



BAPRAS

British Association of Plastic
Reconstructive and Aesthetic Surg

2025 PLASTIC SURGERY WORKFORCE

UK and Republic
of Ireland

PROFILE & ANALYSIS

FOREWORD

For the sixteenth consecutive year, the workforce review has achieved a 100% response rate, and it remains the definitive picture of our specialty across the United Kingdom and the Republic of Ireland. Its completeness is its power, allowing us to be equipped with evidence when we sit across the table from regulators, health departments and employing Trusts and Health Boards.

My sincere thanks go to Aidan Fitzgerald, Sharon Ross in the Secretariat, and to every Linkperson who once again gave their time to make this possible.

This year's headline is a welcome one: for the first time, consultant numbers have passed 800. The total of 801 substantive consultants represents a 5% increase, with particularly strong growth in the Republic of Ireland and rising numbers across the majority of UK regions. A number of regions are now inching closer to our long-standing target of one consultant per 80,000 population, and the regional data within this report should prove a valuable tool in making the case for further posts where need is greatest. With 93 Locum Consultant posts recorded, there remains clear scope for substantive expansion.

It is equally encouraging that the proportion of female consultants has risen to 27%, up from just 14% in 2010. I expect this trend to accelerate markedly over the coming years, given that the majority of those approaching retirement are male, while a significant majority of trainees due to gain their CCT in the next five years are female. This is a positive evolution for our specialty, though it brings into sharper focus the persistent disparity in private practice, where male consultants remain roughly twice as likely as their female colleagues to undertake it. As our workforce changes, we must better understand the barriers female colleagues face and seriously consider how cosmetic training is formalised across the UK and Ireland.

There are two items that merit our ongoing attention. First, consultant expansion has not been matched by a comparable expansion in training. With a substantial cohort of colleagues now building up in the 55-plus age group, there is the prospect of rising vacancies over the next five years that may prove difficult to fill. Sustaining growth will require us to think creatively, through international recruitment, the upskilling of SAS and locally employed doctors, and regionally derived non-CCT training pathways, particularly with the closure of the Training Interface Group fellowships from 2026. Second, while reports elsewhere suggest younger generations demand a different work-life balance, the number of PAs worked by consultants shows no dramatic shift overall, though part-time working is more prevalent among UK consultants than those in the Republic of Ireland — a pattern most evident in the 55-plus age group.

In many respects this is a year of continuity, with the trends of recent years holding their course, encouraging in its momentum, but a reminder that there still are structural challenges to be resolved ahead.

BAPRAS will keep gathering and interrogating this data annually, so that emerging pressures are identified early and translated into action on behalf of our members and, above all, our patients. Thank you for your engagement in shaping the future of plastic surgery across the UK and Ireland.



Paul McArthur

President

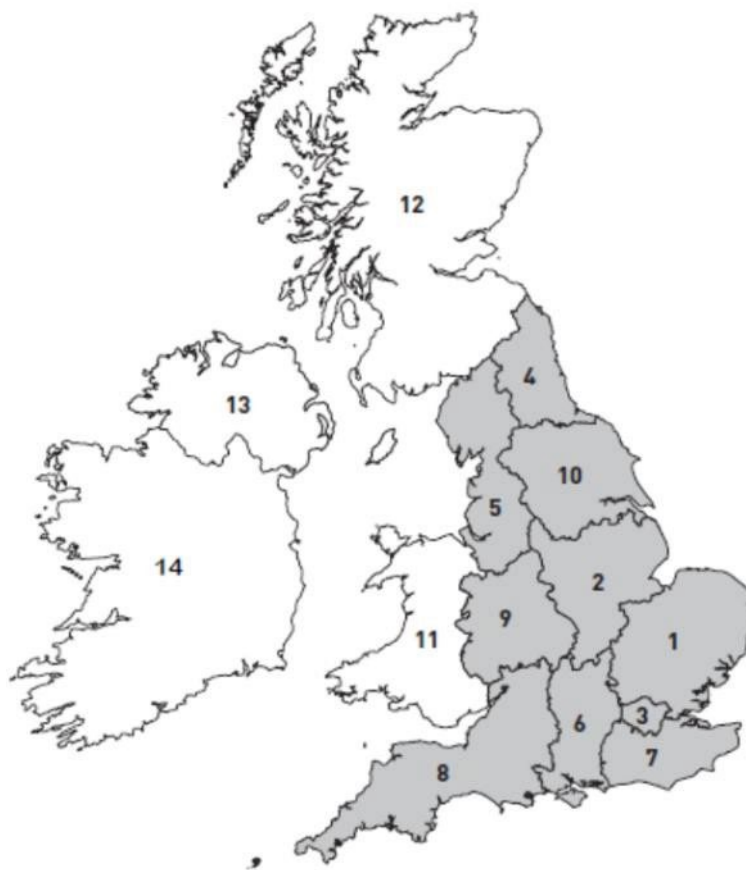
British Association of Plastic Reconstructive and Aesthetic Surgeons

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 2025.

The information enclosed is based on 801 Substantive Consultants, 93 Locum Consultants, 348 Trust Doctors, 69 Specialty Doctors and 718 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 |

2025 WORKFORCE LINKPERSONS

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

2025 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
	Royal Stoke University Hospital	Shahidul Huq
	Russells Hall Hospital	Maria Athanasiadou
	Sandwell and West Birmingham Hospitals NHS Trust	Atul Khanna
	University Hospital Coventry & Warwickshire	Katy Wallis
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
Republic of Ireland		
Cork	Cork University Hospital	Jason Kelly
Dublin	St James Hospital	Marlese Dempsey
	Tallaght Hospital	Claire Davidson
	Mater Misericordiae University Hospital	Christine Quinlan
	The Children's University Hospital	Catherine de Blacam
	Beaumont Hospital	Barry O'Sullivan
	St Vincent's University Hospital	Colin Morrison
Galway	University College Hospital	Jack Kelly

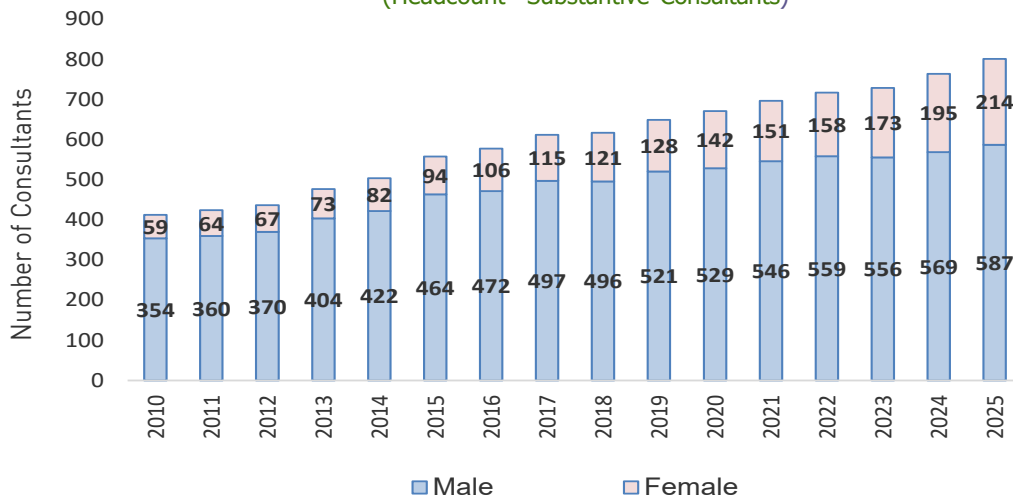
We would like to thank all the 2025 Workforce Linkpersons. Some of whom have been assisting us since the survey began in 2010.

Without their assistance, this survey would not be possible.

CONSULTANTS

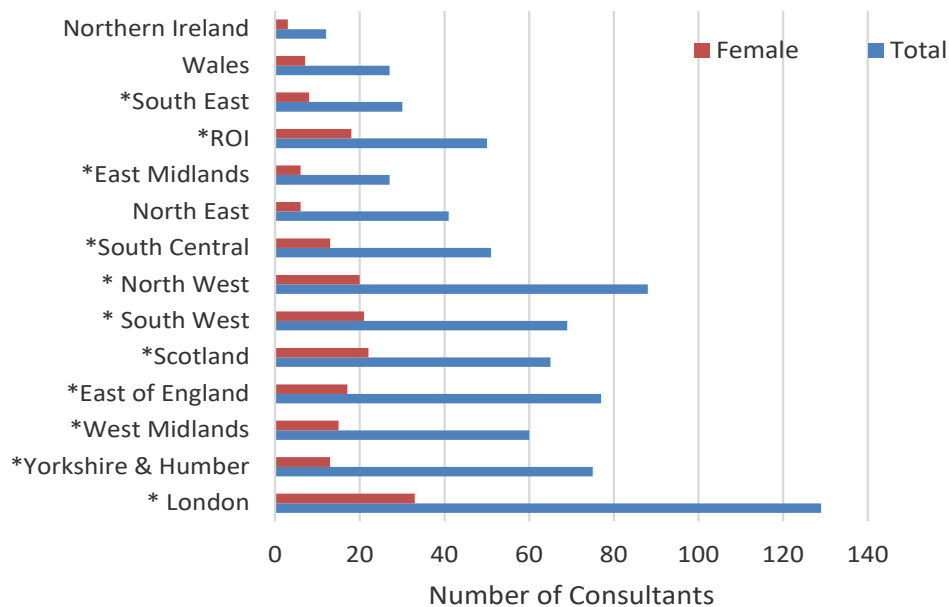
GENDER BREAKDOWN

(Headcount—Substantive Consultants)



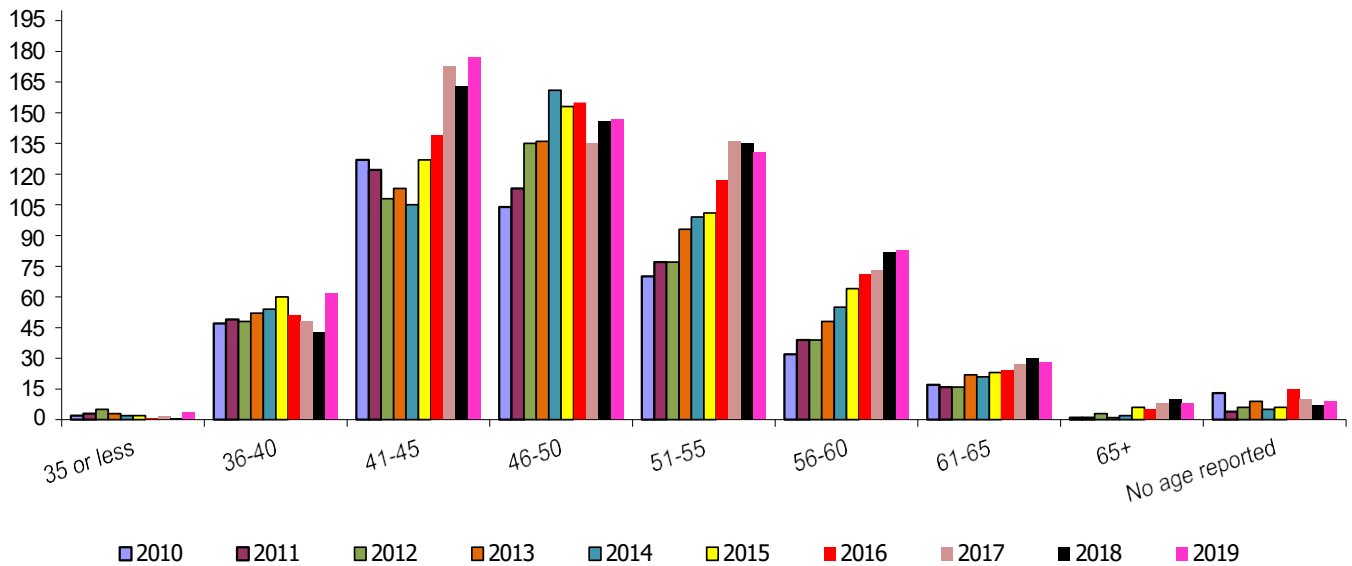
- 2025 represents a total of 801 substantive consultants of which 751 are from the UK and 50 are from ROI. This is a 5% increase in Consultants working in both the UK and ROI.
- 27% of the Consultant workforce in 2025 is female as compared to 14% in 2010.
- The Republic of Ireland includes 32 Males and 18 Females. This is an increase of 7 posts (16%) from 2024.
- The overall number of "UK" substantive consultants has increased by 30 posts (4%) from 2024.

GEOGRAPHICAL DISTRIBUTION OF SUBSTANTIVE CONSULTANT POSTS

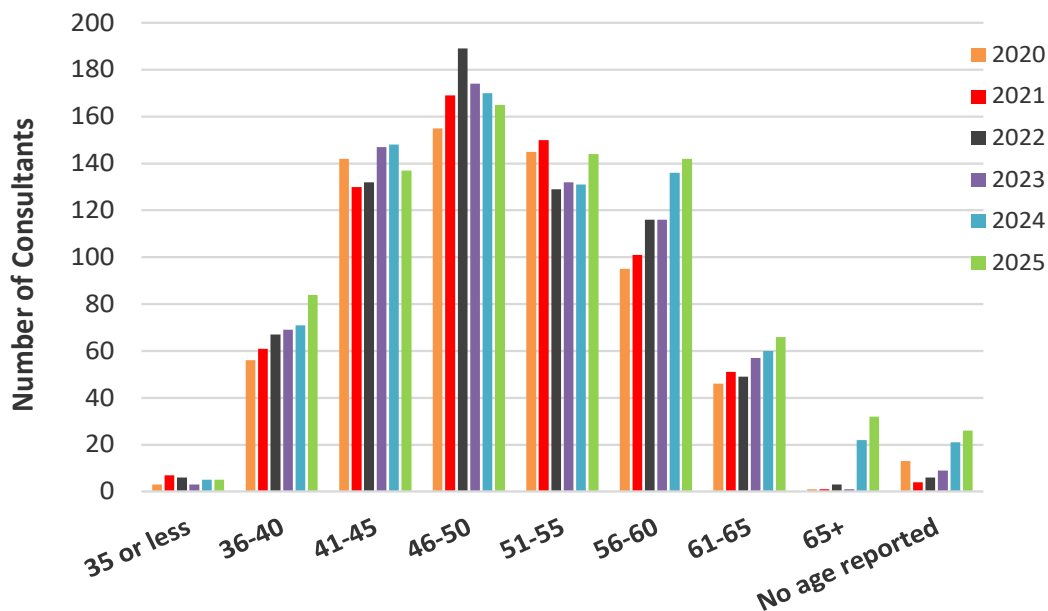


- During 2025 the number of substantive consultant posts increased in all but 3 of the regions from 2024 (increase indicated with *)
- Included in this result are Solo NHS Consultants from the following regions: 2 from South West, 1 from London and 1 from North West.
- The above does not include any vacant posts.

AGE ANALYSIS (UK & ROI) 2010—2019

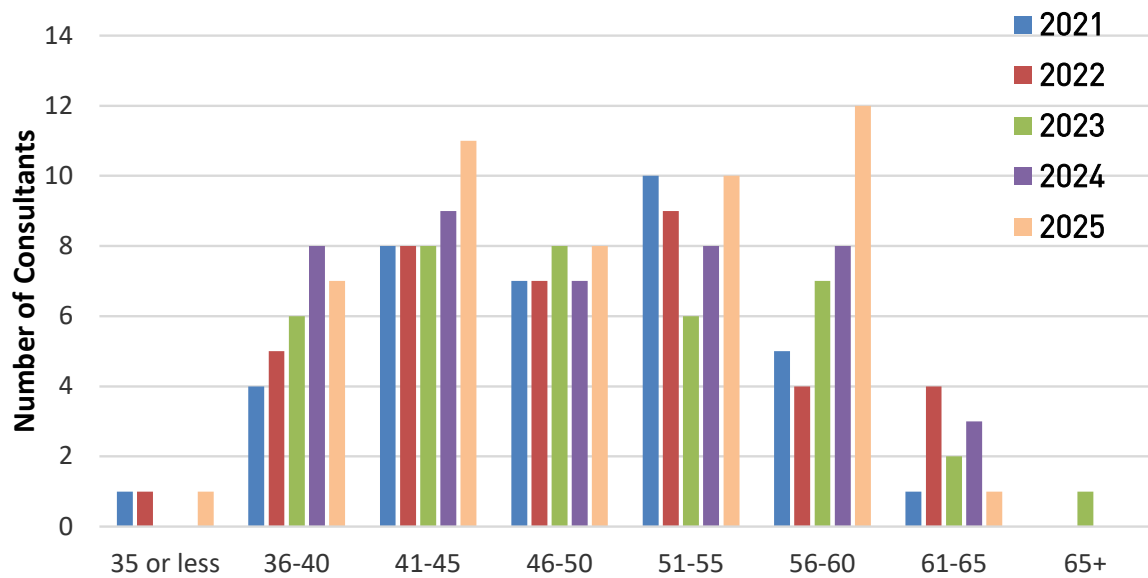


AGE ANALYSIS (UK & ROI) 2020—2025



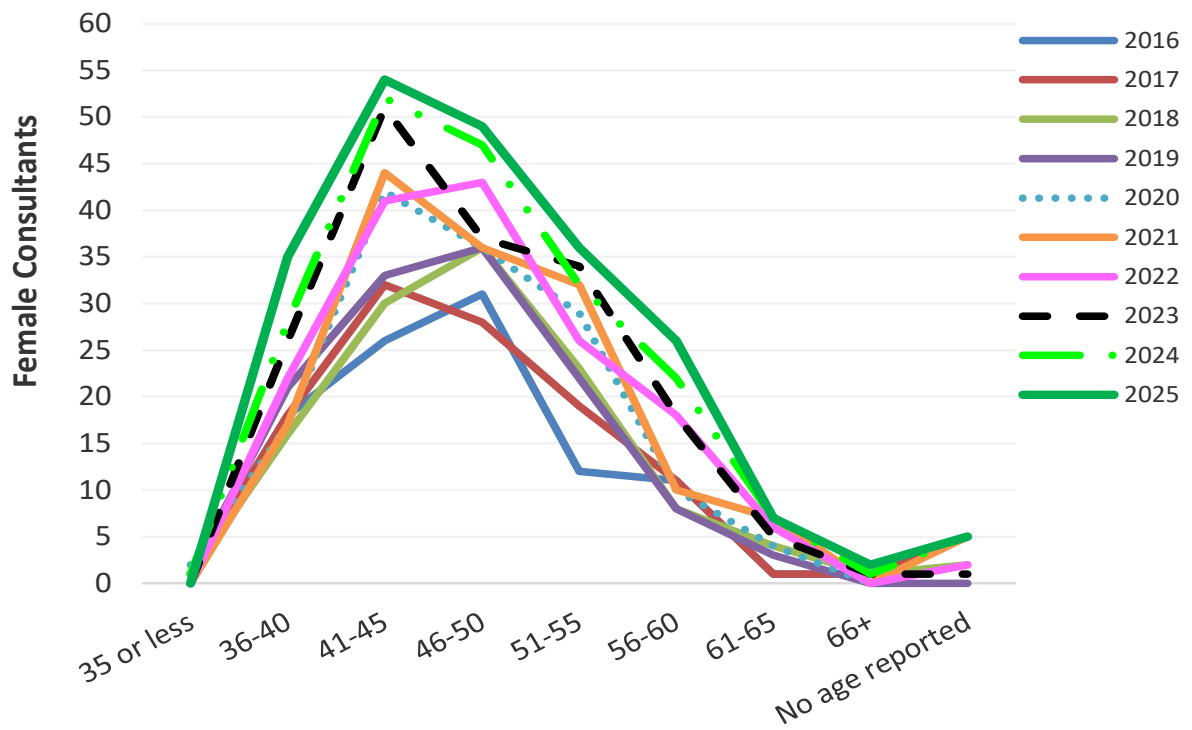
- The 46-50 age bracket still remains the largest age group for the UK for the 6th year in a row.
- The 51-55 age bracket is the second largest group of Consultants overtaking the 41-45 age bracket from 2024.
- The 41-45 age bracket still continues to have the greatest number of consultants for the ROI whereas in 2022 it was the 51-55 age bracket.
- The 65+ age bracket has increased by another 10 posts from 2024 with a total increase of 17 posts since 2023.

