

UK
PLASTIC SURGERY
WORKFORCE
2012

Profile and Analysis



BAPRAS

British Association of Plastic
Reconstructive and Aesthetic Surgeons

FOREWORD

This is the third workforce report into the provision of plastic surgery services across the United Kingdom.

The report reflects a great deal of hard work from many members of your Association under the leadership of David Lam, ably assisted by Sharon Ross in the Secretariat. Surveys of this type can easily falter and it is to the great credit of David and Sharon that such a comprehensive response has been obtained.


“May you live in interesting times” is said to be an old Chinese curse and this applies in 2013 as never before. The NHS becomes more fragmented, with increasing provision of services by the private sector, which has yet to be fully understood. Changes to NHS Pensions may see more retirements than anticipated.

In addition to the 54 Plastic Surgery Units around the UK, we must acknowledge the small number of Plastic Surgeons who work outwith these units as part of other teams in Hand Surgery, Brachial Plexus, and Oncoplastic Breast Surgery for example.

I concur with Rick Milner's view last year that “The service needs of the country are best met by expansion of the consultant grade with post CCT specialists rather than the appointment of those in more junior positions as some Trusts are advocating. There would need to be some adjustment of our work pattern as care is likely to be more consultant provided than consultant led in the future.”

The one thing that is certain is that we all “have many patients but only one licence to practice”. So however the workforce changes play out we must ensure that we work and mentor our trainees to the highest standards.

Please reflect on David Lam's Summary.



Graeme Perks

President

British Association of Plastic Reconstructive and Aesthetic Surgeons
2013

Who is the Survey About?

This provides important workforce data on plastic surgery consultants, specialty doctors and trainees practicing in England, Scotland, Wales and Northern Ireland. It is based on their employment status as at 31st December 2012.

The information enclosed is based on 437 Consultants, 118 Specialty Doctors and 489 Trainees (Foundation years and specialty surgical training years) based in 54 plastic surgery units.



UK 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 | |

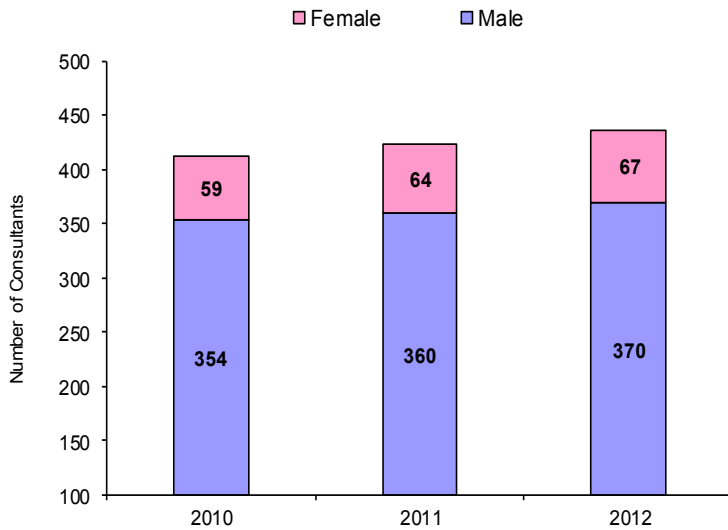
2012 WORKFORCE LINKPERSONS

We would like to thank all the 2012 Workforce Linkpersons. Without their assistance, this survey would not be possible.

East Midlands	Kettering General Hospital Leicester Royal Infirmary Northampton General Hospital Nottingham University Hospital	Thangasamy Sankar Matt Smith Michael McKiernan Anna Raurell
East of England	Addenbrookes Hospital Broomfield Hospital The Lister Hospital Norfolk & Norwich University Hospital	Sarah Louise Benyon Niri Niranjani Nick James Elaine Sassoon
Northern Ireland	Royal Victoria Hospital/Ulster Hospital	Harry Lewis
London	Barts & The London NHS Trust Charing Cross Hospital Chelsea & Westminster Hospital Great Ormond Street Hospital Guy's & St Thomas Hospital Royal Free Hospital Royal Marsden Hospital St George's Hospital	Raj Ragoowansi Abhilash Jain Niall Kirkpatrick Neil Bulstrode Mark Ho-Asjoe Bran Sivakumar Stuart James Sonja Cerovac
North East	Royal Victoria Infirmary University Hospital of North Durham Wansbeck General Hospital	Sarah Pape Tom Collin Neil McLean
North West	Alderhey Children's Hospital Christie NHS Foundation Trust Royal Preston Hospital The Countess of Chester Hospital Whiston Hospital Wythenshawe Hospital/Royal Manchester Childrens Hospital	Sian Falder David Mowatt Jeyaram Srinivasan Fahmy Fahmy David Bell Victoria Rose
Scotland	St John's Hospital at Howden/Royal Hospital for Sick Children Aberdeen Royal Infirmary Glasgow Royal Infirmary Ninewells Hospital	William Anderson Ivan Depasquale Iain Mackay Fiona Hogg
South Central	John Radcliffe Hospital Mountbatten Stoke Mandeville Hospital Wexham Park Hospital	David Coleman Nicholas Bennett Michael Tyler Anthony Armstrong
South East Coast	Queen Victoria Hospital	John Boorman
South West	Derriford Hospital Frenchay Hospital Odstock Ctr for Burns, Plastic & Maxillofacial Royal Devon & Exeter Healthcare NHS Trust	Antony Fitton Sherif Wilson Rod Dunn Nick Cawrse
Wales	Morriston Hospital	Ian Josty
West Midlands	Birmingham Children's Hospital Queen Elizabeth Hospital Birmingham Russells Hall Hospital Sandwell Healthcare NHS Trust/City Hospital University Hospital Coventry & Warwickshire University Hospital North Staffordshire	Hiroshi Nishikawa Garth Titley Simon Wharton Atul Khanna Tigi Eltigani Wayne Jaffe
Yorkshire & The Humber	Bradford Royal Infirmary Castle Hill Hospital James Cook University Hospital Leeds General Infirmary New Pinderfields Hospital Royal Hallamshire/Northern General Hospital	Michael Timmons Alastair Platt Chris Dunkin Daniel Thornton Alan Phipps David Lam

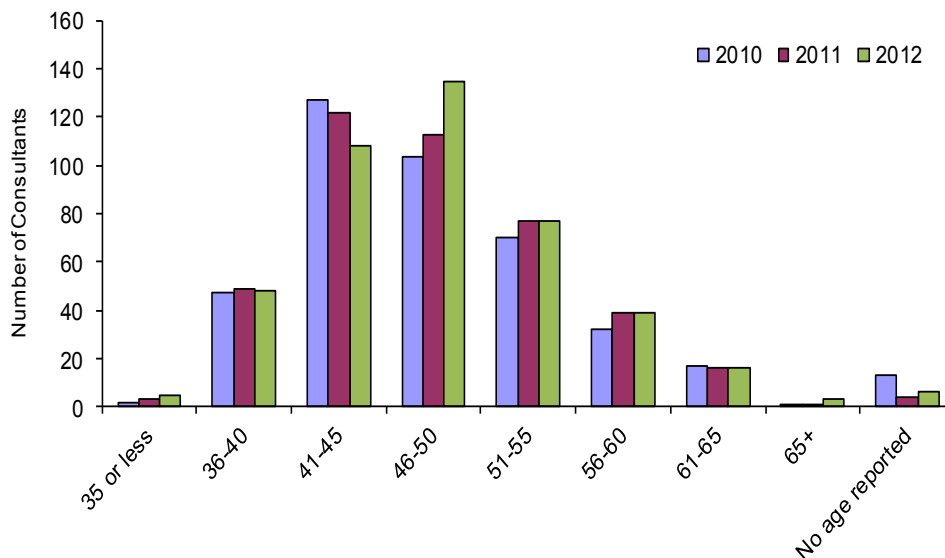
CONSULTANTS

GENDER BREAKDOWN (Headcount)



