



Participation in the Australian medical workforce

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Monash Medical Graduates Survey

Aims

- **Explore workforce participation patterns among Australian medical graduates**
- **Explore cohort differences**

Monash Medical Graduates Survey

Methods

- **4 cohorts of Monash graduates: 1980, 1985, 1990, 1995**
- **Postal survey: occupation, location, absences, postgraduate qualifications**
- **551 graduates**
 - 546 living graduates
 - 534 contacted (98%)
 - 368 participated in study (69%)

Workforce participation

Males

	Years after graduation				
	2	5	8	10	15
Australian medical workforce	96	90	88	82	85
Overseas medical work	2	7	10	16	9
Not in medical labour force	2	3	2	2	6
<i>Total</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>

Workforce participation

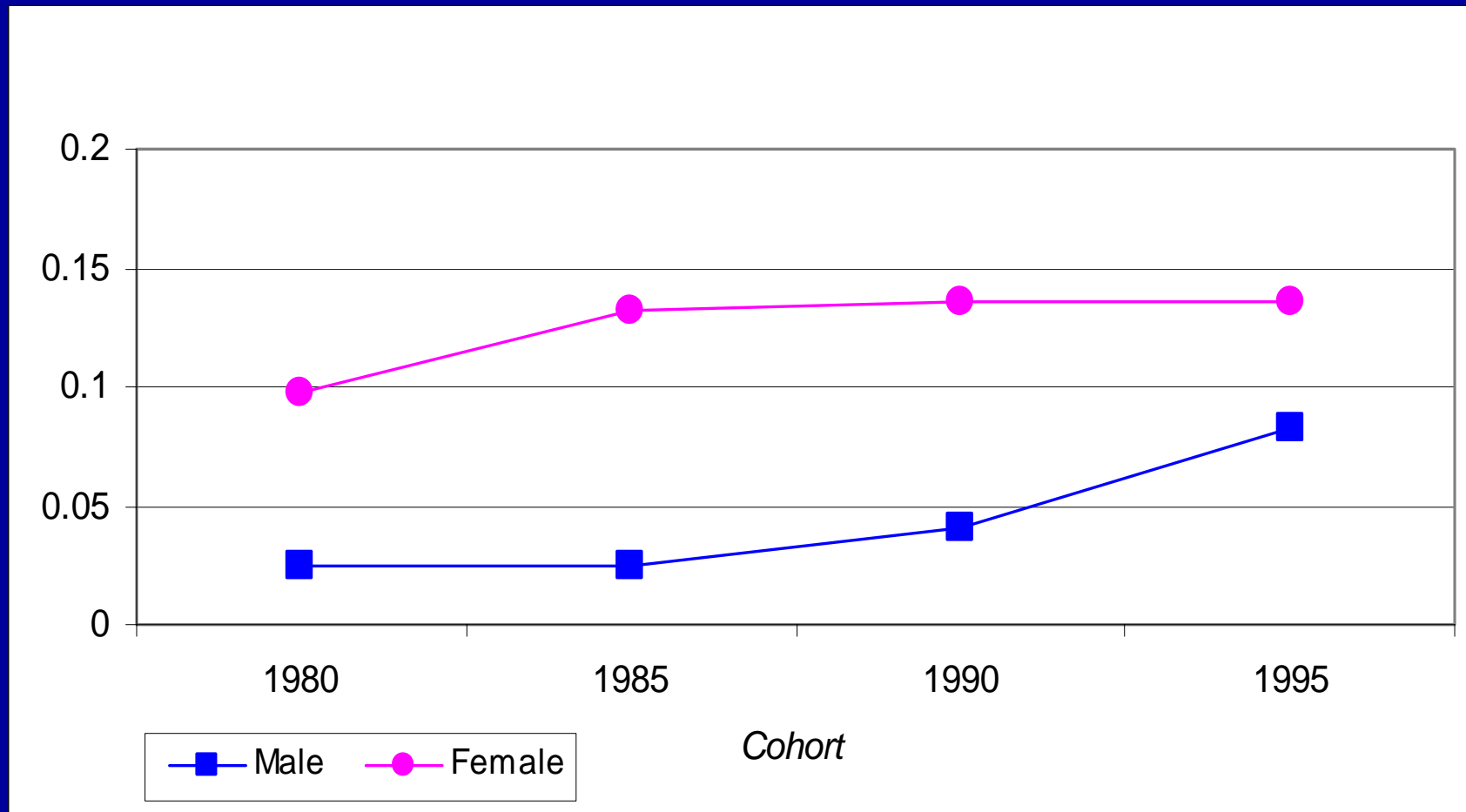
Females

	Years after graduation				
	2	5	8	10	15
Australian medical workforce	96	90	90	89	90
Overseas medical work	2	5	8	9	5
Not in medical labour force	3	5	2	2	5
<i>Total</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>

