



GIG
CYMRU
NHS
WALES

Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

MARS ALL WALES CONSTRAINTS DATA REPORT 2022-23

Revalidation Support Unit

CONTENTS

Introduction	2
Introduction to constraints	2
Section 1 - All-Wales Data.....	3
All Wales constraints data.....	3
Breakdown of constraints data by section.....	4
Section 2 - Secondary Care Data.....	5
Top reported constraints in Secondary Care	6
Section 3 - Primary Care Data.....	7
Top reported constraints in Primary Care	8
Section 4 - Summary and Recommendations	9
Summary and recommendations.....	9
Appendix – All Wales Data.....	11
All Wales Secondary Care data	11
All Wales Primary Care data	14
Appendix – Swansea Bay UHB Data	17
Swansea Bay UHB Secondary Care data	17
Swansea Bay UHB Primary Care data	20

INTRODUCTION

This report contains data on the constraints reported by doctors who completed an appraisal on the Medical Appraisal Revalidation System (MARS) between 1st April 2022 - 31st March 2023. The focus of this report will be on the national trends across Wales with comparisons of previous years. Designated Bodies (DBs) can use this report to compare their own data and trends with the national picture.

A constraint is a factor in a doctor's environment, personal or professional life that is impacting on their development or performance. MARS enables doctors to record constraints in three sections: Personal, Practice/Hospital, and Service.

The purposes of constraints being identified at appraisal are multiple:

At a Personal Level:

- To allow discussion with the Appraiser and to see if any steps have been or can be taken to mitigate the issue
- To record issues getting in the way of development that may be relevant in a doctor's working life or revalidation decision
- To explain why an element of practice/delivery is less than perfect e.g., NICE guidance cannot be implemented due to service constraints

At a Service Level:

- To identify trends across Wales
- DBs can compare their trends with the national picture using the aggregated constraints reports on MARS

Constraints data forms part of the data set used to nationally quality assure appraisal and revalidation processes. This includes the annual Revalidation Progress Report, a self-assessment completed by each DB, and the Revalidation Quality Review visit process undertaken by the Revalidation Support Unit (RSU) on behalf of the CMO as higher-level RO.

Doctors often request local feedback on the constraints they report at appraisal to demonstrate value in the process. It is anticipated that the information in this report may be of value to DBs as both a source of feedback and a point of triangulation with other feedback and reporting mechanisms.

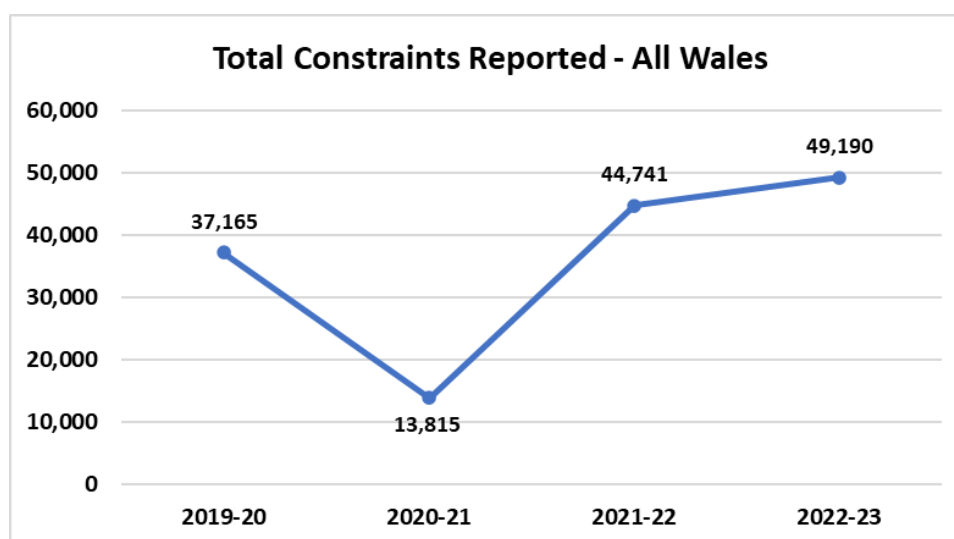
SECTION 1 – ALL WALES DATA

A combined total of 49,190 constraints were reported in 2022-23 which is a 9% increase from the 2021-22 figures (44,741). The average number of constraints recorded per appraisal has remained the same as last year in Secondary Care but has increased in Primary Care.

A breakdown of these figures can be found in Section 2 – Secondary Care Data and Section 3 – Primary Care Data.

