

CHMS SURVEY OF CLINICAL ACADEMIC STAFFING LEVELS IN UK MEDICAL AND DENTAL SCHOOLS

INTERIM REPORT TO AGMETS – 1 NOVEMBER 2000

INTRODUCTION

The Council of Heads of Medical Schools is collecting data on clinical academic staffing in all UK medical and dental schools. This interim report presents in summary data that has been submitted to date. All 24 universities with clinical medical and dental schools that employ clinical academic medical and dental staff have agreed to submit data – and have promised to submit by November 10. A final report will be submitted to AGMETS in December 2000. That report will be based on the structure used in this interim report. Any suggestions for additional formats – refined or new ways of presenting data – should be fed back and will then be included in the final report.

STRUCTURE OF THE REPORT

This report is in two main parts. The first part summarises FTE figures on current staffing levels of clinical academics in UK medical and dental schools and the sources of funding for these posts. Clinical academics, for the purposes of this exercise, are defined as individuals employed on university contracts who also hold honorary clinical contracts in an NHS Trust. Institutions were asked to include all individuals no matter how short the term of the contract. The data on clinical academic posts is presented first by academic grade – professor, reader/senior lecturer, clinical lecturer, and clinical researcher – across the UK. It shows how these posts are distributed across UK medical and dental schools and the sources of funding for these posts. The second section presents the data by NHS Region and the third section presents the data by academic grade across clinical specialties and the sources of funding for these posts.

The second part summarises vacant posts (not FTE figures) across academic grades. The first section organises vacancies in tabular form by NHS Region with each university institution grouped within the region. The second section is a list of charts – one for each region – in which university institutions are grouped and vacancies are shown by academic grade. The final section of part two shows the vacancies across clinical specialties by academic grade. In conclusion, preliminary comments are made about the data and the research exercise, though it should be noted that this interim report is an early presentation of data submitted prior to October 27. It does not attempt to draw conclusions from the data. The data is presented in different ways to demonstrate how it might be used and analysed.

METHOD OF DATA COLLECTION

Discussions with AGMETS, the Medical Research Council and the Wellcome Trust informed the design of an electronic survey form, which was piloted at St. George's and at Oxford and Nottingham universities. The piloting stage was extremely helpful in testing the form and the capacity of institutions to provide detailed information. Based on comments from pilot sites the form was subsequently refined. Pilot sites found it difficult to provide data at CCST sub-specialty level and the form was changed to collect data in main specialty groups. The second main

change was the use of a broader ‘other’ category for funding source rather than specifying, for instance, Wellcome, MRC, ICRF, etc, as other sources of funding. Because the changes were fairly substantial, the pilot data is not included in the summary statistics or analysis. In line with a refined data structure pilot sites are currently resubmitting their data. The form (see the example of a specialty form below) asks for data in two main categories: (1) FTE figures for clinical academic grades in post and (2) the clinical academic vacancies across main specialties.

Table1

Surgery	CHMS survey of clinical academics			
	Clinical Professor	Clinical Reader/Senior Lecturer	Clinical Lecturer	Clinical Researcher
Clinical Academic Posts				
Number of HEFC funded posts?	?	?	?	?
Number of NHS funded posts?	?	?	?	?
other sources (explain in comments box)	?	?	?	?
Unfilled Posts				
Number of unfilled posts at 1/10/2000?	?	?	?	?
Number of unfilled posts advertised?	?	?	?	?
How many unfilled for <u>more</u> than 6 months?	?	?	?	?
How many unfilled for <u>less</u> than 6 months?	?	?	?	?
Reasons posts unfilled				
In course of filling	?	?	?	?
vacant to save costs	?	?	?	?
cannot agree honorary clinical contracts	?	?	?	?
lack of suitable candidates	?	?	?	?
Other reasons (explain in comments box)	?	?	?	?

A letter from the chairmen of the CVCP health committee and the CHMS was sent to universities asking them to participate in the survey and to nominate someone to coordinate the data collection. All universities agreed to participate and the electronic survey has been e-mailed (or sent by disk) to nominated individuals in each institution with guidelines for completion.

