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External Adviser Annual Report 2015

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1. Introduction

Under the National Health Service (Appointment of Consultants) (Scotland) Regulations 2009, External Advisers are required for all consultant appointment panels in Scotland. The Scottish Academy has been contracted by the SGHD Workforce Directorate to compile and maintain a list of External Advisers (hereafter known as EAs) for this purpose and to run a service to assign one EA per consultant panel in Scotland.

This report contains information on panels arranged and completed over the year, appointments made, the EA list and recruitment process, Scottish Academy service provision, along with issues raised and recommendations for improving the current service. The attached Appendix (**Section 8**) contains the data referred to in the report.

In this period (January - December 2015) there were 793 panel requests (774 Consultant, 14 Honorary Consultant, 1 Salaried Dental, 1 Locum and 3 StR/SpR). The Northern Ireland panels remain the responsibility of the Edinburgh College and these are included in the report in order to give an accurate account of all activity for this period. These panels accounted for 38 requests in total. This represents a 12% increase in activity for 2015.

2. Panels

Figure 1 shows number for each specialty and categorizes panels into three types: Completed (interviews have taken place, but which may have been arranged outwith the reporting period), Pending (all panels with interview dates after 31st December 2015) and Cancelled (where a panel did not progress to interview stage). Of these

Disregarding panels that have yet to complete, 31% of panels arranged that should have completed were cancelled - this is the same as 2014. Specialties which have cancellation percentages of 40% or over where there are 10 or more panel requests are as follows:

General Medicine	(22 panels, 68% cancelled)
Respiratory Medicine	(22 panels, 50% cancelled)
Dermatology	(16 panels, 44% cancelled)
Old Age Psychiatry	(16 panels, 44% cancelled)
Endocrinology & Diabetes Mellitus	(12 panels, 42% cancelled)
Urology	(12 panels, 42% cancelled)
Palliative Medicine	(11 panels, 45% cancelled)

In 2014, General Medicine also showed a high cancellation percentage (17 panels, 53% cancelled). Neurology (18 panels, 39% cancelled) improves on last year's figures (12 panels, 42% cancelled).

Figure 2 shows the breakdown of Cancelled panels. The primary reason for cancellation (representing 50% of all cancellations) is No Applicants. We have also noted a further 27 Completed panels failed to appoint at interview.

Figure 3 shows the panels arranged by Health Board. Health Boards which have cancellation percentages of 40% with 10 or more panel requests are as follows:

Lanarkshire	(60 panels, 50% cancelled)
Highland	(59 panels, 51% cancelled)
Dumfries & Galloway	(48 panels, 48% cancelled)
Ayrshire & Arran	(44 panels, 43% cancelled)
Western Isles	(10 panels, 60% cancelled)

Despite high cancellation percentages, the figures for Dumfries & Galloway and Highland represent an improvement on the 2014 figures (64% and 54% respectively). It should also be noted that while Northern Ireland panels are counted in requests, we do not record the number of appointments made.

Figure 4 shows the number of request received per month, with an average of 56 requests (12% increase on 2014) and 35 completed interviews (16% increase on 2014) per month.

3. Appointments

Figure 5 shows a breakdown of appointments by specialty and Health Board. Highest appointing Health Boards remain Greater Glasgow & Clyde (126 appointments) and Lothian (90 appointments), and highest appointing specialties are Anaesthetics (50) and General Psychiatry (40).

Figure 6 shows a breakdown of the DCC/SPA splits across all reported appointments. As per 2014, around 46% of appointments are made at a 9/1 split, and there is a similar figure for the number of "Not Known"s. Some Boards have reported "Not Known" when there have yet to negotiate a split at appointment stage. Other Boards have reported "Not Known" because the HR representative was not present at the interview panel.

4. External Advisers

EA induction and training comprises online content and guidance, as well as a successful mentoring service. EAs may also shadow an established EA on an interview panel if required.

Equality and diversity training is covered by the "Same Difference" package licensed by NHS Education for Scotland (NES). EAs are asked to complete this package when they begin the role if they require equality and diversity training. It is recommended that EAs update their equality and diversity knowledge at least once every three years, and NES will continue to provide briefings for EAs when there are changes to equality legislation.

