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ABCD/Diabetes UK/RCP Diabetes and Endocrinology National Manpower Report (Consultant Survey for the year ending 30th September 2013)

Introduction:

The survey is commissioned as a joint venture between Diabetes UK, Association of British Clinical Diabetologist (ABCD) 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 Liverpool on 6th March and at the ABCD Spring meeting on 2nd May in Edinburgh. The final report of this survey will be available at DUK and ABCD website towards the early May 2014.

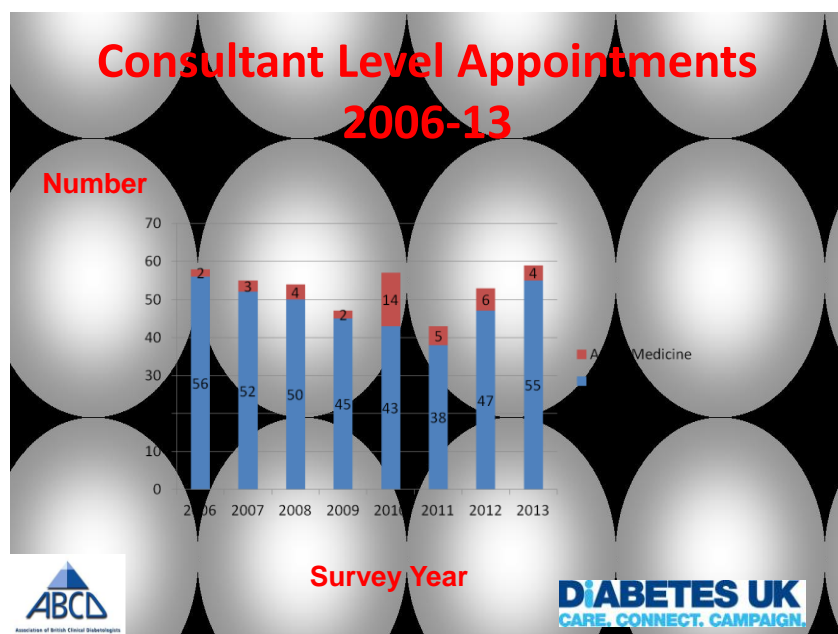
Response to the Survey

The annual survey papers were sent out in mid September 2013: A total of 867 letters were sent and replies were received from 433 of those surveyed (49.9% response). The position of 92% of those already in post was verified either by individual replies or by returns from colleagues. These figures for 2011-12 were 49% and 90% respectively.

New Consultant Appointments in 2013

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. Fifty nine (59) new appointments have been identified for the year to September 2013. This is a slight increase compared to the 2012 survey. The make up of these posts were in Diabetes/Endocrinology (55) and in Acute Medicine with sessions in Diabetes (4). There were 4 long term locum posts in place

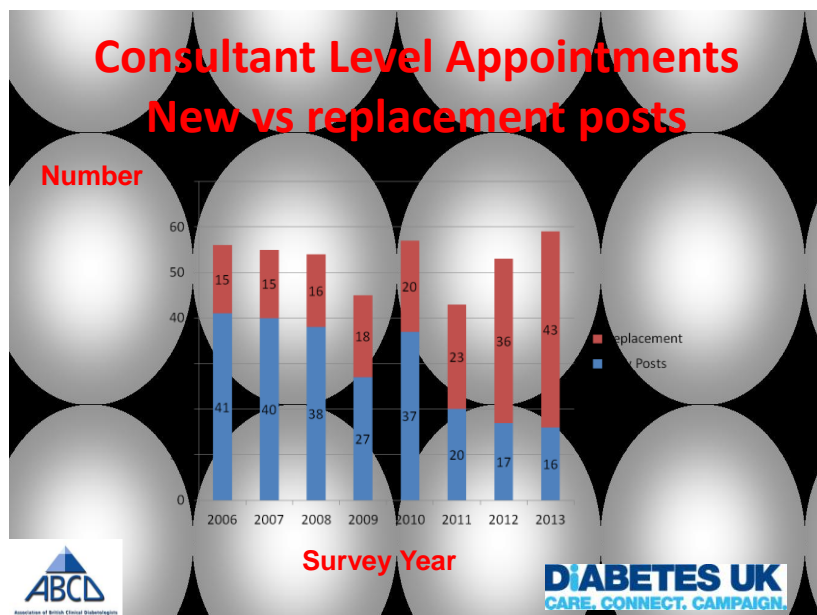
Figure: Total number of appointments into the speciality 2006 -2013.



Origins of the New Posts:

Of the 59 appointments, 21 were replacement posts for retired colleagues, 22 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 16 posts were new posts (net expansion). This appears to be the smallest number of consultant expansion in the last 10 years, at a time when diabetes prevalence is rising significantly. According to the RCP census the expansion in D&E was near 3% compared to all specialties at 5% in 2011.

Figure: Showing total number of appointments into the speciality as replacement and new posts (2006 to 2013)



Move: The number of consultant leaving posts to move either abroad or with in UK was higher this year. A total of 22 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 for the four nations.

Year	Head count	WTE
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 for surveys between 2011 and 2013

2012-13

Country	Population	Headcount	Head count per 100,000	WTE	WTE per 100,000
England	56,567,796	699	1.24	599	1.05
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	66,779,097	876	1.42	755	1.22

2011-12

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

2010-11

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

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). It is expected that during the same period, a total of 97 colleagues will reach the age of 65 in UK. 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 256. 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
2004	60.6
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
10 year Average	62.2

Predicted numbers reaching age 60 and 65

Year	Reaching 60	Year	Reaching 65
2014		2014	22
2015		2015	20
2016		2016	13
2017		2017	19
2018		2018	23
2019		2019	21
2020		2020	18
2021		2021	17
2022		2022	19
2023		2023	16

Specialist Training and recruitment into Diabetes/Endocrinology

Recent and predicted CCT numbers for trainees (end July 2012 to end July 2013). Figures from the JRCPTB. The number of actual CCTs awarded is around 70/year and has remained constant for last 5 years. However, the number of predicted CCTs remains hard to predict and variable. The current rate of net expansion of new consultant posts is gradually falling and is significantly lower than annual CCT awards.

Year	CCTs Awarded
2007-08	70
2008-09	72
2009-10	77
2010-11	68
2011-12	N/A
2012-13	49

Year	CCTs Predicted
2013-14	35
2014-15	82
2015-16	76
2016-17	42
2017-18	21

52 Trainees are currently in research, having opted out, Total number of trainees in the programme is 463. Gives a existing consultant to trainee ratio of 1.9

The recruitment 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 CT3 level. These are the three specialties contributing most to Acute General Medicine, raising genuine concerns about the future workforce into these specialties.

Summary

- The survey appears to give a reasonable indirect ascertainment of numbers in post.
- The number of new appointments has remained constant but the number of new consultant posts has gone down significantly.
- There are still consultants 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.
- Only 4 locum posts were identified during the current survey
- The number of expected new CCT holders in the coming years remains difficult to predict, but if remains constant as it has done for the last 5 years.
- 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.

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February 2014