

2022
PLASTIC SURGERY
WORKFORCE
UK and Republic of Ireland

Profile and Analysis



BAPRAS

British Association of Plastic
Reconstructive and Aesthetic Surgeons

FOREWORD

Dear all

I would like to thank everyone in the specialty for contributing to this document. We have had a 100% response rate which is fantastic.

We can see that the specialty is expanding but there are concerns regarding the number of trainees coming through and the obvious need to engage the female workforce into the specialty.

I urge you to continue engaging with this process as this data will help us plan for the future and is what will be asked of us when we make representation to those holding the purse strings.

Finally, I would like to thank Mr. Fitzgerald and his team for their efforts in putting this together.

A handwritten signature in black ink, appearing to read 'Ragbir', with a horizontal line underneath the letters.

Maniram Ragbir

President

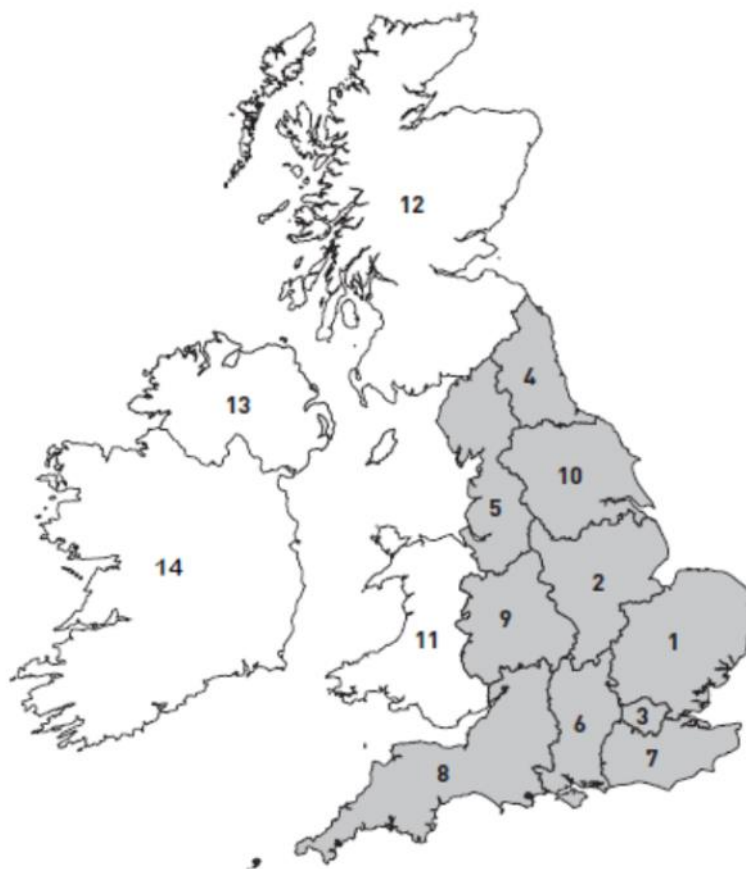
British Association of Plastic Reconstructive and Aesthetic Surgeons

2023/2024

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 2022.

The information enclosed is based on 717 Consultants, 78 Locum Consultants, 271 Specialty Doctors and 663 Trainees (foundation, core and higher surgical specialty 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 |

2022 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 Seemab Ashraff 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 Ravi Ayyamuthu
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 Anita Jatan 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 Haitham Khashaba 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 Hamid Tehrani 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

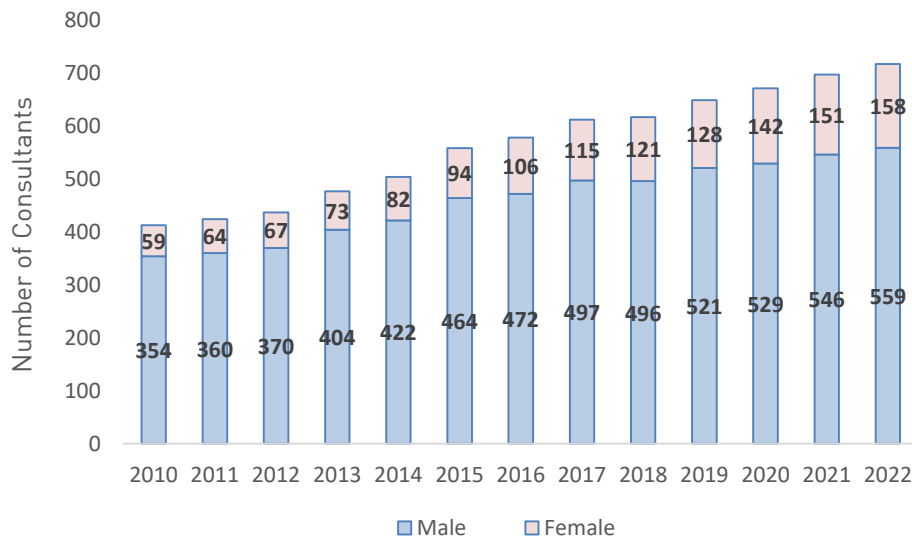
2022 WORKFORCE LINKPERSONS (con't)

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	Andrea Jester Deborah Foong Shahidul Huq Simon Wharton Atul Khanna Katy Wallis
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 Aidan Fitzgerald 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 Colin Morrison
Galway	University College Hospital	Jack Kelly

We would like to thank all the 2022 Workforce Linkpersons. Some of whom have been assisting us since 2010. Without their assistance, this survey would not be possible.

CONSULTANTS

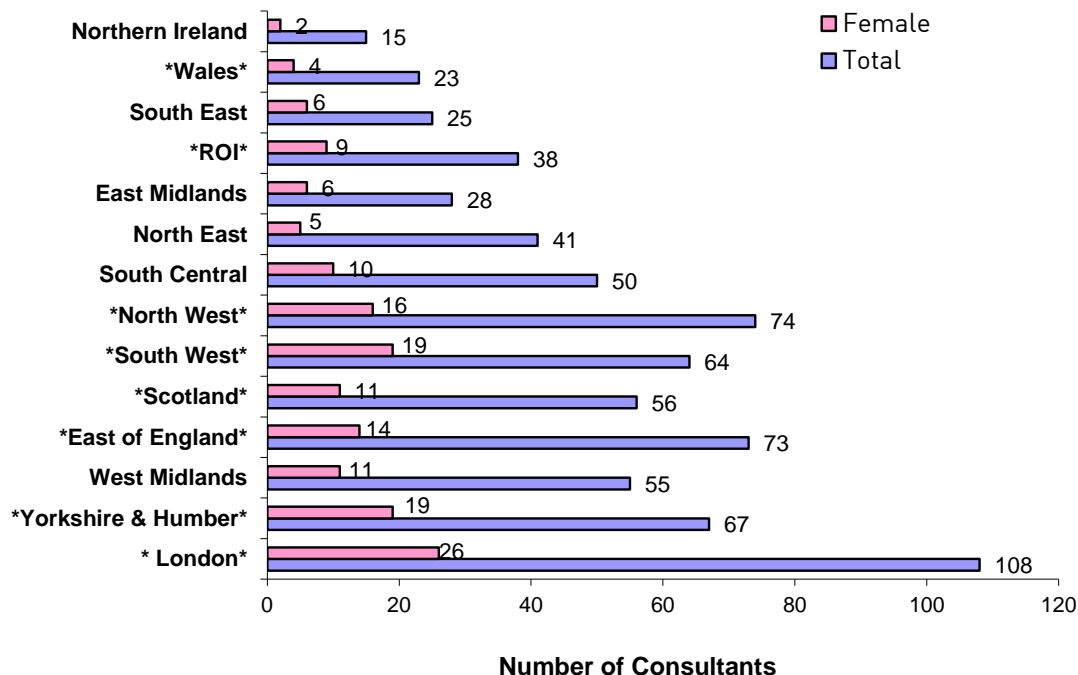
GENDER BREAKDOWN (Headcount—Substantive Consultants)



- 2022 represents a total of 717 substantive consultants of which 679 are from the UK and 38 are from ROI.
- 23% of the Consultant workforce in 2022 is female as compared to 14% in 2010.
- The Republic of Ireland include 29 Males and 9 Females. This is an increase of 4 posts since 2020.
- The overall number of UK substantive consultants has increased by 18 posts (3%) from 2021 and 7% from 2020.

GEOGRAPHICAL DISTRIBUTION OF SUBSTANTIVE CONSULTANT POSTS

(Headcount)

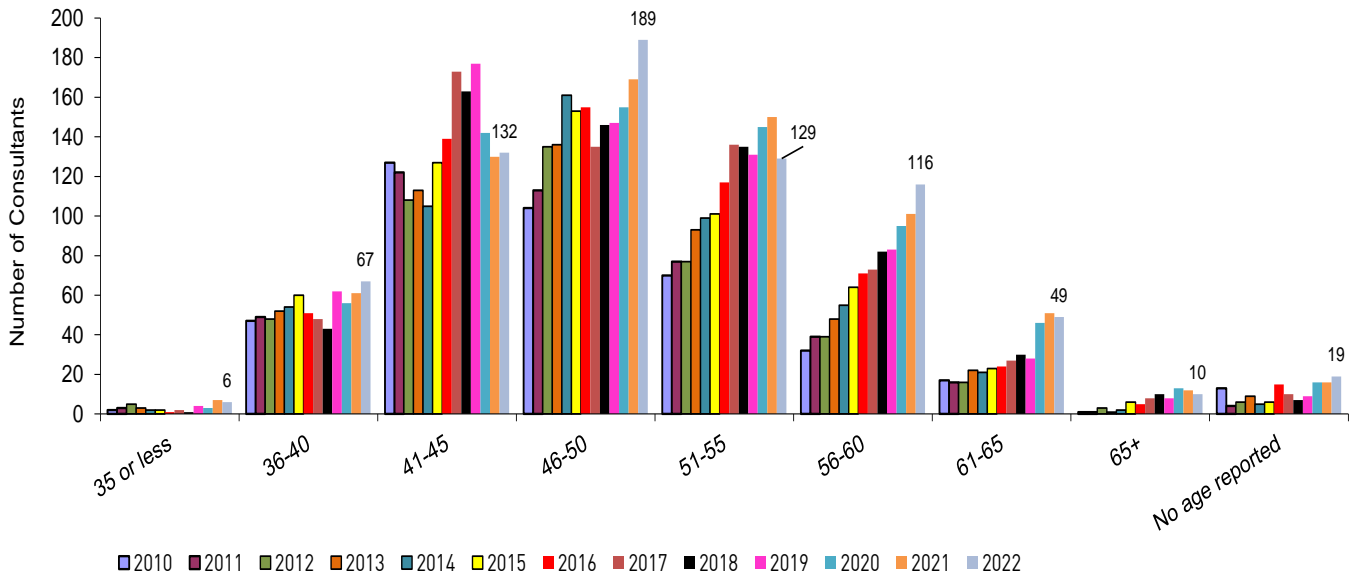


i During 2022 the number of substantive consultant posts increased in 8 of the regions from 2021 (indicated with *)

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

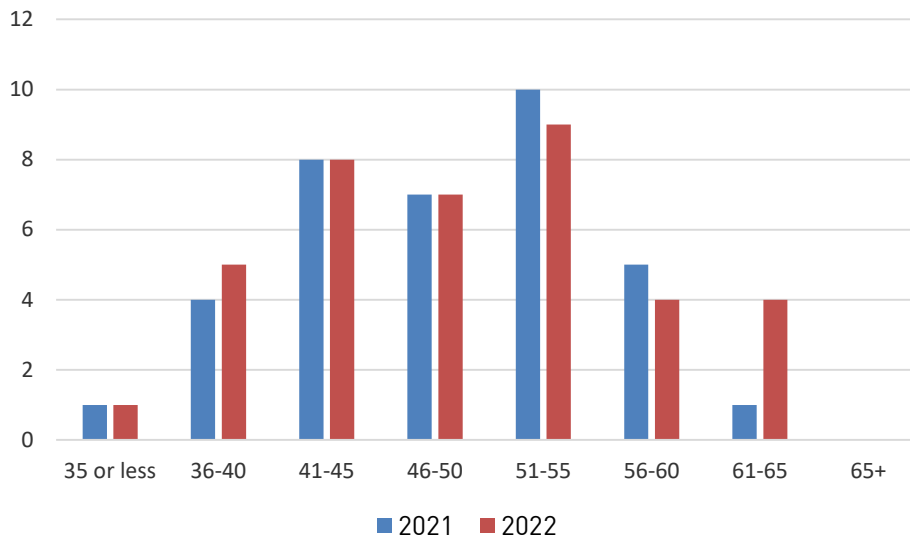
The above does not include any vacant posts.

