



Ref: DDG/jld

25 January 2013

Mark Drakeford AC AM
Chair
Health and Social Care Committee
National Assembly of Wales
Cardiff Bay
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Dear Mr Drakeford

Re: Health and Social Care Committee Consideration of LHB Service Reconfiguration Plans

Ysgol Addysg
Fedyd gol a
Deintyddol ôl
Raddedig
Prifysgol Caerdydd
Neuadd Meirionnydd
Mynydd Bychan
Caerdydd CF14 4YS

Thank you again for the opportunity to meet with members of the Health and Social Care Committee to discuss service reconfiguration plans.

Further to your letter dated 14 January please below and attached further information addressing the questions raised which should hopefully provide the necessary clarification.

1. The number of training posts available in each specialism in each of the past 3 years.

Appendix 1 details the number of training posts managed by the Wales Deanery in August 2010, 2011 and 2012. As you will see there is a slight overall variation in the number of posts. These changes are due to strategic shifts, for example The Wales Deanery has invested in new emerging specialties such as Acute Medicine and Community Sexual and Reproductive Health. Any reductions in posts have been made for a number of reasons, for example in Paediatrics fixed term unattractive posts were converted to substantive long term training programmes leading to the certificate of completion of training (CCT). For General Practice variations in posts numbers are due to recruitment difficulties and a pilot extension to the training scheme in 2010.

2. The number of training post vacancies in each specialism in each of the past 3 years.

The basic salary for the majority of training posts is 50% funded by the Deanery and 50% funded by the Health Board. The Deanery would like to stress that in the event that a post is vacant the 50% funding provided by the Deanery to the Health Board continues to enable a service appointment to be made and funded without extra cost to the Health Board. Due to the fluid nature of vacancies it is difficult to provide meaningful information to the question; therefore please find attached copies of the Vacancy Matrix Reports provided to the Medical Directors at their meeting of the Medical Directors Executive Group. Appendices 2a, 2b and 2c provide a snapshot of the number of training vacancies in each of the Health Boards for the main specialties in August 2010, 2011 and 2012 respectively.

3. The underspend forced by the inability to fill these trainee posts in each of the past 3 years.

As discussed above the Deanery continues to provide the Health boards with funding if a post remains vacant and as a result there is no underspend. Where posts remain vacant for 12 months or more a strategic review will be undertaken of the posts to determine whether funding should be invested in the future. The Deanery would only reduce the funding to the Health Boards when Training posts are fully dis-established for training purposes

Yours sincerely

A handwritten signature in black ink, appearing to read 'Derek Gallen', written in a cursive style.

Professor Derek Gallen
Postgraduate Dean and Head of School

APPENDIX 1

Training Grade Post Summary August 2010 to August 2012			
Specialty	Aug-10 Number of posts	Aug-11 Number of posts	Aug-12 Number of posts
Foundation Training Programme	678	678	678
Acute medicine		9	11
Anaesthetics (Core Training)	133	118	118
Anaesthetics (Higher Training)	130	129	129
Audiovestibular medicine	1	1	1
Cardiology	43	43	43
Cardio-thoracic surgery	12	12	12
Chemical pathology	5	5	5
Child & Adolescent Psychiatry	12	12	13
Clinical genetics	9	7	8
Clinical immunology and allergy	1	1	1
Clinical Neurophysiology	1	1	1
Clinical Oncology	18	19	18
Clinical pharmacology and therapeutics	3	3	3
Clinical Radiology	44	44	44
Core Medical Training	222	223	229
Core Psychiatry Training	93	97	90
Cor Surgical Training	172	171	147
Community Sexual & Reproductive Health			2
Dermatology	12	13	13
Emergency Medicine	59	57	56
Endocrinology and diabetes mellitus	27	28	28
Forensic psychiatry	8	8	8
Gastroenterology	23	23	23
General Adult Psychiatry	36	36	37
General medicine	9		
General Practice	259	225	233
General surgery	62	62	62
Genito-Urinary Medicine	4	4	4
Geriatric medicine	44	43	47
Haematology	21	21	21
Histopathology	20	21	21
Infectious diseases	3	3	3
Intensive Care Medicine	18	20	21
Medical microbiology and Virology	10	10	10
Medical oncology	4	4	4
Neurology	11	12	12
Neuropathology	1	1	1
Neurosurgery	5	5	5
Nuclear medicine	1	1	1
Obstetrics & gynaecology	117	116	115
Occupational Medicine	9	8	9
Old age psychiatry	8	8	8
Ophthalmology	21	21	22
Oral and maxillofacial surgery	11	11	11
Otolaryngology	16	16	16
Paediatric neurology	1	1	1
Paediatric surgery	2	2	2
Paediatrics	177	181	174
Palliative medicine	17	17	17
Plastic surgery	11	12	12
Psychiatry of Learning Disability	9	9	9
Psychotherapy	1	1	1
Public health medicine	36	36	36
Rehabilitation Medicine	1	1	1
Renal medicine	16	16	16
Respiratory medicine	31	31	31
Rheumatology	10	10	10
Sports and Exercise Medicine	1	1	1
Trauma & Orthopaedic Surgery	52	52	52
Urology	14	16	16
Total	2775	2736	2723