Age Analysis (Republic of Ireland)

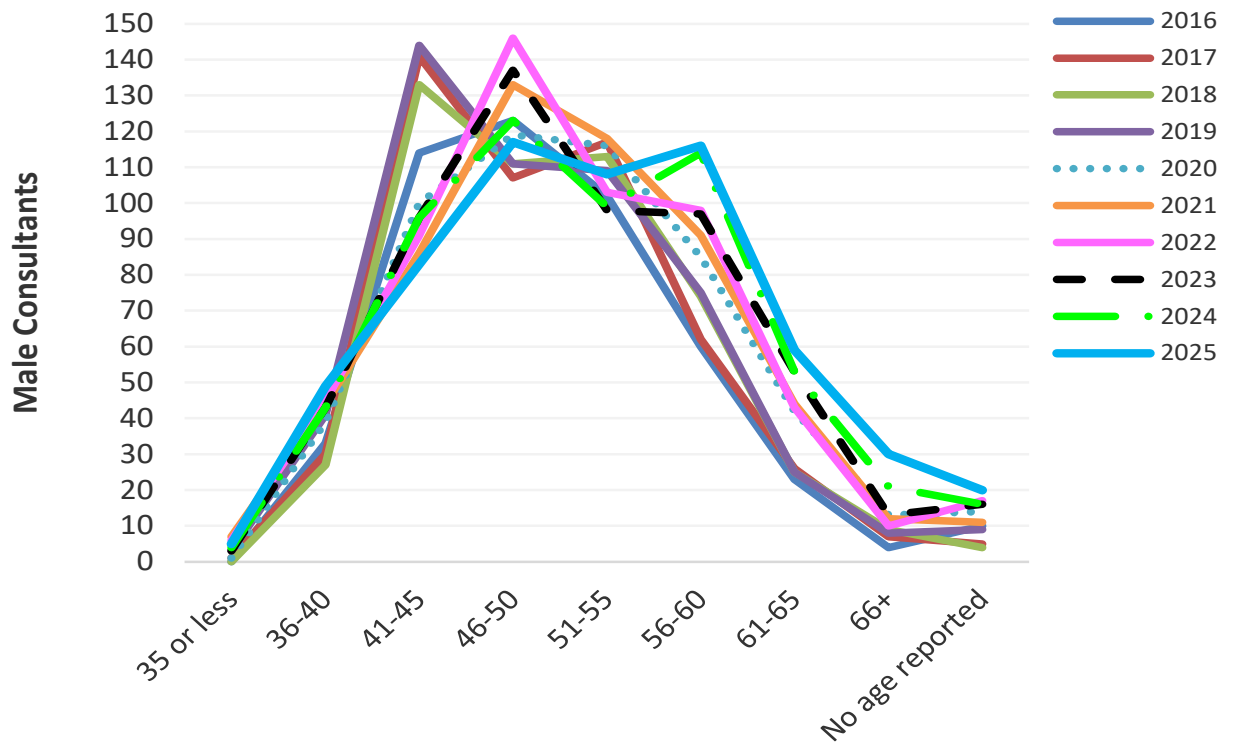


The 56-60 age bracket now has the greatest number of consultants for the ROI whereas for the past 2 years it had been the 41-45 age bracket.

Age Analysis By Females

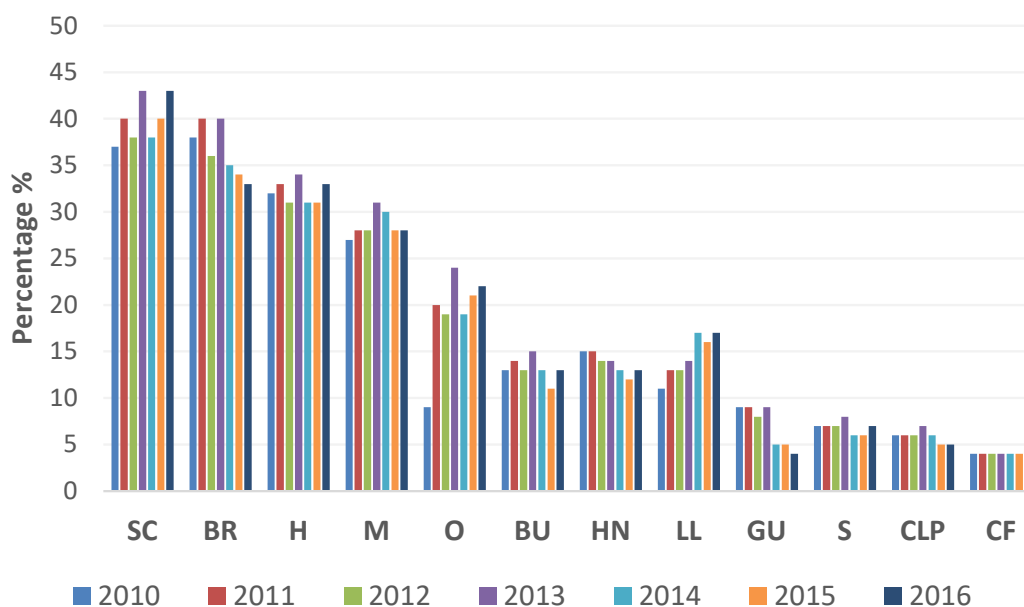


Age Analysis By Males



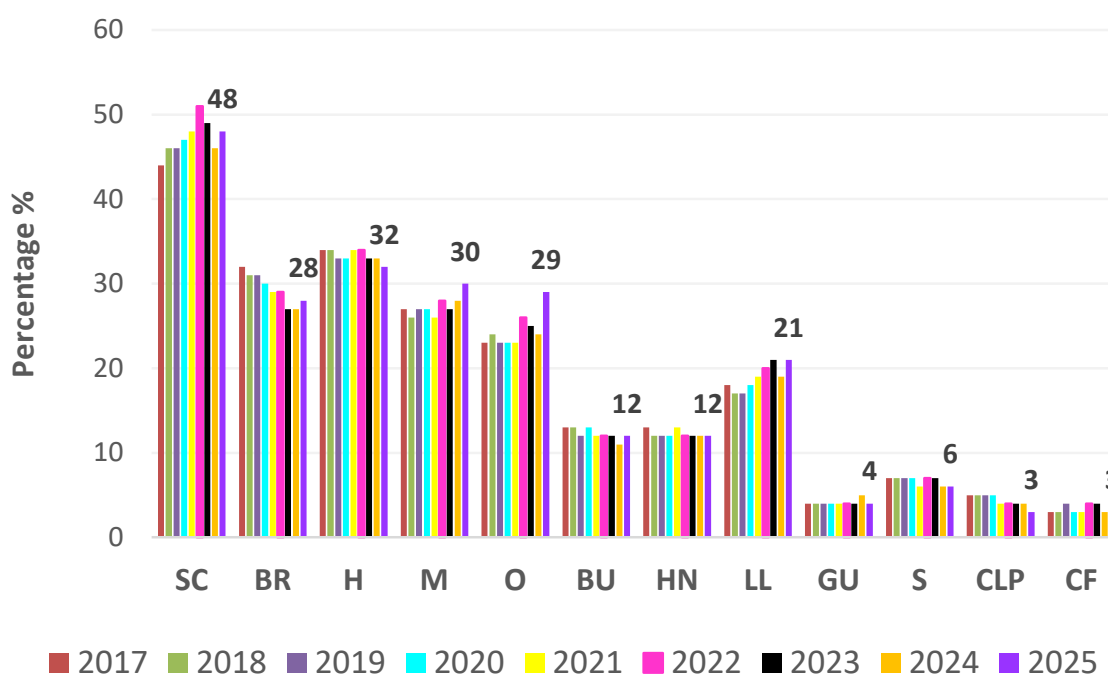
2010—2016

CONSULTANT SUB-SPECIALTIES - ALL REGIONS (By Percentage)



2017—2025

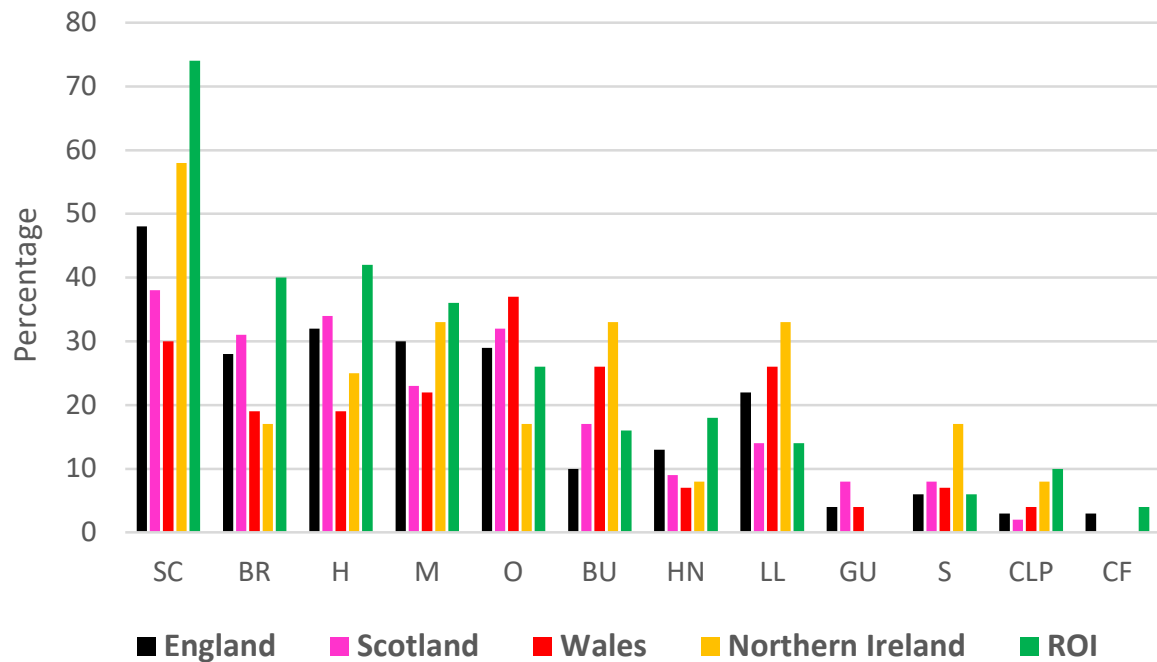
CONSULTANT SUB-SPECIALTIES - ALL REGIONS (By Percentage)



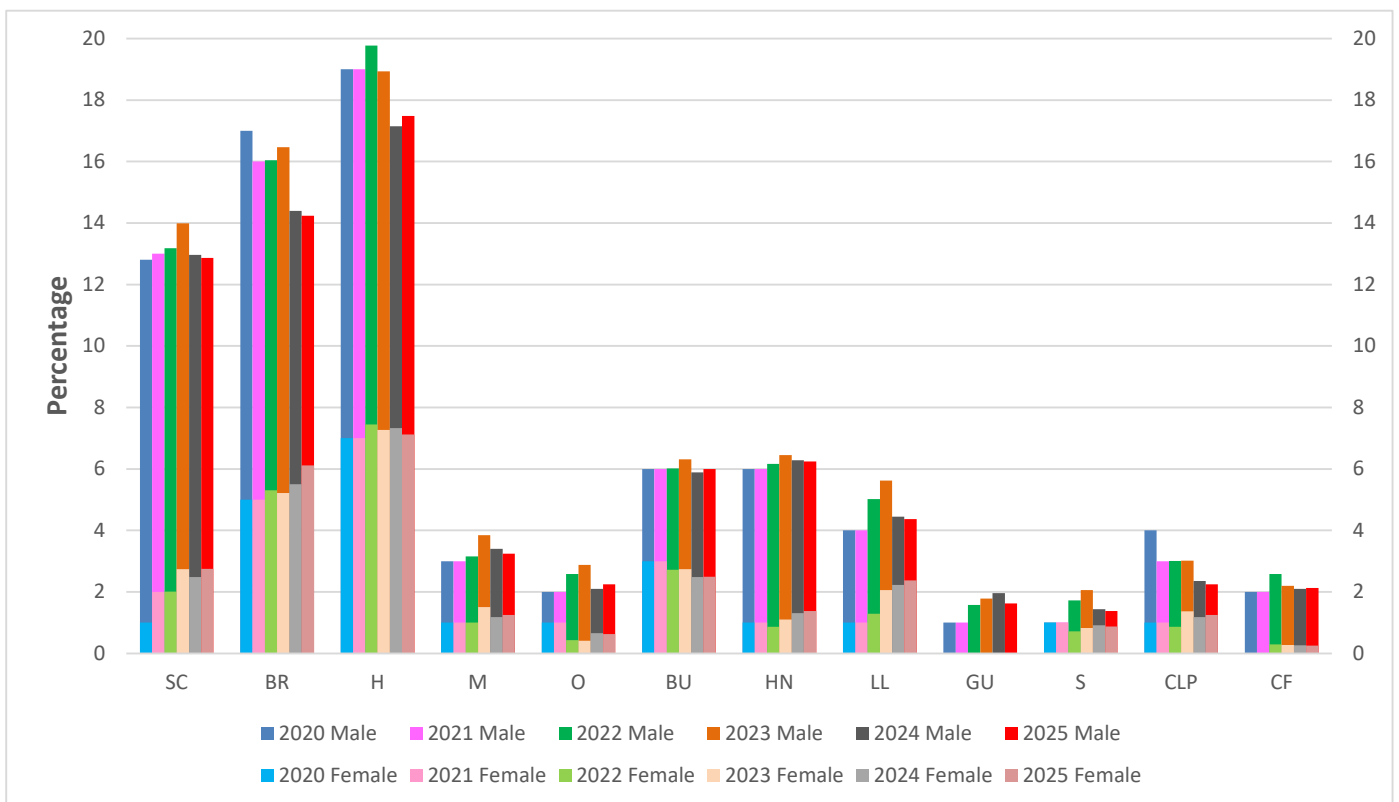
BR=Breast, SC=Skin Cancer, H=Hand Upper Limb, M=Microsurgical Reconstruction HN=Head & Neck, BU=Burns, LL=Lower Limb Trauma, GU=Genitourinary, O=Other, S=Sarcoma, CLP=Cleft Lip & Palate, CF=Craniofacial

- Each consultant was given the option of listing a maximum of 3 sub-specialty interests.
- Since 2012, Skin Cancer remains the most reported subspecialty interest. It has increased by 2% from 2025 after dropping by 3% from 2023 to 2024.
- Hand remains the second most reported sub-specialty interest for the ninth year in a row, remaining constant.
- 'Other' includes interests in scar/laser surgery, ear reconstruction, facial palsy, max facial, aesthetic, perineal, brachial plexus, nerves, facial reanimation, gender affirmation, cosmetic, body contouring and abdominal wall reconstruction.

2025 CONSULTANT SUB-SPECIALTIES - BY REGION (By Percentage)

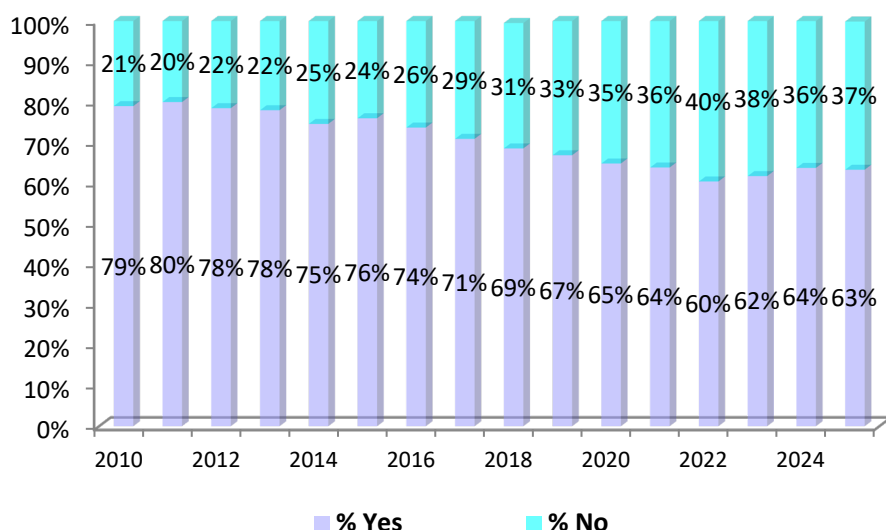


CONSULTANT SUB-SPECIALTY—BY GENDER (%)



Above based on Consultants 1st sub-specialty only.

