

# The Final Score

## BAC Membership Survey

CSSW Scientific Meeting  
21<sup>st</sup> October 2017, Bristol

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# BAC Workforce Survey



- On-line questionnaire
- Roles, aims, intentions of NHSCSP workforce
- Help provide info to those making proposals for changes

# Who responded to the questionnaire?

	Pathologists	ABMSPs	BMSs	Cytoscreeners	Others	Total
England	54	51	261	144	38	548
Scotland	7	5	21	5	0	38
Wales	0	2	9	7	0	18
Northern Ireland	5	1	0	0	0	6
Ireland	1	0	1	0	0	2
Total	67	59	292	156	38	612

# Current workforce in NHSCSP

- Pathologists • 169
- ABMSP's • 51
- Biomedical Scientists • 281
- Cytoscreeners • 448

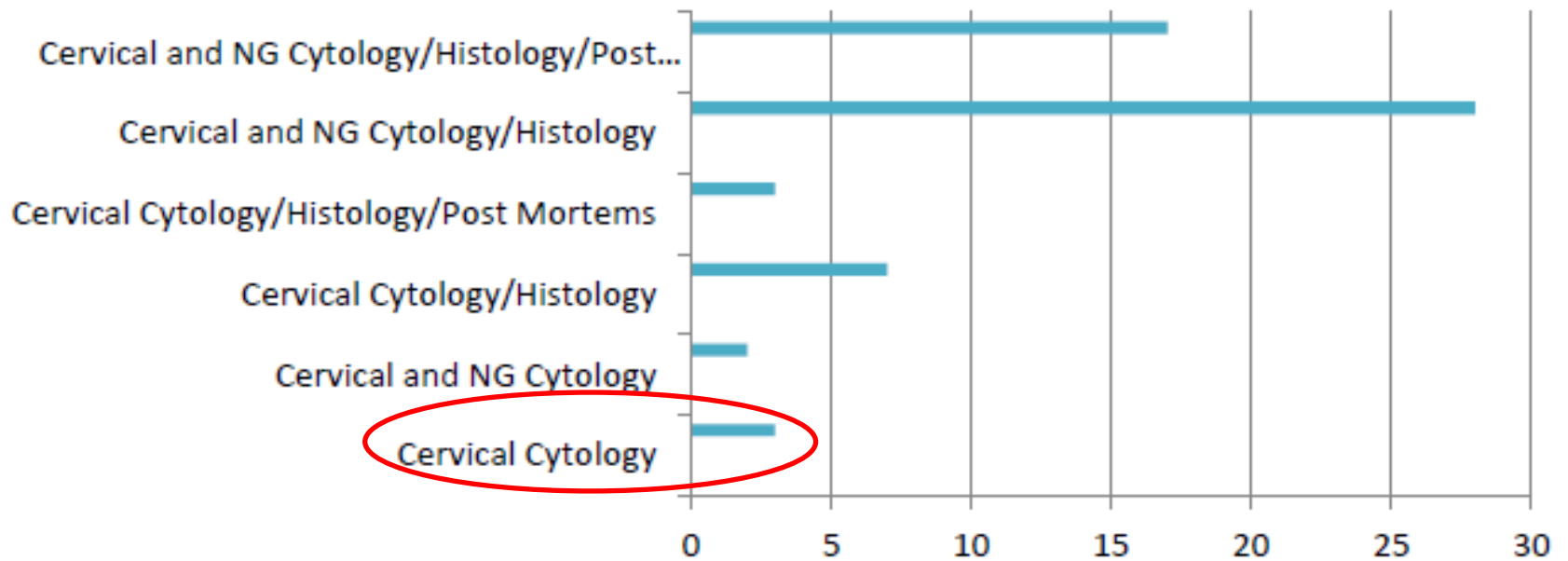
# Which staff groups responded?

