

2014
PLASTIC SURGERY
WORKFORCE
UK and Republic of Ireland

Profile and Analysis



BAPRAS

British Association of Plastic
Reconstructive and Aesthetic Surgeons

FOREWORD

All Plastic Surgery trainees must read this document because it will lift your hearts! It is your future and, it has to be said, without rose tinted glasses, that it looks bright.

The specialty has its numbers in balance and there is projected expansion. The number of consultants due to retire in the next 4 years is almost the same as the total number of consultants 30 years ago. It is a testament to the Specialty that we have an increasing number of female trainees and consultants and we must ensure that we modernise how we work. To that end, BAPRAS has tasked a working party of young consultants and trainees to look into how we might evolve. We are also working with other specialties to try to broaden the umbrella of coverage of your Speciality throughout the NHS. Groucho Marx was wrong when he said that he did not want to be a member of any club that would have him. This 'club' is one of the best and it is great to be a member!

David Lam and Sharon Ross deserve enormous praise for the report. A 100% response is a feat in one year let alone for 5 years and without these figures we are 'flying blind' into the future. Thank you! It is David's last report and his successor has an excellent model to use and develop.

Yours,

A handwritten signature in black ink, appearing to read 'Nigel Mercer', with a long, sweeping underline.

Nigel Mercer

President

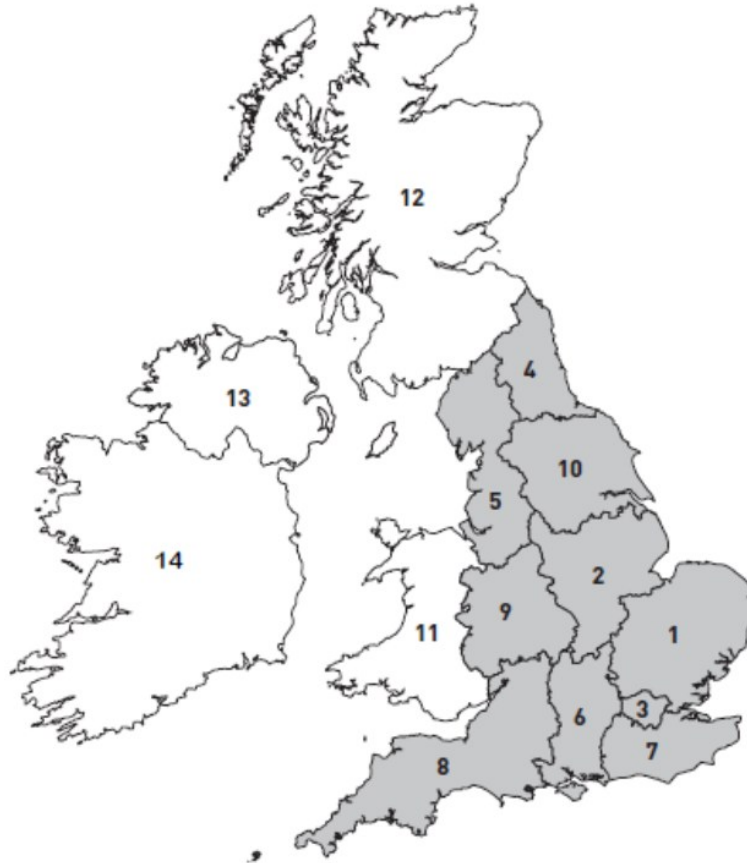
British Association of Plastic Reconstructive and Aesthetic Surgeons

2015

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 2014.

The information enclosed is based on 504 Consultants, 62 Locum Consultants, 149 Specialty Doctors and 512 Trainees (Foundation years and specialty surgical training years) based in 66 plastic surgery units (58 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 |

2014 WORKFORCE LINKPERSONS - UK

East Midlands	Kettering General Hospital Leicester Royal Infirmary Northampton General Hospital Nottingham University Hospital Royal Derby Hospital/Pulvertaft Hand Centre	Thangasamy Sankar Matt Smith Michael McKiernan Anna Raurell Peter Russell
East of England	Addenbrookes Hospital St Andrews Centre, 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 Kelvin Ramsey 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 Frimley Health NHS Foundation Trust	David Coleman Nicholas Bennett Michael Tyler Rajan Uppal
South East Coast	Queen Victoria Hospital	John Boorman
South West	Derriford Hospital Southmead Hospital Odstock Ctr for Burns, Plastic & Maxillofacial Royal Devon & Exeter Healthcare NHS Trust	Antony Fitton Sherif Wilson Gavin McCaubrey Nick Cawrse/David Oliver
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 Royal Stoke University Hospital	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

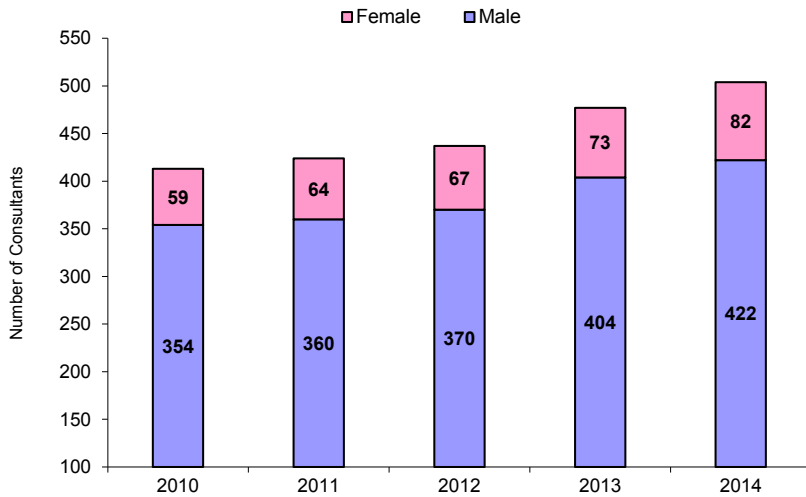
2014 WORKFORCE LINKPERSONS - Republic of Ireland

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 2014 Workforce Linkpersons. Without their assistance, this survey would not be possible.

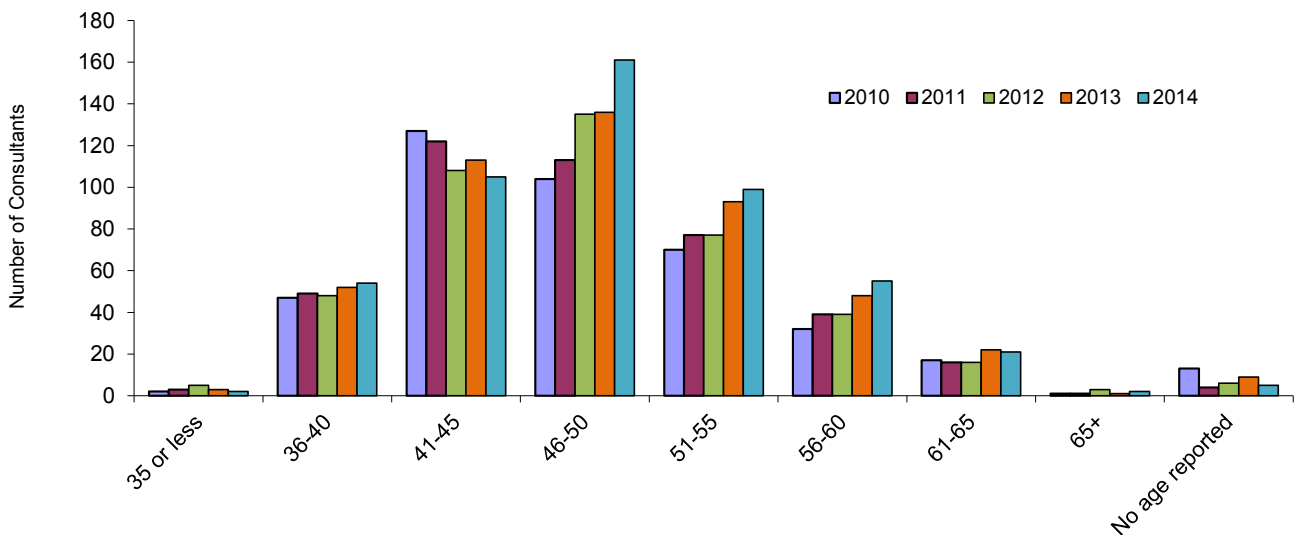
CONSULTANTS

GENDER BREAKDOWN (Headcount)



