

2020  
PLASTIC SURGERY  
WORKFORCE  
UK and Republic of Ireland

*Profile and Analysis*



BAPRAS

British Association of Plastic  
Reconstructive and Aesthetic Surgeons

## FOREWORD

I would like to extend my thanks to Aidan Fitzgerald and Sharon Ross for their diligence and hard work in gathering the data and for putting this report together. We are also very grateful to everyone who has responded from across all the regions of the UK and the Republic of Ireland so that, once again, we have a clear and comprehensive view of our workforce.

Having come through a uniquely challenging year it is interesting to see that the commitment to the NHS remains strong, with the time that consultants devote to this aspect of their work remaining consistent. There is a continuing trend for the percentage of consultants undertaking private practice to decline but, with an expanding consultant workforce overall, our input into this important aspect of our practice remains.

Following the recent Kennedy report from the Royal College of Surgeons of England, it is good to see the diversity of ethnicity within our specialty and a continuing trend for more women in our workforce. This should help encourage trainees from all backgrounds to consider a career in plastic surgery and keep the future of our specialty bright.

I hope you will enjoy reading this insightful and informative report.



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### Ruth Waters

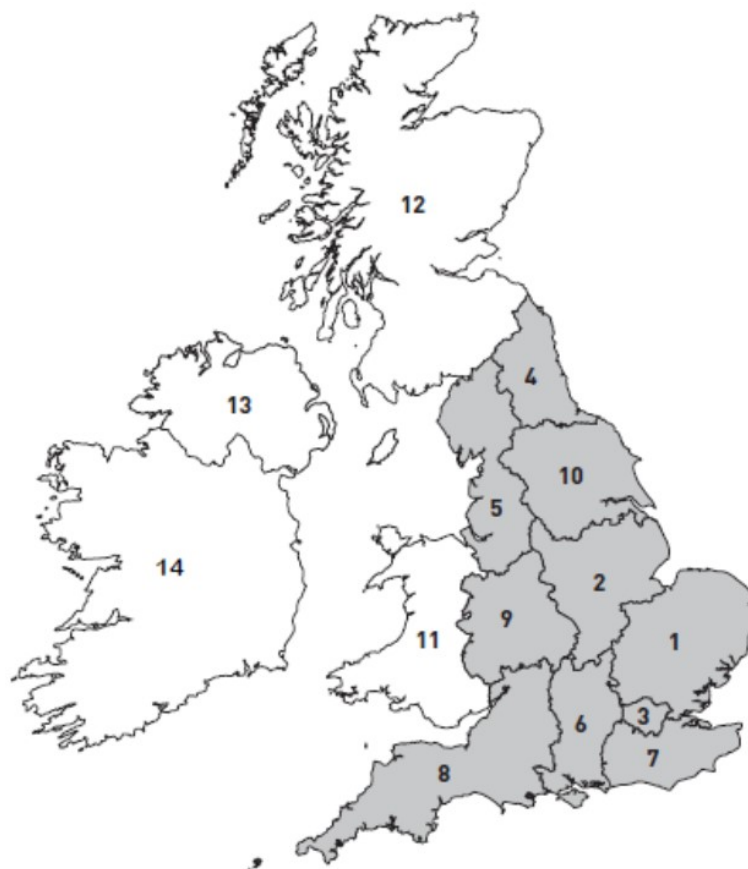
President

British Association of Plastic Reconstructive and Aesthetic Surgeons  
2021/2022

## 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 2020.

The information enclosed is based on 671 Consultants, 67 Locum Consultants, 348 Specialty Doctors and 631 Trainees (Foundation years and specialty surgical training years) based in 71 plastic surgery units (63 units in UK, 8 units in Republic of Ireland). Breakdown of UK units is 53 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    |

## 2020 WORKFORCE LINKPERSONS

<b>East Midlands</b>	Kettering General Hospital Leicester Royal Infirmary Northampton General Hospital Nottingham University Hospital Royal Derby Hospital/Pulvertaft Hand Centre	Thangasamy Sankar Matt Smith Michael McKiernan Anna Raurell Peter Russell
<b>East of England</b>	Addenbrookes Hospital Bedford Hospital St Andrews Centre, Broomfield Hospital The Lister Hospital Norfolk & Norwich University Hospital North West Anglia Foundation Trust West Suffolk Hospital	Kai Wong Sandip Hindocha Matthew Griffiths Fred Schreuder Richard Haywood Tony Barabas Antony Sillitoe
<b>Northern Ireland</b>	Ulster Hospital/Royal Victoria Hospital	Alastair Brown
<b>London</b>	Barts & The London NHS Trust Chelsea & Westminster Hospital Great Ormond Street Hospital Guy's & St Thomas Hospital Imperial Healthcare NHS Trust Royal Free Hospital Royal Marsden Hospital St George's Hospital	Raj Ragoowansi Richard Young Neil Bulstrode Mark Ho-Asjoe Liz Dex Alex Woollard Kelvin Ramsey Sonja Cerovac
<b>North East</b>	James Cook University Hospital Royal Victoria Infirmary University Hospital of North Durham Northumbria Healthcare NHS Trust	Keith Allison Peter Hodgkinson Tom Collin Jonathan Powell
<b>North West</b>	Alderhey Children's NHS Foundation Trust Christie NHS Foundation Trust Royal Preston Hospital The Countess of Chester Hospital Whiston Hospital Wythenshawe Hospital/Royal Manchester Childrens Hospital	Adel Fattah David Mowatt S Srinivasan Iyer Fahmy Fahmy David Bell Kaushik Chakrabarty
<b>Scotland</b>	St John's Hospital at Howden/Royal Hospital for Sick Children Aberdeen Royal Infirmary Forth Valley Royal Hospital Glasgow Royal Infirmary NHS Lanarkshire Ninewells Hospital	William Anderson Ivan Depasquale Richard Clark David McGill Louise MacLennan Fiona Hogg
<b>South Central</b>	Frimley Health NHS Foundation Trust John Radcliffe Hospital Mountbatten Dept of Plastic Surgery Buckinghamshire Hospitals NHS Trust	Amit Pabari Sarah Tucker Jason Smith Michael Tyler
<b>South East Coast</b>	Queen Victoria Hospital	Asit Khandwala

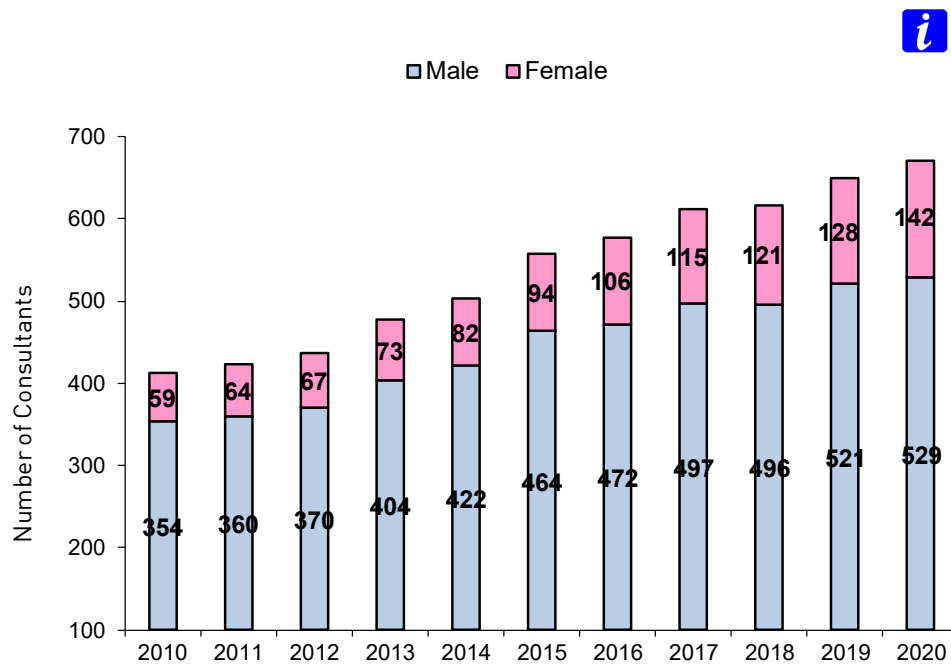
## 2020 WORKFORCE LINKPERSONS (con't)

<b>South West</b>	Derriford Hospital Southmead Hospital Salisbury NHS Foundation Trust Royal Devon & Exeter Healthcare NHS Trust	Duncan MacKenzie Sherif Wilson Rebecca Exton Andrew Wilson
<b>Wales</b>	Morrison Hospital	Ian Josty
<b>West Midlands</b>	Birmingham Children's Hospital Queen Elizabeth Hospital Birmingham Royal Stoke University Hospital Russells Hall Hospital Sandwell and West Birmingham Hospitals NHS Trust University Hospital Coventry & Warwickshire	Kerstin Oestreich Deborah Foong Shahidul Huq Simon Wharton Atul Khanna Tigi Eltigani
<b>Yorkshire &amp; The Humber</b>	Bradford Royal Infirmary Castle Hill Hospital Leeds General Infirmary New Pinderfields Hospital Royal Hallamshire/Northern General Hospital York Teaching Hospital NHS Foundation Trust	David Watt Richard Pinder Daniel Thornton Alan Phipps David Lam Philip Lim
<b>Republic of Ireland</b>		
<b>Cork</b>	Cork University Hospital	Jason Kelly
<b>Dublin</b>	St James Hospital Our Lady's Hospital for Sick Children Mater Misericordiae University Hospital The Children's University Hospital Beaumont Hospital St Vincent's University Hospital	Marlese Dempsey Marlese Dempsey Kevin Cronin Kevin Cronin Brian Kneafsey Sean Carroll
<b>Galway</b>	University College Hospital	Jack Kelly

We would like to thank all the 2020 Workforce Linkpersons. Some of whom have been assisting us since 2010. Without their assistance, this survey would not be possible.

# CONSULTANTS

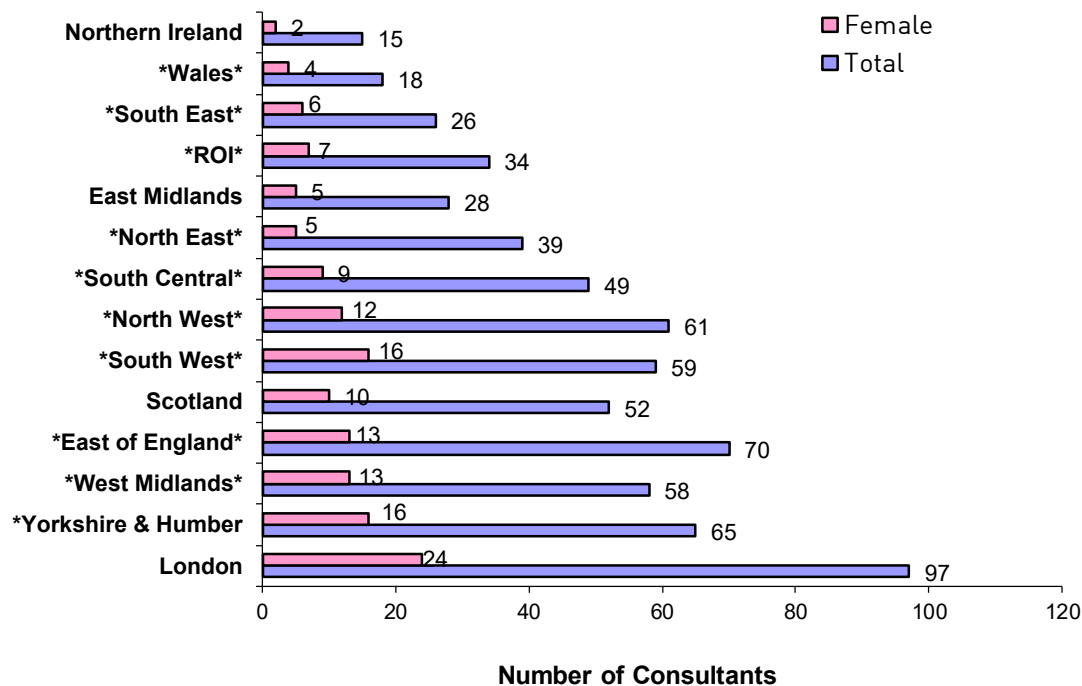
## GENDER BREAKDOWN (Headcount—Substantive Consultants)



- 2020 represents a total of 671 substantive consultants of which 637 are from the UK and 34 are from ROI.
- 21% of 2020 workforce are female. This percentage has remained constant since 2018.
- The Republic of Ireland include 27 Males and 7 Females. This is an increase of 3 posts for the second year in a row.
- The overall number of UK substantive consultants has increased by 19 posts (3%) from 2019.

