

**COMHAIRLE NA NOSPIDÉAL**

**CONSULTANT  
STAFFING**

**~ 1st January, 2001 ~**

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## CONSULTANT STAFFING AT 01.01.2001 - EXECUTIVE SUMMARY

Twice as many new consultant posts were created in the year 2000 as in any previous year. There has been a significant expansion in the number of approved posts of consultant (up 40% to 1,560) and NCHD (up 48% to 3,238) over the past decade. Today there are twice as many hospital doctors in Ireland as there were twenty-five years ago. In 1975, there were 2,166 hospital doctors - 956 consultants and 1,210 NCHDs.

On 1st January 2001 there were 1,560 consultant posts in the public sector in Ireland, a net increase of 120 posts (8.3%) on last year. This compares with 52 new posts in 1999, 61 new posts in 1998; 35 in 1997; and 22 in 1996.

In 1990 there were 1,122 consultant posts. Since then, consultant numbers have grown by 40%. 438 new posts have been created, of which 390 were in the eight years since the publication of the discussion document "Medical Manpower in Acute Hospitals" (Tierney Report). This is five times the rate for the previous eight-year period 1985 - 1993 when there was a net increase of 77 consultant posts. The number (1,481) projected for January 2001 in the Tierney Report has been exceeded by 80 posts.

There is now one consultant per 2,300 population. Eight years ago the ratio was 1/3,000.

An average of almost 80 doctors per annum have taken up duty in Ireland as permanent consultants, for the first time, over the past six years. 97 took up duty in 2000. This compares with an average of 40 in the mid-eighties, 50 in the early nineties and over 70 in the late nineties. The average age on appointment for new consultants in Ireland in 2000 was 38 years. This is similar to previous years.

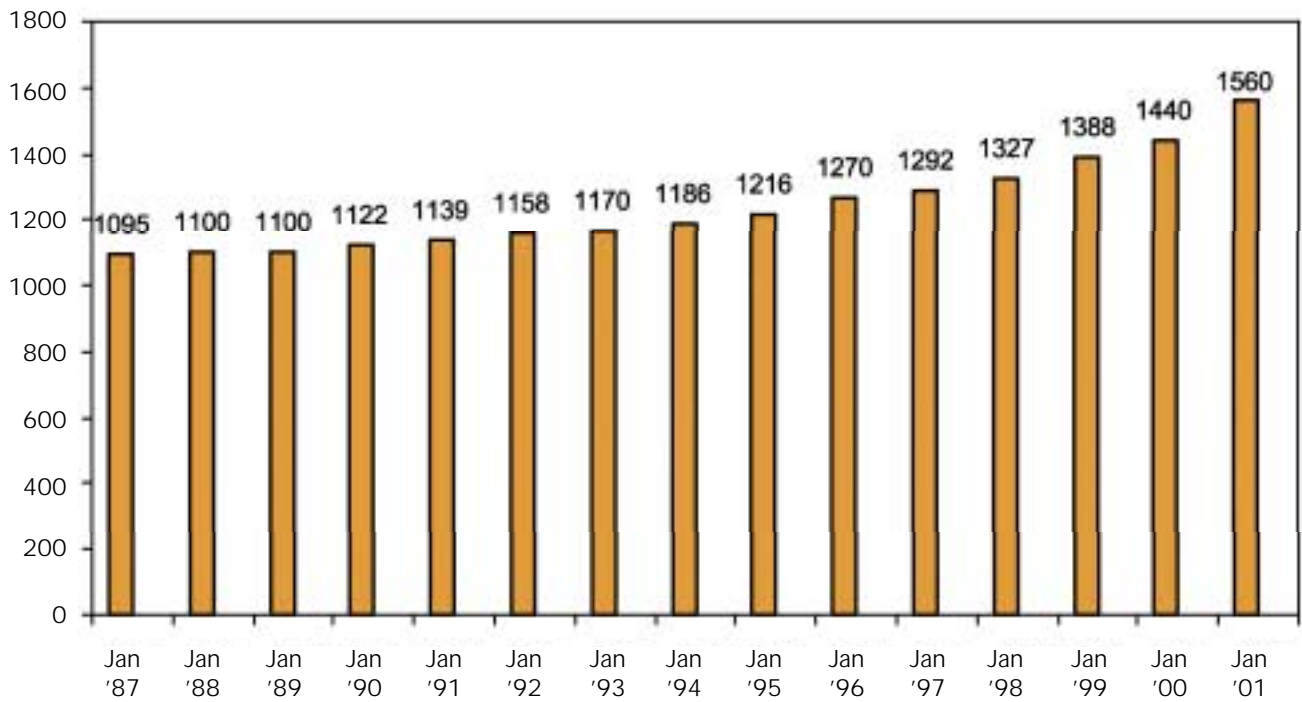
There has been a gradual change in the proportion of male and female consultants over the past decade i.e. from 87% male/ 13% female in 1990 to 79% male / 21% female today. Of the 384 new consultants who took up duty since January 1996, 108 (28%) were women and 276 (72%) were men.

There are 236 approved non-permanent consultant appointments. Of the 150 which were filled on 31st December, 2000, 30% were occupied by women and 70% by men. 40% were occupied by non EU-nationals. 155 specialists working solely in private hospitals have been identified, 45% of these are in the ERHA area and 30% are in the SHB area.

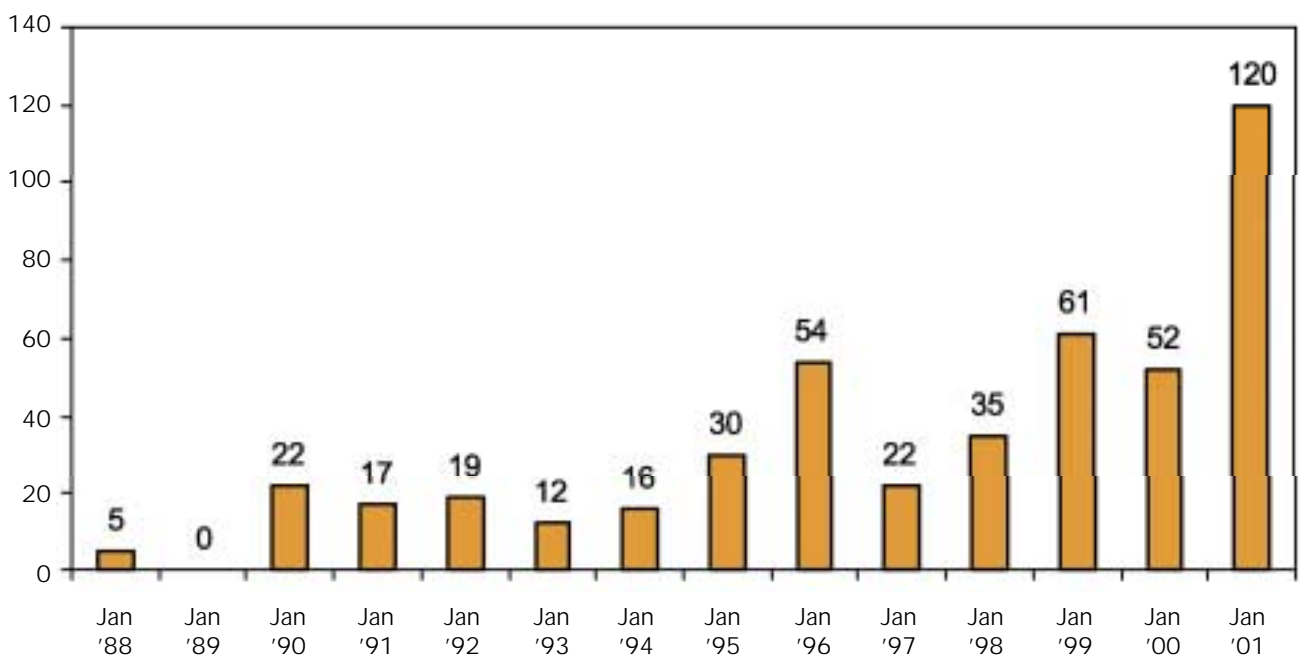
There has been no significant change in the geographical distribution of the hospital medical workforce. The distribution of approved consultant posts and NCHD posts between the ERHA region and the rest of the country has remained constant over the past decade. 36% of the population resides in the ERHA area and 48% of approved permanent consultant posts and an identical percentage of NCHD posts in the public sector are located there.

Twenty-four consultant posts are part-time or filled on a job-sharing basis.

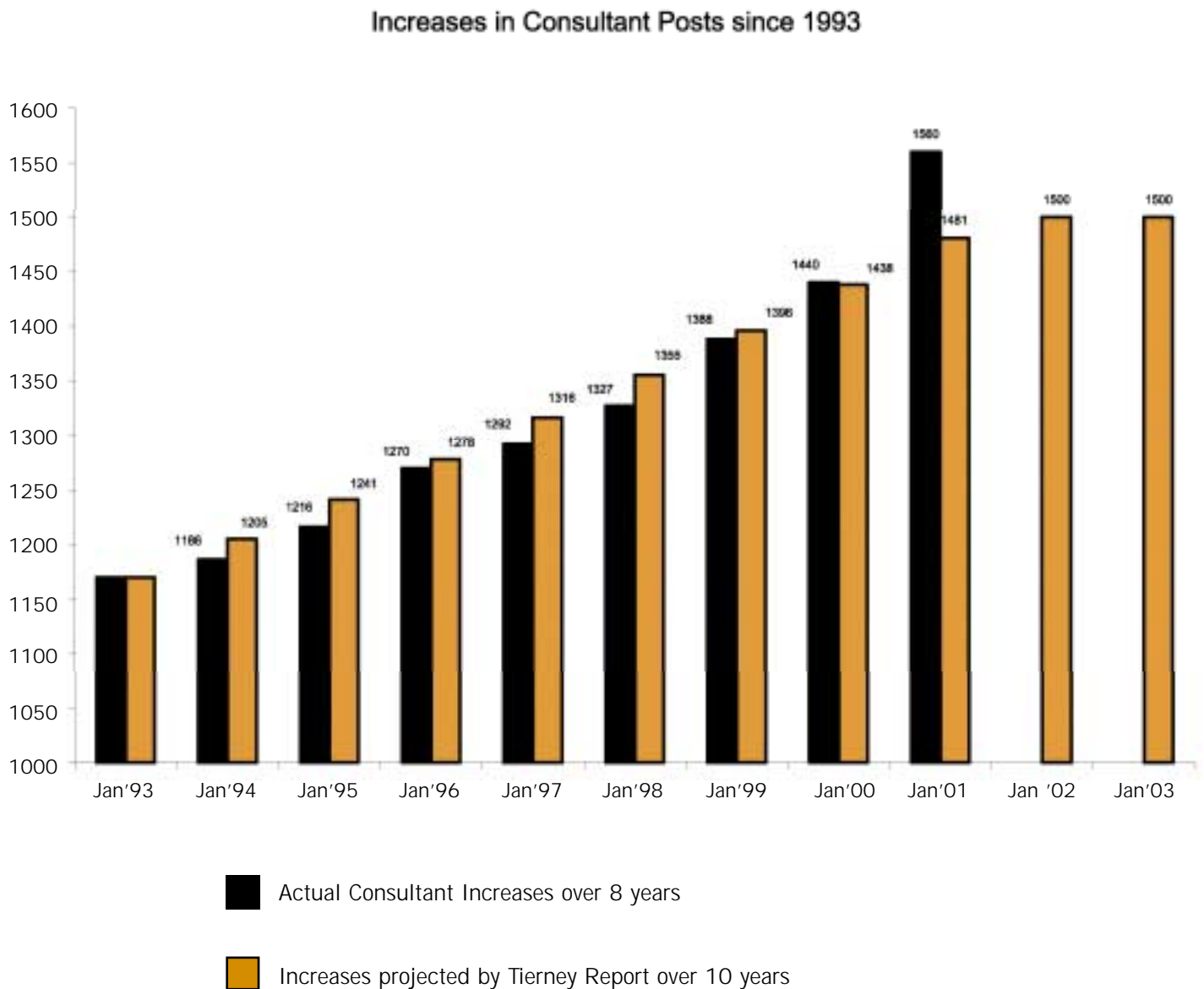
**FIGURE 1 - OVERALL NUMBER OF CONSULTANT POSTS, 1987-2001**



**FIGURE 2 - ANNUAL NET INCREASE IN CONSULTANT NUMBERS, 1987-2001**



**FIGURE 3 - CONSULTANT POSTS SINCE “MEDICAL MANPOWER IN ACUTE HOSPITALS” (TIERNEY REPORT) OF 1993 - PROJECTED vs ACTUAL INCREASES**



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## INTRODUCTION

This report sets out statistical information related to the consultant staffing situation in Ireland at the 1st January, 2001. The compilation of the consultant workforce statistics is an on-going process which involves regular up-dating and refinement of data. The updating of the statistics involves recording alterations in the number of consultant posts stemming from the regulation of such appointments by Comhairle na nOspidéal. Refinement of data involves the incorporation of new information about consultants in practice which comes to the attention of Comhairle na nOspidéal. The overall objective is to provide, as far as possible, a comprehensive and accurate reflection of the consultant workforce on the 1st January of each year.

