



Staffing Levels of Medical Clinical Academics in UK Medical Schools

as at 31 July 2008

A report by the
Medical Schools Council

Siobhan Fitzpatrick



May 2009

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List of Acronyms

ACCEA	Advisory Committee on Clinical Excellence Awards (England and Wales)
ACF	Academic Clinical Fellowship
ACT	Additional Cost of Teaching (Scotland)
AGMETS	Advisory Group on Medical Education, Training and Staffing
AHSC	Academic Health Science Centre (England only)
BSMS	Brighton and Sussex Medical School
CEA	Clinical Excellence Award (England and Wales only)
CLAHRC	Collaborations for Leadership in Applied Health Research and Care
FTE	Full Time Equivalent
HIEC	Health Innovation and Education Clusters (England only)
KCL	King's College London
LSHTM	London School of Hygiene and Tropical Medicine
MPET	Multi Professional Education and Training levy
NICEAC	Northern Ireland Clinical Excellence Awards Committee
NIHR	National Institute for Health Research
SACDA	Scottish Advisory Committee on Distinction Awards
SCREDS	Scottish Clinical Research Excellence Development Scheme
SHA	Strategic Health Authority
Sift	Service Increment for Teaching
UCL	University College London
UEA	University of East Anglia

Preface

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, health related research, and critical interfaces with the health service and postgraduate education and training. It aims to optimise locally, nationally and internationally the impact of the work undertaken in Medical Schools across the UK.

The Medical Schools Council is made up of the Head or Dean of the Medical School. Council meets four times each year, with an elected Executive Committee which meets six times each year. The four sub-committees of the Medical Schools Council undertake additional work in particular areas of interest – Clinical Staffing and Employment; Education; International (established in 2008); and Research. As the authoritative voice of all the Medical Schools within universities in the United Kingdom, the primary aims of the Medical Schools Council are:

- 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 and to facilitate the transition between undergraduate and postgraduate environments.
- 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.

In the late 1990s, a series of reports highlighted the need for robust data on clinical academic staffing levels as a basis for partnership between the NHS and universities in tackling difficulties facing academic medicine¹. In consultation with the Department of Health's Advisory Group on Medical Education, Training and Staffing (AGMETS), and with the support of the Medical Research Council, the Association of Medical Research Charities and the Wellcome Trust, the Medical Schools Council and the Dental Schools Council agreed jointly to undertake a comprehensive survey of clinical academic staff employed by UK universities in Medical and Dental Schools.

This is the seventh survey of clinical academic staffing levels to be published by the Medical Schools Council. Since 2000, the Medical Schools Council and the Dental Schools Council have undertaken a regular (annual since 2003) survey of clinical academic staffing levels in UK Medical and Dental Schools, available online at www.medschools.ac.uk.

Recruitment and retention of clinical academic doctors continue to be of key concern to the Medical Schools Council. In summer 2008, the Medical Schools Council, in collaboration with the Dental Schools Council, launched a recruitment portal and careers information website www.clinicalacademicjobs.org.

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

¹ Including: Richards R (1997) Clinical Academic Careers – Report of an Independent Task Force Chaired by Sir Rex Richards. London: Committee of Vice Chancellors and Principals; Academy of Medical Sciences (2000) The Tenure Track Clinician-Scientist, a report of the Academy working group on academic careers.

Introduction

Medical clinical academics are those doctors who not only treat patients, but are also responsible for educating medical students and for carrying out research into all aspects of health and disease. They play a vital role in educating the doctors of the future and in providing patient care at the highest of levels. Furthermore medical clinical academics play an important role in national and international medical affairs.

Clinical academia is one of the most varied medical careers, with opportunities to deliver across the tripartite domains of teaching, research and clinical practice. Pushing forward the boundaries of care and working with bright and talented students are just two of the main appeals. There is a misperception of salary disparity between clinical academia and full-time practitioners since clinical academics are much more likely than their NHS counterparts to achieve a Clinical Excellence Award at or above Level 9 (see section 10). In specialties, such as Paediatrics & Child Health, where private practice is small, there is virtually no difference in pay. It is unfortunate that some students may be deterred from a career in research because they do not think they are exceptional or they do not have original ideas. In the UK, medical students are recruited from the very brightest of applicants, and all junior researchers are supported and supervised. Students should be encouraged to explore their research interests and to consider all possible career pathways, throughout their studies. The health of the population is contingent upon the teaching and research contribution of clinical academics in Medical Schools.

Since the publication of the first survey of *Medical Clinical Academic Staffing Levels in UK Medical Schools* in 2000, there have been dramatic and exciting changes in the world in which academic doctors work. The Savill Clinician Scientist, NIHR and SCREDS schemes have created new pathways for those wishing to enter clinical academia. Biomedical Research Centres, Academic Health Science Centres and Health Innovation and Education Clusters are just some of the initiatives to further advance the global competitiveness of UK medical research.

The pace of change is unprecedented yet necessary. Concerns about recruitment and retention in clinical academia are coupled with centrally planned expansion of student numbers, downward pressures on the Multi-Professional Education and Training levy (MPET) and Service Increment for Teaching (SIFT), and the European Working Time Directive have added further pressures. 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.

In the context of this increasingly complex environment, the 2008 data update of clinical academic staffing levels identifies both opportunities and challenges for clinical academic medicine. This report explores the staffing composition of medical clinical academics in UK Medical Schools by specialty, region and School, as well as the profile by age, gender and ethnicity. The final section provides analysis of these data in the context of evolving clinical and academic environments, and what steps might encourage and enable aspiring researchers to pursue a career in clinical academic medicine.

Methodology

The data reported in the annual *Survey of Staffing Levels of Medical Clinical Academics in UK Medical Schools* is collected via an electronic survey with accompanying guidance notes. All Schools in membership of the Medical Schools Council agreed to participate in the survey and members were asked to nominate a correspondent to coordinate data collection. Schools were asked to return anonymised data on clinical academic grade, specialty, percentage full-time, source of funding, Clinical Excellence Award held, and age, gender and ethnicity for each individual in post and for each vacant clinical academic post on the census date of 31 July 2008, the end of the academic year.

The Medical Schools Council endeavours to ensure that the data in the survey are accurate. The request for data presented in this report was circulated to corresponding members in June 2008, with final data verified by the Head or Dean of the School submitted to the Medical Schools Council by September 2008. The Executive Committee of the Medical Schools Council was given the opportunity to verify and comment on the initial analysis of data.

The methodology for the first survey of clinical academic staffing levels in 2000 was designed in consultation with AGMETS, the Medical Research Council, the Wellcome Trust, the Medical Schools Council and the Dental Schools Council, with a pilot survey undertaken at three Medical Schools. Subsequent revisions to the scope of data collection and to the accompanying guidance have been undertaken in consultation both with members of both Councils and with the individuals who complete the data return on behalf of their institution.

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

All data on clinical academic numbers are presented as full-time equivalents (FTE) unless stated otherwise. Individuals working less than 0.1 FTE are excluded from analysis (in 2008 this was a total of 2 individuals, equivalent to a combined total of 0.1 FTE). All data analysis and figures refer to the total staffing levels of Clinical Professors, Clinical Readers/ Clinical Senior Lecturers and Clinical Lecturers, referred to hereafter as Professors, Readers/ Senior Lecturers and Lecturers.

Full data for 2007 and 2008 are available in the Appendices. Further detail is available on request from the Medical Schools Council.

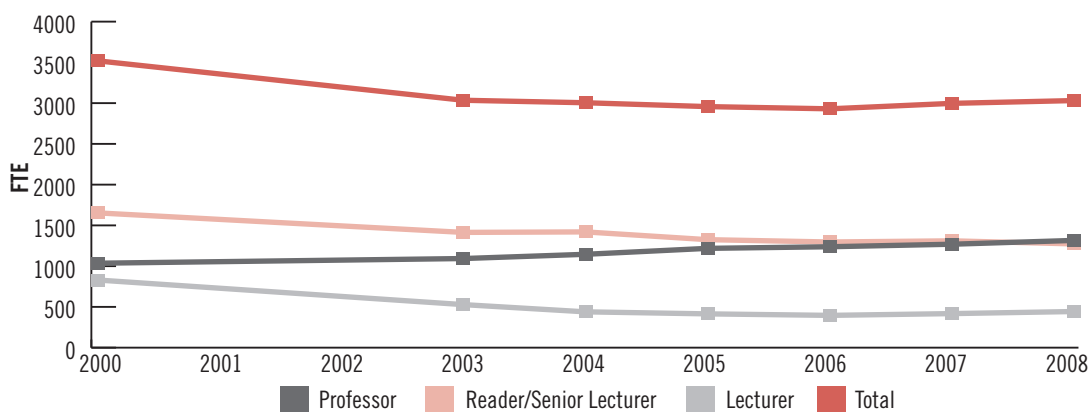
A Survey of Staffing Levels of Clinical Academics in UK Medical Schools in 2008

1 OVERVIEW

At the end of the 2007/08 academic year – 31 July 2008 – there were 3032 FTE clinical academic doctors employed by the 32 Medical Schools in membership of the Medical Schools Council, plus partner Schools, equivalent to 3264 individuals. These data indicate an increase in the total staffing levels for the second consecutive year, to a total staffing level numbering higher than 3000 FTE for the first time since 2004.

There were 500 FTE fewer clinical academics in 2008 than in 2000, a decline of 14%. However, much of this decline occurred between 2000 and 2003, since when the clinical academic population has been relatively stable (between 2930 FTE and 3000 FTE). There was a year on year decline in total staffing levels between 2000 and 2006, as illustrated in figure 1, with a subsequent increase of 4% between 2006 and 2008, equivalent to 100 FTE. The 2008 data reveal that, for the first time, Professors make up the greatest proportion of the clinical academic team (43%). There are encouraging signs of the green shoots of recovery at Lecturer grade, where there has been an increase of 6% for the second consecutive year.

Figure 1: Timeline of numbers of clinical academics by grade since 2000 (FTE)



The overall increase of medical clinical academics in UK Medical Schools does however disguise some concerning trends in individual specialties. Some specialties, notably Anaesthetics, Obstetrics & Gynaecology and Paediatrics & Child Health, have reported significant declines in the staffing levels in consecutive years, especially at Lecturer grade. There is a reported vacancy rate of 7.5% of all available posts, with many Schools indicating recruitment difficulties, particularly at higher academic grades. Clinical academics in each clinical specialty lead the field in research and teach the doctors of the future. Unless sufficient numbers of students are attracted into academic careers across the range of clinical academic specialties, the future health of the population will be compromised.

The clinical academic population in medicine is ageing. Clinical academics aged 46 or over now make up 58% of the clinical academic team in UK Medical Schools, compared with 53% in 2004, whereas those aged under 35 make up less than 10% of the clinical academic team. There is a concern that recruitment at lower clinical academic grades might be insufficient to replace the loss of leadership and research experience occurring through retirement.

Women remain underrepresented at every academic grade in medicine, yet there are encouraging indications that amongst younger age groups and at lower clinical academic grades, a higher proportion of women are in post (40% at Lecturer grade compared with 13% at Professorial grade).

Women are less likely than men to achieve Clinical Excellence Awards, although this is for the most part related to full-time/part-time status and academic grade. Data on the ethnic profile of medical clinical academics is encouraging. The majority (81%) of medical clinical academics are of white ethnic origin, but the data reveal that, again, at lower academic grades and amongst younger clinical academics, the ethnic profile is becoming more diverse.

2 ACADEMIC GRADE

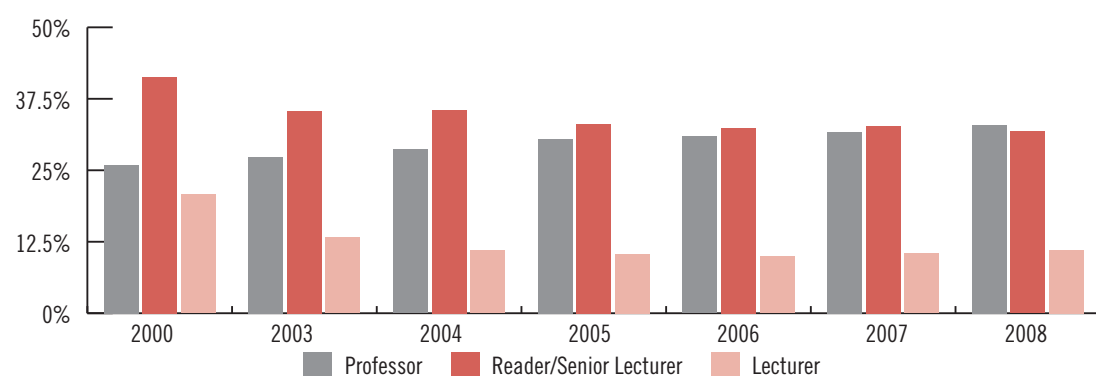
There were 3032 FTE medical clinical academics in post as at 31 July 2008, an increase of 1% since 2007. Overall clinical academic staffing levels are higher than 3000 FTE for the first time since 2004. Distribution by academic grade however has changed slightly, with more Professors than Senior Lecturers in post for the first time (see figure 2). Since the first survey of clinical academic staffing levels in 2000, the number of Professors has increased year on year by between 2% and 3%, with the number of Senior Lecturers gradually declining. The number of Lecturers in post has increased by 6% (26 FTE) since 2007, additional to the 6% (22 FTE) increase one year previously. Whilst the 2008 data are encouraging, the 443 Lecturers in post in 2008 represent just 53% of the number reported in 2000.

Figure 2: Change in number of clinical academics by grade since 2007 (FTE)

	2007		2008		Change	
	FTE	%	FTE	%	FTE	%
Professor	1269.00	42.3%	1315.86	43.4%	46.87	3.7%
Reader/ Senior Lecturer	1310.63	43.7%	1272.52	41.9%	-38.11	-2.9%
Lecturer	417.61	13.9%	443.23	14.6%	25.62	6.1%
Total	2997.23		3031.62		34.39	1.1%

It is important to consider figure 3, which illustrates the distribution of clinical academics by academic grade, in the context of the total staffing levels. In real terms, the number of Professorial posts has increased by 27% since 2000, the number of Readers/ Senior Lecturers has declined by 23% and the number of Lecturers has declined by 46%. There are 486 FTE fewer clinical academics in post in 2008 than there were in 2000, a decline of 14%. This pattern suggests that individuals at Senior Lecturer and Lecturer grades are being promoted up the career ladder, but the number of individuals recruited to junior academic grades is insufficient to replace the leadership and research expertise lost through retirement. Consequently the relationship between the three clinical academic grades has shifted such that in 2008, for the first time, Professors make up the greatest proportion of all medical clinical academics in post in UK Medical Schools.

Figure 3: Change in distribution of clinical academics by grade since 2000 (FTE)

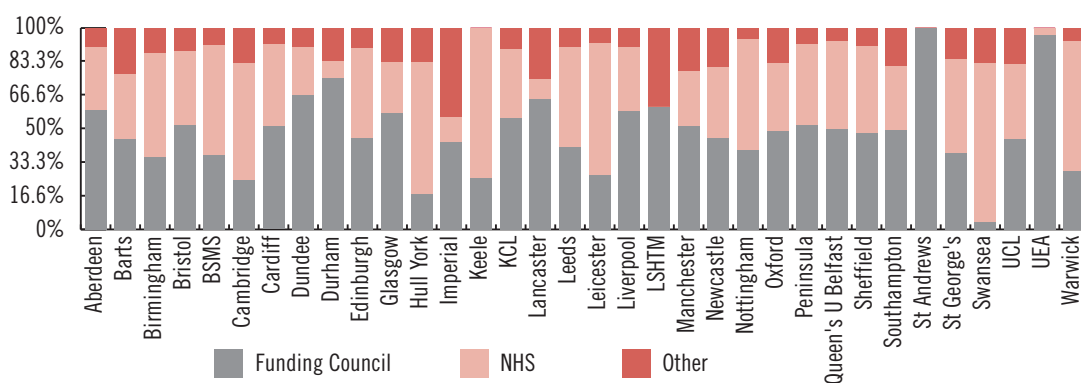


Full data on the distribution of academic grade are available in the appendices.

