

2015  
PLASTIC SURGERY  
WORKFORCE  
UK and Republic of Ireland

*Profile and Analysis*



BAPRAS

British Association of Plastic  
Reconstructive and Aesthetic Surgeons

## FOREWORD

I would like to convey my thanks to all those involved in producing this year's report. Once again we have 100% response. I am pleased to see that we continue to grow in numbers and in the proportion of female consultants.

Surgical training in general has never been less competitive and our association must be aware of the pressure, which that puts on our future planning. Our SpRs can be confident of finding jobs once trained but it is essential we ensure they remain the 'best of the best'. There is no room for complacency.

We face a large demographic shift in the next 5-10 years, when a significant number of consultants will probably be retiring from the NHS. We need to start 'priming those pumps' now.

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

**Nigel Mercer**

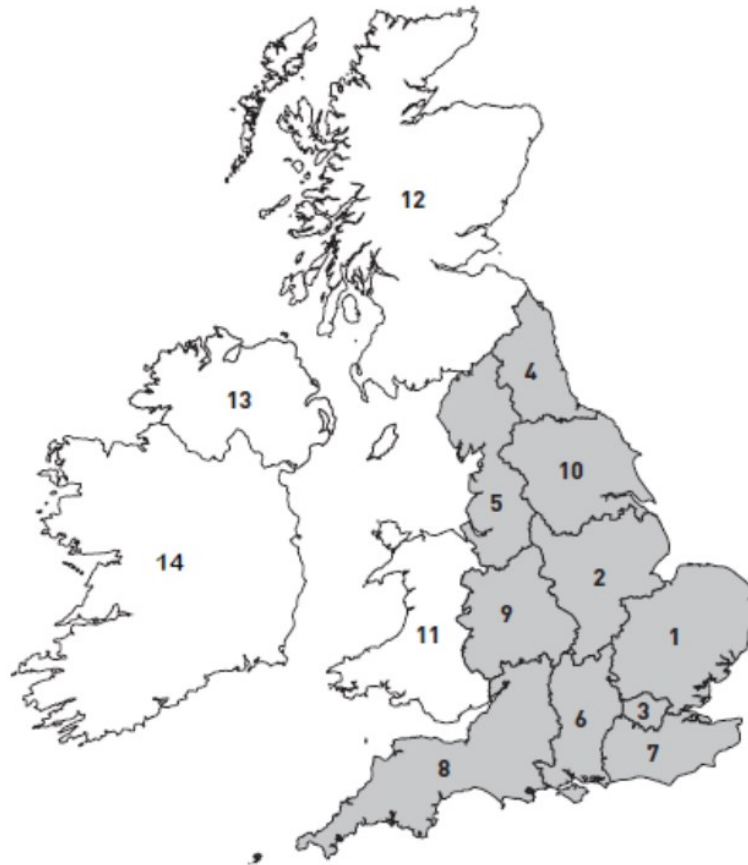
President

British Association of Plastic Reconstructive and Aesthetic Surgeons  
2016

## 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 2015.

The information enclosed is based on 558 Consultants, 55 Locum Consultants, 181 Specialty Doctors and 496 Trainees (Foundation years and specialty surgical training years) based in 69 plastic surgery units (61 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    |

## 2015 WORKFORCE LINKPERSONS

<b>East Midlands</b>	Kettering General Hospital	Thangasamy Sankar
	Leicester Royal Infirmary	Matt Smith
	Northampton General Hospital	Michael McKiernan
	Nottingham University Hospital	Anna Raurell
	Royal Derby Hospital/Pulvertaft Hand Centre	Peter Russell
<b>East of England</b>	Addenbrookes Hospital	Sarah Louise Benyon
	St Andrews Centre, Broomfield Hospital	Matthew Griffiths
	Hinchingbrooke Hospital	Tony Barabas
	The Lister Hospital	Fred Schreuder
	Norfolk & Norwich University Hospital	Elaine Sassoon
	West Suffolk Hospital	Andrew Snelling
<b>Northern Ireland</b>	Royal Victoria Hospital/Ulster Hospital	Chris Hill
<b>London</b>	Barts & The London NHS Trust	Raj Ragoowansi
	Charing Cross Hospital	Abhilash Jain
	Chelsea & Westminster Hospital	Richard Young
	Great Ormond Street Hospital	Neil Bulstrode
	Guy's & St Thomas Hospital	Mark Ho-Asjoe
	Royal Free Hospital	Bran Sivakumar
	Royal Marsden Hospital	Kelvin Ramsey
	St George's Hospital	Sonja Cerovac
<b>North East</b>	Royal Victoria Infirmary	Sarah Pape
	University Hospital of North Durham	Tom Collin
	Wansbeck General Hospital	Neil McLean
<b>North West</b>	Alderhey Children's Hospital	Sian Falder
	Christie NHS Foundation Trust	David Mowatt
	Royal Preston Hospital	S Srinivasan Iyer
	The Countess of Chester Hospital	Fahmy Fahmy
	Whiston Hospital	David Bell
	Wythenshawe Hospital/Royal Manchester Childrens Hospital	Kaushik Chakrabarty
<b>Scotland</b>	St John's Hospital at Howden/Royal Hospital for Sick Children	William Anderson
	Aberdeen Royal Infirmary	Ivan Depasquale
	Forth Valley Royal Hospital	Richard Clark
	Glasgow Royal Infirmary	Iain Mackay
	Ninewells Hospital	Fiona Hogg
<b>South Central</b>	Frimley Health NHS Foundation Trust	Rajan Uppal
	John Radcliffe Hospital	David Coleman
	Mountbatten	Nicholas Bennett
	Stoke Mandeville Hospital	Michael Tyler
<b>South East Coast</b>	Queen Victoria Hospital	John Boorman

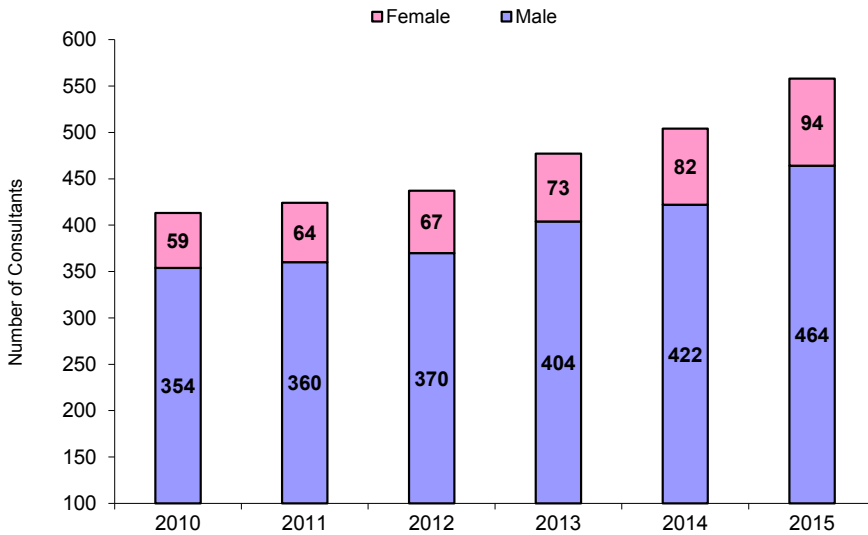
## 2015 WORKFORCE LINKPERSONS (con't)

<b>South West</b>	Derriford Hospital	Antony Fitton
	Southmead Hospital	Sherif Wilson
	Odstock Ctr for Burns, Plastic & Maxillofacial	Gavin McCoubrey
	Royal Devon & Exeter Healthcare NHS Trust	David Oliver
<b>Wales</b>	Morriston Hospital	Ian Josty
<b>West Midlands</b>	Birmingham Children's Hospital	Hiroshi Nishikawa
	Queen Elizabeth Hospital Birmingham	Garth Titley
	Russells Hall Hospital	Simon Wharton
	Sandwell Healthcare NHS Trust/City Hospital	Guy Sterne
	University Hospital Coventry & Warwickshire	Tigi Eltigani
	University Hospital North Staffordshire	Wayne Jaffe
<b>Yorkshire &amp; The Humber</b>	Bradford Royal Infirmary	David Watt
	Castle Hill Hospital	Alastair Platt
	James Cook University Hospital	Chris Dunkin
	Leeds General Infirmary	Daniel Thornton
	New Pinderfields Hospital	Alan Phipps
	Royal Hallamshire/Northern General Hospital	David Lam
<b>Republic of Ireland</b>		
<b>Cork</b>	Cork University Hospital	Jason Kelly
<b>Dublin</b>	St James Hospital	Patricia Eadie
	Our Lady's Hospital for Sick Children	Patricia Eadie
	Mater Misericordiae University Hospital	Kevin Cronin
	The Children's University Hospital	Kevin Cronin
	Beaumont Hospital	Brian Kneafsey
	St Vincent's University Hospital	Sean Carroll
<b>Galway</b>	University College Hospital	Jack Kelly

We would like to thank all the 2015 Workforce Linkpersons. Without their assistance, this survey would not be possible.

