

2017 Workforce Census

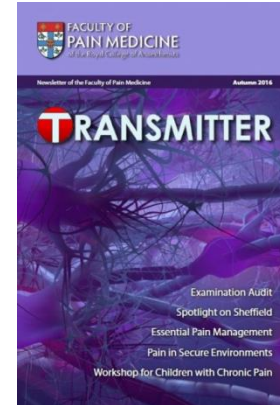
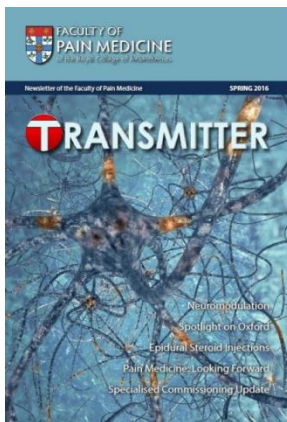
Peter Cole FPM Workforce Lead/ RA Pain Oxford

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Introduction- relevant recent censuses

Methods- how the census was done

Results of the 2017 FPM census



Introduction

2012 Pain Census and 2015 Anaesthetic Census

2012 Pain Census

- 461 Chronic pain consultants



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2012 Pain Census and 2015 Anaesthetic Census

2012 Pain Census

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- Age of chronic pain specialists - Majority (56%) age 46 and over
- Female proportion -22%
- Average number of retirements per year – 14 -17



2017 workforce census

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2012 Pain Census

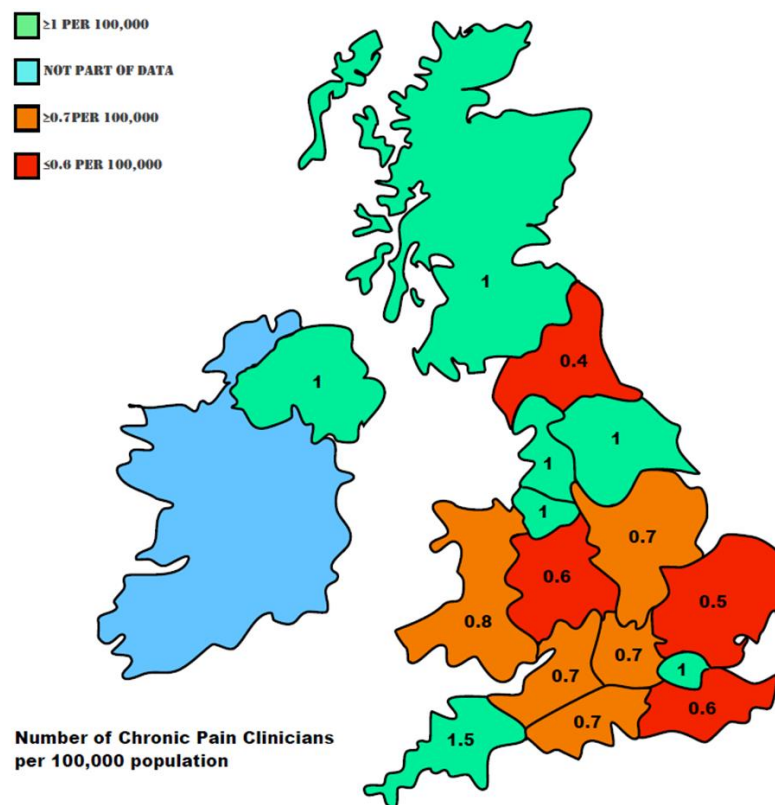
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2015 Anaesthetic census

- 7,422 consultants (2,147 SAS and Trust Grade doctors in the UK)
- Age- Majority (59%) age 46 and over
- Female proportion -32%
- 74% work more than 10PAs
- Consultant vacancy (4.4%)/ covering rotas/ using internal locums

2017 Faculty of Pain Medicine workforce census

Method

Your Details						Your Pain Interests					Your Pain Work				Your Dept		Retirement				
Name	Email	Gender	Region	Post	Hospital	Main area of practice for Adult Patients	Main area of practice for Paediatric Patients	Please advise of the scope of your practice:	Your base specialty is:	Faculty of Pain Medicine Affiliation	No. of Pain DCC PAs /wk (incl. admin)	Total No. of DCCs/wk	Total No. of SPAs/wk	Do you consider this as sufficient SPA for a dual specialty?	Please indicate to what extent the clinic you work in is multidisciplinary (i.e. OT/Nurse/Physio/Psychologist etc)	Does your dept offer a PMP?	Does your clinic have pain sessions provided by non-anaesthetists?	Estimated Year of Retirement	Have changes to the NHS Pension Scheme & Recent Tax Reforms to annual allowance altered your:	Plan of working Full Time or Part Time	Planned Retirement Age

How do you reach the workforce?

