

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

**Workforce Report**

September 2018

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### Overall UK Consultant and Trainee Numbers

	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Consultant	963	989	1048	1083	1113
Trainee	277*	322	310	319	319

### UK Consultant Distribution

	<b>Total (2017)</b>	<b>Substantive (2017)</b>	<b>Locums (2017)</b>
England	<b>946 (922)</b>	<b>879 (866)</b>	<b>67 (56)</b>
Wales	<b>53 (50)</b>	<b>47 (46)</b>	<b>6 (4)</b>
Scotland	<b>89(86)</b>	<b>86 (83)</b>	<b>3 (3)</b>
Northern Ireland	<b>25 (25)</b>	<b>24 (24)</b>	<b>1 (1)</b>
UK	<b>1113 (1083)</b>	<b>1036 (1019)</b>	<b>77 (64)</b>
Republic of Ireland	<b>47</b>	<b>43</b>	<b>4</b>

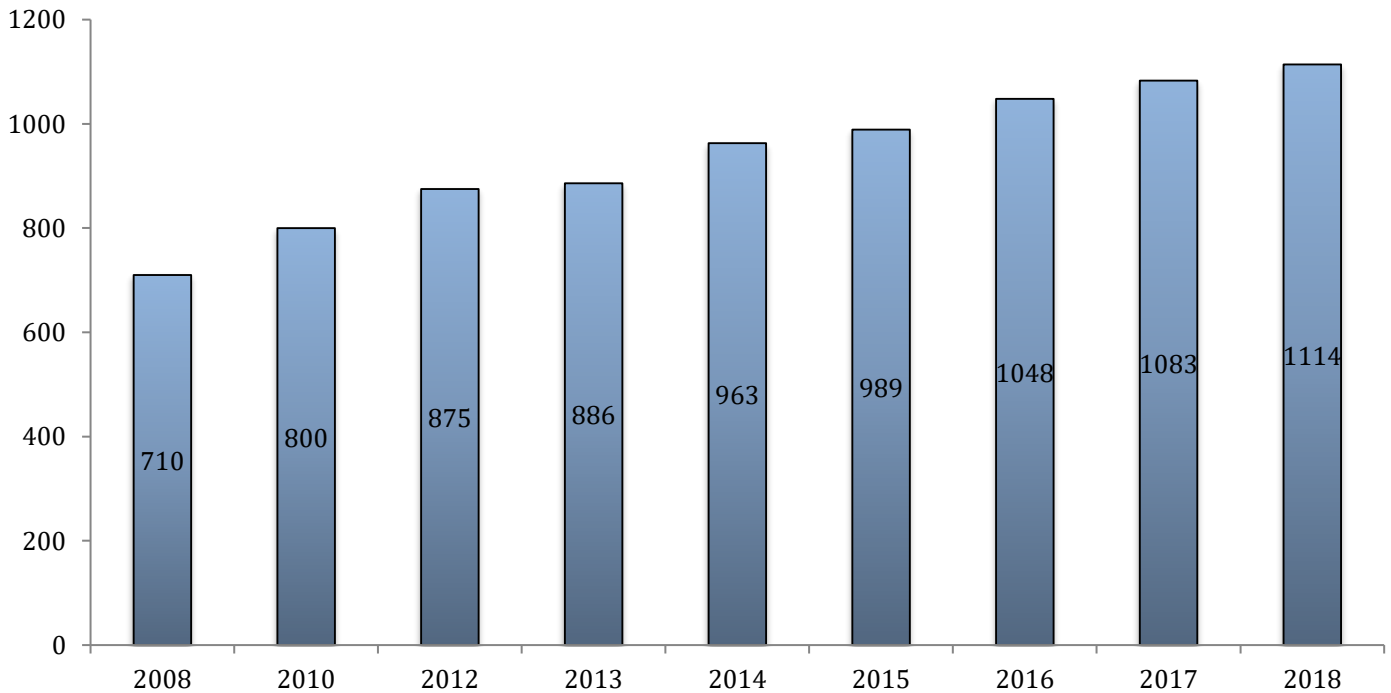
## Consultant Numbers by BAUS Region

Region	Regional Rep	Substantive 2018(2017)	Locum Cons
<b>England</b>			
North East	David Thomas	<b>48</b> (46)	0
North West	David Ross	<b>126</b> (124)	11
Yorks/Humberside	Sunjay Jain	<b>87</b> (88)	12
West Midlands	Hemant Ohja	<b>80</b> (78)	8
East Midlands	Simon Williams	<b>56</b> (49)	2
East of England	Bill Turner	<b>99</b> (101)	14
South East Coast	Sri Sriprasad	<b>70</b> (71)	1
London North	Giles Hellowell	<b>102</b> (104)	6
London South	Nick Watkin	<b>56</b> (53)	5
South Central	Matt Hayes	<b>76</b> (75)	4
South West	Mark Stott	<b>79</b> (77)	4
<b>Wales</b>			
	Neil Fenn	<b>47</b> (46)	6
<b>Scotland</b>			
Scotland West	Mary Brown	<b>46</b> (45)	0
Scotland East	Ben Thomas	<b>40</b> (38)	3
<b>Northern Ireland</b>			
	John McKnight	<b>24</b> (24)	1
<b>UK Total</b>		<b>1036</b> (1019)	<b>77</b> (64)
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<b>Republic of Ireland</b>	Tom Lynch	<b>43</b>	4

## UK SUBSTANTIVE Consultant Urologist: Population Ratios 2008-18

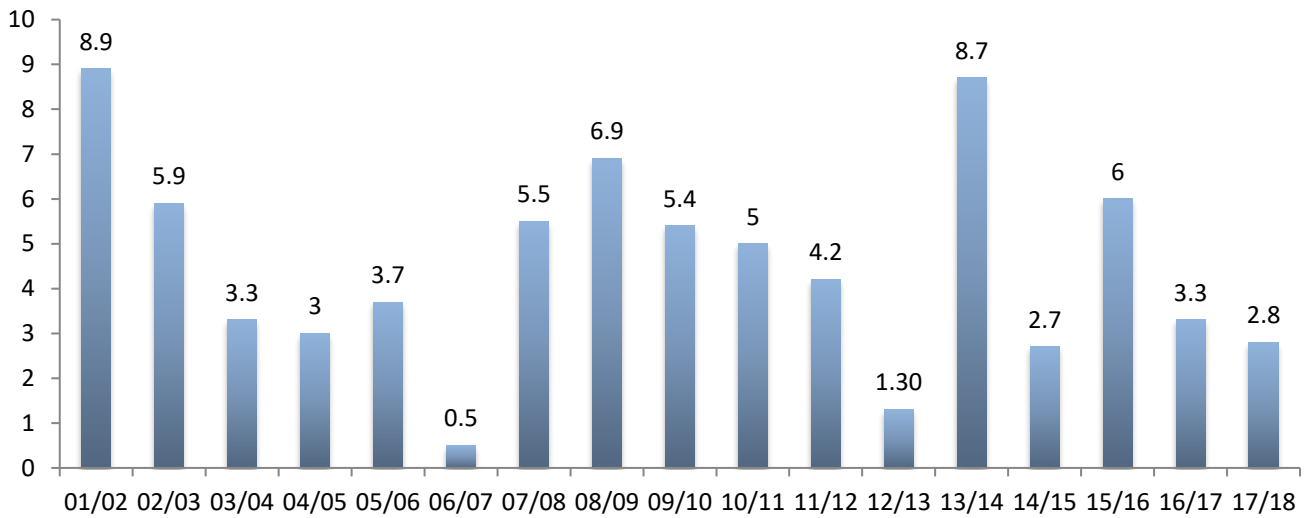
	UK	England	Wales	Scotland	N Ireland
2008	1:84,000	1:85,000	1:83,000	1:72,000	1:103,000
2009	1:80,000	1:81,000	1:78,000	1:71,000	1:93,000
2010	1:77,000	1:78,000	1:70,000	1:70,000	1:89,000
2011	1:74,121	1:74,301	1:71,581	1:69,613	1:89,970
2012	1:72,189	1:72,306	1:70,455	1:69,142	1:82,309
2013	1:71,312	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
2017	1:64,376	1:63,810	1:67,608	1:65,060	1:77,500
<b>2018</b>	<b>1:64,260</b>	<b>1:62,946</b>	<b>1:67,834</b>	<b>1:63,372</b>	<b>1:78,658</b>