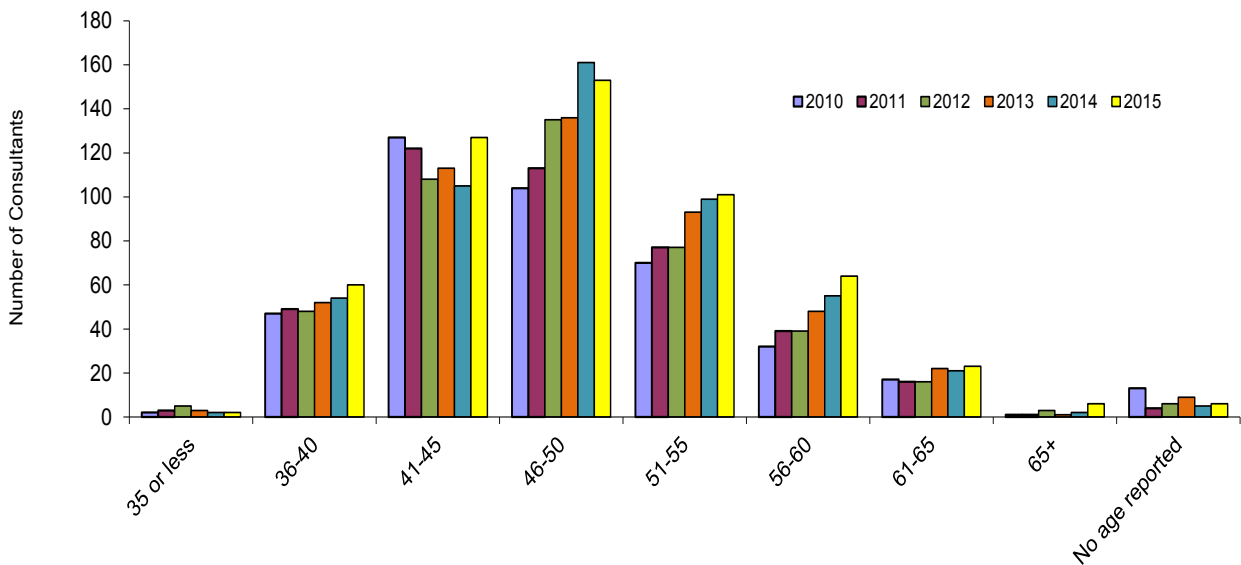
# CONSULTANTS

## GENDER BREAKDOWN (Headcount)



- 2015 represents a total of 558 Consultants of which 531 are from the UK and 27 are from ROI.
- 17% of 2015 Workforce is female.
- The Republic of Ireland include 23 Males and 4 Females This is an increase of 4 posts from 2014.
- The overall number of UK consultants has increased by 8% (46 posts) from 2014.

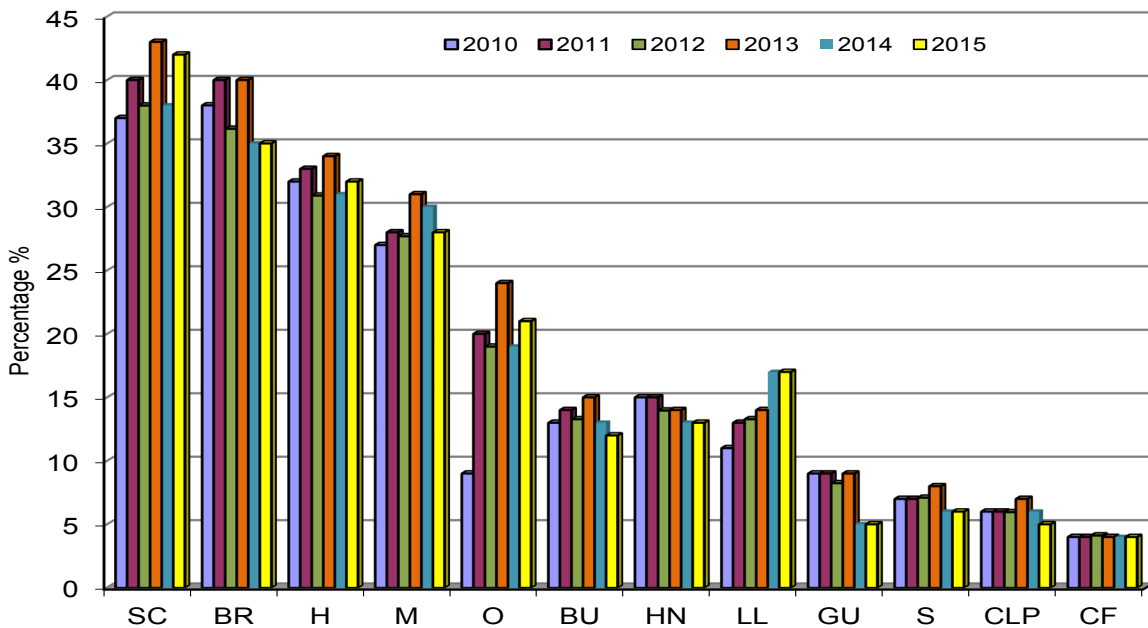
## AGE ANALYSIS



- For the fourth year in a row the 46-50 age bracket continues to have the greatest number of consultants (28%), followed by the 41-45 age bracket (23%).
- The number of 65+ has increased by 4 consultants from 2014.

## CONSULTANT SUB-SPECIALTIES

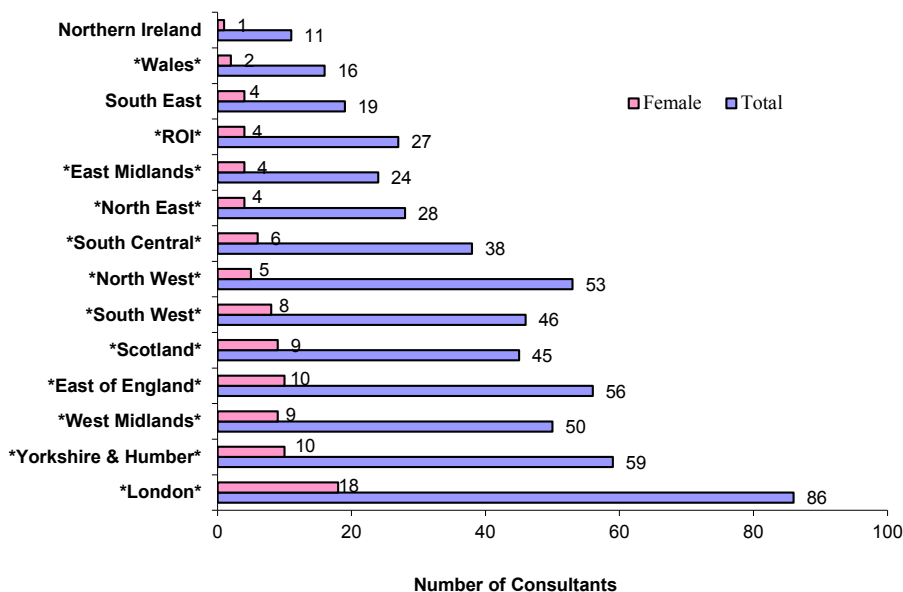
(By Percentage)



**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.
- For the fourth year in a row Skin Cancer remains the most reported subspecialty interest followed by Breast.
- 'Other' includes interests in laser surgery, facial palsy, ear reconstruction, paediatrics, vascular malformations, perineal, cosmetic, body contouring, pelvioncology, brachial plexus, maxiofacial and nerves.

