

2018
PLASTIC SURGERY
WORKFORCE
UK and Republic of Ireland

Profile and Analysis



BAPRAS

British Association of Plastic
Reconstructive and Aesthetic Surgeons

FOREWORD

On behalf of our specialty I would like to thank Richard Haywood, Sharon Ross and all the link persons for yet again producing this gold standard workforce survey.

This information is more accurate and complete than any other data that the Department of Health has access to, and so, creates an invaluable resource in pursuing our aspirations to serve the best interests of our patients.

This survey shows that the specialty continues to grow but that there is still work to be done to achieve our goal of 1:80,000. It is good to see that the proportion of female consultants continues to rise but challenges remain regarding pending retirements with significant numbers of consultants anticipating to retire in the next five years.

BAPRAS remains very worried that changes in NHS pensions and their taxation may cause premature retirements, as is being seen across the NHS.

A handwritten signature in black ink, appearing to read 'Mark Henley', with a large, sweeping flourish underneath.

Mark Henley

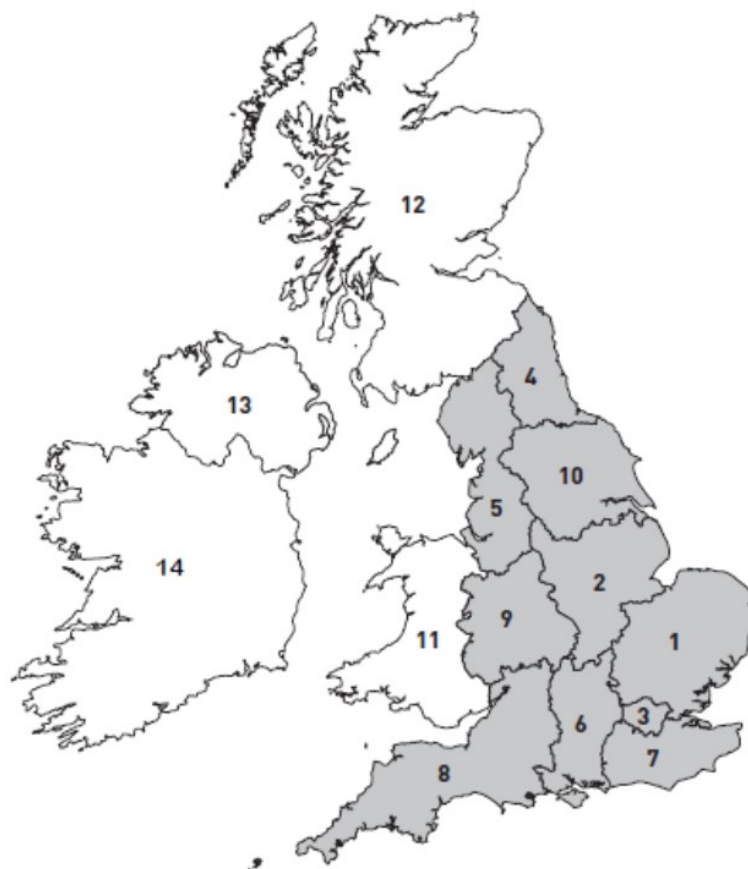
President

British Association of Plastic Reconstructive and Aesthetic Surgeons
2019

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 2018.

The information enclosed is based on 617 Consultants, 53 Locum Consultants, 273 Specialty Doctors and 593 Trainees (Foundation years and specialty surgical training years) based in 70 plastic surgery units (62 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 |

2018 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	
	North West Anglia Foundation Trust	Tony Barabas	
	The Lister Hospital	Fred Schreuder	
	Norfolk & Norwich University Hospital	Richard Haywood	
	West Suffolk Hospital	Antony Sillitoe	
Northern Ireland	Ulster Hospital/Royal Victoria Hospital	Stephen Sinclair	
London	Barts & The London NHS Trust	Raj Ragoowansi	
	Chelsea & Westminster Hospital	Richard Young	
	Great Ormond Street Hospital	Neil Bulstrode	
	Guy's & St Thomas Hospital	Mark Ho-Asjoe	
	Imperial Healthcare NHS Trust	Liz Dex	
	Royal Free Hospital	Alex Woollard	
	Royal Marsden Hospital	Kelvin Ramsey	
	St George's Hospital	Sonja Cerovac	
North East	James Cook University Hospital	Keith Allison	
	Royal Victoria Infirmary	Peter Hodgkinson	
	University Hospital of North Durham	Tom Collin	
	Northumbria Healthcare NHS Trust	Jonathan Powell	
North West	Alderhey Children's NHS Foundation Trust	Adel Fattah	
	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	David McGill	
	Ninewells Hospital	Fiona Hogg	
South Central	Frimley Health NHS Foundation Trust	Amit Pabari	
	John Radcliffe Hospital	Alex Ramsden	
	Mountbatten Dept of Plastic Surgery	Jason Smith	
	Buckinghamshire Hospitals NHS Trust	Michael Tyler	
South East Coast	Queen Victoria Hospital	Asit Khandwala	

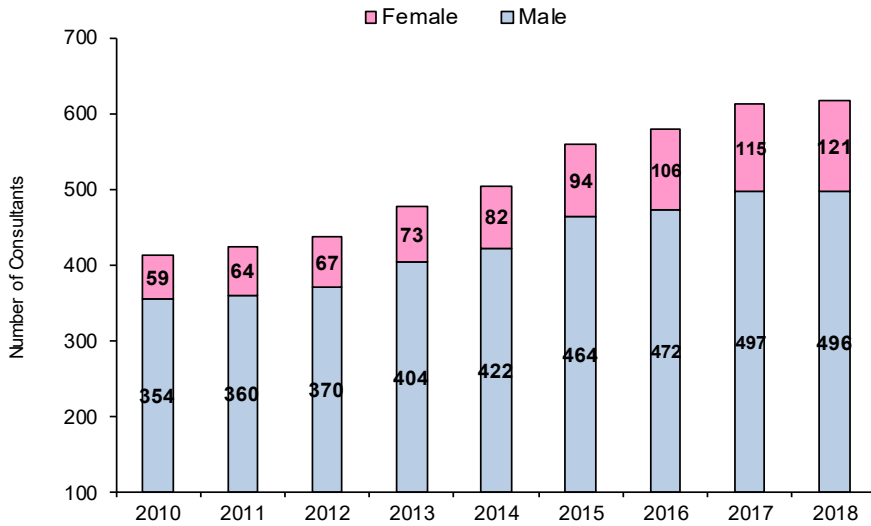
2018 WORKFORCE LINKPERSONS (con't)

South West	Derriford Hospital	Duncan MacKenzie	
	Southmead Hospital	Sherif Wilson	
	Odstock Ctr for Burns, Plastic & Maxillofacial/Salisbury	Rebecca Exton	
	Royal Devon & Exeter Healthcare NHS Trust	Andrew Wilson	
Wales	Morrison Hospital	Ian Josty	
West Midlands	Birmingham Children's Hospital	Bruce Richard	
	Queen Elizabeth Hospital Birmingham	Garth Titley	
	Royal Stoke University Hospital	Shahidul Huq	
	Russells Hall Hospital	Simon Wharton	
	Sandwell Healthcare NHS Trust/City Hospital	Atul Khanna	
	University Hospital Coventry & Warwickshire	Tigi Eltigani	
Yorkshire & The Humber	Bradford Royal Infirmary	David Watt	
	Castle Hill Hospital	Richard Pinder	
	Leeds General Infirmary	Daniel Thornton	
	New Pinderfields Hospital	Alan Phipps	
	Royal Hallamshire/Northern General Hospital	David Lam	
	York Teaching Hospital NHS Foundation Trust	Philip Lim	
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 amazing 2018 Workforce Linkpersons. Some of whom have been assisting us since 2010. Without their assistance, this survey would not be possible.

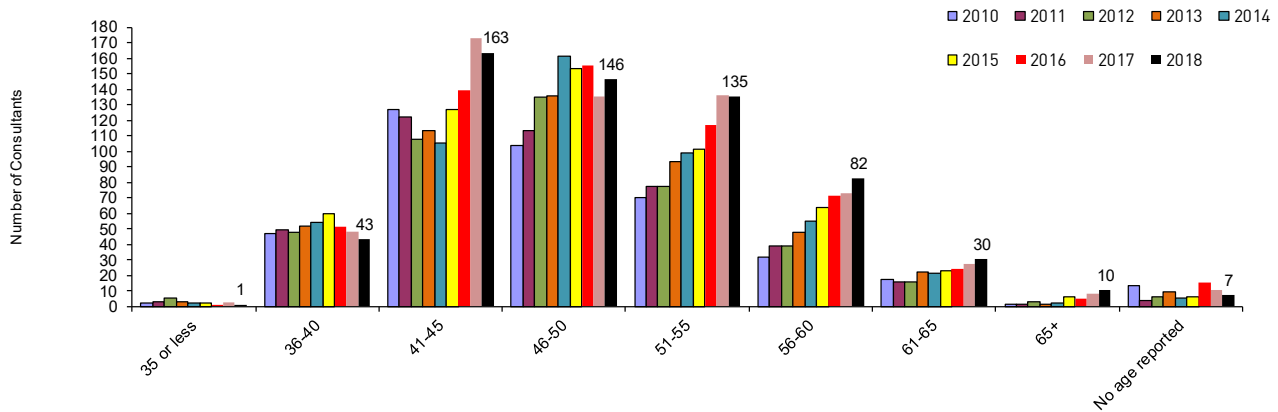
CONSULTANTS

GENDER BREAKDOWN (Headcount—Substantive Consultants)