All the statistical information except for Table 11 refers to public sector consultant appointments only. Data relating to persons engaged solely in private practice is included in paragraph 11.1 under the heading of “Specialists in Private Practice”. The reliability and comprehensiveness of the data in respect of private specialists may not be as good as that for public sector appointments as the regulatory function of Comhairle na nOspidéal does not extend to the private hospitals.

The statistics in this report are presented by health board area and/or by specialty/sub-specialty. Where joint appointments exist between hospitals in two health board areas, the posts are allocated in this report to the hospital, and consequently to the health board area, with the greatest sessional commitment.

Any queries in relation to the information contained in this report should be directed to the Chief Officer, Tommie Martin; Peggy Cryan, SEO, or Andrew Condon, HEO who have compiled the report on behalf of Comhairle na nOspidéal.

## 1. CURRENT CONSULTANT STAFFING

1.1 The consultant establishment at 1st January, 2001 in the public sector was 1,560 comprising 1,313 permanent consultants in practice, 223 vacant approved posts which were in the process of being filled on a permanent basis, 6 posts under consideration by Comhairle na nOspidéal and 18 unprocessed posts. This last group consists of posts known to be vacant but not yet in a position to be considered by Comhairle na nOspidéal due to absence of financial clearance by the Department/ERHA or absence of completed application form from the employing authority and/or other reason. Table 1 shows a summary of the consultant workforce by specialty group.

**TABLE 1. SUMMARY OF CONSULTANT STAFFING AT 1ST JANUARY 2001**

Specialty Group	Permanent Consultant Posts
Accident & Emergency	21
Anaesthesia	240
Intensive Care	1
Medicine	284
Obstetrics / Gynaecology	89
Paediatrics	84
Pathology	140
Psychiatry	246
Radiology	147
Surgery	308
<b>Total</b>	<b>1,560</b>

1.2 During the year 2000, 129 additional and 56 replacement consultant posts were approved by Comhairle na nOspidéal. The net increase was 120 due to the non-replacement/absorption of nine posts into new or replacement posts. The details by specialty and sub-specialty/special interest are set out in Table 1A.



**TABLE 1A. - CONSULTANT POSTS BY SPECIALTY AND SUB-SPECIALTY AT 1st JANUARY, 2001.**

<b>Specialty &amp; Sub-specialty</b>	<b>Filed</b>	<b>Approved Vacant</b>	<b>Other</b>	<b>Consultant Establishment</b>
<b>ACCIDENT &amp; EMERGENCY</b>	<b>16</b>	<b>5</b>		<b>21</b>
<b>ANAESTHESIA</b>				
<b>Anaesthesia</b>	<b>190</b>	<b>25</b>		<b>215</b>
Intensive Care	6	4		10
Paediatric Anaesthesia	11	2		13
Pain Management	2	0		2
<b>Total</b>	<b>209</b>	<b>31</b>		<b>240</b>
<b>INTENSIVE CARE</b>				
	<b>0</b>	<b>1</b>		<b>1</b>
<b>MEDICINE</b>				
<b>General Medicine</b>	<b>33</b>	<b>6</b>		<b>39</b>
Cardiology	28	1		29
Gastroenterology	20	2		22
Gastroenterology/Liver Disease	2	2		4
Endocrinology/Diabetes Mellitus	19	1		20
Nephrology	12	1		13
Respiratory Medicine	21	1		22
Cystic Fibrosis	1	0		1
Thoracic Organ Transplantation	1	0		1
Tuberculosis	0	1		1
Rheumatology	12	3		15
<b>Total</b>	<b>149</b>	<b>18</b>		<b>167</b>
<b>Clinical Pharmacology</b>	<b>4</b>	<b>0</b>		<b>4</b>
<b>Dermatology</b>	<b>12</b>	<b>3</b>		<b>15</b>
Paediatric Dermatology	0	1		1
<b>Total</b>	<b>12</b>	<b>4</b>		<b>16</b>
<b>Genito-Urinary Medicine</b>	<b>2</b>	<b>0</b>		<b>2</b>
<b>Geriatric Medicine</b>	<b>33</b>	<b>5</b>	<b>2</b>	<b>40</b>
<b>Infectious Diseases</b>	<b>3</b>	<b>3</b>		<b>6</b>
<b>Medical Genetics</b>	<b>2</b>	<b>0</b>		<b>2</b>
<b>Medical Oncology</b>	<b>10</b>	<b>7</b>		<b>17</b>
<b>Neurology</b>	<b>10</b>	<b>2</b>		<b>12</b>
<b>Neurophysiology</b>	<b>2</b>	<b>1</b>		<b>3</b>
<b>Palliative Medicine</b>	<b>7</b>	<b>5</b>		<b>12</b>
<b>Rehabilitation Medicine</b>	<b>2</b>	<b>1</b>		<b>3</b>
<b>Total</b>	<b>236</b>	<b>46</b>	<b>2</b>	<b>284</b>

Specialty & Sub-specialty	Filled	Approved Vacant	Other	Consultant Establishment
<b>OBSTETRICS &amp; GYNAECOLOGY</b>				
<b>Obstetrics &amp; Gynaecology</b>	<b>74</b>	<b>11</b>	<b>2</b>	<b>87</b>
Gynaecological Oncology	1	0		1
Fetal Medicine	1	0		1
<b>Total</b>	<b>76</b>	<b>11</b>	<b>2</b>	<b>89</b>
<b>PAEDIATRICS</b>				
<b>General Paediatrics</b>	<b>35</b>	<b>1</b>	<b>1</b>	<b>37</b>
Infectious Diseases	1	0		1
Metabolic Diseases	1	1	1	3
Cardiology	3	0	1	4
Endocrinology	2	0		2
Gastroenterology	2	0		2
Nephrology	2	2		4
Neurology	4	0		4
Oncology	2	0		2
Respiratory Medicine	3	1		4
Community Child Health	2	2		4
Physical Handicap	2	0		2
Developmental	1	0		1
Learning Disability	1	0		1
<b>Total</b>	<b>61</b>	<b>7</b>	<b>3</b>	<b>71</b>
<b>Neonatology</b>	<b>12</b>	<b>1</b>		<b>13</b>
<b>Total</b>	<b>73</b>	<b>8</b>	<b>3</b>	<b>84</b>
<b>PATHOLOGY</b>				
<b>Biochemistry</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>6</b>
<b>Chemical Pathology</b>	<b>3</b>	<b>0</b>		<b>3</b>
Paediatric	1	0		1
<b>Total</b>	<b>4</b>	<b>0</b>		<b>4</b>
<b>Haematology</b>	<b>15</b>	<b>7</b>		<b>22</b>
Paediatric	1	0		1
Transfusion Medicine	4	2		6
<b>Total</b>	<b>20</b>	<b>9</b>		<b>29</b>
<b>Histopathology</b>	<b>53</b>	<b>3</b>		<b>56</b>
Cytology	5	4		9
Neuropathology	3	0		3
Ocular Pathology	1	0		1
Oral Pathology	1	0		1
Paediatric	2	0		2
Perinatal	1	0		1
<b>Total</b>	<b>66</b>	<b>7</b>		<b>73</b>
<b>Immunology</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>4</b>
<b>Microbiology</b>	<b>17</b>	<b>6</b>		<b>23</b>
Virology	0	1		1
<b>Total</b>	<b>17</b>	<b>7</b>		<b>24</b>
<b>Total</b>	<b>113</b>	<b>24</b>	<b>3</b>	<b>140</b>

Specialty & Sub-specialty	Filled	Approved Vacant	Other	Consultant Establishment
<b>PSYCHIATRY</b>				
<b>Child Psychiatry</b>	31	9		40
Learning Disability	9	2		11
<b>Total</b>	<b>40</b>	<b>11</b>		<b>51</b>
<b>Forensic Psychiatry</b>	<b>3</b>	<b>2</b>		<b>5</b>
<b>General Adult Psychiatry</b>	114	24	6	144
Learning Disability	13	4	1	18
Liaison	3	1		4
Old Age	9	8		17
Rehabilitation	1	3		4
Substance Misuse	3	0		3
<b>Total</b>	<b>143</b>	<b>40</b>	<b>7</b>	<b>190</b>
<b>Total</b>	<b>186</b>	<b>53</b>	<b>7</b>	<b>246</b>
<b>RADIOLOGY</b>				
<b>Radiation Oncology</b>	6	3		9
Paediatric	0	1		1
<b>Total</b>	<b>6</b>	<b>4</b>		<b>10</b>
<b>General Radiology</b>	<b>91</b>	<b>14</b>	<b>2</b>	<b>107</b>
Breast	6	0		6
Musculo-skeletal	1	0		1
Nuclear	4	0		4
Neuroradiology	5	0		5
Paediatric	9	0		9
Interventional	3	0		3
Vascular	2	0		2
<b>Total</b>	<b>121</b>	<b>14</b>	<b>2</b>	<b>137</b>
<b>Total</b>	<b>127</b>	<b>18</b>	<b>2</b>	<b>147</b>
<b>SURGERY</b>				
<b>Cardio-thoracic Surgery</b>	<b>8</b>	<b>0</b>		<b>8</b>
Paediatric	1	0		1
Transplantation	2	0		2
<b>Total</b>	<b>11</b>	<b>0</b>		<b>11</b>
<b>General Surgery</b>	<b>51</b>	<b>2</b>		<b>53</b>
Breast Endocrine	7	4	1	12
Gastro-intestinal	21	3		24
Hepato-biliary	3	0		3
Urology	2	0		2
Vascular	20	3		23
<b>Total</b>	<b>104</b>	<b>12</b>	<b>1</b>	<b>117</b>
<b>Neurosurgery</b>	<b>8</b>	<b>0</b>		<b>8</b>
Paediatric	1	0		1
<b>Total</b>	<b>9</b>	<b>0</b>		<b>9</b>
<b>Ophthalmic Surgery</b>	<b>25</b>	<b>3</b>	<b>1</b>	<b>29</b>
Neuro-ophthalmic	1	0		1
Medical Ophthalmology	1	0		1
Paediatric	1	0		1
Vitreoretinal	1	2		3
<b>Total</b>	<b>29</b>	<b>5</b>	<b>1</b>	<b>35</b>

Specialty & Sub-specialty	Filled	Approved Vacant	Other	Consultant Establishment
<b>Oral &amp; Maxillofacial</b>	<b>2</b>	<b>2</b>		<b>4</b>
<b>Orthopaedic Surgery</b>	<b>55</b>	<b>1</b>		<b>56</b>
Paediatric	6	0		6
Spinal	0	2		2
<b>Total</b>	<b>61</b>	<b>3</b>		<b>64</b>
<b>Otolaryngology</b>	<b>27</b>	<b>2</b>	<b>2</b>	<b>31</b>
Paediatric	0	1		1
<b>Total</b>	<b>27</b>	<b>3</b>	<b>2</b>	<b>32</b>
<b>Paediatric Surgery</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>4</b>
<b>Plastic Surgery</b>	<b>13</b>	<b>1</b>		<b>14</b>
<b>Transplantation</b>	<b>2</b>	<b>0</b>		<b>2</b>
<b>Urology</b>	<b>12</b>	<b>0</b>		<b>12</b>
Renal Transplantation	3	0		3
Paediatric	1	0		1
<b>Total</b>	<b>16</b>	<b>0</b>		<b>16</b>
<b>Total</b>	<b>277</b>	<b>26</b>	<b>5</b>	<b>308</b>
<b>TOTAL</b>	<b>1,313</b>	<b>223</b>	<b>24</b>	<b>1,560</b>

## Notes:

This statistical format does not attempt to indicate whether a sub-specialty or special interest is practised on a full-time or part-time basis. The report is a statistical summary rather than a list of individual posts.

