

Supplementary Material

Standardising workforce cost estimates across Australian jurisdictions: genomic testing as a use case

Dylan A. Mordaunt^{A,B,C,D,*} (FRACP, FRACMA, FAIDH, General Manager, Clinical Services)

^ACentre for Health Policy, School of Population and Global Health, University of Melbourne, Vic, Australia

^BFaculty of Health, Victoria University of Wellington, New Zealand

^CWomen's and Children's Division, Southern Adelaide Local Health Network, SA, Australia

^DWellington Free Ambulance, Wellington, New Zealand

*Correspondence to: Email: d.a.mordaunt@gmail.com

Table S1. Table of Cost Components for Public Health Clinical Genomics Laboratory Labour, by Labour Type

Personnel type	Lab Technician	Medical Scientist	Admin Staff	Bioinformatics Staff	Pathologists
Superannuation rate (%)	11.0%	11.0%	11.0%	11.0%	11.0%
Hours per week	38.0	37.6	38.0	38.0	38.8
Average penalties (%)	10.0%	10.0%	10.0%	10.0%	0.0%
Public holiday penalties (%)	3.5%	3.5%	3.5%	3.5%	3.5%
Private practice loading (%)	0%	0%	0%	0%	4%
Attraction and retention allowance (%)	0.0%	0.0%	0.0%	0.0%	25.5%
Sick leave (%)	4.6%	4.6%	4.6%	4.6%	4.6%
Professional development allowance (\$)	\$365	\$365	\$365	\$365	\$28,682
Annual leave entitlement (Weeks)	4.0	4.4	4.0	4.0	4.4
Annual leave loading (%)	7.5%	11.0%	7.5%	11.0%	10.5%
Indexation per annum (%)	1.5%	1.5%	1.5%	1.5%	1.5%
Base salary (\$)	78,369 (48,552 - 110,314)	104,472 (61,204 - 142,553)	65,203 (47,704 - 91,460)	94,994 (66,106 - 139,576)	266,292 (179,078 - 386,515)

Table S2. Table of Labour Components, by Labour Type and Jurisdiction, 2023-24 Australian Dollars (AUD)

AL, Annual Leave; A+R, Attraction and Retention Allowance; PL, Penalties; HW, Hours Worked; LL, Leave Loading; PP, Private Practice Loading; PD, Professional Development Allowance; PH, Public Holiday Penalties; SL, Sick Leave; SR, Superannuation; ALL, Range and Mean from all categories; QLD, Queensland; NSW, New South Wales; SA, South Australia; WA, Western Australia; VIC, Victoria

Jurisdiction	Personnel type	SR	AP	PH	PP	A+R	SL	PD	AL	LL	Base Salary – Lower Limit	Base Salary - Mid-Point	Base Salary - Upper Limit
NSW	LT	\$8,152	\$7,764	\$2,717	\$0	\$0	\$3,571	\$0	\$5,972	\$0	\$60,018	\$77,638	\$95,257
NSW	MS	\$10,804	\$10,290	\$3,601	\$0	\$0	\$4,733	\$0	\$7,915	\$18,007	\$67,224	\$102,900	\$138,575
NSW	AS	\$6,084	\$5,794	\$2,028	\$0	\$0	\$2,665	\$0	\$4,457	\$0	\$48,181	\$57,943	\$67,705
NSW	BS	\$9,496	\$9,043	\$3,165	\$0	\$0	\$4,160	\$0	\$6,957	\$15,826	\$66,106	\$90,435	\$114,763
NSW	PT	\$22,103	\$0	\$7,368	\$42,102	\$36,629	\$9,683	\$38,000	\$20,241	\$36,839	\$179,078	\$210,509	\$241,940
QLD	LT	\$8,950	\$7,020	\$2,457	\$0	\$0	\$3,229	\$1,826	\$5,400	\$0	\$48,552	\$70,196	\$91,840
QLD	MS	\$13,299	\$10,430	\$3,651	\$0	\$0	\$4,798	\$1,826	\$8,023	\$0	\$69,031	\$104,304	\$139,576
QLD	AS	\$8,135	\$6,380	\$2,233	\$0	\$0	\$2,935	\$1,826	\$4,908	\$0	\$47,704	\$63,803	\$79,901
QLD	BS	\$13,299	\$10,430	\$3,651	\$0	\$0	\$4,798	\$1,826	\$8,023	\$0	\$69,031	\$104,304	\$139,576
QLD	PT	\$28,783	\$0	\$7,901	\$0	\$112,874	\$10,384	\$21,500	\$17,365	\$0	\$189,406	\$225,748	\$262,090
SA	LT	\$8,156	\$7,767	\$2,719	\$0	\$0	\$3,573	\$0	\$5,975	\$0	\$54,364	\$77,673	\$100,982