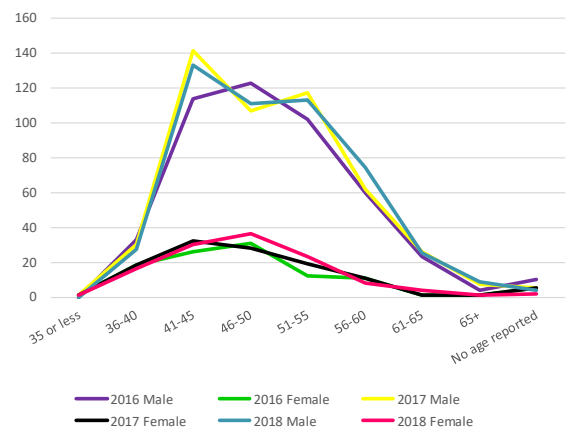
- 2018 represents a total of 617 substantive consultants of which 589 are from the UK and 28 are from ROI.
- 20% of 2018 workforce is female.
- The Republic of Ireland include 23 Males and 5 Females. This is a decrease of 3 posts from 2017.
- The overall number of UK substantive consultants has increased by 8 posts from 2017.

AGE ANALYSIS

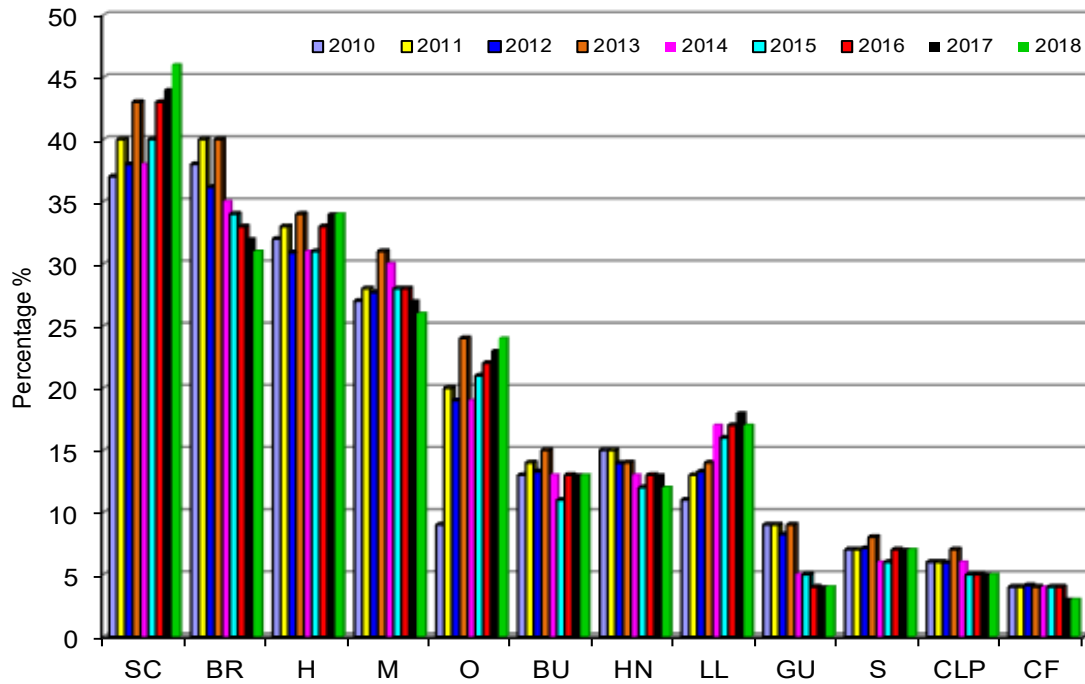


- The 41-45 age bracket remains the largest age group for the United Kingdom for the second year in a row.
- The 41-45 age bracket now has the greatest number of consultants for the ROI whereas in 2017 it was the 46-50 age bracket.
- Interesting to note the 65+ age bracket has doubled since 2016.

Age Analysis by Gender



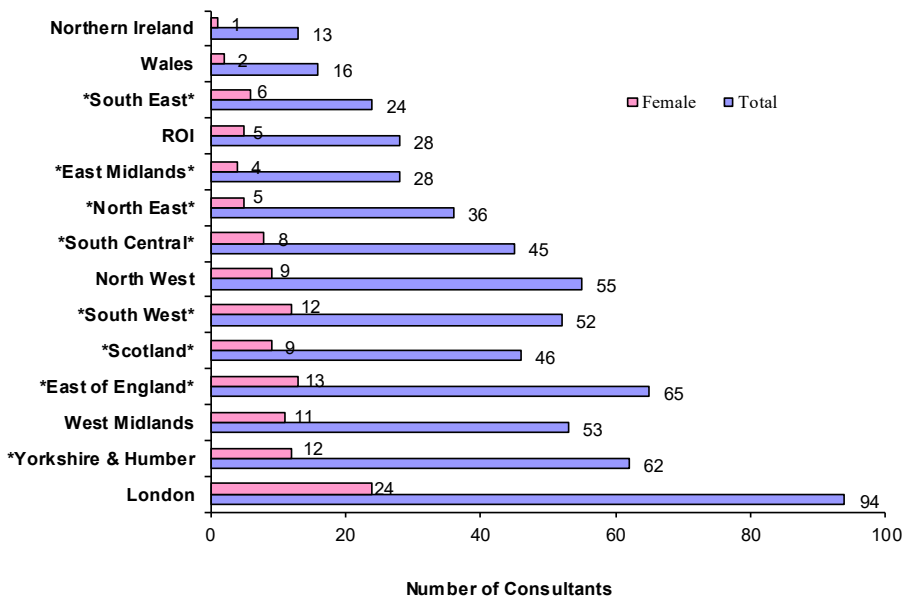
CONSULTANT SUB-SPECIALTIES (By Percentage)



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 seventh year in a row Skin Cancer remains the most reported subspecialty interest increasing by 2% over 2017.
- Hand remains the second most reported sub-specialty interest for the second year in a row.
- 'Other' includes interests in laser surgery, facial palsy, ear reconstruction, paediatrics, perineal, brachial plexus, nerves, microtia, bronchial, facial reanimation and abdominal wall and is 24% of all sub-specialty interests.

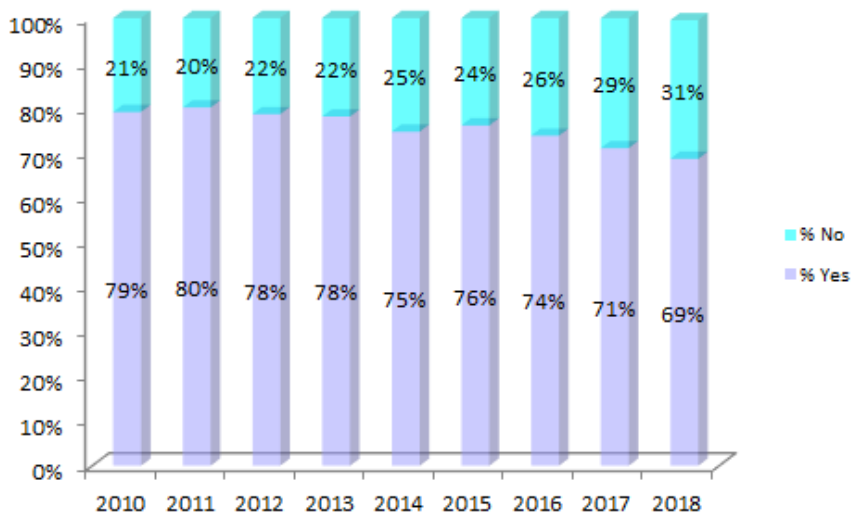
GEOGRAPHICAL DISTRIBUTION OF SUBSTANTIVE CONSULTANT POSTS



During 2018 the geographical distribution of substantive consultant posts increased in 8 of the regions from 2017 (indicated with *)

Included in this result are Solo NHS Consultants from the following regions: 2 from South West, 1 from London, 1 from South East and 1 from North West.

CONSULTANTS UNDERTAKING PRIVATE PRACTICE

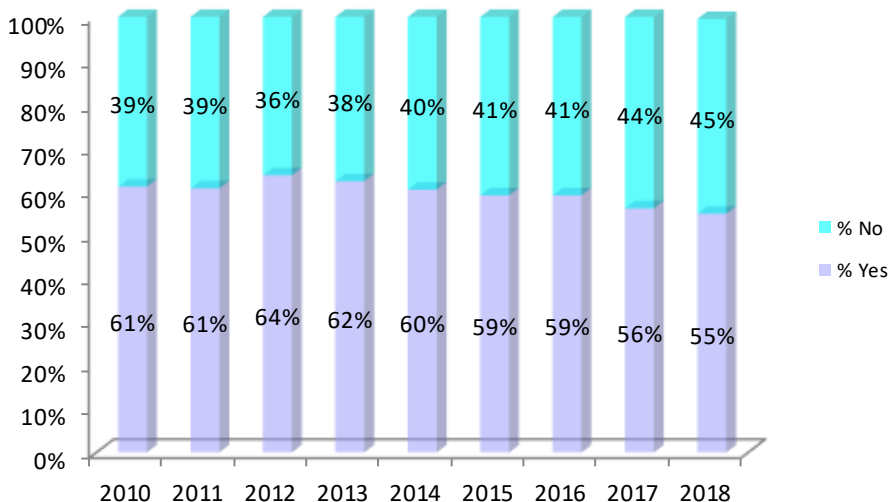


i The number of consultants undertaking private practice has fallen for the third year in a row. Down 7% from 2015.

