



**MEDICAL SCIENCES COUNCIL  
OF NEW ZEALAND**  
TE KAUNIHERA PŪTAIAO HAUORA O AOTEAROA

# Medical laboratory science workforce modelling

November 2025

**All data and graphs used in this presentation are sourced from Te Whatu Ora based on information provided in the annual workforce survey**

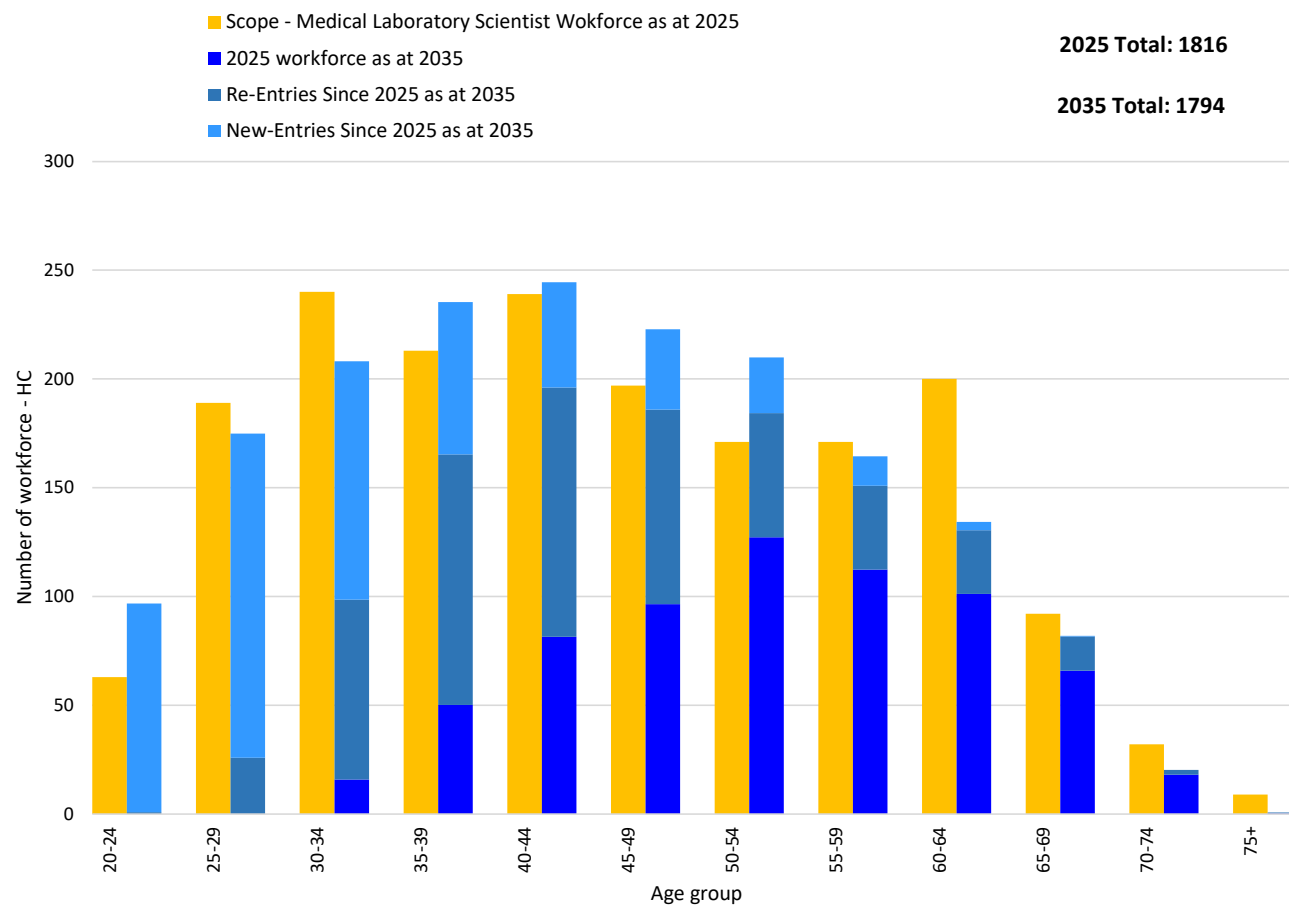


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# Forecast workforce in 2035