Figure 7 shows the numbers of EAs in each specialty and by employing Health Board. We currently have 281 Active EAs with a further 63 Reserve EAs. This is an increase on last year to reflect the increased number of panel requests.

Figure 8 shows the number of panel requests and number of active EAs within each specialty, as well as the average number of panels attended.

4.1 EA Performance

Figure 9 shows a breakdown of invitations sent and accepted, arranged by specialty.

While most EAs have fulfilled their duties as expected, a number have been either unwilling or unable to do so. **Figure 10** shows the specialties with EAs not meeting the 33% acceptance rate. This number remains unchanged from 2014.

Figure 11 shows the response times for 2015. The target set by Scottish Academy for request response is 2 working days from Date Advised. Our data includes Date Advised as a working day, so the average response time of 2.5 days falls within the target. This is down from 2.9 days in 2014.

Figure 12 shows the average feedback scores given by Health Boards, with the average remaining at Excellent-Good across the board. This is especially noteworthy given the exceptionally high level of returns.

4.2 EA Concerns

EAs remain largely happy with the process, but still show concerns of appointing at 9/1, a lack of communication from some Health Boards (interview details, advertising roles with unreviewed job descriptions, late notification of panel cancellations), and the late addition of extra mirror posts at interview stage to make use of appointable candidates.

From a Coordinator point of view, the chief concern is the competition between Health Boards. With a small pool of potential applicants, some Health Boards have attempted to schedule (or reschedule) interview dates before other already arranged interviews. In some cases, individual hospitals within a Health Board have attempted the same.

5. Health Boards

Figure 13 shows the average feedback scores given by EAs on Health Boards, with the average remaining Excellent-Good. While the percentage of responses received in 2014 was a low 47%, this has improved dramatically in 2015 to 93%.

In December 2014, Mr Ian Ritchie circulated a letter to all Health Boards and EAs reminding them of the importance of adhering to the timescales set out by the National Health Service (Appointment of Consultants) (Scotland) Regulations 2009, specifically the 8 weeks' notice for requesting an EA.

Figure 14 shows a summary of Health Boards not giving recommended notice. The average notice for less than 8 weeks is around 37 days, 3 days less than recommended. It should also be noted that the 2 panels with less than 6 weeks' notice rearranged the interview dates after an EA had been found for a later date. Health Boards requesting an EA at less than 6 weeks' notice are automatically asked to provide alternative dates within the required notice period.

6 Scottish Academy Service

The guidelines attached to the Consultant Appointment Legislation give the EA Coordinators a 10 working day target to find an EA upon receipt of request. In 2015, 5 panels took more than 10 working days to source an EA. This is a significant improvement on 2014 (17 panels).

Figure 15 shows the feedback received from both EAs and Health Boards in response to the question: "Overall how would you rate the contact and support you had with/from the Academy during this appointment process?" As usual, the feedback remains positive.

7. Conclusion

2014's issue with limited EA feedback was monitored and improved over the course of 2015, resulting in more effective communication with External Advisers. We also continue to maintain incoming feedback on an ongoing basis, which has resulted in a higher degree of accuracy overall. The External Adviser programme remains a major source of data on consultant appointments in Scotland.