DATA RETURNED SO FAR

17 of the 24 institutions have submitted their data so far. In the remaining institutions, the research team are in touch with their progress and, sensitive to local circumstances, have agreed dates by when they will submit data. All are expected to have submitted data by November 10. The survey asked for data in medical and dental departments. In some cases both medical and dental information has been submitted on the same form and in others this information has or will be submitted separately. Data has been sought from 24 institutions and, because of the

medical/dental split, 33 returned forms are expected – 48.5% of these have been returned, which represents 63% of the total data. The table below summarises the data received and the institutions that will shortly submit data.

Table 2

Institution	Medical data returned	Dentistry data returned	Returns Expected	Returns Received
Guy's, King's and St. Thomas' Hospitals' Medical and Dental School	Y	Y	1*	1
Imperial College School of Medicine	Y	n/a	1	1
London School of Hygiene and Tropical Medicine	Y	n/a	1	1
Royal Free and University College Medical School			2	0
St Bartholomew's & the Royal London School of Medicine & Dentistry			2	0
St. George's Hospital Medical School**	Y	n/a	1	0
The Queen's University of Belfast	Y	Y	2	2
University of Aberdeen	Y	n/a	1	1
University of Birmingham			2	0
University of Bristol			1*	0
University of Cambridge	Y	n/a	1	1
University of Dundee			1*	0
University of Edinburgh	Y	Y	1*	1
University of Glasgow	Y		2	1
University of Leeds	Y		2	1
University of Leicester	Y	n/a	1	1
University of Liverpool			2	0
University of Manchester		Y	2	1
University of Newcastle			1*	0
University of Nottingham**	Y	n/a	1	0
University of Oxford**	Y	n/a	1	0
University of Sheffield	Y	Y	2	2
University of Southampton	Y	n/a	1	1
University of Wales College of Medicine	Y		2	1
TOTALS			33	16

** Pilot Site
* Single return for both medical and dentistry data

PART ONE FUNDING SOURCES FOR CLINICAL ACADEMIC POSTS IN UK MEDICAL AND DENTAL SCHOOLS

In Part One, FTE data on clinical academic posts is presented in three ways. The first section presents the data by academic grade and shows the funding sources for these grades – NHS, HEFC or other sources – within UK medical and dental schools. The second section analyses clinical academic posts within each of the NHS regions by grouping the institutions by region. It also shows the distribution of sources of funding across regions and within institutions. The final section of Part One looks at posts distributed in clinical specialties across the whole of the UK.

(a) SUMMARY OF FUNDING SOURCES FOR ACADEMIC GRADES IN UK MEDICAL AND DENTAL SCHOOLS

The spreadsheet presents data on clinical academic posts by academic grade – professorial, clinical reader/senior lecturer, clinical lecturer and clinical researcher posts – across the UK. It shows how these posts are distributed across UK medical and dental schools and the sources of funding for these posts.

Table 3

Academic Grade	Institution	HEFC	NHS	Other	Total
1.Clinical Professor					
	Guy's, King's and St. Thomas' Hospitals' Medical and Dental School (Medical & Dental)	57.19	35.72	18.36	111.27
	Imperial College School of Medicine	53.41	25.89	11.25	90.55
	London School of Hygiene and Tropical Medicine	7.5	1	2.5	11
	The Queen's University of Belfast (Dentistry)	5	0	0	5
	The Queen's University of Belfast (Medical)	5	0	0	5
	University of Aberdeen (Medical)	21.96	6.16	4.66	32.78
	University of Cambridge	17.5	17.5	4	39
	University of Edinburgh (Medical & Dental)	31.7	10	4.3	46
	University of Glasgow (Medical)	25.08	4.45	7.87	37.4
	University of Leeds (Medical)	11.71	12.69	1.6	26
	University of Leicester	17.19	23.81	2	43
	University of Manchester (Dentistry)	7	0	0	7
	University of Sheffield (Dental)	5	0	0	5
	University of Sheffield (Medical)	29	13	4	46
	University of Southampton	13.73	3.27	9	26
	University of Wales College of Medicine (Medical)	29.96	8.03	4.12	42.11

