



Department of Health

Government of Western Australia

# The Department of Health Workforce Challenge

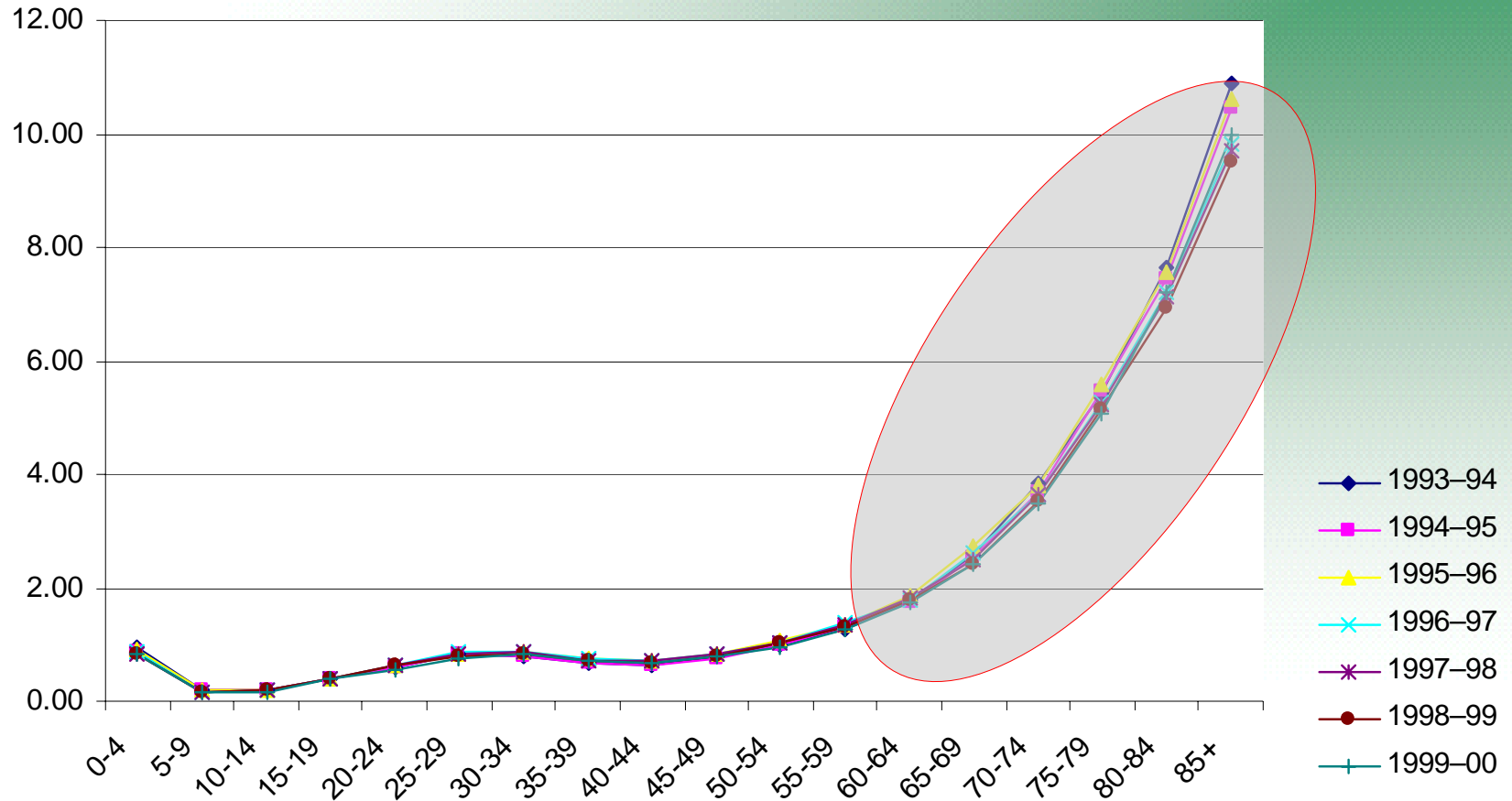
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Development  
Organisational  
Development Division

