



Royal College of  
Obstetricians &  
Gynaecologists

# **Challenges in O&G Training and Workforce Update**

**Ian Wylie**

# Workforce activities at the College

(\* thanks to Professor Mary Ann Lumsden FRCOG, SVP, for use of slides)



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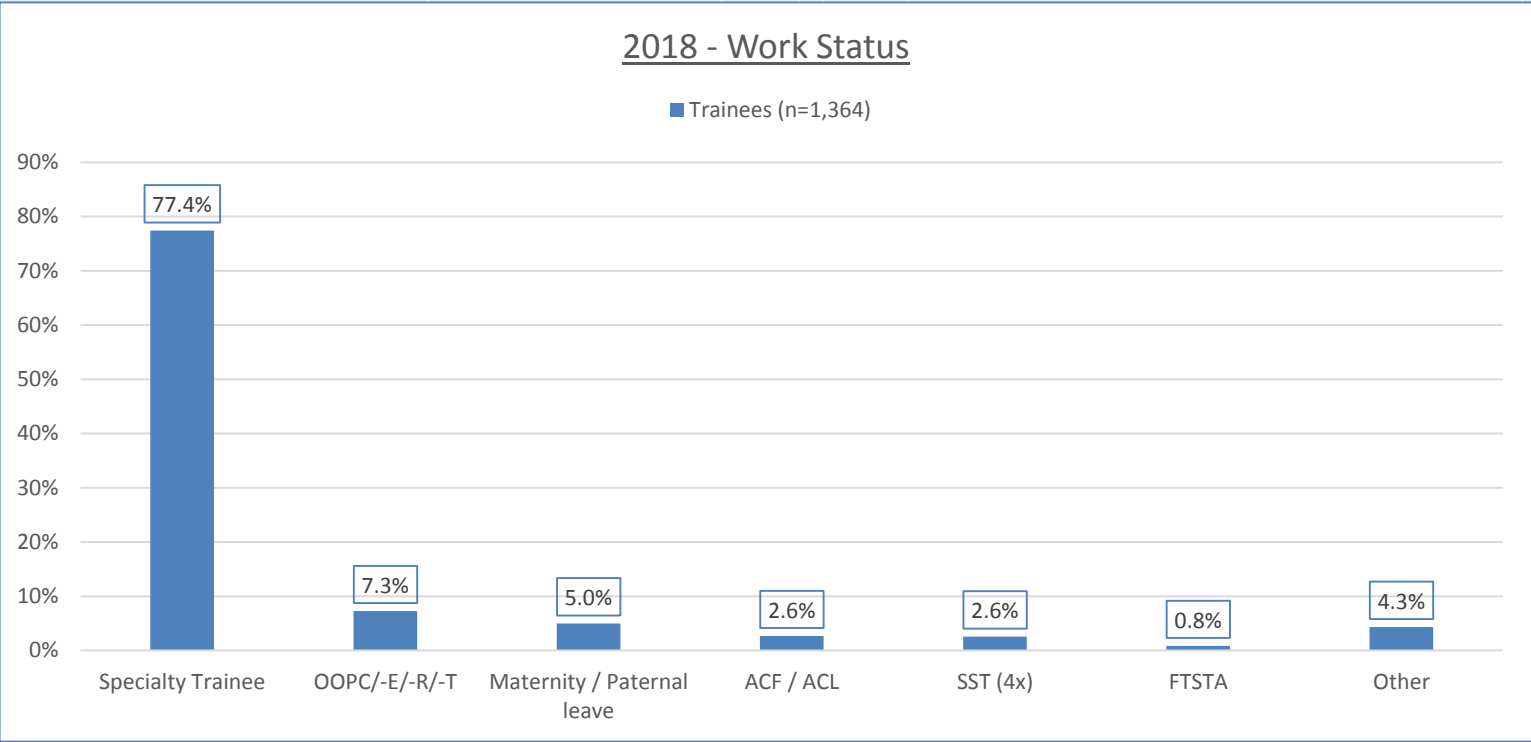
1. Consultant survey
2. Trainee survey
3. SAS survey
4. HEE maternity workforce strategy
5. Trainee attrition working group
6. SAS/Trust development
7. Return to work support
8. New consultants support
9. Retiring consultants
10. Staffing models for small units

# Trainee Survey

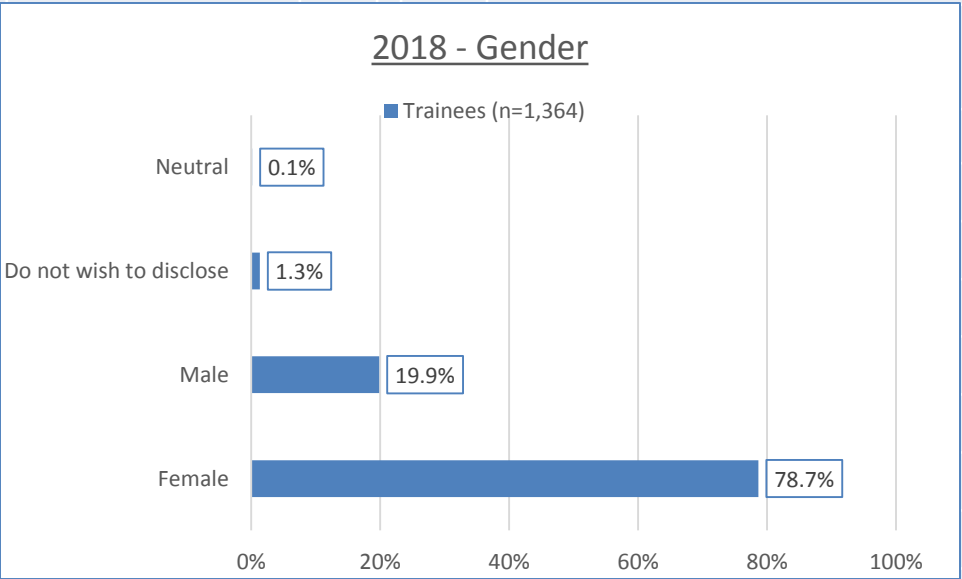
## WHAT BEST DESCRIBES YOUR CURRENT WORK STATUS ?