SA	MS	\$10,945	\$10,424	\$3,648	\$0	\$0	\$4,795	\$0	\$10,023	\$0	\$66,386	\$104,238	\$142,090
SA	AS	\$6,654	\$6,337	\$2,218	\$0	\$0	\$2,915	\$0	\$4,875	\$0	\$56,916	\$63,374	\$69,832
SA	BS	\$9,617	\$9,159	\$3,206	\$0	\$0	\$4,213	\$0	\$7,045	\$0	\$66,386	\$91,588	\$116,789
SA	PT	\$26,966	\$0	\$8,989	\$0	\$154,092	\$11,814	\$26,000	\$24,694	\$44,944	\$221,622	\$256,821	\$292,019
VIC	LT	\$9,972	\$9,497	\$3,324	\$0	\$0	\$4,369	\$0	\$7,305	\$16,620	\$79,624	\$94,969	\$110,314
VIC	MS	\$10,697	\$10,188	\$3,566	\$0	\$0	\$4,686	\$0	\$9,796	\$17,829	\$61,204	\$101,878	\$142,553
VIC	AS	\$8,146	\$7,758	\$2,715	\$0	\$0	\$3,569	\$0	\$5,968	\$13,577	\$63,701	\$77,581	\$91,460
VIC	BS	\$10,695	\$10,186	\$3,565	\$0	\$0	\$4,686	\$0	\$7,835	\$17,826	\$79,624	\$101,861	\$124,098
VIC	PT	\$31,106	\$0	\$10,369	\$0	\$0	\$13,627	\$29,000	\$22,788	\$51,843	\$249,470	\$296,248	\$343,026
WA	LT	\$7,494	\$7,137	\$2,498	\$0	\$0	\$3,283	\$0	\$5,490	\$14,274	\$57,579	\$71,368	\$85,157
WA	MS	\$11,449	\$10,904	\$3,816	\$0	\$0	\$5,016	\$0	\$8,388	\$21,808	\$77,833	\$109,041	\$140,249
WA	AS	\$6,648	\$6,331	\$2,216	\$0	\$0	\$2,912	\$0	\$4,870	\$12,663	\$57,579	\$63,314	\$69,049
WA	BS	\$9,112	\$8,678	\$3,037	\$0	\$0	\$3,992	\$0	\$6,675	\$17,356	\$79,898	\$86,781	\$93,664

WA	PT	\$35,924	\$0	\$11,975	\$0	\$0	\$15,738	\$28,909	\$26,318	\$0	\$297,757	\$342,136	\$386,515
AL	LT	\$10,399	\$9,497	\$3,324	\$0 (0 - 0)	\$0 (0 - 0)	\$4,369	\$365	\$7,305	\$7,123	\$60,027	\$78,369	\$96,710
L		(9,972 - 12,109)	(9,497 - 9,497)	(3,324 - 3,324)			(4,369 - 4,369)	(00 - 1,826)	(7,305 - 7,305)	(00 - 18,994)	(48,552 - 79,624)	(70,196 - 94,969)	(85,157 - 110,314)
AL	MS	\$11,156	\$10,188	\$3,566	\$0 (0 - 0)	\$0 (0 - 0)	\$4,686	\$365	\$8,620	\$11,207	\$68,336	\$104,472	\$140,609
L		(10,697 - 12,989)	(10,188 - 10,188)	(3,566 - 3,566)			(4,686 - 4,686)	(00 - 1,826)	(7,837 - 9,796)	7 (00 - 20,376)	(61,204 - 77,833)	(101,878 - 109,041)	(138,575 - 142,553)
AL	AS	\$8,495	\$7,758	\$2,715	\$0 (0 - 0)	\$0 (0 - 0)	\$3,569	\$365	\$5,968	\$5,819	\$54,816	\$65,203	\$75,589
L		(8,146 - 9,892)	(7,758 - 7,758)	(2,715 - 2,715)			(3,569 - 3,569)	(00 - 1,826)	(5,968 - 5,968)	(00 - 15,516)	(47,704 - 63,701)	(57,943 - 77,581)	(67,705 - 91,460)
AL	BS	\$11,154	\$10,186	\$3,565	\$0 (0 - 0)	\$0 (0 - 0)	\$4,686	\$365	\$7,835	\$11,205	\$72,209	\$94,994	\$117,778
L		(10,695 - 12,987)	(10,186 - 10,186)	(3,565 - 3,565)			(4,686 - 4,686)	(00 - 1,826)	(7,835 - 7,835)	5 (00 - 20,372)	(66,106 - 79,898)	(86,781 - 104,304)	(93,664 - 139,576)
AL	PT	\$32,439	\$00 (00 - 00)	\$10,369	\$11,850 (00 - 59,250)	\$75,484 (00 - 177,749)	\$13,627	\$28,682	\$25,067	\$31,106	\$227,467	\$266,292	\$305,118
L		(31,106 - 37,772)		(10,369 - 10,369)			(13,627 - 13,627)	(21,500 - 38,000)	(22,788 - 28,485)	6 (00 - 51,843)	(179,078 - 297,757)	(210,509 - 342,136)	(241,940 - 386,515)

Table S3. Table of Labour Components, by Labour Type and Jurisdiction, Relative Proportion (%)

AL, Annual Leave; A+R, Attraction and Retention Allowance; PL, Penalties; HW, Hours Worked; LL, Leave Loading; PP, Private Practice Loading; PD, Professional Development Allowance; PH, Public Holiday Penalties; SL, Sick Leave; SUP, Superannuation; ALL, Range and Mean from all categories; QLD, Queensland; NSW, New South Wales; SA, South Australia; WA, Western Australia; VIC, Victoria

