



Medical
Schools
Council

Clinical Academic Staffing Levels in UK Medical Schools

As at 31 July 2007

Jocelyne Aldridge and Siobhan Fitzpatrick

Medical Schools Council



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Chairman Professor Sir John Tooke DM DSc FRCP FMedSci

Medical Schools Council Secretariat

Executive Director Katie Petty-Saphon MA PhD

Policy Officer Jocelyne Aldridge BSc MSc

Policy Officer Siobhan Fitzpatrick BA MA

Office Manager Barbara Anderson

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List of Acronyms

ACCEA	Advisory Committee on Clinical Excellence Awards
FTE	Full Time Equivalent
HEFCE	Higher Education Funding Council England
HYMS	Hull York Medical School
LSHTM	London School of Hygiene and Tropical Medicine
MRC	Medical Research Council
NICEAC	Northern Ireland Clinical Excellence Awards Committee
NIHR	National Institute for Health Research
NHS	National Health Service
OSHCR	Office for Strategic Coordination of Health Research
SACDA	Scottish Advisory Committee on Distinction Awards
UCEA	University and Colleges Employers Association
UKCRC	UK Clinical Research Council

Preface

Medical Schools Council

The Medical Schools Council represents the interests and ambitions of UK Medical Schools as they relate to the generation of national health, wealth and knowledge through biomedical research and the profession of medicine. As an organisation it occupies a unique position embracing medical undergraduate education, the entirety of health related research and a critical interface with the health service.

Aims

1. To be the authoritative voice of all UK Medical Schools and the key reference point for Government, Higher Education generally and health related professional bodies, for informed opinion and advice on all matters relating to medical undergraduate education.
2. To develop a close working relationship with NHS partner institutions and to facilitate the development of academic medical centres.
3. To explore proactively the role of the doctor in the future and pursue educational solutions for workforce requirements involving doctors.
4. To work to improve and maintain quality in medical education. Through engagement with agencies involved in postgraduate medical education, to work to facilitate the seamlessness of medical education and optimal preparation of medical students for the postgraduate environment and to influence the provision of that environment as a guardian of best medical education practice and the continuing educational needs of the doctor.
5. To promote clinical academic careers.
6. To enhance clinical leadership and develop leaders within Medical Schools.
7. To promote the conduct of high quality, health related research in all Medical Schools, recognising that the nature and scale of such research will differ between institutions.
8. To take due account of the views of the public on society's needs of a doctor.

Further information about the work of the Medical Schools Council can be found at www.medschools.ac.uk.

Introduction

This is the sixth survey of clinical academic staffing levels to be published by the Medical Schools Council and the Dental Schools Council (formerly the Council of Heads and Deans of Dental Schools), the first publication having examined data collected on 31 July 2000. Since then there have been important developments in the world in which academic doctors and dentists work. The 2007 Comprehensive Spending Review committed £2 billion annually to bio-medical research, and the Medical Research Council (MRC) and National Institute for Health Research (NIHR) are working together with the Office for Strategic Coordination of Health Research (OSCHR) to implement changes suggested by the Cooksey Review and to determine the ways in which this budget can be spent to best effect.

The Savill Clinician Scientist scheme and the NIHR initiative have, over the last five years, created new pathways for those wishing to enter clinical academia.^{1,2} The NHS R&D strategy, *Best Research for Best Health*, launched early in 2006, aims to revitalise health research within the NHS. The National Institute of Health Research has been established together with 11 Biomedical Research Centres (five 'Comprehensive' and six 'Specialist' Centres) in England. In April 2008 the five winners of bids to set up Collaborations for Leadership in Applied Health Research and Care were announced and in the last year, Imperial College, St Mary's Hospital and the Hammersmith Hospital have come together to form the first Academic Health Sciences Centre in the UK. There are now numerous programmes and funding streams to support and develop NHS based biomedical and public health initiatives.³ It is hoped this will further advance the global competitiveness of UK biomedicine as well as the health of the nation.

The pace of change is unprecedented yet necessary. The population of the UK is ageing, medical technologies are becoming increasingly sophisticated and public expectation around standards of service provision is rising. It is clear that public services, including the NHS, must adapt to these changes and Lord Darzi's *Next Stage Review* is developing a strategy for the future that will be published at the end of June 2008 as part of the celebration of 60 years of the NHS.

Despite these positive developments, the worry is that insufficient numbers of young doctors and dentists are attracted into careers in clinical academia. The problems surrounding the applications into specialty training in 2007 have been catalogued in detail in the *Final Report of the Independent Inquiry into Modernising Medical Careers*⁴ led by the current Chairman of the Medical Schools Council, Professor Sir John Tooke. There is evidence that those who had embarked upon academic careers and had taken time out to do research were, in some cases, adversely affected. It is to be hoped that, by moving forward applications for academic posts and separating them from the bulk of applications for specialty training, similar problems will be avoided in future years.

Clinical academics, those doctors and dentists at the cutting edge of healthcare delivery, are at the forefront of ensuring that the NHS can respond to the UK population's health needs. 2007 data show that only 6.5% of all UK consultant staff working in the NHS are clinical academics, down from 8% in 2000. Trust service targets often result in too little value being placed on research and teaching, creating severe time pressures for clinical academics. The Government, in its response to the Tooke Inquiry has accepted the need to strengthen the Health-Education sector

¹ The Academy of Medical Sciences (2000), *The Tenured Track Clinician Scientist: a new career pathway to promote recruitment into academic medicine*.

² The Academic Sub-Committee of UKCRC and Modernising Medical Careers (2005), *Medically and Dentally Qualified Staff: Recommendations for Training the Researchers and Educators of the Future*.

³ Department of Health (2006), *Best Research for Best Health: A new national research strategy*.

⁴ *Aspiring to Excellence, the Final Report of the Independent Inquiry into Modernising Medical Careers (2008)* (http://www.mmcinquiry.org.uk/Final_8_Jan_08_MMC_all.pdf)

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partnership.⁵ It has called upon the Healthcare Commission to assess Trusts' performance with regard to education and training as part of their core targets. SHA Chief Executives will henceforward be appraised on their success in creating effective local links between education and service, and Medical Directors will be required to report to their Boards on a regular basis on the state of medical education in the Trust. These represent very positive developments – but there will need to be oversight and scrutiny of their implementation in practice – a task, that the Inquiry suggested should be undertaken by a new body, NHS Medical Education England.

Despite the problems encountered by trainees in 2007, this year's survey reveals, an overall increase in numbers of clinical academics for the first time since 2000; from 2930 FTE in 2006 to 2997 FTE in 2007, an increase of 2%.

Although encouraging, this increase is somewhat smaller than had been expected given the appointment in the calendar year 2007 of 80 NIHR Clinical Lecturers. The data in this survey cover only the first seven months of the calendar year and so an increase of something over 40 posts – rather than the 24 reported in the Survey might have been anticipated, plus a few posts from the 2006 round. In the terms and conditions for NIHR funding, universities had been encouraged to use their own funds to support matching numbers of Clinical Lecturers in departments with successful programmes. It seems that, in the absence of additional funding, existing posts have had to be used to match the NIHR posts. Further probing has revealed that there has been an unexpectedly high turnover in these new posts with staff moving on to more senior appointments within months. This suggests that more effort should be made to appoint at ST3 level rather than more experienced registrars. And finally there is evidence that not insignificant numbers of academic specialist trainees now have their substantive contract with the NHS – rather than with the university. This survey has no means of identifying these staff members – and this could be yet another reason why the increase in the number of Clinical Lecturers appears to be smaller than had been anticipated.

Methodology

This report is based on data collected from all 34 Medical Schools in membership of, or with affiliated membership to, the Medical Schools Council. Schools were asked to return data on clinical academic grade, speciality, percentage full-time, nature of clinical contract, source of funding, age and gender by each individual clinical academic in post on 31 July 2007. For the purposes of this report clinical academics are defined as those individuals who hold a substantive contract with a university and an honorary contract with the NHS.

The Medical Schools Council endeavours to ensure that the data presented in the annual survey of clinical academic staffing levels are accurate. In June 2007 there was a meeting to explore the experience of staff within the Medical Schools using the pro-forma, and consequently the guidance accompanying the data collection was revised.

The Medical Schools Council continues to work with the University and Colleges Employers Association (UCEA) to ensure that information collected about the contracts of clinical academic staff is both useful and relevant.

Please note that all data on clinical academic numbers are presented as full-time equivalents (FTE), unless stated otherwise.

Data summary

The number of clinical academics has shown a small increase:

- 2997 FTE clinical academics (an increase of 2% since 2006)

The greatest change from 2006 is at lecturer level:

- +5%

The clinical academic population is ageing. Since 2004 the number of FTE clinical academics aged 46 or above has increased from:

- 53% to 59%

⁵ Department of Health (2008) *Response to the Recommendations of the Tooke Inquiry* (<http://www.mmc.nhs.uk/pdf/New%20Tooke.pdf>)

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Women remain under-represented at the highest academic levels in both medicine and dentistry. At Professorial level women now account for just 13% FTEs in medicine.

Changes to previously published data

In 2007 there was a small problem identified with year to year comparisons of Medical School data returns. Over the past six years the London School of Hygiene and Tropical Medicine (LSHTM) has returned data on its entire academic staff – rather than just those staff who are clinically qualified. This means that numbers have been overstated by about 30. For historical reasons of contractual arrangements, only staff at the undergraduate School at Hull York Medical School (HYMS) have been counted in the data return from HYMS – excluding approximately 20 FTE individuals each year since 2003. Fortunately we have been provided with the information to make appropriate adjustments to previous years' numbers for both Schools HYMS and LSHTM. The data in this report make the comparison with the adjusted data for previous years and not with the figures that have been published in the past. Please see Appendix 8 for these changes.

Clinical Academic Staffing Levels in 2007

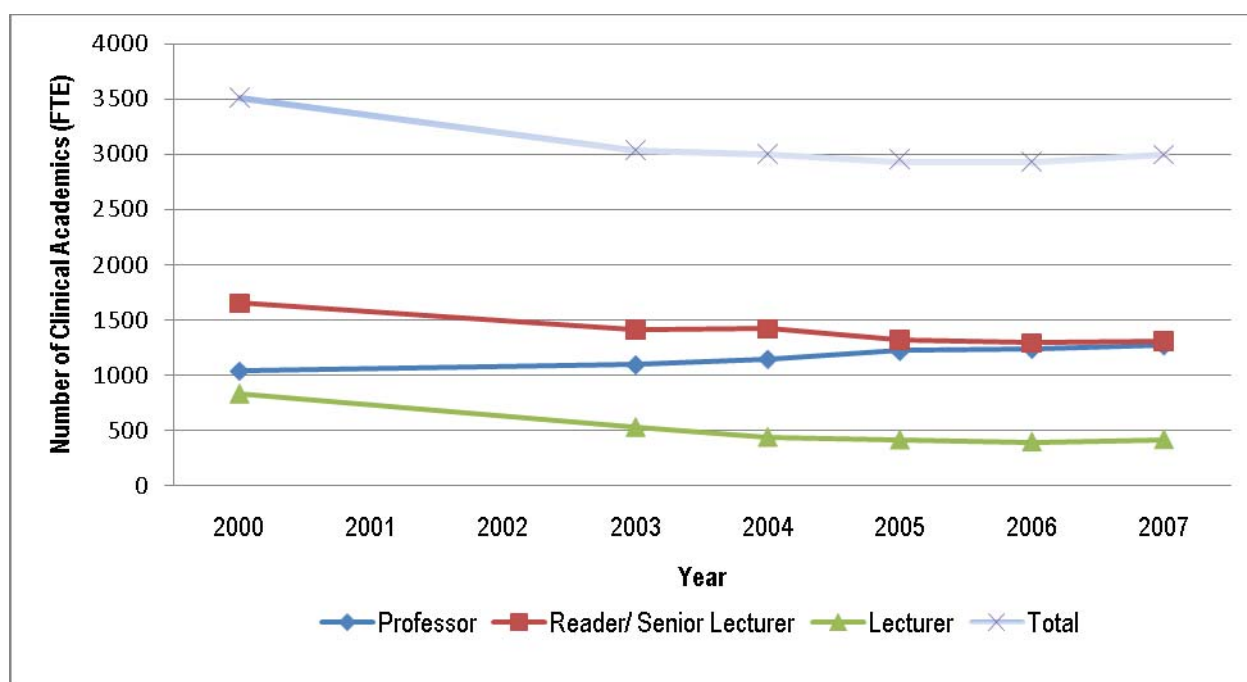
1. Overview

From 2000 to 2006 the number of clinical academics in medicine in the UK has declined steadily from just over 3500 FTE to fewer than 3000 FTE. However in 2007, the first increase in staffing levels for seven years is reported with a 2% increase from 2930 FTE in 2006 to 2997 FTE. The greatest increase in the number of clinical academic staff is among lecturers, with a 5% increase.