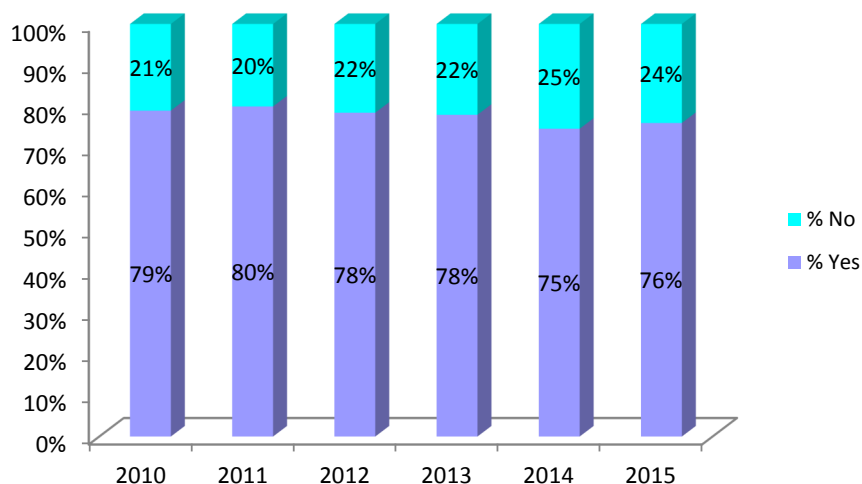
## GEOGRAPHICAL DISTRIBUTION OF SUBSTANTIVE CONSULTANT POSTS



During 2015 the geographical distribution of substantive consultant posts increased in the majority of regions from 2014 (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.

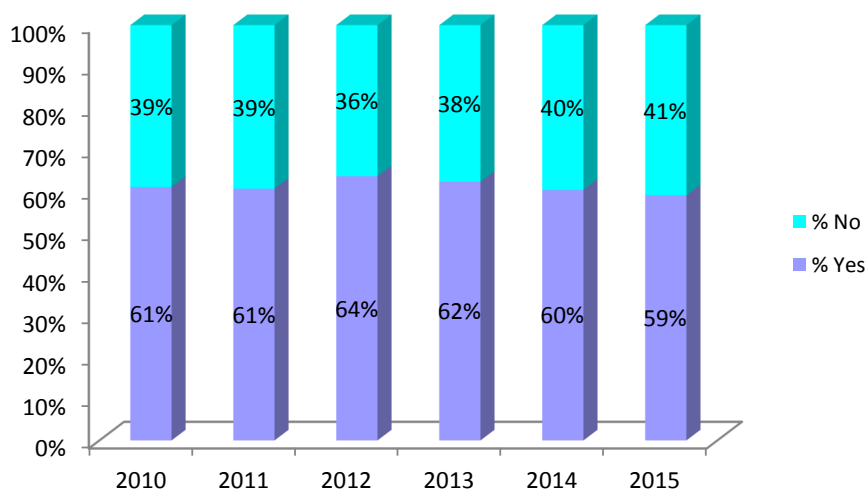
## CONSULTANTS UNDERTAKING PRIVATE PRACTICE



**i** The number of consultants undertaking private practice has remained constant.

2013/14 /15 includes ROI

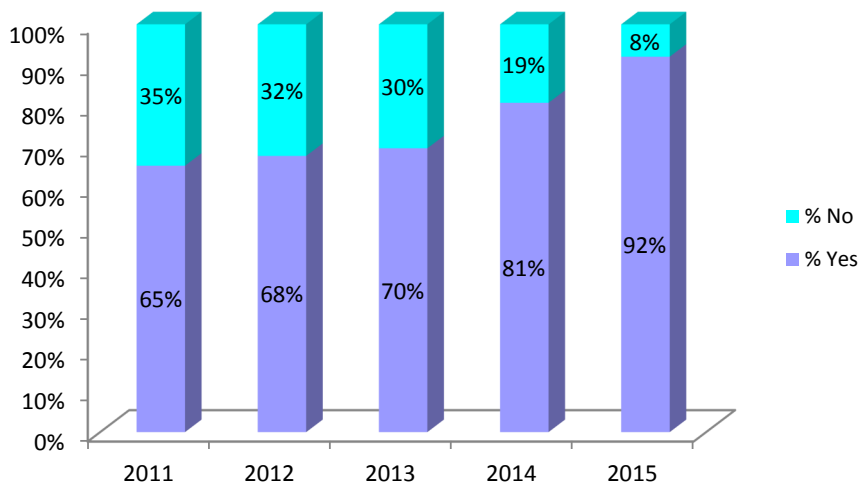
## CONSULTANTS ACTING AS ASSIGNED EDUCATIONAL SUPERVISORS



**i** The number of consultants acting as Assigned Educational Supervisors has remained constant from 2014.

2014 /15 includes ROI

## CONSULTANTS ACTING AS CLINICAL SUPERVISORS

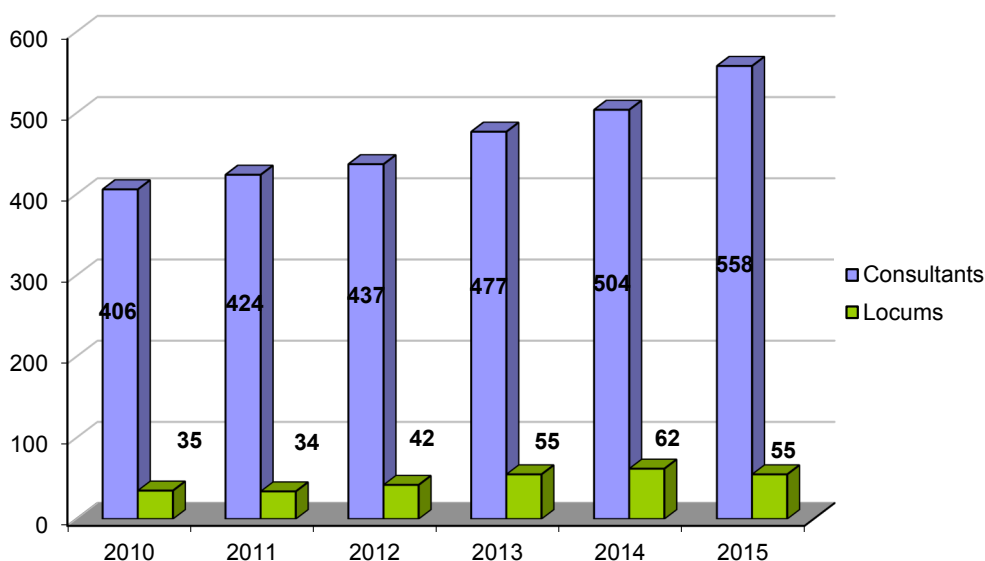


**i** The number of consultants acting as Clinical Supervisors has increased substantially from 2013 (22% increase). This is a 27% increase since 2011.

2014/15 includes ROI



## CONSULTANTS AND LOCUMS



- The number of UK Locum posts in plastic surgery for 2015 decreased by 1 post
- The number of UK Consultant posts in plastic surgery for 2015 increased by 8% (46 posts)
- 2015 includes 27 consultants and 2 locum posts from ROI