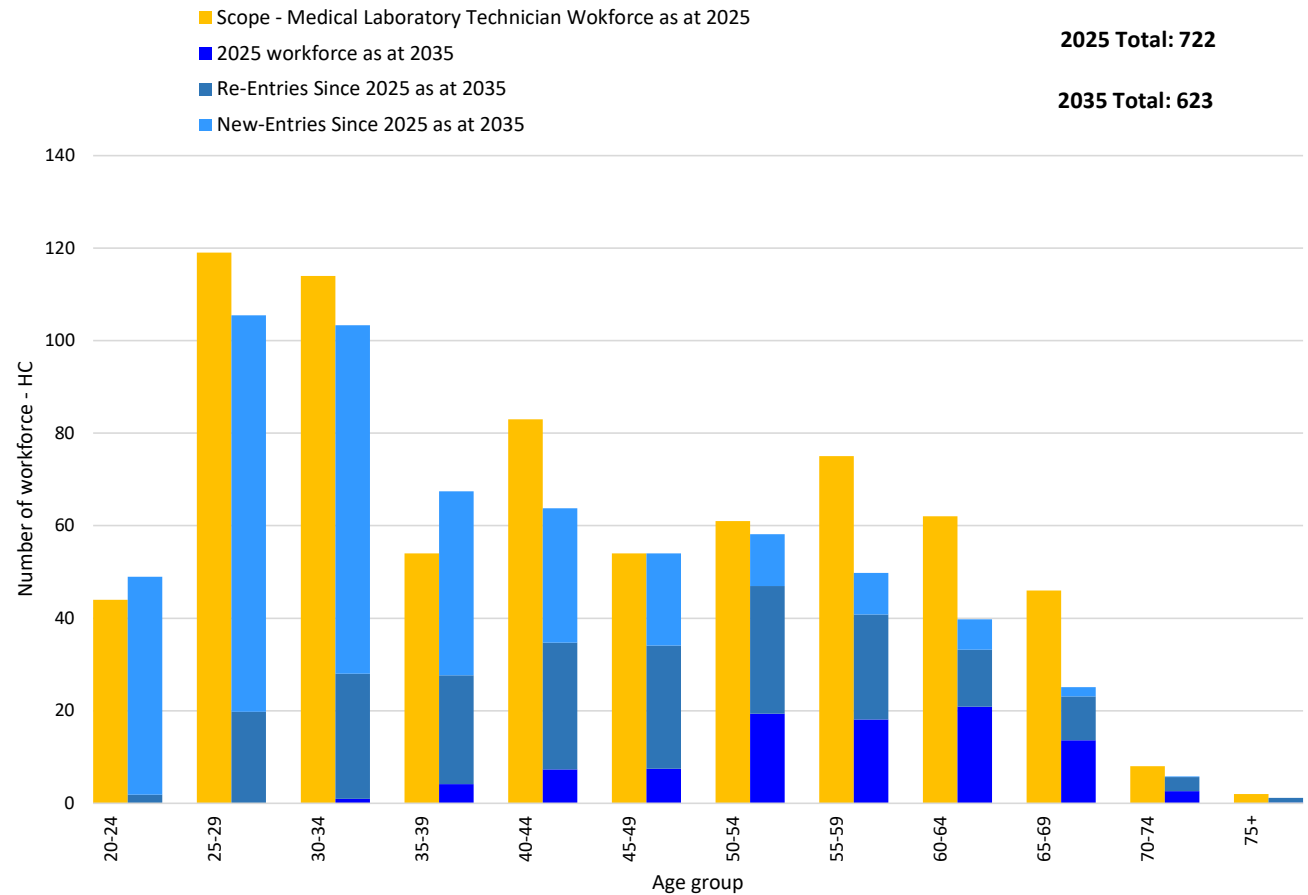
# Medical laboratory scientist

Scope - Medical Laboratory Scientist Workforce by Age Group - Head Count



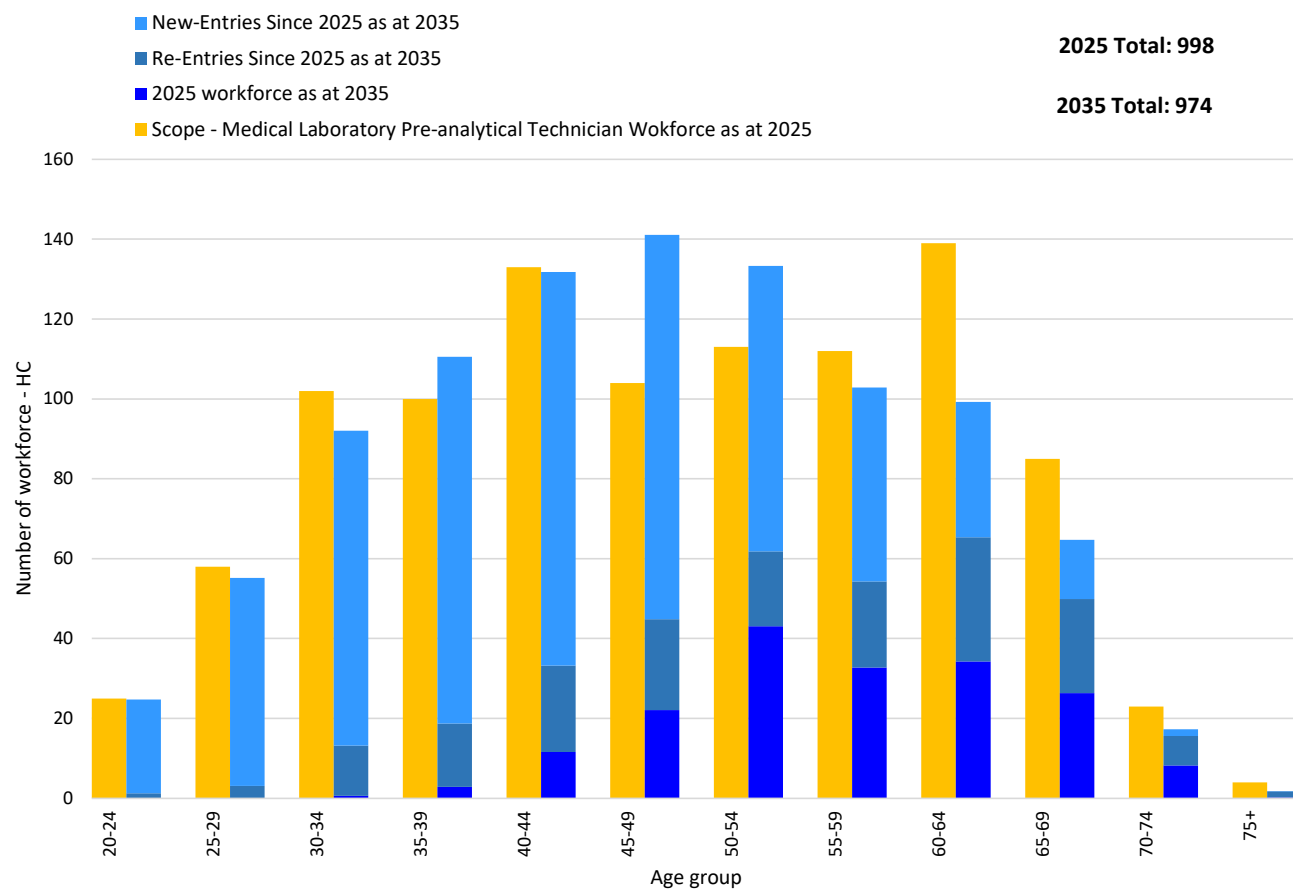
# Medical laboratory technician

Scope - Medical Laboratory Technician Workforce by Age Group - Head Count



