

2013
PLASTIC SURGERY
WORKFORCE
UK and Republic of Ireland

Profile and Analysis



BAPRAS

British Association of Plastic
Reconstructive and Aesthetic Surgeons

FOREWORD

This is the fourth workforce report into the provision of plastic surgery services across the United Kingdom and from the Republic of Ireland.

As I noted last year 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. Please continue to support them.

In addition to the 56 Plastic Surgery Units around the UK and the 8 units in the Republic of Ireland, we have failed to acknowledge the small number of Plastic Surgeons who work outwith these units as part of other teams in Hand Surgery, Dermatology, Brachial Plexus, and Oncoplastic Breast Surgery for example. It is likely that this might see an increase in numbers and will be rectified next year.

It does appear that the service needs of the country are being met by expansion of the consultant grade with post CCT specialists rather than the appointment of those in more junior positions. We have advocated a ratio of 1:80,000 Plastic surgeon to patient population to which we aspire, and the maturing of Major Trauma centres is seeing increasing demand in this particular discipline. There is no doubt moves by many Trusts to reduce SPA contribution to each contract and this will need reviewing next year.

The future of TIG fellowships remains uncertain but well prepared and motivated applicants for these posts is crucial – a position that was well illustrated by success in this years Breast Oncoplastic selection process.

To reflect Groucho Marx “if you think that paying for education is expensive - try paying for ignorance!” We cannot afford to miss any opportunity to mentor our trainees to the highest standards.

Please reflect on David Lam's Summary.

Best wishes,



Graeme Perks

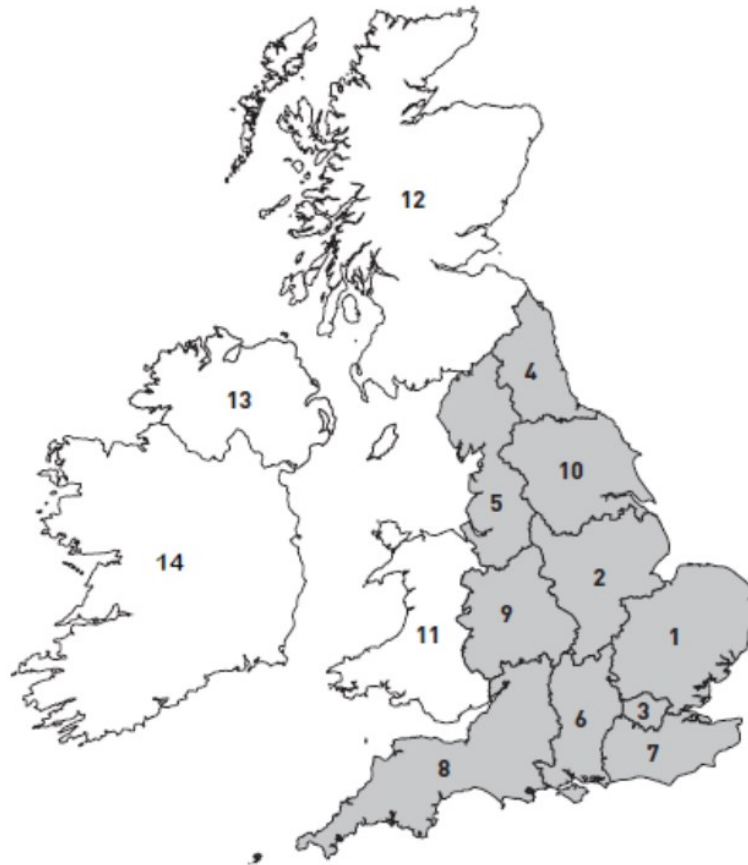
President

British Association of Plastic Reconstructive and Aesthetic Surgeons
2014

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 2013.

The information enclosed is based on 477 Consultants, 134 Specialty Doctors and 493 Trainees (Foundation years and specialty surgical training years) based in 64 plastic surgery units (56 units in UK, 8 units in Republic of Ireland)



Regional Units

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

2013 WORKFORCE LINKPERSONS - UK

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 Matthew Griffiths Fred Schreuder Elaine Sassoon
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 Kaushik Chakrabarty
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 Rajan Uppal
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 Gavin McCaubrey Nick Cawrse
Wales	Morrison 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 Tittley 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

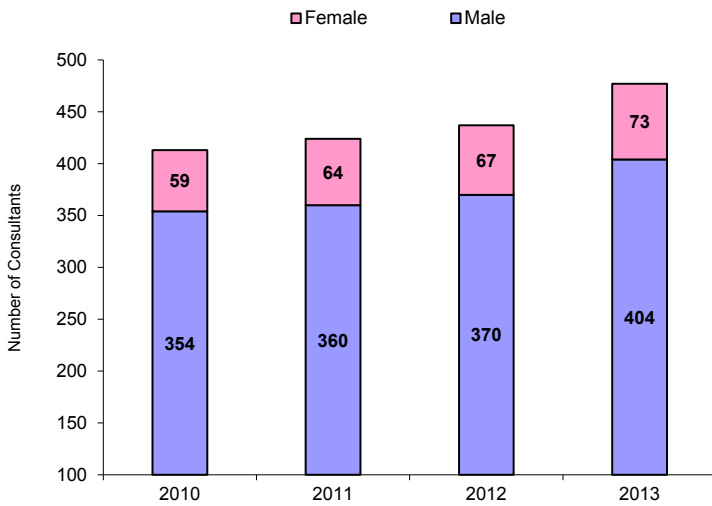
2013 WORKFORCE LINKPERSONS - Republic of Ireland

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

We would like to thank all the 2013 Workforce Linkpersons. Without their assistance, this survey would not be possible.

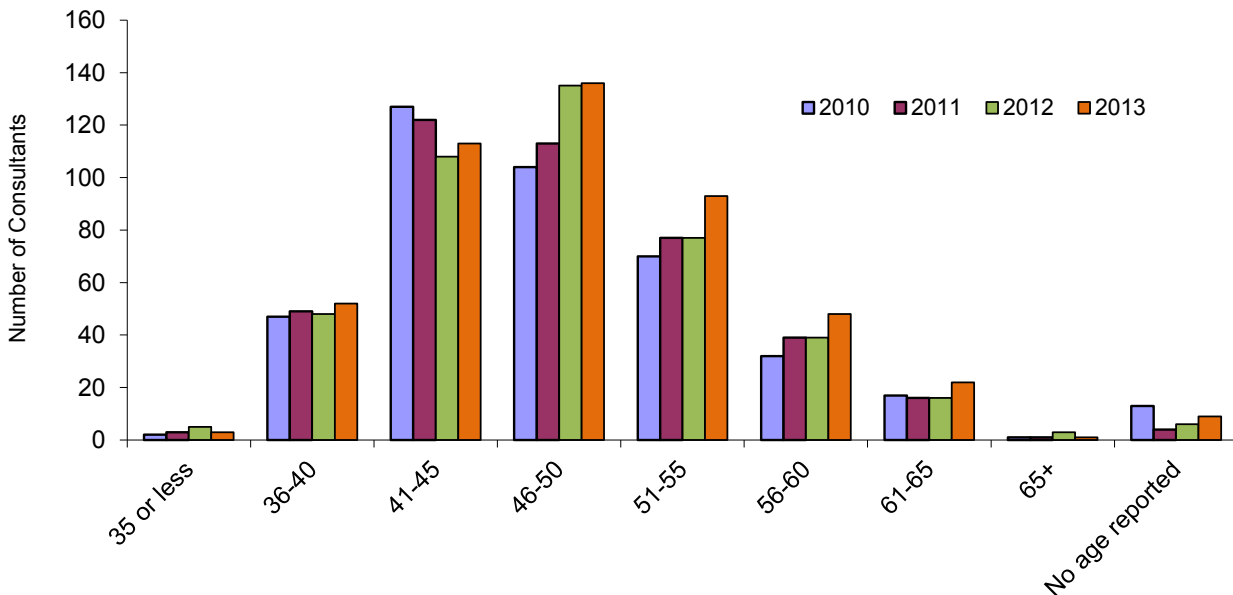
CONSULTANTS

GENDER BREAKDOWN (Headcount)