Figure 1 shows the number of constraints recorded over a four-year period. The number of reported constraints was significantly lower in 2020-21 due to the Covid-19 pandemic. Appraisal was paused between March and October 2020 and an approved missed appraisal period followed between October 2020 and March 2021, where there was a focus on a wellbeing appraisal. The requirement for an annual appraisal resumed in April 2021.

Figure 1. All Wales Constraints 2019-2023

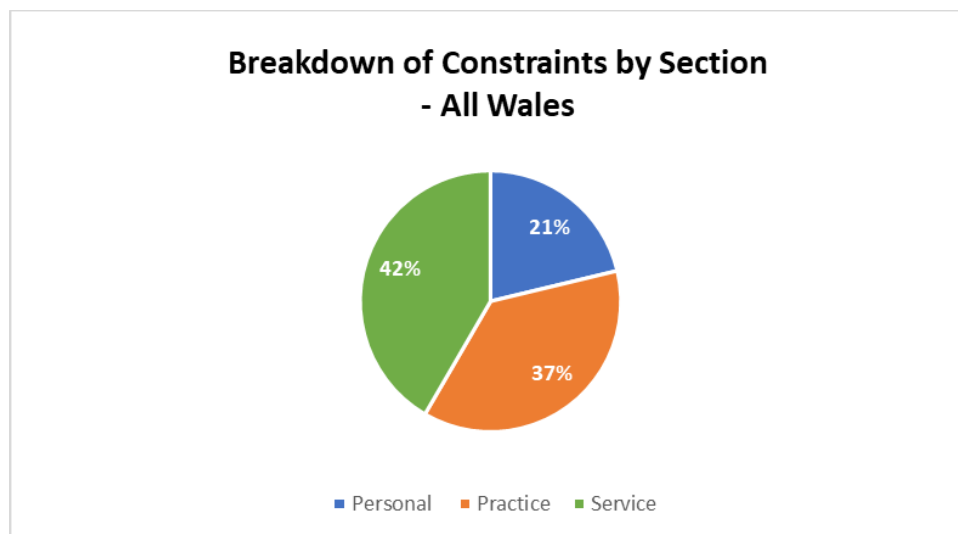


Please note, the figures in this section do not include the categories 'No Personal constraints identified', 'No Practice/Hospital constraints identified' and 'No Service constraints identified'. The total number of constraints reported including these categories is 51,226. The all-Wales percentage of doctors who indicate they do not have constraints to report are as follows: Personal - 15%, Practice/Hospital - 7%, Service - 8%.

Figure 2 shows the breakdown of reported constraints by the three main sections: Personal, Practice/Hospital and Service. Service constraints make up 42% of the total reported constraints across Wales, with Practice/Hospital constraints making up 37%. Personal constraints remain the lowest reported section with 21%.

Figure 2. Breakdown of Constraints Data by Section 2022-23

[OBJ]

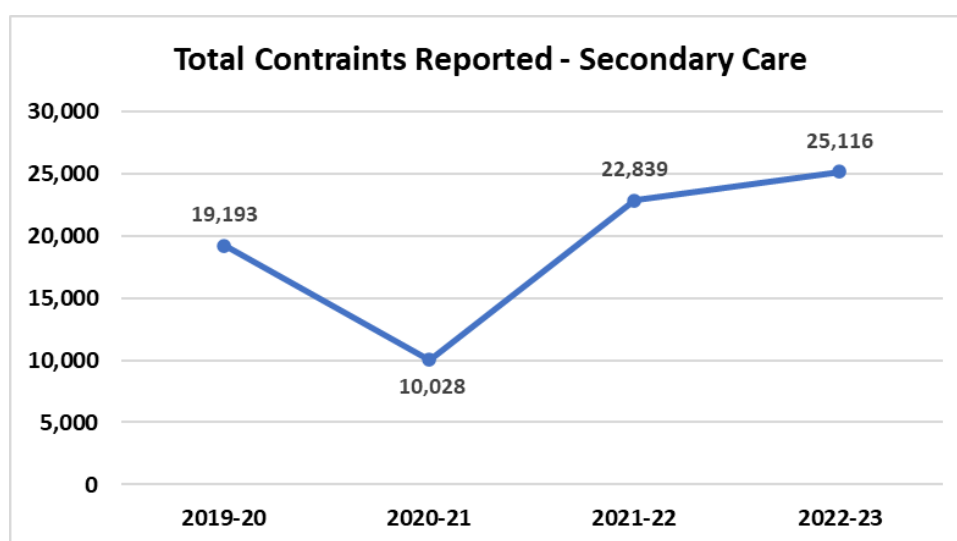


SECTION 2 - SECONDARY CARE DATA

The number of constraints reported in Secondary Care is 25,116. This is an increase of 9% compared to 2021-22 (22,839). The average number of constraints recorded per appraisal has remained at 6, as it was last year.

