



**Focus on physicians:
the UK 2023 census of
consultant physicians**



The number of physicians in the UK

24,863

consultant
physicians on the
GMC specialist
register



22,253

make up our
dataset on
practising physicians
(including locums
and SAS doctors)



7,004

higher specialty
trainees*



*data provided by the Joint Royal Colleges of Physicians Training Board

Who responded to the census survey?

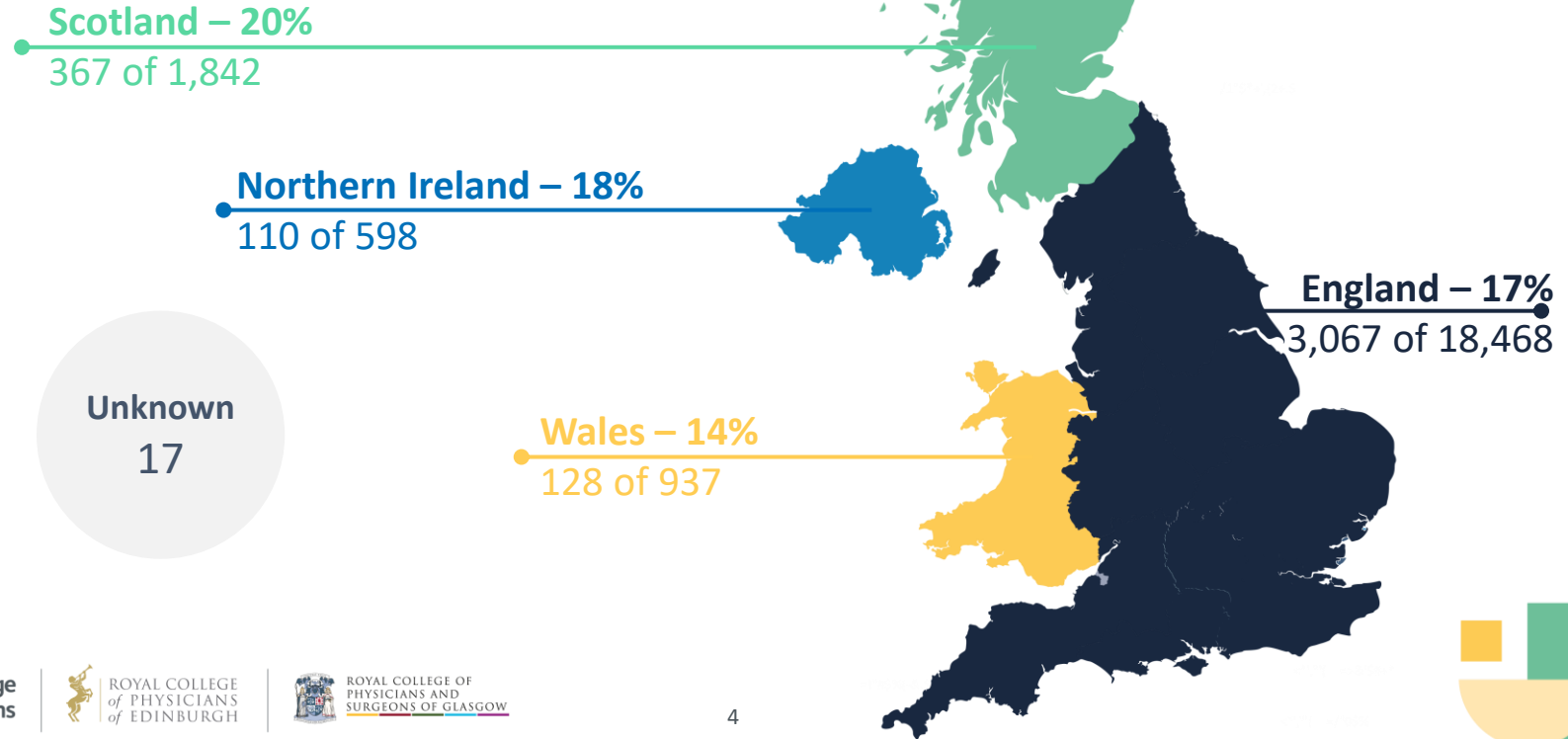


*data on SAS doctor responses will be published separately

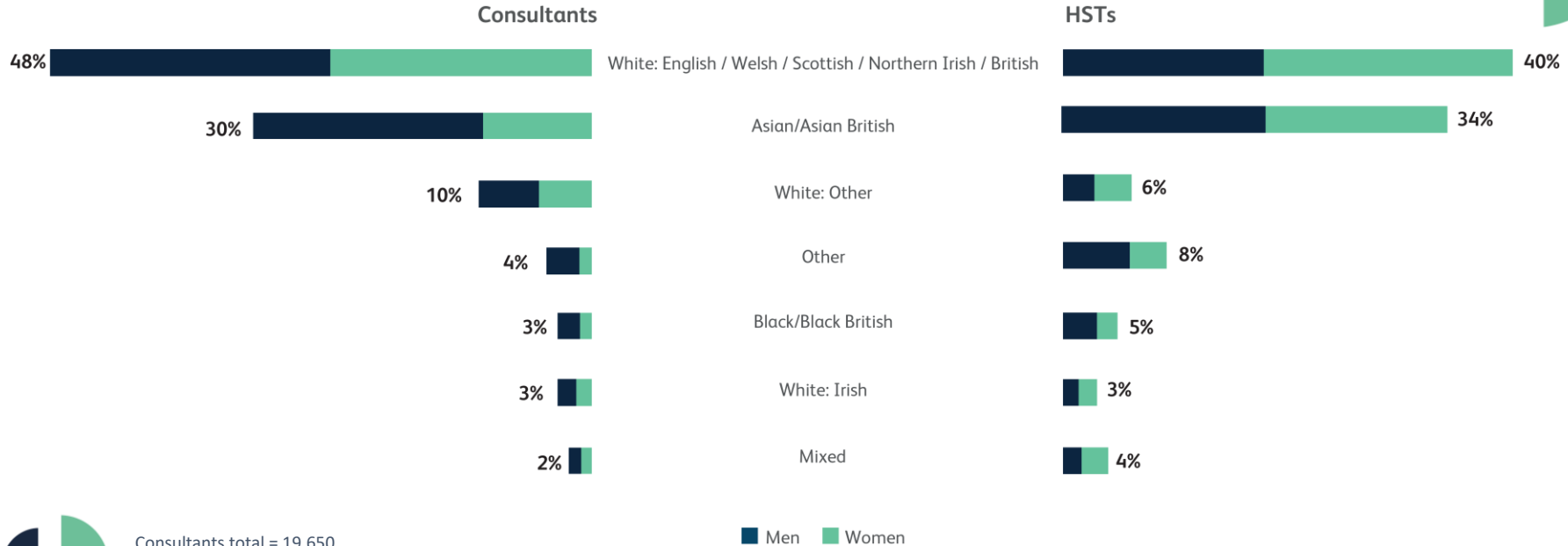