The increase in clinical academic staff was not unexpected given the NIHR investment in Clinical Lectureships. However, further probing has revealed that Schools have encountered numerous problems which continue to present challenges for the future. There were a number of instances where posts were available but candidates of the required calibre did not come forward. The scheduling of advertisements and interviews was thrown into turmoil by the MTAS debacle and a number of appointments were made after the census date of 31 July 2007. Funding issues have also come to the fore with regards to Academic Clinical Fellowships – the seed-corn of the future, with some Post-Graduate Deaneries apparently unable to create rotas in some small specialties, and unable to find the 'new money' for funding the 75% clinical time. Such issues need urgently to be addressed – particularly since reported vacancies have risen to 279.1 FTE from 221.7 FTE in 2006 as Schools struggle to make their matching appointments. Vacancy data are discussed in more detail in section six.

Women remain under-represented at the highest levels of academic medicine, particularly when making comparisons using FTE. In 2007, women accounted for 23% of the total clinical academic workforce in, yet only 12% of Professors. This however does indicate both a relative and a real increase of female Professorial clinicians, up by 14 FTE and 10% since 2006. In June 2007 the Medical Schools Council's Women in Clinical Academia working party, chaired by Professor Debbie Sharp, launched its acclaimed Report and is taking forward its recommendations on how to make clinical academia more attractive for women.

Figure 1: Change in number of clinical academics in medicine, by grade, since 2000



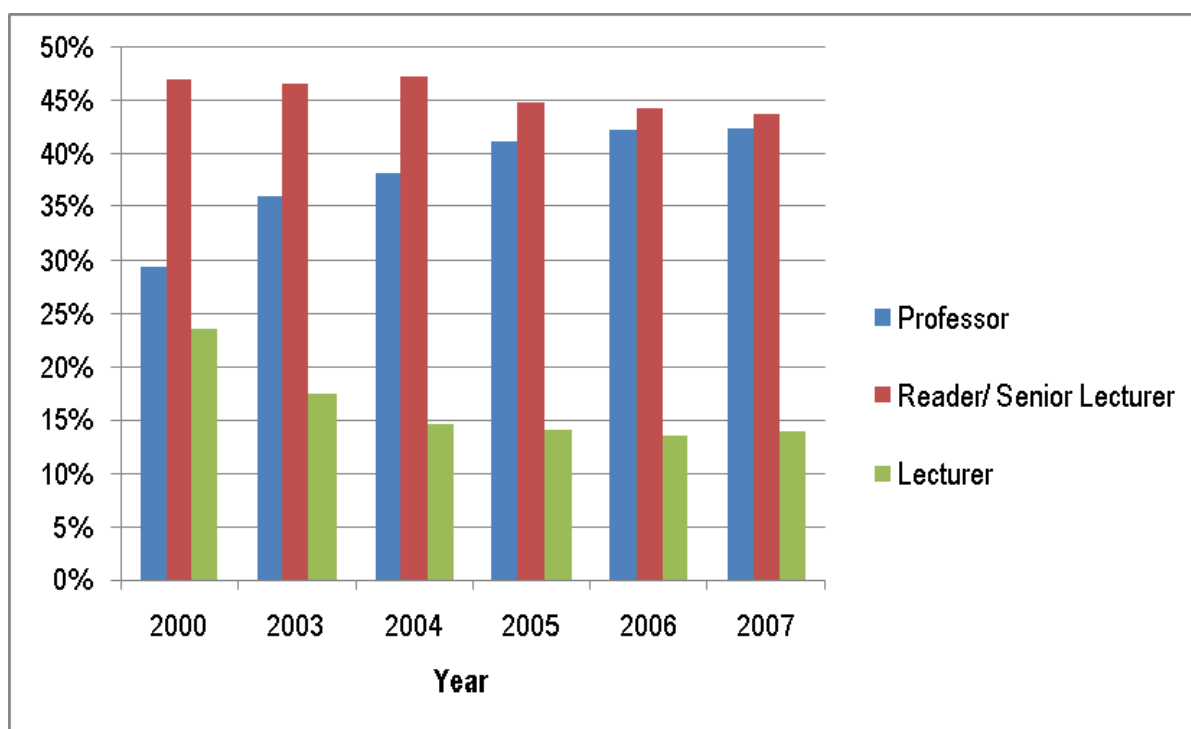
2. Grades

For the first time since the first *Clinical Academic Staff Survey*, the 2007 data demonstrate a net increase of Clinical Academic Staff at each clinical academic grade. The prevailing trend in previous years' data reflected the career progression of an ageing academic population with an increase of Professorial staff, a gradual decline in Senior Clinical Lecturers, and a more prominent decline in the numbers of Clinical Lecturers. The 2007 data however indicate a small reversal of this decline. There continues to be an increase of between 2% and 3% in the number of Professors (31 FTE), however the proportion of clinical academics at Professorial level remains unchanged, and for the first year since 2000 the number of Senior Clinical Lecturers has increased, although this is a smaller change (14 FTE) than at other academic grades. The most significant change in Clinical Academic staffing is the 5.5% (22 FTE) increase of Clinical Lecturers since 2006; compared with a 5% decline one year previously.

Figure 2: Change in clinical academic staffing level by academic grade: 2006 - 2007

	Professor	Reader/ Senior Lecturer	Lecturer	Total
2006	1237.99 (42%)	1296.25 (44%)	395.95 (14%)	2930.19
2007	1269.00 (42%)	1310.63 (44%)	417.61 (14%)	2997.23
Actual Change	31.00	14.38	21.66	67.04
% Change	2.5%	1.1%	5.5%	2.3%

Figure 3: Change in clinical academic staffing level by academic grade: 2000 - 2007



3. Sources of funding

There continues to be substantial diversity in the funding profiles of individual Medical Schools, as illustrated in figure 5. Clinical academic posts in some Schools, such as St Andrews and Durham receive the majority of funding from the Higher Education Funding Councils (100% and 90% of funding respectively), whilst the majority of clinical academic posts in other Medical Schools, including Swansea and Leicester, are funded by the NHS (80% and 63% respectively).

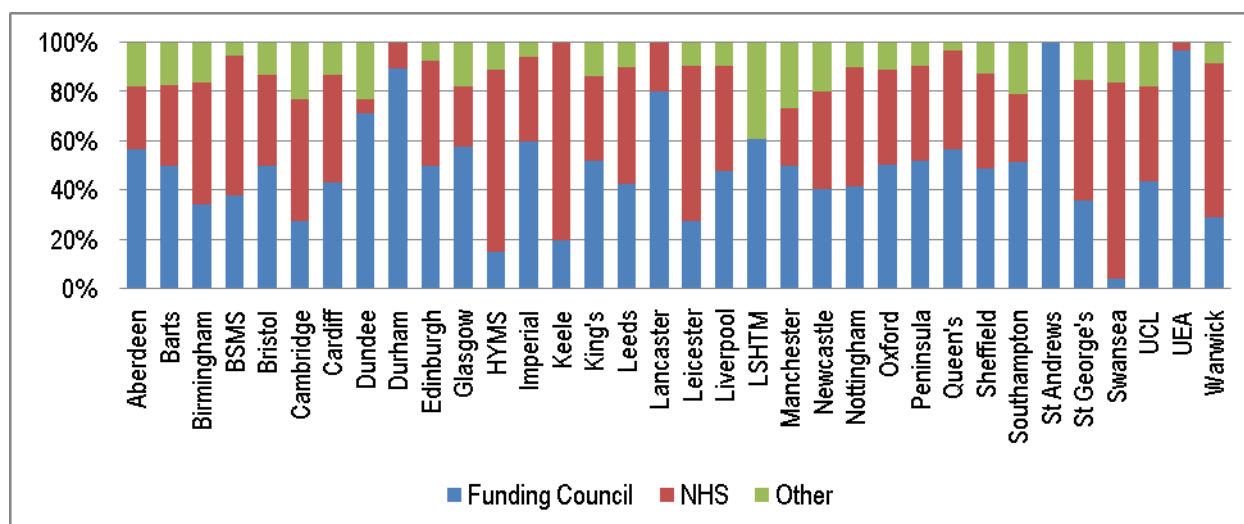
The impact of the NIHR scheme is apparent when considering the funding sources of clinical academic posts. The overall percentage of clinical academic posts funded by the NHS has increased from 38% to 39% as the new funding comes on stream. Indeed at Lecturer grade the NHS funds 42% of posts, a 4% increase since 2006. There has been a marginal increase in the number of clinical academic posts at senior academic grades funded by the UK Funding Councils, although this was not sufficiently substantial to affect the overall proportions.

Full data on the distribution of clinical academic staffing levels by Medical School and by source of funding are available as Appendix 3.

Figure 4: Clinical academic grade by source of funding

	Funding Council	% Funding Council	NHS	% NHS	Other	% Other	Total
Professor	714.32	56.3%	423.18	33.3%	131.50	10.4%	1269.00
Clinical Reader/ Senior Lecturer	546.56	41.7%	574.33	43.8%	189.73	14.5%	1310.63
Lecturer	136.01	32.6%	177.53	42.5%	104.07	24.9%	417.61
Total	1396.89	46.6%	1175.04	39.2%	425.30	14.2%	2997.23

Figure 5: Funding profile of clinical academics by UK Medical School



4. Region

At a regional level, the greatest relative change in the numbers of clinical academics since 2006 has been in the North West, where there has been an increase of 18% since 2006, equivalent to 47 FTE. This increase is largely due to a substantial rise in the number of Clinical Lecturers from 41 FTE in 2006 to 61 FTE in 2007. This increase can be further understood by looking at the staffing of the different Medical Schools in the region; the number of Clinical Lecturers at Manchester increased from 19 FTE in 2006 to 30 FTE in 2007, equivalent to a 58% increase in Clinical Lecturers in the School and, with smaller increases at Senior Lecturer and Professorial grades, a 19% increase in total clinical academic staffing level.

The 2006 Clinical Academic Staff Survey raised concerns regarding the distribution of clinical academic staffing with the development of six *Specialist* Biomedical Research Centres and five *Comprehensive* NIHR Biomedical Research Centres. There is however no trend apparent in the 2007 data to suggest a detrimental effect on clinical academic staffing levels in Medical Schools without Biomedical Research Centre status.

Full data on clinical academic staffing levels by region are available as Appendix 2.

