



Analysis of the APM Medical Workforce Survey 2013

TABLE OF CONTENTS

INTRODUCTION	6
ANALYSIS OF ALL RESPONDENTS.....	7
Breakdown of all respondents by country and gender	7
ANALYSIS OF THOSE NOT CURRENTLY WORKING IN PALLIATIVE MEDICINE	8
ANALYSIS OF PALLIATIVE MEDICINE WORKFORCE IN UNITED KINGDOM (UK) AND REPUBLIC OF IRELAND (ROI).....	8
Breakdown of respondents working in palliative medicine by country and gender	8
PALLIATIVE MEDICINE POSTS	9
Academic posts by country	9
Clinical posts by country.....	10
Academic posts by gender – UK.....	11
Academic posts by gender – RoI.....	11
Clinical posts by grade and gender – UK.....	12
Clinical posts by grade and gender – RoI	13
Age of respondents by gender – UK.....	14
Age of respondents by gender – RoI	14
Clinical posts by age and gender – UK.....	15
Clinical posts by age and gender – UK.....	16
Clinical posts by age and gender – RoI.....	17
Academic posts by age - UK.....	19
Academic posts by age – RoI.....	19
Clinical posts by age – UK.....	20
Clinical posts by age – UK.....	21
Clinical posts by age – RoI.....	22
Full-time and less than full-time respondents by age – UK.....	23
Full-time and less than full-time respondents by age – RoI.....	23

Full-time and less than full-time clinical posts by age – UK	23
Full-time and less than full time clinical posts by age – RoI	24
RESPONDENTS WHO HAVE LEFT PALLIATIVE MEDICINE	25
Respondents who have left palliative medicine by age and gender - UK.....	25
Reasons for leaving palliative medicine (those who left in last 12 months) – UK.....	26
Respondents who have left palliative medicine by age and gender – RoI.....	26
SPECIALIST REGISTERS	27
Clinical posts (all grades) on specialist register for palliative medicine by country	27
Clinical posts on specialist register for palliative medicine - UK	28
Clinical posts on specialist register for palliative medicine – RoI.....	29
Respondents on specialist register for other specialties – UK.....	30
Respondents on specialist register for other specialties – Republic of Ireland	30
CCST/CCT AND CESR	31
CCST/CCT expected per year by country	31
CCST/CCT (and CESR) * achieved per year by country	32
FIRST SUBSTANTIVE CONTRACTS	33
Year of first substantive contract by age (consultants) – UK	33
Year of first substantive contract by age (consultants) – RoI.....	34
First substantive contract date by gender (consultant posts) – UK	35
First substantive contract date by gender (consultant posts) – RoI.....	36
First substantive contract date by country (consultant posts).....	37
WORKING HOURS.....	38
Working hours by grade and gender (academic posts) – UK.....	38
Working hours by grade and gender (academic posts) – RoI.....	38
Working hours by grade and gender – UK.....	39
Working hours by grade and gender – UK.....	40
Working hours by grade and gender – RoI.....	41
Working hours by grade and gender – RoI.....	42

GEOGRAPHY CONSULTANT POSTS IN ENGLAND BY STRATEGIC CLINICAL NETWORK (SCN)	42
Consultant posts in England by Strategic Health Authority	43
Consultant posts in Northern Ireland by NHS Trust.....	43
Consultants in Scotland by NHS Board	44
Consultants in Wales by Cancer Network	44
Consultants in Wales by Local Health Board.....	45
Consultants in RoI by HSE Region.....	45
WORKING HOURS – CONSULTANTS	46
Gender by full time and less than full time (consultant posts) – UK.....	46
Breakdown of contracted working hours (mean) by full time and less than full time (consultant posts) – UK.....	46
Gender by full time and less than full time (consultant posts) – RoI.....	46
Breakdown of contracted working hours (mean) by full time and less than full time (consultant posts) – RoI	46
WORKING HOURS – SSAS AND OTHER NON-TRAINING POSTS.....	47
Gender by full time and less than full time (SSAS and other non-training posts) – UK.....	47
Breakdown of contracted working hours (mean) by full time and less than full time (SSAS and other non-training posts) – UK.....	47
Gender by full time and less than full time (SSAS and other non-training posts) – RoI	47
Breakdown of contracted working hours (mean) by full time and less than full time (SSAS and other non-training posts) – RoI.....	47
CONSULTANT RETIREMENTS	48
Consultant retirements per year by age at retirement – UK	48
Consultant retirements per year by age at retirement – RoI.....	48
Consultant retirements per year by country	49
GENERAL PRACTITIONERS	49
General Practitioners by country and gender.....	49
ETHNICITY	50
Ethnicity by country	50
Ethnicity by grade – UK	51

Ethnicity by grade – RoI.....	51
Ethnicity by gender – UK	52
Ethnicity by gender – RoI.....	52
TYPE OF CLINICAL SERVICE	53
Type of clinical service by PAs (mean) (consultant posts) – UK	53
Type of clinical service by PAs (mean) (consultant posts) – UK	54
Type of clinical service by mean PAs (consultants) – RoI.....	55
EMPLOYERS	56
Consultant posts by employer and country	56
SOURCE OF FUNDING	57
Source of funding as a mean percentage for consultants in each country	57
ON-CALL – CONSULTANTS	58
Total consultants providing on-call – UK	58
First on-call by location and frequency (consultants) – UK.....	58
Second on-call by location and frequency (consultants) – UK.....	58
Total consultants providing on-call – RoI	58
First on-call by location and frequency (consultants) – RoI	59
ON-CALL – SSAS AND OTHER NON-TRAINING GRADES.....	60
Total SSAS etc providing on-call – UK	60
First on-call by location and frequency (consultants) – UK.....	60
Second on-call by location and frequency (consultants) – UK.....	60
CAREER ASPIRATIONS	61
Career aspirations by country of new post (academic posts).....	61
Career aspirations by country of new post – clinical posts	62

Analysis of the APM Medical Workforce Survey 2013

United Kingdom and Republic of Ireland

Introduction

The APM medical workforce survey opened on **2 July 2013** and closed on **31 March 2014**.

A total of **1080** questionnaires was issued to APM members and some non-members understood to be working in palliative medicine in the UK and the Republic of Ireland. A total of **765** questionnaires were returned (70.8% of those issued):

- Details of those who indicated that they work abroad or did not specify location are given in 'Analysis of All Respondents' below.
- Details of those who indicated that they left palliative medicine but remained in the UK or Republic of Ireland are given under 'Analysis of Palliative Medicine Workforce'.

Analysis of all Respondents

Questionnaires Returned	
Full responses	708
Partial responses	57
Total	765 (70.8% of questionnaires issued)

Table 1

Breakdown of all respondents by country and gender

Country	Female % of total per country		Male % of total per country		Total
England	449	76.4%	138	23.5%	587
Northern Ireland	25	78.1%	7	21.8%	32
Scotland	47	70.1%	20	29.8%	67
Wales	33	70.2%	14	29.7%	47
Total respondents United Kingdom	554	75.5%	179	24.4%	733
Republic of Ireland	16	72.7%	6	27.2%	22
Other countries	6*	60%	4**	40%	10
Total respondents	576	75.2%	189	24.7%	765

Table 2

* 2 in New Zealand, 1 in Tanzania, 1 in Singapore, 1 in Jersey, 1 unspecified (retired)

** 1 in Rwanda, 1 in New Zealand, 1 in Nepal, 1 unspecified (retired)

Respondents by country

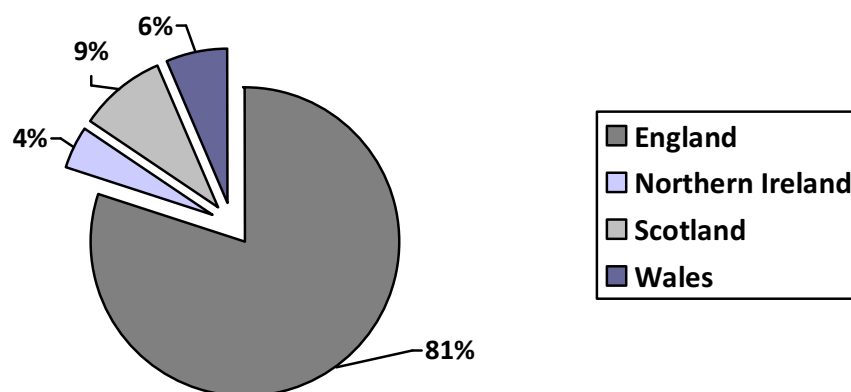


Figure 1

Analysis of those not currently working in palliative medicine

46 respondents stated they were not currently working in palliative medicine in the United Kingdom (UK) or Republic of Ireland (RoI). Of these, 10 were based overseas (see table above) and 36 were based in the UK or RoI. Of the 36 UK/RoI-based respondents, 11 left palliative medicine in the last twelve months and 25 intend to work in palliative medicine in future.

ANALYSIS OF PALLIATIVE MEDICINE WORKFORCE IN UNITED KINGDOM (UK) AND REPUBLIC OF IRELAND (RoI)

The following analysis includes only respondents who stated they were **working in palliative medicine** as of their response date, unless otherwise stated.

Breakdown of respondents working in palliative medicine by country and gender

Country	Female % of total per country		Male % of total per country		Total
England	428	77.1%	127	22.8%	555
Northern Ireland	25	78.1%	7	21.8%	32
Scotland	45	75%	15	25%	60
Wales	31	73.8%	11	26.1%	42
Total UK respondents in palliative medicine	529	76.7%	160	23.2%	689
Republic of Ireland	16	72.7%	6	27.2%	22
Total respondents in palliative medicine	544	76.6%	166	23.3%	710

Table 3

PALLIATIVE MEDICINE POSTS

Academic posts by country

Academic posts	England	Northern Ireland	Scotland	Wales	UK Totals	Republic of Ireland
Clinical Lecturer	14	1	1	-	16	4
Lecturer	4	-	-	1	5	-
Professor	8	2	1	-	11	-
Reader	2	-	-	1	3	-
Research Fellow	10	-	2	-	12	2
Senior Lecturer	19	-	4	1	24	1
Total academic posts	57	3	8	3	71	7
Total respondents by country	555	32	60	42	689	22