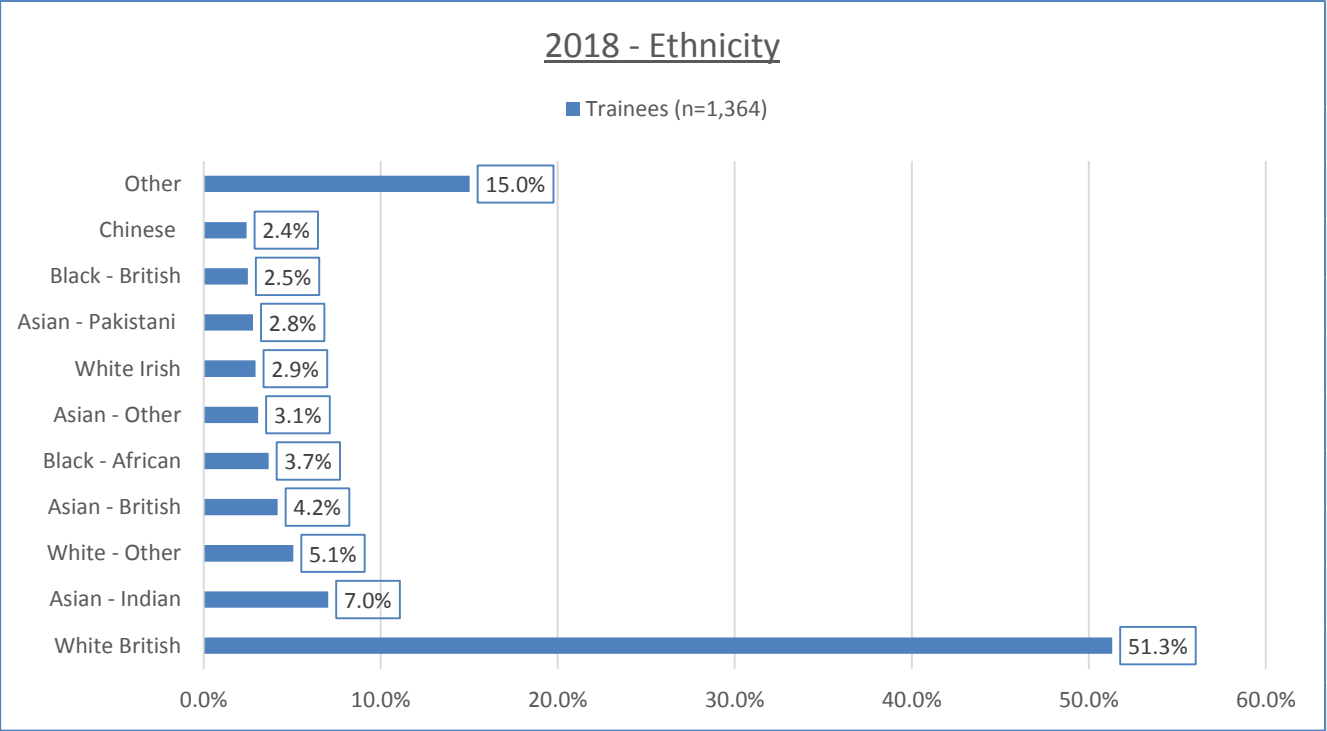
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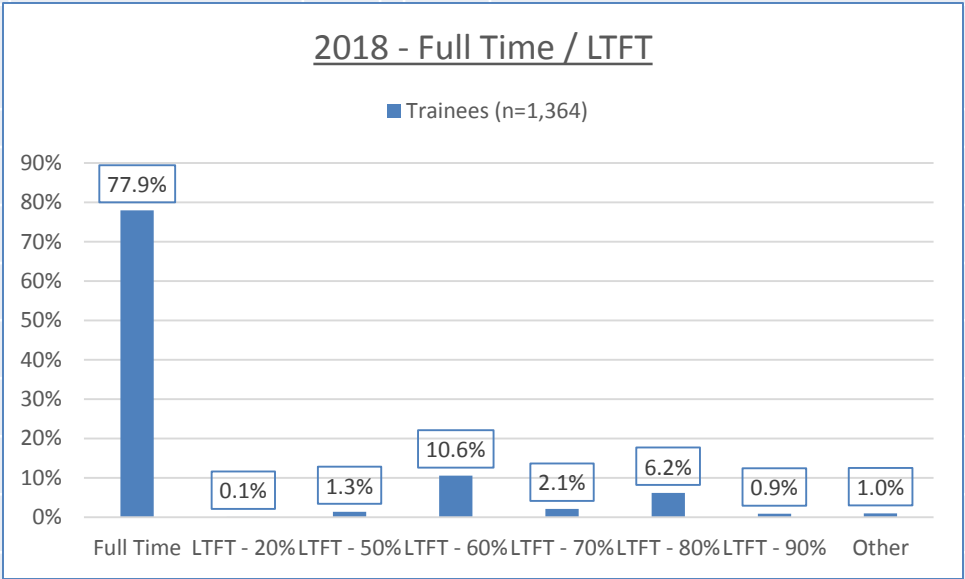
# WHAT IS YOUR GENDER?