8. Appendix - Report Tables

Specialty	Completed	Pending (Arranged / No Date / No EA)	Cancelled	Total Panels	Appointments	% Panels Cancelled
Acute Medicine	20	4	10	34	29	29%
Anaesthetics	33	9	18	60	50	30%
Cardiology	13	4	7	24	12	29%
Cardiothoracic Surgery	3	0	0	3	3	0%
Chemical Pathology	2	0	0	2	3	0%
Child & Adolescent Psychiatry	13	4	8	25	14	32%
Clinical Genetics	1	0	0	1	1	0%
Clinical Oncology	4	3	4	11	5	36%
Clinical Radiology	24	7	8	39	35	21%
Community Child Health	2	0	1	3	3	33%
Dental Public Health	2	0	1	3	2	33%
Dermatology	7	2	7	16	7	44%
Emergency Medicine	12	6	9	27	16	33%
Endocrinology & Diabetes Mellitus	6	1	5	12	7	42%
Forensic Psychiatry	4	0	1	5	4	20%
Gastroenterology	9	4	6	19	8	32%
General Medicine	6	1	15	22	6	68%
General Psychiatry	30	10	23	63	40	37%
General Surgery	25	6	6	37	26	16%
Genito-Urinary Medicine	1	1	3	5	0	60%
Geriatric Medicine	18	6	13	37	22	35%
Haematology	7	4	1	12	7	8%
Histopathology	7	6	6	19	8	32%
Immunology	1	1	0	2	1	0%
Infectious Diseases	1	0	2	3	1	67%
Medical Microbiology & Virology	10	0	5	15	10	33%
Medical Oncology	4	4	5	13	3	38%
Neurology	11	0	7	18	10	39%
Neurosurgery	3	0	0	3	4	0%
Obstetrics & Gynaecology	20	2	1	23	27	4%
Occupational Medicine	2	1	1	4	1	25%
Old Age Psychiatry	5	4	7	16	7	44%
Ophthalmology	10	3	6	19	14	32%
Oral & Maxillofacial Surgery	4	1	2	7	4	29%
Oral Medicine	2	0	2	4	2	50%
Oral Surgery	6	0	1	7	7	14%
Orthodontics	5	2	0	7	3	0%
Otolaryngology	7	2	5	14	6	36%
Paediatric Cardiology	0	0	1	1	0	100%
Paediatric Dentistry	2	1	2	5	2	40%
Paediatric Surgery	1	0	0	1	1	0%
Paediatrics	19	3	11	33	23	33%
Palliative Medicine	5	1	5	11	4	45%
Plastic Surgery	3	1	1	5	5	20%
Psychiatry of Learning Disability	3	1	2	6	5	33%
Psychotherapy	3	1	1	5	3	20%
Public Health Medicine	9	2	6	17	11	35%
Rehabilitation Medicine	3	0	0	3	1	0%
Renal Medicine	2	1	2	5	3	40%
Respiratory Medicine	9	2	11	22	8	50%
Restorative Dentistry	2	1	0	3	3	0%
Rheumatology	5	2	1	8	6	13%
Special Care Dentistry	1	0	0	1	1	0%
Trauma & Orthopaedic Surgery	13	0	3	16	15	19%
Urology	4	3	5	12	4	42%
Vascular Surgery	3	1	1	5	3	20%
TOTAL	427	118	248	793	506	31%

Figure 1 – Panels Arranged by Specialty

Cancelled Reason	#	%
Candidate(s) Withdrew	25	4.8%
HB Postponed/Rearranged	43	17.3%
No Applicants	124	50.0%
No Reason Given	1	0.4%
No Suitable Candidates	33	13.3%
Other	22	8.9%

Figure 2 – Cancellation Reasons

Specialty	Completed	Pending		Total Panels	Appointments	% Panels Cancelled
		(Arranged / No Date / No EA	Cancelled			
Ayrshire & Arran	21	4	19	44	24	43%
Borders	9	6	8	23	9	35%
Dumfries & Galloway	16	9	23	48	14	48%
Fife	20	6	13	39	24	33%
Forth Valley	22	5	5	32	25	16%
Grampian	57	11	29	97	76	30%
Greater Glasgow & Clyde	97	25	29	151	126	19%
Highland	23	6	30	59	29	51%
Lanarkshire	26	4	30	60	32	50%
Lothian	64	18	19	101	90	19%
National Services Scotland	4	0	0	4	4	0%
National Waiting Times Unit	6	3	1	10	7	10%
NHS Health Scotland	3	0	0	3	6	0%
NHS Northern Ireland - Belfast	5	1	0	6	0	0%
NHS Northern Ireland - Northern	3	2	6	11	0	55%
NHS Northern Ireland - South East	5	0	1	6	0	17%
NHS Northern Ireland - Southern	2	1	0	3	0	0%
NHS Northern Ireland - Western	4	2	6	12	0	50%
Orkney	3	0	6	9	3	67%
Shetland	2	0	0	2	2	0%
State Hospital	1	0	0	1	1	0%
Tayside	34	11	17	62	34	27%
Western Isles	0	4	6	10	0	60%
TOTAL	427	118	248	793	506	31%