AGE ANALYSIS (UK & ROI)

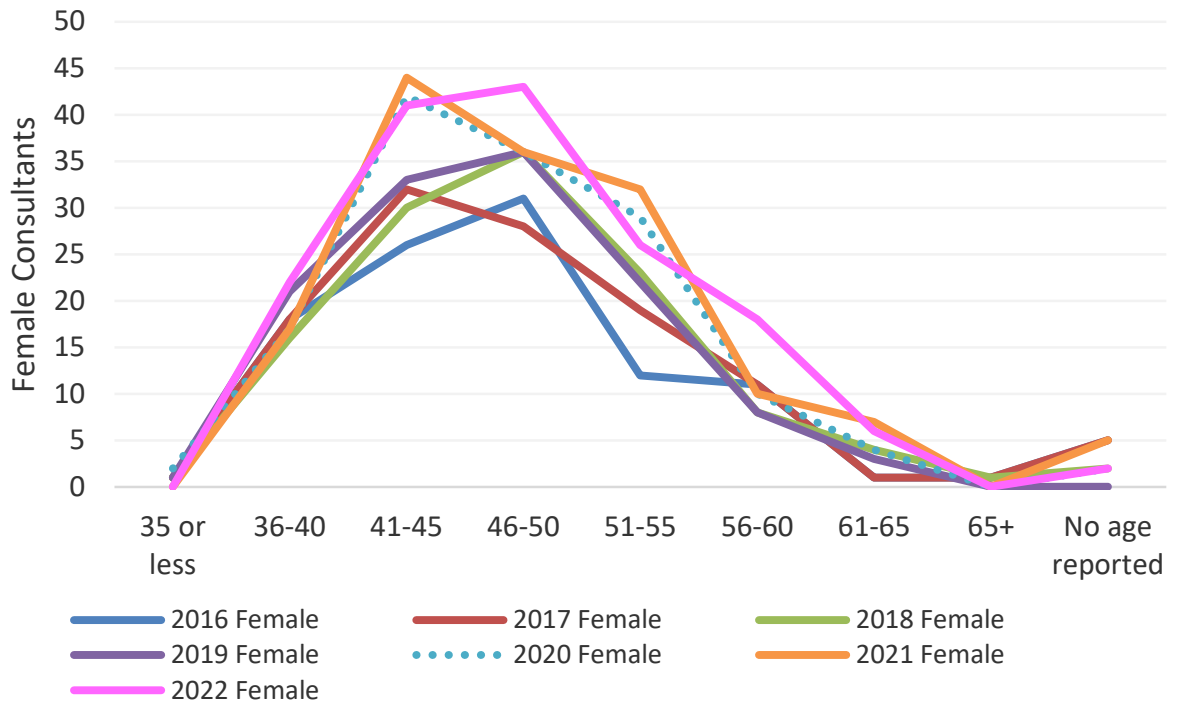


- The 46-50 age bracket still remains the largest age group for the UK.
- The 41-45 age bracket is the second largest group of Consultants overtaking the 51-55 age bracket from 2021.
- The 51-55 age bracket continues to have the greatest number of consultants for the ROI whereas in 2018 it was the 41-45 age bracket.
- The 65+ age bracket remains relatively consistent compared to 2020. One of these consultants has identified they are working part time.

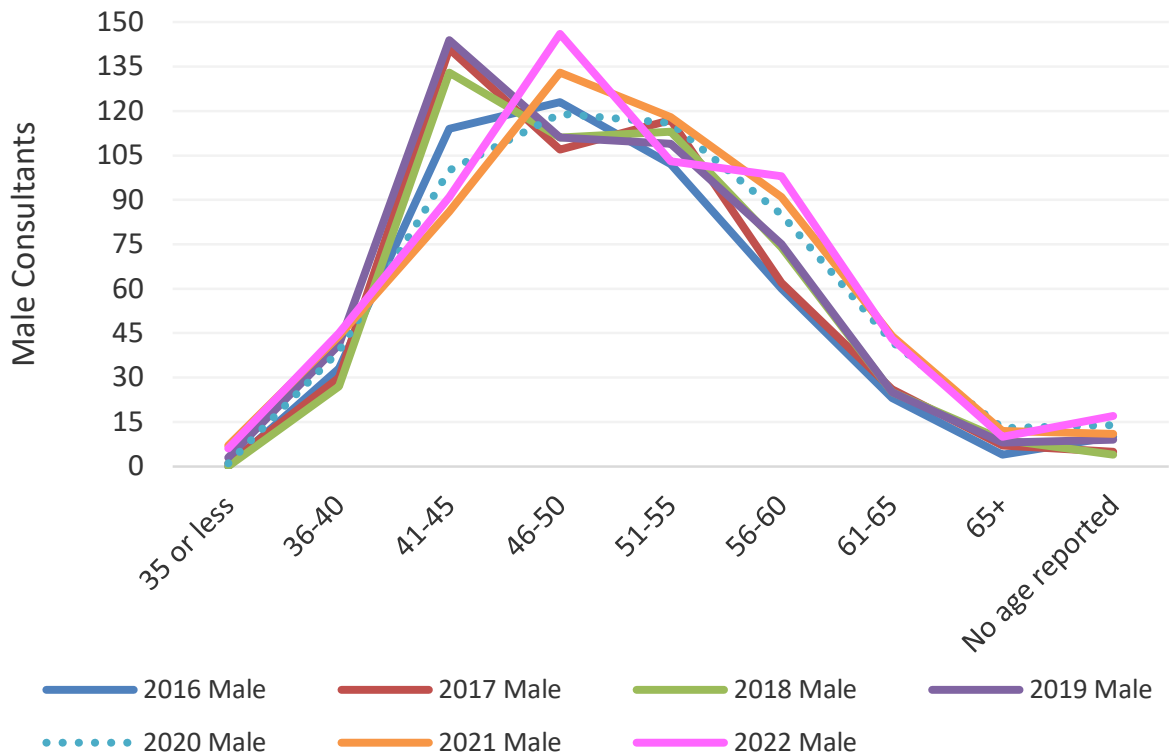
Age Analysis (Republic of Ireland)



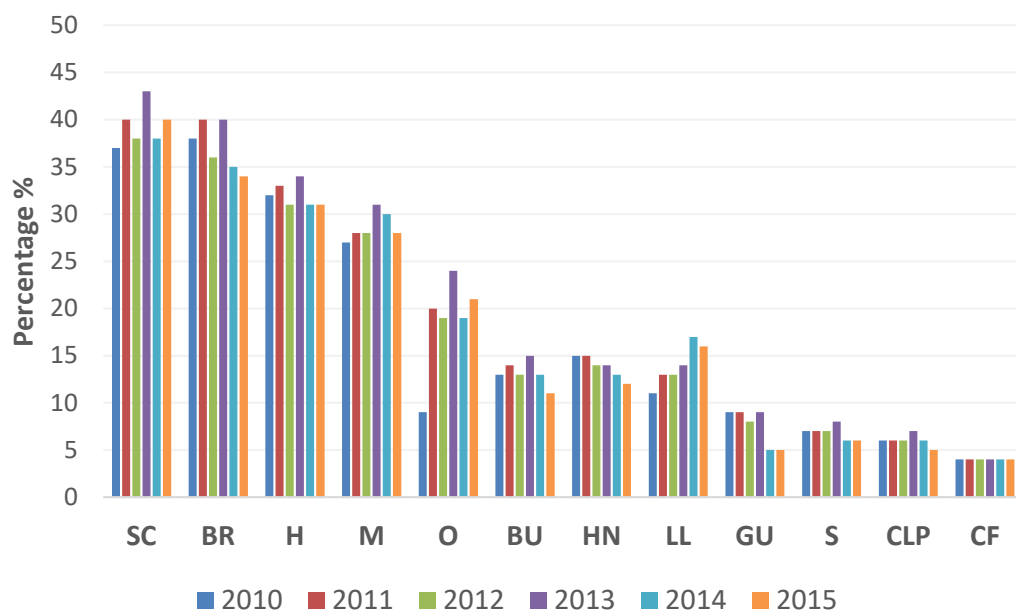
Age Analysis By Females



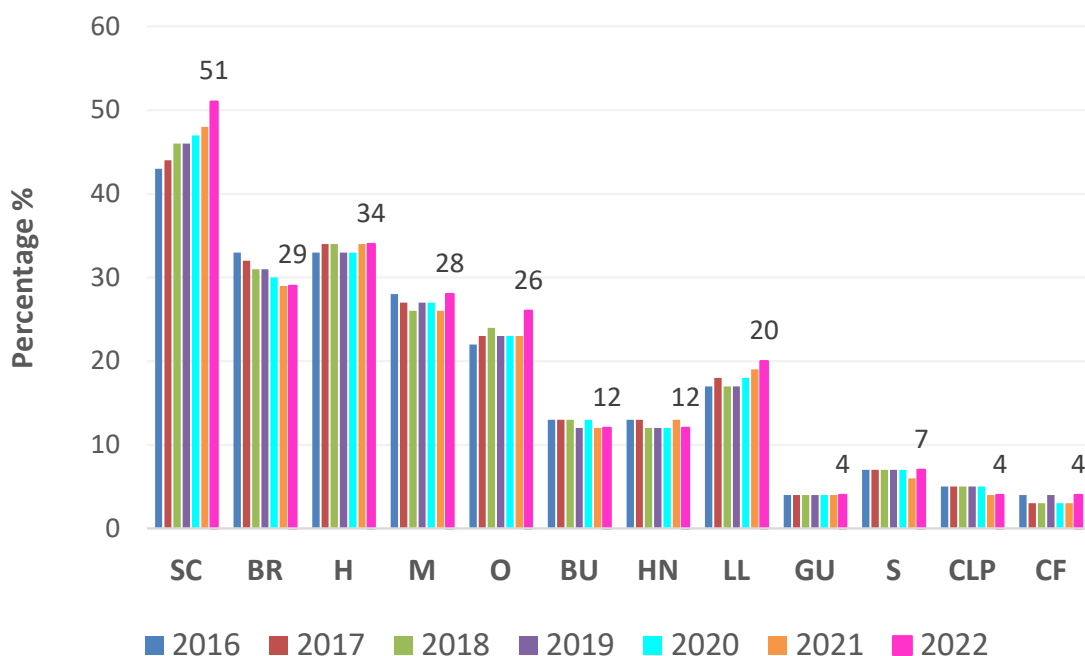
Age Analysis By Males



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



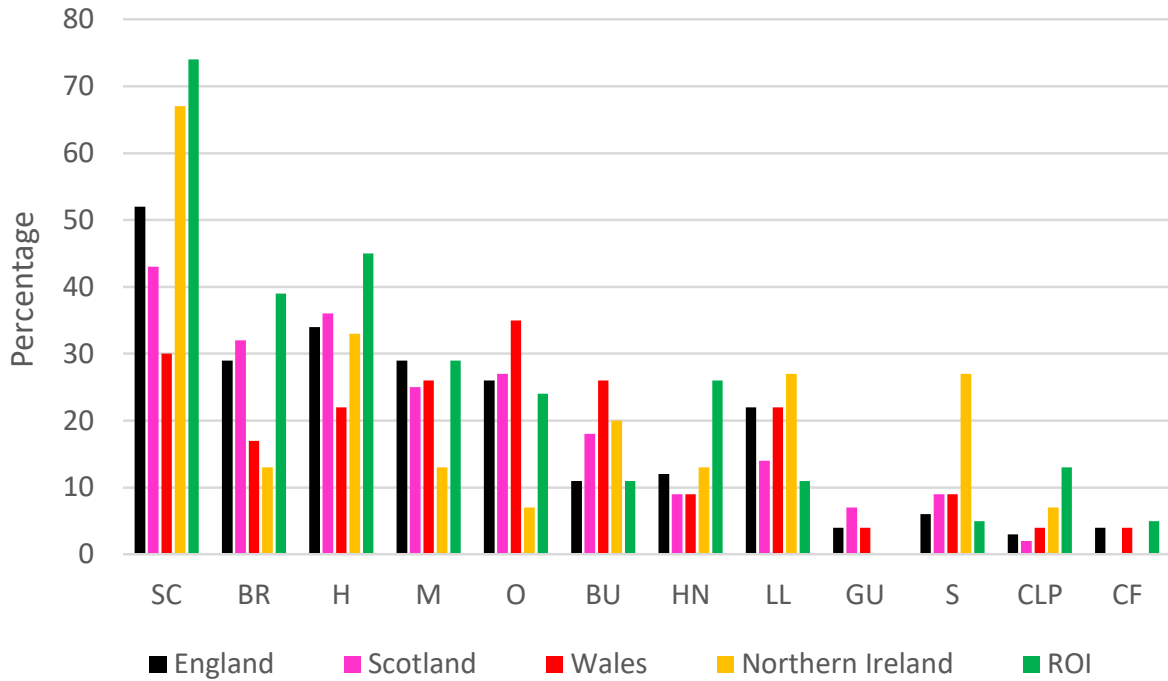
2016—2022 CONSULTANT SUB-SPECIALTIES - ALL REGIONS (By Percentage)



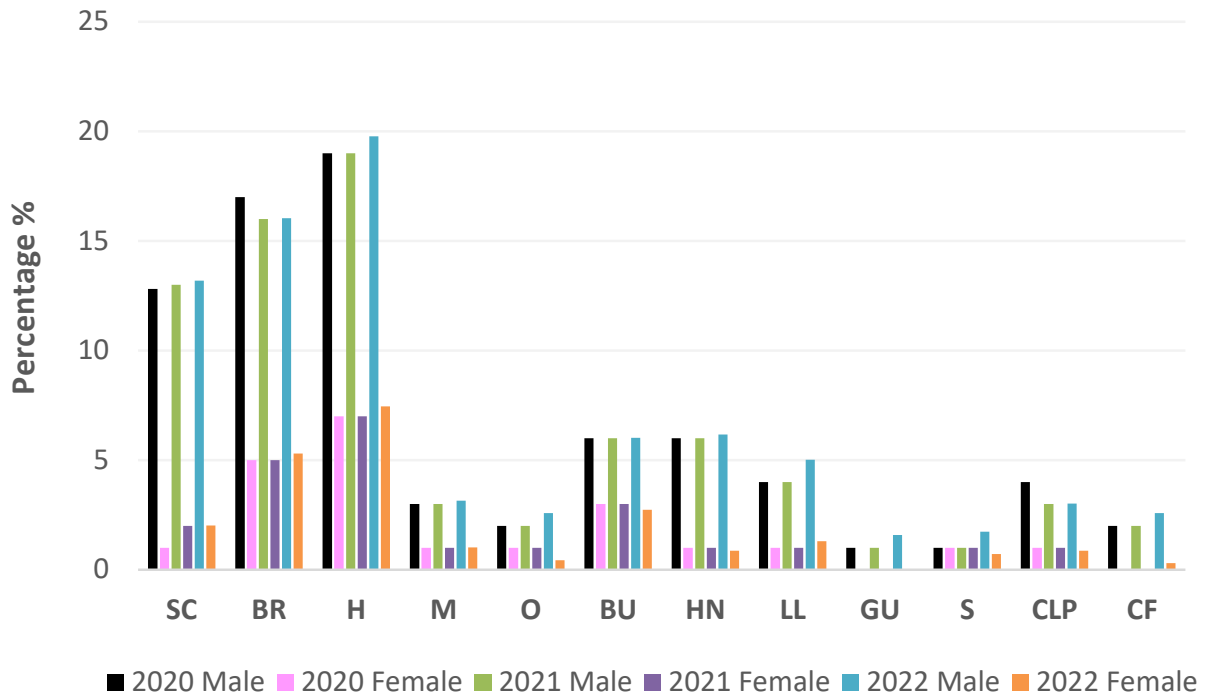
i BR=Breast, SC=Skin Cancer, H=Hand Upper Limb, M=Microsurgical Reconstruction HN=Head & Neck, BU=Burns, LL=Lower Limb Trauma, GU=Genitourinary, O=Other, S=Sarcoma, CLP=Cleft Lip & Palate, CF=Craniofacial

- 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, steadily increasing by 13% since 2014.
- Hand remains the second most reported sub-specialty interest for the sixth year in a row, remaining constant around 34% of all the subspecialties.
- 'Other' includes interests in laser surgery, ear reconstruction, paediatrics, perineal, brachial plexus, nerves, spasticity, facial reanimation, gender affirmation, cosmetic, body contouring and abdominal wall.

