BAUS Workforce report 2021

Steve Payne and Judith Mitchell

Introduction

This document is the latest in the series of Workforce reports that have been made since 2009 and is reflective of the best available data available to the British Association of Urological Surgeons. It is understood that this data may well contain flaws; if you spot any inaccuracies in information that may be relevant to your locality, or practice, then please contact either Judith Mitchell or me, directly, by email.

We are very grateful to those BAUS members who have contributed data for this project, and to all BAUS members who keep their entry on the BAUS Members Directory up to date.

Steve Payne
Judith Mitchell June 2022

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Executive summary

We have attempted to be as accurate as we can in our analyses before making any statements about the urological workforce. Conclusions can only be drawn from the workforce data available to us, and some of the deductions below may be reflective of better data collection than structural or organisational factors**.** Data is presented according to the patient population presenting for urological care, the work that is done, who it is done by and who we are training to continue that activity for the future.

Patient Population	Peaks at 70-74 years; unchanged Male:female ratio, 3:1; unchanged
Urological activity	New outpatient activity, down 25% on 2020 Follow up outpatient activity, down 11% on 2020 Virtual consultations, (new data) 42% of total Day Cases, down 38% on 2020 Elective activity, down 37% on 2020 FCEs, down 32% on 2020 Emergencies, down 14% on 2020 Benign surgery/ESWL, down 43% on 2020 Cancer surgery, down 15% on 2020
Workforce	Consultant (substantive and locum) numbers, down 2% on 2020 Locum consultant numbers10% of workforce, up 44% on 2020 UK, 1 urologist per 52,000 population Women 12.9% of workforce; unchanged Women 29% of consultants <35 years Marginal decrease in number of SAS urologists
Trainees	ST trainee numbers up 10% on 2020 Women, 33% of UK specialist trainees CCT numbers granted down 16% on 2020 Trainees have diverse interest in sub-specialist areas

Methodology – data sources

Consultant and BSoT regional representatives: BAUS CRM data (collated May 2022)
GMC: CCT and CESR applications, and numbers granted (published annually)
JCST: CCT completion (published annually)
NHS Digital: England outpatient, admitted care, and inpatient procedure data (published annually)
Analysis utilizing Excel functionality

1. Patient demographics

The patient demographic is represented by the ambient patient workload. In 2020/21 there were 481,451 Finished consultant episodes (FCEs) under the care of urologists of which 357,968 (74.4%) FCEs were male and 123,449 (25.6%) were female. The age at presentation for inpatient care, in England, is shown in Figure 1.

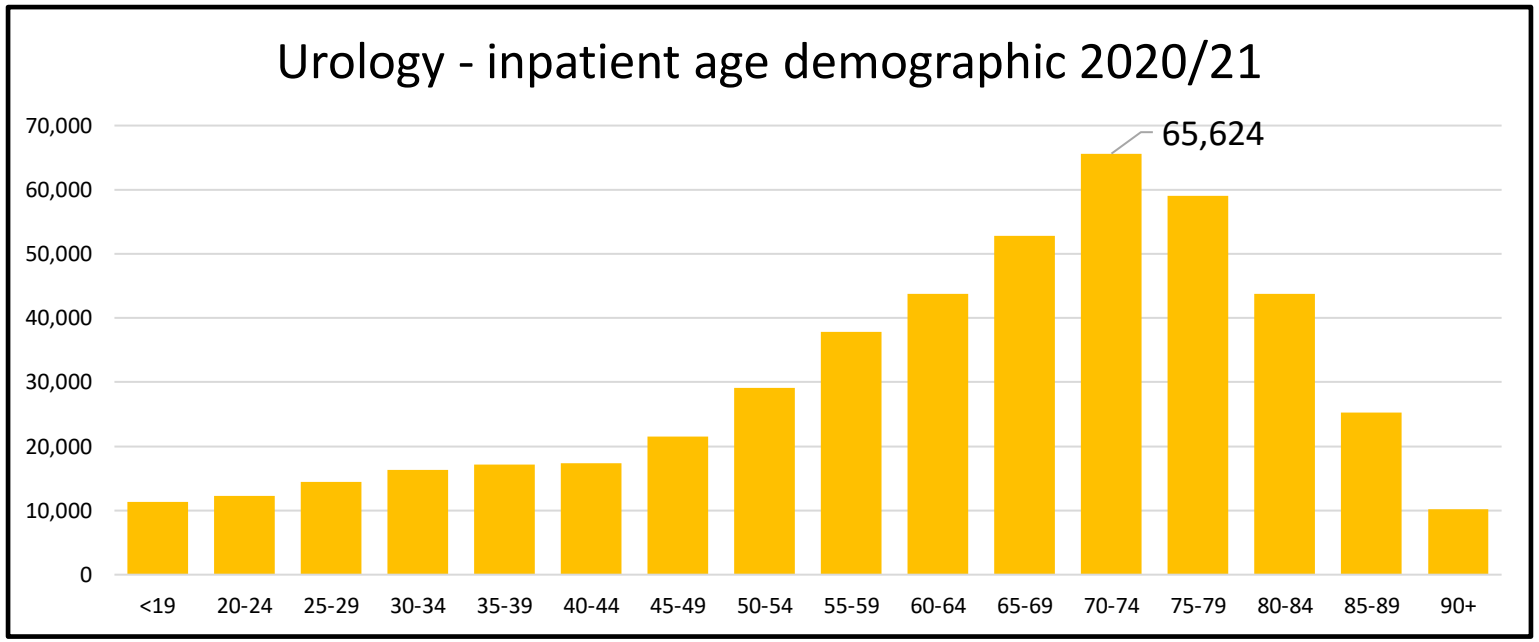


Fig 1. Age demographic of urology patients - England - 2020/21

2. Outpatient activity

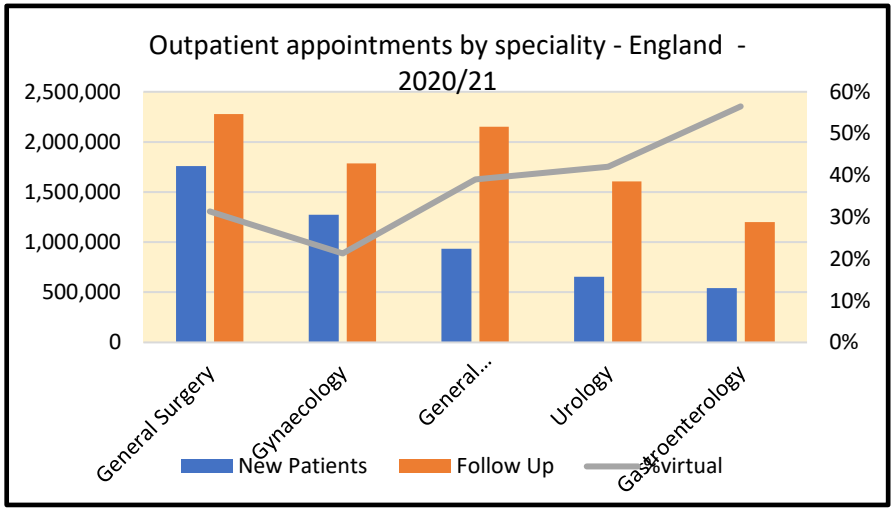


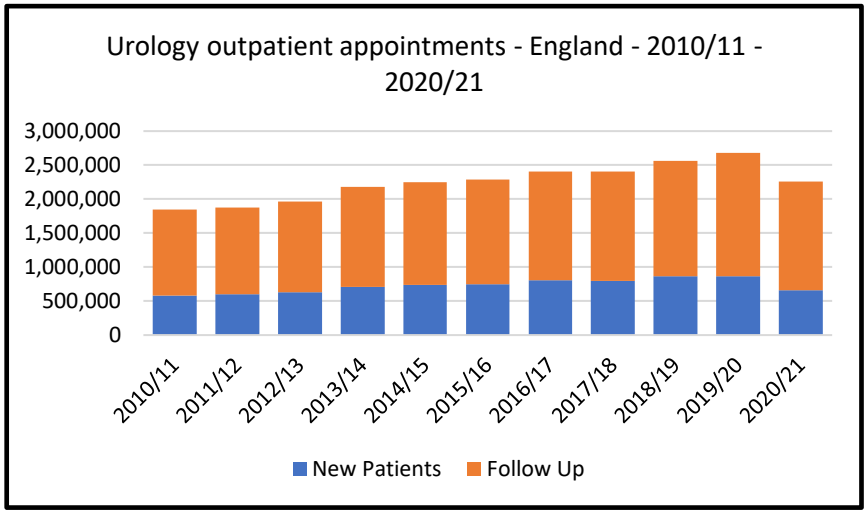
Fig 2. Comparative outpatient appointments by speciality – England, including % virtual consultations - 2020/21

Outpatient activity data has been available, for England alone, since 2003/04 and can be accessed here. Outpatient numbers now include physical and virtual tele consultations.

In year data for 2020/21 can be accessed here

Specialty	New Patients	Follow Up	% Virtual
General Surgery	**1,760,480**	**2,281,148**	**31.4%**
Gynaecology	**1,271,195**	**1,783,426**	**21.3%**
General Medicine	**931,250**	**2,150,898**	**39%**
Urology	**656,327**	**1,606,235**	**42%**
Gastroenterology	**541,727**	**1,197,956**	**56.5%**

Table 1. Comparative outpatient attendances by specialty – England - 2020/2021.



Year	New Patients	Follow Up
2010/11	**582,623**	**1,265,210**
2011/12	**596,279**	**1,275,083**
2012/13	**627,022**	**1,340,953**
2013/14	**712,559**	**1,466,555**
2014/15	**741,440**	**1,507,655**
2015/16	**749,891**	**1,533,491**
2016/17	**804,765**	**1,601,075**
2017/18	**798,145**	**1,607,849**
2018/19	**864,093**	**1,697,747**
2019/20	**861,355**	**1,817,264**
2020/21	**656,327**	**1,606,235**

Figure 3 and Table 2. Urology outpatient attendances – England – 2010/11 – 2020/21.

3. Inpatient activity

Inpatient activity data has been available for England since 2011/12. In-year data for 2020/21**,** can be accessed here. 90.1% of admissions were from the waiting list, as planned admissions or other methods and 9.9% were emergencies.

Spec Code	Speciality	Finished consultant episodes	Admissions	Male	Female	Gender Unknown	Emergency	Waiting list	Planned	Other Admission Method
100	General Surgery	1,497,256	1,319,864	699,421	797,656	179	619,790	639,454	56,902	3,718
502	Gynaecology	587,513	567,172	4,797	582,660	56	142,851	151,590	21,961	250,770
300	General Medicine	3,095,301	2,081,090	1,500,352	1,594,598	351	1,759,640	203,392	95,433	22,625
101	Urology	485,373	441,782	360,053	125,285	35	119,087	256,332	64,667	1,696
301	Gastroenterology	1,061,317	811,634	533,024	528,130	163	88,757	553,051	168,487	1,339

Table 3. Comparative inpatient activity, gender and source of admission by specialty – England – 2019/20 (Main specialty comparison tab)

Spec Code	Speciality	Mean time waited	Median time waited	Mean length of stay	Median length of stay	Mean age	Day case	FCE bed days	Single Episode Emergency	Single Episode Elective	Single Episode Other
100	General Surgery	64	21	3.5	1	56	556,828	2,730,918	214,503	23,266	597
502	Gynaecology	87	28	1.4	1	35	113,057	664,770	78,991	9,714	85,773
300	General Medicine	47	17	4.1	1	66	274,092	7,062,230	506,331	10,806	3,101
101	Urology	74	28	2.2	1	61	234,413	499,824	49,724	17,500	374
301	Gastroenterology	48	18	7.2	4	58	699,578	1,222,914	13,628	7,750	345

Table 4. Comparative inpatient activity waiting time, length of stay (LoS) and FCE by specialty – England – 2020/21 (Main specialty comparison tab)

All Procedures total	**548,416**	**All Procedures minus Catheterisation**	**357,397**
<16	21,702	<16 minus Catheterisation	20,001
>16	526,714	>16 minus Catheterisation	337,396
Elective	14,903	Elective minus Catheterisation	14,347
Day case	232,942	Day case minus Catheterisation	211,532
Day case plus Elective activity	**247,845**	**Day case plus Elective minus Catheterisation**	**225,879**
Emergency	**25,607**	**Emergency minus Catheterisation**	**9,004**

Table 5. Urological inpatient activity totals and excluding those for catheterisation alone – England – 2020/21 (Total procedures interventions tab)

3. Urological operative activity

OPCS4 Code	Procedure	12/13	13/14	14/15	15/16	16/17	17/18	18/19	19/20	20/21
M02	Nephrectomy	6,799	6,999	7,344	7,299	7,389	7,234	7,201	6,972	5351
M03	Partial Nephrectomy	1,327	1,516	1,579	1,713	1,811	1,836	1,810	1,831	1,533
M09,10,11	Endoscopic operations on kidney	6,987	7,900	8,518	9,561	10,477	10,848	11,229	11,073	1,297
M14,31	ESWL	22,612	23,679	22,355	22,051	21,291	20,512	19,440	24,203	13,497
M27-30	Ureteroscopy	74,014	75,152	77,756	82,668	88,877	93,898	100,481	101,130	42,289
M34	Cystectomy	1,889	1,920	1,922	1,927	1,878	1,890	1,908	1,804	1,570
M42	TURBT	39,691	40,451	40,206	39,373	39,393	38,059	37,862	37,592	32,152
M51 - 58	Female bladder outlet surgery	15,373	14,932	12,709	11,066	10,910	8,744	6,413	6,414	2,220
M61	Open Excision of Prostate	5,318	6,122	6,554	7,527	7,494	7,976	9,805	8,718	6,249
M65,66	TURP, incision of outlet	29,167	28,971	27,957	26,843	26,792	25,950	25,131	13,967	12,013
M73	Repair of Urethra > 16 years	1,115	1,131	1,170	1,102	1.145	1,130	1,030	977	1,191
N26	Amputation of Penis	433	376	383	416	406	447	498	504	398
N28	Plastic operation on Penis	5,121	5,508	5,563	5,648	5,401	5,666	5,483	3,194	1,227
N29	Insertion of penile implant	517	511	515	571	649	603	671	373	174

Table 6. Activity totals for common urological procedures – England – 2020/21 (Total procedures interventions tab). This does not specify whether the urologist was the main provider or not. (https://digital.nhs.uk/data-and-information/publications/statistical/hospital-admitted-patient-care-activity/2020-21#resources hosp-epis-stat-admi-proc-2020-21-tab)

4. Urological care providers

4.1. Total numbers

The number of individuals providing urological care, in their primary hospital base in England, N. Ireland Scotland and Wales are shown in Table 7 and their geographical distribution in Table 8. The consultant workforce per region is shown in Figure 4 and the locum numbers at those locations is shown in Figure 5.