Figure 3 shows the total number of reported constraints in secondary care over a four-year period.

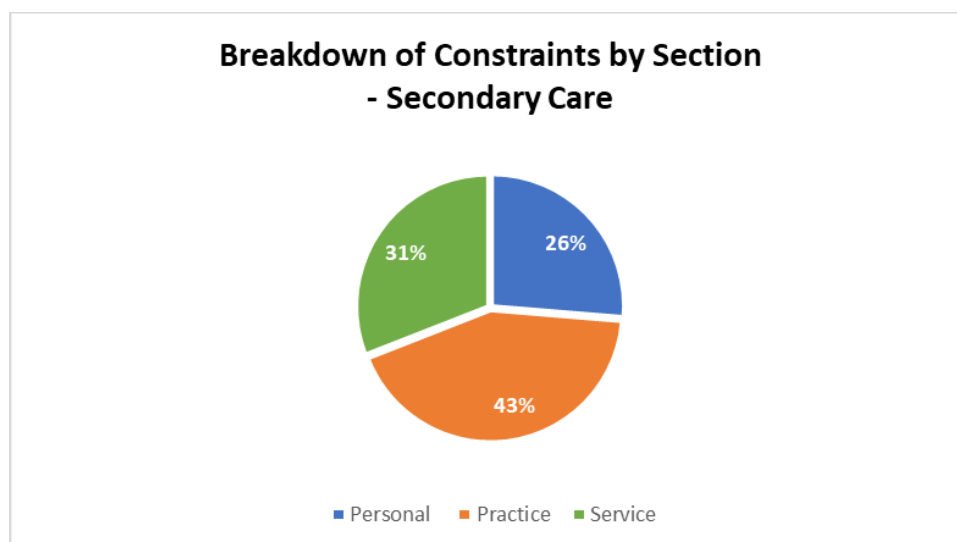
Figure 3. Total Report Constraints – Secondary Care



Please note, the figures in this section do not include the categories “No Personal constraints identified”, “No Practice/Hospital constraints identified” and “No Service constraints identified”. The total number of constraints reported in secondary care including these categories is 26,604. The percentage of doctors who indicate they do not have constraints to report are as follows: Personal - 17%, Practice/Hospital - 8%, Service - 12%.

Figure 4 shows the breakdown of constraints by section. Practice/Hospital constraints make up 43% of the total constraints reported with almost a third of these being Covid-19 constraints.

Figure 4. Breakdown of Constraints by Section – Secondary Care



The highest number of reported constraints in Secondary Care is 'Change in working practices due to Covid-19', making Covid-related constraints the highest reported section for the third year in a row. The second highest, 'changes to work environment', continues this theme. The highest non-Covid related reported constraint remains 'Inadequate inpatient beds for my speciality'.

These areas should maintain a strong focus across all DBs .

Table 1. Highest Reported Constraints in Secondary Care

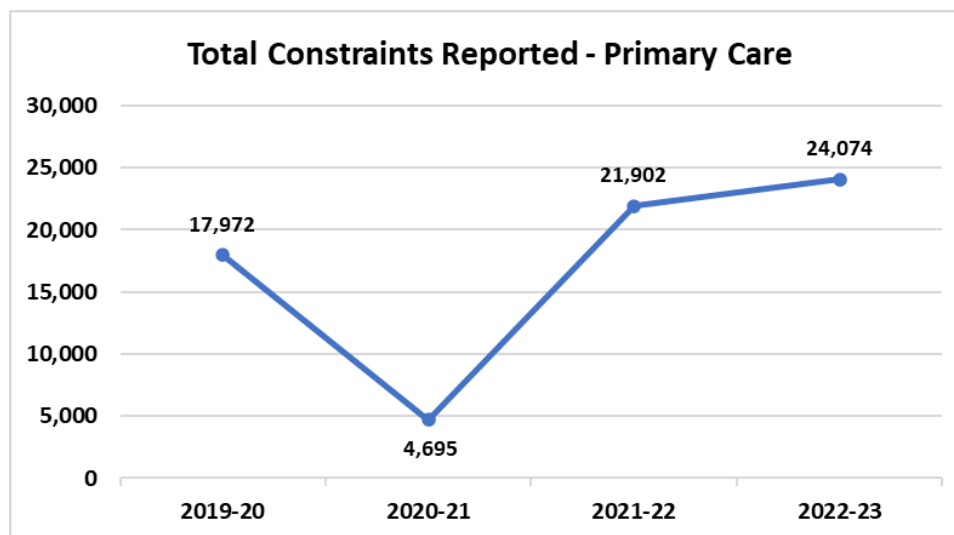
Constraint Type	Tier Level 1	Tier Level 2	Total No. Reported
Hospital	Change in working practices due to Covid-19	Change in working practices due to Covid-19	1178
Hospital	Change in working practices due to Covid-19	Changes to work environment	1004
Service	Inadequate inpatient beds for my speciality	Inadequate inpatient beds for my speciality	997
Service	Waiting Lists	In my speciality – routine	820
Hospital	Staff Related Issues	Inadequate medical staff (junior)	695