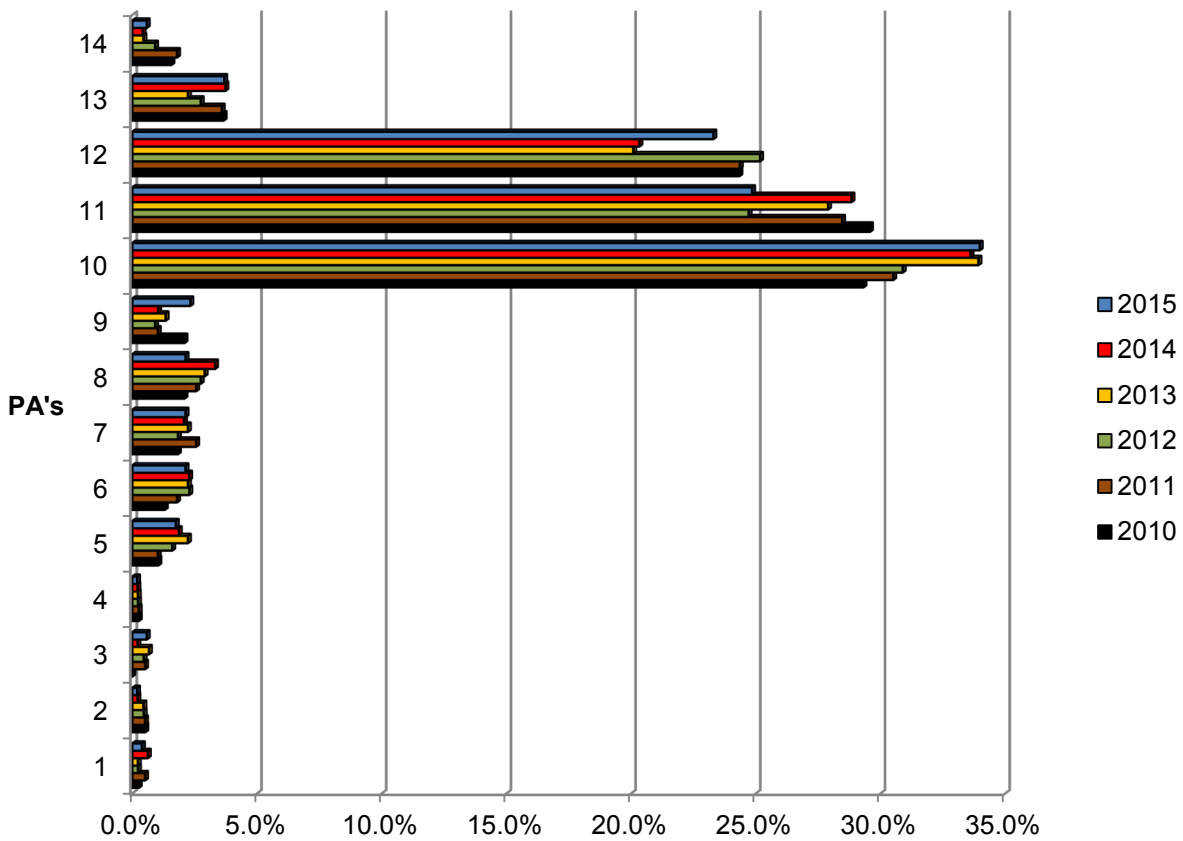
## SUBSTANTIVE AND LOCUM POSTS

(By Region)

Region	Substantive		Vacancies		NHS		Academic		Military		Locum	
	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015
London	79	85	2	3	74	82	2	2	1	1	13	11
Yorkshire & Humber	54	58	0	1	54	58	0	0	0	0	7	5
East of England	48	56	0	3	48	56	0	0	0	0	3	9
Scotland	44	46	1	1	43	46	0	0	0	0	2.6	2
West Midlands	49	50	0	0	45	47	0	0	4	3	3	4
South West	41	44	0	1	39	42	0	0	2	2	8	7
North West	42	53	2	0	40	51	0	2	0	0	9	3
South Central	34	38	0	0	28	32	2	2	4	4	6	4
North East	27	28	1	0	25	28	0	0	0	0	1	1
South East	19	19	0	0	18	19	0	0	1	0	1	1
East Midlands	22	23	0	0	22	23	0	0	0	0	3	5
Wales	15	16	0	1	14	15	1	1	0	0	0	0
Northern Ireland	11	11	0	0	11	11	0	0	0	0	0	0
Republic of Ireland	24	27	2	2	N/A	N/A	0	0	0	0	6	2

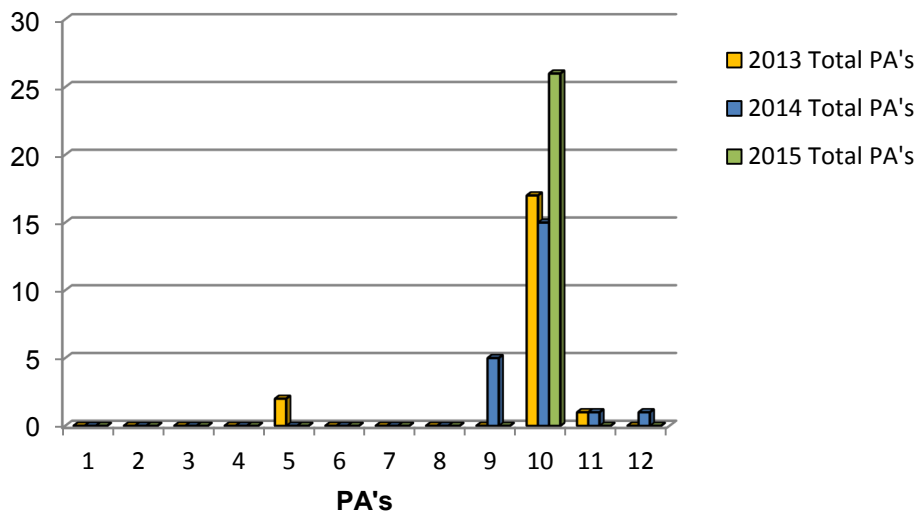
- Substantive posts include NHS, Academic, Military and vacant posts
- Of the 13 UK regions, 11 regions increased their number of substantive posts and the balance remained constant with the previous year.
- The ROI has increased their number of substantive posts by 3 posts.

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



- i** The number of consultants working 10 PA's has remained consistent over 2015
- The number of consultants working 11 PA's decreased by 4% from 2014.
- The number of consultants working 12PA's increased by 3% from 2014.

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



- i** For 2015 All consultants reported working 10 PA's. (1 unknown)

## 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 2015	Additional FTE Consultants required 2014	Additional FTE Consultants required 2013	Additional FTE Consultants required 2012	Additional FTE Consultants required 2011
North West	89	55.3	34	46	49	31	32
Republic of Ireland	57	26	31	35	38	N/A	N/A
East Midlands	57	24.5	32	34	44	23	23
South East	52	19.6	32	32	32	21	22
London	103	80	23	30.5	36	12	11
East of England	73	53.7	19	24	38	9	13
West Midland	70	47.7	22	23	33	13	13
South West	66	44.1	22	23	26	12	12
Wales	38	17.5	20.5	21.5	21	16	16
Scotland	66	50.6	15	18	33	5	8
South Central	50	39.8	10	15	19	10	12
N. Ireland	23	11	12	12	12	6	6
Yorkshire & Humber	66	63.7	2	6	15	0	0
North East	32	28.9	3	5.5	9	1	3

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

## POPULATION RATIO PER REGION

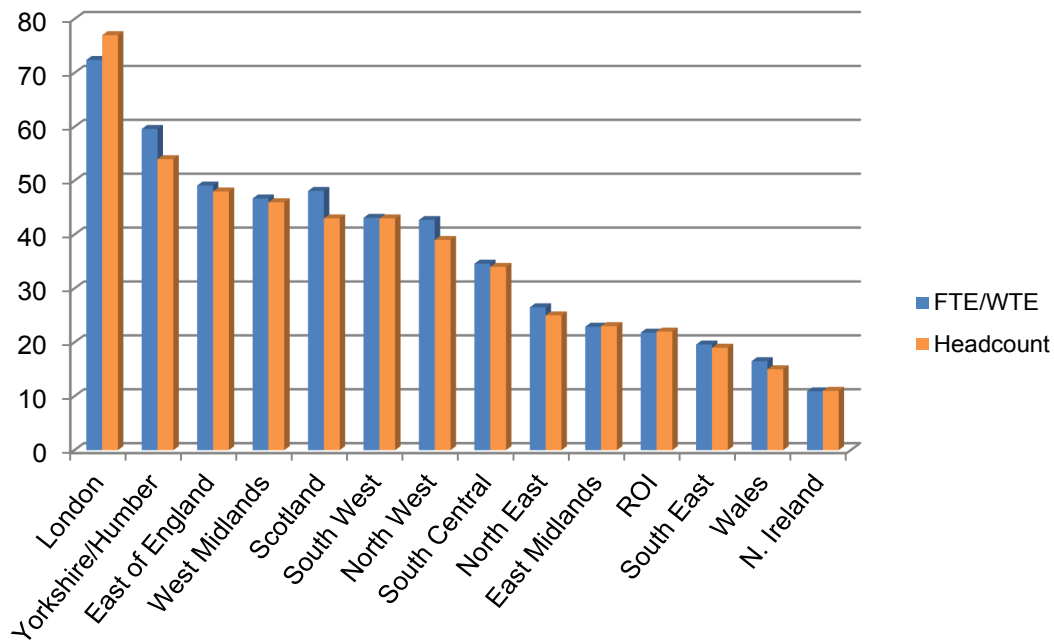
Region	Ratio 2015	Region	Ratio 2015	Region	Ratio 2015
<b>North West</b>	1:133,962	<b>East of England</b>	1:104,411	<b>South Central</b>	1:104,987
<b>ROI</b>	1:169,963	<b>West Midlands</b>	1:112,040	<b>N Ireland</b>	1:164,636
<b>East Midlands</b>	1:197,087	<b>South West</b>	1:120,205	<b>Yorkshire</b>	1:91,103
<b>South East</b>	1:220,418	<b>Wales</b>	1:191,500	<b>North East</b>	1:92,750
<b>London</b>	1:96,471	<b>Scotland</b>	1:115,109		



