

British Association of Urological Surgeons
and
The Specialist Advisory Committee in Urology

Workforce Report

November 2016

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Overall UK Consultant and Trainee Numbers

	2012	2013	2014	2015	2016
Consultant	875	886	963	989	1048
Trainee	323	326	277	322	310

UK Consultant Distribution

	Total (2015)	Substantive (2015)	Locums (2015)
England	889 (838)	848 (792)	41(46)
Wales	50 (44)	46 (42)	4 (2)
Scotland	85 (85)	80 (81)	5 (4)
Northern Ireland	24 (22)	23 (22)	1 (0)
UK	1048 (989)	997 (937)	51 (52)
Republic of Ireland	37 (37)	33 (33)	4 (4)

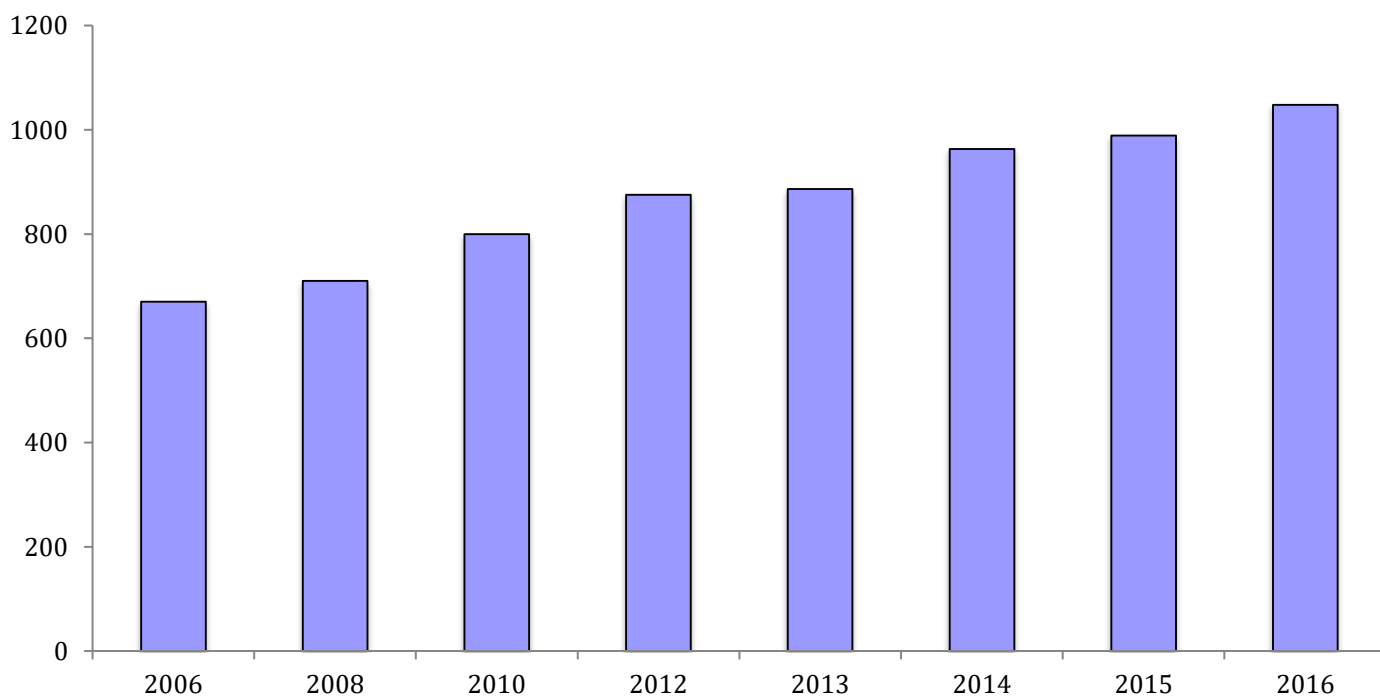
Consultant Numbers by BAUS Region

Region	Regional Rep	Substantive 2016(2015)	Locum Cons
England			
North East	David Thomas	47 (46)	1
North West	Max Mokete	124 (115)	9
Yorks/Humberside	Tony Browning	90 (82)	3
West Midlands	Michael Foster	78 (72)	3
East Midlands	Simon Williams	49 (49)	3
East of England	Bill Turner	92 (86)	6
South East Coast	Sri Sriprasad	63 (61)	1
London North	Giles Hellawell	102 (93)	10
London South	Nick Watkin	53 (51)	2
South Central	Matt Hayes	77 (70)	1
South West	Mark Stott	73 (67)	2
Wales	Neil Fenn	46 (42)	4
Scotland			
Scotland West	Bob Meddings	43 (44)	0
Scotland East	Ben Thomas	37 (37)	5
Northern Ireland	John McKnight	23 (22)	1
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UK Total		997 (937)	51 (52)
Republic of Ireland	Tom Lynch	37 (37)	4

UK SUBSTANTIVE Consultant Urologist: Population Ratios 2006-16

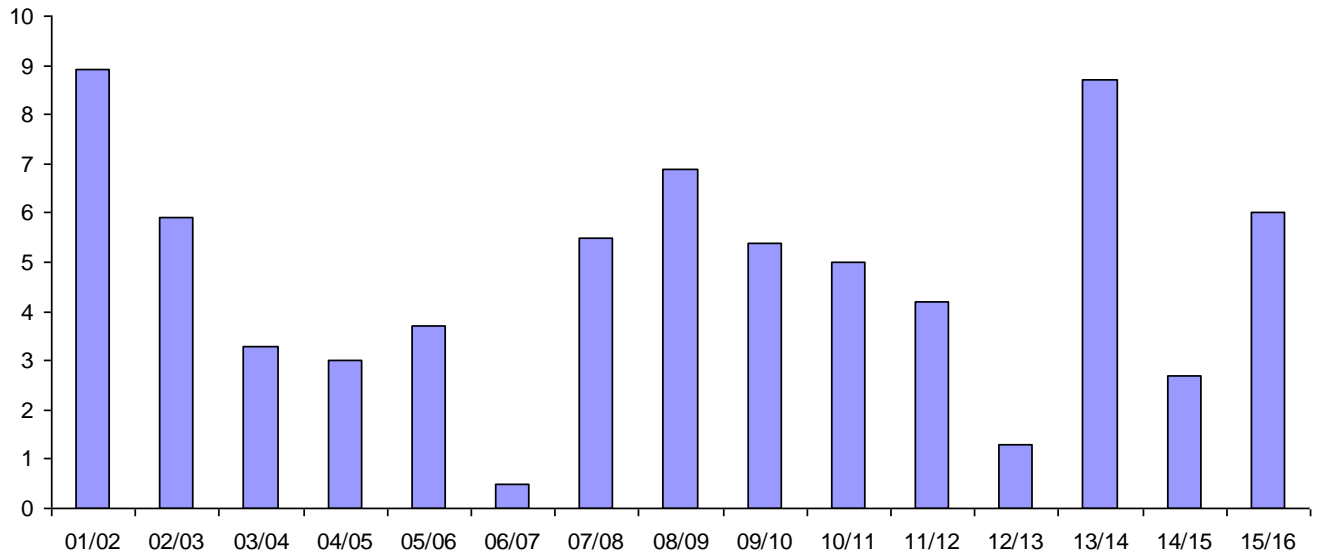
	UK	England	Wales	Scotland	N Ireland
2006	1:93,000	1:92,000	1:99,000	1:95,000	1:109,000
2007	1:88,000	1:91,000	1:90,000	1:83,000	1:110,000
2008	1:84,000	1:85,000	1:83,000	1:72,000	1:103,000
2009	1:80,000	1:81,000	1:78,000	1:71,000	1:93,000
2010	1:77,000	1:78,000	1:70,000	1:70,000	1:89,000
2011	1:74,121	1:74,301	1:71,581	1:69,613	1:89,970
2012	1:72,189	1:72,306	1:70,455	1:69,142	1:82,309
2013	1:71,312	1:71,349	1:68,076	1:68,771	1:86,232
2014	1:70,330	1:69,909	1:75,610	1:68,831	1:85,714
2015	1:69,457	1:69,095	1:74,171	1:66,512	1:84,286
2016	1:65,769	1:65,116	1:67,826	1:67,250	1:81,000

Total Consultant Numbers 2006-16



There has been an 6% increase in total consultant numbers over the last 12 months and 6.4% increase in substantive numbers.