- As in 2011, there has been an increase in both male and female consultants for 2012. Females have increased by 4.6%, males by 2.8%.
- The overall number of consultants has increased by 3.1% (13 posts)

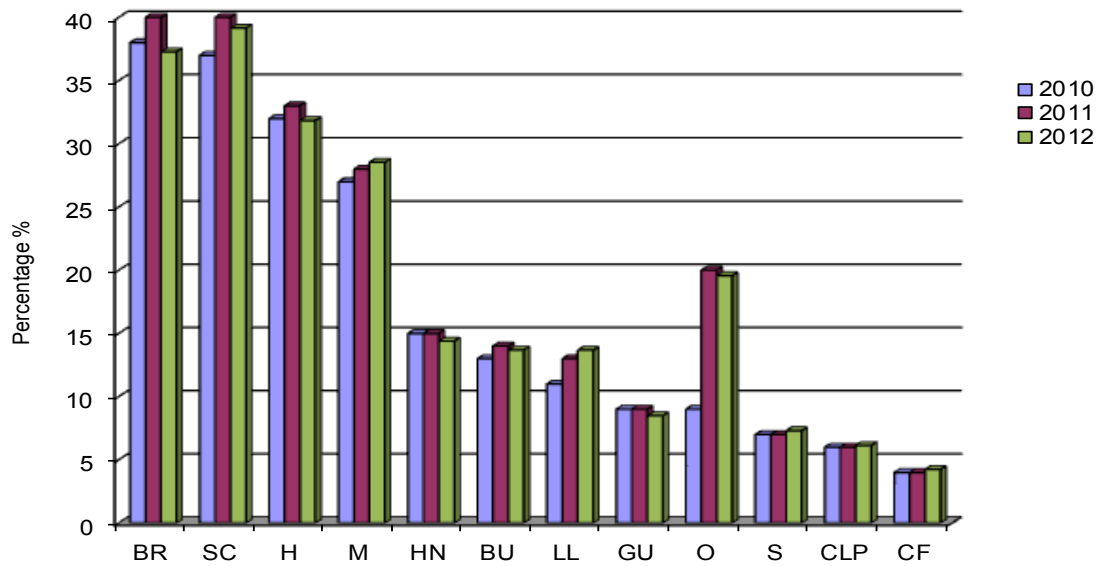
AGE ANALYSIS



During 2012 there was a shift from the 41-45 age bracket to the 46-50 age bracket. The 46-50 age bracket now contains the greatest number of consultants (31%).

CONSULTANT SUB-SPECIALTIES

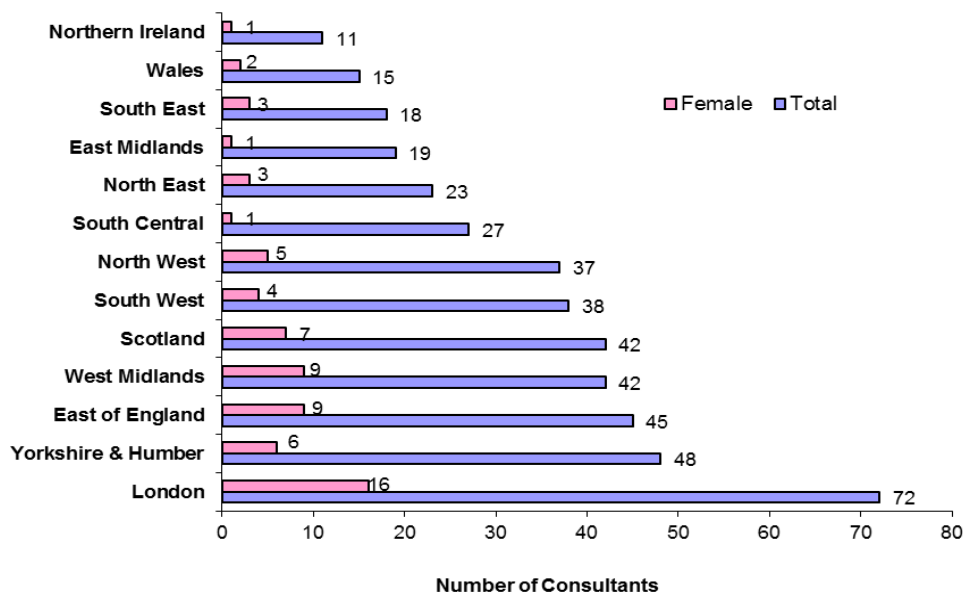
(By Percentage)



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

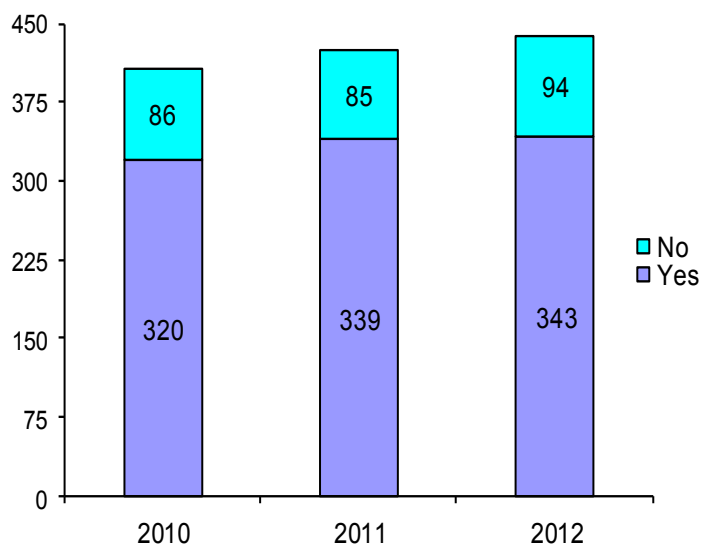
- Each consultant was given the option of listing a maximum of 3 sub-specialty interests.
- In 2012 Skin Cancer was the most reported subspecialty interest. In 2010 and 2011 the most reported subspecialty interest was Breast.
- 'Other' includes interests in laser surgery, facial palsy, ear reconstruction, paediatrics, vascular malformations, perineal, hypospadias, wound care, congenital hand, pelvioncology, brachial plexus, gynae reconstruction, spinal injuries, melanoma, hypohedema, vascular anomalies and pressure sores.