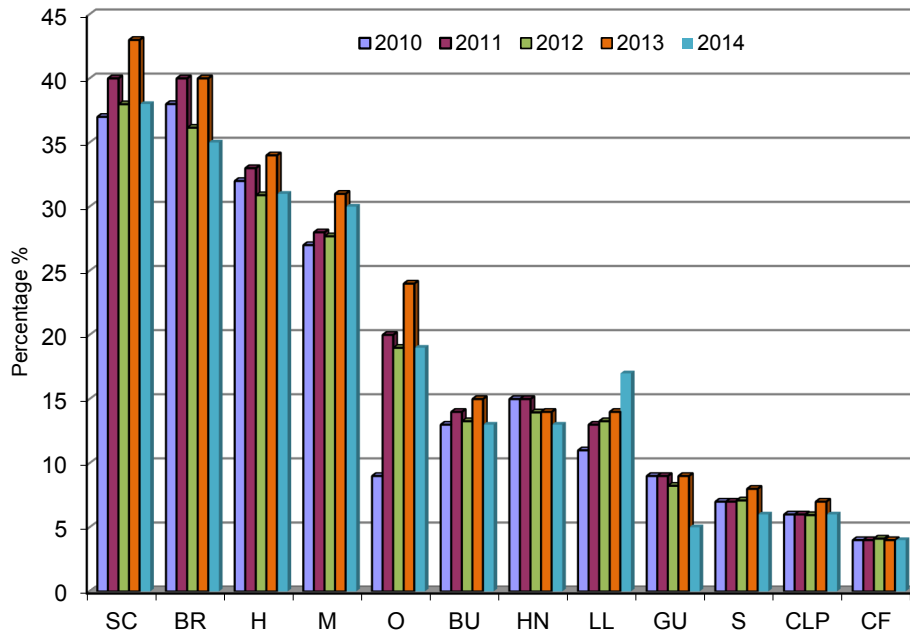
- 2014 represents a total of 504 Consultants of which 485 are from the UK and 19 are from ROI.
- 16% of 2014 Workforce is female.
- The Republic of Ireland include 19 Males and 3 Females This is an increase of 2 posts from 2013.
- The overall number of UK consultants has increased by 5% (25 posts)

AGE ANALYSIS



The 46-50 age bracket continues to have the greatest number of consultants (32%), followed by the 41-45 age bracket (21%).

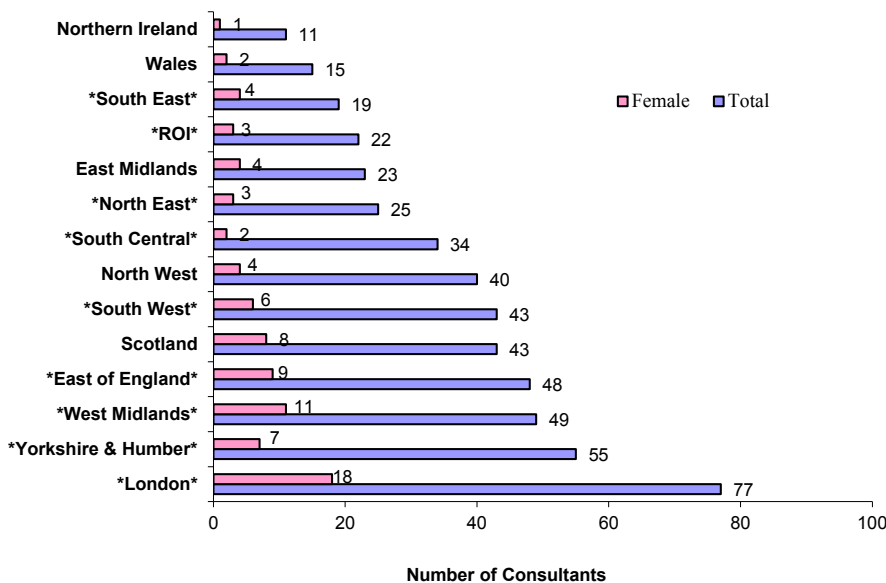
CONSULTANT SUB-SPECIALTIES (By Percentage)



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.
- Lower Limb subspecialty has increased by 3% over 2013.
- 'Other' includes interests in laser surgery, facial palsy, ear reconstruction, paediatrics, vascular malformations, perineal, hypospadias, congenital hand, pelvioncology, brachial plexus, melanoma, lymphoedema, cosmetic, scars, postbariatric body contouring, wrist surgery and pressure sores.

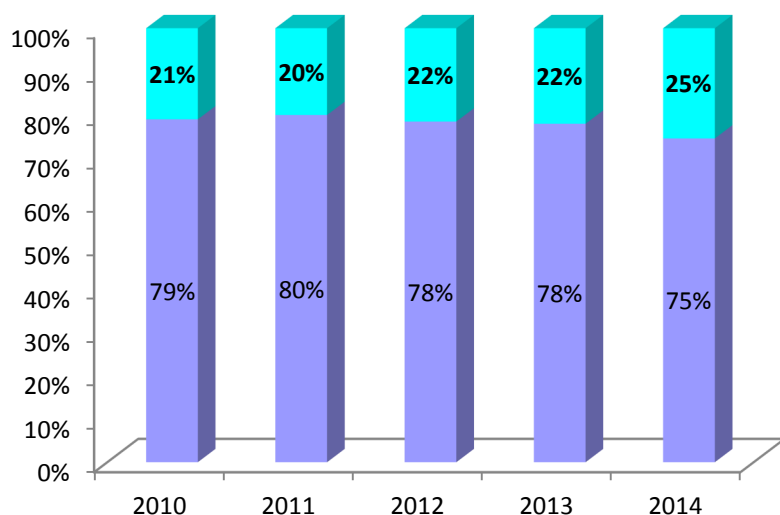
GEOGRAPHICAL DISTRIBUTION OF SUBSTANTIVE CONSULTANT POSTS



*Generally, the geographical distribution of substantive consultant posts has remained constant from 2013; though some units have increased their number of consultant posts (indicated with *)*

Included in this result are Solo NHS Consultants from the following regions: 1 from East Midlands; 2 from South West, 1 from Scotland and 1 from Yorkshire and the Humber.