Table 4

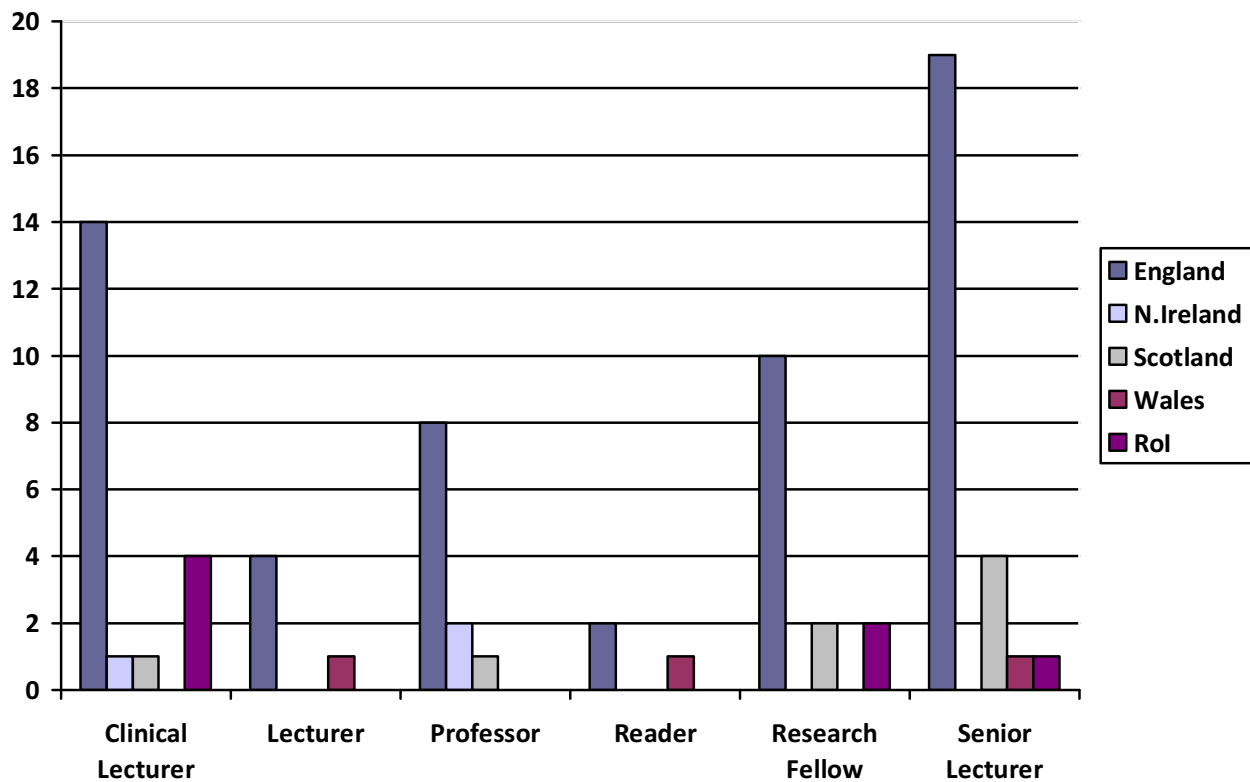


Figure 2

Clinical posts by country

Clinical posts	England	Northern Ireland	Scotland	Wales	UK Totals	Republic of Ireland
Consultant	284	13	35	21	353	12
Locum Consultant	26	-	2	3	31	-
Total consultant posts	310	13	37	24	384	12
SSAS AND OTHER NON TRAINING POSTS						
Associate Specialist	25	1	5	3	34	-
Clinical Assistant	4	-	-	-	4	-
GP with Special Interest (GPwSI)	1	5	-	-	6	-
Macmillan GP Facilitator	1	2	-	-	3	-
Medical Director ONLY	7	-	-	-	7	-
Medical Officer	7	2	-	-	9	-
Specialty Doctor	56	6	9	3	74	2
Staff Grade	9	1	-	-	10	-
Other non training post	6	-	1	-	7	-
Total SSAS and other non training posts	116	17	15	6	154	2
TRAINING POSTS						
F1 Post	-	-	-	-	-	-
F2 Post	-	-	-	-	-	-
GP Specialty Trainee	-	-	-	-	-	-
Specialist Registrar	13	-	2	2	17	4
Specialty Registrar (MMC ST3 and above)	116	6	6	9	137	0
Specialty ST1/ST2 post	-	-	-	-	-	-
Other training post	3	-	-	1	4	1
Total training posts	132	6	8	12	158	5
Total clinical posts by country	426	36	60	42	696	19
Total respondents by country	555	32	60	42	689	22

Table 5

Academic posts by gender – UK

Academic posts	Female % of total per grade		Male % of total per grade		Total
Clinical Lecturer	13	81.2%	3	18.7%	16
Lecturer	4	80%	1	20%	5
Professor	5	45.4%	6	54.5%	11
Reader	-	-	3	100%	3
Research Fellow	8	66.6%	4	33.3%	12
Senior Lecturer	15	62.5%	9	37.5%	24
Total academic posts	45	63.3%	26	36.6%	71
Total UK respondents in palliative medicine	529	76.7%	160	23.2%	689

Table 6

Academic posts by gender – Rol

Academic posts	Female % of total per grade		Male % of total per grade		Total
Clinical Lecturer	3	75%	1	25%	4
Lecturer	-	-	-	-	-
Professor	-	-	-	-	-
Reader	-	-	-	-	-
Research Fellow	2	100%	-	-	2
Senior Lecturer	-	-	1	100%	1
Total academic posts	5	71.4%	2	28.5%	7
Total Rol respondents in palliative medicine	16	72.7%	6	27.2%	22

Table 7

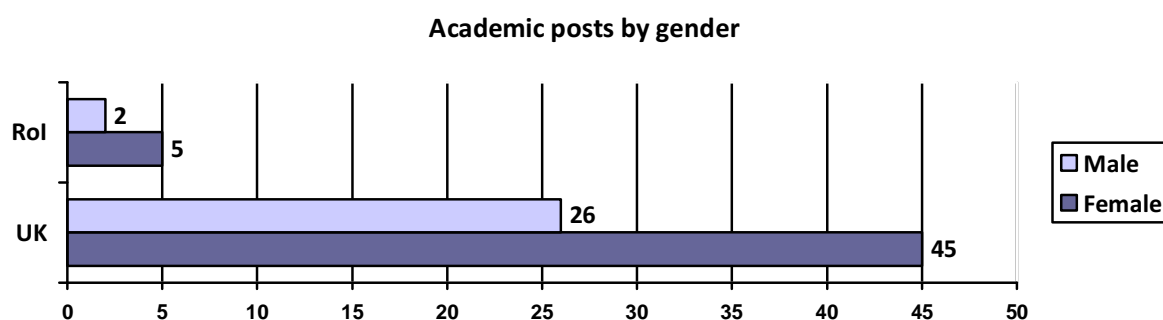


Figure 3

Clinical posts by grade and gender – UK

Clinical posts	Female % of total per grade		Male % of total per grade		Total
CONSULTANT POSTS *					
Consultant (Medical Director)	255 (-)	72.2% (-)	98 (-)	27.7% (-)	353 (-)
Locum Consultant	26	83.8%	5	16.1%	31
Total Consultant Posts (Medical Director)	281 (-)	73.1% (-)	103 (-)	26.8% (-)	384 (-)
SSAS AND OTHER NON TRAINING POSTS *					
Associate Specialist (Medical Director)	31 (-)	91.1% (-)	3 (-)	8.8% (-)	34 (-)
Clinical Assistant	1	25%	3	75%	4
GP with Special Interest (GPwSI)	4	66.6%	2	33.3%	6
Macmillan GP Facilitator (Medical Director)	3 (1)	100% (100%)	-	-	3 (1)
Medical Director ONLY	5	71.4%	2	28.5%	7
Medical Officer (Medical Director)	5 (-)	55.5% (-)	4 (-)	44.4% (-)	9 (-)
Specialty Doctor (Medical Director)	60 (1)	81.0% (100%)	14 (-)	18.9% (-)	74 (1)
Staff Grade	10	100%	-	-	10
Other non-training post (Medical Director)	3 (1)	42.8% (100%)	4 (-)	57.1% (1)	7 (1)
Total SSAS and other non-training posts (Medical Director)	122 (3)	79.2% (100%)	32 (-)	20.7% (-)	154 (3)
TRAINING POSTS					
F1 post	-	-	-	-	-
F2 post	-	-	-	-	-
GP Specialty Trainee	-	-	-	-	-
Specialist Registrar	14	82.3%	3	17.6%	17
Specialty Registrar (MMC ST3 and above)	112	81.7%	25	18.2%	137
Specialty ST1/ST2 post	-	-	-	-	-
Other training post	4	80%	1	20%	5
Total training posts	130		29		159
Total clinical posts (Medical Director)	533 (3)	76.4% (100%)	164 (-)	23.5% (-)	697 (3)
Total UK respondents in palliative medicine	547	76.2%	170	23.7%	717

Table 8

* Consultants, SSAS and other non training posts who are also Medical Directors indicated in brackets.

Clinical posts by grade and gender – Rol

Clinical posts	Female % of total per grade		Male % of total per grade		Total
CONSULTANT POSTS*					
Consultant (Medical Director)	7 (-)	58.3% (-)	5 (-)	41.6% (-)	12 (-)
Locum Consultant	-	-	-	-	-
Total consultants	7 (-)	58.3% (-)	5 (-)	41.6% (-)	12 (-)
SSAS AND OTHER NON TRAINING POSTS					
Associate Specialist	-	-	-	-	-
Clinical Assistant	-	-	-	-	-
GP with Special Interest (GPwSI)	1	100%	-	-	1
Macmillan GP Facilitator	-	-	-	-	-
Medical Director ONLY	-	-	-	-	-
Medical Officer	-	-	1	100%	1
Specialty Doctor	2	100%	-	-	2
Staff Grade	-	-	-	-	-
Other non-training post	-	-	-	-	-
Total SSAS and other non training posts	3	75%	1	25%	4
TRAINING POSTS					
F1 post	-	-	-	-	-
F2 post	-	-	-	-	-
GP Specialty Trainee	-	-	-	-	-
Specialist Registrar	4	100%	-	-	4
Specialty Registrar (MMC ST3 and above)	-	-	-	-	-
Specialty ST1/ST2 post	-	-	-	-	-
Other training post	1	100%	-	-	1
Total training posts	5	100%	-	-	5
Total clinical posts (Medical Director)	15 (-)	68.1% (-)	7 (-)	31.8% (-)	22 (-)
Total Republic of Ireland respondents in palliative medicine	16	72.7%	6	27.2%	22

Table 9

* Consultants who are also Medical Directors indicated in brackets.

Age of respondents by gender – UK

Age range	Female % of total respondents		Male % of total respondents		Total % of total respondents	
34 or under	134	24.1%	30	16.7%	164	22.3%
35-39	108	19.4%	29	16.2%	137	18.6%
40-44	93	16.7%	27	15.0%	120	16.3%
45-49	78	14%	33	18.4%	111	15.1%
50-54	84	15.1%	19	10.6%	103	14%
55-59	40	7.2%	23	12.8%	63	8.5%
60-64	16	2.8%	12	6.7%	28	3.8%
65 or over	1	0.1%	6	3.3%	7	0.9%
Total UK respondents in palliative medicine	554		179		733	

Table 10

Age of respondents by gender – Rol

Age range	Female % of total respondents		Male % of total respondents		Total % of total respondents	
34 or under	3	18.7%	-	-	3	13.6%
35-39	5	31.2%	-	-	5	22.7%
40-44	5	31.2%	2	33.3%	7	31.8%
45-49	-	-	-	-	-	-
50-54	3	18.7%	3	50%	6	27.2%
55-59	-	-	1	16.6%	1	4.5%
60-64	-	-	-	-	-	-
65 or over	-	-	-	-	-	-
Total Rol respondents in palliative medicine	16		6		22	

Table 11

Clinical posts by age and gender – UK

Age range	Female % of total per age range		Male % of total per age range		Total
CONSULTANT POSTS *					
34 or under (Locum)	19 (3)	86.3% (100%)	3 (-)	13.6% (-)	5.7% (3.2%)
35 - 39 (Locum)	65 (10)	76.4% (83.3%)	20 (2)	23.5% (16.6%)	22% (38.7%)
40 - 44 (Locum)	64 (2)	77.1% (66.6%)	19 (1)	22.8% (33.3%)	21.5% (9.6%)
45 - 49 (Locum)	52 (3)	69.3% (100%)	23 (-)	30.6% (-)	19.4% (9.6%)
50 - 54 (Locum)	53 (3)	81.5% (100%)	12 (-)	18.4% (-)	16.8% (9.6%)
55 - 59 (Locum)	21 (2)	55.2% (66.6%)	17 (1)	44.7% (33.3%)	9.8% (9.6%)
60 - 64 (Locum)	8 (3)	50% (75%)	8 (1)	50% (25%)	4.1% (12.9%)
65 or over	-	-	2	100%	0.5%
Total consultant posts (Locum)	281 (26)	72.9% (70.3%)	104 (5)	27.0% (16.1%)	385 (31)
Total consultant posts occupied by under 50s (Locum)	200 (18)	75.4% (85.7%)	65 (3)	24.5% (14.2%)	265 (21)
SSAS AND OTHER NON TRAINING POSTS					
34 or under	17	100%	-	-	10.6%
35 - 39	8	66.6%	4	33.3%	7.5%
40 - 44	18	85.7%	3	14.2%	13.2%
45 - 49	25	73.5%	9	26.4%	0.6%
50 - 54	27	90%	3	10%	18.8%
55 - 59	16	72.7%	6	27.2%	13.8%
60 - 64	5	71.4%	2	28.5%	36.8%
65 or over	-	-	2	100%	1.2%
Total SSAS and other non training posts	130	81.7%	29	18.2%	159
Total SSAS etc posts occupied by under 50s	68	80.9%	16	19.0%	84

Cont...