2022 CONSULTANT SUB-SPECIALTIES - BY REGION (By Percentage)

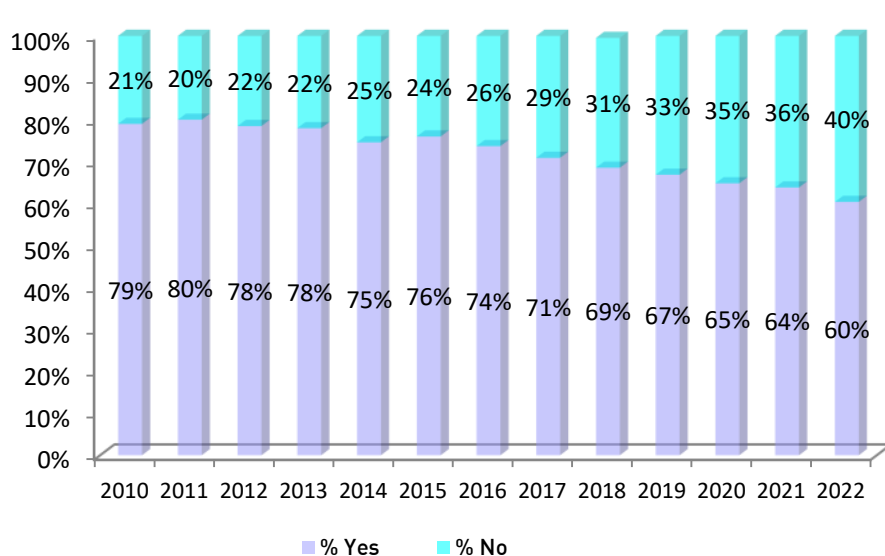


CONSULTANT SUB-SPECIALTY—BY GENDER (%)



Above based on Consultants 1st sub-specialty only.

CONSULTANTS UNDERTAKING PRIVATE PRACTICE

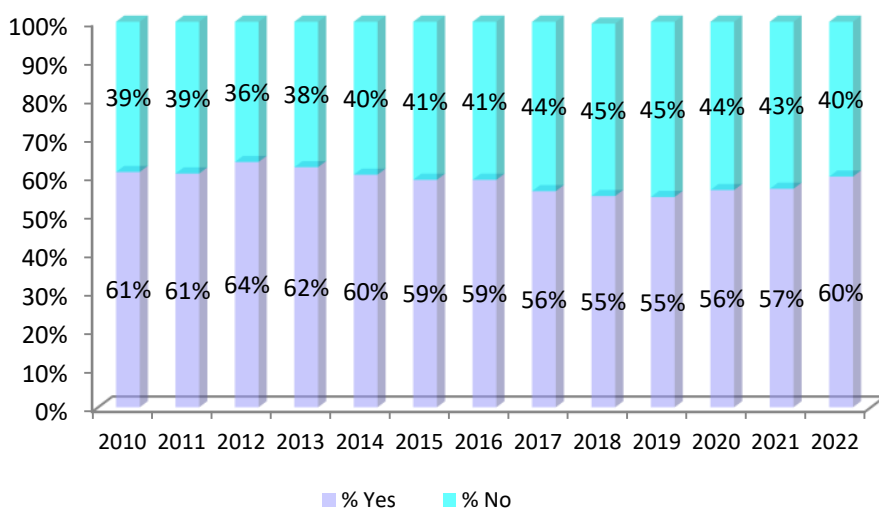


The percentage of consultants undertaking private practice decreased by 4% in 2022.

2010-2012 does not include ROI

For purposes of comparison, the BAPRAS membership was analysed in 2021 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.

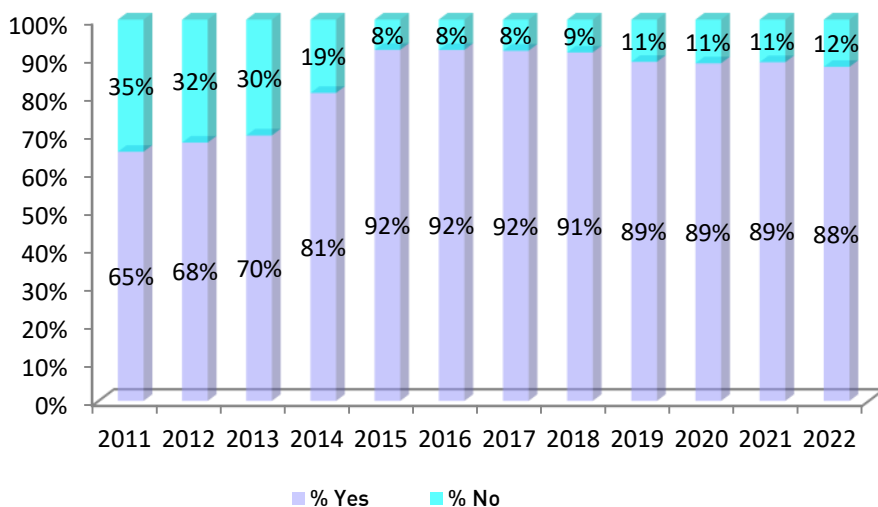
CONSULTANTS ACTING AS ASSIGNED EDUCATIONAL SUPERVISORS



The number of consultants acting as Assigned Educational Supervisors increased by 3% for 2022.

2010-2013 does not include ROI

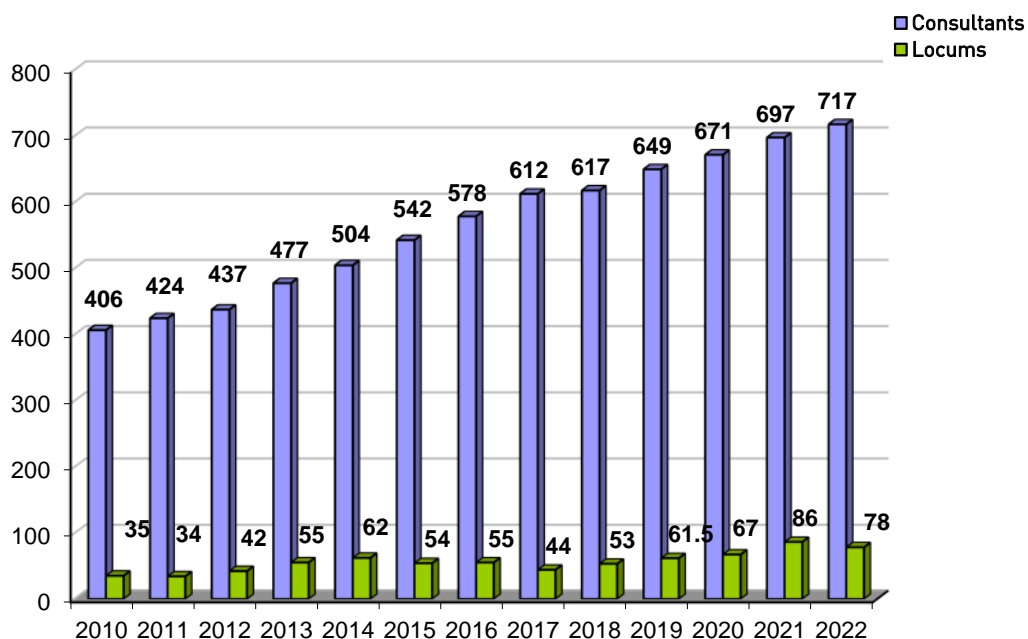
CONSULTANTS ACTING AS CLINICAL SUPERVISORS



The percentage of consultants acting as Clinical Supervisors has remained relatively constant since 2019.

2011-2013 does not include ROI

CONSULTANTS AND LOCUMS



- The number of UK Locum posts in plastic surgery for 2022 has decreased by 4 posts from 2021.
- The number of UK Consultant posts in plastic surgery for 2022 increased by 18 posts from 2021.
- 2022 includes 38 consultants and 4 locum posts from ROI. This is an increase of 2 consultants from 2021 and a total of 4 since 2020.

SUBSTANTIVE AND LOCUM POSTS

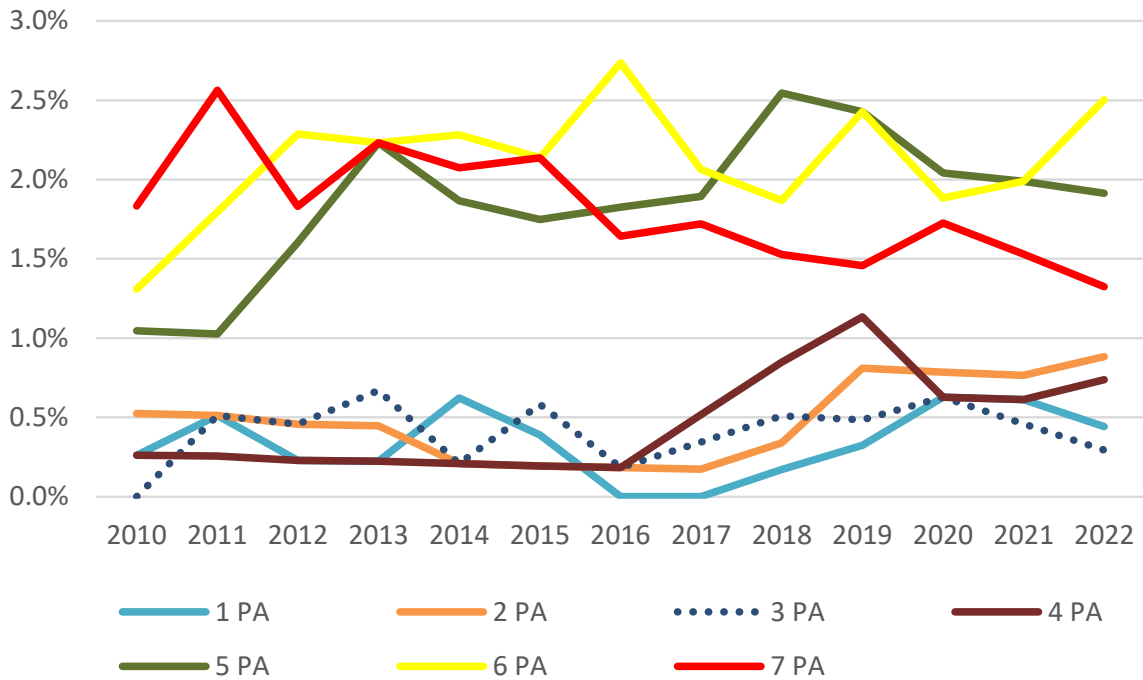
(By Region)

Region	Substantive		Vacancies		NHS		Academic		Military		Locum	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
London	104	107	0		102	105	1	1	1	1	18	20
Yorkshire & Humber	65	67	3		65	67	0		0		10	5
East of England	71	73	2	2	70	72	1	1	0		16	12
Scotland	54	56	3	4	53	56	0		0		6	5
West Midlands	57	55	1.5	6	53	50	1	1	3	4	4	4.6
South West	62	62	0	3	61	60	0		1	2	4	3
North West	66	73	0	1	66	70	0	3	0		16	13
South Central	52	50	0		45	44	5	4	2	2	2	2
North East	41	41	1	1	41	41	0		0		2	2
South East	25	25	1	3	24	24	0		1	1	2	2
East Midlands	28	28	2	3	28	28	0		0		1	3
Wales	21	23	0		20	22	1	1	0		1	1
Northern Ireland	15	15	0		15	15	0		0		0	1
Republic of Ireland	36	38	0	3	36	38	0		0		4	4

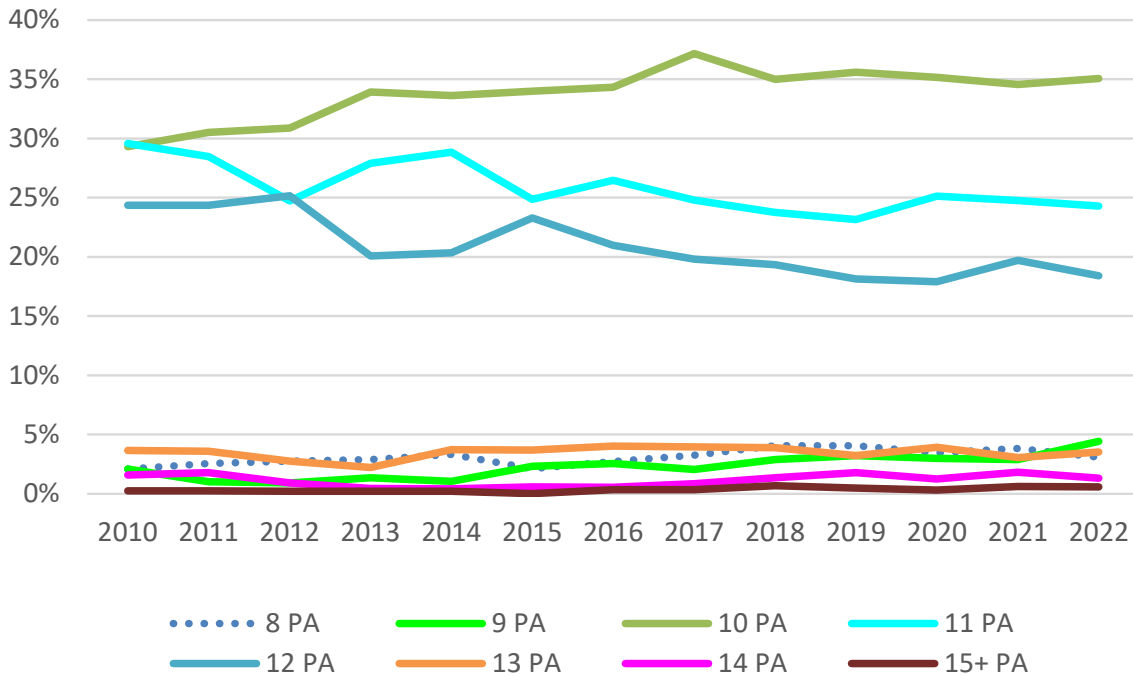


- Substantive posts include NHS, Academic and Military posts
- Of the 13 UK regions, 7 regions increased their number of substantive posts from 2021.

