

2017
PLASTIC SURGERY
WORKFORCE
UK and Republic of Ireland

Profile and Analysis



BAPRAS

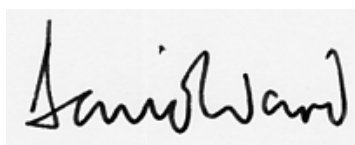
British Association of Plastic
Reconstructive and Aesthetic Surgeons

FOREWORD

Each year plastic surgery produces the most comprehensive workforce survey of all ten surgical specialty associations. No other association has such a complete view of its staffing, and our specialty's ability to produce such a complete overview has been commented upon favourably at the Federation of Surgical Specialty Associations (FSSA). I know also from work that I did in the past with the Department of Health that our information is more accurate and complete than the data that the Department has access to.

Credit for this goes to Richard Haywood and Sharon Ross at BAPRAS, and to all the Link Persons. I thank them all on behalf of the specialty for undertaking what is a very arduous task to make sure that we, yet again, have a 100% response.

This survey shows that the specialty continues to grow, although in only two regions has BAPRAS's recommended ratio of 1 consultant to 80,000 population been achieved. It is good to see that the proportion of female consultants continues to rise. Of concern is that a significant number of consultants anticipate retiring in the next five years. BAPRAS is worried that changes in NHS pensions and their taxation may cause premature early retirements, as is being seen in other specialties, particularly general practice.

A handwritten signature in black ink on a light grey rectangular background. The signature reads "David Ward" in a cursive, slightly slanted script.

David Ward

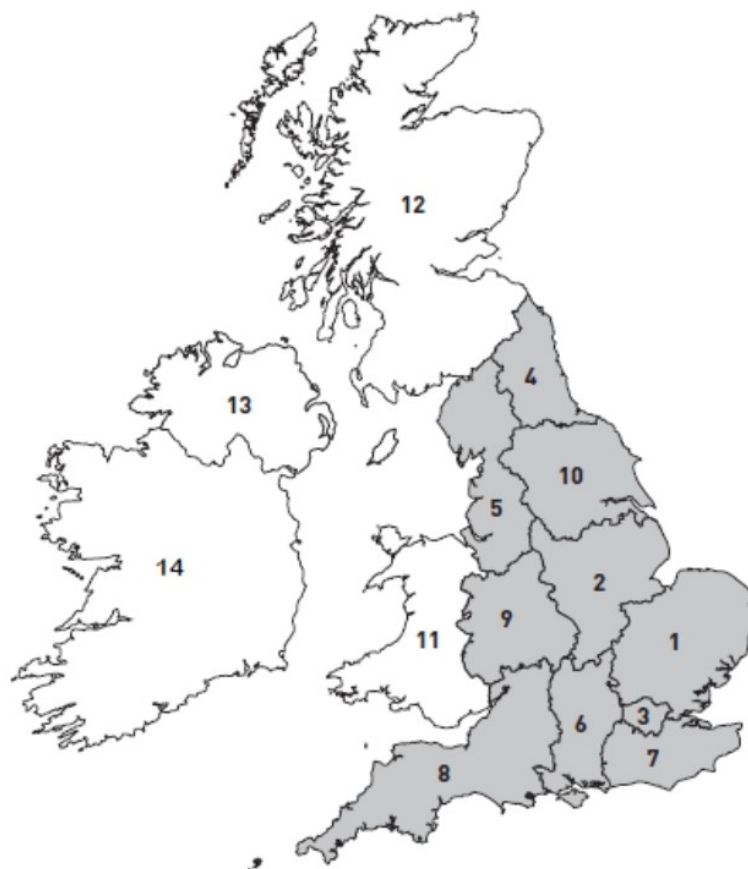
President

British Association of Plastic Reconstructive and Aesthetic Surgeons
2018

Who is the Survey About?

This provides important workforce data on plastic surgery consultants, specialty doctors and trainees practicing in England, Scotland, Wales, Northern Ireland and the Republic of Ireland. It is based on their employment status as at 31st December 2017.

The information enclosed is based on 612 Consultants, 44 Locum Consultants, 246 Specialty Doctors and 577 Trainees (Foundation years and specialty surgical training years) based in 70 plastic surgery units (62 units in UK, 8 units in Republic of Ireland).



Regional Units

- | | |
|--------------------|----------------------------|
| 1. East of England | 8. South West |
| 2. East Midlands | 9. West Midlands |
| 3. London | 10. Yorkshire & The Humber |
| 4. North East | 11. Wales |
| 5. North West | 12. Scotland |
| 6. South Central | 13. Northern Ireland |
| 7. South East | 14. Republic of Ireland |

2017 WORKFORCE LINKPERSONS

East Midlands	Kettering General Hospital	Thangasamy Sankar
	Leicester Royal Infirmary	Matt Smith
	Northampton General Hospital	Michael McKiernan
	Nottingham University Hospital	Anna Raurell
	Royal Derby Hospital/Pulvertaft Hand Centre	Peter Russell
East of England	Addenbrookes Hospital	Sarah Louise Benyon
	St Andrews Centre, Broomfield Hospital	Matthew Griffiths
	Hinchingbrooke Hospital	Tony Barabas
	The Lister Hospital	Fred Schreuder
	Norfolk & Norwich University Hospital	Richard Haywood
	West Suffolk Hospital	Antony Sillitoe
Northern Ireland	Royal Victoria Hospital/Ulster Hospital	Chris Hill
London	Barts & The London NHS Trust	Raj Ragoowansi
	Chelsea & Westminster Hospital	Richard Young
	Great Ormond Street Hospital	Neil Bulstrode
	Guy's & St Thomas Hospital	Mark Ho-Asjoe
	Imperial Healthcare NHS Trust	Abhilash Jain/Liz Dex
	Royal Free Hospital	Alex Woollard
	Royal Marsden Hospital	Kelvin Ramsey
	St George's Hospital	Sonja Cerovac
North East	James Cook University Hospital	Chris Dunkin
	Royal Victoria Infirmary	Peter Hodgkinson
	University Hospital of North Durham	Tom Collin
	Northumbria Healthcare NHS Trust	Jonathan Powell
North West	Alderhey Children's NHS Foundation Trust	Sian Falder
	Christie NHS Foundation Trust	David Mowatt
	Royal Preston Hospital	S Srinivasan Iyer
	The Countess of Chester Hospital	Fahmy Fahmy
	Whiston Hospital	David Bell
	Wythenshawe Hospital/Royal Manchester Childrens Hospital	Kaushik Chakrabarty
Scotland	St John's Hospital at Howden/Royal Hospital for Sick Children	William Anderson
	Aberdeen Royal Infirmary	Ivan Depasquale
	Forth Valley Royal Hospital	Richard Clark
	Glasgow Royal Infirmary	Iain Mackay
	Ninewells Hospital	Fiona Hogg
South Central	Frimley Health NHS Foundation Trust	Amit Pabari
	John Radcliffe Hospital	David Coleman
	Mountbatten Dept of Plastic Surgery	Nicholas Bennett
	Buckinghamshire Hospitals NHS Trust	Michael Tyler
South East Coast	Queen Victoria Hospital	Asit Khandwala

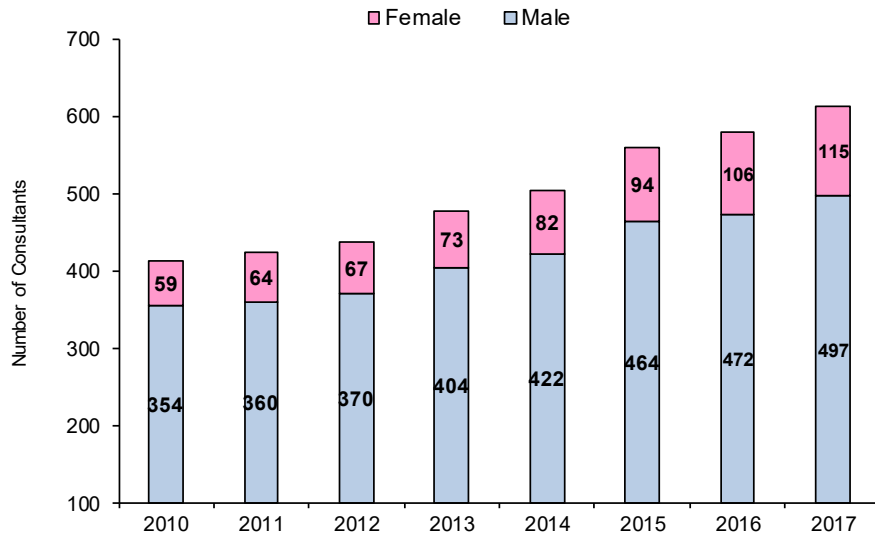
2017 WORKFORCE LINKPERSONS (con't)

South West	Derriford Hospital	Duncan MacKenzie
	Southmead Hospital	Sherif Wilson
	Odstock Ctr for Burns, Plastic & Maxillofacial/Salisbury	Rebecca Exton
	Royal Devon & Exeter Healthcare NHS Trust	Andrew Wilson
Wales	Morrison Hospital	Ian Josty
West Midlands	Birmingham Children's Hospital	Bruce Richard
	Queen Elizabeth Hospital Birmingham	Garth Titley
	Royal Stoke University Hospital	Wayne Jaffe
	Russells Hall Hospital	Simon Wharton
	Sandwell Healthcare NHS Trust/City Hospital	Atul Khanna
	University Hospital Coventry & Warwickshire	Tigi Eltigani
Yorkshire & The Humber	Bradford Royal Infirmary	David Watt
	Castle Hill Hospital	Alastair Platt
	Leeds General Infirmary	Daniel Thornton
	New Pinderfields Hospital	Alan Phipps
	Royal Hallamshire/Northern General Hospital	David Lam
	York Teaching Hospital NHS Foundation Trust	Philip Lam
Republic of Ireland		
Cork	Cork University Hospital	Jason Kelly
Dublin	St James Hospital	Patricia Eadie
	Our Lady's Hospital for Sick Children	Patricia Eadie
	Mater Misericordiae University Hospital	Kevin Cronin
	The Children's University Hospital	Kevin Cronin
	Beaumont Hospital	Brian Kneafsey
	St Vincent's University Hospital	Sean Carroll
Galway	University College Hospital	Jack Kelly

We would like to thank all the 2017 Workforce Linkpersons. Without their assistance, this survey would not be possible.