2.Clinical Reader/Senior Lecturer				
Guy's, King's and St. Thomas' Hospitals' Medical and Dental School (Medical & Dental)	90.95	63.95	12.76	167.66
Imperial College School of Medicine	53.24	77.46	22.8	153.5
London School of Hygiene and Tropical Medicine	10.4	0.5	0.5	11.4
The Queen's University of Belfast (Dentistry)	12	0	0	12
The Queen's University of Belfast (Medical)	12	0	0	12
University of Aberdeen (Medical)	20.63	16.06	2	38.69
University of Cambridge	15.15	32.85	0	48
University of Edinburgh (Medical & Dental)	21.4	33.1	8.1	62.6
University of Glasgow (Medical)	36.63	20.42	8.93	65.98
University of Leeds (Medical)	13.8753	19.96	7.1347	40.97
University of Leicester	9.7	37.44	2	49.14
University of Manchester (Dentistry)	10.6	0.7	0	11.3
University of Sheffield (Dental)	6.4	0	0	6.4
University of Sheffield (Medical)	32.26	22.65	6	60.91
University of Southampton	22.6	8.37	23.9	54.87
University of Wales College of Medicine (Medical)	48.36	37.71	28.27	114.34
3.Clinical Lecturer				
Guy's, King's and St. Thomas' Hospitals' Medical and Dental School (Medical & Dental)	47.97	41.93	23.7	113.6
Imperial College School of Medicine	6.5	12.09	1.59	20.18
London School of Hygiene and Tropical Medicine	0	0	0	0
The Queen's University of Belfast (Dentistry)	5	0	0	5
The Queen's University of Belfast (Medical)	5	0	0	5
University of Aberdeen (Medical)	11	7.5	3	21.5
University of Cambridge	4	15	0	19
University of Edinburgh (Medical & Dental)	6.4	24.6	3	34
University of Glasgow (Medical)	9.5	11.85	12.25	33.6
University of Leeds (Medical)	9.2	9.3	16.5	35
University of Leicester	14.65	24.95	0.1	39.7
University of Manchester (Dentistry)	12	4	0	16
University of Sheffield (Dental)	8.3	0.9	1	10.2
University of Sheffield (Medical)	16	6.6	2	24.6