Chronological Rate of Annual Total Consultant Expansion (%)



The average annual rate of total consultant expansion over the last 15 years has been 4.7%

Substantive UK Consultant: Population Ratios 2016

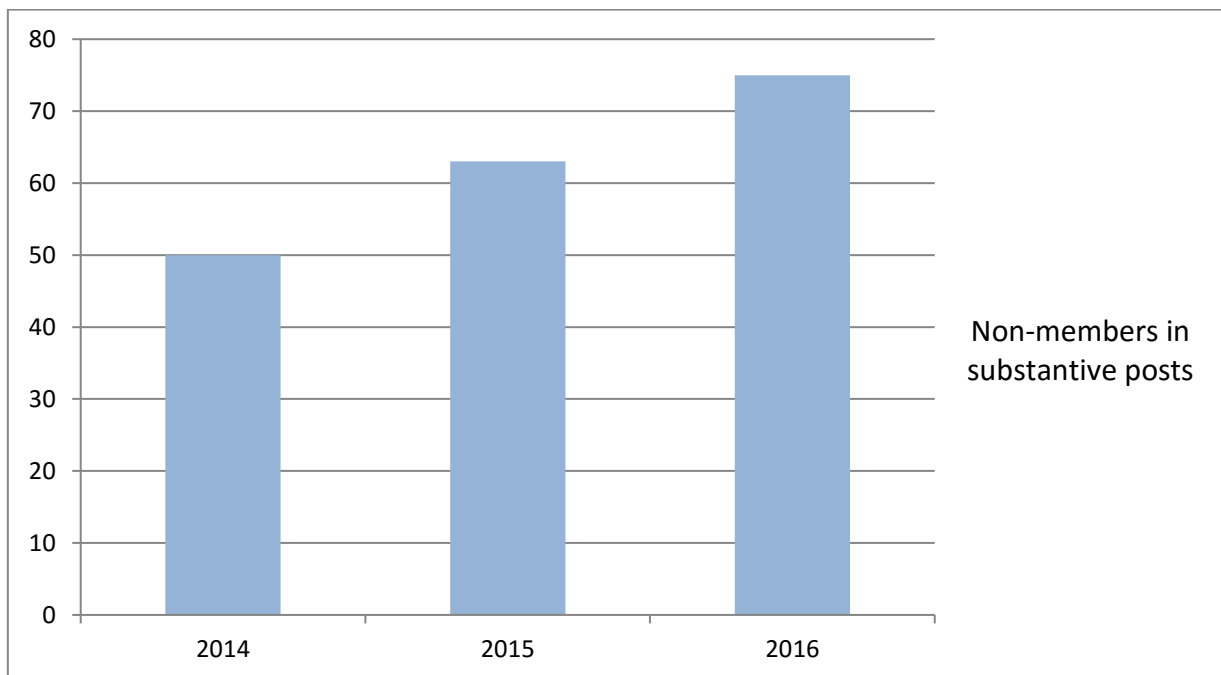
UK 65.5 million	1: 65,769	↓ (relative to 2015)
England 55.2 million	1: 65,116	↓
Wales 3.11 million	1: 67,826	↓
Scotland 5.38 million	1: 67,250	↑ (loss of one substantive post)
Northern Ireland 1.86 million	1: 81,000	↓
Republic Ireland 4.7 million	1: 127,027	↓ (due to estimated population decrease)

Comparison with Other Countries

Country	Population	Number of Urologists	Pop ratio
United Kingdom	65,571,693	997	1: 65,769
Australia	24,168,303	380	1: 63,500
France	64,811,043	1350	1:48,008
New Zealand	4,565,185	120	1: 38,043
Denmark	5,690,750	253 (est)	1: 22,493
Sweden	9,851,852	480	1: 20,524
Spain	47,737,941	2400	1: 19,890

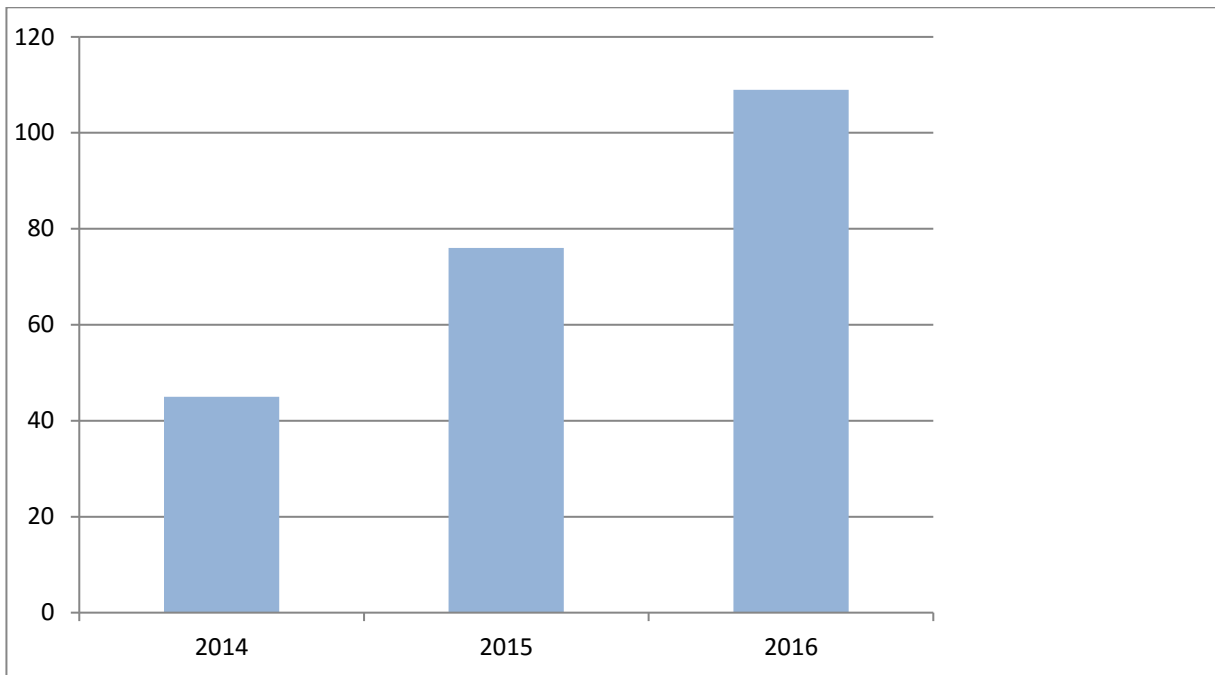
Much of the data available online from sources such as EAU/ESRU is out of date. The above information was obtained directly from USANZ, Association Française de Urologie, Spanish Association of Urology, Danish Urological Society and the National Board of Health and Welfare Office (Sweden). The presence of office urologists in some countries makes comparisons difficult.

