

Clinical Academic Staffing Levels **in** **UK Medical and Dental Schools**

A data update by
the Council of Heads of
Medical Schools
and
the Council of Heads and Deans of
Dental Schools

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The Council of Heads of Medical Schools

Preface

*The Council of Heads of Medical Schools and the
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- ◆ improve and maintain quality in basic medical and dental education and general clinical training and to facilitate sharing of experience;
- ◆ promote medical and dental education and research through collaboration with the NHS, Government Departments, the General Medical Council, the General Dental Council, the Royal Colleges, the Research Councils, the Medical Research Charities, the BMA and BDA;
- ◆ promote and develop relationships with medical schools, dental schools and universities in other countries;
- ◆ serve as a point of reference for the media.

CHMS works closely with the Association of UK University Hospitals, which represents all the major university teaching hospitals.

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Contents

Preface	2
Executive Summary	4
2005 data update	5
Part One: Medicine	6
1 Overview	6
2 Grades	7
3 Funding sources	9
4 Regional data	10
5 Specialty data	10
6 Age profile	12
7 Gender profile	14
8 Vacancies	15
Part Two: Dentistry	16
1 Overview	16
2 Grades	17
3 Funding sources	18
4 Regional data	18
5 Specialty data	18
6 Age profile	19
7 Gender profile	19
Appendices	21
1 Profile by medical specialty	21
2 Summary of medical return by region	23
3 Profile by individual medical school	24
4 Summary of changes if new medical schools are excluded	27
5 NHS consultants by medical specialty & UK medical student intake	27
6 Profile of dental return by specialty	28
7 Profile of dental return by region	29
8 Profile by individual dental school	30
9 Alterations to published CHMS and CHDDS data (2004)	31

Executive Summary

Stemming the decline in the number of clinical academics in both medicine and dentistry has become a priority for policy-makers in the higher education sector during the last few years. The Academy of Medical Sciences' Clinician Scientist Fellowship scheme, which began in 2001, aims to support young clinical academics, offering a flexible career structure, funding and mentor support. The last twelve months have seen the development of further welcome initiatives to recruit and retain individuals to clinical academia. As a result of the report by the UKCRC/MMC Academic Careers Sub-Committee led by Dr Mark Walport, the Department of Health in England and the Higher Education Funding Council for England (HEFCE) have provided funding to support the appointment of 250 clinical academic fellows and 100 clinical lecturers in each of the next five years.¹ HEFCE and the Department of Health have also pledged to invest up to £100 million in the creation of 'new blood' senior lectureships. Up to 200 of these posts will be jointly funded by the two organisations over the next 10 years.² Similar arrangements are also being made in Scotland.

The 2005 Clinical Academic Staffing Survey indicates how vital and necessary such initiatives are to the survival of clinical academia. In 2005, the number of clinical academics dropped below 3000 for the first time since the Council of Heads of Medical Schools (CHMS) and the Council of Heads and Deans of Dental Schools (CHDDS) began collecting workforce data. On the census date of 31 July 2005 there were 2978 Full Time Equivalent (FTE) medical clinical academics in post, compared to 3015 FTEs in 2004 and 3549 in 2000, with the medical clinical academic workforce now standing at 84% of 2000 levels. There has been a further decrease in the number of clinical lecturers, now at just 50% of 2000 levels.

The example of pathology however indicates the positive effect which investment in a clinical specialty can bring about. For the first year since the CHMS/CHDDS Clinical Academic Survey began, pathology has seen an increase in clinical academic numbers: an increase of approximately 19% since 2004. 62% of these posts are at clinical lecturer level, a testament to the success of the Royal College of Pathologist's and Department of Health's initiative to establish SHO histopathology training schools around the UK. The Pathological Society has also provided extra funding and support.

¹ The Academic Sub-Committee of UKCRC and Modernising Medical Careers (2005), *Medically and Dentally Qualified Staff: Recommendations for Training the Researchers and Educators of the Future*.

² HEFCE, press release 6 October 2005, *HEFCE and DH to invest up to £100m in 'new blood' senior clinical lectureships*, www.hefce.ac.uk

Although dentistry has seen an increase of 1% in overall clinical academic staffing levels since the last CHMS/CHDDS report, this is not a significant increase from the record low levels reported in 2004. There are now only 439 FTE dental clinical academics in the UK. It is vital that clinical academic dentistry is able to benefit from the expansion of dental student numbers, the government having recently announced the creation of 100 new dental student places. These initiatives must be matched by a corresponding investment in the development of clinical academic careers.

Both CHMS and CHDDS have responded to the Parliamentary Health Committee's workforce needs inquiry and have stressed the importance of a long-term outlook for Government when planning healthcare provision.³ The importance of education and research to the delivery of ever-improved patient-care cannot be over-emphasised and it is vital that budgets set-aside for the purpose of supporting education and research do not get raided to satisfy short-term service goals. CHMS and CHDDS welcome the opportunity to give verbal evidence to the Health Select Committee on workforce planning in June 2006.

It is essential to the future of clinical academia in both medicine and dentistry that the financial commitment to the careers of clinical academics demonstrated since the 2004 CHMS/CHDDS report, and the welcome development of structured career paths for clinical academic staff, is maintained. Although it is too soon for the results of these changes to inform this report, CHMS and CHDDS very much hope that the results of these initiatives will filter down through the workforce, and become visible in future CHMS/CHDDS data.

CHMS and CHDDS recommended in their May 2004 report that data analysis of clinical academic staffing levels in UK Medical and Dental Schools should be undertaken annually. This report serves to update the data on clinical academic staffing levels published in 2004 and refers to clinical academic numbers in post as at 31 July 2005. A more detailed report will be published every three years, with the next detailed report to be published in 2007. Monitoring the clinical academic workforce in this way will enable CHMS to analyse the impact of key policy changes across the sector on the recruitment and retention of clinical academic staff, and advise accordingly.

The methodology remains the same as that used in 2004. Schools were asked to return data on clinical academic grade, specialty, percentage full-time, nature of clinical contract, source of funding, age, gender, and salary details, by individual academic. All data on clinical academic numbers are presented as full-time equivalent (FTE), unless otherwise stated.

The following provides an overview of the 2005 data for medicine and dentistry. Full details by specialty, by region and by individual medical and dental school are presented as appendices.

2005 data report

³ CHMS (2006), response to the Health Committee on Workforce Planning, www.chms.ac.uk

Part One: Medicine

Overview

The total number of medical clinical academics in the UK has now dropped below 3000 for the first time since CHMS began to collect workforce data. On the census date of 31 July 2005, there were 2978 FTE clinical academics in the UK medical schools, compared to 3549 in 2000, representing a loss of 571 FTEs from the clinical academic workforce and a loss of 37 FTEs since the publication of the 2004 CHMS Clinical Academic Staffing Survey.^{4 5} The population of clinical academics in medicine now stands at 84% of the level recorded in 2000. The clinical academic workforce has decreased at a steady rate since 2000. In the last year this decline has slowed slightly to -1%, although this figure masks great variability between different specialties, schools and academic grades.

Anecdotal evidence suggests that clinicians involved with education within the NHS have been disproportionately affected by NHS job cuts as Trusts struggle to make ends meet. The percentage of consultants who are clinical academics remains below the proportion recorded in 2000, standing at 6.5% of the total consultant workforce, compared to 8% in 2000. In difficult times it is all too easy for the NHS to forget the contribution academics make to advancing service provision through research, to educating the next generation of doctors and dentists and to providing care at the highest of levels. The contribution of teaching and research to both the health and wealth of the UK's population cannot be underestimated. CHMS in collaboration with the Association of UK University Hospitals (AUKUH) has commissioned an ongoing piece of work to explore the vital contribution made to the UK's economy and social capital through the links between higher education institutions and the health service.

It is hoped that the implementation of 'Best Research for Best Health: A new national health research strategy' will promote these strengths, with the welcome proposal to ring-fence funds specifically for research within the NHS⁶. The National Institute for Health Research, to be established as a 'virtual' body, is to be a key facet of the Best Research for Best Health strategy. It will aim to position, manage and maintain staff, research and infrastructure. It is anticipated that such support will help to attract and retain the best clinical researchers, a development which it is hoped will inform the results of the CHMS/CHDDS survey in future years.

⁴ Since the publication of the 'Clinical Academic Staffing Levels: data update 2004', Glasgow has submitted a corrected return. There have also been revisions to data submitted by Newcastle and UEA. A summary of changes to 2004 data is illustrated in Appendix 9a. The total number of clinical academics in 2004 was inflated by approximately 100 FTE. All comparisons in the 2005 analysis are based on accurate data for 2004.

⁵ The 2005 survey includes data from Swansea. Swansea Medical School was not included in data analysis in 2004 due to concerns over data-quality. If Swansea is removed from the analysis for comparability purposes the overall change between 2004 and 2005 becomes 1.8%.

⁶ Department of Health (2006), *Best Research for Best Health: A new national research strategy*.

Table 1 Changes in numbers of clinical academics by grade for 2004 and 2005

Year	Clinical Professor	Clinical Reader/ Senior Lecturer	Clinical Lecturer	Total
2004	1139 (38%)	1426 (47%)	451 (15%)	3015
2005	1216 (41%)	1338 (45%)	424 (14%)	2978
Actual Change	+77	-88	-27	-37
Percentage Change	+7%	-6%	-6%	-1%

The number of senior lecturers has decreased by almost 20% since 2000. At clinical lecturer level the decline has been more dramatic, with a loss of nearly 50% since 2000, equivalent to 420 FTEs. The ratio of senior staff (clinical readers/senior lecturers and professors) to clinical lecturers within UK Medical Schools is now 6:1, compared to 4.6:1 in 2003.

Clinical lecturers train the doctors and biomedical researchers of the future, providing the majority of teaching within UK Medical Schools. The number of medical students in the UK’s medical schools now stands at around 35,000, an increase of approximately 10,000 students since 2000. Whilst 5610 new students were admitted in 2000, the number had grown to 7898 by 2005. The medical workforce of the future must be provided for, must be expertly trained and must not see their education compromised through a lack of available clinical academic staff.

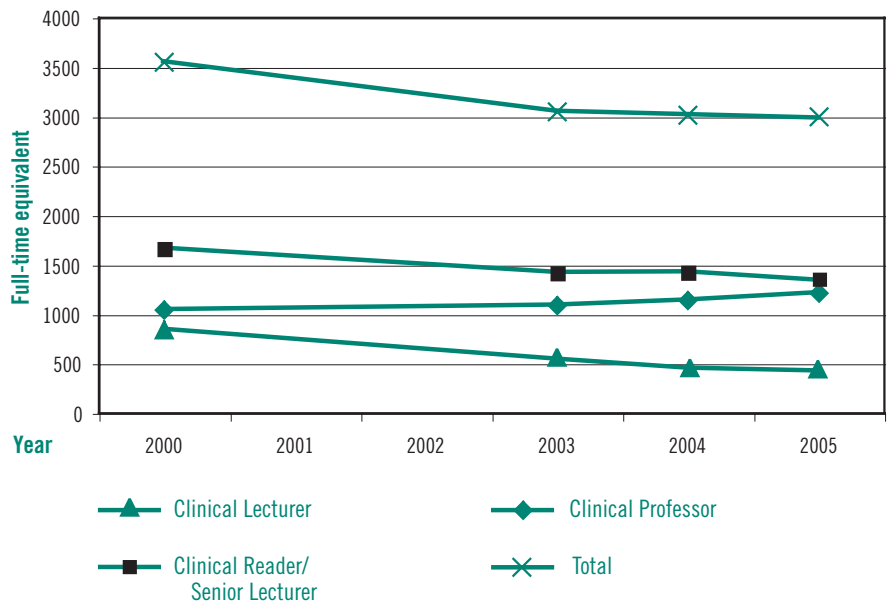
Clinical academics in the UK make a vital contribution to health research. If the loss of clinical lecturers is not halted, the UK’s ability to compete internationally in biomedical research could be threatened, with a corresponding effect on GDP. A recent report by the DTI identified that whilst the UK is ranked second only to the US for biomedical research it has a much lower availability of researchers than other leading competitors of a similar size.⁷

The decline in the number of FTEs at clinical lecturer level, echoing a trend identified in the 2004 CHMS data report, cannot be viewed in isolation from the numerous initiatives which have been proposed and introduced to stem this decline over the past twelve months. The Walport clinical fellowships will enable talented pre-doctoral individuals to spend time away from their clinical commitments, preparing research proposals in order to apply for doctoral research studentships. Post-doctoral individuals can apply for clinical lectureship positions to enable them to carry on their research activities as well as clinical training. It is anticipated that the first appointees to these schemes will take up their posts at the start of the 2006/7 academic year. Such changes will take time to filter through the clinical academic workforce and so may not initially impact on the staffing figures. CHMS hopes to see the effect of such changes in due course.