Figure 3 – Panels Arranged by Health Board

Month	Requests Received	Interviews Completed
January	62	25
February	51	51
March	63	37
April	59	33
May	58	39
June	48	45
July	62	31
August	46	42
September	66	33
October	53	30
November	46	31
December	58	30
TOTAL	672	427

Figure 4 – Requests Received and Interview Held by Month

APPOINTMENTS	Ayrshire & Arran	Borders	Dumfries & Galloway	Fife	Forth Valley	Grampian	Greater Glasgow & Clyde	Highland	Lanarkshire	Lothian	National Services Scotland	National Waiting Times Unit	NHS Health Scotland	Orkney	Shetland	State Hospital	Tayside	Western Isles	TOTAL
Acute Medicine	3	1	0	1	0	5	1	4	4	7	0	0	0	0	0	0	3	0	29
Anaesthetics	3	1	1	1	3	7	13	2	4	11	0	3	0	0	1	0	0	0	50
Cardiology	0	2	0	1	1	3	1	0	1	0	1	0	0	0	0	0	2	0	12
Cardiothoracic Surgery	0	0	0	0	0	0	1	0	0	1	0	1	0	0	0	0	0	0	3
Chemical Pathology	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3
Child & Adolescent Psychiatry	0	0	0	2	0	3	4	0	1	2	0	0	0	0	0	0	2	0	14
Clinical Genetics	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Clinical Oncology	0	0	0	0	0	0	2	0	0	2	0	0	0	0	0	0	1	0	5
Clinical Radiology	1	0	1	0	1	6	11	1	2	6	0	0	0	0	0	0	6	0	35
Community Child Health	0	0	0	0	0	0	0	1	0	2	0	0	0	0	0	0	0	0	3
Dental Public Health	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	2
Dermatology	0	0	1	1	1	0	2	0	0	2	0	0	0	0	0	0	0	0	7
Emergency Medicine	4	0	1	2	1	2	2	2	1	1	0	0	0	0	0	0	0	0	16
Endocrinology & Diabetes Mellitus	0	0	0	2	1	1	3	0	0	0	0	0	0	0	0	0	0	0	7
Forensic Psychiatry	0	0	0	1	0	0	1	0	0	1	0	0	0	0	0	1	0	0	4
Gastroenterology	0	0	0	0	0	2	2	0	0	4	0	0	0	0	0	0	0	0	8
General Medicine	0	0	0	0	0	2	0	0	1	1	0	0	0	0	0	0	2	0	6
General Psychiatry	0	2	1	2	3	5	11	4	0	11	0	0	0	0	0	0	1	0	40
General Surgery	1	0	0	2	3	3	8	2	2	3	0	0	0	1	0	0	1	0	26
Geriatric Medicine	0	0	1	4	1	3	6	0	2	3	0	0	0	0	0	0	2	0	22
Haematology	0	0	0	0	0	1	1	1	0	2	2	0	0	0	0	0	0	0	7
Histopathology	0	0	1	1	1	1	2	0	0	2	0	0	0	0	0	0	0	0	8
Immunology	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
Infectious Diseases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Medical Microbiology & Virology	1	0	1	1	0	1	2	1	1	1	1	0	0	0	0	0	0	0	10
Medical Oncology	0	0	0	0	1	0	0	0	0	2	0	0	0	0	0	0	0	0	3
Neurology	0	0	0	0	1	2	4	1	0	0	0	0	0	0	0	0	2	0	10
Neurosurgery	0	0	0	0	0	2	0	0	0	2	0	0	0	0	0	0	0	0	4
Obstetrics & Gynaecology	0	1	0	1	1	5	4	4	3	4	0	0	0	2	1	0	1	0	27
Occupational Medicine	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
Old Age Psychiatry	0	1	0	0	1	0	3	0	0	1	0	0	0	0	0	0	1	0	7
Ophthalmology	1	0	1	2	2	2	1	0	1	4	0	0	0	0	0	0	0	0	14
Oral & Maxillofacial Surgery	1	0	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	4
Oral Medicine	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Oral Surgery	0	1	0	0	0	0	0	0	0	2	0	0	2	0	0	0	2	0	7
Orthodontics	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	3
Otolaryngology	2	0	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	6
Paediatric Dentistry	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
Paediatric Surgery	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Paediatrics	1	0	0	1	2	5	7	0	3	3	0	0	0	0	0	0	1	0	23
Palliative Medicine	0	0	0	0	0	1	3	0	0	0	0	0	0	0	0	0	0	0	4
Plastic Surgery	0	0	0	0	0	0	1	0	0	2	0	0	0	0	0	0	2	0	5
Psychiatry of Learning Disability	0	0	0	0	0	0	2	0	0	3	0	0	0	0	0	0	0	0	5
Psychotherapy	0	0	0	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0	3
Public Health Medicine	4	0	0	0	1	2	2	0	1	1	0	0	0	0	0	0	0	0	11
Rehabilitation Medicine	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Renal Medicine	0	0	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	3
Respiratory Medicine	0	0	1	0	0	2	2	1	0	2	0	0	0	0	0	0	0	0	8
Restorative Dentistry	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	1	0	3
Rheumatology	0	1	0	0	0	0	2	1	2	0	0	0	0	0	0	0	0	0	6
Special Care Dentistry	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Trauma & Orthopaedic Surgery	0	1	0	0	0	4	5	1	1	0	2	0	0	0	0	0	1	0	15
Urology	1	0	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0	4
Vascular Surgery	1	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	3
TOTAL	24	9	14	24	25	76	126	29	32	90	4	7	6	3	2	1	34	0	506

