

2016
PLASTIC SURGERY
WORKFORCE
UK and Republic of Ireland

Profile and Analysis



BAPRAS

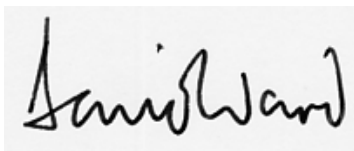
British Association of Plastic
Reconstructive and Aesthetic Surgeons

FOREWORD

I am very grateful to everyone concerned in producing this valuable report, and in particular Richard Haywood and Sharon Ross. Yet again we have a 100% response rate, a tribute to everyone's hard work in determining all the numbers.

The expansion in consultant posts despite the dire financial state of the NHS confirms the value of plastic and reconstructive surgery to patients. This has been shown particularly in the specialty's role in treating patients after recent tragic trauma events.

Despite a worrying national fall in the number of recently qualified doctors interested in a career in surgery, it is very encouraging that plastic surgery continues to attract excellent trainees. Plastic surgery is the second most popular surgical specialty for women, a welcome and pleasing position - I hope we will become the most popular soon. All the incoming trainees are keen and very bright, and these attributes bode well for developing and improving care of our patients in the future. They, and our patients, have a good future ahead.

A handwritten signature in black ink on a light grey rectangular background. The signature reads "David Ward" in a cursive, slightly slanted script.

David Ward

President

British Association of Plastic Reconstructive and Aesthetic Surgeons

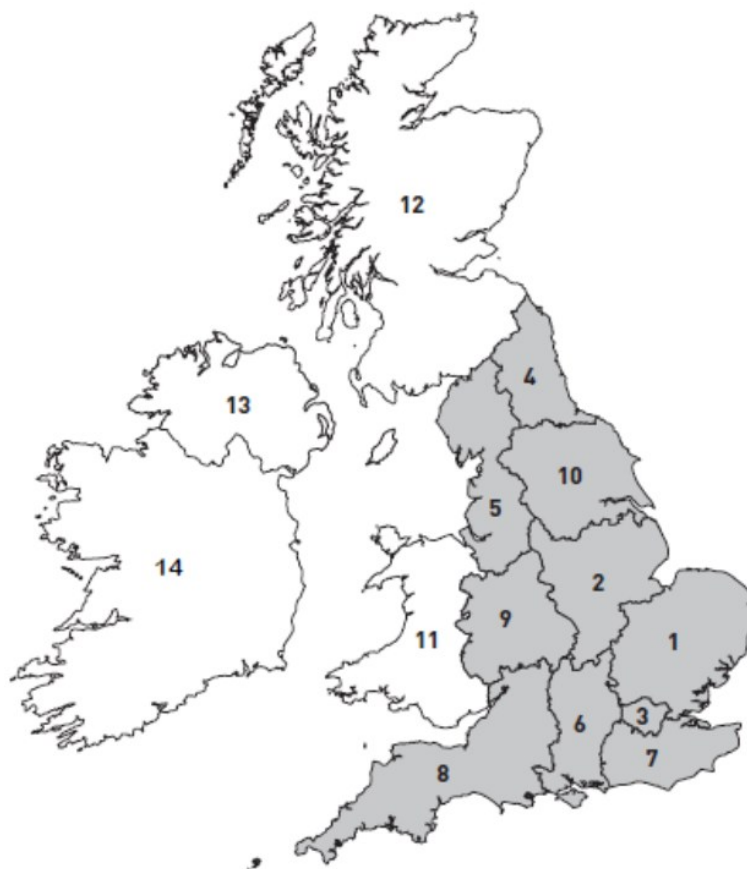
2017 – 2018

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 2016.

The information enclosed is based on 578 Consultants, 55 Locum Consultants, 212 Specialty Doctors and 498 Trainees (Foundation years and specialty surgical training years) based in 69 plastic surgery units (61 units in UK, 8 units in Republic of Ireland).

It is important to note that in all previous years, James Cook University Hospitals' results were mistakenly included in Yorkshire and the Humber. This survey has corrected this and included their results in the North East.



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 |

2016 WORKFORCE LINKPERSONS

| | | |
|-------------------------|---|---------------------|
| East Midlands | 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 |
| East of England | 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 | Antony Sillitoe |
| Northern Ireland | Royal Victoria Hospital/Ulster Hospital | Chris Hill |
| London | 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 |
| North East | James Cook University Hospital | Chris Dunkin |
| | Royal Victoria Infirmary | Peter Hodgkinson |
| | University Hospital of North Durham | Tom Collin |
| | Northumbria Healthcare NHS Trust | Jonathan Powell |
| North West | 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 |
| Scotland | 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 |
| South Central | Frimley Health NHS Foundation Trust | Rajan Uppal |
| | John Radcliffe Hospital | David Coleman |
| | Mountbatten | Nicholas Bennett |
| | Buckinghamshire Hospitals NHS Trust | Michael Tyler |
| South East Coast | Queen Victoria Hospital | John Boorman |

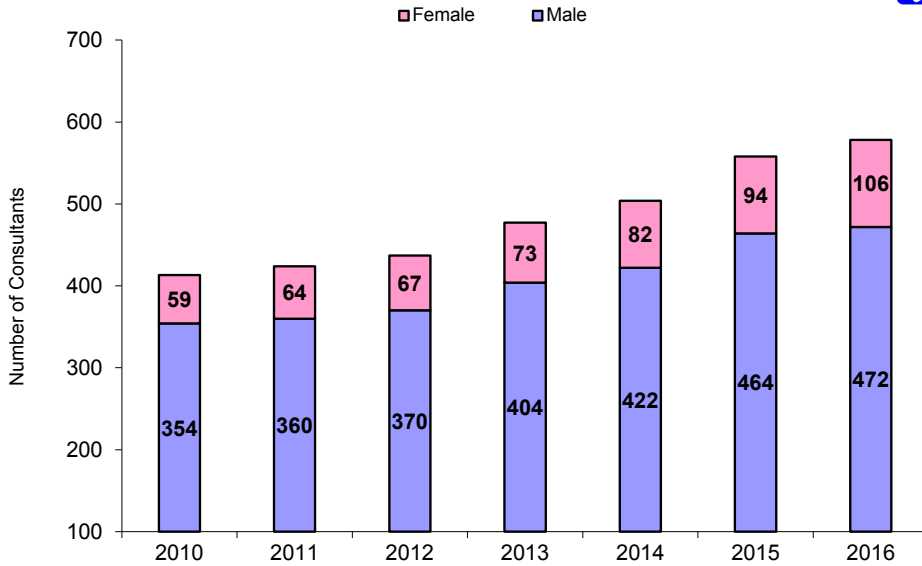
2016 WORKFORCE LINKPERSONS (con't)

| | | |
|-----------------------------------|--|-----------------|
| South West | Derriford Hospital | Antony Fitton |
| | Southmead Hospital | Sherif Wilson |
| | Odstock Ctr for Burns, Plastic & Maxillofacial/Salisbury | Gavin McCoubrey |
| | Royal Devon & Exeter Healthcare NHS Trust | David Oliver |
| Wales | Morrison Hospital | Ian Josty |
| West Midlands | Birmingham Children's Hospital | Bruce Richard |
| | Queen Elizabeth Hospital Birmingham | Garth Titley |
| | Russells Hall Hospital | Simon Wharton |
| | Sandwell Healthcare NHS Trust/City Hospital | Effie Katemaki |
| | University Hospital Coventry & Warwickshire | Tigi Eltigani |
| | University Hospital North Staffordshire | Wayne Jaffe |
| Yorkshire & The Humber | Bradford Royal Infirmary | David Watt |
| | Castle Hill Hospital | Alastair Platt |
| | Leeds General Infirmary | Daniel Thornton |
| | New Pinderfields Hospital | Alan Phipps |
| | Royal Hallamshire/Northern General Hospital | David Lam |
| 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 2016 Workforce Linkpersons. Without their assistance, this survey would not be possible.