APPENDIX 2a

The Wales Deanery – Vacancy Matrix (accurate 28th July 2010)

Health Board	Hospital	Medicine	Paediatrics	Emergency Medicine	Anaesthetics	Surgery	Obstetrics & Gynaecology
Aneurin Bevan	Gwent	2/34	2/17	0/7	1/13	0/25	0/12
	Nevill Hall	0/13	1/9	0/6	1/12	0/9	1/7
	Caerphilly	0/9					
Cardiff and Vale	UHW	0/45	4 /32	0/13	4/12	0/30	0/15
	Llandough	0/13				0/10	
	Rookwood	0/3					
Velindre	Velindre	0/7					
	Holme Towers	0/2					
Cwm Taf	Royal Glam	0/16	2 /14	0/6	1/7	0/14	0/4
	Prince Charles	4/20	0/9	1 GP/3	2/7	2/11	1/6
ABM	POW	2 (1 CT, 1 GP)/23	0/12	1 CT/9	2/10	1/11	0/5
	Neath	2/21					
	Morrison	0/28		0/12	5/28	4/38	
	Singleton	1/17	1/20			1/10	0/9
Hywel Dda	Prince Philip	2/16		0/5		0/3	
	West Wales	0/14	1/7	0/4	1/5	1/16	0/5
	Withybush	2/10	1/7	0/5	0/4	0/5	0/6
	Bronglais	3(2 CT, 1 F2) /9	1/4	1 GP/6		0/6	0/1
Betsi Cadwaladr	Bangor	2(1 CT, 1 GP) /17	1/9	1 GP/7	0/5	3/7	0/5
	Llandudno	0/9					
	Glan Clwyd	3(2 CT, 1 F2)/25	2/13	0/6	0/6	6/17	0/ 6
	Wrexham	1 GP/22	1/10	2 CT /6	0/6	2/20	0/5
	TOTALS	24 (19 CT + 2 F2 +3GP)	17 ST	6 (3 CT + 3 GP)	15 CT	20 CT	2 ST

Risk Table Key:

Green – currently no vacant posts, Amber – vacancies range between 1% and 25%, Red – number of vacancies exceeds 25%

The number given in each box corresponds to the number of vacancies as of 28th July 2010 at the Core/Lower years levels (i.e. formerly SHO) out of the total number of training posts in that specialty and hospital (includes Specialty Training, F2 and General Practice posts).

This table does not include data on the higher specialty training positions.

Risk Analysis: Core Surgical Training Grade Rotas – August 2011	Wales Deanery 							
	Key to risk rating <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>High</td> <td>Gaps>25%</td> </tr> <tr> <td>Medium</td> <td>11%>Gaps>24%</td> </tr> <tr> <td>Low</td> <td>Gaps<10%</td> </tr> <tr> <td>No risk</td> <td>No gaps</td> </tr> </table>	High	Gaps>25%	Medium	11%>Gaps>24%	Low	Gaps<10%	No risk
High	Gaps>25%							
Medium	11%>Gaps>24%							
Low	Gaps<10%							
No risk	No gaps							

