

2019  
PLASTIC SURGERY  
WORKFORCE  
UK and Republic of Ireland

*Profile and Analysis*



BAPRAS

British Association of Plastic  
Reconstructive and Aesthetic Surgeons

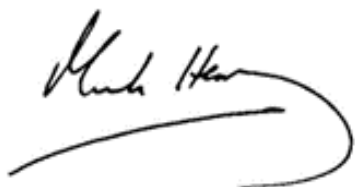
## FOREWORD

Plastic Surgery is fortunate in having such committed members and I am most grateful that yet again 100% unit participation has been achieved. I would particularly like to thank Sharon Ross for her gentle but very effective and tireless pursuit of all concerned to achieve such success and Aidan Fitzgerald for his interpretation and thought provoking summary.

It is a particular source of concern that there appears to be a reducing specialty commitment to education which needs to be addressed to maintain both present and future standards of practice. In Cosmetic Surgery the holistic approach which is a fundamental of good Plastic Surgery practice is vital to the wellbeing of vulnerable patients and we need to continue to demonstrate leadership in training and achieving best practice.

These are difficult times but this report is an extremely valuable resource in ensuring the survival and further evolution of plastic surgery as good data is key to identifying and addressing current and future challenges and opportunities.

I commend it to you.

A handwritten signature in black ink, appearing to read 'Mark Henley', with a large, sweeping flourish underneath.

Mark Henley

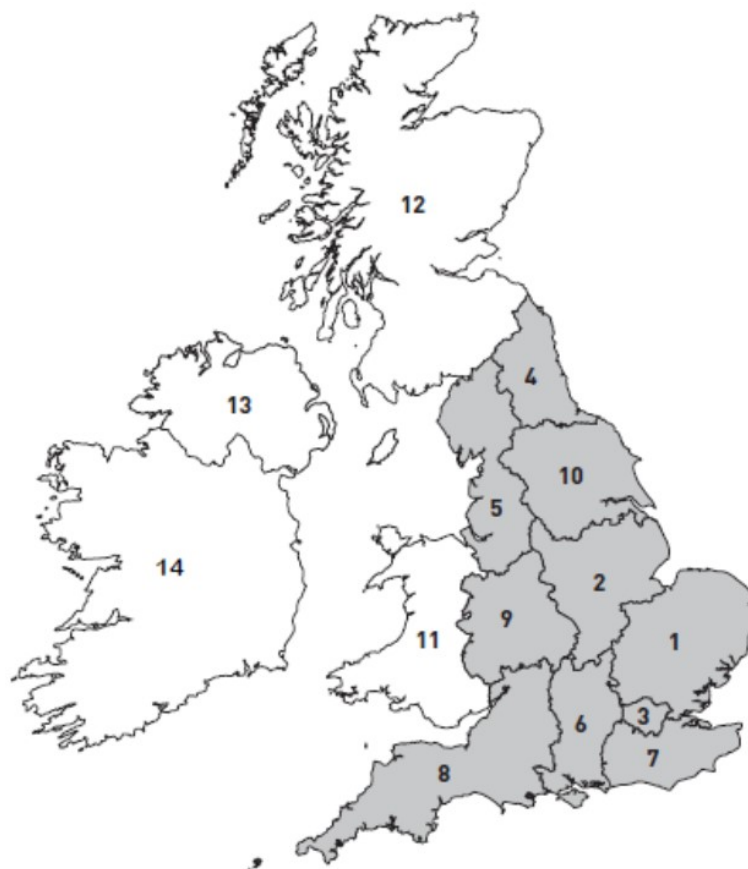
President

British Association of Plastic Reconstructive and Aesthetic Surgeons  
2019/2020

## 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 2019.

The information enclosed is based on 649 Consultants, 35 Locum Consultants, 319 Specialty Doctors and 612 Trainees (Foundation years and specialty surgical training years) based in 71 plastic surgery units (63 units in UK, 8 units in Republic of Ireland). Breakdown of UK units is 53 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    |

## 2019 WORKFORCE LINKPERSONS

<b>East Midlands</b>	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	
<b>East of England</b>	Addenbrookes Hospital	Sarah Louise Benyon	
	Bedford Hospital	Sandip Hindocha	
	St Andrews Centre, Broomfield Hospital	Matthew Griffiths	
	The Lister Hospital	Fred Schreuder	
	Norfolk & Norwich University Hospital	Richard Haywood	
	North West Anglia Foundation Trust	Tony Barabas	
	West Suffolk Hospital	Antony Sillitoe	
<b>Northern Ireland</b>	Ulster Hospital/Royal Victoria Hospital	Stephen Sinclair	
<b>London</b>	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	Liz Dex	
	Royal Free Hospital	Alex Woollard	
	Royal Marsden Hospital	Kelvin Ramsey	
	St George's Hospital	Sonja Cerovac	
<b>North East</b>	James Cook University Hospital	Keith Allison	
	Royal Victoria Infirmary	Peter Hodgkinson	
	University Hospital of North Durham	Tom Collin	
	Northumbria Healthcare NHS Trust	Jonathan Powell	
<b>North West</b>	Alderhey Children's NHS Foundation Trust	Adel Fattah	
	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	
<b>Scotland</b>	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	David McGill	
	NHS Lanarkshire	Louise Maclennan	
	Ninewells Hospital	Fiona Hogg	
<b>South Central</b>	Frimley Health NHS Foundation Trust	Amit Pabari	
	John Radcliffe Hospital	Alex Ramsden	
	Mountbatten Dept of Plastic Surgery	Jason Smith	
	Buckinghamshire Hospitals NHS Trust	Michael Tyler	
<b>South East Coast</b>	Queen Victoria Hospital	Asit Khandwala	

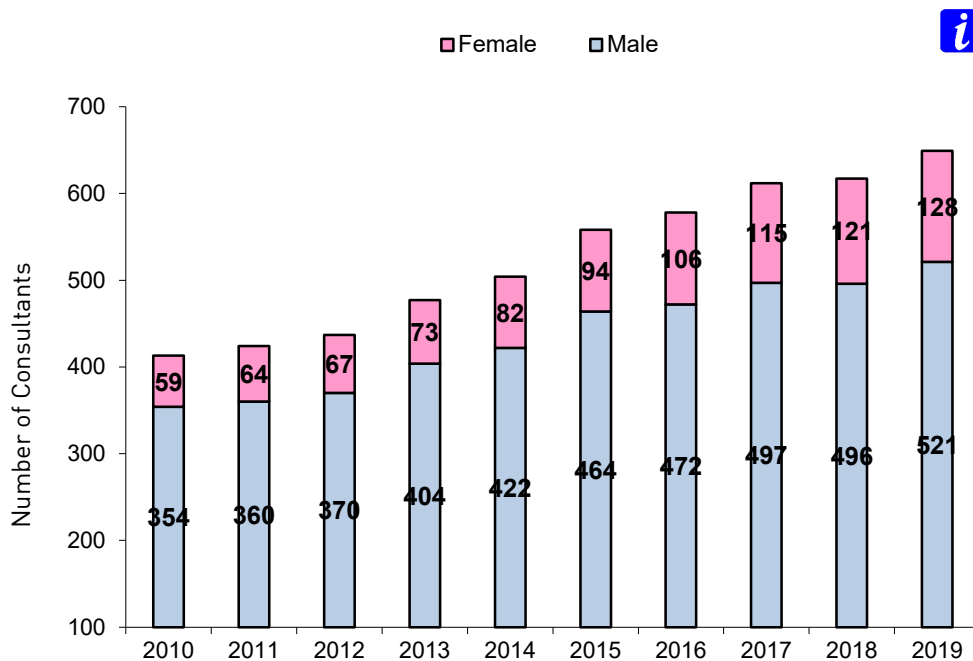
## 2018 WORKFORCE LINKPERSONS (con't)

<b>South West</b>	Derriford Hospital	Duncan MacKenzie	
	Southmead Hospital	Sherif Wilson	
	Salisbury NHS Foundation Trust	Rebecca Exton	
	Royal Devon & Exeter Healthcare NHS Trust	Andrew Wilson	
<b>Wales</b>	Morrison Hospital	Ian Josty	
<hr/>			
<b>West Midlands</b>	Birmingham Children's Hospital	Kerstin Oestreich	
	Queen Elizabeth Hospital Birmingham	Deborah Foong	
	Royal Stoke University Hospital	Shahidul Huq	
	Russells Hall Hospital	Simon Wharton	
	Sandwell and West Birmingham Hospitals NHS Trust	Atul Khanna	
	University Hospital Coventry & Warwickshire	Tigi Eltigani	
<b>Yorkshire &amp; The Humber</b>	Bradford Royal Infirmary	David Watt	
	Castle Hill Hospital	Richard Pinder	
	Leeds General Infirmary	Daniel Thornton	
	New Pinderfields Hospital	Alan Phipps	
	Royal Hallamshire/Northern General Hospital	David Lam	
	York Teaching Hospital NHS Foundation Trust	Philip Lim	
<b>Republic of Ireland</b>			
<b>Cork</b>	Cork University Hospital	Jason Kelly	
<b>Dublin</b>	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	
<b>Galway</b>	University College Hospital	Jack Kelly	

We would like to thank all the 2019 Workforce Linkpersons. Some of whom have been assisting us since 2010. Without their assistance, this survey would not be possible.

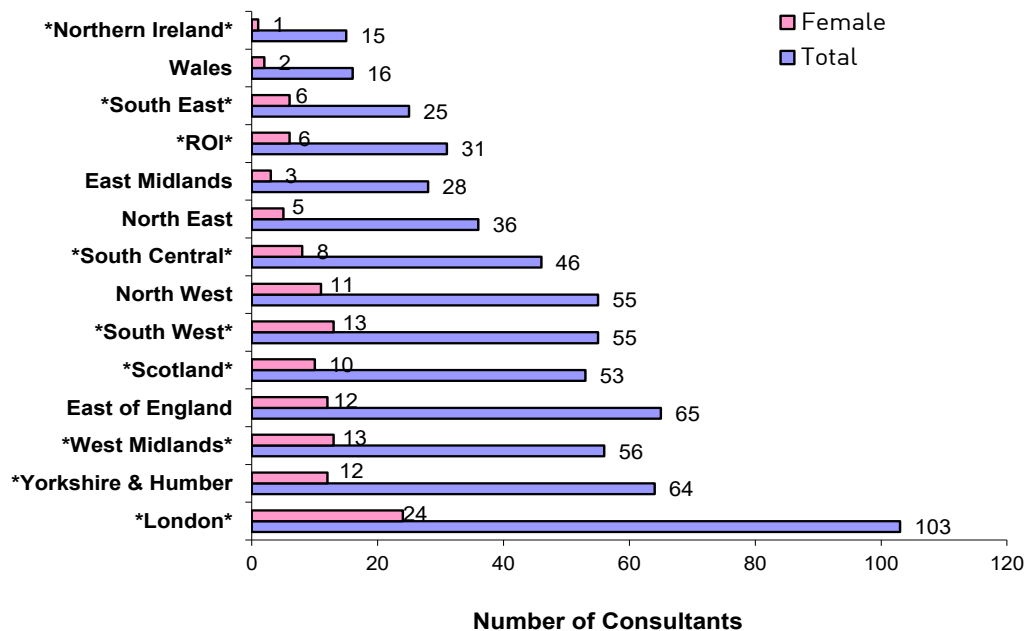
# CONSULTANTS

## GENDER BREAKDOWN (Headcount—Substantive Consultants)



- 2019 represents a total of 649 substantive consultants of which 618 are from the UK and 31 are from ROI.
- 20% of 2019 workforce are female. This percentage is unchanged from 2018.
- The Republic of Ireland include 25 Males and 6 Females. This is an increase of 3 posts from 2018.
- The overall number of UK substantive consultants has increased by 29 posts (4%) from 2018.

