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ANALYSIS OF THE APM MEDICAL WORKFORCE SURVEY

YEAR: 2014

The 2014 Workforce Survey opened on 23 July 2014 and closed on 30 January 2015.

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INTRODUCTION

Introduction

RESPONSE SUMMARY

A total of 1091 questionnaires were issued.

95% of questionnaires were issued to APM Members

5% of questionnaires were issued to non-members understood to be working in palliative medicine in the UK and the Republic of Ireland.

In total 727 questionnaires were completed (67% of those issued)

GENERAL DETAILS

General Details

QUESTIONNAIRES RETURNED	
Full Responses	645 (89%)
Partial Responses	82 (11%)
Total	727 (67%)

Table 1

BREAKDOWN OF ALL RESPONDENTS BY GENDER

BY GENDER	
Female	554 (76%)
Male	173 (24%)
Total	727

Table 2

BREAKDOWN OF ALL RESPONDENTS BY AGE

ANSWER OPTIONS	RESPONSE COUNT	RESPONSE PERCENT
34 or under	152	20.9%
35 - 39	166	22.8%
40 - 44	121	16.6%
45 - 49	93	12.8%
50 - 54	101	13.9%
55 - 59	67	9.2%
60 - 64	23	3.2%
65 or over	4	0.6%

Table 3

GENERAL DETAILS

RESPONSE BY COUNTRY OF QUESTIONNAIRES SENT

ANSWER OPTIONS	QUESTIONNAIRES SENT	RESPONSE COUNT	PERCENTAGE
England	859	583	68%
Northern Ireland	34	27	79%
Republic of Ireland	30	27	90%
Scotland	81	51	63%
Wales	50	35	70%
Other	37	4	10%
Total	1091	727	67%

Table 4

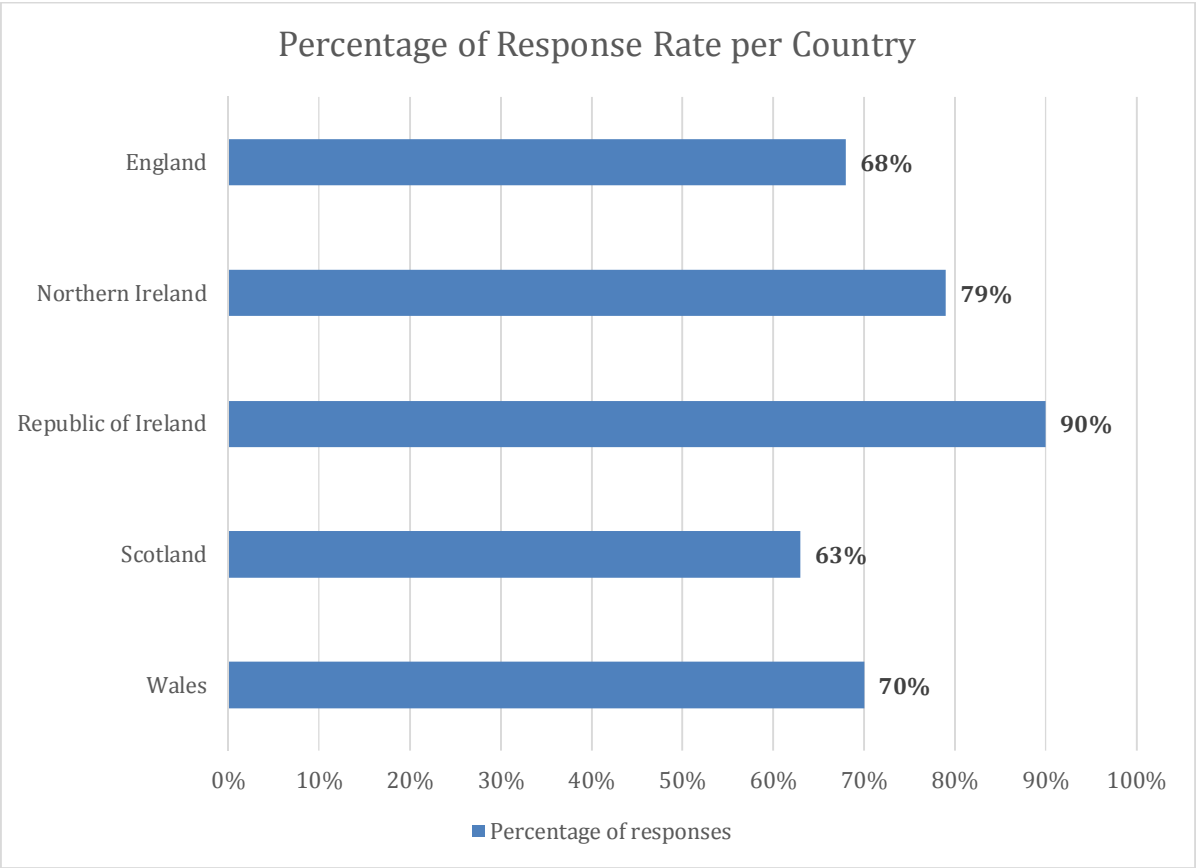


Figure 1

ETHNICITY

Ethnicity

ETHNICITY BY COUNTRY

ETHNIC GROUPING	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
Arabic	3 (0.5%)	-	-	-	3 (0.5%)	-
Asian or Asian British - Bangladeshi	2 (0.3%)	-	-	-	2 (0.3%)	-
Asian or Asian British - Indian	18 (3.5%)	1 (4.7%)	-	1 (3.5%)	20 (3.3%)	-
Asian or Asian British - Malay	-	-	-	-	-	-
Asian or Asian British - Pakistani	3 (0.5%)	-	-	-	3 (0.5%)	-
Asian or Asian British - Other	5 (0.9%)	-	-	-	5 (0.9%)	-
Black or Black British - African	3 (0.5%)	-	-	-	3 (0.5%)	-
Black or Black British - Caribbean	-	-	-	-	-	-
Black or Black British - Other	-	-	-	-	-	-
Chinese	5 (0.9%)	-	-	1 (3.5%)	6 (1%)	-
Middle Eastern	1 (0.1%)	-	-	-	1 (0.1%)	-
Mixed – Asian and White	8 (1.5%)	-	-	-	8 (1.5%)	-
Mixed – Black African and White	1 (0.1%)	-	-	-	1 (0.1%)	-
Mixed – Black Caribbean and White	-	-	-	-	-	1 (5%)
Mixed - Other	2 (0.3%)	-	-	-	2 (0.3%)	-
White – British / Irish and Other	453 (89.8%)	20 (95.2%)	45 (100%)	26 (92.8%)	544 (91%)	19 (95%)
Total Responses per Country	504 (86.4%)	21 (77.7%)	45 (88.2%)	28 (80%)	598 (86.9%)	20 (74%)
Total Respondents per Country	583	27	51	35	688	27

Table 5

ETHNICITY

ETHNICITY BY GRADE – UNITED KINGDOM

ETHNIC GROUPING	CONSULTANT POSTS	SSAS AND OTHER NON TRAINING GRADE POSTS	TRAINING GRADE POSTS	UK TOTALS
Arabic	1	2	-	3
Asian or Asian British – Bangladeshi	1	1	-	2
Asian or Asian British - Indian	11	4	6	21
Asian or Asian British - Malay	-	-	-	-
Asian or Asian British - Pakistani	2	-	1	3
Asian or Asian British - Other	2	-	2	4
Black or Black British - African	-	1	2	3
Black or Black British - Caribbean	-	-	-	-
Black or Black British - Other	-	-	-	-
Chinese	4	-	2	6
Middle Eastern	-	1	-	1
Mixed – Asian and White	3	-	4	7
Mixed – Black African and White	1	-	-	1
Mixed – Black Caribbean and White	-	-	-	-
Mixed - Other	1	-	1	2
White - British	272	94	120	486
White - Irish	13	4	12	29
White - Other	13	5	5	23
Ethnicity not stated	51	27	6	84
Total Respondents	375	139	161	675

Table 6

ETHNICITY BY GRADE – REPUBLIC OF IRELAND

ETHNIC GROUPING	CONSULTANT POSTS	SSAS AND OTHER NON TRAINING GRADE POSTS	TRAINING GRADE POSTS	UK TOTALS
Mixed – Black Caribbean and White	-	-	1	1
White - Irish	15	1	2	18
White - Other	1	-	-	1
Ethnicity not stated	5	1	-	6
Total Respondents	21	2	3	26

Table 7

ETHNICITY

ETHNICITY BY GENDER

ETHNIC GROUPING	UK		REPUBLIC OF IRELAND	
	FEMALE	MALE	FEMALE	MALE
Arabic	1	2	-	-
Asian or Asian British - Bangladeshi	1	1	-	-
Asian or Asian British - Indian	13	7	-	-
Asian or Asian British - Malay	-	-	-	-
Asian or Asian British - Pakistani	2	1	-	-
Asian or Asian British - Other	5	-	-	-
Black or Black British - African	2	1	-	-
Black or Black British - Caribbean	-	-	-	-
Black or Black British - Other	-	-	-	-
Chinese	6	-	-	-
Middle Eastern	1	-	-	-
Mixed - Asian and White	7	1	-	-
Mixed - Black African and White	-	1	-	-
Mixed - Black Caribbean and White	-	-	1	-
Mixed - Other	1	1	-	-
White - British	387	105	-	-
White - Irish	21	8	9	9
White - Other	13	10	-	1
Ethnicity not stated	75	23	5	2
Total Respondents by Gender	535 (77%)	161 (23%)	15 (56%)	12 (44%)
Total Respondents by Country	696		27	

Table 8

WORKING IN PALLIATIVE MEDICINE

Working in Palliative Medicine

ANALYSIS OF THOSE NOT CURRENTLY WORKING IN PALLIATIVE MEDICINE

16 respondents stated that they were not currently working in palliative medicine in the United Kingdom (UK) or Republic of Ireland (RoI). Of these, 4 were based overseas and 12 were based in the UK or RoI. Of the 12 UK/RoI based respondents, 5 left palliative medicine in the last twelve months and intend to work in palliative medicine in the future.

DO YOU CURRENTLY WORK IN PALLIATIVE MEDICINE?

ANSWER OPTIONS	RESPONSE COUNT	RESPONSE PERCENT
Yes	702	97.8%
No	16	2.2%
Answered question	718	
Not relevant	9	

Table 9

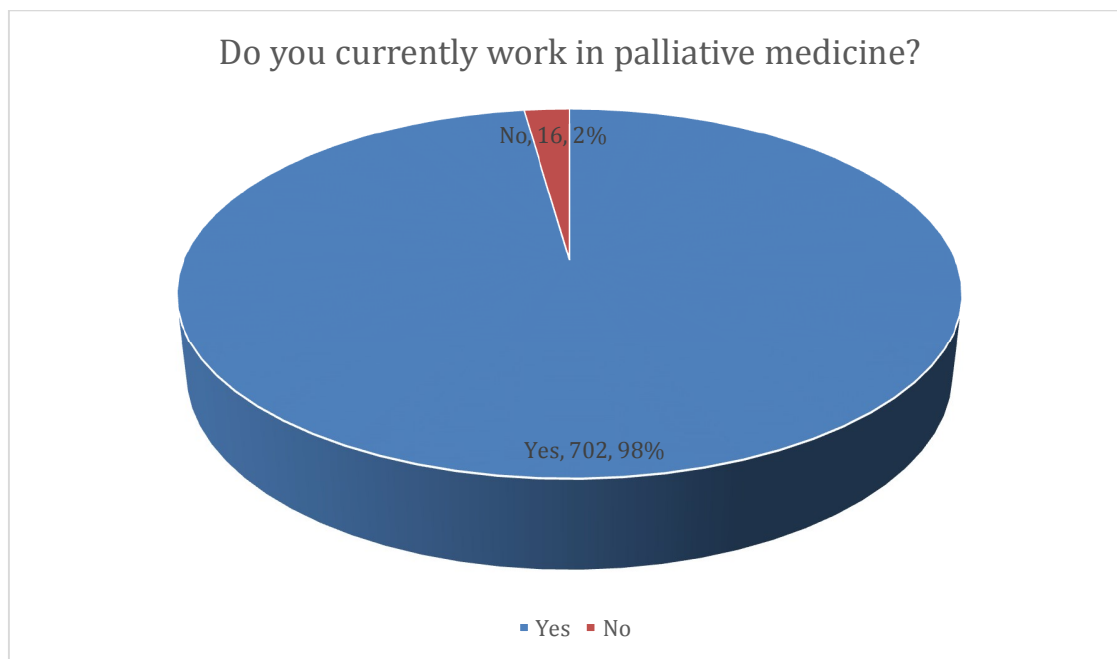


Figure 2

WORKING IN PALLIATIVE MEDICINE

HAVE YOU LEFT PALLIATIVE MEDICINE IN THE LAST 12 MONTHS?

ANSWER OPTIONS	RESPONSE COUNT	RESPONSE PERCENT
Yes	5	29.4%
Answered question	17	
Not relevant	710	

Table 10

DO YOU INTEND TO WORK IN PALLIATIVE MEDICINE IN THE FUTURE?

ANSWER OPTIONS	RESPONSE COUNT	RESPONSE PERCENT
Yes	10	58.8%
No	7	41.2%
Answered question	17	
Not relevant	710	

Table 11

55.6% intend to take up a new post in England

66.7% post will be full time, defined as 10 programmed activities (PAs)

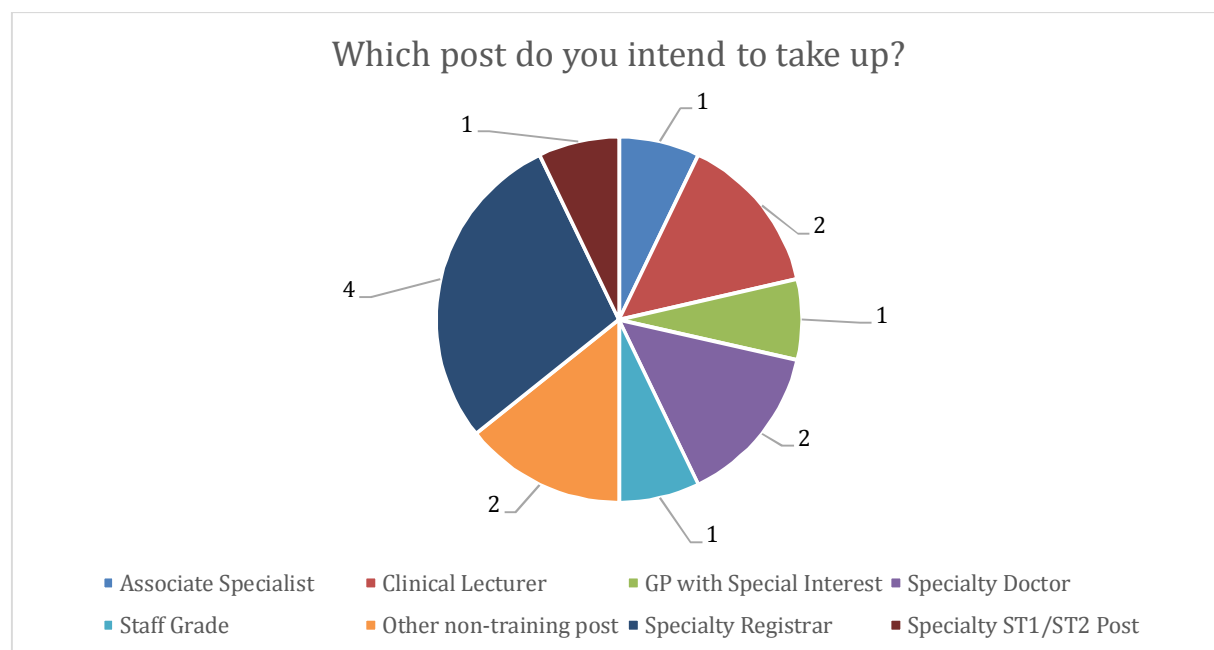


Figure 3

RESPONDENTS WHO HAVE LEFT PALLIATIVE MEDICINE

Respondents who have left Palliative Medicine

RESPONDENTS WHO HAVE LEFT PALLIATIVE MEDICINE BY AGE AND GENDER

AGE RANGE	ENGLAND		REPUBLIC OF IRELAND	
	FEMALE	MALE	FEMALE	MALE
34 or under	1	-	-	-
35 – 39	1 (1)	-	-	-
40 – 44	-	-	-	-
45 – 49	-	-	-	-
50 – 54	-	-	-	-
55 – 59	1 (1)	-	-	-
60 – 64	1	-	-	-
65 or over	1	-	-	-
Total respondents who have left in the last 12 months	5	-	-	-

Table 12

*Those who intend to work in palliative medicine in the future are indicated by brackets.

REASONS FOR LEAVING PALLIATIVE MEDICINE (THOSE WHO LEFT IN THE LAST 12 MONTHS)

34 or under	Due to ill health and to spend time with the children
35 – 39	Unknown
55 – 59	Temporary – to care for parents
60 – 64	Retirement
65 or over	Retired

AS OF 1 JULY 2014, IS YOUR POST...

As of 1 July 2014, is your post...

AS OF 1 JULY 2014 IS YOUR POST...

ANSWER OPTIONS	RESPONSE COUNT	RESPONSE PERCENT
...full time, defined as 10 Programmed Activities	354	50%
...less than full time	349	50%
Answered question	703	

Table 13

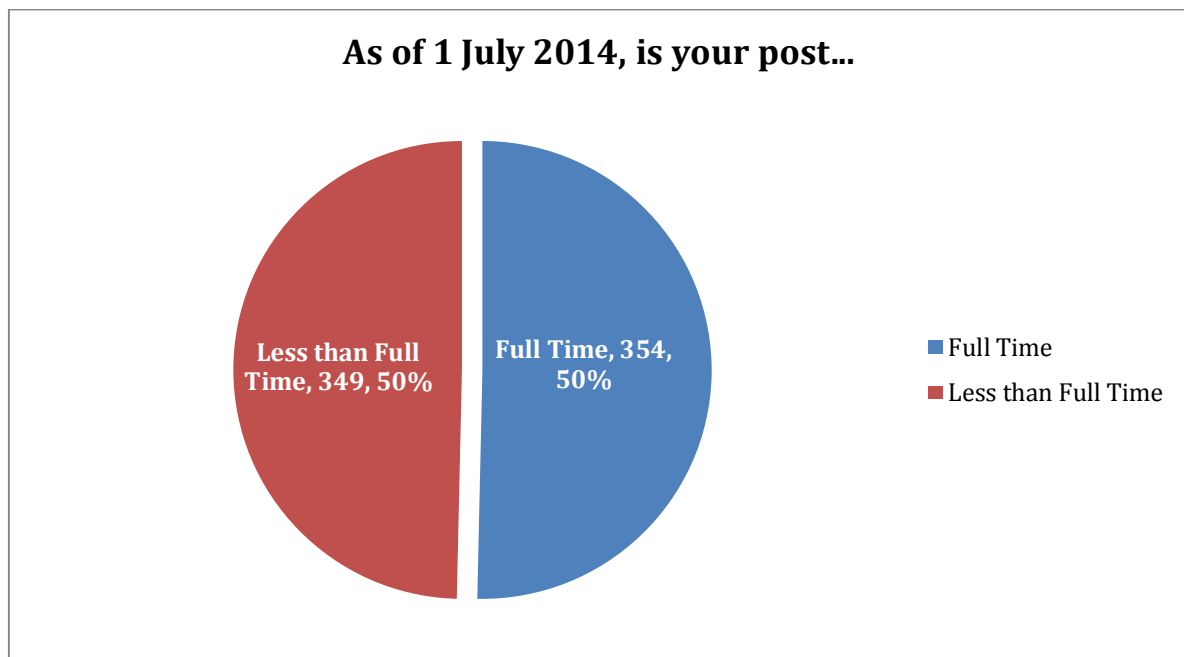


Figure 4

CURRENT POST

Current Post

CURRENT TYPE OF CLINICAL POST IN PALLIATIVE MEDICINE AS OF 1 JULY 2014

ANSWER OPTIONS	RESPONSE COUNT	RESPONSE PERCENT
Consultant	397	56%
SSAS	156	22%
Trainees	161	22%
Answered question	714	

Table 14

CURRENT CONSULTANT POST HELD IN PALLIATIVE MEDICINE AS OF 1 JULY 2014

ANSWER OPTIONS	RESPONSE COUNT	RESPONSE PERCENT
Consultant	372	93.7%
Locum Consultant	25	6.3%
Answered question	397	

Table 15

CURRENT SSAS OR OTHER NON-TRAINING GRADE CLINICAL POST HELD IN PALLIATIVE MEDICINE AS OF 1 JULY 2014

ANSWER OPTIONS	RESPONSE COUNT	RESPONSE PERCENT
Associate Specialist	22	15.6%
Clinical Assistant	1	0.7%
GP with Special Interest	8	5.7%
Macmillan GP Facilitator	3	2.1%
Medical Director	10	7.1%
Medical Officer	9	6.4%
Specialty Doctor	79	56.0%
Staff Grade	7	5.0%
Other SSAS or non-training grade clinical post	17	12.1%
Answered question	156	

Table 16

CURRENT POST

CURRENT TRAINING POST HELD IN PALLIATIVE MEDICINE AS OF 1 JULY 2014

ANSWER OPTIONS	RESPONSE COUNT	RESPONSE PERCENT
F1 Post	-	-
F2 Post	-	-
CMT 1/2	1	0.5%
GP Specialty Trainee	-	-
Specialist Registrar	21	12%
Specialty Registrar (MMC ST3 and above)	138	81%
Specialty ST1/ST2 Post	-	-
Other training post	12	7%
Answered question	172	