CONSULTANTS UNDERTAKING PRIVATE PRACTICE



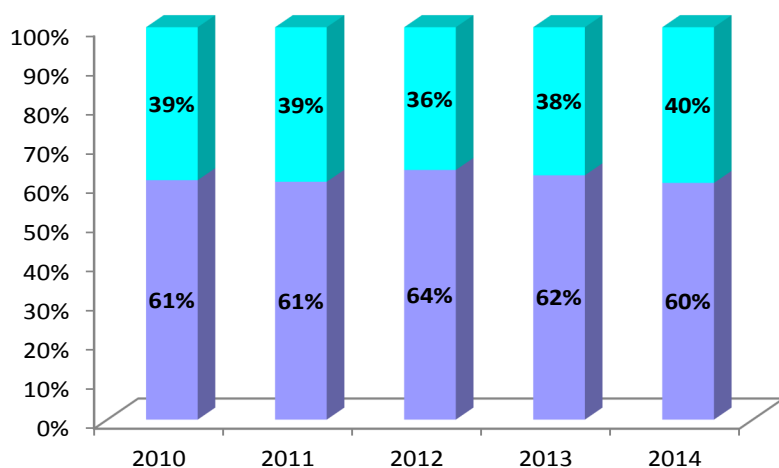
The number of consultants undertaking private practice has remained constant.

% No

% Yes

2013/14 includes ROI

CONSULTANTS ACTING AS ASSIGNED EDUCATIONAL SUPERVISORS



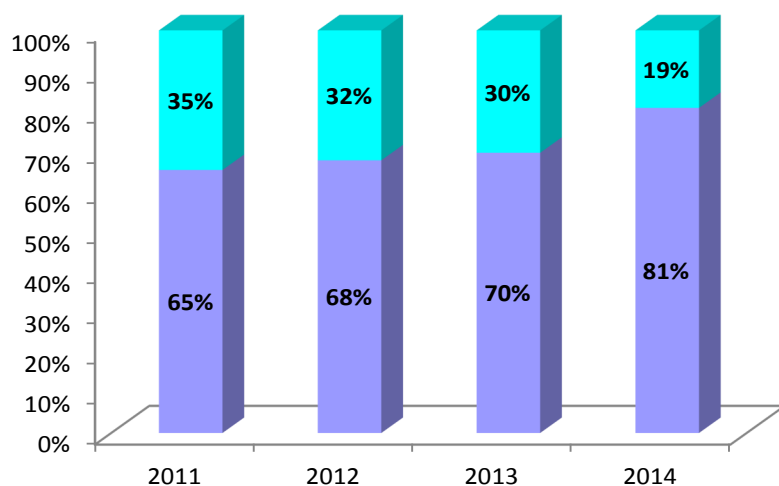
The number of consultants acting as Assigned Educational Supervisors has, once again, decreased (4% decrease from 2012)

% No

% Yes

2014 includes ROI

CONSULTANTS ACTING AS CLINICAL SUPERVISORS



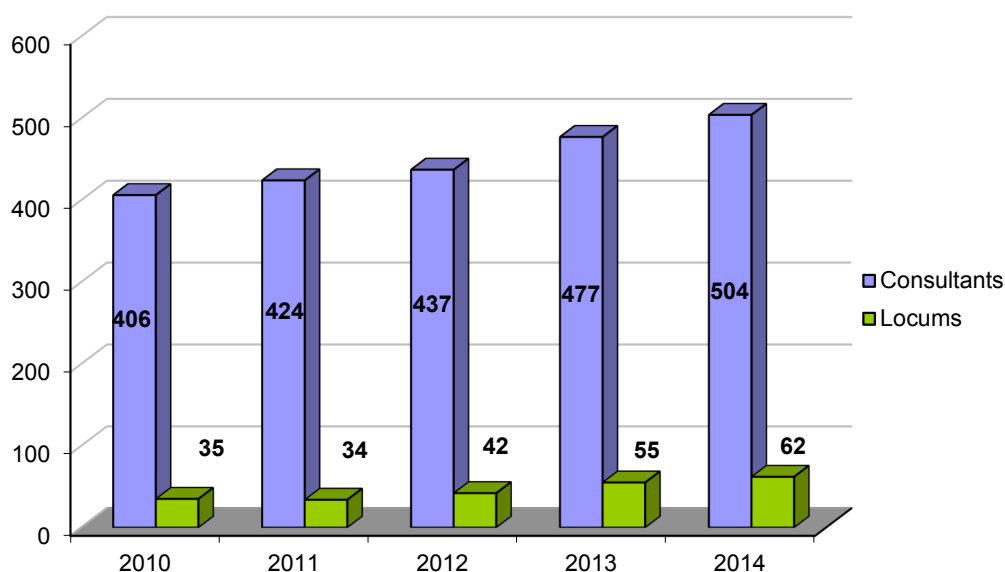
The number of consultants acting as Clinical Supervisors has increased substantially from 2013 (11% increase). This is a 16% increase since 2011.

% No

% Yes

2014 includes ROI

CONSULTANTS AND LOCUMS



- i • The number of UK Locum posts in plastic surgery for 2014 increased by 1 post
- The number of UK Consultant posts in plastic surgery for 2014 increased by 4.5% (20 posts)
- 2014 includes 22 consultants and 6 locum posts from ROI

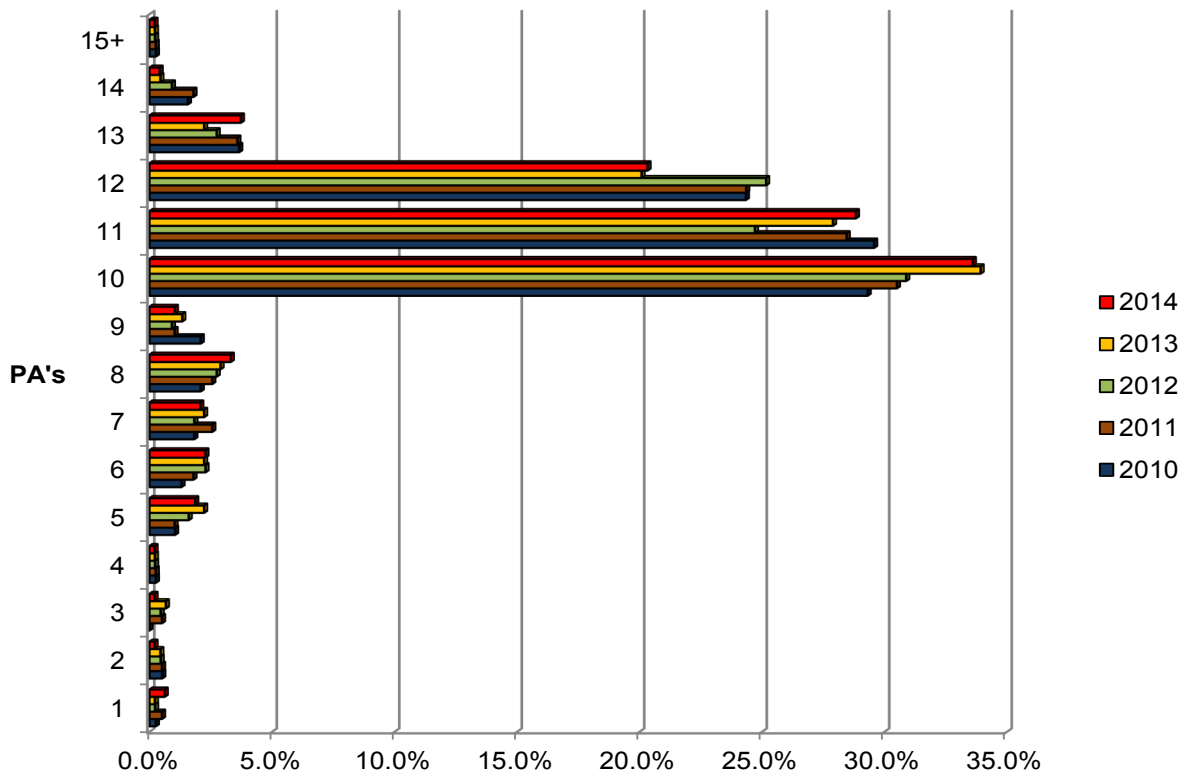
SUBSTANTIVE AND LOCUM POSTS

(By Region)

