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External Adviser Annual Report 2016

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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 2016) there were 688 panel requests (668 Consultant, 17 Honorary Consultant, 2 StR/SpR, and 1 Director post). The Northern Ireland panels remained the responsibility of the Edinburgh College until July 2016 and these are included in the report in order to give an accurate account of all activity for this period. These panels accounted for 29 requests in total. This represents a 13% decrease in activity for 2016.

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 2016) and Cancelled (where a panel did not progress to interview stage).

Disregarding panels that have yet to complete, 34% of panels arranged that should have completed were cancelled - this is a 3% rise on 2015. Specialties which have cancellation percentages of 40% or over where there are 10 or more panel requests are as follows:

Child & Adolescent Psychiatry	(21 panels, 67% cancelled)
General Medicine	(19 panels, 58% cancelled)
General Psychiatry	(56 panels, 48% cancelled)
Respiratory Medicine	(20 panels, 45% cancelled)
Orthodontics	(11 panels, 45% cancelled)
Haematology	(16 panels, 44% cancelled)
Clinical Radiology	(37 panels, 43% cancelled)
Histopathology	(21 panels, 43% cancelled)
Paediatrics	(30 panels, 40% cancelled)

General Medicine shows an improvement on last year's figures (22 panels, 68% cancelled), as does Respiratory Medicine (22 panels, 50% cancelled). Child & Adolescent Psychiatry shows a dramatic increase in cancellation percentage compared to last year (25 panels, 32% cancelled).

Figure 2 shows the breakdown of Cancelled panels. Again, the primary reason for cancellation (representing 50% of all cancellations) is No Applicants. This is the same percentage as 2015. We have also noted a further 15 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:

Dumfries & Galloway	(25 panels, 68% cancelled)
Borders	(23 panels, 48% cancelled)
Grampian	(69 panels, 48% cancelled)
Tayside	(59 panels, 42% cancelled)
Highland	(46 panels, 41% cancelled)

Dumfries & Galloway's figure represents a 20% increase in cancellations from last year, while Highland's figure represents a 10% decrease on 2015's figure. The other Boards did not have 40% or over cancellations in 2015.

Figure 4 shows the number of requests received per month, with an average of 46 requests (17% decrease on 2015) and 30 completed interviews (14% decrease on 2015) per month.

3. Appointments

Figure 5 shows a breakdown of appointments by specialty and Health Board. Highest appointing Health Boards remain Greater Glasgow & Clyde (117 appointments) and Lothian (80 appointments), and highest appointing specialties are Anaesthetics (56), Clinical Radiology and General Psychiatry (both 26).

Figure 6 shows a breakdown of the DCC/SPA splits across all reported appointments. Around 43% of appointments are made at a 9/1 split, which is a slight decrease on 2015's figure (46%). Around 32% of appointment splits have been reported as "Not Known". Some Boards report this when they have yet to negotiate a split. Other Boards report "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. Each January, we issue a certificate of attendance to all those EAs who attended interview panels on behalf of the Scottish Academy the year before.

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 268 Active EAs with a further 101 Reserve EAs. This is a slight increase overall on number of EAs, but a decrease in the number of Active EAs. There were 40 new EAs in 2016, but a higher number than any previous year declined the role.

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, citing primarily their workloads.

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 has increased by 25% since 2016. Of the 6 Anaesthetics EAs not meeting the 33% acceptance rate, 4 did not accept a single invitation.

Figure 11 shows the response times for 2016. 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 2.6 days falls within the target. This is up slightly from 2.5 days in 2015.

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 100% returns.

4.2 EA Concerns

EAs remain largely happy with the process, but still show concerns of appointing at 9/1, of EA comments and job description reviews being ignored by Boards, of a lack of HR representation at interviews, posts being advertised without an EA reviewing the job description, and extra posts emerging at an interview stage to fit the number of interviewees. There is also the question of parity between CCT and CESR, especially given

the number of overseas candidates, and EAs have requested Scottish Academy advice on this.

From a Coordinator point of view, concerns remain about inter-Board competition and how it affects the EA service, whether it be Boards arranging interviews for the same specialty on the same date, attempting to schedule (or reschedule) interview dates before other already arranged interviews, or adding extra mirror posts at interview to appoint more candidates. In some cases, individual hospitals within a Health Board have attempted the same. Boards have also attempted to tie up EAs with multiple interviews for the same specialty at the same time but at different venues.