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

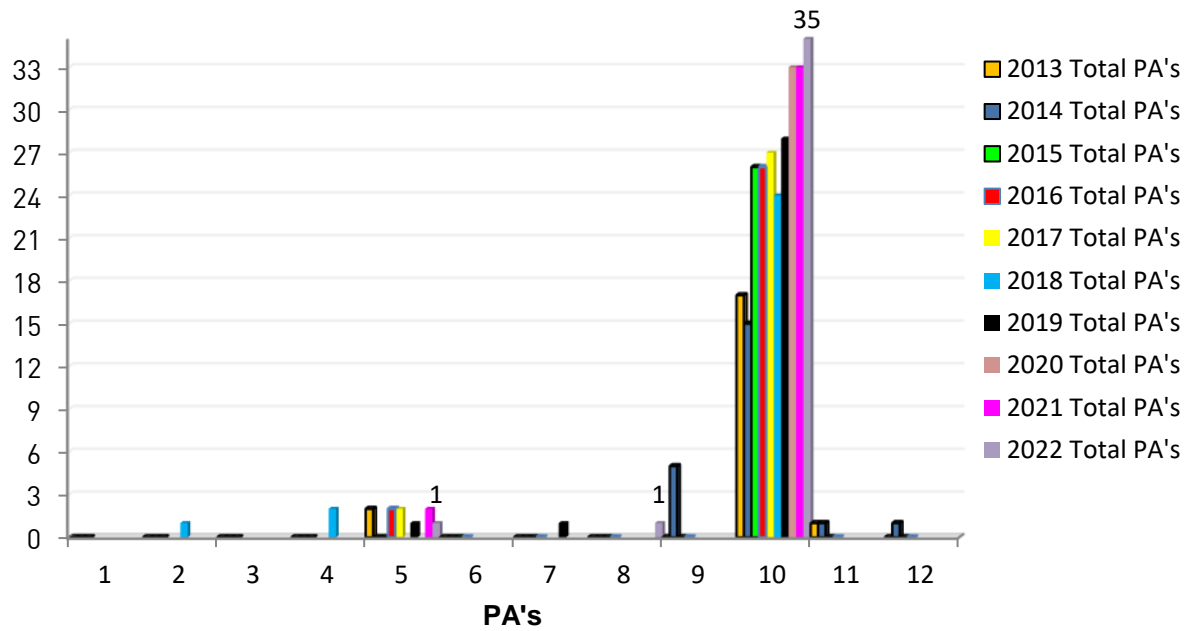


8-15+ PA's WORKED BY UK CONSULTANTS (%)



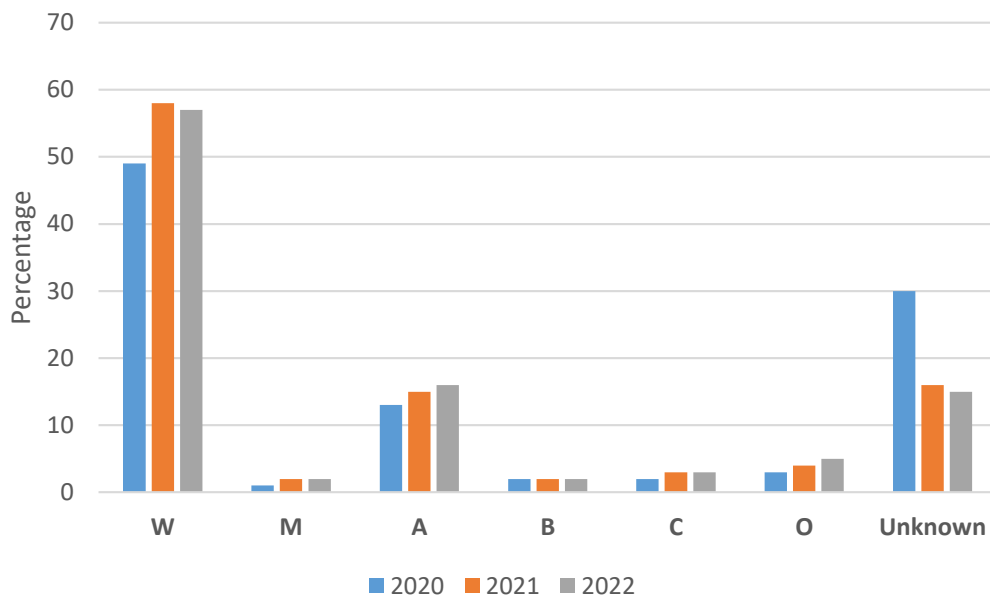
- Overall there has not been any significant changes in the amount of PA's that Consultants have been working since 2018, however, during 2022, the Consultants working 9 PA's increased by 1.5%.
- To note in 2022, there are 55 UK consultants (9%) that are working 7 or less PA's.
- There were 8 UK consultants that did not provide number of PA's worked for 2022.
- Above figures include both part time and full time substantive Consultants.

PA's WORKED BY CONSULTANTS—REPUBLIC OF IRELAND



i For 2020, 2021 and 2022, 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, 15% of the Consultants did not provide an answer for 2022. This is down from 30%, who did not provide an answer in 2020.

2022 TOTAL CONSULTANTS REQUIRED REGIONALLY TO SERVICE 1:80,000 POPULATION RATIO


Region	FTE Req'd for 1:80,000 ratio	Current FTE	Further FTE Req'd 2022
North West	93	75	18
Republic of Ireland	63	36	27
East Midlands	61	29	32
South East	59	25	34
London	110	102	8
East of England	79	74	5
West Midlands	74	52	22
South West	71	62	9
Wales	39	25	14
Scotland	68	59	9
South Central	57	52	5
N. Ireland	24	16	8
Yorkshire & Humber	69	74	N/A
North East	33	42	N/A



- *Above Population data based on results of 2021 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.*
- *Current FTE = PA's/10*

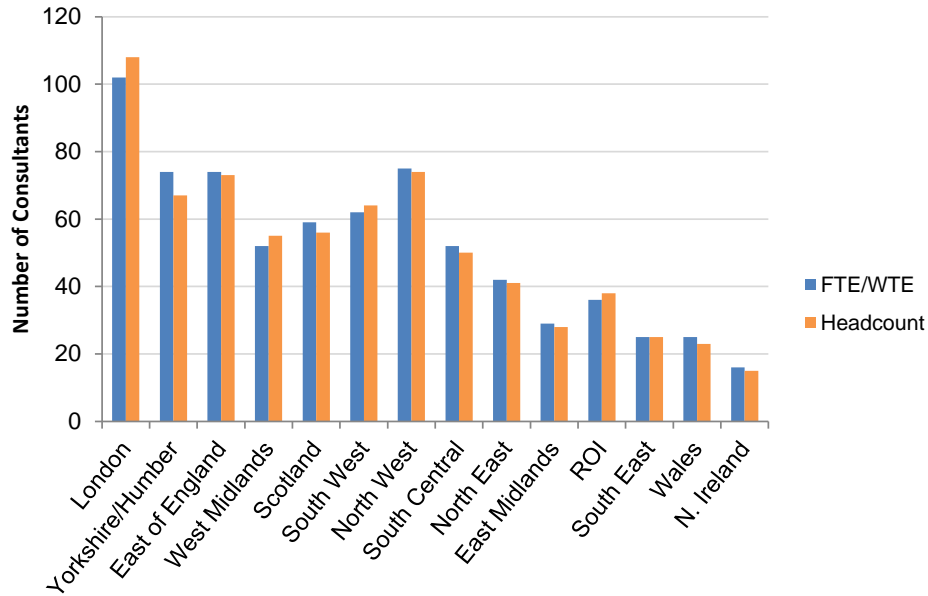
TOTAL CONSULTANTS REQUIRED REGIONALLY TO SERVICE 1:80,000 POPULATION RATIO FOR 2013-2021

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

-  • *Above 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
49	1	57	8	63	7	70	2
50	1	58	5	64	7	71	2
53	1	59	7	65	3	73	1
54	1	60	9	66	2	75	1
55	5	61	6	67	1		
56	6	62	5	68	1		



- Based on the 2022 workforce survey responses, 83 Consultants, (of which 10 are female and 2 are from ROI), anticipate retiring in the next five years. Of these 83 Consultants, 14 are currently working part time.
- It is important to note that there was no obligation to answer this question.
- 4 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.

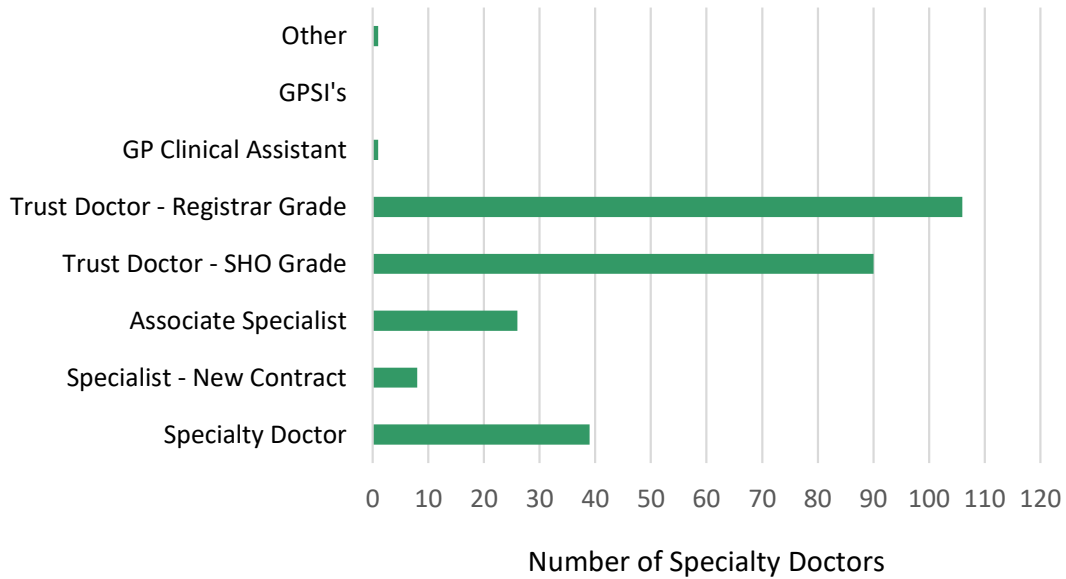
Number of Consultants 60 and over during the next 5 years, assuming zero retirements is:

2023 — 97 Consultants
 2024 — 118 Consultants
 2025 — 142 Consultants

2026 — 172 Consultants
 2027 — 197 Consultants

2022 SPECIALTY DOCTORS

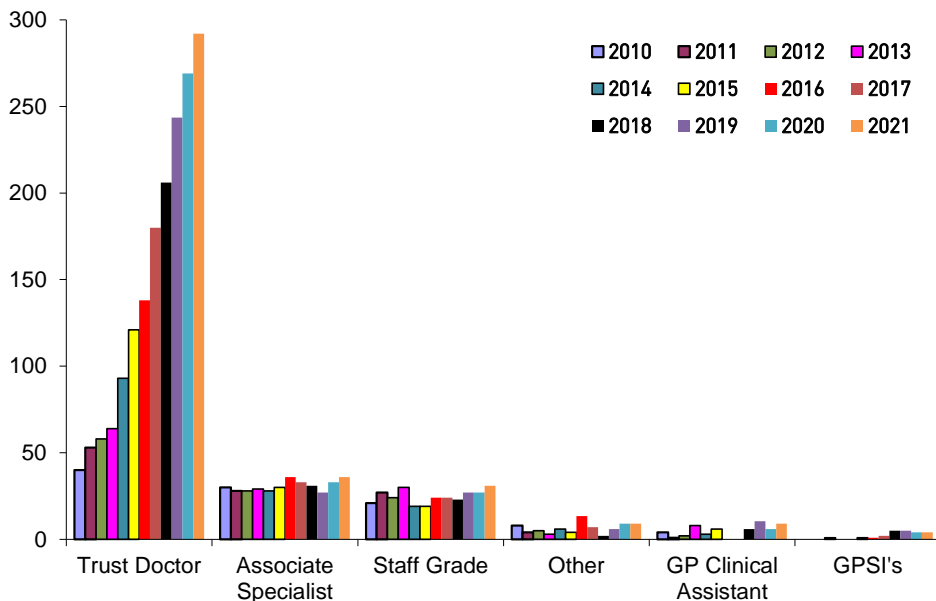
(By Category)



- The categories of Specialty Doctors asked in the 2022 workforce survey were changed from previous years. Therefore a new graph was now required as above. The below graph now represents the historical data from the years 2010—2021.
- Other is an Oncoplastic Fellow shared with Breast Department.
- No Specialty Doctors were reported for ROI.