## GEOGRAPHICAL DISTRIBUTION OF SUBSTANTIVE CONSULTANT POSTS

(Headcount)

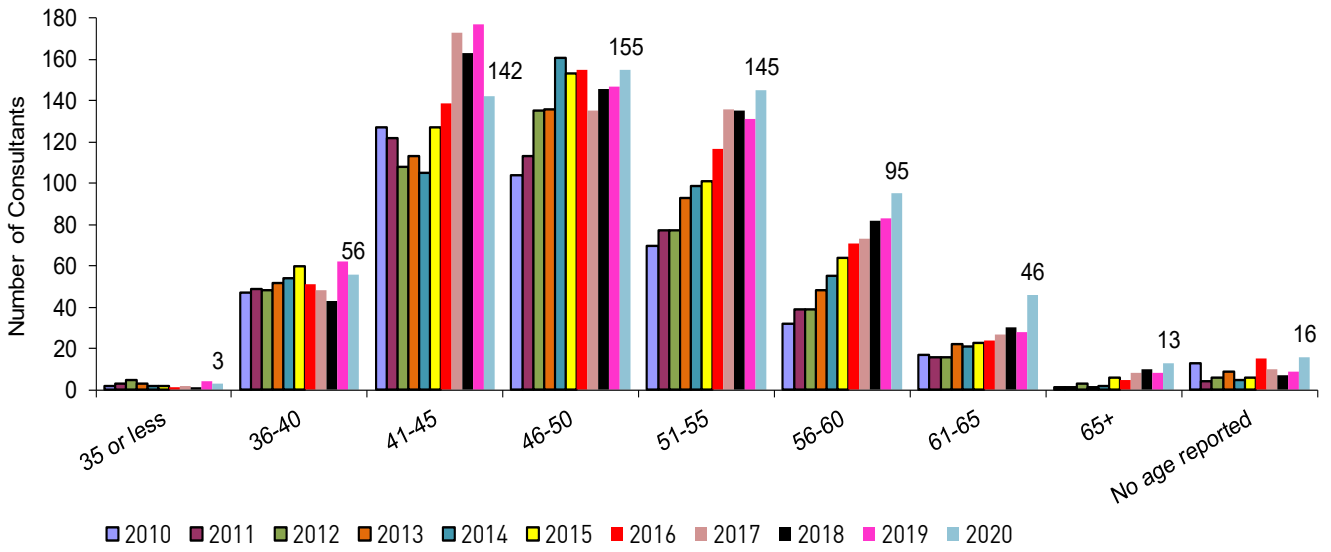


During 2020 the geographical distribution of substantive consultant posts increased in 10 of the regions from 2019 (indicated with \*)

Included in this result are Solo NHS Consultants from the following regions: 2 from South West, 1 from London and 1 from North West.

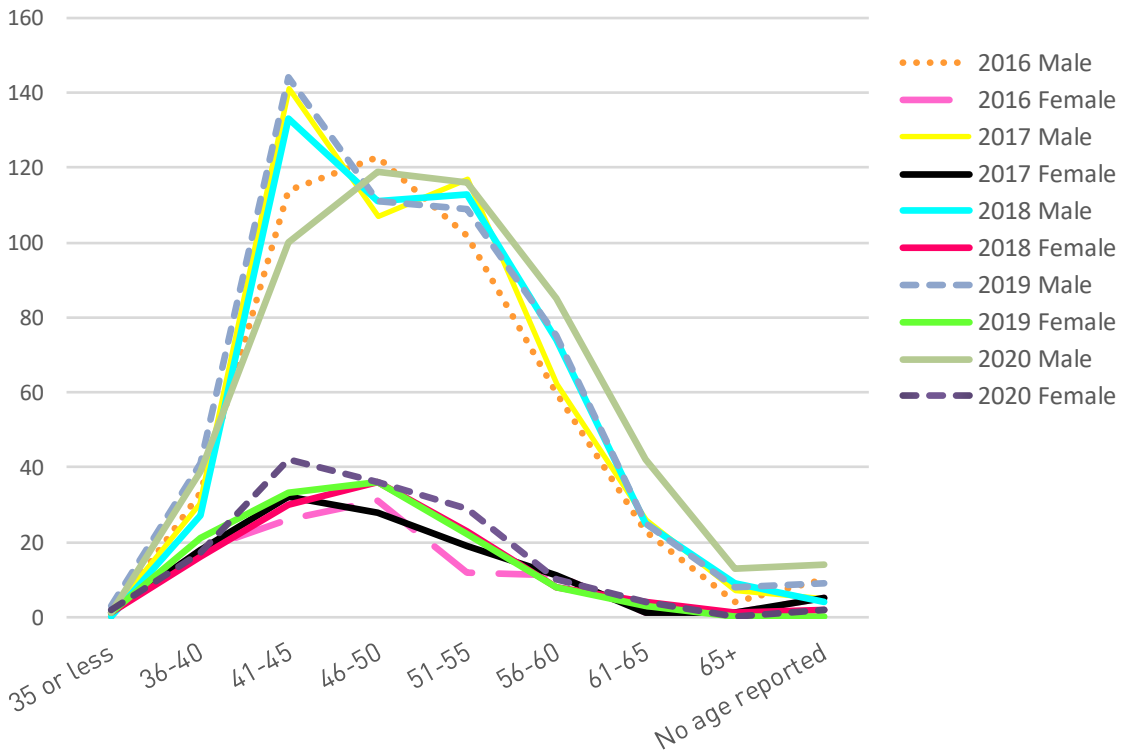
The above does not include any vacant posts.

## AGE ANALYSIS

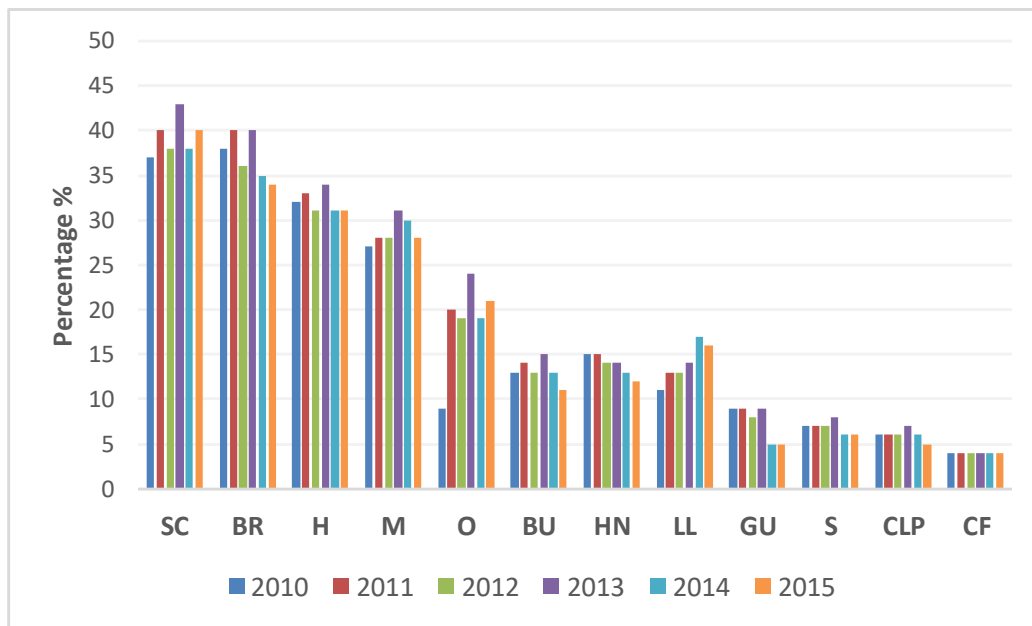


- i • The 46-50 age bracket is now the largest age group for the UK. The 41-45 age bracket had been the largest age group for 2017-2019.
- The 51-55 age bracket continues to have the greatest number of consultants for the ROI whereas in 2018 it was the 41-45 age bracket.
- Interesting to note the 65+ age bracket has increased by 40% from 2019 and is at the highest it has been since the survey began in 2010. Two of these consultants have identified they are working part time.

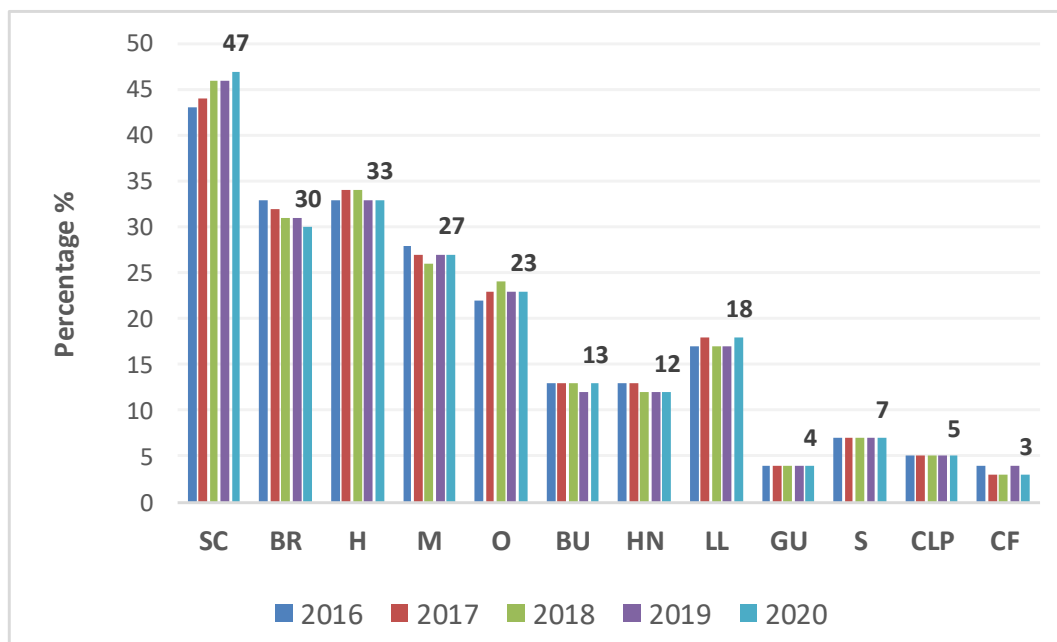
## Age Analysis By Gender



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



## 2016—2020 CONSULTANT SUB-SPECIALTIES - ALL REGIONS (By Percentage)

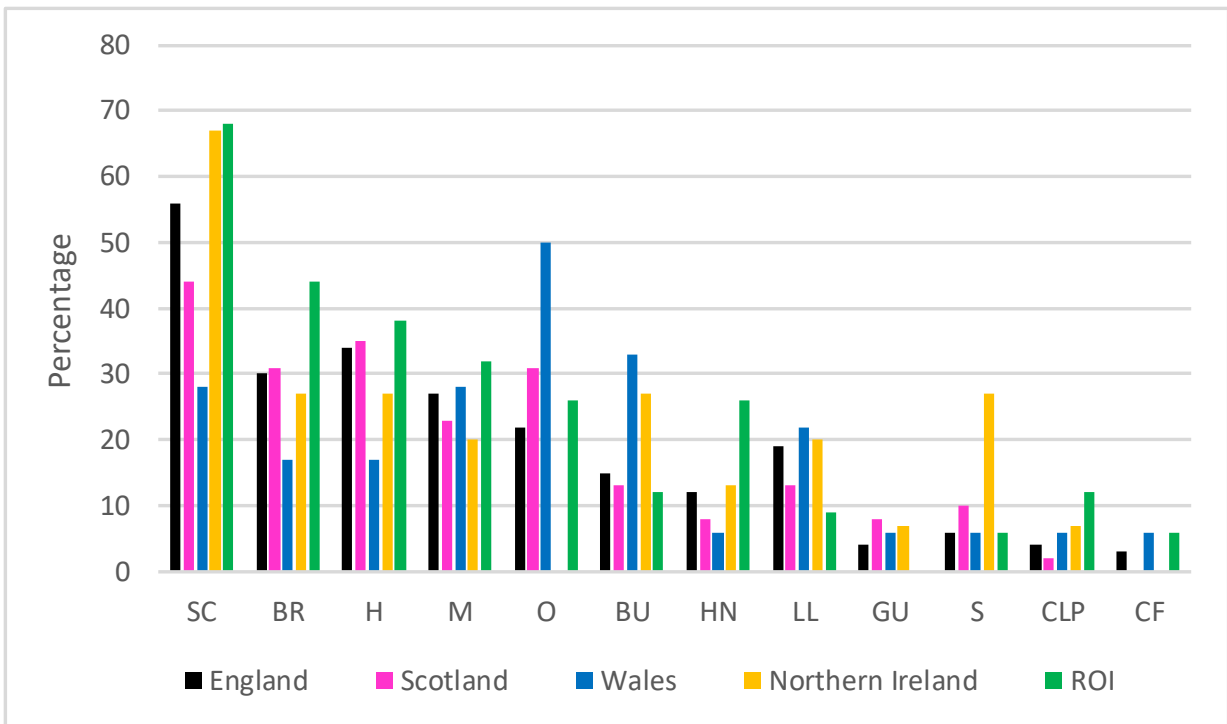


**i** BR=Breast, SC=Skin Cancer, H=Hand Upper Limb, M=Microsurgical Reconstruction HN=Head & Neck, BU=Burns, LL=Lower Limb Trauma, GU=Genitourinary, O=Other, S=Sarcoma, CLP=Cleft Lip & Palate, CF=Craniofacial

