



BAPRAS

British Association of Plastic  
Reconstructive and Aesthetic Surg

2023

# PLASTIC SURGERY WORKFORCE

UK and Republic  
of Ireland

PROFILE & ANALYSIS

## FOREWORD

Thanks once again to all members for a 100% response rate to this workforce planning survey. I am glad to see that colleagues recognise the importance of this work.

I would like to express my gratitude to Mr. Fitzgerald, Sharon Ross and their team for putting this data together in a meaningful way that will allow us to show those in authority the valuable trends.

I am pleased to see that consultant numbers continue to rise, however, the rate of this rise is slow over time. This in conjunction with the fact that more consultants are reducing the number of PA's worked and imminent retirements is concerning. So too is the reduction in number of consultants expressing an interest in Breast Surgery along with the reduced interest in the TIG's including that in breast surgery.

It is good to see that the proportion of female consultants are increasing and hopefully this trend will continue to the point where they are reflective of medical students and trainees.

BAPRAS will continue to collect this data as it provides evidence for future change.

A handwritten signature in black ink, appearing to read 'Maniram Ragbir', with a horizontal line drawn underneath the name.

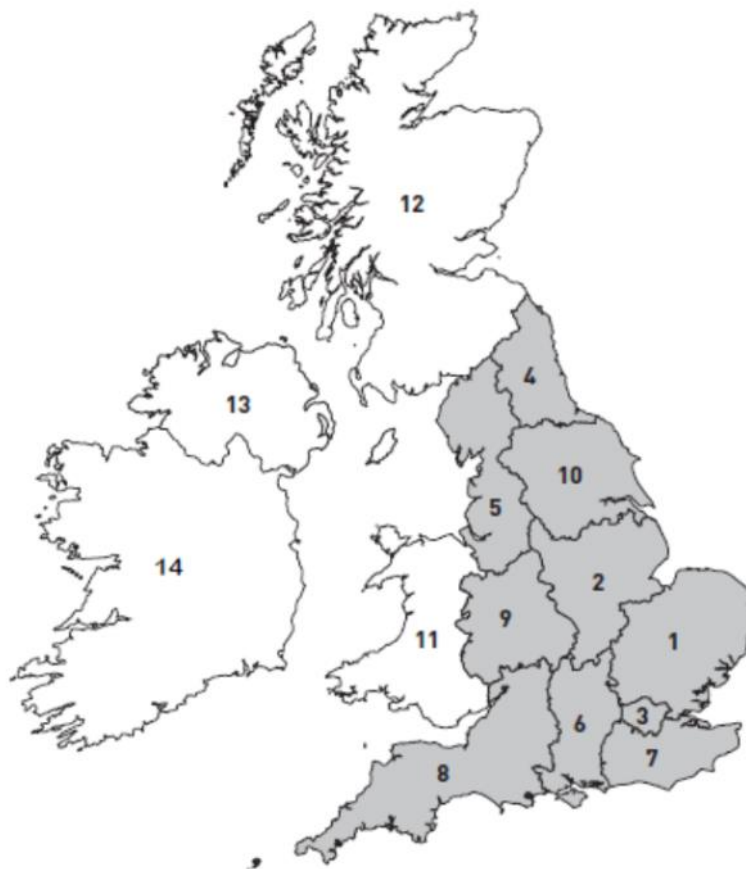
**Maniram Ragbir**

President  
British Association of Plastic Reconstructive and Aesthetic Surgeons  
2023/2024

## 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 2023.

The information enclosed is based on 729 Consultants, 97 Locum Consultants, 349.5 Specialty Doctors and 652 Trainees (foundation, core and higher surgical specialty training years) based in 72 plastic surgery units (64 units in UK, 8 units in Republic of Ireland). Breakdown of UK units is 54 units in England, 7 units in Scotland, 1 unit in Wales and 2 units in Northern 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    |

## 2023 WORKFORCE LINKPERSONS

|                  |  |  |
|------------------|--|--|
| East Midlands    | Royal Derby Hospital/Pulvertaft Hand Centre<br>Kettering General Hospital<br>Leicester Royal Infirmary<br>Northampton General Hospital<br>Nottingham University Hospital   | Peter Russell<br>Thangasamy Sankar<br>Matt Smith<br>Seemab Ashraff<br>Anna Raurell   |
| East of England  | Addenbrooke's Hospital<br>St Andrews Centre, Broomfield Hospital<br>Bedford Hospital<br>North West Anglia Foundation Trust<br>The Lister Hospital<br>Norfolk & Norwich University Hospital<br>West Suffolk Hospital                    | Mr Kai Wong<br>Matthew Griffiths<br>Sandip Hindocha<br>Tony Barabas<br>Maharukh Daruwalla<br>Richard Haywood<br>Stephen Mulgrew    |
| Northern Ireland | Royal Victoria Hospital/Ulster Hospital  | Brendan Fogarty  |
| London           | Barts & The London NHS Trust<br>Imperial Healthcare NHS Trust<br>Chelsea & Westminster Hospital<br>Great Ormond Street Hospital<br>Guy's & St Thomas Hospital<br>Royal Free Hospital<br>Royal Marsden Hospital<br>St George's Hospital | Georgios Pafitanis<br>Liz Dex<br>Anita Jatan<br>Neil Bulstrode<br>Mark Ho-Asjoe<br>Alex Woollard<br>Kelvin Ramsey<br>Sonja Cerovac |
| North East       | James Cook University Hospital<br>Royal Victoria Infirmary<br>University Hospital of North Durham<br>Northumbria Healthcare NHS Trust  | Ben Strong<br>Susan Stevenson<br>Haitham Khashaba<br>Mumtaz Hussain  |
| North West       | Alderhey Children's Hospital<br>Christie NHS Foundation Trust<br>Royal Preston Hospital<br>The Countess of Chester Hospital<br>Whiston Hospital<br>Wythenshawe /Royal Manchester Children's Hospital<br>Salford Royal Hospital         | Adel Fattah<br>David Mowatt<br>S. Srinivasan Iyer<br>Fahmy Fahmy<br>Hamid Tehrani<br>Kaushik Chakrabarty<br>Susie Yao              |
| Scotland         | St John's Hospital/Royal Hospital for Sick Children<br>Aberdeen Royal Infirmary<br>Glasgow Royal Infirmary<br>NHS Lanarkshire<br>Ninewells Hospital<br>Forth Valley Royal Hospital   | William Anderson<br>Ivan Depasquale<br>David McGill<br>Ben Aldridge<br>Fiona Hogg<br>Richard Clark                                 |
| South Central    | John Radcliffe Hospital<br>Mountbatten Dept of Plastic Surgery Queen Alexandra Hosp<br>Buckinghamshire Hospitals NHS Trust<br>Frimley Health NHS Foundation Trust  | Peter Kalu<br>Surgeon Commander Jason Smith<br>Rebecca Shirley<br>Sarita Vamadeva  |
| South East       | Queen Victoria Hospital  | Asit Khandwala   |



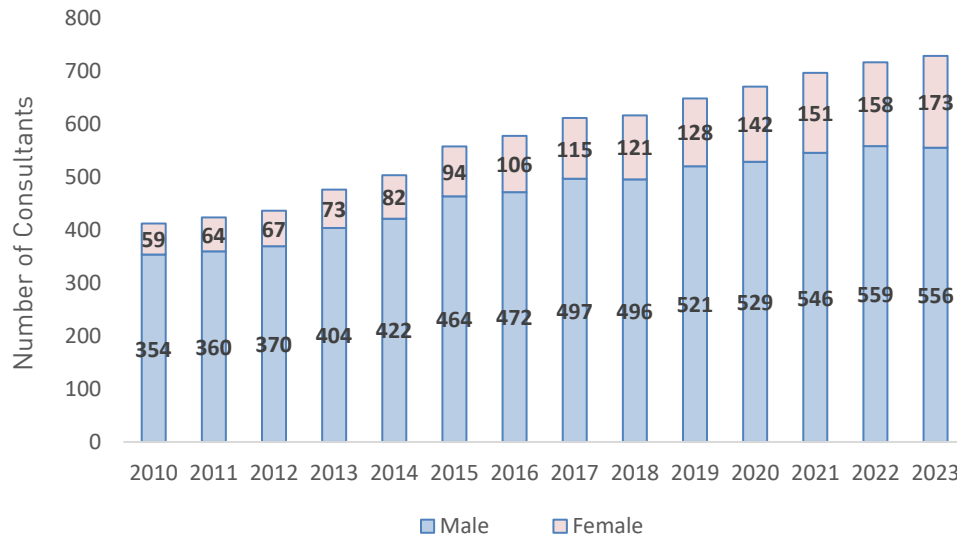
## 2023 WORKFORCE LINKPERSONS (con't)

|                        |  |  |
|------------------------|--|--|
| South West             | Derriford Hospital<br>Southmead Hospital<br>Salisbury NHS Foundation Trust<br>Royal Devon & Exeter Healthcare NHS Trust  | Jolita Zakaraite/Duncan MacKenzie<br>Sherif Wilson<br>Rebecca Exton<br>Andrew Wilson                 |
| Wales                  | Morrison Hospital  | Ian Josty  |
| West Midlands          | Birmingham Children's Hospital<br>Queen Elizabeth Hospital Birmingham<br>Russell Hall Hospital<br>Sandwell & West Birmingham Hospitals NHS Trust<br>University Hospital Coventry & Warwickshire<br>Royal Stoke University Hospital | Andrea Jester<br>Deborah Foong<br>Maria Athanasiadou<br>Elliott Smock<br>Katy Wallis<br>Shahidul Huq |
| Yorkshire & The Humber | Bradford Royal Infirmary<br>Castle Hill Hospital<br>Leeds General Infirmary<br>New Pinderfields Hospital<br>Royal Hallamshire/Northern General Hospital<br>York Teaching Hospital NHS Foundation Trust                             | David Watt<br>Richard Pinder<br>Daniel Thornton<br>Alan Phipps<br>Aidan Fitzgerald<br>Philip Lim     |
| Ireland                | Cork University Hospital   | Jason Kelly  |
|                        | St James Hospital/Our Lady's Hospital for Sick Kids  | Marlese Dempsey  |
|                        | Mater Misericordiae University Hospital/Childrens University Hospital  | Christine Quinlan  |
|                        | Beaumont Hospital  | Brian Kneafsey   |
|                        | St Vincent's University Hospital   | Colin Morrison   |
|                        | University College Hospital  | Jack Kelly   |

We would like to thank all the 2023 Workforce Linkpersons. Some of whom have been assisting us since 2010. Without their assistance, this survey would not be possible.

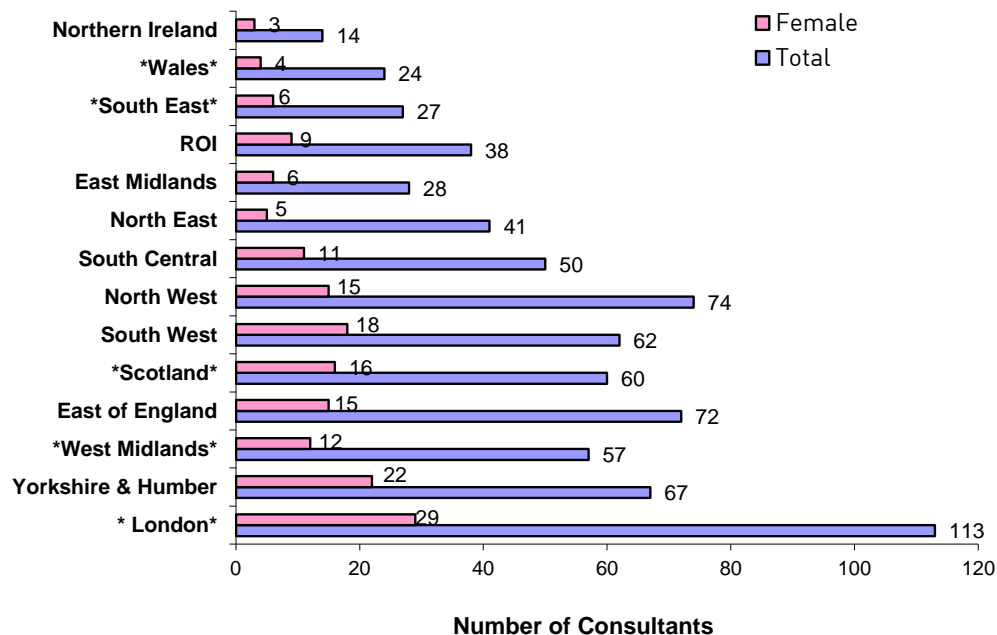
# CONSULTANTS

## GENDER BREAKDOWN (Headcount—Substantive Consultants)



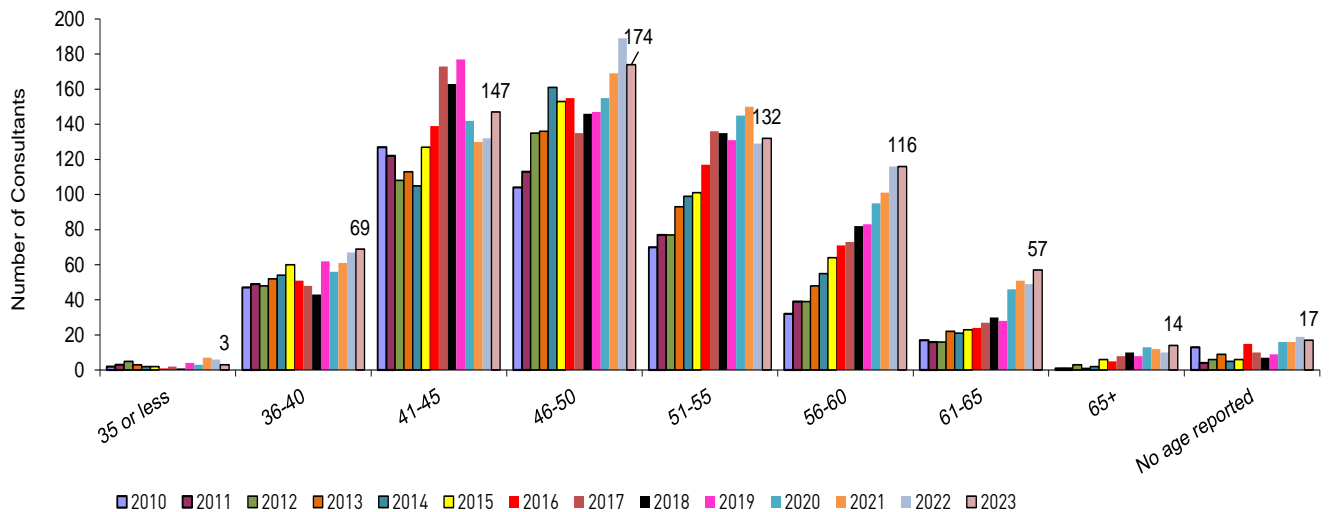
- 2023 represents a total of 729 substantive consultants of which 691 are from the UK and 38 are from ROI.
- 24% of the Consultant workforce in 2023 is female as compared to 14% in 2010.
- The Republic of Ireland include 29 Males and 9 Females. This is an increase of 4 posts since 2020. No change from 2023.
- The overall number of UK substantive consultants has increased by 12 posts (1%) from 2022.

## GEOGRAPHICAL DISTRIBUTION OF SUBSTANTIVE CONSULTANT POSTS (Headcount)



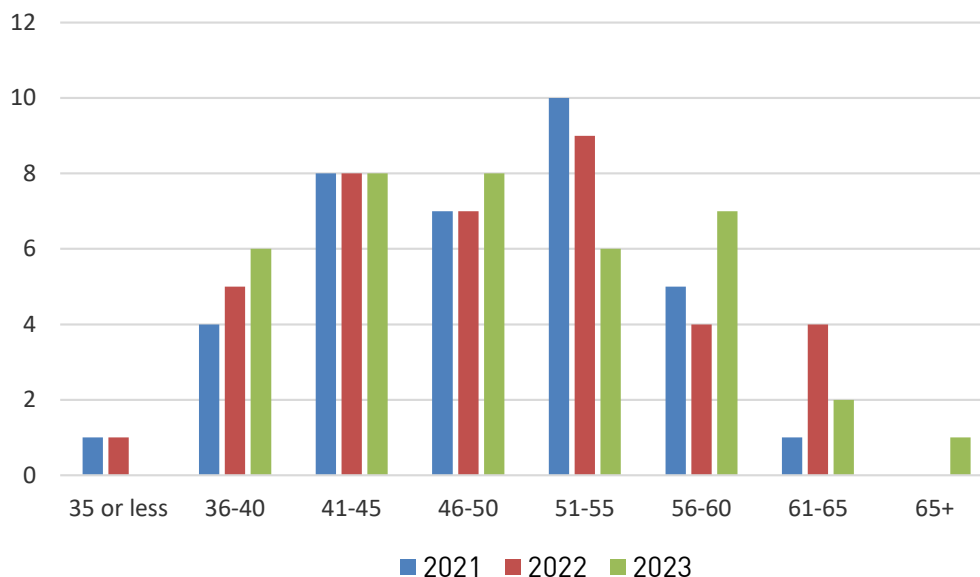
- During 2023 the number of substantive consultant posts increased in 5 of the regions from 2022 (indicated with \*)
- Included in this result are Solo NHS Consultants from the following regions: 2 from South West, 1 from London and 1 from North West.
- The above does not include any vacant posts.