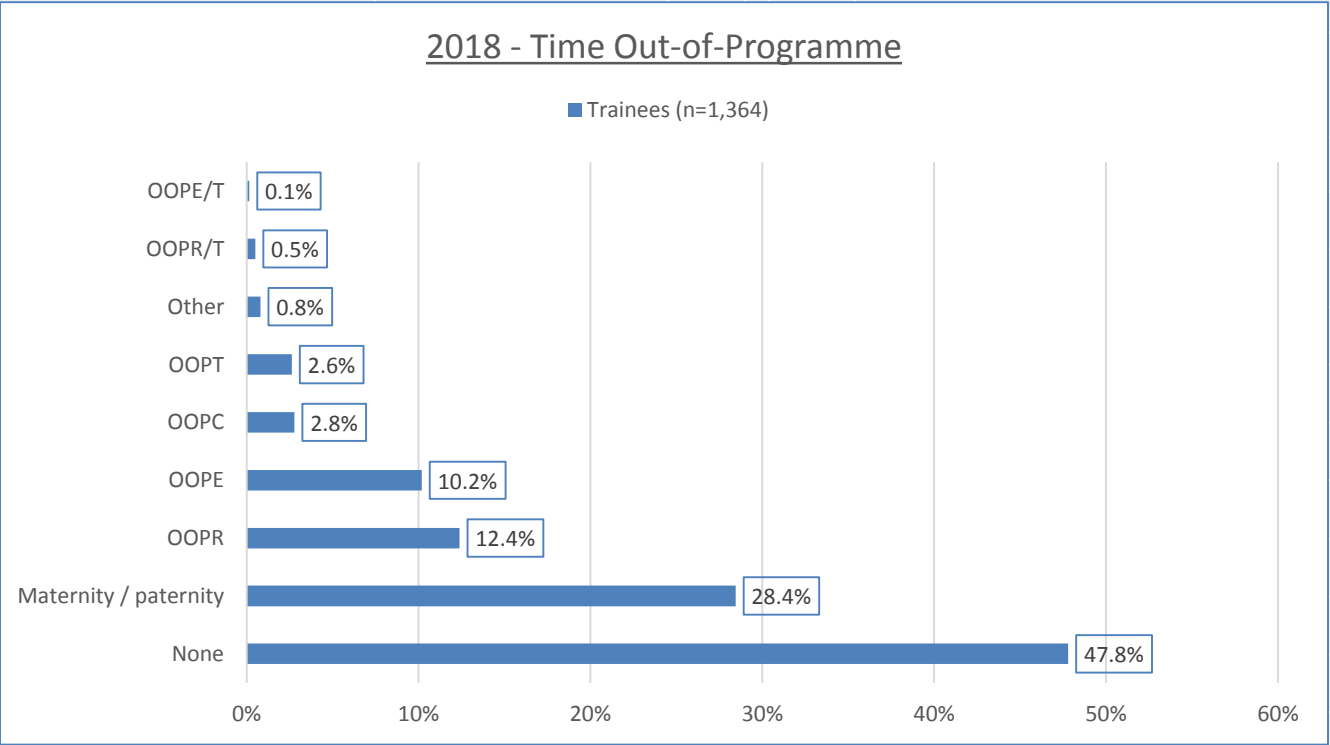
WHAT IS YOUR ETHNICITY?



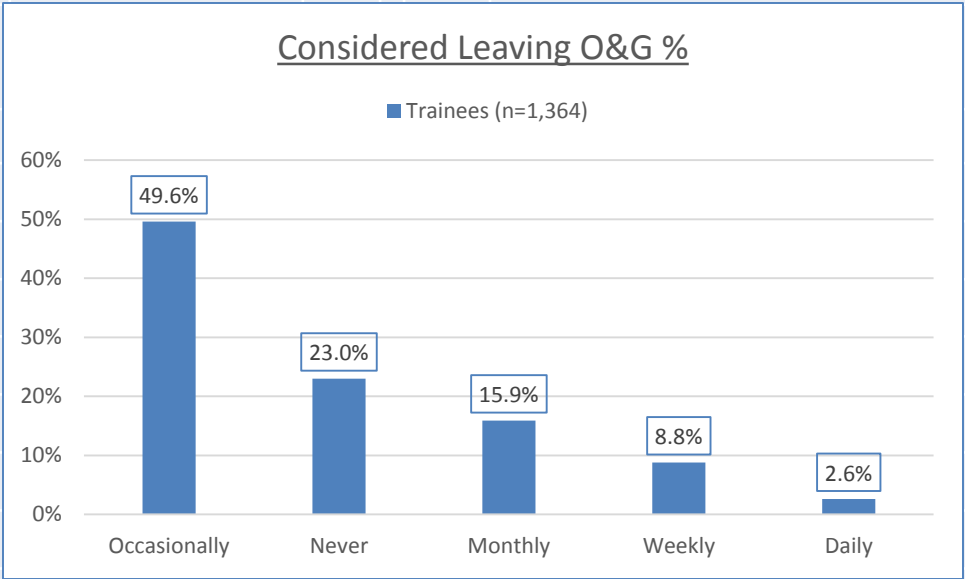
ARE YOU FULL TIME OR LTFT?



# HAVE YOU TAKEN TIME OUT OF PROGRAMME DURING YOUR TRAINING?



SINCE YOU STARTED TRAINING, HOW OFTEN HAVE YOU THOUGHT OF LEAVING O&G?





# Current Trainees and those being awarded CCT

## Trainees in 2018

ST1 – 317  
ST2 – 280  
ST3 – 304  
ST4 – 238  
ST5 – 261  
ST6 – 227  
ST7 – 211  
Total – 1838

## CCT in O&G

2013 = 231  
2014 = 206  
2015 = 181  
2016 = 186  
2017 = 169



## ST3 Entry

- Numbers
- Where they have come from?