The picture at professorial level is more positive. As a result of the promotion of more junior staff there has been an increase of 7% in the numbers of professors in academic medicine since 2004, the equivalent of 77 FTEs. However, the population is ageing and progressing naturally up the career ladder and there is an insufficient supply of clinical lecturers to replace those individuals who move

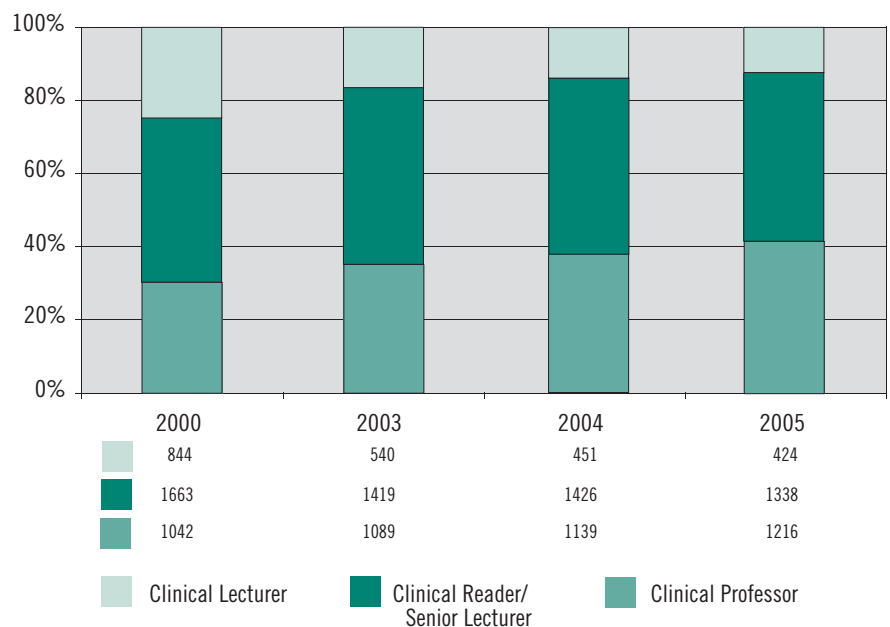
⁷ Department of Trade and Industry (2005), *PSA target metrics for the UK research base*, www.dti.gov.uk

Chart 1 Change in numbers of clinical academics (FTE) by grade since 2000



on or retire. The decreased source population in lower grades is consequently likely to limit future increases at reader/senior lecturer and professorial level.

Chart 2 Changes in distribution across the clinical academic grades since 2000



It is now four years since the first of the new Medical Schools opened in 2002. In the last year these Schools have experienced a growth of 44%. In part this is due to the small size of the majority of the newer schools which results in a relatively small change in the number of FTEs appearing as a large percentage change. It is vital that resources and support continue to be available to ensure that new medical schools are able to reach their full potential.

The growth of the newer Schools masks some of the decline at pre-2002 Schools. If newer Schools are excluded the decrease in total clinical academic staffing numbers between 2004 and 2005 falls further, from -1% to -3%.⁹

⁸The new medical schools are: Brighton and Sussex, Durham, Hull-York, Keele, Peninsula, Swansea, UEA and Warwick. Data for both pre- and post-2002 medical schools are illustrated in appendix one.

⁹Appendix four.

Table 2 Clinical academic grade by source of funding for 2005

Grade	Funding Council	% Funding Council	NHS	% NHS	Other	% Other	Total
Professor	683	51%	392	34%	141	29%	1216
Clinical Reader/Senior Lecturer	514	38%	591	52%	233	47%	1338
Clinical Lecturer	151	11%	155	14%	119	24%	424
Total	1348	45%	1137	38%	493	17%	2978

Across the UK in 2005, 45% of clinical academic posts were funded by the funding councils, 38% by the NHS and 17% by other sources. This trend has remained relatively constant since the CHMS/CHDDS Survey data collection in 2000.

The financial support of education is of particular importance in the current climate of reform within the NHS. With the planned reduction in the number of Strategic Health Authorities in the UK it will be essential to ensure that links between these SHAs and Higher Education Institutions (HEIs) are maintained – indeed strengthened.¹⁰ CHMS believes the decision to no longer automatically include a representative from a Higher Education Institution as a Non-Executive on the Board of SHAs is mis-guided and should be reversed. The importance of teaching and research must not be lost within the NHS due to the ever-increasing demand of service. The Healthcare Commission’s ‘annual health check’ process presents an ideal opportunity to incentivise education, training and research through entrenching these within the core and developmental standards which healthcare organisations must meet.¹¹ It is vitally important that these activities are recognised and praised within institutions and it is the hope of CHMS that the Healthcare Commission will focus on the inclusion of these as it develops the annual health check for 2006/7.

On 22 March 2006, the Chancellor of the Exchequer announced the merger of the English NHS R&D and the Medical Research Council budgets, creating a funding stream of at least £1 billion for biomedical research.¹² This builds upon the government’s target to increase research and development investment as a proportion of national income to 2.5% by 2014.¹³ The merger represents an unprecedented opportunity to build upon the existing research and development capability within the UK, a rich resource of benefit to pharmaceutical companies, industry and overall, the public. It is vital that these budgets remain protected and that strong ‘Haldane’ principles apply.

CHMS and CHDDS are lobbying for a similar commitment to ring-fence the education and training budgets within the NHS, securing the financial stability needed to educate and train the future clinical workforce. Early indications are that the MPET (Multi-Professional Education and Training Budget) is to be cut by 8% this year, making such a ‘hands-off’ policy even more vital.

Funding sources

This merger represents an unprecedented opportunity

¹⁰ Department of Health, press release 12 April 2006, *Health Secretary announces new architecture of the local NHS*, www.dh.gov.uk

¹¹ The Healthcare Commission (2005), *Assessment for Improvement: The annual health check*.

¹² HM Treasury, 22 March 2006, *Chancellor of the Exchequer’s Budget Statement*, www.hm-treasury.gov.uk/budget.

¹³ HM Treasury, DTI, DfES (2004), *The Government’s Science and Innovation Investment Framework 2004-2014*.

Regional data

The regional data reflect the changes seen in 2005 across Schools. Clinical academic staffing numbers continue to increase in Northern Ireland; an increase of 8% in 2004 matched by a further increase of 8% in 2005. Numbers in the Southwest show a small decrease, compared to a 5% increase last year. Numbers in the West Midlands have shown an increase, continuing a trend shown in 2004. The numbers of clinical academic staff in London continue to fall. This is concerning given the high concentration of research institutions and medical students in the capital city. A full profile by region is presented in appendix two.

Table 3 Changes in clinical academic numbers by region

Region	Eastern	London	Northern & Yorkshire	Northern Ireland	NW	Scotland	SE	SW	Trent	West Midlands	Wales
% change	-6	-4	-1	+8	-5	-5	+11	-7	0	+3	+23

Specialty data

For the first year since the CHMS and CHDDS Clinical Academic Survey began in 2000, pathology has seen an increase in clinical academic staffing levels. Since 2004, the number of pathologists in clinical academia has increased by approximately 19%, the equivalent of 30 FTEs. Of these posts, 62% are at clinical lecturer level. Proportionally these new posts receive a higher amount of NHS funding than the total pathology population. This is particularly the case at clinical lecturer level where 37% of funding for new posts is provided by the NHS compared to 28% for the population as a whole. New professors also receive proportionally greater funding from the NHS, however funding sources for new senior lecturer posts in pathology are similar to those within the total population.

The increase in the numbers of clinical pathologists is testament to the success of investment in the specialty through the expansion of the histopathology training schools from three in 2003 to eleven in 2006. The Schools are jointly funded by the Department of Health and the Royal College of Pathologists.¹⁴ In addition the Pathological Society has also provided funding which will be boosted by additional £1 million in 2006 to provide new PhD studentships, clinical fellowships and other support.¹⁵

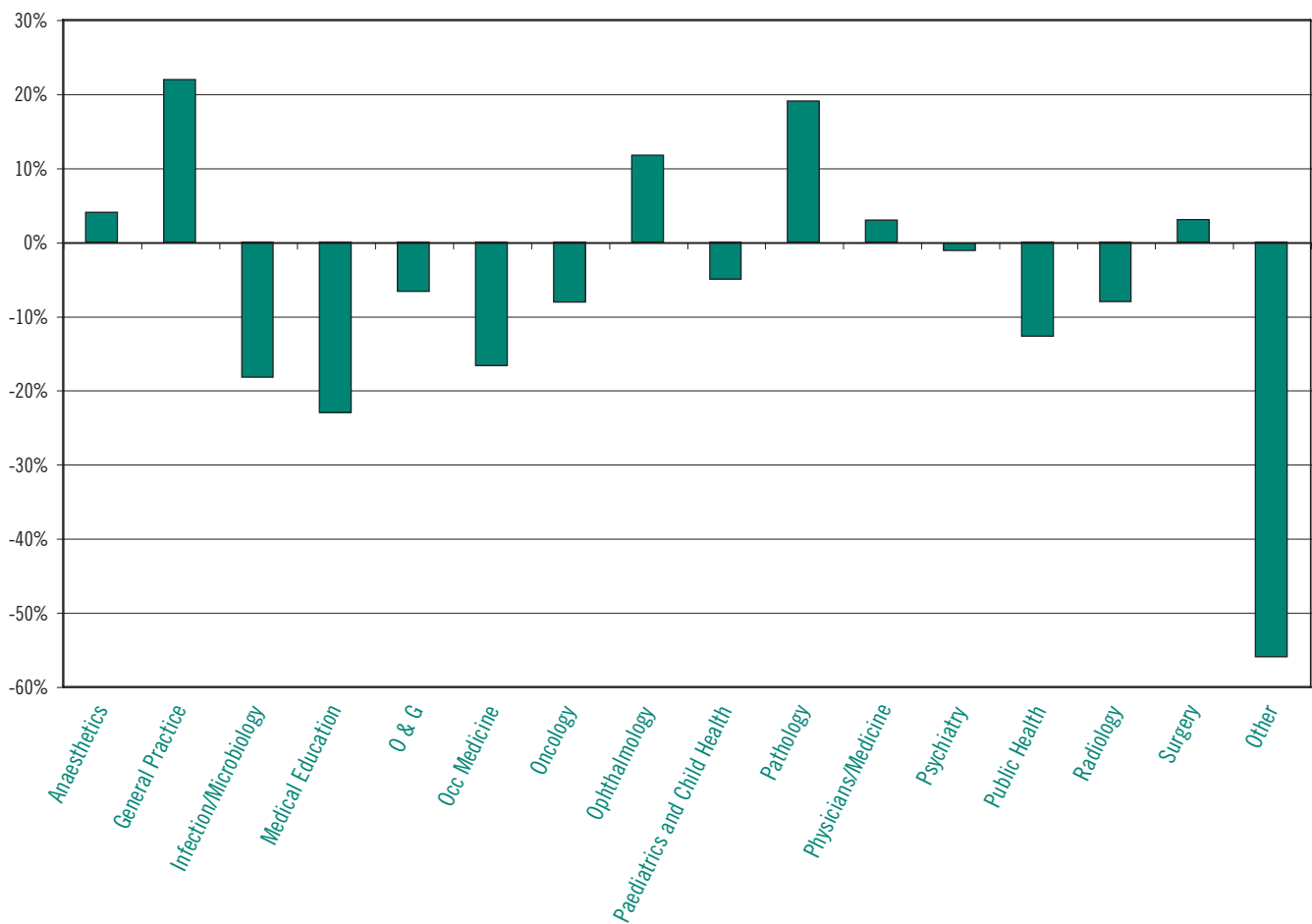
Despite the increases recorded this year however, the number of clinical academics in pathology remains at only 51% of the 2000 population, highlighting the need for ongoing sustained financial support for this discipline.