2010—2021 SPECIALTY DOCTORS

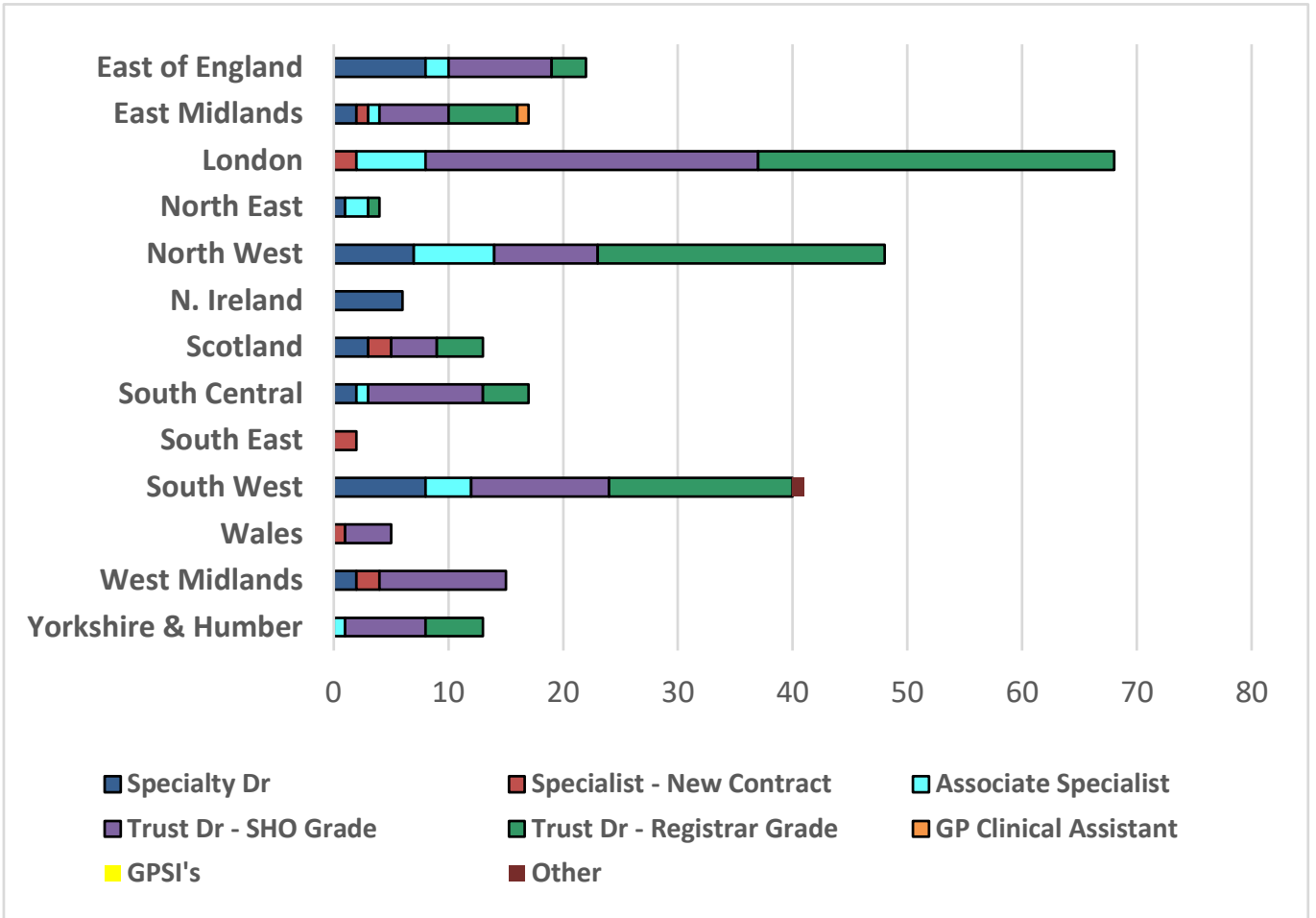
(By Category)



The above graph represents the historical data of Specialty Doctors for the years 2010—2021.

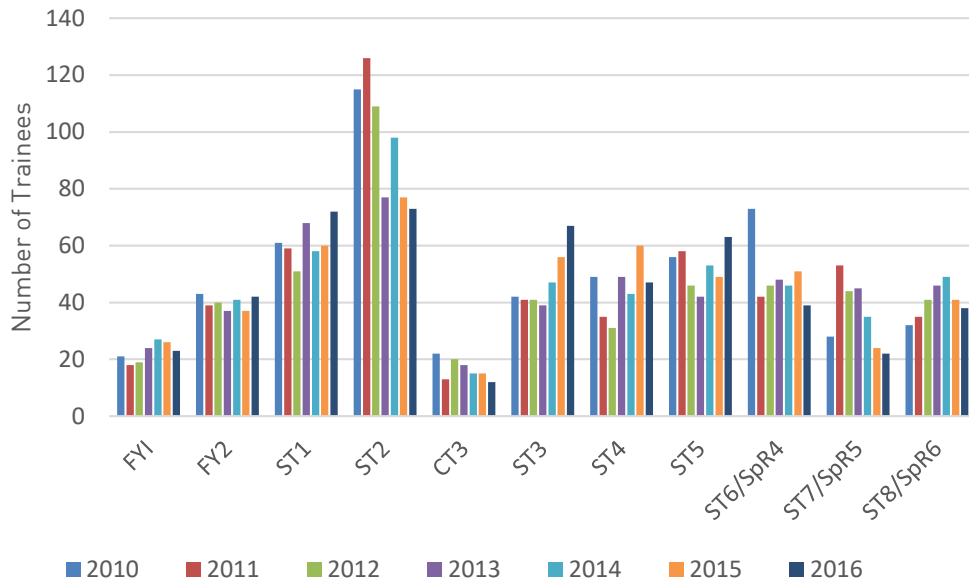
SPECIALTY DOCTORS

(By Region)



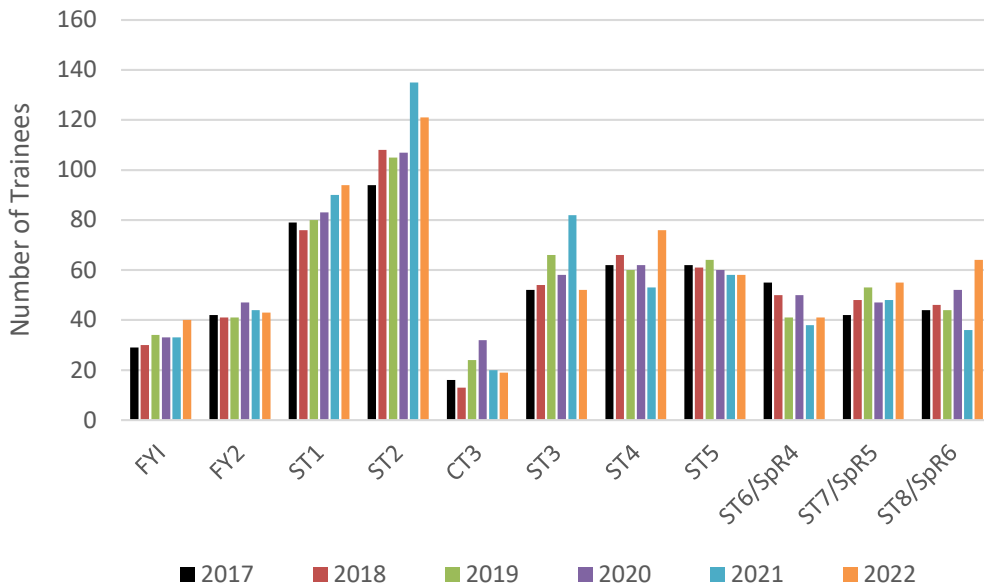
TRAINEES

2010-2016



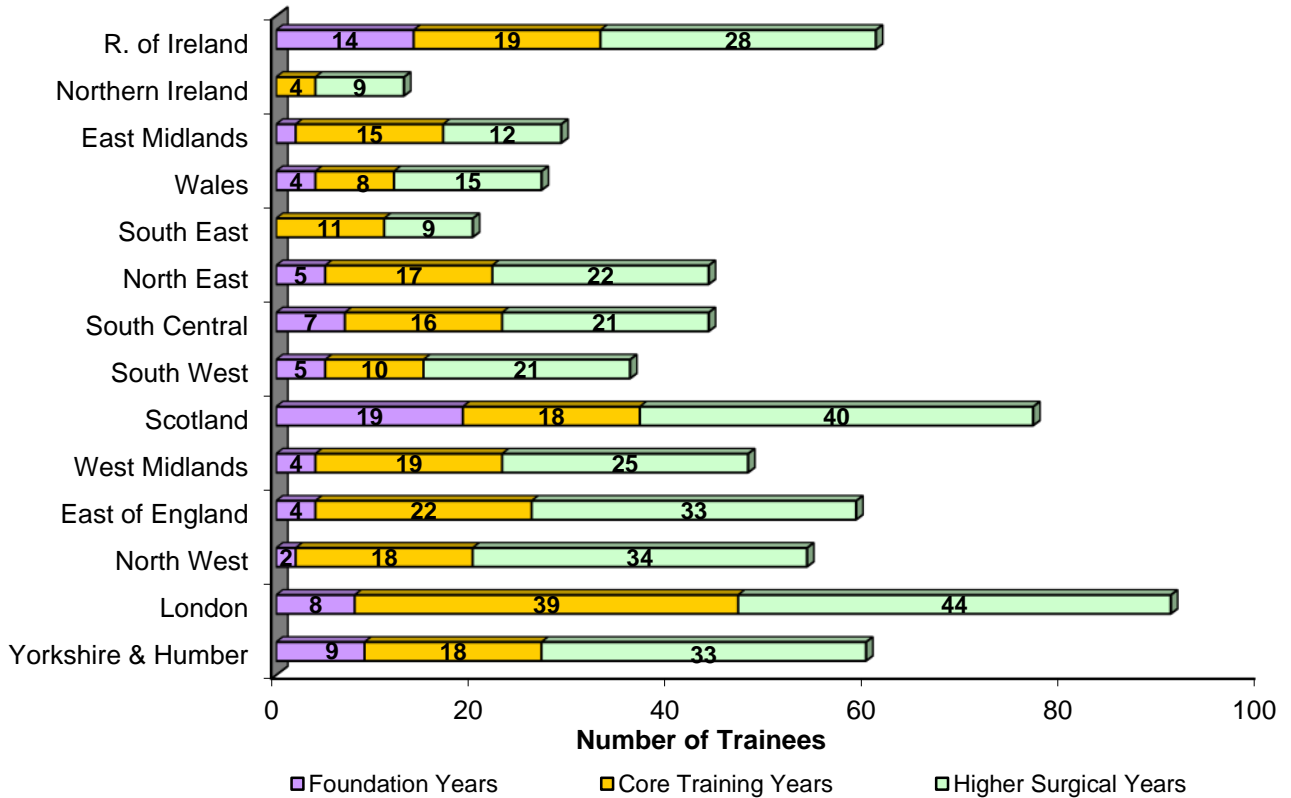
TRAINEES

2017-2022



- One ST1 is interested in Emergency Medicine.
- One CT3 is Trust Grade SHO and one is Clinical Development Fellow.
- Of the 663 Trainees, 61 are from ROI

TRAINEE BY REGION



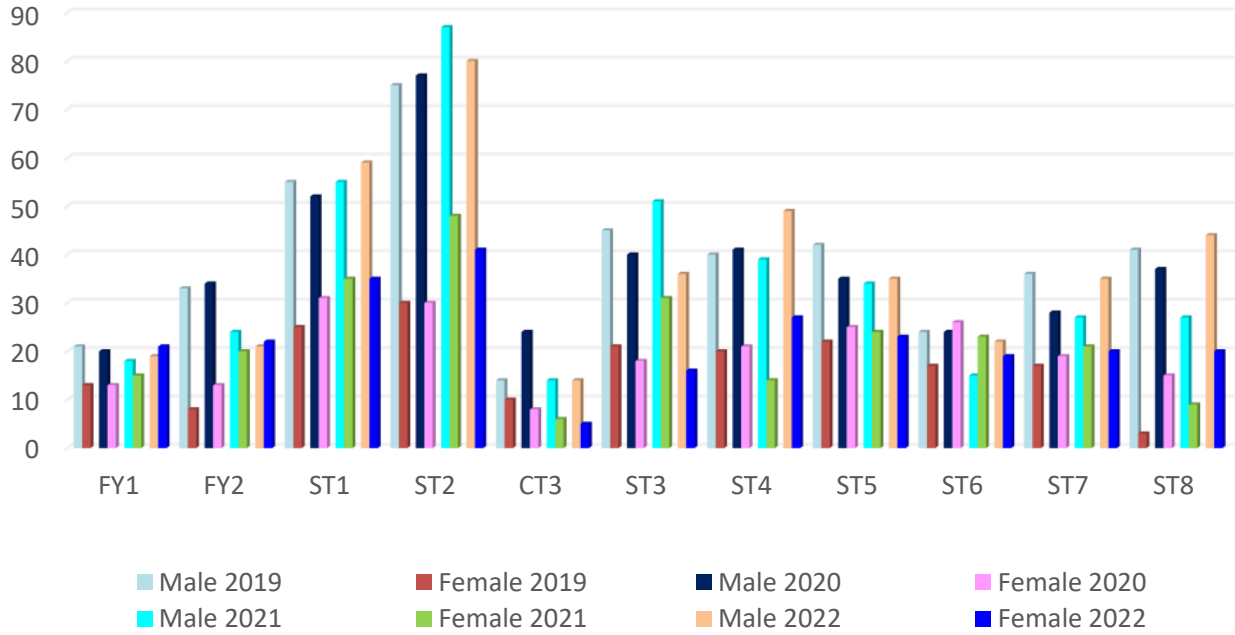
TRAINEE VACANCIES

	Vacancy	Vacancy Duration	Vacancy	Vacancy Duration
ST1	1	Ongoing		
ST2	7	Ongoing		
ST3	8	6 months	4	Ongoing
ST4	1	12 months		
ST5	2	ongoing		



