

Medical Specialty Distribution Programme (London region)

Haematology update

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@NHS_HealthEdEng

National background and context

The Medical Specialty Distribution (MSD) Programme was set up to examine the geographical and speciality alignment of medical training programmes across England. It found:

- population health needs are not being met as well as they could
- rural, remote and coastal areas particularly affected, where there is a challenge in terms of recruitment and retention of staff
- accepted recognition that postgraduate medical training posts have been disproportionately distributed across England, based on historical arrangements, and are not aligned to changing patient needs
- evidence that postgraduate medical trainees show a greater propensity to remain in the geographical area that they complete their specialist training. Consequently, the consultant workforce is much more commonly recruited from trainees who train locally.

Programme objectives

HEE and NHSE/I are jointly leading the MSD Programme across England. The programme will:

- address historical health inequalities by delivering improved services by better aligning the availability of specialist care to the required need/demand, resulting in improved patient outcomes across the country
- begin implementing country-wide changes from August 2022 – these changes will be carefully planned
- reduce variation of patient outcomes
- ensure patient safety informs all future decision-making
- ensure there is a more equitable distribution of future training places across England.

Programme scope

1. Funding implications

- HEE-funded posts only (not trust or academic).
- Programme focuses on movement of funding – no current trainees in post will be moved.

2. Initial specialties

- Starting with three forerunners in August 2022 – Obstetrics and Gynaecology / Cardiology / Haematology.

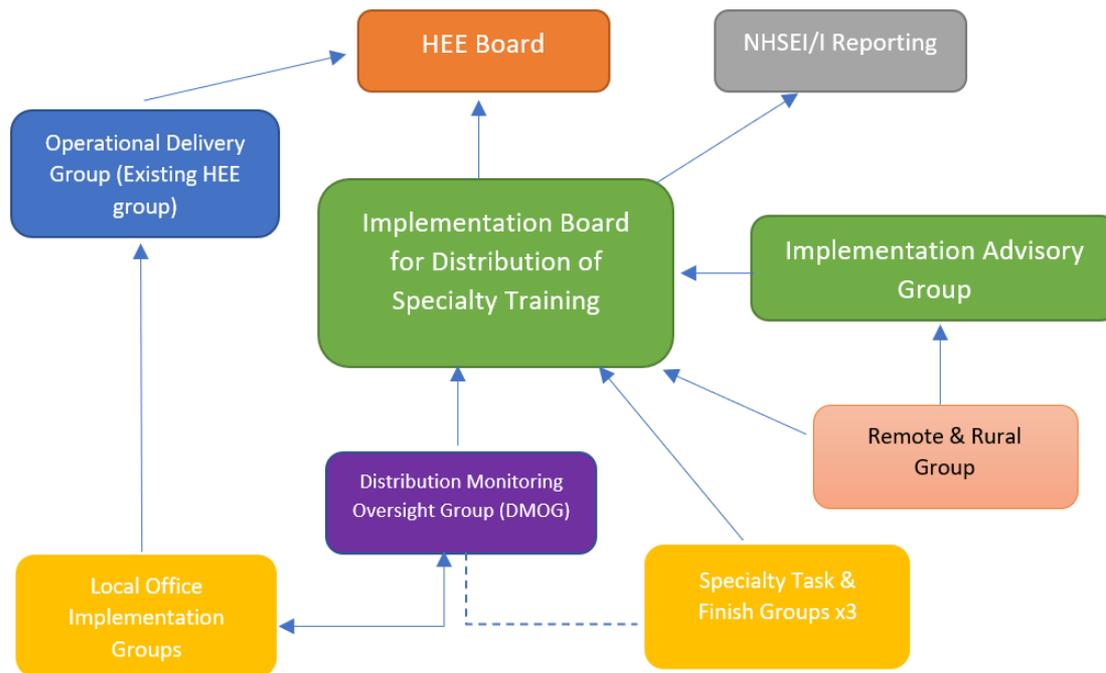
3. Robust methodology / modelling

Programme scope

4. Implementation timescale / pace of change

- In London, proposed movement of / reduction in the numbers of specialty training posts is due to commence August 2022 onwards, subject to programme risk assessments.
- Timeframe for specialty implementation varies – between five to seven years.
- HEE London and NHSE/I will be influencing programme's pace of change.
- Implementation timescales will remain under scrutiny as programme progresses.

Programme implementation structure

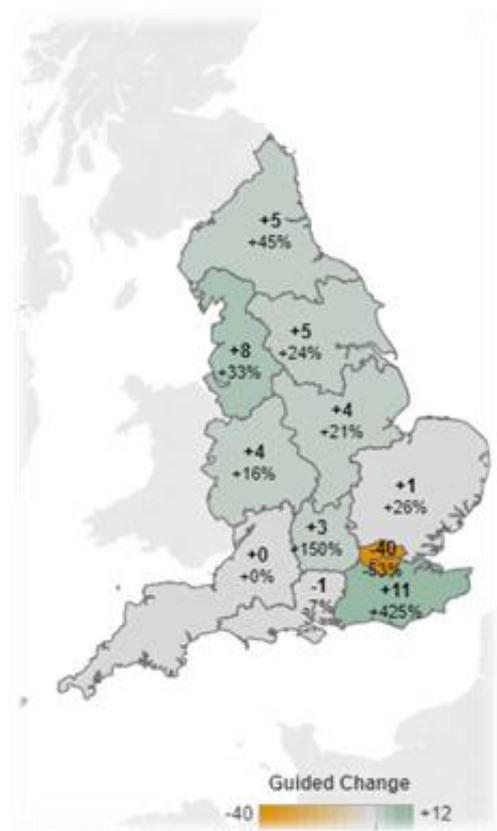


Guided Distribution

(London vs other regions)

The new guided distribution model (December 2021) shows the following:

- London is expected to reduce its HEE-funded training posts by 46%, a reduction of 40 posts, and is one of two regions across England to see a reduction in posts. Factoring in all London haematology training posts (HEE and trust-funded) the overall reduction is 31.5%.
- Activity funded by Specialised Commissioning has been factored in and these posts should be unaffected by the distribution programme.
- KSS sees the largest increase, with 11 posts to be added to current stock.



