

# MAC Review of the Shortage Occupation List

## Page 2: About you

Q1. What is the name of your organisation?

British Association for Community Child Health

Q2. What is your email address?

clionanib@waitrose.com

Q3. Please indicate if you would like to be added to our database for future research purposes and updates on MAC work.

Yes

Q4. What is your type of organisation?

Business including voluntary organisations

Q5. Please tell us the location of your organisation? (Please select all that apply.)

UK wide

Q6. Please indicate which of the options below best explain your reason for completing this online form.

I would like to provide evidence on sector/wider shortages on behalf of members or as a recruitment business.

## Page 7: Your evidence

Q25. Please indicate from which of these industries are you providing evidence?(Please select all that apply).

Health

Q26. If you wish, you can provide details of individual jobs titles you/your members have found hard to fill in the boxes below (maximum of 10). Please help us by matching the job titles you have provided with the closest standardised ONS job title and associated 4-digit occupation (SOC) code using the Office for National Statistics (ONS) Occupation Tool. There is also space to list the sector(s) where shortages of candidates to fill these job titles has been most acute. If providing this information, please refer to the list in question 24.

	Job title	Closest ONS job title	Closest ONS occupation code (4 digit)	Sector(s) most affected
1	NHS consultant	consultant, hospital	2211	-
2	Registrar	registrar, specialty	2211	-
3	Staff, associate specialist and specialty doctors	SAS docto	2211	-
4	-	-	-	-
5	-	-	-	-
6	-	-	-	-
7	-	-	-	-
8	-	-	-	-
9	-	-	-	-
10	-	-	-	-

Q27. What do you think are the main reasons for job shortages (answered in the question above), and or wider shortages in the sector(s)? (Not to exceed 500 words).

The number of community paediatricians in the UK has declined significantly. In 2015 there were 1299 WTE doctors working in community paediatrics, 265 (17%) fewer than in 10 years previously in 2005 (RCPCH Census data). The RCPCH (CCT and CESR Class of 2016 report) has reported that only 9.6% of paediatric trainees are awarded a CCT in CCH, whereas 18.5% of existing consultants work in CCH. We are therefore not recruiting enough community paediatricians to meet demand for services. The number of CCTs awarded in CCH is increasing but is still well below what is needed to meet demand for the foreseeable future. CCH has been less attractive to trainees in the past but we do not know the reasons for this. It is good to see recruitment recovering but it will not be enough to meet demand for the foreseeable future. We believe that the closure of the associate specialist grade has made SAS posts less attractive, as the specialty doctor contract does not reflect the skills and experience of many SAS doctors. We support the re-opening of this grade (or similar) but we are aware NHSE has some reluctance. There are few CESR applications by community paediatricians than in other areas of paediatrics. The requirement for recent experience in general and neonatal paediatrics precludes many UK SAS community paediatricians from applying for Certification through Equivalence, as they may not have practised in these areas for many years. However applications from non-UK applicants can apply for CESR in CCH alone with slightly less stringent requirements in other areas of paediatrics, which could increase recruitment.

Q28. Please explain what measures have been taken to reduce shortages in the sector as informed by your members and or research. (Not to exceed 500 words).

BACCH has recognised this problem for some time and has been working with the RCPCH to assess and develop strategies to deal with the situation. The two organisations have surveyed the current position, issued guidance on CCH services and published innovative projects to meet demand. We promote the subspecialty at every opportunity and this is beginning to improve recruitment (and the number of CCTs awarded). BACCH has recently appointed a Workforce Officer and intends to develop a workforce strategy alongside other bodies.

Q29. Have these measures worked, if not why? (Not to exceed 500 words).

A concerted effort is only coming together now. However the RCPCH has calculated we would need to recruit over 70 consultants in each of the next 5 years to meet demand. This would mean trebling recruitment, which is unlikely in this timescale. Hence the need to allow overseas recruitment.

Also see attachment at Q14

Q30. Are the jobs that you have said are in shortage, open to eligible workers from the Tier 2 points-based visa system?

Yes

Q31. If known, how many workers from outside of the UK have been recruited using the Tier 2 points-based visa system in the past 12 months, stating the job titles.(Not to exceed 500 words).

N/K

Q32. If you have supporting evidence such as survey results from members please attach here. Please remember to omit sensitive details before attaching.

- File: BACCH Evidence in support of putting CCH on the shortage occupation list .docx

**32. If you have any other information that might be useful for our call for evidence please use the space below to explain (Not to exceed 500 words).**  
See uploaded file.

## Page 8: Feedback

Q33. Please use this space to let us know if you experienced any difficulties in using this online form. (Not to exceed 500 words).

No problems