

Workforce Survey 2015-2016

Dr Stella George

ABCD Spring Conference
Belfast 2017



Workforce Survey 2015-2016

	Postal Survey Oct 2015	Online Census Nov 2016
Sent out	922	1070 (226 no email address)
Responses received	269	327 fully complete (395 total)

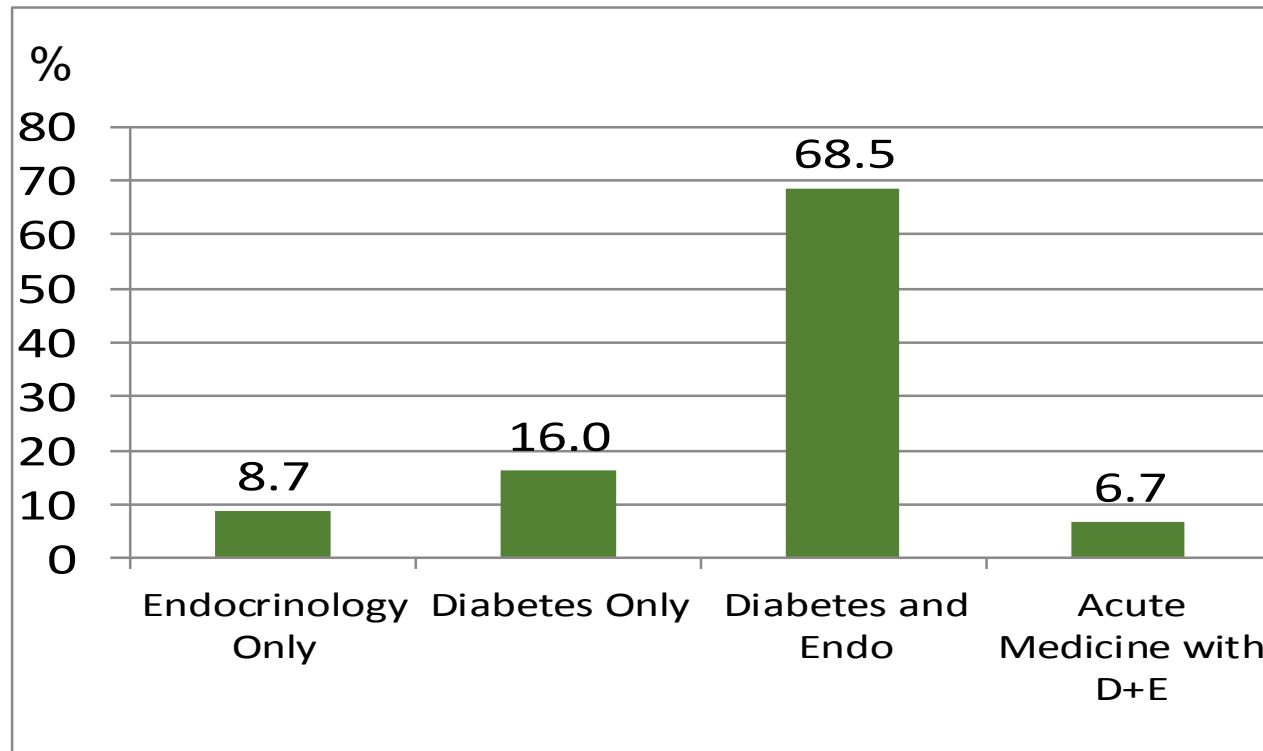
- Supportive information obtained
 - RCP- AAC Unit
 - RCP- Workforce Survey 2015
 - BMJ Careers
 - JRCPTB