GEOGRAPHICAL DISTRIBUTION OF SUBSTANTIVE CONSULTANT POSTS



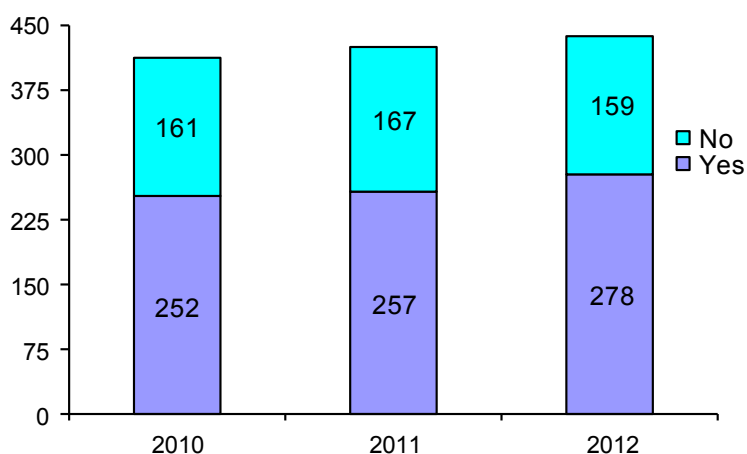
The geographical distribution of substantive consultant posts has remained constant from 2011

CONSULTANTS UNDERTAKING PRIVATE PRACTICE



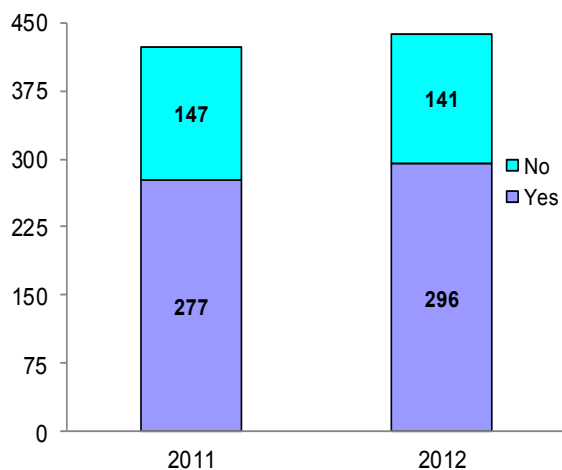
i The number of consultants undertaking private practice has remained constant. However, the number of consultants not undertaking private practice has increased from 20% to 22% in 2012.

CONSULTANTS ACTING AS ASSIGNED EDUCATIONAL SUPERVISORS



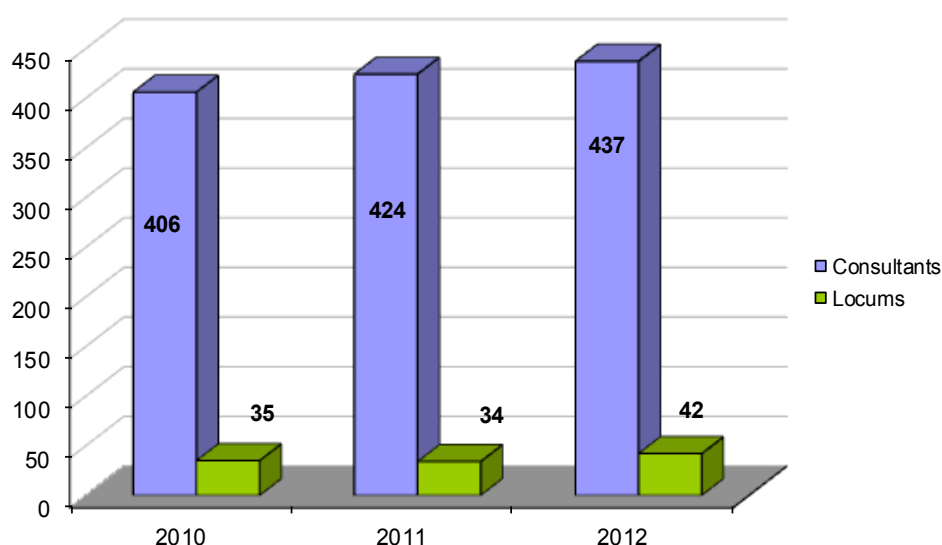
i The number of consultants acting as Assigned Educational Supervisors has increased by 3% in 2012.

CONSULTANTS ACTING AS CLINICAL SUPERVISORS



i The number of consultants acting as Clinical Supervisors has increased by 3% in 2012.

CONSULTANTS AND LOCUMS



The number of Locum posts in plastic surgery for 2012 increased by 23.5% (8 posts)

The number of Consultant posts in plastic surgery for 2012 increased by 3% (13 posts)

SUBSTANTIVE AND LOCUM POSTS

(By Region)

Region	Substantive		Vacancies		NHS		Academic		Military		Locum	
	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012
London	73	73	1	1	69	69	3	3	0	0	3	9
Yorkshire & Humber	47	50	0	2	47	48	0	0	0	0	6	4
East of England	44	47	1	2	43	45	0	0	0	0	3	5
Scotland	41	43	3	1	37	41	1	0	0	0	2	1
West Midlands	44	42	0	0	41	39	0	0	3	3	2	5
South West	36	37	0	0	34	35	0	0	2	2	2	6
North West	38	37	1	0	36	36	1	1	0	0	3	4
South Central	26	27	1	0	21	23	0	0	4	4	3	2
North East	24	24	2	1	22	23	0	0	0	0	2	2
South East	17	18	0	0	16	17	0	0	1	1	0	0
East Midlands	18	17	0	0	18	17	0	0	0	0	1	2
Wales	12	15	0	0	12	14	0	1	0	0	2	2
Northern Ireland	9	11	0	0	9	11	0	0	0	0	2	0

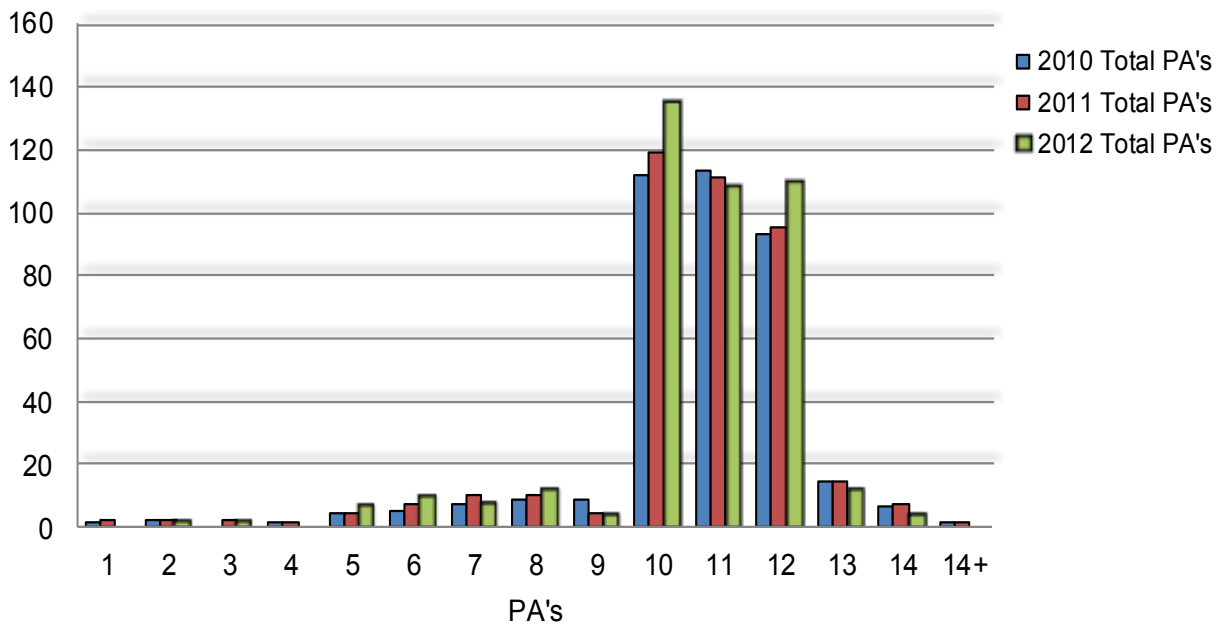


Substantive posts include NHS, Academic, Military and vacant posts

Of the 13 regions, 8 regions increased the number of substantive posts; 3 decreased and 2 remained constant with the previous year.