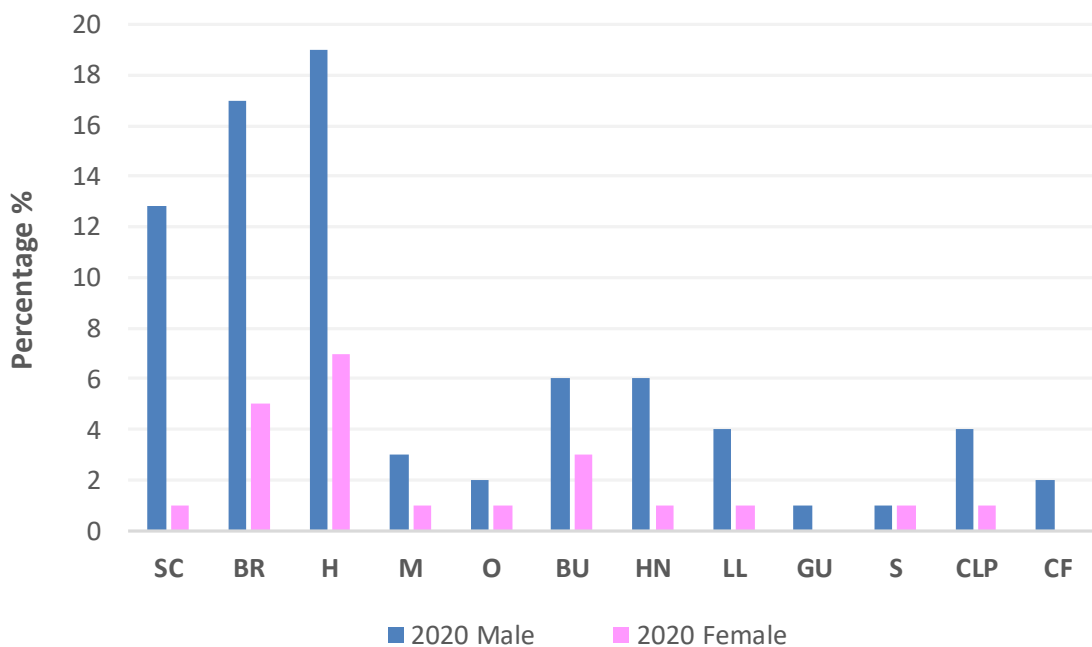
- Each consultant was given the option of listing a maximum of 3 sub-specialty interests.
- Since 2012 Skin Cancer remains the most reported subspecialty interest increasing by 9% since 2014.
- Hand remains the second most reported sub-specialty interest for the fourth year in a row.
- 'Other' includes interests in laser surgery, ear reconstruction, paediatrics, perineal, brachial plexus, nerves, facial reanimation, cosmetic and abdominal wall and accounts for 23% of all sub-specialty interests.



## 2020 CONSULTANT SUB-SPECIALTIES - BY REGION (By Percentage)

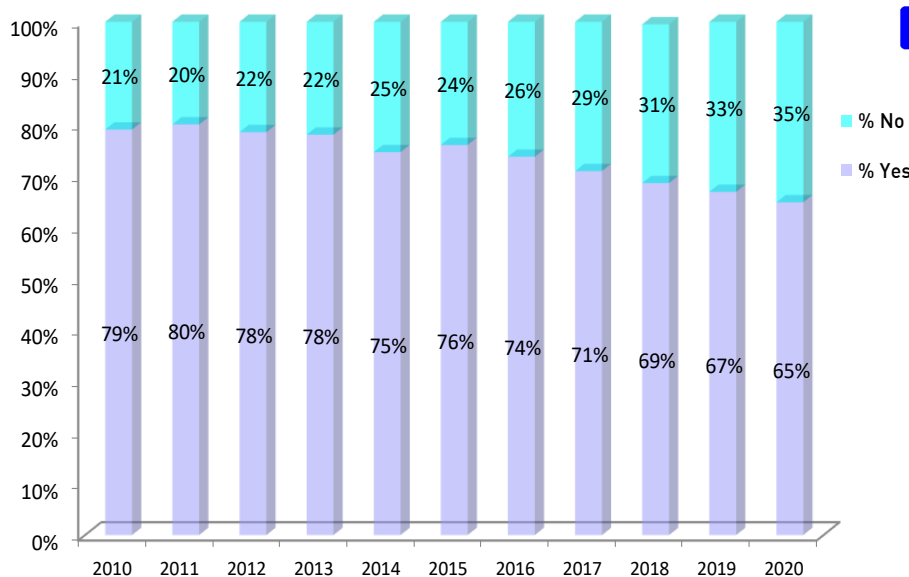


## 2020 CONSULTANT SUB-SPECIALTY—BY GENDER (%)



Based on Consultants 1st sub-specialty only.

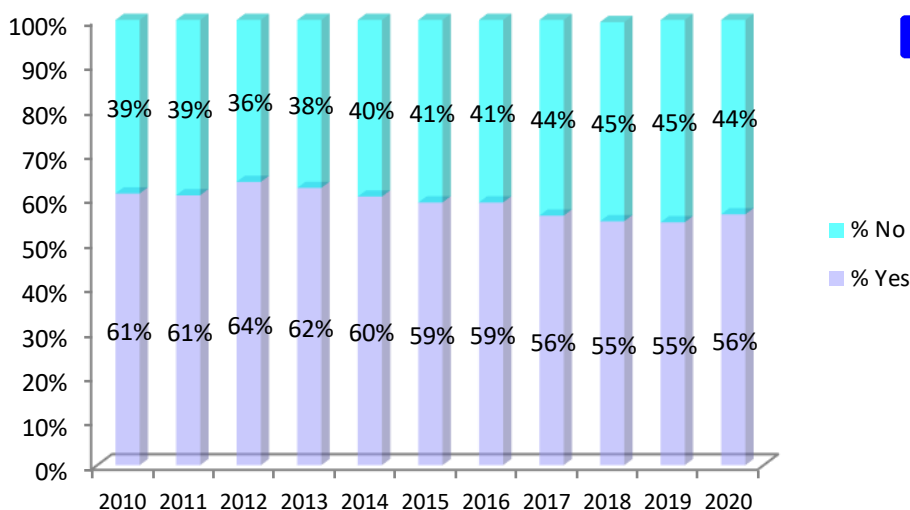
## CONSULTANTS UNDERTAKING PRIVATE PRACTICE



Since 2015, the number of consultants undertaking private practice has fallen each year. Decrease of 11% from 2015.

2010-2012 does not include ROI

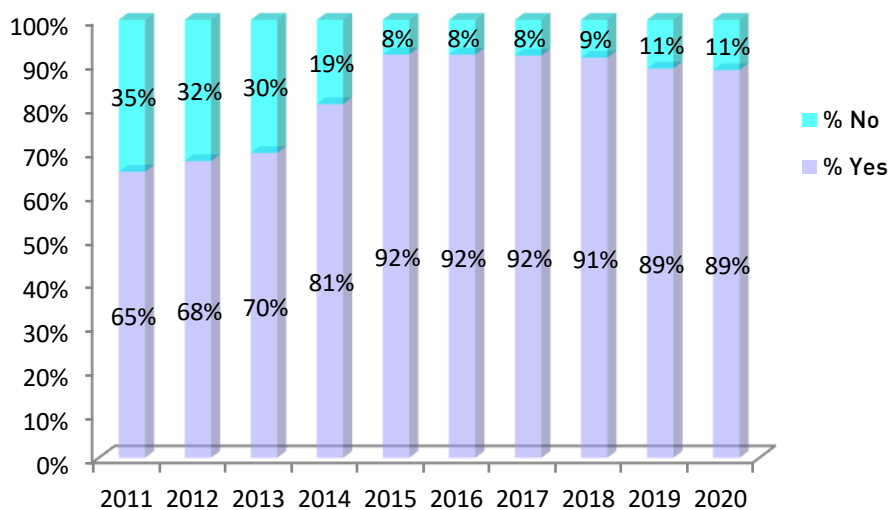
## CONSULTANTS ACTING AS ASSIGNED EDUCATIONAL SUPERVISORS



The number of consultants acting as Assigned Educational Supervisors has remained relatively consistent since 2017.

2010-2013 does not include ROI

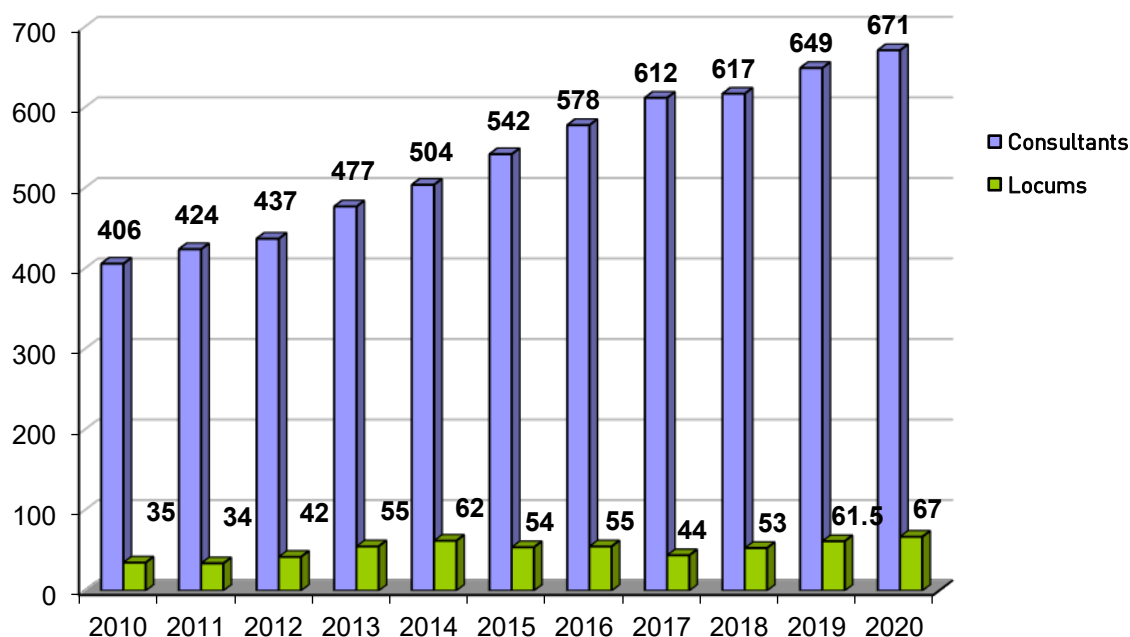
## CONSULTANTS ACTING AS CLINICAL SUPERVISORS



The number of consultants acting as Clinical Supervisors remains unchanged from 2019.

2011-2013 does not include ROI

## CONSULTANTS AND LOCUMS



- i** • The number of UK Locum posts in plastic surgery for 2020 has increased by 5.5 posts from 2019.
- The number of UK Consultant posts in plastic surgery for 2020 increased by 19 posts from 2019.
- 2020 includes 34 consultants and 4 locum posts from ROI. This is an increase of 3 consultants from 2019.

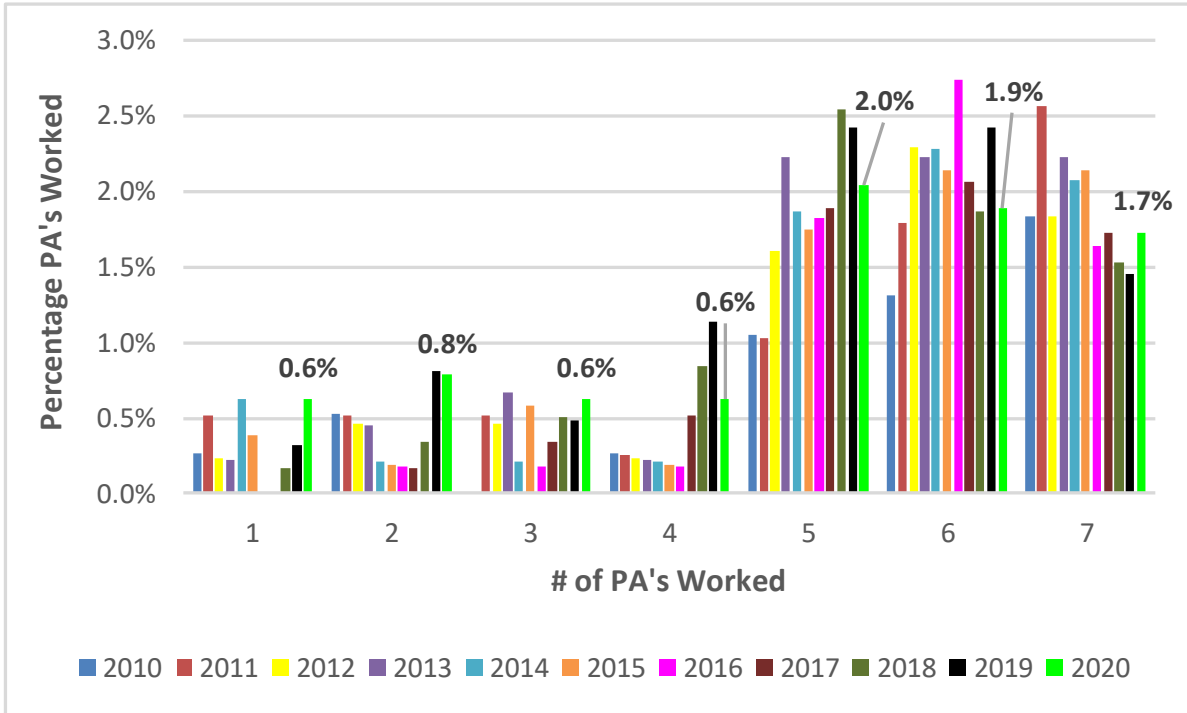
## SUBSTANTIVE AND LOCUM POSTS

(By Region)