Medical clinical academic posts in England, Northern Ireland, Scotland and Wales are primarily funded in combination by the Higher Education Funding Councils (46%) and the NHS (38%), with a small proportion funded by the research councils and by charities (16%). The proportion of posts funded by the NHS, by the four Funding Councils and by other sources remains relatively unchanged since 2000.

The 2008 data highlight substantial diversity in the funding profiles of clinical academic posts in individual Medical Schools, illustrated in figure 4. Each institution has a different partnership with the NHS which, in part, explains the level of NHS support received for clinical academic posts. Clinical academic posts in some Schools, such as the University of East Anglia (97%) and St Andrews (100%), are funded in majority by the Higher Education Funding Councils, whilst Research Councils fund a greater proportion of posts at Imperial (44%) and LSHTM (39%) than in other Schools. In five Schools the NHS contributes over 60% of funding for medical clinical academic posts – Hull York, Keele, Leicester, Swansea and Warwick – compared with the UK average of 38%. It is notable that, with the exception of Leicester, these schools were established post 2002.

Figure 4: Funding profile of clinical academic posts by UK Medical School (FTE)



Analysis of funding by academic grade reveals that a higher proportion of senior academic posts are funded by Funding Councils – consistent with the nature of research undertaken – with a higher proportion of Lecturer posts funded by the NHS – consistent with NHS initiatives. Figure 5 also indicates that Research Councils fund 24% of Lecturer grade posts compared with 12% at Professorial grade.

Full data on clinical academic staffing levels by funding are available as Appendices 1, 2, and 3.

Figure 5: Clinical academic grade by source of funding (FTE)

	Funding Council		NHS		Other		Grand Total
Professor	741.15	56.3%	412.06	31.3%	162.64	12.4%	1315.86
Reader/ Sen. Lect.	516.49	40.6%	545.72	42.9%	210.31	16.5%	1272.52
Lecturer	133.96	30.2%	205.08	46.3%	104.19	23.5%	443.23
Grand Total	1391.60	45.9%	1162.87	38.4%	477.13	15.7%	3031.62

REGION²

The majority of UK clinical academics are located in England (80%), with 2% in Northern Ireland, 13% in Scotland and 5% in Wales, consistent with data reported in previous surveys. Only two regions in England reported a decline in total staffing level between 2007 and 2008, with an increase in staffing level across each of the four Administrations (see figure 6). In each of the UK regions, the change in staffing level between 2007 and 2008 was less than 13 FTE. In three regions this equated to a relative change of more than 5% – North East, South Central and South East. In 2008 31% of clinical academics were employed by Medical Schools in London, compared with 39% in 2000. Figure 7 illustrates the gradual decline in staffing levels in the London region, but the 2008 data do indicate an increase of 12 FTE since 2007.

Figure 6: Clinical academics by region since 2007 (FTE)

	East Midlands	East of England	London	North East	North West	South Central	South East	South West	West Midlands	Yorks & Humber	Northern Ireland	Scotland	Wales	Grand Total
2007	221.04	115.00	929.00	118.82	279.55	181.09	19.00	110.60	188.60	223.78	59.60	395.45	155.70	2997.23
2008	223.95	109.80	941.78	111.21	283.65	191.40	25.60	110.56	193.05	224.37	62.80	397.05	156.40	3031.62
% change	1.3%	-4.5%	1.4%	-6.4%	1.5%	5.7%	34.7%	0.0%	2.4%	0.3%	5.4%	0.4%	0.4%	1.1%

Figure 7: Total clinical academic staffing levels by region since 2004 (FTE)

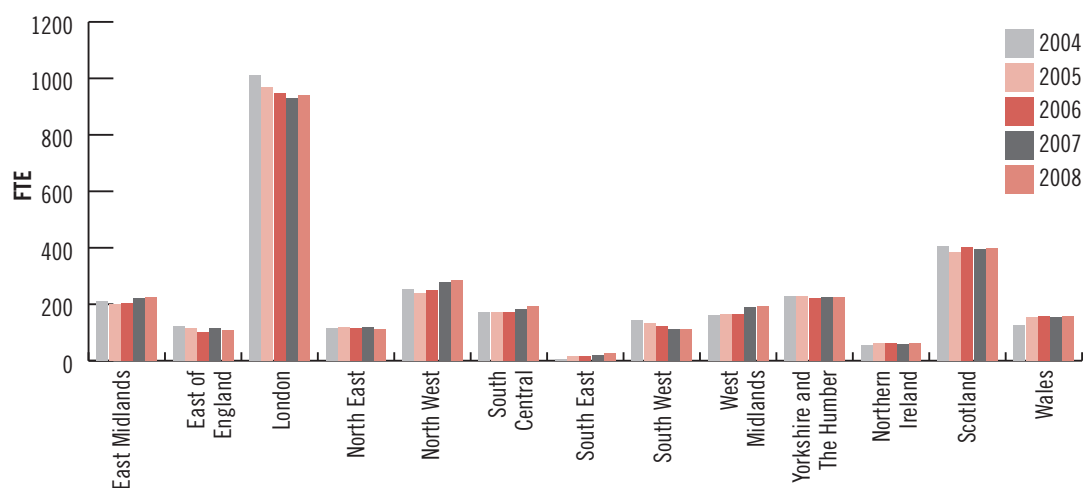
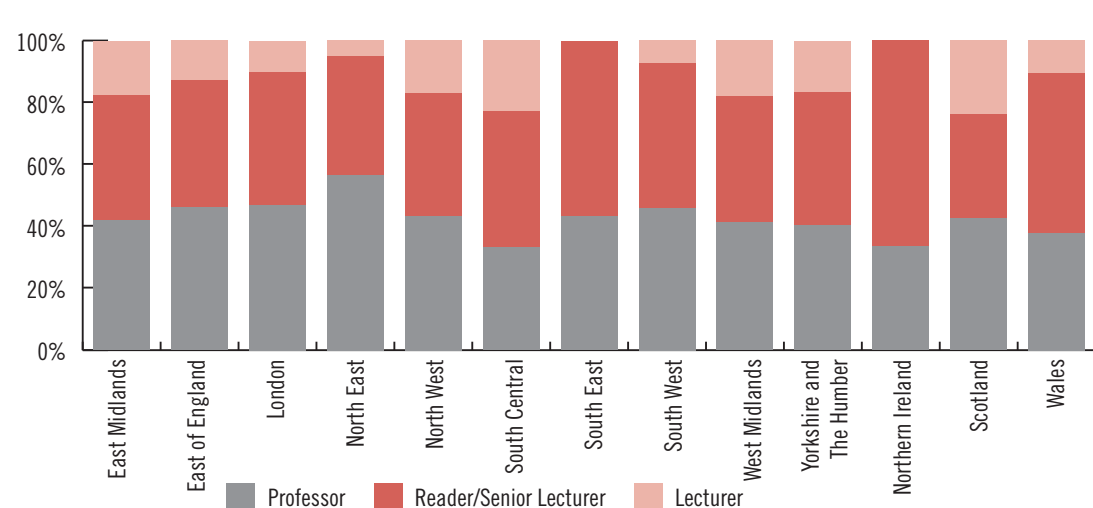


Figure 8: Distribution of clinical academics by grade by region (FTE)



²The decision was taken to report by Strategic Health Authority (effective from 1 July 2006). Historical data was reanalysed for comparison. East Midlands includes: Leicester, Nottingham; East of England includes: Cambridge, UEA; London includes: Barts and the London, Imperial College London, LSHTM, King's College London, St George's, UCL; North East includes Newcastle, Durham; North West includes Lancaster, Liverpool, Manchester; South Central includes Oxford, Southampton; South East includes Brighton and Sussex; South West includes Bristol, Peninsula; West Midlands includes Birmingham, Keele, Warwick; Yorkshire and The Humber includes Hull York, Leeds, Sheffield; Northern Ireland includes Belfast; Scotland includes Aberdeen, Dundee, Edinburgh, Glasgow, St Andrews; Wales includes Cardiff, Swansea.

Figure 8 illustrates some small differences in the staffing composition of the clinical academic team between the UK regions. In Scotland and South Central, almost one quarter of clinical academics are at Lecturer grade compared with less than 5% in Northern Ireland, South East and North East. This can be attributed to Professorial retirements at a national level, or in the special case of the South East, the expansion of Brighton and Sussex Medical School, which opened in 2003.

In 2006, budgets for medical education were given to the ten SHAs in England for local management. One example of diverse funding arrangements is the comparison between the North West, where 55% of clinical academic posts are HEFC funded, and the West Midlands, where 33% of posts are HEFC funded. The association between funding source and clinical academic grade, as discussed in the previous section, helps to explain the different regional funding arrangements presented in figure 9. Regions with higher proportions of Professorial staff – including London, Scotland and the South West – also have a higher proportion of HEFC funded posts. Across the UK, the proportion of clinical academic posts funded by Research Councils has increased by 2% between 2007 and 2008; at SHA level only four of the thirteen regions reported an increase.

Figure 9: Change in funding profile of clinical academic posts by region since 2007 (FTE)

	Funding Council		NHS		Other	
	2007	2008	2007	2008	2007	2008
East Midlands	36.9%	34.7%	53.6%	58.9%	9.6%	6.4%
East of England	37.0%	34.1%	43.0%	50.7%	20.0%	15.2%
London	49.5%	46.3%	36.3%	29.8%	14.2%	23.8%
North East	40.6%	46.5%	39.3%	34.1%	20.0%	19.3%
North West	49.2%	54.8%	31.5%	29.2%	19.3%	16.1%
South Central	51.1%	49.5%	33.4%	32.7%	15.6%	17.9%
South East	38.2%	36.8%	56.6%	54.2%	5.3%	9.0%
South West	50.6%	51.7%	37.1%	37.1%	12.3%	11.2%
West Midlands	31.2%	32.6%	57.0%	58.3%	11.8%	9.1%
Yorkshire & The Humber	41.9%	40.7%	46.7%	49.1%	11.4%	10.2%
Northern Ireland	56.8%	49.7%	39.8%	44.3%	3.4%	6.0%
Scotland	57.7%	55.3%	27.6%	33.0%	14.7%	11.7%
Wales	36.7%	42.5%	49.8%	47.7%	13.5%	9.8%
Grand Total	46.6%	45.9%	39.2%	38.4%	14.2%	15.7%

In April 2007, five-year funding for patient-centred research was secured for twelve NIHR Biomedical Research Centres and Units, of which eleven were awarded to NHS Trusts in partnership with university Medical Schools.³ This appears to have had little impact on the change in staffing levels by region, or indeed by School, nor does the 2008 data suggest a detrimental effect on clinical academic staffing levels in Medical Schools or SHA regions without NIHR Biomedical Research Centre status.

Current Department of Health (England) policies to promote and diffuse innovation include Health Innovation and Education Clusters (HIECs), Academic Health Science Centres (AHSCs), the Innovation Fund and NIHR Collaborations for Leadership in Applied Health Research and Care (CLAHRCs). The Medical Schools Council has been in discussion with the Department of Health about how these policies will be implemented, and the bidding and awarding process is now underway. The impact of status and/or funding on clinical academic staffing levels is unknown. It is essential that Schools and regions which may not be part of such initiatives are not marginalised as a consequence. Every effort must be made to ensure that clinical research networks and collaborations link these centres, clusters and collaborations to other institutions, recognising that excellent research occurs in all Schools and the contribution that local centres can make to the health and wealth of the population.

Full data on clinical academic staffing levels by region are available as Appendices 2 and 7.

³ Member institutions of the Medical Schools Council with funding for a Biomedical Research Centre are Cambridge, Imperial, Liverpool, King's College London, Newcastle, Manchester, Oxford and University College London. For more information please see www.nihr.ac.uk

5 SPECIALTY

Advances in patient care, delivery of clinical excellence and enhancing UK competitiveness depend upon a broad skill mix and representation of medical clinical academics across the range of specialties which comprise medical clinical academia. There is a danger in labelling a specialty as a shortage specialty on the grounds of declining numbers, without considering the broader context. Healthcare and health needs are evolving. Changes in medical clinical academic staffing levels by specialty need to be understood in the context of the future health needs of the wider population and the emerging research agenda.

The 2008 data update highlights the particular plight of Pathology, where staffing levels have declined 58% since 2000, and Anaesthetics, with a decline of 40% since 2000 (figure 10). In 2005 and 2006, expansion of the number of histopathology training schools in the UK, and additional funding and support from the Pathological Society, made a significant contribution to increasing the number of clinical academics in post. These staffing levels have not however been maintained since. In 2007, a Healthcare Commission review suggested that more needs to be done to deliver consistent high quality care for children in England.⁴ Medical Schools Council data reveal that clinical academic staffing levels in Paediatrics & Child Health have steadily declined by between 2% and 6% a year since 2004, to a current total of 200 FTE, of which only 26 FTE are at Lecturer grade. With concerted and sustained effort, the path of an individual medical specialty can be changed. The challenge is to determine which specialties will be important for the future and to find mechanisms to promote their development.

⁴The Healthcare Commission (2007) *Improving Services for Children in Hospital*

Figure 10: Summary of change in clinical academic staffing level by specialty since 2000 (FTE)

	2000	2007	2008	% change since 2000	% change since 2007
Anaesthetics	100.31	67.29	60.66	-39.5%	-9.9%
General Practice	152.85	186.55	186.24	21.8%	-0.2%
Infection/ Microbiology	*	65.53	69.33	*	5.8%
Medical Education	*	17.33	24.85	*	43.4%
Oncology	*	117.40	130.80	*	11.4%
Obstetrics & Gynaecology	176.34	135.66	127.08	-27.9%	-6.3%
Occupational Medicine	14.74	15.00	14.00	-5.0%	-6.7%
Ophthalmology	40.19	37.10	35.25	-12.3%	-5.0%
Paediatrics & Child Health	246.14	204.88	200.14	-18.7%	-2.3%
Pathology	371.53	171.17	154.76	-58.3%	-9.6%
Physicians/ Medicine	972.56	1116.27	1180.97	21.4%	5.8%
Psychiatry	392.85	310.12	305.03	-22.4%	-1.6%
Public Health	207.80	160.24	153.21	-26.3%	-4.4%
Radiology	60.15	42.20	45.28	-24.7%	7.3%
Surgery	331.89	283.54	264.27	-20.4%	-6.8%
Other	450.74	66.95	79.75	-82.3%	19.1%
Grand Total	3518.09	2997.23	3031.62	-13.8%	1.1%

The increase of 26 FTE Lecturers since 2007 disguises trends in individual specialties, which can be discerned from figures 10 and 11. In nine specialties there has been a decline of at least 60% in the number of Lecturers in post since 2000. In the past two years several specialties are beginning to show early signs of recovery at Lecturer grade, including Oncology and Infection/Microbiology. The majority of the increase in Lecturers is within a single specialty, Physicians/Medicine, with an additional 49 FTE Lecturers in post in 2008 compared with 2006, an increase of 37%. Just 6 FTE Lecturers are recorded with Anaesthetics or Ophthalmology as their primary specialty, and only 5 FTE Lecturers in Radiology.