PA's WORKED BY CONSULTANTS

(On New Contract)

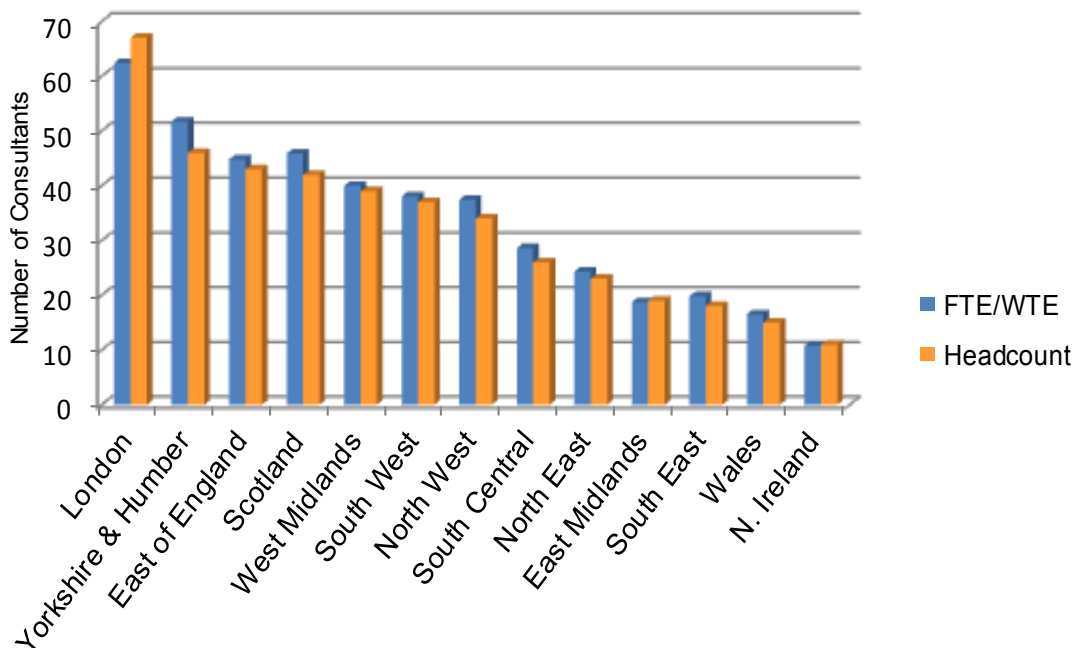


i The number of consultants working 10 PA's increased by 13% over 2011. The number of consultants working 12 PA's increased by 15.7% over 2011

The number of consultants working 13 or more PA's has decreased by 23% over 2011

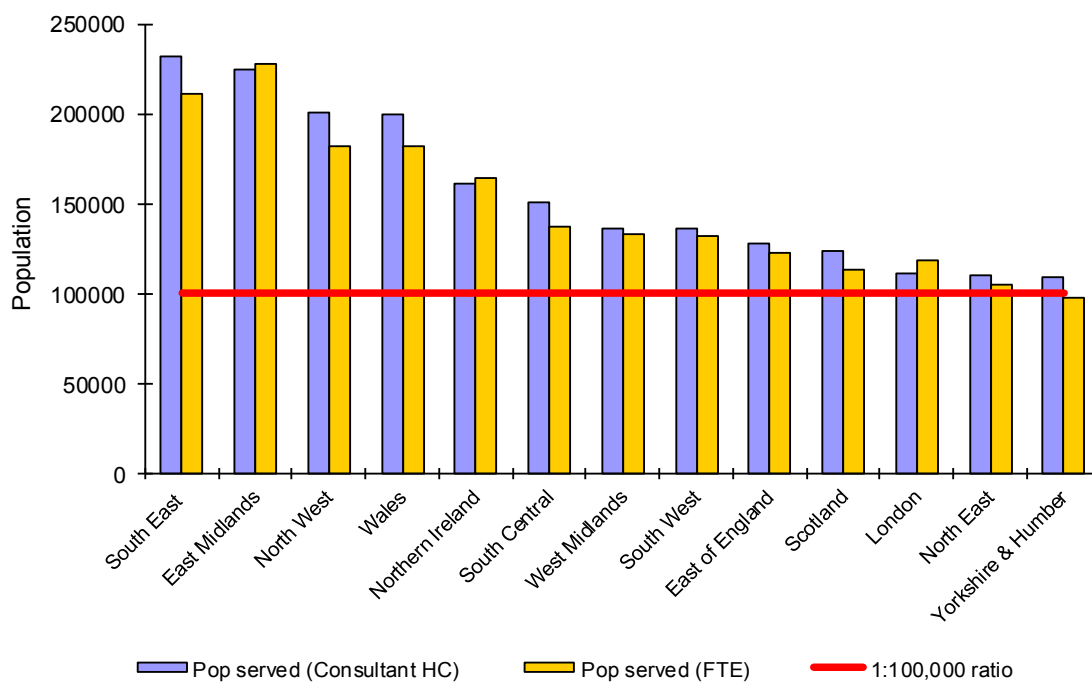
FULL TIME EQUIVALENTS

(By Region)



i In South West Region there are 2 part time consultants that share 1 full time post. The above does not include consultants that are working on 'Old Contracts'

REGIONAL VARIATIONS IN POPULATION SERVED PER CONSULTANT




TOTAL CONSULTANTS NEEDED TO SERVICE 1:100,000 POPULATION RATIO

Region	FTE required for 1:100,000 ratio	Current FTE	Additional FTE Consultants required 2012	Additional FTE Consultants required 2011
North West	68	37.42	31	32
East Midlands	42	18.75	23	23
South East	41	19.82	21	22
Wales	30	16.45	16	16
West Midlands	53	40.00	13	13
South West	50	38.04	12	12
London	74	62.40	12	11
South Central	39	28.56	10	12
East of England	54	44.83	9	13
N. Ireland	17	10.80	6	6
Scotland	51	45.85	5	8
North East	25	24.32	1	3
Yorkshire & Humber	50	51.66	0	0

Above does not include locums

CONSULTANT RETIREMENTS

Loss reason	2011	2012
Retirement (at/over age 65)	0	1
Retirement (before age 65)	4	4
Resignations	1	0
Death	1	0
TOTAL	6	5
Retirement rate of total number of consultants	1%	1.1%
Retirement rate of consultants 60 and over	18%	21%


 *The number of retirements remained consistent from 2011 with a retirement rate of 1.1% of total consultants.*

The youngest age that retired in 2012 was 60 whilst the oldest retirement age was 66.