Health Board	Site	Number of trainees on rotation (intended)	Actual Number of trainees confirmed on rotation in August 2011	Predicted Number of Training gaps (as of 28/6/10)	Training risk and comments
Cardiff and Vale	UHW	19	18	1	Gap in T&O
	Llandough	3	3	0	
Cwm Taf	Merthyr	6	5	1	Gaps in T&O
	RGH	13	13	0	
Betsi Cadwaladr	Wrexham	14	10	4	Gaps in General Surgery x2, ENT, T&O
	Bangor	13	7	6	Gaps in General Surgery x3, ENT, T&Ox2
	Glan Clwyd	12	9	3	Gaps in T&Ox2, EM
Aneurin Bevan	Royal Gwent	16	16	0	
	Nevill Hall	5	3	2	Gaps in General Surgeryx2
ABMU	Morrison	27	25	2	Gaps in T&Ox2 Existing quality concerns likely to be exacerbated by gaps
	Singleton	2	2	0	
	POW	6	3	3	Gaps in T&Ox3
Hywel Dda	West Wales General	4	4	0	
	Prince Phillip	1	1	0	
	Withybush	5	1	4	Gaps in T&Ox2, General Surgery x2

Risk Analysis: Emergency Medicine Higher Training Grade Rotas (ST4+) – September 2011



Key to risk rating

High	Gaps>25%
Medium	11%>Gaps>24%
Low	Gaps<10%
No risk	No gaps

Health Board	Site	Number of trainees on rotation (intended)	Actual Number of trainees confirmed on rotation in September 2011	Number of Training gaps (as of 28/6/10)	Training risk and comments
Cardiff and Vale	UHW	4	3	1	High
Cwm Taf	Merthyr	2	2*	0	Low
	RGH	1	0	1	High
Betsi Cadwaladr	Wrexham	1	0	1	High
	Bangor	1	1	0	Low
	Glan Clwyd	1	0	1	High
Aneurin Bevan	Royal Gwent	6	2	4	High
	Nevill Hall	1	1	0	Low
ABMU	Swansea	4	1	3	High
	POW	3	2	1	High
Hywel Dda	West Wales General	No higher grade EM trainees in Hywel Dda			
	Prince Phillip				
	Withybush				

Risk Analysis: Middle Grade Rotas and Paediatric Training September 2011

Key to risk rating

High	Gaps > 25%
Medium	11% > Gaps > 24%
Low	Gaps < 10%
No risk	No gaps

Health Board	Site	Number of trainees on rotation (intended)	Actual Number of trainees on rotation in Sept 2011	Number of Training gaps (as of 28/6/10)	Training risk and comments
Cardiff and Vale	UHW PICU	2	2	0	
	UHW general	8	7.8	0.2	
	UHW special	10	9.6	0.4	
	UHW neonates	8	5.6	2.4	
Cwm Taf	Merthyr	5	3.6	1.4	
	RGH	7	5	2	
Betsi Cadwaladr	Wrexham	3	1	2	
	Bangor	4	1.6	2.4	
	Glan Clwyd	3	2	1	
Aneurin Bevan	Royal Gwent	7	6.6	0.4	
	Royal Gwent neonates	6	6	0	
	Nevill Hall	5	4.6	0.4	
ABMU	Swansea General	10	9	1	
	Swansea Neonates	4	3.6	0.4	
	POW	6	3.8	1.2	
Hywel Dda	No middle grade rotations				

Risk Analysis: Psychiatry Core Training Grade Rotas (CT1 – CT3) – August 2011



Key to risk rating

High	Gaps>25%
Medium	11%>Gaps>24%
Low	Gaps<10%
No risk	No gaps

Health Board	Site	Number of trainees on rotation (intended)	Actual Number of trainees confirmed on rotation in August 2011	Number of Training gaps (as of 28/6/10)	Training risk and comments
Cardiff and Vale	Cardiff	13	13	0	NB existing quality concerns
Cwm Taf	Merthyr	7	7	0	
	RGH	8	8	0	
Betsi Cadwaladr	Wrexham	3	2	1	
	Bangor	7	6	1	
	Rhyl	4	4	0	
Aneurin Bevan	Gwent	18	16	2	Existing serious quality concerns related to out of hours cover. Likely to be exacerbated by gaps
ABMU	Swansea	8	7	1	
	Bridgend	9	9	0	
Hywel Dda	Carmarthen	4	3	1	
	Prince Phillip	2	2	0	
	Haverfordwest	2	2	0	

Wales Postgraduate Deanery
Recruitment Risk Analysis

The number given in each box corresponds to the number of vacancies as of 30th July 2012 for the August 2012 intake at the Core/Lower years levels out of the total number of training posts in that specialty and hospital. Please note that this table does not include data on F2 and General Practice posts and also higher specialty training positions.