Full data on clinical academic staffing levels by specialty are available as Appendices 2 and 7.

Figure 11: Summary of change in clinical academic staffing level by specialty since 2000 – lecturers (FTE)

	2000	2007	2008	% change since 2000	% change since 2007
Anaesthetics	23.00	8.00	6.00	-73.9%	-25.0%
General Practice	40.15	27.18	27.14	-32.4%	-0.2%
Infection/ Microbiology	*	8.50	12.00	*	41.2%
Medical Education	*	1.30	3.80	*	192.3%
Oncology	*	7.60	11.00	*	44.7%
Obstetrics & Gynaecology	38.60	28.80	28.30	-26.7%	-1.7%
Occupational Medicine	3.20	1.00	1.00	-68.8%	0.0%
Ophthalmology	15.00	8.00	6.00	-60.0%	-25.0%
Paediatrics & Child Health	65.60	26.40	26.10	-60.2%	-1.1%
Pathology	64.00	13.50	12.00	-81.3%	-11.1%
Physicians/ Medicine	187.95	156.73	181.05	-3.7%	15.5%
Psychiatry	114.10	47.00	46.70	-59.1%	-0.6%
Public Health	57.22	10.00	11.40	-80.1%	14.0%
Radiology	7.50	4.60	4.60	-38.7%	0.0%
Surgery	97.63	55.00	46.25	-52.6%	-15.9%
Other	115.29	14.00	19.90	-82.7%	42.1%
Grand Total	829.24	417.61	443.23	-46.5%	6.1%

There are different institutional policies about the recording of established posts and vacancies, and some Schools do not hold these data at all. In some institutions, a post is not considered vacant until it is advertised; in others, vacancies are considered against funding and strategic objectives at institutional level; in others, advertising is delayed until suitable candidates are available for appointment. The survey of medical clinical academic staffing levels asked schools to report on each vacant clinical academic post that the University was intending to retain on 31 July 2008, even if not actively recruiting to the post.

A total of 246 FTE posts were reported as vacant in UK Medical Schools in 2008, compared with 279 in 2007 and 423 in 2000. The number of vacant posts comprises 7.5% of the total available posts, although this is likely to be an underestimation due to the reasons outlined above. Whilst independent advice obtained by the Medical Schools Council suggests that an acceptable level of staff turnover is between 5% and 7.5%, it is likely that as many as 5-10% of Professorial and Senior Lecturer posts and up to 20% of all Lecturer posts are vacant.

Analysis of vacancy by specialty reveals that in two specialties – Oncology and Radiology – vacancies account for more than 10% of all available posts. Interestingly, there are 56 FTE vacancies in Physicians/Medicine (5% of all available posts), additional to the increase of 65 FTE between 2007 and 2008. 16% of all available posts at Lecturer level are vacant. Efforts must be made to ensure sufficient recruitment of postdoctoral clinicians into this first substantive role in clinical academic medicine.

Several Schools commented on a general lack of suitable applicants, particularly for more senior clinical academic posts. Fourteen Schools commented on particular difficulties in recruitment to individual specialties, with six Schools listing three or more specialties. In particular, Schools report difficulties in recruitment in Pathology and Physicians/Medicine (notably Endocrinology and Diabetes) (five Schools) and Radiology, Obstetrics & Gynaecology and Oncology (three Schools).

In summer 2008, the Medical Schools Council launched www.clinicalacademicjobs.org, an online recruitment portal and careers resource. 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.

6 VACANCIES

Figure 12: Vacancies by specialty (FTE)

	Total clinical academic staffing level	Vacancies	Total available clinical academic posts	Reported vacancies as a % of the total available posts
Anaesthetics	60.66	2.00	62.66	3.2%
General Practice	186.24	10.99	197.23	5.6%
Infection/Microbiology	69.33	7.00	76.33	9.2%
Medical Education	24.85	2.00	26.85	7.4%
Oncology	130.80	21.55	152.35	14.1%
Obstetrics & Gynaecology	127.08	7.00	134.08	5.2%
Occupational Medicine	14.00	0.00	14.00	0.0%
Ophthalmology	35.25	1.00	36.25	2.8%
Pathology	154.76	12.40	167.16	7.4%
Physicians/Medicine	1180.97	56.00	1236.97	4.5%
Paediatrics & Child Health	200.14	13.20	213.34	6.2%
Psychiatry	200.14	15.00	215.14	7.0%
Public Health	153.21	16.00	169.21	9.5%
Radiology	45.28	7.00	52.28	13.4%
Surgery	264.27	21.00	285.27	7.4%
Other	79.75	53.50	133.25	40.2%
Grand Total	3031.62	245.64	3277.26	7.5%

Figure 13: Vacancies by clinical academic grade (FTE)

	Total clinical academic staffing level	Vacancies	Reported vacancies as a % of the total available posts	Change in total posts filled between 2007 and 2008
Professor	1315.86	70.75	5.1%	46.87
Reader/ Senior Lecturer	1272.52	90.25	6.6%	-38.11
Lecturer	443.23	84.64	16.0%	25.62
Grand Total	3031.62	245.64	7.5%	34.39

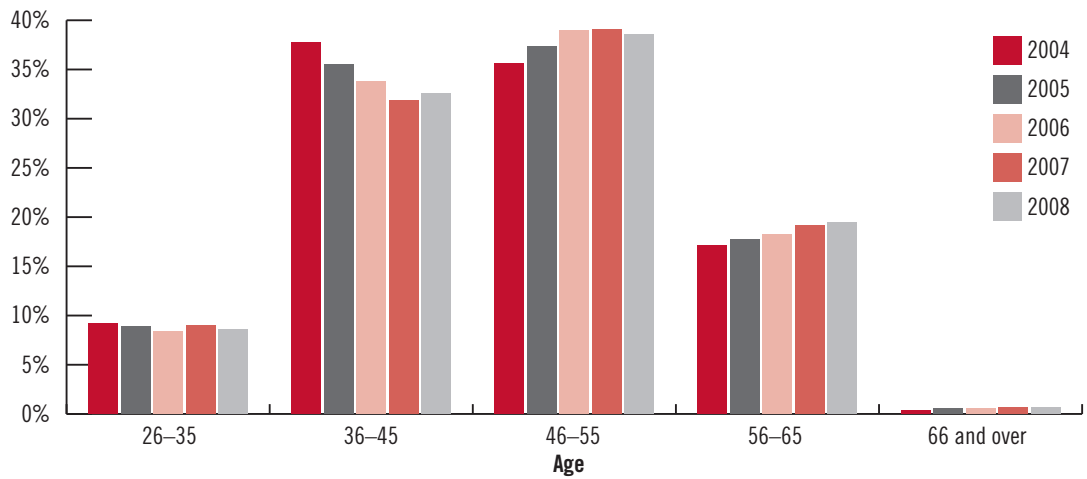
7 AGE

The clinical academic population in medicine is ageing. In 2004, 53% of medical clinical academics were aged 46 and over. The 2008 data reveal that 58% of clinical academics are aged 46 and over. As figure 14 illustrates, clinical academics employed by UK universities with Medical Schools in the age group 26-35 are of insufficient number to replace the number of clinical academics approaching retirement age. New career pathways will allow many individuals in the 26-35 age group currently engaged as academic clinical fellows, doctoral or postdoctoral clinician scientists to achieve appointments as Clinical Lecturers or Senior Clinical Lecturers. Whilst there is, for the first year, a slight increase in the proportion of clinical academics aged 36-45, and a corresponding decrease of those aged 46-55, this change is nominal.

Distribution of clinical academic grades by age has changed little since 2004. The distribution of clinical academics by age broadly relates to academic grade, consistent with a pattern of promotion and retirement, as illustrated in figure 15. 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. Further efforts must be made to ensure flexibility for individuals wishing to move between an NHS and an academic career, and to facilitate multiple entry points.

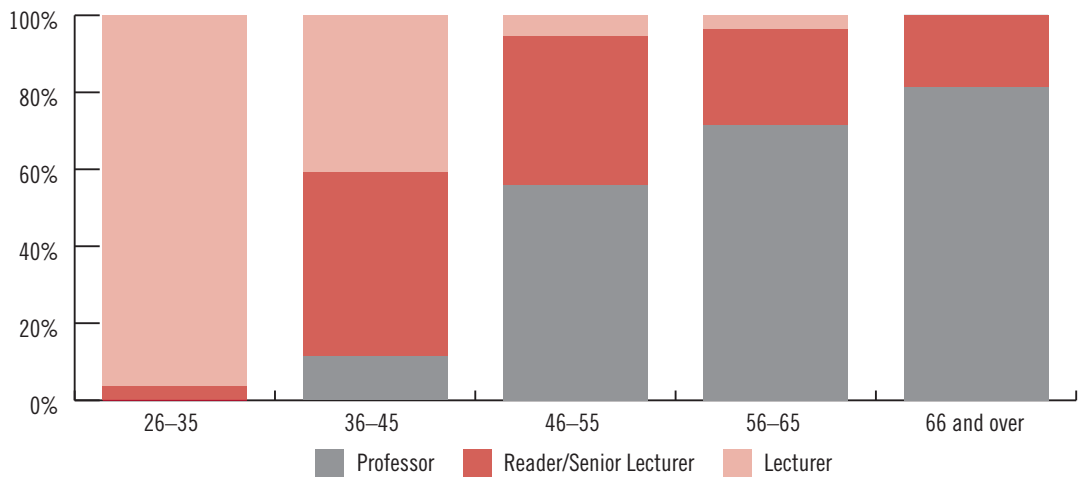
Full data on clinical academic staffing levels by age are available as Appendices 8, 9 and 11.

Figure 14: Change to the age profile of clinical academics since 2004 (headcount)⁵



⁵ Percentage of all clinical academics with known age.

Figure 15: Clinical academics by age and by grade (headcount)



The gender profile of clinical academics in UK Medical Schools has seen little change since the publication of 2007 data, with women consistently underrepresented at every clinical academic grade. The 2008 data reveal that women make up 24% of the clinical academic workforce, compared with 21% in 2004. There has been a slight but steady increase in the proportion of women at each academic grade since gender data were first collected in 2004, with 40% women at Lecturer grade, 28% at Senior Lecturer grade and 13% at Professorial grade (figure 16), compared with 35%, 23% and 11% respectively in 2004.

Five of the 32 UK Medical Schools and partner Schools do not have a single female clinical academic in post at Professorial level – Durham, Oxford, Peninsula, St Andrews and Swansea.⁶ Of the total clinical academic workforce, 14% work less than full-time. Analysis by gender reveals that this includes 27% of all women and 10% of all men, and that the gender distinction is greater at the lower clinical academic grades and amongst younger age groups (see figures 17 and 18). One third of female Senior Lecturers and Lecturers work less than full-time, compared with 15% of male Senior Lecturers and 10% of male Lecturers, which can be understood to reflect domestic arrangements for these individuals.

8 GENDER

⁶ N.B. Durham has a total staffing level of 2.40 FTE; St Andrews has a total staffing level of 2.00 FTE.

Figure 16: Clinical academics by gender and by grade (headcount)

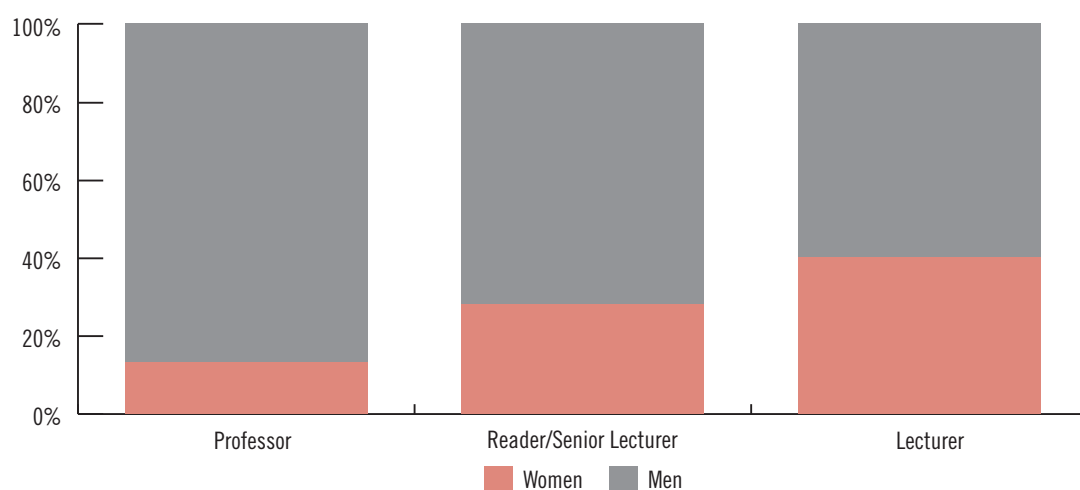


Figure 17: Proportion of full-time and part-time clinical academics, by gender and by grade (headcount)

	Women working full time	Total women	% women working full-time	Men working full time	Total men	% men working full-time
Professor	161	177	91.0%	1115	1177	94.7%
Reader/ Senior Lecturer	265	396	66.9%	876	1023	85.6%
Lecturer	135	197	68.5%	265	294	90.1%
Grand Total	561	770	72.9%	2256	2494	90.5%

Examination of the data in figure 19 reveals a 13% increase in the number of women in post since 2004, compared with a 3% decrease in the number of men in post. Women account for almost 60% of the student population in UK Medical Schools, compared with 45% in 1987.^{7,8} The steady rise in the proportion of women entrants to UK Medical Schools has not been matched by a parallel rise in the number of women in senior posts in academic medicine.

It is encouraging that in younger age groups, the ratio of women to men is higher and there are signs that more women are moving up the academic ladder and achieving appointments to clinical academic professorial positions. The Medical Schools Council (2007) report *Women in Clinical Academia: Attracting and Developing the Medical and Dental Workforce of the Future* highlighted that unless women are attracted into a career in clinical academia, the teachers of the next generation of medical students will simply not exist. Role models, with whom students can identify, play a key part in this process. Professor Debbie Sharp, Professor of Primary Care at Bristol Medical School, Chair of the Medical Schools Council working group, and Dr Katie Petty-Saphon, Executive Director of the Medical Schools Council, are members of Baroness Deech's Working Group on Women in Medicine, which is due to report in June 2009.

Full data on clinical academic staffing levels by gender are available as Appendices 9 and 10.

⁷ HEFCE, data available from www.hefce.ac.uk.