There have also been issues with Health Boards not allowing EAs time to attend interviews, or advising them they need to take annual leave to perform EA duties. Both NHS Lothian and NHS Tayside have been mentioned in this regard, and this may be a reason why we have seen a decrease in potential replacement EAs.

In addition to this, one Health Board (Lothian) appointed to a post based on a previous interview when that post had no applicants. We advised this was outwith the current regulations.

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 improved dramatically in 2015 to 93%, and even further in 2016 to 97%.

Figure 14 shows a summary of Health Boards not giving recommended notice. 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 2016, 15 panels took more than 10 working days to source an EA. This is an increase on 2015 (5 panels), but the average response time remains around 3 working days.

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

Communication and feedback returns continue to improve, which has resulted in a higher degree of data accuracy. The External Adviser programme remains a major source of data on consultant appointments in Scotland.

8. Appendix - Report Tables

Specialty	Completed	Total Panels	Appts	% Panels Cancelled
Acute Medicine	13	26	9	31%
Anaesthetics	38	66	56	23%
Cardiology	12	17	10	29%
Cardiothoracic Surgery	0	1	0	0%
Child & Adolescent Psychiatry	6	21	7	67%
Clinical Genetics	1	1	1	0%
Clinical Oncology	9	10	10	10%
Clinical Radiology	18	37	26	43%
Community Child Health	1	3	2	33%
Dental Public Health	1	1	1	0%
Dermatology	6	11	7	36%
Emergency Medicine	11	23	14	35%
Endocrinology & Diabetes Mellitus	5	7	5	29%
Forensic Psychiatry	3	3	7	0%
Gastroenterology	8	12	6	25%
General Medicine	5	19	2	58%
General Psychiatry	23	56	26	48%
General Surgery	10	22	11	36%
Genito-Urinary Medicine	2	2	2	0%
Geriatric Medicine	12	24	12	33%
Haematology	6	16	7	44%
Histopathology	10	21	14	43%
Immunology	1	1	1	0%
Infectious Diseases	1	3	1	33%
Medical Microbiology & Virology	5	8	5	13%
Medical Oncology	7	10	6	30%
Neurology	6	13	6	38%
Neurosurgery	1	1	1	0%
Obstetrics & Gynaecology	16	23	19	26%
Occupational Medicine	4	6	4	17%
Old Age Psychiatry	12	17	13	12%
Ophthalmology	10	23	12	39%
Oral & Maxillofacial Surgery	3	4	3	25%
Oral Medicine	1	2	1	50%
Oral Surgery	2	2	4	0%
Orthodontics	5	11	6	45%
Otolaryngology	10	13	12	15%
Paediatric Dentistry	2	4	1	50%
Paediatric Surgery	1	1	1	0%
Paediatrics	14	30	21	40%
Palliative Medicine	5	6	4	0%
Plastic Surgery	2	3	3	0%
Psychiatry of Learning Disability	0	3	0	100%
Psychotherapy	4	5	4	20%
Public Health Medicine	4	8	5	50%
Rehabilitation Medicine	0	2	0	0%
Renal Medicine	5	10	5	30%
Respiratory Medicine	9	20	11	45%
Restorative Dentistry	5	5	6	0%
Rheumatology	5	10	5	20%
Special Care Dentistry	1	2	1	50%
Trauma & Orthopaedic Surgery	10	18	12	17%
Urology	11	19	14	37%
Vascular Surgery	5	6	5	0%
TOTAL	367	688	427	34%

Figure 1 – Panels Arranged by Specialty

Cancelled Reason	#	%
Candidate(s) Withdrew	35	15%
HB Postponed/Rearranged	54	23%
No Applicants	116	50%
No Reason Given	0	0%
No Suitable Candidates	21	9%
Other	5	2%

