

# Cervical Cytology Workforce Survey 2024



# Overview

- Last workforce survey in 2017 (prior to implementation of HPV primary screening and resultant lab reconfigurations) indicated that there could be workforce gaps in the future with an ageing, less mobile workforce
- Purpose of 2024 survey - to get a clear view of the current state prior to the next round of commissioning, and to provide evidence to support the need for digital cervical cytology
- 25 questions asked
- All 11 labs in England, Scotland and Wales responded
- N. Ireland not included as still doing primary cytology screening

# Workload & primary screening

Lab	samples	slides	% HPV+	No. CScr	No.BMS5/6	shortfall
1	141889	25229	17.8	6	1	3
2	570399	64041	11.6	4	10	5
3	454633	70922	15.6	15	1	4
4	275284	32610	11.9	12	7	
5	289398	34728	12.0	4	5	
6	143240	27816	19.4	3	5	
7	133200	19900	14.9	4	3	2
8	323047	49496	15.3	9	6	
9	652161	90286	13.8	5	16	
10	380500	60000	15.8	8	21	
11	481247	73196	15.2	6	13	4
total	3,844,988	548224		76+	88	18+

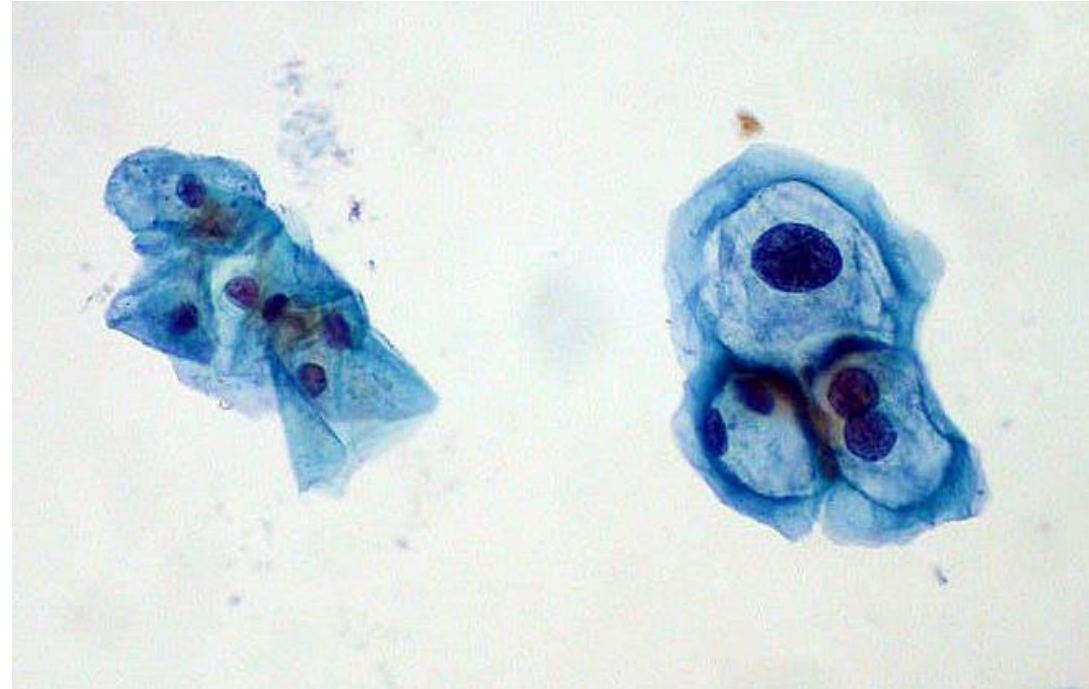
# Primary screeners - Cytoscreeners

- 76+ Cytoscreeners in post
- 12 will retire within 2 years
- 20 will retire within 5 years
  