2012 Census

- Survey monkey sent directly to all fellows. RAPM/LPMES encourage response and include those not fellows.
- return rate of 33% of 600 Fellows.
- Chasing up of information (Jon and Victor)

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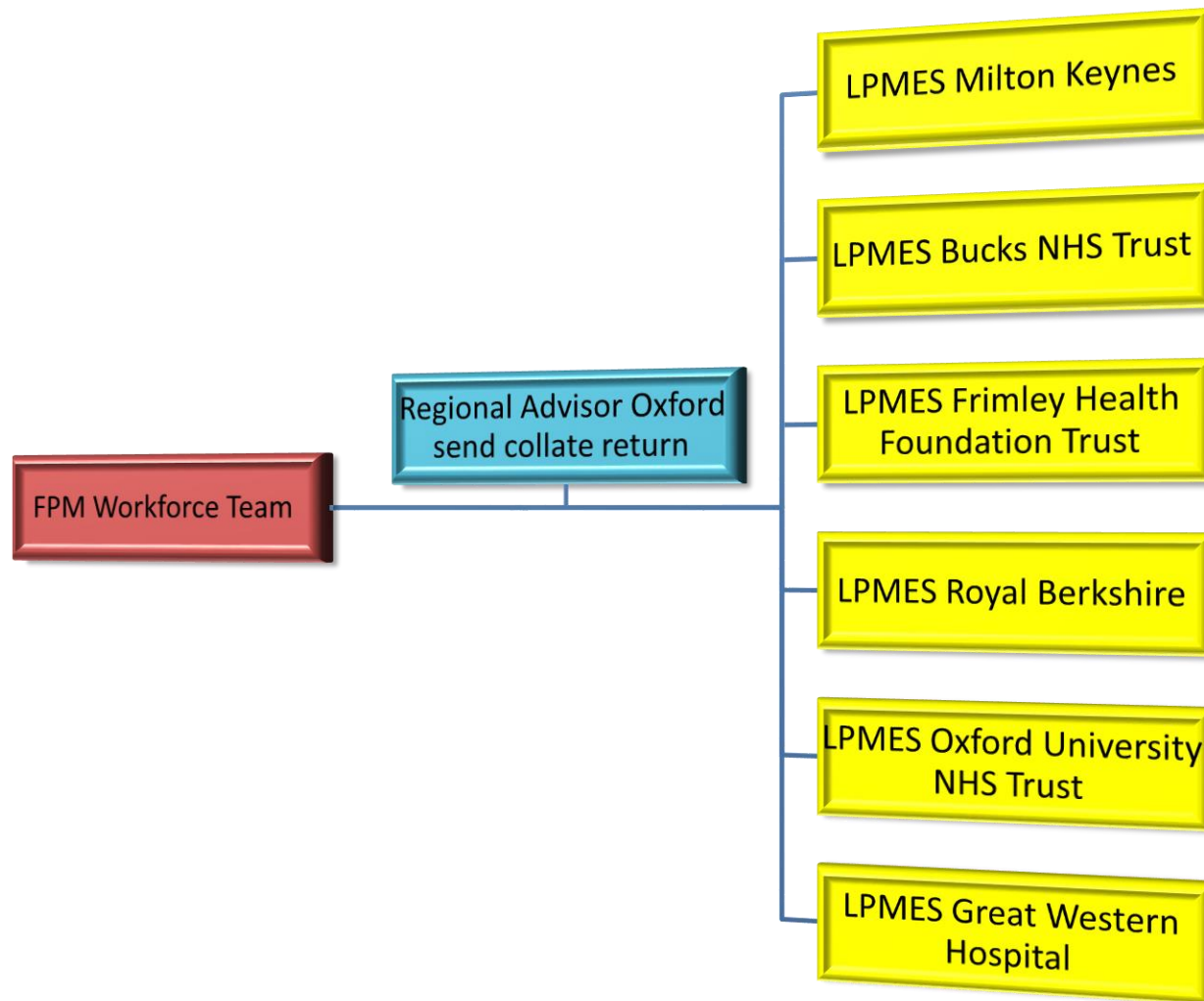
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2017 Census

- Hub and spoke
- RAPM and LPMES local data collection
- RAPM would coordinate and collect replies from LPMES in each hospital and collect data from hospitals where there is no LPMES

2017 FPM census



Results

- 484 responses 2016/17 biannual report 630 consultants were listed – **response rate 77%**
- Regional variation
 - 7/21 100% response rate
 - 6/21 returned less than 30%
 - Response rate range 14.3-100%