• Pathologists	• 169	54
• ABMSP's	• 51	51
• Biomedical Scientists	• 281	261
• Cytoscreeners	• 448	144

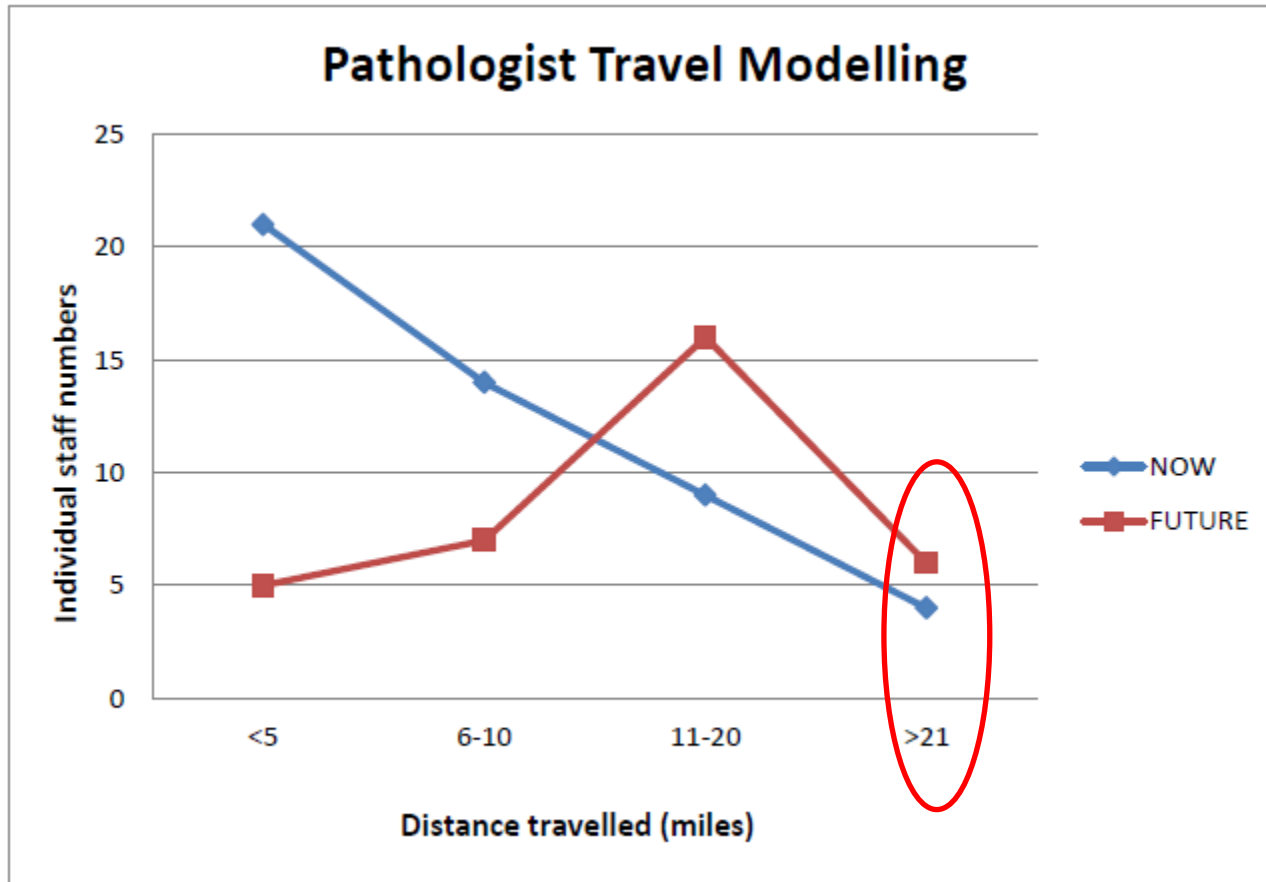
# Pathologists

- ~169 pathologists reporting within NHSCSP
- 32% (54) responded to questionnaire
- 26 were >50 years of age

