



Executive Summary APM Workforce Survey 2016

Commentary

1. General Details of Doctors working in Palliative Medicine in UK and ROI.

1.1 Consultants

1.2 SSAS Drs.

1.3 Trainees.

2. On Call APM Survey 2016

2.1 UK Consultants OOH On call

2.2 ROI Consultants OOH On call

3. SSAS Drs APM Survey 2016

3.1 UK SSAS Doctors OOH On call

3.2 ROI SSAS Drs OOH On call

4. Trainee Drs APM Survey 2016

4.1 UK Trainee Doctors OOH On call

4.2 ROI Trainees OOH On call

5. UK 7-Day Palliative Care Services APM 2016 Survey

5.1 Hospice IP Units

5.2 Hospital Support Teams

5.3 Community Palliative Care Teams

5.4 Day care Services

APM Workforce Committee March 31st 2017

Chair of APM Workforce Committee Stephanie Gomm

Representatives for:

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Vacant



Association for
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Wales	Caroline Usborne
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Trainees Committee	Felicity Dewhurst
SSAS Committee	Nicola Goss
Specialist Advisory Committee	Polly Edmonds /Alison Coackley
Junior Members Committee	Laura Gordge



1. General Details of Doctors working in Palliative Medicine.

1.1 Consultant numbers in UK and Republic of Ireland (ROI) were 405 from UK and 19 from ROI. See Table 1.

Grade of Dr by country for UK and ROI.

ANSWER OPTIONS	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTAL	REPUBLIC OF IRELAND
Consultant	338	17	22	28	405	19
SSAS Doctor	80	3	7	6	96	2
Training Post	95	5	5	9	114	6
Other non-training Grades	8	3	2	1	13	1
Total	521	28	36	44	629	28

Table 1

Type of working: In the UK % of less than full time Consultants was 52%; in England 51%, N Ireland 56%, Scotland 57% and Wales 54%.

Academic posts: Total of 138 posts in UK and 19 posts in Ireland.

Gender by country: Highest % was female in both UK and Ireland for all grades. See Table 2.

CLINICAL POSTS	UK			REPUBLIC OF IRELAND		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
Consultant	304 (75%)	103 (25%)	407	15 (62%)	4 (38%)	19
Specialty, Staff Grade or Associate Specialist (SSAS) Doctor	84 (88%)	12 (12%)	96	1 (50%)	1 (50%)	2
Training Post	95 (83%)	19 (17%)	114	5 (83%)	1 (17%)	6



Total Clinical Posts	483 (78%)	134 (22%)	617	21 (78%)	6 (22%)	27
Total Clinical Posts by Country	UK = 617			Republic of Ireland = 27		

Table 2

Contracts: majority held by NHS Employer in UK and Ireland. For UK, 72% of contracts held by NHS and 22% by a hospice.

Appraisals: In last 12 months > 95% of UK Consultants and >75% of Ireland Consultants.

Retirements: In the UK between 2016 - 2020 a total of 29 Consultants, an average of 5/yr and for 2021 - 2025 a total of 30, an average of 6/yr; majority at age of 60 years reflecting high % of female. Consultants in ROI a total of 4 Consultants expect to retire between 2020 and 2024, majority at age of 65 years.

1.2 SSAS Drs UK and ROI

APM survey 2016 reported: - 96 UK and 2 ROI SSAS doctors completed the survey representing 15% of the total respondents.

69% of SSAS Drs work less than full time, a similar trend for the specialty.

In the UK 88% are female and 50 % in the ROI.

Contracts; 67% are employed/contracted to hospices.

Appraisals: 96% (UK) and 100% (ROI) had an appraisal in the last 12 months.

On call: 79% of 81 respondents provide on call for telephone advice mostly covering hospices and community services, 71% undertake emergency face-to-face reviews with the majority at a hospice unit(s).

SSAS and non-training doctors make a significant contribution to the medical workforce yet their contribution tends to be under-reported. SAC 2016 data however indicated there are 482 (293 FTE) SSAS and non-training doctors of whom 78% work LTFT.

Medical grades below Consultant will need expansion to support service models, which require these doctors to be available on Saturdays, Sundays and Bank Holidays.

