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# ANALYSIS OF THE APM MEDICAL WORKFORCE SURVEY

## YEAR 2015

*A total of 1202 questionnaires were issued.*

*94% to APM Members and 6% of questionnaires to non-members understood to be working in palliative medicine in the UK and the Republic of Ireland.*

*In total 688 questionnaires were completed a 57% response rate.*

# TABLE OF CONTENTS

## Contents

General Details	1
Working in Palliative Medicine	3
Respondents who have left Palliative Medicine	5
As of 1 July 2015, is your post...	6
Current Post	7
Current Post by Grade by Country	10
Current Academic Posts	12
Palliative Medicine Posts	13
Clinical Posts	16
Working Hours	24
Working Hours – SSAS and Other Non-Training Posts (UK)	32
Working Hours – SSAS and Other Non-Training Posts (RoI)	33
Type of Clinical Service (UK)	34
Type of Clinical Service (RoI)	40
Your Workload (what you actually do)	41
Employers	42
Source of Funding	43
On-Call – Consultants (UK)	47
On-Call – Consultants (RoI)	52
On-Call – SSAS & Other Non-Training Grades (UK)	57
Emergency Admissions and On-Call Commitments	62
Career Aspirations	76
Geography	77
Consultant Retirements	80
Retirement	82
Your Professional Details	83

# TABLE OF CONTENTS

Your Work Locations	87
Contact Information	89
Association Information	89

# GENERAL DETAILS

## General Details

### BREAKDOWN OF ALL RESPONDENTS BY GENDER

BY GENDER	RESPONSES	PERCENTAGE
Female	526	76.5%
Male	162	23.5%
<b>Total</b>	<b>688</b>	

**Table 1**

### BREAKDOWN OF ALL RESPONDENTS BY AGE

ANSWER OPTIONS	RESPONSE COUNT	RESPONSE PERCENT
34 or under	150	21.8%
35 - 39	154	22.4%
40 - 44	123	17.9%
45 - 49	73	10.6%
50 - 54	101	14.7%
55 - 59	54	7.8%
60 - 64	22	3.2%
65 or over	11	1.6%

**Table 2**

# GENERAL DETAILS

PERCENTAGE OF TOTAL RESPONSE BY COUNTRY OF QUESTIONNAIRES SENT

ANSWER OPTIONS	RESPONSE BY COUNTRY	PERCENTAGE
England	553	80.4%
Northern Ireland	23	3.3%
Republic of Ireland	30	4.4%
Scotland	37	5.4%
Wales	34	4.9%
Other	11	1.6%
<b>Total</b>	<b>688</b>	

Table 3

PERCENTAGE OF TOTAL RESPONSE RATE PER COUNTRY

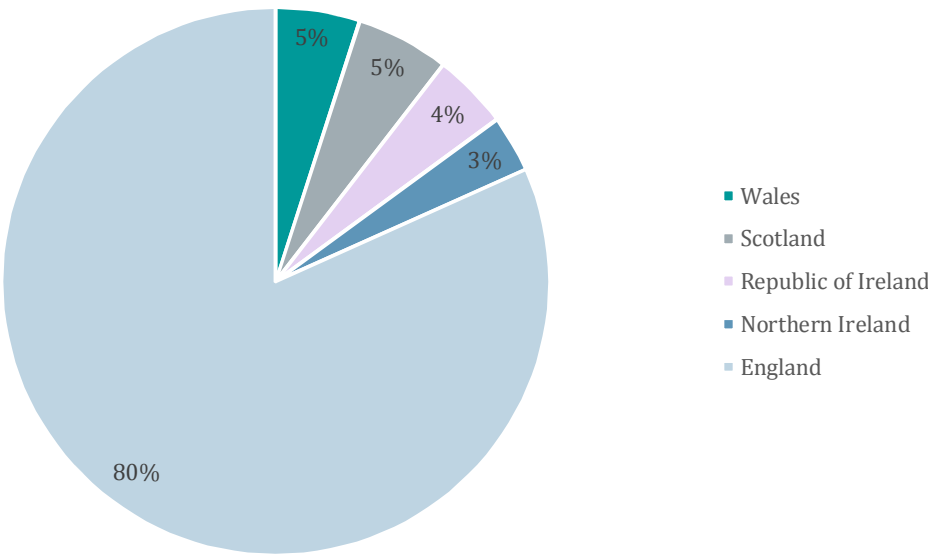


Figure 1

# WORKING IN PALLIATIVE MEDICINE

## Working in Palliative Medicine

### ANALYSIS OF THOSE NOT CURRENTLY WORKING IN PALLIATIVE MEDICINE

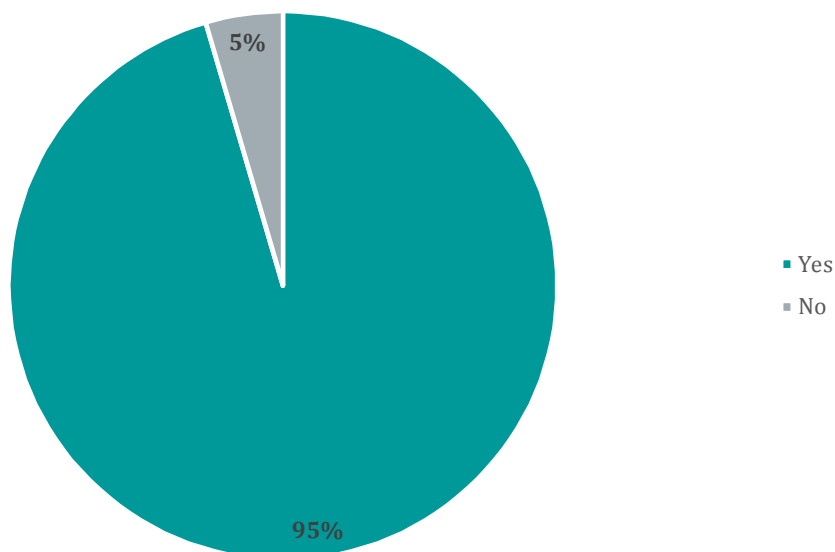
31 respondents stated that they were not currently working in palliative medicine in the United Kingdom (UK) or Republic of Ireland (RoI). Of these, 3 were based overseas, 11 had retired and 6 do not intend to work in Palliative Medicine.

### DO YOU CURRENTLY WORK IN PALLIATIVE MEDICINE?

ANSWER OPTIONS	RESPONSE COUNT	RESPONSE PERCENT
Yes	649	95.4%
No	31	4.6%
<b>Answered question</b>	<b>680</b>	

**Table 4**

### DO YOU CURRENTLY WORK IN PALLIATIVE MEDICINE?



**Figure 2**

# WORKING IN PALLIATIVE MEDICINE

HAVE YOU LEFT PALLIATIVE MEDICINE IN THE LAST 12 MONTHS?

ANSWER OPTIONS	RESPONSE COUNT	RESPONSE PERCENT
Yes	11	42.3%
No	15	57.7%
<b>Answered question</b>	<b>26</b>	

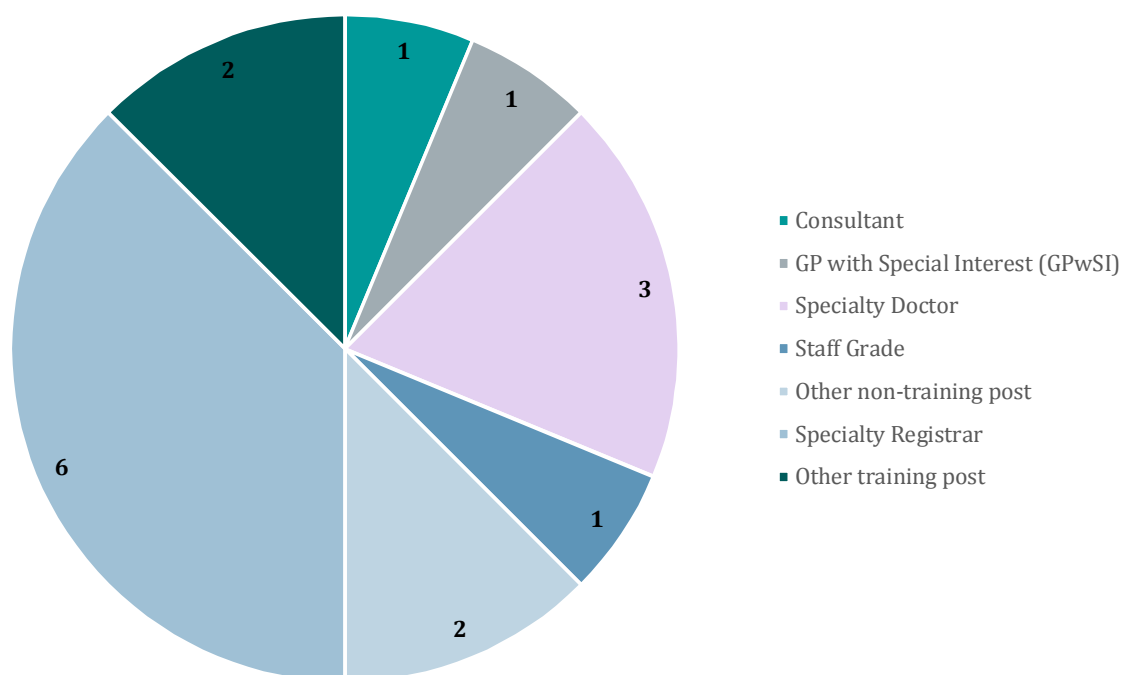
**Table 5**

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

ANSWER OPTIONS	RESPONSE COUNT	RESPONSE PERCENT
Yes	17	65.4%
No	9	34.6%
<b>Answered question</b>	<b>26</b>	

**Table 6**

WHICH POST DO YOU INTEND TO TAKE UP?



**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	-	-	-
40 – 44	1	-	-	-
45 – 49	-	-	-	-
50 – 54	2	-	-	-
55 – 59	1	-	-	-
60 – 64	1	1	-	-
65 or over	1	-	-	-
<b>Total respondents who have left in the last 12 months</b>	<b>7</b>	<b>2</b>	<b>-</b>	<b>-</b>

**Table 7**

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

8 - Retired

1 - On a career break, looking after young children.

2 - Short term FY2 position

1 - On palliative medicine as a CT2 (SHO), then moved on to cardiology and oncology rotations.

1 - About to start as a ST3 (registrar) in the autumn.

1- Not currently in palliative medicine training programme. Have not had a core medical training placement in palliative medicine.

1- Working in community hospital. Only working 1 w-e monthly at hospice



## AS OF 1 JULY 2015, IS YOUR POST...

As of 1 July 2015, is your post...

AS OF 1 JULY 2015 IS YOUR POST...

ANSWER OPTIONS	RESPONSE COUNT	RESPONSE PERCENT
...full time, defined as 10 Programmed Activities	333	51.5%
...less than full time	314	48.5%
<b>Answered question</b>	<b>647</b>	

Table 8

AS OF 1 JULY 2015, IS YOUR POST...

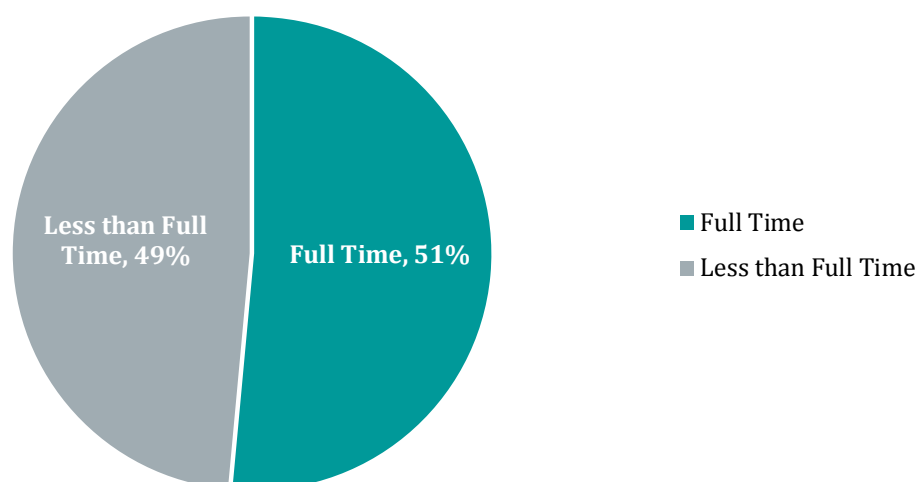


Figure 4

# CURRENT POST

## Current Post

### CURRENT TYPE OF CLINICAL POST IN PALLIATIVE MEDICINE AS OF 1 JULY 2015

ANSWER OPTIONS	RESPONSE COUNT	RESPONSE PERCENT
Consultant	370	57.2%
SSAS (Specialty, Staff Grade or Associate Specialist)	110	17.0%
Trainees	151	23.3%
Other non-training grades	14	2.2%
Other specialty	2	0.3%
<b>Answered question</b>	<b>647</b>	

**Table 9**

### CURRENT CONSULTANT POST HELD IN PALLIATIVE MEDICINE AS OF 1 JULY 2015

ANSWER OPTIONS	RESPONSE COUNT	RESPONSE PERCENT
Consultant	350	94.6%
Locum Consultant	20	5.4%
<b>Answered question</b>	<b>370</b>	

**Table 10**

### CURRENT SSAS OR OTHER NON-TRAINING GRADE CLINICAL POST HELD IN PALLIATIVE MEDICINE AS OF 1 JULY 2015

ANSWER OPTIONS	RESPONSE COUNT	RESPONSE PERCENT
Associate Specialist	19	15.57%
Clinical Assistant	3	2.46%
GP with Special Interest	3	2.46%
Medical Director	2	1.64%
Medical Officer	4	3.28%
Specialty Doctor	6	4.92%
Staff Grade	73	59.84%
Other SSAS or non-training grade clinical post	4	3.28%
<b>Answered question</b>	<b>122</b>	

**Table 11**

# CURRENT POST

## CURRENT TRAINING POST HELD IN PALLIATIVE MEDICINE AS OF 1 JULY 2015

ANSWER OPTIONS	RESPONSE COUNT	RESPONSE PERCENT
F1 Post	-	0.0%
F2 Post	-	0.0%
ST1 / ST2	2	1.3%
GP Specialty Trainee	-	0.0%
LAT Post	5	3.3%
Academic Clinical Fellow	2	1.3%
Academic Clinical Lecturer	2	1.3%
Specialist Registrar	58	38.4%
Specialty Registrar	78	51.7%
Other training post	4	2.6%
<b>Answered question</b>	<b>151</b>	

**Table 12**

## CURRENT POST BY COUNTRY BY GRADE

	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	REPUBLIC OF IRELAND
Consultant	299 (57%)	10 (43%)	19 (56%)	21 (68%)	16 (53%)
SSAS** (Specialty, Staff Grade or Associate Specialist)	89 (17%)	5 (22%)	10 (29%)	4 (13%)	-
Trainees	122 (23%)	7 (30%)	4 (12%)	6 (19%)	12 (40%)
Other non-training grades	11 (2%)	1 (5%)	-	-	2 (7%)
Other specialty	1 (1%)	-	1 (3%)	-	-
<b>Total</b>	<b>522</b>	<b>23</b>	<b>34</b>	<b>31</b>	<b>30</b>

**Table 13**

*\*\* SSAS – There were an additional 2 responses were from people outside of the UK and Ireland*