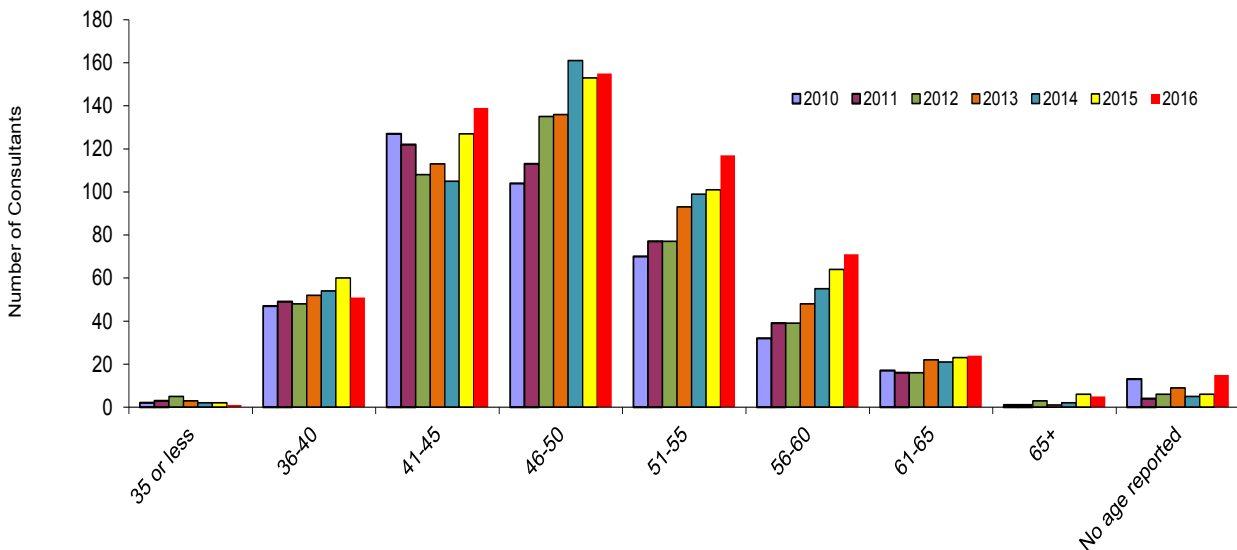
CONSULTANTS

GENDER BREAKDOWN (Headcount—Substantive Consultants)

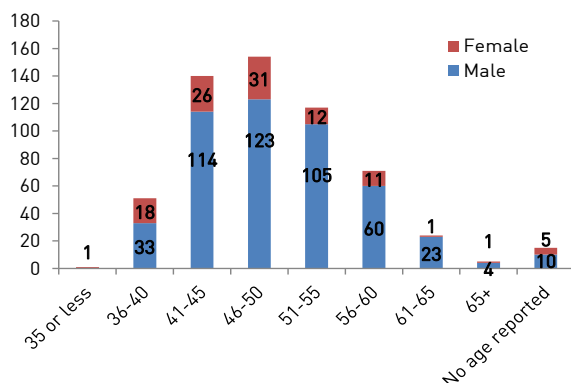


- 2016 represents a total of 578 substantive Consultants of which 548 are from the UK and 30 are from ROI.
- 18% of 2016 Workforce is female with 23% of 35-45 age group being female.
- The Republic of Ireland include 24 Males and 6 Females This is an increase of 3 posts from 2015.
- The overall number of UK substantive consultants has increased by 6% (33 posts) from 2015.

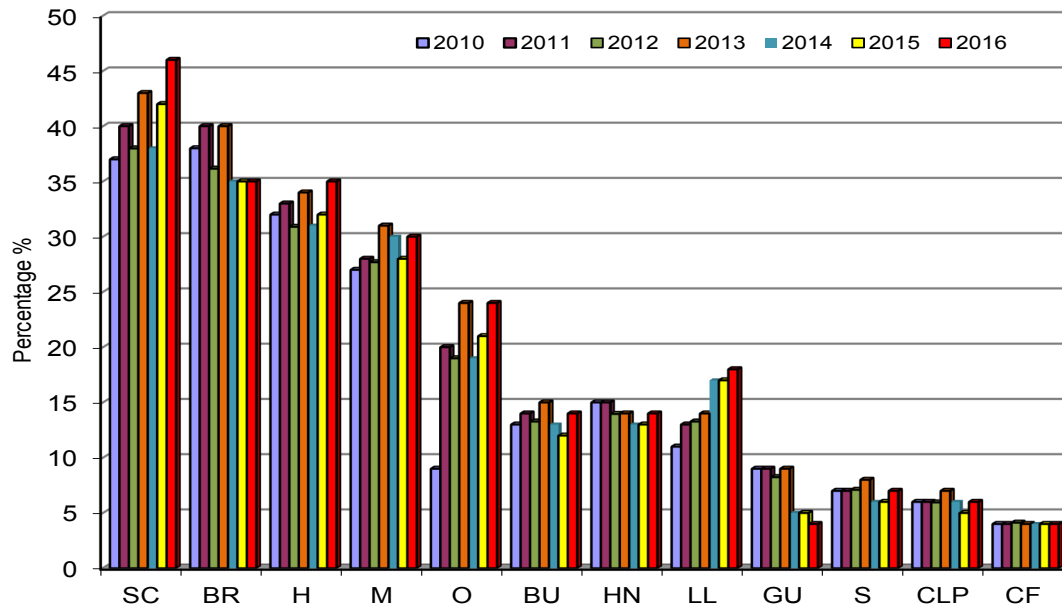
AGE ANALYSIS



For the fifth year in a row the 46-50 age bracket continues to have the greatest number of consultants (27%), followed by the 41-45 age bracket (24%) for both the United Kingdom and Republic of Ireland.



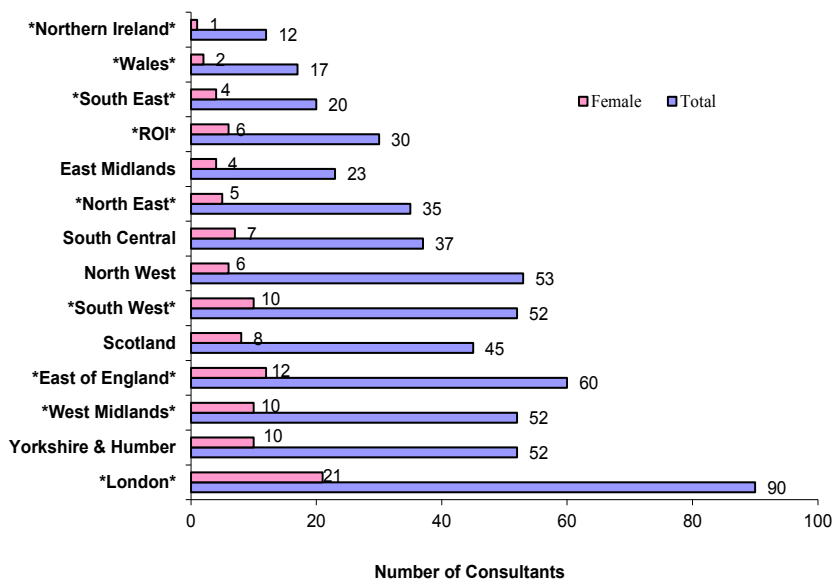
CONSULTANT SUB-SPECIALTIES (By Percentage)



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 fifth 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, scars, perineal, brachial plexus, maxiofacial and nerves.

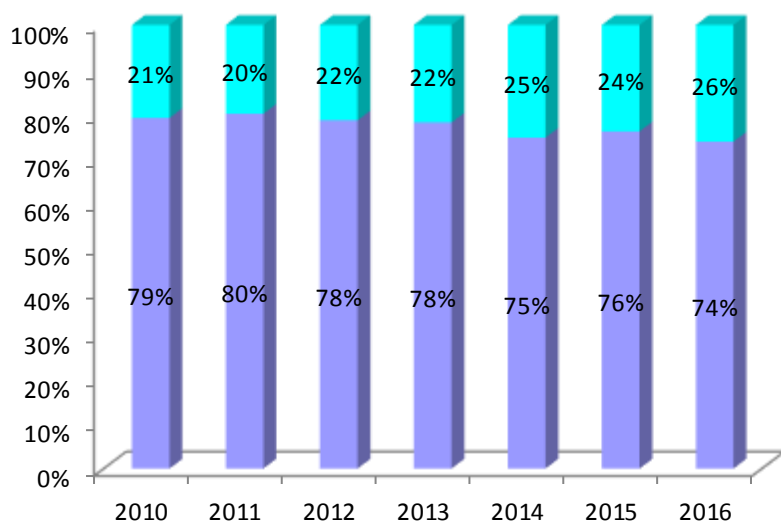
GEOGRAPHICAL DISTRIBUTION OF SUBSTANTIVE CONSULTANT POSTS



*During 2016 the geographical distribution of substantive consultant posts increased in the majority of regions from 2015 (indicated with *)*

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

CONSULTANTS UNDERTAKING PRIVATE PRACTICE

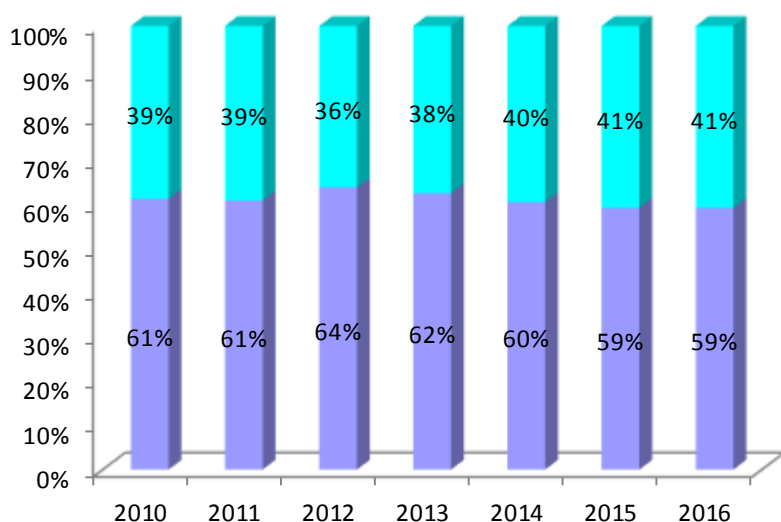


i The number of consultants undertaking private practice has fallen slightly from 2015.