Clinical posts by age and gender – UK

TRAINING POSTS					
34 or under	90	81.0%	21	18.9%	69.8%
35 - 39	33	89.1%	4	10.8%	23.2%
40 - 44	6	66.6%	3	33.3%	5.6%
45 - 49	1	50%	1	50%	1.2%
50 - 54	-	-	-	-	-
55 - 59	-	-	-	-	-
60 - 64	-	-	-	-	-
65 or over	-	-	-	-	-
Total training posts	130	81.7%	29	18.2%	159
Total clinical posts in UK	534	76.7%	162	23.2%	696
Total UK respondents in palliative medicine	547	76.2%	170	23.7%	717

Table 12

* Includes Locum Consultants (indicated in brackets)

Clinical posts - UK

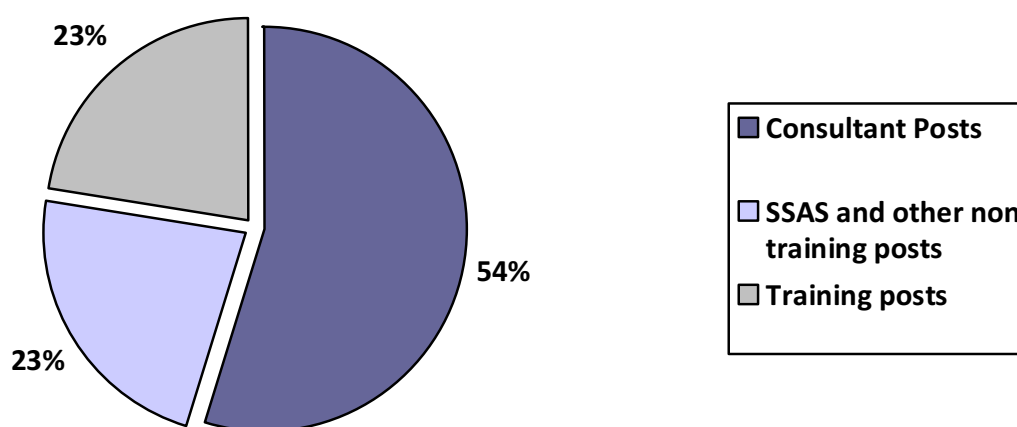


Figure 4

Clinical posts by age and gender – RoI

Age range	Female % of total per age range		Male % of total per age range		Total
CONSULTANT POSTS *					
34 or under	1	100%	-	-	1
35 - 39	-	-	-	-	-
40 - 44	4	66.6%	2	33.3%	6
45 - 49	-	-	-	-	-
50 - 54	2	50%	2	50%	4
55 - 59	-	-	1	100%	1
60 - 64	-	-	-	-	-
65 or over	-	-	-	-	-
Total consultant posts	7	58.3%	5	41.6%	12
Total consultant posts occupied by under 50s	5	71.4%	2	28.5%	7
SSAS AND OTHER NON TRAINING POSTS					
34 or under	1	100%	-	-	1
35 - 39	2	100%	-	-	2
40 - 44	-	-	-	-	-
45 - 49	-	-	-	-	-
50 - 54	-	-	1	100%	1
55 - 59	-	-	-	-	-
60 - 64	-	-	-	-	-
65 or over	-	-	-	-	-
Total SSAS and other non training posts	3	75%	1	25%	4
Total SSAS etc posts occupied by under 50s	3	100%	-	-	3
TRAINING POSTS					
34 or under	1		-	-	1
35 - 39	3		-	-	3
40 - 44	1		-	-	1
45 - 49	-	-	-	-	-
50 - 54	-	-	-	-	-
55 - 59	-	-	-	-	-
60 - 64	-	-	-	-	-
65 or over	-	-	-	-	-
Total training posts	5	100%	-	-	5
Total clinical posts in RoI	16	72.7%	6	27.2%	22
Total RoI respondents in palliative medicine	16	72.7%	6	27.2%	22

Table 13

Clinical posts - Rol

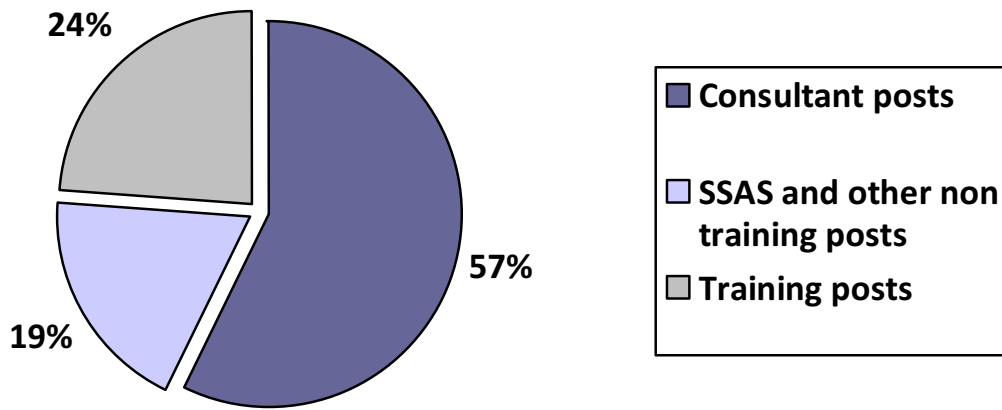


Figure 5

Academic posts by age - UK

Academic posts	34 & under	35-39	40-44	45-49	50-54	55-59	60-64	65 & over	Totals
	% of total per grade								
Clinical Lecturer	1 6.2%	4 25%	4 25%	4 25%	3 18.7%	-	-	-	16
Lecturer	2 40%	-	2 40%	1 20%	-	-	-	-	5
Professor	-	-	-	4 36.3%	3 27.2%	1 9.0%	3 27.2%	-	11
Reader	-	-	1 33.3%	1 33.3%	-	1 33.3%	-	-	3
Research Fellow	8 66.6%	4 33.3%	-	-	-	-	-	-	12
Senior Lecturer	1 4.1%	8 33.3%	5 20.8%	5 20.8%	2 8.3%	3 12.5%	-	-	24
Total academic posts in UK	12 16.9%	16 22.5%	12 16.9%	15 21.1%	8 11.2%	5 7.0%	3 4.2%	-	71
Total UK respondents	150 21.7%	134 19.4%	113 16.4%	111 16.1%	94 13.6%	60 8.7%	23 3.3%	4 0.5%	689

Table 14

Academic posts by age – Rol

Academic posts	34 & under	35-39	40-44	45-49	50-54	55-59	60-64	65 & over	Totals
	% of total per grade								
Clinical Lecturer	2 50%	1 25%	1 25%	-	-	-	-	-	4
Lecturer	-	-	-	-	-	-	-	-	-
Professor	-	-	-	-	-	-	-	-	-
Reader	-	-	-	-	-	-	-	-	-
Research Fellow	1 50%	1 50%	-	-	-	-	-	-	2
Senior Lecturer	-	-	-	-	-	1 100%	-	-	1
Total academic posts in Republic of Ireland	3 42.8%	2 28.5%	1 14.2%	-	-	1 14.2%	-	-	7
Total Republic of Ireland respondents	3 13.6%	5 22.7%	7 31.8%	-	6 27.2%	1 4.5%	-	-	22

Table 15

Clinical posts by age – UK

Clinical posts	34 & under	35-39	40-44	45-49	50-54	55-59	60-64	65 & over	Totals
	% of total per grade								
CONSULTANT POSTS *									
Consultant	19 5.3%	73 20.6%	80 22.6%	72 20.3%	61 17.2%	35 9.9%	12 3.3%	1 0.2%	353
Locum Consultant	3 9.6%	12 3.2%	3 9.6%	3 9.6%	3 9.6%	3 9.6%	4 12.9%	-	31
Total consultant posts	22 5.7%	85 22.1%	83 21.6%	75 19.5%	64 16.6%	38 9.8%	16 4.1%	1 0.2%	384
SSAS AND OTHER NON TRAINING POSTS *									
Associate Specialist	-	-	3 8.8%	11 32.3%	9 26.4%	8 23.5%	3 8.8%	-	34
Clinical Assistant	-	-	1 25%	-	-	-	1 25%	2 50%	4
GP with Special Interest (GPwSI)	2 33.3%	1 16.6%	-	1 16.6%	-	2 33.3%	-	-	6
Macmillan GP Facilitator	-	-	1 33.3%	1 33.3%	1 33.3%	-	-	-	3
Medical Director ONLY	-	-	2 28.5%	-	3 42.8%	1 14.2%	1 14.2%	-	7
Medical Officer	2 22.2%	1 11.1%	-	2 22.2%	1 11.1%	2 22.2%	1 11.1%	-	9
Specialty Doctor	13 17.5%	11 14.8%	9 12.1%	17 22.9%	16 21.6%	7 9.4%	1 1.3%	-	74
Staff Grade	-	-	6 60%	2 20%	1 10%	1 10%	-	-	10
Other non-training post	-	-	-	-	1 25%	1 25%	1 25%	1 25%	4
Total SSAS etc posts	17 11.2%	13 8.6%	22 14.5%	34 22.5%	32 21.1%	22 14.5%	8 5.2%	3 1.9%	151

Cont...

Clinical posts by age – UK

TRAINING POSTS	34 & under	35-39	40-44	45-49	50-54	55-59	60-64	65 & over	Totals
	% of total per grade								
F1 post	-	-	-	-	-	-	-	-	-
F2 post	-	-	-	-	-	-	-	-	-
GP Specialty Trainee	-	-	-	-	-	-	-	-	-
Specialist Registrar	5 29.4%	6 35.2%	5 29.4%	1 5.8%	-	-	-	-	17
Specialty Registrar (MMC ST3 and above)	102 74.4%	30 21.8%	4 2.9%	1 0.7%	-	-	-	-	137
Specialty ST1/ST2 post	-	-	-	-	-	-	-	-	-
Other training post	4 80%	1 20%	-	-	-	-	-	-	5
Total training posts	111 69.8%	37 23.2%	9 5.6%	2 1.2%	-	-	-	-	159
Total clinical posts	150 21.6%	135 19.4%	113 16.3%	112 16.1%	96 13.8%	60 8.6%	23 3.3%	4 0.5%	693
Total UK respondents	164 22.3%	137 18.6%	120 16.3%	111 15.1%	103 14.0%	63 8.5%	28 3.8%	7 0.9%	733

Table 16

* Consultants, SSAS and other non training posts who are also Medical Directors indicated in brackets.

Clinical posts by age – Rol

Clinical posts	34 & under	35-39	40-44	45-49	50-54	55-59	60-64	65 & over	Totals
	% of total per grade								
CONSULTANT POSTS *									
Consultant	1 8.3%	-	6 50%	-	4 33.3%	1 8.3%	-	-	12
Locum Consultant	-	-	-	-	-	-	-	-	-
Total consultant posts	1 8.3%	-	6 50%	-	4 33.3%	1 8.3%	-	-	12
SSAS AND OTHER NON TRAINING POSTS *									
Associate Specialist	-	-	-	-	-	-	-	-	-
Clinical Assistant	-	-	-	-	-	-	-	-	-
GP with Special Interest (GPwSI)	-	1 50%	-	-	1 50%	-	-	-	2
Macmillan GP Facilitator	-	-	-	-	-	-	-	-	-
Medical Director ONLY	-	-	-	-	-	-	-	-	-
Medical Officer	-	-	-	-	1 100%	-	-	-	1
Specialty Doctor	1 50%	1 50%	-	-	-	-	-	-	2
Staff Grade	-	-	-	-	-	-	-	-	-
Other non-training post	-	-	-	-	-	-	-	-	-
Total SSAS etc posts	1 20%	2 40%	-	-	2 40%	-	-	-	5
TRAINING POSTS									
F1 post	-	-	-	-	-	-	-	-	-
F2 post	-	-	-	-	-	-	-	-	-
GP Specialty Trainee	-	-	-	-	-	-	-	-	-
Specialist Registrar	1 25%	3 75%	-	-	-	-	-	-	4
Specialty Registrar (MMC ST3 and above)	-	-	-	-	-	-	-	-	-
Specialty ST1/ST2 post	-	-	-	-	-	-	-	-	-
Other training post	-	-	1 100%	-	-	-	-	-	1
Total training posts	1 20%	3 60%	1 20%	-	-	-	-	-	5
Total clinical posts	3 13.6%	5 22.7%	7 31.8%	-	6 27.2%	1 4.5%	-	-	22
Total Republic of Ireland respondents	3 13.6%	5 22.7%	7 31.8%	-	6 27.2%	1 4.5%	-	-	22

