

# External Adviser Annual Report 2020

## **Background**

Under the National Health Service (Appointment of Consultants) (Scotland) Regulations 2009, External Advisers (EAs) are required for all consultant interview panels held by Health Boards (HBs) in Scotland. The Scottish Academy is contracted by the **Scottish Government Health Workforce Directorate** to compile and maintain a list of EAs for this purpose and to run a service to assign one EA per consultant panel in Scotland.

This report contains information over the period January – December 2020 including:

- **Message from the Scottish Academy Chair**
- **Executive Summary**
- **Trend data from 2015-2020**
- **Panel Data 2020**
- **Panels completed and cancelled**
- **Successful consultant appointments**
- **EA feedback on HBs**
- **HB feedback on EAs**
- **Coordinators (Hannah & Liz) Feedback from HBs and EAs**
- **Appendices**

The data collected for this report is from all the survey feedback from both the EAs and the HBs.

## *Message from Chair of the Scottish Academy*

The Covid-19 Pandemic has disrupted everything we do but I am delighted that we have continued to be able to provide EAs to support consultant appointments across Scotland. I am very grateful to the EAs who stood up to all the challenges and supported us so well, particularly in a year where there were no EA replacements so we asked more of them than we would have in the past. Special thanks to the six Public Health EAs who have not only supported us but also the National Recruitment Team, through this past year. A year when a spotlight has been shone on the utmost importance of Public Health to the nation's well-being.

This year we contacted all HR Directors across Scotland to ensure that if any of the Consultants are away from clinical duties to act as an EA, this should be supported and taken as professional leave.

We also contacted every EA this year to ask them to feedback to the EA Coordinators if there are any circumstances where they feel the Health Boards are not following process and outlined the escalation route via the Scottish Academy and Royal College network.

The Scottish Academy suggested a review of our gender and ethnicity balance across EAs. As a result, the EA Coordinators have reviewed the existing diversity of advisers and asked all the Colleges and Faculties to consider this when providing nominations for replacement external advisers this year.

Job Train, the Health Board recruitment software system that was introduced last year, has proven to be problematic for external advisers to access, navigate, and in some cases access enough information to shortlist candidates for a consultant level post. The EA Coordinators are working with the programmers and Scottish Government on finding a satisfactory outcome.

I am also grateful to RCPsych and the RCPE committee of recently appointed consultants who independently suggested a development of the EA systems to better support the Health Boards appoint consultants. We believe this could have a positive effect on the job descriptions and consultant workplans and so improve recruitment, retention, and wellbeing of the consultant workforce. We are reaching out to Scottish Government to progress their suggestions.

I am also very grateful to all of the additional work that Hannah and Liz have undertaken to, not only continue business as usual, but also this work to develop our processes for the future.

Dr Miles Mack, Scottish Academy Chair.



## *Executive Summary*

### **External Adviser Co-ordinators – Updates from 2020**

This year has been different for everyone and we were initially concerned about the impact Covid-19 would have on Consultant Recruitment in Scotland.

#### **Action taken because of Covid-19.**

On 17<sup>th</sup> March 2020, when it was nationally recognised there would be restrictions in place for travel, we contacted all HR managers across the HBs in Scotland and the EAs to see if they were prepared to work remotely via video conferencing or, as a last resort, teleconferencing. We received very positive responses and a willingness from all to continue with the recruitment process. To facilitate consultant recruitment during the pandemic, we suggested two main changes to the process:

- **EAs would remotely attend interview panels**
- **Notice period for HBs to request an EA was reduced from 8 weeks to 6 weeks**

*These proposals were endorsed and supported by the Scottish Government and Scottish Academy.*

#### **Panel activity**

With Covid-19 declared as a pandemic by the World Health Organisation in March 2020, we thought it would be useful to compare the headline stats of 2020 with the non-pandemic year of 2019. Despite 39 fewer panel requests in March 2020 compared with March of the previous year, due to the uncertainty of the pandemic, 2020 proved in the end to be more fruitful in that, not only were there less cancellations of interview panels, there were also more consultant appointments made:

**2020: 610 panel requests – 193 cancelled panels – 530 consultants appointed**

**2019: 618 panel requests – 222 cancelled panels – 505 consultants appointed**

- Despite a fall from 68 panels in March 2019 to 29 panels in March 2020, due to the uncertainty of the impact of Covid-19, the External Advisers Office still managed 610 panels in 2020. This ended up only eight fewer than in 2019.
- 417 panels were completed with 530 posts appointed. 193 panels were cancelled, the majority of which were due to applicant related reasons (72.5%).
- At the request of the Scottish Academy, due to the Clinical needs of Covid-19, we postponed the EA Replacement Programme until 2021.
- Due to the pandemic, there has been more demand for Consultants in Public Health. We received 16 such panel requests with 15 panels completed and 1 cancellation. This resulted in 17 appointments for Public Health Consultants across Scotland.
- Since late 2020 we have been working with the National Recruitment Team as they are now recruiting a further 15 posts in Public Health on a regional basis (North, West and East).



## Continuous Improvement Strategy for 2021/22

### *Working together across different sectors to enhance our service*

- In 2019, we advised that we were amending our survey to include specific questions on **Job Train**, due to some external advisers having access problems. The results of the surveys proved conclusively that there needs to be a more bespoke offering for EAs to ensure their optimum input in shortlisting candidates or EAs should have training on Job Train. To this end, we are working with the Job Train programmers to achieve this.
- We will **update our website** this year with more clarification on process and send this to all EAs and HBs
- We conducted a survey in November 2020 to determine what gaps, if any, we have in **gender and ethnicity balance across the EAs** and presented the findings at the Scottish Academy meeting in December 2020. We have also shared specific findings with each College and Faculty of the Scottish Academy. This will give them an opportunity to correct the gender and ethnicity imbalance, where possible, when providing us with nominations for replacement EAs in 2021.
- We are working with the Chief Dental Officer and Peter Ommer on **reviewing Dentistry panel** requests due to changes in Dentistry posts and requirements.
- We continue to **monitor feedback from both HBs and EAs** to assess to what extent remote interviewing has been a success during the pandemic. We will share this with Scottish Government to determine if video links could be an effective alternative to face to face interviewing in the future, given the potential advantages (including less travel time for EAs).

### *Working together to improve outcomes for both External Advisers and Health Boards*

***In 2020, for both EA and HB surveys, we introduced additional questions around activities pre interview and at interview to determine at what stage improvements could be made. The additional questions were around process, decision making and overall performance.***

- In 2021 we will liaise with all HR Managers and provide them with the feedback from the EAs on their overall process. This will allow them to share with their teams what areas they are doing well in and where there is any need for improvement.
- In 2021 we will share with the EAs all the feedback from the Health Boards on their overall performance in 2020.

## Trend Data from 2015 – 2020

The number of panels surpassed 600 in 2019 for the first time and although there were 610 panels in 2020 compared to 618 in 2019, there were a higher number of appointments in 2020 (530) to that of 2019 (505).

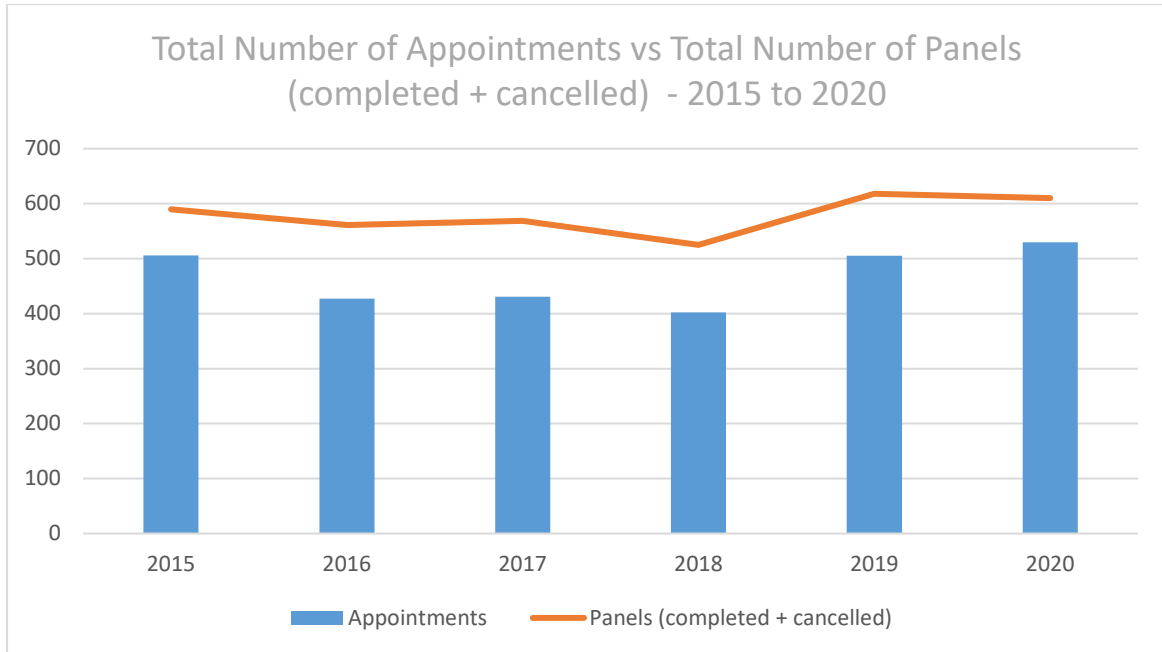


Figure 1: Number of Appointments vs Total Number of Panels 2015 to 2020

The percentage of panels cancelled due to applicant related reasons has increased since 2015 and are now consistently above 80%. 2015: 73%, 2016: 80%, 2017: 80%, 2018: 86%, 2019: 85%.

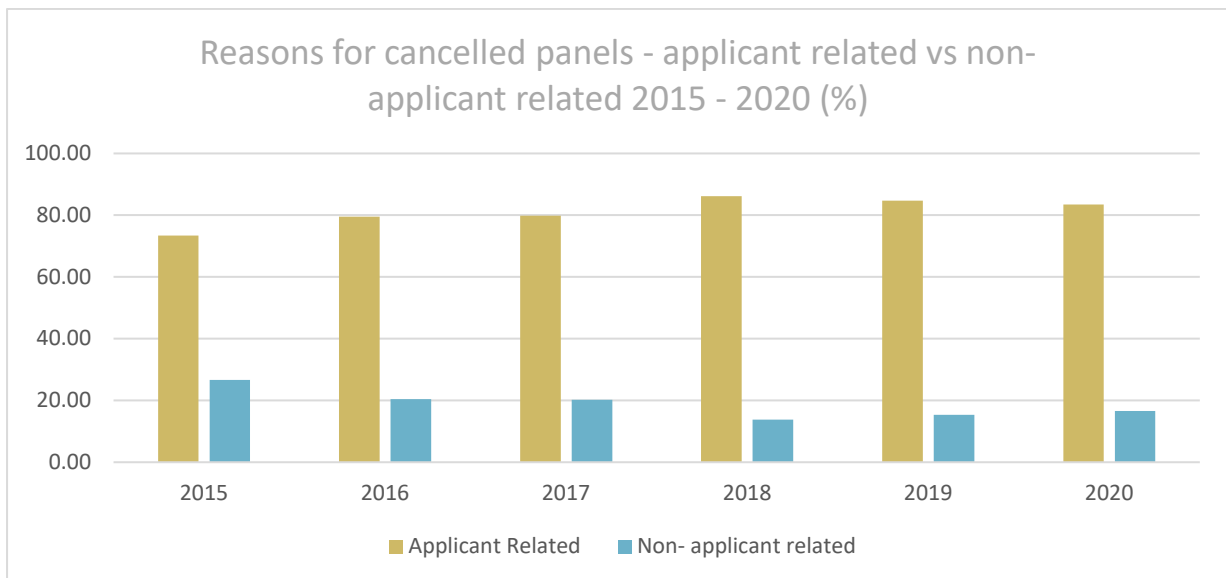


Figure 2: Reasons for Cancelled Panels 2015 - 2020 applicant related vs non-applicant related

Although the graph below shows 9:1s have decreased since 2015, it is more complex than this as the number of not knowns have increased. As previously highlighted in last year’s report, some HBs consistently advertise and appoint to 9:1 contracts although this is not recommended by the Scottish Academy.

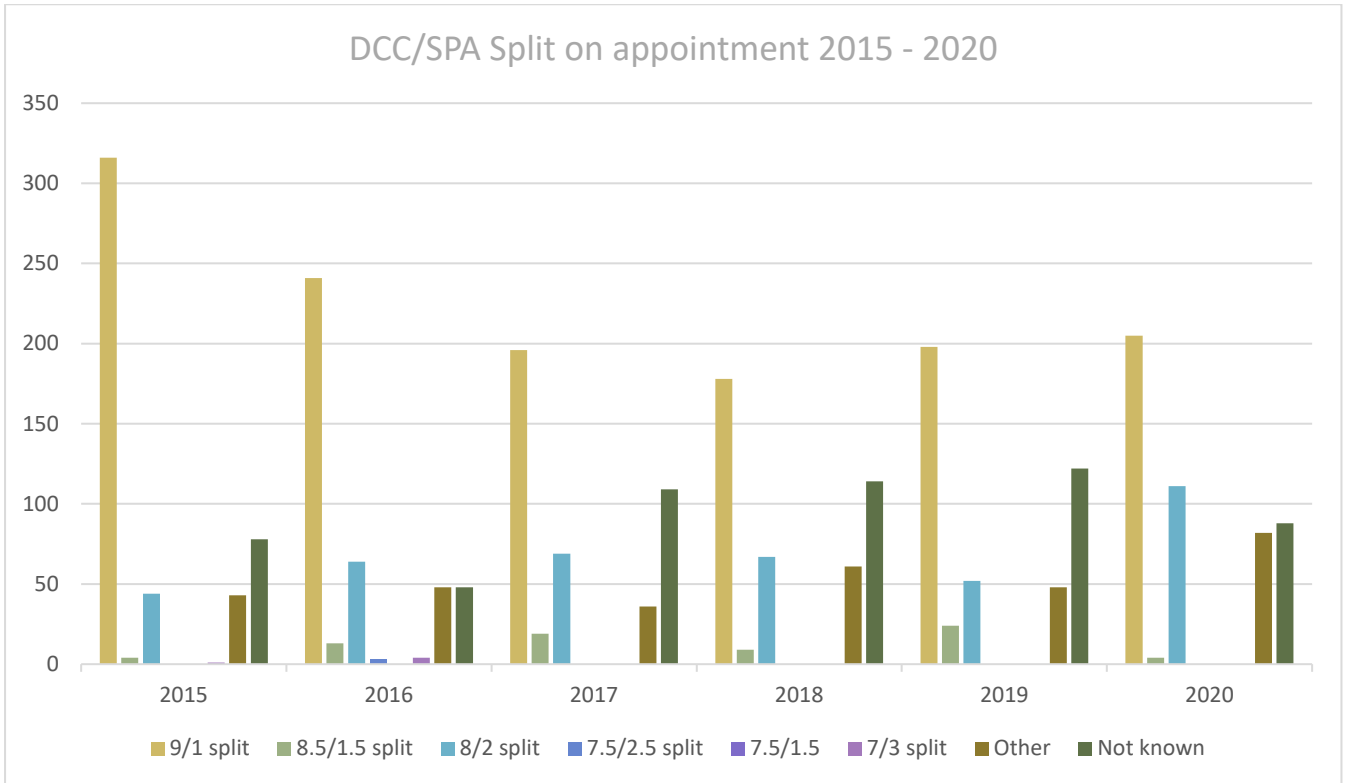


Figure 3: DCC/SPA Split on appointment 2015 – 2020

Although there is a 2% increase in replacement posts in 2020 compared with 2019, overall there has been a reduction of 4% compared to 2017 when we started to record this data, as shown below.

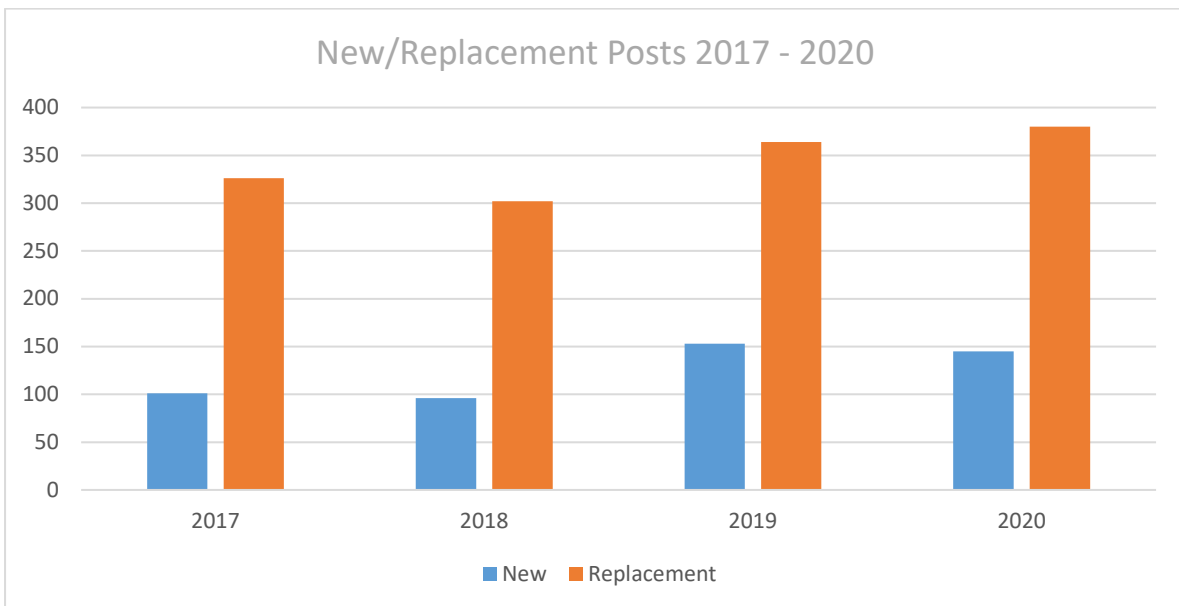
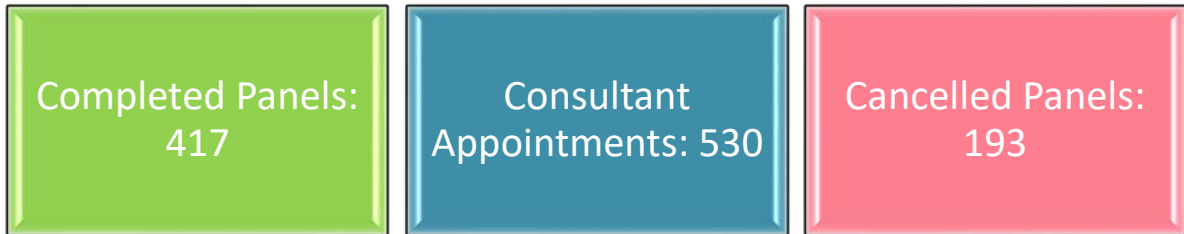