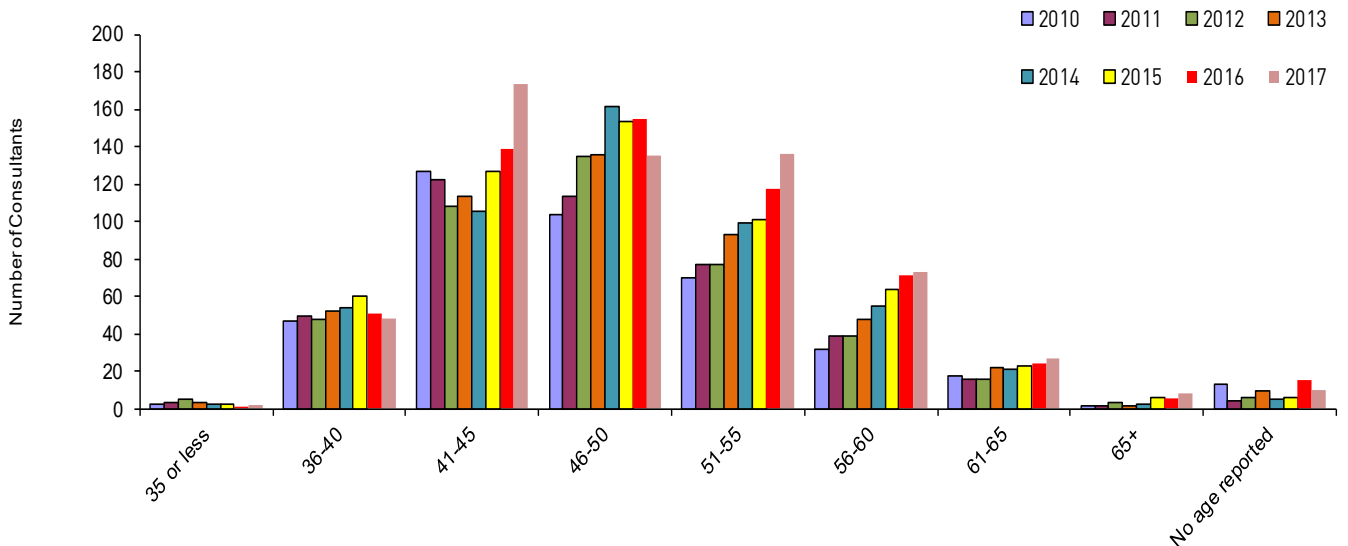
CONSULTANTS

GENDER BREAKDOWN (Headcount—Substantive Consultants)



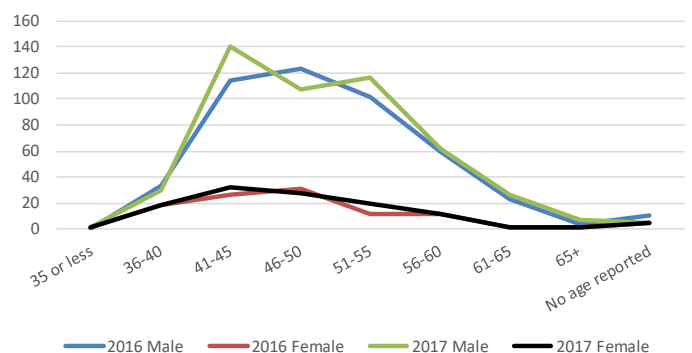
- 2017 represents a total of 612 substantive consultants of which 581 are from the UK and 31 are from ROI.
- 18.7% of 2017 workforce is female.
- The Republic of Ireland include 24 Males and 7 Females This is an increase of 1 post from 2016.
- The overall number of UK substantive consultants has increased by 5% (34 posts) from 2016.

AGE ANALYSIS

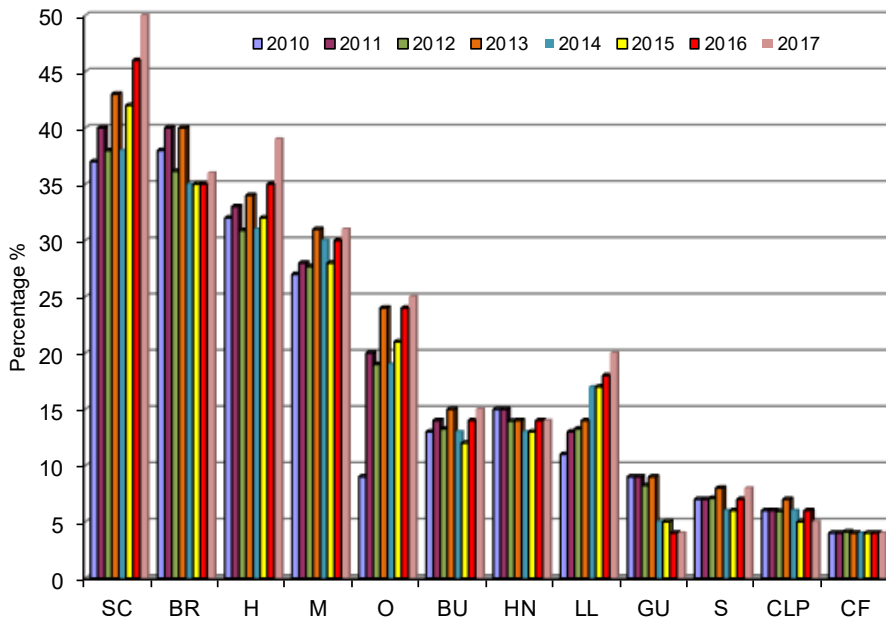


- There has been a peak in numbers in the 41-45 age bracket making this the largest age group compared to the 46-50 age bracket in the previous five years for the United Kingdom.
- The 46-50 age bracket remain the greatest number of consultants for the ROI.

Age Analysis by Gender



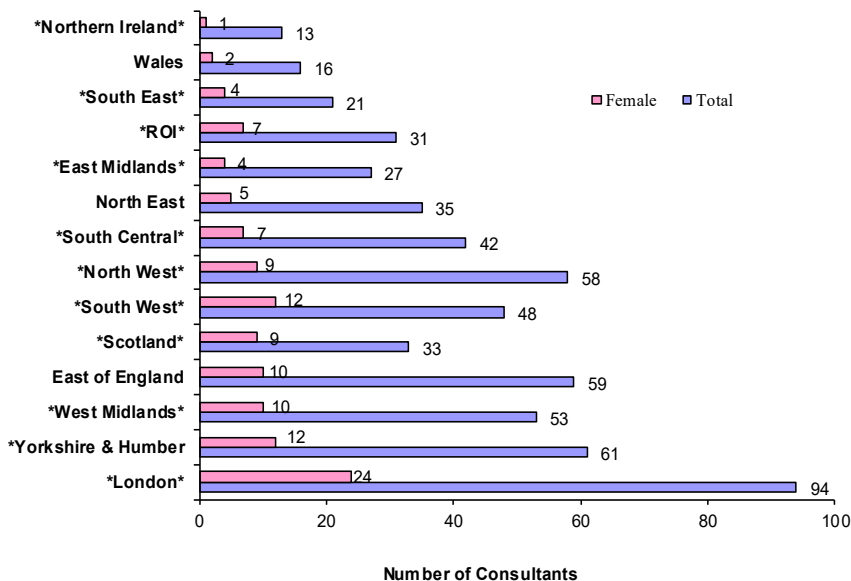
CONSULTANT SUB-SPECIALTIES (By Percentage)



BR=Breast, SC=Skin Cancer, H=Hand Upper Limb, M=Microsurgical Reconstruction, HN=Head & Neck, BU=Burns, LL=Lower Limb Trauma, GU=Genitourinary, O=Other, S=Sarcoma, CLP=Cleft Lip & Palate, CF=Craniofacial

- Each consultant was given the option of listing a maximum of 3 sub-specialty interests.
- For the sixth year in a row Skin Cancer remains the most reported subspecialty interest increasing by 4% over 2016.
- Hand has overtaken Breast as the second most reported sub-specialty interest.
- 'Other' includes interests in laser surgery, facial palsy, ear reconstruction, paediatrics, perineal, brachial plexus, nerves, cosmetic, facial reanimation and abdominal wall and is 25% of all sub-specialty interests.

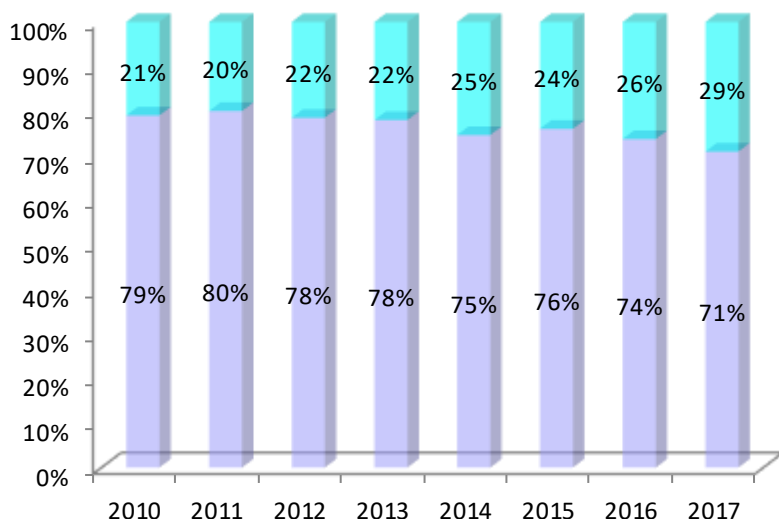
GEOGRAPHICAL DISTRIBUTION OF SUBSTANTIVE CONSULTANT POSTS



*During 2017 the geographical distribution of substantive consultant posts increased in the majority of regions from 2016 (indicated with *)*

Included in this result are Solo NHS Consultants from the following regions: 1 from West Midlands; 2 from South West, 1 from London, 1 from South East and 1 from North West.