UK	Consultants				SAS	Trainees			
	Locum	Private only	Substantive	Total		Pre-ST	ST Trainee	Post-ST	Total
England	109	22	1021	**1130**	**201**	102	307	26	**435**
Northern Ireland	2	-	26	**28**	**8**	3	13	-	**16**
Scotland	9	1	84	**94**	**14**	8	39	-	**47**
Wales	12	-	47	**59**	**17**	6	24	3	**33**

Table 7. UK Urological workforce by country: Primary Hospital only

Region	Consultants				SAS	Trainees			
	Locum	Private only	Substantive	Total		Pre-ST	ST Trainee	Post-ST	Total
East Midlands	7	-	71	**78**	13	13	17	-	**31**
East of England	13	1	114	**128**	38	16	22	1	**39**
Kent, Surrey & Sussex	6	13	59	**78**	21	5	26	2	**29**
London North	4	1	98	**103**	14	7	43	4	**33**
London South	19	2	79	**100**	10	10	28	3	**43**
North East	8	-	56	**64**	8	5	24	2	**31**
North West	11	-	153	**164**	38	15	35	5	**55**
Northern Ireland	2	-	26	**28**	8	3	13	-	**16**
Scotland East	7	1	41	**49**	6	2	20	-	**22**
Scotland West	2	-	43	**45**	8	6	19	-	**25**
South Central	10	-	101	**111**	26	9	26	2	**38**
South West	5	1	99	**105**	4	7	22	4	**34**
Wales	12	-	47	**59**	17	6	24	3	**33**
West Midlands	13	2	90	**105**	15	9	31	3	**43**
Yorkshire & Humber	13	2	101	**116**	14	6	33	-	**40**
Grand Total	**132**	**23**	**1178**	**1333**	**240**	**119**	**383**	**29**	**531**

Table 8. UK Urological workforce by geographical region: Primary Hospital only

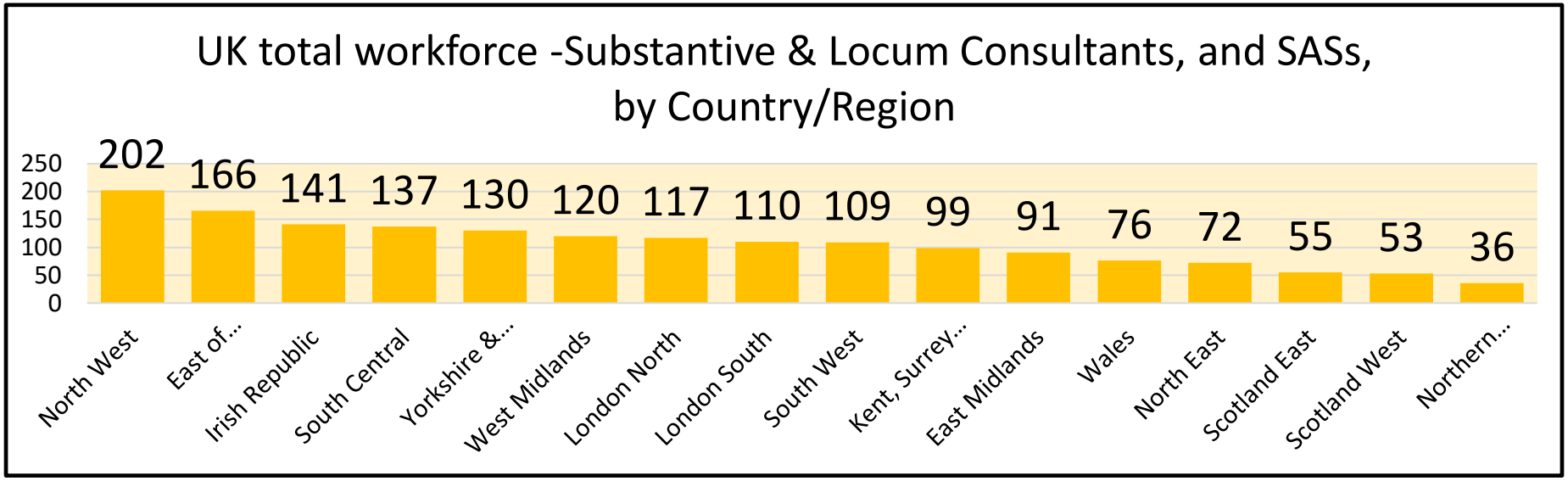


Fig 4. UK urological workforce (Substantive and locum consultants and SAS urologists) by country and region

4.2. UK Consultants

The number of consultants, substantive and locum, in the UK workforce is shown in Table 9.

Year	England	NI	Scotland	Wales
2009	604	17	71	36
2010	663	20	74	43
2011	703	20	75	42
2012	733	22	76	44
2013	743	21	77	45
2014	815	21	83	44

Year	England	NI	Scotland	Wales
2016	889	24	85	50
2017	922	25	86	50
2018	946	25	89	53
2019	996	24	85	53
2020	1176	29	93	59
2021	1130	28	94	59

Table 9. UK consultant workforce 2009-2021

9.4% of consultants work across more than one hospital site in the UK. Their geographical location and status are shown in Table 10.

	Consultants			
Region	**Locum**	**Private only**	**Substantive**	**Total**
East Midlands	-	-	7	7
East of England	-	1	6	7
Kent, Surrey & Sussex	-	-	16	16
London North	1	1	14	16
London South	3	2	13	18
North East	-	-	3	3
North West	-	-	13	13

	Consultants			
Region	**Locum**	**Private only**	**Substantive**	**Total**
Scotland East	-	1	-	**1**
Scotland West	-	-	1	**1**
South Central	-	-	9	9
South West	-	1	4	5
West Midlands	-	1	5	6
Yorkshire & Humber	2	1	5	8
Grand Total	**6**	**9**	**101**	**116**

Table 10. UK Consultants with more than one hospital site by Country/Region

Locums comprise approximately 10% of the consultant urological workforce. Their geographical location is shown in Figure 5.

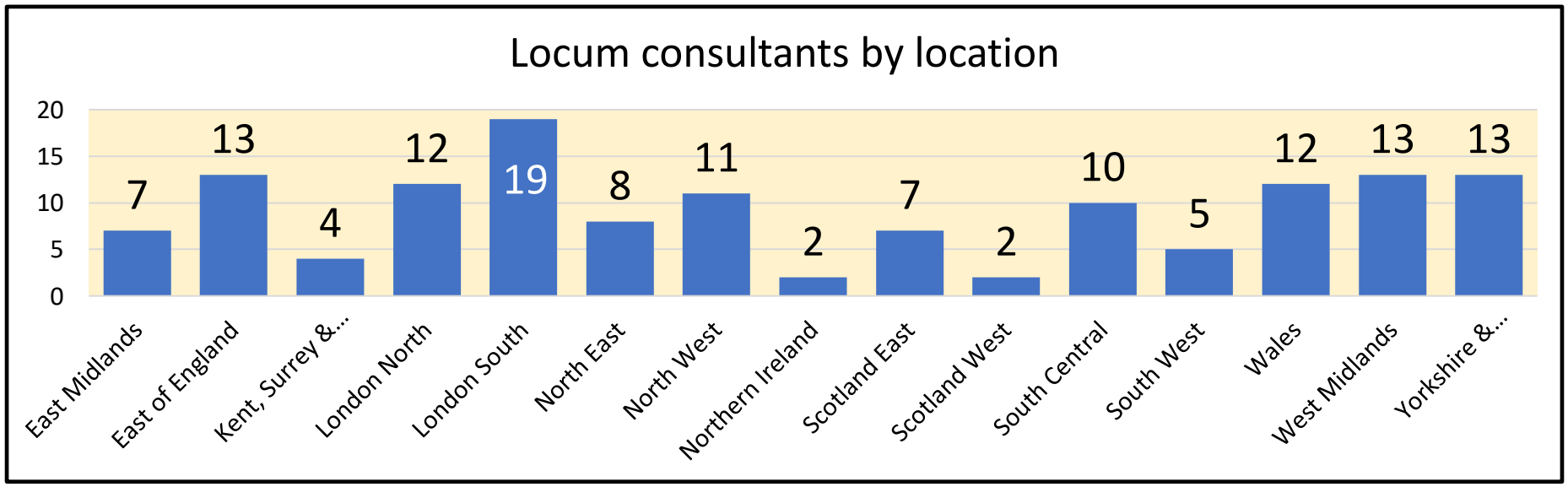


Fig 5. UK urological locum workforce by country and region

The ratio of consultants to a number of thousands of the population (from in-year population stats from ONS) is shown in Table 11, and Figure 6.

Year	England	NI	Scotland	UK
2009	81	93	71	**80**
2010	78	89	70	**77**
2011	74	90	70	**74**
2012	72	82	69	**72**
2013	71	86	69	**71**
2014	70	86	69	**70**
2015	69	84	67	**69**
2016	65	81	67	**65**
2017	64	78	65	**64**
2018	63	79	63	**64**
2019	60	79	67	**61**
2020	46	54	56	**50**
2021	50	67	58	**53**

Table 11. UK consultant ratios 1:x thousand head of population by year

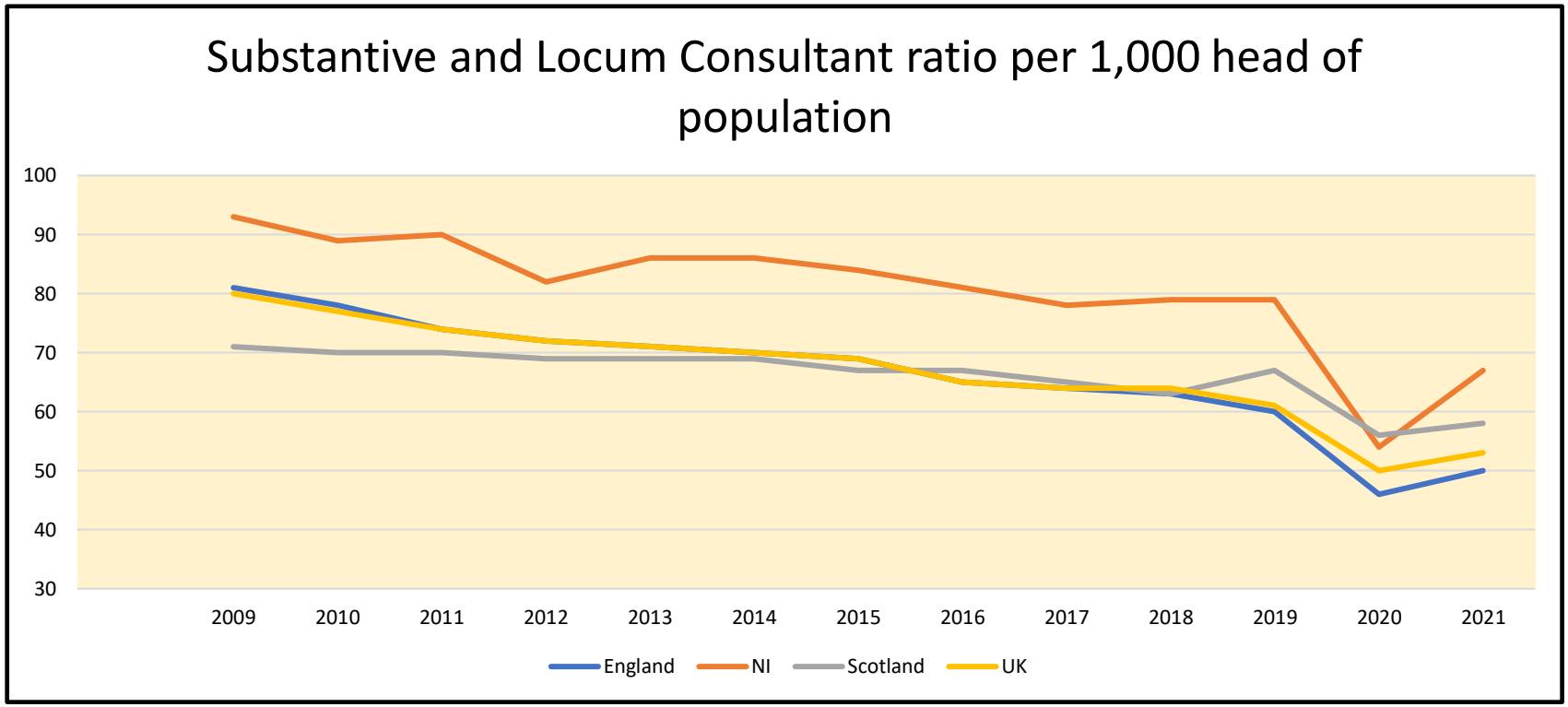


Figure 6. UK consultant ratios 1:x thousand head of population by year and geographical location

International comparisons of population coverage by urologists are shown in Table 12.

Country	
Republic of Ireland	77,000
New Zealand	71,000
UK	52,000
Australia	51,000
Denmark	51,000
France	48,000
Germany	44,000
USA	26,000
Sweden	21,000
Spain	20,000
Italy	15,000

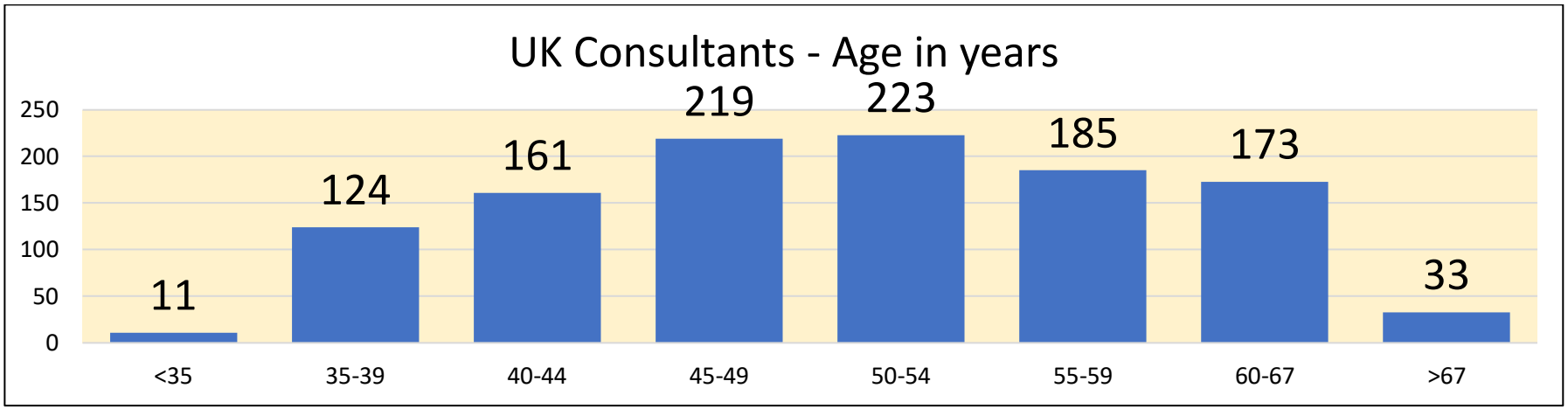
Table 12. Consultant workforce ratios by country 1:x thousand head of population

4.2.1. Consultant age demographic

UK consultant age (for those who have registered an age (n = 1,128)) by country is shown in Table 13 and Figure 7.