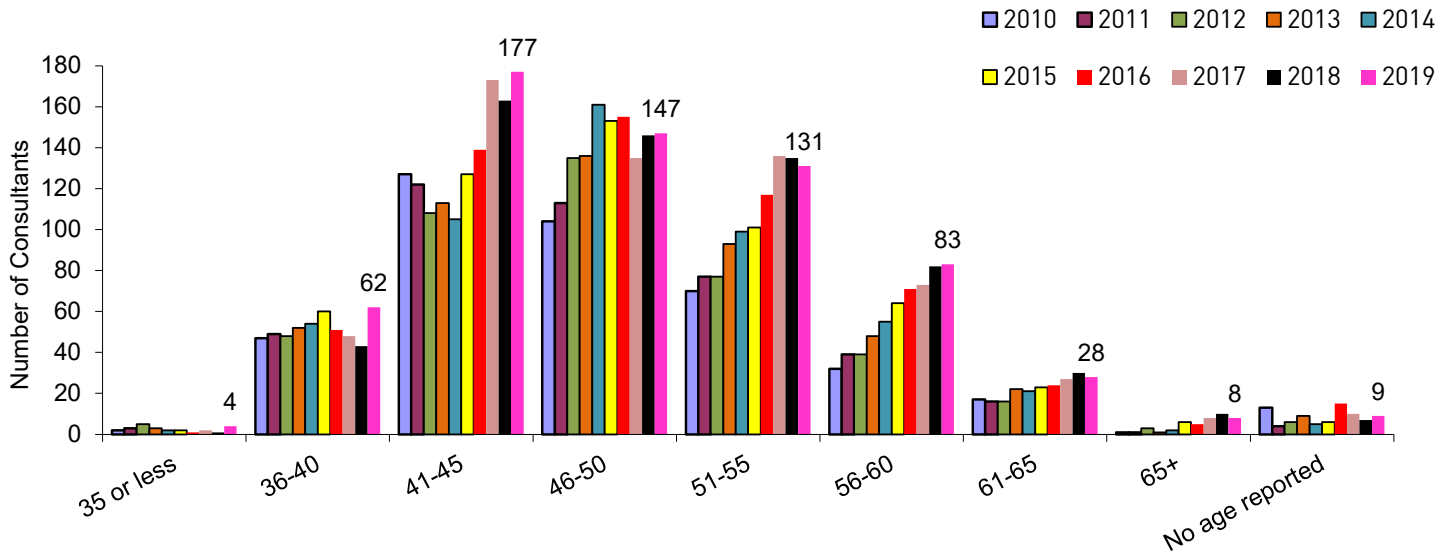
## GEOGRAPHICAL DISTRIBUTION OF SUBSTANTIVE CONSULTANT POSTS



During 2019 the geographical distribution of substantive consultant posts increased in 9 of the regions from 2018 (indicated with \*)

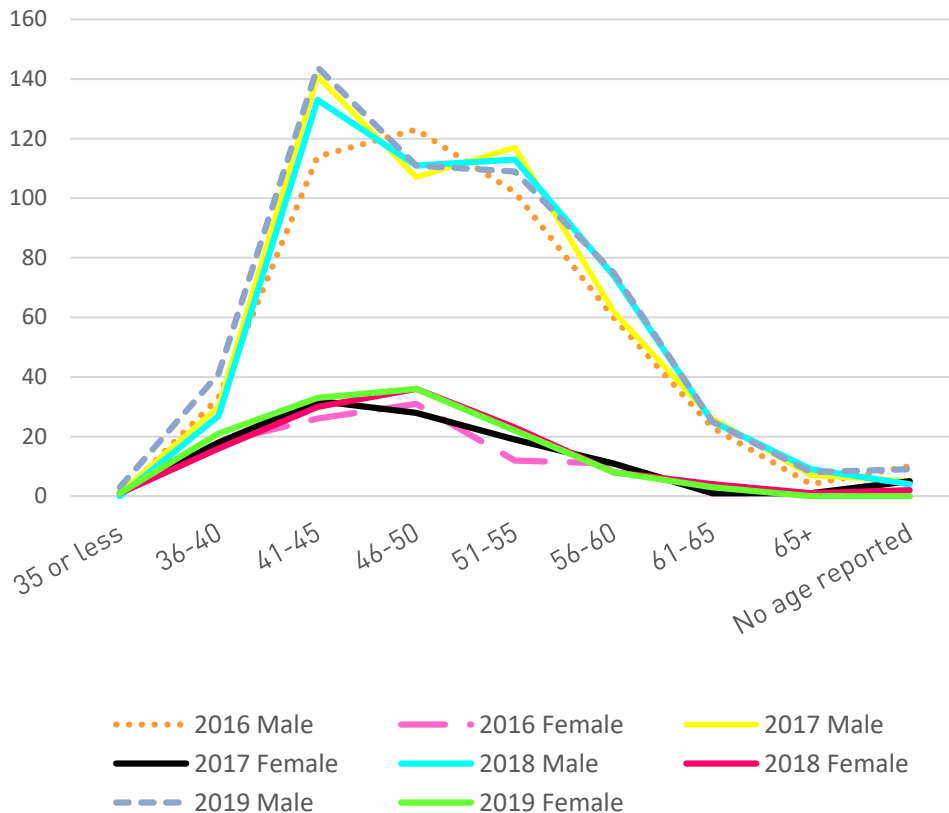
Included in this result are Solo NHS Consultants from the following regions:  
2 from South West, 1 from London, 1 from South East, 1 for Scotland and 1 from North West.

## AGE ANALYSIS



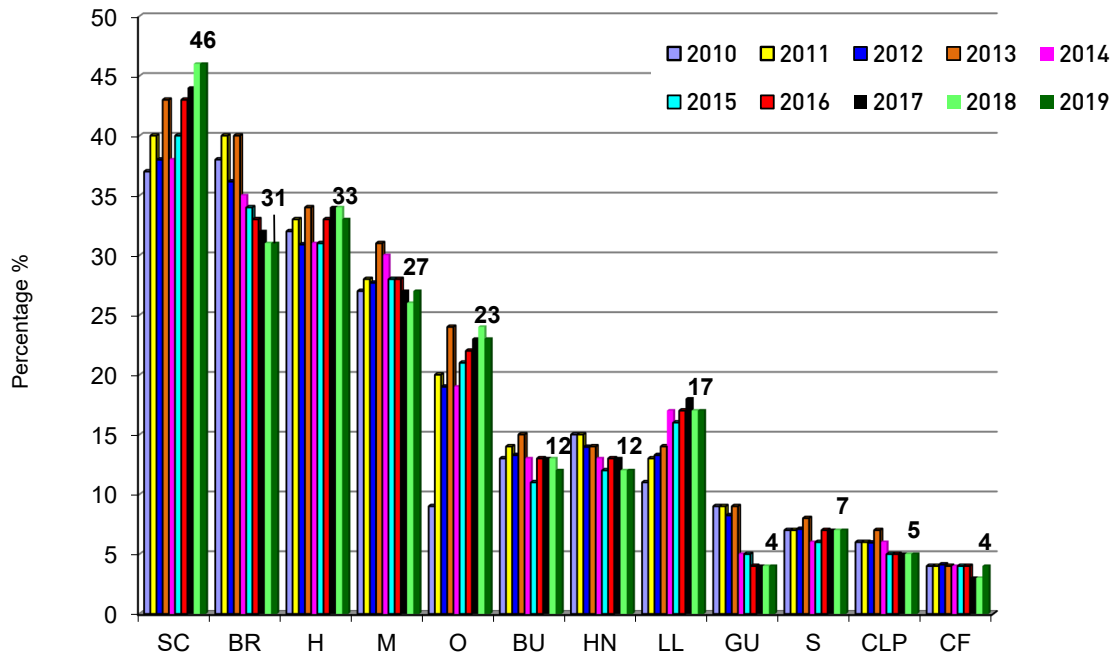
- The 41-45 age bracket remains the largest age group for the United Kingdom for the third year in a row.
- The 51-55 age bracket now has the greatest number of consultants for the ROI whereas in 2018 it was the 41-45 age bracket.
- Interesting to note the 40 below age bracket has increased by 50% from 2018.

## Age Analysis By Gender



## CONSULTANT SUB-SPECIALTIES - ALL REGIONS

(By Percentage)

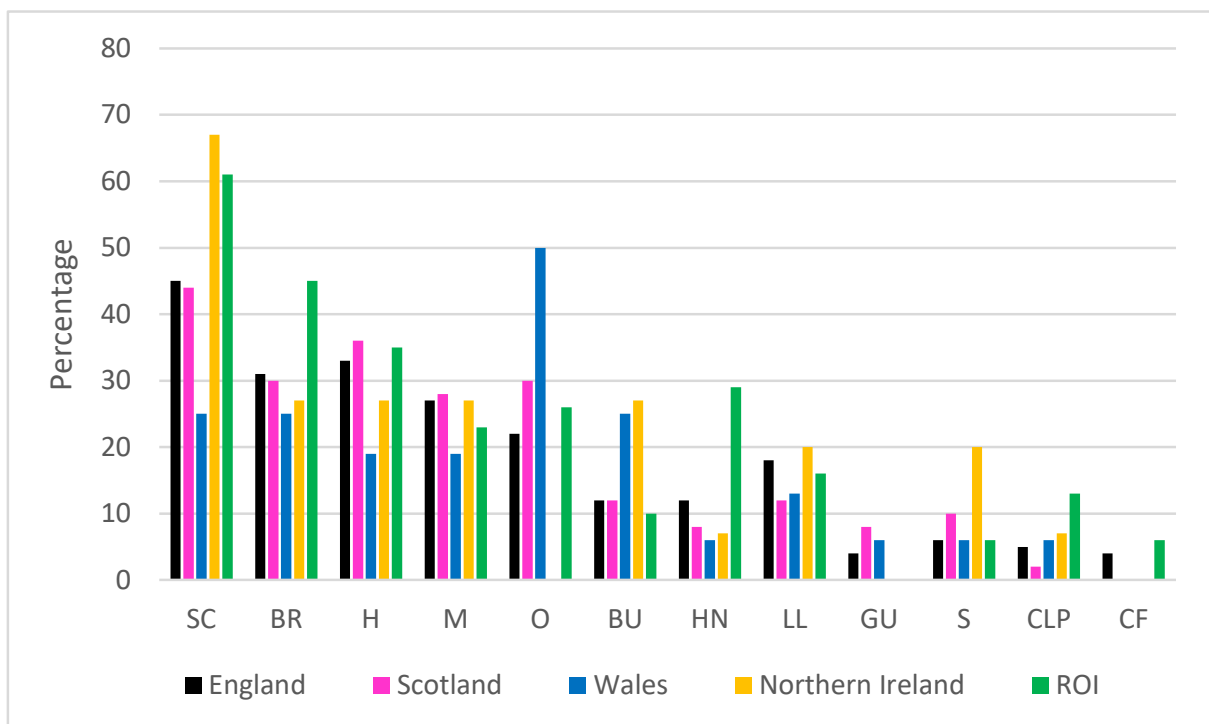


BR=Breast, SC=Skin Cancer, H=Hand Upper Limb, M=Microsurgical Reconstruction, HN=Head & Neck, BU=Burns, LL=Lower Limb Trauma, GU=Genitourinary, O=Other, S=Sarcoma, CLP=Cleft Lip & Palate, CF=Craniofacial