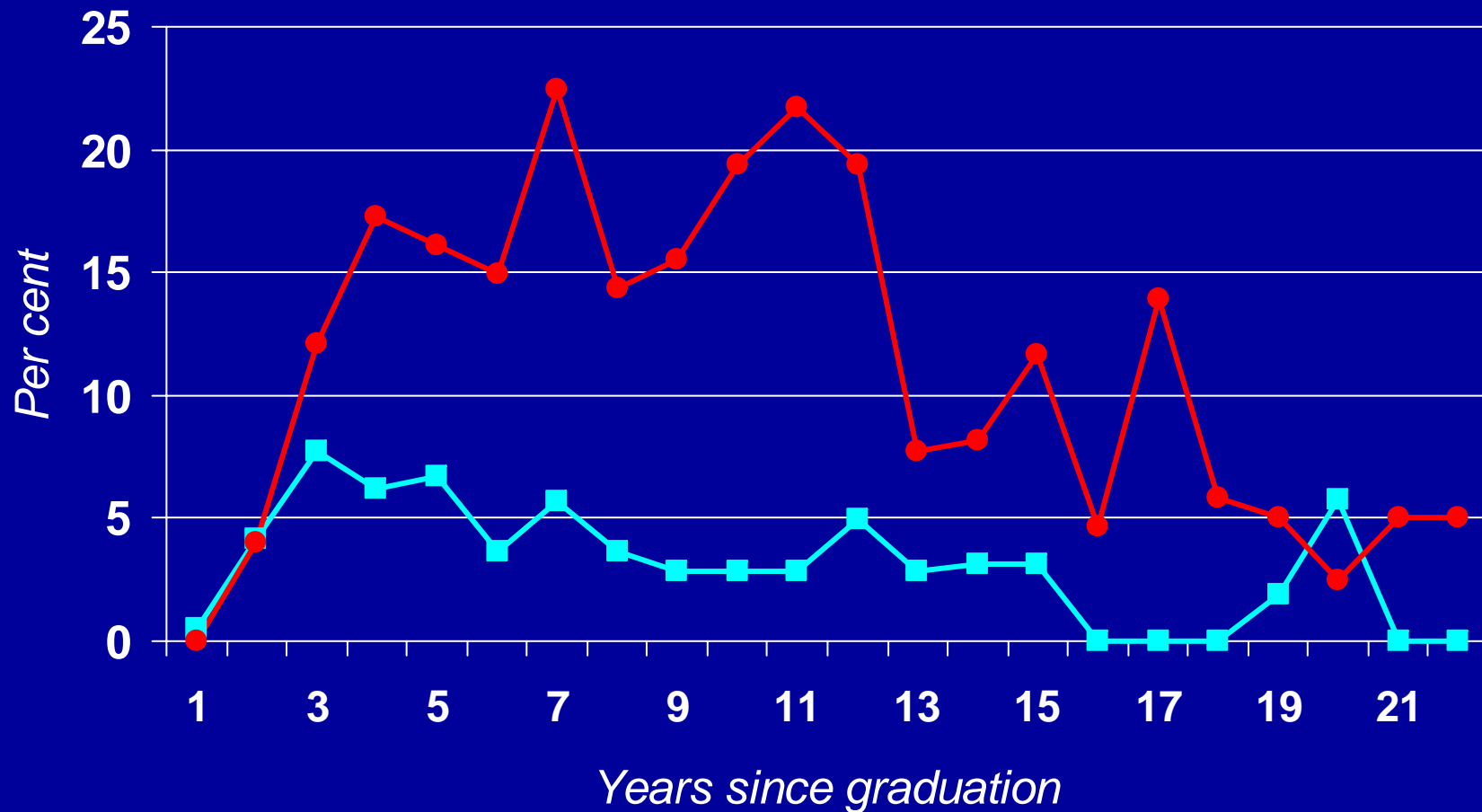
Short term absences

	Males	Females
Number of absences:		
Taken at least one	42%	79%
Taken 2 or more	9%	55%
Average duration (weeks)	25.0	24.0
Reasons:		
Parental leave	1%	56%
Travel	36%	19%
Break from clinical work	31%	10%
Study	17%	7%