# CURRENT POST

CURRENT POST BY COUNTRY

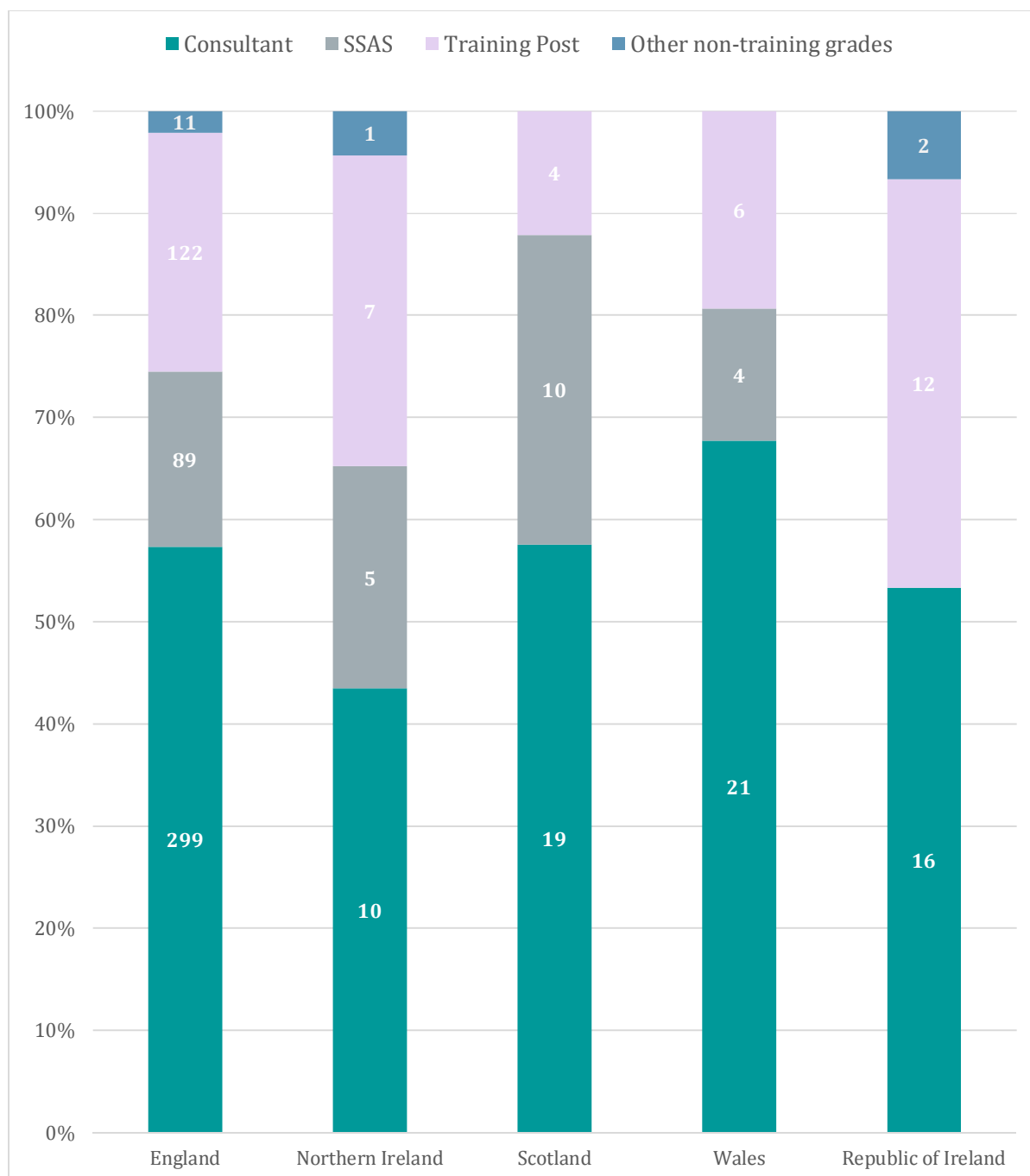


Figure 5

# CURRENT POST BY GRADE BY COUNTRY

## Current Post by Grade by Country

PERCENTAGE OF CONSULTANTS BY COUNTRY

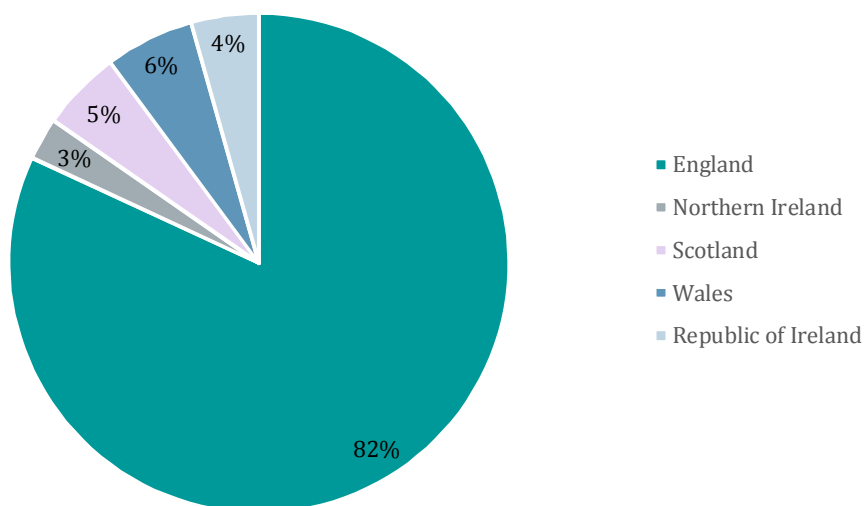


Figure 6

PERCENTAGE OF SSAS DOCTORS BY COUNTRY

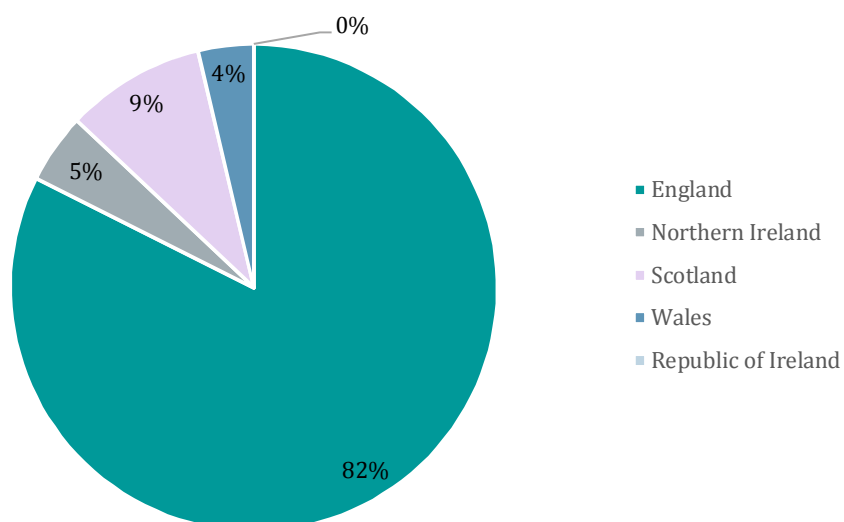


Figure 7

# CURRENT POST BY GRADE BY COUNTRY

PERCENTAGE OF TRAINEES BY COUNTRY

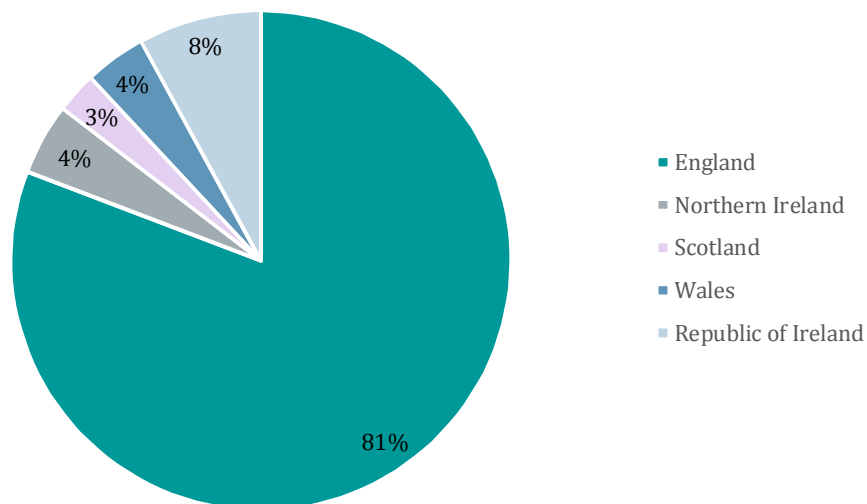


Figure 8

PERCENTAGE OF OTHER NON-TRAINING GRADES BY COUNTRY

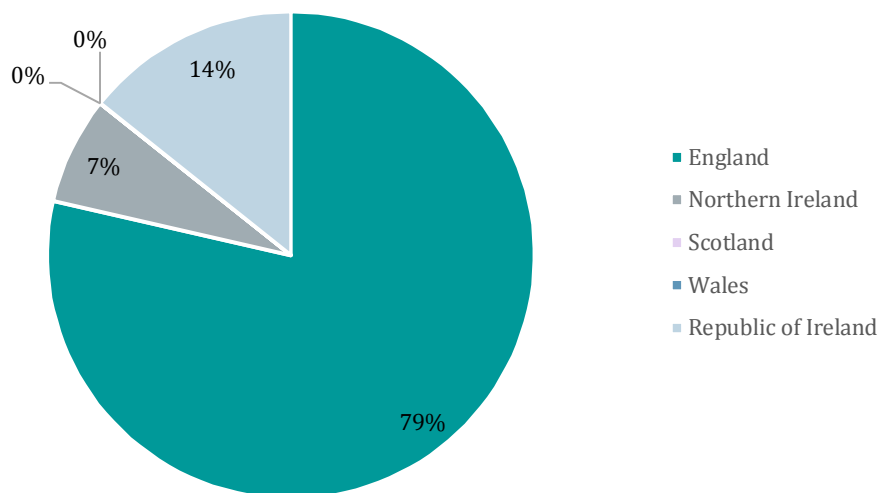
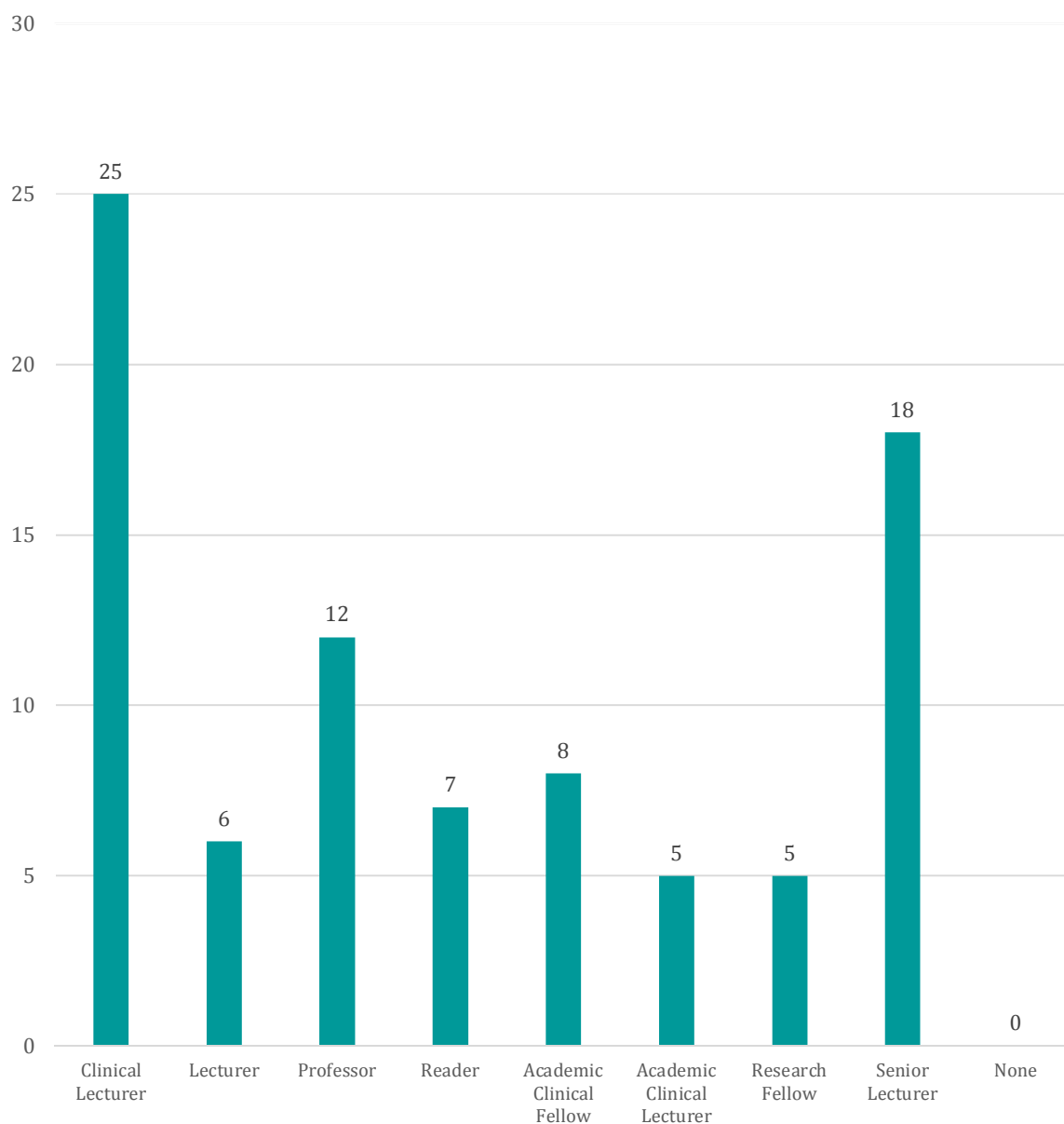


Figure 9

# CURRENT ACADEMIC POSTS

## Current Academic Posts

ACADEMIC POSTS YOU HOLD IN PALLIATIVE MEDICINE AS AT 1 JULY 2015



**Figure 10**

# PALLIATIVE MEDICINE POSTS

## Palliative Medicine Posts

### ACADEMIC POSTS BY COUNTRY

ACADEMIC POSTS	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
Clinical Lecturer	18	-	1	2	21	4
Lecturer	2	1	-	-	3	2
Professor	10	-	1	-	11	1
Reader	6	-	-	1	7	-
Academic Clinical Fellow	6	-	-	1	7	1
Academic Clinical Lecturer	3	-	-	-	3	1
Research Fellow	3	-	1	1	5	-
Senior Lecturer	13	-	1	2	16	1
<b>Total Academic posts</b>	<b>61</b>	<b>1</b>	<b>4</b>	<b>7</b>	<b>73</b>	<b>10</b>
<b>Total Respondents by country</b>	<b>553</b>	<b>23</b>	<b>37</b>	<b>34</b>	<b>647</b>	<b>30</b>

**Table 14**

### ACADEMIC POSTS BY GENDER

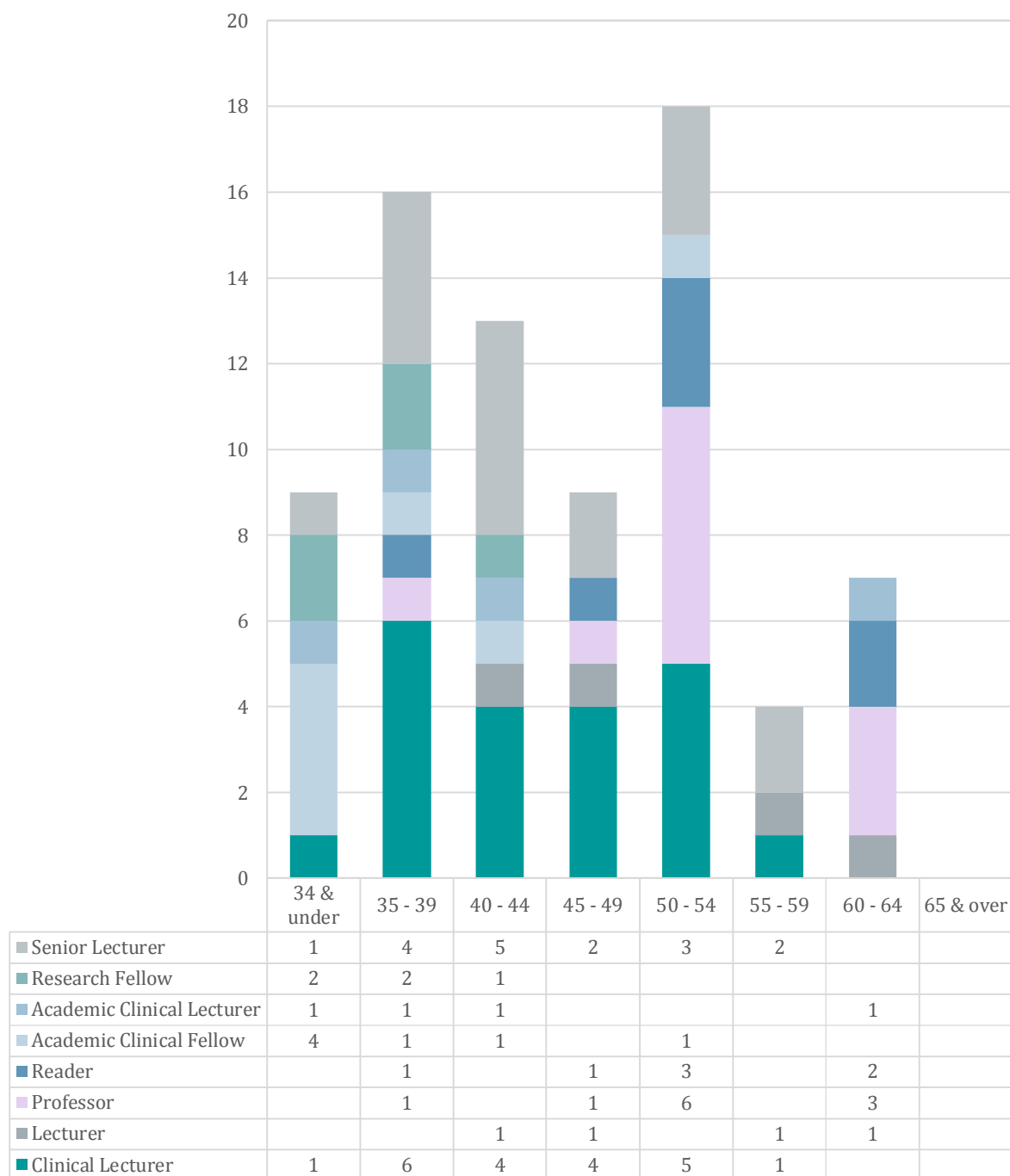
ACADEMIC POSTS	UK FEMALE	UK MALE	REPUBLIC OF IRELAND FEMALE	REPUBLIC OF IRELAND MALE
Clinical Lecturer	16	5	3	1
Lecturer	1	2	1	1
Professor	5	6	-	1
Reader	2	5	-	-
Academic Clinical Fellow	4	3	-	1
Academic Clinical Lecturer	2	1	-	1
Research Fellow	4	1	-	-
Senior Lecturer	9	7	-	1
<b>Total Academic Posts</b>	<b>43</b>	<b>30</b>	<b>4</b>	<b>6</b>
<b>Total Academic Posts by Country</b>	<b>73</b>		<b>10</b>	