## Total Consultant Numbers 2008-18



There has been a 2.8% increase in total consultant numbers over the last 12 months and a 1.7% increase in substantive numbers. Increase in locum consultant numbers was 20%

## Chronological Rate of Annual Total Consultant Expansion (%)



The average annual rate of total consultant expansion over the last 17 years has been 4.5%

## Substantive UK Consultant: Population Ratios 2018

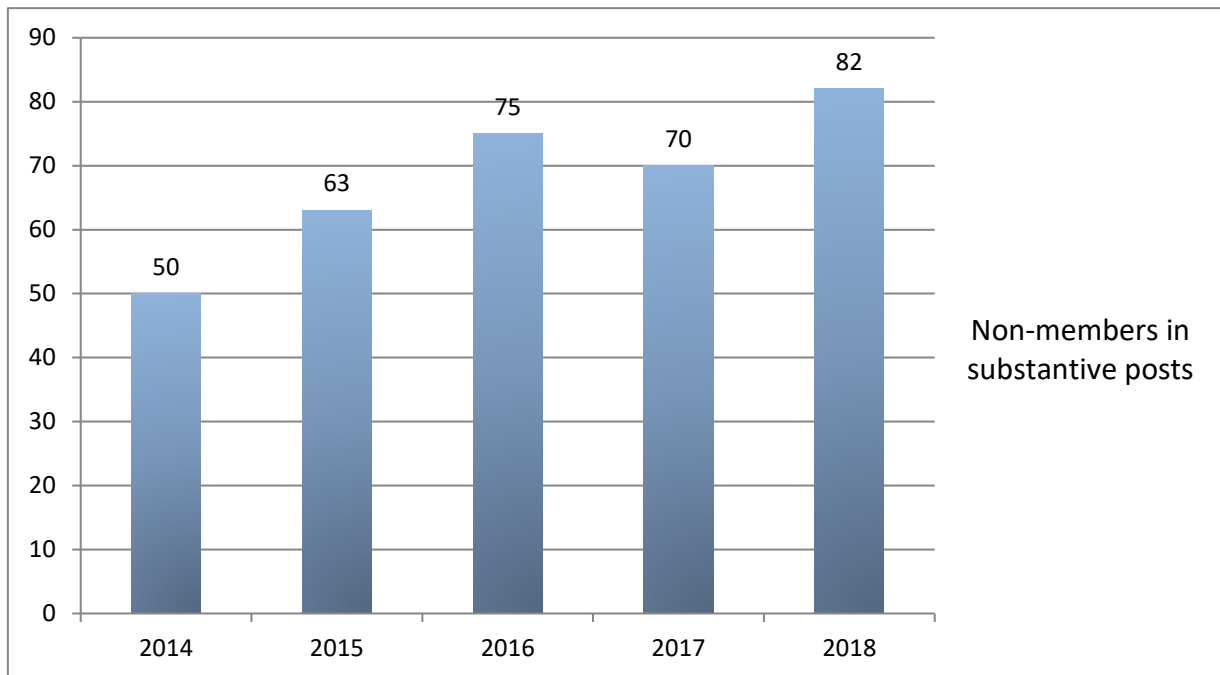
UK 66.57 million	1: 64,260	↓ (relative to 2017)
England 55.33 million	1: 62,946	↓
Wales 3.19 million	1: 67,834	no change
Scotland 5.45 million	1: 63,372	↓
Northern Ireland 1.86 million	1: 78,658	↑
Republic Ireland 4.8 million	1: 111,627	2017 data

## Comparison with Other Countries

Country	Population	Number of Urologists	Pop ratio
United Kingdom	66,570,000	1036	1: 64,260
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

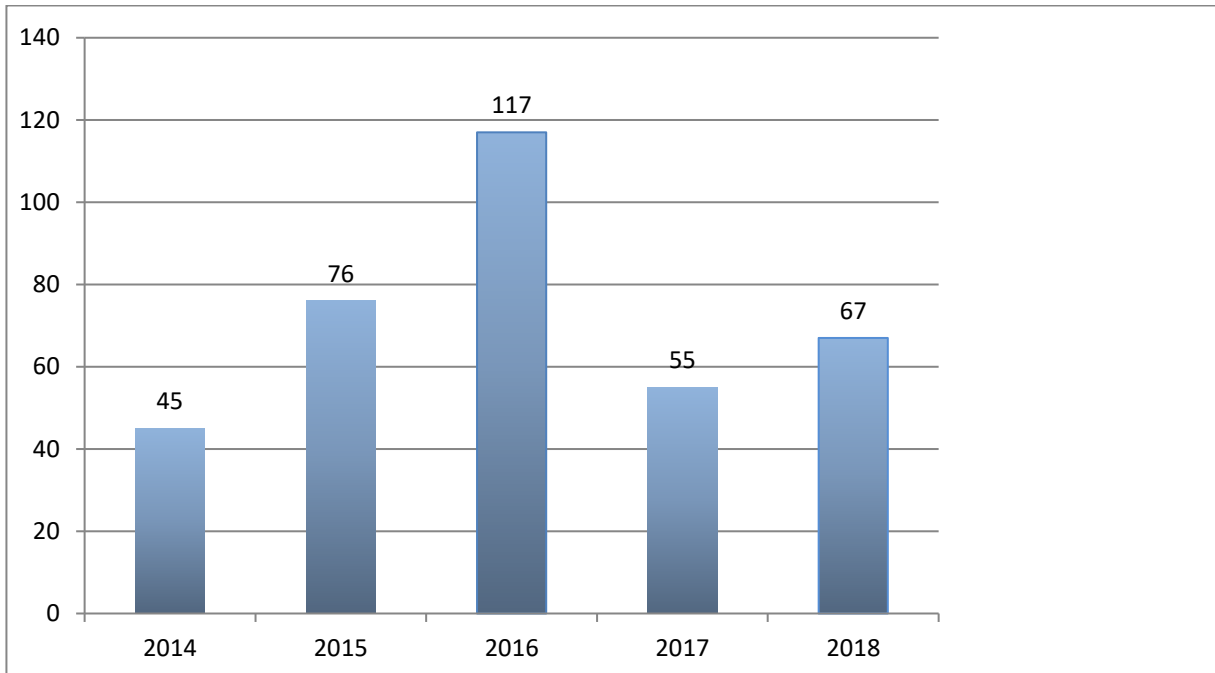
Much of the data available online from sources such as EAU/ESRU is out of date. The above information was obtained directly from USANZ, Association Française de Urologie, Spanish Association of Urology, Danish Urological Society and the National Board of Health and Welfare Office (Sweden). The presence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

