



NHS Management Executive
St. Andrew's House
Edinburgh EH1 3DG

4th August 1998

Dear Colleague

**SPECIALIST REGISTRAR NUMBERS 1998-99 EXPECTED
CCST DATES 1998 AND BEYOND**

Summary

1. This circular advises NHS Trusts, the Scottish Council for Postgraduate Medical and Dental Education (SCPMDE) and Health Boards of the number of posts for doctors in higher specialist training in 1998-99.
2. It also provides information on the numbers of trainees expected to be awarded CCSTs in the next few years.
3. Annex A sets out the background to the Specialist Registrar Establishment 1998.
4. Annex B contains 2 tables. Table 1 shows the Specialist Registrar Establishment 1998 and Table 2 the expected CCST dates of current Specialist and Senior Registrars.

Action

5. NHS Trusts, the SCPMDE and Health Boards should note the above and take action as appropriate.
6. NHS Trusts, Health Boards and Postgraduate Deans must ensure that posts have been approved as training posts by the appropriate Joint Committee on Higher Training before proceeding to fill them.
7. Further guidance on workforce planning will be issued later this year in the Priorities and Planning Guidance. In the meantime you should note that a request for consultant returns will be made for 31 March 1999.

Yours sincerely

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DRAFT FOR SPECIALIST REGISTRAR NUMBERS MEL**Introduction**

The tables attached in Annex B set out the establishment and distribution by specialty and region of Specialist Registrars in 1998-99 (Table 1), and the projected CCST dates for current Specialist and Senior Registrars up to 2002 (Table 2).

These tables should be read in conjunction with the background information set out below.

Background

This year, in line with the policy intentions of the NHS White Paper "Designed to Care" and the Human Resources Strategy for the NHS in Scotland "Towards a New Way of Working", we have provided additional information on the medical workforce in order to begin the process of improving and integrating longer-term workforce planning in Scotland.

As the planning process is refined we expect the quality of information to improve, and as trends are established interpretation should become easier. However, the projections for CCST dates beyond 2000 should continue to be interpreted with caution; further appointments this year will add to the totals for 2001 and beyond, as will slippage of CCST dates from earlier years as individuals undertake research or spend time abroad.

Specialist Registrar Establishment 1998

The Specialist Registrar establishment figures for 1998 given in Table 1 have been reached after consultation with Trusts and Health Boards on their projected need for consultants over the next 5 years in the different specialties, taking into account known changes in service configuration and technical advances in medicine. These figures include only the funded establishment of posts in training rotations. They have been considered by the hospital sub-committee of the Scottish Advisory Group on the Medical Workforce (SACMW-HCHS). The regional distribution of posts has been considered and agreed by the Regional Postgraduate Deans and SCPMDE.

The CCST dates in Table 2 were provided by SCPMDE and the totals include a number of Specialist and Senior Registrars who are currently "out of programme" in research or abroad, but are expected to return to take up NHS posts on completion of their training programmes.

It should be noted that posts in the SCPMDE part-time training scheme are not included in these tables and are additional to the establishment given in Table 1. Part-time (flexible) training opportunities continue to be made available and applications for such posts should be made to the appropriate Postgraduate Dean and will be dealt with by SCPMDE on an individual basis.

Preparation for the 1999 Planning Round

The development of effective medical workforce planning will require relevant and accurate information and the commitment of Health Boards and Trusts, as well as Postgraduate Deans,

SCPMDE and the Management Executive. In the light of this information, the numbers of Specialist Registrars will be reviewed on a regular basis and revised in the light of changing service demand for consultant posts in Scotland.

Health Boards' and Trusts' projected requirements for consultants should reflect closely any service redesign planned in HIPs and TIPs, as well as consultant vacancies and retirement. Significant changes are expected to result from Trust reconfigurations and the implementation of the Acute Service Review.

In order to allow Health Boards and Trusts to link their planning for consultant posts with the overall service planning process reported in HIPs and TIPs, and to match their requirement for consultants with service redesign plans, the next request for returns on consultant requirements will be times to coincide with the submission of draft TIPs by 31 March 1999. Further guidance on workforce planning will be issued later this year in the Priorities and Planning Guidance for 1999/2000.