Juris dicti on	Person nel type	SUP	PL	PH	PP	A+R	SL	PD	AL	LL	Base Salary – Lower Limit	Base Salary - Mid-Point	Base Salary - Upper Limit
NSW	LT	4.4%	4.2%	1.5%	0.0%	0.0%	1.9%	0.0%	3.3%	0.0%	32.7%	42.3%	51.9%
NSW	MS	4.1%	3.9%	1.4%	0.0%	0.0%	1.8%	0.0%	3.0%	6.9%	25.6%	39.2%	52.8%
NSW	AS	4.4%	4.2%	1.5%	0.0%	0.0%	1.9%	0.0%	3.3%	0.0%	35.2%	42.3%	49.5%
NSW	BS	4.1%	3.9%	1.4%	0.0%	0.0%	1.8%	0.0%	3.0%	6.9%	28.7%	39.2%	49.7%
NSW	PT	3.5%	0.0%	1.2%	6.6%	5.7%	1.5%	6.0%	3.2%	5.8%	28.1%	33.0%	37.9%
QLD	LT	5.3%	4.1%	1.5%	0.0%	0.0%	1.9%	1.1%	3.2%	0.0%	28.7%	41.5%	54.3%
QLD	MS	5.3%	4.2%	1.5%	0.0%	0.0%	1.9%	0.7%	3.2%	0.0%	27.5%	41.6%	55.7%
QLD	AS	5.3%	4.1%	1.4%	0.0%	0.0%	1.9%	1.2%	3.2%	0.0%	31.0%	41.4%	51.9%
QLD	BS	5.3%	4.2%	1.5%	0.0%	0.0%	1.9%	0.7%	3.2%	0.0%	27.5%	41.6%	55.7%
QLD	PT	4.4%	0.0%	1.2%	0.0%	17.4%	1.6%	3.3%	2.7%	0.0%	29.1%	34.7%	40.3%
SA	LT	4.4%	4.2%	1.5%	0.0%	0.0%	1.9%	0.0%	3.3%	0.0%	29.6%	42.3%	55.0%
SA	MS	4.4%	4.2%	1.5%	0.0%	0.0%	1.9%	0.0%	4.0%	0.0%	26.7%	42.0%	57.2%
SA	AS	4.4%	4.2%	1.5%	0.0%	0.0%	1.9%	0.0%	3.3%	0.0%	38.0%	42.3%	46.6%
SA	BS	4.4%	4.2%	1.5%	0.0%	0.0%	1.9%	0.0%	3.3%	0.0%	30.7%	42.3%	54.0%
SA	PT	3.3%	0.0%	1.1%	0.0%	18.9%	1.4%	3.2%	3.0%	5.5%	27.2%	31.5%	35.8%
VIC	LT	4.1%	3.9%	1.4%	0.0%	0.0%	1.8%	0.0%	3.0%	6.9%	32.9%	39.2%	45.5%
VIC	MS	4.1%	3.9%	1.4%	0.0%	0.0%	1.8%	0.0%	3.7%	6.8%	23.3%	38.9%	54.4%
VIC	AS	4.1%	3.9%	1.4%	0.0%	0.0%	1.8%	0.0%	3.0%	6.9%	32.2%	39.2%	46.2%
VIC	BS	4.1%	3.9%	1.4%	0.0%	0.0%	1.8%	0.0%	3.0%	6.9%	30.6%	39.2%	47.8%
VIC	PT	4.1%	0.0%	1.4%	0.0%	0.0%	1.8%	3.8%	3.0%	6.9%	33.0%	39.2%	45.4%
WA	LT	4.1%	3.9%	1.4%	0.0%	0.0%	1.8%	0.0%	3.0%	7.8%	31.3%	38.8%	46.3%

WA	MS	4.1%	3.9%	1.4%	0.0%	0.0%	1.8%	0.0%	3.0%	7.8%	27.7%	38.8%	49.9%
WA	AS	4.1%	3.9%	1.4%	0.0%	0.0%	1.8%	0.0%	3.0%	7.8%	35.3%	38.8%	42.3%
WA	BS	4.1%	3.9%	1.4%	0.0%	0.0%	1.8%	0.0%	3.0%	7.8%	35.7%	38.8%	41.9%
WA	PT	4.5%	0.0%	1.5%	0.0%	0.0%	2.0%	3.6%	3.3%	0.0%	37.1%	42.6%	48.1%
ALL	LT	4.3%	3.9%	1.4%	0.0%	0.0%	1.8%	0.2%	3.0%	2.9%	24.8%	32.3%	39.9%
		(4.1% - 5.0%)	(3.9% - 3.9%)	(1.4% - 1.4%)	(0.0% - 0.0%)	(0.0% - 0.0%)	(1.8% - 1.8%)	(0.0% - 0.8%)	(3.0% - 3.0%)	(0.0% - 7.8%)	(20.0% - 32.9%)	(29.0% - 39.2%)	(35.1% - 45.5%)
ALL	MS	4.3%	3.9%	1.4%	0.0%	0.0%	1.8%	0.1%	3.3%	4.3%	26.1%	39.8%	53.6%
		(4.1% - 5.0%)	(3.9% - 3.9%)	(1.4% - 1.4%)	(0.0% - 0.0%)	(0.0% - 0.0%)	(1.8% - 1.8%)	(0.0% - 0.7%)	(3.0% - 3.7%)	(0.0% - 7.8%)	(23.3% - 29.7%)	(38.9% - 41.6%)	(52.8% - 54.4%)
ALL	AS	4.3%	3.9%	1.4%	0.0%	0.0%	1.8%	0.2%	3.0%	2.9%	27.7%	32.9%	38.2%
		(4.1% - 5.0%)	(3.9% - 3.9%)	(1.4% - 1.4%)	(0.0% - 0.0%)	(0.0% - 0.0%)	(1.8% - 1.8%)	(0.0% - 0.9%)	(3.0% - 3.0%)	(0.0% - 7.8%)	(24.1% - 32.2%)	(29.3% - 39.2%)	(34.2% - 46.2%)
ALL	BS	4.3%	3.9%	1.4%	0.0%	0.0%	1.8%	0.1%	3.0%	4.3%	27.8%	36.6%	45.3%
		(4.1% - 5.0%)	(3.9% - 3.9%)	(1.4% - 1.4%)	(0.0% - 0.0%)	(0.0% - 0.0%)	(1.8% - 1.8%)	(0.0% - 0.7%)	(3.0% - 3.0%)	(0.0% - 7.8%)	(25.4% - 30.7%)	(33.4% - 40.1%)	(36.0% - 53.7%)
ALL	PT	4.3%	0.0%	1.4%	1.6%	10.0%	1.8%	3.8%	3.3%	4.1%	30.1%	35.3%	40.4%
		(4.1% - 5.0%)	(0.0% - 0.0%)	(1.4% - 1.4%)	(0.0% - 7.8%)	(0.0% - 23.5%)	(1.8% - 1.8%)	(2.8% - 5.0%)	(3.0% - 3.8%)	(0.0% - 6.9%)	(23.7% - 39.4%)	(27.9% - 45.3%)	(32.0% - 51.2%)