## Non-Membership of BAUS



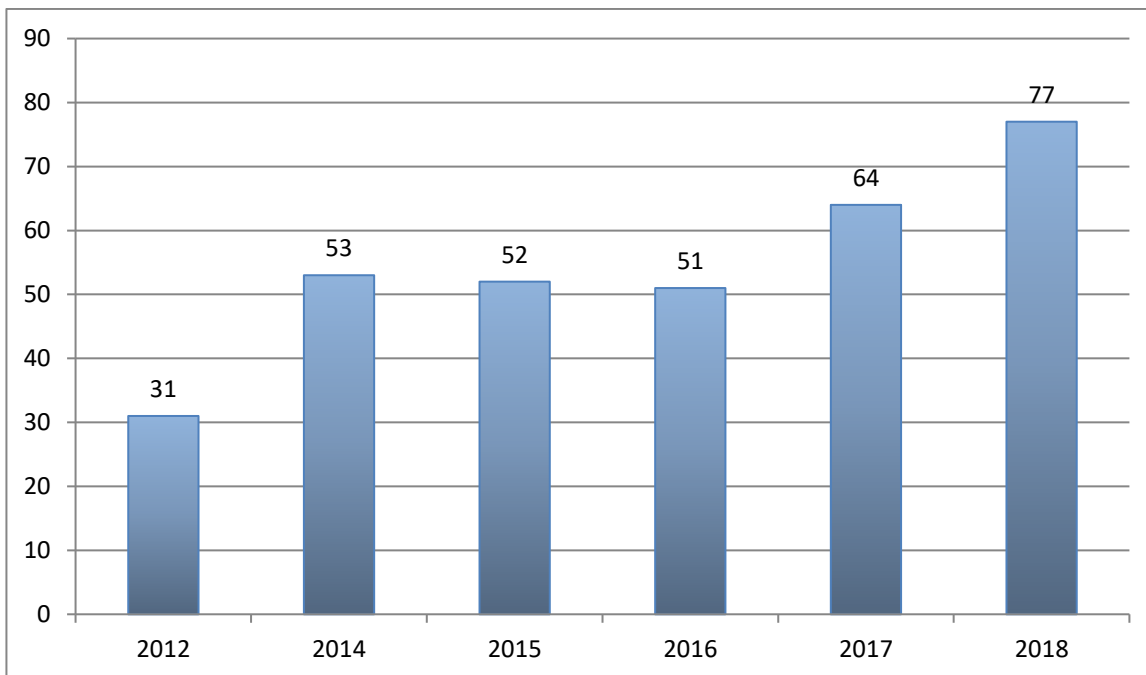
There has been an increase in the number of consultants in substantive posts who are not members of BAUS. This number is 8% of total substantive posts.

## “Unfilled” posts



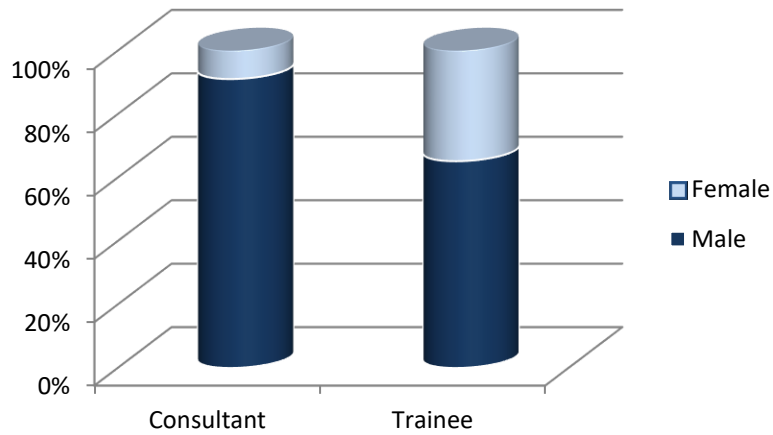
The number of “unfilled” posts has increased to 67 (55 in 2017) over the last twelve months, an increase of 22%. This figure does seem to fluctuate year on year and is affected by reporting issues and the use of locums.

## Locums



Although the number of locums was static between 2014 – 2015, the number has increased by 2.5 times compared with 2012.

## Gender Ratios 2018



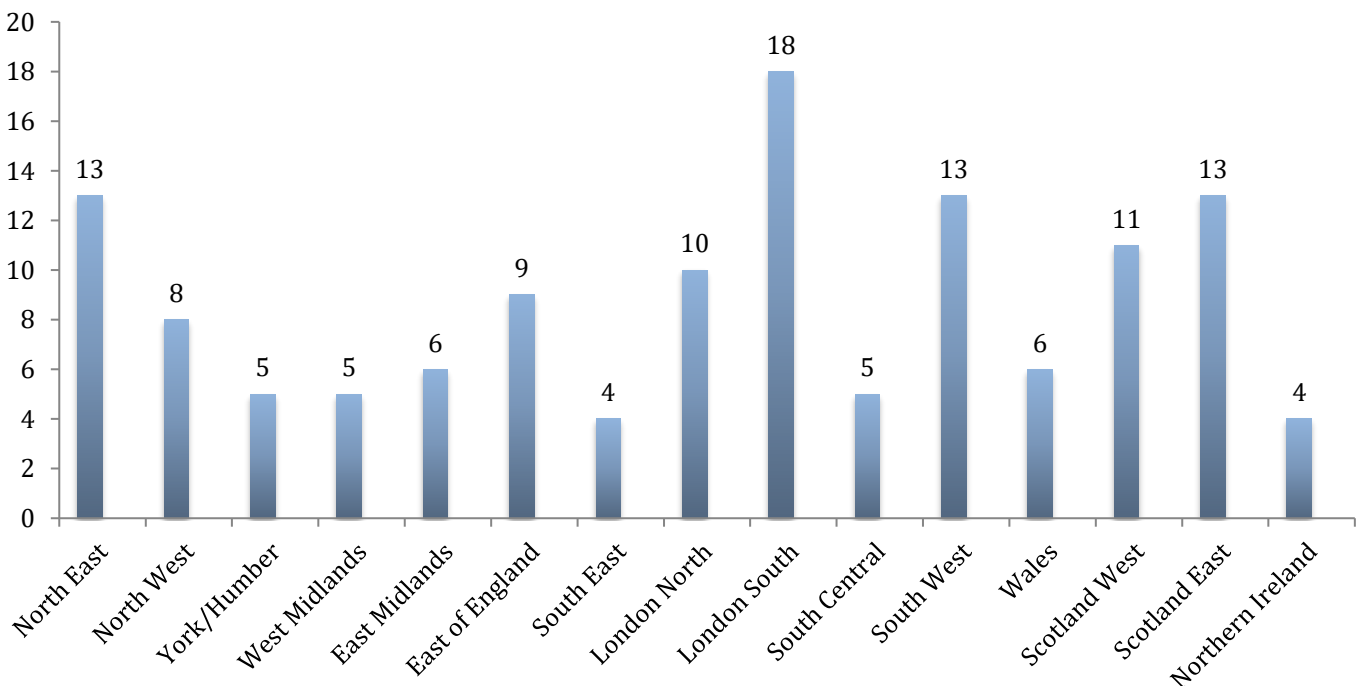
Current consultant workforce (inc. locums) comprises 99 females and 1014 males (9.8% female). Female trainee numbers are 111 of 319 (35%) a slight increase compared to 2017.