CONSULTANTS UNDERTAKING PRIVATE PRACTICE



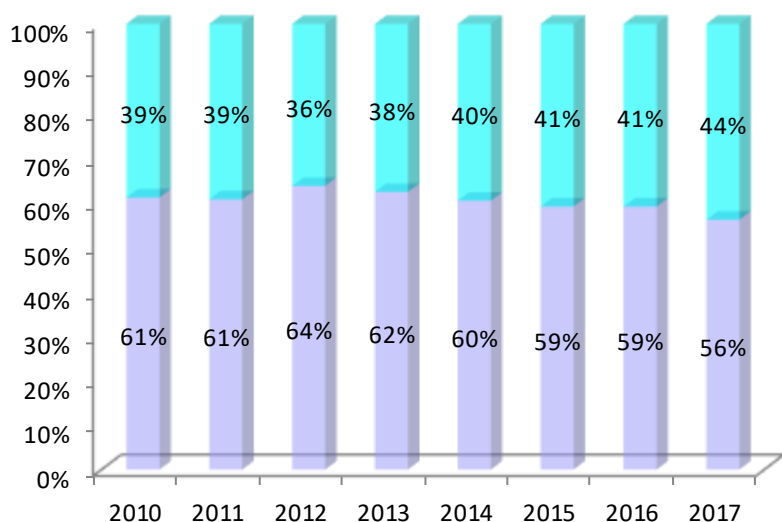
The number of consultants undertaking private practice has fallen for the second year in a row. Down 5% from 2015.

% No

% Yes

2010-2012 does not include ROI

CONSULTANTS ACTING AS ASSIGNED EDUCATIONAL SUPERVISORS



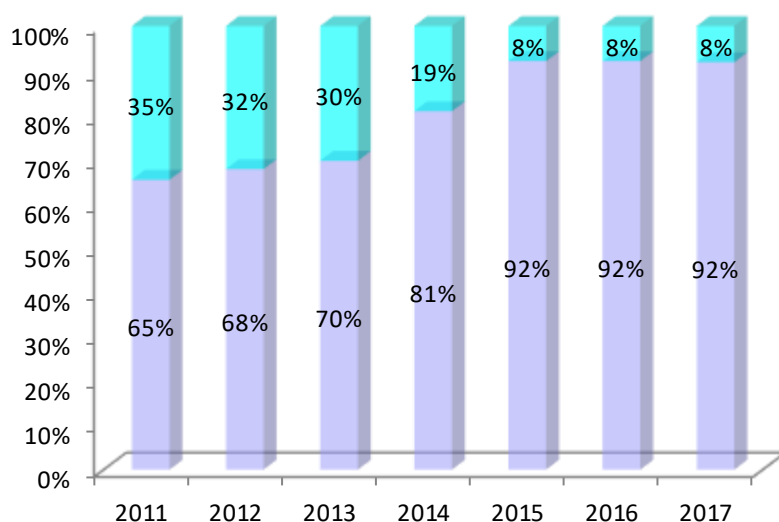
The number of consultants acting as Assigned Educational Supervisors continues to decrease. It has decreased every year since 2012.

% No

% Yes

2010-2013 does not include ROI

CONSULTANTS ACTING AS CLINICAL SUPERVISORS



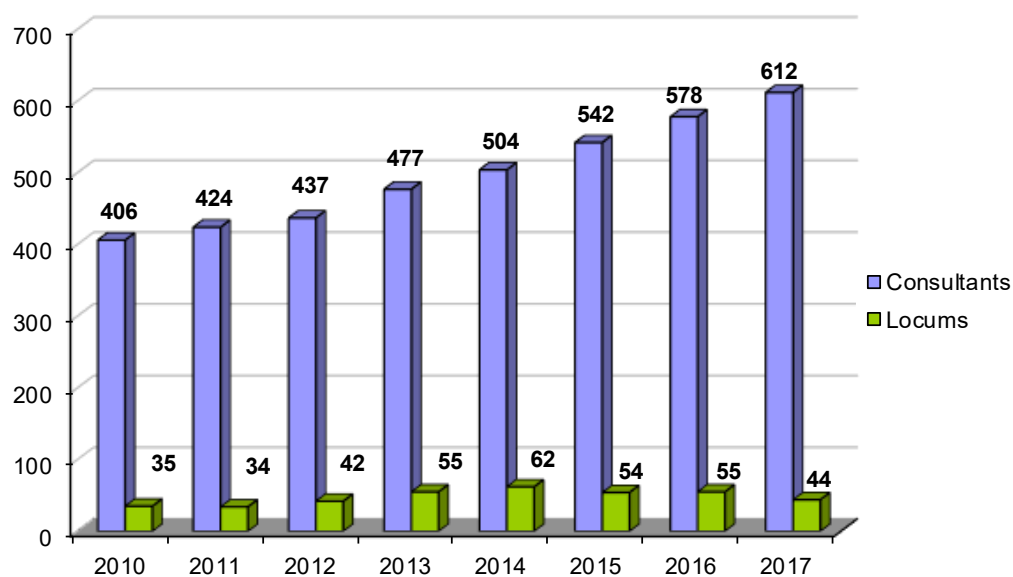
The number of consultants acting as Clinical Supervisors has remained unchanged since 2015.

% No

% Yes

2011-2013 does not include ROI

CONSULTANTS AND LOCUMS



- The number of UK Locum posts in plastic surgery for 2017 decreased by 11 posts
- The number of UK Consultant posts in plastic surgery for 2017 increased by 33 posts (5%).
- 2017 includes 31 consultants and 2 locum posts from ROI

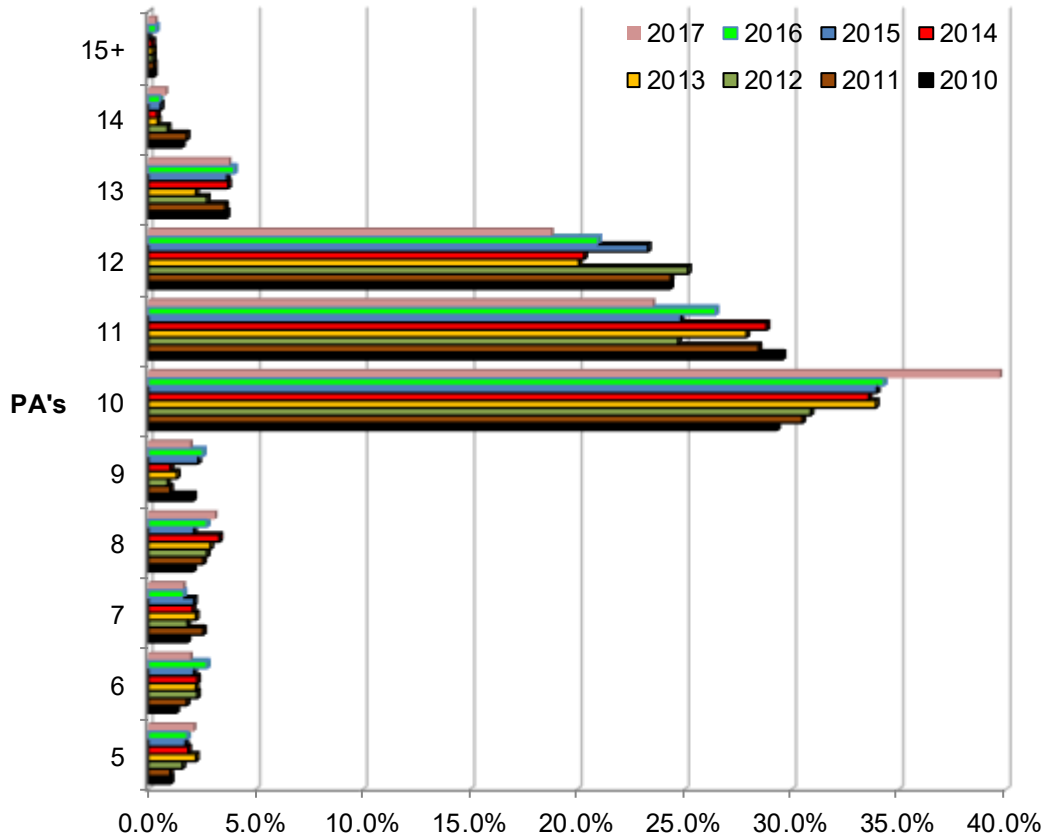
SUBSTANTIVE AND LOCUM POSTS

(By Region)

Region	Substantive		Vacancies		NHS		Academic		Military		Locum	
	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017
London	90	93	0	0	78	91	11	1	1	1	13	10
Yorkshire & Humber	52	61	1	0	52	61	0	0	0	0	6	5
East of England	60	59	0	0	60	59	0	0	0	0	5	4
Scotland	46	48	2	1	46	48	0	0	0	0	2	1
West Midlands	52	53	0	1	48	49	1	1	3	3	5	5
South West	52	54	0	0	50	52	0	0	2	2	4	3
North West	53	58	0	0	50	55	3	3	0	0	4	4
South Central	37	42	0	0	32	37	2	2	3	3	5	3
North East	35	35	0	1	35	35	0	0	0	0	4	2
South East	20	21	0	0	19	20	0	0	1	1	0	1
East Midlands	18	27	0	0	23	26	0	0	0	1	5	2
Wales	17	16	0	0	15	15	2	1	0	0	0	2
Northern Ireland	12	13	0	0	12	13	0	0	0	0	0	0
Republic of Ireland	30	31	1	2	30	31	0	0	0	0	2	2