Table S4. Table of Deterministic Sensitivity Analysis (DSA) of Labour Costs (Hourly), by Labour Type and Jurisdiction, 2023-24 Australian Dollars (AUD)

ALL, Range and Mean from all categories; QLD, Queensland; NSW, New South Wales; SA, South Australia; WA, Western Australia; VIC, Victoria

Labour Type	Variable	NSW	QLD	SA	VIC	WA	ALL
		Mean (95% CI)					
Admin staff	Annual Leave	69 (58 - 81)	77 (58 - 97)	76 (68 - 84)	100 (82 - 118)	83 (75 - 90)	81 (59 - 114)
	Attraction and Retention	69 (58 - 81)	77 (58 - 97)	76 (68 - 84)	100 (82 - 118)	83 (75 - 90)	81 (59 - 114)
	Average Penalties	69 (55 - 88)	77 (56 - 105)	76 (65 - 91)	100 (79 - 128)	83 (72 - 97)	81 (57 - 123)
	Base Salary	69 (58 - 81)	77 (58 - 97)	76 (68 - 84)	100 (82 - 118)	83 (75 - 90)	81 (58 - 118)
	Hours worked	69 (55 - 85)	77 (55 - 101)	76 (65 - 88)	100 (78 - 124)	83 (72 - 94)	81 (56 - 119)
	Leave Loading	69 (58 - 81)	77 (58 - 97)	76 (68 - 84)	100 (82 - 118)	83 (75 - 90)	81 (59 - 114)
	Private Practice Loading	69 (58 - 81)	77 (58 - 97)	76 (68 - 84)	100 (82 - 118)	83 (75 - 90)	81 (59 - 114)
	Professional Development	69 (58 - 81)	77 (58 - 97)	76 (68 - 84)	100 (82 - 118)	83 (75 - 90)	81 (59 - 114)
	Public Holiday Penalty	69 (58 - 81)	77 (58 - 97)	76 (68 - 84)	100 (82 - 119)	83 (75 - 90)	81 (59 - 114)
	Sick Leave	69 (58 - 81)	77 (58 - 97)	76 (68 - 84)	100 (82 - 118)	83 (75 - 90)	81 (59 - 114)
	Superannuation	69 (58 - 82)	77 (58 - 97)	76 (68 - 84)	100 (82 - 119)	83 (75 - 91)	81 (59 - 114)
Annual Leave	117 (86 - 148)	126 (84 - 168)	110 (80 - 140)	132 (103 - 161)	113 (104 - 122)	120 (83 - 176)	

Bioinformatics staff	Attraction and Retention	117 (86 - 148)	126 (84 - 168)	110 (80 - 140)	132 (103 - 161)	113 (104 - 122)	120 (83 - 176)
	Average Penalties	117 (82 - 160)	126 (80 - 182)	110 (76 - 152)	132 (99 - 173)	113 (100 - 132)	120 (80 - 190)
	Base Salary	117 (86 - 148)	126 (84 - 168)	110 (80 - 140)	132 (103 - 161)	113 (104 - 122)	120 (80 - 168)
	Hours worked	117 (81 - 155)	126 (79 - 176)	110 (76 - 147)	132 (98 - 168)	113 (99 - 128)	120 (79 - 184)
	Leave Loading	117 (86 - 148)	126 (84 - 168)	110 (80 - 140)	132 (103 - 161)	113 (104 - 122)	120 (83 - 176)
	Private Practice Loading	117 (86 - 148)	126 (84 - 168)	110 (80 - 140)	132 (103 - 161)	113 (104 - 122)	120 (83 - 176)
	Professional Development	117 (86 - 148)	126 (84 - 168)	110 (80 - 140)	132 (103 - 161)	113 (104 - 122)	120 (83 - 176)
	Public Holiday Penalty	117 (85 - 149)	126 (83 - 169)	110 (79 - 140)	132 (103 - 161)	113 (104 - 123)	120 (83 - 176)
	Sick Leave	117 (86 - 148)	126 (84 - 168)	110 (80 - 140)	132 (103 - 161)	113 (104 - 122)	120 (83 - 176)
	Superannuation	117 (85 - 149)	126 (83 - 169)	110 (79 - 141)	132 (103 - 162)	113 (104 - 123)	120 (83 - 177)
Lab technician	Annual Leave	93 (72 - 114)	85 (59 - 111)	93 (65 - 121)	123 (103 - 143)	93 (75 - 111)	97 (60 - 137)
	Attraction and Retention	93 (72 - 114)	85 (59 - 111)	93 (65 - 121)	123 (103 - 143)	93 (75 - 111)	97 (60 - 137)
	Average Penalties	93 (69 - 124)	85 (57 - 120)	93 (62 - 131)	123 (99 - 154)	93 (72 - 120)	97 (58 - 148)
	Base Salary	93 (72 - 114)	85 (59 - 111)	93 (65 - 121)	123 (103 - 143)	93 (75 - 111)	97 (59 - 143)
	Hours worked	93 (68 - 119)	85 (56 - 116)	93 (62 - 127)	123 (98 - 149)	93 (72 - 117)	97 (57 - 143)