Headline Results



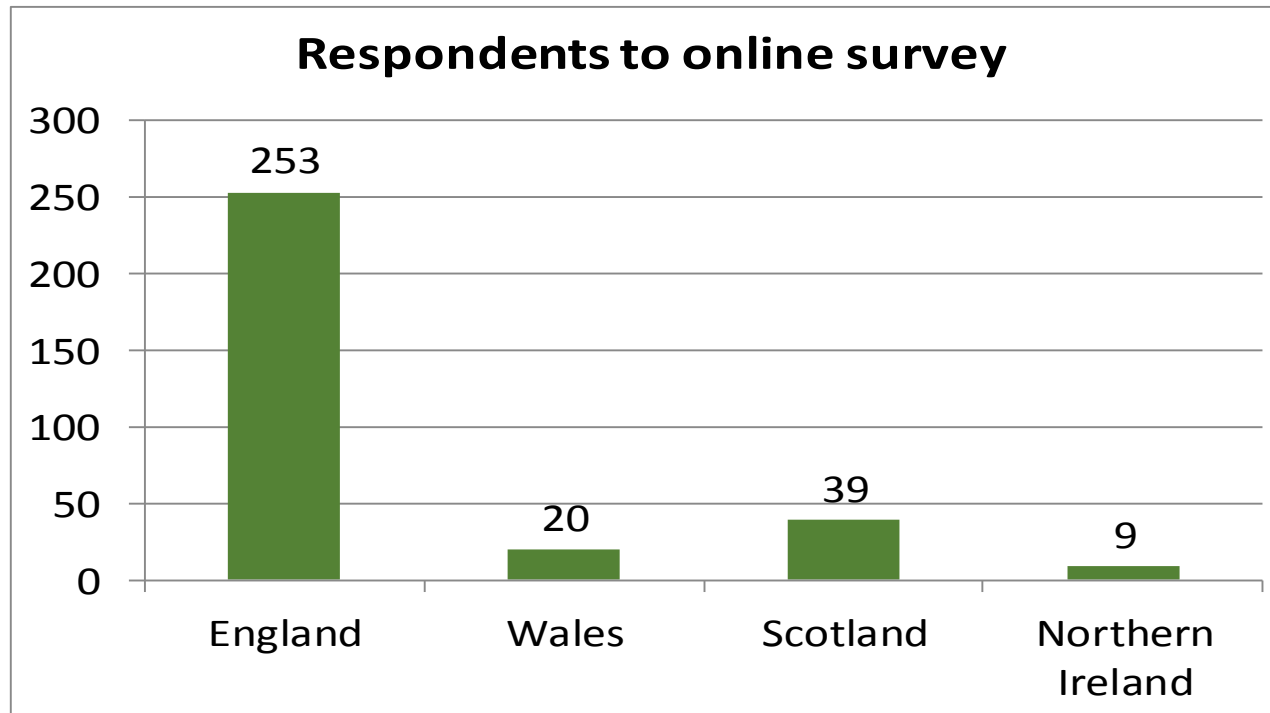
Response	Frequency	Count
I am currently working as a substantive or honorary consultant providing at least some NHS commitment (within first year of gaining your CCT)	4.2%	14
I am currently working as a substantive or honorary consultant providing at least some NHS commitment (more than 1 year post CCT)	83.8%	312
I have previously retired but have returned to work (as a substantive consultant providing at least some NHS commitment)	4.0%	15
I am on a fixed term consultant contract providing at least some NHS comittment	1.3%	5
I have fully retired from the NHS and medical practice	3.0%	11
I have relocated out of the UK permanently	1.1%	4
I no longer provide or undertake any work for the NHS, but work medically in a non-NHS capacity eg Pure Academic post	0.8%	3
I am a locum	1.9%	7
I am on sabbatical leave / maternity leave / temporarily working outside of the UK	0.0%	0
I am in a post CCT fellowship post	0.3%	1
Not Answered		23
	Valid Responses	372
	Total Responses	395