- Each consultant was given the option of listing a maximum of 3 sub-specialty interests.
- For the eighth year in a row Skin Cancer remains the most reported subspecialty interest increasing by 2% over 2017.
- Hand remains the second most reported sub-specialty interest for the third 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.

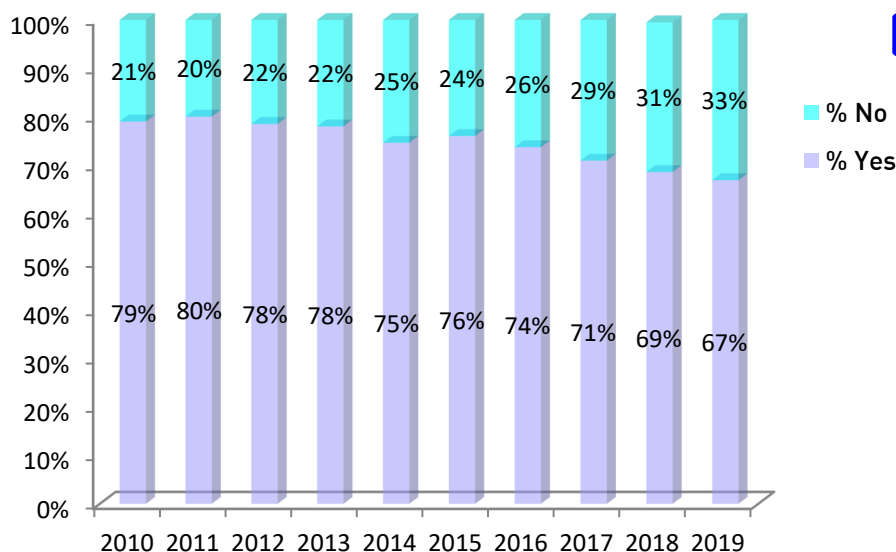
## 2019 CONSULTANT SUB-SPECIALTIES - BY REGION

(By Percentage)





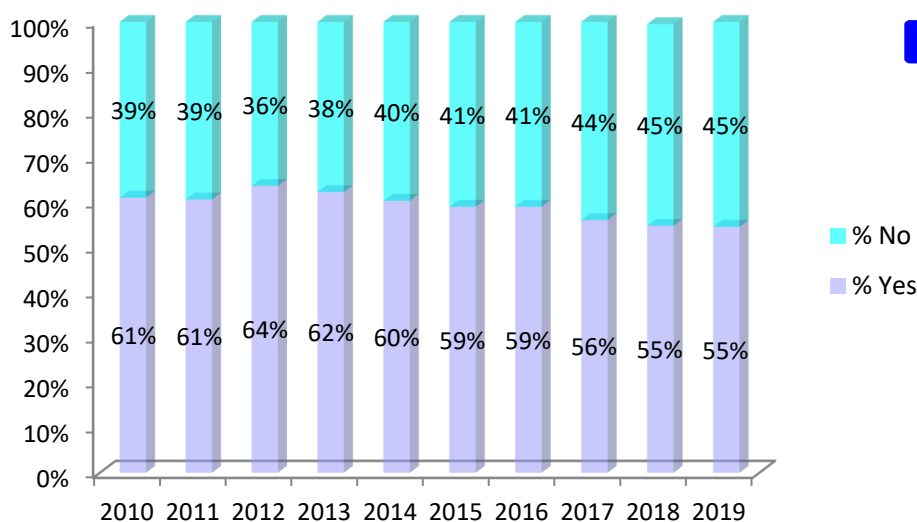
## CONSULTANTS UNDERTAKING PRIVATE PRACTICE



The number of consultants undertaking private practice has fallen for the fourth year in a row. Down 9% from 2015.

2010-2012 does not include ROI

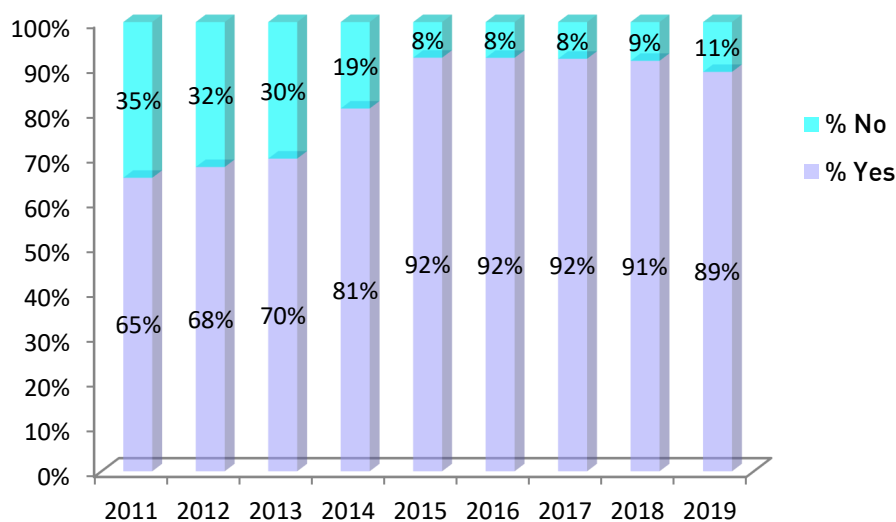
## CONSULTANTS ACTING AS ASSIGNED EDUCATIONAL SUPERVISORS



The number of consultants acting as Assigned Educational Supervisors remained the same from 2018. Prior to 2019 it had decreased every year since 2012.

2010-2013 does not include ROI

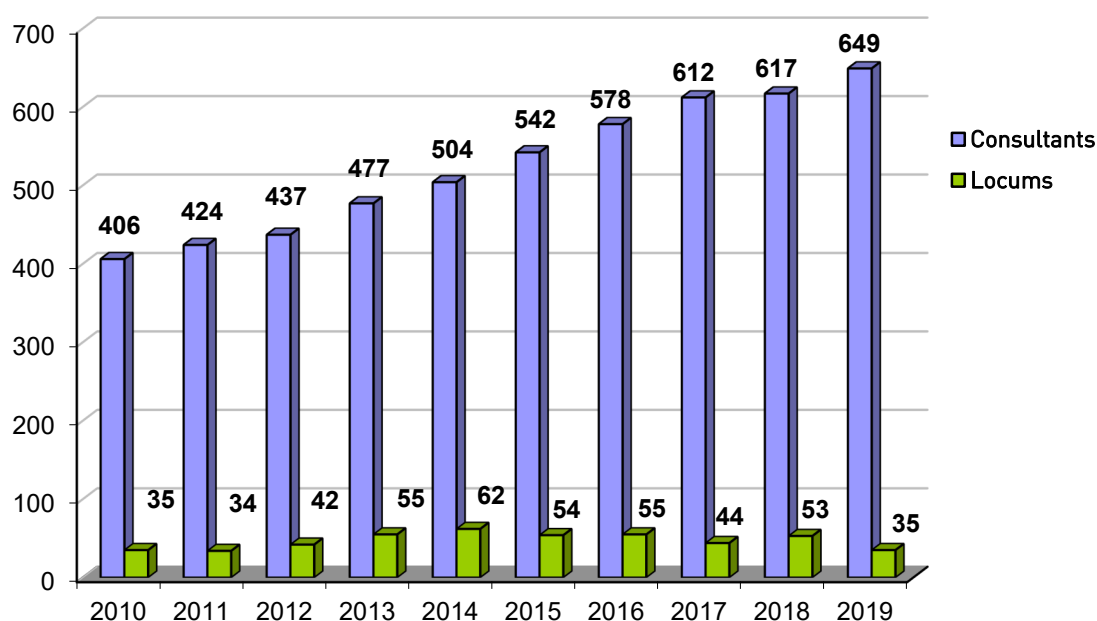
## CONSULTANTS ACTING AS CLINICAL SUPERVISORS



The number of consultants acting as Clinical Supervisors has continued to decrease for the past 2 years. This is a decrease of 3% from 2017.

2011-2013 does not include ROI

## CONSULTANTS AND LOCUMS



- The number of UK Locum posts in plastic surgery for 2019 decreased by 17 posts from 2018.
- The number of UK Consultant posts in plastic surgery for 2019 increased by 29 posts from 2018.
- 2019 includes 31 consultants and 4 locum posts from ROI. This is an increase of 3 consultants and a decrease of 1 locum post from 2018.