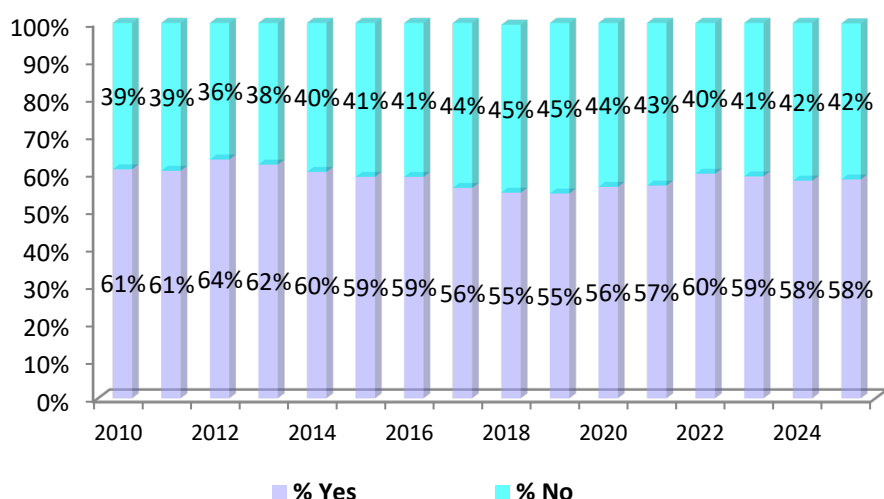
CONSULTANTS UNDERTAKING PRIVATE PRACTICE



- 38% of all the female consultants surveyed are undertaking private practice .
- 66% of all the male consultants surveyed are undertaking private practice.

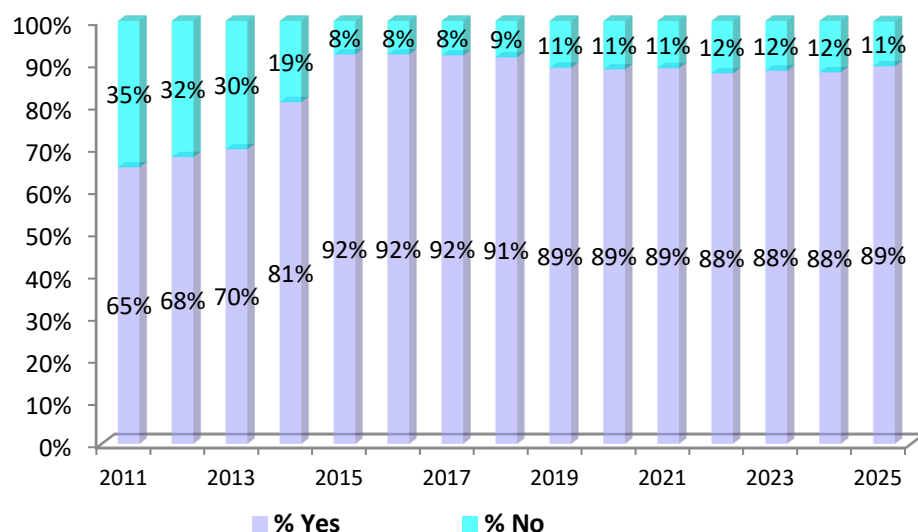
For purposes of comparison, the BAPRAS membership was analysed in 2021 and it was found that 38 out of 562 members are working in the private sector only. This represents just over 6.5% of the BAPRAS members undertaking private practice only.

CONSULTANTS ACTING AS ASSIGNED EDUCATIONAL SUPERVISORS



2010-2013 does not includes ROI

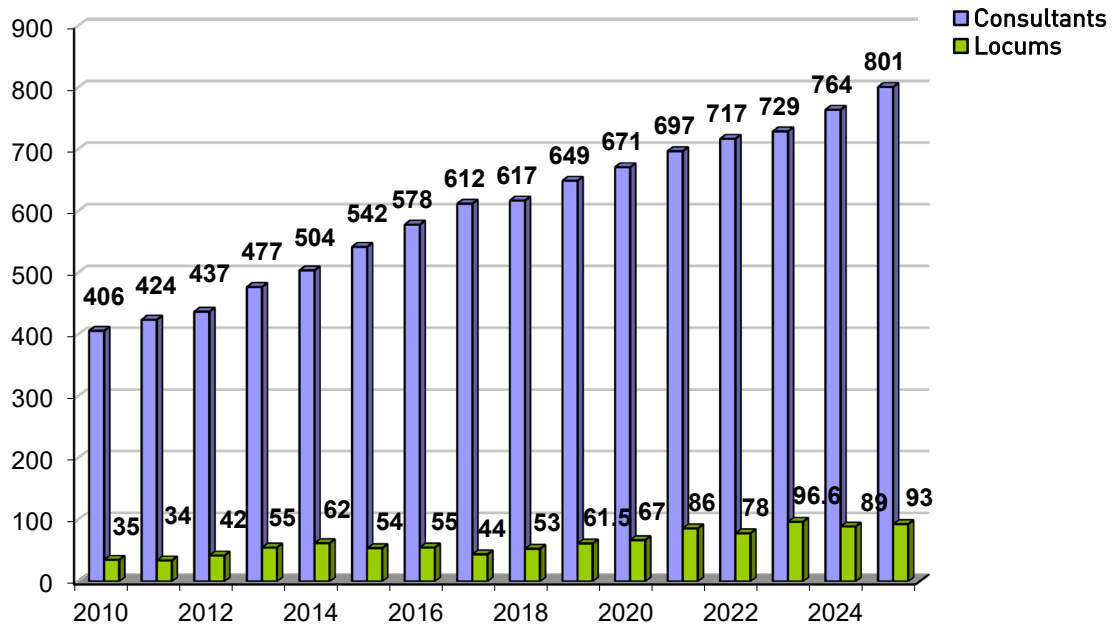
CONSULTANTS ACTING AS CLINICAL SUPERVISORS



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 2025 has increased by 4 posts from 2024.
- The number of UK Consultant posts in plastic surgery for 2025 increased by 30 posts from 2024.
- 2025 includes 50 consultants and 8 locum posts from ROI. The number of Locum posts in ROI remained unchanged for 2025 while the number of Consultants increased by 7 posts. This is due to a new Plastic Surgery Unit called The Children's University Hospital.

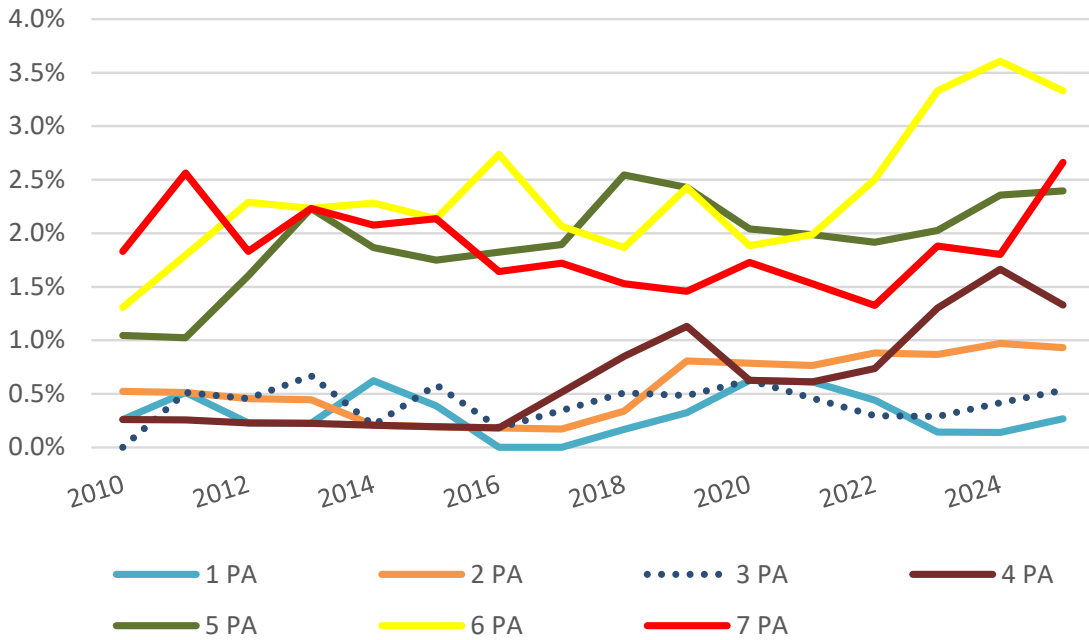
SUBSTANTIVE AND LOCUM POSTS

(By Region)

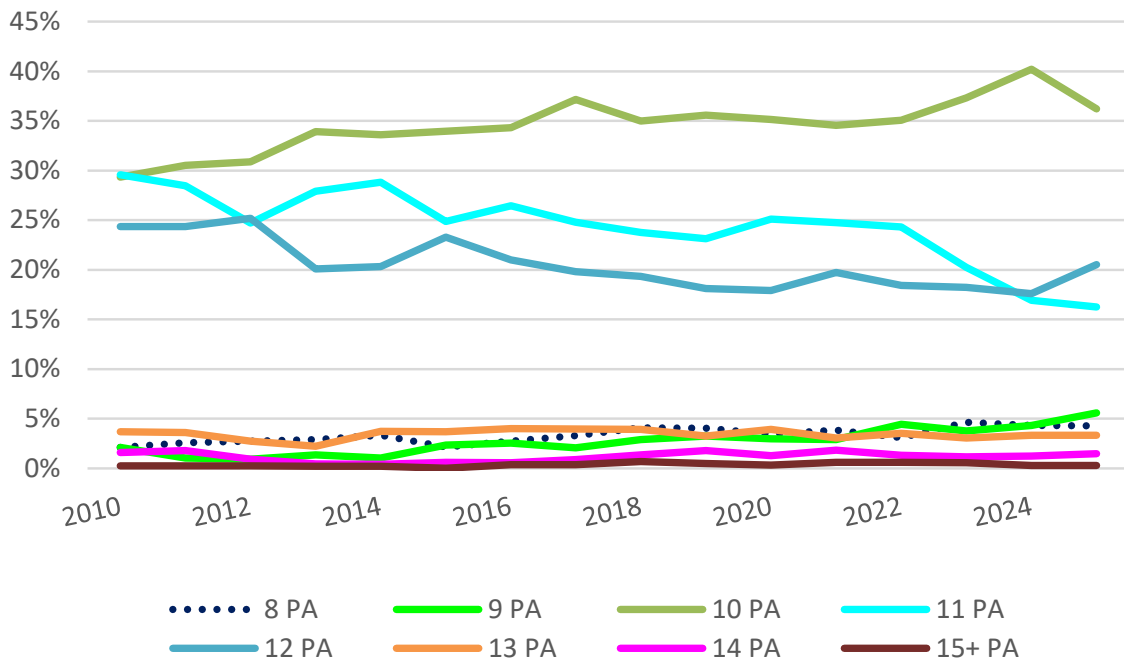
Region	Substantive		Vacancies		NHS		Academic		Military		Locum	
	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
London	125	129	3	3	121	125	1	1	3	3	15	14
Yorkshire & Humber	66	75	4	6	66	75	0	0	0	0	7	8
East of England	72	77	1	2	71	76	1	1	0	0	13	11
Scotland	62	65	2	2	61	64	0	0	1	1	3	4
West Midlands	59	60	5	5	56	57	1	1	2	2	4	6
South West	68	71	1	2	48	67	5	0	2.5	3	3	4
North West	80	88	0	2	77	85	3	3	0	0	18	12
South Central	50	51	1	0	45	46	4	4	1	1	7	4
North East	44	41	2	1	44	41	0	0	0	0	1	1
South East	29	28	0	0	29	28	0	0	0	0	3	3
East Midlands	26	27	0	1	26	27	0	0	0	0	4	7
Wales	28	27	0	0	26	25	1	1	1	1	2	2
Northern Ireland	12	12	1	2	12	12	0	0	0	0	1	1
Republic of Ireland	43	50	2	2	43	50	0	0	0	0	8	8

- Substantive posts include NHS, Academic and Military posts
- Of the 13 UK regions, 10 regions increased their number of substantive posts from 2024.

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

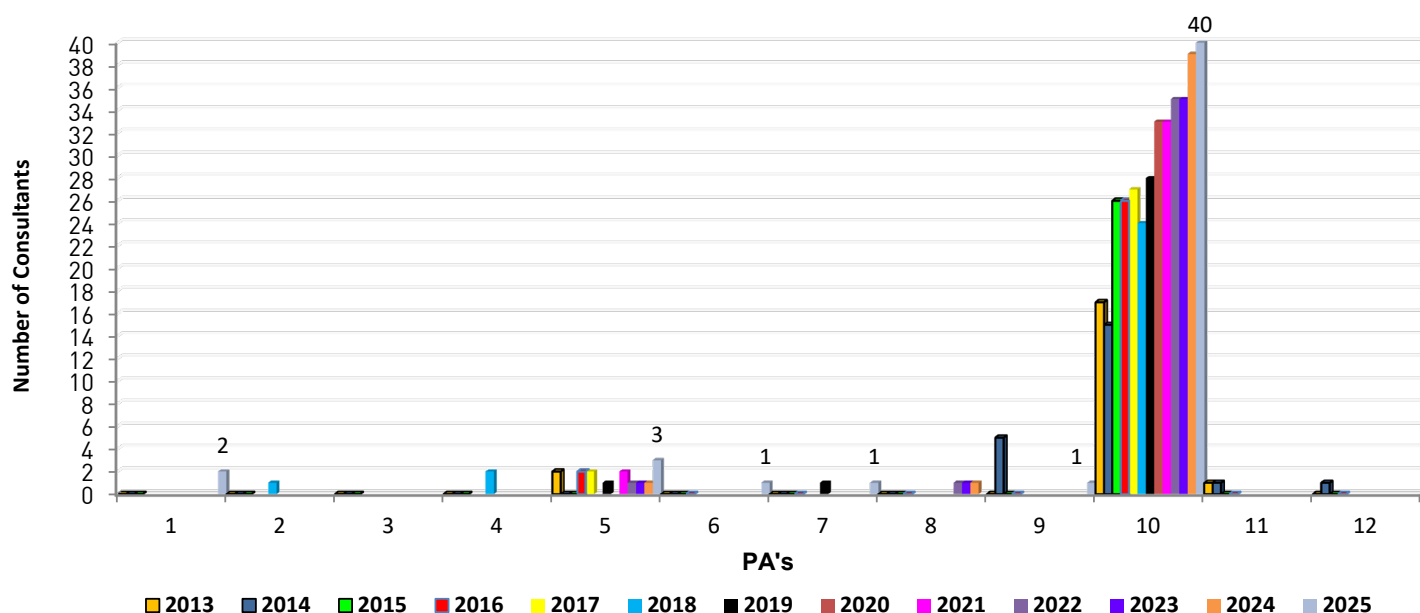


8-15+ PA's WORKED BY UK CONSULTANTS (%)



- Overall there has not been any significant changes in the amount of PA's that Consultants have been working from 2018-2022. However, during 2025, the Consultants working 12 PA's increased by 3% while those Consultants working 10 PA's decreased by 4%.
- To note in 2025 there are 86 UK consultants (11%) that are working 7 or less PA's. This is an increase of 7 UK Consultants from 2024 and an increase for the third year in a row working 7 PA's or less. There were 5 UK consultants and 2 ROI Consultants that did not provide number of PA's worked for 2025.
- Above figures include both part time and full time substantive Consultants.

PA's WORKED BY CONSULTANTS—REPUBLIC OF IRELAND

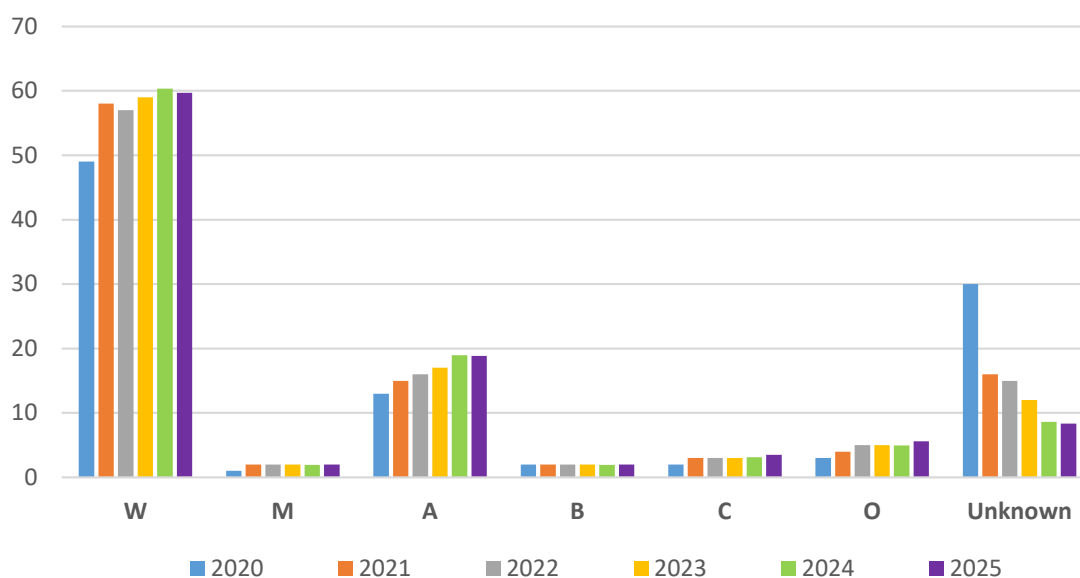


The PA's worked from 2022 to 2025 remains consistent.

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

For 2024 and 2025, 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, 8% of the Consultants did not provide an answer for 2025. This is down from 30%, who did not provide an answer in 2020.

