Impact of training location on the workforce crisis

There are known to be wide variations in the GP workforce across England. Our most under-doctored areas tend paradoxically to be those with high social deprivation, and hence ill health. The Centre for Workforce Intelligence shows that the current workforce crisis is particularly focused in the north of the country. These areas correspond almost exactly with the recently published heat map of reduced life expectancy, and won’t be a surprise to those familiar with Julian Tudor-Hart’s ‘inverse care law’.

After qualifying as GPs, doctors tend to work in the areas in which they trained. Because of this, one major NHS strategy to address these inequalities has been to focus training capacity in areas anticipated to have the greatest current and future need. Depressingly however, not only has there been a near 15% reduction in the numbers applying in round one for GP specialty training overall this year, but we also note a further decrease in the popularity of those parts of England with the greatest need for trained GPs. This contrasts strongly with the more affluent areas of England, particularly in the south of the country, which have been holding their own or increasing in popularity over the past 6 years.

This is clearly shown in the graph below (Figure 1), which compares the combined round one application ratios (the number of applicants per GP specialist trainee vacancy) for the four northern English deaneries with that of the most popular southern ones (GP National Recruitment Office, personal communication, 2014).

As nearly 25% of applicants are unable to demonstrate the necessary competencies to train in general practice, and many use general practice as a ‘fall back’ career option, deaneries with low application ratios struggle to fill their training places.

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Figure 1. Combined application ratios.