Table 17

Full-time and less than full-time respondents by age – UK

Full-time/less than full-time respondents	34 & under	35-39	40-44	45-49	50-54	55-59	60-64	65 & over	Totals
Full-time respondents	103	55	46	49	38	26	10	1	47.6%
Less than full-time respondents	47	79	67	62	56	34	13	3	52.3%
Total UK respondents	150	134	113	111	94	60	23	4	689

Table 18

Full-time and less than full-time respondents by age – Rol

Full-time/less than full-time respondents	34 & under	35-39	40-44	45-49	50-54	55-59	60-64	65 & over	Totals
Full-time respondents	2	4	6	-	4	1	-	-	80.9%
Less than full-time respondents	1	1	1	-	1	-	-	-	19.0%
Total Rol respondents	3	5	7	-	5	1	-	-	21

Table 19

Full-time and less than full-time clinical posts by age – UK

Full-time/less than full-time posts	34 & under	35-39	40-44	45-49	50-54	55-59	60-64	65 & over	Totals
CONSULTANT POSTS									
Full-time posts	9	35	32	41	34	23	8	1	47.5%
Less than full-time posts	13	50	51	34	30	15	8	1	52.4%
Total consultant posts	22	85	83	75	64	38	16	2	385
SSAS AND OTHER NON TRAINEE POSTS									
Full-time posts	7	4	10	6	4	3	2	-	24.8%
Less than full-time posts	10	8	11	28	26	19	5	2	75.1%
Total SSAS etc posts	17	12	21	34	30	22	7	2	145
TRAINING POSTS									
Full-time	87	16	4	2	-	-	-	-	68.5%
Less than full-time	24	21	5	-	-	-	-	-	31.4%
Total training posts	111	37	9	2	-	-	-	-	159
Total clinical posts	150	134	113	111	94	60	23	4	689
Total UK respondents	150	134	113	111	94	60	23	4	689

Table 20

Full-time and less than full time clinical posts by age – Rol

Full-time/less than full-time posts	34 & under	35-39	40-44	45-49	50-54	55-59	60-64	65 & over	Totals
CONSULTANT POSTS									
Full-time posts	1	-	5	-	4	1	-	-	91.6%
Less than full-time posts	-	-	1	-	-	-	-	-	8.3%
Total consultant posts	1	-	6	-	4	1	-	-	12
SSAS AND OTHER NON TRAINEE POSTS									
Full-time posts	1	1	-	-	-	-	-	-	50%
Less than full-time posts	-	1	-	-	1	-	-	-	50%
Total SSAS etc posts	1	2	-	-	1	-	-	-	4
TRAINING POSTS									
Full-time	-	3	1	-	-	-	-	-	80%
Less than full-time	1	-	-	-	-	-	-	-	20%
Total training posts	1	3	1	-	-	-	-	-	5
Total clinical posts	3	5	7	-	5	1	-	-	21
Total Republic of Ireland respondents	3	5	7	-	5	1	-	-	21

Table 21

RESPONDENTS WHO HAVE LEFT PALLIATIVE MEDICINE

Respondents who have left palliative medicine by age and gender - UK

Age range	Female % of age range		Male % of age range		Totals
Left palliative medicine in last 12 months*					
34 or under	1 (1)	100%	-	-	1 (1)
35 - 39	-	-	-	-	-
40 - 44	-	-	1	100%	1
45 - 49	-	-	-	-	-
50 - 54	-	-	2	100%	2
55 - 59	1	-	-	100%	1
60 - 64	2 (1)	50%	2 (1)	50%	4 (2)
65 or over	-	-	2	100%	2
Total UK respondents who left in last 12 months	4 (2)	36.3%	7 (1)	63.6%	11 (3)
Left palliative medicine more than 12 months ago*					
34 or under	6 (5)	50%	6 (6)	50%	12 (11)
35 - 39	2 (2)	66.6%	1 (1)	33.3%	3 (3)
40 - 44	4 (3)	80%	1	20%	5 (3)
45 - 49	-	-	-	-	-
50 - 54	4 (1)	80%	1	20%	5 (1)
55 - 59	1 (1)	50%	1 (1)	50%	2 (1)
60 - 64	1 (1)	100%	-	-	1 (1)
65 or over	1	50%	1 (1)	50%	2 (1)
Total UK respondents who left more than 12 months ago	19 (13)	63.3%	11 (9)	36.6%	30 (22)
Total UK respondents who have left palliative medicine	23 (15)	56.0%	18 (10)	43.9%	41 (25)
Toal UK respondents currently working in palliative medicine	547	76.4%	170	23.7%	717

Table 22

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

Reasons for leaving palliative medicine (those who left in last 12 months) – UK

50 – 54: 1, unable to maintain commitments. 1, contract was terminated.

55 – 59: 1, due to retirement

60 – 64: 2, due to retirement. 1, end of locum contract

65 or over: 2, due to retirement

Respondents who have left palliative medicine by age and gender – Rol

There were no responses for respondents who left palliative medicine more than 12 months ago, and do not intend to work in palliative medicine in future.

SPECIALIST REGISTERS

Clinical posts (all grades) on specialist register for palliative medicine by country

Country	On Specialist Register	Total in country	Percentage of total in country
England	315	587	53.6%
Northern Ireland	15	32	46.8%
Scotland	30	67	44.7%
Wales	25	47	53.1%
Totals (UK)	385	733	52.5%
Republic of Ireland	13	22	59.0%

Table 23

Clinical posts on specialist register for palliative medicine - UK

Post	On Specialist Register	Total posts in grade	Percentage of total posts on Specialist Register
CONSULTANT POSTS			
Consultant	310	353	87.8%
Locum Consultant	29	31	93.5%
Total consultant posts	339	384	88.2%
SSAS AND OTHER NON TRAINING POSTS			
Associate Specialist	1	34	2.9%
Clinical Assistant	-	4	-
GP with Special Interest (GPwSI)	-	6	-
Macmillan GP Facilitator	-	3	-
Medical Director ONLY	-	7	-
Medical Officer	-	9	-
Specialty Doctor	2	74	2.7%
Staff Grade	1	10	10%
Other non-training post	-	7	-
Total SSAS and other non training posts	4	145	2.7%
TRAINING POSTS			
F1 post	-	-	-
F2 post	-	-	-
GP Specialty Trainee	-	-	-
Specialist Registrar	5	17	29.4%
Specialty Registrar (MMC ST3 and above)	36	137	26.2%
Specialty ST1/ST2 post	-	-	-
Other training post	1	4	25%
Total training posts	42	158	26.5%
Total posts on Specialist Register in UK	385	687	56.0%

Table 24

Clinical posts on specialist register for palliative medicine – Rol

Post	On Specialist Register	Total posts in grade	Percentage of total posts on Specialist Register
CONSULTANT POSTS			
Consultant	9	12	75%
Locum Consultant	-	-	-
Total consultant posts	9	12	75%
SSAS AND OTHER NON TRAINING POSTS			
Associate Specialist	-	-	-
Clinical Assistant	-	-	-
GP with Special Interest (GPwSI)	-	2	-
Macmillan GP Facilitator	-	-	-
Medical Director ONLY	-	-	-
Medical Officer	-	1	-
Specialty Doctor	2	2	100%
Staff Grade	-	-	-
Other non-training post	-	-	-
Total SSAS and other non training posts	2	5	40%
TRAINING POSTS			
F1 post	-	-	-
F2 post	-	-	-
GP Specialty Trainee	-	-	-
Specialist Registrar	2	4	50%
Specialty Registrar (MMC ST3 and above)	-	-	-
Specialty ST1/ST2 post	-	-	-
Other training post	-	1	-
Total training posts	2	5	40%
Total posts on Specialist Register in Rol	13	22	59.0%

Table 25

Respondents on specialist register for other specialties – UK

Specialty	Respondents on Specialist Register
Acute Medicine	2
Clinical pharmacology and therapeutics	1
General (internal) medicine	11
Geriatric medicine	1
Haematology	1
Medical oncology	4
Respiratory medicine	6
Total on other specialist registers	26

Table 26

Respondents on specialist register for other specialties – Republic of Ireland

Specialty	Respondents on Specialist Register
Stroke medicine	1
Total on other specialist registers	1

Table 27

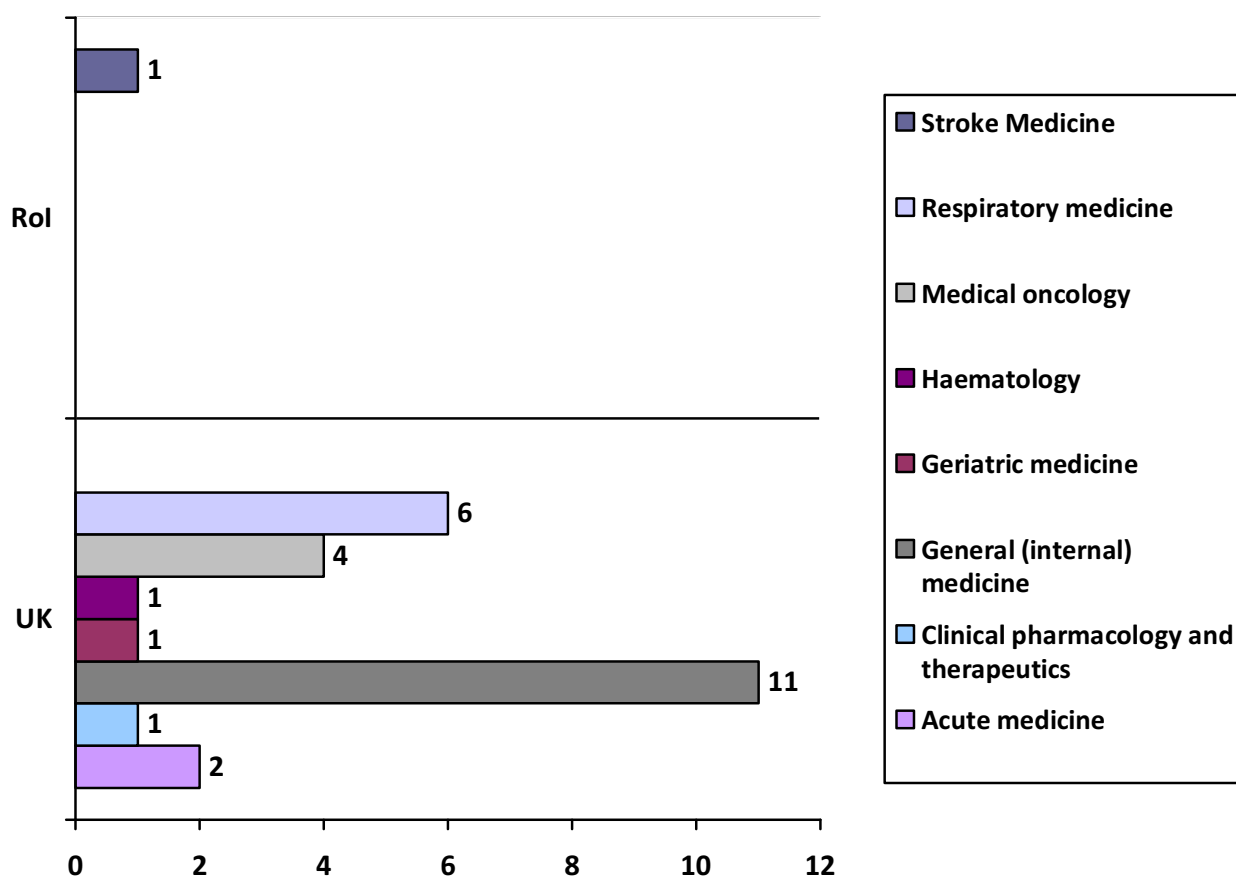


Figure 6

CCST/CCT AND CESR

CCST/CCT expected per year by country

Year	England	Northern Ireland	Scotland	Wales	UK totals	Republic of Ireland
2013	11	-	1	-	12	1
2014	27	-	2	4	33	-
2015	30	1	4	6	41	-
2016	31	1	1	2	35	1
2017	19	3	-	-	22	-
2018	6	-	-	-	6	-
2019	1	-	-	-	1	-
2020	1	-	-	-	1	-
2021	1	-	-	-	1	-
Unknown	-	-	-	-	-	-
Total CCST/CCT expected per country	127	5	8	12	152	2