	Leave Loading	93 (72 - 114)	85 (59 - 111)	93 (65 - 121)	123 (103 - 143)	93 (75 - 111)	97 (60 - 137)
	Private Practice Loading	93 (72 - 114)	85 (59 - 111)	93 (65 - 121)	123 (103 - 143)	93 (75 - 111)	97 (60 - 137)
	Professional Development	93 (72 - 114)	85 (59 - 111)	93 (65 - 121)	123 (103 - 143)	93 (75 - 111)	97 (60 - 137)
	Public Holiday Penalty	93 (72 - 114)	85 (59 - 111)	93 (65 - 121)	123 (103 - 143)	93 (75 - 112)	97 (60 - 137)
	Sick Leave	93 (72 - 114)	85 (59 - 111)	93 (65 - 121)	123 (103 - 143)	93 (75 - 111)	97 (60 - 137)
	Superannuation	93 (72 - 115)	85 (59 - 112)	93 (65 - 122)	123 (103 - 144)	93 (75 - 112)	97 (60 - 138)
Medical scientist	Annual Leave	133 (87 - 179)	126 (84 - 168)	126 (80 - 172)	133 (80 - 186)	143 (102 - 183)	132 (77 - 180)
	Attraction and Retention	133 (87 - 179)	126 (84 - 168)	126 (80 - 172)	133 (80 - 186)	143 (102 - 183)	132 (77 - 180)
	Average Penalties	133 (84 - 193)	126 (80 - 182)	126 (77 - 186)	133 (77 - 200)	143 (98 - 198)	132 (74 - 195)
	Base Salary	133 (87 - 179)	126 (84 - 168)	126 (80 - 172)	133 (80 - 186)	143 (102 - 183)	132 (80 - 186)
	Hours worked	133 (83 - 188)	126 (79 - 176)	126 (76 - 180)	133 (76 - 195)	143 (97 - 192)	132 (74 - 189)
	Leave Loading	133 (87 - 179)	126 (84 - 168)	126 (80 - 172)	133 (80 - 186)	143 (102 - 183)	132 (77 - 180)
	Private Practice Loading	133 (87 - 179)	126 (84 - 168)	126 (80 - 172)	133 (80 - 186)	143 (102 - 183)	132 (77 - 180)
	Professional Development	133 (87 - 179)	126 (84 - 168)	126 (80 - 172)	133 (80 - 186)	143 (102 - 183)	132 (77 - 180)
	Public Holiday Penalty	133 (87 - 180)	126 (83 - 169)	126 (80 - 172)	133 (80 - 186)	143 (102 - 184)	132 (77 - 181)

	Sick Leave	133 (87 - 179)	126 (84 - 168)	126 (80 - 172)	133 (80 - 186)	143 (102 - 183)	132 (77 - 180)
	Superannuation	133 (87 - 181)	126 (83 - 169)	126 (80 - 173)	133 (80 - 187)	143 (102 - 185)	132 (77 - 181)
Pathologists	Annual Leave	313 (269 - 356)	339 (286 - 391)	426 (370 - 483)	398 (337 - 458)	425 (371 - 478)	384 (263 - 551)
	Attraction and Retention	313 (269 - 356)	339 (286 - 391)	426 (370 - 483)	398 (337 - 458)	425 (371 - 478)	384 (263 - 551)
	Average Penalties	313 (269 - 393)	339 (286 - 431)	426 (370 - 527)	398 (337 - 511)	425 (371 - 536)	384 (263 - 610)
	Base Salary	313 (269 - 356)	339 (286 - 391)	426 (370 - 483)	398 (337 - 458)	425 (371 - 478)	380 (269 - 483)
	Hours worked	313 (255 - 373)	339 (271 - 410)	426 (351 - 506)	398 (321 - 480)	425 (353 - 500)	384 (250 - 577)
	Leave Loading	313 (269 - 356)	339 (286 - 391)	426 (370 - 483)	398 (337 - 458)	425 (371 - 478)	384 (263 - 551)
	Private Practice Loading	313 (269 - 356)	339 (286 - 391)	426 (370 - 483)	398 (337 - 458)	425 (371 - 478)	384 (263 - 551)
	Professional Development	313 (269 - 356)	339 (286 - 391)	426 (370 - 483)	398 (337 - 458)	425 (371 - 478)	384 (263 - 551)
	Public Holiday Penalty	313 (268 - 357)	339 (285 - 392)	426 (369 - 484)	398 (337 - 459)	425 (371 - 479)	384 (263 - 552)
	Sick Leave	313 (269 - 356)	339 (286 - 391)	426 (370 - 483)	398 (337 - 458)	425 (371 - 478)	384 (263 - 551)
Superannuation	313 (268 - 358)	339 (285 - 394)	426 (369 - 486)	398 (337 - 461)	425 (371 - 481)	384 (263 - 555)	

Table S5. Table of Probabilistic Sensitivity Analysis (PSA) of Labour Costs (Total), by Labour Type and Jurisdiction, 2023-24 Australian Dollars (AUD)

ALL, Range and Mean from all categories; QLD, Queensland; NSW, New South Wales; SA, South Australia; WA, Western Australia; VIC, Victoria