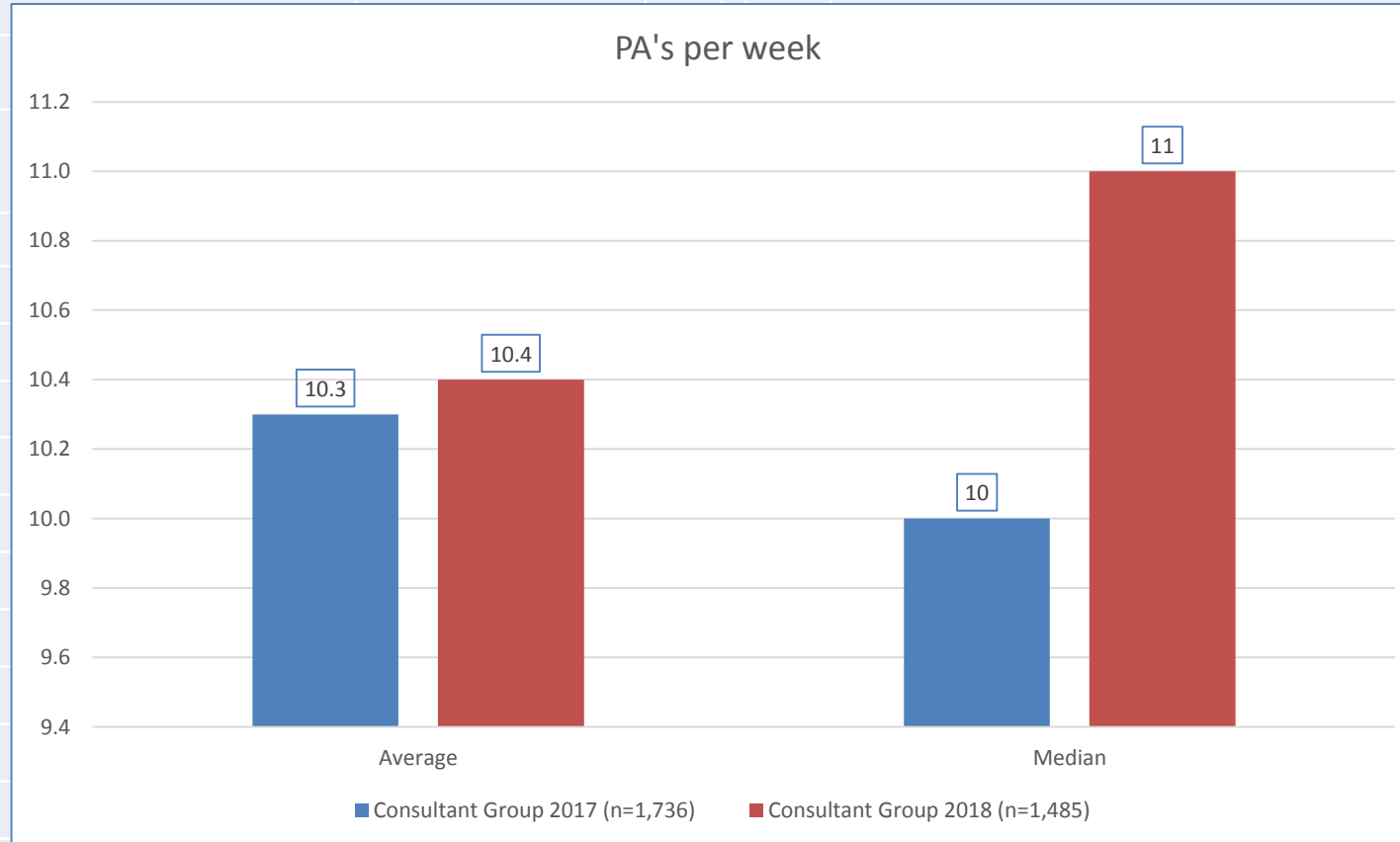
Application Status	Post at time of application (February 2018)						Totals
	LAS/Non-training/other post in O&G	Observer	LAT	MTI	Specialty training (ST)	Other specialty	
Longlist unsuccessful	5						5
Shortlist unsuccessful	31			4	1		36
Applied withdrawn	1	1					2
Interview withdrawn	11			1			12
Interview DNA	7				1		8
Interviewed unsuccessful	42		1	4	3		50
Interview complete	8			2			10
Offer accepted	69		6	10	1	1	87
Offer declined	4						4
Offer expired	3					1	4
Accepted withdrawn	0			1			1
Grand Total	181	1	7	22	6	2	219
Notes	LATs: 1 Scottish LAT unsuccessful, 5 Scottish LATs successful, 1 Northern Irish LAT successful						

# Consultant Survey

HOW MANY PA's PER WEEK ARE IN YOUR JOB PLAN?



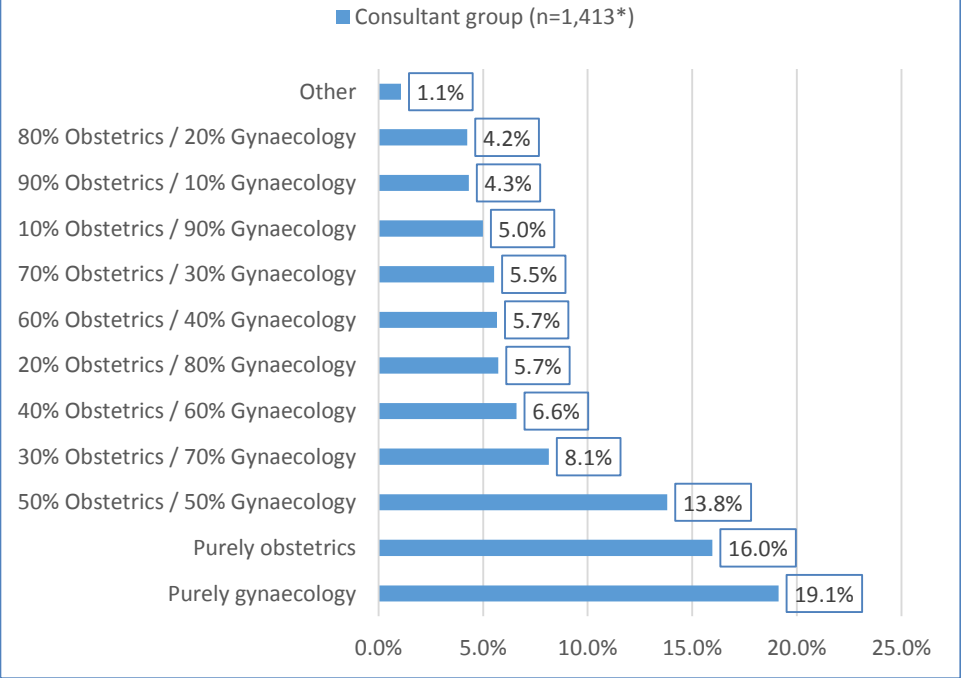
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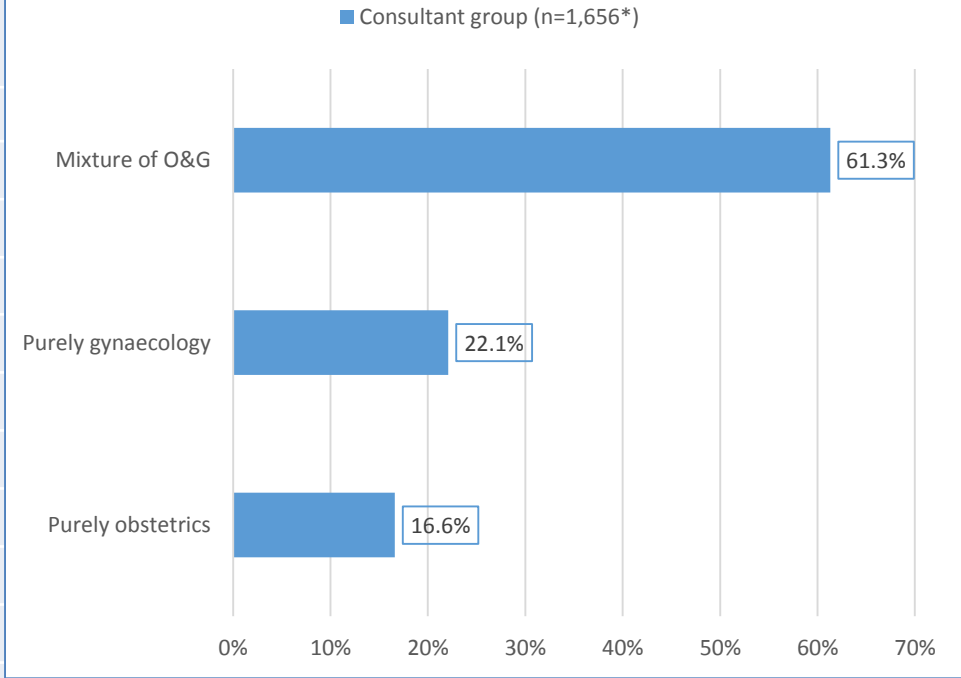
WHAT IS THE O&G SPLIT OF YOUR DAYTIME PAs?