Table 17

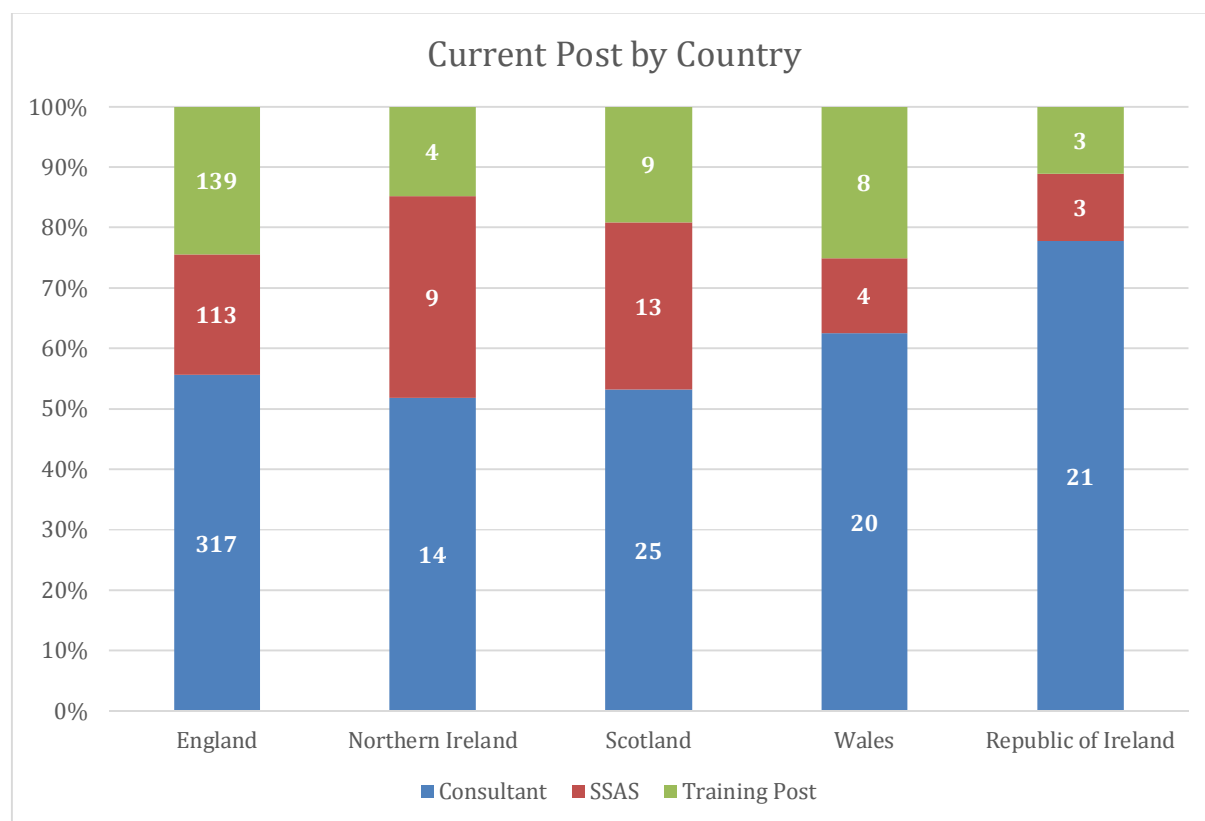


Figure 5

CURRENT POST

ACADEMIC POSTS YOU HOLD IN PALLIATIVE MEDICINE AS AT 1 JULY 2014*

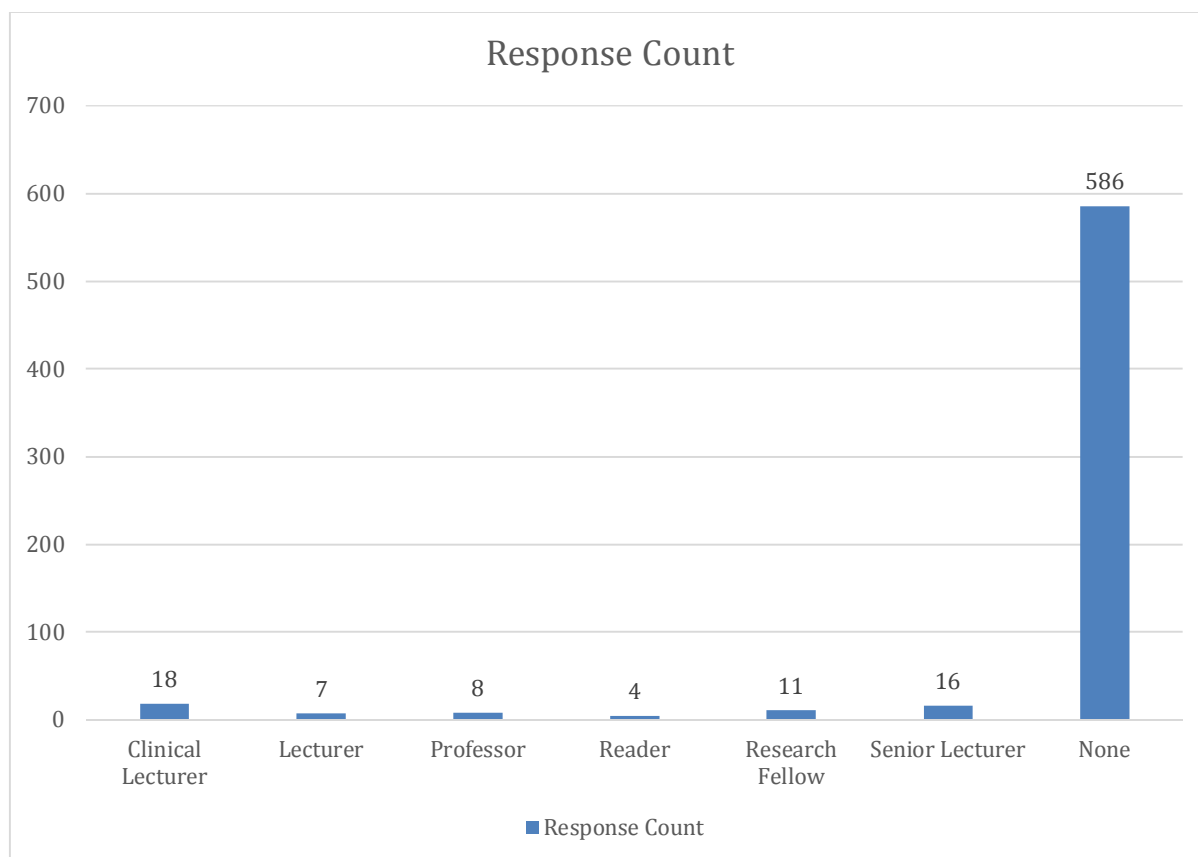


Figure 6

*703 responses. 24 skipped the question.

One additional professor in Palliative Medicine based in Spain.

CURRENT POST

CURRENT ACADEMIC POSTS YOU HOLD IN PALLIATIVE MEDICINE AS AT 1 JULY 2014*

OTHER (PLEASE SPECIFY)

RESPONSES	RESPONSE COUNT
NIHR Academic Clinical Fellow	3
Lecturer in other subjects	1
Honorary Fellow	2
Honorary Lecturer	25
Honorary Clinical Lecturer	13
Approved University Lecturer	4
Specialist Trainee Registrar	1
Associate Specialty Doctor	2
Academic Clinical Fellow	4
Academic Mentor	1
Macmillan GP	1
Clinician Scientist	1
Visiting Fellow	3
Professor of Primary Palliative Care	1
Education Lead	1
Course Coordinator	1
PhD Student	1
Medical Leadership Fellow	1
TOTAL Responses	66

Table 18

PALLIATIVE MEDICINE POSTS

Palliative Medicine Posts

ACADEMIC POSTS BY COUNTRY

ACADEMIC POSTS	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
Clinical Lecturer	10	1	2	-	13	5
Lecturer	4	1	-	1	6	1
Professor	5	-	1	-	6	1
Reader	3	-	-	1	4	-
Research Fellow	8	-	2	1	11	-
Senior Lecturer	14	-	-	-	14	2
Total Academic posts	44	2	5	3	54	9
Total Respondents by country	583	27	51	35	696	27

Table 19

ACADEMIC POSTS BY GENDER

ACADEMIC POSTS	UK		REPUBLIC OF IRELAND	
	FEMALE	MALE	FEMALE	MALE
Clinical Lecturer	9	4	2	3
Lecturer	2	4	1	-
Professor	2	4	-	1
Reader	-	4	-	-
Research Fellow	7	4	-	-
Senior Lecturer	10	4	1	1
Total Academic Posts	30	24	4	5
Total Academic Posts by Country	54		9	

Table 20

PALLIATIVE MEDICINE POSTS

ACADEMIC POSTS BY AGE – UNITED KINGDOM

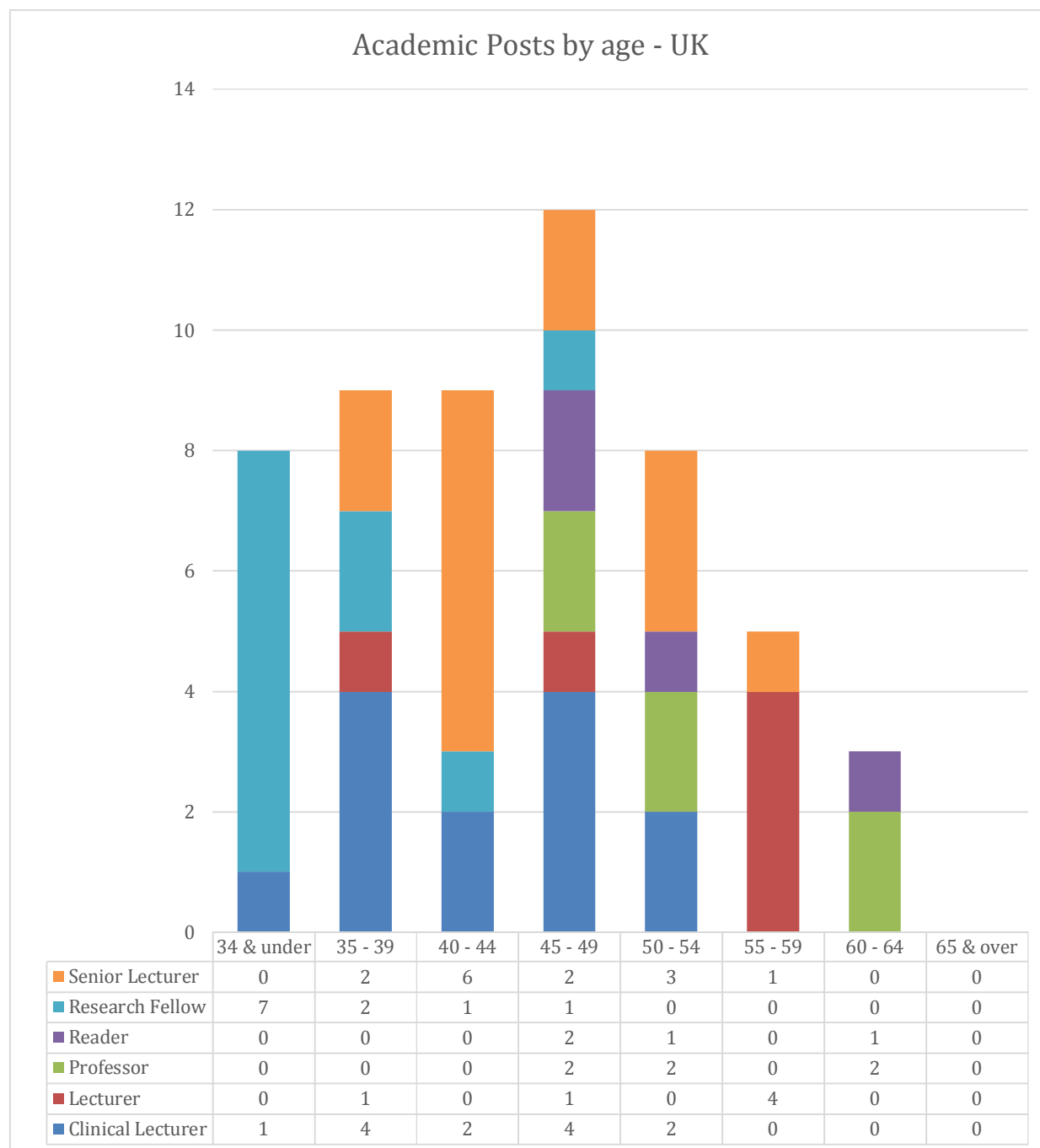


Figure 7

PALLIATIVE MEDICINE POSTS

ACADEMIC POSTS BY AGE – REPUBLIC OF IRELAND

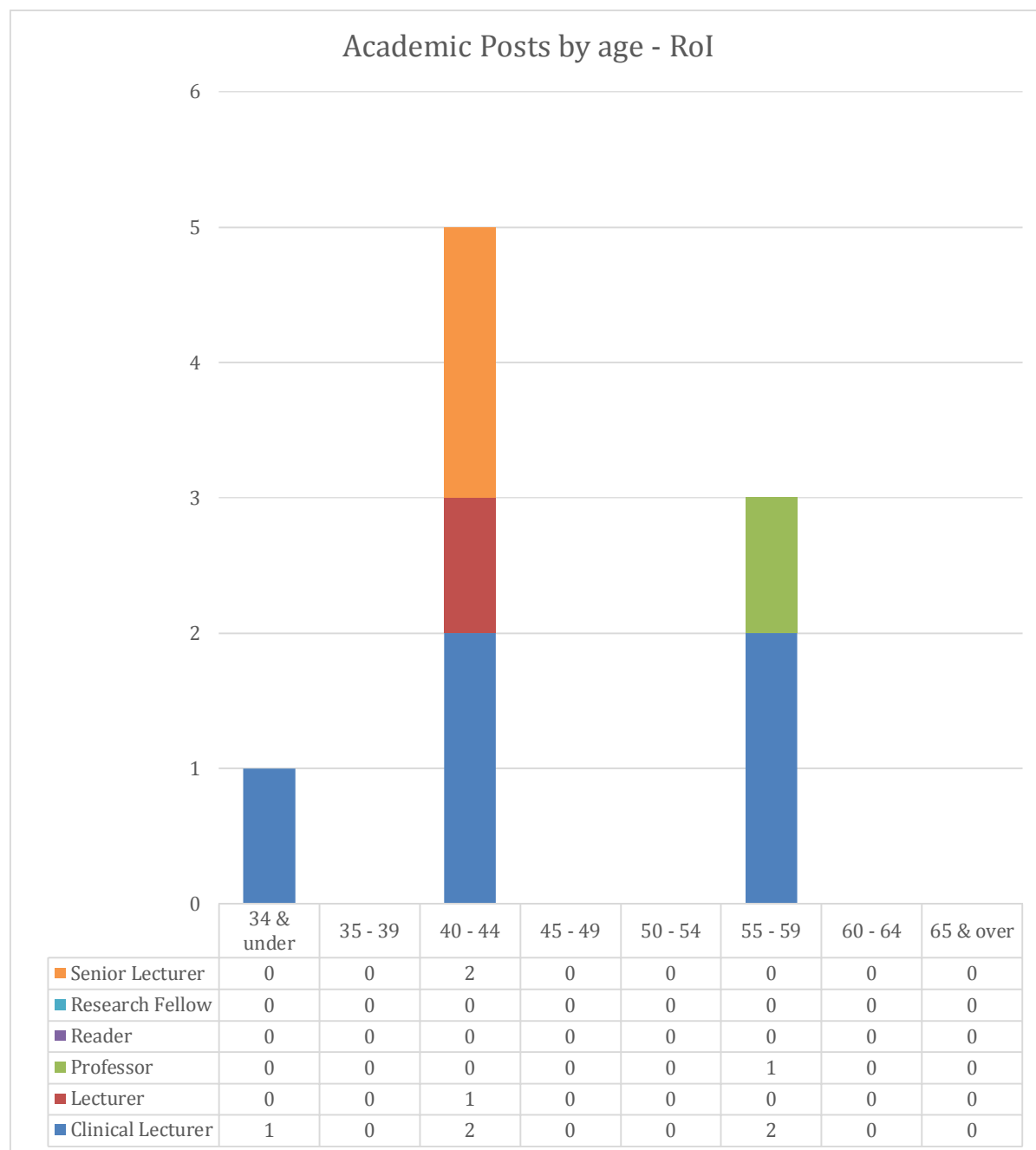


Figure 8

PALLIATIVE MEDICINE POSTS

CLINICAL POSTS BY COUNTRY

CONSULTANT POSTS

CONSULTANT POSTS	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
Consultant	296	14	23	18	351	20
Locum Consultant	20	-	2	2	24	1
Total Consultant Posts	316	14	25	20	375	21

Table 21

SSAS AND OTHER NON-TRAINING POSTS

SSAS AND OTHER NON-TRAINING POSTS	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
Associate Specialist	19	1	2	-	22	-
Clinical Assistant	1	-	-	-	1	-
GP with Special Interest (GPwSI)	4	1	1	-	6	2
Macmillan GP Facilitator	1	2	-	-	3	-
Medical Director ONLY	9	1	-	-	10	-
Medical Officer	5	3	-	-	8	1
Specialty Doctor	65	4	8	2	79	-
Staff Grade	7	-	-	-	7	-
Other non-training post	13	-	2	2	17	-
Total SSAS and other non-training posts	113	9	13	4	139	3

Table 22

PALLIATIVE MEDICINE POSTS

TRAINING POSTS

TRAINING POSTS	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
F1 Post	-	-	-	-	-	-
F2 Post	-	-	-	-	-	-
CMT 1/2	-	-	-	-	-	1
GP Specialty Trainee	-	-	-	-	-	-
Specialist Registrar	15	1	-	3	19	2
Specialty Registrar (MMC ST3 and above)	121	3	9	5	138	-
Specialty ST1/ST2 Post	-	-	-	-	-	-
Unspecified posts	4	-	-	-	4	-
Total Training Posts	140	4	9	8	161	3

Table 23

CLINICAL POSTS BY GRADE AND GENDER

CONSULTANT POSTS

TOTAL CONSULTANT POSTS BY COUNTRY	UK 375 (95%)			REPUBLIC OF IRELAND 21 (5%)		
GENDER	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
Consultant	259 (74%)	92 (26%)	351 (94%)	9 (45%)	11 (55%)	20 (95%)
Locum Consultant	19 (79%)	5 (21%)	24 (6%)	1 (100%)	-	1 (5%)
Total Consultant Posts	278 (74%)	97 (26%)	375	10 (48%)	11 (52%)	21

Table 24

PALLIATIVE MEDICINE POSTS

SSAS AND OTHER NON-TRAINING POSTS

SSAS AND OTHER NON-TRAINING POSTS	UK 153 (98%)		REPUBLIC OF IRELAND 3 (2%)	
GENDER	FEMALE	MALE	FEMALE	MALE
Associate Specialist	19 (15.8%)	3 (9%)	-	-
Clinical Assistant	1 (0.8%)	-	-	-
GP with Special Interest (GPwSI)	5 (4.1%)	1 (3%)	1 (100%)	1 (50%)
Macmillan GP Facilitator	3 (2.5%)	-	-	-
Medical Director ONLY	7 (5.8%)	3 (9%)	-	-
Medical Officer	4 (3.3%)	4 (12%)	-	1 (50%)
Specialty Doctor	64 (53.3%)	15 (45%)	-	-
Staff Grade	5 (4.1%)	2 (6%)	-	-
Other non-training post	12 (10%)	5 (15%)	-	-
Total SSAS and other non-training posts	120 (78%)	33 (22%)	1 (33%)	2 (67%)

Table 25

TRAINING POSTS

TRAINING POSTS	UK 161 (98%)		REPUBLIC OF IRELAND 3 (2%)	
GENDER	FEMALE	MALE	FEMALE	MALE
F1 Post	-	-	-	-
F2 Post	-	-	-	-
CMT 1/2	-	-	1 (33%)	-
GP Specialty Trainee	-	-	-	-
Specialist Registrar	14 (10%)	4 (15%)	2 (67%)	-
Specialty Registrar (MMC ST3 and above)	115 (85%)	20 (77%)	-	-
Unspecified Training Post	6 (4%)	2 (8%)	-	-
Total Training Posts	135 (84%)	26 (16%)	3 (100%)	-

Table 26

PALLIATIVE MEDICINE POSTS

CLINICAL POSTS BY AGE – CONSULTANTS

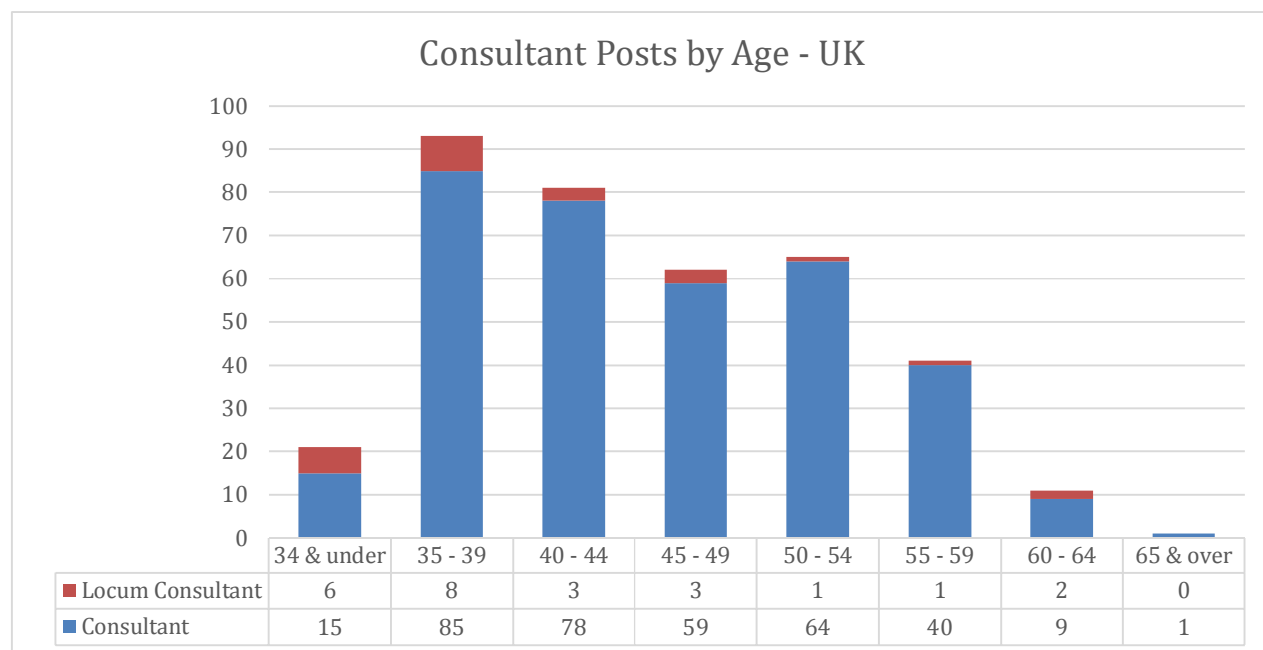


Figure 9

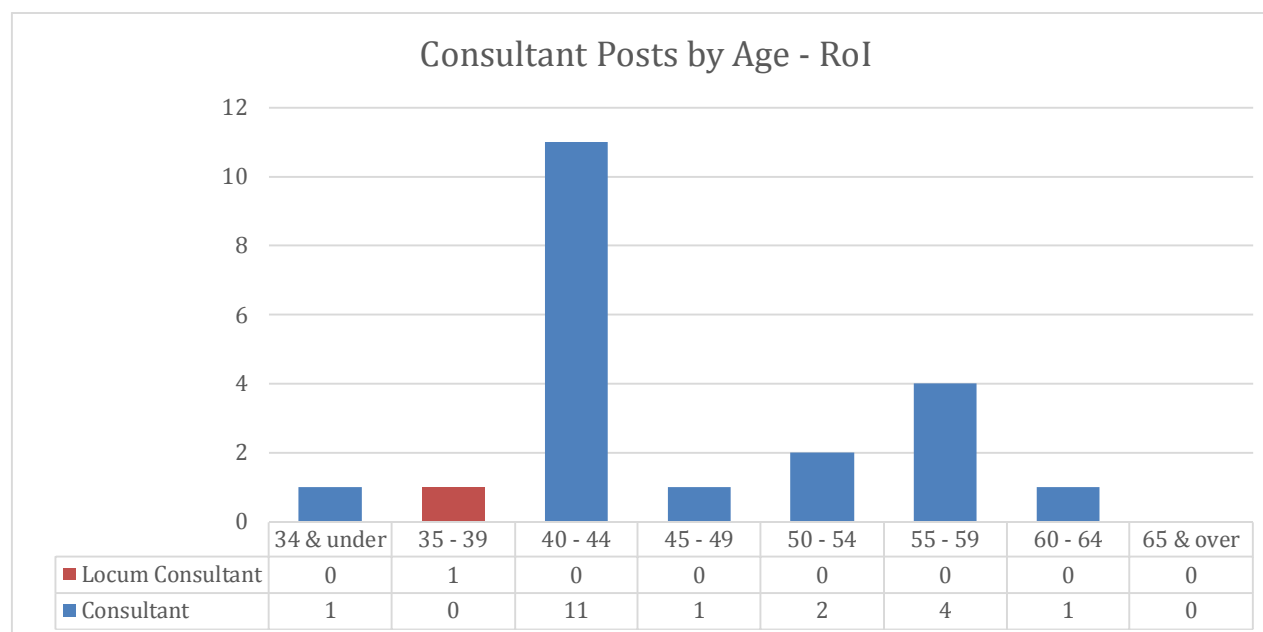


Figure 10

PALLIATIVE MEDICINE POSTS

CLINICAL POSTS BY AGE – SSAS AND OTHER NON-TRAINING POSTS - UK

	34 & UNDER	35-39	40-44	45-49	50-54	55-59	60-64	65 & OVER
Associate Specialist	0	0	1	6	7	7	1	0
Clinical Assistant	0	0	0	0	0	1	0	0
GPwSI	0	1	1	2	1	1	0	0
Macmillan GP Facilitator	0	0	1	1	1	0	0	0
Medical Director	0	0	4	1	1	1	3	0
Medical Officer	2	2	1	0	2	0	1	0
Specialty Doctor	11	15	10	18	15	7	2	1
Staff Grade	0	0	4	1	2	0	0	0
Other non-training Post	4	3	2	3	1	2	2	0

