

Workforce Survey 2021

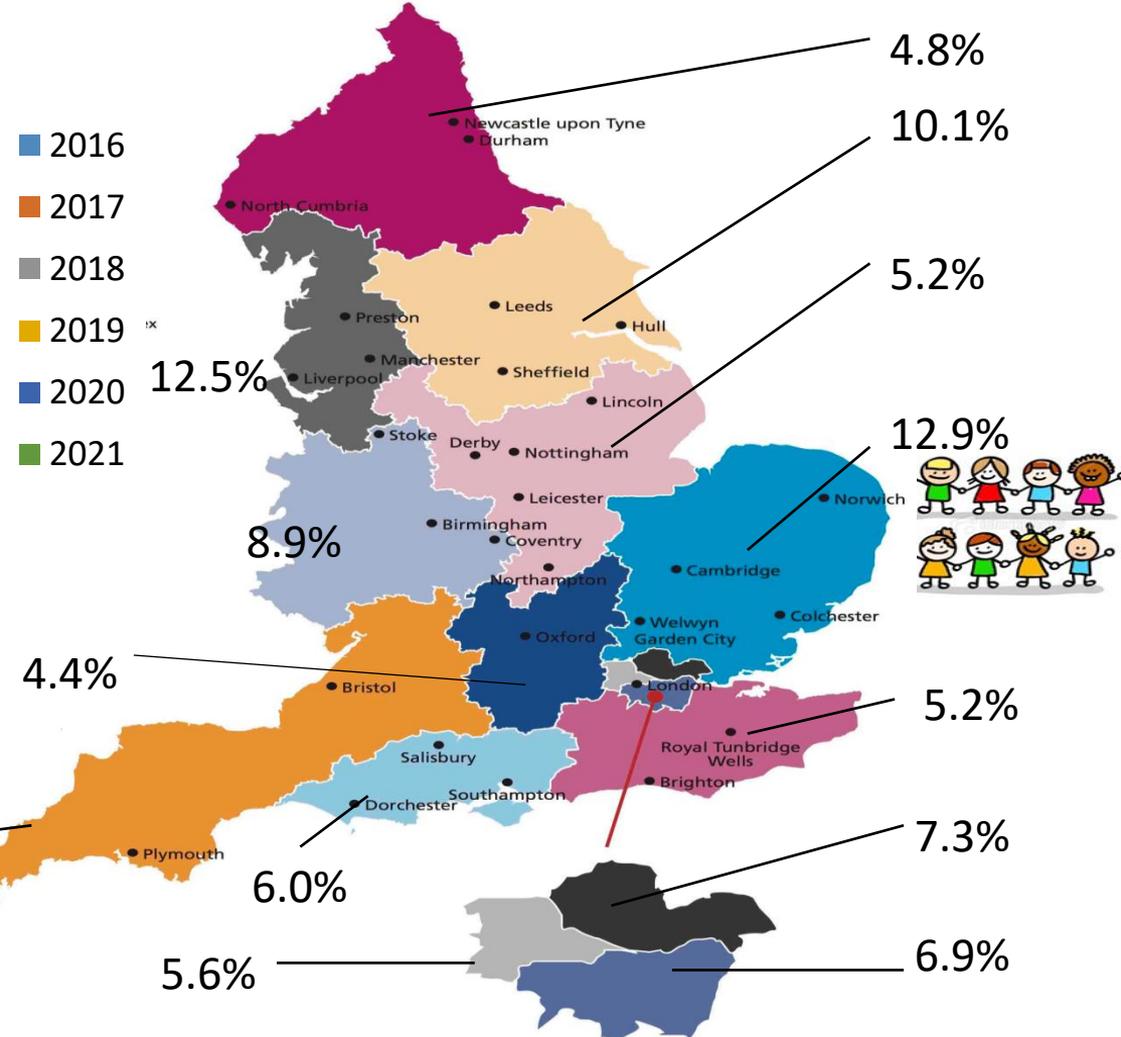