SECTION 3 - PRIMARY CARE DATA

The number of constraints reported in primary care is 24,074. This is an increase of 9% compared to 2021-22 (21,902). The average number of constraints recorded per appraisal has risen to 10, which is a slight increase on the previous average of 9, which was also marginally increased from the previous year.

Figure 5 shows the total number of reported constraints in Primary Care.

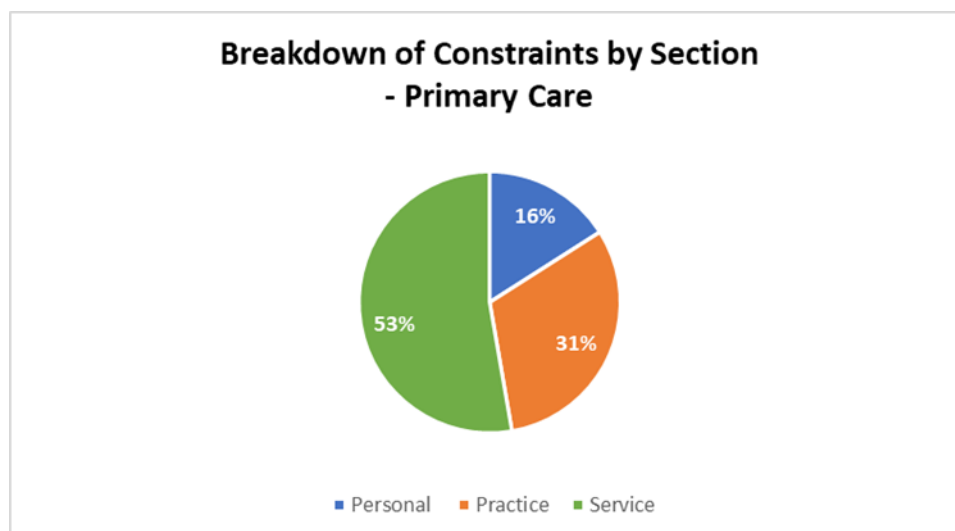
Figure 5. Total Reported Constraints – Primary Care



Please note, the figures in this section do not include the categories “No Personal constraints identified”, “No Practice/Hospital constraints identified” and “No Service constraints identified”. The total number of constraints reported in Primary Care including these categories is 24,622. The percentage of doctors who indicate they do not have constraints to report are as follows: Personal - 13%, Practice/Hospital - 6%, Service - 4%.

Figure 6 shows the breakdown of constraints by section in Primary Care. Service constraints make up 53% of reported constraints, with just under half of these being in the category “Chronic – Secondary Care” for the second consecutive year. This category includes Waiting Lists and Expediting Appointments as highly reported areas of concern.

Figure 6. Breakdown of Constraints by Section – Primary Care



The highest reported constraint is 'Waiting Lists – General', with 'Ambulance Problems' and 'Workload Shift from Secondary to Primary Care' recorded as the second and third highest respectively (see Table 2). These constraints have consistently been within the top highest reported constraints for several years, both during and prior to the Covid pandemic, so should remain a focus for DBs across Wales.

The top five reported constraints are all within the Service section, and all feature a similar theme with secondary care challenges.

The Covid-19 categories 'Covid-19 infection' and 'Changes to work environment' feature again this year in the top reported constraints within Primary Care.

Table 2. Highest Reported Constraints in Primary Care

Constraint Type	Tier Level 1	Tier Level 2	Total No. Reported
Service	Chronic – Secondary Care	Waiting Lists – general	1331
Service	Acute – Secondary Care	Ambulance problems	1306
Service	Primary/Secondary Care Interface	Workload Shift from Primary to Secondary Care	1016
Service	Chronic – Secondary Care	Expediting appointments	985
Service	Acute– Secondary Care	Inappropriate Early Discharge	878

SECTION 4 – SUMMARY AND RECOMENDATIONS

Summary

The most reported constraints in 2022-23 remain consistent with previous years and should continue to be a focus for DBs in Wales. The average number of recorded constraints per appraisal has remained consistent this year in Secondary Care but has increased slightly in Primary Care.