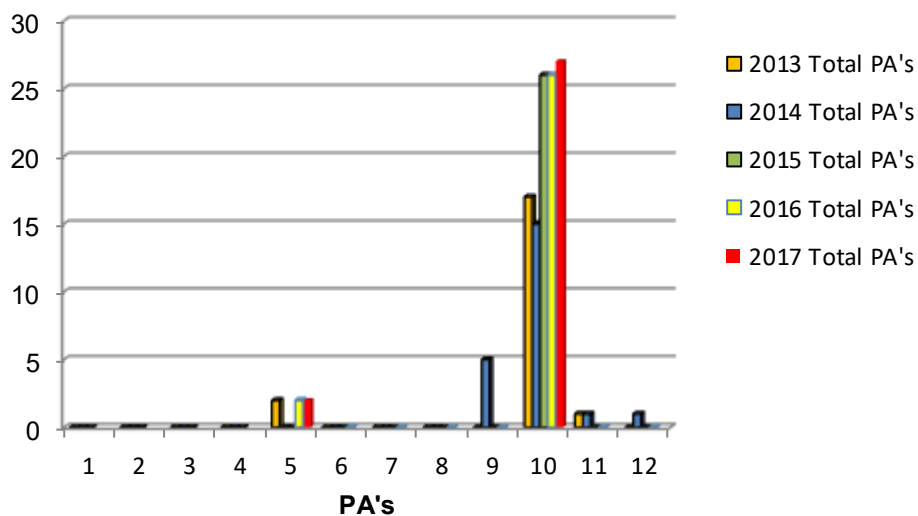
- Substantive posts include NHS, Academic, Military and vacant posts
- Of the 13 UK regions, 10 regions increased their number of substantive posts
- The ROI has increased their number of substantive posts by 1 post.

PA's WORKED BY CONSULTANTS (%)—UK (On New Contract)



i 55 additional consultants have started working 10 PA's since 2016.
 1 fewer consultant is working 11 PA's since 2016.
 Consultants working 12 PA's has remained consistent since 2016.
 1 additional consultant is working 13 PA's since 2016.
 2 additional consultants are working 14 PA's since 2016.
 For graphing purposes no PA's under 5 have been displayed. To note there are 3 consultants that are working 4 or less PA's.

PA's WORKED BY CONSULTANTS—REPUBLIC OF IRELAND



i For 2017 consultants working 10 PA's remained consistent with 2016. (2 unknown)

TOTAL CONSULTANTS REQUIRED REGIONALLY TO SERVICE 1:80,000 POPULATION RATIO

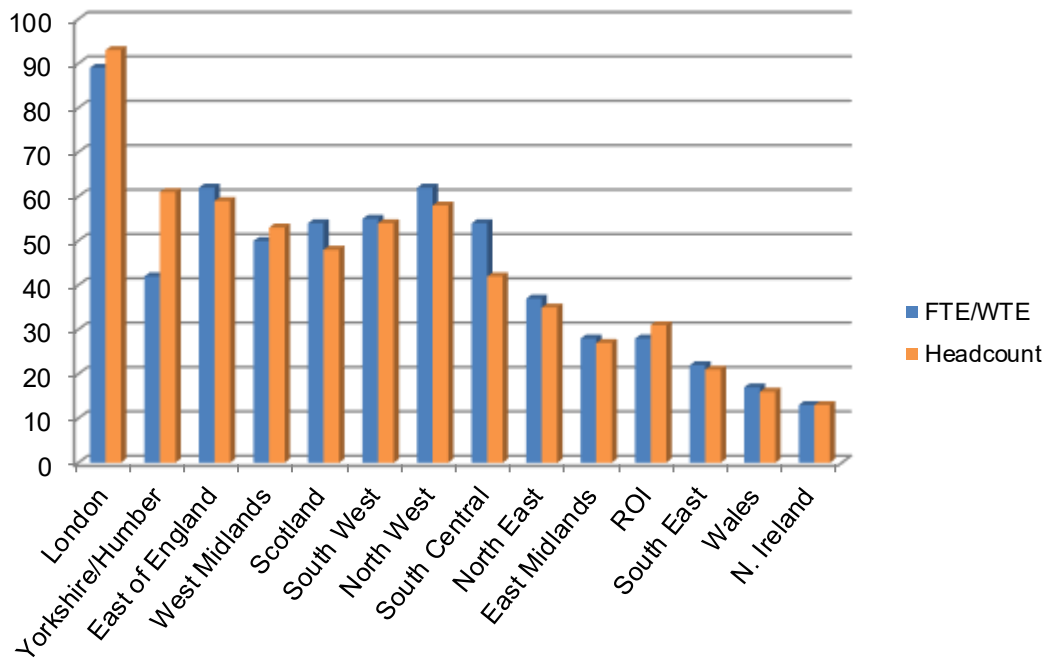
Region	FTE required for 1:80,000 ratio	Current FTE	Further FTE required 2017	Further FTE required 2016	Further FTE required 2015	Further FTE required 2014	Further FTE required 2013	Further FTE required 2012	Further FTE required 2011
North West	89	61.5	28	34	34	46	49	31	32
Republic of Ireland	57	28	29	30	31	35	38	N/A	N/A
East Midlands	57	27.7	29	32	32	34	44	23	23
South East	52	21.6	30	31	32	32	32	21	22
London	103	89.1	14	19	23	30.5	36	12	11
East of England	73	62	9	12	19	24	38	9	13
West Midland	70	49.6	20	21	22	23	33	13	13
South West	66	54.7	11	16	22	23	26	12	12
Wales	38	17	21	19	20.5	21.5	21	16	16
Scotland	66	53.7	12	15	15	18	33	5	8
South Central	50	53.5	0	11	10	15	19	10	12
N. Ireland	23	12.6	10	11	12	12	12	6	6
Yorkshire & Humber	66	41.7	24	9	2	6	15	0	0
North East	32	36.7	0	0	19	5.5	9	1	3



- *Population data based on results of 2011 Census*
- *Above does not include locums*
- *Graph does not take into account the fact that services to any one region may be provided by another region.*
- *2011/12 results based on 1:100,000 population ratio*

FULL TIME EQUIVALENTS

(By Region)



The above does not include consultants that are working on 'Old Contracts'

CONSULTANT RETIREMENT PROJECTIONS

(Over Next 5 Years)

Current Age	No. of Consultants Retiring	Current Age	No. of Consultants Retiring	Current Age	No. of Consultants Retiring
44	1	58	5	64	2
50	1	59	7	65	4
51	1	60	5	66	3
53	1	61	7	67	1
55	1	62	5	69	1
57	5	63	4	70	1



- Based on the workforce survey responses, 55 Consultants, (of which 8 are female), anticipate retiring in the next five years. It is important to note that there was no obligation to answer this question.
- 17 Consultant s are working Part time .

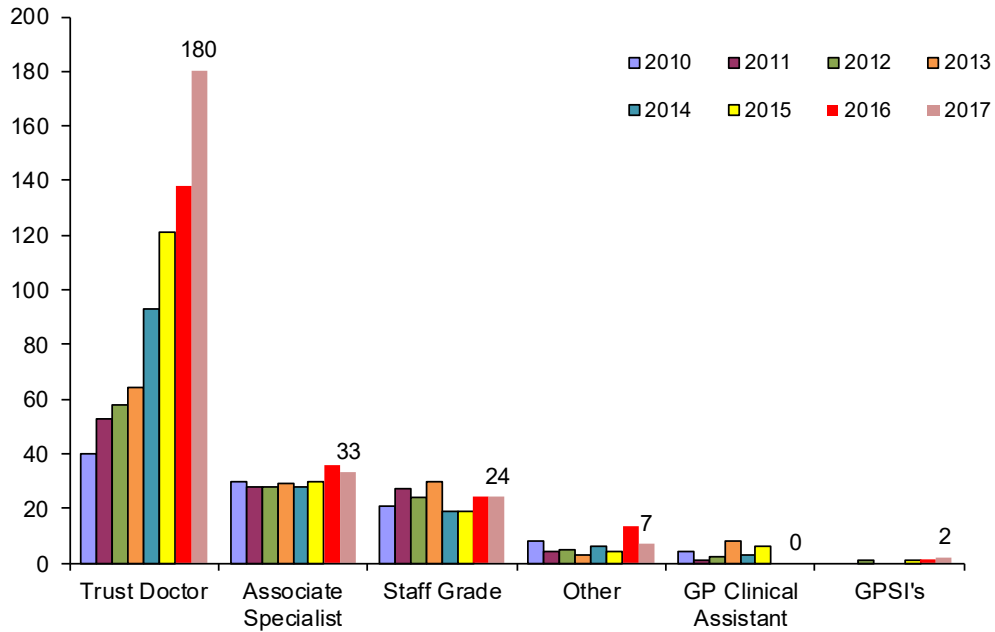
Number of Consultants 60 and over during the next 5 years, assuming zero retirements is:

2018— 45 Consultants
2019— 59 Consultants
2020— 78 Consultants

2021 — 96 Consultants
2022— 106 Consultants

SPECIALTY DOCTORS

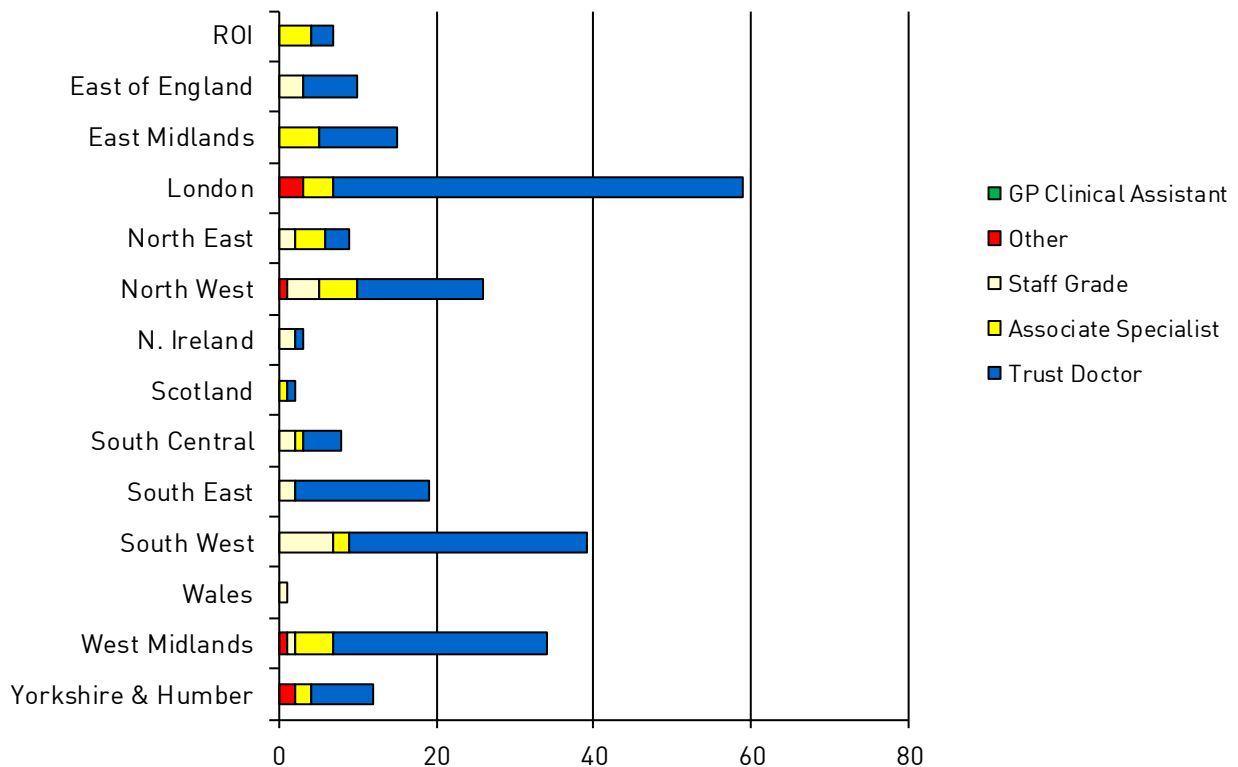
(By Category)



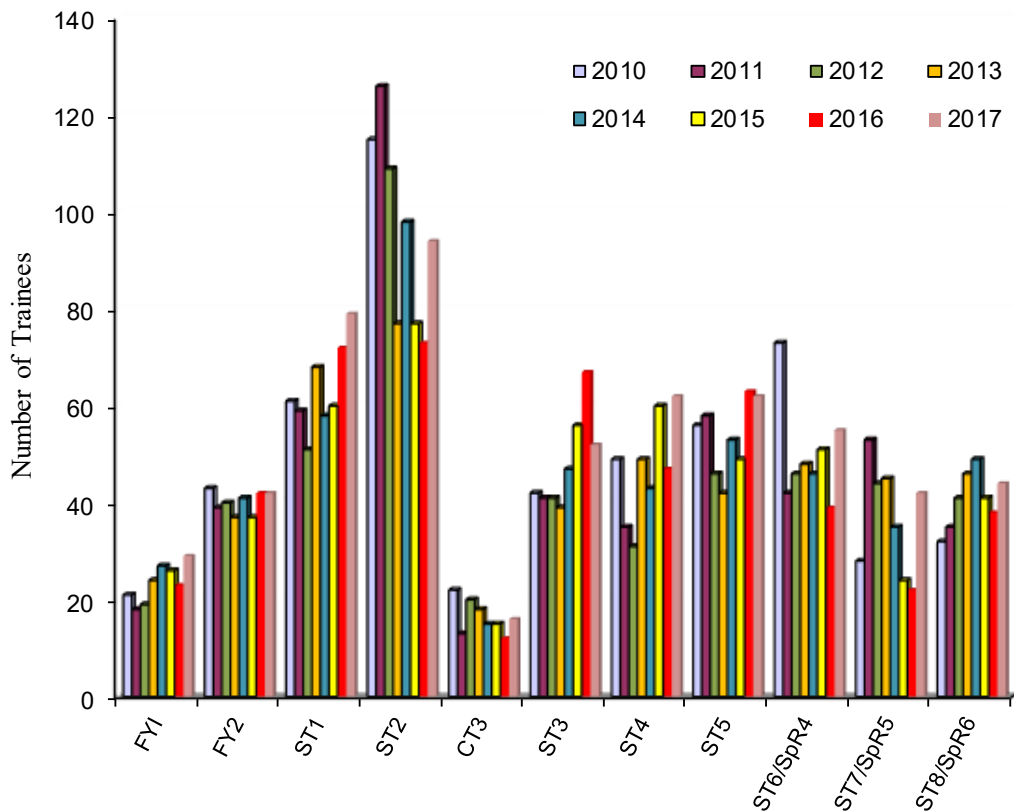
- The number of Specialty Doctors has increased from 212 to 246 in 2017. This represents an increase of 13% and has doubled since 2012.
- Vacancies during 2017: Trust Doctor 14; Staff Grade 1 and Associate Specialist 1.
- One Associate Specialist is working Part Time/Flexible.
- One Staff Grade is on maternity leave and one only works 1 week/month.
- Above figures include 3 Trust Doctors and 4 Associate Specialists from Republic of Ireland
- 'Other' includes: Trust Reg Locum, Specialty Doctor, Sr Fellow and ANP.

SPECIALTY DOCTORS

(By Region)



TRAINEES



- The following work part time: One ST2; one ST5 and one ST7
- Two ST6 are academic and one ST7 is military.
- One ST1 and one ST2 are shared with other specialties.
- One ST6 is on maternity leave.

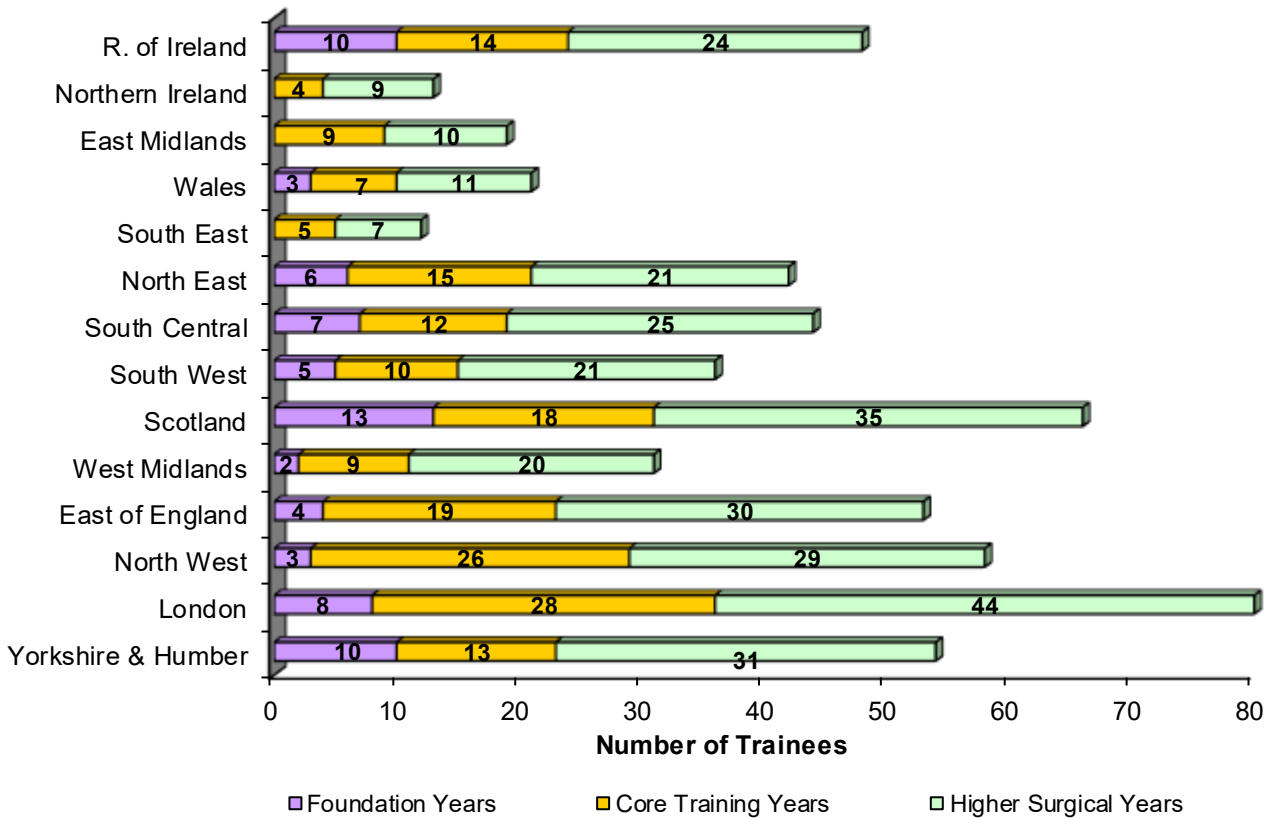
TRAINEE VACANCIES

ST1		ST2		CT3		ST3		ST4		ST5	
Vacancy	Vacancy Duration	Vacancy	Vacancy Duration	Vacancy	Vacancy Duration	Vacancy	Vacancy Duration	Vacancy	Vacancy Duration	Vacancy	Vacancy Duration
3	Ongoing	5	Ongoing	2	2 Months	1	12 months	1	Ongoing	1	12 months
2	6 months										



This tracked the number of trainee vacancies and the length of time of each vacancy.