Region	Substantive		Vacancies		NHS		Academic		Military		Locum	
	2013	2014	2013	2014	2013	2014	2013	2014	2013	2014	2013	2014
London	75	79	1	2	72	74	2	2	0	1	5	13
Yorkshire & Humber	48	54	1	0	47	54	0	0	0	0	9	7
East of England	47	48	1	0	46	48	0	0	0	0	2	3
Scotland	44	44	0	1	43	43	1	0	0	0	1	2.6
West Midlands	47	49	0	0	43	45	0	0	4	4	5	3
South West	41	41	0	0	40	39	0	0	1	2	2	8
North West	42	42	0	2	41	40	1	0	0	0	4	9
South Central	31	34	0	0	24	28	2	2	5	4	7	6
North East	23	27	1	1	22	25	0	0	0	0	4	1
South East	18	19	0	0	17	18	0	0	1	1	0	1
East Midlands	18	22	0	0	18	22	0	0	0	0	1	3
Wales	15	15	0	0	14	14	1	1	0	0	2	0
Northern Ireland	11	11	0	0	11	0	0	0	0	0	0	0
Republic of Ireland	23	24	3	2	N/A	N/A	0	0	0	0	12	6

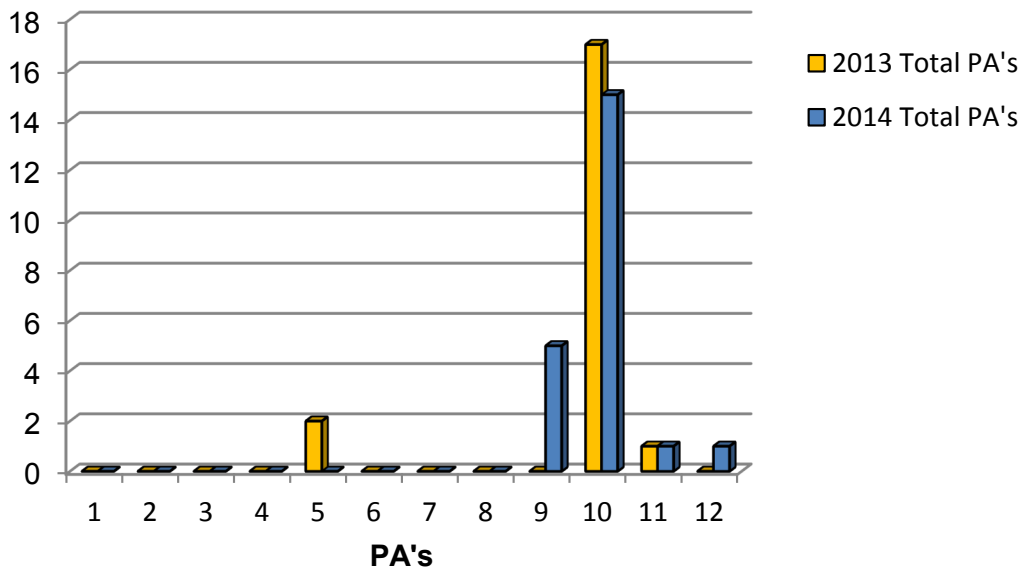
- i • Substantive posts include NHS, Academic, Military and vacant posts
- Of the 13 UK regions, 8 regions increased their number of substantive posts and 5 remained constant with the previous year.
- The ROI has increased their number of substantive posts by 1 post.

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



*The number of consultants working 10 PA's has remained consistent over 2013
The number of consultants working 11 PA's increased by 1% over 2013.
The number of consultants working 13 PA's increased by 1.5% over 2013.*

PA's WORKED BY CONSULTANTS—REPUBLIC OF IRELAND



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

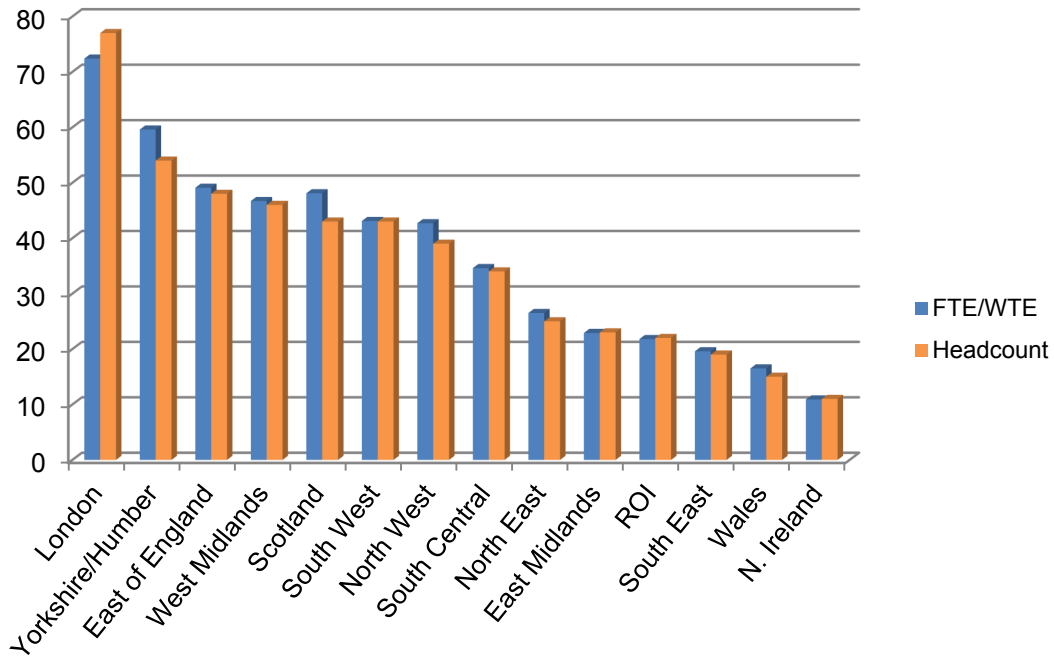
Region	FTE required for 1:80,000 ratio	Current FTE	Additional FTE Consultants required 2014	Additional FTE Consultants required 2013	Additional FTE Consultants required 2012	Additional FTE Consultants required 2011
North West	89	42.7	46	49	31	32
Republic of Ireland	57	21.8	35	38	N/A	N/A
East Midlands	57	22.9	34	44	23	23
South East	52	19.6	32	32	21	22
London	103	72.4	30.5	36	12	11
East of England	73	49.1	24	38	9	13
West Midland	70	46.7	23	33	13	13
South West	66	43.1	23	26	12	12
Wales	38	16.5	21.5	21	16	16
Scotland	66	48.1	18	33	5	8
South Central	50	34.6	15	19	10	12
N. Ireland	23	10.9	12	12	6	6
Yorkshire & Humber	66	59.6	6	15	0	0
North East	32	26.5	5.5	9	1	3



- *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 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
51	1	58	5	63	4
54	1	59	7	64	1
55	2	60	3	65	3
56	4	61	2	Unknown	1
57	5	62	5		