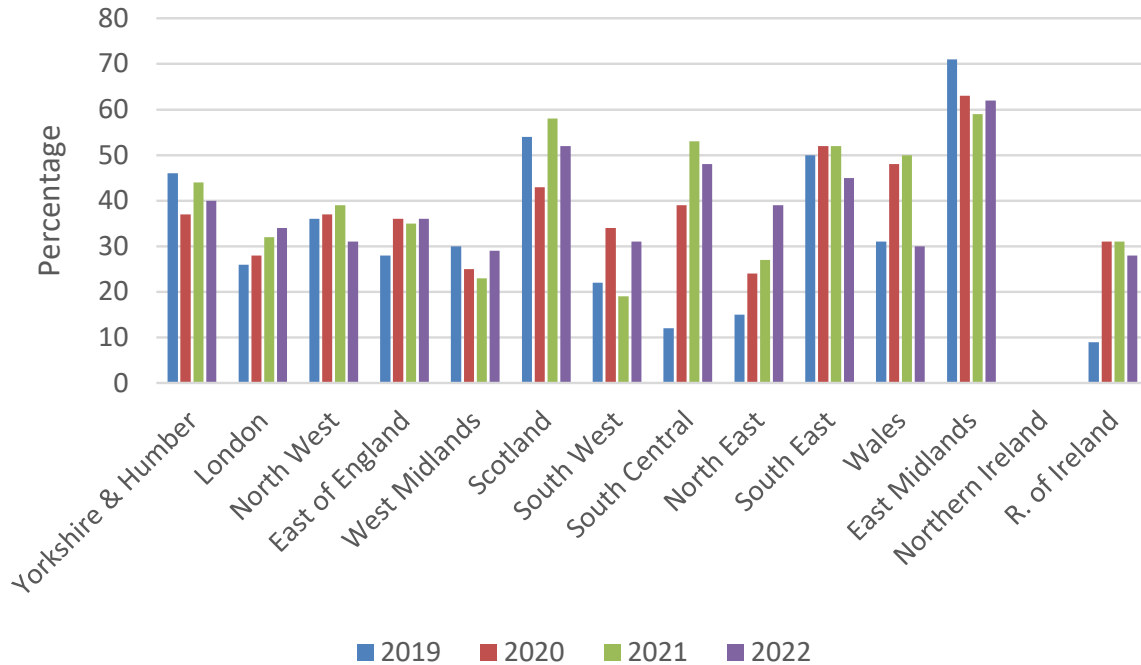
The above tracked the number of trainee vacancies and the length of time of each vacancy during 2022.

TRAINEES BY GENDER



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

FEMALE TRAINEES BY REGION (%)



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

PLASTIC SURGERY TRAINEES WORKING LESS THAN FULL TIME

FY1	1 @ 50% LTFT	1 @ 60% LTFT	
ST2	2 @ 50% LTFT	3 @ 60% LTFT	
ST4	1 @ 75% LTFT	2 @ 80% LTFT	
ST5	1 @ 50% LTFT	1 @ 60% LTFT	4 @ 80% LTFT
ST6	1 @ 60% LTFT	1 @ 70% LTFT	2 @ 80% LTFT
ST7	1 @ 40% LTFT	1 @ 60% LTFT	1 @ 80% LTFT
ST8	1 @ 60% LTFT	2 @ 70% LTFT	

PLASTIC SURGERY TRAINEES IN TIG POSTS

Specialty	Plastic Trainees in Post												
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
											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	3
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	2
TOTAL POSTS	13	15	30	27	27	29	26	14	28	12	14	19	5



- TIG Post figures kindly provided by Plastic Surgery SAC
- There has been a dramatic drop in the number of Plastic Surgery Trainees in TIG Posts for 2022. A decrease of 12 posts from 2021.
- For 2020 there were 14 Plastics trainees who started their TIG fellowships . Unfortunately a breakdown of specialties was not available.

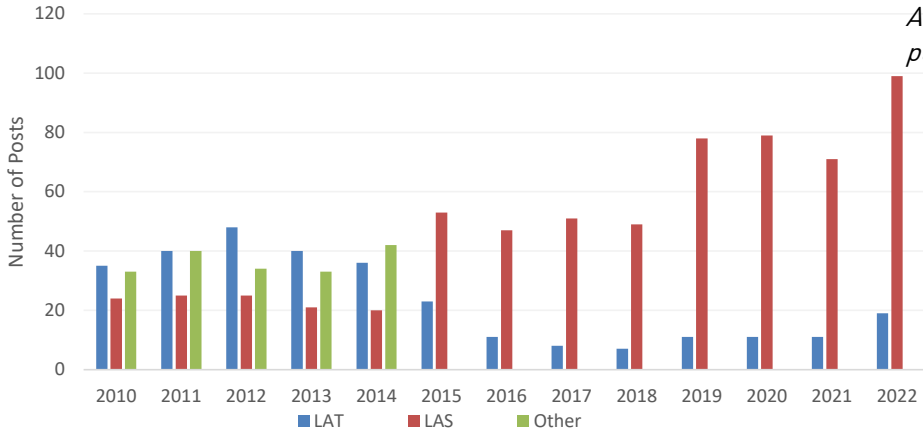
2022 PLASTIC SURGERY TRAINEES RECOMMENDED FOR CCTs

Based on information provided by JCST: In 2022, 44 trainees in the UK and 3 in Republic of Ireland were recommended for their certificates. This is a decrease of 13 UK trainees and 3 ROI trainees from 2021. Of the 47 trainees, 25 were female and 22 were male.

TOTAL NUMBER OF LAT/LAS POSTS

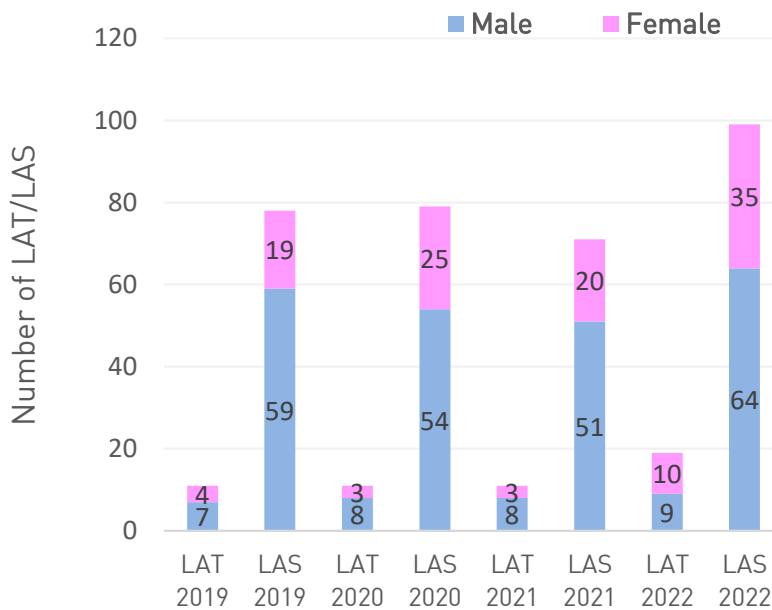
LAT = Locum Appointment for Training
 LAS = Locum Appointment for Service

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



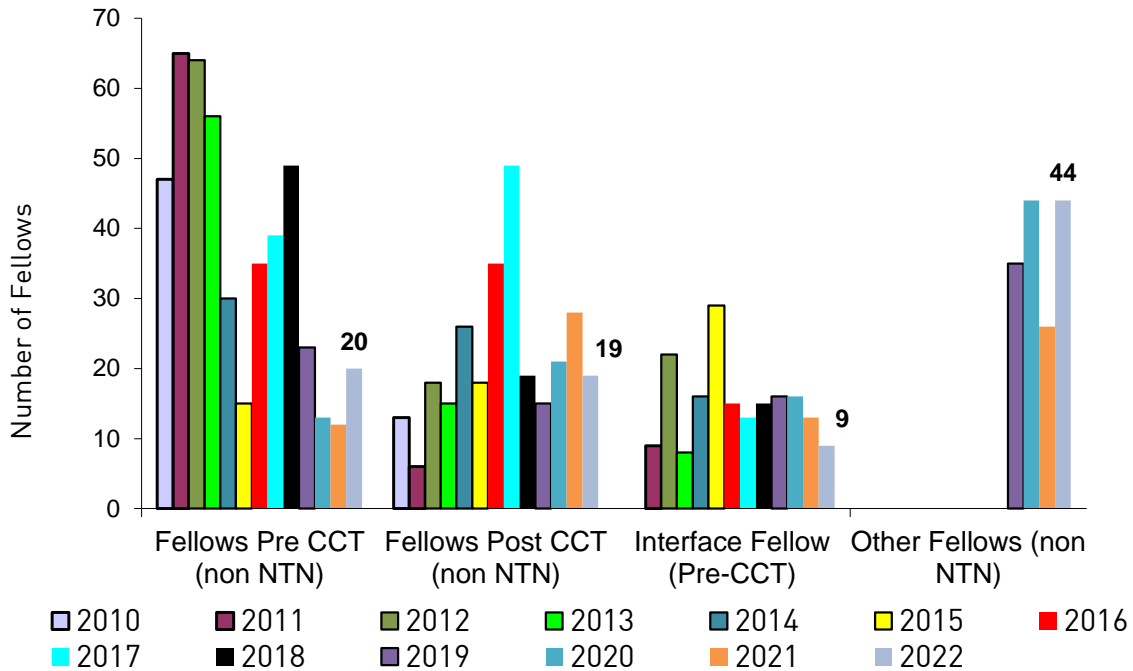
- The number of LAT posts has increased by 8 posts and is the highest it has been since 2015.
- The number of LAS posts has increased dramatically by 28 posts since 2021.
- One LAS post is occupied by a Trauma Fellow.
- Four LAT posts are occupied by Trust Grade Registrars.
- One LAS post is vacant and two LAT posts are vacant.
- LAS: 1 @ 40% LTFT; 1 @ 50% LTFT and 1 @ 80% LTFT
- The last time 'Other' was reported was in 2014.

LAT/LAS POSTS BY GENDER



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

TOTAL NUMBER OF SENIOR/PERI CCT FELLOWS



Since 2021:

- Pre CCT (Non NTN) - increased by 8 posts
- Post CCT (non NTN) - decreased by 9 posts
- Interface Fellows (Pre CCT) decreased by 4 posts
- Other Fellows (non NTN) was a newly added category for 2019. There was an increase of 18 posts from 2021 which brought it back to the 2020 level.

2022 Non NTN Pre-CCT Fellows include:

Orthopaedic, Microsurgery and Hand. One post was vacant.

2022 Non NTN Post-CCT Fellows include:

Orthopaedics and Hand Fellow

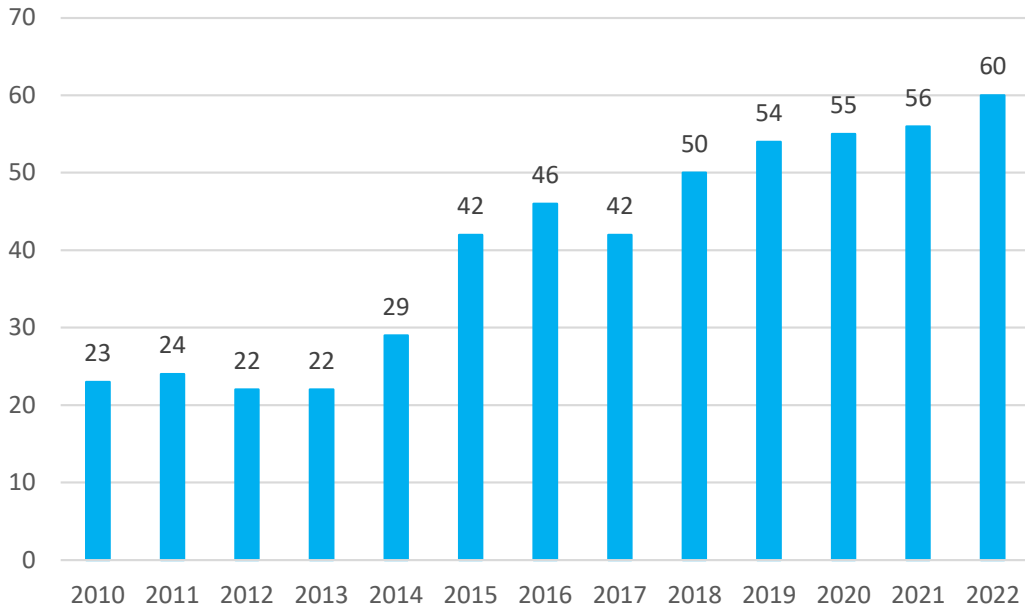
2022 Interface Fellows Pre-CCT include:

Hand, Orthopaedics, Breast TIG (shared with General Surgery) and Cleft TIG (from Maxiofacial)