Table 27

PALLIATIVE MEDICINE POSTS

CLINICAL POSTS BY AGE – SSAS AND OTHER NON-TRAINING POSTS



Figure 11

PALLIATIVE MEDICINE POSTS

CLINICAL POSTS BY AGE – TRAINING POSTS

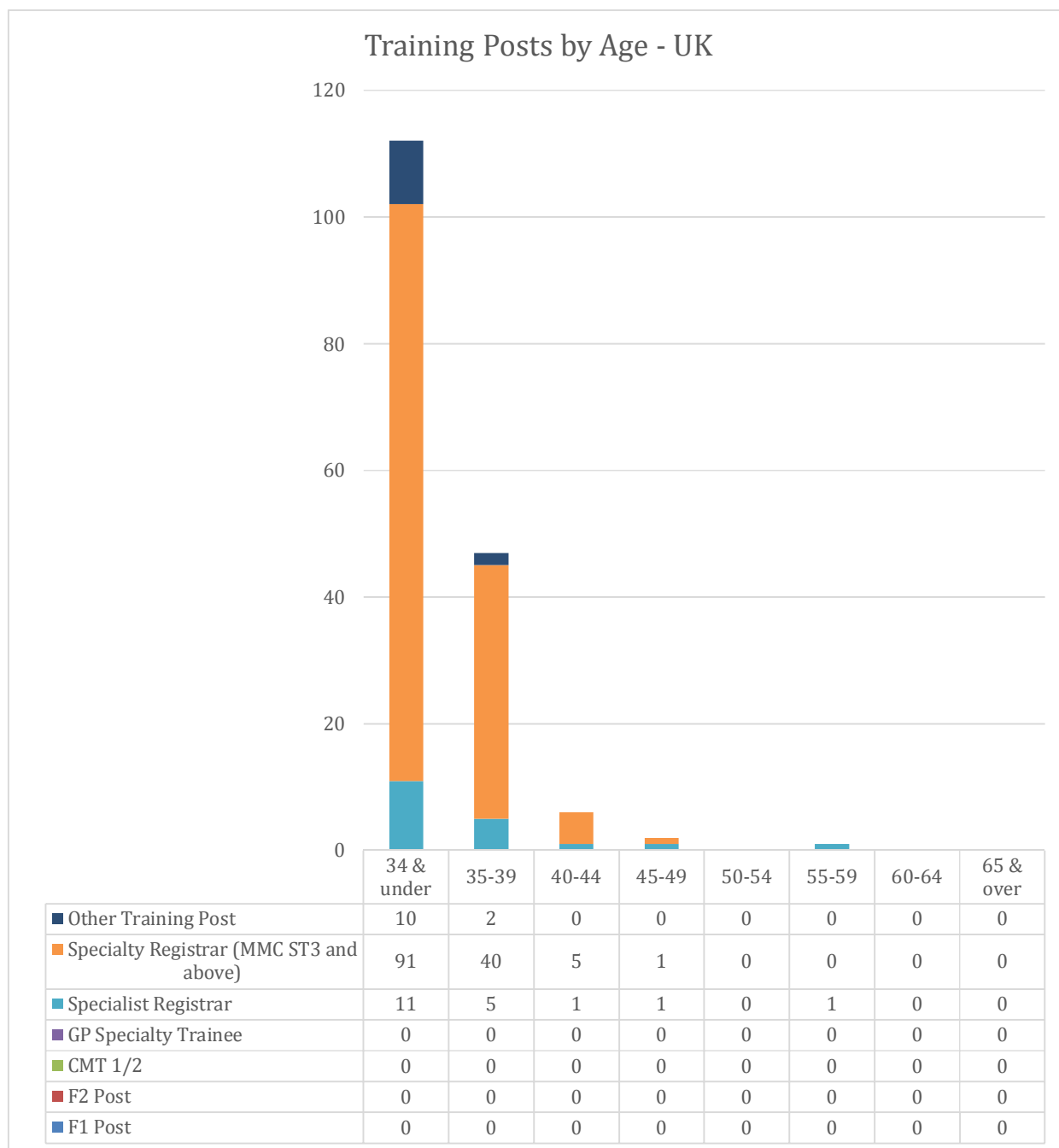


Figure 12

PALLIATIVE MEDICINE POSTS

CLINICAL POSTS BY AGE – TRAINING POSTS

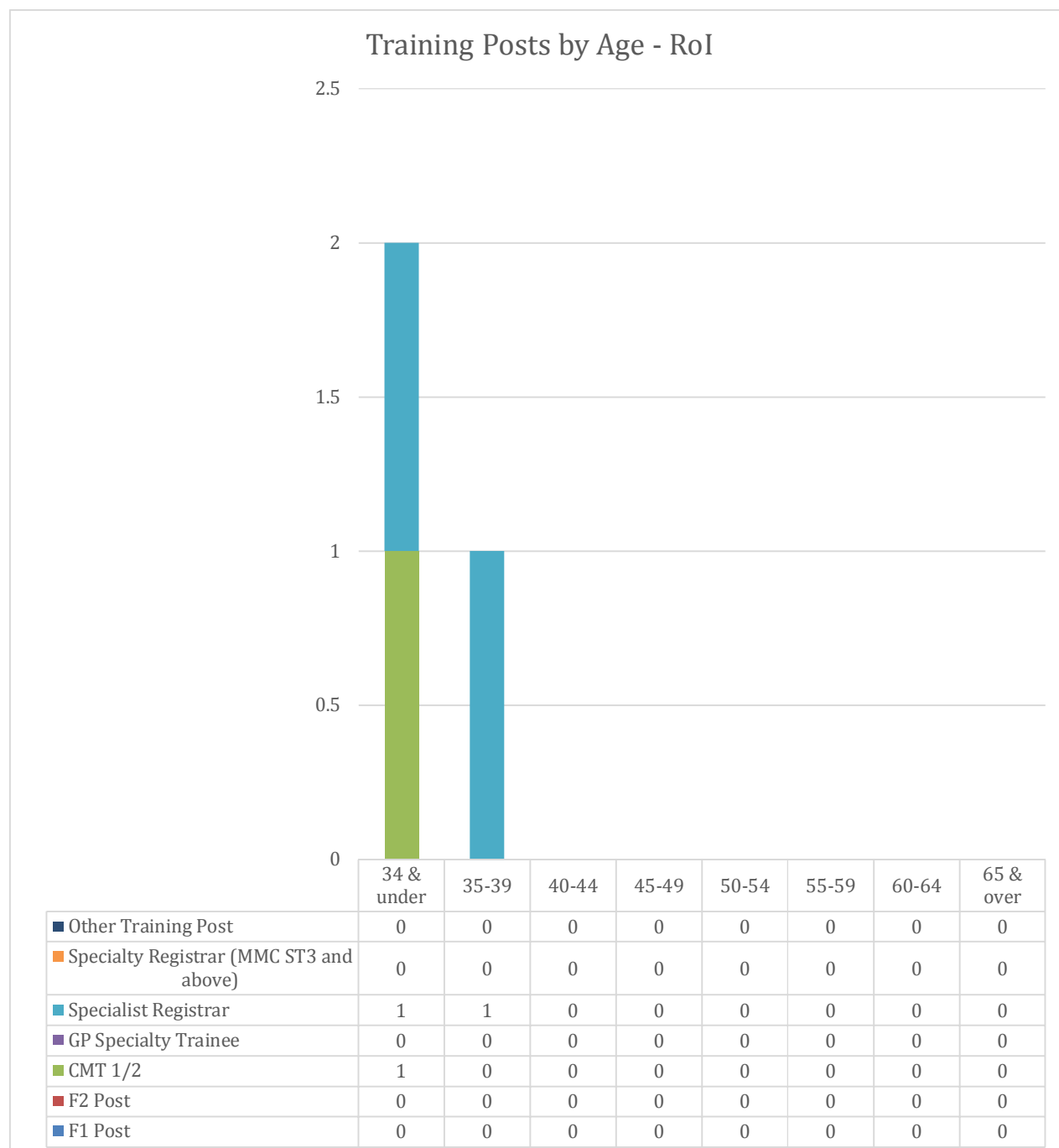


Figure 13

WORKING HOURS

Working Hours

WORKING HOURS BY GRADE AND GENDER (ACADEMIC POSTS) - UK

POST	FULL-TIME 37 (69%)		LESS THAN FULL-TIME 17 (31%)		TOTALS
GENDER	FEMALE (54%)	MALE (46%)	FEMALE (59%)	MALE (41%)	
Clinical Lecturer	5 (25%)	4 (23.5%)	4 (40%)	-	13
Lecturer	1 (5%)	1 (5.8%)	1 (10%)	3 (42.8%)	6
Professor	2 (10%)	4 (23.5%)	-	-	6
Reader	-	2 (11.7%)	-	2 (28.5%)	4
Research Fellow	6 (30%)	2 (11.7%)	1 (10%)	2 (28.5%)	11
Senior Lecturer	6 (30%)	4 (23.5%)	4 (40%)	-	14
Total	20	17	10	7	54

Table 28

WORKING HOURS BY GRADE AND GENDER (ACADEMIC POSTS) – ROI

POST	FULL-TIME 9 (100%)		LESS THAN FULL-TIME 0 (0%)		TOTALS
GENDER	FEMALE (44.5%)	MALE (55.5%)	FEMALE (%)	MALE (%)	
Clinical Lecturer	2 (50%)	3 (60%)	-	-	5
Lecturer	1 (25%)	-	-	-	1
Professor	-	1 (20%)	-	-	1
Reader	-	-	-	-	-
Research Fellow	-	-	-	-	-
Senior Lecturer	1 (25%)	1 (20%)	-	-	2
Total	4	5	-	-	9

Table 29

WORKING HOURS

WORKING HOURS BY GRADE AND GENDER (CONSULTANTS) – UNITED KINGDOM

CONSULTANT POSTS	FULL-TIME 184 (49%)			LESS THAN FULL-TIME 191 (51%)			TOTALS
GENDER	FEMALE (61.5%)	MALE (38.5%)	TOTAL FULL- TIME	FEMALE (86%)	MALE (14%)	TOTAL LESS THAN FULL- TIME	
Consultant	107 (60.7%)	69 (39.2%)	176 (50.1%)	152 (86.8%)	23 (13.1%)	175 (49.8%)	351
Locum Consultant	6 (75%)	2 (25%)	8 (33.3%)	13 (81.2%)	3 (18.7%)	16 (66.6%)	24
Total Consultant Posts (%)	113 (61%)	71 (39%)	184 (49%)	165 (86%)	26 (14%)	191 (51%)	375

Table 30

WORKING HOURS BY GRADE AND GENDER (CONSULTANTS) – REPUBLIC OF IRELAND

CONSULTANT POSTS	FULL-TIME 20 (95%)			LESS THAN FULL-TIME 1 (5%)			TOTALS
GENDER	FEMALE (45%)	MALE (55%)	TOTAL FULL- TIME	FEMALE (100%)	MALE (0%)	TOTAL LESS THAN FULL- TIME	
Consultant	9 (45%)	11 (55%)	20 (100%)	-	-	-	20
Locum Consultant	-	-	-	1 (100%)	-	1 (100%)	1
Total Consultant Posts (%)	9 (45%)	11 (55%)	20	1 (100%)	-	1	21

Table 31

WORKING HOURS

WORKING HOURS BY GRADE AND GENDER (SSAS AND OTHER NON TRAINING POSTS) – UNITED KINGDOM

SSAS AND OTHER NON-TRAINING POSTS	FULL-TIME			LESS THAN FULL-TIME			TOTALS
	FEMALE (%)	MALE (%)	TOTAL FULL-TIME	FEMALE (%)	MALE (%)	TOTAL LESS THAN FULL-TIME	
Associate Specialist	3 (75%)	1 (25%)	4 (18.1%)	16 (88.8%)	2 (11.1%)	18 (81.8%)	22
Clinical Assistant	-	-	-	1 (100%)	-	1 (100%)	1
GP with Special Interest (GPwSI)	-	-	-	5 (83.3%)	1 (16.6%)	6 (100%)	6
Macmillan GP Facilitator	-	-	-	3 (100%)	-	3 (100%)	3
Medical Director	4 (66.6%)	2 (33.3%)	6 (60%)	3 (75%)	1 (25%)	4 (40%)	10
Medical Officer	2 (100%)	-	2 (25%)	2 (33.3%)	4 (66.6%)	6 (75%)	8
Specialty Doctor	13 (81.2%)	3 (18.8%)	16 (20.2%)	51 (81%)	12 (19%)	63 (79.8%)	79
Staff Grade	2 (66.6%)	1 (33.3%)	3 (42.8%)	3 (75%)	1 (25%)	4 (57.1%)	7
Other non-training post	5 (55.5%)	4 (44.4%)	9 (53%)	7 (87.5%)	1 (12.5%)	8 (47%)	17
Total SSAS and other non-training posts	29 (72.5%)	11 (27.5%)	40 (26.1%)	91 (80.5%)	22 (19.4%)	113 (73.8%)	153

Table 32

WORKING HOURS

WORKING HOURS BY GRADE AND GENDER (SSAS AND OTHER NON TRAINING POSTS) – REPUBLIC OF IRELAND

SSAS AND OTHER NON- TRAINING POSTS	FULL-TIME			LESS THAN FULL-TIME			TOTALS
	FEMALE	MALE	TOTAL FULL- TIME	FEMALE	MALE	TOTAL LESS THAN FULL- TIME	
Associate Specialist	-	-	-	-	-	-	-
Clinical Assistant	-	-	-	-	-	-	-
GP with Special Interest (GPwSI)	1 (100%)	-	1 (50%)	-	1 (100%)	1 (50%)	2
Macmillan GP Facilitator	-	-	-	-	-	-	-
Medical Director	-	-	-	-	-	-	-
Medical Officer	-	-	-	-	1 (100%)	1 (100%)	1
Specialty Doctor	-	-	-	-	-	-	-
Staff Grade	-	-	-	-	-	-	-
Other non-training post	-	-	-	-	-	-	-
Total SSAS and other non-training posts	1 (100%)	-	1 (33.3%)	-	2 (100%)	2 (66.6%)	3

Table 33

WORKING HOURS

WORKING HOURS BY GRADE AND GENDER (TRAINING POSTS) – UNITED KINGDOM

TRAINING POSTS	FULL-TIME			LESS THAN FULL-TIME			TOTALS
GENDER	FEMALE	MALE	TOTAL FULL-TIME	FEMALE	MALE	TOTAL LESS THAN FULL-TIME	
F1 & F2 Post	-	-	-	-	-	-	-
CMT ½	-	-	-	-	-	-	-
GP Specialty Trainee	-	-	-	-	-	-	-
Specialist Registrar	10 (77%)	3 (23%)	13 (68%)	5 (83%)	1 (17%)	6 (32%)	19
Specialty Registrar	74 (80%)	19 (20%)	93 (67%)	43 (96%)	2 (4%)	45 (33%)	138
Other Training Post	1 (50%)	1 (50%)	2 (50%)	2 (100%)	-	2 (50%)	4
Total Training posts	85 (79%)	23 (21%)	108 (67%)	50 (94%)	3 (6%)	53 (33%)	161

Table 34

WORKING HOURS

WORKING HOURS BY GRADE AND GENDER (TRAINING POSTS) – REPUBLIC OF IRELAND

TRAINING POSTS	FULL-TIME			LESS THAN FULL-TIME			TOTALS
	FEMALE	MALE	TOTAL FULL-TIME	FEMALE	MALE	TOTAL LESS THAN FULL-TIME	
F1 & F2 Post	-	-	-	-	-	-	-
CMT 1/2	1 (100%)	-	1 (100%)	-	-	-	1
GP Specialty Trainee	-	-	-	-	-	-	-
Specialist Registrar	2 (100%)	-	2 (100%)	-	-	-	2
ST1 / ST2 / Specialty Registrar (MMC ST3 and above)	-	-	-	-	-	-	-
Other Training Post	-	-	-	-	-	-	-
Total Training posts	3 (100%)	-	3 (100%)	-	-	-	3

Table 35

CONTRACTED MEAN PAS – CONSULTANTS (UK)

Contracted Mean PAs – Consultants (UK)

BREAKDOWN OF CONTRACTED MEAN PAS BY FULL TIME AND LESS THAN FULL TIME (CONSULTANT POSTS) – **UNITED KINGDOM**

FULL TIME OR LESS THAN FULL TIME	MEAN CONTRACTED PROGRAMMED ACTIVITIES (PAS)				
	Clinical	Supporting	Academic	Other	Total
Full Time <i>n=166</i>	7.5	2.6	2.2	1.4	10.5
Less than full time <i>n=167</i>	5.2	1.9	0.9	0.9	7.4
No of responses	333				

Table 36

GENDER BY FULL TIME AND LESS THAN FULL TIME (CONSULTANT POSTS) – **UNITED KINGDOM**

GENDER	FULL-TIME	LESS THAN FULL-TIME	TOTALS
Female Posts	113 (41%)	166 (59%)	279
Male Posts	71 (73%)	26 (27%)	97
Total Posts	184	192	376

Table 37

CONTRACTED MEAN HOURS – CONSULTANTS (ROI)

Contracted Mean Hours – Consultants (RoI)

BREAKDOWN OF CONTRACTED MEAN HOURS BY FULL TIME AND LESS THAN FULL TIME (CONSULTANT POSTS) – **REPUBLIC OF IRELAND**

FULL TIME OR LESS THAN FULL TIME	MEAN CONTRACTED HOURS				
	Clinical	Supporting	Academic	Other	Total
Full Time <i>n=0</i>	-	-	-	-	-
Less than full time <i>n=0</i>	-	-	-	-	-
No of responses	0				

Table 38

GENDER BY FULL TIME AND LESS THAN FULL TIME (CONSULTANT POSTS) – **REPUBLIC OF IRELAND**

GENDER	FULL-TIME	LESS THAN FULL-TIME	TOTALS
Female Posts	9 (90%)	1 (10%)	10
Male Posts	11 (100%)	-	11
Total Posts	20	1	21

Table 39

WORKING HOURS – SSAS AND OTHER NON-TRAINING POSTS (UK)

Working Hours – SSAS and Other Non-Training Posts (UK)

BREAKDOWN OF CONTRACTED MEAN PAS BY FULL TIME AND LESS THAN FULL TIME (SSAS AND OTHER NON-TRAINING POSTS) – **UNITED KINGDOM**

FULL TIME OR LESS THAN FULL TIME	MEAN CONTRACTED PROGRAMMED ACTIVITIES (PAS)				
	Clinical	Supporting	Academic	Other	Total
Full Time <i>n=34</i>	9.4	1.4	1.5	2.0	9.6
Less than full time <i>n=98</i>	5.4	1.2	2.5	1.1	6.1
No of responses	132				

Table 40

GENDER BY FULL TIME AND LESS THAN FULL TIME (SSAS AND OTHER NON-TRAINING POSTS) – **UNITED KINGDOM**

GENDER	FULL-TIME	LESS THAN FULL-TIME	TOTALS
Female Posts	26 (24%)	81 (76%)	107
Male Posts	11 (34%)	21 (66%)	32
Total Posts	37	102	139

Table 41

WORKING HOURS – SSAS AND OTHER NON-TRAINING POSTS (ROI)

Working Hours – SSAS and Other Non-Training Posts (RoI)

BREAKDOWN OF CONTRACTED WORKING HOURS BY FULL TIME AND LESS THAN FULL TIME (SSAS AND OTHER NON-TRAINING POSTS) – **REPUBLIC OF IRELAND**

FULL TIME OR LESS THAN FULL TIME	MEAN CONTRACTED HOURS				
	Clinical	Supporting	Academic	Other	Total
Full Time <i>n=0</i>	-	-	-	-	-
Less than full time <i>n=1</i>	8	-	-	-	8
No of responses	1				

Table 42

GENDER BY FULL TIME AND LESS THAN FULL TIME (SSAS AND OTHER NON-TRAINING POSTS) – **REPUBLIC OF IRELAND**

GENDER	FULL-TIME	LESS THAN FULL-TIME	TOTALS
Female Posts	2 (100%)	-	2
Male Posts	-	1 (100%)	1
Total Consultant Posts	2	1	3

Table 43

TYPE OF CLINICAL SERVICE - UK

Type of Clinical Service - UK

TYPE OF CLINICAL SERVICE (SERVICES LED BY CONSULTANTS) – UK

PLACE OF WORK	ENGLAND	NORTHER IRELAND	SCOTLAND	WALES	TOTAL
Hospice Inpatient Beds	184	12	19	9	224
Hospice Day Care	108	5	5	8	126
Hospice Outpatient Clinic	129	5	9	10	153
Hospital Specialist Palliative Care Team	181	14	12	12	219
Hospital Specialist Palliative Care Inpatient Beds	59	4	2	7	72
Hospital Day Centre	54	3	2	5	64
Hospital Outpatient Clinic	98	11	4	7	120
Community Specialist Palliative Care Team	176	11	13	13	213
Community Outpatient Clinic	76	3	2	9	90
Total Consultants	317	14	25	20	376

Table 44

TYPE OF CLINICAL SERVICE - UK

TYPE OF CLINICAL SERVICE BY MEAN PAS FOR SERVICES DELIVERED BY CONSULTANTS – UK

Please specify number of CONTRACTED Programmed Activities (PAs) spent on providing a CLINICAL SERVICE for the following. This should include all aspects of Direct Clinical Care (DCC).

Place of work	Full-Time consultants		Less Than Full-Time consultants		All Consultants	
	Mean PAs	Consultants	Mean PAs	Consultants	Mean PAs	Consultants
Consultants (UK)						
Hospice Inpatient Beds	3.2	101	2.7	94	3.0	195
Hospice Day Care	0.9	37	1.5	28	1.1	65
Hospice Outpatient Clinic	1.3	54	1.0	50	1.2	104
Hospital Specialist Palliative Care Team	4.2	111	2.8	90	3.6	201
Hospital Specialist Palliative Care Inpatient Beds	3.1	7	2.4	6	2.8	13
Hospital Day Centre	1.5	2	1.5	1	1.5	3
Hospital Outpatient Clinic	1.2	58	1.0	27	1.1	85
Community Specialist Palliative Care Team	2.1	87	2.2	94	2.1	181
Community Outpatient Clinic	1.3	18	1.0	22	1.1	40
Total Consultants UK	376					

Table 45

TYPE OF CLINICAL SERVICE - UK

TYPE OF CLINICAL SERVICE BY PAS (MEAN) (CONSULTANT POSTS) – UK (ENGLAND)

PLACE OF WORK	FULL-TIME CONSULTANTS		LESS THAN FULL-TIME CONSULTANTS		ALL CONSULTANTS	
	Mean PAs	Consultants n=137	Mean PAs	Consultants n= 137	Mean PAs	Consultants n= 274
CONSULTANTS IN ENGLAND						
Hospice Inpatient Beds	3.2	86	2.6	77	2.9	163
Hospice Day Care	0.9	34	1.6	25	1.2	59
Hospice Outpatient Clinic	1.3	48	1.0	42	1.2	90
Hospital Specialist Palliative Care Team	4.4	92	2.9	75	3.7	167
Hospital Specialist Palliative Care Inpatient Beds	2.4	4	2.9	4	2.6	8
Hospital Day Centre	1.5	2	1.5	1	1.5	3
Hospital Outpatient Clinic	1.2	48	1.0	23	1.1	71
Community Specialist Palliative Care Team	2.0	70	2.3	78	2.2	148
Community Outpatient Clinic	1.4	14	1.0	19	1.2	33
Total Consultants England	317					

Table 46

TYPE OF CLINICAL SERVICE - UK

TYPE OF CLINICAL SERVICE BY PAS (MEAN) (CONSULTANT POSTS) – UK (NORTHERN IRELAND)

PLACE OF WORK	FULL-TIME CONSULTANTS		LESS THAN FULL-TIME CONSULTANTS		ALL CONSULTANTS	
	Mean PAs	Consultants n= 6	Mean PAs	Consultants n= 8	Mean PAs	Consultants n= 14
CONSULTANTS IN NORTHERN IRELAND						
Hospice Inpatient Beds	3.8	3	3.5	6	3.6	9
Hospice Day Care	-	-	-	-	-	-
Hospice Outpatient Clinic	-	-	-	-	-	-
Hospital Specialist Palliative Care Team	2.6	6	3.0	6	2.8	12
Hospital Specialist Palliative Care Inpatient Beds	5.3	2	-	-	5.3	2
Hospital Day Centre	-	-	-	-	-	-
Hospital Outpatient Clinic	0.8	6	0.5	3	0.7	9
Community Specialist Palliative Care Team	0.8	5	0.8	3	0.8	8
Community Outpatient Clinic	-	-	-	-	-	-
Total Consultants – Northern Ireland	14					

Table 47

TYPE OF CLINICAL SERVICE - UK

TYPE OF CLINICAL SERVICE BY PAS (MEAN) (CONSULTANT POSTS) – UK (SCOTLAND)