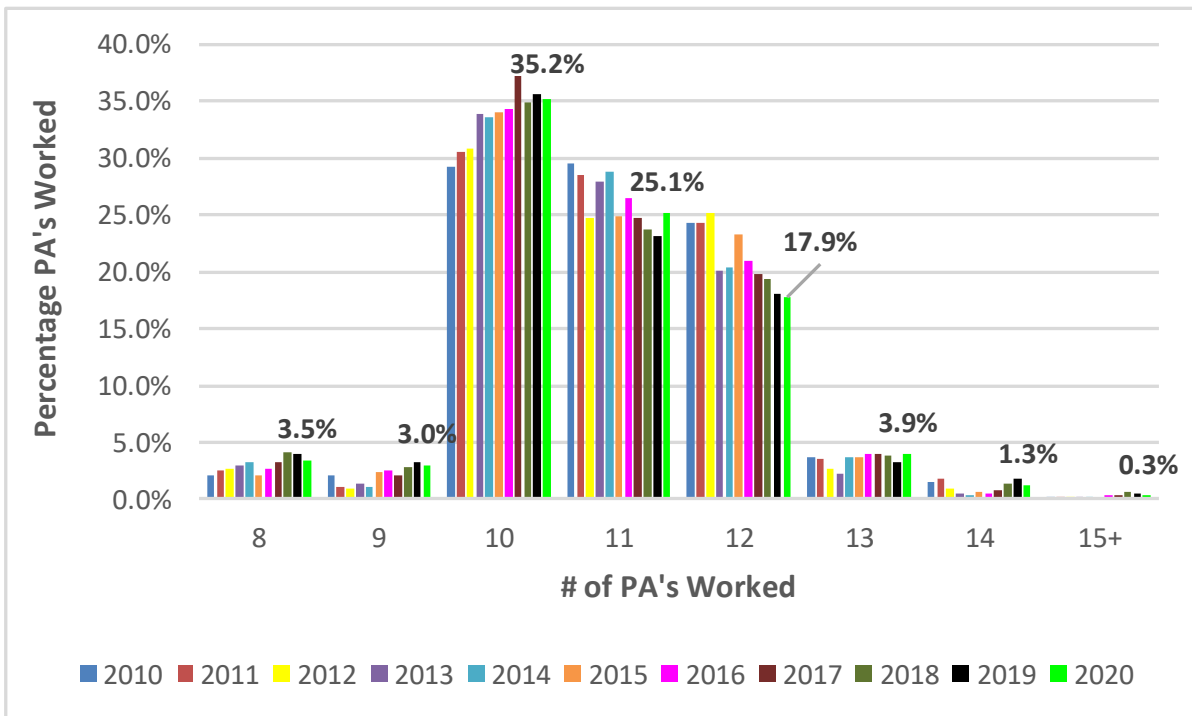
Region	Substantive		Vacancies		NHS		Academic		Military		Locum	
	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020
London	102	98	3	1	98	95	3	1	1	1	12.5	16
Yorkshire & Humber	64	68	1	3	64	65	0	0	0	0	3	4
East of England	65	70	2	0	63	68	1	1	0	1	6	7
Scotland	52	52	1	0	52	52	0	0	0	0	4	2
West Midlands	56	61	2	3	52	53	1	0	3	5	4	2
South West	53	59	0	0	51	58	0	0	2	1	4	6
North West	58	61	0	0	55	58	3	3	0	0	10	13
South Central	46	49	0	0	41	44	2	2	3	3	3	2
North East	36	39	0	1	36	38	0	0	0	0	5	3
South East	24	26	0	0	23	25	0	0	1	1	1	3
East Midlands	28	28	0	0	28	28	0	0	0	0	1	1
Wales	16	18	0	0	15	17	1	1	0	0	4	4
Northern Ireland	15	15	0	0	15	15	0	0	0	0	0	0
Republic of Ireland	31	34	4	1	31	33	0	0	0	0	4	4

- i** • Substantive posts include NHS, Academic, Military and vacant posts
- Of the 13 UK regions, 9 regions increased their number of substantive posts from 2019.

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

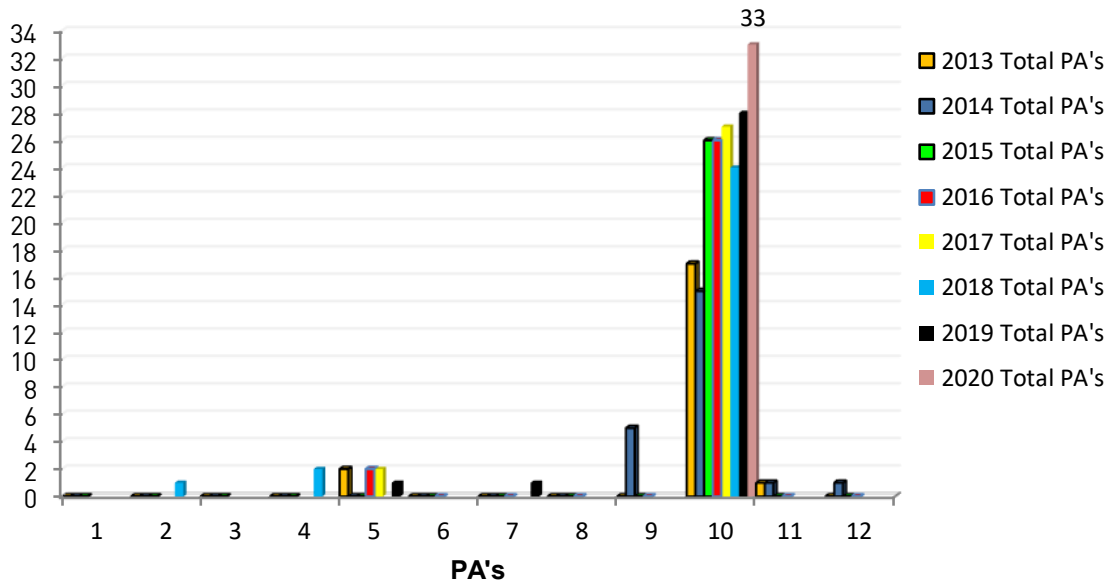


## 8-15+ PA's WORKED BY UK CONSULTANTS (%)



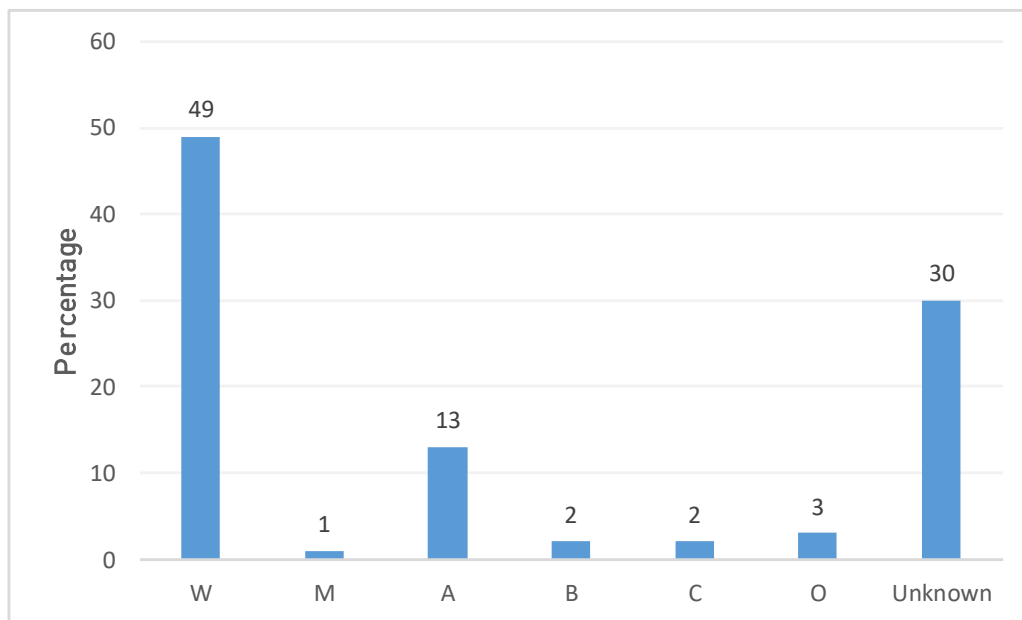
- Overall there has not been any significant changes in the amount of PA's that Consultants have been working since 2018.
- To note there are 53 UK consultants (8%) that are working 7 or less PA's.
- There were 10 UK consultants that did not provide number of PA's worked.
- Above figures include both part time and full time substantive Consultants.

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



**i** For 2020, one consultant did not provide number of PA's worked but did indicate working part time

## 2020 CONSULTANT ETHNIC GROUP (%)



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

This is the first year the survey has asked for Ethnic Group of Consultants. It is important to note that this field was not mandatory and, as a result, 30% of the Consultants did not provide an answer.

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

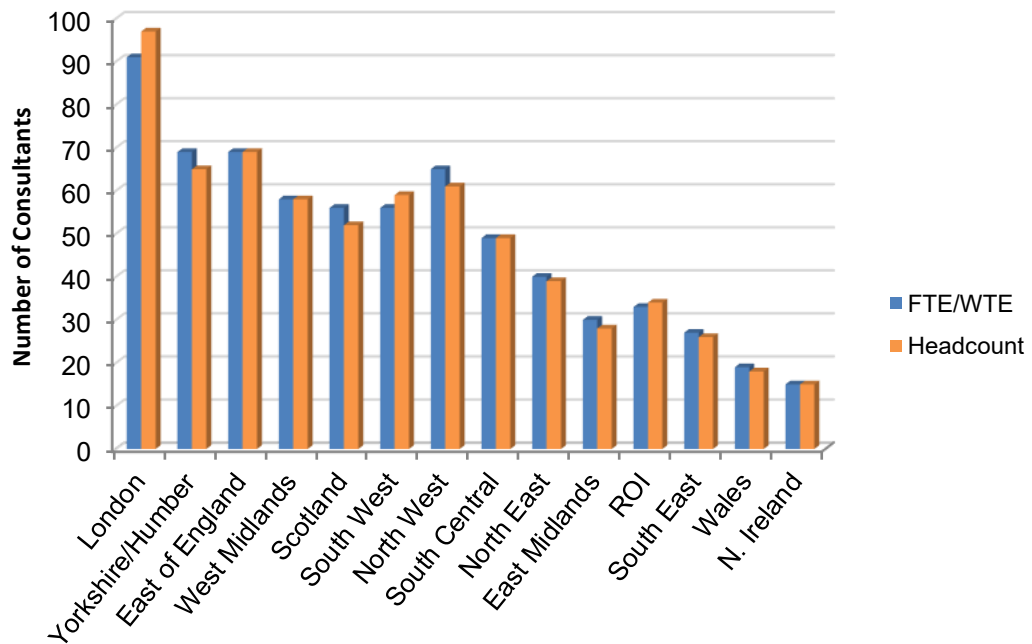
			Further FTE Required							
Region	FTE Req'd for 1:80,000 ratio	Current FTE	2020	2019	2018	2017	2016	2015	2014	2013
North West	89	65	24	28	30	28	34	34	46	49
Republic of Ireland	57	33	24	28	32	29	30	31	35	38
East Midlands	57	30	27	28	28	29	32	32	34	44
South East	52	27	25	26	26	30	31	32	32	32
London	103	91	12	9	15	14	19	23	30.5	36
East of England	73	69	4	6	7	9	12	19	24	38
West Midland	70	58	12	7	21	20	21	22	23	33
South West	66	56	10	15	14	11	16	22	23	26
Wales	38	19	19	20.5	21	21	19	20.5	21.5	21
Scotland	66	56	10	11	15	12	15	15	18	33
South Central	50	49	1	4	5	0	11	10	15	19
N. Ireland	23	15	8	8	10	10	11	12	12	12
Yorkshire & Humber	66	69	0	0	0	1	9	2	6	15
North East	32	40	0	0	0	0	0	11	5.5	9



- *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*
- *Please note there was an error to the Yorkshire and Humber calculations from previous years which has now been corrected.*

## 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
47	1	58	11	63	6	68	3
54	6	59	5	64	3	69	2
55	3	60	3	65	2	70	1
56	4	61	9	66	4	71	1
57	2	62	7	67	1	73	1



- Based on the 2020 workforce survey responses, 76 Consultants, (of which 7 are female and 2 are from ROI), anticipate retiring in the next five years. It is important to note that there was no obligation to answer this question.
- 16 Consultants that anticipate retiring within the next five years are currently working Part time
- For the purpose of the above chart, current age of one respondent was unknown.