Table 28

CCST/CCT (and CESR) * achieved per year by country

Year	England	Northern Ireland	Scotland	Wales	UK totals	Republic of Ireland
1985	-	-	-	-	-	-
1986	-	-	-	-	-	-
1987	-	-	-	-	-	-
1988	-	-	-	-	-	-
1989	-	-	-	-	-	-
1990	1	-	-	-	1	-
1991	-	-	-	-	-	-
1992	2 (+1)	-	1	-	3	-
1993	2 (+1)	-	-	-	2	-
1994	-	-	-	-	-	-
1995	10	-	-	-	10	1
1996	9 (+2)	1	1	1	12	-
1997	6	-	2	-	8	-
1998	8	-	1	-	9	1
1999	6	-	-	-	6	-
2000	16	1	1	-	18	-
2001	6	1	1	-	8	-
2002	14	-	3	1	18	-
2003	11	-	-	1	12	-
2004	11	2	1	2	16	2
2005	13	-	2	3	18	1
2006	7	1	3	3	14	1
2007	14 (+2)	-	1	-	15	1
2008	13 (+2)	2	3	1	19	-
2009	16 (+1)	-	2	2	20	-
2010	20	1	1	4	26	-
2011	18 (+3)	-	1	-	19	1
2012	24 (+1)	1	1	1	27	2
2013	11 (+2)	1	1	-	13	-
Total CCST/CCT (and CESR) achieved per country	238 (+15)	11	26	19	294 (+16)	10

Table 29

* CESR indicated in brackets

FIRST SUBSTANTIVE CONTRACTS

Year of first substantive contract by age (consultants) – UK

Year of first contract	34 and under	35-39	40-44	45-49	50-54	55-59	60-64	65 and over	Total consultants
1982	-	-	-	-	-	1	-	-	1
1983	-	-	-	-	-	-	-	-	-
1984	-	-	-	-	-	1	2	1	4
1985	-	-	-	-	-	-	2	-	2
1986	-	-	-	-	-	-	1	-	1
1987	-	-	-	-	-	1	1	-	2
1988	-	-	-	-	-	-	1	-	1
1989	-	-	-	-	-	-	1	-	1
1990	-	-	-	-	-	1	-	-	1
1991	-	-	-	-	1	2	-	-	3
1992	-	-	-	-	4	2	-	-	6
1993	-	-	-	-	2	2	-	-	4
1994	-	-	-	-	4	1	1	-	6
1995	-	-	-	2	8	3	1	-	14
1996	-	-	-	1	11	11	-	-	23
1997	-	-	-	4	1	1	1	-	7
1998	-	-	-	7	5	-	-	-	12
1999	-	-	-	2	1	-	-	-	3
2000	-	-	-	10	3	2	-	-	15
2001	-	-	1	6	3	1	-	-	11
2002	-	-	2	8	3	-	-	-	13
2003	-	-	5	4	4	1	-	-	14
2004	-	-	9	7	5	1	1	-	23
2005	-	1	9	4	1	1	-	-	16
2006	-	1	13	6	-	-	-	-	20
2007	-	3	5	3	1	1	-	-	13
2008	-	5	8	3	1	1	-	-	18
2009	1	13	7	1	2	-	-	-	24
2010	2	10	10	-	-	-	-	-	22
2011	5	19	6	1	-	1	-	-	32
2012	5	15	2	1	1	-	-	-	24
2013	6	6	3	1	-	-	-	-	16
Total per year UK	19	73	80	71	61	35	12	1	352

Table 30

Year of first substantive contract by age (consultants) – Rol

Year of first contract	34 and under	35-39	40-44	45-49	50-54	55-59	60-64	65 and over	Total consultants
1989	-	-	-	-	-	1	-	-	1
1995	-	-	-	-	3	-	-	-	3
1996	-	-	-	-	1	-	-	-	1
2004	-	-	1	-	-	-	-	-	1
2005	-	-	1	-	-	-	-	-	1
2006	-	-	1	-	-	-	-	-	1
2007	-	-	1	-	-	-	-	-	1
2010	-	-	2	-	-	-	-	-	2
2012	1	-	-	-	-	-	-	-	1
Total per year Rol	1	-	6	-	4	1	-	-	12

Table 31

First substantive contract date by gender (consultant posts) – UK

Year of first substantive contract	Female		Male		Totals
	Number	% of first first contracts per year	Number	% of first first contracts per year	
1982	1	100%	-	-	1
1983	-	-	-	-	-
1984	-	-	4	100%	4
1985	-	-	2	100%	2
1986	-	-	1	100%	1
1987	1	50%	1	50%	2
1988	1	100%	-	-	1
1989	1	100%	-	-	1
1990	-	-	1	100%	1
1991	1	33.3%	2	66.6%	3
1992	2	33.3%	4	66.6%	6
1993	2	50%	2	50%	4
1994	4	66.6%	2	33.3%	6
1995	11	78.5%	3	21.4%	14
1996	15	65.2%	8	34.7%	23
1997	5	71.4%	2	28.5%	7
1998	8	66.6%	4	33.3%	12
1999	3	100%	-	-	3
2000	11	73.3%	4	26.6%	15
2001	8	72.7%	3	27.2%	11
2002	11	84.6%	2	15.3%	13
2003	10	71.4%	4	28.5%	14
2004	16	69.5%	7	30.4%	23
2005	10	62.5%	6	37.5%	16
2006	17	85%	3	15%	20
2007	11	84.6%	2	15.3%	13
2008	10	55.5%	8	44.4%	18
2009	19	79.1%	5	20.8%	24
2010	20	90.9%	2	9.0%	22
2011	25	78.1%	7	21.8%	32
2012	18	75%	6	25%	24
2013	14	87.5%	2	12.5%	16
Total consultants UK	255	72.4%	97	27.5%	352

Table 32

First substantive contract date by gender (consultant posts) – Rol

Year of first substantive contract	Female % of first contracts per year		Male % of first contracts per year		Totals
1989	-	-	1	100%	1
1995	1	33.3%	2	66.6%	3
1996	1	100%	-	-	1
2004	-	-	1	100%	1
2005	1	100%	-	-	1
2006	1	100%	-	-	1
2007	-	-	1	100%	1
2010	2	100%	-	-	2
2012	1	100%	-	-	1
Total consultants Rol	7	58.3%	5	41.6%	12

Table 33

First substantive contract date by country (consultant posts)

Year of first substantive contract	England	Northern Ireland	Scotland	Wales	UK Totals	Republic of Ireland
1982	1	-	-	-	1	-
1983	-	-	-	-	-	-
1984	2	-	2	-	4	-
1985	2	-	-	-	2	-
1986	1	-	-	-	1	-
1987	1	1	-	-	2	-
1988	-	1	-	-	1	-
1989	1	-	-	-	1	1
1990	1	-	-	-	1	-
1991	3	-	-	-	3	-
1992	5	-	1	-	6	-
1993	3	-	1	-	4	-
1994	4	-	1	1	6	-
1995	11	-	2	1	14	3
1996	20	-	2	1	23	1
1997	6	1	-	-	7	-
1998	8	1	3	-	12	-
1999	3	-	-	-	3	-
2000	13	-	2	-	15	-
2001	9	2	-	-	11	-
2002	9	1	2	1	13	-
2003	12	-	2	-	14	-
2004	19	2	1	1	23	1
2005	12	-	1	3	16	1
2006	11	1	3	5	20	1
2007	11	-	2	-	13	1
2008	14	-	4	-	18	-
2009	21	1	1	1	24	-
2010	18	1	1	2	22	2
2011	25	-	2	5	32	-
2012	23	1	-	-	24	1
2013	14	-	2	-	16	-
Total first substantive contracts by country	283	13	35	21	352	12

Table 34

WORKING HOURS

Working hours by grade and gender (academic posts) – UK

Post	Full-time		Less than full-time		Totals
	Female	Male	Female	Male	
Clinical Lecturer	7 43.7%	3 18.7%	6 37.5%	-	16
Lecturer	2 40%	1 20%	2 40%	-	5
Professor	5 45.4%	6 54.5%	-	-	11
Reader	-	3 100%	-	-	3
Research Fellow	7 58.3%	4 33.3%	1 8.3%	-	12
Senior Lecturer	7 29.1%	8 33.3%	8 33.3%	1 4.1%	24
Totals	28 39.4%	25 35.2%	17 23.9%	1 1.4%	71

Table 35

Working hours by grade and gender (academic posts) – RoI

Post	Full-time		Less than full-time		Totals
	Female	Male	Female	Male	
Clinical Lecturer	2 50%	1 25%	1 25%	-	4
Lecturer	-	-	-	-	-
Professor	-	-	-	-	-
Reader	-	-	-	-	-
Research Fellow	1 50%	-	1 50%	-	2
Senior Lecturer	-	1 100%	-	-	1
Totals	3 42.8%	2 28.5%	2 28.5%	-	7

Table 36

Working hours by grade and gender – UK

Post	Full-time			Less than full-time			Totals
	Female	Male	Total full-time	Female	Male	Total <full-time	
CONSULTANT POSTS							
Consultant*	100 56.4%	77 43.5%	177 50.1%	155 88.0%	21 11.9%	176 49.8%	353
Locum Consultant	4 66.6%	2 33.3%	6 19.3%	22 88%	3 12%	25 80.6%	31
Total consultant posts	104 56.8%	79 43.1%	183 47.6%	177 88.0%	24 11.9%	201 52.3%	384
SSAS AND OTHER NON TRAINING POSTS							
Associate Specialist	4 66.6%	2 33.3%	6 17.6%	27 96.4%	1 3.5%	28 82.3%	34
Clinical Assistant	-	1 100%	1 25%	1 33.3%	2 66.6%	3 75%	4
GP with Special Interest (GPwSI)	-	-	-	4 66.6%	2 33.3%	6 100%	6
Macmillan GP Facilitator	-	-	-	3 100%	-	3 100%	3
Medical Director ONLY*	2 50%	2 50%	4 57.1%	3 100%	-	3 42.8%	7
Medical Officer	2 100%	-	2 22.2%	3 42.8%	4 57.1%	7 77.7%	9
Specialty Doctor	14 70%	6 30%	20 27.0%	46 85.1%	8 14.8%	54 72.9%	74
Staff Grade	4 100%	-	4 10%	6 100%	-	6 60%	10
Other non-training post	-	1 100%	1 16.6%	2 40%	3 60%	5 83.3%	6
Total SSAS and other non-training posts	26 70.2%	11 29.7%	37 25.3%	91 83.4%	18 16.5%	109 74.6%	146

Cont...

Working hours by grade and gender – UK

Post	Full-time			Less than full-time			Totals
	Female	Male	Total full-time	Female	Male	Total <full-time	
TRAINING POSTS							
F1 Post	-	-	-	-	-	-	-
F2 Post	-	-	-	-	-	-	-
GP Specialty Trainee	-	-	-	-	-	-	-
Specialist Registrar	4 57.1%	3 42.8%	7 41.1%	10 100%	-	10 58.8%	17
Specialty Registrar (MMC ST3 and above)	75 77.3%	22 22.6%	97 70.8%	37 92.5%	3 7.5%	40 29.1%	137
Specialty ST1/ST2 post	-	-	-	-	-	-	-
Other training post	3 75%	1 25%	4 100%	-	-	-	4
Total training posts	82 75.9%	26 24.0%	108 68.3%	47 94%	3 6%	50 31.6%	158
Total clinical posts	212 64.6%	116 35.3%	328 47.6%	315 87.5%	45 12.5%	360 52.3%	688

Table 37

Working hours by grade and gender – Rol

Post	Full-time			Less than full-time			Totals
	Female	Male	Total full-time	Female	Male	Total <full-time	
CONSULTANT POSTS							
Consultant*	6 54.5%	5 45.4%	11 91.6%	1 100%	-	1 8.3%	12
Locum Consultant	-	-	-	-	-	-	-
Total consultant posts	6 54.5%	5 45.4%	11 91.6%	1 100%	-	1 8.3%	12
SSAS AND OTHER NON TRAINING POSTS							
Associate Specialist	-	-	-	-	-	-	-
Clinical Assistant	-	-	-	-	-	-	-
GP with Special Interest (GPwSI)	-	-	-	1 50%	1 50%	2 100%	2
Macmillan GP Facilitator	-	-	-	-	-	-	-
Medical Director ONLY*	-	-	-	-	-	-	-
Medical Officer	-	-	-	-	1 100%	1 100%	1
Specialty Doctor	2 100%	-	2 100%	-	-	-	2
Staff Grade	-	-	-	-	-	-	-
Other non-training post	-	-	-	-	-	-	-
Total SSAS and other non-training posts	2 100%	-	2 40%	1 33.3%	2 66.6%	3 60%	5

Cont...