Non-Membership of BAUS



There has been a steady increase in the number of consultants in substantive posts who are not members of BAUS although overall membership is still high (92%)

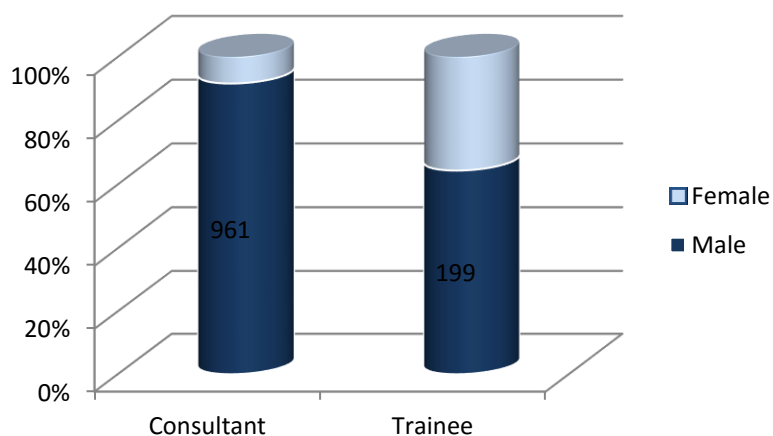
“Unfilled” posts



There has been a 142% increase in the number of “unfilled” posts over the last two years. This figure should be treated with some caution – the returns from the BAUS regional representatives are a snapshot and an “unfilled” post may have been filled by the time this report is compiled.

The trend, however, is important and appears to confirm an anecdotal impression that there are problems in appointing to all available posts. Of the 109 “vacant” posts, 82 (75%) were reported in District General Hospitals.

Gender Ratios 2016



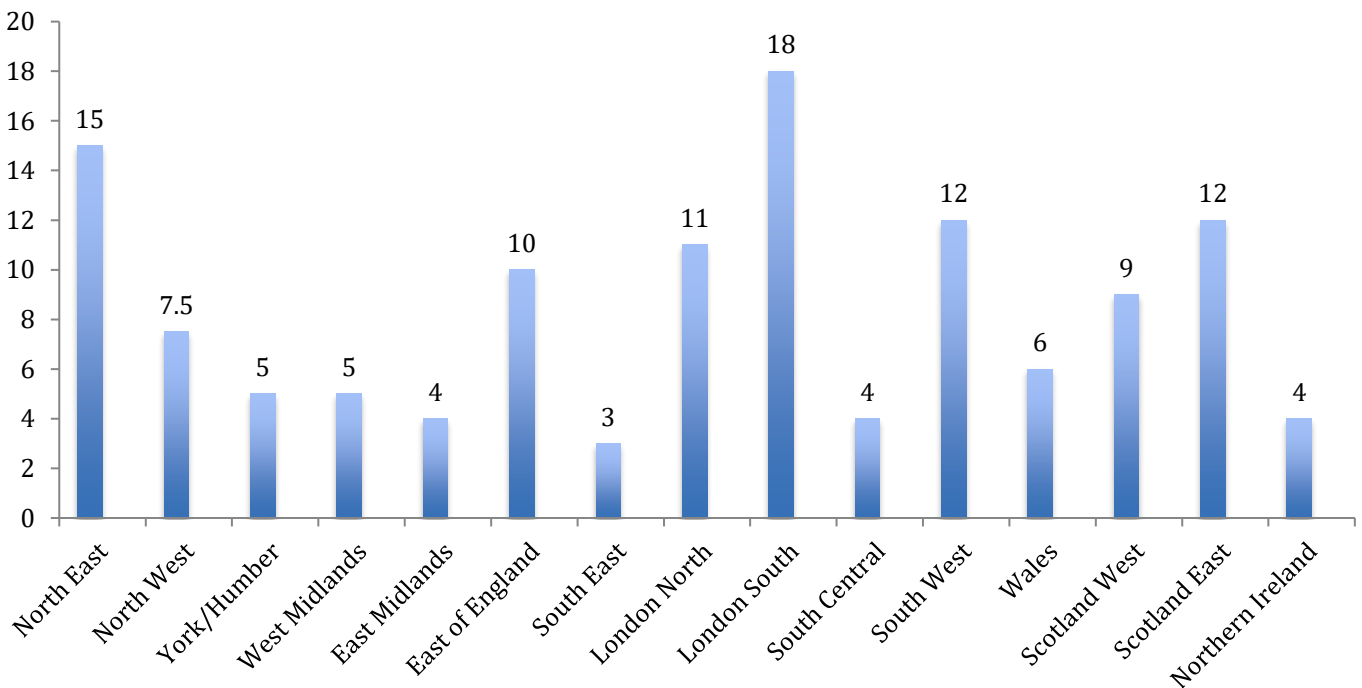
Current consultant workforce (inc. locums) comprises 87 females and 961 males (8.3% female). Female trainee numbers are now 110 of 310 (35%).

Consultant Gender Ratio by Age

Age range	Male	Female	% Female
< 40	57	13	19%
40 - 49	342	51	13%
Over 50	421	17	4%

