



BAPRAS

British Association of Plastic
Reconstructive and Aesthetic Surg

2024

PLASTIC SURGERY WORKFORCE

UK and Republic
of Ireland

PROFILE & ANALYSIS

FOREWORD

With a 100 percent response rate, the 15th Workforce Planning Survey remains the definitive source for data on our specialty. This report is setting the bar for other surgical specialties as they explore their own workforce. I would like to express my gratitude to Aidan Fitzgerald, Sharon Ross and their team for their rigorous analysis which equips us with the evidence we need to work towards securing the resources our patients deserve.

It is heartening to report that consultant numbers continue to rise, with an even stronger rate of growth this year, particularly in the Republic of Ireland. Equally positive is the steady increase in female consultants, a trend that promises to enrich our specialty's diversity and perspective. However, it is important to note the ongoing disparity in private practice, where male consultants still outnumber their female colleagues.

At the same time, two areas of concern demand our attention. First, the average number of PAs per consultant is falling, while the wave of imminent retirements grows ever closer. Second, applications to breast surgery and several of our Training Interface Groups (TIGs) remain below the levels we need to sustain future service provision.

This year's survey also marks the first formal inclusion of SAS doctors. Though currently few in plastic surgery, SAS roles are increasingly vital to the NHS, and we anticipate their numbers will grow to meet patient demand. We look forward to tracking this evolution in future reports.

BAPRAS will continue to gather and analyse this workforce data each year, ensuring emerging trends are spotted early and translated into action. Thank you for your engagement, and for helping us shape the future of plastic surgery across the UK and Ireland.



Paul McArthur

President

British Association of Plastic Reconstructive and Aesthetic Surgeons

2025/2026

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 2024.

The information enclosed is based on 764 Substantive Consultants, 89 Locum Consultants, 334 Trust Doctors, 56 Specialty Doctors and 681 Trainees (foundation, core and higher surgical specialty training years) based in 73 plastic surgery units (64 units in UK, 9 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 |

2024 WORKFORCE LINKPERSONS

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

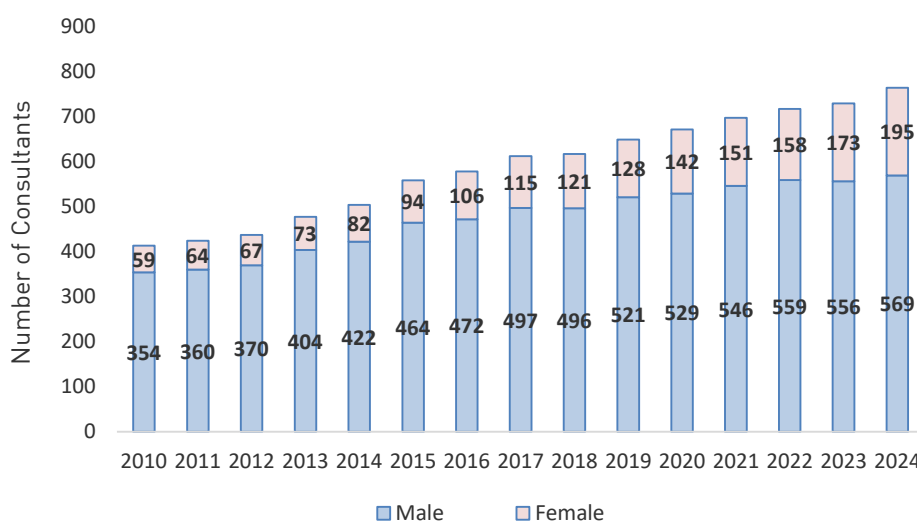
2024 WORKFORCE LINKPERSONS (con't)

South West	Derriford Hospital	Alexander Armstrong
	Southmead Hospital	Sherif Wilson
	Salisbury NHS Foundation Trust	Rebecca Exton
	Royal Devon & Exeter Healthcare NHS Trust	Andrew Wilson
Wales	Morriston Hospital	Ian Josty
West Midlands	Birmingham Children's Hospital	Andrea Jester
	Queen Elizabeth Hospital Birmingham	Deborah Foong
	Russell Hall Hospital	Maria Athanasiadou
	Sandwell & West Birmingham Hospitals NHS Trust	Elliott Smock
	University Hospital Coventry & Warwickshire	Katy Wallis
	Royal Stoke University Hospital	Shahidul Huq
Yorkshire & The Humber	Bradford Royal Infirmary	David Watt
	Castle Hill Hospital	Ciarstan Mcardle
	Leeds General Infirmary	Daniel Thornton
	New Pinderfields Hospital	Alan Phipps
	Royal Hallamshire/Northern General Hospital	Aidan Fitzgerald
	York Teaching Hospital NHS Foundation Trust	Philip Lim
Ireland	Cork University Hospital	Jason Kelly
	St James Hospital/Our Lady's Hospital for Sick Kids/Tallaght	Marlese Dempsey Claire Davidson
	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 2024 Workforce Linkpersons. Some of whom have been assisting us since the survey began in 2010. Without their assistance, this survey would not be possible.

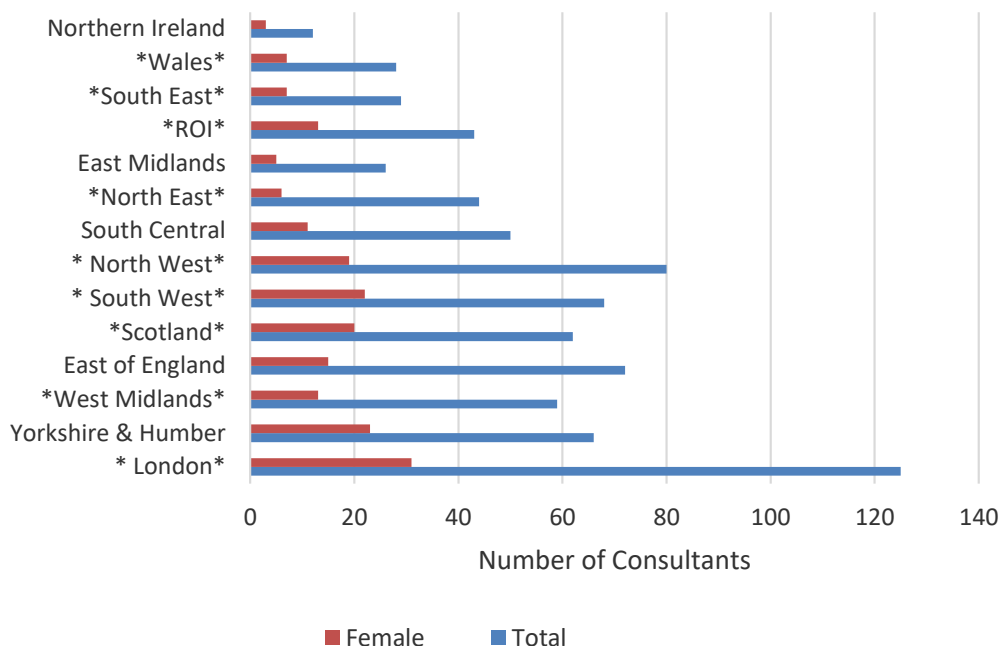
CONSULTANTS

GENDER BREAKDOWN (Headcount—Substantive Consultants)



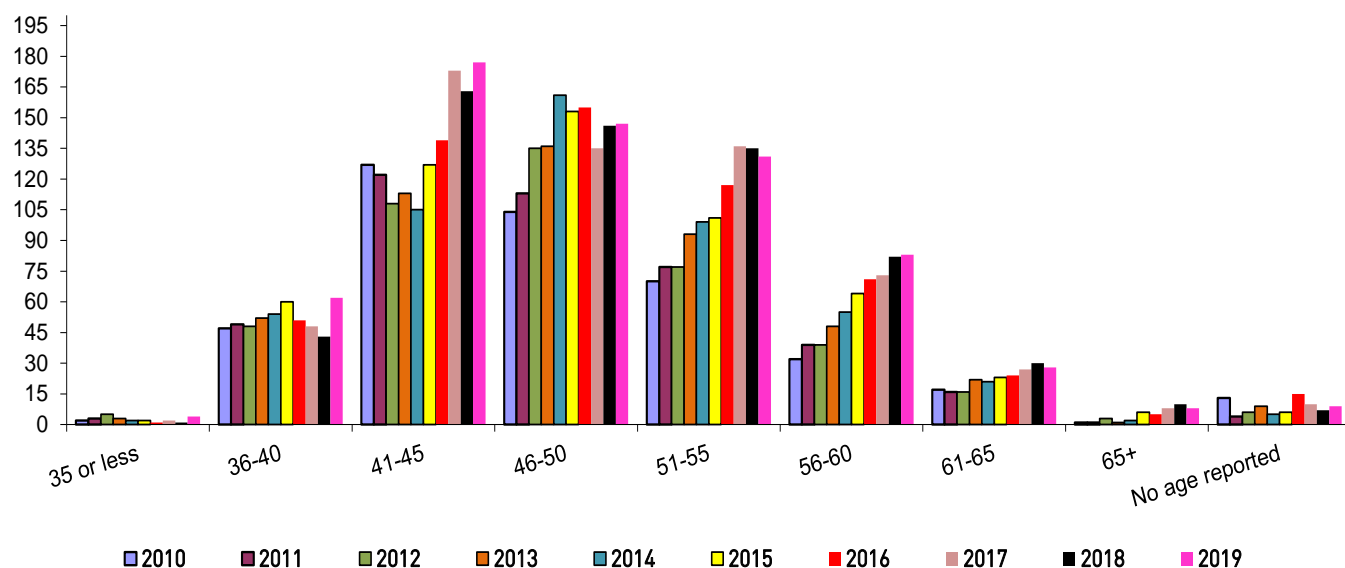
- 2024 represents a total of 764 substantive consultants of which 721 are from the UK and 43 are from ROI.
- 25% of the Consultant workforce in 2024 is female as compared to 14% in 2010.
- The Republic of Ireland includes 30 Males and 13 Females. This is an increase of 5 posts from 2023.
- The overall number of UK substantive consultants has increased by 30 posts (4%) from 2023.

GEOGRAPHICAL DISTRIBUTION OF SUBSTANTIVE CONSULTANT POSTS (Headcount)

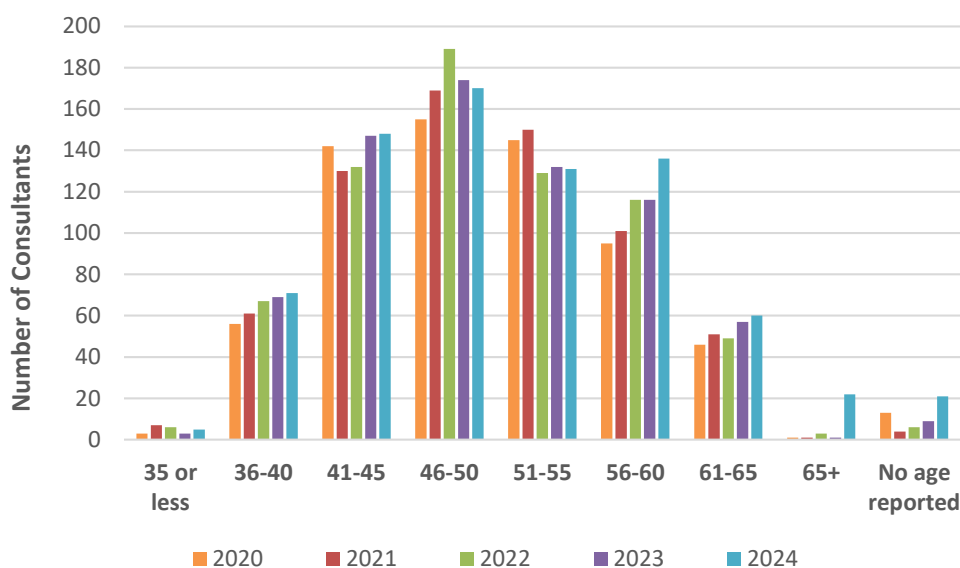


- During 2024 the number of substantive consultant posts increased in 9 of the regions from 2023 (indicated with *)
- Included in this result are Solo NHS Consultants from the following regions: 2 from South West, 1 from London and 1 from North West.
- The above does not include any vacant posts.

AGE ANALYSIS (UK & ROI) 2010—2019

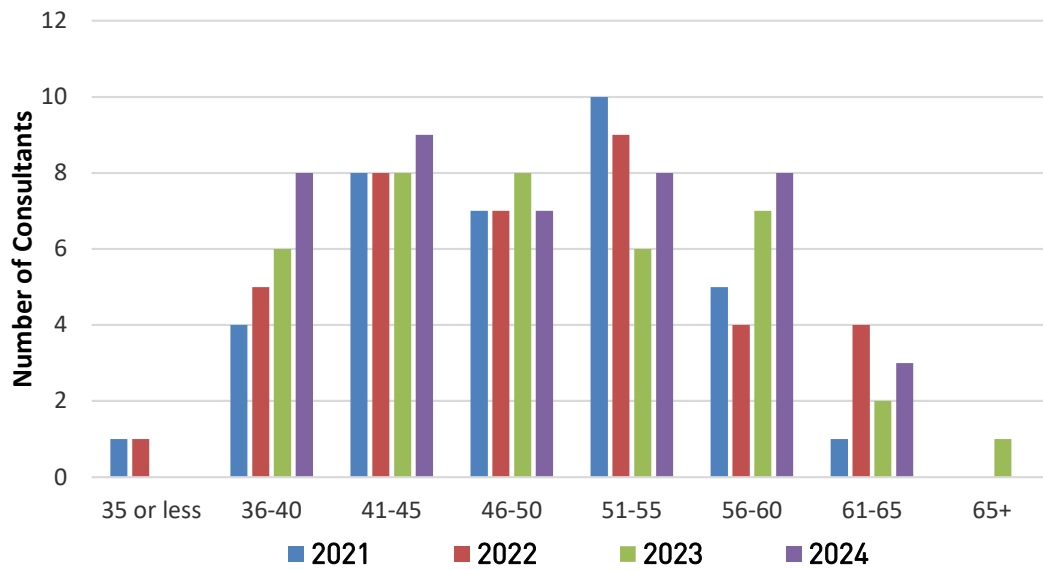


AGE ANALYSIS (UK & ROI) 2020—2024



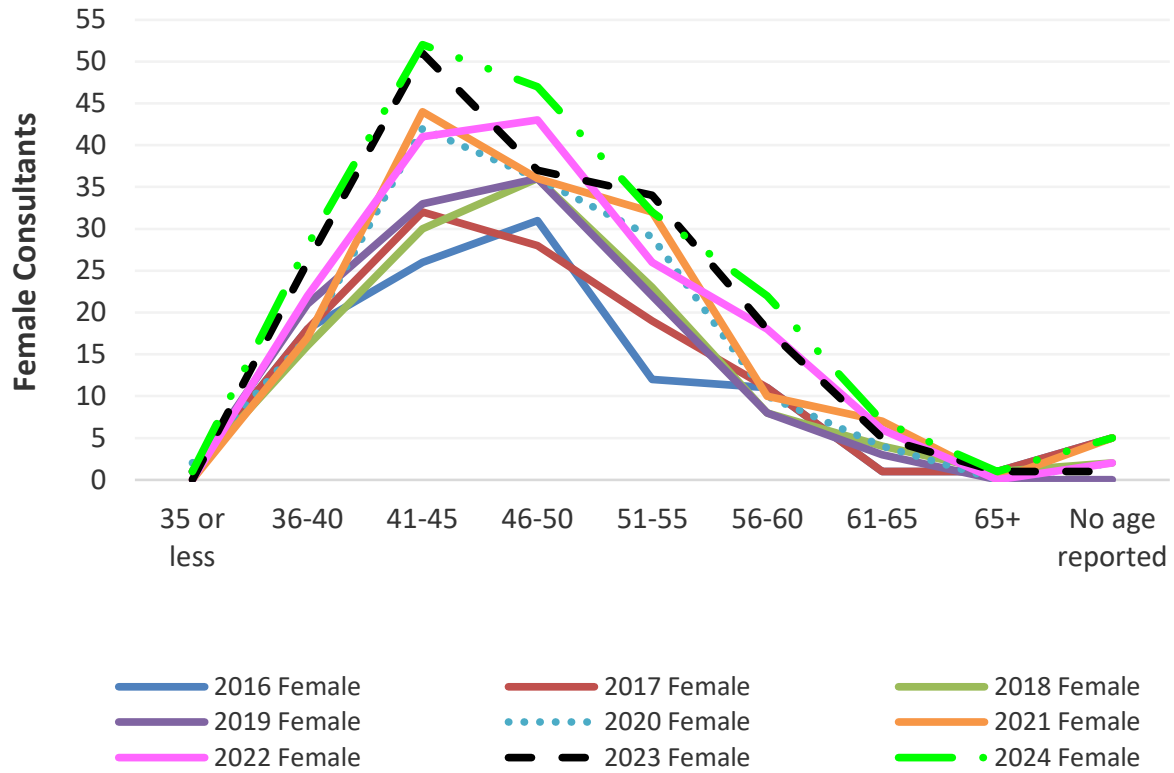
- The 46-50 age bracket still remains the largest age group for the UK for the 5th year in a row.
- The 41-45 age bracket is the second largest group of Consultants overtaking the 51-55 age bracket from 2021.
- The 41-45 age bracket have the greatest number of consultants for the ROI whereas in 2022 it was the 51-55 age bracket.
- The 65+ age bracket has increased by 21 posts from 2023.