# Pathologists roles



# Will they travel if service moves?



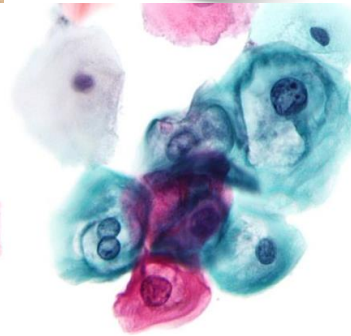


I would retire

I wouldn't travel and would happily drop cervical cytology

Id be happy to leave, PHE are making it impossible to do our job

If we do not have service on site I will stop reporting cervical cyto



I would continue if work was couriered to me/work from home

Im struggling to get numbers so would give it up

I would move if I could maintain my NG/histo skills

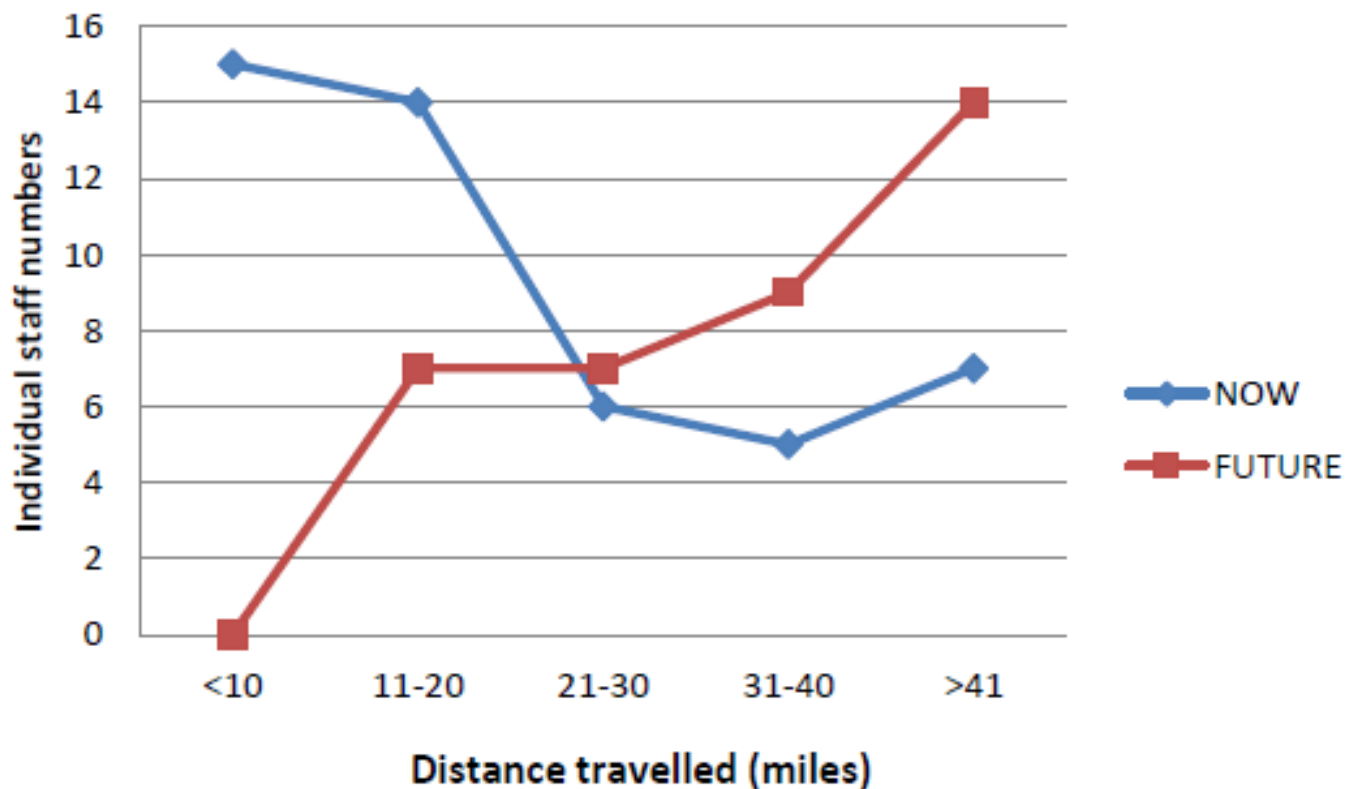
I would never relocate to pursue a cytology career

# ABMSP/Consultant BMS/Consultant HCS

- 51 in post in England
- All responded
- Average age 51

# They are more likely to travel

## ABMSP Travel Modelling



Factors that would encourage staff to move/travel:

- Banding protection
- Travel cost support
- Flexible working
- Expanding roles
- Reasonable commute

# BUT...

- 31 plan to retire within the next 6 years
- There are not many trainees in the pipeline...