## Consultant Gender Ratio by Age

Age range	Male	Female	% Female
< 40	58	13	18%
40 - 49	318	48	13%
Over 50	453	21	4%

Analysis of 911 consultants for whom date of birth is known

## Percentage of Female Consultants by Region



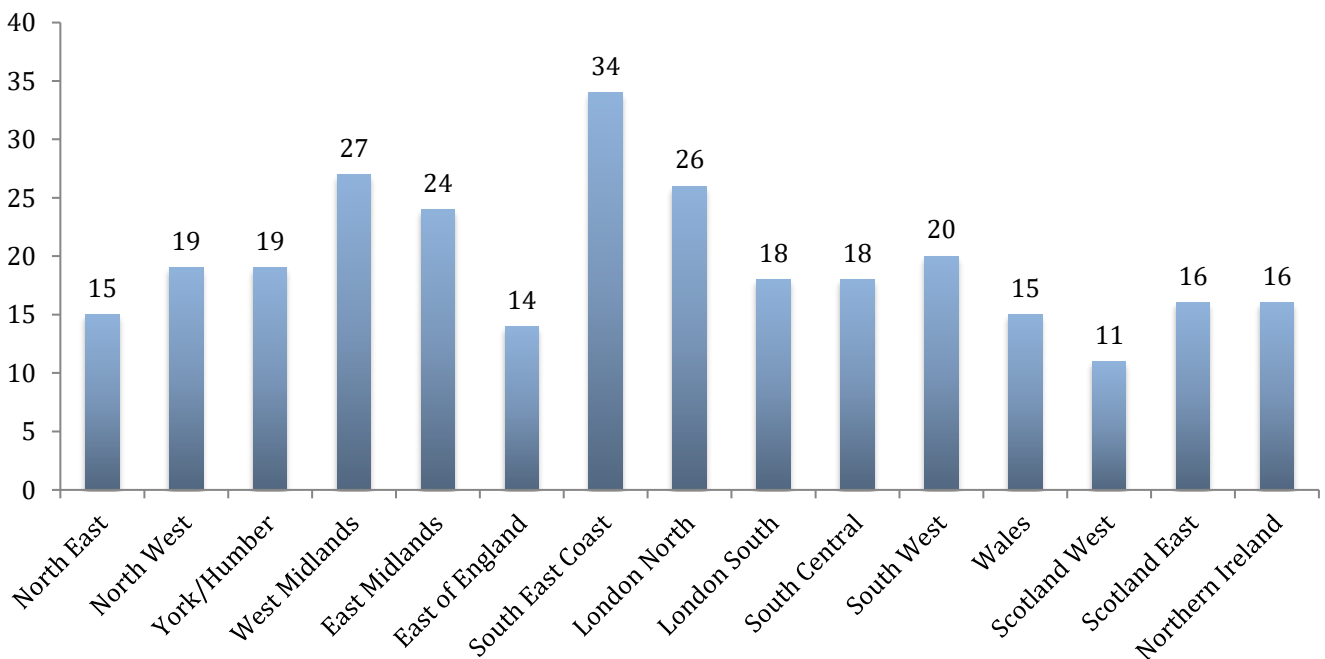


## Consultant Retirements

Region	Projected Retirements 2019 - 2023
North East	7
North West	26
York/Humber	19
West Midlands	20
East Midlands	14
East of England	16
South East Coast	24
London North	28
London South	11
South Central	14
South West	17
Wales	8
Scotland West	5
Scotland East	7
Northern Ireland	4

Based on number of consultants aged 62 or over during 2019 – 2023

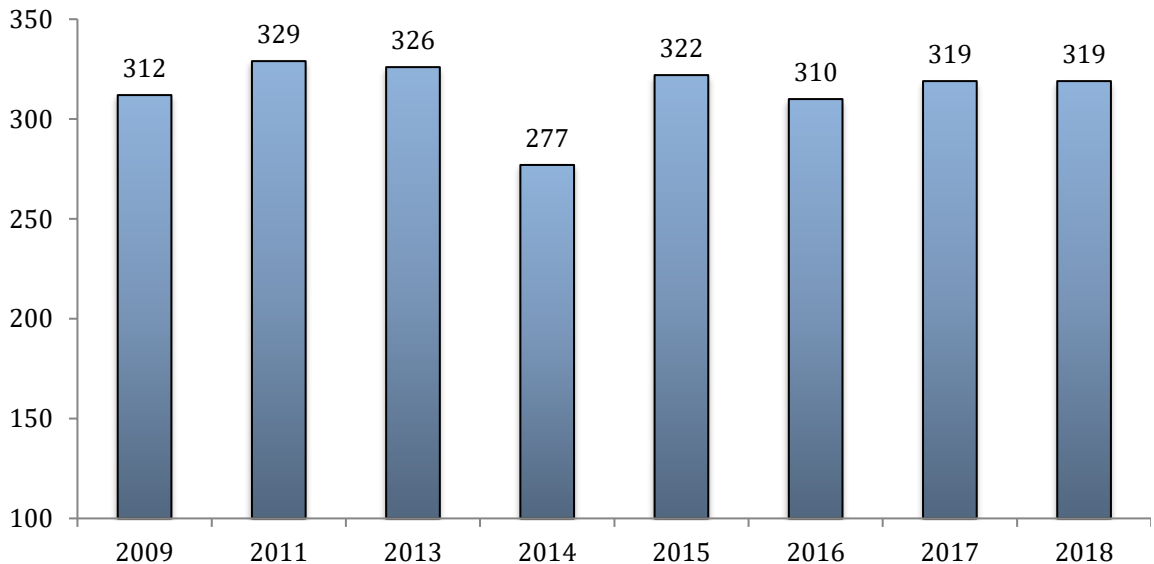
## Projected Retirements as % of Workforce by Region 2019 - 2023