The Covid-19 constraints remain the top reported constraints in Secondary Care for the third year.

One of the lower reported constraints was discrimination; although only reported 18 times in primary care and 69 times in secondary care, both are showing a slight upward trend (2021/22 figures were 16 and 46 respectively).

In Primary Care, the most reported constraints continue a similar theme to the previous year and include:

- Waiting lists – general
- Ambulance problems
- Workload shift from secondary to primary care

Recommendations

The following recommendations look to further enhance the validity of data collected and analysed.

Table 3. Recommendations Table

Recommendation	Activity	Timeframe	By Whom	Completion
To review the MARS constraints reporting function	To identify ways to capture more information for DBs from the constraints report	2023-24	RSU	
To initiate a project to review the constraints categories	To enable further investigation of the qualitative information provided by doctors to inform the development of future subcategories if required.	2023-24	RSU	
DBs to review local annual constraint reports	To analyse data and triangulate against existing	Annual	DBs	Ongoing

	organisational information i.e., risk register.			
Monitor increase in reported discrimination constraints	To monitor the trend and promote the training of Appraisers in how to support doctors that experience discrimination.	2023-24	RSU and DBs	

Appendix – All Wales

Table 4. All Wales Secondary Care Data

Constraint Type	Tree Level 1	Tree Level 2	Total
Personal		Covid 19 Infection	721
		Prolonged Self isolation	60
		Total	781
	Discrimination	Discrimination	69
		Total	69
	Educational issues	Cancellation of educational events	157
		Inadequate study leave budget	100
		IT skills	47
		Problems accessing CPD	139
		Problems financing CPD	59
		Restricted study leave time	95
		Study impinging on work	51
		Total	648
	Employment Status	Being full time	101
		Being out of hours	35
		Being part time	162
		Being sessional	34
		Total	332
	Job Issues	Balancing a CD role	101
		Change in job	291
		Increased workload out of hours	262
		Job plan changes not implemented	123
		Lack of job plan review	223
		Limited/inadequate SPA time	371
		Medical management role	124
		Over commitment	323
		Period off work	113
		Pressure of other work	163
		Working across Health Boards	123
		Total	2217
	Life Changes	Dependant children	450
		Family illness/ bereavement	355
		Impending retirement	68
		Other personal	384
		Personal illness	299
		Role as a carer	134
		Total	1690
	Logistical problems	Geographical isolation	84
		Personal isolation	86
		Travel time/ distance to work	177
		Total	347
	No personal constraints identified	No personal constraints identified	705
		Total	705
	Other (personal) not listed	Other (personal) not listed	2
		Total	2
	Time	None	24
		Personal time management	226
		Time	272
		Total	522

Practice		Change in working practices due to Covid 19	1178
		Changes to work environment	1004
		Telephone consultation	207
		Total	2389
Accommodation issues		Demanding patients	41
		Excessive bed occupancy	201
		Excessive workload	173
		Husband/wife partnership	3
		Income uncertain	15
		Lack of OPD clinic space	142
		Lack of parking	115
		Merger stress	32
		Office space inadequate	179
		Population specific problems	17
		Premises otherwise unfit	90
		Rurality/distance to visits	13
		Small practice	4
		Split site	81
		Staff resistance to change	49
		Total	1155
Doctor related issues		Finance/availability of locums	186
		Partner/doctor issues/conflict	57
		Partner/other GP ill / absent	33
		Unfilled vacancies	556
		Workload distribution	384
		Total	1216
IT issues		Computer hardware inadequate	369
		Internet connection inadequate	322
		IT systems inadequate	742
		Split site	155
		Total	1588
No hospital constraints identified		No practice constraints identified	357
		Total	357
Other		Accessing information - ooh	60
		Nursing home issues	23
		Training practice issues	31
		Total	114
Other not listed		Other (practice) not listed	3
		Total	3
Professional Issues		Cancellation of operations/lists	303
		Difficulties with tertiary referrals	150
		Lack of specific equipment	159
		Management disregarding clinical advice	160
		Professional isolation	159
		Total	931
Staff related issues		Inadequate cover for leave	306
		Inadequate cover for sickness	289
		Inadequate medical staff (junior)	695
		Inadequate medical staff (senior)	579
		Inadequate nursing staff	641
		Inadequate secretarial support	419
		Inadequate therepists	217
		Team conflict/difficulties	195
		Total	3341