Consultant Contracts Speciality Split



82.2 % Full Time

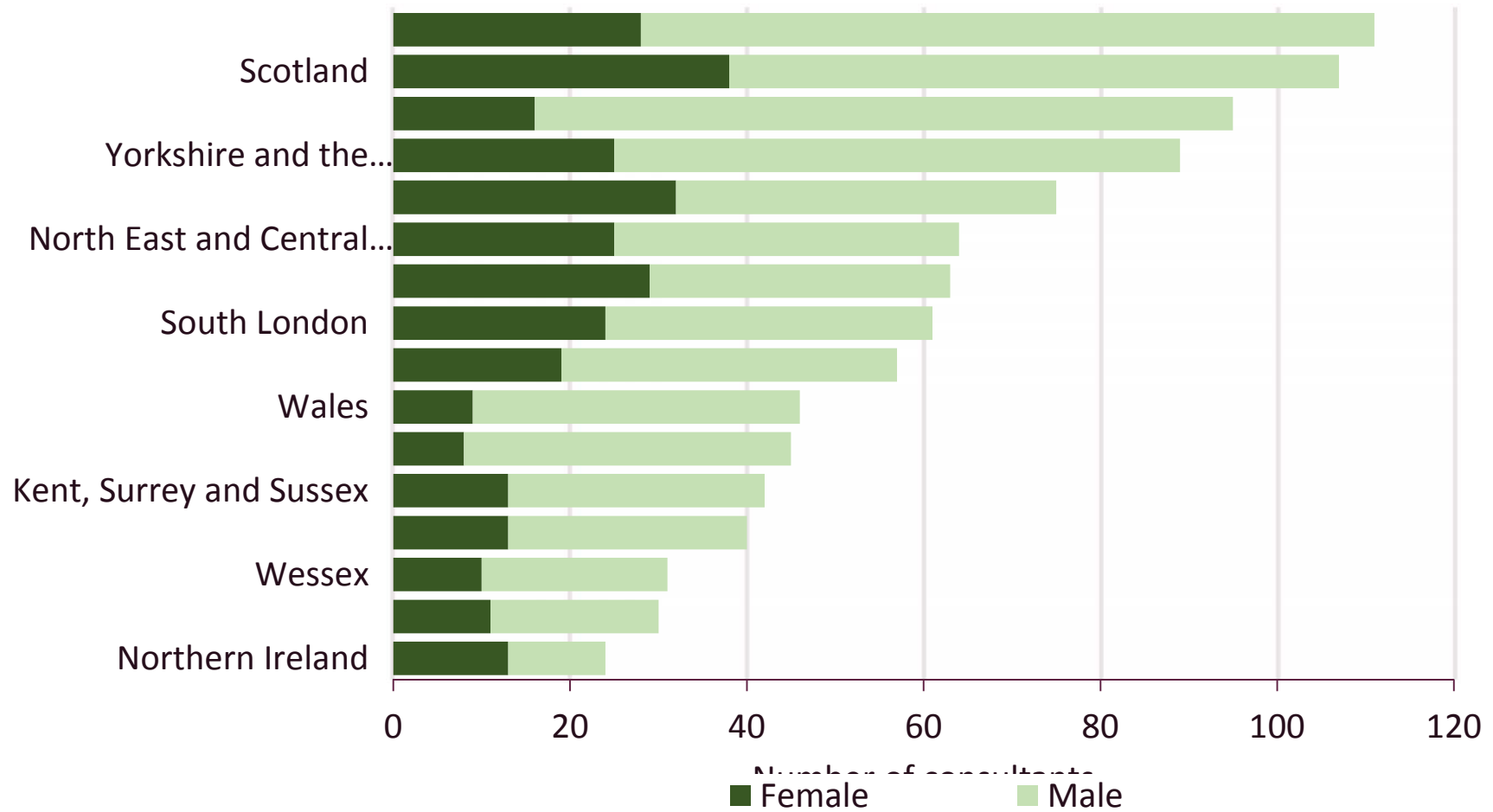
Where do you work?



18.3% of respondents in England = in East of England!