⁸ The Information Centre (2006) Medical and Dental Workforce Census, www.ic.nhs.uk

Figure 18: Clinical academics by age and by gender (headcount)

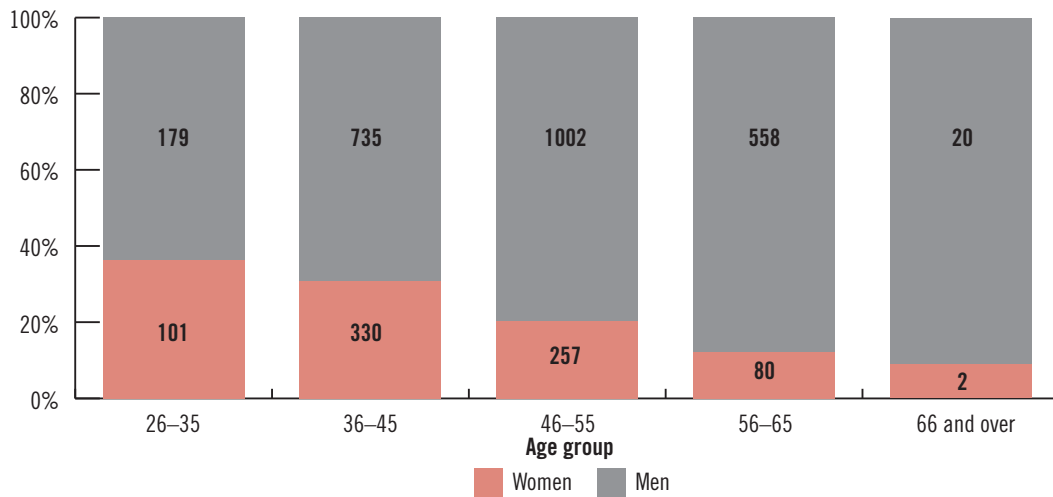


Figure 19: Clinical academic staffing levels by gender since 2004 (headcount and FTE)

	2004	2005	2006	2007	2008	% change since 2004	% change since 2007
Women (headcount)	680	705	719	735	770	13.2%	4.8%
Men (headcount)	2566	2530	2457	2483	2494	-2.8%	0.4%
Grand Total (headcount)	3277	3240	3184	3218	3264	-0.4%	1.4%
Women (FTE)	590.37	595.04	612.85	650.87	672.23	13.9%	3.3%
Men (FTE)	2393.45	2359.51	2312.36	2346.36	2359.39	-1.4%	0.6%
Grand Total (FTE)	3004.72	2957.35	2930.19	2997.23	3031.62	0.9%	1.1%

The 2008 data update reveals that clinical academics in UK Medical Schools are predominantly of white ethnic origin (81%), with all other ethnic groups underrepresented at every academic grade. Eight percent of medical clinical academics are of Asian/ British Asian origin. Of those aged 56-65, 90% are of white ethnic origin, compared with 70% of those aged 26-35.

9 ETHNICITY

Figure 20: Clinical academics by ethnic origin and by age (headcount)

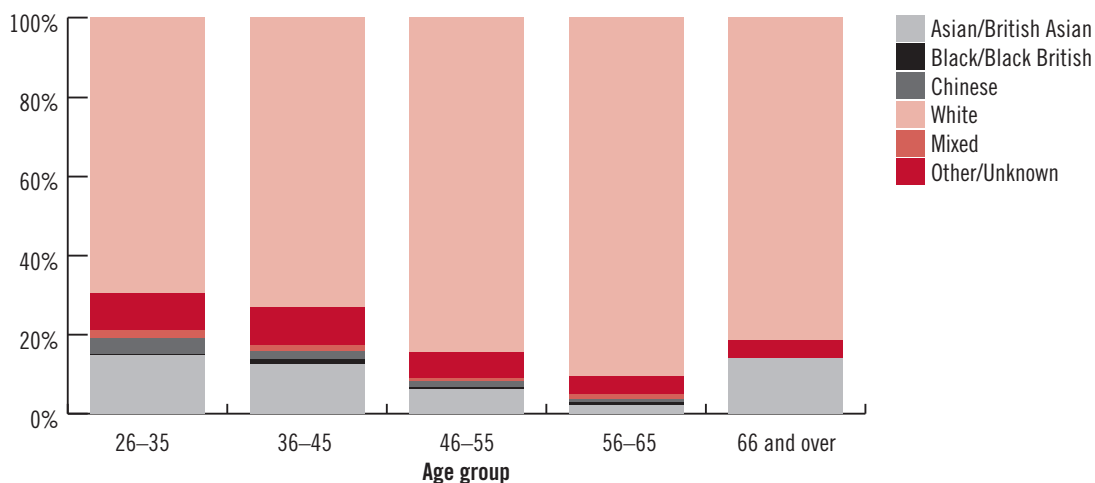
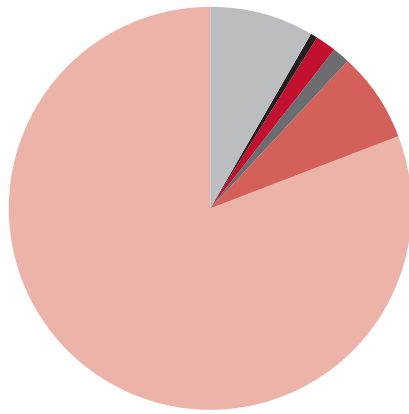
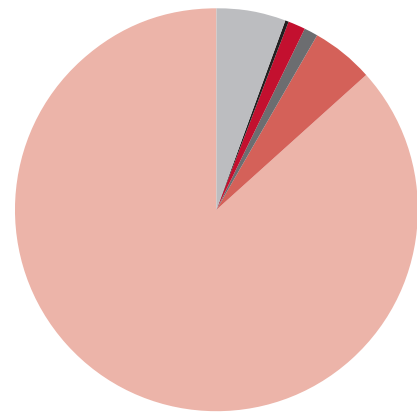


Figure 21a: Ethnic origin of clinical academics (headcount)



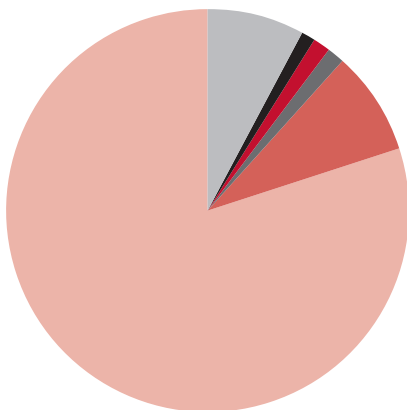
Ethnicity	Grand Total
Asian/British Asian	273
Black/Black British	22
Chinese	55
White	2631
Mixed	41
Other/Unknown	242
Grand Total	3264

Figure 21b: Ethnic origin of Professors (headcount)



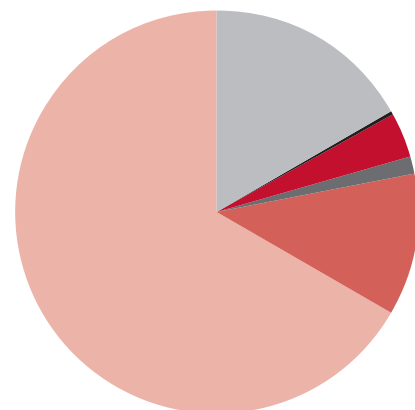
Ethnicity	Professor
Asian/British Asian	78
Black/Black British	3
Chinese	18
White	1172
Mixed	14
Other/Unknown	69
Grand Total	1354

Figure 21c: Ethnic origin of Readers/ Senior Lecturers (headcount)



Ethnicity	Reader/ Senior Lecturer
Asian/British Asian	113
Black/Black British	17
Chinese	19
White	1133
Mixed	20
Other/Unknown	117
Grand Total	1419

Figure 21d: Ethnic origin of Lecturers (headcount)



Ethnicity	Lecturer
Asian/British Asian	82
Black/Black British	2
Chinese	18
White	326
Mixed	7
Other/Unknown	56
Grand Total	491

Figures 20 and 21a-d illustrate a cohort effect, with a higher proportion of clinical academics of non-white ethnic origin amongst younger age groups and at junior clinical academic grades. It is encouraging that 34% of Lecturers are of non-white ethnic origin, compared with 13% at Professorial level.

It is not yet possible to draw conclusions over time, as there has previously been significant under-reporting of ethnicity data.

Full data on clinical academic staffing levels by ethnic origin are available as Appendices 11 and 12.

10 CLINICAL EXCELLENCE AWARDS⁹

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).

Comparatively fewer women than men hold CEAs at each level of Award, as illustrated in figure 22. Overall, 35% of all female clinical academics hold a CEA at some level compared with 83% of all male clinical academics; 17% of female clinical academics hold a CEA at Bronze or above, or at B, A or A+ level, compared with 50% of all male clinical academics. The comparison is stark, and although in part, this can be explained by academic seniority, at both Senior Lecturer (8% compared with 13%) and Professorial levels (57% compared with 64%), fewer women than men hold a CEA at Level 9 or above (figure 23). No Lecturers of either gender hold a CEA above Level 9. The comparison between FTE and headcount data in figure 23 suggests little difference between the proportion of part-time clinical academics of either gender holding awards and their full-time colleagues.

Figure 22: Clinical academics with a Clinical Excellence Award by gender (headcount)

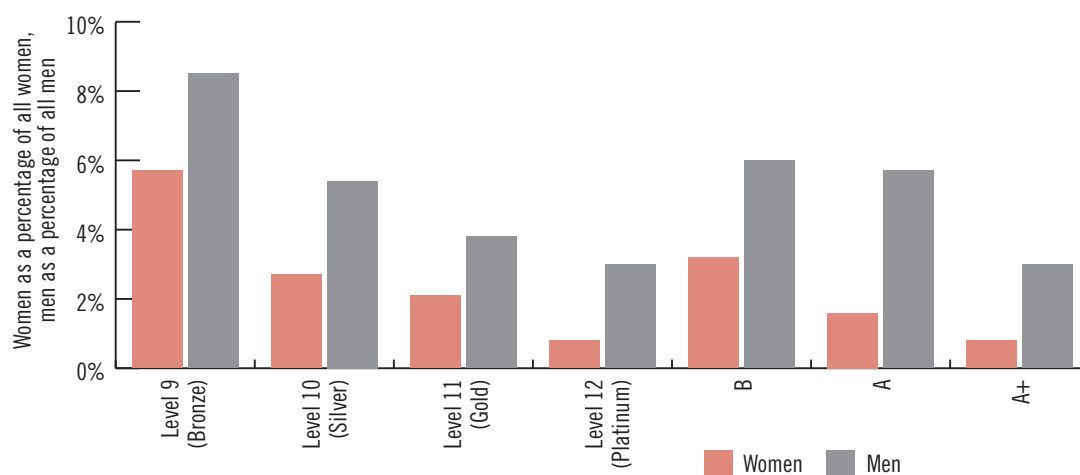


Figure 23: Clinical academics with a Clinical Excellence Award by gender and by grade (headcount and FTE)¹³

	Women	Men
Professor (headcount)	56.5%	63.6%
Professor (FTE)	58.0%	64.3%
Senior Lecturer (headcount)	7.6%	13.2%
Senior Lecturer (FTE)	8.5%	13.6%

Regional analysis of clinical academics with CEAs illustrates substantial diversity. In London for example, only 27% of clinical academics hold a CEA at or above Level 9 compared with 45% in the East of England, yet in both regions similar proportions of Senior Lecturers and Professors are in post. There appears to be little correlation between the regions with the most clinical academics with CEAs and those regions with the highest proportion of clinical academics at senior grades (comparison with figure 8), despite analysis showing that higher academic grades are associated with higher level CEAs.

⁹ And equivalent Award by the Devolved Administrations

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.

¹³ Clinical academics holding a nationally awarded CEA at Level 9 or above. No Lecturers hold CEAs above Level 9.

Figure 24: Clinical academics with a Clinical Excellence Award by region (headcount)

	No CEA	Levels 1-9	Level 9 (Bronze)	Level 10 (Silver)	Level 11 (Gold)	Level 12 (Platinum)	B	A	A+	Total with a CEA	Grand Total	% with a CEA
East Midlands	110	62	26	17	8	5	4	8	6	136	246	55.3%
East of England	35	28	19	3	7	3	5	5	9	79	114	69.3%
London	517	233	74	62	39	27	29	22	20	506	1023	49.5%
North East	56	41		5	8	5	7	9	1	76	132	57.6%
North West	142	64	26	17	13	10	10	10	3	153	295	51.9%
South Central	94	46	18	12	7	3	10	10	6	112	206	54.4%
South East	12	8	3	1		2				14	26	53.8%
South West	47	27	17	9	5	1	6	7	2	74	121	61.2%
West Midlands	104	56	23	9	15	6	2	1	2	114	218	52.3%
Yorks & Humber	94	63	28	11	6	7	15	11	3	144	238	60.5%
Northern Ireland	29	10		5		3	10	7	1	36	65	55.4%
Scotland	207	56					68	55	27	206	413	49.9%
Wales	77	33	22	5	3	8	8	9	2	90	167	53.9%
Grand Total	1524	727	256	156	111	80	174	154	82	1740	3264	53.3%

The 2008 data show variation in the distribution of clinical academics with a CEA within different specialties, although this is distorted by the inclusion of specialties with smaller academic populations, for example Anaesthetics and Radiology. It is notable that clinical academics specialising in General Practice do, on average, hold fewer CEAs than in other specialties; until 2004 General Practitioners were not eligible to apply for CEAs and there will inevitably be a lag effect.

Figure 25: Clinical academics with a Clinical Excellence Award by specialty (headcount)

	No CEA	Levels 1-9	Level 9 (Bronze)	Level 10 (Silver)	Level 11 (Gold)	Level 12 (Platinum)	B	A	A+	Total with a CEA	Grand Total	% with a CEA
Anaesthetics	19	10	7	6	2	4	5	6	4	44	63	69.8%
General Practice	205	22	24	15	8	3	4	2		78	283	27.6%
Infection/Microbiology	36	11	8	3	2	2	7		3	36	72	50.0%
Medical Education	20	2	1		1	1	2	3		10	30	33.3%
Oncology	51	36	12	7	4	3	4	10	4	80	131	61.1%
Obstetrics & Gynaecology	61	27	10	1	5	4	10	7	8	72	133	54.1%
Occupational Medicine	6	3	2	1		1		1		8	14	57.1%
Ophthalmology	17	9	3	2	2	1	1	2	1	21	38	55.3%
Paediatrics & Child Health	76	57	21	12	7	5	15	14	4	135	211	64.0%
Pathology	53	44	8	12	5	6	18	10	3	106	159	66.7%
Physicians/Medicine	554	309	94	53	48	32	57	59	34	686	1240	55.3%
Public Health	72	39	14	10	4	3	9	8	3	90	162	55.6%
Psychiatry	145	84	25	15	14	7	14	15	5	179	324	55.2%
Radiology	15	10	7	1		2	7	3	2	32	47	68.1%
Surgery	134	57	17	15	6	5	18	12	8	138	272	50.7%
Other	60	7	3	3	3	1	3	2	3	25	85	29.4%
Grand Total	1524	727	256	156	111	80	174	154	82	1740	3264	53.3%

Notes The total figures for levels 1-9 also include Discretionary Points

The Medical Schools Council and ACCEA have exchanged data on individuals in receipt of a CEA, as presented in figure 26. These data indicate that proportionately more clinical academics hold a CEA than NHS consultants (53% compared with 51%), with the difference even greater amongst individuals with a CEA at Level 9 or above (31% compared with 14%). There is a gender disparity amongst both NHS consultants and clinical academics, with twice as many men than women currently holding a CEA

at Level 9 or above. The ACCEA (2008) annual report¹⁴ suggests that women may be less inclined to nominate themselves for an award than their male counterparts; and as earlier analysis of Medical Schools Council data suggests, the gender disparity may also be associated with seniority and age. It is important that the exceptional contributions of clinical academics – of both genders – to clinical excellence continue to be recognised by the national CEA awarding bodies, reflected in the high proportion of individuals with a CEA at Level 9 or above.

Full data on clinical academic excellence awards are available as Appendix 13.