The proportion of time devoted to the sub-specialty interest and the specialty is dependent on a number of factors including service demands, volume of workload, size of hospital, nature of specialty and sub-specialty, work patterns and interests of the individual consultants and their colleagues.

A post approved by Comhairle na nOspidéal is classified as “approved vacant” until an appointee takes up duty on a permanent basis.

The column “Other” includes 18 unprocessed replacement posts and 6 replacement posts where applications from the employing authorities are under consideration by Comhairle na nOspidéal.

## 2. CONSULTANT POSTS APPROVED 1996-2000

2.1 129 additional and 56 replacement consultant posts were approved by Comhairle na nOspidéal during 2000. Table 2 sets out the distribution of the additional posts by health board area and by specialty.

**TABLE 2. ADDITIONAL CONSULTANT POSTS APPROVED IN 2000  
BY HEALTH BOARD AREA AND BY SPECIALTY GROUP**

Specialty	ERHA East Coast	ERHA North	ERHA South West	Mid- West	Mid- land	North East	North West	South East	South	West	Total
Accident & Emergency	0	1	0	0	0	0	1	0	0	2	4
Anaesthesia	1	3	5	2	0	0	4	2	1	4	22
Intensive Care	0	1	0	0	0	0	0	0	0	0	1
Medicine	4	4	5	2	0	1	1	2	7	3	29
Obstetrics & Gynaecology	0	1	0	0	0	0	1	0	0	0	2
Pathology	2	4	6	1	0	1	1	2	1	2	20
Paediatrics	0	3	2	1	0	1	0	0	0	0	7
Psychiatry	2	3	3	1	2	1	3	1	4	2	22
Radiology	0	0	2	0	0	0	0	1	1	3	7
Surgery	3	1	4	2	0	0	0	2	1	2	15
<b>Total</b>	<b>12</b>	<b>21</b>	<b>27</b>	<b>9</b>	<b>2</b>	<b>4</b>	<b>11</b>	<b>10</b>	<b>15</b>	<b>18</b>	<b>129</b>

2.2 Since 1st January 1996, 303 additional and 229 replacement posts have been funded by the Department of Health and Children/Eastern Regional Health Authority and approved by Comhairle na nOspidéal. Table 2A and Table 2B set out the position in detail by health board area and by specialty group respectively.

**TABLE 2A. - CONSULTANT POSTS APPROVED BETWEEN 1996-2000 BY HEALTH BOARD AREA**

Health Board	1996		1997		1998		1999		2000		Total		% Growth
	A	R	A	R	A	R	A	R	A	R	A	R	
ERHA East Coast	0	2	1	3	11	6	5	5	12	9	29	25	ERHA
ERHA Northern	3	11	4	11	9	6	12	15	21	12	49	55	22%
ERHA South Western	10	8	8	3	11	4	9	5	27	10	65	30	
Mid-Western	1	3	3	1	5	0	3	2	9	4	21	10	26%
Midland	0	2	0	3	3	2	2	1	2	0	7	8	13%
North Eastern	2	5	3	5	4	1	6	7	4	2	19	20	26%
North Western	2	1	4	0	2	4	8	2	11	0	27	7	44%
South Eastern	3	1	8	4	6	2	2	6	10	4	29	17	30%
Southern	3	11	1	3	3	3	4	7	15	13	26	37	11%
Western	1	3	3	2	7	8	2	5	18	2	31	20	25%
<b>Total</b>	<b>25</b>	<b>47</b>	<b>35</b>	<b>35</b>	<b>61</b>	<b>36</b>	<b>53</b>	<b>55</b>	<b>129</b>	<b>56</b>	<b>303</b>	<b>229</b>	<b>23%</b>

**TABLE 2B. - CONSULTANT POSTS APPROVED BETWEEN 1996-2000 BY SPECIALTY GROUP**

Specialty	1996		1997		1998		1999		2000		Total		% Growth
	A	R	A	R	A	R	A	R	A	R	A	R	
Accident & Emergency	0	0	0	0	2	0	1	1	4	0	7	1	50%
Anaesthesia	1	3	3	7	9	4	1	7	23	6	37	27	17%
Medicine	5	10	8	6	12	7	19	5	29	11	73	39	26%
Obstetrics & Gynaecology	0	6	2	6	0	2	2	6	2	6	6	26	6%
Paediatrics	2	1	6	0	2	1	0	4	7	1	17	7	25%
Pathology	7	6	2	2	7	4	5	3	20	1	41	16	40%
Psychiatry	2	8	3	4	7	7	8	12	22	19	42	50	20%
Radiology	4	3	4	2	14	2	6	5	7	5	35	17	43%
Surgery	4	10	7	8	8	9	11	12	15	7	45	46	16%
<b>Total</b>	<b>25</b>	<b>47</b>	<b>35</b>	<b>35</b>	<b>61</b>	<b>36</b>	<b>53</b>	<b>55</b>	<b>129</b>	<b>56</b>	<b>303</b>	<b>229</b>	<b>23%</b>

\* The number of additional posts in 1996, 1999 and 2000 is higher than the net increase due to non-replacement / absorption of thirteen posts into new or replacement posts in those years.

### 3. CONSULTANT ESTABLISHMENT BY HEALTH BOARD AREA

3.1 Table 3 and Table 3A show the permanent consultant establishment and identifies filled posts, vacant approved posts, unprocessed posts and posts under consideration in each health board area and in each specialty group.

**TABLE 3. PERMANENT CONSULTANT ESTABLISHMENT BY HEALTH BOARD AREA AT 1ST JANUARY, 2001**

Health Board Area	Filled	Vacant Approved	Unprocessed	Under Consideration	Total
ERHA East Coast	157	27	1	0	185
ERHA Northern	256	36	3	0	295
ERHA South Western	220	40	7	3	270
Midland	57	4	0	0	61
Mid-Western	85	15	1	0	101
North Eastern	82	9	0	1	92
North Western	69	18	1	0	88
South Eastern	108	16	1	1	126
Southern	152	33	3	0	188
Western	127	25	1	1	154
<b>Total</b>	<b>1,313</b>	<b>223</b>	<b>18</b>	<b>6</b>	<b>1,560</b>

**TABLE 3A. PERMANENT CONSULTANT ESTABLISHMENT BY SPECIALTY GROUP AT 1ST JANUARY 2001**

Specialty	Filled	Vacant Approved	Unprocessed	Under Consideration	Total
Accident & Emergency	16	5	0	0	21
Anaesthesia	209	31	0	0	240
Intensive Care	0	1	0	0	1
Medicine	236	46	0	2	284
Obstetrics & Gynaecology	76	11	2	0	89
Pathology	113	24	3	0	140
Paediatrics	73	8	3	0	84
Psychiatry	186	53	5	2	246
Radiology	127	18	1	1	147
Surgery	277	26	4	1	308
<b>Total</b>	<b>1,313</b>	<b>223</b>	<b>18</b>	<b>6</b>	<b>1,560</b>

## 4. CONSULTANT STAFFING/POPULATION COMPARISON

4.1 A comparison between the distribution of the consultant workforce and the distribution of the population for each of the ten health board areas is shown in Table 4.

**TABLE 4. - CONSULTANT STAFFING/POPULATION COMPARISON**

Health Board Area	Population	% of Population	Consultant Establishment	% of Consultant Establishment	Population per Consultant
ERHA East Coast	325,000	8.97	185	11.86	1,757
ERHA Northern	455,000	12.55	295	18.91	1,542
ERHA South Western	515,000	14.21	270	17.31	1,907
<b>ERHA</b>	<b>1,295,000</b>	<b>35.73</b>	<b>750</b>	<b>48.08</b>	<b>1,727</b>
Mid-Western	317,069	8.75	101	6.47	3,139
Midland	205,542	5.67	61	3.91	3,370
North Eastern	306,155	8.45	92	5.9	3,328
North Western	210,872	5.82	88	5.64	2,396
South Eastern	391,517	10.8	126	8.08	3,107
Southern	546,640	15.08	188	12.05	2,908
Western	352,353	9.72	154	9.87	2,288
<b>Totals</b>	<b>3,625,148</b>	<b>100</b>	<b>1,560</b>	<b>100</b>	<b>2,324</b>

\* Census of Population, 1996



## 5. DISTRIBUTION BY HEALTH BOARD AREA

### SPECIALISATION

5.1 The trend towards specialisation which is being reflected in the staffing profile of the large teaching hospitals, mainly in Dublin and to a lesser extent in Cork and Galway has continued and is spreading to regional and middle-sized hospitals throughout the country. As the holders of posts of general physician and general surgeon retire, they tend to be replaced by general physicians and general surgeons with a special interest. However, two large hospitals in Dublin and Limerick have sought and been granted posts of general physician with specific responsibilities for medical admissions units. The current distribution of consultant posts nationally is set out in Table 5. National/semi-national specialist units such as cardio-thoracic surgery, neurosurgery, organ transplantation and radiotherapy are located in Dublin and to a lesser extent in Cork.

#### Notes:

The statistical format used in Table 5 does not attempt to indicate whether a sub-specialty or special interest is practised on a full-time or part-time basis. The report is a statistical summary rather than a list of individual posts.

The proportion of time devoted to the sub-specialty interest and the specialty is dependent on a number of factors including service demands, volume of workload, size of hospital, nature of specialty and sub-specialty, work patterns and interests of the individual consultants and their colleagues.