BY REGION



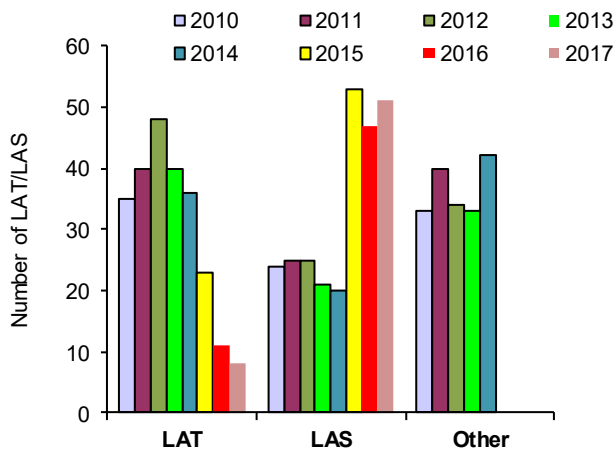
PLASTIC SURGERY TRAINEES IN TIG POSTS

Specialty	Plastic Trainees in Post							
	2010	2011	2012	2013	2014	2015	2016	2017
Breast Oncoplastics	3	0	2	0	3	3	4	2
Cleft Lip & Palate	0	1	1	1	1	2		1
Cosmetic Reconstructive	4	8	16	11	8	11	10	3
Hand	5	4	5	8	6	4	5	2
Head & Neck Oncology	1	0	1	1	1	1		2
Reconstructive Trauma Surgery	0	2	4	1	2	3	2	
Therapeutic Use of Lasers			1	2	3	2	2	1
Mgmt of Skin Cancer (pilot)				3	3	3	3	3



TIG Post figures kindly provided by Plastic Surgery SAC

TOTAL NUMBER OF LAT/LAS POSTS



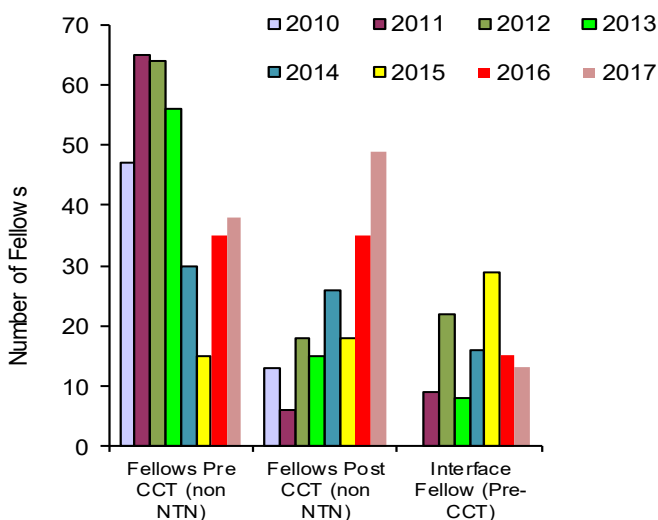
LAT = Locum Appointment for Training
LAS = Locum Appointment for Service

A LAT post is recognised for training purposes by the SAC; a LAS post is not.



- For the fifth year in a row, LAT has decreased. This possibly due to HEE stating 'from the 2016 recruitment round there will be no LAT recruitment for England'
- LAS posts have increased by 4 posts from 2016.
- One LAS is part time and one is vacant.
- The last time 'Other' was reported was in 2104.

TOTAL NUMBER OF FELLOWS



Since 2016:
Pre CCT (Non NTN) - increased by 5 posts
Post CCT (non NTN) - increased by 14 posts (40%)
Interface Fellows (Pre CCT) - decreased by 2 posts



2017 Non NTN Pre-CCT Fellows include:

Craniofacial, Research, Clinical, Associate Specialist, Burns, International, Plastic Microsurgery. One Post was vacant.

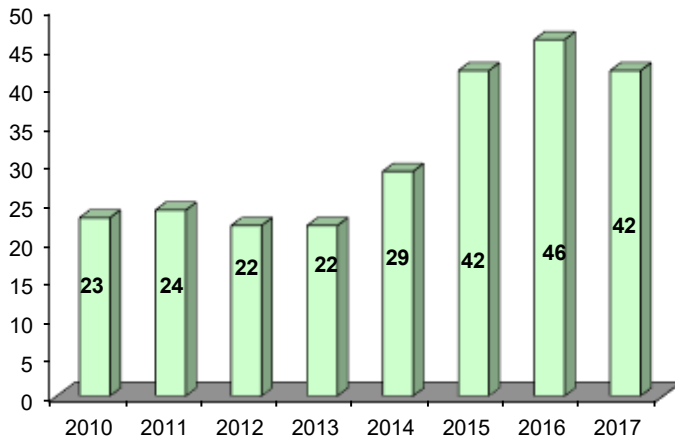
2017 Non NTN Post-CCT Fellows include:

Breast Oncoplastic, Orthopaedics and Microsurgery.

2017 Interface Fellows Pre-CCT include:

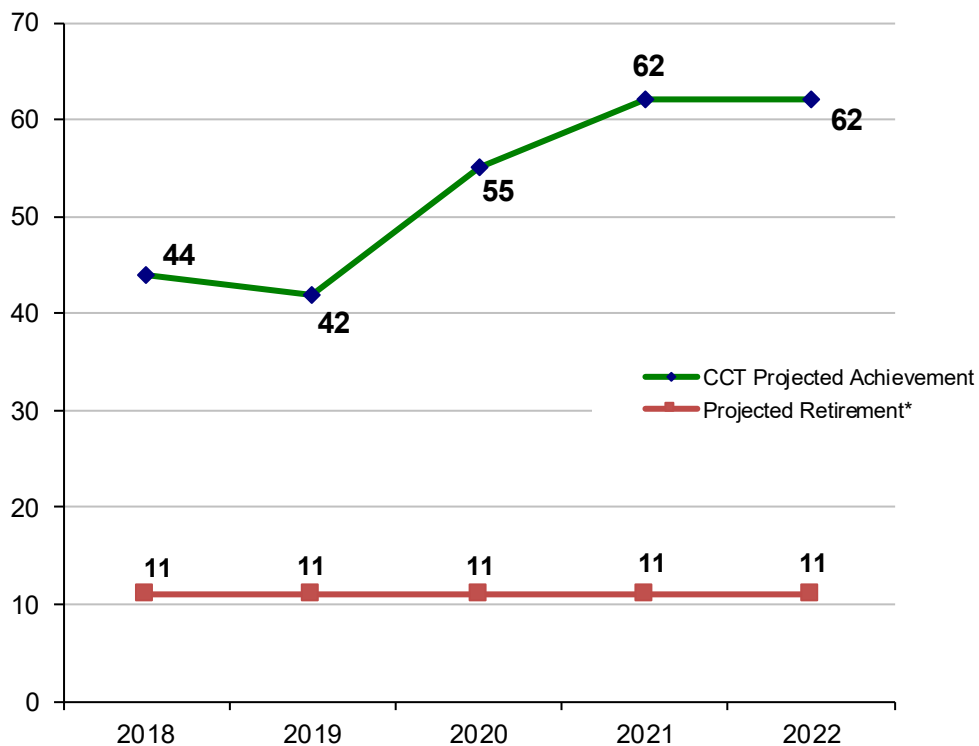
Hand, Oncoplastic Breast, Plastic Surgery, Laser and Orthopaedics

TOTAL NUMBER OF SURGICAL CARE PRACTITIONERS



- This represents Surgical Care Practitioners and Surgical Nurse Practitioners that are allowed to operate or suture
- 2017 had a decrease of 6 posts .
- Two SCP work 2 days/week
- One SCP is Physician Assistant
- One SCP is able to assist/suture but not operate
- There are no Surgical Care Practitioners in ROI, East Midlands, N Ireland, South East or Wales.

WHERE WILL A TRAINEE GET A CONSULTANT JOB?