¹⁴ ACCEA (2008) Annual report of the Advisory Committee on Clinical Excellence Awards, available from www.advisorybodies.doh.gov.uk/accea/

¹⁵ Data shared by ACCEA.

Figure 26: NHS consultants and clinical academics with a Clinical Excellence Award by gender (headcount)

		No CEA	Levels 1-9	Level 9 (Bronze)	Level 10 (Silver)	Level 11 (Gold)	Level 12 (Platinum)	B	A	A+	Total with a CEA	Grand Total
NHS consultants*	Women	4482 61.8%	2335 32.2%	261 3.6%	114 1.6%	32 0.4%	17 0.2%	135 1.9%	40 0.6%	12 0.2%	2946 40.6%	7248
	Men	9289 44.9%	8161 39.4%	1177 5.7%	560 2.7%	208 1.0%	132 0.6%	691 3.3%	379 1.8%	114 0.6%	11422 55.1%	20711
	Total	13771	10496	1438	674	240	149	826	419	126	14368	27959
Clinical academics (England)	Women	393 63.8%	124 20.1%	38 6.2%	19 3.1%	16 2.6%	5 0.8%	12 1.9%	7 1.1%	2 0.3%	223 36.2%	616
	Men	818 40.8%	504 25.2%	196 9.8%	127 6.3%	92 4.6%	64 3.2%	76 3.8%	76 3.8%	50 2.5%	1185 59.2%	2003
	Total	1211	628	234	146	108	69	88	83	52	1408	2619
Clinical academics (UK)	Women	497 64.5%	143 18.6%	44 5.7%	21 2.7%	16 2.1%	6 0.8%	25 3.2%	12 1.6%	6 0.8%	273 35.5%	77
	Men	1027 41.2%	584 23.4%	212 8.5%	135 5.4%	95 3.8%	74 3.0%	149 6.0%	142 5.7%	76 3.0%	1467 58.8%	2494
	Total	1524	727	256	156	111	80	174	154	82	1740	3264
Grand Total		16506	11851	1928	976	459	298	1088	656	260	17516	33842

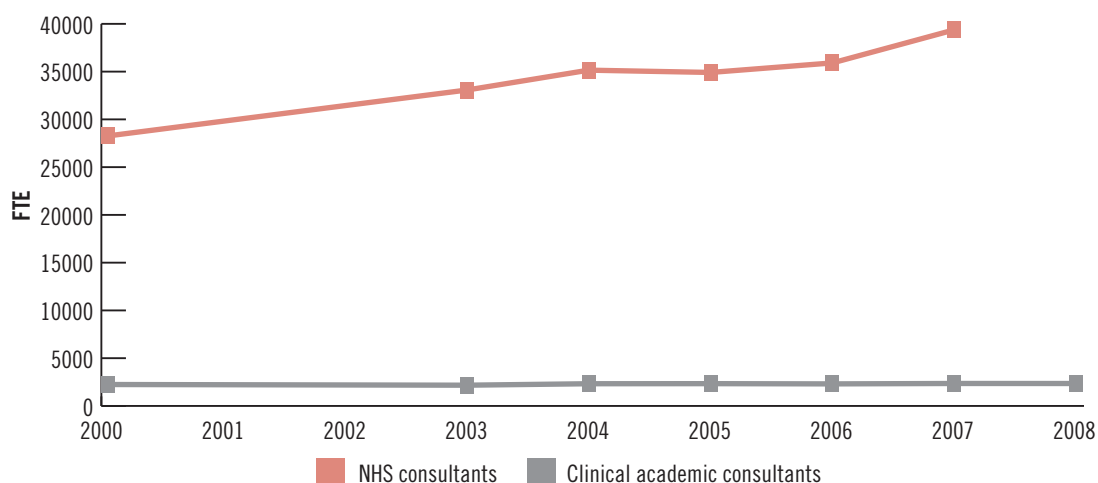
11 CONCLUDING REMARKS

¹⁶Tooke J (2008) *Final Report of the Independent Inquiry into Modernising Medical Careers: Aspiring to Excellence*

The 2008 data update of *Medical Clinical Academic Staffing Levels in UK Medical Schools* indicate more acutely than ever the crisis of recruitment and retention in clinical academic medicine. Whilst it is encouraging that the number of Lecturers has increased 6% since the 2007 survey and surpassed 3000 FTE posts for the first time since 2004, Lecturers number fewer than 15% of the clinical academic team in 2008, compared with 24% in 2000.

The health of the UK population depends upon the contribution of clinical academics to teaching, research and clinical practice. Clinical academics are at the forefront of medical discoveries, and play an important part in national and international medical affairs. Figure 26 illustrates a substantial increase in the number of NHS consultants since 2000, from 28,300 FTE to 39,400 FTE, whilst in the same time period the number of consultant level clinical academics employed by UK universities with Medical Schools has remained small and steady around 2,900 FTE. There have been a number of recent initiatives to promote clinical academia at lower levels, including the NIHR and SCREDS schemes. The data presented in this survey of clinical academic staffing levels could in isolation cause concern, but it is expected that many Academic Clinical Fellows and other individuals in intermediary positions, will later achieve career progression into substantive university posts, including Professor, Senior Lecturer and Lecturer. Whilst such schemes are essential to support the research and educational agendas, it is too early to see the full impact of such investment on survey data. However it is clear that careful scrutiny will be required to ensure that such schemes realise the necessary clinical academic capacity to meet the nation's needs. Sufficient conversion of those trainees in pre and post doctoral research positions into definitive clinical academic positions, should be a particular focus.

Figure 26: Timeline of numbers of NHS and clinical academic consultants since 2000 (FTE)



Academic medicine requires a structured and adequately supported clinical environment and well trained clinicians. The importance of research to the NHS is well recognised; however there is risk in labelling individual trainees as 'academic' and 'non-academic'. Students should be exposed to academia early in their undergraduate studies. Trainees should be tracked, mentored and supported and provided with greater flexibility – and they must be fully engaged in university life. More models around flexible work patterns need to be created, both for training posts and across the clinical academic grades, and to enable entry and exit at different stages, as recommended by the Tooke Inquiry.¹⁶

The Medical Schools Council is committed to supporting and encouraging recruitment and retention in clinical academia, and will work with funders and with the Department of Health to develop mechanisms to provide hard data on doctors involved in research in clinical academic endeavour.

Appendix 1: Profile by specialty and source of funding (FTE)

	Funding Council		NHS		Other		Total 2008	Total 2007	% change since 2007
	FTE	%	FTE	%	FTE	%			
Anaesthetics									
Clinical Professor	8.50	37.0%	13.87	60.3%	0.63	2.7%	23.00	18.77	22.5%
Reader/Senior Lecturer	7.56	23.9%	22.70	71.7%	1.40	4.4%	31.66	40.52	-21.9%
Clinical Lecturer	2.00	33.3%	2.00	33.3%	2.00	33.3%	6.00	8.00	-25.0%
Total	18.06	29.8%	38.57	63.6%	4.03	6.6%	60.66	67.29	-9.9%
General Practice									
Clinical Professor	50.84	75.4%	14.20	21.1%	2.36	3.5%	67.40	67.70	-0.4%
Reader/Senior Lecturer	51.37	56.0%	19.59	21.4%	20.74	22.6%	91.71	91.66	0.0%
Clinical Lecturer	11.85	43.7%	5.60	20.6%	9.69	35.7%	27.14	27.18	-0.2%
Total	114.07	61.2%	39.39	21.1%	32.79	17.6%	186.24	186.55	-0.2%
Infection/Microbiology									
Clinical Professor	20.10	60.9%	8.45	25.6%	4.45	13.5%	33.00	33.00	0.0%
Reader/Senior Lecturer	11.44	47.0%	9.09	37.4%	3.80	15.6%	24.33	24.03	1.2%
Clinical Lecturer	4.84	40.3%	5.86	48.8%	1.30	10.8%	12.00	8.50	41.2%
Total	36.38	52.5%	23.40	33.8%	9.55	13.8%	69.33	65.53	5.8%
Medical Education									
Clinical Professor	8.12	75.5%	2.63	24.5%	0.00	0.0%	10.75	6.00	79.2%
Reader/Senior Lecturer	7.00	68.0%	3.30	32.0%	0.00	0.0%	10.30	10.03	2.7%
Clinical Lecturer	2.04	53.7%	1.16	30.5%	0.60	15.8%	3.80	1.30	192.3%
Total	17.16	69.0%	7.09	28.5%	0.60	2.4%	24.85	17.33	43.4%
Oncology									
Clinical Professor	20.51	34.8%	19.48	33.0%	19.01	32.2%	59.00	51.00	15.7%
Reader/Senior Lecturer	17.51	28.8%	30.00	49.3%	13.29	21.9%	60.80	58.80	3.4%
Clinical Lecturer	2.50	22.7%	7.00	63.6%	1.50	13.6%	11.00	7.60	44.7%
Total	40.52	31.0%	56.48	43.2%	33.80	25.8%	130.80	117.40	11.4%
Obstetrics & Gynaecology									
Clinical Professor	35.59	69.7%	14.23	27.8%	1.28	2.5%	51.10	52.50	-2.7%
Reader/Senior Lecturer	23.15	48.6%	21.14	44.3%	3.39	7.1%	47.68	54.36	-12.3%
Clinical Lecturer	14.94	52.8%	12.06	42.6%	1.30	4.6%	28.30	28.80	-1.7%
Total	73.69	58.0%	47.43	37.3%	5.97	4.7%	127.08	135.66	-6.3%
Occupational Medicine									
Clinical Professor	4.00	66.7%	0.00	0.0%	2.00	33.3%	6.00	4.00	50.0%
Reader/Senior Lecturer	3.44	49.1%	1.00	14.3%	2.56	36.6%	7.00	10.00	-30.0%
Clinical Lecturer	0.50	50.0%	0.50	50.0%	0.00	0.0%	1.00	1.00	0.0%
Total	7.94	56.7%	1.50	10.7%	4.56	32.6%	14.00	15.00	-6.7%
Ophthalmology									
Clinical Professor	6.00	40.0%	6.00	40.0%	3.00	20.0%	15.00	14.85	1.0%
Reader/Senior Lecturer	7.41	52.0%	5.70	40.0%	1.14	8.0%	14.25	14.25	0.0%
Clinical Lecturer	1.23	20.5%	3.77	62.8%	1.00	16.7%	6.00	8.00	-25.0%
Total	14.64	41.5%	15.47	43.9%	5.14	14.6%	35.25	37.10	-5.0%
Pathology									
Clinical Professor	40.51	56.9%	25.82	36.3%	4.85	6.8%	71.18	76.48	-6.9%
Reader/Senior Lecturer	28.05	39.2%	26.06	36.4%	17.47	24.4%	71.58	81.19	-11.8%
Clinical Lecturer	4.10	34.2%	4.40	36.7%	3.50	29.2%	12.00	13.50	-11.1%
Total	72.66	47.0%	56.28	36.4%	25.82	16.7%	154.76	171.17	-9.6%
Physicians/Medicine									
Clinical Professor	305.30	57.3%	146.97	27.6%	80.66	15.1%	532.93	506.41	5.2%
Reader/Senior Lecturer	184.49	39.5%	196.79	42.1%	85.72	18.4%	466.99	453.13	3.1%
Clinical Lecturer	39.85	22.0%	87.47	48.3%	53.73	29.7%	181.05	156.73	15.5%
Total	529.64	44.8%	431.23	36.5%	220.10	18.6%	1180.97	1116.27	5.8%
Paediatrics & Child Health									
Clinical Professor	45.73	65.1%	18.14	25.8%	6.34	9.0%	70.21	74.91	-6.3%
Reader/Senior Lecturer	47.41	45.7%	43.82	42.2%	12.60	12.1%	103.83	103.57	0.3%
Clinical Lecturer	8.60	33.0%	11.70	44.8%	5.80	22.2%	26.10	26.40	-1.1%
Total	101.74	50.8%	73.66	36.8%	24.74	12.4%	200.14	204.88	-2.3%

Appendix 1: Profile by specialty and source of funding (FTE) (cont)

	Funding Council		NHS		Other		Total 2008	Total 2007	% change since 2007
	FTE	%	FTE	%	FTE	%			
Public Health Medicine									
Clinical Professor	49.70	66.8%	12.23	16.5%	12.42	16.7%	74.35	71.11	4.6%
Reader/Senior Lecturer	34.56	51.2%	12.74	18.9%	20.15	29.9%	67.45	79.13	-14.8%
Clinical Lecturer	3.13	27.5%	5.47	48.0%	2.80	24.6%	11.40	10.00	14.0%
Total	87.39	57.0%	30.44	19.9%	35.37	23.1%	153.20	160.24	-4.4%
Psychiatry									
Clinical Professor	66.58	46.9%	63.14	44.4%	12.39	8.7%	142.10	134.28	5.8%
Reader/Senior Lecturer	37.53	32.3%	71.39	61.4%	7.30	6.3%	116.22	128.84	-9.8%
Clinical Lecturer	13.83	29.6%	22.27	47.7%	10.60	22.7%	46.70	47.00	-0.6%
Total	117.94	38.7%	156.80	51.4%	30.29	9.9%	305.03	310.12	-1.6%
Radiology									
Clinical Professor	7.13	34.8%	10.77	52.5%	2.60	12.7%	20.50	21.00	-2.4%
Reader/Senior Lecturer	6.35	31.5%	12.59	62.4%	1.24	6.1%	20.18	16.60	21.6%
Clinical Lecturer	1.00	21.7%	3.60	78.3%	0.00	0.0%	4.60	4.60	0.0%
Total	14.48	32.0%	26.96	59.5%	3.84	8.5%	45.28	42.20	7.3%
Surgery									
Clinical Professor	52.79	49.6%	47.19	44.3%	6.46	6.1%	106.43	110.08	-3.3%
Reader/Senior Lecturer	41.78	37.4%	57.28	51.3%	12.53	11.2%	111.59	118.46	-5.8%
Clinical Lecturer	15.94	34.5%	23.94	51.8%	6.37	13.8%	46.25	55.00	-15.9%
Total	110.51	41.8%	128.41	48.6%	25.35	9.6%	264.27	283.54	-6.8%
Other									
Clinical Professor	19.76	60.0%	8.95	27.2%	4.20	12.8%	32.90	26.90	22.3%
Reader/Senior Lecturer	7.44	27.6%	12.53	46.5%	6.98	25.9%	26.95	26.05	3.5%
Clinical Lecturer	7.61	38.2%	8.29	41.7%	4.00	20.1%	19.90	14.00	42.1%
Total	34.80	43.6%	29.77	37.3%	15.18	19.0%	79.75	66.95	19.1%
Grand Total									
Clinical Professor	741.15	56.3%	412.06	31.3%	162.64	12.4%	1315.85	1269.00	3.7%
Reader/Senior Lecturer	516.49	40.6%	545.72	42.9%	210.31	16.5%	1272.52	1310.63	-2.9%
Clinical Lecturer	133.96	30.2%	205.08	46.3%	104.19	23.5%	443.23	417.61	6.1%
Total	1391.60	45.9%	1162.87	38.4%	477.13	15.7%	3031.61	2997.23	1.1%

Appendix 2: Profile by region and source of funding (FTE)