- *Population data based on results of 2011 Census*
- *Above does not include locums*
- *Charts do not take into account the fact that services to any one region may be provided by another region.*

## FULL TIME EQUIVALENTS

(By Region)



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
40	1	58	6	63	5
42	1	59	6	64	3
49	2	60	5	66	2
56	2	61	3	67	2
57	6	62	3	Unknown	1



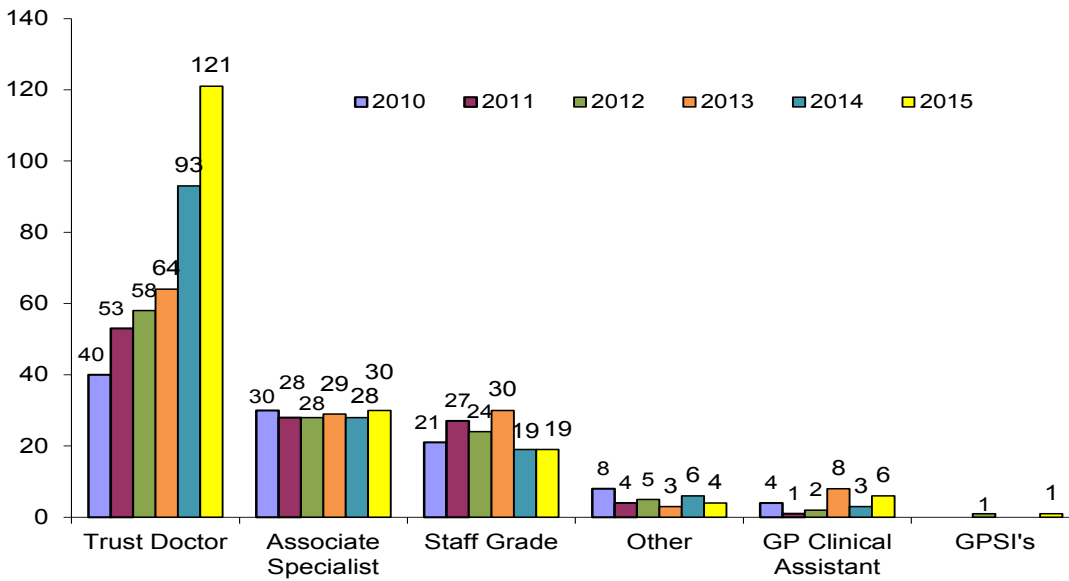
- Based on the workforce survey responses, 48 Consultants anticipate retiring in the next five years. It is important to note that there was no obligation to answer this question.
- 20 of these consultants are currently working on a part time basis within their Trusts.
- 2 have made it known they are retiring in 2016.

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

2015— 37 Consultants  
2016— 45 Consultants  
2017— 57 Consultants

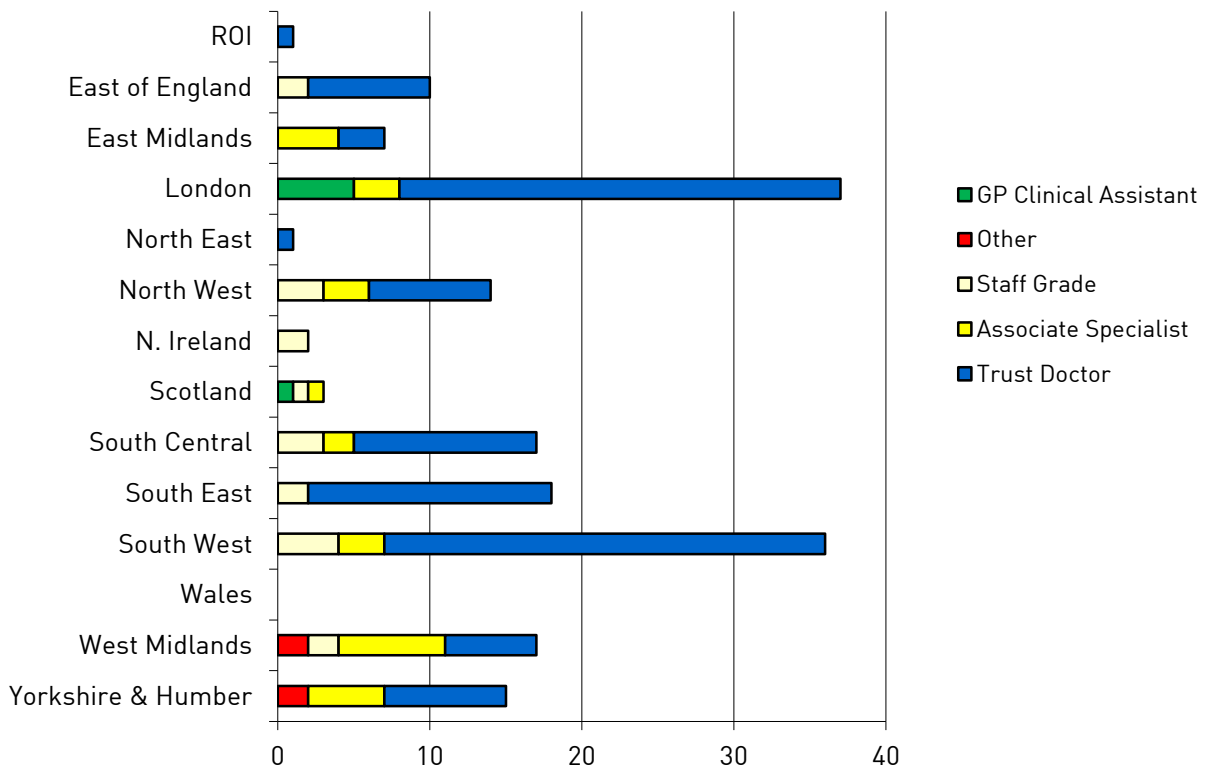
2018— 72 Consultants  
2019— 93 Consultants

## SPECIALTY DOCTORS (By Category)

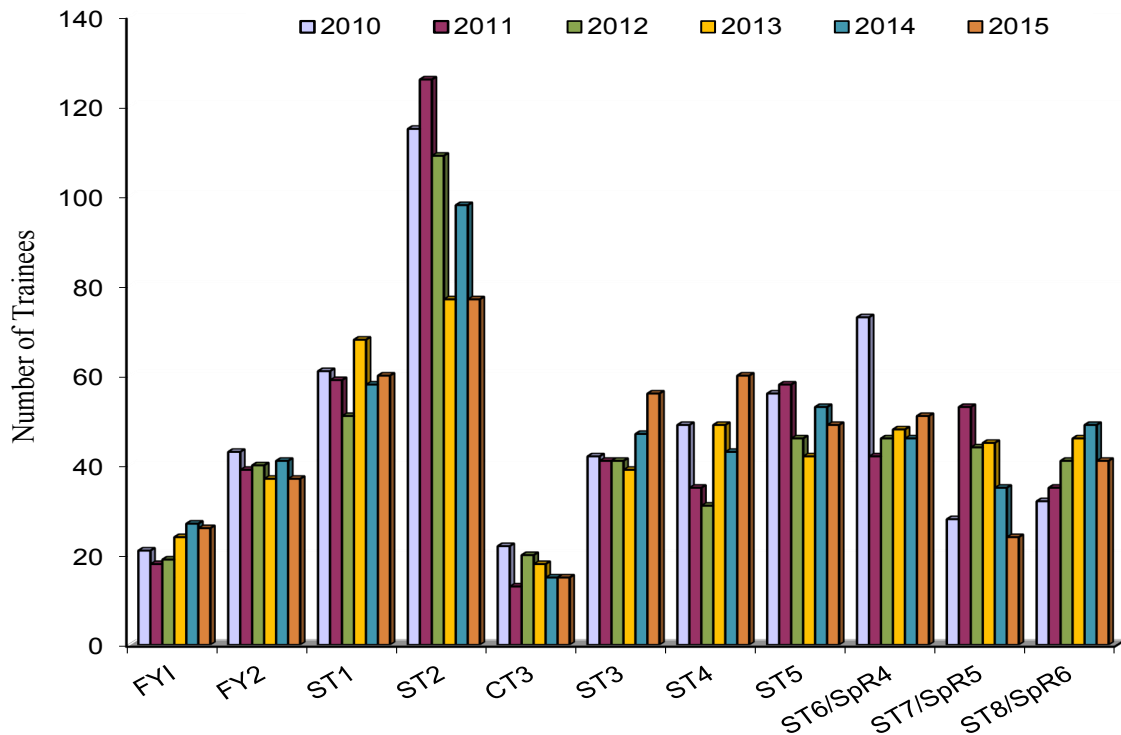


- *The number of Specialty Doctors has increased from 149 to 181 in 2015. This represents an Increase of 21% and an increase of 43% since 2010.*
- *Vacancies during 2015: Trust Doctor 11; GP Clinical Asst 3; Staff Grade 2 and Other 2.*
- *One Associate Specialist is working Part Time.*
- *Above figures include 1 Trust Doctor from Republic of Ireland*
- *'Other' includes: Trust Reg Locum*