**TABLE 5. CONSULTANT POSTS BY SPECIALTY, SUB-SPECIALTY AND HEALTH BOARD AREA 1ST JANUARY 2001**

	ERHA East Coast	ERHA North	ERHA South West	Mid- West	Mid- land	North East	North West	South East	South	West	Total
<b>ACCIDENT &amp; EMERGENCY</b>	<b>1</b>	<b>5</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>21</b>
<b>ANAESTHESIA</b>											
Anaesthesia	22	34	34	16	10	15	15	20	26	23	215
Intensive Care	1	1	3	1	0	0	0	0	2	2	10
Paediatric Anaesthesia	0	6	7	0	0	0	0	0	0	0	13
Pain Management	1	1	0	0	0	0	0	0	0	0	2
<b>Total</b>	<b>24</b>	<b>42</b>	<b>44</b>	<b>17</b>	<b>10</b>	<b>15</b>	<b>15</b>	<b>20</b>	<b>28</b>	<b>25</b>	<b>240</b>
<b>INTENSIVE CARE</b>											
	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>MEDICINE</b>											
<b>General Medicine</b>											
General Medicine	1	1	4	4	5	4	3	5	5	7	39
Cardiology	4	8	5	2	1	1	1	1	4	2	29
Gastroenterology	2	5	4	2	0	1	1	2	4	1	22
Gastroenterology/ Liver Disease	1	0	1	0	0	0	0	0	1	1	4
Endocrinology/ Diabetes Mellitus	3	6	4	1	0	1	0	1	3	1	20
Nephrology	1	5	2	1	0	0	0	1	2	1	13
Respiratory Medicine	4	6	5	1	0	2	1	0	2	1	22
Cystic Fibrosis	1	0	0	0	0	0	0	0	0	0	1
Thoracic Organ Transplantation	0	1	0	0	0	0	0	0	0	0	1
Tuberculosis	0	0	1	0	0	0	0	0	0	0	1
Rheumatology	3	6	1	0	0	0	1	1	2	1	15
<b>Total</b>	<b>20</b>	<b>38</b>	<b>27</b>	<b>11</b>	<b>6</b>	<b>9</b>	<b>7</b>	<b>11</b>	<b>23</b>	<b>15</b>	<b>167</b>
<b>Clinical Pharmacology</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>4</b>
<b>Dermatology</b>											
Dermatology	2	3	3	1	0	1	0	1	2	2	15
Paediatric Dermatology	0	1	0	0	0	0	0	0	0	0	1
<b>Total</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>16</b>
<b>Genito-Urinary Medicine</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>

	ERHA East Coast	ERHA North	ERHA South West	Mid- West	Mid- land	North East	North West	South East	South	West	Total
<b>Geriatric Medicine</b>	3	4	5	4	2	4	3	4	6	5	40
<b>Infectious Diseases</b>	0	2	2	0	0	0	0	0	1	1	6
<b>Medical Genetics</b>	0	0	2	0	0	0	0	0	0	0	2
<b>Medical Oncology</b>	2	3	3	1	1	0	2	2	2	1	17
<b>Neurology</b>	1	4	2	0	0	0	0	0	3	2	12
<b>Neurophysiology</b>	1	1	0	0	0	0	0	0	1	0	3
<b>Palliative Medicine</b>	2	2	2	1	0	1	1	1	1	1	12
<b>Rehabilitation Medicine</b>	3	0	0	0	0	0	0	0	0	0	3
<b>Total</b>	<b>34</b>	<b>59</b>	<b>49</b>	<b>18</b>	<b>9</b>	<b>15</b>	<b>14</b>	<b>19</b>	<b>40</b>	<b>27</b>	<b>284</b>
<b>OBSTETRICS &amp; GYNAECOLOGY</b>											
Obstetrics & Gynaecology	10	12	15	5	4	7	6	9	9	10	87
Gynaecological Oncology	0	0	0	1	0	0	0	0	0	0	1
Fetal Medicine	1	0	0	0	0	0	0	0	0	0	1
<b>Total</b>	<b>11</b>	<b>12</b>	<b>15</b>	<b>6</b>	<b>4</b>	<b>7</b>	<b>6</b>	<b>9</b>	<b>9</b>	<b>10</b>	<b>89</b>
<b>PAEDIATRICS</b>											
<b>General Paediatrics</b>											
General Paediatrics	0	0	0	3	4	4	4	9	6	7	37
Infectious Diseases	0	0	1	0	0	0	0	0	0	0	1
Metabolic Diseases	0	3	0	0	0	0	0	0	0	0	3
Cardiology	0	0	4	0	0	0	0	0	0	0	4
Endocrinology	0	0	2	0	0	0	0	0	0	0	2
Gastroenterology	0	0	2	0	0	0	0	0	0	0	2
Nephrology	0	2	2	0	0	0	0	0	0	0	4
Neurology	0	2	2	0	0	0	0	0	0	0	4
Oncology	0	0	2	0	0	0	0	0	0	0	2
Respiratory Medicine	0	1	3	0	0	0	0	0	0	0	4
Community Child Health	0	0	1	0	0	1	2	0	0	0	4
Physical Handicap	1	1	0	0	0	0	0	0	0	0	2
Developmental	0	1	0	0	0	0	0	0	0	0	1
Learning Disability	0	0	0	0	0	0	0	0	0	1	1
<b>Total</b>	<b>1</b>	<b>10</b>	<b>19</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>9</b>	<b>6</b>	<b>8</b>	<b>71</b>
<b>Neonatology</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>13</b>
<b>Total</b>	<b>4</b>	<b>13</b>	<b>22</b>	<b>5</b>	<b>4</b>	<b>6</b>	<b>6</b>	<b>9</b>	<b>7</b>	<b>8</b>	<b>84</b>
<b>PATHOLOGY</b>											
<b>Biochemistry</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>6</b>
<b>Chemical Pathology</b>											
Chemical Pathology	0	1	2	0	0	0	0	0	1	1	3
Paediatric	0	1	0	0	0	0	0	0	0	0	1
<b>Total</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>
<b>Haematology</b>											
Haematology	2	3	5	2	1	1	1	2	2	3	22
Paediatric	0	0	1	0	0	0	0	0	0	0	1
Transfusion Medicine	0	0	4	0	0	0	0	0	2	0	6
<b>Total</b>	<b>2</b>	<b>3</b>	<b>10</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>29</b>

	ERHA East Coast	ERHA North	ERHA South West	Mid- West	Mid- land	North East	North West	South East	South	West	Total
<b>Histopathology</b>											
Histopathology	5	13	9	2	2	5	3	3	7	7	56
Cytology	2	0	2	1	0	0	1	1	1	1	9
Neuropathology	0	2	0	0	0	0	0	0	1	0	3
Ocular Pathology	1	0	0	0	0	0	0	0	0	0	1
Oral Pathology	0	0	1	0	0	0	0	0	0	0	1
Paediatric	0	1	1	0	0	0	0	0	0	0	2
Perinatal	1	0	0	0	0	0	0	0	0	0	1
<b>Total</b>	<b>9</b>	<b>16</b>	<b>13</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>9</b>	<b>8</b>	<b>73</b>
<b>Immunology</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>
<b>Microbiology</b>											
Microbiology	3	6	6	1	0	0	1	2	2	2	23
Virology	1	0	0	0	0	0	0	0	0	0	1
<b>Total</b>	<b>4</b>	<b>6</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>24</b>
<b>Total</b>	<b>17</b>	<b>29</b>	<b>34</b>	<b>6</b>	<b>3</b>	<b>6</b>	<b>6</b>	<b>8</b>	<b>16</b>	<b>15</b>	<b>140</b>
<b>PSYCHIATRY</b>											
<b>Child Psychiatry</b>											
Child Psychiatry	7	7	9	3	2	3	2	2	3	2	40
Learning Disability	1	1	0	2	1	0	0	2	3	1	11
<b>Total</b>	<b>8</b>	<b>8</b>	<b>9</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>3</b>	<b>51</b>
<b>Forensic Psychiatry</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>
<b>General Adult Psychiatry</b>											
General Adult	15	22	16	10	8	10	10	17	19	17	144
Learning Disability	2	5	3	1	0	2	2	1	1	1	18
Liaison	0	2	2	0	0	0	0	0	0	0	4
Old Age	1	2	2	2	2	1	2	3	1	1	17
Rehabilitation	0	2	1	0	0	0	0	0	0	1	4
Substance Misuse	1	1	1	0	0	0	0	0	0	0	3
<b>Total</b>	<b>19</b>	<b>34</b>	<b>25</b>	<b>13</b>	<b>10</b>	<b>13</b>	<b>14</b>	<b>21</b>	<b>21</b>	<b>20</b>	<b>190</b>
<b>Total</b>	<b>32</b>	<b>42</b>	<b>34</b>	<b>18</b>	<b>13</b>	<b>16</b>	<b>16</b>	<b>25</b>	<b>27</b>	<b>23</b>	<b>246</b>
<b>RADIOLOGY</b>											
<b>Radiation Oncology</b>											
Radiation Oncology	7	0	0	0	0	0	0	0	2	0	9
Paediatric	1	0	0	0	0	0	0	0	0	0	1
<b>Total</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>10</b>
<b>General Radiology</b>											
General Radiology	10	16	13	6	7	9	8	9	14	15	107
Neuroradiology	0	3	0	0	0	0	0	0	2	0	5
Interventional	0	0	1	1	0	0	0	1	0	0	3
Musculo-skeletal	0	1	0	0	0	0	0	0	0	0	1
Nuclear	2	1	1	0	0	0	0	0	0	0	4
Paediatric	0	3	4	1	0	0	0	0	1	0	9
Breast	3	3	0	0	0	0	0	0	0	0	6
Vascular	0	0	1	0	0	0	0	0	1	0	2
<b>Total</b>	<b>15</b>	<b>27</b>	<b>20</b>	<b>8</b>	<b>7</b>	<b>9</b>	<b>8</b>	<b>10</b>	<b>18</b>	<b>15</b>	<b>137</b>
<b>Total</b>	<b>23</b>	<b>27</b>	<b>20</b>	<b>8</b>	<b>7</b>	<b>9</b>	<b>8</b>	<b>10</b>	<b>20</b>	<b>15</b>	<b>147</b>

	ERHA East Coast	ERHA North	ERHA South West	Mid- West	Mid- land	North East	North West	South East	South West	West	Total
<b>SURGERY</b>											
<b>Cardio-thoracic Surgery</b>											
Cardio-thoracic Surgery	1	2	3	0	0	0	0	0	2	0	8
Paediatric	0	0	1	0	0	0	0	0	0	0	1
Transplantation	0	2	0	0	0	0	0	0	0	0	2
<b>Total</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>11</b>
<b>General Surgery</b>											
General Surgery	5	3	6	5	4	4	2	8	8	8	53
Breast Endocrine	3	1	2	0	0	2	1	2	1	0	12
Gastro-intestinal	0	5	3	1	1	5	2	2	3	2	24
Hepato-biliary	2	1	0	0	0	0	0	0	0	0	3
Urology	0	0	0	1	0	0	1	0	0	0	2
Vascular	3	6	5	2	1	1	0	1	2	2	23
<b>Total</b>	<b>13</b>	<b>16</b>	<b>16</b>	<b>9</b>	<b>6</b>	<b>12</b>	<b>6</b>	<b>13</b>	<b>14</b>	<b>12</b>	<b>117</b>
<b>Neurosurgery</b>											
Neurosurgery	0	5	0	0	0	0	0	0	3	0	8
Paediatric	0	1	0	0	0	0	0	0	0	0	1
<b>Total</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>9</b>
<b>Ophthalmic Surgery</b>											
Ophthalmic Surgery	9	5	0	3	0	0	2	2	5	3	29
Neuro-ophthalmic	0	1	0	0	0	0	0	0	0	0	1
Medical Ophthalmology	1	0	0	0	0	0	0	0	0	0	1
Paediatric	1	0	0	0	0	0	0	0	0	0	1
Vitreo-retinal	1	1	0	0	0	0	0	1	0	0	3
<b>Total</b>	<b>12</b>	<b>7</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>3</b>	<b>35</b>
<b>Oral &amp; Maxillofacial</b>											
<b>Total</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>
<b>Orthopaedic Surgery</b>											
Orthopaedic Surgery	4	10	7	5	3	5	5	6	7	4	56
Paediatric	0	2	3	0	0	0	0	0	0	1	6
Spinal	1	1	0	0	0	0	0	0	0	0	2
<b>Total</b>	<b>5</b>	<b>13</b>	<b>10</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>5</b>	<b>64</b>
<b>Otolaryngology</b>											
Otolaryngology	4	7	4	3	2	0	2	3	3	3	31
Paediatric Otolaryngology	0	0	1	0	0	0	0	0	0	0	1
<b>Total</b>	<b>4</b>	<b>7</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>32</b>
<b>Paediatric Surgery</b>											
<b>Total</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>
<b>Plastic Surgery</b>											
<b>Total</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>14</b>
<b>Transplantation</b>											
Urology	0	2	0	0	0	0	0	0	0	0	2
<b>Urology</b>											
Urology	2	2	3	1	0	0	0	0	2	2	12
Renal Transplantation	0	3	0	0	0	0	0	0	0	0	3
Paediatric	0	0	1	0	0	0	0	0	0	0	1
<b>Total</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>16</b>
<b>Total</b>	<b>39</b>	<b>65</b>	<b>47</b>	<b>22</b>	<b>11</b>	<b>17</b>	<b>15</b>	<b>25</b>	<b>39</b>	<b>28</b>	<b>308</b>
<b>TOTAL</b>	<b>185</b>	<b>295</b>	<b>270</b>	<b>101</b>	<b>61</b>	<b>92</b>	<b>88</b>	<b>126</b>	<b>188</b>	<b>154</b>	<b>1,560</b>

## 6. DISTRIBUTION BY MANAGEMENT TYPE

6.1 The distribution of consultant staffing between hospitals under different types of management is set out in Table 6 as follows:-

**TABLE 6. DISTRIBUTION OF CONSULTANT POSTS BY MANAGEMENT TYPE AT 1ST JANUARY 2001**

Hospital Management Type	Filled	Vacant Approved	Unprocessed	Under Consideration	Consultant Establishment
Health Board Only	605	108	8	3	724
Voluntary Only	240	24	3	1	268
Joint Appointment*	386	71	5	2	464
Joint Med. School/Hosp**	82	20	2	0	104
<b>Total</b>	<b>1,313</b>	<b>223</b>	<b>18</b>	<b>6</b>	<b>1,560</b>

Notes:

\* Appointments which are shared by two or more hospital authorities.

