Recruitment in Wales

Awen Iorwerth
Crisis

Medical Course Applicants per 100,000 Population (2014 Census Population Level)

- Wales
- England
- Northern Ireland
- Scotland

Report reveals concerns that unless Britain’s doctors fail to mirror society, particularly in Scotland, Wales and Northern Ireland.

A disproportionate number of medical students in the UK come from the most affluent homes and neighbourhoods, a survey of nearly 33,000 applicants has found.

A study by academics at the University of Dundee and the University of Calcutta has found that applicants from the wealthiest backgrounds - particularly in Scotland and Wales - were more likely to be given places that applicants from lower income homes.

The data has reinforced long-standing anxieties that Britain’s doctors and surgeons fail to mirror the profile of society: 80% of medical students came from households containing professionals or those in higher managerial roles, and more than a quarter from private schools.

Steve Poysden, chief executive of the Medical Schools Council (MSC), told the Guardian medical schools were deeply concerned by the findings.
Wales

- Fair Access to Medicine? (UKCAT 2010-2012)
- “Britain’s doctors fail to mirror society”
- 55% medical students in Wales from most affluent 20% of postcodes (38% England)
- 6.5% from poorest 20% postcodes (8.7% England)
Wales

- 374 medical students in Wales
- 30% Welsh domiciled (80% England)
- Wales deanery supports 23000 trainees (inc. dental), 50 specialty TP
- Williams report 2016 – HEIW (Deanery and WEDS) April 2018
Who am I?

- Consultant T&O 2006
- CSTPD Wales 2011-2015
- Senior Clinical Lecturer Cardiff University
- IST project lead Wales 2017
CSTPD

- 2011: Poor recruitment, performance, feedback, CST to HST conversion
- Stricter objectives, reconfiguration, research, tripartite education contracts

Core surgical training outcome in Wales: reconfiguration, reflection, and the rise of educational contracts
T Abdelrahman, C Thomas, A Iorwerth, M Holt, WG Lewis  *British Journal of Surgery* 2016 103, 54-55

Core surgical training outcome in Wales

Rural rotations at core: Rarefied exposure or real experience?
T Abdelrahman, C Thomas, A Iorwerth, WG Lewis  *British Journal of Surgery* 2015 102, 12

Signposts to ST3 selection success in general surgery

Surgical ST3 selection success: what makes the difference?
C Thomas, A Karran, P Blake, A Iorwerth, W Lewis  *British Journal of Surgery* 2013 100, 20
Senior clinical lecturer

C21 – a programme to recruit, train and retain the best doctors for Wales
CARER programme – rural healthcare
MMI, community engagement
Embodying bilingual ethos
Centre de Formation Médicale du Nouveau Brunswick

1. A socially responsible aim to educate doctors from and for a minority group, the Acadians.
2. Set social standards to develop this minority social population.

University of Auckland: Vision 20:20

Project Whakapiki Ake – Commitment by the Health and Medical Sciences to increase the number of health professionals from the Māori and Pacific Island community to 10% of the workforce by 2020.
Hope!

- Widening Access Group – WAG and Welsh universities
- 2018 - Health secretary to fund pilot programme to support individuals from Welsh medium schools considering career in medicine
Hope!

• 2017 – interviewed 80% of Welsh applicants to Cardiff University
• Recruitment to CST 100%
• Conversion to HST improved
• Wales Deanery trainees in highest quartile for exam success in ALL surgical specialties
What we need

• Better reflection of society
• Workforce planning
• Increased medical student numbers in Wales
• Early embedding in community