2022 Other Fellow (non NTN) include:

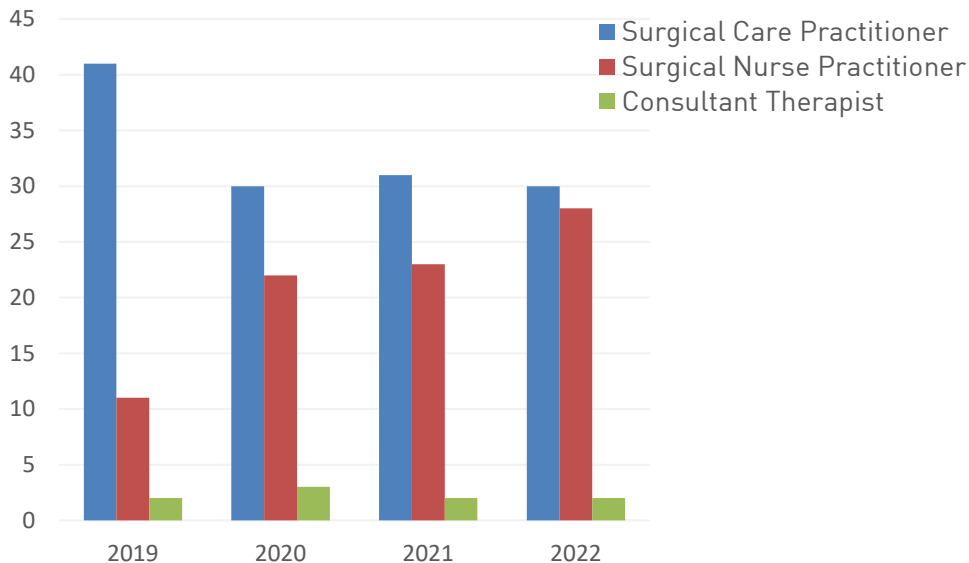
Plastic, Microsurgical, Burns, Craniofacial, Oncology and Research

TOTAL NUMBER OF ALLIED HEALTH PROFESSIONALS



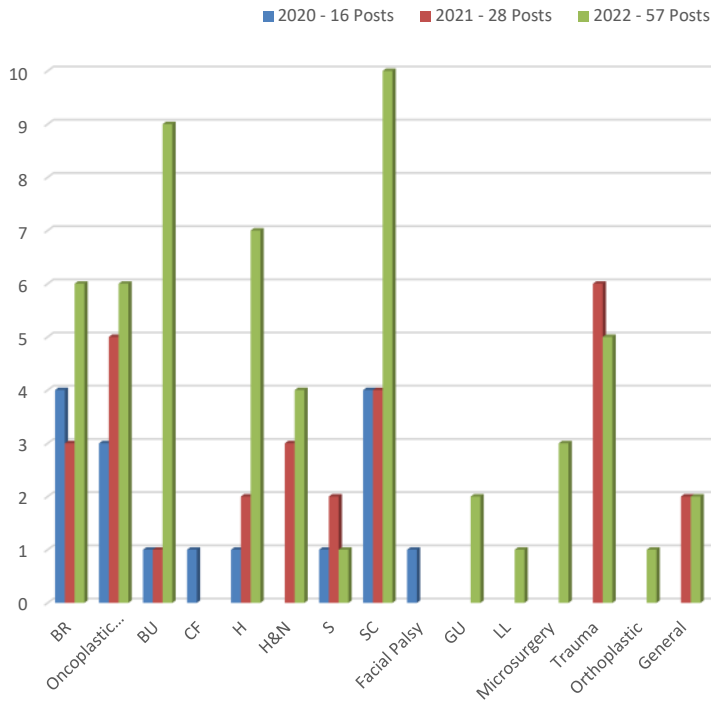
- *This represents Surgical Care Practitioners, Surgical Nurse Practitioners and Consultant Therapists that are allowed to operate or suture.*
- *Allied Health Professionals have been identified in all of the Regions of the UK and ROI.*

WHO ARE THE ALLIED HEALTH PROFESSIONALS?



- *This is the fourth year a breakdown of Allied Health Professionals has been identified.*
- *One SCP is shared with General Surgery and one is not able to operate.*
- *One SNP for Dressing Clinics only and five cover Plastics/ENT/Maxiofacial.*

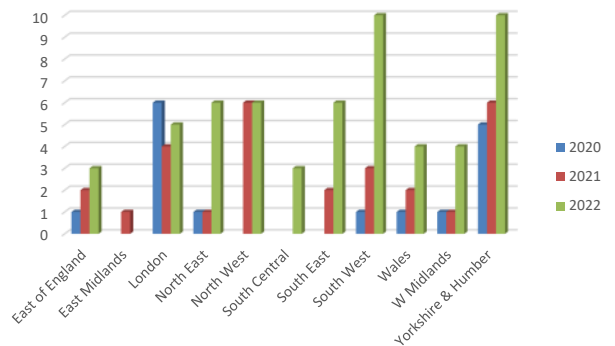
SUBSTANTIVE CONSULTANT PLASTIC POSTS ADVERTISED IN NHS JOBS



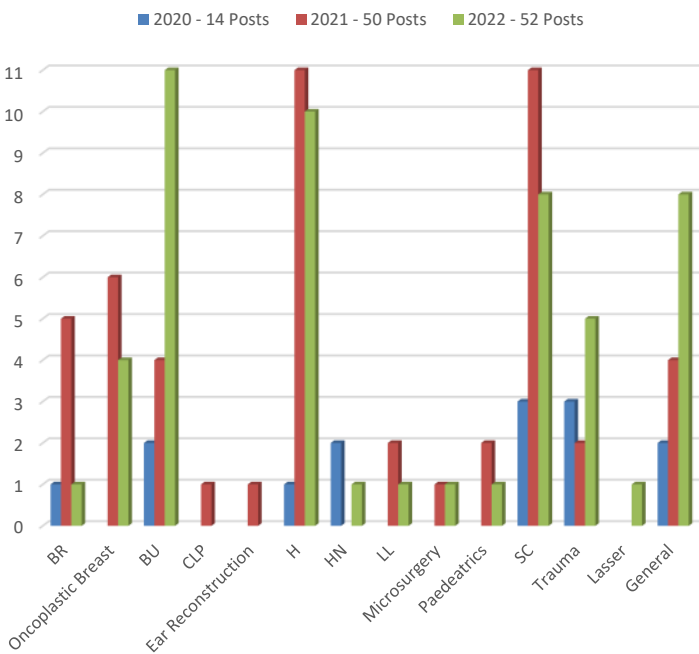
2022 saw a 100% increase in the number of Substantive Plastic posts in NHS Jobs from 2021.

Of the 57 Substantive Posts for 2022:

- 1 was a replacement post and 56 were new posts.
- 52 posts were full time; 2 were part time.

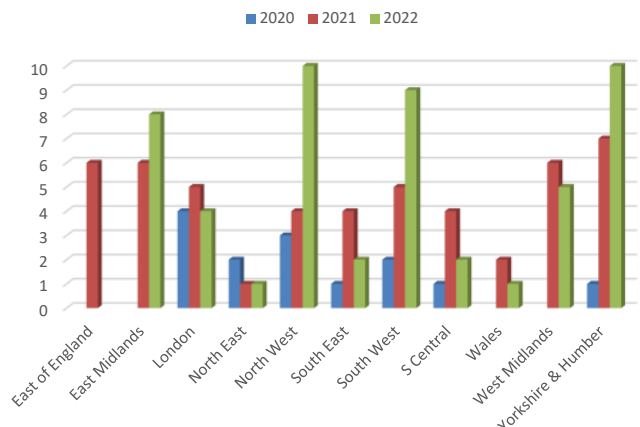


LOCUM CONSULTANT PLASTIC POSTS ADVERTISED IN NHS JOBS



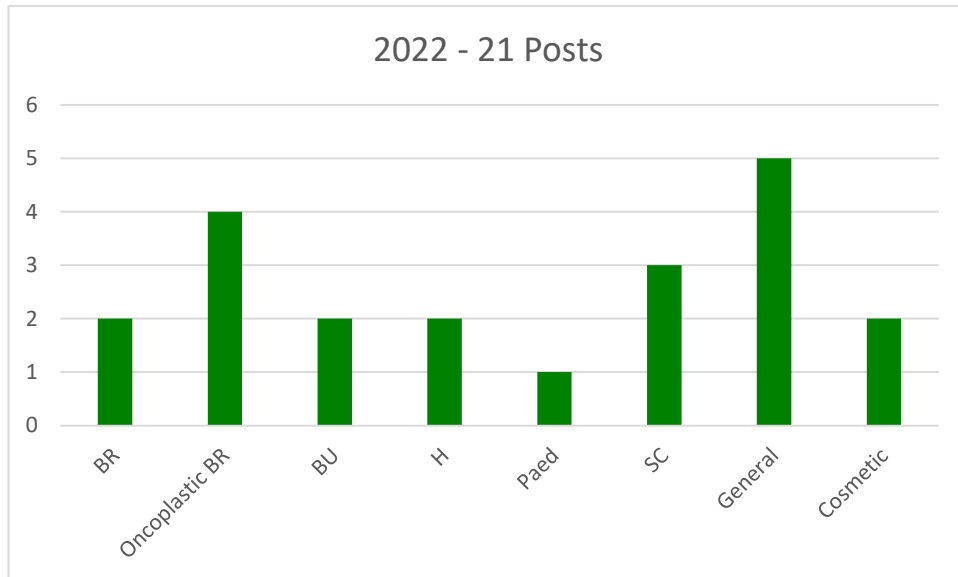
Of the 52 Locum Posts for 2022:

- 14 were replacement posts and 38 were new posts.
- 4 posts were full time.
- Breakdown of part time posts are: 30 posts are for a period of 12 months; 15 posts are for a period of 6 months and 3 posts were for a period of 9 months.



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

2022 SUBSTANTIVE CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL ONLY

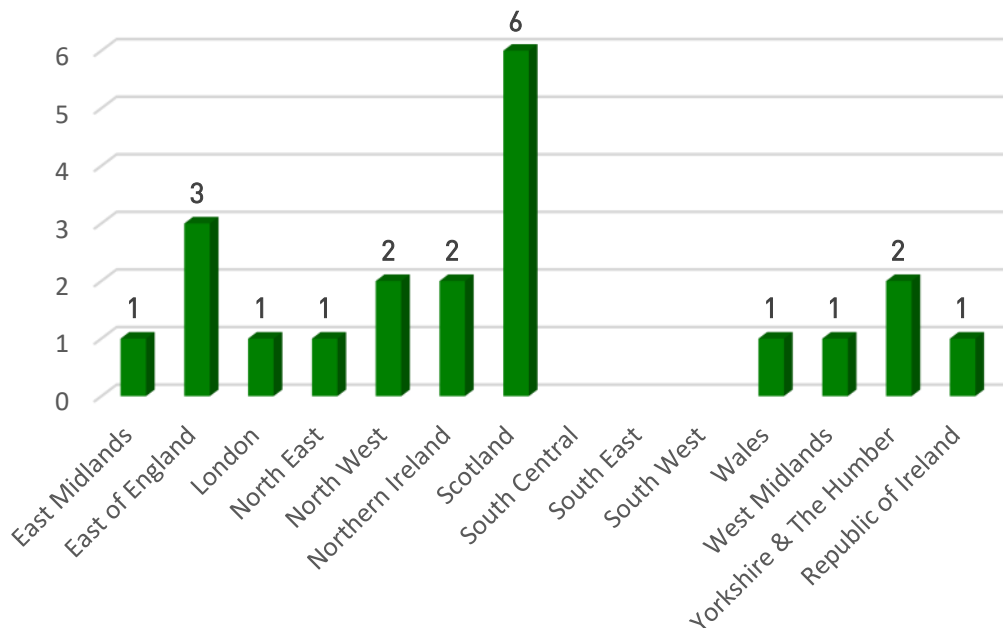


The above graph represents the Substantive Consultant Plastic jobs that were advertised in the British Medical Journal only. These jobs were NOT advertised in NHS Jobs.

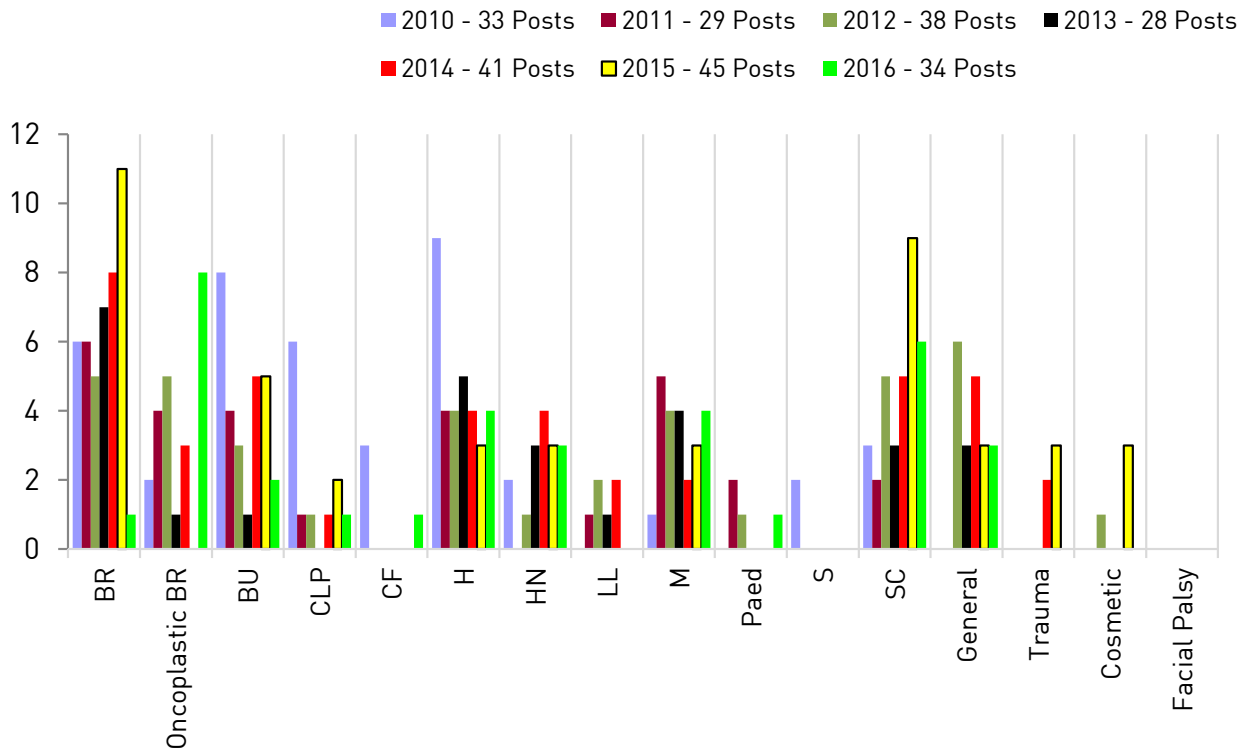
- 20 Jobs were full time posts and 1 was a part time post.
- 20 jobs were new and 1 was a replacement post.