Age Analysis (Republic of Ireland)

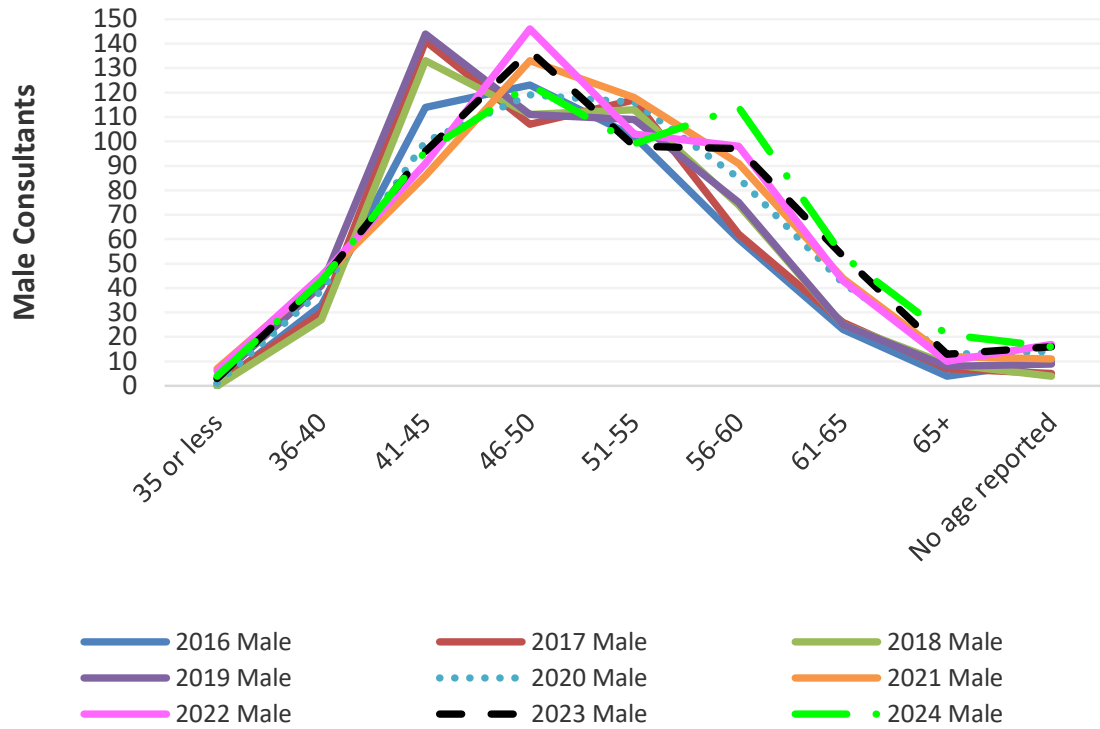


- The 41-45 age bracket have the greatest number of consultants for the ROI whereas in 2022 it was the 51-55 age bracket.

Age Analysis By Females

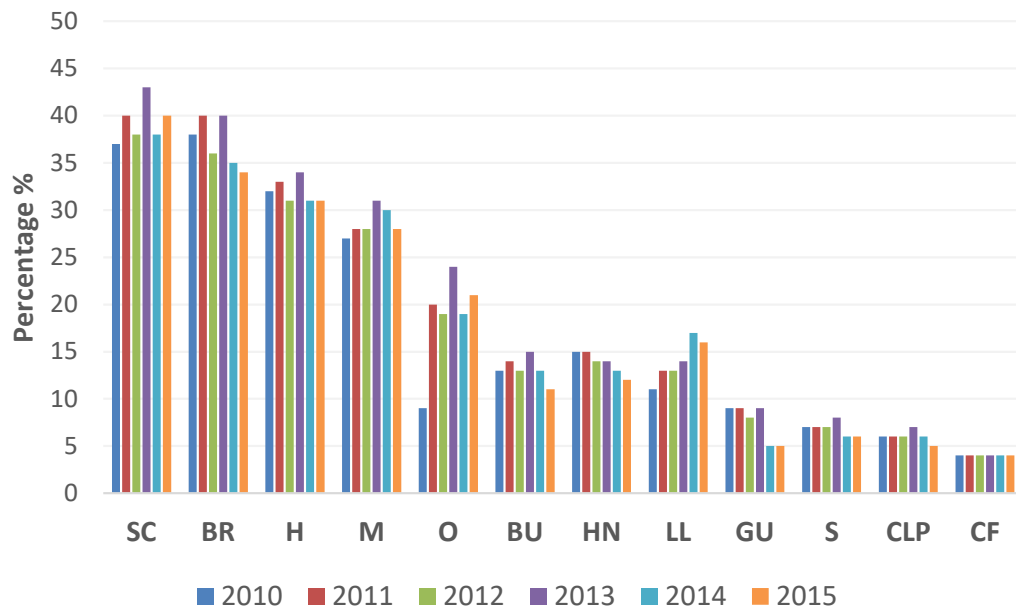


Age Analysis By Males



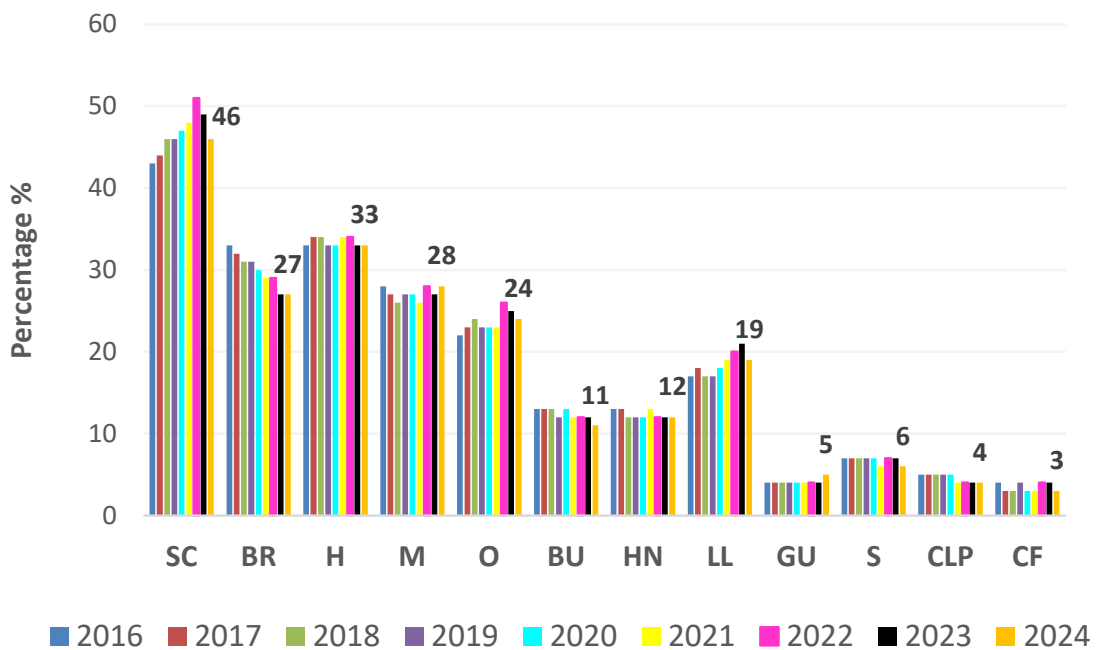
2010—2015

CONSULTANT SUB-SPECIALTIES - ALL REGIONS (By Percentage)



2016—2024

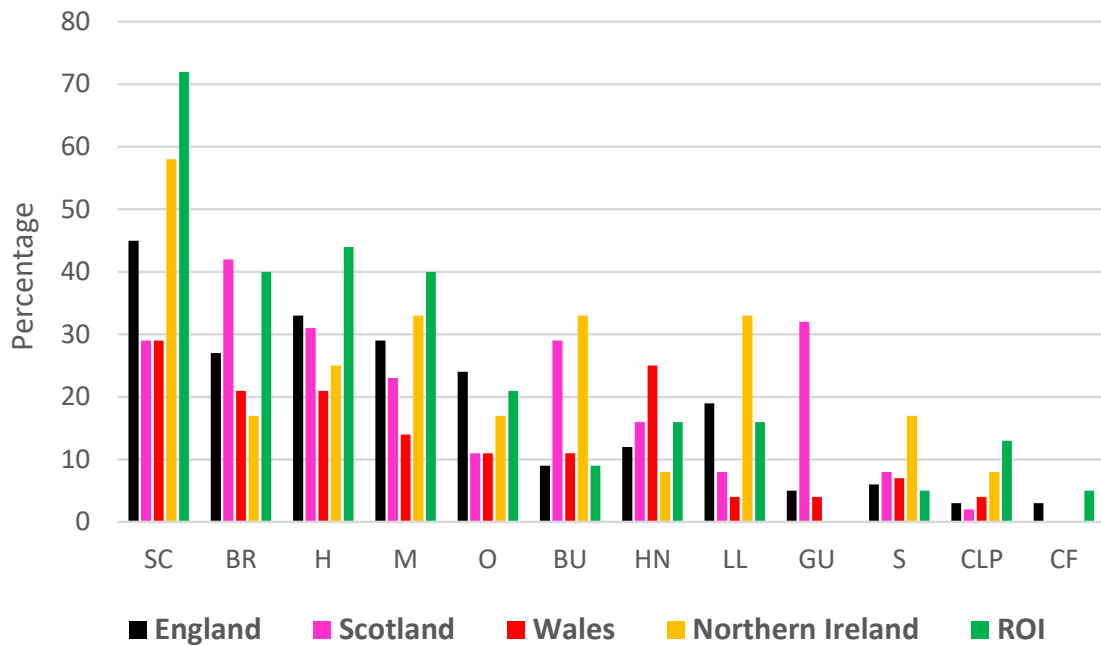
CONSULTANT SUB-SPECIALTIES - ALL REGIONS (By Percentage)



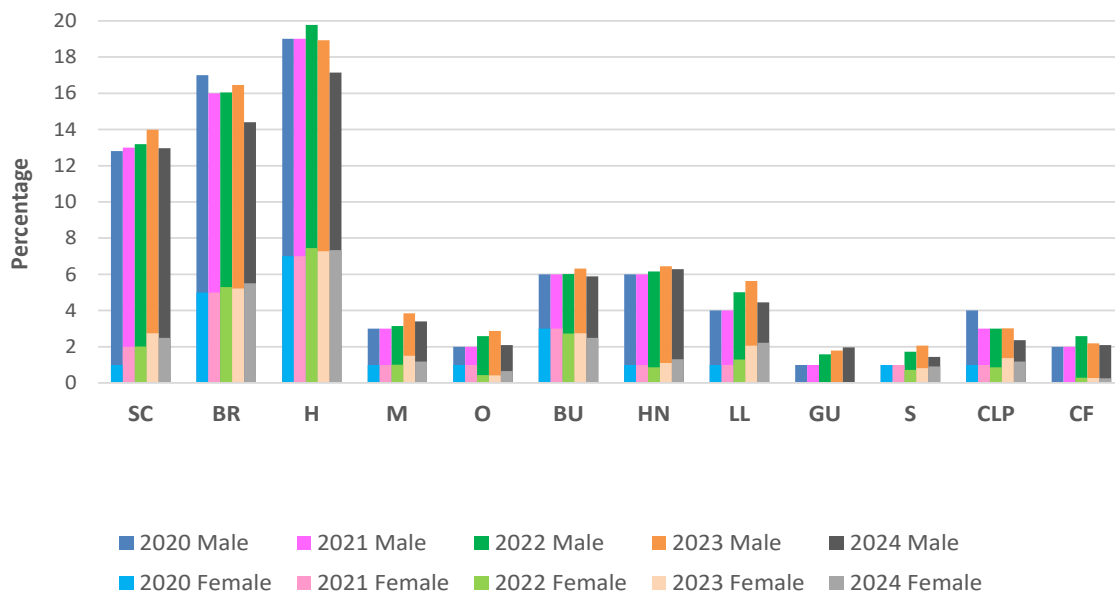
i BR=Breast, SC=Skin Cancer, H=Hand Upper Limb, M=Microsurgical Reconstruction HN=Head & Neck, BU=Burns, LL=Lower Limb Trauma, GU=Genitourinary, O=Other, S=Sarcoma, CLP=Cleft Lip & Palate, CF=Craniofacial

- 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, decrease by 3% from 2023 and by 5% since 2022.
- Hand remains the second most reported sub-specialty interest for the eighth 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.

2024 CONSULTANT SUB-SPECIALTIES - BY REGION (By Percentage)

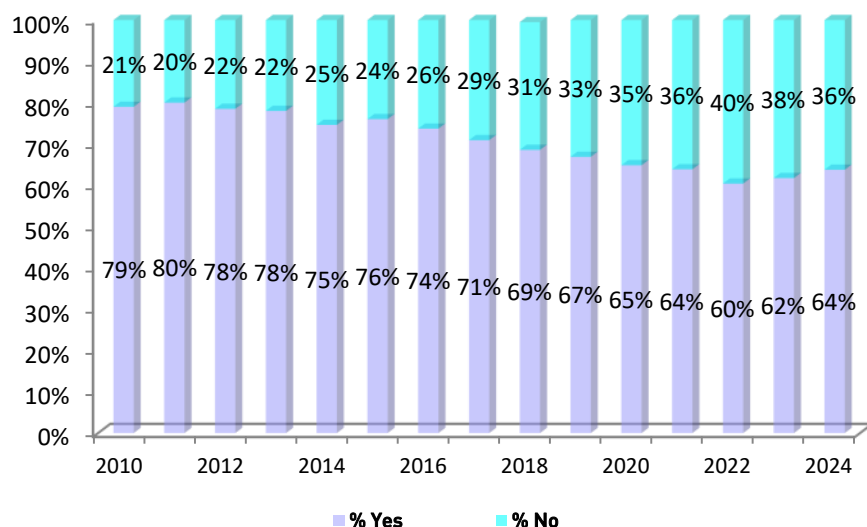


CONSULTANT SUB-SPECIALTY—BY GENDER (%)



Above based on Consultants 1st sub-specialty only.

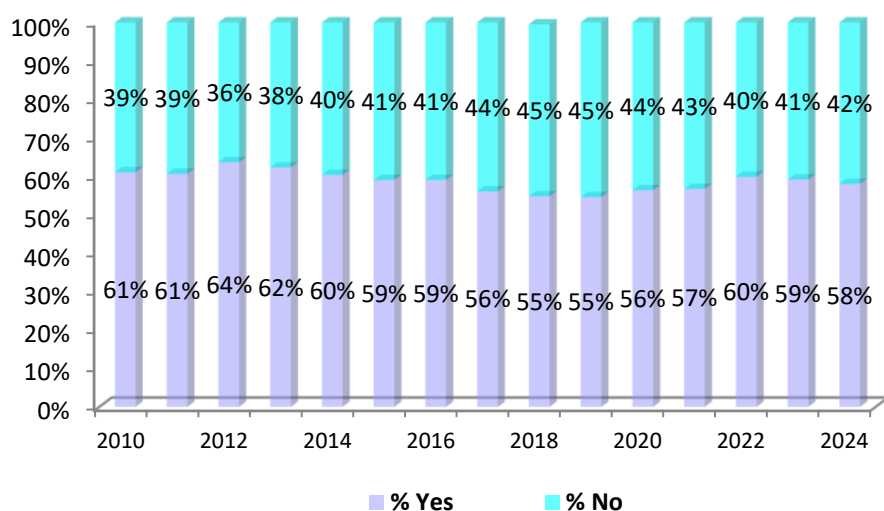
CONSULTANTS UNDERTAKING PRIVATE PRACTICE



- 45% of all the female consultants surveyed are undertaking private practice .
- 70% of all the male consultants surveyed are undertaking private practice.

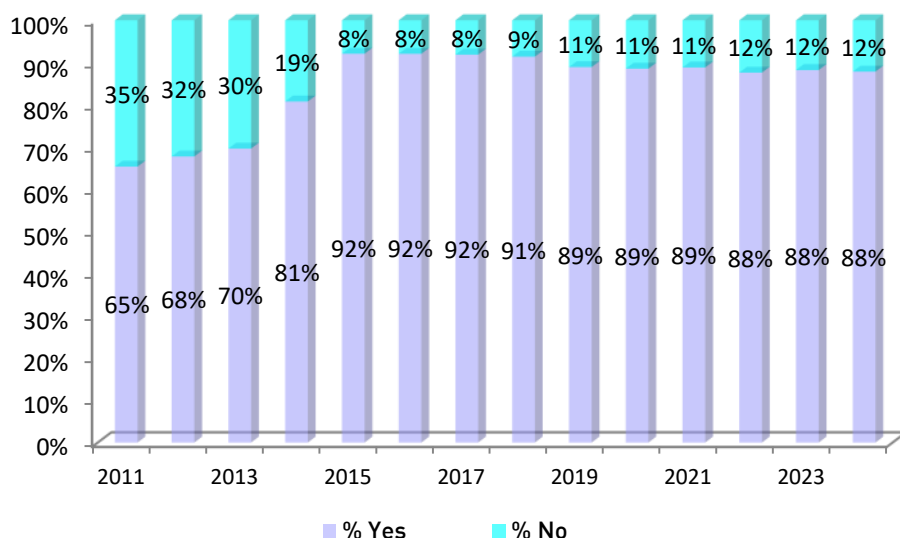
For purposes of comparison, the BAPRAS membership was analysed in 2021 and it was found that 38 out of 562 members are working in the private sector only. This represents just over 6.5% of the BAPRAS members undertaking private practice only.

