The state of medical education and practice in the UK: 2012

Phillippa Hentsch
European and International Policy Officer
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A different type of report

• Not a report about the GMC

• Report about the profession we regulate

• Evidence based – uses our data and other sources

• Reflects our ambition to understand, learn from and disseminate data and resulting analysis – feed in to a wider debate

• Reflects our ambition to engage with the profession, employers, educators and patients
A profession facing challenges

- Financial pressure on services and in England major reforms
- Working time regulations and patterns of work
- Technological advances
- Patient profile and expectations
- Evidence of variations in standards
- Evidence of poor care of the vulnerable
- Wider discussion about what it means to be a doctor and what is expected from the 21st century professional
Chapter 1: A diverse and changing profession

The medical profession in the UK 2011

- 245,000 doctors – 230,000 with a licence
- Average age 39, Peak age 35
- 10% EU trained, 27% IMGs
- Women doctors up 4.7% in 2011
- More UK graduates than ever
- More ethnically diverse than UK population
- 2.7 doctors per 1000 population (OECD 3.1 per 1000)
- 71,307 on the Specialist Register
- 61,156 doctors the GP Register

Scotland
20,151 registered doctors

England
183,019 registered doctors

Northern Ireland
6,674 registered doctors

Wales
10,746 registered doctors
The medical profession in the UK 2011

**Gender**
- Number and proportion of female doctors continues to grow
- Number of female doctors expected to exceed that of male doctors between 2017 and 2022
- More flexible training and working patterns needed
- Differences in career progression for men and women

**Medical education and training**
- Medical students continue to come from higher socioeconomic groups
- Concerns about demand for foundation training and consultant posts
- Distribution of doctors across medical specialities
Changes in the make up of the profession

Number of doctors from countries with over 1,000 doctors on the register in 2011

Doctors joining the register in 2011*

* Countries with over 1,000 doctors on the register
Complaints about doctors are increasing

- Tiny proportion of patient interactions
- 8,781 complaints in 2011
- 23% up on 2010 (2010 24% on 2009)
- Increases from patients, relatives and official sources
- c 5000 closed at initial assessment
- one in 64 doctors investigated in 2011 (one in 68 in 2010)
- 2300 serious investigations
- 650 no action/ 700 advice
- 200 warning
- 175 conditions on practice
- 100 suspended
- 65 erased (73 in 2010)
Most complaints from patients/relatives

- Clinical Care: 61.9% (From doctors), 25.6% (From public)
- Compliance with GMC investigations: 0.3% (Doctors), 0.0% (Public)
- Health: 9.7% (Doctors), 0.6% (Public)
- Maintaining good medical practice: 2.5% (Doctors), 0.6% (Public)
- Probity: 38.1% (Doctors), 8.9% (Public)
- Relationships with patients: 7.8% (Doctors), 25.0% (Public)
- Teaching/supervision: 1.5% (Doctors), 0.4% (Public)
- Unspecified: 0.5% (Doctors), 0.4% (Public)
- Working with colleagues: 14.0% (Doctors), 2.2% (Public)
Some doctors are more complained about

- GPs, surgeons and psychiatrists
- Older doctors
- Overseas qualified doctors have slightly higher rates of referral especially older ones
- But ethnicity does not appear to be a factor

<table>
<thead>
<tr>
<th>Year</th>
<th>Complaints</th>
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<tr>
<td>2011</td>
<td>8,781</td>
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<tr>
<td>2010</td>
<td>7,153</td>
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<td>2009</td>
<td>5,773</td>
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<td>2008</td>
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<td>2007</td>
<td>5,168</td>
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Allegation types vary over doctors’ careers

The chart shows the profile of allegations by stage of career for different time periods since the PMQ (years). The stages are 0–2, 3–10, 11–20, 21–30, 31–40, 41–50, and 51–60 years. The types of allegations include:

- Clinical care
- Compliance with GMC investigations
- Health
- Maintaining good medical practice
- Probity
- Relationships with patients
- Teaching/supervision
- Working with colleagues

The chart illustrates how the types and proportions of allegations change over time in a doctor's career.
Organisational impact

The diagram shows the average number of complaints per 1,000 doctors per year for different sizes of trusts. The size categories are:

- Small: 0-250 doctors, No. of trusts N=20
- Medium: 250-500 doctors, No. of trusts N=74
- Large: 500-1000 doctors, No. of trusts N=50
- Very large: 1000-2000 doctors, No. of trusts N=19
Overcoming barriers to good medical practice

- Doctors and patients have changed expectations

- Implications for workforce planning (cf European Commission EU Action Plan on health workforce)

- Need for greater flexibility in training and career paths to accommodate changing needs

- Better understanding of association between size of organisation and outcomes

- Revalidation – better clinical governance and support through appraisals

- Implications not just for the GMC – other regulators, organisations and employers
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2012

www.gmsc-uk.org/somep2012
publications@gmc-uk.org