Country	<35	35-39	40-44	45-49	50-54	55-59	60-67	>67
England	10	96	147	197	192	151	153	32
Northern Ireland	0	3	3	5	3	3	5	0
Scotland	1	18	9	9	17	18	10	1
Wales	0	7	2	8	11	13	5	0
Grand Total	**11**	**124**	**161**	**219**	**223**	**185**	**173**	**33**

Table 13. UK Consultants by country and age group – All genders



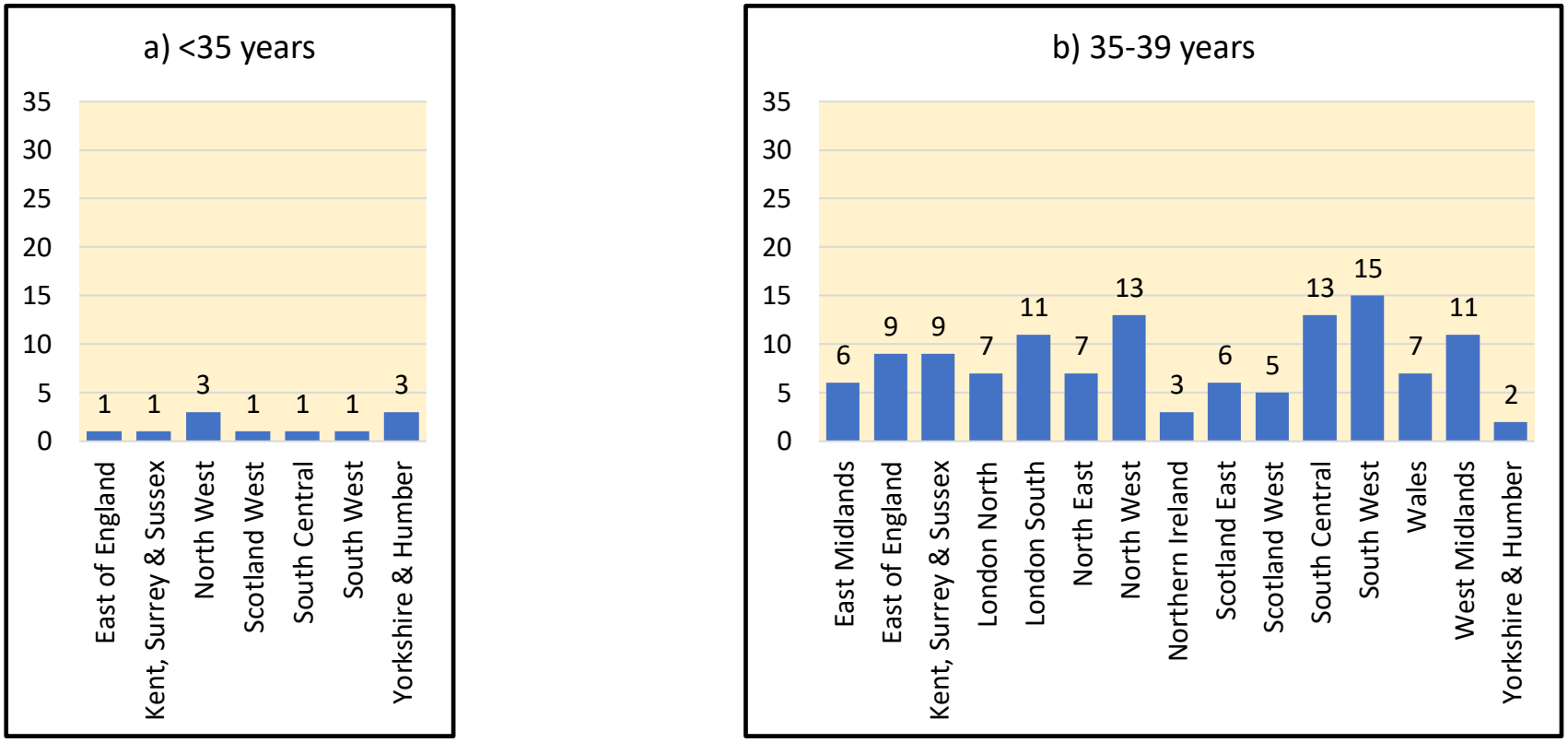
Figures 7. UK Consultant age by quinquennial group from age 35 to the peri-retirement populations

The consultants age demographic (for those who have registered an age (n=1,128)), by region, is shown in Table 14. And the age populations by region in Figure 8 a – h.

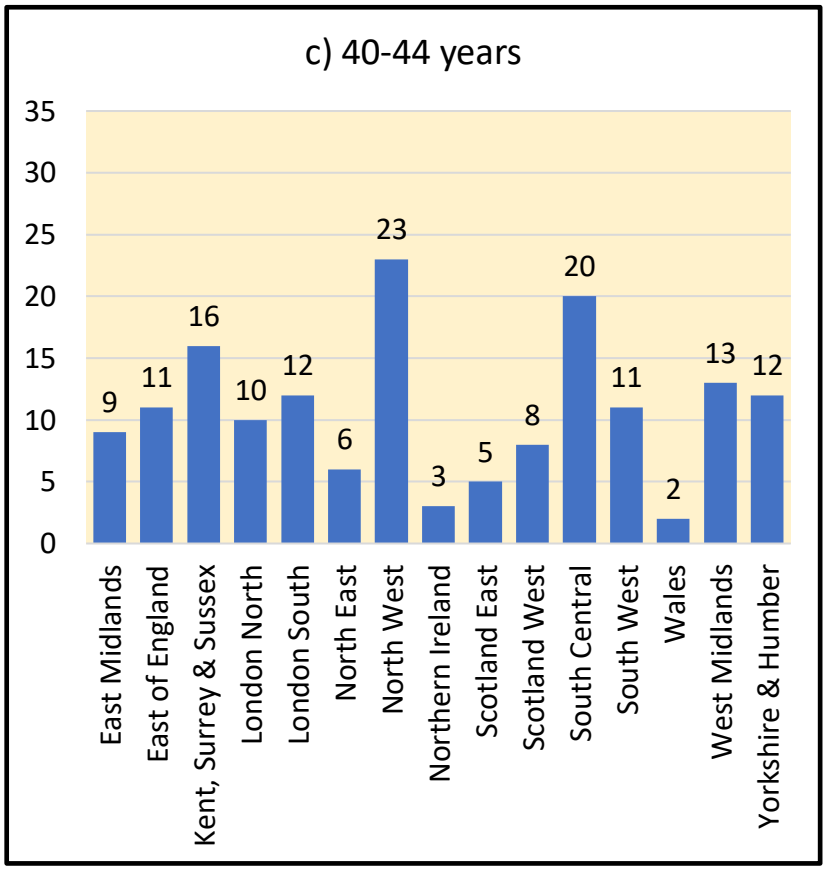
Region	<35	35-39	40-44	45-49	50-54	55-59	60-67	>67
East Midlands	0	6	9	11	9	14	13	2
East of England	1	9	11	26	23	15	17	1
Kent, Surrey & Sussex	1	9	16	11	16	10	14	6
London North	0	7	10	20	20	23	24	5
London South	0	11	12	18	10	9	5	4
North East	0	7	6	11	10	7	7	0
North West	3	13	23	22	31	15	21	3
Northern Ireland	0	3	3	5	3	3	5	0
Scotland East	0	6	5	5	8	9	4	1
Scotland West	1	5	8	4	9	9	6	0
South Central	1	13	20	17	12	19	11	1
South West	1	15	11	20	20	11	17	3
Wales	0	7	2	8	11	13	5	0

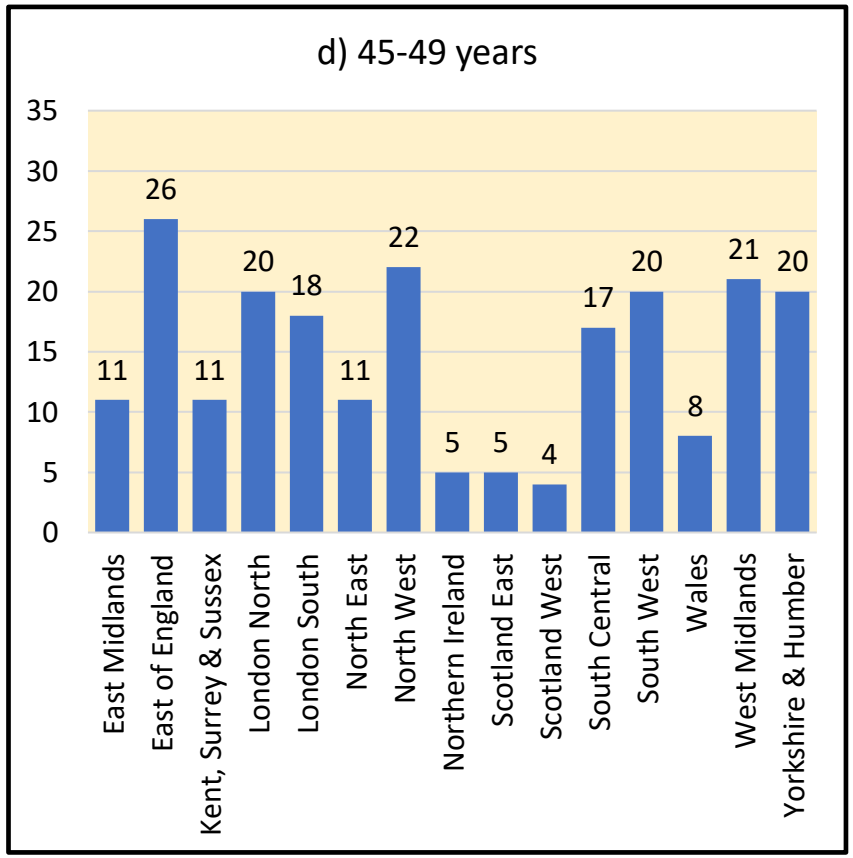
West Midlands	0	11	13	21	21	9	9	3
Yorkshire & Humber	3	2	12	20	19	19	15	4
Grand Total	**11**	**124**	**161**	**219**	**223**	**185**	**173**	**33**

Table 14. UK Consultants by Country/Region and age group (in years) – All genders (range 33 – 74)

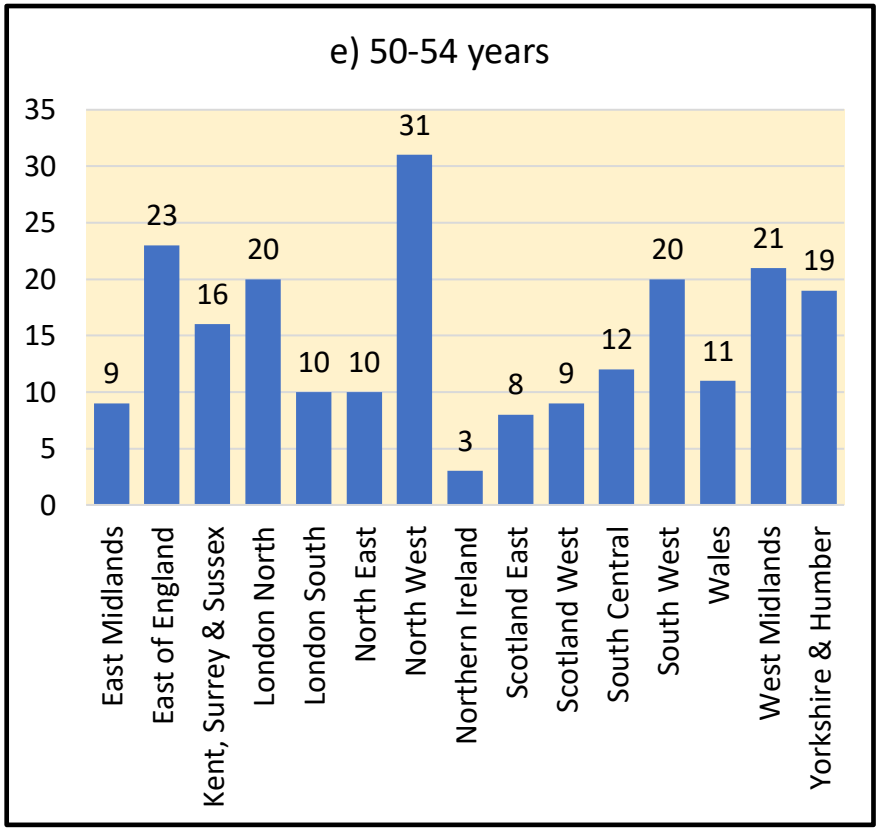


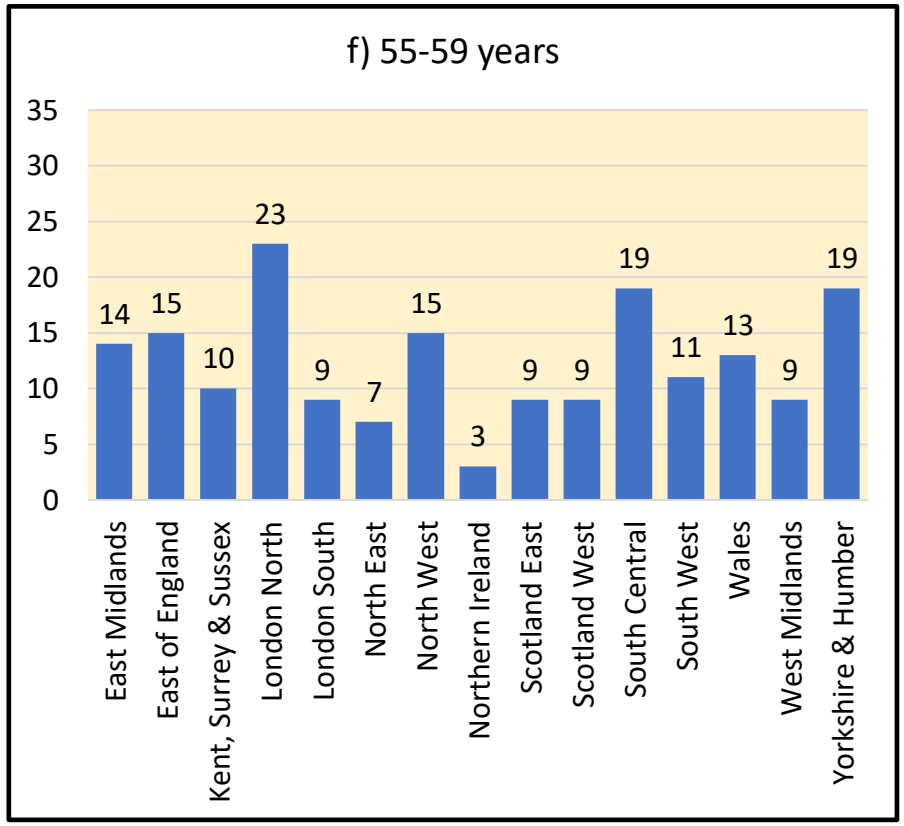
Figures 8 (a-b) UK Consultant age by quinquennial group from age 35-39, by region