**Table 15**



# PALLIATIVE MEDICINE POSTS

## ACADEMIC POSTS BY AGE – UNITED KINGDOM



**Figure 11**

# PALLIATIVE MEDICINE POSTS

ACADEMIC POSTS BY AGE – REPUBLIC OF IRELAND

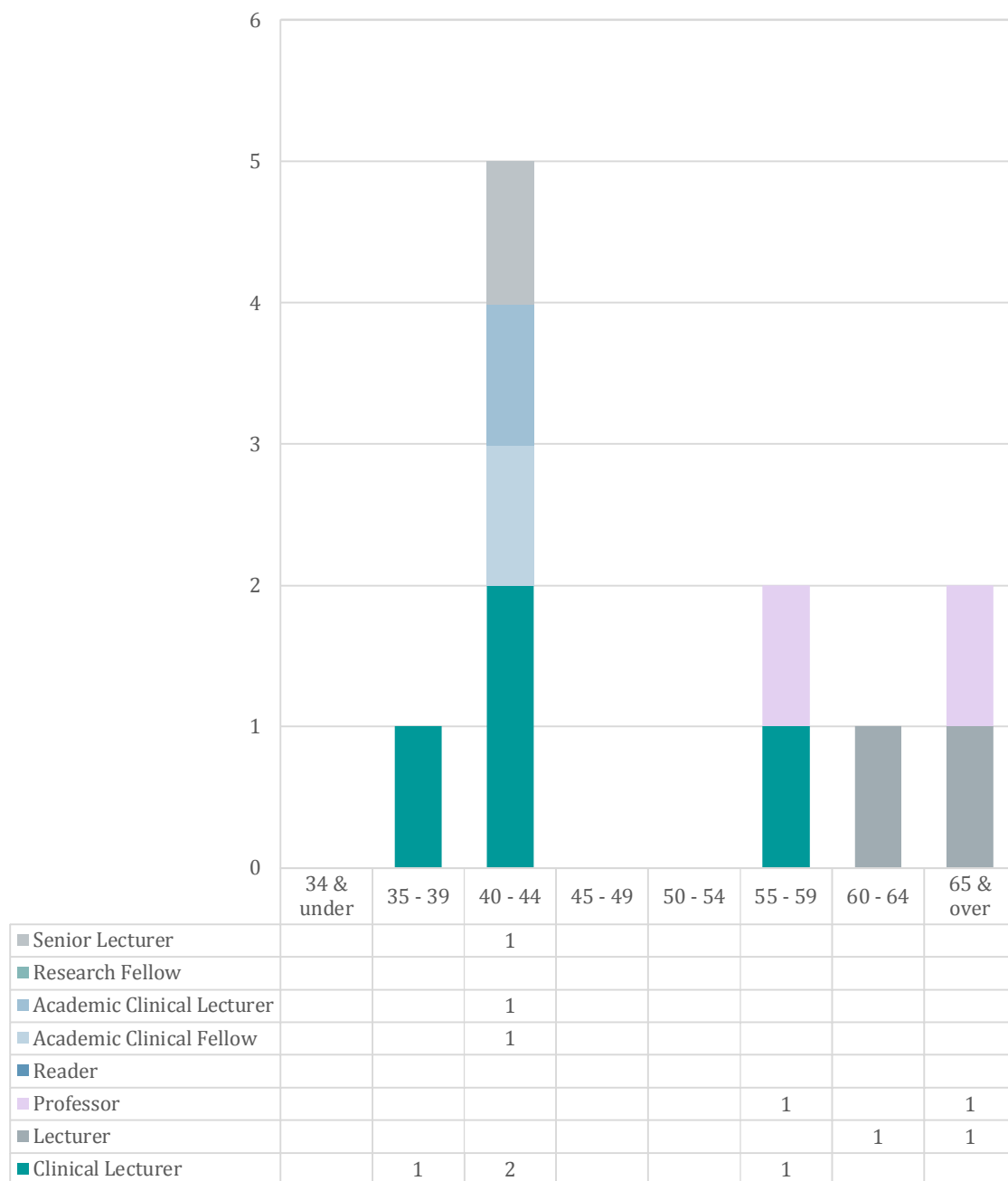


Figure 12

# CLINICAL POSTS

## Clinical Posts

### CONSULTANT POSTS BY COUNTRY

CONSULTANT POSTS	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
Consultant	282 (94%)	10 (91%)	18 (95%)	20 (95%)	330 (94%)	16 (100%)
Locum Consultant	17 (6%)	1 (9%)	1 (5%)	1 (5%)	20 (6%)	-
<b>Total Consultant Posts</b>	<b>299</b>	<b>11</b>	<b>19</b>	<b>21</b>	<b>350</b>	<b>16</b>

Table 16

### SSAS AND OTHER NON-TRAINING POSTS BY COUNTRY

SSAS AND OTHER NON-TRAINING POSTS	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
Associate Specialist	17 (16%)	1 (20%)	1 (9%)	-	19	-
Clinical Assistant	3 (3%)	-	-	-	3	-
GP with Special Interest (GPwSI)	1 (1%)	1 (20%)	-	-	2	1 (50%)
Macmillan GP Facilitator	3 (3%)	-	-	-	3	-
Medical Director	3 (3%)	-	-	-	3	-
Medical Officer	4 (3%)	1 (20%)	-	-	5	-
Specialty Doctor	58 (54%)	2 (40%)	9 (82%)	4 (100%)	73	-
Staff Grade	4 (3%)	-	-	-	4	-
Other non-training post	15 (14%)	-	1 (9%)	-	16	1 (50%)
<b>Total SSAS and other non-training posts</b>	<b>108</b>	<b>5</b>	<b>11</b>	<b>4</b>	<b>128</b>	<b>2</b>

Table 17

# CLINICAL POSTS

## TRAINING POSTS BY COUNTRY

TRAINING POSTS	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTAL	REPUBLIC OF IRELAND
<b>F1 Post</b>	-	-	-	-	-	-
<b>F2 Post</b>	-	-	-	-	-	-
<b>ST1 / ST2</b>	2 (2%)	-	-	-	2	-
<b>GP Specialty Trainee</b>	-	-	-	-	-	-
<b>LAT Post</b>	4 (3%)	-	1 (25%)	-	5	-
<b>Academic Clinical Fellow</b>	1 (1%)	-	-	1 (17%)	2	-
<b>Academic Clinical Lecturer</b>	2 (2%)	-	-	-	2	-
<b>Specialist Registrar</b>	43 (35%)	1 (14%)	1 (25%)	1 (17%)	46	12 (100%)
<b>Specialty Registrar</b>	67 (55%)	6 (86%)	2 (50%)	3 (50%)	78	-
<b>Other training post</b>	3 (2%)	-	-	1 (17%)	4	-
<b>Total Training Posts</b>	<b>122</b>	<b>7</b>	<b>4</b>	<b>6</b>	<b>139</b>	<b>12</b>

Table 18

# CLINICAL POSTS

## CONSULTANT POSTS BY GRADE AND GENDER

TOTAL CONSULTANT POSTS BY COUNTRY	UK 350 (96%)			REPUBLIC OF IRELAND 16 (4%)		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
Consultant	242 (73%)	88 (27%)	330	9 (56%)	7 (44%)	16
Locum Consultant	16 (80%)	4 (20%)	20	-	-	-
<b>Total Consultant Posts</b>	<b>258</b>	<b>92</b>	<b>350</b>	<b>9</b>	<b>7</b>	<b>16</b>

Table 19

## SSAS AND OTHER NON-TRAINING POSTS BY GRADE AND GENDER

SSAS AND OTHER NON- TRAINING POSTS	UK 128 (98%)		REPUBLIC OF IRELAND 2 (2%)	
	FEMALE	MALE	FEMALE	MALE
Associate Specialist	16 (15%)	3 (13%)	-	-
Clinical Assistant	2 (2%)	1 (4%)	-	-
GP with Special Interest (GPwSI)	2 (2%)	-	-	1 (100%)
Macmillan GP Facilitator	3 (3%)	-	-	-
Medical Director ONLY	2 (2%)	1 (4%)	-	-
Medical Officer	3 (3%)	2 (8%)	-	-
Specialty Doctor	59 (57%)	14 (58%)	-	-
Staff Grade	4 (4%)	-	-	-
Other non-training post	13 (12%)	3 (13%)	1 (100%)	-
<b>Total SSAS and other non-training posts</b>	<b>104 (81%)</b>	<b>24 (19%)</b>	<b>1 (50%)</b>	<b>1 (50%)</b>

Table 20

# CLINICAL POSTS

## TRAINING POSTS BY GRADE AND GENDER

TRAINING POSTS	UK 139 (92%)		REPUBLIC OF IRELAND 12 (8%)	
GENDER	FEMALE	MALE	FEMALE	MALE
F1 Post	-	-	-	-
F2 Post	-	-	-	-
ST1 / ST2	-	2 (10%)	-	-
GP Specialty Trainee	-	-	-	-
LAT Post	5 (4%)	-	-	-
Academic Clinical Fellow	-	2 (10%)	-	-
Academic Clinical Lecturer	1 (1%)	1 (5%)	-	-
Specialist Registrar	40 (34%)	6 (30%)	10 (100%)	2 (100%)
Specialty Registrar	69 (58%)	9 (45%)	-	-
Other training post	4 (3%)	-	-	-
<b>Total Training Posts</b>	<b>119 (86%)</b>	<b>20 (14%)</b>	<b>10 (50%)</b>	<b>2 (50%)</b>

Table 21

# CLINICAL POSTS

CLINICAL POSTS BY AGE – UK CONSULTANTS

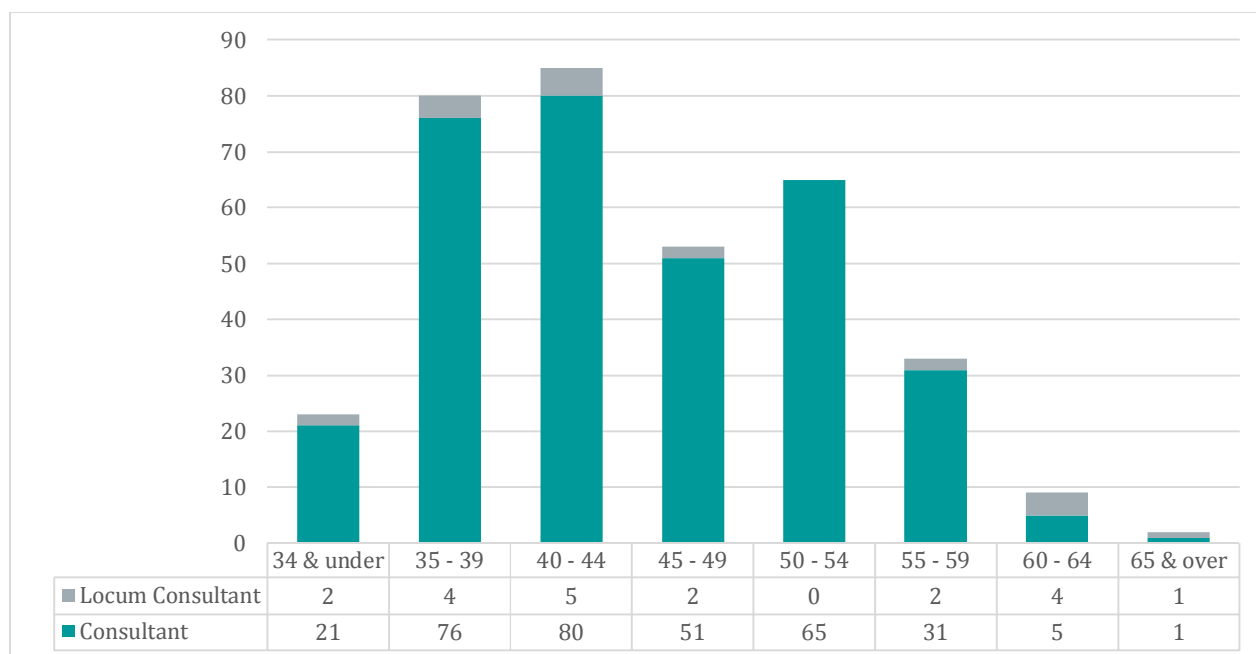


Figure 13

CLINICAL POSTS BY AGE – ROI CONSULTANTS

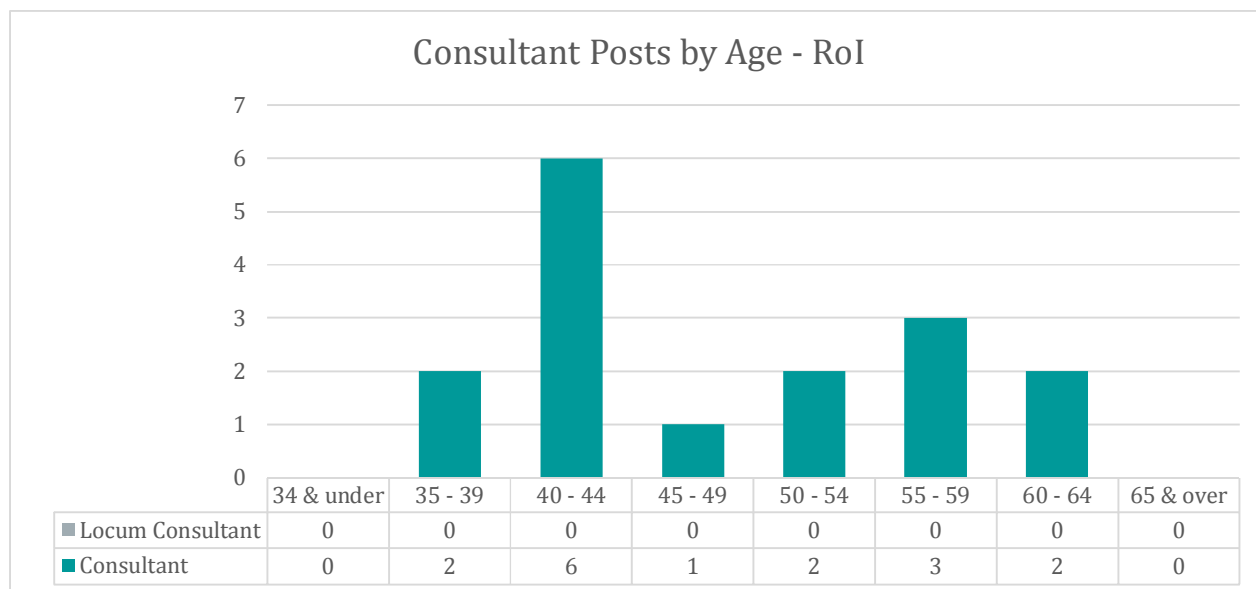


Figure 14

# CLINICAL POSTS

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

CLINICAL POST	34 & UNDER	35-39	40-44	45-49	50-54	55-59	60-64	65 & OVER
Associate Specialist	-	-	2	3	7	4	3	-
Clinical Assistant	-	-	-	-	1	1	1	-
GPwSI	-	-	1	-	-	1	-	-
Macmillan GP Facilitator	-	-	1	-	2	-	-	-
Medical Director	-	-	2	1	-	-	-	-
Medical Officer	-	1	1	-	3	-	-	-
Specialty Doctor	15	14	12	13	12	5	-	2
Staff Grade	-	2	2	-	-	-	-	-
Other non-training Post	2	3	3	1	2	3	2	-

Table 22

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

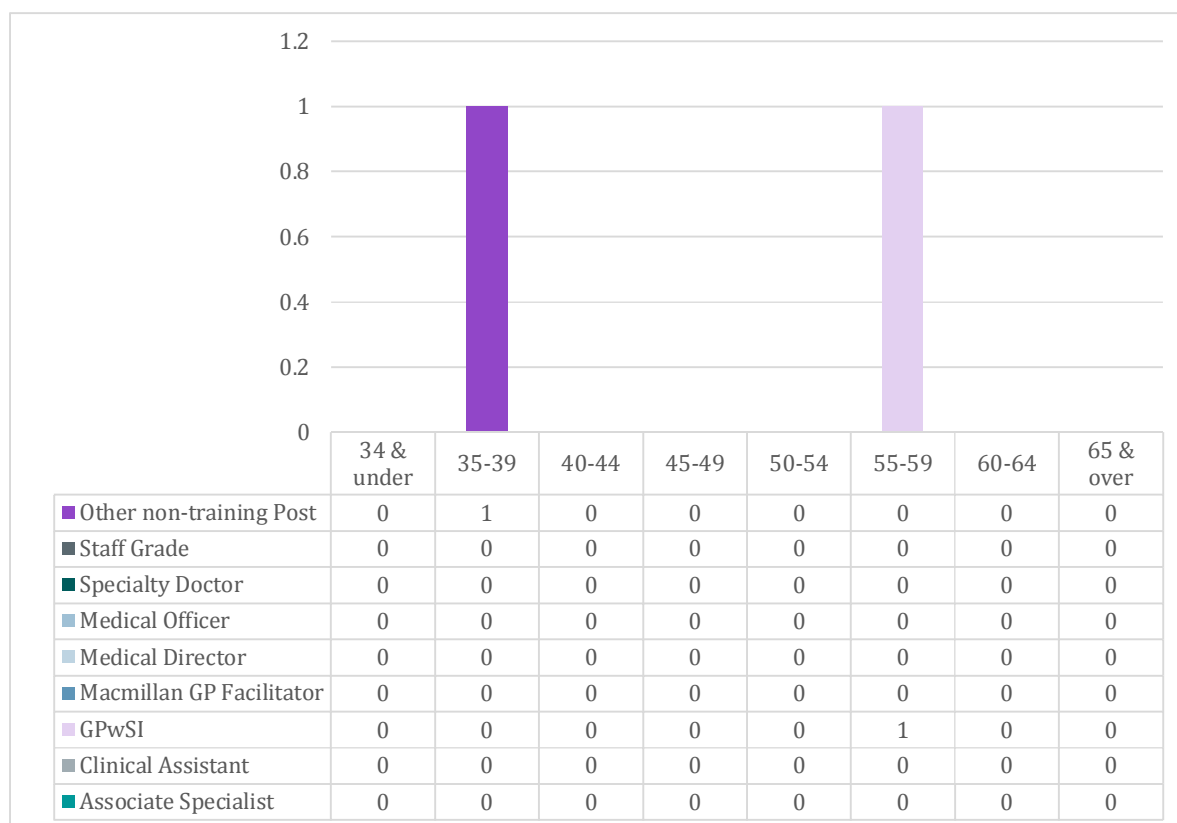


Figure 15



# CLINICAL POSTS

CLINICAL POSTS BY AGE – TRAINING POSTS – UK

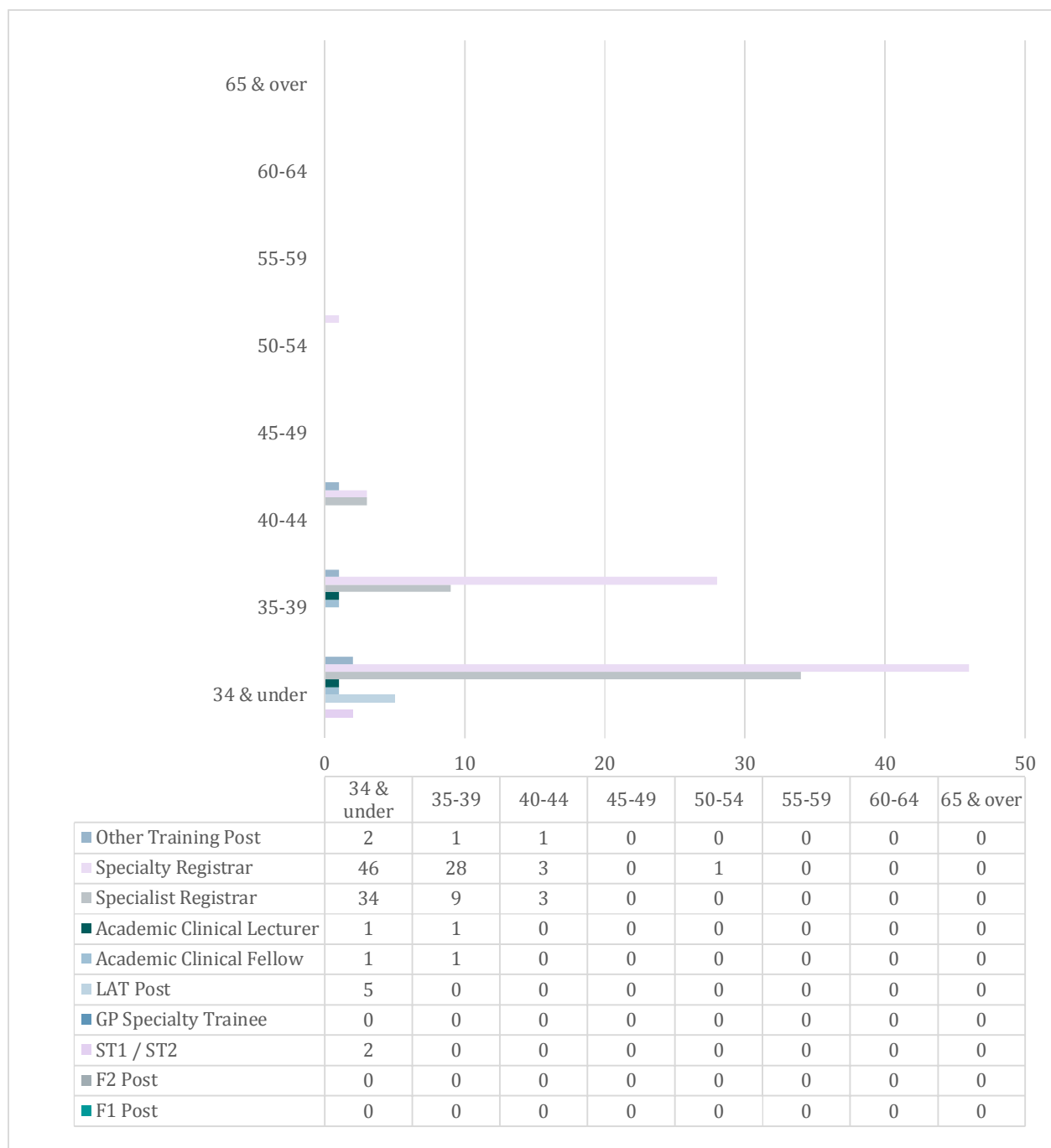


Figure 16

# CLINICAL POSTS

CLINICAL POSTS BY AGE – TRAINING POSTS (ROI)