## AGE ANALYSIS (UK & ROI)

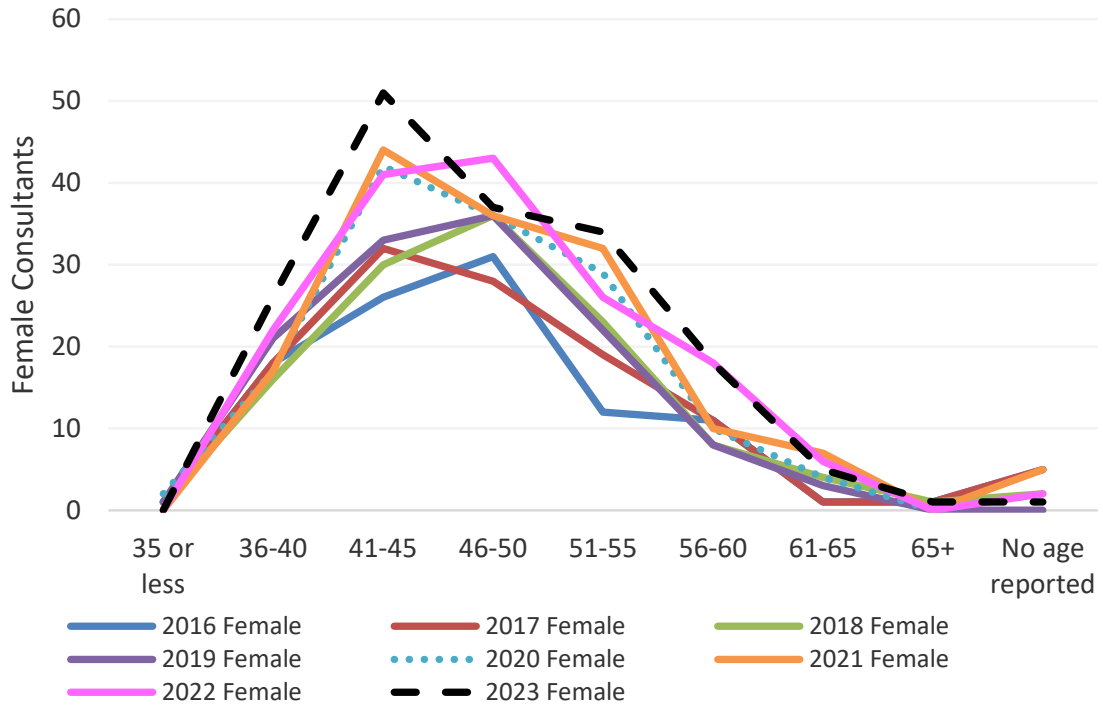


- The 46-50 age bracket still remains the largest age group for the UK for the 4th year in a row.
- The 41-45 age bracket is the second largest group of Consultants overtaking the 51-55 age bracket from 2021.
- The 41-45 and 46-50 age bracket have the greatest number of consultants, 8 each, for the ROI whereas in 2022 it was the 51-55 age bracket.
- The 65+ age bracket has increased by 4 posts compared to 2022.

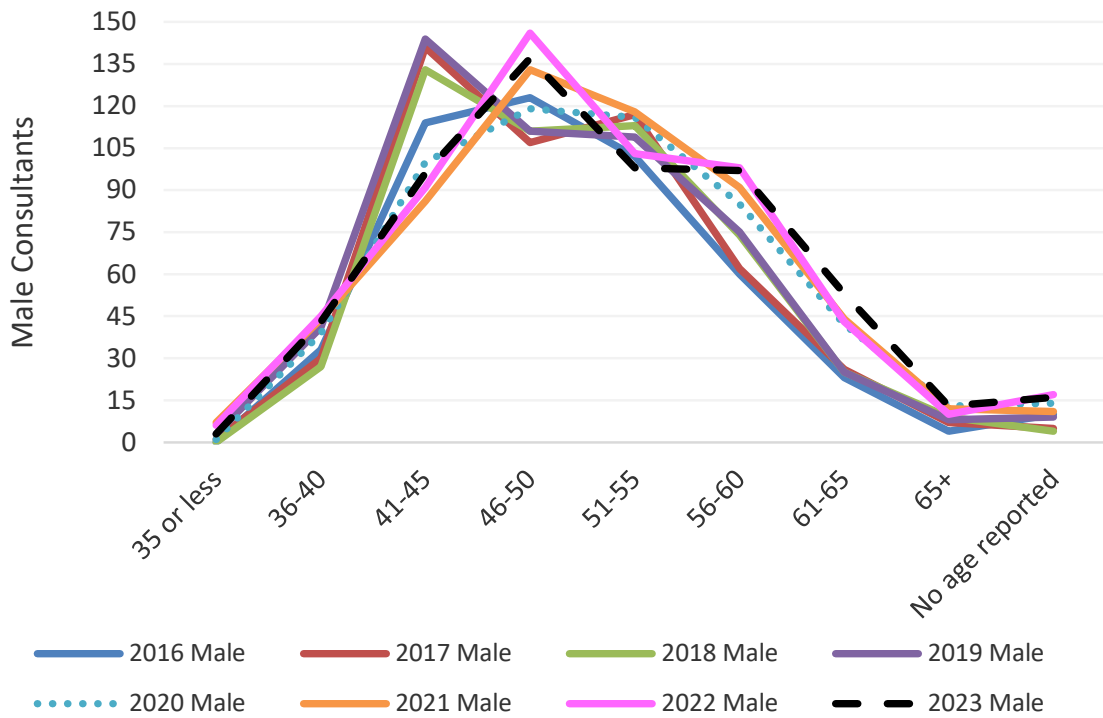
## Age Analysis (Republic of Ireland)



## Age Analysis By Females

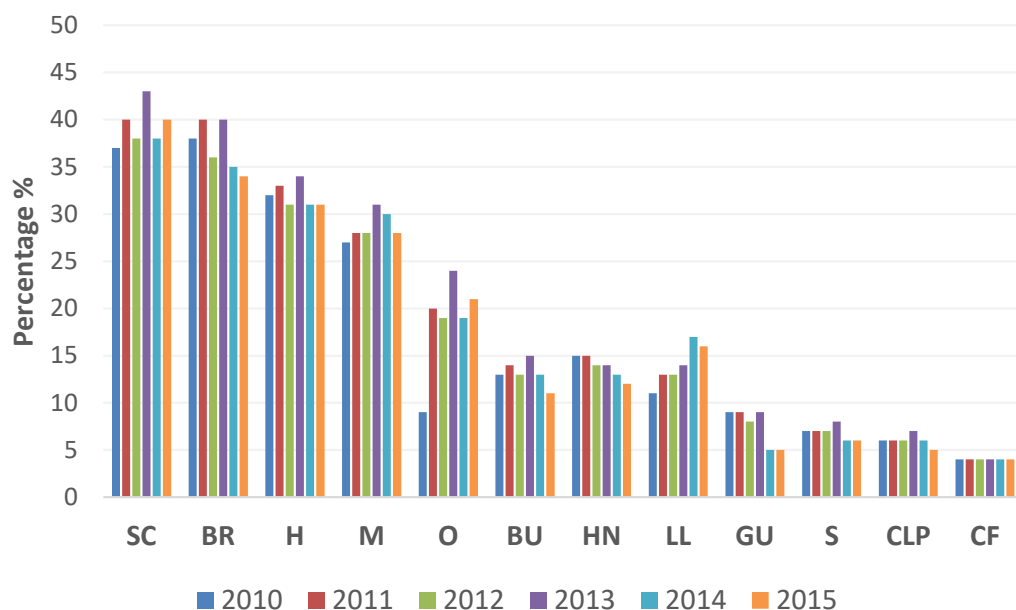


## Age Analysis By Males

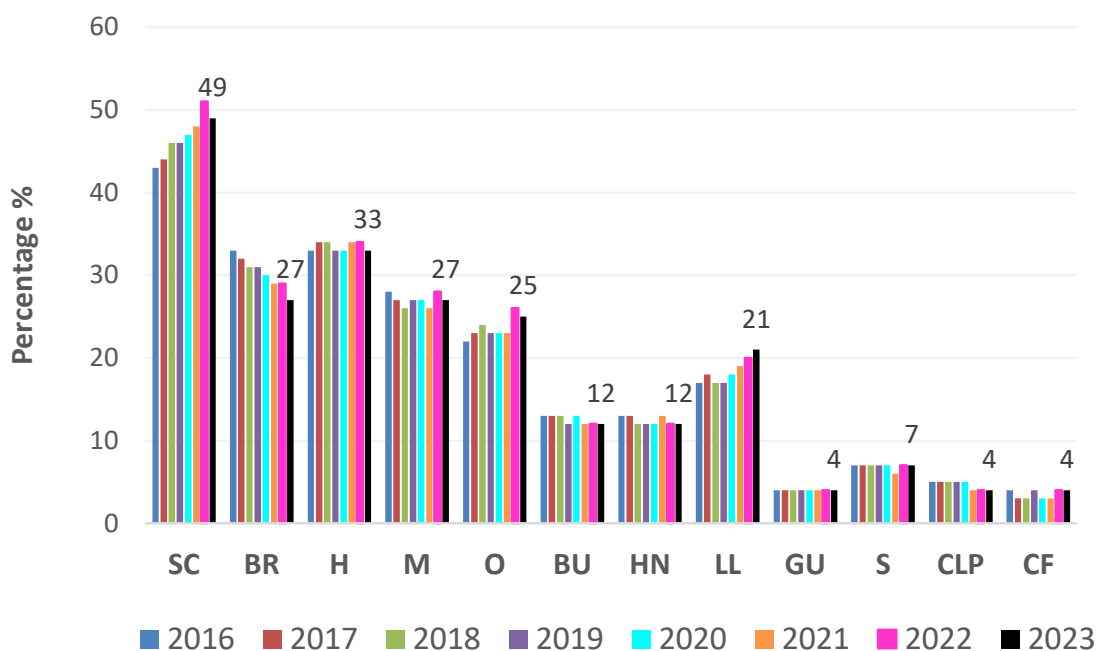




## 2010—2015 CONSULTANT SUB-SPECIALTIES - ALL REGIONS (By Percentage)



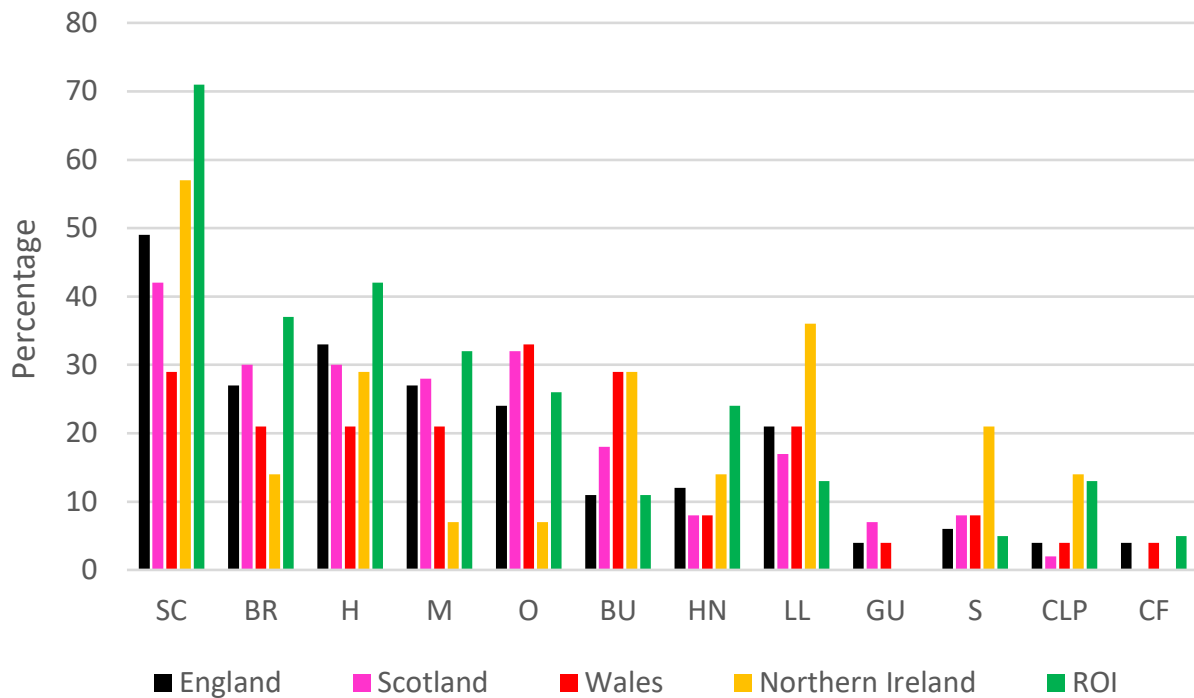
## 2016—2023 CONSULTANT SUB-SPECIALTIES - ALL REGIONS (By Percentage)



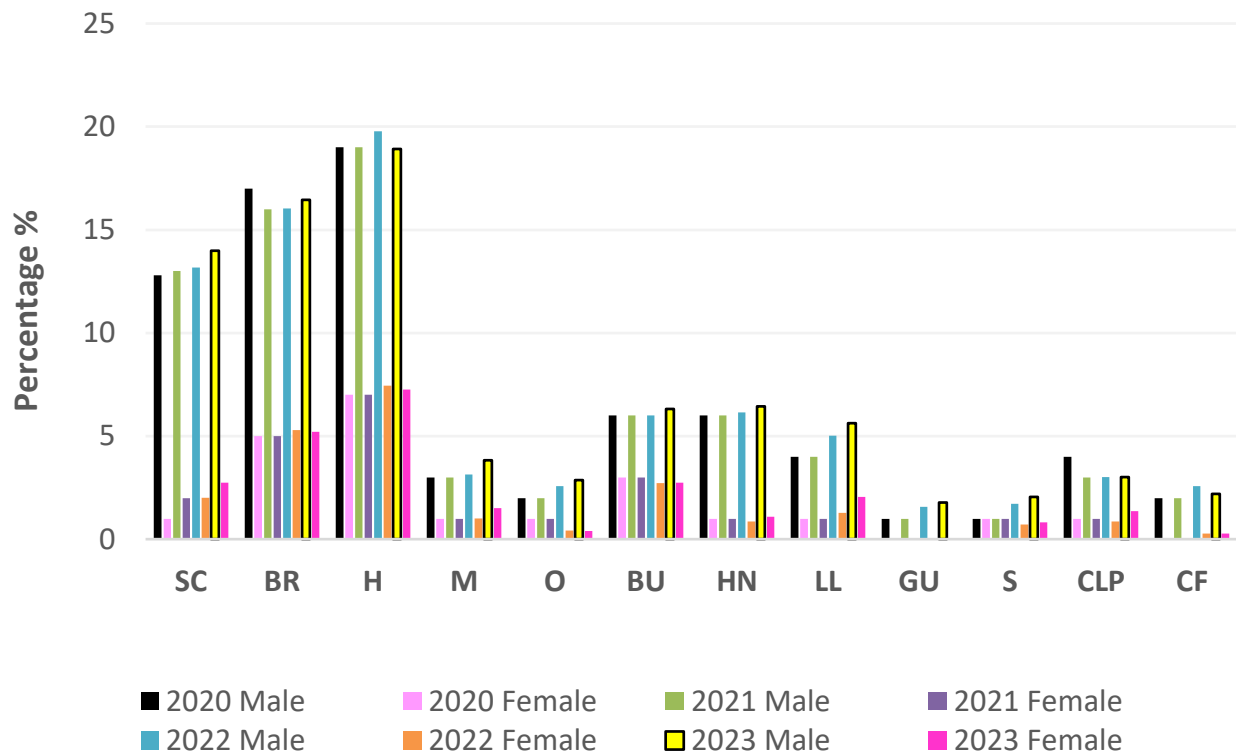
**i** BR=Breast, SC=Skin Cancer, H=Hand Upper Limb, M=Microsurgical Reconstruction HN=Head & Neck, BU=Burns, LL=Lower Limb Trauma, GU=Genitourinary, O=Other, S=Sarcoma, CLP=Cleft Lip & Palate, CF=Craniofacial

- Each consultant was given the option of listing a maximum of 3 sub-specialty interests.
- Since 2012 Skin Cancer remains the most reported subspecialty interest. It did, however, have a decrease of 2% since 2022.
- Hand remains the second most reported sub-specialty interest for the seventh year in a row, remaining constant.
- 'Other' includes interests in laser surgery, ear reconstruction, facial palsy, max facial, aesthetic, perineal, brachial plexus, nerves, facial reanimation, gender affirmation, cosmetic, body contouring and abdominal wall reconstruction.