# Medical laboratory pre- analytical technician

Scope - Medical Laboratory Pre-analytical Technician Workforce by Age Group - Head Count

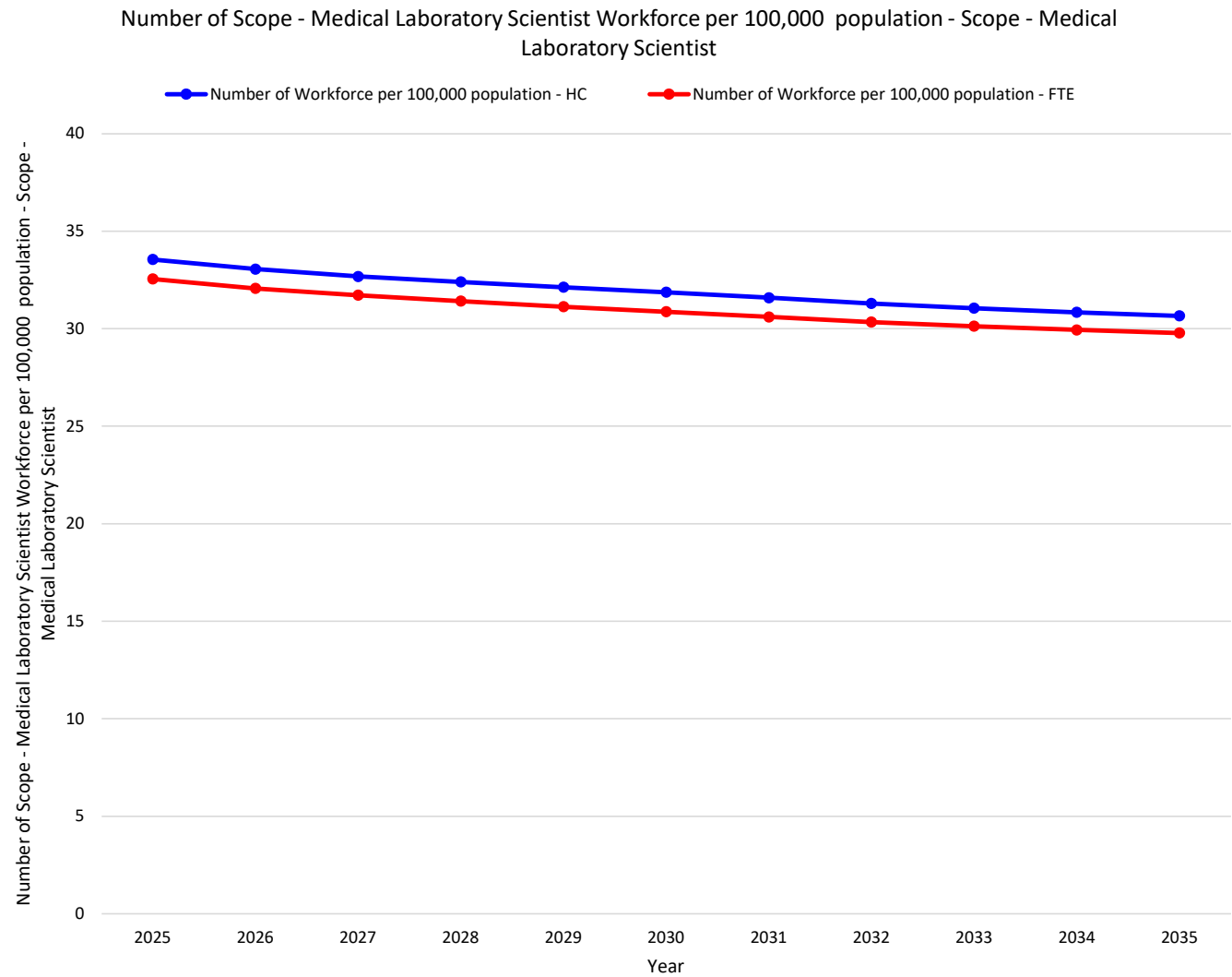




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# Forecast workforce per 100,000 population