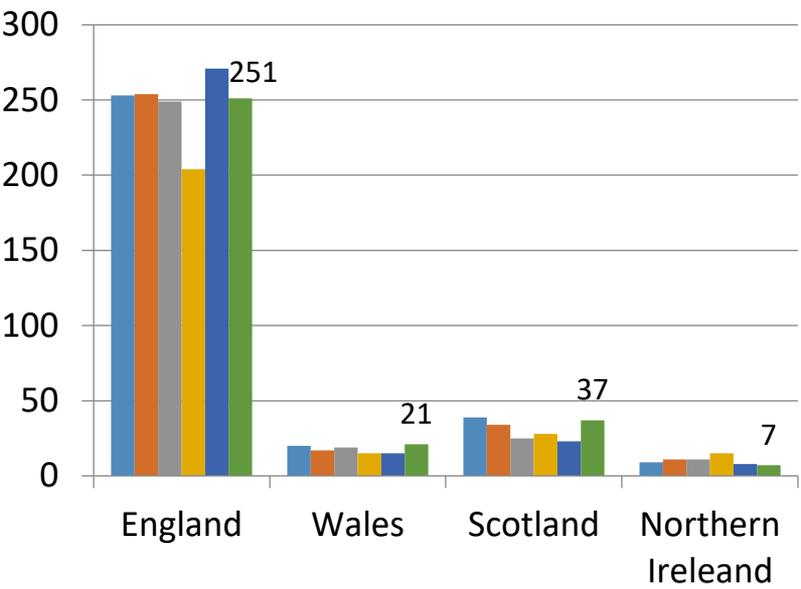
Dr Stella George
March 2022