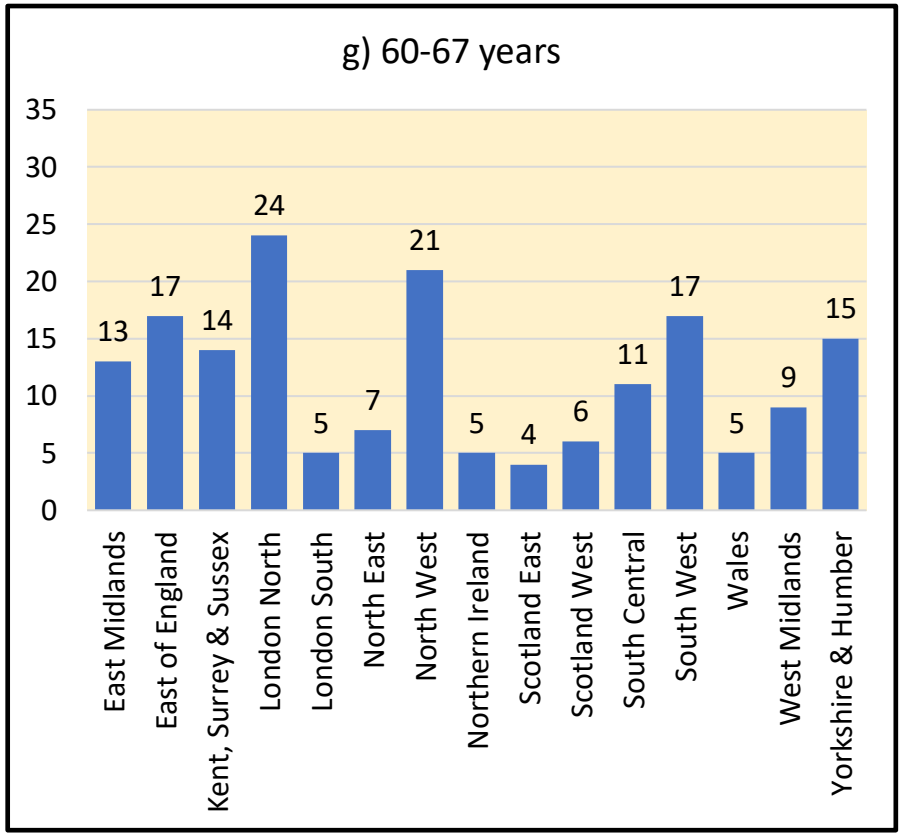


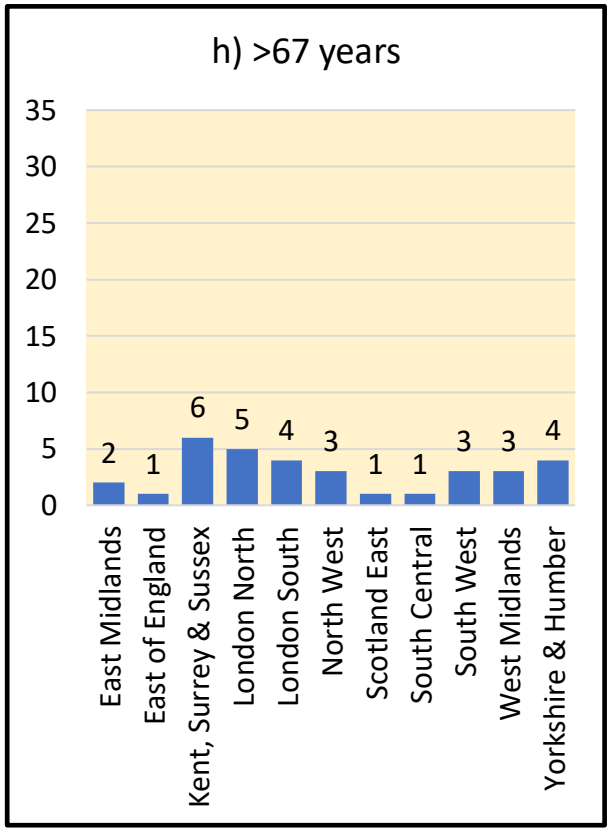
Figures 8 (c-d). UK Consultant age by quinquennial group from 40-49, by region





Figures 8 (e-f). UK Consultant age by quinquennial group from 50-59, by region





Figures 8 (g-h). UK Consultant age by quinquennial group from 60 to the peri-retirement populations, by region

4.2.2. Consultant gender demographic

The age/gender split of the UK consultant workforce (for those who have registered their age and gender (n=1,128)) is shown in Table 15 and Figure 9. 87% of consultants are male (986) and 13% female (142). The proportion of women in urology is much greater <45 years of age; 45% <35 years, 26% at 35-39 years and 20% at 40-44 years.

Gender	<35	35-39	40-44	45-49	50-54	55-59	60-67	>67
Female	5	32	33	35	18	16	2	1
Male	6	92	128	184	204	169	171	32
Grand Total	**11**	**124**	**161**	**219**	**222**	**185**	**173**	**33**

Table 15. UK Consultants by gender and age group

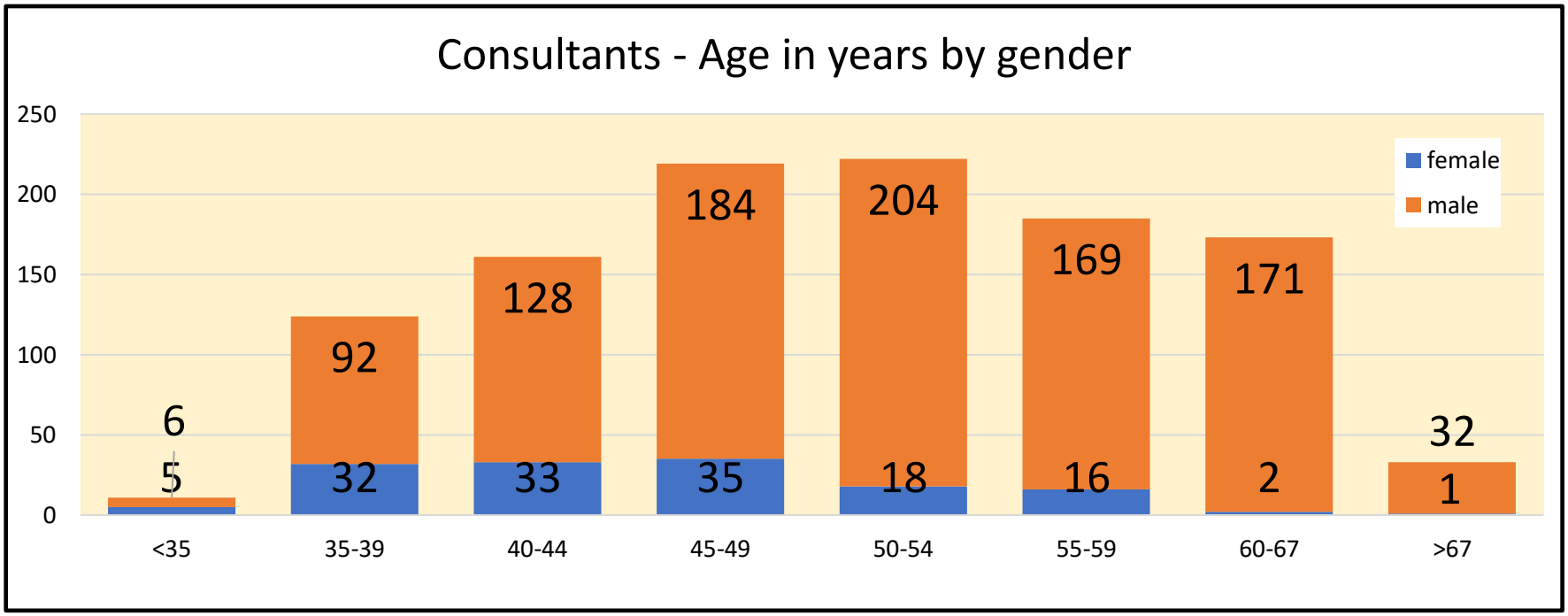


Figure 9. UK consultants by age and gender

Substantive and locum consultant numbers, per region, split by gender (for those who have registered their gender) are shown in Table 16. A mean of 12.86% of UK urologists are women.

Region	Female	Male	Total	%F
East Midlands	6	71	**78**	7.7%
East of England	15	110	**125**	12%
Kent, Surrey & Sussex	9	93	**102**	8.8%
London North	17	120	**137**	12.4%
London South	24	74	**98**	24.5%
North East	8	56	**64**	12.5%
North West	19	145	**164**	11.6%
Northern Ireland	4	24	**28**	14.2%
Scotland East	8	40	**48**	16.6%
Scotland West	8	37	**45**	17.7%
South Central	14	97	**111**	12.6%
South West	16	88	**104**	15.4%
Wales	7	51	**58**	12.1%
West Midlands	7	94	**101**	6.9%
Yorkshire & Humber	9	105	**114**	7.9%
Grand Total	**171**	**1205**	**1376**	

Table 16. UK Consultants (substantive and locum (n=1,376) by region and gender (F= female)

4.2.3. Consultant specialist Interests

594 of all consultants (50%) did not declare any interest in any specialist area. For those who did declare, that declaration is based on membership of a BAUS specialist section. 589 consultants declared 1840 areas of specialist interest (mean 3.1). The specialist interests of this group are shown in Figure 14 and the country/regional breakdown in Table 18 and Figures 15 and 16.

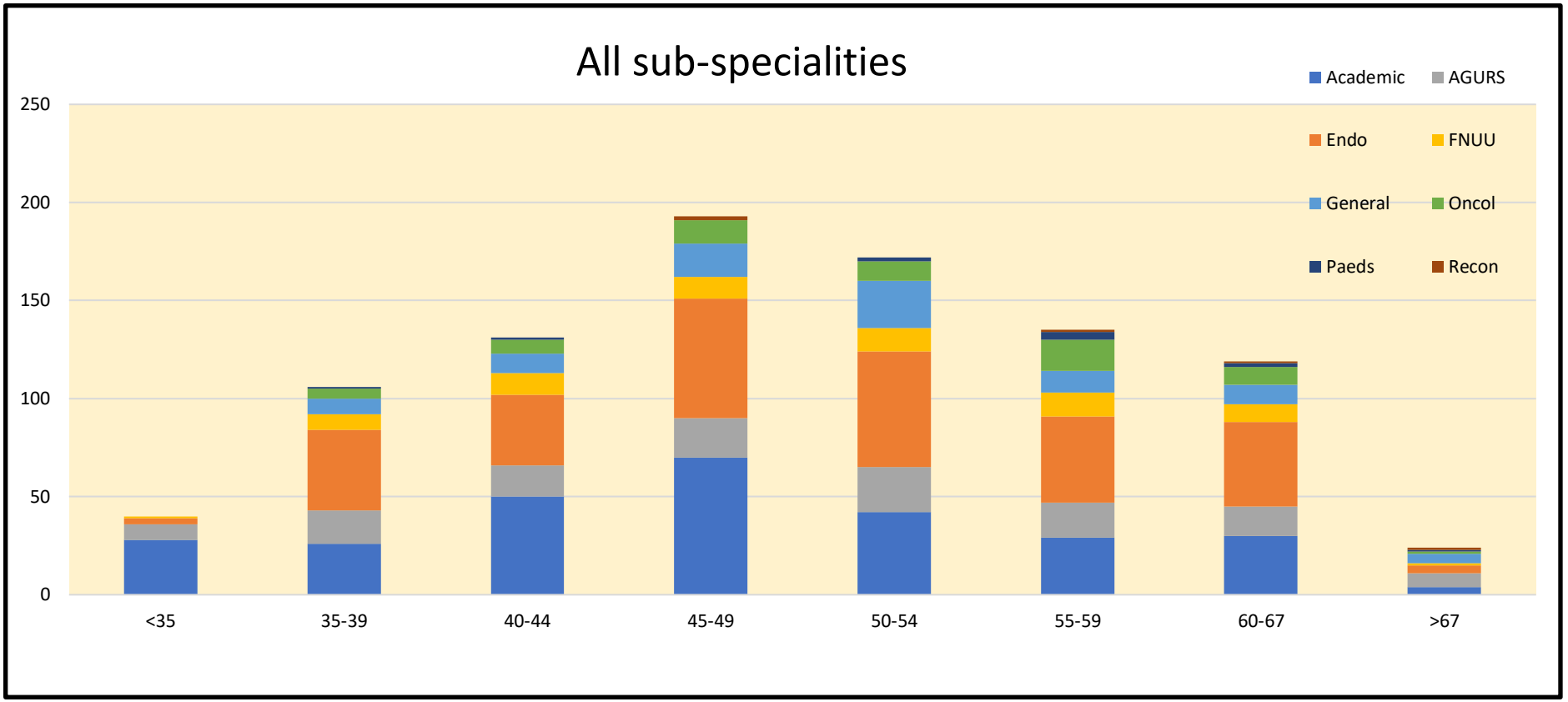


Figure 14. UK Consultants by all declared specialty interests and dependent on age grouping