Location of the consultant workforce

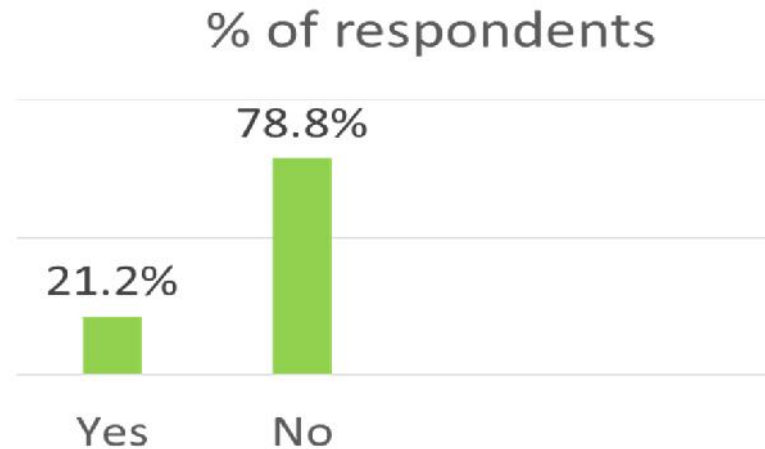


RCP workforce unit

Population per FTE consultant | By LETB or region

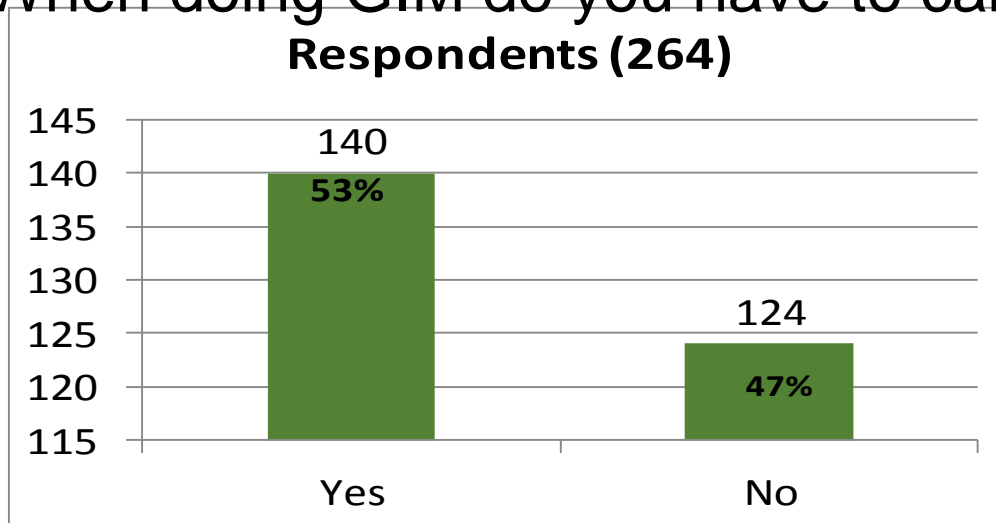
LETB or region	Number of consultants	Number of FTEs	Population	Population per FTE	FTE per 100,000 population 2015 (2014)
South London	61	58	3,238,999	55,815	1.79 (1.49)
North East and Central London	64	61	3,374,588	55,426	1.80 (1.59)
North West London	40	38	2,060,126	54,138	1.84 (1.75)
Scotland	107	102	5,373,000	52,784	1.89 (1.75)
Northern	45	43	2,951,648	68,948	1.45 (1.27)
North West	111	106	6,936,843	65,691	1.52 (1.31)
Yorkshire and the Humber	89	85	5,300,541	62,604	1.60 (1.42)
South West	63	60	4,357,156	72,700	1.37 (1.14)
West Midlands	95	90	5,751,000	63,634	1.56 (1.32)
Wales	46	44	3,099,086	70,818	1.41 (1.29)
Thames Valley	30	29	2,358,564	82,641	1.22 (0.88)
Northern Ireland	24	23	1,851,621	81,098	1.24 (1.19)
Wessex	31	29	3,213,837	108,976	0.9 (0.84)
East of England	75	71	6,076,451	85,164	1.16 (1.04)
Kent, Surrey and Sussex	42	40	4,489,536	112,362	0.91 (0.87)
East Midlands	57	54	4,677,038	86,251	1.15 (0.89)
Summary	980	932	65,110,034	69,838	1.43 (1.16)

Speciality on call

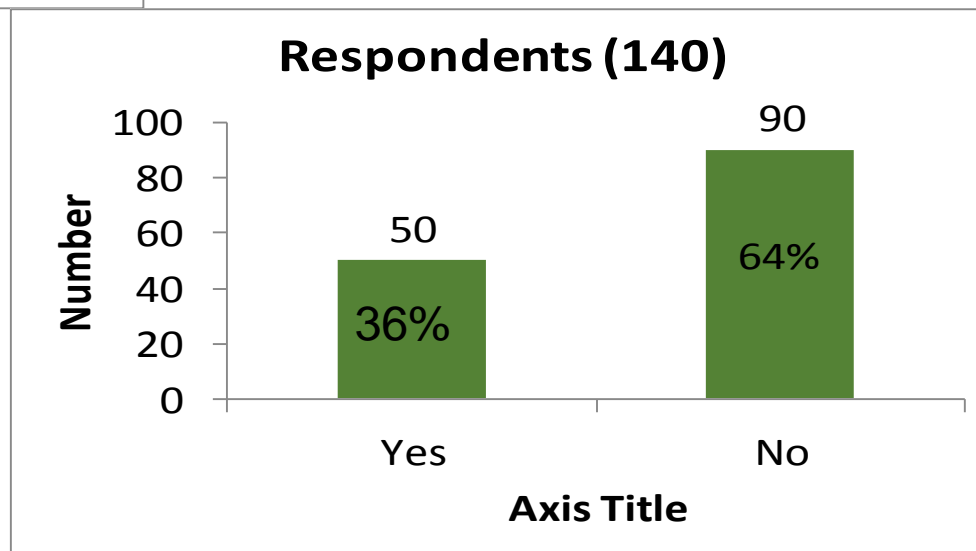


Response	Frequency	Count
At the same time as the general unselected emergency on call	31.3%	21
At a separate time from the general unselected emergency on call (i.e. runs on a separate parallel rota)	28.4%	19
Both of the above - hybrid rota and changes from month-to-month	26.9%	18
Other – please give brief details	13.4%	9

When doing GIM do you have to cancel speciality commitments?



If Yes, are these speciality commitments carried out at a different time i.e. made up for in time off the wards?