\*\* 80 are classified as full-time academic consultant appointments and 24 as part-time academic consultant appointments.

## 7. DISTRIBUTION BY CONTRACT TYPE

7.1 Table 7 and Figure 4 give the breakdown of consultant posts by contract type and by health board area.

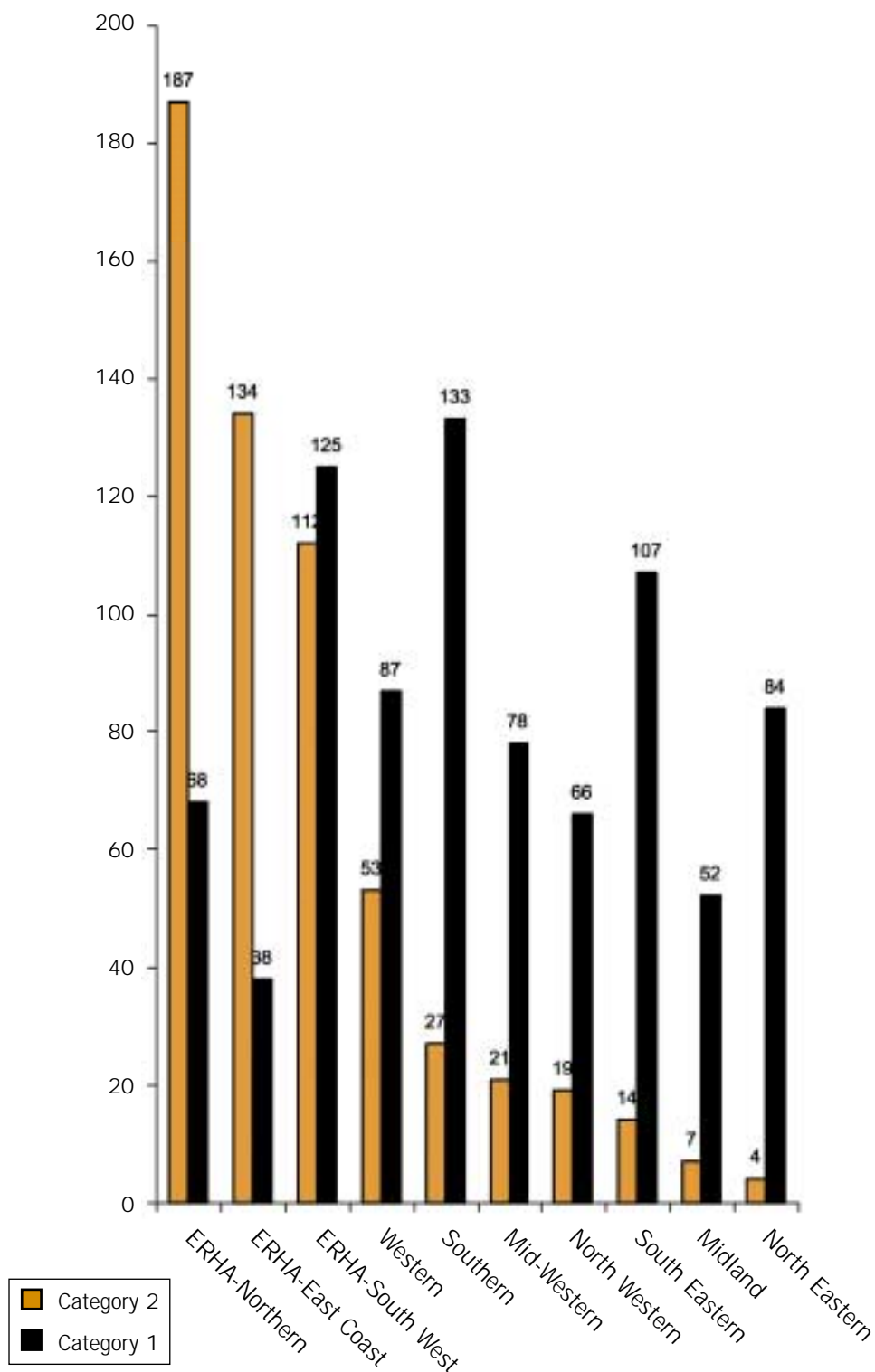
**TABLE 7. DISTRIBUTION OF CONSULTANT POSTS BY CONTRACT TYPE AT 1ST JANUARY 2001**

Health Board Area	Category 1		Category 2		Geographical Wholetime Without Fees		Fulltime Academic		Other		Totals	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
ERHA East Coast	38	20.5	134	72.4	4	2.2	8	4.3	1	0.5	185	11.9
ERHA Northern	68	23.1	187	63.4	11	3.7	26	8.8	3	1	295	18.9
ERHA South Western	125	46.3	112	41.5	8	3	22	8.1	3	1.1	270	17.3
Midland	52	85.2	7	11.5	2	3.3	0	0	0	0	61	3.9
Mid-Western	78	77.2	21	20.8	2	2	0	0	0	0	101	6.5
North Eastern	84	91.3	4	4.3	4	4.3	0	0	0	0	92	5.9
North Western	66	75	19	21.6	3	3.4	0	0	0	0	88	5.6
South Eastern	107	84.9	14	11.1	5	4	0	0	0	0	126	8
Southern	133	70.7	27	14.4	10	5.3	16	8.5	2	1.1	188	12.1
Western	87	56.5	53	34.4	5	3.2	8	5.2	1	0.6	154	9.9
<b>Total</b>	<b>838</b>	<b>53.7</b>	<b>578</b>	<b>37.1</b>	<b>54</b>	<b>3.5</b>	<b>80</b>	<b>5.1</b>	<b>10</b>	<b>0.6</b>	<b>1,560</b>	<b>100</b>

\* A small number of consultants including Top Grade Biochemists do not hold the Consultants Contract 1997.

About 40% of consultants in public hospitals hold category 2 contracts which allow for private practice off-site in private hospitals. About 60% have category 1 or geographical wholetime contracts which confine private practice to the public hospital(s) in which they are employed. There are notable variations between health board areas in the distribution of contract types e.g. 85 - 90% of posts in the South East, Midlands and North East are Category 1 whereas 20 - 25% of posts in the ERHA East Coast and Northern Area Health Boards are Category 1.

**FIGURE 4 - CATEGORY 1 & 2 DISTRIBUTION BY HEALTH BOARD AREA AT 1ST JANUARY 2001**





## 8. CONSULTANTS IN PERMANENT POSTS

### 8.1 Age Structure

Table 8 shows the age structure of consultants in permanent posts. A detailed breakdown by specialty and anticipated year of retirement is set out in Section 12.

**TABLE 8 - AGE STRUCTURE OF CONSULTANTS IN PERMANENT POSTS**

	35 or Under	36 - 40	41 - 45	46 - 50	51 - 55	56 - 60	61 - 65
Number of Consultants	56	211	292	215	242	205	92
<b>% of Total</b>	<b>4.27</b>	<b>16.07</b>	<b>22.24</b>	<b>16.37</b>	<b>18.43</b>	<b>15.61</b>	<b>7.01</b>

### 8.2 Death / Resignations / Retirements

Based on the number of consultants in practice, the death rate was 0.08% (1) and the resignation rate was 0.5% (6) while the retirement rate was 1.9% (25). A further ten (0.76%) consultants resigned on appointment to alternative consultant posts in larger units.

### 8.3 New Consultants

97 doctors have been identified as taking up duty for the first time in 2000 as permanent consultants in this country. The corresponding figures for earlier years were 88 in 1999, 57 in 1998 and 74 in 1997.

### 8.4 Age of New Consultants

The average age on taking up duty in 2000 (which is similar to previous years) was 38 years - within an age profile ranging from 31 to 46 years.

### 8.5 Part-time and Job -Sharing Consultants

24 consultant posts are part-time or filled on a job-sharing basis.

## 9. NON-PERMANENT CONSULTANTS

- 9.1 It should be noted in relation to Table 1A, Table 3, Table 3A and Table 6 that while posts are referred to as being vacant approved, under consideration or unprocessed, this does not necessarily mean that they are unoccupied - in a small but growing number of cases, advance replacements are under consideration or approved. In most cases, posts are filled in a temporary capacity pending the submission of an application for the replacement post by the employing authority and the making of a permanent appointment through the usual selection procedures.
- 9.2 In November 1998, Comhairle na nOspidéal issued a circular reminding employing authorities of the statutory role of Comhairle and the legal obligations on employing authorities to abide by the directives and decisions of Comhairle in respect of non-permanent consultant appointments.
- 9.3 As at 31st December 2000, there were 236 non-permanent consultant appointments approved by Comhairle na nOspidéal. 127 of these related to approved vacant permanent posts in the process of being filled. 33 were acting as locums for permanent consultants on leave; 76 were additional temporary appointments associated mainly with the Waiting List Initiative and the Minister's Winter Initiative re A & E services. 14 non-permanent posts are occupied by consultants who have retired from permanent posts. Applications for 11 non-permanent consultant appointments were refused in 2000. Table 10 sets out the position in detail in respect of approved posts.