Working hours by grade and gender – Rol

TRAINING POSTS							
F1 Post	-	-	-	-	-	-	-
F2 Post	-	-	-	-	-	-	-
GP Specialty Trainee	-	-	-	-	-	-	-
Specialist Registrar	3 100%	-	3 75%	1 100%	-	1 25%	4
Specialty Registrar	-	-	-	-	-	-	-
Specialty ST1/ST2 post	-	-	-	-	-	-	-
Other training post	1 100%	-	1 100%	-	-	-	1
Total training posts	4 100%	-	4 80%	1 100%	-	1 20%	5
Total clinical posts	12 70.5%	5 29.4%	17 77.2%	3 60%	2 40%	5 22.7%	22

Table 38

GEOGRAPHY

Consultant posts in England by Strategic Clinical Network (SCN)

Strategic Clinical Network	Total in SCN	Percentage of total consultants in England
Buckinghamshire, Oxfordshire, Berkshire	11	3.56%
Cheshire and Mersey	13	4.21%
East Midlands	19	6.15%
East of England	27	8.74%
Greater Manchester, Lancashire and South Cumbria	16	5.18%
London	59	19.09%
North East, North Cumbria and the Hambleton and Richmondshire Districts of North Yorkshire	27	8.74%
Southampton, Isle of Wight, Portsmouth, Hampshire, Dorset, Bournemouth and Poole	16	5.18%
South East Coast	33	10.68%
South West	27	8.74%
West Midlands	30	9.71%
Yorkshire and the Humber	41	13.27%
Total Respondents: 309		

Table 39

Consultant posts in England by Strategic Health Authority

Strategic Health Authority	Total in Strategic Health Authority	Percentage of total consultants in England
NHS East Midlands	19	6.13%
NHS East of England	27	8.71%
NHS London	60	19.35%
NHS North East	25	8.06%
NHS North West	31	10.00%
NHS South Central	28	9.03%
NHS South East Coast	28	9.03%
NHS South West	29	9.35%
NHS West Midlands	31	10.00%
NHS Yorkshire and the Humber	40	12.90%
Total Respondents: 310		

Table 40

Consultant posts in Northern Ireland by NHS Trust

NHS Trust	Total in NHS Trust	Percentage of total consultants in Northern Ireland
Belfast	6	40%
Northern	3	20%
South Eastern	3	20%
Southern	-	-
Western	3	20%
Total Respondents: 15		

Table 41

Consultants in Scotland by NHS Board

NHS Board	Total in NHS Board	Percentage of total consultants in Scotland
Ayrshire and Arran	3	7.8%
Borders	1	2.6%
Dumfries and Galloway	2	5.2%
Fife	2	5.2%
Forth Valley	2	5.2%
Grampian	2	5.2%
Greater Glasgow and Clyde	10	26.3%
Highland	2	5.2%
Lanarkshire	2	5.2%
Lothian	9	23.6%
Orkney	-	-
Shetland	-	-
Tayside	3	7.8%
Western Isles	-	-
Total Respondents: 38		

Table 42

Consultants in Wales by Cancer Network

Cancer Network	Total in Cancer Network	Percentage of total consultants in Wales
North Wales	4	19%
South Wales	18	85%
Total Respondents: 21		

Table 43

Consultants in Wales by Local Health Board

Local Health Board	Total in Local Health Board	Percentage of total consultants in Wales
Abertawe Bro Morgannwg University	4	19%
Anuerin Bevan	4	19%
Betsi Cadwaladr University	2	10%
Cardiff and Vale University	5	24%
Cwm Taf	3	14%
Hywel Dda	-	
Powys Teaching	1	5%
Velindre NHS Trust	7	33%
Total Respondents: 21		

Table 44

Consultants in Rol by HSE Region

HSE Region	Total in HSE Region	Percentage of total consultants in Republic of Ireland
Dublin Mid-Leinster	7	58.3%
Dublin North East	1	8.3%
South	2	16.6%
West	2	16.6%
Total Respondents: 12		

Table 45

WORKING HOURS – CONSULTANTS

Gender by full time and less than full time (consultant posts) – UK

Gender	Full-time		Less than full-time		Totals
Female consultant posts	104	37.0%	177	62.9%	281
Male consultant posts	79	75.9%	25	24.0%	104
Total consultant posts	183	47.5%	202	52.4%	385

Table 46

Breakdown of contracted working hours (mean) by full time and less than full time (consultant posts) – UK

Full time or less than full time	Contracted Programmed Activities (PAs) (mean)				
	Clinical	Supporting	Academic	Other	Total
Full time	7.1	2.5	1.7	1.2	10.6
Less than full time	5.3	1.8	0.8	1.0	7.2

Table 47

Gender by full time and less than full time (consultant posts) – RoI

Gender	Full-time		Less than full-time		Totals
Female consultant posts	6	85.7%	1	14.2%	7
Male consultant posts	5	100%	-	-	5
Total consultant posts	11	91.6%	1	8.3%	12

Table 48

Breakdown of contracted working hours (mean) by full time and less than full time (consultant posts) – RoI

Full time or less than full time	Contracted Programmed Activities (PAs) (mean)			
	Clinical	Supporting	Academic	Other
Full time	34.7	8.3	-	-
Less than full time	15.0	2.0	-	1.5

Table 49

WORKING HOURS – SSAS AND OTHER NON-TRAINING POSTS

Gender by full time and less than full time (SSAS and other non-training posts) – UK

Gender	Full-time		Less than full-time		Totals
Female SSAS and other non-training posts	25	21.5%	91	78.4%	116
Male SSAS and other non-training posts	11	37.9%	18	62.0%	29
Total SSAS and other non-training posts	36	24.8%	109	75.1%	145

Table 50

Breakdown of contracted working hours (mean) by full time and less than full time (SSAS and other non-training posts) – UK

Full time or less than full time	Contracted Programmed Activities (PAs) (mean)				
	Clinical	Supporting	Academic	Other	Total
Full time	9.9	1.3	0.3	0.8	10.2
Less than full time	5.8	1.1	0.5	0.8	6.0

Table 51

Gender by full time and less than full time (SSAS and other non-training posts) – Rol

Gender	Full-time		Less than full-time		Totals
Female SSAS and other non-training posts	2	100%	1	50%	3
Male SSAS and other non-training posts	-	-	1	50%	1
Total SSAS and other non-training posts	2	50%	2	50%	4

Table 52

Breakdown of contracted working hours (mean) by full time and less than full time (SSAS and other non-training posts) – Rol

This question was skipped by responders.

CONSULTANT RETIREMENTS

Consultant retirements per year by age at retirement – UK

Age	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Total
Pre-55					1	1			1		1	4
55		1	1	1			2			1	1	7
56	1	1		1								3
57					1					1		2
58						2	1				1	4
59		1					1				1	3
60	1	4	2	5	5		6	5	8	4	5	45
61								1	1			2
62	1	1						1		1	1	5
63		1		1				1			1	4
64		1										1
65			1		2	1		1		1	3	9
66		1										1
67										1		1
68											1	1
Unknown				2				1			1	4
Total	3	11	4	10	9	4	10	10	10	9	16	96

Table 53

Consultant retirements per year by age at retirement – Rol

No responses.

Consultant retirements per year by country

Year	England	Northern Ireland	Scotland	Wales	UK Totals	Republic of Ireland
2013	3	-	-	-	3	-
2014	8	-	3	-	11	-
2015	3	-	1	-	4	-
2016	6	1	1	2	10	-
2017	7	1	1	-	9	-
2018	4	-	-	-	4	-
2019	9	-	-	1	10	-
2020	9	-	-	1	10	-
2021	7	1	2	-	10	-
2022	7	1	-	1	9	-
2023	13	2	1	-	16	-
Totals	76	6	9	5	96	-

Table 54

GENERAL PRACTITIONERS

General Practitioners by country and gender

Gender	England	Northern Ireland	Scotland	Wales	UK Totals	Republic of Ireland	Overall Totals
Female respondents	1	3	-	-	4	1	5
Male respondents	-	2	-	-	2	1	3
Total respondents	1	5	-	-	6	2	8

Table 55

ETHNICITY

Ethnicity by country

Gender	England	Northern Ireland	Scotland	Wales	UK Totals	Republic of Ireland	Overall Totals
Arabic	2	-	-	-	2	-	2
Asian or Asian British – Bangladeshi	-	1	-	-	1	-	1
Asian or Asian British – Indian	24	1	-	1	26	-	26
Asian or Asian British – Malay	1	-	1	-	2	-	2
Asian or Asian British – Pakistani	3	-	-	-	3	-	3
Asian or Asian British – other	7	-	-	-	7	-	7
Black or Black British – African	3	-	-	-	3	-	3
Black or Black British – Caribbean	-	-	-	-	-	-	-
Black or Black British – other	-	-	-	-	-	-	-
Chinese	4	-	-	2	6	-	6
Middle Eastern	1	-	-	-	1	-	1
Mixed – Asian or and White	7	-	-	-	7	-	7
Mixed – Black African and White	-	-	-	-	-	-	-
Mixed –Black Caribbean and White	1	-	-	-	1	-	1
Mixed – other	2	-	-	-	2	-	2
White – British	430	12	49	32	523	-	523
White – Irish	18	14	2	3	37	18	55
White – other	20	2	1	2	25	-	25
Ethnicity not stated	64	2	14	7	87	4	91
Ethnicity by country	523	30	53	40	646	18	664
Total UK respondents by country	555	32	60	42	689	21	710

Table 56

Ethnicity by grade – UK

Ethnic grouping	Consultant grade posts	SSAS and other non-training grade posts	Training grade posts	Total
Arabic	1	1	-	2
Asian or Asian British – Bangladeshi	-	-	1	1
Asian or Asian British – Indian	10	6	9	25
Asian or Asian British – Malay	1	1	-	2
Asian or Asian British – Pakistani	2	-	1	3
Asian or Asian British – other	3	2	2	7
Black or Black British – African	1	1	1	3
Black or Black British – Caribbean	-	-	-	-
Black or Black British – Other	-	-	-	-
Chinese	3	-	3	6
Middle Eastern	-	1	-	1
Mixed – Asian and White	2	-	4	6
Mixed – Black African and White	-	-	-	-
Mixed – Black Caribbean and White	-	-	-	-
Mixed – other	1	-	1	2
White – British	291	99	115	505
White – Irish	16	9	12	37
White – other	13	5	6	12
Ethnicity not stated	40	20	4	64
Ethnicity by grade	344	125	155	624
Total UK respondents currently working in palliative medicine per grade	384	145	159	688

Table 57

Ethnicity by grade – Rol

18 of 21 respondents (10 consultants, 3 SSAS and 5 trainees) stated ethnic grouping as ‘White – Irish’.