Figure 5 – Consultant Appointments

Split	Draft JD	Advertised	Appointed
9/1	318	317	233
8.5/1.5	4	14	6
8/2	48	54	31
7.5/2.5	1	3	1
7/3	1	1	0
Other	43	40	49
Not Known	91	77	186
TOTAL Apps	506	506	506

Figure 6 – Reported DCC/SPA Splits (where appointed)

EXTERNAL ADVISER COVERAGE (Active EAs)	Ayrshire & Arran	Borders	Dumfries & Galloway	Fife	Forth Valley	Grampian	Greater Glasgow & Clyde	Highland	Lanarkshire	Lothian	National Services Scotland	National Waiting Times Unit	State Hospital	Tayside	Western Isles	TOTAL
Acute Medicine	0	1	0	1	0	0	3	0	0	0	0	0	0	1	0	6
Anaesthetics	1	0	0	1	0	1	3	0	1	3	0	2	0	2	0	14
Cardiology	0	0	0	0	0	1	2	0	0	1	0	2	0	0	0	6
Cardiothoracic Surgery	0	0	0	0	0	1	0	0	0	0	0	3	0	0	0	4
Chemical Pathology	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	2
Child & Adolescent Psychiatry	1	0	1	0	0	0	0	0	1	1	0	0	0	1	0	5
Clinical Genetics	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	2
Clinical Oncology	0	0	0	0	0	0	2	0	0	1	0	0	0	1	0	4
Clinical Pharmacology	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	2
Clinical Radiology	0	0	0	1	0	0	3	1	0	4	0	0	0	0	0	9
Community Child Health	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	2
Dental Public Health	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	2
Dermatology	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1	3
Emergency Medicine	1	0	0	0	1	1	1	0	1	1	0	0	0	1	0	7
Endocrinology & Diabetes	0	0	0	0	0	1	2	0	0	2	0	0	0	0	0	5
Forensic Psychiatry	1	0	0	0	0	0	1	1	0	0	0	0	2	0	0	5
Gastroenterology	1	1	0	0	0	0	2	0	0	0	0	0	0	1	0	5
General Medicine	0	0	0	0	1	1	4	0	1	1	0	0	0	1	0	9
General Psychiatry	2	2	1	2	4	1	3	1	2	3	0	0	0	0	0	21
General Surgery	1	0	1	0	1	1	1	0	0	5	0	0	0	0	0	10
Genito-Urinary Medicine	0	0	0	0	0	0	2	0	0	1	0	0	0	0	0	3
Geriatric Medicine	1	0	0	0	2	0	3	0	0	0	0	0	0	0	0	6
Haematology	0	0	0	0	1	0	1	1	1	0	0	0	0	0	0	4
Histopathology	0	0	0	0	1	1	1	1	0	3	0	0	0	0	0	7
Immunology	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	2
Infectious Diseases	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	3
Medical Microbiology & Virology	0	0	0	1	1	0	1	0	0	0	0	0	0	1	0	4
Medical Oncology	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	2
Neurology	0	0	0	1	0	0	2	0	0	0	0	0	0	1	0	4
Neurosurgery	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	2
Nuclear Medicine	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
Obstetrics & Gynaecology	1	0	0	0	1	1	3	0	0	1	0	0	0	2	0	9
Occupational Medicine	0	0	0	0	0	1	1	0	0	1	0	0	0	0	0	3
Old Age Psychiatry	1	0	0	1	0	1	1	0	1	1	0	0	0	0	0	6
Ophthalmology	0	0	0	0	1	0	3	0	0	1	0	0	0	1	0	6
Oral & Maxillofacial Surgery	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	3
Oral Medicine	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	3
Oral Surgery	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	2
Orthodontics	0	0	0	0	0	0	2	0	0	1	0	0	0	0	0	3
Otolaryngology	1	0	0	1	0	0	2	0	0	4	0	0	0	1	0	9
Paediatric Dentistry	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	2
Paediatric Surgery	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	2
Paediatrics	1	0	0	0	1	2	4	1	2	3	0	0	0	2	0	16
Palliative Medicine	1	0	0	0	0	0	0	0	0	1	0	0	0	2	0	4
Plastic Surgery	0	0	0	0	0	0	2	0	0	0	0	0	0	1	0	3
Psychiatry of Learning Disability	1	0	0	0	0	0	0	0	0	2	0	0	0	1	0	4
Psychotherapy	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	2
Public Health Medicine	0	0	1	0	0	0	2	2	0	0	1	0	0	1	0	7
Rehabilitation Medicine	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	2
Renal Medicine	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0	3
Respiratory Medicine	0	0	0	0	2	1	3	0	0	0	0	0	0	2	0	8
Restorative Dentistry	0	0	0	0	0	0	2	0	0	1	0	0	0	1	0	4
Rheumatology	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	2
Special Care Dentistry	0	0	0	0	0	0	1	0	0	1	0	0	0	1	0	3
Trauma & Orthopaedic Surgery	0	0	0	1	0	2	2	0	0	0	0	0	0	2	0	7
Urology	0	0	0	1	1	1	2	0	0	0	0	0	0	0	0	5
Vascular Surgery	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	2
TOTAL	17	4	4	11	21	25	86	11	10	50	1	7	2	31	1	281