Four further specialties were identified in 2004 as being in crisis. Of these, surgery and anaesthetics have experienced a small overall increase in numbers whilst psychiatry and radiology have declined still further. The decrease in psychiatry is entirely at senior lecturer level and represents the promotion of a number of individuals to professorial posts. In addition this decrease masks an increase of 24% at lecturer level. Whilst this increase is relatively small in FTE terms (8.7) it does represent a positive change for a struggling specialty. Radiology shows a similar pattern with a 30% increase at lecturer level and a 24% decrease at senior lecturer level. Radiology now stands at just 55% of 2000 levels. Consideration of the specific recruitment methods and funding sources within pathology may provide valuable lessons in best practice for these and other specialties. A full profile by specialty is available as appendix one.

¹⁴ The Royal College of Pathologists, press release, 7 March 2003, *Pathologists welcome new SHO school expansion*, www.rcpath.org

¹⁵ Pathological Society, *Grants and other support*, <http://www.pathsoc.org.uk>

Chart 3 Percentage change by specialty 2004-5



A key trend in the reporting of specialty since the survey began has been the decrease of academics coded as 'other'. Of the academics coded as 'other' in 2004 only 16% were still recorded in this category in 2005. Tracing these individuals reveals that approximately 50% were coded as physicians/medicine in 2005, the equivalent of 43 posts. Consequently the increase in this specialty does not necessarily represent an actual change but is instead indicative of more accurate coding.

The apparent increase in the number of clinical academics in general practice, now at 131% of 2000 levels also, in part, reflects more accurate coding by Schools with a quarter of the increase being accounted for in this way. A report published in 2004 by the Society for Academic Primary Care identified that the critical mass of senior academic GPs was unsustainably small, caused in part by the pay disparity between academic GPs and their clinical academic colleagues in medical schools.¹⁶ There are indications that the implementation of the new consultant contract for senior academic GPs has not so far been uniform, a situation CHMS would like to see resolved in order to retain GP colleagues in clinical academia.

Seven specialties (excluding 'other') are now staffed at no more than 50% the level recorded in 2000 at clinical lecturer level. Specialties where there is particular cause for concern include oncology, medical education, infection/

¹⁶ Society for Primary Academic Care (2002), *New Century, New Challenges: A report from the Heads of Departments of General Practice and Primary Care to the Medical Schools in the UK.*

Table 4a Summary of changes by medical specialty

	Total no. of Clinical Academics 2000	2004	2005	% Change since 2004	as % of 2000 nos
Anaesthetics	100	71	74	4%	74%
General Practice	152	163	199	22%	131%
Infection/ Microbiology	*	82	67	-18%	*
Medical Education	*	29	22	-23%	*
O & G	177	149	139	-7%	79%
Occ Medicine	15	12	10	-17%	67%
Oncology	*	121	113	-8%	*
Ophthalmology	40	36	40	12%	99%
Paediatrics and Child Health	246	242	230	-5%	93%
Pathology	371	161	191	19%	51%
Physicians/Medicine	973	1056	1090	3%	112%
Psychiatry	393	299	295	-1%	75%
Public Health	215	186	165	-13%	77%
Radiology	60	36	33	-8%	55%
Surgery	331	246	254	3%	77%
Other	476	125	54	-56%	11%
Total	3549	3015	2976	-1%	84%

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

microbiology, paediatrics and public health medicine, all of which have experienced a decrease in clinical lecturers over the last year of more than 20%. There is no doubt that these specialties are in crisis. However, given the small size of the populations, percentage change figures must be viewed with some caution since a very small FTE change can have a large percentile impact.

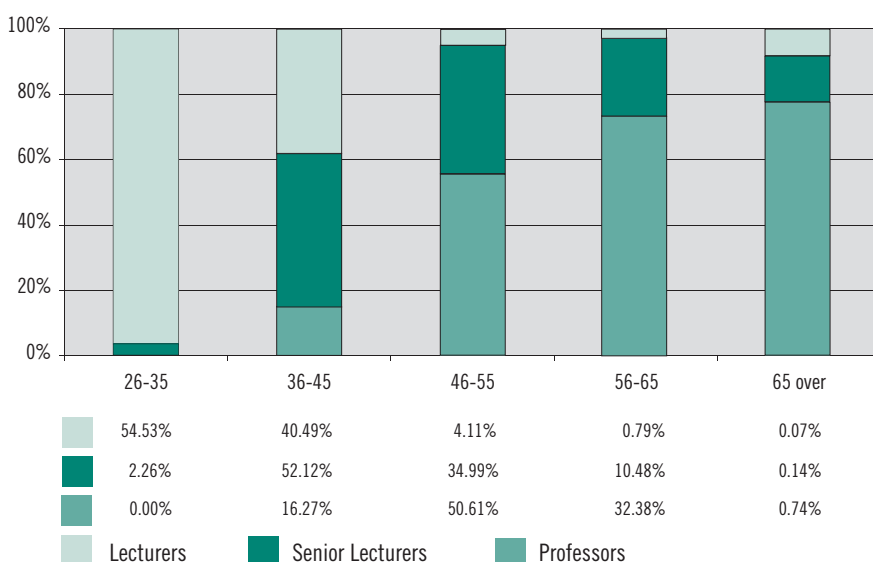
Age Profile

The age profile of clinical academics in medicine has changed little since 2004 and shows an increase in age with grade as might be expected. This profile suggests an ageing workforce, with insufficient staff entering at the lower-rungs to replace those who are moving on, growing older and retiring. The increase in lecturers in the 36-45 age-range since 2004 may be a reflection of the extra time taken for clinical academics to progress in career paths due to the competing demands of academia and satisfying clinical competency requirements. Since 2004 the profile of the population has shifted slightly, with 55.4% of the clinical academic workforce now aged 46+, compared to 50% in 2004 and only 10% of the clinical academic workforce younger than 35. This has clear implications for workforce planning.

Table 4b Summary of changes by medical specialty – clinical lecturers

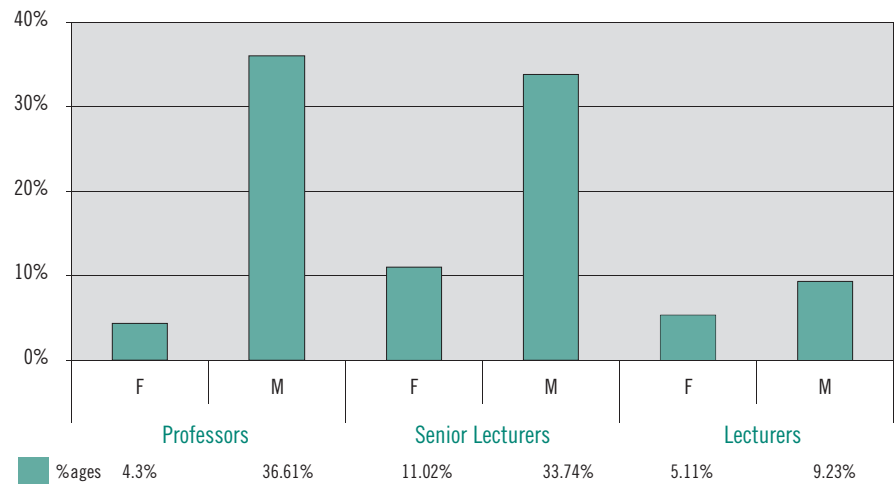
	Total no. of Clinical Lecturers			% Change	as % of
	2000	2004	2005	since 2004	2000 nos
Anaesthetics	23	10	12	16%	50%
General Practice	40	34	41	20%	103%
Infection/ Microbiology	*	12	7	-42%	*
Medical Education	*	7	3	-53%	*
O & G	39	33	30	-9%	77%
Occ Medicine	3	0	0	0%	0%
Oncology	*	10	5	-55%	*
Ophthalmology	15	9	9	0%	60%
Paediatrics and Child Health	66	43	33	-23%	50%
Pathology	64	12	19	62%	30%
Physicians/Medicine	188	136	134	-2%	71%
Psychiatry	114	36	45	24%	40%
Public Health	62	22	17	-21%	28%
Radiology	8	2	3	30%	33%
Surgery	98	51	46	-11%	46%
Other	125	32	21	-35%	17%
Total	845	451	425	-6%	50%

Chart 4 Age profile of clinical academics in medicine



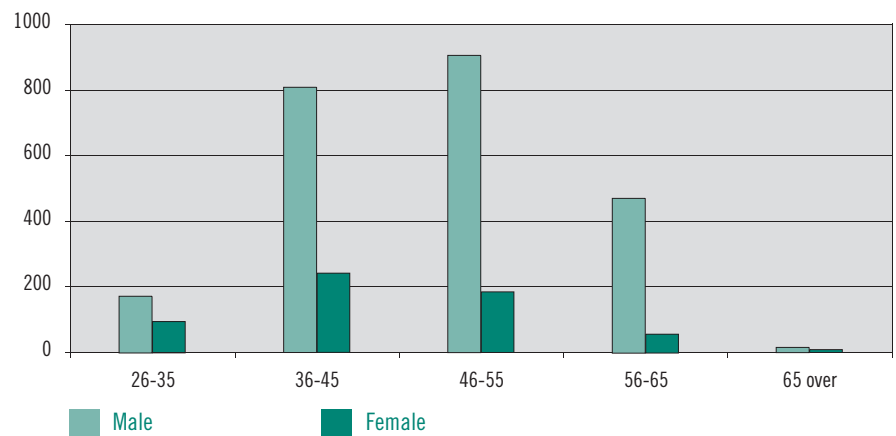
Gender profile

Chart 5 Gender profile of clinical academics in medicine



The gender profile of the clinical academic population has also shown little change since previous data collection. Nevertheless there has been a small increase in the proportion of women at both professorial and senior lecturer level, indicating the promotion of female lecturers and senior lecturers to higher grades. In addition, the decline in the numbers of males at senior lecturer grade has increased the effect of the small change in numbers of women. There are lower numbers of both females and males at lecturer level compared to 2004 and

Chart 6 Population profile showing clinical academics by age and gender



the differential representation of the sexes has been maintained, indicating that women still perceive a career in clinical academic medicine as unattractive. This is of increasing concern given that the majority (60%) of medical students – the source of future clinical academics – are now women.

CHMS and CHDDS established a working group in March 2006 consisting of representatives, both male and female, from across the higher education spectrum, to focus specifically on issues affecting the representation of women within clinical academia. The group aims to produce guidance on best practice for recruiting and retaining women in clinical academic careers and it is envisaged that it will report at the end of 2006.

The population profile in Chart 6 illustrates the distribution of males and females at different age groups within the population. The ratio of women to men is higher in the lower age groups. To some extent this represents the decreasing attraction of women to clinical academic careers with age due to inflexibility and conflicting demands, including children. It is crucial that potential conflicts between the pursuit of a clinical academic career and family commitments are ameliorated. The availability of flexible working opportunities is vital in ensuring this, as is recognising the value of teaching activities in comparison with the activities of more research-intensive colleagues.

The number of vacancies has increased since the 2004 survey, to 216 overall. At senior lecturer level the number of vacant posts has decreased by approximately a third, from 153 in 2004 to 117 in 2005. The number of professorial vacancies has, however, increased by one third, from 63 in 2004 to 91 in 2005.

Vacancies

Part Two Dentistry

Overview

Increased student numbers welcomed

As at 31 July 2004, there were 435 full time equivalent (FTE) dental clinical academics in the UK, representing a decrease of 8% on the numbers recorded in 2003.¹⁷ In 2005, the number of dental clinical academics has increased by just 1% to 439 FTE. This is still 7% lower than 2003 figures, with the numbers of dental clinical academics recorded showing no significant increase from record low levels. Although the number of clinical lecturers has increased by 4%, or 7 FTE, the number of clinical readers/senior lecturers has decreased by 2%. It is vital to increase the number of individuals choosing to enter academic dentistry at clinical lecturer level, to replace those individuals moving onwards through the normal cycle of promotion and retirement.