Source: Tableau / Guided Distributions / Redistribution by Trusts – New Baselines / Regional Redistribution (Dec-21)

Impact for London



Health Education England

Early modelling suggests in excess of 1,600 secondary care posts will need to be removed from London programmes.

Specific points include:

- London has the highest number of posts nationally in the majority of specialties, both Trust and HEE-funded.
- New investments will be used to offset redistribution.
- Mitigations have been made within the programme to date to ensure:
 - Specialised Commissioning is factored into national modelling
 - Covid-19 10.2 outcomes are considered and reviewed on an annual basis.

Each of the affected specialties will convene a task and finish group, which will contain clinical representation from each Integrated Care System area, noting there may need to be a degree of flex to be appropriate for each specialty.

Opportunities

- Additional 1,500 annual undergraduate medical school places now available in England.
- Multi-disciplinary workforce development.
- Enhanced clinical learning environment / education and training package to trainees.
- Continuity of high-quality services / ongoing commitment to patient safety of paramount importance.

Risks

- Need for effective communications and stakeholder engagement.
- Reputational and relational risk.
- Practical implementation / capacity-related issues in London.
- Parallel policy initiatives being implemented nationally – need to consider impact on London.
- Impact of COVID on services / education.

Risks

- Rushed approach to programme management runs risk of exacerbating health inequalities.
- Potential deterioration in quality of training due to reduction in numbers.
- Removal of posts could potentially impact negatively on London's Covid recovery programme.
- Reprofile of London programmes as rotations reduce in size (impact on trainee placement opportunities).

Data and Analysis

Sources used to support the MSD programme are as follows:

HEE:

- **London workforce** (Tableau)
- **Trainee workforce** (Trainee Information System)
- **London training posts** – training posts and funding information (HEE - HET post data tracker)
- **Age risk factors** – patients using services based on 19 different age groups (Tableau)
- **Population data** (Tableau)

NHSE/I:

- **Hospital Episode Statistics (HES)** – inpatient activity and outpatient attendances (NHS Digital)
- **Bed occupancy** (NHS Digital)
- **Deprivation** (Standardised Mortality Rate <75 (SMR <75)
- **Ethnicity** (Specialised Commissioning only)

From this data, a 'Guided Distribution' model has been created to show the impact for each region.

Exclusions

Exclusions from the data presented, unless otherwise specified, are:

- Out Of Practice (OOPs) trainees
- Long term sick
- Sub Specialty trainees and posts (if applicable)
- National Institute for Health Research (NIHR) posts

London Workforce

Excluding Trainee data

London ICS	Trust	Haematology (HC)				Haematology (FTE)			
		TOTAL	Consultant	Non-Consultant, Non Trainees	Unknown	TOTAL	Consultant	Non-Consultant, Non Trainees	Unknown
East London Health & Care Partnership	Barking, Havering and Redbridge University Hospitals NHS Trust	16	8	8	-	16	8	8	-
	Barts Health NHS Trust	24	13	11	-	23	12	11	-
	Homerton University Hospital NHS Foundation Trust	3	2	1	-	3	2	1	-
North London Partners In Health & Care	Great Ormond Street Hospital for Children NHS Foundation Trust	28	24	3	1	27	23	3	1
	North Middlesex University Hospital NHS Trust	12	6	6	-	10	5	5	-
	Royal Free London NHS Foundation Trust	27	17	10	-	26	16	10	-
	The Whittington Hospital NHS Trust	8	6	2	-	8	6	2	-
	University College London Hospitals NHS Foundation Trust	68	30	38	-	63	27	36	-
North West London Health & Care Partnership	Chelsea and Westminster Hospital NHS Foundation Trust	7	6	1	-	5	4	1	-
	Imperial College Healthcare NHS Trust	51	30	21	-	49	28	21	-
	London North West University Healthcare NHS Trust	14	9	5	-	14	9	5	-
	The Hillingdon Hospitals NHS Foundation Trust	10	10	-	-	5	5	-	-
	The Royal Marsden NHS Foundation Trust	17	11	5	1	16	10	5	1
Our Healthier South East London	Guy's and St Thomas' NHS Foundation Trust	43	29	14	-	40	27	13	-
	King's College Hospital NHS Foundation Trust	65	38	27	-	61	34	27	-
	Lewisham and Greenwich NHS Trust	14	9	5	-	12	8	4	-
South West London Health & Care Partnership	Croydon Health Services NHS Trust	8	6	2	-	6	5	1	-
	Epsom and St Helier University Hospitals NHS Trust	13	9	4	-	12	9	3	-
	Kingston Hospital NHS Foundation Trust	5	5	-	-	5	5	-	-
	St George's University Hospitals NHS Foundation Trust	17	12	5	-	16	11	5	-
London	450	280	168	2	418	254	162	2	

Source: Tableau / Workforce Profile

Trainee Data

By Headcount (HC)

Trainee data has been taken from TIS and shows figures by HC.

