



Consultant Requirements for Renal Medicine

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INTRODUCTION

The current consultant staff in renal medicine are available from the Medical Workforce Unit Annual Consultant Census and from the Renal Specialty Advisory Committee. Since 1991 the Medical Workforce Unit of the Royal College of Physicians of London has conducted a Consultant Census at 30 September of each year in England, Wales and Northern Ireland and can now provide detailed information on consultant workforce practice over the last decade.

The number of consultants in renal medicine has increased from 165 in 1993 to 239 in 2000 (England, Wales and Northern Ireland data only) - an expansion of 6.4% per annum.

There are currently (30 September 2000) 282 consultant renal physicians representing 256 whole time equivalents (wtes) in Renal and General Medicine in the UK. In 2000 there were 10 new renal physician posts created, 25 posts were advertised (new and replacement) and only 1 post was unfilled after advert.

The contracts held by renal physicians are as follows:

- NHS contract 216
- NHS/academic contract 79
- Academic/research contract 2
- NHS/private contract 7

ESTIMATING CONSULTANT REQUIREMENTS FOR THE FUTURE

POSTS TO PATIENTS

	Consultant Posts 2001 ¹	Consultant Posts required in 2001 ²	Dialysis ⁴	PATIENTS 2001 Transplant ⁴	Total
ENGLAND	216	429	15801	15400	31201
U.K.	282	512	19082	19000	38082

RATIO OF CONSULTANT POSTS TO PATIENTS

Actual (year 2000 posts, year 2001 patients)

$$\frac{15801}{216} = 1 \text{ per } 73 \text{ dialysis patients}$$

$$\frac{31201}{216} = 1 \text{ per } 144 \text{ RRT patients}$$

$$\frac{19082}{282} = 1 \text{ per } 68 \text{ dialysis patients}$$

$$\frac{38082}{282} = 1 \text{ per } 135 \text{ RRT patients}$$

Recommended

$$\frac{15801}{429} = 1 \text{ per } 37 \text{ dialysis patients}$$

$$\frac{31201}{429} = 1 \text{ per } 73 \text{ RRT patients}$$

$$\frac{19082}{512} = 1 \text{ per } 37 \text{ dialysis patients}$$

$$\frac{38082}{512} = 1 \text{ per } 74 \text{ RRT patients}$$

¹ RCP Census 2000.

² Consultant Physicians Working for Patients, 2nd Edition, p240. Estimated requirement is for 8.5 Consultant posts (6.1 WTE in Nephrology) per million population, i.e. 1 Consultant post per 117,000.

³ Figures from Service Provision and Delivery Sub-Committee of Renal Association.

⁴ Figures (approximate) from U.K. Transplant.

Assuming no change in current workload an additional 62 wte renal physicians would be required to fulfil the European Working Time Directive. Comparison of contracted notional half days with actual NHDs worked reveals a need for 164 extra wtes to provide for the 6.4 excess NHDs worked per week per individual consultant.

Half the renal physicians (56.6%) have a general internal medicine commitment to their work with an average of a 1 in 12 nightly on call for GIM and continuing care for most or all of patients admitted on acute unselected emergency take. The majority (87.1%) of these physicians also provide non-renal outpatient clinics and spend on average, 10.4 hours per week in GIM.

1. Estimated Consultant Requirements

	ESTIMATED TOTAL REQUIREMENTS ⁴								
	2001			2006		2010			
	Population (Million)	Consultant Posts - 2000 ¹	WTE in Nephrology ¹	Consultant Posts	WTE in Nephrology	Consultant Posts	WTE in Nephrology	Consultant Posts	WTE in Nephrology
England	50.19	216 ²	153	429	305	528	375	590	419
Wales	2.95	13	9	25	18	31	22	35	25
England & Wales	53.14	229	162	454	323	559	395	625	444
Northern Ireland	1.68	10	7	14	10	18	13	20	14
Scotland	5.11	43	31	44	31	54	38	60	43
Total	59.93	282	200	512	364	631	448	705	501

¹ RCP Census 2000.

² Includes 2 Consultants in Her Majesty's Forces.

^{3,4} Consultant Physicians Working for Patients, 2nd Edition, p240. Consultant requirements for 2001 are based on an estimate of the nephrology needs of a population of one million and take into account the service contribution of trainees and NCCG's and the demands of General Medicine, academic commitments and part-time working for personal reasons. Requirements for 2006 and 2010 are calculated by taking the 2001 requirement and increasing it according to predicted increases in workload. A figure of 1 Physician per 117,000 population was required in 2001, rising to 1 per 95,000 in 2006 and 1 per 85,000 in 2010. (NB the figure of 75% of Nephrologists having an academic commitment is a typographical error and should have been 15%).

2. Additional Consultant Requirements

	REQUIREMENTS ADDITIONAL TO 2000 POSITION					
	2001		2006		2010	
	Consultant Posts	WTE in Nephrology	Consultant Posts	WTE in Nephrology	Consultant Posts	WTE in Nephrology
England	213	152	312	222	374	266
Wales	12	9	18	13	22	16
England & Wales	225	161	330	235	396	282
Northern Ireland	4	3	8	6	10	7
Scotland	1	0	11	7	17	12
Total	230	164	349	248	423	301

3. Requirements in England by Deanery

Deanery	ESTIMATED TOTAL REQUIREMENTS								
	2001			2006		2010			
	Population (Million)	Consultant Posts - 2000	WTE in Nephrology	Consultant Posts	WTE in Nephrology	Consultant Posts	WTE in Nephrology	Consultant Posts	WTE in Nephrology
Northern	3.15	12	9	27	19	33	23	37	26
Yorkshire	3.45	14	10	29	21	36	26	41	29
Trent	5.11	16	11	44	31	54	38	60	43
Eastern	4.99	12	9	43	31	53	38	59	42
London	8.47	48	34	72	51	89	63	100	71
KSS ¹	3.97	29	21	34	24	42	30	47	33
Wessex	2.87	9	6	25	18	30	21	34	24
Oxford	2.41	7	5	21	15	25	18	28	20
South Western	3.45	16	11	29	21	36	26	41	29
West Midland	5.27	28	20	45	32	55	39	62	44
Mersey	2.52	4	3	22	16	27	19	30	21
North Western	4.53	19	13	39	28	48	34	53	38
Total	50.19	214+2 <small>in Her Majesty's Forces=216</small>	152+1 <small>=153</small>	430	307	528	375	592	420

¹ KSS = Kent, Surrey and Sussex

4. Additional Consultant Requirements in England by Deanery

Deanery	REQUIREMENTS ADDITIONAL TO 2000 POSITION					
	2001		2006		2010	
	Consultant Posts	WTE in Nephrology	Consultant Posts	WTE in Nephrology	Consultant Posts	WTE in Nephrology
Yorkshire	15	10	21	14	25	17
Northern	15	11	22	16	27	19
Trent	28	20	38	27	44	32
Eastern	31	22	41	29	47	33
London	24	17	41	29	52	37
KSS	5	3	13	9	18	12
Wessex	16	12	21	15	25	18
Oxford	14	10	18	13	21	15
South Western	13	10	20	15	25	18
West Midlands	17	12	27	19	34	24
Mersey	18	13	23	16	26	18
North Western	20	15	29	21	34	25
Total	216	155	314	223	378	268

CONCLUSION

Current concerns include the current shortfall in the number of renal physicians, projected increase in renal workload, pressures on non-service roles (training, education and research) and inequity in trainee and non-consultant career grade support.

The above recommendation of 1 physician per 117K population equates to 1 consultant renal physician post per 73 renal replacement therapy patients or alternatively, 1 post per 37 dialysis patients which contrasts with the current situation of 1 post per 144 renal replacement therapy patients (1 post per 73 dialysis patients). An alternative approach may be to express renal physician requirements in terms of outpatient case load or a combination of outpatient case load/RRT given the recent estimates of "mild" chronic renal failure suggesting the requirement for evaluating up to 5,500 patients pmp per year.

(Ref 3)

KEY REFERENCES

- 1 Consultant Physicians working for Patients; Royal College of Physicians, 2nd Edition 2001.
- 2 Federation of Royal College of Physicians - summary of information about the consultant workforce in medical specialties in the United Kingdom 2000, Medical Workforce Unit Royal College of Physicians, London, July 2001
- 3 Reference to Paul's data in abstract.