# Medical laboratory scientist

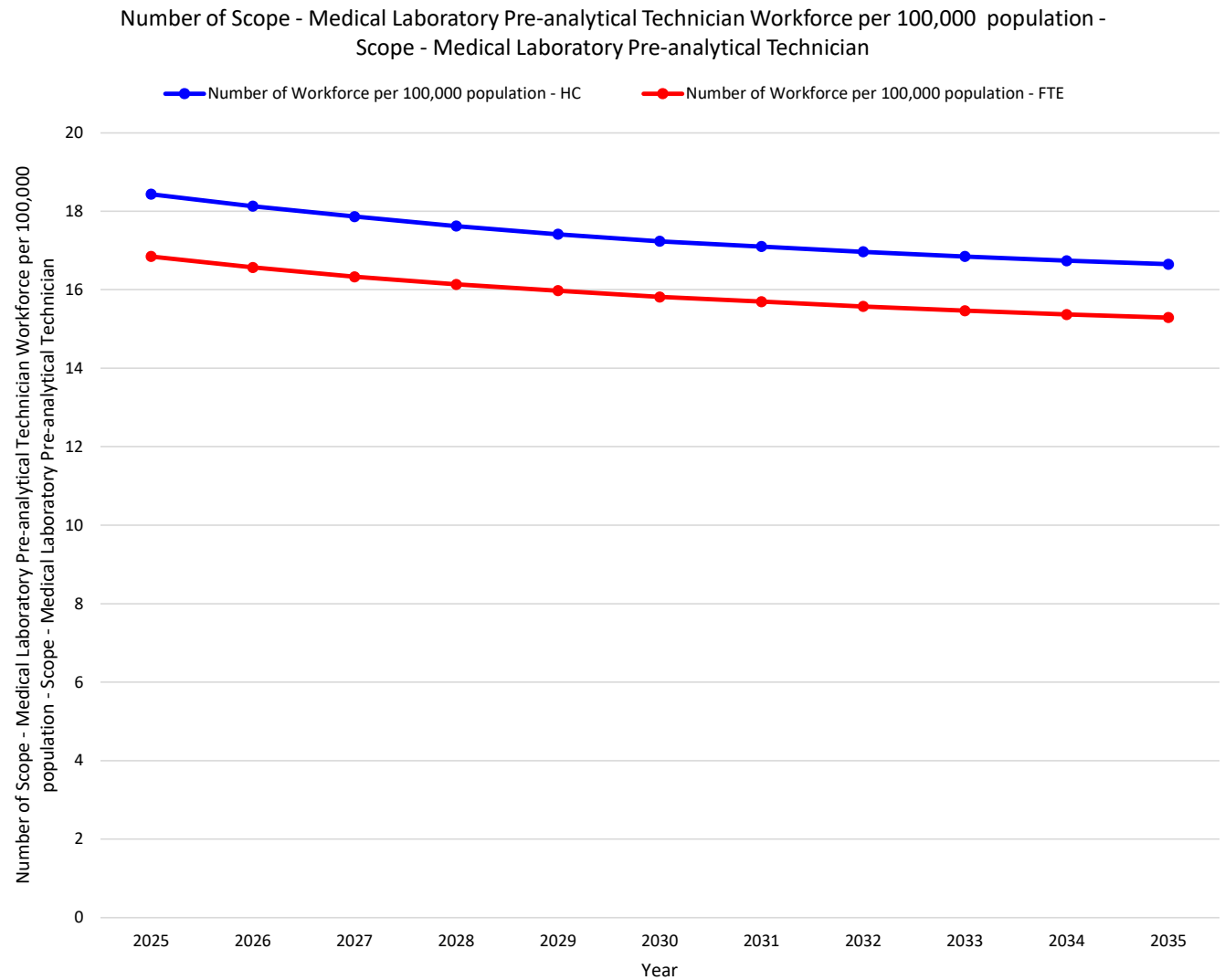


# Medical laboratory technician





# Medical laboratory pre- analytical technician