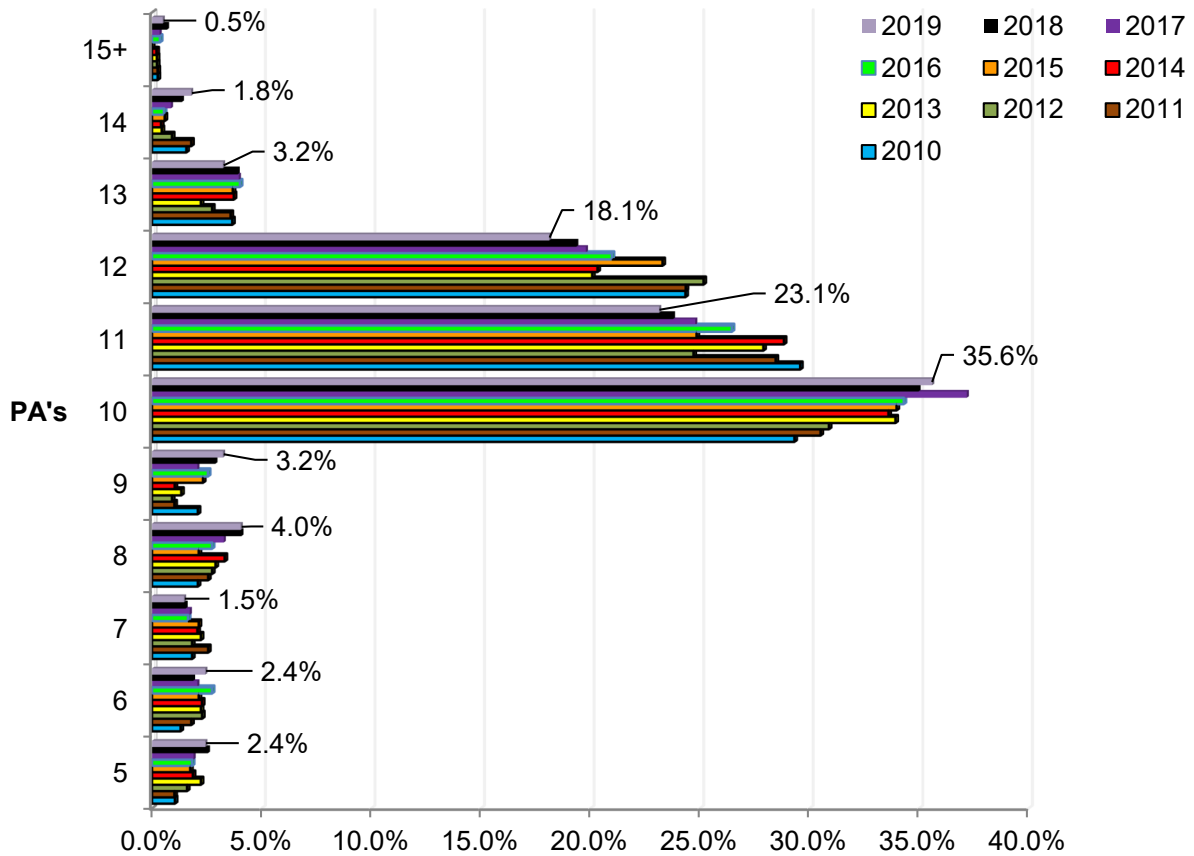
## SUBSTANTIVE AND LOCUM POSTS

(By Region)

Region	Substantive		Vacancies		NHS		Academic		Military		Locum	
	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019
London	94	102	1	3	91	98	1	3	1	1	14	12.5
Yorkshire & Humber	62	64	0	1	62	64	0	0	0	0	4	3
East of England	65	65	1	2	63	63	2	1	0	0	6	6
Scotland	46	52	2	1	46	52	0	0	0	0	3	4
West Midlands	53	56	0	2	49	52	1	1	3	3	5	4
South West	50	53	0	0	48	51	0	0	2	2	3	4
North West	54	58	2	0	51	55	3	3	0	0	6	10
South Central	45	46	0	0	40	41	2	2	3	3	2	3
North East	36	36	2	0	36	36	0	0	0	0	2	5
South East	24	24	0	0	23	23	0	0	1	1	1	1
East Midlands	28	28	0	0	28	28	0	0	0	0	1	1
Wales	16	16	0	0	15	15	1	1	0	0	1	4
Northern Ireland	13	15	0	0	13	15	0	0	0	0	0	0
Republic of Ireland	28	31	2	4	28	31	0	0	0	0	5	4

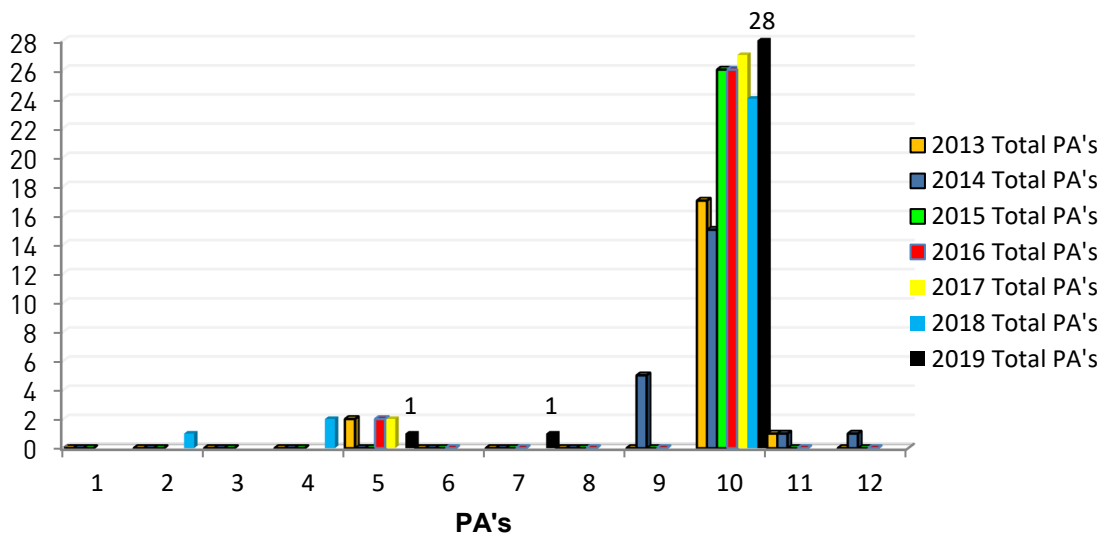
- Substantive posts include NHS, Academic, Military and vacant posts
- Of the 13 UK regions, 8 regions increased their number of substantive posts from 2018.

## PA's WORKED BY CONSULTANTS (%)—UK



- i Overall there has not been any significant changes in the amount of PA's that Consultants have been working since 2018.
- For graphing purposes no PA's under 5 have been displayed. To note there are 17 consultants that are working 4 or less PA's.
- There were 8 UK consultants that did not provide number of PA's worked.

## PA's WORKED BY CONSULTANTS—REPUBLIC OF IRELAND



- i For 2019, one consultant did not provide number of PA's worked but did indicate working part time.

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

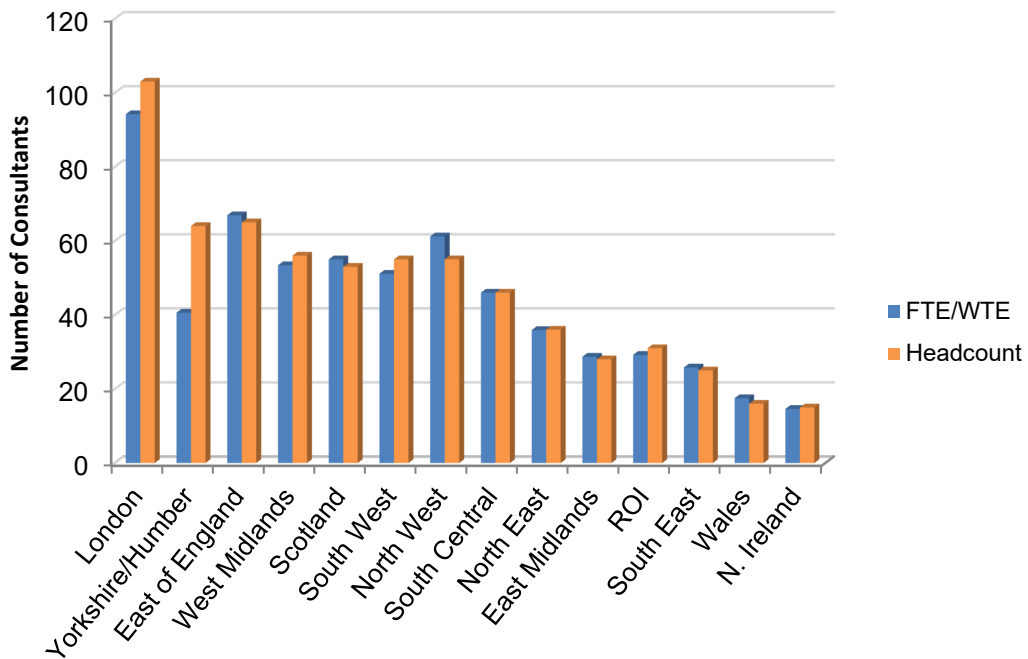
Region	FTE Req'd for 1:80,000 ratio	Current FTE	Further FTE Required						
			2019	2018	2017	2016	2015	2014	2013
North West	89	61.2	28	30	28	34	34	46	49
Republic of Ireland	57	29.2	28	32	29	30	31	35	38
East Midlands	57	28.7	28	28	29	32	32	34	44
South East	52	25.8	26	26	30	31	32	32	32
London	103	94.2	9	15	14	19	23	30.5	36
East of England	73	66.9	6	7	9	12	19	24	38
West Midland	70	53.4	7	21	20	21	22	23	33
South West	66	51.1	15	14	11	16	22	23	26
Wales	38	17.5	20.5	21	21	19	20.5	21.5	21
Scotland	66	55	11	15	12	15	15	18	33
South Central	50	46	4	5	0	11	10	15	19
N. Ireland	23	14.6	8	10	10	11	12	12	12
Yorkshire & Humber	66	40.6	25	25	24	9	2	6	15
North East	32	35.9	0	0	0	0	19	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.

## FULL TIME EQUIVALENTS

(By Region)



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

## 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
46	1	59	3	65	4
53	2	60	8	66	1
54	2	61	12	67	4
56	2	62	6	68	2
57	9	63	5	70	1
58	2	64	5	72	1



- Based on the 2019 workforce survey responses, 70 Consultants, (of which 7 are female), anticipate retiring in the next five years. It is important to note that there was no obligation to answer this question.
- 28 Consultants that anticipate retiring within the next five years are currently working Part time.