2013/14 /15 /16 includes ROI

■ % No
■ % Yes

CONSULTANTS ACTING AS ASSIGNED EDUCATIONAL SUPERVISORS

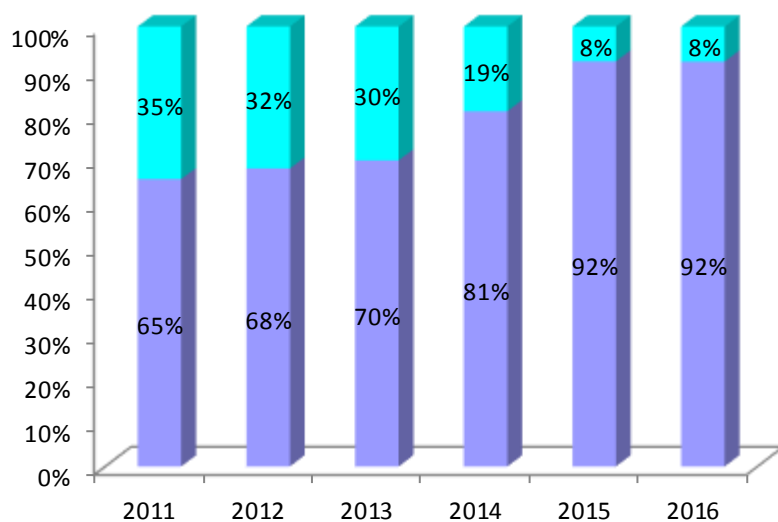


i The number of consultants acting as Assigned Educational Supervisors has remained unchanged from 2015.

2014 /15 /16 includes ROI

■ % No
■ % Yes

CONSULTANTS ACTING AS CLINICAL SUPERVISORS

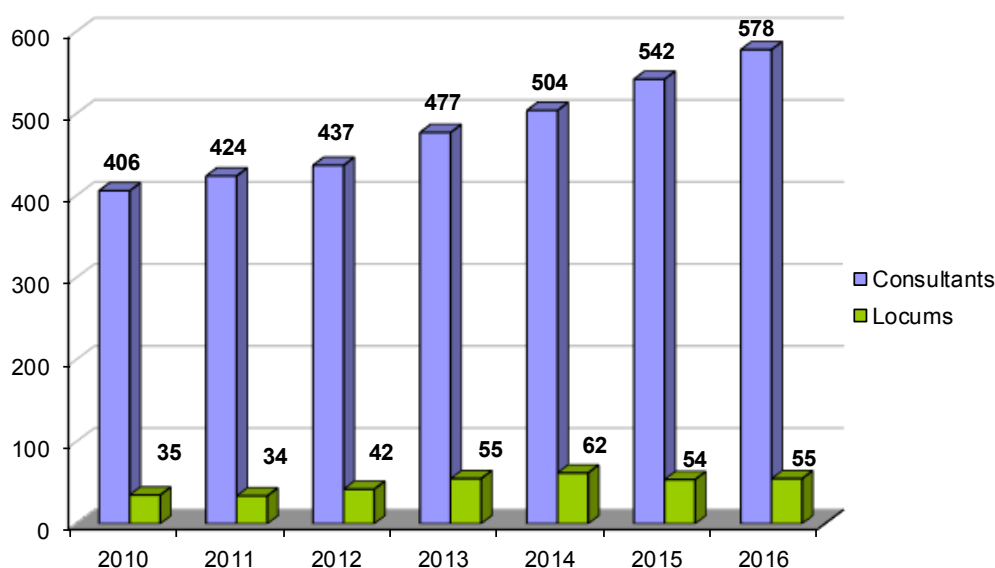



i The number of consultants acting as Clinical Supervisors has remained unchanged from 2015.

2014/15 /16 includes ROI

■ % No
■ % Yes

CONSULTANTS AND LOCUMS




-  The number of UK Locum posts in plastic surgery for 2016 increased by 3 posts
- The number of UK Consultant posts in plastic surgery for 2016 increased by 6% (37 posts)
- 2016 includes 30 consultants and 2 locum posts from ROI

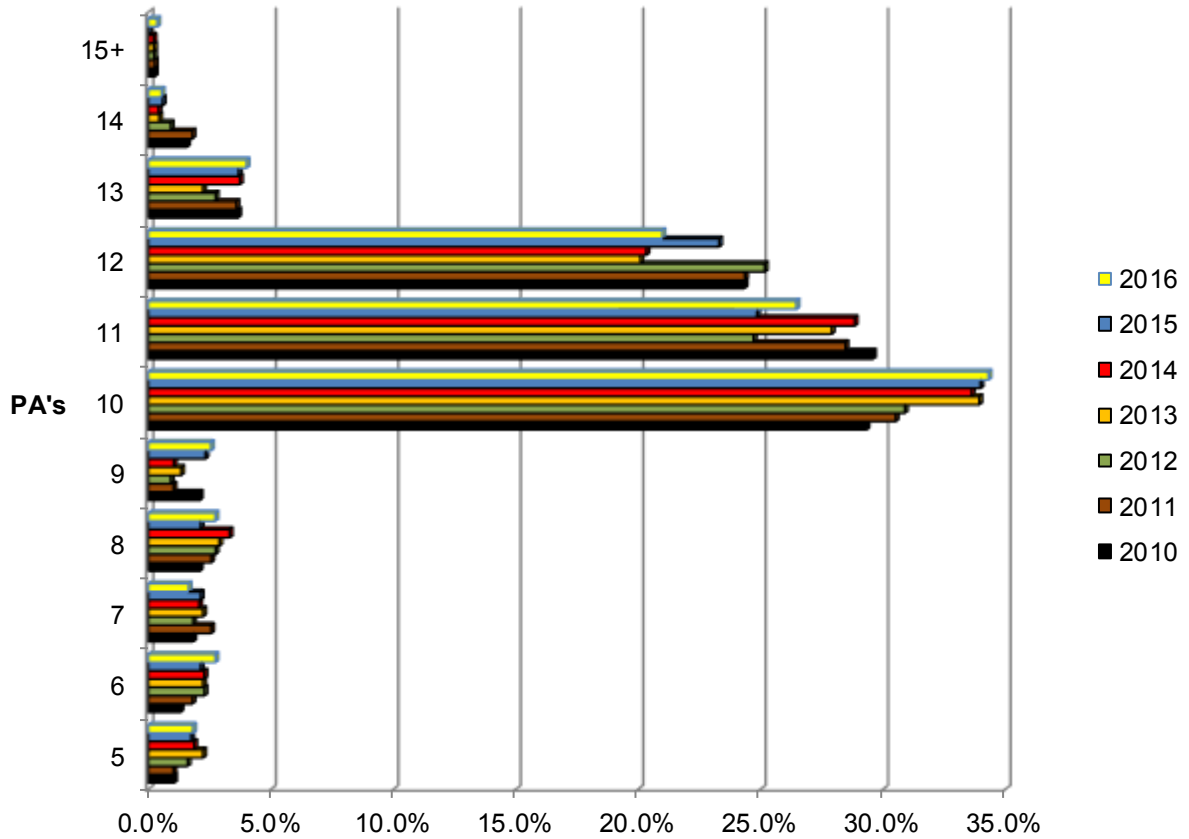
SUBSTANTIVE AND LOCUM POSTS

(By Region)

