

**The British Cardiovascular Society 2015 Workforce Survey
A report to the BCS**

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Introduction:

The BCS has conducted a data collection exercise on the United Kingdom Cardiology Consultant workforce since 2010. The aims are to establish an accurate estimate of the workforce and particularly to facilitate workforce planning.

While the RCP collates some data there are no equivalent sources of this information that can be regarded as reliable.

Methods:

The primary sources of information are the BCS/RCP Regional Specialty Advisors. Information is requested for the workforce as of Dec 31st 2014.

Some questions were unchanged from previous years (bold), while this year we focussed on on-call activities, in part because of the publicity around 24/7 and 7/7 working:

- 1. How many consultant cardiologists are there in your Region / Network?**
2. How many PA's in total are there for cardiology in your Region / Network?
3. How many PA's are there for academic activity in your Region / Network?
- 4. How many new consultant cardiologist appointments have been made during 2014?**
5. How many new cardiologists appointed in 2014 obtained their CCT outside the UK?
- 6. How many vacancies for consultant cardiologists are there in your Region / Network?**
7. How many of these vacancies have failed to achieve an appointment despite advertisement?
8. How many of the consultant cardiologists in your Region / Network do 'return to base' on-call for cardiology?
- 9. How many of the consultant cardiologists in your Region / Network do on-call general medicine?**
10. How many of the consultant cardiologists do on-call for cardiology AND general medicine?

Where information is not forthcoming or incomplete, the survey team contact Trusts, individuals and any potential sources of the workforce data to acquire as comprehensive a data set as possible.

Data collection continued from July to November 2015.

“Promoting excellence in cardiovascular care”

Affiliated Groups

Arrhythmia Alliance (A-A)
British Association for Cardiac Prevention & Rehabilitation (BACPR)
British Association for Nursing in Cardiovascular Care (BANCC)
British Atherosclerosis Society (BAS)
British Cardiovascular Intervention Society (BCIS)
British Congenital Cardiac Association (BCCA)

British Heart Rhythm Society (BHRS)
British Heart Valve Society (BHVS)
British Hypertension Society (BHS)
British Junior Cardiologists' Association (BJCA)
British Nuclear Cardiology Society (BNCS)
British Society for Cardiovascular Imaging (BSCI)

British Society for Cardiovascular Research (BSCR)
British Society for Heart Failure (BSHF)
British Society of Cardiovascular Magnetic Resonance (BSCMR)
British Society of Echocardiography (BSE)
Cardiovascular Care Partnership (UK) (CCPUK)
Society for Cardiological Science and Technology (SCST)

Results:

The headline, totalled results are displayed in the below table, with previous year's (2014 survey of workforce as of 31/12/2013) figures in brackets:

| |
|--|
| How many consultant cardiologists ⁽¹⁾ are there in your cardiac region /network? 1389 (1379) |
| How many PA s in total are there in your cardiac region / network)? 9649.25 |
| How many PA's are there for academic activity in your Region / Network 347.5 |
| How many new consultant cardiologist appointments have been made during 2014? 75 (85) |
| How many new cardiologists appointed in 2014 obtained their CCT outside the UK? 8 |
| How many vacancies for consultant cardiologists are there in your Region / Network? 58 (42.5) |
| How many of these vacancies have failed to achieve an appointment despite advertisement? 27 |
| How many of the consultant cardiologists in your Region / Network do 'return to base' on-call for cardiology? 670 - 54% (756.5, although last year's question did not specify 'RTB') |
| How many of the consultant cardiologists in your network do on-call general medicine? 112 - 10% (177) |
| How many of the consultant cardiologists do on-call for cardiology AND general medicine? 43 - 3% |

Comparison data for the last 3 years are shown below:

| Year | England | Nth Ireland | Wales | Scotland | TOTAL |
|-----------------------------|--|---|---|---|--|
| 2013 (31/12/2012) | Consult: 1124 WTE: 1008.95 Vacancies: 33.5 | Consult: 39 WTE: 38.5 Vacancies: 1 | Consult: 97 WTE: 93.2 Vacancies: 6 | Not available | Consult: 1378 WTE: 1245 Vacancies: 41.5 |
| 2014 (31/12/2013) | Consult : 1158 WTE: 1057.4 Vacancies : 35.5 | Consult: 41 WTE: 39.2 Vacancies: 1 | Consult: 72 WTE: 69.8 Vacancies: 4 | Consult: 108 WTE: 96.35 Vacancies: 2 | Consult: 1379 WTE: 1262.7 Vacancies: 42.5 |
| 2015 (31/12/2014) | Consult: 1158 Vacancies: 48 | Consult: 47 Vacancies: 1 | Consult: 71 Vacancies: 6 | Consult: 108 Vacancies: 1 | Consult: 1389 Vacancies: 58 |

Comments:

1. The survey shows continued expansion within cardiology, although at a slower rate than last year.
2. The proportion doing acute GIM is falling (12.8 % to 10%)
3. On-call rotas involve 61% of cardiologists and 46% do not participate in an on-call cardiology service

Comments on data accuracy

- a. The effort by the Honorary Secretary to refresh the team of Regional Specialty Advisors was important in collating the data this year and providing a secure basis for data collection in future years.
- b. The Networks themselves have suffered in reorganisations and, despite best efforts, some data points were missing. Last available data (eg numbers at 31/12/2013) was used in the tables. Some data points appear anomalous. We will continue to work on getting accurate figures for future surveys.
- c. The increase in consultant numbers is lower than in preceding years. This may in part be due to data accuracy with new RSAs taking over but also may reflect a slowing of expansion in posts.