Figure 2 – Cancellation Reasons

Specialty	Completed	Pending	Cancelled	Total Panels	Appointments	% Panels Cancelled
Ayrshire & Arran	26	8	8	42	29	19%
Borders	10	2	11	23	11	48%
Dumfries & Galloway	6	2	17	25	8	68%
Fife	19	6	9	34	24	26%
Forth Valley	15	10	10	35	16	29%
Grampian	29	7	33	69	34	48%
Greater Glasgow & Clyde	90	20	24	134	117	18%
Highland	21	6	19	46	20	41%
Lanarkshire	32	6	20	58	41	34%
Lothian	57	12	25	94	80	27%
National Services Scotland	2	0	0	2	2	0%
National Waiting Times Unit	6	1	2	9	8	22%
NHS Health Scotland	1	0	0	1	2	0%
NHS Northern Ireland - Belfast	8	0	0	8	N/A	0%
NHS Northern Ireland - Northern	6	0	4	10	N/A	40%
NHS Northern Ireland - South East	2	0	1	3	N/A	33%
NHS Northern Ireland - Southern	2	0	1	3	N/A	33%
NHS Northern Ireland - Western	4	0	1	5	N/A	20%
Orkney	0	2	6	8	0	75%
Shetland	1	1	0	2	1	0%
State Hospital	1	0	0	1	3	0%
Tayside	28	6	25	59	31	42%
Western Isles	1	1	15	17	0	88%
TOTAL	367	90	231	688	427	34%

Figure 3 – Panels Arranged by Health Board

Month	Requests Received	Interviews Completed
January	50	18
February	50	33
March	57	35
April	52	44
May	46	33
June	52	35
July	47	22
August	45	35
September	45	35
October	33	24
November	48	26
December	34	27
TOTAL	559	367

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	1	1	1	0	0	2	2	0	0	2	0	0	0	0	0	0	0	0	9
Anaesthetics	3	2	0	3	2	6	9	3	8	12	0	2	0	0	0	0	6	0	56
Cardiology	1	0	0	1	1	0	1	0	1	0	0	3	0	0	0	0	2	0	10
Child & Adolescent Psychiatry	2	0	0	0	1	0	3	0	0	0	0	0	0	0	0	0	1	0	7
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	1	0	1	5	1	0	1	0	0	0	0	0	0	1	0	10
Clinical Radiology	2	0	2	2	0	5	7	1	1	3	0	0	0	0	0	0	3	0	26
Community Child Health	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	2
Dental Public Health	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Dermatology	0	1	0	0	1	0	3	0	0	2	0	0	0	0	0	0	0	0	7
Emergency Medicine	0	1	0	0	0	1	5	2	4	1	0	0	0	0	0	0	0	0	14
Endocrinology & Diabetes Mellitus	2	0	0	0	0	0	0	1	0	2	0	0	0	0	0	0	0	0	5
Forensic Psychiatry	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	3	1	0	7
Gastroenterology	0	0	0	1	0	0	2	1	0	1	0	0	0	0	0	0	1	0	6
General Medicine	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	2
General Psychiatry	2	2	1	1	0	2	7	0	4	6	0	0	0	0	0	0	1	0	26
General Surgery	2	0	0	0	0	2	1	2	2	1	0	0	0	0	0	0	1	0	11