Contracted PAs vs. Worked PAs

	Contracted	Worked
NHS Clinical DCC	7.3	7.8
NHS SPA	2.1	2.4
Independent sector DCC	0.3	0.4
Hospice DCC	0.4	0.6
Hospice SPA	0.8	1.1
Community DCC	0.7	0.8
Community SPA	0.4	0.3
Academic PA	2.3	3.1
Academic SPA	1.5	1.65
Research	1.1	1.2

What sort of work do we do?

Type of Activity	Number of Respondents carrying out activity to some degree	Mean Number of PAs of those that responded	Range of PAs
Inpatient Diabetes and Endocrinology Ward rounds	100	0.9	0.1-3.0

Type of Clinic	Number of Respondents carrying out activity to some degree	Mean Number of PAs of those that responded	Range of PAs
CSII	104	0.6	0.1-3.0
Young Adult Diabetes	80	0.5	0.01-2.0
Diabetic Foot	78	0.9	0.125-3.5
Transition Diabetes	70	0.4	0.08-2.0
Community Diabetes	68	1.2	0.1-8.0
Diabetic Renal	31	0.6	0.125-5.0
Diabetic Eye	9	0.6	0.5-2.0
Monogenic/Genetic	9	0.3	0.1-4.0
...			

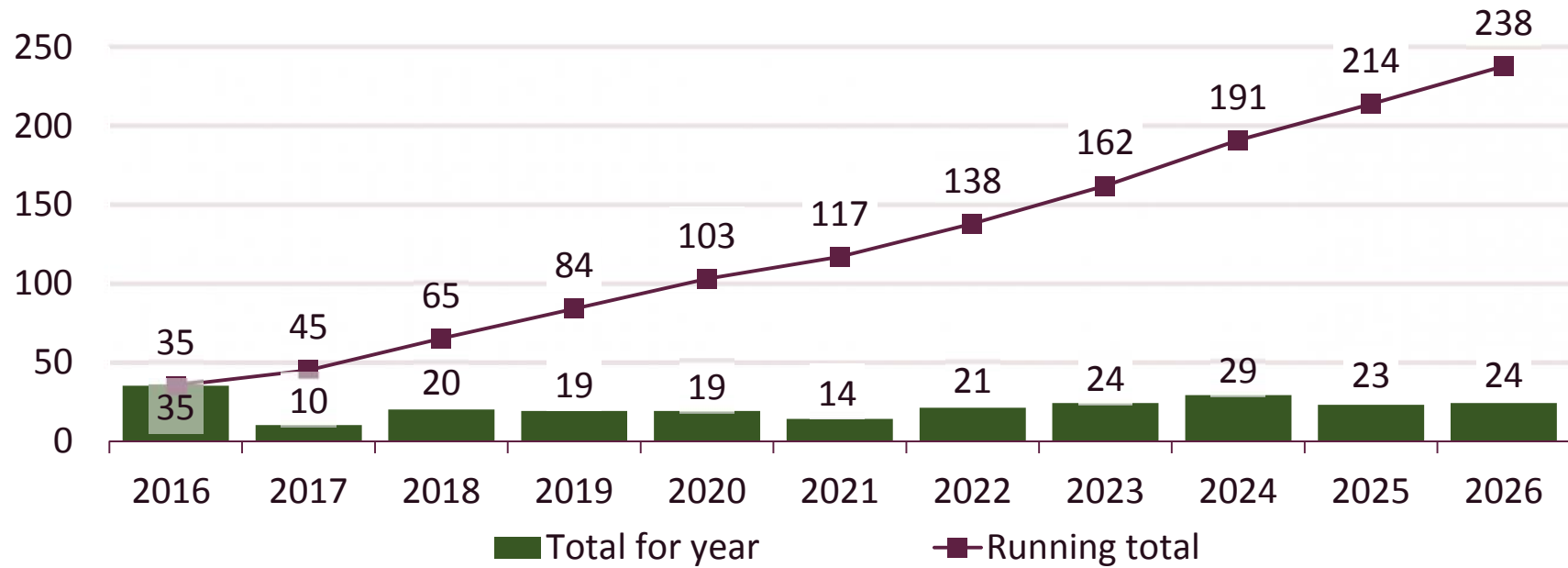
What sort of work do we do?

Type of Clinic	Number of Respondents carrying out activity to some degree	Mean Number of PAs of those that responded	Range of PAs
Thyroid	76	0.7	0.125-4.0
Pituitary	53	0.5	0.1-2.0
Adrenal	33	0.33	0.1-2.0
Transition	20	0.2	0.025-1.0
Endocrinology			
Neuroendocrine	14	0.3	0.125-2.0
Reproductive	13	0.3	0.1-3.0
Endocrinology			

Other work...