## Trainee Numbers

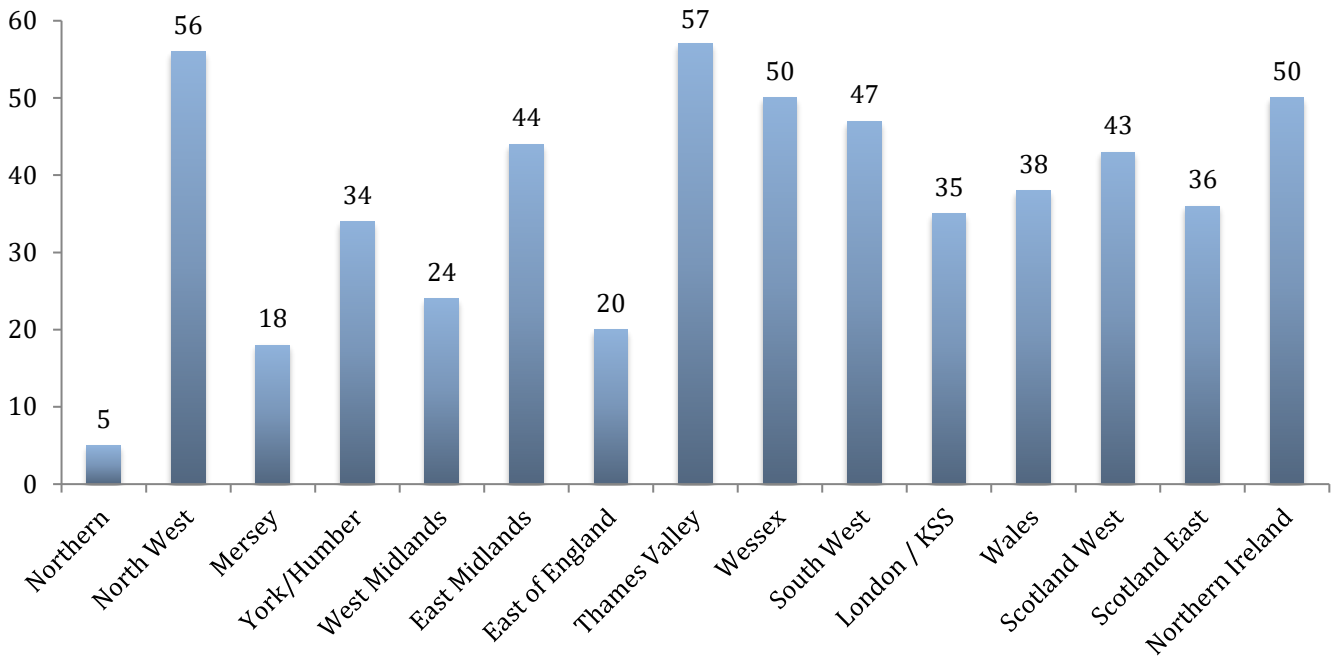
Deanery	No of Trainees
Northern	19
North West	18
Mersey	17
Yorkshire and Humber	30
West Midlands	25
East Midlands	16
East of England	20
Thames Valley	14
Wessex	10
South West	19
London/KSS	84
Wales	13
Scotland East	14
Scotland West	14
Northern Ireland	6
<b>Total</b>	<b>319</b>
Republic of Ireland	22 (not included in total)

## Number of Trainees (2009-18)



Trainee numbers remain static (2014 figures almost certainly incorrect)

### Percentage of Female Trainees by Programme



### Certification Statistics

#### GMC CCT Statistics 2010-17

Year	No of Trainees obtaining CCT (or CESR CP)
2010	51
2011	44
2012	60
2013	46
2014	54
2015	51
2016	54
2017	54

Average annual number of trainees completing training over the last 8 years is 52

## Workforce Predictions – do we have enough trainees?

### Number of projected Trainees awarded CCT against Consultant retirements 2019-2023 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
2019	65	50	26	-11	+17	+39
2020	58	52	37	-28	-2	+21
2021	56	55	34	-33	-1	+22
2022	74	57	36	-19	+14	+38
2023	50	60	41	-51	-15	+9

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 estimates based on all trainees completing training at their current expected CCT date. Due to incomplete TPD returns and lack of access to JCST data, some data has been extrapolated from 2017 data.

### Number of projected Trainees awarded CCT against Consultant retirements 2019-2023 using historical average CCT award numbers (Includes SAS Grade retirements)

Year	CCT	Additional Posts (4.5%)	Retirements	Expansion 4.5%	Expansion 2%	No expansion
2019	52	50	26	-24	4	+26
2020	52	52	37	-37	-8	+15
2021	52	55	34	-37	-5	+18
2022	52	57	36	-41	-8	+16
2023	52	60	41	-49	-13	+11

Using a more realistic number of CCT awards based on historical averages, these predictions show that even a small expansion of 2% is not achievable in the medium term. The number of trainees required to expand at 2% over the next 5 years would be 290, based on these figures, but we are unlikely to produce more than 260 new CCT holders during that period.

## Longer Term Projections

Longer term projections have been compiled looking at projections over the next 12 years.

Of 911 consultants whose date of birth is known, there are 474 aged over 50 years (52%). 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 in the past to be approximately 7 per year.

There are a total of 319 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 64. 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 8 years the average number of CCTs awarded has been 52 per annum.

“Unfilled posts” have **not** been included in scenario 1 or 2.

Historical consultant grade expansion has been 4.5% over the last 15 years. It is highly unlikely that this level will be maintained in the future. However, it will be more than 0%

### Scenario 1 – Minimum requirement

	<b>Assumptions</b>	<b>Number over next 12 years</b>
Replacement of retired Urologists	Known consultants only SAS grades not included	474
Expansion	2%	299
New consultants available	Maximum possible	768
<b>Outcome</b>		<b>-5</b>

### Scenario 2 – “Realistic” requirement

	<b>Assumptions</b>	<b>Number over next 12 years</b>
Replacement of retired Urologists	Known consultants only, SAS grades not included	474
Expansion	2%	299
New consultants available	Historical average (52 per annum)	624
<b>Outcome</b>		<b>-149</b>

### Scenario 3 – No expansion but fill the unfilled posts and locum positions

	<b>Assumptions</b>	<b>Number over next 12 years</b>
Replacement of retired Urologists	Known consultants only, SAS grades not included	474
Expansion	0%	0
Unfilled posts		67
Locums		77
New consultants available	Historical average (52 per annum)	624
<b>Outcome</b>		<b>+6</b>

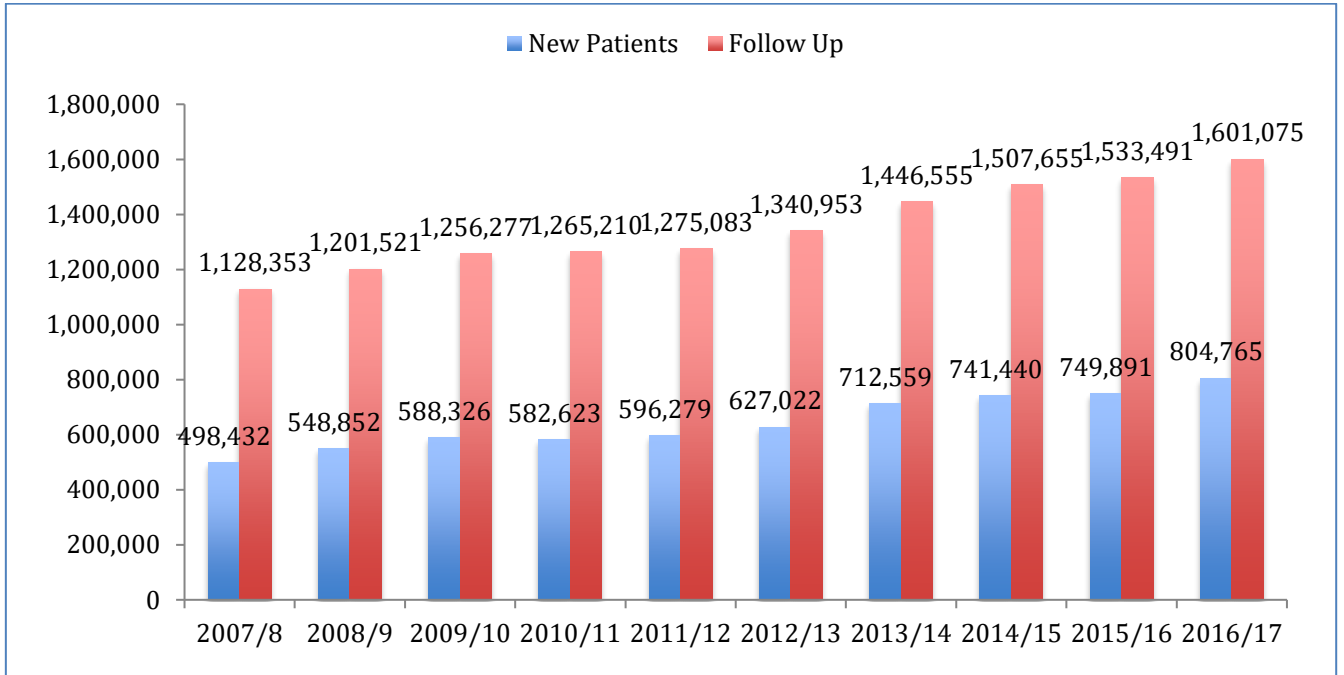
These scenarios continue to provide evidence that we do not have enough trainees. The training programme can only deliver Scenarios 1. This scenario uses an expansion rate that is half the historical average, ignores SAS retirements and has an unrealistic number of new consultants becoming available.