Genito-Urinary Medicine	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	2
Geriatric Medicine	0	1	0	1	0	0	7	0	0	3	0	0	0	0	0	0	0	0	12
Haematology	1	0	0	0	0	1	3	0	0	1	1	0	0	0	0	0	0	0	7
Histopathology	1	0	0	0	0	1	5	1	1	4	0	0	0	0	0	0	1	0	14
Immunology	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Infectious Diseases	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
Medical Microbiology & Virology	0	0	1	0	1	0	2	1	0	0	0	0	0	0	0	0	0	0	5
Medical Oncology	0	0	0	0	0	0	3	0	0	2	0	0	0	0	0	0	1	0	6
Neurology	0	0	0	1	1	0	2	0	0	1	0	0	0	0	0	0	1	0	6
Neurosurgery	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Obstetrics & Gynaecology	2	1	0	1	2	1	6	3	1	2	0	0	0	0	0	0	0	0	19
Occupational Medicine	0	0	0	0	0	0	0	0	3	1	0	0	0	0	0	0	0	0	4
Old Age Psychiatry	0	0	0	0	2	1	4	1	0	3	0	0	0	0	0	0	2	0	13
Ophthalmology	1	0	0	0	0	1	4	0	2	1	0	3	0	0	0	0	0	0	12
Oral & Maxillofacial Surgery	0	0	0	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	3
Oral Medicine	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Oral Surgery	0	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	4
Orthodontics	2	0	0	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	6
Otolaryngology	1	0	0	2	1	0	4	1	1	1	0	0	0	0	0	0	1	0	12
Paediatric Dentistry	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
Paediatric Surgery	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Paediatrics	1	0	0	3	0	1	4	0	2	8	0	0	0	0	0	0	2	0	21
Palliative Medicine	1	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	4
Plastic Surgery	0	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	3
Psychotherapy	0	0	0	0	0	0	3	0	1	0	0	0	0	0	0	0	0	0	4
Public Health Medicine	0	0	0	1	0	1	0	0	0	0	1	0	0	0	0	0	2	0	5
Renal Medicine	1	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	5
Respiratory Medicine	1	0	0	2	0	0	3	0	2	3	0	0	0	0	0	0	0	0	11
Restorative Dentistry	0	0	0	0	0	0	3	0	0	1	0	0	0	0	0	0	2	0	6
Rheumatology	0	0	0	0	0	1	3	1	0	0	0	0	0	0	0	0	0	0	5
Special Care Dentistry	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
Trauma & Orthopaedic Surgery	0	0	0	0	2	1	4	0	3	2	0	0	0	0	0	0	0	0	12
Urology	0	0	0	3	0	2	3	0	1	4	0	0	0	0	0	0	1	0	14
Vascular Surgery	1	0	1	0	0	1	0	0	0	2	0	0	0	0	0	0	0	0	5
TOTAL	29	11	8	24	16	34	117	20	41	80	2	8	2	0	1	3	31	0	427

