

2021
PLASTIC SURGERY
WORKFORCE
UK and Republic of Ireland

Profile and Analysis



BAPRAS

British Association of Plastic
Reconstructive and Aesthetic Surgeons

FOREWORD

It gives me great pleasure to introduce the 2021 Workforce Report for plastic surgery.

The team led by Aidan Fitzgerald and Sharon Ross have once again achieved a 100% response rate. It is a great credit to the team and everyone in our specialty who have contributed to it, that this detailed analysis is available. It is to be hoped that this will be used to plan the workforce for future years.

In the aftermath of the COVID pandemic, it has never been more important to have accurate data on the numbers of surgeons in training and also the demographics of the consultant body. The recent Bulletin of the Royal College of Surgeons of England highlights these issues and stresses the importance of workforce planning in our ability to deliver good and timely care whilst also addressing training needs and protecting the welfare of our surgeons.

In this report it is good to see that consultant numbers have continued to increase and that in 4 regions the target of one consultant per 80K of population has been reached. It does however follow that, in order to maintain the expansion of the consultant body, there must also be an increase in trainee numbers and a focus on consultant retention.

The data we are able to provide with this report are critical in our ability to inform the process of planning and to influence those who are able to deliver change. It is to be hoped that they are receptive and respond positively. Meanwhile we will continue to lead the way with providing accurate and comprehensive data.



Ruth Waters

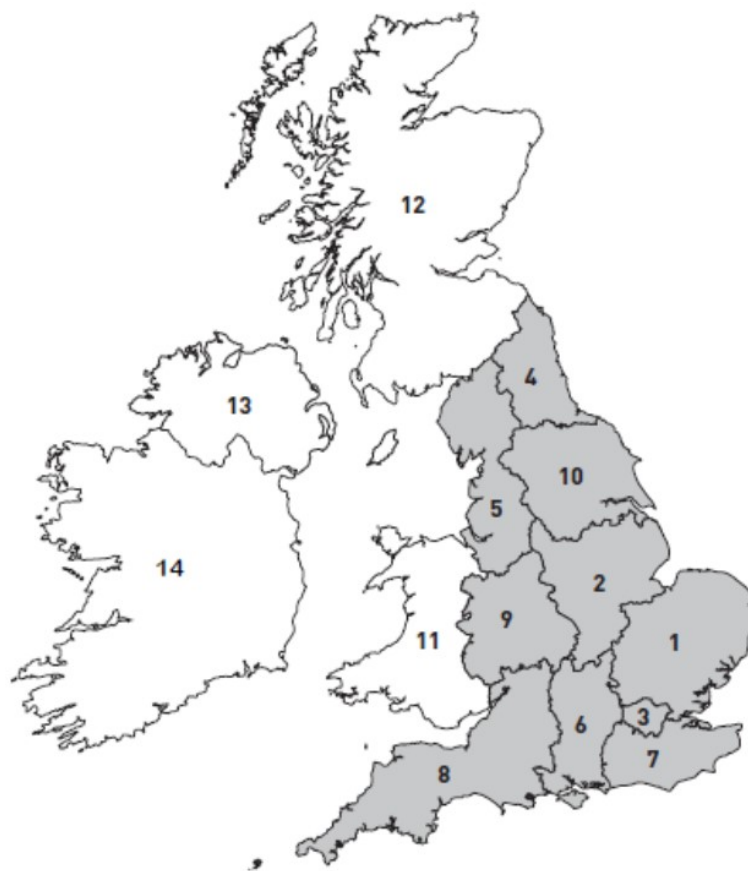
President

British Association of Plastic Reconstructive and Aesthetic Surgeons
2021/2022

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 2021.

The information enclosed is based on 697 Consultants, 86 Locum Consultants, 381 Specialty Doctors and 637 Trainees (Foundation years and specialty surgical training years) based in 72 plastic surgery units (64 units in UK, 8 units in Republic of Ireland). Breakdown of UK units is 54 units in England, 7 units in Scotland, 1 unit in Wales and 2 units in Northern 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 |

2021 WORKFORCE LINKPERSONS

East Midlands	Kettering General Hospital Leicester Royal Infirmary Northampton General Hospital Nottingham University Hospital Royal Derby Hospital/Pulvertaft Hand Centre	Thangasamy Sankar Matt Smith Michael McKiernan Anna Raurell Peter Russell
East of England	Addenbrookes Hospital Bedford Hospital St Andrews Centre, Broomfield Hospital The Lister Hospital Norfolk & Norwich University Hospital North West Anglia Foundation Trust West Suffolk Hospital	Kai Wong Sandip Hindocha Matthew Griffiths Maharukh Daruwalla Richard Haywood Tony Barabas Saif Azzawi
Northern Ireland	Ulster Hospital/Royal Victoria Hospital	Alastair Brown
London	Barts & The London NHS Trust Chelsea & Westminster Hospital Great Ormond Street Hospital Guy's & St Thomas Hospital Imperial Healthcare NHS Trust Royal Free Hospital Royal Marsden Hospital St George's Hospital	Georgios Pafitanis Richard Young Neil Bulstrode Mark Ho-Asjoe Liz Dex Alex Woollard Kelvin Ramsey Sonja Cerovac
North East	James Cook University Hospital Royal Victoria Infirmary University Hospital of North Durham Northumbria Healthcare NHS Trust	Keith Allison Daniel Saleh Tom Collin Mumtaz Hussain
North West	Alderhey Children's NHS Foundation Trust Christie NHS Foundation Trust Royal Preston Hospital The Countess of Chester Hospital Salford Royal Hospital Whiston Hospital Wythenshawe Hospital/Royal Manchester Childrens Hospital	Adel Fattah David Mowatt S Srinivasan Iyer Fahmy Fahmy Susie Yao Parneet Gill Kaushik Chakrabarty
Scotland	St John's Hospital at Howden/Royal Hospital for Sick Children Aberdeen Royal Infirmary Forth Valley Royal Hospital Glasgow Royal Infirmary NHS Lanarkshire Ninewells Hospital	William Anderson Ivan Depasquale Richard Clark David McGill Ben Aldridge Fiona Hogg
South Central	Frimley Health NHS Foundation Trust John Radcliffe Hospital Mountbatten Dept of Plastic Surgery Buckinghamshire Hospitals NHS Trust	Richard Baker Sarah Tucker Jason Smith Michael Tyler
South East Coast	Queen Victoria Hospital	Asit Khandwala

2021 WORKFORCE LINKPERSONS (con't)

South West	Derriford Hospital Southmead Hospital Salisbury NHS Foundation Trust Royal Devon & Exeter Healthcare NHS Trust	Jolita Zakaraite Sherif Wilson Rebecca Exton Andrew Wilson
Wales	Morrison Hospital	Ian Josty
West Midlands	Birmingham Children's Hospital Queen Elizabeth Hospital Birmingham Royal Stoke University Hospital Russells Hall Hospital Sandwell and West Birmingham Hospitals NHS Trust University Hospital Coventry & Warwickshire	Kerstin Oestreich Deborah Foong Shahidul Huq Simon Wharton Atul Khanna Tigi Eltigani
Yorkshire & The Humber	Bradford Royal Infirmary Castle Hill Hospital Leeds General Infirmary New Pinderfields Hospital Royal Hallamshire/Northern General Hospital York Teaching Hospital NHS Foundation Trust	David Watt Richard Pinder Daniel Thornton Alan Phipps David Lam Philip Lim

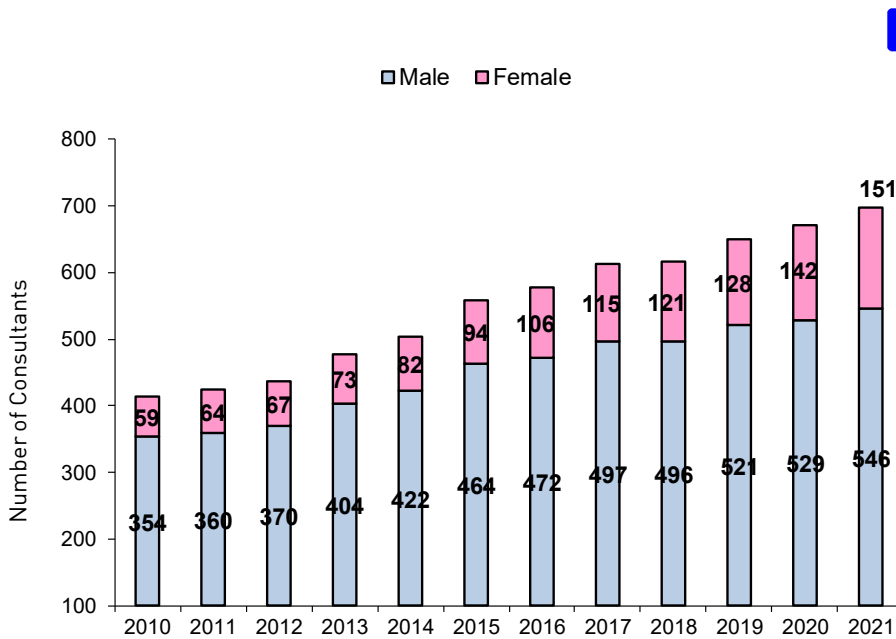
Republic of Ireland

Cork	Cork University Hospital	Jason Kelly
Dublin	St James Hospital Our Lady's Hospital for Sick Children Mater Misericordiae University Hospital The Children's University Hospital Beaumont Hospital St Vincent's University Hospital	Marlese Dempsey Marlese Dempsey Kevin Cronin Kevin Cronin Brian Kneafsey Sean Carroll
Galway	University College Hospital	Jack Kelly

We would like to thank all the 2021 Workforce Linkpersons. Some of whom have been assisting us since 2010. Without their assistance, this survey would not be possible.

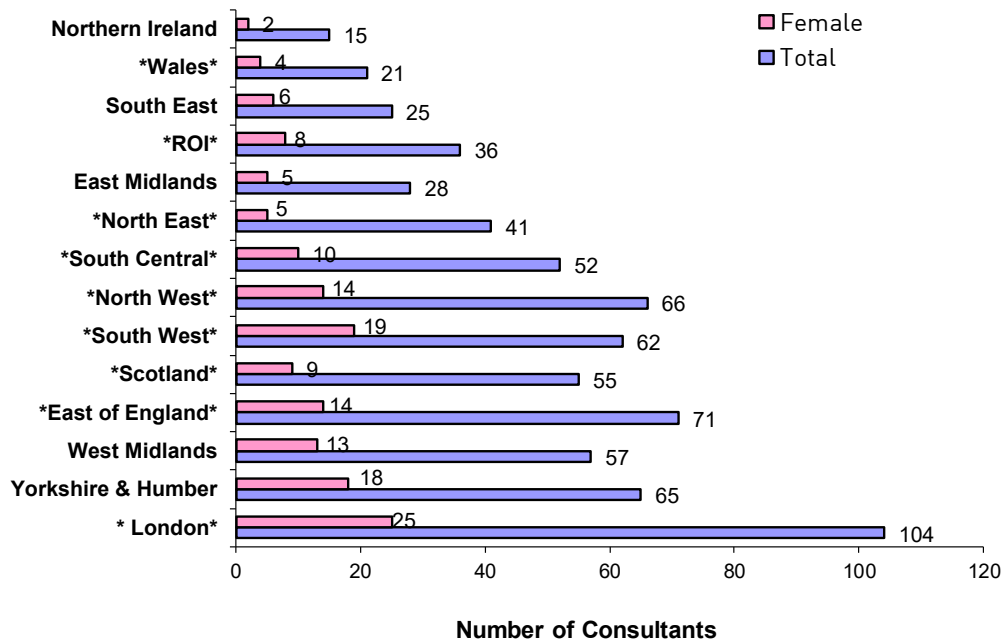
CONSULTANTS

GENDER BREAKDOWN (Headcount—Substantive Consultants)



- 2021 represents a total of 697 substantive consultants of which 661 are from the UK and 36 are from ROI.
- 22% of the Consultant workforce in 2021 is female as compared to 14% in 2010.
- The Republic of Ireland include 28 Males and 8 Females. This is an increase of 2 posts since 2020.
- The overall number of UK substantive consultants has increased by 26 posts (4%) from 2020.

GEOGRAPHICAL DISTRIBUTION OF SUBSTANTIVE CONSULTANT POSTS (Headcount)

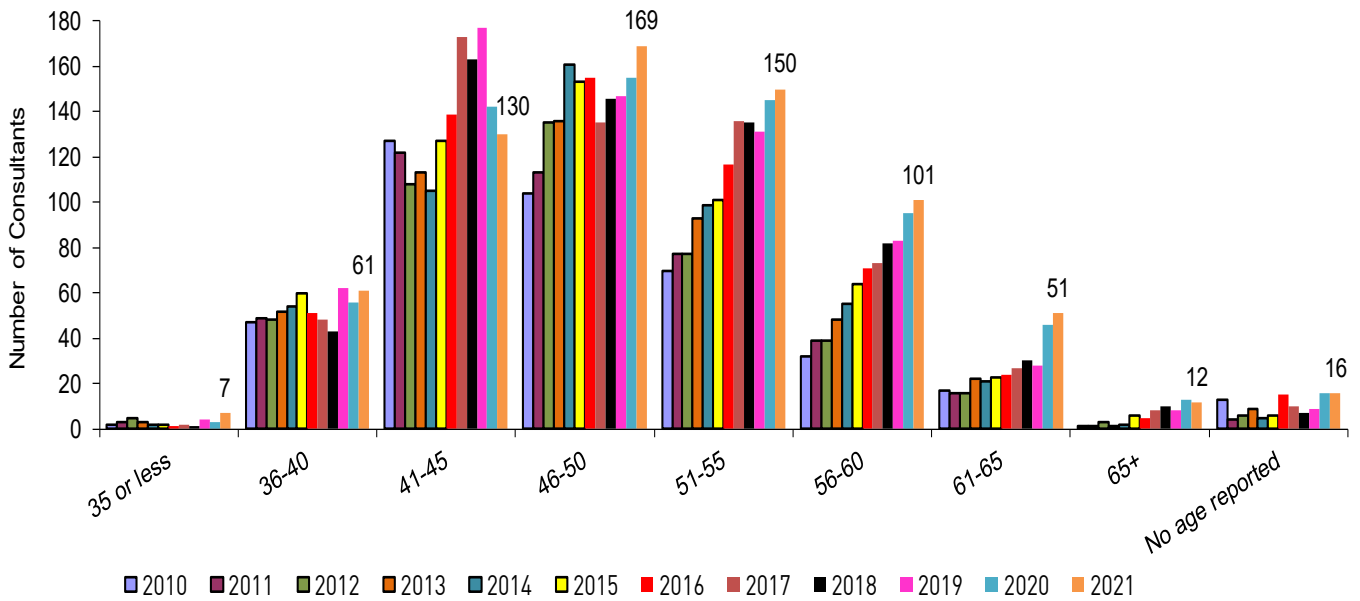


During 2021 the number of substantive consultant posts increased in 9 of the regions from 2020 (indicated with *)

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

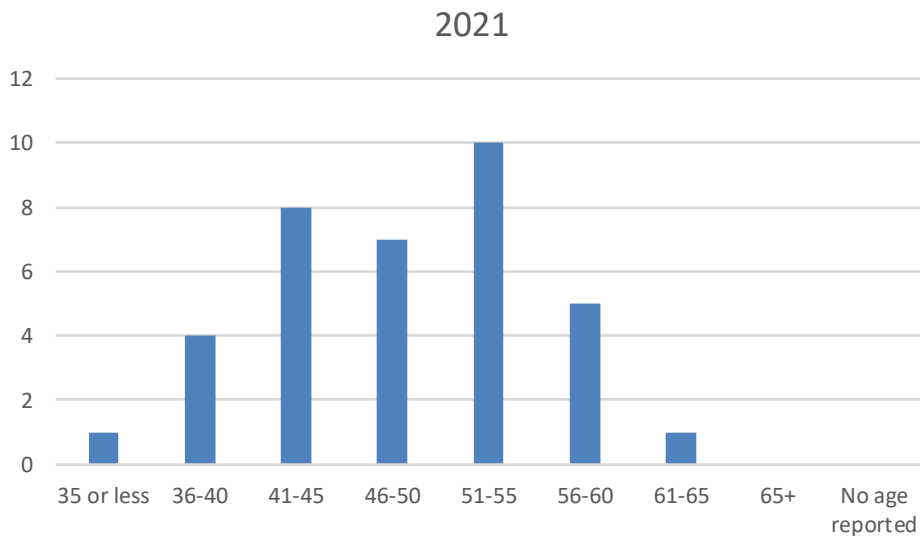
The above does not include any vacant posts.