3 Consultants did not provide private practice information.

2010-2012 does not include ROI

CONSULTANTS ACTING AS ASSIGNED EDUCATIONAL SUPERVISORS

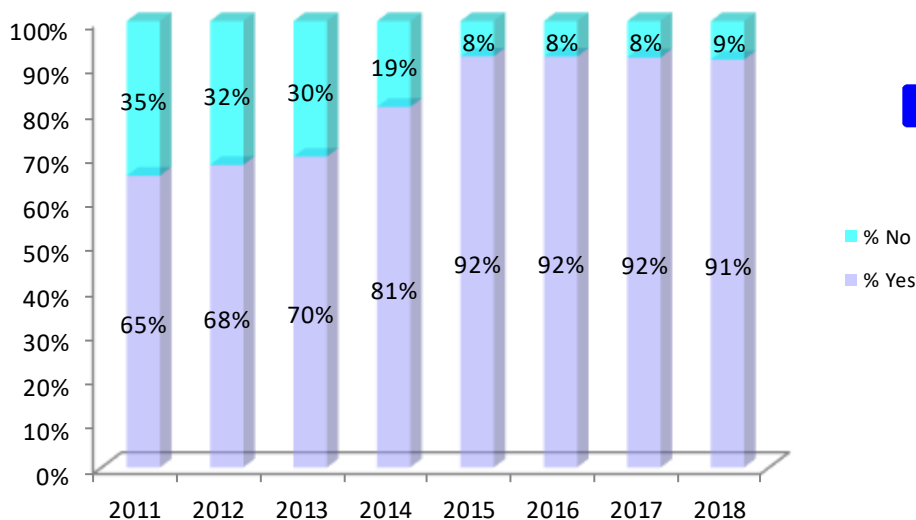


i The number of consultants acting as Assigned Educational Supervisors continues to decrease. It has decreased every year since 2012.

3 Consultants did not provide data

2010-2013 does not include ROI

CONSULTANTS ACTING AS CLINICAL SUPERVISORS

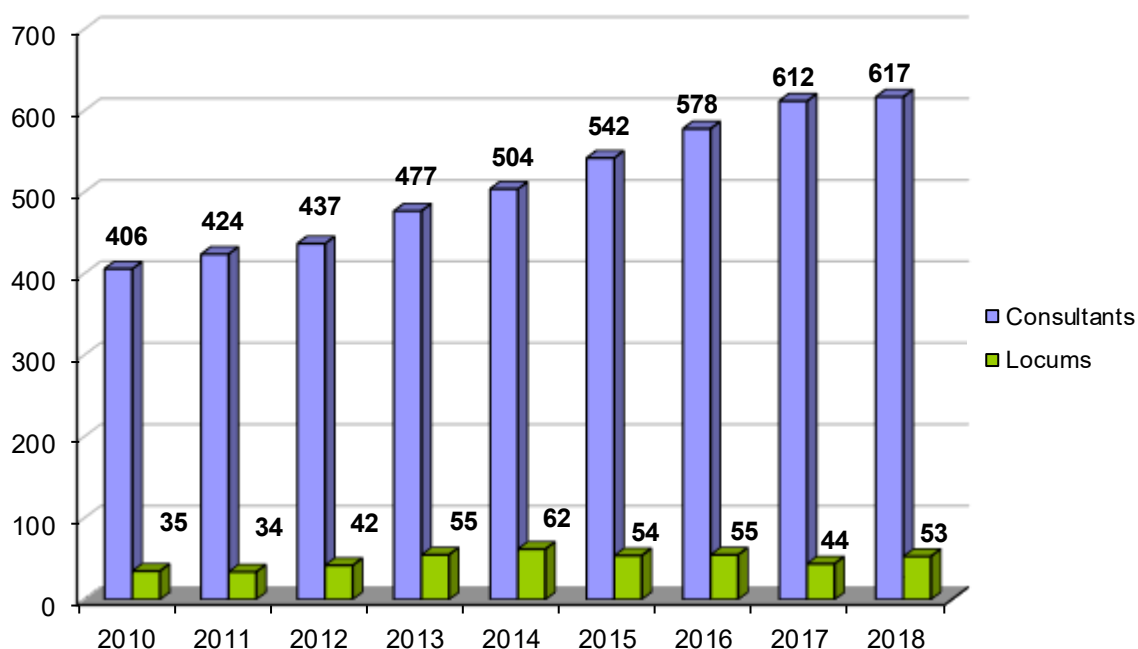



i The number of consultants acting as Clinical Supervisors has dropped slightly from 2017.

3 Consultants did not provide data.

2011-2013 does not include ROI

CONSULTANTS AND LOCUMS




-  The number of UK Locum posts in plastic surgery for 2018 increased by 4 posts from 2017.
- The number of UK Consultant posts in plastic surgery for 2018 increased by 8 posts from 2017.
- 2018 includes 28 consultants and 5 locum posts from ROI

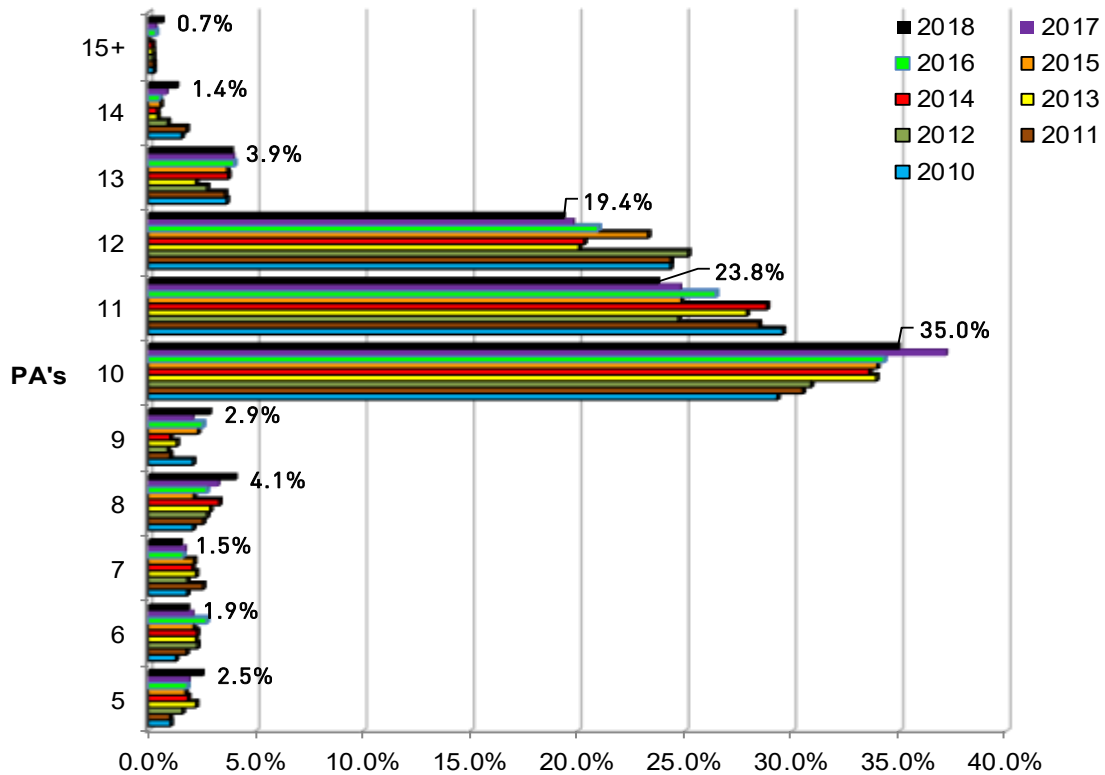
SUBSTANTIVE AND LOCUM POSTS

(By Region)

Region	Substantive		Vacancies		NHS		Academic		Military		Locum	
	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018
London	93	94	0	1	91	91	1	1	1	1	10	14
Yorkshire & Humber	61	62	0	0	61	62	0	0	0	0	5	4
East of England	59	65	0	1	59	63	0	2	0	0	4	6
Scotland	48	46	1	2	48	46	0	0	0	0	1	3
West Midlands	53	53	1	0	49	49	1	1	3	3	5	5
South West	54	50	0	0	52	48	0	0	2	2	3	3
North West	58	54	0	2	55	51	3	3	0	0	4	6
South Central	42	45	0	0	37	40	2	2	3	3	3	2
North East	35	36	1	2	35	36	0	0	0	0	2	2
South East	21	24	0	0	20	23	0	0	1	1	1	1
East Midlands	27	28	0	0	26	28	0	0	0	0	2	1
Wales	16	16	0	0	15	15	1	1	0	0	2	1
Northern Ireland	13	13	0	0	13	13	0	0	0	0	0	0
Republic of Ireland	31	28	2	2	31	28	0	0	0	0	2	5