Responses

	Postal Survey Oct 2015	Online Census Nov 2016	Online Census Nov 2017	Online Census Nov 2018	Online Census Dec 2019	Online Census Jan/Feb 2021	Online Census Jan to March 2022
Sent out	922	1070 (226 no email address)	1185 (54 undeliverable, 150 bounced back, 52 started but did not complete)	1227 (57 undeliverable, 165 bounced back, 118 started but did not complete)	1351 (66 undeliverable, 8 bounced back, 608 started but did not complete)	1378 (64 undeliverable, 116 bounced back, 168 started but not completed)	1218 (132 undeliverable, 66 bounced back, 113 started but not completed)
Responses received	269	320 fully complete (374 total)	313 fully complete (368 total)	301 fully complete (419 total)	255 fully complete (863 total)	326 fully complete (493 total)	321 fully complete (434 total)

Gender: Male 221 (61.4%) Female 137 (38.1%)

(1 non binary, 1 prefer not to say)



Headline Results

FTE/100k population

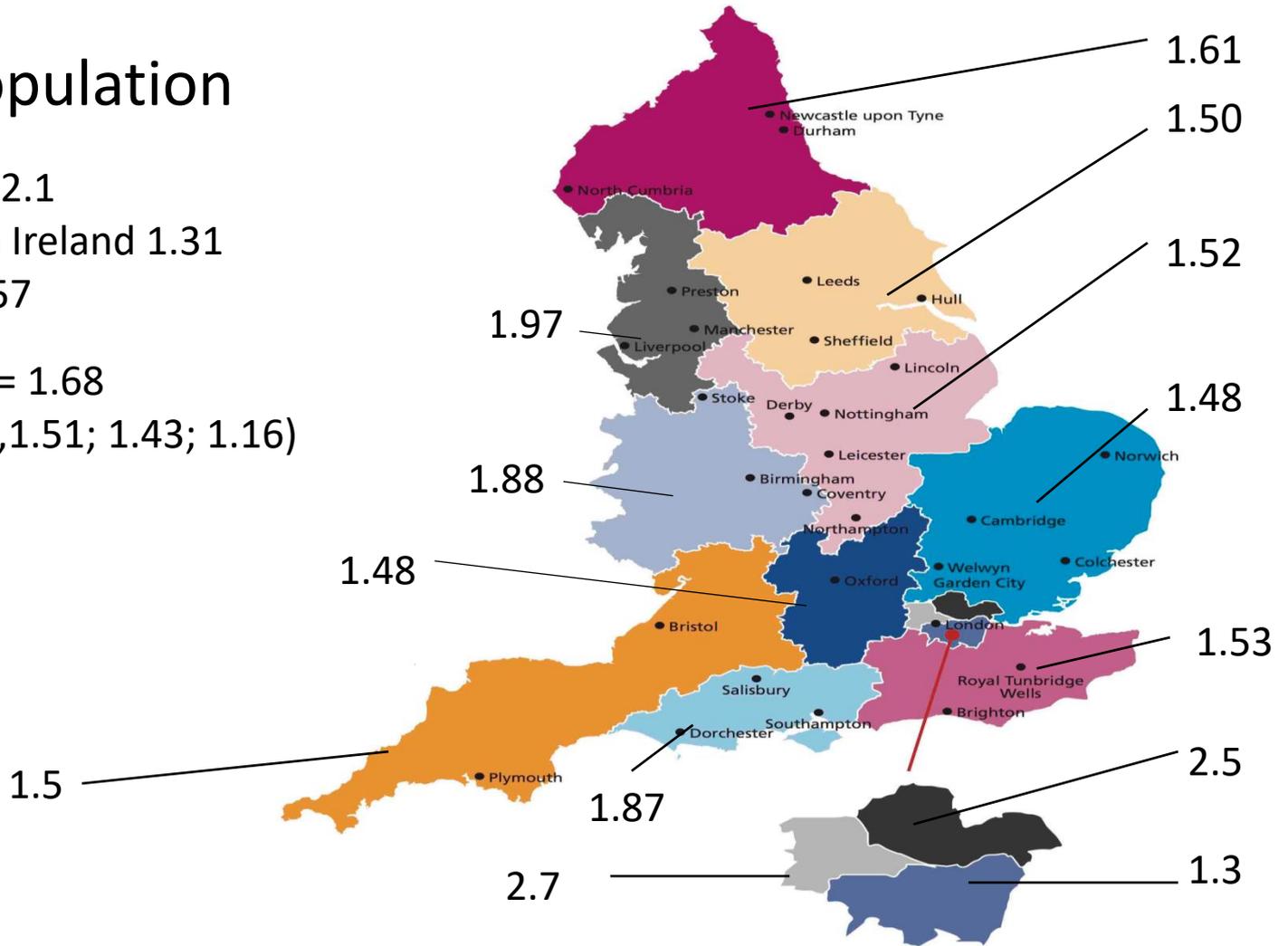
Mean Scotland 2.1

Mean Northern Ireland 1.31

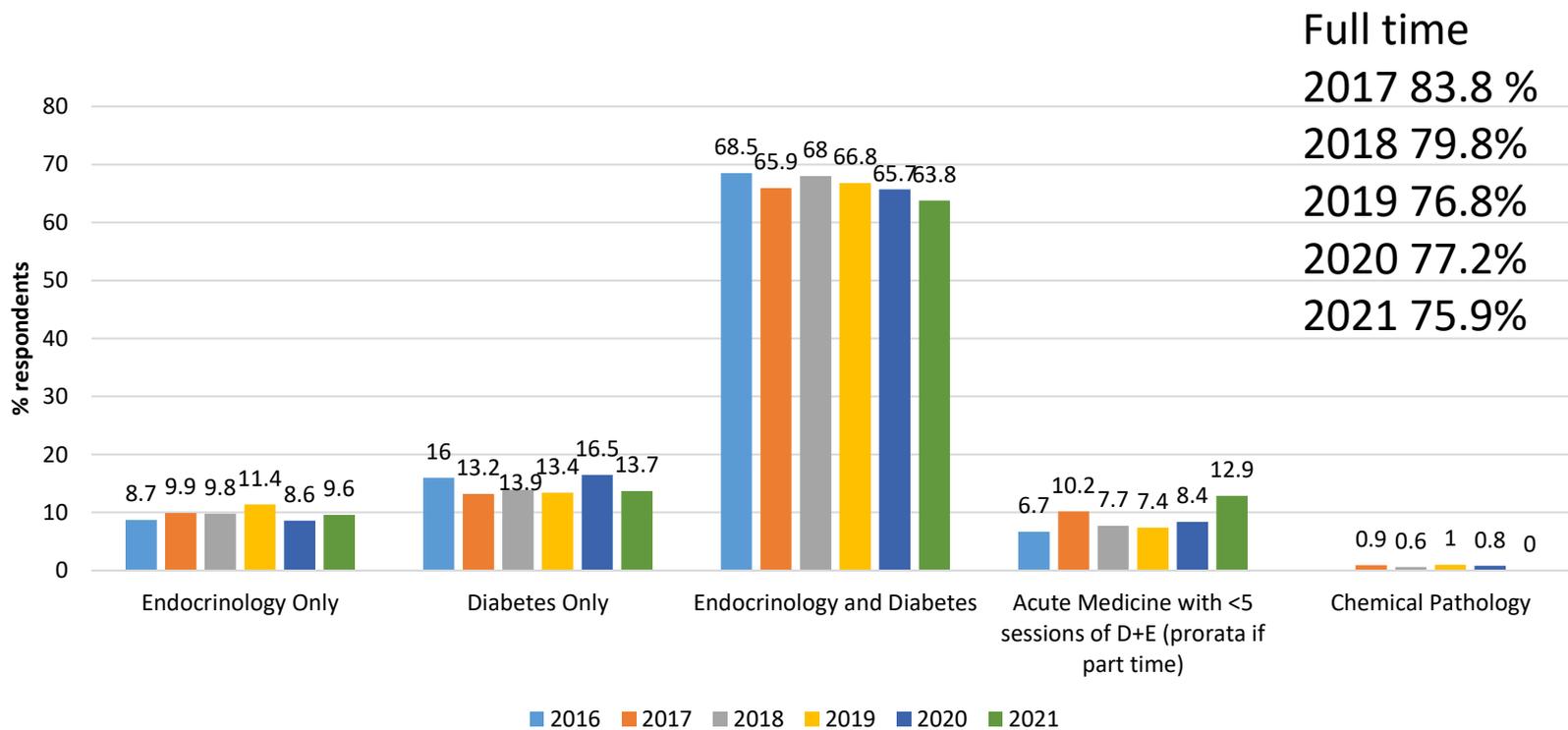
Mean Wales 1.57

Mean England = 1.68

(1.65,1.52,1.55,1.51; 1.43; 1.16)