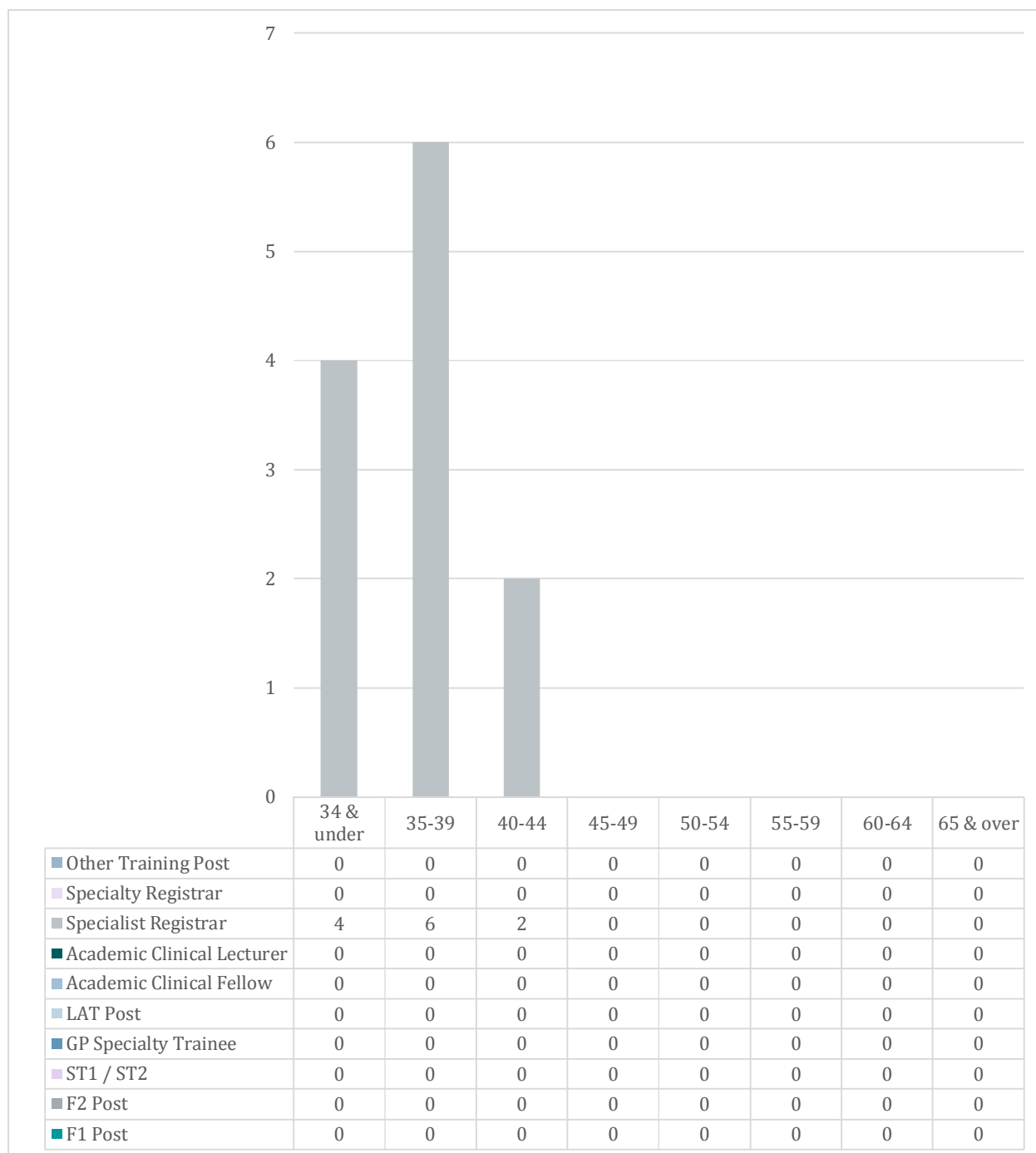


Figure 17

# WORKING HOURS

## Working Hours

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

POST	FULL-TIME 79 (57%)		LESS THAN FULL-TIME 59 (43%)		TOTALS
GENDER	FEMALE (54%)	MALE (46%)	FEMALE (71%)	MALE (29%)	
Clinical Lecturer	8	2	8	9	27
Lecturer	-	-	1	2	3
Professor	4	6	1	-	11
Reader	1	2	1	3	7
Academic Clinical Fellow	-	3	4	-	7
Academic Clinical Lecturer	-	1	2	-	3
Research Fellow	3	1	1	-	5
Senior Lecturer	4	7	5	-	16
Other	23	14	19	3	59
Total	43	36	42	17	138

Table 23

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

POST	FULL-TIME 12 (100%)		LESS THAN FULL-TIME - (- %)		TOTALS
GENDER	FEMALE 42%	MALE 58	FEMALE - (- %)	MALE - (- %)	
Clinical Lecturer	3	1	-	-	4
Lecturer	1	1	-	-	2
Professor	-	1	-	-	1
Academic Clinical Fellow	-	1	-	-	1
Academic Clinical Lecturer	-	1	-	-	1
Senior Lecturer	-	1	-	-	1
Other	1	1	-	-	2
Total	5	7	-	-	12

Table 24

# WORKING HOURS

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

CONSULTANT POSTS	FULL-TIME 180 (51%)			LESS THAN FULL-TIME 170 (49%)			TOTALS
GENDER	FEMALE (60%)	MALE (40%)	TOTAL FULL- TIME	FEMALE (88%)	MALE (12%)	TOTAL LESS THAN FULL- TIME	
Consultant	106 (60%)	70 (40%)	176	136 (88%)	18 (12%)	154	330
Locum Consultant	2 (50%)	2 (50%)	4	14 (87%)	2 (13%)	16	20
<b>Total Consultant Posts</b>	<b>108 (60%)</b>	<b>72 (40%)</b>	<b>180</b>	<b>150 (88%)</b>	<b>20 (12%)</b>	<b>170</b>	<b>350</b>

Table 25

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

CONSULTANT POSTS	FULL-TIME 15 (94%)			LESS THAN FULL-TIME 1 (6%)			TOTAL
GENDER	FEMALE (53%)	MALE (47%)	TOTAL FULL- TIME	FEMALE (100%)	MALE (- %)	TOTAL LESS THAN FULL- TIME	
Consultant	8 (53%)	7 (47%)	15	1 (100%)	-	1	16
Locum Consultant	-	-	-	-	-	-	-
<b>Total Consultant Posts</b>	<b>8 (53%)</b>	<b>7 (47%)</b>	<b>15</b>	<b>1 (100%)</b>	<b>-</b>	<b>1</b>	<b>16</b>

Table 26

# WORKING HOURS

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

SSAS AND OTHER NON-TRAINING POSTS	FULL-TIME (27%)			LESS THAN FULL-TIME (73%)			TOTALS
	FEMALE (72%)	MALE (28%)	TOTAL FULL-TIME	FEMALE (84%)	MALE (16%)	TOTAL LESS THAN FULL-TIME	
Associate Specialist	4 (80%)	1 (20%)	5	12 (86%)	2 (14%)	14	19
Clinical Assistant	-	-	-	2 (67%)	1 (33%)	3	3
GP with Special Interest (GPwSI)	-	-	-	2 (100%)	-	2	2
Macmillan GP Facilitator	-	-	-	3 (100%)	-	3	3
Medical Director	-	1 (100%)	1	2 (100%)	-	2	3
Medical Officer	1 (100%)	-	1	2 (50%)	2 (50%)	4	5
Specialty Doctor	14 (70%)	6 (30%)	20	45 (85%)	8 (15%)	53	73
Staff Grade	-	-	-	4 (100%)	-	4	4
Other non-training post	5 (83%)	1 (17%)	6	8 (80%)	2 (20%)	10	16
<b>Total SSAS and other non-training posts</b>	<b>23 (72%)</b>	<b>9 (28%)</b>	<b>32</b>	<b>74 (84%)</b>	<b>14 (16%)</b>	<b>88</b>	<b>120</b>

Table 27

# 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 (50%)			LESS THAN FULL-TIME (50%)			TOTALS
	FEMALE (100%)	MALE (- %)	TOTAL FULL- TIME	FEMALE (- %)	MALE (100%)	TOTAL LESS THAN FULL- TIME	
Associate Specialist	-	-	-	-	-	-	-
Clinical Assistant	-	-	-	-	-	-	-
GP with Special Interest (GPwSI)	-	-	-	-	1 (100%)	1	1
Macmillan GP Facilitator	-	-	-	-	-	-	-
Medical Director	-	-	-	-	-	-	-
Medical Officer	-	-	-	-	-	-	-
Specialty Doctor	-	-	-	-	-	-	-
Staff Grade	-	-	-	-	-	-	-
Other non-training post	1 (100%)	-	1	-	-	-	1
<b>Total SSAS and other non-training posts</b>	<b>1 (100%)</b>	<b>- (- %)</b>	<b>1</b>	<b>- (- %)</b>	<b>1 (100%)</b>	<b>1</b>	<b>2</b>

Table 28

# WORKING HOURS

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

TRAINING POSTS	FULL-TIME (64%)			LESS THAN FULL-TIME (36%)			TOTALS
GENDER	FEMALE (82%)	MALE (18%)	TOTAL FULL-TIME	FEMALE (92%)	MALE (8%)	TOTAL LESS THAN FULL-TIME	
F1 Post	-	-	-	-	-	-	-
F2 Post	-	-	-	-	-	-	-
ST1 / ST2	-	2 (100%)	2	-	-	-	2
GP Specialty Trainee	-	-	-	-	-	-	-
LAT Post	5 (100%)	-	5	-	-	-	5
Academic Clinical Fellow	-	2 (100%)	2	-	-	-	2
Academic Clinical Lecturer	1 (50%)	1 (50%)	2	-	-	-	2
Specialist Registrar	27 (87%)	4 (13%)	31	13 (87%)	2 (13%)	15	46
Specialty Registrar	38 (84%)	7 (16%)	45	31 (88%)	2 (12%)	33	78
Other training post	2 (100%)	-	2	2 (100%)	-	2	4
<b>Total Training posts</b>	<b>73 (82%)</b>	<b>16 (18%)</b>	<b>89</b>	<b>46 (92%)</b>	<b>4 (8 %)</b>	<b>50</b>	<b>139</b>

Table 29

# WORKING HOURS

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

TRAINING POSTS	FULL-TIME (100%)			LESS THAN FULL-TIME (- %)			TOTALS
	FEMALE (83%)	MALE (17%)	TOTAL FULL-TIME	FEMALE (- %)	MALE (- %)	TOTAL LESS THAN FULL-TIME	
F1 Post	-	-	-	-	-	-	-
F2 Post	-	-	-	-	-	-	-
ST1 / ST2	-	-	-	-	-	-	-
GP Specialty Trainee	-	-	-	-	-	-	-
LAT Post	-	-	-	-	-	-	-
Academic Clinical Fellow	-	-	-	-	-	-	-
Academic Clinical Lecturer	-	-	-	-	-	-	-
Specialist Registrar	10 (83%)	2 (17%)	12	-	-	-	12
Specialty Registrar	-	-	-	-	-	-	-
Other training post	-	-	-	-	-	-	-
<b>Total Training posts</b>	<b>10 (83%)</b>	<b>2 (17%)</b>	<b>12</b>	<b>- (- %)</b>	<b>- (- %)</b>	<b>-</b>	<b>12</b>

Table 30



# WORKING HOURS

## 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=172</i>	7.0	2.6	2.0	1.4	10.5
Less than full time <i>n=147</i>	5.2	1.8	1.7	1.3	7.3

Table 31

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

GENDER	FULL-TIME	LESS THAN FULL-TIME	TOTALS
Female Posts	106 (44%)	136 (56%)	242
Male Posts	70 (80%)	18 (20%)	88
<b>Total Posts</b>	<b>176 (53%)</b>	<b>154 (47%)</b>	<b>330</b>

Table 32

# WORKING HOURS

## 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=15</i>	31.0	6.8	5.0	5.0	37.3
Less than full time <i>n=1</i>	19.5	-	-	-	19.5

Table 33

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

GENDER	FULL-TIME	LESS THAN FULL-TIME	TOTALS
Female Posts	8 (89%)	1 (11%)	9
Male Posts	7 (100%)	- (- %)	7
<b>Total Posts</b>	<b>15 (94%)</b>	<b>1 (6%)</b>	<b>16</b>

Table 34

# 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=1 (32 skipped the question)</i>	9.0	2.0	0.0	0.0	11.0
Less than full time <i>n=0 (88 skipped the question)</i>	-	-	-	-	-

Table 35

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	23 (24%)	73 (76%)	96
Male Posts	9 (38%)	15 (62%)	24
<b>Total Posts</b>	<b>32 (27%)</b>	<b>88 (73%)</b>	<b>120</b>

Table 36

# 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 (1 skipped the question)</i>	-	-	-	-	-
Less than full time <i>n=0 (1 skipped the question)</i>	-	-	-	-	-

**Table 37**

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	1 (100%)	-	1
Male Posts	-	1 (100%)	1
<b>Total SSAS and other non-training posts</b>	<b>1 (50%)</b>	<b>1 (50%)</b>	<b>2</b>

**Table 38**

## TYPE OF CLINICAL SERVICE (UK)

### Type of Clinical Service (UK)

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

PLACE OF WORK	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	TOTAL
Hospice Inpatient Beds	176	7	12	12	207
Hospice Day Centre	87	2	7	6	102
Hospice Outpatient Clinic	121	2	10	9	142
Hospital Specialist Palliative Care Team	186	8	6	11	211
Hospital Specialist Palliative Care Dedicated NHS Inpatient Beds	59	4	1	7	71
Hospital Day Centre	51	2	1	6	60
Hospital Outpatient Clinic	96	7	4	8	115
Community Specialist Palliative Care Team	163	5	10	13	191
Community Outpatient Clinic	70	2	1	7	80
<b>Total Consultants</b>	<b>282</b>	<b>10</b>	<b>18</b>	<b>20</b>	<b>330</b>

Table 39

## 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 n = 176	Mean PAs	Consultants n= 154	Mean PAs	Consultants n= 330
Hospice Inpatient Beds	2.8	115	2.2	92	2.5	207
Hospice Day Centre	0.4	59	0.5	43	0.4	102
Hospice Outpatient Clinic	1.0	83	0.7	59	0.9	142
Hospital Specialist Palliative Care Team	3.3	122	2.6	89	3.0	211
Hospital Specialist Palliative Care Dedicated NHS Inpatient Beds	0.3	41	0.7	30	0.5	71
Hospital Day Centre	-	35	-	25	-	60
Hospital Outpatient Clinic	0.8	68	0.8	47	0.8	115
Community Specialist Palliative Care Team	2.0	105	1.9	86	2.0	191
Community Outpatient Clinic	0.4	46	0.4	34	0.4	80

**Table 40**

## 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 = 154	Mean PAs	Consultants n= 128	Mean PAs	Consultants n= 282
Hospice Inpatient Beds	2.7	99	2.2	77	2.5	176
Hospice Day Centre	0.4	52	0.6	35	0.5	87
Hospice Outpatient Clinic	1.0	72	0.8	49	0.9	121
Hospital Specialist Palliative Care Team	3.3	111	2.6	75	3.0	186
Hospital Specialist Palliative Care Dedicated NHS Inpatient Beds	0.3	36	0.6	23	0.4	59
Hospital Day Centre	-	31	0.1	20	-	51
Hospital Outpatient Clinic	0.7	59	0.8	37	0.8	96
Community Specialist Palliative Care Team	2.0	93	2.0	70	2.0	163
Community Outpatient Clinic	0.4	42	0.4	28	0.4	70

**Table 41**

## 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 = 3	Mean PAs	Consultants n= 7	Mean PAs	Consultants n= 10
Hospice Inpatient Beds	5.0	2	2.1	5	2.9	7
Hospice Day Centre	-	1	-	1	-	2
Hospice Outpatient Clinic	-	1	-	1	-	2
Hospital Specialist Palliative Care Team	4.0	3	2.4	5	3.0	8
Hospital Specialist Palliative Care Dedicated NHS Inpatient Beds	-	1	2.2	3	1.6	4
Hospital Day Centre	-	1	-	1	-	2
Hospital Outpatient Clinic	0.8	3	0.6	4	0.7	7
Community Specialist Palliative Care Team	0.3	2	0.5	3	0.4	5
Community Outpatient Clinic	-	1	-	1	-	2

Table 42



## 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 = 10	Mean PAs	Consultants n= 8	Mean PAs	Consultants n= 18
Hospice Inpatient Beds	4.1	7	3.2	5	3.7	12
Hospice Day Centre	0.3	4	0.7	3	0.5	7
Hospice Outpatient Clinic	0.7	6	0.8	4	0.7	10
Hospital Specialist Palliative Care Team	3.3	3	3.3	3	3.3	6
Hospital Specialist Palliative Care Dedicated NHS Inpatient Beds	-	1	-	-	-	1
Hospital Day Centre	-	1	-	-	-	1
Hospital Outpatient Clinic	1.5	3	1.0	1	1.4	4
Community Specialist Palliative Care Team	1.8	6	1.3	4	1.6	10
Community Outpatient Clinic	-	1	-	-	-	1