In 2006 the Government announced the creation of 100 new student places in dentistry in addition to new student places announced in 2005.¹⁸ A new School in the South West – Peninsula Dental School – will take 62 of these students from autumn 2007, offering a joint graduate entry Bachelor of Dental Surgery degree through the universities of Exeter and Plymouth. In addition a joint programme from the universities of Liverpool, Central Lancashire, Lancaster and St Martin's College will take 32 graduate entry places. The remaining places will be located in an outreach programme at the University of Leeds.¹⁹ The increase in dental student places and the promised HEFCE funding is welcomed by CHDDS, however an increase in the number of clinical academics will be required to meet the educational needs of these new students.

As with medicine, the Walport initiatives are to be welcomed for dentistry, offering a supportive career structure for dental clinical academics. Although 10% of the available Walport positions were originally to be made available for clinical academics in dentistry, this was proven not to be the case in the first round of the allocation of programmes. CHDDS is hopeful that dentistry will be more successful in securing funding for programmes in round two, taking place in 2007. It is vital to ensure that dentistry is indeed supported, and not overlooked, by this and by future policy-making.

¹⁷ Since the publication of the 2004 survey of clinical academic staffing levels in dentistry, Leeds Dental Institute has submitted revised data for 2004. The total number of clinical academic staff in dentistry published in 2004 was inflated. A summary of the corrected data is illustrated in appendix 9b. All data analysis for the 2005 Clinical Academic Staffing Survey has been conducted using accurate data for 2004.

¹⁸ Department of Health, Press Release 16 July 2004, *Reforms with bite - 1000 new dentists by October 2005*, www.dh.gov.uk

¹⁹ HEFCE, press release 26 January 2006, *New Dental School to be launched in the South West*, www.hefce.ac.uk

The distribution of clinical academics across clinical academic grades has remained relatively constant since 2004, with clinical professors accounting for 21% of the clinical academic workforce, clinical lecturers representing 41% and clinical readers/senior lecturers at 38%. A slight drop in the representation of clinical readers/senior lecturers mirrors the 2% decrease in the numbers of clinical academics at this grade since 2004.

Table 5 Changes by clinical academic grade since 2004

Year	Clinical Professor	Clinical Reader/Senior Lecturer	Clinical Lecturer	Total
2004	91.49	165.9	177.8	435.19
2005	92.14	162.11	185.13	439.38
Actual Change	+0.65	-3.79	+7.33	+4.19
Percentage Change	+1%	-2%	+4%	+1%

Table 6 Clinical academic grade by funding source: Changes since 2004

Academic Grade	Funding Council		NHS		Other	
	2004	2005	2004	2005	2004	2005
Clinical Professors	83	83	7	7	1	2
Clinical Readers/Senior Lecturers	142	131	23	24	1	6
Clinical Lecturers	131	137	33	35	14	14

Since 2004, there has been an 8% decrease in the numbers of clinical readers/ senior lecturers funded by the funding councils, representing a loss of 11 FTE. The number of funding council funded clinical professors has not increased correspondingly, which would suggest that these individuals have not simply been promoted to more senior grades. The number of clinical lecturers funded by the funding councils shows a welcome increase, although slight. The increase in the number of funding council supported clinical lecturers is not sufficient to counterbalance the numbers lost from the clinical reader/senior lecturer grade, creating a shortage of senior clinical academics; a loss of leadership and research experience.

CHDDS welcomes the slight increase in NHS funded clinical academics at senior grades. It is vital that such funding can be protected to ensure support for the best quality researchers and to encourage high quality research within the UK's dental schools.

Funding sources

Funding Councils provide the majority of support to dental clinical academics, 80%, whilst the NHS provides just 15% of funding for UK clinical academic dentistry. This has remained constant since 2003.

Table 7 Funding by academic grade and funding source for 2005

Academic Grade	Funding Council	% Funding Council	NHS	% NHS	Other	% Other	Total
Clinical Professor	83	90%	7	7%	2	3%	92
Clinical Reader/Senior Lecturer	131	81%	24	15%	6	4%	162
Clinical Lecturer	137	74%	35	19%	14	7%	185
Total	351	80%	65	15%	22	5%	439

Regional data

The majority (76%) of the clinical academic workforce is located in England, with 46% of these based in the London Dental Schools. Only 3% of clinical academics can be found in Northern Ireland, with 9% in Wales and 12% in Scotland. Clinical academic numbers in Scotland have decreased by 6% since 2004, whilst numbers in Wales show a decrease of 3%. Numbers in Northern Ireland continue to decline, a decrease of 13% in 2005 reflecting the decrease of 20% recorded in 2004. This is a very different situation from that seen in medicine in which the number of medical clinical academics in Northern Ireland has grown by 17%, representing the recruitment of 9 FTEs, since 2003.²⁰

There are 23 vacant clinical academic positions in dentistry across the UK. Ten of these are at senior level, with two vacant professorships and eight vacant clinical reader/ senior lecturer positions. Thirteen clinical lecturer posts have yet to be filled. 35% of the vacancies are located in Scotland, with 23% in Northern Ireland. Efforts must be made to recruit to and retain clinical academics in these posts in order to stem the decline of clinical academic numbers in dentistry occurring in these two countries.

Specialty data

The delivery of service, advances in patient care and UK competitiveness all depend on a broad skill mix and broad representation of dental clinical academics across the range of specialties and sub-specialties which comprise dental academia. The lack of clinical academics in certain key specialties, identified in 2004, is reflected in the 2005 data, which can be viewed in appendix six. Oral medicine, oral and maxillofacial surgery and oral pathology, identified as specialties in crisis in 2004, all record just 18 FTEs or less. Only 10 FTEs are currently employed in oral radiology: three professors, five clinical readers and only two clinical lecturers. A critical situation has been reached in oral microbiology, in which only four FTEs are currently employed, with no clinical lecturers recorded in post in 2005.

²⁰ Appendix seven.

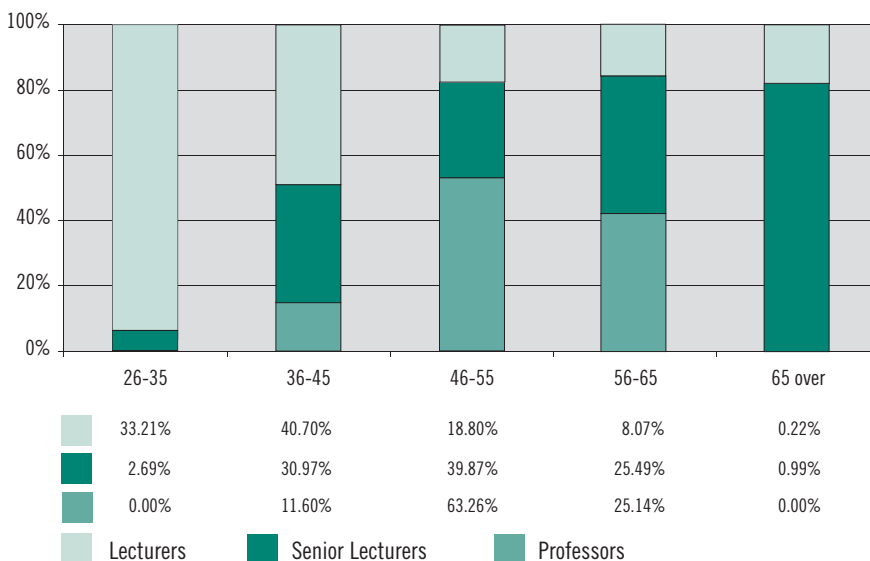
Age profile

The distribution of clinical academics by age is as would be expected and reflects that recorded in 2004, with age correlating broadly with seniority of clinical post. Only 15% of the clinical academic workforce is under 35, with 54% of the workforce aged 46 and above.

As identified in the 2005 report, the increased time taken for academics to complete their specialist training could account for the significant proportion of clinical lecturers aged 46 and above.

The distribution of dental clinical academics across the grades by age has clear implications for workforce planning and was highlighted to the Parliamentary Health Committee in the response of CHDDS to the Workforce Needs Enquiry.²¹ As the workforce ages it must be ensured that sufficient individuals are recruited to lower grades in order to replace those retiring or moving up the career ladder, through enhancing the attractiveness of a career in clinical academic dentistry. The ageing population also signals the potential for issues to arise in future over the availability of pensions for clinical academic staff and the need for the health service to plan accordingly.

Chart 7 Distribution of clinical academic posts by age



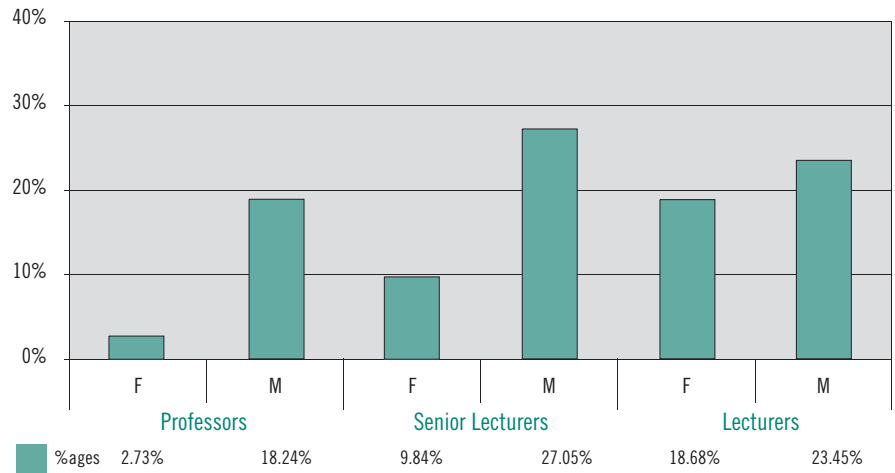
There is a clear disparity between the representation of males and females in clinical academic dentistry, reflected at each level of seniority. Female professors make up only 3% of the clinical academic workforce (12 FTE compared to 80 FTE male professors), whilst female clinical lecturers represent 19%. Measures need to be adopted to safeguard and enhance the contribution women make to advances in clinical academic dentistry, preventing the 'leaching' of females from the clinical academic pathway at each stage of promotion, as seen above. It must be ensured that women perceive a career in academic dentistry as attractive, flexible, rewarding and compatible with the demands of childcare and family commitments.

The CHMS and CHDDS working group on women in clinical academia, established in March 2006, will be focusing on ways of addressing these disparities over the course of 2006 and aims to report at the end of the year.

Gender profile

²¹ CHDDS (2006), response to the Health Committee on Workforce Planning.

Chart 8 Distribution of clinical academic posts by gender



Addressing the gender imbalance...

Addressing the gender imbalance in academic dentistry may be one way in which staffing levels could be increased. This increase is necessary because despite the small increase in overall numbers between 2004 and 2005 the number of clinical academics in dentistry remains dangerously close to record low levels. At the same time, as in medicine, the number of dental students is increasing and consequently the need for high quality teaching provision is greater than ever before. It is the hope of CHDDS that the increase in the number of dental students, including the new dental school at Peninsula, will bring about opportunities for academic dentistry in the UK. However, these opportunities will not be realised unless they are followed through with a long-term commitment to funding and support.