Figure 6: Funding profile of clinical academics by region 2006 and 2007

	Funding Council		NHS		Other	
	2006	2007	2006	2007	2006	2007
Eastern	38.3%	42.6%	43.2%	40.2%	18.5%	17.2%
London	47.8%	47.6%	35.7%	43.0%	16.6%	9.5%
Northern & Yorkshire	40.3%	38.8%	46.0%	46.3%	13.7%	15.0%
Northern Ireland	49.1%	27.7%	46.5%	71.5%	4.4%	0.8%
North West	53.4%	46.6%	34.7%	35.9%	11.9%	17.5%
Scotland	57.2%	41.0%	29.4%	37.0%	13.4%	22.0%
South East	54.0%	35.7%	31.3%	48.9%	14.6%	15.4%
South West	53.1%	43.0%	31.3%	50.5%	15.6%	6.4%
Trent	43.4%	40.7%	49.2%	48.8%	7.4%	10.5%
Wales	31.3%	39.9%	54.3%	44.8%	14.3%	15.2%
West Midlands	34.5%	37.4%	53.2%	52.2%	12.2%	10.3%
All Regions	47.2%	42.6%	39.0%	44.0%	13.8%	13.3%

Figure 7: Percentage change in number of clinical academic staff by region, since 2006

	2006	2007	Percentage change since 2006
Eastern	116.72	115.00	-1.5%
London	932.76	929.00	-0.4%
Northern & Yorkshire	237.84	245.18	3.1%
Northern Ireland	63.30	59.60	-5.8%
North West	261.97	308.95	17.9%
Scotland	397.69	393.55	-1.0%
South East	186.28	200.09	7.4%
South West	120.80	110.60	-8.4%
Trent	305.45	320.36	4.9%
Wales	151.10	159.20	5.4%
West Midlands	156.30	155.70	-0.4%
All Regions	2930.19	2997.23	2.3%

5. Specialty

Specialty data cannot be understood without considering in depth the future health needs of the wider population and the emerging research agenda. Healthcare and health needs are changing and a particular specialty may no longer be as important as it once was. There is a danger in labelling a specialty as a 'shortage specialty', on the grounds of declining numbers, without considering the broader context. The Medical Schools Council and the Academy of Medical Sciences are leading strategic debate on the important specialties for the future. The outcomes of this discussion must be fed into policy decisions in planning the shape of the future clinical academic workforce.

Previous surveys have highlighted in particular the plight of pathology, a specialty which has experienced a fall of 54% of clinical academic staffing level since 2000. The increased numbers of clinical academics in pathology between 2005 and 2006 were a testament to the success of the expansion of the number of histopathology training schools in the UK and to additional funding and support provided by the Pathological Society. The net numbers of FTE clinical academics in pathology have unfortunately not been maintained in 2007. There has been a small decrease in the number of Lecturers, from 16 FTE to 14 FTE, a decrease of total staffing level by 10% from 191 FTE in 2006 to 171 FTE in 2007.

In 2007 a Healthcare Commission review suggested that more needed to be done to deliver consistent high quality care for children in England.⁶ The Medical Schools Council data reveal that the number of clinical academics in paediatrics and child health has fallen consistently since 2000. If child health is to be a key focus for the future, policymakers should be concerned that the number of clinical academics, those at the cutting edge of research, driving high quality care and innovation in this important specialty, is declining. 2007 saw a further 5% decrease in clinical academics specialising in paediatrics and child health; with FTEs down from 215 in 2006 to 205 in 2007. At Lecturer grade there has been a 26% decrease to just 26 FTE Lecturers in Paediatrics and Child Health in the UK.

Figures 8 and 9 give a summary of changes by medical specialty for the total number of clinical academics and the number of lecturers respectively. Full data are available as Appendix 1.

Figure 8: Summary of changes by medical specialty

	Total No. Clinical academics			% Change since 2006	As % of 2000 figures
	2000	2006	2007		
Anaesthetics	100	66.53	67.29	1.1%	67.3%
General Practice	152	187.11	186.55	-0.3%	122.7%
Infection/Microbiology	*	61.85	65.53	5.9%	*
Medical Education	*	23.13	17.33	-25.1%	*
Oncology	*	101.60	117.40	15.6%	*
Obstetrics & Gynaecology	177	121.12	135.66	12.0%	76.6%
Occupational Medicine	15	11.20	15.00	33.9%	100.0%
Ophthalmology	40	39.27	37.10	-5.5%	92.8%
Pathology	371	190.78	171.17	-10.3%	46.1%
Physicians/Medicine	973	1078.81	1116.27	3.5%	114.7%
Paediatrics & Child Health	246	215.36	204.88	-4.9%	83.3%
Psychiatry	393	298.23	310.12	4.0%	78.9%
Public Health	215	149.11	160.24	7.4%	74.4%
Radiology	60	40.38	42.20	4.5%	70.3%
Surgery	331	279.08	283.54	1.6%	85.7%
Other	476	66.64	66.95	0.5%	14.8%
TOTAL⁷	3549	2930.19	2997.23	2.3%	85.2%

⁶ The Healthcare Commission (2007), *Improving Services for Children in Hospital*.

⁷ Discrepancies in the totals may reflect the rounding of decimal places. Full data to two decimal places for specialty is available in Appendix 1 and further detail is available on request from the Medical Schools Council.

Figure 9: Summary of changes by medical specialty – lecturers

	Total No. of Clinical Lecturers			% Change since 2006	As % of 2000 figures
	2000	2006	2007		
Anaesthetics	23	6.00	8.00	33.3%	34.8%
General Practice	40	30.55	27.18	-11.0%	68.0%
Infection/Microbiology	*	5.50	8.50	54.5%	*
Medical Education	*	9.40	1.30	-86.2%	*
Oncology	*	4.60	7.60	65.2%	*
Obstetrics & Gynaecology	39	22.90	28.80	25.8%	73.8%
Occupational Medicine	3	*	1.00	*	33.3%
Ophthalmology	15	7.60	8.00	5.3%	53.3%
Paediatrics & Child Health	66	35.70	26.40	-26%	40.0%
Pathology	64	16.40	13.50	-18.3%	21.1%
Physicians/ Medicine	188	132.33	156.73	18.4%	83.4%
Psychiatry	114	45.68	47.00	2.9%	41.2%
Public Health	62	10.19	10.00	-1.9%	17.5%
Radiology	8	3.60	4.60	27.8%	57.5%
Surgery	98	54.50	55.00	0.9%	56.1%
Other	125	11.00	14.00	27.3%	12.2%
TOTAL	845	395.95	417.61	5.5%	50.3%

Note: Separate data for Infection/Microbiology, Medical Education and Oncology were not available in 2000

6. Vacancies

In 2007 Medical Schools were asked to report on which specialties were difficult to recruit as well as the number of vacant posts, with approximately half of all Medical Schools reporting difficulty recruiting clinical academics in at least one specialty. The 279 (FTE) vacancies reported represent 8.5% of the available or estimated total clinical academic posts. This percentage is considerably higher for certain specialties such as Oncology, indicating a lack of suitable candidates.

The Medical School Council is developing an online recruitment portal as part of its website. It is anticipated that this new website will not only act as a mechanism to facilitate recruitment and a tool to promote academic medicine, but will also enable improved monitoring of clinical academic staff turnover and vacancies.

Figure 10: Vacancies by specialty

	Number of FTE posts filled	Number of FTE vacancies	Vacancies as a percentage of the total available FTE posts
Anaesthetics	67.29	6.00	8.2%
General Practice	186.55	6.70	3.5%
Infection/Microbiology	65.53	3.00	4.4%
Medical Education	17.33	1.40	7.5%
Oncology	117.40	22.00	15.8%
Obstetrics & Gynaecology	135.66	15.00	10.0%
Occupational Medicine	15.00	1.00	6.3%
Ophthalmology	37.10	2.00	5.1%
Pathology	171.17	10.00	5.5%
Physicians/Medicine	1116.27	78.10	6.5%
Paediatrics & Child Health	204.88	15.70	7.1%
Public Health Medicine	160.24	14.00	8.0%
Psychiatry	310.12	21.00	6.3%
Radiology	42.20	4.50	9.6%
Surgery	283.54	31.00	9.9%
Other	66.95	47.70	12.9%
TOTAL	2997.23	279.10	8.5%

7. Age profile

Figure 11 illustrates an ageing clinical academic workforce in UK Medical Schools. The distribution of clinical academic posts by age has changed little since 2004. The age categories relate broadly to academic grades, consistent with a pattern of promotion and retirement. Despite the overall decrease in numbers since 2004 (when age data were first collected) the number of clinical academics aged 46 or above has increased by 6% since 2006. 59% of the clinical academic workforce in medicine is now aged 46 and over, with clear implications for workforce planning.

Just over 9% of Clinical Academics are aged 26-35, a relative increase of 1% and a net increase of 24 FTE since 2006. Although the Medical Schools Council is encouraged by these data, it is important not to be complacent that the previously consistent decline in the numbers of younger staff choosing to pursue a career in clinical academia has now been reversed. Existing schemes to support young researchers in accessing the clinical academic career pathway must continue to receive support to ensure that there are sufficient clinical academics to replace those retiring and leaving higher grades.

Figure 11: Change to the age profile since 2004 (headcount)

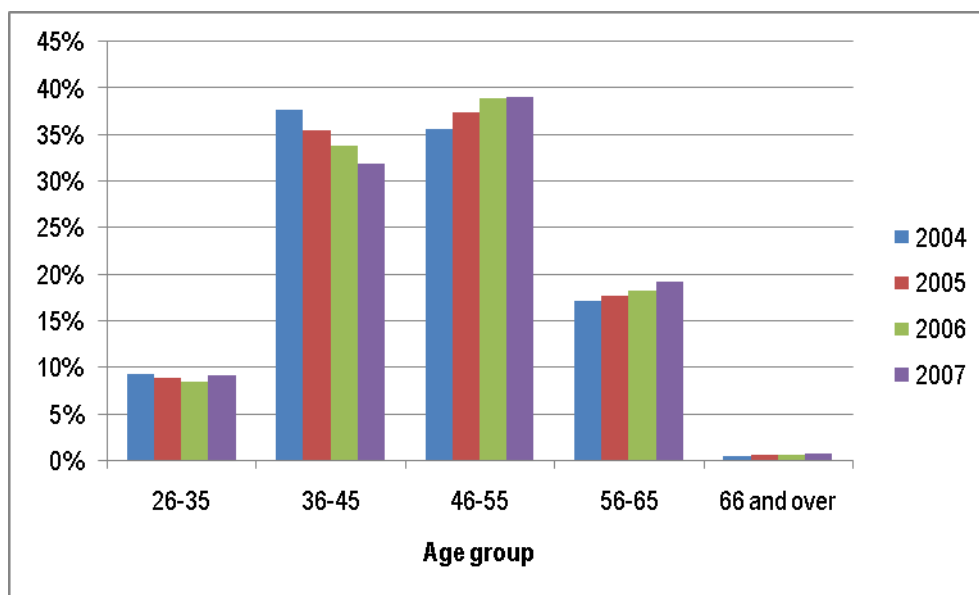
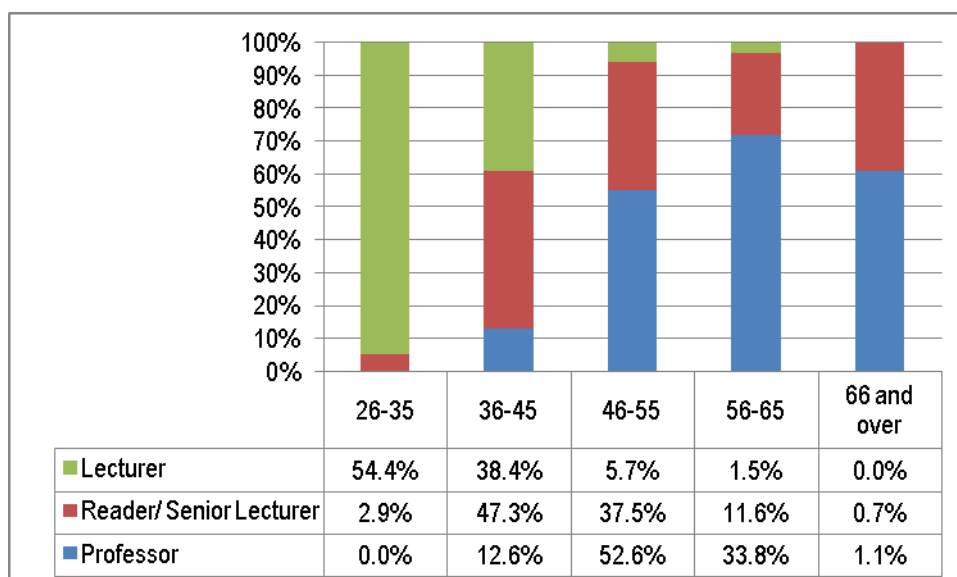