- GIM on call commitments- weekend/ weekday
- Speciality on call commitments- weekend/weekday
- Internal management
- Academic Activity
- Leadership roles

Number of consultants who will reach 65 years of age over the next 10 years



RCP workforce unit (latest data collected up to Sept 15)

Early Retirement Reasons

Response	Frequency
Pressure of work	64.8%
Length of hours	27.8%
Lack of support	21.6%
Night duties	13.0%
Changing to private practice	1.9%
Starting non-clinical job	3.7%
Dissatisfaction with the NHS	34.6%
Financial reasons	7.4%
Health reasons	4.9%
Domestic reasons	17.3%
Change in pension arrangements	13.6%
Other please specify	9.9%

Mean age at retirement

2009-2010	62.7
2010-2011	62.8
2011-2012	62.3
2012-2013	62.2
2013-2014	62.3
2014-2015	62.1

N.B. 32% said that they would work *Beyond* retirement if allowed.

Specialist Training and Recruitment

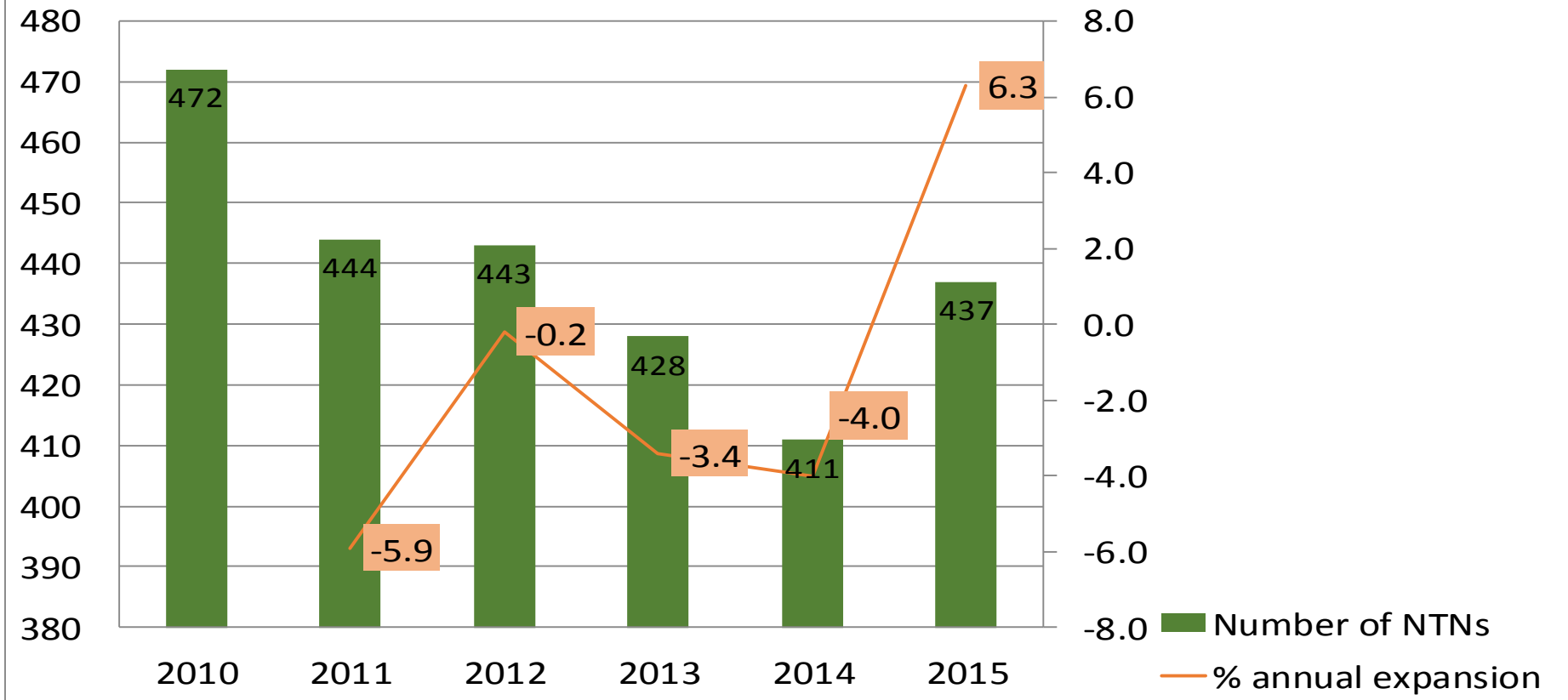


NTN numbers

Total Number in Training = 437