Appendices

Appendix One Profile by medical specialty

Specialty	Academic Grade	FC	% FC	NHS	% NHS	Other	% Other	Total	% change
Anaesthetics	Clinical Professor	7.02	34.24%	12.03	58.68%	1.45	7.07%	20.50	5.13%
	Reader/ Senior Lecturer	12.19	29.26%	28.48	68.36%	0.99	2.38%	41.66	1.19%
	Clinical Lecturer	4.00	34.48%	3.60	31.03%	4.00	34.48%	11.60	16.00%
	Total	23.21	31.47%	44.11	59.80%	6.44	8.73%	73.76	4.37%
General Practice	Clinical Professor	39.02	67.17%	12.61	21.71%	6.46	11.12%	58.09	24.92%
	Reader/Senior Lecturer	38.36	38.34%	35.46	35.44%	26.23	26.22%	100.05	22.01%
	Clinical Lecturer	20.58	50.07%	8.87	21.58%	11.65	28.35%	41.10	20.07%
	Total	97.96	49.17%	56.94	28.58%	44.34	22.25%	199.24	22.44%
Infection/ Microbiology	Clinical Professor	19.32	60.21%	10.90	33.97%	1.87	5.83%	32.09	3.52%
	Reader/Senior Lecturer	12.02	42.58%	9.57	33.90%	6.64	23.52%	28.23	-28.31%
	Clinical Lecturer	2.10	30.00%	2.50	35.71%	2.40	34.29%	7.00	-41.67%
	Total	33.44	49.67%	22.97	34.12%	10.91	16.21%	67.32	-18.28%
Medical Education	Clinical Professor	5.75	91.27%	0.55	8.73%	0.00	0.00%	6.30	-37.00%
	Reader/Senior Lecturer	10.34	82.06%	1.36	10.79%	0.90	7.14%	12.60	8.62%
	Clinical Lecturer	1.60	48.05%	0.29	8.71%	1.44	43.24%	3.33	-53.30%
	Total	17.69	79.58%	2.20	9.90%	2.34	10.53%	22.23	-22.62%
Oncology	Clinical Professor	17.24	36.22%	14.44	30.34%	15.92	33.45%	47.60	-3.05%
	Reader/Senior Lecturer	17.12	27.97%	28.44	46.47%	15.64	25.56%	61.20	-4.00%
	Clinical Lecturer	1.60	34.78%	1.00	21.74%	2.00	43.48%	4.60	-54.90%
	Total	35.96	31.71%	43.88	38.69%	33.56	29.59%	113.40	-7.84%
Obstetrics and Gynaecology	Clinical Professor	33.56	67.12%	14.58	29.16%	1.86	3.72%	50.00	11.11%
	Reader/Senior Lecturer	31.36	53.32%	23.60	40.12%	3.86	6.56%	58.82	-16.74%
	Clinical Lecturer	16.05	53.15%	5.65	18.71%	8.50	28.15%	30.20	-9.31%
	Total	80.97	58.24%	43.83	31.53%	14.22	10.23%	139.02	-6.67%

Appendix One Profile by medical specialty continued

Specialty	Academic Grade	FC	% FC	NHS	% NHS	Other	% Other	Total	% change
Occupational Medicine	Clinical Professor	4.00	100.00%	0.00	0.00%	0.00	0.00%	4.00	0.00%
	Reader/Senior Lecturer	3.79	63.17%	1.55	25.83%	0.66	11.00%	6.00	-25.00%
	Clinical Lecturer	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00%
	Total	7.79	77.90%	1.55	15.50%	0.66	6.60%	10.00	-16.67%
Ophthalmology	Clinical Professor	8.10	52.53%	4.50	29.18%	2.82	18.29%	15.42	-0.96%
	Reader/Senior Lecturer	5.69	37.19%	5.81	37.97%	3.80	24.84%	15.30	39.09%
	Clinical Lecturer	3.33	37.00%	5.67	63.00%	0.00	0.00%	9.00	0.00%
	Total	17.12	43.10%	15.98	40.23%	6.62	16.67%	39.72	11.67%
Other	Clinical Professor	6.10	25.85%	4.20	51.69%	5.30	22.46%	15.60	-51.55%
	Reader/Senior Lecturer	6.66	33.80%	6.28	41.13%	4.80	25.06%	17.74	-70.21%
	Clinical Lecturer	10.90	50.00%	4.40	24.77%	5.50	25.23%	20.80	-34.88%
	Total	23.66	43.70%	14.88	27.48%	15.60	28.81%	54.14	-56.23%
Pathology	Clinical Professor	48.76	59.33%	27.96	34.02%	5.46	6.64%	82.18	25.54%
	Reader/Senior Lecturer	37.21	41.43%	45.27	50.40%	7.34	8.17%	89.82	7.22%
	Clinical Lecturer	8.91	45.93%	5.49	28.30%	5.00	25.77%	19.40	61.67%
	Total	94.88	49.57%	78.72	41.13%	17.80	9.30%	191.40	18.71%
Physicians/ Medicine	Clinical Professor	279.95	57.23%	148.11	30.28%	61.10	12.49%	489.16	8.69%
	Reader/Senior Lecturer	169.03	36.17%	193.63	41.43%	104.72	22.41%	467.38	-0.53%
	Clinical Lecturer	38.53	28.85%	55.27	41.39%	39.73	29.75%	133.53	-1.92%
	Total	487.51	44.72%	397.01	36.42%	205.55	18.86%	1090.07	3.22%
Paediatrics and Child Health	Clinical Professor	54.97	65.74%	20.96	25.07%	7.69	9.20%	83.62	5.12%
	Reader/Senior Lecturer	46.40	40.92%	54.35	47.93%	12.64	11.15%	113.39	-4.95%
	Clinical Lecturer	12.00	36.04%	14.00	42.04%	7.30	21.92%	33.30	-22.74%
	Total	113.37	49.22%	89.31	38.78%	27.63	12.00%	230.31	-4.81%
Public Health Medicine	Clinical Professor	39.57	64.94%	11.96	19.63%	9.40	15.43%	60.93	-0.10%
	Reader/Senior Lecturer	41.08	47.55%	16.79	19.44%	28.52	33.01%	86.39	-16.53%
	Clinical Lecturer	4.42	25.40%	4.43	25.46%	8.55	49.14%	17.40	-20.91%
	Total	85.07	51.65%	33.18	20.14%	46.47	28.21%	164.72	-11.67%
Psychiatry	Clinical Professor	57.64	47.25%	53.20	43.61%	11.15	9.14%	121.99	6.40%
	Reader/Senior Lecturer	39.41	30.79%	81.31	63.53%	7.26	5.67%	127.98	-13.40%
	Clinical Lecturer	10.59	23.49%	20.72	45.95%	13.78	30.56%	45.09	23.77%
	Total	107.64	36.48%	155.23	52.61%	32.19	10.91%	295.06	-1.27%
Radiology	Clinical Professor	6.07	30.49%	11.20	56.25%	2.64	13.26%	19.91	0.45%
	Reader/Senior Lecturer	2.64	24.49%	7.45	69.11%	0.69	6.40%	10.78	-25.03%
	Clinical Lecturer	0.00	0.00%	2.60	100%	0.00	0.00%	2.60	30.00%
	Total	8.71	26.16%	21.25	63.83%	3.33	10.00%	33.29	-8.04%
Surgery	Clinical Professor	56.31	52.01%	44.49	41.10%	7.46	6.89%	108.26	13.71%
	Reader/Senior Lecturer	40.63	40.32%	51.63	51.24%	8.50	8.44%	100.76	0.82%
	Clinical Lecturer	16.21	35.63%	20.04	44.04%	9.25	20.33%	45.50	-11.31%
	Total	113.15	44.46%	116.16	45.64%	25.21	9.90%	254.52	3.27%
Grand Total		1348.13	45.27%	1137.20	38.18%	492.87	16.55%	2978.20	-1.22%

Appendix Two Summary of medical return by region

Region	Academic Grade	FC	% FC	NHS	% NHS	Other	% Other	Total	% change
Eastern	Clinical Professor	23.50	45.02%	20.59	39.44%	8.11	15.54%	52.20	-4.04%
	Reader/Senior Lecturer	21.41	42.71%	24.17	48.21%	4.55	9.08%	50.13	-3.45%
	Lecturer	1.00	7.14%	7.00	50.00%	6.00	42.86%	14.00	-17.65%
	Total	45.91	39.47%	51.76	44.49%	18.66	16.04%	116.33	-5.67%
London	Clinical Professor	243.03	57.64%	127.34	30.20%	51.28	12.16%	421.65	3.15%
	Reader/Senior Lecturer	153.35	32.43%	203.60	43.06%	115.88	24.51%	472.83	-10.42%
	Lecturer	27.66	26.02%	36.85	34.66%	41.80	39.32%	106.31	1.14%
	Total	424.04	42.37%	367.79	36.75%	208.96	20.88%	1000.79	-3.93%
Northern & Yorkshire	Clinical Professor	50.78	52.08%	38.21	39.19%	8.51	8.73%	97.50	-1.08%
	Reader/Senior Lecturer	32.35	35.27%	43.81	47.77%	15.55	16.96%	91.71	-0.97%
	Lecturer	8.10	36.32%	11.70	52.47%	2.50	11.21%	22.30	-4.29%
	Total	91.23	43.13%	93.72	44.31%	26.56	12.56%	211.51	-1.38%
Northern Ireland	Clinical Professor	8.98	47.24%	9.23	48.55%	0.80	4.21%	19.01	4.45%
	Reader/Senior Lecturer	19.50	47.22%	18.80	45.52%	3.00	7.26%	41.30	8.68%
	Lecturer	0.50	100.00%	0.00	0.00%	0.00	0.00%	0.50	0.00%
	Total	28.98	47.66%	28.03	46.09%	3.80	6.25%	60.81	8.20%
North West	Clinical Professor	59.98	56.83%	27.08	25.66%	18.49	17.52%	105.55	-0.99%
	Reader/Senior Lecturer	42.92	39.85%	45.74	42.47%	19.04	17.68%	107.70	-7.25%
	Lecturer	10.40	23.46%	12.20	27.52%	21.73	49.01%	44.33	-5.69%
	Total	113.30	43.99%	85.02	33.01%	59.26	23.00%	257.58	-4.50%
Scotland	Clinical Professor	116.03	74.40%	29.17	18.70%	10.75	6.89%	155.95	6.67%
	Reader/Senior Lecturer	72.26	50.27%	58.52	40.72%	12.95	9.01%	143.73	-12.69%
	Lecturer	31.65	37.37%	33.30	39.32%	19.75	23.32%	84.70	-9.55%
	Total	219.94	57.22%	120.99	31.48%	43.45	11.30%	384.38	-4.96%
South East	Clinical Professor	31.36	43.80%	22.04	30.78%	18.20	25.42%	71.60	16.80%
	Reader/Senior Lecturer	49.36	49.97%	36.06	36.51%	13.35	13.52%	98.77	14.50%
	Lecturer	18.00	65.45%	4.00	14.55%	5.50	20.00%	27.50	-10.71%
	Total	98.72	49.89%	62.10	31.38%	37.05	18.72%	197.87	10.94%
South West	Clinical Professor	32.27	60.89%	14.43	27.23%	6.30	11.89%	53.00	55.88%
	Reader/Senior Lecturer	29.98	50.55%	17.23	29.05%	12.10	20.40%	59.31	-21.65%
	Lecturer	4.66	24.01%	6.82	35.14%	7.93	40.86%	19.41	-40.28%
	Total	66.91	50.80%	38.48	29.21%	26.33	19.99%	131.72	-7.37%
Trent	Clinical Professor	60.16	48.91%	56.20	45.69%	6.64	5.40%	123.00	-0.15%
	Reader/Senior Lecturer	51.49	38.46%	69.80	52.14%	12.58	9.40%	133.87	1.43%
	Lecturer	26.05	44.83%	25.07	43.14%	6.99	12.03%	58.11	-3.66%
	Total	137.70	43.72%	151.07	47.96%	26.21	8.32%	314.98	-0.16%
West Midlands	Clinical Professor	26.30	46.47%	24.94	44.06%	5.36	9.47%	56.60	21.46%
	Reader/Senior Lecturer	18.43	27.02%	34.57	50.69%	15.20	22.29%	68.20	-8.46%
	Lecturer	8.40	34.57%	11.60	47.74%	4.30	17.70%	24.30	5.65%
	Total	53.13	35.63%	71.11	47.69%	24.86	16.67%	149.10	3.47%
Wales	Clinical Professor	31.01	52.02%	22.46	37.68%	6.14	10.30%	59.61	46.32%
	Reader/Senior Lecturer	22.90	32.47%	38.65	54.80%	8.98	12.73%	70.53	6.72%
	Lecturer	14.40	62.61%	6.00	26.09%	2.60	11.30%	23.00	27.07%
	Total	68.31	44.61%	67.11	43.82%	17.72	11.57%	153.14	22.58%
Grand Total		1348.17	45.27%	1137.18	38.18%	492.86	16.55%	2978.20	-1.22%