CONSULTANTS ACTING AS ASSIGNED EDUCATIONAL SUPERVISORS



2010-2013 does not includes ROI

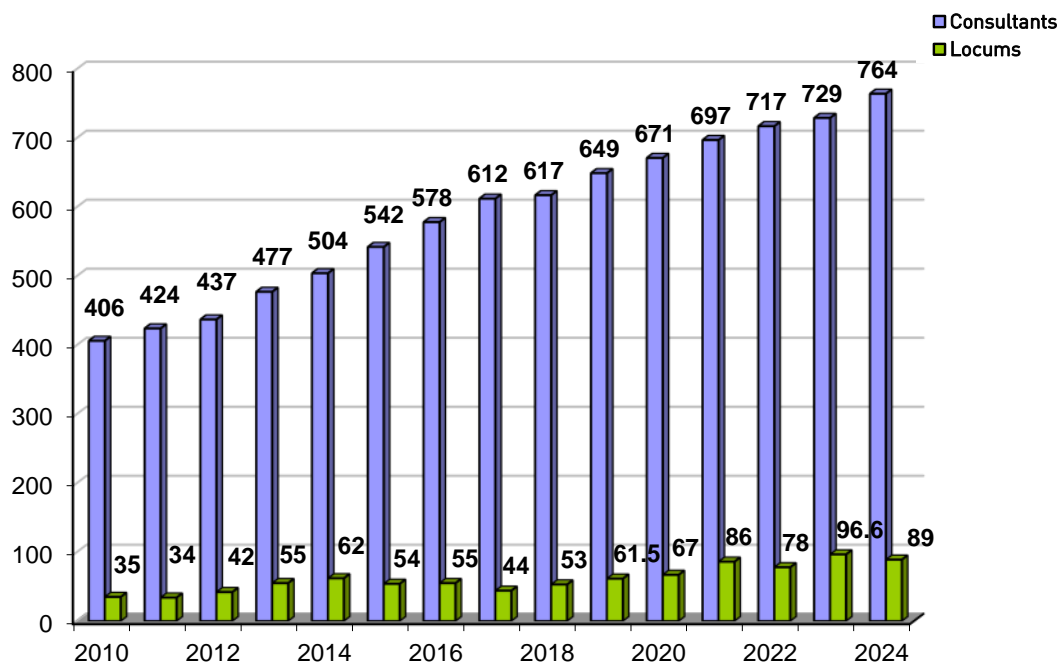
CONSULTANTS ACTING AS CLINICAL SUPERVISORS



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 2024 has decreased by 11 posts from 2023. This decrease could explain for the large increase in the number of substantive posts for 2024.
- The number of UK Consultant posts in plastic surgery for 2024 increased by 30 posts from 2023.
- 2024 includes 43 consultants and 4 locum posts from ROI. The number of Locum posts in ROI doubled from 2023.

SUBSTANTIVE AND LOCUM POSTS

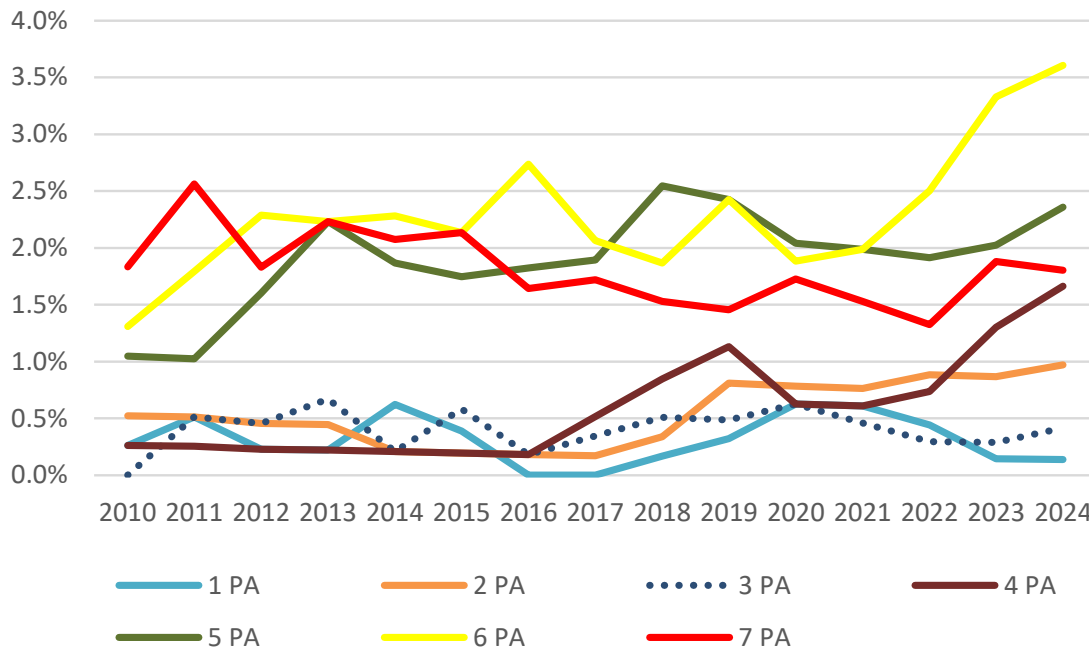
(By Region)

Region	Substantive		Vacancies		NHS		Academic		Military		Locum	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
London	113	125	5	3	115	121	1	1	2	3	23	15
Yorkshire & Humber	67	66	0	4	67	66	0	0	0	0	9	7
East of England	72	72	2	1	71	71	1	1	0	0	11	13
Scotland	60	62	4	2	60	61	0	0	0	1	5	3
West Midlands	57	59	5	5	54	56	1	1	2	2	5.6	4
South West	62	68	3	1	59	48	0	.5	3	2.5	5	3
North West	74	80	0	0	70	77	3	3	0	0	14	18
South Central	50	50	1	1	45	45	4	4	1	1	4	7
North East	41	44	2	2	41	44	0	0	0	0	2	1
South East	27	29	1	0	25	29	0	0	1	0	2	3
East Midlands	28	26	0	0	28	26	0	0	0	0	6	4
Wales	24	28	0	0	22	26	1	1	1	1	2	2
Northern Ireland	13.5	12	1	1	13.5	12	0	0	0	0	0	1
Republic of Ireland	38	43	2	2	38	43	0	0	0	0	8	8

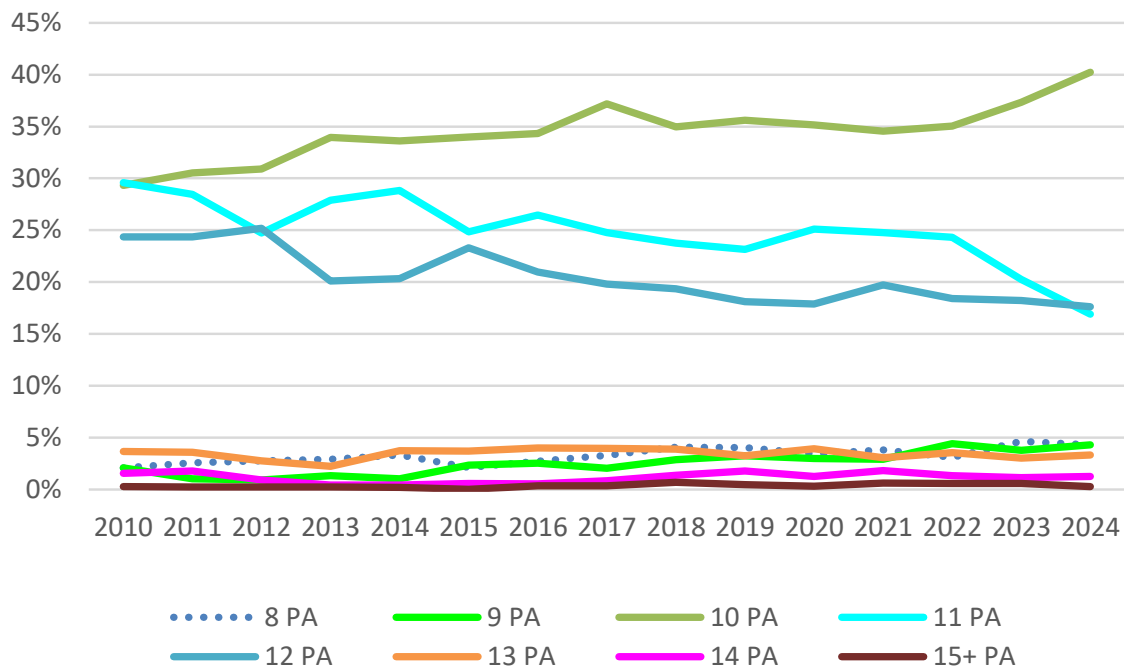


- Substantive posts include NHS, Academic and Military posts
- Of the 13 UK regions, 9 regions increased their number of substantive posts from 2023.

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

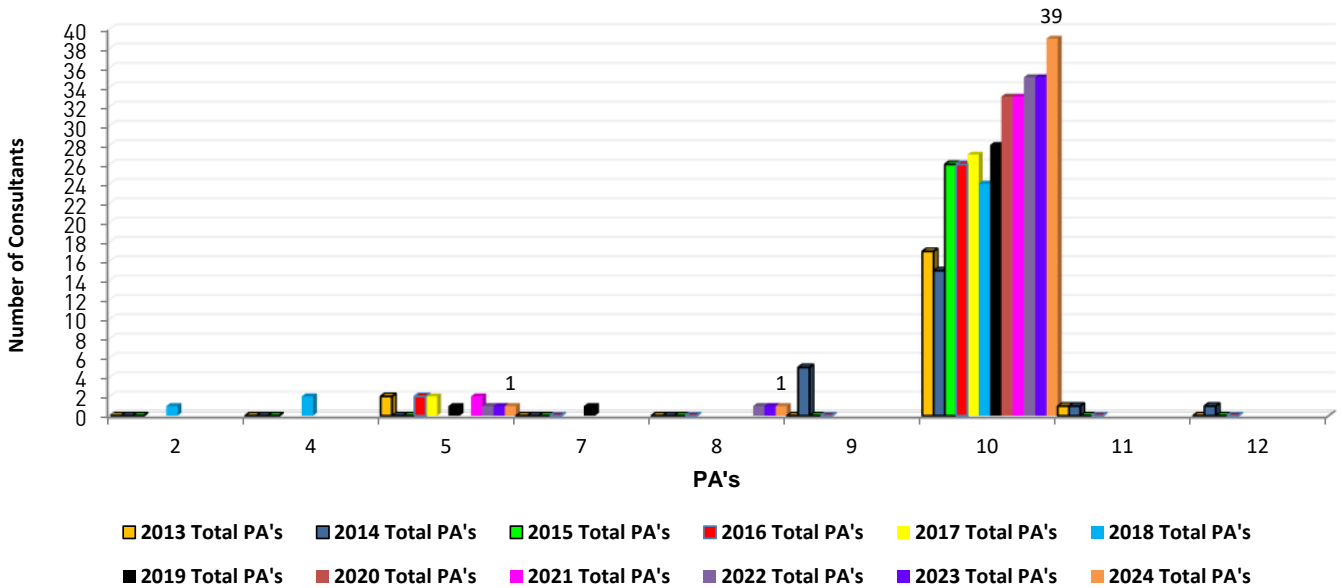


8-15+ PA's WORKED BY UK CONSULTANTS (%)



- Overall there has not been any significant changes in the amount of PA's that Consultants have been working from 2018-2022. However, during 2024, the Consultants working 10 PA's increased by 3% while those Consultants working 11 PA's decreased by 3%.
- To note in 2024 there are 79 UK consultants (11%) that are working 7 or less PA's. This is an increase of 11 UK Consultants from 2023 and an increase for the second year in a row working 7 PA's or less. This combined with the reduction in those working 11 PA's could indicate a trend towards working fewer PA's.
- There were 6 UK consultants that did not provide number of PA's worked for 2024.
- Above figures include both part time and full time substantive Consultants.

PA's WORKED BY CONSULTANTS—REPUBLIC OF IRELAND

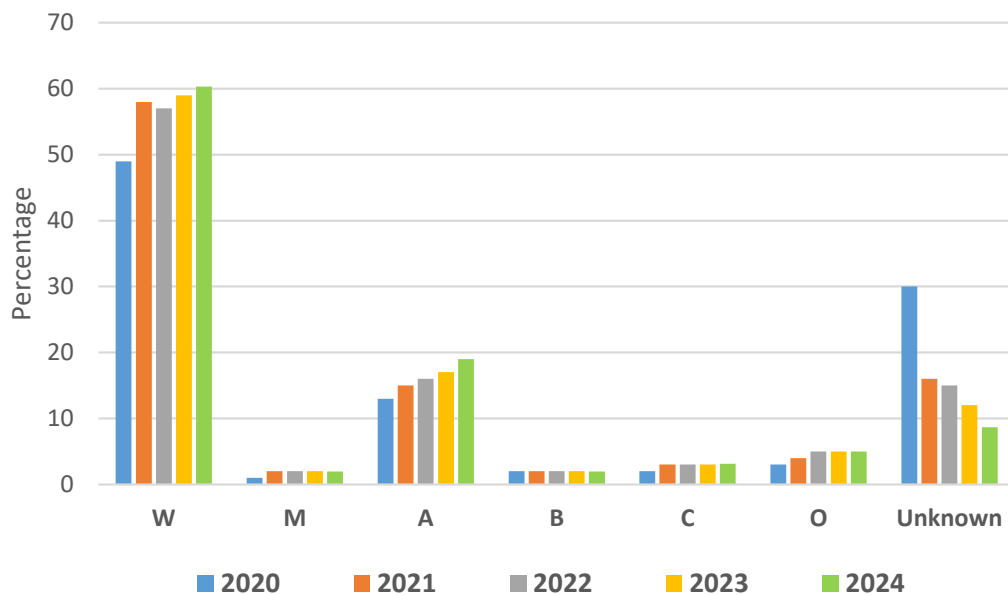


The PA's worked from 2022 to 2024 remains consistent.

For 2020, 2021, 2022 and 2023, one consultant did not provide number of PA's worked but did indicate working part time.

For 2024, two consultants did not provide number of PA's worked.

CONSULTANT ETHNIC GROUP (%)



W=White
C=Chinese

M=Mixed
O=Other Ethnic Group

A=Asian/Asian British
B=Black/Black British/African/Caribbean

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, 9% of the Consultants did not provide an answer for 2024. This is down from 30%, who did not provide an answer in 2020.

2022-2024 TOTAL CONSULTANTS REQUIRED REGIONALLY TO SERVICE 1:80,000 POPULATION RATIO

Region	FTE Req'd for 1:80,000 ratio	Current FTE	Further FTE Req'd 2024	Further FTE Req'd 2023	Further FTE Req'd 2022
North West	93	81	12	18	18
Republic of Ireland	63	40	23	27	27
East Midlands	61	27	34	32	32
South East	59	28	31	33	34
London	110	102	8	2	8
East of England	79	74	5	5	5
West Midlands	74	52	22	15	22
South West	71	64	7	9	9
Wales	39	29	10	14	14
Scotland	68	63	5	7	9
South Central	57	50	7	7	5
N. Ireland	24	13	9	10	8
Yorkshire & Humber	69	75	N/A	N/A	N/A
North East	33	45	N/A	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

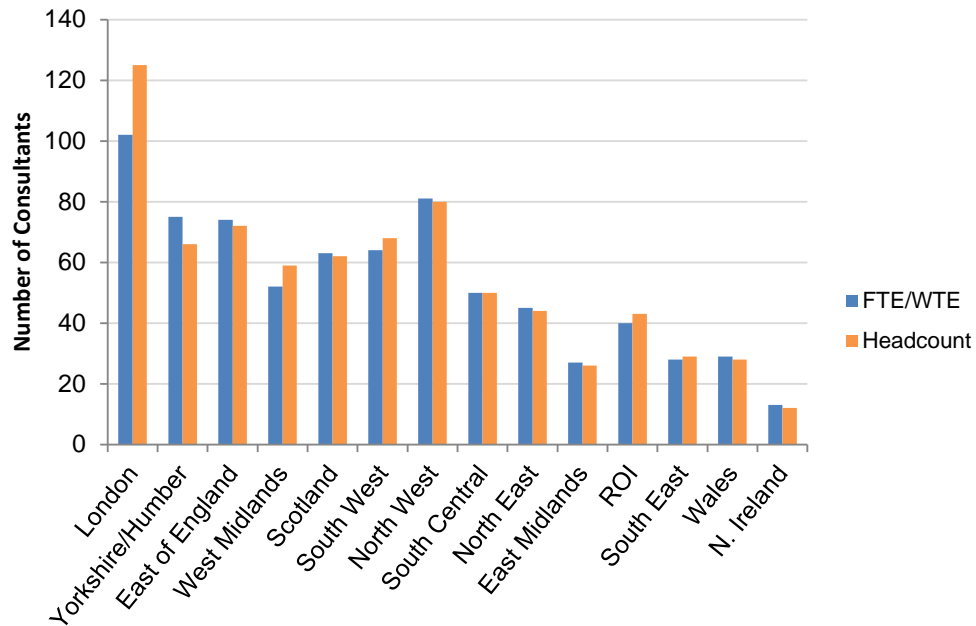
			Further FTE Required								
Region	FTE Req'd for 1:80,000 ratio	Current FTE	2021	2020	2019	2018	2017	2016	2015	2014	2013
North West	89	70	19	24	28	30	28	34	34	46	49
Republic of Ireland	57	34	23	24	28	32	29	30	31	35	38
East Midlands	57	30	27	27	28	28	29	32	32	34	44
South East	52	26	26	25	26	26	30	31	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 Midland	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 Central	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 Humber	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
40	1	58	12	65	6	75	1
49	1	59	8	66	7	80	1
51	1	60	12	67	3	Unknown	3
52	2	61	9	68	2		
55	1	62	11	70	1		
56	6	63	8	72	2		
57	9	64	5	73	1		



- Based on the 2024 workforce survey responses, 113 Consultants, (of which 15 are female and 4 are from ROI), anticipate retiring in the next five years. Of these 113 Consultants, 56 (50%) are currently working less than 10 PAs.
- It is important to note that there was no obligation to answer this question.
- 5 Consultants that had previously retired, have returned and are currently working Part time . Two Consultants are job sharing.

