

CCT class of 2010 follow up study - Part 2

March 2014

Background

The College has been undertaking monitoring of new CCT/CESR holders due to concern that the numbers achieving Certificate of Completion of Training (CCT) each year will outweigh the number of new consultant opportunities available to newly qualified paediatricians and the need for information about attrition rates and working patterns to feed into workforce planning.

The CCT/CESR class of 2010 were first surveyed in November 2011, at least 11 months after receiving their certification. Of the 330 in the cohort, 270 responded to the survey (81.8%). Results of this survey can be found on the College websiteⁱ.

The same cohort was contacted again in July 2013, at least 2.5 years after receiving their certification. In part 2, 190 responses were received (57.7%).

This report compares findings from part 1 and part 2 to look at career progress in the first few years post CCT/CESR.

Summary

Part 2 found that 87.9% of respondents are working in the UK, a slight decrease from part 1 (90.9%). There has been an increase in the number of respondents with consultant posts since part 1 from 89.4% to 93.2%, and an increase in consultants with substantive posts from 76.2% to 89.1%.

Respondents to part 2 of the 2010 cohort survey had on average 2.11 PAs for supporting professional activities (SPAs). This is higher than those surveyed in the 2011 and 2012 cohorts, but lower than the 2.5 set out in the consultant contractⁱⁱ.

The percentage involved in resident shift working remains similar (28.5% in part 1 and 27.4% in part 2) however in part 2 respondents reported having fewer PAs in their contracts for resident shifts (down from 2.88 in part 1 to 2.15 in part 2).

As in previously post CCT/CESR surveys, many of the respondents would like support from the College relating to management, leadership, education supervision and understanding the NHS.

In the main, the findings from this survey re-emphasise those from part 1 of the CCT 2010 cohort survey and the CCT 2011 and 2012 cohort survey. The findings and recommendations coming from this stream of work will be taken forward as part of the College's workforce strategyⁱⁱⁱ.

Key findings

Current post and location

- 87.9% of respondents are currently based in the UK; similar to part 1, when 90.9% of respondents were in the UK.
- 93.2% of all respondents have consultant posts; up slightly on part 1 when 89.4% had consultant posts, however this difference is not statistically significant.

GMC registration status, grid training and subspecialties

- In part 1, 97.9% of the total cohort was on the GMC specialist register with current registration. In part 2, this had fallen slightly to 92.4%. This difference is significant at a 95% confidence level.
- 9.5% of respondents (18) stated that they were registered for a second subspecialty on the GMC subspecialist register.
- 92.5% (172/186) of respondents currently on the specialist register stated that they are working in the same specialty as their registration. In part 1, 91.2% were working in the same specialty as their registration. All of those working in a different subspecialty were registered under general paediatrics, and the largest proportion of those is working in community child health.

Contract type and working patterns

- Overall, 52.7% of UK consultant respondents are participating in general on call rotas; this rises to 84.6% of those who are working in general paediatrics. Of those working in subspecialty paediatrics, 16.2% state they are doing general on call. In part 1, respondents were not asked about general on call commitments.
- Overall, 87.6% of respondents are currently in substantive posts, compared to 71.3% in part 1. When looking at consultants only, 89.1% have substantive posts compared to 76.2% in part 1.
- Of consultant respondents only, 67.4% of female respondents and 97.6% of male respondents are currently working full time. In part 1, 67.2% of female and 93.6% of male respondents were working full time.
- UK consultants were asked how many programmed activities (PAs) and supporting professional activities (SPAs) they had in their contracts. Full time respondents (10+ PAs) had on average 10.39 PAs and 2.11 SPAs. Less than full time respondents had on average 7.72 PAs and 1.56 SPAs. This cohort has on average more SPAs than those in the 2011/2012 cohort of CCT holders, however they have less than the recommended 2.5 SPAs. The 2010 cohort was not asked about SPAs in part 1.

Educational supervision and resident shift working

- 83.0% of all consultant respondents are involved in educational supervision; in part 1 this figure was 84.9%.
- Of UK consultant respondents, 27.4% have PAs in their contracts for resident shift working. This represents little change from part 1 when 28.5% did. When broken down by specialty group, 37.8% of those working in general paediatrics take part in resident shift working, 0.0% of those working in community child health, and 15.5%

of those working in other subspecialties. The average number of PAs for resident shift working has fallen, from 2.88 in part 1 to 2.15 in part 2.

CPD and College support

- Respondents were asked if there was any training they would've liked to have had to better prepare them for their consultant career. 31.1% gave responses relating to management, 28.9% said there was no further training they would've liked, and 11.6% gave responses relating to understanding the NHS.
- Respondents were asked what support they would've liked from the College during transition to their consultant post. 61.6% of respondents (117) chose leadership and management skills development, 40.0% chose educational supervision skills development, 39.5% chose a College-facilitated network for new consultants, 37.9% chose careers progression advice after gaining CCT or CESR and 36.3% chose mentoring.
- Respondents were asked what courses or e-learning they'd like to see offered by the College. 15 respondents gave answers relating to clinical updates, 13 mentioned courses relating to professional development, 13 mentioned management related courses.
- 89.3% of respondents are registered for CPD with the College; up from 74.8% in part 1.

ⁱ RCPCH. *CCT follow up study*. Available from: www.rcpch.ac.uk/cct-survey

ⁱⁱ NHS Employers. *Consultant contract (2003)*. Available at: <http://www.nhsemployers.org/PayAndContracts/MedicalandDentalContracts/ConsultantsAndDentalConsultants/Pages/Consultants-KeyDocuments.aspx>

ⁱⁱⁱ RCPCH. *Workforce planning*. Available at: www.rcpch.ac.uk/workforce