**SPECIALIST REGISTRAR ESTABLISHMENT
JULY 1998**

Specialty	West	South East	East	North/ North East	Total
Medical Specialties	484	309	131	166	1100¹
Hospital Specialties	468	302	128	161	1067¹
Accident and Emergency Medicine	14	8	4	4	30
Anaesthetics	60	34	16	18	128
Clinical Laboratory Specialties	44	25	11	15	95
Blood transfusion					6²
Chemical Pathology	6	2	2	2	12
Clinical Genetics	6	2	0	2	10
Haematology	9	6	3	3	21
Histopathology	12	8	4	6	30
Immunology	2	0	0	0	2
Medical Microbiology and Virology	9	7	2	2	20
Medical Specialties	126	92	35	41	294
Dermatology	6	4	2	2	14
General Medicine (Group) ³	53	39	16	21	129
Genito-urinary Medicine	4	4	0	0	8
Geriatrics	13	7	4	4	28
Homeopathy	1	0	0	0	1
Medical Oncology	4	6	1	1	12
Neurology	6	3	1	1	11
Paediatrics	26	15	9	11	61
Palliative Medicine	3	3	1	0	7
Radiotherapy	8	8	0	0	16
Rehabilitation Medicine	2	3	1	1	7
Obstetrics and Gynaecology	28	19	8	10	65
Occupational Medicine	2	2	1	0	5

¹ These figures include academic posts.

² These posts in Blood Transfusion are not allocated by region.

³ General Medicine group covers general medicine, communicable diseases, cardiology, clinical pharmacology and therapeutics, endocrinology and diabetes, gastroenterology, nephrology, rheumatology and respiratory medicine.

Specialty	West	South East	East	North/ North East	Total
Psychiatric Specialties	54	38	20	22	134
Child and Adolescent Psychiatry	9	5	3	3	20
Forensic Psychiatry	3	3	3	1	10
General Psychiatry	27	20	11	12	70
Old Age Psychiatry	10	5	2	5	22
Psychiatry of Learning Disability	4	4	1	1	10
Psychotherapy	1	1	0	0	2
Radiology	36	20	3	12	71
Diagnostic Radiology	35	20	3	1	70
Nuclear Medicine	1	0	0	0	1
Surgical Specialties	99	64	31	39	233
Cardiothoracic surgery	4	2	0	2	8
ENT Surgery	10	8	2	4	24
General Surgery	26	17	9	12	64
Neurosurgery	6	2	1	1	10
Ophthalmology	13	8	6	6 ⁴	33 ⁴
Orthopaedic Surgery	22	12	10	11	55
Plastic Surgery	6	4	1	1	12
Paediatric Surgery	2	2	0	0	4
Urology	10	9	2	2	23
Other Specialties	3	1	0	2	6
Neurophysiology	1	0	0	0	1
Intensive Therapy	2	1	0	2	5
Public Health Medicine	16	7	3	5	33⁵

⁴ This figure includes 1 post in Medical Ophthalmology.

⁵ This figure includes 2 posts funded by the Common Services Agency.

EXPECTED CCST DATES OF CURRENT SPECIALIST AND SENIOR REGISTRARS

Specialty	1998	1999	2000	2001¹	2002¹
Totals	230	240	234	193	124
Accident and Emergency Medicine	3	6	5	8	3
Anaesthetics	48	39	29	26	5
Clinical Laboratory Specialties					
Blood transfusion	2	1	1	2	0
Chemical Pathology	4	0	3	1	0
Clinical Genetics	1	2	1	2	0
Haematology	5	3	6	4	2
Histopathology	6	6	7	4	2
Immunology					
Medical Microbiology and Virology	5	7	1	2	1
Medical Specialties					
Dermatology	4	3	4	2	0
General Medicine (Group)	29	28	27	25	16
Genito-urinary Medicine	1	2	1	3	0
Geriatrics	0	3	8	3	2
Homeopathy	0	0	1	0	0
Medical Oncology	2	2	3	4	0
Neurology	0	4	3	1	2
Paediatrics	6	21	12	9	9
Palliative Medicine	1	2	0	1	0
Radiotherapy	4	5	1	3	2
Rehabilitation Medicine	0	2	0	2	1
Obstetrics and Gynaecology	16	10	22	10	10
Occupational Medicine	2	2	3	3	1
Psychiatric Specialties					
Child and Adolescent Psychiatry	5	5	1	2	1
Forensic Psychiatry	1	3	3		1
General Psychiatry	18	20	16	4	2
Old Age Psychiatry	3	5	6	1	0
Psychiatry of Learning Disability	0	3	3	1	0
Psychotherapy	1	1	1	0	0

¹ Figures for 2001 and 2002 are provisional.

Specialty	1998	1999	2000	2001 ¹	2002 ¹
Radiology					
Diagnostic Radiology	9	16	13	17	16
Nuclear Medicine	0	0	0	1	0
Surgical Specialties					
Cardiothoracic Surgery	2	1	4	0	4
ENT Surgery	4	3	6	5	3
General Surgery	12	9	7	12	15
Neurosurgery	3	0	2	2	2
Ophthalmology	7	10	7	5	3
Orthopaedic Surgery	6	7	10	9	12
Plastic Surgery	6	0	3	0	2
Paediatric Surgery	0	0	3	0	1
Urology	5	3	4	4	2
Other Specialties					
Neurophysiology	1	0	0	0	0
Intensive Therapy	0	1	0	0	0
Public Health Medicine	8	5	7	5	4

¹ Figures for 2001 and 2002 are provisional.