| Region | Substantive | | Vacancies | | NHS | | Academic | | Military | | Locum | |
|---------------------|-------------|------|-----------|------|------|------|----------|------|----------|------|-------|------|
| | 2015 | 2016 | 2015 | 2016 | 2015 | 2016 | 2015 | 2016 | 2015 | 2016 | 2015 | 2016 |
| London | 85 | 90 | 3 | 0 | 82 | 78 | 2 | 11 | 1 | 1 | 11 | 13 |
| Yorkshire & Humber | 58 | 52 | 1 | 1 | 58 | 52 | 0 | 0 | 0 | 0 | 5 | 6 |
| East of England | 56 | 60 | 3 | 0 | 56 | 60 | 0 | 0 | 0 | 0 | 9 | 5 |
| Scotland | 46 | 46 | 1 | 2 | 46 | 46 | 0 | 0 | 0 | 0 | 2 | 2 |
| West Midlands | 50 | 52 | 0 | 0 | 47 | 48 | 0 | 1 | 3 | 3 | 4 | 5 |
| South West | 44 | 52 | 1 | 0 | 42 | 50 | 0 | 0 | 2 | 2 | 7 | 4 |
| North West | 53 | 53 | 0 | 0 | 51 | 50 | 2 | 3 | 0 | 0 | 3 | 4 |
| South Central | 38 | 37 | 0 | 0 | 32 | 32 | 2 | 2 | 4 | 3 | 4 | 5 |
| North East | 12 | 35 | 0 | 0 | 12 | 35 | 0 | 0 | 0 | 0 | 1 | 4 |
| South East | 19 | 20 | 0 | 0 | 19 | 19 | 0 | 0 | 0 | 1 | 1 | 0 |
| East Midlands | 23 | 18 | 0 | 0 | 23 | 23 | 0 | 0 | 0 | 0 | 5 | 5 |
| Wales | 16 | 17 | 1 | 0 | 15 | 15 | 1 | 2 | 0 | 0 | 0 | 0 |
| Northern Ireland | 11 | 12 | 0 | 0 | 11 | 12 | 0 | 0 | 0 | 0 | 0 | 0 |
| Republic of Ireland | 27 | 30 | 2 | 1 | N/A | 30 | 0 | 0 | 0 | 0 | 2 | 2 |

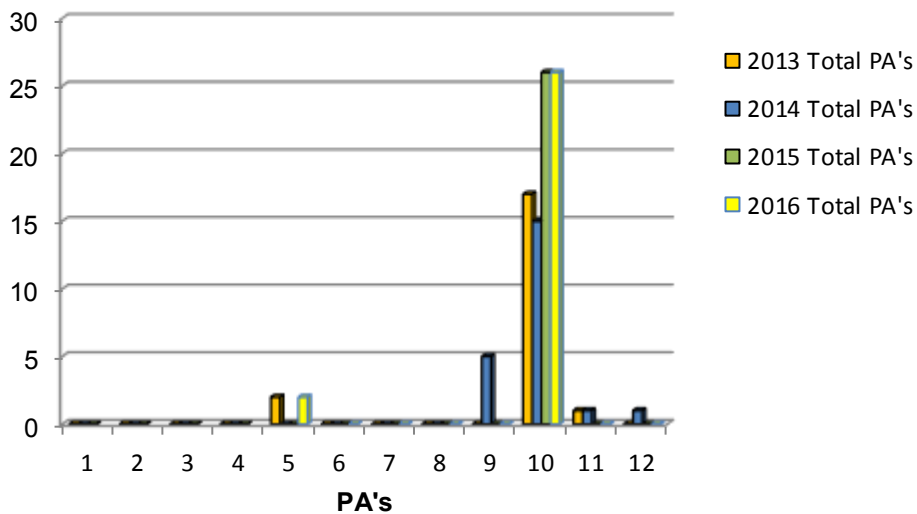
-  Substantive posts include NHS, Academic, Military and vacant posts
- Of the 13 UK regions, 8 regions increased their number of substantive posts
- The ROI has increased their number of substantive posts by 3 posts for the second year in a row.

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



i 13 additional consultants have started working 10 PA's since 2015.
 17 additional consultants have started working 11 PA's since 2015.
 5 fewer consultants are working 12 PA's since 2015.
 3 additional consultants are working 13 PA's since 2015.
 For graphing purposes no PA's under 5 have been displayed. To note there are 3 consultants that are working 4 or less PA's.

PA's WORKED BY CONSULTANTS—REPUBLIC OF IRELAND



i For 2016 consultants working 10 PA's remained consistent with 2015. (2 unknown)

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

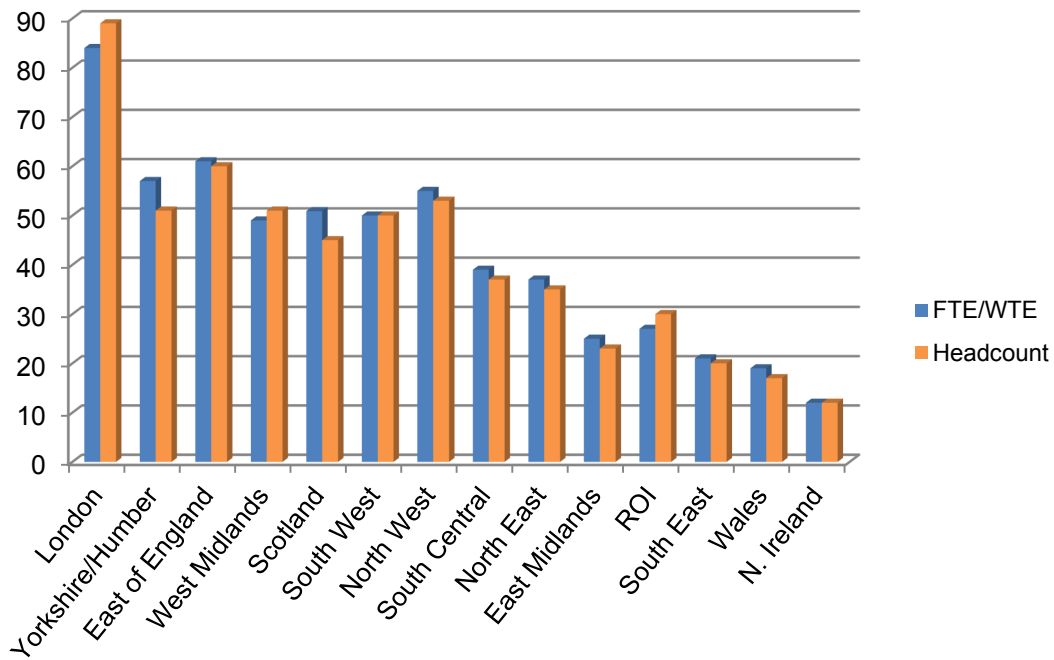
| Region | FTE required for 1:80,000 ratio | Current FTE | Additional FTE required 2016 | Additional FTE required 2015 | Additional FTE required 2014 | Additional FTE required 2013 | Additional FTE required 2012 | Additional FTE required 2011 |
|---------------------|---------------------------------|-------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| North West | 89 | 55.3 | 34 | 34 | 46 | 49 | 31 | 32 |
| Republic of Ireland | 57 | 27 | 30 | 31 | 35 | 38 | N/A | N/A |
| East Midlands | 57 | 25 | 32 | 32 | 34 | 44 | 23 | 23 |
| South East | 52 | 21 | 31 | 32 | 32 | 32 | 21 | 22 |
| London | 103 | 84 | 19 | 23 | 30.5 | 36 | 12 | 11 |
| East of England | 73 | 61 | 12 | 19 | 24 | 38 | 9 | 13 |
| West Midland | 70 | 49 | 21 | 22 | 23 | 33 | 13 | 13 |
| South West | 66 | 50 | 16 | 22 | 23 | 26 | 12 | 12 |
| Wales | 38 | 19 | 19 | 20.5 | 21.5 | 21 | 16 | 16 |
| Scotland | 66 | 51 | 15 | 15 | 18 | 33 | 5 | 8 |
| South Central | 50 | 39 | 11 | 10 | 15 | 19 | 10 | 12 |
| N. Ireland | 23 | 12 | 11 | 12 | 12 | 12 | 6 | 6 |
| Yorkshire & Humber | 66 | 57 | 9 | 2 | 6 | 15 | 0 | 0 |
| North East | 32 | 37 | 0 | 19 | 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)