Risk Table Key:

Green – number of vacancies are less than 11%

Amber – vacancies range between 11% and 24%

Red – number of vacancies exceeds 24%

Health Board	Hospital	Medicine (CMT)	Paediatrics	Anaesthetics	Surgery	Obstetrics & Gynaecology
Aneurin Bevan	Gwent	1 (4)	+0.1 (9)	0 (12)	1 (14)	0 (8)
	Nevill Hall	3 (9)	0 (2)	0 (11)	0 (4)	0 (5)
	Caerphilly	1 (4)	n/a	n/a	n/a	n/a
Cardiff and Vale	UHW	1 (22)	3 (23)	1 (11)	6 (19)	+0.1 (9)
	Llandough	1 (6)	n/a	n/a	0 (2)	n/a
	Rookwood	0 (3)	n/a	n/a	n/a	n/a
Velindre	Velindre	0 (4)	n/a	n/a	n/a	n/a
	Holme Towers	0 (2)	n/a	n/a	n/a	n/a
Cwm Taf	Royal Glam	0 (10)	+0.1 (6)	0 (7)	3 (9)	0 (1)
	Prince Charles	0 (15)	0 (2)	1 (4)	0 (5)	0 (2)
ABM	Princess Of Wales	3 (7)	0 (1)	1 (9)	1 (6)	0 (1)
	Neath	1 (6)	n/a	n/a	n/a	n/a
	Morriston	1 (22)	0 (2)	5 (23)	9 (27)	n/a
	Singleton	1 (7)	1.5 (7)	n/a	1 (2)	0 (1)
Hywel Dda	Prince Philip	1 (7)	n/a	n/a	0 (1)	n/a
	West Wales	3 (9)	0 (2)	1 (4)	2 (4)	0 (2)
	Withybush	2 (10)	1 (4)	0 (3)	2 (5)	1 (3)
	Bronglais	0 (4)	n/a	n/a	n/a	n/a

Betsi Cadwaladr	Bangor	4 (20)	0 (2)	0 (4)	1 (10)	0 (2)
	Llandudno	0 (4)	n/a	n/a	n/a	n/a
	Glan Clwyd	3 (15)	0.9 (9)	0 (6)	3 (9)	0 (3)
	Wrexham	3 (13)	1 (4)	0 (5)	2 (11)	0 (2)

Figures in brackets = no. of posts

Additional Information:

CMT

Figures for CMT – Do not include mat leave vacancies.

There are currently 29 vacancies for CMT out of a total of 203 posts.

All Medical personnel departments advised at each site (and royal college tutors) to try and fill their gaps with LAS's or trust grades for 12 months (if they wish to).

Note: There may be further vacancies, as existing CT2 trainees, whom we have offered additional training time and reserved posts for, obtain PACES and resign from CMT before August 2012.

Anaesthetics

Figures for Anaesthetics do not include vacancies arising from maternity leave or include posts which form ACCS rotations

All 26 CT1 advertised posts have been filled during Round 1.

Any unfilled CT2 posts which remain unfilled after the clearing process have now been released back to the Health Boards for LAS appointments

Paeds. and O&G

Some gaps due to maternity leave and, therefore will not be vacant for full 12 months

Figures with a + are where there is over a 100% fill rate as a result of slot-shares