2022-2025 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 2025	Further FTE Req'd 2024	Further FTE Req'd 2023	Further FTE Req'd 2022
North West	93	87	6	12	18	18
Republic of Ireland	63	44	19	23	27	27
East Midlands	61	28	33	34	32	32
South East	59	27	32	31	33	34
London	110	117	N/A	8	2	8
East of England	79	79	0	5	5	5
West Midlands	74	56	18	22	15	22
South West	71	67	4	7	9	9
Wales	39	28	11	10	14	14
Scotland	68	65	3	5	7	9
South Central	57	52	5	7	7	5
N. Ireland	24	13	11	9	10	8
Yorkshire & Humber	69	82	N/A	N/A	N/A	N/A
North East	33	44	N/A	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

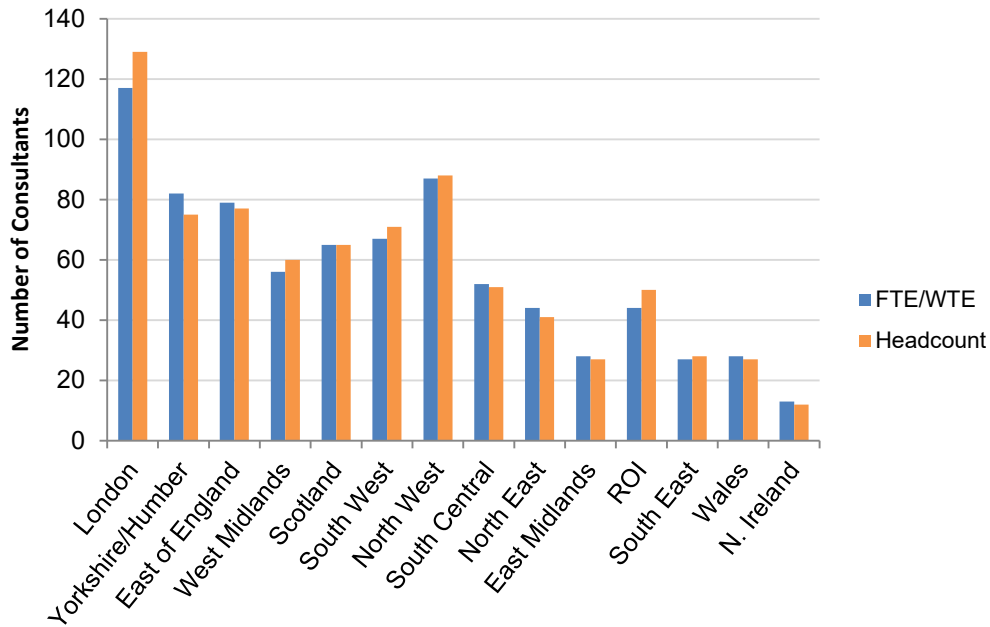
			Further FTE Required								
Region	FTE Req'd for 1:80,000 ratio	Current FTE	2021	2020	2019	2018	2017	2016	2015	2014	2013
North West	89	70	19	24	28	30	28	34	34	46	49
Republic of Ireland	57	34	23	24	28	32	29	30	31	35	38
East Midlands	57	30	27	27	28	28	29	32	32	34	44
South East	52	26	26	25	26	26	30	31	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
39	1	57	8	64	5	73	2
46	1	58	12	65	3	74	1
50	2	59	16	66	5	76	1
52	1	60	11	67	6	81	1
53	3	61	11	68	3	Unknown	2
55	1	62	10	69	2		
56	4	63	12	71	1		



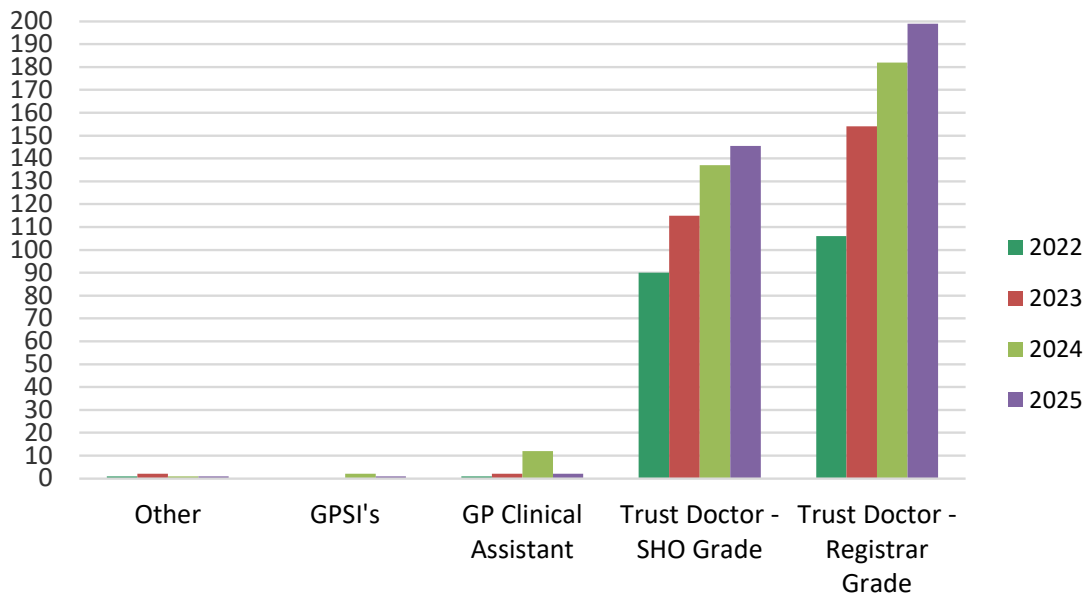
- Based on the 2025 workforce survey responses, 123 Consultants, (of which 17 are female and 4 are from ROI), anticipate retiring in the next five years. Of these 123 Consultants, 67 (54%) are currently working less than 10 PAs.
- It is important to note that there was no obligation to answer this question.
- 6 Consultants that had previously retired, have returned and are currently working Part time. Three Consultants are partially retired and one is on sabbatical.

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

2025 — 119 Consultants
2026 — 148 Consultants
2027 — 174 Consultants

2028 — 208 Consultants
2029 — 231 Consultants

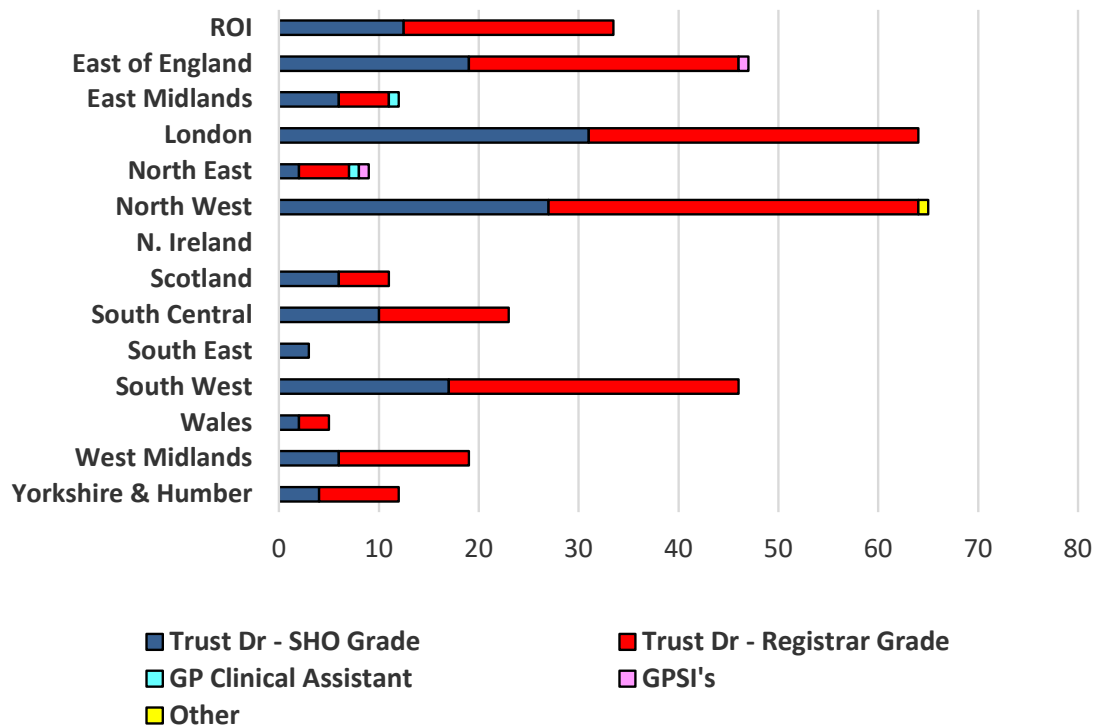
TRUST DOCTORS



- The categories of SAS Doctors and Trust Doctors have now been separated beginning with the 2024 workforce survey. Therefore, the above graph now only shows Trust Doctors.
- 12.5 Trust Doctors SHO Grade and 21 Trust Doctors Registrar Grade were reported for ROI for 2025.

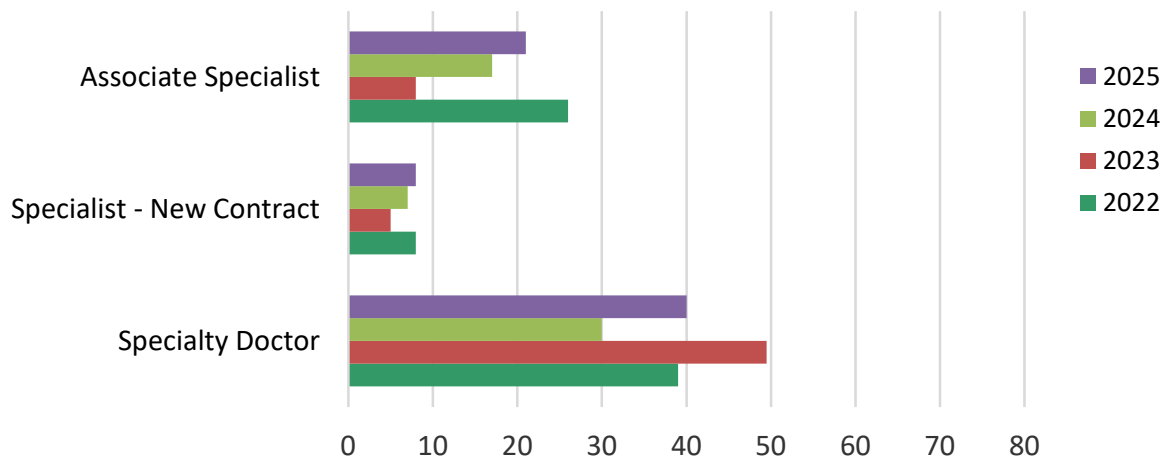
2025 TRUST DOCTORS

(By Region)



SAS DOCTORS

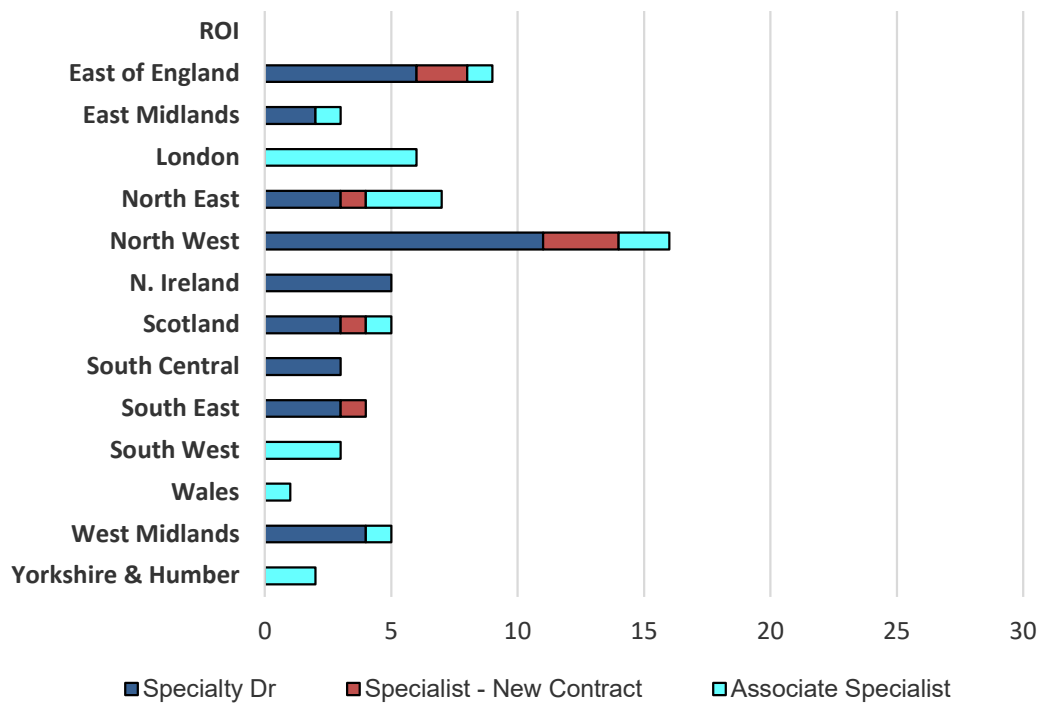
(By Category)



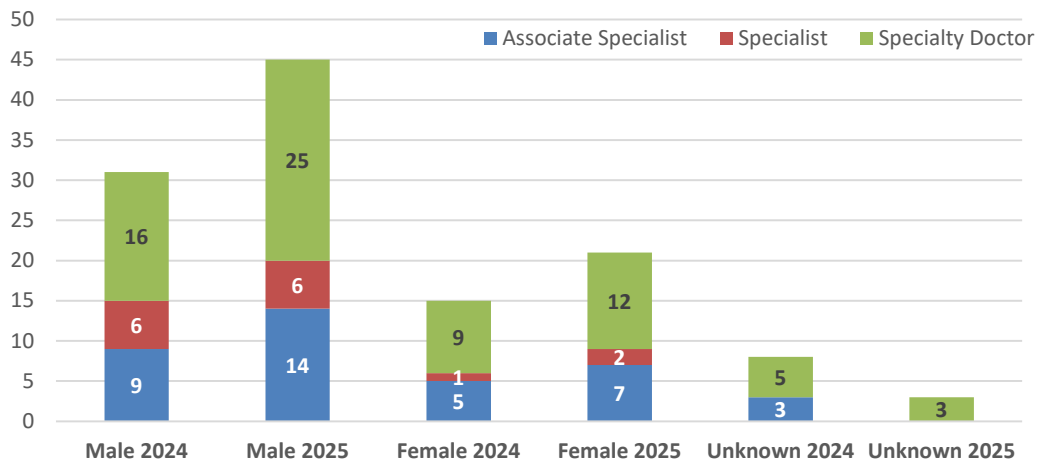
Reporting of SAS Doctors separately from Trust Doctors began in 2024. No SAS Doctors were reported for ROI for 2024 or 2025.

2025 SAS DOCTORS

(By Region)

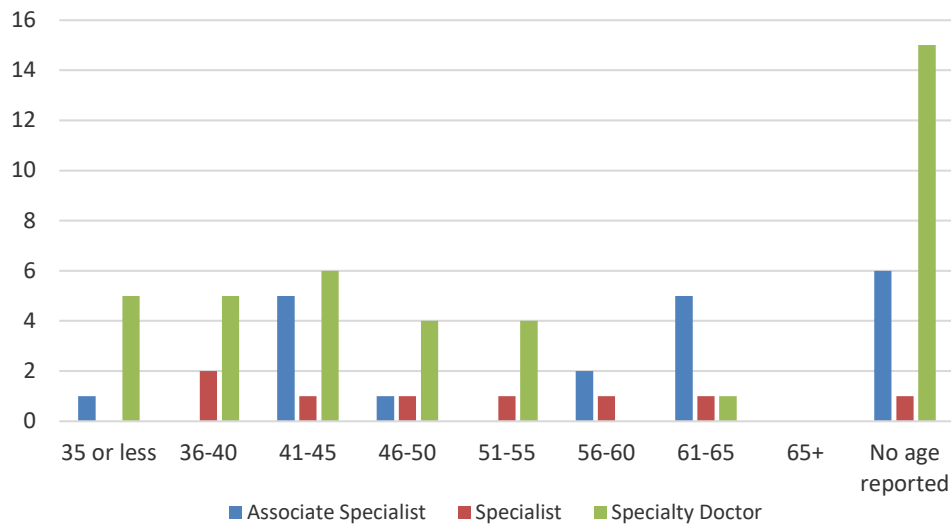


SAS DOCTORS (By Gender)



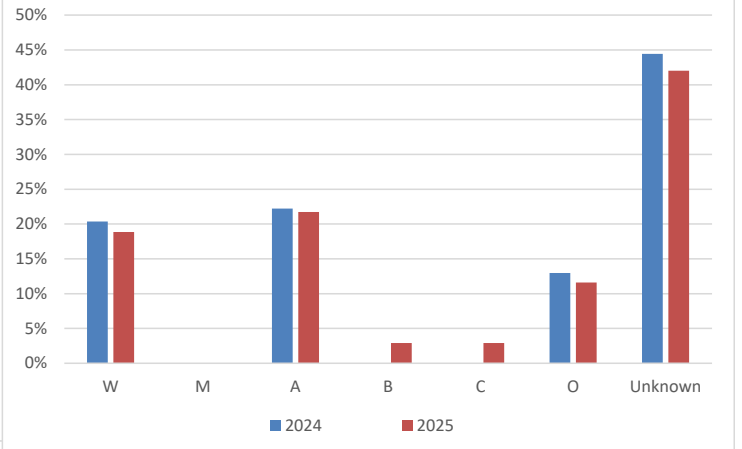
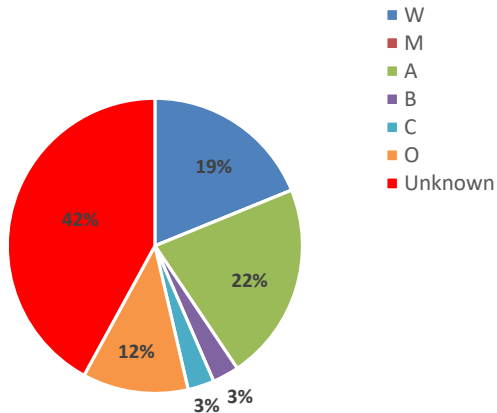
2024 is the first year that additional information was asked of SAS Doctors.

