CASE STUDY: SUPPLY AND DEMAND FOR THE REGULATORY SCIENTIST WORKFORCE

Sector	Health
Case Type	Workforce Planning

The regulatory scientist workforce is involved with the government's legislative development and is involved with the promotion of regulatory health reforms in health and other sectors, including environment, land and water. This workforce had previously been studied very little.

We worked in partnership with the Environmental Health Standing Committee (enHealth) of the Australian Health Protection Principal Committee (AHPPC).

Our initial tasks involved defining the workforce through a range of methods including a literature review, manager interviews and job description analysis. We developed a distinction between the streams of the regulatory affairs workforce, who enforced the regulations, and the regulatory scientist workforce, who engage stakeholders to promote the value of regulation.

We applied our innovative competencies-based method to estimate the current demand for regulatory scientists in Australia. We first identified 50 competencies and then worked with managers to estimate the required FTE for the organisation to complete work into the future.

Our analysis identified the demand in an emerging workforce where the normal units of labour analysis, such as qualification or job title, did not exist.

THE MAIN OBJECTIVES OF THIS STUDY WERE:

1. To calculate the current supply of regulatory scientists in both numbers and available competencies

2. To estimate if the current supply is adequate to satisfy work performance demands

3. To ascertain feasible solutions to any identified workforce problems