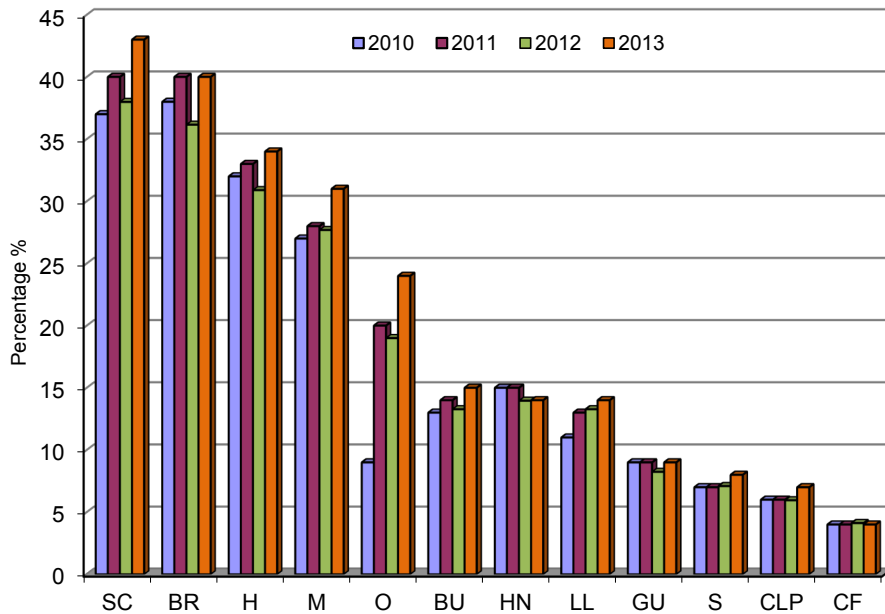
- The 2013 results include 17 Males and 3 Females from Republic of Ireland.
- The overall number of UK consultants has increased by 5% (20 posts)

AGE ANALYSIS



The 46-50 age bracket now contains the greatest number of consultants (28.5%), followed by the 41-45 age bracket (24%).

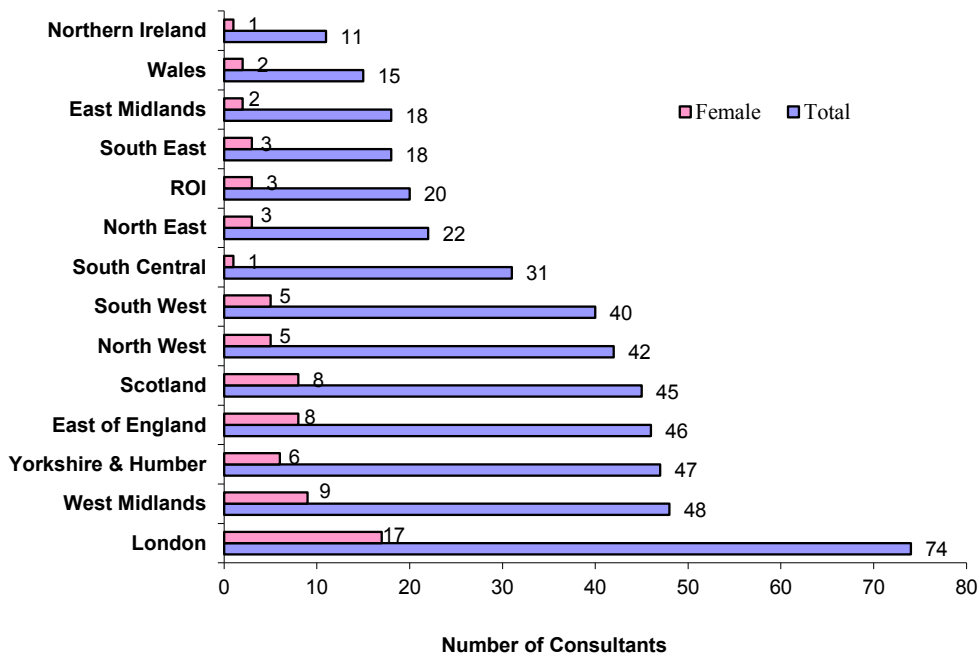
CONSULTANT SUB-SPECIALTIES (By Percentage)



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

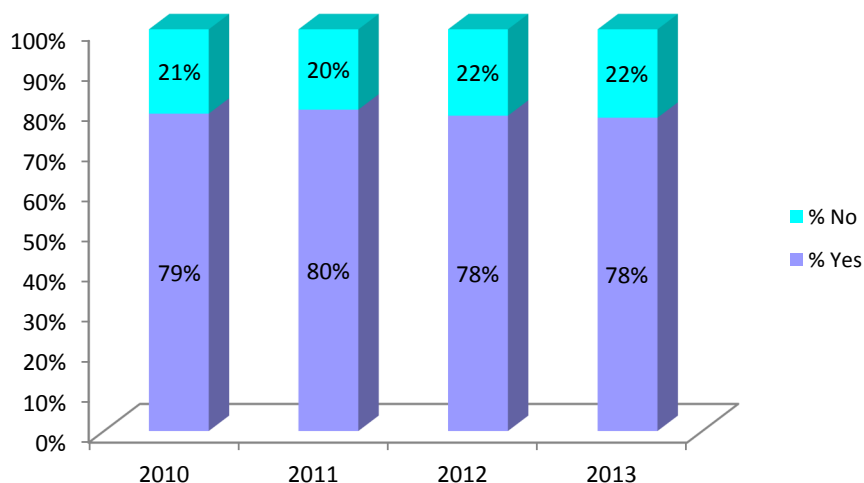
- Each consultant was given the option of listing a maximum of 3 sub-specialty interests.
- Skin Cancer remains the most reported subspecialty interest. In 2010 and 2011 the most reported subspecialty interest was Breast.
- 'Other' includes interests in laser surgery, facial palsy, ear reconstruction,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

GEOGRAPHICAL DISTRIBUTION OF SUBSTANTIVE CONSULTANT POSTS



The geographical distribution of substantive consultant posts has remained constant from 2012