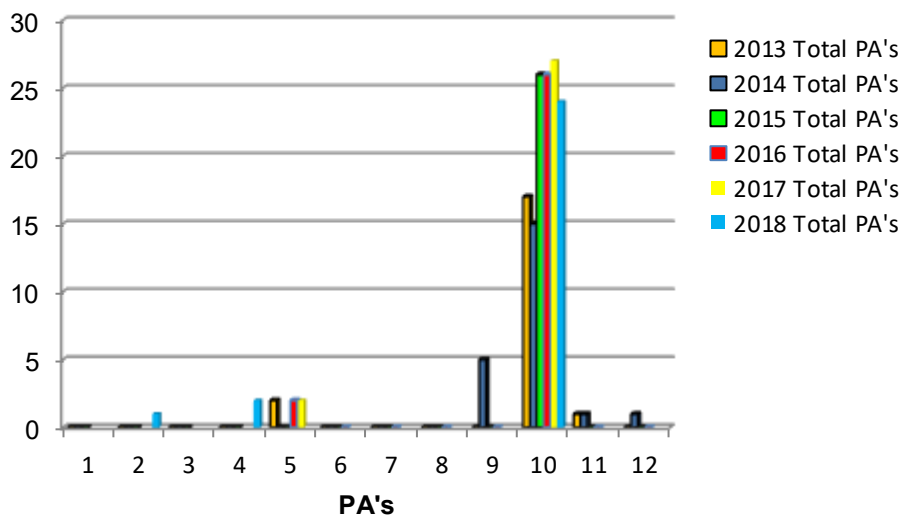
-  Substantive posts include NHS, Academic, Military and vacant posts
- Of the 13 UK regions, 7 regions increased their number of substantive posts from 2017.

PA's WORKED BY CONSULTANTS (%)—UK



i Consultants working 6-9 PA's has increased. 53 Consultants in 2017 worked between 6-9 PA's. This rose to 61 Consultants in 2018. There has been an increase in the number of Consultants working 14 or more PA's. 2017 had only 7 Consultants; 2018 had 12. The amount of consultants working 10, 11 and 12 PA's has decreased since 2017. For graphing purposes no PA's under 5 have been displayed. To note there are 11 consultants that are working 4 or less PA's. There has been an increase in consultants working 5 PA's or less. In 2017, 17 Consultants worked 5 PA's or less. In 2018 this rose to 26 Consultants

PA's WORKED BY CONSULTANTS—REPUBLIC OF IRELAND



i For 2018, one consultant did not provide number of PA's worked but did indicate working part time.

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

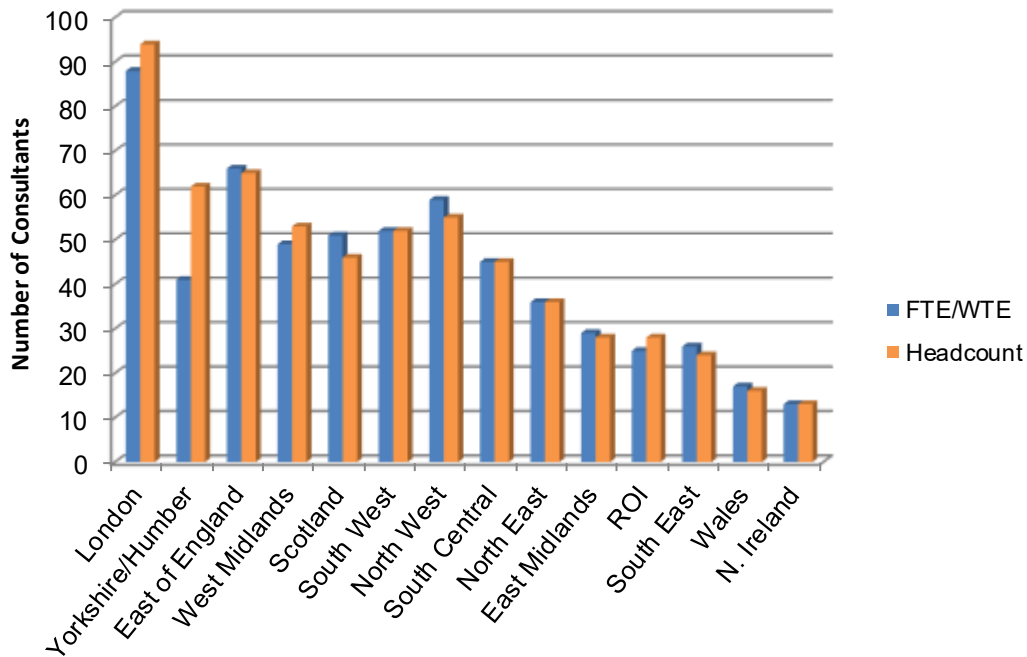
			Further FTE Required							
Region	FTE required for 1:80,000 ratio	Current FTE	2018	2017	2016	2015	2014	2013	2012	2011
North West	89	58.9	30	28	34	34	46	49	31	32
Republic of Ireland	57	25.3	32	29	30	31	35	38	N/A	N/A
East Midlands	57	28.7	28	29	32	32	34	44	23	23
South East	52	25.8	26	30	31	32	32	32	21	22
London	103	87.8	15	14	19	23	30.5	36	12	11
East of England	73	65.8	7	9	12	19	24	38	9	13
West Midland	70	48.8	21	20	21	22	23	33	13	13
South West	66	52.4	14	11	16	22	23	26	12	12
Wales	38	17.3	21	21	19	20.5	21.5	21	16	16
Scotland	66	50.8	15	12	15	15	18	33	5	8
South Central	50	45.4	5	0	11	10	15	19	10	12
N. Ireland	23	12.6	10	10	11	12	12	12	6	6
Yorkshire & Humber	66	41.2	25	24	9	2	6	15	0	0
North East	32	36.3	0	0	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 FTE/WTE is calculated by taking the total number of PA's worked/region and dividing it by 10.

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
37	1	57	1	64	4
45	1	58	2	65	1
52	1	59	7	66	4
53	1	60	9	67	2
54	2	61	5	69	1
55	2	62	5	70	1
56	4	63	5	71	1



- Based on the 2018 workforce survey responses, 60 Consultants, (of which 8 are female), anticipate retiring in the next five years. It is important to note that there was no obligation to answer this question.
- 32 Consultants that anticipate retiring in the next five years are currently working Part time .