**Table 43**

## 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 = 9	Mean PAs	Consultants n= 11	Mean PAs	Consultants n= 20
Hospice Inpatient Beds	2.3	7	0.5	5	1.5	12
Hospice Day Centre	0.5	2	-	4	0.2	6
Hospice Outpatient Clinic	1.8	4	0.3	5	0.9	9
Hospital Specialist Palliative Care Team	3.8	5	2.8	6	3.3	11
Hospital Specialist Palliative Care Dedicated NHS Inpatient Beds	0.7	3	0.6	4	0.6	7
Hospital Day Centre	-	2	-	4	-	6
Hospital Outpatient Clinic	0.7	3	0.9	5	0.8	8
Community Specialist Palliative Care Team	3.0	4	2.2	9	2.4	13
Community Outpatient Clinic	-	2	0.6	5	0.4	7

**Table 44**

# 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 = 15	Mean Hours	Consultants n= 1	Mean Hours	Consultants n= 16
Hospice Inpatient Beds	11.2	10	-	-	11.2	10
Hospice Day Centre	0.7	7	-	-	0.7	7
Hospice Outpatient Clinic	2.3	9	-	-	2.3	9
Hospital Specialist Palliative Care Team	12.1	13	-	-	12.1	13
Hospital Specialist Palliative Care Dedicated NHS Inpatient Beds	3.8	4	13.5	1	5.7	5
Hospital Day Centre	-	3	-	-	-	3
Hospital Outpatient Clinic	3.5	10	6.0	1	3.7	11
Community Specialist Palliative Care Team	4.2	11	-	-	4.2	11
Community Outpatient Clinic	0.3	3	-	-	0.3	3

**Table 45**

# 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 = 330	Actual Hours	Consultants n = 16
Trust/hospital management	1.1	152	2.9	7
Hospice management	1.3	173	3.4	7
Supervision of trainees	0.5	205	1.2	9
Undergraduate teaching	0.5	134	1.4	8
Postgraduate teaching	0.4	159	0.8	6
Academic/research	0.9	97	1.5	6
CPD	0.4	218	1.0	9
Appraisal/revalidation	0.3	166	0.3	3
Clinical audit	0.3	176	0.8	8
Strategic planning	0.6	178	2.2	7
Other	0.9	86	4.9	7

**Table 46**

# EMPLOYERS

## Employers

### CONSULTANT POSTS BY EMPLOYER AND COUNTRY

EMPLOYER	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
HSE Ireland	-	-	-	-	-	10 (84%)
NHS Employer	194 (73%)	8 (89%)	9 (53%)	16 (84%)	227 (73%)	-
Academic / Research Institution	10 (3%)	-	-	3 (16%)	13 (4%)	1 (8%)
Hospice	60 (23%)	1 (11%)	8 (47%)	-	69 (22%)	1 (8%)
Other	2 (1%)	-	-	-	2 (1%)	-
<b>Total Consultant Posts by employer</b>	<b>266</b>	<b>9</b>	<b>17</b>	<b>19</b>	<b>311</b>	<b>12</b>

Table 47

### SSAS POSTS BY EMPLOYER AND COUNTRY

Employer	England	Northern Ireland	Scotland	Wales	UK Totals	Republic of Ireland
HSE Ireland	1 (1%)	-	-	-	1 (1%)	1 (50%)
NHS Employer	27 (28%)	2 (33%)	4 (44%)	3 (100%)	36 (31%)	-
Academic / Research Institution	-	-	-	-	-	-
Hospice	60 (61%)	3 (50%)	5 (56%)	-	68 (59%)	1 (50%)
Other	10 (10%)	1 (17%)	-	-	11 (9%)	-
<b>Total SSAS Posts by employer</b>	<b>98</b>	<b>6</b>	<b>9</b>	<b>3</b>	<b>116</b>	<b>2</b>

Table 48

# 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	31	2	3	4	1
Charity (Marie Curie / Macmillan / Sue Ryder)	64	4	7	7	-
Charity (Other)	28	1	5	2	-
Voluntary / Hospice	110	5	5	5	1
Statutory / NHS / HSE	207	8	8	17	10
Any other source not listed above	19	1	1	2	-
<b>Number of responses</b>	<b>261</b>	<b>9</b>	<b>17</b>	<b>19</b>	<b>11</b>
<b>Total Consultant by country</b>	<b>282</b>	<b>10</b>	<b>18</b>	<b>20</b>	<b>16</b>

Table 49

# SOURCE OF FUNDING

## Mean Percentage of Source of Funding for Consultants - UK

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

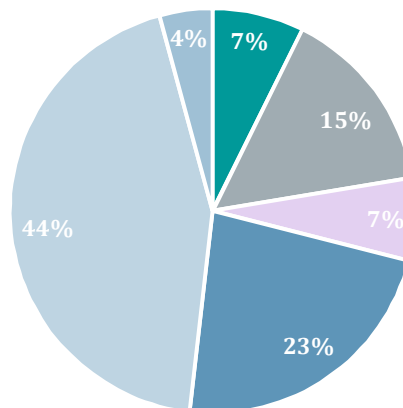


Figure 18

## Mean Percentage of Source of Funding for Consultants - England

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

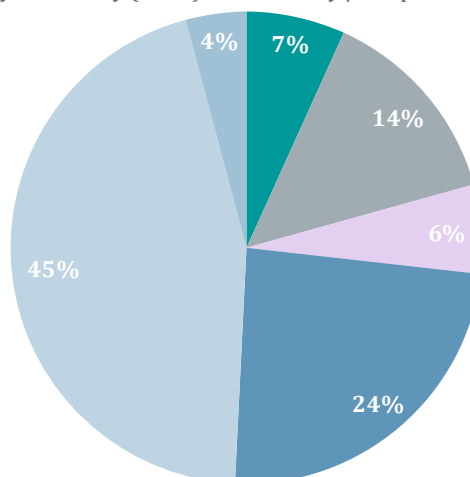


Figure 19

# SOURCE OF FUNDING

Mean Percentage of Source of Funding for Consultants - Northern Ireland

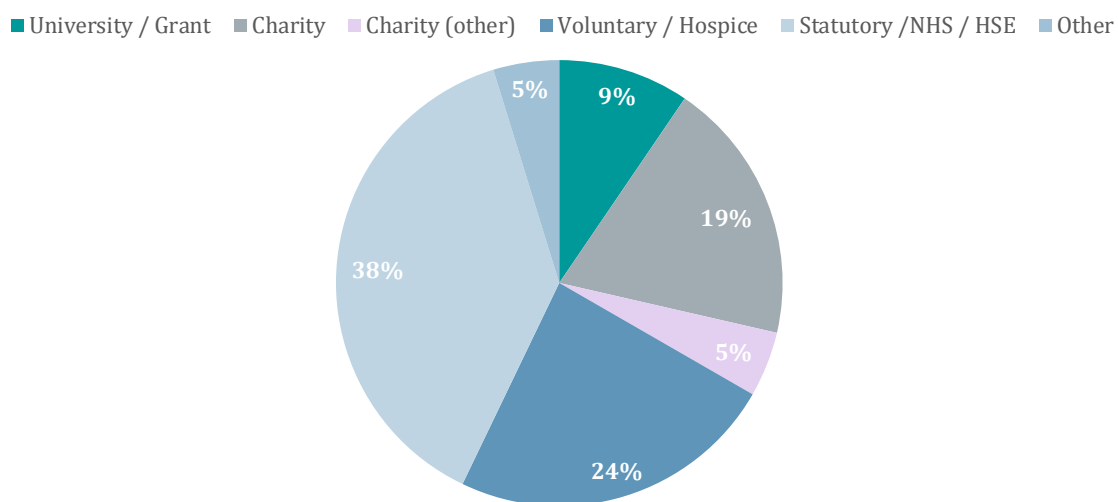


Figure 20

Mean Percentage of Source of Funding for Consultants - Scotland

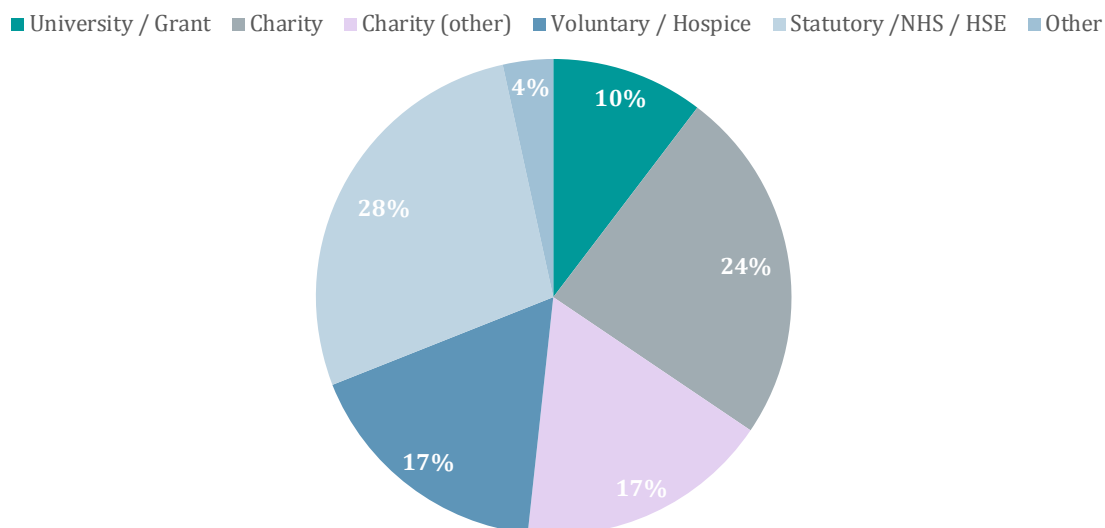


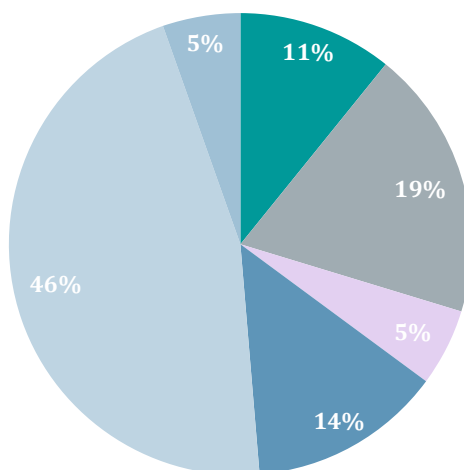
Figure 21



# SOURCE OF FUNDING

**Mean Percentage of Source of Funding for Consultants - Wales**

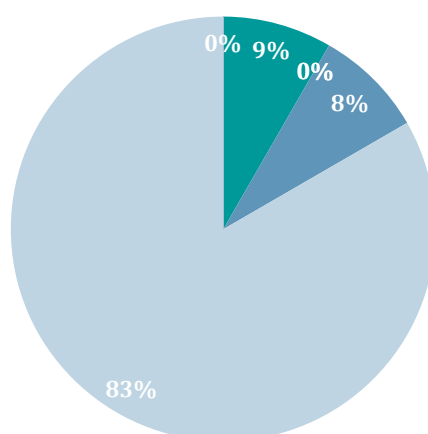
■ University / Grant ■ Charity ■ Charity (other) ■ Voluntary / Hospice ■ Statutory /NHS / HSE ■ Other



**Figure 22**

**Mean Percentage of Source of Funding for Consultants - Republic of Ireland**

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



**Figure 23**

## ON-CALL – CONSULTANTS (UK)

### On-Call – Consultants (UK)

#### TOTAL CONSULTANTS PROVIDING ON-CALL UNITED KINGDOM

278      84.2%      Total Consultants (UK) 330

#### ON-CALL FREQUENCY ACROSS ALL LOCATIONS

First on-call <u>only</u>	15
Second on-call <u>only</u>	158
<u>Both</u> first and second on-call	105