Based on known consultant retirements from 2012 survey, 4 consultants will be retiring in 2014 and 1 in 2013

CONSULTANT RETIREMENT PROJECTIONS

Retirement Year	Estimated Number of Consultants Retiring Based on 1% retirement rate *1	Estimated Number of Consultants Retiring Based on 15% retirement rate *2	Estimated Number of Consultants Retiring Based on 25% retirement rate *3
2013	4	4	7
2014	4	5	7
2015	4	6	8
2016	4	6	9
2017	4	8	10

 *The above chart represents the estimated number of consultant retirements over the next 5 years.*

**1—1% rate is based on the percentage of the total number of consultants during 2012*

**2—15% rate is based on 15% of consultants, 60 or older retiring*

**3—25% rate is based on 25% of consultants, 60 or older retiring*

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

2013 – 30 Consultants

2016—58 Consultants

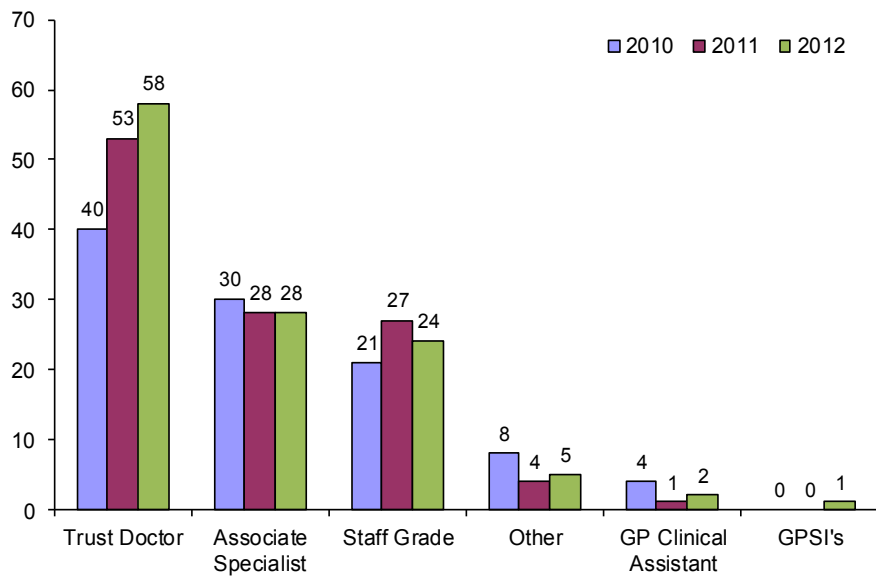
2014—38 Consultants

2017—74 Consultants

2015—49 Consultants

SPECIALTY DOCTORS

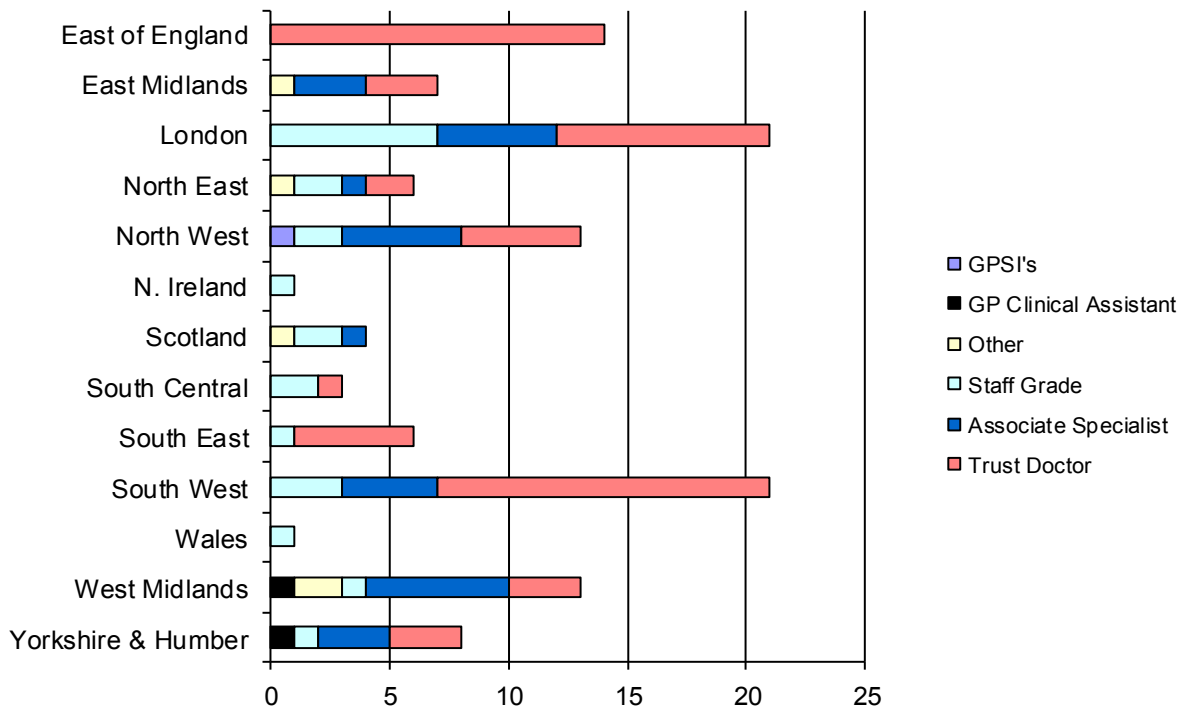
(By Category)



The number of Specialty Doctors has increased from 113 to 118 in 2012. This represents an increase of 4.3% and an increase of 14.5% since 2010.

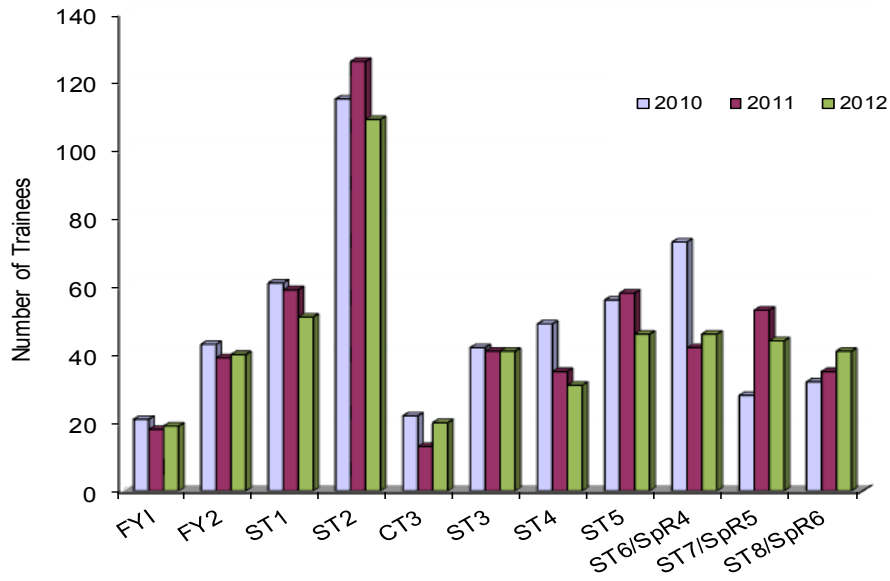
SPECIALTY DOCTORS

(By Region)