Ethnicity by gender – UK

Ethnic grouping	Female		Male		Total
Arabic	1	50%	1	50%	2
Asian or Asian British – Bangladeshi	-	-	1	100%	1
Asian or Asian British – Indian	15	57.6%	11	42.3%	26
Asian or Asian British – Malay	2	100%	-	-	2
Asian or Asian British – Pakistani	2	66.6%	1	33.3%	3
Asian or Asian British – other	7	100%	-	-	7
Black or Black British – African	1	33.3%	2	66.6%	3
Black or Black British - Caribbean	-	-	-	-	-
Black or Black British - other	-	-	-	-	-
Chinese	6	100%	-	-	6
Middle Eastern	1	100%	-	-	1
Mixed – Asian and White	6	85.7%	1	14.2%	7
Mixed – Black African and White	-	-	-	-	-
Mixed – Black Caribbean and White	1	100%	-	-	1
Mixed – other	1	50%	1	50%	2
White – British	409	78.2%	114	21.7%	523
White – Irish	28	75.6%	9	24.3%	37
White – Other	16	64%	9	36%	25
Ethnicity not stated	58	66.6%	29	33.3%	87
Ethnicity by gender	496	76.7%	150	23.2%	646
Total respondents in palliative medicine	554	75.5%	179	24.4%	733

Table 58

Ethnicity by gender – Rol

4 out of 6 (66.6%) respondents are male (white-irish)

14 out of 16 (87.5%) respondents are female (white-irish)

TYPE OF CLINICAL SERVICE

Type of clinical service by PAs (mean) (consultant (n) posts) – UK

Place of work	Full-time consultants		Less than full-time consultants		All consultants	
	Mean Pas	Consultants	Mean PAs	Consultants	Mean PAs	Consultants
CONSULTANTS IN ENGLAND						
Hospice inpatient beds	3.0	89	2.3	90	2.6	179
Hospice day centre	0.8	24	0.5	43	0.6	67
Hospice outpatient clinic	1.4	51	0.8	56	1.1	107
Hospital specialist palliative care team	3.9	84	2.8	89	3.3	173
Hospital specialist palliative care inpatient beds	3.2	9	0.9	24	1.5	33
Hospital day centre	0.5	1	0.1	18	0.1	19
Hospital outpatient clinic	1.1	44	0.8	50	1.0	94
Community specialist palliative care team	2.1	78	1.6	81	1.9	159
Community outpatient clinic	0.9	14	0.5	25	0.7	39
<i>Total Consultants - England</i>	284					
CONSULTANTS IN NORTHERN IRELAND						
Hospice inpatient beds	5.5	3	8.9	7	7.9	10
Hospice day centre	0.5	1	1.0	1	0.8	2
Hospice outpatient clinic	0.4	2	0.0	0	0.4	2
Hospital specialist palliative care team	3.1	5	2.5	7	2.7	12
Hospital specialist palliative care inpatient beds	3.0	2	0.0	0	3.0	2
Hospital day centre	0.0	0	0.0	0	0.0	0
Hospital outpatient clinic	1.4	5	0.7	4	1.1	9
Community specialist palliative care team	1.5	3	0.9	2	1.3	5
Community outpatient clinic	0.0	0	0.0	0	0.0	0
<i>Total Consultants - Northern Ireland</i>	13					

Table 59

Type of clinical service by PAs (mean) (consultant posts) – UK

Place of work	Full-time consultants		Less than full-time consultants		All consultants	
	Mean PAs	Consultants	Mean PAs	Consultants	Mean PAs	Consultants
CONSULTANTS IN SCOTLAND						
Hospice inpatient beds	3.8	12	3.1	10	3.5	22
Hospice day centre	0.6	4	0.7	3	0.6	7
Hospice outpatient clinic	0.7	7	0.6	4	0.7	11
Hospital specialist palliative care team	4.1	6	3.5	5	3.8	11
Hospital specialist palliative care inpatient beds	3.5	2	0.0	0	3.5	2
Hospital day centre	0.0	0	0.0	0	0.0	0
Hospital outpatient clinic	2.3	3	0.5	1	1.9	4
Community specialist palliative care team	1.7	9	1.0	9	1.4	18
Community outpatient clinic	1.6	2	0.5	1	1.3	3
<i>Total Consultants - Scotland</i>	35					
CONSULTANTS IN WALES						
Hospice inpatient beds	1.5	2	2.7	7	2.4	9
Hospice day centre	1.0	1	0.3	2	0.5	3
Hospice outpatient clinic	2.0	1	0.9	3	1.2	4
Hospital specialist palliative care team	2.3	6	1.5	5	2.0	11
Hospital specialist palliative care inpatient beds	4.0	2	0.0	0	4.0	2
Hospital day centre	0.0	0	0.0	0	0.0	0
Hospital outpatient clinic	0.8	4	1.1	5	1.0	9
Community specialist palliative care team	2.2	3	1.0	8	1.3	11
Community outpatient clinic	0.0	0	0.7	4	0.0	4
<i>Total Consultants - Wales</i>	21					

Table 60

Type of clinical service by hours (consultants) – RoI

Place of work	Full-time consultants		Less than full-time consultants		All consultants	
	Hours	Consultants	Hours	Consultants	Hours	Consultants
Hospice inpatient beds	19.8	5	0.0	0	19.8	5
Hospice day centre	1.0	1	0.0	0	1.0	1
Hospice outpatient clinic	2.5	2	0.0	0	2.5	2
Hospital specialist palliative care team	14.6	7	9.0	1	13.9	8
Hospital specialist palliative care inpatient beds	0.0	0	0.0	0	0.0	0
Hospital day centre	0.0	0	0.0	0	0.0	0
Hospital outpatient clinic	2.7	3	6.0	1	3.5	4
Community specialist palliative care team	9.4	4	0.0	0	9.4	4
Community outpatient clinic	0.0	0	0.0	0	0.0	0
Total Consultants – Republic of Ireland	12					

Table 61

EMPLOYERS

Consultant posts by employer and country

Employer	England	Northern Ireland	Scotland	Wales	UK Totals	Republic of Ireland
HSE Ireland	-	-	-	-	-	7 70%
NHS employer	213 73.9%	12 92.3%	19 59.3%	22 91.6%	266	-
Academic/research institution	9 3.1%	-	2 6.2%	2 8.3%	13	-
Hospice	65 22.5%	1 7.6%	12 37.5%	-	78	2
Other	5 1.7%	-	-	-	5	1
Total consultant posts by employer	288	13	32	24	362	10

Table 62

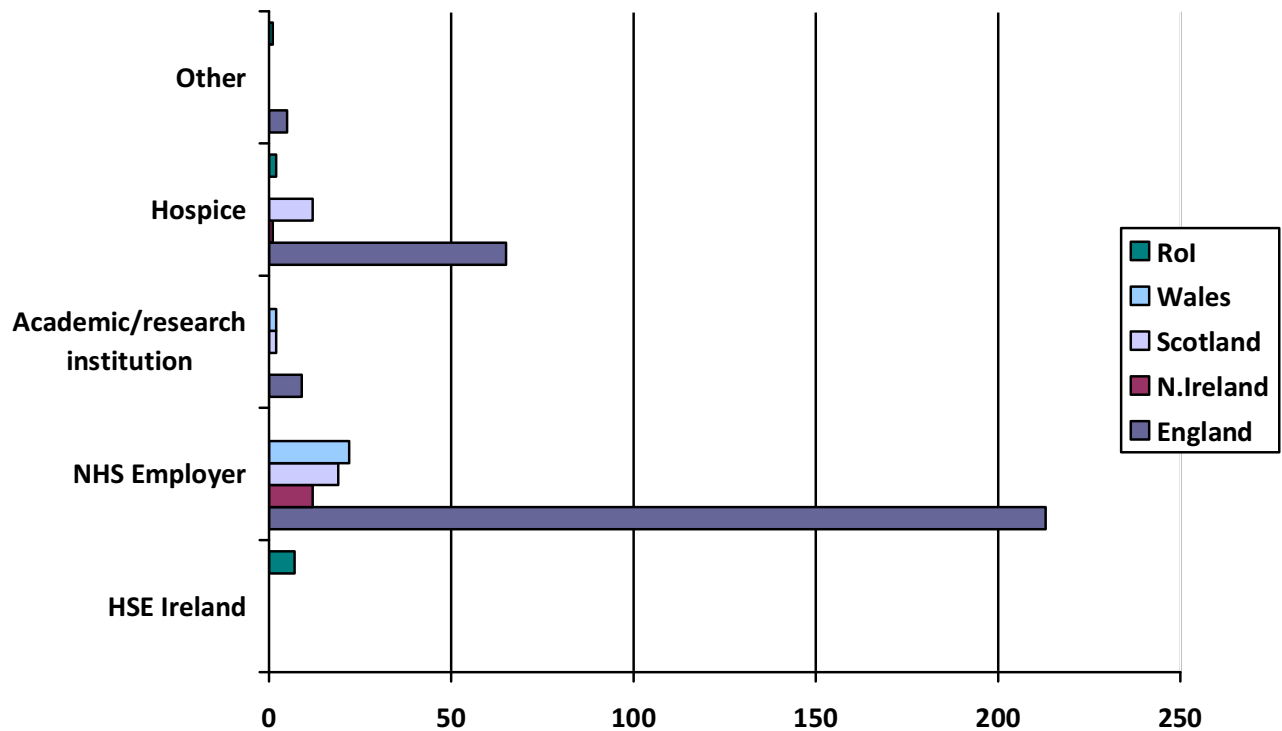


Figure 7

SOURCE OF FUNDING

Source of funding as a mean percentage for consultants in each country

Funding source	England <i>n</i> = 256	Northern Ireland <i>n</i> =12	Scotland <i>n</i> =30	Wales <i>n</i> =20	Republic of Ireland <i>n</i> =10
Charity – Marie Curie	17	4	3	2	-
Average % of Funding	3%	15%	8%	5%	0%
Charity – Macmillan	2	-	-	-	-
Average % of Funding	1%	0%	0%	0%	0%
Charity – Sue Ryder	5	-	-	-	-
Average % of Funding	2%	0%	0%	0%	0%
Charity – Other	21	-	4	1	1
Average % of Funding	6%	0%	8%	1%	10%
Statutory/NHS/HSE	188	10	19	19	8
Average % of Funding	56%	57%	49%	90%	74%
University/Grant	14	-	4	3	-
Average % of Funding	2%	0%	9%	4%	0%
Voluntary/Hospice	100	5	11	-	3
Average % of Funding	28%	28%	26%	0%	16%
Any other source not listed above	6	-	-	-	-
Average % of Funding	2%	0%	0%	0%	0%
Total Consultants by country	284	13	35	21	12

Table 63

ON-CALL – CONSULTANTS

Total consultants providing on-call – UK

319 90.3% (total consultants 353)

On-call frequency across all locations (consultants) – UK

First on-call only 16 (5%)
 Second on-call only 183 (57%)
 Both first and second on-call 112 (35%)

Combined first and second on-call – Data errors have caused inaccurate analysis for revision in 2015 survey.

First on-call (only) by frequency (consultants) – UK

Location	First-on call – frequency 1 in...										Totals n=16
	1	2	3	4	5	6	7	8	9	10	
Hospice	-	-	-	5	5	-	-	-	-	1	11 68%
Hospital palliative care team	-	2	1	3	-	-	1	-	-	-	7 43%
Community palliative care team	-	-	1	3	-	-	-	-	-	-	4 25%
24-hour advice line	-	1	-	3	2	-	-	-	-	1	7 43%

Table 64

Second on-call (only) by location and frequency (consultants) – UK

Location	Second-on call – frequency 1 in...										Totals n=183
	1	2	3	4	5	6	7	8	9	10	
Hospice	4	5	6	38	26	26	19	19	7	8	158 86%
Hospital palliative care team	1	4	4	22	23	18	15	15	3	7	112 61%
Community palliative care team	1	5	4	27	19	12	15	16	2	7	108 59%
24-hour advice line	1	4	5	26	18	17	15	19	2	9	116 63%

Table 65

Total consultants providing on-call – Rol

8 66% (total consultants 12)

On-call frequency across all locations (consultants) – Rol

First on-call only - (0%)
 Second on-call only 5 (62%)
 Both first and second on-call 3 (37%)

Combined first and second on-call – Data errors have caused inaccurate analysis for revision in 2015 survey.