■ First on-call    ■ Second on-call    ■ Both first and second on-call

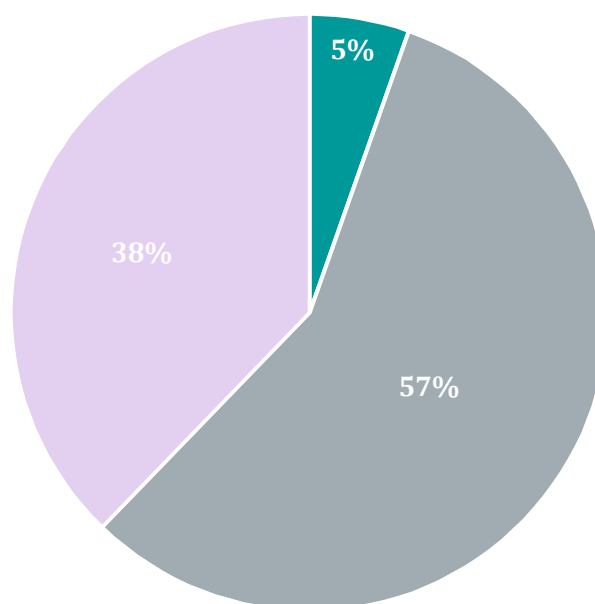


Figure 24

## ON-CALL – CONSULTANTS (UK)

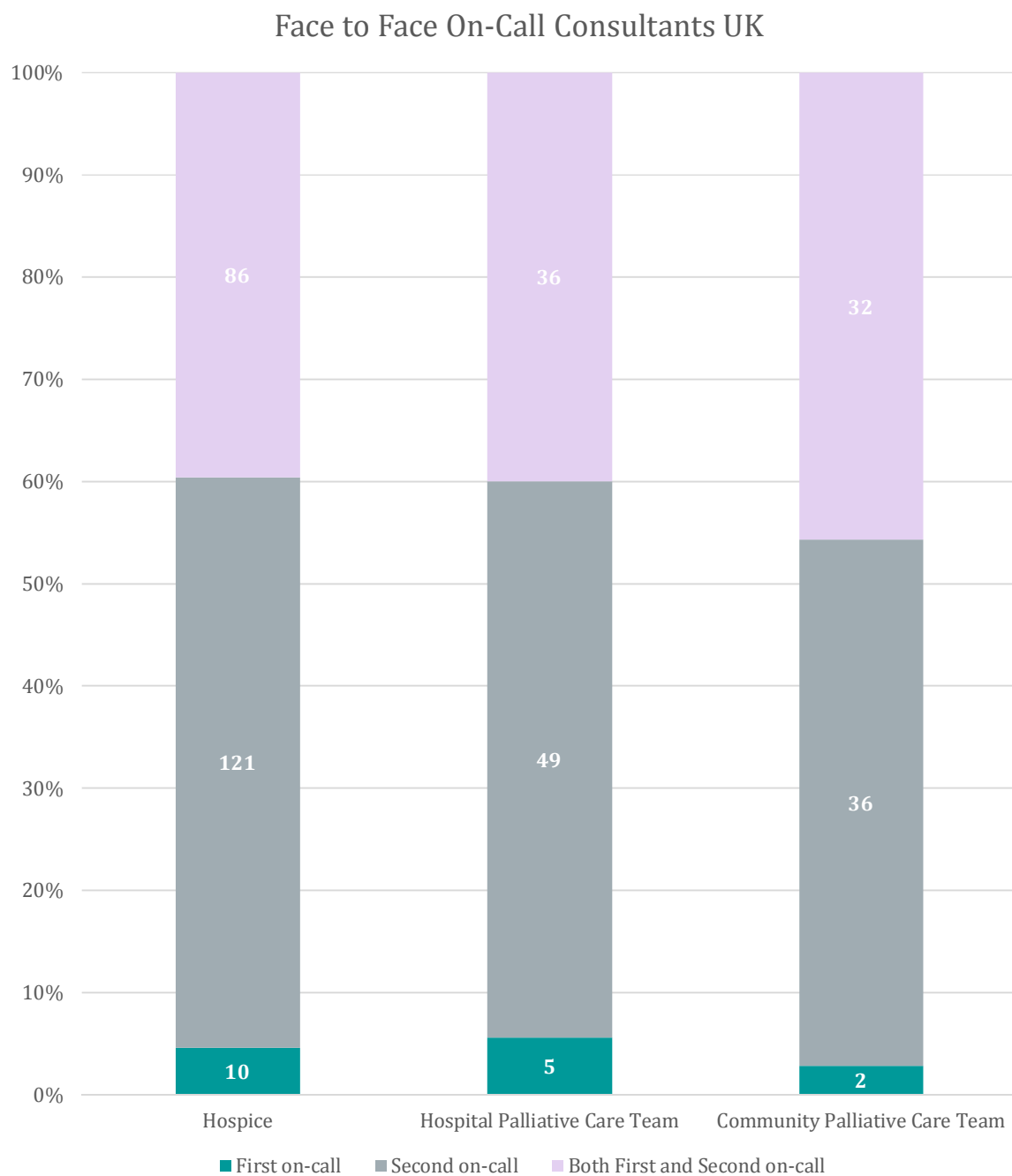


Figure 25

## ON-CALL – CONSULTANTS (UK)

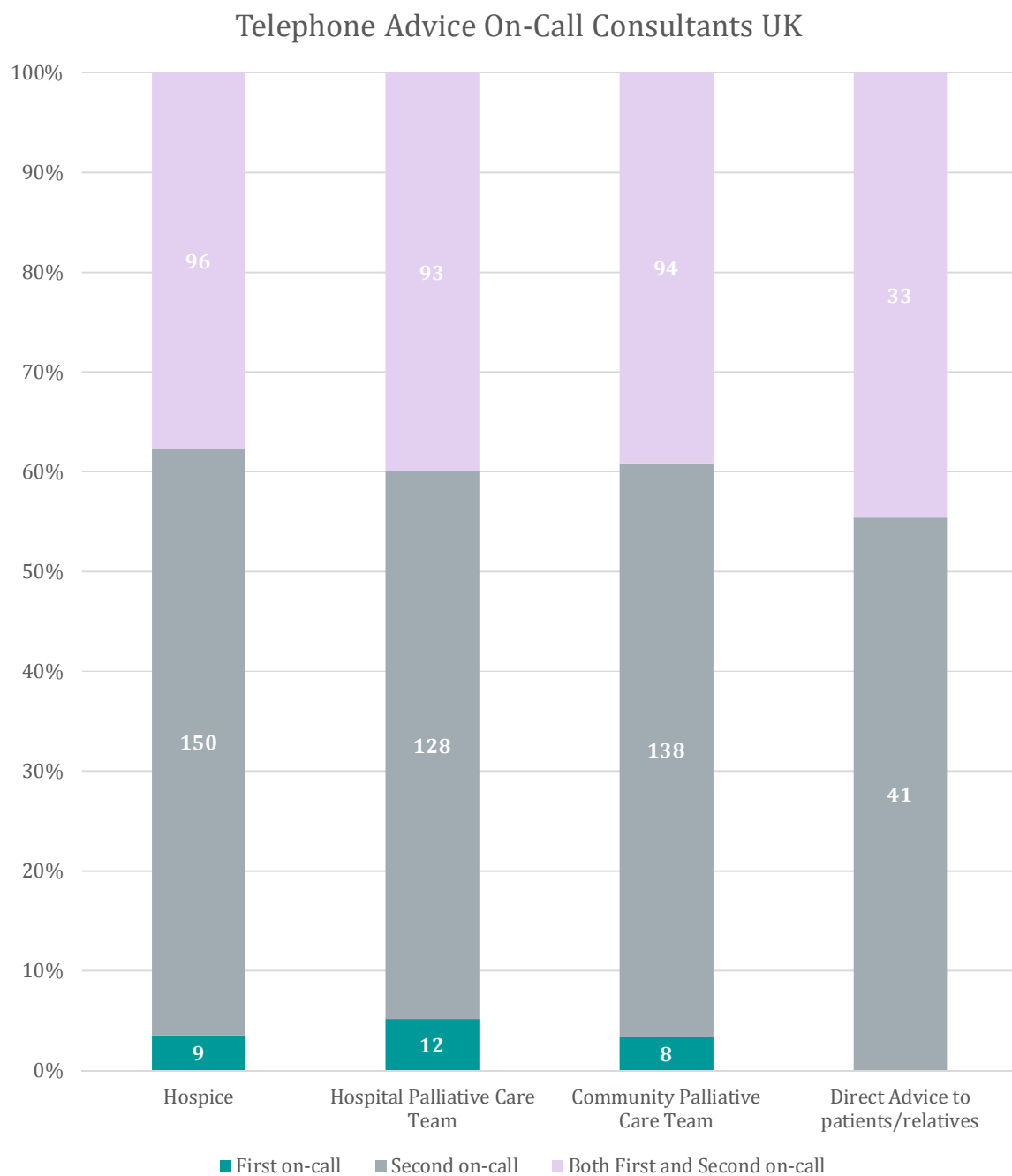


Figure 26

# ON-CALL – CONSULTANTS (UK)

## FIRST ON-CALL (ONLY) BY FREQUENCY – UNITED KINGDOM (5%) N=15

	FIRST ON-CALL FREQUENCY 1 IN ...										Total
	1	2	3	4	5	6	7	8	9	10	
Hospice	-	-	-	1	4	-	1	-	-	2	8
Hospital Palliative Care Team	-	-	4	2	-	-	1	-	-	1	8
Community Palliative Care Team	-	-	-	1	-	-	1	-	-	1	3
Telephone Advice	-	-	3	-	1	-	2	-	-	1	7

Table 50

## SECOND ON-CALL (ONLY) BY FREQUENCY – UNITED KINGDOM (57%) N=158

	SECOND ON-CALL FREQUENCY 1 IN ...										Total
	1	2	3	4	5	6	7	8	9	10	
Hospice	1	4	6	30	23	23	21	17	7	11	143
Hospital Palliative Care Team	-	2	3	17	14	16	12	17	4	9	94
Community Palliative Care Team	-	3	3	21	18	15	12	13	4	9	98
Telephone Advice	-	6	7	27	19	17	17	17	5	14	129

Table 51

# ON-CALL – CONSULTANTS (UK)

BOTH FIRST AND SECOND ON-CALL BY LOCATION AND FREQUENCY – UNITED KINGDOM  
(38%) N=105

		FIRST ON-CALL FREQUENCY 1 IN ...									Total
		1	2	3	4	5	6	7	8	9	
Hospice											
First on-call	-	-	-	9	17	13	6	8	-	18	154
Second on-call	1	6	5	13	16	6	15	11	-	10	
Hospital Palliative Care Team											
First on-call	1	1	1	8	9	5	4	3	2	6	93
Second on-call	2	3	2	7	9	4	9	9	1	7	
Community Palliative Care Team											
First on-call	-	-	1	5	9	7	4	2	1	6	93
Second on-call	1	4	3	10	9	5	11	8	-	7	
Telephone Advice											
First on-call	-	2	1	8	11	9	7	2	1	9	112
Second on-call	1	6	3	11	11	6	12	7	-	5	

Table 52

## ON-CALL – CONSULTANTS (ROI)

### On-Call – Consultants (RoI)

#### TOTAL CONSULTANTS PROVIDING ON-CALL REPUBLIC OF IRELAND

10                      63%                      Total Consultants (RoI) 16

#### ON-CALL FREQUENCY ACROSS ALL LOCATIONS

First on-call only                      1

Second on-call only                      5

Both first and second on-call                      4

■ First on-call    ■ Second on-call    ■ Both first and second on-call

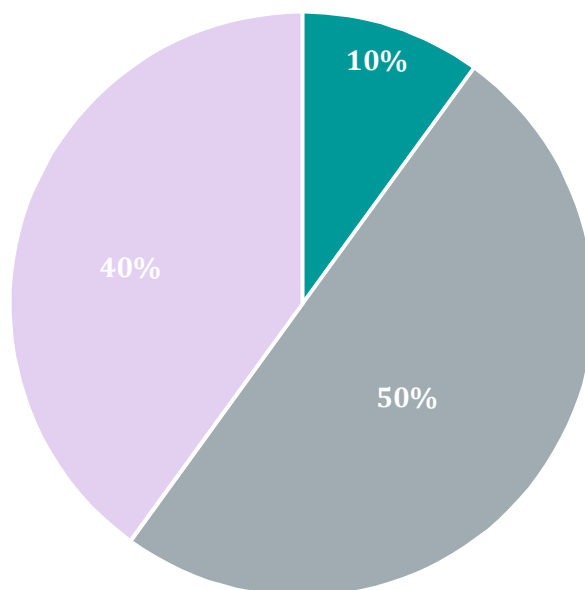


Figure 27

## ON-CALL – CONSULTANTS (ROI)

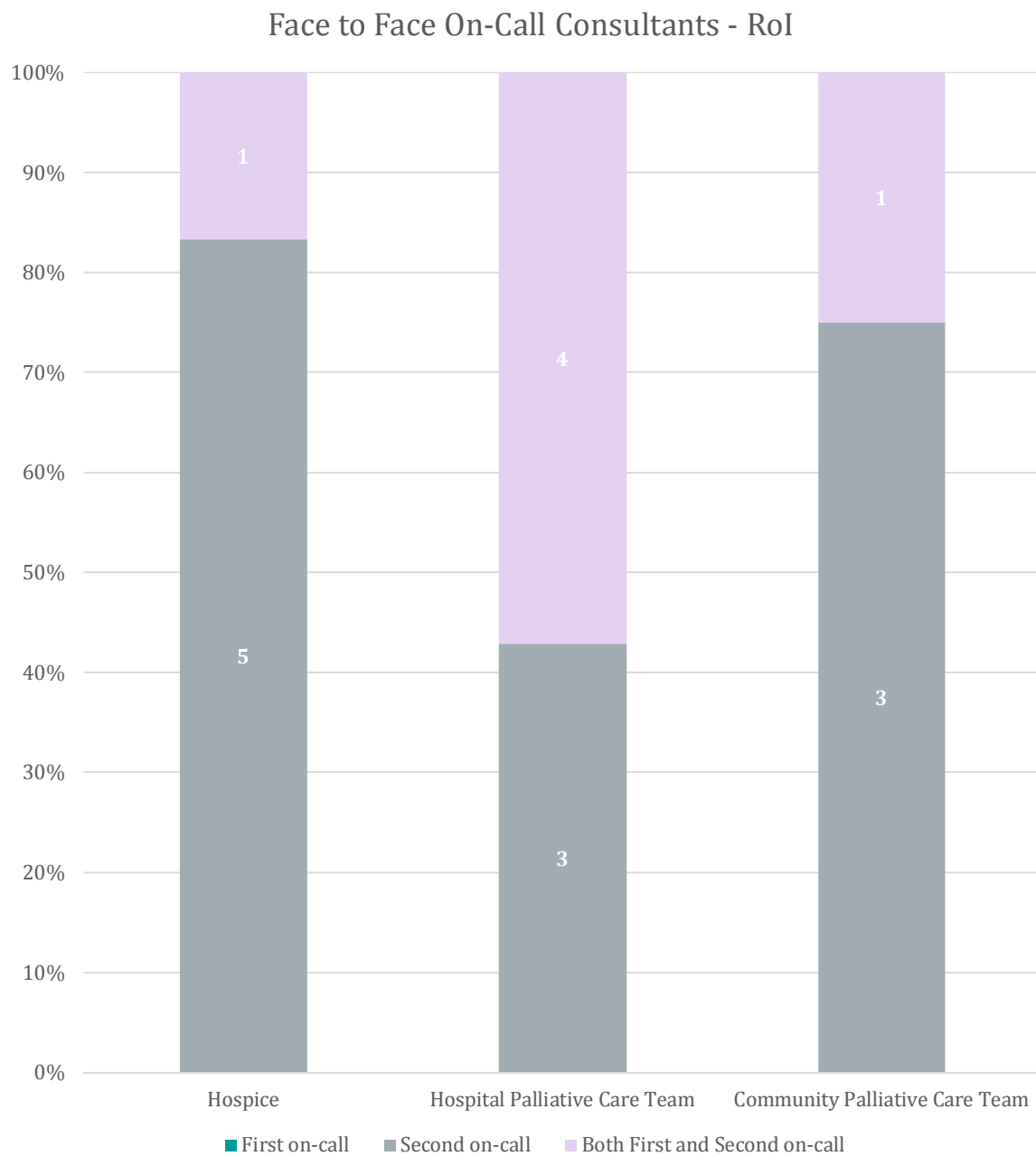


Figure 28



## ON-CALL – CONSULTANTS (ROI)

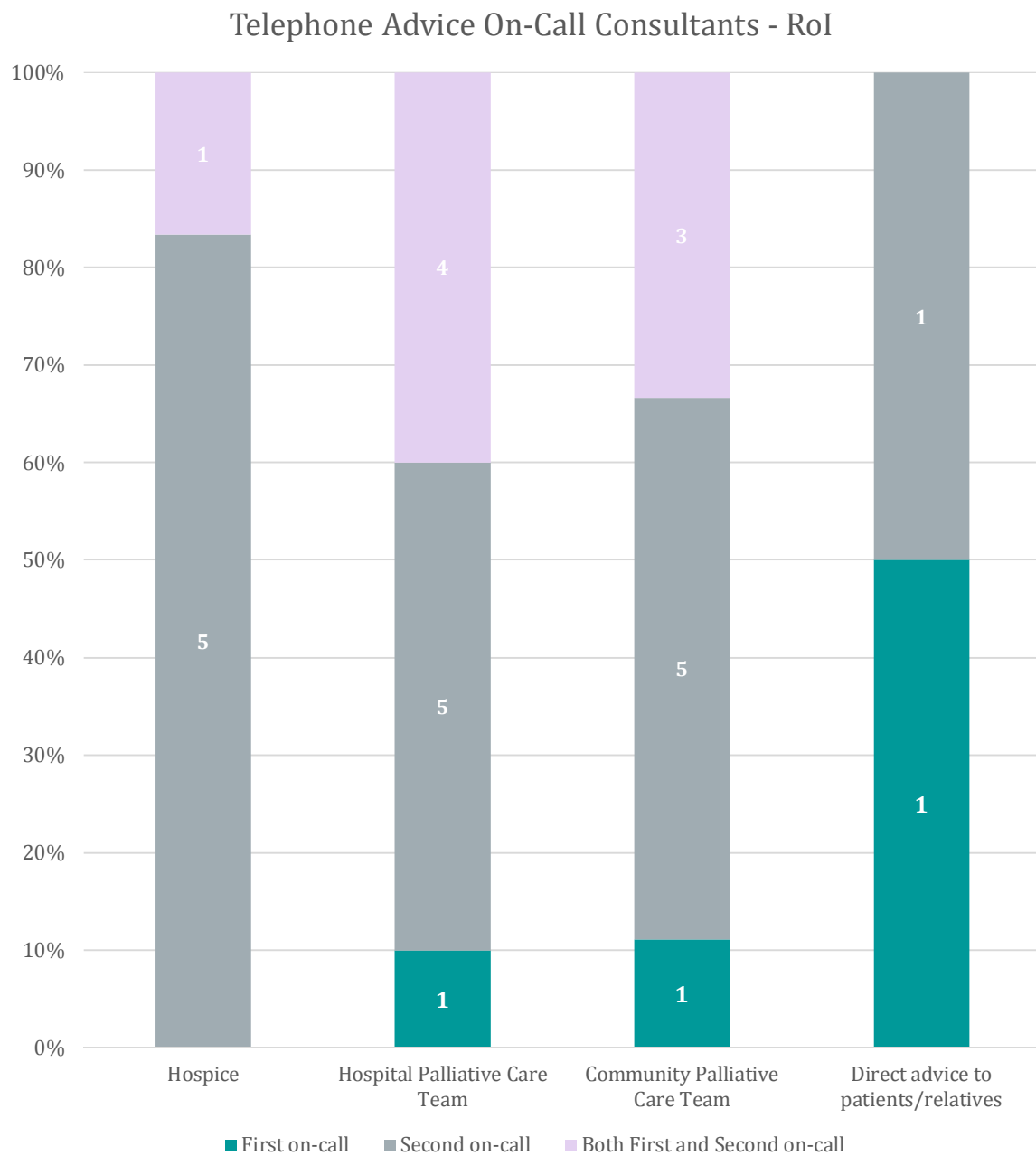


Figure 29

# ON-CALL – CONSULTANTS (ROI)

## FIRST ON-CALL (ONLY) BY FREQUENCY – REPUBLIC OF IRELAND (10%) N=1

	SECOND ON-CALL FREQUENCY 1 IN ...										Total
	1	2	3	4	5	6	7	8	9	10	
Hospice	-	-	-	-	-	-	-	-	-	-	1
Hospital Palliative Care Team	-	1	-	-	-	-	-	-	-	-	
Community Palliative Care Team	-	1	-	-	-	-	-	-	-	-	
Telephone Advice	-	1	-	-	-	-	-	-	-	-	

Table 53

## SECOND ON-CALL (ONLY) BY FREQUENCY – REPUBLIC OF IRELAND (50%) N=5

	SECOND ON-CALL FREQUENCY 1 IN ...										Total
	1	2	3	4	5	6	7	8	9	10	
Hospice	-	-	4	1	-	-	-	-	-	-	5
Hospital Palliative Care Team	-	-	3	1	-	-	-	-	-	-	4
Community Palliative Care Team	-	-	3	1	-	-	-	-	-	-	4
Telephone Advice	-	-	4	1	-	-	-	-	-	-	5

Table 54

## ON-CALL – CONSULTANTS (ROI)

BOTH FIRST AND SECOND ON-CALL BY LOCATION AND FREQUENCY – REPUBLIC OF IRELAND  
(40%) N=4

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

Table 55

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

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

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

80                      67%                      Total SSAS and Other Non-Training Grades (UK) 120

### ON-CALL FREQUENCY ACROSS ALL LOCATIONS

First on-call <u>only</u>	61
Second on-call <u>only</u>	5
<u>Both</u> first and second on-call	14