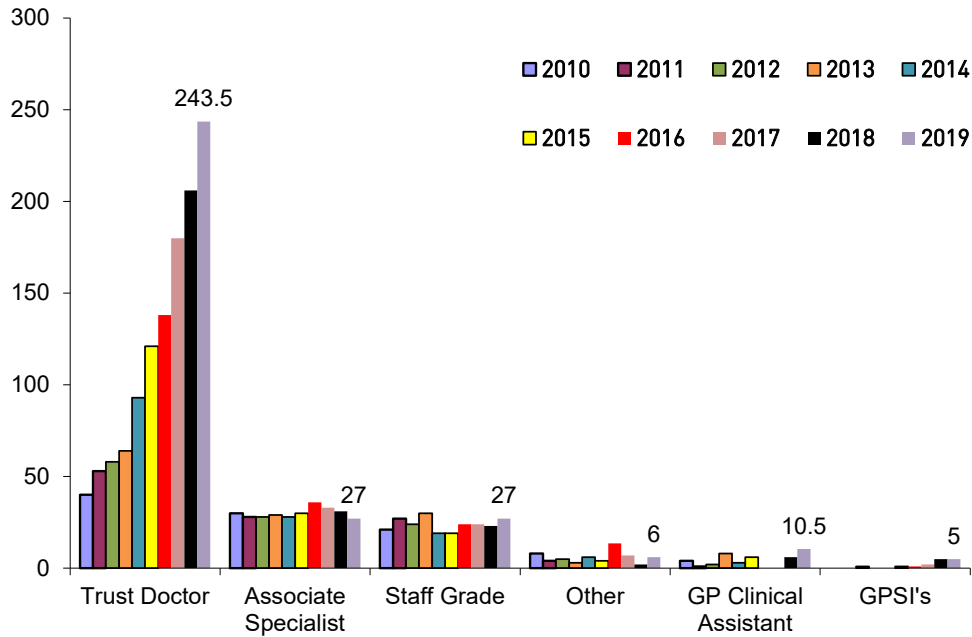
Number of Consultants 60 and over during the next 5 years, assuming zero retirements is:

2020 — 81 Consultants  
 2021 — 94 Consultants  
 2022 — 119 Consultants

2023 — 138 Consultants  
 2024 — 165 Consultants

## SPECIALTY DOCTORS

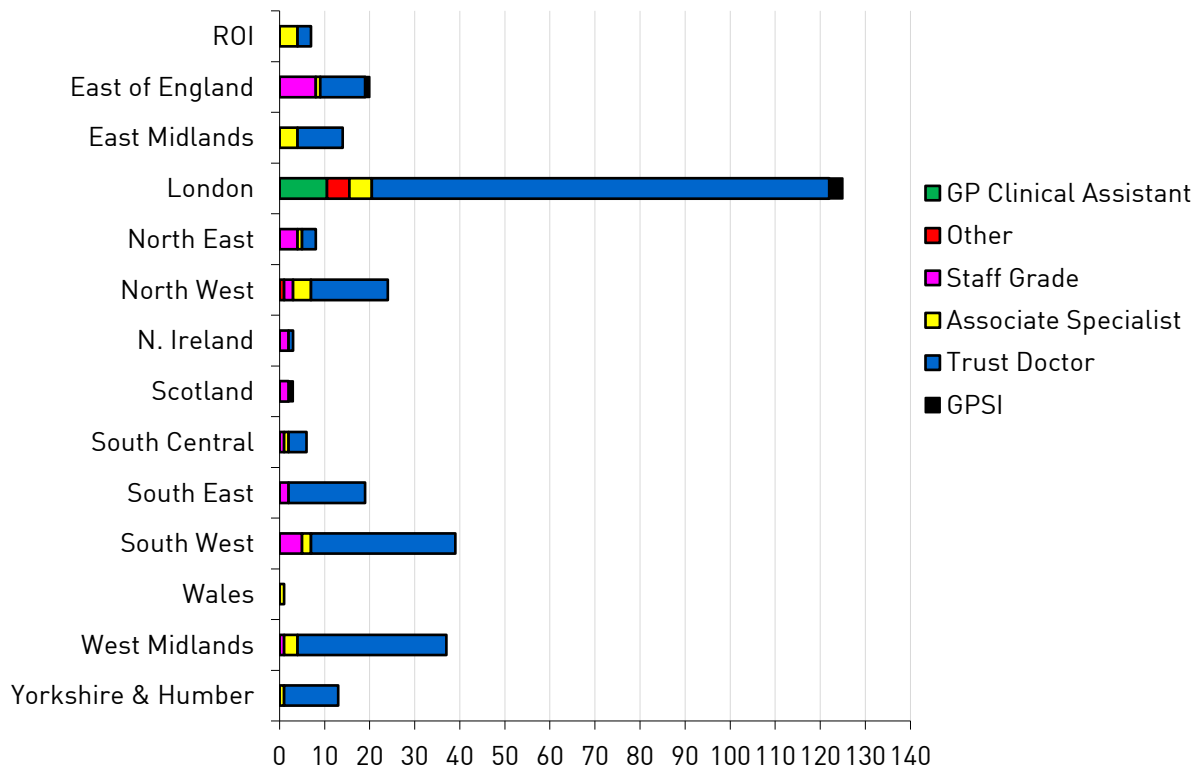
(By Category)



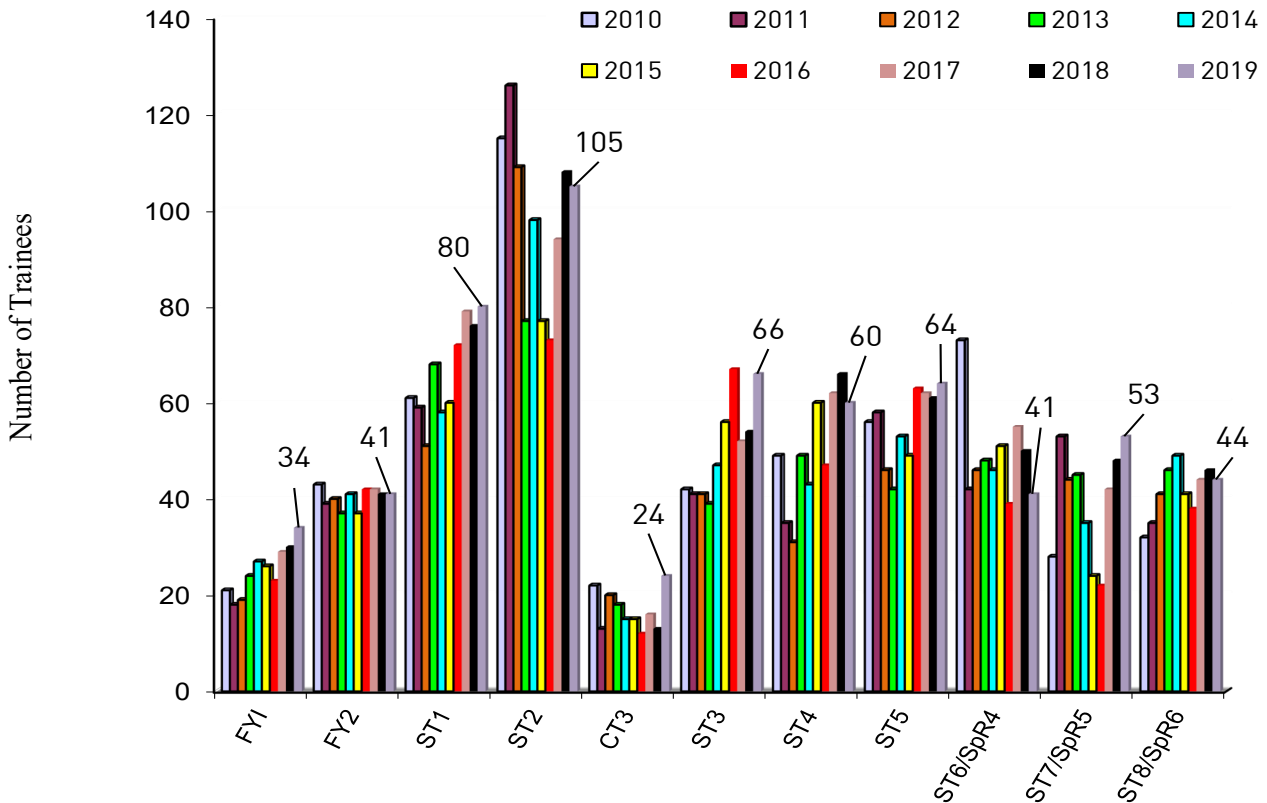
- The number of Specialty Doctors has increased from 273 to 319 in 2019. This represents an increase of 14% and has tripled since 2010.
- Vacancies during 2019: 11 Trust Doctors and 1 Associate Specialist.
- One Associate Specialist is working Part Time/Flexible.
- One Staff Grade is on maternity leave.
- Three GPSI's are trainees.
- Above figures include 3 Trust Doctors and 4 Associate Specialists from Republic of Ireland
- 'Other' includes: Specialty Doctor and Sr Fellow.

## SPECIALTY DOCTORS

(By Region)



# TRAINEES



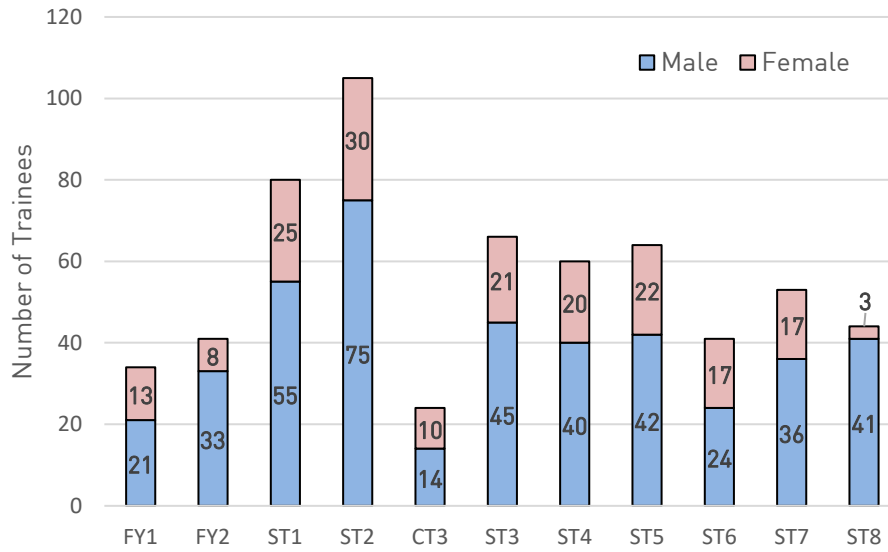
- i** The following work part time: One CT1; one ST5; one ST7.
- One ST1, one ST2 and one ST4 are shared with other specialties.
- One ST3 is shared with another hospital.
- One ST8 is on maternity leave.
- One ST5 and one ST7 are military.