# Environment

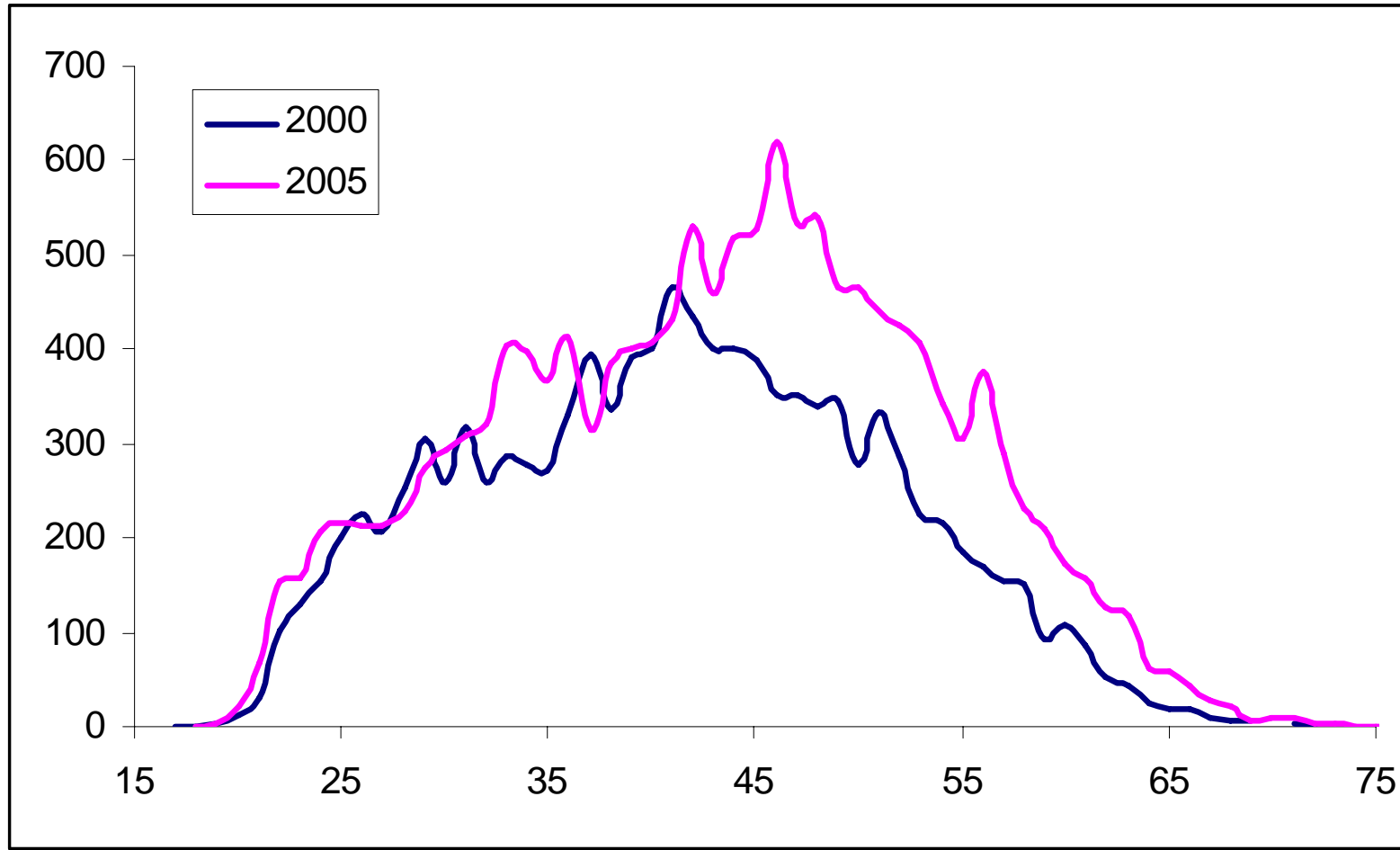
- Shrinking labour market –
  - a baby boomer workforce facing retirement;
  - national workforce
    - Currently growth - 170,000 per year,
    - by 2020 expected growth 12,500 per year.
  - baby boomer population demanding more health services;
  - longer training requirements; greater choice, opportunities and remuneration in other occupations.
- Aging workforce – average age 44 years
- Shortfalls in Supply
- Similar International workforce challenges