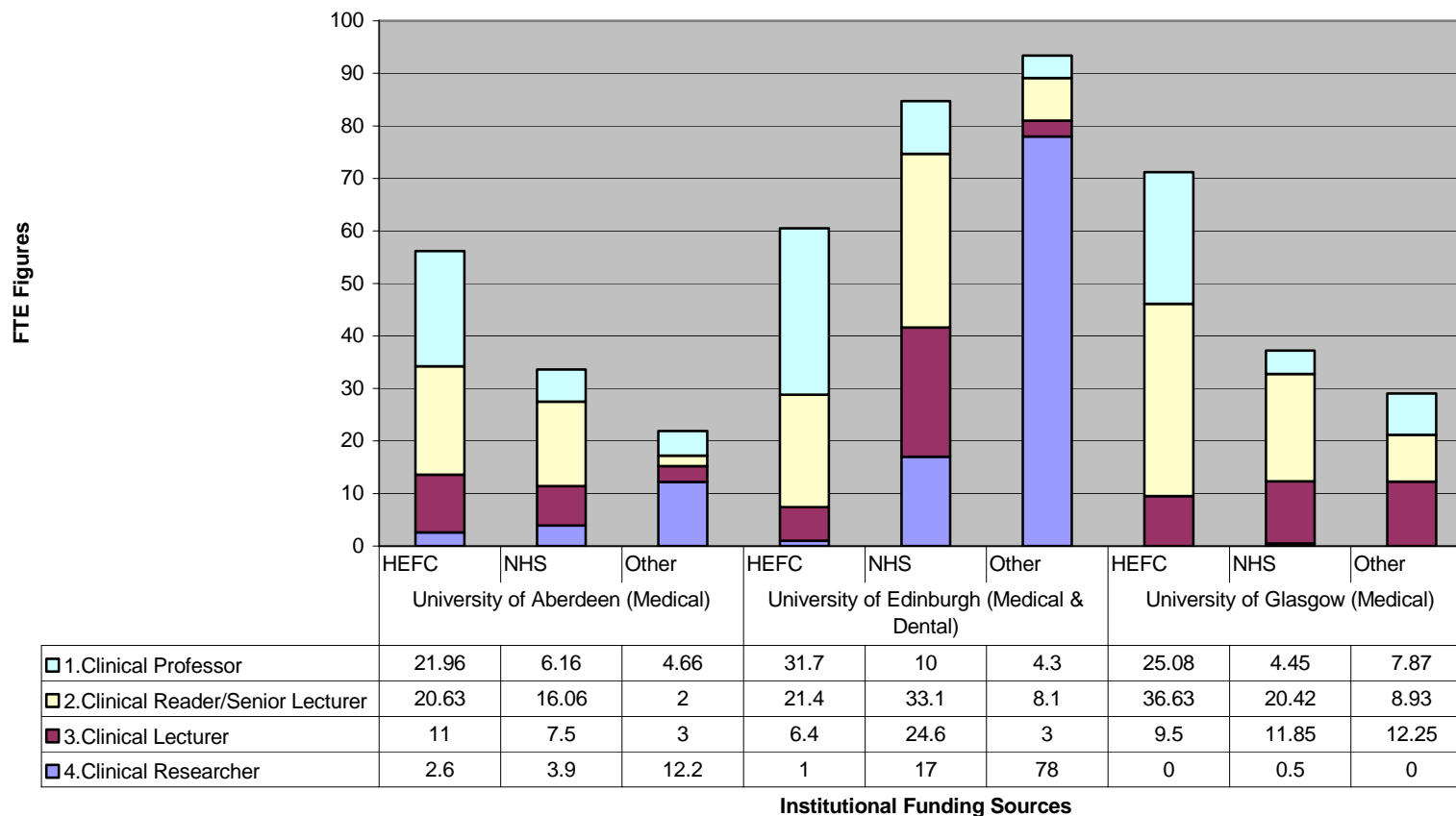
University of Southampton	1	0	0	1
University of Wales College of Medicine (Medical)	14.37	2.85	26.83	44.05
4.Clinical Researcher				
Guy's, King's and St. Thomas' Hospitals' Medical and Dental School (Medical & Dental)	2	39.5	107.65	149.15
Imperial College School of Medicine	6.5	18.5	177.2	202.2
London School of Hygiene and Tropical Medicine	0	0	0	0
The Queen's University of Belfast (Dentistry)	0	0	2	2
The Queen's University of Belfast (Medical)	0	0	2	2
University of Aberdeen (Medical)	2.6	3.9	12.2	18.7
University of Cambridge	0	0	70	70
University of Edinburgh (Medical & Dental)	1	17	78	96
University of Glasgow (Medical)	0	0.5	0	0.5
University of Leeds (Medical)	0	0	11	11
University of Leicester	0.1	9	31.78	40.88
University of Manchester (Dentistry)	0	0	0	0
University of Sheffield (Dental)	0	0	0	0
University of Sheffield (Medical)	0	0	0	0
University of Southampton	0.5	3.9	40.04	44.44
University of Wales College of Medicine (Medical)	12	2.18	5.6	19.78

(b) SUMMARY OF FUNDING SOURCES FOR ACADEMIC GRADES BY NHS REGION

The final report will present charts for each of the NHS regions and for Northern Ireland, Scotland and Wales. Because not all of the data has yet been returned the picture presented is not complete in all cases and so they are not included in this interim report. The chart below shows the position for Scotland alone as an example. It shows the constituent institutions and the funding sources for each of the academic grades within the institutions across the region.

Table 4

Analysis of Funding Sources by Academic Grades - Scotland



(c) SUMMARY OF FUNDING SOURCES FOR ACADEMIC GRADES BY CLINICAL SPECIALTY

This section organises the data on clinical academic posts by looking at the funding spread for each academic grade across clinical specialties.