Consultant responses by country

Response rate for each nation



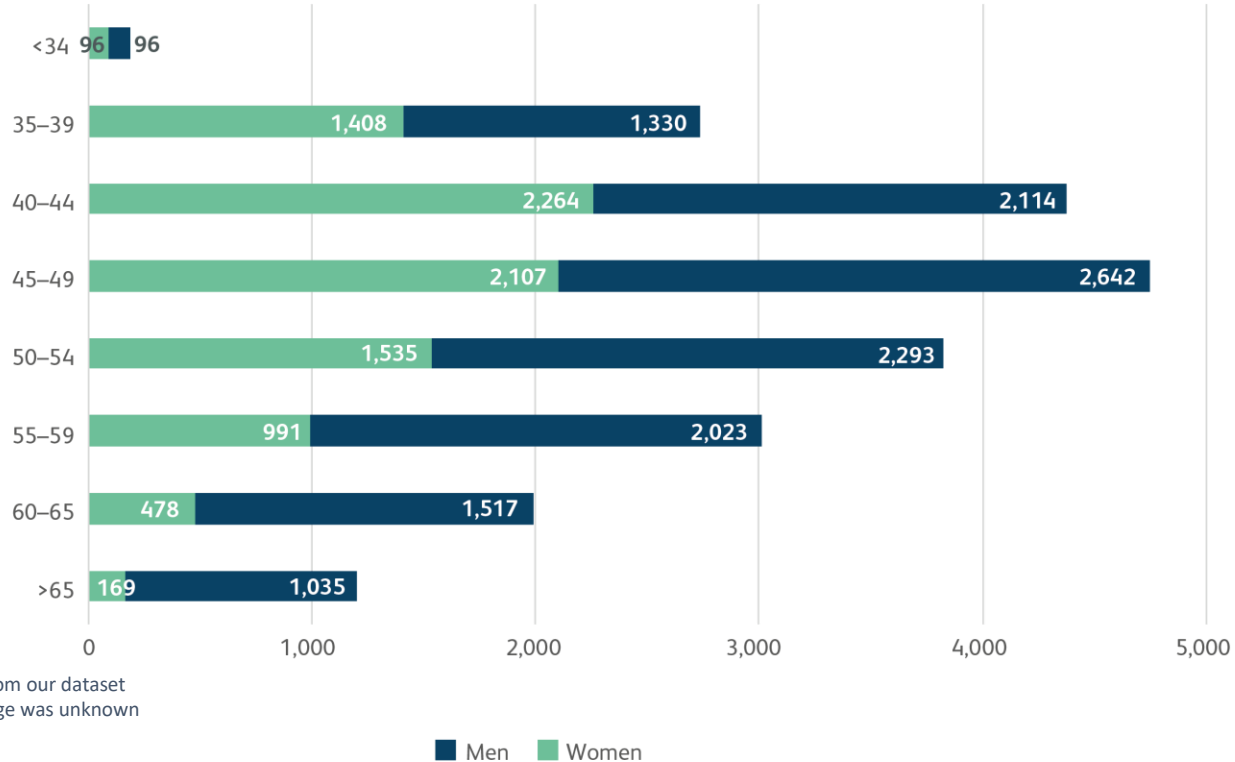
Ethnicity and sex of doctors in the UK



Consultants total = 19,650
 Higher specialty trainees total = 7,004
 Please note that ethnicity was unknown for 754 HSTs.

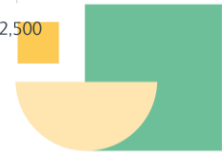
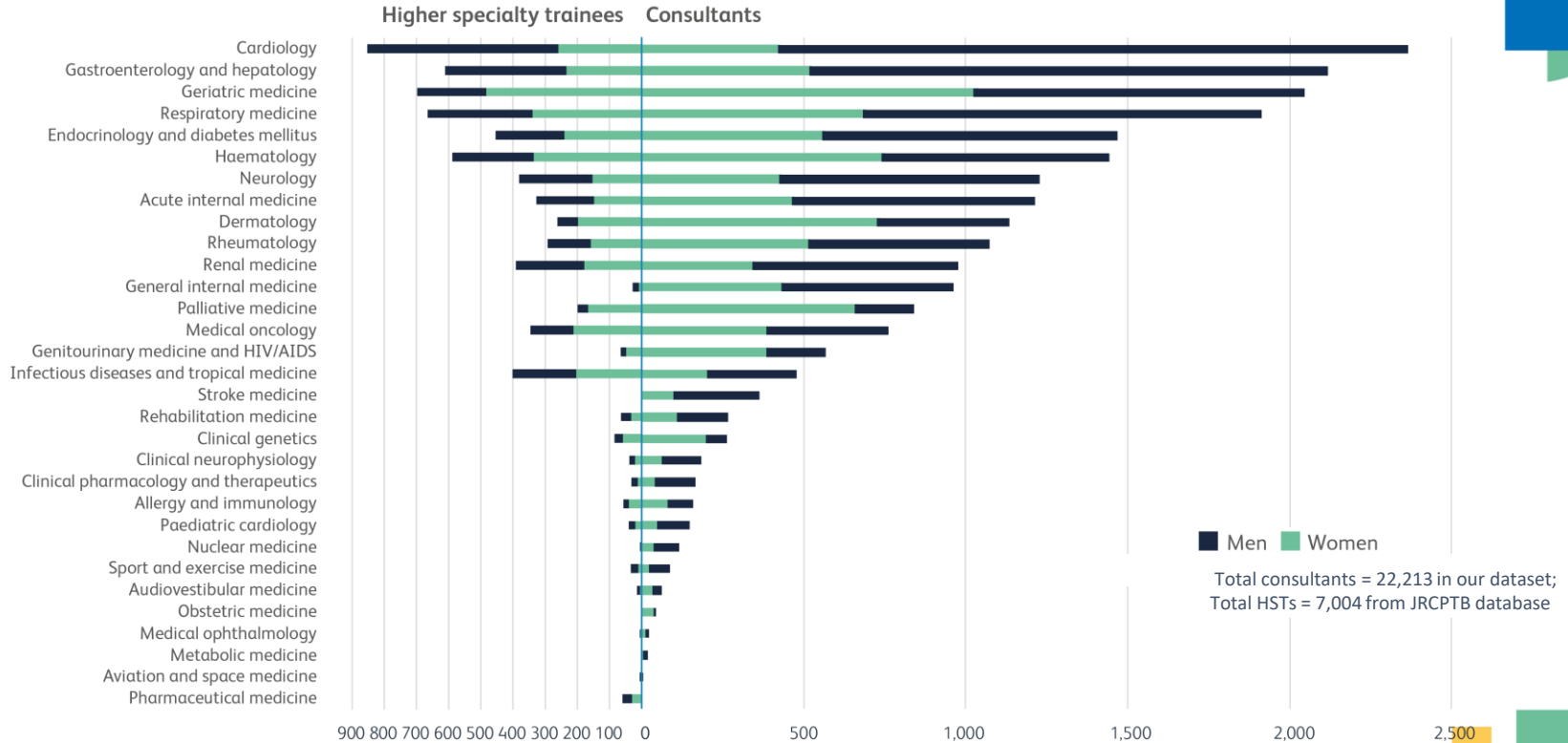


Number of consultants in each age group

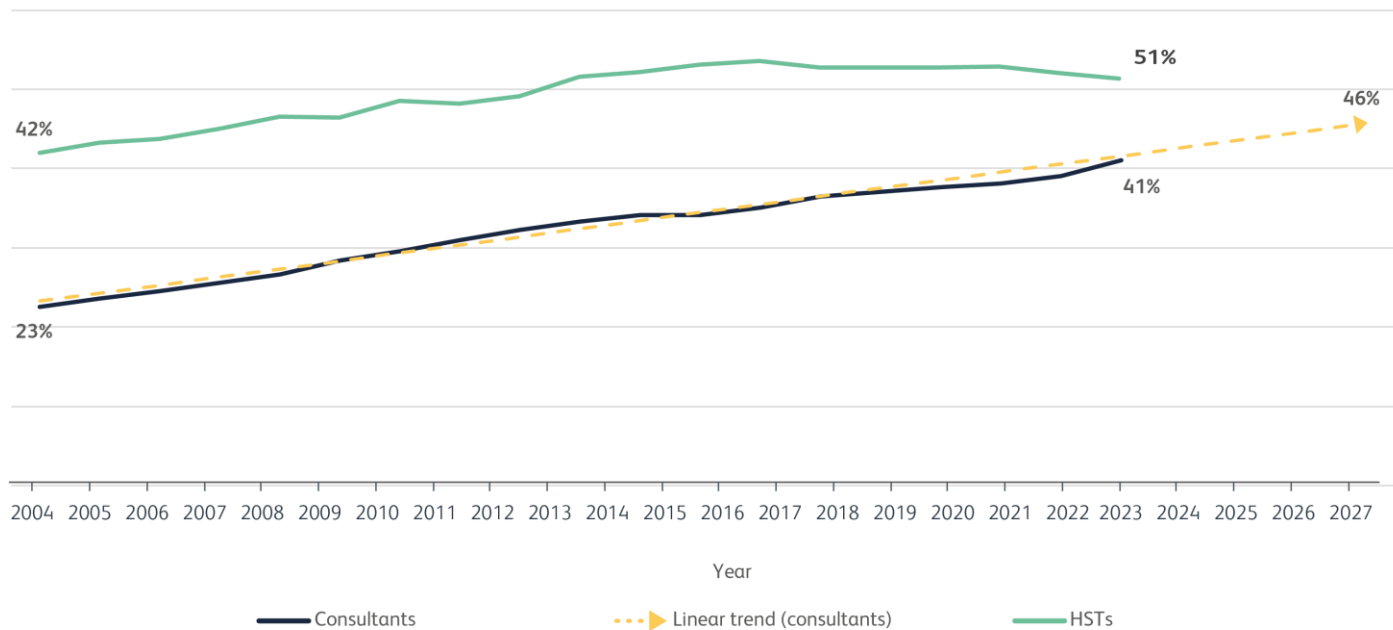


Total consultants = 22,213 from our dataset
NB: 115 consultants where age was unknown