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

2025 — 119 Consultants

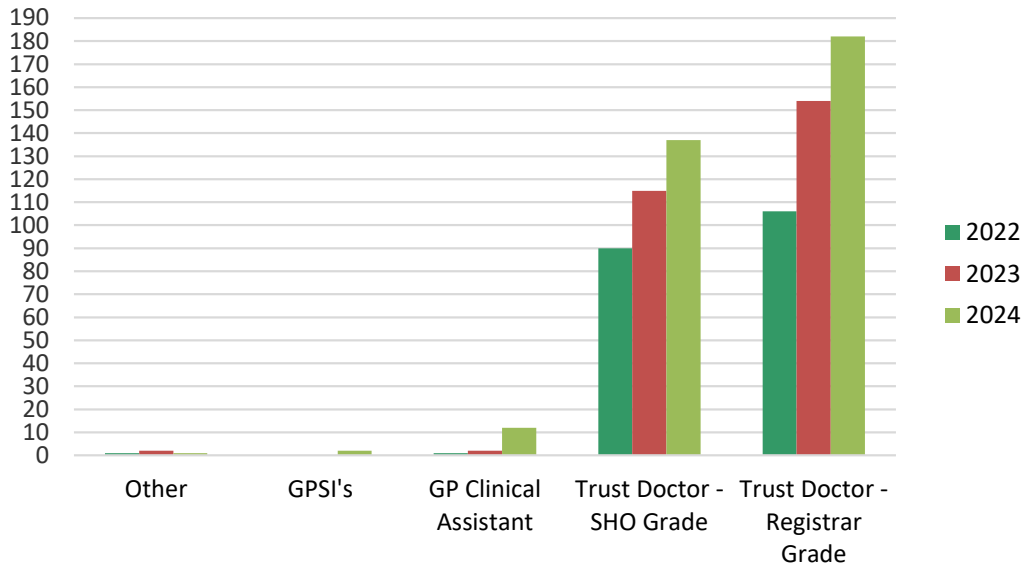
2028— 208 Consultants

2026— 148 Consultants

2029— 231 Consultants

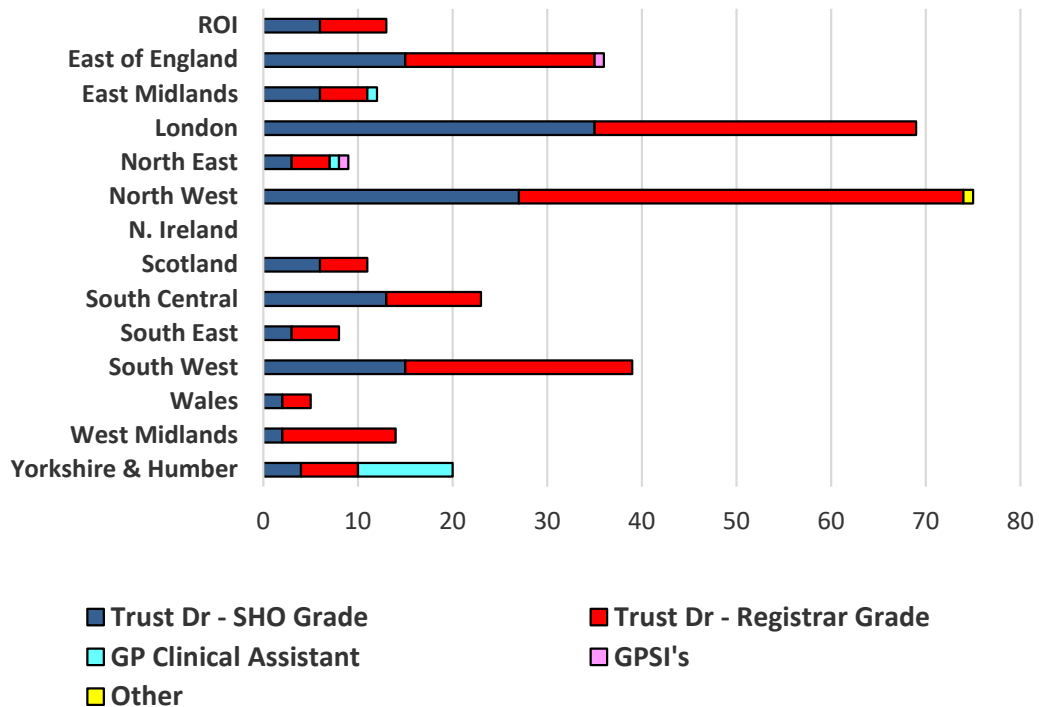
2027 — 174 Consultants

TRUST DOCTORS



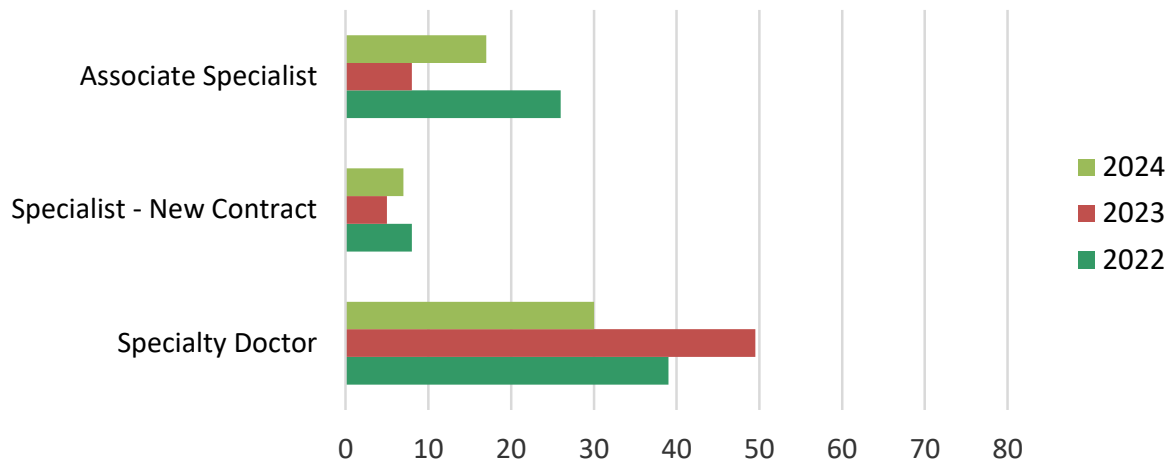
- The categories of SAS Doctors and Trust Doctors have now been separated for the 2024 workforce survey. Therefore the above graph now only shows Trust Doctors.
- 6 Trust Doctors SHO Grade and 7 Trust Doctors Registrar Grade were reported for ROI for 2024.

2024 TRUST DOCTORS (By Region)



SAS DOCTORS

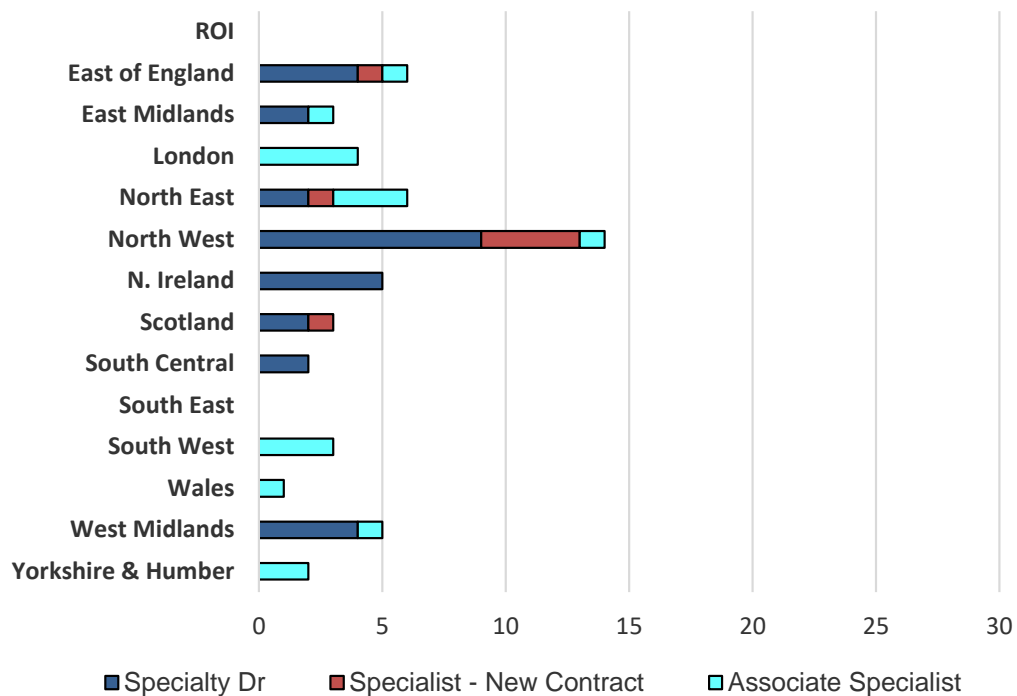
(By Category)



- Due to a request for more in depth information on SAS Doctors, the 2024 workforce survey SAS Doctors are now being reported separately from Trust Doctors
- No SAS Doctors were reported for ROI for 2024.

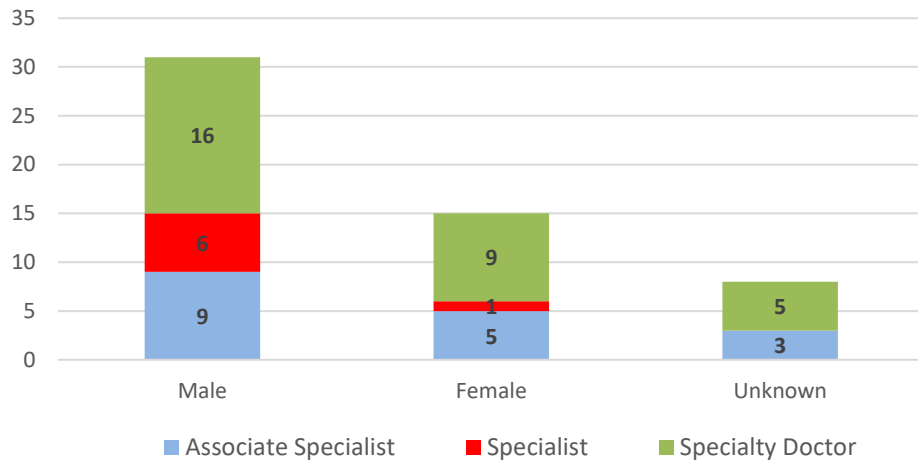
2024 SAS DOCTORS

(By Region)



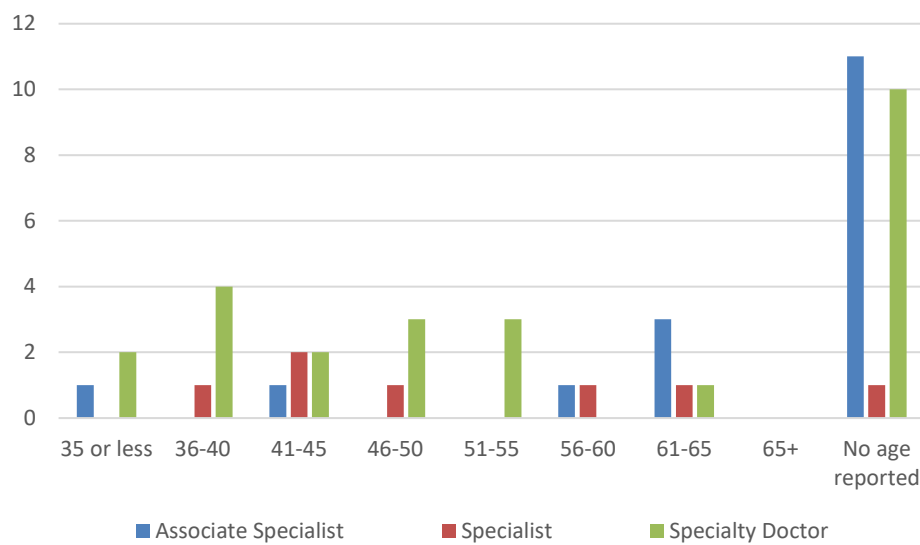
SAS DOCTORS

(By Gender)

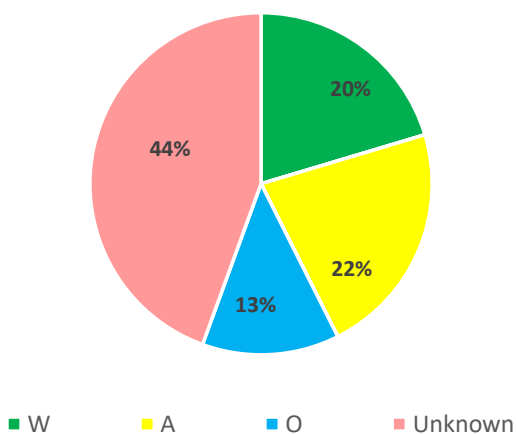


2024 is the first year that additional information was asked of SAS Doctors.

SAS DOCTORS AGES



SAS DOCTORS ETHNIC GROUP (%)



W=White

M=Mixed

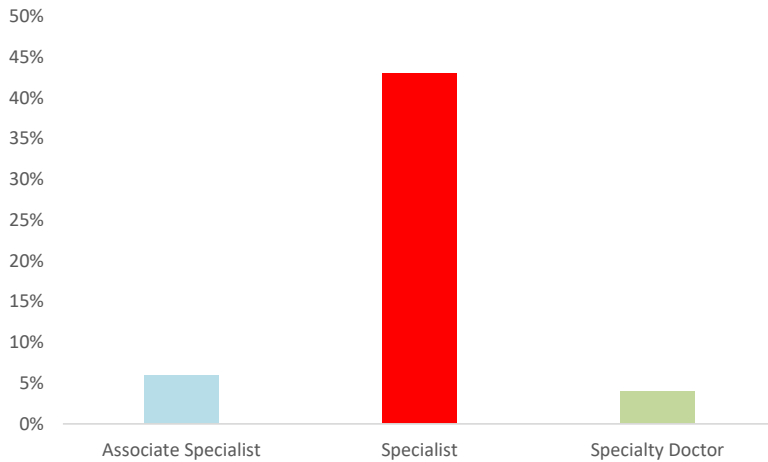
A=Asian/Asian British

B=Black/Black British/
African/Caribbean

C=Chinese

O=Other Ethnic Group

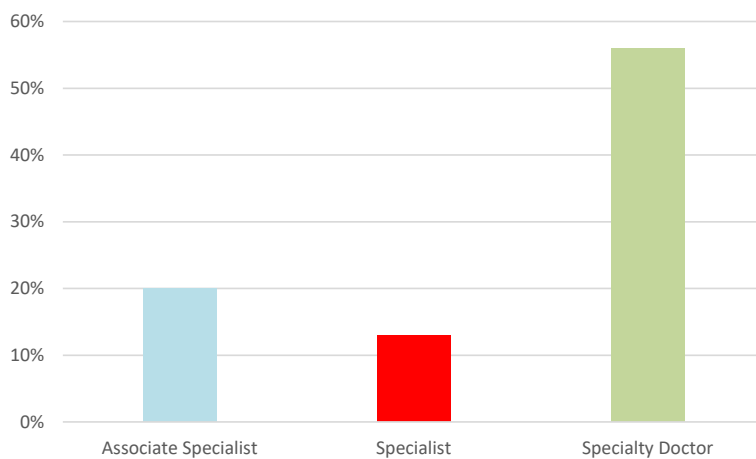
SAS DOCTORS WORKING IN PRIVATE PRACTICE (By Percentage)



There are two female SAS doctors working in private practice.

