

Medical Administrator	Australia
ASCO Code: 1292-13	January 2008
Labour market rating	No Shortage
Comment	

Occupational Demand

Medical administrators direct and manage the professional activities of medical staff in hospitals, health services and health service facilities. Demand for medical administrators appears to be increasing with Australian Bureau of Statistics 2001 and 2006 Census data showing the number of medical administrators employed in Australia has risen from 3723 to 4570, an increase of 23 per cent over the five years. The Australian Institute of Health and Welfare, Australian Hospital Statistics 2005-06 indicates the number of hospital beds available (as an indication of the number of hospitals and health services delivered) rose by approximately 4 per cent over the same period.

Occupational Supply

Most medical administrator positions, also referred to as Director of Medical Services and Health Service Managers, require either a medical qualification or relevant nursing or allied health qualification in addition to comprehensive management and administrative experience. As a result of the diversity of qualifications and experience which can lead to employment in this occupation, new supply data are difficult to identify.

The Royal Australian College of Medical Administrators (RACMA) is responsible for setting educational standards, training and examination for medically qualified medical administrators in Australia and New Zealand. Completion of an approved Masters level program which demonstrates core competencies and learning skills is required to be awarded a Fellowship (FRACMA) qualification. However, the majority of vacancies surveyed for this report did not require applicants to hold a FRACMA.

The RACMA report *Factors Affecting Recruitment and Retention of Medical Managers in Australian Hospitals*, 2006, notes 55 per cent of RACMA members are over 50 years of age. However, 2006 Census data suggest less than 40 per cent of employed medical administrators were aged 50 years or older.

Employer and industry comments/current labour market

A survey of employers who recently advertised for medical administrators was undertaken for this report. Some employer contacts provided limited information regarding the recruitment experience so it was not possible to consolidate information from all contacts. Nationally, however, 87 per cent of surveyed vacancies were filled within six weeks of advertising. Employers received an average of four applications per advertised vacancy, of which an average of more than two applicants were considered by employers to be suitable. Employers cited lack of experience as the main reason applicants were considered to be unsuitable.

The experience of metropolitan and regional employers was similar, although regional vacancies appear to attract fewer applications than metropolitan vacancies. The majority of employers interviewed commented they experienced little difficulty filling medical administrator roles.

Labour market outlook

It is unlikely there will be significant changes in the labour market for medical administrators over the next six months.