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 |
|-------------|-----------------------------|-------------|-----------------------------|-------------|-----------------------------|
| 43 | 2 | 57 | 4 | 63 | 4 |
| 49 | 1 | 58 | 7 | 64 | 4 |
| 50 | 2 | 59 | 5 | 65 | 4 |
| 51 | 1 | 60 | 7 | 66 | 1 |
| 54 | 2 | 61 | 4 | 68 | 1 |
| 56 | 3 | 62 | 3 | 69 | 1 |



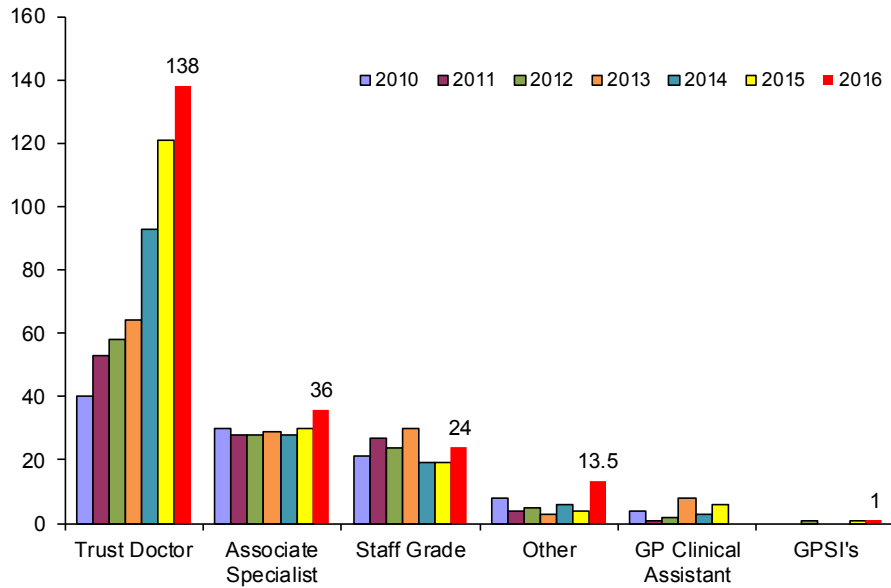
- Based on the workforce survey responses, 57 Consultants anticipate retiring in the next five years. It is important to note that there was no obligation to answer this question.
- 1 Consultant is working Part time and one consultant retired February 2017.
- For the purpose of the above chart, current age of one respondent was unknown.

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

2016— 52 Consultants
2017— 64 Consultants
2018— 78 Consultants

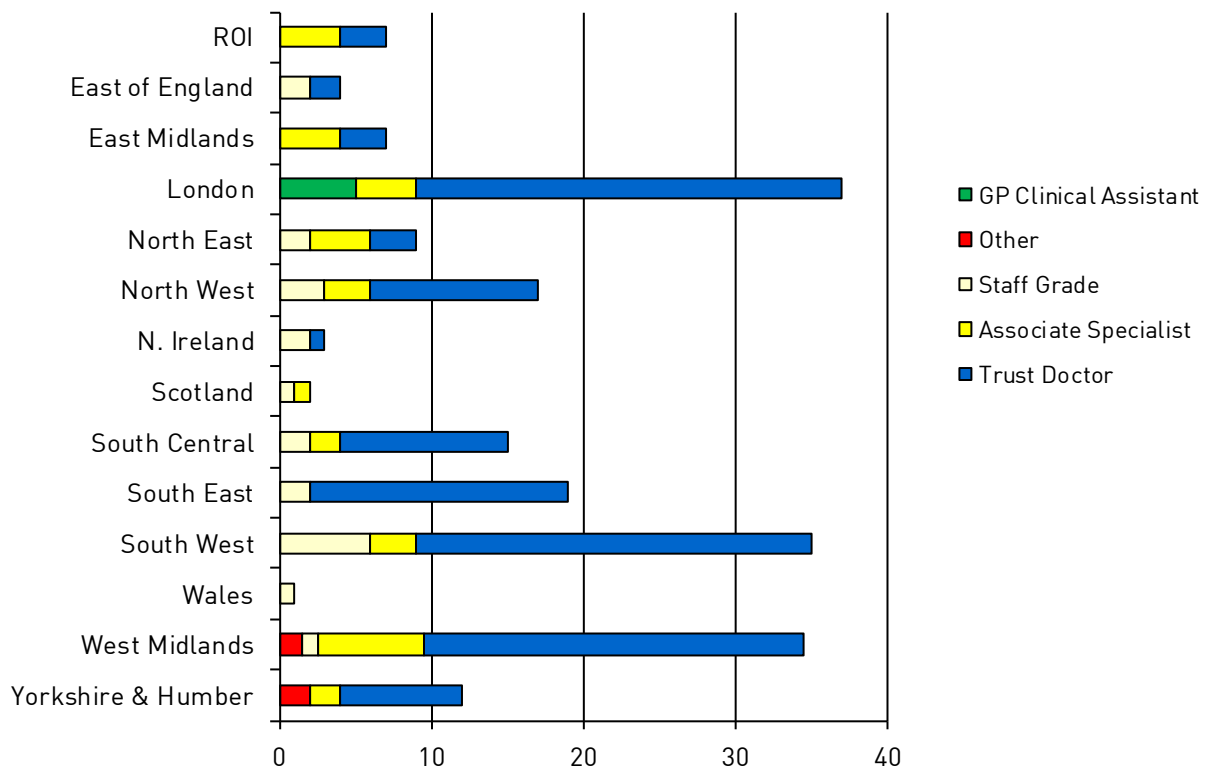
2019— 99 Consultants
2020— 115 Consultants

SPECIALTY DOCTORS (By Category)

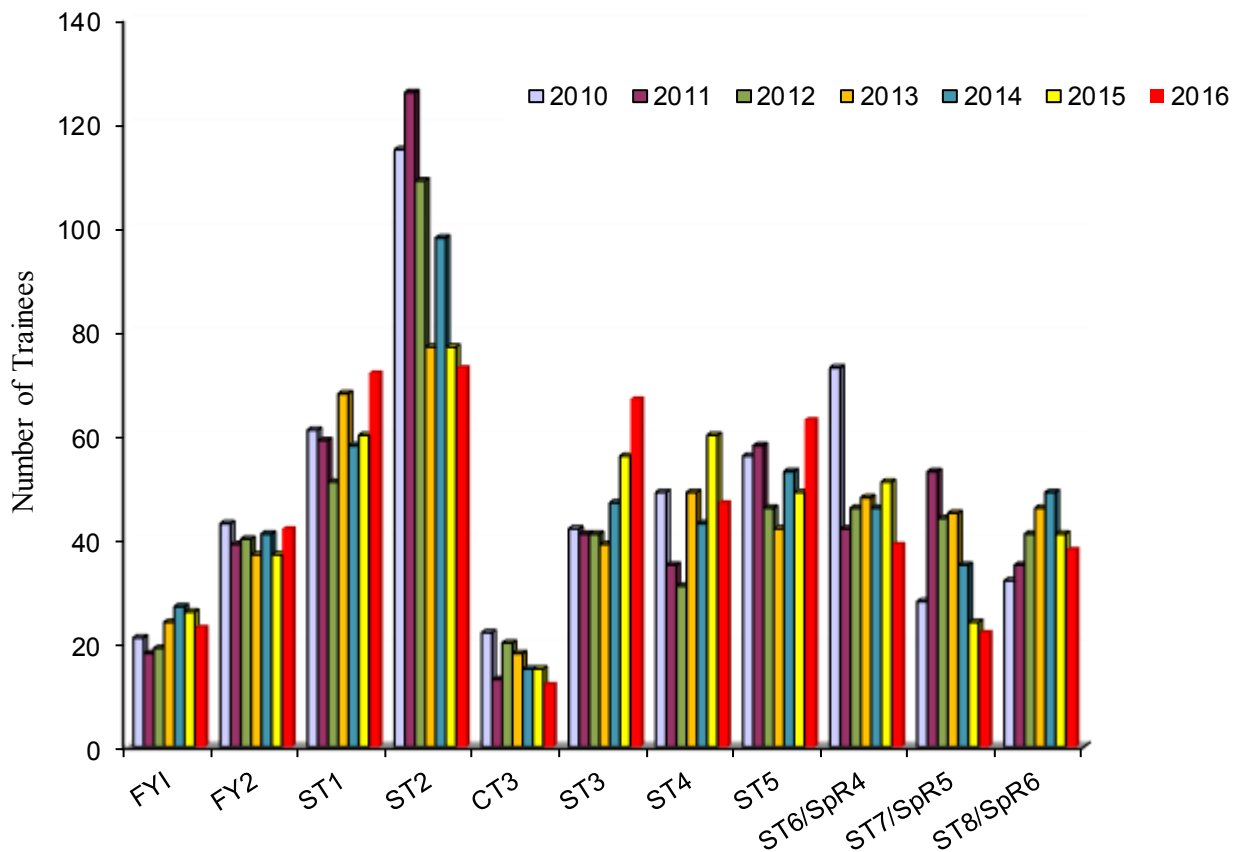


- *The number of Specialty Doctors has increased from 181 to 212 in 2016. This represents an increase of 15% from 2015 and has doubled since 2010.*
- *Vacancies during 2016: Trust Doctor 11; GP Clinical Asst 1; Staff Grade 1 and Other 4.*
- *One Associate Specialist is working Part Time/Flexible.*
- *Above figures include 3 Trust Doctors and 4 Associate Specialists from Republic of Ireland*
- *'Other' includes: Trust Reg Locum*

SPECIALTY DOCTORS (By Region)



TRAINEES



- Note one ST4 and one ST6 job share with other academic.
- One ST6 and one ST3 are part time
- One ST3 is academic and one ST7 is military.