2018 - O&G Split / Daytime PA



2017 - O&G Split / Daytime PA

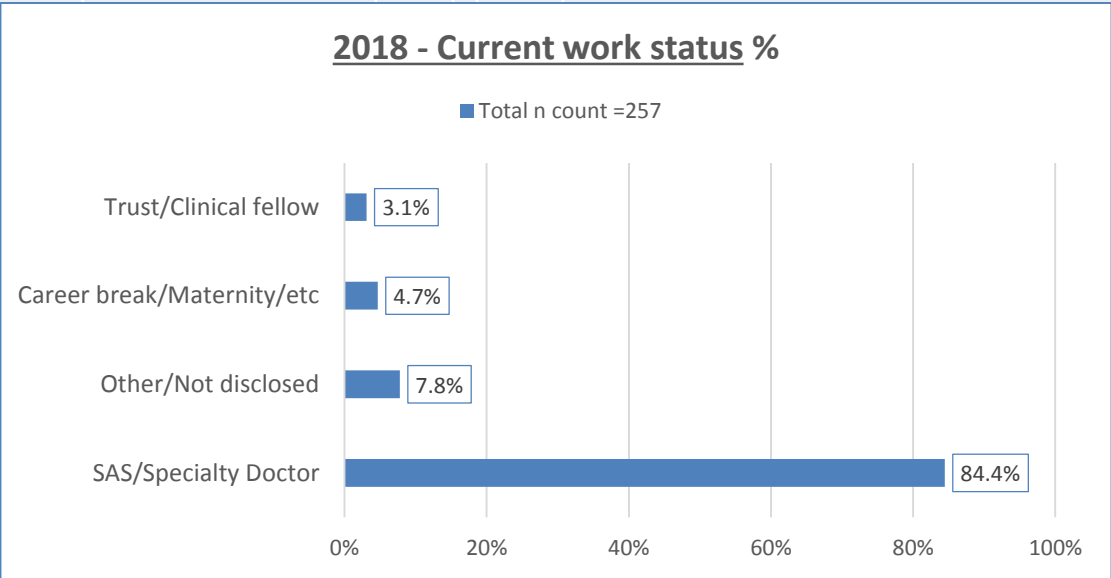


# SAS doctors survey

WHAT BEST DESCRIBES YOUR CURRENT WORK STATUS?