Absences per person per year by gender and cohort



Per cent taking absences by gender



■ Male ● Female

Workforce participation

- **Australian medical workforce
Effective Full Time contribution:
“AuEFT”**

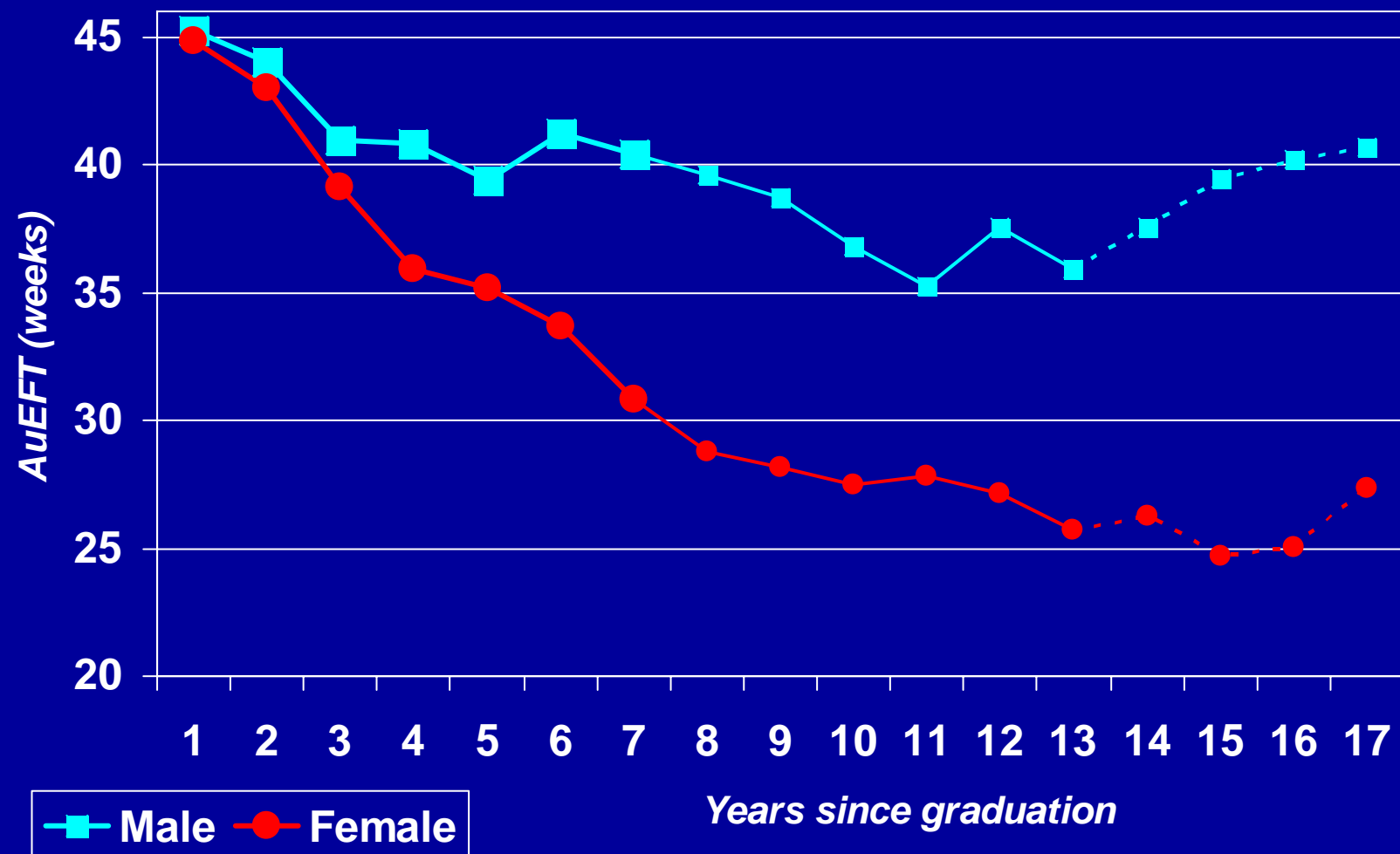
**= equivalent FT weeks per year
in Australian medical workforce**