Figure 12: Distribution of clinical academic posts by age (headcount)

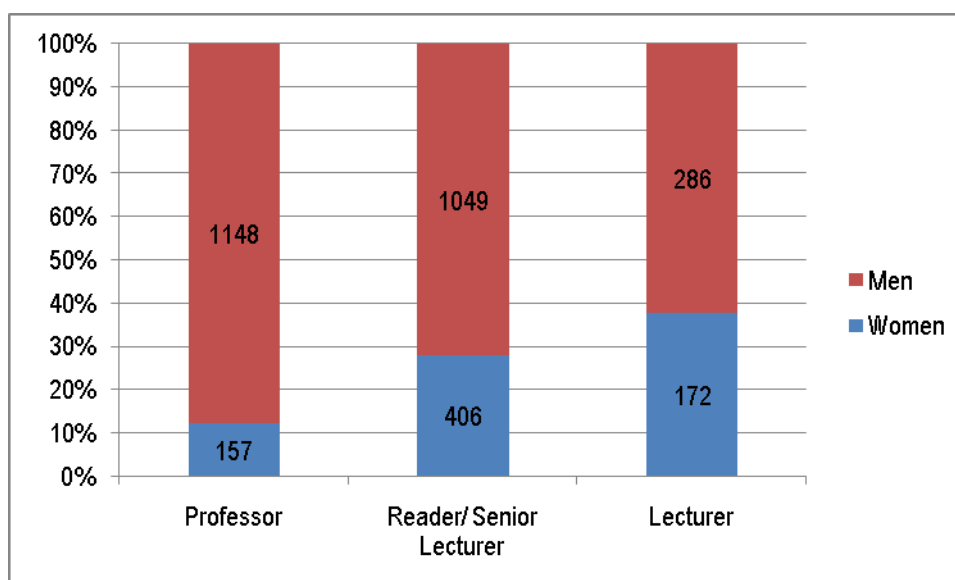


8. Gender profile

Since the publication of the last data update by the Medical Schools Council in June 2006 there has been little change in the proportion of females and males at each academic grade in the UK's Medical Schools. Women continue to be under-represented at every academic grade. In 2007 women accounted for 23% of clinical academics (22% FTE). Although there is now a greater number of women at higher academic levels, the ratio of men to women at Professorial level remains approximately 8:1.

The data in figure 13 are expressed according to headcount. However in most instances the relative difference between 2006 and 2007 data quoted here are very similar to those calculated using FTE. The proportion of women at Professorial level has risen from 11% to 12% since 2006, equivalent to an additional 12 individuals. At Senior Lecturer level there has also been a small increase in the proportion of women from 27% to 28%, this is also equivalent to an increase of 12 staff. However the proportion of women at Lecturer level has decreased from 40% in 2006 to 38% in 2007. Interestingly at Lecturer level there is a marked difference between the trends indicated by FTE data and headcount data; whilst there were 8 fewer female Lecturers in 2007, the number of FTE female lecturers has increased by 4 since 2006.

Figure 13: Distribution of clinical academic posts by gender (head count)



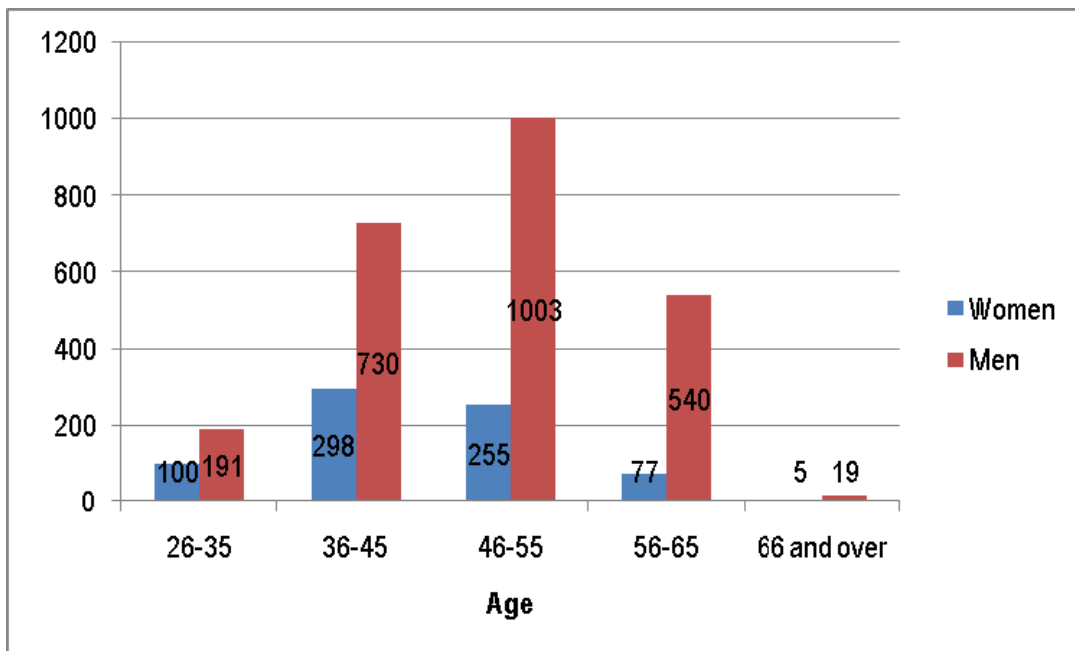
Women accounted for approximately 60% of the intake of students to the UK's Medical Schools in the 2006/7 academic year, compared to 45% in 1987.^{8 9} It is encouraging that in the younger age groups the relative ratio of women to men is greater (figure 13). There are encouraging signs that women are moving up the academic ladder, achieving appointments to Professorial positions, although it is concerning that the increase of female Lecturers is so low.

In June 2007, the Medical Schools Council published 'Women in Clinical Academia: Attracting and Developing the Medical and Dental Workforce of the Future'. The data reported by this survey consolidate existing concerns about potential barriers to women in pursuing a career in clinical academia. Professor Debbie Sharp, who chaired the working group, and Dr Katie Petty-Saphon, Executive Director of the Medical Schools Council, have been in discussion with the Chief Medical Officer of England, Sir Liam Donaldson, about the Department of Health Working Group, Women in Medicine.

⁸ HEFCE, Intake of pre-clinical medical students at the beginning of the autumn term 2006, www.hefce.ac.uk

⁹ The Information Centre (2006), *Medical and Dental Workforce Census*, www.ic.nhs.uk

Figure 14: Population profile of clinical academics by age and gender (headcount)



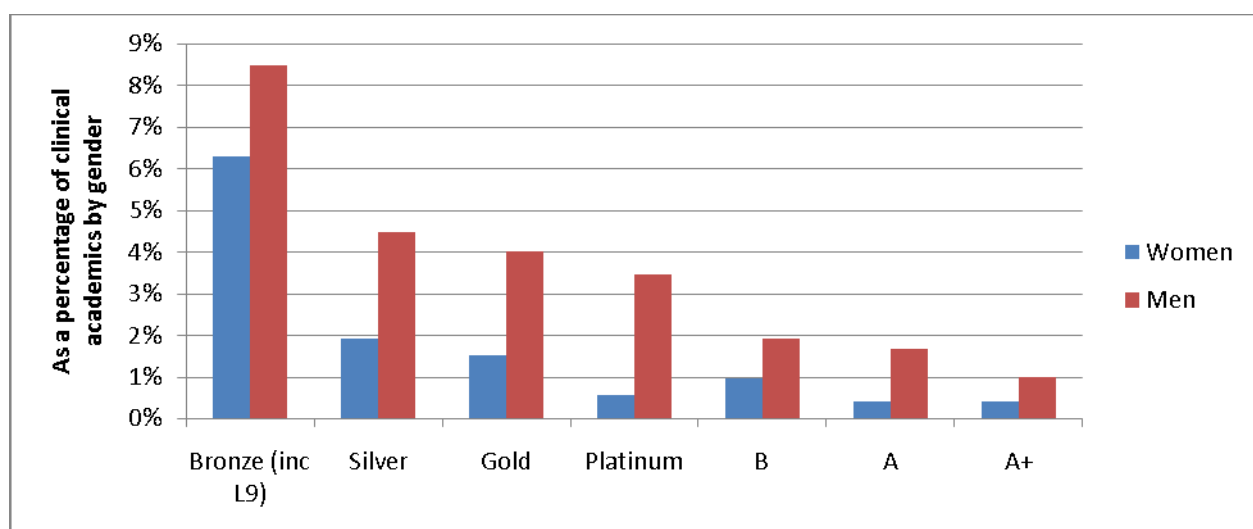
9. Clinical Excellence Awards

Clinical Excellence Awards (CEAs) (England and Wales; Northern Ireland)¹⁰ – also known as Merit Awards (England and Wales, old system)¹¹ and Distinction Awards (Scotland)¹² - are given to recognise and reward exceptional contributions to the values and goals of the NHS by NHS consultants (both substantive and honorary contract holders). This section explores the highest awards made nationally (equivalent to Level 9 or above) in each of the four nations combined.

Given the already identified barriers to women in clinical academia, it is concerning that only 16% of all awards for clinical excellence were awarded to female academic staff, when women represent 23% of the total clinical academic workforce. Overall, 28% of all females hold an Award from Level 1 through to Platinum, compared with 43% of all Males. For Awards at Level 9 and above, awards are held by 12% of female academic staff, and 25% of male academic staff. Figure 15 shows award holders as a percentage of all academic staff by gender, and demonstrates that at every level of Award there was a smaller proportion of female than male clinical academic award holders. It is difficult from this set of data alone to ascertain whether the difference in proportion of male and female award holders reflects an age/cohort effect or if female academics are at a disadvantage in achieving higher levels of awards for clinical excellence.

Even when accounting for academic seniority, females remain less likely than their male colleagues to gain a Clinical Excellence Award. Most significant is the comparison between females in achieving a Silver or Gold (and B-A) level CEA as a Senior Lecturer (2% of female Senior Lecturers; 5% of male Senior Lecturers), or a Gold or Platinum (or A, A+) as a Professor (12% of female Professors; 20% of male Professors). No Lecturers, male or female, hold an award above a Level 9. Furthermore, the data also indicate that part-time female clinical academics are less likely to be awarded for clinical excellence than their male part-time counterparts. Please see Appendices 6 and 7 for further detail.

Figure 15: Gender profile of UK clinical academics with Clinical Excellence Awards (headcount)



Award head count	Bronze (including level 9)	Silver	Gold	Platinum	B	A	A+
Male	209	110	99	85	47	41	24
Female	46	14	11	4	7	3	3

The regional distribution of CEAs demonstrates that the highest proportion of clinical academics with CEAs in 2007 was in the East of England. It is worth noting that in 2007 the North West, which had the lowest proportion of clinical

¹⁰ Levels 1-9 are awarded locally; Levels 9 (Bronze); 10 (Silver); 11 (Gold) and 12 (Platinum) are awarded nationally by ACCEA. Discretionary points 1-8 and B, A, A+ Clinical Excellence Awards are awarded by the NICEAC.

¹¹ B, A and A+ Merit Awards are made nationally. New awards are not made but existing awards can be re-awarded by ACCEA.

¹² Discretionary Points and B, A and A+ Distinction Awards are made by SACDA.

academics with CEAs (15%), had a substantial rise in Clinical Lecturers which serves as a partial explanation for the low percentage of clinical academics in the North West with CEAs.