Personnel type	Jurisdiction					
	NSW	QLD	SA	VIC	WA	ALL
Admin Staff	137,620 (137,174 - 138,084)	153,635 (152,905 - 154,357)	150,357 (150,068 - 150,653)	198,979 (198,312 - 199,638)	163,834 (163,564 - 164,131)	175,055 (173,831 - 176,261)
Bioinformatics Staff	232,387 (231,167 - 233,497)	250,307 (248,614 - 251,855)	217,935 (216,728 - 219,090)	261,431 (260,327 - 262,546)	224,531 (224,187 - 224,896)	246,137 (244,396 - 247,944)
Lab Technician	184,570 (183,733 - 185,423)	169,065 (168,018 - 170,080)	184,877 (183,750 - 185,972)	243,448 (242,695 - 244,168)	185,024 (184,331 - 185,723)	200,833 (199,111 - 202,460)
Medical Scientist	264,693 (262,869 - 266,509)	250,307 (248,614 - 251,855)	250,242 (248,360 - 251,994)	264,030 (261,856 - 266,218)	283,037 (281,397 - 284,636)	264,030 (261,856 - 266,218)
Pathologists	619,023 (617,376 - 620,735)	670,785 (668,841 - 672,714)	844,032 (841,863 - 846,224)	788,214 (785,987 - 790,421)	840,397 (838,380 - 842,442)	746,592 (742,388 - 750,591)

Table S6. Table of Probabilistic Sensitivity Analysis (PSA) of Labour Costs (Hourly), by Labour Type and Jurisdiction, 2023-24 Australian Dollars (AUD)

ALL, Range and Mean from all categories; QLD, Queensland; NSW, New South Wales; SA, South Australia; WA, Western Australia; VIC, Victoria

Personnel type	Jurisdiction					
	NSW	QLD	SA	VIC	WA	ALL
Admin staff	70 (69 - 70)	78 (77 - 78)	76 (76 - 76)	101 (100 - 101)	83 (83 - 83)	89 (88 - 89)
Bioinformatics staff	118 (117 - 118)	127 (126 - 127)	110 (110 - 111)	132 (132 - 133)	114 (113 - 114)	125 (124 - 126)
Lab technician	93 (93 - 94)	86 (85 - 86)	94 (93 - 94)	123 (123 - 124)	94 (93 - 94)	102 (101 - 102)
Medical scientist	134 (133 - 135)	127 (126 - 127)	127 (126 - 128)	134 (133 - 135)	143 (143 - 144)	134 (133 - 135)
Pathologists	313 (312 - 314)	340 (338 - 340)	427 (426 - 428)	399 (398 - 400)	426 (425 - 427)	378 (376 - 380)

Figure S1. Plot of Total Costs and Cost Components for Public Health Clinical Genomics Laboratory Labour, by Labour Type and Jurisdiction, Relative (%)

ALL, Range and Mean from all categories; QLD, Queensland; NSW, New South Wales; SA, South Australia; WA, Western Australia; VIC, Victoria

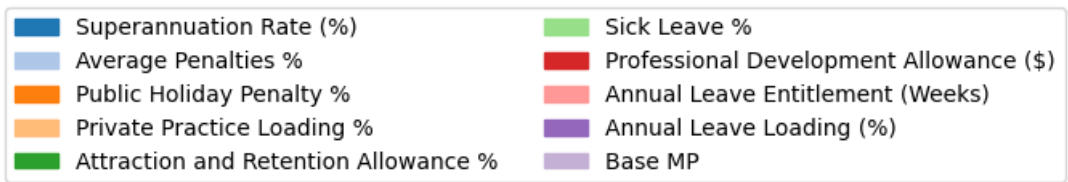
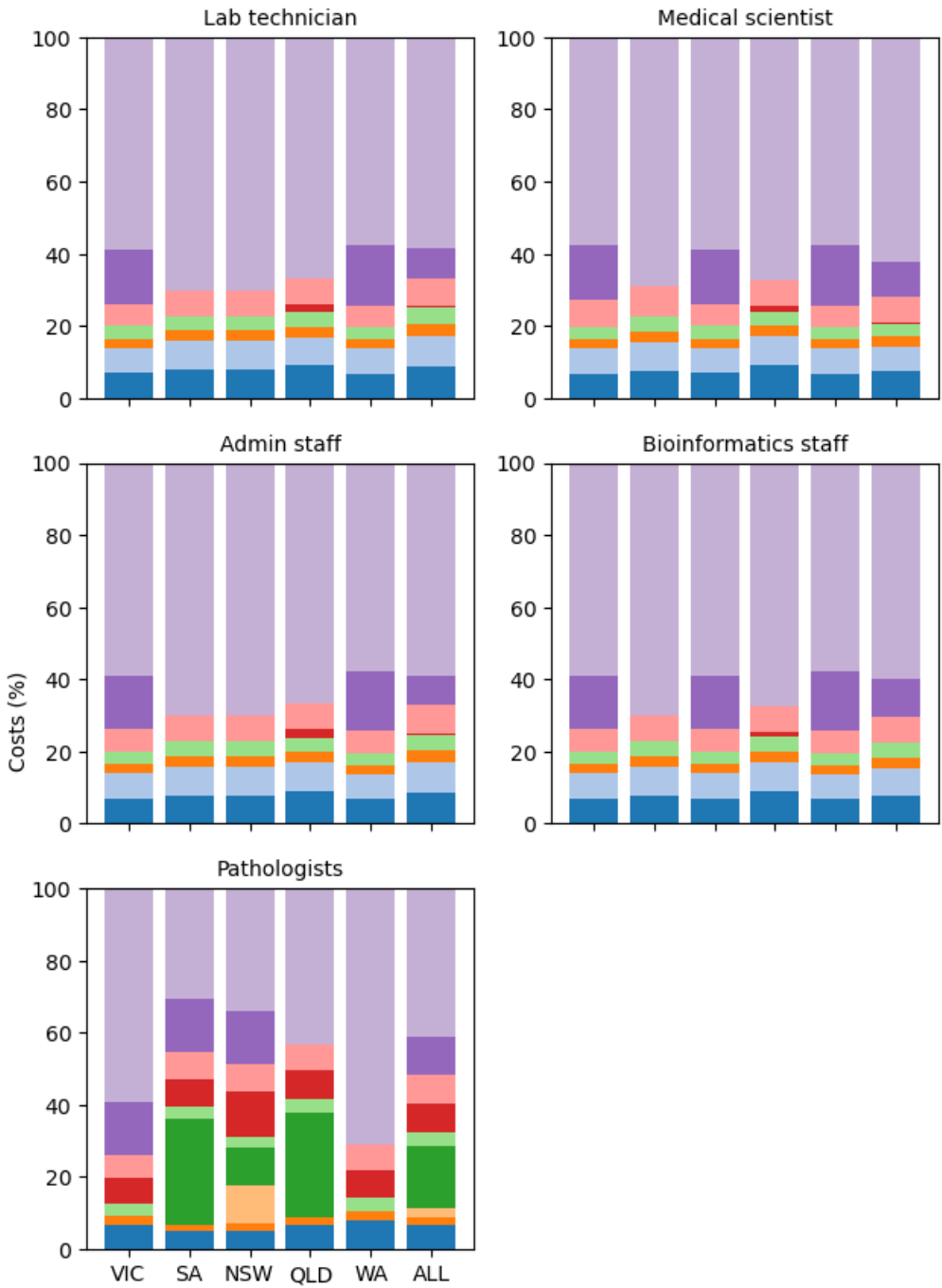