AGE ANALYSIS (UK & ROI)

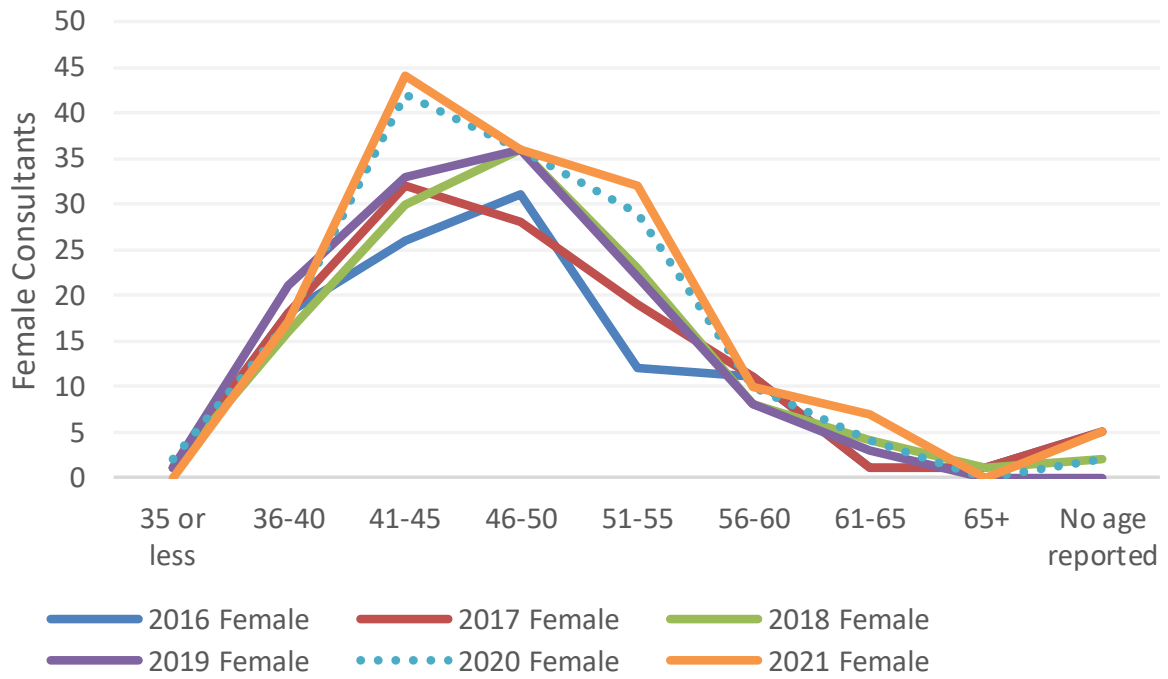


- *The 46-50 age bracket is the largest age group for the UK.*
- *For the second year in a row, the 51-55 age bracket is the second largest group of Consultants.*
- *The 51-55 age bracket continues to have the greatest number of consultants for the ROI whereas in 2018 it was the 41-45 age bracket.*
- *The 65+ age bracket remains relatively consistent compared to 2020. One of these consultants has identified they are working part time.*

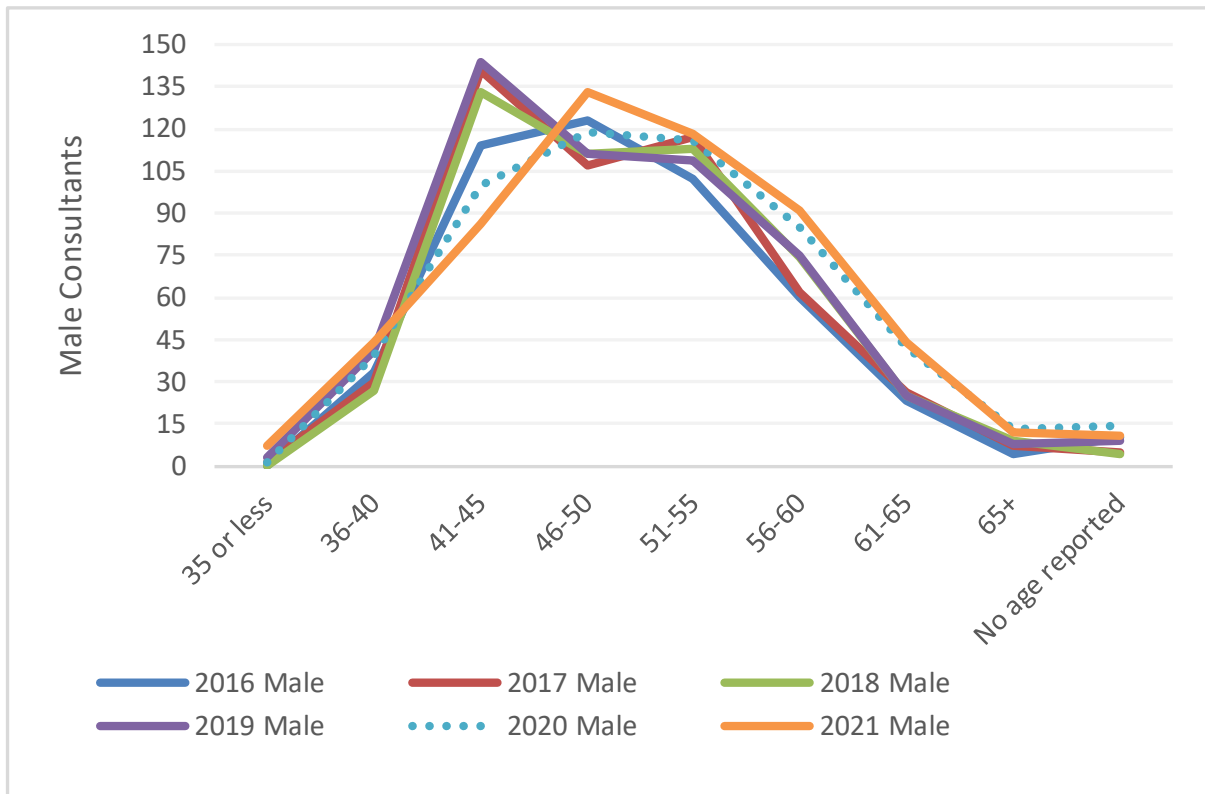
Age Analysis (Republic of Ireland)



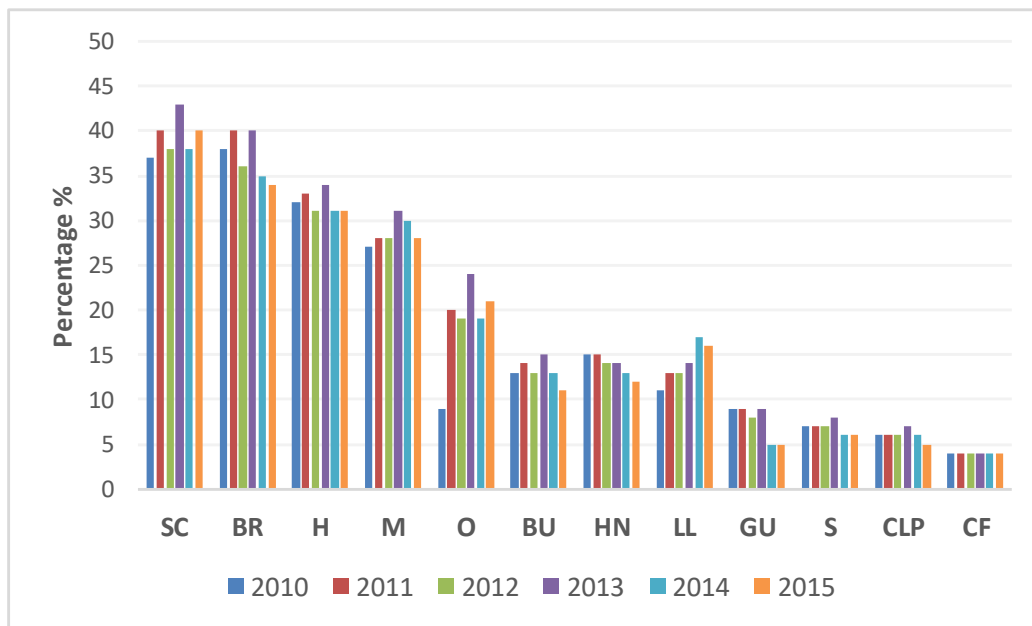
Age Analysis By Females



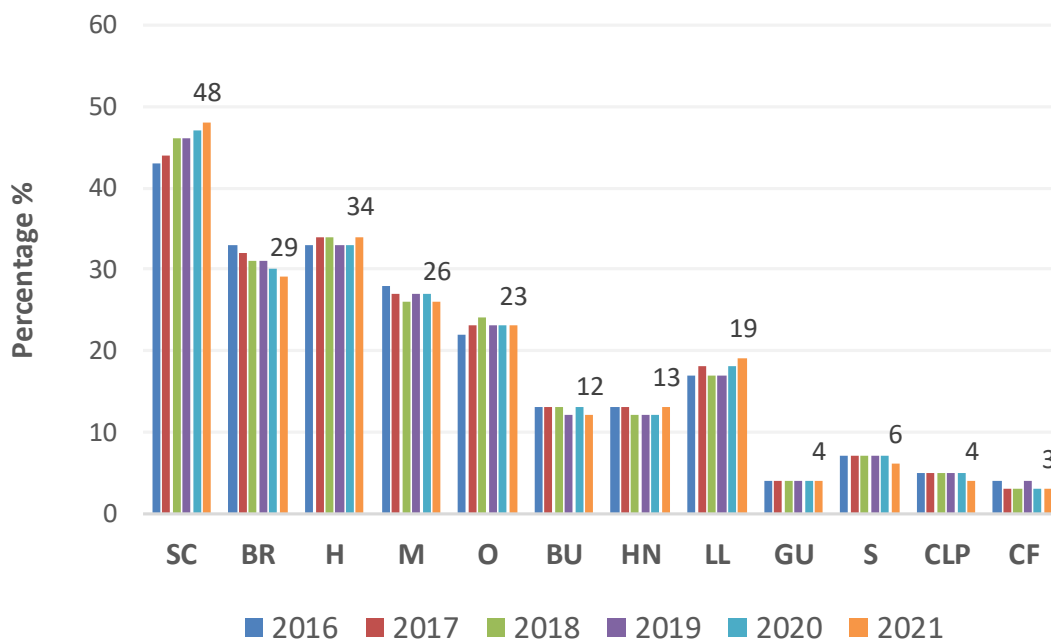
Age Analysis By Males



2010–2015
CONSULTANT SUB-SPECIALTIES - ALL REGIONS (By Percentage)



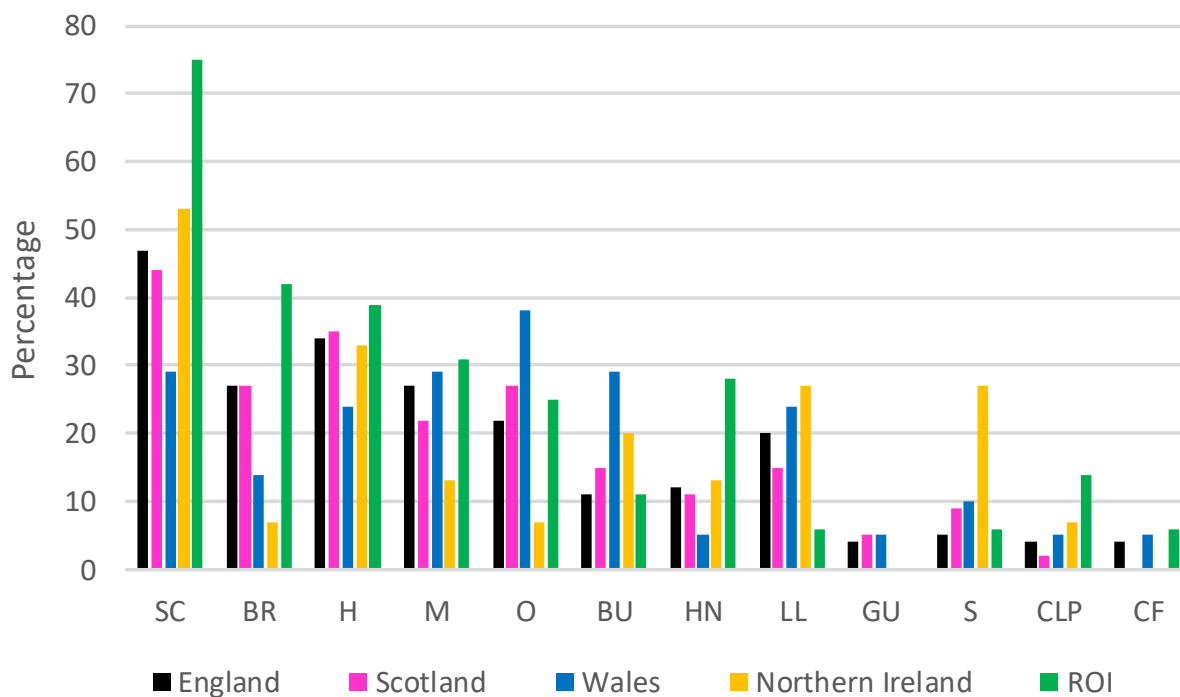
2016–2021
CONSULTANT SUB-SPECIALTIES - ALL REGIONS (By Percentage)



