

Workforce Census

Q&A

When will findings from the 2020 Census data collection be available?

The 2020 Census had to be paused due to the COVID-19 pandemic. Clinical leads had to respond on behalf of their organisation for the Impact of COVID-19 on child health services project, which took priority over the workforce census at the time.

Can we resume the Census 2020 data collection from where it stopped?

Unfortunately, this is not possible. Post-pandemic there are more specific workforce questions that we need to answer to ensure we have appropriate levels of staff in place

Each previous census took almost a year to gain data from clinical leads and a further year to analyse, making the information insensitive to immediate challenges. The RCPCH executive group supported the decision to move to an individual-response method.

This allows a greater depth of individual information to be collected and more specific to training levels and roles e.g. regarding research and retirement. The returns will hopefully be quicker, and it can be analysed immediately.

The previous breadth of information will be collected by deep dives into areas of concern with the vulnerable children's workforce being a priority for 2022. Devolved nations and other priority areas will subsequently be discussed.

What are the next steps? Workforce Census: 2022

The permanent medical paediatric workforce of consultants and SAS doctors will receive a request to fill in a short survey - of no more than 15 minutes about their speciality area, working pattern, job plan and PA allocation as well as future plans such as retirement. These were the target groups of past census data collections, allowing us direct comparison with historical census data.

A greater scope will be considered for the next census data collection, and would allow us for more capacity for future projects targeting other workforce groups (i.e. trainees) and/or more in depth workforce issues (vacancies, rota gaps, regional variances, Community child health) to complete the picture of the wider paediatric workforce in the UK.

Furthermore, work has been conducted internally to determine what information can be retained from what data the College holds and to integrate census data with the Membership database; avoiding redundant questions, encouraging cross-team cooperation, allowing for faster reporting, and having more complete data across the College overall.

When is the new Census data collection taking place?

The data collection will take place in early 2022.

Going forward, we will conduct yearly “drives” for individuals to complete their personal information to then take snapshots of the current workforce landscape. This means data is current thus enabling us to provide accurate and constructive responses to requests from organisations such as HEE.