

HEE Workforce Planning 2014/15 – Call for Evidence

To submit your evidence please complete this form. Please make your submissions relevant to the categories provided in the boxes provided. We have categorised the known drivers of demand and supply under the following headings, and believe this to be a comprehensive description of the variable involved.

You can provide extracts of reports into the free text boxes below, or submit a whole report with this form by clicking on the email at the bottom of this form. Please mark clearly in the email which of the below categories the report/evidence relates to, including any relevant page numbers. Where an extract is provided, please reference the source.

Please use Part 3 to submit any information/evidence that does not fit the below categories. You can also leave any comments/observations in the free text box.

Before completing the form below please submit your contact details here:

Name:.....Dr John Xuereb MA MD FRCP FRCPath.....

Job title:.....Chair, Neuropathology Specialty Advisory Committee.

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Form submission:

Once completed please submit the form via email to hee.workforceplanning1@nhs.net making sure all supporting documents are also attached to the email.

Please make the subject of the email: HEE Workforce Planning 2014/15 Call for Evidence-[
The Royal College of Pathologists]

Data Protection and Freedom of Information

The information you send us may be made available to wider partners, referred to in future published workforce returns or other reports and may be stored on our internal evidence database.

Any information contained in your response may be subject to publication or disclosure if requested under the Freedom of Information Act 2000. By providing personal information for this review it is understood that you consent to its disclosure and publication. If this is not the case, you should limit any personal information provided or remove it completely.

If you want the information in your response to be kept within HEE's executive processes, you should make this clear in your submission, although we cannot guarantee to be able to do this.

PART 1 – Future Service and Workforce Models

1. Drivers of Future Service Demand

- Needs identified by patients and the public
- Activity and epidemiology
- Quality. Innovation, prevention and productivity
- Funding
- Other

2. Future Service Models

3. Future Workforce Models

- Associated knowledge and skills – and assessments of the supply and demand position*
- Associated values and behaviours – and assessments as above*
- Workforce structure, team structure, skill mix, new roles.
- Workforce performance and productivity

*NB: – this may include views on the efficacy and quality of education processes in equipping staff with these skills, knowledge, values and behaviours.

Last year, Professor Seth Love (President of the British Neuropathological Society) submitted a summary schedule of service specifications for (Diagnostic) Neuropathology to NHSE. The schedule, which includes quality standards, is based on a detailed schedule of Neuropathology Service Specifications and Standards (version18) endorsed by the British Neuropathological Society in 2004. These documents may be seen at <http://www.bns.org.uk/information/> (click on *link to File Archive*, open *General Publications*)

The Neuropathology Service Specifications and Standards document lists neuropathological services in a clinical context in order to show how neuropathology supports neurosurgery and neurology (clinical neuroscience) services in the UK. The document then details the specifications for each component of the service and ways to demonstrate compliance with the standard. Professor Love's document details further key performance indicators. The third standard applies to all Clinical Pathology laboratories; this is the new British Standard (BS EN ISO 15189:2012) on 'Medical Laboratories: Requirements for Quality and Competence'.

The specific knowledge, skills and behaviour required of practitioners in (Diagnostic) Neuropathology have been set out in the form of a curriculum for training in the specialty – see under 'D' for Diagnostic Neuropathology at http://www.gmc-uk.org/education/A-Z_by_specialty.asp#D

On the basis of national workload and workforce surveys, the Royal College of Pathologists (in the 2009 Code of Practice for Histopathologists and Histopathology Services) recommended that there should be one full-time equivalent neuropathologist per 1,000,000 population to achieve adequate neuropathology cover. As the United Kingdom ended 2012 with a population of 63896071 people there is a **requirement for 64 consultant neuropathologists in the UK.**

An up-to-date (June 2014) survey shows there are 40.5 consultant neuropathologists (whole-time equivalents). Various centres are in the process of recruiting a new WT or PT consultant, which together will add 5.5 WTEs. This takes the total number of consultants to (just under) 46 WTEs. Those surveyed were asked if current consultant numbers (including planned recruitment) left a deficit; responses indicate an **urgent need for an additional 5.5 consultant WTEs.**

PART 2 – Forecast of future supply and demand – volumes

If you want to input evidence into the forecasting of future numbers you can report your perspectives on either;

- i) the high level indicators; supply, demand, and any forecast under / over supply, or if available - Part 2.1
- ii) the more granular components of these three components e.g. retirement rates, output from education relative to attrition – Part 2.2

2.1 Summary forecasts

- Forecast Workforce Demand
- Forecast Workforce Supply and Turnover
- Forecast Under / Over Supply

Current estimate is that the specialty requires a pool of 12 trainees. Since the training programme in Diagnostic Neuropathology runs for a minimum of four years, the specialty relies on three entrants into specialty training every year.