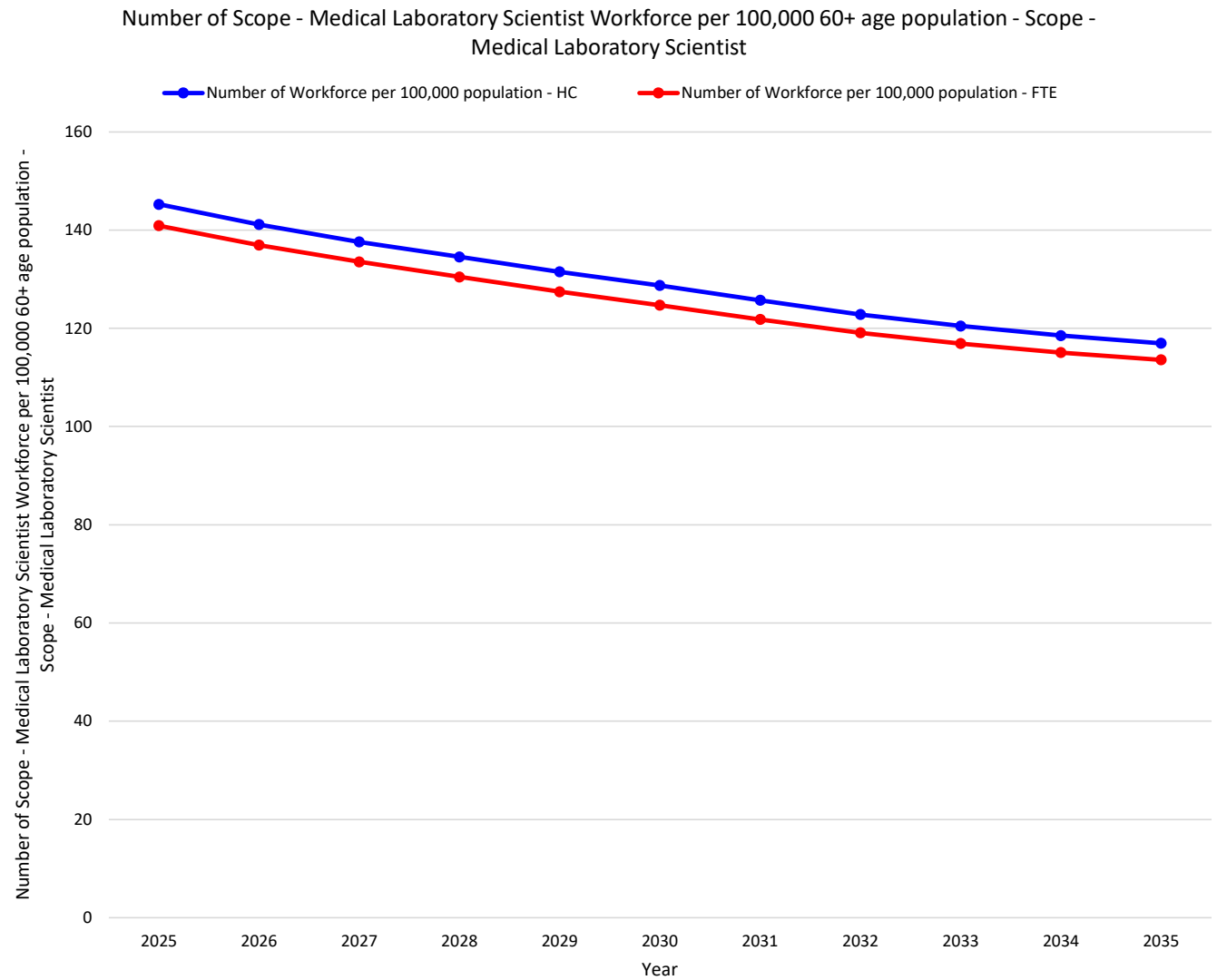




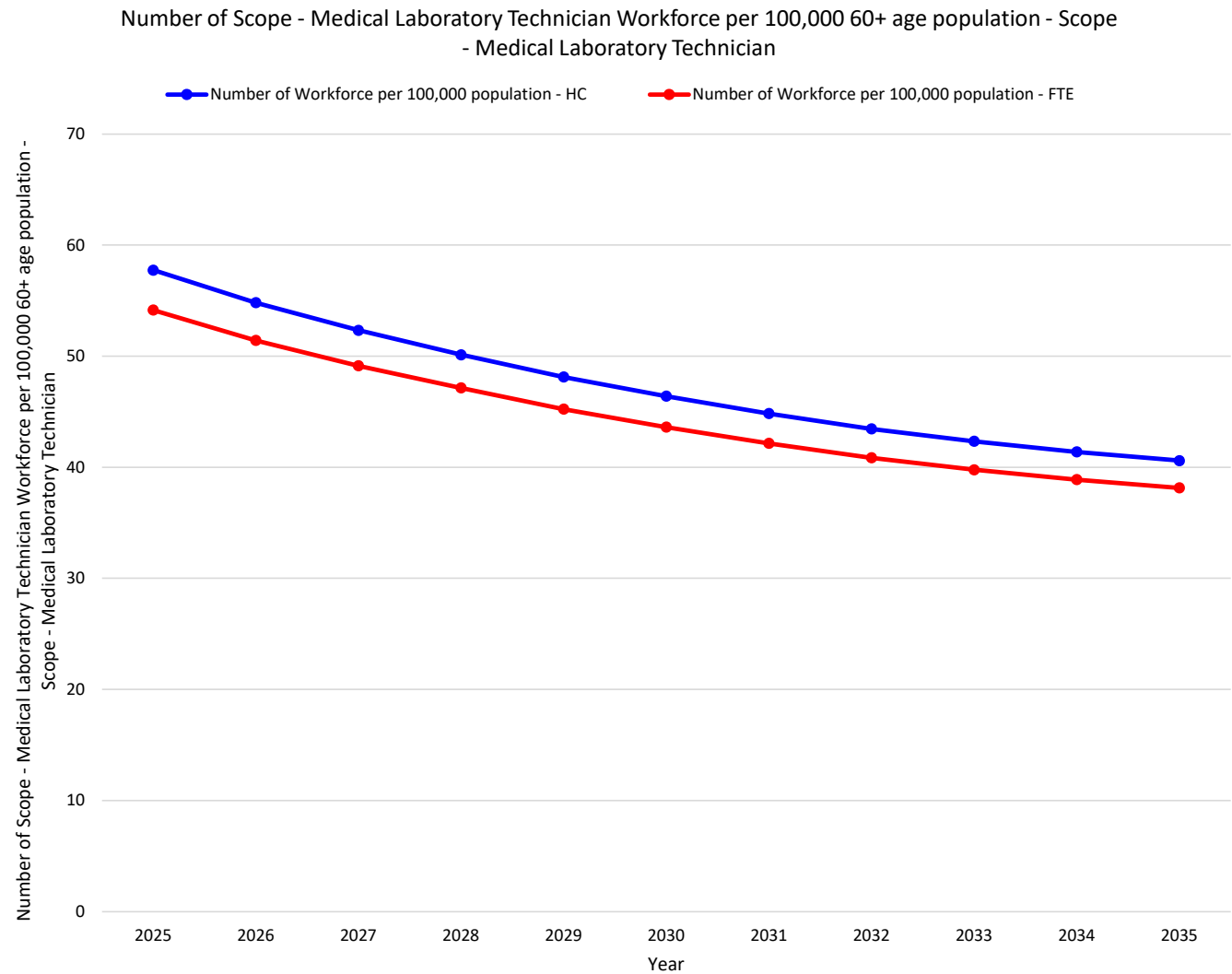
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# Forecast workforce per 100,000 60+ age population