PLACE OF WORK	FULL-TIME CONSULTANTS		LESS THAN FULL-TIME CONSULTANTS		ALL CONSULTANTS	
	Mean PAs	Consultants n= 11	Mean PAs	Consultants n= 10	Mean PAs	Consultants n= 21
CONSULTANTS IN SCOTLAND						
Hospice Inpatient Beds	3.6	9	2.6	8	3.1	17
Hospice Day Care	0.5	1	0.8	2	0.7	3
Hospice Outpatient Clinic	1.7	3	0.8	5	1.1	8
Hospital Specialist Palliative Care Team	3.2	6	2.7	4	3.0	10
Hospital Specialist Palliative Care Inpatient Beds	-	-	-	-	-	-
Hospital Day Centre	-	-	-	-	-	-
Hospital Outpatient Clinic	0.5	1	-	-	0.5	1
Community Specialist Palliative Care Team	2.5	6	1.3	6	1.9	12
Community Outpatient Clinic	2.0	1	-	-	2.0	1
Total Consultants – Scotland	25					

Table 48

TYPE OF CLINICAL SERVICE - UK

TYPE OF CLINICAL SERVICE BY PAS (MEAN) (CONSULTANT POSTS) – UK (WALES)

PLACE OF WORK	FULL-TIME CONSULTANTS		LESS THAN FULL-TIME CONSULTANTS		ALL CONSULTANTS	
	Mean PAs	Consultants n= 8	Mean PAs	Consultants n= 7	Mean PAs	Consultants n= 15
CONSULTANTS IN WALES						
Hospice Inpatient Beds	2.0	2	2.5	2	2.3	4
Hospice Day Care	1.0	2	0.5	1	0.8	3
Hospice Outpatient Clinic	1.0	2	0.9	3	1.0	5
Hospital Specialist Palliative Care Team	4.2	7	0.6	4	2.9	11
Hospital Specialist Palliative Care Inpatient Beds	2.0	1	1.5	2	1.7	3
Hospital Day Centre	-	-	-	-	-	-
Hospital Outpatient Clinic	1.7	3	1.0	1	1.5	4
Community Specialist Palliative Care Team	2.5	4	1.9	6	2.2	10
Community Outpatient Clinic	0.5	1	1.2	3	1.0	4
Total Consultants – Wales	20					

Table 49

TYPE OF CLINICAL SERVICE - ROI

Type of Clinical Service - RoI

TYPE OF CLINICAL SERVICE BY HOURS (MEAN) (CONSULTANT POSTS) – REPUBLIC OF IRELAND

PLACE OF WORK	FULL-TIME CONSULTANTS		LESS THAN FULL-TIME CONSULTANTS		ALL CONSULTANTS	
	Mean Hours	Consultants n= 17	Mean Hours	Consultants n= 0	Mean Hours	Consultants n= 17
CONSULTANTS IN REPUBLIC OF IRELAND						
Hospice Inpatient Beds	14.6	13	-	-	14.6	13
Hospice Day Care	1.5	2	-	-	1.5	2
Hospice Outpatient Clinic	2.0	6	-	-	2.0	6
Hospital Specialist Palliative Care Team	11.1	16	-	-	11.1	16
Hospital Specialist Palliative Care Inpatient Beds	-	-	-	-	-	-
Hospital Day Centre	4.0	2	-	-	4.0	2
Hospital Outpatient Clinic	3.8	10	-	-	3.8	10
Community Specialist Palliative Care Team	4.0	11	-	-	4.0	11
Community Outpatient Clinic	8.0	1	-	-	8.0	1
Total Consultants – Republic of Ireland	21					

Table 50

YOUR WORKLOAD (WHAT YOU ACTUALLY DO)

Your workload (what you actually do)

SUPPORTING/NON-CLINICAL WORK

ACTUAL SUPPORTING/NON-CLINICAL WORK PER WEEK	United Kingdom		Republic of Ireland	
	Mean PA's	Consultants n = 351	Actual Hours	Consultants n = 20
Trust/hospital management	3.2	145	7.5	10
Hospice management	1.2	180	3.8	11
Supervision of trainees	0.5	211	1.3	13
Undergraduate teaching	0.6	161	1.5	11
Postgraduate teaching	0.5	175	0.8	11
Academic/research	1.1	101	1.3	12
CPD	0.6	235	1.4	13
Appraisal/revalidation	1.1	178	0.4	8
Clinical audit	0.4	188	0.7	11
Strategic planning	1.4	190	1.1	10
Other	0.9	93	5.7	6
Answered the question	298 Consultants		14 Consultants	

Table 51

EMPLOYERS

Employers

CONSULTANT POSTS BY EMPLOYER AND COUNTRY

EMPLOYER	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
HSE Ireland	-	-	-	-		13
NHS Employer	199	11	10	16	236	-
Academic / Research Institution	10	-	3	-	13	-
Hospice	63	1	7	-	71	2
Other	2	-	1	-	3	-
Total Consultant Posts by employer	274	12	21	16	323	15

Table 52

SSAS POSTS BY EMPLOYER AND COUNTRY

Employer	England	Northern Ireland	Scotland	Wales	UK Totals	Republic of Ireland
HSE Ireland	-	-	-	-	-	1
NHS Employer	31	2	5	3	41	-
Academic / Research Institution	-	-	-	-	-	-
Hospice	65	6	7	-	78	-
Other	5	-	-	-	5	-
Total SSAS Posts by employer	101	8	12	3	124	1

Table 53

SOURCE OF FUNDING

Source of Funding

SOURCE OF FUNDING FOR CONSULTANTS IN EACH COUNTRY

FUNDING SOURCE	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	REPUBLIC OF IRELAND
University / Grant	17	1	3	1	-
Charity (Marie Curie / Macmillan / Sue Ryder)	23	1	3	-	-
Charity (Other)	22	-	3	-	1
Voluntary / Hospice	107	6	6	2	-
Statutory / NHS / HSE	203	12	13	15	15
Any other source not listed above	13	-	1	-	-
Number of responses	268	12	20	16	15
Total Consultant by country	296	14	23	18	20

Table 54

SOURCE OF FUNDING

Mean Percentage of Source of Funding for Consultants - UK

■ University / Grant ■ Charity ■ Charity (other) ■ Voluntary / Hospice ■ Statutory /NHS / HSE ■ Other

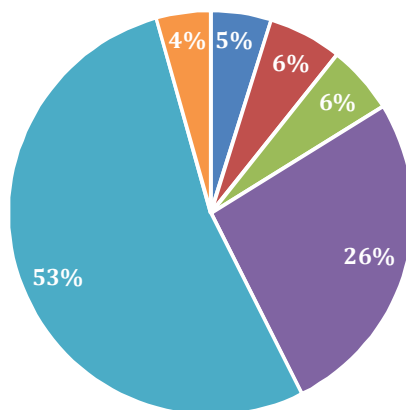


Figure 14

Mean Percentage of Source of Funding for Consultants - England

■ University / Grant ■ Charity ■ Charity (other) ■ Voluntary / Hospice ■ Statutory /NHS / HSE ■ Other

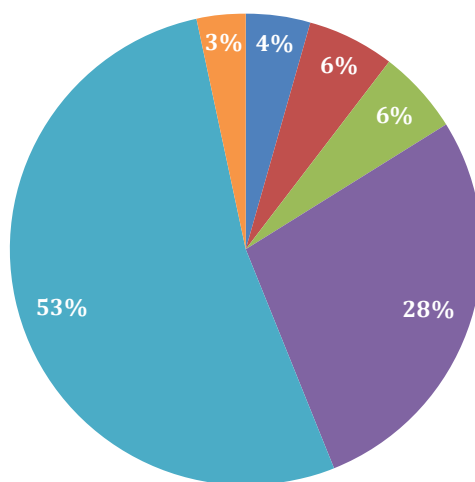


Figure 15

SOURCE OF FUNDING

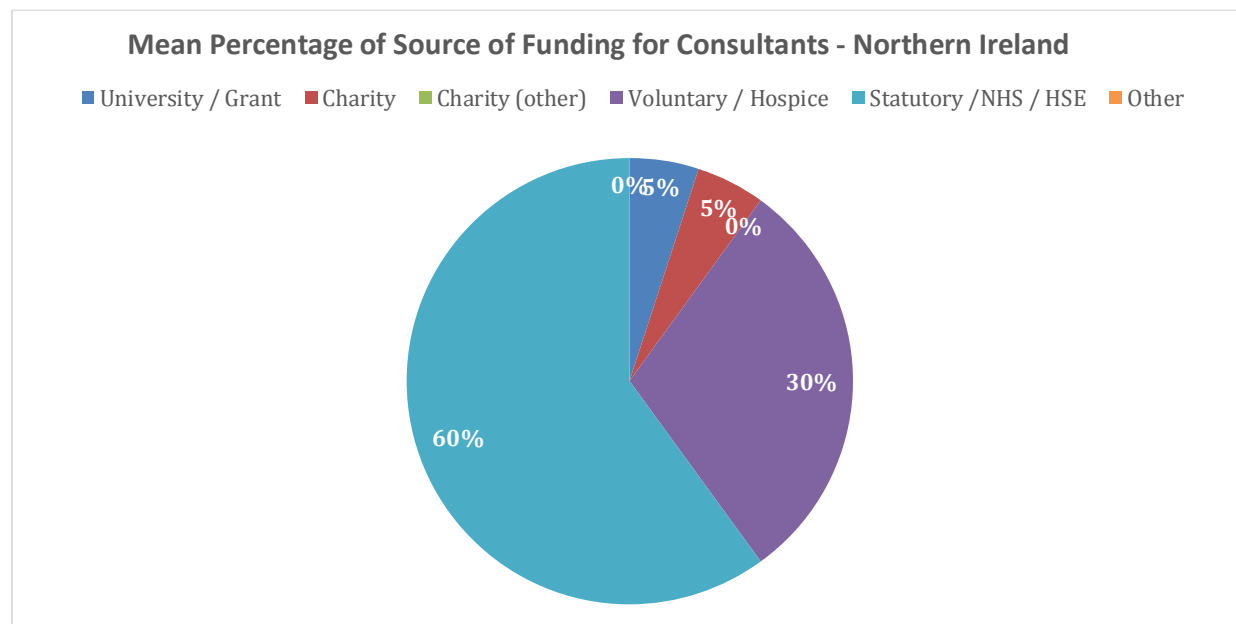


Figure 16

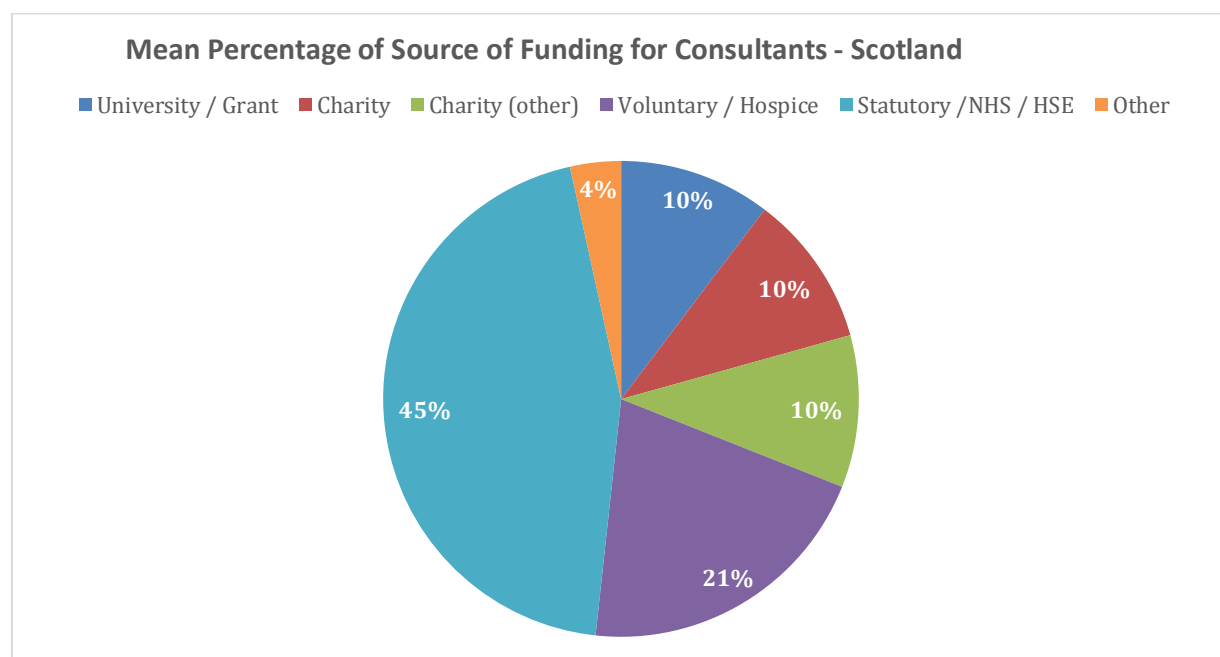


Figure 17

SOURCE OF FUNDING

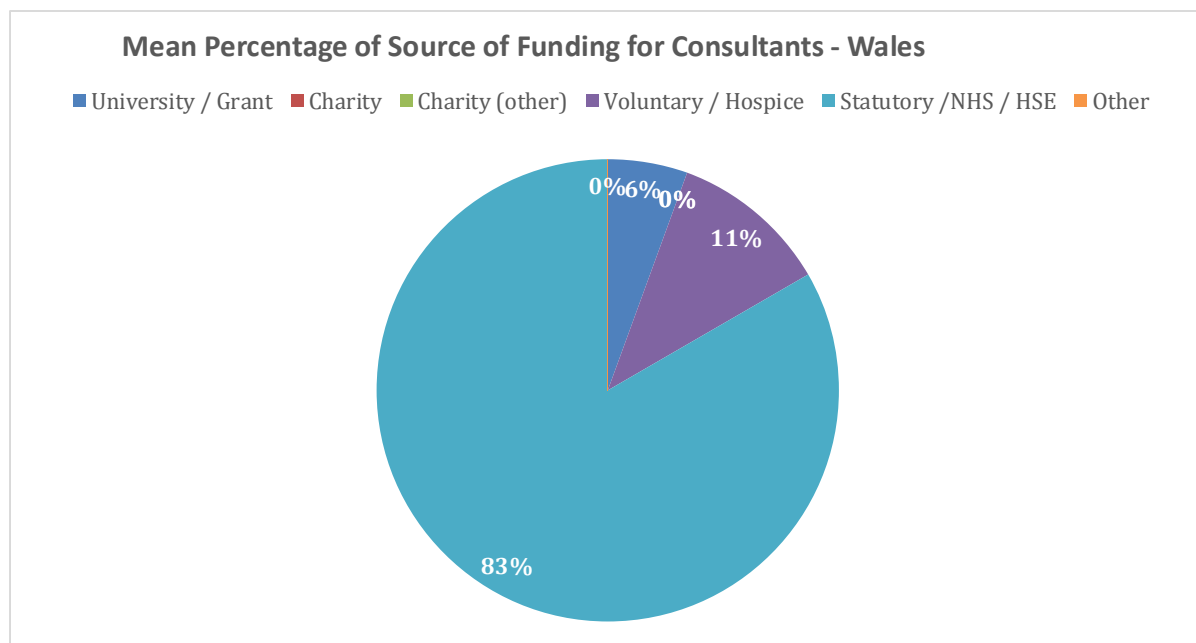


Figure 18

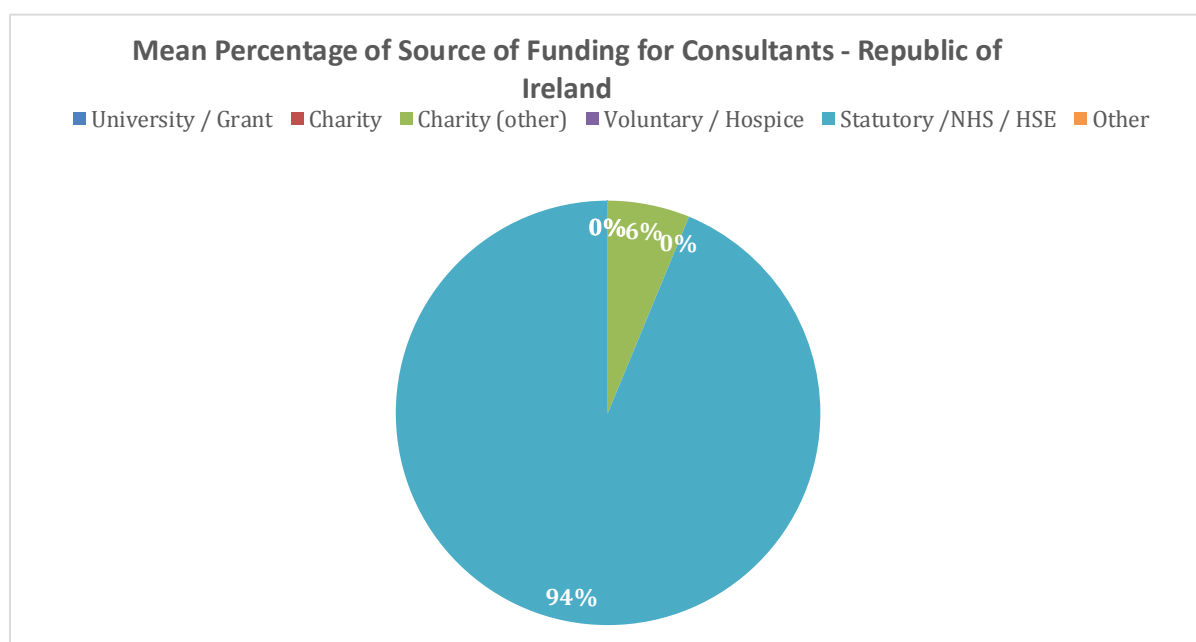


Figure 19

ON-CALL – CONSULTANTS (UK)

On-Call – Consultants (UK)

TOTAL CONSULTANTS PROVIDING ON-CALL UNITED KINGDOM

293 83.4% Total Consultants (UK) 351

ON-CALL FREQUENCY ACROSS ALL LOCATIONS

First on-call <u>only</u>	13
Second on-call <u>only</u>	169
<u>Both</u> first and second on-call	107

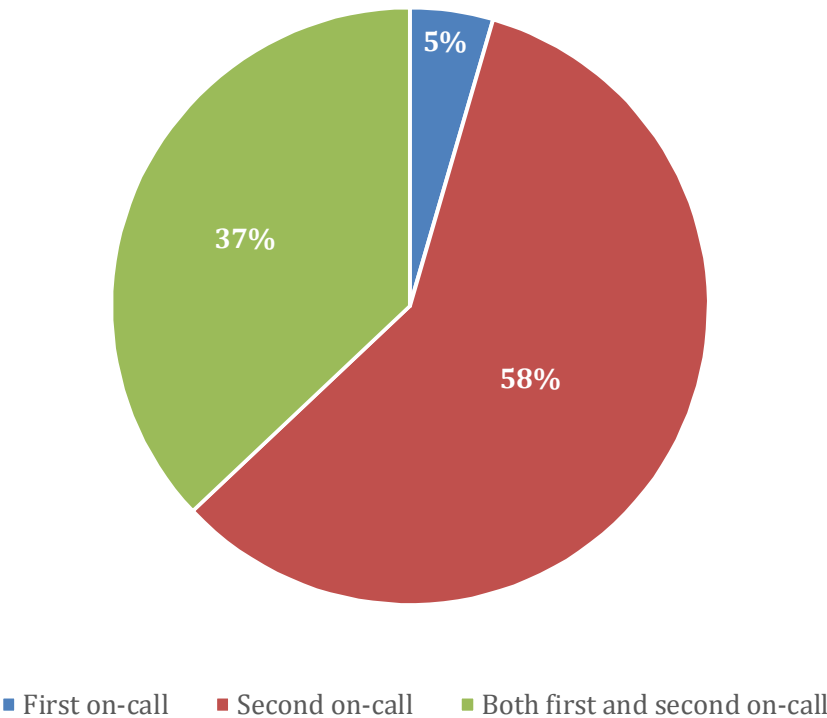


Figure 20

ON-CALL – CONSULTANTS (UK)

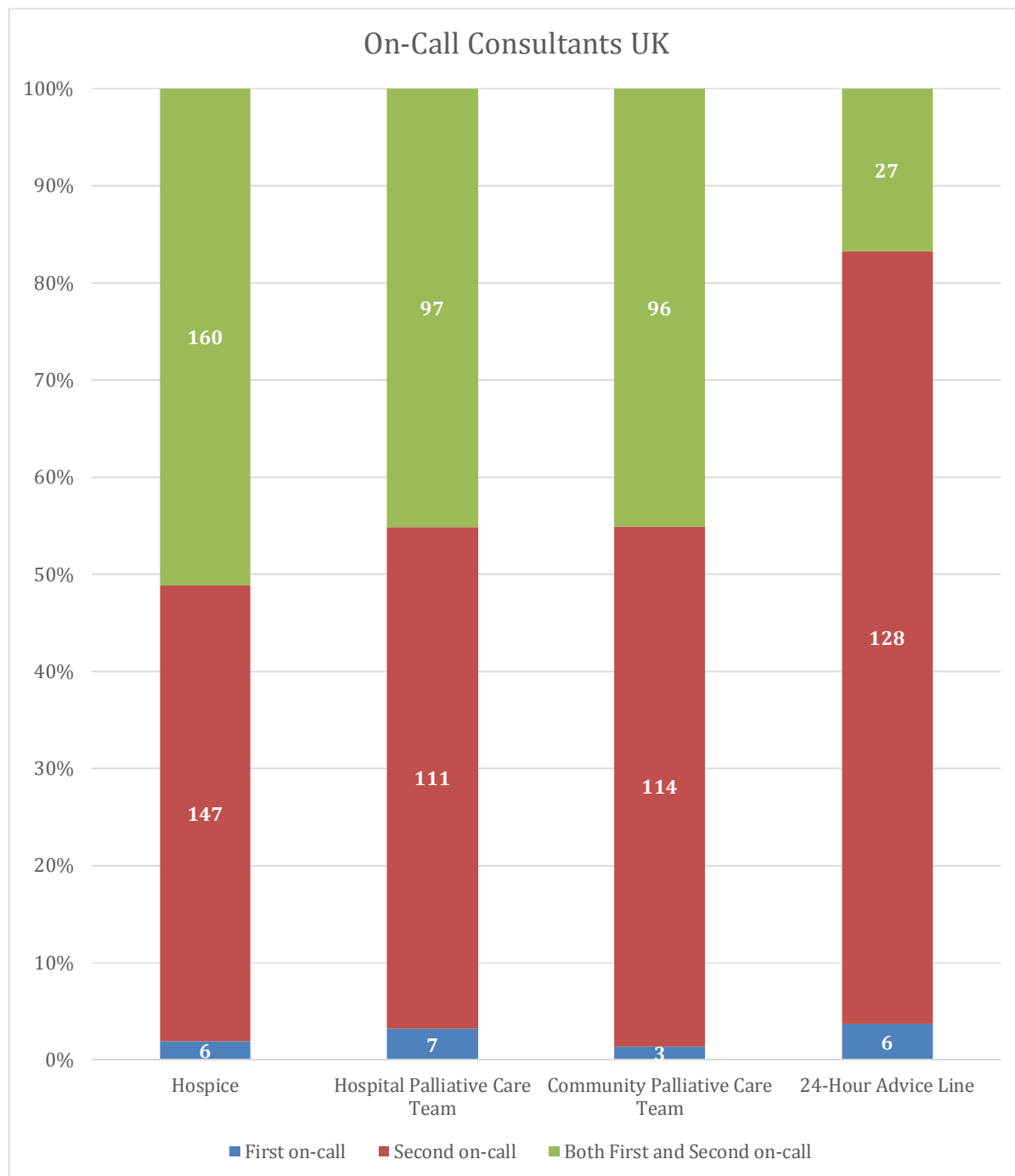


Figure 21

ON-CALL – CONSULTANTS (UK)

FIRST ON-CALL (ONLY) BY FREQUENCY – UNITED KINGDOM (5%) N=13

	FIRST ON-CALL FREQUENCY 1 IN ...										Total
	1	2	3	4	5	6	7	8	9	10	
Hospice	-	-	-	2	2	-	-	1	-	1	6 46%
Hospital Palliative Care Team	-	2	-	3	-	1	-	1	-	-	7 54%
Community Palliative Care Team	-	-	1	2	-	-	-	-	-	-	3 23%
24-Hour Advice Line	-	1	-	2	1	1	-	1	-	-	6 46%

Table 55

SECOND ON-CALL (ONLY) BY FREQUENCY – UNITED KINGDOM (58%) N=169

	SECOND ON-CALL FREQUENCY 1 IN ...										Total
	1	2	3	4	5	6	7	8	9	10	
Hospice	1	5	10	24	35	24	20	13	1	14	147 87%
Hospital Palliative Care Team	-	2	9	19	21	18	15	16	-	11	111 66%
Community Palliative Care Team	-	5	10	20	21	16	16	15	-	11	114 67%
24-Hour Advice Line	-	5	12	20	25	20	16	17	1	12	128 76%

Table 56

ON-CALL – CONSULTANTS (UK)

BOTH FIRST AND SECOND ON-CALL BY LOCATION AND FREQUENCY – UNITED KINGDOM (37%)
N=107

	FIRST ON-CALL FREQUENCY 1 IN ...										Total
	1	2	3	4	5	6	7	8	9	10	
Hospice											
First on-call	-	1	2	9	17	10	4	9	-	18	160
Second on-call	-	5	10	10	20	15	8	10	1	11	
Hospital Palliative Care Team											
First on-call	1	1	2	6	11	6	3	5	-	8	97
Second on-call	-	2	8	6	10	10	2	7	1	8	
Community Palliative Care Team											
First on-call	-	-	1	5	7	6	5	8	-	8	96
Second on-call	-	3	9	4	11	10	4	6	1	8	
24-Hour Advice Line											
First on-call	-	1	2	9	15	10	6	6	1	10	127
Second on-call	-	3	7	9	11	13	6	6	2	10	

Table 57

ON-CALL – CONSULTANTS (ROI)

On-Call – Consultants (RoI)

TOTAL CONSULTANTS PROVIDING ON-CALL REPUBLIC OF IRELAND

14 70% Total Consultants (RoI) 20

ON-CALL FREQUENCY ACROSS ALL LOCATIONS

First on-call <u>only</u>	-
Second on-call <u>only</u>	9
<u>Both</u> first and second on-call	5

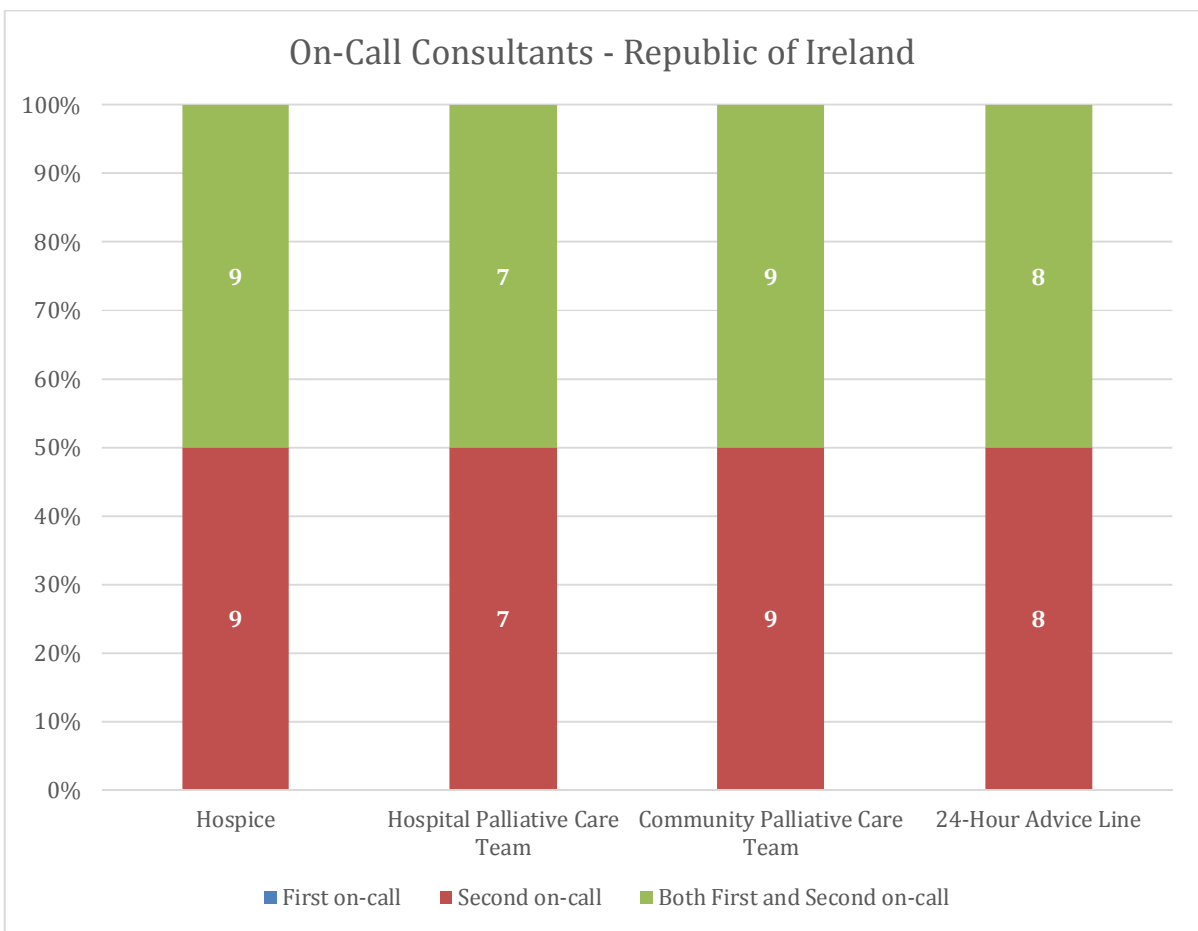


Figure 22

ON-CALL – CONSULTANTS (ROI)

SECOND ON-CALL (ONLY) BY FREQUENCY – REPUBLIC OF IRELAND (64%) N=9

	SECOND ON-CALL FREQUENCY 1 IN ...										Total
	1	2	3	4	5	6	7	8	9	10	
Hospice	1	2	5	1	-	-	-	-	-	-	9 64%
Hospital Palliative Care Team	1	1	4	1	-	-	-	-	-	-	7 50%
Community Palliative Care Team	1	2	5	1	-	-	-	-	-	-	9 64%
24-Hour Advice Line	1	2	4	1	-	-	-	-	-	-	8 57%

Table 58

BOTH FIRST AND SECOND ON-CALL BY LOCATION AND FREQUENCY – REPUBLIC OF IRELAND (36%) N=5

	FIRST ON-CALL FREQUENCY 1 IN ...										Total
	1	2	3	4	5	6	7	8	9	10	
Hospice											
First on-call	-	-	-	-	-	-	-	-	-	-	9
Second on-call	1	2	5	1	-	-	-	-	-	-	
Hospital Palliative Care Team											
First on-call	-	-	-	-	-	-	-	-	-	-	7
Second on-call	1	1	4	1	-	-	-	-	-	-	
Community Palliative Care Team											
First on-call	-	-	-	-	-	-	-	-	-	-	9
Second on-call	1	2	5	1	-	-	-	-	-	-	
24-Hour Advice Line											
First on-call	-	-	-	-	-	-	-	-	-	-	8
Second on-call	1	2	4	1	-	-	-	-	-	-	

Table 59

ON-CALL – SSAS AND OTHER NON-TRAINING GRADES (UK)

On-Call – SSAS and Other Non-Training Grades (UK)

TOTAL SSAS AND OTHER NON TRAINING GRADES PROVIDING ON-CALL UNITED KINGDOM

87 62.5% Total SSAS and Other Non-Training Grades (UK) 139

ON-CALL FREQUENCY ACROSS ALL LOCATIONS

First on-call <u>only</u>	61
Second on-call <u>only</u>	10
<u>Both</u> first and second on-call	16

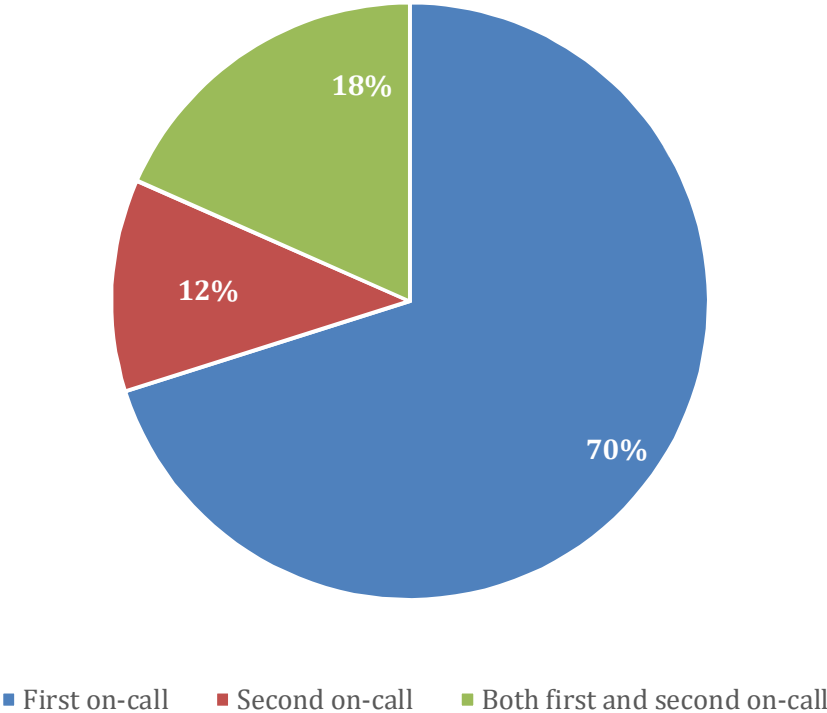


Figure 23

ON-CALL – SSAS AND OTHER NON-TRAINING GRADES (UK)

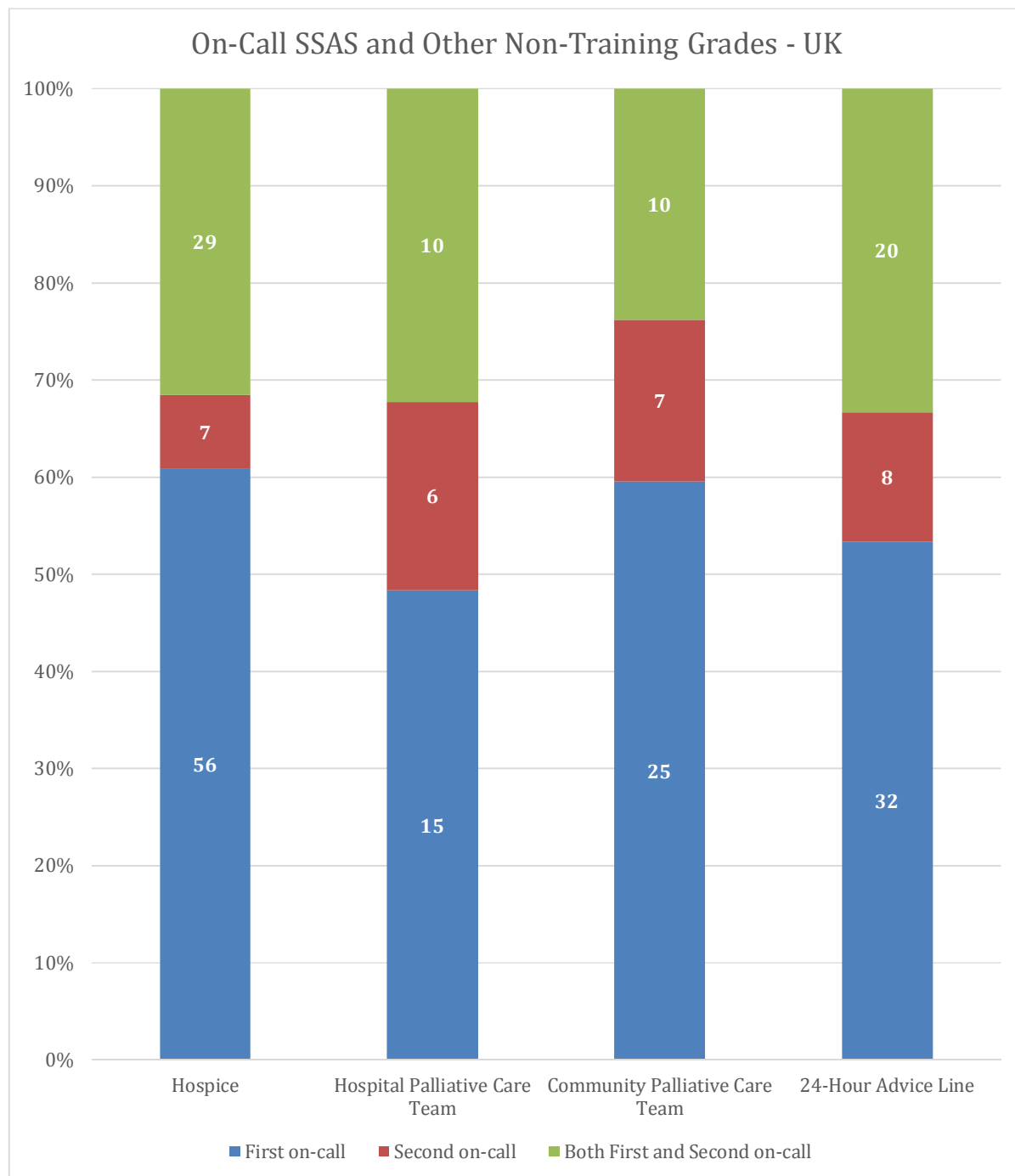


Figure 24

ON-CALL – SSAS AND OTHER NON-TRAINING GRADES (UK)

FIRST ON-CALL (ONLY) BY FREQUENCY – UNITED KINGDOM (70%) N=61

LOCATION	FIRST ON-CALL FREQUENCY 1 IN ...										Total
	1	2	3	4	5	6	7	8	9	10	
Hospice	-	-	1	12	26	9	3	2	1	2	56 92%
Hospital Palliative Care Team	-	-	2	3	6	1	2	1	-	-	15 25%
Community Palliative Care Team	-	-	2	6	10	4	2	1	-	-	25 41%
24-Hour Advice Line	-	-	2	7	13	8	1	1	-	-	32 52%

Table 60

SECOND ON-CALL (ONLY) BY FREQUENCY – UNITED KINGDOM (12%) N=10

LOCATION	SECOND ON-CALL FREQUENCY 1 IN ...										Total
	1	2	3	4	5	6	7	8	9	10	
Hospice	-	-	-	3	1	3	-	-	-	-	7 70%
Hospital Palliative Care Team	1	-	-	-	1	3	-	1	-	-	6 60%
Community Palliative Care Team	1	-	-	2	1	3	-	-	-	-	7 70%
24-Hour Advice Line	1	-	-	3	1	3	-	-	-	-	8 80%

Table 61

ON-CALL – SSAS AND OTHER NON-TRAINING GRADES (UK)

BOTH FIRST AND SECOND ON-CALL BY LOCATION AND FREQUENCY – UNITED KINGDOM (18%)
N=16

LOCATION	FIRST ON-CALL FREQUENCY 1 IN ...										Total
	1	2	3	4	5	6	7	8	9	10	
Hospice											
First on-call	-	1	1	3	5	2	1	-	-	2	29
Second on-call	3	2	2	1	3	1	1	-	-	1	
Hospital Palliative Care Team											
First on-call	-	-	1	2	1	1	1	-	-	-	10
Second on-call	-	-	1	1	-	1	1	-	-	-	
Community Palliative Care Team											
First on-call	-	-	1	2	1	1	1	-	-	-	10
Second on-call	-	-	1	1	-	1	1	-	-	-	
24-Hour Advice Line											
First on-call	-	1	1	2	3	1	1	-	-	2	20
Second on-call	2	-	2	1	2	1	1				

Table 62

EMERGENCY ADMISSIONS AND ON-CALL COMMITMENTS

Emergency Admissions and On-Call Commitments

DO YOU COVER OUT OF HOURS PALLIATIVE MEDICINE EMERGENCY ADMISSIONS? (**UNITED KINGDOM**)

Consultants, SSAS and Other Non-Training Grades

No = 25% Yes = 75%

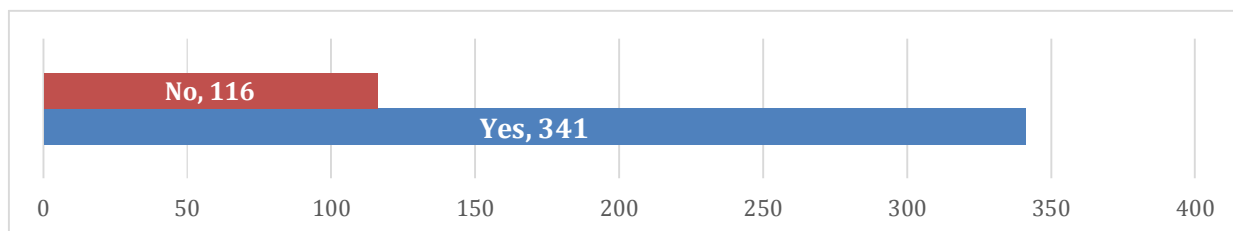


Figure 25

Consultants UK

No = 20% Yes = 80%

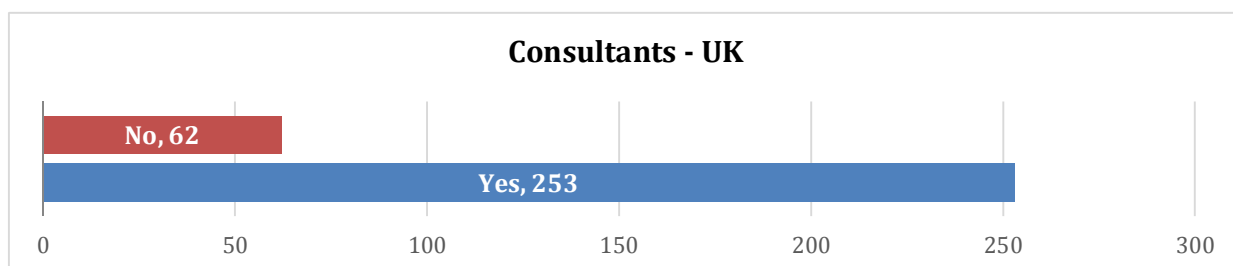


Figure 26

SSAS and Other Non-Training Grades UK

No = 20% Yes = 80%

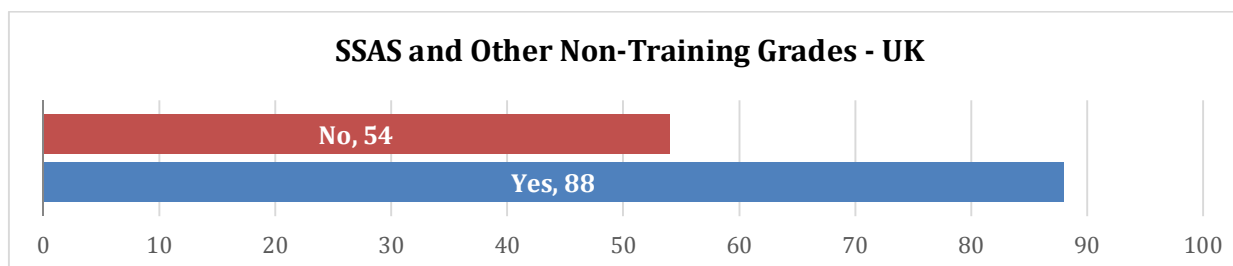


Figure 27

EMERGENCY ADMISSIONS AND ON-CALL COMMITMENTS

DO YOU COVER EMERGENCY ADMISSIONS FOR OTHER SPECIALTIES? (UNITED KINGDOM)

Consultants, SSAS and Other Non-Training Grades

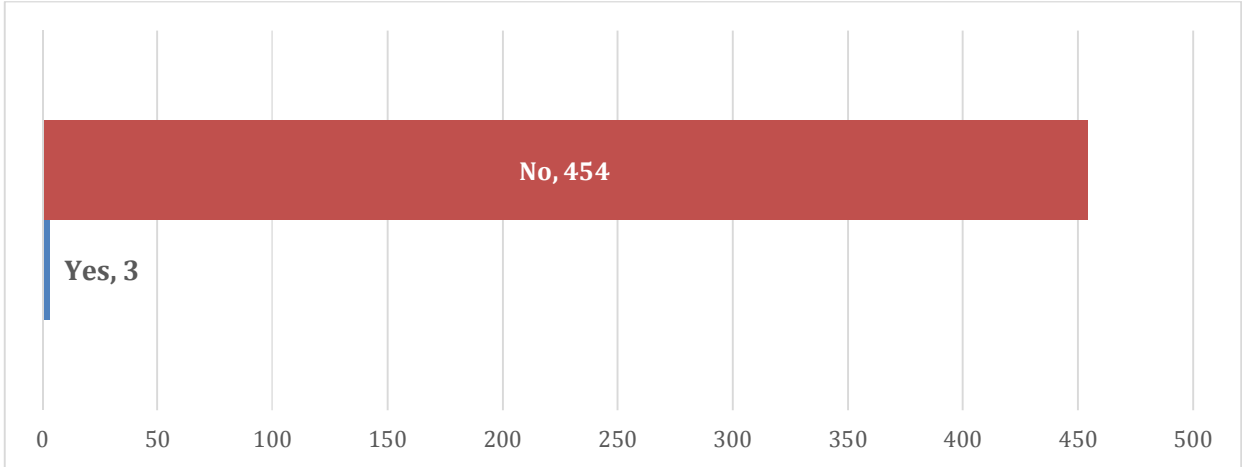


Figure 28



Figure 29

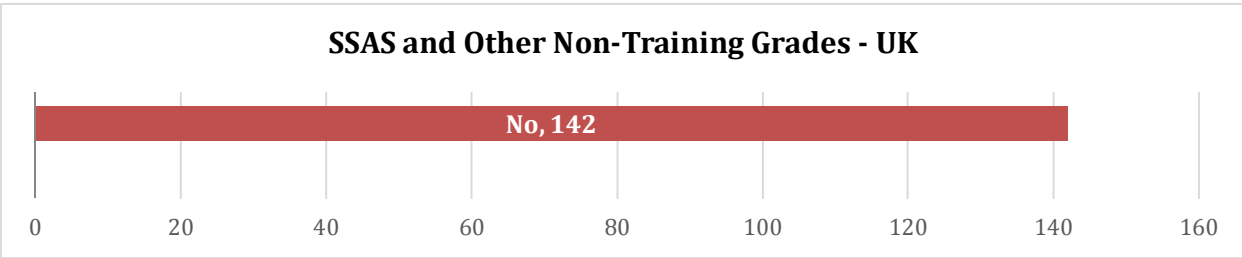


Figure 30

EMERGENCY ADMISSIONS AND ON-CALL COMMITMENTS

DO YOU COVER OUT OF HOURS PALLIATIVE MEDICINE EMERGENCY ADMISSIONS? (REPUBLIC OF IRELAND)

