

The DUK/ABCD/RCP Manpower Survey (2011-12)

Dinesh Nagi

ABCD Meeting

19th April 2013



Association of British Clinical Diabetologists

DIABETES UK
CARE. CONNECT. CAMPAIGN.

The DUK/ABCD/RCP Manpower Survey (2011-12)

Dinesh Nagi

14th March 2013

APC- DUK, Manchester

Issues affecting the Workforce requirements in D&E specialty

- Epidemic of new diabetes including the prospect of formal screening for diabetes
- The increased longevity of people with diabetes and increased complexity of care
- General Internal Medicine (GIM) by D&E consultants?
- The DOH Operating Framework for the NHS 2011/12
- The Independent Public Service Pensions Commission: Final Report (2011)
- **New Proposals for Specialist Commissioning in D&E?**
- **General Trends in changes in the workforce patterns?**

The DUK/ABCD/RCP Survey 2012 (1/10/2011-30/9/2012)

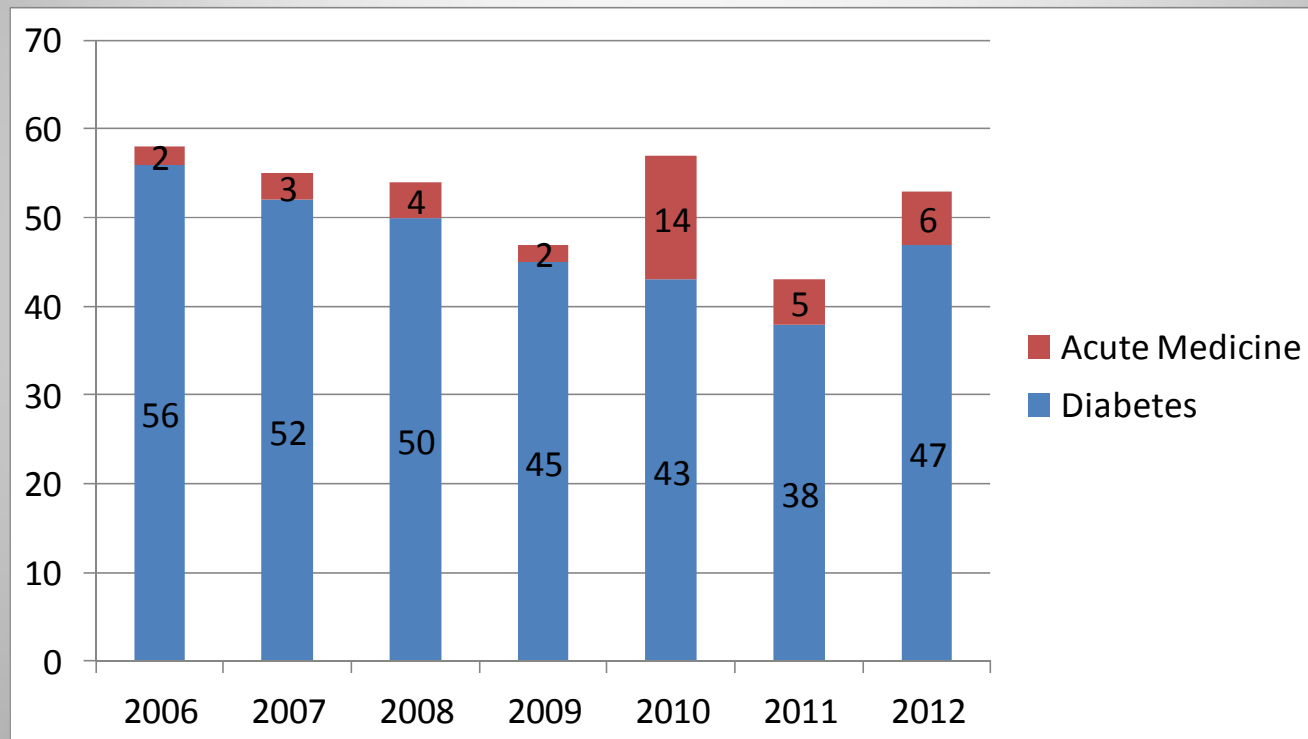
The Process

- Postal Survey
- Sent late October 2012
- Supportive information obtained
 - RCP- AAC Unit
 - RCP- Workforce Survey 2012
 - BMJ Careers Unit
 - JRCPTB

The DUK/ABCD/RCP Survey 2012
(1/10/2011-30/9/2012)