Figure 5 – Consultant Appointments

Split	Draft JD	Advertised	Appointed
9/1	241	247	183
8.5/1.5	13	14	10
8/2	64	79	45
7.5/2.5	6	6	6
7/3	1	1	0
Other	50	45	45
Not Known	52	35	138
TOTAL Apps	427	427	427

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	TOTAL
Acute Medicine	0	1	0	1	0	1	3	0	0	1	0	0	0	1	8
Anaesthetics	0	0	0	1	0	1	5	0	1	6	0	0	0	2	16
Cardiology	0	0	0	0	0	1	2	0	0	1	0	2	0	0	6
Cardiothoracic Surgery	0	0	0	0	0	1	0	0	0	0	0	3	0	0	4
Chemical Pathology	0	0	0	0	0	1	0	0	0	0	0	0	0	1	2
Child & Adolescent Psychiatry	1	0	1	0	1	0	1	0	1	2	0	0	0	1	8
Clinical Genetics	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
Clinical Oncology	0	0	0	0	0	0	1	0	0	1	0	0	0	0	2
Clinical Pharmacology	0	0	0	0	0	0	1	0	0	1	0	0	0	0	2
Clinical Radiology	0	0	0	0	0	0	4	1	1	3	0	0	0	0	9
Community Child Health	0	0	0	0	1	0	1	0	0	0	0	0	0	0	2
Dental Public Health	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
Dermatology	0	0	0	1	0	0	1	0	0	1	0	0	0	1	4
Emergency Medicine	1	0	0	0	1	1	1	0	0	1	0	0	0	1	6
Endocrinology & Diabetes	0	0	0	0	1	1	2	0	0	1	0	0	0	0	5
Forensic Psychiatry	1	0	0	0	0	0	1	1	0	0	0	0	2	0	5
Gastroenterology	1	1	0	0	0	0	2	0	0	0	0	0	0	1	5
General Medicine	0	0	0	0	0	0	2	0	1	0	0	0	0	0	3
General Psychiatry	2	1	0	2	3	1	3	0	2	3	0	0	0	0	17
General Surgery	1	0	1	0	1	1	1	0	1	4	0	0	0	0	10
Genito-Urinary Medicine	0	0	0	0	0	0	2	0	0	1	0	0	0	0	3
Geriatric Medicine	1	0	0	0	3	0	5	0	0	1	0	0	0	0	10
Haematology	0	0	0	0	0	0	1	1	0	0	0	0	0	0	2
Histopathology	0	0	0	0	0	1	1	1	0	3	0	0	0	0	6
Immunology	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
Infectious Diseases	0	0	0	0	0	1	1	0	1	0	0	0	0	0	3
Medical Microbiology & Virology	0	0	1	1	0	0	1	1	0	0	0	0	0	0	4
Medical Oncology	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Neurology	0	0	0	1	0	0	4	0	0	0	0	0	0	1	6
Neurosurgery	0	0	0	0	0	0	2	0	0	0	0	0	0	0	2
Nuclear Medicine	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
Obstetrics & Gynaecology	1	0	0	0	1	1	3	0	0	1	0	0	0	1	8
Occupational Medicine	0	0	0	0	0	1	0	0	1	1	0	0	0	0	3
Old Age Psychiatry	1	1	0	1	0	1	1	0	1	1	0	0	0	0	7
Ophthalmology	0	0	1	0	1	0	3	0	0	1	0	0	0	1	7
Oral & Maxillofacial Surgery	1	0	0	0	1	1	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	3
Oral Surgery	0	0	0	0	0	0	1	0	0	1	0	0	0	0	2
Orthodontics	0	0	0	0	0	0	1	0	0	1	0	0	0	0	2
Otolaryngology	1	0	0	1	0	0	2	0	0	4	0	0	0	1	9
Paediatric Dentistry	0	0	0	0	0	0	1	0	0	1	0	0	0	0	2
Paediatric Surgery	0	0	0	0	0	0	0	0	0	2	0	0	0	0	2
Paediatrics	1	0	0	0	1	3	4	1	1	1	0	0	0	1	13
Palliative Medicine	1	0	0	0	0	0	1	0	1	1	0	0	0	2	6
Plastic Surgery	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
Psychiatry of Learning Disability	1	0	0	0	0	0	0	0	0	2	0	0	0	1	4
Psychotherapy	0	0	0	0	1	0	0	0	0	0	0	0	0	1	2
Public Health Medicine	0	0	1	0	0	0	1	2	0	0	1	0	0	1	6
Rehabilitation Medicine	0	0	0	0	0	1	0	0	0	0	0	0	0	1	2
Renal Medicine	0	0	0	0	0	0	2	1	0	0	0	0	0	0	3
Respiratory Medicine	0	0	0	0	2	1	1	0	0	0	0	0	0	2	6
Restorative Dentistry	0	0	0	0	0	0	1	0	0	1	0	0	0	1	3
Rheumatology	0	0	0	0	0	1	0	0	0	1	0	0	0	0	2
Special Care Dentistry	0	0	0	0	0	0	1	0	0	1	0	0	0	1	3
Trauma & Orthopaedic Surgery	0	0	0	1	0	2	2	0	0	0	0	0	0	2	7
Urology	0	0	0	1	1	1	1	0	1	0	0	0	0	0	5
Vascular Surgery	0	0	0	0	0	1	1	0	0	0	0	0	0	0	2
TOTAL	15	4	5	11	20	25	82	9	13	51	1	5	2	25	268