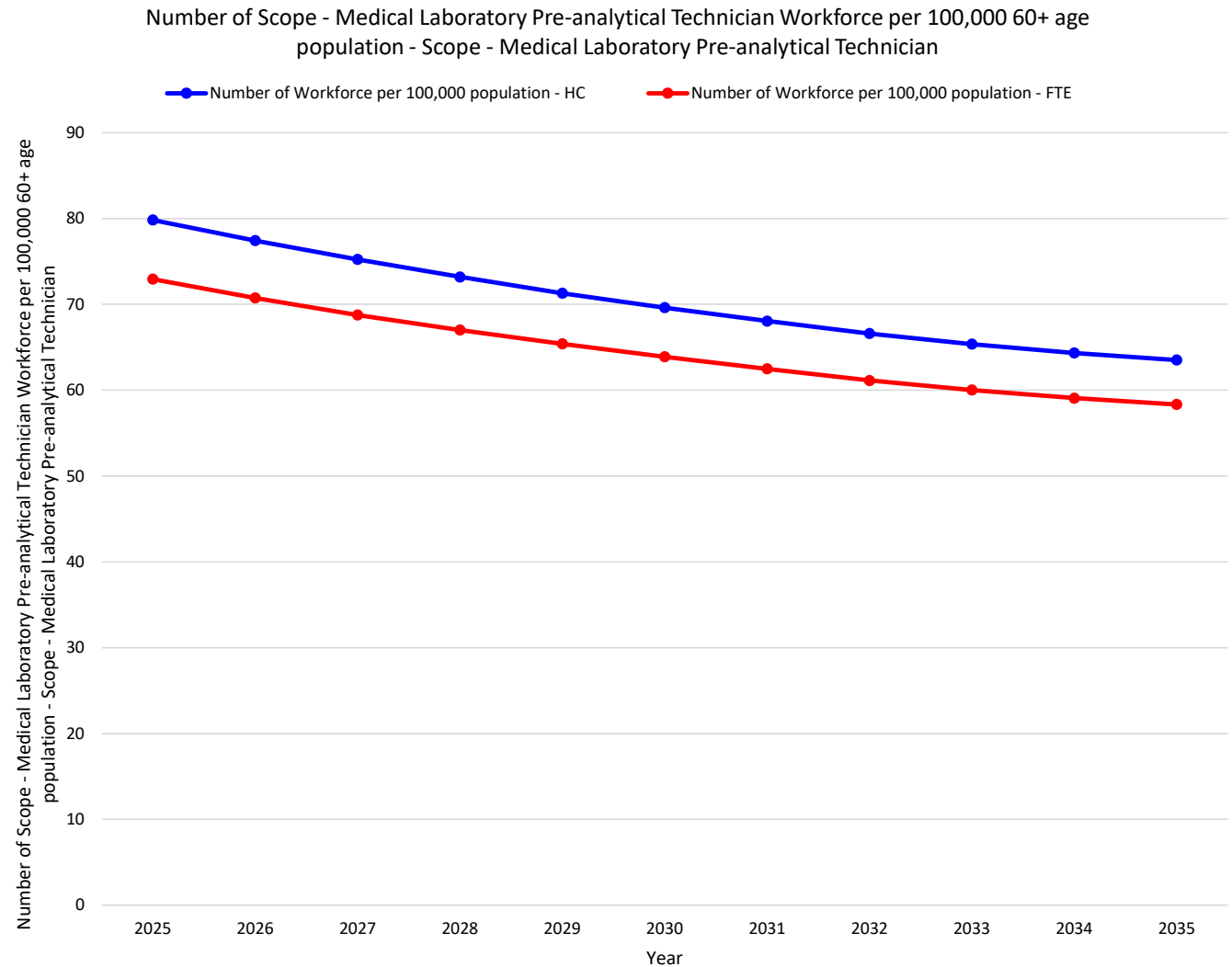
# Medical laboratory scientist



# Medical laboratory technician



# Medical laboratory pre- analytical technician





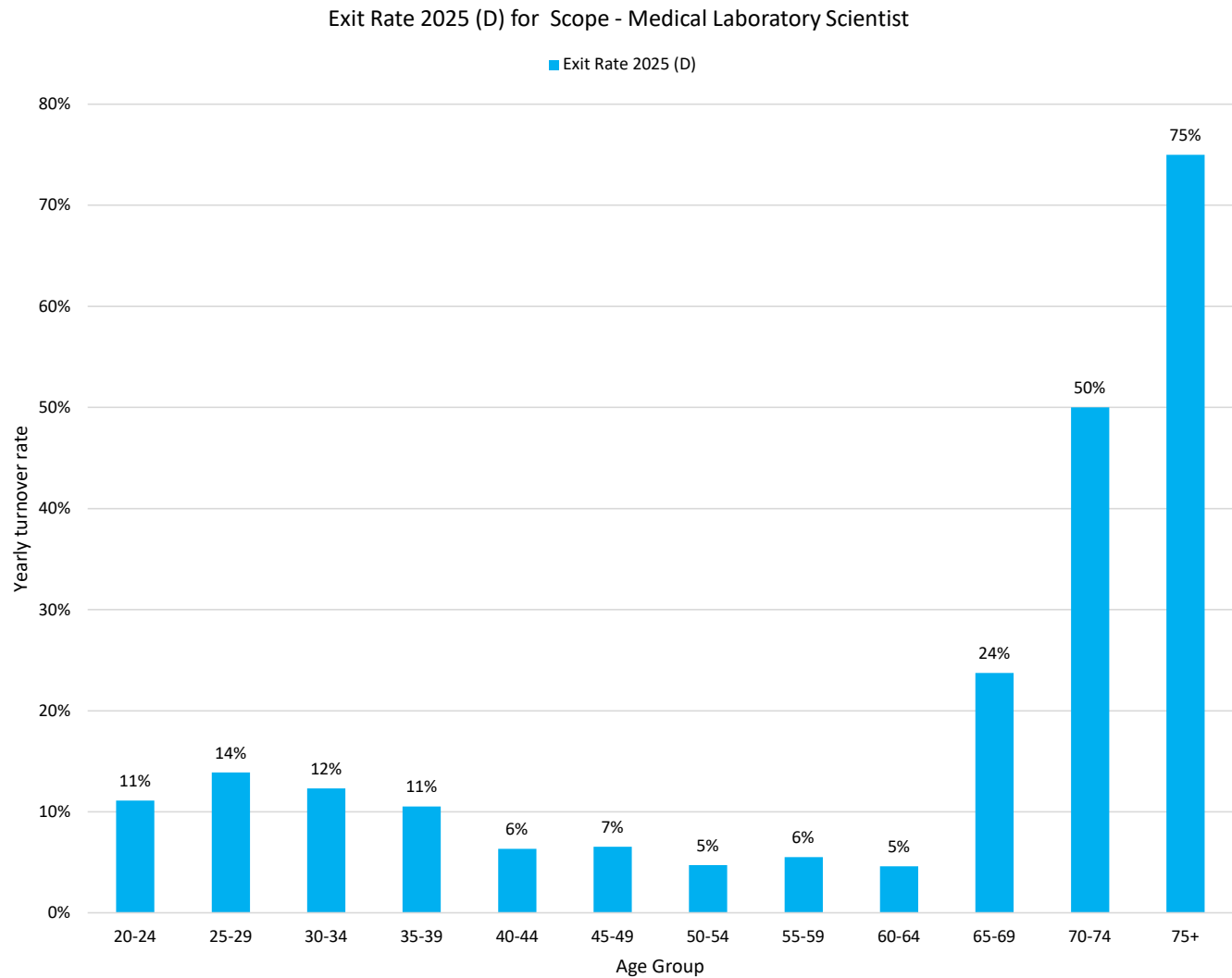
