

# External Adviser Annual Report 2021

## **Background**

Under the National Health Service (Appointment of Consultants) (Scotland) Regulations 2009, External Advisers (EAs) are required for all consultant interview panels held by Health Boards (HBs) in Scotland. The Scottish Academy is contracted by the **Scottish Government Health Workforce Directorate** to compile and maintain a list of EAs for this purpose and to run a service to assign one EA per consultant panel in Scotland.

This report contains information over the period January – December 2021 including:

- **Message from the Scottish Academy Chair**
- **Executive Summary**
- **Trend data from 2015 - 2021**
- **Panel Data 2021**
- **Panels completed and cancelled**
- **Successful consultant appointments**
- **External Advisers' feedback on Health Boards**
- **Health Boards' feedback on External Advisers**
- **Coordinators (Hannah & Liz) Feedback from Health Boards and External Advisers**
- **Appendices**

The data collected for this report is from all the survey feedback from both the EAs and the HBs.

## *Message from Chair of the Scottish Academy*

*In a year that was again severely impacted by the Covid -19 pandemic our External Advisers positively responded to a record number of Consultant Interview panels in 2020. I am very grateful for the support they have offered in a year where they have extremely busy clinically due to the backlog of waiting lists and pandemic workload. Their fortitude, resilience and willingness to support Consultant recruitment in Scotland cannot be overstated.*

*2021 has seen the highest percentage of Consultant interview panels being cancelled over recent years. As 85% of cancellations are due to applicant related reasons, we need to understand the reasons for this and look for solutions across all specialties in the Scottish Academy.*

*Consultant recruitment and retention is therefore a priority as well as identifying those specialties in danger of impacting on both patient safety and staff health and wellbeing. When we examine the data for the specialties with 25 or more panels last year, three out of five of those with the highest percentage cancellations are within psychiatry.*

- *Mental wellbeing is recognised as a significant public health challenge in Scotland and the demand for mental health services is increasing particularly due to the Covid-19 pandemic.*
- *We therefore suggest that this is a key focus in 2022 to ascertain what can be done to increase our chances in Scotland to fill these much needed Consultant vacancies in psychiatry.*
- *The Scottish Academy is already in consultation with the Royal College of Psychiatrists Scotland and are keen to engage with other Colleges and Faculties to work together to formulate positive recommendations.*

*Subsequently, we aim to work collaboratively with Scottish Government to support them in adopting a strategy to reverse this increasing cancellation trend.*

*The Scottish Government have recently agreed a hybrid way of working for the External Advisers and the Health Boards post pandemic. This will allow any Health Boards where they feel they have a better chance of recruitment with the External Adviser on site, to request this. External advisers have the option of attending on site or continue virtual panel access.*

*My thanks to Hannah and Liz for the hard work and dedication they bring to this work, recognised by the excellent feedback from the External Advisors.*

*Dr Miles Mack, Chair of Scottish Academy*

## *Executive Summary*

### External Adviser Co-ordinators – Updates from 2021

The pandemic continued into 2021 which meant the Consultant interview panels continued to take place remotely via video link. This has proved a success with a total of 721 panels requested by Health Boards in 2021, the highest number to date. However, the number of cancelled panels increased significantly with 307 panels cancelled.

The specialties with the highest percentage cancellations are shown in the table below and come from within Psychiatry:

<b>Panel specialties</b>	<b>Completed</b>	<b>Cancelled</b>	<b>Total Number of Panels</b>	<b>% Cancelled</b>
Old Age Psychiatry	6	37	43	<b>86</b>
Child & Adolescent Psychiatry	13	14	27	<b>52</b>
General Psychiatry	30	31	61	<b>51</b>

### Continuous Improvement Strategy for 2022/23

- We continue to monitor feedback from both Health Boards and External Advisers via surveys issued for each completed panel. We also conducted a pilot survey on a sample of cancelled panels to investigate possible reasons for cancellations. The primary concern is that there are not enough candidates available.
- Working with the Office Bearers in the Scottish Academy, we have begun developing a Complaints Strategy for the External Adviser service. This is ongoing and should be completed and signed off this year.
- In November 2021, we repeated the gender and ethnicity External Adviser survey first undertaken in 2020. The survey returns show a slight increase in female external advisers. The ethnic groups responses are similar across 2020 and 2021. The results and comparison between 2020 and 2021 are shown in appendix 7. We will share these findings with all Colleges and Faculties within the Scottish Academy to explore whether it is possible to narrow the gender and ethnicity gap when requesting nominations for external advisers.

## Trend Data from 2015 – 2021

The number of panels requested in 2021 was the highest ever at 721; 111 more than in 2020. There was a total of 553 appointments, 23 higher than in 2020. However, a higher proportion of panels were cancelled in 2021 (307, 43%), the majority due to applicant related reasons.

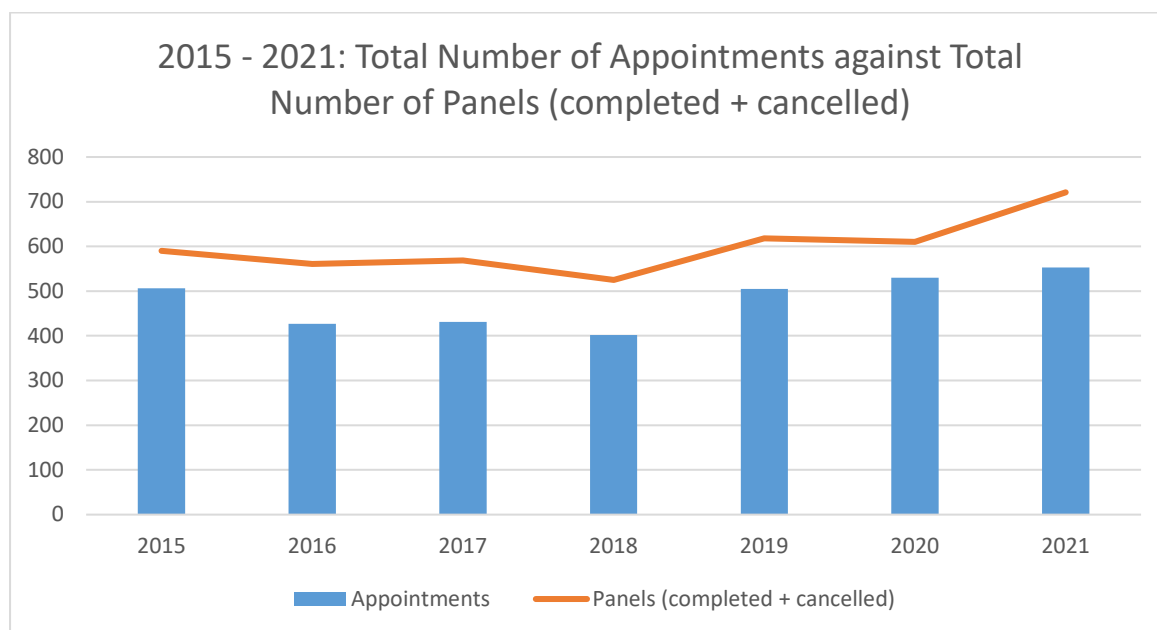


Figure 1: Number of Appointments vs Total Number of Panels 2015 to 2021

The trend in percentage of panels cancelled is on the rise and are now consistently above 80%. 2015: 73%, 2016: 80%, 2017: 80%, 2018: 86%, 2019: 85%, 2020: 83%, 2021: 87%.