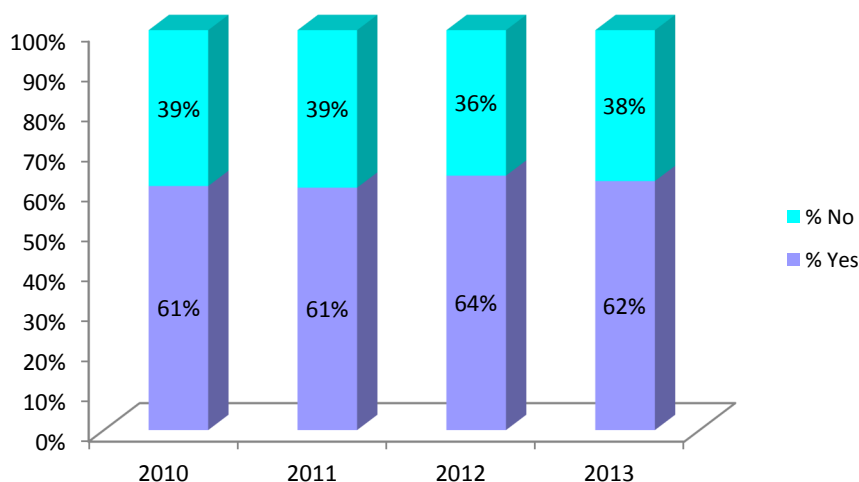
CONSULTANTS UNDERTAKING PRIVATE PRACTICE



The number of consultants undertaking private practice has remained constant.

2013 includes Republic of Ireland

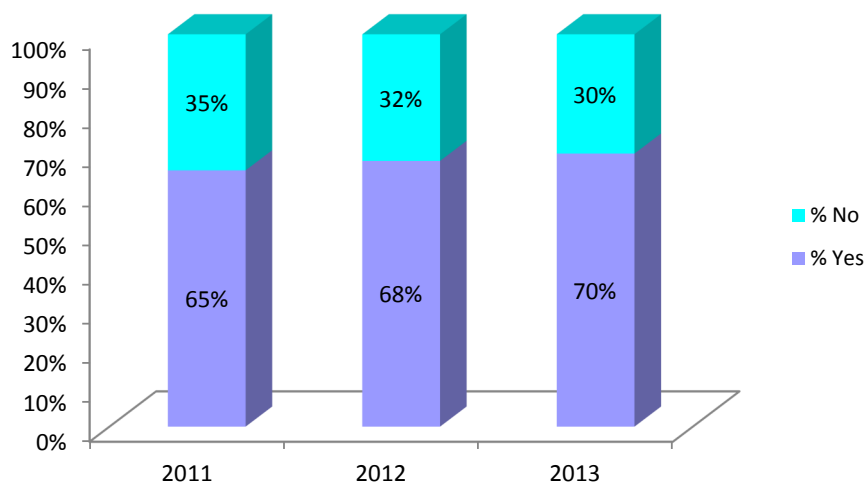
CONSULTANTS ACTING AS ASSIGNED EDUCATIONAL SUPERVISORS



The number of consultants acting as Assigned Educational Supervisors has decreased by 2% in 2013.

Assigned Educational Supervisors does not apply to ROI

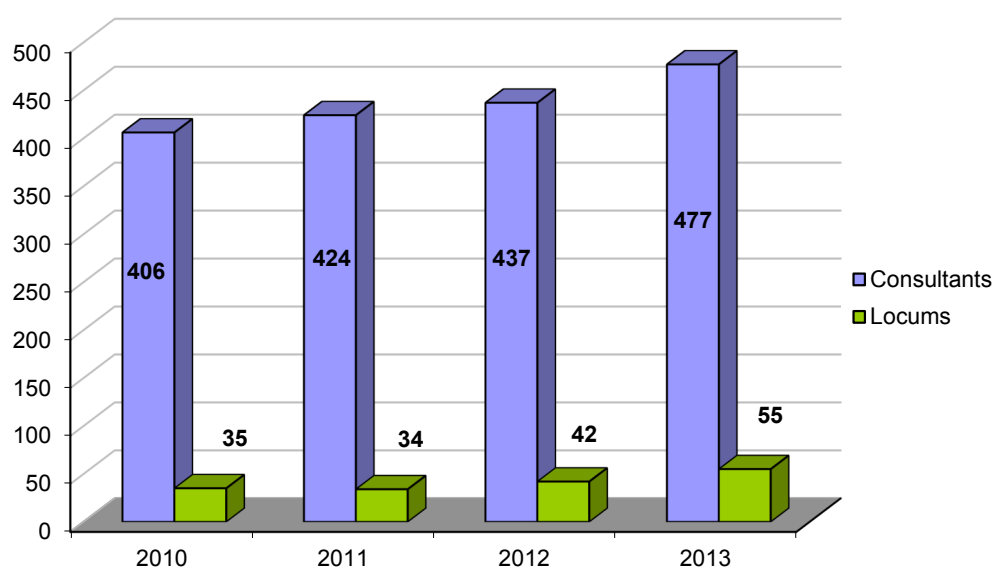
CONSULTANTS ACTING AS CLINICAL SUPERVISORS



The number of consultants acting as Clinical Supervisors has increased by 2% in 2013. This is a 5% increase since 2011.

Clinical Supervisors does not apply to ROI

CONSULTANTS AND LOCUMS



i The number of UK Locum posts in plastic surgery for 2013 increased by one post

The number of UK Consultant posts in plastic surgery for 2013 increased by 4.5% (20 posts)

2013 includes 20 consultants and 12 locum posts in ROI

SUBSTANTIVE AND LOCUM POSTS

(By Region)

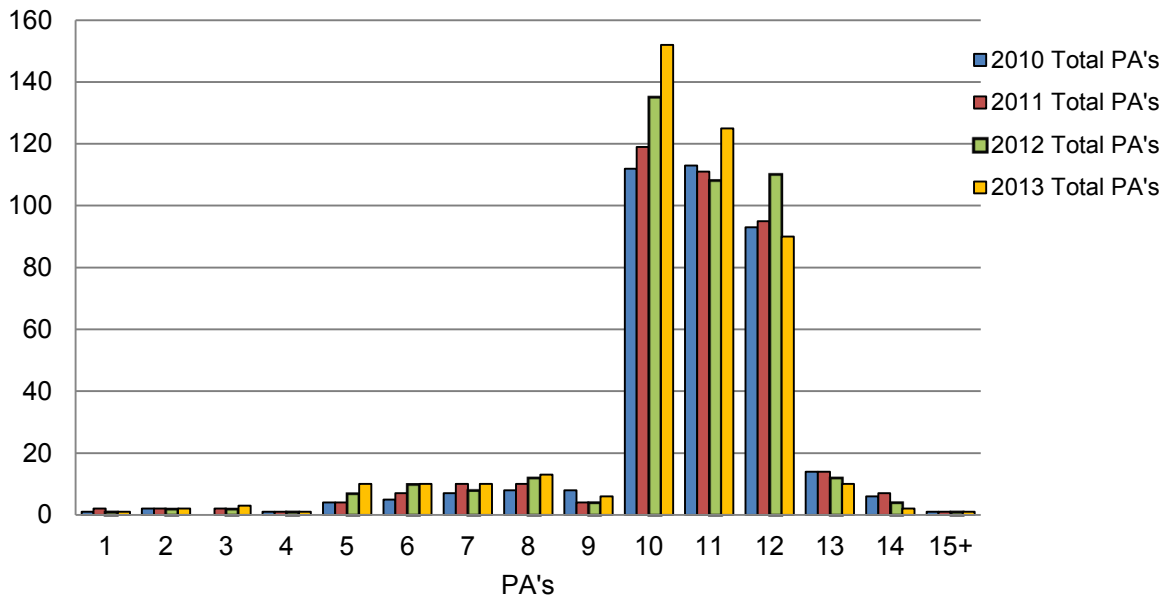
Region	Substantive		Vacancies		NHS		Academic		Military		Locum	
	2012	2013	2012	2013	2012	2013	2012	2013	2012	2013	2012	2013
London	73	75	1	1	69	72	3	2	0	0	9	5
Yorkshire & Humber	50	48	2	1	48	47	0	0	0	0	4	9
East of England	47	47	2	1	45	46	0	0	0	0	5	2
Scotland	43	44	1	0	43	43	0	1	0	0	1	1
West Midlands	42	47	0	0	39	43	0	0	3	4	5	5
South West	37	41	0	0	35	40	0	0	2	1	6	2
North West	37	42	0	0	36	41	1	1	0	0	4	4
South Central	27	31	0	0	23	24	0	2	4	5	2	7
North East	24	23	1	1	23	22	0	0	0	0	2	4
South East	18	18	0	0	17	17	0	0	1	1	0	0
East Midlands	17	18	0	0	17	18	0	0	0	0	2	1
Wales	15	15	0	0	14	14	1	1	0	0	2	2
Northern Ireland	11	11	0	0	11	11	0	0	0	0	0	0
Republic of Ireland	N/A	20	N/A	3	N/A	N/A	N/A	0	N/A	0	N/A	12