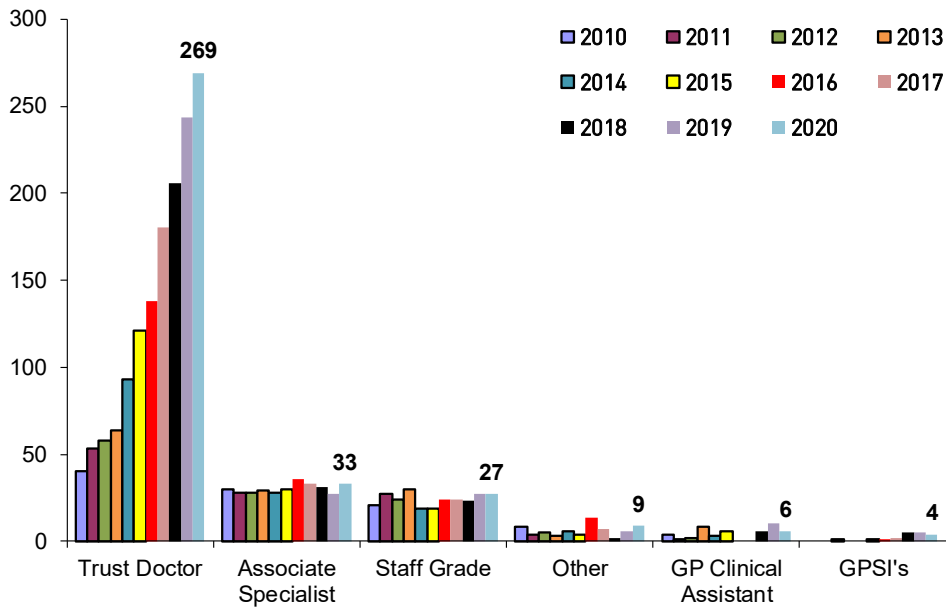
Number of Consultants 60 and over during the next 5 years, assuming zero retirements is:

2021 — 83 Consultants  
2022 — 106 Consultants  
2023 — 126 Consultants

2024 — 153 Consultants  
2025 — 176 Consultants

## SPECIALTY DOCTORS

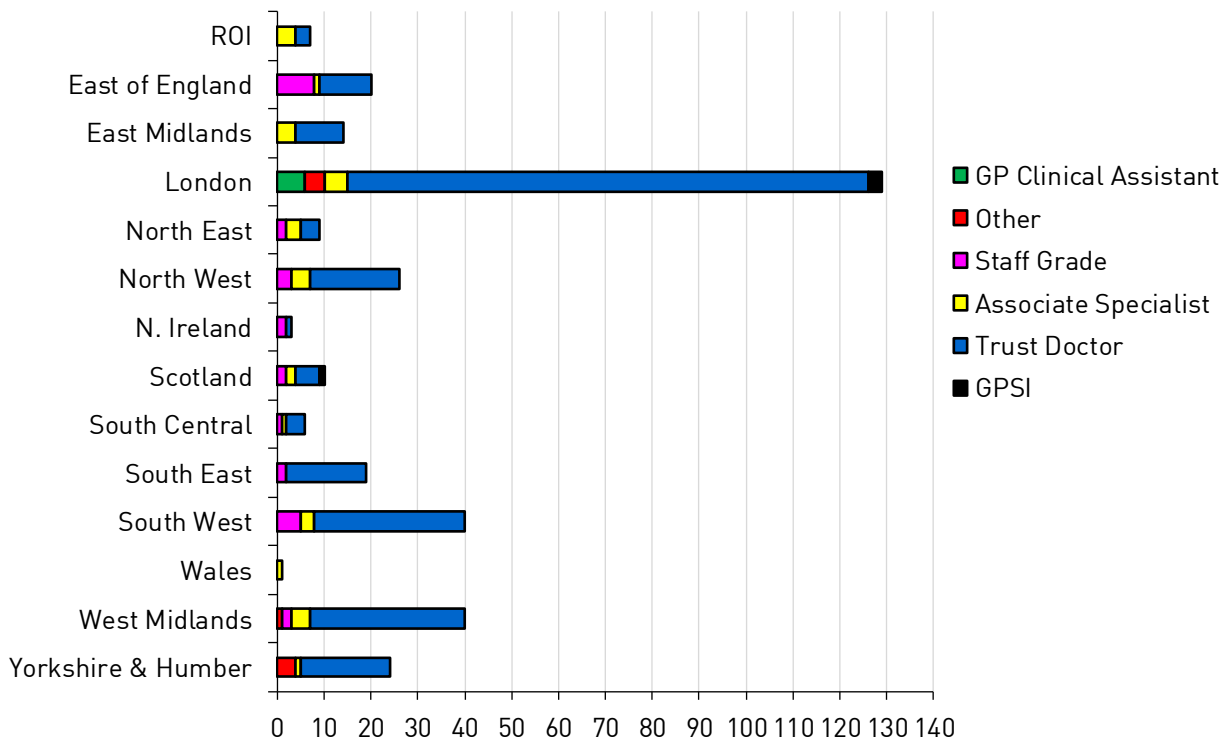
(By Category)



- The number of Specialty Doctors has increased from 319 to 348 in 2020. This represents an increase of 8% and has more than tripled since 2010.
- Vacancies during 2020: 7 Trust Doctors
- One Associate Specialist is working Part Time/Flexible
- Two 'Other' are 1/2 time Clinical and 1/2 time Research
- ROI = 4 Associate Specialists and 3 Staff Grade.
- 'Other' includes: SNAP's and ANP.

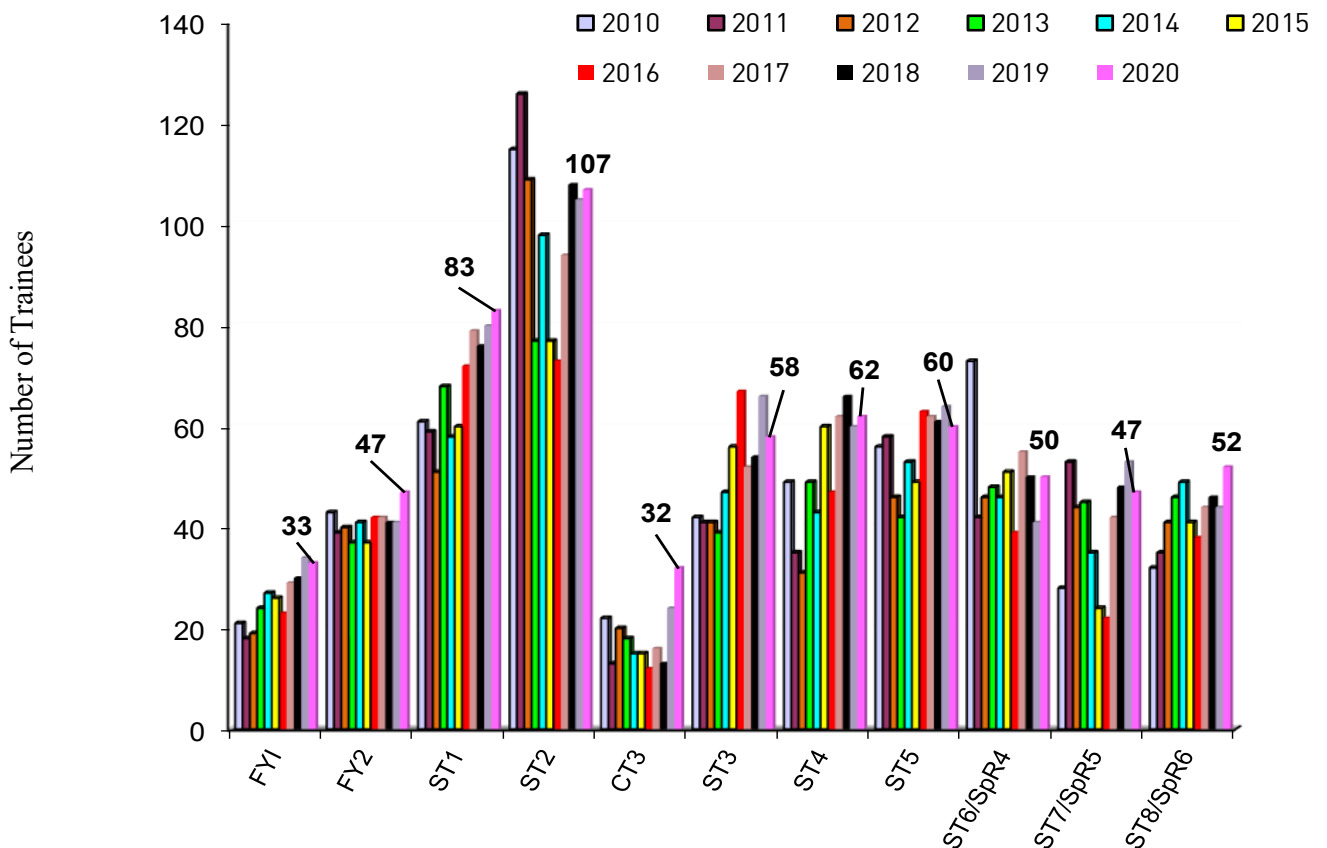
## SPECIALTY DOCTORS

(By Region)





# TRAINEES



- One ST1 is interested in Emergency Medicine.
- One ST2 is filled by Trust Doctor and 2 are filled by CT Trainees.
- One ST5 is a military trainee.
- One ST7 is an academic trainee.
- Of the 631 Trainees, 59 are from ROI

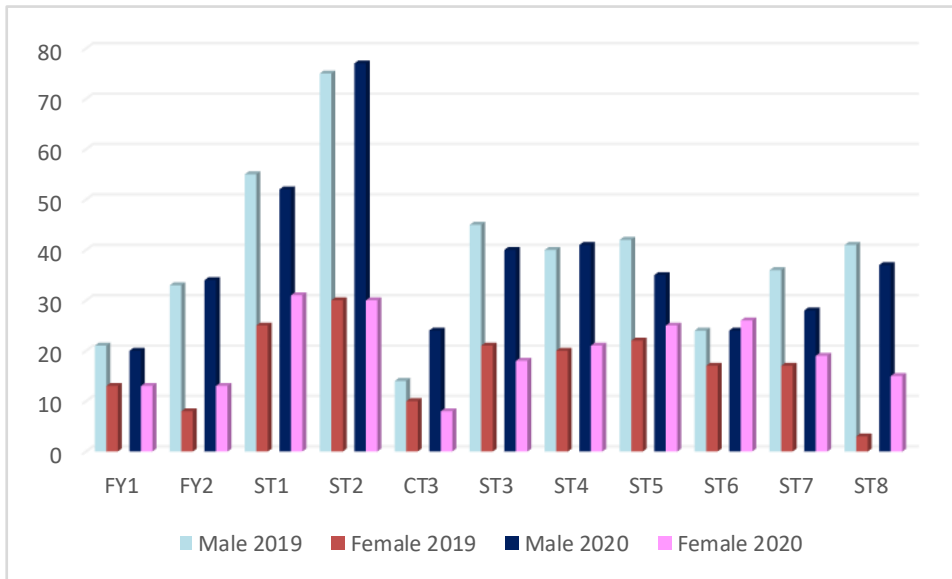
## TRAINEE VACANCIES

	Vacancy	Vacancy Duration	Vacancy	Vacancy Duration
ST1	2*	Ongoing	1	6 months
ST2	1	4 months	4*	Ongoing
CT3	1	4 months		
ST3	1	Ongoing	2	6 months
ST4	1	Ongoing	1	12 months
ST5	1	Mat Leave	1	Long Term Sickness
ST7	1	Mat Leave		