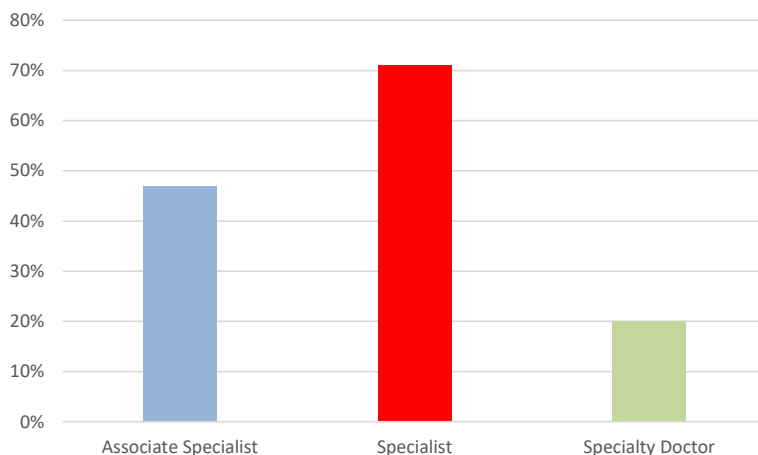
10 SAS doctors did not provide private practice details.

SAS DOCTORS WORKING AS ASSIGNED EDUCATIONAL SUPERVISORS (By Percentage)



26 SAS doctors did not provide Assigned Educational Supervisor details.

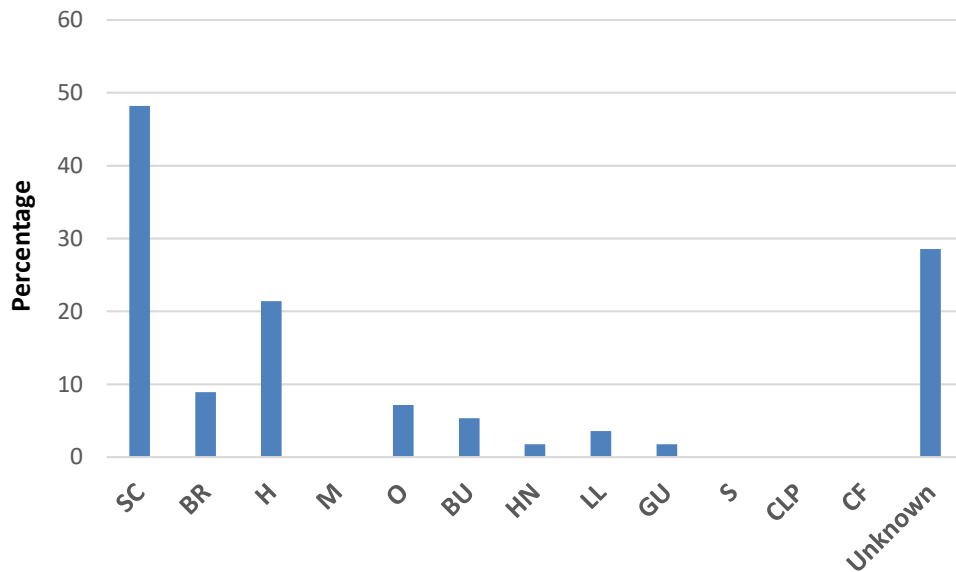
SAS DOCTORS WORKING AS CLINICAL SUPERVISORS (By Percentage)



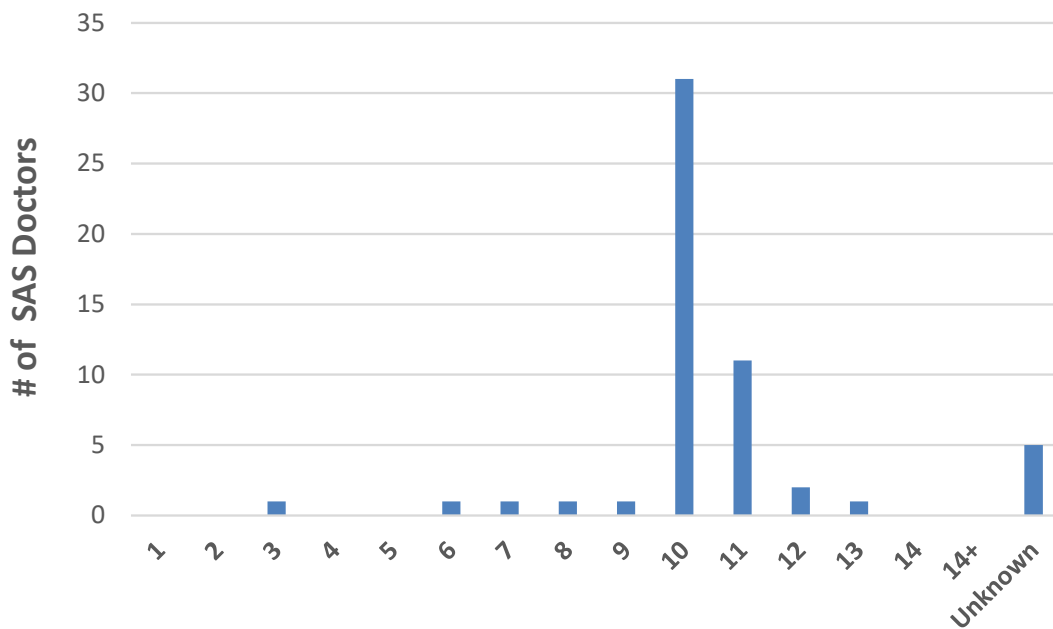
10 SAS doctors did not provide Clinical Supervisor details.

SAS DOCTORS SUB SPECIALITIES

(By Percentage)



SAS DOCTORS PA's WORKED



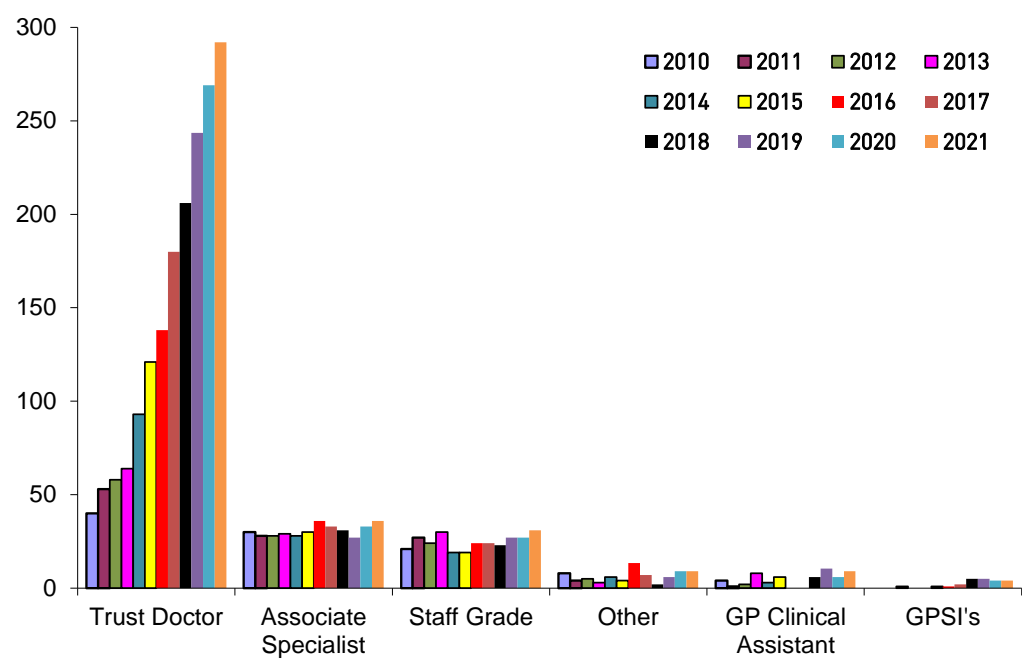
PHYSICIAN ASSOCIATES WORKING AT PLASTIC UNITS

2024 was the first year that the workforce survey asked 'How many Physician Associates work at Your Plastic Unit?'

Only 30 units answered this question. Of these 30 units, 7 Physician Associates were identified as working in a Plastics Unit during 2024.

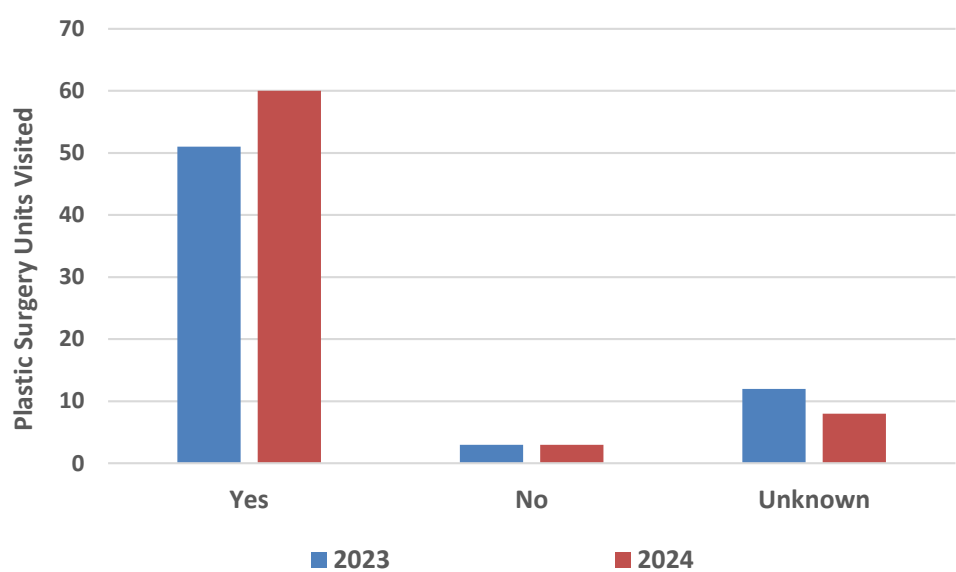
2010—2021 SPECIALTY DOCTORS

(By Category—Historic)



i The categories of Specialty Doctors asked in the 2022 workforce survey were changed from previous years. Therefore the above graph now represents the historical data from the years 2010—2021.

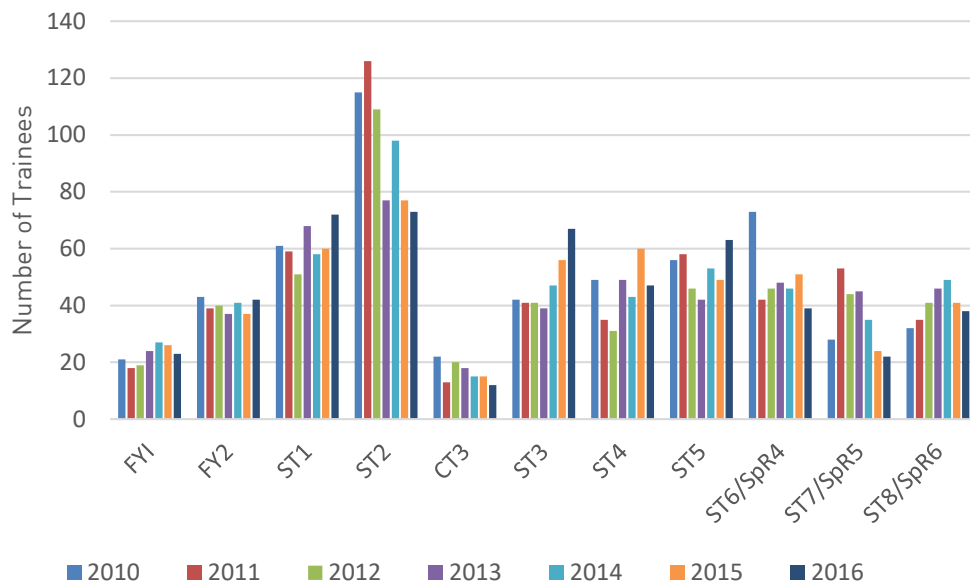
PLASTIC UNITS VISITED BY MEDICAL STUDENTS



i 2023 was the first year that the workforce survey asked 'If medical students visited the Plastic Units?'