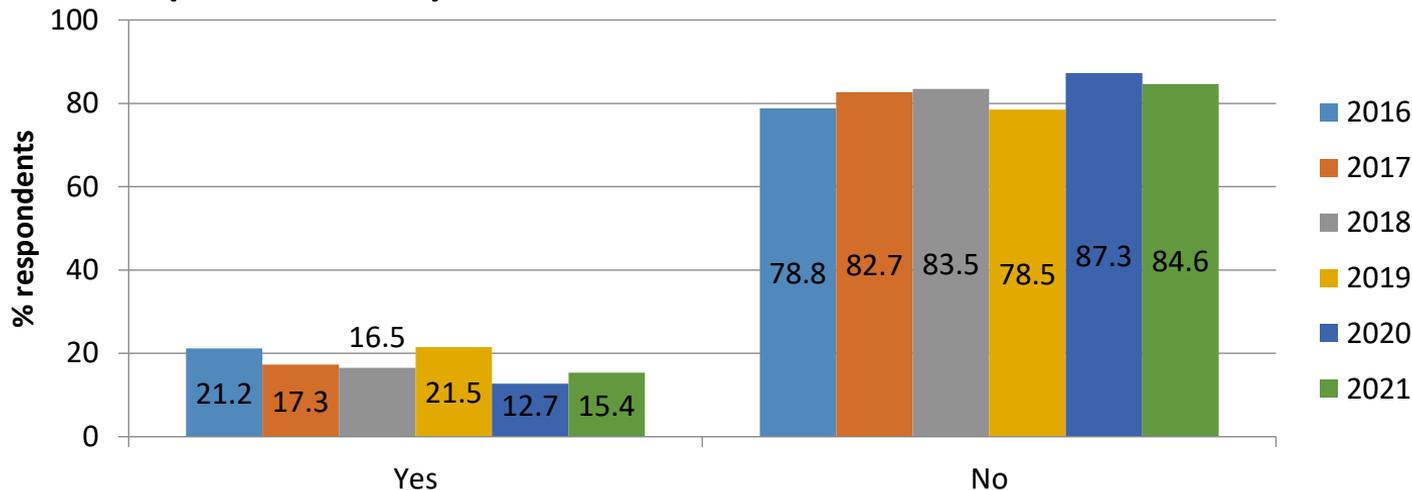


Consultant Contracts Speciality Split



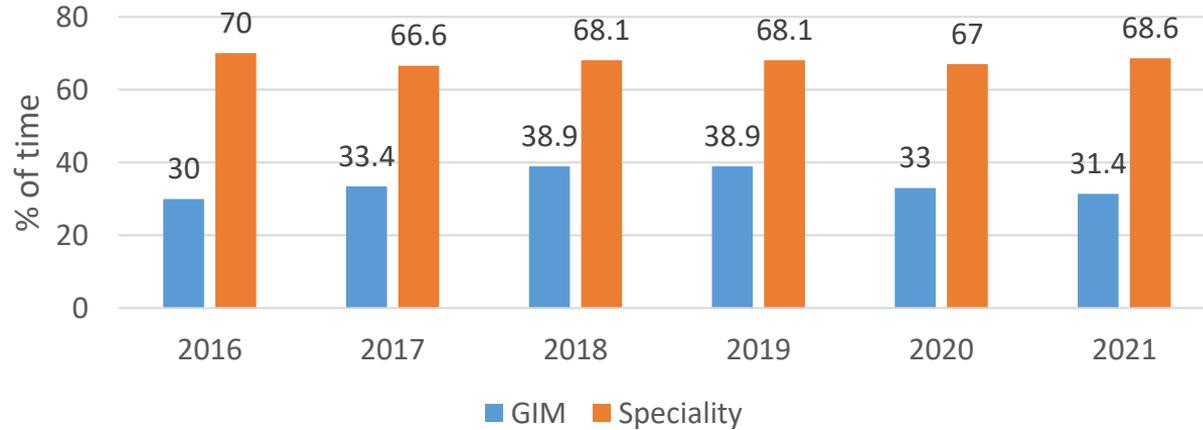
Do you do speciality on call?

307 respondents



Response	Frequency % (2020, 2019)	Count
At the same time as the general unselected emergency on call	31.3 (35.9;33.3)	15 (14;18)
At a separate time from the general unselected emergency on call (i.e. runs on a separate parallel rota)	35.4 (25.6;35.2)	17 (10;19)
Both of the above - hybrid rota and changes from month-to-month	16.7 (28.2; 22.2)	8 (11;12)
Other – please give brief details	16.7 (10.3; 9.3)	8 (4;5)
Total Responses		48 (39;54)