The number of physicians by specialty



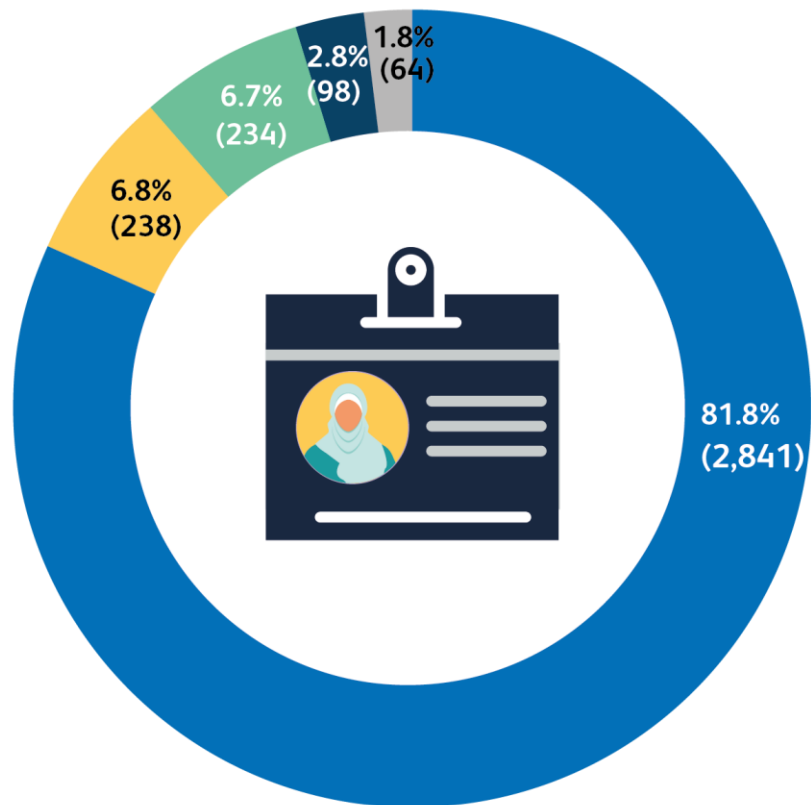
Women in the workforce over time



Total number of female consultants in our dataset = 9,104
Total number of female higher specialty trainees on JRCPTB database = 3,607

Who employs consultants?

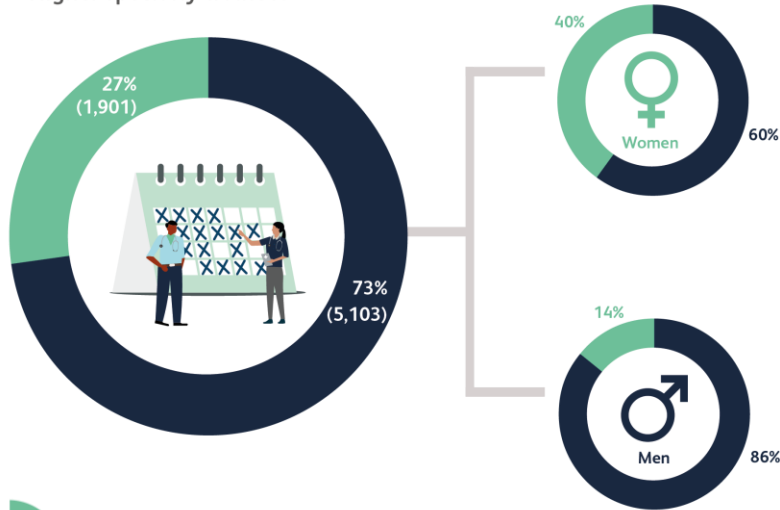
- Pure NHS
- Joint NHS/academic – majority NHS funded (eg honorary academic post)
- Joint NHS/academic – majority academic funded (eg university with honorary NHS)
- Joint NHS with other (eg NHS and hospice)
- Non-NHS employer (eg hospice, industry, armed forces, local council)



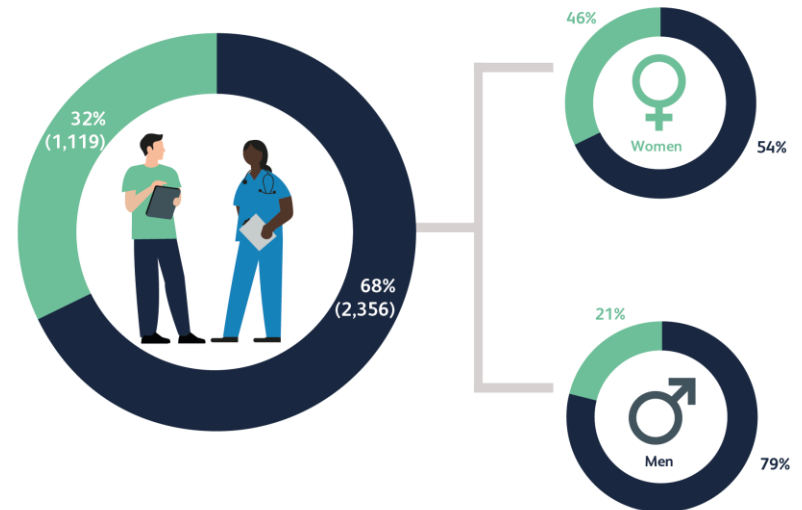
Based on 3,475 consultant responses

Full-time vs less-than-full-time *and* flexible working

Higher specialty trainees



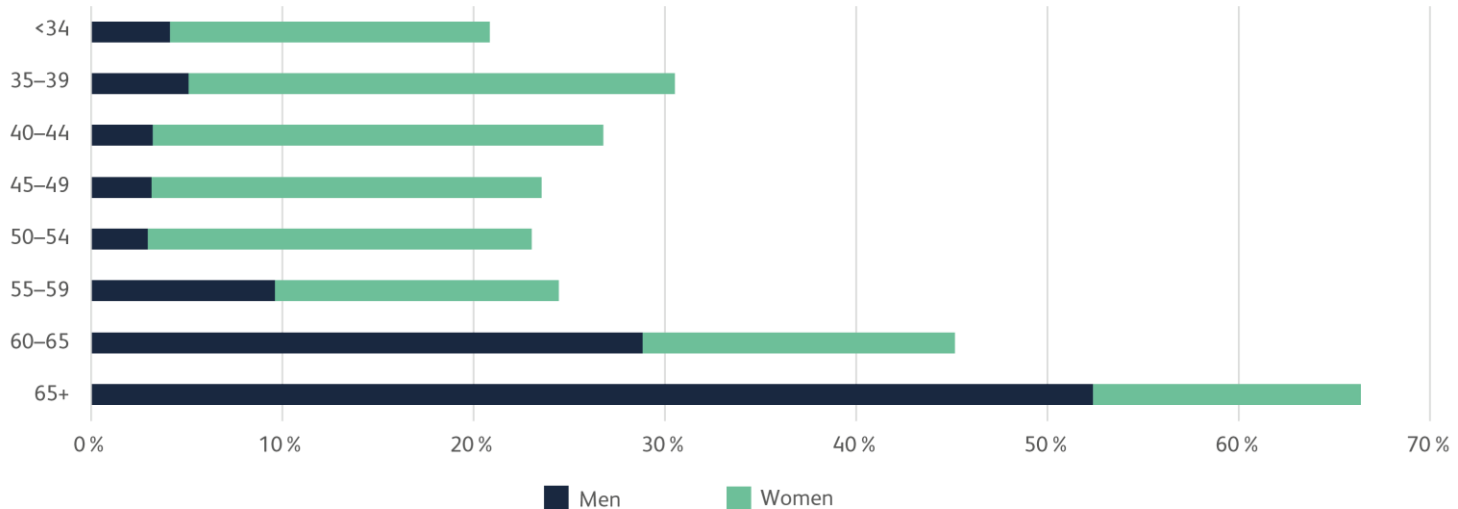
Consultants



7,004 higher specialty trainees from JRCPTB database
 3,475 responses to survey sent to 22,253 physicians
 15.6% response rate