2025 SAS DOCTORS AGES



SAS DOCTORS ETHNIC GROUP (%)

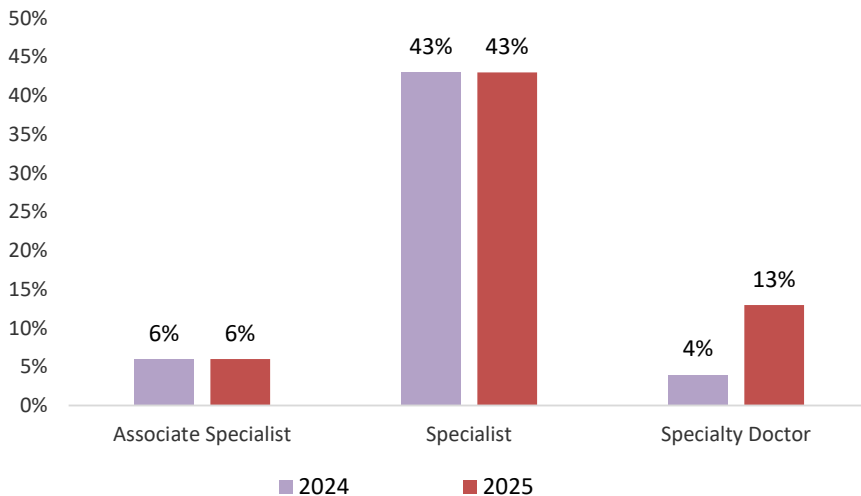
2025



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

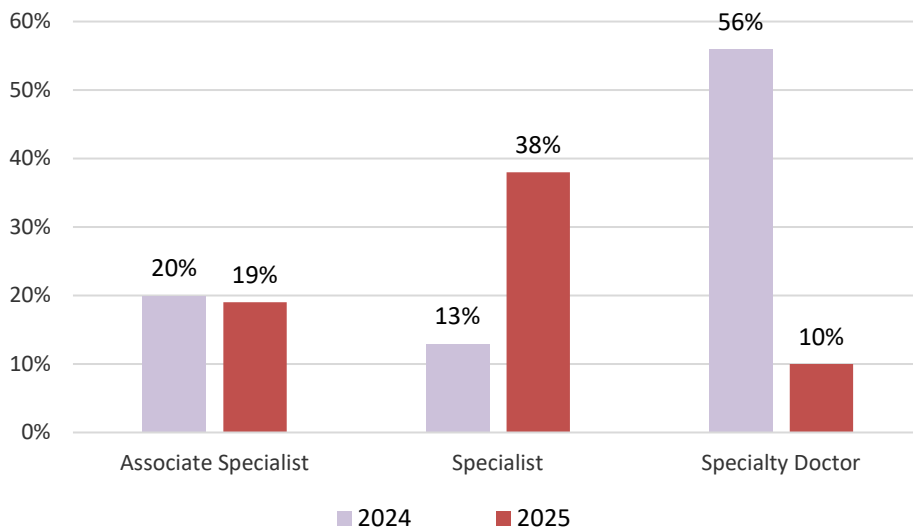
(By Percentage)



There are two female Specialty Doctors working in private practice.
16 Specialty Doctors did not report if they were working in Private Practice.

SAS DOCTORS WORKING AS ASSIGNED EDUCATIONAL SUPERVISORS

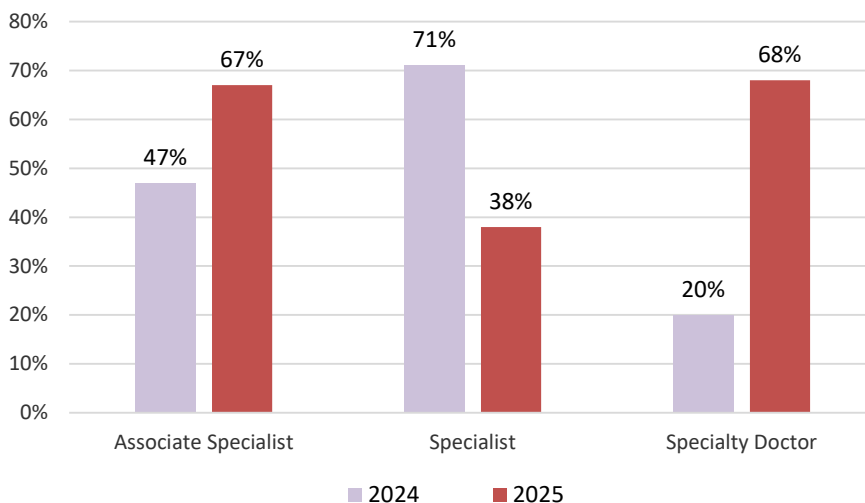
(By Percentage)



6 Specialty doctors did not provide Assigned Educational Supervisor details.

SAS DOCTORS WORKING AS CLINICAL SUPERVISORS

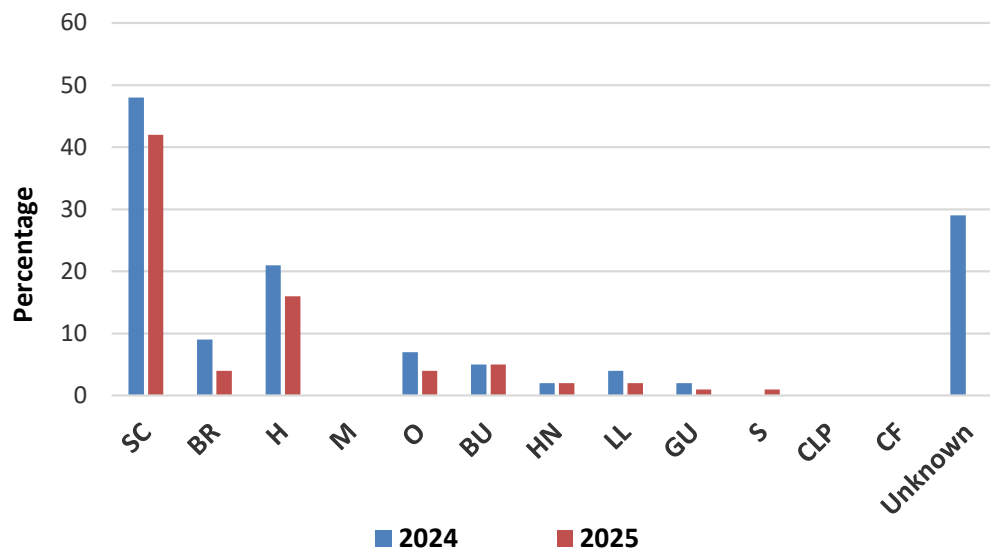
(By Percentage)



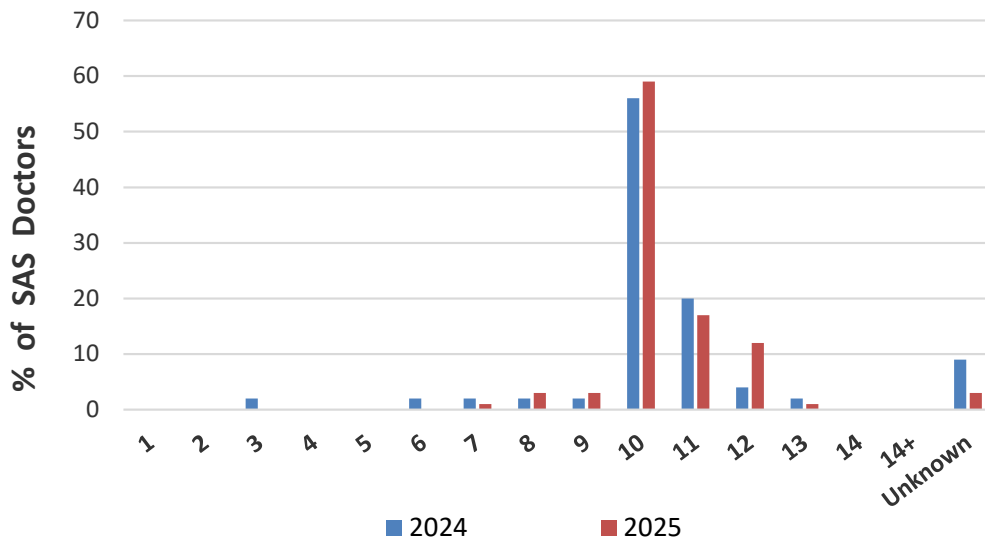
6 Specialty doctors did not provide Clinical Supervisor details.

SAS DOCTORS SUB SPECIALITIES

(By Percentage)



SAS DOCTORS PA's WORKED (%)



PHYSICIAN ASSOCIATES WORKING AT PLASTIC UNITS

	# Units Answered Question	# Physican Associates
2024	30	7
2025	40	8

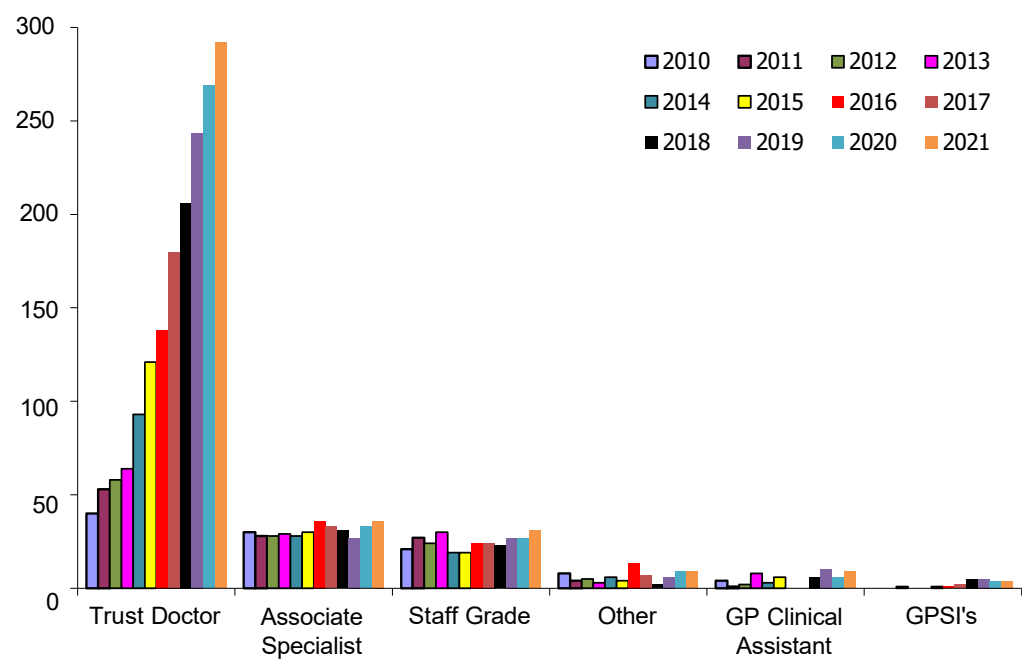


2024 was the first year that the workforce survey asked 'How many Physician Associates work at Your Plastic Unit?'

2025 Regions where Physician Associates are located: West Midlands, East of England, London, North West, North East and Yorkshire and the Humber.

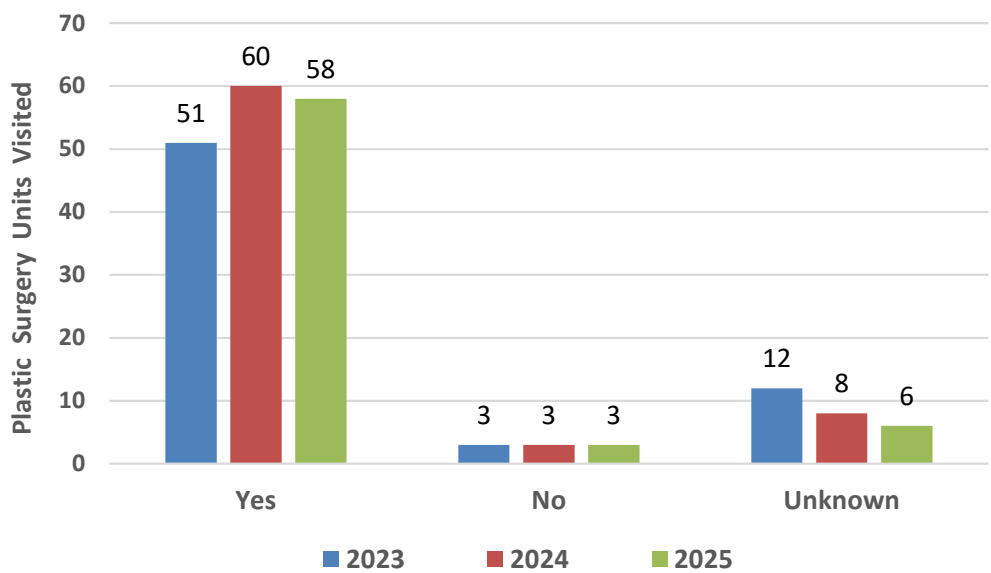
2010—2021 SPECIALTY DOCTORS

(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.

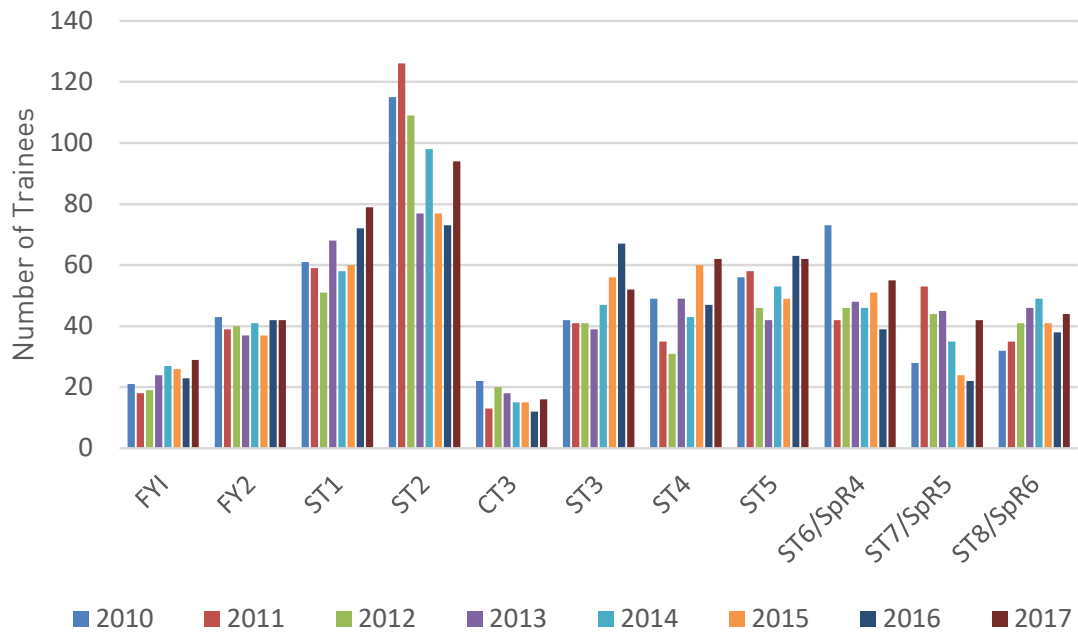
PLASTIC UNITS VISITED BY MEDICAL STUDENTS