? Trainees on OOPE/Research

Number of NTN's and % annual expansion

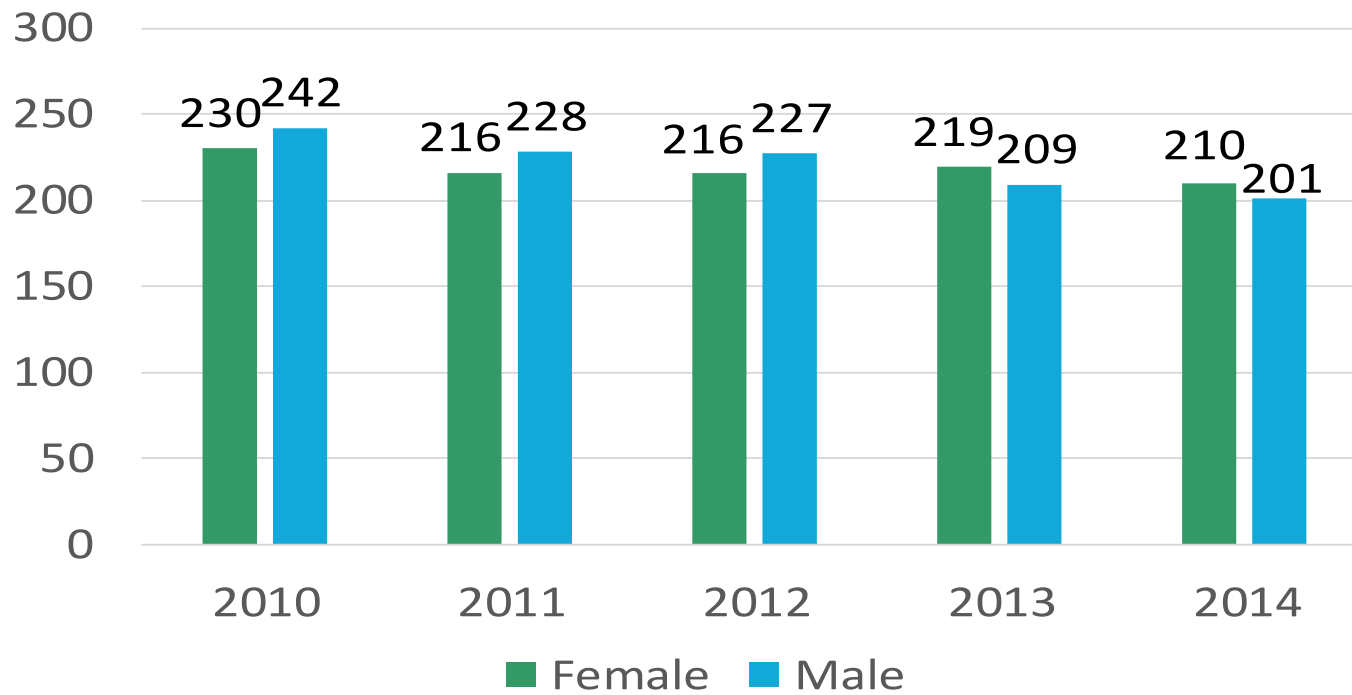


Filled NTN posts medical specialties (%)

	2014	2015
Acute Internal Medicine	79	58
Cardiology	100	97
Dermatology	100	100
Endocrinology and Diabetes	82	85
Gastroenterology	99	100
Geriatric Medicine	78	85
Haematology	94	87
Neurology	95	93
Renal	87	66
Respiratory	94	88
Rheumatology	96	91

• 2016 Unfilled NTN = 17
 • Ratio of applicants to posts = 1.96

Gender of HSTs



M:F= 0.96 (vs. 1.9: 1 Consultants)

CCT numbers

(Period 1st Aug-31st July 2015-2016)

Year	CCT Awarded
2010-11	68
2011-12	N/A
2012-13	49
2013-14	68
2014-15	62
2015-2016	56

Year	CCT Predicted
2016-17	30
2017-18	69
2018-19	59
2019-20	13

JRCPTB

Advisory Appointment Committees

AAC	Number
Convened	59
Successfully filled	43
New Post	23
Pure Diabetes	6
Pure Endocrinology	3

AAC Cancelled	Number
No applicants	16
No suitable candidates	2
Trust decision	5
Total	22