	Funding Council		NHS		Other		Total 2008	Total 2007	% change since 2007
	FTE	%	FTE	%	FTE	%			
East Midlands									
Clinical Professor	42.99	45.7%	46.92	49.9%	4.09	4.4%	94.00	93.00	1.1%
Reader/Senior Lecturer	24.39	27.1%	58.34	64.9%	7.12	7.9%	89.85	87.98	2.1%
Clinical Lecturer	10.41	26.0%	26.64	66.4%	3.05	7.6%	40.10	40.06	0.1%
Total	77.79	34.7%	131.90	58.9%	14.26	6.4%	223.95	221.04	1.3%
East of England									
Clinical Professor	22.10	43.3%	17.00	33.3%	11.90	23.3%	51.00	49.00	4.1%
Reader/Senior Lecturer	13.70	30.6%	27.20	60.9%	3.80	8.5%	44.70	46.20	-3.2%
Clinical Lecturer	1.60	11.3%	11.50	81.6%	1.00	7.1%	14.10	19.80	-28.8%
Total	37.40	34.1%	55.70	50.7%	16.70	15.2%	109.80	115.00	-4.5%
London									
Clinical Professor	259.79	59.1%	111.73	25.4%	68.01	15.5%	439.52	441.85	-0.5%
Reader/Senior Lecturer	150.37	37.3%	141.93	35.2%	111.07	27.5%	403.37	399.33	1.0%
Clinical Lecturer	26.24	26.5%	27.38	27.7%	45.27	45.8%	98.88	87.82	12.6%
Total	436.40	46.3%	281.03	29.8%	224.34	23.8%	941.78	929.00	1.4%
North East									
Clinical Professor	32.96	52.1%	18.36	29.0%	11.98	18.9%	63.29	59.90	5.7%
Reader/Senior Lecturer	17.68	42.1%	17.49	41.6%	6.85	16.3%	42.01	51.92	-19.1%
Clinical Lecturer	1.13	19.2%	2.10	35.6%	2.67	45.3%	5.90	7.00	-15.7%
Total	51.76	46.5%	37.94	34.1%	21.50	19.3%	111.20	118.82	-6.4%

Appendix 2: Profile by region and source of funding (FTE) (cont)

	Funding Council		NHS		Other		Total 2008	Total 2007	% change since 2007
North West									
Clinical Professor	78.42	63.7%	28.26	23.0%	16.40	13.3%	123.08	107.18	14.8%
Reader/Senior Lecturer	59.53	53.2%	36.30	32.4%	16.14	14.4%	111.97	120.44	-7.0%
Clinical Lecturer	17.44	35.9%	18.16	37.4%	13.00	26.7%	48.60	51.93	-6.4%
Total	155.40	54.8%	82.72	29.2%	45.53	16.1%	283.65	279.55	1.5%
South Central									
Clinical Professor	30.17	47.1%	18.50	28.9%	15.43	24.1%	64.10	62.40	2.7%
Reader/Senior Lecturer	44.34	52.8%	30.90	36.8%	8.76	10.4%	84.00	88.29	-4.9%
Clinical Lecturer	20.15	46.5%	13.15	30.4%	10.00	23.1%	43.30	30.40	42.4%
Total	94.66	49.5%	62.55	32.7%	34.19	17.9%	191.40	181.09	5.7%
South East									
Clinical Professor	4.07	37.0%	5.78	52.5%	1.15	10.5%	11.00	8.00	37.5%
Reader/Senior Lecturer	5.35	36.6%	8.10	55.5%	1.15	7.9%	14.60	11.00	32.7%
Clinical Lecturer	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Total	9.42	36.8%	13.88	54.2%	2.30	9.0%	25.60	19.00	34.7%
South West									
Clinical Professor	31.80	62.8%	15.61	30.8%	3.20	6.3%	50.60	47.60	6.3%
Reader/Senior Lecturer	21.72	42.1%	20.61	40.0%	9.23	17.9%	51.56	55.90	-7.8%
Clinical Lecturer	3.61	43.0%	4.79	57.0%	0.00	0.0%	8.40	7.10	18.3%
Total	57.13	51.7%	41.01	37.1%	12.43	11.2%	110.56	110.60	0.0%
West Midlands									
Clinical Professor	31.35	39.2%	40.11	50.1%	8.59	10.7%	80.05	76.60	4.5%
Reader/Senior Lecturer	23.84	30.6%	47.66	61.2%	6.40	8.2%	77.90	78.70	-1.0%
Clinical Lecturer	7.76	22.1%	24.84	70.8%	2.50	7.1%	35.10	33.30	5.4%
Total	62.95	32.6%	112.61	58.3%	17.49	9.1%	193.05	188.60	2.4%
Yorkshire & The Humber									
Clinical Professor	39.27	43.4%	44.06	48.7%	7.18	7.9%	90.51	86.21	5.0%
Reader/Senior Lecturer	39.77	41.4%	46.68	48.6%	9.66	10.1%	96.11	100.57	-4.4%
Clinical Lecturer	12.39	32.8%	19.36	51.3%	6.00	15.9%	37.75	37.00	2.0%
Total	91.43	40.7%	110.10	49.1%	22.84	10.2%	224.37	223.78	0.3%
Northern Ireland									
Clinical Professor	11.15	53.1%	9.85	46.9%	0.00	0.0%	21.00	16.50	27.3%
Reader/Senior Lecturer	19.55	47.3%	18.00	43.6%	3.75	9.1%	41.30	42.60	-3.1%
Clinical Lecturer	0.50	100.0%	0.00	0.0%	0.00	0.0%	0.50	0.50	0.0%
Total	31.20	49.7%	27.85	44.3%	3.75	6.0%	62.80	59.60	5.4%
Scotland									
Clinical Professor	125.39	74.3%	34.69	20.6%	8.62	5.1%	168.70	162.45	3.8%
Reader/Senior Lecturer	70.90	52.7%	43.17	32.1%	20.38	15.2%	134.45	146.40	-8.2%
Clinical Lecturer	23.33	24.8%	53.17	56.6%	17.40	18.5%	93.90	86.60	8.4%
Total	219.62	55.3%	131.03	33.0%	46.40	11.7%	397.05	395.45	0.4%
Wales									
Clinical Professor	31.69	53.7%	21.21	35.9%	6.10	10.3%	59.00	58.30	1.2%
Reader/Senior Lecturer	25.35	31.4%	49.35	61.2%	6.00	7.4%	80.70	81.30	-0.7%
Clinical Lecturer	9.40	56.3%	4.00	24.0%	3.30	19.8%	16.70	16.10	3.7%
Total	66.44	42.5%	74.56	47.7%	15.40	9.8%	156.40	155.70	0.4%
Grand Total									
Clinical Professor	741.15	56.3%	412.06	31.3%	162.64	12.4%	1315.85	1269.00	3.7%
Reader/Senior Lecturer	516.49	40.6%	545.72	42.9%	210.31	16.5%	1272.52	1310.63	-2.9%
Clinical Lecturer	133.96	30.2%	205.08	46.3%	104.19	23.5%	443.23	417.61	6.1%
Total	1391.60	45.9%	1162.87	38.4%	477.13	15.7%	3031.61	2997.23	1.1%

EAST MIDLANDS includes: Leicester, Nottingham; EAST OF ENGLAND includes: Cambridge, University of East Anglia; LONDON includes Barts and the London, Imperial College London, London School of Hygiene and Tropical Medicine, King's College London, St George's, University of London, University College London; NORTH EAST includes Newcastle, Durham; NORTH WEST includes Lancaster, Liverpool, Manchester; SOUTH CENTRAL includes Oxford, Southampton; SOUTH EAST includes Brighton and Sussex; SOUTH WEST includes Bristol, Peninsula; WEST MIDLANDS includes Birmingham, Keele, Warwick; YORKSHIRE AND THE HUMBER includes Hull York, Leeds, Sheffield; NORTHERN IRELAND includes Queen's University Belfast; SCOTLAND includes Dundee, Edinburgh, Glasgow, St Andrews; WALES includes Cardiff, Swansea.

Appendix 3: Profile by Medical School and source of funding (FTE)

	Funding Council		NHS		Other		Total 2008	Total 2007	% change since 2007
	FTE	%	FTE	%	FTE	%			
Aberdeen									
Clinical Professor	22.28	62.9%	11.30	31.9%	1.82	5.1%	35.40	32.40	9.3%
Reader/Senior Lecturer	14.82	55.3%	7.99	29.8%	3.99	14.9%	26.80	30.50	-12.1%
Clinical Lecturer	7.10	56.3%	3.90	31.0%	1.60	12.7%	12.60	15.00	-16.0%
Total	44.20	59.1%	23.19	31.0%	7.41	9.9%	74.80	77.90	-4.0%
Barts & The London									
Clinical Professor	32.88	64.1%	13.38	26.1%	5.00	9.8%	51.26	54.96	-6.7%
Reader/Senior Lecturer	20.50	38.2%	22.67	42.3%	10.45	19.5%	53.62	52.14	2.8%
Clinical Lecturer	2.00	11.0%	3.22	17.7%	12.92	71.2%	18.13	9.27	95.6%
Total	55.38	45.0%	39.26	31.9%	28.37	23.1%	123.01	116.37	5.7%
Birmingham									
Clinical Professor	23.08	47.1%	19.28	39.3%	6.64	13.6%	49.00	46.80	4.7%
Reader/Senior Lecturer	14.90	36.6%	20.50	50.4%	5.30	13.0%	40.70	45.80	-11.1%
Clinical Lecturer	2.20	9.8%	17.80	79.1%	2.50	11.1%	22.50	20.80	8.2%
Total	40.18	35.8%	57.58	51.3%	14.44	12.9%	112.20	113.40	-1.1%
Brighton & Sussex									
Clinical Professor	4.07	37.0%	5.78	52.5%	1.15	10.5%	11.00	8.00	37.5%
Reader/Senior Lecturer	5.35	36.6%	8.10	55.5%	1.15	7.9%	14.60	11.00	32.7%
Clinical Lecturer	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Total	9.42	36.8%	13.88	54.2%	2.30	9.0%	25.60	19.00	34.7%
Bristol									
Clinical Professor	25.30	65.5%	11.11	28.8%	2.20	5.7%	38.60	34.60	11.6%
Reader/Senior Lecturer	18.92	42.3%	17.21	38.4%	8.63	19.3%	44.76	49.10	-8.8%
Clinical Lecturer	2.61	35.3%	4.79	64.7%	0.00	0.0%	7.40	7.10	4.2%
Total	46.83	51.6%	33.11	36.5%	10.83	11.9%	90.76	90.80	0.0%
Cambridge									
Clinical Professor	15.60	35.5%	16.50	37.5%	11.90	27.0%	44.00	40.00	10.0%
Reader/Senior Lecturer	6.20	16.7%	27.20	73.1%	3.80	10.2%	37.20	39.70	-6.3%
Clinical Lecturer	1.60	11.3%	11.50	81.6%	1.00	7.1%	14.10	19.80	-28.8%
Total	23.40	24.6%	55.20	57.9%	16.70	17.5%	95.30	99.50	-4.2%
Cardiff									
Clinical Professor	30.69	65.3%	14.21	30.2%	2.10	4.5%	47.00	46.30	1.5%
Reader/Senior Lecturer	25.35	38.0%	36.35	54.5%	5.00	7.5%	66.70	69.30	-3.8%
Clinical Lecturer	9.40	63.9%	2.00	13.6%	3.30	22.4%	14.70	15.10	-2.6%
Total	65.44	51.0%	52.56	40.9%	10.40	8.1%	128.40	130.70	-1.8%
Dundee									
Clinical Professor	20.80	81.6%	4.70	18.4%	0.00	0.0%	25.50	23.00	10.9%
Reader/Senior Lecturer	12.80	54.2%	10.00	42.4%	0.80	3.4%	23.60	23.79	-0.8%
Clinical Lecturer	11.10	60.3%	1.40	7.6%	5.90	32.1%	18.40	20.50	-10.2%
Total	44.70	66.2%	16.10	23.9%	6.70	9.9%	67.50	67.29	0.3%
Durham									
Clinical Professor	1.00	100.0%	0.00	0.0%	0.00	0.0%	1.00	1.00	0.0%
Reader/Senior Lecturer	0.80	57.1%	0.20	14.3%	0.40	28.6%	1.40	0.90	55.6%
Clinical Lecturer	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Total	1.80	75.0%	0.20	8.3%	0.40	16.7%	2.40	1.90	26.3%
Edinburgh									
Clinical Professor	43.78	75.5%	11.42	19.7%	2.80	4.8%	58.00	54.25	6.9%
Reader/Senior Lecturer	19.95	51.3%	14.85	38.2%	4.10	10.5%	38.90	46.55	-16.4%
Clinical Lecturer	1.80	3.8%	38.40	81.4%	7.00	14.8%	47.20	37.20	26.9%
Total	65.53	45.5%	64.67	44.9%	13.90	9.6%	144.10	138.00	4.4%
Glasgow									
Clinical Professor	36.53	76.4%	7.27	15.2%	4.00	8.4%	47.80	48.80	-2.0%
Reader/Senior Lecturer	23.33	51.7%	10.33	22.9%	11.49	25.5%	45.15	44.65	1.1%
Clinical Lecturer	3.33	21.2%	9.47	60.3%	2.90	18.5%	15.70	13.90	12.9%
Total	63.19	58.2%	27.07	24.9%	18.39	16.9%	108.65	107.35	1.2%

Appendix 3: Profile by Medical School and source of funding (FTE) (cont)