Consultants, SSAS and Other Non-Training Grades

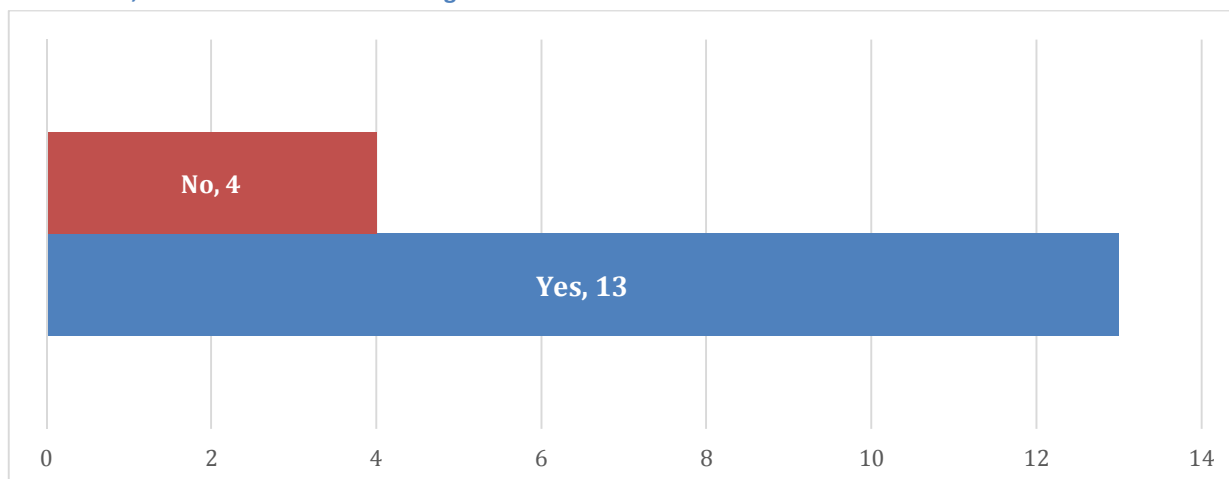


Figure 31

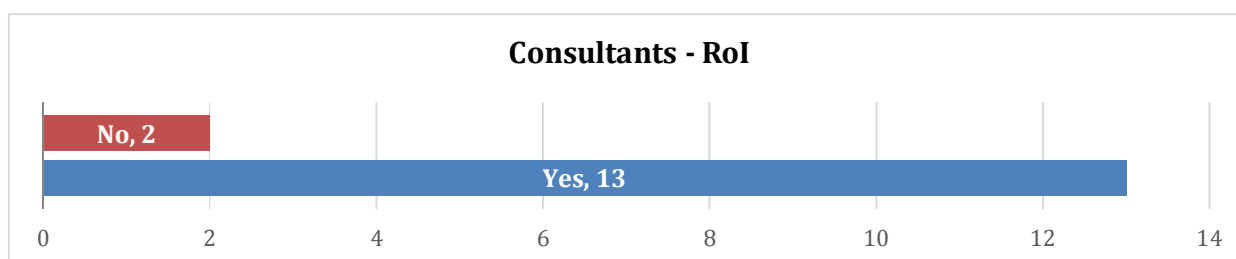


Figure 32

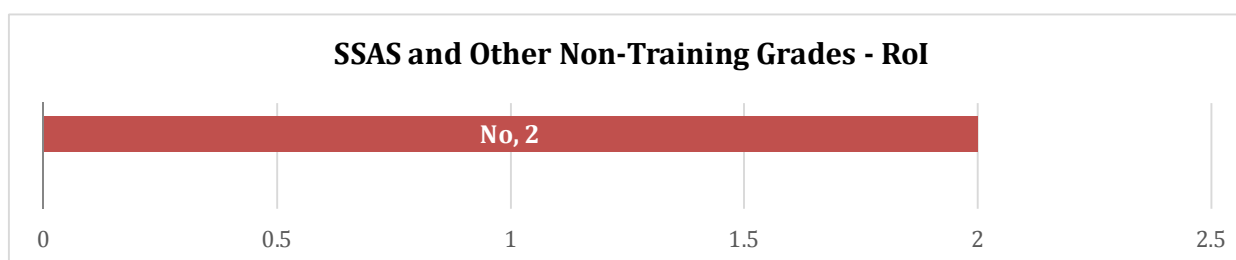


Figure 33

EMERGENCY ADMISSIONS AND ON-CALL COMMITMENTS

DO YOU COVER EMERGENCY ADMISSIONS FOR OTHER SPECIALTIES? (REPUBLIC OF IRELAND)

CONSULTANTS, SSAS AND OTHER NON-TRAINING GRADES

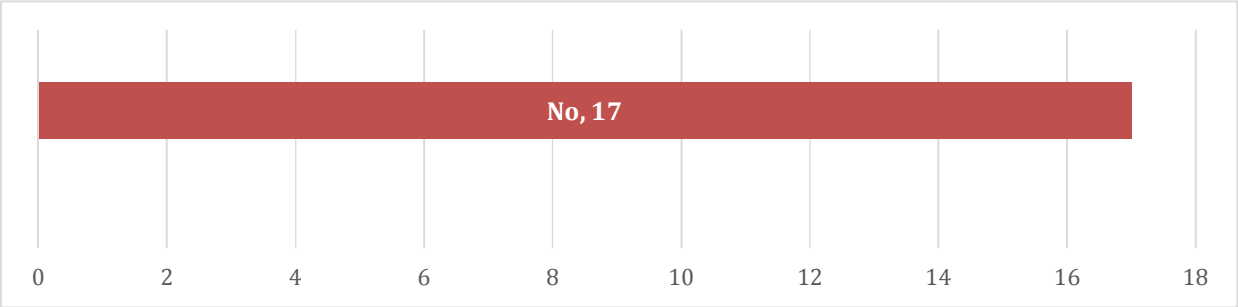


Figure 34

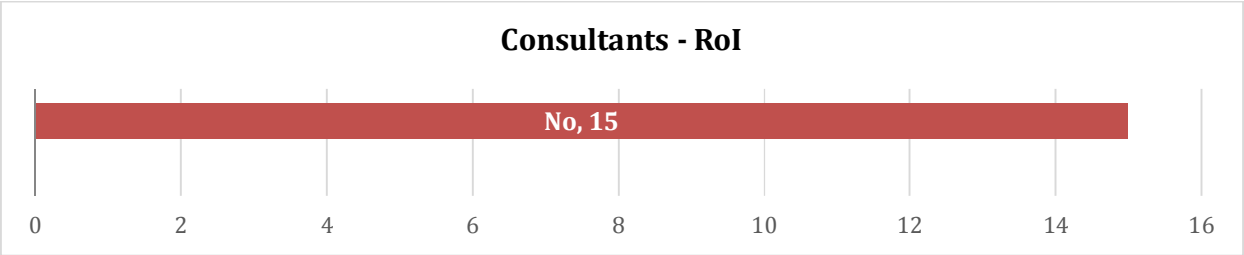


Figure 35

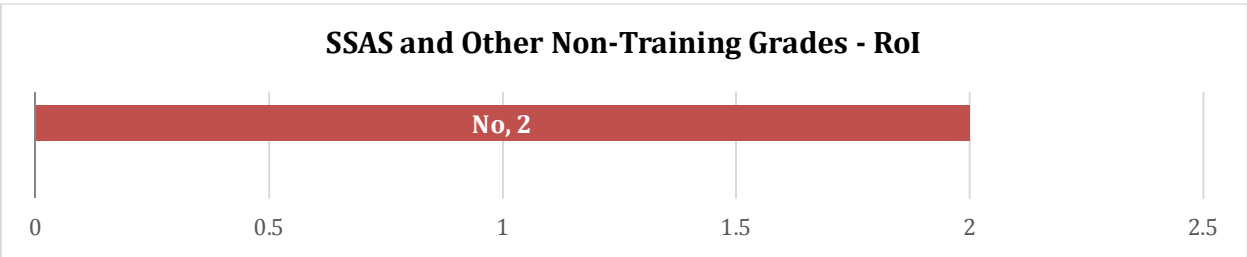


Figure 36

EMERGENCY ADMISSIONS AND ON-CALL COMMITMENTS

DO YOU HAVE CONTRACTED PAS/SESSIONS/HOURS FOR WEEKEND/BANK HOLIDAY FOR TELEPHONE ADVICE ONLY – CONSULTANTS – UK

	HOSPITAL	HOSPICE	COMMUNITY
Yes	151 (51%)	155 (53%)	145 (50%)
No	148 (49%)	137 (47%)	145 (50%)

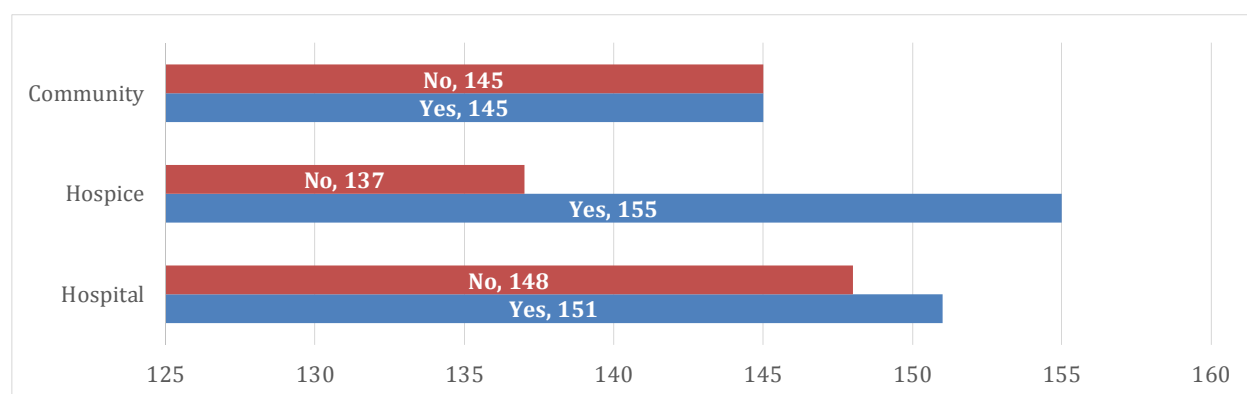


Figure 37

DO YOU HAVE CONTRACTED PAS/SESSIONS/HOURS FOR WEEKEND/BANK HOLIDAY FOR TELEPHONE ADVICE ONLY – SSAS AND OTHER NON-TRAINING GRADES – UK

	HOSPITAL	HOSPICE	COMMUNITY
Yes	33 (41%)	40 (49%)	38 (49%)
No	47 (59%)	42 (51%)	39 (51%)

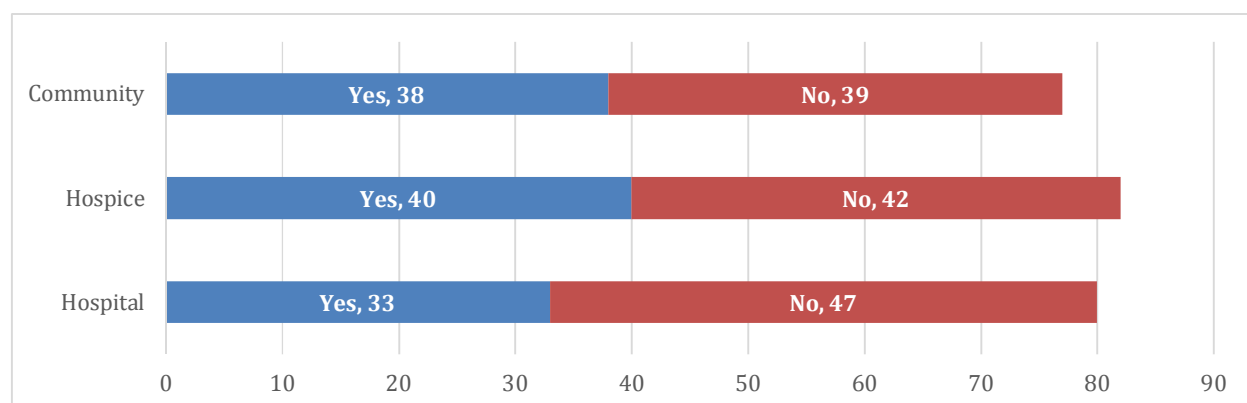


Figure 38

EMERGENCY ADMISSIONS AND ON-CALL COMMITMENTS

DO YOU HAVE CONTRACTED PAS/SESSIONS/HOURS FOR WEEKEND/BANK HOLIDAY FOR TELEPHONE ADVICE ONLY – CONSULTANTS - **REPUBLIC OF IRELAND**

	HOSPITAL	HOSPICE	COMMUNITY
Yes	5 (36%)	4 (31%)	7 (50%)
No	9 (64%)	9 (69%)	7 (50%)

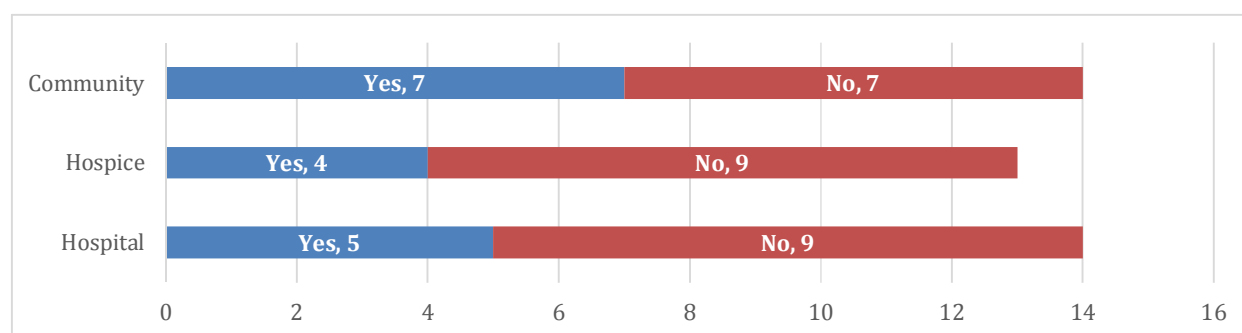


Figure 39

DO YOU HAVE CONTRACTED PAS/SESSIONS/HOURS FOR WEEKEND/BANK HOLIDAY FOR TELEPHONE ADVICE ONLY – SSAS AND OTHER NON TRAINING GRADES – **REPUBLIC OF IRELAND**

	HOSPITAL	HOSPICE	COMMUNITY
Yes	-	1 (100%)	1 (100%)
No	1 (100%)	-	-

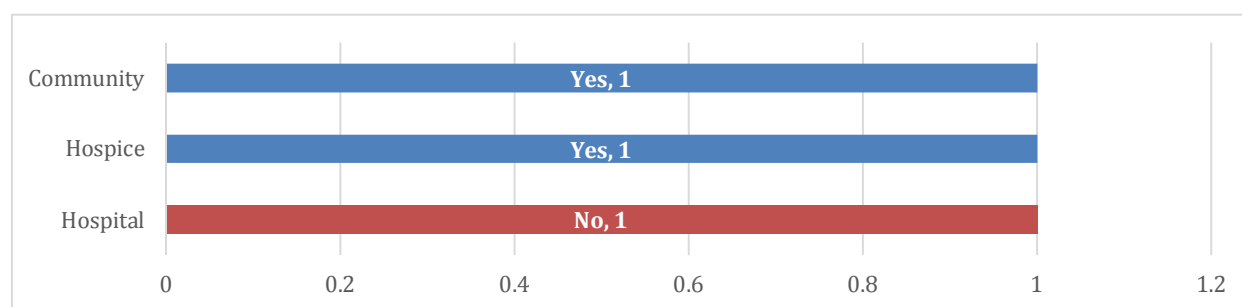


Figure 40

EMERGENCY ADMISSIONS AND ON-CALL COMMITMENTS

DO YOU HAVE CONTRACTED PAS/SESSIONS/HOURS FOR WEEKEND/BANK HOLIDAY FOR FACE TO FACE CONTACTS – CONSULTANTS UK

	HOSPITAL	HOSPICE	COMMUNITY
Yes	140 (49%)	145 (53%)	134 (49%)
No	143 (51%)	130 (47%)	140 (51%)

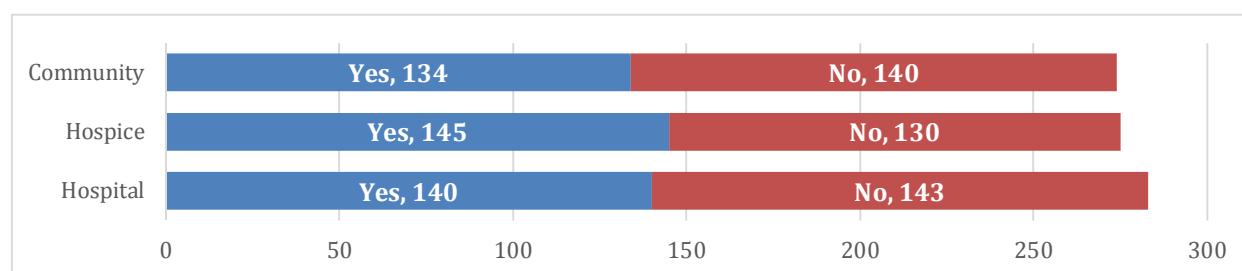


Figure 41

DO YOU HAVE CONTRACTED PAS/SESSIONS/HOURS FOR WEEKEND/BANK HOLIDAY FOR FACE TO FACE CONTACTS – SSAS AND OTHER NON-TRAINING GRADES - UK

	HOSPITAL	HOSPICE	COMMUNITY
Yes	44 (46%)	50 (51%)	49 (53%)
No	52 (54%)	49 (49%)	44 (47%)

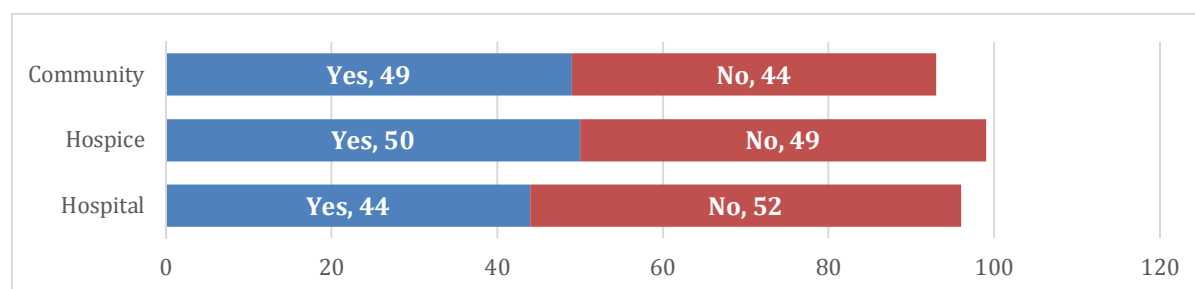


Figure 42

EMERGENCY ADMISSIONS AND ON-CALL COMMITMENTS

DO YOU HAVE CONTRACTED PAS/SESSIONS/HOURS FOR WEEKEND/BANK HOLIDAY FOR FACE TO FACE CONTACTS – CONSULTANTS - REPUBLIC OF IRELAND

	HOSPITAL	HOSPICE	COMMUNITY
Yes	4 (29%)	6 (46%)	1 (8%)
No	10 (71%)	7 (54%)	12 (92%)

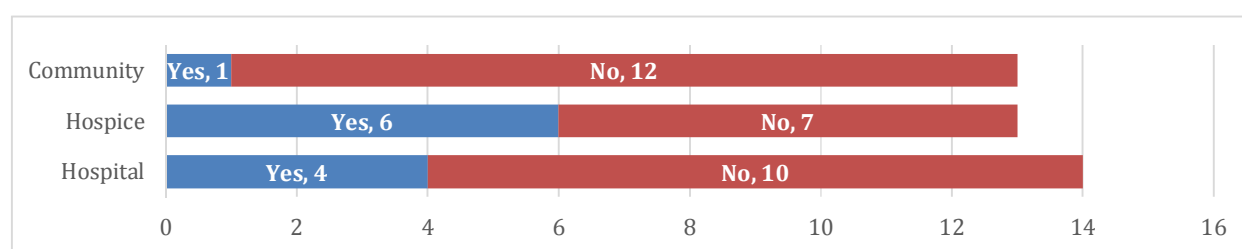


Figure 43

DO YOU HAVE CONTRACTED PAS/SESSIONS/HOURS FOR WEEKEND/BANK HOLIDAY FOR FACE TO FACE CONTACTS – SSAS AND OTHER NON-TRAINING GRADES - REPUBLIC OF IRELAND

	HOSPITAL	HOSPICE	COMMUNITY
Yes	-	1 (100%)	-
No	1 (100%)	-	1 (100%)

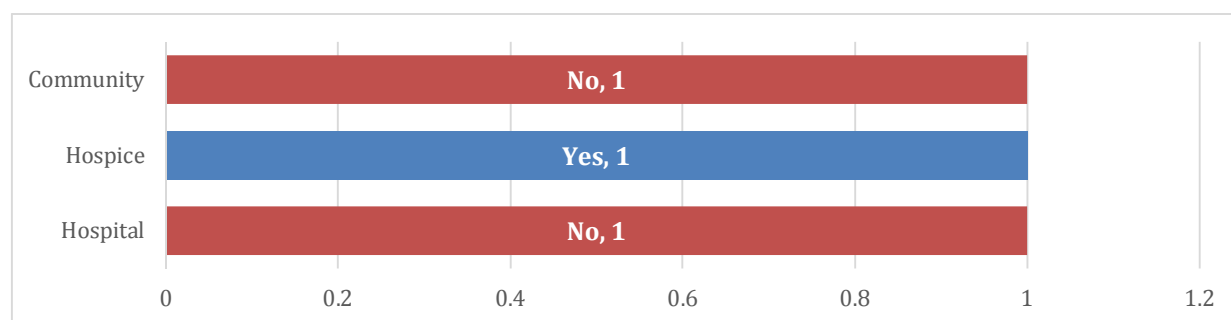


Figure 44

EMERGENCY ADMISSIONS AND ON-CALL COMMITMENTS

DO YOU HAVE CONTRACTED PAYMENT FOR FACE TO FACE EMERGENCY RECALL FOR WEEKEND/BANK HOLIDAY TO REVIEW PATIENTS – CONSULTANTS - UK

	HOSPITAL	HOSPICE	COMMUNITY
Yes	52 (19%)	123 (45%)	46 (18%)
No	220 (81%)	151 (55%)	216 (82%)

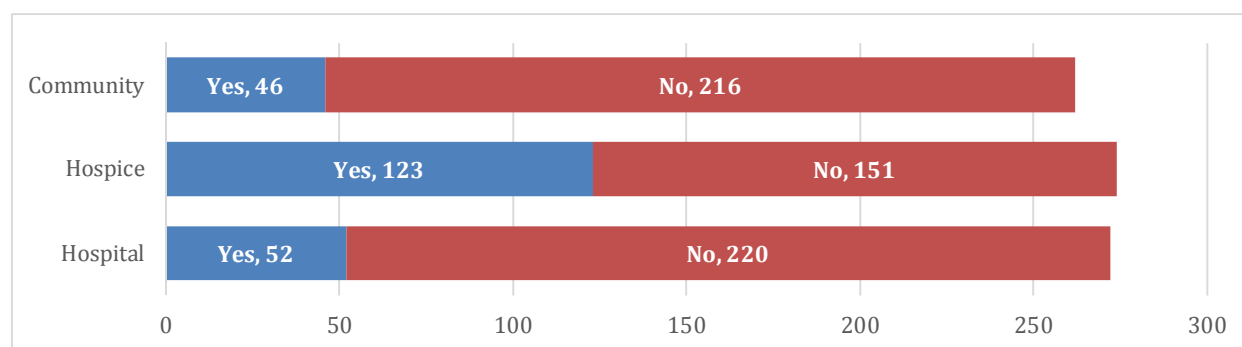


Figure 45

DO YOU HAVE CONTRACTED PAYMENT FOR FACE TO FACE EMERGENCY RECALL FOR WEEKEND/BANK HOLIDAY TO REVIEW PATIENTS – SSAS AND OTHER NON-TRAINING GRADES - UK

	HOSPITAL	HOSPICE	COMMUNITY
Yes	10 (11%)	63 (62%)	11 (13%)
No	81 (89%)	38 (38%)	75 (87%)

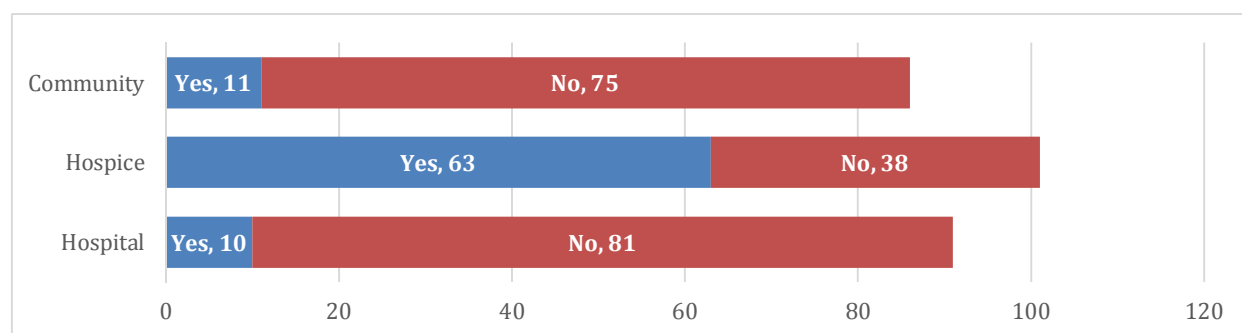


Figure 46

EMERGENCY ADMISSIONS AND ON-CALL COMMITMENTS

DO YOU HAVE CONTRACTED PAYMENT FOR FACE TO FACE EMERGENCY RECALL FOR WEEKEND/BANK HOLIDAY TO REVIEW PATIENTS – CONSULTANTS - REPUBLIC OF IRELAND

Q

	HOSPITAL	HOSPICE	COMMUNITY
Yes	9 (64%)	8 (62%)	4 (31%)
No	5 (36%)	5 (38%)	9 (69%)