■ Full time ■ LTFT or flexible working

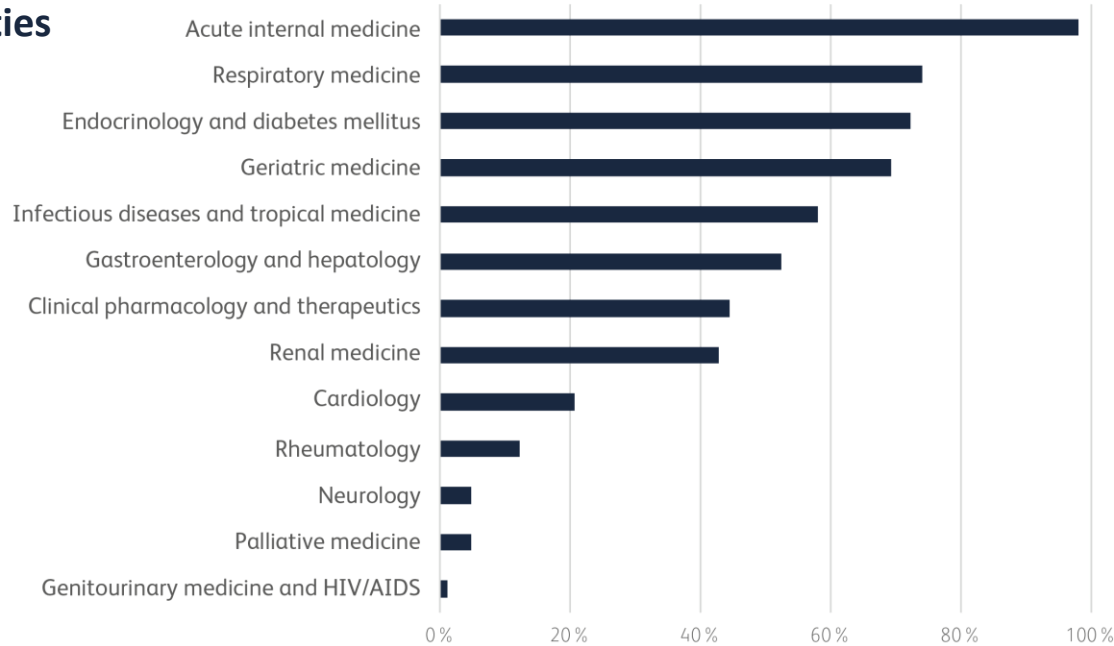
Proportion of consultants in each age bracket who work less than full time



Based on 3,475 consultant responses

Do you see acute unselected admissions or look after general internal medicine patients?

Group 1 specialties

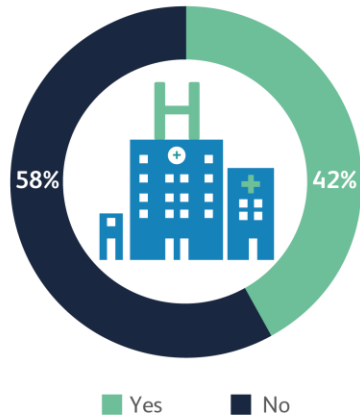


Based on 2,476 consultant responses for group 1 specialties

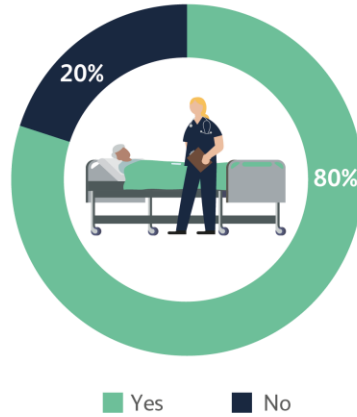
■ Consultants

Unselected emergency admissions

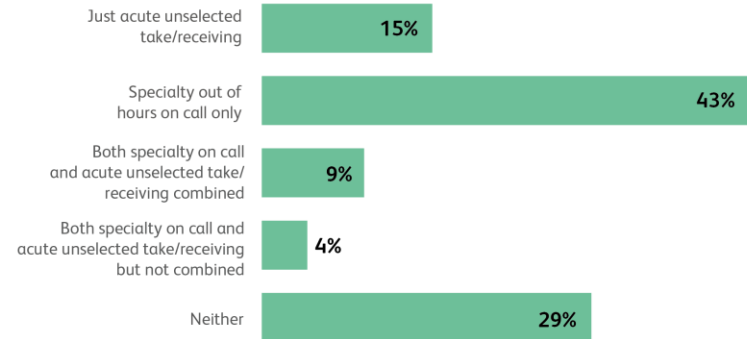
Do you see acute unselected admissions or look after general internal medicine patients?



Do you provide care for hospital inpatients?



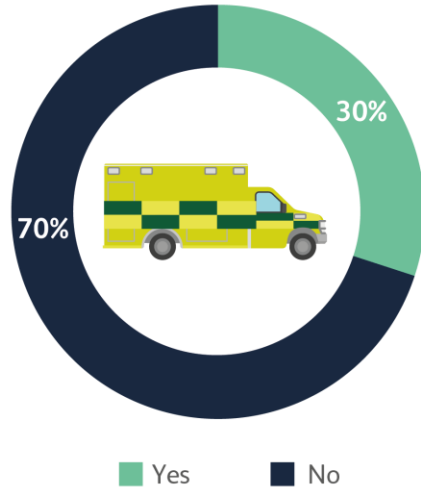
Do you usually participate in out-of-hours on-call work?



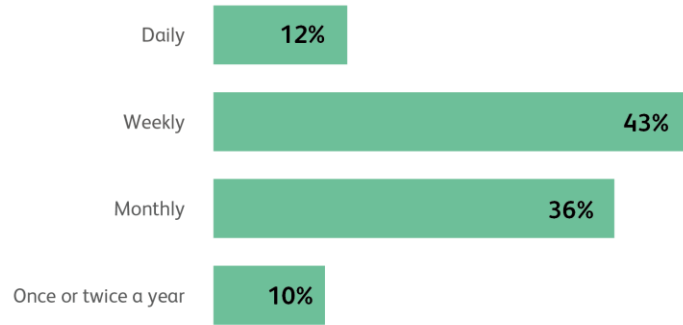
Based on 3,513 consultant responses

Unselected emergency admissions (continued)

Do you deliver care on a same day emergency care unit?



How often do you deliver care on a same day emergency care unit?