Figure 16: Clinical Excellence Awards by region (headcount)

	Level 9	B	A	A+	Bronze	Silver	Gold	Platinum	Total with CEA	Regional Totals	% with CEA
Eastern					21	3	7	19	50	119	42.0%
London	22	1	2	1	38	42	33	25	164	1009	16.3%
Northern & Yorkshire	14				9	10	9	9	51	270	18.9%
Northern Ireland						5		2	7	64	10.9%
North West					20	11	9	7	47	324	14.5%
Scotland		33	28	18					79	405	19.5%
South East		10	11	7	22	13	7	5	75	213	35.2%
South West	1				15	15	14	1	46	122	37.7%
Trent	3	10	3	1	39	14	11	6	87	348	25.0%
West Midlands	5				23	8	15	7	58	176	33.0%
Wales					23	6	4	9	42	168	25.0%
Grand Total	44	54	44	27	207	123	109	90	698	3218	21.7%

The data show some variation in the proportion of award holders within different specialties; however this variation is largely due the inclusion of the smaller clinical academic specialties such as Radiology. Clinical academic specialties with a higher proportion of award holders in 2007 were Radiology (33%), Occupational medicine (33%) and Surgery (21%). Specialties with proportionately fewer award holders were Infection/ Microbiology (16%) and General Practice (18%).

Figure 17: Clinical Excellence Awards by specialty

	Level 9	B	A	A+	Bronze	Silver	Gold	Platinum	Total with CEA	Specialty Totals	% with CEA
Anaesthetics			4		6	2	3	4	19	72	26.4%
General Practice	1	2	1		21	15	8	3	51	281	18.1%
Infection/Microbiology	1	2		1	3	1	2	1	11	68	16.2%
Medical Education					1		4	1	6	25	24.0%
Oncology	1	3	2	2	11	5	4	4	32	118	27.1%
Obstetrics & Gynaecology	1	2	2	3	8	1	5	5	27	141	19.1%
Occupational Medicine			1		3			1	5	15	33.3%
Ophthalmology			1	1	3	2	2		9	40	22.5%
Pathology	1	2	5	3	5	11	5	5	37	178	20.8%
Physicians/Medicine	24	18	14	11	72	40	44	35	258	1164	22.2%
Paediatrics & Child Health	6	3	2	1	16	12	7	7	54	214	25.2%
Public Health Medicine		3	3	1	15	8	4	3	37	171	21.6%
Psychiatry	6	4	5	2	23	11	14	9	74	327	22.6%
Radiology		6			4	1		3	14	43	32.6%
Surgery	3	9	3	2	17	13	7	7	61	290	21.0%
Other			1		2	2	1	1	7	71	9.9%
Grand Total	44	54	44	27	210	124	110	89	702	3218	21.8%

Looking at ACCEA award scheme for England and Wales, it is possible to compare ACCEA data with these data on clinical academic award holders. A comparison of these data sets demonstrate that ACCEA awards a significant proportion of its awards for clinical excellence to clinical academics and this is particularly true for the highest level of awards, with clinical academics accounting for 57% of Gold award holders and 81% of Platinum award holders.

Figure 18: Numbers of Clinical Excellence Award holders 2006/7 (England and Wales only)

Award Level	Total population with awards (Eng and Wales)	Clinical academics with awards (England and Wales)	% of awards held by clinical academics
B	1416	24**	1.7%
A	719	16**	2.2%
A+	210	9**	4.3%
Bronze (level 9)	1222	255*	20.9%
Silver (level 10)	454	119	26.2%
Gold (level 11)	190	109	57.4%
Platinum (level 12)	109	88	80.7%
Total	4320	615	14.2%

**this figure may include level 9 awards awarded locally

*given the low number distinction awards (B, A and A+) it is unclear whether some distinction awards were reported as Clinical Excellence Awards (Platinum, Gold, Silver etc)

10. Junior research staff

In addition to Clinical Professors, Senior Lecturers and lecturers - the survey also collects data on other clinical researchers. In general, these are more junior members of staff in the early stages of their career in posts which may offer opportunities for higher academic training.

The data show that as at 31 July 2007, 1139 clinical researchers were in post in UK Medical Schools. This represents a decline of 19.5% of the number in post in 2000, and a decrease of 19% since 2006, yet only a 2% decrease since 2003. Of these, 283 individuals (25%) hold a Clinician Scientist Award, 12% fewer than in 2006.¹³

It is too early to say whether the introduction of the NIHR academic clinical fellowships (ACFs) have really attracted more young researchers into clinical academic careers. The receipt of a clinical academic fellowship will, however, allow a clinician time to prepare an application for an externally funded training fellowship, leading to a higher degree and the opportunity to apply for a clinical lectureship. The creation of a cohort of 'new blood' senior lectureships offers a clear pathway, removing an element of the uncertainty and confusion, which may act as a disincentive to some wishing to pursue clinical research.

Junior research staff are key to ensuring the future of clinical academia. Continued and sustained funding is required to ensure that clinician scientists currently in training can continue to contribute to research and teaching and that those who wish to pursue this route have the opportunity to do so. It is important to recognise that NIHR fellowships are not the only route into a higher degree or academic career for young clinicians. Other clinical fellowship schemes must continue to receive support. NHS Trusts issuing honorary contracts to university-employed researchers must continue to recognise the importance of providing protected time for trainees to pursue their academic work in parallel with clinical commitments, according to Follett principles.¹⁴

The Medical Schools Council is committed to encouraging the development of clinical academic careers, by working with other interested parties and by supporting Medical Schools in the recruitment and promotion of clinical academic jobs.

¹³ The 2006 published data inaccurately identified 722 individuals with a Clinician Scientist Award. However, the true number for 2006 was 317.

¹⁴ Professor Sir Brian Follett and Michael Paulson-Ellis (2001), *A Review of Appraisal, Disciplinary and Reporting Arrangements for Senior NHS and University Staff with Academic and Clinical Duties*.

© Medical Schools Council (2008) *Clinical Academic Staffing Levels in UK Medical Schools as at 31 July 2007*

Appendices

Appendix 1: Profile by medical speciality

	Academic Grade	Funding Council		NHS		Other		Total 2007	Total 2006	Percentage change since 2006
Anaesthetics	Clinical Professor	6.57	35.0%	11.75	62.6%	0.45	2.4%	18.77	21.77	-13.8%
	Reader/Senior Lecturer	13.90	34.3%	25.29	62.4%	1.33	3.3%	40.52	38.76	4.5%
	Clinical Lecturer	1.00	12.5%	4.00	50.0%	3.00	37.5%	8.00	6.00	33.3%
	Total	21.47	31.9%	41.04	61.0%	4.78	7.1%	67.29	66.53	1.1%
General Practice	Clinical Professor	49.09	72.5%	14.72	21.7%	3.89	5.7%	67.70	59.25	14.3%
	Reader/Senior Lecturer	49.51	54.0%	20.16	22.0%	21.99	24.0%	91.66	97.31	-5.8%
	Clinical Lecturer	14.39	52.9%	6.23	22.9%	6.57	24.2%	27.18	30.55	-11.0%
	Total	112.99	60.6%	41.11	22.0%	32.45	17.4%	186.55	187.11	-0.3%
Infection/ Microbiology	Clinical Professor	20.36	61.7%	9.64	29.2%	3.00	9.1%	33.00	30.00	10.0%
	Reader/Senior Lecturer	12.21	50.8%	10.09	42.0%	1.73	7.2%	24.03	26.35	-8.8%
	Clinical Lecturer	3.52	41.4%	4.98	58.6%	0.00	0.0%	8.50	5.50	54.5%
	Total	36.09	55.1%	24.71	37.7%	4.73	7.2%	65.53	61.85	5.9%
Medical Education	Clinical Professor	5.25	87.5%	0.75	12.5%	0.00	0.0%	6.00	5.10	17.6%
	Reader/Senior Lecturer	6.11	60.9%	2.23	22.2%	1.70	16.9%	10.03	8.63	16.2%
	Clinical Lecturer	1.30	100.0%	0.00	0.0%	0.00	0.0%	1.30	9.40	-86.2%
	Total	12.66	73.0%	2.98	17.2%	1.70	9.8%	17.33	23.13	-25.1%
Oncology	Clinical Professor	23.57	46.2%	14.50	28.4%	12.93	25.4%	51.00	47.00	8.5%
	Reader/Senior Lecturer	12.42	21.1%	29.43	50.1%	16.95	28.8%	58.80	50.00	17.6%
	Clinical Lecturer	2.93	38.6%	2.00	26.3%	2.67	35.1%	7.60	4.60	65.2%
	Total	38.92	33.2%	45.93	39.1%	32.55	27.7%	117.40	101.60	15.6%
Obstetrics & Gynaecology	Clinical Professor	35.99	68.6%	16.00	30.5%	0.51	1.0%	52.50	43.60	20.4%
	Reader/Senior Lecturer	22.33	41.1%	25.06	46.1%	6.97	12.8%	54.36	54.62	-0.5%
	Clinical Lecturer	16.08	55.8%	11.14	38.7%	1.58	5.5%	28.80	22.90	25.8%
	Total	74.40	54.8%	52.20	38.5%	9.06	6.7%	135.66	121.12	12.0%
Occupational Medicine	Clinical Professor	3.00	75.0%	0	0.0%	1.00	25.0%	4.00	4.00	0.0%
	Reader/Senior Lecturer	5.89	58.9%	0.55	5.5%	3.56	35.6%	10.00	7.20	38.9%
	Clinical Lecturer	1.00	100.0%	0	0.0%	0.00	0.0%	1.00	0.00	100.0%
	Total	9.89	65.9%	0.55	3.7%	4.56	30.4%	15.00	11.20	33.9%
Ophthalmology	Clinical Professor	6.50	43.8%	5.50	37.0%	2.85	19.2%	14.85	15.82	-6.1%
	Reader/Senior Lecturer	5.89	41.3%	6.84	48.0%	1.52	10.7%	14.25	15.85	-10.1%
	Clinical Lecturer	1.23	15.4%	6.77	84.6%	0.00	0.0%	8.00	7.60	5.3%
	Total	13.62	36.7%	19.11	51.5%	4.37	11.8%	37.10	39.27	-5.5%
Pathology	Clinical Professor	45.12	59.0%	26.33	34.4%	5.03	6.6%	76.48	82.00	-6.7%
	Reader/Senior Lecturer	32.90	40.5%	37.64	46.4%	10.66	13.1%	81.19	92.38	-12.1%
	Clinical Lecturer	5.72	42.4%	5.28	39.1%	2.50	18.5%	13.50	16.40	-17.7%
	Total	83.74	48.9%	69.24	40.5%	18.19	10.6%	171.17	190.78	-10.3%
Physicians/ Medicine	Clinical Professor	286.42	56.6%	157.01	31.0%	62.98	12.4%	506.41	499.67	1.3%
	Reader/Senior Lecturer	191.12	42.2%	191.10	42.2%	70.92	15.7%	453.13	446.81	1.4%
	Clinical Lecturer	38.05	24.3%	66.05	42.1%	52.63	33.6%	156.73	132.33	18.4%
	Total	515.59	46.2%	414.16	37.1%	186.52	16.7%	1116.27	1078.81	3.5%
Paediatrics and Child Health	Clinical Professor	47.64	63.6%	20.91	27.9%	6.36	8.5%	74.91	76.98	-2.7%
	Reader/Senior Lecturer	48.70	47.0%	43.54	42.0%	11.33	10.9%	103.57	102.68	0.9%
	Clinical Lecturer	7.25	27.5%	11.25	42.6%	7.90	29.9%	26.40	35.70	-26.1%
	Total	103.60	50.6%	75.69	36.9%	25.59	12.5%	204.88	215.36	-4.9%