Workforce participation

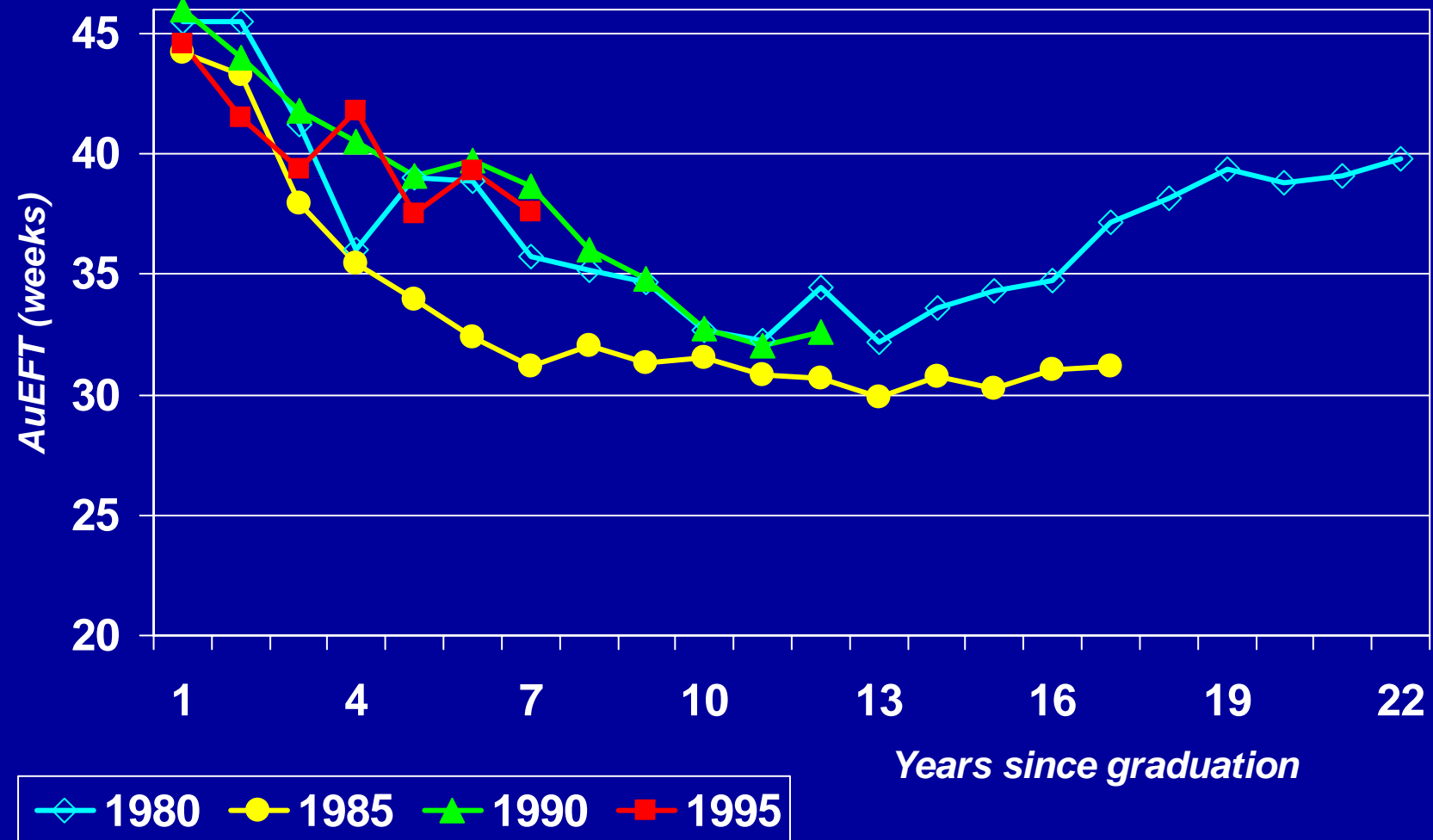
AuEFT takes into account:

- **Occupation: medical / non-medical**
- **Location: Australia / overseas**
- **Short term absences**
- **Full time / part time status**

Australian medical workforce participation by gender



Australian medical workforce participation by cohort



Conclusions

- **Little indication that more recent cohorts are contributing less**
(in the medium term)
- **Need for national data**

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