.8%	30.5%	11.0%
URO	212	17.9%	17.0%	25.0%	33.5%	6.6%
VAS	132	24.2%	16.7%	22.7%	30.3%	6.1%
<b>Location</b>						
ACT	36	30.6%	0.0%	19.4%	33.3%	16.7%
NSW	741	24.0%	20.5%	17.4%	29.7%	8.4%
NT	9	22.2%	33.3%	11.1%	22.2%	11.1%
QLD	409	23.5%	21.3%	15.9%	30.6%	8.8%
SA	198	25.3%	14.1%	22.2%	29.8%	8.6%
TAS	52	26.9%	23.1%	21.2%	23.1%	5.8%
VIC	596	24.7%	20.0%	17.4%	30.0%	7.9%
WA	179	21.2%	22.9%	19.6%	26.8%	9.5%
<b>AUS</b>	<b>2220</b>	<b>24.1%</b>	<b>19.9%</b>	<b>17.8%</b>	<b>29.6%</b>	<b>8.5%</b>
<b>NZ</b>	<b>402</b>	<b>21.6%</b>	<b>19.7%</b>	<b>16.7%</b>	<b>32.8%</b>	<b>9.2%</b>
<b>Region</b>						
Metro	1879	23.7%	20.0%	17.9%	29.6%	8.8%
Non-Metro	339	26.8%	19.8%	17.7%	29.2%	6.5%

## Retirement Intentions – Private Sector On-call

**Table 3.5** Retirement Intentions from On-call Work in the Private Sector by Specialty, Location and Region

Specialty	n	<5 years	6-10 years	11-15 years	>15 years	Not sure
CAR	86	18.6%	15.1%	19.8%	41.9%	4.7%
GEN	708	26.0%	17.7%	14.0%	31.4%	11.0%
NEU	107	12.1%	19.6%	12.1%	36.4%	19.6%
ORT	476	20.6%	19.1%	16.0%	32.6%	11.8%
OTO	249	21.3%	16.1%	12.0%	37.3%	13.3%
PAE	44	27.3%	9.1%	20.5%	29.5%	13.6%
PLA	160	23.1%	20.0%	10.6%	30.0%	16.3%
URO	217	14.3%	16.6%	22.1%	37.8%	9.2%
VAS	111	19.8%	26.1%	11.7%	32.4%	9.9%
<b>Location</b>						
ACT	29	17.2%	17.2%	17.2%	31.0%	17.2%
NSW	615	19.7%	19.8%	16.3%	34.0%	10.2%
NT	9	22.2%	11.1%	11.1%	22.2%	33.3%
QLD	346	21.1%	21.4%	11.8%	32.4%	13.3%
SA	168	25.0%	14.3%	12.5%	33.9%	14.3%
TAS	38	23.7%	26.3%	15.8%	23.7%	10.5%
VIC	490	20.6%	19.0%	15.3%	33.3%	11.8%
WA	145	20.0%	21.4%	14.5%	30.3%	13.8%
<b>AUS</b>	<b>1840</b>	<b>20.8%</b>	<b>19.6%</b>	<b>14.7%</b>	<b>32.9%</b>	<b>12.1%</b>
<b>NZ</b>	<b>336</b>	<b>23.8%</b>	<b>14.9%</b>	<b>16.7%</b>	<b>33.3%</b>	<b>11.3%</b>
<b>Region</b>						
Metro	1567	19.8%	20.4%	14.4%	33.5%	12.0%
Non-Metro	272	26.5%	15.1%	16.9%	29.4%	12.1%