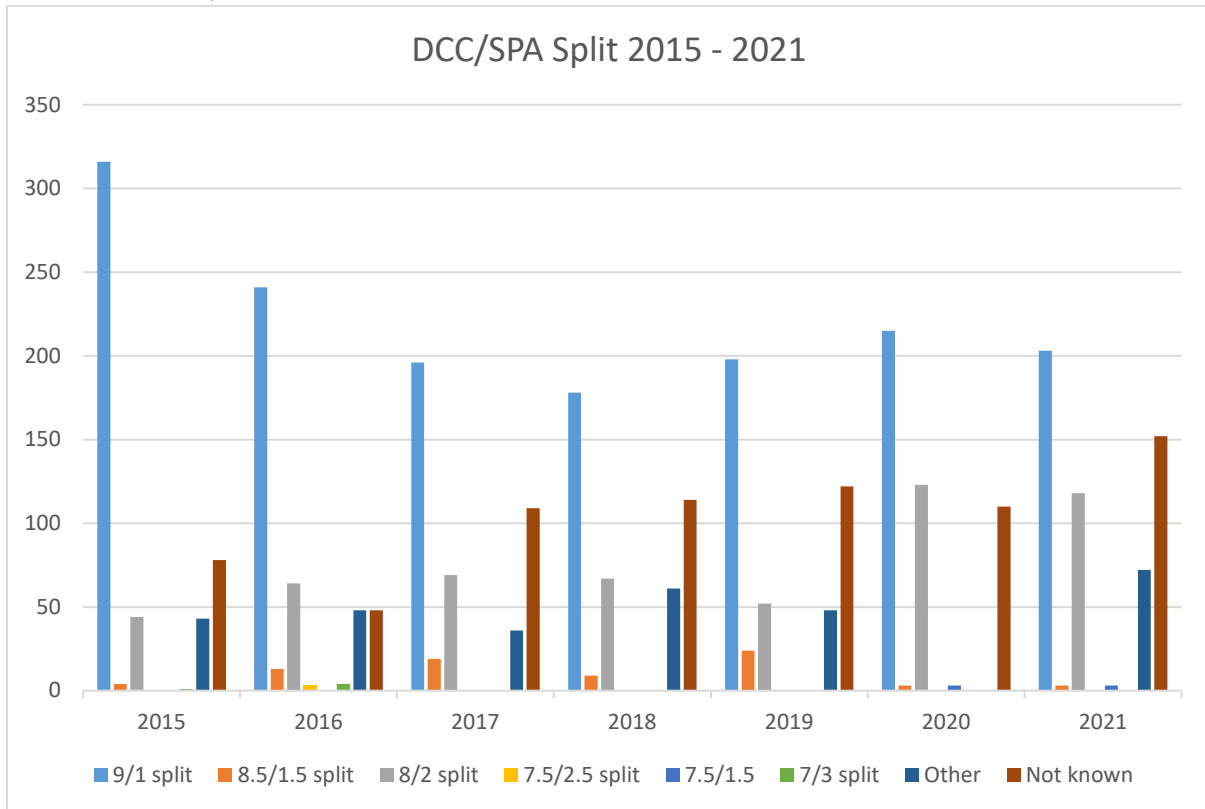
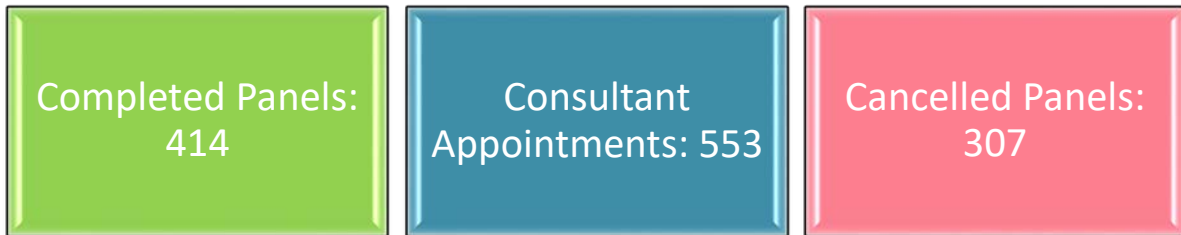


Figure 2: DCC/SPA Split on appointment 2015 – 2021

The percentage split between ‘not known’ and 9:1 has grown from 25% to 75%. Further analysis of the data may be needed as many Health Boards could be opting for ‘not known’ as they do not want to be seen offering 9:1.



## Panel and Appointment Data 2021



### ***Panels***

- Health Boards requested 721 panels in 2021, 111 more than in 2020.
- 414 were completed which is three less than in 2020.

### ***Cancellations***

Cancelled panels increased by 11% in 2021 with 43% cancelled compared to 32% in 2020.

### ***Reasons for Cancellations***

The majority of cancelled panels are, as with previous years, due to applicant related reasons, which made up 87% in 2021 compared to 83% in 2020.

### ***Appointments***

The total number of consultant appointments made in 2021 was 553. This was 23 more than in 2020.

### ***DCC/SPA Splits***

Out of 551 Consultant appointments, 203 were offered at 9:1 contracts. However, 133 were unknown as some HBs advised that the DCC/SPA split is not confirmed with the successful applicant until the recruitment induction stage.

Figure 3, below shows Panels by Health Board and how many completed and cancelled. Greater Glasgow & Clyde once again had the highest number of panels with a total of 143 in 2021.

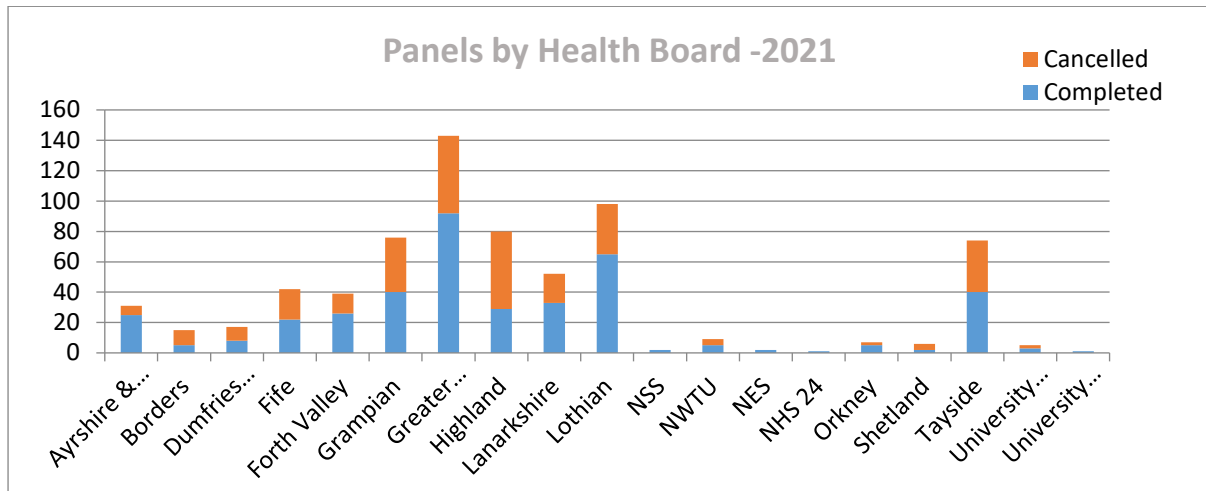


Figure 3: Panels by HB 2021

Figure 4, below, shows the specialties of panels in 2021 and the numbers of completed and cancelled panels. General Psychiatry had the highest total panels with 61, however just over half of these were cancelled (31). Anaesthetics had the second highest number of panels with a total of 59 of which 40 were completed and 19 cancelled.