Region	Academic	AGURS	Endo	FNUU	General	Oncol	Paeds	Recon
East Midlands	18	14	33	14	39	38	3	12
East of England	33	18	51	18	51	60	6	16
Kent, Surrey & Sussex	25	8	50	13	48	55	2	13
London North	46	20	38	25	48	56	5	23
London South	24	21	27	12	41	42	2	24
North East	15	11	24	8	26	30	3	14
North West	28	19	62	28	71	66	1	17
Northern Ireland	1	4	13	4	14	9	0	4
Scotland East	9	1	13	6	10	16	0	7
Scotland West	4	3	10	3	11	13	0	2
South Central	26	16	41	5	53	60	9	12
South West	16	8	39	7	52	54	6	9
Wales	12	7	22	9	22	28	4	7
West Midlands	14	17	46	18	39	48	3	10
Yorkshire & Humber	18	18	49	27	57	56	2	23
Grand Total	**289**	**185**	**518**	**197**	**582**	**631**	**46**	**193**

Table 18. UK Consultants by Country/Region and primary specialty interest

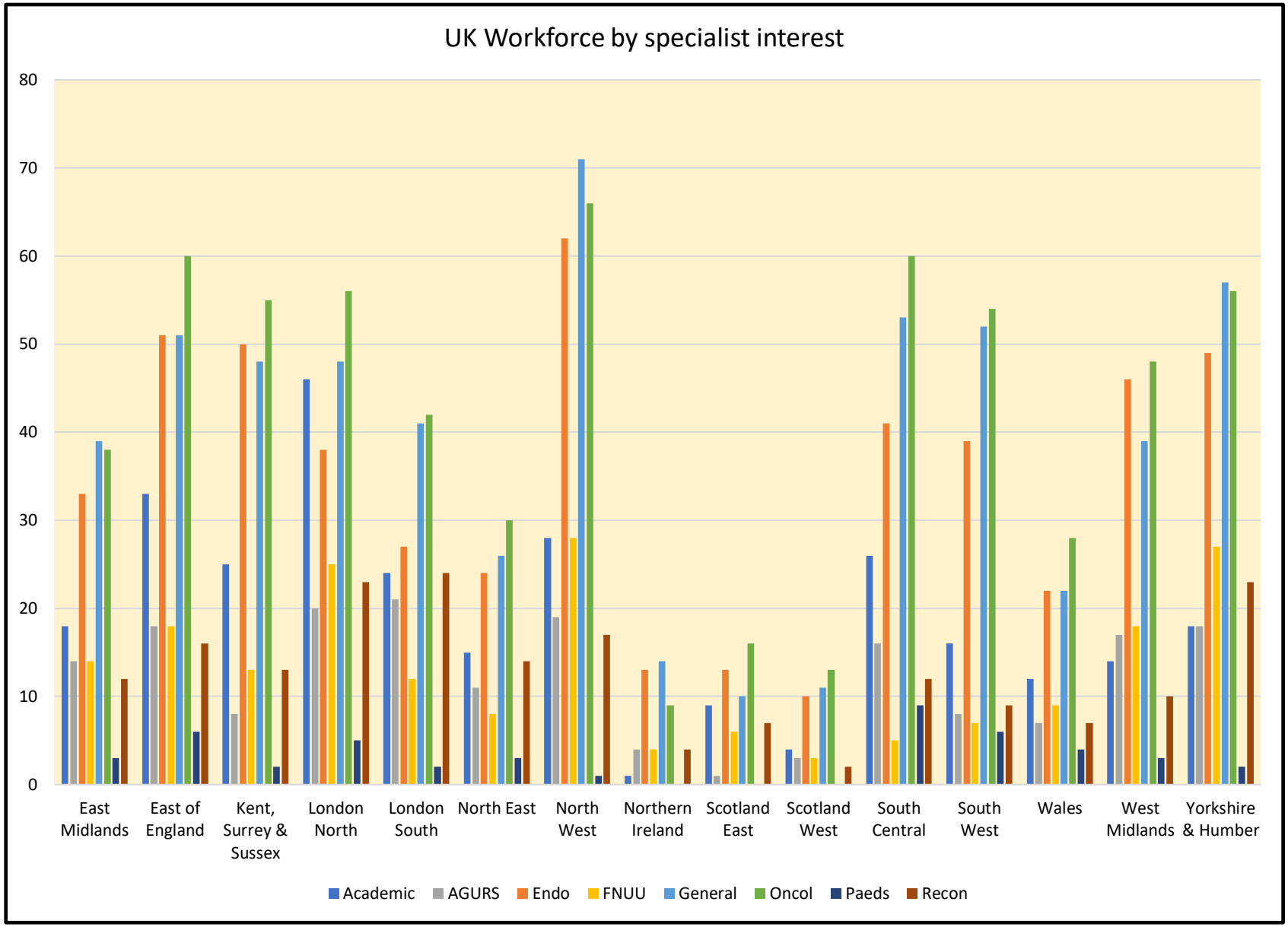
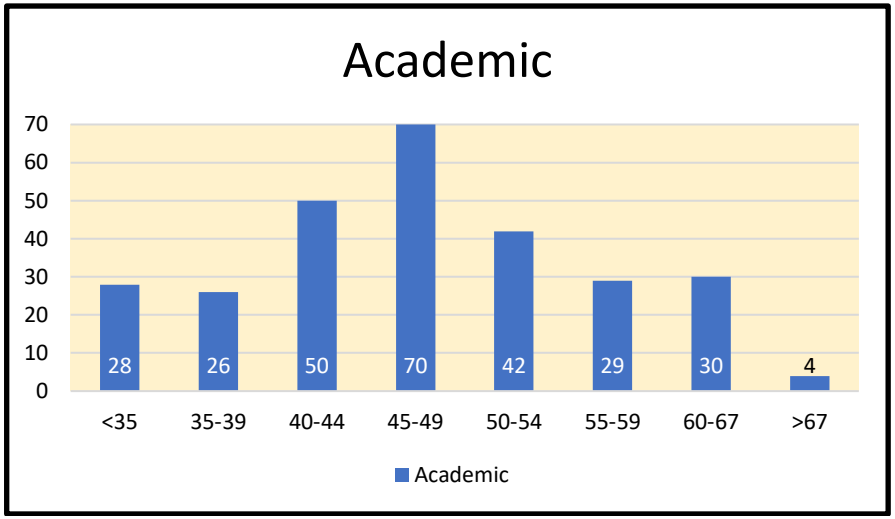


Figure 15. UK Consultants special interests by Country/Region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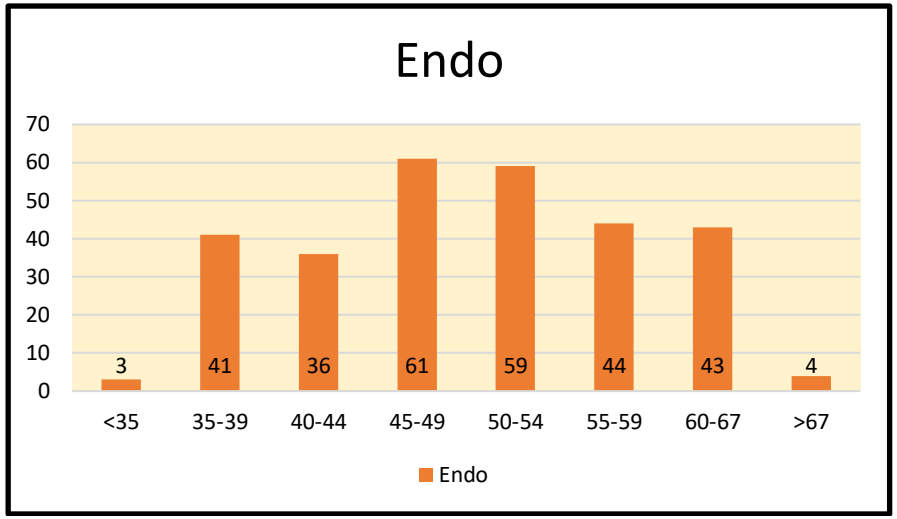
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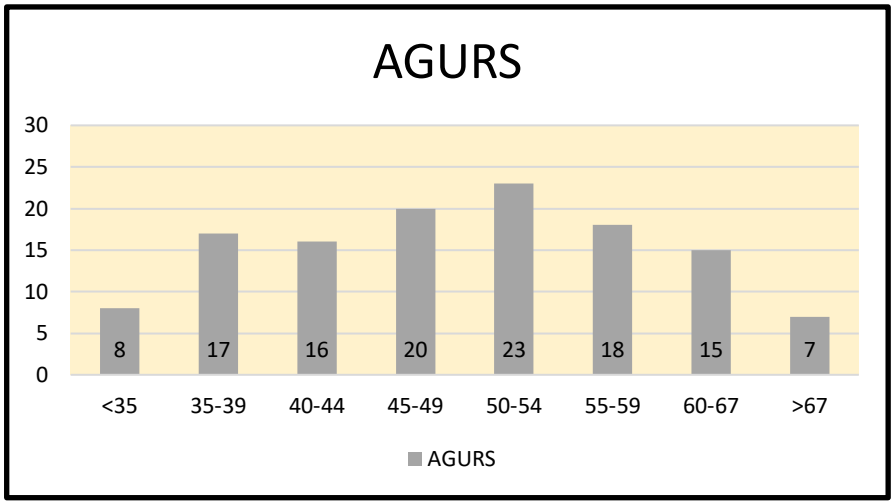
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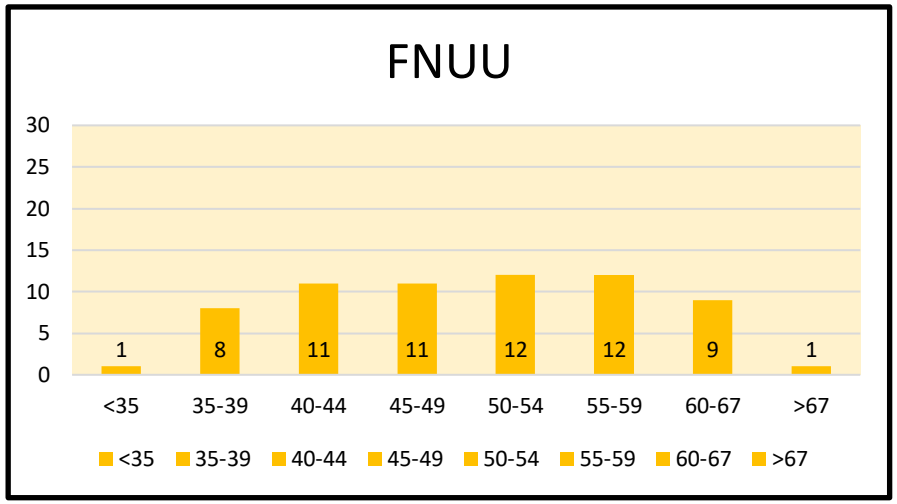
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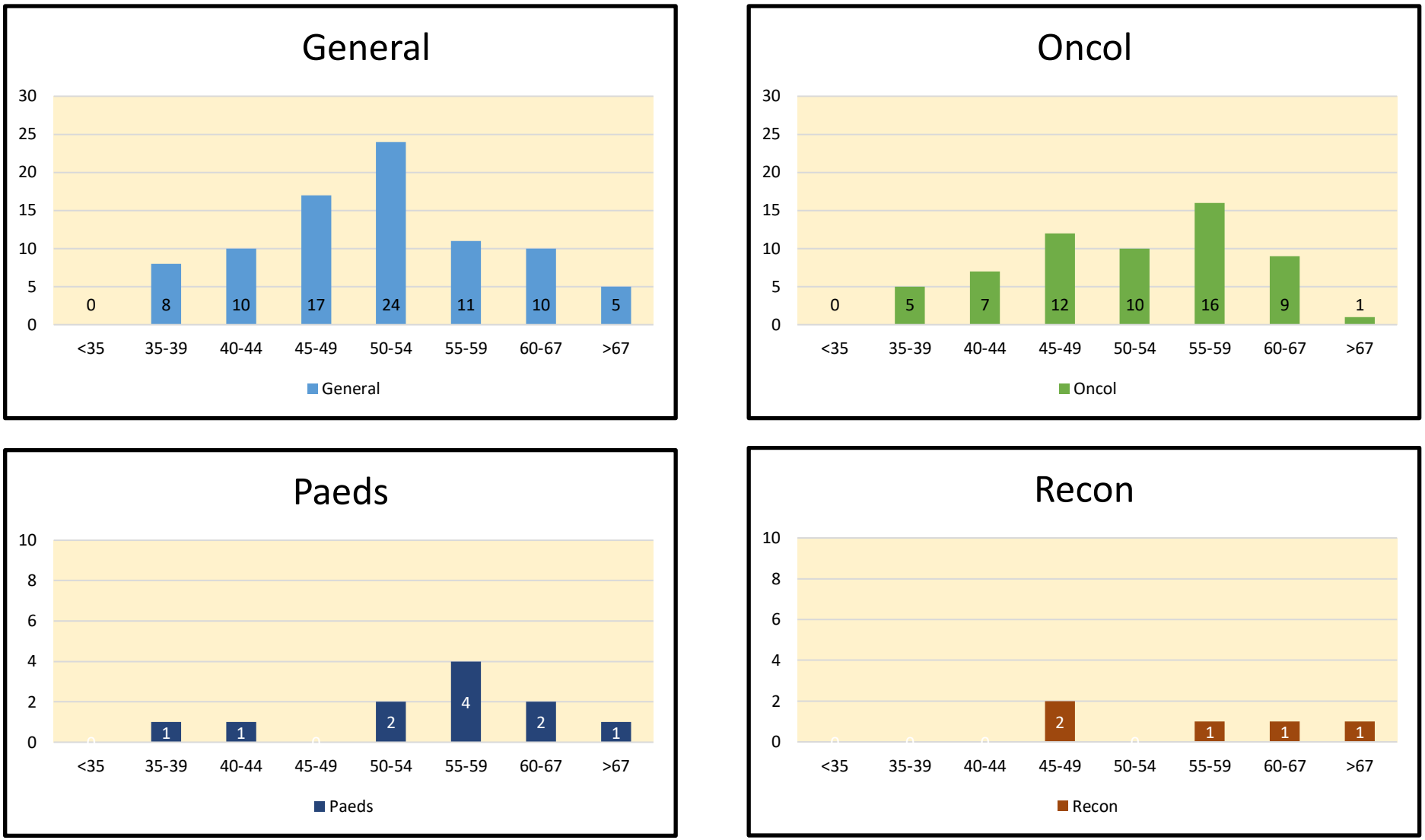


Figure 16. UK Consultants declared special interests by age group.

4.3. UK Specialty and Associate Specialists (SASs)

Associate urological specialists make up 14% of the UK urological workforce. Their regional distribution is shown in Table 19 and Figure 17.

