

## Calculating the required future supply of trainees in Scotland

### 1 Introduction

This calculation is based on a model that assumes the demand for paediatric consultants is 406 WTE (as set out in "[Workforce census 2017: Focus on Scotland](#)") and determines what will be required in terms of trainees starting at ST1 to maintain that level of staffing. Note that further reconfiguration of services and/or development of other workforces who can support paediatric rotas and services may require remodelling of both paediatric consultant and trainee demand.

### 2 Method

#### Step 1: How many consultants need to be replaced each year?

For this purpose, we estimate that 5% (1 in 20) of paediatric consultants leave the health service each year. This accounts for approximately 1 in 30 retirements plus a factor for those who move abroad/move into a new career. This gives a figure of 20.3 new whole time equivalent (WTE) CCTs needed to replace leavers if we are to keep the level at 406 consultants.

#### Step 2: Model leaving and attrition through training

- Data from several years of the RCPCH "[CCT and CESR: Where are they now?](#)" surveys has shown that a reasonably constant level of 10% of new CCT holders either move abroad or do not take a consultant post in paediatrics upon obtaining CCT.
- Data from RCPCH [Modernising Medical Careers cohort study](#) shows that approximately 3% per year of trainees leave training between ST6-8; 8% per year for ST4-5; and 5% per year for ST1-3.

This means that 30.554 WTE trainees are required at the start of training to account for attrition and moving abroad.

#### Step 3: Factor for Less than Full Time Working.

Information from the [General Medical Council](#), supported by RCPCH training records, shows that approximately 37.7% of paediatric trainees now work less than full time. This means that 37.65 (say 38) doctors are needed to provide 30.54 WTE.