Service	Acute - Secondary care	Ambulance problems	434
		Delayed elective admission	309
Delayed/difficult acute admission		638	
Inappropriate early discharge		119	
Total		1500	
Chronic - Secondary care	England/Severn differential waiting lists	7	
	Expediting appointments	91	
	Restrictions in access to chiropody	3	
	Restrictions in access to counselling	92	
	Restrictions in access to occupational therapy	63	
	Restrictions in access to physiotherapy	100	
	Restrictions in access to social services	180	
	Restrictions in access to substance misuse	21	
	Restrictions on accessing investigations	97	
	Travel to hospital	34	
	Waiting lists - general	256	
	Waiting lists - specific	110	
	Waiting lists cardiology	46	
	Waiting lists dermatology	30	
	Waiting lists ENT	34	
	Waiting lists gastroenterology	51	
	Waiting lists General medicine	11	
	Waiting lists gynaecology	54	
	Waiting lists neurology	30	
	Waiting lists Oncology/radiotherapy	25	
	Waiting lists Ophthalmology	52	
	Waiting lists orthopaedics	84	
	Waiting lists Paediatrics	59	
	Waiting lists psychiatry	53	
	Waiting lists respiratory	19	
	Waiting lists rheumatology	11	
	Waiting lists surgery	132	
	Total	1745	
	Geographical constraints	Difficulty accessing CPD	89
		No local service	102
		Transfer times to tertiary centre	142
		Total	333
	Inadequate inpatient beds for my specialty	Inadequate inpatient beds for my specialty	997
Total		997	
NHS reorganisation	Drug company influence	2	
	Lack of PCT funding/support	46	
	Lack of support from WAG	81	
	Loss of local service	170	
	Loss of training grades	69	
	Political uncertainty	156	
	Poor functioning PCT	34	
	Total	558	
No service constraints identified	No service constraints identified	496	
	Total	496	
Other (service) not listed	Other (service) not listed	2	
	Total	2	
Support staff	Inadequate catering	61	
	Inadequate cleaning	59	
	Inadequate ward staffing	545	
	Total	665	
Waiting Lists	In my specialty (routine)	820	
	In my specialty (soon)	422	
	In my specialty (urgent)	512	
	In other specialties	217	
	Total	1971	

Table 5. All Wales Primary Care Data

Constraint Type	Tree Level 1	Tree Level 2	Total
Personal		Covid 19 infection	509
		Prolonged Self isolation	31
		Total	540
	Discrimination	Discrimination	18
		Total	18
	Educational issues	Cancellation of educational events	111
		IT skills	24
		Problems accessing CPD	97
		Problems financing CPD	11
		Study impinging on work	41
		Total	284
	Employment Status	Being full time	125
		Being out of hours	37
		Being part time	170
		Being sessional	100
		Total	432
	Job Issues	Change in job/new practice	237
		Over commitment	177
		Period off work	91
		Pressure of other work	104
		Total	609
	Life Changes	Family bereavement	119
		Family illness	270
		Impending retirement	68
		Other personal	424
		Personal illness	194
		Total	1075
	Logistical problems	Geographical isolation	27
		Personal isolation	38
		Travel time/ distance to work	81
		Total	146
	No personal constraints identified	No personal constraints identified	310
		Total	310
	Other (personal) not listed	Other (personal) not listed	3
		Total	3
	Time	Family commitment	435
		None	10
		Time	293
		Total	738

Practice		Changes to work environment	518
		Telephone consultation	404
		Total	922
Attached staff issues		District nurses	167
		Health visitors	75
		Midwives	35
		Other	101
		Total	378
Change in working practices due to Covid 19		Changes to work environment	488
		Total	488
Demographics		Demanding patients	465
		Excessive workload	579
		Husband/wife partnership	10
		Income uncertain	131
		Merger stress	57
		Population specific problems	116
		Practice size increasing	254
		Rurality/distance to visits	89
		Small practice	76
		Staff resistance to change	126
		Total	1903
Doctor related issues		Finance/availability of locums	372
		Partner/doctor issues/conflict	211
		Partner/other GP ill / absent	389
		Unfilled vacancies	472
		Workload distribution	275
		Total	1719
No practice constraints identified		No practice constraints identified	153
		Total	153
Other		Accessing information - ooh	65
		Nursing home issues	55
		Training practice issues	55
		Total	175
Other (practice) not listed		Other (practice) not listed	2
		Total	2
Premises Issues		Lack of parking	84
		Premises otherwise unfit	75
		Premises too small	264
		Split site	185
		Total	608
Staff related issues		High turnover of staff	277
		Nurse shortage/issues	287
		Other personnel shortage	205
		Other staff sick/absent	379
		Practice manager sick/absent	154
		Staff/Practice probity issues	37
		Total	1339