Figure 4: New/ Replacement Posts 2017 - 2020

## Panel and Appointment Data 2020



### *Panels*

- Health Boards requested 610 panels in 2020, only eight fewer than in 2019, despite the Covid-19 pandemic.
- 417 completed compared to 339 in 2019

### *Cancellations*

- In 2020, 193 of the 610 requested panels were cancelled (32%), compared to 36% panels cancelled in 2019 (222).
- Only six panels had the reason for cancellation as Covid-19.

### *Reasons for Cancellations*

- The majority of cancelled panels are, as with previous years, due to applicant related reasons, which made up 83% in 2020.

### *Appointments*

- The total number of consultant appointments made in 2020 was 530, which is the highest since 2015 and 25 higher than in 2019 (505 appointments).

### *DCC/SPA Splits*

- 9:1 splits still showing on Job Descriptions across many HBs. Some comments from EAs that this is unworkable due to the volume of SPA that is expected.

Figure 5, below, shows at a glance the completed and cancelled panels across all specialties

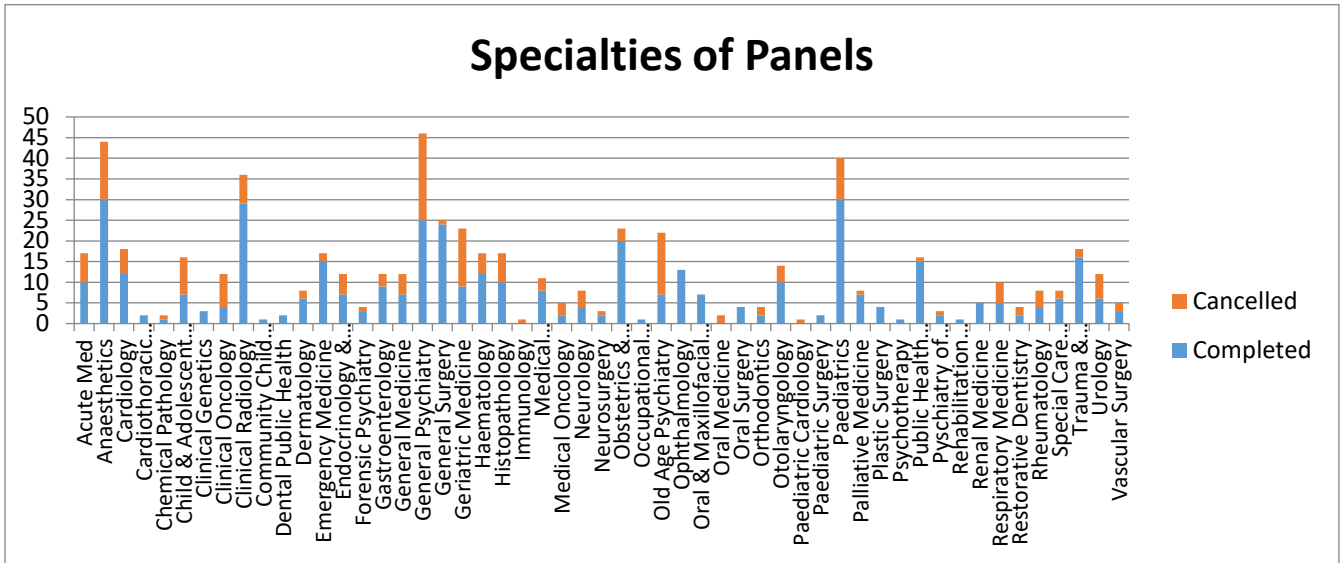


Figure 5: Completed/cancelled panels by specialty

As shown in the graph below, General Surgery has the lowest percentage cancellations pro rata at 4%

Old Age Psychiatry has the highest percentage cancellations pro rata at 68%

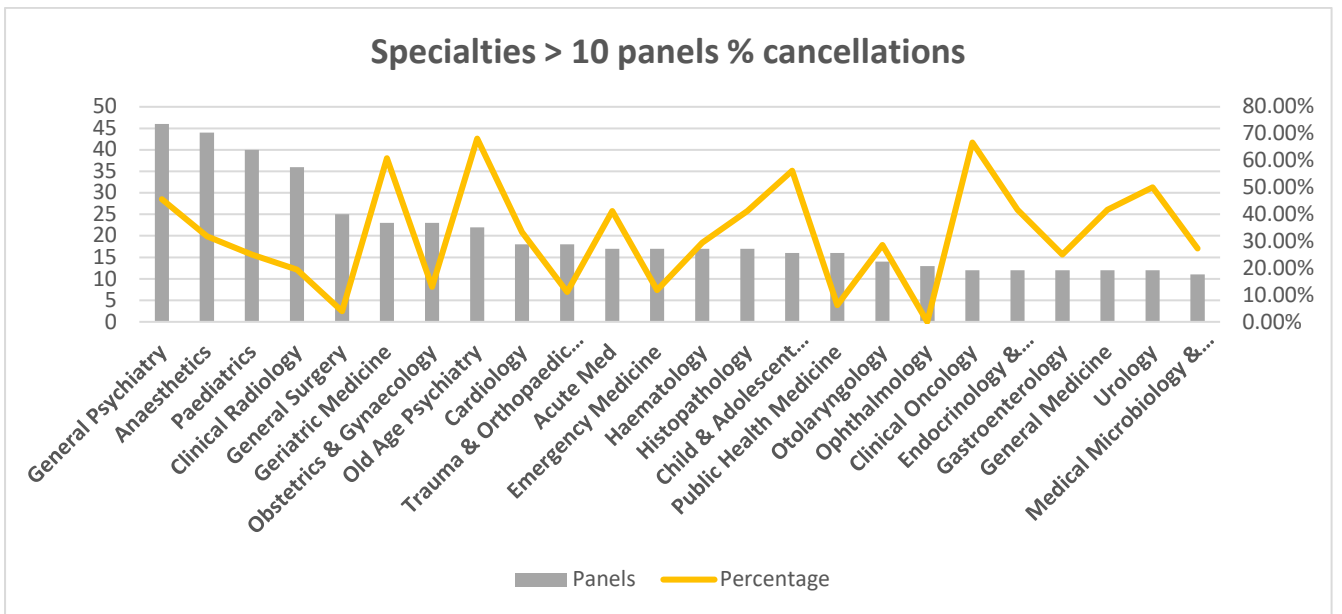


Figure 6: Total panel specialties/ Cancellation percentages



In the graph below, Greater Glasgow & Clyde has the highest number of panels at 122 with 37% cancellations.

Tayside with 55 panels has the highest cancellation rate of 56% (this is excluding Health Boards with panel numbers 10 or under).

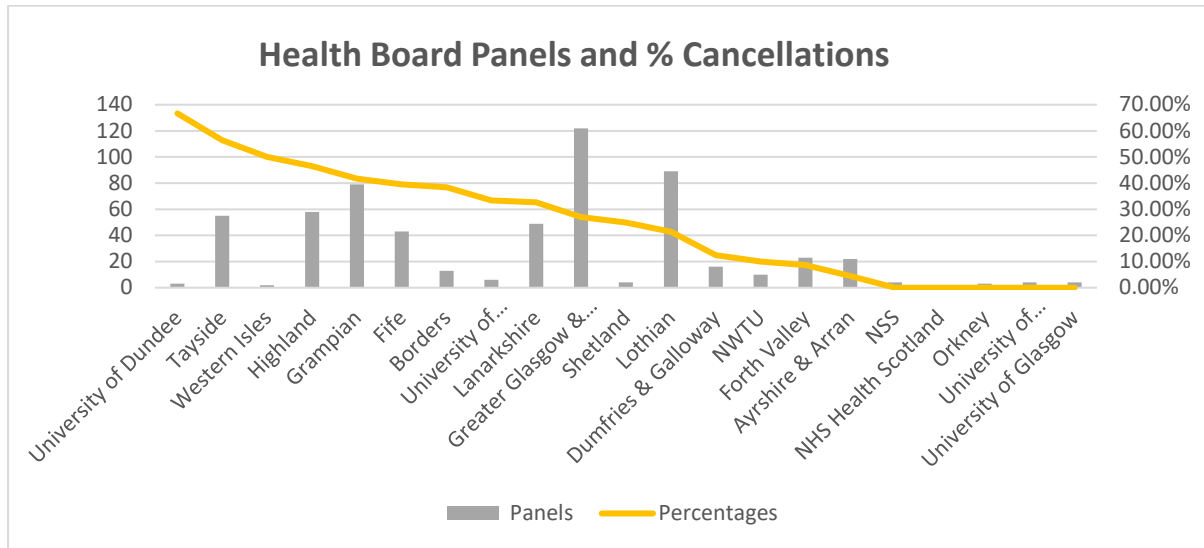


Figure 7: Health Board panel/Cancellation percentages

As shown below, 83% of all cancellations are due to applicant related reasons i.e. No applicants, No suitable applicants or applicants withdrew.

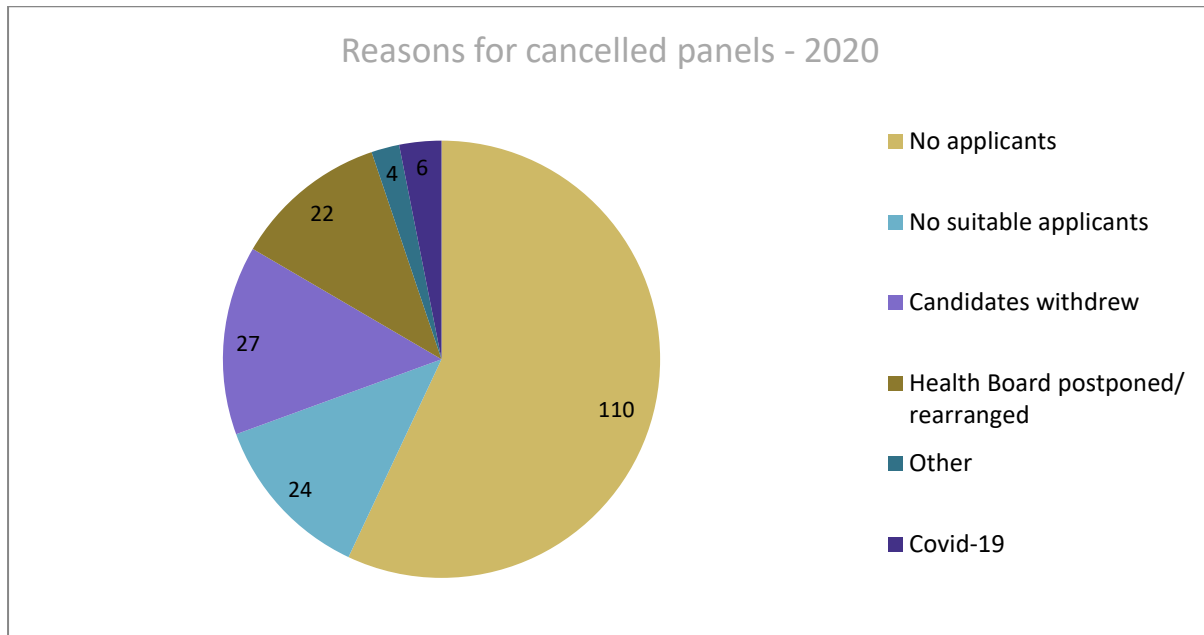


Figure 8: Reasons for Cancelled Panels 2020

The graph below shows that Greater Glasgow & Clyde had 122 total panels of which 33 panels were cancelled and 29 of those cancelled were due to applicant related reasons. Tayside had 55 total panels of which 31 were cancelled and 28 of those were applicant related.

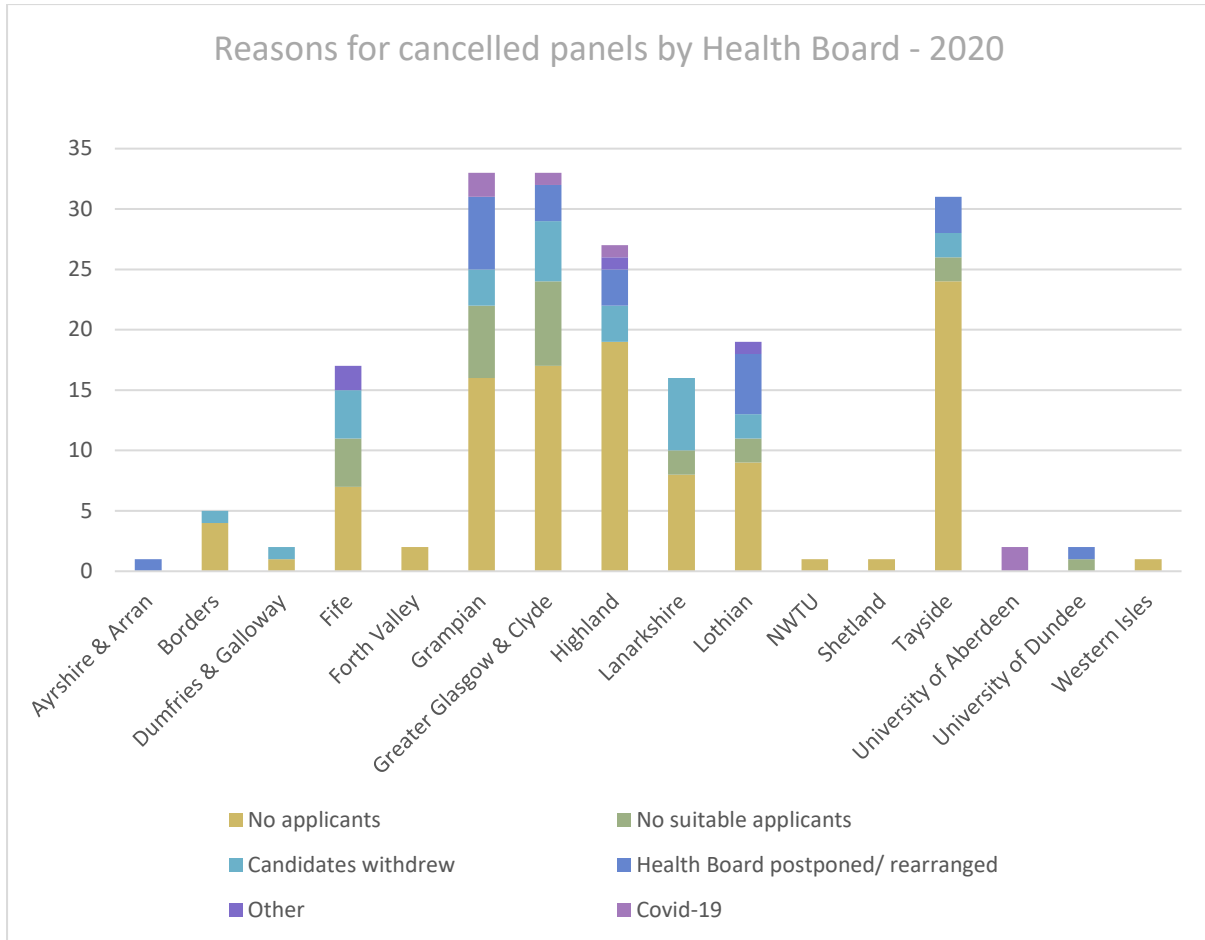


Figure 9: Reasons for cancelled panels by Health Board 2020

**Consultant  
Appointments: 530**

There were 530 consultant appointments made in 2020, an increase of 25 compared to 2019 (505 appointments). There was a good balance of gender of appointments made with only 10 posts separating male and female as shown below.

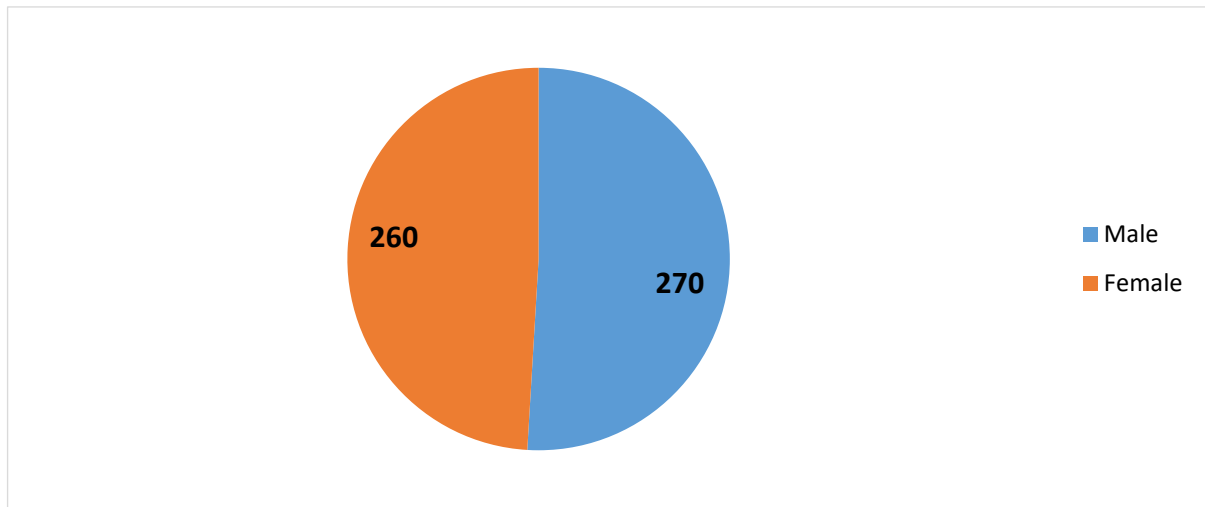


Figure 10: Gender split of Appointments 2020

The two highest recruiting Health Boards were Greater Glasgow & Clyde (125 appointments: 67 Male/58 Female) and Lothian (96 appointments: 42 Male/54 Female)

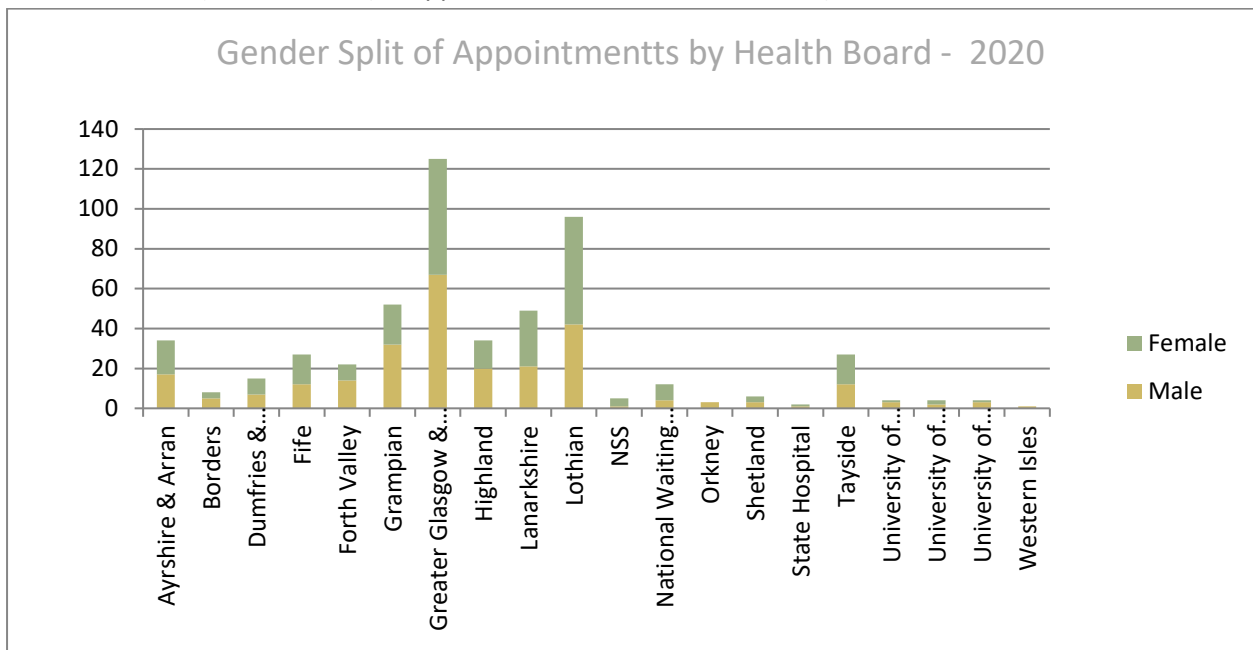


Figure 2: Gender split of appointments by Health Board 2020

The biggest gender gaps by Speciality are:

- General Surgery - Male 21/ Female 6**
- Paediatrics – Male 9/ Female 23**
- Trauma & Orthopaedic Surgery – Male 20/Female 6**
- Clinical Radiology – Male 23/Female 12**
- Public Health Medicine – Male 3/Female 14**

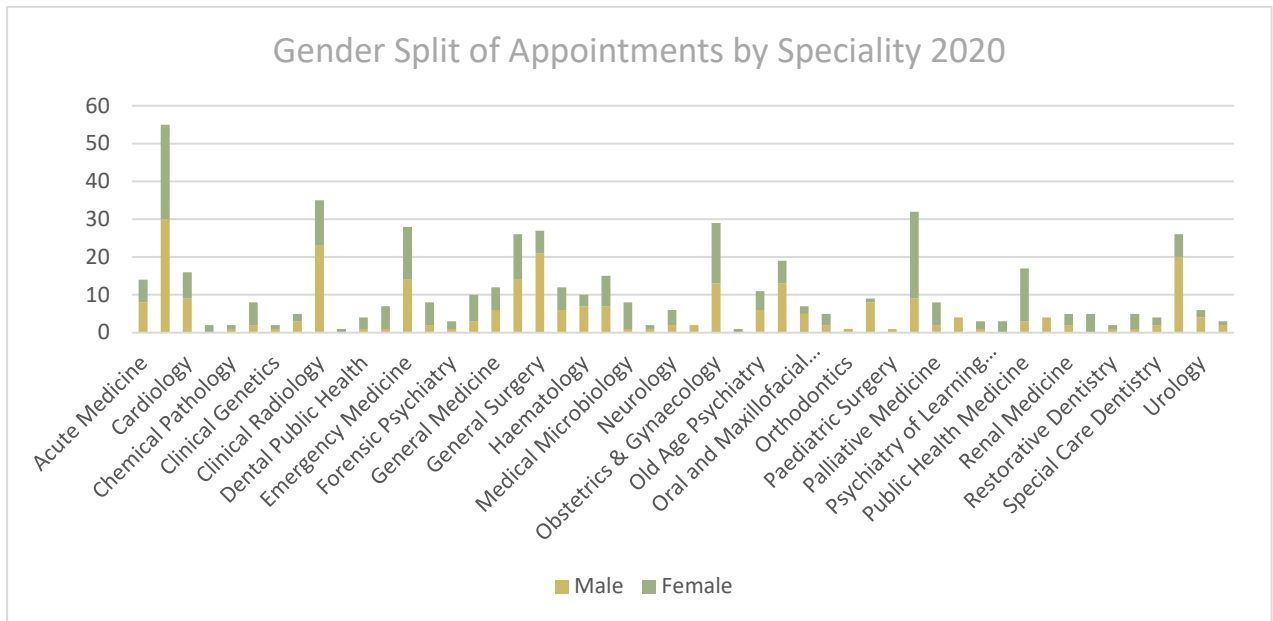


Figure 32: Gender Split of Appointments by Specialty 2020

72% of successful candidates' country of origin is in the UK (51% Scotland/ 21% Rest of UK)

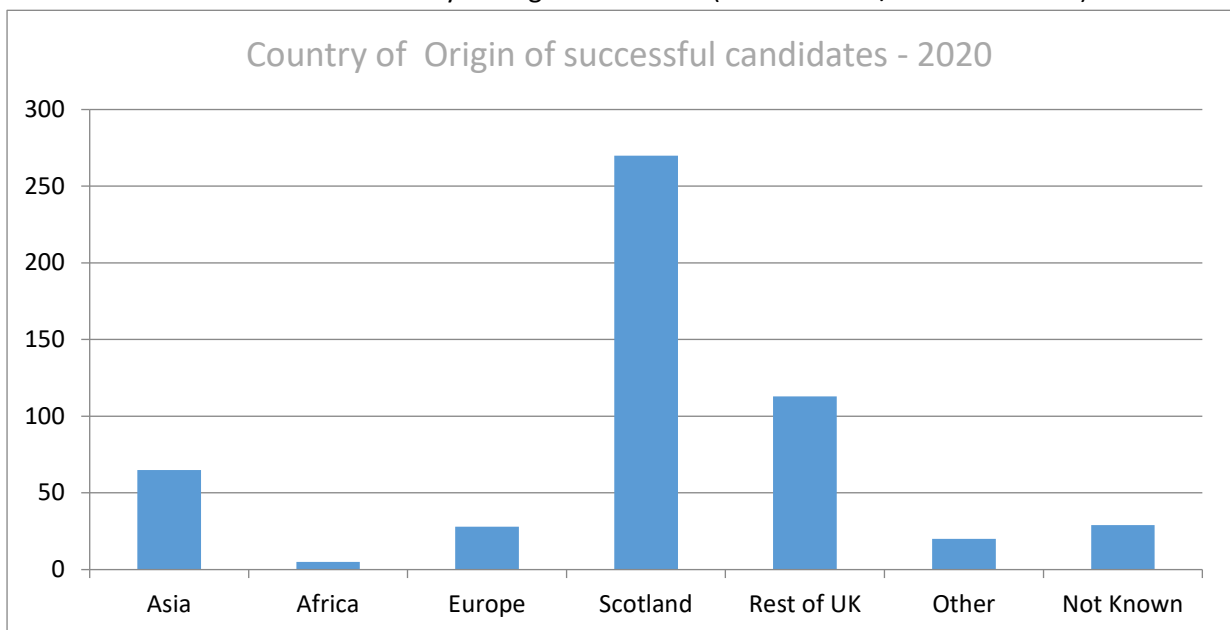


Figure 43: Country of Origin of Successful Applicants 2020

The pie chart below shows the DCC/SPA split on appointment however, these figures are not verified as 22% are not known so some of this may increase the already 41% who have been appointed on 9:1 contracts.