## 2023 CONSULTANT SUB-SPECIALTIES - BY REGION (By Percentage)

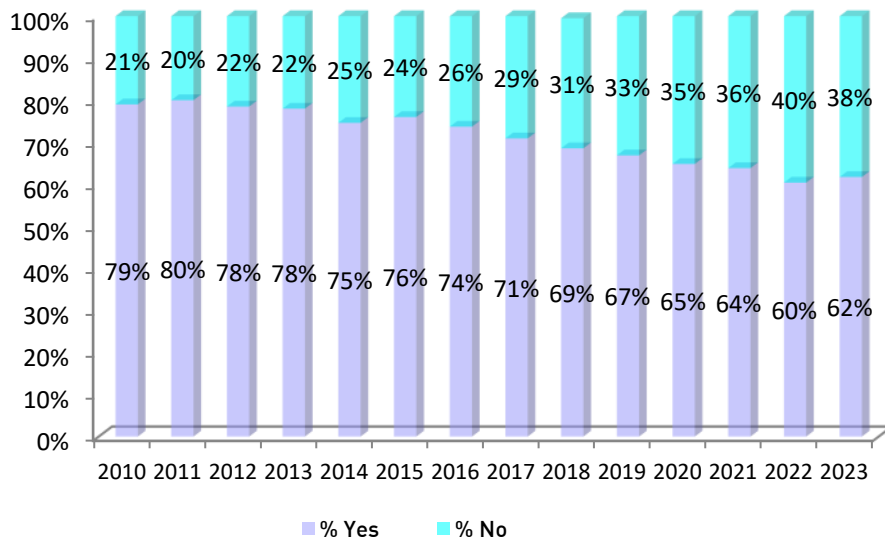


## CONSULTANT SUB-SPECIALTY—BY GENDER (%)



Above based on Consultants 1st sub-specialty only.

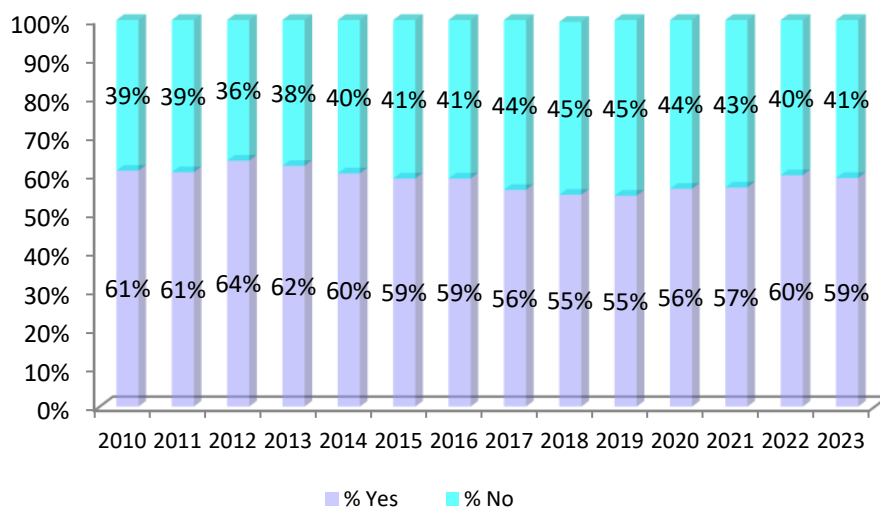
## CONSULTANTS UNDERTAKING PRIVATE PRACTICE



9% of female consultants are undertaking private practice .

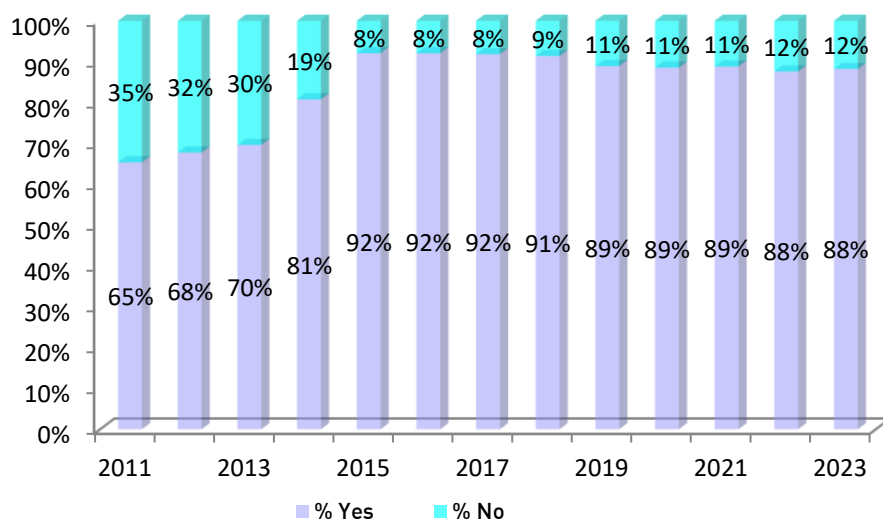
For purposes of comparison, the BAPRAS membership was analysed in 2021 and it was found that 38 out of 562 members are working in the private sector only. This represents just over 6.5% of the BAPRAS members undertaking private practice only.

## CONSULTANTS ACTING AS ASSIGNED EDUCATIONAL SUPERVISORS



2010-2013 does not includes ROI

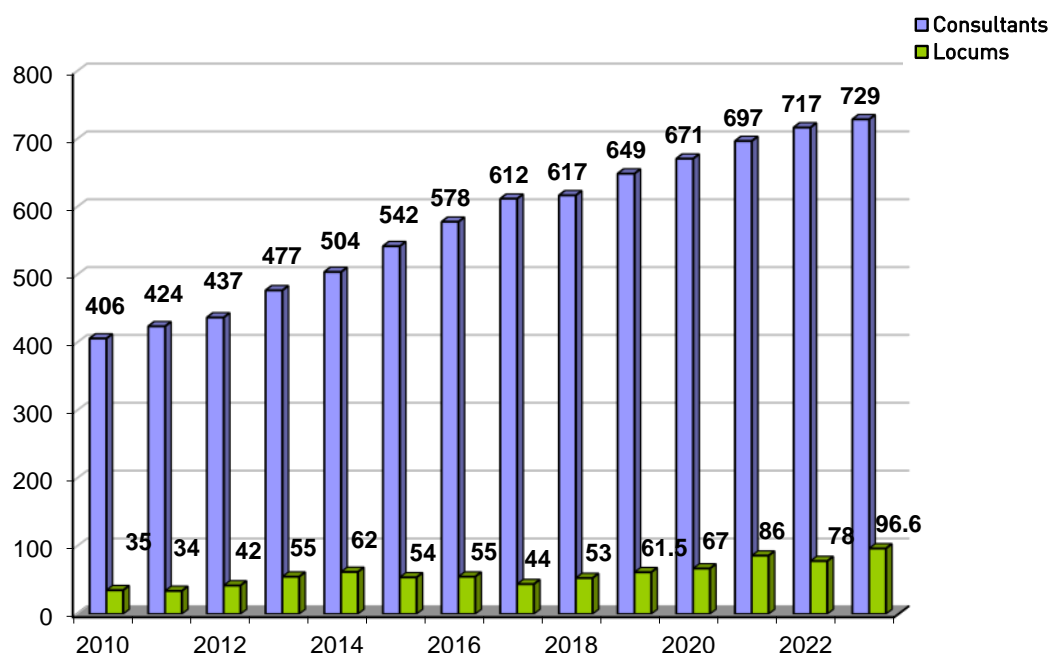
## CONSULTANTS ACTING AS CLINICAL SUPERVISORS



The percentage of consultants acting as Clinical Supervisors has remained relatively constant since 2019.

2011-2013 does not include ROI

## CONSULTANTS AND LOCUMS



- The number of UK Locum posts in plastic surgery for 2023 has increased by 18.6 posts from 2022. This is a 20% increase over 2022.
- The number of UK Consultant posts in plastic surgery for 2023 increased by 12 posts from 2022.
- 2023 includes 38 consultants and 4 locum posts from ROI. This is an increase of 1 Locum post from 2022.

## SUBSTANTIVE AND LOCUM POSTS

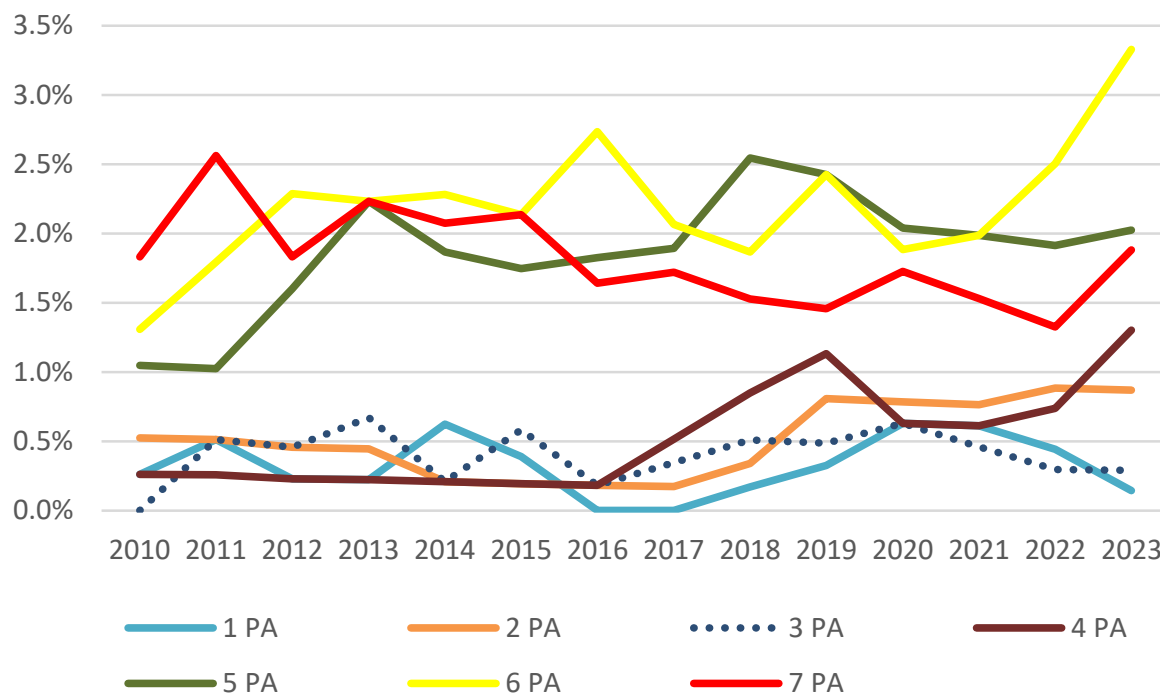
(By Region)

| Region              | Substantive |      | Vacancies |      | NHS  |      | Academic |      | Military |      | Locum |      |
|---------------------|-------------|------|-----------|------|------|------|----------|------|----------|------|-------|------|
|                     | 2022        | 2023 | 2022      | 2023 | 2022 | 2023 | 2022     | 2023 | 2022     | 2023 | 2022  | 2023 |
| London              | 107         | 113  | 0         | 5    | 105  | 115  | 1        | 1    | 1        | 2    | 20    | 23   |
| Yorkshire & Humber  | 67          | 67   | 0         | 0    | 67   | 67   | 0        | 0    | 0        | 0    | 5     | 9    |
| East of England     | 73          | 72   | 2         | 2    | 72   | 71   | 1        | 1    | 0        | 0    | 12    | 11   |
| Scotland            | 56          | 60   | 4         | 4    | 56   | 60   | 0        | 0    | 0        | 0    | 5     | 5    |
| West Midlands       | 55          | 57   | 6         | 5    | 50   | 54   | 1        | 1    | 4        | 2    | 4.6   | 5.6  |
| South West          | 62          | 62   | 3         | 3    | 60   | 59   | 0        | 0    | 2        | 3    | 3     | 5    |
| North West          | 73          | 74   | 1         | 0    | 70   | 70   | 3        | 3    | 0        | 0    | 13    | 14   |
| South Central       | 50          | 50   | 0         | 1    | 44   | 45   | 4        | 4    | 2        | 1    | 2     | 4    |
| North East          | 41          | 41   | 1         | 2    | 41   | 41   | 0        | 0    | 0        | 0    | 2     | 2    |
| South East          | 25          | 27   | 3         | 1    | 24   | 25   | 0        | 0    | 1        | 1    | 2     | 2    |
| East Midlands       | 28          | 28   | 3         | 0    | 28   | 28   | 0        | 0    | 0        | 0    | 3     | 6    |
| Wales               | 23          | 24   | 0         | 0    | 22   | 22   | 1        | 1    | 0        | 1    | 1     | 2    |
| Northern Ireland    | 15          | 13.5 | 0         | 1    | 15   | 13.5 | 0        | 0    | 0        | 0    | 1     | 0    |
| Republic of Ireland | 38          | 38   | 3         | 2    | 38   | 38   | 0        | 0    | 0        | 0    | 4     | 8    |

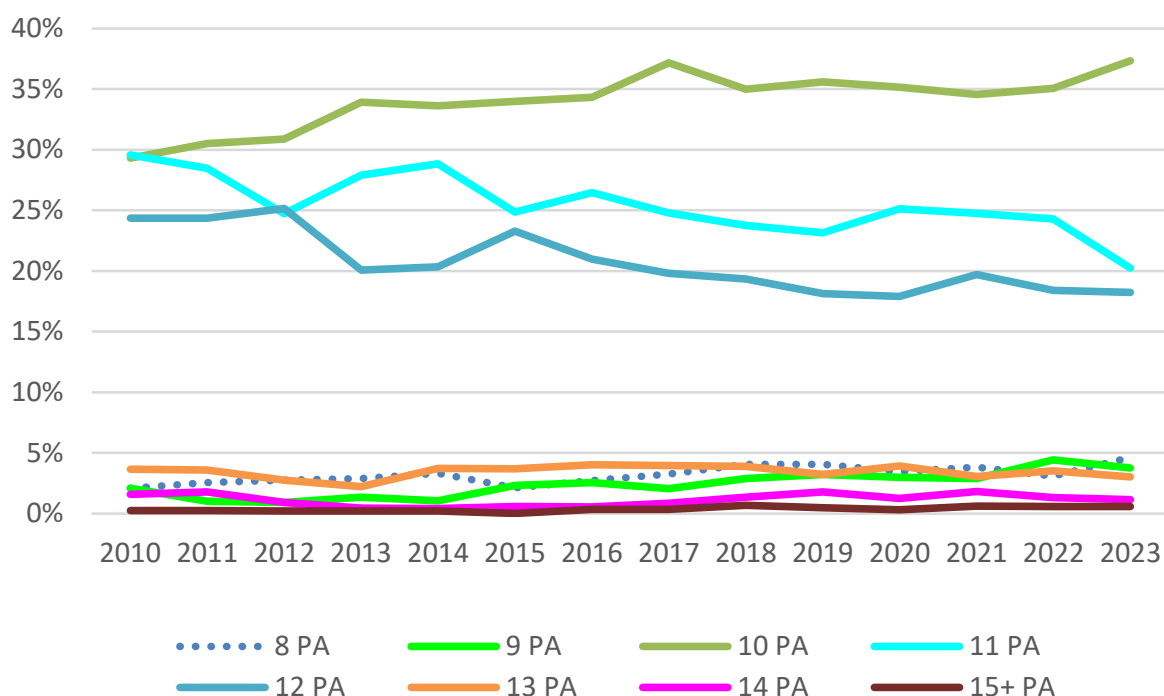


- Substantive posts include NHS, Academic and Military posts
- Of the 13 UK regions, 6 regions increased their number of substantive posts from 2022.