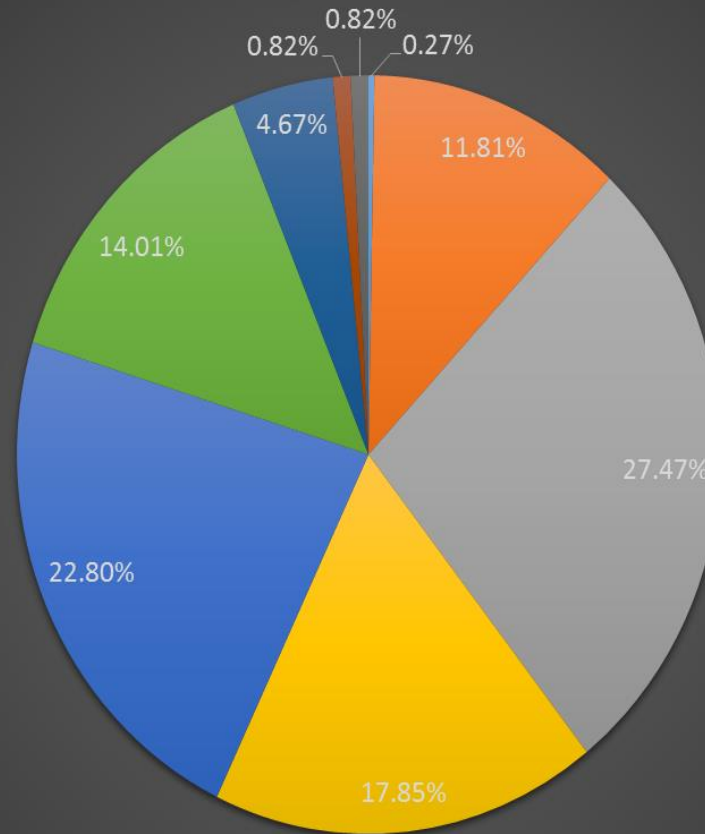
% female consultants

2017 Pain census - 25%

2012 Pain census- 22%

2015 Anaesthetic census- 32%

Consultant Age



■ 30-34 ■ 35-39 ■ 40-44 ■ 45-49 ■ 50-54 ■ 55-59 ■ 60-64 ■ 65-69 ■ 70+

61% over the age of 46 (56% 2012 Census Pain, 59% 2015 Anaesthetic census)