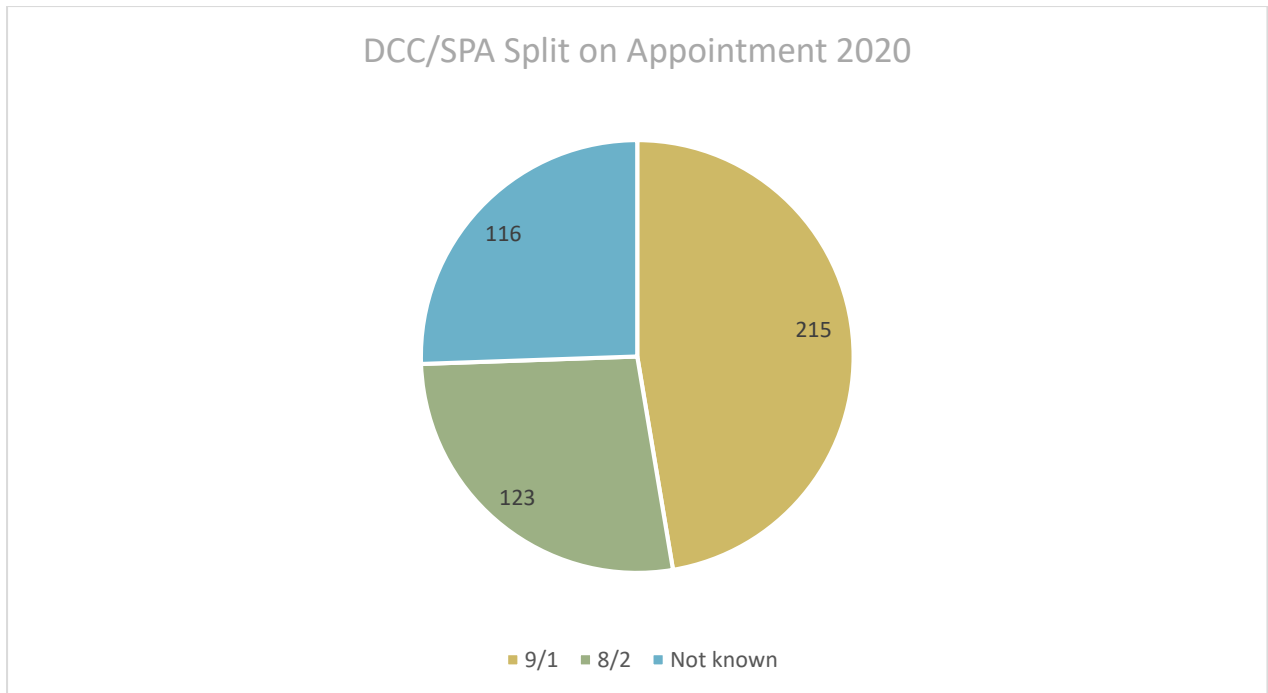


Figure 54: DCC/SPA Split on Appointment 2020

## External Advisers - 2020

There were 248 active External Advisers with 14 new External Advisers recruited during 2020 making up 262. Due to the Consultant resource needed in hospitals and elsewhere during the pandemic, the Scottish Academy requested we delay the External Adviser replacement programme until 2021.

The External Advisers have worked tirelessly to support the Consultant Recruitment in Scotland in 2020 and we are very grateful for their commitment and valued contribution.

We provided Certificates of Attendance for all the External Advisers who attended one or more interview panels in 2020 to support their continued engagement. We issue these in January as most use these for revalidation purposes around this time.

Figure 15, below, shows the feedback from Health Boards on External Advisers in 2020.

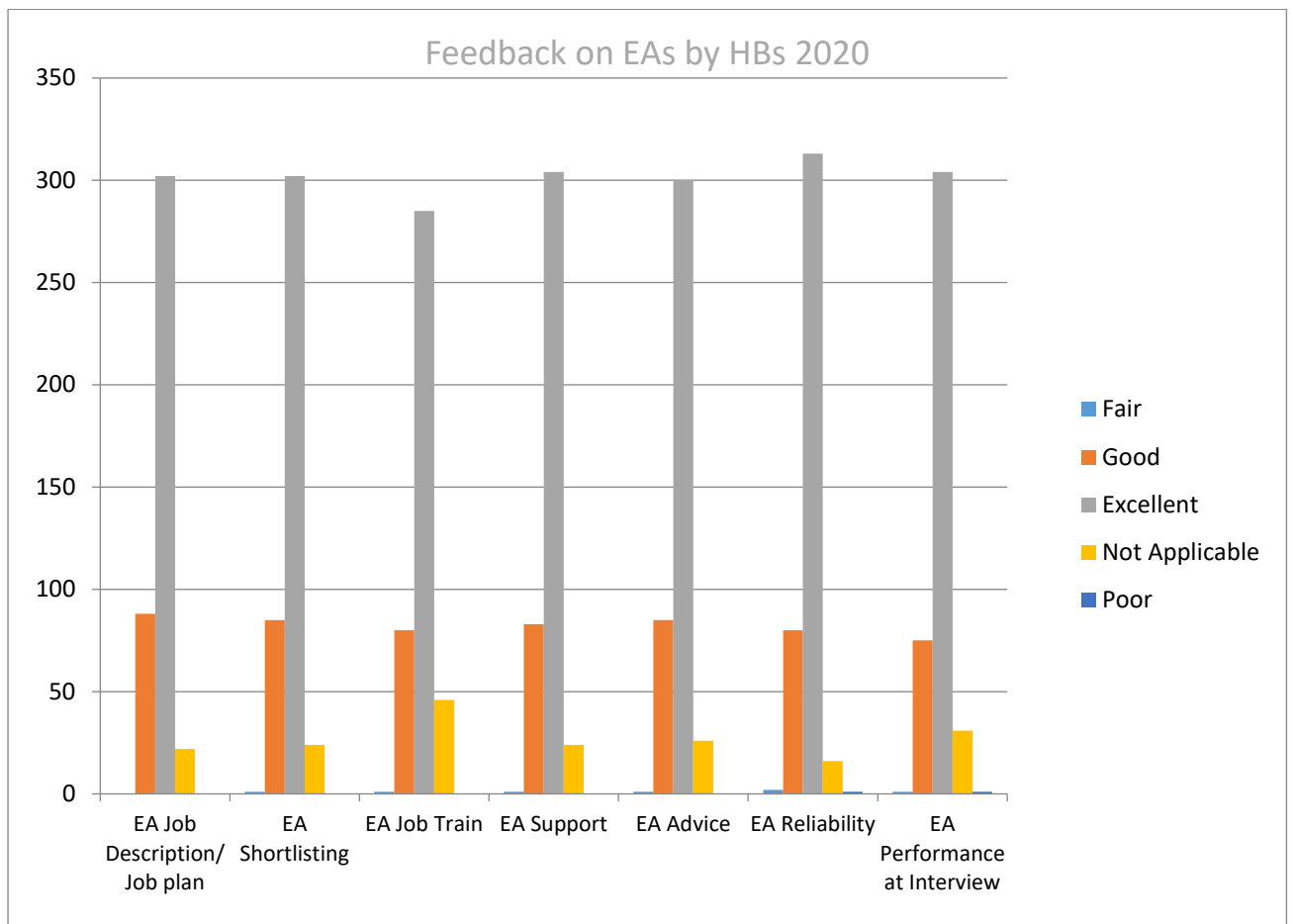


Figure 65: External Adviser Feedback from Heath Boards 2020

Feedback was also obtained from the External Advisers on the Health Boards with the results for the overall recruitment process shown in Figure 16 on the next page.

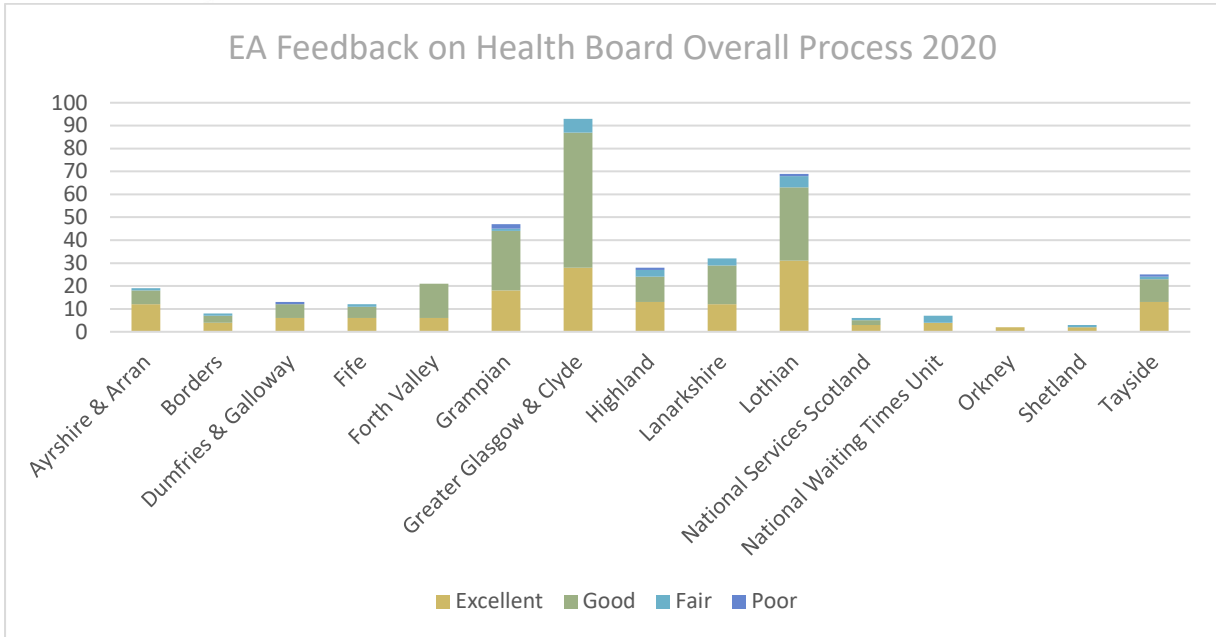


Figure 76: Feedback on Health Board Overall Process 2020

## Job Train

From feedback we have received, many EAs feel that Job Train (the HR system NHS Scotland used for job applications) does not suit medical consultant applications. Please see summary of comments below:

- **Difficult to log on, navigate and find application forms**
- **Difficult to shortlist**
- **Difficult to access candidate information**
- **Not enough information on Job Train to be able to judge if candidate should be shortlisted for the post**



Figure 87: Job train feedback from EAs 2020



As a result of this, we have advised all HR Managers across all Health Boards of these issues and are working with the Job Train programmers to find a resolution.

However, the majority of feedback on the Health Boards is Excellent or Good, which demonstrates how well the Health Boards and External Advisers pulled together during this pandemic to ensure the successful continuity of consultant recruitment in Scotland. Please see a sample of comments made by External Advisers on the overall process below.

- *I remain concerned about a consultant post at a teaching hospital being advertised as a 9:1.*
- *Rewarding experience. Felt supported and valued throughout the process. Also felt was making some positive contribution and bringing valuable insights to the recruitment process.*
- *In future also, I would like to attend the interview via video conferencing.*
- *I think the SG guidance to HBs around job splits needs to be reinforced to stop the continued advertising of 9:1 contracts This devalues the role of the consultant*
- *It was a good process even with video conferencing*
- *I was very impressed with the professionalism of the members of this panel and would gladly take part in interviews with them again.*
- *Very good first experience using MS teams. The panel on teams prior to the interview which worked well. In addition to discussing the final questions, the panel could check that any minor tech issues were ironed out and that everyone knew etiquette regarding muting and raising a question.*
- *Worked well under the circumstances and glad we were able to proceed and not delay the ability of the hospital to appoint candidates.*
- *My mentor was very helpful.*
- *VC may not work well enough to really dig into background of a candidate whose suitability is not clear or who is not performing well*
- *Tricky times, face to face better*
- *Interview over Teams worked well, particularly at this time of COVID*

Please see sample of comments made by Health Boards below:

- *External Advisor was reliable, supportive and flexible with the remote interview given the current situation. Returned paperwork promptly and interview notes were detailed and clear.*
- *Had a few questions regarding jobtrain but once logged in he was fine*
- *Issues with Jobtrain unable to access reported to Team member*
- *I was able to contact EA without difficulty and they replied quickly to all enquiries. EA comments and guidance were constructive at all stages of process*
- *It was a pleasure to work with external advisor*
- *Issues with Jobtrain unable to access reported to Team member*
- *I gathered that this was the External Adviser's first experience in this role, and acted with professionalism, diligence and confidence. EA made constructive comments on adjustments to Job Description. EA asked for advice appropriately regarding access to JobTrain, being a new and unfamiliar system.*
- *One of the best external advisors we have had*
- *Some difficulties communicating with the External Advisor.*
- *The EA extended his support at each stage of the process and was helpful in enabling us in proceeding to make a 2nd appointment. He played an active role in the interview process*
- *The External Advisor raised comments on the use of jobtrain.*



## Scottish Academy – External Adviser Co-ordinators (EACs)

This unprecedented year has emphasised the way everyone has worked together in times of uncertainty to ensure we still recruit consultants in Scotland in line with the Regulations 2009 and with the endorsement of the Scottish Academy. Challenges for the EACs include:

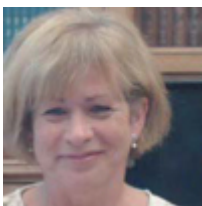
- Acting promptly on 17<sup>th</sup> March to amend processes to allow Consultant Recruitment to proceed.
- Working closely with HBs, EAs and National Recruitment Team in managing 31 Public Health Medicine panel requests by the end of 2020.
- Supporting EAs who were uneasy about some HBs approach to process
- Job Train queries mainly from EAs
- Working on gender and ethnicity project with Scottish Academy and attending their December meeting remotely to drive this project forward.
- Confusion over Dentistry posts and changes this year. We are working with CDO & Peter Ommer on this.

The word cloud below was generated from comments made from Health Boards on the performance of the EACs.

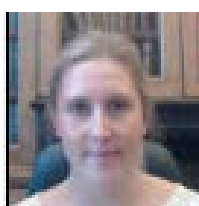


Figure 18: Word Cloud generated from Health Board comments on EA Coordinators 2020. The size of each word indicates its frequency.

### External Adviser Coordinator Office



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**Appendix 1: Panels completed and cancelled by specialty 2020**

Specialty	Completed	Cancelled	Total Number of Panels	% Cancelled
Acute Med	10	7	17	41
Anaesthetics	30	14	44	32
Cardiology	12	6	18	33
Cardiothoracic Surgery	2	0	2	0
Chemical Pathology	1	1	2	50
Child & Adolescent Psychiatry	7	9	16	56
Clinical Genetics	3	0	3	0
Clinical Oncology	4	8	12	67
Clinical Radiology	29	7	36	19
Community Child Health	1	0	1	0
Dental Public Health	2	0	2	0
Dermatology	6	2	8	25
Emergency Medicine	15	2	17	12
Endocrinology & Diabetes Mellitus	7	5	12	42
Forensic Psychiatry	3	1	4	25
Gastroenterology	9	3	12	25
General Medicine	7	5	12	42
General Psychiatry	25	21	46	46
General Surgery	24	1	25	4
Geriatric Medicine	9	14	23	61
Haematology	12	5	17	29
Histopathology	10	7	17	41
Immunology	0	1	1	100
Medical Microbiology & Virology	8	3	11	27
Medical Oncology	2	3	5	60
Neurology	4	4	8	50
Neurosurgery	2	1	3	33
Obstetrics & Gynaecology	20	3	23	13
Occupational Medicine	1	0	1	0
Old Age Psychiatry	7	15	22	68
Ophthalmology	13	0	13	0
Oral & Maxillofacial Surgery	7	0	7	0
Oral Medicine	0	2	2	100

**Appendix 1 (continued): Panels completed and cancelled by specialty 2020**

Specialty	Completed	Cancelled	Total Number of Panels	% Cancelled
Oral Surgery	4	0	4	0
Orthodontics	2	2	4	50
Otolaryngology	10	4	14	29
Paediatric Cardiology	0	1	1	100
Paediatric Surgery	2	0	2	0
Paediatrics	30	10	40	25
Palliative Medicine	7	1	8	13
Plastic Surgery	4	0	4	0
Psychotherapy	1	0	1	0
Public Health Medicine	15	1	16	6
Psychiatry of Learning Disability	2	1	3	33
Rehabilitation Medicine	1	0	1	0
Renal Medicine	5	0	5	0
Respiratory Medicine	5	5	10	50
Restorative Dentistry	2	2	4	50
Rheumatology	4	4	8	50
Special Care Dentistry	6	2	8	25
Trauma & Orthopaedic Surgery	16	2	18	11
Urology	6	6	12	50
Vascular Surgery	3	2	5	40

**Appendix 2: Reasons for Cancelled Panels by Health Board in 2020 (ordered from highest number of cancelled panels to lowest)**

Health Board	No applicants	No suitable applicants	Candidates withdrew	Health Board postponed/rearranged	Other	Covid-19	Total
Grampian	16	6	3	6	0	2	33
Greater Glasgow & Clyde	17	7	5	3	0	1	33
Tayside	24	2	2	3	0	0	31
Highland	19	0	3	3	1	1	27
Lothian	9	2	2	5	1	0	19
Fife	7	4	4	0	2	0	17
Lanarkshire	8	2	6	0	0	0	16
Borders	4	0	1	0	0	0	5
Dumfries & Galloway	1	0	1	0	0	0	2
Forth Valley	2	0	0	0	0	0	2
University of Aberdeen	0	0	0	0	0	2	2
University of Dundee	0	1	0	1	0	0	2
Ayrshire & Arran	0	0	0	1	0	0	1
NWTU	1	0	0	0	0	0	1
Shetland	1	0	0	0	0	0	1
Western Isles	1	0	0	0	0	0	1