## 7 PA's AND LESS WORKED BY UK CONSULTANTS (%)

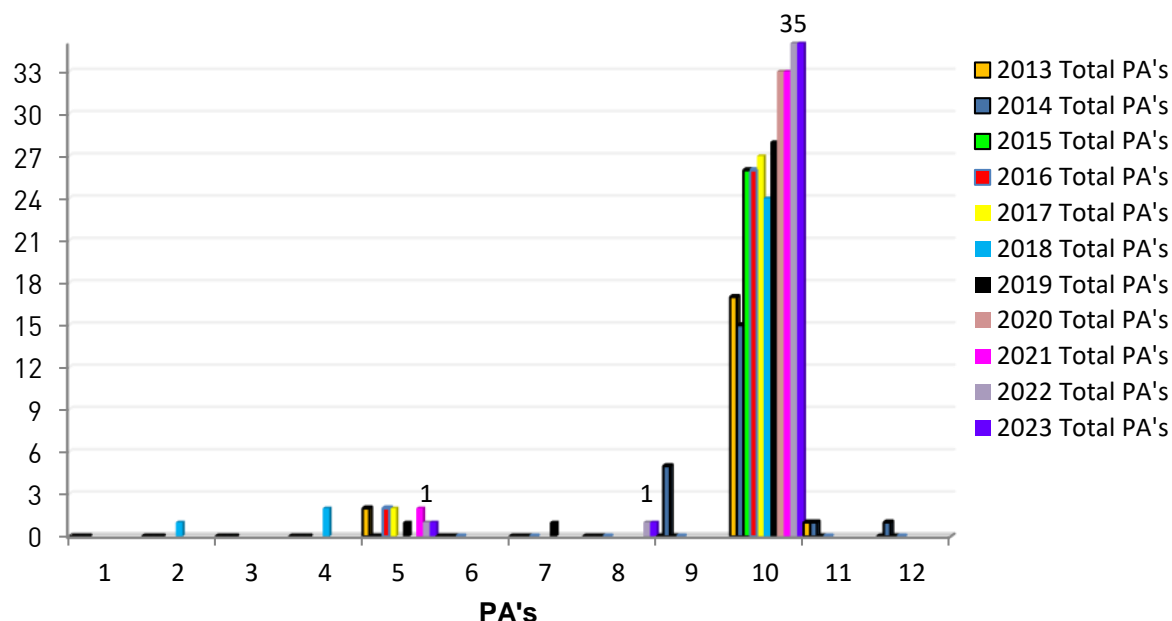


## 8-15+ PA's WORKED BY UK CONSULTANTS (%)



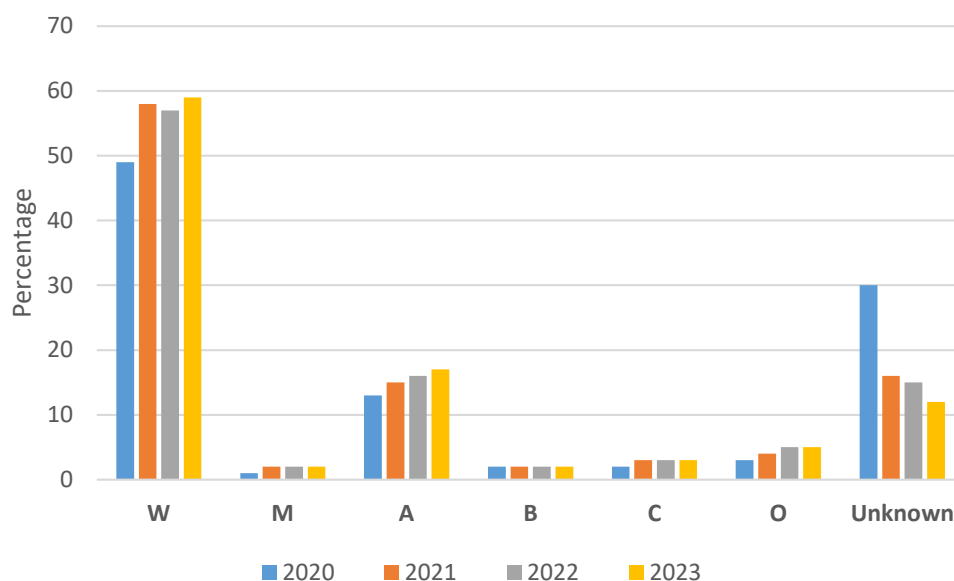
- Overall there has not been any significant changes in the amount of PA's that Consultants have been working since 2018, however, during 2023, the Consultants working 11PA's and over have decreased and those working between 4—8 PAs have increased. This could indicate a trend toward working fewer PAs.
- To note in 2023 there are 68 UK consultants (9%) that are working 7 or less PA's. This is an increase of 13 UK Consultants from 2022 and still represents an increase of 9% from 2022.

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



**i** There were no changes in PA's worked from 2022 to 2023. For 2020, 2021, 2022 and 2023, one consultant did not provide number of PA's worked but did indicate working part time.

## CONSULTANT ETHNIC GROUP (%)



**i** **W**=White, **M**=Mixed, **A**=Asian/Asian British, **B**=Black/Black British/African/Caribbean, **C**=Chinese, **O**=Other Ethnic Group

2020 was the first year the survey had asked for the ethnic group of Consultants. It is important to note that this field is not mandatory and, as a result, 12% of the Consultants did not provide an answer for 2023. This is down from 30%, who did not provide an answer in 2020.



## 2022 AND 2023 TOTAL CONSULTANTS REQUIRED REGIONALLY TO SERVICE 1:80,000 POPULATION RATIO

| Region                 | FTE<br>Req'd<br>for 1:80,000<br>ratio | Current FTE | Further FTE<br>Req'd 2023 | Further FTE<br>Req'd 2022 |
|------------------------|---------------------------------------|-------------|---------------------------|---------------------------|
| North West             | 93                                    | 75          | 18                        | 18                        |
| Republic of<br>Ireland | 63                                    | 36          | 27                        | 27                        |
| East Midlands          | 61                                    | 29          | 32                        | 32                        |
| South East             | 59                                    | 26          | 33                        | 34                        |
| London                 | 110                                   | 108         | 2                         | 8                         |
| East of England        | 79                                    | 74          | 5                         | 5                         |
| West Midlands          | 74                                    | 59          | 15                        | 22                        |
| South West             | 71                                    | 62          | 9                         | 9                         |
| Wales                  | 39                                    | 25          | 14                        | 14                        |
| Scotland               | 68                                    | 61          | 7                         | 9                         |
| South Central          | 57                                    | 50          | 7                         | 5                         |
| N. Ireland             | 24                                    | 14          | 10                        | 8                         |
| Yorkshire &<br>Humber  | 69                                    | 74          | N/A                       | N/A                       |
| North East             | 33                                    | 43          | N/A                       | N/A                       |



- **Above Population data based on results of 2021 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.*
- *Current FTE = PA's/10*

## TOTAL CONSULTANTS REQUIRED REGIONALLY TO SERVICE 1:80,000 POPULATION RATIO FOR 2013-2021

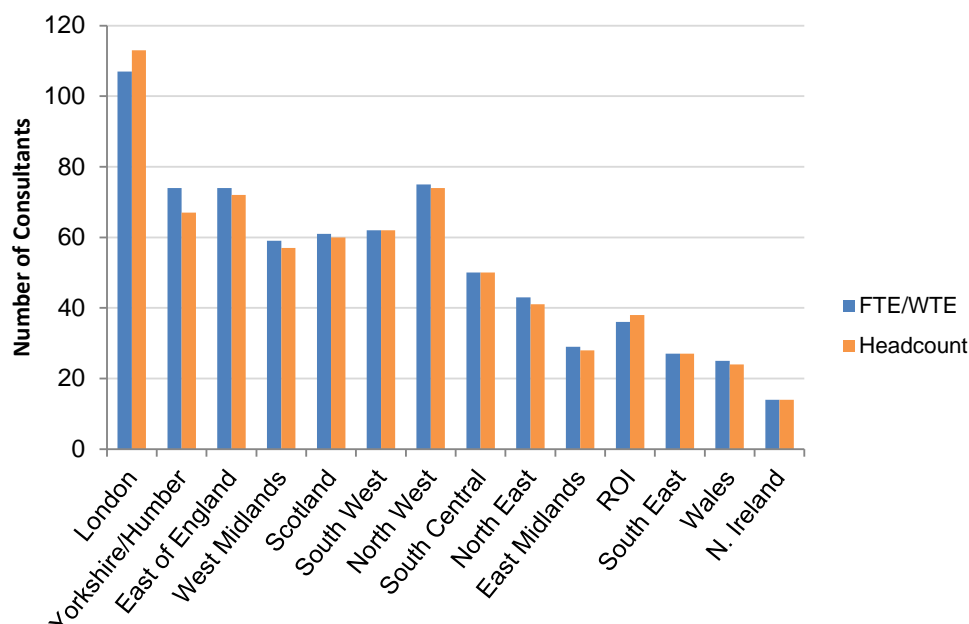
|                 |                              |             | Further FTE Required |      |      |      |      |      |      |      |      |
|-----------------|------------------------------|-------------|----------------------|------|------|------|------|------|------|------|------|
| Region          | FTE Req'd for 1:80,000 ratio | Current FTE | 2021                 | 2020 | 2019 | 2018 | 2017 | 2016 | 2015 | 2014 | 2013 |
| North West      | 89                           | 70          | 19                   | 24   | 28   | 30   | 28   | 34   | 34   | 46   | 49   |
| Republic of     | 57                           | 34          | 23                   | 24   | 28   | 32   | 29   | 30   | 31   | 35   | 38   |
| East            | 57                           | 30          | 27                   | 27   | 28   | 28   | 29   | 32   | 32   | 34   | 44   |
| South East      | 52                           | 26          | 26                   | 25   | 26   | 26   | 30   | 31   | 32   | 32   | 32   |
| London          | 103                          | 96          | 7                    | 12   | 9    | 15   | 14   | 19   | 23   | 30.5 | 36   |
| East of England | 73                           | 74          | 0                    | 4    | 6    | 7    | 9    | 12   | 19   | 24   | 38   |
| West            | 70                           | 55          | 15                   | 12   | 7    | 21   | 20   | 21   | 22   | 23   | 33   |
| South West      | 66                           | 58          | 8                    | 10   | 15   | 14   | 11   | 16   | 22   | 23   | 26   |
| Wales           | 38                           | 23          | 15                   | 19   | 20.5 | 21   | 21   | 19   | 20.5 | 21.5 | 21   |
| Scotland        | 66                           | 56          | 10                   | 10   | 11   | 15   | 12   | 15   | 15   | 18   | 33   |
| South           | 50                           | 52          | 0                    | 1    | 4    | 5    | 0    | 11   | 10   | 15   | 19   |
| N. Ireland      | 23                           | 16          | 7                    | 8    | 8    | 10   | 10   | 11   | 12   | 12   | 12   |
| Yorkshire & the | 66                           | 69          | 0                    | 0    | 0    | 0    | 1    | 9    | 2    | 6    | 15   |
| North East      | 32                           | 42          | 0                    | 0    | 0    | 0    | 0    | 0    | 11   | 5.5  | 9    |



- **Above 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 were based on 1:100,000 population ratio. For consistency purposes 2011 and 2012 have been removed from the above chart.
- Current FTE = PA's/10

## FULL TIME EQUIVALENTS

(By Region)



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 | Current Age | No. of Consultants Retiring |
|-------------|-----------------------------|-------------|-----------------------------|-------------|-----------------------------|-------------|-----------------------------|
| 50          | 1                           | 58          | 9                           | 64          | 7                           | 72          | 1                           |
| 51          | 1                           | 59          | 10                          | 65          | 6                           | 74          | 1                           |
| 54          | 2                           | 60          | 9                           | 66          | 3                           | 76          | 1                           |
| 55          | 7                           | 61          | 10                          | 67          | 2                           | Unknown     | 3                           |
| 56          | 7                           | 62          | 7                           | 69          | 1                           |             |                             |
| 57          | 11                          | 63          | 5                           | 71          | 2                           |             |                             |



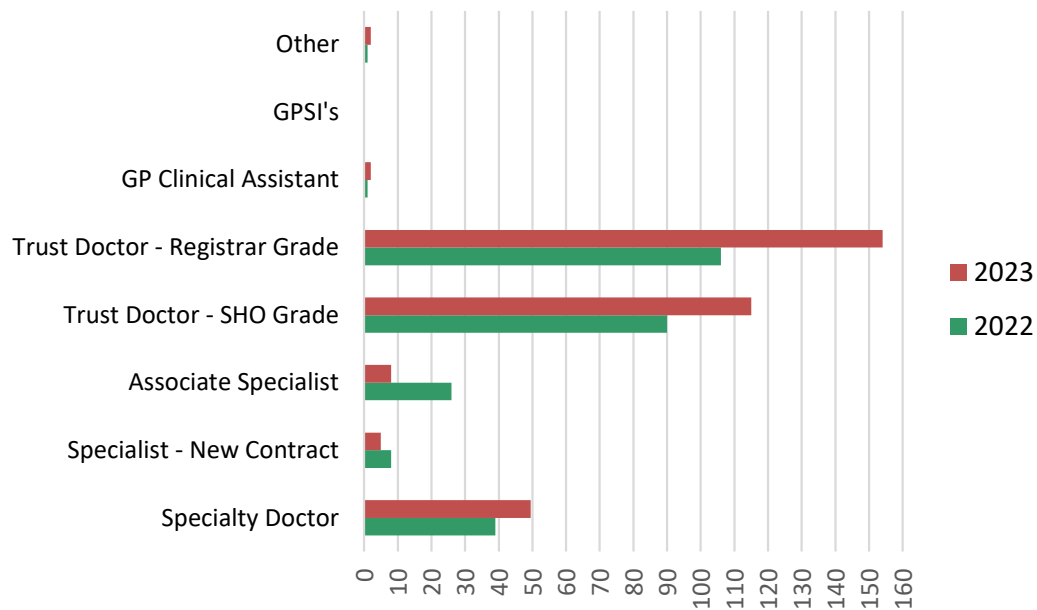
- Based on the 2023 workforce survey responses, 106 Consultants, (of which 10 are female and 4 are from ROI), anticipate retiring in the next five years. Of these 106 Consultants, 45 are currently working less than 10 PAs.
- It is important to note that there was no obligation to answer this question.
- 4 Consultants that had previously retired, have returned and are currently working Part time. 1 Consultant is job sharing.
- For the purpose of the above chart, current age of three respondents was unknown.

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

2024 — 108 Consultants  
2025— 131 Consultants  
2026 — 161 Consultants

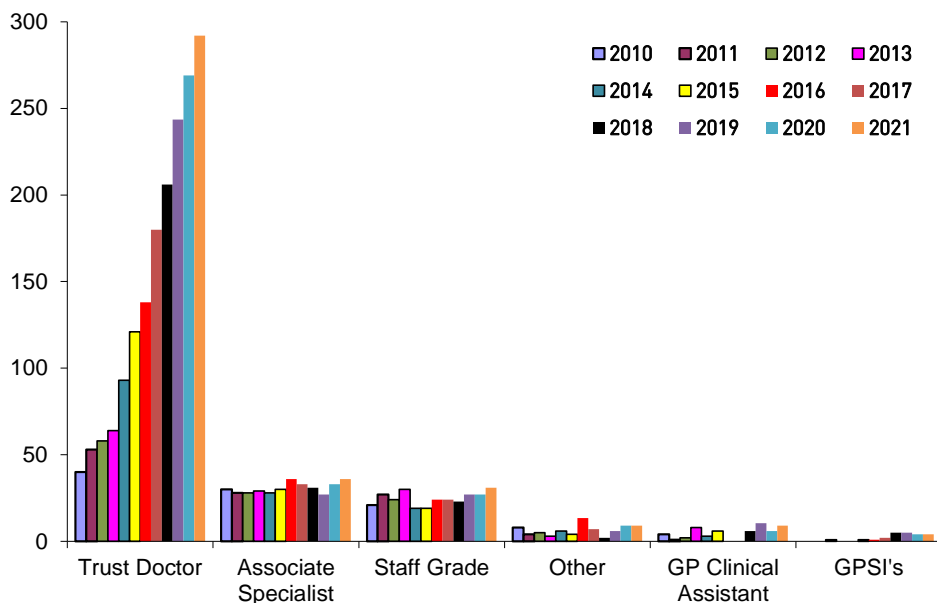
2027 — 186 Consultants  
2028— 226 Consultants