Figure 7 – EA List Coverage

Specialty	Active EAs	Panel Requests	Completed Panels	Panel Requests per EA	Completed Panels per EA
Acute Medicine	6	34	20	5.7	3.3
Anaesthetics	14	60	33	4.3	2.4
Cardiology	6	24	13	4.0	2.2
Cardiothoracic Surgery	4	3	3	0.8	0.8
Chemical Pathology	2	2	2	1.0	1
Child & Adolescent Psychiatry	5	25	13	5.0	2.6
Clinical Genetics	2	1	1	0.5	0.5
Clinical Oncology	4	11	4	2.8	1
Clinical Pharmacology	2	0	0	0.0	0
Clinical Radiology	9	39	24	4.3	2.7
Community Child Health	2	3	2	1.5	1
Dental Public Health	2	3	2	1.5	1
Dermatology	3	16	7	5.3	2.3
Emergency Medicine	7	27	12	3.9	1.7
Endocrinology & Diabetes	5	12	6	2.4	1.2
Forensic Psychiatry	5	5	4	1.0	0.8
Gastroenterology	5	19	9	3.8	1.8
General Medicine	9	22	6	2.4	0.7
General Psychiatry	21	63	30	3.0	1.4
General Surgery	10	37	25	3.7	2.5
Genito-Urinary Medicine	3	5	1	1.7	0.3
Geriatric Medicine	6	37	18	6.2	3
Haematology	4	12	7	3.0	1.8
Histopathology	7	19	7	2.7	1
Immunology	2	2	1	1.0	0.5
Infectious Diseases	3	3	1	1.0	0.3
Medical Microbiology & Virology	4	15	10	3.8	2.5
Medical Oncology	2	13	4	6.5	2
Neurology	4	18	11	4.5	2.8
Neurosurgery	2	3	3	1.5	1.5
Nuclear Medicine	1	23	20	23.0	20
Obstetrics & Gynaecology	9	4	2	0.4	0.2
Occupational Medicine	3	16	5	5.3	1.7
Old Age Psychiatry	6	19	10	3.2	1.7
Ophthalmology	6	7	4	1.2	0.7
Oral & Maxillofacial Surgery	3	4	2	1.3	0.7
Oral Medicine	3	7	6	2.3	2
Oral Surgery	2	7	5	3.5	2.5
Orthodontics	3	14	7	4.7	2.3
Otolaryngology	9	1	0	0.1	0
Paediatric Dentistry	2	5	2	2.5	1
Paediatric Surgery	2	1	1	0.5	0.5
Paediatrics	16	33	19	2.1	1.2
Palliative Medicine	4	11	5	2.8	1.3
Plastic Surgery	3	5	3	1.7	1
Psychiatry of Learning Disability	4	6	3	1.5	0.8
Psychotherapy	2	5	3	2.5	1.5
Public Health Medicine	7	17	9	2.4	1.3
Rehabilitation Medicine	2	3	3	1.5	1.5
Renal Medicine	3	5	2	1.7	0.7
Respiratory Medicine	8	22	9	2.8	1.1
