

1) The consultant workforce expressed in headcount (average of the monthly totals during each year).

		Headcount				
Assignment Category	Job Role	2018/2019 Monthly Average	2019/2020 Monthly Average	2020/2021 Monthly Average	2021/2022 Monthly Average	2022/2023 Monthly Average
Bank	Consultant	74	104	121	140	102
Substantive	Consultant	215	223	240	247	263

2) The consultant workforce expressed in whole time or full time equivalent (WTE/FTE), where WTE/FTE reflects all programmed activities undertaken by consultants, including additional programmed activities (average of the monthly totals during each year). By programmed activities, we mean the unit used by hospitals to plan consultant work.

For avoidance of doubt, this is different to the FTE figure routinely published in the NHS Digital NHS Workforce Statistics (<https://digital.nhs.uk/data-and-information/publications/statistical/nhs-workforce-statistics>), where individual consultants contributing to that figure can only take up to a value of 1 FTE, even where they are working more than full-time.

Year	Average WTE per Month
2018/19	247.25
2019/20	254.47
2020/21	270.91
2021/22	277.85
2022/23	290.86

3) The total number of all programmed activities (PAs) performed by consultants during each of the stated years.

Year	TOTAL PAs
2018/19	1,381,520
2019/20	1,427,645
2020/21	1,520,189
2021/22	1,549,967
2022/23	1,615,063

4) The total number of additional programmed activities (APA's) performed by consultants during each of the stated years. By additional programmed activities, we mean programmed activities that are additional to those in consultant main contracts (i.e. those above programmed activities above 10 per week, in the case of a full-time consultant).

Year	TOTAL PAs
2018/19	165,580
2019/20	164,615
2020/21	174,924

2021/22	188,595
2022/23	204,911

5) Total number of programmed activities (PAs) and/or hours of extra contractual work (i.e. excluding APAs, e.g. waiting list initiative activity, additional sessions outside the job plan, etc) performed by consultants during each of the stated years.

Year	TOTAL PAs
2018/19	124,434
2019/20	149,144
2020/21	154,395
2021/22	255,985
2022/23	229,768

6) The total number of programmed activities (PAs) performed by consultants during a.) weekends, b.) weekday evenings, c.) weekday nights, and d.) weekday days during each of the stated years.

The PA's are only for 2023/24 and only job plans signed off as of 24/5/23 are included. This equates to 62% of consultants employed by the Trust. PAs are recorded in two ways, on-call and timetabled and figures are weekly.

Timetabled PAs across week ;

Sum of Total	Day								Grand Total
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	(blank)	
Total	276.2731	303.1446	300.9473	289.2972	245.4703	36.119	35.8247	544.674	2031.7502

Timetabled Weekend

Saturday 36.11 of which 4.05 PAs until 9pm

Sunday 35.82 of which 4.42 PAs until 9pm

Timetabled Weekday

Monday-Friday 33.74PAs until 9pm

On-call

On call PAs total 113.99 and relates to both predictable and unpredictable work evenings and weekends. No breakdown between 7-11 and 11-7 available.

7) The number of consultant vacancies in the Trust expressed in whole time or full time equivalent (WTE/FTE) at the beginning of each of the stated years.

8) Year	Vacancies April WTE
2018/19	31.70
2019/20	48.81
2020/21	49.60
2021/22	42.45
2022/23	51.34