



CCT holders survey 2017: equality and diversity in consultant appointments

Press release

The Royal College of Physicians, the Royal College of Physicians of Edinburgh and the Royal College of Physicians and Surgeons of Glasgow have today published the ninth annual survey reporting the experiences of and outcomes for certificate of completion of training (CCT) holders within 1 year of gaining their CCT.

The survey is the result of a collaboration with the Joint Royal Colleges of Physicians Training Board (JRCPTB). JRCPTB sets and maintains the standards for UK medical training on behalf of the three royal colleges.

For several years in a row we have found that CCT holders who describe themselves as being of white British ethnicity apply for fewer posts, but are more likely to be shortlisted and offered a post. Black and minority ethnic (BME) women appear to be particularly disadvantaged.

We will continue to explore the data to better understand what is happening and how we will address it. In the meantime, we will make sure advisory appointment committees (AACs) are aware of these findings and the need to make sure the recruitment process is fair.

We will continue to make sure RCP representatives on AACs receive equality and diversity training, including awareness of unconscious bias. We will also encourage hospitals to make sure their representatives receive similar training.

We have approached NHS England about its work led by Professor Mala Rao on workforce race equality. We will work with her team to share our findings, better understand the issues and support this important project.

Finally, we will consider, in partnership with NHS organisations, a review of the National Health Service (Appointment of Consultants) Regulations 1996.

Professor Andrew Goddard, RCP president, said:

These findings are a clear warning signal that we need to investigate further and take immediate action. It is imperative that we do everything we can to make sure the appointment of consultants is based solely on ability.

Discrimination, conscious and unconscious, is an issue across our society. The NHS is no exception, as the NHS Equality and Diversity Council has shown.

Our concern is to make sure that everyone has the same opportunity to reach their potential, and the best doctors are appointed to the right jobs. We believe that will lead to a much more diverse workforce that reflects the community it serves.

We look forward to working with NHS organisations, the GMC, other royal colleges and representative bodies such as the BMA to that end.

Danny Mortimer, chief executive of NHS Employers, said:

This report further restates the urgent need to address racial and gender inequality in the NHS. The challenges identified by physicians are shared by many of our other staff groups, and reinforce the vital work underway across the NHS to ensure that all the people working in our teams can bring the best of themselves to work every day to benefit our patients.

Dr Kathy McLean, executive medical director and chief operating officer at NHS Improvement, said:

Building a diverse workforce is key to the NHS delivering an inclusive health service and improving care for patients. NHS trusts should ensure their recruitment promotes diversity, equality and inclusiveness at all levels. To support this, we have created a new chief people officer role for the NHS and we will be working more closely with Health Education England to improve leadership development and people management across the service.

Charlie Massey, chief executive of the General Medical Council, said:

We welcome the publication of this report but echo concerns that for the third consecutive year results show that while BME doctors apply for more roles, they are less likely to be shortlisted and offered a post. We are pleased that steps are being taken to address these worrying findings through equality and diversity training for recruiters. It is important that everyone involved continues this work.

Carrie MacEwen, chair of the Academy of Medical Royal Colleges, said:

The public and the medical profession must be confident that consultants are appointed based on equality of opportunity and merit – there is no room for discrimination.