Faculty affiliation

484 responses

7 associate members

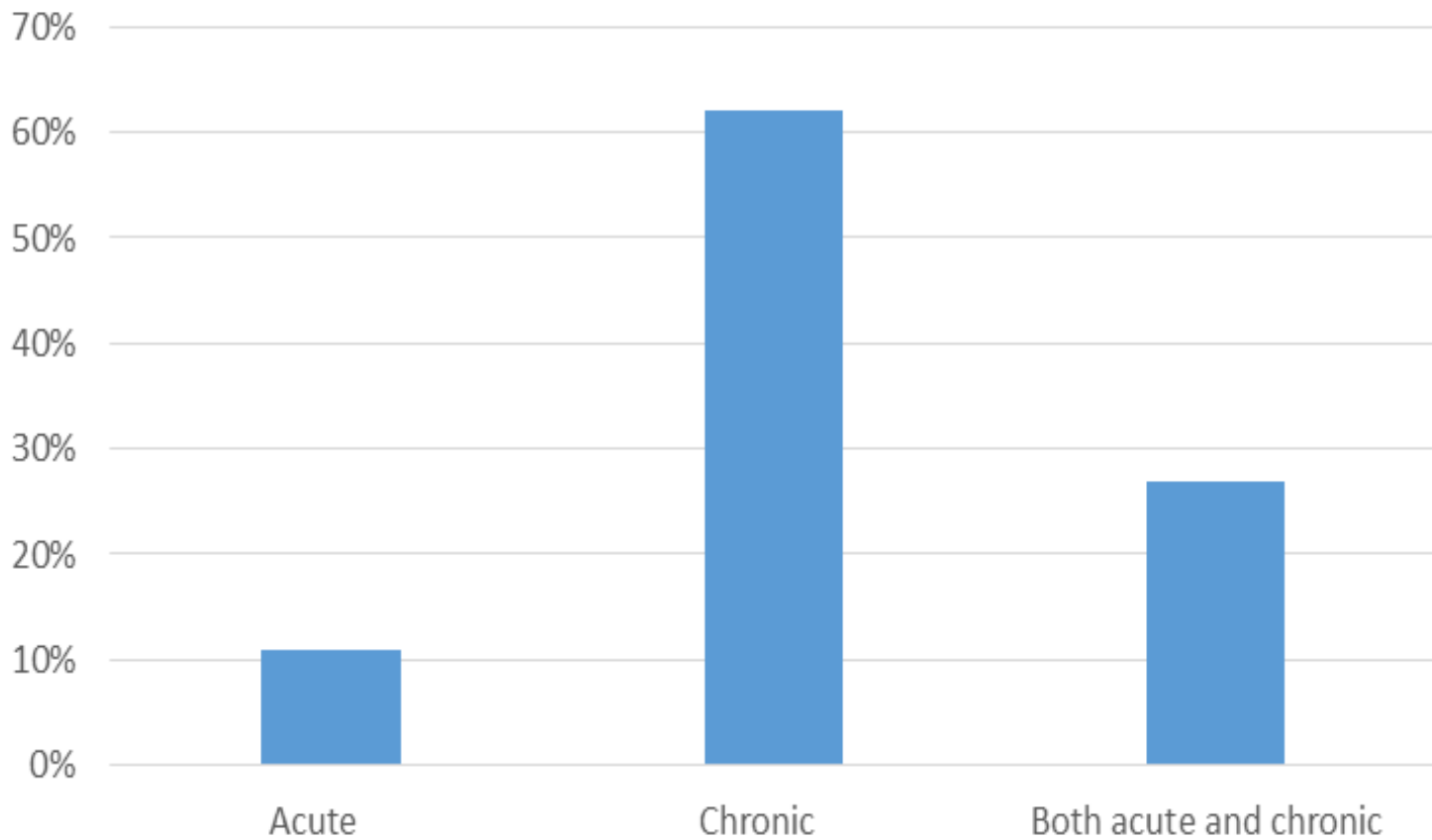
72 no affiliation

Total number is unclear

72 of 484 → (x of 630)

Therefore possibly over 100 consultants in pain medicine with no affiliation to the FPM

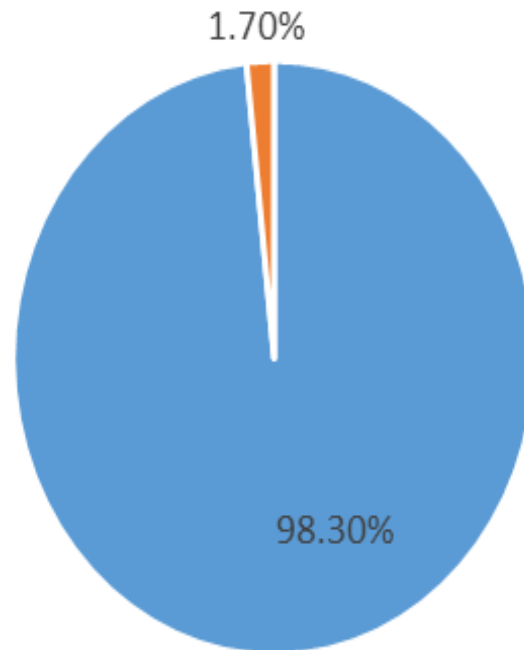
Main Area of Practice



Paediatric Pain

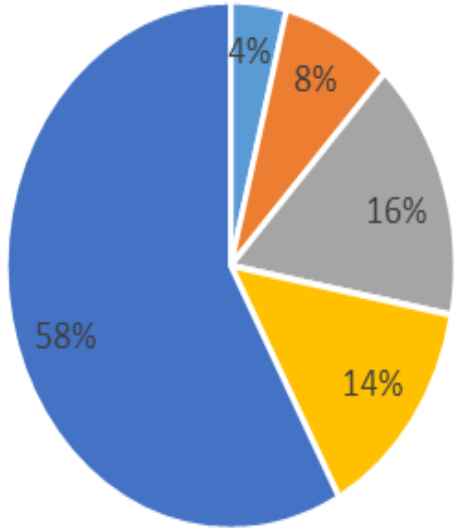
- 11% acute
- 8% chronic
- 9% acute and chronic

Base Specialty Breakdown



■ Anaesthetics ■ Other

Multi-disciplinary Clinic



- Nurse/AHP only
- Doctor only
- Doctor + 1 discipline
- Doctor + 2 disciplines
- Doctor + 3 or more disciplines

Job Plan

Pain DCC PAs 4.24

Total DCC PAs 8

SPA 1.79 (56 % 'not enough' for dual specialty)

Total 9.79 PA per week

2015 Anaesthetic census 74% more than 10 PAs



2015 NHS pension scheme encourages working longer, larger pension, however the reduced lifetime allowance will result in a large tax bill by doing so....

Retirement age

58% retire earlier

42% retire later



give with one hand and take away with another

were I to grant a right or benefit to you then I must not do anything to prevent you from enjoying that right.

legal term '**Derogation from grant**'

Annual allowance and job plan.

by earning more than a specified amount each year tax relief on pension contributions will be reduced



1 in 6 of workforce had reduced their weekly working hours

2015 Anaesthetic -74% work more than 10PAs

2017 Pain -Total 9.79 PA per week

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With thanks to all colleagues who contributed to the census and to the members of the Workforce team

Daniel Waeland, Jon McGhie, Victor Mendis, Claire Driver, Anna Ripley and Jyoti Chand.