	Academic Grade	Funding Council		NHS		Other		Total 2007	Total 2006	Percentage change since 2006
Psychiatry	Clinical Professor	60.98	45.4%	63.53	47.3%	9.767	7.3%	134.28	127.98	4.9%
	Reader/Senior Lecturer	46.13	35.8%	73.03	56.7%	9.68	7.5%	128.84	124.57	3.4%
	Clinical Lecturer	17.64	37.5%	18.86	40.1%	10.5	22.3%	47.00	45.68	2.9%
	Total	124.75	40.2%	155.42	50.1%	29.95	9.7%	310.12	298.23	4.0%
Public Health Medicine	Clinical Professor	48.57	68.3%	11.43	16.1%	11.11	15.6%	71.11	63.81	11.4%
	Reader/Senior Lecturer	42.92	54.2%	18.21	23.0%	18.01	22.8%	79.13	75.11	5.4%
	Clinical Lecturer	2.55	25.5%	5.15	51.5%	2.30	23.0%	10.00	10.19	-1.9%
	Total	94.03	58.7%	34.79	21.7%	31.42	19.6%	160.24	149.11	7.5%
Radiology	Clinical Professor	8.52	40.6%	9.38	44.7%	3.10	14.8%	21.00	21.00	0.0%
	Reader/Senior Lecturer	5.35	32.2%	9.38	56.5%	1.87	11.3%	16.60	15.78	5.2%
	Clinical Lecturer	1.00	21.7%	2.60	56.5%	1.00	21.7%	4.60	3.60	27.8%
	Total	14.87	35.2%	21.36	50.6%	5.97	14.2%	42.20	40.38	4.5%
Surgery	Clinical Professor	53.83	48.9%	51.23	46.5%	5.02	4.6%	110.08	114.28	-3.7%
	Reader/Senior Lecturer	46.33	39.1%	65.93	55.7%	6.20	5.2%	118.46	110.30	7.4%
	Clinical Lecturer	16.85	30.6%	25.72	46.8%	12.43	22.6%	55.00	54.50	0.9%
	Total	117.01	41.3%	142.88	50.4%	23.65	8.3%	283.54	279.08	1.6%
Other ¹⁵	Clinical Professor	12.90	47.9%	10.51	39.1%	3.50	13.0%	26.90	25.73	4.5%
	Reader/Senior Lecturer	4.87	18.7%	15.86	60.9%	5.32	20.4%	26.05	29.91	-12.9%
	Clinical Lecturer	5.50	39.3%	7.50	53.6%	1.00	7.1%	14.00	11.00	27.3%
	Total	23.27	34.8%	33.87	50.6%	9.82	14.7%	66.95	66.64	0.5%
Grand Total	Total	1396.89	46.6%	1175.04	39.2%	425.30	14.2%	2997.23	2930.19	2.3%

¹⁵ 'Other' includes all those specialties not currently included in the Medical Schools Council specialty categories and those individuals for whom no specialty data were returned.

Appendix 2: Profile by region

	Academic Grade	Funding Council		NHS		Other		Total 2007	Total 2006	Percentage change since 2006
Eastern	Clinical Professor	24.00	56.4%	17.55	41.2%	1.00	2.4%	42.55	50.00	-14.9%
	Reader/Senior Lecturer	16.89	34.1%	22.61	45.7%	10.00	20.2%	49.50	51.42	-3.7%
	Clinical Lecturer	8.11	35.3%	6.05	26.3%	8.80	38.3%	22.96	15.30	50.0%
	Total	49.00	42.6%	46.20	40.2%	19.80	17.2%	115.00	116.72	-1.5%
London	Clinical Professor	257.60	56.0%	176.17	38.3%	25.93	5.6%	459.70	431.52	6.5%
	Reader/Senior Lecturer	135.62	40.2%	170.80	50.6%	31.22	9.2%	337.64	407.53	-17.1%
	Clinical Lecturer	48.63	36.9%	52.36	39.8%	30.67	23.3%	131.66	93.71	40.5%
	Total	441.85	47.6%	399.33	43.0%	87.82	9.5%	929.00	932.76	-0.4%
Northern & Yorkshire	Clinical Professor	53.09	46.0%	48.98	42.4%	13.44	11.6%	115.51	110.31	4.7%
	Reader/Senior Lecturer	34.08	32.3%	51.58	48.8%	20.01	18.9%	105.67	103.93	1.7%
	Clinical Lecturer	7.86	32.8%	12.91	53.8%	3.23	13.5%	24.00	23.60	1.7%
	Total	95.03	38.8%	113.47	46.3%	36.68	15.0%	245.18	237.84	3.1%
Northern Ireland	Clinical Professor	9.35	27.6%	24.00	70.9%	0.50	1.5%	33.85	18.50	83.0%
	Reader/Senior Lecturer	7.15	30.1%	16.60	69.9%	0.00	0.0%	23.75	44.30	-46.4%
	Clinical Lecturer	0.00	0.0%	2.00	100.0%	0.00	0.0%	2.00	0.50	300.0%
	Total	16.50	27.7%	42.60	71.5%	0.50	0.8%	59.60	63.30	-5.9%
North West	Clinical Professor	70.17	58.4%	38.19	31.8%	11.82	9.8%	120.18	111.31	8.0%
	Reader/Senior Lecturer	53.87	42.2%	51.74	40.5%	22.14	17.3%	127.74	109.83	16.3%
	Clinical Lecturer	19.88	32.6%	21.07	34.5%	20.08	32.9%	61.03	40.83	49.5%
	Total	143.91	46.6%	111.00	35.9%	54.03	17.5%	308.95	261.97	17.9%
Scotland	Clinical Professor	123.08	54.4%	74.39	32.9%	28.95	12.8%	226.42	158.55	42.8%
	Reader/Senior Lecturer	26.04	23.9%	40.35	37.0%	42.55	39.1%	108.94	149.64	-27.2%
	Clinical Lecturer	12.33	21.2%	30.76	52.9%	15.10	25.9%	58.19	89.50	-35.0%
	Total	161.45	41.0%	145.50	37.0%	86.60	22.0%	393.55	397.69	-1.0%
South East	Clinical Professor	33.36	33.5%	51.10	51.2%	15.25	15.3%	99.71	69.50	43.5%
	Reader/Senior Lecturer	24.11	32.5%	34.92	47.1%	15.15	20.4%	74.18	90.28	-17.8%
	Clinical Lecturer	12.93	49.4%	10.27	39.2%	3.00	11.5%	26.20	26.50	-1.1%
	Total	70.40	35.2%	96.29	48.1%	33.40	16.7%	200.09	186.28	7.4%
South West	Clinical Professor	28.60	51.1%	25.25	45.2%	2.07	3.7%	55.92	45.60	22.6%
	Reader/Senior Lecturer	15.31	37.3%	20.73	50.5%	5.03	12.2%	41.07	63.50	-35.3%
	Clinical Lecturer	3.70	27.2%	9.92	72.8%	0.00	0.0%	13.62	11.70	16.4%
	Total	47.60	43.0%	55.90	50.5%	7.10	6.4%	110.60	120.80	-8.4%
Trent	Clinical Professor	61.49	49.4%	57.47	46.1%	5.64	4.5%	124.60	125.00	-0.3%
	Reader/Senior Lecturer	48.20	35.5%	73.50	54.2%	14.00	10.3%	135.70	131.84	2.9%
	Clinical Lecturer	20.57	34.2%	25.50	42.5%	14.00	23.3%	60.06	48.61	23.6%
	Total	130.26	40.7%	156.47	48.8%	33.63	10.5%	320.36	305.45	4.9%
Wales	Clinical Professor	26.50	50.6%	20.25	38.7%	5.60	10.7%	52.35	59.60	-12.2%
	Reader/Senior Lecturer	29.60	35.0%	40.85	48.3%	14.10	16.7%	84.55	66.70	26.8%
	Clinical Lecturer	7.50	33.6%	10.30	46.2%	4.50	20.2%	22.30	24.80	-10.1%
	Total	63.60	39.9%	71.40	44.8%	24.20	15.2%	159.20	151.10	5.4%
West Midlands	Clinical Professor	27.08	47.3%	21.72	38.0%	8.40	14.7%	57.20	58.10	-1.6%
	Reader/Senior Lecturer	23.82	30.7%	50.65	65.4%	3.00	3.9%	77.47	77.30	0.2%
	Clinical Lecturer	7.40	35.2%	8.93	42.5%	4.70	22.3%	21.03	20.90	0.6%
	Total	58.30	37.4%	81.30	52.2%	16.10	10.3%	155.70	156.30	-0.4%
Grand Total	Clinical Professor	714.31	56.3%	423.18	33.3%	131.50	10.4%	1269.00	1238.10	2.5%
	Reader/Senior Lecturer	546.56	41.7%	574.33	43.8%	189.72	14.5%	1310.61	1296.26	1.1%
	Clinical Lecturer	136.01	32.6%	177.53	42.5%	104.07	24.9%	417.61	395.87	5.5%
	Total	1396.88	46.6%	1175.04	39.2%	425.29	14.2%	2997.22	2930.33	2.3%