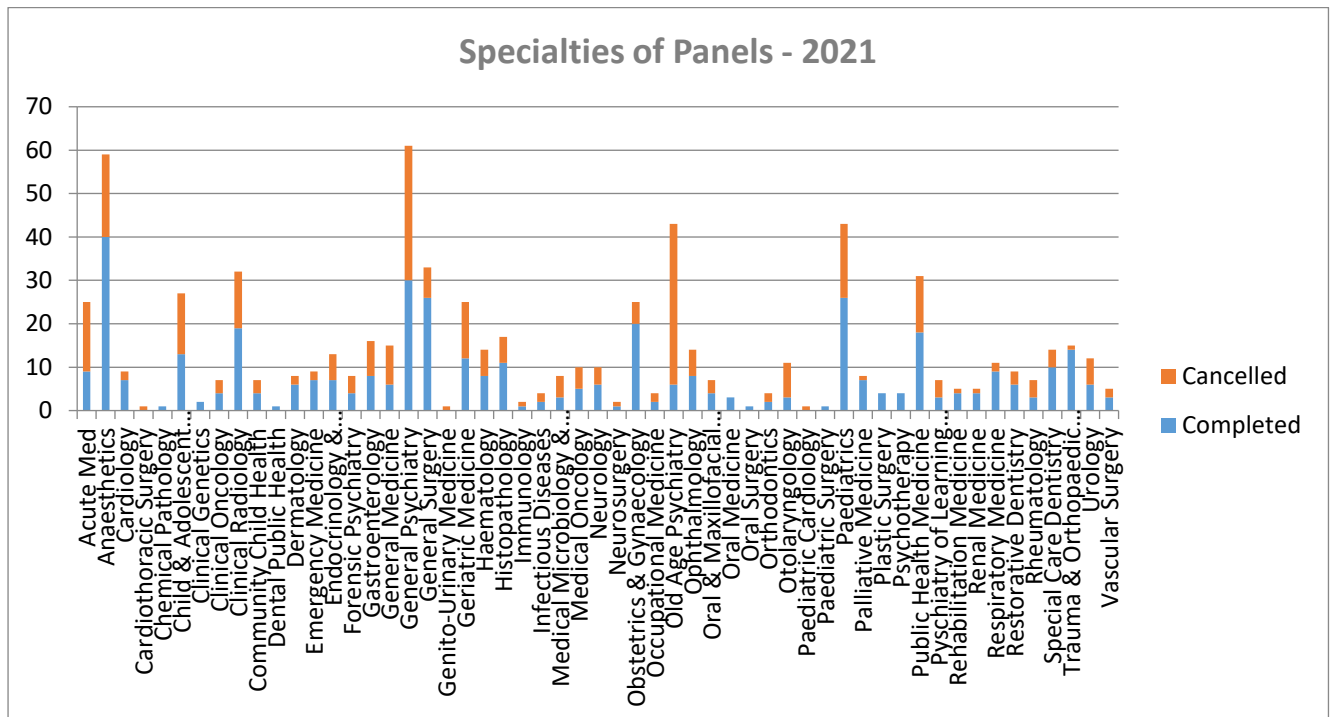


Figure 4: Completed/cancelled panels by specialty

Figure 5, below, shows the majority of panels that are cancelled are due to applicant related reasons, 87% (no applicants, no suitable applicants, candidates withdrew).

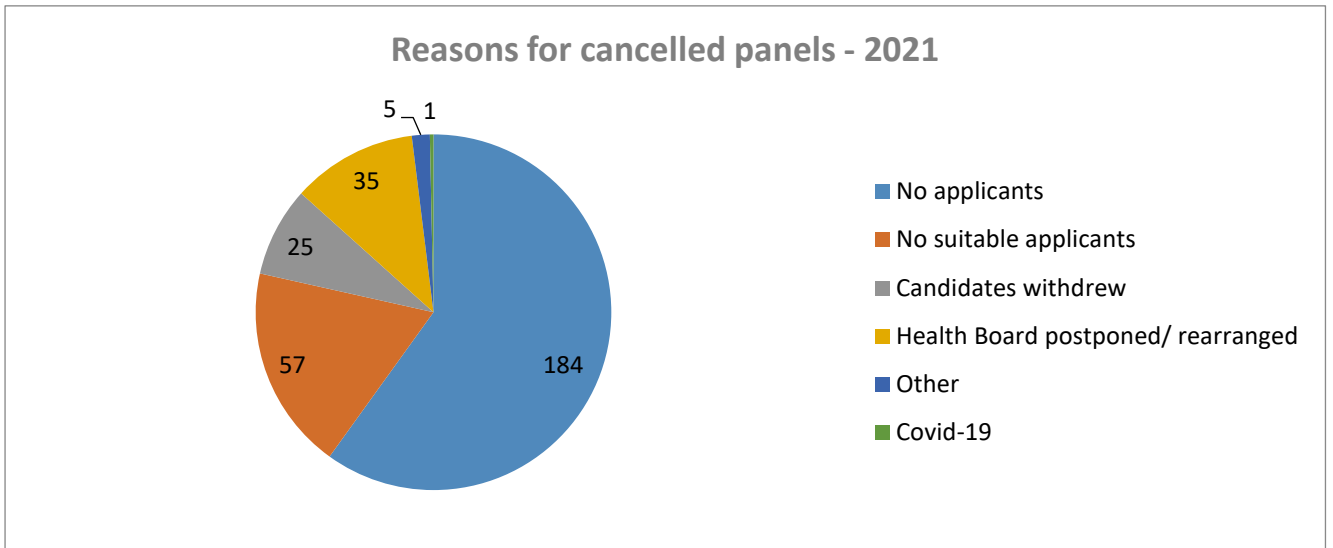


Figure 5: Reasons for Cancelled Panels 2021

Figure 6, below, shows the reasons for cancellation by Health Board.

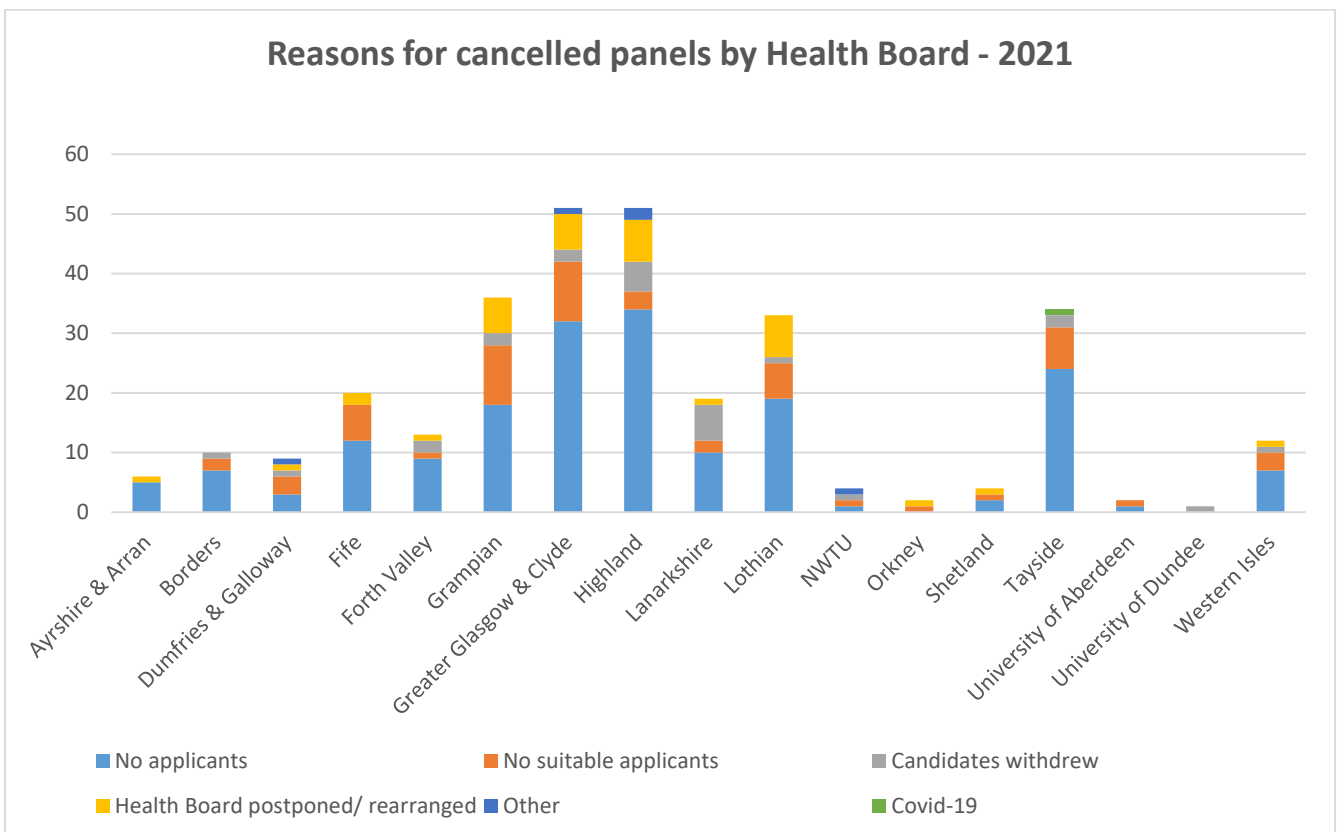


Figure 6: Reasons for cancelled panels by Health Board 2021



The five Health Boards with the highest percentage of cancelled panels are shown in Figure 7, below.