Using Scenario 2 as a guide we would need to produce 64 new consultants per year. Based on the recent CCT awards, the average is 81% of the maximum number. To produce 64 CCTs per annum we would therefore need 395 trainees – 76 more than we have at present.

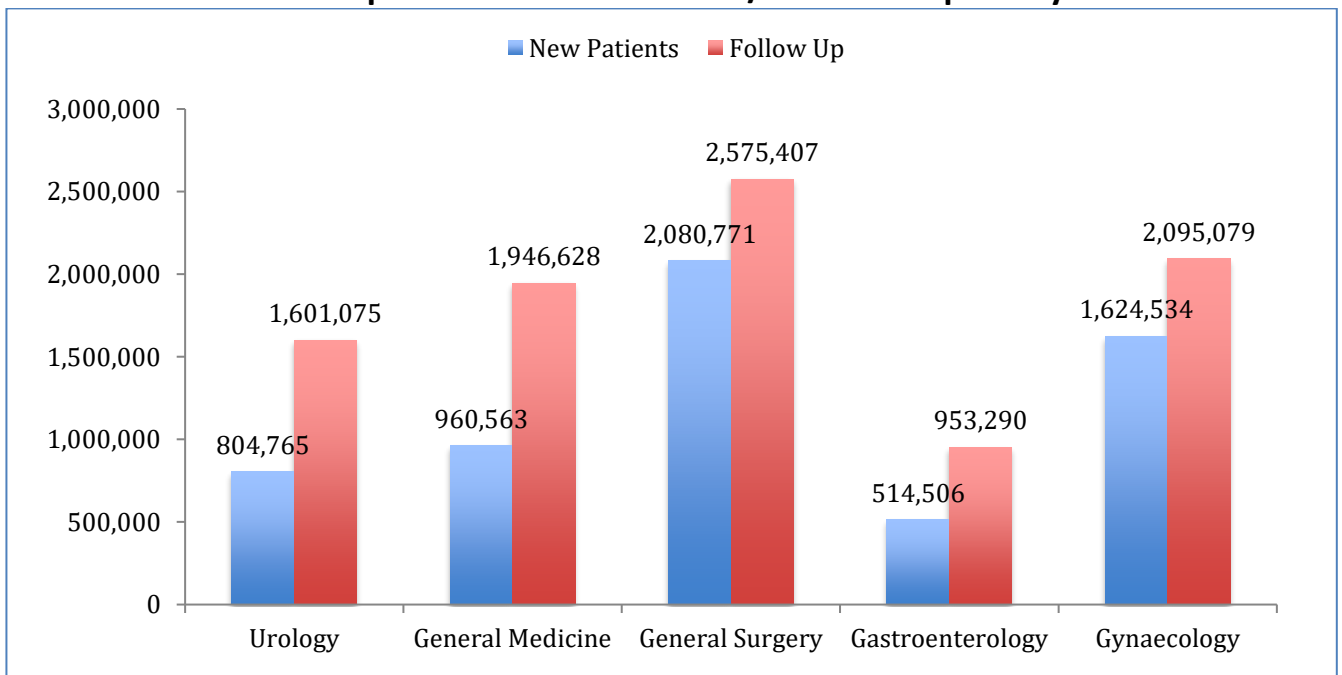
Looking at Scenario 3, we have just enough trainees if there is no expansion at all and all we do is fill current unfilled posts, posts currently occupied by locums and replace retiring consultants.