Appendix 3: Profile by individual Medical School

	Academic Grade	Funding Council		NHS		Other		Total 2007	Total 2006	Percentage change since 2006
Aberdeen	Clinical Professor	22.50	69.4%	8.00	24.7%	1.90	5.9%	32.40	29.60	9.5%
	Reader/Senior Lecturer	14.50	47.5%	7.93	26.0%	8.07	26.5%	30.50	30.30	0.7%
	Clinical Lecturer	7.35	49.0%	3.65	24.3%	4.00	26.7%	15.00	14.90	0.7%
	Total	44.35	56.9%	19.58	25.1%	13.97	17.9%	77.90	74.80	4.1%
Barts and The London	Clinical Professor	33.69	61.3%	14.77	26.9%	6.50	11.8%	54.96	51.47	6.8%
	Reader/Senior Lecturer	21.36	41.0%	21.68	41.6%	9.09	17.4%	52.14	43.62	19.5%
	Clinical Lecturer	3.00	32.4%	2.00	21.6%	4.27	46.1%	9.27	13.09	-29.2%
	Total	58.06	49.9%	38.45	33.0%	19.86	17.1%	116.37	108.18	7.6%
Birmingham	Clinical Professor	21.80	46.6%	18.46	39.4%	6.54	14.0%	46.80	45.80	2.2%
	Reader/Senior Lecturer	14.00	30.6%	24.40	53.3%	7.40	16.2%	45.80	46.80	-2.1%
	Clinical Lecturer	3.20	15.4%	13.10	63.0%	4.50	21.6%	20.80	18.60	11.8%
	Total	39.00	34.4%	55.96	49.3%	18.44	16.3%	113.40	111.20	2.0%
Brighton & Sussex	Clinical Professor	2.39	29.9%	5.61	70.1%	0.00	0.0%	8.00	7.00	14.3%
	Reader/Senior Lecturer	4.86	44.2%	5.14	46.7%	1.00	9.1%	11.00	8.00	37.5%
	Clinical Lecturer	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
	Total	7.25	38.2%	10.75	56.6%	1.00	5.3%	19.00	15.00	26.7%
Bristol	Clinical Professor	21.10	61.0%	11.11	32.1%	2.40	6.9%	34.60	31.61	9.5%
	Reader/Senior Lecturer	22.45	45.7%	17.33	35.3%	9.32	19.0%	49.10	56.70	-13.4%
	Clinical Lecturer	2.07	29.2%	5.03	70.8%	0.00	0.0%	7.10	11.70	-39.3%
	Total	45.62	50.2%	33.47	36.9%	11.72	12.9%	90.80	100.01	-9.2%
Cambridge	Clinical Professor	15.50	38.8%	16.39	41.0%	8.11	20.3%	40.00	41.00	-2.4%
	Reader/Senior Lecturer	11.05	27.8%	22.61	57.0%	6.05	15.2%	39.70	44.62	-11.0%
	Clinical Lecturer	1.00	5.1%	10.00	50.5%	8.80	44.4%	19.80	15.30	29.4%
	Total	27.55	27.7%	49.00	49.2%	22.96	23.1%	99.50	100.92	-1.4%
Cardiff	Clinical Professor	26.08	56.3%	16.82	36.3%	3.40	7.3%	46.30	46.10	0.4%
	Reader/Senior Lecturer	21.72	31.3%	38.65	55.8%	8.93	12.9%	69.30	66.90	3.6%
	Clinical Lecturer	8.40	55.6%	2.00	13.2%	4.70	31.1%	15.10	19.90	-24.1%
	Total	56.20	43.0%	57.47	44.0%	17.03	13.0%	130.70	132.90	-1.7%
Dundee	Clinical Professor	19.00	82.6%	0.65	2.8%	3.35	14.6%	23.00	23.20	-0.9%
	Reader/Senior Lecturer	14.57	61.2%	1.00	4.2%	8.22	34.6%	23.79	22.40	6.2%
	Clinical Lecturer	14.40	70.2%	2.10	10.2%	4.00	19.5%	20.50	30.90	-33.7%
	Total	47.97	71.3%	3.75	5.6%	15.57	23.1%	67.29	76.50	-12.0%
Durham	Clinical Professor	1.00	100.0%	0.00	0.0%	0.00	0.0%	1.00	1.00	0.0%
	Reader/Senior Lecturer	0.70	77.8%	0.20	22.2%	0.00	0.0%	0.90	1.20	-25.0%
	Clinical Lecturer	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.70	-100.0%
	Total	1.70	89.5%	0.20	10.5%	0.00	0.0%	1.90	2.90	-34.5%
Edinburgh	Clinical Professor	42.05	77.5%	9.42	17.4%	2.78	5.1%	54.25	55.00	-1.4%
	Reader/Senior Lecturer	23.55	50.6%	19.00	40.8%	4.00	8.6%	46.55	54.29	-14.3%
	Clinical Lecturer	3.40	9.1%	30.80	82.8%	3.00	8.1%	37.20	31.00	20.0%
	Total	69.01	50.0%	59.21	42.9%	9.78	7.1%	138.00	140.29	-1.6%
Glasgow	Clinical Professor	36.53	74.9%	7.97	16.3%	4.30	8.8%	48.80	47.75	2.2%
	Reader/Senior Lecturer	21.77	48.7%	12.43	27.8%	10.46	23.4%	44.65	42.65	4.7%
	Clinical Lecturer	3.80	27.3%	6.00	43.2%	4.10	29.5%	13.90	12.70	9.4%
	Total	62.10	57.8%	26.40	24.6%	18.86	17.6%	107.35	103.10	4.1%
Hull York	Clinical Professor	3.00	20.3%	10.50	70.9%	1.31	8.8%	14.81	13.81	7.2%
	Reader/Senior Lecturer	1.50	11.6%	9.40	72.9%	2.00	15.5%	12.90	11.90	8.4%
	Clinical Lecturer	0.00	0.0%	2.00	0.0%	0.00	0.0%	2.00	4.00	-50.0%
	Total	4.50	15.1%	21.90	73.7%	3.31	11.1%	29.71	29.71	0.0%
Imperial	Clinical Professor	61.85	61.7%	31.03	30.9%	7.43	7.4%	100.31	96.63	3.8%
	Reader/Senior Lecturer	63.59	57.6%	42.93	38.9%	3.90	3.5%	110.41	109.13	1.2%
	Clinical Lecturer	6.25	69.4%	1.75	19.4%	1.00	11.1%	9.00	10.38	-13.3%
	Total	131.69	59.9%	75.70	34.5%	12.33	5.6%	219.72	216.14	1.7%

	Academic Grade	Funding Council		NHS		Other		Total 2007	Total 2006	Percentage change since 2006
Keele	Clinical Professor	1.65	13.8%	10.35	86.3%	0.00	0.0%	12.00	5.00	140.0%
	Reader/Senior Lecturer	1.24	16.9%	6.07	83.1%	0.00	0.0%	7.30	7.48	-2.4%
	Clinical Lecturer	2.77	30.4%	6.33	69.6%	0.00	0.0%	9.10	0.00	0.0%
	Total	5.66	19.9%	22.75	80.1%	0.00	0.0%	28.40	12.48	127.6%
King's College London	Clinical Professor	51.47	58.2%	31.95	36.1%	5.05	5.7%	88.47	88.27	0.2%
	Reader/Senior Lecturer	30.68	47.8%	25.04	39.0%	8.49	13.2%	64.21	68.14	-5.8%
	Clinical Lecturer	10.05	40.0%	4.35	17.3%	10.70	42.6%	25.10	26.81	-6.4%
	Total	92.20	51.9%	61.34	34.5%	24.24	13.6%	177.78	183.32	-3.0%
Leeds	Clinical Professor	17.81	44.8%	19.03	47.8%	2.96	7.4%	39.80	38.00	4.7%
	Reader/Senior Lecturer	15.43	38.6%	18.89	47.3%	5.63	14.1%	39.95	42.05	-5.0%
	Clinical Lecturer	7.29	48.6%	6.71	44.7%	1.00	6.7%	15.00	11.40	31.6%
	Total	40.53	42.8%	44.63	47.1%	9.59	10.1%	94.75	91.45	3.6%
Lancaster	Clinical Professor	0.80	80.0%	0.20	20.0%	0.00	0.0%	1.00		
	Reader/Senior Lecturer	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00		
	Clinical Lecturer	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00		
	Total	0.80	80.0%	0.20	20.0%	0.00	0.0%	1.00		
Leicester	Clinical Professor	14.38	37.8%	20.62	54.3%	3.00	7.9%	38.00	35.00	8.6%
	Reader/Senior Lecturer	6.52	21.2%	21.19	69.0%	3.00	9.8%	30.70	34.50	-11.0%
	Clinical Lecturer	0.00	0.0%	6.00	85.7%	1.00	14.3%	7.00	5.00	40.0%
	Total	20.90	27.6%	47.81	63.2%	7.00	9.2%	75.70	74.50	1.6%
Liverpool	Clinical Professor	28.10	59.7%	17.00	36.1%	2.00	4.2%	47.10	46.70	0.9%
	Reader/Senior Lecturer	20.00	40.0%	21.94	43.9%	8.00	16.0%	49.94	45.80	9.0%
	Clinical Lecturer	9.00	41.3%	11.80	54.1%	1.00	4.6%	21.80	21.80	0.0%
	Total	57.10	48.0%	50.74	42.7%	11.00	9.3%	118.84	114.30	4.0%
London School of Hygiene and Tropical Medicine	Clinical Professor	10.25	71.7%	0.00	0.0%	4.05	28.3%	14.30	11	30.0%
	Reader/Senior Lecturer	0.92	31.5%	0.00	0.0%	2.00	68.5%	2.92	14.27	-79.6%
	Clinical Lecturer	1.00	35.7%	0.00	0.0%	1.80	64.3%	2.80	2.6	7.7%
	Total	12.17	60.8%	0.00	0.0%	7.85	39.2%	20.02	27.87	-28.2%
Manchester	Clinical Professor	39.62	65.9%	10.64	17.7%	9.82	16.3%	60.08	59.61	0.8%
	Reader/Senior Lecturer	32.63	46.3%	23.73	33.7%	14.14	20.1%	70.50	56.54	24.7%
	Clinical Lecturer	8.11	26.9%	2.94	9.8%	19.08	63.3%	30.13	19.03	58.3%
	Total	80.36	50.0%	37.31	23.2%	43.03	26.8%	160.71	135.18	18.9%
Newcastle	Clinical Professor	31.28	52.2%	19.46	32.5%	9.17	15.3%	59.90	57.50	4.2%
	Reader/Senior Lecturer	16.45	31.7%	23.09	44.5%	12.38	23.8%	51.92	48.78	6.4%
	Clinical Lecturer	0.57	8.1%	4.20	60.0%	2.23	31.9%	7.00	7.50	-6.7%
	Total	48.30	40.6%	46.75	39.3%	23.78	20.0%	118.82	113.78	4.4%
Nottingham	Clinical Professor	29.11	52.9%	24.80	45.1%	1.09	2.0%	55.00	56.00	-1.8%
	Reader/Senior Lecturer	19.42	33.9%	33.83	59.1%	4.03	7.0%	57.28	49.50	15.7%
	Clinical Lecturer	12.07	36.5%	12.00	36.3%	9.00	27.2%	33.06	24.62	34.3%
	Total	60.60	41.7%	70.63	48.6%	14.11	9.7%	145.34	130.12	11.7%
Oxford	Clinical Professor	13.07	46.7%	8.00	28.6%	6.93	24.8%	28.00	29.00	-3.4%
	Reader/Senior Lecturer	23.94	53.7%	19.66	44.1%	1.00	2.2%	44.60	43.56	2.4%
	Clinical Lecturer	13.10	50.2%	10.00	38.3%	3.00	11.5%	26.10	24.50	6.5%
	Total	50.11	50.8%	37.66	38.2%	10.93	11.1%	98.70	97.06	1.7%
Peninsula	Clinical Professor	7.50	57.7%	4.20	32.3%	1.30	10.0%	13.00	14.00	-7.1%
	Reader/Senior Lecturer	2.80	41.2%	3.40	50.0%	0.60	8.8%	6.80	6.80	0.0%
	Clinical Lecturer	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
	Total	10.30	52.0%	7.60	38.4%	1.90	9.6%	19.80	20.80	-4.8%
Queen's University Belfast	Clinical Professor	9.35	56.7%	7.15	43.3%	0.00	0.0%	16.50	18.50	-10.8%
	Reader/Senior Lecturer	24.00	56.3%	16.60	39.0%	2.00	4.7%	42.60	44.30	-3.8%
	Clinical Lecturer	0.50	100.0%	0.00	0.0%	0.00	0.0%	0.50	0.50	0.0%
	Total	33.85	56.8%	23.75	39.8%	2.00	3.4%	59.60	63.30	-5.8%