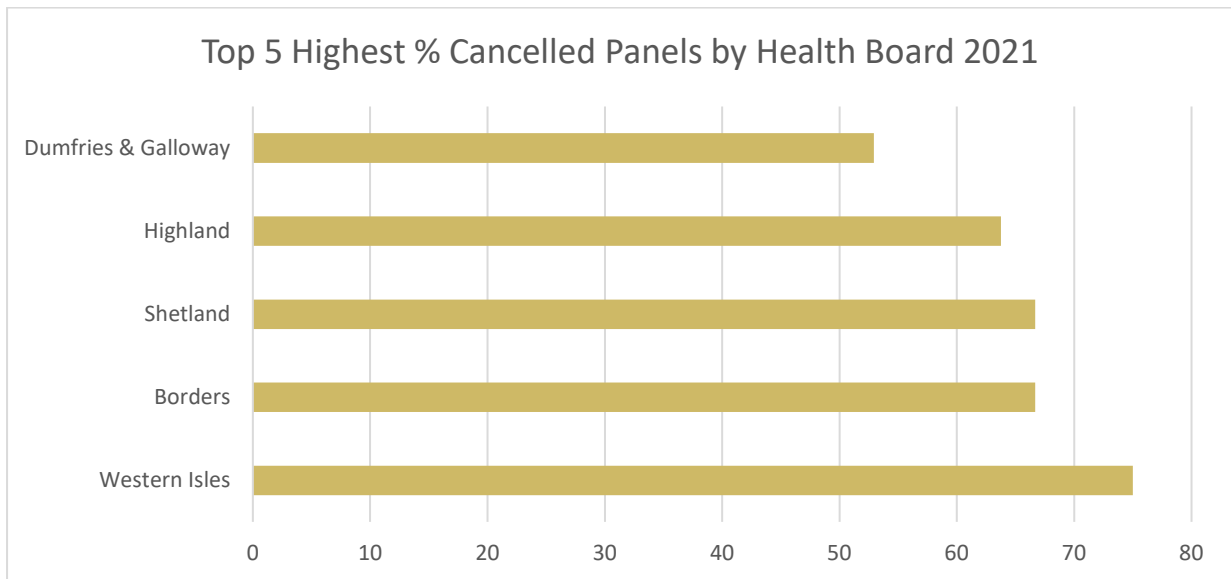


Figure 7: Top 5 % Cancelled Panels by HB 2021

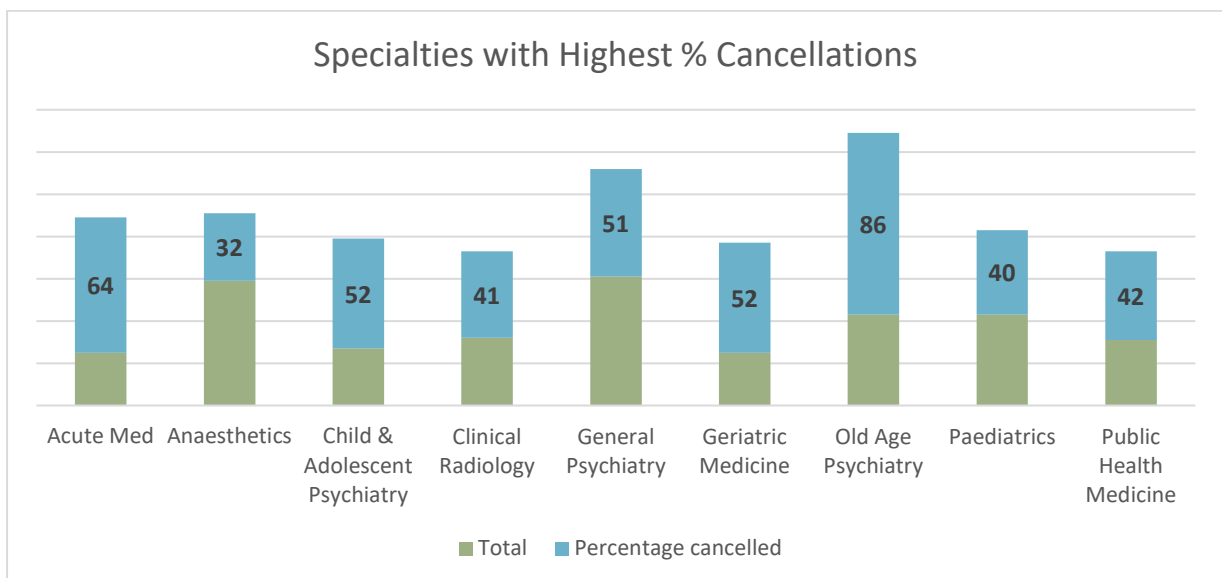


Figure 7: Specialties with highest % cancellations over 25 panels

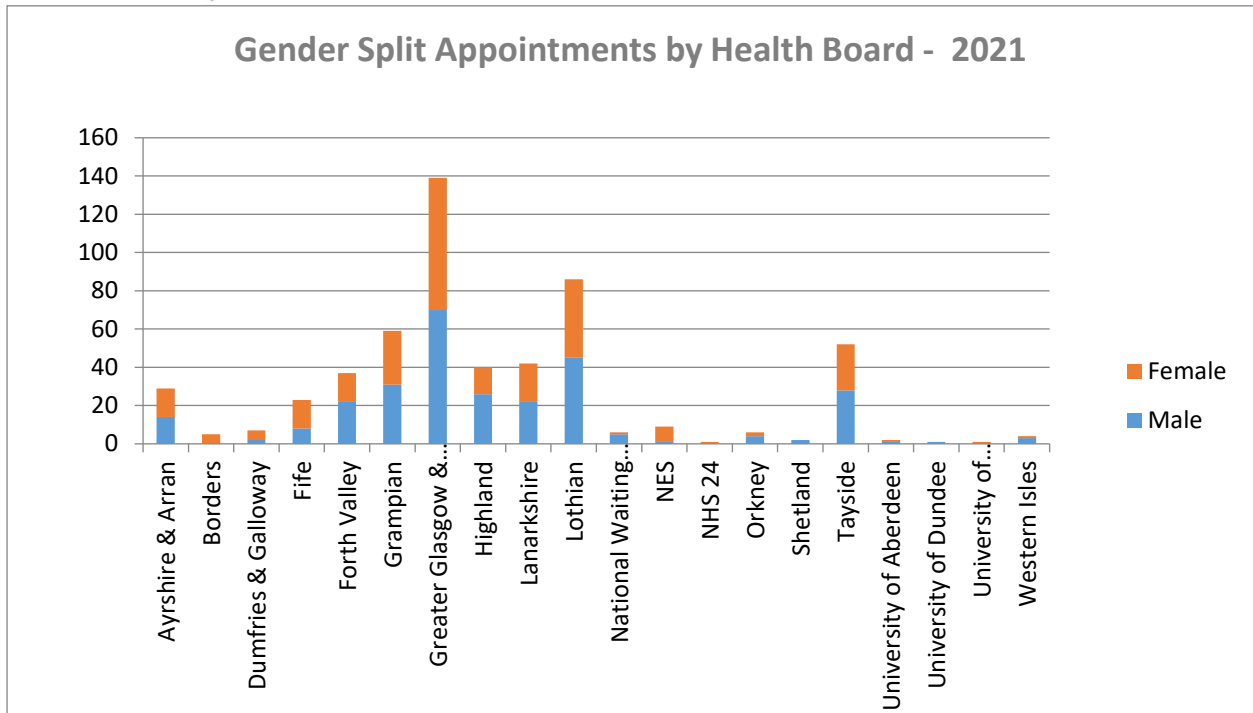


Figure 8: Gender split of appointments by Health Board 2021

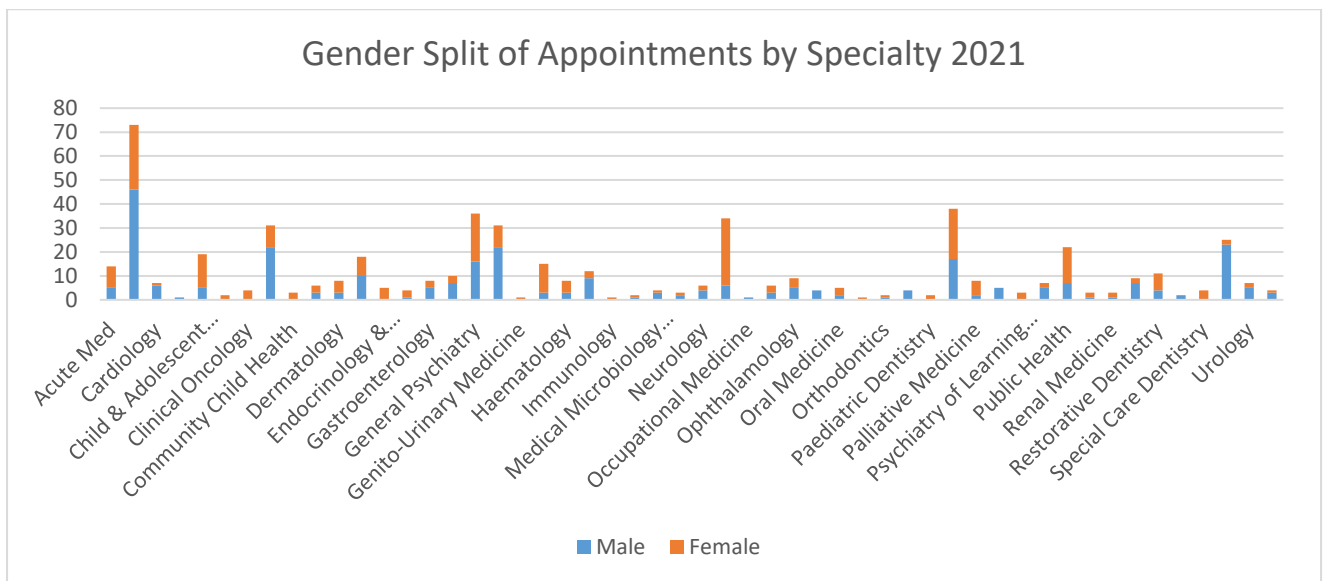


Figure 9: Gender split of appointments by Specialty 2021

The specialties with the biggest gender gap are:

- Anaesthetics: Male 46/ Female 27
- Clinical Radiology: Male 22/ Female 9
- General Surgery: Male 22/ Female 9
- Obstetrics & Gynaecology: Male 6/ Female 28
- Trauma & Orthopaedics: Male 23/ Female 2