## SPECIALTY DOCTORS (By Region)



# TRAINEES



- The number of trainees in 2015 decreased by 16 trainee posts since 2014. Partly due to no training numbers being submitted from Royal Victoria Infirmary (18 reported from 2014)
- One hospital reported using General Surgical Trainees instead of Plastic Surgery Trainees and another hospital reported 'promised trainees from another region but have not appeared/not expected'.

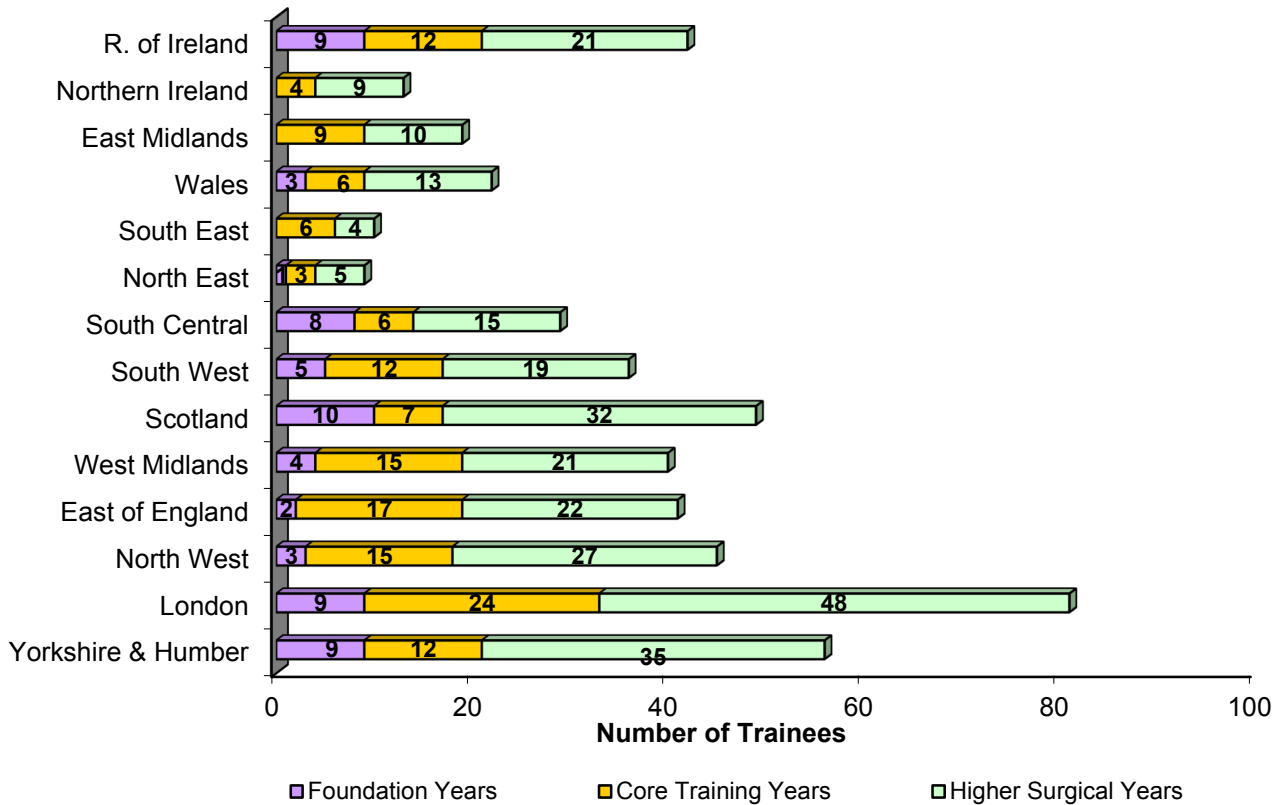
## TRAINEE VACANCIES

ST1		ST2		ST4		ST5		ST8	
Vacancy	Vacancy Duration	Vacancy	Vacancy Duration	Vacancy	Vacancy Duration	Vacancy	Vacancy Duration	Vacancy	Vacancy Duration
1	Ongoing	1	8 months	1	4 months	1	2 months	1	3 months
1	1 month	1	6 months	2	6 months	3	Ongoing		
3	6 months								



This year's survey tracked the number of trainee vacancies and the length of time of each vacancy.

## BY REGION



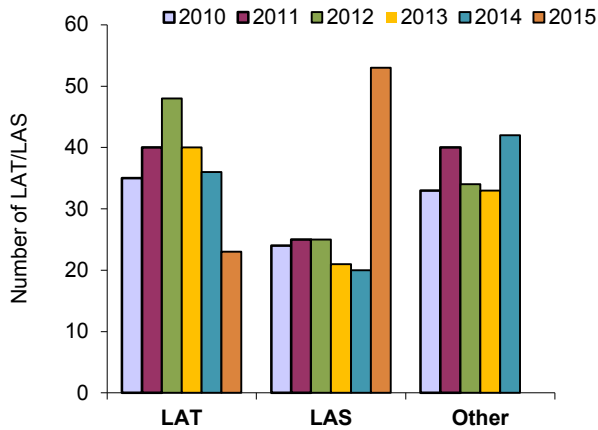
## PLASTIC SURGERY TRAINEES IN TIG POSTS

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	Plastic Trainees in Post in 2015
Breast Oncoplastics	3	0	2	0	3	3
Cleft Lip & Palate	0	1	1	1	1	2
Cosmetic Reconstructive	4	8	16	11	8	11
Hand	5	4	5	8	6	4
Head & Neck Oncology	1	0	1	1	1	1
Reconstructive Trauma Surgery	0	2	4	1	2	3
Therapeutic Use of Lasers			1	2	3	2
Mgmt of Skin Cancer (pilot)				3	3	3



TIG Post figures kindly provided by Plastic Surgery SAC

## TOTAL NUMBER OF LAT/LAS POSTS



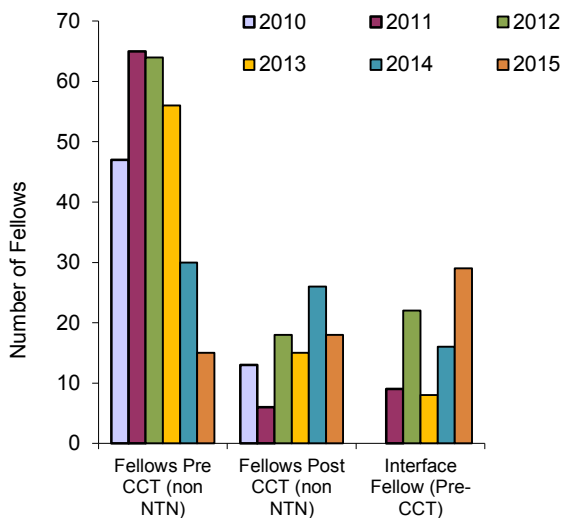
LAT = Locum Appointment for Training  
 LAS = Locum Appointment for Service

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



- For the third year in a row, LAT has decreased. This possibly due to HEE stating 'from the 2016 recruitment round there will be no LAT recruitment for England'
- LAS posts have increased by 33 posts from 2014.
- There were no 'Other' reported for 2015.
- One LAS post is vacant in 2015.

