

ABCD/Diabetes UK/ Society for Endocrinology (SfE)/RCP Diabetes and Endocrinology National Manpower Report (Consultant Survey for the Year ending 30th September 2014)

Introduction:

The survey is commissioned as a joint venture between Diabetes UK, Association of British Clinical Diabetologist (ABCD), Society for Endocrinology (SfE) and Royal College of Physicians (RCP). Some of the information included in this report is from the RCP consultant survey 2012, provided by the RCP workforce unit and Joint Royal College Programme Training Board (JRCPTB). The survey report is being presented at the DUK annual Conference in London on 12th March and at the ABCD Spring meeting on 2nd May in Edinburgh. The final report of this survey will be available at DUK, ABCD and SfE websites.

Response to the Survey

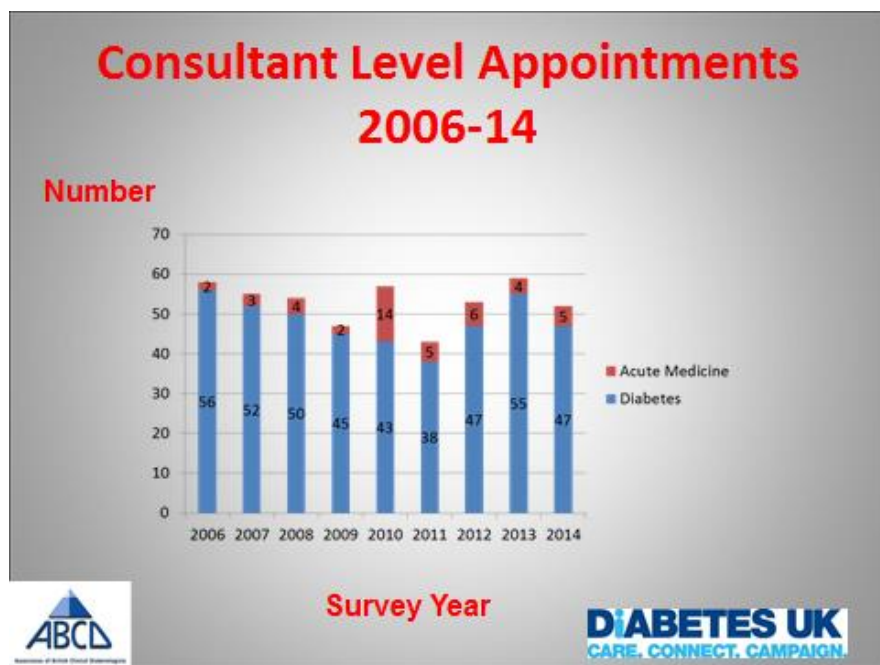
The annual survey papers were sent out in mid-September 2014: A total of 848 letters were sent and replies were received from 372 of those surveyed (44% response). The position of 94% of those already in post was verified either by individual replies or by returns from colleagues. These figures for 2012-13 were 49% and 92% respectively.

New Consultant Appointments in 2014

New appointments were identified by responses to the survey. As in previous years, corroborative evidence was sought from BMJ careers and RCP Appointment Advisory Committee (AAC) unit as an indirect ascertainment of the numbers of consultant posts advertised and appointed respectively.

Forty seven (47) new appointments have been identified for the year to September 2014. This is a significant decrease compared to the 2013 survey (59). The make up of these posts were in Diabetes/Endocrinology (42) and in Acute Medicine with sessions in Diabetes (5).

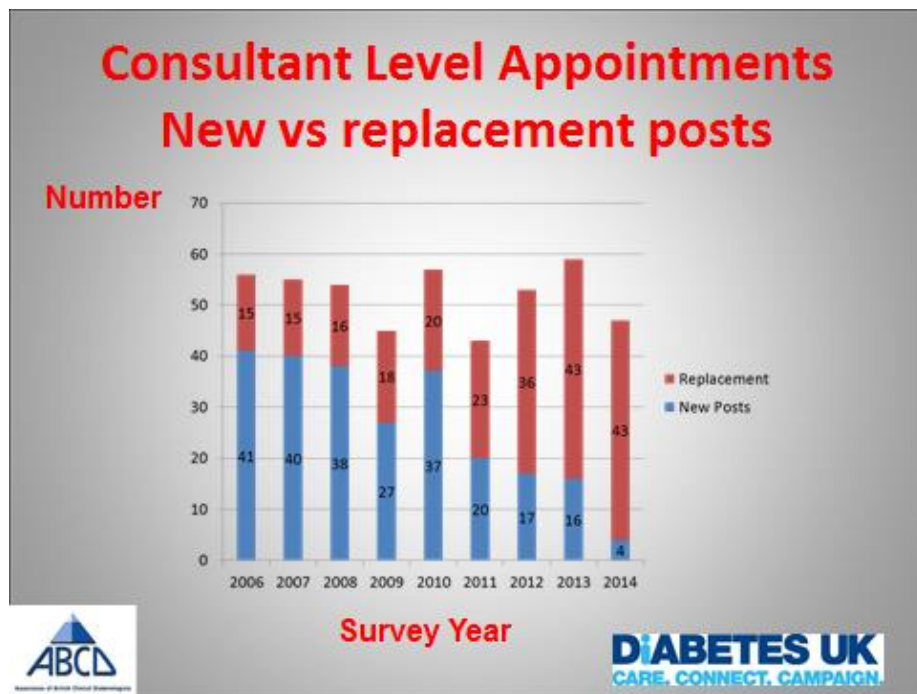
Figure: Total number of appointments into the speciality 2006 -2014