Current Neuropathology Trainees in the UK:

		FRCPATH Part 2	CCT date
1	Preston	No	2015
2	Cambridge	Yes	2014
3	OOPR (Edinburgh)	No	2018
5	NHNN, London	No	2015
6	GOSH, London	Yes	2014
7	Liverpool	No	2015
8	London	No	2018
9	Bristol	No	2018
10	Newcastle	No	2018

Two trainees are likely to take up consultant posts this year (2014), which will leave a pool of 8 trainees. The specialty has just concluded the Spring round of National Recruitment into ST3 posts in Diagnostic Neuropathology. One appointment was made (to Bristol), which brings the number in the trainee pool to 9. Two trainee posts will be advertised again in the Autumn. **The number of training posts required in 2015 depends on the success of the Autumn round but will be a minimum of three new trainees and a maximum of 5.**

There are currently 2 vacant trainee posts. In 2015, five other centres intend to offer a training programme. With the rate of attrition over the next few years it is important that we are allowed to establish these training programmes. The training centres would then compete for trainees through a national recruitment process, aiming to appoint 3 new trainees (at ST3 level) in 2015 and another 3 in 2016.

Assuming the 2 currently vacant posts are filled in the Autumn 2014 round, recruiting six new trainees would bring the total number of trainees up to 15, with a staggered exit from training.

2.2 Detailed / Component forecasts

Forecast Workforce Demand

- Service Demand drivers
- Change in use of temporary staff
- Addressing historic vacancies
- Skill Mix / New Roles
- Workforce Productivity

The British Neuropathological Society and the RCPATH's Neuropathology Advisory Committee are attempting to acquire reliable data on workload. Presently about 50% of UK centres provide information on workload and workforce (clinical PAs available to undertake the workload). This is not a sufficiently reliable basis on which to forecast workforce demand. Also, retirement rates have become less predictable since some academic institutions no longer have a retirement age or, where they do, staff may be retained beyond retirement age in a non-established post.

Forecast Supply from HEE commissioned education

- Assumed training levels
- Under recruitment
- Attrition
- Employment on completion of training

The training programme in (Diagnostic) Neuropathology is detailed in the PDF file that can be downloaded from http://www.gmc-uk.org/education/A-Z_by_specialty.asp#D – look under 'D' for 'Diagnostic Neuropathology'. Entry is at ST3 level and training is for a minimum of four years.

The specialty requires around three entrants per year to supply the NHS diagnostic service and academic neuropathology, including brain banking and multidisciplinary research. From time to time UK neuropathologists move to appointments in the US or Europe. Others take up senior research fellowships with little service commitment. There is an average of one retirement each year.

Therefore, the specialty expects that two out of every three entrants into the specialty each year will take up consultant posts in the NHS and we anticipate sufficient job opportunities for these newly accredited neuropathologists, though the choice of centre/location is unlikely ever to be wide.

The inaugural national recruitment round yielded three successful entrants in 2013. In the first round for 2014, one further trainee was recruited. The second round will take place in October 2014.

Forecast Supply – Other Supply and Turnover

- From other education supply
- To/from the devolved administrations
- To/from private and LA health and social care employers
- To/from the international labour market
- To/from other sectors / career breaks and 'return to practice'
- To/from other professions (e.g. to HV or to management)
- Increased / decreased participation rates (more or less part time working)
- Retirement

Neuropathology recruits from two sources: trainees (or already accredited specialists) in clinical neurosciences (neurosurgery or neurology), trainees (or already accredited specialists) in Histopathology. Entry is at ST3 level and the training programme lasts a minimum of four years.

The devolved administrations join England and Wales in a UK (national) recruitment and selection scheme. Since this started in April 2013, the specialty has recruited 3 trainees from clinical neurosciences and 1 trainee from histopathology.

Consultants (WTE) currently in post:

