External Adviser Annual Report 2019

Background

Under the National Health Service (Appointment of Consultants) (Scotland) Regulations 2009, External Advisers (EAs) 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 for this purpose and to run a service to assign one EA per consultant panel in Scotland.

This report contains information on panels completed and cancelled over the period January – December 2019. This includes information on; successful appointments, the EA list and recruitment process, the Scottish Academy service provision, issues raised and recommendations for improving the current service. To tie in with the Quarterly Reports the data in the report is based on the actual planned interview dates with a status of completed and cancelled.

The data collected for this report is taken from all the survey feedback from both the External Advisers and the Health Boards.

Message from Chair of the Scottish Academy

This concludes another busy year for Consultant recruitment in Scotland. The role of the External Advisors is vital to quality assurance of Consultant appointments.

There are positives this year with the actual number of Consultants recruited being the highest since 2015 with an almost equal gender split. Of note, most of the Consultant appointments are from applicants based in Scotland at the time of application which in some ways is good but it also suggests Scotland as whole need to improve Consultant recruitment from the rest of the UK and abroad.

This is highlighted by the persisting challenge of the commonest reason for no appointments or cancellation of interview panels being applicant related in particular no suitable applicants.

Greater clarity is needed on the actual outcome of the DCC/SPA split negotiation at time of taking up the post.

Finally, I would like to thank Liz and Hannah for all their hard work over the years and wish my successor as Dr Miles Mack as Chair of the Scottish Academy success in supporting this essential work in 2020.

Professor Derek Bell OBE
Chair, Scottish Academy

Executive Summary

The data collected is compiled from online surveys completed by recruiting Health Boards and Universities in Scotland as well as directly from the External Advisers (EAs) who attended the interview panels in 2019.

There were 618 requests for external advisers to attend consultant interview panels in Scotland in 2019 of which 396 (64%) panels were completed with 505 posts appointed. 222 panels were cancelled – the majority of which were due to applicant related reasons (85%).

External Adviser Co-ordinators – Updates from 2019

- 2019 has been another busy year with 618 requests for EAs to sit on interview panels. This is an increase of 93 requests from 2018.
- 41 new EAs were recruited in 2019, of which 29 took up the offer of mentorship
- The EA Co-ordinators attended a meeting in May 2019 with a Health Board's HR Manager and staff to gain a better understanding of each other's challenges.
- In December 2019, the new National Digital Recruitment System (Jobtrain) went live across all Boards in NHSScotland. The External Adviser Co-ordinators visited NHS Lanarkshire in June 2019 to obtain an overview of Jobtrain.
- The EAs have again shown their commitment to this role often going above and beyond to help with panel requests.

Continuous Improvement Strategy for 2020/21

- We continue to aim for best practice and ways to improve our service. The implementation of Jobtrain has for many EAs become a cumbersome way of accessing recruitment information, particularly as they appear to have been offered limited, if any, guidance on how to use this new system. We have therefore amended our online surveys for 2020 to include a question on the functioning of Jobtrain to monitor its impact on EAs and their involvement in the recruitment process. We have also contacted the Jobtrain team for guidance for the EAs which we will develop following the next Jobtrain update.
- Further additional questions have been introduced to the annual survey to improve the quality of reporting and guide improvements. The additional questions are around process, performance and HR contact.
- There is competition between Health Board as well as within Boards for Consultant appointments. This results in multiple requests for interview panels for the same specialty to be set up with dates in close proximity. This results in pressure on the EA Co-ordinators as well as EAs to ensure all panels are assigned an EA. Data has been compiled to examine the timing and volume of interview panel requests for the same specialty – **please see page 12 for further information on this**
- Continue to advise the Scottish Government on International Recruitment Team on process and the next phase/s of their Campaign. This remains a source of increased work, with at present limited success. Please see pages 16 and 17 for further information.
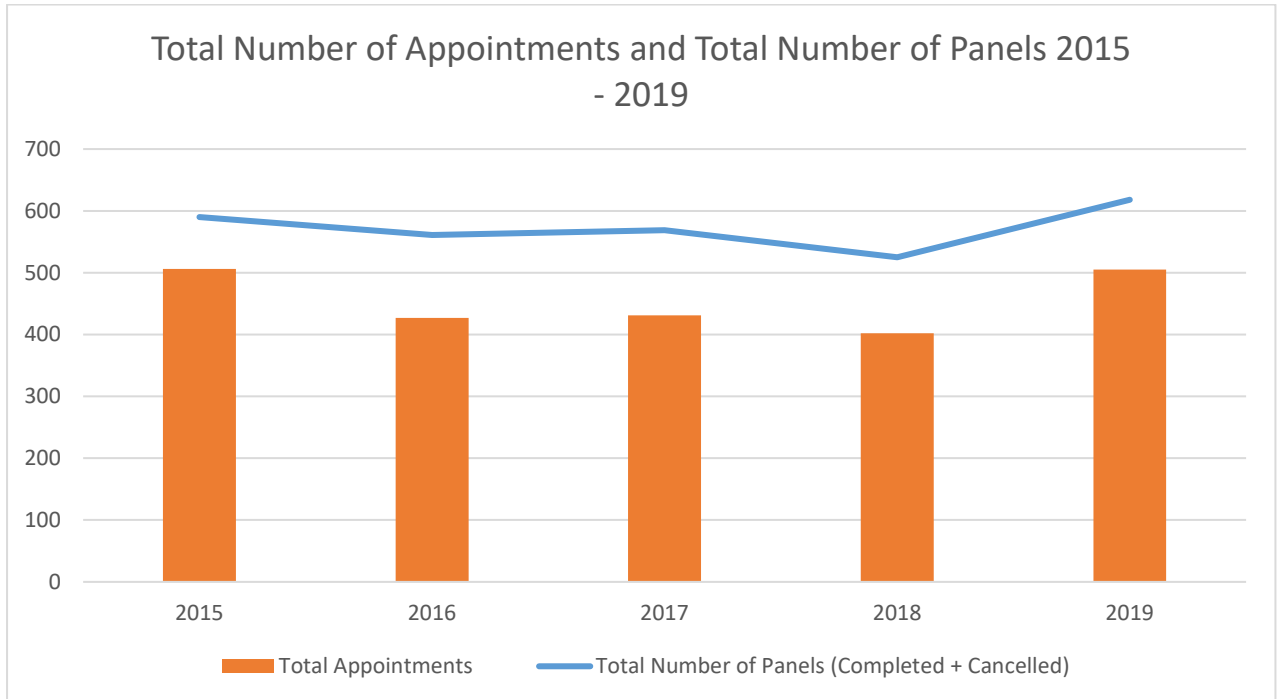
Scottish Academy – Trend Data from 2015 to 2019

Figure 1: Total number of panels (completed + cancelled) 2015 -2019 vs total number of appointments

Summary for 2015 – 2019

- The total number of appointment panels convened in 2019 was the highest recorded with a total of 618; an increase of 93 from panels convened in 2018. However, 222 panels were cancelled in 2019 (36%). 85% of the 222 cancelled panels were due to applicant related reasons (no applicants, no suitable applicants or candidates withdrew). This is similar to 2018 where 35% of total panels were cancelled with applicant related reasons accounting for 88% of cancellation reasons.

- The total number of appointments made in 2019 was the highest since 2015 at 505.

- There has been a decrease in the number of 9:1 contracts reported however the number reported in the not known category has increased proportionally. This is difficult to define as jobs plans are negotiated and agreed with the successful candidate following their appointment. However, we now aim to capture more accurate data with the changes to the surveys as previously mentioned.

- Of note, following the increases in 8:2 PA/SPA splits from 2015 to 2017, these have decreased from 16% in 2017 to 10% in 2019. This is shown is Figure 4 on page 7.

- The data from 2017 to 2019 shows that the majority of posts advertised are replacement posts. However, there was an 8% increase in new posts in 2019 (shown in Figure 5 on page 8).
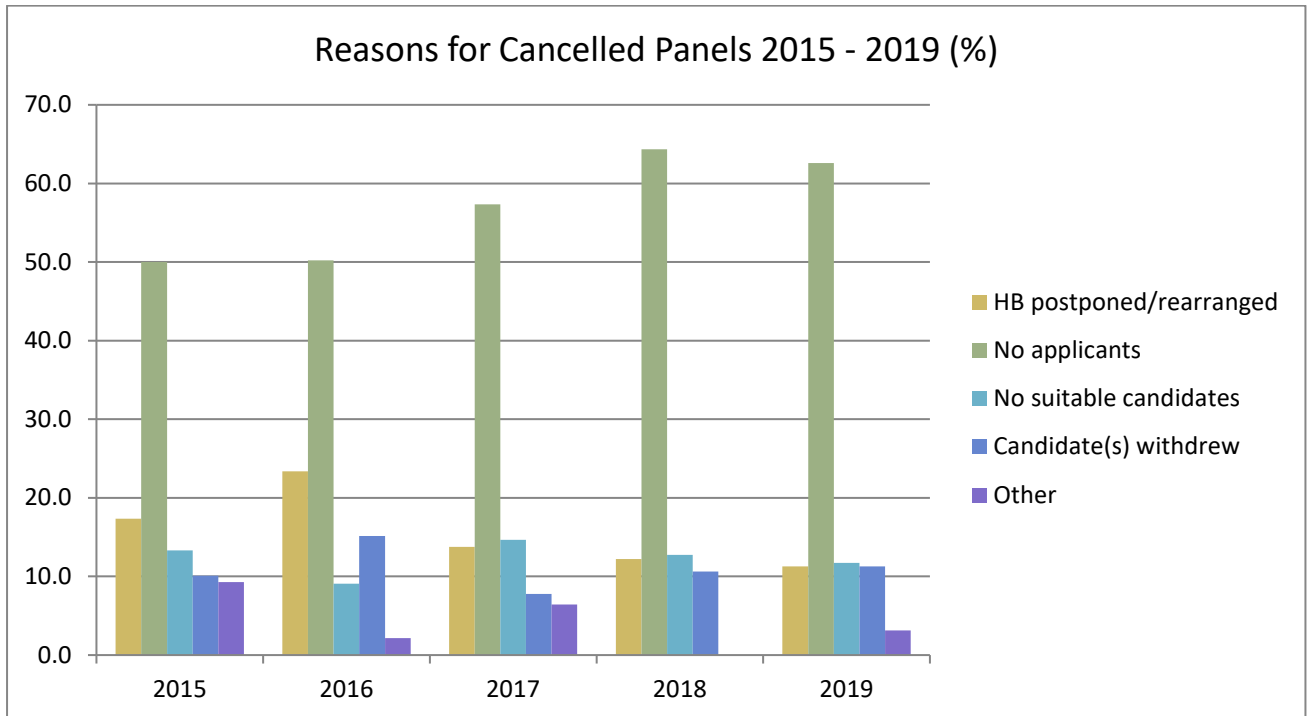

Figure 2: Reasons for Cancelled Panels 2015 – 2019 (%)

Reasons for cancelled panels - applicant related vs non-applicant related 2015 - 2019 (%)
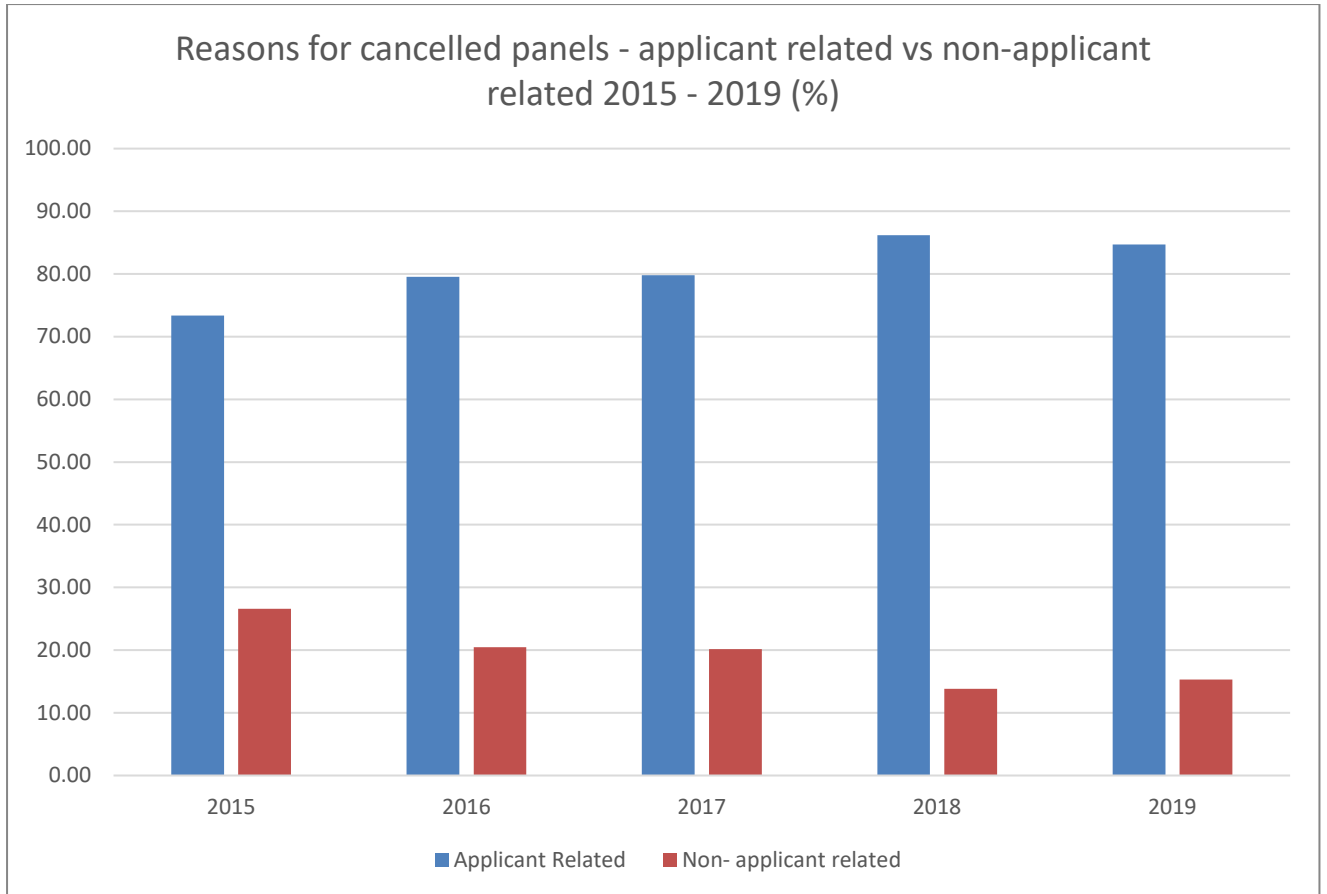
Figure 3: Reasons for Cancelled Panels - applicant related vs non-applicant related (2015 - 2019)
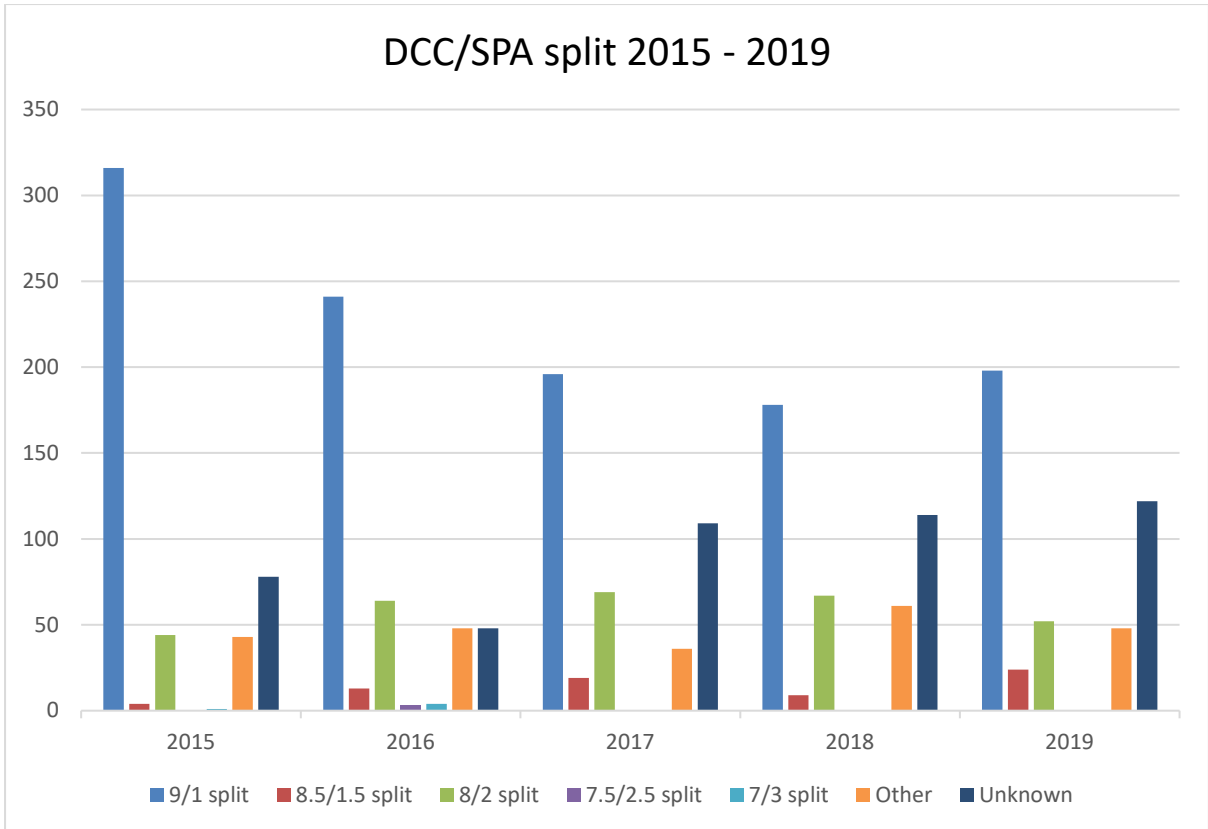
Figure 4: DCC/SPA split on advert 2015 - 2019
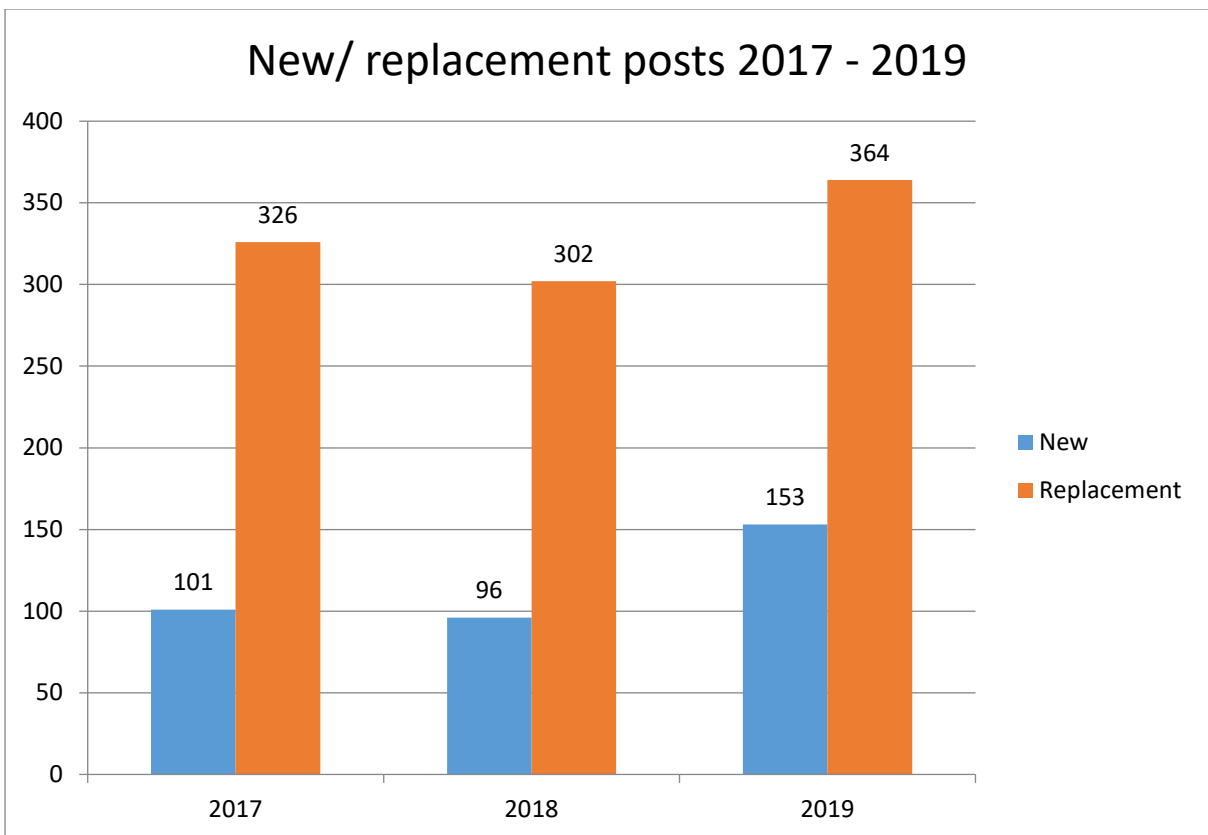
Figure 5: New/ Replacement posts 2017 – 2019

Data for Interview Panels in 2019

Active EAs: 248	Appointments: 505
Completed Panels: 396	Cancelled Panels: 222

2019 Cancelled Panels

Reasons for cancelled panels 2019

- Candidates Withdrew
- HB Postponed/Rearranged
- No Applicants
- No Suitable Applicants
- Other

Values shown: 7, 25, 26, 25, 139
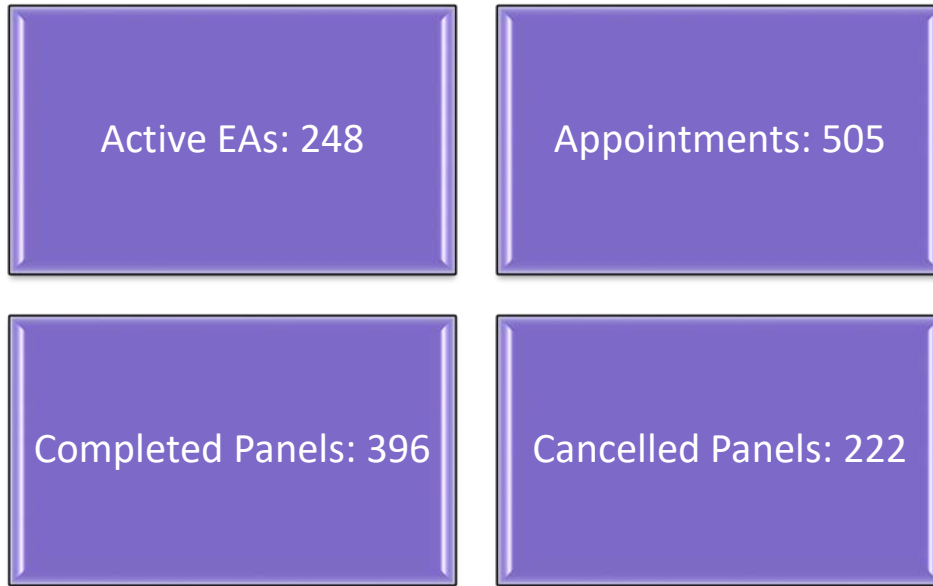
Figure 6: Reasons for Cancelled panels 2019

222 planned interview panels were cancelled in 2019. The majority (63%) were due to no applicants as shown in Figure 6.

Top 10 Specialties with highest number of cancelled panels in 2019
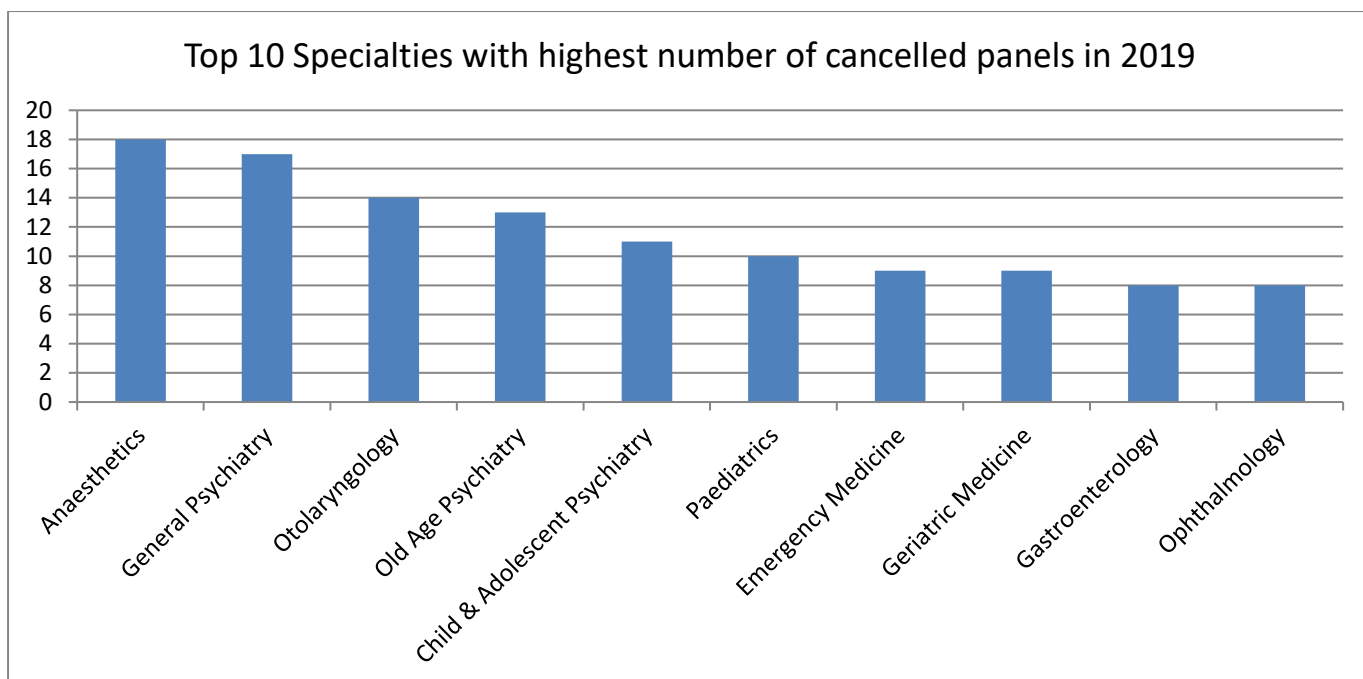
Figure 7: Specialties with highest number of cancellations in 2019

The specialty with the highest number of cancellations was anaesthetics, with 32% of anaesthetic panels being cancelled. Please see Appendix 1 for percentage cancellations across all specialties.

Appointments

In 2019, there were 505 successful appointments from the 396 panels that interviewed and completed the process. Greater Glasgow & Clyde continues to be the largest recruiting Health Board, making 123 appointments in 2019. A full breakdown of appointments by different Health Boards can be found in Appendix 2.
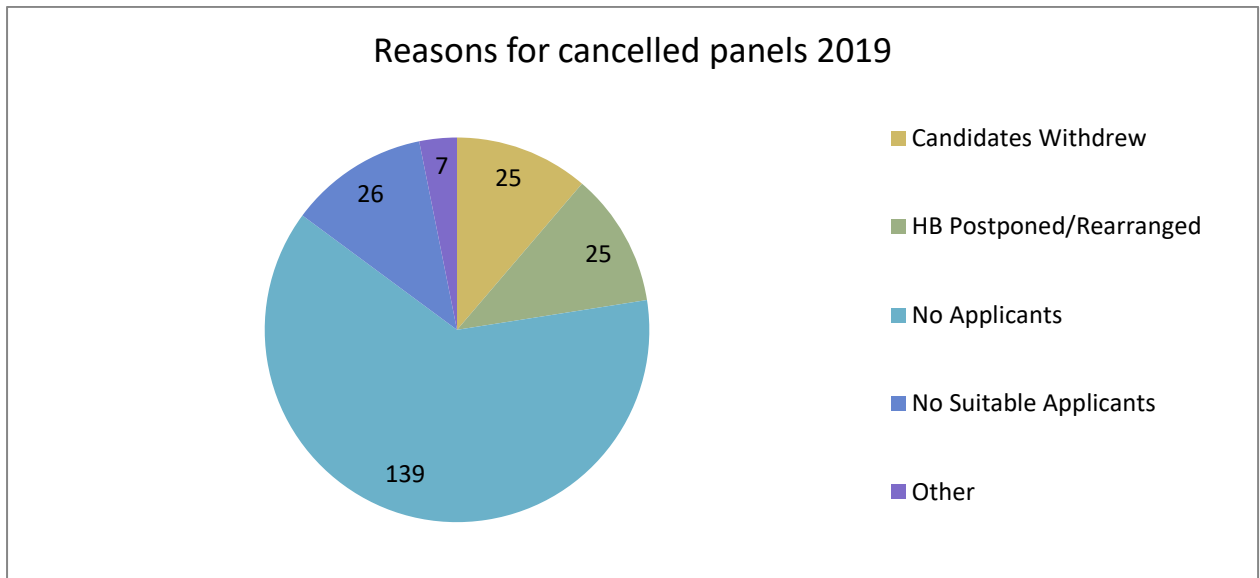
The top 10 specialties with the highest number of appointments are shown in the table below:

Specialty	Number of Appointments
Anaesthetics	68
General Psychiatry	38
Paediatrics	37
Clinical Radiology	28
General Surgery	27
Emergency Medicine	26
Trauma & Orthopaedic Surgery	25
Obstetrics & Gynaecology	20
Geriatric Medicine	19
Haematology	14

Gender split for 2019 appointments

- Male: 240
- Female: 265
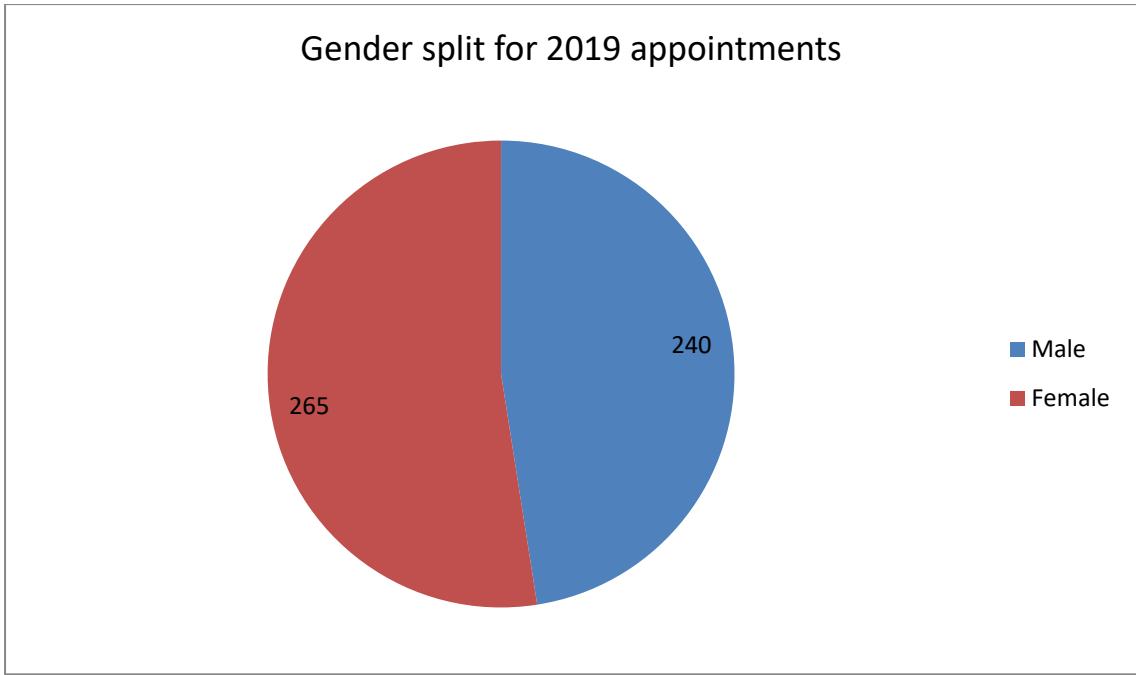
Figure 8: Gender Split for 2019 appointments

New/replacement posts 2019

- New: 157
- Replacement: 337
- Not known: 11
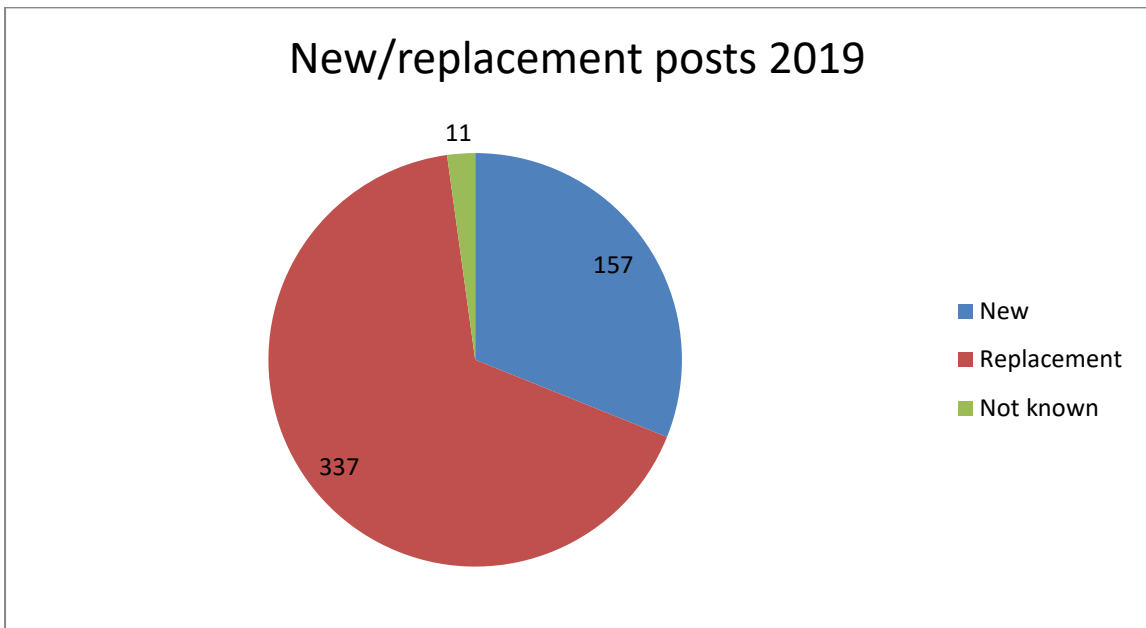
Figure 9: New or Replacement posts in 2019
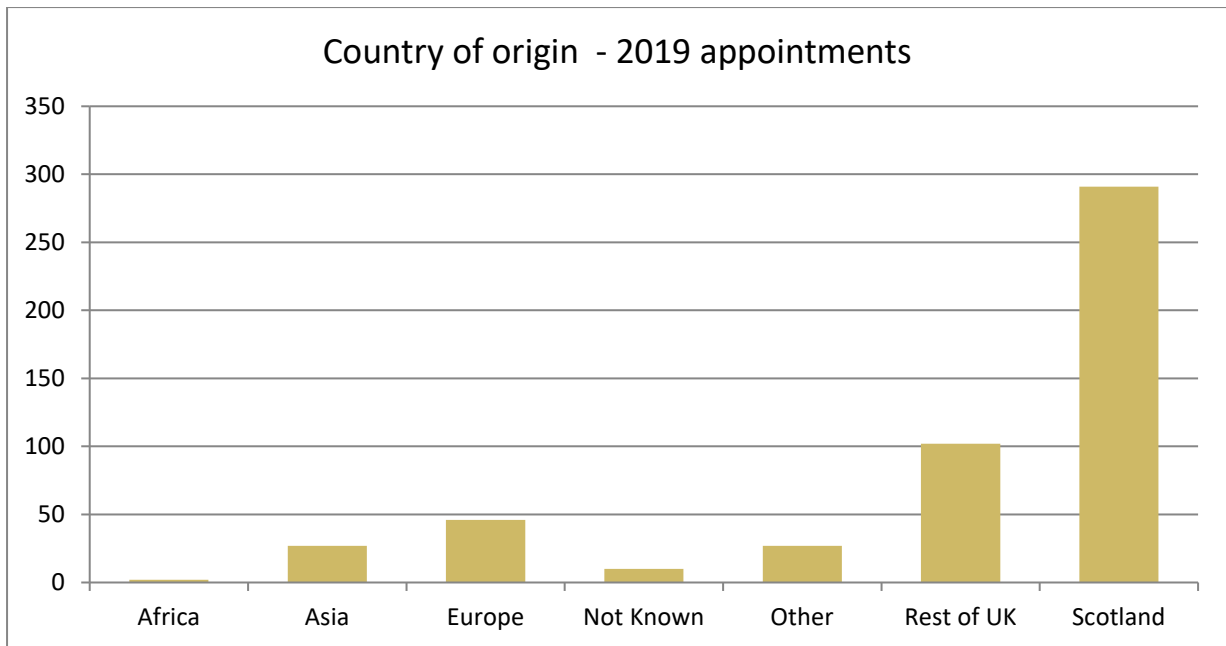
Figure 10: Country of Origin - 2019 appointments
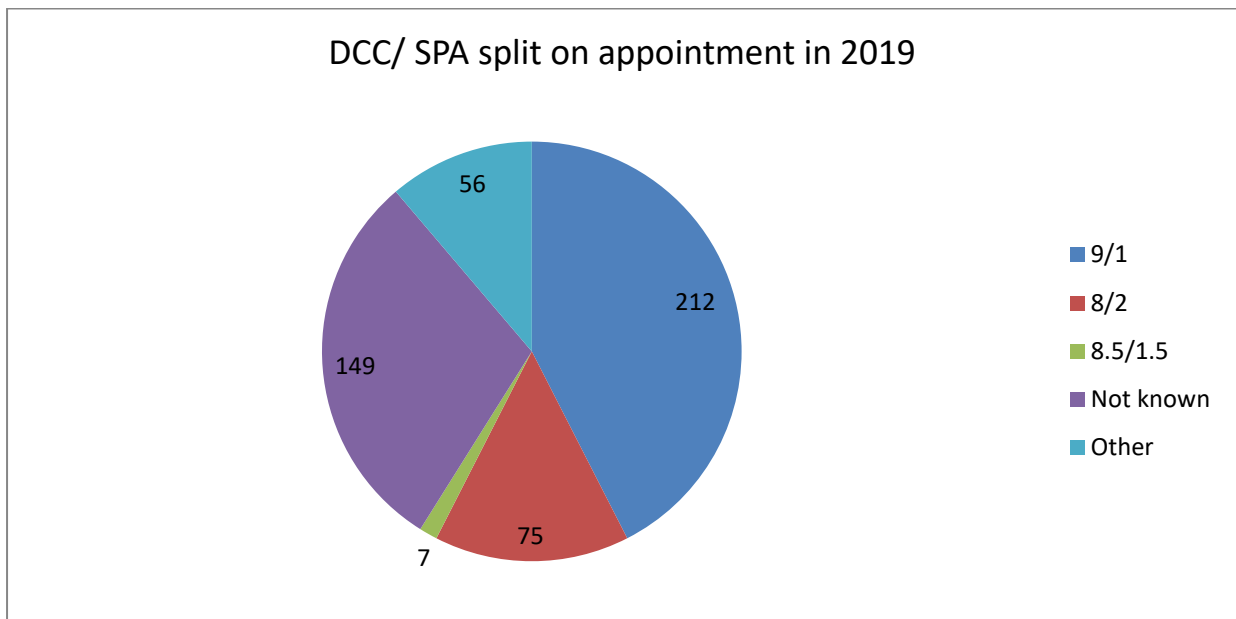
Figure 11: DCC/SPA Split on Appointment in 2019

Competition for Consultant Interview Panels
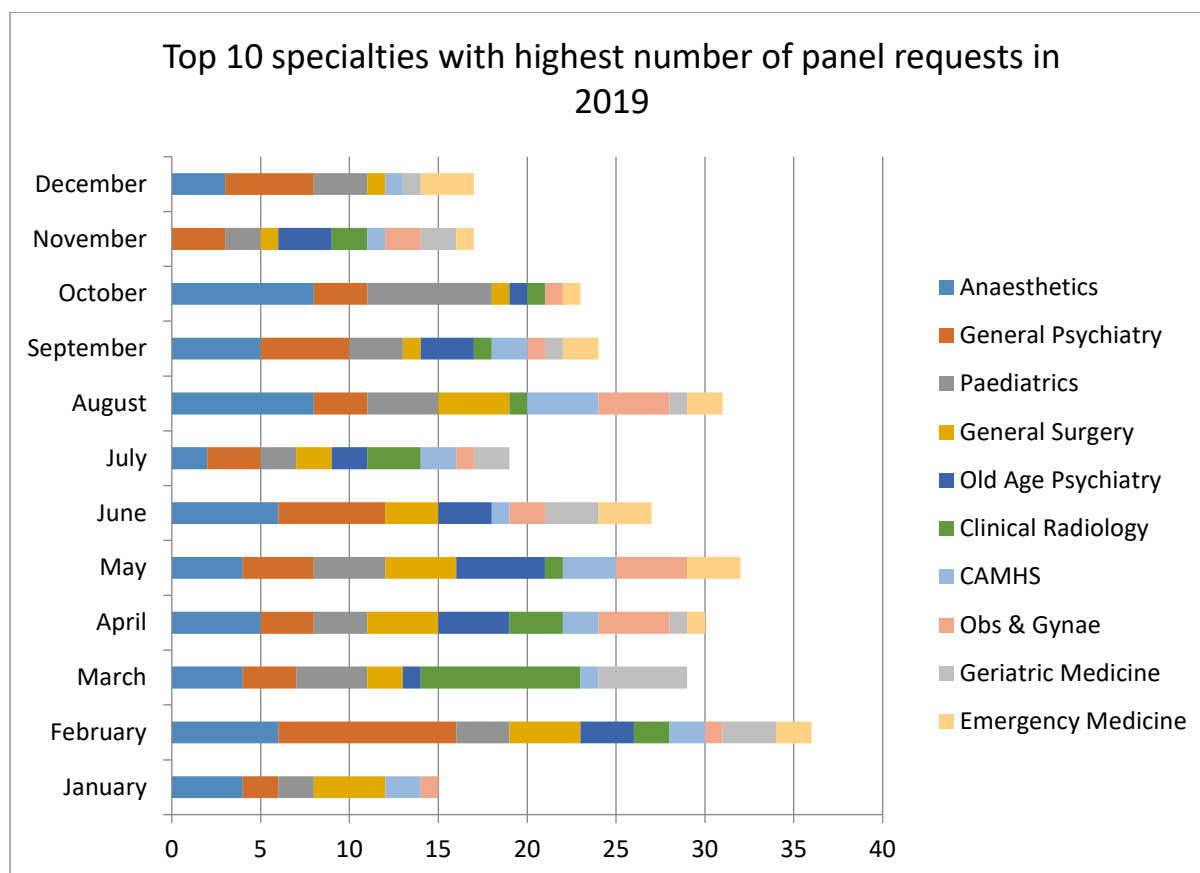
Figure 12: Top 10 specialties with highest number of panel requests 2019

The above graph shows the top 10 specialties with the highest number of panel requests across 2019. Please note some panels are cancelled (for example due to no applicants) and are then advertised again a few months later so some posts may be represented more than once in the above chart. The specialty with the highest number of panel requests in 2019 was Anaesthetics with a total of 55.

EAs are requested to accept approximately 50% of panel requests they receive and are expected to do approximately 3 panels per year. When recruiting new EAs, the numbers of EAs required per specialty is calculated based on this as well as the number of panels in the previous year for the specialty.

This does not take into account competition between and within Health Boards (HBs) to recruit consultants and therefore multiple requests for the same specialty that are received in close proximity can prove challenging.

For example: there were 7 requests for Urology panels in 2018 and at start of 2019 we recruited another Urology EA so that we had 5 active and 2 reserve EAs. The 5 active EAs, if doing 3 panels each, would cover 15 panels. In 2019 there were 16 total requests for

Urology panels, however; 44% of these were requested for May and June (as shown on the next page in figures 13 and 14).

Even though we have 5 active and 2 reserve Urology EAs, across May and June we would need to ask all of our EAs in this speciality to attend a panel and, in reality, an EA may be asked to do more than one panel across these months due to availability. This is not ideal as EAS are busy with limited availability.

The graphs on the next pages show some examples of multiple panel requests for the same specialities with dates for interview in close proximity.
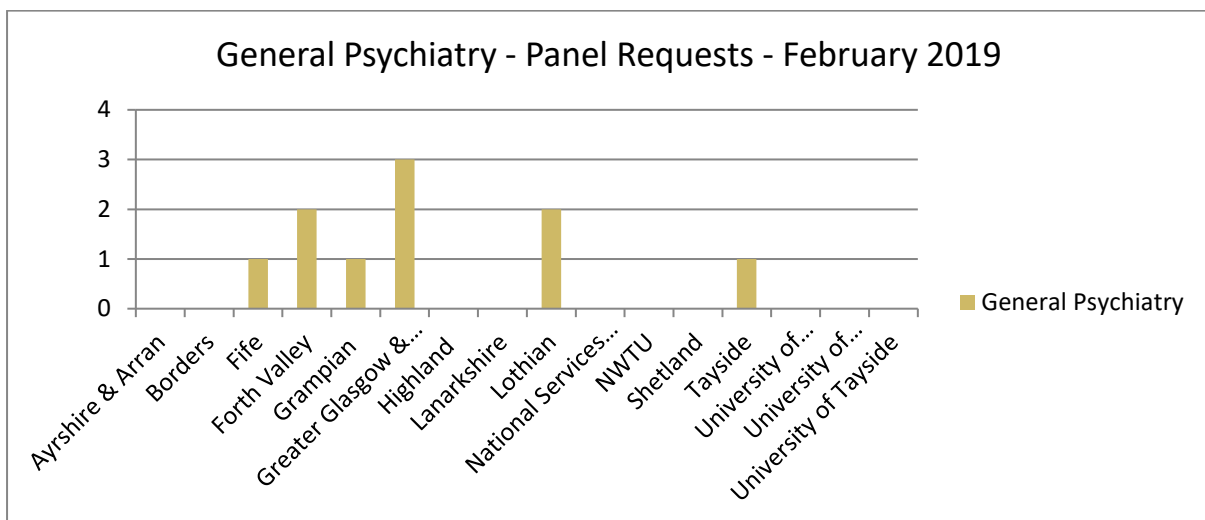
Figure 13: General Psychiatry Panel Requests in February 2019
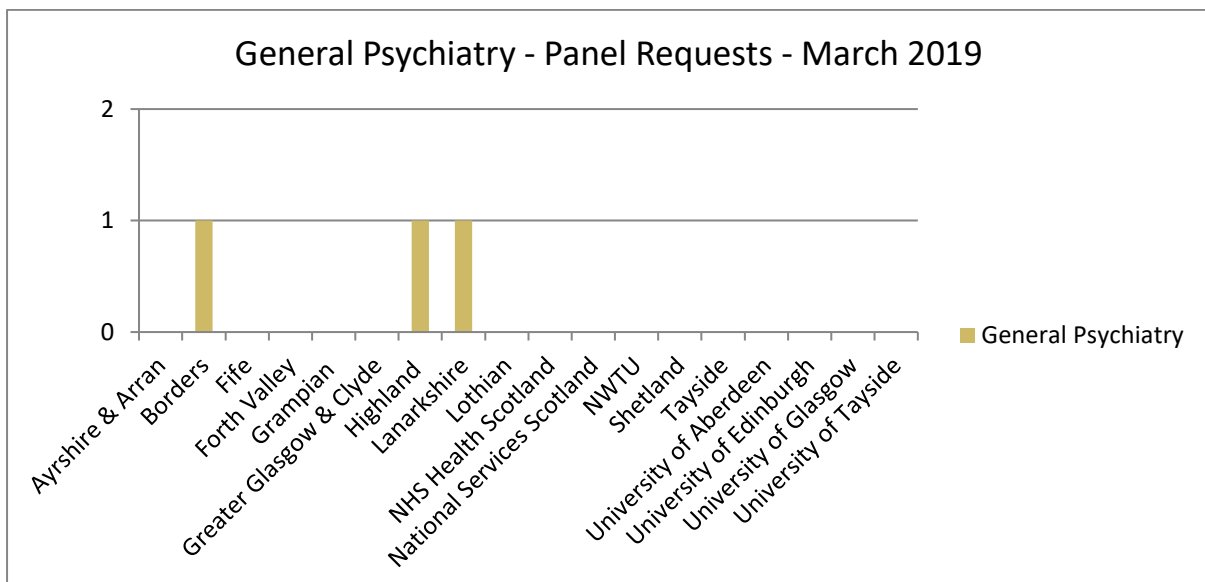
Figure 134: General Psychiatry Panel Requests in March 2019
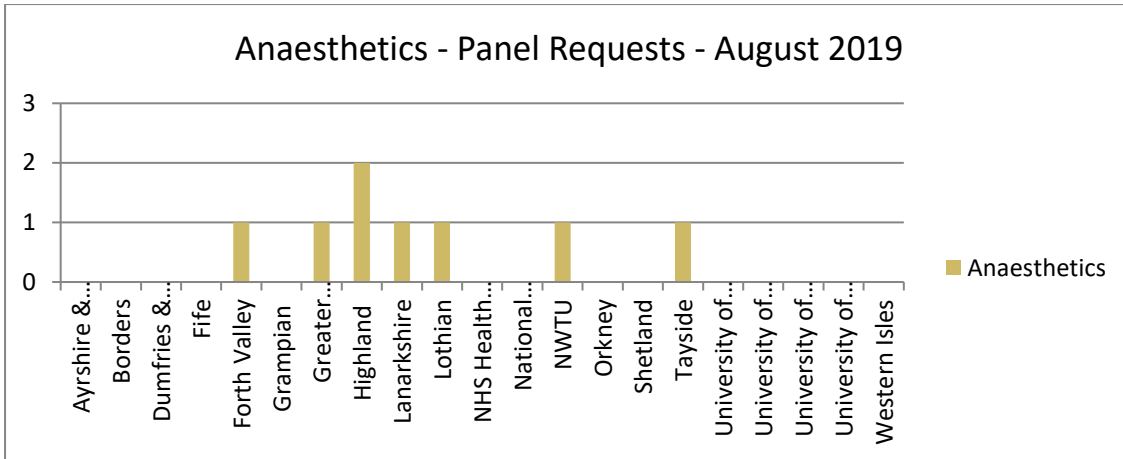
Figure 15: Anaesthetics Panel Requests in August 2019
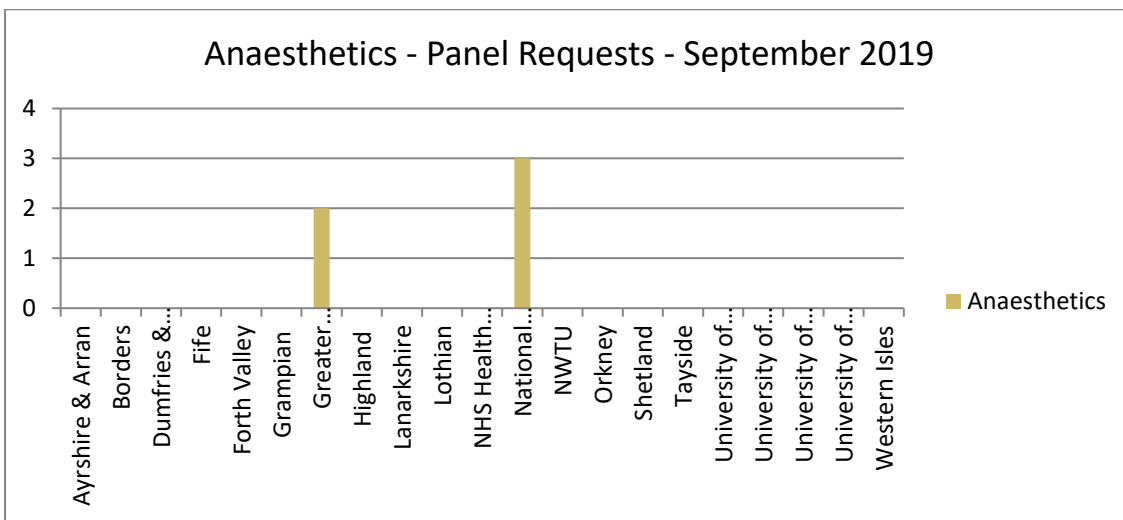
Figure 16: Anaesthetics Panel Requests in September 2019
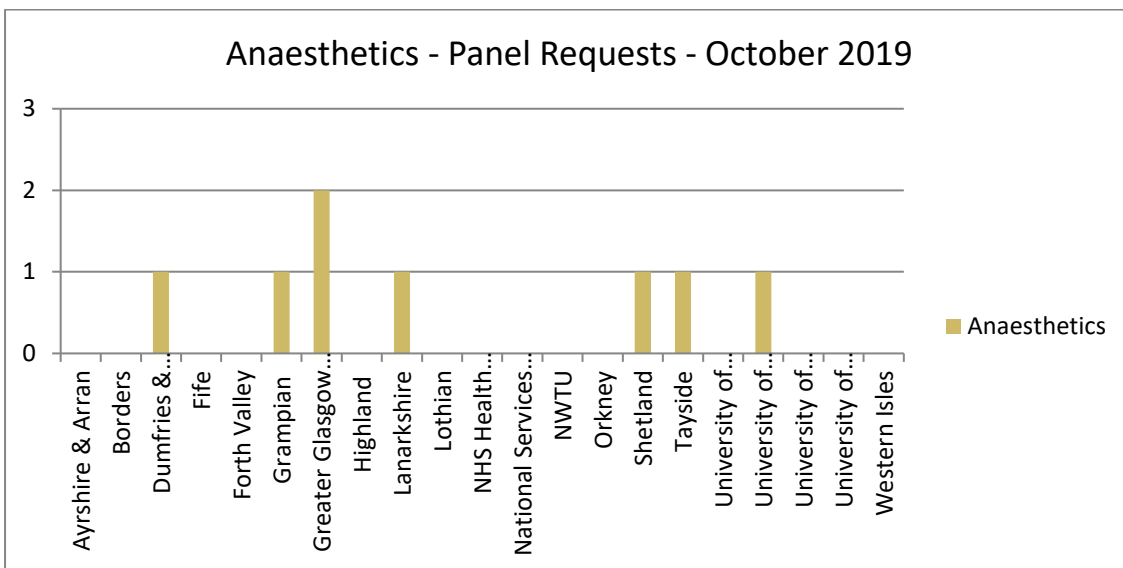
Figure 147: Anaesthetics Panel Requests in October 2019
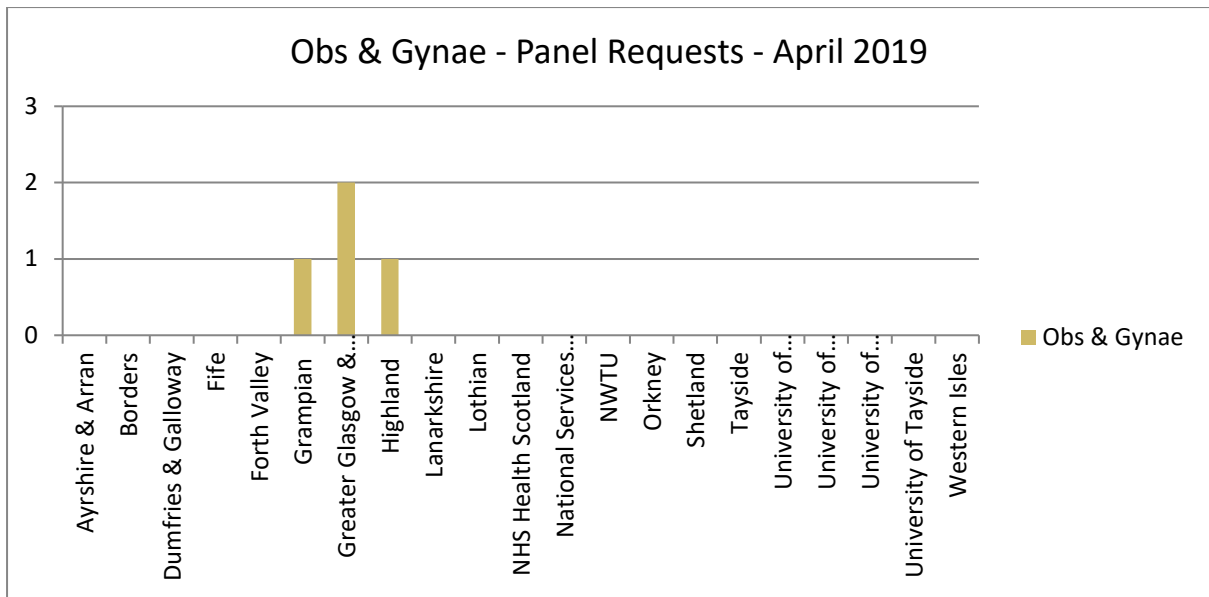
Figure 18: Obstetrics & Gynaecology Panel Requests in April 2019
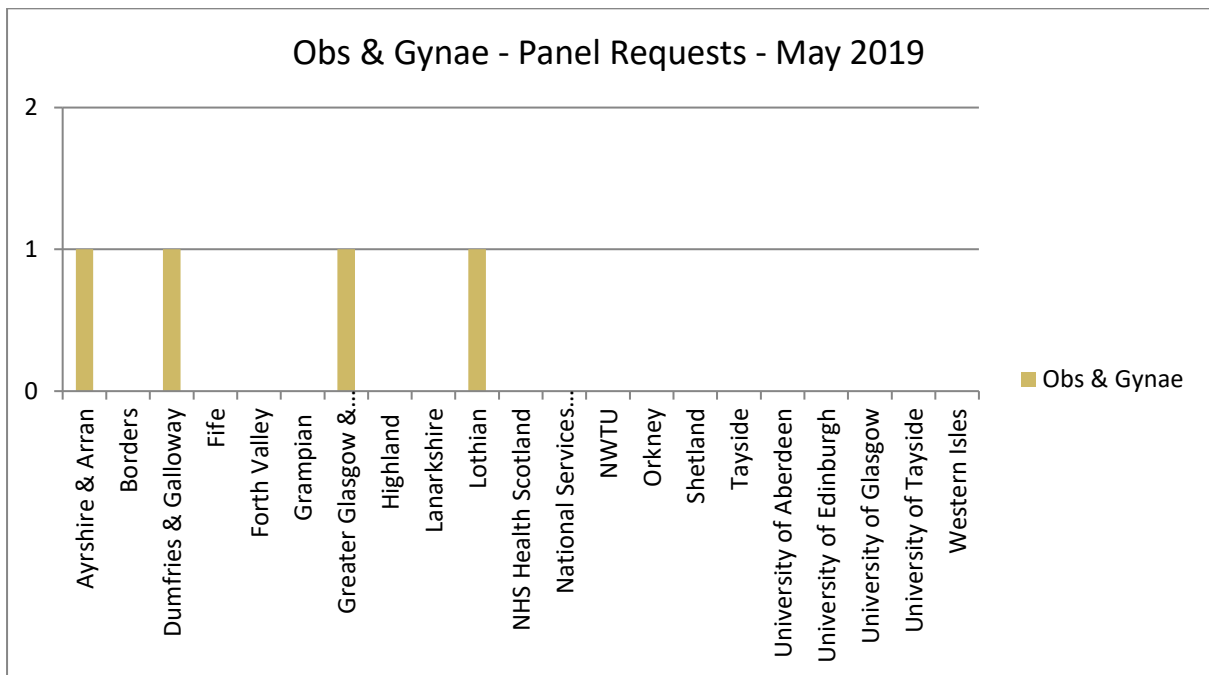
Figure 19: Obstetrics & Gynaecology Panel Requests in April 2019

There is now rivalry between sites within some larger HBs. For example, where there was once a merger of interview panels for posts across the HB for the same specialty, individual panels are now convened for different hospitals within the same HB.

International Recruitment

The International Recruitment Team (IRT), based in Glasgow, completed four campaigns in 2018/19 as part of a programme to recruit consultants internationally. The specialties that have taken part are; Radiology, Psychiatry, Anaesthetics, and Paediatrics. A fifth campaign had been planned for General Surgery however this has been put on hold for now.

The role of the EA Co-ordinator office was to ensure that an EA was assigned to all of the panels convened by the IRT to take part in reviewing the job descriptions, shortlisting and the interview itself.

In order to support the IRT, the EA Co-coordinators met with the IRT Manager on multiple occasions to discuss the outcomes of previous campaigns and the plans for the future campaigns. It was highlighted by the EA Co-ordinators that a lot of EA time was spent reviewing multiple job descriptions/ applicants for the interview to be cancelled as the applicants were unsuitable to be shortlisted or appointed to a Consultant post. It was agreed that this was poor use of EA time and it was suggested that the IRT do a pre-sift of the applicants before sending onto the EA Co-ordinator office as we would only be involved if there were applicants for a consultant level post.

The table on the next page shows the low number of appointments made by the campaign so far compared with appointments via the normal process (via the External Adviser Office) and highlights the need for better understanding and coordination of International recruitment.

Speciality	Date of Interview Panels	2018 Consultant Appointments (via EA Office)	2019 Consultant Appointments (via EA Office)	Vacancies Submitted to IRT	IRT Consultant Appts	Notes
Radiology	25/04/2018	26	28	32.95	2	Unsure outcome of others shortlisted
Psychiatry	30/04/2019	35	38	60	1	Appointments: 7 locums & 5 specialty doctors
Anaesthetics	24/09/2019	39	68	22	0	Health Boards withdrew as achieved numbers via External Adviser Office
Paediatrics	29/10/2019	12	36	11	0	4 HBs withdrew - only Forth valley shortlisted 9 for other posts (no Consultants)
General Surgery	Programme delayed	21	27	Not collected as yet	N/A	Programme delayed

External Advisers - 2019

There are 248 active External Advisers with 41 new External Advisers recruited during 2019, of which 29 took up the offer of mentorship. Certificates of Attendance were provided for all the External Advisers who attended one or more interview panels in 2019 to support their continued engagement.

Figure 22, below, shows the feedback from EAs about the Health Board recruitment processes and Scottish Academy support. The majority of EA feedback has been excellent/good.
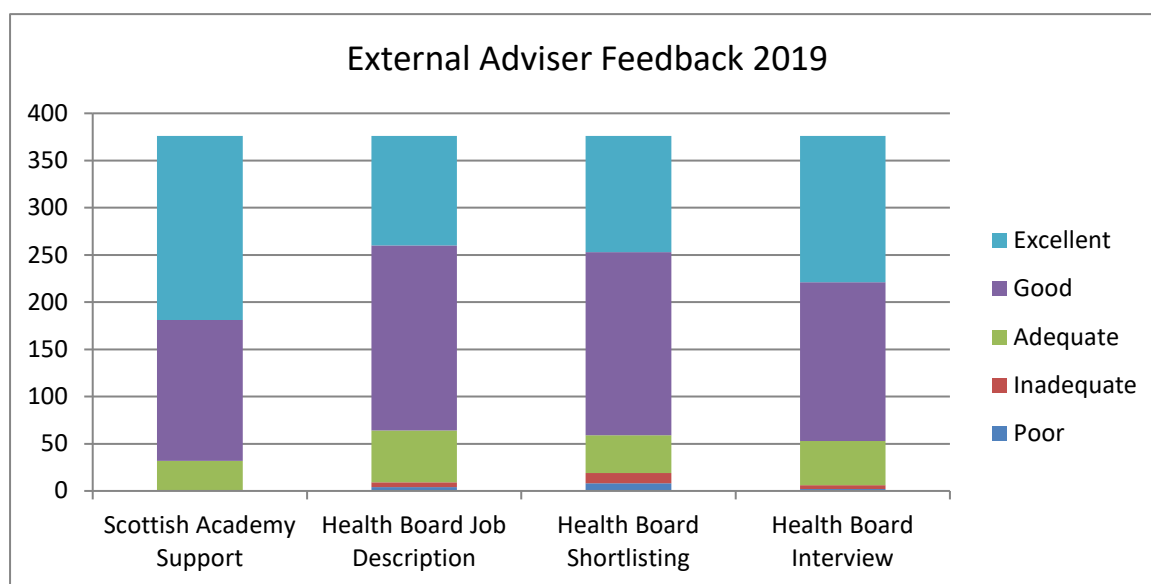
Figure 20: External Adviser Feedback 2019

Some specific comments from the External Advisers feedback are noted below:

- *Didn't get a list of panellists until day before and even then only with prompting. I understand that HR were short staffed.*
- *Using the electronic shortlisting system (Jobtrain) was hopeless.*
- *All went well*
- *HB didn't off any reimbursement of travel costs which is disappointing.*
- *The Board interview process is exceptionally thorough involving psychometric assessment, simulation role play and very detailed personality trait / clinical decision making and management capability questioning. Very professionally done.*
- *Some feedback for the job description was positively responded to. The interview was very friendly and positive, but with serious thought given to the candidate and his performance. The candidate interviewed was known to the panel and it was clear that there were a lot of positive team factors in the culture of the organisation there - I very much enjoyed the visit for this interview.*

- *Now use of electronic Jobtrain system. Very difficult to manoeuvre, online guides not much help.*
- *Car parking was particularly good - arrangements were made in advance for to park in a designated car park adjacent to the building in which the interviews were held. Although this may seem a minor point, it actually is very important.*

Feedback was also obtained from the Health Boards both on the process and the External Advisors which almost uniformly excellent or good as shown in Figure 23 below.
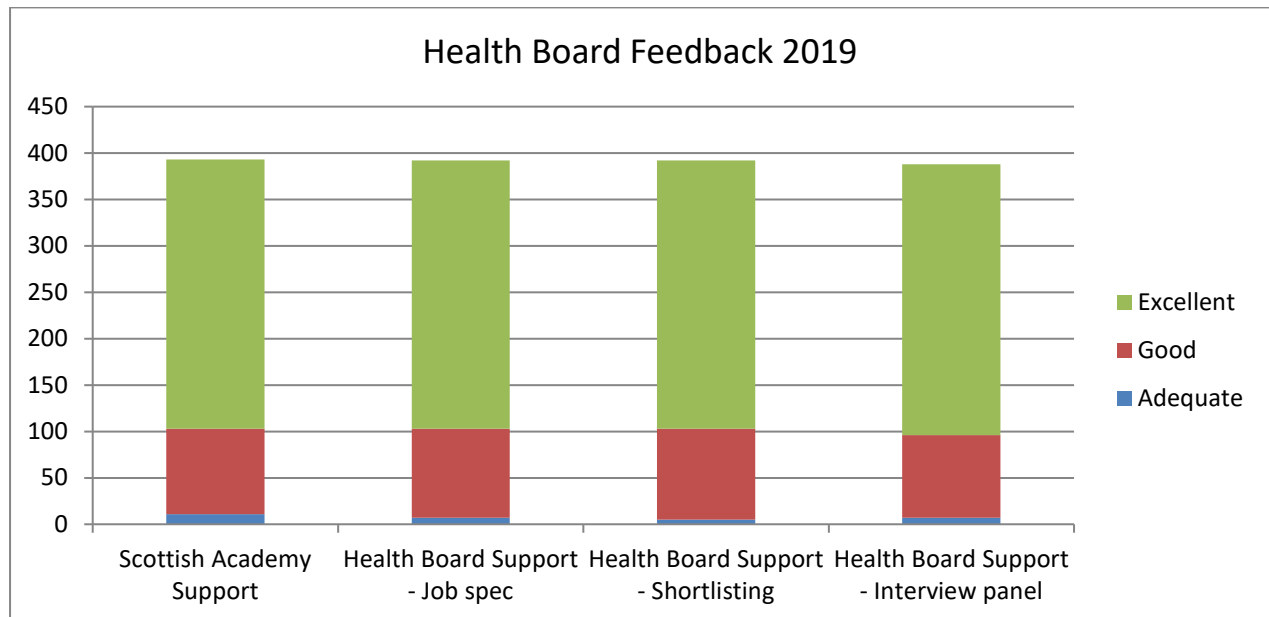
Figure 21: Health Board Feedback 2019

Some specific comments from Health Boards are noted below:

- *There were difficulties with the panel arrangements however the EA Coordinators were highly supportive and helpful*
- *Very helpful to have EA support, invaluable advice and guidance.*
- *forgot to turn off mobile phone which rang during interview.*
- *The External Adviser had studied each application in depth and this resulted in a much more concise and focussed line of questioning when asking candidates to go through their CV.*
- *Our External Advisor offered incredible support which is most appreciated during these interviews. good advice, help and very kind with the whole process. As were the administration staff at the External Advisors Office, as always helpful, approachable and thoroughly professional. Faultless.*
- *The External Advisor was so supportive and thorough in his work, questioning at interviewing and discussion thereafter. His approach to and during the interviews was professional and calm, and his attendance was much appreciated.*

Scottish Academy – External Adviser Co-ordinators (EACs)

The EACs work closely with EAs and HBs throughout the year to ensure close cooperation and support.

Challenges for the EACs include:

- Responding promptly to short notice changes e.g. last minute illness or drop out from External Advisers and finding a solution for the Health Board
- Resolving disputes between External Advisers and Health Boards including escalation to the Scottish Academy Chair
- Assigning EAs to multiple panels for the same specialty requested for dates in close proximity
- Managing Health Boards in line with National Health Service (Appointment of Consultants) (Scotland) Regulations 2009
- Improving survey response rates from Health Boards and EA

Health Boards have contacted the EAC office for advice in many areas including:

- Extra and mirror posts (mirror posts are when the Health Board has more funding so can add another post to the advert but this has to be the exact same job description)
- CESR applications
- Clinical Director posts in Public Health
- Statutory Requirements

External Advisers have contacted the EAC office for advice in many areas including:

- Guidance on claiming expenses
- Shortlisting conflicts with Health Boards
- Statutory Requirements

External Adviser Coordinators Office
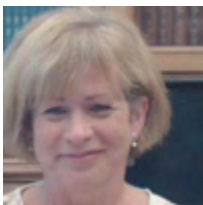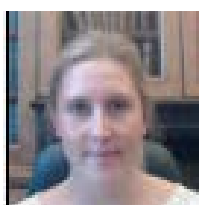
Liz Smith   Hannah Burns

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Appendix 1: Panels completed and cancelled by specialty (2019) ordered by % cancelled)