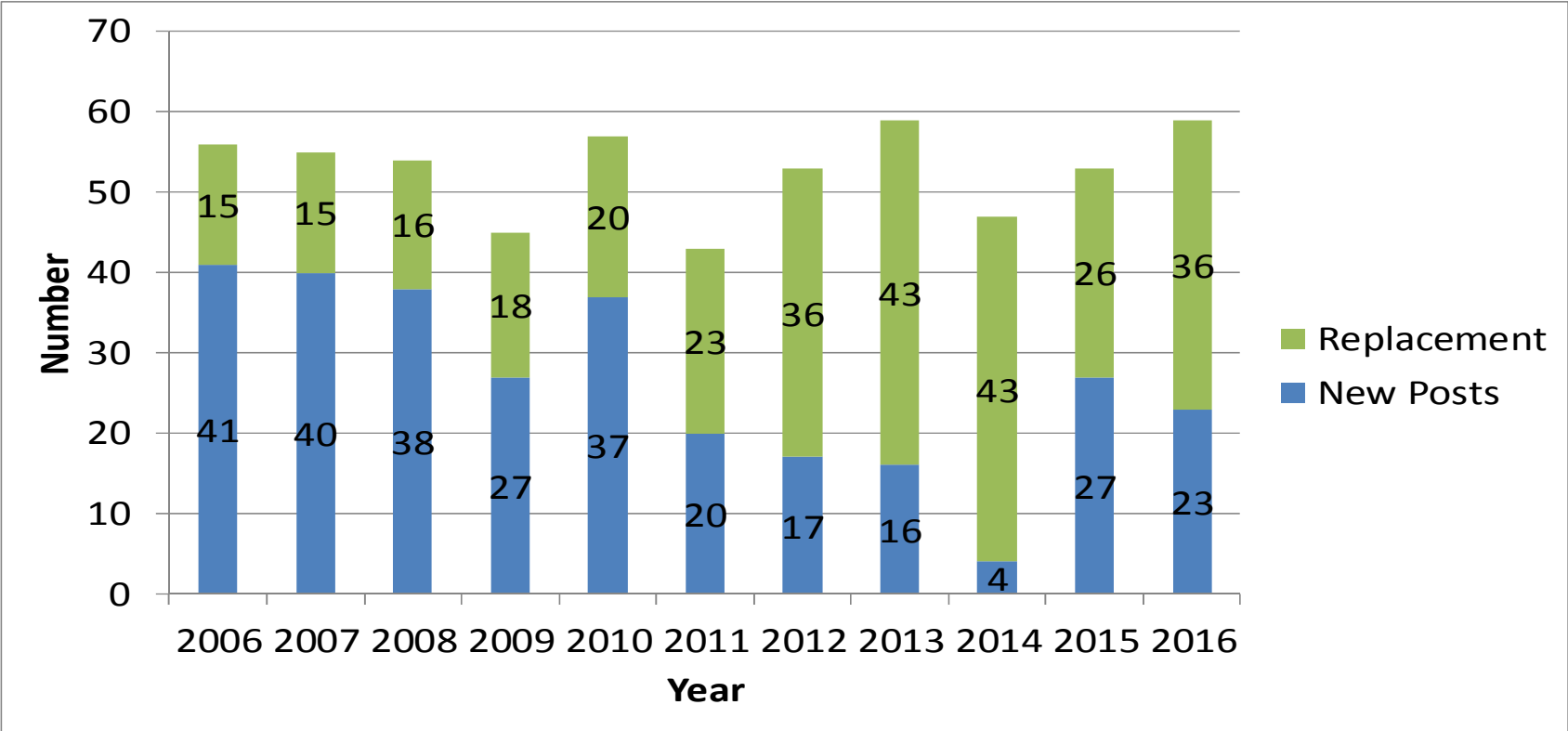
Vacant Posts

- 19% of respondents reported at least one posts vacant for >6 months
- 24 separate trusts at least 1 post, 4 trusts 2 posts (1 had 13! ?)

Reason	Frequency	Count
No applicants for post	58.9%	33
No suitable applicants at interview	37.5%	21
Other	26.8%	15
Valid response		56
Total response		59

Consultant Level Appointments

New vs replacement posts



Success of consultant appointments by LETB



RCP workforce unit (latest data collected up to Sept 15)

Survey Overview

- The rate of creation of new posts will continue to determine the overall balance
- Balance of CCT/Jobs available looks healthy for the next couple of years

Survey Overview

- Survey results and cross referencing with other sources gives richer information
- Some consultant job plans are very different and with low response rates to some questions- skew results
- More detailed information is available from in-depth survey analysis
- Survey report will be made available to sponsoring societies and published on their websites in the next few months



Thank you

- RCP MWU
 - RCP AAC unit
 - JRCPTB
-
- And the sponsoring societies