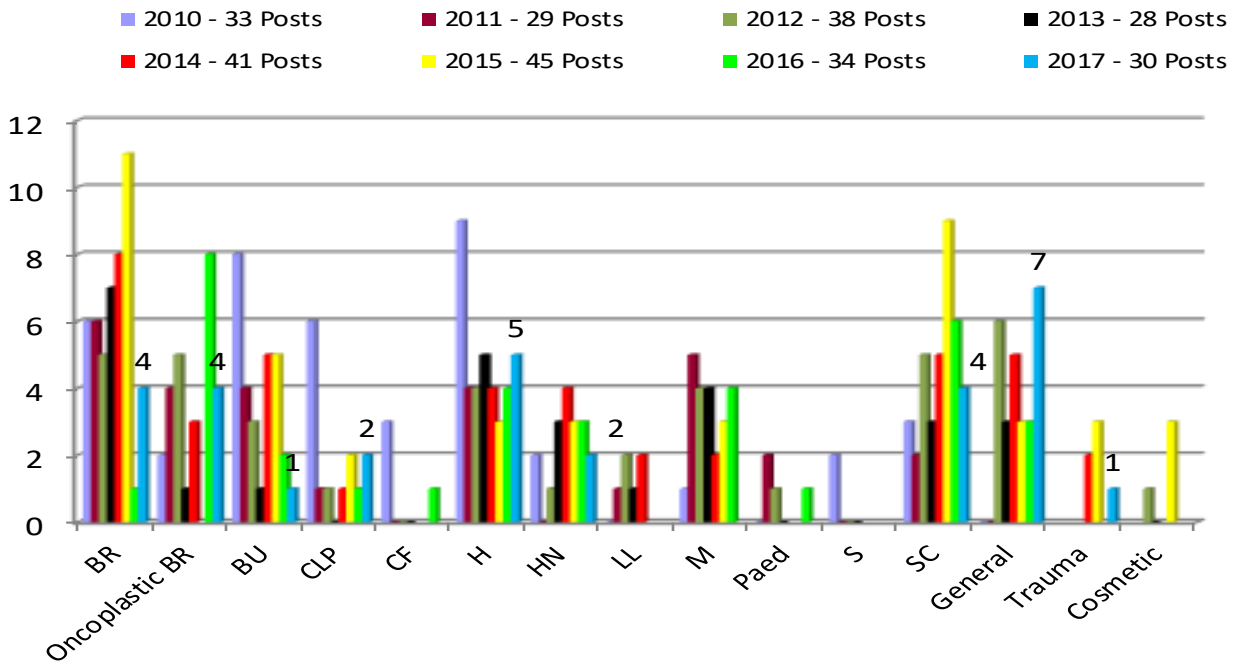


* Projected retirement based on replies from 2017 Workforce Survey (55 retirements over next five years)

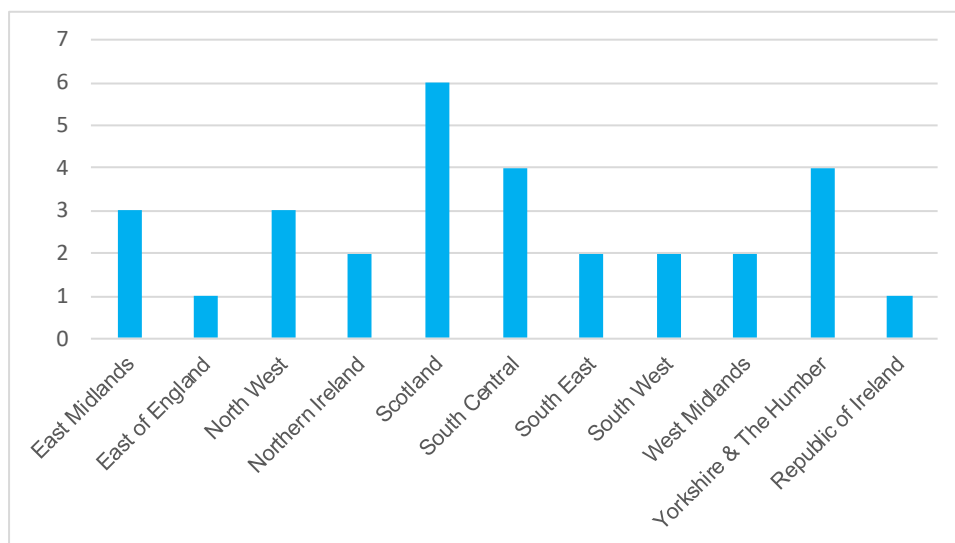


- Based on information provided by JCST: In 2017, 46 trainees in the UK and 3 in Republic of Ireland were recommended for their certificates. This is a decrease of 14 UK trainees from 2016.

SUBSTANTIVE CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL



WHERE ARE THE 2017 SUBSTANTIVE CONSULTANT PLASTIC POSTS AS ADVERTISED IN BRITISH MEDICAL JOURNAL



SUBSTANTIVE CONSULTANT PLASTIC POSTS FROM BRITISH MEDICAL JOURNAL—SUMMARY



2010

78% were newly created posts
12.5% of posts were Part-Time/Job Share

2011

12% of posts were Part Time/Job Share
94% were newly created posts

2012

18% of posts were Part-Time/Job Share
92% were newly created posts
The subspecialty of 'General Plastic Surgery' has increased in BMJ by 15.7% since 2011

2013

3% of posts were Part-Time/Job Share
85% were newly created posts
One General Post was located in Dublin, Ireland
Number of posts advertised in 2013 was 26% less than in 2012

2014

Increase of 46% (13 posts) since 2013.
80% were newly created posts; 95% were full time posts

2015

Number of Substantive Consultant Plastic Surgery posts has increased by 4 posts from 2014
91% were newly created posts; 9% were replacement posts.
Only 9% (4 posts) were part time.

2016

Substantive Consultant Plastic Surgery posts has decreased by 11 posts from 2015.
94% were newly created posts, 6% were replacement posts.
Number of part time posts was consistent with 2015.

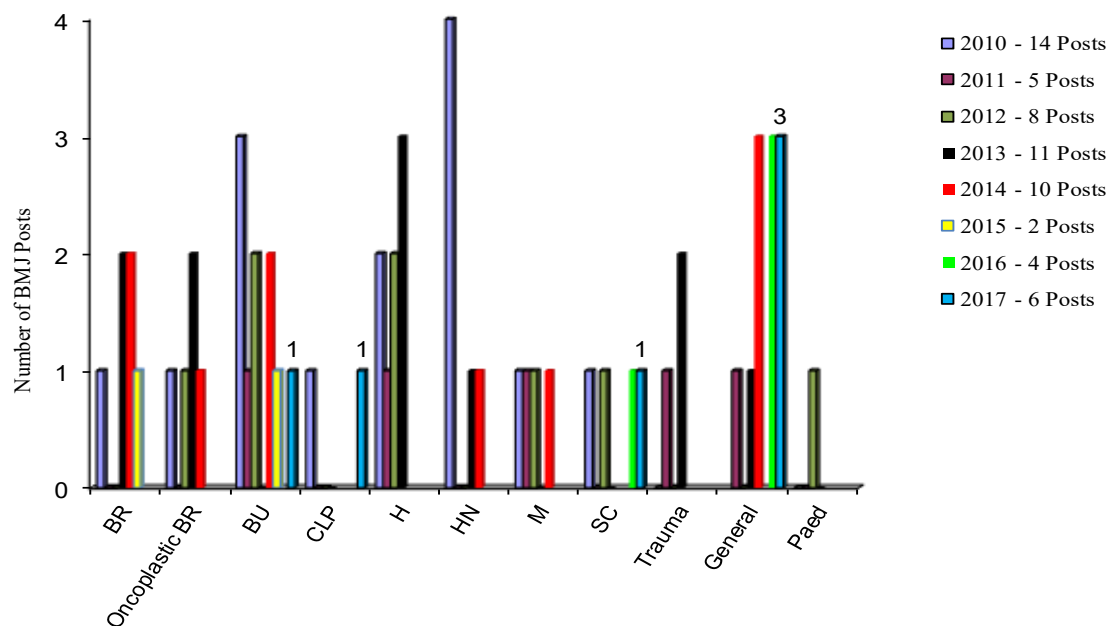
2017

Substantive Consultant Plastic Surgery posts have decreased for the second year in a row. Down 4 posts from 2016 and 15 posts from 2015.
93% were newly created posts, 7% were replacement posts.
Only one post was part time (8.5 PA's).

2018

Based on 2017 survey responses, there are 31 posts (29 in UK; 2 in ROI) that are likely to be advertised and 32 posts (31 in UK; 1 in ROI) that will be advertised during 2018.

LOCUM CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL



2010

21% of posts were for a time period of <6 months, 57% for 6 months—1 year and 22% were of an unknown length of time.

2011

20% of posts were for a time period of 6 months, 40% for 12 months and 40% were full time posts.

2012

25% of posts were for a time period of <6 months, 50% for 6–12 months and 25% were Part Time/Job Share posts.

2013

Number of locum posts advertised in 2013 is 37.5% higher than 2012.
55% of posts were for a time period of 6 months and 45% were full time posts.

2014

Decrease of 10% (1 post) in Locum posts from 2013.
60% of posts were for a time period of <6 months, 20% 6 months—1 year and 20% were full time posts.

2015

Only 2 Locum Posts were advertised for 2015 (1 Breast and 1 Burns)
One post was for a time period of 3 months and the other for 6 months.

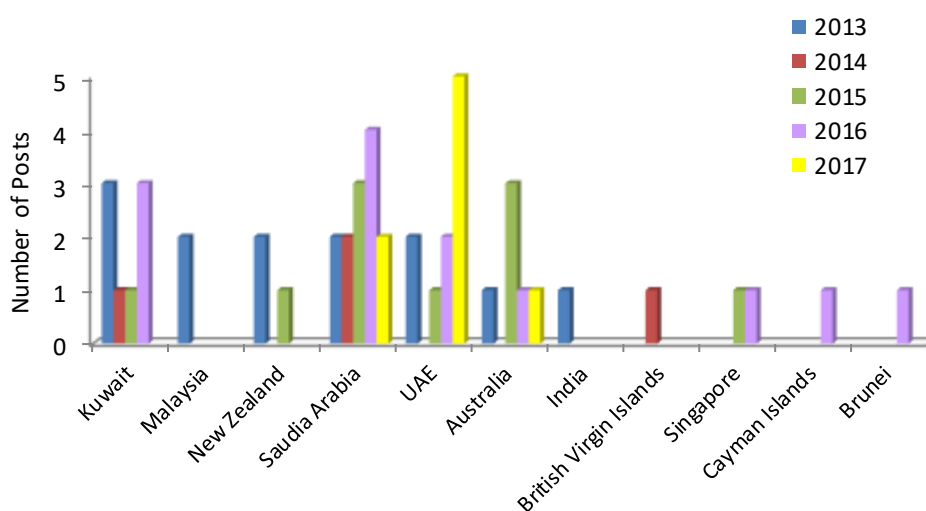
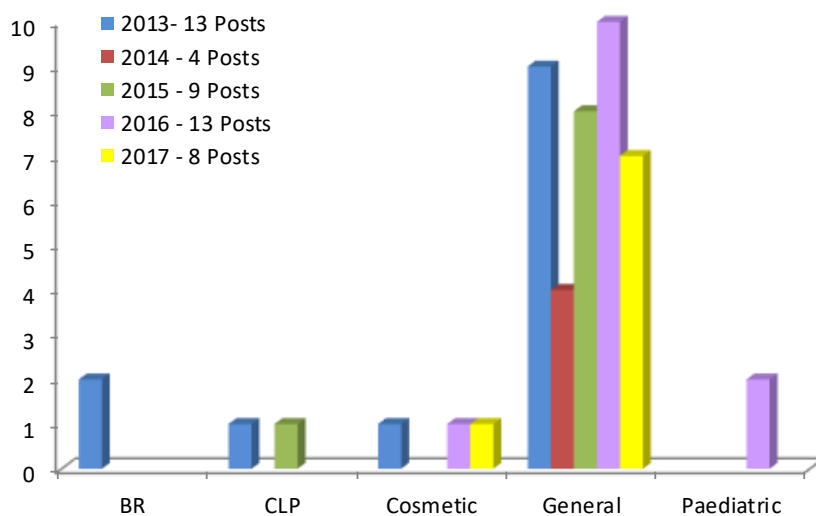
2016