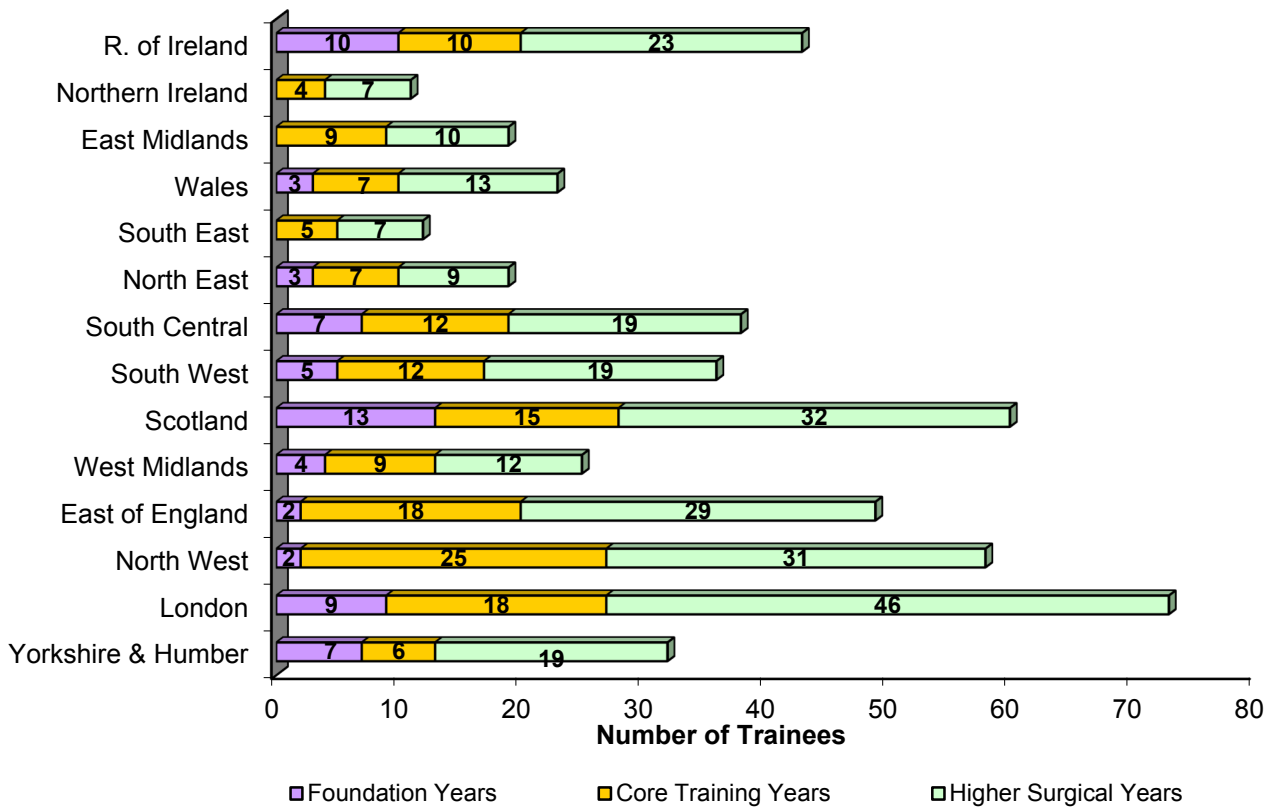
TRAINEE VACANCIES

| ST1 | | ST2 | | CT3 | | ST3 | | ST5 | | ST7 | |
|---------|------------------|---------|------------------|---------|------------------|---------|------------------|---------|------------------|---------|------------------|
| Vacancy | Vacancy Duration | Vacancy | Vacancy Duration | Vacancy | Vacancy Duration | Vacancy | Vacancy Duration | Vacancy | Vacancy Duration | Vacancy | Vacancy Duration |
| 2 | Ongoing | 2 | Ongoing | 1 | 6 Months | 1 | 6 months | 3 | Ongoing | 1 | Ongoing |
| 2 | 6 months | | | | | 2 | 12 months | | | | |



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

BY REGION



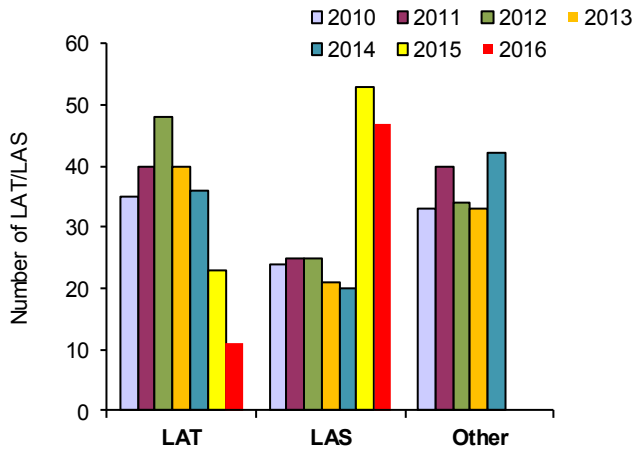
PLASTIC SURGERY TRAINEES IN TIG POSTS

| 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 | Plastic Trainees in Post in 2016 |
|-------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|
| Breast Oncoplastics | 3 | 0 | 2 | 0 | 3 | 3 | 4 |
| Cleft Lip & Palate | 0 | 1 | 1 | 1 | 1 | 2 | |
| Cosmetic Reconstructive | 4 | 8 | 16 | 11 | 8 | 11 | 10 |
| Hand | 5 | 4 | 5 | 8 | 6 | 4 | 5 |
| Head & Neck Oncology | 1 | 0 | 1 | 1 | 1 | 1 | |
| Reconstructive Trauma Surgery | 0 | 2 | 4 | 1 | 2 | 3 | 2 |
| Therapeutic Use of Lasers | | | 1 | 2 | 3 | 2 | 3 |
| Mgmt of Skin Cancer (pilot) | | | | 3 | 3 | 3 | 2 |



TIG Post figures kindly provided by Plastic Surgery SAC

TOTAL NUMBER OF LAT/LAS POSTS



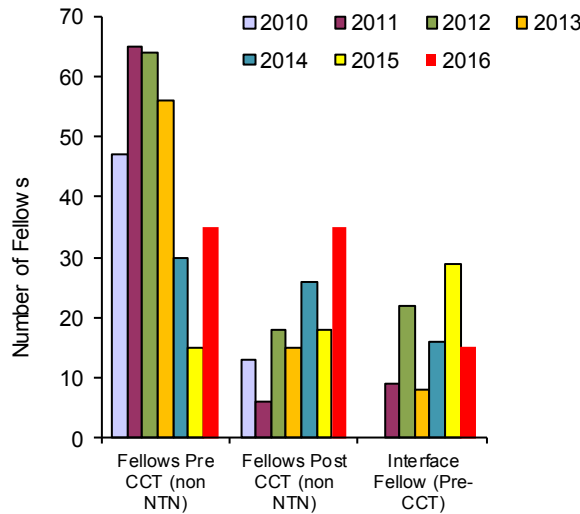
LAT = Locum Appointment for Training
LAS = Locum Appointment for Service

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



- For the fourth 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 decreased by 6 posts from 2015.
- There were no 'Other' reported for 2016.

TOTAL NUMBER OF FELLOWS



Since 2015:
Pre CCT (Non NTN) -more than doubled
Post CCT (non NTN) -doubled
Interface Fellows (Pre CCT) have decreased by 50%



2016 Non NTN Pre-CCT Fellows include:

Oncoplastic Breast, Craniofacial, Research, Clinical, Orthopaedics, Burns, International, Plastic and Microsurgery. 2 Posts were vacant.