**Appendix 3: Appointment Summary by speciality and Heath Board 2020**

	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	University of Aberdeen	University of Edinburgh	University of Glasgow	Western Isles	Total Number of Appointments
Acute Med	3	0	1	0	0	1	1	3	1	3	0	0	0	1	0	0	0	0	0	0	0	14
Anaesthetics	2	1	1	1	2	7	13	4	5	15	0	2	0	0	0	2	0	0	0	0	0	55
Cardiology	1	1	2	0	2	2	2	0	0	0	0	4	0	0	0	0	2	0	0	0	0	16
Cardiothoracic Surgery	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2
Chemical Pathology	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Child & Adolescent Psychiatry	1	0	0	0	0	2	1	0	2	2	0	0	0	0	0	0	0	0	0	0	0	8
Clinical Genetics	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2
Clinical Oncology	0	0	0	0	0	0	1	1	0	3	0	0	0	0	0	0	0	0	0	0	0	5
Radiology	4	0	0	0	1	3	12	3	4	6	0	0	0	0	0	0	1	0	0	1	0	35
Community Child Health	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Dental Public Health	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	1	0	4
Dermatology	1	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	2	0	0	0	0	7
Emergency Medicine	3	0	1	3	0	2	9	1	3	5	0	0	0	0	0	0	1	0	0	0	0	28
Endocrinology & Diabetes Mellitus	0	0	2	0	1	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	8
Forensic Psychiatry	0	0	0	0	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	3
Gastroenterology	0	0	0	0	1	1	0	1	3	4	0	0	0	0	0	0	0	0	0	0	0	10
General Medicine	0	2	0	0	0	0	0	2	2	1	0	0	0	1	2	0	3	0	0	0	0	13
General Psychiatry	2	1	0	1	1	1	12	0	4	3	0	0	0	0	0	0	0	0	1	0	0	26
General Surgery	2	1	1	1	0	3	9	4	0	3	0	1	0	0	0	0	0	1	0	0	0	26
Geriatric Medicine	0	0	0	1	0	0	1	1	3	3	0	0	0	0	0	0	3	0	0	0	0	12
Haematology	1	0	0	2	1	1	3	0	0	1	1	0	0	0	0	0	0	0	0	0	0	10
Histopathology	3	0	1	0	1	3	2	0	1	1	0	0	0	0	0	0	2	0	1	0	0	15
Medical Microbiology & Virology	1	0	0	0	1	1	0	1	0	2	0	1	0	0	0	0	1	0	0	0	0	8
Oncology	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2
Neurology	0	0	0	1	1	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7
Neurosurgery	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Obstetrics & Gynaecology	0	0	2	2	1	5	4	0	3	5	0	0	0	1	4	0	1	0	0	0	1	29
Occupational Medicine	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Old Age Psychiatry	2	0	0	0	2	0	0	0	1	5	0	0	0	0	0	0	1	0	0	0	0	11
Ophthalmology	3	0	0	2	1	0	5	1	2	1	0	2	0	0	0	0	1	0	1	0	0	19

**Appendix 3 (continued): Appointment Summary by specialty and Health Board 2020**

	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	University of Aberdeen	University of Edinburgh	University of Glasgow	Western Isles	Total Number of Appointments
Oral & Maxillofacial Surgery	1	0	0	1	1	0	2	0	0	1	0	0	0	0	0	0	1	0	0	0	0	7
Oral Surgery	0	0	0	0	0	2	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	5
Orthodontics	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Otolaryngology	0	0	1	1	1	1	1	0	1	2	0	0	0	0	0	0	1	0	0	0	0	9
Surgery	0	0	0	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	3
Paediatrics	1	1	0	3	0	7	8	2	0	5	0	0	0	0	0	0	2	0	1	0	0	30
Palliative Medicine	1	0	0	1	0	1	2	0	0	3	0	0	0	0	0	0	0	0	0	0	0	8
Plastic Surgery	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	4
Psychiatry of Learning Disability	0	0	0	0	0	0	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	3
Psychotherapy	0	0	0	0	0	0	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	3
Public Health Medicine	0	0	2	2	0	0	1	1	2	0	4	0	0	0	0	0	4	1	0	0	0	17
Rehabilitation Medicine	0	0	0	0	0	1	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	4
Renal Medicine	0	0	0	2	0	0	0	0	1	1	0	0	0	0	0	0	0	1	0	0	0	5
Respiratory Medicine	0	0	0	0	0	0	1	0	0	4	0	0	0	0	0	0	0	0	0	0	0	5
Restorative Dentistry	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2
Rheumatology	0	0	0	0	1	0	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	5
Special Care Dentistry	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	1	0	4
Trauma & Orthopaedic Surgery	1	1	1	1	2	4	5	3	2	6	0	0	0	0	0	0	0	0	0	0	0	26
Urology	1	0	0	0	0	0	2	1	0	2	0	0	0	0	0	0	0	0	0	0	0	6
Vascular Surgery	0	0	0	1	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	3



#### Appendix 4: Gender Split by Health Board 2020

Heath Board	Male	Female
Ayrshire & Arran	17	17
Borders	5	3
Dumfries & Galloway	7	8
Fife	12	15
Forth Valley	14	8
Grampian	32	20
Greater Glasgow & Clyde	67	58
Highland	20	14
Lanarkshire	21	28
Lothian	42	54
NSS	1	4
National Waiting Times Unit	4	8
Orkney	3	0
Shetland	3	3
State Hospital	1	1
Tayside	12	15
University of Aberdeen	3	1
University of Edinburgh	2	2
University of Glasgow	3	1
Western Isles	1	0

**Appendix 5: Gender Split of Appointments by Specialty 2020**

Health Board	Male	Female
Acute Medicine	8	6
Anaesthetics	30	25
Cardiology	9	7
Cardiothoracic Surgery	0	2
Chemical Pathology	1	1
Child & Adolescent Psychiatry	2	6
Clinical Genetics	1	1
Clinical Oncology	3	2
Clinical Radiology	23	12
Community Child Health	0	1
Dental Public Health	1	3
Dermatology	1	6
Emergency Medicine	14	14
Endocrinology & Diabetes Mellitus	2	6
Forensic Psychiatry	1	2
Gastroenterology	3	7
General Medicine	6	6
General Psychiatry	14	12
General Surgery	21	6
Geriatric Medicine	6	6
Haematology	7	3
Histopathology	7	8
Medical Microbiology	1	7
Medical Oncology	1	1
Neurology	2	4
Neurosurgery	2	0
Obstetrics & Gynaecology	13	16
Occupational Medicine	0	1
Old Age Psychiatry	6	5
Ophthalmology	13	6
Oral and Maxillofacial Surgery	5	2
Oral Surgery	2	3
Orthodontics	1	0
Otolaryngology	8	1
Paediatric Surgery	1	0
Paediatrics	9	23
Palliative Medicine	2	6
Plastic Surgery	4	0





**Appendix 6 (continued): Gender Split by Specialty 2020**

Health Board	Male	Female
Psychiatry of Learning Disability	1	2
Psychotherapy	0	3
Public Health Medicine	3	14
Rehabilitation Medicine	4	0
Renal Medicine	2	3
Respiratory Medicine	0	5
Restorative Dentistry	1	1
Rheumatology	1	4
Special Care Dentistry	2	2
Trauma & Orthopaedic Surgery	20	6
Urology	4	2
Vascular Surgery	2	1

**Appendix 7: DCC/SPA Split on Appointments by Health Board 2020**

Health Board	9/1	8/2	8.5/1.5	Other	Not Known	TOTAL
Ayrshire & Arran	15	9	0	8	2	34
Borders	0	0	0	2	6	8
Dumfries & Galloway	13	0	0	2	0	15
Fife	5	1	0	0	21	27
Forth Valley	7	7	0	15	2	22
Grampian	2	33	0	15	2	52
Greater Glasgow & Clyde	105	0	1	9	9	125
Highland	2	22	1	7	2	34
Lanarkshire	45	1	0	3	0	49
Lothian	16	19	0	17	44	96
National Services Scotland	0	0	1	0	4	5
National Waiting Times Unit	1	11	0	0	0	12
Orkney	0	0	0	3	0	3
Shetland	0	0	0	2	4	6
State Hospital	0	2	0	0	0	2
Tayside	2	17	0	4	4	27
University of Aberdeen	2	0	0	1	1	4
University of Edinburgh	0	0	0	0	4	4
University of Glasgow	0	0	0	0	4	4
Western Isles	0	1	0	0	0	1
<b>Total</b>	<b>215</b>	<b>123</b>	<b>3</b>	<b>88</b>	<b>107</b>	<b>530</b>

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