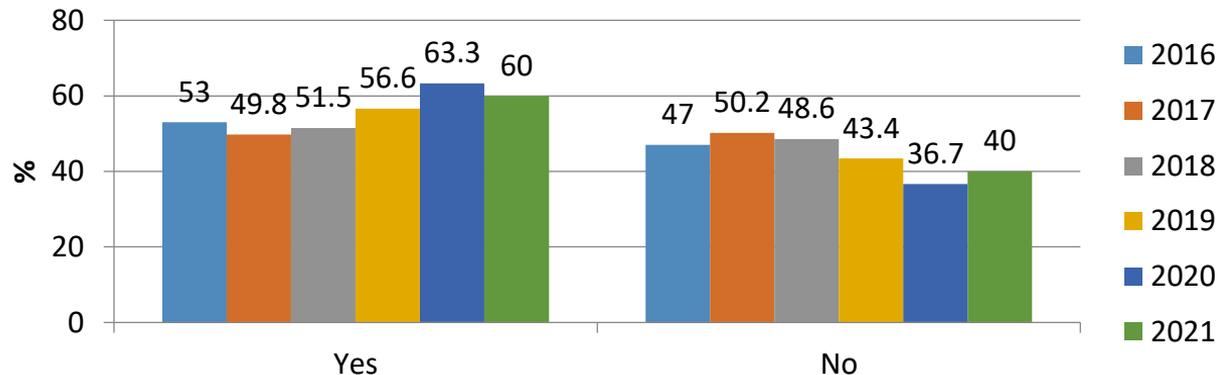
What proportion of your NHS work do you spend doing GIM vs Speciality?



24.6% of GIM rota is carried out by
Diabetes and Endocrinology

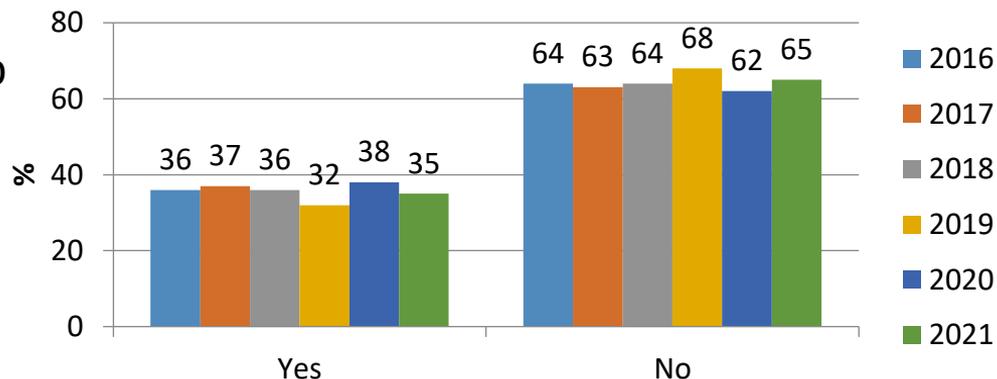
When doing GIM do you have to cancel speciality commitments ?

264 respondents 2016
 225 respondents 2017
 218 respondents 2018
 178 respondents 2019
 208 respondents 2020
 203 respondents 2021



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

140 respondents 2016
 108 respondents 2017
 111 respondents 2018
 99 respondents 2019
 131 respondents 2020
 121 respondents 2021



Number of sessions lost per year

	Mean annual sessional loss to GIM	Number of respondents to question
2016	27.7	84
2017	33.4	21
2018	28.5	67
2019	35	58
2020	25.9	71
2021	29.4	72

Do you have a doctor in training in your clinic?

65.1% = NO (2020=53.1%; 2019=60%)

Impact of trainee rota gaps

Impact	% of those that responded they had rota gaps
Cancellation of Speciality Clinics	49
Increased workload for remaining diabetes/endo specialty registrars in clinic	51
Increased workload for remaining diabetes/endo specialty registrars on the wards	70
Increased workload for remaining diabetes/endo specialty registrars on call	43
Impacted on training for remaining diabetes/endo specialty registrars	48
Consultants have to act down on call	30
Consultants have to do extra work in clinic sessions	59
Consultants have to do specialty clinical admin work (Out of clinic time e.g. checking results, arranging other investigations etc) that is usually carried out by registrars	54
Other (please specify)	10