Figure S2. Deterministic Sensitivity Analysis of Labour Costs, by Labour Type and Jurisdiction, 2023-24 Australian Dollars (AUD)

AL, Annual Leave; A+R, Attraction and Retention Allowance; PL, Penalties; HW, Hours Worked; LL, Leave Loading; PP, Private Practice Loading; PD, Professional Development Allowance; PH, Public Holiday Penalties; SL, Sick Leave; SUP, Superannuation; ALL, Range and Mean from all categories; QLD, Queensland; NSW, New South Wales; SA, South Australia; WA, Western Australia; VIC, Victoria

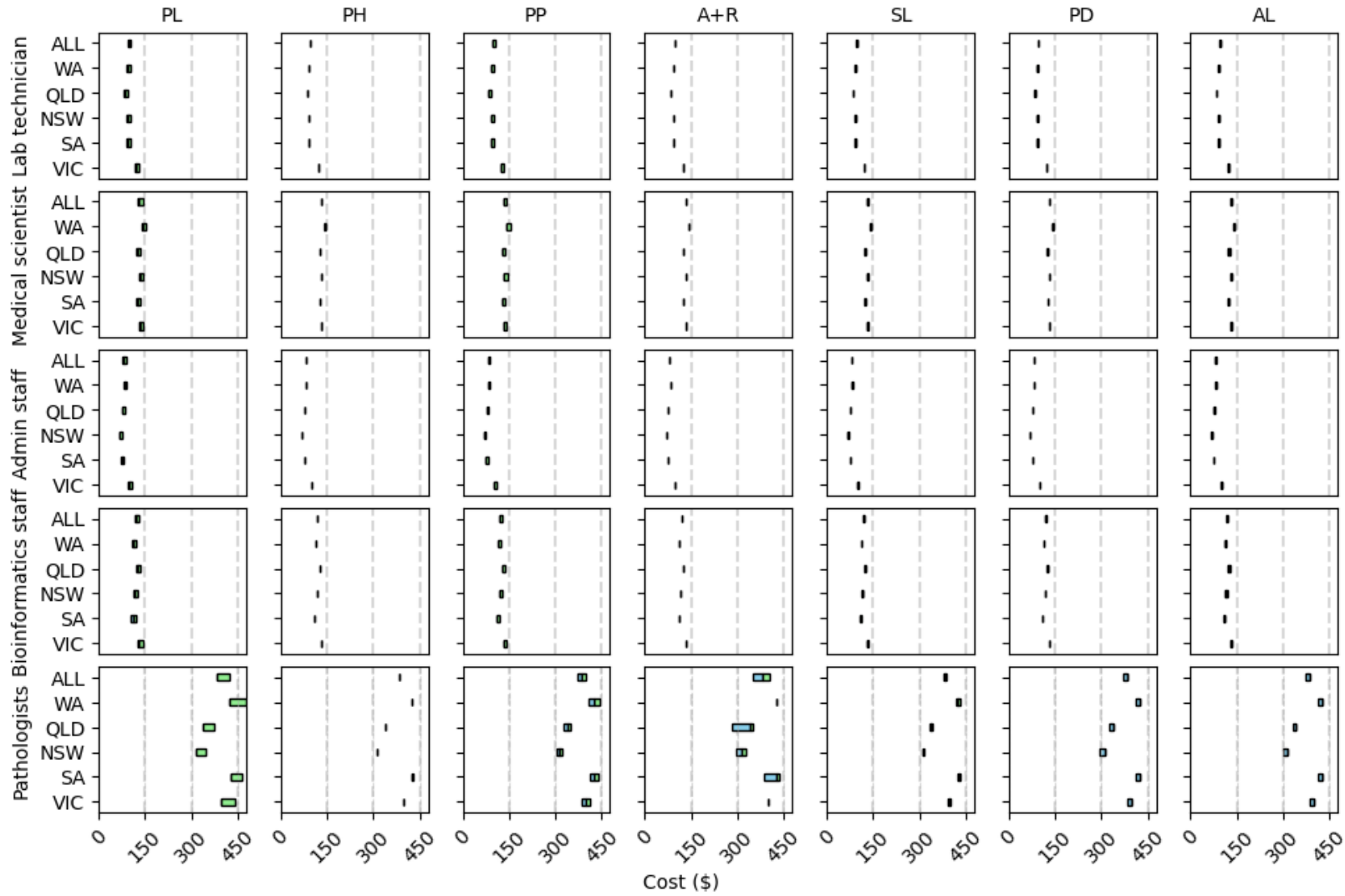