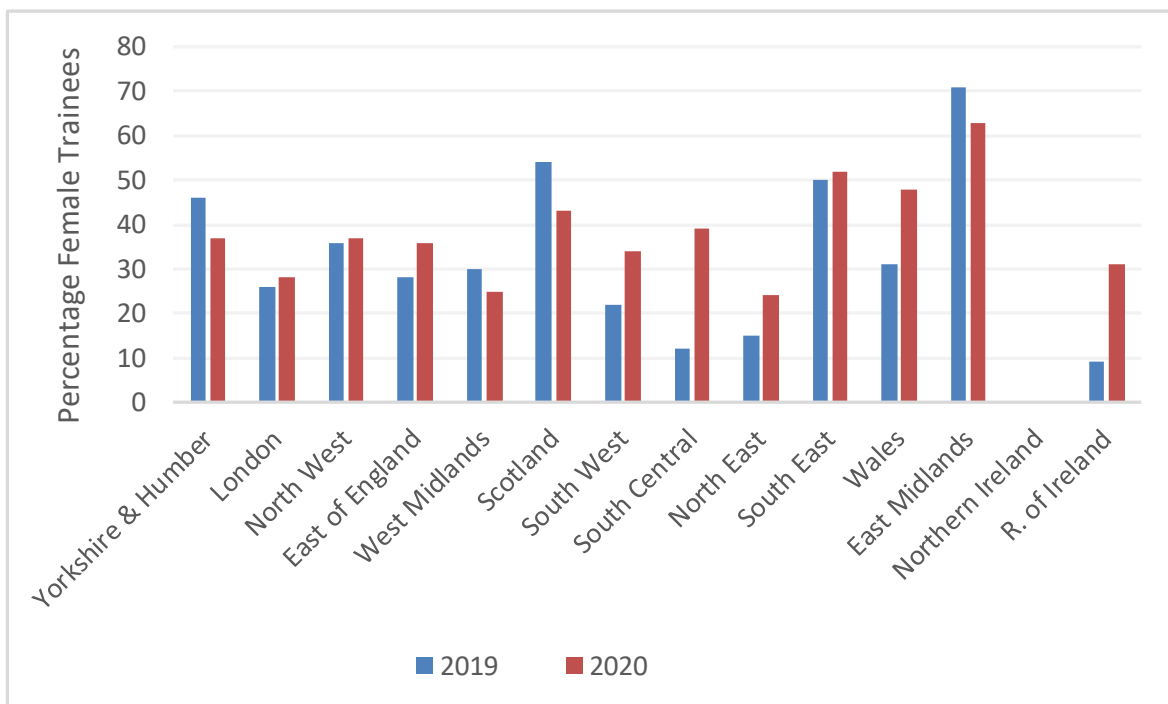
The above tracked the number of trainee vacancies and the length of time of each vacancy.  
 \*One ST1 and Two ST2's are permanently vacant (continuous Locums)

## TRAINEES BY GENDER



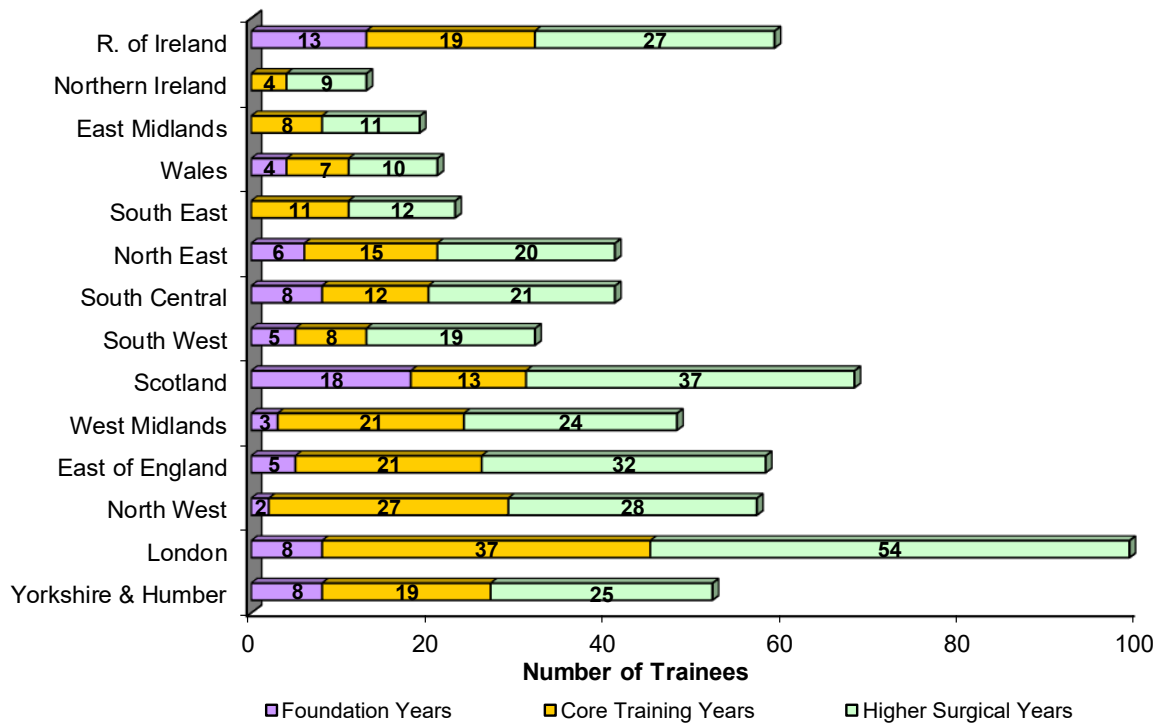
*This is the second year that the survey has asked for trainee gender.*

## FEMALE TRAINEES BY REGION (%)



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

## BY REGION



## PLASTIC SURGERY TRAINEES WORKING LESS THAN FULL TIME

FY2	1 @ 60% LTFT		
ST4	1 @ 80% LTFT		
ST5	1 @ 80% LTFT		
ST7	3 @ 60% LTFT	1 @ 70% LTFT	1 @ 80% LTFT

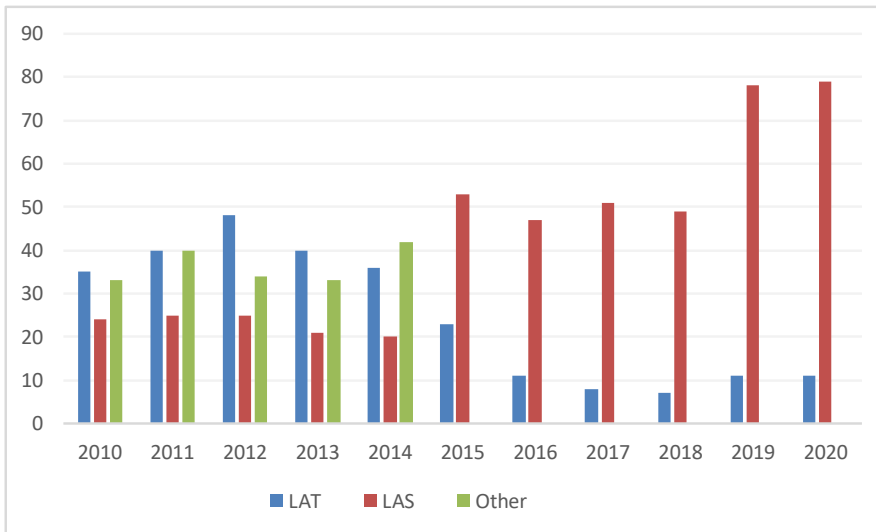
## PLASTIC SURGERY TRAINEES IN TIG POSTS

Specialty	Plastic Trainees in Post									
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Breast Oncoplastics	3	0	2	0	3	3	4	2	4	1
Cleft Lip & Palate	0	1	1	1	1	2		1	3	2
Cosmetic Reconstructive	4	8	16	11	8	11	10	3	9	
Hand	5	4	5	8	6	4	5	2	6	7
Head & Neck Oncology	1	0	1	1	1	1		2	2	2
Reconstructive Trauma Surgery	0	2	4	1	2	3	2			
Therapeutic Use of Lasers			1	2	3	2	2	1	2	
Mgmnt of Skin Cancer (pilot)				3	3	3	3	3	2	



For 2020 there were 14 Plastics trainees who started their TIG fellowships. This is an increase of 2 posts from 2019. Unfortunately a breakdown of specialties was not available. TIG Post figures kindly provided by Plastic Surgery SAC

## TOTAL NUMBER OF LAT/LAS POSTS



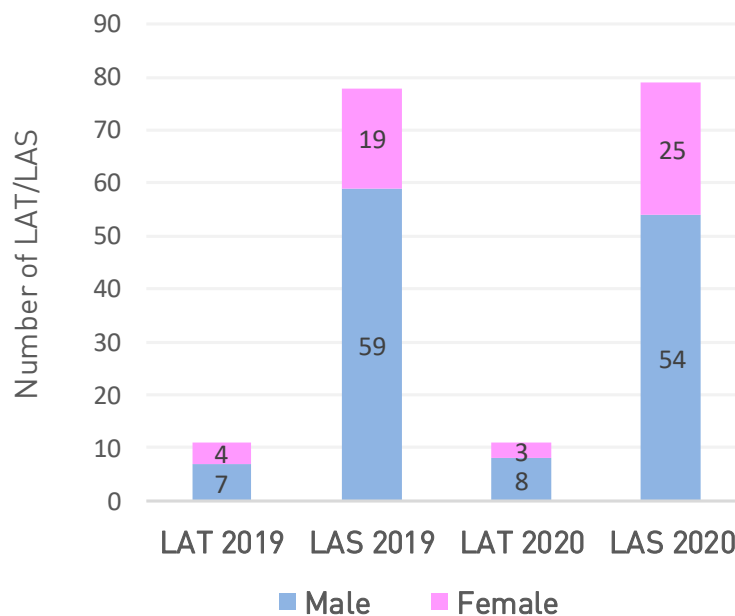
LAT = Locum Appointment for Training  
LAS = Locum Appointment for Service

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



- The number of LAT and LAS posts have remained consistent from 2019.
- Some LAS posts occupied by Trust Grade Registrars, StR's, CT2's and 1 Trauma Fellow.
- One LAS post is vacant due to maternity leave and two are not part of the training programme.
- One LAS @ 50% LTFT and 1 @ 40% LTFT.
- Four LAT's are Trust Grade Registrars.
- The last time 'Other' was reported was in 2104.

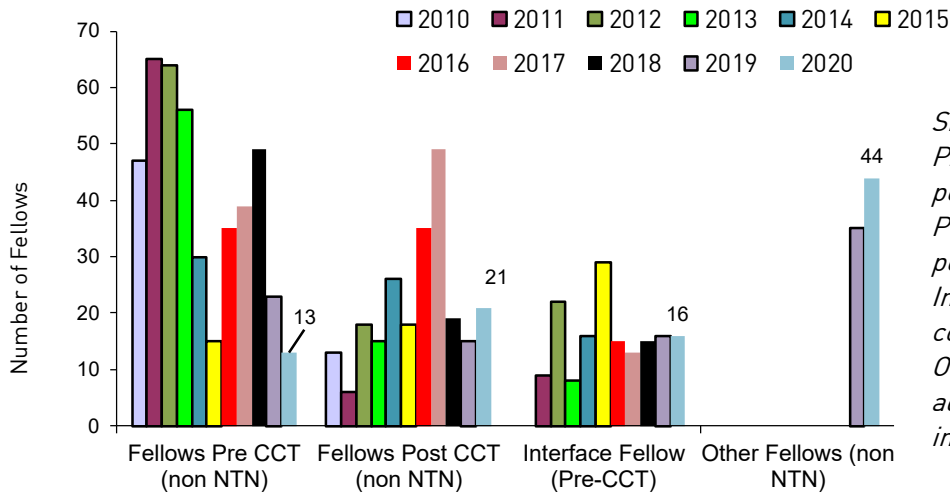
## LAT/LAS POSTS BY GENDER



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

Both years have remained consistent in regards to total number of posts, however, male/female breakdown has slightly changed.

## TOTAL NUMBER OF SENIOR/PERI CCT FELLOWS



Since 2019:

Pre CCT (Non NTN) - decreased by 10 posts

Post CCT (non NTN) - increased by 6 posts

Interface Fellows (Pre CCT) remained consistent

Other Fellows (non NTN) was a newly added category for 2019 and has increased by 9 posts.