Figure 7 – EA List Coverage

Specialty	Active EAs	Panel Requests	Completed Panels	Panel Requests per EA	Completed Panels per EA
Acute Medicine	8	26	13	3.3	1.6
Anaesthetics	16	66	38	4.1	2.4
Cardiology	6	17	12	2.8	2
Cardiothoracic Surgery	4	1	0	0.3	0
Chemical Pathology	2	0	0	0.0	0
Child & Adolescent Psychiatry	8	21	6	2.6	0.8
Clinical Genetics	1	1	1	1.0	1
Clinical Oncology	2	10	9	5.0	4.5
Clinical Pharmacology	2	0	0	0.0	0
Clinical Radiology	9	37	18	4.1	2
Community Child Health	2	3	1	1.5	0.5
Dental Public Health	1	1	1	1.0	1
Dermatology	4	11	6	2.8	1.5
Emergency Medicine	6	23	11	3.8	1.8
Endocrinology & Diabetes	5	7	5	1.4	1
Forensic Psychiatry	5	3	3	0.6	0.6
Gastroenterology	5	12	8	2.4	1.6
General Medicine	3	19	5	6.3	1.7
General Psychiatry	17	56	23	3.3	1.4
General Surgery	10	22	10	2.2	1
Genito-Urinary Medicine	3	2	2	0.7	0.7
Geriatric Medicine	10	24	12	2.4	1.2
Haematology	2	16	6	8.0	3
Histopathology	6	21	10	3.5	1.7
Immunology	1	1	1	1.0	1
Infectious Diseases	3	3	1	1.0	0.3
Medical Microbiology & Virology	4	8	5	2.0	1.3
Medical Oncology	1	10	7	10.0	7
Neurology	6	13	6	2.2	1
Neurosurgery	2	1	1	0.5	0.5
Nuclear Medicine	1	0	0	0.0	0
Obstetrics & Gynaecology	8	23	16	2.9	2
Occupational Medicine	3	6	4	2.0	1.3
Old Age Psychiatry	7	17	12	2.4	1.7
Ophthalmology	7	23	10	3.3	1.4
Oral & Maxillofacial Surgery	3	4	3	1.3	1
Oral Medicine	3	2	1	0.7	0.3
Oral Surgery	2	2	2	1.0	1
Orthodontics	2	11	5	5.5	2.5
Otolaryngology	9	13	10	1.4	1.1
Paediatric Dentistry	2	4	2	2.0	1
Paediatric Surgery	2	1	1	0.5	0.5
Paediatrics	13	30	14	2.3	1.1
Palliative Medicine	6	6	5	1.0	0.8
Plastic Surgery	1	3	2	3.0	2
Psychiatry of Learning Disability	4	3	0	0.8	0
Psychotherapy	2	5	4	2.5	2
Public Health Medicine	6	8	4	1.3	0.7
Rehabilitation Medicine	2	2	0	1.0	0
Renal Medicine	3	10	5	3.3	1.7
Respiratory Medicine	6	20	9	3.3	1.5
Restorative Dentistry	3	5	5	1.7	1.7
Rheumatology	2	10	5	5.0	2.5
Special Care Dentistry	3	2	1	0.7	0.3
Trauma & Orthopaedic Surgery	7	18	10	2.6	1.4
Urology	5	19	11	3.8	2.2
Vascular Surgery	2	6	5	3.0	2.5
TOTAL	268	688	367	2.6	1.4

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

Specialty	Invitations	Accepted	% Accepted
Acute Medicine	43	21	49%
Anaesthetics	157	52	33%
Cardiology	14	12	86%
Cardiothoracic Surgery	1	1	100%
Child & Adolescent Psychiatry	23	16	70%
Clinical Genetics	1	1	100%
Clinical Oncology	11	7	64%
Clinical Radiology	35	28	80%
Community Child Health	5	3	60%
Dental Public Health	1	1	100%
Dermatology	19	9	47%
Emergency Medicine	38	17	45%
Endocrinology & Diabetes	25	5	20%
Forensic Psychiatry	7	3	43%
Gastroenterology	12	7	58%
General Medicine	43	18	42%
General Psychiatry	80	46	58%
General Surgery	35	17	49%
Genito-Urinary Medicine	1	1	100%
Geriatric Medicine	33	16	48%
Haematology	22	12	55%
Histopathology	24	16	67%
Infectious Diseases	3	3	100%
Medical Microbiology & Virology	13	8	62%
Medical Oncology	12	6	50%
Neurology	20	12	60%
Neurosurgery	1	1	100%
Obstetrics & Gynaecology	55	20	36%
Occupational Medicine	7	5	71%
Old Age Psychiatry	14	12	86%
Ophthalmology	37	20	54%
Oral & Maxillofacial Surgery	3	3	100%
Oral Medicine	4	2	50%
Oral Surgery	2	2	100%
Orthodontics	13	9	69%
Otolaryngology	17	11	65%
Paediatric Dentistry	7	2	29%
Paediatric Surgery	3	1	33%
Paediatrics	71	27	38%
Palliative Medicine	13	5	38%
Plastic Surgery	4	2	50%
Psychiatry of Learning Disability	4	2	50%
Psychotherapy	4	4	100%
Public Health Medicine	15	5	33%
Rehabilitation Medicine	3	3	100%
Renal Medicine	12	8	67%
Respiratory Medicine	37	16	43%
Restorative Dentistry	8	4	50%
Rheumatology	13	8	62%
Special Care Dentistry	3	2	67%
Trauma & Orthopaedic Surgery	45	18	40%
Urology	22	16	73%
Vascular Surgery	7	5	71%
TOTAL	1102	551	50%