Region	SAS
East Midlands	13
East of England	38
Kent, Surrey & Sussex	21
London North	14
London South	10
North East	8
North West	38
Northern Ireland	8
Scotland East	6
Scotland West	8
South Central	26
South West	4
Wales	17
West Midlands	15
Yorkshire & Humber	14
Scotland East	6
Grand Total	240

Table 19. UK SAS, primary hospital only, by country/region

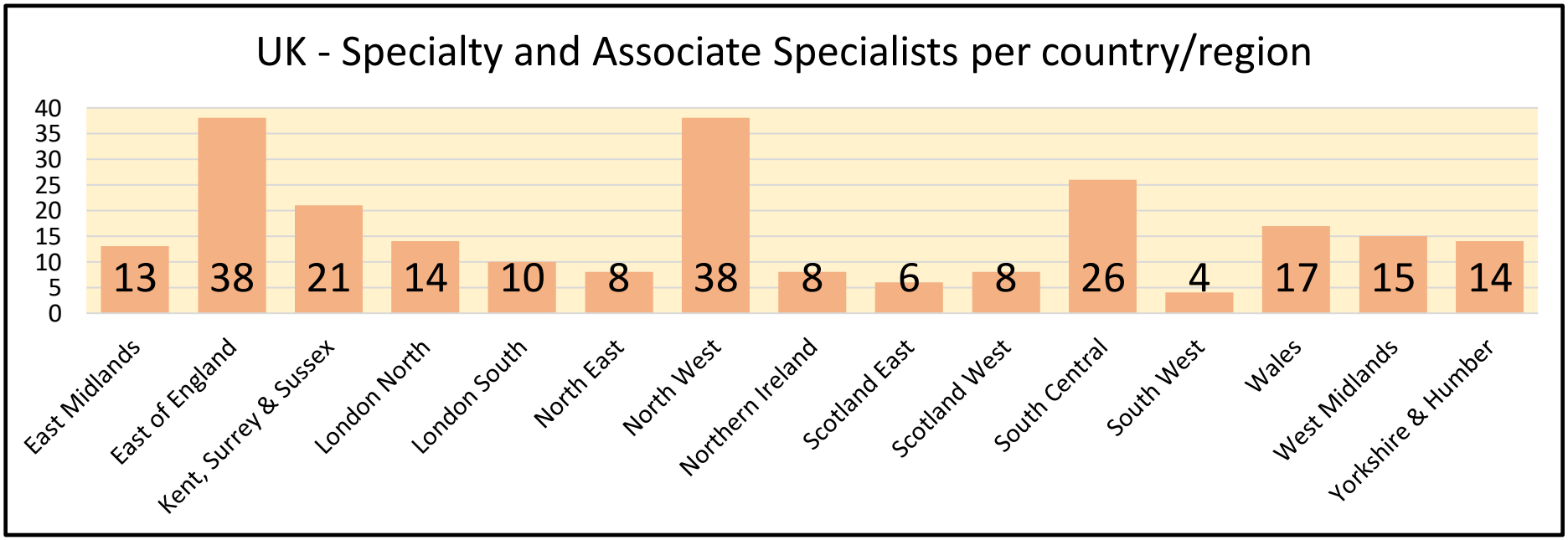
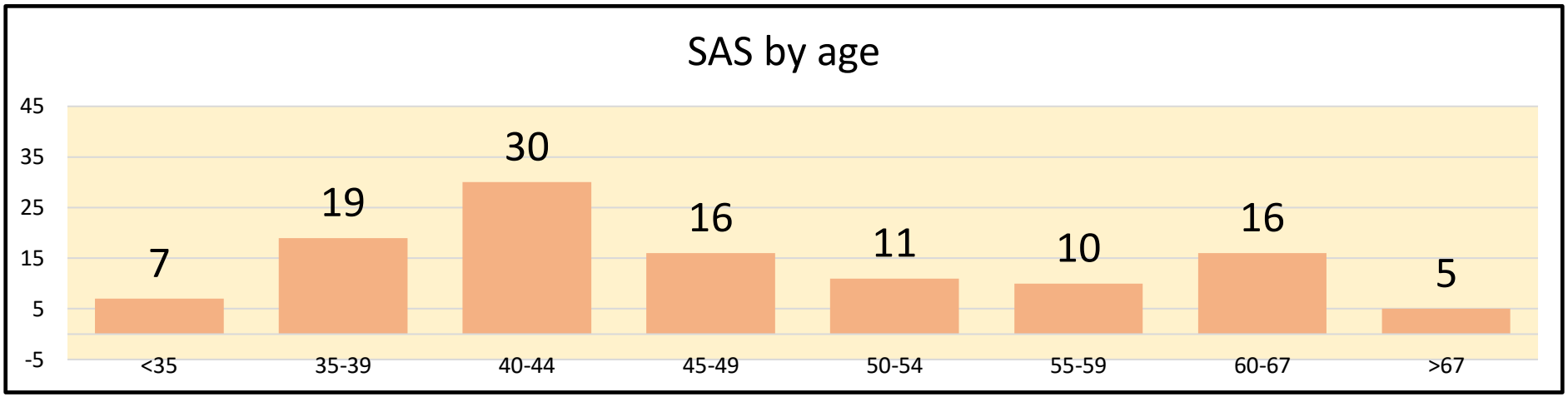


Figure 17. UK SAS by country/region

4.3.1. UK Specialty and Associate Specialists (SASs) age demographic

SAS age distribution (for those who have registered an age) is shown in Figure 18; members >55 years in Figure 19.



Figures 18. UK SAS by age group declared and Figure 20 by gender (range 29 – 71)

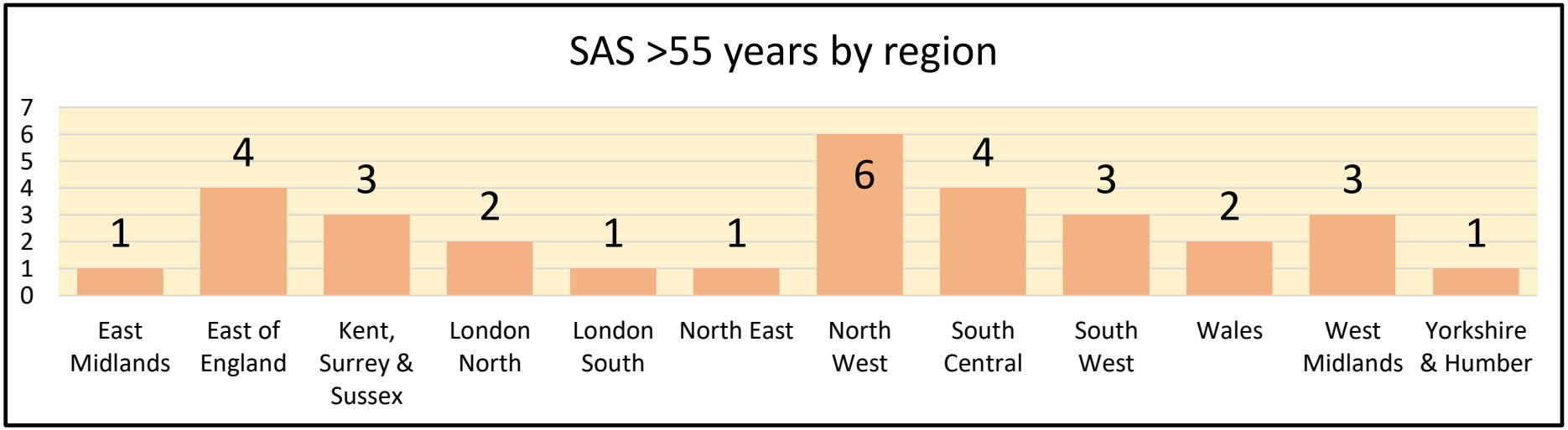


Figure 19. UK SASs >age 55 years by Country/Region

4.3.2. UK Specialty and Associate Specialists (SASs) gender demographic

SAS gender distribution (for those who have registered their gender) is shown in Figure 20.

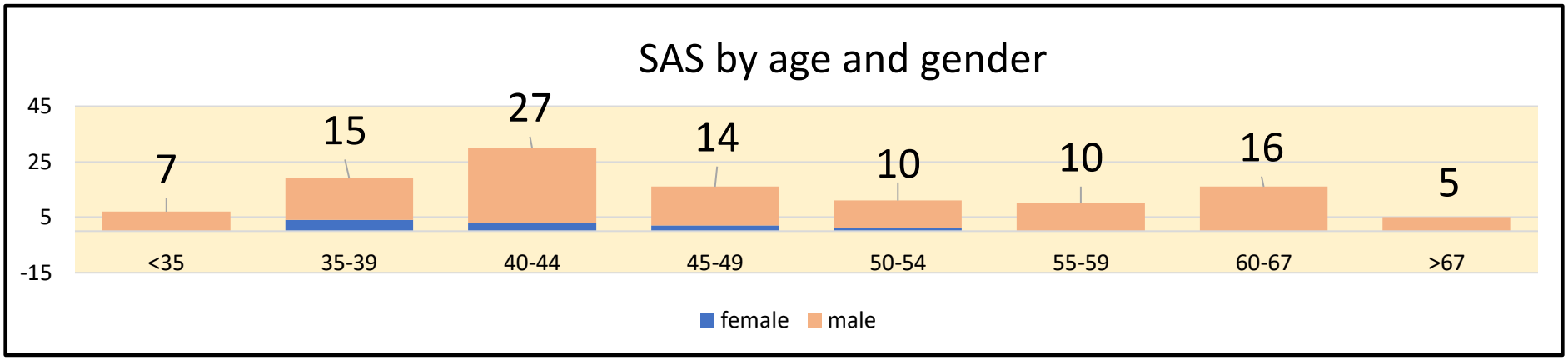


Figure 20. UK SASs by gender

4.3.3. UK Specialty and Associate Specialists (SASs) declared special interests

The SAS subspecialty interest declaration, based on membership of a BAUS specialist section, is shown in Figure 21. 163 SASs (68%) did not declare any specialist interest. 77 declared 250 areas of specialist interest (mean 3.3).

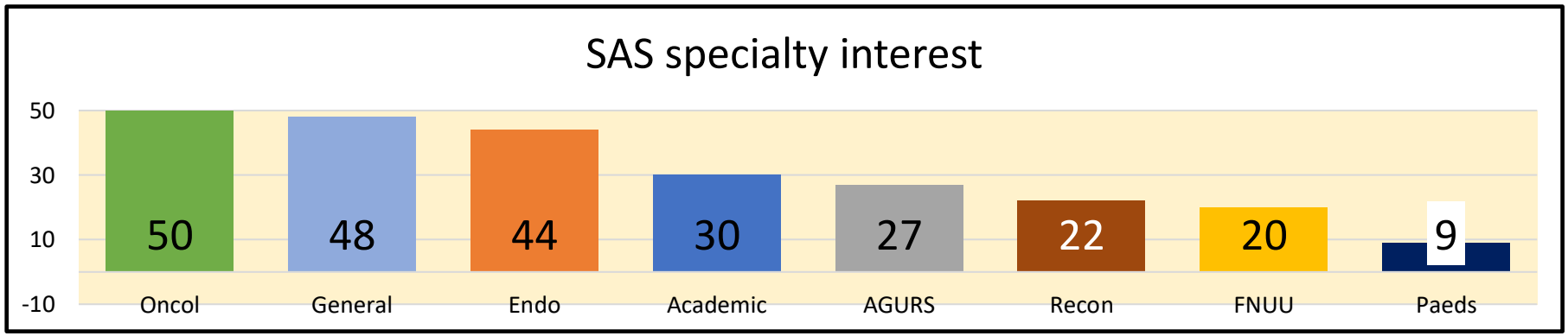


Figure 21. UK SASs by specialty interest, all ages

4.4. UK urological trainees

There are 119, pre-specialist training (pre-ST) trainees, 383 numbered STs, and 29 post ST fellows in the UK (Table 20).

UK	Trainees			
	Pre-ST Trainee	ST Trainee	Post-ST Trainee	Grand Total
England	102	307	26	**435**
Northern Ireland	3	13	-	**16**
Scotland	8	39	-	**47**
Wales	6	24	3	**33**

Table 20. UK Urological Trainees by country

The type of trainee and their regional distribution is shown in Table 21 and Figure 22.

Region	Trainees			
	Pre-ST Trainee	ST Trainee	Post-ST Trainee	Grand Total
East Midlands	13	17	-	**31**
East of England	16	22	1	**39**
Kent, Surrey & Sussex	5	26	2	**33**
London North	7	43	4	**55**
London South	10	28	3	**43**
North East	5	24	2	**31**
North West	15	35	5	**55**
Northern Ireland	3	13	-	**16**
Scotland East	2	20	-	**22**
Scotland West	6	19	-	**25**
South Central	9	26	2	**38**
South West	7	22	4	**34**
Wales	6	24	3	**33**
West Midlands	9	31	3	**43**
Yorkshire & Humber	6	33	-	**40**
Grand Total	**119**	**383**	**29**	**531**