27.3% of respondents had gaps in trainee rotas

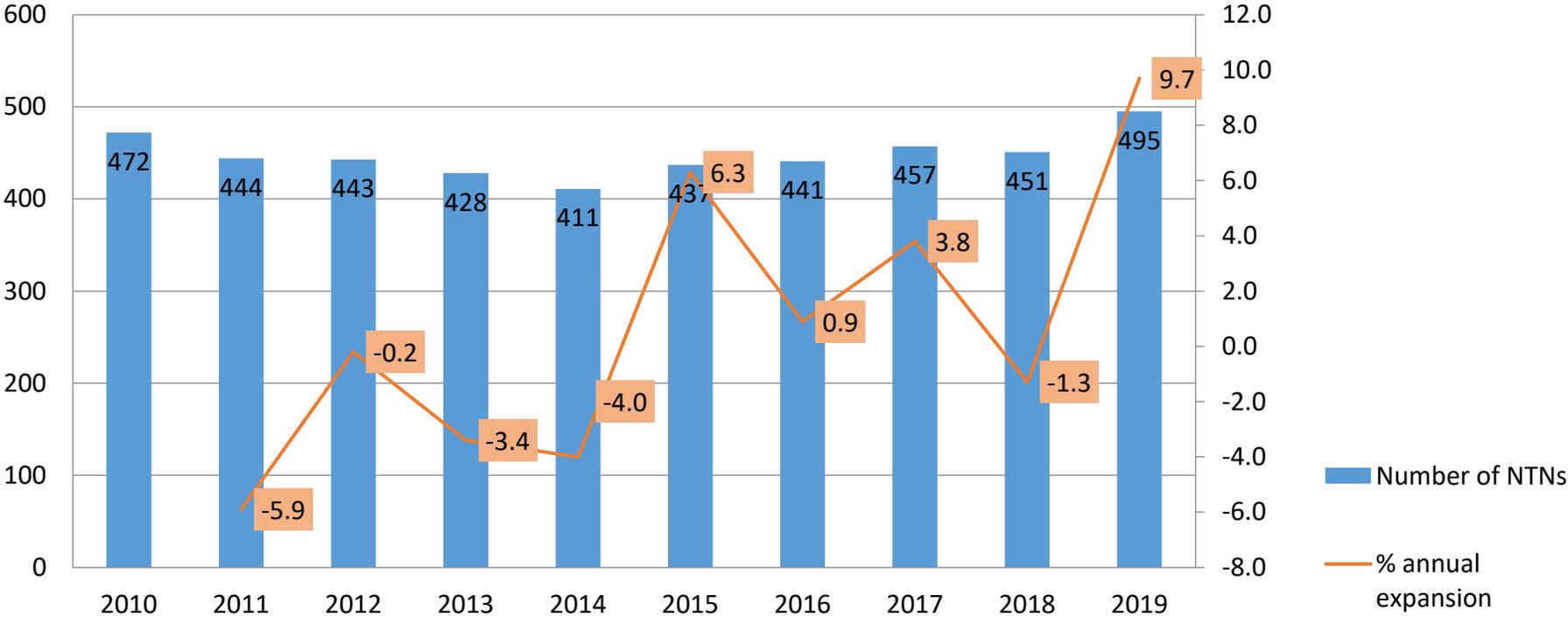
If you plan early retirement – what are your reasons? (multiple responses allowed)