Specialty	Cancelled	Completed	Total Number of panels	% Cancelled
Immunology	1	0	1	100.00
Otolaryngology	14	3	17	82.35
Oral & Maxillofacial Surgery	4	2	6	66.67
Clinical Genetics	2	1	3	66.67
Oral Medicine	2	1	3	66.67
General Medicine	7	4	11	63.64
Orthodontics	3	2	5	60.00
Restorative Dentistry	3	2	5	60.00
Dermatology	7	5	12	58.33
Gastroenterology	8	6	14	57.14
Ophthalmology	8	6	14	57.14
Rheumatology	5	4	9	55.56
Child & Adolescent Psychiatry	11	10	21	52.38
Old Age Psychiatry	13	12	25	52.00
Emergency Medicine	9	9	18	50.00
Chemical Pathology	2	2	4	50.00
Endocrinology & Diabetes Mellitus	2	2	4	50.00
Occupational Medicine	1	1	2	50.00
Geriatric Medicine	9	10	19	47.37
Histopathology	7	9	16	43.75
Urology	7	9	16	43.75
Palliative Medicine	3	4	7	42.86
Clinical Oncology	5	7	12	41.67
Cardiology	3	5	8	37.50
Respiratory Medicine	3	5	8	37.50
Haematology	5	9	14	35.71

Appendix 1 continued – Panels completed and cancelled by specialty (2019)
ordered by % cancelled)

Specialty	Cancelled	Completed	Total Number of panels	% Cancelled
General Psychiatry	17	33	50	34.00
Medical Microbiology & Virology	3	6	9	33.33
Psychiatry of Learning Disability	1	2	3	33.33
Anaesthetics	18	39	57	31.58
Paediatrics	10	27	37	27.03
General Surgery	8	23	31	25.81
Medical Oncology	2	6	8	25.00
Rehabilitation Medicine	1	3	4	25.00
Special Care Dentistry	2	7	9	22.22
Clinical Radiology	5	18	23	21.74
Public Health Medicine	2	9	11	18.18
Acute Medicine	2	10	12	16.67
Renal Medicine	1	5	6	16.67
Obstetrics & Gynaecology	3	18	21	14.29
Neurology	1	7	8	12.50
Plastic Surgery	1	7	8	12.50
Trauma & Orthopaedic Surgery	1	16	17	5.88
Cardiothoracic Surgery	0	1	1	0.00
Community Child Health	0	3	3	0.00
Dental Public Health	0	1	1	0.00
Forensic Psychiatry	0	4	4	0.00
Genito-Urinary Medicine	0	3	3	0.00
Infectious Diseases	0	4	4	0.00
Neurosurgery	0	3	3	0.00
Oral Surgery	0	1	1	0.00
Paediatric Cardiology	0	1	1	0.00
Paediatric Dentistry	0	3	3	0.00
Paediatric Surgery	0	2	2	0.00
Vascular Surgery	0	4	4	0.00
TOTAL	**222**	**396**	**618**	

Appendix 2: Reasons for Cancelled Panels by Health Board in 2019 (ordered from highest number of cancelled panels to lowest)

Cancellations	Candidates Withdrew	HB Postponed/Rearranged	No applicants	No Suitable Applicants	Other	Total
Greater Glasgow & Clyde	2	2	18	4	0	**26**
Highland	2	2	21	1	0	**26**
Grampian	4	2	15	2	0	**23**
Lothian	3	2	11	6	1	**23**
Lanarkshire	4	4	12	1	1	**22**
Tayside	2	2	11	4	0	**19**
Fife	4	3	6	2	1	**16**
Ayrshire & Arran	1	2	9	2	0	**14**
Forth Valley	1	2	11	0	0	**14**
National Services Scotland	0	1	2	2	4	**9**
Dumfries & Galloway	1	1	6	0	0	**8**
Borders	0	0	6	0	0	**6**
University of Tayside	0	0	3	0	0	**3**
National Waiting Times Unit	0	0	2	0	0	**2**
Shetland	0	0	2	0	0	**2**
University of Aberdeen	0	2	0	0	0	**2**
University of Edinburgh	0	0	1	1	0	**2**
University of Glasgow		0	1	1	0	**2**
Western Isles	0	0	2	0	0	**2**
Orkney	1	0	0	0	0	**1**

Appendix 3: 2019 Appointment Summary by specialty by Heath Board (2019)

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	Tayside	University of Aberdeen	University of Edinburgh	Western Isles	TOTAL
Anaesthetics	3	1	0	3	9	4	22	6	2	11	0	1	0	3	2	0	1	0	**68**
General Psychiatry	3	1		4	8	1	8	3	2	7	0	0	0	0	1	0	0	0	**38**
Paediatrics	0	1	1	3	1	4	11	1	4	9	0	0	0	0	2	0	0	0	**37**
Clinical Radiology	0	0	0	0	1	3	7	2	5	5	0	0	0	0	3	0	2	0	**28**
General Surgery	0	0	3	2	2	3	3	2	4	4	0	0	0	0	3	0	1	0	**27**
Emergency Medicine	0	0	0	1	5	0	9	0	2	7	0	0	0	0	2	0	0	0	**26**
Trauma & Orthopaedic Surgery	0	0	0	2	5	3	6	0	3	0	0	3	0	0	1	0	2	0	**25**
Obstetrics & Gynaecology	1	0	0	4	2	5	4	1	0	3	0	0	0	0	0	0	0	0	**20**
Geriatric Medicine	0	1		1	1	2	4	0	1	9	0	0	0	0	0	0	0	0	**19**
Haematology	0	0	0	3	0	0	3	1	2	4	1	0	0	0	0	0	0	0	**14**
Child & Adolescent Psychiatry	1	0	0	1	0	0	2	2	3	1	0	0	0	0	2	0	0	1	**13**
Ophthalmology	1	0	0	0	1	0	1	0	0	4	0	3	0	0	1	0	0	0	**11**
Histopathology	0	0	0	0	2	2	1	0	2	3	0	0	0	0	0	0	0	0	**10**
Medical Oncology	0	0	0	0	0	0	5	0	0	5	0	0	0	0	0	0	0	0	**10**
Public Health Medicine	0	0	0	0	0	2	2	1	1	0	2	0	1	0	0	0	0	1	**10**
Acute Medicine	1	0	0	0	1	0	0	0	5	2	0	0	0	0	0	0	0	0	**9**
Urology	0	0	0	3	0	1	2	0	2	1	0	0	0	0	0	0	0	0	**9**
Medical Microbiology & Virology	0	0	0	1	0	1	2	1	0	2	0	0	0	0	1	0	0	0	**8**
Neurology	0	0	0	0	2	0	2	0	0	2	0	0	0	0	1	1	0	0	**8**

Appendix 3 continued – Appointment Summary by specialty by Heath Board (2019)

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	Tayside	University of Aberdeen	University of Edinburgh	Western Isles	TOTAL
Dermatology	2	0	0	1	0	2	1	1	0	0	0	0	0	0	0	0	0	0	**7**
Gastroenterology	1	0	1	0	0	1	0	0	2	1	0	0	0	0	0	0	1	0	**7**
Old Age Psychiatry	0	1	0	1	1	0	0	0	2	0	0	0	0	0	2	0	0	0	**7**
Plastic Surgery	0	0	0	0	0	1	2	0	2	0	0	0	0	0	1	0	0	0	**6**
Renal Medicine	1	0	0	0	0	1	4	0	0		0	0	0	0	0	0	0	0	**6**
Respiratory Medicine	0	0	1	0	0	0	1	0	2	2	0	0	0	0	0	0	0	0	**6**
Cardiology	0	0	0	1	0	0	1	0	0	1	0	1	0	0	0	0	1	0	**5**
Clinical Oncology	0	0	0	0	0	1	1	1	0	2	0	0	0	0	0	0	0	0	**5**
Otolaryngology	1	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	**5**
Community Child Health	0	0	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	**4**
Forensic Psychiatry	0	0	0	0	2	0	0	0	1	0	0	0	0	0	1	0	0	0	**4**
Infectious Diseases	0	0	0	1	1	0	0	0	0	1	0	0	0	0	0	0	1	0	**4**
Palliative Medicine	0	0	0	0	0	1	2	0	1	0	0	0	0	0	0	0	0	0	**4**
Vascular Surgery	0	0	0	0	0	1	0	0	1	1	0	0	0	0	1	0	0	0	**4**
General Medicine	0	0		0	0	0	0	0	0	0	0	0	0	0	2	0	1	0	**3**
Genito-Urinary Medicine	0	0		0	0	0	2	0	1	0	0	0	0	0	0	0	0	0	**3**
Neurosurgery	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1	0	0	0	**3**
Paediatric Dentistry	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	**3**

Appendix 3 continued – Appointment Summary by specialty by Heath Board (2019)

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	Tayside	University of Aberdeen	University of Edinburgh	Western Isles	TOTAL
Rehabilitation Medicine	0	0	0	1	0	0	0	1	0	1	0	0	0	0	0	0	0	0	**3**
Rheumatology	1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	**3**
Special Care Dentistry	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	**3**
Cardiothoracic Surgery	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	**2**
Chemical Pathology	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	**2**
Dental Public Health	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	**2**
Endocrinology & Diabetes Mellitus	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	**2**
Oral & Maxillofacial Surgery	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	**2**
Orthodontics	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	**2**
Paediatric Surgery	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	**2**
Psychiatry of Learning Disability	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	**2**
Clinical Genetics	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	**1**
Occupational Medicine	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	**1**
Oral Medicine	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	**1**
Oral Surgery	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	**1**

Appendix 4: DCC/SPA Split on Appointments by Health Board (2019)

Health Board	9/1	8/2	8.5/1.5	Other	Not Known	TOTAL
Ayrshire & Arran	6	5	0	6	0	17
Borders	0	1	0	1	4	6
Dumfries & Galloway	4	1	0	1	0	6
Fife	3	3	1	1	28	36
Forth Valley	19	11	0	8	9	47
Grampian	0	20	0	2	17	39
Greater Glasgow & Clyde	92	0	0	5	26	123
Highland	2	10	3	4	6	25
Lanarkshire	45	0	1	7	0	53
Lothian	33	3	1	12	45	94
National Services Scotland	0	0	0	1	2	3
National Waiting Times Unit	5	0	0	2	4	11
NHS Health Scotland	0	0	0	0	1	1
Orkney	0	0	0	3	0	3
Tayside	3	20	1	2	2	28
University of Aberdeen	0	0	0	0	1	1
University of Edinburgh	0	0	0	0	10	10
Western Isles	0	1	0	1	0	2
TOTAL	**212**	**75**	**7**	**56**	**155**	**505**

Highlighted in yellow are the most common DCC/SPA splits for each Health Board