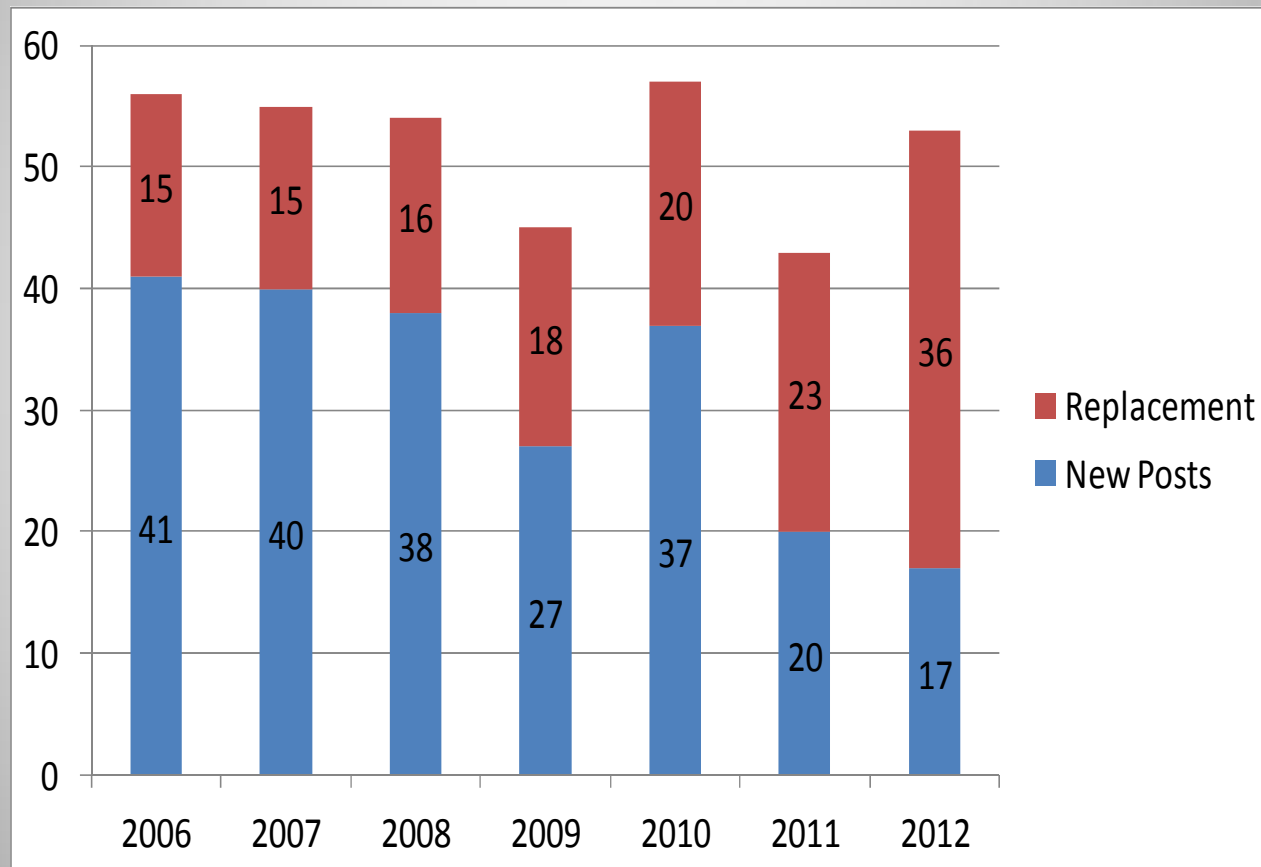
Results

Consultant Level Appointments 2006-12



Consultant Level Appointments

New vs replacement posts



Make of new appointments

	2007	2008	2009	2010	2011	2012
Retired	20	16	19	15	17	16
Left Posts	3	?	5	5	6	20
New Posts	32	38	23	37	20	17
Total	55	54	47	57	43	53

Retirements/left posts etc

- 16 Retirements
- 19 people left posts
- Smaller number moved with in UK
 - From NHS to Academic posts
 - From Academic to NHS posts
 - From NHS to NHS posts
 - From Clinical to Management/other posts
- 1 Person deceased