2020 Non NTN Pre-CCT Fellows include:

Research, Burns, Microsurgery, Plastics, Hand, Overseas and Orthopaedic

2020 Non NTN Post-CCT Fellows include:

Microsurgery, Trust Doctor, Skin, ITF, MTL and Hand Fellow

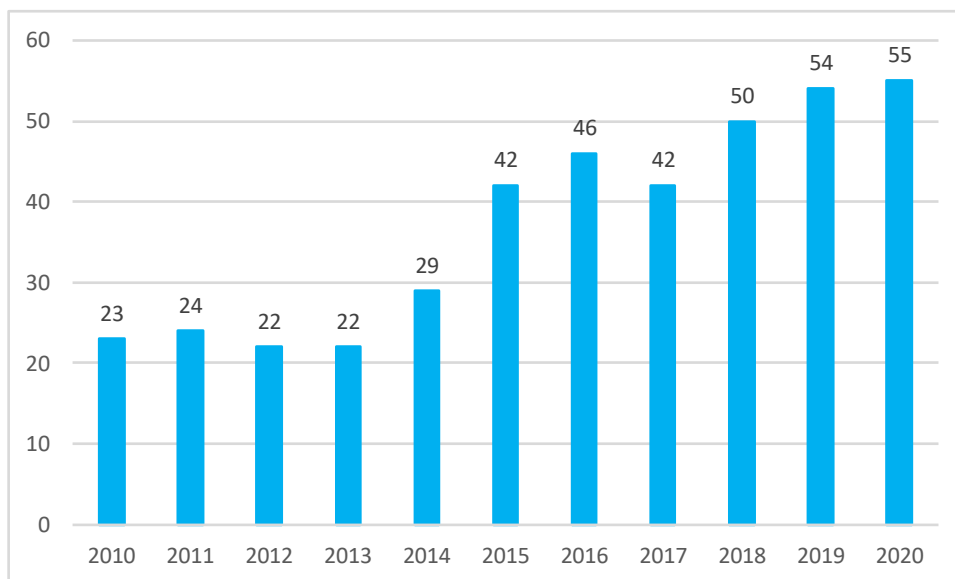
2020 Interface Fellows Pre-CCT include:

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

2020 Other Fellow (non NTN) include:

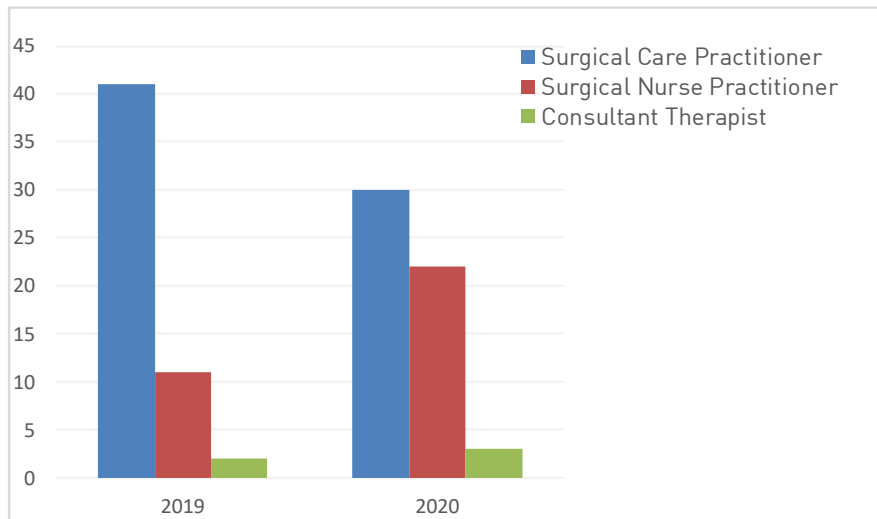
Sr Clinical and Clinical Research

## TOTAL NUMBER OF ALLIED HEALTH PROFESSIONALS



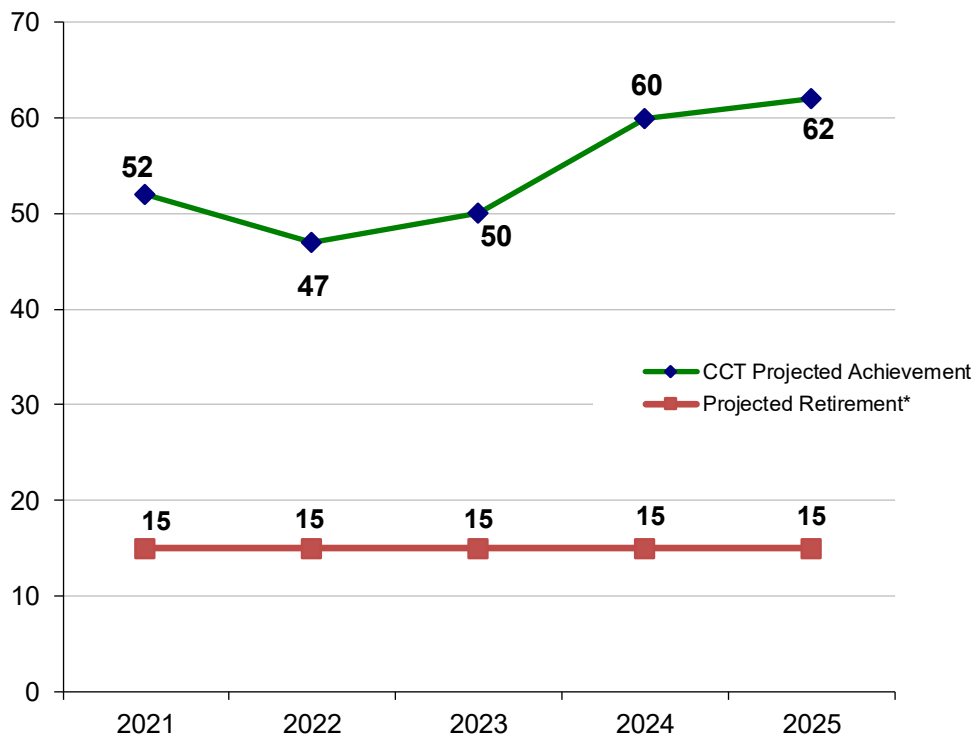
- This represents Surgical Care Practitioners, Surgical Nurse Practitioners and Consultant Therapists that are allowed to operate or suture.
- Allied Health Professionals have been identified in all of the Regions of the UK and ROI.

## WHO ARE THE ALLIED HEALTH PROFESSIONALS?



- This is the second year a breakdown of Allied Health Professionals has been identified.
- One Consultant Therapist is a Physician Assistant
- One SCP is shared with General Surgery
- One SNP for Dressing Clinics only; One is Specialist Breast Reconstruction Nurse and 1 is an ANP.

## WILL A TRAINEE GET A CONSULTANT JOB?



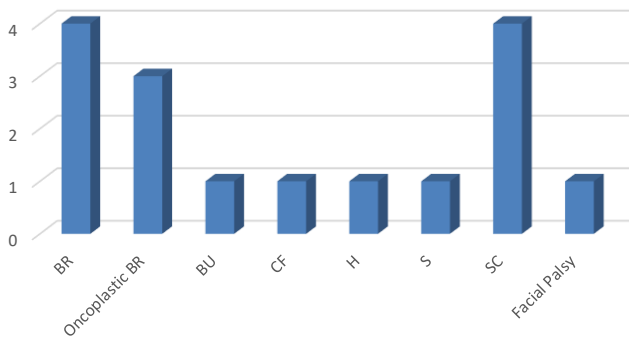
\*Projected retirement based on replies from 2020 Workforce Survey (76 retirements over next five years)



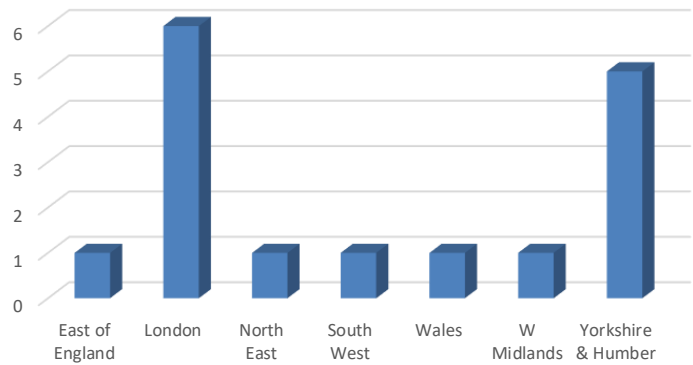
Based on information provided by JCST: In 2020, 54 trainees in the UK and 5 in Republic of Ireland were recommended for their certificates. This is an increase of 18 UK trainees from 2019. The Republic of Ireland trainees increased by 2 since 2019.

## 2020 SUBSTANTIVE CONSULTANT PLASTIC POSTS ADVERTISED IN NHS JOBS

2020 - 16 Posts

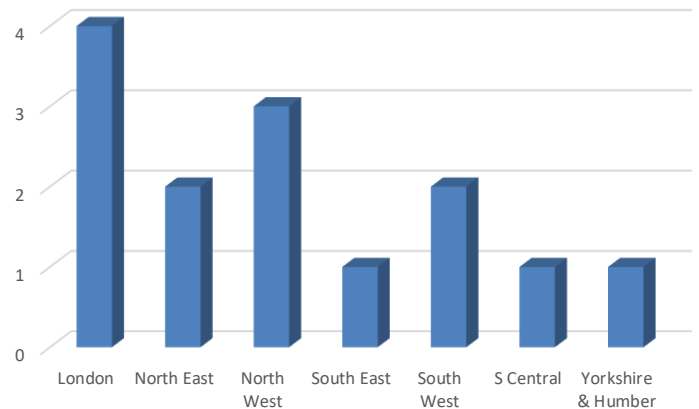
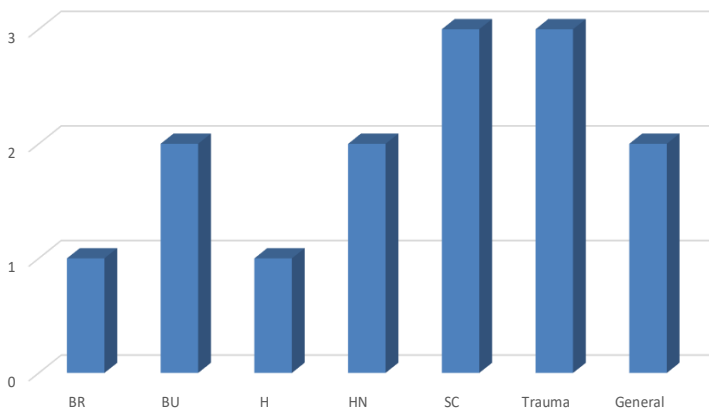


2020



## 2020 LOCUM CONSULTANT PLASTIC POSTS ADVERTISED IN NHS JOBS

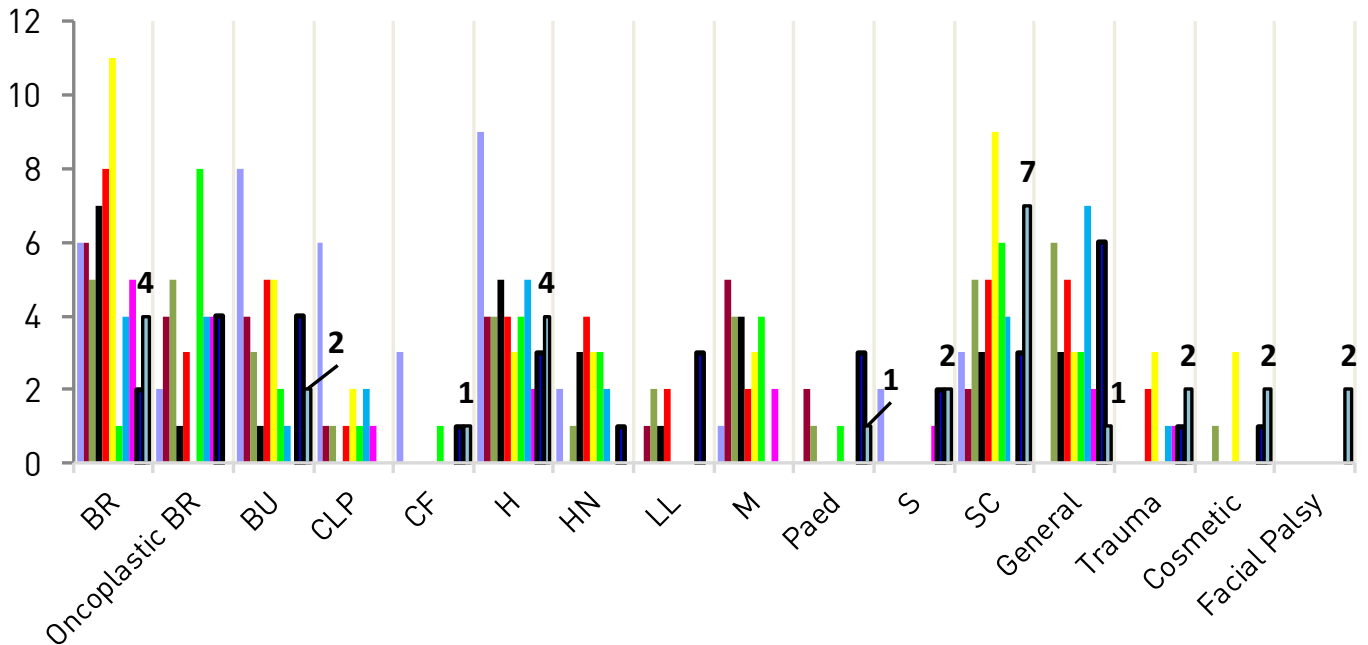
2020 - 14 Posts



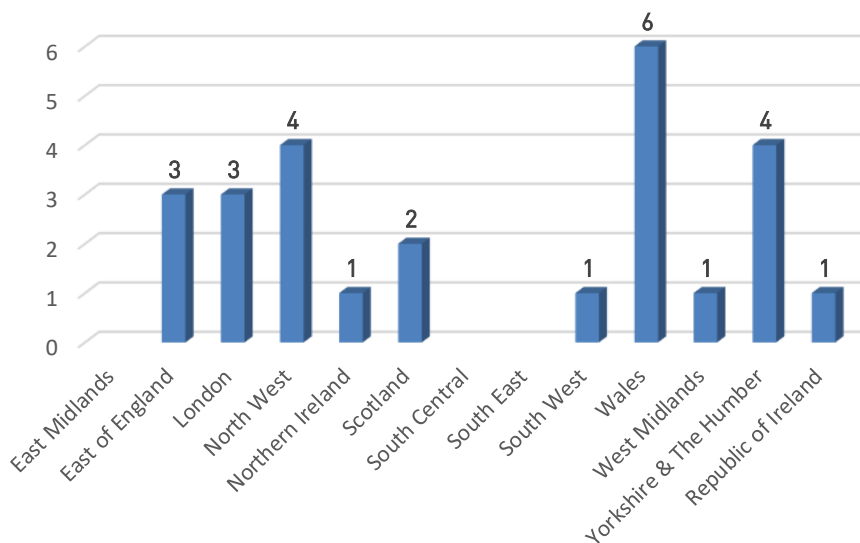
- *This is the first year NHS Jobs have been tracked beginning from July 2020.*
- *Some of these jobs may also have been advertised in British Medical Journal.*

## SUBSTANTIVE CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL

■ 2010 - 33 Posts  
 ■ 2011 - 29 Posts  
 ■ 2012 - 38 Posts  
 ■ 2013 - 28 Posts  
 ■ 2014 - 41 Posts  
 ■ 2015 - 45 Posts  
■ 2016 - 34 Posts  
 ■ 2017 - 30 Posts  
 ■ 2018 - 18 Posts  
 ■ 2019 - 34 Posts  
 ■ 2020 - 28 Posts



## WHERE ARE THE 2020 SUBSTANTIVE CONSULTANT PLASTIC POSTS AS ADVERTISED IN BRITISH MEDICAL JOURNAL



**Note:** 2 posts are missing from the above graph as they were advertised through Employment Agencies and specified the positions were available across the UK. Both of these posts were for the Cosmetic subspecialty.