## 2022 AND 2023 SPECIALTY DOCTORS (By Category)



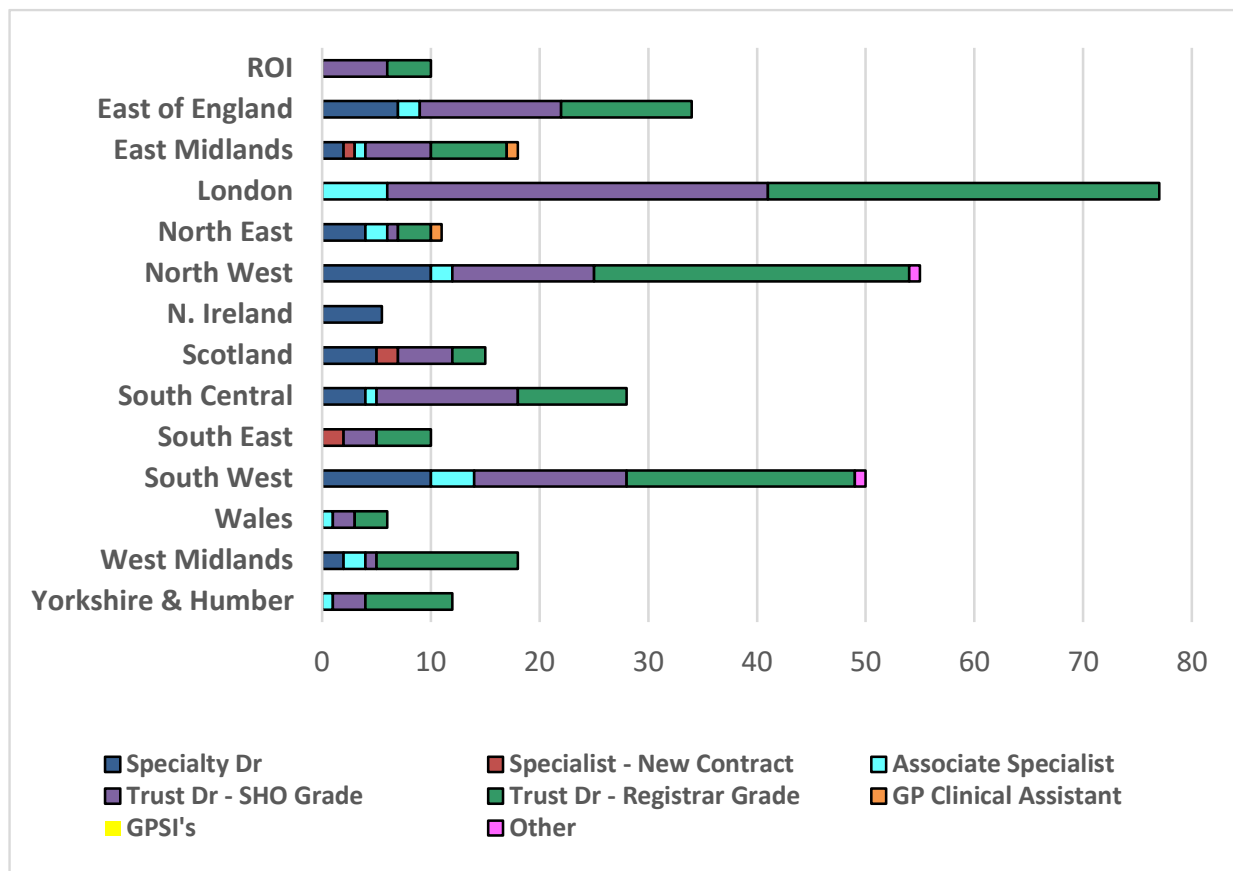
- The categories of Specialty Doctors asked in the 2022 workforce survey were changed from previous years. Therefore a new graph was now required as above. The below graph now represents the historical data from the years 2010—2021.
- Other is an Oncoplastic Fellow shared with Breast Department.
- 6 Trust Doctors SHO Grade and 4 Trust Doctors Registrar Grade were reported for ROI for 2023.

## 2010—2021 SPECIALTY DOCTORS (By Category)



The above graph represents the historical data of Specialty Doctors for the years 2010—2021.

## SPECIALTY DOCTORS (By Region)



## PLASTIC UNITS VISITED BY MEDICAL STUDENTS DURING 2023

During 2023:

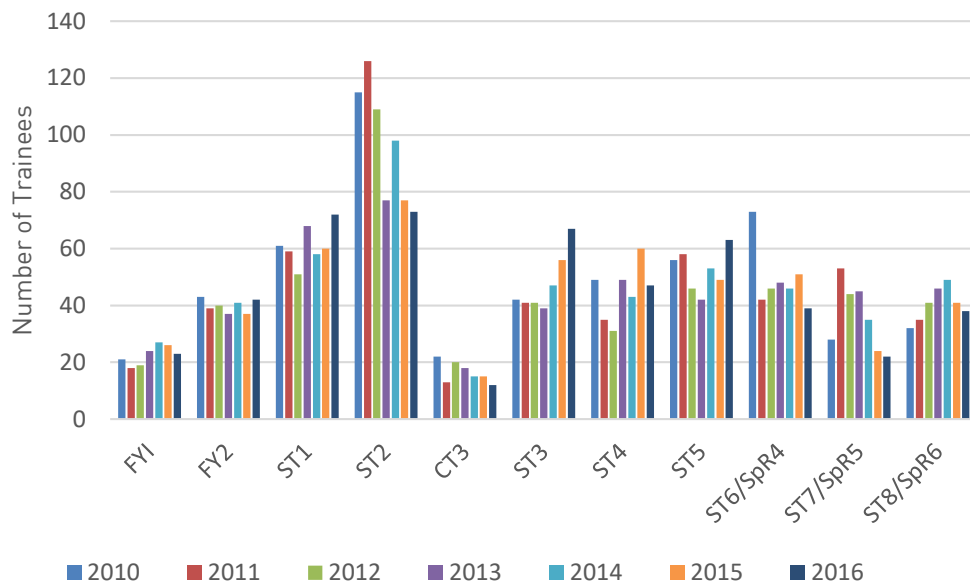
- 51 Units reported that medical students had visited their unit.
- 3 Units reported that no medical students had visited their unit.
- 12 Units did not report whether medical students had visited their unit.



2023 was the first year that the workforce survey asked about medical students visiting Plastic Units.

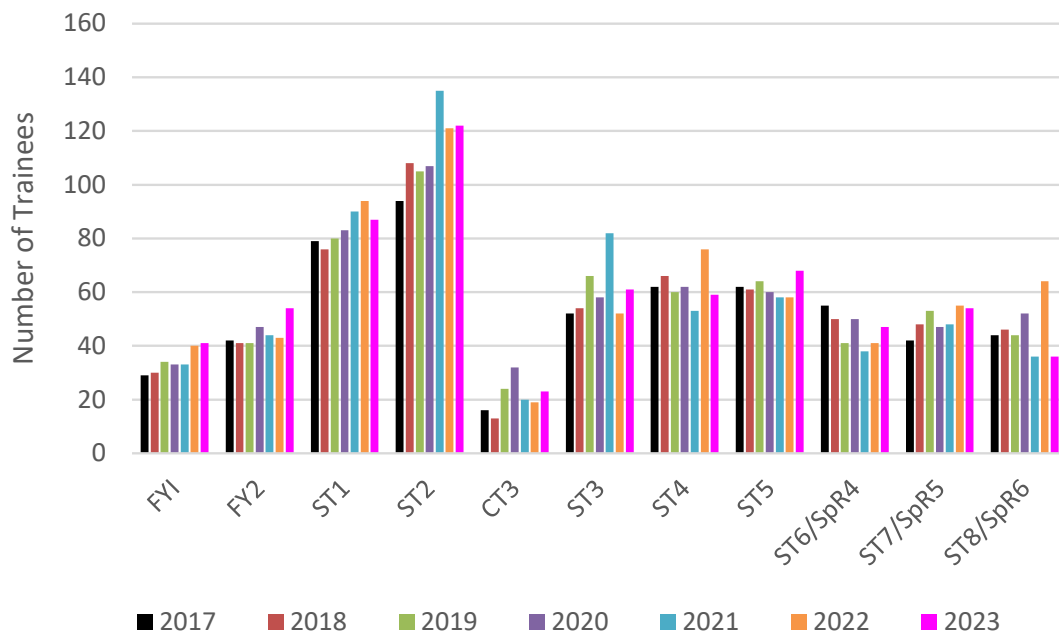
# TRAINEES

2010-2016



# TRAINEES

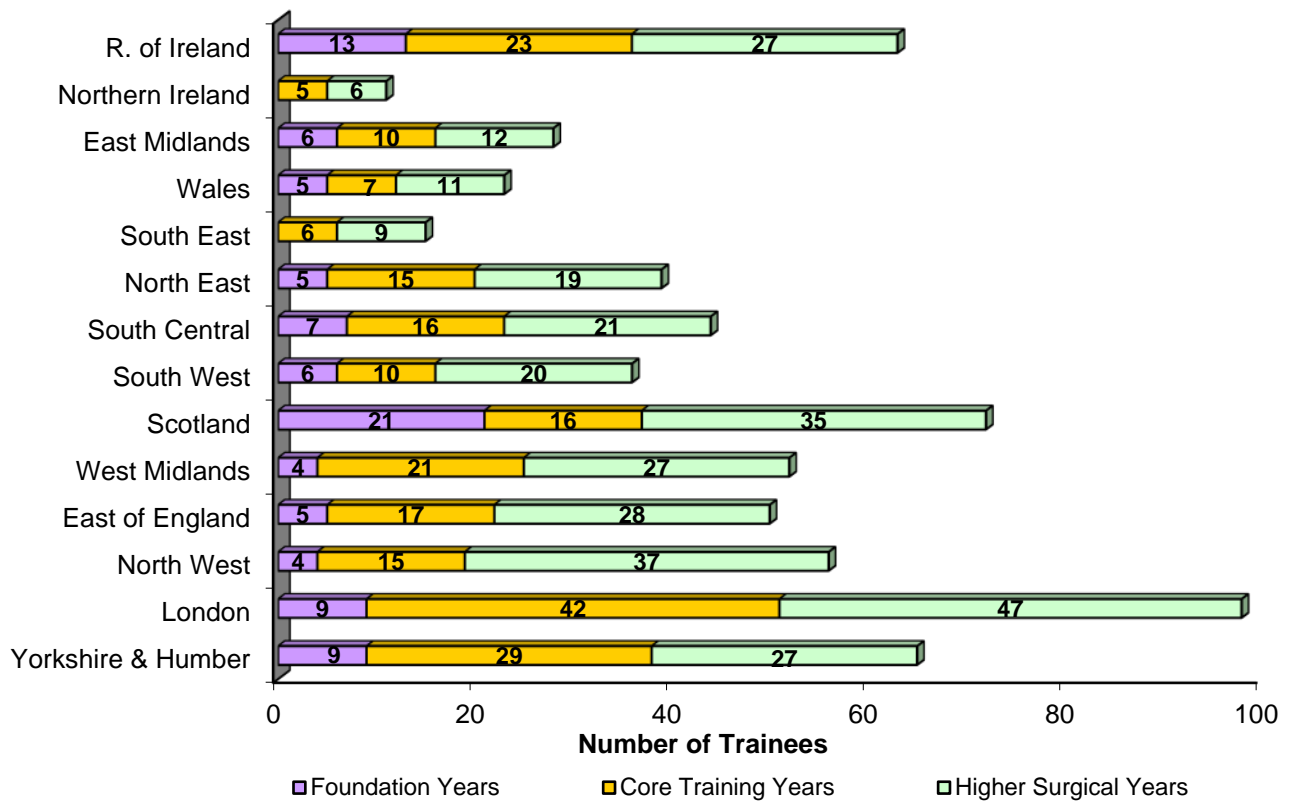
2017-2023



- Of the 652 Trainees, 63 are from ROI



## TRAINEE BY REGION



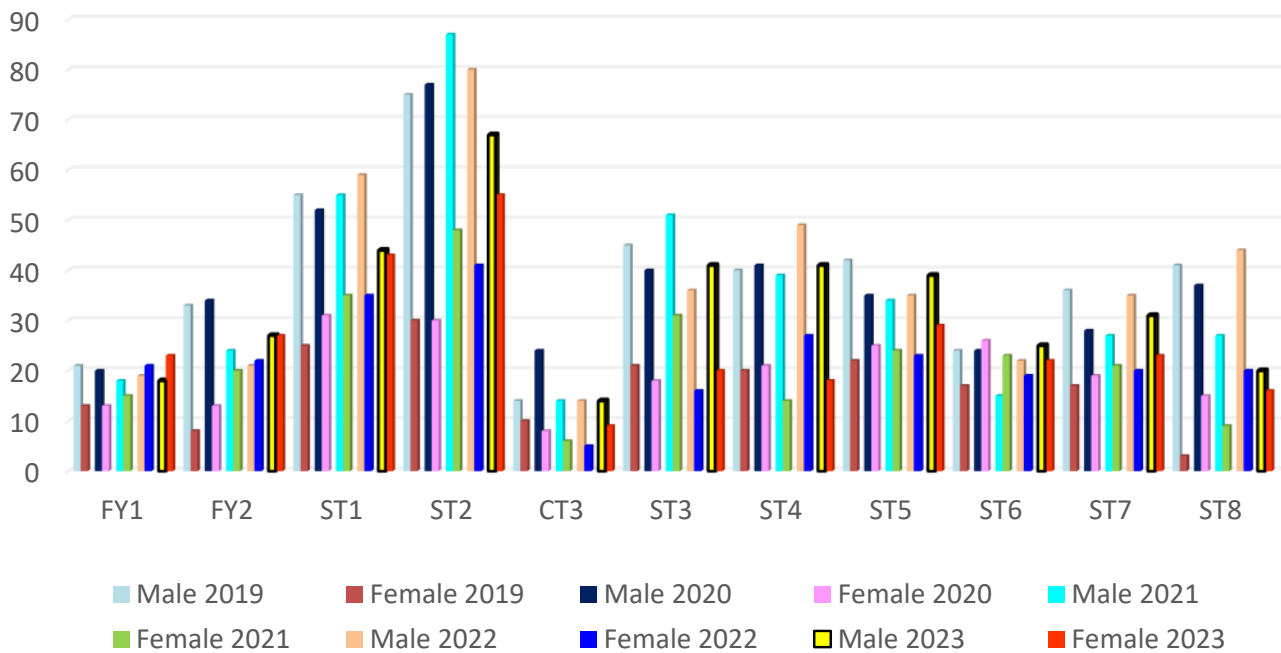
## TRAINEE VACANCIES

|     | Vacancy | Vacancy Duration |
|-----|---------|------------------|
| ST1 | 2       | Ongoing          |
| ST2 | 2       | Ongoing          |
| ST3 | 1       | 6 months         |
| ST4 | 1       | 12 months        |
| ST5 | 1       | 2 months         |
| ST6 | 2       | Mat Leave        |



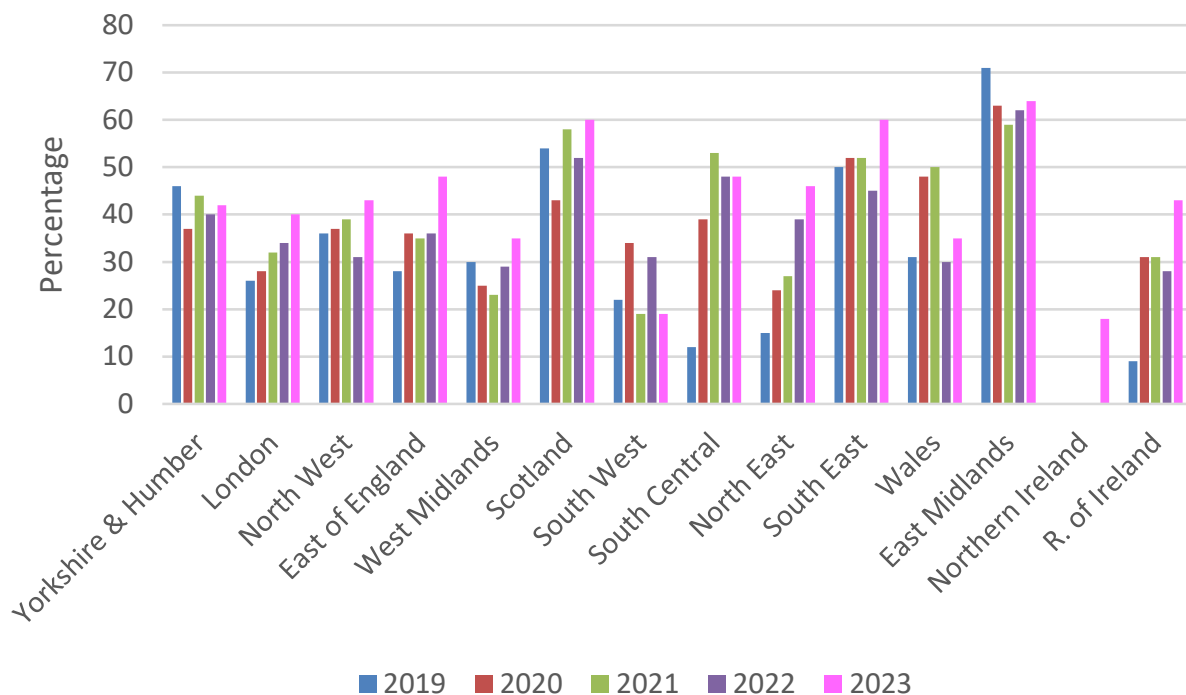
The above tracked the number of trainee vacancies and the length of time of each vacancy during 2023.

## TRAINEES BY GENDER



This is the fifth year that the survey has asked for trainee gender.