The graph below, in figure 10, shows the comparison between the specialties with the biggest gender gap in 2020 and 2021. The gap between male and female appointments got bigger between 2020 and 2021 for Trauma & Orthopaedic Surgery, Obstetrics & Gynaecology, Clinical Radiology and Anaesthetics. The gap between male and female appointments for General Surgery closed by 2 between 2020 and 2021.

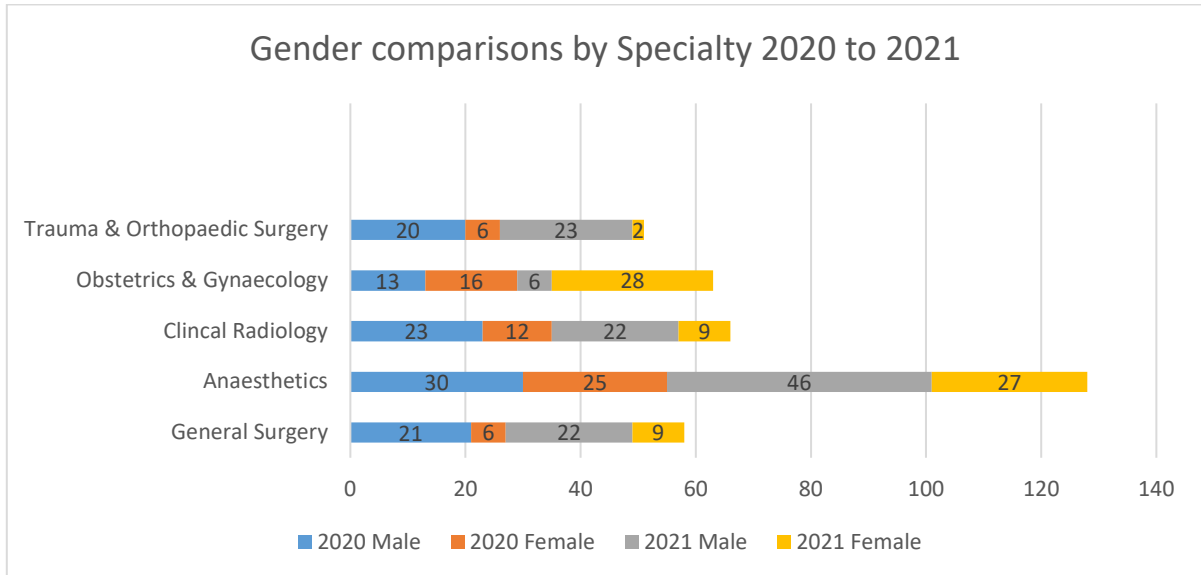


Figure 10: Gender Comparisons by Specialty 2020 to 2021

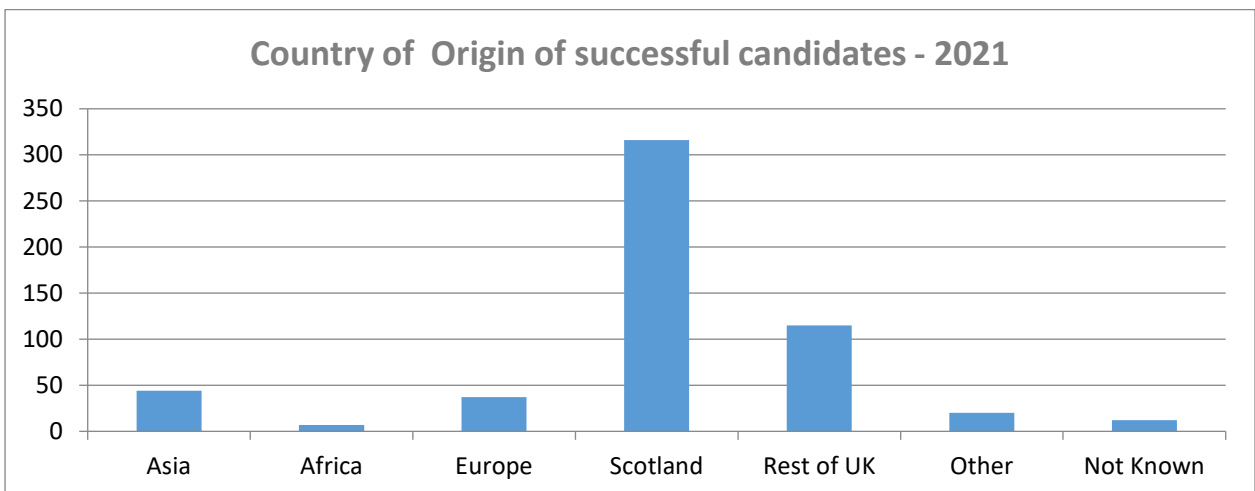


Figure 11: Country of Origin of Successful Applicants 2021

## External Advisers - 2021

There were 269 active External Advisers in 2021 and 99 new External Advisers were recruited in 2021. Figure 10, below, shows the feedback from Health Boards on External Advisers.