Number of Head Count and WTE

Year	Head count	WTE
2012	860	
2011	849	
2010	823	
2009	791	
2008	763	

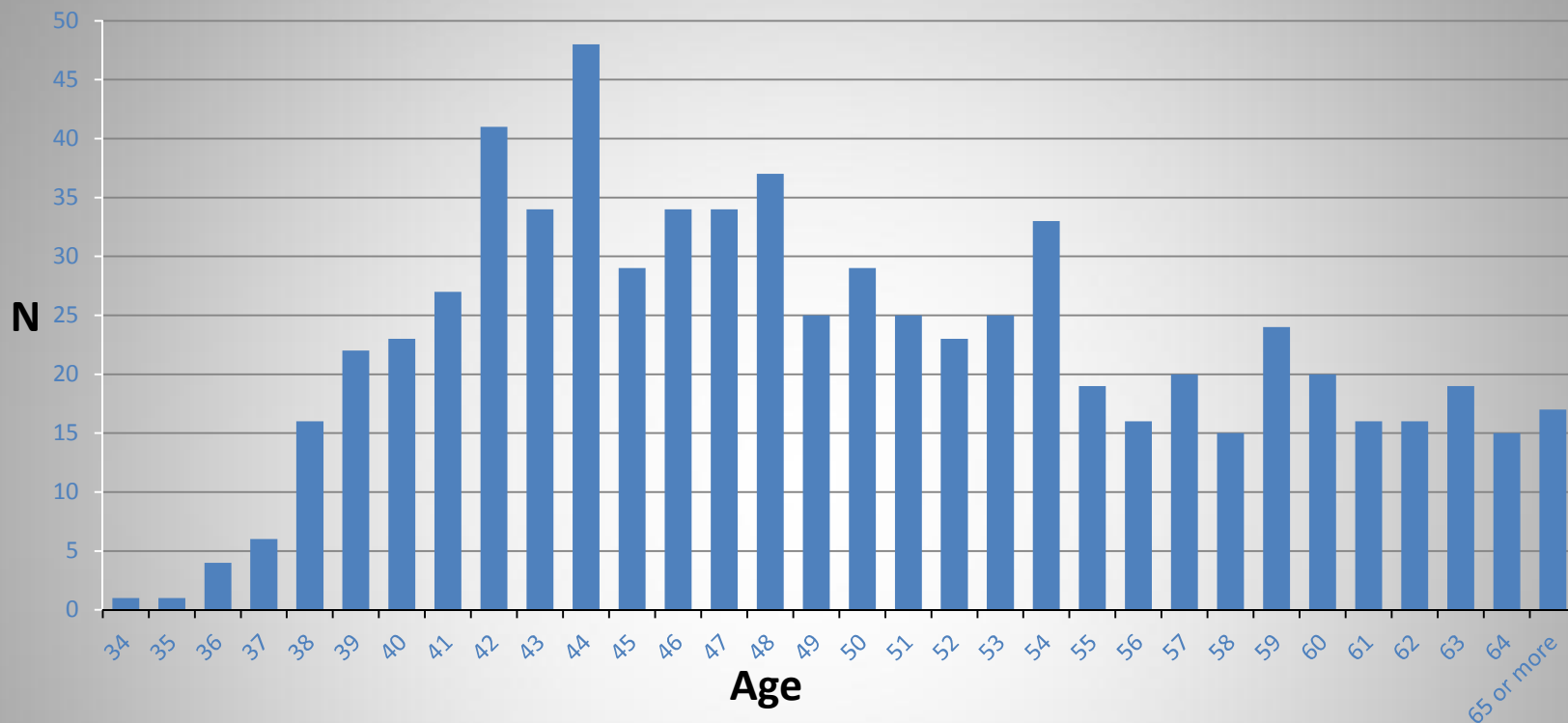
Number of Head Count and WTE

Year	Head count	WTE
2012	860	739
2011	849	728
2010	823	701
2009	791	678
2008	763	652

Number of Head Count and WTE

Year	Head count	WTE	Net Change
2012	860	739	11 (11)
2011	849	728	26 (27)
2010	823	701	32 (23)
2009	791	678	28 (26)
2008	763	652	

Age of those in post



Mean age at retirement

2009-10 was 62.7 yrs

2010-11 was 62.8 yrs

2011-12 was 61.4 yrs (62.3)

Predicted Retirements

YEAR	Reaching Age 60	Reaching Age 65
2011	12	16
2012	20	23
2013	23	20
2014	18	22
2015	18	20

Annual Total Headcount and WTE

2012

Country	Population	Headcount	Head count per 100,000	WTE	WTE per 100,000
England	53,107,200	691	1.28	591	1.11
Wales	3,0638,00	49	1.59	44	1.43
Scotland	5,254,800	87	1.65	76	1.45
N Ireland	1,801,860	33	1.83	28	1.55
UK	63,227,660	860	1.36	739	1.17