**TABLE 9 - APPROVED NON-PERMANENT CONSULTANT POSTS BY SPECIALTY AND BY HEALTH BOARD AREA AT 31ST DECEMBER, 2000.**

Specialty	ERHA Coast	ERHA East	ERHA North West	Mid- South	Mid- West	North land	North East	South West	South East	West	Total
Accident & Emergency	2	4	4	3	3	2	2	3	4	3	30
Anaesthesia	2	6	4	3	2	11	5	6	5	6	50
Medicine	3	4	8	3	0	2	0	4	6	2	32
Obstetrics & Gynaecology	0	0	1	1	1	2	1	3	3	1	13
Pathology	0	2	4	1	0	0	1	2	1	2	13
Paediatrics	0	3	2	2	1	0	0	0	1	0	9
Psychiatry	4	9	6	3	1	2	2	3	7	2	39
Radiology	4	1	0	4	0	0	0	2	1	1	13
Surgery	3	4	6	3	3	4	1	4	6	3	37
<b>Total</b>	<b>18</b>	<b>33</b>	<b>35</b>	<b>23</b>	<b>11</b>	<b>23</b>	<b>12</b>	<b>27</b>	<b>34</b>	<b>20</b>	<b>236</b>

## 10. MALE FEMALE DISTRIBUTION OF CONSULTANTS

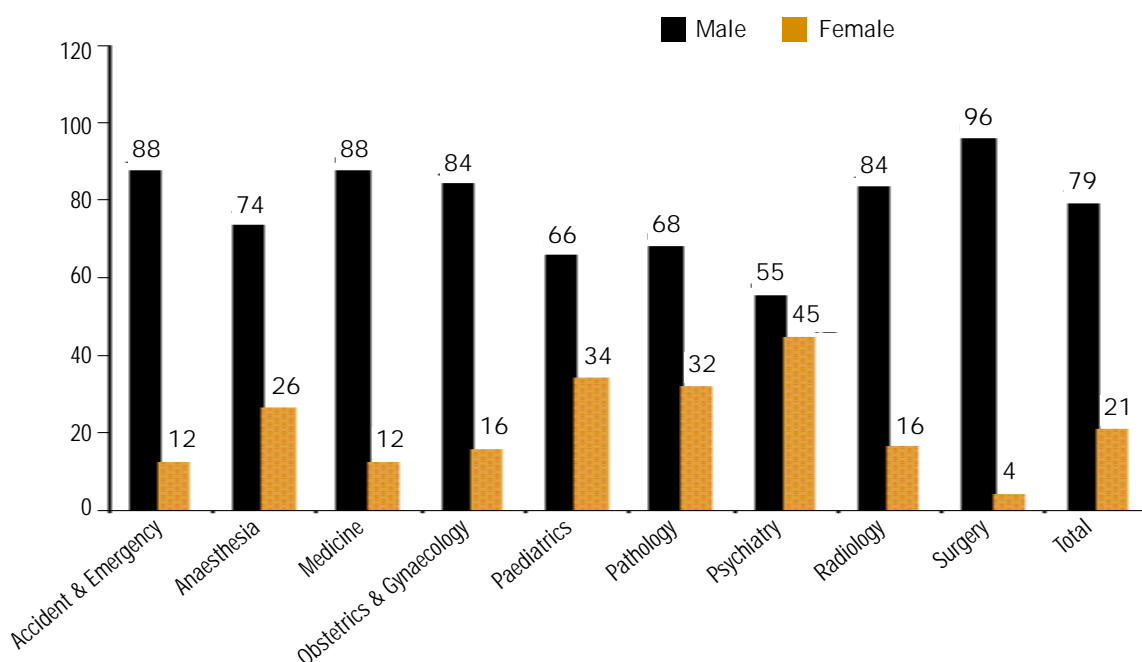
### 10.1 Permanent Consultants by Gender

Of the 1,313 permanent consultants in practice at 1st January 2001, 1,039 (79%) were male and 274 (21%) were female. A breakdown by specialty is given in Table 10 and in Figure 5.

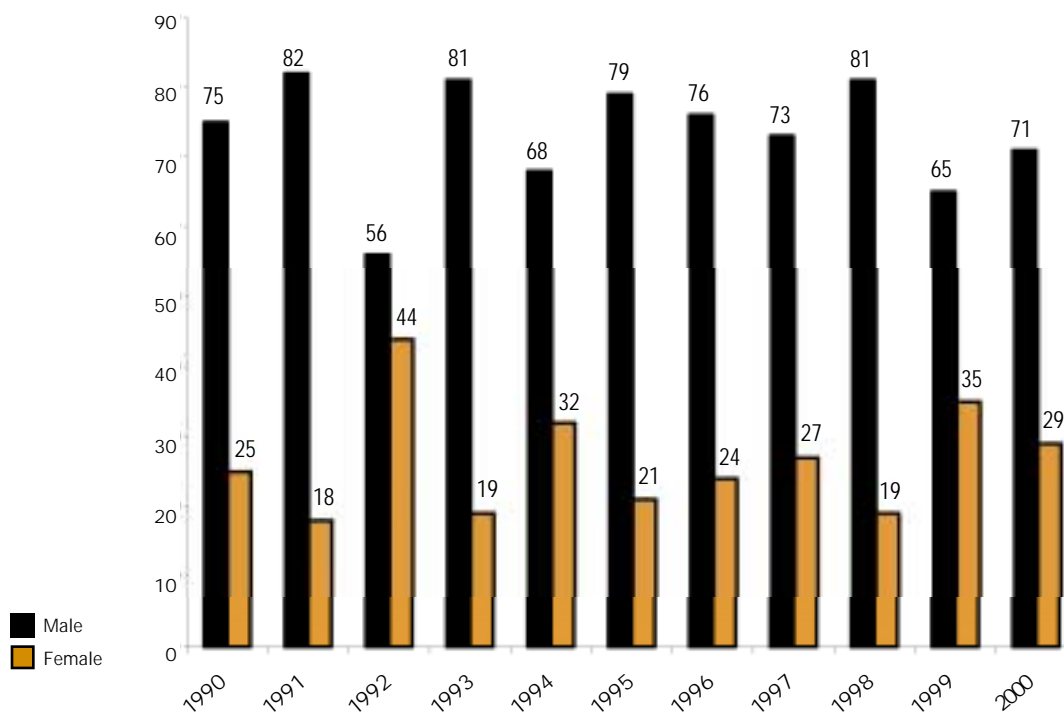
**TABLE 10 MALE / FEMALE DISTRIBUTION OF PERMANENT CONSULTANTS AT 1ST JANUARY 2001**

Specialty	Male		Female		Total
	No	%	No.	%	
Accident & Emergency	14	87.5	2	12.5%	16
Anaesthesia	154	73.7	55	26.3	209
Medicine	207	87.7	29	12.3	236
Obstetrics & Gynaecology	64	84.2	12	15.8	76
Paediatrics	48	65.8	25	34.2	73
Pathology	77	68.1	36	31.9	113
Psychiatry	103	55.4	83	44.6	186
Radiology	106	83.5	21	16.5	127
Surgery	266	96.0	11	4.0	277
<b>Total</b>	<b>1,039</b>	<b>79.1</b>	<b>274</b>	<b>20.9</b>	<b>1,313</b>

**FIGURE 5 - PERCENTAGE OF PERMANENT CONSULTANTS AT 1ST JANUARY 2001 BY SPECIALTY AND GENDER**



**FIGURE 6 - PERCENTAGE INTAKE TO PERMANENT CONSULTANT POSTS BY GENDER 1990 - 2000**



10.2 The male/female distribution of new consultants has varied a lot over recent years - see Table 10A and Figure 6. Of the 287 new consultants who took up duty since January 1996, 80 (28%) were women and 207 (72%) were men.

**TABLE 10A. MALE FEMALE DISTRIBUTION OF NEW CONSULTANTS 1990 - 2000**

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
% Male	75	82	56	81	68	79	76	73	81	65	71
% Female	25	18	44	19	32	21	24	27	19	35	29

10.3 The distribution by specialty and gender of new consultants who took up duty in 2000 is set out in Table 10B.

**TABLE 10B. NEW CONSULTANTS BY GENDER AND SPECIALTY, 2000**

	Male		Female		Total
	No.	%	No.	%	
Accident & Emergency	2	100%	0	0%	2
Anaesthesia	8	67%	4	33%	12
Medicine	14	67%	7	33%	21
Obstetrics & Gynaecology	5	83%	1	17%	6
Paediatrics	1	20%	4	80%	5
Pathology	3	60%	2	40%	5
Psychiatry	11	55%	9	45%	20
Radiology	7	100%	0	0%	7
Surgery	18	95%	1	5%	19
<b>Total</b>	<b>69</b>	<b>71%</b>	<b>28</b>	<b>29%</b>	<b>97</b>

#### 10.4 Non-Permanent Consultants by Gender

In relation to the 236 approved non-permanent consultant appointments, 150 were recorded as occupied in December 2000. 71% (107) were filled by men and 29% (43) by women. Table 10c shows the male/female distribution of these appointments by specialty.

**TABLE 10C NON-PERMANENT CONSULTANTS BY SPECIALTY AND GENDER**

	Male		Female		Total
	No.	%	No.	%	
Accident & Emergency	1	100	0	0	1
Anaesthesia	28	87.5	4	12.5	32
Medicine	16	69.6	7	30.4	23
Obstetrics & Gynaecology	10	83.3	2	16.7	12
Paediatrics	5	71.4	2	28.6	7
Pathology	2	40	3	60	5
Psychiatry	12	37.5	20	62.5	32
Radiology	6	66.7	3	33.3	9
Surgery	27	93.1	2	6.9	29
<b>Total</b>	<b>107</b>	<b>71.3</b>	<b>43</b>	<b>28.7</b>	<b>150</b>

## 11. SPECIALISTS IN PRIVATE PRACTICE

11.1 Information relating to specialists in private practice (i.e. who are not contracted to public hospitals) is presented in Table 12. Appointments in this category are not subject to regulation by Comhairle na nOspidéal or any other agency. While efforts have been made to ensure as much accuracy and comprehensiveness as possible in compiling the data on private specialists, the reliability of the data is less than that relating to the public sector data. According to the information available, there are about 150 doctors engaged as specialists in private practice in private hospitals or clinics who are not employed as consultants or NCHDs in public hospitals. About half work in the ERHA region and one-third in the SHB area. This does not include about 600 consultants in public hospitals who hold Category 2 contracts and are entitled to also work in private hospitals. Consultants who have retired from public sector appointments and who continue to work in private hospitals are not counted either. A small number of specialists in private practice also occupy temporary and locum consultant appointments in the public sector. Many specialists in private practice work in more than one private hospital and in some cases in different health board areas. About 50 NCHDs are also employed by private hospitals.

**TABLE 11 - SPECIALISTS IN PRIVATE PRACTICE**

Speciality	ERHA East Coast	ERHA North	ERHA South West	Mid- West	Mid- land	North East	North West	South East	South West	West	Total
Anaesthesia	0	1	0	0	1	0	0	1	7	2	12
Medicine	9	9	4	0	2	0	0	1	10	4	39
Obstetrics/Gynaecology	8	0	1	0	2	0	0	2	6	1	20
Paediatrics	0	0	0	0	0	0	0	0	3	0	3
Pathology	0	5	0	0	0	0	0	0	2	0	7
Psychiatry	4	1	7	1	2	0	0	0	3	1	19
Radiology	2	0	0	0	1	0	0	1	4	0	8
Surgery	11	7	1	4	5	0	0	0	11	8	47
<b>Totals</b>	<b>34</b>	<b>23</b>	<b>13</b>	<b>5</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>46</b>	<b>16</b>	<b>155</b>

## 12. RETIREMENTS DUE

### 12.1 RETIREMENTS DUE IN ACCIDENT AND EMERGENCY

Year Due	ERHA East Coast	ERHA North	ERHA South West	Mid- West	Mid- land	North East	North West	South East	South	West	Total
2001	0	0	0	0	0	0	0	0	0	0	0
2002	0	0	0	0	0	0	0	0	0	0	0
2003	0	0	0	0	0	0	0	0	0	0	0
2004	0	0	0	0	0	0	0	0	0	0	0
2005	0	0	0	0	0	0	0	0	0	0	0
2006	0	0	0	0	0	0	0	0	0	0	0
2007	0	0	0	0	0	0	0	0	0	0	0
2008	0	0	1	0	0	0	0	0	0	0	1
2009	0	1	0	0	0	0	0	0	0	0	1
2010	0	0	1	0	0	0	0	0	0	0	1
2011	0	0	0	0	0	0	0	0	0	0	0
2012	0	0	0	0	0	0	0	0	0	0	0
2013	1	0	0	1	0	0	0	0	0	0	2
2014	0	0	0	0	0	0	0	0	0	0	0
2015	0	0	0	0	0	0	0	0	0	0	0
2016	0	1	0	0	0	0	0	0	0	1	2
2017	0	0	0	0	0	0	0	0	0	0	0
2018	0	0	0	0	0	0	0	0	0	0	0
2019	0	0	0	0	0	0	0	0	0	0	0
2020	0	1	1	0	0	0	0	0	0	0	2
2021	0	0	0	0	0	0	0	1	0	0	1
2022	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	1	0	1
2024	0	0	0	0	0	0	0	0	1	0	1
2025	0	0	0	0	0	0	0	0	0	0	0
2026	0	0	0	0	0	0	0	0	0	0	0
2027	0	0	1	0	0	0	1	0	0	0	2
2028	0	1	0	0	0	1	0	0	0	0	2
2029	0	0	0	0	0	0	0	0	0	0	0
2030	0	0	0	0	0	0	0	0	0	0	0
2031	0	0	0	0	0	0	0	0	0	0	0
2032	0	0	0	0	0	0	0	0	0	0	0
2033	0	0	0	0	0	0	0	0	0	0	0
2034	0	0	0	0	0	0	0	0	0	0	0
2035	0	0	0	0	0	0	0	0	0	0	0
2036	0	0	0	0	0	0	0	0	0	0	0