## FEMALE TRAINEES BY REGION (%)




This is the fifth year that the survey has asked for trainee gender.

## PLASTIC SURGERY TRAINEES WORKING LESS THAN FULL TIME

|     |              |              |              |
|-----|--------------|--------------|--------------|
| FY1 | 1 @ 50% LTFT | 1 @ 60% LTFT |              |
| ST2 | 1 @ 60% LTFT | 1 @ 80% LTFT | 1 @ 90% LTFT |
| ST3 | 1 @ 25% LTFT |              |              |
| ST4 | 1 @ 75% LTFT | 2 @ 80% LTFT |              |
| ST5 | 1 @ 50% LTFT | 2 @ 60% LTFT | 3 @ 80% LTFT |
| ST6 | 1 @ 50% LTFT | 3 @ 80% LTFT |              |
| ST7 | 1 @ 40% LTFT | 1 @ 60% LTFT | 4 @ 80% LTFT |
| ST8 | 2 @ 60% LTFT | 1 @ 80% LTFT |              |

## PLASTIC SURGERY TRAINEES IN TIG POSTS

| Specialty                     | Plastic Trainees in Post |      |      |      |      |      |      |      |      |      |      |      |      |      |
|-------------------------------|--------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|                               | 2010                     | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|                               |                          |      |      |      |      |      |      |      |      |      | 14   |      |      |      |
| Breast Oncoplastics           | 3                        | 0    | 2    | 0    | 3    | 3    | 4    | 2    | 4    | 1    |      | 5    |      |      |
| Cleft Lip & Palate            | 0                        | 1    | 1    | 1    | 1    | 2    |      | 1    | 3    | 2    |      | 2    |      | 2    |
| Cosmetic Reconstructive       | 4                        | 8    | 16   | 11   | 8    | 11   | 10   | 3    | 9    |      |      |      |      |      |
| Hand                          | 5                        | 4    | 5    | 8    | 6    | 4    | 5    | 2    | 6    | 7    |      | 6    | 3    | 5    |
| Head & Neck Oncology          | 1                        | 0    | 1    | 1    | 1    | 1    |      | 2    | 2    | 2    |      | 3    |      | 2    |
| Reconstructive Trauma Surgery | 0                        | 2    | 4    | 1    | 2    | 3    | 2    |      |      |      |      |      |      |      |
| Therapeutic Use of Lasers     |                          |      | 1    | 2    | 3    | 2    | 2    | 1    | 2    |      |      |      |      |      |
| Mgmnt of Skin Cancer          |                          |      |      | 3    | 3    | 3    | 3    | 3    | 2    |      |      | 3    | 2    | 4    |
| TOTAL POSTS                   | 13                       | 15   | 30   | 27   | 27   | 29   | 26   | 14   | 28   | 12   | 14   | 19   | 5    | 13   |

-  TIG Post figures kindly provided by Plastic Surgery SAC
- There has been a large increase in the number of Plastic Surgery Trainees in TIG Posts for 2023. An increase of 8 posts from 2022.
- For 2020 there were 14 Plastics trainees who started their TIG fellowships . Unfortunately a breakdown of specialties was not available.

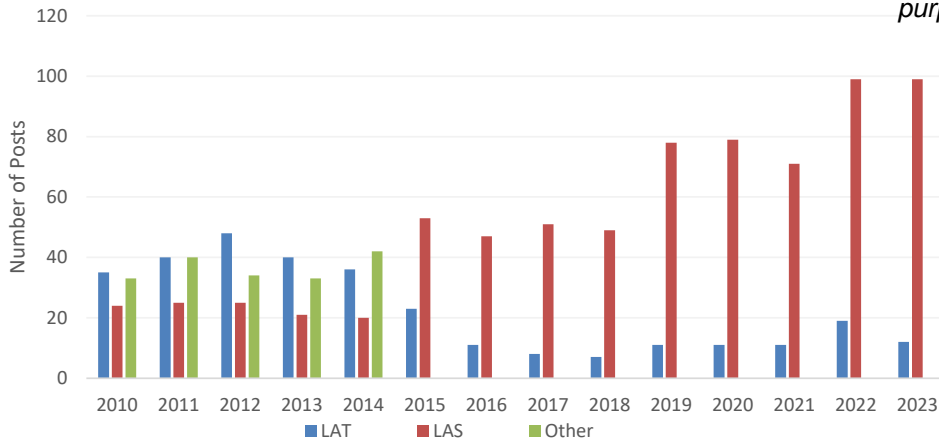
## 2023 PLASTIC SURGERY TRAINEES RECOMMENDED FOR CCTs

Based on information provided by JCST: In 2023, 49 trainees in the UK and 5 in Republic of Ireland were recommended for their certificates. This is an increase of 5 UK trainees and 2 ROI trainees from 2022. Of the 54 trainees, 22 were female and 32 were male.

## TOTAL NUMBER OF LAT/LAS POSTS

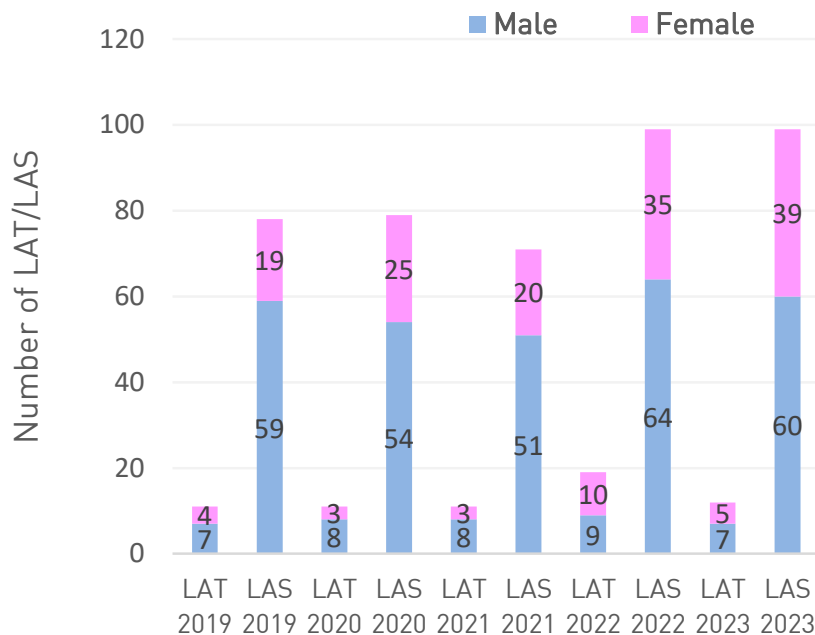
LAT = Locum Appointment for Training  
LAS = Locum Appointment for Service

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



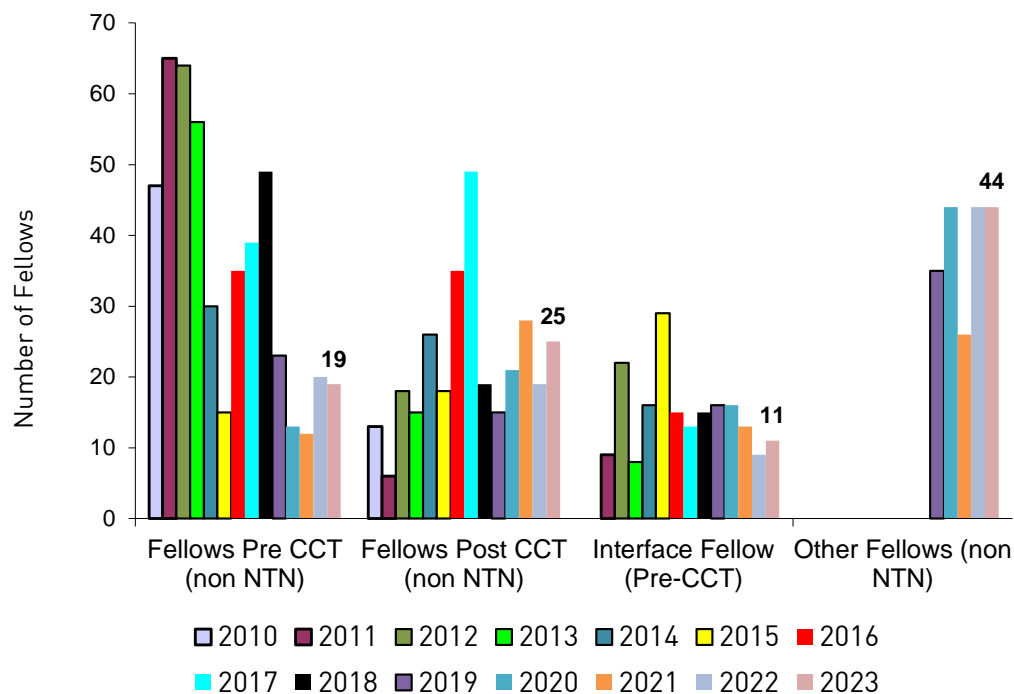
- The number of LAT posts has decreased by 7 posts since 2022.
- The number of LAS posts has remained the same since 2022.
- One LAS post is occupied by a Trauma Fellow.
- Four LAT posts are occupied by Trust Grade Registrars.
- One LAS post is vacant.
- LAS: 1 @ 50% LTFT and 1 LAT @ 80% LTFT
- The last time 'Other' was reported was in 2014.

## LAT/LAS POSTS BY GENDER



This is the fifth year that LAT and LAS posts have provided their gender.

## TOTAL NUMBER OF SENIOR/PERI CCT FELLOWS



### Since 2022:

- Pre CCT (Non NTN) - decreased by 1 post
- Post CCT (non NTN) - increased by 6 posts
- Interface Fellows (Pre CCT) increased by 2 posts
- Other Fellows (non NTN) was a newly added category for 2019. There was no change from 2022.

### 2023 Non NTN Pre-CCT Fellows include:

Orthopaedic, Microsurgery and Hand. One post was Military.

### 2023 Non NTN Post-CCT Fellows include:

Orthopaedics, Microsurgery and Hand Fellow. One post was a non UK trainee.

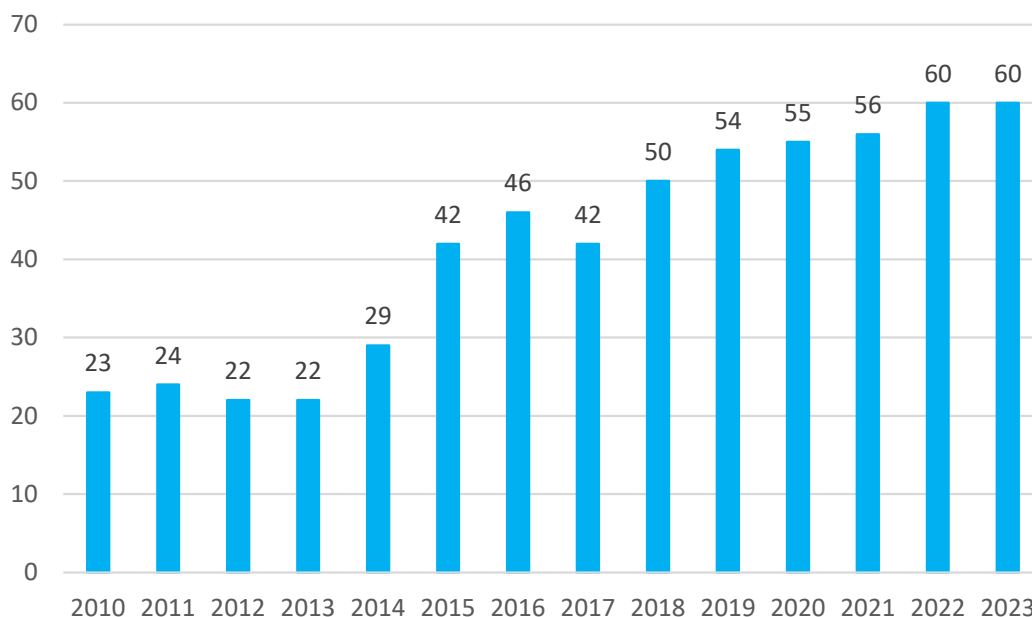
### 2023 Interface Fellows Pre-CCT include:

Hand, Orthopaedics, Breast TIG (shared with General Surgery), Head and Neck from ENT and Cleft TIG (from Maxiofacial). One post was vacant.

### 2023 Other Fellow (non NTN) include:

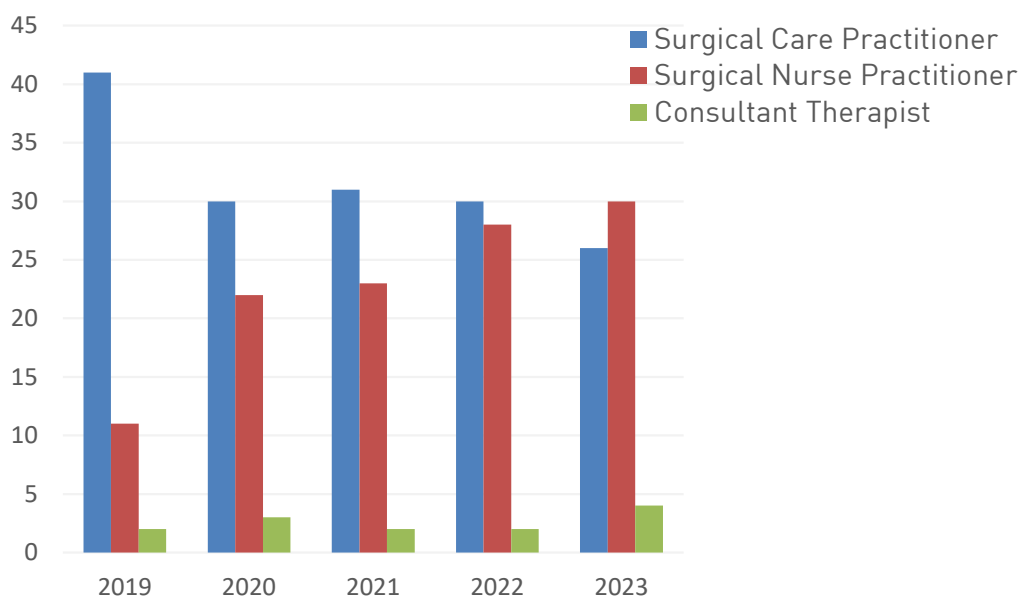
Plastic, Microsurgical, Burns, Breast, Hand from Ortho, Research and Senior Clinical Fellow.

## TOTAL NUMBER OF ALLIED HEALTH PROFESSIONALS



- This represents Surgical Care Practitioners, Surgical Nurse Practitioners and Consultant Therapists that are allowed to operate or suture.
- Allied Health Professionals have been identified in all of the Regions of the UK and ROI.

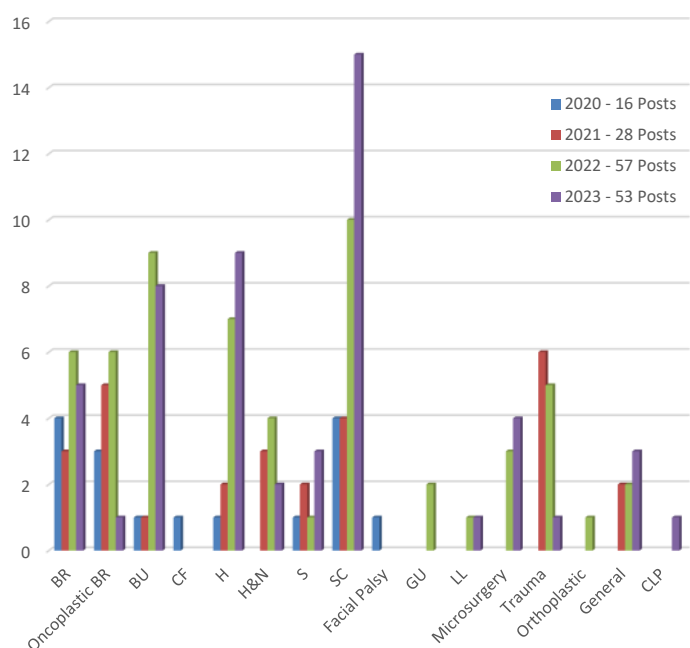
## WHO ARE THE ALLIED HEALTH PROFESSIONALS?



- This is the fifth year a breakdown of Allied Health Professionals has been identified.
- One SCP is shared with General Surgery and one is a trainee.
- Five SNP cover Plastics/ENT/Maxiofacial.' One is a skin cancer nurse specialist and one is a plastic surgery advanced nurse practitioner.