## Workload Data

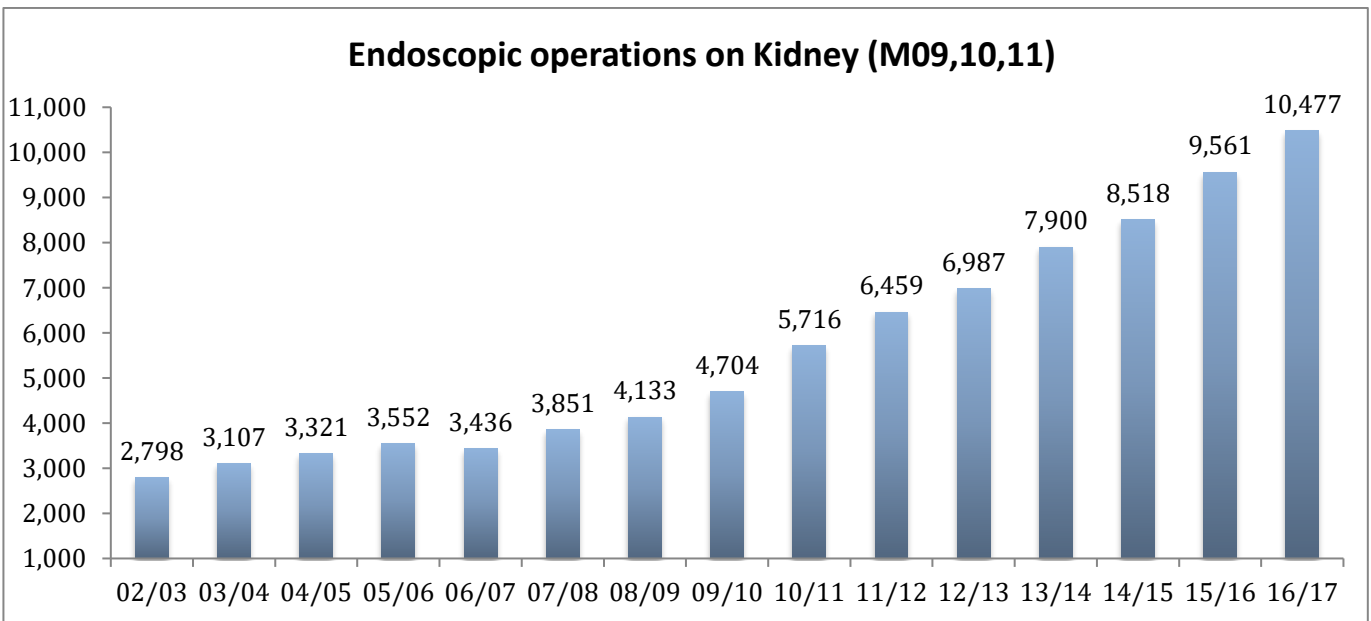
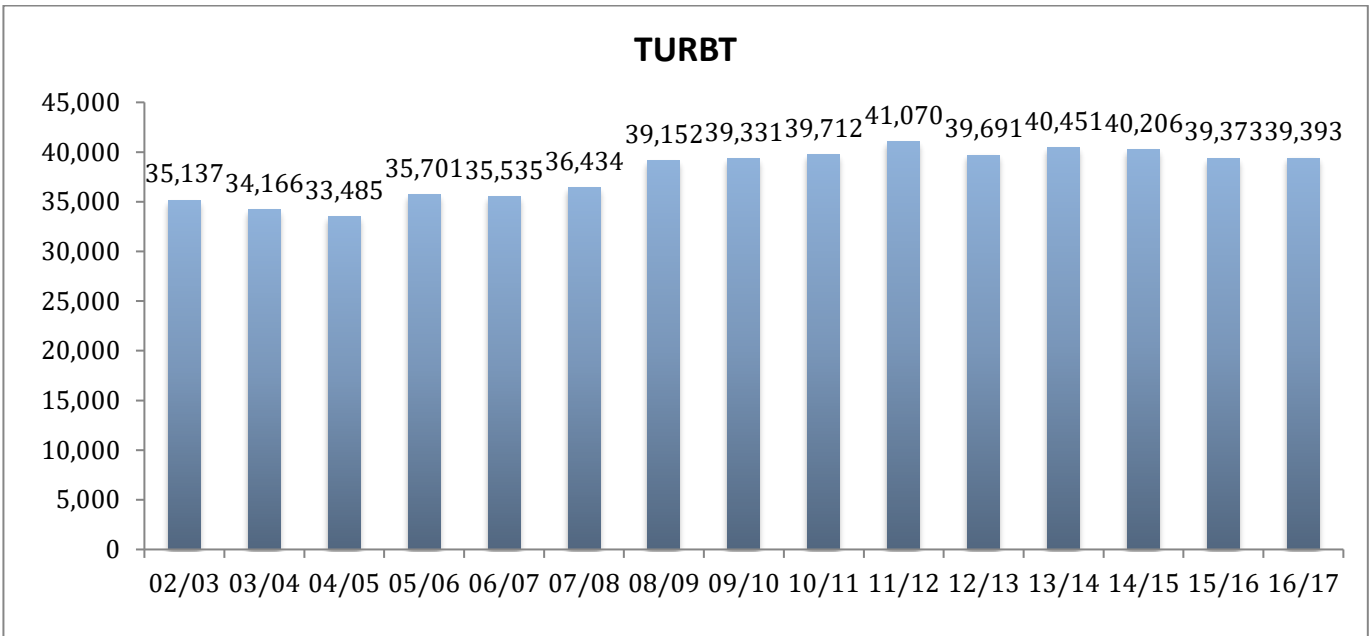
### Outpatient HES Data (England only)