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

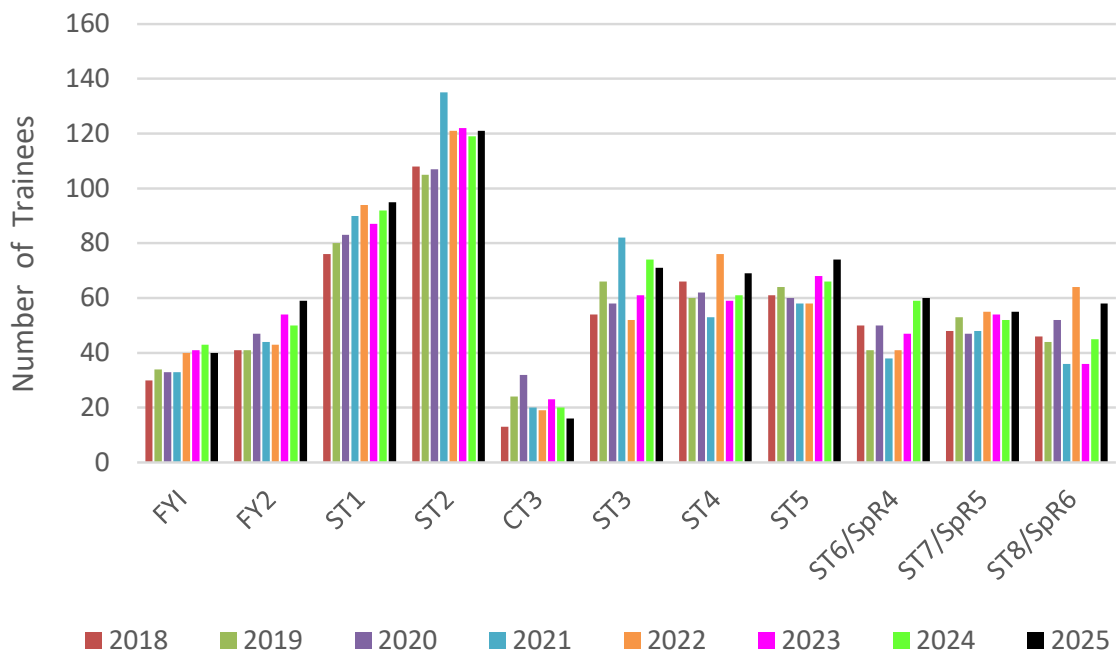
TRAINEES

2010-2017



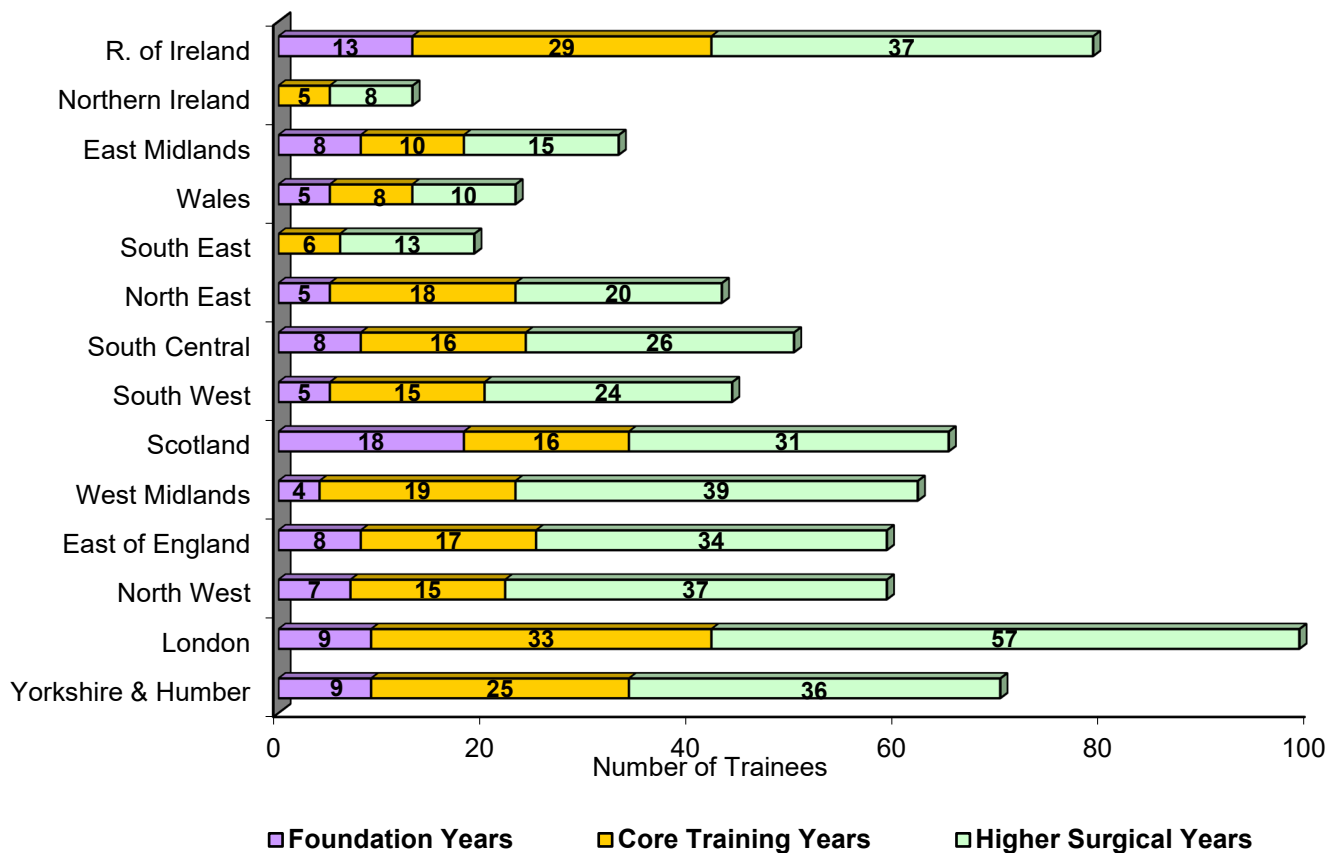
TRAINEES

2018-2025



The total number of Trainees for 2025 increased by 37 from 2024.
For 2025, of the 718 Trainees, 79 are from ROI

TRAINEE BY REGION



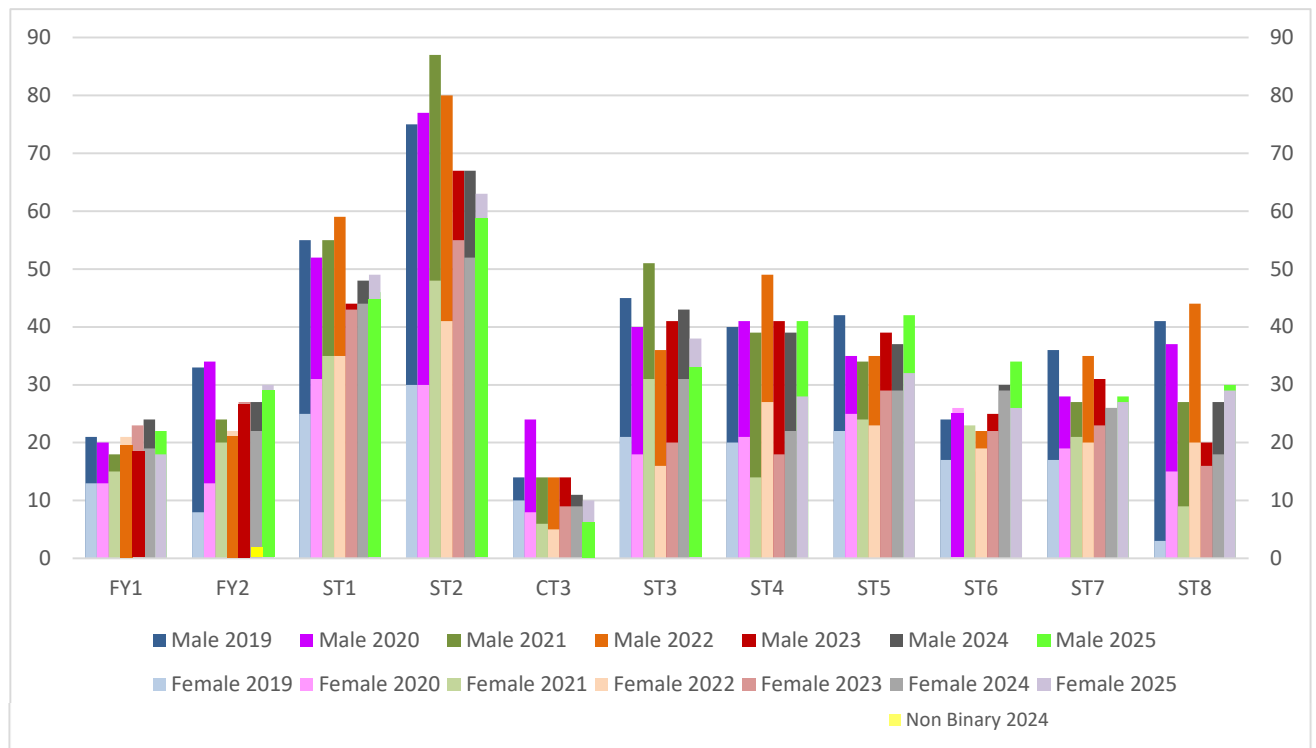
TRAINEE VACANCIES

	Vacancy	Vacancy Duration	Vacancy	Vacancy Duration	Vacancy	Vacancy Duration
ST1	1	Ongoing				
ST2	1	Ongoing				
ST3	1	6 months	1	8 months	1	ongoing
ST4	1	12 months				
ST6	1	6 Months				
ST7	1	3 Months	1	Mat Leave		
ST8	1	Mat Leave				



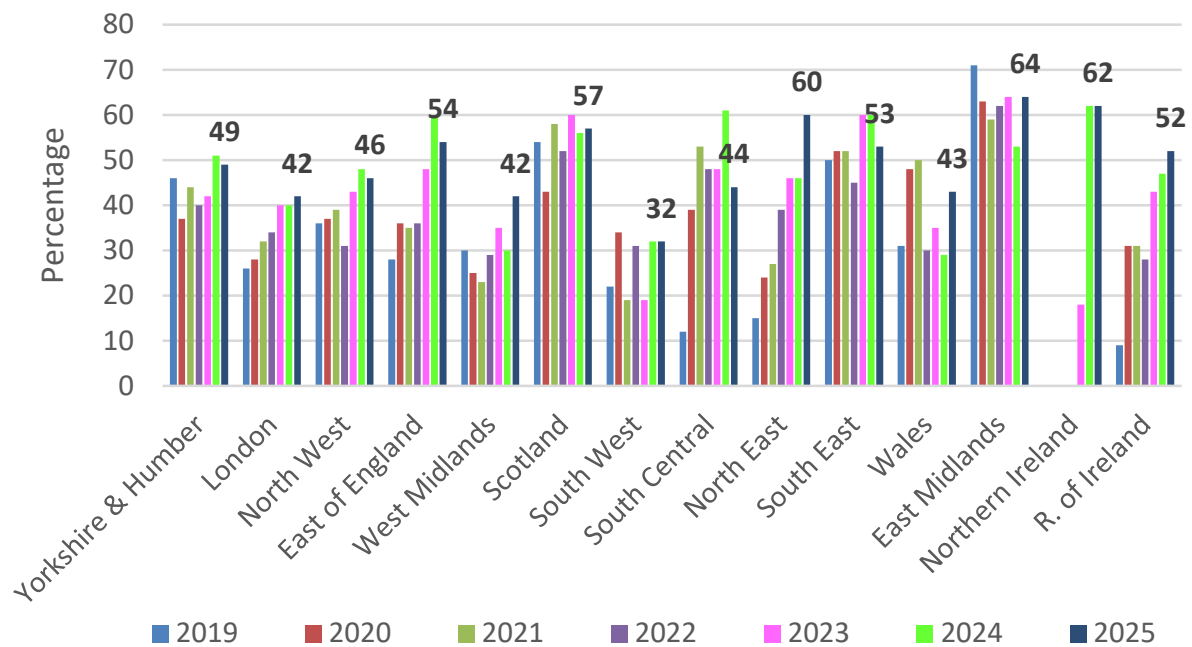
The above tracked the number of trainee vacancies and the length of time of each vacancy during 2025.

TRAINEES BY GENDER



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

FEMALE TRAINEES BY REGION (%)



2025 PLASTIC SURGERY TRAINEES WORKING LESS THAN FULL TIME

ST4	1 @ 80% LTFT		
ST5	1 @ 80% LTFT		
ST7	1 @ 40% LTFT	1 @ 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	2024	2025
											14					
Breast Oncoplastics	3	0	2	0	3	3	4	2	4	1		5			1	3
Cleft Lip & Palate	0	1	1	1	1	2		1	3	2		2		2	1	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	2
Head & Neck Oncology	1	0	1	1	1	1		2	2	2		3		2	1	2
Reconstructive Trauma Surgery	0	2	4	1	2	3	2									
Therapeutic Use of Lasers			1	2	3	2	2	1	2							
Mgmt of Skin Cancer				3	3	3	3	3	2			3	2	4	1	1
TOTAL POSTS	13	15	30	27	27	29	26	14	28	12	14	19	5	13	6	9



- 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 2025 has increased by 3 posts from 2024.
For 2020 there were 14 Plastics trainees who started their TIG fellowships . Unfortunately, a breakdown of specialties was not available.
- We have been notified that TIG Fellowships are no longer going to exist beginning in 2026.

2025 PLASTIC SURGERY TRAINEES RECOMMENDED FOR CCTs

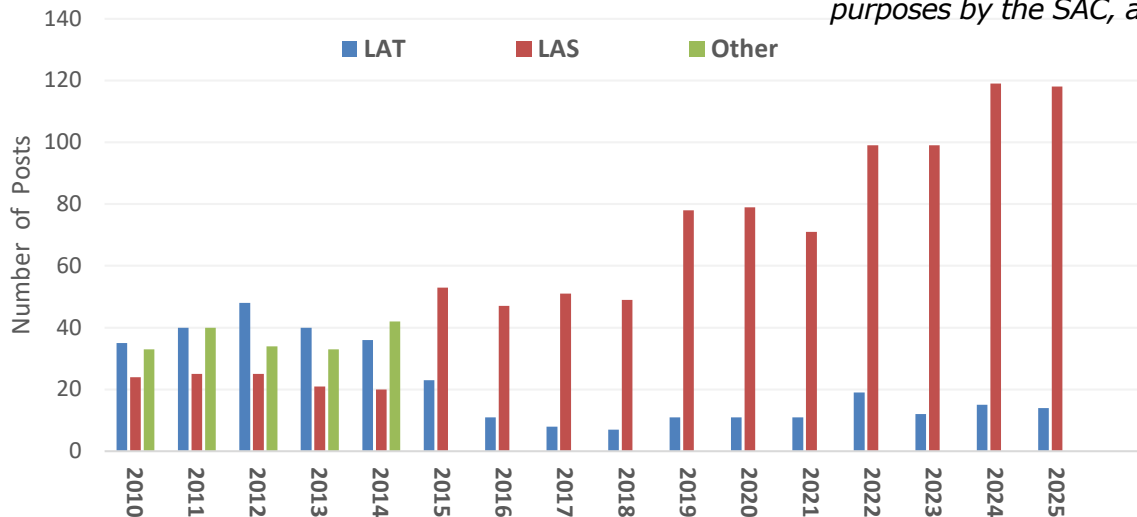
Based on information provided by JCST: In 2025, 45 trainees in the UK and 4 in Republic of Ireland were recommended for their certificates. This is a huge increase of 19 UK trainees and 1 ROI trainee from 2024. Of the 49 trainees, the breakdown of males and females is:

Females: UK = 16 ROI = 3
Males: UK = 29 ROI = 1

TOTAL NUMBER OF LAT/LAS POSTS

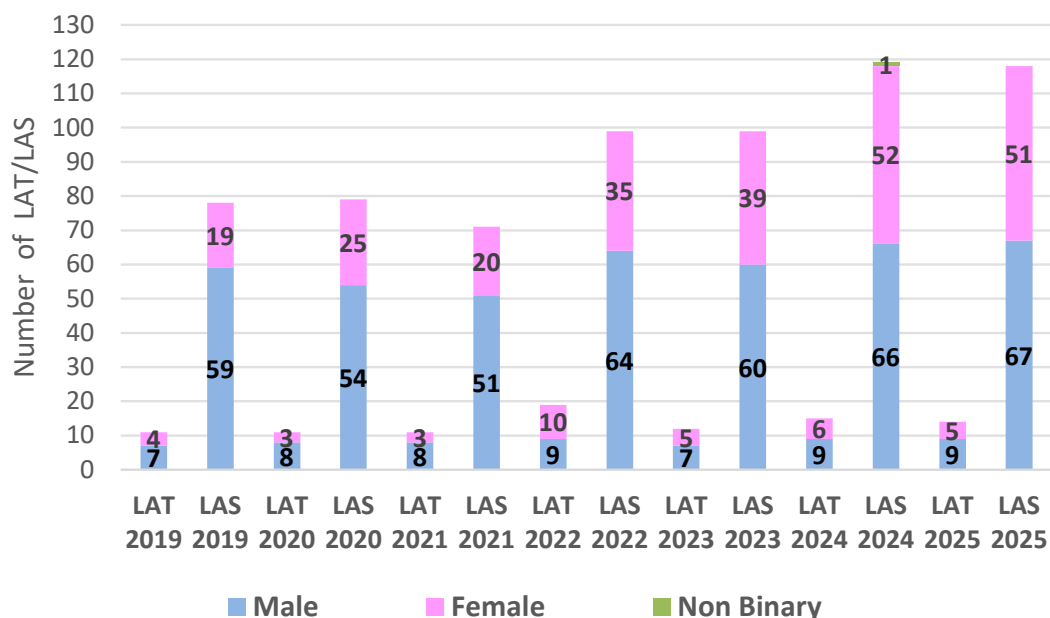
LAT = Locum Appointment for Training
LAS = Locum Appointment for Service

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



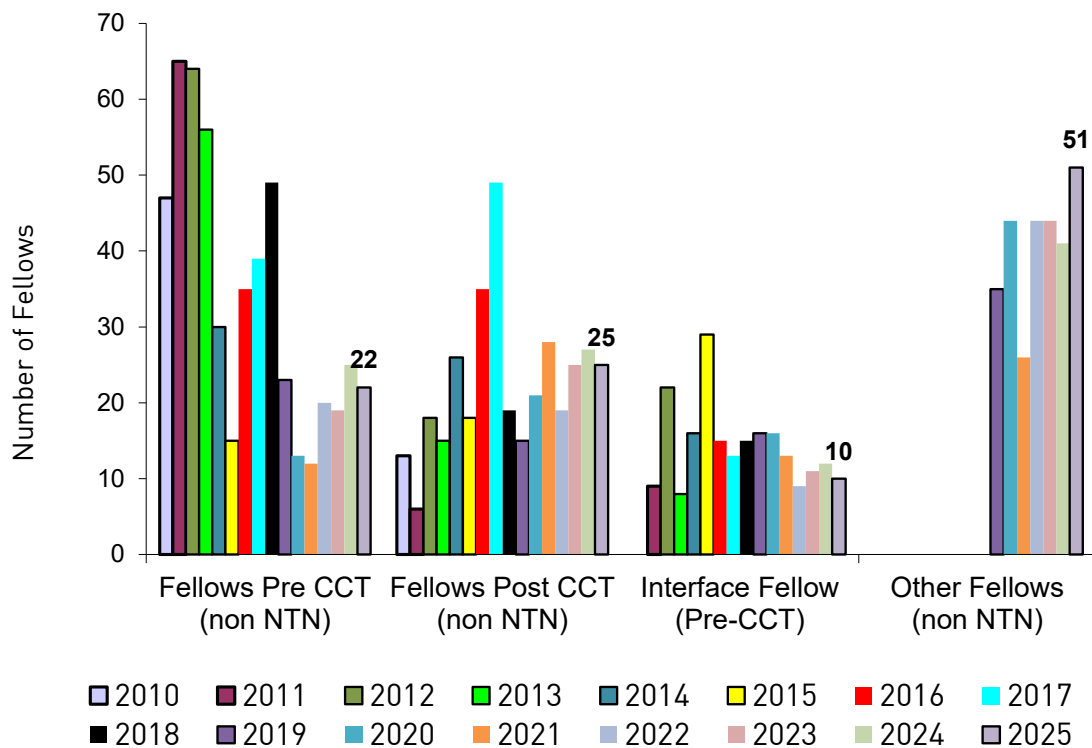
- The number of LAT posts has decreased by 1 post since 2024.
- The number of LAS posts has decreased by 1 post since 2024.
- One LAS post is on maternity leave.
- One LAS post is vacant.
- One LAT is a Trust Grade Registrar.
- The last time 'Other' was reported was in 2014.