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

2019— 72 Consultants

2022 — 122 Consultants

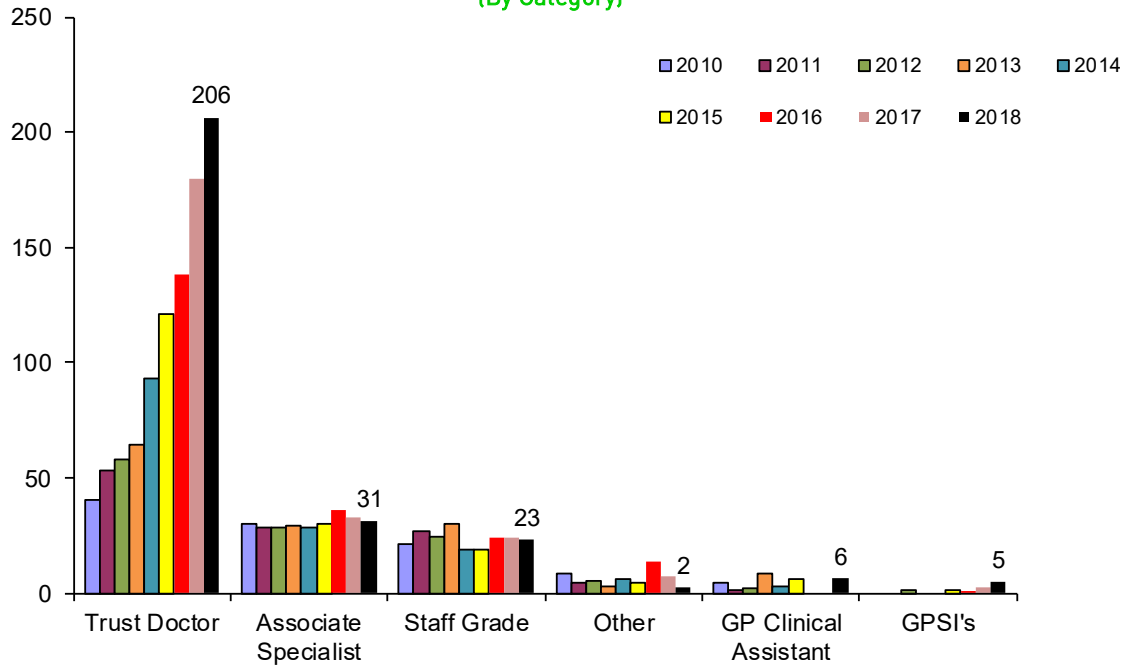
2020— 85 Consultants

2023 — 140 Consultants

2021— 95 Consultants

SPECIALTY DOCTORS

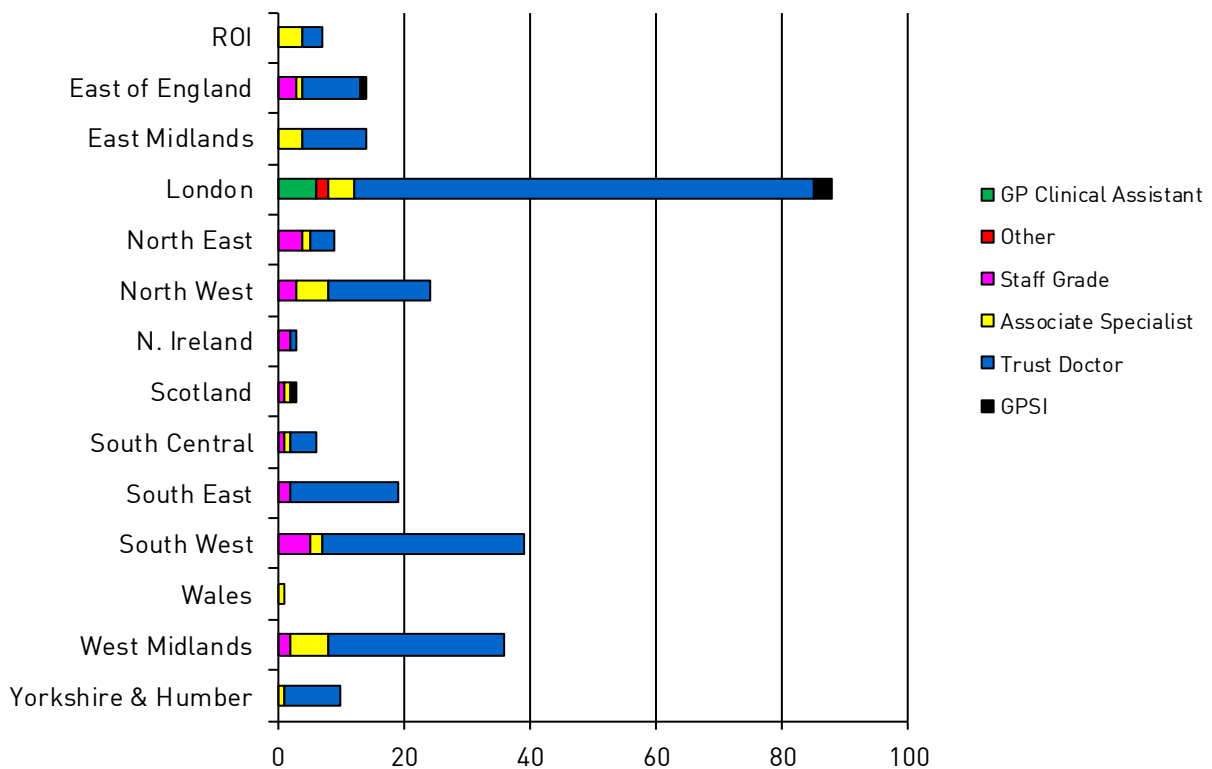
(By Category)



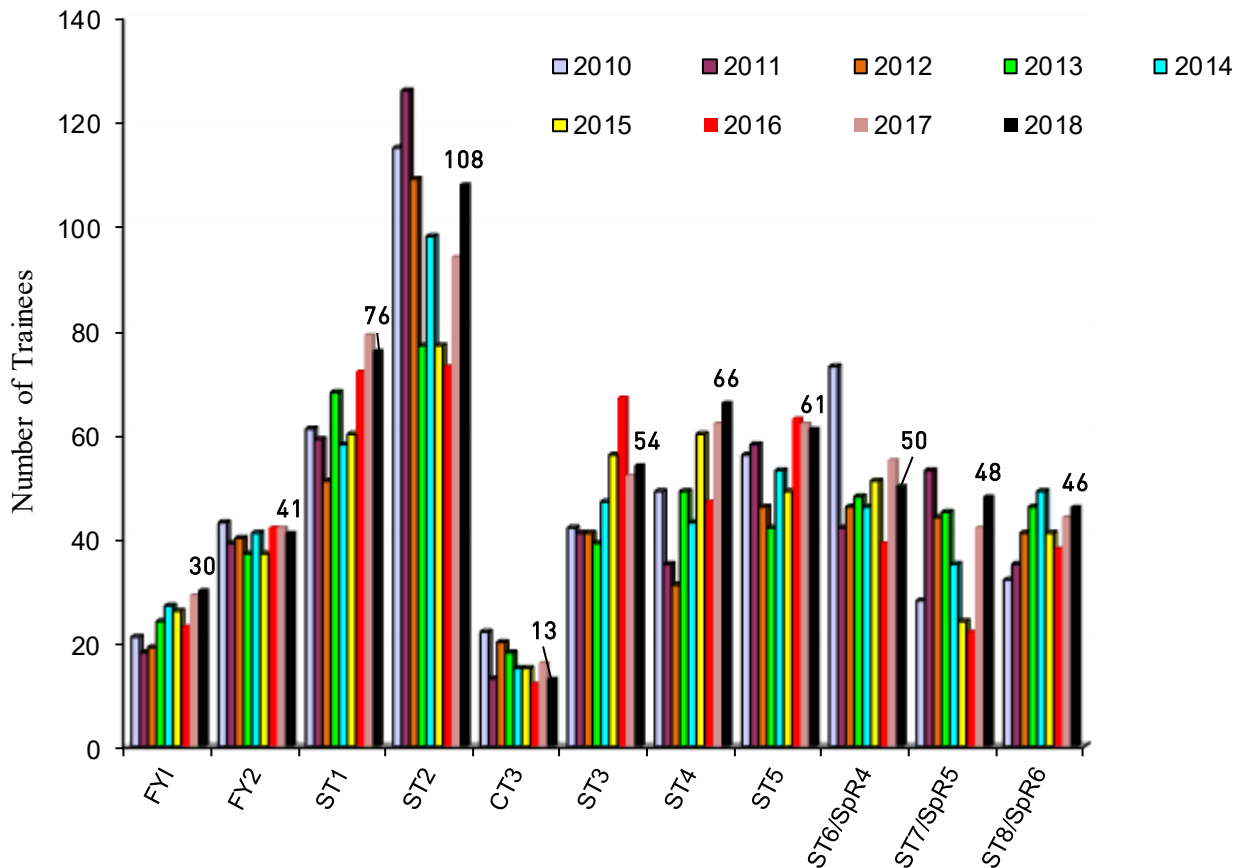
- The number of Specialty Doctors has increased from 246 to 273 in 2018. This represents an increase of 10%.
- Vacancies during 2018: 12 Trust Doctors and 1 Associate Specialist.
- One Associate Specialist is working Part Time/Flexible.
- Above figures include 3 Trust Doctors and 4 Associate Specialists from Republic of Ireland
- 'Other' includes: Specialty Doctor and Sr Fellow.

SPECIALTY DOCTORS

(By Region)



TRAINEES



- The following work part time: One ST2; one ST5; one ST7 50% part time and one ST8 is 60% part time trainee.
- One ST1 and one ST2 are shared with other specialties.
- One ST5 is on maternity leave.
- Two ST7's away on fellowships.