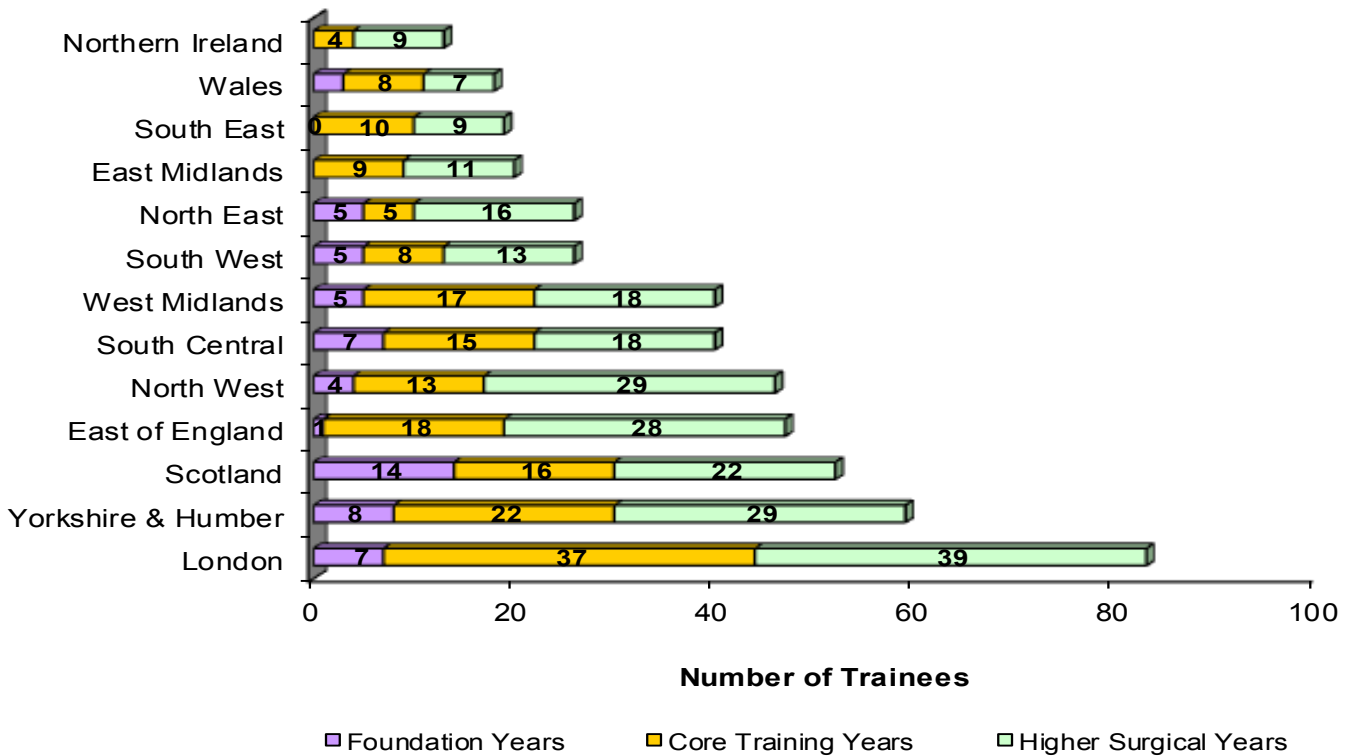
'Other' includes Trust Grade SHO, Micro Fellow and GP's

TRAINEES

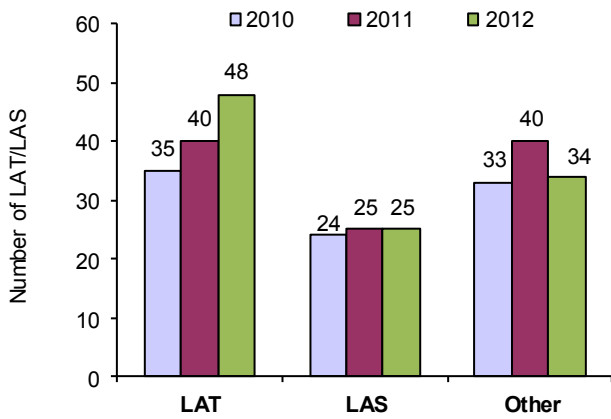


The number of trainees in 2012 decreased by 6.0% (31 trainee posts) since 2011. Since 2010 the number of trainees in plastic surgery has decreased by 10%.

BY REGION



TOTAL NUMBER OF LAT/LAS POSTS



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

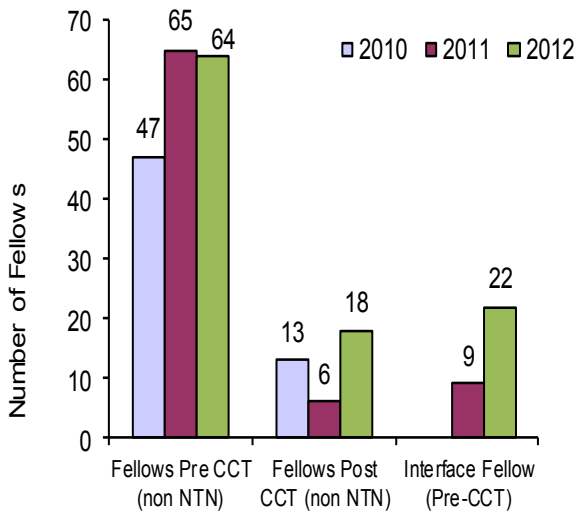
A LAT post is recognised for training purposes by the SAC; a LAS post is not.

LAT has increased by 20% over 2011 and 37% since 2010.

Categories that were reported in the 'Other' column were: CT2 posts, Trust Registrar, Physicians Assistant, Plastic Trainee, Breast Trainee, Welsh Clinical Academic Training Fellow and Microsurgical Fellow.

One LAT post is vacant

TOTAL NUMBER OF FELLOWS



2012 Non NTN Pre-CCT Fellows include:

Research, CP Trainee, Overseas, Microsurgical, Plastic SpR6, Staff Grade, Sr Clinical Fellows, Breast, Craniofacial, Cleft, Hand, Orthopaedics, SHO Level and Sarcoma

2012 Non NTN Post-CCT Fellows include:

Craniofacial Fellow, Breast Surgeon, Staff Grade and Fellows from Spain and Italy

2012 Interface Fellows Pre-CCT include:

Part-time Breast and Head & Neck, Hand, Oncoplastic Breast Surgeon, Cosmetic, Cleft Lip and Palate and SHO Level

PLASTIC SURGERY TRAINEES IN TIG POSTS

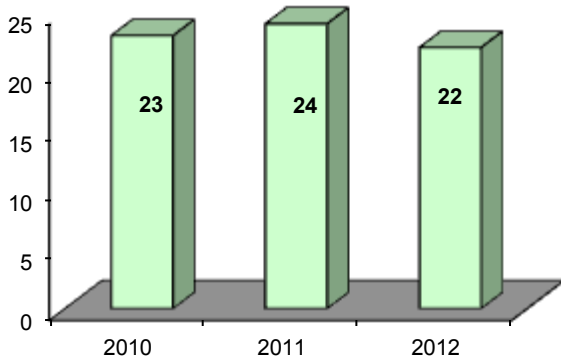
Specialty	Plastic Trainees in Post in 2010	Plastic Trainees in Post in 2011	Plastic Trainees in Post in 2012
Breast Oncoplastics	3	0	2
Cleft Lip & Palate	0	1	1
Cosmetic Reconstructive	4	8	16
Hand	5	4	5
Head & Neck Oncology	1	0	1
Reconstructive Trauma Surgery	0	2	4
Therapeutic Use of Lasers			1