### Outpatient attendance 2016/17 – Main Specialty

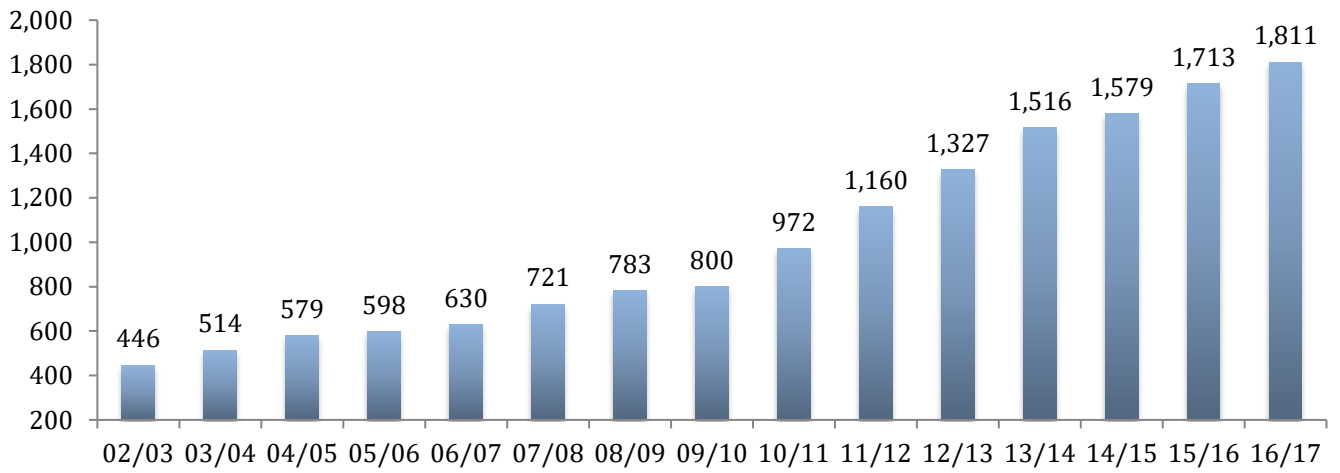


**Procedures (HES – England only)**

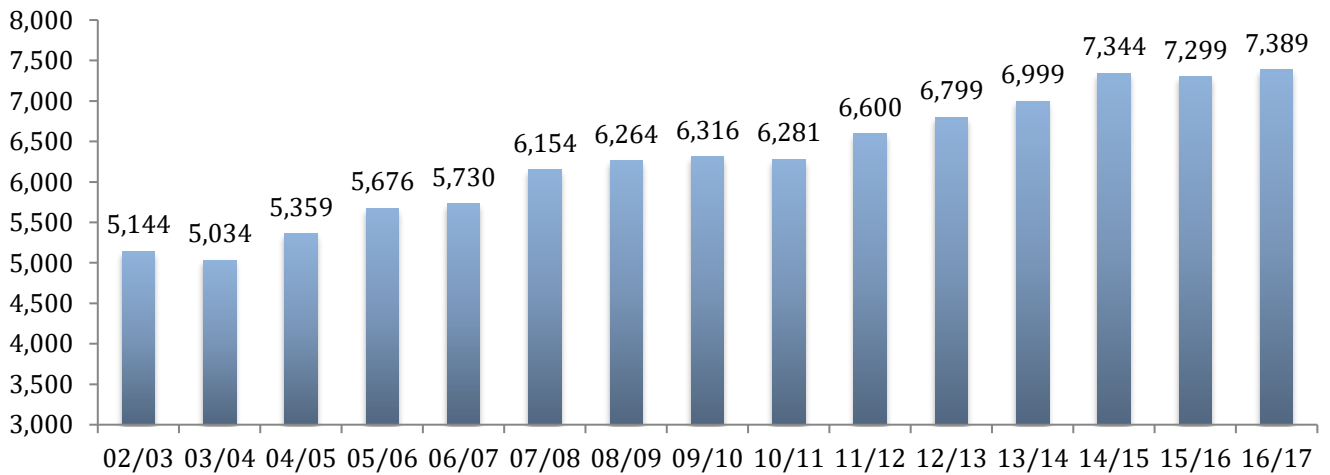




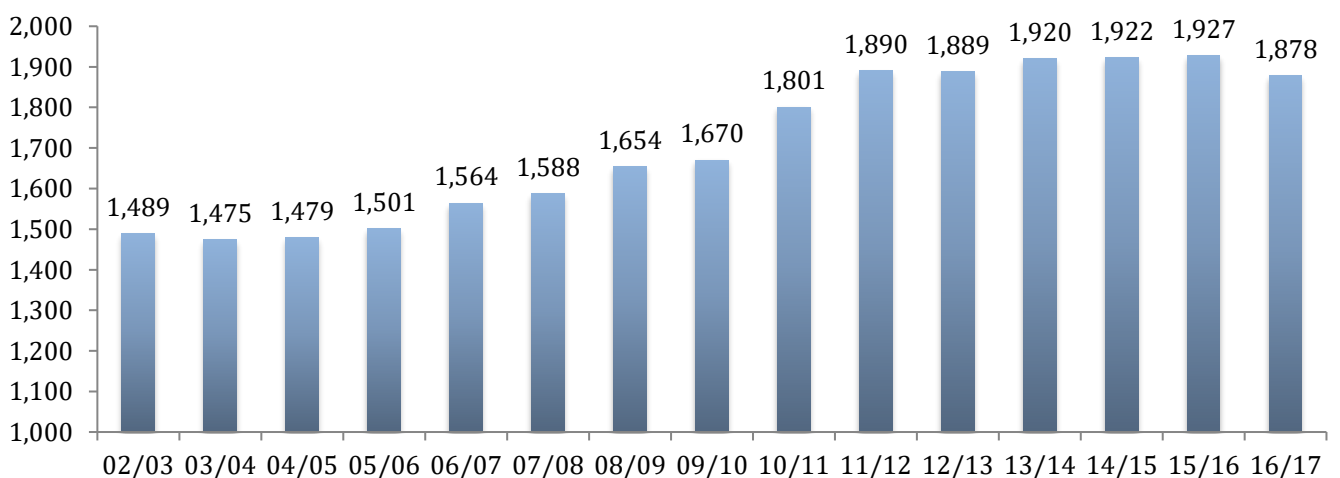
### Partial Nephrectomy

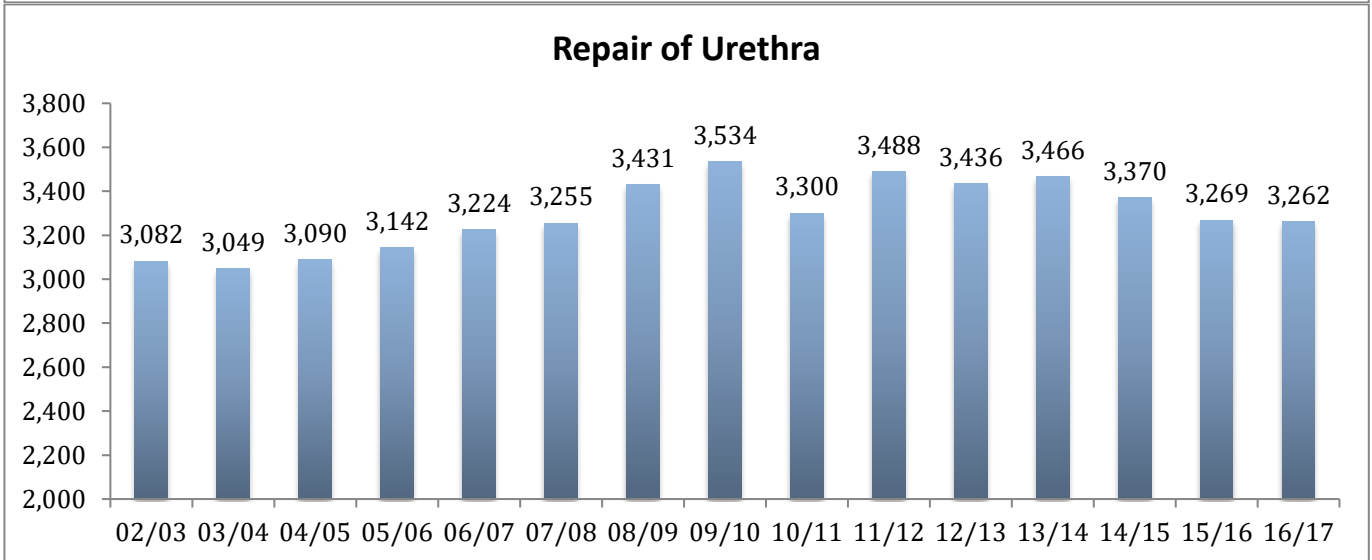
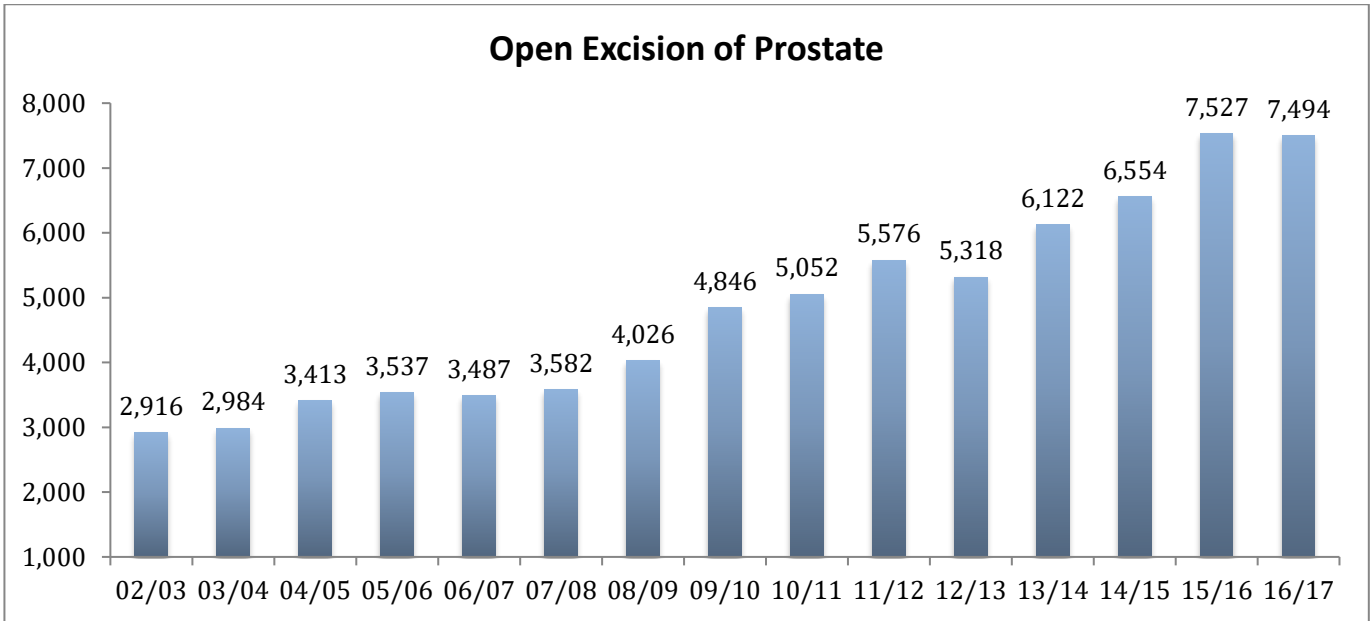


### Nephrectomy



### Cystectomy





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- **Charlotte Taylor** who has collated and provided updates of the data tables
- **BAUS regional representatives** for timely and accurate data submission.
- **TPDs** for updating the trainee information