

Providing a Service for Children

Workforce Census 2001

Executive summary

*Extracted from the full document online at
http://www.rcpch.ac.uk/research/Workforce/census_2001.html*

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Royal College of Paediatrics and Child Health

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Executive Summary

Workforce

- In September 2001 the paediatric career grade workforce in the UK was made up of 3781 individuals (3367 whole time equivalents). Of these, 2186 were consultants 1501 were non-consultant career grade doctors and 94 were other grades, mainly trust grade doctors.
- The career grade workforce (consultants and NCCGs) increased by 13.3% from 3255 in 1999.
- Between 1999 and 2001 there was an increase of 13.1% in consultant numbers in the UK, an annual growth rate of 6.3%. NCCG numbers increased by 13.5% between 1999 and 2001, equating to 6.5% per annum growth.
- Only 41 NCCGs were identified as having already obtained their CCST - only 5.5% (41/743) of the NCCG workforce in trusts that responded.
- Overall in England, consultants and academics comprise 61% of the workforce compared to only 43% in Scotland.
- In 2001 the total number (1391) of career grade paediatricians working 100% of the time in the community exceeded those who were working 100% in general paediatrics (973).
- The census identified 696 consultants working as specialists in the 38 UK tertiary trusts.
- The largest subspecialty groups were neonatal medicine (104) and neurology (68).
- In the total career grade workforce women outnumber men 53.3% to 46.3%.
- The number and proportion of female consultants rose rapidly between 1992 and 1996, slowed in the period to 1999, and remained static to 2001.
- The gender split of workforce is strongly associated with age. In the 55-59 and 60-64 age groups, there were over 2 male consultants to every female, whereas the ratio was 1.2:1 for 35-39 year olds, and there were more women than men in the under 35s.
- Comparisons with previous censuses suggest that part time working for consultants is becoming more common - 10.9% was reported in 1999, but has now risen to 15.4%.

- Comparing results with 1999 and excluding null answers, the percentage of consultants exceeding 48 hours per week has risen from 74.2% in 1999 to 76.3% in 2001.
- The data show an apparent decline overall of almost 10% (14.8% wte) in the size of the academic workforce since 1999.
- The academic workforce is 77% male compared to 58.0% for non academic consultants.
- Trusts forecast there would be 27 new academic posts created between 2001 and the end of 2005, a 14% growth rate.

Human Resource Issues

- Consultants are the hardest grade to recruit with appointments made for 83% (217/261) of advertisements compared to 91% (170/186) for NCCGs and 86% (115/134) for other grades.
- Tertiary trusts accounted for 35.5% of consultant appointments in the preceding year.
- There were 166.3 WTE career grade posts vacant for more than 6 months at the time of the census and 107 trusts (38%) had at least one vacant post for more than 6 months.
- A total of 1023.6 whole time equivalent posts are planned between the census date and the end of March 2005, of which 558.7 (46.4%) were unfunded, an annual growth rate of over 7% which if extrapolated to 2011, would result in 4075 wte paediatric consultants in the UK, a figure that compares favourably with the College's target of 4000.
- There were also 286.5 WTE new trust grade posts planned over the same period which would result in a 309% increase in WTE trust grade doctors from the 92.8 reported in September 2001.
- Clinical directors in tertiary trusts rate their ability to recruit higher than other trust types.
- Only 33% (93/282) of Clinical Directors who responded to the census reported that their trust had a plan for implementing the European Working Time Directive.
- 15 neonatal and 10 general acute units reported being in a crisis situation while only 3 units in each group said they were confident of maintaining the rota.

- Overall, just under half of CCH services 87 (48.6%) reported that workforce pressures were severe or unmanageable, and only 27 (15.%) had no or only minor workforce pressures.
- Overall, 10.7% of sub-specialties were under extreme pressure.

Child Health Services

- 299 health trusts provided children's health services and employed paediatricians; the greatest number (99) provided both acute and community care in integrated services.
- The survey identified 294 acute children's units in the UK in 2001 where either medical or surgical in-patients were seen or a neonatal unit existed, 20 fewer than identified in the RCPCH survey of acute services in 1998/1999.
- 38.2% (91/238) of units seeing paediatric in-patients, admitted children to adult wards.
- The total number of FCEs reported in 2001 (730,169) represents a 6.3% increase from 1998/1999, and show that the average unit has approximately 3,000 FCEs per year.
- Almost 1.8 million paediatric outpatients were reported in the census, an increase of 6.8% from 1998/99 and an average of over 6400 outpatients seen in each unit.
- In tertiary and large units, the average number of consultants has risen markedly between 1999 and 2001, but in smaller units there has only been a marginal rise or fall.
- The average number of consultants in medium sized units stood at 5.3 (5.0 wte) in 2001. This falls some way below the College's recommendations in 2000, of 7 to 8 consultants required to sustain a service in a medium sized unit.
- There were 309 hospitals in the UK where children were seen in an A & E unit.
- The number of units in the UK which see children in A & E and had resident paediatric cover was 219 - an increase of 30 from the College's last survey in 1998/1999.
- The survey identified 229 neonatal units in the UK, a decrease from 241 in 1998/1999.

- For the 164 neonatal intensive care units the average number of NIC admissions to each of the 829 NIC cots was 32.8 for the UK as a whole.
- Information was collected on 194 Community Child Health Services in the UK; 101 were managed in a combined trust, 13 services managed with tertiary services and 80 were separately managed. Information for 27 of these services came from Primary Care Trusts.
- Overall 16% (31) of CCH services covered a large catchment area (> 5000 births), 50% (97) were of medium size (>2500 - 4999) and 31% (60) had a small catchment area (2500 births or less).