Appendix Three Profile by individual medical school

Institution	Academic Grade	FC	% FC	NHS	% NHS	Other	% Other	Total	% change
Aberdeen	Clinical Professor	18.40	65.95%	8.50	30.47%	1.00	3.58%	27.90	-5.74%
	Reader/Senior Lecturer	16.47	57.19%	9.83	34.13%	2.50	8.68%	28.80	-11.11%
	Clinical Lecturer	6.10	37.89%	7.75	48.14%	2.25	13.98%	16.10	-15.71%
	Total	40.97	56.28%	26.08	35.82%	5.75	7.90%	72.80	-10.23%
Bart's and The London, QMUL	Clinical Professor	28.36	58.64%	14.51	29.99%	5.50	11.37%	48.37	6.90%
	Reader/Senior Lecturer	14.06	29.54%	20.69	43.47%	12.85	26.99%	47.59	-3.68%
	Clinical Lecturer	1.75	17.03%	4.66	45.31%	3.87	37.66%	10.28	13.29%
	Total	44.17	41.58%	39.85	37.51%	22.21	20.91%	106.24	2.42%
Birmingham	Clinical Professor	22.50	50.22%	17.94	40.04%	4.36	9.73%	44.80	21.74%
	Reader/Senior Lecturer	14.28	28.55%	22.12	44.25%	13.60	27.20%	50.00	-18.43%
	Clinical Lecturer	4.20	21.99%	10.60	55.50%	4.30	22.51%	19.10	-4.02%
	Total	40.98	35.98%	50.66	44.48%	22.26	19.54%	113.90	-3.47%
Brighton & Sussex	Clinical Professor	1.11	15.86%	5.16	73.71%	0.73	10.43%	7.00	75.00%
	Reader/Senior Lecturer	2.50	31.25%	5.50	68.75%	0.00	0.00%	8.00	300.00%
	Clinical Lecturer	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00%
	Total	3.61	24.07%	10.66	71.07%	0.73	4.87%	15.00	150.00%
Bristol	Clinical Professor	21.77	57.28%	11.23	29.56%	5.00	13.16%	38.00	58.33%
	Reader/Senior Lecturer	23.48	44.88%	16.73	31.99%	12.10	23.13%	52.31	-21.34%
	Clinical Lecturer	4.66	23.99%	6.82	35.13%	7.93	40.88%	19.40	-40.31%
	Total	49.90	45.48%	34.78	31.70%	25.03	22.81%	109.71	-10.80%
Cambridge	Clinical Professor	15.50	35.07%	20.59	46.58%	8.11	18.35%	44.20	-6.75%
	Reader/Senior Lecturer	14.91	34.17%	24.17	55.41%	4.55	10.42%	43.62	-4.99%
	Clinical Lecturer	1.00	7.14%	7.00	50.00%	6.00	42.86%	14.00	-17.65%
	Total	31.41	30.84%	51.76	50.83%	18.66	18.32%	101.82	-7.70%
Cardiff	Clinical Professor	31.01	63.80%	11.46	23.57%	6.14	12.63%	48.60	19.29%
	Reader/Senior Lecturer	22.90	35.49%	33.65	52.15%	7.98	12.36%	64.53	-2.36%
	Clinical Lecturer	14.40	68.57%	4.00	19.05%	2.60	12.38%	21.00	16.02%
	Total	68.30	50.92%	49.11	36.61%	16.72	12.46%	134.13	7.36%
Dundee	Clinical Professor	21.22	76.88%	6.08	22.03%	0.30	1.09%	27.60	7.81%
	Reader/Senior Lecturer	13.85	52.46%	11.05	41.86%	1.50	5.68%	26.40	3.45%
	Clinical Lecturer	13.15	55.96%	2.55	10.85%	7.80	33.19%	23.50	-3.85%
	Total	48.22	62.22%	19.68	25.39%	9.60	12.39%	77.50	2.57%
Durham	Clinical Professor	1.00	100.00%	0.00	0.00%	0.00	0.00%	1.00	-50.00%
	Reader/Senior Lecturer	0.80	57.14%	0.60	42.86%	0.00	0.00%	1.40	0.00%
	Clinical Lecturer	0.70	100.00%	0.00	0.00%	0.00	0.00%	0.70	40.00%
	Total	2.50	80.65%	0.60	19.35%	0.00	0.00%	3.10	-20.51%
Edinburgh	Clinical Professor	37.08	71.72%	8.92	17.25%	5.70	11.03%	51.70	14.89%
	Reader/Senior Lecturer	16.50	34.97%	24.83	52.63%	5.85	12.40%	47.18	-9.23%
	Clinical Lecturer	8.40	25.15%	17.00	50.90%	8.00	23.95%	33.40	-3.19%
	Total	61.98	46.86%	50.75	38.37%	19.55	14.78%	132.28	0.61%
Glasgow	Clinical Professor	36.33	79.41%	5.67	12.39%	3.75	8.20%	45.75	6.40%
	Reader/Senior Lecturer	25.44	61.52%	12.81	30.98%	3.10	7.50%	41.35	-24.43%
	Clinical Lecturer	4.00	34.19%	6.00	51.28%	1.70	14.53%	11.70	-25.00%
	Total	65.77	66.57%	24.48	24.78%	8.55	8.65%	98.80	-12.81%

Appendix Three Profile by individual medical school continued

Institution	Academic Grade	FC	% FC	NHS	% NHS	Other	% Other	Total	% change
Hull-York (HYMS)	Clinical Professor	1.80	100.00%	0.00	0.00%	0.00	0.00%	1.80	-35.71%
	Reader/Senior Lecturer	1.00	100.00%	0.00	0.00%	0.00	0.00%	1.00	0.00%
	Clinical Lecturer	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00%
	Total	2.80	100.00%	0.00	0.00%	0.00	0.00%	2.80	-26.32%
Imperial	Clinical Professor	52.64	57.52%	27.89	30.47%	11.00	12.01%	91.53	-8.93%
	Reader/Senior Lecturer	38.77	29.40%	55.84	42.34%	37.27	28.26%	131.87	9.59%
	Clinical Lecturer	5.95	32.37%	3.30	17.95%	9.13	49.68%	18.38	-10.53%
	Total	97.36	40.27%	87.03	35.99%	57.39	23.74%	241.78	0.16%
Keele	Clinical Professor	1.00	11.11%	8.00	88.89%	0.00	0.00%	9.00	0.00%
	Reader/Senior Lecturer	0.18	2.28%	7.72	97.72%	0.00	0.00%	7.90	0.00%
	Clinical Lecturer	0.00	0.00%	0.30	100.00%	0.00	0.00%	0.30	0.00%
	Total	1.18	6.86%	16.02	93.14%	0.00	0.00%	17.20	0.00%
King's College London	Clinical Professor	48.89	54.88%	33.73	37.86%	6.47	7.26%	89.09	-2.50%
	Reader/Senior Lecturer	29.31	38.91%	37.81	50.18%	8.22	10.91%	75.34	-32.09%
	Clinical Lecturer	6.15	21.65%	9.65	33.98%	12.60	44.37%	28.40	138.66%
	Total	84.36	43.75%	81.18	42.10%	27.29	14.15%	192.83	-9.98%
Leeds	Clinical Professor	12.70	34.32%	19.88	53.73%	4.42	11.95%	37.00	4.08%
	Reader/Senior Lecturer	15.18	38.38%	17.79	44.98%	6.58	16.64%	39.55	-3.30%
	Clinical Lecturer	5.40	37.50%	9.00	62.50%	0.00	0.00%	14.40	-25.77%
	Total	33.28	36.59%	46.67	51.31%	11.00	12.09%	90.95	-5.11%
Leicester	Clinical Professor	12.68	34.27%	21.32	57.62%	3.00	8.11%	37.00	-7.50%
	Reader/Senior Lecturer	7.88	22.89%	24.93	72.46%	1.60	4.65%	34.40	-3.37%
	Clinical Lecturer	2.74	21.92%	9.76	78.08%	0.00	0.00%	12.50	-32.43%
	Total	23.30	27.77%	56.01	66.75%	4.60	5.48%	83.90	-10.84%
Liverpool	Clinical Professor	24.00	55.81%	8.50	19.77%	10.50	24.42%	43.00	-15.27%
	Reader/Senior Lecturer	15.00	32.89%	15.00	32.89%	15.60	34.21%	45.60	-5.20%
	Clinical Lecturer	4.00	23.53%	6.00	35.29%	7.00	41.18%	17.00	6.25%
	Total	43.00	40.72%	29.50	27.94%	33.10	31.34%	105.60	-8.05%
London School Hygiene & Tropical Medicine	Clinical Professor	9.11	81.85%	0.00	0.00%	2.02	18.15%	11.13	-9.07%
	Reader/Senior Lecturer	10.32	33.56%	1.00	3.25%	19.42	63.18%	30.74	5.79%
	Clinical Lecturer	3.15	26.03%	0.00	0.00%	8.95	73.97%	12.10	-10.04%
	Total	22.58	41.83%	1.00	1.85%	30.39	56.31%	53.97	-1.42%
Manchester	Clinical Professor	34.98	65.32%	10.58	19.76%	7.99	14.92%	53.55	14.27%
	Reader/Senior Lecturer	27.74	51.18%	23.02	42.47%	3.44	6.35%	54.20	-9.84%
	Clinical Lecturer	6.40	23.68%	5.90	21.83%	14.73	54.49%	27.03	-11.97%
	Total	69.12	51.28%	39.50	29.31%	26.16	19.41%	134.78	-2.11%
Newcastle	Clinical Professor	35.28	61.15%	18.33	31.76%	4.09	7.09%	57.70	-0.86%
	Reader/Senior Lecturer	15.37	30.89%	25.42	51.08%	8.97	18.03%	49.76	0.91%
	Clinical Lecturer	2.00	27.78%	2.70	37.50%	2.50	34.72%	7.20	111.76%
	Total	52.65	45.92%	46.45	40.51%	15.56	13.57%	114.66	3.38%
Nottingham	Clinical Professor	26.75	52.45%	22.16	43.45%	2.09	4.10%	51.00	3.70%
	Reader/Senior Lecturer	15.78	34.94%	27.30	60.47%	2.07	4.58%	45.15	-4.12%
	Clinical Lecturer	10.21	47.24%	9.41	43.54%	1.99	9.22%	21.61	9.04%
	Total	52.73	44.78%	58.87	49.99%	6.15	5.22%	117.76	1.44%