i Substantive posts include NHS, Academic, Military and vacant posts

Of the 13 UK regions, 7 regions increased their number of substantive posts; 2 decreased and 4 remained constant with the previous year.

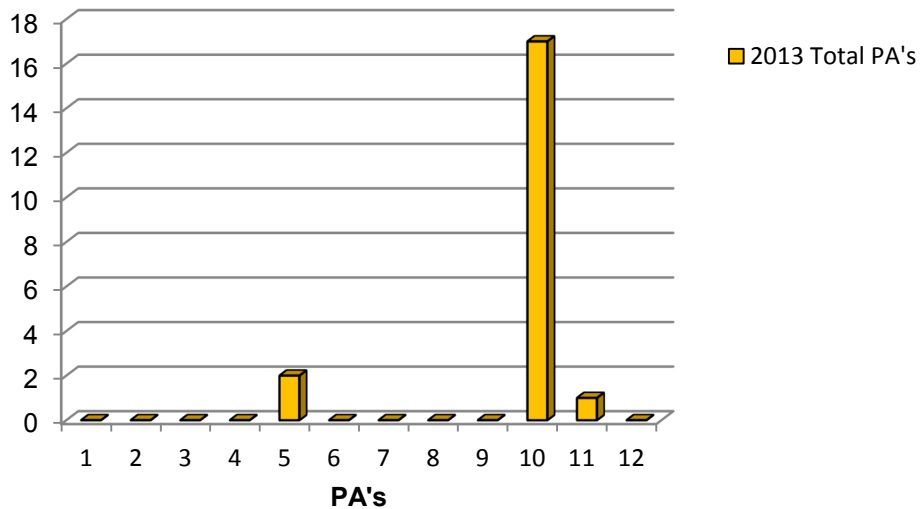
2013 is the first year for collecting data from ROI.

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



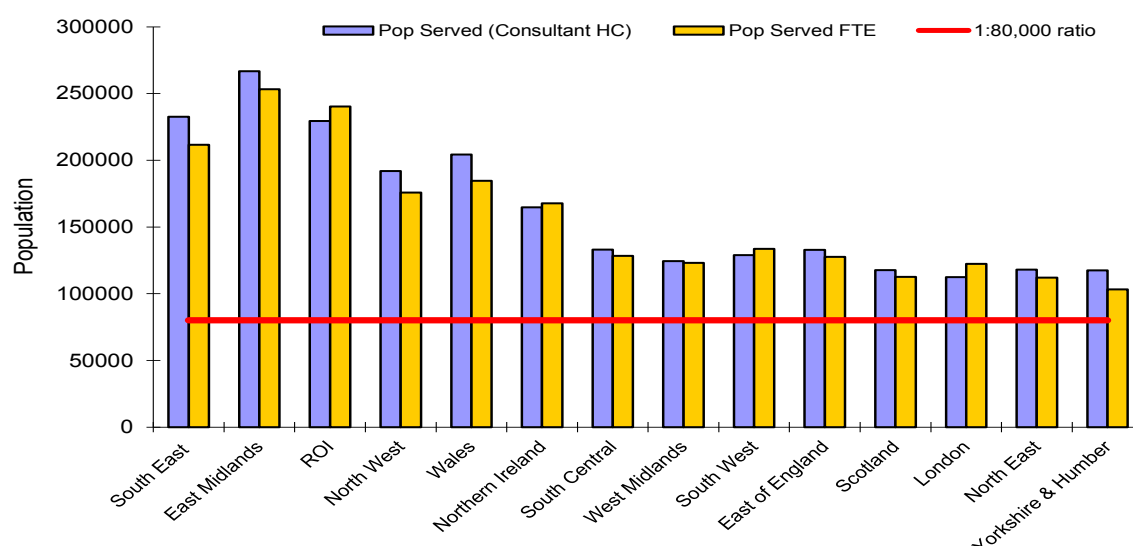
i The number of consultants working 10 PA's increased by 12.5% over 2012.
 The number of consultants working 11 PA's increased by 16% over 2012.
 The number of consultants working 12 PA's decreased by 18% over 2012.

PA's WORKED BY CONSULTANTS—REPUBLIC OF IRELAND



i 2013 is the first year for collecting data from ROI

REGIONAL VARIATIONS IN POPULATION



Population data based on results of 2011 Census.

Graph does not take into account the fact that services to any one region may be provided by another region.

TOTAL CONSULTANTS NEEDED TO SERVICE 1:80,000 POPULATION RATIO

Region	FTE required for 1:80,000 ratio	Current FTE	Additional FTE Consultants required 2013	Additional FTE Consultants required 2012	Additional FTE Consultants required 2011
North West	89	40.4	49	31	32
East Midlands	57	17.9	44	23	23
East of England	73	45.8	38	9	13
London	103	67.0	36	12	11
West Midland	70	45.5	33	13	13
Scotland	66	47.0	33	5	8
South East	52	19.8	32	21	22
South West	66	39.6	26	12	12
Wales	38	16.6	21	16	16
South Central	50	31.1	19	10	12
Yorkshire & Humber	66	51.2	15	0	0
N. Ireland	23	10.80	12	6	6
North East	32	23.2	9	1	3
Republic of Ireland	57	19.1	38	N/A	N/A