## TOTAL NUMBER OF FELLOWS



Since 2014:  
 Pre CCT (Non NTN) -decreased by 50%  
 Post CCT (non NTN) -decreased by 31%  
 Interface Fellows (Pre CCT) have increased by 45%



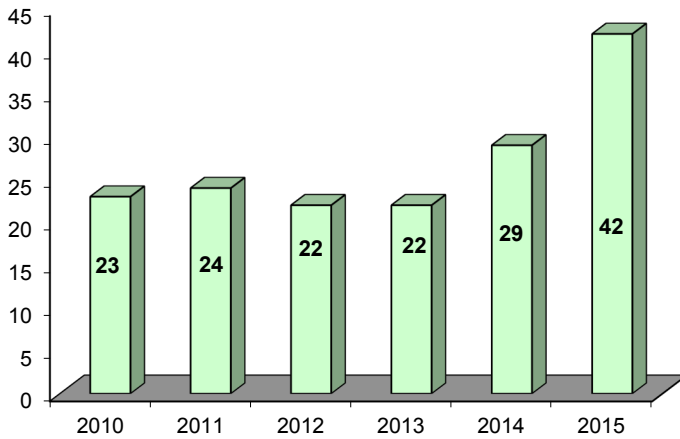
2015 Non NTN Pre-CCT Fellows include:  
 Oncoplastic Breast, Hand, Ortho Trainee, ENT Trainee and Laser.

2015 Non NTN Post-CCT Fellows include:  
 Breast Surgeon, Hand, Skin and Research Fellow

2015 Interface Fellows Pre-CCT include:  
 Head & Neck, Hand, Oncoplastic Breast, Burns, Cranofacial, Research and Skin Cancer

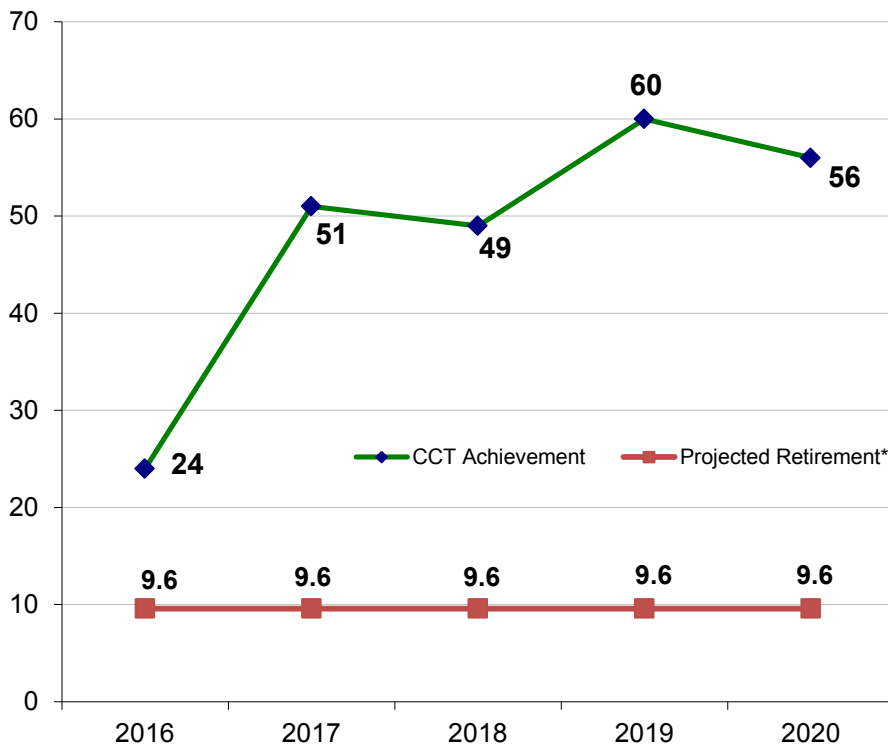


## TOTAL NUMBER OF SURGICAL CARE PRACTITIONERS



- This represents Surgical Care Practitioners and Surgical Nurse Practitioners that are allowed to operate or suture
- 2015 had an increase of 45% whereas all other years were fairly constant.
- There are no Surgical Care Practitioners in ROI, East Midlands, N Ireland, South East or Wales.

## WHERE WILL A TRAINEE GET A CONSULTANT JOB?

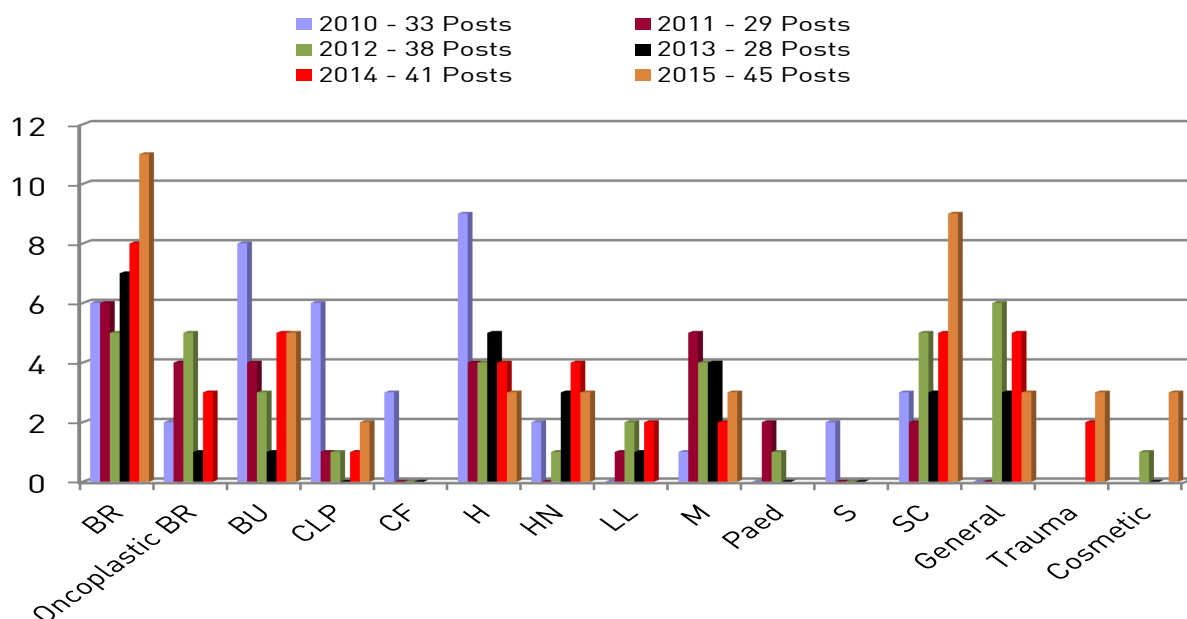


\*Projected retirement based on replies from 2015 Workforce Survey (48 retirements over next five years)



- Based on information provided by JCST: in 2015, 40 trainees in the UK and 2 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

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

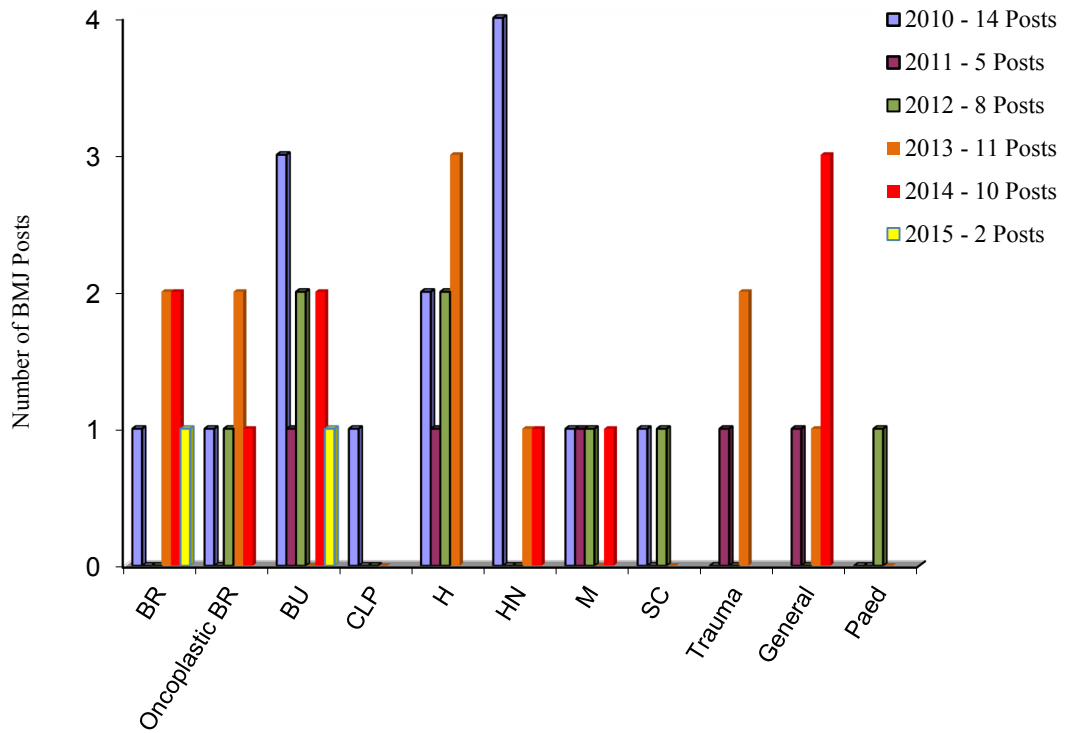
91% were newly created posts; 9% were replacement posts.