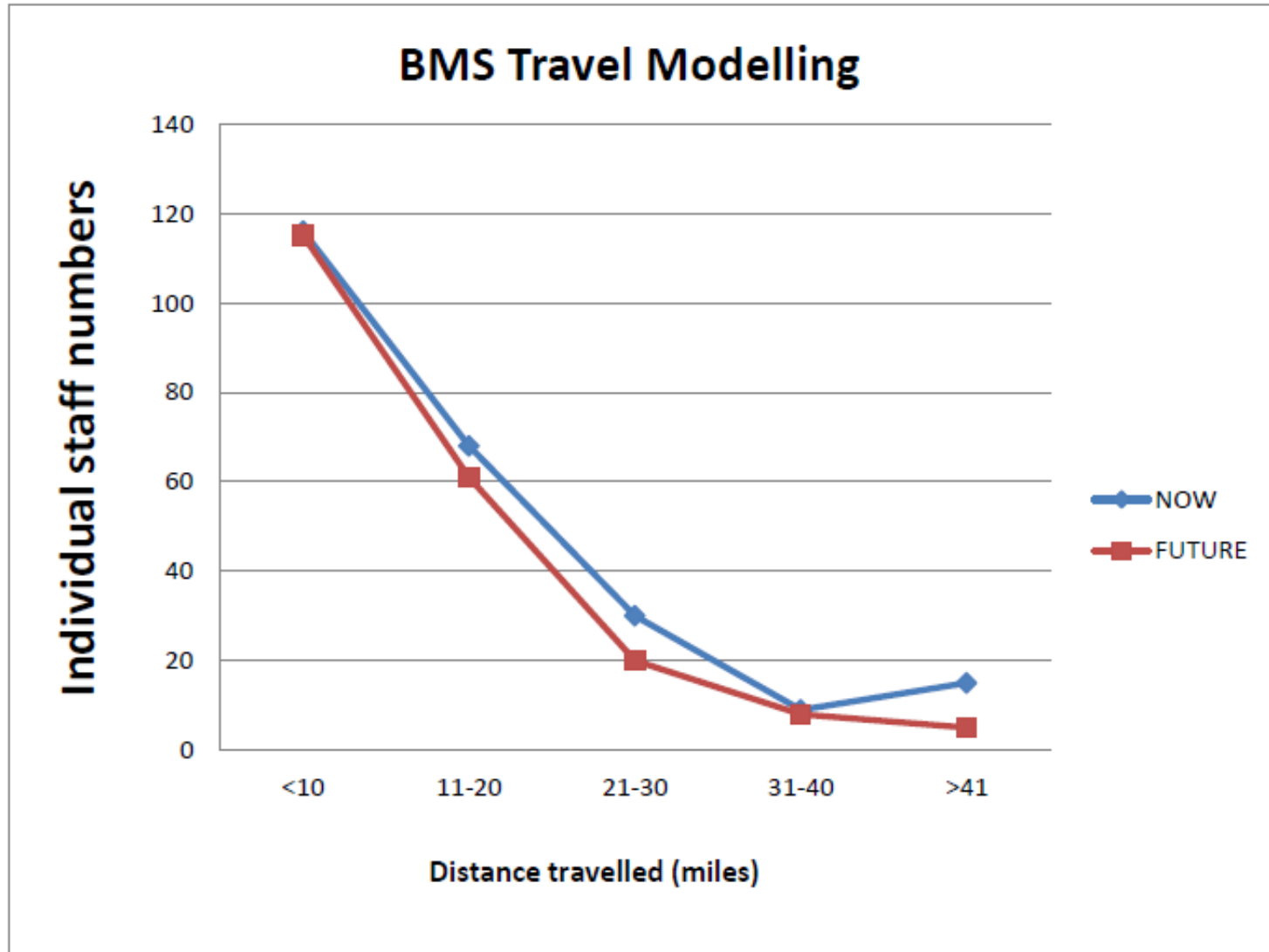
# South West ABMSP's

- 7 in post
- 2 to retire in 2 years
- 3 to retire <10 years
- 2 to retire in <20 years