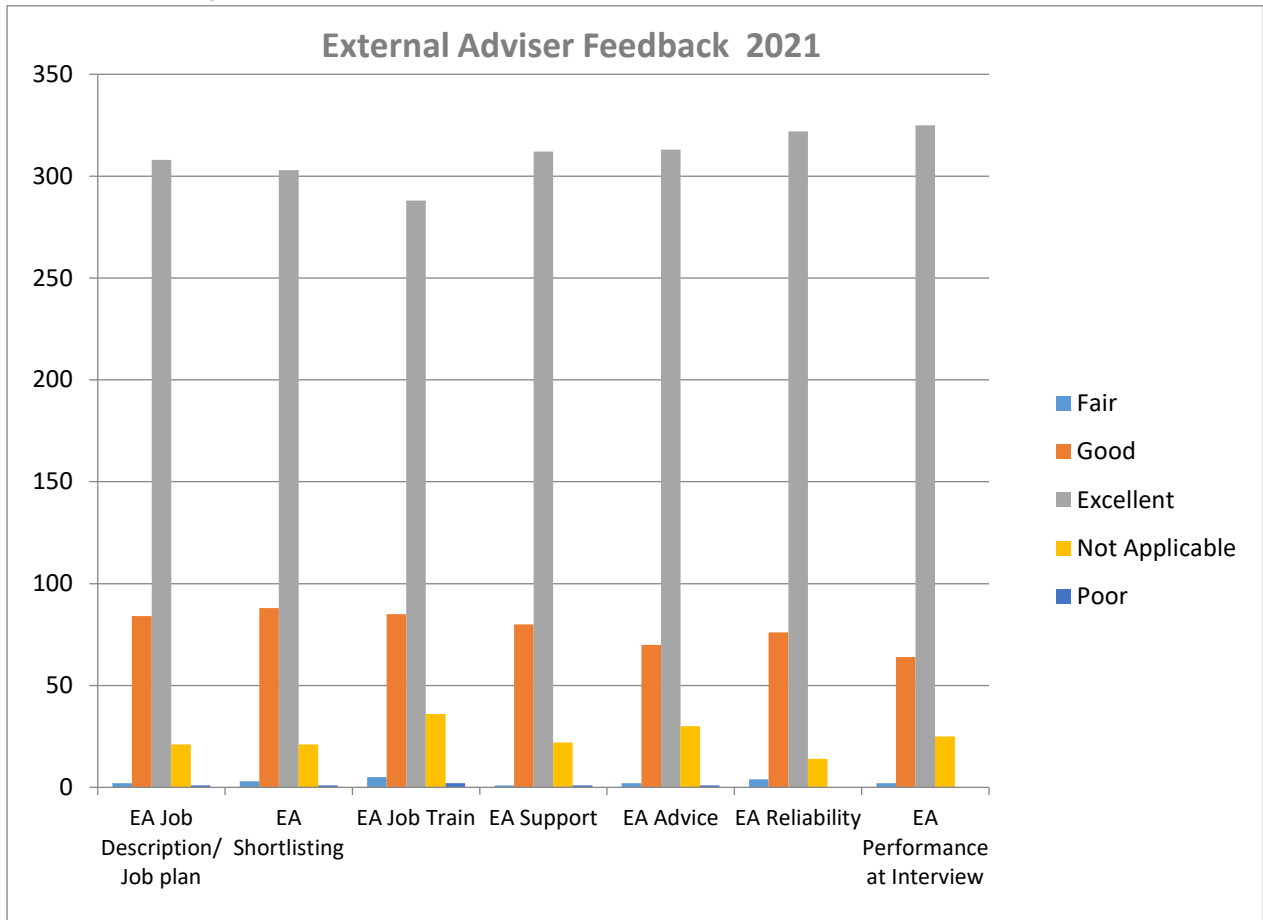


Figure 12: External Adviser Feedback from Heath Boards 2021

The feedback on External Advisers is overwhelmingly positive with Excellent and Good making up 90% of responses. Please see some comments on External Advisers below:

- *EA was excellent, friendly, and had clearly had prepared, having read the CV, job description etc. EA participated in all aspects of the interview and gave appropriate advice afterwards.*
- *EA was helpful and responsive throughout the recruitment process*
- *Extremely flexible and helpful during the recruitment process. Excellent*
- *EA quickly responded regarding the Job Description, and has been very communicative re shortlisting and interviews.*
- *Excellent External adviser and contributed to all discussions and helped get the best out of our candidates*

The feedback from External Advisers on the Health Board overall process is shown on the graph in Figure 11 below:

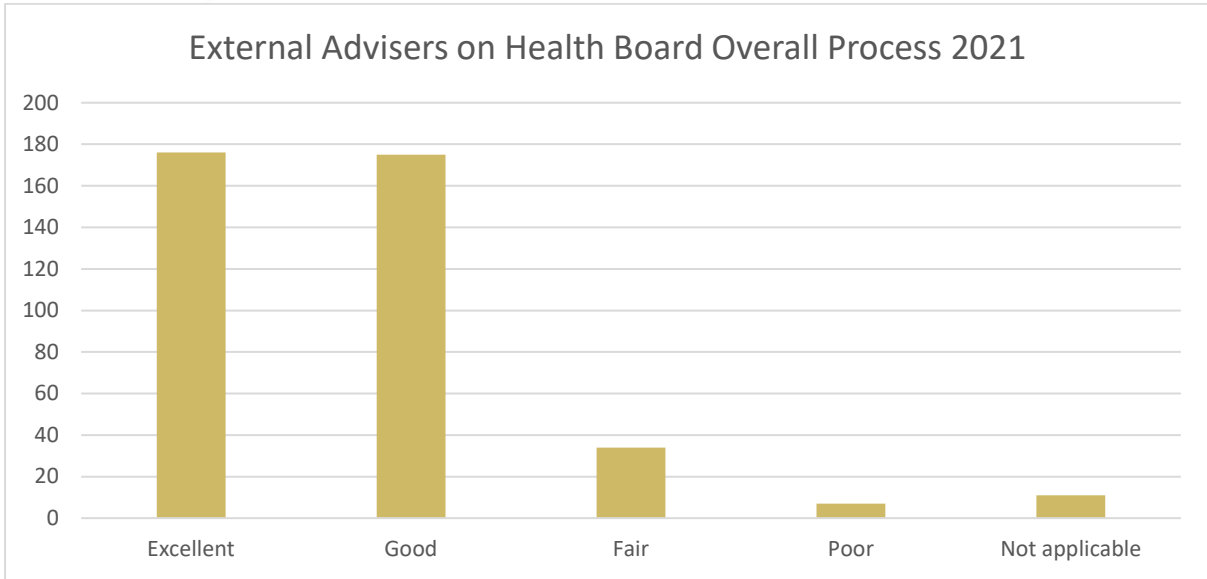


Figure 13: External Advisers on Health Board Overall Process 2021

### Scottish Academy – External Adviser Co-ordinators (EACs)

Health Boards are also surveyed on the service provided by the EACs and the results are below in Figure 14:

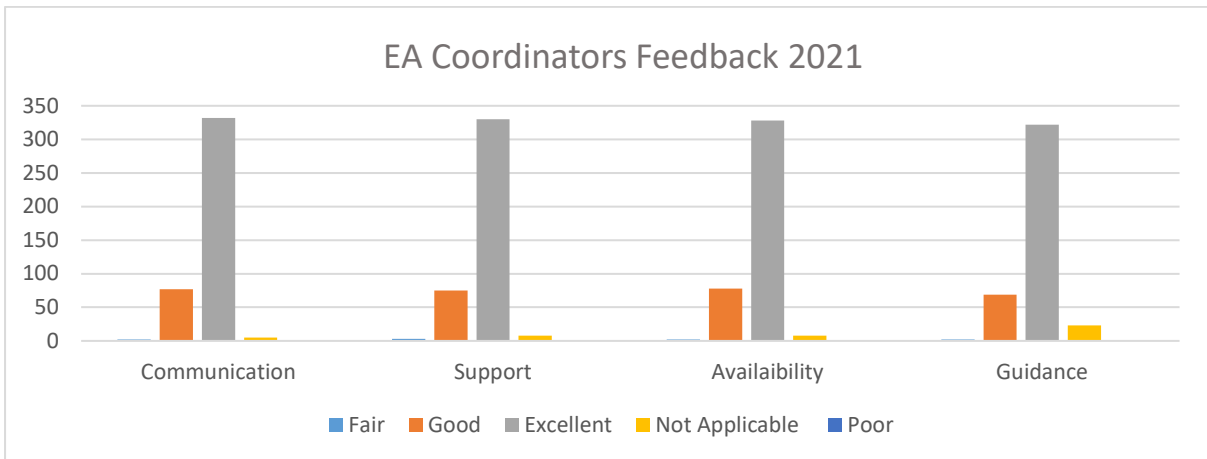
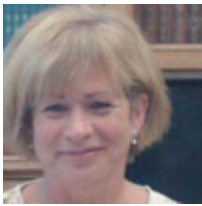


Figure 14: Health Board Feedback on EACs 2021

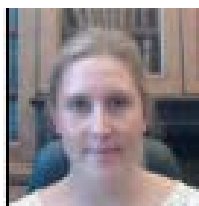
Please see below some comments from Health Boards and External Advisers on the EAC Service:

- As always, supportive and helpful.
- Very helpful in providing guidance on how we could continue with the interviews despite the EA no longer being able to attend. Service were extremely grateful that the process to appoint to an essential post was not delayed.
- Excellent and helpful as always
- Hugely efficient as always
- Really prompt and professional as always
- My Mentor was extremely helpful in discussing process before my first panel.
- The communication and technical support from the co-ordinators was very helpful.
- I feel confident that the office can help. I feel there is an increasing expectation for the external advisor to act as HR for panels. Perhaps they need reminded of role. Formal CPD for the role would be great.
- As always, excellent, clear and timely communication with very supportive attitude.

### External Adviser Coordinator Office



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**Appendix 1: Panels completed and cancelled by specialty 2021**

Panel specialties	Completed	Cancelled	Total Number of Panels	% Cancelled
Acute Med	9	16	25	64
Anaesthetics	40	19	59	32
Cardiology	7	2	9	22
Cardiothoracic Surgery	0	1	1	100
Chemical Pathology	1	0	1	0
Child & Adolescent Psychiatry	13	14	27	52
Clinical Genetics	2	0	2	0
Clinical Oncology	4	3	7	43
Clinical Radiology	19	13	32	41
Community Child Health	4	3	7	43
Dental Public Health	1	0	1	0
Dermatology	6	2	8	25
Emergency Medicine	7	2	9	22
Endocrinology & Diabetes Mellitus	7	6	13	46
Forensic Psychiatry	4	4	8	50
Gastroenterology	8	8	16	50
General Medicine	6	9	15	60
General Psychiatry	30	31	61	51
General Surgery	26	7	33	21
Genito-Urinary Medicine	0	1	1	100
Geriatric Medicine	12	13	25	52
Haematology	8	6	14	43
Histopathology	11	6	17	35
Immunology	1	1	2	50
Infectious Diseases	2	2	4	50
Medical Microbiology & Virology	3	5	8	63
Medical Oncology	5	5	10	50
Neurology	6	4	10	40
Neurosurgery	1	1	2	50
Obstetrics & Gynaecology	20	5	25	20

**Appendix 1 (continued): Panels completed and cancelled by specialty 2021**

Panel specialties	Completed	Cancelled	Total Number of Panels	% Cancelled
Occupational Medicine	2	2	4	50
Old Age Psychiatry	6	37	43	86
Ophthalmology	8	6	14	43
Oral & Maxillofacial Surgery	4	3	7	43
Oral Medicine	3	0	3	0
Oral Surgery	1	0	1	0
Orthodontics	2	2	4	50
Otolaryngology	3	8	11	73
Paediatric Cardiology	0	1	1	100
Paediatric Surgery	1	0	1	0
Paediatrics	26	17	43	40
Palliative Medicine	7	1	8	13
Plastic Surgery	4	0	4	0
Psychotherapy	4	0	4	0
Public Health Medicine	18	13	31	42
Psychiatry of Learning Disability	3	4	7	57
Rehabilitation Medicine	4	1	5	20
Renal Medicine	4	1	5	20
Respiratory Medicine	9	2	11	18
Restorative Dentistry	6	3	9	33
Rheumatology	3	4	7	57
Special Care Dentistry	10	4	14	29
Trauma & Orthopaedic Surgery	14	1	15	7
Urology	6	6	12	50
Vascular Surgery	3	2	5	40



**Appendix 2: Reasons for Cancelled Panels by Health Board in 2021**

Health Board	No applicants	No suitable applicants	Candidates withdrew	Health Board postponed/rearranged	Other	Covid-19
Ayrshire & Arran	5	0	0	1	0	0
Borders	7	2	1	0	0	0
Dumfries & Galloway	3	3	1	1	1	0
Fife	12	6	0	2	0	0
Forth Valley	9	1	2	1	0	0
Grampian	18	10	2	6	0	0
Greater Glasgow & Clyde	32	10	2	6	1	0
Highland	34	3	5	7	2	0
Lanarkshire	10	2	6	1	0	0
Lothian	19	6	1	7	0	0
NWTU	1	1	1	0	1	0
Orkney	0	1	0	1	0	0
Shetland	2	1	0	1	0	0
Tayside	24	7	2	0	0	1
University of Aberdeen	1	1	0	0	0	0
University of Dundee	0	0	1	0	0	0
Western Isles	7	3	1	1	0	0