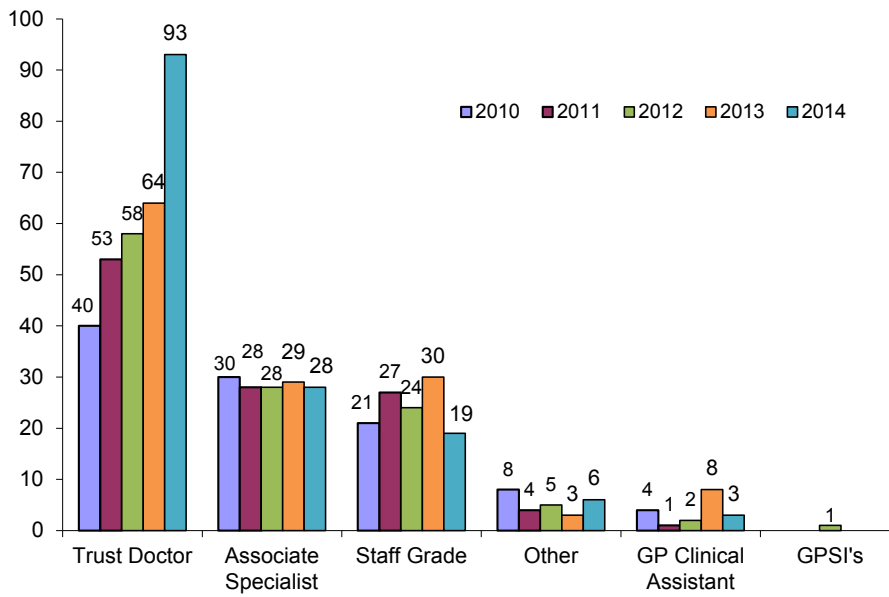
- Based on the workforce survey responses, 44 Consultants anticipate retiring in the next five years. It is important to note that there was no obligation to answer this question.*
- 14 of these consultants are currently working on a part time basis within their Trusts.*

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

*2014— 42 Consultants
2015— 50 Consultants
2016— 63 Consultants*

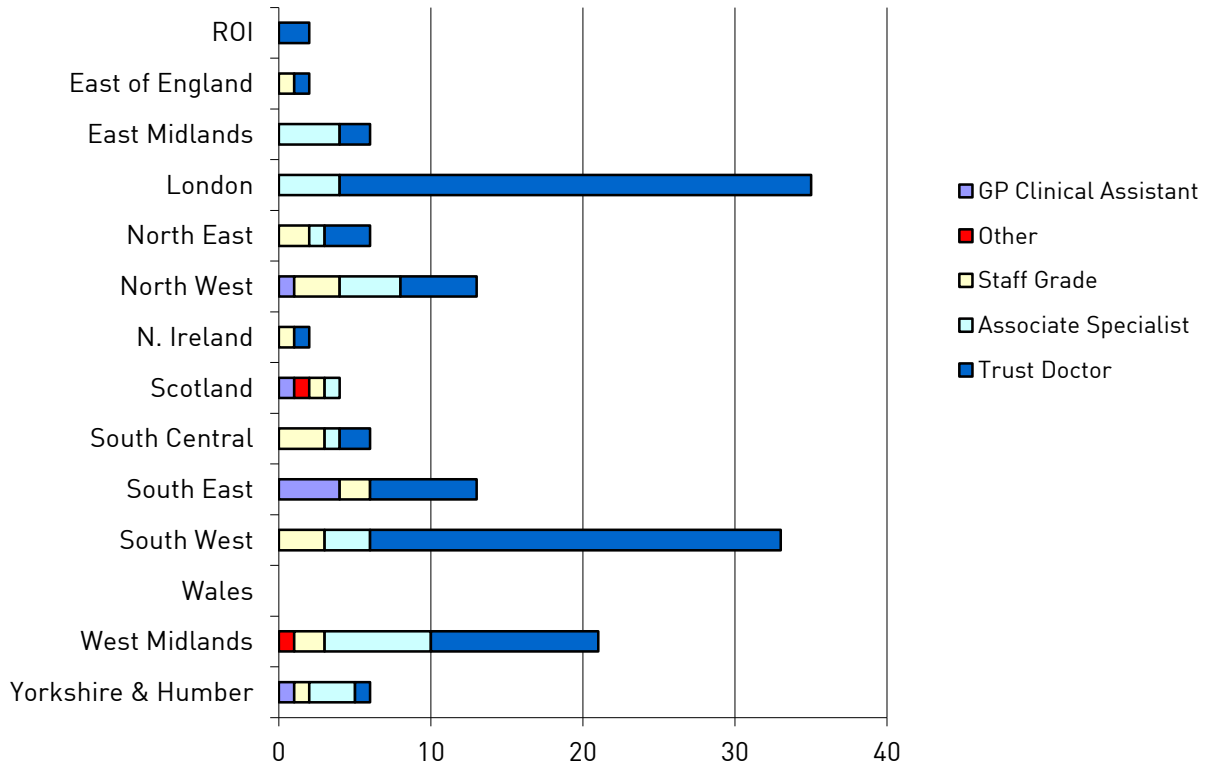
*2107— 78 Consultants
2018— 99 Consultants*

SPECIALTY DOCTORS (By Category)

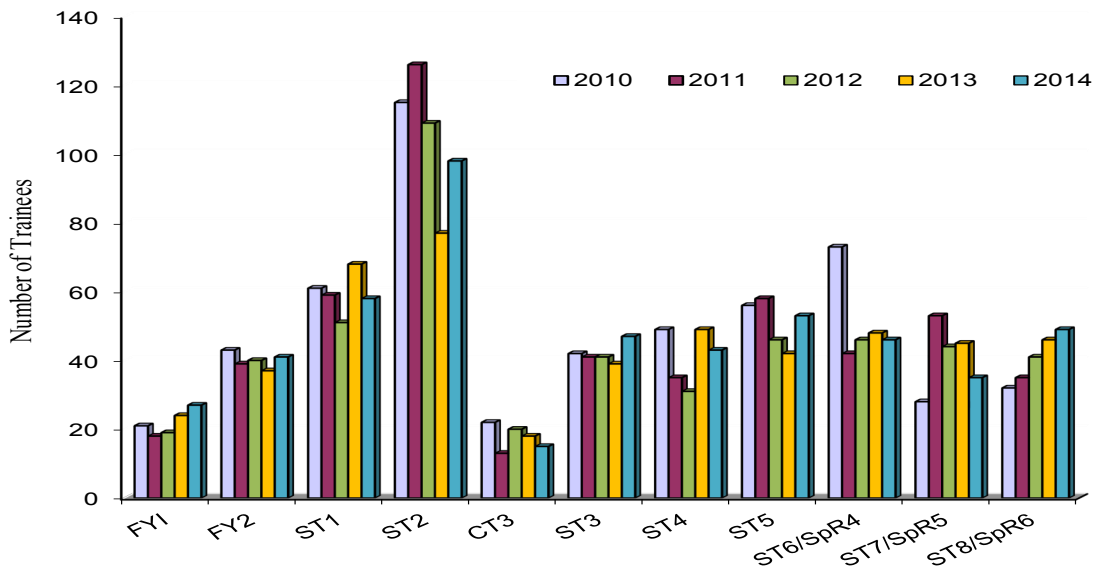


- The number of Specialty Doctors has increased from 134 to 149 in 2014. This represents an increase of 11% and an increase of 31% since 2010.
- Above figures include 2 Trust Doctors from Republic of Ireland
- 'Other' includes: GP and Specialist Fellows