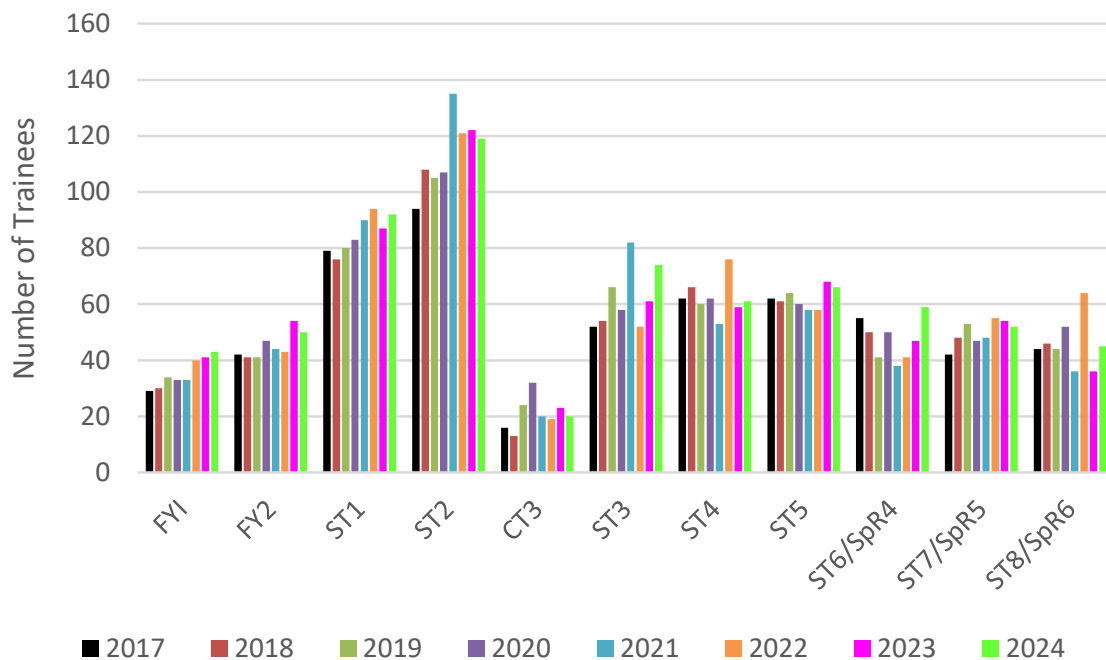
TRAINEES

2010-2016



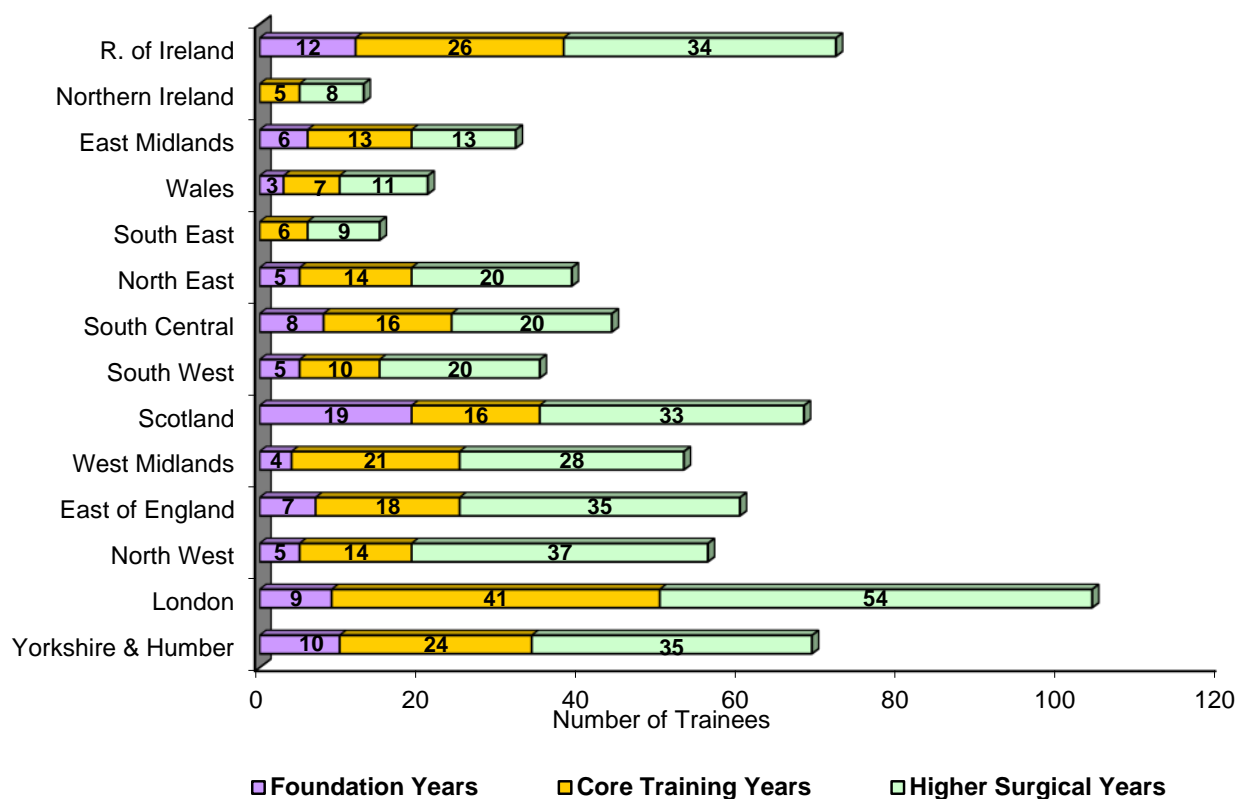
TRAINEES

2017-2024



- For 2024, of the 681 Trainees, 72 are from ROI

TRAINEE BY REGION



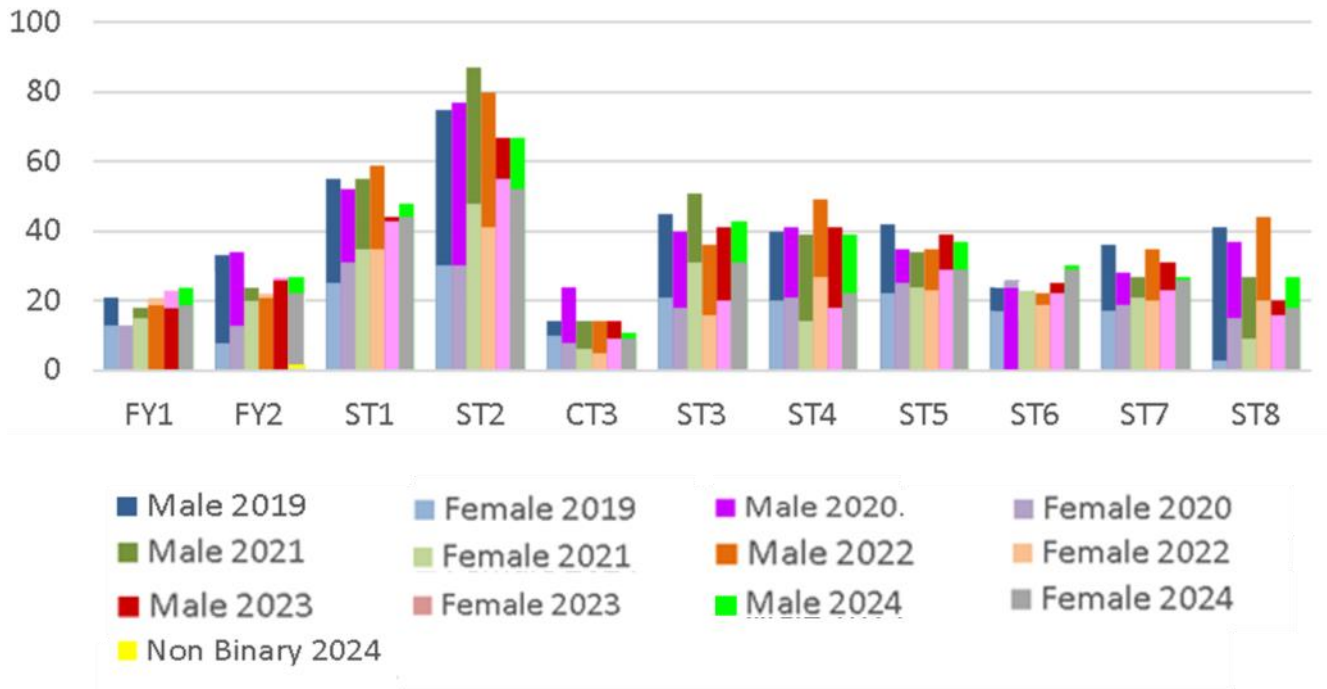
TRAINEE VACANCIES

	Vacancy	Vacancy Duration
ST1	2	Ongoing
ST2	1	Ongoing
ST3	1	6 months
ST4	1	12 months
CT3	1	MatLeave



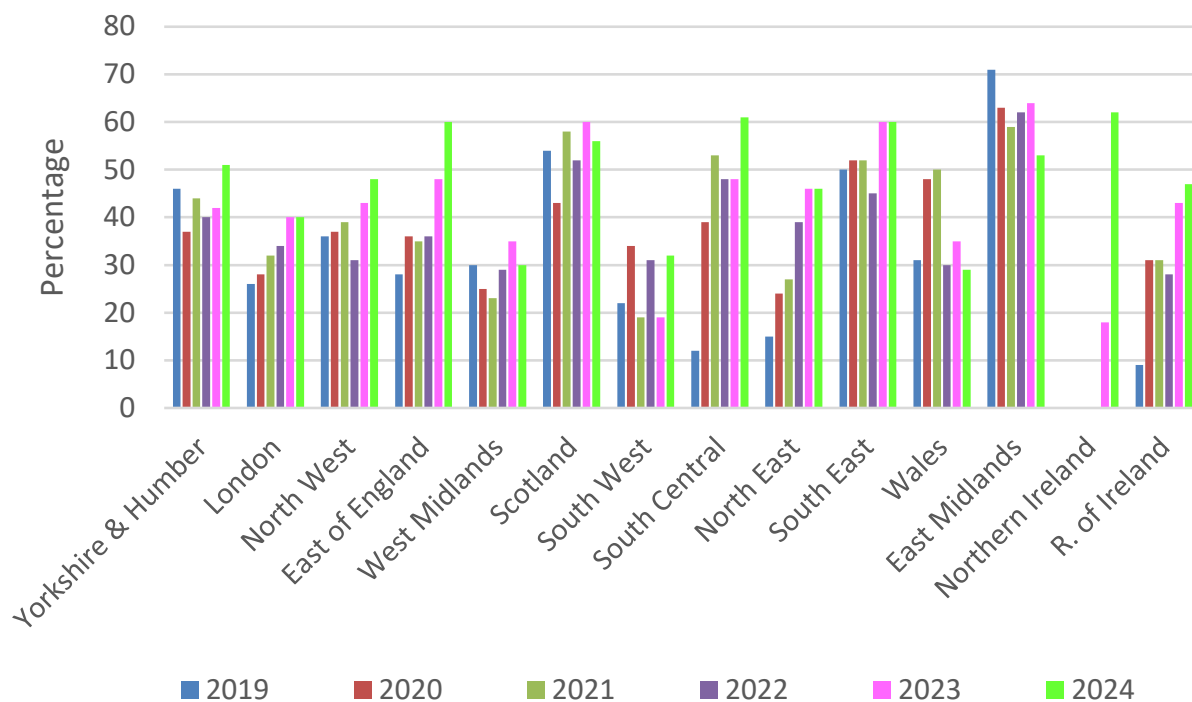
The above tracked the number of trainee vacancies and the length of time of each vacancy during 2024.

TRAINEES BY GENDER



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

FEMALE TRAINEES BY REGION (%)




PLASTIC SURGERY TRAINEES WORKING LESS THAN FULL TIME

FY1	1 @ 60% LTFT		
ST1	1 @ 80% LTFT		
ST3	1 @ 80% LTFT		
ST5	1 @ 80% LTFT		
ST6	1 @ 60% LTFT	1 @ 80% LTFT	
ST7	1 @ 40% LTFT	1 @ 60% LTFT	3 @ 80% LTFT
ST8	1 @ 60% 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	2024
											14				
Breast Oncoplastics	3	0	2	0	3	3	4	2	4	1		5			1
Cleft Lip & Palate	0	1	1	1	1	2		1	3	2		2		2	1
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	2
Head & Neck Oncology	1	0	1	1	1	1		2	2	2		3		2	1
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				3	3	3	3	3	2			3	2	4	1
TOTAL POSTS	13	15	30	27	27	29	26	14	28	12	14	19	5	13	6

-  TIG Post figures kindly provided by Plastic Surgery SAC
- Please note that all interface Fellowships are completed post-certification.
- The number of Plastic Surgery Trainees in TIG Posts for 2024 has decreased by more than 50% from 2023.
- For 2020 there were 14 Plastics trainees who started their TIG fellowships . Unfortunately a breakdown of specialties was not available.

2024 PLASTIC SURGERY TRAINEES RECOMMENDED FOR CCTs

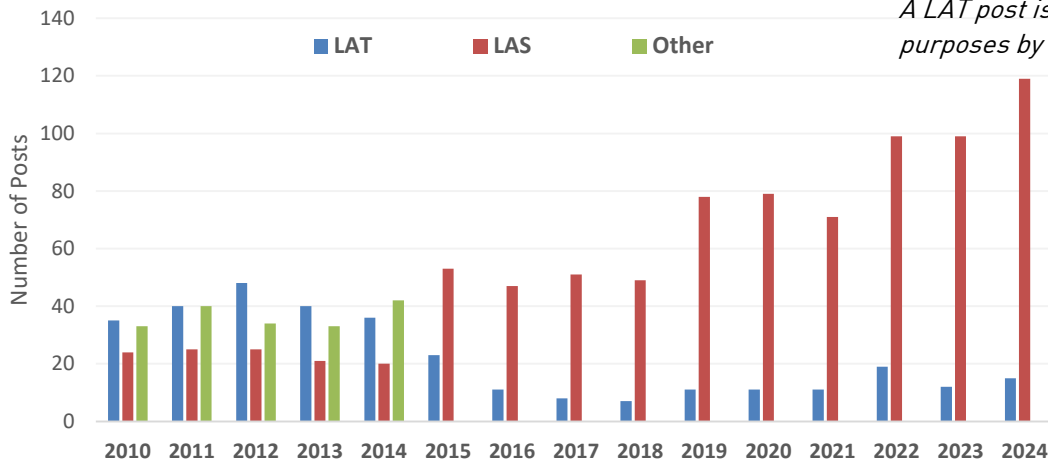
Based on information provided by JCST: In 2024, 26 trainees in the UK and 3 in Republic of Ireland were recommended for their certificates. This is a huge decrease of 23 UK trainees and 2 ROI trainees from 2023. Of the 29 trainees, the breakdown of males and females is:

Females UK = 10 ROI = 1
Males UK = 16 ROI = 2

TOTAL NUMBER OF LAT/LAS POSTS

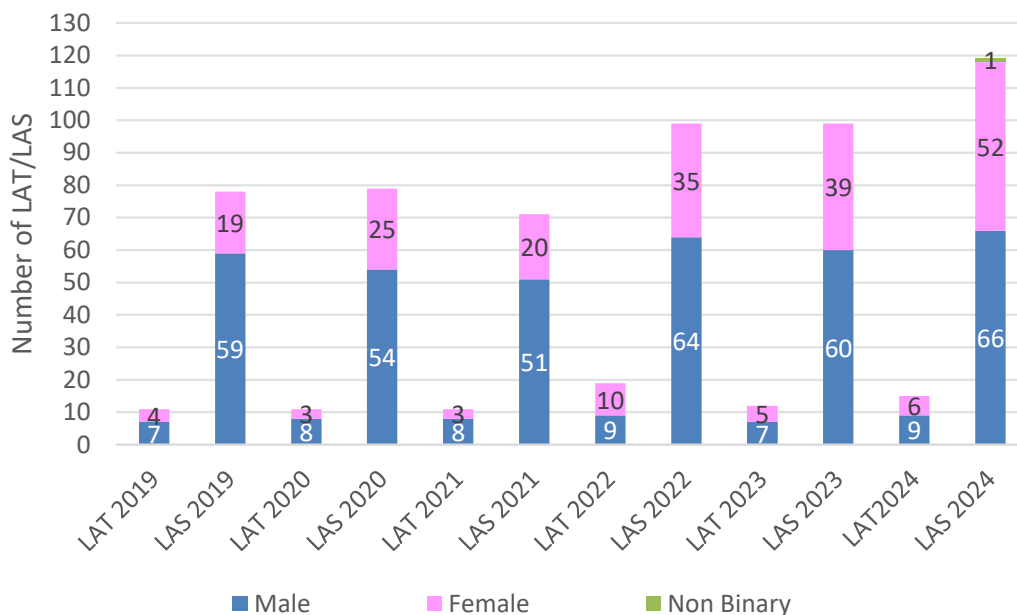
*LAT = Locum Appointment for Training
LAS = Locum Appointment for Service*

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



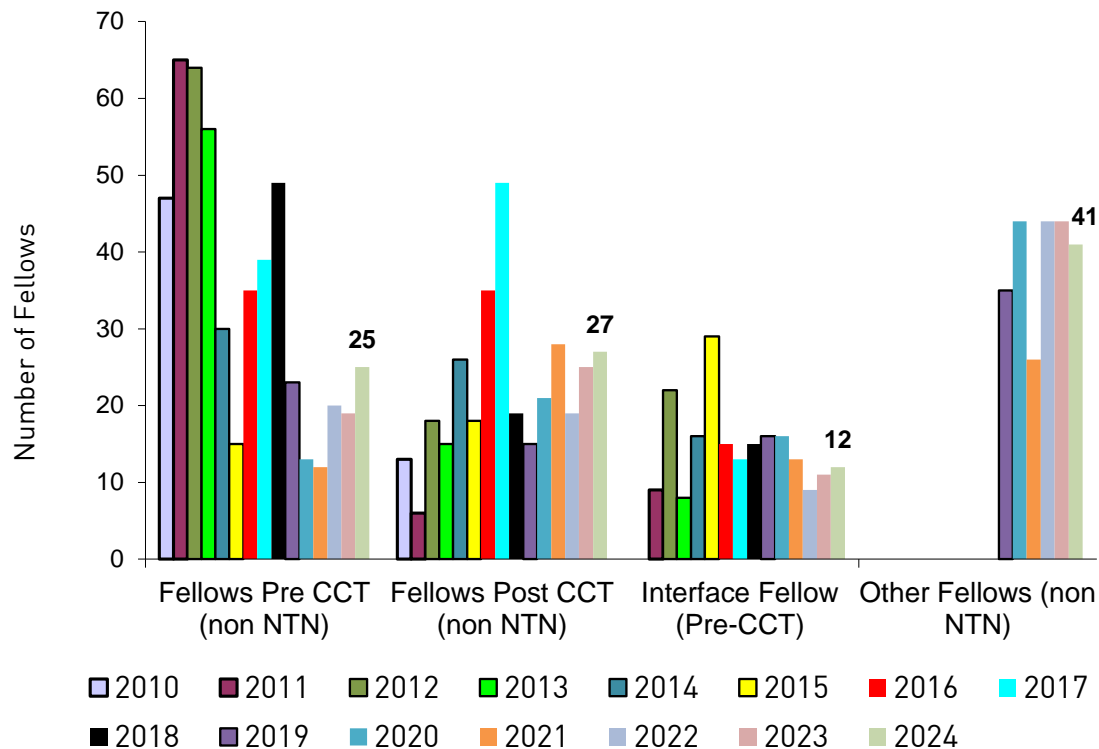
- The number of LAT posts has increased by 3 posts since 2023.
- The number of LAS posts has increased by 20 posts since 2023.
- Five LAS posts are occupied by Trust Doctors.
- Five LAT posts are occupied by Trust Grade Registrars.
- One LAT @ 80% LTFT weekdays but 100% on contract.
- The last time 'Other' was reported was in 2014.

LAT/LAS POSTS BY GENDER



This is the fifth year that LAT and LAS posts have provided their gender.
This is the first year that a Non Binary gender has been reported (LAS)

TOTAL NUMBER OF SENIOR/PERI CCT FELLOWS



Since 2023:

- Pre CCT (Non NTN) - increased by 6 posts
- Post CCT (non NTN) - increased by 2 posts
- Interface Fellows (Pre CCT) increased by 1 post
- Other Fellows (non NTN) was a newly added category for 2019. It has decreased by 2 posts. There are also 2 vacant posts.

2024 Non NTN Pre-CCT Fellows include:

Orthopaedic, Breast, Skin Cancer, Microsurgery and Hand. One post was Military and one is an ST6.

2024 Non NTN Post-CCT Fellows include:

Orthopaedics, Microsurgery, Breast, Plastics, Lower Limb, Burns and Hand Fellow.

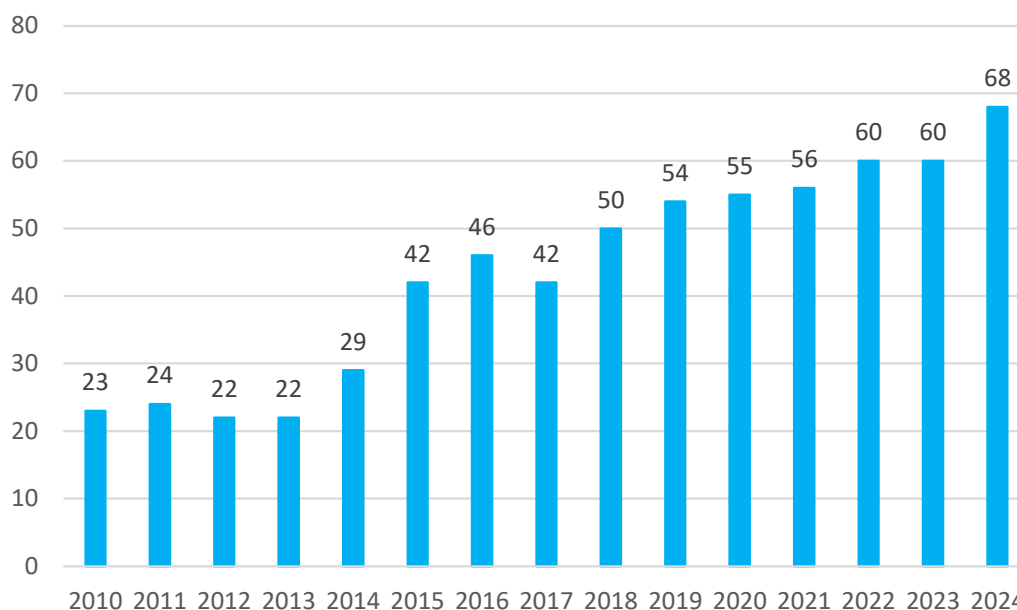
2024 Interface Fellows Pre-CCT include:

Hand, Orthopaedics, MOHS, Breast TIG (shared with General Surgery), Head and Neck from ENT and Cleft TIG (from Maxiofacial).