**Appendix 3: Appointment Summary by speciality and Heath Board 2021**

	Ayrshire & Arran	Borders	Dumfries & Galloway	Fife	Forth Valley	Grampian	Greater Glasgow & Clyde	Highland	Lanarkshire	Lothian	NHS 24	National Waiting Times Unit	NES	Orkney	Shetland	Tayside	University of Aberdeen	University of Edinburgh	University of Dundee	Western Isles	Total Number of Appointments
Acute Med	2	0	0	1	0	1	2	1	0	5	0	0	0	0	0	2	0	0	0	0	14
Anaesthetics	1	0	1	2	3	10	25	7	6	11	0	2	0	0	0	5	0	0	0	0	73
Cardiology	0	0	1	0	0	0	2	0	1	1	0	1	0	0	0	0	0	1	0	0	7
Chemical Pathology	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Child & Adolescent Psychiatry	1	2	1	3	0	2	1	0	3	6	0	0	0	0	0	0	0	0	0	0	19
Clinical Genetics	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Clinical Oncology	0	0	0	0	0	1	1	0	0	1	0	0	0	0	0	1	0	0	0	0	4
Clinical Radiology	1	0	0	1	2	1	12	1	3	8	0	1	0	0	0	0	0	0	0	1	31
Community Child Health	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Dental Public Health	2	0	0	0	0	0	0	2	1	1	0	0	0	0	0	0	0	0	0	0	6
Dermatology	0	0	0	1	0	1	2	0	0	4	0	0	0	0	0	0	0	0	0	0	8
Emergency Medicine	2	0	0	0	2	6	2	1	0	1	0	0	0	0	0	4	0	0	0	0	18
Endocrinology & Diabetes Mellitus	0	0	1	0	0	0	2	0	0	1	0	0	0	0	0	1	0	0	0	0	5
Forensic Psychiatry	0	0	0	0	0	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	4
Gastroenterology	0	0	0	1	0	0	2	1	0	3	0	0	0	0	0	1	0	0	0	0	8
General Medicine	0	0	0	0	0	0	1	1	0	4	0	0	0	2	0	1	0	0	0	1	10
General Psychiatry	1	0	0	3	5	1	8	5	4	4	0	0	0	1	0	3	0	0	0	1	36
General Surgery	3	0	0	0	1	6	7	4	0	6	0	0	0	2	1	0	0	0	0	1	31
Genito-Urinary Medicine	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Geriatric Medicine	1	0	0	2	0	1	3	0	4	2	0	0	0	0	0	2	0	0	0	0	15
Haematology	0	0	0	1	0	2	2	0	0	2	0	0	0	0	0	1	0	0	0	0	8
Histopathology	2	0	0	0	2	0	2	2	0	3	0	0	0	0	0	1	0	0	0	0	12
Immunology	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Infectious Diseases	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2
Medical Microbiology & Virology	1	0	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	4
Medical Oncology	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	2	0	0	0	0	3
Neurology	0	0	1	0	0	0	1	0	0	2	0	0	0	0	0	2	0	0	0	0	6
Obstetrics & Gynaecology	0	1	1	1	1	2	15	2	1	5	0	0	0	1	0	3	1	0	0	0	34

**Appendix 3 (continued): Appointment Summary by specialty and Health Board 2021**

	Ayrshire & Arran	Borders	Dumfries & Galloway	Fife	Forth Valley	Grampian	Greater Glasgow & Clyde	Highland	Lanarkshire	Lothian	NHS 24	National Waiting Times Unit	NES	Orkney	Shetland	Tayside	University of Aberdeen	University of Edinburgh	University of Dundee	Western Isles	Total Number of Appointments
Occupational Medicine	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Old Age Psychiatry	2	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	6
Ophthalmology	0	0	0	0	2	1	2	0	0	1	0	2	0	0	0	1	0	0	0	0	9
Oral & Maxillofacial Surgery	0	0	0	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	4
Oral Medicine	0	0	0	0	0	0	1	0	0	0	0	0	3	0	0	1	0	0	0	0	5
Oral Surgery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Orthodontics	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	2
Otolaryngology	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0	0	4
Paediatric Dentistry	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Paediatrics	1	1	0	2	2	6	12	4	3	2	0	0	0	0	1	4	0	0	0	0	38
Palliative Medicine	1	0	0	0	2	1	0	0	0	1	0	0	0	0	0	3	0	0	0	0	8
Plastic Surgery	0	0	0	0	0	0	1	0	1	1	0	0	0	0	0	2	0	0	0	0	5
Psychiatry of Learning Disability	1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	3
Psychotherapy	0	0	0	0	3	0	2	1	1	0	0	0	0	0	0	0	0	0	0	0	7
Public Health	2	0	0	1	3	5	2	0	4	3	1	0	0	0	0	1	0	0	0	0	22
Rehabilitation Medicine	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	3
Renal Medicine	0	0	1	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	3
Respiratory Medicine	0	0	0	0	2	0	3	1	0	3	0	0	0	0	0	0	0	0	0	0	9
Restorative Dentistry	0	0	0	0	0	0	1	0	0	2	0	0	6	0	0	1	0	0	1	0	11
Rheumatology	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Special Care Dentistry	0	1	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	4
Trauma & Orthopaedic Surgery	3	0	0	0	3	1	4	6	4	0	0	0	0	0	0	4	0	0	0	0	25
Urology	1	0	0	0	1	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0	7
Vascular Surgery	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	3	0	0	0	0	4

**Appendix 4: Gender Split by Health Board 2021**

Health Board	Male	Female
Ayrshire & Arran	14	15
Borders	0	5
Dumfries & Galloway	2	5
Fife	8	15
Forth Valley	22	15
Grampian	31	28
Greater Glasgow & Clyde	70	69
Highland	26	14
Lanarkshire	22	20
Lothian	45	41
National Waiting Times Unit	5	1
NES	1	8
NHS 24	0	1
Orkney	4	2
Shetland	2	0
Tayside	28	24
University of Aberdeen	1	1
University of Dundee	1	0
University of Edinburgh	0	1
Western Isles	3	1

**Appendix 5: Gender Split of Appointments by Specialty 2021**

Health Board	Male	Female
Acute Medicine	5	9
Anaesthetics	46	27
Cardiology	6	1
Chemical Pathology	1	0
Child & Adolescent Psychiatry	5	14
Clinical Genetics	0	2
Clinical Oncology	0	4
Clinical Radiology	22	9
Community Child Health	0	3
Dental Public Health	3	3
Dermatology	3	5
Emergency Medicine	10	8
Endocrinology & Diabetes Mellitus	0	5
Forensic Psychiatry	1	3
Gastroenterology	5	3
General Medicine	7	3
General Psychiatry	16	20
General Surgery	22	9
Genito-Urinary Medicine	0	1
Geriatric Medicine	3	12
Haematology	3	5
Histopathology	9	3
Immunology	0	1
Infectious Diseases	1	1
Medical Microbiology	3	1
Medical Oncology	2	1
Neurology	4	2
Obstetrics & Gynaecology	6	28



**Appendix 5 (continued): Gender Split by Specialty 2021**

<b>Health Board</b>	<b>Male</b>	<b>Female</b>
Occupational Medicine	1	0
Old Age Psychiatry	3	3
Ophthalmology	5	4
Oral and Maxillofacial Surgery	4	0
Oral Medicine	2	3
Oral Surgery	0	1
Orthodontics	1	1
Otolaryngology	4	0
Paediatric Dentistry	0	2
Paediatrics	17	21
Palliative Medicine	2	6
Plastic Surgery	5	0
Psychiatry of Learning Disability	0	3
Psychotherapy	5	2
Public Health Medicine	7	15
Rehabilitation Medicine	1	2
Renal Medicine	1	2
Respiratory Medicine	7	2
Restorative Dentistry	4	7
Rheumatology	2	0
Special Care Dentistry	0	4
Trauma & Orthopaedic Surgery	23	2
Urology	5	2
Vascular Surgery	3	1

**Appendix 6: DCC/SPA Split on Appointments by Health Board 2021**

Health Board	9:1	8:2	7.5/1.5	Other	Not Known	TOTAL
Ayrshire & Arran	9	13	0	4	3	29
Borders	0	0	0	3	2	5
Dumfries & Galloway	6	0	0	0	1	7
Fife	2	1	0	19	1	23
Forth Valley	10	5	0	9	13	37
Grampian	2	41	0	7	9	59
Greater Glasgow & Clyde	120	2	3	5	9	139
Highland	0	27	0	8	5	40
Lanarkshire	36	0	0	5	1	42
Lothian	16	3	0	22	45	86
NHS24	0	0	0	0	1	1
National Waiting Times Unit	0	4	0	0	2	6
NES	1	0	0	0	8	9
Orkney	0	0	0	2	4	6
Shetland	1	0	0	0	1	2
Tayside	0	20	0	5	27	52
University of Aberdeen	0	0	0	2	0	2
University of Edinburgh	0	0	0	1	0	1
University of Dundee	0	0	0	1	0	1
Western Isles	0	2	0	1	1	4
<b>Total</b>	<b>203</b>	<b>118</b>	<b>3</b>	<b>94</b>	<b>133</b>	<b>551</b>

Highlighted in yellow are the most common DCC/SPA splits for each Health Board

**Appendix 7: External Advisers Gender and Ethnicity Data – 2020 and 2021**