SPECIALTY DOCTORS (By Region)

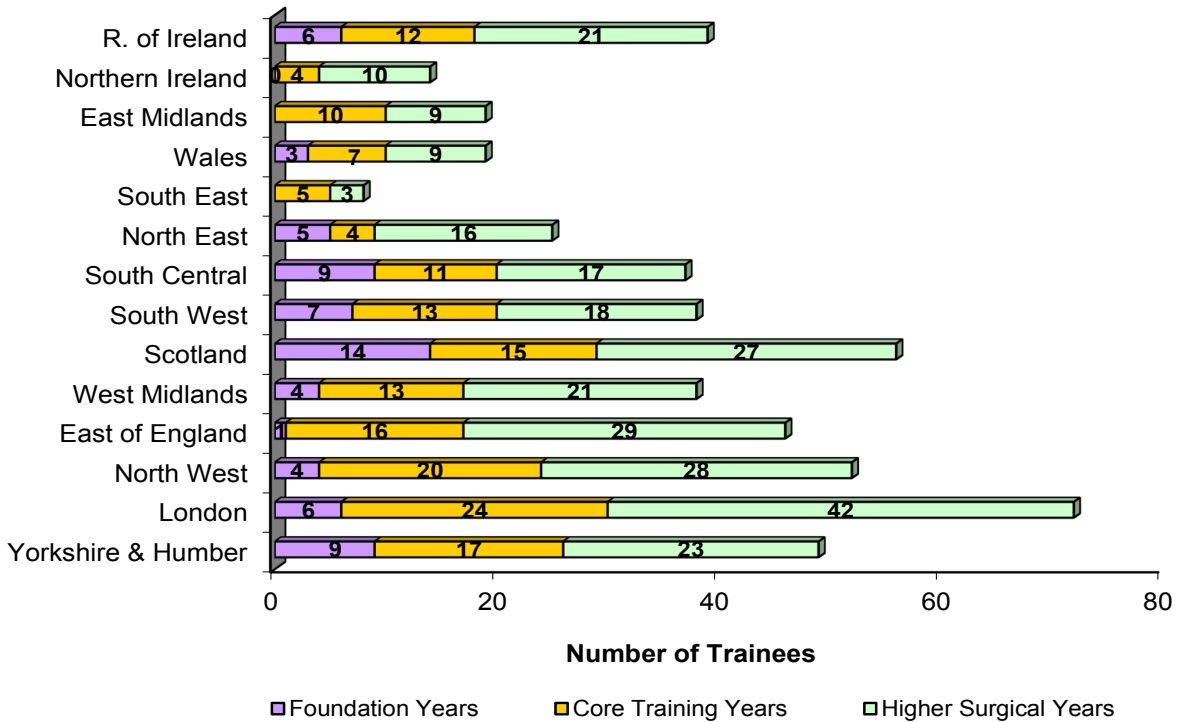


TRAINEES

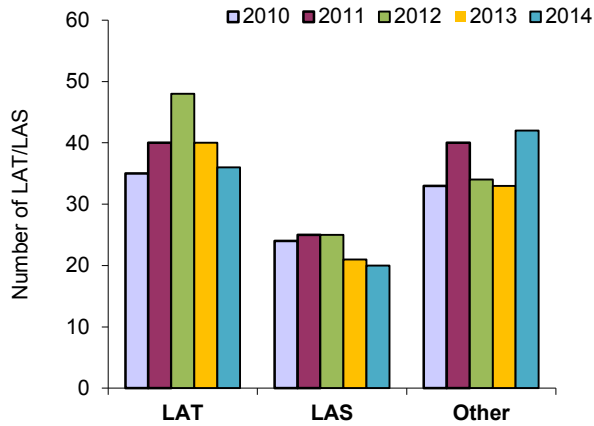


- The number of trainees in 2014 increased by 19 trainee posts since 2013
- 2014 trainee vacancies: 3 posts in UK
- 5 trainee posts are part time

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.

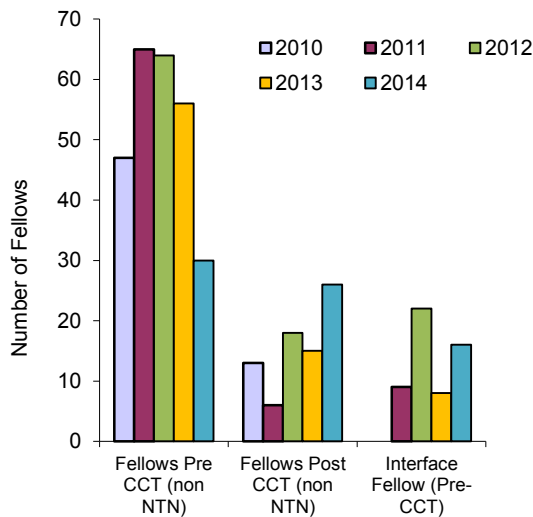
LAT has decreased by 12 posts since 2012 and has returned to same level as 2010.

Categories that were reported in the 'Other' column were: Trust Registrar, Trust Doctor, Microsurgical Fellow, Associate Specialist, Locum ST and Italian Trainees Supernumerary Unpaid.

One LAS post is vacant in 2014.

HEE has stated 'from the 2016 recruitment round there will be no LAT recruitment for England'

TOTAL NUMBER OF FELLOWS



2014 Non NTN Pre-CCT Fellows include: Research, Overseas, Microsurgical, Staff Grade, Sr Clinical Fellows, Oncoplastic Breast, Craniofacial and Hand

2014 Non NTN Post-CCT Fellows include: Craniofacial Fellow, Breast Surgeon, Microsurgery, Sr Clinical, Hand, CLP, Extremity Reconstruction, Locum Registrar and Fellows from South Africa, Australia and Italy

2014 Interface Fellows Pre-CCT include: Head & Neck, Hand, Oncoplastic Breast Surgeon, and Cosmetic

Since 2013: Pre CCT (Non NTN) -decreased by 47%; Post CCT (non NTN) -increased by 43% and Interface Fellows have increased by 100%

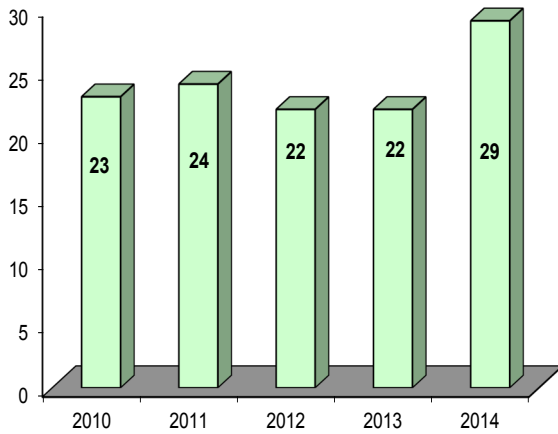
PLASTIC SURGERY TRAINEES IN TIG POSTS

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	Plastic Trainees in Post in 2014
Breast Oncoplastics	3	0	2	0	3
Cleft Lip & Palate	0	1	1	1	1
Cosmetic Reconstructive	4	8	16	11	8
Hand	5	4	5	8	6
Head & Neck Oncology	1	0	1	1	1
Reconstructive Trauma Surgery	0	2	4	1	2
Therapeutic Use of Lasers			1	2	3
Mgmnt of Skin Cancer (pilot)				3	3