Restorative Dentistry	4	3	2	0.8	0.5
Rheumatology	2	8	5	4.0	2.5
Special Care Dentistry	3	1	1	0.3	0.3
Trauma & Orthopaedic Surgery	7	16	13	2.3	1.9
Urology	5	12	4	2.4	0.8
Vascular Surgery	2	5	3	2.5	1.5
TOTAL	281	793	427	2.8	1.5

Figure 8 – Panel Requests & Completed Panels per EA by Specialty

Specialty	Invitations	Accepted	% Accepted
Acute Medicine	73	26	36%
Anaesthetics	80	53	66%
Cardiology	42	19	45%
Cardiothoracic Surgery	1	1	100%
Child & Adolescent Psychiatry	38	23	61%
Clinical Oncology	17	9	53%
Clinical Radiology	52	32	62%
Community Child Health	2	1	50%
Dental Public Health	1	1	100%
Dermatology	23	11	48%
Emergency Medicine	49	23	47%
Endocrinology & Diabetes	24	9	38%
Forensic Psychiatry	5	4	80%
Gastroenterology	22	14	64%
General Medicine	40	16	40%
General Psychiatry	106	53	50%
General Surgery	53	27	51%
Genito-Urinary Medicine	4	4	100%
Geriatric Medicine	62	26	42%
Haematology	9	9	100%
Histopathology	23	16	70%
Immunology	3	3	100%
Infectious Diseases	5	4	80%
Medical Microbiology & Virology	14	10	71%
Medical Oncology	17	8	47%
Neurology	28	14	50%
Neurosurgery	3	3	100%
Obstetrics & Gynaecology	29	18	62%
Occupational Medicine	5	3	60%
Old Age Psychiatry	12	12	100%
Ophthalmology	34	16	47%
Oral & Maxillofacial Surgery	9	7	78%
Oral Medicine	3	2	67%
Oral Surgery	6	4	67%
Orthodontics	11	6	55%
Otolaryngology	18	14	78%
Paediatric Dentistry	4	4	100%
Paediatric Surgery	1	1	100%
Paediatrics	63	33	52%
Palliative Medicine	15	6	40%
Plastic Surgery	7	7	100%
Psychiatry of Learning Disability	7	5	71%
Psychotherapy	8	6	75%
Public Health Medicine	23	14	61%
Rehabilitation Medicine	4	3	75%
Renal Medicine	5	5	100%
Respiratory Medicine	49	21	43%
Restorative Dentistry	2	2	100%
Rheumatology	10	5	50%
Special Care Dentistry	1	1	100%
Trauma & Orthopaedic Surgery	16	11	69%
Urology	19	12	63%
Vascular Surgery	6	4	67%
TOTAL	1163	641	55%