Table 5

Type of Post	Speciality	HEFC	NHS	Other	Total
1.Clinical Professor					
	Anaesthetics	4.5	6	0.6	11.1
	Dentistry	43.05	0.95	2	46
	General Practice	8.57	3.6	3.65	15.82
	Obstetrics and Gynaecology	18.46	3.87	1.86	24.19
	Occupational Medicine	0.8	0	1	1.8
	Ophthalmology	2.67	1	1.33	5
	Others	21.09	13	8.72	42.81
	Paediatrics and Child Health	15.06	6	7.49	28.55
	Pathology	31.65	17.05	3.8	52.5
	Physicians/Medicine	99.71	55.52	33.81	189.04
	Psychiatry	32.64	27.36	1	61
	Public Health Medicine	19.4	5	3	27.4
	Radiology	6.69	7.21	3	16.9
	Surgery	33.64	14.96	2.4	51
2.Clinical Reader/Senior Lecturer					
	Anaesthetics	8.97	20.25	2	31.22
	Dentistry	86.72	6.6	1	94.32
	General Practice	22.57	13.73	3.4	39.7
	Obstetrics and Gynaecology	22.21	14.52	1.75	38.48
	Occupational Medicine	2.05	3.45	0	5.5
	Ophthalmology	4.51	2	0	6.51
	Others	17.07	25.19	25.27	67.53
	Paediatrics and Child Health	20	25.64	2.4	48.04
	Pathology	48.6	66.48	21.09	136.17
	Physicians/Medicine	89.3153	87.36	43.1847	219.86
	Psychiatry	30.63	52.77	10.55	93.95
	Public Health Medicine	25.99	12.6	6.33	44.92

	Radiology	2.6	9.07	3.15	14.82
	Surgery	34.96	31.51	2.27	68.74
3. Clinical Lecturer					
	Anaesthetics	4.75	6.75	2.5	14
	Dentistry	62.59	9.01	1.3	72.9
	General Practice	4.48	7.94	2.18	14.6
	Obstetrics and Gynaecology	11.25	7.35	2	20.6
	Occupational Medicine	1.3	0.7	0	2
	Ophthalmology	1	1	0	2
	Others	4.3	6.29	13.24	23.83
	Paediatrics and Child Health	10	12.5	7.5	30
	Pathology	8.42	11.58	2	22
	Physicians/Medicine	19.9	37.35	25.75	83
	Psychiatry	15.5	35	27	77.5
	Public Health Medicine	3.4	4.6	0	8
	Radiology	0	4	0	4
	Surgery	24	17.5	6.5	48
4. Clinical Researcher					
	Anaesthetics	1	3	4	8
	Dentistry	1	6.2	7.6	14.8
	General Practice	2.6	16.58	9.2	28.38
	Obstetrics and Gynaecology	2	7	45.18	54.18
	Occupational Medicine	0	0	3	3
	Ophthalmology	0	0	1	1
	Others	3	1	12.2	16.2
	Paediatrics and Child Health	3.5	4	34.7	42.2
	Pathology	1	0	33.6	34.6
	Physicians/Medicine	8.5	23.2	288.84	320.54
	Psychiatry	2	11	52.45	65.45
	Public Health Medicine	0.1	2	7.6	9.7
	Radiology	0	0	4	4
	Surgery	0	20.5	34.1	54.6

PART TWO: VACANCIES ACROSS ACADEMIC GRADES IN UK MEDICAL AND DENTAL SCHOOLS

Part Two of this report examines reported vacancies. As with Part One, it is organised into three sections. The first section looks in detail at the total reported vacancies in each of the institutions, these will be organised into NHS Regions. The second section looks at vacancies by academic grade in chart form, again by NHS Region. Institutional vacancies within the same region are plotted against each other to give a regional picture. The final section looks at vacancies across the main clinical specialties.

(a) SUMMARY OF VACANCIES IN UK MEDICAL SCHOOLS ORGANISED BY UNIVERSITY INSTITUTION WITHIN NHS REGIONS

This first section presents – based on data returned so far – the total reported vacancies in each academic grade. In the final report these will be presented in greater detail. It will show the figures by institution and the distribution and totals across NHS regions.