Analysis of 901 consultants for whom date of birth is known

Percentage of Female Consultants by Region

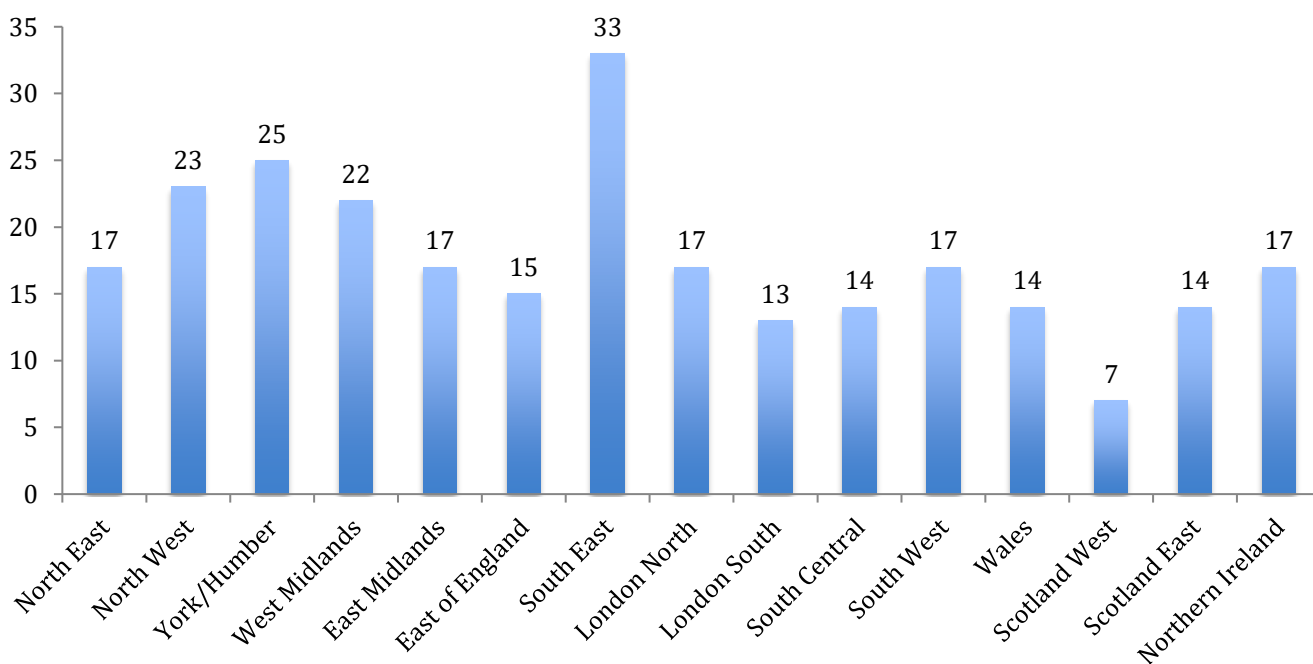


Consultant Retirements

Region	Projected Retirements 2017 - 2021
North East	8
North West	30
York/Humber	23
West Midlands	18
East Midlands	9
East of England	15
South East	21
London North	19
London South	7
South Central	11
South West	13
Wales	7
Scotland West	3
Scotland East	6
Northern Ireland	4

Based on number of consultants aged 62 or over during 2017 – 2021

Projected Retirements as % of Workforce by Region 2017 - 2021

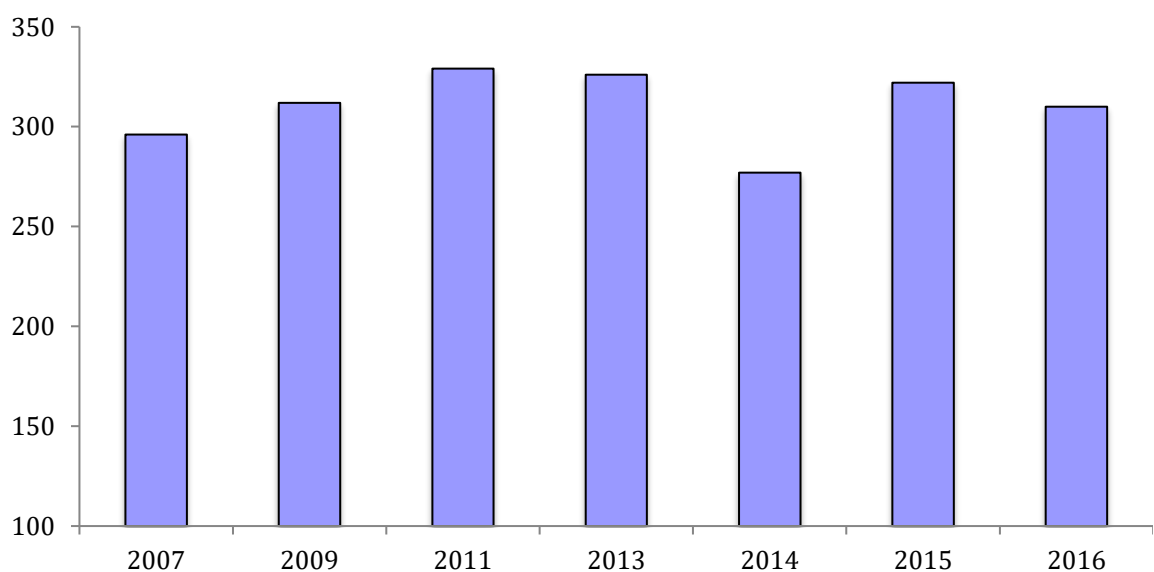


Trainee Numbers

Deanery	No of Trainees
Northern	18
North West	18
Mersey	17
Yorkshire and Humber	29
West Midlands	25
East Midlands	16
East of England	20
Thames Valley	15
Wessex	10
South West	21
London/KSS	77
Wales	13
Scotland East	12
Scotland West	13
Northern Ireland	6
Total (Nov 2016)	310
Republic of Ireland	20 (not included in total)

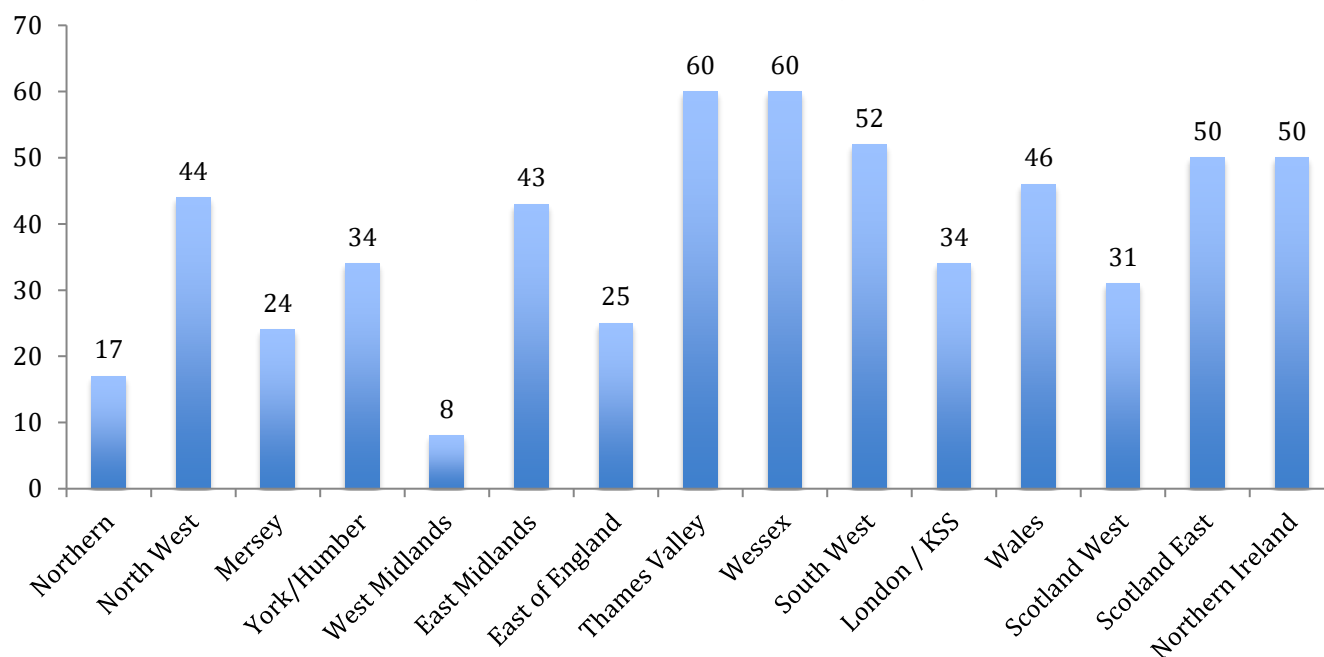
Recording the exact number of trainees remains difficult. There is significant discrepancy in some cases between returns to BAUS from TPDs and what is recorded by JCST. A number of TPDs did not submit a return and the number has been assessed by comparison of last year's results with current JCST information. There will always be variation due to trainees on OOP and in periods of grace, some of whom will have already been replaced at the time of the return, resulting in double counting. The principal reason for the apparent reduction in trainees is that the return from Yorkshire and the Humber last year over-estimated the number of trainees by 10.