Table 21. UK Urological Trainees by region

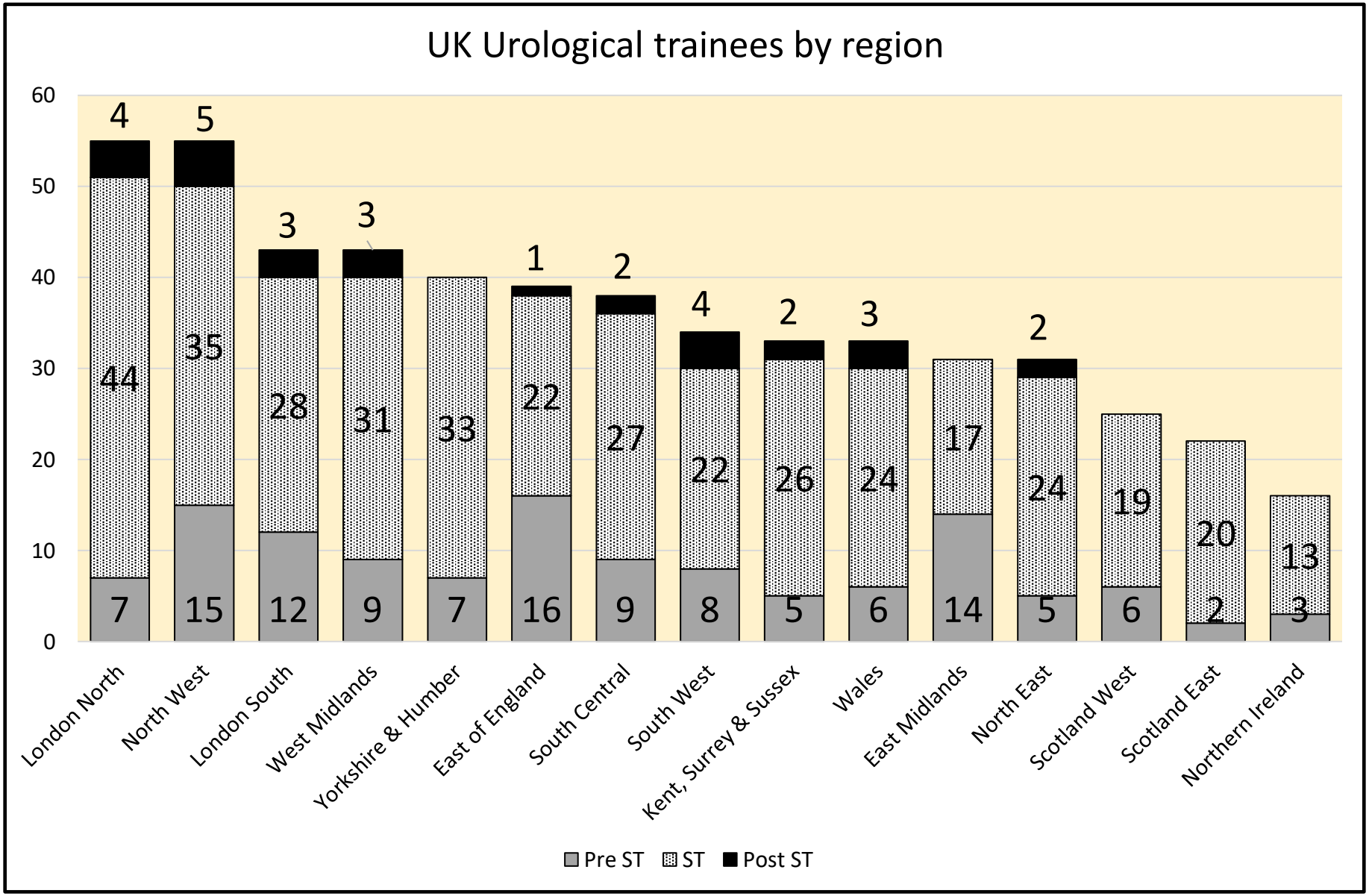


Figure 22. UK Urological Trainees by region

4.4.1 & 2. UK Trainees age and gender demographics

The mean age of pre, post and ST trainees and their gender split (for those who have registered their age and gender) is shown in Tables 22 and 23.

	Mean age	Range
Pre ST	30.1	24 - 41
ST	34.3	26 - 51
Post ST	35.3	31 - 40

Table 22. UK Urological Trainees by age

	Male	Female
Pre ST	60	58
ST	256	127
Post ST	22	7

Table 23. UK Urological Trainees by gender

4.4.3. UK Trainees declared specialist areas of interest

The trainee subspecialty interest declaration, based on membership of a BAUS specialist section, is shown in Figure 23. 306 trainees declared 2224 areas of specialist interest (mean 7.2). These are shown in Figure 23, and by grade in Figure 24.

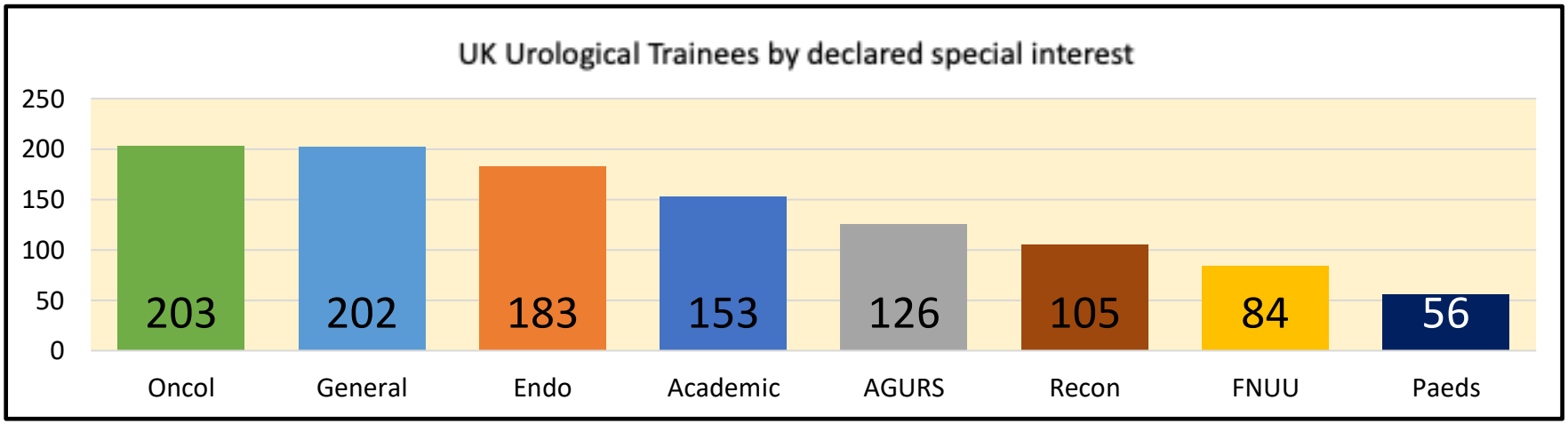


Figure 23. UK Urological Trainees declared specialist interests

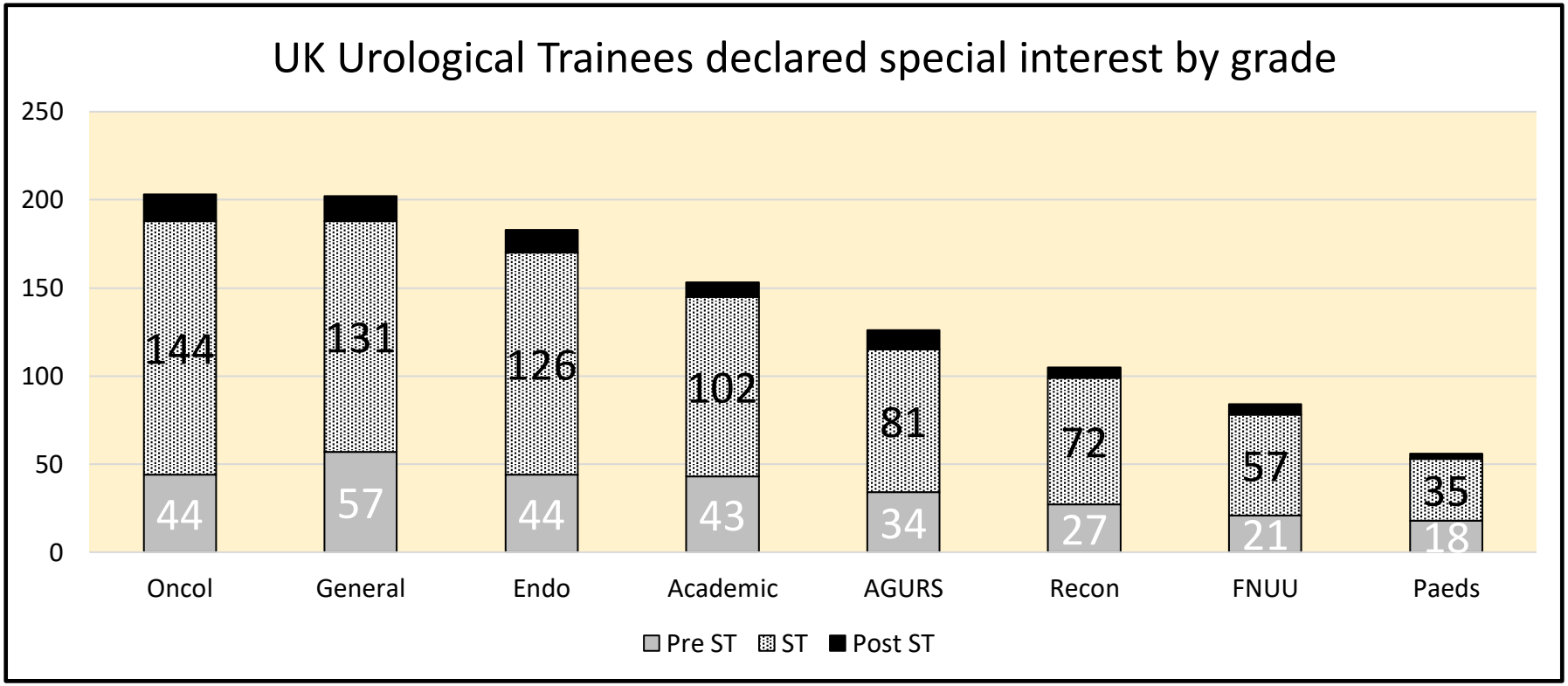


Figure 24. UK Urological Trainees declared specialist interests by grade

4.4.4. GMC Certificates of Completion of Training (CCTs)

There has often been significant store put on the number of likely vacancies, to replace consultant's coming up to retirement plus any expected increase due to expansion of the specialty. There has been considerable expansion in consultant numbers over the last few years and, with the pandemic, it is difficult to extrapolate precisely what is going to happen regarding enlargement of the practitioner base. It seems highly likely that the historical numbers of CCTs granted is not going to keep pace with retirements alone, as most consultants are retiring at around 61 years at the present time. It seems more reasonable, therefore, to correlate the likely country/regional, and specialty, vacancies that are likely to arise from individuals who are older than 55 (Table 14, Figures 8 f – h and Figure 16. Figure 20 gives some indication of where they may be some possibility of a conversion of an SAS post to a consultant post. Figure 25 shows the declared sub-specialist areas of substantive or locum consultants >55 years of age.

The GMC/JCST data about CCT numbers obtained in-year, from 2011 to 2021 are shown in Table 24. 42 CCTs were granted in 2021 according the GMC website. The GMC data also says 8 CESR applications were accepted, and 6 failed. This gives a 57% success rate for urological CESR applications.

Year	England
2011	51
2012	58
2013	57
2014	46
2015	54
2016	54
2017	54
2018	50
2019	60
2020	50
2021	42

Table 24. GMC statistics for CCT or CESR CP

Figure 25 shows the declared sub-specialist areas of substantive or locum consultants >55 years of age. This gives some indication of which sub-specialist areas may be required in future years.

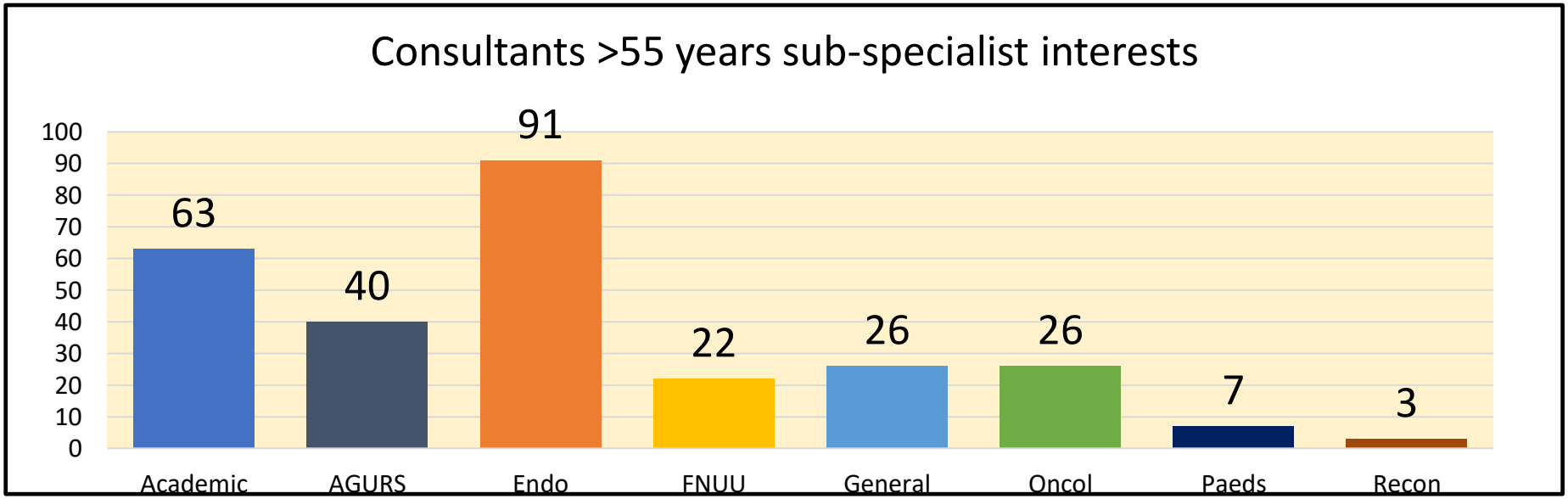


Figure 25. Sub-specialist interests of consultants >55 years of age

5. UK departments with a urological presence

186 hospitals have a urological presence in the UK, between 4 and 24 departments per region (Figure 26).

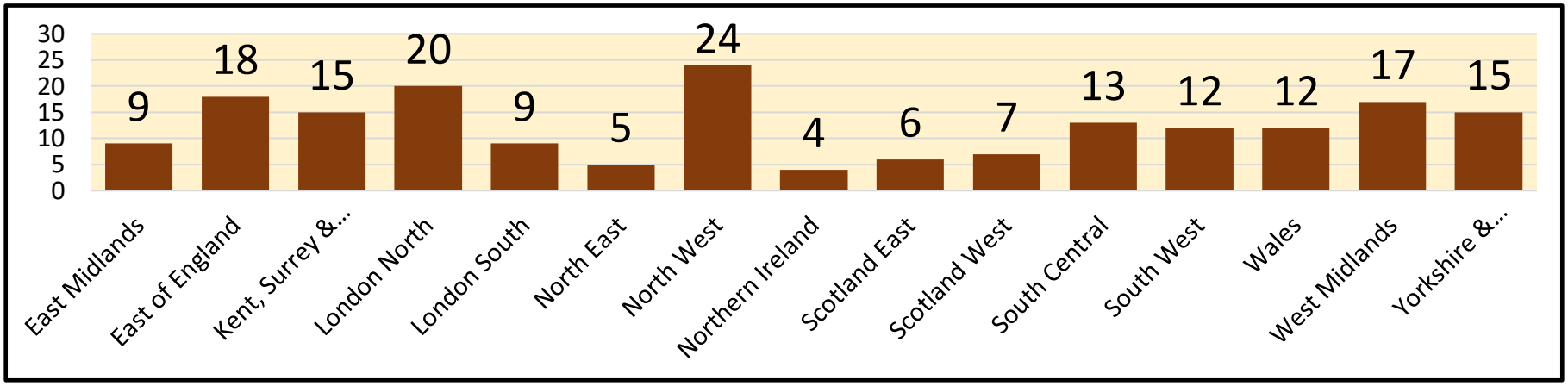


Figure 26. UK hospitals by region

The substantive consultant, locum consultant and SAS urologists who provide the service in each region is shown in Tables 25 and 26.