# 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.

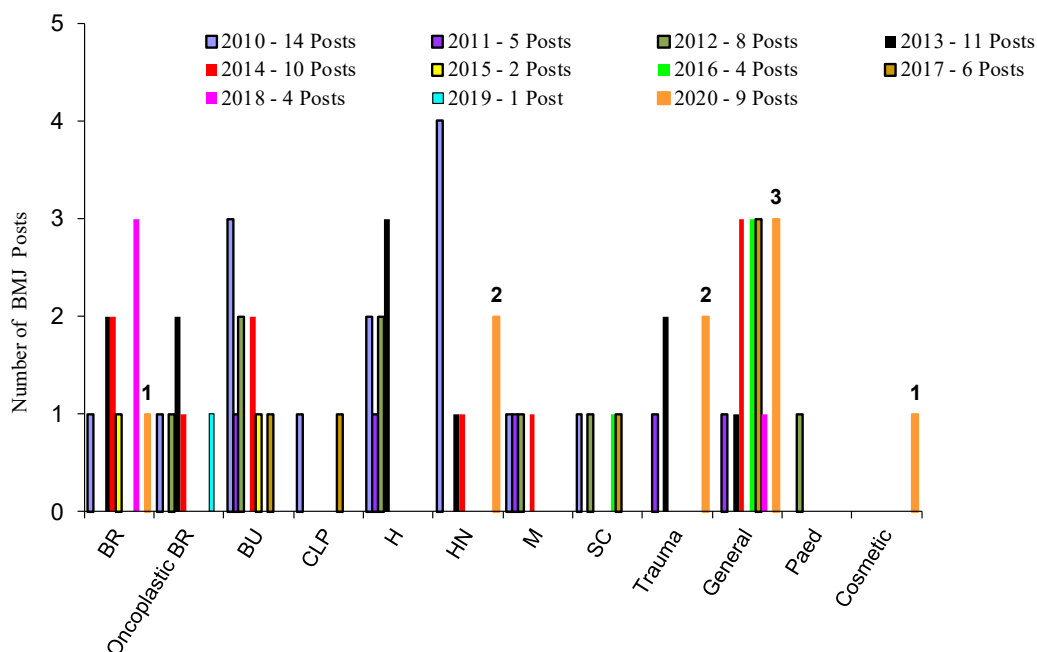
2020

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

Based on 2020 survey responses, there are 47 posts (45 in UK; 2 in ROI) that are likely to be advertised and 40  
posts (37 in UK; 3 in ROI) that will be advertised during 2021.

## LOCUM CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL



**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

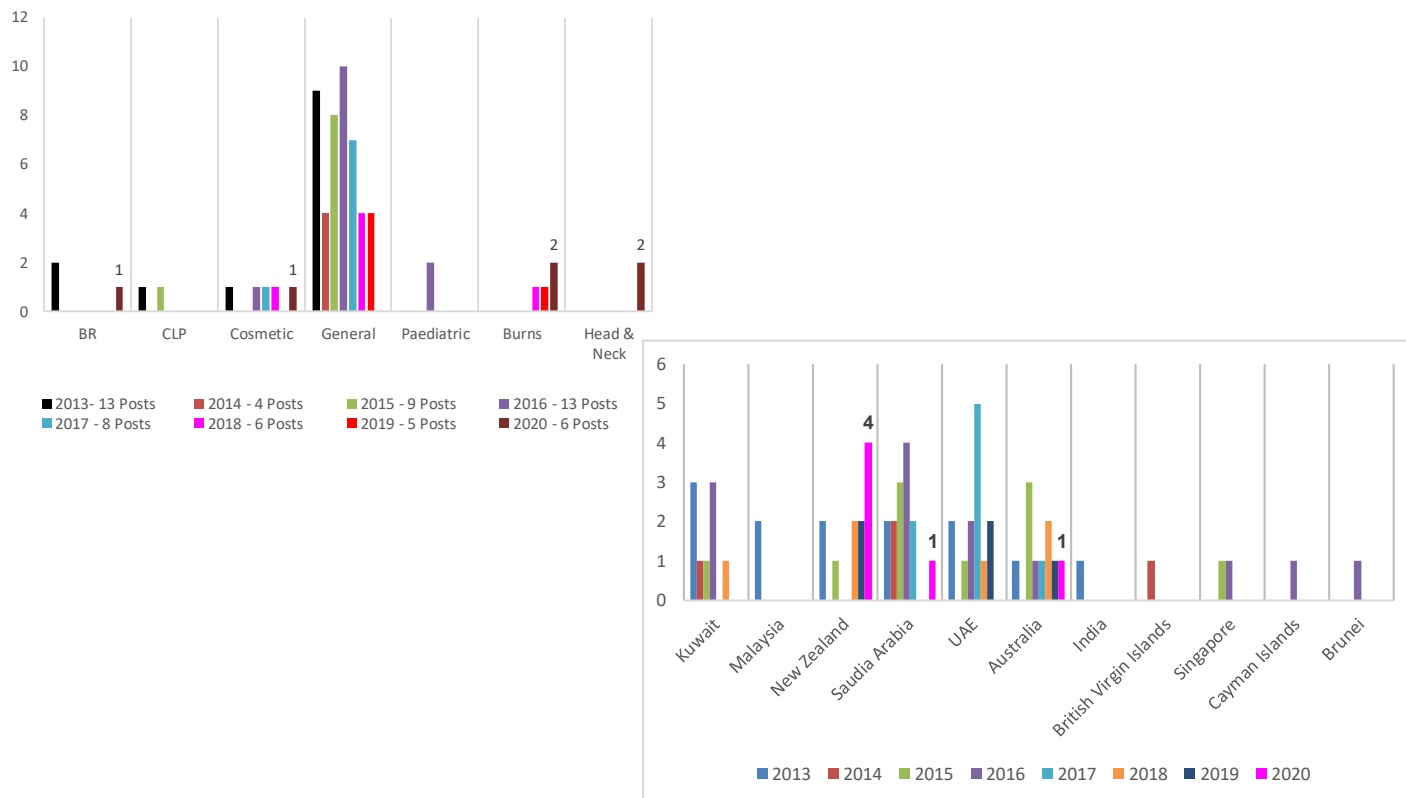
**2017**—6 Locum Posts were advertised for 2017 which is an increase of two posts from 2016. (Two posts were for Republic of Ireland). Three posts were Full Time; one for a time period of 2 months; one for a period of 6 months and one for a period of 12 months

**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; one for a 6 month fixed term) This is the first time that a 'Cosmetic' Locum post has been advertised since tracking BMJ Jobs.

## INTERNATIONAL CONSULTANT PLASTIC POSTS ADVERTISED IN BRITISH MEDICAL JOURNAL



**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**—International 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**—Number of 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**—Number of 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**—Number of International Consultant Plastic Surgeon posts decreased by 38% from 2016. The International posts were primarily located in the Middle East. Seven posts were full time and 1 post was for a time period of 2 years

**2018** - Number of International Consultant Plastic Surgeon posts decreased by 25% from 2017. More than half the jobs were located in Australasia. Five posts were full time and 1 post was part time.

**2019**—Number of International Consultant Plastic Surgeon posts decreased by one post from 2018. 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**—Number of International Consultant Plastic Surgeon posts increased by one post from 2019. Since 2018, the majority of the jobs were 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.

APPENDIX (The 2 pages of the Survey form that were sent to the Link Persons)

**Form A: Consultants and Speciality Doctors: Substantive/Locum Plastic Surgery  
Consultants and Speciality Doctors in post on 31st December 2020**

Hospital Name	
Region	

Link person	
Tel	
Mobile	
Email	

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

Please enter totals for:

<b>Consultants</b>			
Total number of substantive posts			
NHS	Academic	Military	
Total number of Locum posts			
Total Vacancies as of 31st Dec 2020			
How many new consultant posts will be advertised in 2021?			
How many new consultant post are likely to be advertised in 2021?			

<b>Specialty Doctor</b>	<b>Total</b>	<b>Total PA's</b>	<b>Any Vacant?</b>
Staff Grade			
Associate Specialist			
Trust Dr (reg equivalent/SHO)			
GP Clinical Assistant			
GPSI's			
Other			

<b>NOTES:</b>

Only include NHS PA's

Consultant	Gender (M/F)	Year of Birth (yyyy)	New Contract Total NHS PA's	Old Contract Contract type? FT, MPT, PT	Assigned Educational Supervisor?	Clinical Supervisor Yes of 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												
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10												
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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

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



The survey form for 2020 was altered to include the Ethnic Group of the Consultants and to track less than full time percentage worked for Trainees.

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

## APPENDIX (con't)

### Form B: Trainees - Higher surgical Trainees/Fellows and all other posts (not already included on Form A). Status at each grade on 31st December 2020

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 Speciality
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

All data collected will be kept anonymised. Results will be used to generate annual census only

## SUMMARY

In another remarkably difficult year for us all, I would like to personally thank all members of our specialty for providing their information to this survey. It remains incredible that once again we have achieved a 100% response from Units across the UK and Republic of Ireland, a record we should be proud of ever since the inception of the survey in 2010.

The survey provides significant insights into our daily professional lives and provides remarkable power and credibility when negotiating with local, regional and national authorities with respect to workforce planning, unlike any other surgical specialty. Furthermore, as each year passes, we can start to see the impact of political, sociocultural, and demographic changes on our specialty which we could not do otherwise as a single snapshot.

There continues to be Consultant expansion with 3.4% expansion in total numbers up to 671 Consultants with the proportion of female Consultants also increasing once again, albeit slowly to 21.1% of the Consultant Workforce. The vast majority of regions creeping closer towards BAPRAS's wish of 1 consultant per 80K of population.

It is the first year that we have obtained data on the ethnicity of our specialty that is done so to provide transparency to those who regulate us and our partners in healthcare provision and education. Likewise, the data should provide reassurance to our specialty in coming years that its members reflect the diversity of the community from which they are drawn.

The majority of work contributed to by Consultants remains Skin Cancer, Hand Surgery and Breast Surgery. All the other smaller sub-specialties remain relatively static but interestingly there appears to be an increasing workforce related to Skin Cancer and a decreasing workforce devoted to Breast Surgery which perhaps is something the relevant SIG's and Council should be aware.

There continues to be a slow but steady decline in the proportion of Consultants undertaking cosmetic private practice with now 35% of all Consultants in our specialty undertaking no such practice, a drop of 13% in 7 years. Whilst we may all add conjecture as to why this is occurring, no such formal study has looked at this issue. Perhaps now is the time to do so, as otherwise we risk a public health crisis as those patients who wish to access such surgery may find it increasingly hard to find an appropriately trained surgeon.

There is no meaningful sign as yet of Consultants significantly changing their working patterns with respect to PA's worked as was suggested following previous pension changes but only time will tell if the Covid pandemic will have some effect as Consultants reflect on their careers. Accordingly, in coming years it will be insightful to see what happens to this issue as Baby Boomers retire and are replaced by Generation Y who are said to place a greater emphasis on work-life balance.

Continued.....

## SUMMARY (con't)

Looking to the medium and long term over the next decade, there is a potential looming workforce crisis. This survey clearly demonstrates over the years an expanding Consultant workforce but with no similar increase in training numbers. At some point this will result in increasing Consultant vacancies. This time point may come sooner if the Covid pandemic changes the priorities of Consultants and as generational change occurs. It is in everyone's interests for our leaders and managers to come up with innovative working patterns to allow those, at either end of the Consultant timeline, to both ensure an appropriate work-life balance and maintain institutional memory and experience for the benefit of all.

Finally, I would like to express my sincere thanks to Sharon Ross within the BAPRAS office and all the unit Linkpersons who chase and collate the data into what you see before you without whose assistance this survey could not be undertaken.

**Aidan Fitzgerald**

Chairman -Workforce Planning Group 2020/2021