LAT/LAS POSTS BY GENDER



This is the sixth year that LAT and LAS posts have provided their gender.
2024 was the one and only time that a Non Binary gender has been reported (LAS)

TOTAL NUMBER OF SENIOR/PERI CCT FELLOWS



Since 2024:

- Pre CCT (Non NTN) - decreased by 3 posts
- Post CCT (non NTN) - decreased by 2 posts
- Interface Fellows (Pre CCT) decreased by 2 posts
- Other Fellows (non NTN) was a newly added category for 2019. It has increased by 10 posts.

2025 Non NTN Pre-CCT Fellows include:

Orthopaedic, Breast, Skin Cancer, Microsurgery and Hand.

2025 Non NTN Post-CCT Fellows include:

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

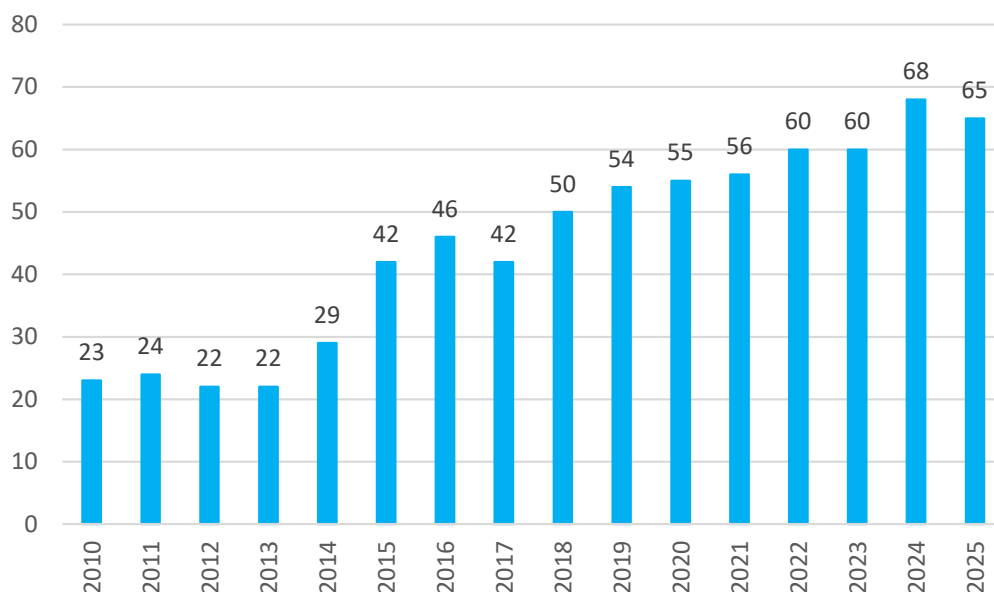
2025 Interface Fellows Pre-CCT include:

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

2025 Other Fellow (non NTN) include:

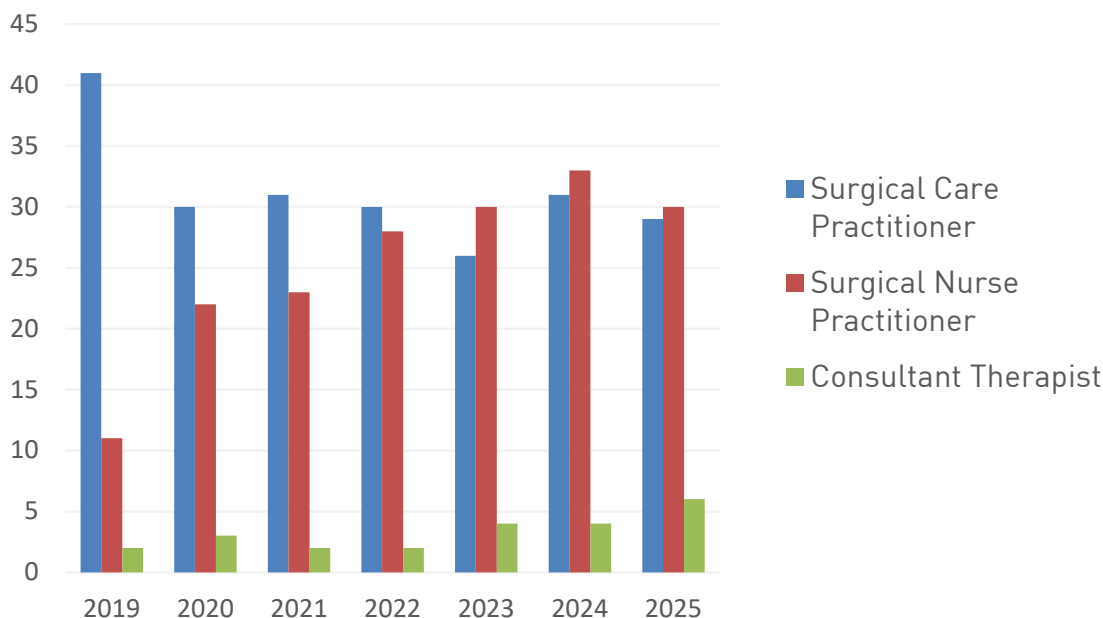
Plastic, Microsurgical, Burns, Breast, Hand from Ortho, Research and Senior Clinical Fellow. One post is an International Fellow.

TOTAL NUMBER OF ALLIED HEALTH PROFESSIONALS



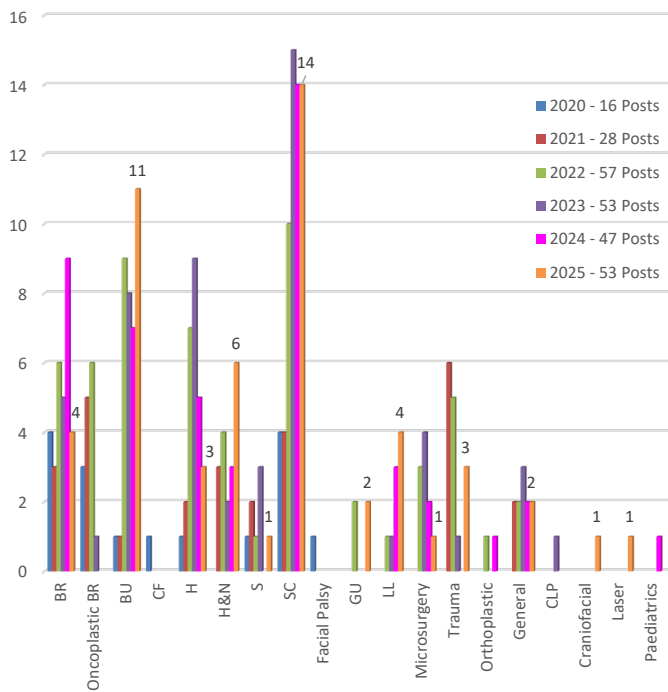
- This represents Surgical Care Practitioners, Surgical Nurse Practitioners and Consultant Therapists that are allowed to operate or suture.
- Allied Health Professionals have been identified in all of the Regions of the UK and ROI.

WHO ARE THE ALLIED HEALTH PROFESSIONALS?



- This is the seventh year a breakdown of Allied Health Professionals has been identified.
- Two SCP's are Surgical First Assistants 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, one is a Clinical Nurse Specialist only, not ANPs and one is learning to suture.
- One CT is a Physician Assistant and one does not operate or suture.

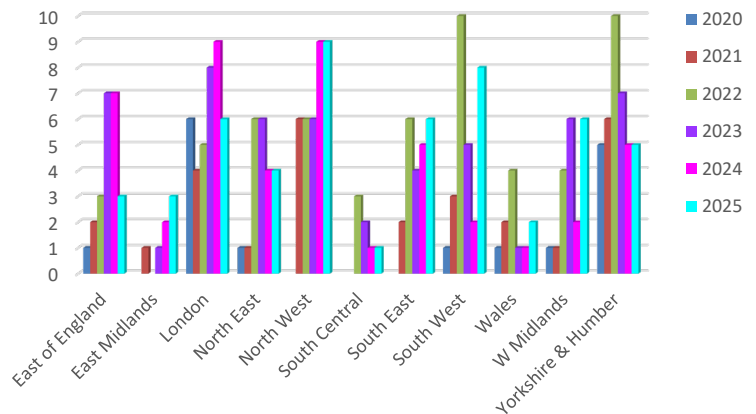
SUBSTANTIVE CONSULTANT PLASTIC POSTS ADVERTISED IN NHS JOBS



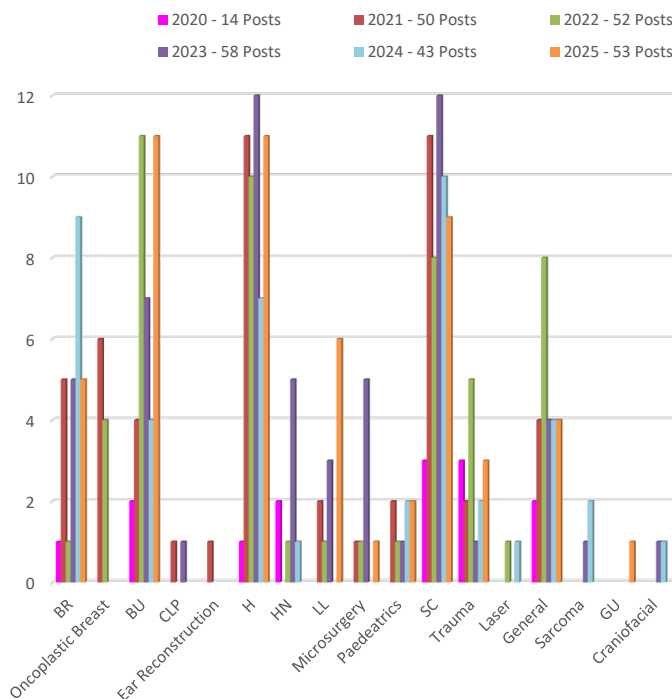
2025 saw the number of Substantive Plastic posts advertised return to the same level as in 2023.

Of the 53 Substantive Posts for 2025:

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

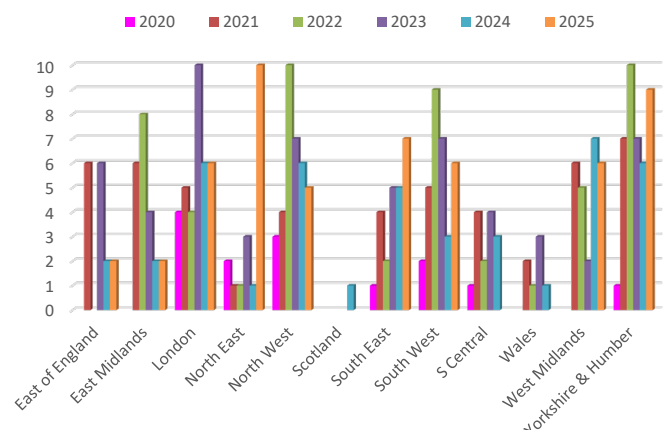


LOCUM CONSULTANT PLASTIC POSTS ADVERTISED IN NHS JOBS



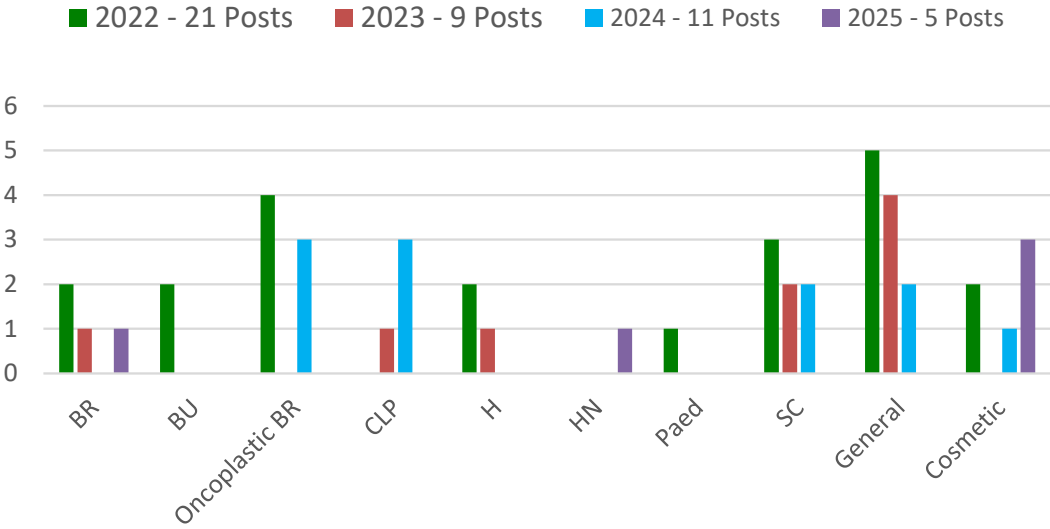
Of the 53 Locum Posts for 2025:

- 2 were replacement posts; 51 were new posts.
- 51 of the posts were full time.
- Breakdown of full time posts are: 1 post is for a period of 9 months; 10 posts are for a period of 6 months, 38 posts are for a period of 12 months, 1 post is for 5 months and 2 posts are for an indefinite period of time.



- July 2020 was the first date tracking of NHS Jobs began.
- Some of these jobs, prior to 2022, may also have been advertised in the British Medical Journal.

2022-2025 SUBSTANTIVE CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL ONLY

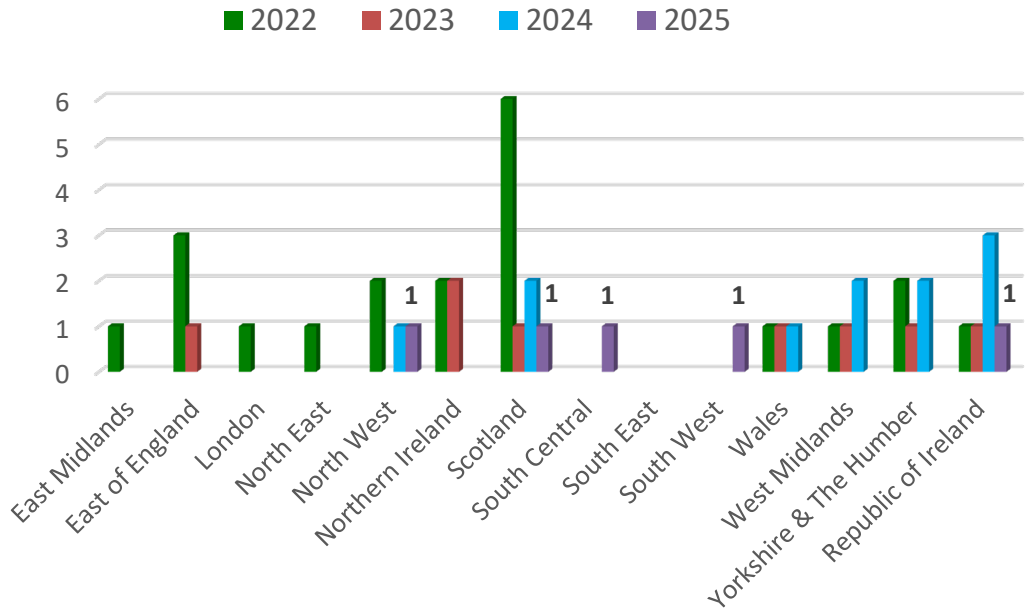


The above graph represents the Substantive Consultant Plastic jobs that were advertised in the British Medical Journal only. These jobs were NOT advertised in NHS Jobs.

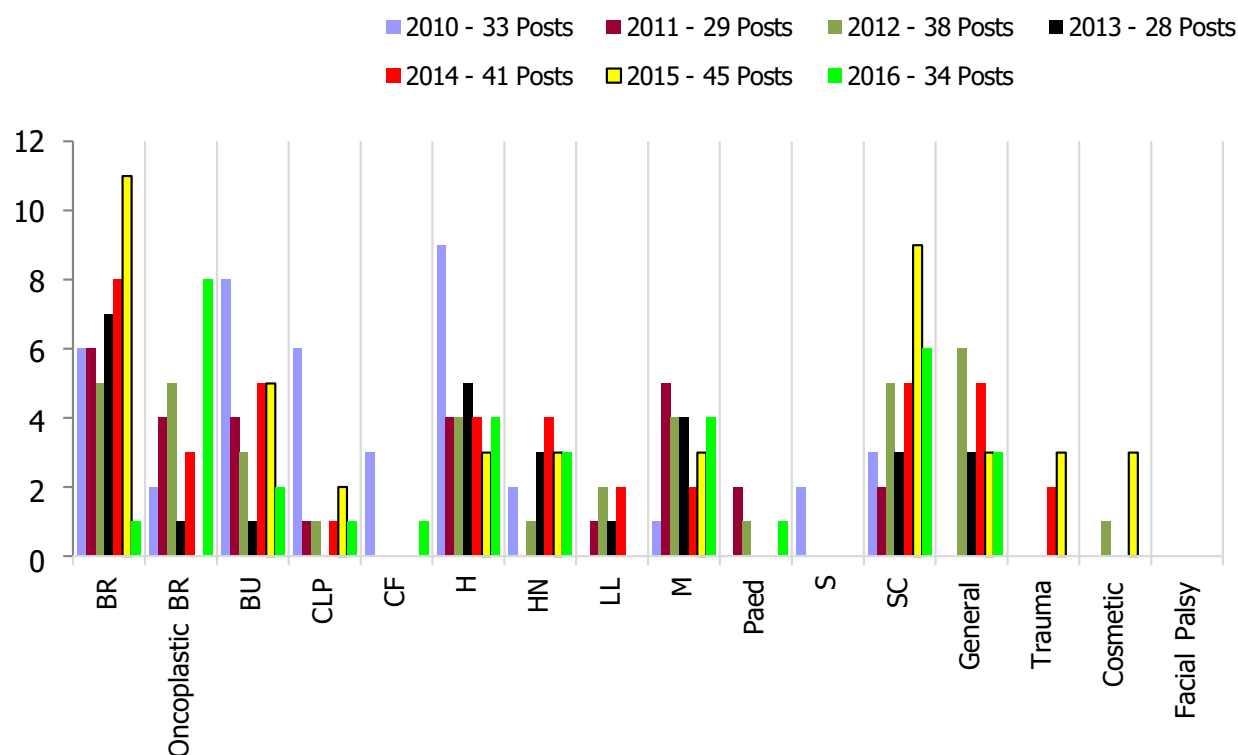
All Jobs were full time posts and new posts .