The number of TIG's in Cosmetic Reconstructive has doubled from 2011

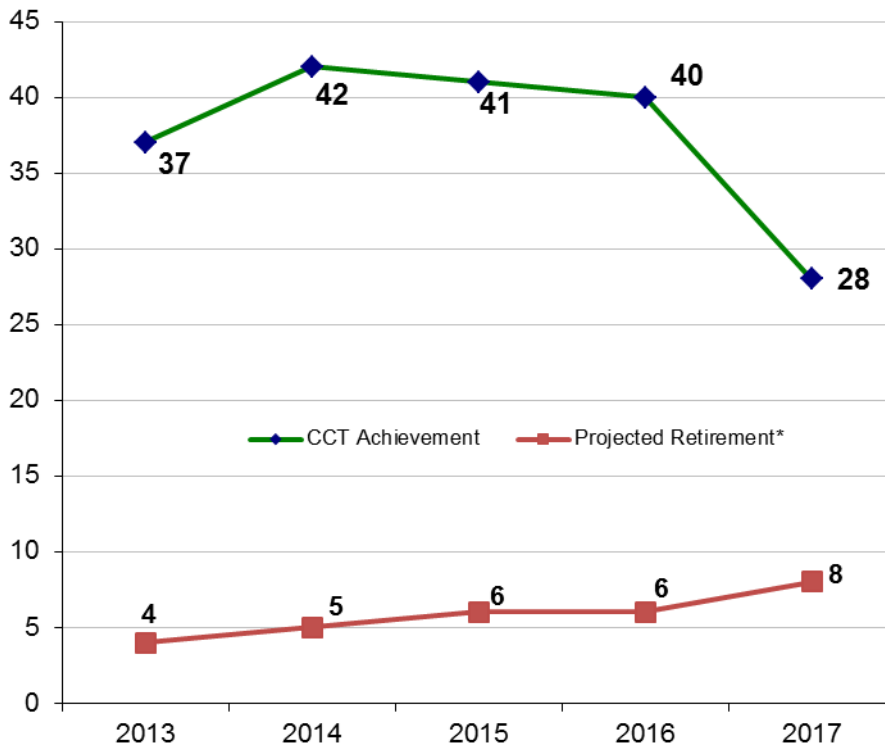
TIG Post figures kindly provided by Plastic Surgery SAC

TOTAL NUMBER OF SURGICAL CARE PRACTITIONERS



This represents Surgical Care Practitioners and Surgical Nurse Practitioners that are allowed to operate or suture.

WHERE WILL A TRAINEE GET A CONSULTANT JOB?



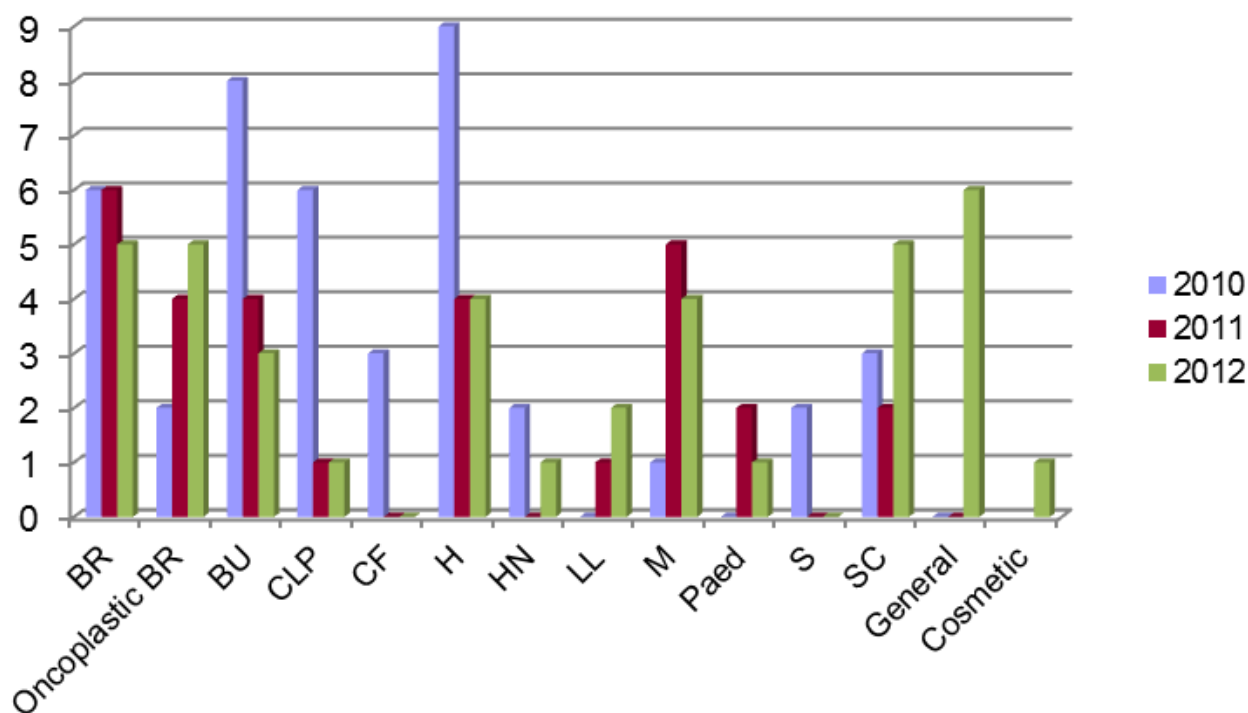
*Projected retirement based on 15% retirement rate for consultants 60 and older



Based on 2012 survey, known hiring will occur for 3 consultants and 1 locum post during 2013.