Origins of the New Posts:

Of the 47 appointments, 17 were replacement posts for retired colleagues, 26 for those who had left the posts either to return to their native countries or to take up posts abroad or in UK. Therefore, only 4 posts were new posts (net expansion). This appears to be the lowest net expansion ever (for total number of New Jobs). According to the RCP census the expansion in D&E was near 0% compared to all specialties at 3% in 2012.

Figure: Showing total number of appointments into the speciality as replacement and new posts (2006 to 2014)



Move: The number of consultant leaving posts to move either abroad or with in UK was higher this year. A total of 17 consultants left their posts. It appears that majority left UK either to return to their country of origin or take posts in another country. 1 Academic consultant moved from NHS posts to take up post as Dean of a Medical school. One post was identified as “Vacant”, compared to 6 in 2012.

Table: Total head count and WTE for those practicing in the speciality in post

Year	Head count	WTE
2014	890	759
2013	876	755
2012	860	739
2011	849	723
2010	823	702
2009	791	678

**Table: The total number of posts (Headcount and WTE) /100,000
Population for the four nations 2012-13 and 2013-14**

2013-14

Country	Population	Headcount	Head count per 100,000	WTE	WTE per 100,000
England	53,865,800	703	1.30	603	1.12
Wales	3,082,400	51	1.65	46	1.49
Scotland	5,327,000	93	1.74	82	1.54
N Ireland	1,81,9700	33	1.81	28	1.54
UK	64,105,700	880	1.37	759	1.18

2012-13

Country	Population	Headcount	Head count per 100,000	WTE	WTE per 100,000
England	53,170,900	699	1.31	599	1.13
Wales	3,074,067	51	1.66	46	1.50
Scotland	5,313,600	93	1.75	82	1.54
N Ireland	1,823,634	33	1.81	28	1.54
UK	63,382,201	876	1.38	755	1.19

Retirement age

The mean age at retirement and numbers of those approaching retirement are given in the tables below. The average age at retirement would seem to be fairly constant at around 62 years. The number of predicted retirements over the next 5 years between 2014-18, is 85 (17/year) and the number of colleagues reaching age 65 is 96. The number of candidates who are likely to have completed the training and eligible for CCT award over these five years is expected to be around 239. To ensure that all CCT holders get consultant posts, the required expansion of new jobs needs to be at a rate of approximately 30 new posts/year.

Mean retirement age

Year	Age
2005	61.6
2006	61.6
2007	64.8
2008	61.6
2009	62.2
2010	62.7
2011	62.8
2012	62.3
2013	62.0
2014	62.3
10 year Average	62.2

Predicted numbers reaching age 60 and 65

Year	Reaching 65
2015	20
2016	13
2017	19
2018	23
2019	21
2020	18
2021	17
2022	19
2023	16

Specialist Training and recruitment into Diabetes/Endocrinology

Recent and predicted CCT numbers for trainees (data from the JRCPTB).

Total number of trainees in the programme is 407. A total of 52 trainees were in research during 2012-2013 survey, but number for this year remains unavailable to date at the time of writing this report. The current (2013-2014) consultant to trainee ratio of near 2, which is healthy from a demand/supply perspective

The recruitment for specialist training into diabetes endocrinology remains poor. The data in the table below shows that diabetes is the 3rd from bottom behind acute medicine and geriatrics in terms of recruitment at ST3 level. These are the three specialties contributing most to Acute General Medicine, raising genuine concerns about the future workforce into these specialties.

The number of actual CCTs awarded has varied between between 49-70/year and has remained thereabout for last 5 years. However, the number of CCTs in coming years remains hard to predict and variable. The current rate of net expansion of new consultant posts has fallen dramatically. The number of total annual appointments remain significantly lower that the number of annual CCT awards.

Year	CCTs Awarded
2008-09	72
2009-10	77
2010-11	68
2011-12	N/A
2012-13	49
2013-14	68

Year	CCTs Predicted
2014-15	82
2015-16	76
2016-17	42
2017-18	21
2018-19	20

Summary

The survey appears to give a reasonable indirect ascertainment of numbers in post. The number of new appointments has remained fairly constant but the number of new consultant posts has gone down significantly (lowest ever)

There are still consultant appointments in acute medicine with interest in D&E although the numbers have fallen, rather than conventional diabetes / endocrinology posts.

There are currently few vacancies which remain unfilled.

The number of expected new CCT holders in the coming years remains difficult to predict, but the CCT awarded each year over the last 5 has remained

Retirement vacancies do not look likely to vary much in the coming years and the rate of creation of new posts will determine the true expansion.

Dinesh Nagi
1st March 2015