## TRAINEE VACANCIES

FY2		ST1		ST2		CT3		ST4		ST5	
Vacancy	Vacancy Duration	Vacancy	Vacancy Duration	Vacancy	Vacancy Duration	Vacancy	Vacancy Duration	Vacancy	Vacancy Duration	Vacancy	Vacancy Duration
1	Ongoing	2*	Ongoing	1*	Ongoing	1	Ongoing	1	Ongoing	1	Ongoing
		1	6 months					1	5 months	1	12 months
										1	Mat Leave
										1	Long Term Sickness

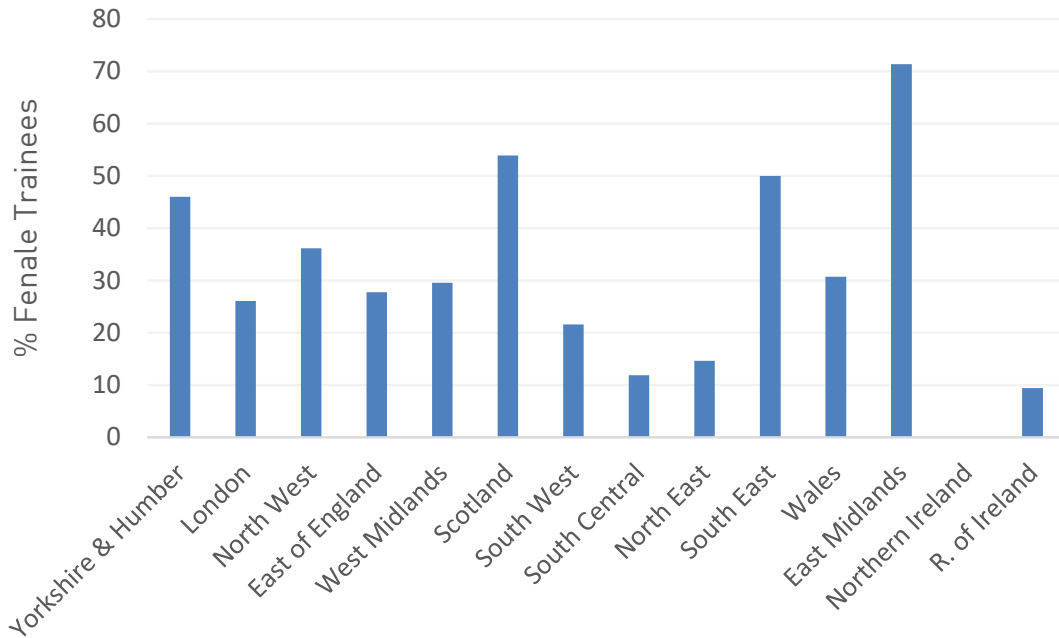
- i** The above tracked the number of trainee vacancies and the length of time of each vacancy.  
\*One ST1 and One ST2 are permanently vacant (continuous Locums)

## TRAINEES BY GENDER



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

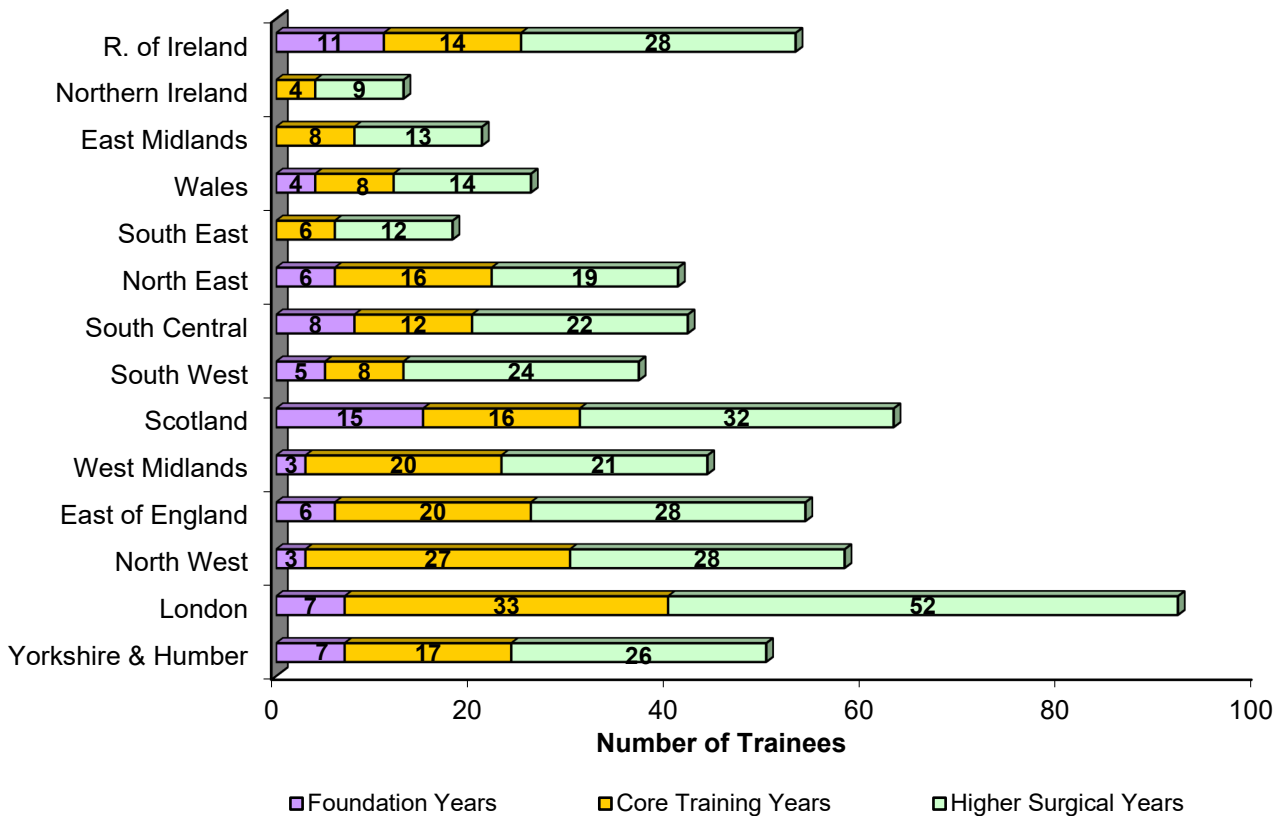
## 2019 FEMALE TRAINEES BY REGION



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




## BY REGION

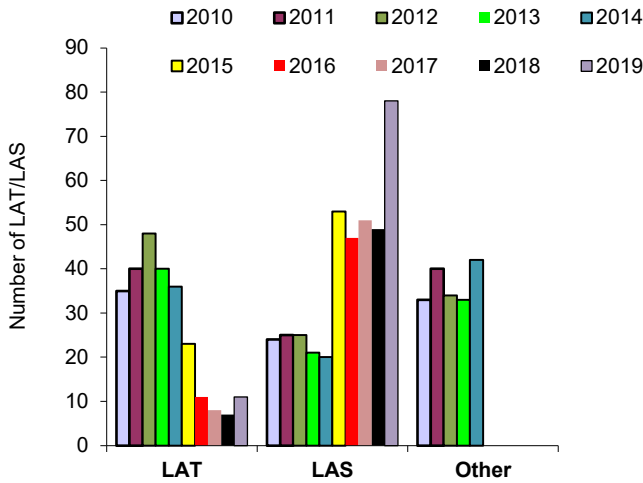


## PLASTIC SURGERY TRAINEES IN TIG POSTS

Specialty	Plastic Trainees in Post									
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Breast Oncoplastics	3	0	2	0	3	3	4	2	4	1
Cleft Lip & Palate	0	1	1	1	1	2		1	3	2
Cosmetic Reconstructive	4	8	16	11	8	11	10	3	9	
Hand	5	4	5	8	6	4	5	2	6	7
Head & Neck Oncology	1	0	1	1	1	1		2	2	2
Reconstructive Trauma Surgery	0	2	4	1	2	3	2			
Therapeutic Use of Lasers			1	2	3	2	2	1	2	
Mgmnt of Skin Cancer (pilot)				3	3	3	3	3	2	

 TIG Post figures kindly provided by Plastic Surgery SAC

## TOTAL NUMBER OF LAT/LAS POSTS



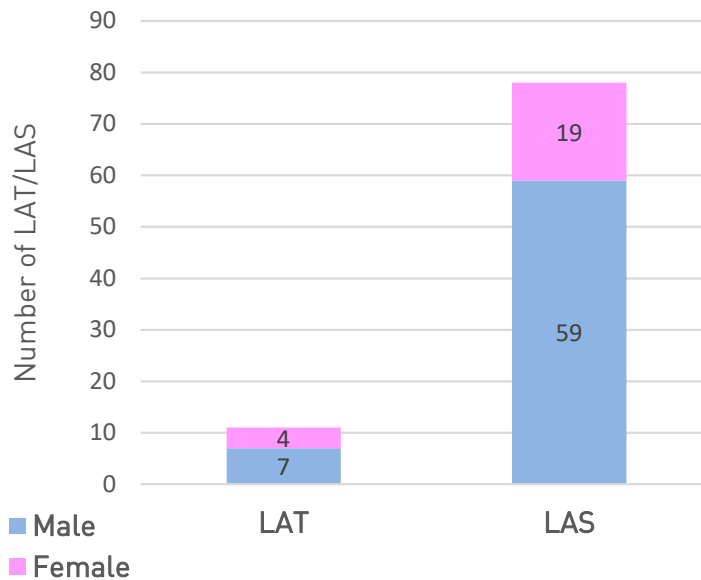
LAT = Locum Appointment for Training  
 LAS = Locum Appointment for Service

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



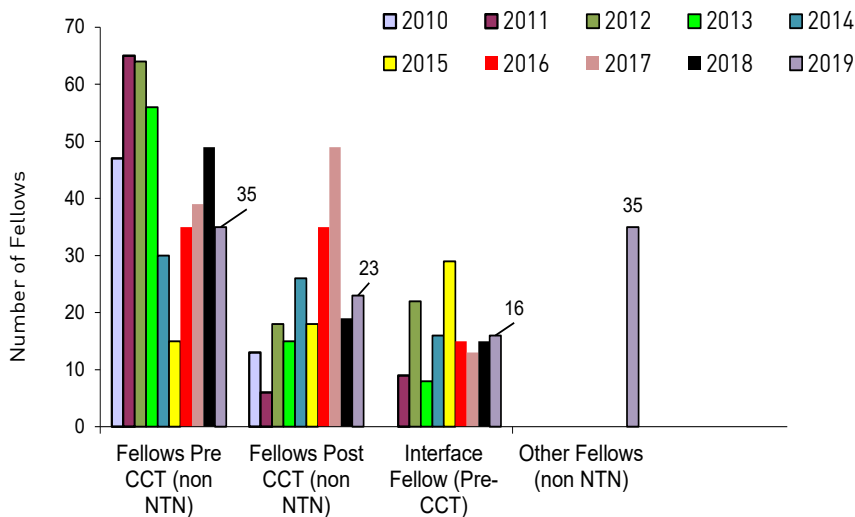
- Strangely LAT posts increased by 4 posts from 2018 even though HEE stated 'that from the 2016 recruitment round there would be no LAT recruitment for England'
- LAS posts have increased by 29 posts (37%) from 2018. This represents an overall increase of 75% since 2014.
- Some LAS posts occupied by registrar level Trust Doctors and 1 Trauma Fellow.
- The last time 'Other' was reported was in 2104.

## LAT/LAS POSTS BY GENDER



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

## TOTAL NUMBER OF FELLOWS



Since 2018:  
 Pre CCT (Non NTN) - decreased by 14 posts  
 Post CCT (non NTN) - increased by 4 posts  
 Interface Fellows (Pre CCT) remained consistent  
 Other Fellows (non NTN) was a newly added category for 2019.