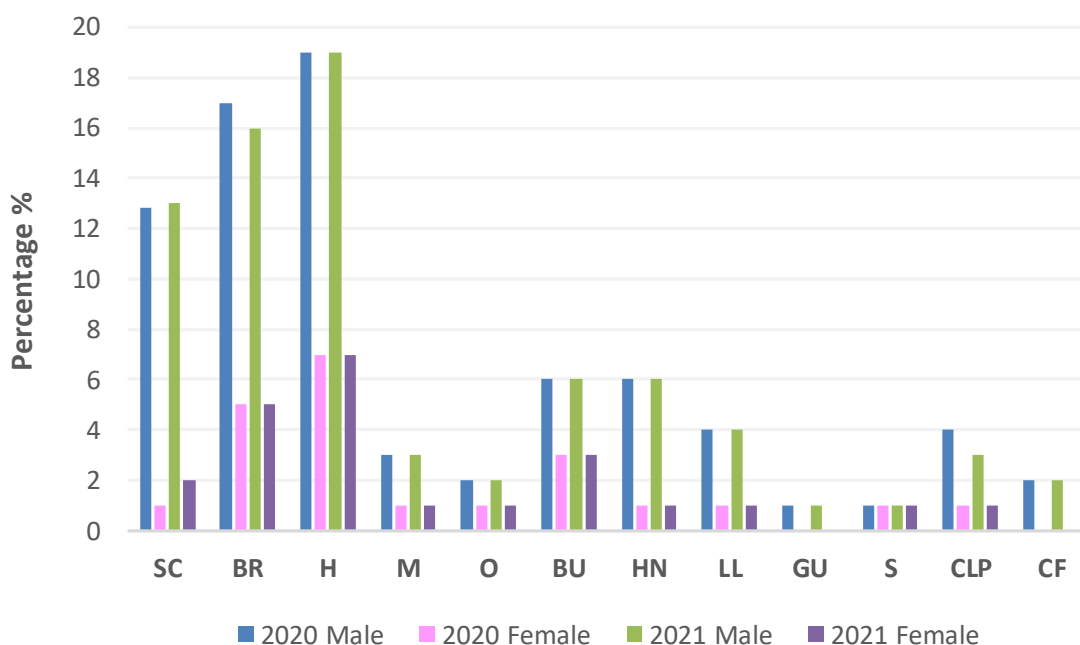
i BR=Breast, SC=Skin Cancer, H=Hand Upper Limb, M=Microsurgical Reconstruction HN=Head & Neck, BU=Burns, LL=Lower Limb Trauma, GU=Genitourinary, O=Other, S=Sarcoma, CLP=Cleft Lip & Palate, CF=Craniofacial

- Each consultant was given the option of listing a maximum of 3 sub-specialty interests.
- Since 2012 Skin Cancer remains the most reported subspecialty interest increasing by 10% since 2014.
- Hand remains the second most reported sub-specialty interest for the fifth year in a row.
- 'Other' includes interests in laser surgery, ear reconstruction, paediatrics, perineal, brachial plexus, nerves, facial reanimation, cosmetic and abdominal wall and accounts for 23% of all sub-specialty interests.

2021 CONSULTANT SUB-SPECIALTIES - BY REGION (By Percentage)

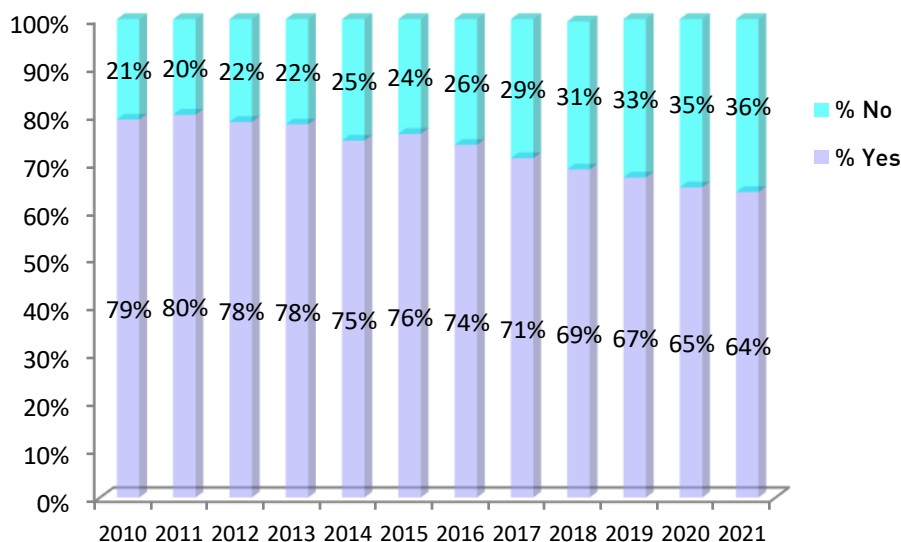


CONSULTANT SUB-SPECIALTY—BY GENDER (%)



Above based on Consultants 1st sub-specialty only.

CONSULTANTS UNDERTAKING PRIVATE PRACTICE

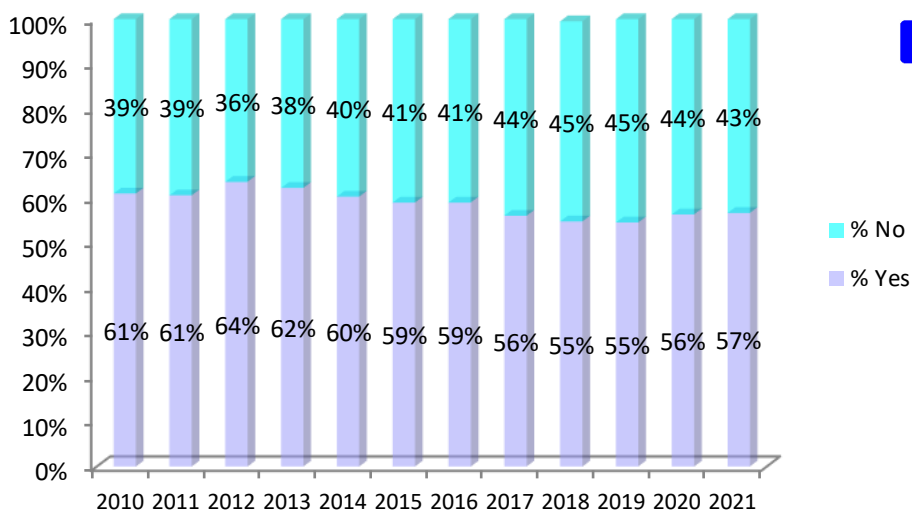


Private practice remained consistent compared to 2020.

2010-2012 does not include ROI

For purposes of comparison, the BAPRAS membership was analysed and it was found that 38 out of 562 members are working in the private sector only. This represents just over 6.5% of the BAPRAS members undertaking private practice only.

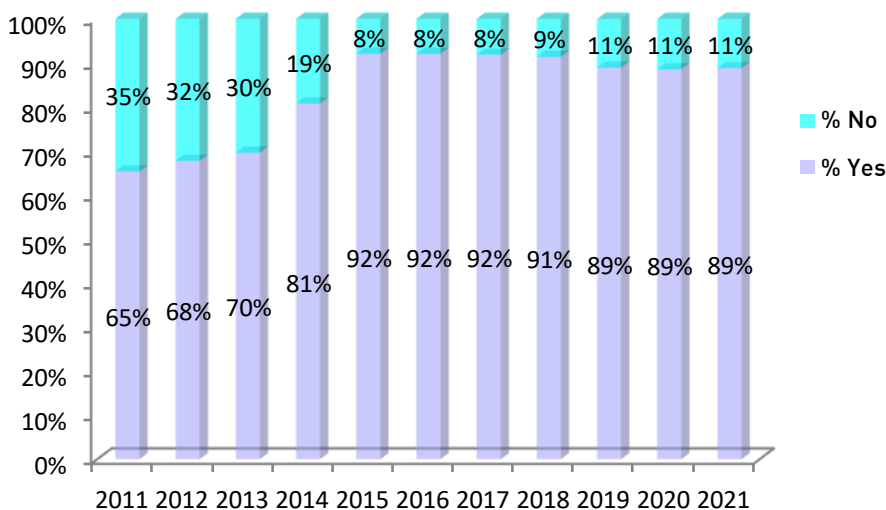
CONSULTANTS ACTING AS ASSIGNED EDUCATIONAL SUPERVISORS



The number of consultants acting as Assigned Educational Supervisors has remained relatively consistent since 2017.

2010-2013 does not include ROI

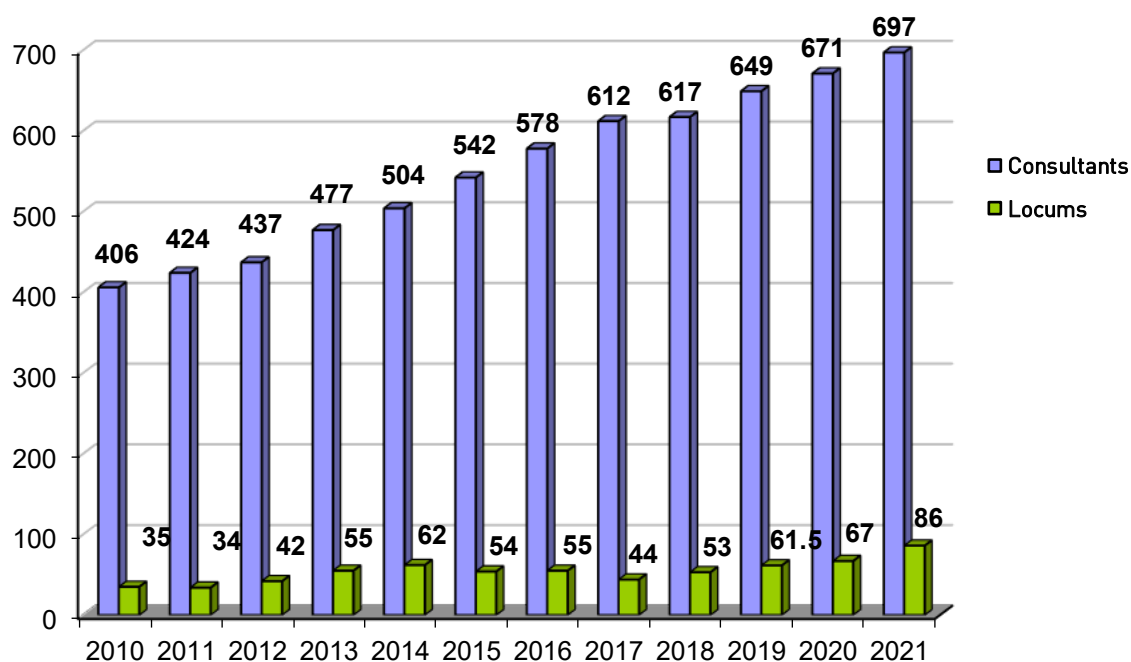
CONSULTANTS ACTING AS CLINICAL SUPERVISORS



The number of consultants acting as Clinical Supervisors remains unchanged since 2019.

2011-2013 does not include ROI

CONSULTANTS AND LOCUMS



- i** • The number of UK Locum posts in plastic surgery for 2021 has increased by 19 posts from 2020.
- The number of UK Consultant posts in plastic surgery for 2021 increased by 24 posts from 2020.
- 2021 includes 36 consultants and 4 locum posts from ROI. This is an increase of 2 consultants from 2020.

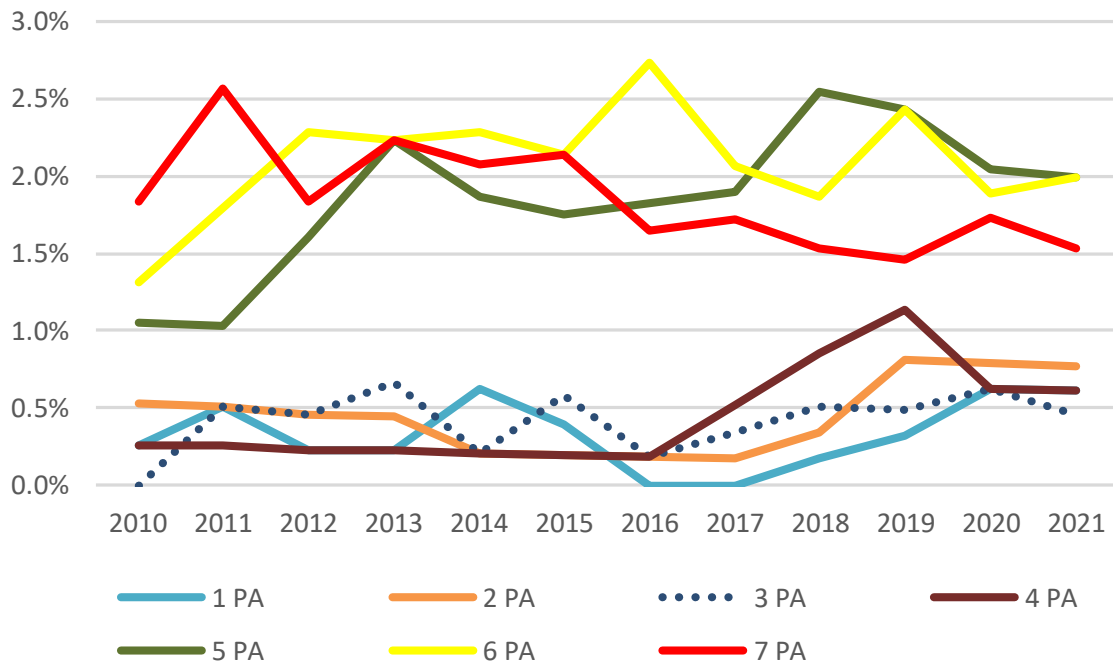
SUBSTANTIVE AND LOCUM POSTS

(By Region)