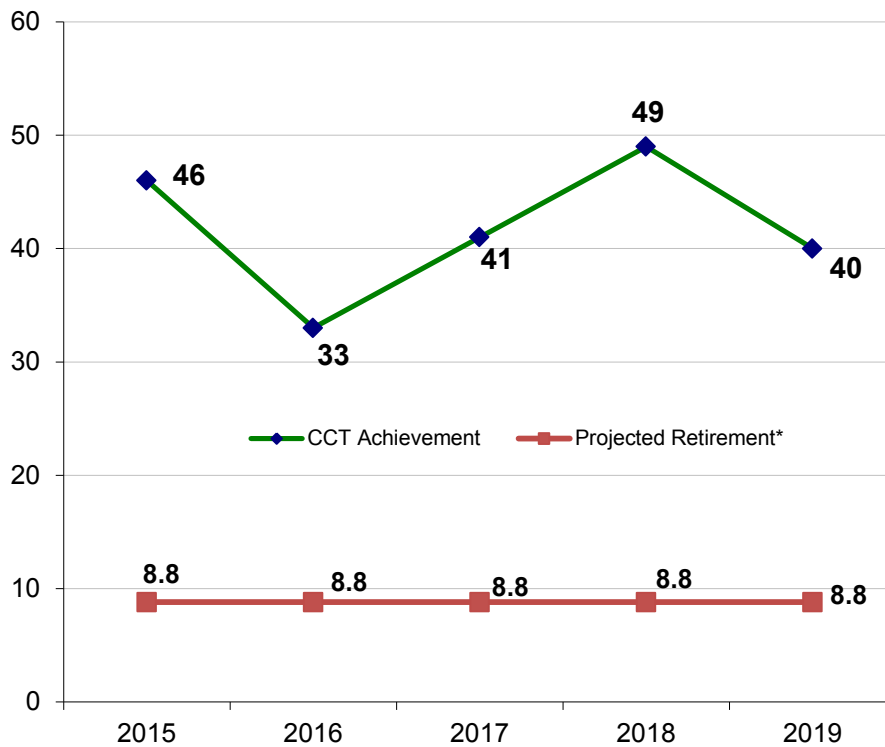
*The number of TIG's in Breast Oncoplastics has increased by 3 posts; returning to same level as 2010
The number of TIG's in Cosmetic Reconstructive has decreased by 28% from 2013 and by 50% since 2012
The number of TIG's in Therapeutic Use of Lasers continues to increase each year.
TIG Post figures 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
- 2014 had an increase of 25% whereas all other years were constant.
- There are no Surgical Care Practitioners in ROI, East Midlands, N Ireland, South Central, South East, Wales or Yorkshire and the Humber.

WHERE WILL A TRAINEE GET A CONSULTANT JOB?

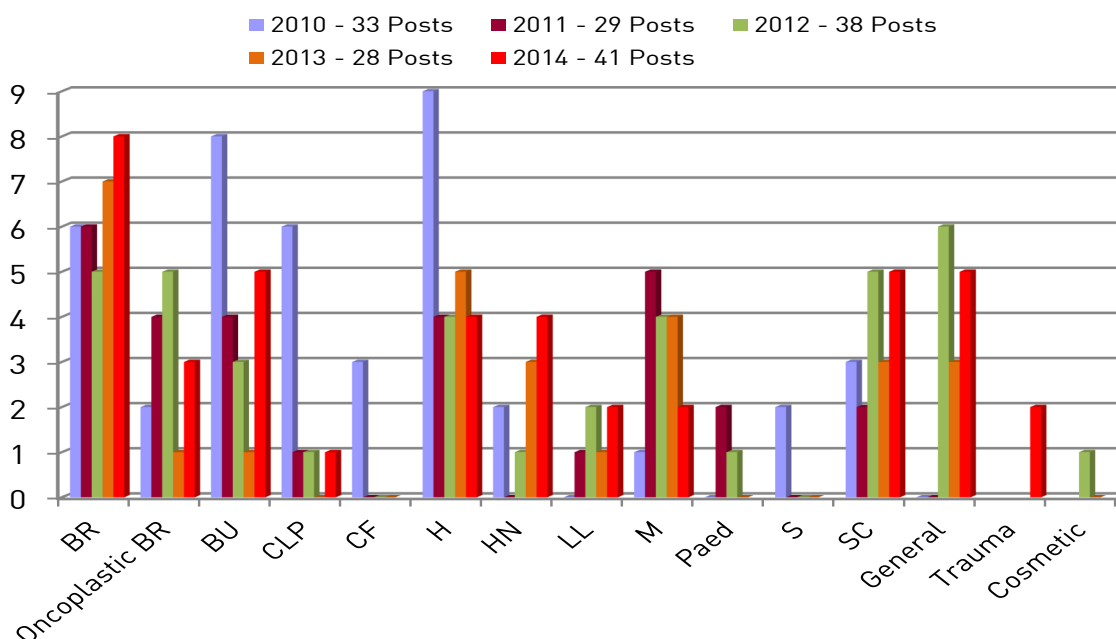


* Projected retirement based on replies from 2014 Workforce Survey (44 retirements over next five years)



- Above graph does not include ROI trainees.
- Based on information provided by JCST: in 2014, 43 trainees in the UK and 1 in Republic of Ireland were recommended for their certificates. In comparison to 2013, this is a decrease of 13 trainees in the UK and 5 in Republic of Ireland.

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

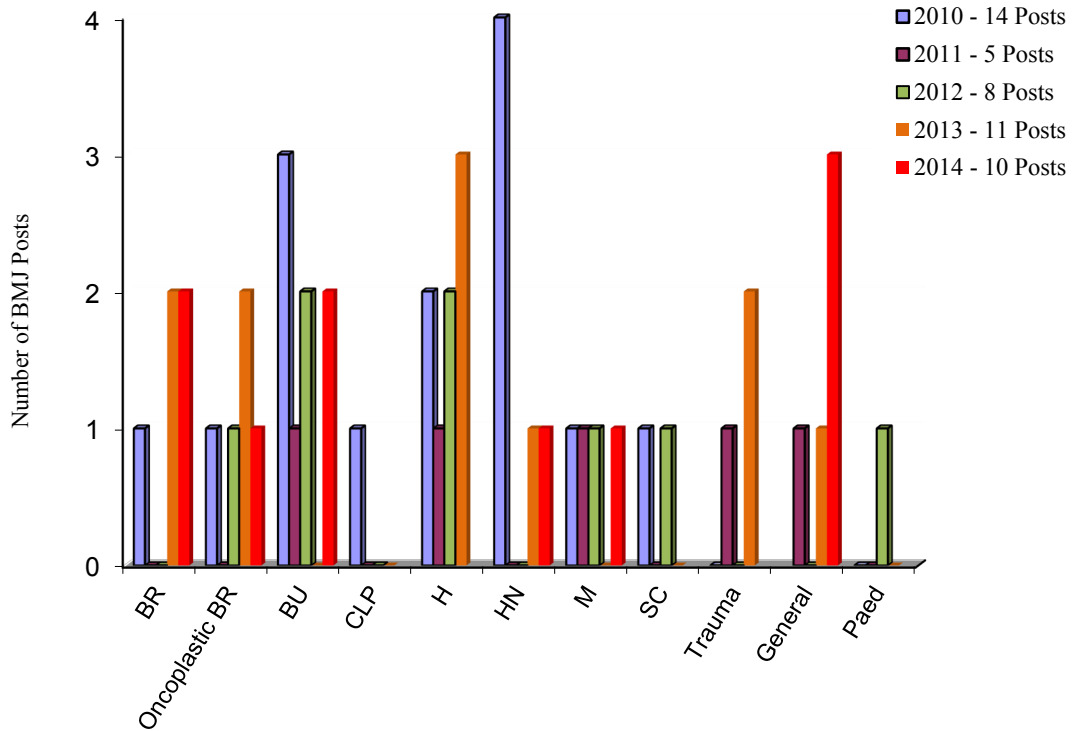
2014

Increase of 46% (13 posts) since 2013.
80% were newly created posts; 95% were full time posts

2015

Based on 2014 survey responses, there are 33 UK posts and 4 ROI posts that are anticipated to be advertised during 2015.

