

# MAC Review of the Shortage Occupation List

## Page 2: About you

Q1. What is the name of your organisation?
Royal College of Paediatrics and Child Health

Q2. What is your email address?
martin.mccolgan@rcpch.ac.uk

Q3. Please indicate if you would like to be added to our database for future research purposes and updates on MAC work.
Yes

Q4. What is your type of organisation?
Academic/higher education establishment

Q5. Please tell us the location of your organisation? (Please select all that apply.)
UK wide

Q6. Please indicate which of the options below best explain your reason for completing this online form.
I would like to provide evidence on sector/wider shortages on behalf of members or as a recruitment business.

## Page 7: Your evidence

Q25. Please indicate from which of these industries are you providing evidence?(Please select all that apply).
Health

Q26. If you wish, you can provide details of individual jobs titles you/your members have found hard to fill in the boxes below (maximum of 10). Please help us by matching the job titles you have provided with the closest standardised ONS job title and associated 4-digit occupation (SOC) code using the Office for National Statistics (ONS) Occupation Tool. There is also space to list the sector(s) where shortages of candidates to fill these job titles has been most acute. If providing this information, please refer to the list in question 24.

	Job title	Closest ONS job title	Closest ONS occupation code (4 digit)	Sector(s) most affected
1	NHS Consultant	consultant, hospital	2211	-
2	Paediatric trainee	registrar, specialty	2211	-
3	Staff, associate specialist and specialty doctors	SAS doctor	2211	-
4	-	-	-	-
5	-	-	-	-
6	-	-	-	-
7	-	-	-	-
8	-	-	-	-
9	-	-	-	-
10	-	-	-	-

Q27. What do you think are the main reasons for job shortages (answered in the question above), and or wider shortages in the sector(s)? (Not to exceed 500 words).

1. Workload pressures – there has been a substantial increase in paediatric emergency admissions ranging from 12.7% in England to 17.8% in Northern Ireland between 2013/14 and 2016/17. There are also considerable increases in neonatal care and community paediatrics - see our supporting evidence
2. There has been a fall in applications to paediatric specialty training and recent decrease in fill rates. Causes include fewer applications from outside the UK and Foundation doctors delaying applying to specialty training.
3. Rota gaps and vacancies on junior and middle grade medical rotas in general paediatrics and neonatology have been running at an unsafe level for a number of years. This affects morale of trainees, increases burnout and forces consultants to act down to cover gaps and/or the employment of hard to find and expensive locums.
4. There has been a historic lack of training in community child health and therefore that workforce has not grown to match the increase in complex morbidities and pressures from safeguarding concerns.
5. There has been considerable attrition from training due to workforce pressures/burnout.
6. Growth of less than full time working among trainee doctors and consultants for both women and men has meant the participation rate has continued to decline. This has not been reflected in an increase in posts being made available or less than full time posts being backfilled
7. Low rates of compliance with safe staffing standards set by Royal Colleges and other professional bodies.
8. The lack of time available particularly for trainee doctors for training and education.
9. Inadequate historic supply and demand modelling. Demand has been calculated on the basis of funding available to trusts rather than clinical need.

Q28. Please explain what measures have been taken to reduce shortages in the sector as informed by your members and or research. (Not to exceed 500 words).

1. The RCPCH and members have constantly reinforced and highlighted problems with rota gaps and shortages to HEE and the equivalent bodies in Scotland, Wales and Northern Ireland.
2. RCPCH with BACCH and other bodies e.g. RCEM have developed and published standards for safe care for children and young people and set out the workforce implications of these standards.
3. We have developed models for the number of trainees/consultants required to meet safe service standards.
4. RCPCH has operated a successful Invited Reviews service which provides professional advice on service configuration and workforce planning for individual organisations who are provided with the service.
5. RCPCH has been active in utilising the MTI scheme
6. RCPCH has been proactive in recruitment of trainees, initiating second recruitment rounds to minimise gaps.
7. RCPCH is currently developing a careers campaign to increase recruitment and retention. This will involve greater communication with medical students, foundation doctors and trainees. We are also looking at providing more effective mentoring for existing trainees.

Q29. Have these measures worked, if not why? (Not to exceed 500 words).

Partly, most paediatric grades in Scotland are on the SOL where the application ratio is now better than the rest of the UK.  
Lobbying HEE and similar bodies with good evidence over recent years has meant that there have not been reductions in training numbers.  
Arguments over patient safety have often been one in individual organisations where increases in staffing have now occurred.

Q30. Are the jobs that you have said are in shortage, open to eligible workers from the Tier 2 points-based visa system?

Yes

Q31. If known, how many workers from outside of the UK have been recruited using the Tier 2 points-based visa system in the past 12 months, stating the job titles.(Not to exceed 500 words).

Not known

Q32. If you have supporting evidence such as survey results from members please attach here. Please remember to omit sensitive details before attaching.

- File: RCPCH supporting evidence\_final 14-1-19.pdf

**32. If you have any other information that might be useful for our call for evidence please use the space below to explain (Not to exceed 500 words).**  
See attached file

## Page 8: Feedback

Q33. Please use this space to let us know if you experienced any difficulties in using this online form. (Not to exceed 500 words).

No, although haven't been able to print or save our submission as we would like a copy for our records.