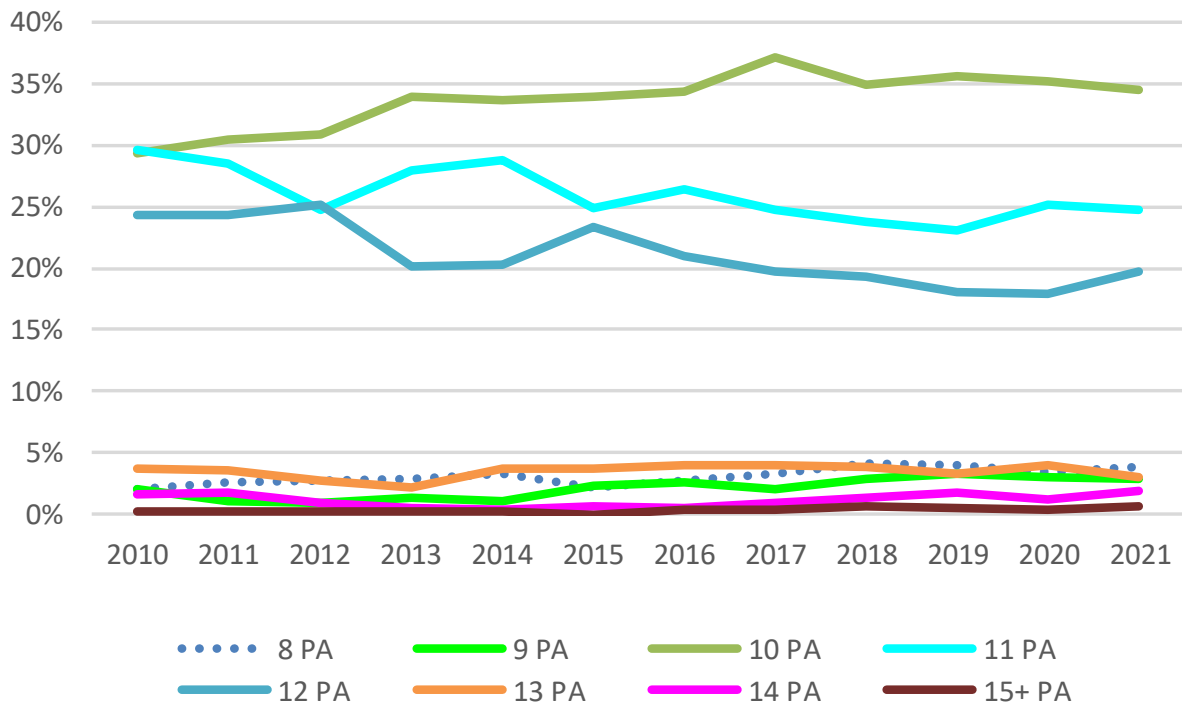
Region	Substantive		Vacancies		NHS		Academic		Military		Locum	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
London	98	104	1	0	95	102	1	1	1	1	16	18
Yorkshire & Humber	68	65	3	3	65	65	0	0	0	0	4	10
East of England	70	71	0	2	68	70	1	1	1	0	7	16
Scotland	52	54	0	3	52	53	0	0	0	0	2	6
West Midlands	61	57	3	1.5	53	53	0	1	5	3	2	4
South West	59	62	0	0	58	61	0	0	1	1	6	4
North West	61	66	0	0	58	66	3	0	0	0	13	16
South Central	49	52	0	0	44	45	2	5	3	2	2	2
North East	39	41	1	1	38	41	0	0	0	0	3	2
South East	26	25	0	1	25	24	0	0	1	1	3	2
East Midlands	28	28	0	2	28	28	0	0	0	0	1	1
Wales	18	21	0	0	17	20	1	1	0	0	4	1
Northern Ireland	15	15	0	0	15	15	0	0	0	0	0	0
Republic of Ireland	34	36	1	0	33	36	0	0	0	0	4	4

- i** • Substantive posts include NHS, Academic, Military and vacant posts
- Of the 13 UK regions, 9 regions increased their number of substantive posts from 2019.

7 PA's AND LESS WORKED BY UK CONSULTANTS (%)

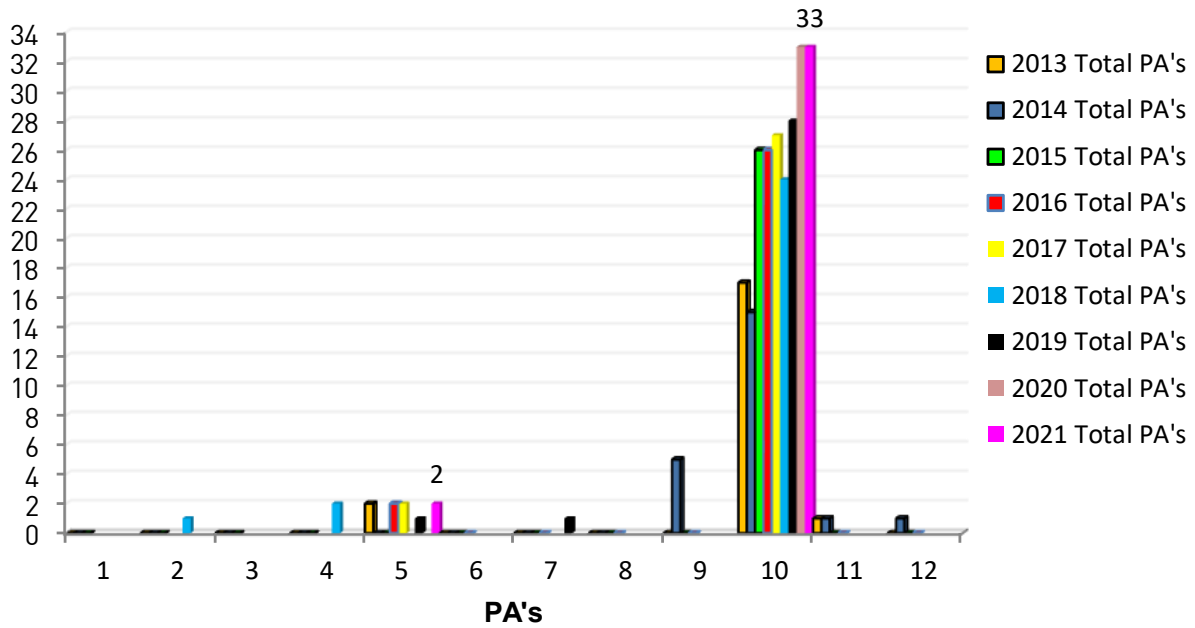


8-15+ PA's WORKED BY UK CONSULTANTS (%)



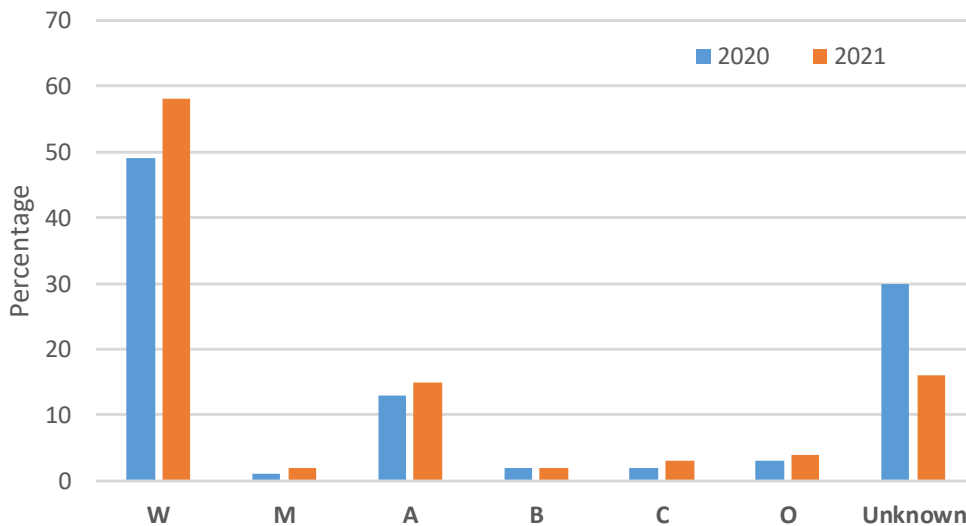
- Overall there has not been any significant changes in the amount of PA's that Consultants have been working since 2018.
- To note there are 52 UK consultants (8%) that are working 7 or less PA's.
- There were 5 UK consultants that did not provide number of PA's worked.
- Above figures include both part time and full time substantive Consultants.

PA's WORKED BY CONSULTANTS—REPUBLIC OF IRELAND



i For 2020 and 2021, one consultant did not provide number of PA's worked but did indicate working part time

CONSULTANT ETHNIC GROUP (%)




i W=White, M=Mixed, A=Asian/Asian British, B=Black/Black British/African/Caribbean, C=Chinese, O=Other Ethnic Group

2020 was the first year the survey had asked for the Ethnic Group of Consultants. It is important to note that this field is not mandatory and, as a result, 16% of the Consultants did not provide an answer for 2021. This is down from 30%, who did not provide an answer in 2020.

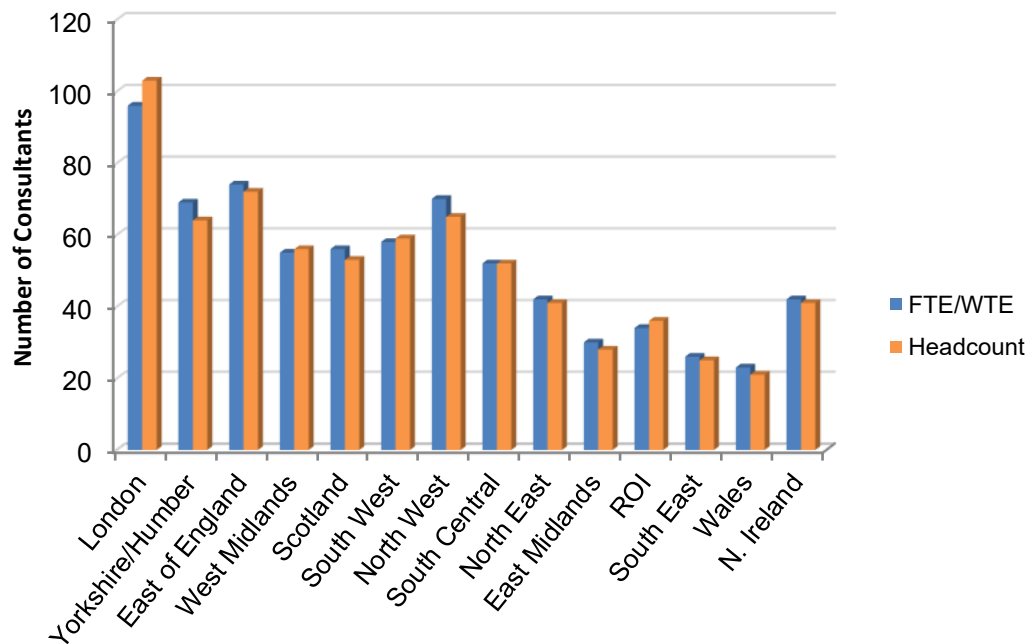
TOTAL CONSULTANTS REQUIRED REGIONALLY TO SERVICE 1:80,000 POPULATION RATIO

Region	FTE Req'd for 1:80,000 ratio	Current FTE	Further FTE Required								
			2021	2020	2019	2018	2017	2016	2015	2014	2013
North West	89	70	19	24	28	30	28	34	34	46	49
Republic of Ireland	57	34	23	24	28	32	29	30	31	35	38
East Midlands	57	30	27	27	28	28	29	32	32	34	44
South East	52	26	26	25	26	26	30	31	32	32	32
London	103	96	7	12	9	15	14	19	23	30.5	36
East of England	73	74	0	4	6	7	9	12	19	24	38
West Midland	70	55	15	12	7	21	20	21	22	23	33
South West	66	58	8	10	15	14	11	16	22	23	26
Wales	38	23	15	19	20.5	21	21	19	20.5	21.5	21
Scotland	66	56	10	10	11	15	12	15	15	18	33
South Central	50	52	0	1	4	5	0	11	10	15	19
N. Ireland	23	16	7	8	8	10	10	11	12	12	12
Yorkshire & the Humber	66	69	0	0	0	0	1	9	2	6	15
North East	32	42	0	0	0	0	0	0	11	5.5	9

-  • *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 were based on 1:100,000 population ratio. For consistency purposes 2011 and 2012 have been removed from the above chart.*
- *Current FTE = PA's/10*

FULL TIME EQUIVALENTS

(By Region)



FTE/WTE is calculated by taking the total number of PA's worked/region and dividing it by 10

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	Current Age	No. of Consultants Retiring
44	1	56	7	62	10	68	1
46	1	57	3	63	7	69	3
48	1	58	2	64	6	70	2
52	2	59	9	65	3	71	1
54	2	60	5	66	1	72	1
55	6	61	4	67	1	74	1



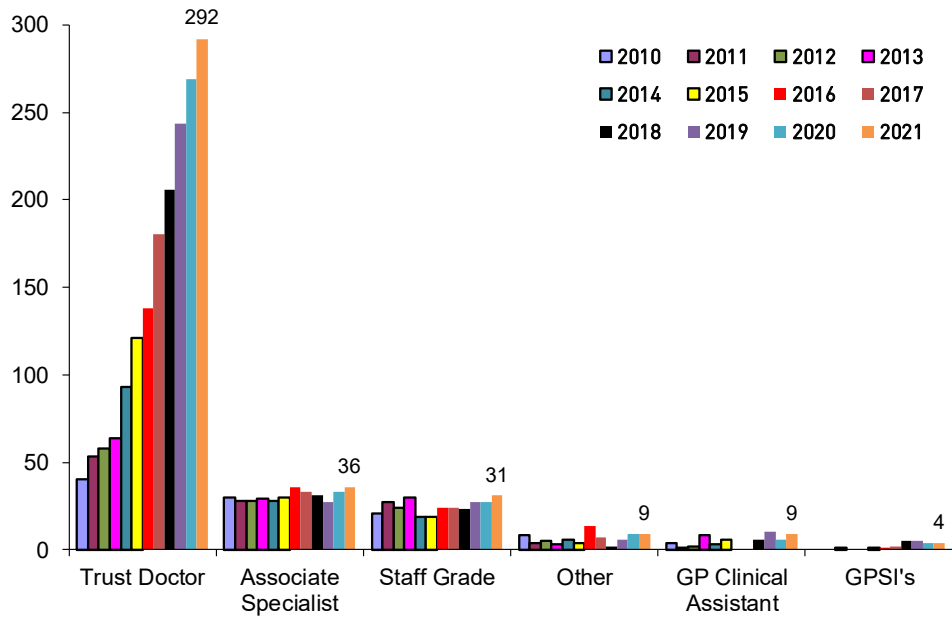
- Based on the 2021 workforce survey responses, 81 Consultants, (of which 11 are female and 2 are from ROI), anticipate retiring in the next five years. Of these 81 Consultants, 16 are currently working part time.
- It is important to note that there was no obligation to answer this question.
- 5 Consultants that had previously retired, have returned and are currently working Part time
- For the purpose of the above chart, current age of one respondent was unknown.