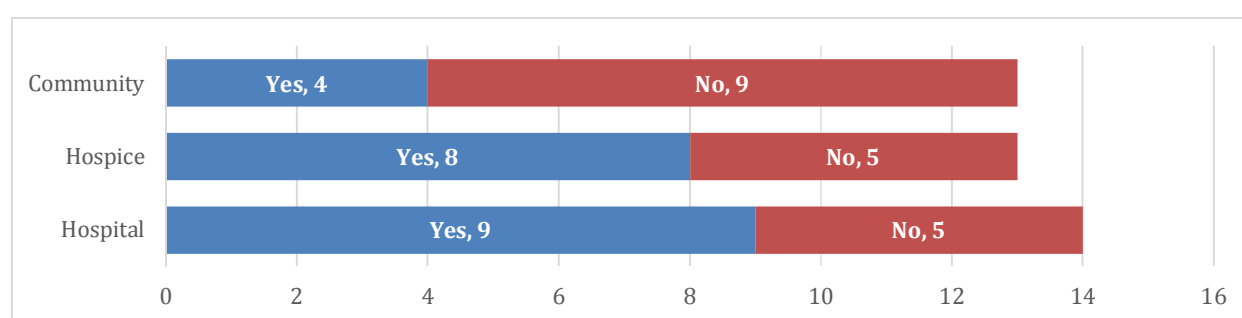


Figure 47

DO YOU HAVE CONTRACTED PAYMENT FOR FACE TO FACE EMERGENCY RECALL FOR WEEKEND/BANK HOLIDAY TO REVIEW PATIENTS – SSAS AND OTHER NON-TRAINING GRADES - REPUBLIC OF IRELAND

	HOSPITAL	HOSPICE	COMMUNITY
Yes	-	1 (100%)	-
No	1 (100%)	-	1 (100%)



Figure 48

EMERGENCY ADMISSIONS AND ON-CALL COMMITMENTS

BREAKDOWN OF ORGANISATIONS FOR WHICH FACE TO FACE AND TELEPHONE ADVICE ON-CALL IS PROVIDED – UKQ

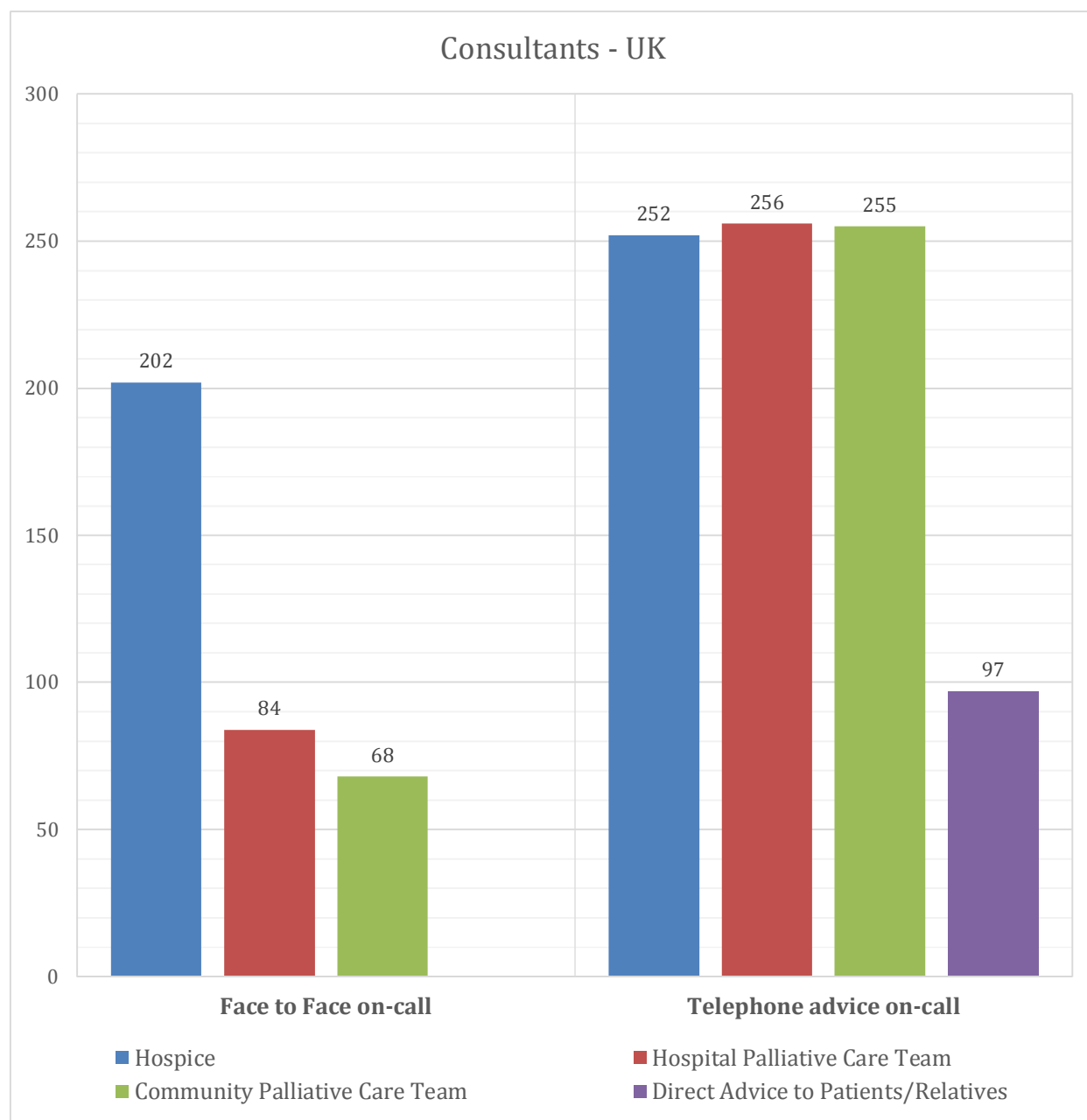


Figure 49

EMERGENCY ADMISSIONS AND ON-CALL COMMITMENTS

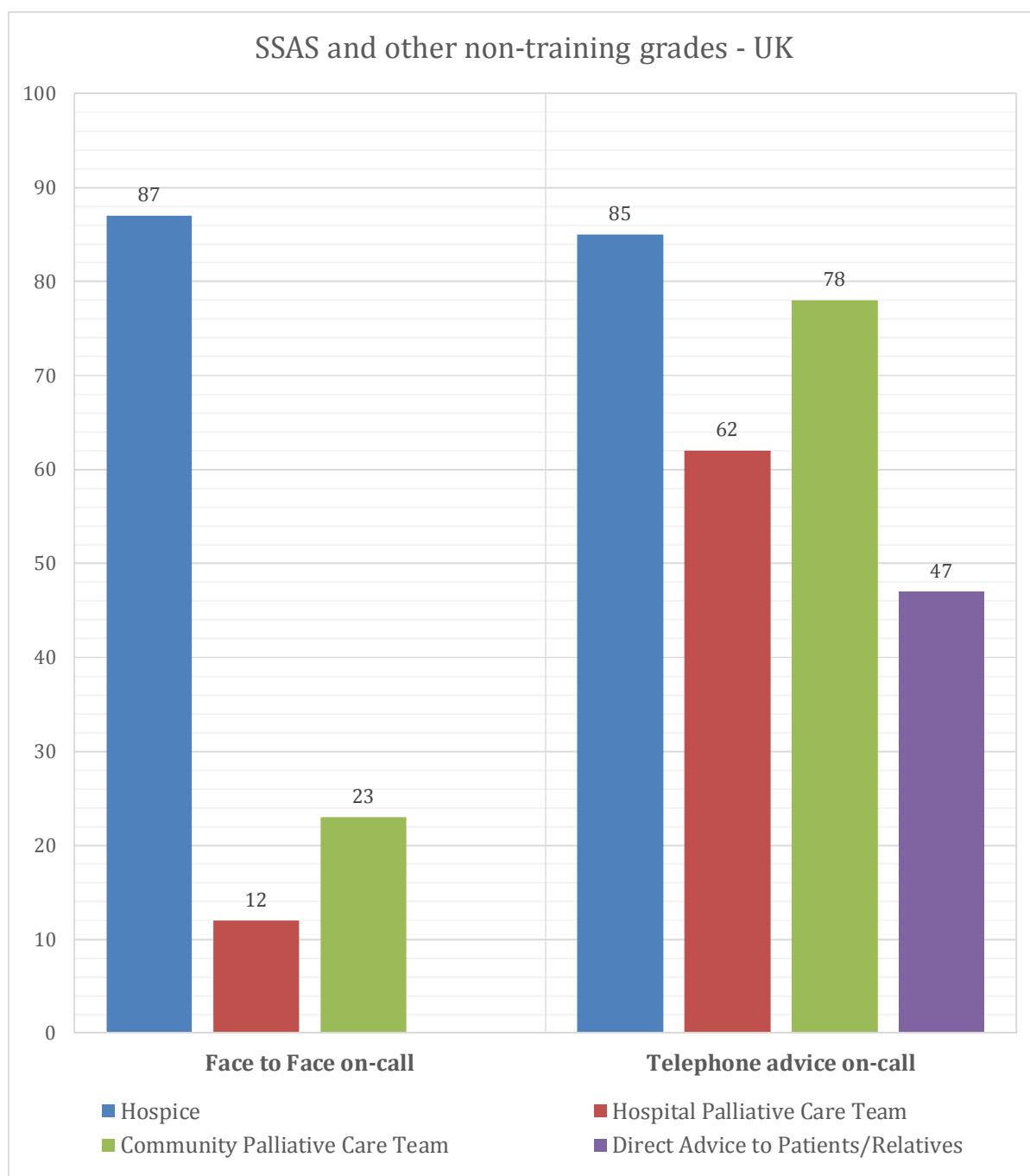


Figure 50

EMERGENCY ADMISSIONS AND ON-CALL COMMITMENTS

BREAKDOWN OF ORGANISATIONS FOR WHICH FACE TO FACE AND TELEPHONE ADVICE ON-CALL IS PROVIDED – REPUBLIC OF IRELAND

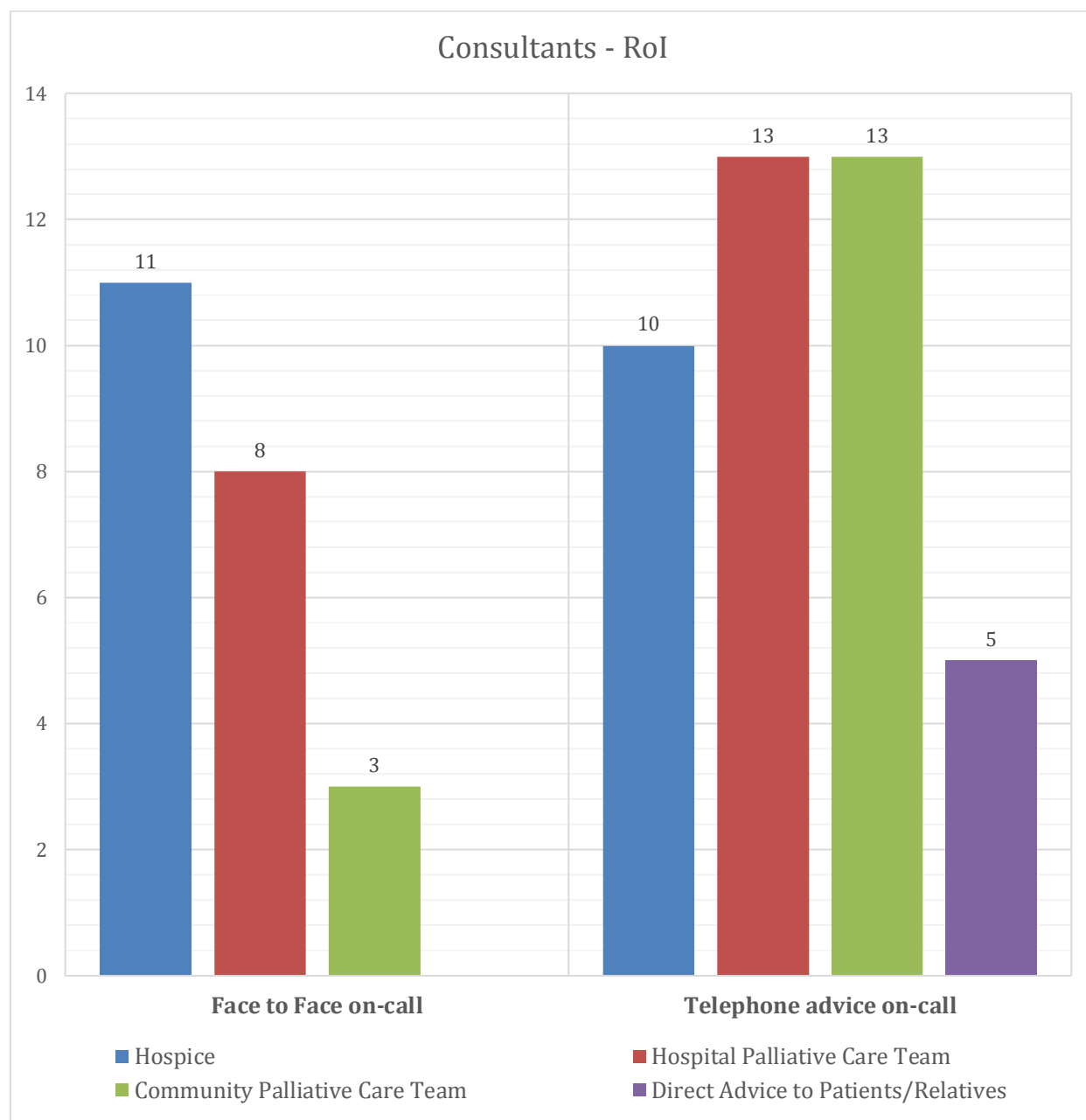


Figure 51

EMERGENCY ADMISSIONS AND ON-CALL COMMITMENTS

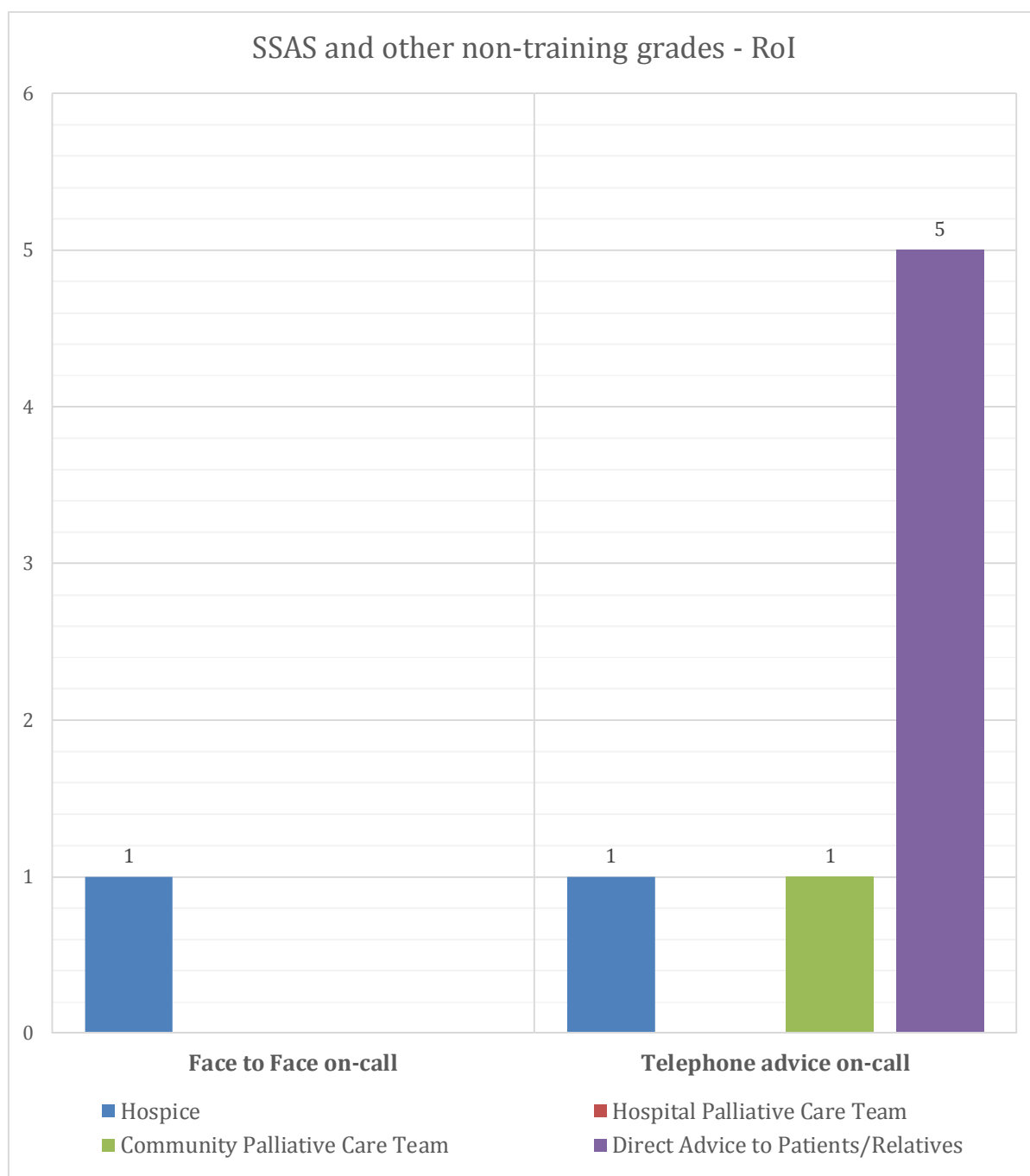


Figure 52

PROFESSIONAL ACTIVITY

Professional Activity

PROFESSIONAL ACTIVITY CONSULTANTS – UNITED KINGDOM

ANSWER OPTIONS	Very Easy	Fairly Easy	Neutral	Fairly Difficult	Very Difficult	Total	Not Applicable
For study leave outside the workplace	49 15.3%	200 62.5%	46 14.3%	24 7.5%	1 0.4%	320	1
To train/lecture outside the workplace	45 14.9%	179 59.2%	51 16.8%	25 8.2%	2 1%	302	19
For deanery work	18 12.3%	74 50.6%	41 28%	9 6.1%	4 2.7%	146	175
For local/regional RCP(I), specialist society, BMA etc work	11 10.3%	46 43.3%	33 31.1%	10 0.9%	6 5.6%	106	215
For national RCP(I), specialist society, BMA etc work	16 13.9%	58 50.4%	27 23.4%	6 5.2%	8 0.4%	115	206
To take part in MRCP(UK or I equivalent) or SCE related activities (examining, question writing etc)	10 14%	30 42.2%	22 30.9%	4 5.6%	5 7%	71	250

Table 63

PROFESSIONAL ACTIVITY

PROFESSIONAL ACTIVITY CONSULTANTS – REPUBLIC OF IRELAND

ANSWER OPTIONS	Very Easy	Fairly Easy	Neutral	Fairly Difficult	Very Difficult	Total	Not Applicable
For study leave outside the workplace	1 6.6%	11 73.3%	2 13.3%	-	1 6.6%	15	-
To train/lecture outside the workplace	1 6.6%	9 60%	4 7.1%	-	1 6.6%	15	-
For deanery work	-	4 57.1%	3 42.8%	-	-	7	8
For local/regional RCP(I), specialist society, BMA etc work	1 7.6%	7 53.8%	5 38.4%	-	-	13	2
For national RCP(I), specialist society, BMA etc work	1 7.6%	10 76.9%	-	2 15.3%	-	13	2
To take part in MRCP(UK or I equivalent) or SCE related activities (examining, question writing etc)	-	4 44.4%	4 44.4%	1 11.1%	-	9	6

Table 64

CAREER ASPIRATIONS

Career Aspirations

CAREER ASPIRATIONS BY COUNTRY OF NEW POST (ACADEMIC POSTS)

POSTS	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
Clinical Lecturer	1	-	-	-	1	-
Lecturer	1	-	-	-	1	-
Professor	-	-	-	-	-	-
Reader	1	-	-	-	1	-
Research Fellow	-	-	-	-	-	-
Senior Lecturer	1	-	-	-	1	-
Total(s)	4	-	-	-	4	-

Table 65

CAREER ASPIRATIONS BY COUNTRY OF NEW POST (CLINICAL POSTS)

CONSULTANT POSTS

CONSULTANT POSTS	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
Consultant	40	-	3	4	47	1
Locum Consultant	-	-	-	-	-	-
Total New Consultant Posts	40	-	3	4	47	1

Table 66

CAREER ASPIRATIONS

SSAS AND OTHER NON-TRAINING POSTS

SSAS AND OTHER NON-TRAINING POSTS	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
Associate Specialist	1	-	-	-	1	-
Clinical Assistant	-	-	-	-	-	-
GP with Special Interest (GPwSI)	-	-	1	-	1	-
Macmillan GP Facilitator	-	-	-	-	-	-
Medical Director	-	-	-	-	-	-
Medical Officer	-	-	-	-	-	-
Specialty Doctor	2	-	1	1	4	-
Staff Grade	-	-	-	-	-	-
Other non-training post	1	-	-	-	1	-
Total New SSAS and other non-training posts	4	-	2	1	7	-

Table 67

TRAINING POSTS

TRAINING POSTS	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
F1 Post	-	-	-	-	-	-
F2 Post	-	-	-	-	-	-
CMT 1/2	-	-	-	-	-	-
GP Specialty Trainee	1	-	-	-	-	-
Specialty Registrar (MMC ST3 and above)	27	2	1	1	31	2
Other Training Post	2	-	-	1	3	-
Total New Training Posts	29	2	1	2	34	2
Total Clinical Posts	73	2	6	7	88	3

Table 68

GEOGRAPHY

Geography

CONSULTANT POSTS IN **ENGLAND** BY STRATEGIC HEALTH AUTHORITY

STRATEGIC HEALTH AUTHORITY	RESPONSES	RESPONSE %
East Midlands (NHS Midlands & East)	18	6.08%
East of England (NHS Midlands & East)	29	9.80%
London (NHS London)	56	18.92%
North East (NHS North of England)	18	6.08%
North West (NHS North of England)	30	10.14%
South Central (NHS South of England)	26	8.78%
South East Coast (NHS South of England)	26	8.78%
South West (NHS South of England)	25	8.45%
West Midlands (NHS Midlands and East)	34	11.49%
Yorkshire and the Humber (NHS North of England)	37	12.50%
TOTAL Responses	296	

Table 69

CONSULTANT POSTS IN **NORTHERN IRELAND** BY NHS TRUST

NHS TRUST	RESPONSES	RESPONSE %
Belfast	5	38.46%
Northern	5	38.46%
South Eastern	2	15.38%
Southern	-	-
Western	1	7.69%
TOTAL Responses	13	

Table 70

CONSULTANTS IN **REPUBLIC OF IRELAND** BY HSE REGION

HSE REGION	RESPONSES	RESPONSE %
Dublin Mid-Leinster	4	20.00%
Dublin North East	4	20.00%
South	5	25.00%
West	7	35.00%
TOTAL Responses	20	

Table 71

GEOGRAPHY

CONSULTANTS IN SCOTLAND BY NHS BOARD

NHS BOARD	RESPONSES	RESPONSE %
Ayshire and Arran	2	8.70%
Borders	-	-
Dumfries and Galloway	-	-
Fife	2	8.70%
Forth Valley	2	8.70%
Grampian	1	4.35%
Greater Glasgow and Clyde	9	39.13%
Highland	-	-
Lanarkshire	1	4.35%
Lothian	6	26.09%
Orkney	-	-
Shetland	-	-
Tayside	2	8.70%
Western Isles	-	-
TOTAL Responses	25	

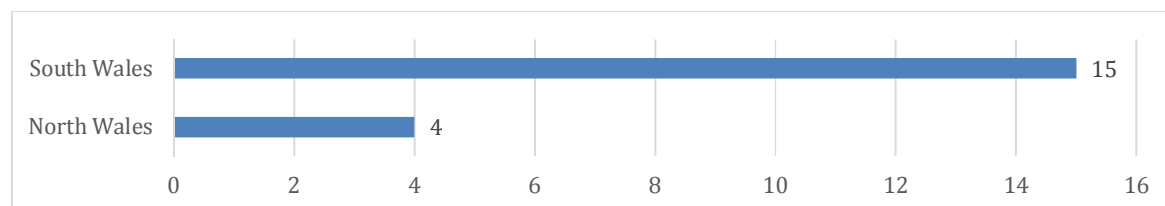
Table 72

CONSULTANTS IN WALES BY LOCAL HEALTH BOARD (LHB)

LOCAL HEALTH BOARD	RESPONSES	RESPONSE %
Abertawe Bro Morgannwg University	4	22.22%
Anuerin Bevan	4	22.22%
Betsi Cadwaladr University	2	11.11%
Cardiff and Vale University	5	27.78%
Cwm Taf	2	11.11%
Hywel Dda	-	-
Powys Teaching	1	5.56%
Velindre NHS Trust	5	27.78%
TOTAL Responses	23	

Table 73

CONSULTANTS IN WALES BY CANCER NETWORK



CONSULTANT RETIREMENTS

Consultant Retirements

CONSULTANT RETIREMENTS PER YEAR BY AGE AT RETIREMENT – UNITED KINGDOM

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Total
Pre-55	-	1	1	-	-	-	-	-	-	-	-	2
55	-	-	1	1	-	1	1	-	1	-	-	5
56	-	-	1	-	-	-	-	-	-	-	-	1
57	1	1	1	1	1	-	-	-	1	-	-	6
58	-	2	-	-	-	2	-	1	-	-	-	5
59	1	-	1	-	-	1	1	-	1	1	-	6
60	3	1	4	1	2	5	4	4	5	6	5	40
61	-	-	-	-	-	-	1	2	-	-	1	4
62	1	-	-	-	-	-	1	1	-	-	1	4
63	-	-	-	-	-	-	1	1	-	-	1	3
64	-	1	-	-	-	-	-	-	1	-	-	2
65	-	-	-	-	3	-	-	-	-	1	1	5
66	-	-	-	-	-	-	-	-	-	1	-	1
67	-	-	-	-	-	-	1	-	1	-	-	2
68	-	-	-	-	-	-	1	-	-	-	-	1
Unknown	-	1	1	1	-	-	-	-	-	-	1	4
Total	6	7	10	4	6	9	11	9	10	9	10	91

Table 74

CONSULTANT RETIREMENTS PER YEAR BY AGE AT RETIREMENT – REPUBLIC OF IRELAND

There were only 2 responses from the Republic of Ireland;

1 intends to retire in 2023 at the age of 70 the other intends to retire at the age of 65 in 2021.