Number of Trainees (2007-16)



There has been very little increase in trainee numbers over the last 10 years.

Percentage of Female Trainees by Programme



Certification Statistics

GMC CCT Statistics 2010-15

Year	No of Trainees obtaining CCT (or CESR CP)
2010	51
2011	44
2012	60
2013	46
2014	54
2015	51

Average annual number of trainees completing training over the last 6 years is 51.

Workforce Predictions – do we have enough trainees?

Number of projected Trainees awarded CCT against Consultant retirements 2017 - 2021 Assuming 4.5%, 2% and 0% expansion (Includes SAS Grade retirements)

Year	CCT	Additional Posts (4.5%)	Retirements	Expansion 4.5%	Expansion 2%	No expansion
2017	69	47	24	-2	+24	+45
2018	54	49	29	-24	+4	+25
2019	63	51	32	-20	+9	+31
2020	60	54	41	-35	-3	+19
2021	56	56	34	-34	-1	+22

Projections are based on the number of consultants reaching 62 in each year. The consultants already over 62 at the time of compilation are excluded as it is assumed that they will be offset by some consultants retiring before age 62. CCT numbers are based on all current trainees completing training at their current expected CCT date which will not occur.

Number of projected Trainees awarded CCT against Consultant retirements 2017 - 2021 using historical average CCT award numbers (Includes SAS Grade retirements)

Year	CCT	Additional Posts (4.5%)	Retirements	Expansion 4.5%	Expansion 2%	No expansion
2017	51	47	24	-20	+6	+27
2018	51	49	29	-27	+1	+22
2019	51	51	32	-32	-3	+19
2020	51	54	41	-44	-12	+10
2021	51	56	34	-39	-6	+17

Using a more realistic number of CCT awards based on historical averages, these predictions show that even a very small expansion of 2% is not achievable in the short term. The number of trainees required to expand at 2% over the next 5 years would be 336, based on these figures. If the currently vacant posts were filled, however, there would be insufficient CCT awards to replace expected retirements. If the expansion continues at the same rate as the last 15 years there will be a significant shortfall.

Longer Term Projections

An additional approach to estimating trainee numbers is to look at longer term trends. Using the following data a number of projections can be developed.

Of 901 consultants whose date of birth is known, there are 438 aged over 50 years (49%). This number can be expected to retire over the next 12 years. The expected number of SAS retirements is not known but has been estimated to be approximately 7 per year.

There are a total of 310 Urology trainees on a 5 year training programme. If all trainees achieve CCT (or CESR CP) within the minimum time then the maximum average number of new consultants per annum we can achieve is 62. This will not be achieved due to periods of OOP, delayed progression, post CCT fellowships and some trainees not taking up UK consultant posts. Over the last 6 years the average number has been 51 per annum.

There are approximately 100 “unfilled” posts recorded in the latest returns from the BAUS Regional representatives.

Historical consultant grade expansion has been 4.7% over the last 15 years. We do not know what it will be going forward, but it is highly unlikely to be 0%

Scenario 1 – Minimum requirement

	Assumptions	Number over next 12 years
Replacement of retired Urologists	Known consultants only, SAS grades not included	438
Unfilled posts	Not included	0
Expansion	2%	280
New consultants available	Maximum possible	744
Outcome		+26

Scenario 2 – Medium requirement

	Assumptions	Number over next 12 years
Replacement of retired Urologists	Known consultants only, SAS grades not included	438
Unfilled posts	Included	109
Expansion	2%	280
New consultants available	Historical average (51 per annum)	612
Outcome		-215

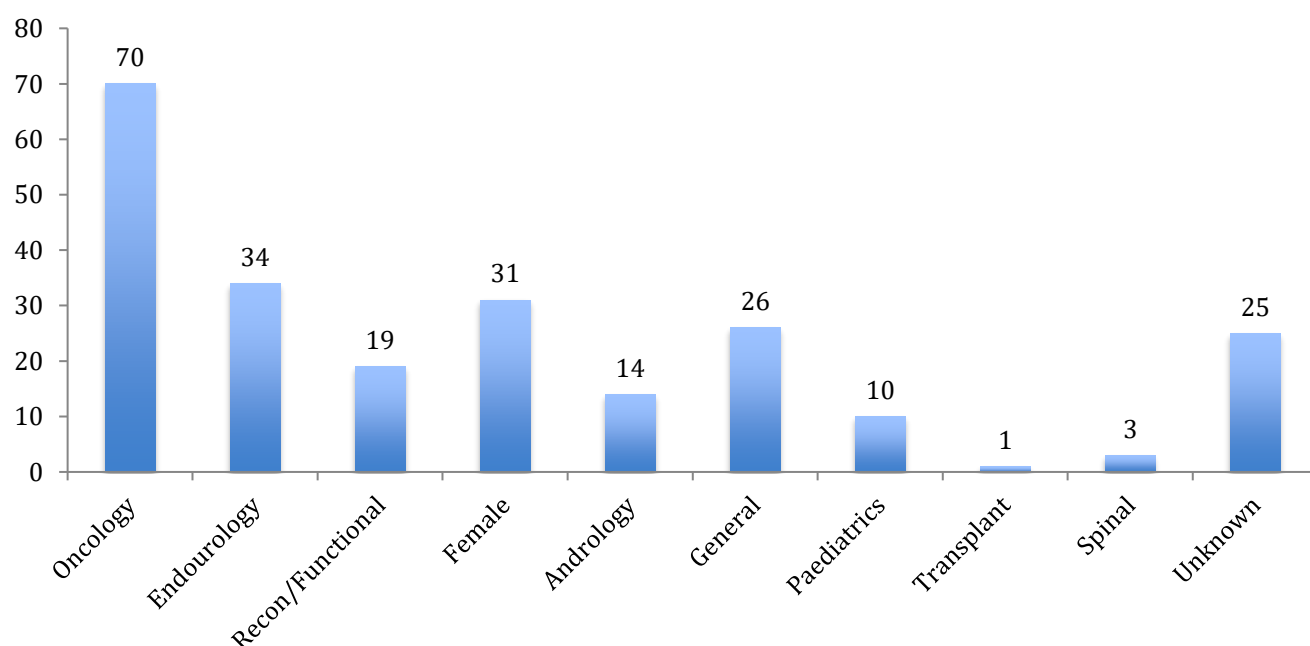
Scenario 3 – Maximum requirement

	Assumptions	Number over next 12 years
Replacement of retired Urologists	SAS grades included at rate of 7 per annum	522
Unfilled posts	Included	109
Expansion	Historical average (4.7%)	769
New consultants available	Historical average (51 per annum)	612
Outcome		-788

These scenarios provide evidence that we do not have enough trainees. The training programme can only deliver Scenario 1. This scenario uses an expansion rate that has only been as low twice in the last 15 years, ignores unfilled posts and SAS retirements and has an unrealistic number of new consultants becoming available. The other scenarios are short by large margins. Although Scenario 3 might seem extreme, it uses the historical averages over the last few years. It would produce a total consultant number of 1817 by 2028 – a population ratio of 1: 39,075, still higher than many other developed countries.

Using Scenario 2 as a guide (which is quite conservative) we would need to produce 69 new consultants per year. Based on the recent CCT awards, the average is 82% of the maximum number. To produce 69 CCTs per annum we would therefore need 420 trainees – 110 more than we have at present.