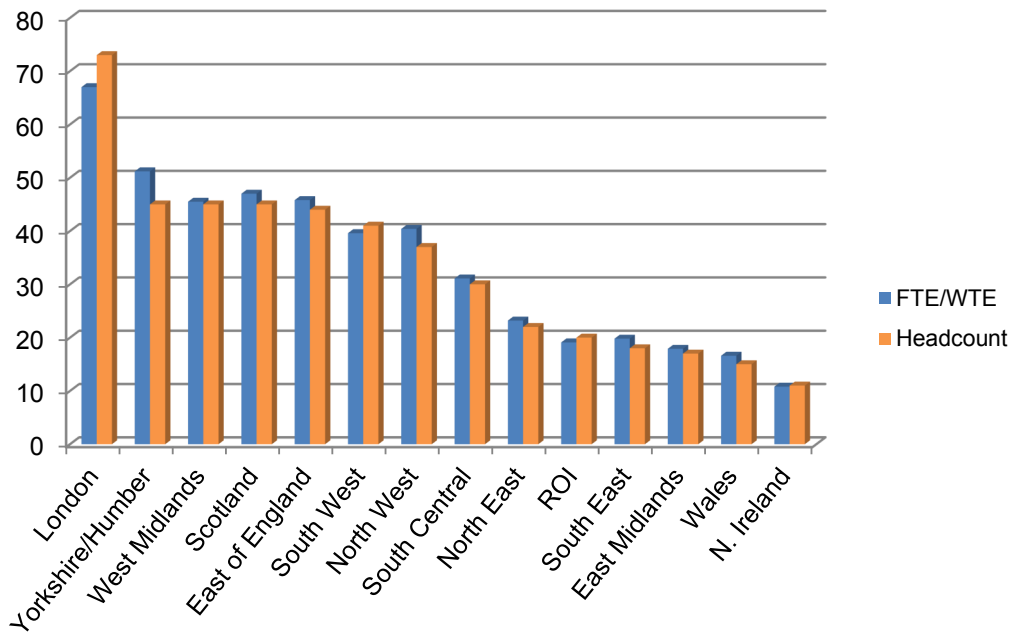


Above does not include locums

2011/12 results based on 1:100,000 population ratio

FULL TIME EQUIVALENTS

(By Region)



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'

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
54	2	58	2	62	4
55	3	59	3	64	5
56	2	60	2	65	3
57	3	61	3	Unknown	1



In 2013 a question regarding whether consultants will be retiring in the next 5 years was added to the workforce survey. It is important to note that there was no obligation to answer this question. The above results are based on the responses to that question.

33 Consultants anticipate retiring in the next five years. Of this number it is known that two have already partially retired (moved to a part-time post) and one will be retiring in 2014.

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

2014— 32 Consultants

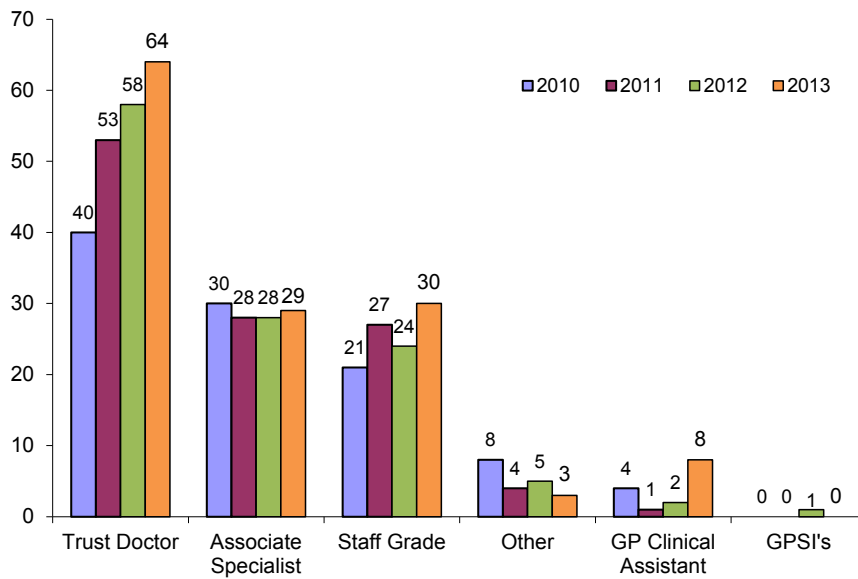
2107— 64 Consultants

2015— 41 Consultants

2018— 79 Consultants

2016— 49 Consultants

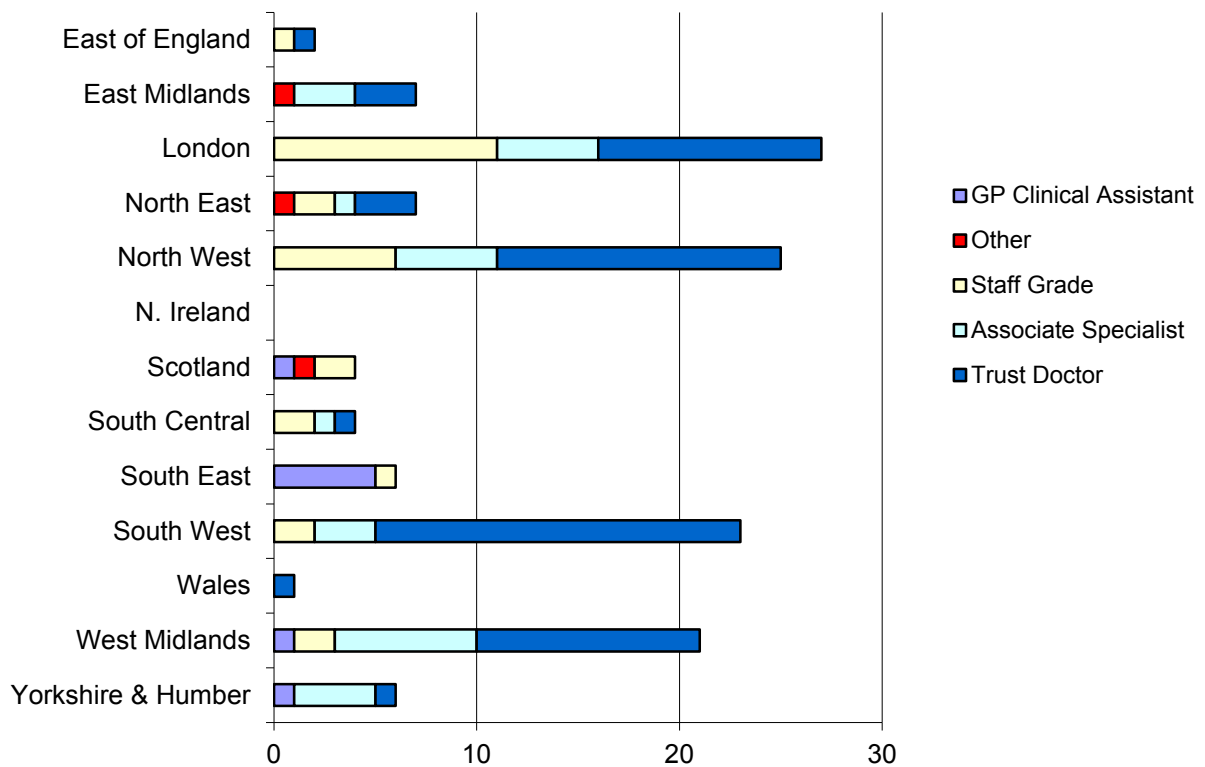
SPECIALTY DOCTORS (By Category)



i The number of Specialty Doctors has increased from 118 to 134 in 2013. This represents an increase of 13.5% and an increase of 30% since 2010.