1.3 Trainee Drs APM Survey 2016

Clinical posts

A total of 114 UK palliative medicine trainees completed the survey, comprising of 95 from England, 5 from Northern Ireland, 5 from Scotland and 9 from Wales and 6 trainees from the Republic of Ireland. Total responses of 120 trainees, 83% were female and 17% were male.



Trainees completing the survey comprised the following: 1 (1%) F1, 1 (1%) ST1/ST2, 5 (4%) Academic Clinical Fellows, 1 (1%) Academic Clinical Lecturer, 108 (90%) specialty registrars, and 4 (3%) in other types of training posts.

Academic posts

According to the APM data there is only 1 UK Academic Clinical Lecturer and 2 in the ROI. This is a very small number in comparison to other specialties. There are 6 Academic Clinical Fellows in the UK and 1 in the ROI.

Appraisals: in the UK, only 91/114 trainees completed this section of the survey, 73 had received an appraisal in the last 12 months, 5 had not and 13 deemed this to be non-applicable.

All 6 ROI trainees completed, 4 had received an appraisal in the last 12 months, 1 had not and 1 deemed it not applicable.

2. ON CALL APM SURVEY 2016

2.1 UK Consultants OOH On call

- **Total number of UK Consultants providing on-call was 342/380 representing 90% of respondents.** The majority of consultants 181 (53%) provide only second on-call duties but a large number 136 (40%) include first on-call duties with their second on-call work. 24 consultants (7%) are first on call.
- **91% of on-call Consultants covers out of hour's telephone advice. 85% for hospices, 75% for community palliative care teams and 70% for hospital palliative care teams.** Majority of Consultants cover OOH one hospice site, 1 in 3 provide no hospital cover and majority cover 2 or more cover community teams.
- **76% undertake emergency face-to-face assessments with 70% for hospices but only 32% for hospitals and 23% for community palliative care team reviews. (APM Workforce survey 2016).** 1 in 3 Consultants cover OOH 2 or more hospice sites; >40% cover 2 or more hospital teams and >50% 2 or more community teams.
- **On-call frequency:**
 - High frequency 87/266: - 1 in 1 to 1 in 4 = 33%



- Medium frequency 150/266: - 1 in 5 to 1 in 8 = 56%
- Low frequency 29/266: -1 in 9 or less = 11%

- **Contracted PAs for OOH on call**
- UK consultants 168/322 (52%) receive no PAs for combined telephone advice and face-to-face contact. 154 /322 (48%) receive PAs of whom only 54 (35%) receive 1 PA or >.

2.2 ROI Consultants OOH On call

- **OOH Telephone advice**
- **Undertaken for hospices by 91% of consultants, for community and hospital palliative care teams by 56% and 64% respectively.** Consultants cover 2 or more services across all types of organisations.

Emergency Palliative Medicine OOH on call:

- **OOH Palliative Medicine Emergency admissions on call:**
- **Undertaken for hospices by 93%, 56% for hospital and 64% for community palliative care teams. 36% - 44% of consultant respondents reported as not providing emergency cover.** Majority covers 2 or more sites for hospitals and community teams/.

3. SSAS Drs APM Survey 2016

APM survey 2016 reported: - 96 UK and 2 ROI SSAS doctors completed the survey representing 15% of the total respondents. See Tables 1 & 2.

- 69% of SSAS Drs work less than full time, a similar trend for the specialty.
- In the UK 88% are female and 50 % in the ROI.
- 67% are employed/contracted to hospices
- 96% (UK) and 100% (ROI) had an appraisal in the last 12 months

3.1 UK SSAS Doctors 2016 OOH On call

- **Telephone advice OOH**
- 81/96 participating SSAS doctors (84%) answered this question.
- **64/81 (79% of respondents) provided telephone advice.** 92% for hospices, 27% for hospital and 87% for community palliative teams. Majority cover one site for each sector of care.

- **Emergency OOH reviews**
- **71% undertake emergency face-to-face reviews with the majority 88% covering hospice units and community services.** There is variation in hospital cover, which may reflect the hospice arrangements with local hospitals and community teams.



Type of on call

Provision: 74% 1st on call, 11% only 2nd and 14% a mixture of 1st and 2nd on call

For 1st on call - 90% cover hospice, 23% hospital, 50% community and 17% patient telephone advice. Numbers too small to interpret second on call sites.