Figure 9 – Panel Requests and EA Acceptance Rates by Specialty

Specialty	Number
Acute Medicine	3
Anaesthetics	1
Cardiology	1
Clinical Radiology	1
Dermatology	1
Emergency Medicine	1
Endocrinology & Diabetes Mellitus	1
General Medicine	4
General Psychiatry	2
General Surgery	3
Geriatric Medicine	3
Medical Oncology	1
Obstetrics & Gynaecology	1
Ophthalmology	3
Paediatrics	3
Palliative Medicine	1
Respiratory Medicine	1
Trauma & Orthopaedic Surgery	1
TOTAL	32

Figure 10 – EAs not meeting 33% Acceptance Rate (having 3 or more invitations)

Response	Number	Work Days	Average Response Time
Accepted	641	1612	2.5
Declined	380	984	2.6
TOTAL	1021	2596	2.5

Figure 11 – EA Average Response Durations

	Job Description			# Responses Received	Completed Panels	% Responses Received
	Shortlisting	Interview				
Ayrshire & Arran	1.0	1.0	1.0	21	21	100%
Borders	2.0	2.0	2.0	8	9	89%
Dumfries & Galloway	1.0	1.0	1.0	16	16	100%
Fife	1.3	1.3	1.1	19	20	95%
Forth Valley	1.6	1.6	1.8	22	22	100%
Grampian	1.2	1.2	1.2	56	57	98%
Greater Glasgow & Clyde	1.0	1.0	1.0	97	97	100%
Highland	1.2	1.2	1.2	23	23	100%
Lanarkshire	1.1	1.0	1.1	25	26	96%
Lothian	2.0	2.0	2.1	64	64	100%
National Services Scotland	1.0	1.0	1.0	4	4	100%
National Waiting Times Unit	2.0	2.0	1.5	6	6	100%
NHS Health Scotland	-	-	-	0	3	0%
Orkney	1.6	1.6	1.3	3	3	100%
Shetland	1.5	1.5	1.0	2	2	100%
State Hospital	1.0	1.0	1.0	1	1	100%
Tayside	1.4	1.4	1.3	33	34	97%
TOTAL	1.4	1.4	1.3	400	408	98%

Figure 12 – HB Feedback on EA

	Job Description			# Responses Received	Completed Panels	% Responses Received
	Shortlisting	Interview				
Ayrshire & Arran	1.8	1.7	1.6	19	21	90%
Borders	2.2	1.7	1.6	8	9	89%
Dumfries & Galloway	2.2	2.2	2.2	16	16	100%
Fife	1.9	1.9	1.8	20	20	100%
Forth Valley	2.0	1.7	1.6	19	22	86%
Grampian	2.0	1.8	1.6	50	57	88%
Greater Glasgow & Clyde	1.9	1.7	1.7	91	97	94%
Highland	2.1	2.0	1.8	23	23	100%
Lanarkshire	2.1	1.9	2.0	24	26	92%
Lothian	2.1	1.9	1.9	62	64	97%
National Services Scotland	2.0	1.7	1.5	4	4	100%
National Waiting Times Unit	2.0	2.2	1.2	5	6	83%
NHS Health Scotland	-	-	-	0	3	0%
Orkney	1.3	1.3	1.3	3	3	100%
Shetland	2.0	1.0	1.0	2	2	100%
State Hospital	2.0	1.0	1.0	1	1	100%
Tayside	2.1	1.9	1.7	33	34	97%
TOTAL	2.0	1.7	1.6	380	408	93%

Figure 13 – EA Feedback on HB

	Numbers	% of panels with a final interview date
< 8 weeks notice	22	3.6%
< 6 weeks notice	2	0.3%
Total number panel with date	614	

Figure 14 – Health Boards notice periods

	Excellent	Good	Adequate	Inadequate	Poor	Total Responses	% Response
HB Feedback	299	77	23	1	0	400	98%
EA Feedback	171	161	48	0	0	380	93%

Figure 15 – Feedback on Scottish Academy

We do not guarantee that the information in the report is complete or that the use of guidance in the report will lead to any particular outcome or result.