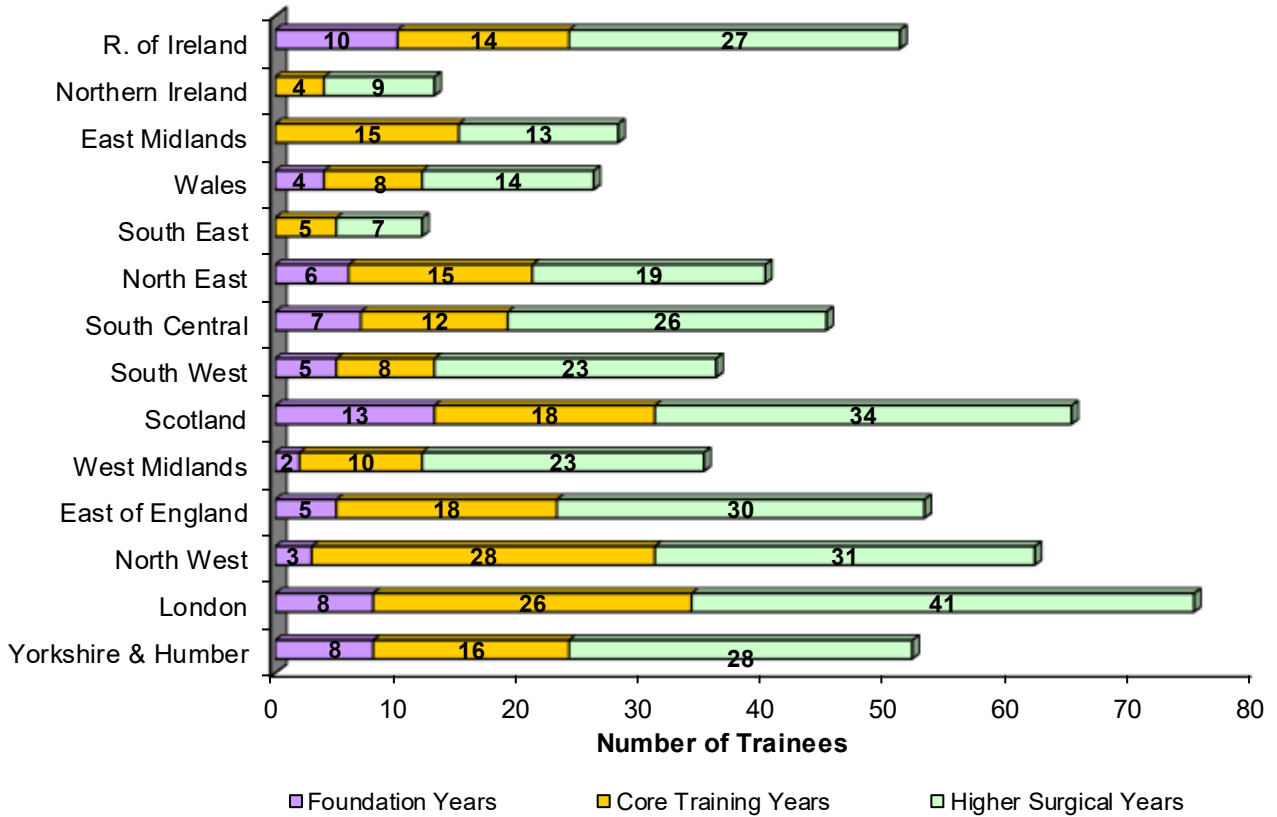
TRAINEE VACANCIES

ST1		ST2		CT3		ST4		ST5	
Vacancy	Vacancy Duration	Vacancy	Vacancy Duration	Vacancy	Vacancy Duration	Vacancy	Vacancy Duration	Vacancy	Vacancy Duration
4	Ongoing	3	Ongoing	1	2 Months	1	Ongoing	4	12 months
2	6 months	1	6 months						



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

BY REGION



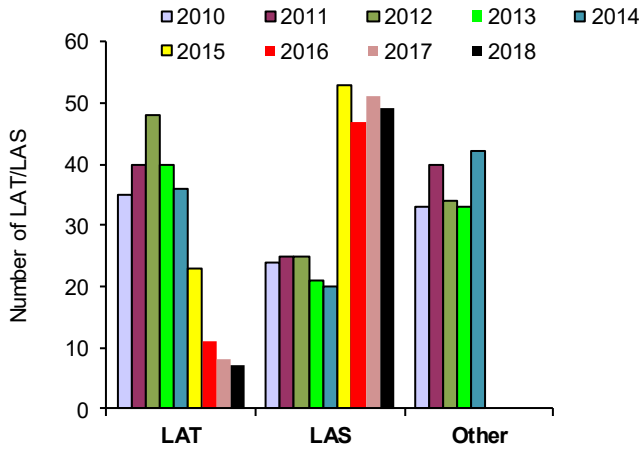
PLASTIC SURGERY TRAINEES IN TIG POSTS

Specialty	Plastic Trainees in Post								
	2010	2011	2012	2013	2014	2015	2016	2017	2018
Breast Oncoplastics	3	0	2	0	3	3	4	2	4
Cleft Lip & Palate	0	1	1	1	1	2		1	3
Cosmetic Reconstructive	4	8	16	11	8	11	10	3	9
Hand	5	4	5	8	6	4	5	2	6
Head & Neck Oncology	1	0	1	1	1	1		2	2
Reconstructive Trauma Surgery	0	2	4	1	2	3	2		
Therapeutic Use of Lasers			1	2	3	2	2	1	2
Mgmt of Skin Cancer (pilot)				3	3	3	3	3	2



TIG Post figures kindly provided by Plastic Surgery SAC

TOTAL NUMBER OF LAT/LAS POSTS



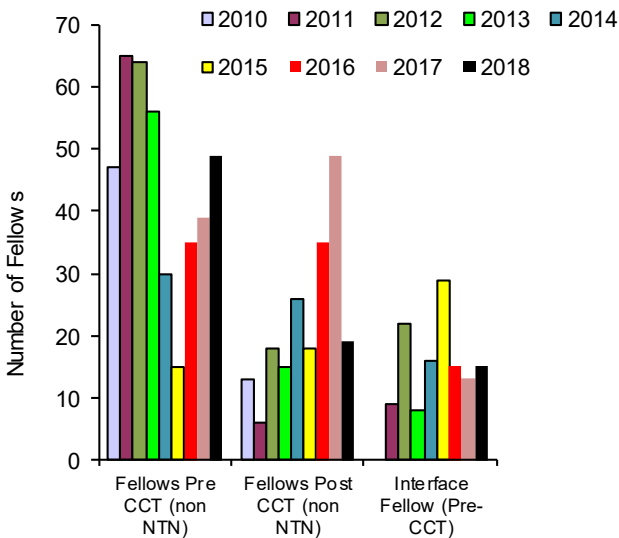
LAT = Locum Appointment for Training
 LAS = Locum Appointment for Service

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



- For the sixth 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 2 posts from 2017.
- One LAS is part time.
- Some LAS posts occupied by registrar level Trust Doctors and 1 Trauma Fellow.

TOTAL NUMBER OF FELLOWS



Since 2017:
 Pre CCT (Non NTN) - increased by 10 posts
 Post CCT (non NTN) - decreased by 30 posts (61%)
 Interface Fellows (Pre CCT) - increased by 2 posts

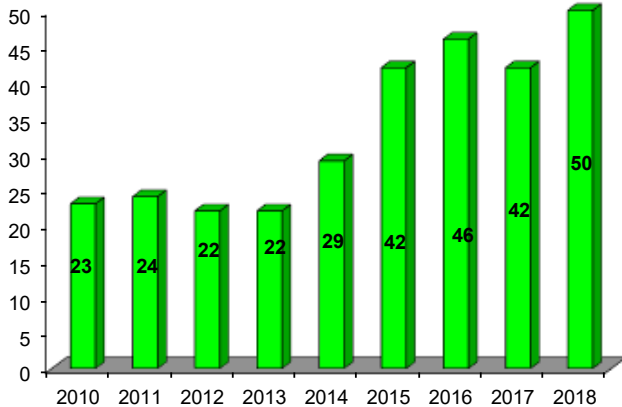


2018 Non NTN Pre-CCT Fellows include:
 Craniofacial, Research, Clinical, Burns, Plastic Microsurgery, Trust Doctors and Orthopaedic Trainee
 One Post was vacant.

2018 Non NTN Post-CCT Fellows include:
 Microsurgery Trust Doctor, Skin and Hand Fellow

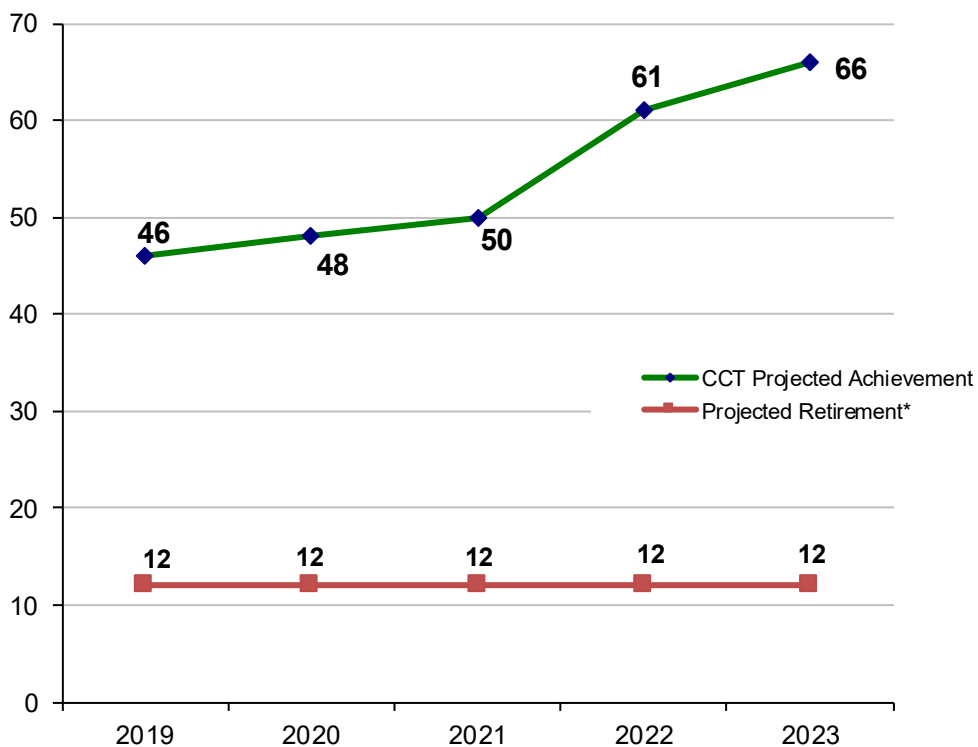
2018 Interface Fellows Pre-CCT include:
 Hand, Plastic Surgery, Laser, Orthopaedics, Head and Neck and Cleft TIG.