2024 Other Fellow (non NTN) include:

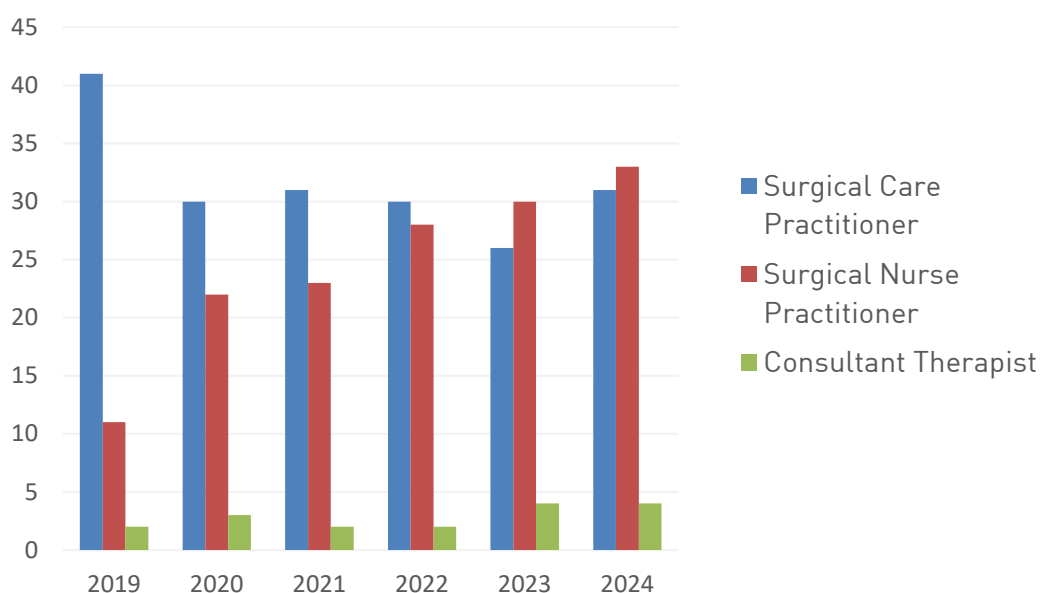
Plastic, Microsurgical, Burns, Breast, Hand from Ortho, Research and Senior Clinical Fellow. One post is an International Fellow.

TOTAL NUMBER OF ALLIED HEALTH PROFESSIONALS



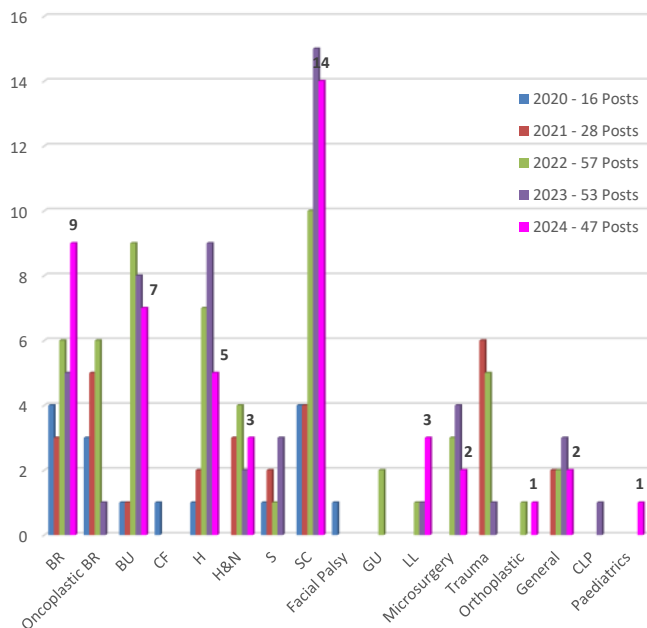
- This represents Surgical Care Practitioners, Surgical Nurse Practitioners and Consultant Therapists that are allowed to operate or suture.
- Allied Health Professionals have been identified in all of the Regions of the UK and ROI.

WHO ARE THE ALLIED HEALTH PROFESSIONALS?



- This is the sixth year a breakdown of Allied Health Professionals has been identified.
- One SCP is a Surgical First Assistance and one is a trainee.
- Five SNP cover Plastics/ENT/Maxiofacial.' One is a skin cancer nurse specialist, one is a plastic surgery advanced nurse practitioner and one is learning to suture.
- One CT is a Physician Assistant.

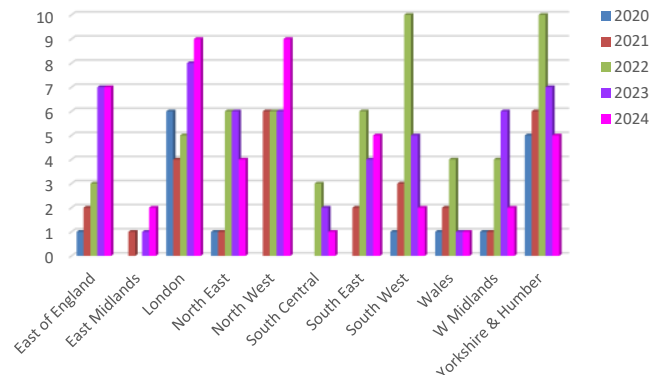
SUBSTANTIVE CONSULTANT PLASTIC POSTS ADVERTISED IN NHS JOBS



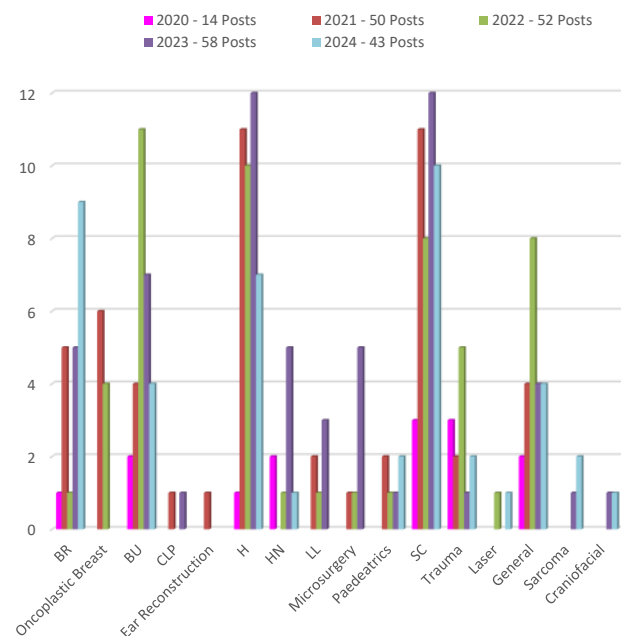
For the second year in a row, 2024 saw a decrease in the number of Substantive Plastic posts advertised in NHS Jobs from 2023.

Of the 47 Substantive Posts for 2024:

- 1 was a replacement post; 46 were new posts.
- 46 posts were full time; 1 was part time.

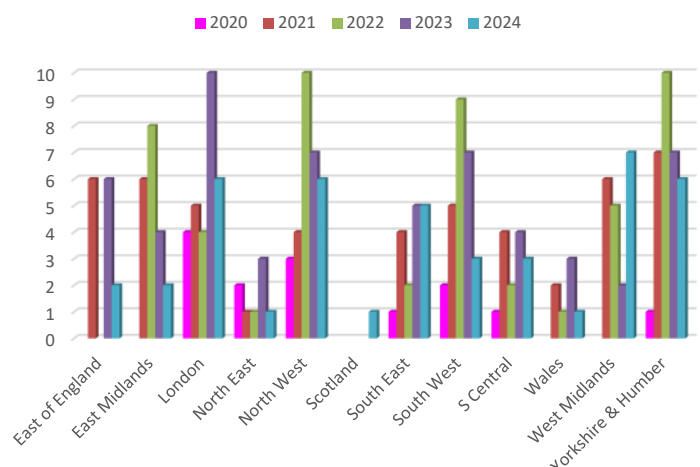


LOCUM CONSULTANT PLASTIC POSTS ADVERTISED IN NHS JOBS



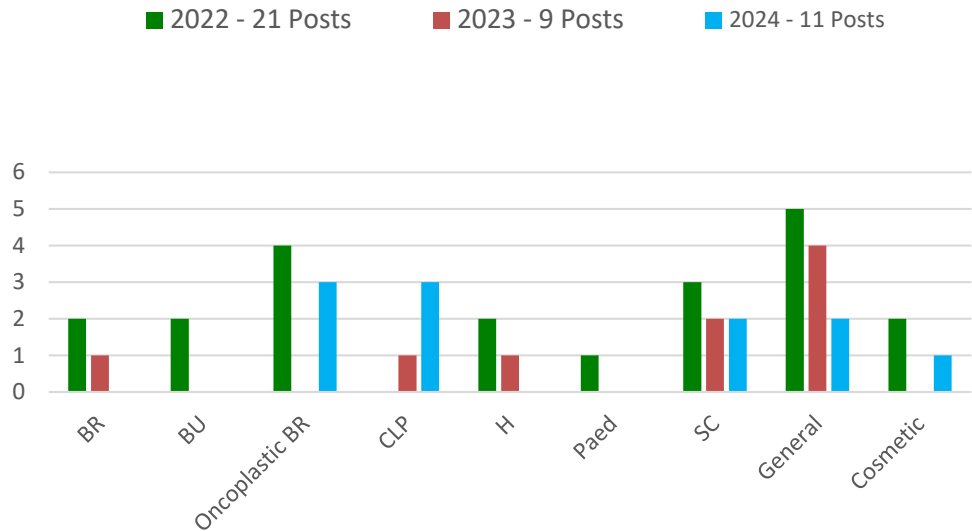
Of the 43 Locum Posts for 2024:

- 2 were replacement posts; 41 were new posts.
- All the posts were full time.
- Breakdown of full time posts are: 1 post is for a period of 9 months; 5 posts are for a period of 6 months, 36 posts are for a period of 12 months and 1 post is to cover a sabbatical.



- 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.

2022-2024 SUBSTANTIVE CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL ONLY

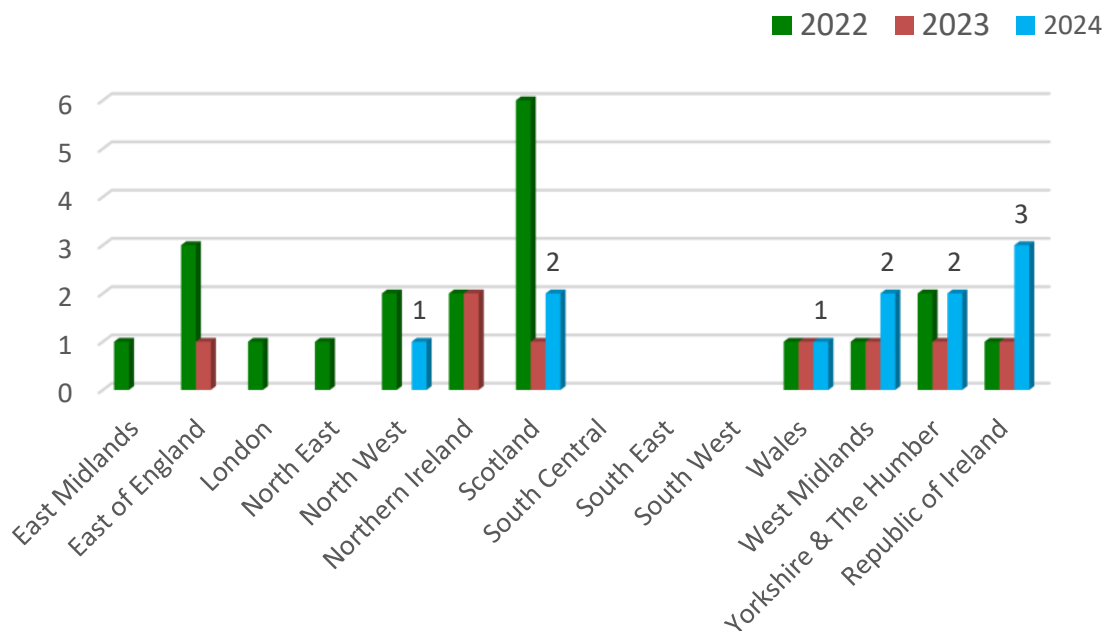


The above graph represents the Substantive Consultant Plastic jobs that were advertised in the British Medical Journal only. These jobs were NOT advertised in NHS Jobs.

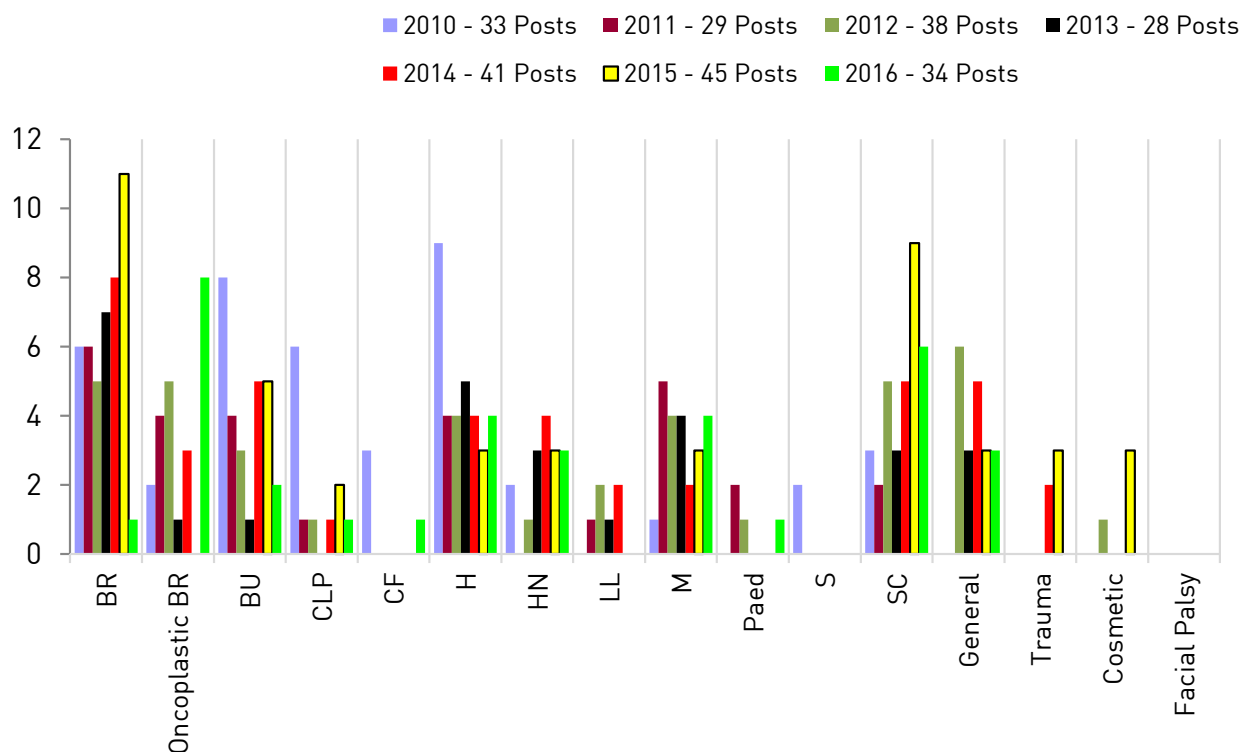
- All Jobs were full time posts .
- 10 jobs were new and 1 was a replacement post.

Based on 2024 survey responses, there are 57 posts (50 in UK; 7 in ROI) that are likely to be advertised and 49 posts (45 in UK; 4 in ROI) that will be advertised during 2025.

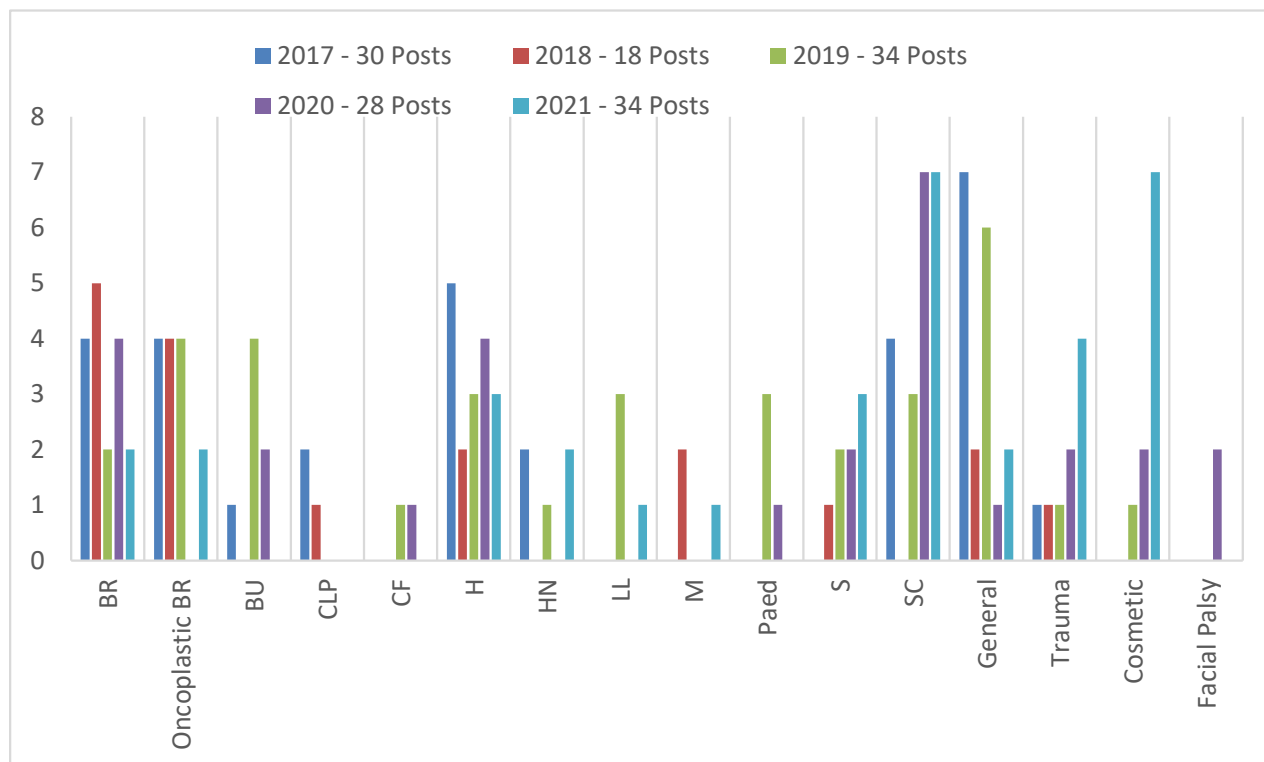
WHERE ARE THE 2022-2024 SUBSTANTIVE CONSULTANT PLASTIC POSTS AS ADVERTISED IN BRITISH MEDICAL JOURNAL



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.