Based on 3,513 consultant responses

Rota gaps



when on acute duty have reported daily or weekly trainee rota gaps over the past year



reported they have consultant vacancies



reported another health professional being appointed in place of a consultant



Based on 3,024 consultant responses

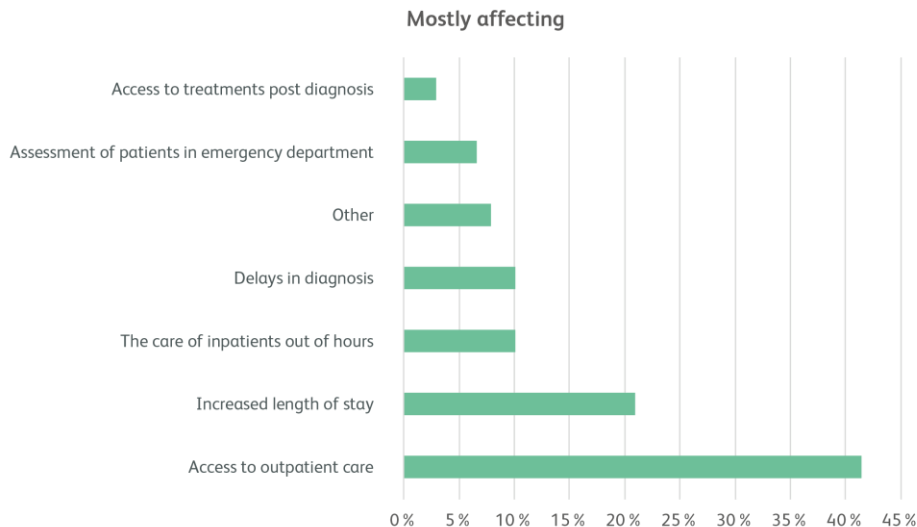


Impact of rota gaps - consultants



felt that the rota gaps at **consultant level** have had a negative impact on patient care

Total = 3,024 consultants

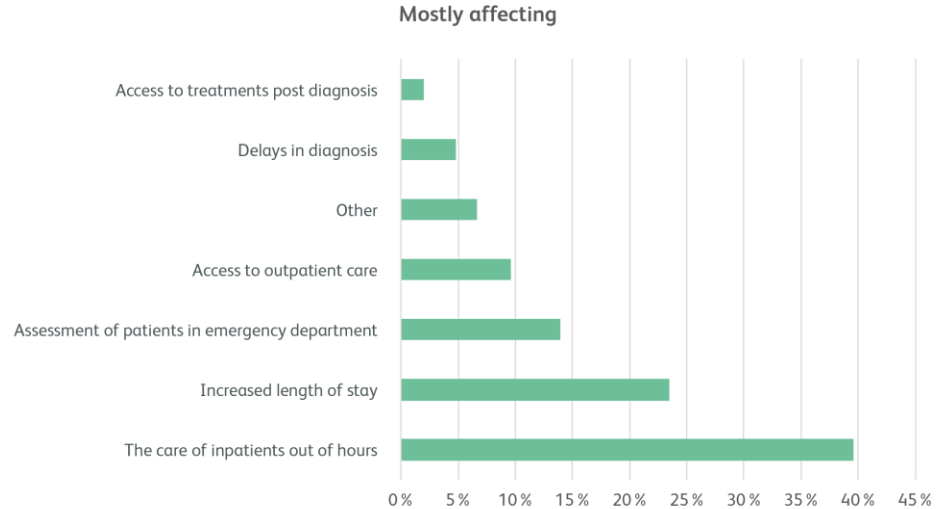


Impact of rota gaps - trainees



felt that the rota gaps
at **trainee level** have had
a negative impact on
patient care

Total = 3,024 consultants



Hospital@home and virtual wards



Do you do work on a hospital@home/virtual ward?

Yes	10%	(334)
No	90%	(3,167)

How often do you deliver care on a hospital@home/virtual ward?

Daily	21%	(70)
Weekly	43%	(143)
Monthly	27%	(89)
Once or twice a year	9%	(30)

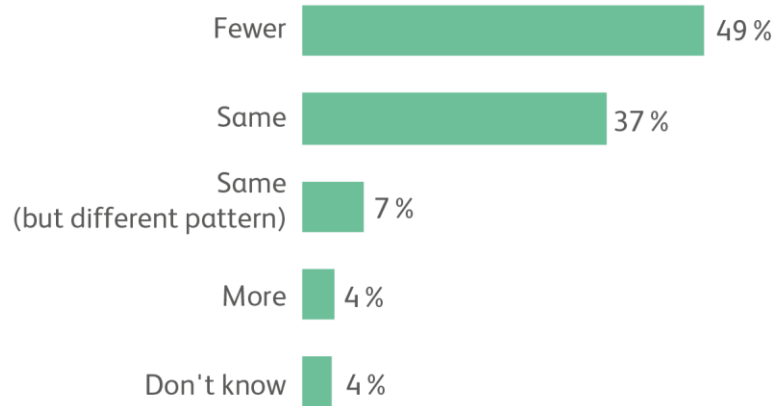
How many patients are under your care on a hospital@home/virtual ward on average?

<5	31%	(104)
5–10	25%	(84)
10–15	14%	(47)
15–20	10%	(32)
>20	20%	(67)

Based on 3,501 consultant responses



Do consultants want to work fewer, more or the same number of PAs in future?



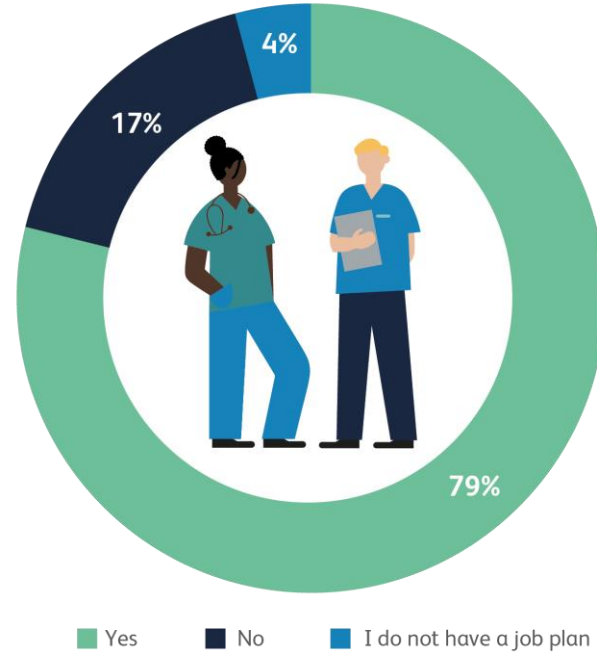
Based on 3,139 consultant responses

Job plans

What are the top three activities that get squeezed out of your week when things get too busy?

- > Continuing professional development
- > Quality improvement activity
- > Education, training and supervision of doctors
(of all grades, including appraisal of colleagues)

Is your job plan reviewed and agreed every year?

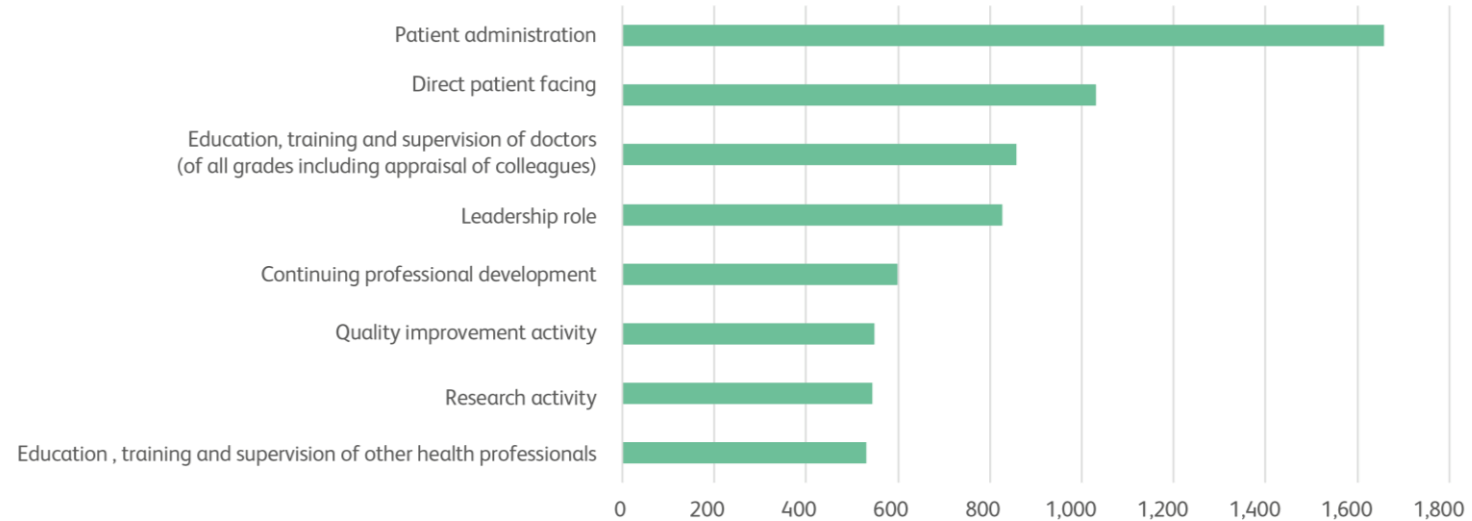


Based on 3,097 consultant responses



Job plans (continued)