	Funding Council		NHS		Other		Total 2008	Total 2007	% change since 2007
	FTE	%	FTE	%	FTE	%			
Hull York									
Clinical Professor	3.00	19.0%	10.50	66.4%	2.31	14.6%	15.81	14.81	6.8%
Reader/Senior Lecturer	2.50	16.8%	9.40	63.1%	3.00	20.1%	14.90	12.90	15.5%
Clinical Lecturer	0.00	0.0%	1.00	100.0%	0.00	0.0%	1.00	2.00	100.0%
Total	5.50	17.3%	20.90	65.9%	5.31	16.7%	31.71	29.71	6.7%
Imperial									
Clinical Professor	63.18	60.4%	12.55	12.0%	28.87	27.6%	104.60	100.31	4.3%
Reader/Senior Lecturer	32.58	30.6%	13.66	12.8%	60.09	56.5%	106.32	110.41	-3.7%
Clinical Lecturer	4.50	23.7%	2.00	10.5%	12.50	65.8%	19.00	9.00	111.1%
Total	100.26	43.6%	28.21	12.3%	101.45	44.1%	229.92	219.72	4.6%
Keele									
Clinical Professor	2.21	16.6%	11.04	83.4%	0.00	0.0%	13.25	12.00	10.4%
Reader/Senior Lecturer	3.09	31.2%	6.81	68.8%	0.00	0.0%	9.90	7.30	35.6%
Clinical Lecturer	2.86	32.1%	6.04	67.9%	0.00	0.0%	8.90	9.10	-2.2%
Total	8.15	25.4%	23.90	74.6%	0.00	0.0%	32.05	28.40	12.9%
King's College London									
Clinical Professor	57.12	63.8%	27.32	30.5%	5.13	5.7%	89.57	88.47	1.2%
Reader/Senior Lecturer	29.69	46.2%	28.25	44.0%	6.26	9.8%	64.20	64.21	0.0%
Clinical Lecturer	13.65	48.2%	6.85	24.2%	7.80	27.6%	28.30	25.10	12.7%
Total	100.46	55.2%	62.42	34.3%	19.19	10.5%	182.07	177.78	2.4%
Lancaster									
Clinical Professor	1.30	65.0%	0.20	10.0%	0.50	25.0%	2.00	1.00	100.0%
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	1.30	65.0%	0.20	10.0%	0.50	25.0%	2.00	1.00	100.0%
Leeds									
Clinical Professor	17.07	41.9%	20.31	49.9%	3.32	8.2%	40.70	39.80	2.3%
Reader/Senior Lecturer	17.93	41.6%	19.06	44.2%	6.16	14.3%	43.15	39.95	8.0%
Clinical Lecturer	4.89	35.6%	8.86	64.4%	0.00	0.0%	13.75	15.00	-8.3%
Total	39.89	40.9%	48.23	49.4%	9.48	9.7%	97.60	94.75	3.0%
Leicester									
Clinical Professor	13.88	37.5%	20.12	54.4%	3.00	8.1%	37.00	38.00	-2.6%
Reader/Senior Lecturer	7.70	22.4%	23.70	68.9%	3.00	8.7%	34.40	30.70	12.1%
Clinical Lecturer	0.00	0.0%	9.00	100.0%	0.00	0.0%	9.00	7.00	28.6%
Total	21.58	26.8%	52.82	65.7%	6.00	7.5%	80.40	75.70	6.2%
Liverpool									
Clinical Professor	33.00	64.7%	14.00	27.5%	4.00	7.8%	51.00	47.10	8.3%
Reader/Senior Lecturer	28.47	55.3%	17.00	33.0%	6.00	11.7%	51.47	49.94	3.1%
Clinical Lecturer	10.10	51.5%	8.00	40.8%	1.50	7.7%	19.60	21.80	-10.1%
Total	71.57	58.6%	39.00	31.9%	11.50	9.4%	122.07	118.84	2.7%
London School of Hygiene & Tropical Medicine									
Clinical Professor	11.25	68.4%	0.00	0.0%	5.20	31.6%	16.45	14.30	15.0%
Reader/Senior Lecturer	1.81	46.3%	0.00	0.0%	2.10	53.7%	3.91	2.92	34.0%
Clinical Lecturer	1.00	35.7%	0.00	0.0%	1.80	64.3%	2.80	2.80	0.0%
Total	14.06	60.7%	0.00	0.0%	9.10	39.3%	23.16	20.02	15.7%
Manchester									
Clinical Professor	44.12	63.0%	14.06	20.1%	11.90	17.0%	70.08	60.08	16.6%
Reader/Senior Lecturer	31.06	51.3%	19.30	31.9%	10.14	16.8%	60.50	70.50	-14.2%
Clinical Lecturer	7.34	25.3%	10.16	35.0%	11.50	39.7%	29.00	30.13	-3.7%
Total	82.53	51.7%	43.52	27.3%	33.53	21.0%	159.58	160.71	-0.7%
Newcastle									
Clinical Professor	31.96	51.3%	18.36	29.5%	11.98	19.2%	62.29	59.90	4.0%
Reader/Senior Lecturer	16.88	41.6%	17.29	42.6%	6.45	15.9%	40.61	51.92	-21.8%
Clinical Lecturer	1.13	19.2%	2.10	35.6%	2.67	45.3%	5.90	7.00	-15.7%
Total	49.96	45.9%	37.74	34.7%	21.10	19.4%	108.80	118.82	-8.4%

Appendix 3: Profile by Medical School and source of funding (FTE) (cont)

	Funding Council		NHS		Other		Total 2008	Total 2007	% change since 2007
	FTE	%	FTE	%	FTE	%			
Nottingham									
Clinical Professor	29.11	51.1%	26.80	47.0%	1.09	1.9%	57.00	55.00	3.6%
Reader/Senior Lecturer	16.69	30.1%	34.64	62.5%	4.12	7.4%	55.45	57.28	-3.2%
Clinical Lecturer	10.41	33.5%	17.64	56.7%	3.05	9.8%	31.10	33.06	-5.9%
Total	56.21	39.2%	79.08	55.1%	8.26	5.8%	143.55	145.34	-1.2%
Oxford									
Clinical Professor	13.07	45.1%	8.00	27.6%	7.93	27.3%	29.00	28.00	3.6%
Reader/Senior Lecturer	23.54	54.4%	18.58	42.9%	1.19	2.7%	43.31	44.60	-2.9%
Clinical Lecturer	17.50	46.1%	10.50	27.6%	10.00	26.3%	38.00	26.10	45.6%
Total	54.11	49.1%	37.08	33.6%	19.12	17.3%	110.31	98.70	11.8%
Peninsula									
Clinical Professor	6.50	54.2%	4.50	37.5%	1.00	8.3%	12.00	13.00	-7.7%
Reader/Senior Lecturer	2.80	41.2%	3.40	50.0%	0.60	8.8%	6.80	6.80	0.0%
Clinical Lecturer	1.00	100.0%	0.00	0.0%	0.00	0.0%	1.00	0.00	100.0%
Total	10.30	52.0%	7.90	39.9%	1.60	8.1%	19.80	19.80	0.0%
Queen's University Belfast									
Clinical Professor	11.15	53.1%	9.85	46.9%	0.00	0.0%	21.00	16.50	27.3%
Reader/Senior Lecturer	19.55	47.3%	18.00	43.6%	3.75	9.1%	41.30	42.60	-3.1%
Clinical Lecturer	0.50	100.0%	0.00	0.0%	0.00	0.0%	0.50	0.50	0.0%
Total	31.20	49.7%	27.85	44.3%	3.75	6.0%	62.80	59.60	5.4%
Sheffield									
Clinical Professor	19.20	56.5%	13.25	39.0%	1.55	4.6%	34.00	31.60	7.6%
Reader/Senior Lecturer	19.34	50.8%	18.22	47.9%	0.50	1.3%	38.06	47.72	-20.3%
Clinical Lecturer	7.50	32.6%	9.50	41.3%	6.00	26.1%	23.00	20.00	15.0%
Total	46.04	48.4%	40.97	43.1%	8.05	8.5%	95.06	99.32	-4.3%
Southampton									
Clinical Professor	17.10	48.7%	10.50	29.9%	7.50	21.4%	35.10	34.40	2.0%
Reader/Senior Lecturer	20.80	51.1%	12.32	30.3%	7.57	18.6%	40.69	43.69	-6.9%
Clinical Lecturer	2.65	50.0%	2.65	50.0%	0.00	0.0%	5.30	4.30	23.3%
Total	40.55	50.0%	25.47	31.4%	15.07	18.6%	81.09	82.39	-1.6%
St Andrews									
Clinical Professor	2.00	100.0%	0.00	0.0%	0.00	0.0%	2.00	3.00	-33.3%
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	2.00	100.0%	0.00	0.0%	0.00	0.0%	2.00	3.00	-33.3%
St George's, University of London									
Clinical Professor	16.30	49.0%	14.00	42.0%	3.00	9.0%	33.30	37.57	-11.4%
Reader/Senior Lecturer	14.76	33.7%	20.74	47.3%	8.36	19.1%	43.86	44.50	-1.4%
Clinical Lecturer	1.50	20.6%	4.20	57.5%	1.60	21.9%	7.30	11.90	-38.7%
Total	32.57	38.6%	38.94	46.1%	12.96	15.3%	84.47	93.97	-10.1%
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%	13.00	92.9%	1.00	7.1%	14.00	12.00	16.7%
Clinical Lecturer	0.00	0.0%	2.00	100.0%	0.00	0.0%	2.00	1.00	100.0%
Total	1.00	3.6%	22.00	78.6%	5.00	17.9%	28.00	25.00	12.0%
University College London									
Clinical Professor	79.05	54.8%	44.48	30.8%	20.81	14.4%	144.34	146.24	-1.3%
Reader/Senior Lecturer	51.03	38.8%	56.62	43.1%	23.81	18.1%	131.46	125.14	5.1%
Clinical Lecturer	3.59	15.4%	11.11	47.6%	8.65	37.0%	23.35	29.75	-21.5%
Total	133.67	44.7%	112.21	37.5%	53.27	17.8%	299.15	301.13	-0.7%
University of East Anglia									
Clinical Professor	6.50	92.9%	0.50	7.1%	0.00	0.0%	7.00	9.00	-22.2%
Reader/Senior Lecturer	7.50	100.0%	0.00	0.0%	0.00	0.0%	7.50	6.50	15.4%
Clinical Lecturer	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Total	14.00	96.6%	0.50	3.4%	0.00	0.0%	14.50	15.50	-6.5%

Appendix 3: Profile by Medical School and source of funding (FTE) (cont)

	Funding Council		NHS		Other		Total 2008	Total 2007	% change since 2007
Warwick									
Clinical Professor	6.06	34.0%	9.79	55.0%	1.95	11.0%	17.80	16.80	6.0%
Reader/Senior Lecturer	5.86	21.5%	20.35	74.5%	1.10	4.0%	27.30	25.60	6.6%
Clinical Lecturer	2.70	73.0%	1.00	27.0%	0.00	0.0%	3.70	3.40	8.8%
Total	14.62	30.0%	31.14	63.8%	3.05	6.2%	48.80	45.80	6.6%
Grand Total									
Clinical Professor	741.15	56.4%	412.07	31.3%	162.64	12.3%	1315.86	1269.00	3.7%
Reader/Senior Lecturer	516.50	40.9%	545.72	42.4%	210.31	16.7%	1272.53	1310.61	-2.9%
Clinical Lecturer	133.96	29.6%	205.08	47.6%	104.19	22.8%	443.23	417.61	6.1%
Total	1391.61	45.9%	1162.87	38.4%	477.14	15.7%	3031.62	2997.22	1.1%

Appendix 4: Summary of changes (pre- and post- 2001/02 Medical Schools) (FTE)

	Funding Council		NHS		Other		Total 2008	Total 2007	Total 2000	% change since 2007	% change since 2000
All Schools											
Clinical Professor	741.15	56.4%	412.07	31.3%	162.64	12.3%	1315.86	1269.00	1035.88	3.7%	3.7%
Reader/Senior Lecturer	516.50	40.9%	545.72	42.4%	210.31	16.7%	1272.53	1310.61	1652.97	-2.9%	-2.9%
Clinical Lecturer	133.96	29.6%	205.08	47.6%	104.19	22.8%	443.23	417.61	829.24	6.1%	6.1%
Total	1391.61	45.9%	1162.87	38.4%	477.14	15.7%	3031.62	2997.22	3518.09	1.1%	1.1%
Post-2002 Medical Schools only											
Clinical Professor	31.64	34.4%	49.31	53.7%	10.91	11.9%	91.86	87.61		4.9%	
Reader/Senior Lecturer	27.90	28.9%	61.26	63.5%	7.25	7.5%	96.40	83.00		16.1%	
Clinical Lecturer	6.56	39.5%	10.04	60.5%	0.00	0.0%	16.60	15.50		7.1%	
Total	66.09	32.3%	120.61	58.9%	18.16	8.9%	204.86	186.11		10.1%	
Pre-2002 Medical Schools only											
Clinical Professor	709.52	58.0%	362.75	29.6%	151.73	12.4%	1224.00	1181.39	1035.88	3.6%	4.1%
Reader/Senior Lecturer	488.60	41.5%	484.47	41.2%	203.06	17.3%	1176.13	1227.61	1652.97	-4.2%	-3.1%
Clinical Lecturer	127.40	29.9%	195.04	45.7%	104.19	24.4%	426.63	402.11	829.24	6.1%	3.0%
Total	1325.52	46.9%	1042.26	36.9%	458.98	16.2%	2826.76	2811.11	3518.09	0.6%	0.4%

Notes Medical Schools established post-2001/02 include: Brighton and Sussex, Durham, Hull York, Keele, Lancaster, Peninsula, Swansea, University of East Anglia and Warwick.

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

	UK NHS Consultants			UK Clinical Academic Consultants		
	2000	2008	% Change since 2000	2000	2008	% change since 2000
Anaesthetics	4143.00	5852.36	41.3%	77.31	54.66	-29.3%
Obstetrics & Gynaecology	1309.40	1825.95	39.4%	137.74	98.78	-28.3%
Paediatrics & Child Health	1605.00	2531.23	57.7%	180.54	174.04	-3.6%
Pathology	2286.40	2711.50	18.6%	308.53	142.76	-53.7%
Physicians/ Medicine	6783.70	9832.90	44.9%	821.34	1219.30	48.5%
Psychiatry	3649.10	4690.93	28.6%	278.75	258.33	-7.3%
Public Health	864.40	1060.49	22.7%	152.58	141.81	-7.1%
Radiology	1871.70	2610.95	39.5%	52.65	40.68	-22.7%
Surgery	5763.00	8259.62	43.3%	234.26	218.02	-6.9%
Total	28275.70	39375.93	39.3%	2243.70	2348.38	4.7%

	2000	2008	% Change since 2000
Medical Student Intake (headcount)	5610	8013	42.8%

Notes

1. Consultants in the following specialties: Anaesthetics, Infection/ Microbiology, Obstetrics & Gynaecology, Occupational Medicine, Oncology, Ophthalmology, Paediatrics and Child Health, Pathology, Physicians/ Medicine, Psychiatry, Public Health, Radiology and Surgery. These data exclude General Practice, Medical Education and other specialties.
2. NHS consultant data for Scotland refer to June 2007; data for England and Wales refer to September 2007; data for Northern Ireland refer to December 2007. 2008 data is not yet available.
3. Clinical Academic consultants are those at Professorial and Senior Lecturer grades
4. Sources: Medical Schools Council; HEFCE; UCAS; 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: Summary of changes: 2000 to 2008 (FTE)

	2000		2003		2004		2005		2006		2007		2008	
Professor	1035.88	29.4%	1093.22	36.0%	1145.25	38.1%	1218.22	41.2%	1237.99	42.2%	1269.00	42.3%	1315.86	43.4%
Reader/Senior Lect.	1652.97	47.0%	1414.00	46.6%	1420.14	47.3%	1324.79	44.8%	1296.25	44.2%	1310.63	43.7%	1272.52	42.0%
Lecturer	829.24	23.6%	528.00	17.4%	439.32	14.6%	414.34	14.0%	395.95	13.5%	417.61	13.9%	443.23	14.6%
Grand Total	3518.09		3035.22		3004.72		2957.35		2930.19		2997.23		3031.62	

Appendix 7: Total clinical academic staffing levels by region since 2004 (FTE)

	East Midlands	East of England	London	North East	North West	South Central	South East	South West	West Midlands	Yorks & Humber	Northern Ireland	Scotland	Wales	Grand Total
2004	210.19	123.31	1009.48	114.81	252.53	172.36	6.00	142.20	161.30	226.94	56.20	404.46	124.93	3004.72
2005	201.66	116.32	967.09	117.76	240.38	172.77	15.00	131.71	166.30	230.06	60.80	384.38	153.13	2957.35
2006	204.61	100.91	948.56	113.78	249.49	171.28	15.00	120.80	163.58	222.00	63.30	400.59	156.30	2930.19
2007	221.04	115.00	929.00	118.82	279.55	181.09	19.00	110.60	188.60	223.78	59.60	395.45	155.70	2997.23
2008	223.95	109.80	941.78	111.21	283.65	191.40	25.60	110.56	193.05	224.37	62.80	397.05	156.40	3031.62

Appendix 8: Age profile of clinical academics since 2004 (headcount)

	2004*		2005		2006		2007		2008	
26-35	275	9.2%	288	8.9%	267	8.4%	291	9.0%	280	8.6%
36-45	1130	37.7%	1147	35.5%	1072	33.8%	1028	31.9%	1065	32.6%
46-55	1065	35.6%	1208	37.3%	1236	39.0%	1258	39.1%	1259	38.6%
56-65	512	17.1%	573	17.7%	578	18.2%	617	19.2%	638	19.5%
66 and over	12	0.4%	19	0.6%	19	0.6%	24	0.7%	22	0.7%
Unknown	283		5		12					
Grand Total	3277		3240		3184		3218		3264	