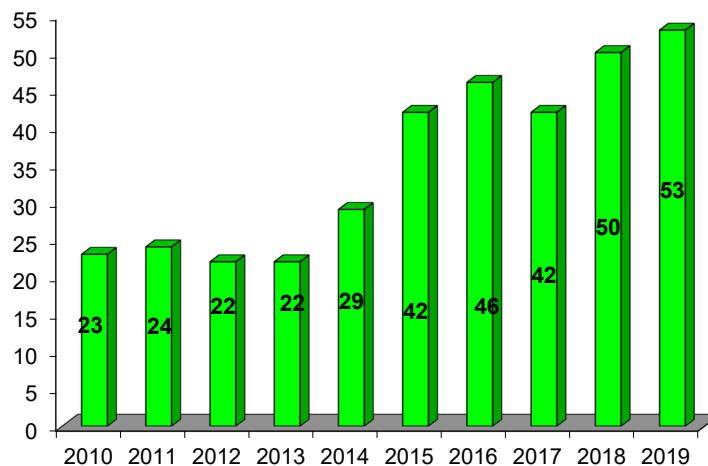
2019 Non NTN Pre-CCT Fellows include:  
 Research, Burns, Microsurgery and Orthopaedic

2019 Non NTN Post-CCT Fellows include:  
 Microsurgery Trust Doctor, Skin and Hand Fellow

2019 Interface Fellows Pre-CCT include:  
 Hand, Plastic Surgery, Laser, Orthopaedics, Head and Neck, Breast and Cleft TIG

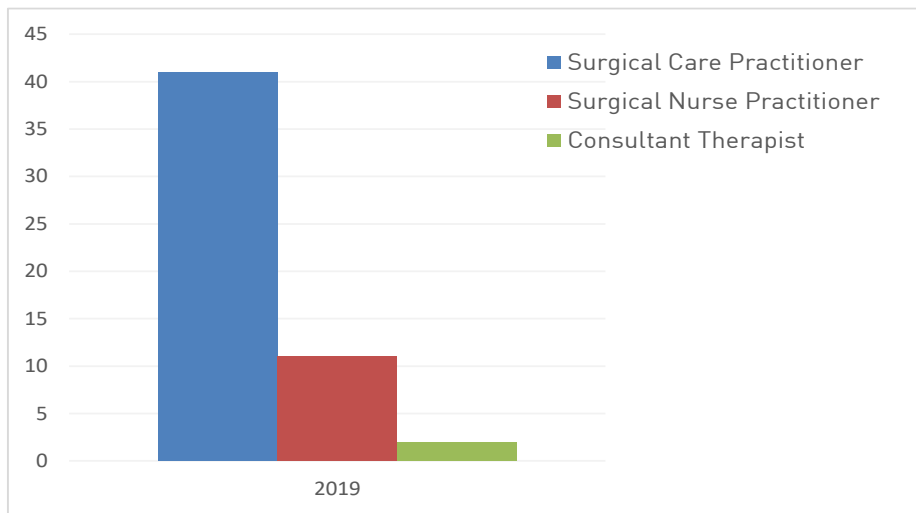
2019 Other Fellow (non NTN) include:  
 Microsurgery, Plastic Surgery and Oncoplastic Breast  
 Six posts were vacant.

## TOTAL NUMBER OF SURGICAL CARE PRACTITIONERS



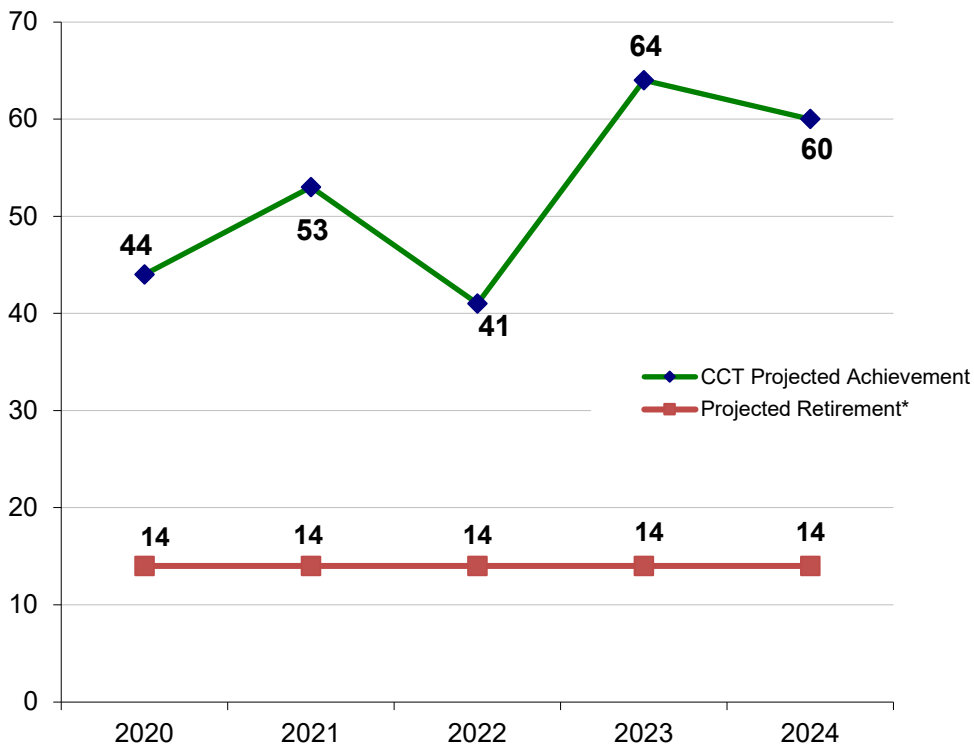
- This represents Surgical Care Practitioners, Surgical Nurse Practitioners and Consultant Therapists that are allowed to operate or suture
- 2019 had an increase of 3 posts, however Consultant Therapists were included this year (2).
- There are no Surgical Care Practitioners in ROI, N Ireland, South East or Wales.

## TOTAL NUMBER OF SURGICAL CARE PRACTITIONERS



- This is the first year a breakdown of Surgical Care was identified.
- One Consultant Therapist is a Physician Assistant
- One Consultant Therapist does not operate
- One SCP is shared with General Surgery

## WILL A TRAINEE GET A CONSULTANT JOB?

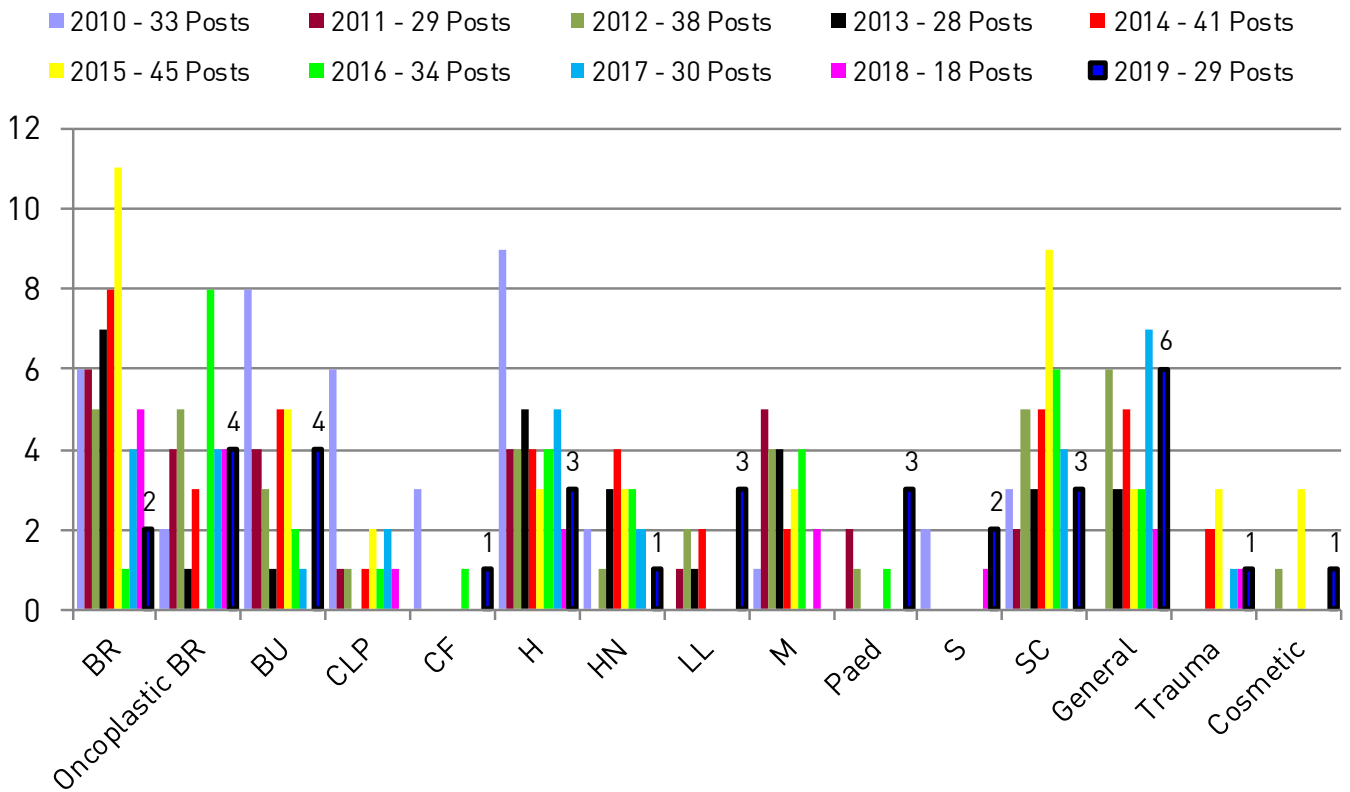


\*Projected retirement based on replies from 2019 Workforce Survey (70 retirements over next five years)



Based on information provided by JCST: In 2019, 36 trainees in the UK and 3 in Republic of Ireland were recommended for their certificates. Of these 36 trainees, 10 were women. This is a decrease of 1 UK trainee from 2018. The Republic of Ireland trainees remained unchanged since 2017.

## SUBSTANTIVE CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL



## WHERE ARE THE 2019 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

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.