Response	2016 %	2017 %	2018 %	2019 %	2020 %	2021 %
Pressure of work	64.8	62.0	67.3	62.6	68.8	70.8
Length of hours	27.8	31.7	36.4	26.6	33.1	37.3
Lack of support	21.6	15.5	15.8	18.0	12.1	16.2
Night duties	13.0	12.7	6.7	8.6	9.6	5.4
Changing to private practice	1.9	2.1	1.8	4.3	1.9	2.2
Starting non-clinical job	3.7	2.8	1.2	3.6	4.5	0.5
Dissatisfaction with the NHS	34.6	27.5	26.1	18.0	24.8	23.8
Financial reasons	7.4	10.6	15.8	12.2	7.0	12.4
Health reasons	4.9	9.2	4.2	11.5	6.4	9.2
Domestic reasons	17.3	21.1	21.8	20.9	21.7	17.8
Change in pension arrangements	13.6	19.0	26.1	38.8	27.4	28.1
Other please specify	9.9	7.7	9.1	5.8	16	9.2
Valid Responses	162	142	165		271	306

Work beyond age of retirement	
2017	31%
2018	25.8%
2019	32%
2020	31.7%
2021	34%

Specialist Training and Recruitment

Number of NTN's and % annual expansion



Filled NTN posts medical specialties (%)

	2014	2015	2016	2017	2018	2019	2020	2021	CR 2020
Acute Internal Medicine	79	58	65	59	80	88	87	75	5.2
Cardiology	100	97	100	100	100	100	100	98	4.2
Dermatology	100	100	100	100	100	100	100	92	4.0
Endocrinology and Diabetes	82	85	77	69	73	88	100	100	4.0
Gastroenterology	99	100	99	97	100	100	100	100	5.0
Geriatric Medicine	78	85	82	63	62	69	80	83	2.2
Haematology	94	87	72	80	82	95	100	88	1.9
Neurology	95	93	96	100	93	98	95	100	3.8
Renal	87	66	74	74	84	98	100	67	3.2
Respiratory	94	88	83	91	100	99	100	100	5.3
Rheumatology	96	91	94	95	98	100	100	100	5.6

Advisory Appointment Committees

Type	Interviews	GIM (acute) component	Not Appointed
Diab+Endo	29 (24,34,38,42)	1 acute, 1 no GIM	7 (4,4,7,3)

AAC Cancelled	Number
No applicants	9(5,9,16,27)
No suitable candidates	3 (1,8,4 ,1)
Trust decision	3 (5,2,2,4)
Candidate withdrew	3
TOTAL CANCELLED	18

All Physician Specialties
2020
48% of AAC in England and
Wales were unfilled due to
lack of suitable candidates
(43% 2019)

Do you have consultant posts that have been vacant for >6 months

	2020 (%)	2021 (%)
Yes	57 (18.7%)	117 (28%)
No	248 (81.3%)	191 (62%)
Total	305	309

CCT numbers (Period 1st Aug-31st July 2020-2021)

Figures from JRCPTB

Year	CCT Awarded
2010-2011	68
2011-2012	N/A
2012-2013	49
2013-2014	68
2014-2015	62
2015-2016	56
2016-2017	69
2017-2018	87
2018-2019	71
2019-2020	71
2020-2021	65

Year	Due to complete - CCT Predicted
2022	53
2023	83
2024	98
2025	116
2026	80
2027	13

Happiness! (Always or Often Satisfied)

Speciality	%
Diabetes and endocrinology	93
Rheumatology	89
Respiratory	85
Gastro	87
Neuro	82
Renal	85

Consultants Survey RCP 2019-2020

Speciality	2020 %	2019 %
Diabetes and Endocrinology	82	90
Rheumatology	84	86
Respiratory	87	81
Gastro	85	83
Neuro	90	82
Renal	78	76

HST Survey 2019-2020

Survey overview

- Numbers of respondents needs to increase- ideas please?
- Saturation in results- new focus for survey
- Low response rates to some questions skew results

- High amount of GIM in job plans
- A large number of unfilled consultant posts
- Balance of CCTs and jobs available healthy for the next few years
- Many and varied leadership roles – job plans becoming broader
- More detailed data available in full report published on ABCD/SfE/DUK websites.

Thank you

- RCP MWU
- RCP AAC unit
- JRCPTB

- And the sponsoring societies