CONSULTANT RETIREMENTS

CONSULTANT RETIREMENTS PER YEAR BY COUNTRY

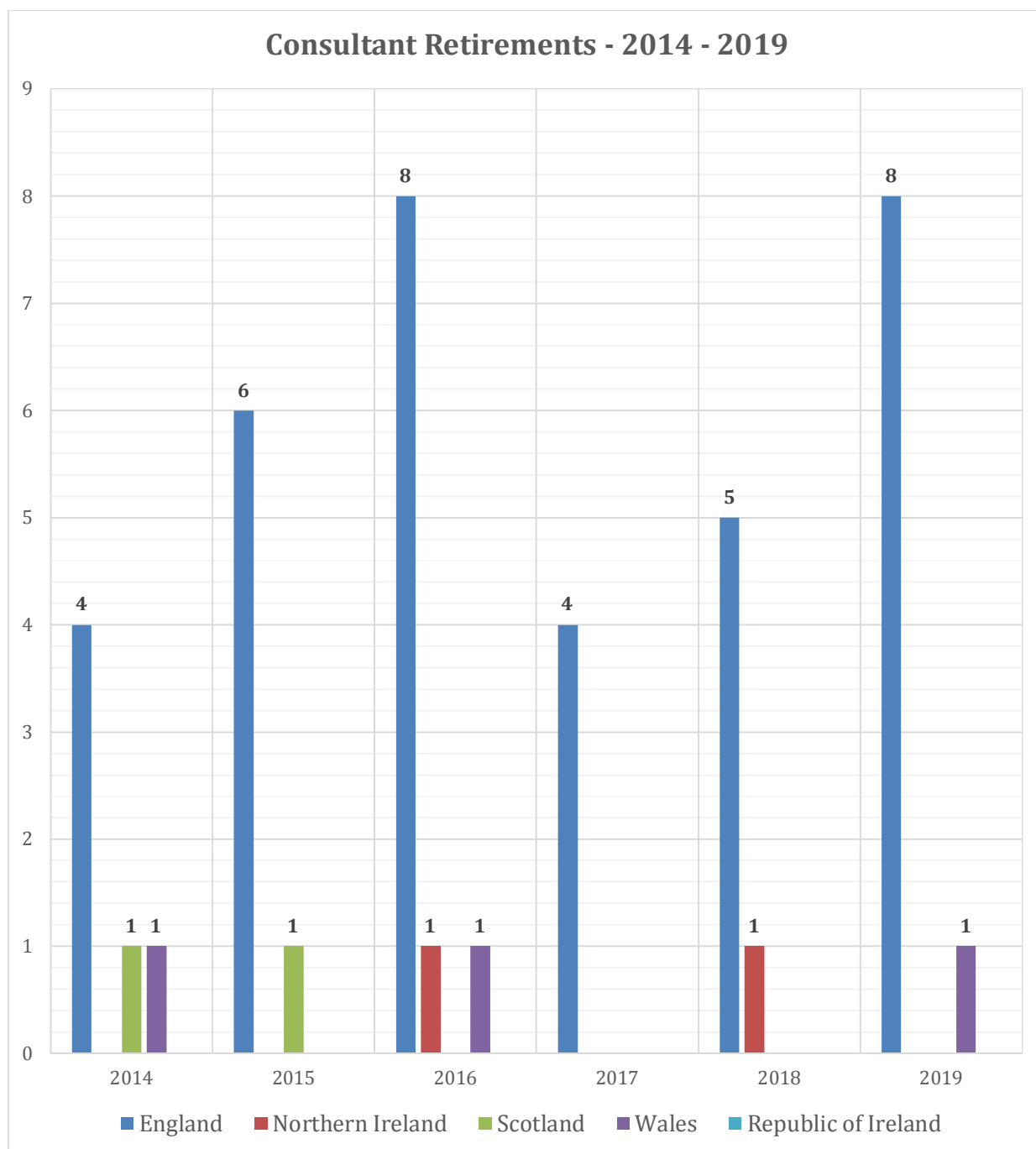


Figure 53

CONSULTANT RETIREMENTS

CONSULTANT RETIREMENTS PER YEAR BY COUNTRY

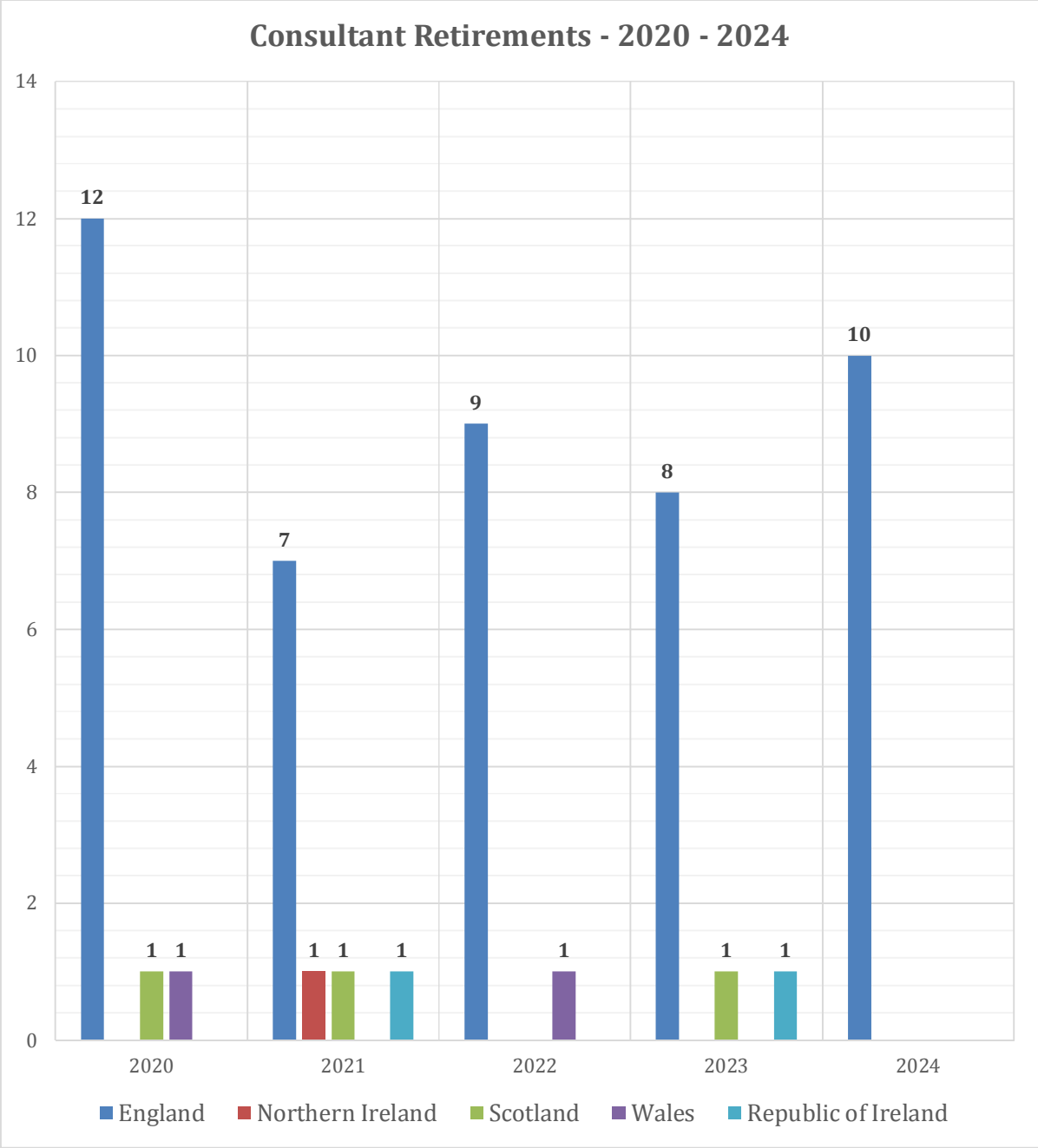


Figure 54

RETIREMENT

Retirement

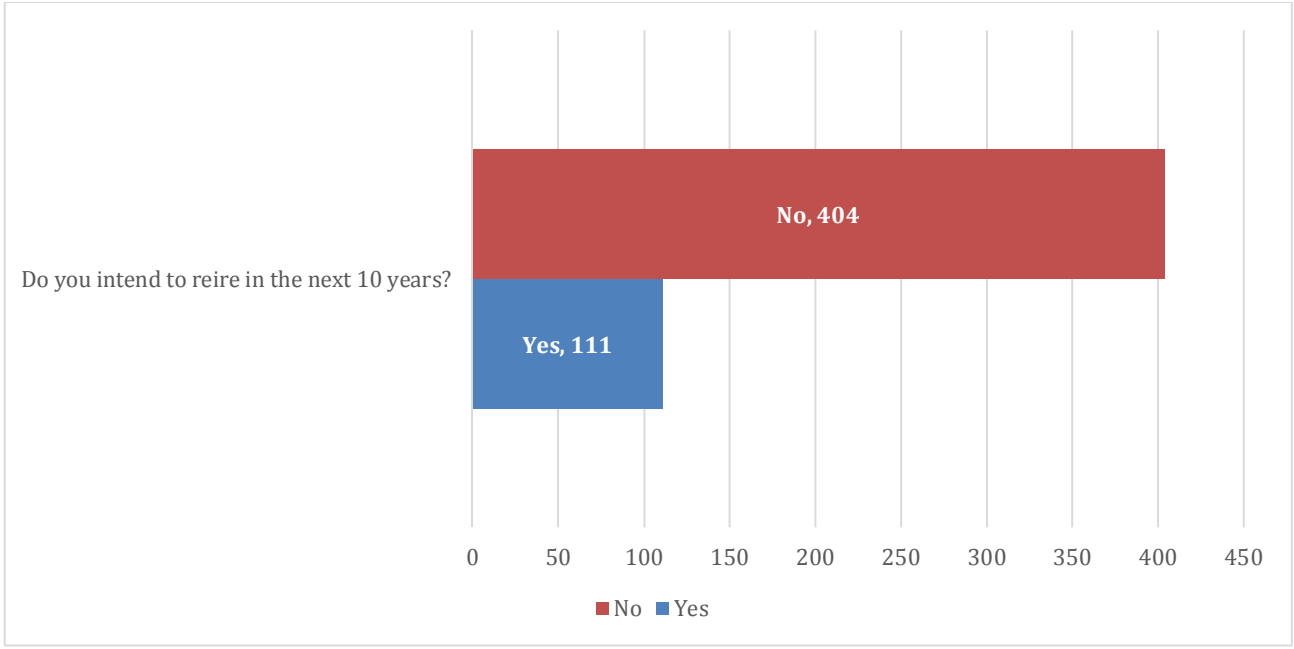


Figure 55

YOUR PROFESSIONAL DETAILS

Your Professional Details

SPECIALIST REGISTERS

SPECIALIST REGISTERS	YES	NO
Are you on the specialist register for Palliative Medicine?	382	252
Are you on the GP register	114	520
Are you on the specialist register for another medical specialty(ies)?	13	621

Table 75

SPECIALIST REGISTERS – CONSULTANTS

SPECIALIST REGISTERS - CONSULTANTS	YES	NO
Are you on the specialist register for Palliative Medicine?	311 (81%)	17 (7%)
Are you on the GP register	48 (42%)	280 (54%)
Are you on the specialist register for another medical specialty (ies)?	10 (77%)	318 (51%)

Table 76

YOUR PROFESSIONAL DETAILS

RESPONDENTS OF SPECIALIST REGISTER FOR OTHER SPECIALTIES

SPECIALTY	RESPONDENTS ON SPECIALIST REGISTER
Acute Medicine	1
General (internal) Medicine	4
Medical Oncology	5
Respiratory Medicine	4
Total on other specialist registers	14

Table 77

CCT EXPECTED PER YEAR BY COUNTRY

YEAR	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
2013	2	-	-	-	2	-
2014	7	-	-	1	8	-
2015	33	1	1	2	37	-
2016	36	2	-	-	38	1
2017	33	1	3	0	37	-
2018	14	-	1	2	17	1
2019	3	-	-	-	3	-
2020	1	-	-	-	1	-
2021	2	-	-	-	2	-
Total CCT expected per country	131	4	5	5	145	2

Table 78

YOUR PROFESSIONAL DETAILS

CCST/CCT (AND CESR) ACHIEVED PER YEAR BY COUNTRY

YEAR	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
1987	2	-	-	-	2	-
1988	-	-	-	-	-	-
1989	-	-	-	-	-	-
1990	1	-	-	-	1	-
1991	-	-	-	-	-	-
1992	-	-	-	-	-	-
1993	1	-	-	-	1	-
1995	3	-	-	-	3	1
1996	10 (+1)	1	1	1	13	-
1997	5	-	-	-	5	-
1998	12	-	1	-	13	-
1999	5	-	-	1	6	1
2000	13	1	1	-	15	-
2001	8	1	-	-	9	-
2002	8	-	2	-	10	-
2003	13	-	-	1	14	1
2004	12	1	1	1	15	-
2005	14	-	-	2	16	2
2006	9 (+1)	1	-	2	12	4
2007	15 (+2)	-	2	1	18	-
2008	8 (+1)	2	2	-	12	1
2009	16	-	3	1	20	-
2010	19	-	1	3	23	-
2011	13 (+3)	1	3	-	17	3
2012	26 (+1)	1	1	1	29	-
2013	17 (+2)	1	-	2	20	-
2014	9	-	2	1	12	-
Total CCT (and CESR) achieved per country	239 (+11)	10	20	17	286	13

Table 79

*CESR indicated in brackets

YOUR PROFESSIONAL DETAILS

COMMENCEMENT OF YOUR FIRST SUBSTANTIVE CONSULTANT APPOINTMENT AS OF 1 JULY 2014

YEAR	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
1991	3	-	-	-	3	1
1992	2	-	1	-	3	-
1993	3	-	-	-	3	-
1994	-	-	-	-	-	-
1995	7	-	1	-	8	-
1996	19	-	-	-	19	1
1997	1	-	-	1	2	-
1998	8	-	1	-	9	-
1999	4	-	-	2	6	-
2000	5	-	-	-	5	1
2001	5	5	-	-	10	-
2002	6	1	3	-	10	1
2003	13	-	1	-	14	-
2004	22	1	-	1	24	-
2005	17	1	-	2	20	3
2006	12	-	-	3	15	1
2007	13	1	2	-	16	3
2008	12	1	1	-	14	-
2009	21	-	2	1	24	2
2010	13	1	1	2	17	3
2011	29	-	3	4	36	1
2012	28	1	-	-	29	2
2013	24	1	3	-	28	-
2014	27	1	4	1	33	1
Total	294	14	23	17	348	20
Total number of Consultants	296	14	23	18	351	20

Table 80

YOUR WORK LOCATIONS

Your Work Locations

WHICH IS YOUR DEANERY?

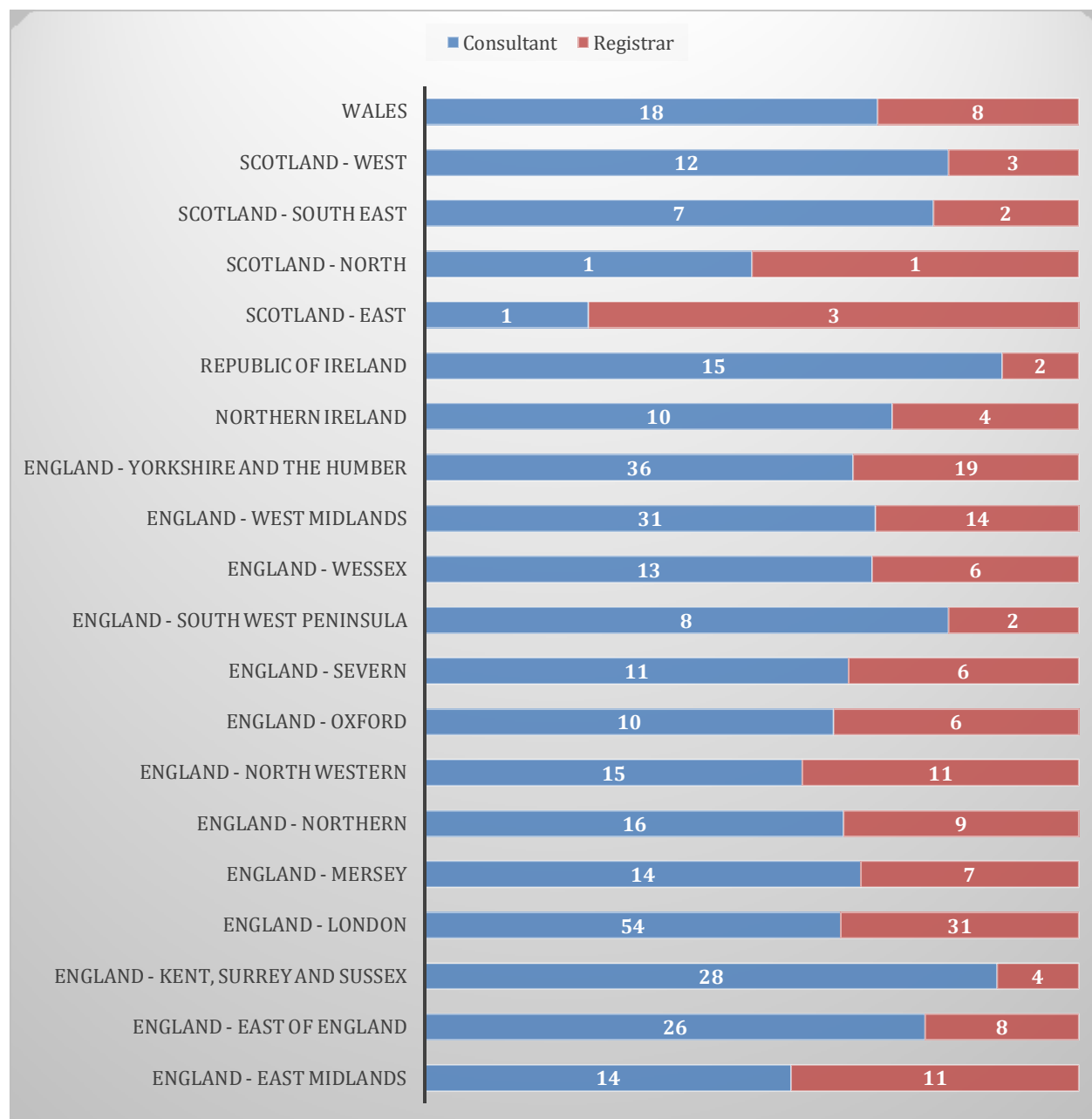


Figure 56

YOUR WORK LOCATIONS

WHICH IS YOUR LOCAL EDUCATION AND TRAINING BOARD (LETB) – ENGLAND

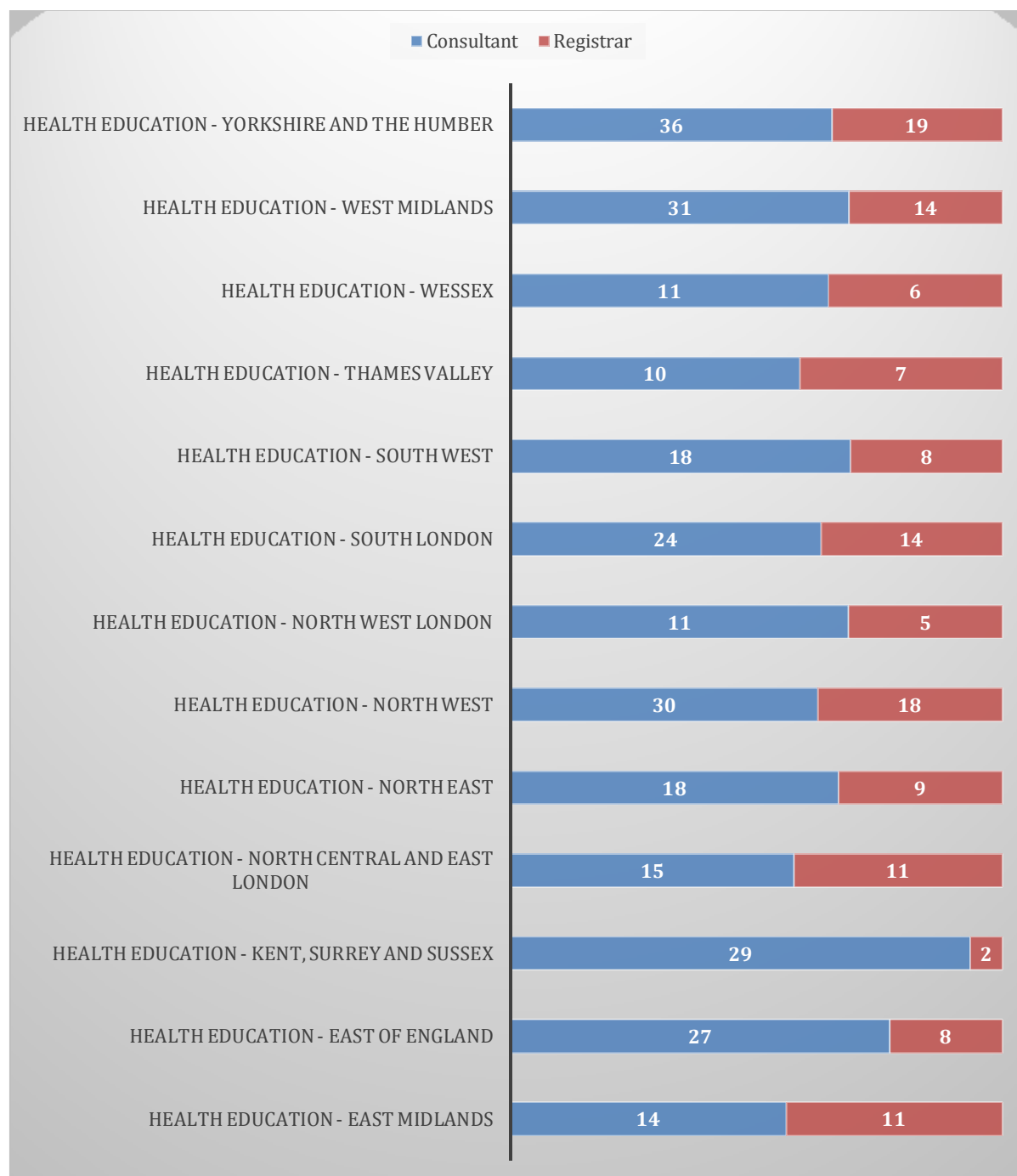


Figure 57

CONTACT INFORMATION

Contact Information

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