Service	Acute - Secondary care	Ambulance problems	1306
		Delayed elective admission	698
		Delayed/difficult acute admission	782
		Inappropriate early discharge	878
		Total	3664
		Expediting appointments	985
		Restrictions in access to chiropody	77
		Restrictions in access to counselling	376
		Restrictions in access to occupational therapy	62
		Restrictions in access to physiotherapy	233
		Restrictions in access to social services	308
		Restrictions in access to substance misuse	89
		Restrictions on accessing investigations	317
		Travel to hospital	168
		Waiting lists - general	1331
		Waiting lists - specific	80
		Waiting lists cardiology	106
		Waiting lists dermatology	123
		Waiting lists ENT	137
		Waiting lists gastroenterology	122
		Waiting lists General medicine	77
		Waiting lists gynaecology	134
		Waiting lists neurology	143
		Waiting lists Oncology/radiotherapy	56
		Waiting lists Ophthalmology	74
		Waiting lists orthopaedics	208
		Waiting lists Paediatrics	76
		Waiting lists psychiatry	171
		Waiting lists respiratory	86
		Waiting lists rheumatology	127
		Waiting lists surgery	148
		Total	6049
	No service constraints identified	No service constraints identified	85
		Total	85
	Other (service) not listed	Other (service) not listed	1
		Total	1
	Out of hours	Concerns re adequacy of service	234
		Concerns re NHS Direct	136
		Total	370
	Political	Drug company influence	7
		Lack of HB funding/support	264
		Lack of support from WAG	171
		Political uncertainty	197
		Poor functioning Health Board	221
		Total	860
	Primary / Secondary care interface	Inability to access consultants for advice	105
		Poor quality/delayed communication	630
		Workload shift from secondary to primary care	1016
		Total	1751

Appendix – Swansea Bay UHB

Table 6. Swansea Bay UHB Secondary Care Data

Constraint Type	Tree Level 1	Tree Level 2	Total
Practice		Change in working practices due to Covid 19	215
		Changes to work environment	180
		Telephone consultation	31
		Total	426
	Accommodation issues	Demanding patients	5
		Excessive bed occupancy	27
		Excessive workload	22
		Husband/wife partnership	0
		Income uncertain	0
		Lack of OPD clinic space	21
		Lack of parking	8
		Merger stress	2
		Office space inadequate	22
		Population specific problems	1
		Premises otherwise unfit	11
		Rurality/distance to visits	2
		Small practice	0
		Split site	19
		Staff resistance to change	5
		Total	145
	Doctor related issues	Finance/availability of locums	18
		Partner/doctor issues/conflict	5
		Partner/other GP ill / absent	5
		Unfilled vacancies	85
		Workload distribution	69
		Total	182
	IT issues	Computer hardware inadequate	34
		Internet connection inadequate	16
		IT systems inadequate	74
		Split site	29
		Total	153
	No hospital constraints identified	No practice constraints identified	42
		Total	42
	Other	Accessing information - ooh	4
		Nursing home issues	1
		Training practice issues	5
		Total	10
	Other not listed	Other (practice) not listed	0

	Professional Issues	Cancellation of operations/lists	71
		Difficulties with tertiary referrals	26
		Lack of specific equipment	31
		Management disregarding clinical advice	23
		Professional isolation	17
		Total	168
	Staff related issues	Inadequate cover for leave	46
		Inadequate cover for sickness	46
		Inadequate medical staff (junior)	102
		Inadequate medical staff (senior)	73
		Inadequate nursing staff	91
		Inadequate secretarial support	68
		Inadequate therapists	24
		Team conflict/difficulties	24
		Total	474
Service	Acute - Secondary care	Ambulance problems	74
		Delayed elective admission	73
		Delayed/difficult acute admission	103
		Inappropriate early discharge	16
		Total	266
	Chronic - Secondary care	England/Severn differential waiting lists	4
		Expediting appointments	21
		restrictions in access to chiropody	1
		restrictions in access to counselling	14
		restrictions in access to occupational therapy	11
		restrictions in access to physiotherapy	16
		restrictions in access to social services	32
		restrictions in access to substance misuse	1
		Restrictions on accessing investigations	22
		Travel to hospital	3
		Waiting lists - general	39
		Waiting lists - specific	19
		Waiting lists cardiology	4
		Waiting lists dermatology	3
		Waiting lists ENT	6
		Waiting lists gastroenterology	10
		Waiting lists General medicine	3
		Waiting lists gynaecology	11
		Waiting lists neurology	6
		Waiting lists Oncology/radiotherapy	4
		Waiting lists Ophthalmology	10
		Waiting lists orthopaedics	21
		Waiting lists Paediatrics	6
		Waiting lists psychiatry	5
		Waiting lists respiratory	3
		Waiting lists rheumatology	0
		Waiting lists surgery	35
		Total	310