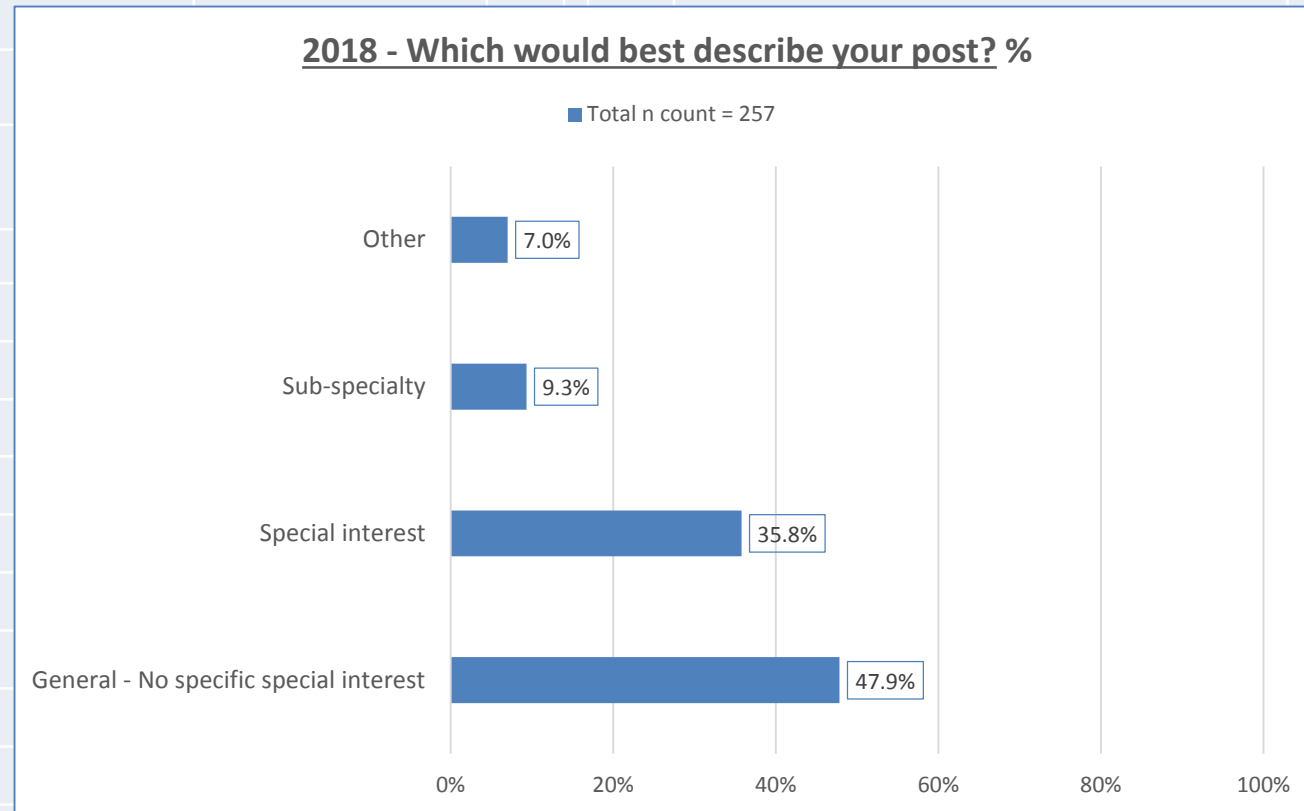
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## WHAT IS YOUR PRIMARY POST?



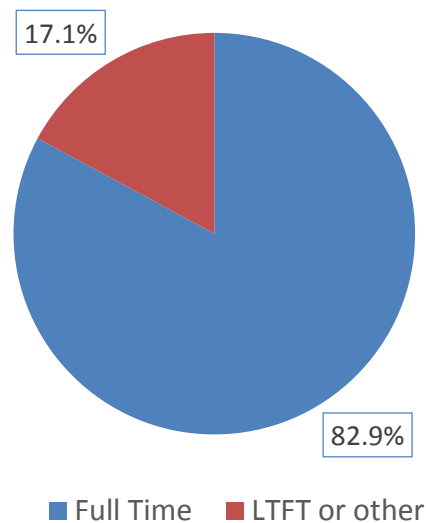
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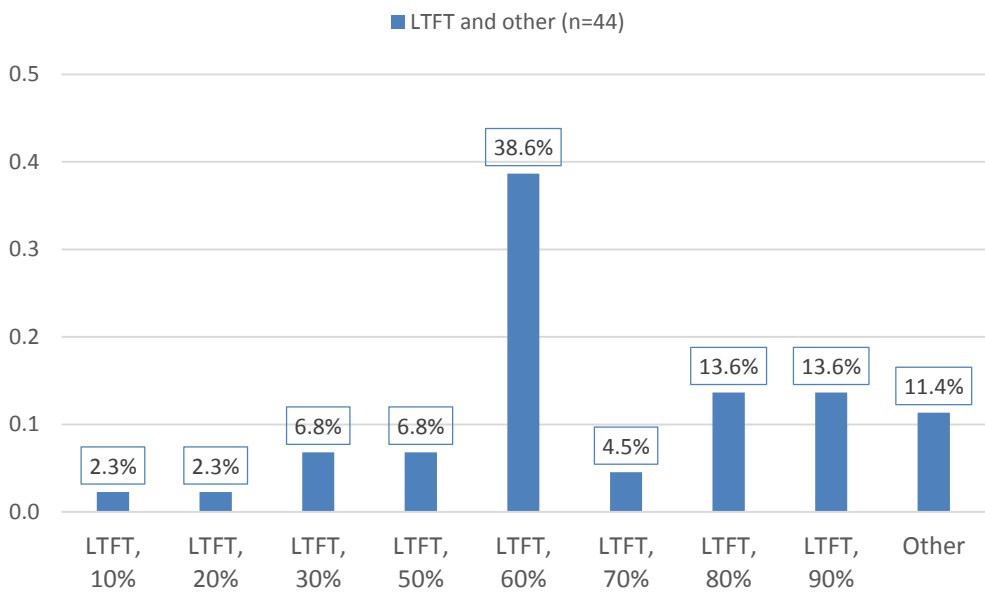
DO YOU WORK FULL TIME OR LTFT?