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

2022 — 96 Consultants
 2023 — 115 Consultants
 2024 — 140 Consultants

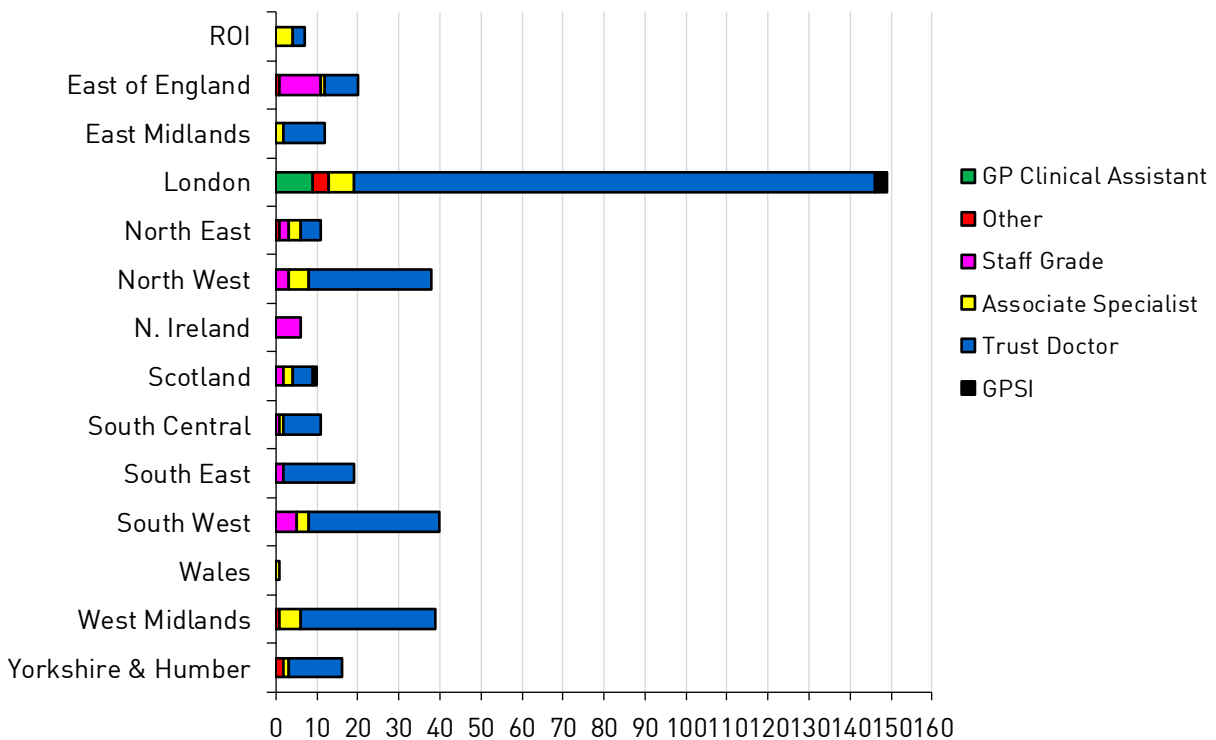
2025 — 163 Consultants
 2026 — 195 Consultants

SPECIALTY DOCTORS (By Category)

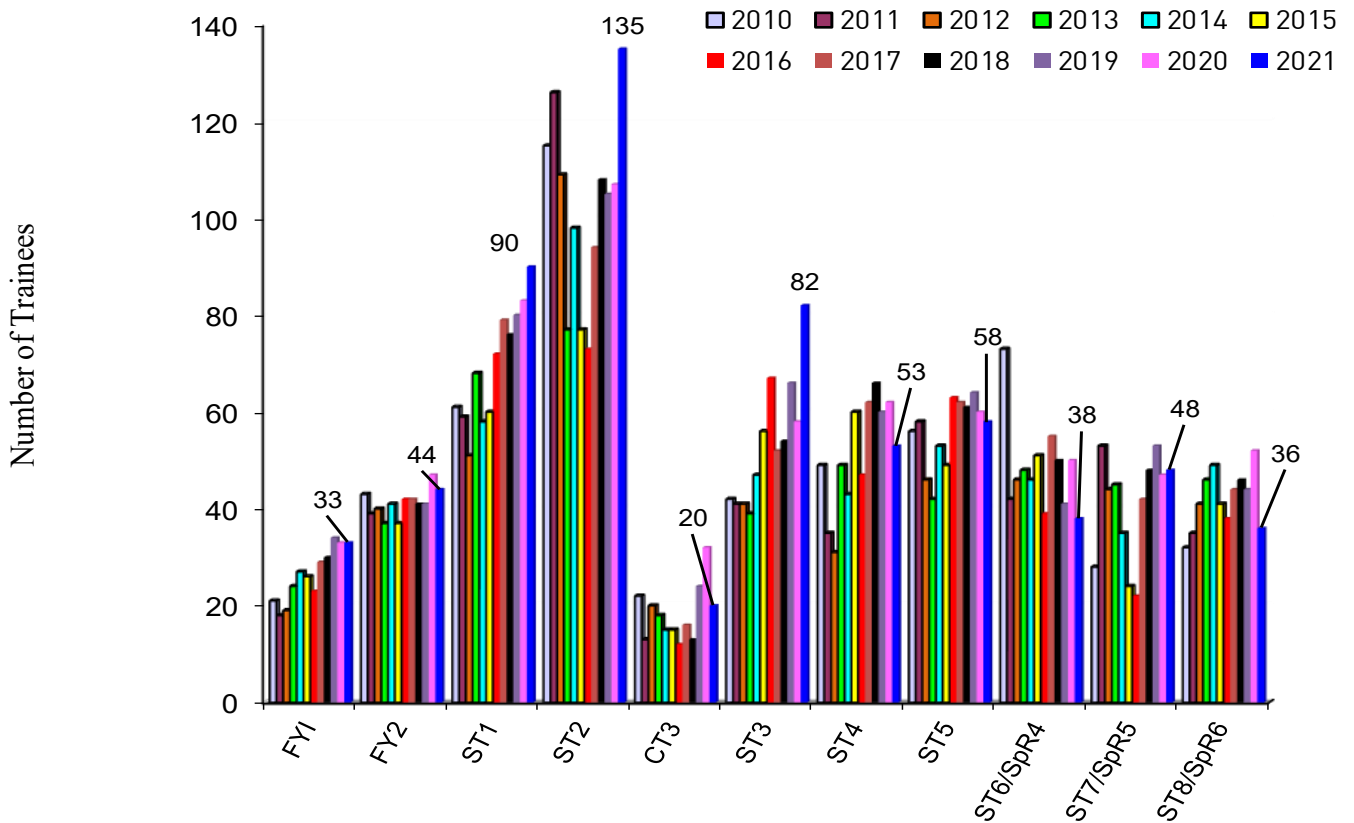


- The number of Specialty Doctors has increased from 348 to 381 in 2021. This represents an increase of 8% and has tripled since 2013.
- Vacancies during 2021: 6 Trust Doctors
- ROI = 4 Associate Specialists and 3 Trust Doctors.
- 'Other' includes: SNAP's, F1 and ANP.

SPECIALTY DOCTORS (By Region)



TRAINEES



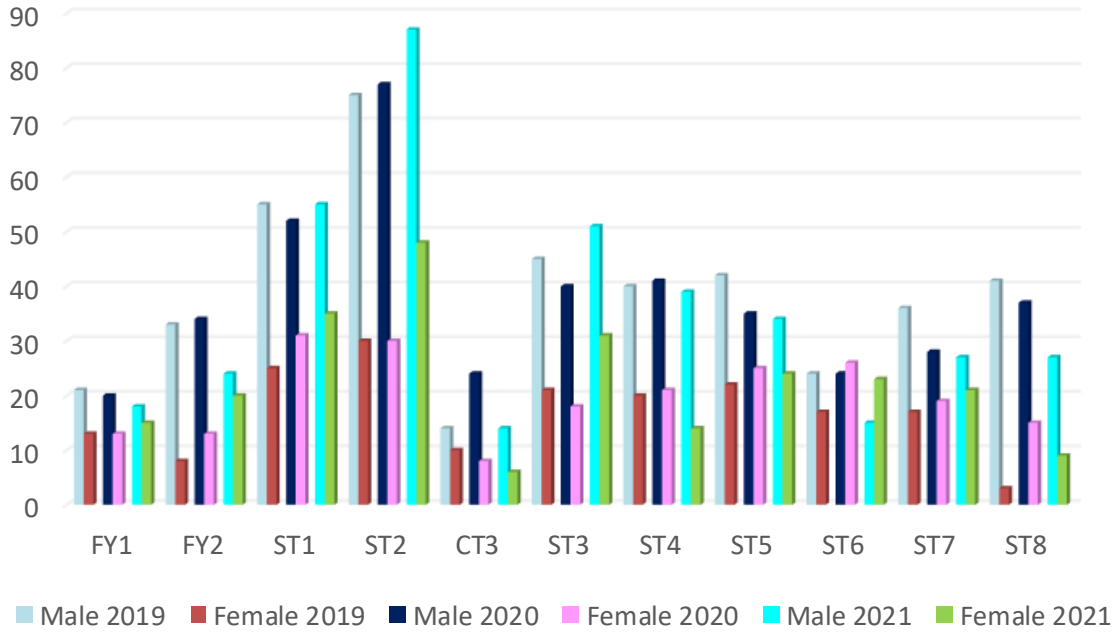
- One ST1 is interested in Emergency Medicine.
- One ST1 is shared with other specialties
- One ST8 is a military trainee.
- Of the 637 Trainees, 61 are from ROI

TRAINEE VACANCIES

	Vacancy	Vacancy Duration	Vacancy	Vacancy Duration
ST1	3	Ongoing		
ST2	2	4 months	2	Ongoing
CT3	2	4 months		
ST3	2	Ongoing	5	6 months
ST4	1	6 months	1	12 months
ST5	1	Mat Leave		
ST7	1	Mat Leave		
ST8	1	4 months		

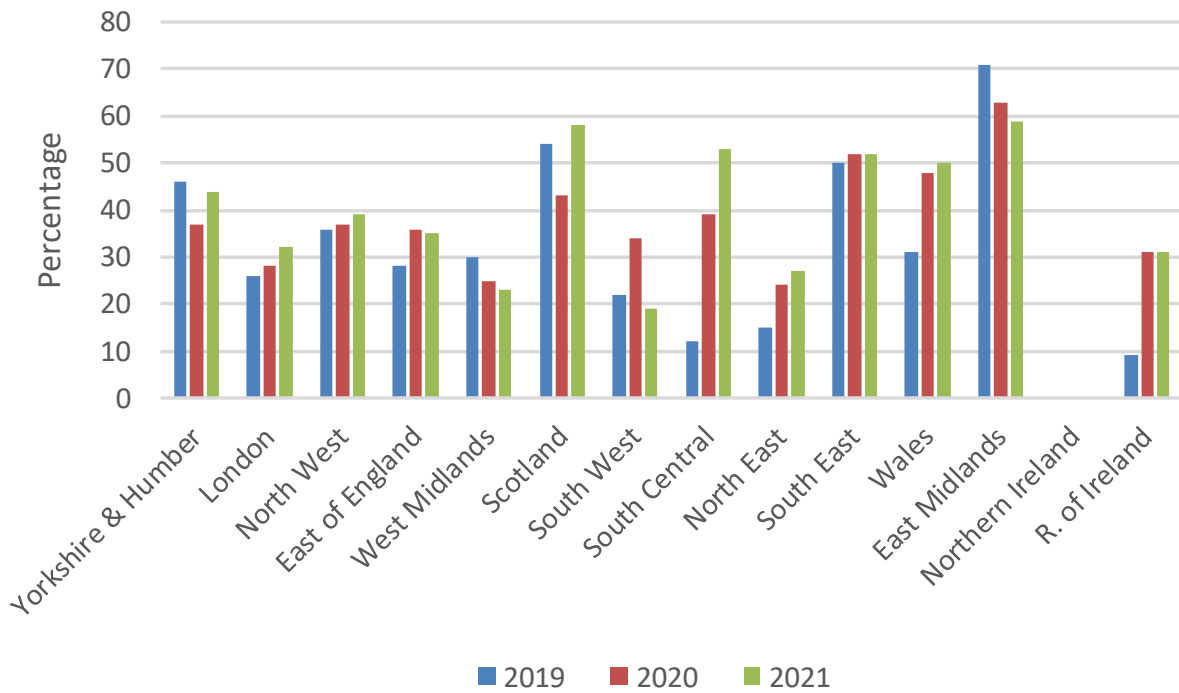
The above tracked the number of trainee vacancies and the length of time of each vacancy.