TOTAL NUMBER OF SURGICAL CARE PRACTITIONERS



- This represents Surgical Care Practitioners and Surgical Nurse Practitioners that are allowed to operate or suture
- 2018 had an increase of 8 posts .
- Two SCP work 2 days/week
- Three SCP are Physician Assistants
- Two SCP are able to assist/suture but not operate
- Two SCP shared with General Surgery
- One SCP on maternity leave
- One SCP covers NHS File only.
- There are no Surgical Care Practitioners in ROI, N Ireland, South East or Wales.

WILL A TRAINEE GET A CONSULTANT JOB?

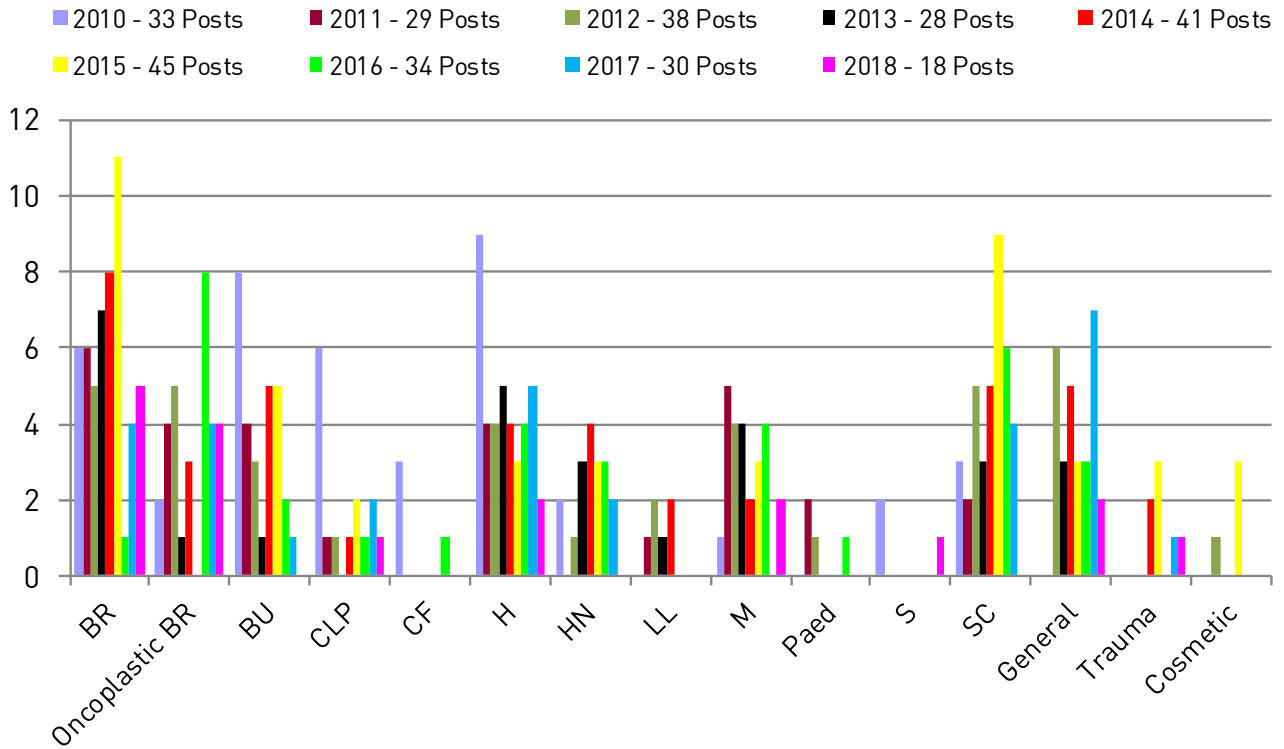


*Projected retirement based on replies from 2018 Workforce Survey (60 retirements over next five years)

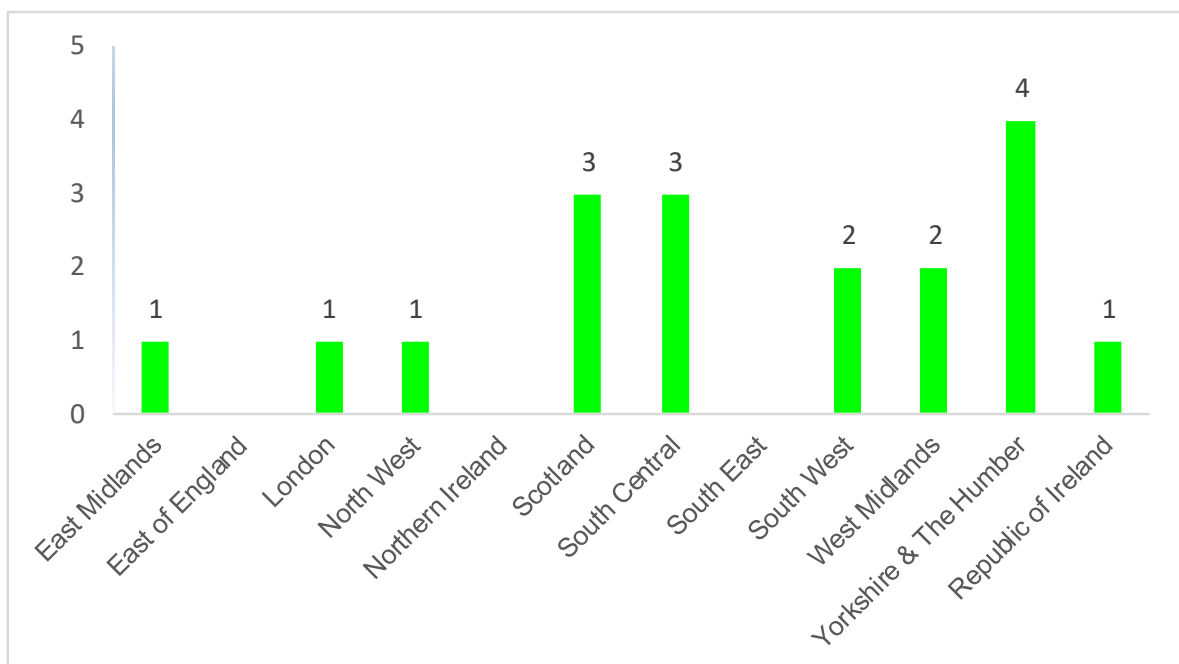


- Based on information provided by JCST: In 2018, 37 trainees in the UK and 3 in Republic of Ireland were recommended for their certificates. This is a decrease of 9 UK trainees from 2017 and a decrease of 23 UK trainees from 2016. The Republic of Ireland trainees remained unchanged from 2017.

SUBSTANTIVE CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL



WHERE ARE THE 2018 SUBSTANTIVE CONSULTANT PLASTIC POSTS AS ADVERTISED IN BRITISH MEDICAL JOURNAL



SUBSTANTIVE CONSULTANT PLASTIC POSTS FROM BRITISH MEDICAL JOURNAL—SUMMARY



2010

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

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

Substantive Consultant Plastic Surgery posts have decreased for the second year in a row. Down 4 posts from 2016 and 15 posts from 2015.
93% were newly created posts, 7% were replacement posts.
Only one post was part time (8.5 PA's).

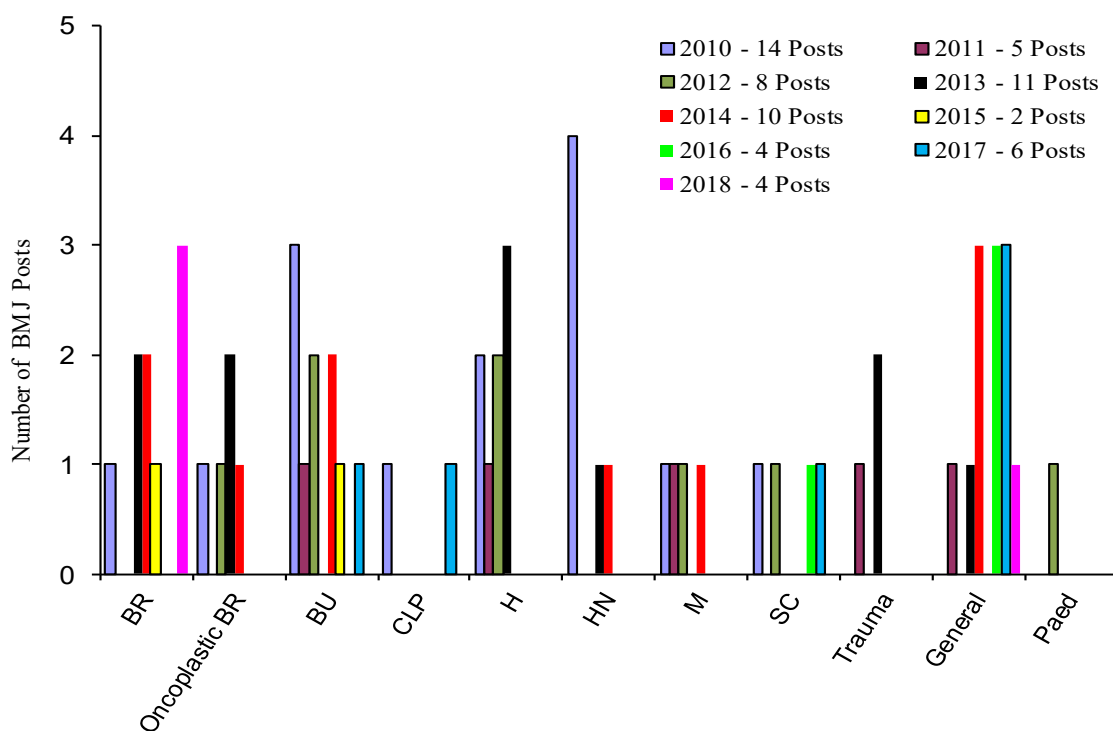
2018

Substantive Consultant Plastic Surgery posts have decreased for the third year in a row. Down 40% from 2017 and 60% from 2015.
83% were newly created posts, 17% were replacement posts.
Only one post was part time (6 PA's)
1 Post was located in Republic of Ireland and was a new post on a fixed contract.