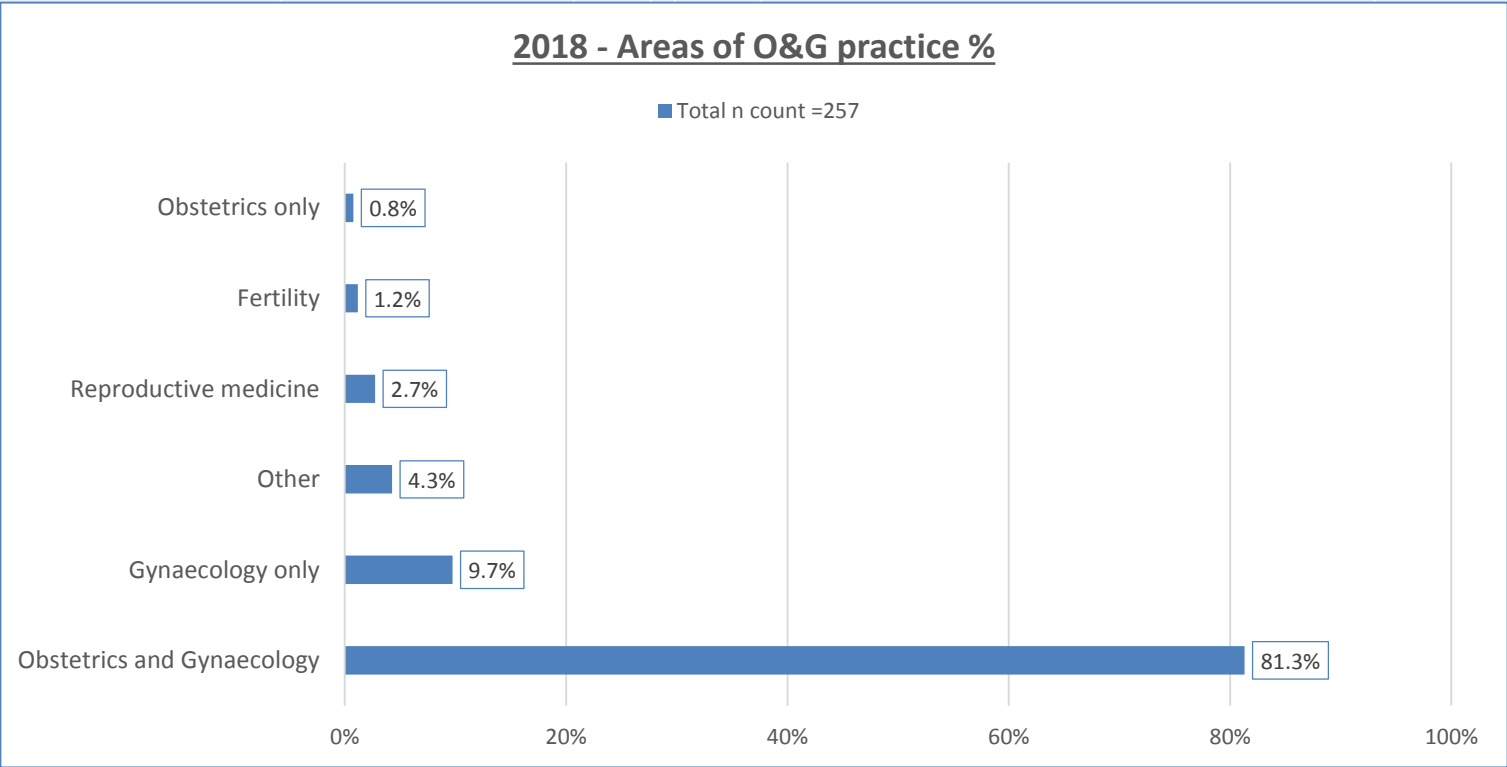
2018 - Do you work full-time?  
%



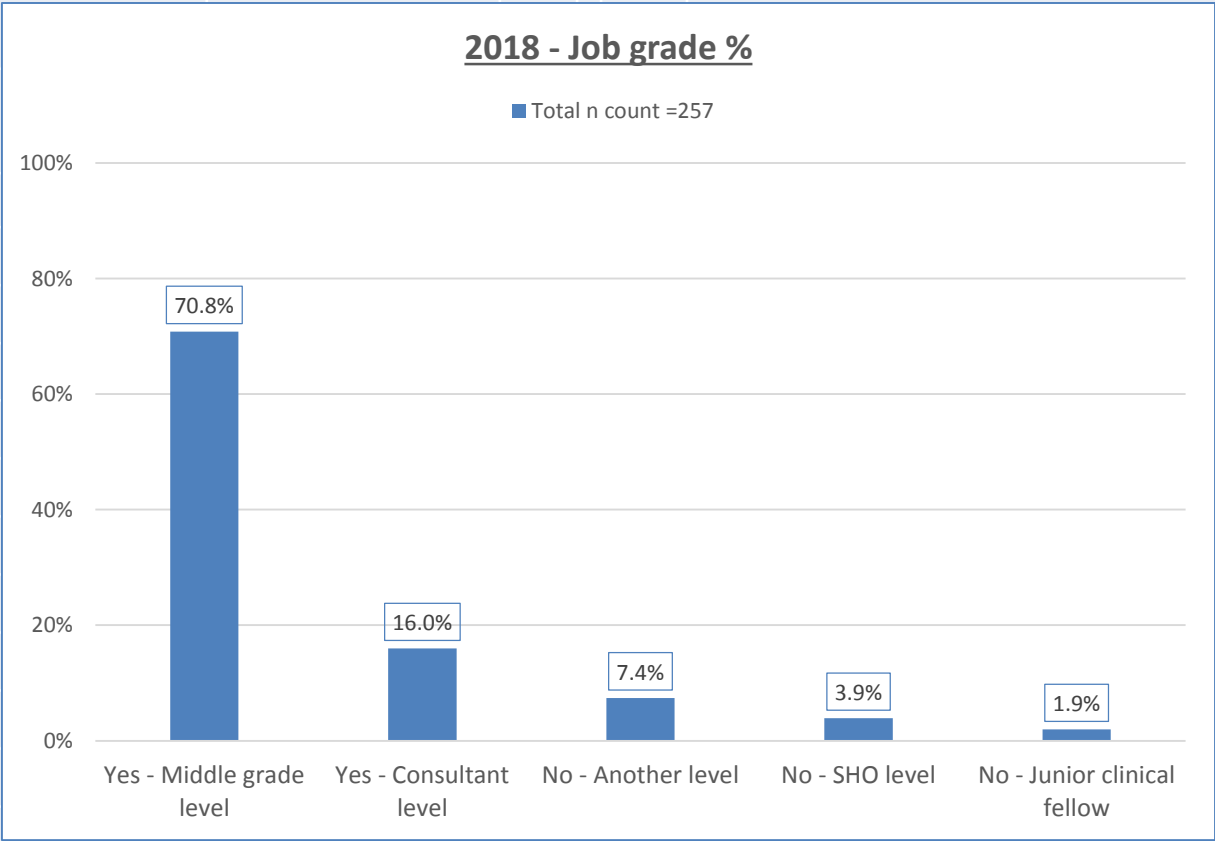
2018 - LTFT and other  
%



IN WHAT AREAS OF O&G DO YOU PRACTICE?



DO YOU CURRENTLY WORK AT A MIDDLE GRADE OR CONSULTANT LEVEL?