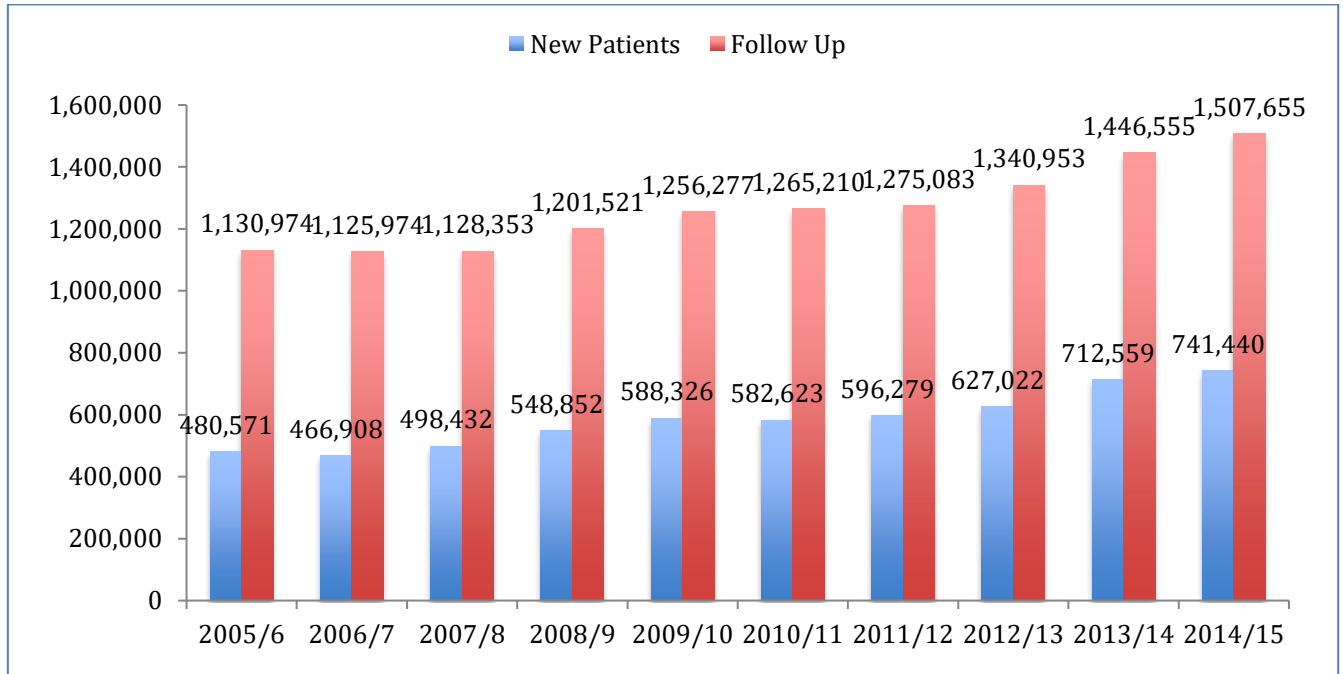
Projected Retirements by Subspecialty 2017 - 2021



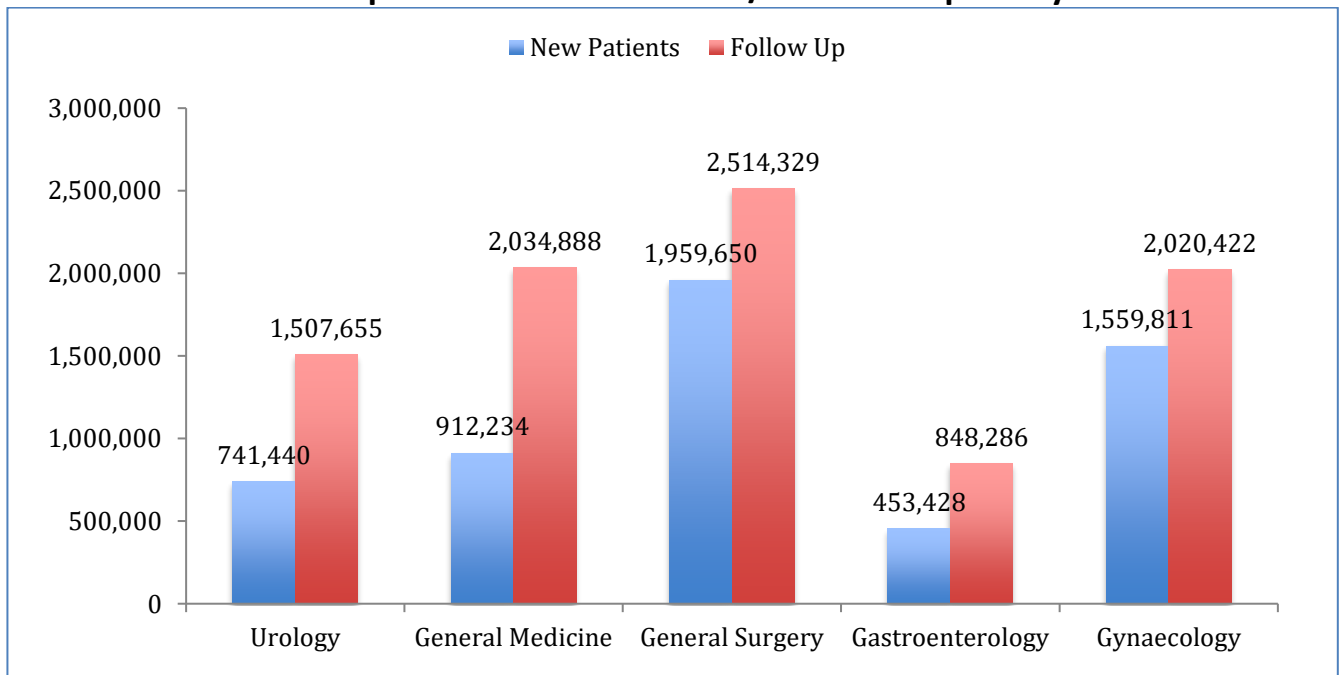
These figures were compiled by internet search on each consultant's name and are therefore quite a crude analysis of subspecialty interest.