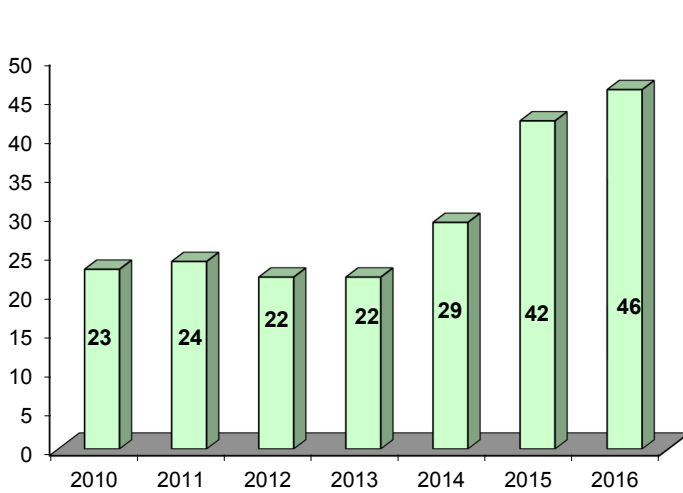
2016 Non NTN Post-CCT Fellows include:

Breast Surgeon, Hand, Skin and Microsurgery.

2016 Interface Fellows Pre-CCT include:

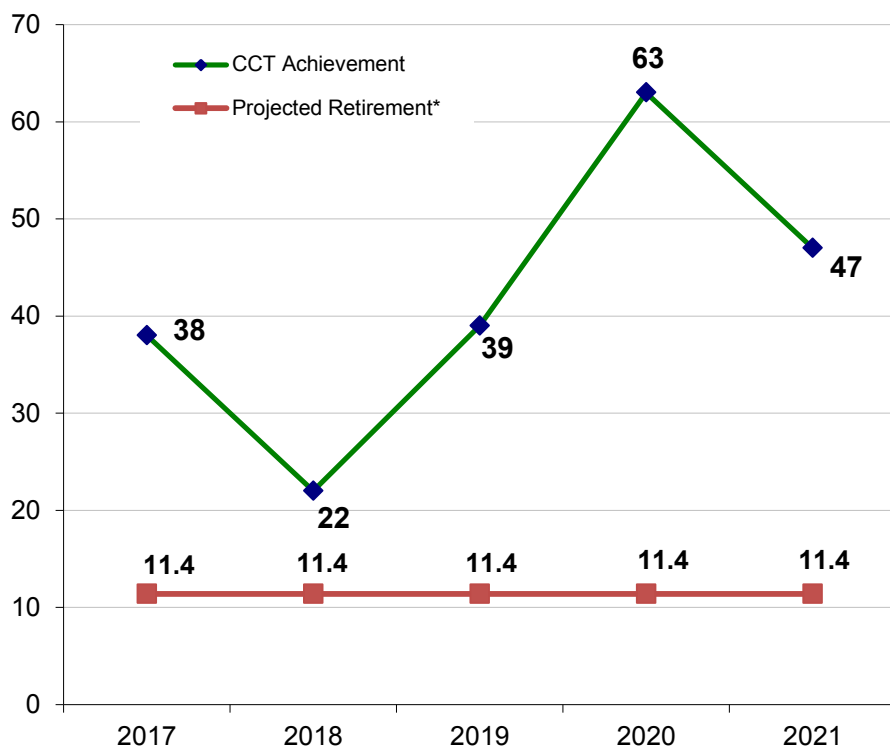
Hand, Oncoplastic Breast, Plastic Surgery, Laser, Cleft TIG and Orthopaedics

TOTAL NUMBER OF SURGICAL CARE PRACTITIONERS



- This represents Surgical Care Practitioners and Surgical Nurse Practitioners that are allowed to operate or suture
- 2016 had an increase of 4 posts.
- There are no Surgical Care Practitioners in ROI, East Midlands, N Ireland, South East or Wales.

WHERE WILL A TRAINEE GET A CONSULTANT JOB?

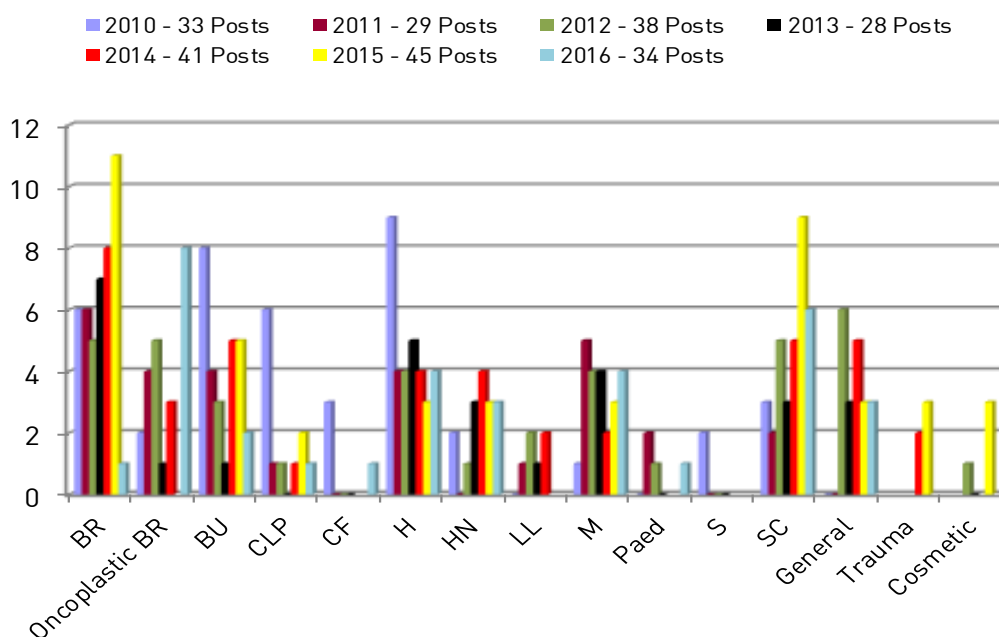


* Projected retirement based on replies from 2016 Workforce Survey (57 retirements over next five years)



- Based on information provided by JCST: In 2016, 60 trainees in the UK and 3 in Republic of Ireland were recommended for their certificates. This is an increase of 20 UK trainees and 1 Republic of Ireland trainee from 2015.

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.

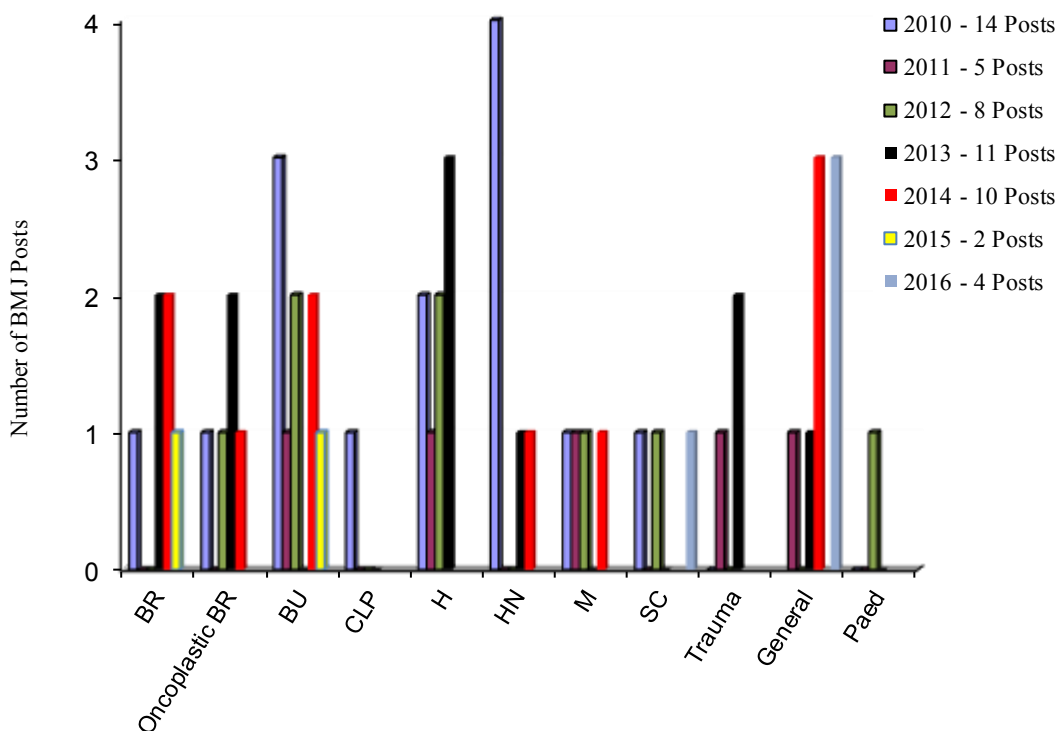
2016

Substantive Consultant Plastic Surgery posts has decreased by 11 posts from 2015.
94% were newly created posts, 6% were replacement posts.
Number of part time posts was consistent with 2015.