It has been split by region, and then sub divided by ICS, where known.

The data is broken down by specialty training level, trainees in post, as trainees not in post.

REGION	ICS	ST3		ST4		ST5		ST6		ST7		TOTAL		ALL
		IN POST	NOT IN POST	IN POST	NOT IN POST									
London	East London Health and Care Partnership	5	0	3	0	4	1	5	1	0	0	17	2	19
	North London Partners in Health and Care	5	0	10	0	11	3	5	2	6	0	37	5	42
	North West London Health and Care Partnership	10	1	12	3	8	1	7	1	5	1	42	7	49
	Our Healthier South East London	4	1	4	1	6	2	6	1	5	1	25	6	31
	South West London Health and Care Partnership	1	0	2	0	4	0	3	0	0	0	10	0	10
London Total		25	2	31	4	33	7	26	5	16	2	131	20	151
Undefined (OOP) - London	North London Partners in Health and Care	0	1	0	3	0	9	0	13	0	5	0	31	31
	North West London Health and Care Partnership	0	0	0	6	0	6	0	2	0	0	0	14	14
	Our Healthier South East London	0	1	0	2	0	8	0	6	0	0	0	17	17
London Total		0	2	0	11	0	23	0	21	0	5	0	62	62
KSS	Kent and Medway	3	0	3	0	1	0	2	0	0	0	9	0	9
	Frimley Health	0	0	1	0	0	0	0	0	0	0	1	0	1
	KSS - Surrey Heartlands Health and Care Partnership	0	0	1	0	0	0	0	0	0	0	1	0	1
	KSS - Sussex Health and Care Partnership	5	0	1	0	0	1	1	0	0	0	7	1	8
KSS Total		8	0	6	0	1	1	3	0	0	0	18	1	19
EoE	Unknown	0	0	1	0	0	0	0	1	0	0	1	1	2
EoE Total		0	0	1	0	0	0	0	1	0	0	1	1	2
TOTAL		33	2	38	4	34	8	29	6	16	2	150	22	234

Source: TIS / Haematology trainee report (Oct 2021)

Not In Post: OOPC / OOPF / OOPR / Long Term Sick / Parental Leave

Trainee Data

By Full Time Equivalent (FTE)

Trainee data has been taken from TIS and shows figures by FTE.

It has been split by region, and then sub divided by ICS, where known.

The data is broken down by specialty training level, trainees in post, as trainees not in post.

REGION	ICS	ST3		ST4		ST5		ST6		ST7		TOTAL		ALL
		IN POST	NOT IN POST	IN POST	NOT IN POST									
London	East London Health and Care Partnership	4.8	0.0	2.4	0.0	3.6	1.0	4.4	1.0	0.0	0.0	15.2	2	17.2
	North London Partners in Health and Care	4.6	0.0	9.8	0.0	10.6	3.0	4.6	1.8	6.0	0.0	35.6	4.8	40.4
	North West London Health and Care Partnership	9.6	1.0	11.4	3.0	6.6	1.0	6.8	1.0	4.6	1.0	39	7	46
	Our Healthier South East London	4.0	1.0	4.0	1.0	5.6	2.0	4.8	0.0	5.0	1.0	23.4	5	28.4
	South West London Health and Care Partnership	1.0	0.0	2.0	0.0	3.4	0.0	2.4	0.0	0.0	0.0	8.8	0	8.8
London Total		24	2	29.6	4	29.8	7	23	3.8	15.6	2	122	18.8	140.8
Undefined (OOP) - London	North London Partners in Health and Care	0.0	0.6	0.0	3.0	0.0	9.0	0.0	13.0	0.0	5.0	0.0	30.6	30.6
	North West London Health and Care Partnership	0.0	0.0	0.0	6.0	0.0	6.0	0.0	2.0	0.0	0.0	0.0	14.0	14.0
	Our Healthier South East London	0.0	1.0	0.0	1.8	0.0	8.0	0.0	6.0	0.0	0.0	0.0	16.8	16.8
London Total		0	1.6	0	10.8	0	23	0	21	0	5	0	61.4	61.4
KSS	Kent and Medway	3.0	0.0	3.0	0.0	0.6	0.0	1.4	0.0	0.0	0.0	8	0	8
	Frimley Health	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1	0	1
	KSS - Surrey Heartlands Health and Care Partnership	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1	0	1
	KSS - Sussex Health and Care Partnership	4.6	0.0	0.6	0.0	0.0	1.0	0.0	0.0	0.0	0.0	5.2	1	6.2
KSS Total		7.6	0	5.6	0	0.6	1	1.4	0	0	0	15.2	1	16.2
EoE	Unknown	0.0	0.0	1.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	1	1	2
EoE Total		0	0	1	0	0	0	0	1	0	0	1	1	2
TOTAL		31.6	2	36.2	4	30.4	8	24.4	4.8	15.6	2	138.2	20.8	220.4

Source: TIS/ Haematology trainee report (Oct 2021)

Not In Post: OOPC / OOPF / OOPR / Long Term Sick / Parental Leave

London Posts and Funding Data

This table provides a breakdown of each **Haematology training post** across London (excluding out of scope posts).

