

Dermatology

Table 1.1 outlines the current number and ratio of consultant dermatologists per 100,000 of the population in Ireland. Included in this table are the projected numbers of specialists per 100,000 of the population in 2024, should the current ratio remain static at the 2014 level. Table 4.3.1 also includes the research informed range of specialists per head of population as per expert stakeholder perspectives, the Hanly (2003) recommendations and the ratios in place, projected and/or recommended in comparable healthcare jurisdictions.

Table 1.1 Dermatology Consultant Posts (Private and Public) 2014-2024

2014		2024*		Research informed range of specialists per head of population to 2024 **	
N	Ratio per 100,000 pop	N	Ratio per 100,000 pop	N	Ratio per 100,000 pop
53 (46 WTE)	1.1	55 (47 WTE)	1.1	50 - 95 (43 - 81 WTE)	1 - 1.9

* Accounting for population growth and an unchanged ratio of consultants

** The recommendation is based on information in Table 1.2 and represents a range from the lowest to the highest ratio considered

Table 1.2

Hanly (2003)	Hanly (2003) recommended a ratio of 1: 87,000 consultant dermatologists per head of population to achieve a consultant-provided service and to comply with the European Working Time Directive (EWTD) in 2013. This represents approximately 1.2 consultants per 100,000 of the population. Using CSO population projections (CSO, 2011), we estimate the recommended ratio to equate to 53 consultant dermatologists today and approximately 57 consultant dermatologists in 2024 approximately. Using a WTE rate of .86, this would equate to 46 and 49 whole-time equivalent (WTE) consultants in 2014 and 2024 respectively.
Royal College of Physicians of Ireland (RCPI), Faculty of Medicine	<p>There are approximately 35 public consultant posts in Ireland (this includes 5 paediatric dermatology posts, the majority of which also have commitments to adult departments). This does not however represent the exact number of whole time-equivalent (WTE) consultant presence. Currently, there are 2 unfilled posts (1 in Sligo & 1 in Waterford.) There are also approximately 10 dermatologists working exclusively in private practice. There is a female preponderance both in consultant positions and in Specialist Registrars. There are marked geographical variations in dermatologists per population with HSE South having the lowest ratio of 7 dermatologists per 1,162,112 population (1 per 193,000). The Royal College of Physicians (London) recommends a dermatologist per population ratio of 1 per 62,000 (1.6 per 100,000). This is considerably less than the ratios of most European countries but may represent a suitable benchmark for Ireland. The average ratio of dermatologists to population in Canada is 1 per 72,000 (1.4 per 100,000). Based on the 2011 census figure, to allow Ireland a public consultant to population ratio of a conservative 1 in 80,000 population requires 57 whole-time equivalent (WTE) consultant posts. This would require an increase of 22 posts. To allow an increase to 1 per 100,000 (a very modest target by international standards) will require an increase of 10 whole-time equivalent (WTE) posts.</p> <p>At present the Dermatology SpR training scheme is greatly oversubscribed. However, there has been a significant expansion in dermatology consultant numbers due to the clinical programmes and nationally we now have a number of 4 & 5 consultant departments who could easily train 2 Specialist registrars at a time. Some departments have built up considerable expertise in research and/or developed subspecialty areas, which would enhance SpR training. We are confident that we could efficiently and</p>

	effectively train the 15 SpRs (11 + 4 new posts) that we estimate our speciality will require to fill present vacant posts, anticipated retirements and possible consultant expansion.
United Kingdom – Royal College of Physicians (2013)	In 2007, there were 560 (490 whole-time equivalent) consultant dermatologists (substantive and locum posts) in the United Kingdom. For the population of 61 million, the workforce requirement for a high-quality, consultant-led service is 610 whole-time equivalent (WTE) dermatologists. A 250,000 population generates 3,750 new patient referrals per year. Each new patient on average generates two follow-up appointments making a total of 11,250 patients each year. In areas where referral patterns have changed in light of recent government initiatives, up to 40% of referrals may be retained in primary care. As such, a 250,000 population would continue to generate 2,250 new and 4,500 follow-up patients per year in secondary care.
England – Centre for Workforce Intelligence	According to the British Association of Dermatologists (BAD, 2010), the demand is for one whole-time equivalent (WTE) consultant per 55,000 population. This target is based on having a consultant-provided service and was calculated using robust, bottom-up analysis of referral patterns. The Office for National Statistics estimates the population of England in 2011 to be 52.2 million (ONS, 2010), which would equate to a target of 956 whole-time equivalent consultants in dermatology. The National Health Service Information Centre census (NHS IC, 2011) records 462 whole-time equivalent (527 headcount) consultants employed in England as of September 2010 (1 per 100,000 population approximately). If demand is modelled from a baseline of the consultant supply in 2010 and increasing at the rate of population growth, it will increase to about 500 whole-time equivalent in 2020, and constantly remain below the level of supply predicted of the consultant workforce. The supply of dermatology consultants over the next ten years is forecast to increase to about 660 whole-time equivalent in 2020 (760 headcount which represents a ratio of 1.3 per 100,000), an average increase of 3.4 per cent annually.
Australia	The Australian Institute of Health and Welfare (2014) estimate that there were 424 specialists working in dermatology in 2012 (whereby dermatology was their main specialism). This equates to a ratio of 1.9 per 100,000 of the population for 2012 (the population of Australia in 2012 was 22.68 million).

Notes:

- Dermatology: 40 specialists were employed in the public sector (excluding specified purpose contract employees and those on career breaks). Source: HSE Workforce Planning, Analysis, & Informatics Unit, Dec 2013
- Dermatology: 13 specialists were estimated to be employed in the private sector. Source: Medical Directory; Google and hospital websites
- WTE rate used herein is .86. Source: HSE Workforce Planning, Analysis, & Informatics Unit, Dec 2013
- Population 2014 is projected to be 4,626,423 using the M2F2 scenario CSO (2011)
- Population 2024 is projected to be 4,979,921 using the M2F2 scenario CSO (2011)
- Information in Table 1.2 does not necessarily represent the views of HSE-NDTP