* Percentage of all known age data

Appendix 9: Distribution of clinical academic posts by age, by gender and by academic grade (headcount)

Women	Professor		Reader/Senior Lecturer		Lecturer		Grand Total
26-35			12	3.0%	89	45.2%	101
36-45	27	15.3%	211	53.3%	92	46.7%	330
46-55	108	61.0%	137	34.6%	12	6.1%	257
56-65	40	22.6%	36	9.1%	4	2.0%	80
66 and over	2	1.1%					2
Grand Total	177		396		197		770
Men	Professor		Reader/Senior Lecturer		Lecturer		Grand Total
26-35			17	1.7%	162	55.1%	179
36-45	131	11.1%	491	48.0%	113	38.4%	735
46-55	608	51.7%	380	37.1%	14	4.8%	1002
56-65	422	35.9%	131	12.8%	5	1.7%	558
66 and over	16	1.4%	4	0.4%			20
Grand Total	1177		1023		294		2494

Appendix 10: Proportion of full-time and part-time clinical academics by gender and by grade (headcount)

	Professor Women		Professor Men		Senior Lecturer Women		Senior Lecturer Men		Lecturer Women		Lecturer Men		Grand Total
Part-time	16	9.0%	62	5.3%	131	33.1%	147	14.4%	62	31.5%	29	9.9%	447
Full-time	161	91.0%	1115	94.7%	265	66.9%	876	85.6%	135	68.5%	265	90.1%	2817
Grand Total	177		1177		396		1023		197		294		3264

Appendix 11: Profile of clinical academics by age and by ethnic origin (headcount)

	26-35		36-45		46-55		56-65		66 and over		Grand Total
Asian/British Asian	41	14.6%	134	12.6%	79	6.3%	16	2.5%	3	13.6%	273
Black/Black British	1	0.4%	12	1.1%	5	0.4%	4	0.6%			22
Chinese	11	3.9%	21	2.0%	18	1.4%	5	0.8%			55
Mixed	6	2.1%	17	1.6%	11	0.9%	7	1.1%			41
White	195	69.6%	779	73.1%	1063	84.4%	576	90.3%	18	81.8%	2631
Other/ Unknown	26	9.3%	102	9.6%	83	6.6%	30	4.7%	1	4.5%	242
Grand Total	280		1065		1259		638		22		3264

Appendix 12: Profile of clinical academics by academic grade and by ethnic origin (headcount)

	Professor		Reader/Senior Lecturer		Lecturer		Grand Total
	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage	
Asian/British Asian	78	5.8%	113	8.0%	82	16.7%	273
Black/Black British	3	0.2%	17	1.2%	2	0.4%	22
Chinese	18	1.3%	19	1.3%	18	3.7%	55
Mixed	14	1.0%	20	1.4%	7	1.4%	41
White	1172	86.6%	1133	79.8%	326	66.4%	2631
Other/Unknown	69	5.1%	117	8.2%	56	11.4%	242
Grand Total	1354		1419		491		3264

Appendix 13: Profile of clinical academics with a Clinical Excellence Award by academic grade and by gender (headcount)

		No CEA	Levels				B	A	A+	Total with a CEA	Grand Total	
			1-9	Level 9 (Bronze)	Level 10 (Silver)	Level 11 (Gold)						Level 12 (Platinum)
Professor	Women	46 26.0%	31 17.5%	29 16.4%	17 9.6%	15 8.5%	5 2.8%	16 9.0%	12 6.8%	6 3.4%	131 74.0%	177
	Men	253 21.5%	176 15.0%	161 13.7%	116 9.9%	91 7.7%	74 6.3%	101 8.6%	130 11.0%	75 6.4%	924 78.5%	1177
	Total	299	207	190	133	106	79	117	142	81	1055	1354
Reader/ Senior Lecturer	Women	257 64.9%	109 27.5%	15 3.8%	4 1.0%	1 0.3%	1 0.3%	9 2.3%	0 0.0%	0 0.0%	139 35.1%	396
	Men	483 47.2%	405 39.6%	51 5.0%	19 1.9%	4 0.4%	0 0.0%	48 4.7%	12 1.2%	1 0.1%	540 52.8%	1023
	Total	740	514	66	23	5	1	57	12	1	679	1419
Lecturer	Women	194 98.5%	3 1.5%	0	0	0	0	0	0	0	3 1.5%	197
	Men	291 99.0%	3 1.0%	0	0	0	0	0	0	0	3 1.0%	294
	Total	485	6	0	0	0	0	0	0	0	6	491
Grand Total		1524	727	256	156	111	80	174	154	82	1740	3264

Appendix 14: NHS and clinical academic consultants since 2000 (FTE)

	NHS consultants	Clinical academic consultants
2000	28275.70	2243.70
2003	33070.80	2171.90
2004	35152.30	2324.54
2005	34913.05	2332.65
2006	35912.03	2308.32
2007	39375.93	2351.28
2008		2348.38

Notes

- Consultants in the following specialties: Anaesthetics, Infection/ Microbiology, Obstetrics and Gynaecology, Occupational Medicine, Oncology, Ophthalmology, Paediatrics and Child Health, Pathology, Physicians/ Medicine, Psychiatry, Public Health, Radiology and Surgery. These data exclude General Practice, Medical Education and other specialties.
- NHS consultant data for Scotland refer to June 2007; data for England and Wales refer to September 2007; data for Northern Ireland refer to December 2007. 2008 data is not yet available.
- Clinical Academic consultants are those at Professorial and Senior Lecturer grades
- 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 15: 2007 Profile by specialty and source of funding (FTE)

	Funding Council		NHS		Other		Total 2007	Total 2006	% change since 2006
	FTE	%	FTE	%	FTE	%			
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	0.0%
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 & 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%

Appendix 15: 2007 Profile by specialty and source of funding (FTE) (cont)

	Funding Council		NHS		Other		Total 2007	Total 2006	% change since 2006
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%
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%
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									
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									
Clinical Professor	714.32	56.3%	423.18	33.3%	131.50	10.4%	1269.00	1237.99	2.5%
Reader/Senior Lecturer	546.56	41.7%	574.33	43.8%	189.73	14.5%	1310.63	1296.25	1.1%
Clinical Lecturer	136.01	32.6%	177.53	42.5%	104.07	24.9%	417.61	395.95	5.5%
Total	1396.89	46.6%	1175.04	39.2%	425.30	14.2%	2997.23	2930.19	2.3%

Appendix 16: 2007 Profile by region and source of funding (FTE)

	Funding Council		NHS		Other		Total 2007	Total 2006	% change since 2006
East Midlands									
Clinical Professor	43.49	46.8%	45.42	48.8%	4.09	4.4%	93.00	91.00	2.2%
Reader/Senior Lecturer	25.94	29.5%	55.02	62.5%	7.03	8.0%	87.98	84.00	4.7%
Clinical Lecturer	12.07	30.1%	18.00	44.9%	10.00	25.0%	40.06	29.61	35.3%
Total	81.49	36.9%	118.43	53.6%	21.11	9.6%	221.04	204.61	8.0%
East of England									
Clinical Professor	24.00	49.0%	16.89	34.5%	8.11	16.6%	49.00	50.00	-2.0%
Reader/Senior Lecturer	17.55	38.0%	22.61	48.9%	6.05	13.1%	46.20	51.41	-10.1%
Clinical Lecturer	1.00	5.1%	10.00	50.5%	8.80	44.4%	19.80	15.30	29.4%
Total	42.55	37.0%	49.50	43.0%	22.96	20.0%	115.00	116.71	-1.5%
London									
Clinical Professor	257.60	58.3%	135.62	30.7%	48.63	11.0%	441.85	431.52	2.4%
Reader/Senior Lecturer	176.17	44.1%	170.80	42.8%	52.36	13.1%	399.33	407.53	-2.0%
Clinical Lecturer	25.93	29.5%	31.22	35.5%	30.67	34.9%	87.82	93.71	-6.3%
Total	459.70	49.5%	337.64	36.3%	131.66	14.2%	929.00	932.76	-0.4%
North East									
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%

Appendix 16: 2007 Profile by region and source of funding (FTE) (cont)

	Funding Council		NHS		Other		Total 2007	Total 2006	% change since 2006
North West									
Clinical Professor	67.72	63.2%	27.64	25.8%	11.82	11.0%	107.18	106.32	0.8%
Reader/Senior Lecturer	52.63	43.7%	45.67	37.9%	22.14	18.4%	120.44	102.35	17.7%
Clinical Lecturer	17.11	33.0%	14.74	28.4%	20.08	38.7%	51.93	40.83	27.2%
Total	137.46	49.2%	88.05	31.5%	54.03	19.3%	279.55	249.49	12.0%
South Central									
Clinical Professor	30.97	49.6%	18.50	29.6%	12.93	20.7%	62.40	62.50	-0.2%
Reader/Senior Lecturer	46.24	52.4%	29.78	33.7%	12.27	13.9%	88.29	82.28	7.3%
Clinical Lecturer	15.25	50.2%	12.15	40.0%	3.00	9.9%	30.40	26.50	14.7%
Total	92.46	51.1%	60.43	33.4%	28.20	15.6%	181.09	171.28	5.7%
South East									
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%
South West									
Clinical Professor	28.60	60.1%	15.31	32.2%	3.70	7.8%	47.60	45.60	4.4%
Reader/Senior Lecturer	25.25	45.2%	20.73	37.1%	9.92	17.7%	55.90	63.50	-12.0%
Clinical Lecturer	2.07	29.2%	5.03	70.8%	0.00	0.0%	7.10	11.70	-39.3%
Total	55.92	50.6%	41.07	37.1%	13.62	12.3%	110.60	120.80	-8.4%
West Midlands									
Clinical Professor	28.95	37.8%	40.15	52.4%	7.50	9.8%	76.60	64.60	18.6%
Reader/Senior Lecturer	21.48	27.3%	46.92	59.6%	10.30	13.1%	78.70	74.18	6.1%
Clinical Lecturer	8.37	25.1%	20.43	61.4%	4.50	13.5%	33.30	24.80	34.3%
Total	58.80	31.2%	107.50	57.0%	22.30	11.8%	188.60	163.58	15.3%
Yorks & Humber									
Clinical Professor	38.81	45.0%	41.58	48.2%	5.82	6.8%	86.21	85.81	0.5%
Reader/Senior Lecturer	39.20	39.0%	46.77	46.5%	14.60	14.5%	100.57	101.79	-1.2%
Clinical Lecturer	15.79	42.7%	16.21	43.8%	5.00	13.5%	37.00	34.40	7.6%
Total	93.80	41.9%	104.56	46.7%	25.42	11.4%	223.78	222.00	0.8%
Northern Ireland									
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%
Scotland									
Clinical Professor	124.08	76.4%	26.04	16.0%	12.33	7.6%	162.45	159.55	1.8%
Reader/Senior Lecturer	75.09	51.3%	40.55	27.7%	30.76	21.0%	146.40	150.84	-2.9%
Clinical Lecturer	28.95	33.4%	42.55	49.1%	15.10	17.4%	86.60	90.20	-4.0%
Total	228.12	57.7%	109.14	27.6%	58.19	14.7%	395.45	400.59	-1.3%
Wales									
Clinical Professor	27.08	46.5%	23.82	40.9%	7.40	12.7%	58.30	58.10	0.3%
Reader/Senior Lecturer	21.72	26.7%	50.65	62.3%	8.93	11.0%	81.30	77.30	5.2%
Clinical Lecturer	8.40	52.2%	3.00	18.6%	4.70	29.2%	16.10	20.90	-23.0%
Total	57.20	36.7%	77.47	49.8%	21.03	13.5%	155.70	156.30	-0.4%
Grand Total									
Clinical Professor	714.32	56.3%	423.18	33.3%	131.50	10.4%	1269.00	1237.99	2.5%
Reader/Senior Lecturer	546.56	41.7%	574.33	43.8%	189.73	14.5%	1310.63	1296.25	1.1%
Clinical Lecturer	136.01	32.6%	177.53	42.5%	104.07	24.9%	417.61	395.95	5.5%
Total	1396.89	46.6%	1175.04	39.2%	425.30	14.2%	2997.23	2930.19	2.3%

Appendix 17: 2007 Profile by Medical School and source of funding (FTE)

	Funding Council		NHS		Other		Total 2007	Total 2006	% change since 2006
	FTE	%	FTE	%	FTE	%			
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 & 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	-1.1%
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%

Appendix 17: 2007 Profile by Medical School and source of funding (FTE) (cont)

	Funding Council		NHS		Other		Total 2007	Total 2006	% change since 2006
	FTE	%	FTE	%	FTE	%			
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	0.0%
Total	4.50	15.1%	21.90	73.7%	3.31	11.1%	29.71	29.71	0.0%
Imperial College London									
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%
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 & 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%

* Lancaster first employed clinical academic staff in the 2006-07 academic year.

	Funding Council		NHS		Other		Total 2007	Total 2006	% change since 2006
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%
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, University of London									
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%
UEA									
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 18: Medical specialties and sub-specialties

Anaesthetics

Anaesthetics
Intensive Care Medicine

General Practice

General Practice

Infection/Microbiology

Infectious Diseases
(formerly Communicable Diseases)
Medical Microbiology and Virology

Medical Education

Medical Education

Obstetrics and Gynaecology

Obstetrics and Gynaecology

Occupational Medicine

Occupational Medicine

Oncology

Clinical Oncology
Medical Oncology

Ophthalmology

Ophthalmology
Medical Ophthalmology

Paediatrics and Child Health

Paediatrics

Pathology

Chemical Pathology
(also Clinical Biochemistry)
Clinical Cytogenetics and Molecular Genetics
Histopathology (Morbid Anatomy)

Physicians/Medicine

Allergy
Audiological medicine
Cardiology (formerly Cardio Vascular Disease)
Clinical Genetics
Clinical Neurophysiology
Clinical Pharmacology and Therapeutics
Dermatology
Endocrinology and Diabetes Mellitus
Gastroenterology

General Internal Medicine (formerly General Medicine)
Genito-Urinary Medicine (formerly Veneriology)
Geriatric Medicine (formerly Geriatrics)
Haematology
Immunology (also known as Immunopathology)
Neurology
Nuclear Medicine
Paediatric Cardiology
Palliative Medicine
Rehabilitation Medicine
Renal Medicine (formerly known as Renal Disease, and
as Nephrology)
Respiratory Medicine (also Thoracic Medicine)
Rheumatology
Tropical Medicine

Psychiatry

Child and Adolescent Psychiatry
Forensic Psychiatry
General Adult Psychiatry
(formerly Psychiatry and Mental Illness)
Old Age Psychiatry
Psychiatry of Learning Disability
Psychotherapy

Public Health Medicine

Public Health Medicine
(formally Community Medicine)

Radiology

Clinical Radiology (formerly Diagnostic Radiology and
Radiology)

Surgery

Accident & Emergency Medicine
Cardiothoracic Surgery (formerly Thoracic Surgery)
General Surgery
Neurosurgery (formerly Neurological Surgery)
Otolaryngology (also known as ENT Surgery)
Paediatric Surgery
Plastic Surgery
Trauma and Orthopaedic Surgery
Urology

Other

Any medical specialty not included in the above list