TRAINEES BY GENDER



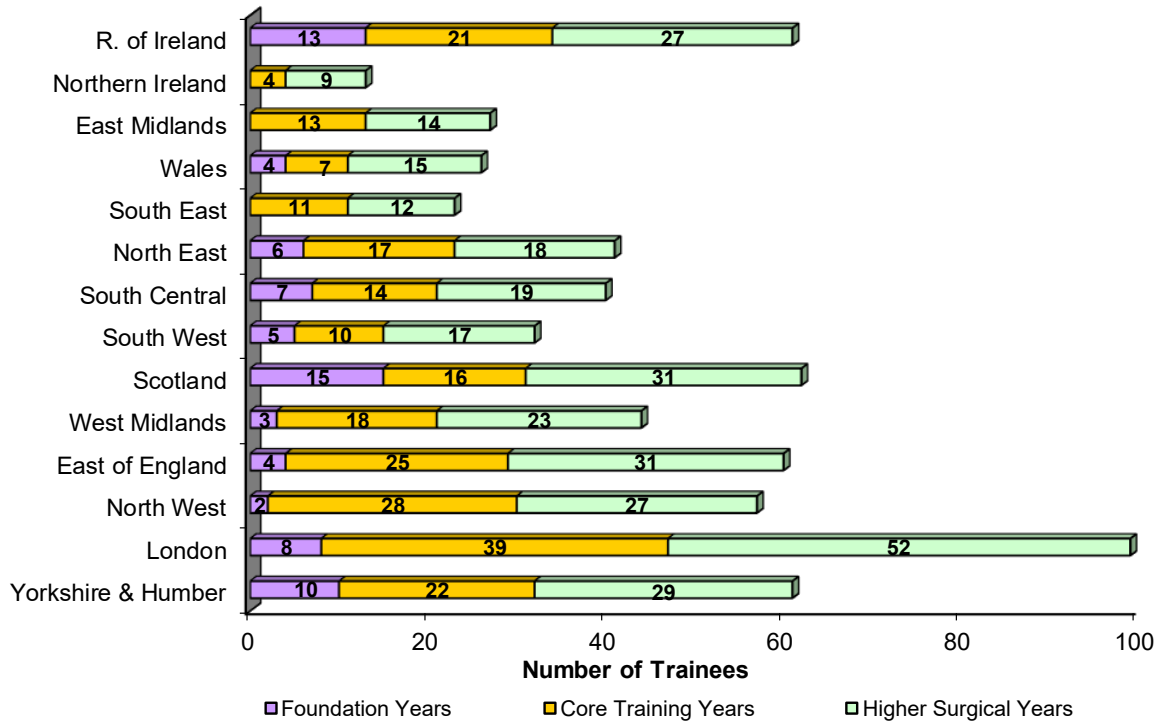
i This is the third year that the survey has asked for trainee gender.

FEMALE TRAINEES BY REGION (%)



i This is the third year that the survey has asked for trainee gender.

BY REGION



PLASTIC SURGERY TRAINEES WORKING LESS THAN FULL TIME

FY1	1 @ 50% LTFT		
FY2	1 @ 60% LTFT		
ST3	1 @ 60% LTFT		
ST4	1 @ 80% LTFT		
ST5	1 @ 80% LTFT	1 @ 70% LTFT	
ST6	1 @ 70% LTFT		
ST7	1 @ 40% LTFT	1 @ 60% LTFT	2 @ 80% LTFT
ST8	2 @ 60% LTFT		

PLASTIC SURGERY TRAINEES IN TIG POSTS

Specialty	Plastic Trainees in Post											
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
											14	
Breast Oncoplastics	3	0	2	0	3	3	4	2	4	1		5
Cleft Lip & Palate	0	1	1	1	1	2		1	3	2		2
Cosmetic Reconstructive	4	8	16	11	8	11	10	3	9			
Hand	5	4	5	8	6	4	5	2	6	7		6
Head & Neck Oncology	1	0	1	1	1	1		2	2	2		3
Reconstructive Trauma Surgery	0	2	4	1	2	3	2					
Therapeutic Use of Lasers			1	2	3	2	2	1	2			
Mgmt of Skin Cancer				3	3	3	3	3	2			3
TOTAL POSTS	13	15	30	27	27	29	26	14	28	12	14	19



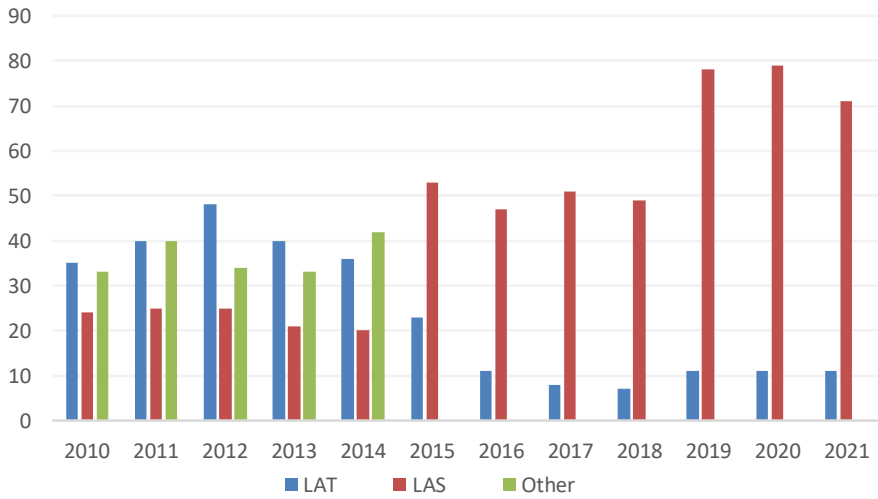
For 2020 there were 14 Plastics trainees who started their TIG fellowships. Unfortunately a breakdown of specialties was not available.

TIG Post figures kindly provided by Plastic Surgery SAC

TOTAL NUMBER OF LAT/LAS POSTS

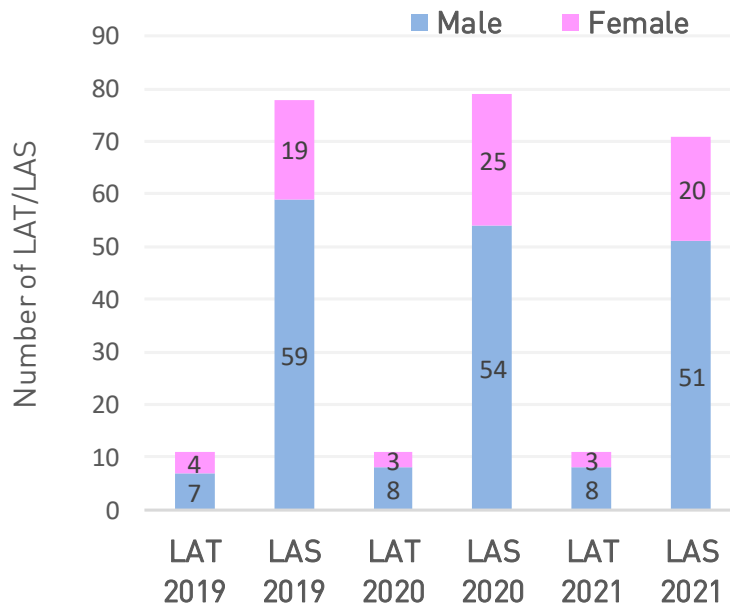
LAT = Locum Appointment for Training
 LAS = Locum Appointment for Service

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



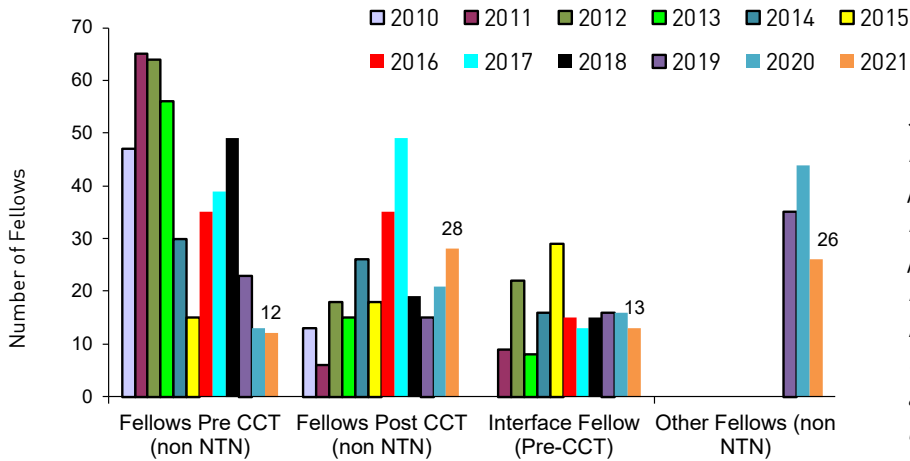
- The number of LAS posts have decreased by 8 posts from 2020.
- Some LAS posts occupied by Trauma Fellows.
- Three LAS posts are vacant and another 1 was vacant for a period of 4 months.
- Four LAT's are Trust Grade Registrars.
- The last time 'Other' was reported was in 2104.

LAT/LAS POSTS BY GENDER



This is the third year that LAT and LAS posts have provided their gender.

TOTAL NUMBER OF SENIOR/PERI CCT FELLOWS



Since 2020:

Pre CCT (Non NTN) - decreased by 1 post

Post CCT (non NTN) - increased by 7 posts

Interface Fellows (Pre CCT) decreased by 3 posts

Other Fellows (non NTN) was a newly added category for 2019 and has decreased by 18 posts since 2020.



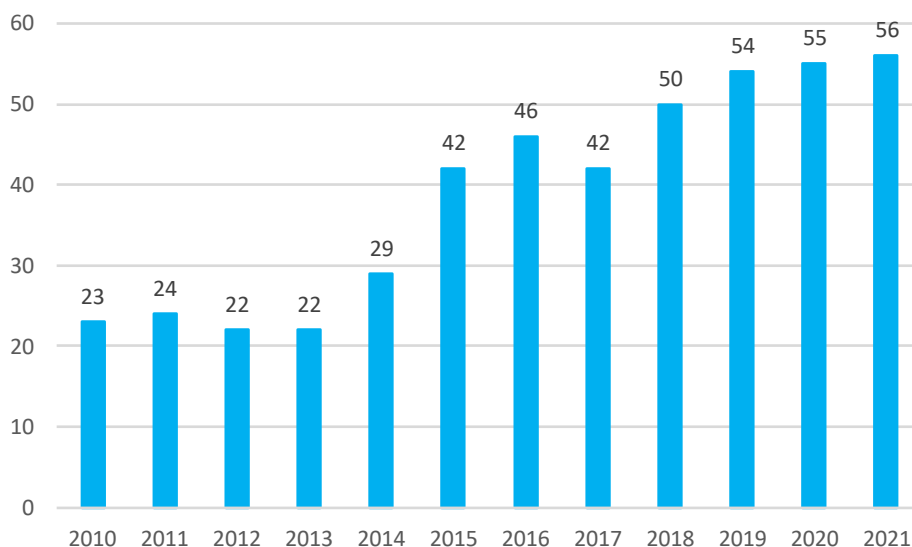
2021 Non NTN Pre-CCT Fellows include:
Orthopaedic and Trust

2021 Non NTN Post-CCT Fellows include:
Microsurgery, Orthopaedics, Trauma, ATP and Hand Fellow

2021 Interface Fellows Pre-CCT include:
Hand, Plastic Surgery, Orthopaedics, Head and Neck, Microvascular, Breast TIG (shared with General Surgery) and Cleft TIG (from Maxiofacial)

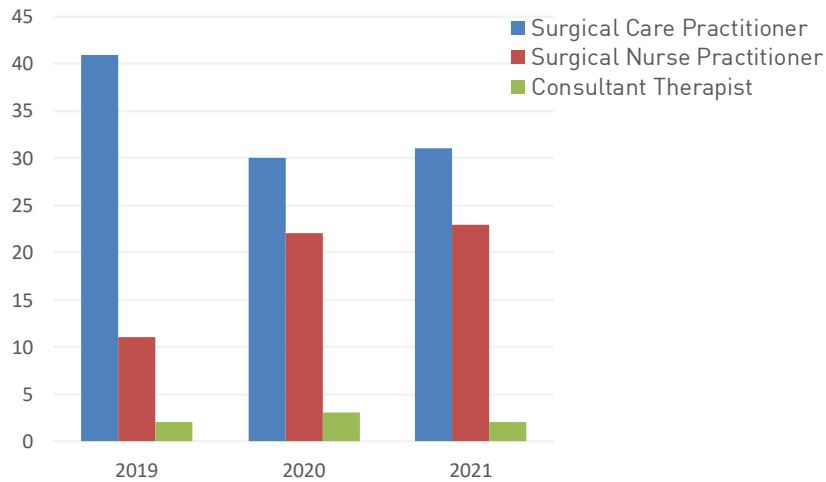
2021 Other Fellow (non NTN) include:
Plastic, Microsurgical, Burns, Overseas, Hand, Craniofacial, TIG MOHS and Research

TOTAL NUMBER OF ALLIED HEALTH PROFESSIONALS



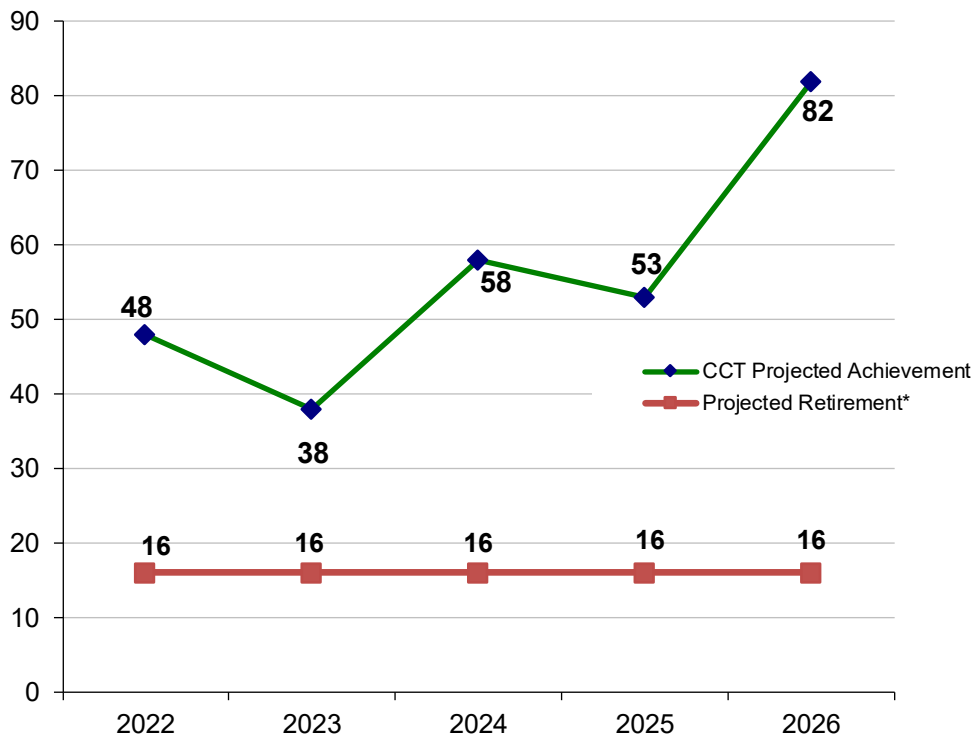
- This represents Surgical Care Practitioners, Surgical Nurse Practitioners and Consultant Therapists that are allowed to operate or suture.
- Allied Health Professionals have been identified in all of the Regions of the UK and ROI.

WHO ARE THE ALLIED HEALTH PROFESSIONALS?



- This is the third year a breakdown of Allied Health Professionals has been identified.
- One Consultant Therapist is a Physician Assistant and one does not operate or suture.
- One SCP is shared with General Surgery and one is not able to operate.
- One SNP for Dressing Clinics only; One is an ANP and another is a Skin Cancer Nurse Specialist.