# Hospital Patient Days Per Person

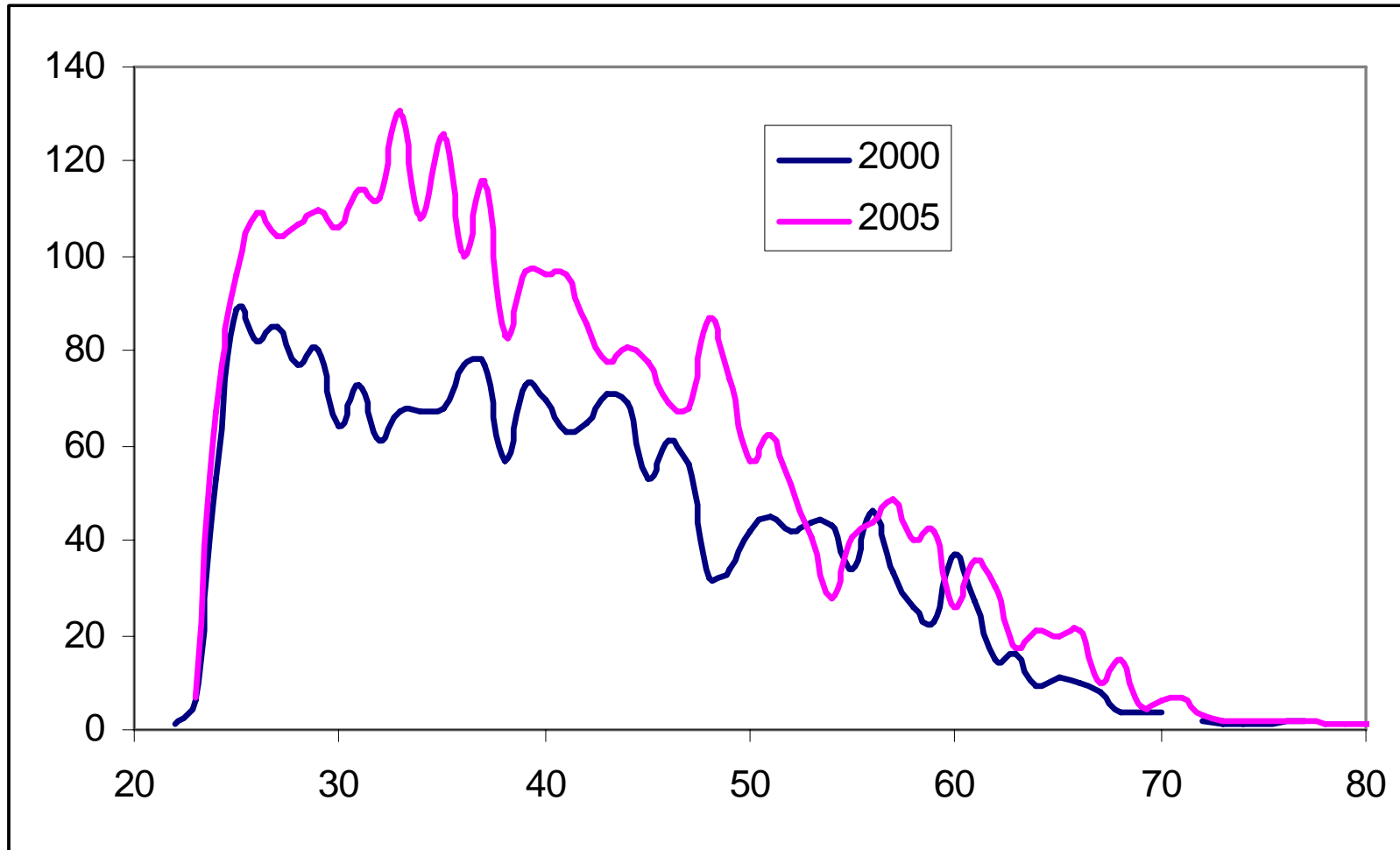
Hospital Patient Days Per Person, Australia, 1993-4 to 1999-00