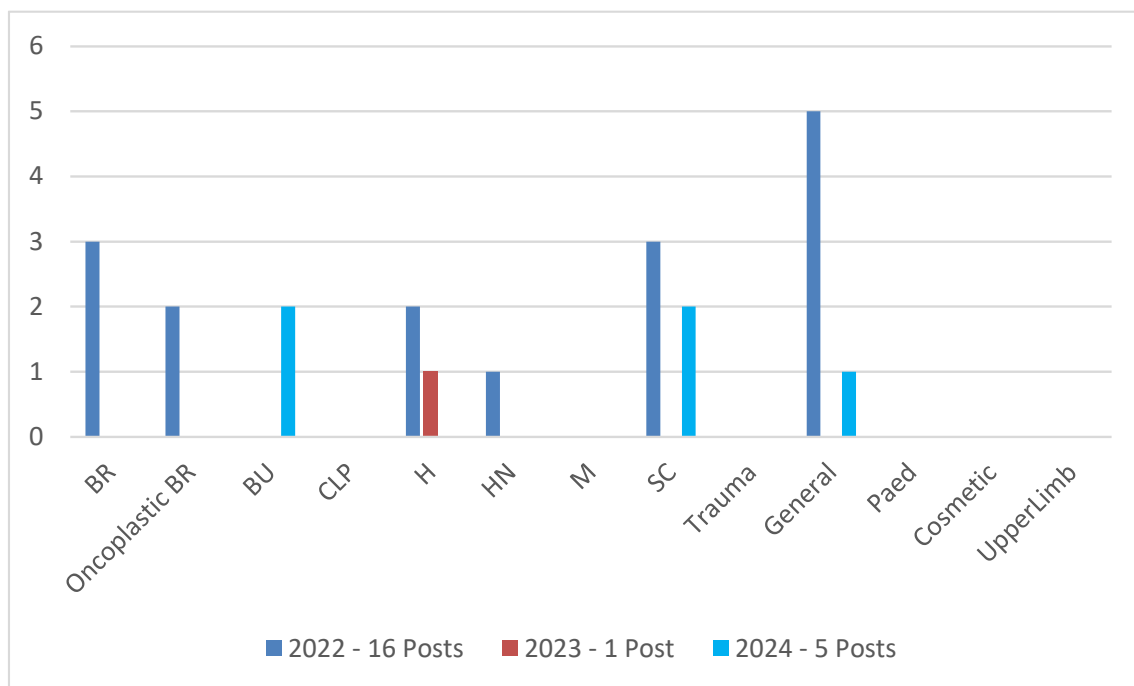
2020

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—2024 LOCUM CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL



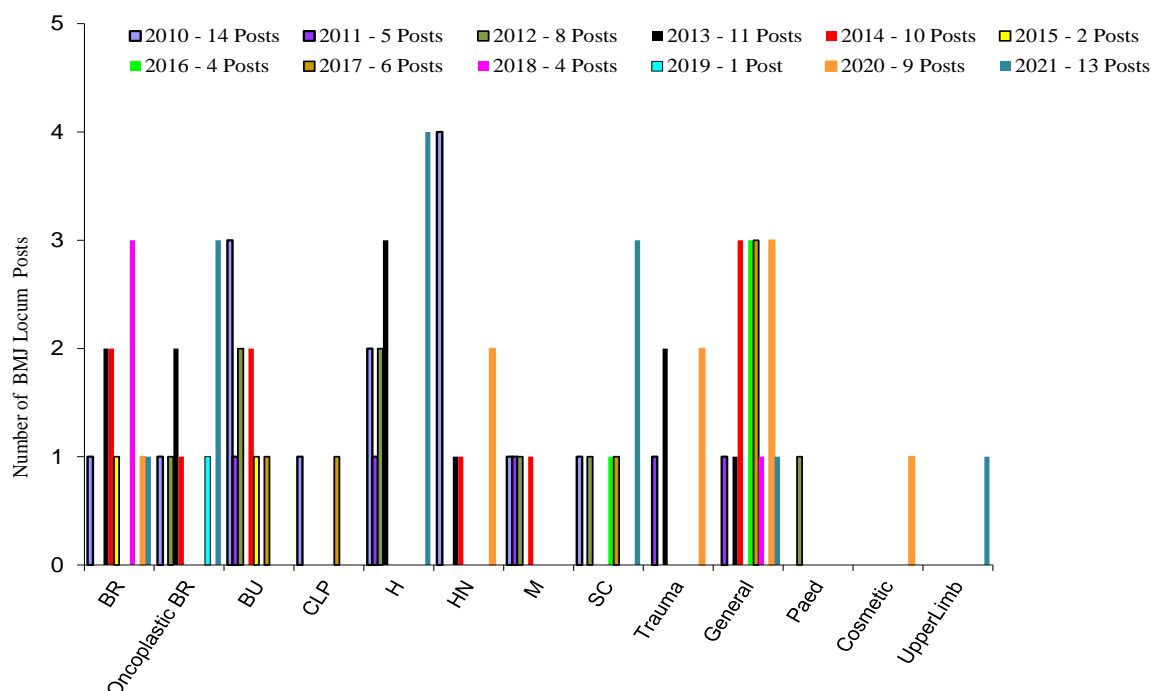
2024 Locum posts have increased by 4 Posts from 2023.

2024 Locum posts were all full time posts for a period of 12 months

2024 Locum posts were located:

- 2 Posts in Scotland
- 2 Posts in North West
- 1 Post in Republic of Ireland

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.

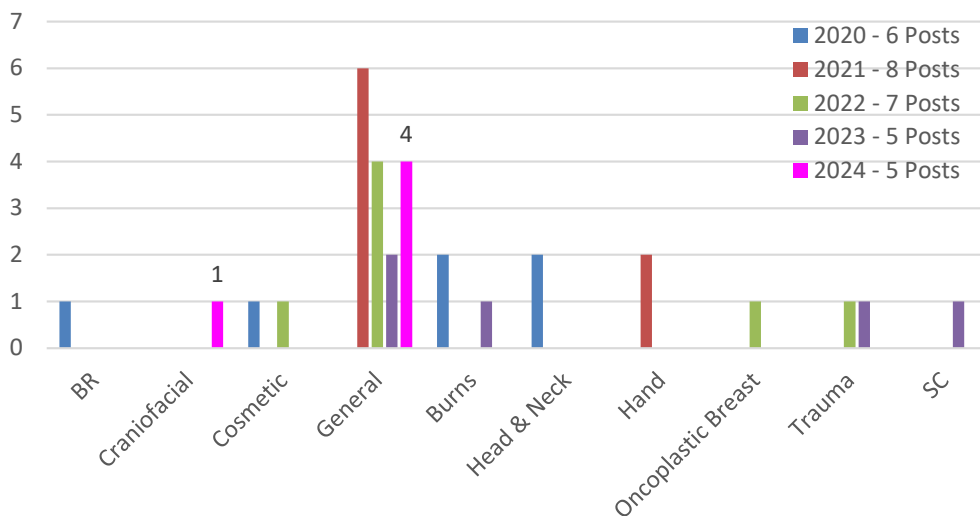
2020— Locum posts have substantially increased by 8 posts from 2019. (3 Posts were in ROI)
The Locum posts were all new posts (1 Part time and one for a 6 month fixed term)
This is the first time that a 'Cosmetic' Locum post has been advertised since tracking BMJ Jobs.

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

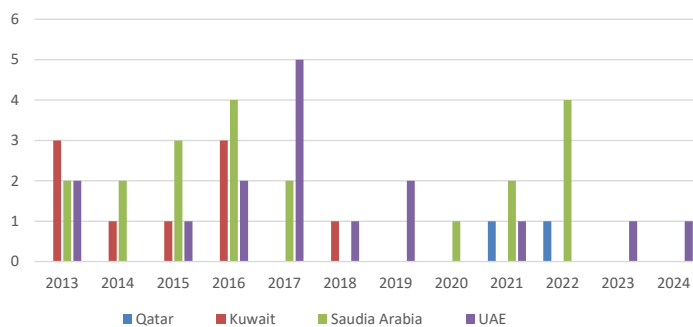
2023 —Locum posts have decreased by 15 Posts from 2022.
This new post was for Wales and was a full time post for a period of 12 months

INTERNATIONAL CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL 2020-2024

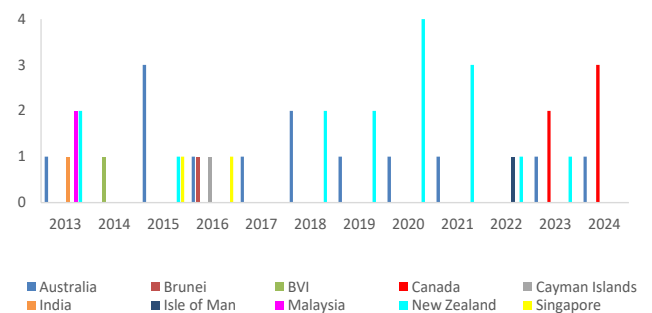


2024—International Consultant Plastic Surgeon posts remained consistent for 2024.
All posts were Full Time.

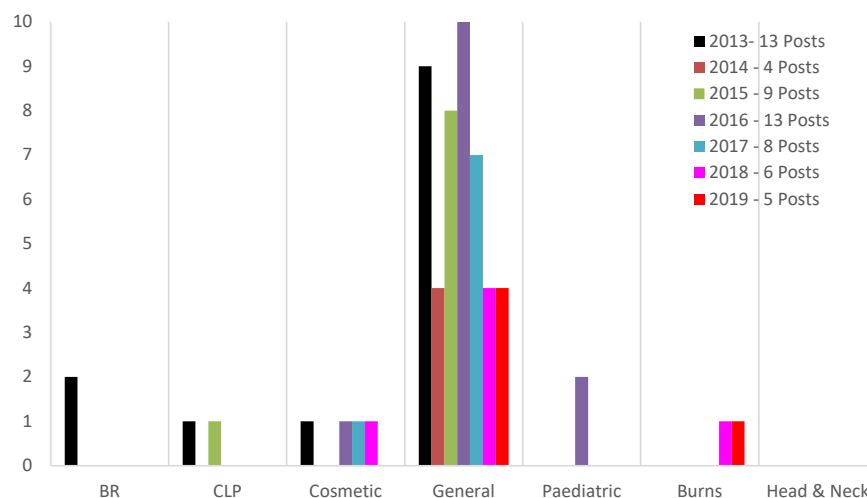
The Middle East



Rest of World



INTERNATIONAL CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL 2013-2019



INTERNATIONAL CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL SUMMARY

-  **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
- 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

APPENDIX (The 3 pages of the Survey form that were sent to the Link Persons)

Form A: Consultants and SAS Doctors: Substantive/Locum Plastic Surgery
Consultants and Speciality Doctors in post on 31st December 2024

Hospital Name				Link person			
Region				Tel			
				Mobile			
				Email			

Only give information where this trust is the employing trust for the Consultant or Trust doctor

Please enter totals for:

Consultants				TRUST DOCTORS				NOTES:			
Total number of substantive posts				Total							
NHS Academic Military				Trust Doctor - SHO Grade							
Total number of Locum posts				Trust Doctor - Registrar Grade							
Total Vacancies as of 31st Dec 2024				GP Clinical Assistant							
How many new consultant posts will be advertised in 2025?				GPSI's							
How many new consultant post are likely to be advertised in 2025?				Other							
Have any medical students visited your unit in 2024? Yes or No				PHYSICIAN ASSOCIATES							
				How many Physician Associates work at your unit							

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



- There were a few changes to the 2024 survey from 2023 as follows:
- A new question was added: How many Physician Associates work at your unit?
 - A new worksheet was added specifically dedicated to the SAS Doctors.

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: SAS Doctors in Post as of 31st December 2024

SAS Doctors	Gender (M/F/Non-Binary)	Year of Birth (yyyy)	Total NHS PA's	Assigned Educational Supervisor? Yes or No	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?*
Associate Specialist											
1											
2											
3											
Specialist											
1											
2											
3											
Specialty Doctor											
1											
2											
3											
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	G - Genito-urinary	HN - Head & Neck	M - Microsurgery	S - Sarcoma						
BU - Burns	CLP - Cleft Lip/Palate	H- Hands Upper Limb	LL - Lower Limb Trauma	O - Other	SC - Skin Cancer						
Please return to: Sharon Ross Email: sharon.ross@bapras.org.uk Tel: 020 7831 5161											
All data collected will be kept anonymised. Results will be used to generate annual census only.											

APPENDIX (con't)

Form C: Trainees - Higher surgical Trainees/Fellows and all other posts (not already included on Form A). Status at each grade on 31st December 2024

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

Once again, in the 15th year of the national workforce review we have achieved a 100% response rate which is truly remarkable. On behalf of BAPRAS, I would like to thank each and every one of you in providing your data no matter where you are along your career path. The power in this data relies on identifying trends that increasingly it appears that the various governments involved in our work are starting to take notice of. Indeed, in the last year, other surgical specialty associations have expressed a wish to commence national workforce reviews based very much on our work that we as a specialty have pioneered with which we have much to be proud in leading the way.

Overall, Consultant expansion picked back up to its typical 4% increase in 2024 with particular recent expansion in the Republic of Ireland (RoI). There now being 721 Consultants in the UK and 43 in RoI. This expansion in RoI reflected in a younger Consultant workforce than in the UK. Locum Consultant posts in 2024 suggest there remains scope for further expansion in the coming years. It remains to be seen where these new Consultants will come from as this survey suggests trainee numbers have not kept pace with Consultant expansion so that either recruitment from abroad will be necessary or expansion through the CESR route by upskilling those in non-Consultant roles or developing non-JCST training pathways.

Interestingly, there is evidence to suggest that governments have listened to the impending workforce crisis through the recognition of needing to retain staff towards the 'twilight' of their careers by encouraging partial retirement and retire & return policies. This is now being seen in Plastic Surgery with those Consultants aged 55+ actually increasing. However, this should only be recognised as a temporary fix as once this wave of Consultants passes through the system over the next 5-10 years, there can be predicted a very significant Consultant recruitment issue through a disparity between supply and demand.

The proportion of female Consultants has now reached 25%. It is likely that this increase is likely to accelerate in the next 5 years as the results reveal retirees are predominantly male and gender balance within our trainee workforce has shifted in favour of female colleagues in recent years.

In terms of working patterns, the data reveals a slow but steady downward shift in PAs worked in the UK allowing potential flexibility although work in RoI is very much more centered around a full-time 10PA post.

The number of Colleagues in each subspecialty remains broadly stable. Those undertaking private practice has increased again this year but this hides the fact that male colleagues are far more likely to undertake such work as compared to their female peers.

SUMMARY (con't)

Pleasingly, those involved in training as either assigned educational supervisor or clinical supervisor remains stable.

This is the first time that the survey has sought out specific data on SAS doctors specifically which as a group are fundamental to the practice of Plastic Surgery in the UK. The more data and responses we receive the greater the power of your voice and I encourage you all to answer the responses as fully as you can in the coming years. I note the responses to ethnicity have increased significantly in recent years for which I am humbled and grateful for your responses and the trust you place in the review. I cannot reiterate enough how important the issue of anonymity and confidentiality is to me and BAPRAS with respect to this workforce review.

Of interest particularly to trainees, there is evidence of only 7 Physician Associates working in Plastic Surgery in the UK although there has been a 13 % increase in allied healthcare professionals working in Plastic Surgery. Increasing patient demand at a time of difficulty recruiting suggests such roles will increase in number in the coming years to assist maintaining levels of service.

I finish as I started by thanking those who made this 2024 review possible. I thank Sharon Ross for her unwavering support and unrelenting work to collate the data that forms the backbone of this review, as well as all the named Linkpersons without whose support this review would not be possible.



Aidan Fitzgerald

Chairman -Workforce Planning Group 2020/2021/2022/2023/2024/2025