WILL A TRAINEE GET A CONSULTANT JOB?

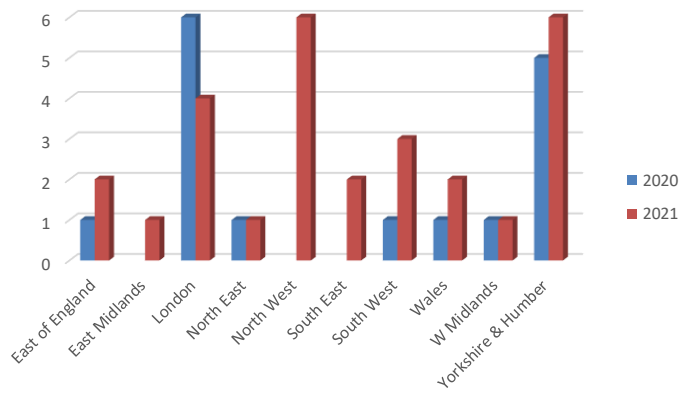
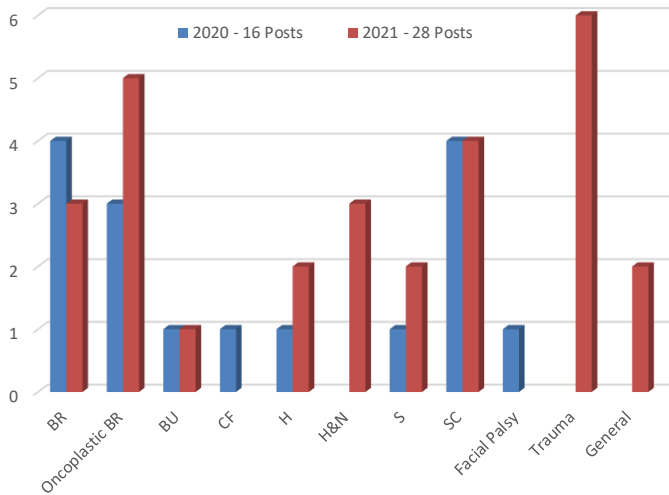


*Projected retirement based on replies from 2021 Workforce Survey (81 retirements over next five years)

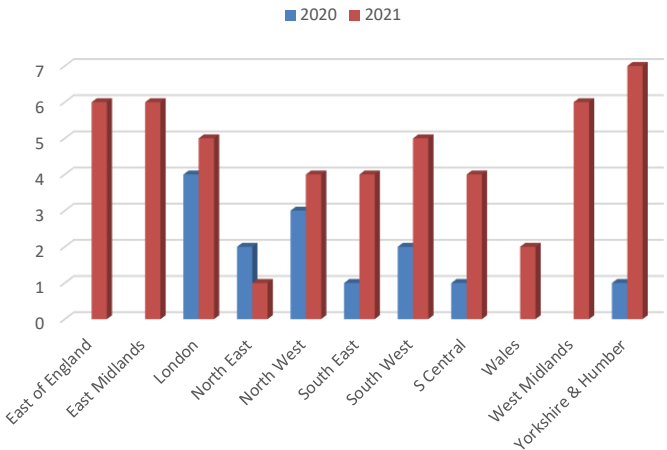
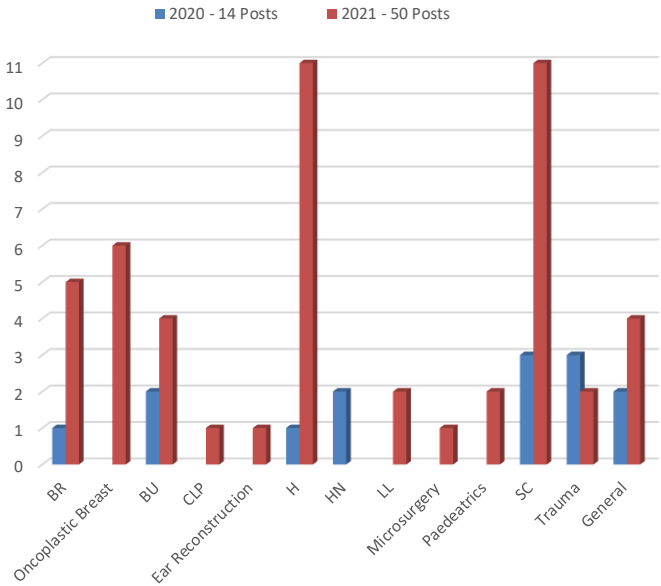


Based on information provided by JCST: In 2021, 57 trainees in the UK and 6 in Republic of Ireland were recommended for their certificates. This is an increase of 3 UK trainees from 2020. The Republic of Ireland trainees increased by 1 since 2020.

2020 SUBSTANTIVE CONSULTANT PLASTIC POSTS ADVERTISED IN NHS JOBS

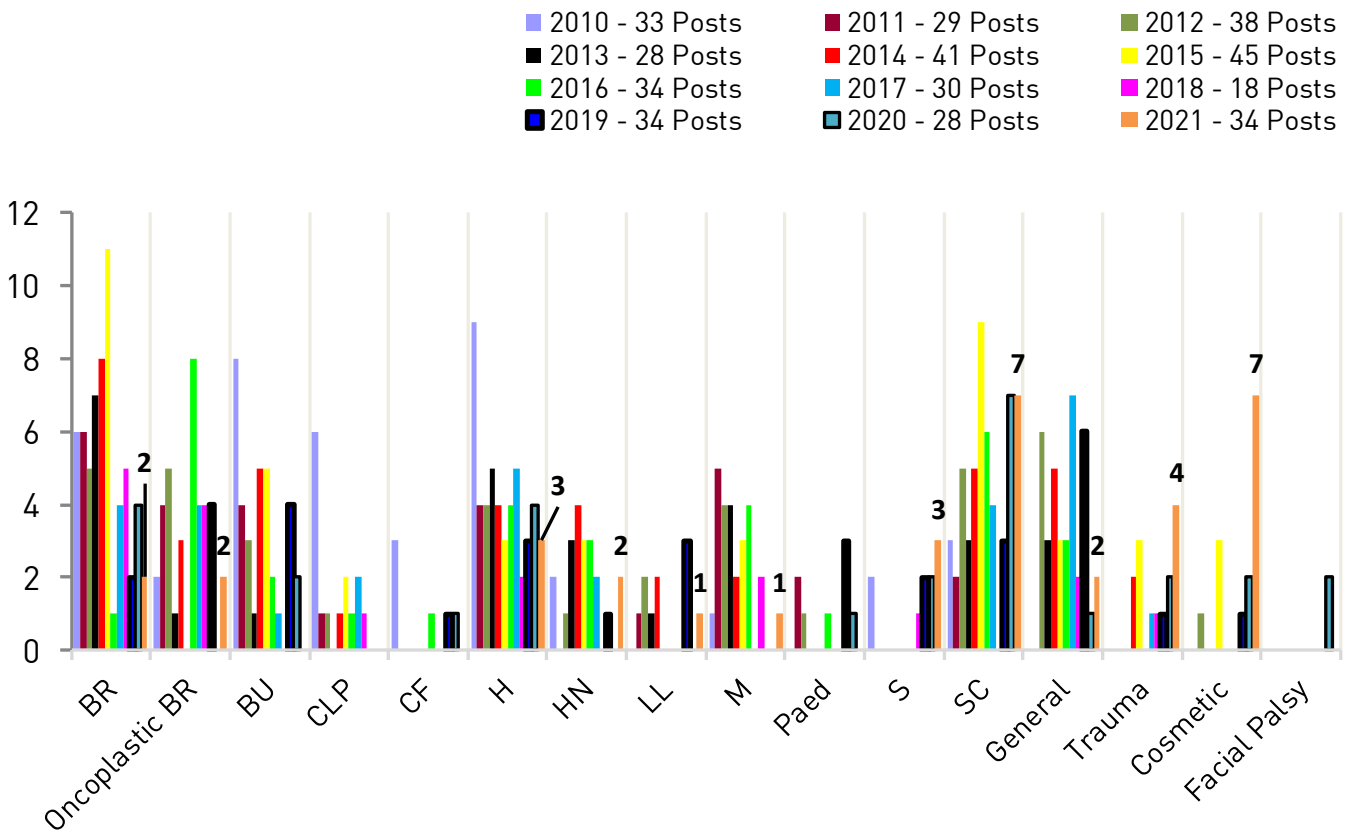


LOCUM CONSULTANT PLASTIC POSTS ADVERTISED IN NHS JOBS

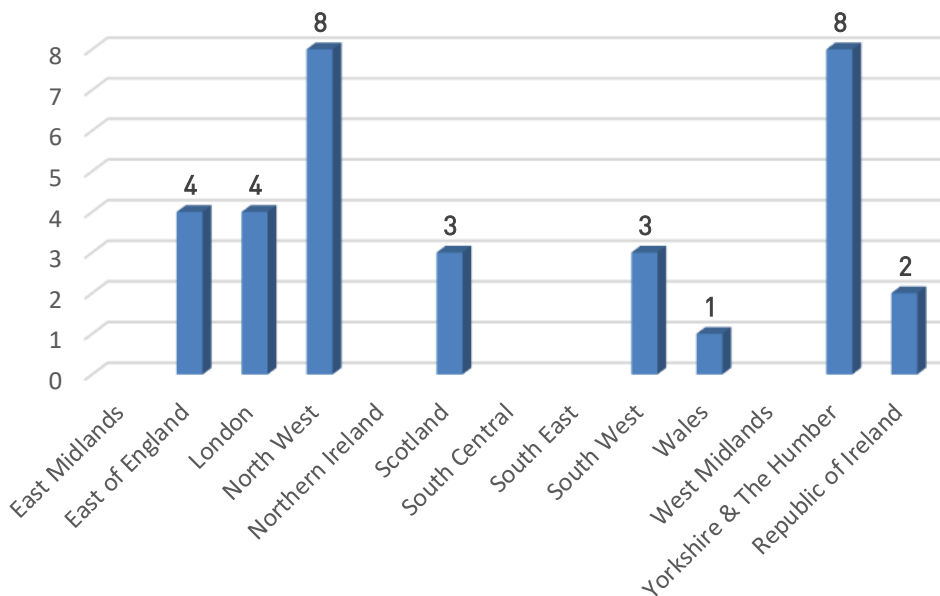


- July 2020 was the first date tracking of NHS Jobs began.
- Some of these jobs may also have been advertised in British Medical Journal.

SUBSTANTIVE CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL



WHERE ARE THE 2021 SUBSTANTIVE CONSULTANT PLASTIC POSTS AS ADVERTISED IN BRITISH MEDICAL JOURNAL



Note: 1 post is missing from the above graph as it were advertised through an Employment Agency and specified the position was for various regions across the UK. This was for the Cosmetic subspecialty.

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

Substantive Consultant Plastic Surgery posts have decreased for the third year in a row. Down 40% from
2017 and 60% from 2015.
83% were newly created posts, 17% were replacement posts. Only one post was part time (6 PA's)
1 Post was located in Republic of Ireland and was a new post on a fixed contract.

2019

Substantive Consultant Plastic Surgery posts increased by 40% from 2018
93% were newly created posts, 7% were replacement posts.
All posts were permanent full time except for 2 posts which were on a 6 month and 1 year fixed term.
Note that some job posts required multiple subspecialties which is reflected in the bar graph.

2020

Substantive Consultant Plastic Surgery posts decreased by 6 posts (17%) from 2019
Of the 28 posts, 27 are new full time posts with 1 having a one year fixed term.
One post is a replacement post with the subspecialty of craniofacial.

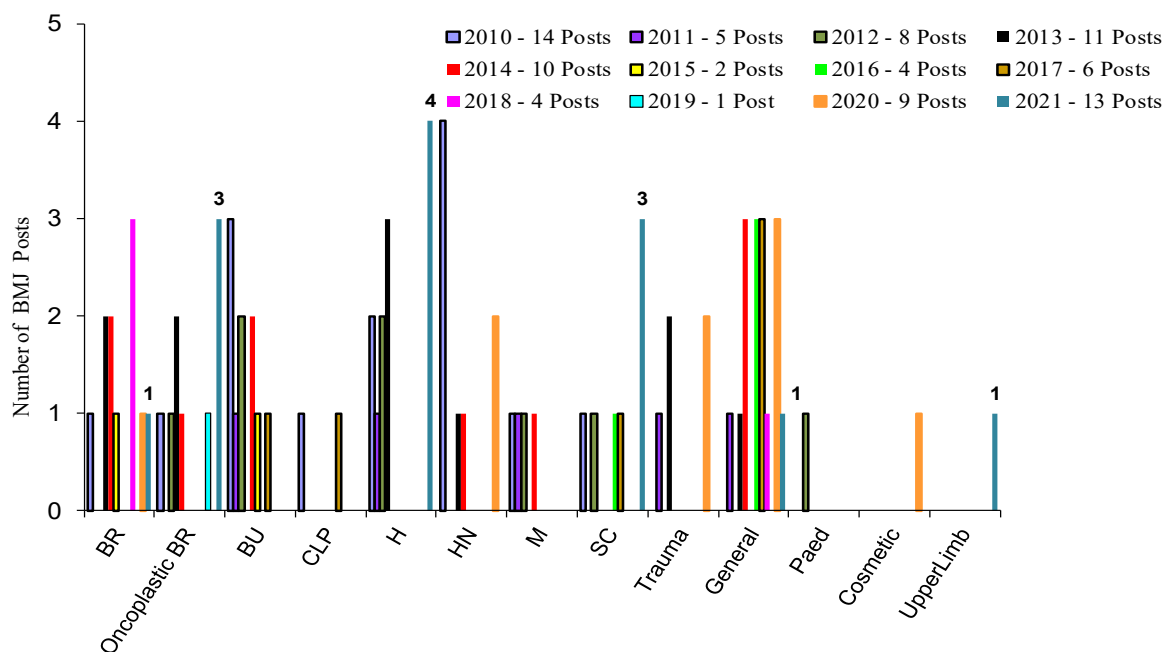
2021

Substantive Consultant Plastic Surgery posts increased by 6 posts (18%) from 2020.
Of the 34 Posts, 32 were Full Time and 2 were Part time. Two of the posts were in ROI.
31 Posts were New posts while three were replacements. (One replacement post for a 6 month term).

2022

Based on 2021 survey responses, there are 56 posts (52 in UK; 4 in ROI) that are likely to be advertised and 56
posts (52 in UK; 4 in ROI) that will be advertised during 2022.

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

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 6 months and one for 12 months

2018—Decrease of 33% in Locum posts from 2017.