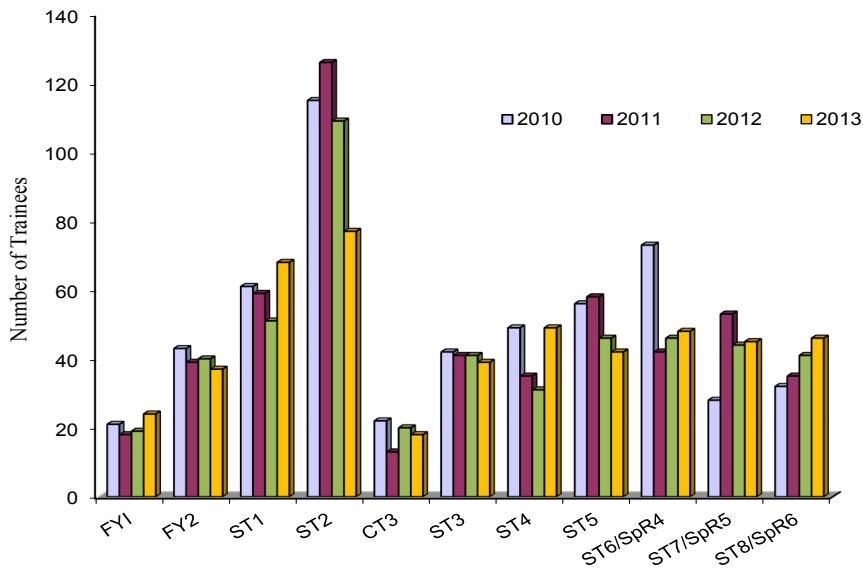
Specialty doctors category does not apply to Republic of Ireland

SPECIALTY DOCTORS (By Region)



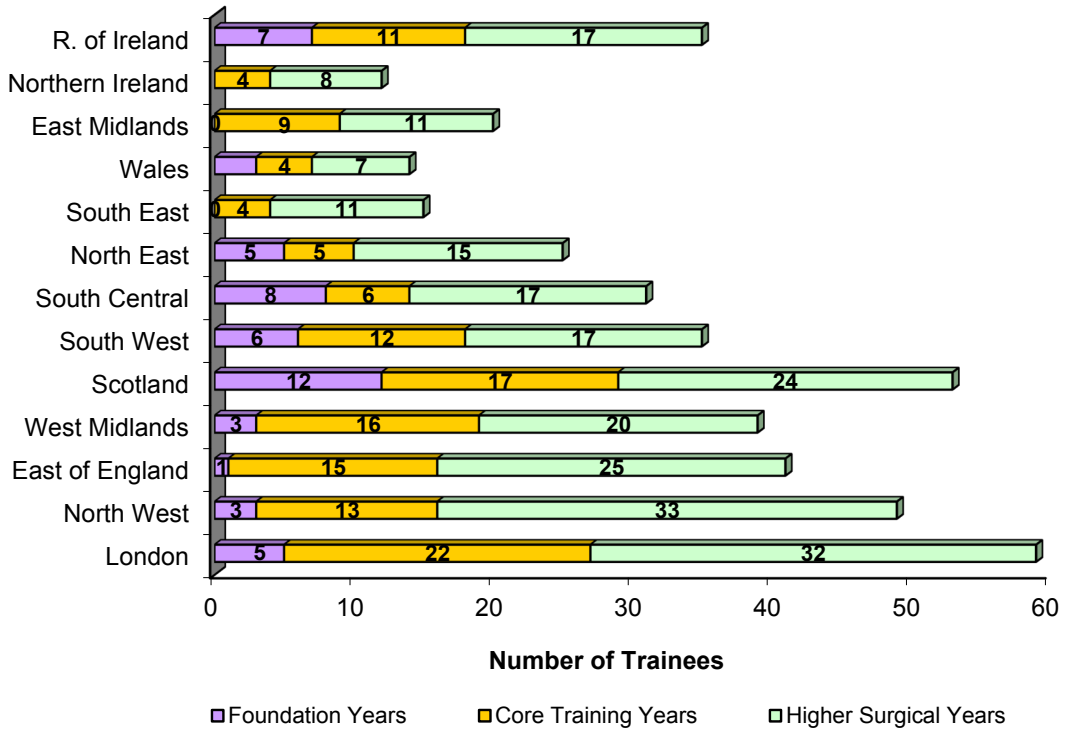
i 'Other' includes Trust Grade SHO, Micro Fellow and GP's

TRAINEES

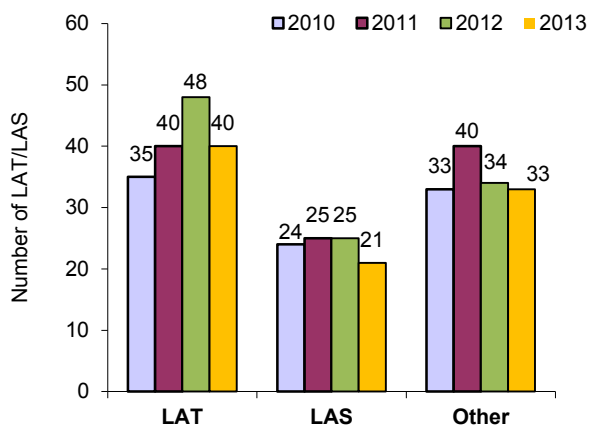


The number of trainees in 2013 increased by 4 trainee posts since 2012.
 2013 trainee vacancies: 7 posts in UK; 2 posts in ROI

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.

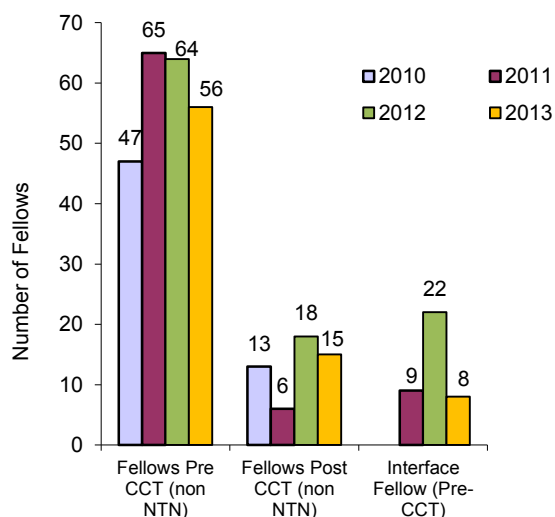
LAT has decreased by 8 posts since 2012 and has returned to same level as 2011.

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.

Three LAT posts are vacant in 2013.

The RCS London has determined that there will be no LAT places in 2015/16.