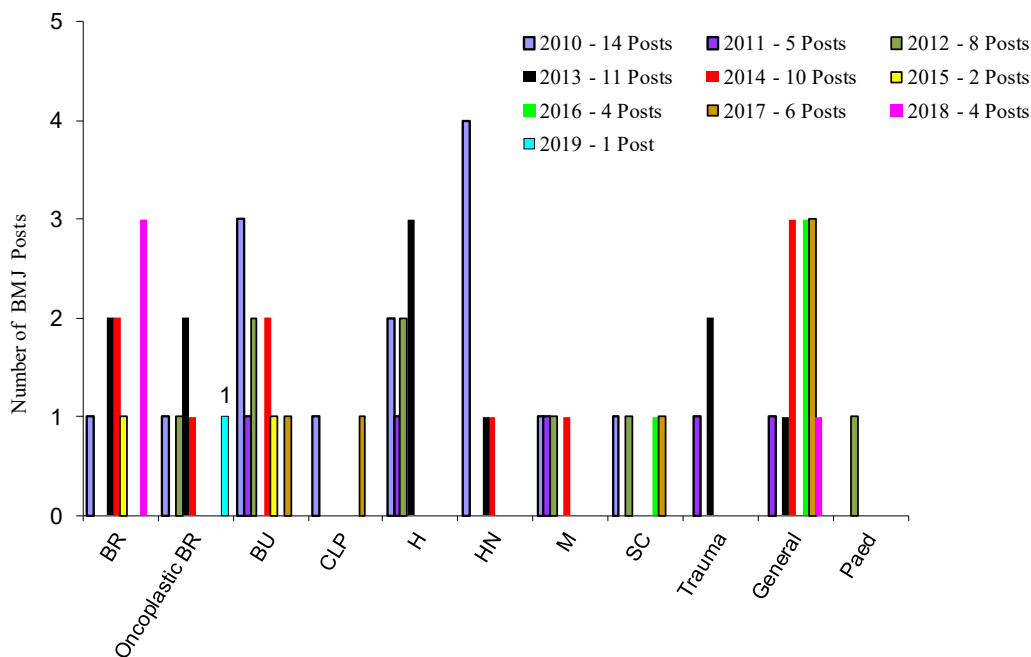
## 2019

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

Based on 2019 survey responses, there are 49 posts (47 in UK; 2 in ROI) that are likely to be advertised and 42 posts (40 in UK; 2 in ROI) that will be advertised during 2020.  
To Note: The NHS Jobs website will also be used to track job postings.

## 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

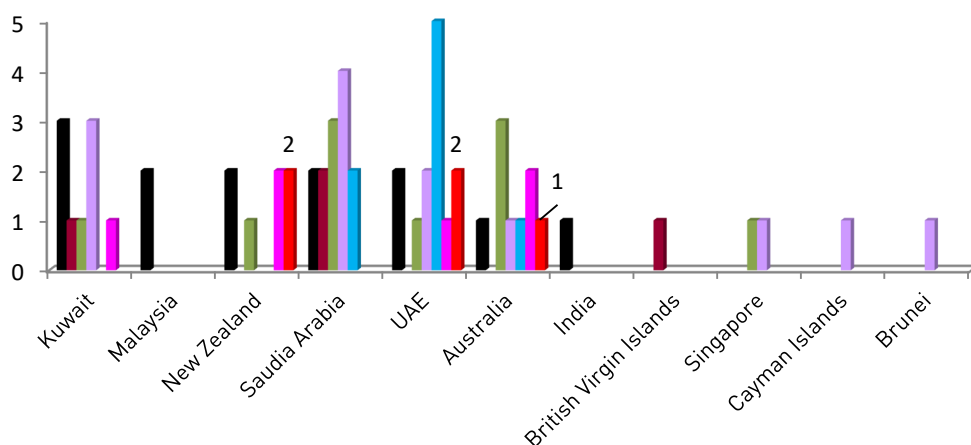
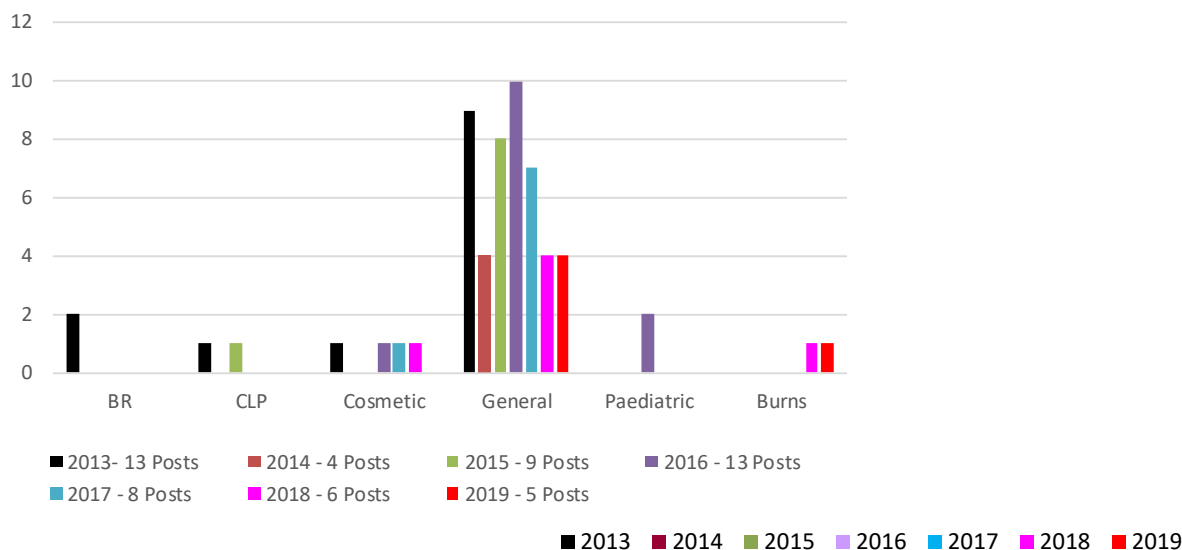
**2017**—6 Locum Posts were advertised for 2017 which is an increase of two posts from 2016. (Two posts were for Republic of Ireland).

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

**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.

## 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

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

**2019**—Number of International Consultant Plastic Surgeon posts decreased by one post from 2018. 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.



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 2019**

Hospital Name	
Region	

Link person	
Tel	
Mobile	
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 2019	
How many new consultant posts <b>will be</b> advertised in 2020?	
How many new consultant post <b>are likely to be</b> advertised in 2020?	

Specialty Doctor	Total	Total PA's	Any Vacant?
Staff Grade			
Associate Specialist			
Trust Dr (reg equivalent/SHO)			
GP Clinical Assistant			
GPS'ts			
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, 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?
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 sub speciality 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 2019 was changed to include a more detailed gender breakdown of Trainees.

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 2019**

Hospital Name					
Region					
Link Person					
<p>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</p>					
<b>TRAINEES:</b>					
<b>Pre Higher Surgical Training Years</b>					
	Total Number of posts			Number of Vacant/ Unfilled	Notes: If vacant, how many months was it vacant?
	Male	Female	Trans-gender		
FY1					
FY2					
ST1/CT1 or equivalent					
ST2/CT2 or equivalent					
CT3					
<b>Higher Surgical Trainees with National Training Number</b>					
	Male	Female	Trans-gender	No. of Vacancies	How many months vacant?
ST3 or equivalent					
ST4 or equivalent					
ST5 or equivalent					
ST6 or equivalent					
ST7 or equivalent					
ST8 or equivalent					
<b>LAT/LAS without National Training Number</b>					
Number of LAT					
Number of LAS					
<b>Senior/Peri CCT Fellows (only include fellows not already listed on this form)</b>					
	Total No.	Notes - please indicate whether from another Specialty			
Interface fellows -Pre CCT					
Other fellows (non-NTN)					
Pre-CCT					
Post-CCT					
<b>Allied Health Professionals (Allowed to operate or suture)</b>					
	Total No.	Notes - please indicate if any vacancies			
Surgical Care Practitioner					
Surgical Nurse Practitioner					
Consultant Therapist					

## SUMMARY

It would be remiss not to thank everyone immediately who provided their information as well as the Linkpersons who collated the data especially in these difficult current circumstances surrounding the Coronavirus pandemic. It is remarkable that in such a difficult year we have been able to maintain a 100% participation record from all units in the United Kingdom (UK) and the Republic of Ireland (RoI) that goes back as far as 2010.

The total number of Consultants has increased across the UK and RoI by 4% (32 in number) in the last year which reveals a gradual reduction in % growth from 6% growth in 2016.

At first sight, the proportion of female Consultants appears to have stalled at 20% but the vast majority of upcoming retirees are male. For the first time in this survey we have asked for gender from trainees which highlights that approximately a third of higher surgical trainees are now female. It is therefore likely that the proportion of female Consultants will rise within the next 5 years. Given the difficulties faced by members of the BAME healthcare workforce during the Coronavirus pandemic, this is an issue that we should as an association give further consideration to in collecting data as we go forwards with workforce planning to ensure we both care for our colleagues and ensure a diverse workforce that represents the society from which we come.

Interestingly, the survey reveals significant variation in the proportion of female trainees across Deaneries which may represent natural variation but further work may reveal reasons for this variation.

The dominance of the three main sub-specialties of Skin Cancer, Breast and Hand Surgery continues with no significant change in proportions if Consultant expansion is factored into the equation. However, it is clear that Consultants given the wide spread of sub-specialty involvement usually have more than one single interest. The hours worked by Consultants has not changed significantly as expected from previously noted pension changes. This may well remain the case given the changes to pensions provided in the March 2020 budget. However, other sociocultural expectations are on the horizon that may shift working patterns. Baby Boomers are retiring and being replaced by Generation Y who place a greater emphasis on work-life balance than their predecessors with a wish for portfolio careers. We must also be mindful as an association of the disproportionate pressure placed on female colleagues in family arrangements. We will have to ensure the impending increase in female Consultants is allied with the ability to allow new Consultants appropriate flexible working provision.

Given Consultant expansion over the years there is a general continued albeit slow progression towards obtaining the desired 1:80,000 Consultant/Patient ratio.

## SUMMARY (con't)

Of interest to many is the continued decline in private cosmetic practice with 33% of Consultants now undertaking no private cosmetic practice as compared to 21% in 2010. This is an issue that should be addressed to formally identify the causes of this decline. It poses difficulty for trainees in obtaining an appropriate training and diminishes our influence as being the 'lead specialty' for Cosmetic Surgery.

As an educationalist, it is not only Cosmetic Surgery that provides concern. The survey informs us that 11% of Consultants are not Clinical Supervisors, i.e. 71 Consultants in the UK & Ireland, are not engaging in training which is a significant loss of training opportunities which is a tragedy for trainees.

Likewise the use of non-medical surgical practitioners has increased from 22 in 2013 to 53 in 2019. These are training issues that the survey have identified and perhaps the SAC, the Education Committee and PLASTA could explore why these changes are happening to ensure the best possible education for our trainees.

As usual, planning for future retirements is a difficult art but with continued Consultant expansion and actual retirements, then there should be no over supply of trainees in the next 2-3 years. There is an increase in trainee numbers coming through in about 3 years and we will have to wait to see the impact of the Coronavirus pandemic on Consultants leaving the NHS for full-time private practice. Mitigating against this will be the likely increasing wish for flexible working from Consultants.

Looking to next years survey, we recognise that not all Consultant posts are advertised via the various BMJ platforms but that we will also now monitor opportunities advertised on NHS Jobs and HSE websites.

Finally, I would like to express my sincere thanks to Sharon Ross based in the BAPRAS office who tirelessly chases Linkpersons and collates the data into a meaningful form. Without her input, we could not produce this remarkably powerful document that is the envy of other specialties and provides remarkable insights into our everyday practice.

**Aidan Fitzgerald**

Chairman -Workforce Planning Group 2020