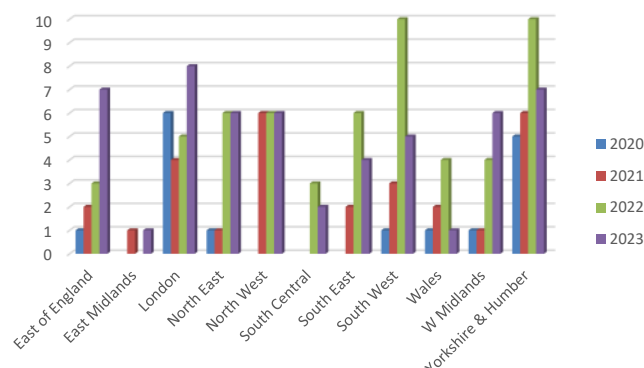
## SUBSTANTIVE CONSULTANT PLASTIC POSTS ADVERTISED IN NHS JOBS



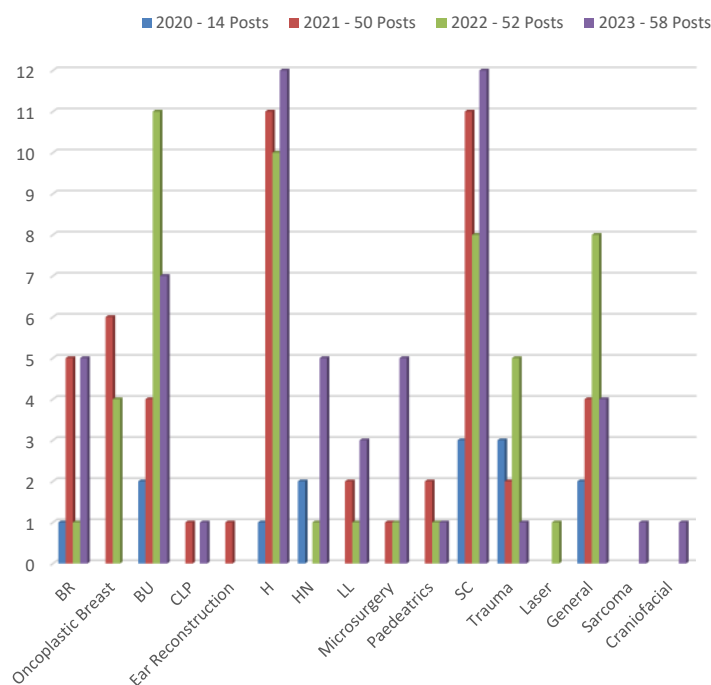
2023 saw a slight decrease in the number of Substantive Plastic posts in NHS Jobs from 2022.

Of the 53 Substantive Posts for 2023:

- 1 was a replacement post and 52 were new posts.
- 51 posts were full time; 2 were part time.

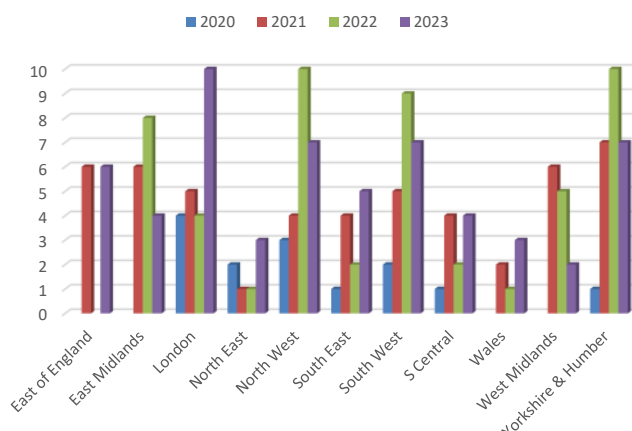


## LOCUM CONSULTANT PLASTIC POSTS ADVERTISED IN NHS JOBS



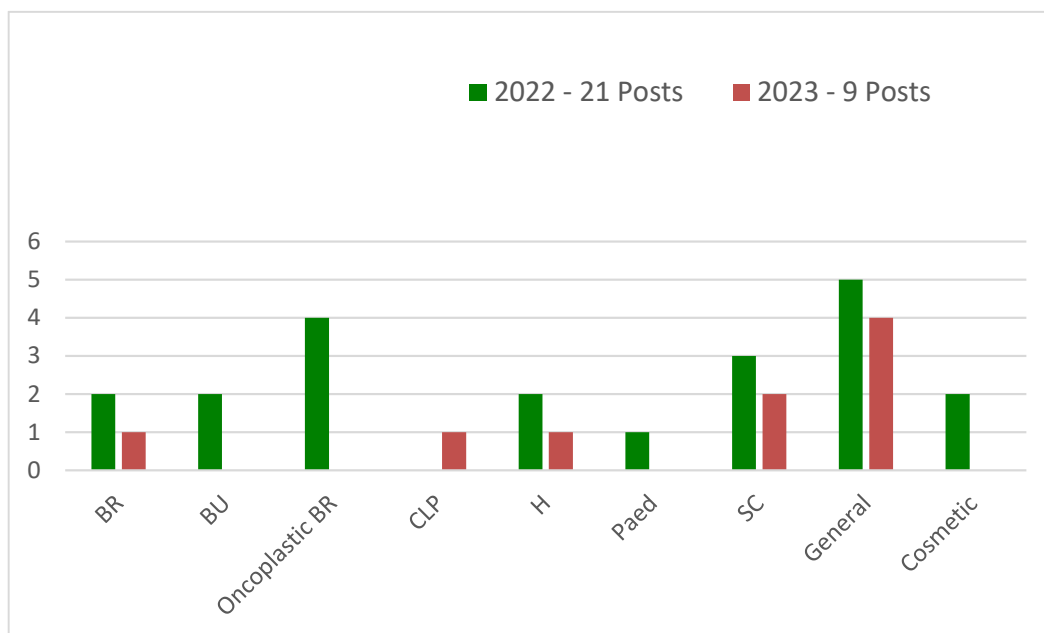
Of the 58 Locum Posts for 2023:

- 2 were replacement posts and 56 were new posts.
- 56 posts were full time.
- Breakdown of full time posts are: 1 post is for a period of 8 months; 18 posts are for a period of 6 months, 1 post is for a period of 3 months, 1 post is for a period of 10 month and 35 posts are for a period of 12 months.



- July 2020 was the first date tracking of NHS Jobs began.
- Some of these jobs may also have been advertised in the British Medical Journal.

## 2022/2023 SUBSTANTIVE CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL ONLY

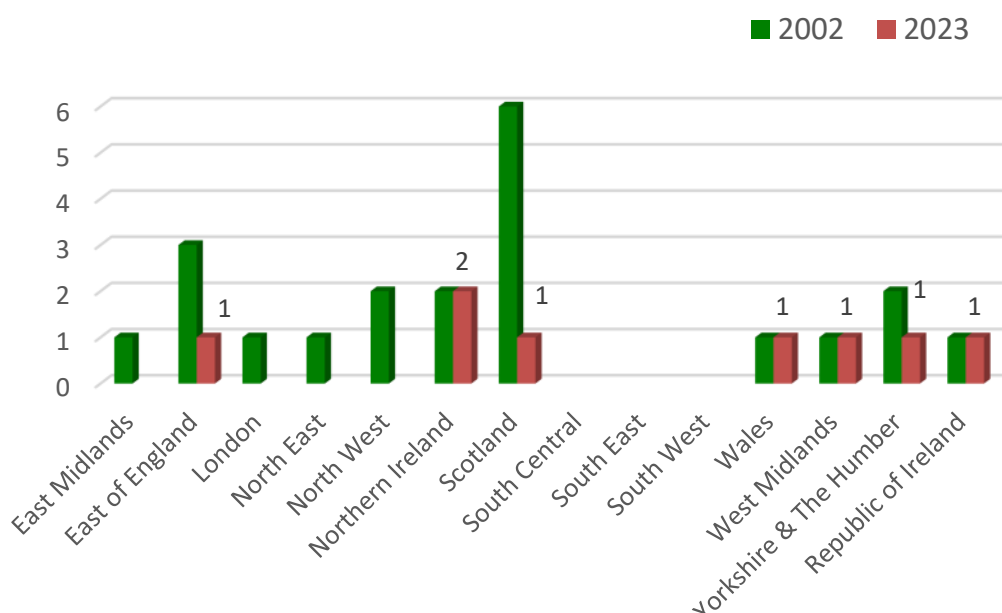


The above graph represents the Substantive Consultant Plastic jobs that were advertised in the British Medical Journal only. These jobs were NOT advertised in NHS Jobs.

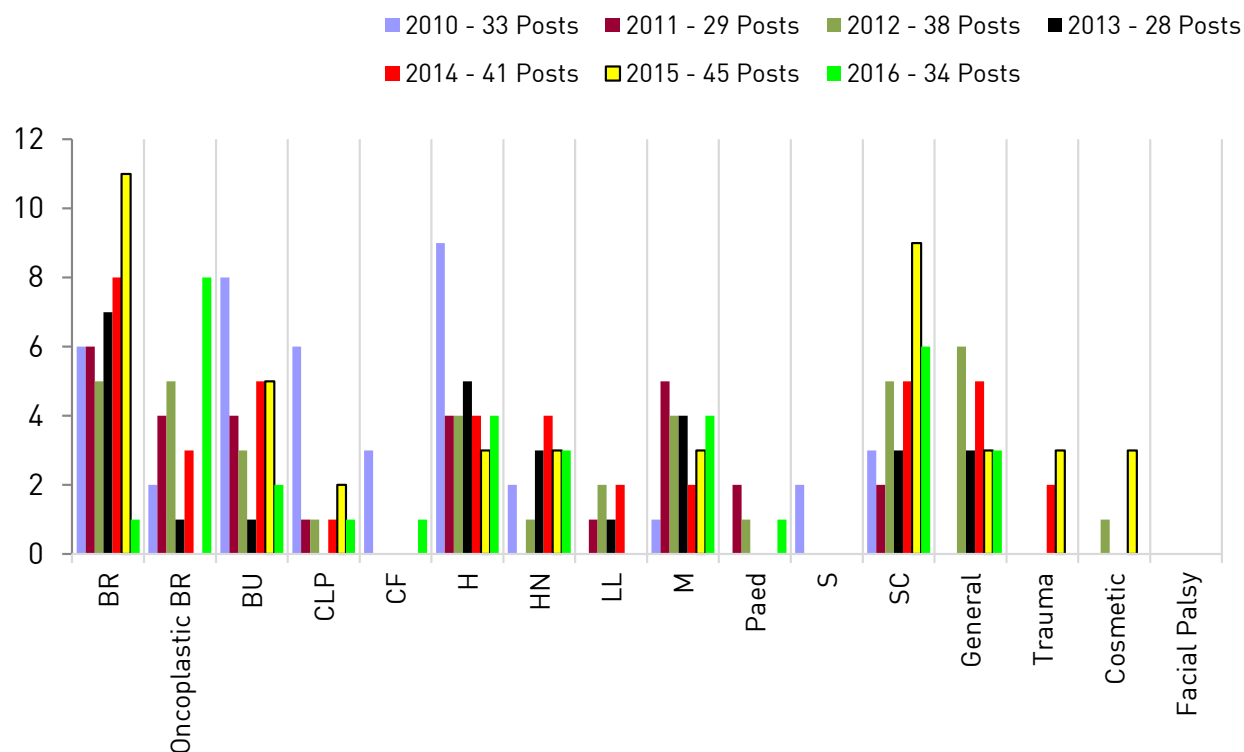
- All Jobs were full time posts .
- 8 jobs were new and 1 was a replacement post.

Based on 2023 survey responses, there are 55 posts (51 in UK; 4 in ROI) that are likely to be advertised and 50 posts (49 in UK; 1 in ROI) that will be advertised during 2023.

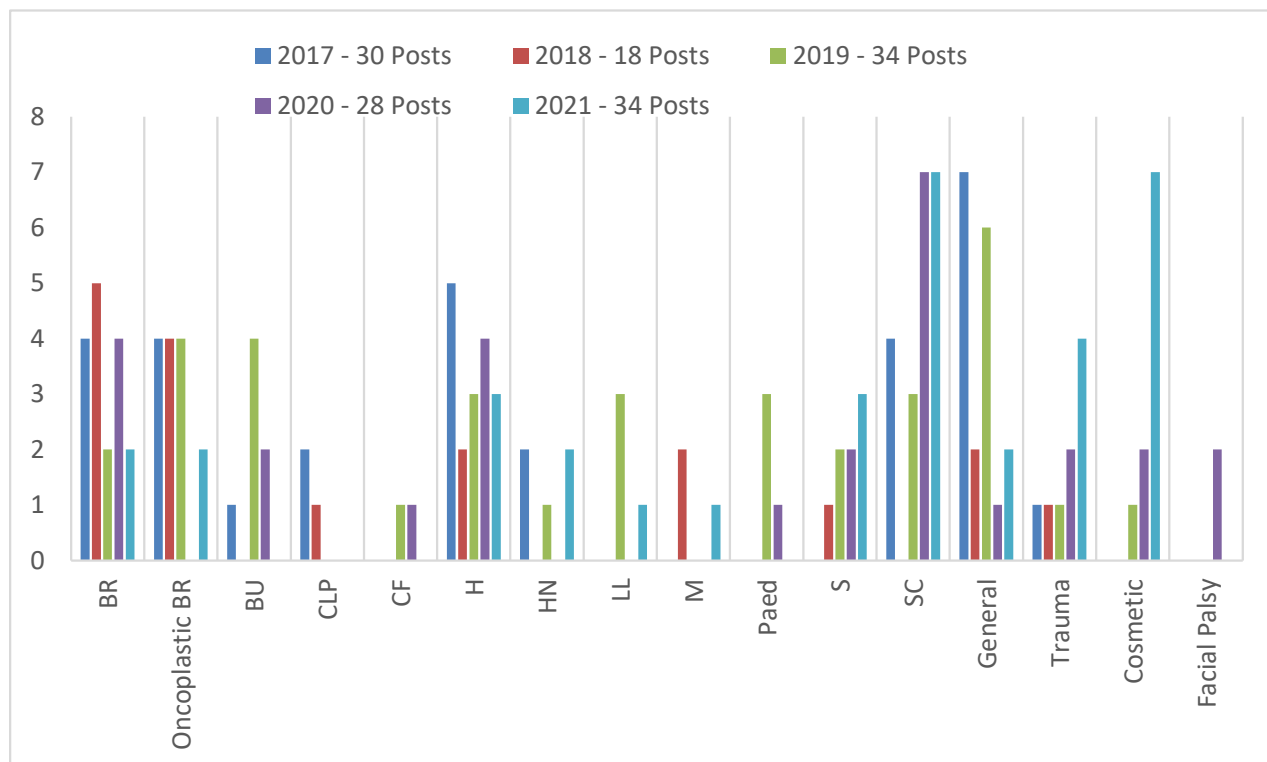
## WHERE ARE THE 2022/23 SUBSTANTIVE CONSULTANT PLASTIC POSTS AS ADVERTISED IN BRITISH MEDICAL JOURNAL



## 2010-2016 SUBSTANTIVE CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL



## 2017-2021 SUBSTANTIVE CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL



Some of these jobs may have also been advertised in NHS Jobs.

# 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

Substantive Consultant Plastic Surgery posts increased by 40% from 2018  
93% were newly created posts, 7% were replacement posts.  
All posts were permanent full time except for 2 posts which were on a 6 month and 1 year fixed term.  
Note that some job posts required multiple subspecialties which is reflected in the bar graph.

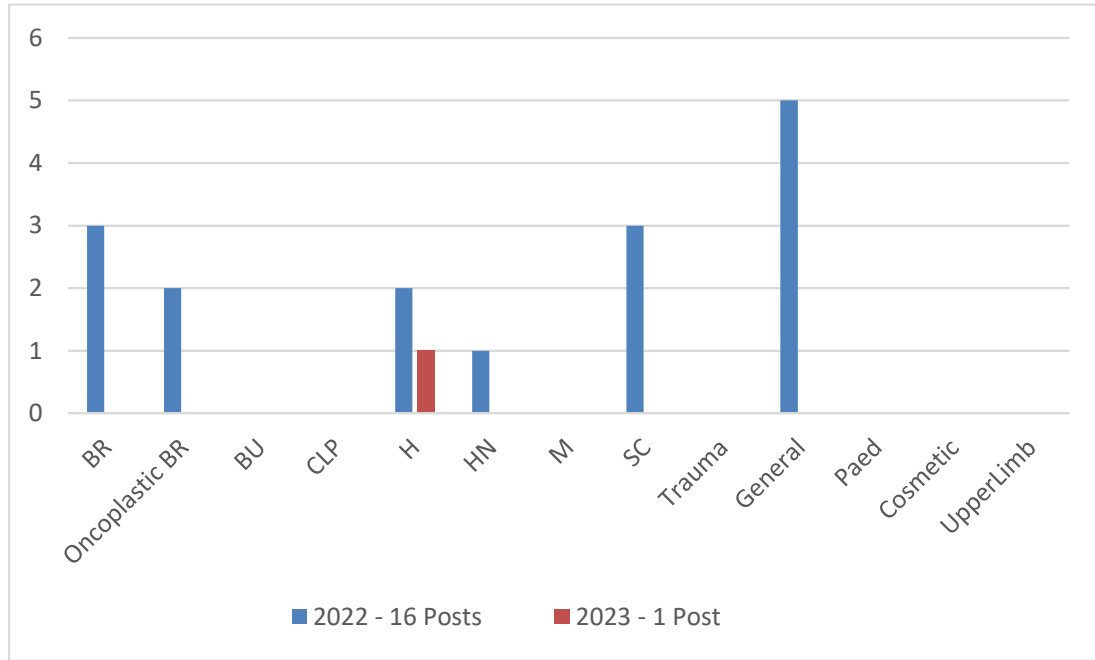
2020

Substantive Consultant Plastic Surgery posts decreased by 6 posts (17%) from 2019  
Of the 28 posts, 27 are new full time posts with 1 having a one year fixed term.  
One post is a replacement post with the subspecialty of craniofacial.