TOTAL NUMBER OF FELLOWS



2013 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

2013 Non NTN Post-CCT Fellows include:

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

2013 Interface Fellows Pre-CCT include:

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

All levels of fellows have decreased since 2012 as follows: Pre CCT (Non NTN) - 12.5%; Post CCT (non NTN) - 16% and Interface Fellow - 63%

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	Plastic Trainees in Post in 2013
Breast Oncoplastics	3	0	2	0
Cleft Lip & Palate	0	1	1	1
Cosmetic Reconstructive	4	8	16	11
Hand	5	4	5	8
Head & Neck Oncology	1	0	1	1
Reconstructive Trauma Surgery	0	2	4	1
Therapeutic Use of Lasers			1	2
Mgmt of Skin Cancer (pilot)				3



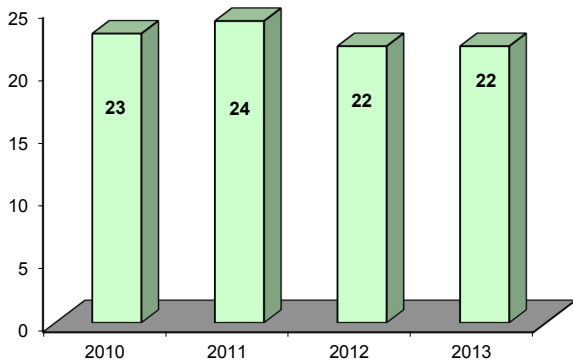
The number of TIG's in Cosmetic Reconstructive has decreased by 31% from 2012

The number of TIG's in Hand has increased by 60% from 2012

The number of TIG's in Reconstructive Trauma Surgery has decreased by 75% from 2012

TIG Post figures kindly provided by Plastic Surgery SAC

TOTAL NUMBER OF SURGICAL CARE PRACTITIONERS

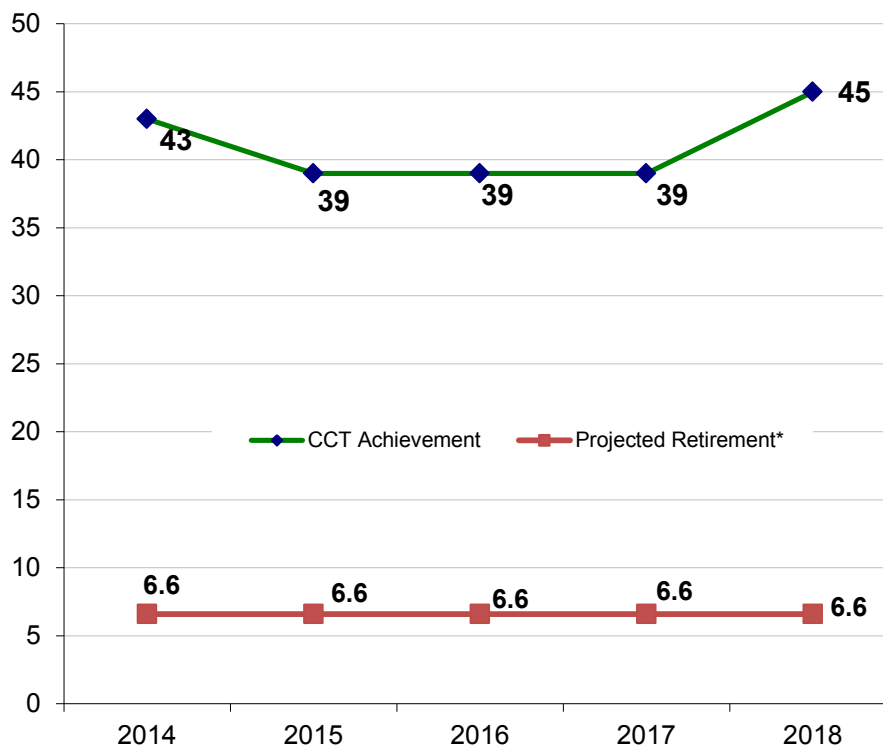


This represents Surgical Care Practitioners and Surgical Nurse Practitioners that are allowed to operate or suture

This has remained constant for the past two years.

There are no Surgical Care Practitioners in ROI.

WHERE WILL A TRAINEE GET A CONSULTANT JOB?



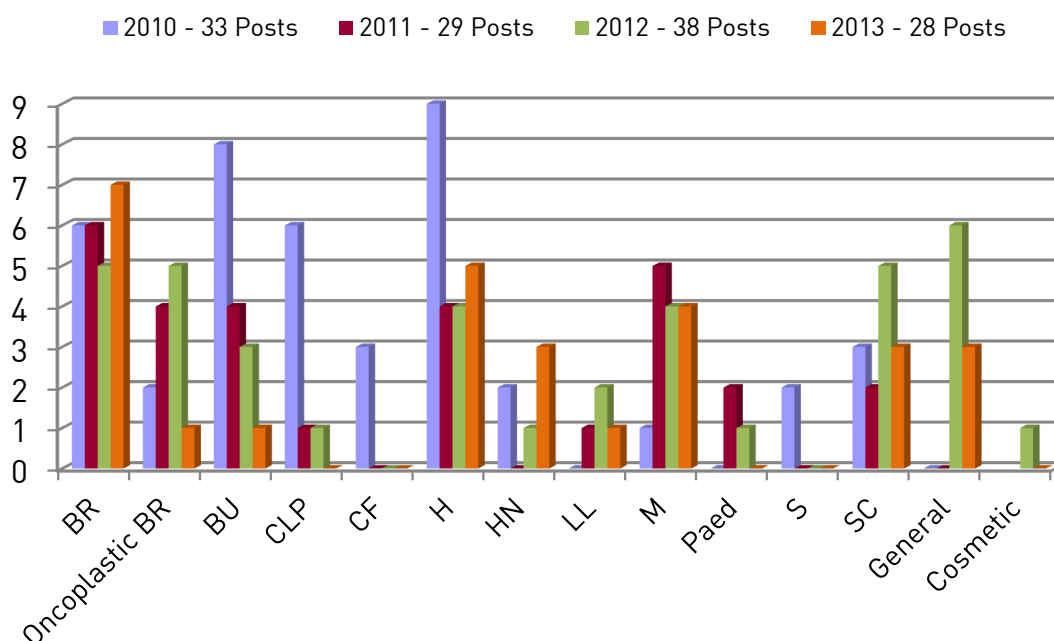
**Projected retirement based on replies from 2013 Workforce Survey (33 retirements over next five years)*



Above graph does not include ROI trainees.

Based on information provided by JCST: in 2013, 56 trainees in the UK and 6 in Republic of Ireland were recommended for their certificates.