It is split by:

- ICS
- Funding Body
- Hospital Site
- Funding Type.

ICS Region	Funding Body	Site	Sum of Post Count	Sum of 50% Funded	Sum of Trust Funded	% Split of HEE FUNDED Posts by ICS	% Split of TRUST FUNDED Posts by ICS
East London Health and Care Partnership	Barking, Havering and Redbridge University Hospitals NHS Trust	Queen's Hospital	4	1	3	14%	15%
East London Health and Care Partnership	Barts Health NHS Trust	Newham General Hospital	1	1	0		
East London Health and Care Partnership	Barts Health NHS Trust	St Bartholomew's Hospital	4	3	1		
East London Health and Care Partnership	Barts Health NHS Trust	The Royal London Hospital	6	5	1		
East London Health and Care Partnership	Barts Health NHS Trust	Whipps Cross University Hospital	2	1	1		
East London Health and Care Partnership	Homerton University Hospital NHS Foundation Trust	Homerton University Hospital	1	1	0		
North London Partners in Health and Care	Great Ormond Street Hospital for Children NHS Foundation Trust	Great Ormond Street Hospital	3	3	0	28%	20%
North London Partners in Health and Care	North Middlesex University Hospital NHS Trust	North Middlesex Hospital	3	3	0		
North London Partners in Health and Care	Royal Free London NHS Foundation Trust	Barnet Hospital	1	1	0		
North London Partners in Health and Care	Royal Free London NHS Foundation Trust	Chase Farm Hospital	1	1	0		
North London Partners in Health and Care	Royal Free London NHS Foundation Trust	Royal Free Hospital	5	4	1		
North London Partners in Health and Care	University College London Hospitals NHS Foundation Trust	University College Hospital	17	10	7		
North London Partners in Health and Care	Whittington Health NHS Trust	The Whittington Hospital	2	2	0	30%	30%
North West London Health and Care Partnership	Chelsea and Westminster Hospital NHS Foundation Trust	West Middlesex University Hospital	2	2	0		
North West London Health and Care Partnership	Imperial College Healthcare NHS Trust	Hammersmith Hospital	16	14	2		
North West London Health and Care Partnership	Imperial College Healthcare NHS Trust	St Mary's Hospital (HQ)	2	1	1		
North West London Health and Care Partnership	London North West University Healthcare NHS Trust	Central Middlesex Hospital	2	2	0		
North West London Health and Care Partnership	London North West University Healthcare NHS Trust	Ealing Hospital	2	1	1		
North West London Health and Care Partnership	London North West University Healthcare NHS Trust	Northwick Park Hospital	3	0	3	20%	30%
North West London Health and Care Partnership	The Hillingdon Hospitals NHS Foundation Trust	Hillingdon Hospital	4	2	2		
North West London Health and Care Partnership	The Royal Marsden NHS Foundation Trust	The Royal Marsden Hospital (London)	6	4	2		
North West London Health and Care Partnership	The Royal Marsden NHS Foundation Trust	The Royal Marsden Hospital (Surrey)	1	0	1		
Our Healthier South East London	Guy's and St Thomas' NHS Foundation Trust	Guy's And St Thomas' NHS Trust	1	0	1		
Our Healthier South East London	Guy's and St Thomas' NHS Foundation Trust	Guy's Hospital	5	5	0		
Our Healthier South East London	Guy's and St Thomas' NHS Foundation Trust	St Thomas' Hospital	5	5	0		
Our Healthier South East London	King's College Hospital NHS Foundation Trust	King's College Hospital (Denmark Hill)	13	5	8	9%	5%
Our Healthier South East London	King's College Hospital NHS Foundation Trust	Princess Royal University Hospital	1	0	1		
Our Healthier South East London	Lewisham and Greenwich NHS Trust	University Hospital Lewisham	2	1	1		
Our Healthier South East London	Lewisham and Greenwich NHS Trust	Queen Elizabeth Hospital	2	1	1		
South West London Health and Care Partnership	Croydon Health Services NHS Trust	Croydon University Hospital	1	1	0		
South West London Health and Care Partnership	Epsom and St Helier University Hospitals NHS Trust	St Helier Hospital	2	2	0		
South West London Health and Care Partnership	St George's University Hospitals NHS Foundation Trust	St George's Hospital (Tooting)	7	5	2	1	1
Grand Total			127	87	40	1	1

