Introduction

Skilled Occupations List

The Department of Education and Training is currently updating its advice on the Australian Government's Skilled Occupations List (SOL) for 2016-17. We are seeking your input on the occupations/industry sectors your organisation represents or that you belong to as an individual. In particular, we are seeking evidence of:

- skill demand and supply imbalance,* both nationally and regionally
- medium to long-term demand and supply trends which may impact upon Australia's employment outlook
- formal licensing or registration requirements.

**Note:** The SOL is concerned only with 'medium to long-term' skills needs rather than immediate skills shortages. As such, the Department of Education and Training is only seeking to obtain information on longer term trends, rather than immediate shortages and costs. For the purposes of this exercise, 'medium to long-term' is defined as a period of around two to ten years.

* **Skill demand and supply (im)balance** occurs when the quantity of a given skill supplied by the workforce and the quantity demanded by employers diverge at existing market conditions. Labour market supply and demand for occupational skills are continuously fluctuating. At a certain point in time, there will be labour market imbalances and accompanying skill imbalances if there is disequilibrium between the demand for and supply of skills.

Privacy

All information, including **name and address details**, contained in submissions will be made available to the public on the Department of Education and Training website unless you indicate that you would like all or part of your submission to remain in confidence. Automatically generated confidentiality statements in emails do not suffice for this purpose. Respondents who would like all or part of their submission to remain in confidence should provide this information in an email to SOLSubmissions@education.gov.au. Legal requirements, such as those imposed by the Freedom of Information Act 1982, may affect the confidentiality of your submission.
Details

Applicant Details
Given Name *
Tricia
Surname *
Quek
Organisation
Royal Australasian College of Surgeons

Contact Details
Please provide the name, position and contact details of a person within your organisation who is willing to be contacted if any further information or follow-up is required.

Given Name *
Tricia
Surname *
Quek
Position
Manager, Workforce Assessment Department
Contact Number *
03 9249 1108
Email (receipt will be sent to this address) *
tricia.quek@surgeons.org
### Industry

#### Type of Industry

What are the industry/industries and ANZSCO occupation/s that you or your organisation represents for the purposes of this submission? * *(select all that apply)*

- [ ] All Industries
- [ ] Agriculture, Forestry and Fishing
- [ ] Mining
- [ ] Manufacturing
- [ ] Electricity, Gas, Water and Waste Services
- [ ] Construction
- [ ] Wholesale Trade
- [ ] Retail Trade
- [ ] Accommodation and Food Services
- [ ] Transport, Postal and Warehousing
- [ ] Information Media and Telecommunications
- [ ] Financial and Insurance Services
- [ ] Manufacturing
- [ ] Construction
- [ ] Retail Trade
- [ ] Transport, Postal and Warehousing
- [ ] Financial and Insurance Services
- [ ] Professional, Scientific and Technical Services
- [ ] Public Administration and Safety
- [x] Health Care and Social Assistance
- [ ] Other Services

### Occupation

#### Occupation

The three dropdowns below accord with the ABS ANZSCO classification of occupations. Selections are required at the 'Occupation Group' 2-digit level and at the 'Occupation Unit (4-digit)' level, but can also be made down to the Occupation (6-digit) level depending on the occupation/s to which your submission relates.

**Occupation 1 of 1**

**Occupation Group** *

Health Professionals

**Occupation Unit** *

2535

**Occupation** *

All

For the 2016-17 SOL please indicate advice about your nominated occupation

- [ ] Include
- [ ] Exclude
- [x] Maintain status quo
Are there any occupations that you represent where there is evidence of imbalances in the demand and supply of skills in the medium to long-term? Please list them.

Cardiothoracic surgeons
General surgeons
Orthopaedic surgeons
Otolaryngologists
Neurosurgeons
Paediatric surgeons
Plastic and reconstructive surgeons
Vascular surgeons
Urologists

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Is there evidence of imbalances in the demand for and supply of skills in the medium to long-term in non-metropolitan areas?

☐ Yes  ☐ No

Please indicate in which part of Australia this imbalance exists.*

Increasing anecdotal evidence from our Fellows points to a growing need for more surgeons in rural and regional areas. Data from the RACS 2014 Surgical Workforce Census found that 62% of our Fellows reported that there was sufficient work for an additional colleague in the public sector located in their rural or regional area. From this group of surgeons, 66% estimated that work was equivalent to at least 1.0 FTE. This outcome is in line with Health workforce Australia's findings published in their report 'Health Workforce 2025'.

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Are there any occupations which require formal licensing or registration arrangements in order to practice/perform. *

For example:
• Midwives are required to register with the nurses board in their state or territory
• Panelbeaters are required to be registered or certified with the state Motor Vehicle Repair Industry Authority

☐ Yes  ☐ No

Please provide details.*

All medical doctors need to be registered with the Medical Board of Australia before they can apply to The Royal Australasian College of Surgeons training program. RACS provides training and then accreditation of medical doctors to practice as a surgeon in one of nine surgical specialties. All surgeons practicing medicine in Australia are required to maintain their registration with the Medical Board of Australia.

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Is it expected that your employment sector will be impacted by any medium to long-term trends which will impact upon demand and/or supply (excluding costs associated with training, labour hire, and international sponsorship)?

☐ Yes  ☐ No

Additional Information

Volume three of the Health Workforce Australia (HWA) report ‘Health Workforce 2025’ highlights the heavy reliance on International Medical Graduates in all surgical subspecialties. The report also produced models that predicted workforce shortages in Paediatric Surgery, General Surgery and Plastic Surgery by 2030 if current annual graduation rates remain unchanged.

Please provide any additional information you consider relevant evidence to support your submission. For example, you may know of independent studies about your occupation that supports your advice to us.

Supporting Document
File: HW2025_V3_FinalReport20121109.pdf