Only 9% (4 posts) were part time.

### 2016

Based on 2015 survey responses, there are 58 posts (53 in UK and 5 in ROI) that are likely to be advertised and 29 posts (27 in UK and 2 in ROI) that will be advertised during 2016.

## 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.

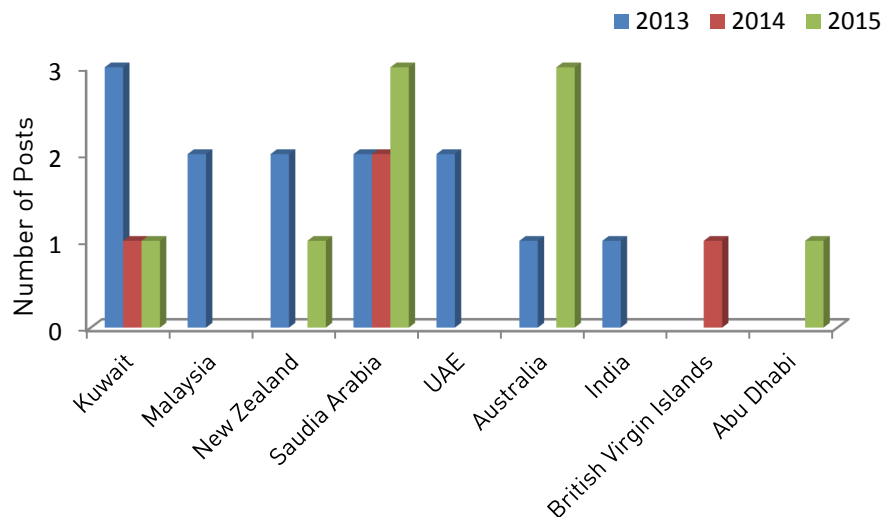
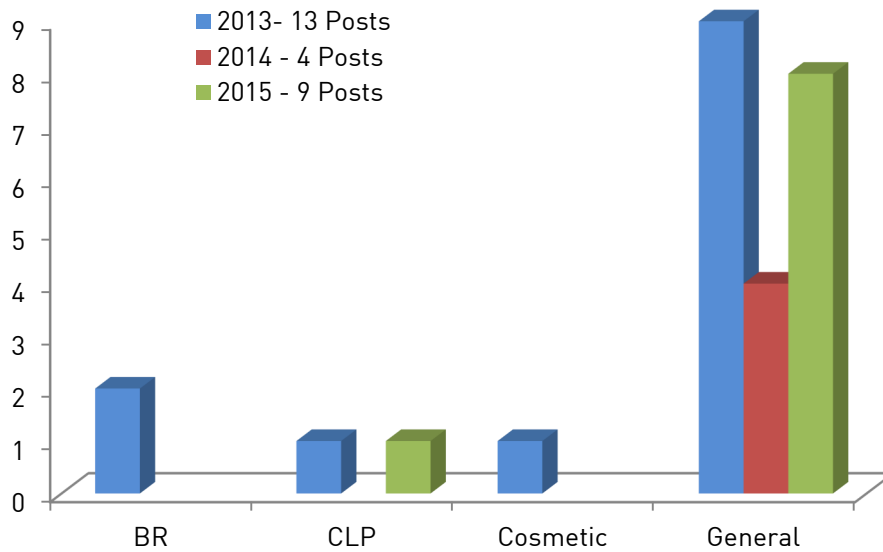
### 2014

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.

### 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.

## 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

### 2015

Number of International Consultant Plastic Surgeon posts more than doubled from 2014. 22% of the posts were for a time period of 2 years and 78% were full time posts

# 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 2015

Hospital Name		Link person	
Region		Tel	
Clinical Director		Mobile	
Clinical Director Email		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 2015			
How many new consultant posts will be advertised in 2016?			
How many new consultant post are likely to be advertised in 2016?			

Speciality Doctor	Total	Total PA's	Any Vacant?
Staff Grade			
Associate Specialist			
Trust Dr (reg equivalent/SHD)			
GP Clinical Assistant			
GP's			
Other			

NOTES:

Only include NHS PA's

Consultant	Gender (M/F)	Year of Birth (yyyy)	New Contract Total NHS PA's	Old Contract Contract type? (1=MT, 2=F)	Assigned Educational Supervisor?	Clinical Supervisor Yes or No	Private Practice? Yes or No	Sub-Speciality Interest 1*	Sub-Speciality Interest 2*	Sub-Speciality Interest 3*	Is retirement planned in next 5 years?
1											
2											
3											
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20											
21											
22											
23											

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

\*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

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 2015 changed very little from 2014. In 2015 the changes were:

- On Form A—A question was added if there were any vacancies with Specialty Doctor posts.
- On Form B—Questions were added placing more emphasis on gaining information on Trainee vacancies

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 2015

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 No. of posts	Number of Vacant/Unfilled	Notes: If vacant, how many months was it vacant?
FY1			
FY2			
ST1/CT1 or equivalent			
ST2/CT2 or equivalent			
CT3			

Higher Surgical Trainees with National Training Number			
	Total number	Number Vacant	Notes: If vacant, how many months was it vacant?
ST3 or equivalent			
ST4 or equivalent			
ST5 or equivalent			
ST6 or equivalent			
ST7 or equivalent			
ST8 or equivalent			
SpR4/SpR5/SpR6			
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 number	Notes - please indicate whether from another Specialty
Interface fellows -Pre CCT		
Other fellows (non-NTN)		
Pre-CCT		
Post-CCT		

Surgical care practitioner / Surgical nurse practitioner (allowed to operate or suture)		
	Total number	Notes - please indicate if any vacancies
SCP / SNP		

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

Last year our President told our trainees the “future looks bright” and that has proven to be the case this year with a further 8% expansion of the number of consultants in the UK, with a total increase of 54 posts across the UK and Republic of Ireland (558 in total). This has followed the continued trend since the survey began 6 years ago. We have seen an increase in the number of units from 66 to 69.

Overall we are nearer the 1:80 000 ratio of Plastic Surgeon to population agreed with Health Education England but there is still great variation over the UK and ROI. The UK ratio from 2014 was 1:129,483 and the UK ratio for 2015 is 1:118,266.

The number of vacancies for consultant posts is low, with those achieving their CCT being appointed into posts. The percentage of locum consultant posts has reduced (12% in 2014 to 10% in 2015) indicating Trusts have more financial confidence to appoint substantive positions.

Over the next few years we must ensure the future is still bright for those recently appointed and established consultants. As consultants the vast majority of us are working full time. (Those consultants working less than 10 PA's is 12%.) Of concern 52% of us are working over 10 PA's and in 2018 ninety nine of us will be over 60 years old.

We have 281 specialist trainees producing 40 CCT's each year. The recruitment into the surgical specialties is poor at present with the ratio of applicants to posts at Core Trainee level 1.5 : 1 and at Specialist Trainee level for Plastic Surgery only 2.2 : 1. Over the year numerous units have reported problems recruiting into the old SHO grade posts and locum registrar posts. Based on this our linkpersons kindly completed further questions for us. Surprisingly this has shown only 14 vacancies in ST1 – ST8 level in 2015.

We need to review this carefully; the ratio for applicants to surgical posts needs to be addressed to ensure quality candidates are encouraged into the specialty. Fortunately Plastic Surgery is taking a higher and higher profile in medical schools. We must encourage those students showing an interest in the specialty, offering electives, special study modules and support the BAPRAS student body.

With these young people on board we can ensure the future remains bright and sustainable.

My final words are to thank Sharon Ross of the BAPRAS Secretariat for all the work she has put in to workforce data and the Linkpersons. A 100% completion and return rate for 6 years is outstanding, many thanks.

**Richard Haywood**

Chairman -Workforce Planning Group 2015