Areas of work not adequately reflected where workload is more than contracted



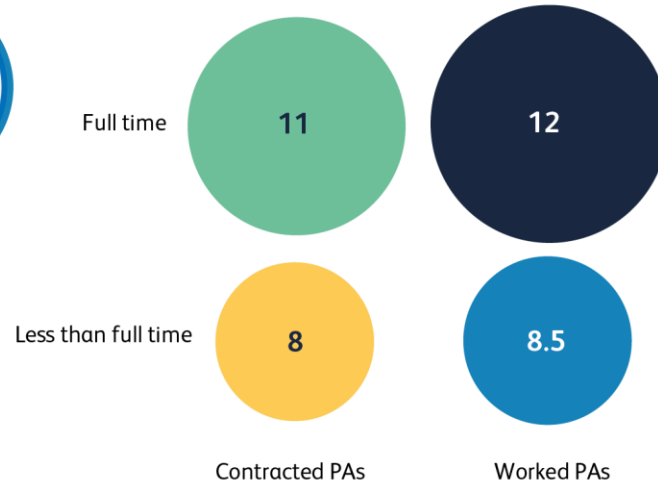
Based on 3,097 consultant responses, multiple answers allowed.

Median contracted and programmed activities (PAs) of consultants

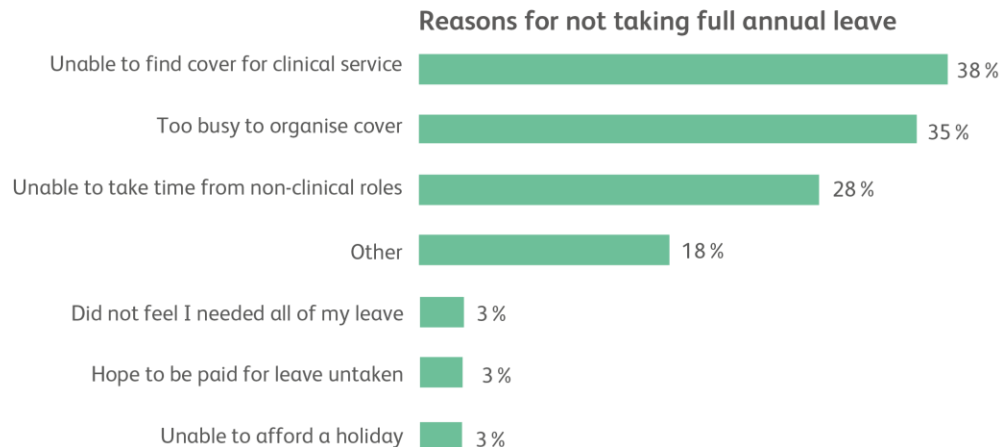
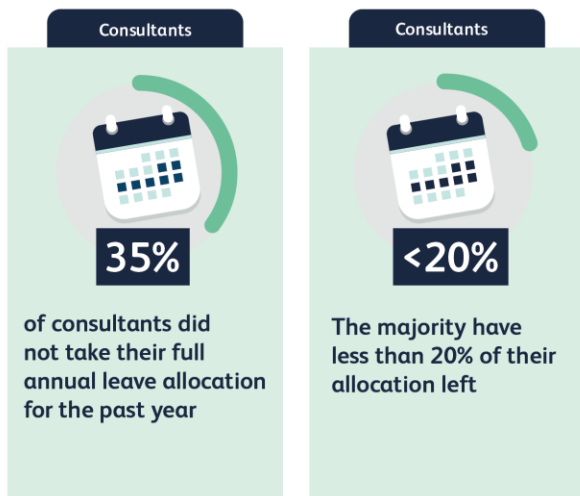


Based on 3,108 consultant responses

Median contracted and worked PAs



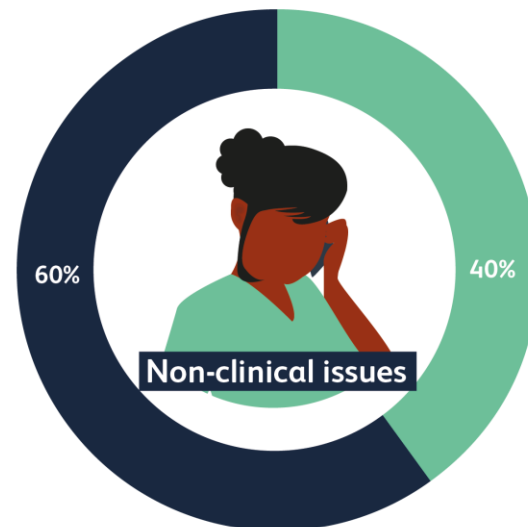
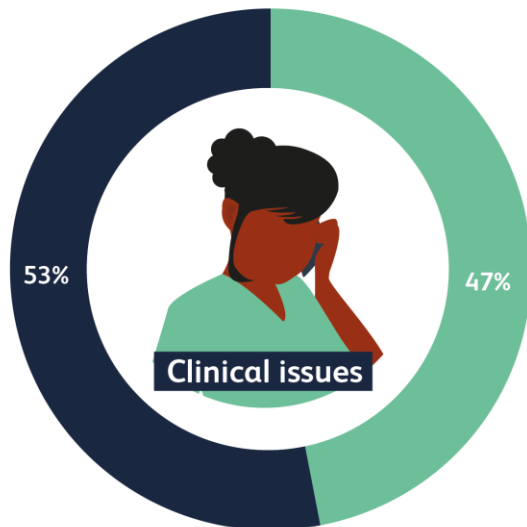
Did you take your full annual leave allocation for the past year?



Total based on 3,143 consultant responses

While on annual leave...

Were you contacted by phone by work about:

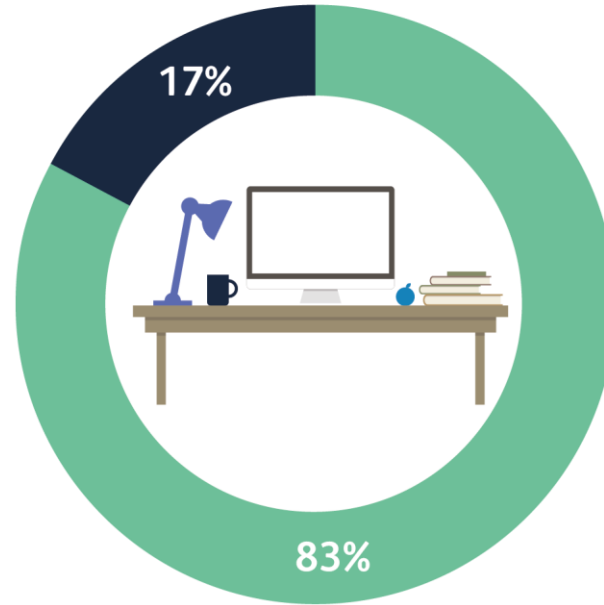


■ Yes ■ No

Total = 3,143 consultant responses

Do you work remotely?

Consultants undertaking some work remotely



Based on 3,149 consultant responses

Yes

No

Continuing professional development

Did you take any time away from your organisation for continuing professional development (study leave) this year?

Yes	83%	(2,623)
No	17%	(563)

How many days did you take off?

Average	4.9 days
Mode	5 days

Was this CPD paid for in full by your organisation?

Yes	55%	(1,423)
No	45%	(1,180)

If 'No' did you self-fund this CPD?

Yes	82%	(958)
No	18%	(216)

Based on 3,146 consultant responses

Sick leave

Did you take any days off work due to unexpected illness this year?