On call frequency:

65% provide either 1:4 or 1:5 for first on call.

On call payments:

- The majority of SSAS doctors do not receive PAs for OOH telephone advice, although 51% did get payment for telephone advice to hospices.
- Only 14% and 4% of respondent SSAS Drs receive payment for hospital and community face-to-face contacts and 63% for hospice review.
- For hospices 24% of SSAS Drs received < 1 PA and 38% 1PA or >, those providing hospital or community cover were small in number.

3.2 ROI SSAS Drs OOH On call

- **OOH Telephone advice** In the non-training grade, 26/28 (93%) undertake telephone advice.
- **Emergency Palliative Medicine OOH on call.** The very small numbers of SSAS Drs and non-training posts made it difficult to comment.

4. Trainee Drs APM Survey 2016

A total of 114 UK palliative medicine trainees completed the survey, comprising of 95 from England, 5 from Northern Ireland, 5 from Scotland and 9 from Wales and 6 trainees from the Republic of Ireland. Total responses of 120 trainees, 83% were female and 17% were male. Tables 1 & 2.

According to the APM data there is only 1 UK Academic Clinical Lecturer and 2 in the ROI. This is a very small number in comparison to other specialties. There are 6 Academic Clinical Fellows in the UK and 1 in the ROI.

Trainees completing the survey comprised the following: 1 (1%) F1, 1 (1%) ST1/ST2, 5 (4%) Academic Clinical Fellows, 1 (1%) Academic Clinical Lecturer, 108 (90%) specialty registrars, and 4 (3%) in other types of training posts.

With regard to yearly appraisal in the UK; only 91/114 trainees completed this section of the survey, 73 had received an appraisal in the last 12 months, 5 had not and 13 deemed this to be non applicable.



All 6 ROI trainees completed, 4 had received an appraisal in the last 12 months, 1 had not and 1 deemed it not applicable.

4.1 UK Trainees OOH On call

- A range of grades of junior doctors completed the survey under the umbrella term of "trainee" however the majority of respondents were higher specialist trainees.
- **Levels of service provided by trainees is highly variable with regard to the different sites covered,**
- **Service provided by trainees regarding the frequency of on calls, the types of on calls and the number of sites covered when on-call is also highly variable making it difficult to ascertain how they could at present contribute to the effective provision of a 7 day service across all sectors of care.**
- **The majority of face to face on calls are provided to hospices whilst other palliative care services are provided with telephone service and less frequently a face-to-face service.**
- **Palliative Medicine OOH on call.**
- **The majority of UK Trainees 101/112 (90%) provides palliative medicine OOH on call.**
- **Telephone advice OOH**
 - **86/97 89% of trainees who responded undertake on-call telephone advice**
- **Emergency admissions OOH Palliative Medicine undertaken by 97/112 87% trainees.**
 - **94% provided face-to-face emergency reviews in hospices, 30% in hospital and 19% in the community.**
 - 78% of Trainees covered 1 hospice unit only. 51% of trainees' covers 2 or fewer hospitals. The majority of trainees (56%) covered 1 community team. The majority of trainees did not provide cover for hospitals without on call teams.
- **Type of on call**
 - 60/65 trainees (92%) working first on-call are in hospices and only 18 (28%) cover hospital, 20 (31%) community services and 12 (18%) patient/carer advice lines. Most will do ward rounds at weekend in hospices but no data as to the level of face to face review is provided in hospital at weekends.



- **Frequency of on-call duties for UK trainees**
- 38 trainees (63%) do between 1:5 and 1:6 first on call duties covering Hospices but a few (4 trainees – 7%) do a more frequent rota (1:1 to 1:4) and the remaining 18 (30%) do 1:7 or less frequently in hospices. For second on-call duties the data is too small to be meaningful but follows the pattern found with consultants
- **On call payments:**
- OOH face to face contacts were contracted/remunerated, 30%, 87%, 18%, and 47% of UK trainees 40%, 97%, 4%, and 90% of ROI trainees felt this was the case for hospital, hospice, community and "in total" respectively.

4.2 ROI Trainees OOH on call

- Trainees all undertook OOH on call (6/6).
- OOH Palliative Medicine Emergency admissions undertaken by 83%.