## Retirement Intentions – Public Sector Practice

**Table 3.6** Retirement Intentions from Practice in the Public Sector by Specialty, Location and Region

Specialty	n	<5 years	6-10 years	11-15 years	>15 years	Not sure
CAR	99	19.2%	18.2%	21.2%	40.4%	1.0%
GEN	972	22.8%	17.7%	15.1%	35.9%	8.4%
NEU	124	14.5%	22.6%	14.5%	33.1%	15.3%
ORT	667	20.1%	20.4%	18.0%	32.8%	8.7%
OTO	305	21.0%	16.1%	17.7%	35.7%	9.5%
PAE	71	18.3%	25.4%	12.7%	35.2%	8.5%
PLA	193	20.7%	21.2%	14.5%	32.1%	11.4%
URO	225	19.1%	17.3%	24.0%	34.2%	5.3%
VAS	138	21.7%	19.6%	15.2%	35.5%	8.0%
<b>Location</b>						
ACT	40	35.0%	5.0%	7.5%	35.0%	17.5%
NSW	793	21.7%	20.4%	17.5%	32.4%	7.9%
NT	9	11.1%	22.2%	11.1%	44.4%	11.1%
QLD	449	22.5%	19.8%	15.1%	33.6%	8.9%
SA	206	21.8%	15.0%	17.5%	34.0%	11.7%
TAS	53	20.8%	24.5%	18.9%	32.1%	3.8%
VIC	641	22.3%	17.8%	17.6%	34.3%	8.0%
WA	198	18.7%	21.7%	17.2%	32.3%	10.1%
<b>AUS</b>	<b>2389</b>	<b>21.9%</b>	<b>19.1%</b>	<b>16.9%</b>	<b>33.4%</b>	<b>8.7%</b>
<b>NZ</b>	<b>426</b>	<b>17.1%</b>	<b>19.7%</b>	<b>18.1%</b>	<b>36.4%</b>	<b>8.7%</b>
<b>Region</b>						
Metro	2025	21.8%	18.9%	17.0%	33.4%	8.9%
Non-Metro	361	22.7%	20.8%	16.1%	33.0%	7.5%

## Retirement Intentions – Private Sector Practice

**Table 3.7** Retirement Intentions from Practice in the Private Sector by Specialty, Location and Region

Specialty	n	<5 years	6-10 years	11-15 years	>15 years	Not sure
CAR	94	19.1%	16.0%	19.1%	44.7%	1.1%
GEN	992	19.6%	19.4%	16.7%	36.4%	8.0%
NEU	140	13.6%	20.0%	15.0%	39.3%	12.1%
ORT	808	14.4%	15.7%	21.5%	41.5%	6.9%
OTO	333	16.5%	17.4%	15.3%	40.5%	10.2%
PAE	62	17.7%	22.6%	12.9%	35.5%	11.3%
PLA	270	16.3%	21.1%	17.0%	38.5%	7.0%
URO	245	14.7%	11.8%	24.1%	43.3%	6.1%
VAS	145	17.9%	23.4%	18.6%	33.8%	6.2%
<b>Location</b>						
ACT	44	22.7%	15.9%	9.1%	38.6%	13.6%
NSW	900	16.1%	18.9%	20.1%	37.4%	7.4%
NT	10	20.0%	20.0%	0.0%	50.0%	10.0%
QLD	507	17.4%	19.7%	18.7%	37.3%	6.9%
SA	228	17.1%	16.2%	16.7%	40.8%	9.2%
TAS	58	20.7%	19.0%	19.0%	34.5%	6.9%
VIC	725	16.7%	17.9%	18.6%	39.3%	7.4%
WA	203	15.3%	25.1%	16.7%	33.0%	9.9%
<b>AUS</b>	<b>2675</b>	<b>16.7%</b>	<b>19.0%</b>	<b>18.6%</b>	<b>37.9%</b>	<b>7.8%</b>
<b>NZ</b>	<b>478</b>	<b>17.4%</b>	<b>15.7%</b>	<b>20.3%</b>	<b>39.3%</b>	<b>7.3%</b>
<b>Region</b>						
Metro	2258	16.4%	18.9%	17.9%	38.9%	7.8%
Non-Metro	413	18.6%	19.6%	22.8%	32.0%	7.0%

## **Chapter 4: References**

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