Region	Hospitals	Average Cons/SAS per unit
East Midlands	9	9.3
East of England	18	8.7
Kent, Surrey & Sussex	15	7.1
London North	20	6.7
London South	9	10.2
North East	5	13.8
North West	24	7.8
Northern Ireland	4	9
Scotland East	6	9
Scotland West	7	7.4
South Central	13	9.7
South West	12	8.9
Wales	12	6.2
West Midlands	17	6.6
Yorkshire & Humber	15	7.8
Average	**12.4**	**8.6**

Table 25. Number of hospitals per region and the average urological workforce manning hospitals in those regions.

Country	Region	Max	Min	Average
England	East Midlands	14	5	9.3
	East of England	27	1	8.7
	Kent, Surrey & Sussex	12	2	7.1
	London North	30	1	6.7
	London South	26	1	10.2
	North East	24	6	13.8
	North West	16	1	7.8
	South Central	20	4	9.7
	South West	22	3	8.9
	West Midlands	17	2	6.6
	Yorkshire & Humber	16	1	7.8
Northern Ireland		12	7	9
Scotland	Scotland East	20	1	9
	Scotland West	13	1	7.4
Wales		10	1	6.2

Table 26. Consultant (locum and substantive) and SAS maxima and minima per department by country/region

The mean number of consultants in a department in the UK is 8.24 individuals (red line below). The numbers of consultants in a urology department in the UK (England, Northern Ireland, Scotland and Wales but excluding the Republic of Ireland) is shown in Figure 27. Not all consultants in larger departments may contribute to on-call arrangements.

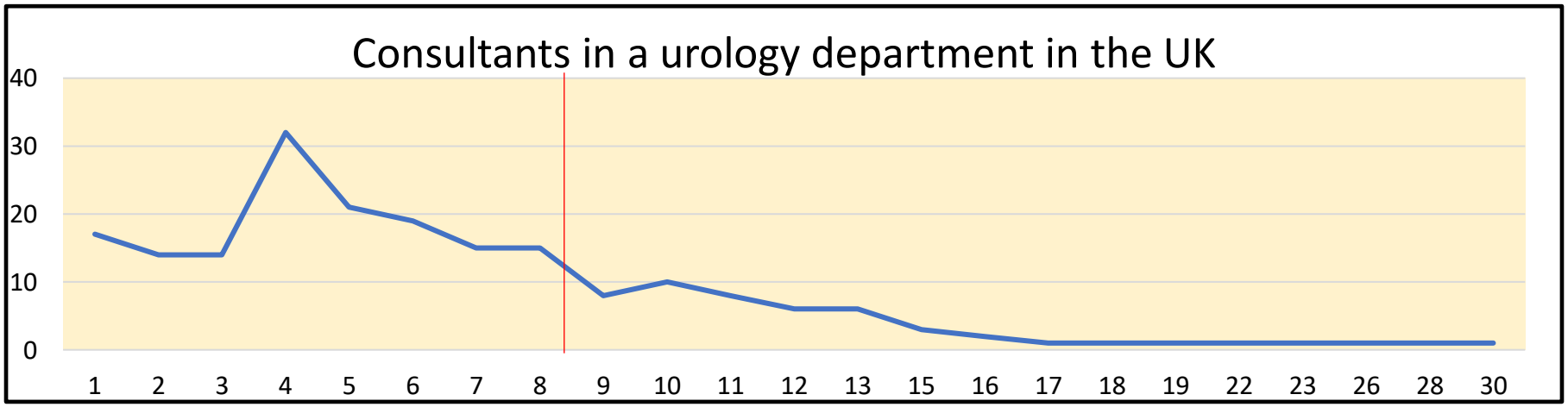


Figure 27. UK hospitals with a urological presence by consultants in the department

6. The Irish Republic

There are 59 substantive and 6 locum consultants in the Republic of Ireland and 13 consultants working purely privately. There are 26 numbered urological training posts (Table 27, Figure 28).

Irish Republic	Consultants				SAS	Trainees			
	Locum	Private only	Substantive	Grand Total		Pre-ST Trainee	ST Trainee	Post-ST Trainee	Grand Total
	6	13	59	78	-	3	26	-	29

Table 27. Irish Republic urological workforce, Primary Hospital only

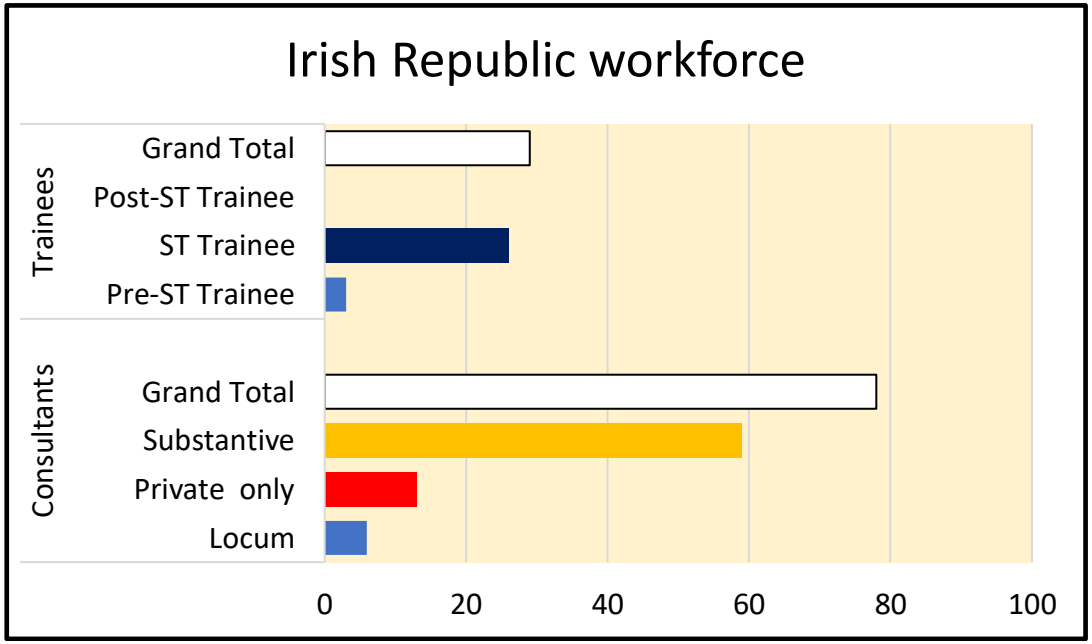


Figure 28. Irish Republic workforce by type, Primary Hospital only

The ratio of consultants per 1,000 head of population is lower than the UK (Table 28).

Country	
Republic of Ireland	77,000
Northern Ireland	67,000
Scotland	58,000
England	44,000

Table 28. RoI and UK consultant ratios 1:x thousand head of population

The Irish consultant age split is shown in Figure 29, although data quality is poor and this may not be reflective of the total workforce. For similar reasons a detailed breakdown of consultants in the retirement population cannot be commented upon.

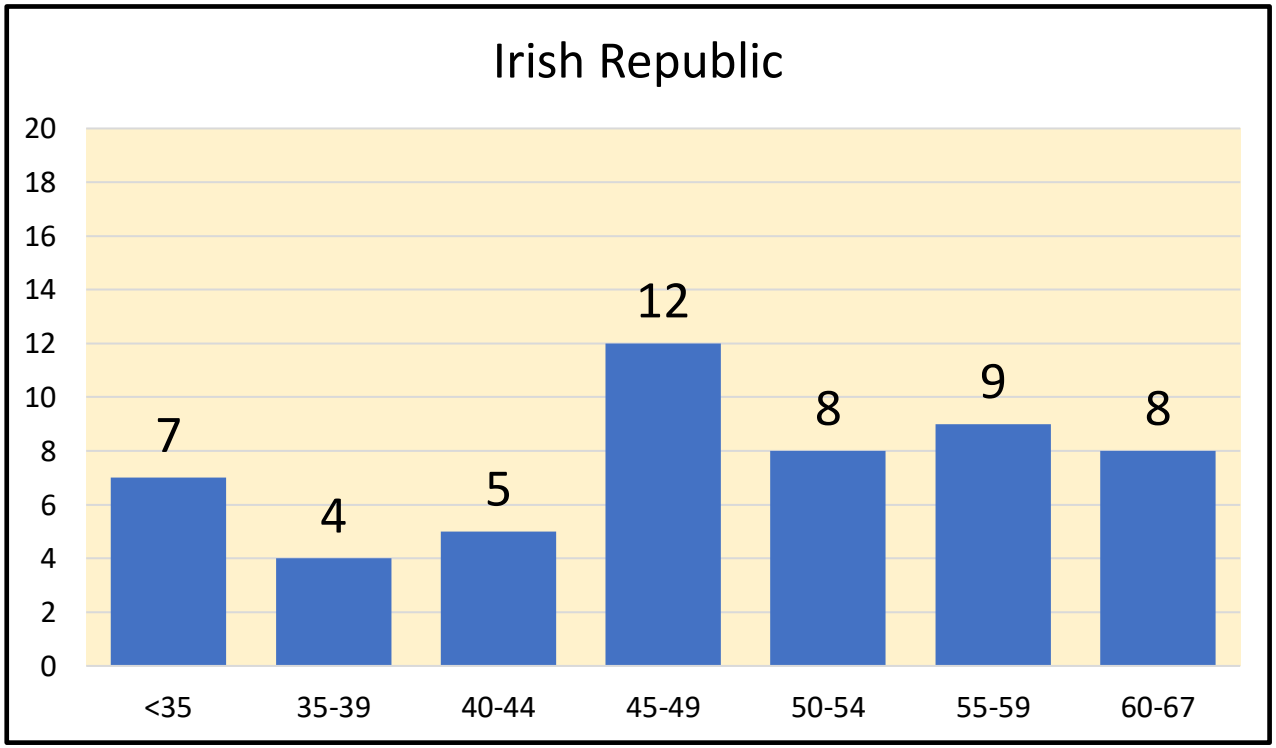


Figure 29. Irish Republic - Consultants by age, Primary Hospital only

Unit locations are shown in Figure 30. There was an average of 3.5 consultants per unit (median 3, range 1 – 13).

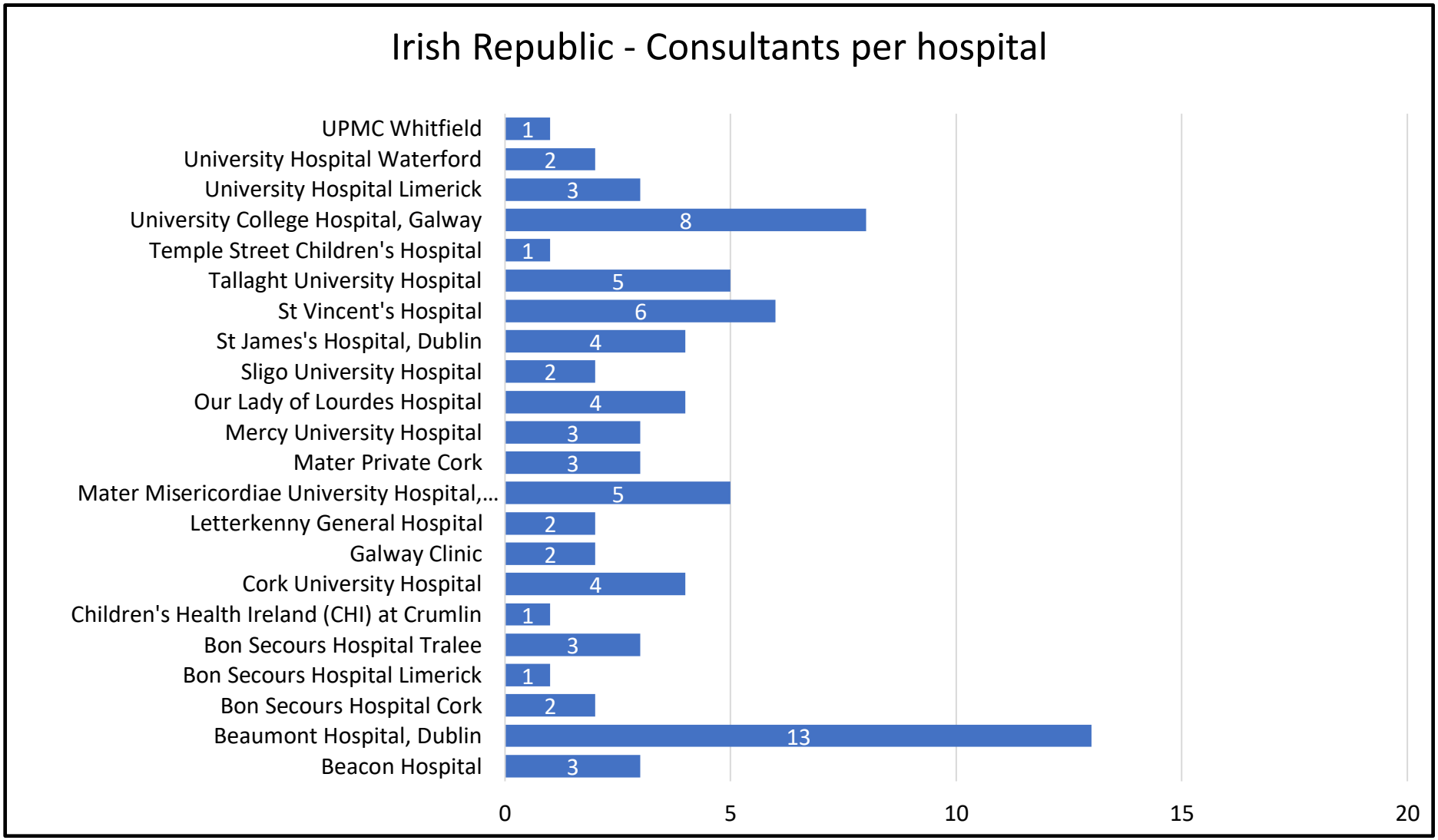


Figure 30. Irish Republic – Consultant locations, Primary Hospital only

Sub-specialist data is poorly recorded and sub-specialisation in the Irish Republic cannot, therefore, be commented upon.