2021

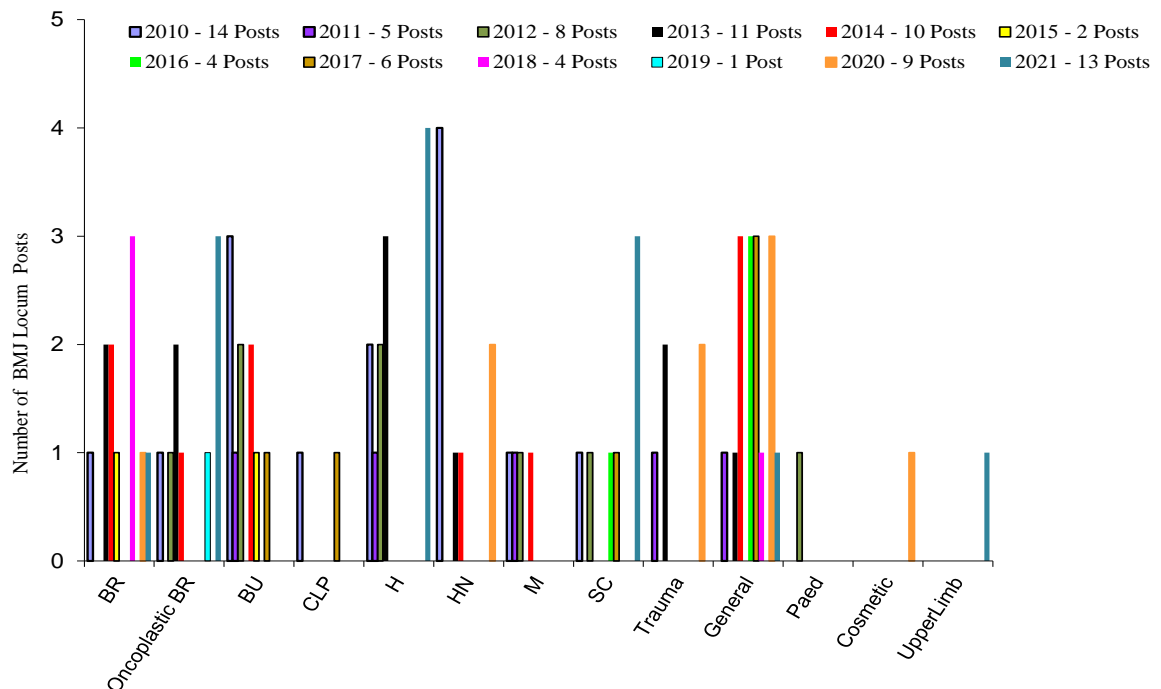
Substantive Consultant Plastic Surgery posts increased by 6 posts (18%) from 2020.  
Of the 34 Posts, 32 were Full Time and 2 were Part time. Two of the posts were in ROI.  
31 Posts were New posts while three were replacements. (One replacement post for a 6 month term).

## 2022—2023 LOCUM CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL



2023 Locum posts have decreased by 15 Posts from 2022.  
This new post was for Wales and was a full time post for a period of 12 months

## 2010—2021 LOCUM CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL



## LOCUM CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL—SUMMARY

**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

**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 6 months and one for 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.

**2019**— Locum posts have decreased by 80% from 2018.  
The Locum post was a full time post located in London.

**2020**— Locum posts have substantially increased by 8 posts from 2019. (3 Posts were in ROI)  
The Locum posts were all new posts (1 Part time and one for a 6 month fixed term)  
This is the first time that a 'Cosmetic' Locum post has been advertised since tracking BMJ Jobs.

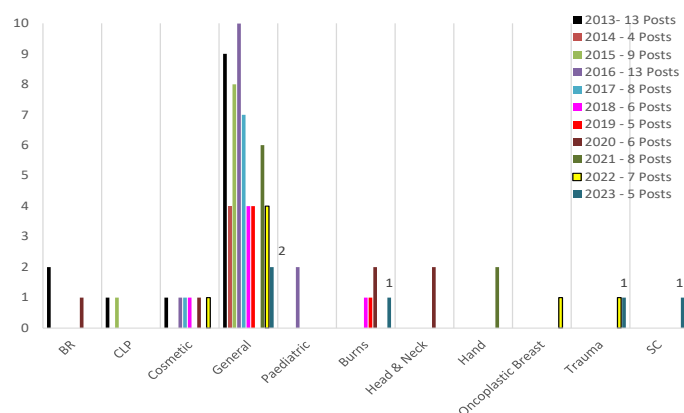
**2021**—Locum posts have increased by 30% from 2020.  
12 were new posts (one part time and four were term contracts of 6 months and one for 10 months). One was a replacement post with a 12 month fixed term contract.

**2022**—Locum posts have increased by 3 Posts from 2021.  
14 were new posts (five full time and nine were part time ranging from 6 months to 12 months term). Two were replacement posts with 6 month fixed term contracts

**2023**—Locum posts have decreased by 15 Posts from 2022.  
This new post was for Wales and was a full time post for a period of 12 months

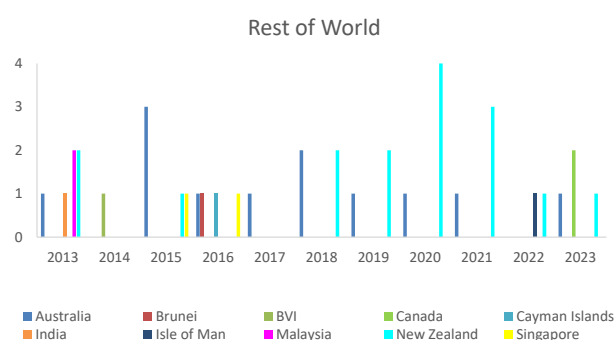
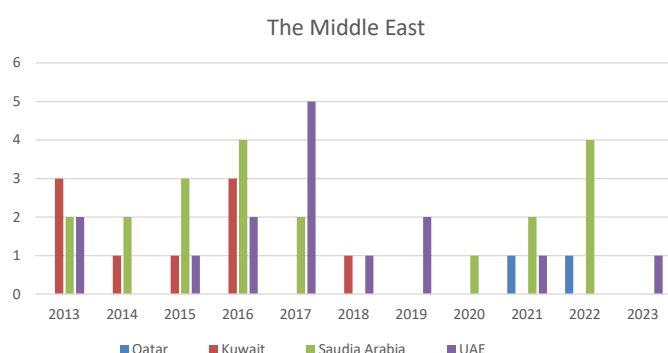


## INTERNATIONAL CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL



**2022**—International Consultant Plastic Surgeon posts decreased by one post from 2021. All posts were Full Time.

**2023**—International Consultant Plastic Surgeon posts decreased by 2 posts from 2022. Four posts were Full time and 1 post was a 5 month replacement post in New Zealand.



- 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**—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**—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**—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**—International Consultant Plastic Surgeon posts decreased by 38% from 2016 and were primarily located in the Middle East. Seven posts were full time and 1 post was for a time period of 2 years
- 2018** - International Consultant Plastic Surgeon posts decreased by 25% from 2017 and more than half the jobs were located in Australasia. Five posts were full time and 1 post was part time.
- 2019**—International Consultant Plastic Surgeon posts decreased by one post from 2018 and more than half the jobs were located in Australasia. All posts were full time, however, two posts were for short term contracts of 12 and 18 months.
- 2020**—International Consultant Plastic Surgeon posts increased by one post from 2019. Since 2018, the majority of the jobs have been located in Australasia. One post was part time; five posts were full time, however, four were for a 12 month fixed contract. This is the first time, since tracking BMJ International posts, that there were no 'General' specialty jobs advertised.
- 2021**—International Consultant Plastic Surgeon posts increased by two posts from 2020 and is the third year in a row that the posts have continued to increase. All posts were Full Time, however three were term contracts of 2 years, 9 months and 8 months

## 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 2023

|               |  |  |  |             |  |  |  |  |  |  |  |
|---------------|--|--|--|-------------|--|--|--|--|--|--|--|
| Hospital Name |  |  |  | Link person |  |  |  |  |  |  |  |
| Region        |  |  |  | Tel         |  |  |  |  |  |  |  |
|               |  |  |  | Mobile      |  |  |  |  |  |  |  |
|               |  |  |  | Email       |  |  |  |  |  |  |  |

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

Please enter totals for:

|   |  |  |  |                                |  |              |                   |                    |               |
|---|--|--|--|--------------------------------|--|--------------|-------------------|--------------------|---------------|
| <b>Consultants</b>  |  |  |  | <b>SAS</b>                     |  | <b>Total</b> | <b>Total PA's</b> | <b>Any Vacant?</b> | <b>NOTES:</b> |
| Total number of substantive posts                                 |  |  |  | Specialty Doctor               |  |              |                   |                    |               |
| NHS Academic Military   |  |  |  | Specialist - New Contract      |  |              |                   |                    |               |
| Total number of Locum posts                                       |  |  |  | Associate Specialist           |  |              |                   |                    |               |
| Total Vacancies as of 31st Dec 2023                               |  |  |  | <b>TRUST DOCTORS</b>           |  | <b>Total</b> | <b>Total PA's</b> | <b>Any Vacant?</b> |               |
| How many new consultant posts will be advertised in 2024?         |  |  |  | Trust Doctor - SHO Grade       |  |              |                   |                    |               |
| How many new consultant post are likely to be advertised in 2024? |  |  |  | Trust Doctor - Registrar Grade |  |              |                   |                    |               |
| Have any medical students visited your unit in 2023? Yes or No    |  |  |  | GP Clinical Assistant          |  |              |                   |                    |               |
|   |  |  |  | GPSI's                         |  |              |                   |                    |               |
|   |  |  |  | Other                          |  |              |                   |                    |               |

**Only include NHS PA's**

| Consultant | Gender (M/F/Non-Binary) | 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? | Ethnic Group? ** |
|------------|-------------------------|----------------------|-----------------------------|---|----------------------------------|-------------------------------|-----------------------------|----------------------------|----------------------------|----------------------------|--|------------------|
| 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

**\*\* Ethnic Groups: W = White M = Mixed A = Asian/Asian British B = Black/Black British/African/Caribbean C = Chinese O = Other Ethnic Group**

**\*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 only change to the 2023 survey from 2022 was the addition of the following question:  
Have any medical students visited your unit in 2023?

This survey form was also sent to the Republic of Ireland even though some questions do not apply to ROI.

## APPENDIX (con't)

### Form B: Trainees - Higher surgical Trainees/Fellows and all other posts (not already

|               |  |
|---------------|--|
| 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 Number of posts |        |            | Number of Vacant/ Unfilled | Notes: If vacant, how many months was it vacant? If less than Full Time, what percentage? 50-90% |
|                                    | Male                  | Female | Non-Binary |                            |  |
| FY1                                |                       |        |            |                            |  |
| FY2                                |                       |        |            |                            |  |
| ST1/CT1 or equivalent              |                       |        |            |                            |  |
| ST2/CT2 or equivalent              |                       |        |            |                            |  |
| CT3                                |                       |        |            |                            |  |

| Higher Surgical Trainees with National Training Number |      |        |            |                  |   |
|--|------|--------|------------|------------------|---|
|  | Male | Female | Non-Binary | No. of Vacancies | How many months vacant? If LTFT, what percentage? |
| ST3 or equivalent                                      |      |        |            |                  |   |
| ST4 or equivalent                                      |      |        |            |                  |   |
| ST5 or equivalent                                      |      |        |            |                  |   |
| ST6 or equivalent                                      |      |        |            |                  |   |
| ST7 or equivalent                                      |      |        |            |                  |   |
| ST8 or equivalent                                      |      |        |            |                  |   |
|  |      |        |            |                  |   |
| StR4/StR5/StR6   |      |        |            |                  |   |
|  |      |        |            |                  |   |
| 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 No. | Notes - please indicate whether from another Specialty |
| Interface fellows -Pre CCT   |           |  |
| Other fellows (non-NTN)  |           |  |
| Pre-CCT  |           |  |
| Post-CCT   |           |  |

| Allied Health Professionals (Allowed to operate or suture) |           |  |
|--|-----------|--|
|  | Total No. | Notes - please indicate if any vacancies |
| Surgical Care Practitioner                                 |           |  |
| Surgical Nurse Practitioner                                |           |  |
| Consultant Therapist                                       |           |  |

Please return to: Sharon Ross Email: sharon.ross@bapras.org.uk Tel: 020 7831 5161

## SUMMARY

Now into our 14th year, we have once again achieved a 100% response rate to the national workforce review. I will never tire of expressing my gratitude on behalf of BAPRAS to all members of the specialty no matter their grade for assisting in providing their data in the year that NHS England has set out its own 'long term workforce plan'. The power in this data lies not in these one off reports but identifying trends with the passage of time for which we are uniquely placed as a specialty to do.

Once again there has been further Consultant number expansion across the UK and Republic of Ireland (RoI) but below the long term trend at a 1% increase to 729 Consultants. However, there has been a 20% increase in Locum Consultant posts through 2023 that suggests further Consultant expansion is still potentially possible in the next few years. Such expansion, on the other hand, may be hampered by the increasing expected number of Consultant retirees over the next 5 years being in excess of the relatively steady stream of new CCT holders. Any future expansion may therefore be dependant upon those getting on the specialist register through the CESR route which the specialty must now seriously consider without which workloads for colleagues and waiting times for patients will become increasingly intolerable.

The above mentioned retirees are predominantly male with the data clearly demonstrating that those obtaining a CCT are increasingly female such that I expect the current proportion of 24% female Consultants to steadily rise over the next decade before reaching a steady state.

In terms of working patterns, data is beginning to show that Consultants are moving away from working beyond 10PAs with an increasing shift towards 7 PAs or less. This in turn may inhibit whole time equivalent Consultant expansion placing pressure on the system. When put all together, we are one of the few specialties that have the data to provide a cogent argument for expanding trainee numbers to deal with future patient need. Indeed, the data also provides geographical information as to where those additional trainees and subsequent Consultants are required which individual units should use to argue for expansion in Consultant numbers.

It is clear that the growth areas in Plastic Surgery in recent years have been Skin Cancer and Lower Limb but the smaller areas of Genitourinary, Sarcoma, Cleft Lip & Palate and Craniofacial have remained static but require careful succession planning to ensure their survival within our specialty. Of some concern is the continued decrease in the percentage of Consultants who express an interest in Breast Surgery given the widespread level of delayed elective reconstructive work that persists post-pandemic. This does not bode well for eliminating such long term waiting lists and requires addressing at a local and national level.

## SUMMARY

For the first time in a number of years, the percentage of Consultants undertaking private practice has increased but this has occurred previously so we shall need to wait and see if this situation has stabilised or the downward trajectory continues.

As an educationalist, I cannot let it pass as to why 12% of Consultants feel it not necessary to be a clinical supervisor when the passing on of knowledge, experience and wisdom to the next generation should be seen as a fundamental part of being a Consultant as suggested in the GMCs 'Good Medical Practice'. It is for all of us to question why such a loss of opportunity is happening?

I am mindful of the sensitive ethnicity data asked of you and I am deeply grateful for the increasing numbers of colleagues that provide such data but this is vitally important to prove to members and wider society that we reflect those from whom we come and serve. I can assure you all that I take very seriously the guardianship, confidentiality and anonymity of the data received.

We are all aware of increasing debate and controversy about the role of non-medical staff in treating patients. This data suggests that allied health professionals such as surgical care practitioners in our specialty has levelled off with no significant recent increase in such a workforce. However, next years data may very well have to consider the presence of physician associates for the first time.

Finally but not least, I very much thank Sharon Ross within the BAPRAS office, as well as all the named Linkpersons in each unit, who chase and collate the data in producing this report, without whom such a powerful survey could not be produced.



**Aidan Fitzgerald**

Chairman -Workforce Planning Group 2020/2021/2022/2023/2024