Source: HET PostTracker – Period 3, 2021/22

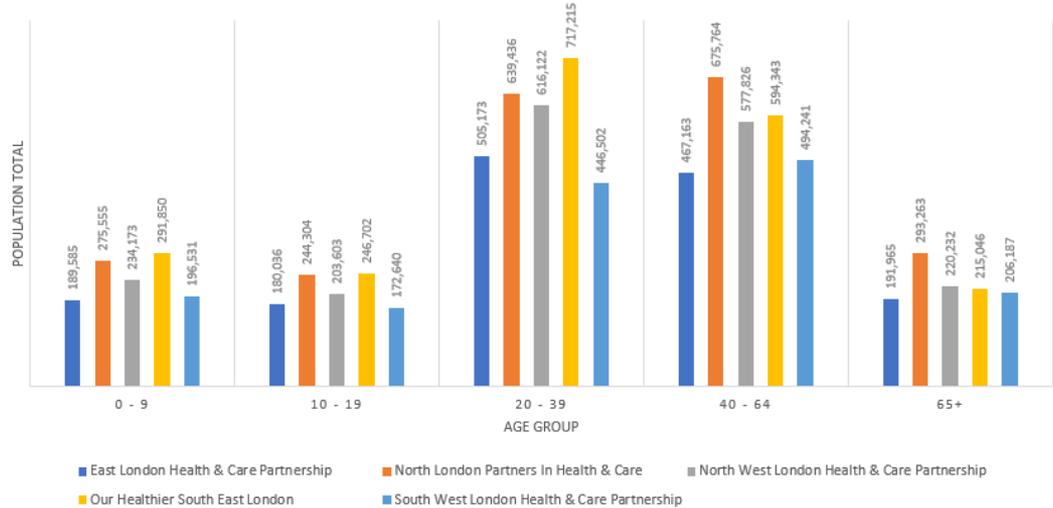
Population Data and Patient Ratios

This illustrates the population across London by age group. The data has been split by each of the London ICSs.

London has a population of 9,095,456. North (Central) London has the highest population with South West London the lowest.

Those in the 20-39 and 40-64 age categories make up the largest proportion of the population within London.

POPULATION DATA SPLIT BY ICS AND AGE GROUP (2021)



Population data - 2021						
London Region	ALL	0 - 9	10 - 19	20 - 39	40 - 64	65+
East London Health & Care Partnership	1,533,922	189,585	180,036	505,173	467,163	191,965
North London Partners In Health & Care	2,128,322	275,555	244,304	639,436	675,764	293,263
North West London Health & Care Partnership	1,851,955	234,173	203,603	616,122	577,826	220,232
Our Healthier South East London	2,065,156	291,850	246,702	717,215	594,343	215,046
South West London Health & Care Partnership	1,516,101	196,531	172,640	446,502	494,241	206,187
London	9,095,456	1,187,694	1,047,285	2,924,448	2,809,337	1,126,693

Source:
Tableau / Population dashboard
Tableau / Workforce Profile

Population Data

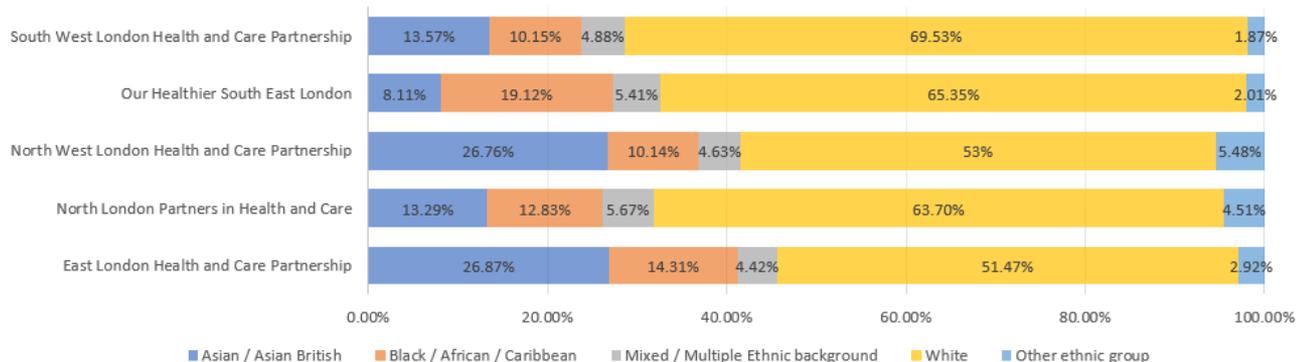
By Ethnicity

London's population is the most ethnically diverse in the UK.

Across London the breakdown is as follows:

- 59.8% - White
- 18.5% - Asians / Asian British
- 13.3% - Black / African / Caribbean
- 5.0% - Mixed / Multiple Ethnic Background
- 3.4% - Other Ethnic Groups.

POPULATION OF LONDON - SPLIT BY ETHNICITY WITHIN EACH ICS REGION



Source: ShapeAtlas / ethnicity breakdown

Population Data

By Ethnicity

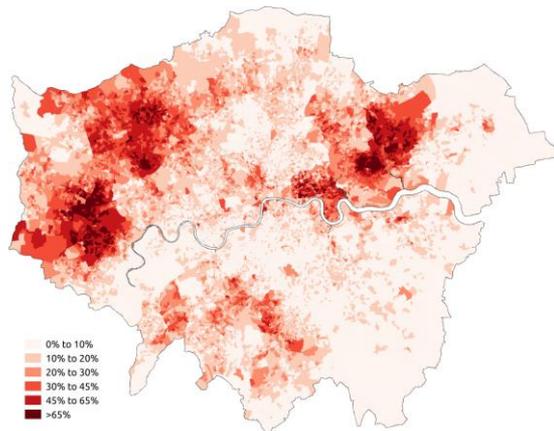
East London and North West London have the highest % of Asians / British Asians.

East London

Newham
Redbridge
Tower Hamlets
Waltham Forest

North West London

Hounslow
Brent
Ealing
Hillingdon



Asian / Asian British

Whilst there are pockets of East London, North London and North West London, that have high concentrations of those from a Black / African / Caribbean background, South East London has the highest.

South London

Lewisham
Southwark
Lambeth
Croydon

East London

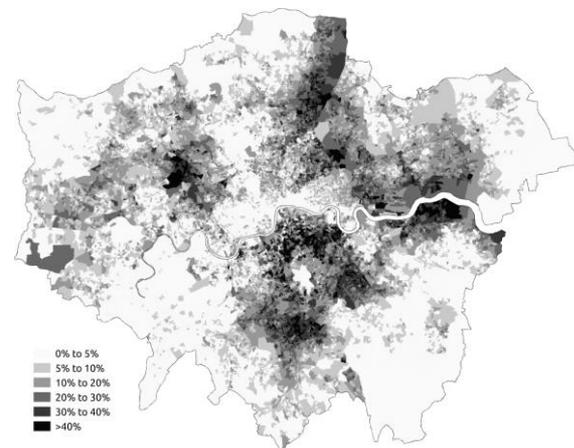
Barking and Dagenham
Newham

North London

Hackney

North West London

Brent



Black / African / Caribbean

Source: ShapeAtlas / ethnicity breakdown

Index of Multiple Deprivation (IMD)

The seven domains were combined using the following weights to produce the overall Index of Multiple Deprivation (IMD) from the Indices of Deprivation 2019:

- Health Deprivation (13.5%)
- Income Deprivation (22.5%)
- Employment Deprivation (22.5%)
- Education Deprivation (13.5%)
- Crime Deprivation (9.3%)
- Barriers to Housing and Services (9.3%)
- Living Environment Deprivation (9.3%)

Across the London ICSs the Index of Multiple Deprivation average score is **21.8**.

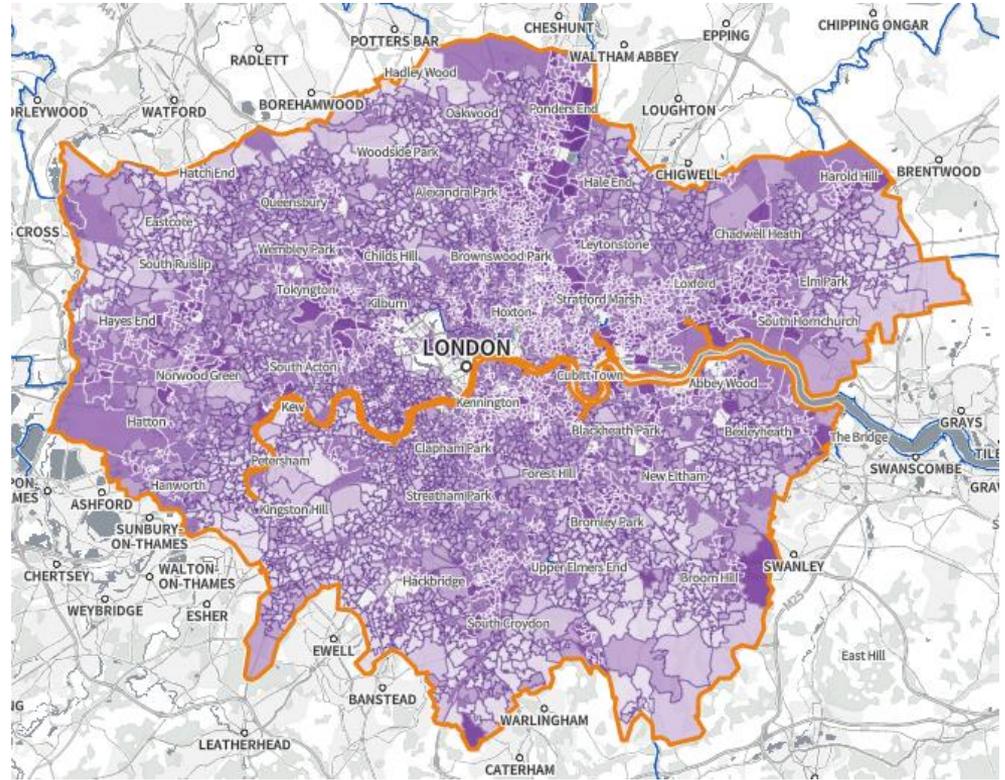
The England-wide Index of Multiple Deprivation distribution is 0.54 to 92.73 with a mean value of 21.67.

The larger the value and the deeper the purple, the greater the deprivation.

Source: *shapeatlas*

The colours represent the quintiles:

- 33.26 to 92.73: 795 areas
- 21.56 to 33.25: 1471 areas
- 14.25 to 21.55: 1092 areas
- 8.63 to 14.24: 851 areas
- 0.54 to 8.62: 626 areas



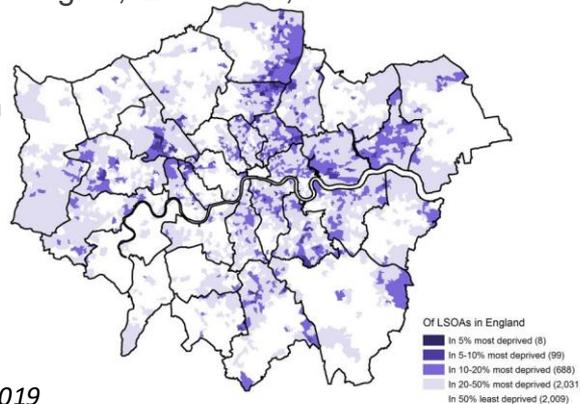
Index of Multiple Deprivation (IMD)

This chart shows the distribution of small areas (LSOAs) within the national quintiles for each London Borough, based on the latest calculation (IMD 2019).

Barking and Dagenham had the highest proportion of LSOAs in the most deprived quintile in England with more than half of its LSOAs in this group, followed by Hackney and Haringey.