	Academic Grade	Funding Council		NHS		Other		Total 2007	Total 2006	Percentage change since 2006
Sheffield	Clinical Professor	18.00	57.0%	12.05	38.1%	1.55	4.9%	31.60	34.00	-7.1%
	Reader/Senior Lecturer	22.26	46.7%	18.49	38.7%	6.97	14.6%	47.72	47.84	-0.2%
	Clinical Lecturer	8.50	42.5%	7.50	37.5%	4.00	20.0%	20.00	19.00	5.3%
	Total	48.76	49.1%	38.04	38.3%	12.52	12.6%	99.32	100.84	-1.5%
Southampton	Clinical Professor	17.90	52.0%	10.50	30.5%	6.00	17.4%	34.40	33.50	2.7%
	Reader/Senior Lecturer	22.30	51.0%	10.12	23.2%	11.27	25.8%	43.69	38.72	12.8%
	Clinical Lecturer	2.15	50.0%	2.15	50.0%	0.00	0.0%	4.30	2.00	200.0%
	Total	42.35	51.4%	22.77	27.6%	17.27	21.0%	82.39	74.22	11.0%
St Andrews	Clinical Professor	3.00	100.0%	0.00	0.0%	0.00	0.0%	3.00	3.00	0.0%
	Reader/Senior Lecturer	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
	Clinical Lecturer	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
	Total	3.00	100.0%	0.00	0.0%	0.00	0.0%	3.00	3.00	0.0%
St George's	Clinical Professor	19.67	52.4%	14.90	39.7%	3.00	8.0%	37.57	38.38	-2.1%
	Reader/Senior Lecturer	11.90	26.7%	25.75	57.9%	6.85	15.4%	44.50	44.67	-0.4%
	Clinical Lecturer	2.30	19.3%	5.50	46.2%	4.10	34.5%	11.90	8.70	36.8%
	Total	33.87	36.0%	46.15	49.1%	13.95	14.8%	93.97	91.75	2.4%
Swansea	Clinical Professor	1.00	8.3%	7.00	58.3%	4.00	33.3%	12.00	12.00	0.0%
	Reader/Senior Lecturer	0.00	0.0%	12.00	100.0%	0.00	0.0%	12.00	10.40	15.4%
	Clinical Lecturer	0.00	0.0%	1.00	100.0%	0.00	0.0%	1.00	1.00	0.0%
	Total	1.00	4.0%	20.00	80.0%	4.00	16.0%	25.00	23.40	6.8%
University College London	Clinical Professor	80.66	55.2%	42.98	29.4%	22.60	15.5%	146.24	145.87	0.3%
	Reader/Senior Lecturer	47.71	38.1%	55.40	44.3%	22.03	17.6%	125.14	127.70	-2.0%
	Clinical Lecturer	3.33	11.2%	17.62	59.2%	8.80	29.6%	29.75	32.04	-7.1%
	Total	131.70	43.7%	116.00	38.5%	53.43	17.7%	301.13	305.61	-1.5%
University of East Anglia	Clinical Professor	8.50	94.4%	0.50	5.6%	0.00	0.0%	9.00	9.00	0.0%
	Reader/Senior Lecturer	6.50	100.0%	0.00	0.0%	0.00	0.0%	6.50	6.80	-4.4%
	Clinical Lecturer	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
	Total	15.00	96.8%	0.50	3.2%	0.00	0.0%	15.50	15.80	-1.9%
Warwick	Clinical Professor	4.70	28.0%	11.14	66.3%	0.96	5.7%	16.80	13.80	21.7%
	Reader/Senior Lecturer	6.25	24.4%	16.45	64.3%	2.90	11.3%	25.60	19.90	28.6%
	Clinical Lecturer	2.40	70.6%	1.00	29.4%	0.00	0.0%	3.40	6.20	-45.2%
	Total	13.35	29.1%	28.59	62.4%	3.86	8.4%	45.80	39.90	14.8%
Grand Total	Clinical Professor	714.31	56.3%	423.18	33.3%	131.50	10.4%	1269.00	1238.10	2.5%
	Reader/Senior Lecturer	546.56	41.7%	574.33	43.8%	189.72	14.5%	1310.61	1296.26	1.1%
	Clinical Lecturer	136.01	32.6%	177.53	42.5%	104.07	24.9%	417.61	395.87	5.5%
	Total	1396.88	46.6%	1175.04	39.2%	425.29	14.2%	2997.22	2930.33	2.3%

Appendix 4: Summary of changes – 2000-2007

	Academic Grade	Funding Council		NHS		Other		Total 2007	Total 2006	Total 2000	Percentage change since 2006	Percentage change since 2000
All Schools	Professor	714.31	56.3%	423.18	33.3%	131.50	10.4%	1269.00	1238.1	1035.88	2.5%	22.5%
	Reader/Senior Lecturer	546.56	41.7%	574.33	43.8%	189.72	14.5%	1310.61	1296.26	1652.97	1.1%	-20.7%
	Lecturer	136.01	32.6%	177.53	42.5%	104.07	24.9%	417.61	395.87	829.24	5.5%	-49.6%
	Total	1396.88	46.6%	1175.04	39.2%	425.29	14.2%	2997.22	2930.33	3518.09	2.3%	-14.8%
Post-2002 Medical Schools only	Professor	30.54	34.9%	49.50	56.5%	7.57	8.6%	87.61	75.61	61.80	41.8%	
	Reader/Senior Lecturer	23.85	28.7%	52.66	63.4%	6.50	7.8%	83.00	72.48	60.58	37.0%	
	Lecturer	5.17	33.4%	10.33	66.6%	0.00	0.0%	15.50	11.90	7.90	96.2%	
	Total	59.56	32.0%	112.49	60.4%	14.07	7.6%	186.11	159.99	130.28	42.9%	
Pre-2002 Medical Schools only	Professor	683.77	57.9%	373.68	31.6%	123.93	10.5%	1181.38	1162.49	1035.88	1.6%	1.8%
	Reader/Senior Lecturer	522.72	42.6%	521.67	42.5%	183.22	14.9%	1227.61	1223.78	1652.97	0.3%	0.2%
	Lecturer	130.84	32.5%	167.20	41.6%	104.07	25.9%	402.11	384.06	829.24	4.7%	2.2%
	Total	1337.33	47.6%	1062.55	37.8%	411.22	14.6%	2811.10	2770.33	3518.09	1.5%	1.2%

Notes: Post-2001/02 Medical Schools are Brighton and Sussex, Durham, Hull-York, Keele, Peninsula, Swansea, UEA and Warwick

Appendix 5: NHS and academic consultants by medical specialty (FTE) & UK medical student intake

	All UK NHS Consultants (FTE)		All UK Academic Consultants (FTE)	
	2000	2007	2000	2007
Anaesthesia	4143.00	5852.36	77.31	59.29
Obstetrics & Gynaecology	1309.40	1825.95	137.74	106.86
Paediatrics & Child Health	1605.00	2531.23	180.54	178.48
Pathology	2286.40	2711.50	308.53	157.67
Physicians/ Medicine	6783.70	9832.90	821.34	1169.47
Psychiatry	3649.10	4690.93	278.75	263.12
Public Health	864.40	1060.49	152.58	150.24
Radiology	1871.70	2610.95	52.65	37.60
Surgery	5763.00	8259.62	234.26	228.54
Total	28275.70	39375.93	2243.7	2351.28
% change since 2000		39.3%		4.8%

Medical Student Intake	2000	2007	% change since 2000
	5610	7987	42.4%

Notes: Physicians/Medicine includes the following specialties: Infection/Microbiology, Oncology, Ophthalmology and Occupational Medicine. The figures exclude General Practice, Other and Medical Education.

Notes: Total UK Academic Consultants is the total number of Professors and Senior Lecturers in post (FTE).

Notes: Figures for Scotland refer to June 2007; figures for England and Wales refer to September 2007; figures for Northern Ireland refer to December 2007

Sources: Medical Schools Council; HEFCE; Department of Health, England, Information Services Division, NHS national Services Scotland; Department of Health, Social Services and Public Security, Northern Ireland, Health and Social Care Department, Wales.

Appendix 6: Clinical Excellence Award by grade and by gender (headcount)

	Professor					Senior Lecturer/ Reader					Lecturer					Grand Total
	Female		Male		Total	Female		Male		Total	Female		Male		Total	
	(% of total female Professors)		(% of total male Professors)			(% of total female Senior Lecturers)		(% of total male Senior Lecturers)			(% of total female Lecturers)		(% of total male Lecturers)			
1	2	1.3%	15	1.3%	17	18	4.4%	83	8.0%	101	1	0.6%	1	0.4%	2	120
2	4	2.6%	20	1.8%	24	21	5.2%	87	8.3%	108						131
3	3	1.9%	28	2.5%	31	17	4.2%	43	4.1%	60						91
4	5	3.2%	12	1.1%	17	15	3.7%	39	3.7%	54						71
5	1	0.6%	20	1.8%	21	9	2.2%	27	2.6%	36	1	0.6%			1	58
6	1	0.6%	12	1.1%	13	6	1.5%	23	2.2%	29						41
7	2	1.3%	12	1.1%	14	4	1.0%	14	1.3%	18						30
8	1	0.6%	13	1.1%	14	3	0.7%	9	0.9%	12						25
Bronze (inc. 9)	21	13.5%	147	12.9%	168	25	6.2%	61	5.9%	86						251
Silver	11	7.1%	93	8.2%	104	3	0.7%	17	1.6%	20						123
Gold	10	6.5%	93	8.2%	103	1	0.2%	6	0.6%	7						110
Platinum	3	1.9%	83	7.3%	86	1	0.2%	2	0.2%	3						89
B	4	2.6%	30	2.6%	34	3	0.7%	17	1.6%	20						54
A	2	1.3%	32	2.8%	34	1	0.2%	9	0.9%	10						44
A+	3	1.9%	22	1.9%	25		0.0%	2	0.2%	2						27
Total Awards	73	47.1%	632	55.4%	705	127	31.4%	439	42.1%	566	2	1.2%	1	0.4%	3	1265
Total clinical acads.	155		1140		1295	405		1042		1447	171		285		456	3198

Appendix 7: Clinical Excellence Award by gender (headcount)

Clinical Excellence Award	Female	(% Female)	Male	(% Male)	Total
1	21	2.9%	99	4.0%	120
2	25	3.4%	107	4.3%	132
3	20	2.7%	71	2.9%	91
4	20	2.7%	51	2.1%	71
5	11	1.5%	47	1.9%	58
6	7	1.0%	35	1.4%	42
7	6	0.8%	26	1.1%	32
8	4	0.5%	22	0.9%	26
Bronze (inc. Level 9)	46	6.3%	208	8.4%	254
Silver	14	1.9%	110	4.5%	124
Gold	11	1.5%	99	4.0%	110
Platinum	4	0.5%	85	3.4%	89
B	7	1.0%	47	1.9%	54
A	3	0.4%	41	1.7%	44
A+	3	0.4%	24	1.0%	27
Total (Awards)	202	27.6%	1063	43.1%	1265
Total Clinical Academics	731		2467		3198

Appendix 8: Alterations to previously published data

	LSHTM	Corrected Data	Published Data	Difference between published and corrected data (FTE)	Hull York	Corrected Data	Published Data	Difference between published and corrected data (FTE)	ALL DATA	Corrected Data	Published Data	Difference between published and corrected data (FTE)
2000	Professor	9	15	-6	Professor				Professor	1036	1042	-6
	Reader/ Senior Lecturer	15	26	-11	Reader/ Senior Lecturer	n/a	n/a	n/a	Reader/ Senior Lecturer	1653	1663	-10
	Lecturer	0	14	-14	Lecturer				Lecturer	829	844	-15
	Total	24	55	-31	Total				Total	3518	3549	-31
2003	Professor	9	15	-6	Professor	9	0	9	Professor	1093	1089	4
	Reader/ Senior Lecturer	12	27	-15	Reader/ Senior Lecturer	13	1	12	Reader/ Senior Lecturer	1414	1419	-5
	Lecturer	0	14	-14	Lecturer	2	0	2	Lecturer	528	540	-12
	Total	21	56	-35	Total	24	1	23	Total	3035	3048	-13
2004	Professor	10	12	-2	Professor	12	3	9	Professor	1145	1139	6
	Reader/ Senior Lecturer	13	29	-17	Reader/ Senior Lecturer	13	1	12	Reader/ Senior Lecturer	1420	1426	-6
	Lecturer	0	13	-13	Lecturer	2	0	2	Lecturer	439	451	-12
	Total	22	55	-32	Total	27	4	23	Total	3005	3015	-10
2005	Professor	7	11	-4	Professor	12	2	10	Professor	1218	1211	7
	Reader/ Senior Lecturer	12	31	-18	Reader/ Senior Lecturer	12	1	11	Reader/ Senior Lecturer	1325	1332	-7
	Lecturer	0	12	-12	Lecturer	2	0	2	Lecturer	414	424	-10
	Total	19	54	-35	Total	26	3	23	Total	2957	2967	-10
2006	Professor	11	15	-4	Professor	14	4	10	Professor	1238	1232	6
	Reader/ Senior Lecturer	14	28	-14	Reader/ Senior Lecturer	12	4	8	Reader/ Senior Lecturer	1296	1302	-6
	Lecturer	3	14	-11	Lecturer	4	0	4	Lecturer	396	403	-7
	Total	28	57	-29	Total	30	8	22	Total	2930	2937	-7

Medical Schools Council

Chairman Professor Sir John Tooke DM DSc FRCP FMedSci

Medical Schools Council Secretariat

Executive Director Katie Petty-Saphon MA PhD

Policy Officer Jocelyne Aldridge BSc MSc

Policy Officer Siobhan Fitzpatrick BA MA

Office Manager Barbara Anderson

The Medical Schools Council Secretariat is based at:

Woburn House

20 Tavistock Square

London WC1H 9HD

Tel: +44 (0) 20 7419 5494

Fax: +44 (0) 20 73801482

Email admin@medschools.ac.uk

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