Figure 9 – Panel Requests and EA Acceptance Rates by Specialty

Specialty	Number
Acute Medicine	1
Anaesthetics	6
Child & Adolescent Psychiatry	1
Dermatology	2
Emergency Medicine	2
Endocrinology & Diabetes Mellitus	1
General Medicine	3
General Psychiatry	2
General Surgery	1
Geriatric Medicine	1
Haematology	1
Medical Oncology	1
Obstetrics & Gynaecology	5
Old Age Psychiatry	1
Paediatric Dentistry	1
Paediatrics	6
Palliative Medicine	1
Public Health Medicine	1
Respiratory Medicine	1
Trauma & Orthopaedic Surgery	2
TOTAL	40

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

Response	Number	Work Days	Average Response Time
Accepted	551	1486	2.7
Declined	405	1016	2.5
TOTAL	956	2502	2.6

Figure 11 – EA Average Response Durations

	Job Description	Shortlisting	Interview	# Responses Received	Completed Panels	% Responses Received
Ayrshire & Arran	1.0	1.0	1.0	26	26	100%
Borders	1.5	1.6	1.7	10	10	100%
Dumfries & Galloway	1.3	1.3	1.3	6	6	100%
Fife	1.3	1.7	1.4	19	19	100%
Forth Valley	1.4	1.4	1.4	16	16	100%
Grampian	1.5	1.3	1.3	30	30	100%
Greater Glasgow & Clyde	1.0	1.0	1.0	90	90	100%
Highland	1.4	1.6	1.4	19	19	100%
Lanarkshire	1.0	1.0	1.0	32	32	100%
Lothian	1.8	1.8	2.0	57	57	100%
National Services Scotland	1.0	1.0	1.0	2	2	100%
National Waiting Times Unit	1.8	1.8	1.8	6	6	100%
NHS Health Scotland	1.0	1.0	1.0	1	1	100%
Shetland	2.0	2.0	2.0	1	1	100%
State Hospital	1.0	1.0	1.0	1	1	100%
Tayside	1.2	1.2	1.2	28	28	100%
TOTAL	1.3	1.4	1.3	344	344	100%

Figure 12 – HB Feedback on EA

	Job Description	Shortlisting	Interview	# Responses Received	Completed Panels	% Responses Received
Ayrshire & Arran	1.7	1.6	1.5	26	26	100%
Borders	1.7	1.7	1.7	10	10	100%
Dumfries & Galloway	1.7	1.7	1.8	6	6	100%
Fife	1.8	1.9	2.0	18	19	95%
Forth Valley	1.8	1.9	1.6	15	16	94%
Grampian	1.8	2.0	2.1	28	30	93%
Greater Glasgow & Clyde	2.1	2.0	2.0	87	90	97%
Highland	1.8	1.9	1.7	21	21	100%
Lanarkshire	1.7	1.6	1.5	31	32	97%
Lothian	2.0	2.0	1.9	57	57	100%
National Services Scotland	1.5	1.5	1.5	2	2	100%
National Waiting Times Unit	1.5	1.7	1.2	6	6	100%
NHS Health Scotland	-	-	-	0	1	0%
Shetland	1.0	1.0	1.0	1	1	100%
State Hospital	1.0	1.0	1.0	1	1	100%
Tayside	1.7	1.9	1.7	26	28	93%
AVERAGE / TOTAL	1.6	1.7	1.6	335	346	97%

Figure 13 – EA Feedback on HB

	Numbers	% of panels with a final interview date
< 8 weeks notice	14	2.3%
< 6 weeks notice	0	0.0%
Total number panel with date	609	

Figure 14 – Health Boards notice periods

	Excellent	Good	Adequate	Inadequate	Poor	Total Responses	% Response
HB Feedback	250	84	10	0	0	344	100%
EA Feedback	154	148	31	1	1	335	97%

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.