Numbers coming out of training peaking in next 1-4 years

SUBSTANTIVE CONSULTANT PLASTIC POSTS FROM BRITISH MEDICAL JOURNAL



2010

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

2011

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

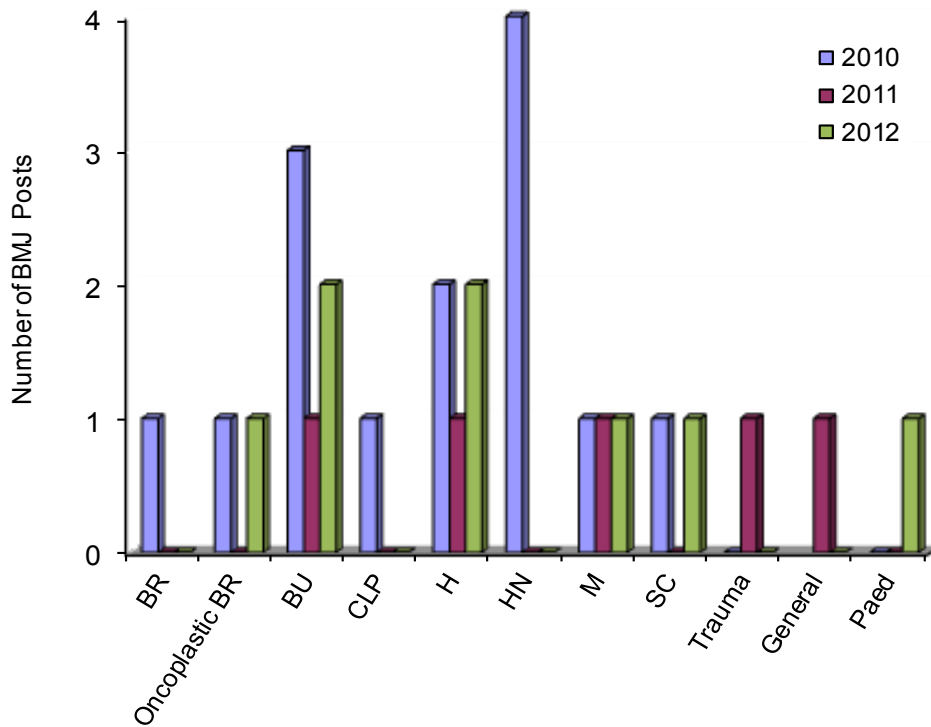
2012

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

Based on 2012 survey, 5 Consultant posts and 3 Locum posts will be advertised in 2013.

LOCUM CONSULTANT PLASTIC POSTS FROM 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.

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

**FORM A: CONSULTANTS/SPECIALTY DOCTORS
SUBSTANTIVE/LOCUM PLASTIC SURGERY CONSULTANTS AND SPECIALTY DOCTORS IN POST ON 31st DECEMBER 2012**

Hospital Name: ABC HOSPITAL; LONDON
Region: LONDON

Link Person: John Smith
Tel: XXX-XXXX-XXXX
Mobile: XXXX XXX XXXX
Email: johnsmith@abc.co.uk

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

Please enter totals for:

CONSULTANTS		
Total number of Substantive Posts:		
NHS _____	Academic _____	Military _____
Total number of Locum Posts		
Total Vacancies (as of 31 st Dec 2012)		

SPECIALTY DOCTOR	TOTAL	TOTAL PA's
Staff Grade		
Associate Specialist		
Trust Doctor (reg equivalent)		
GP Clinical Assistant		
GPsP's		
Other		

NOTE: Only include NHS PA's			New Contract	Old Contract							
Consultant	Gender (M or F)	Year of Birth (yyyy)	Total PA's All Hospitals	Full Time (FT), Maximum part time (MPT), Part time (PT)	Assigned Educational Supervisor?	Clinical Supervisor?	Does individual undertake private practice?	Sub- Specialty Interest 1*	Sub- Specialty Interest 2*	Sub- Specialty Interest 3*	
Consultant 1					Yes <input type="checkbox"/>	Yes <input type="checkbox"/>	Yes <input type="checkbox"/>				
Consultant 2					Yes <input type="checkbox"/>	Yes <input type="checkbox"/>	Yes <input type="checkbox"/>				
Consultant 3					Yes <input type="checkbox"/>	Yes <input type="checkbox"/>	Yes <input type="checkbox"/>				
Consultant 4					Yes <input type="checkbox"/>	Yes <input type="checkbox"/>	Yes <input type="checkbox"/>				
Consultant 5					Yes <input type="checkbox"/>	Yes <input type="checkbox"/>	Yes <input type="checkbox"/>				
Consultant 6					Yes <input type="checkbox"/>	Yes <input type="checkbox"/>	Yes <input type="checkbox"/>				
Consultant 7					Yes <input type="checkbox"/>	Yes <input type="checkbox"/>	Yes <input type="checkbox"/>				

*Please use the following codes to indicate Consultant sub-specialty interests:

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

NOTES: _____

Please return to: BAPRAS, 35-43 Lincoln's Inn Fields, London WC2A 3PE
Tel: 020 7831 5161; Fax: 020 7831 4041; Email: Sharon.ross@bapras.org.uk

ALL DATA COLLECTED WILL BE KEPT ANONYMISED. RESULTS WILL BE USED TO GENERATE ANNUAL CENSUS ONLY



The survey form for 2012 changed very little from 2011. In 2012, the question 'How many new consultant posts will be/likely to be advertised' was removed.

FORM B: TRAINEES

HIGHER SURGICAL TRAINEES/FELLOWS AND ALL OTHER POSTS (not already included on Form A).
STATUS AT EACH GRADE ON 31ST DECEMBER 2012

Hospital Name: ABC HOSPITAL; LONDON
Region: LONDON
Link Person: John Smith

PLEASE GIVE 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 AS WELL AS NHS POSTS, WHERE APPLICABLE.

TRAINEES:

<u>FOUNDATION YEARS</u>	<u>Total Number</u>	<u>NOTES</u> (Please indicate if any are vacancies)
FY1		
FY2		
ST1/CT1 or equivalent		
ST2/CT2 or equivalent		
CT3		

<u>HIGHER SURGICAL TRAINEES (with National Training number)</u>	<u>NOTES</u> Please list national training number(s)
ST3 or equivalent	
ST4 or equivalent	
ST5 or equivalent	
ST6 or equivalent	
ST7 or equivalent	
ST8 or equivalent	
SpR4	
SpR5	
SpR6	

<u>LAT/LAS</u>	<u>NOTES</u>
Number of LAT	
Number of LAS	
Other (no training number)	

<u>FELLOWS: (Only include fellows not already listed on this form)</u>	<u>NOTES</u> (Please indicate whether from another specialty)
Interface Fellows - Pre CCT	
Other Fellows (non NTN)	
• Pre CCT	
• Post CCT	

<u>SURGICAL CARE PRACTITIONER/SURGICAL NURSE PRACTITIONER (allowed to operate or suture)</u>	<u>NOTES</u>

Please return to: BAPRAS, 35-43 Lincoln's Inn Fields, London WC2A 3PE
Tel: 020 7831 5161, Fax: 020 7831 4041; Email: Sharon.ross@bapras.org.uk

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SUMMARY

I have pleasure to report yet again 100% return on completion of all proformas and would like to thank those all involved in this. The new Health and Social Care Act 2012 has yet to take effect, with the mandate for Health Education England commencing in April to address training.

Interesting trends to note are the fact that with only few retirements planned, newly created posts have increased to 92%. This is the inevitable way forward with the effect of the EWTD taking hold and the need for consultant delivered services. Expansion by 13 new posts has still been possible, despite financial constraints in the NHS.

There is a 6% reduction in the number of trainees, which will help balance supply versus demand, moderating the number of CCT holders completing training. This would appear to be easing by 2015/6.

The use of one consultant per 100,000 of population as a means of justifying posts is a useful tool and should be embraced by regions where this is not the case, to drive expansion. Similarly, jobs with 13 or more PA's have decreased and this activity should be used to create new posts. More imaginative ways of job sharing will also help.

This is now the third in the series of annual reports from BAPRAS written and reported to the Royal College of Surgeons. The information provided by the Linkpersons is invaluable, enabling the Association to get a handle on how we can aid the careers of our younger Members.



David Lam

Chairman

Workforce Planning Group

June 2013