- 8 trainee Cytoscreeners in post
- 6 planned within 2 years



# Primary screening – BMS 5/6

- 72+ in post
- 5 will retire within 2 years
- 9 will retire within 5 years
  
- 19+ trainee BMSs in post
- 14+ planned within 2 years



# Checking

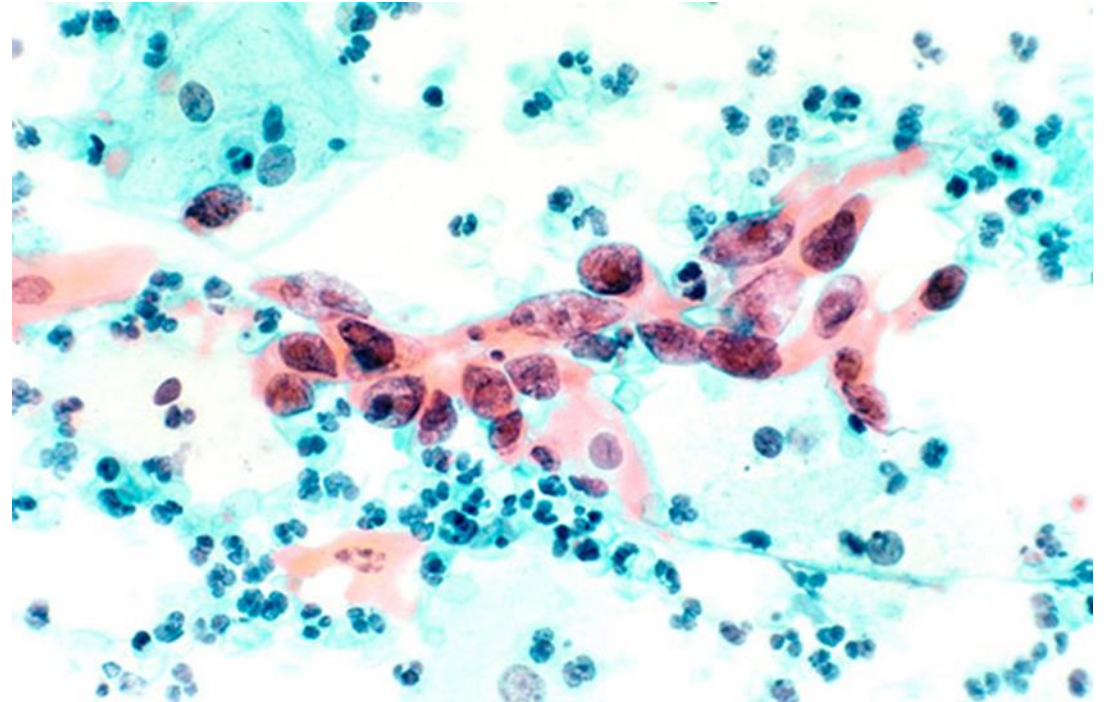
- Only one lab doesn't routinely use checkers but have 6 in training
- Several labs are using checkers to primary screen due to insufficient primary screeners
- Some labs split checking between checkers and consultants due to insufficient checkers

# Checkers

- 60 checkers in post; but a shortfall of 17
- 10 checkers in training
  
- BMS 7 in post = 71
- 11 will retire within 2 years
- 21 will retire within 5 years

# Consultant level reporting

- Reporting shortfall of 16
- 42 CBMS in post
  - 14 will retire within 2 years
  - 16 will retire within 5 years
- 45 Pathologists in post
  - 8 will retire within 2 years
  - 14 will retire within 5 years
- 4 trainee ASD in post
  - 7 planned within 2 years





# Vacancies

- C'Scr 12
- BMS 5/6 9
- BMS 7 6
- CBMS 13
- Path 3



- All those with vacancies said difficult to recruit into all roles

# ST 1/2 training

- 9 labs do ST 1/2 training
- 6 have seen an increase in numbers since 2018/19
- 4 do not have sufficient capacity to train

# Comments

More Pathologists need training

Workforce planning difficult when don't know future service delivery model

Recruitment issues - need to train in-house

Data for digital cytology implementation is needed asap

AI is needed for service resilience and business continuity

Cannot recruit to cytology only roles so have combined with other roles

Concerns over future lab mergers – won't be sufficient consultant level reporting - ? remote working will help

Recruitment of all grades getting harder - in house training appears to be the way forward

There is no longer a pool of senior/cons level staff to recruit from, people aren't relocating,

We need a 10-year plan from NHSCSP to enable workload and workforce modelling

Networking with other labs for reporting

Training internally to meet demand

Remote working and AI need to be approved