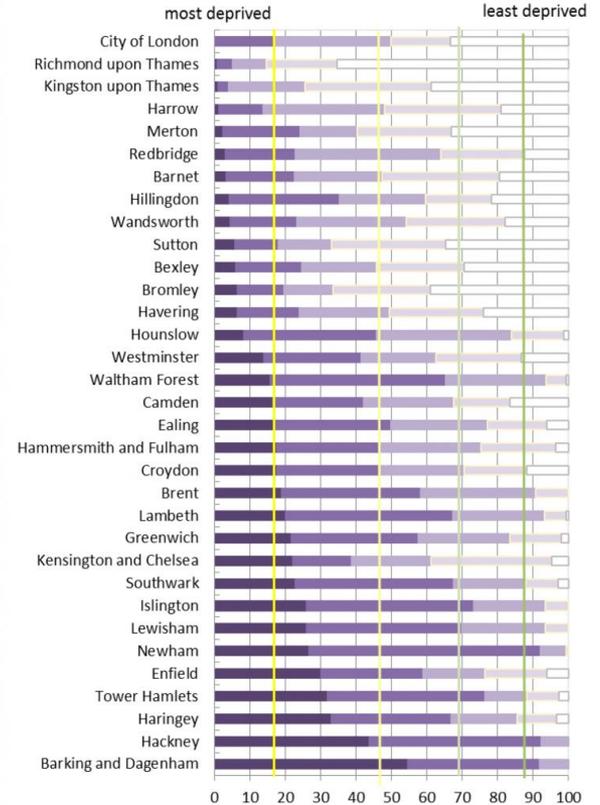
Five boroughs had no LSOAs in the least deprived quintile in 2019 – Barking and Dagenham, Brent, Hackney, Islington, Lewisham, and Newham.

In contrast, almost two thirds of LSOAs in Richmond-upon-Thames ranked in the least deprived quintile.



Definition: LSOA – Lower Layer Super Output Area

Source: London Datastore - Indices of Deprivation 2019



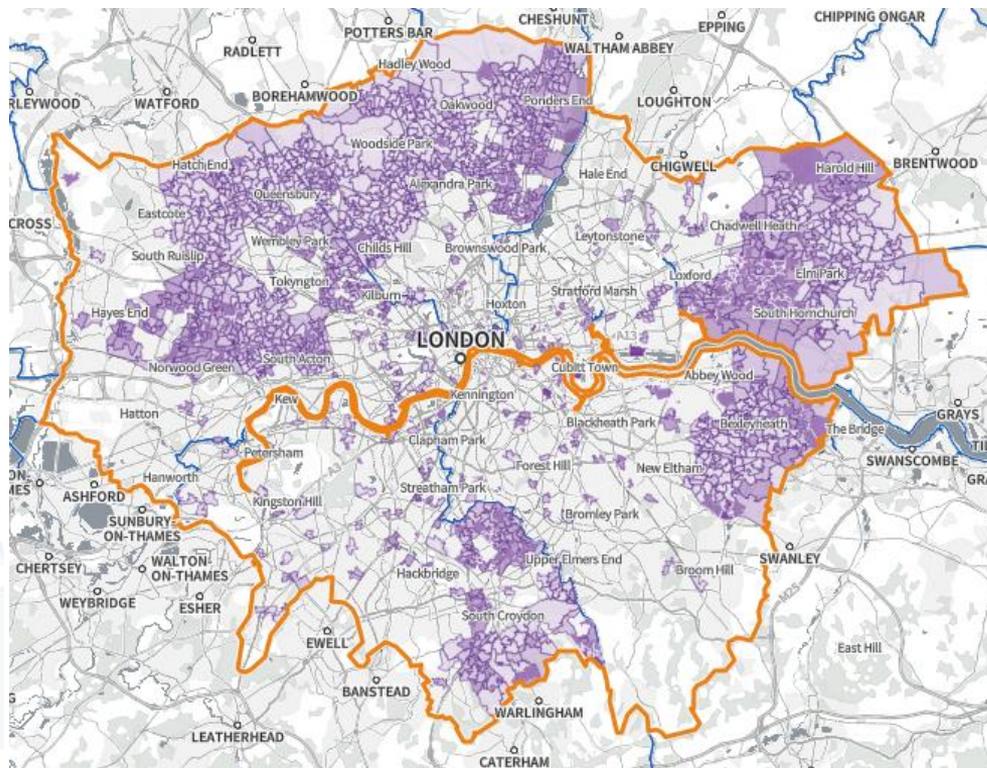
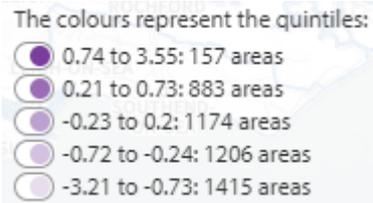
Health Deprivation and Disability

The indicator focuses the Health Deprivation and Disability domain from the Indices of Deprivation 2019.

Across the London ICSs the Health Deprivation and Disability average score is **-0.37**.

The England-wide Health Deprivation and Disability distribution is -3.21 to 3.55 with a mean value of 0.

The larger the value and the deeper the purple, the greater the deprivation.