2011

Country	Population	Headcount	Head count per 100,000	WTE	WTE per 100,000
England	52,234,000	677	1.29	577	1.10
Wales	3,006,400	47	1.56	42	1.40
Scotland	5,222,100	90	1.72	79	1.51
N Ireland	1,799,400	35	1.95	30	1.67
UK	62,262,000	849	1.36	728	1.16

Specialist Training and Recruitment 2011-2012



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NTN numbers (Total enrolled to date)

Figures from JRCPTB

Total Number = 449

Significant proportion of NTN posts are unfilled at present

ST3 Recruitment for 2012 round

Specialty	Posts Available (NTN + LATS)	Posts Filled % Total (NTN)
Diab & Endo	41 (25 + 16)	53.7 (88)
AIM	67 (49 + 18)	22.8 (30.6)
Geriatrics	73 (44 + 29)	15.1 (25)
Dermatology	18 (12 + 6)	100 (100)
Respiratory	41 (16 + 25)	46.3 (100)
Cardiology	25 (11 + 14)	44.0 (100)

CCT numbers (Period 1st Aug-31st July)

Figures from JRCPTB

Year	CCTs Awarded
2007-08	70
2008-09	72
2009-10	77
2010-11	68
2011-12	34?

Predicted CCT

(Figures from JRCPTB)

Year	CCTs
2012-13	81
2013-14	85
2014-15	73

RCP Annual Survey (2011)

- Diabetes Endocrinology is the 4th Biggest specialty in terms of consultant numbers
- As a specialty contribute most to Acute GIM compared to other specialties
- Our contribution has remained fairly stable over the last 10 years compared to other specialties
- Consultant growth into D&E is significantly less compared to all other specialties

RCP Annual Workforce Survey 2011

- <http://www.rcplondon.ac.uk/resources/2011-census-summary>
- <http://www.rcplondon.ac.uk/resources/2011-census-specialty-reports-and-commentaries>

Overview (1)

- The survey appears to continue to give a accurate ascertainment of numbers in post
- The total numbers of new appointments was slightly up from last year
- The number of post in acute medicine with D&E interest is stable over the last 2 years, but has slowed down

Overview (2)

- The numbers of expected new CCT holders in the coming years is higher than current vacancies
- Retirement vacancies do not look likely to vary much in the coming years
- The rate of creation of new posts will continue to determine the overall balance

The DUK/ABCD/RCP Survey Future Plans (2011-12)

- Collect additional information ?
 - Community Workload?
 - Contribution to In-patient diabetes?
 - Contribution to management ?
 - Data on contribution to Commissioning
 - SpR training in the community.
 - Job Switch to Private sector
 - Posts being lost to acute medicine?
- Electronic Survey ???

Concerns?

Consultant Posts

- Rate of expansion- i.e new posts is declining
- Retirement posts are being replaced
- The number of CCT awarded yearly far exceeds the number of available posts.
- Mismatch between CCT holders and Available posts?

Specialist Registrar

- Recruitment: Unfilled NTN (3rd behind Elderly and AIM) and Geographic Variation

RCP College Council Activities

- New Obesity Report- lead by Prof John Wass- current academic sub dean at the RCP.
- The Future Hospital Commission (FHC) – report
- RCP- Workforce Unit report on Specialist Registrar's
- Involvement in discussions around new Proposals to do with: “SHAPE OF TRAINING”

RCP College Council Activities

Future Hospital Commission (FHC)

- Final report to be presented to the Council - **23/5/2013**
- Report opens to the Public - **June 2013**
- RCP manifesto on FHC- release- **Sept 2013**
- Stakeholder events between **now –Sept 2013**
- DOH looking at 7 day rostering – work led by Sir Bruce Keogh

RCP College Council Activities

“Shape of Training”

Work stream being led by GMC

- A definition of Generalism
- What patients want from postgraduate medical education and training
- Shape of Training Review Questions (18)

Final report will be available after 18th April 2013

- DUK Website:

<http://www.diabetes.org.uk/Professionals>

- ABCD Website:

<http://www.diabetologists-abcd.org.uk/mainmenu.html>

Cross Validation

(Information from BMJ careers)

- Ascertainment of posts advertised
- Between 1/10/2011 to 30/9/2012
- Total posts advertised
 - Adult D&E 27
 - Locum 10
 - Acute Medicine 4
 - Chem Path (D&E interest) 2

Information from RCP AAC Unit

1/10/2011 to 30/09/2012

Specialty	Number of appointments
Endocrinology & Diabetes	15 (14)
Diabetes	2 (1)
Endocrinology	2 (2)
AIM /Endo/Diabetes	3 (3)
TOTAL	22 (20)