First on-call (only) by location and frequency (consultants) – Rol

Location	First-on call – frequency 1 in...										Totals n=0
	1	2	3	4	5	6	7	8	9	10	
Hospice	-	-	-	-	-	-	-	-	-	-	-
Hospital palliative care team	-	-	-	-	-	-	-	-	-	-	-
Community palliative care team	-	-	-	-	-	-	-	-	-	-	-
24-hour advice line	-	-	-	-	-	-	-	-	-	-	-

Table 66

Second on-call (only) by location and frequency (consultants) – Rol

Location	Second-on call – frequency 1 in...										Totals n=5
	1	2	3	4	5	6	7	8	9	10	
Hospice	-	2	2	1	-	-	-	-	-	-	5 100%
Hospital palliative care team	-	-	-	2	-	-	-	-	-	-	2 40%
Community palliative care team	-	2	2	1	-	-	-	-	-	-	5 100%
24-hour advice line	-	1	1	-	-	-	-	-	-	-	2 40%

Table 67

ON-CALL – SSAS AND OTHER NON-TRAINING GRADES

Total SSAS etc providing on-call – UK

92 71.8% (total SSAS etc 154)

On-call frequency across all locations (SSAS etc) – UK

First on-call only 69 (75%)

Second on-call only 7 (8%)

Both first and second on-call 16 (17%)

Combined first and second on-call – Data errors have caused inaccurate analysis for revision in 2015 survey.

First on-call (only) by location and frequency (SSAS) – UK

Location	First-on call – frequency 1 in...										Totals 69
	1	2	3	4	5	6	7	8	9	10	
Hospice	1	-	1	10	33	7	5	4	1	4	66 95%
Hospital palliative care team	1	-	-	2	8	2	1	2	-	2	18 26%
Community palliative care team	1	-	-	4	12	4	1	2	-	2	26 38%
24-hour advice line	-	-	-	4	13	2	3	1	-	2	25 13%

Table 68

Second on-call (only) by location and frequency (SSAS) – UK

Location	Second-on call – frequency 1 in...										Totals 7
	1	2	3	4	5	6	7	8	9	10	
Hospice	-	-	-	3	1	1	-	-	-	1	6 86%
Hospital palliative care team	-	-	-	1	1	-	-	-	-	1	3 43%
Community palliative care team	-	-	-	1	1	1	-	-	-	-	3 43%
24-hour advice line	-	-	-	3	1	1	-	-	-	1	6 86%

Table 69

CAREER ASPIRATIONS

Career aspirations by country of new post (academic posts)

Posts	England	Northern Ireland	Scotland	Wales	UK Totals	Republic of Ireland	Other country
Clinical Lecturer	1	-	-	1	2	1	-
Lecturer	1	-	-	-	1	-	-
Professor	-	-	-	1	1	-	-
Reader	-	-	-	-	-	-	-
Research Fellow	2	-	-	-	2	-	-
Senior Lecturer	-	-	-	-	-	-	-
Totals	4	-	-	2	6	1	-

Table 70

Career aspirations by country of new post – clinical posts

Posts	England	Northern Ireland	Scotland	Wales	UK Totals	Republic of Ireland	Other country
CONSULTANT POSTS							
Consultant	33	1	4	4	42	1	1
Locum Consultant	7	-	-	-	7	1	-
Total new consultant posts	40	1	4	4	49	2	1
SSAS AND OTHER NON-TRAINING POSTS							
Associate Specialist	-	-	-	-	-	-	-
Clinical Assistant	-	-	-	-	-	-	-
GP with Special Interest (GPwSI)	-	-	-	-	-	-	-
Macmillan GP Facilitator	-	-	-	-	-	-	-
Medical Director ONLY	1	-	-	-	1	-	-
Medical Officer	-	-	-	-	-	-	-
Specialty Doctor	-	-	-	-	-	-	-
Staff Grade	1	-	-	-	1	-	-
Other non-training post	2	-	-	-	2	-	-
Total new SSAS etc posts	4	-	-	-	4	-	-
TRAINING POSTS							
F1 post	-	-	-	-	-	-	-
F2 post	-	-	-	-	-	-	-
GP Specialty Trainee	-	-	-	-	-	-	-
Specialist Registrar	-	-	-	-	-	-	-
Specialty Registrar (MMC ST3 and >)	15	3	2	-	20	1	1
Specialty ST1/ST2 post	-	-	-	-	-	-	-
Other training post	6	-	-	1	7	-	-
Total new training posts	21	3	2	1	27	1	1
Total clinical posts	65	4	6	5	80	3	2
Total respondents by country	65	3	3	5	76	8	8

Table 71

Professional Activity - UK

Answer Options	Very easy	Fairly easy	Neutral	Fairly difficult	Very difficult	Not applicable
For study leave outside the workplace	58	198	41	26	4	-
To train/lecture outside the workplace	57	170	56	26	2	16
For deanery work	23	73	35	12	3	181
For local/regional RCP(I), specialist society, BMA etc work	10	64	33	13	7	200
For national RCP(I), specialist society, HSE committee, BMA etc work	13	65	22	10	6	211
To take part in MRCP(UK or I equivalent) or SCE related activities (examining, question writing etc)	8	35	19	7	6	252

Table 72

Professional Activity - Rol

Answer Options	Very easy	Fairly easy	Neutral	Fairly difficult	Very difficult	Not applicable
For study leave outside the workplace	1	5	3	1	-	-
To train/lecture outside the workplace	1	7	2	-	-	-
For deanery work	-	2	1	-	-	7
For local/regional RCP(I), specialist society, BMA etc work	-	3	3	1	-	3
For national RCP(I), specialist society, HSE committee, BMA etc work	-	5	3	2	-	-
To take part in MRCP(UK or I equivalent) or SCE related activities (examining, question writing etc)	-	-	2	1	-	7

Table 73

Employers

Substantive contract(s) – Consultants, SSAS and other non-training grades - UK

Substantive Contract(s)	Total	Percentage
HSE Ireland	-	-
NHS Employer	312	62.9%
Academic/research institution	14	2.8%
Hospice	157	31.6%
Other	13	2.6%
Total	496	

Table 74

Substantive contract(s) – Consultants, SSAS and other non-training grades - Rol

Substantive Contract(s)	Total	Percentage
HSE Ireland	9	69.2%
NHS Employer	-	-
Academic/research institution	1	7.6%
Hospice	2	15.3%
Other	1	7.6%
Total	13	

Emergency admissions and on-call commitments - UK

Do you cover out of hours palliative medicine emergency admissions? (Consultants, SSAS and other non-training grades)

Answer Choice	Responses
Yes	363
No	122
Total	485

Table 75

Emergency admissions for other specialties - UK

Do you cover emergency admissions for other specialties? (Consultants, SSAS and other non-training grades)

Answer Choice	Responses
Yes	7
No	478
Total	485

Table 76

Other specialties: Respiratory and advisory role

Emergency admissions and on-call commitments - Rol

Do you cover out of hours palliative medicine emergency admissions? (Consultants, SSAS and other non-training grades)

Answer Choice	Responses
Yes	9
No	4
Total	13

Table 77

Emergency admissions for other specialties - Rol

Do you cover emergency admissions for other specialties? (Consultants, SSAS and other non-training grades)

Answer Choice	Responses
Yes	13
No	-
Total	13

Table 78

Specialty not specified.

INDEX

A

Academic posts by age – RoI · 19
Academic posts by age - UK · 19
Academic posts by country · 9
Academic posts by gender – RoI · 11
Academic posts by gender – UK · 11
Age of respondents by gender – RoI · 14
Age of respondents by gender – UK · 14
Analysis of all Respondents · 7
ANALYSIS OF PALLIATIVE MEDICINE WORKFORCE IN UNITED KINGDOM (UK) AND REPUBLIC OF IRELAND (RoI) · 8
Analysis of those not currently working in palliative medicine · 8

B

Breakdown of all respondents by country and gender · 7
Breakdown of contracted working hours (mean) by full time and less than full time (consultant posts) – RoI · 46
Breakdown of contracted working hours (mean) by full time and less than full time (consultant posts) – UK · 46
Breakdown of contracted working hours (mean) by full time and less than full time (SSAS and other non-training posts) – RoI · 47
Breakdown of contracted working hours (mean) by full time and less than full time (SSAS and other non-training posts) – UK · 47
Breakdown of respondents working in palliative medicine by country and gender · 8

C

CAREER ASPIRATIONS · 61
Career aspirations by country of new post – clinical posts · 62
Career aspirations by country of new post (academic posts) · 61
CCST/CCT (and CESR) * achieved per year by country · 32
CCST/CCT AND CESR · 31
CCST/CCT expected per year by country · 31
Clinical posts (all grades) on specialist register for palliative medicine by country · 27
Clinical posts by age – RoI · 22
Clinical posts by age – UK · 20, 21
Clinical posts by age and gender – RoI · 17
Clinical posts by age and gender – UK · 15, 16
Clinical posts by country · 10
Clinical posts by grade and gender – RoI · 13
Clinical posts by grade and gender – UK · 12
Clinical posts on specialist register for palliative medicine – RoI · 29
Clinical posts on specialist register for palliative medicine - UK · 28
Consultant posts by employer and country · 56
Consultant posts in England by Strategic Clinical Network (SCN) · 42
Consultant posts in England by Strategic Health Authority · 43
Consultant posts in Northern Ireland by NHS Trust · 43
CONSULTANT RETIREMENTS · 48
Consultant retirements per year by age at retirement – RoI · 48
Consultant retirements per year by age at retirement – UK · 48
Consultant retirements per year by country · 49
Consultants in RoI by HSE Region · 45
Consultants in Scotland by NHS Board · 44
Consultants in Wales by Cancer Network · 44
Consultants in Wales by Local Health Board · 45

E

EMPLOYERS · 56
ETHNICITY · 50
Ethnicity by country · 50
Ethnicity by gender – RoI · 52
Ethnicity by gender – UK · 52
Ethnicity by grade – RoI · 51

F

First on-call by location and frequency (consultants) – RoI · 59
First on-call by location and frequency (consultants) – UK · 58, 60
First substantive contract date by country (consultant posts) · 37
First substantive contract date by gender (consultant posts) – RoI · 36
First substantive contract date by gender (consultant posts) – UK · 35
FIRST SUBSTANTIVE CONTRACTS · 33
Full-time and less than full time clinical posts by age – RoI · 24
Full-time and less than full-time clinical posts by age – UK · 23
Full-time and less than full-time respondents by age – RoI · 23
Full-time and less than full-time respondents by age – UK · 23

G

Gender by full time and less than full time (consultant posts) – RoI · 46
Gender by full time and less than full time (consultant posts) – UK · 46
Gender by full time and less than full time (SSAS and other non-training posts) – RoI · 47
Gender by full time and less than full time (SSAS and other non-training posts) – UK · 47
GENERAL PRACTITIONERS · 49
General Practitioners by country and gender · 49
GEOGRAPHY · 42

I

Introduction · 6

O

ON-CALL – CONSULTANTS · 58
ON-CALL – SSAS AND OTHER NON-TRAINING GRADES · 60

P

PALLIATIVE MEDICINE POSTS · 9

R

Respondents on specialist register for other specialties – Republic of Ireland · 30
Respondents on specialist register for other specialties – UK · 30
RESPONDENTS WHO HAVE LEFT PALLIATIVE MEDICINE · 25
Respondents who have left palliative medicine by age and gender – RoI · 26
Respondents who have left palliative medicine by age and gender - UK · 25

S

Second on-call by location and frequency (consultants) – RoI · 59
Second on-call by location and frequency (consultants) – UK · 58, 60
SOURCE OF FUNDING · 57
Source of funding as a mean percentage for consultants in each country · 57
SPECIALIST REGISTERS · 27

T

TYPE OF CLINICAL SERVICE · 53

Type of clinical service by mean PAs (consultants) – RoI · 55
Type of clinical service by PAs (mean) (consultant posts) – UK · 53, 54

W

WORKING HOURS · 38
WORKING HOURS – CONSULTANTS · 46
WORKING HOURS – SSAS AND OTHER NON-TRAINING POSTS · 47
Working hours by grade and gender – RoI · 41, 42
Working hours by grade and gender – UK · 39, 40
Working hours by grade and gender (academic posts) – RoI · 38
Working hours by grade and gender (academic posts) – UK · 38

Y

Year of first substantive contract by age (consultants) – RoI · 34
Year of first substantive contract by age (consultants) – UK · 33