2019

Based on 2018 survey responses, there are 41 posts (37 in UK; 4 in ROI) that are likely to be advertised and 46 posts (43 in UK; 3 in ROI) that will be advertised during 2019.

LOCUM CONSULTANT PLASTIC POSTS ADVERTISED IN 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.

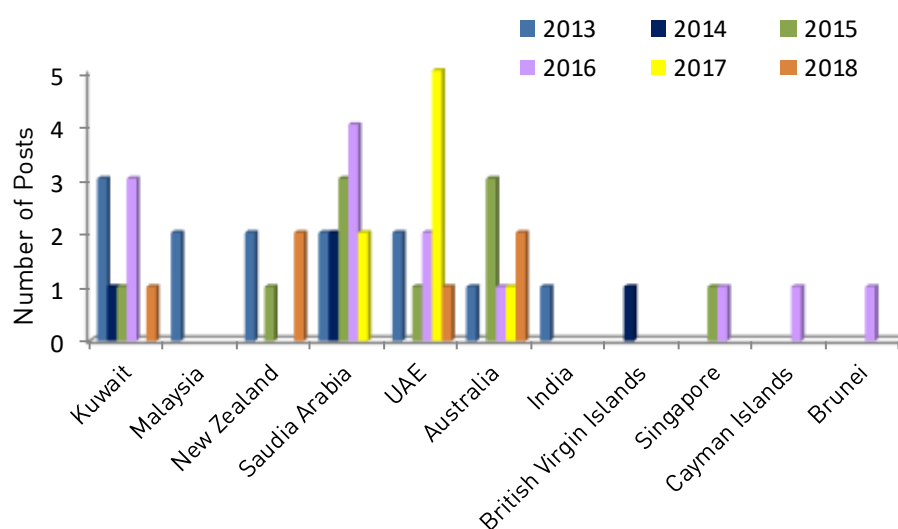
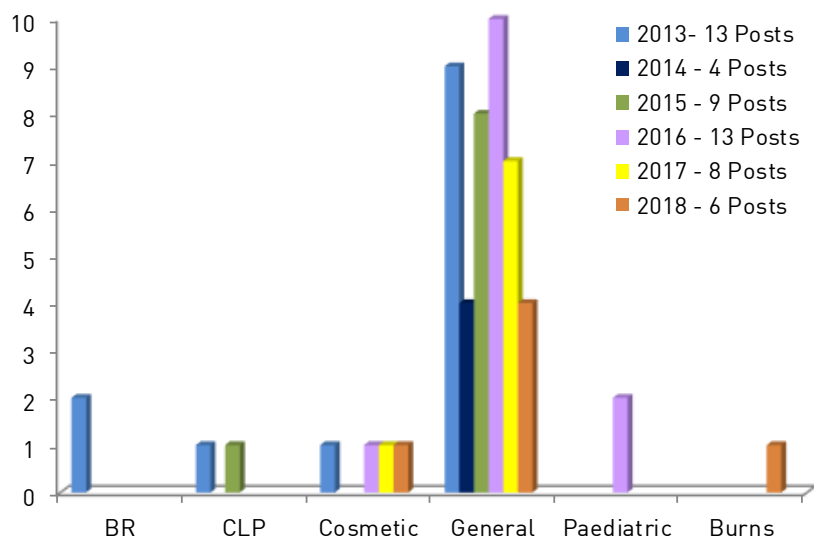
2015—Only 2 Locum Posts were advertised for 2015 (1 Breast and 1 Burns) One post was for a time period of 3 months and the other for 6 months.

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

2017—6 Locum Posts were advertised for 2017 which is an increase of two posts from 2016. (Two posts were for Republic of Ireland). Three posts were Full Time; one for a time period of 2 months; one for a period of 6 months and one for a period of 12 months

2018—Decrease of 33% in Locum posts from 2017. 50% of the posts were in Republic of Ireland All of the posts were Full Time posts.

INTERNATIONAL CONSULTANT PLASTIC POSTS ADVERTISED IN 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

2017—Number of International Consultant Plastic Surgeon posts decreased by 38% from 2016. The International posts were primarily located in the Middle East. Seven posts were full time and 1 post was for a time period of 2 years

2018 - Number of International Consultant Plastic Surgeon posts decreased by 25% from 2017. More than half the jobs were located in Australasia. Five posts were full time and 1 post was part time.

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 2018

Hospital Name	Link person
Region	Tel
	Mobile
	Email

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

<i>Please enter totals for:</i>												
Consultants				Speciality Doctor		Total	Total PA's	Any Vacant?	NOTES:			
Total number of substantive posts				Staff Grade								
NHS		Academic		Associate Specialist								
		Military		Trust Dr (reg equivalent/SHO)								
Total number of Locum posts				GP Clinical Assistant								
Total Vacancies as of 31st Dec 2018				GPSI's								
How many new consultant posts will be advertised in 2019?				Other								
How many new consultant post are likely to be advertised in 2019?												

Only include NHS PA's

Consultant	Gender (M/F)	Year of Birth (yyyy)	New Contract Total NHS PA's	Old Contract Contract type? FT, MPT, 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											
19											
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



The survey form for 2018 did not change from 2017.

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 2018

Hospital Name			
Region			
Link Person			
<p>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</p>			
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			

SUMMARY

The year on year increase in consultant numbers has reduced below 5% for the first time since 2013. This may be indicative we are getting closer to the original 2010 aspirational ratio of 1:100 000 Plastic Surgery consultant FTE to head of population. The ratio for 2018 is 1:112 811. However we are still a long way from the revised 2013 ratio of 1:80 000. There remains a wide variation of the ratio across the UK and Ireland, varying from 1:70 523 to 1:180 237. Individual units should use these figures in negotiation with their Trust Executive Board and Strategic Health Authorities.

The proportion of female Plastic Surgeons continues to grow. In 2018 20% of consultants are female compared to 14% in the first survey in 2010. As to be expected we see the biggest difference in the younger age groups with 37% of consultants in the 36-40 year old bracket being female. We review this figure carefully as it is crucial we appeal as a speciality to all junior doctors so we can have a diverse workforce and recruit the best individuals into Plastic Surgery.

This appeal as a specialty is reflected in the ratio of applicants to ST3 posts with an increase in numbers of applicants for Plastic Surgery ST3 posts. In 2018 there were 134 applicants for 33 posts (ratio 4.19:1). In 2017 the ratio was 3.73. This ratio compares favorably with our allied surgical specialties. For example Trauma and Orthopaedics ratio is 2.88:1. It is reassuring to see an increase application / post ratio at core training level up to 2.94:1 for 2018 – (data from Health Education England). We would again encourage all units to be involved in undergraduate teaching and show the junior doctors of the future our speciality.

One of the great appeals of Plastic Surgery is its diversity and reviewing the subspecialties of the consultant body demonstrates a continued diversity. Skin, hands and breast remain the top three, with skin increasing the most dramatically over the last three years. Breast has reduced steadily over the last 5 years. These changes are likely to reflect the scarcity of dermatologists and increasing numbers of breast surgeons undertaking breast reconstruction.

There continues to be changes in the working patterns of the consultant body with reducing proportions of consultants working 10 Programmed Activities (PA's) or over and an increase in proportion of consultants working under 10 PA's. This is likely to be linked to the issues around the tapering of the taxable allowance and pensions. This move away from working over 10 PA's financially hits the NHS harder. They are mostly Direct Clinical Care (DCC) PA's however replacing these extra DCC PA's with new posts requires replacing them with the 15% accompanying Supporting Professional Activity (SPA) PA's.

Continued.....

SUMMARY (con't)

The changes in working patterns and the unpredictability of retirement age caused by the taxation changes makes workforce planning difficult. Assuming no retirements the survey shows the numbers of consultants over 60 increasing to 140 by 2023. Removing those who will be over 65 still gives us a figure of over 120. On average we see 30 consultants retiring from the NHS per year. We expect to see this number increase with the aging workforce. Combining this with the reducing PA's worked and increasing workload the balance between available consultant posts and those attaining a Certificate of Completion of Training (CCT) over the next 5 years should be matched. The survey predicts 41 posts being advertised in 2019 and 46 trainees attaining their CCT.

The workforce survey gives the association good information about the direction Plastic Surgery is going and helps plan for the future. The future job market looks good for our current trainees, there may be a pressure of work with the ratio of WTE to populations reducing.

We must thank all the Link Persons for submitting the data and a special thank you to Sharon Ross for chasing and collating the data – a 100% return rate since 2010 is exceptional. Well done.

Richard Haywood

Chairman -Workforce Planning Group 2016/2017/2018/2019