50% of the posts were in Republic of Ireland All of the posts were Full Time posts.

2019— Locum posts have decreased by 80% from 2018.

The Locum post was a full time post located in London.

2020— Locum posts have substantially increased by 8 posts from 2019. (3 Posts were in ROI)

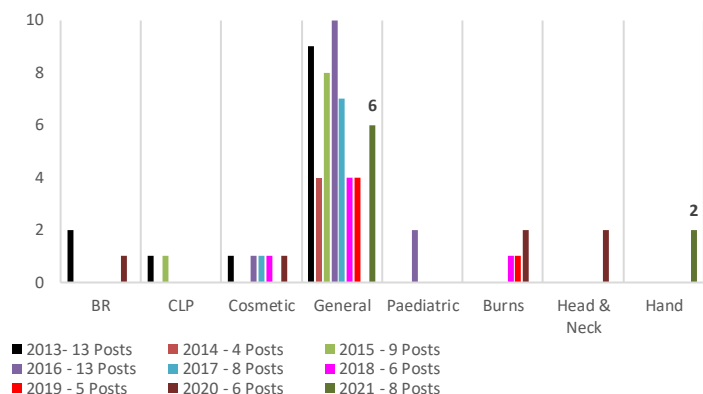
The Locum posts were all new posts (1 Part time and one for a 6 month fixed term)

This is the first time that a 'Cosmetic' Locum post has been advertised since tracking BMJ Jobs.

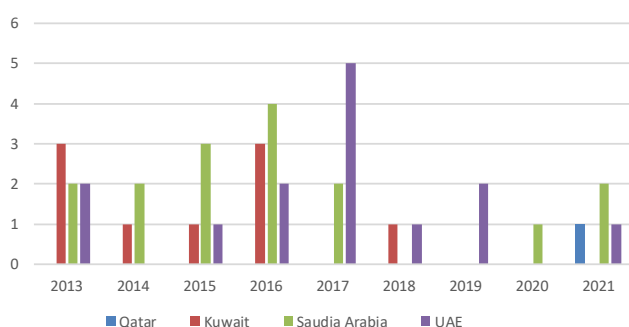
2021—Locum posts have increased by 30% from 2020.

12 were new posts (one part time and four were term contracts of 6 months and one for 10 months). One was a replacement post with a 12 month fixed term contract.

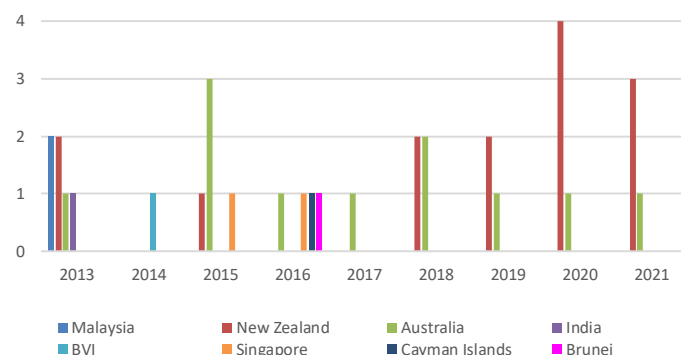
INTERNATIONAL CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL



The Middle East



Rest of World



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

2018 - International Consultant Plastic Surgeon posts decreased by 25% from 2017 and more than half the jobs were located in Australasia. Five posts were full time and 1 post was part time.

2019—International Consultant Plastic Surgeon posts decreased by one post from 2018 and more than half the jobs were located in Australasia. All posts were full time, however, two posts were for short term contracts of 12 and 18 months.

2020—International Consultant Plastic Surgeon posts increased by one post from 2019. Since 2018, the majority of the jobs have been located in Australasia. One post was part time; five posts were full time, however, four were for a 12 month fixed contract. This is the first time, since tracking BMJ International posts, that there were no 'General' specialty jobs advertised.

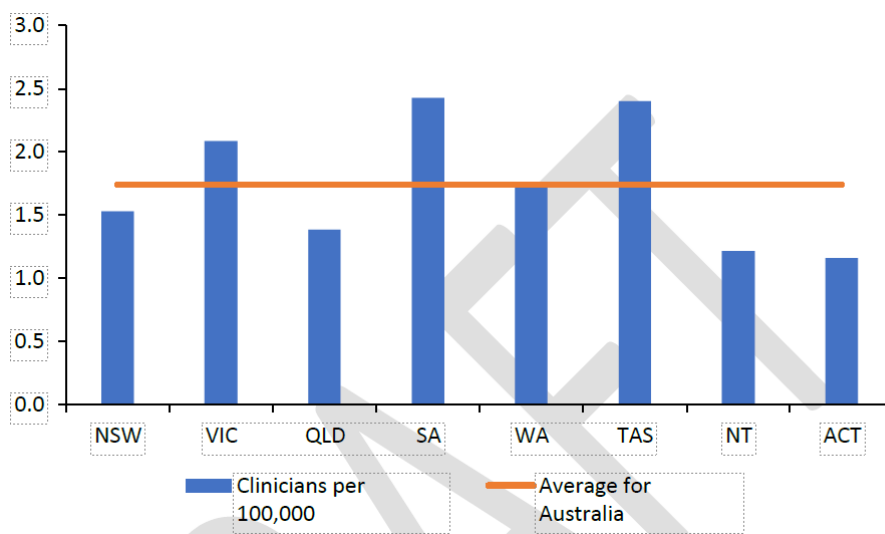
2021—International Consultant Plastic Surgeon posts increased by two posts from 2020 and is the third year in a row that the posts have continued to increase. All posts were Full Time, however three were term contracts of 2 years, 9 months and 8 months

RATIO OF CONSULTANTS TO POPULATION -AUSTRALIA



There was an average of 1.7 clinicians per 100,000 population across Australia in 2019. South Australia and Tasmania had the highest ratio of clinicians with 2.4 per 100,000 population, followed by Victoria with 2.1 per 100,000 population. The Northern Territory and the Australian Capital Territory had the lowest ratio with 1.2 per 100,000 population.

Plastic Surgeons per 100,000 population, 2019



Above information kindly provided by the Australian Society of Plastic Surgeons.

RATIO OF CONSULTANTS TO POPULATION -NEW ZEALAND

DHBs hosting public PRS service centres	Regional population	Number of PRSn [†]	Number of employed PRSn [‡]	Number of FTEs [‡]	FTEs per 100,000 population served [§]	Total number of PRSn needed		Number of additional PRSn needed	
						1:80,000	1:60,000	1:80,000	1:60,000
Northland	188,700	1	1	0.50	2.65	2.4	3.1	1.4	2.1
Counties Manukau	1,642,800	32	27	22.34	13.60	20.5	27.4	-11.5	-4.6
Waikato	764,510	9	7	7.00	9.16	9.6	12.7	0.6	3.7
Bay of Plenty	213,790 ^ζ	2	1	0.67	3.15	2.7	3.6	0.7	1.6
Hutt Valley	1,108,000	13	10	8.25	7.45	13.9	18.5	0.9	5.5
Canterbury	661,200	11	9	8.23	12.45	8.3	11.0	-2.7	0
Southern	337,400 ^{††}	4	4	2.50	7.41	4.2	5.6	0.2	1.6
National total	4,916,400	72	59	49.49	10.07	61.5	81.9	-10.5	9.9

DHB=District Health Board; PRS=plastic and reconstructive surgery; PRSn=plastic and reconstructive surgeon; FTE=full-time equivalent
[†]=total number of PRSn within the region including those employed by the public PRS service centre and those working exclusively in private practice;
[‡]=number and FTEs of PRSn employed by the public PRS service centre; [§]=FTEs per 100,000 population served by the public PRS service centre;
^{||}=tertiary and acute PRS services provided by Counties Manukau; ^ζ=tertiary and acute PRS services provided by Waikato; ^{††}=tertiary and some acute



Above information from the Australasian Journal of Plastic Surgery 30-09-2020

RATIO OF CONSULTANTS TO POPULATION –GERMANY



Deutsche Gesellschaft der
Plastischen, Rekonstruktiven und
Ästhetischen Chirurgen

According to the German Society of Plastic, Reconstructive and Aesthetic Surgeons, there are approximately 1600 German Plastic Surgeons in 2021. Germany's population is 83.2 million making a ratio of 1:52.000.

RATIO OF CONSULTANTS TO POPULATION –FRANCE

<u>France Regions</u>	<u>Population Ratio (2018)</u>
Auvergne-Rhone-Alpes	1:85,000
Bourgogne-Franche-Comte	1:90,600
Brittany	1:127,800
Centre-Val-de-Loire	1:128,600
Grand Est	1:85,000
Hauts-de-France	1:128,000
Ile-de-France	1:48,000
Normandy	1:175,000
Nouvelle Aquitaine	1:107,000
Occitanie	1:85,000
Pays-de-la-Loire	1:111,000
Provence-Alpes-Cote d'Azur	1:38,000



Above information on number of French Plastic, Reconstructive and Aesthetic Surgeons gathered from Statista.

RATIO OF CONSULTANTS TO POPULATION –SPAIN

<u>Spain Regions</u>	<u>Population Ratio (2018)</u>
Community of Madrid	1:35,000
Andalusia	1:106,000
Catalonia	1:101,000
Region of Valencia	1:15,000
Castile and Leon	1:71,000
Galicia	1:93,000
Basque Country	1:78,000
Asturias	1:47,000
Aragon	1:82,000
Navarre	1:46,000
Murcia	1:35,000
Castile-La Mancha	1:169,000
Cantabria	1:58,000
Extremadura	1:134,000
La Rioja	1:156,000



Above information on number of Spain's Plastic, Reconstructive and Aesthetic Surgeons gathered from Statista.

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 2021

Hospital Name				Link person			
Region				Tel			
				Mobile			
				Email			

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

Please enter totals for:

Consultants				Specialty Doctor	Total	Total PA's	Any Vacant?	NOTES:
Total number of substantive posts				Staff Grade				
NHS	Academic	Military		Associate Specialist				
Total number of Locum posts				Trust Dr (reg equivalent/SHO)				
Total Vacancies as of 31st Dec 2021				GP Clinical Assistant				
How many new consultant posts will be advertised in 2022?				GPSI's				
How many new consultant post are likely to be advertised in 2021?				Other				

Only include NHS PA's

Consultant	Gender (M/F/Non-Binary)	Year of Birth (yyyy)	New Contract Total NHS PA's	Old Contract Contract type? FT, MPT, 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?	Ethnic Group?***
1												
2												
3												
4												
5												
6												
7												
8												
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23												

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

** Ethnic Groups: W = White M = Mixed A = Asian/Asian British B = Black/Black British/African/Caribbean C = Chinese O = Other Ethnic Group

*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



The survey form for 2021 was not changed from 2020.

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 2021

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 Number of posts			Number of Vacant/ Unfilled	Notes: If vacant, how many months was it vacant? If less than Full Time, what percentage? 50-90%
	Male	Female	Non-Binary		
FY1					
FY2					
ST1/CT1 or equivalent					
ST2/CT2 or equivalent					
CT3					

Higher Surgical Trainees with National Training Number

	Male	Female	Non-Binary	No. of Vacancies	How many months vacant? If LTFT, what percentage?
ST3 or equivalent					
ST4 or equivalent					
ST5 or equivalent					
ST6 or equivalent					
ST7 or equivalent					
ST8 or equivalent					
StR4/StR5/StR6					
LAT/LAS without National Training Number					
Number of LAT					
Number of LAS					

Senior/Peri CCT Fellows (only include fellows not already listed on this form)

	Total No.	Notes - please indicate whether from another Speciality
Interface fellows -Pre CCT		
Other fellows (non-NTN)		
Pre-CCT		
Post-CCT		

Allied Health Professionals (Allowed to operate or suture)

	Total No.	Notes - please indicate if any vacancies
Surgical Care Practitioner		
Surgical Nurse Practitioner		
Consultant Therapist		

Please return to: Sharon Ross Email: sharon.ross@bapras.org.uk Tel: 020 7831 5161

All data collected will be kept anonymised. Results will be used to generate annual census only

SUMMARY

Once again, it is a delight to confirm a 100% response from Units across the UK and Republic of Ireland for the 12th year in a row. BAPRAS is deeply grateful to every member who has provided his or her anonymised responses.

The call for appropriate workforce planning is becoming louder from every corner of Medicine and, we as a specialty, are at the vanguard of this process for which we should all be justifiably proud.

We might use the nautical idiom '*steady as she goes*' to describe our specialty. The themes that I have described in previous years continue to slowly progress.

Consultant expansion in 2021 continued at a 4% expansion rate with total numbers up to 697 Consultants. The proportion of female Consultants continues to rise slowly once again to 22% of the Consultant Workforce in 2021, up from 14% in 2010. Given the rising number of Locum Consultant posts in 2021, it is likely that this expansion will continue.

Four regions have now achieved BAPRAS's wish of 1 consultant per 80K of population. For those regions not yet at this point, the data within this review is for the benefit of all and is a powerful tool when planning services in each corner of the UK and Republic of Ireland. For the first time, this report adds an international review of Plastic Surgery Consultant numbers for various populations to compare with our own experience.

Once again, the majority of work contributed to by Consultants remains Skin Cancer, Hand Surgery and Breast Surgery. All the other smaller sub-specialties remain relatively stable but once again there is an emerging shift in emphasis within the specialty towards Skin Cancer and away from Breast Surgery.

The slow but steady decline in the proportion of Consultants undertaking cosmetic private practice continues with now 36% of all Consultants in our specialty undertaking no such practice, a drop of 16% in 10 years.

It continues to be the case that there are no detectable signs, as yet, of Consultants changing their working patterns with respect to numbers of PA's worked, suggesting the pandemic and the generational shift in the Consultant workforce from Baby Boomer to Generation Y may not have the impact initially feared on the workforce.

Continued.....

SUMMARY (con't)

The one issue of significant concern for the specialty that comes from this report is an impending workforce crisis. There has been steady Consultant expansion within the specialty over the last 20 years without the requisite increase in trainee numbers. Just when the NHS needs its workforce to not only maintain everyday services but also to catch up on the elective backlog caused by the pandemic, there may not be the workforce to do so. Future workforce planning for our specialty requires; (1) consideration of the actual trainee numbers required to maintain the Consultant workforce within our specialty without the need for international recruitment and (2) ensure Consultant retention.

As ever, I would like to express my sincere thanks to Sharon Ross within the BAPRAS office, and all the named Linkpersons, who chase and collate the data into producing this report, without whose assistance this survey could not be undertaken.

Aidan Fitzgerald

Chairman -Workforce Planning Group 2020/2021/2022