**12.2 RETIREMENTS DUE IN ANAESTHESIA**

<b>Year Due</b>	<b>ERHA East Coast</b>	<b>ERHA North</b>	<b>ERHA South West</b>	<b>Mid- West</b>	<b>Mid- land</b>	<b>North East</b>	<b>North West</b>	<b>South East</b>	<b>South West</b>	<b>West</b>	<b>Total</b>
2001	0	1	0	0	0	0	0	0	0	1	2
2002	1	0	0	0	0	0	0	0	0	0	1
2003	0	1	0	0	0	0	0	0	0	0	1
2004	1	0	1	0	0	0	0	0	2	0	4
2005	0	0	1	1	0	0	0	1	0	1	4
2006	2	1	1	1	0	2	0	1	1	0	9
2007	0	0	2	0	0	0	0	0	1	0	3
2008	1	0	0	0	0	0	1	2	0	2	6
2009	1	1	0	0	0	1	1	0	3	1	8
2010	0	0	1	0	0	1	0	1	2	0	5
2011	2	1	1	2	0	0	0	0	2	0	8
2012	0	1	2	0	1	0	0	0	0	0	4
2013	0	0	1	0	1	0	0	0	1	0	3
2014	0	3	1	0	1	1	1	0	0	0	7
2015	1	2	2	0	1	1	1	1	3	0	12
2016	2	5	2	2	0	0	0	1	2	1	15
2017	1	0	1	0	0	0	0	1	1	0	4
2018	0	0	0	0	1	0	0	1	2	1	5
2019	1	0	3	1	0	0	1	2	0	0	8
2020	1	2	2	1	0	0	0	1	0	1	8
2021	0	3	4	1	0	0	0	0	0	0	8
2022	1	2	1	1	1	0	0	0	1	2	9
2023	3	1	3	0	0	4	0	2	0	2	15
2024	3	2	0	0	0	1	1	2	0	2	11
2025	0	1	1	2	0	0	3	0	0	0	7
2026	0	2	3	1	1	3	0	0	1	3	14
2027	0	2	0	1	0	0	1	0	1	0	5
2028	0	0	2	0	2	0	0	0	0	1	5
2029	1	3	0	0	0	0	0	0	1	0	5
2030	0	0	1	0	0	0	1	1	1	1	5
2031	0	2	3	0	1	0	0	0	0	0	6
2032	0	1	0	0	0	0	0	0	0	0	1
2033	0	0	0	0	0	0	0	0	0	0	0
2034	0	0	0	1	0	0	0	0	0	0	1
2035	0	0	0	0	0	0	0	0	0	0	0



**12.3 RETIREMENTS DUE IN MEDICINE**

<b>Year Due</b>	<b>ERHA East Coast</b>	<b>ERHA North</b>	<b>ERHA South West</b>	<b>Mid- West</b>	<b>Mid- land</b>	<b>North East</b>	<b>North West</b>	<b>South East</b>	<b>South</b>	<b>West</b>	<b>Total</b>
2001	0	2	0	0	0	0	0	0	0	0	2
2002	0	0	0	0	1	0	0	0	0	0	1
2003	1	3	2	1	0	0	0	0	0	1	8
2004	1	0	1	0	0	0	0	0	3	1	6
2005	0	0	0	0	0	1	1	0	0	0	2
2006	1	0	4	0	0	0	0	0	2	0	7
2007	1	1	0	0	0	2	1	0	2	2	9
2008	0	2	0	1	0	0	0	2	1	2	8
2009	2	1	0	0	0	0	0	0	1	1	5
2010	1	0	1	0	0	0	1	0	1	0	4
2011	1	3	5	1	0	0	0	0	1	0	11
2012	0	3	1	0	1	1	0	0	1	0	7
2013	0	0	0	1	0	1	1	1	4	1	9
2014	3	0	1	0	1	2	0	1	0	1	9
2015	0	1	1	1	1	1	1	0	0	1	7
2016	1	1	1	1	0	0	0	2	0	1	7
2017	1	1	1	1	1	1	1	0	1	0	8
2018	0	3	2	0	0	0	1	0	2	0	8
2019	3	1	2	1	1	0	0	2	0	1	11
2020	2	2	1	1	0	0	1	1	0	0	8
2021	2	1	1	0	0	0	0	0	1	1	6
2022	1	2	4	1	0	0	0	1	2	0	11
2023	1	3	1	1	0	1	0	0	0	0	7
2024	0	6	0	0	0	0	0	3	0	0	9
2025	2	3	6	1	1	1	0	0	1	1	16
2026	2	4	1	1	0	1	0	0	1	3	13
2027	0	3	0	0	0	0	0	0	1	3	7
2028	1	2	0	2	0	0	1	0	4	1	11
2029	0	2	0	0	0	0	1	0	1	0	4
2030	0	3	0	1	1	0	0	0	0	0	5
2031	1	0	2	0	0	0	0	3	0	1	7
2032	0	0	1	0	1	0	0	0	0	0	2
2033	0	0	0	0	0	0	1	0	0	0	1
2034	0	0	0	0	0	0	0	0	0	0	0
2035	0	0	0	0	0	0	0	0	0	0	0

**12.4 RETIREMENTS DUE IN OBSTETRICS/GYNAECOLOGY**

<b>Year Due</b>	<b>ERHA East Coast</b>	<b>ERHA North</b>	<b>ERHA South West</b>	<b>Mid- West</b>	<b>Mid- land</b>	<b>North East</b>	<b>North West</b>	<b>South East</b>	<b>South West</b>	<b>West</b>	<b>Total</b>
2001	0	0	1	0	0	0	0	0	0	0	1
2002	0	0	0	0	0	0	0	0	0	0	0
2003	0	2	0	0	0	0	0	0	0	0	2
2004	0	0	0	0	0	2	0	0	1	0	3
2005	0	0	0	1	0	1	0	0	0	0	2
2006	0	1	3	0	1	0	0	0	0	0	5
2007	1	0	0	0	0	0	1	1	0	0	3
2008	0	0	0	0	0	0	0	0	1	1	2
2009	0	0	0	0	0	0	0	1	1	1	3
2010	0	0	2	0	0	0	2	0	1	1	6
2011	0	1	0	1	1	0	0	1	0	0	4
2012	0	0	0	0	0	1	0	0	0	0	1
2013	1	0	0	0	0	0	0	0	0	0	1
2014	1	0	1	0	0	0	0	0	0	0	2
2015	1	2	0	0	0	0	0	0	0	0	3
2016	0	0	1	0	1	0	0	0	0	0	2
2017	1	0	0	0	0	0	0	1	0	0	2
2018	0	0	0	0	0	0	0	0	0	2	2
2019	0	0	0	0	0	0	0	0	0	2	2
2020	0	2	1	0	0	0	0	0	0	0	3
2021	0	0	1	1	0	0	0	0	0	0	2
2022	0	1	1	0	0	0	0	1	0	0	3
2023	2	0	0	1	0	1	1	0	0	0	5
2024	0	0	0	1	0	1	1	0	1	0	4
2025	0	1	0	0	0	0	0	1	1	0	3
2026	3	1	0	0	0	0	0	0	0	2	6
2027	0	0	0	0	0	0	0	0	0	0	0
2028	0	0	2	0	0	0	0	0	0	0	2
2029	0	0	0	1	0	0	0	0	0	0	1
2030	0	0	0	0	0	0	0	0	0	0	0
2031	0	0	0	0	0	0	0	1	0	0	1
2032	0	0	0	0	0	0	0	0	0	0	0
2033	0	0	0	0	0	0	0	0	0	0	0
2034	0	0	0	0	0	0	0	0	0	0	0
2035	0	0	0	0	0	0	0	0	0	0	0

**12.5 RETIREMENTS DUE IN PAEDIATRICS**

<b>Year Due</b>	<b>ERHA East Coast</b>	<b>ERHA North</b>	<b>ERHA South West</b>	<b>Mid- West</b>	<b>Mid- land</b>	<b>North East</b>	<b>North West</b>	<b>South East</b>	<b>South West</b>	<b>West</b>	<b>Total</b>
2001	0	0	0	0	0	0	0	0	0	0	0
2002	0	0	1	0	1	0	0	0	0	0	2
2003	0	0	0	0	0	0	0	0	0	0	0
2004	0	0	0	0	0	0	1	0	0	0	1
2005	0	0	0	0	0	0	0	1	0	1	2
2006	0	0	0	0	0	1	0	0	0	1	2
2007	0	0	0	0	0	0	0	0	1	0	1
2008	0	1	1	0	0	0	0	0	1	0	3
2009	1	1	0	0	1	0	0	0	0	0	3
2010	0	1	1	0	0	0	0	0	0	1	3
2011	1	0	1	0	0	0	1	1	2	1	7
2012	0	0	1	1	0	0	0	0	1	0	3
2013	1	1	2	0	1	0	0	0	0	0	5
2014	0	0	0	0	0	0	0	0	0	0	0
2015	0	1	1	1	0	0	0	1	0	0	4
2016	0	0	1	0	0	0	1	1	0	0	3
2017	0	1	1	1	0	0	0	0	0	0	3
2018	0	0	0	0	0	0	0	2	0	0	2
2019	0	0	1	0	0	0	0	0	1	1	3
2020	0	1	1	0	0	0	1	1	0	3	7
2021	0	0	1	0	0	0	0	0	0	0	1
2022	0	0	2	0	0	0	1	0	0	0	3
2023	0	0	0	0	0	1	0	0	0	0	1
2024	0	1	0	0	0	1	0	0	0	0	2
2025	0	0	2	0	0	1	0	0	0	0	3
2026	0	1	1	0	0	0	0	0	0	0	2
2027	0	0	0	0	1	0	0	0	0	0	1
2028	0	0	0	0	0	0	0	1	0	0	1
2029	0	0	0	0	0	0	0	0	0	0	0
2030	0	0	1	0	0	0	0	0	0	0	1
2031	1	0	0	0	0	1	1	1	0	0	4
2032	0	0	0	0	0	0	0	0	0	0	0
2033	0	0	0	0	0	0	0	0	0	0	0
2034	0	0	0	0	0	0	0	0	0	0	0
2035	0	0	0	0	0	0	0	0	0	0	0