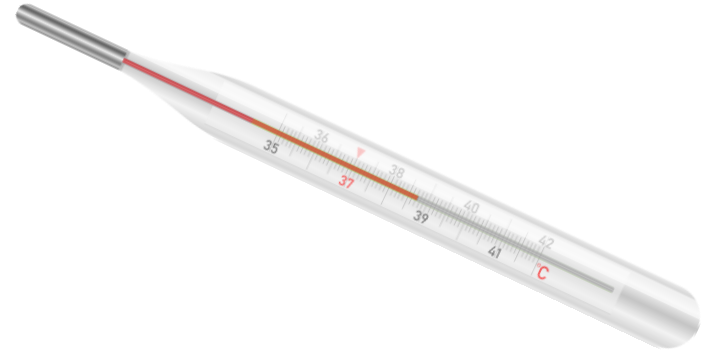
Yes	37%	(1,165)
No	63%	(1,986)

Was this...

1–3 days	54%	(623)
4–5 days	19%	(215)
1–2 weeks	11%	(130)
>2 weeks	17%	(192)

Was this due to COVID-19?

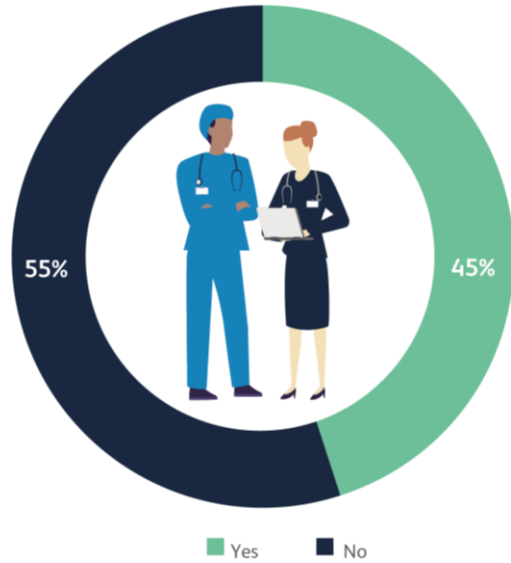
Yes	34%	(396)
No	66%	(753)



Based on 3,146 consultant responses

Are you working in a leadership role?

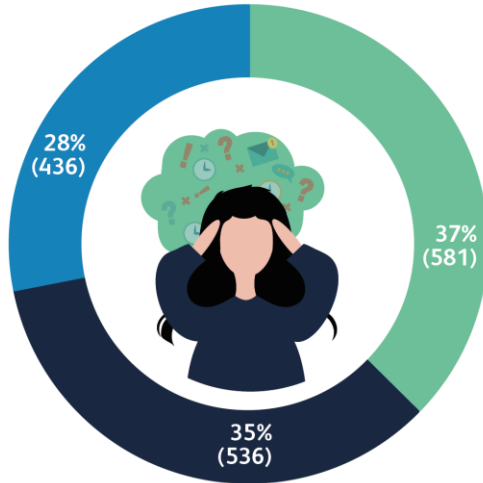
Consultants in a leadership role



Based on 3,507 consultant responses

Leadership roles

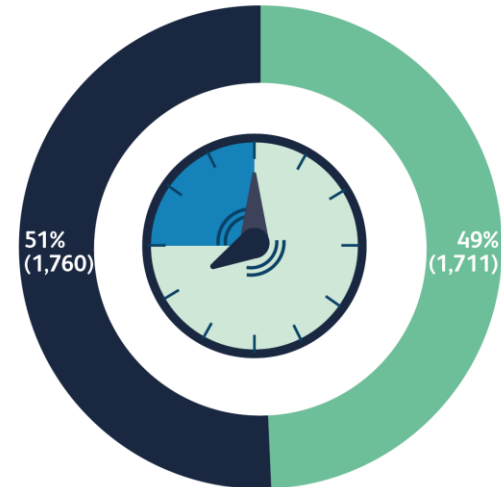
Has your leadership role affected your sense of wellbeing?



- My leadership role has a positive impact on my wellbeing
- My wellbeing in unaffected by my leadership role
- My leadership role has a negative impact on my wellbeing

Based on 1,571 consultant responses

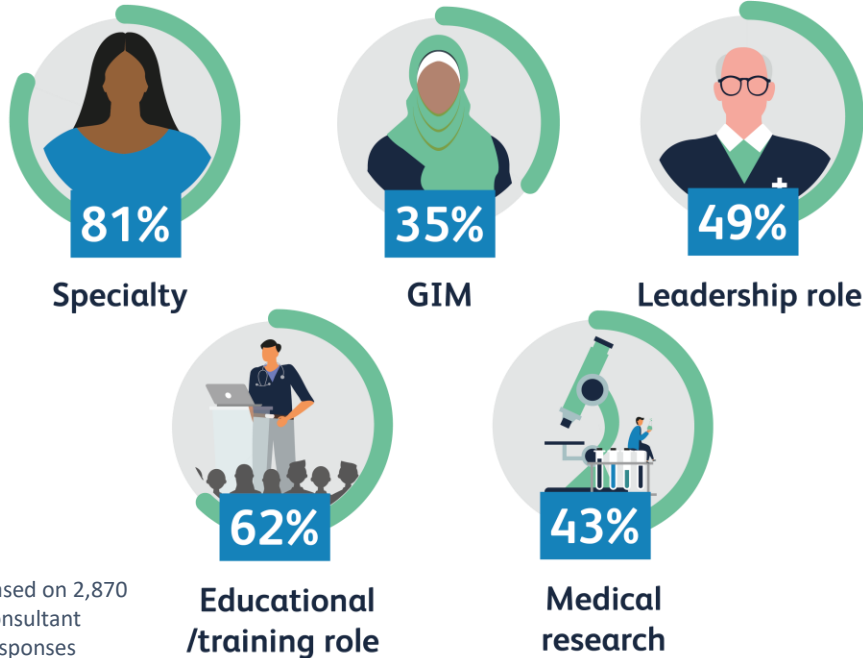
Does your trust/health board allow time in your job plan for you to undertake a leadership role outside of your organisation?



- No
- Yes

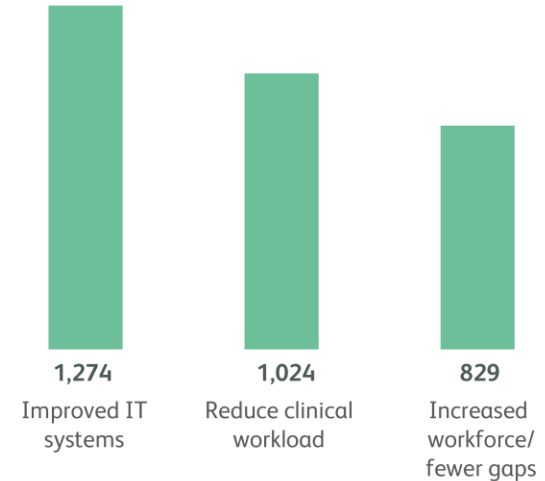
Consultants and job satisfaction

% who said they 'always' or 'often' felt satisfied with different areas of their work



Based on 2,870 consultant responses

Top three things that consultants say would improve their work satisfaction



Consultant morale



of consultants stated they were **very stressed/somewhat stressed** at work



of consultants stated their **enjoyment in their job has decreased/greatly decreased** over the past year



of consultants stated that **morale** in their department has **decreased/greatly decreased** in the past year



of consultants stated that they are almost **never in control of their workload**



of consultants stated that they haven't had a **social catch up with their team** for over 6 months



of consultants stated that they **felt confident** almost always/most of the time

Based on 2,939 consultant responses

Consultant morale (continued)

Top three factors **negatively affecting** wellbeing at work.