Based on 2022 survey responses, there are 65 posts (61 in UK; 4 in ROI) that are likely to be advertised and 54.4 posts (51.4 in UK; 3 in ROI) that will be advertised during 2023.

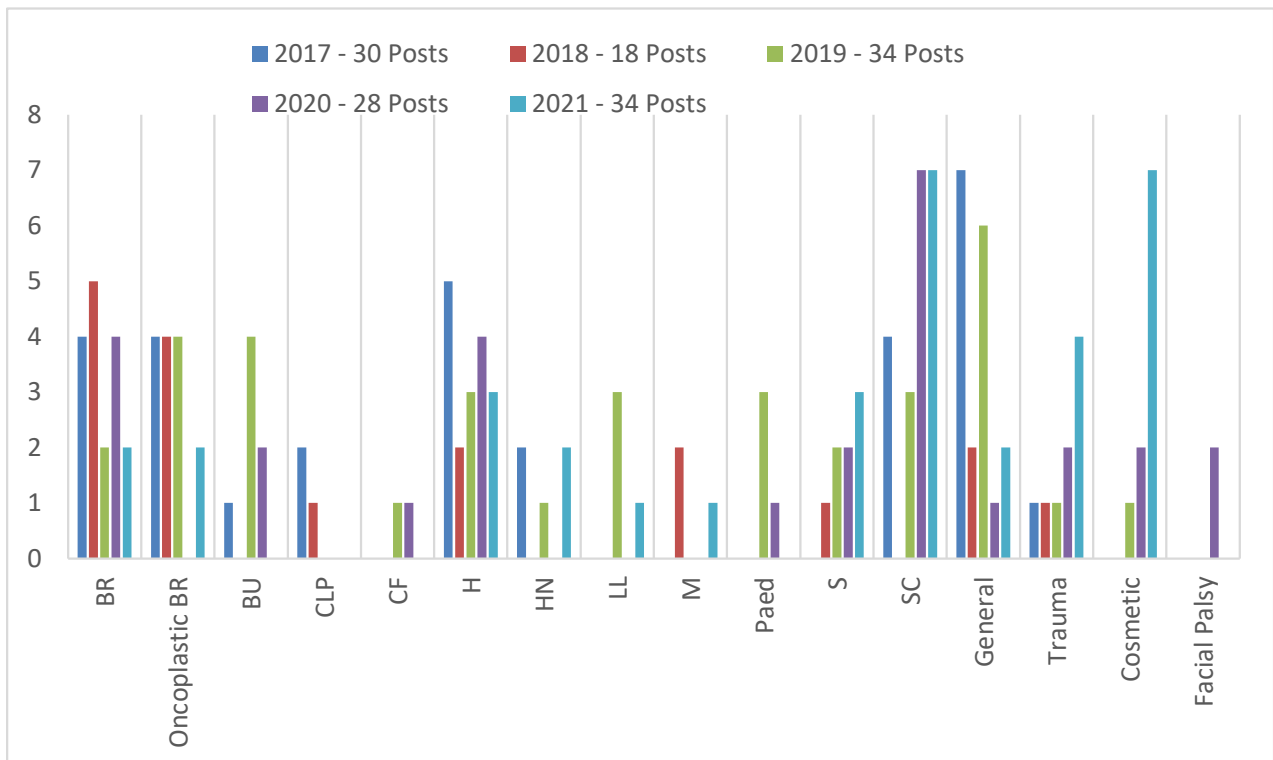
WHERE ARE THE 2022 SUBSTANTIVE CONSULTANT PLASTIC POSTS AS ADVERTISED IN BRITISH MEDICAL JOURNAL



2010-2016 SUBSTANTIVE CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL



2017-2021 SUBSTANTIVE CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL



Some of these jobs may have also been advertised in NHS Jobs.

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.

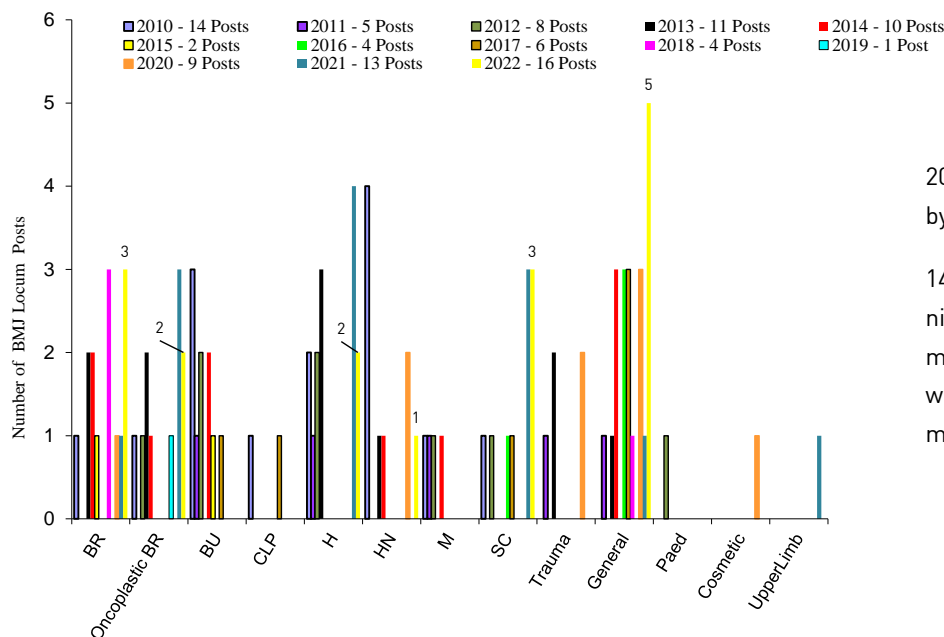
2020

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).

LOCUM CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL



2022—Locum posts have increased by 3 Posts from 2021.

14 were new posts (five full time and nine were part time ranging from 6 months to 12 months term). Two were replacement posts with 6 month fixed term contracts.

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

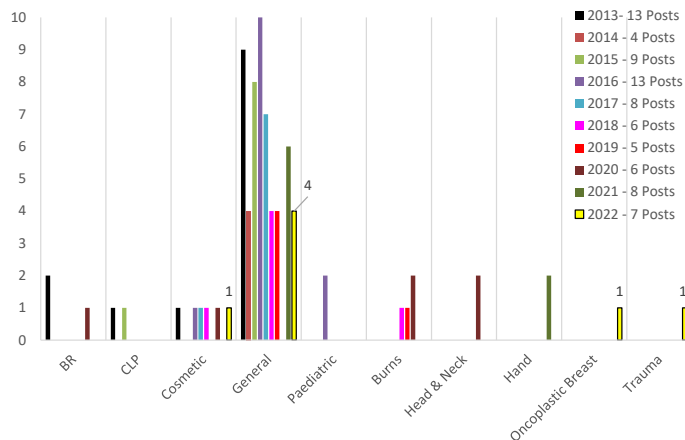
2018—Decrease of 33% in Locum posts from 2017. 50% of the posts were in Republic of Ireland All of the posts were Full Time posts.

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.

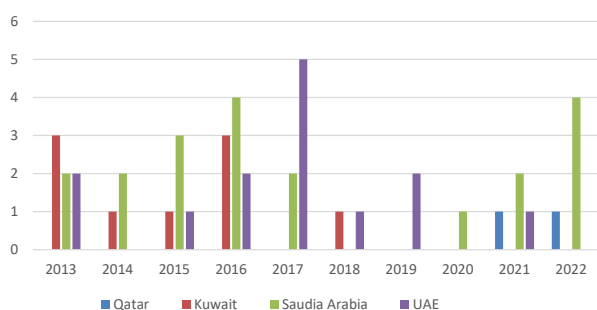
2021—Locum posts have increased by 30% from 2020. 12 were new posts (one part time and four were term contracts of 6 months and one for 10 months). One was a replacement post with a 12 month fixed term contract.

INTERNATIONAL CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL

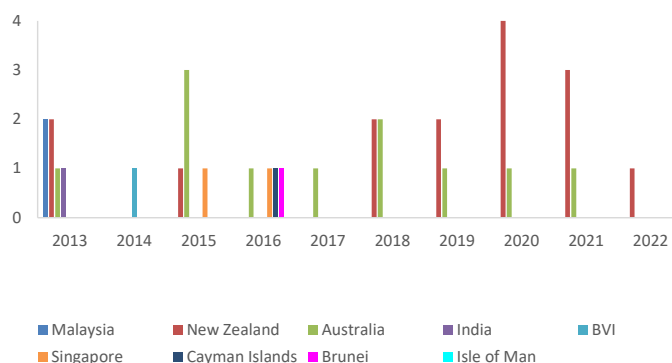


2022—International Consultant Plastic Surgeon posts decreased by one post from 2021. All posts were Full Time.

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

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 2022

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 2022			
How many new consultant posts will be advertised in 2023?			
How many new consultant post are likely to be advertised in 2023?			

SAS	Total	Total PA's	Any Vacant?
Specialty Doctor			
Specialist - New Contract			
Associate Specialist			
TRUST DOCTORS	Total	Total PA's	Any Vacant?
Trust Doctor - SHO Grade			
Trust Doctor - Registrar Grade			
GP Clinical Assistant			
GPSI's			
Other			

NOTES:

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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10												
11												
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21												
22												
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 2022 showed the SAS section more defined than in 2021.

This survey form was also sent to the Republic of Ireland even though some questions do 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 2022

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 Specialty
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

SUMMARY

For the 13th year in a row, the specialty has managed a 100% response to the national workforce review for which I extend my heartfelt gratitude on behalf of BAPRAS to every Plastic Surgeon, no matter their grade, in the UK and the Republic of Ireland (RoI). The call for appropriate long term workforce planning in health services across all governments is getting ever louder and with the data in this review we are in a uniquely strong position to advance our case for future expansion.

Once again there has been a 3% total expansion in Consultant numbers across the UK and RoI resulting in 717 total number of Consultants representing a 77% increase in numbers since 2010. Given the number of locum Consultant posts that currently exist and with only 4 regions currently meeting the BAPRAS target of 1 Consultant for every 80,000 population, it is likely that expansion will continue to some degree. However, there will come a point at which that expansion is impeded by trainee numbers achieving a CCT or CST in the same timeframe remaining relatively static at 50-60 per year. This is the crux of the impending workforce crisis whereby the numbers of Consultants leaving cannot be replaced by those entering the Consultant workforce.

The slow but steady demographic change in the increasing total number of female Consultants continues with now 23% of the Consultant workforce being female. I would expect this to continue over the next decade as the number of current female trainees exceeds this number and the majority of retirees are male. This trend should be encouraged further but how should we do that? The figures in this report are clear that our trainees in the Foundation years have an excess of female trainees but this disappears immediately in core training. Thus, the specialty should be actively targeting our female colleagues as medical students and Foundation year trainees to convince them that Plastic Surgery is a viable career for them.

In terms of working patterns, there appears to be increasing evidence that the expected rise in part-time working has not as yet significantly materialised but instead working in excess of 10 PAs is steadily reducing which may in turn explain continued Consultant expansion on a relatively cost neutral basis.

Skin cancer, Breast surgery and Hand surgery remain the three main areas of practice but there is evidence now in recent years of Lower Limb surgery becoming an increasingly recognised area of practice.

Continued.....

SUMMARY (con't)

Conversely, the trend of those undertaking no private practice may be accelerating with now 40% of Consultants taking no part in such activities. Whilst this may be a 'dilutional' effect of Consultant expansion, it does raise the spectre of the specialty losing its 'soft power' and influence in leading all specialties in this sphere of practice with the Surgical Colleges, regulatory bodies and government organisations.

As an educationalist, I am delighted that the review reveals the vast majority of Consultants continue to take an active part in training for which I am most grateful. However, there are some issues that have appeared over the last 12 months that need to be addressed. The first being the number of our trainees undertaking TIG fellowships has decreased dramatically which may be related to the change of these fellowships being undertaken from pre-CCT/CST to post-CCT/CST. The reasons for this turnaround by our trainees should be investigated as once again the specialty has significant 'soft power' leading across the field of TIG fellowships and this risks being lost. Secondly, the number of LAS posts has increased by 39% in one year. This may be a hangover from the Covid pandemic but given the workforce crisis I have alluded to, it would be better if such posts were actually formal training posts. Thirdly, serious thought must be given by every Deanery as to how they are to provide Cosmetic Surgery training given their mandatory duty to deliver on our ISCP curriculum. In turn, it does mean that individual NHS Units may have to increasingly accept that trainees require formal training in the private sector.

Needless to say, 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 2020/2021/2022/2023