Source: *shapeatlas*

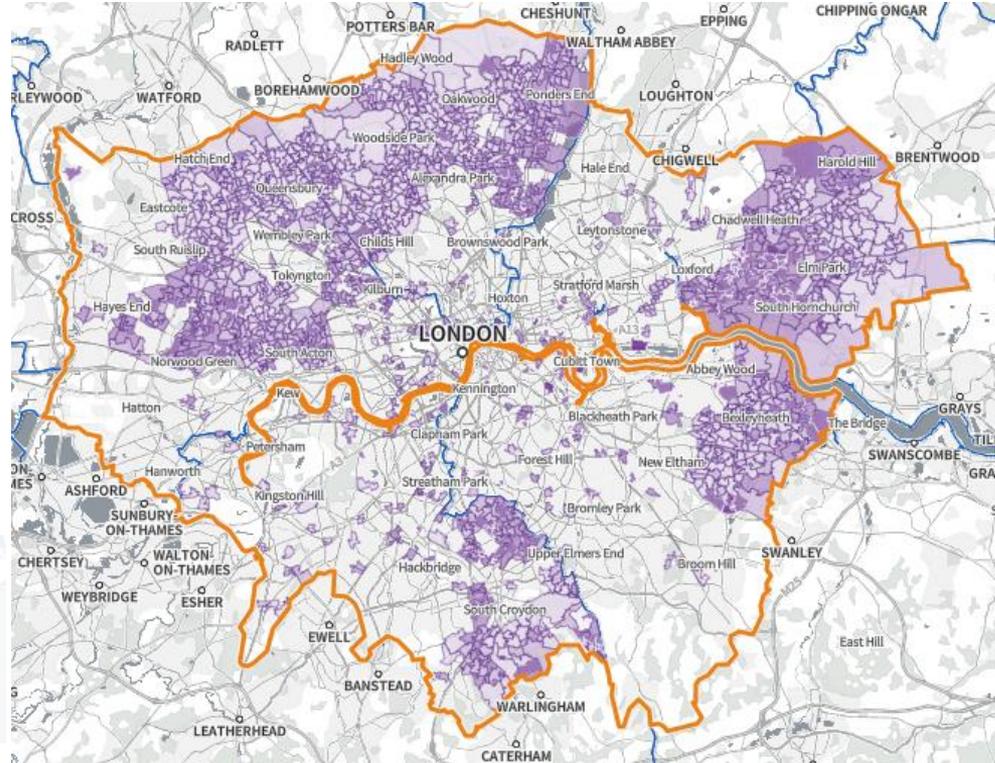
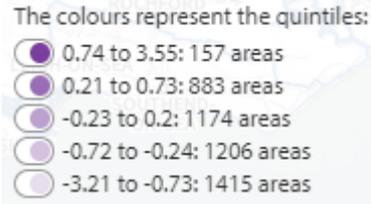
Health Deprivation and Disability

Highest levels of health deprivation and disability can be seen across many parts of North London, including:

Barking and Dagenham, Havering, Enfield, Haringey, Ealing, Harrow, Brent, Barnet.

Areas of high deprivation in South London include:

Bexley, Croydon.



Source: *shapeatlas*

Guided Distribution (Haematology - London)

The Guided Distributions dashboard takes data from NHSE/I, HEE, and the DHSC, and factors in the following:

- Current training posts
- Inpatient activities
- Outpatient attendances
- Consultant WTEs
- Deprivation
- Age risk factors

The model applies to **HEE funded posts only** and also factors in **Specialised Commissioning**. It then provides a “guided change” recommendation for HEE funded training posts based on these findings.



	Current Posts	% split of Trainee Posts	Guided Posts	% Split of Guided Posts	Guided Change	% IP Split	% OP Split
East London Health and Care Partnership	12	13.8%	10	21.3%	-2	21.8%	21.8%
North London Partners in Health and Care	24	27.6%	10	21.3%	-14	17.0%	17.0%
North West London Health and Care Partnership	26	29.9%	10	21.3%	-16	24.0%	23.9%
Our Healthier South East London	17	19.5%	10	21.3%	-7	20.3%	20.3%
South West London Health and Care Partnership	8	9.2%	7	14.9%	-1	16.9%	17.0%
TOTALS	87	100%	47	100%	-40	100%	100%

Source: Tableau / Guided Distributions / Redistribution by Trusts – New Baselines / Local Distribution (Dec-21)

Medical Expansion



Health Education England

- Alongside Medical Distribution is a separate programme looking at Medical Expansion.
- For Haematology, it is anticipated that medical expansion will see 1 time limited post added to London in the first year, with the same number potentially added in 2023/24 and 2024/25 (to be confirmed).

2022 London region key dates / timescales

- **January 2022** – HEE London has reported what post movement is planned in year one and beyond.
- **Summer/autumn 2022** – pace of change will be modified based on these returns.
- **August 2022** – movement of posts starts.

London Project Team



Health Education England

Clinical Lead: Haematology – Catherine Horsfield	Workforce Transformation – Silvio Giannotto
Senior Clinical Leadership – Deans	Workforce Planning and Intelligence – Matthew Russell, Khalid Adam Saib
Senior Managerial Leadership – Angela Fletcher	Communications and Engagement – Verity Thomas, Rachel Morrison
Associate Dean for Distribution – Ruth Brown	Project Management Support – Healthcare Education Team (TBC)

Further information

London Medical Specialty Distribution Programme:

- Londonmedicaldistribution@hee.nhs.uk
- <https://london.hee.nhs.uk/medical-specialty-distribution-programme>

National Medical Specialty Distribution Programme:

- medicaldistribution@hee.nhs.uk
- <https://www.hee.nhs.uk/our-work/doctors-training/distribution-specialty-training-posts>

END