■ First on-call    ■ Second on-call    ■ Both first and second on-call

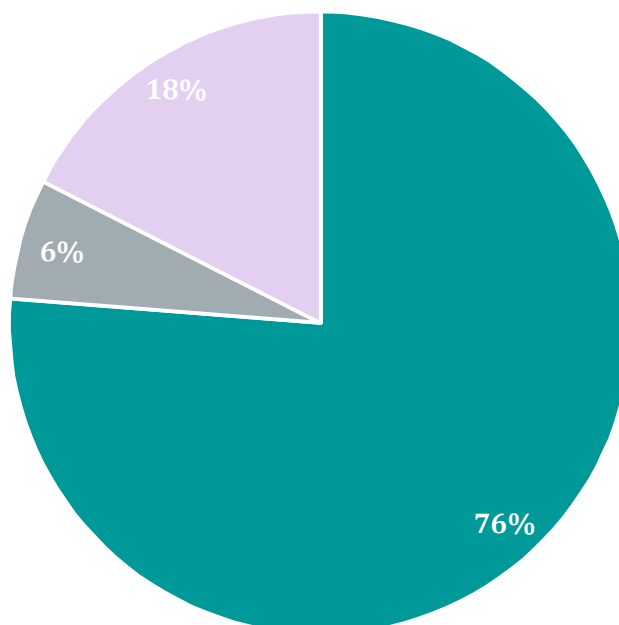


Figure 30

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

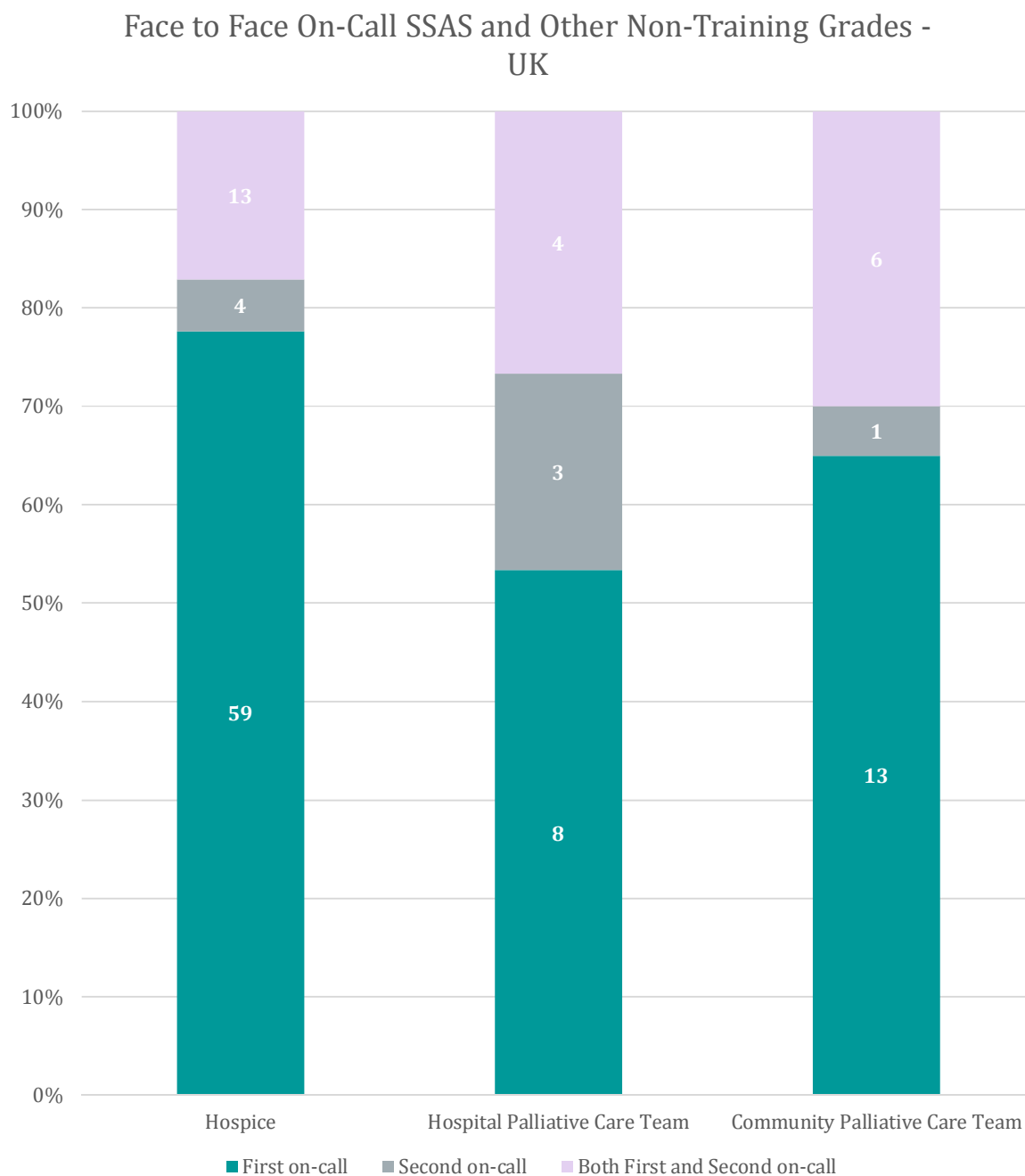


Figure 31

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

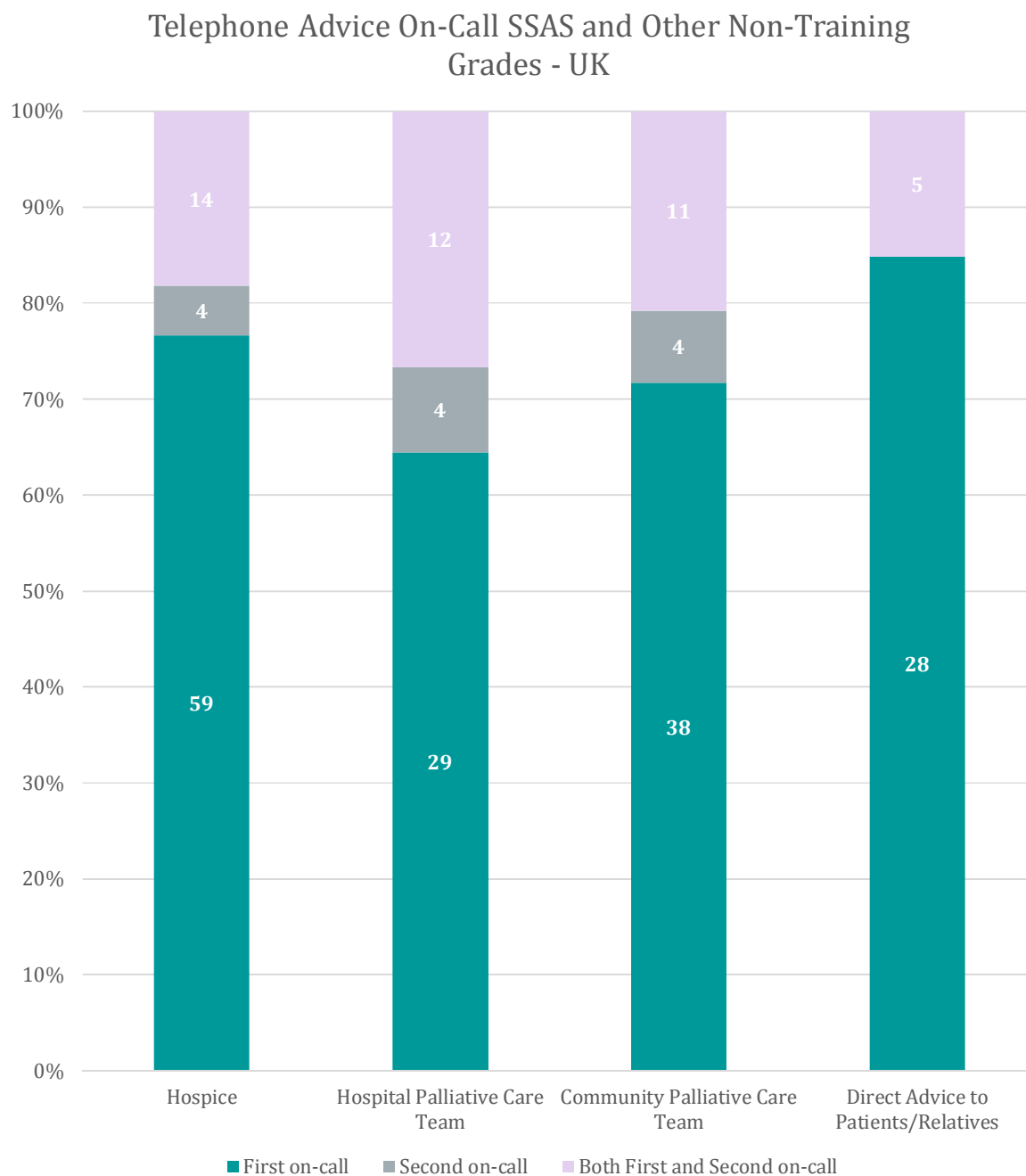


Figure 32

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

FIRST ON-CALL (ONLY) BY FREQUENCY – UNITED KINGDOM (76%) N=61

LOCATION	FIRST ON-CALL FREQUENCY 1 IN ...										Total
	1	2	3	4	5	6	7	8	9	10	
Hospice	-	-	-	16	26	6	5	4	-	3	60
Hospital Palliative Care Team	-	-	-	3	4	3	2	-	-	1	13
Community Palliative Care Team	-	-	-	5	7	3	1	1	-	-	17
Telephone Advice	-	-	-	10	13	5	4	3	-	1	36

Table 56

SECOND ON-CALL (ONLY) BY FREQUENCY – UNITED KINGDOM (6%) N=5

LOCATION	SECOND ON-CALL FREQUENCY 1 IN ...										Total
	1	2	3	4	5	6	7	8	9	10	
Hospice	-	-	-	1	-	3	-	-	-	-	4
Hospital Palliative Care Team	-	-	-	1	-	2	-	-	-	-	3
Community Palliative Care Team	-	-	-	1	-	2	-	-	-	-	3
Telephone Advice	-	-	-	1	-	2	-	1	-	-	4

Table 57

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

BOTH FIRST AND SECOND ON-CALL BY LOCATION AND FREQUENCY – UNITED KINGDOM  
(18%) N=14

LOCATION	FIRST ON-CALL FREQUENCY 1 IN ...										Total
	1	2	3	4	5	6	7	8	9	10	
Hospice											
First on-call	-	-	1	3	4	5	1	-	-	-	25
Second on-call	2	-	1	2	2	1	1	-	-	2	
Hospital Palliative Care Team											
First on-call	-	-	-	2	1	2	1	-	-	-	12
Second on-call	1	-	-	1	1	1	1	-	-	1	
Community Palliative Care Team											
First on-call	-	-	-	2	2	4	1	-	-	-	15
Second on-call	1	-	-	1	1	1	1	-	-	1	
Telephone Advice											
First on-call	-	1	-	2	3	4	1	-	-	-	20
Second on-call	1	1	1	2	1	1	1	-	-	1	

Table 58



# 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

DO YOU COVER OUT OF HOURS PALLIATIVE MEDICINE EMERGENCY ADMISSIONS (UK)		
Grade	Yes	No
Consultants	242	63
SSAS and other non-training grades	74	35
<b>Total</b>	<b>316</b>	<b>98</b>

Table 59

DO YOU COVER EMERGENCY ADMISSIONS FOR OTHER SPECIALTIES? **UNITED KINGDOM**

### CONSULTANTS, SSAS AND OTHER NON-TRAINING GRADES

DO YOU COVER EMERGENCY ADMISSIONS FOR OTHER SPECIALTIES (UK)		
Grade	Yes	No
Consultants	3	302
SSAS and other non-training grades	2	107
<b>Total</b>	<b>5</b>	<b>409</b>

Table 60

# 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**

DO YOU COVER OUT OF HOURS PALLIATIVE MEDICINE EMERGENCY ADMISSIONS (ROI)		
Grade	Yes	No
Consultants	9	2
SSAS and other non-training grades	-	2
<b>Total</b>	<b>9</b>	<b>4</b>

Table 61

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

**CONSULTANTS, SSAS AND OTHER NON-TRAINING GRADES**

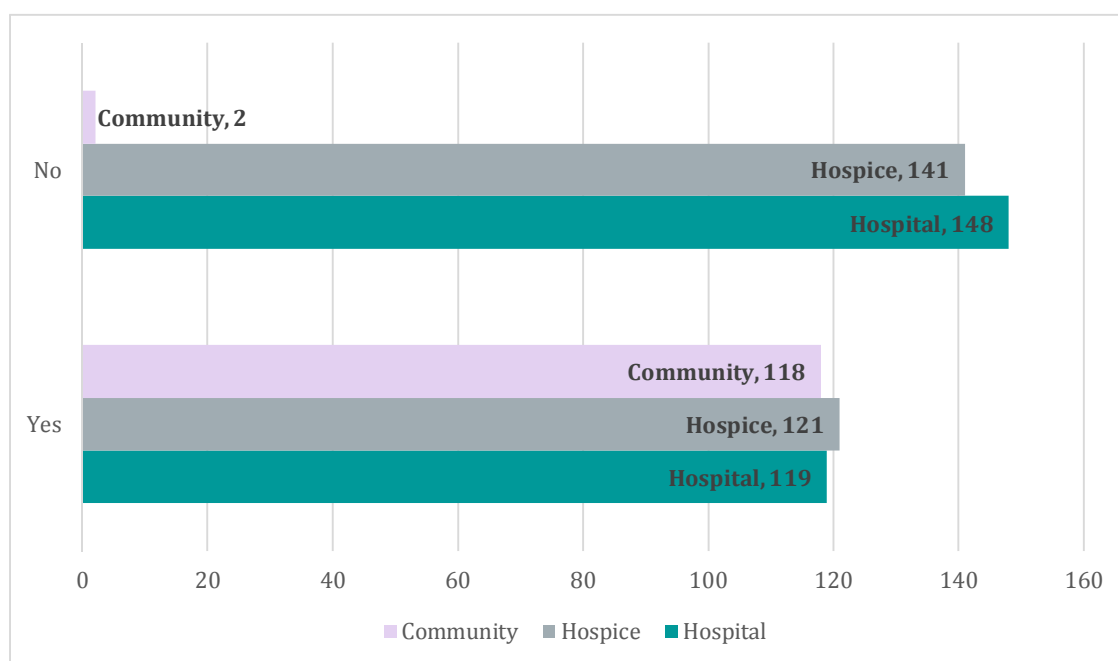
DO YOU COVER EMERGENCY ADMISSIONS FOR OTHER SPECIALTIES (ROI)		
Grade	Yes	No
Consultants	1	10
SSAS and other non-training grades	-	2
<b>Total</b>	<b>1</b>	<b>12</b>

Table 62

# 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	119	121	118
No	148	141	140



**Figure 33**

# EMERGENCY ADMISSIONS AND ON-CALL COMMITMENTS

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	27	36	32
No	46	38	40

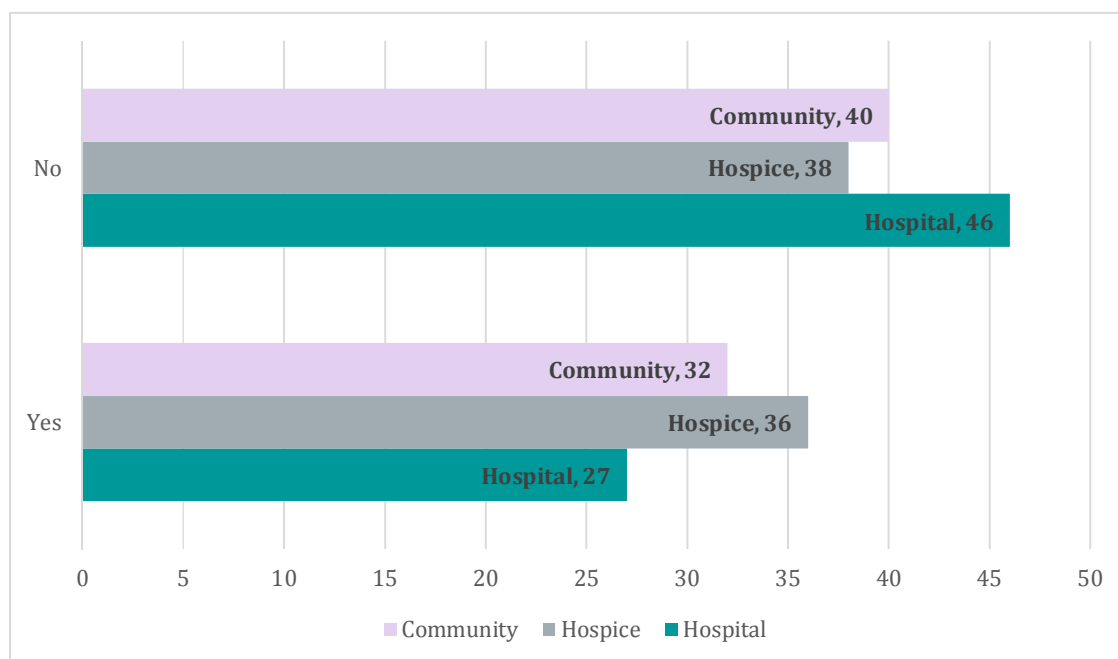


Figure 34

# 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	2	1	1
No	8	7	7

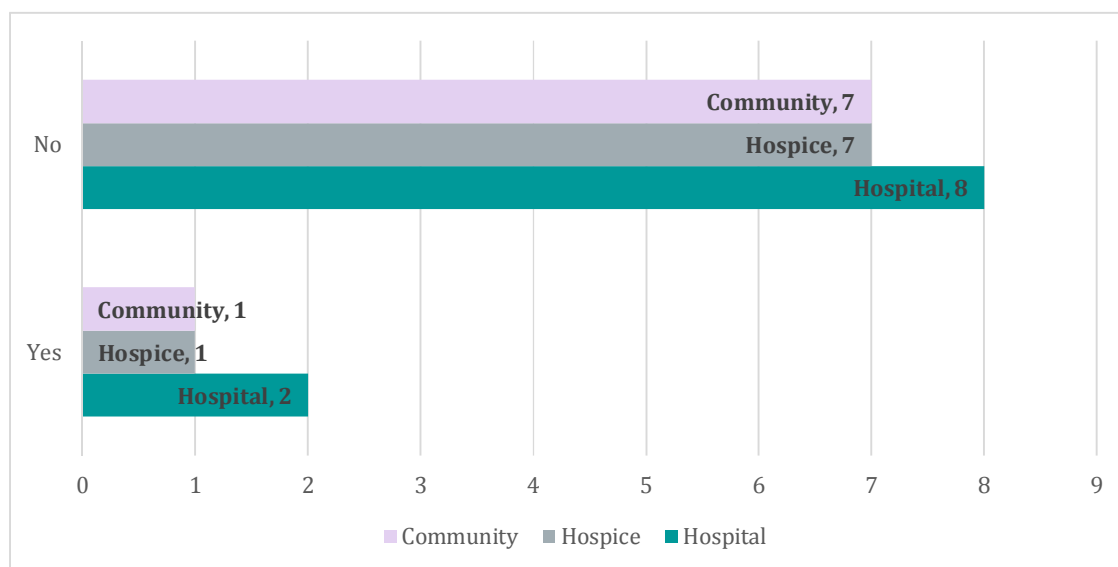
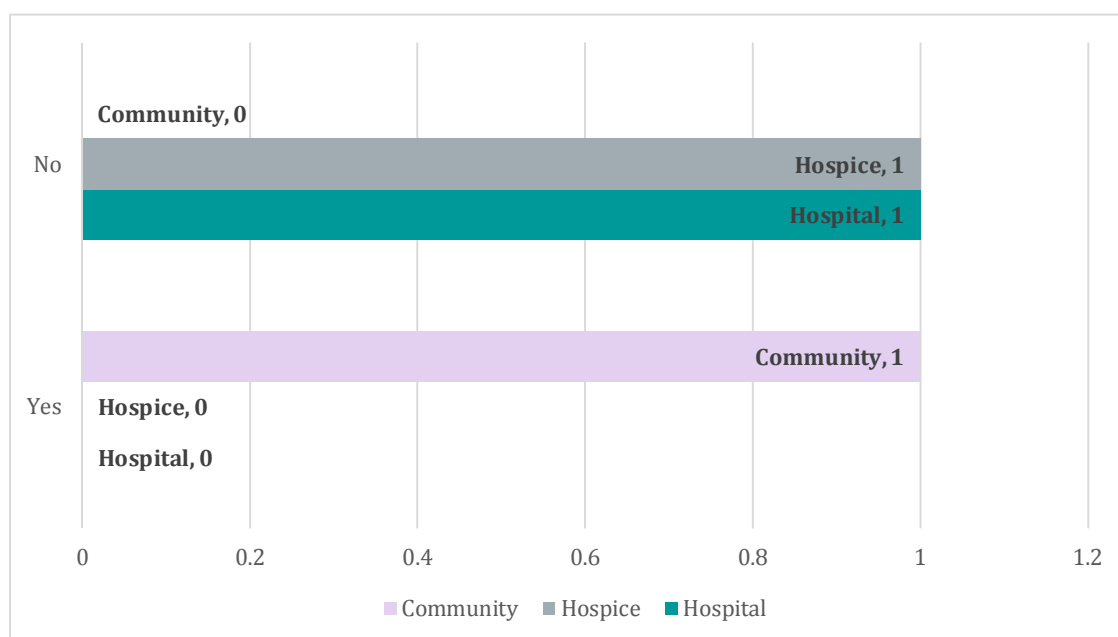