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## Workforce Policy Update

- The new secretary of state, Matthew Hancock, has announced that workforce is one of his top 3 priorities and he will be opening consultation on workforce.
- The NHS are about to develop a 10 year plan with workforce as the key component; the College will be responding by the end of September and will include data from the Workforce surveys in their response.
- Workforce, welfare and retention are a key focus of both the GMC and CQC with burnout, staff rotas and attrition all topics of interest.
- The CQC, NHS Improvement and the GMC are interested in working jointly with the College possibly in the form of a summit to be held in January 2019.



# HEE 5-year Forward View - Maternity Strategy

- We will look to increase numbers of O&G by 50 WTE between now and 2021, which means reducing non-retirement attrition from 80-90 WTE per year to 70-80 WTE per year;
- We will work with HEE's SAS Doctors Development Group to develop a strategic approach to SAS Doctor development and funding reform, reporting in September 2018;
- We expect just under 180 WTE per year to join the O&G consultant workforce training between 2016 and 2021. We will look to increase this to 195 WTE per year, which could increase numbers by 75 WTE;
- We will work with system partners to progress work to improve retention within the O&G training pathway and better understand the extent of subspecialisation within O&G;
- We will look to boost participation in return to practice schemes in Obstetrics and Gynaecology by approximately 5 to 10 per year between now and 2021

# Trainee attrition: the issues

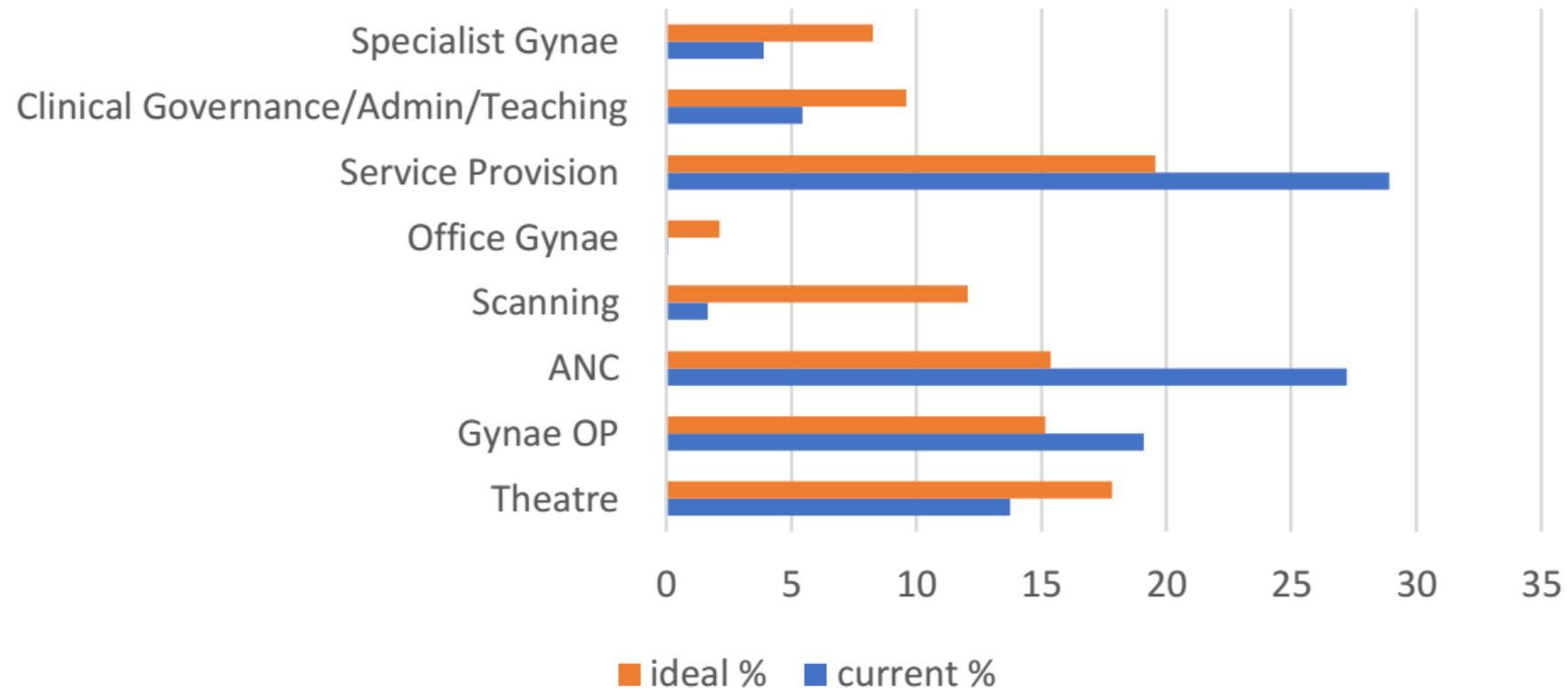


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1. Rota
2. Educational Supervisors
3. Exams
4. Placement Organisation
5. e-Portfolio
6. Support
7. Serious Untoward Incident (SUI)
8. Out of Programme (OOP)
9. Less than Full Time Training (LTFT)
10. Training Programme Organisation
11. Annual Review of Competence Progression (ARCP)



## Attrition – comparing current v ideal





# Return to Work Toolkit – Sept 2018

- 1. INTRODUCTION
- 2. PURPOSE OF TOOLKIT
- 3. INFORMATION FOR TRAINEES
  - 3.1 Summary Overview of Process for Trainees
  - 3.2 Planning an Absence from Work
    - 3.2.1 Overview
    - 3.2.2 Special Considerations
    - 3.2.3 Planning an Absence from Work Summary
    - 3.2.4 Financial Considerations of taking an Absence from Work
  - 3.3 Planning a Return to Work
  - 3.4 Assessing Readiness to Practice
- 4. INFORMATION FOR CONSULTANTS, SAS AND NON-TRAINING DOCTORS
- 5. GENERAL INFORMATION FOR DOCTORS RETURNING TO WORK – RESOURCES
- 6. INFORMATION FOR EDUCATIONAL AND CLINICAL SUPERVISORS
- 7. DEVELOPING A RETURN TO WORK COURSE
- References
- Appendices



## Summary Overview: Recommendations