**12.6 RETIREMENTS DUE IN PATHOLOGY**

<b>Year Due</b>	<b>ERHA East Coast</b>	<b>ERHA North</b>	<b>ERHA South West</b>	<b>Mid- West</b>	<b>Mid- land</b>	<b>North East</b>	<b>North West</b>	<b>South East</b>	<b>South West</b>	<b>West</b>	<b>Total</b>
2001	0	1	0	0	0	0	0	0	0	0	1
2002	0	1	1	0	0	0	0	0	0	0	2
2003	0	1	0	1	0	0	0	0	0	1	3
2004	0	0	0	0	0	0	0	0	0	0	0
2005	0	0	1	0	0	0	0	1	1	0	3
2006	0	0	1	0	0	0	0	0	0	2	3
2007	0	0	2	0	0	0	0	1	0	1	4
2008	0	0	1	0	2	0	0	0	1	0	4
2009	1	0	0	1	0	0	0	0	1	1	4
2010	0	1	1	0	0	1	0	0	0	0	3
2011	1	1	3	0	0	0	0	1	0	1	7
2012	0	0	0	0	0	0	0	0	3	0	3
2013	0	2	0	0	0	0	0	0	0	1	3
2014	2	1	0	0	0	1	0	0	1	1	6
2015	1	1	0	0	0	0	1	1	1	0	5
2016	0	2	1	0	0	0	0	0	1	0	4
2017	0	0	1	0	0	0	0	0	1	0	2
2018	0	1	2	0	0	0	1	0	0	0	4
2019	0	1	0	0	0	0	0	0	0	0	1
2020	0	1	1	0	0	0	0	1	1	1	5
2021	1	2	0	0	0	2	1	0	0	1	7
2022	2	1	1	0	0	0	0	0	1	0	5
2023	0	1	3	0	0	0	0	0	0	1	5
2024	3	1	1	0	0	0	0	0	1	0	6
2025	1	1	0	0	0	1	0	0	0	0	3
2026	0	1	0	0	0	0	0	0	0	0	1
2027	0	1	1	0	1	0	0	0	0	1	4
2028	0	1	2	1	0	0	0	0	0	0	4
2029	1	0	3	0	0	0	1	0	1	0	6
2030	0	2	0	1	0	0	0	0	0	0	3
2031	1	0	0	0	0	0	0	1	0	0	2
2032	0	0	0	0	0	0	0	0	0	0	0
2033	0	0	0	0	0	0	0	0	0	0	0
2034	0	0	0	0	0	0	0	0	0	0	0
2035	0	0	0	0	0	0	0	0	0	0	0

**12.7 RETIREMENTS DUE IN PSYCHIATRY**

<b>Year Due</b>	<b>ERHA East Coast</b>	<b>ERHA North</b>	<b>ERHA South West</b>	<b>Mid- West</b>	<b>Mid- land</b>	<b>North East</b>	<b>North West</b>	<b>South East</b>	<b>South West</b>	<b>West</b>	<b>Total</b>
2001	0	0	0	0	0	1	0	1	1	1	4
2002	1	0	1	0	1	0	0	1	0	0	4
2003	0	1	1	0	1	0	0	0	0	0	3
2004	0	0	0	0	1	0	0	0	0	1	2
2005	2	1	0	0	0	3	0	0	0	1	7
2006	0	0	1	0	0	0	0	0	0	0	1
2007	2	1	1	0	0	0	0	0	2	2	8
2008	1	2	0	0	0	0	1	0	0	0	4
2009	1	0	0	0	0	0	0	1	0	0	2
2010	0	0	0	0	0	0	1	2	2	0	5
2011	0	1	1	0	0	0	0	0	0	2	4
2012	1	1	1	4	0	0	0	0	0	0	7
2013	1	1	0	1	0	1	1	0	0	0	5
2014	5	1	1	0	1	0	2	3	3	2	18
2015	1	2	0	0	0	0	0	0	0	0	3
2016	1	3	0	0	0	0	1	2	0	2	9
2017	0	2	0	1	0	1	0	2	0	0	6
2018	0	1	2	2	0	0	0	0	0	1	6
2019	0	0	0	2	0	2	0	0	0	0	4
2020	2	1	4	1	0	0	0	4	0	0	12
2021	2	2	2	0	2	0	0	0	1	0	9
2022	2	2	4	1	0	1	0	0	1	2	13
2023	1	1	0	0	1	2	1	1	2	1	10
2024	0	4	2	0	3	2	0	0	3	1	15
2025	1	1	0	2	0	0	1	0	1	0	6
2026	0	0	1	0	0	1	0	2	0	2	6
2027	0	1	0	0	0	0	1	1	1	1	5
2028	0	0	2	0	0	0	0	1	1	0	4
2029	0	0	0	1	0	0	0	0	0	1	2
2030	0	0	0	0	0	0	0	1	0	0	1
2031	0	0	0	0	0	0	1	0	0	0	1
2032	0	0	0	0	0	0	0	0	0	0	0
2033	0	0	0	0	0	0	0	0	0	0	0
2034	0	0	0	0	0	0	0	0	0	0	0
2035	0	0	0	0	0	0	0	0	0	0	0

**12.8 RETIREMENTS DUE IN RADIOLOGY**

<b>Year Due</b>	<b>ERHA East Coast</b>	<b>ERHA North</b>	<b>ERHA South West</b>	<b>Mid- West</b>	<b>Mid- land</b>	<b>North East</b>	<b>North West</b>	<b>South East</b>	<b>South West</b>	<b>West</b>	<b>Total</b>
2001	0	1	0	0	0	0	0	0	0	0	1
2002	0	0	1	1	0	0	0	0	1	0	3
2003	0	0	0	0	0	0	0	0	0	0	0
2004	0	1	0	0	0	0	0	0	1	0	2
2005	0	0	1	0	0	0	0	0	0	0	1
2006	0	2	0	0	0	1	0	0	0	1	4
2007	1	0	0	0	1	1	0	0	1	0	4
2008	2	0	0	0	0	0	0	2	1	2	7
2009	0	1	0	0	0	0	0	0	1	1	3
2010	0	0	0	0	0	0	1	0	0	0	1
2011	0	3	1	0	0	0	0	0	1	0	5
2012	0	0	0	0	0	0	0	1	2	0	3
2013	1	1	3	0	0	1	1	0	0	1	8
2014	0	1	0	1	0	1	0	1	0	0	4
2015	2	0	1	0	1	0	0	0	1	1	6
2016	0	1	0	0	1	0	0	0	0	0	2
2017	1	3	0	0	0	0	2	0	1	0	7
2018	0	1	3	1	0	0	1	0	1	0	7
2019	0	0	0	0	0	0	0	0	0	0	0
2020	1	0	0	0	0	0	0	0	0	0	1
2021	3	0	1	0	2	2	1	0	0	0	9
2022	1	1	1	0	0	0	0	0	1	1	5
2023	0	2	2	0	0	0	0	0	1	0	5
2024	3	1	0	0	0	0	0	1	0	1	6
2025	1	1	1	0	0	0	0	1	0	2	6
2026	0	0	0	0	0	1	1	2	1	0	5
2027	0	2	0	1	0	1	0	1	0	0	5
2028	0	1	1	1	1	0	1	0	0	0	5
2029	1	1	0	0	0	1	0	0	1	0	4
2030	0	1	0	0	1	0	0	0	1	0	3
2031	1	1	0	0	0	0	0	0	0	0	2
2032	1	0	0	0	0	0	0	0	1	0	2
2033	0	0	1	0	0	0	0	0	0	0	1
2034	0	0	0	0	0	0	0	0	0	0	0
2035	0	0	0	0	0	0	0	0	0	0	0

**12.9 RETIREMENTS DUE IN SURGERY**

<b>Year Due</b>	<b>ERHA East Coast</b>	<b>ERHA North</b>	<b>ERHA South West</b>	<b>Mid- West</b>	<b>Mid- land</b>	<b>North East</b>	<b>North West</b>	<b>South East</b>	<b>South</b>	<b>West</b>	<b>Total</b>
2001	0	0	0	1	0	0	0	0	0	0	1
2002	1	2	1	0	0	0	0	0	0	0	4
2003	0	0	1	1	0	0	1	0	0	1	4
2004	3	0	2	0	0	0	0	0	0	0	5
2005	2	3	1	0	0	0	0	0	2	1	9
2006	0	4	3	0	0	1	0	0	1	0	9
2007	2	1	0	1	0	1	2	2	2	1	12
2008	0	0	2	2	1	0	0	0	4	3	12
2009	2	1	1	0	0	0	0	1	1	0	6
2010	2	2	2	1	1	0	0	3	2	0	13
2011	0	2	1	0	0	1	0	1	1	1	7
2012	2	1	1	1	0	0	0	1	0	0	6
2013	3	2	2	3	2	2	0	3	1	0	18
2014	4	3	1	0	0	0	1	1	1	2	13
2015	1	3	2	1	2	1	0	0	4	1	15
2016	2	5	2	0	0	0	2	1	2	0	14
2017	0	2	0	0	1	0	1	0	1	2	7
2018	2	0	0	2	0	0	0	0	0	3	7
2019	1	3	1	1	0	0	0	1	3	1	11
2020	0	3	3	1	1	0	0	1	1	1	11
2021	2	8	0	2	0	3	3	2	0	3	23
2022	1	2	2	0	0	1	1	0	2	1	10
2023	1	2	2	0	0	0	0	0	2	2	9
2024	0	2	1	1	2	1	1	0	1	0	9
2025	1	0	0	1	0	2	0	0	0	0	4
2026	2	3	1	1	0	1	0	0	2	2	12
2027	0	4	4	0	0	0	0	1	1	0	10
2028	0	1	2	0	0	0	0	1	0	1	5
2029	1	1	0	0	0	1	1	0	0	0	4
2030	0	2	1	0	1	1	0	1	0	0	6
2031	0	0	0	0	0	0	0	1	0	0	1
2032	0	0	0	0	0	0	0	0	0	0	0
2033	0	0	0	0	0	0	0	0	0	0	0
2034	0	0	0	0	0	0	0	0	0	0	0
2035	0	0	0	0	0	0	0	0	0	0	0

**TABLE 12.10 RETIREMENTS DUE IN ALL SPECIALTIES**

<b>Year Due</b>	<b>ERHA East Coast</b>	<b>ERHA North</b>	<b>ERHA South West</b>	<b>Mid- West</b>	<b>Mid- land</b>	<b>North East</b>	<b>North West</b>	<b>South East</b>	<b>South West</b>	<b>West</b>	<b>Total</b>
2001	0	5	1	1	0	1	0	1	1	2	12
2002	3	3	5	1	3	0	0	1	1	0	17
2003	1	8	4	3	1	0	1	0	0	3	21
2004	5	1	4	0	1	2	1	0	7	2	23
2005	4	4	4	2	0	5	1	3	3	4	30
2006	3	8	13	1	1	5	0	1	4	4	40
2007	7	3	5	1	1	4	4	4	9	6	44
2008	4	5	5	3	3	0	2	6	9	10	47
2009	8	6	1	1	1	1	1	3	8	5	35
2010	3	4	9	1	1	2	5	6	8	2	41
2011	5	12	13	4	1	1	1	4	7	5	53
2012	3	6	6	6	2	2	0	2	7	0	34
2013	8	7	8	6	4	5	3	4	6	3	54
2014	15	9	5	1	3	5	4	6	5	6	59
2015	7	12	7	3	5	3	3	3	9	3	55
2016	6	18	8	3	2	0	4	7	5	5	58
2017	4	9	4	3	2	2	4	4	5	2	39
2018	2	6	9	5	1	0	3	3	5	7	41
2019	5	5	7	5	1	2	1	5	4	5	40
2020	6	13	14	4	1	0	2	9	2	6	57
2021	10	16	10	4	4	7	5	3	2	5	66
2022	8	11	16	3	1	2	2	2	8	6	59
2023	8	10	11	2	1	9	2	3	6	6	58
2024	9	17	4	2	5	6	3	6	7	4	63
2025	6	8	10	6	1	5	4	2	3	3	48
2026	7	12	7	3	1	7	1	4	5	12	59
2027	0	13	6	2	2	1	3	3	4	5	39
2028	1	6	11	4	3	1	2	3	5	3	39
2029	4	7	3	2	0	2	3	0	4	1	26
2030	0	8	3	2	3	1	1	3	2	1	24
2031	4	3	5	0	1	1	2	7	0	1	24
2032	1	1	1	0	1	0	0	0	1	0	5
2033	0	0	1	0	0	0	1	0	0	0	2
2034	0	0	0	1	0	0	0	0	0	0	1
2035	0	0	0	0	0	0	0	0	0	0	0