# BMS staff

- 93% response rate (261)
- Average age 47
- Average 16 mile commute at present

# Wont travel further than they do now

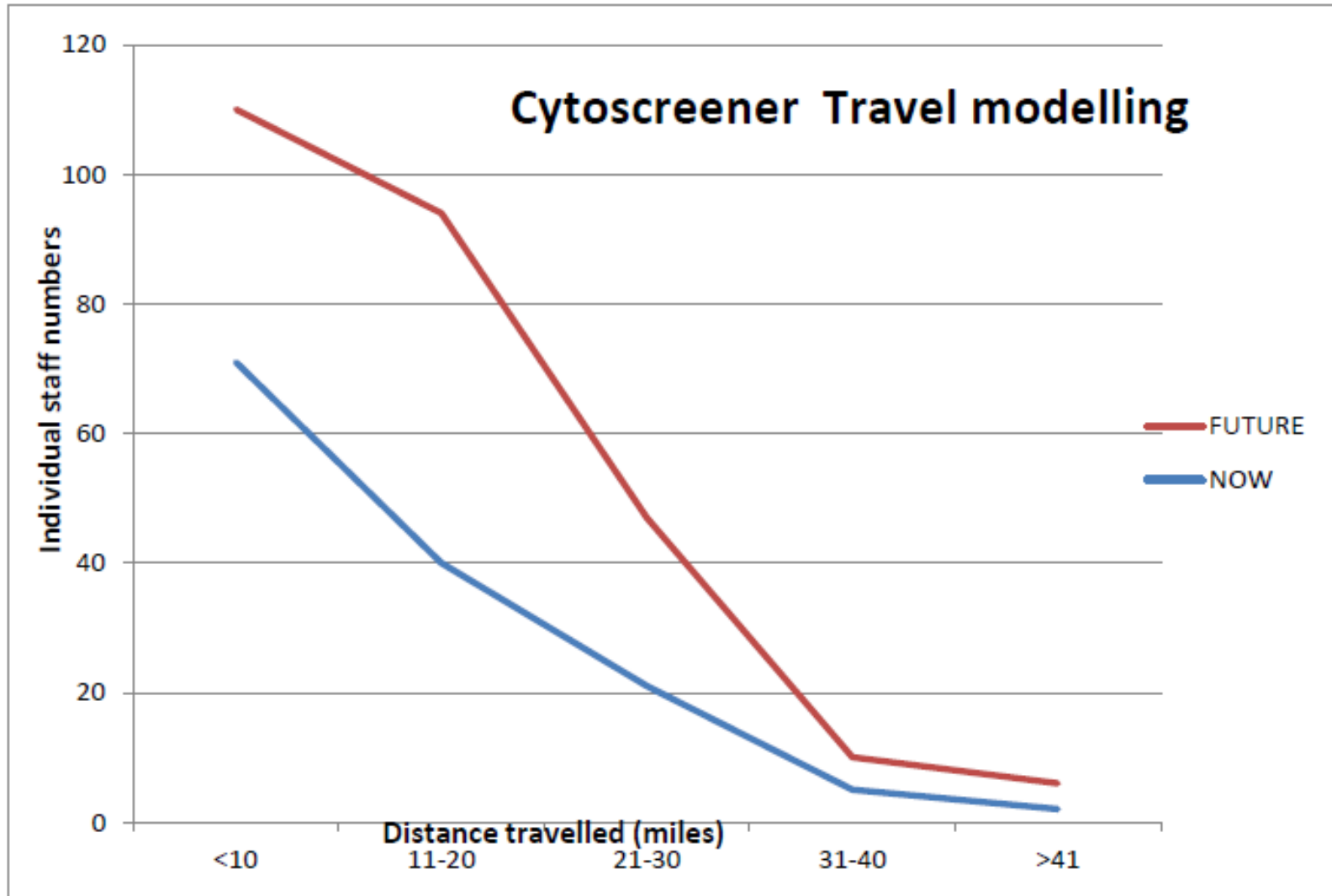


# Cytoscreeners

- 32% response rate
- Average age 47.8
- Average 12 mile commute at present



# Will cytoscreeners travel?



I don't expect to stay in the job much longer

I feel the service is in total crisis

I can only summarise that there are no plans for cytology screeners in 2019

Focus more on non-gynae and andrology



The future is very uncertain

Nobody seems to know or wont say what is happening. Very unsettling

Delay has had a seriously detrimental effect on the service

Have relocated once already, Im not prepared to do it again

# England

- Rollout during 2019
- 12-15 labs???
- Colposcopy & histology will not move



# Wales

- HPV primary end 2018/19
- Llantrisant main screening lab/HPV testing
- Reporting also will be done in other sites

# How will we fair in the South West?

- How many labs?
- Existing location?
- New lab?



# Thankyou for listening