Based on 2025 survey responses, there are 66 posts (61 in UK; 5 in ROI) that are likely to be advertised and 62.5 posts (56.5 in UK; 6 in ROI) that will be advertised during 2025.

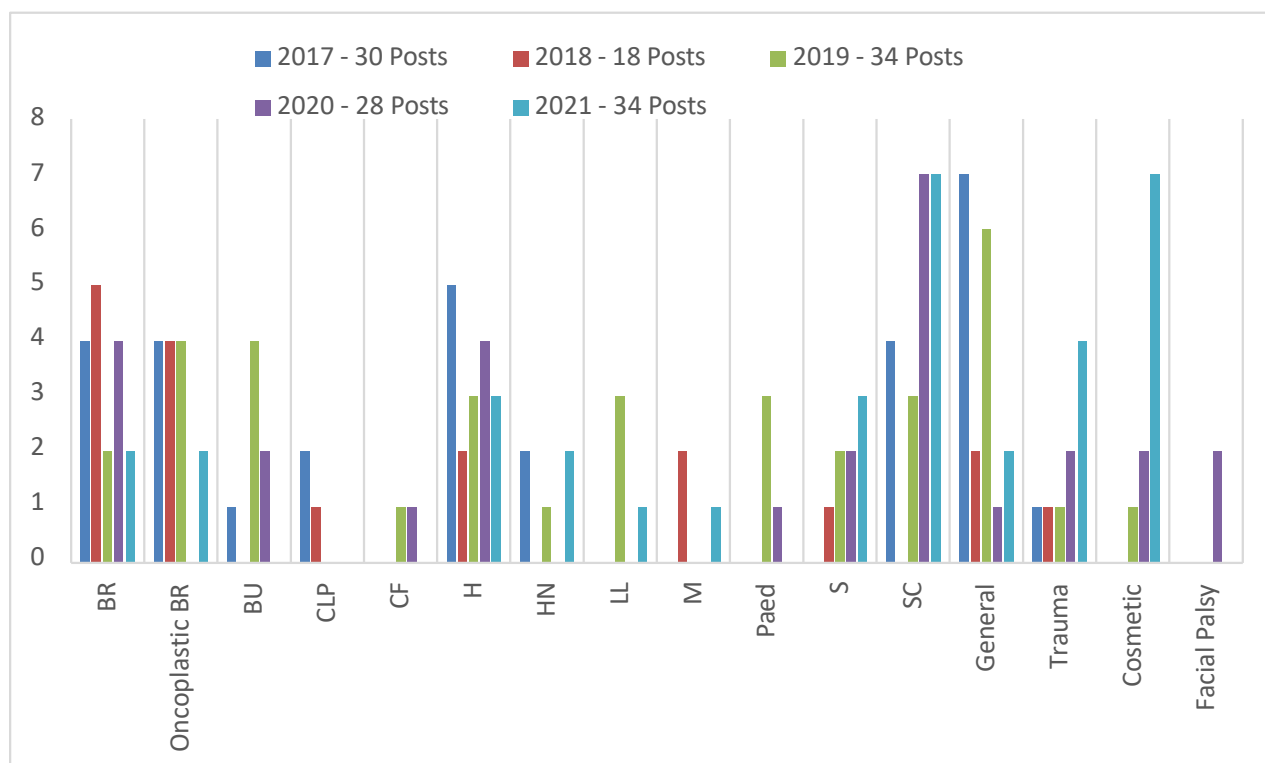
WHERE ARE THE 2022-2025 SUBSTANTIVE CONSULTANT PLASTIC POSTS AS ADVERTISED IN BRITISH MEDICAL JOURNAL



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.

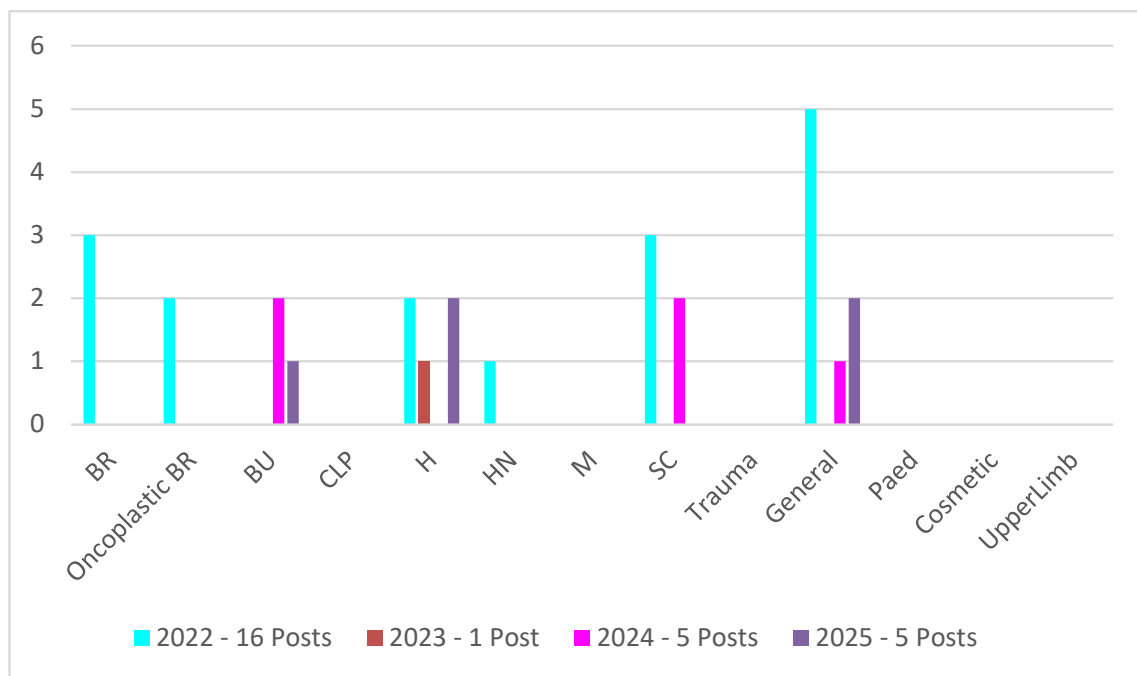
2020

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—2025 LOCUM CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL



2025 Locum posts have remained the same as 2024.

2025 Locum posts were all full time posts. 2 for a period of 12 months, 1 for a period of 6 months

2025 Locum posts were located:

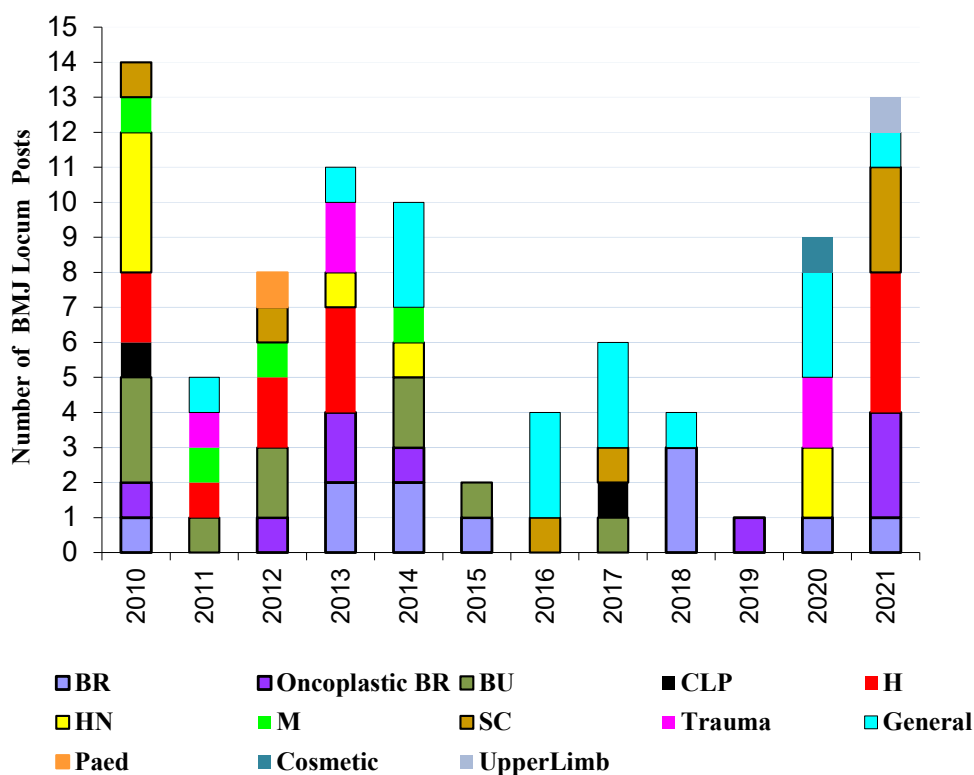
2 Posts in Scotland

1 Post in South West

1 Post 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 <6months, 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 <6months, 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 <6months, 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.

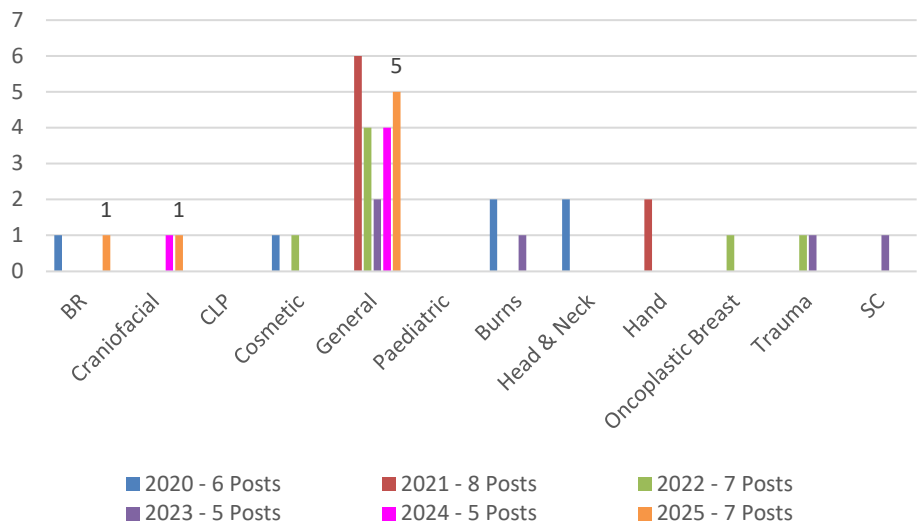
This new post was for Wales and was a full time post for a period of 12 months

2024 - Locum posts have increased by 4 Posts from 2023.

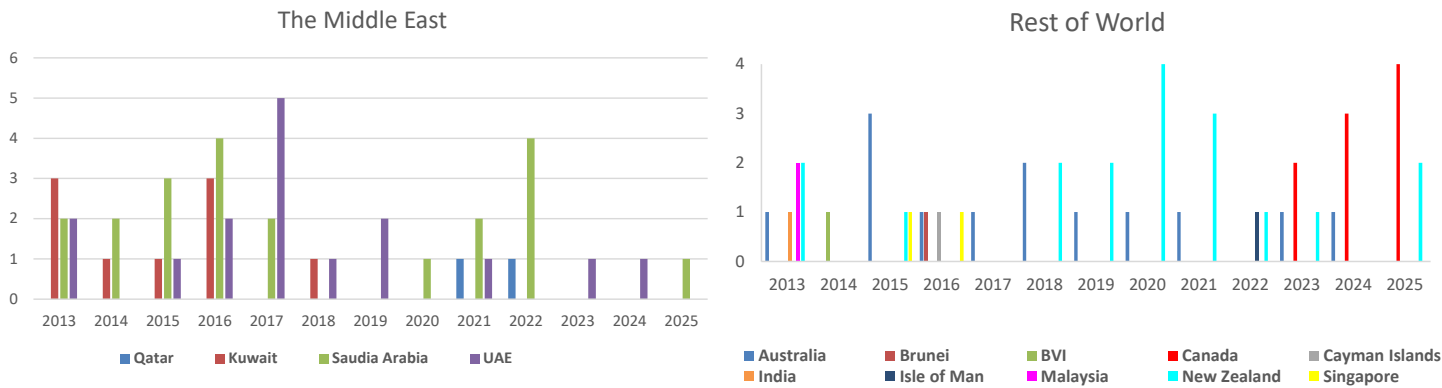
All were full time posts for a period of 12 months

Locum posts were located: 2 Posts in Scotland; 2 Posts in North West; 1 Post in Republic of Ireland

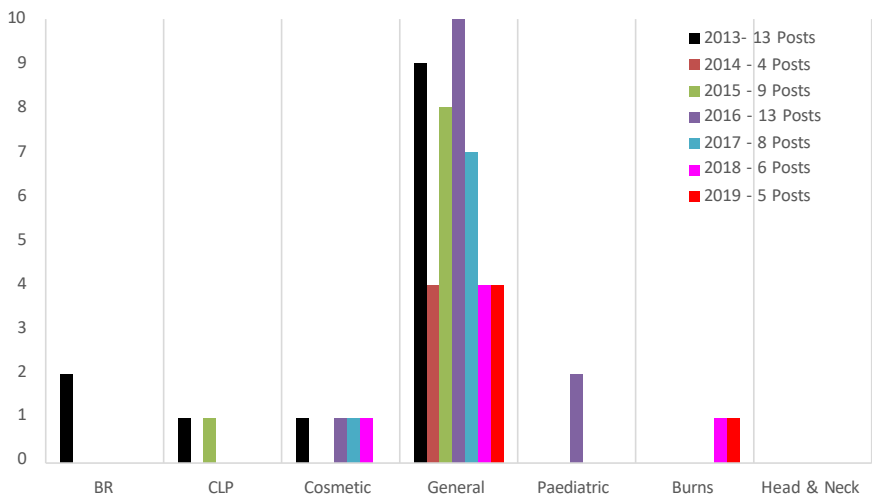
INTERNATIONAL CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL 2020-2025



2025—International Consultant Plastic Surgeon posts increased by 2 posts from 2024. One post was a Locum post for Canada.



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

2024—International Consultant Plastic Surgeon posts remained consistent for 2024.

All posts were Full Time.

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 2025

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			
Total number of substantive posts			
NHS	1	Academic	Military
Total number of Locum posts			
Total Vacancies as of 31st Dec 2025			
How many new consultant posts will be advertised in 2026?			
How many new consultant post are likely to be advertised in 2026?			
Have any medical students visited your unit in 2025? Yes or No			

TRUST DOCTORS		Total	Total PA's	Any Vacant?
Trust Doctor - SHO Grade				
Trust Doctor - Registrar Grade				
GP Clinical Assistant				
GPSI's				
Other				

PHYSICIAN ASSOCIATES	
How many Physician Associates work at your unit?	

NOTES:

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 no changes to the 2025 survey from 2024.
This survey form was also sent to the Republic of Ireland even though some questions do not necessarily apply to ROI.

APPENDIX (con't)

Form B: SAS Doctors in Post as of 31st December 2025

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 2025

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

For the 16th time of asking, there has been a 100% response rate to the national workforce review that now includes both the United Kingdom (UK) and the Republic of Ireland (RoI). I would like to personally thank each and every one of you for providing your data. I am fully aware of how precious personal data can be, but I can absolutely reassure each and every one of you that anonymity and confidentiality is at the heart of this process. There appears to be some reticence amongst locally employed doctors to divulge all their data, but I assure you that your data will be handled securely and sensitively. This mirrors how Consultants initially reacted to additional data requests in recent years. I am grateful to Consultants for their increasing engagement, as the power in this data is potentially extraordinary, the more complete it is when we present it to regulatory bodies, health departments and employing Trusts/Health Boards.

Overall, last year could be summed up as '*steady as she goes*' as it appears the trends of recent years continue as previously described. Consultant expansion resulted in a 5% increase but with continued marked increase in RoI resulting in, for the first time, Consultant numbers topping out just over 800. The majority of UK regions demonstrated an increase in Consultant numbers with a number of regions inching ever closer to the BAPRAS target of 1 Consultant per 80,000 population. The data within should be helpful for certain regions in demonstrating the need for additional workforce. Given the presence of 93 Locum Consultant posts, there does seem the scope for further expansion.

This continued Consultant expansion has not been mirrored by concurrent trainee expansion such that future Consultant expansion will require either international recruitment; upskilling SAS and/or locally employed doctors; and regionally derived non-CCT training programmes. This is an issue as there is evidence of a significant cohort of Consultants building up in the 55+ age group that is likely to result in increasing Consultant vacancies in the next 5 years that may be increasingly difficult to fill stalling further Consultant expansion.

As expected, the number of female Consultants has now risen to 27%. I expect this proportion to increase significantly in the next 5 years as the data demonstrates (1) the majority of retirees are male and (2) there is a significant majority of female trainees obtaining a CCT in the next 5 years.

Interestingly, despite widespread press that younger generations expect a better work-life balance, there is no obvious dramatic change in the number of PAs worked by Consultants in the UK. Part-time working as it exists, appears to be a luxury enjoyed primarily by UK Consultants as this is not necessarily mirrored by colleagues in RoI or locally employed doctors who more readily stick to full-time working.

The number of colleagues in each subspecialty remains stable. It remains the case that male Consultants are twice as likely to undertake private practice than their female peers. As female Consultant numbers increase in the coming years, this does raise the need to formalise cosmetic training across the UK and Ireland. In turn, it would be helpful to formally analyse what are the barriers to private practice for female colleagues rather than simply surmising.

SUMMARY (con't)

Of note for trainees, the numbers of non-medically qualified staff employed by Plastic Surgery departments across the UK and RoI appears relatively static, such that training opportunities are not being increasingly eroded by their presence.

As ever, my heartfelt thanks goes out to all the Linkpersons named in this report for their support and efforts in obtaining the necessary data. I finish, like every year, thanking Sharon Ross in the secretariat, on behalf of everyone in the Plastic Surgery community for her unstinting and generous support in collating the raw data into what you see before you, without whom this review would simply not exist.

A handwritten signature in black ink, appearing to read 'Aidan Fitzgerald', with a stylized flourish at the end.

Aidan Fitzgerald

Chairman - Workforce Planning Group
2020/2021/2022/2023/2024/2025/2026