Table 6

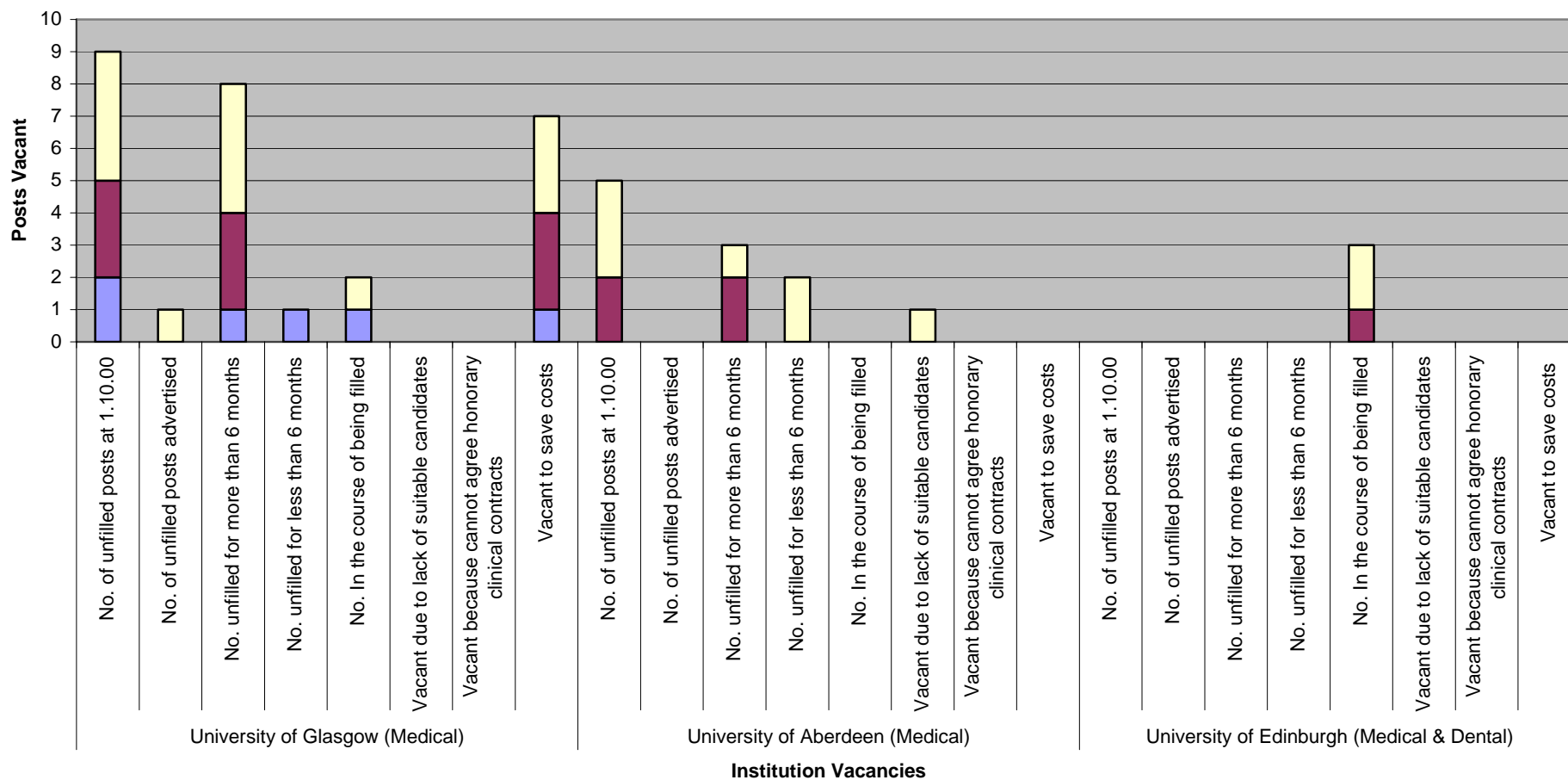
	1.Clinical Professor	2.Clinical Reader / Senior Lecturer	3.Clinical Lecturer	4.Clinical Researcher	Grand Total
Sum of Number of unfilled posts at 1.10.00?	33	55	63	4	155
Sum of Number of unfilled posts advertised?	16	23	25	2	66
Sum of How many unfilled for more than 6 months?	19	32	27	1	79
Sum of How many unfilled for less than 6 months?	9	15	34	2	60
Sum of In course of filling	17	25	32	3	77
Sum of lack of suitable candidates	5	5	7	1	18
Sum of cannot agree honorary clinical contracts	0	0	0	0	0
Sum of vacant to save costs	7	9	12	0	28

(b) CHARTS OF VACANCIES WITHIN INSTITUTIONS BY REGION AND ACADEMIC GRADE

The final report will examine the total vacancies in chart form and compares vacancies by academic grade across institutions in NHS Regions. Again, data submitted from Scotland is used as an example in the chart overleaf.