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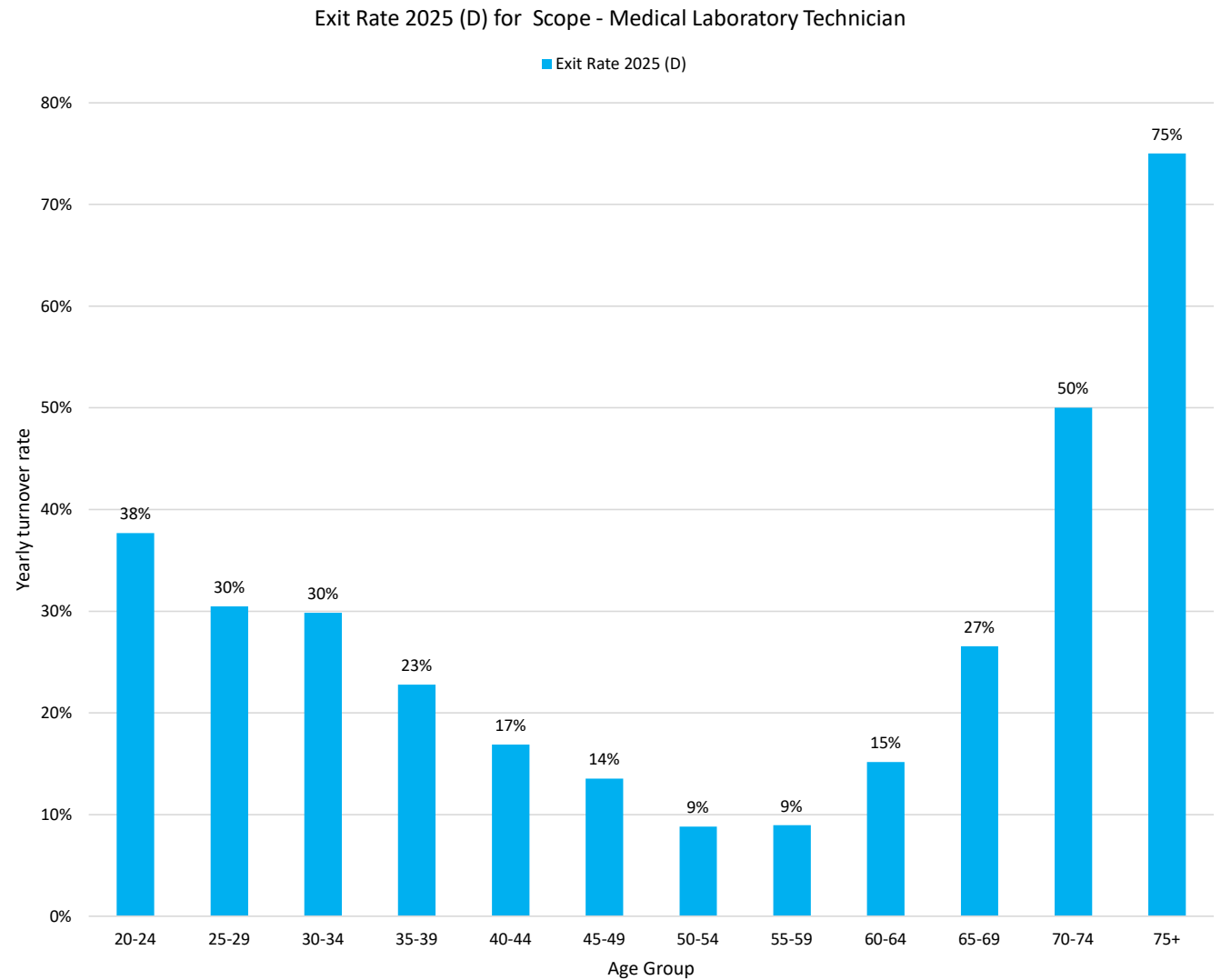
# Forecast exit rates in 2025

The following graphs provide the chance (as a percentage) of a practitioner not renewing their APC/ceasing practice in the specified age group.