All recruitment is now complete and all vacant posts have been returned to HBs

Risk Analysis: Core Surgical Training Grade Rotas – August 2012

Key to risk rating

High	Gaps > 25%
Medium	11% > Gaps > 24%
Low	Gaps < 10%
No risk	No gaps

Health Board	Site	Number of trainees on rotation (intended)	Actual Number of trainees confirmed on rotation in August 2012	Predicted Number of Training gaps (as of 30/07/12)	Training risk and comments
Cardiff and Vale	UHW	19	13	6	Gaps = 1x Transplant / 2x cardiothoracic / 3x T&O
	Llandough	2	2	0	
Cwm Taf	Merthyr	5	5	0	
	RGH	9	6	3	Gaps = 1 x general / 2 x T&O
Betsi Cadwaladr	Wrexham	11	9	2	Gaps = 1x general / 1 x T&O
	Bangor	10	9	1	Gap = 1x T&O
	Glan Clwyd	9	6	3	Gaps = 2x T&O / 1x ENT
Aneurin Bevan	Royal Gwent	14	13	1	Gap = 1 x ENT
	Nevill Hall	4	4	0	
ABMU	Morrison	27	18	9	Gaps = 2x plastic / 5x T&O / 1x cardiothoracic / 1x general
	Singleton	2	1	1	Gap = 1x ENT
	POW	6	5	1	Gap = 1x general
Hywel Dda	West Wales General	4	2	2	Gaps = 1x ENT and 1x general
	Prince Phillip	1	1	0	
	Withybush	5	3	2	Gaps = 2x general

Risk Analysis: Middle Grade Rotas and Paediatric Training September 2012

Key to risk rating

High	Gaps > 25%
Medium	11% > Gaps > 24%
Low	Gaps < 10%
No risk	No gaps

Health Board	Site	Number of trainees on rotation (intended)	Actual Number of trainees on rotation in Sept 2012 (as of 30/08/12)	Number of Training gaps (as of 30/07/12)	Training risk and comments
Cardiff and Vale	UHW PICU	5	4.6	0.4	
	UHW general	9	8.4	0.6	
	UHW special	10	10.2	0	+0.2 due to slot share
	UHW neonates	8	6.2	1.8	
Cwm Taf	Merthyr	5	5	0	
	RGH	7	6.6	0.4	
Betsi Cadwaladr	Wrexham	3	2	1	
	Bangor	4	2.6	1.4	
	Glan Clwyd	3	3	0	
Aneurin Bevan	Royal Gwent	7	7	0	
	Royal Gwent neonates	6	5.4	0.6	
	Nevill Hall	5	4	1	
ABMU	Swansea General	10	9	1	
	Swansea Neonates	4	3.8	0.2	
	POW	5	4	1	
Hywel Dda	No middle grade rotations				

Risk Analysis: Emergency Medicine Higher Training Grade Rotas (ST4+) – September 2012

Key to risk rating

High	Gaps>25%
Medium	11%>Gaps>24%
Low	Gaps<10%
No risk	No gaps

Health Board	Site	Number of trainees on rotation (intended)	Actual Number of trainees confirmed on rotation in September 2012	Number of Training gaps (as of 30/07/12)	Training risk and comments
Cardiff and Vale	UHW	4	3	1	
Cwm Taf	Merthyr – Prince Charles	2	2	0	
	RGH	1	0	1	
Betsi Cadwaladr	Wrexham	1	1	0	
	Bangor	1	0	1	
	Glan Clwyd	1	0	1	
Aneurin Bevan	Royal Gwent	6	2	4	
	Nevill Hall	1	1	0	
ABMU	Swansea - Morrision	3	2	1	
	POW	3	2	1	
Hywel Dda	West Wales General	No higher grade EM trainees in Hywel Dda			
	Prince Phillip				
	Withybush				

Risk Analysis: Psychiatry Core Training Grade Rotas (CT1 – CT3) – August 2012

Key to risk rating

High	Gaps>25%
Medium	11%>Gaps>24%
Low	Gaps<10%
No risk	No gaps

Health Board	Site	Number of trainees on rotation (intended)	Actual Number of trainees confirmed on rotation in August 2012	Number of Training gaps (as of 30/07/12)	Training risk and comments
Cardiff and Vale	Cardiff	13	12	1	2 x less than full times trainees
Cwm Taf	Merthyr	5	5	0	
	RGH	8	7.5	.5	1 x less than full time trainee
Betsi Cadwaladr	Wrexham	4	4	0	
	Bangor	5	4.5	.5	1 X less than full time
	Rhyl	4	4	0	
Aneurin Bevan	Gwent	17	14.5	2.5	
ABMU	Swansea	6	3.5	2.5	One of the 3.5 may be taking up a staff grade post. + 1 LTFT
	Bridgend inc Hensol and Caswell	9	8.5	.5	
Hywel Dda	Carmarthen inc Caswell	8	6.5	1	
	Prince Phillip	2	2	0	
	Haverfordwest	2	0	2	

Total number of trainees on rotation – 83

Actual numbers confirmed on rotation – 72.5

Number of training gaps – 10.5