Appendix Three Profile by individual medical school continued

Institution	Academic Grade	FC	% FC	NHS	% NHS	Other	% Other	Total	% change
Oxford	Clinical Professor	14.15	50.54%	7.38	26.35%	6.47	23.11%	28.00	0.00%
	Reader/Senior Lecturer	25.75	55.44%	18.61	40.06%	2.09	4.50%	46.45	7.18%
	Clinical Lecturer	18.00	65.45%	4.00	14.55%	5.50	20.00%	27.50	-10.71%
	Total	57.90	56.79%	29.99	29.41%	14.06	13.79%	101.95	-0.19%
Peninsula Medical School	Clinical Professor	10.50	70.00%	3.20	21.33%	1.30	8.67%	15.00	50.00%
	Reader/Senior Lecturer	6.50	92.86%	0.50	7.14%	0.00	0.00%	7.00	-23.91%
	Clinical Lecturer	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00%
	Total	17.00	77.27%	3.70	16.82%	1.30	5.91%	22.00	14.58%
Queen's University Belfast	Clinical Professor	8.98	47.24%	9.23	48.55%	0.80	4.21%	19.00	4.40%
	Reader/Senior Lecturer	19.50	47.22%	18.80	45.52%	3.00	7.26%	41.30	8.68%
	Clinical Lecturer	0.50	100.00%	0.00	0.00%	0.00	0.00%	0.50	0.00%
	Total	28.98	47.66%	28.03	46.09%	3.80	6.25%	60.80	8.19%
Sheffield	Clinical Professor	20.74	59.25%	12.71	36.32%	1.55	4.43%	35.00	2.94%
	Reader/Senior Lecturer	27.83	51.25%	17.57	32.35%	8.91	16.40%	54.31	10.18%
	Clinical Lecturer	13.10	54.58%	5.90	24.58%	5.00	20.83%	24.00	9.09%
	Total	61.67	54.43%	36.18	31.93%	15.46	13.64%	113.31	7.62%
Southampton	Clinical Professor	16.10	43.99%	9.50	25.96%	11.00	30.05%	36.60	24.91%
	Reader/Senior Lecturer	21.11	47.63%	11.95	26.96%	11.26	25.41%	44.32	8.31%
	Clinical Lecturer	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00%
	Total	37.21	45.98%	21.45	26.50%	22.26	27.51%	80.92	15.24%
St Andrews	Clinical Professor	3.00	100.00%	0.00	0.00%	0.00	0.00%	3.00	0.00%
	Reader/Senior Lecturer	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00%
	Clinical Lecturer	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00%
	Total	3.00	100.00%	0.00	0.00%	0.00	0.00%	3.00	0.00%
St George's University of London	Clinical Professor	17.40	48.08%	14.70	40.61%	4.09	11.30%	36.19	3.98%
	Reader/Senior Lecturer	12.56	24.33%	33.02	63.93%	6.06	11.74%	51.65	-12.99%
	Clinical Lecturer	1.50	18.52%	5.10	62.96%	1.50	18.52%	8.10	125.00%
	Total	31.46	32.80%	52.82	55.05%	11.65	12.15%	95.93	-1.87%
Swansea	Clinical Professor	0.00	0.00%	11.00	100.00%	0.00	0.00%	11.00	N/A
	Reader/Senior Lecturer	0.00	0.00%	5.00	83.33%	1.00	16.67%	6.00	N/A
	Clinical Lecturer	0.00	0.00%	2.00	100.00%	0.00	0.00%	2.00	N/A
	Total	0.00	0.00%	18.00	94.74%	1.00	5.26%	19.00	N/A
University College London	Clinical Professor	86.62	59.60%	36.52	25.13%	22.20	15.27%	145.34	16.62%
	Reader/Senior Lecturer	48.32	35.63%	55.25	40.74%	32.06	23.64%	135.64	-14.55%
	Clinical Lecturer	9.16	31.53%	14.14	48.67%	5.75	19.79%	29.05	-37.59%
	Total	144.10	46.48%	105.91	34.16%	60.01	19.36%	310.03	-6.03%
UEA	Clinical Professor	8.00	100.00%	0.00	0.00%	0.00	0.00%	8.00	14.29%
	Reader/Senior Lecturer	6.50	100.00%	0.00	0.00%	0.00	0.00%	6.50	8.33%
	Clinical Lecturer	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00%
	Total	14.50	100.00%	0.00	0.00%	0.00	0.00%	14.50	11.54%
Warwick	Clinical Professor	3.80	32.20%	7.00	59.32%	1.00	8.47%	11.80	20.41%
	Reader/Senior Lecturer	4.15	22.80%	12.45	68.41%	1.60	8.79%	18.20	37.88%
	Clinical Lecturer	4.20	80.77%	1.00	19.23%	0.00	0.00%	5.20	67.74%
	Total	12.15	34.52%	20.45	58.10%	2.60	7.39%	35.20	34.87%
Grand Total		1348.14	45.27%	1137.16	38.18%	492.85	16.55%	2978.20	-1.22%

Appendix Four Summary of changes if the new medical schools are excluded

	Grade	Total 2005	Total 2004	Total 2000	% change since 2004	% change since 2000
All Schools	Clinical Professor	1215.65	1138.58	1041.88	6.77%	16.68%
	Clinical Reader/ Senior Lecturer	1338.06	1425.64	1662.97	-6.14%	-19.54%
	Clinical Lecturer	424.44	450.77	844.24	-5.84%	-49.72%
	Total	2978.15	3015.00	3549	-1.22%	-16.08%
Pre-2002 Medical Schools only	Clinical Professor	1151.05	1093.98	1041.88	5.22%	10.48%
	Clinical Reader/ Senior Lecturer	1282.06	1384.94	1662.97	-7.43%	-22.91%
	Clinical Lecturer	416.24	446.87	844.24	-6.85%	-50.70%
	Total	2849.35	2925.80	3549.09	-2.61%	-19.72%
New Medical Schools only	Clinical Professor	64.60	44.6		44.84%	
	Clinical Reader/ Senior Lecturer	56.00	40.7		37.59%	
	Clinical Lecturer	8.20	3.9		110.26%	
	Total	128.80	89.2		44.39%	

Notes: Post-2002 Medical Schools are Brighton and Sussex, Durham, Hull-York, Keele, Peninsula, Swansea, UEA and Warwick.

Appendix Five NHS consultants by medical specialty (FTE) and UK medical student intake

All UK NHS Consultants	2000	2005	% Academics	2000	2005
Anaesthesia	4143.0	5328.84	Anaesthesia	1.87%	1.12%
O & G	1309.4	1669.05	O & G	10.52%	6.52%
Paediatrics	1605.0	2133.09	Paediatrics	11.25%	9.14%
Pathology	2286.4	1418.06	Pathology	13.49%	12.34%
Physicians	6783.7	10287.45	Physicians	12.11%	11.30%
Psychiatry	3649.1	4131.95	Psychiatry	7.64%	6.00%
Public Health	864.4	886.10	Public Health	17.65%	16.40%
Radiology	1871.7	2292.08	Radiology	2.81%	1.34%
Surgery	5763.0	6766.43	Surgery	4.06%	3.10%
Total	28275.7	34913.05	Total	7.94%	6.69%
<i>% change since 2000</i>		<i>23.50%</i>			
UK Academic Consultants	2000	2005	UK Medical Student Intake	2000	2005
Anaesthesia	77.31	59.75		5610	7898
O & G	137.74	108.81	<i>% change since 2000</i>		<i>40.70%</i>
Paediatrics	180.54	195.00			
Pathology	308.53	175.00			
Physicians	821.34	1162.47			
Psychiatry	278.75	248.08			
Public Health	152.58	145.32			
Radiology	52.65	30.69			
Surgery	234.26	210.01			
Total	2243.70	2335.14			
<i>% change since 2000</i>		<i>4.10%</i>			

Sources: CHMS Figures; Department of Health England; Scottish Health Statistics; Department of Health, Social Services and Public Security, Northern Ireland and Health and Social Care Department, Wales

Notes: Physicians/Medicine includes the following specialities, which were separately returned in 2004: Infection/Microbiology, Oncology, Ophthalmology & Occupational Medicine. The figures only relate to the hospital based specialties and exclude General Practice and Other.

Appendix Six Profile of dental return by speciality

Speciality	Academic Grade	FC	% FC	NHS	% NHS	Other	% Other	Total
Endodontics	Clinical Professor	0.33	33.00%	0.67	67.00%	0	0.00%	1
	Reader/Senior Lecturer	4.16	94.55%	0.24	5.45%	0	0.00%	4.4
	Lecturer	4.5	78.95%	1.2	21.05%	0	0.00%	5.7
	Total	8.99	80.99%	2.11	19.01%	0	0.00%	11.1
Oral Microbiology	Clinical Professor	1	100.00%	0	0.00%	0	0.00%	1
	Reader/Senior Lecturer	2.5	83.33%	0.5	16.67%	0	0.00%	3
	Lecturer	0	0.00%	0	0.00%	0	0.00%	0
	Total	3.5	87.50%	0.5	12.50%	0	0.00%	4
Orthodontics	Clinical Professor	5.12	73.14%	1.88	26.86%	0	0.00%	7
	Reader/Senior Lecturer	16.07	77.30%	4.72	22.70%	0	0.00%	20.79
	Lecturer	8.24	86.74%	0.96	10.11%	0.3	3.16%	9.5
	Total	29.43	78.92%	7.56	20.27%	0.3	0.80%	37.29
Oral Medicine	Clinical Professor	8.42	84.20%	1.58	15.80%	0	0.00%	10
	Reader/Senior Lecturer	2.48	97.64%	0.06	2.36%	0	0.00%	2.54
	Lecturer	2	66.67%	1	33.33%	0	0.00%	3
	Total	12.9	83.01%	2.64	16.99%	0	0.00%	15.54
Oral and Maxillofacial Surgery	Clinical Professor	5.5	91.67%	0.5	8.33%	0	0.00%	6
	Reader/Senior Lecturer	7.2	91.14%	0.7	8.86%	0	0.00%	7.9
	Lecturer	2	52.63%	1.8	47.37%	0	0.00%	3.8
	Total	14.7	83.05%	3	16.95%	0	0.00%	17.7
Oral Surgery	Clinical Professor	4.08	97.84%	0.03	0.72%	0.06	1.44%	4.17
	Reader/Senior Lecturer	8.8	86.70%	1.35	13.30%	0	0.00%	10.15
	Lecturer	11.63	62.23%	6.06	32.42%	1	5.35%	18.69
	Total	24.51	74.25%	7.44	22.54%	1.06	3.21%	33.01
Other	Clinical Professor	7	100.00%	0	0.00%	0	0.00%	7
	Reader/Senior Lecturer	9.8	60.87%	1.64	10.19%	4.66	28.94%	16.1
	Lecturer	18	76.40%	2.92	12.39%	2.64	11.21%	23.56
	Total	34.8	74.58%	4.56	9.77%	7.3	15.65%	46.66
Periodontics	Clinical Professor	4	100.00%	0	0.00%	0	0.00%	4
	Reader/Senior Lecturer	9.4	78.33%	1.6	13.33%	1	8.33%	12
	Lecturer	11.2	80.58%	1.3	9.35%	1.4	10.07%	13.9
	Total	24.6	82.27%	2.9	9.70%	2.4	8.03%	29.9
Oral Pathology	Clinical Professor	5	100.00%	0	0.00%	0	0.00%	5
	Reader/Senior Lecturer	5.3	88.33%	0.7	11.67%	0	0.00%	6
	Lecturer	1.07	26.75%	2.93	73.25%	0	0.00%	4
	Total	11.37	75.80%	3.63	24.20%	0	0.00%	15
Paediatric Dentistry	Clinical Professor	9.1	96.81%	0.3	3.19%	0	0.00%	9.4
	Reader/Senior Lecturer	6.8	100.00%	0	0.00%	0	0.00%	6.8
	Lecturer	7.84	64.90%	2.4	19.87%	1.84	15.23%	12.08
	Total	23.74	83.95%	2.7	9.55%	1.84	6.51%	28.28
Dental Public Health	Clinical Professor	9	78.95%	0	0.00%	2.4	21.05%	11.4
	Reader/Senior Lecturer	12.19	72.56%	4.21	25.06%	0.4	2.38%	16.8
	Lecturer	3.98	33.79%	5.42	46.01%	2.38	20.20%	11.78
	Total	25.17	62.96%	9.63	24.09%	5.18	12.96%	39.98

Appendix Six Profile of dental return by specialty continued

Specialty	Academic Grade	FC	% FC	NHS	% NHS	Other	% Other	Total
Prosthodontics	Clinical Professor	4.02	98.05%	0.08	1.95%	0	0.00%	4.1
	Reader/Senior Lecturer	15.36	97.22%	0.44	2.78%	0	0.00%	15.8
	Lecturer	13.05	82.44%	2.35	14.85%	0.43	2.72%	15.83
	Total	32.43	90.76%	2.87	8.03%	0.43	1.20%	35.73
Oral Radiology	Clinical Professor	2.5	83.33%	0.5	16.67%	0	0.00%	3
	Reader/Senior Lecturer	3.35	65.69%	1.75	34.31%	0	0.00%	5.1
	Lecturer	1.2	50.00%	1.2	50.00%	0	0.00%	2.4
	Total	7.05	67.14%	3.45	32.86%	0	0.00%	10.5
Restorative Dentistry	Clinical Professor	17.07	94.47%	1	5.53%	0	0.00%	18.07
	Reader/Senior Lecturer	28	80.62%	6.33	18.23%	0.4	1.15%	34.73
	Lecturer	51.36	85.73%	5.15	8.60%	3.4	5.68%	59.91
	Total	96.43	85.56%	12.48	11.07%	3.8	3.37%	112.71
Surgical Dentistry	Clinical Professor	1	100.00%	0	0.00%	0	0.00%	1
	Reader/Senior Lecturer	0	0.00%	0	0.00%	0	0.00%	0
	Lecturer	0.8	81.63%	0	0.00%	0.18	18.37%	0.98
	Total	1.8	90.91%	0	0.00%	0.18	9.09%	1.98
Grand Total		351.42	79.98%	65.47	14.90%	22.49	5.12%	439.38