# Medical laboratory scientist

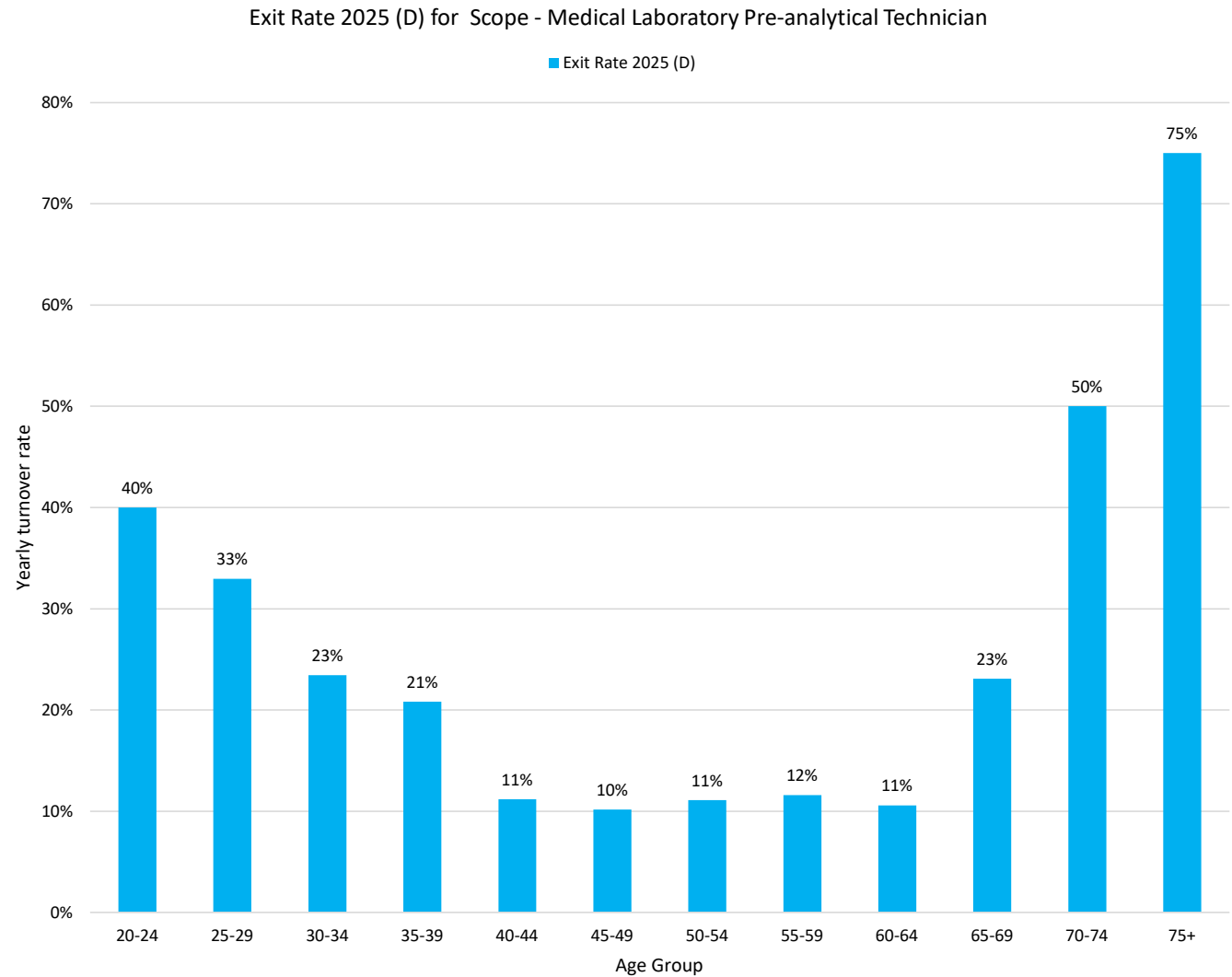


# Medical laboratory technician





# Medical laboratory pre- analytical technician





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# Forecast workforce shortfall

This forecast is based on the 2025 workforce data. This table only shows relative difference between 2025 and 2035 and does not include current shortages.

Forecast is based on average rates of new entry, re-entry and exit over the past 3 or 5 years.

	Ratio of FTEs to relevant population (FTE per 100,000)			Relevant population group	Minimum additional entry needed per year to par with population growth*
	2025	Projected 2035	Percentage change in FTE ratio		
Medical Laboratory Scientist	140.9	113.6	-19.4%	60+	71.5
Medical Laboratory Technician	54.2	38.1	-29.6%	60+	76
Medical Laboratory Pre-Analytical Technician	72.9	58.3	-20.0%	60+	53.5

\*This is the minimum additional entry per year we need on top of current entry to maintain the current ratio of workforce per relevant population for the next 10 years