- > Clinical workload
- > Poorly functioning IT equipment
- > Staff vacancies in your team



Only 3 options could be selected.
Total = 3,135 responses

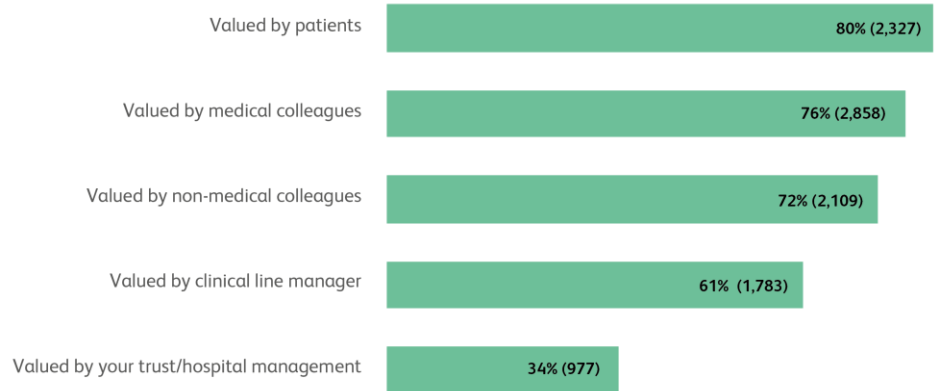
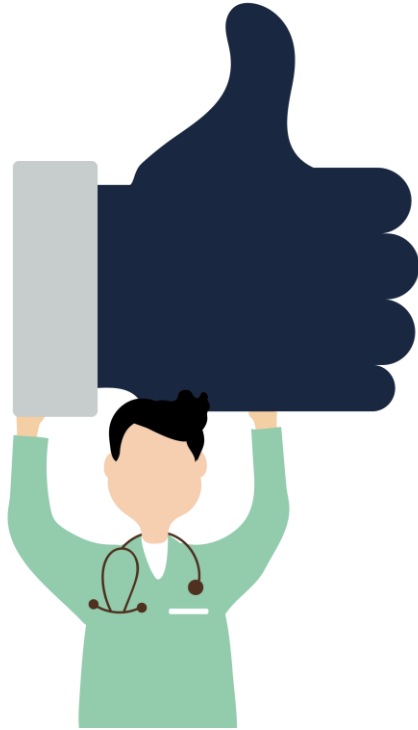
Top three positive changes that would make the **biggest difference** to your wellbeing at work.

- > Well functioning IT equipment
- > More administrative support
- > More capacity in social care to discharge patients in a timely manner



Consultants and feeling valued

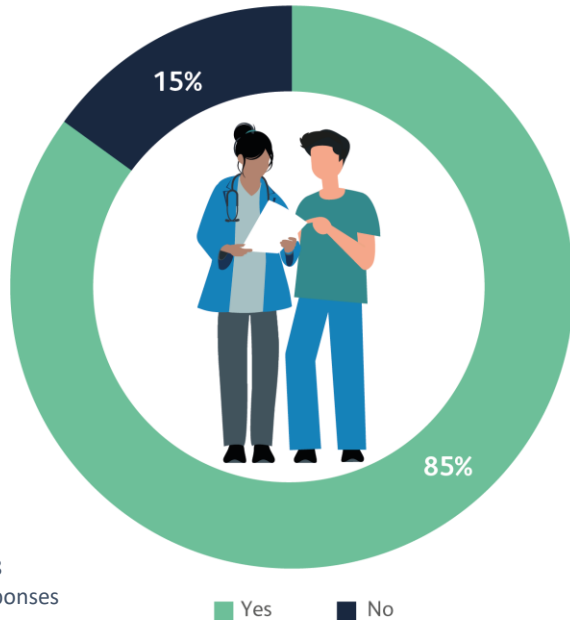
% who said they felt valued 'almost always' or 'most of the time'



Based on 2,939 consultant responses

Educational and clinical supervision

Do you undertake any educational and clinical supervision of others?



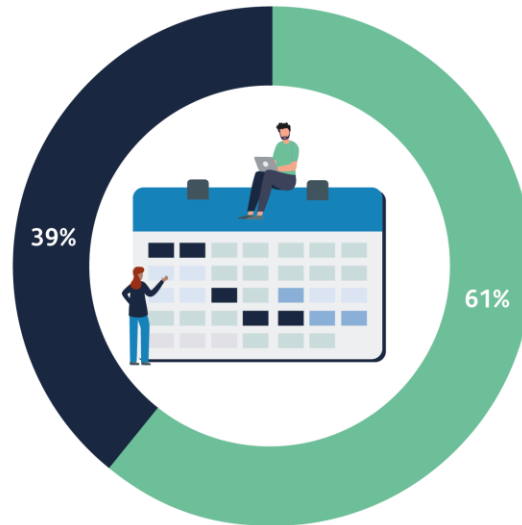
Based on 3,138 consultant responses

If yes, who? (more than one can be selected)

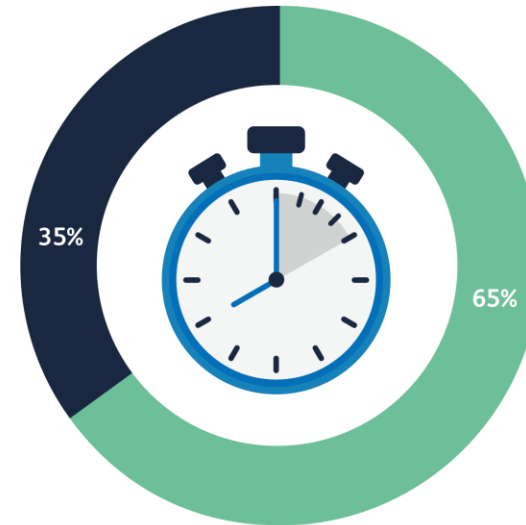


Educational and clinical supervision (continued)

Do you have time in your job
plan to undertake this supervision?



Is this time adequate?



Based on 3,138 consultant responses

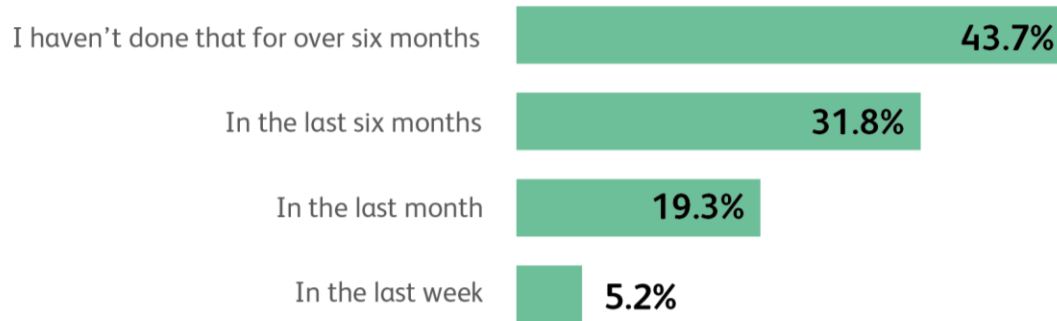
■ Yes ■ No

■ Yes ■ No

Educational and clinical supervision (continued)



When was the last time you went out for a social catch up with your team?

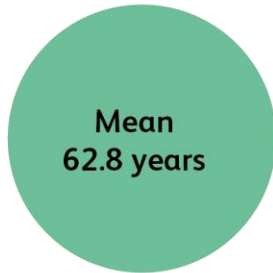


Based on 3,138 consultant responses



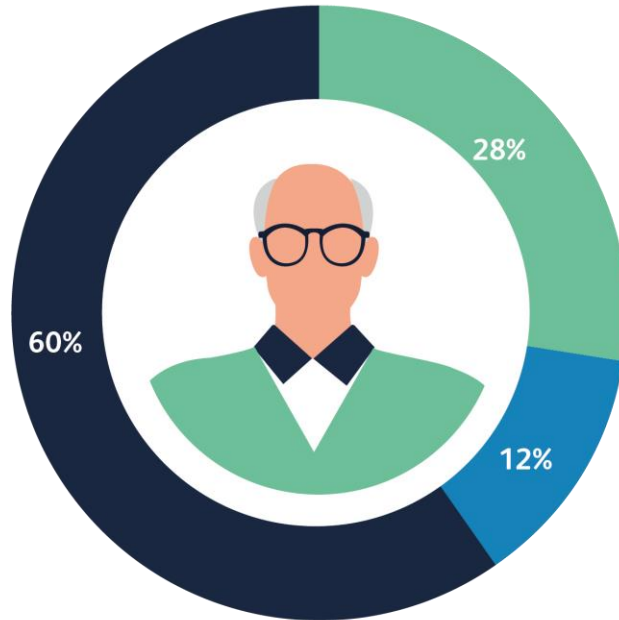
Consultant retirement

Please indicate your planned/
intended age at full retirement



Total based on 2,829 consultant responses

Has your planned/intended age of
full retirement changed over the past year?



- No
- Yes, earlier age
- Yes, older age

Do get in touch
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