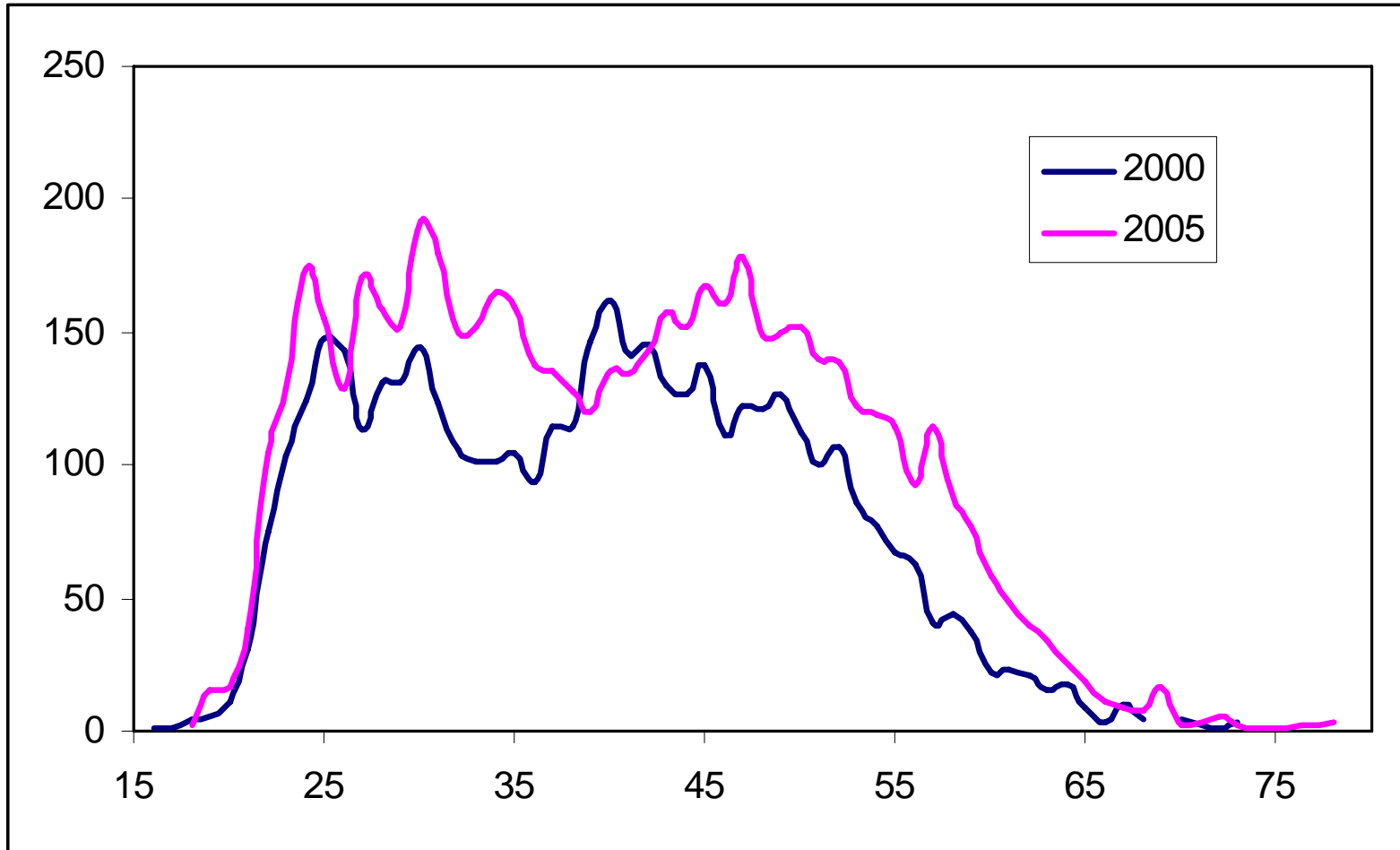
# WA Health Nurses Age Profile



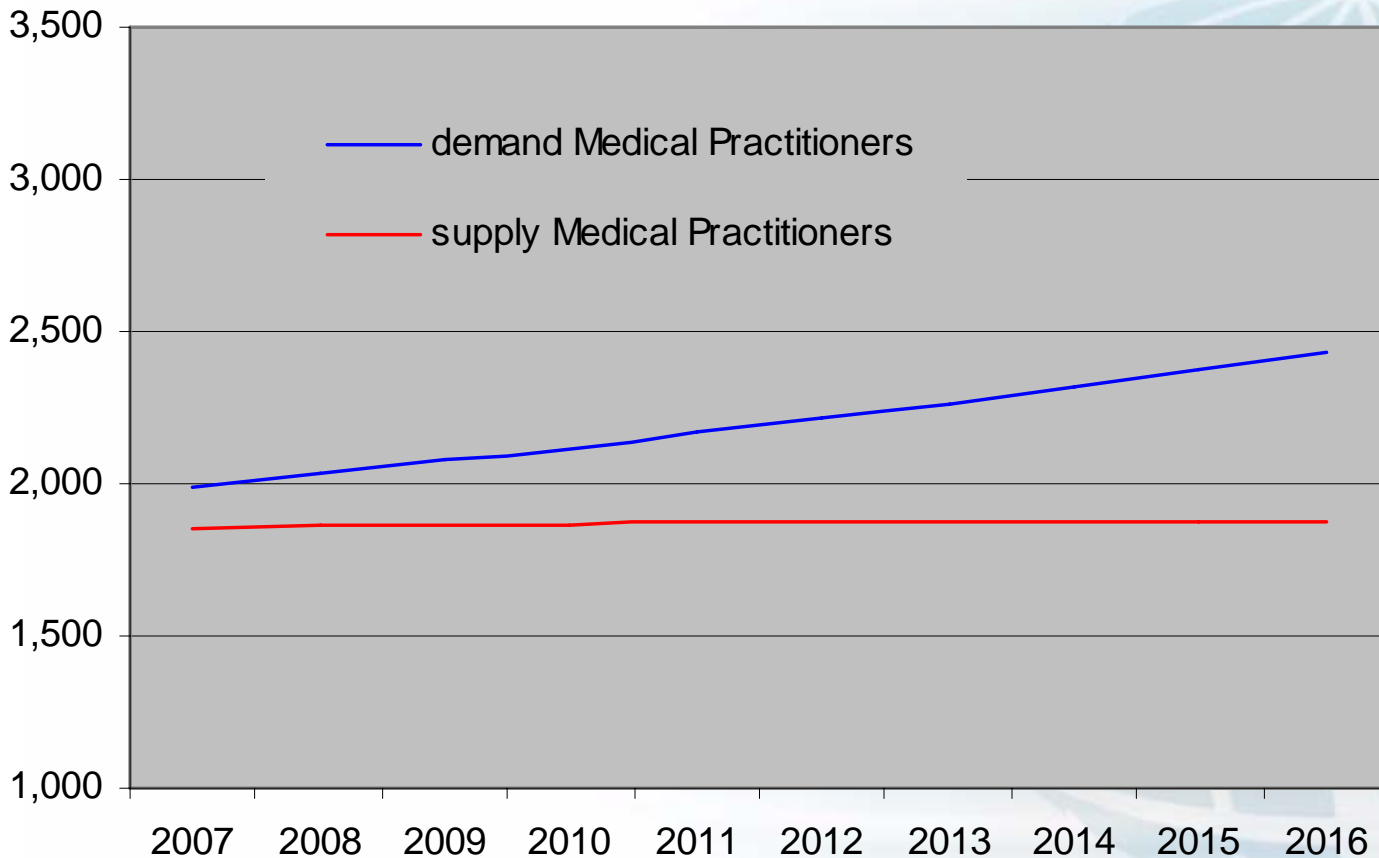
# WA Health Doctors Age Profile



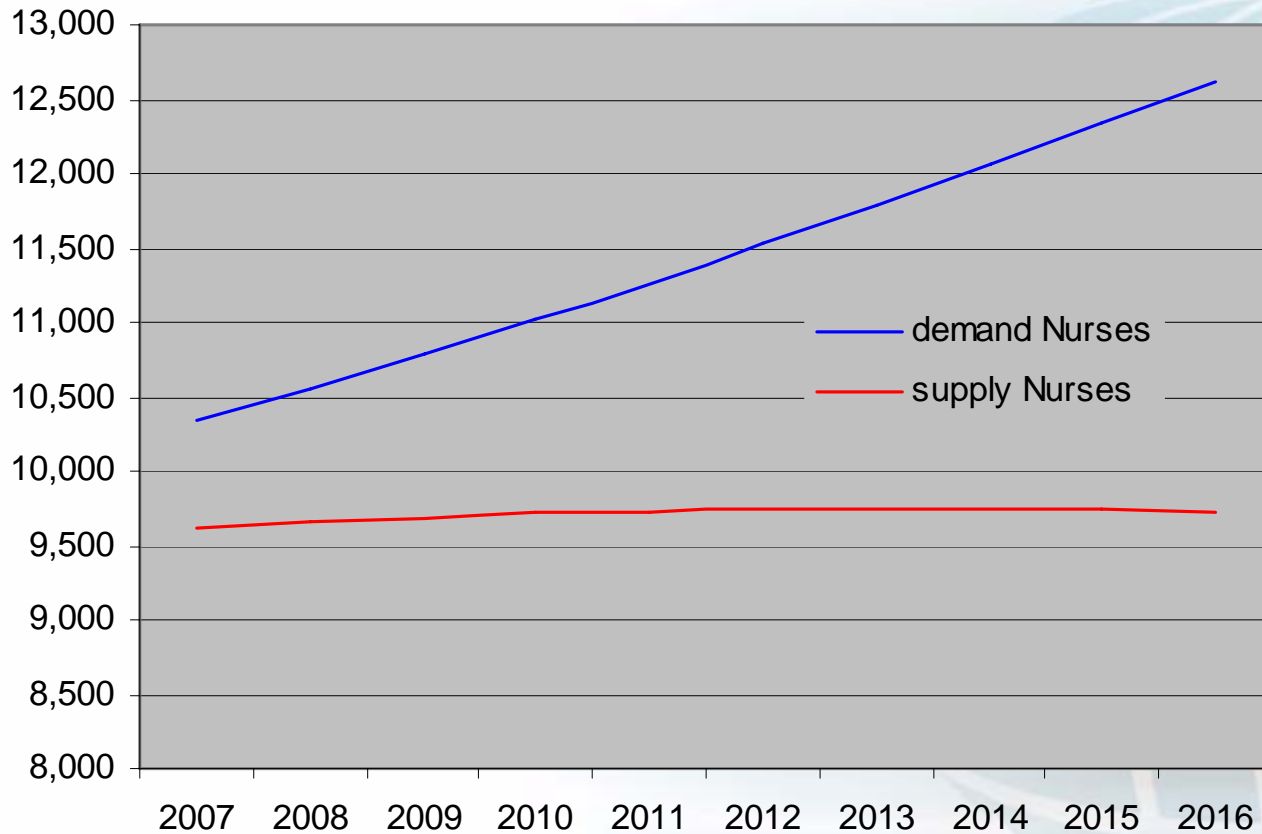
# WA Health Allied Age Profile



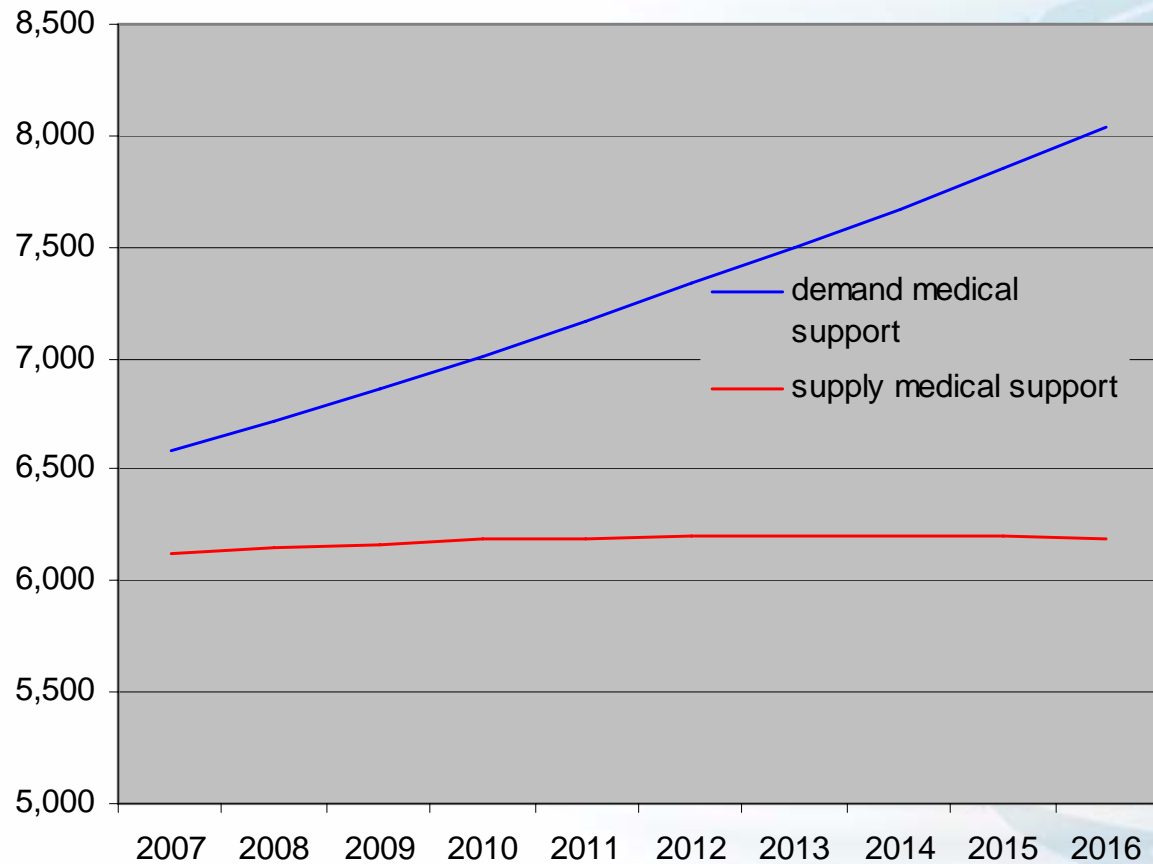
# Projected Doctor Shortages



# Projected Nurse Shortages



# Projected Medical Support Shortages



# International Pressures

## International Health Workforce Shortages: Some Examples

Country	Issue	Reforms (Mooted or Actual)
<b>Canada</b> (little central government involvement in health workforce planning).	Nurse shortages; distribution of physicians.	Calls for coordinated, national planning of the health workforce, with the involvement of educators and health authorities.
<b>United Kingdom</b> (workforce planning mainly a central government responsibility).	Significant perceived shortages in GPs, nurses and consultant physicians, as well as in the medical workforce in general.	Shift from central planning to local planning, as well as moves to increase workforce numbers and productivity.
<b>United States</b> (little central government involvement in workforce planning).	Shortage of nurses and doctors, particularly family doctors, and especially in inner-urban and rural areas	Financial incentives to encourage doctors to practise in these areas, additional training support for students from these areas, and visa waivers.

Source: The Health Workforce, Productivity Commission Issues Paper, May 2005