Appendix A - Further Data and Geographic Distribution of Vacancies

| REGION (*= previous year data) | # Consultants 2015 | # Consultants 2014 | +/- |
|--|-----------------------|-----------------------|------------|
| Anglia* | 67 | 67 | 0 |
| Avon, Gloucestershire & Wiltshire, Somerset | 58 | 55 | 3 |
| Bedfordshire & Hertfordshire | 40 | 37 | 3 |
| Birmingham, Sandwell & Solihull | 51 | 47 | 4 |
| Black Country | 22 | 18 | 4 |
| Cheshire & Merseyside | 66 | 54 | 12 |
| Coventry and Warwickshire | 16 | 15 | 1 |
| Cumbria & Lancashire | 29 | 15 | 14 |
| Dorset* | 19 | 19 | 0 |
| East Midlands | 79 | 68 | 11 |
| Essex | 23 | 21 | 2 |
| Greater Manchester & Cheshire | 68 | 69 | -1 |
| Herefordshire & Worcestershire | 13 | 10 | 3 |
| Kent | 32 | 27 | 5 |
| Mid & South Wales | 25 | 26 | -1 |
| North Central London | 29 | 29 | 0 |
| North East London | 34 | 31 | 3 |
| North East Yorks & North Lincs* | 32 | 32 | 0 |
| North of England (Northern & Southern) | 74 | 72 | 2 |
| Yorkshire & Humber * | 32 | 32 | 0 |
| North Wales | 13 | 13 | 0 |
| North West London*1 | 29 | 110 | -81 |
| Northern Ireland | 47 | 41 | 6 |
| Peninsula | 34 | 33 | 1 |
| Scotland | 108 | 108 | 0 |
| Shropshire & Staffordshire | 29 | 34 | -5 |
| South Central - Northern*& Southern | 66 | 42 | 24 |
| South East London* | 60 | 60 | 0 |
| South East Wales *2 | 36 | 59 | -23 |
| South West London | 27 | 27 | 0 |
| Surrey | 29 | 35 | -6 |
| Sussex | 32 | 33 | -1 |
| West Yorkshire | 70 | 60 | 10 |
| TOTAL | 1389 | 1373 | 16 |

*1 is a clear anomaly due to a lack of new data year on year for NW London since 2012

*2 is an anomaly due to Welsh Network re-structure and reporting error in 2014 and 2013

Table of vacancies for consultant cardiologists by (pre NHS reorganisation) Cardiac Network

| Region | How many vacancies for consultant cardiologists are there in your cardiac network/region? |
|---|--|
| Avon, Gloucestershire, Wiltshire and Somerset | 1 |
| Bedfordshire & Hertfordshire | 4 |
| Birmingham, Sandwell & Solihull | 0 |
| Black Country | 0 |
| Cheshire & Merseyside | 14 |
| Coventry & Warwickshire | 0 |
| Cumbria & Lancashire | 1 |
| East Midlands (North) | 5 |
| East Midlands (South) | 1 |
| Essex | 0 |
| Greater Manchester & Cheshire | 2 |
| Herefordshire & Worcestershire | 0 |
| Kent | 2 |
| Mid & South Wales | 0 |
| North Central London | 0 |
| North East London | 0 |
| North of England - (SOUTHERN AREA) | 1 |
| North Of England - NORTHERN AREA | 4 |
| North Wales | 3 |
| Northern Ireland | 1 |
| Peninsula | 0 |
| Scottish Cardiac network | 1 |
| Shropshire & Staffordshire | 3 |
| South Central - (SOUTHERN) | 1 |
| South East Wales | 3 |
| South West London (Excluding St Georges Hospital) | 2 |
| Surrey | 3 |
| Sussex | 0 |
| West Yorkshire | 6 |
| Yorkshire and Humber (Prev North Trent) (2014 Data) | 0 |
| Anglia (2014 Data) | 0 |
| Dorset (2014 Data) | 0 |
| North East Yorkshire & North Lincolnshire (2014 Data) | 0 |
| North West London (2014 Data) | 0 |
| South Central - NORTHERN (2014 Data) | 0 |
| South East London (2014 Data) | 0 |
| Total | 58 |

Conclusions

- I. The survey of consultant workforce as at 31/12/2014 suggests continued expansion of the workforce although perhaps at a slower rate than in the preceding 3 – 5 years

- II. There are currently **1389** cardiologists working in the UK

- III. Workforce planning, especially trainee numbers should be set in the context of these data together with additional factors including;
 - the continuing rise in prevalence of patients with complex cardiac disease
 - the additional workload which would arise through progression of plans for 7/7 services (acute and elective)

- IV. It remains feasible to collate these data, focussing on the Regional Specialty Advisors as the key source of data. I am extremely grateful for their hard and assiduous work in collating these data

- V. Continued undertaking of this survey is recommended