Workload Data

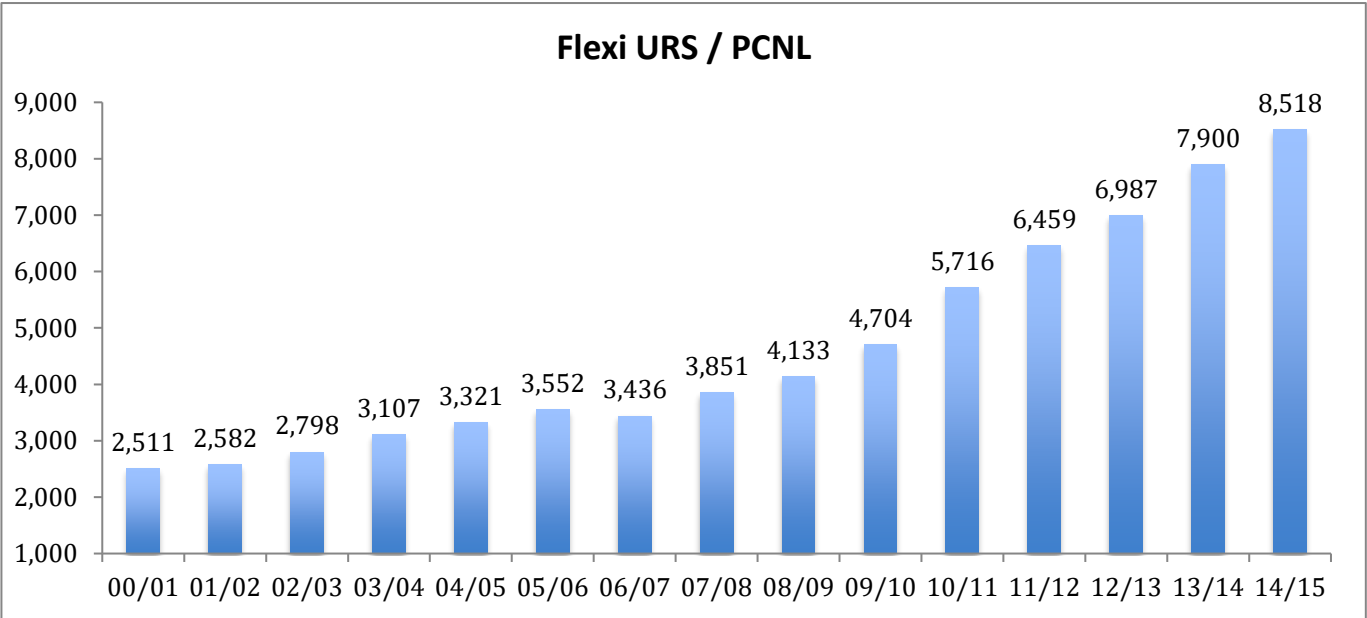
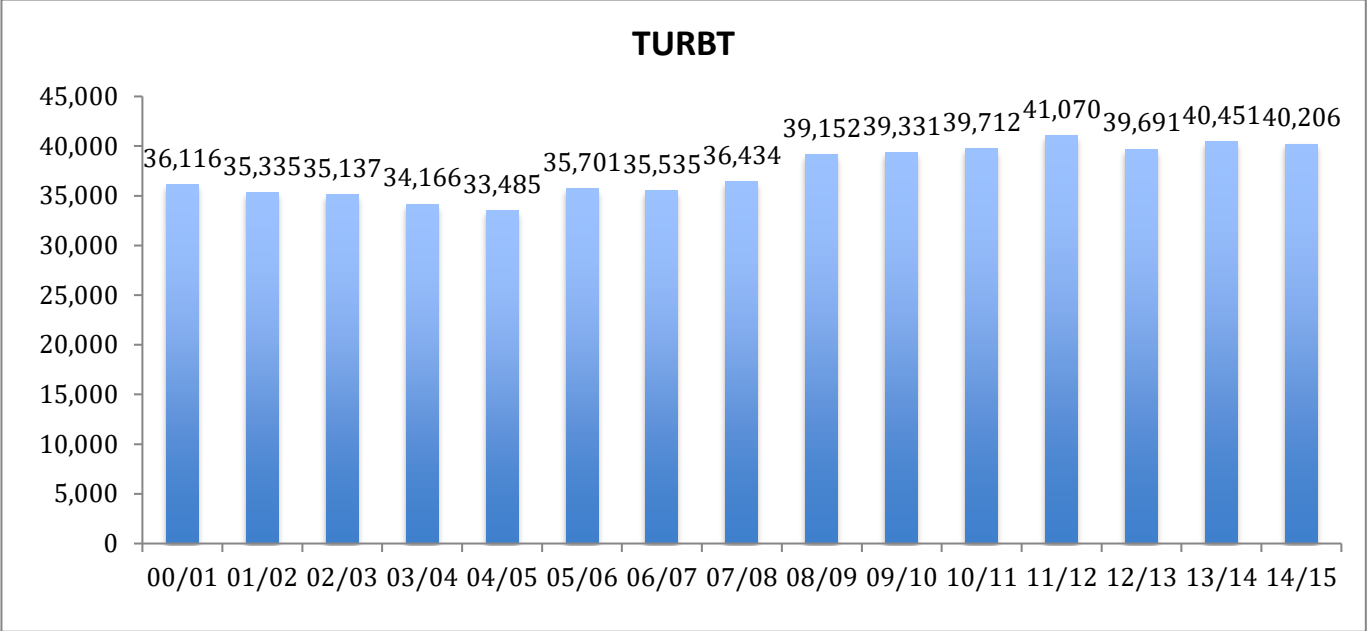
Outpatient HES Data (England only)



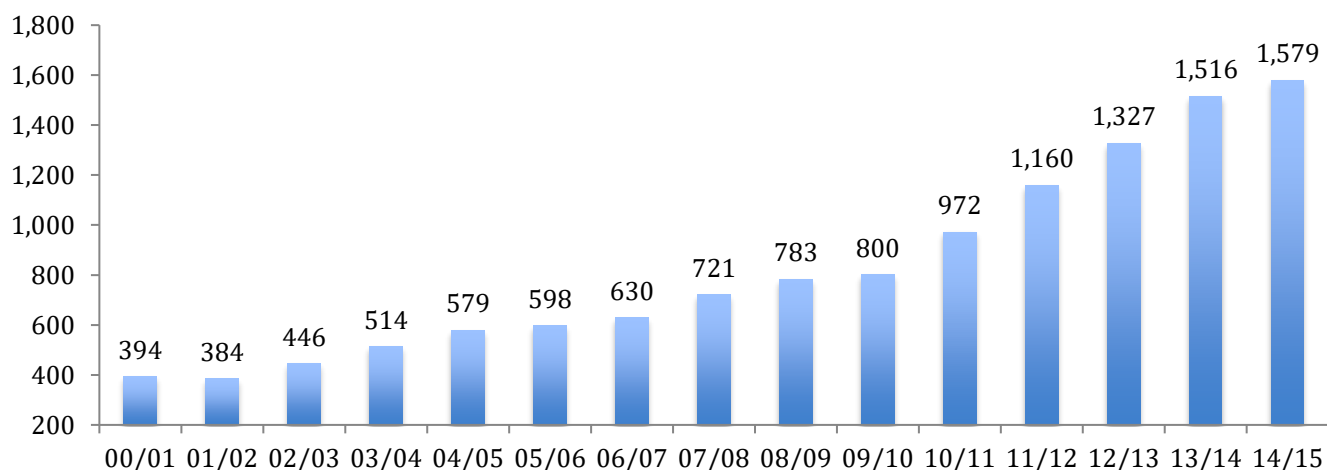
Outpatient attendance 2014/15 – Main Specialty