Only 4 Locum Posts were advertised for 2016 (1 Skin Cancer and 3 General)
One post was Full Time; one for a time period of 2 months and two posts for 6 months

2017

6 Locum Posts were advertised for 2017 which is an increase of two posts from 2016. (Two posts were for Republic of Ireland).
Three posts were Full Time; one for a time period of 2 months; one for a period of 6 months and one for a period of 12 months

INTERNATIONAL CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL



2013

This is the first year for tracking Consultant Plastic Surgeon posts internationally. 8% of the posts were for a time period of 2 years and 92% were full time posts

2014

International Consultant Plastic Surgeon posts decreased by 69% from 2013. 25% of the posts were for a time period of 2 years and 75% were full time posts

2015

Number of International Consultant Plastic Surgeon posts more than doubled from 2014. 22% of the posts were for a time period of 2 years and 78% were full time posts

2016

Number of International Consultant Plastic Surgeon posts returned to same level as 2013. Twelve posts were full time and 1 post for a time period of 1 year

2017

Number of International Consultant Plastic Surgeon posts decreased by 38% from 2016. The International posts were primarily located in the Middle East. Seven posts were full time and 1 post was for a time period of 2 years

APPENDIX (The 2 pages of the Survey form that were sent to the Link Persons)

Form A: Consultants and Speciality Doctors: Substantive/Locum Plastic Surgery Consultants and Speciality Doctors in post on 31st December 2017

Hospital Name	Link person
Region	Tel
Clinical Director	Mobile
Clinical Director Email	Email

Only give information where this trust is the employing trust for the consultant or speciality doctor

Please enter totals for:

Consultants			
Total number of substantive posts			
NHS	Academic	Military	
Total number of Locum posts			
Total Vacancies as of 31st Dec 2017			
How many new consultant posts will be advertised in 2018?			
How many new consultant post are likely to be advertised in 2018?			

Speciality Doctor	Total	Total PA's	Any Vacant?
Staff Grade			
Associate Specialist			
Trust Dr (reg equivalent/SHO)			
GP Clinical Assistant			
GP's			
Other			

NOTES:

Only include NHS PA's

Consultant	Gender (M/F)	Year of Birth (yyyy)	New Contract Total NHS PA's	Old Contract Contract type? FT, NPT, PT	Assigned Educational Supervisor?	Clinical Supervisor Yes or No	Private Practice? Yes or No	Sub-Speciality Interest 1*	Sub-Speciality Interest 2*	Sub-Speciality Interest 3*	Is retirement planned in next 5 years?
1											
2											
3											
4											
5											
6											
7											
8											
9											
10											
11											
12											
13											
14											
15											
16											
17											
18											
19											
20											
21											
22											
23											

Please note: There is no obligation to complete the retirement box

Please use the following codes to indicate consultant subspeciality interests:

BR - Breast	CF - Craniofacial	GU - Genito-urinary	HN - Head & Neck	M - Microsurgery	S - Sarcoma
BU - Burns	CLP - Cleft Lip/Palate	H - Hands Upper Limb	LL - Lower Limb Trauma	O - Other	SC - Skin Cancer

Please Return to: BAPRAS, 35-43 Lincoln's Inn Fields, London WC2A 3PE Tel: 020 7831 5161; Fax: 020 7831 4041; Email: sharon.ross@bapras.org.uk
ALL DATA COLLECTED WILL BE KEPT ANONYMISED. RESULTS WILL BE USED TO GENERATE ANNUAL CENSUS ONLY



The survey form for 2017 did not change from 2016.

This survey form was also sent to the Republic of Ireland even though some questions did not apply to ROI.

APPENDIX (con't)

Form B: Trainees - Higher surgical Trainees/Fellows and all other posts (not already included on Form A). Status at each grade on 31st December 2017

Hospital Name	
Region	
Link Person	

Please include the total number at each grade (for this hospital). Any current vacancies should be included in totals and staff should be listed only once on this form so that duplicates are not created. Please remember to include academic staff as well as NHS posts, where applicable

TRAINEES:

Pre Higher Surgical Training Years			
	Total No. of posts	Number of Vacant/Unfilled	Notes: If vacant, how many months was it vacant?
FY1			NONE
FY2			
ST1/CT1 or equivalent			
ST2/CT2 or equivalent			
CT3			

Higher Surgical Trainees with National Training Number			
	Total number	Number Vacant	Notes: If vacant, how many months was it vacant?
ST3 or equivalent			NONE
ST4 or equivalent			
ST5 or equivalent			
ST6 or equivalent			
ST7 or equivalent			
ST8 or equivalent			
SpR4/SpR5/SpR6			
LAT/LAS without National Training Number			
Number of LAT			NONE
Number of LAS			

Senior/Peri CCT Fellows (only include fellows not already listed on this form)		
	Total number	Notes - please indicate whether from another Specialty
Interface fellows -Pre CCT		
Other fellows (non-NTN)		
Pre-CCT		
Post-CCT		

Surgical care practitioner / Surgical nurse practitioner (allowed to operate or suture)		
	Total number	Notes - please indicate if any vacancies
SCP / SNP		

Please return to: BAPRAS, 35-43 Lincoln's Inn Fields, London WC2A 3PE

Tel: 020 7831 5161; Fax: 020 7831 4041; Email: sharon.ross@bapras.org.uk

SUMMARY

The year on year increased numbers of substantive consultants has continued in 2017 with a further increase of 6%. The total number of consultants across the UK and Ireland is now 612. The ratio of population to consultants reduced further towards the ideal 1:80,000. (1:110,534 in 2017, 1:114,694 in 2016 and 1:118,266 in 2015).

The proportion of female consultants continues to rise; 19% in 2017 compared to 18% in 2016. Looking in more detail at the specific age groups we have seen an increase in the proportion of female consultants in the younger age groups of newly appointed consultants (50% female of <35, 37% female in 36-40 age group, 18% female in 41-45 age group compared to 25%, 25% and 15% in the respective groups in the first survey in 2010).

It is encouraging we are recruiting more female Plastic Surgeons indicating we are an attractive speciality to all new doctors ensuring we have a diverse work force and access to the best applicants.

The greatest difficulty is predicting who is likely to leave when. We see a regular drop of numbers from the 46-50 year age group down to the 65+ age group. The numbers indicating approximately 30 leave a substantive post each year. On anonymous questioning 55 consultants anticipated retiring over the next 5 years. The changes to the pensions means consultants in the 56-60 and 61-65 age groups may well retire sooner than planned. The proportions of consultants in various age groups has remained relatively stable since 2010 with 8% of consultants in the 56-60 age group in 2010, 12% in 2017 and 4% of consultants in the 61-65 age group in 2010 and 2017.

When reviewing the PA's worked there has been a dramatic peak in 10 PA's worked in 2017, up to nearly 40%. This is associated with a reduction in 11 and 12 PA's worked. Those working over 10 PA's peaks at about 50 years of age.

Since 2011 we have seen a steady decline in consultants undertaking private practice with 80% in 2011 reducing to 71% in 2017. The greatest reduction has been in the younger age groups with 80% of consultants age 41-45 undertaking private practice in 2010 compared to 54% in 2017. 61% of consultants age 36-40 undertaking private practice in 2010 compared to 43% in 2017. The proportions in the older age groups remain static. This may reflect how proportionately expensive medical indemnity insurance is when starting a private practice.

Regarding new and replacement posts survey responses indicated 31 posts are likely to be advertised in 2017 and 32 posts will be advertised in 2018. Each year, from 2010, 29 to 45 substantive posts are advertised in the BMJ each year.

In 2018, 44 trainees will attain their CCT and as in previous years we would expect there to be substantive posts available to them with replacement and new posts.

We have seen a change in subspecialties with skin cancer still increasing in numbers most significantly but also hand surgery increasing above breast. These three still making up the top 3 subspecialties by number.

Continued.....

SUMMARY (con't)

The number of Trust Doctors continued to rise steeply in 2017, now 180, whereas the other non training grade numbers remain static.

Like last year we are confident those attaining CCT will have substantive posts to take up, but we are still concerned for how many in the over 55 age group will reduce PA's worked or retire causing a shortage in the workforce.

Once again many thanks go to all the Link persons in each unit for completing the survey and especially to Sharon Ross of the BAPRAS Secretariat for chasing and collating the questionnaires.

Richard Haywood

Chairman -Workforce Planning Group 2016/2017/2018