Appendix Seven Profile of dental return by region

Institution	Academic Grade	FC	% FC	NHS	% NHS	Other	% Other	Total	% change
London	Clinical Professor	24.68	88.14%	1.92	6.86%	1.4	5.00%	28	
	Reader/Senior Lecturer	51.15	83.85%	6.45	10.57%	3.4	5.57%	61	
	Clinical Lecturer	43.86	68.72%	14.86	23.28%	5.1	7.99%	63.82	
	Total	119.69	78.32%	23.23	15.20%	9.9	6.48%	152.82	2.97%
Northern and Yorkshire	Clinical Professor	10.4	94.55%	0	0.00%	0.6	5.45%	11	
	Reader/Senior Lecturer	16.6	84.69%	3	15.31%	0	0.00%	19.6	
	Clinical Lecturer	16.3	100.00%	0	0.00%	0	0.00%	16.3	
	Total	43.3	92.32%	3	6.40%	0.6	1.28%	46.9	6.83%
Northern Ireland	Clinical Professor	2.5	62.50%	1.5	37.50%	0	0.00%	4	
	Reader/ Senior Lecturer	4.5	50.00%	4.5	50.00%	0	0.00%	9	
	Clinical Lecturer	1	100.00%	0	0.00%	0	0.00%	1	
	Total	8	57.14%	6	42.86%	0	0.00%	14	-12.50%
North West	Clinical Professor	14.6	96.69%	0.5	3.31%	0	0.00%	15.1	
	Reader/ Senior Lecturer	14.9	72.33%	5.5	26.70%	0.2	0.97%	20.6	
	Clinical Lecturer	17.73	72.07%	6.52	26.50%	0.35	1.42%	24.6	
	Total	47.23	78.33%	12.52	20.76%	0.55	0.91%	60.3	-7.71%
Scotland	Clinical Professor	9.2	83.64%	1.8	16.36%	0	0.00%	11	
	Reader/ Senior Lecturer	17.72	84.99%	3.13	15.01%	0	0.00%	20.85	
	Clinical Lecturer	12.92	58.20%	8.58	38.65%	0.7	3.15%	22.2	
	Total	39.84	73.71%	13.51	25.00%	0.7	1.30%	54.05	-5.51%
South West	Clinical Professor	5.2	86.67%	0.8	13.33%	0	0.00%	6	
	Reader/ Senior Lecturer	4.85	96.04%	0	0.00%	0.2	3.96%	5.05	
	Clinical Lecturer	6.56	76.01%	0	0.00%	2.07	23.99%	8.63	
	Total	16.61	84.40%	0.8	4.07%	2.27	11.53%	19.68	14.22%

Appendix Seven Profile dental return by region continued

Institution	Academic Grade	FC	% FC	NHS	% NHS	Other	% Other	Total	% change
Trent	Clinical Professor	7	94.59%	0	0.00%	0.4	5.41%	7.4	
	Reader/ Senior Lecturer	6.3	90.00%	0.7	10.00%	0	0.00%	7	
	Clinical Lecturer	7.68	70.01%	3.11	28.35%	0.18	1.64%	10.97	
	Total	20.98	82.70%	3.81	15.02%	0.58	2.29%	25.37	2.96%
Wales	Clinical Professor	9	100.00%	0	0.00%	0	0.00%	9	
	Reader/ Senior Lecturer	12.99	93.45%	0.91	6.55%	0	0.00%	13.9	
	Clinical Lecturer	9.25	63.18%	0.92	6.28%	4.47	30.53%	14.64	
	Total	31.24	83.22%	1.83	4.87%	4.47	11.91%	37.54	-3.15%
West Midlands	Clinical Professor	0.55	85.94%	0.03	4.69%	0.06	9.38%	0.64	
	Reader/ Senior Lecturer	2.39	46.77%	0.06	1.17%	2.66	52.05%	5.11	
	Clinical Lecturer	21.57	93.91%	0.7	3.05%	0.7	3.05%	22.97	
	Total	24.51	85.34%	0.79	2.75%	3.42	11.91%	28.72	21.13%

Appendix Eight Profile by individual dental school

Institution	Academic Grade	FC	% FC	NHS	% NHS	Other	% Other	Total	% change
Bart's and The London, QMUL	Clinical Professor	8.60	86.00%	1.00	10.00%	0.40	4.00%	10.00	1.01%
	Reader/Senior Lecturer	10.05	83.75%	0.55	4.58%	1.40	11.67%	12.00	20.00%
	Clinical Lecturer	10.70	72.30%	0.20	1.35%	3.90	26.35%	14.80	21.31%
	Total	29.35	79.76%	1.75	4.76%	5.70	15.49%	36.80	14.64%
Birmingham	Clinical Professor	0.55	85.05%	0.03	4.98%	0.06	9.97%	0.65	-87.00%
	Reader/Senior Lecturer	2.39	46.71%	0.06	1.23%	2.66	52.05%	5.11	2.20%
	Clinical Lecturer	21.57	93.91%	0.70	3.05%	0.70	3.05%	22.97	67.54%
	Total	24.51	85.31%	0.80	2.77%	3.42	11.92%	28.73	21.17%
Bristol	Clinical Professor	5.20	86.67%	0.80	13.33%	0.00	0.00%	6.00	100.00%
	Reader/Senior Lecturer	4.85	96.04%	0.00	0.00%	0.20	3.96%	5.05	-15.83%
	Clinical Lecturer	6.56	76.01%	0.00	0.00%	2.07	23.99%	8.63	4.89%
	Total	16.61	84.40%	0.80	4.07%	2.27	11.53%	19.68	14.24%
Cardiff	Clinical Professor	9.00	100.00%	0.00	0.00%	0.00	0.00%	9.00	4.90%
	Reader/Senior Lecturer	12.99	93.45%	0.91	6.55%	0.00	0.00%	13.90	-7.95%
	Clinical Lecturer	9.25	63.16%	0.92	6.31%	4.47	30.53%	14.64	-2.92%
	Total	31.24	83.21%	1.83	4.88%	4.47	11.91%	37.54	-3.15%
Dundee	Clinical Professor	3.70	74.00%	1.30	26.00%	0.00	0.00%	5.00	-16.67%
	Reader/Senior Lecturer	7.27	80.75%	1.73	19.25%	0.00	0.00%	9.00	0.00%
	Clinical Lecturer	6.45	79.63%	1.65	20.37%	0.00	0.00%	8.10	-15.63%
	Total	17.42	78.81%	4.68	21.19%	0.00	0.00%	22.10	-10.16%
Eastman, University College London	Clinical Professor	5.35	95.54%	0.25	4.46%	0.00	0.00%	5.60	14.05%
	Reader/Senior Lecturer	9.69	79.49%	2.50	20.51%	0.00	0.00%	12.19	-16.33%
	Clinical Lecturer	8.30	68.03%	2.90	23.77%	1.00	8.20%	12.20	16.19%
	Total	23.34	77.83%	5.65	18.84%	1.00	3.33%	29.99	0.03%
Edinburgh	Clinical Professor	0.50	50.00%	0.50	50.00%	0.00	0.00%	1.00	0.00%
	Reader/Senior Lecturer	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	
	Clinical Lecturer	0.30	30.00%	0.00	0.00%	0.70	70.00%	1.00	0.00%
	Total	0.80	40.00%	0.50	25.00%	0.70	35.00%	2.00	0.00%

Appendix Eight Profile by individual dental school continued

Institution	Academic Grade	FC	% FC	NHS	% NHS	Other	% Other	Total	% change
Glasgow	Clinical Professor	5.00	100.00%	0.00	0.00%	0.00	0.00%	5.00	0.00%
	Reader/Senior Lecturer	10.45	88.22%	1.40	11.78%	0.00	0.00%	11.85	13.94%
	Clinical Lecturer	6.17	47.10%	6.93	52.90%	0.00	0.00%	13.10	-13.82%
	Total	21.62	72.20%	8.33	27.80%	0.00	0.00%	29.95	-2.12%
GKT	Clinical Professor	10.73	86.53%	0.67	5.40%	1.00	8.06%	12.40	-4.62%
	Reader/Senior Lecturer	31.41	85.33%	3.40	9.24%	2.00	5.43%	36.81	-0.60%
	Clinical Lecturer	24.86	67.52%	11.76	31.94%	0.20	0.54%	36.82	1.43%
	Total	67.00	77.88%	15.83	18.40%	3.20	3.72%	86.03	-0.35%
Leeds	Clinical Professor	4.40	88.00%	0.00	0.00%	0.60	12.00%	5.00	0.00%
	Reader/Senior Lecturer	8.80	100.00%	0.00	0.00%	0.00	0.00%	8.80	0.00%
	Clinical Lecturer	11.30	100.00%	0.00	0.00%	0.00	0.00%	11.30	24.18%
	Total	24.50	97.61%	0.00	0.00%	0.60	2.39%	25.10	9.61%
Liverpool	Clinical Professor	3.00	100.00%	0.00	0.00%	0.00	0.00%	3.00	-25.00%
	Reader/Senior Lecturer	5.00	65.79%	2.60	34.21%	0.00	0.00%	7.60	-11.63%
	Clinical Lecturer	11.00	69.62%	4.80	30.38%	0.00	0.00%	15.80	-6.51%
	Total	19.00	71.97%	7.40	28.03%	0.00	0.00%	26.40	-10.51%
Manchester	Clinical Professor	11.60	95.87%	0.50	4.13%	0.00	0.00%	12.10	32.97%
	Reader/Senior Lecturer	9.90	76.15%	2.90	22.31%	0.20	1.54%	13.00	18.18%
	Clinical Lecturer	6.73	76.48%	1.72	19.55%	0.35	3.98%	8.80	-44.10%
	Total	28.23	83.27%	5.12	15.10%	0.55	1.62%	33.90	-5.42%
Newcastle	Clinical Professor	6.00	100.00%	0.00	0.00%	0.00	0.00%	6.00	-14.29%
	Reader/Senior Lecturer	7.80	72.22%	3.00	27.78%	0.00	0.00%	10.80	8.00%
	Clinical Lecturer	5.00	100.00%	0.00	0.00%	0.00	0.00%	5.00	25.00%
	Total	18.80	86.24%	3.00	13.76%	0.00	0.00%	21.80	3.81%
QUB	Clinical Professor	2.50	62.50%	1.50	37.50%	0.00	0.00%	4.00	0.00%
	Reader/Senior Lecturer	4.50	50.00%	4.50	50.00%	0.00	0.00%	9.00	-18.18%
	Clinical Lecturer	1.00	100.00%	0.00	0.00%	0.00	0.00%	1.00	0.00%
	Total	8.00	57.14%	6.00	42.86%	0.00	0.00%	14.00	-12.50%
Sheffield	Clinical Professor	7.00	94.59%	0.00	0.00%	0.40	5.41%	7.40	23.33%
	Reader/Senior Lecturer	6.30	90.00%	0.70	10.00%	0.00	0.00%	7.00	-25.53%
	Clinical Lecturer	7.68	70.05%	3.11	28.31%	0.18	1.64%	10.97	18.72%
	Total	20.98	82.71%	3.81	15.00%	0.58	2.29%	25.37	2.96%
Total	Clinical Professor	83.13	90.21%	6.55	7.11%	2.46	2.67%	92.15	0.72%
	Reader/Senior Lecturer	131.40	81.06%	24.25	14.96%	6.46	3.98%	162.11	-2.28%
	Clinical Lecturer	136.87	73.93%	34.69	18.74%	13.57	7.33%	185.13	4.12%
	Total	351.40	79.98%	65.49	14.91%	22.49	5.12%	439.39	0.97%

Appendix Nine Alterations to published CHMS and CHDDS data (2004)

(a) Medicine					(b) Dentistry			
Academic Grade	2005	2004 corrected	2004 published	Difference between published & corrected figure (FTE)	Academic Grade	Correct total	Total as published	Difference between published & corrected figure (FTE)
Clinical Professor	1216	1139	1146	-7	Professor	91.49	92.3	-0.81
Clinical Reader/Senior Lecturer	1338	1426	1473	-47	Clinical Reader/Senior Lecturer	165.9	172.9	-7
Clinical Lecturer	424	451	494	-43	Clinical Lecturer	177.8	179.3	-1.5
Total	2978	3015	3113	-98	Total	435.19	444.5	-9.31

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