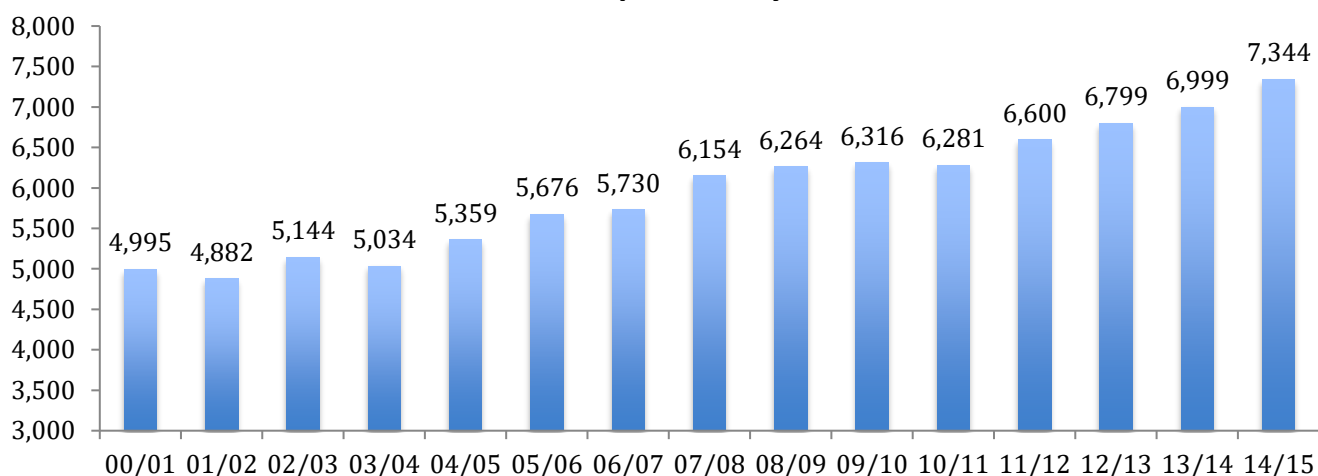
Procedures (HES – England only)



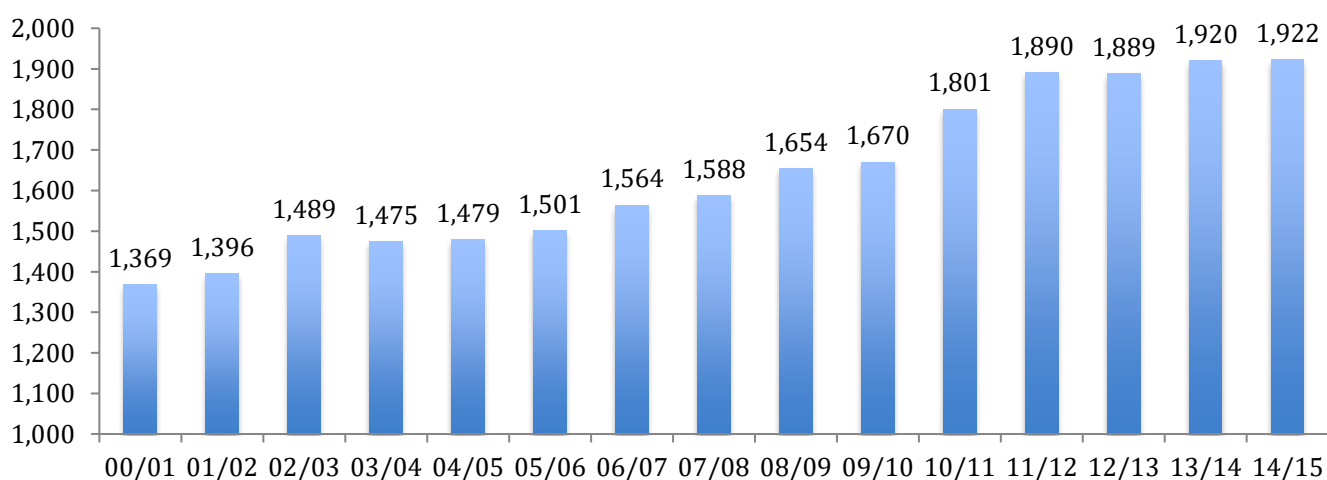
Partial Nephrectomy

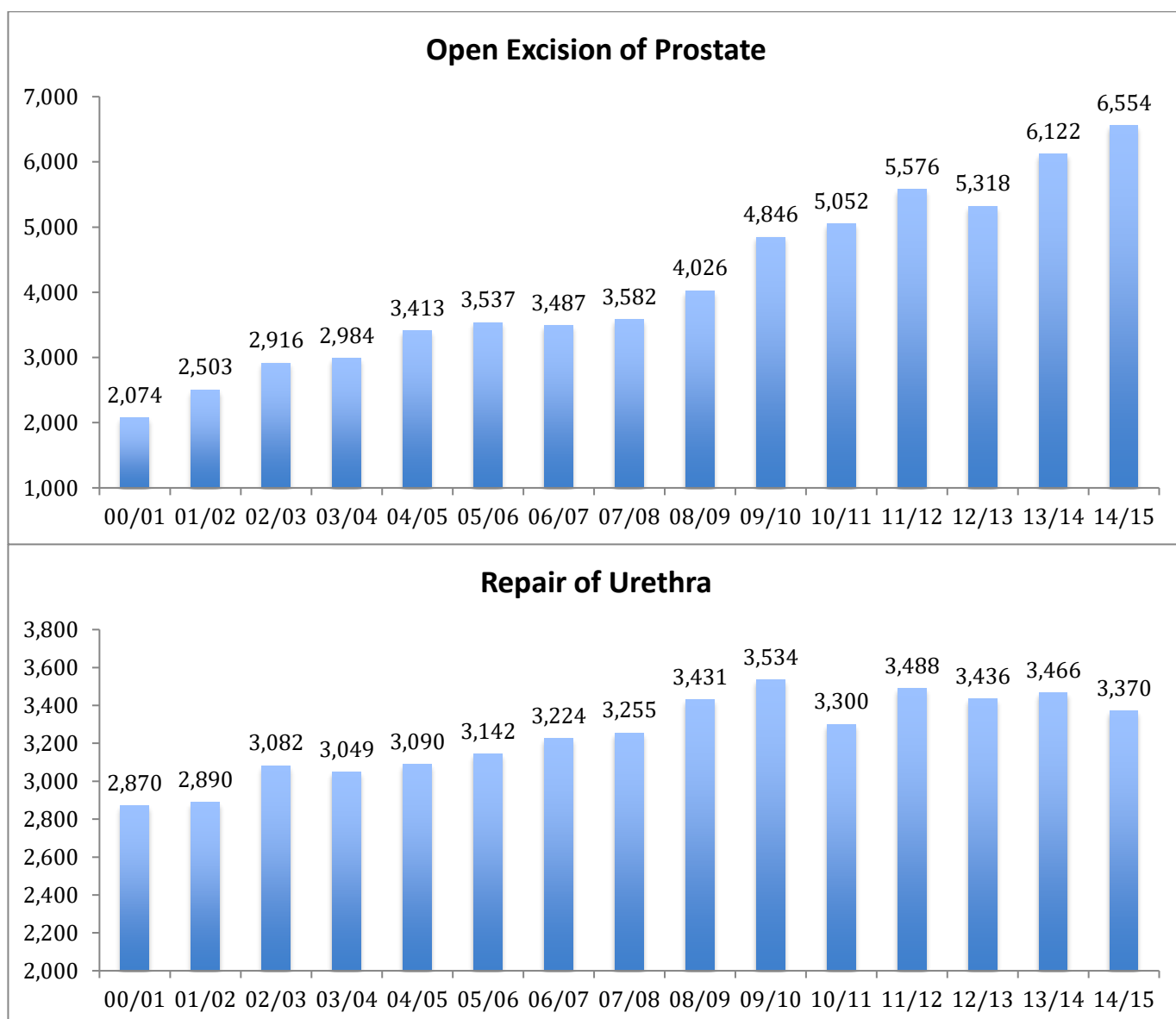


Nephrectomy



Cystectomy





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