	Geographical constraints	Difficulty accessing CPD	6
		No local service	8
		Transfer times to tertiary centre	17
		Total	31
	Inadequate inpatient beds for m	Inadequate inpatient beds for my specialty	166
		Total	166
	NHS reorganisation	Drug company influence	0
		Lack of PCT funding/support	5
		Lack of support from WAG	13
		Loss of local service	24
		Loss of training grades	9
		Political uncertainty	23
		Poor functioning PCT	0
		Total	74
	No service constraints identified	No service constraints identified	59
		Total	59
	Other (service) not listed	Other (service) not listed	0
		Total	0
	Support staff	Inadequate catering	6
		Inadequate cleaning	9
		Inadequate ward staffing	81
		Total	96
	Waiting Lists	In my specialty (routine)	146
		In my specialty (soon)	83
		In my specialty (urgent)	96
		In other specialties	38
		Total	363

Table 7. Swansea Bay UHB Primary Care Data

Swansea Bay Primary Care Constraints			
Constraint Type	Tree Level 1	Tree Level 2	Total
Practice		Changes to work environment	53
		Telephone consultation	36
		Total	89
	Attached staff issues	District nurses	10
		Health visitors	3
		Midwives	1
		Other	8
		Total	22
	Change in working practices d	Changes to work environment	30
		Total	30
	Demographics	Demanding patients	47
		Excessive workload	59
		Husband/wife partnership	0
		Income uncertain	11
		Merger stress	1
		Population specific problems	21
		Practice size increasing	14
		Rurality/distance to visits	6
		Small practice	8
		Staff resistance to change	13
		Total	180
	Doctor related issues	Finance/availability of locums	34
		Partner/doctor issues/conflict	17
		Partner/other GP ill / absent	31
		Unfilled vacancies	34
		Workload distribution	24
		Total	140
	No practice constraints identif	No practice constraints identified	11
		Total	11
	Other	Accessing information - ooh	6
		Nursing home issues	2
		Training practice issues	4
		Total	12
	Other (practice) not listed	Other (practice) not listed	1
		Total	1
	Premises Issues	Lack of parking	5
		Premises otherwise unfit	4
		Premises too small	15
		Split site	15
		Total	39
	Staff related issues	High turnover of staff	26
		Nurse shortage/issues	27
		Other personnel shortage	17
		Other staff sick/absent	35
		Practice manager sick/absent	5
		Staff/Practice probity issues	2
		Total	112

Service	Acute - Secondary care	Ambulance problems	110
		Delayed elective admission	58
		Delayed/difficult acute admission	62
		Inappropriate early discharge	67
		Total	297
	Chronic - Secondary care	Differential waiting lists across regions	20
		Expediting appointments	85
		restrictions in access to chiropody	12
		restrictions in access to counselling	40
		restrictions in access to occupational therapy	5
		restrictions in access to physiotherapy	22
		restrictions in access to social services	29
		restrictions in access to substance misuse	10
		Restrictions on accessing investigations	37
		Travel to hospital	13
		Waiting lists - general	113
		Waiting lists - specific	12
		Waiting lists cardiology	9
		Waiting lists dermatology	11
		Waiting lists ENT	14
		Waiting lists gastroenterology	15
		Waiting lists General medicine	7
		Waiting lists gynaecology	17
		Waiting lists neurology	13
		Waiting lists Oncology/radiotherapy	5
		Waiting lists Ophthalmology	4
		Waiting lists orthopaedics	22
		Waiting lists Paediatrics	8
		Waiting lists psychiatry	21
		Waiting lists respiratory	7
		Waiting lists rheumatology	11
		Waiting lists surgery	20
		Total	582
	No service constraints identified	No service constraints identified	6
		Total	6
	Other (service) not listed	Other (service) not listed	0
		Total	0
	Out of hours	Concerns re adequacy of service	9
		Concerns re NHS Direct	6
		Total	15
	Political	Drug company influence	0
		Lack of HB funding/support	22
		Lack of support from WAG	7
		Political uncertainty	14
		Poor functioning Health Board	10
		Total	53
	Primary / Secondary care interface	Inability to access consultants for advice	5
		Poor quality/delayed communication	48
		Workload shift from secondary to primary care	88
		Total	141