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.

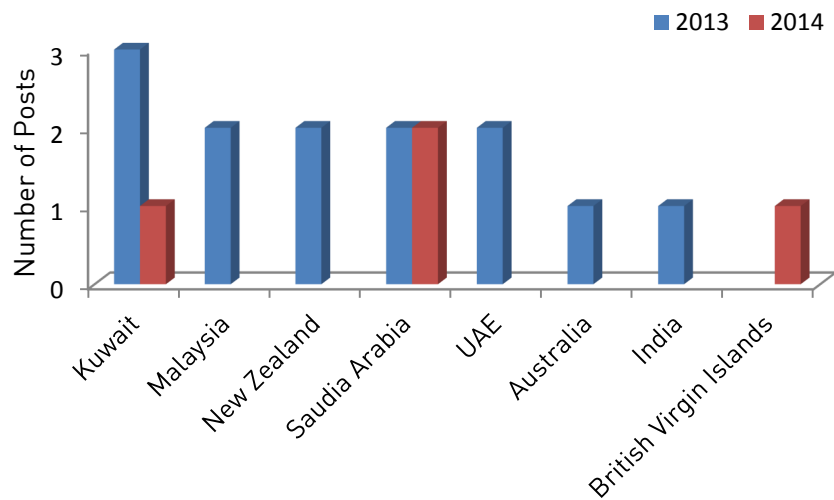
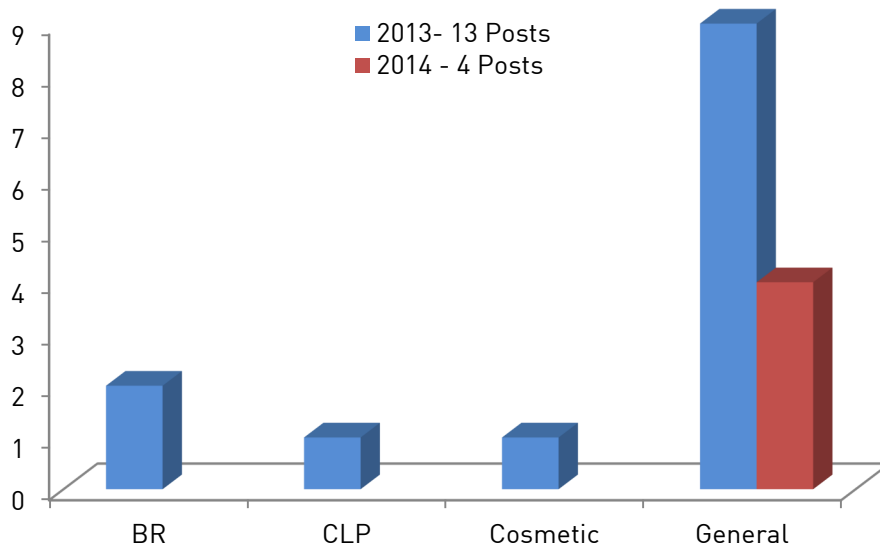
2013

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

Decrease of 10% (1 post) in Locum posts from 2013.
60% of posts were for a time period of <6 months, 20% 6 months—1 year and 20% were full time posts.

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

2014

International Consultant Plastic Surgeon posts decreased by 69% from 2013. 25% of the posts were for a time period of 2 years and 75% were full time posts

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 2014

Hospital Name
Region

Link Person
Tel:
Mobile
Email

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 2014)		
How many new Consultant Posts *will be/likely to be advertised during 2015? (*circle appropriate)		

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

1. Who is Clinical Director for this unit?

2. Do you foresee any tenured Senior Academic positions (Sr lectureships/ readerships/Chairs/professors) becoming available at your unit in the next 3 years? Yes

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)	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"/>
Consultant 8					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) CF (Craniofacial) GU (Genitourinary) HN (Head and Neck) M (Microsurgical Reconstruction) S (Sarcoma)
 BU (Burns) CLP (Cleft Lip/Palate) H (Hand Upper Limb) LL (Lower Limb Trauma) O (Other) 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



The survey form for 2014 changed very little from 2013. In 2014 the changes were:

- On Form A—The following questions were added:
 - Who is Clinical Director for this unit?
 - Do you foresee any tenured Senior Academic positions (Sr lectureships/ readerships/Chairs/Professors) becoming available at your unit in the next 3 years?

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 2014

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) <ul style="list-style-type: none"> • 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

This is my third (and final) workforce report and I'm delighted to see that consultant numbers have increased yet again in our specialty when surveyed in December 2014. We have again had a 5% increase in consultant posts now at 504 (482 UK, 22 ROI) up from 477 (457 UK, 20 ROI) last year, distributed across all geographical areas with female consultants accounting for 1 in 6 (16%).

This rise in consultant numbers is nearly all due to new post creation rather than replacement and colleagues appear to be on 10-12PA contracts with a small increase in 13 PA contracts.

The strongest subspecialties are skin cancer, breast reconstruction and hand surgery which seem to be the consistent essentials. Skin cancer will only continue to flourish whilst there is a drastic recruitment crisis in dermatology.

Taking training seriously seems to be taken on board. The numbers of Assigned Educational Supervisors seems static at 60% and is no doubt a reflection of the GMC regulations that they must comply with, whilst clinical supervision have increased from 70 to 80%. It would appear that we would prefer to supervise, but not mentor trainees!

However, there may be stormy waters ahead with the workforce ageing and changes to the NHS pension schemes with retirement pushed to 67. The next 4 years (2015-2019) sees approximately up to 99 consultants reach 60. Obviously all will not retire but there is the possibility that retirement numbers may become significant in addition to new posts as well.

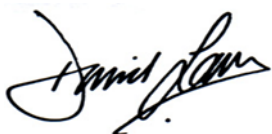
There is zero unemployment for new CCT holders, a laudable achievement in planning our future workforce.

There are ever more DGH's employing their own plastic surgeons and it is good to include them here. The 1:80,000 figure has been accepted by HEE (Health Education England) as an aspirational ratio for provision and few regions have the necessary quota. We've tried to future proof numbers to cope with job sharing, the increasing feminisation of the workforce and the impetus for 7 day working in the NHS.

The number of NTN's is steady around the 250 mark but LAT numbers have been dropped to 18 for 2015/6 for England by HEE (devolved nations and ROI are not restricted). This will have impact in covering maternity leave and fellowships later on, should this trend continue.

We are working in the background with HEE to ensure the long-term future of plastic surgery. I feel the job market is healthy, with a smattering of overseas jobs in the BMJ to tempt those so inclined!

I would like to thank all survey linkpersons for filling the returns, maintaining a 100% national/international response-this is fantastic. We would also welcome submissions from your NHS unit if you have not been included. Such vital information aids BAPRAS to responding to both the Royal Surgical Colleges and Governments for our future.



David Lam

Chairman -Workforce Planning Group 2014