Figure S3. Probabilistic Sensitivity Analysis of Labour Costs (Total), by Labour Type and Jurisdiction, 2023-24 Australian Dollars (AUD \$)

ALL, Range and Mean from all categories; QLD, Queensland; NSW, New South Wales; SA, South Australia; WA, Western Australia; VIC, Victoria

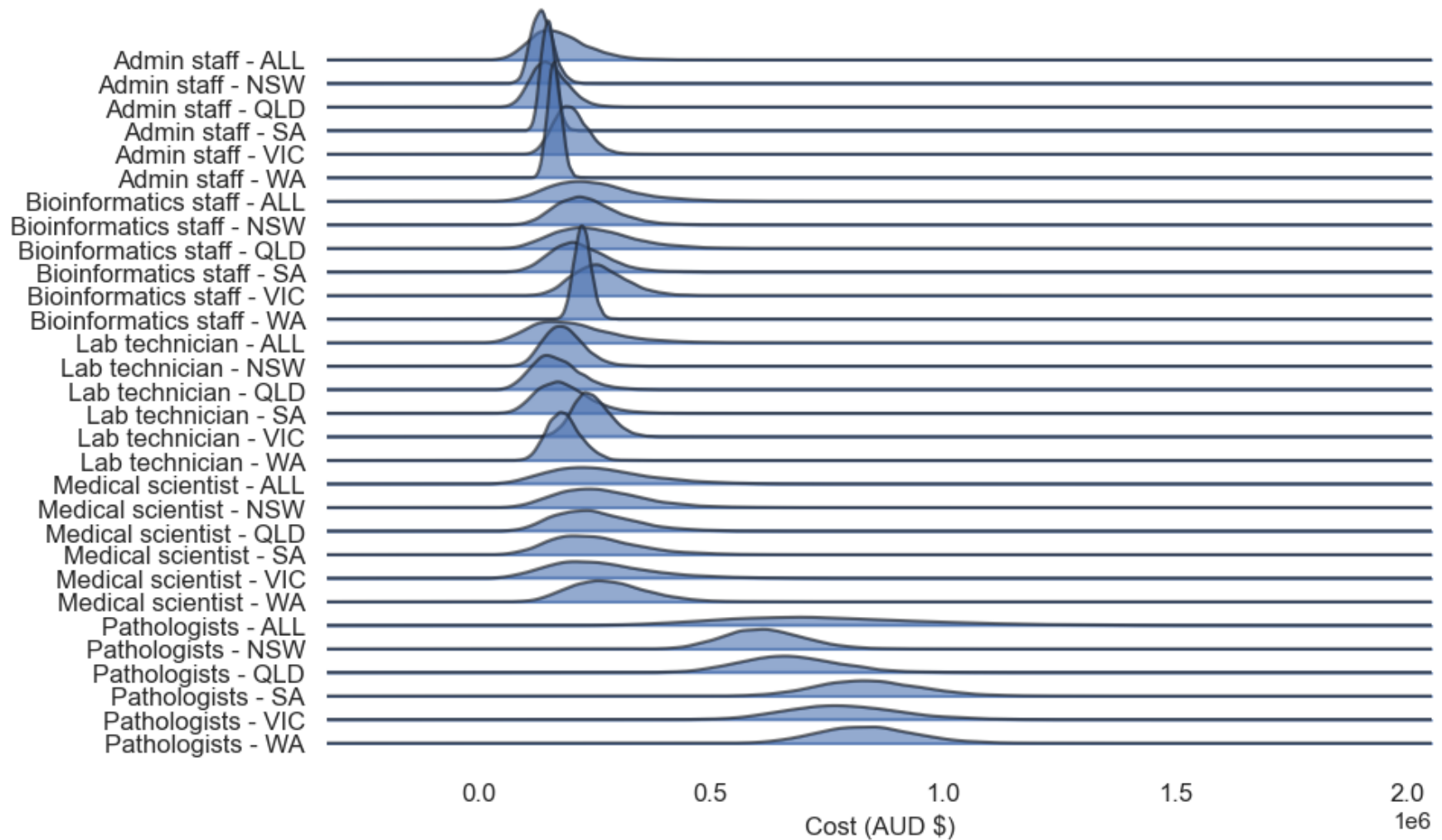


Figure S4. Probabilistic Sensitivity Analysis of Labour Costs (Hourly), by Labour Type and Jurisdiction, 2023-24 Australian Dollars (AUD \$)

ALL, Range and Mean from all categories; QLD, Queensland; NSW, New South Wales; SA, South Australia; WA, Western Australia; VIC, Victoria