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

3% of posts were Part-Time/Job Share
85% were newly created posts

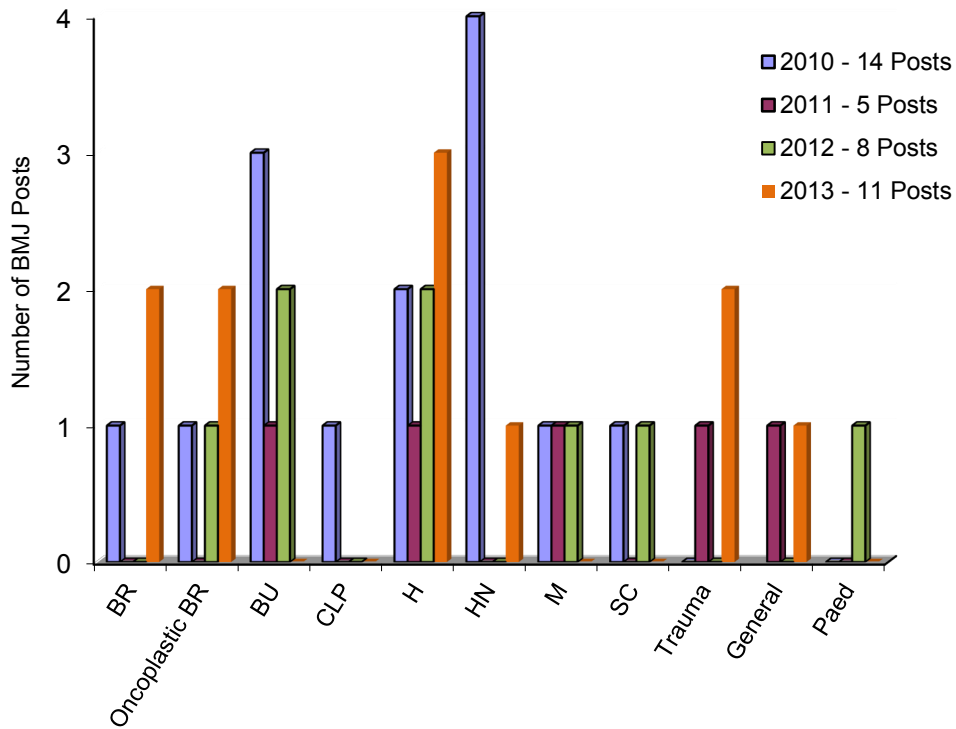
One General Post was located in Dublin, Ireland

Number of posts advertised in 2013 was 26% less than in 2012

2014

Based on 2013 survey responses, there are 46 UK posts and 4 ROI posts that are anticipated to be advertised during 2014.

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.

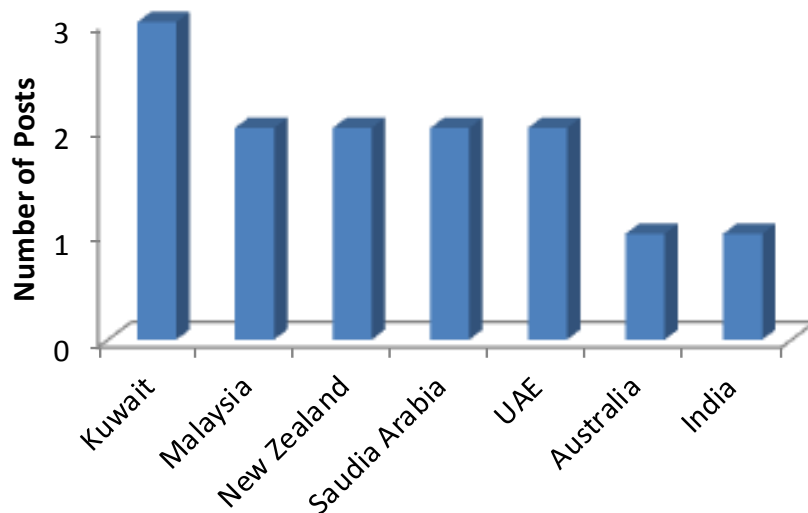
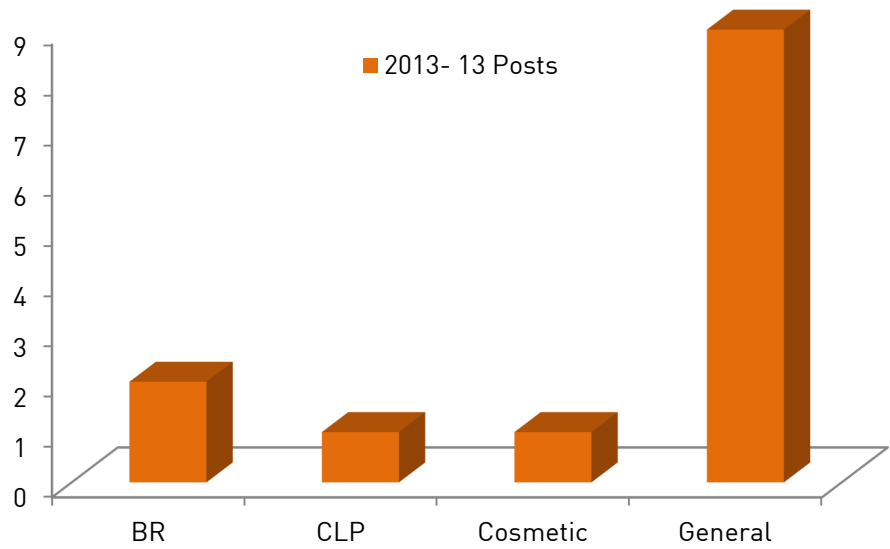
2013

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

Based on 2013 survey responses, there are 2 UK posts that are anticipated to be advertised during 2014

INTERNATIONAL CONSULTANT PLASTIC POSTS FROM 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

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 2013

Hospital Name: ABC HOSPITAL; LONDON
Region: LONDON

Link Person: John Smith
Tel: xxxx-xxxx-xxxx
Mobile: xxxxx xxx xxxxx
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 2013)		
How many new Consultant Posts *will be/likely to be advertised during 2014? (*circle appropriate)		

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

NOTE: Only include NHS PA's

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

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

*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 2013 changed very little from 2012. In 2013 the changes were:

- On Form A— 'Is retirement planned in the next 5 years?' was added. Please note that there was no obligation for this question to be answered.
- On Form B— Trainee NTN numbers were no longer required

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 2013

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>	Total Number	<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>
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

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

SUMMARY

The BAPRAS 2013 Workforce survey shows the specialty is in good health overall, with the predictions in new post expansion showing promise. Twenty new posts in addition to the existing complement of 457 UK consultants during harsh financial restraint within the NHS is a laudable achievement—a tangible 5% increase.

Locum posts account for about 12% of the consultant workforce and I would see this as encouraging evolution of new posts and subspecialties. Indeed, there has been a modest increase in academic posts from 5 to 7 as well. Military numbers remain static and non-consultant career grades have only shown a modest rise.

Although it would appear that 33 retirements are projected through the next five years, this does not account for earlier retirements due to the pension changes.

For the first time, we have included the Republic of Ireland's workforce figures since a pan-Ireland training scheme is being mooted as well. This augurs closer ties with the Irish Association.

It is interesting to note that around 1/3 of consultants do not act as either clinical supervisors nor assigned educational supervisors. Since trainee numbers are relatively constant and thus future CCT holders, this would imply that service delivery is becoming increasingly consultant delivered.

There are a range of post-CCT fellowships to encourage subspecialisation which the Association is working to maintain.

New post creation will continue undoubtedly on the back of Major Trauma Centres, oncoplastic (breast and pelvic reconstruction) and dermatological services. Such posts may be stand alone and not at a regional plastics unit. We have this year, also monitored overseas posts in case sunnier climes seem more attractive!

Overall, I am encouraged by the survey to be optimistic about the future of our specialty in the UK and Eire for our trainees. Plastic surgery, by its very nature, is able to innovate, adapt and adopt invaluable surgical skills.

I would like to thank all survey linkpersons for filling the returns, maintaining a 100% national/international response. Such vital information aids your Association in responding to both the Royal Surgical Colleges and Governments for our future.



David Lam

Chairman -Workforce Planning Group 2014