2017

Based on 2016 survey responses, there are 38 posts (35 in UK; 3 in ROI) that are likely to be advertised and 46 posts (43 in UK; 3 in ROI) that will be advertised during 2017.

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.

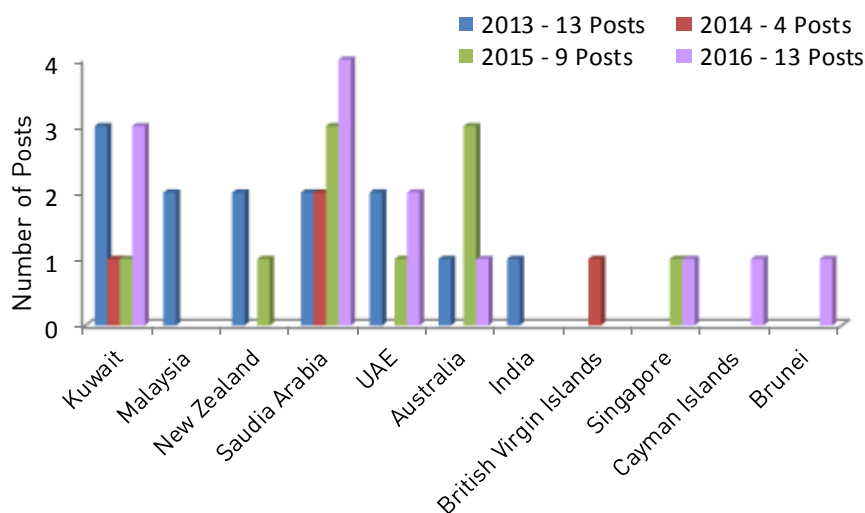
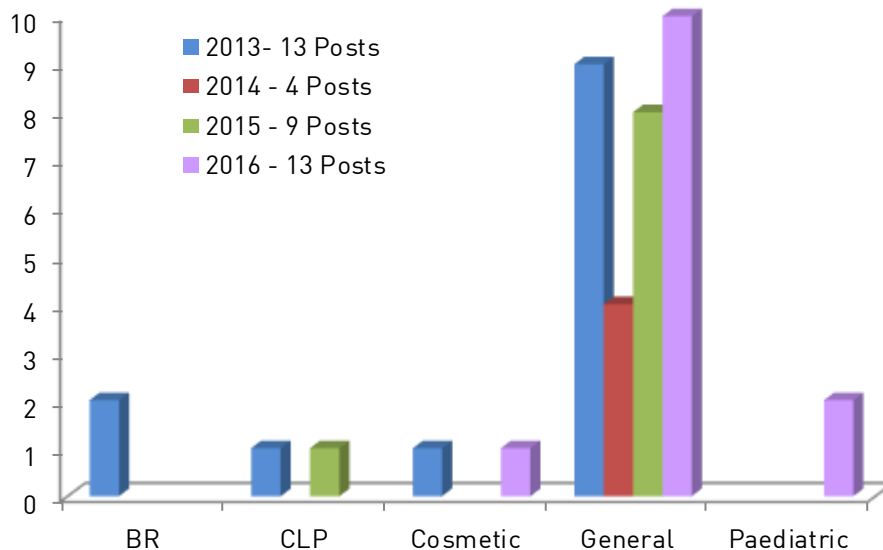
2015

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.

2016

Only 4 Locum Posts were advertised for 2016 (1 Skin Cancer and 3 General)
One post was Full Time; one for a time period of 2 months and two posts for 6 months

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

2016

Number of International Consultant Plastic Surgeon posts returned to same level as 2013. Twelve posts were full time and 1 post for a time period of 1 year

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 2016

| | |
|--------------------------------|--------------------|
| 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 2016 | | |
| How many new consultant posts will be advertised in 2017? | | |
| How many new consultant post are likely to be advertised in 2017? | | |

| | | | |
|------------------------------|--------------|-------------------|--------------------|
| Speciality Doctor | Total | Total PA's | Any Vacant? |
| Staff Grade | | | |
| Associate Specialist | | | |
| Trust Dr (reg equivalent)/SH | | | |
| 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? FT, NET, PT | Assigned Educational Supervisor? | Clinical Supervisor Yes or No | Private Practice? Yes or No | Sub-Speciality Interest 1* | Sub-Speciality Interest 2* | Sub-Speciality Interest 3* | Is retirement planned in next 5 years? |
|------------|--------------|----------------------|-----------------------------|---|----------------------------------|-------------------------------|-----------------------------|----------------------------|----------------------------|----------------------------|--|
| 1 | | | | | | | | | | | |
| 2 | | | | | | | | | | | |
| 3 | | | | | | | | | | | |
| 4 | | | | | | | | | | | |
| 5 | | | | | | | | | | | |
| 6 | | | | | | | | | | | |
| 7 | | | | | | | | | | | |
| 8 | | | | | | | | | | | |
| 9 | | | | | | | | | | | |
| 10 | | | | | | | | | | | |
| 11 | | | | | | | | | | | |
| 12 | | | | | | | | | | | |
| 13 | | | | | | | | | | | |
| 14 | | | | | | | | | | | |
| 15 | | | | | | | | | | | |
| 16 | | | | | | | | | | | |
| 17 | | | | | | | | | | | |
| 18 | | | | | | | | | | | |
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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 2016 did not change from 2015.

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 2016

| | |
|---------------|--|
| 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 | | |

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 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

Since we started the workforce survey in 2010 we have seen an expansion of consultants every year. This year is no different with a 6% increase to a total of 578 substantive posts. 18% of the total consultant body are female, 23% of the 35–45 age group being female, indicating a positive shift towards more women in the speciality. This is a positive reflection of the increased proportion of women in medicine and Plastic Surgery being an attractive speciality to all new doctors.

It is encouraging to see the continued expansion of consultant numbers in light of the cost saving measures in the current NHS. This shows how important Plastic Surgery is to the modern NHS. Skin cancer, breast reconstruction, hand surgery and microsurgery are still the top four subspecialties however there are significant numbers in all the other subspecialties showing the broad practice across Plastic Surgery.

The largest age group continues to be the 46–50 year age group with the numbers decreasing from 155 in this group to 117 in the 51–55 age group, 71 in the 56–60 age group and 24 in the 61–65 age group indicating 30 consultants leaving NHS posts each year. In 2020 we see there will be 115 consultants over 60 with the majority of consultants working over 10 PAs.

The growing number of new units in hospitals that did not have on site Plastic Surgery services is a great step forward for the local patient population but also offers a great support for those individual hospital trusts. We would encourage those new units to keep links with the local units establishing networks for regional training, clinical governance and audit.

The survey shows UK units have definite plans to advertise for 46 posts and likely to advertise for a further 38 posts.

Assessing the numbers achieving CCT we see the number dropping to 22 in 2018 and peaking to 63 in 2020. In 2016 there were 2 vacant consultant posts and 55 locum posts.

Combining these figures we would expect those achieving their CCT to be in a good position to attain consultant posts over the next few years. However there are concerns there will be vacant posts.

Our Linkpersons kindly reviewed the vacant posts in our training grades again this year. Interestingly we see only 10 vacancies in specialist training posts. This figure is lower than expected and if accurate, encouraging that most units have a full complement of middle grade staff. We have seen a steep increase in the numbers of Trust Doctors (40 in 2010 and 138 in 2016) which is likely to account for the vacant posts being filled. Recruitment into surgery is still at a worrying low with the ratio of applicants to posts for Core Training posts being 2.53:1 and ST posts 2.78:1. We need to keep encouraging our medical students and juniors to consider the surgical specialities for a career.

In summary our speciality is in a strong position with the workforce numbers balanced for the next few years however there is some uncertainty for the next decade.

Our thanks go to all the Linkpersons for completing the forms and Sharon Ross for a 100% completion rate for a 7th year.

Richard Haywood

Chairman -Workforce Planning Group 2016/2017