5. UK 7-DAY PALLIATIVE CARE SERVICES APM 2016 SURVEY

5.1 Hospice IP units

Total respondents = 315 UK Consultants

- **Number of consultants available by number of units:**
- Monday to Friday 9am -5pm for 1 unit number of consultants ranged from 1 to 7, median of 2.
- OOH median number of consultants = 1
- **Admission access to hospice in patient units:**
- **Monday to Friday 9am to 5pm Monday to Friday access = 20% of consultant respondents**
- **Monday to Sunday 9am to 5pm access = 31% of consultant respondents**
- **IP admissions Monday to Sunday 24-hour access = 41% of consultant respondents.**

5.2 Hospital support teams

UK Consultants

- **74 % of consultants, who responded, undertake 7/7 cover for a hospital support team.**
- Majority cover only one unit (78%; n=139). However in a small number cover provided to 2 or 3 hospitals (n=24 and n=16 respectively).



- CNS number high range 1 to 17, median 5.
- The majority of hospital teams appear to have access to at least one consultant Monday to Friday 9am-5pm for ward rounds and patient review.
- OOH there is less cover usually only by one consultant. Where there is consultant cover, on the whole only for one unit though there are some exceptions.
- **Number of consultants available by number of hospital palliative care teams**
- *Monday to Friday 9am to 5 pm for one unit number consultants 1 to 5 median 1;*
- *Sat to Sun 9am to 5pm total number Consultants 1 per unit, median 1 for 86 respondents with 75% working in one unit.*
- *5pm -9am OOH for 84 respondents with 71% working in one unit*

CNS Face-To-Face Cover 7-Day Hospital Support Team

- **CNS cover approximately 50% of hospital support teams only had access to CNSs Monday to Friday, 9am to 5pm** (although in Wales this is in all teams 7/7). For 1/2/3 units the % trends seem fairly consistent independent of the number of services covered.
- **116/223 respondents indicated CNS cover for one team:**
- *7 day CNS service 9am to 5pm = 52%;*
- *7 Mon to Sun 9am to 5pm = 25%*
- *Mon to Sun 24 hours = 1%*

CNS Hospital Team Telephone Advice

- *Cover Bank holiday, Saturday to Sunday 9am to 5pm Nearly 50% covered by just telephone contact only with 50% presumably providing direct assessment.*
- *OOH the proportion on these days covered by telephone advice only was slightly greater at between 65 – 59%.*

5.3 Community Specialist Palliative Care Teams:

- For doctors working in the community with palliative care teams,
- **57% of respondents provided face-to-face 9-5pm reviews. However, the majority (>71%) provided in-hours and out of hours telephone support to the community teams.**
- **UK Consultants**
- **The majority of consultants (79%) worked in 1 community team site or hospice at home site** (25% of respondents).
- 277 consultants responded to the question of working with community teams (68%).
- **Of these respondents, two thirds (66%) worked with a single team;** 19% worked with 2 sites/services, while 10% worked with >2 sites/services.
- **CNS numbers per single team range 1-25 , median 7.**

CNS Face-To-Face Cover 7-Day Community Specialist Palliative care Teams

- **CNS cover approximately 49% of consultants in community teams only had access to CNSs Monday to Friday, 9am to 5pm.**
- For 2/3 units the % trend ranged from 31 to 39% of services covered.



- 110/226 respondents indicated CNS cover for one team:
 - **CNS service cover Monday to Friday 9am to 5pm = 49%;**
 - **Mon to Sun 9am to 5pm = 40%**
 - **Mon to Sun 24 hours = 1%**

CNS Telephone Advice

- **Cover Bank holiday, Saturday to Sunday 9am to 5pm ,nearly 37% covered by just telephone contact only with 63% presumably providing direct assessment.**
- **OOH the proportion covered by telephone advice only was greater at between 54 - 68%.**

5.4 Day Care Services

- **236 UK consultants responded of whom 64% contributed to a day care service and the majority of consultants 80% work at a single site units, 13% on 2 sites and 7% on 3 sites.**
- Units offer 5 to 30 day places per day median = 15/day
- Days open 1 to 7 days, median 4 days/week.
- Single site cover.
 - **Consultants range from 1 to 4, median of 1.**
 - SSAS Drs range from 1 to 5, and median of 1.
 - Trainees range from 1 to 3, median of 1.