Table 7

Analysis of Vacancies in Scotland



(c) SUMMARY OF VACANCIES IN UK MEDICAL AND DENTAL SCHOOLS BY CLINICAL SPECIALTY

The table below shows vacancies across a selection of clinical specialties; these are broken down by clinical academic grade.

Table 8

Speciality	Data	1.Clinical Professor	2.Clinical Reader/Senior Lecturer	3.Clinical Lecturer	4.Clinical Researcher	Grand Total
Anaesthetics	No. of unfilled posts at 1.10.00	2	4	3	0	9
	No. of unfilled posts advertised	0	2	1	0	3
	No. unfilled for more than 6 months	2	1	1	0	4
	No. unfilled for less than 6 months	1	0	2	0	3
	No. In the course of being filled	1	2	2	0	5
	Vacant due to lack of suitable candidates	0	0	0	0	0
	Vacant because cannot agree honorary clinical contracts	0	0	0	0	0
	Vacant to save costs	0	1	1	0	2
Dentistry	No. of unfilled posts at 1.10.00	1	10	9	0	20
	No. of unfilled posts advertised	0	3	2	0	5
	No. unfilled for more than 6 months	0	7	5	0	12
	No. unfilled for less than 6 months	1	3	4	0	8
	No. In the course of being filled	0	5	2	0	7
	Vacant due to lack of suitable candidates	0	1	0	0	1
	Vacant because cannot agree honorary clinical contracts	0	0	0	0	0
	Vacant to save costs	1	2	5	0	8
Physicians/Medicine	No. of unfilled posts at 1.10.00	6	7	6	1	20
	No. of unfilled posts advertised	4	5	3	1	13
	No. unfilled for more than 6 months	3	4	3	1	11

	No. unfilled for less than 6 months	3	2	5	0	10
	No. In the course of being filled	4	5	4	1	14
	Vacant due to lack of suitable candidates	2	0	1	0	3
	Vacant because cannot agree honorary clinical contracts	0	0	0	0	0
	Vacant to save costs	0	0	0	0	0
Psychiatry	No. of unfilled posts at 1.10.00	4	4	11	1	20
	No. of unfilled posts advertised	3	2	3	0	8
	No. unfilled for more than 6 months	2	1	6	0	9
	No. unfilled for less than 6 months	2	3	5	1	11
	No. In the course of being filled	2	2	4	1	9
	Vacant due to lack of suitable candidates	0	0	1	0	1
	Vacant because cannot agree honorary clinical contracts	0	0	0	0	0
	Vacant to save costs	0	0	3	0	3
Public Health Medicine	No. of unfilled posts at 1.10.00	3	0	5	0	8
	No. of unfilled posts advertised	1	0	2	0	3
	No. unfilled for more than 6 months	0	0	3	0	3
	No. unfilled for less than 6 months	0	0	2	0	2
	No. In the course of being filled	2	0	2	0	4
	Vacant due to lack of suitable candidates	0	0	0	0	0
	Vacant because cannot agree honorary clinical contracts	0	0	0	0	0
	Vacant to save costs	0	0	0	0	0
Surgery	No. of unfilled posts at 1.10.00	5	10	9	1	25
	No. of unfilled posts advertised	2	3	2	1	8

No. unfilled for more than 6 months	4	8	4	0	16
No. unfilled for less than 6 months	1	1	4	1	7
No. In the course of being filled	1	1	4	1	7
Vacant due to lack of suitable candidates	2	3	1	0	6
Vacant because cannot agree honorary clinical contracts	0	0	0	0	0
Vacant to save costs	2	4	3	0	9

PRELIMINARY REMARKS ON THE DATA

Many institutions have not been able easily to collect data and in some cases have had to collate figures from individual departments. A small number of institutions, for example Edinburgh, hold databases on staffing levels and collected the data more easily. It is important to note that many medical and dental institutions do not hold detailed data on their staffing levels nor, at present, the required capacity to undertake this kind of exercise as a matter of course. If this is to become an annual exercise individual institutions will need to record staffing data in more systematic ways.

Information about vacancies has not been straightforward to collect, as several institutions no longer have ‘establishment’ posts. Posts are reviewed as they become vacant and institutions judge the opportunity cost of posts; they are not automatically filled, but instead might be replaced so as to fund a different post.

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