Figure 35

# EMERGENCY ADMISSIONS AND ON-CALL COMMITMENTS

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	0	0	1
No	1	1	0



**Figure 36**

# 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	119	121	118
No	148	141	140

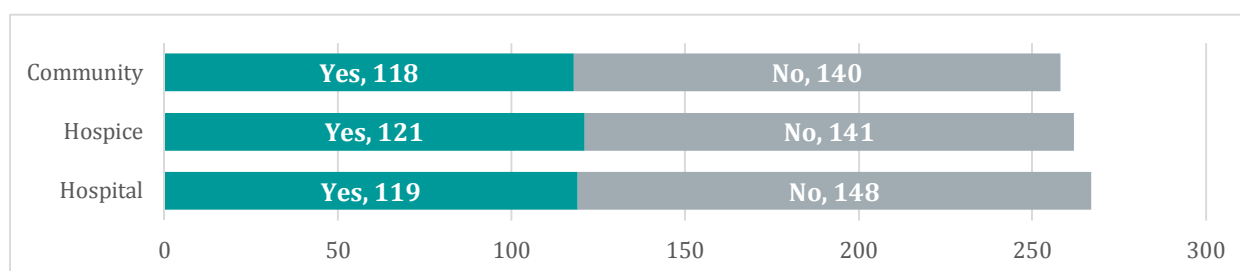


Figure 37

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	7	67	10
No	59	13	59

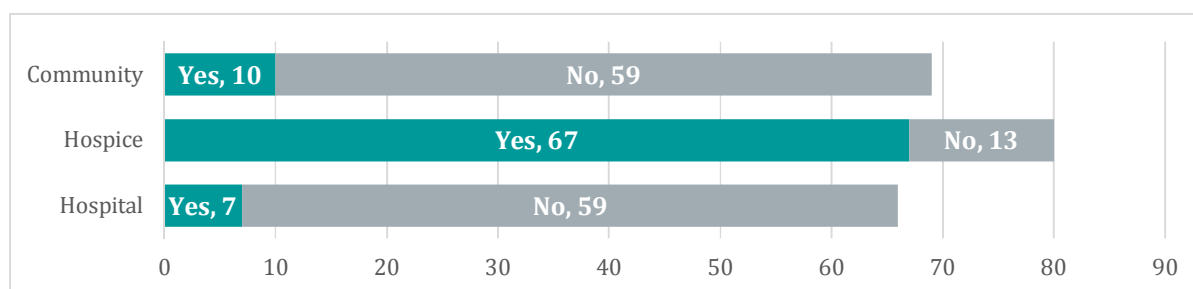


Figure 38

# 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	3	1
No	6	4	6

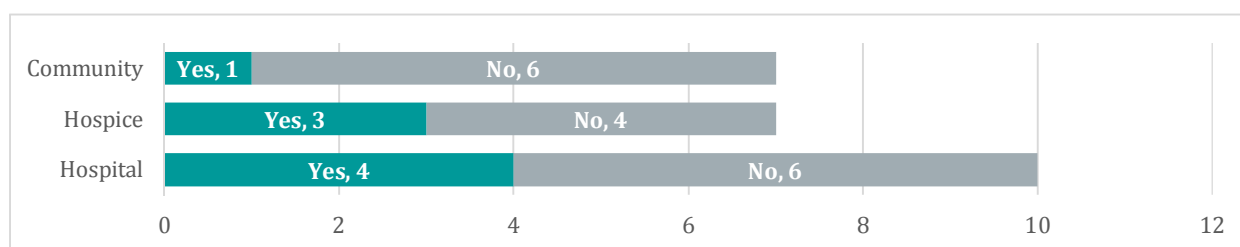


Figure 39

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	-
No	1	-	1

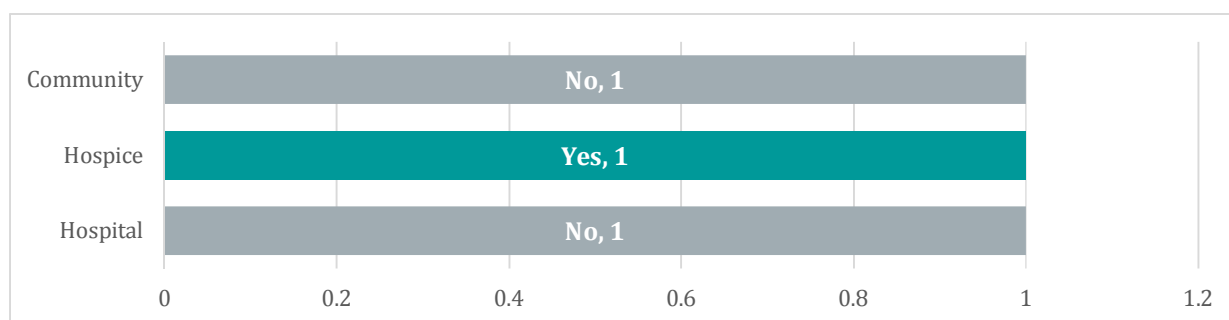


Figure 40



# 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	50	128	40
No	201	137	207

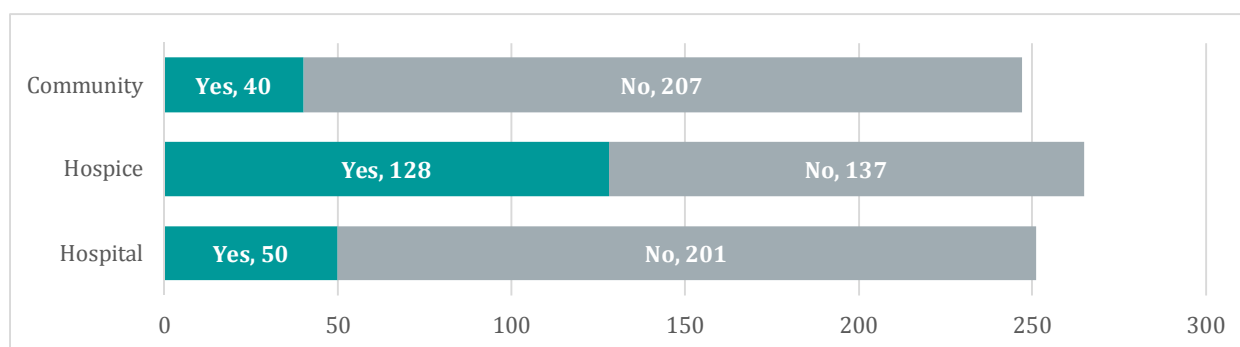


Figure 41

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	6	56	8
No	64	24	63

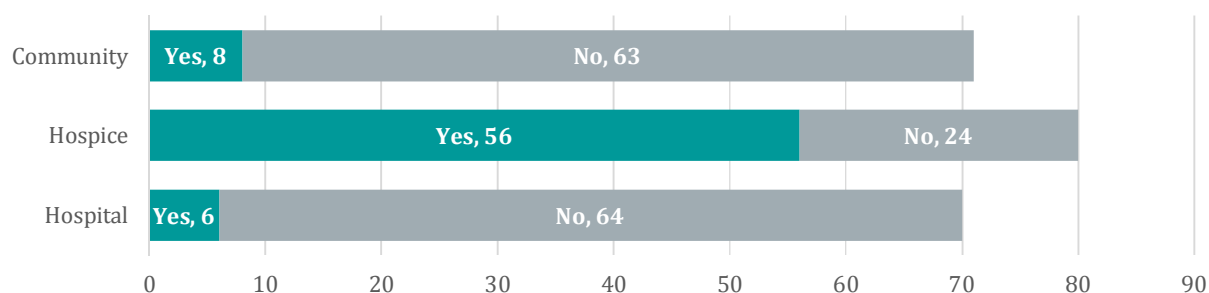


Figure 42

# 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

B

	HOSPITAL	HOSPICE	COMMUNITY
Yes	9	6	2
No	1	1	5

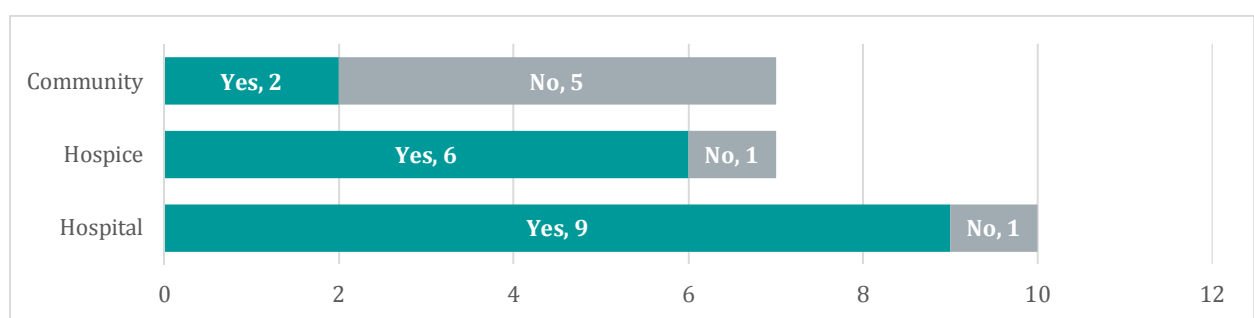


Figure 43

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	-
No	1	-	1

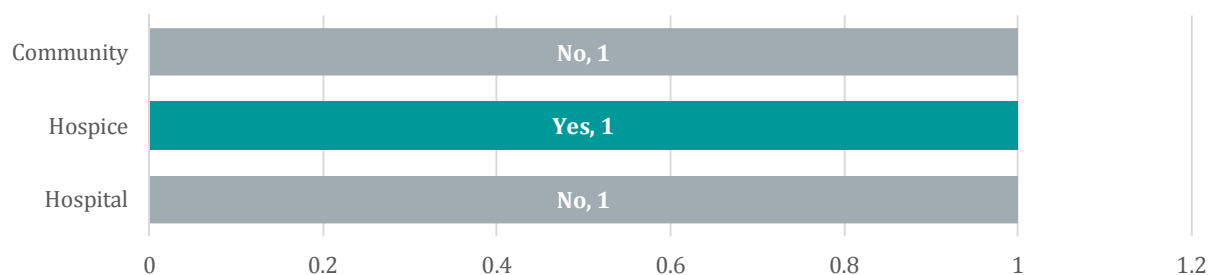


Figure 44

# EMERGENCY ADMISSIONS AND ON-CALL COMMITMENTS

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

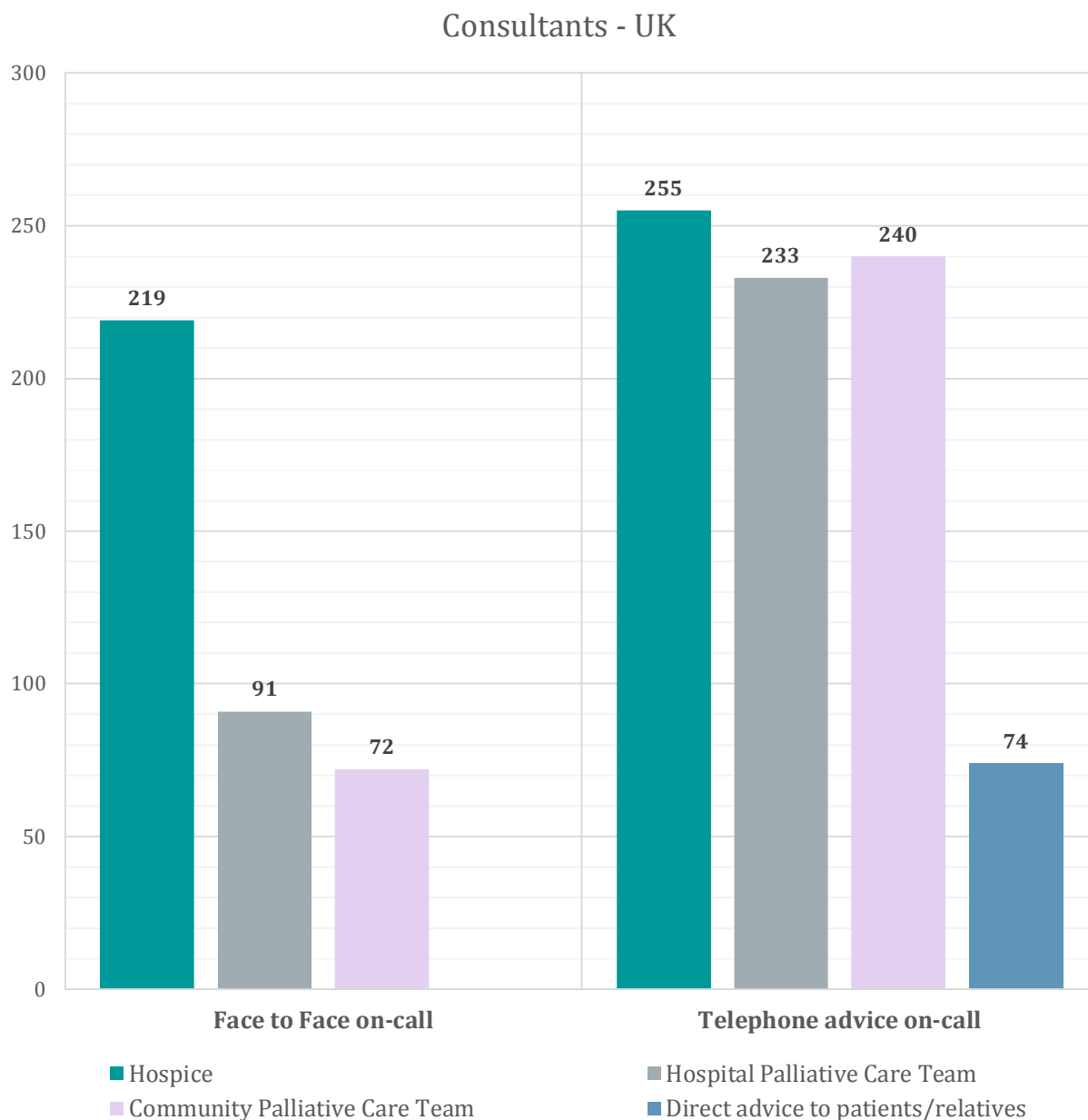


Figure 45

# EMERGENCY ADMISSIONS AND ON-CALL COMMITMENTS

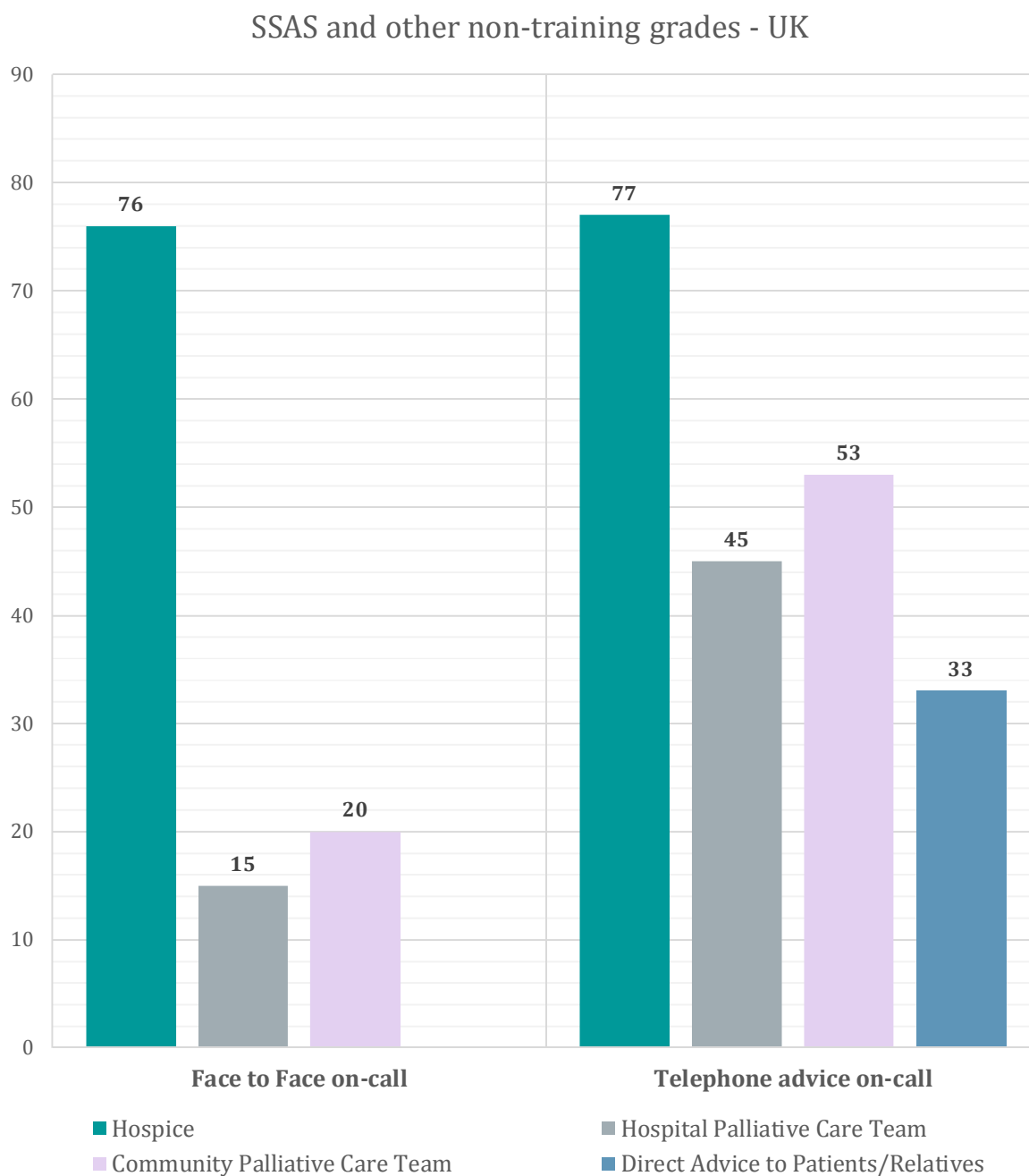


Figure 46

# EMERGENCY ADMISSIONS AND ON-CALL COMMITMENTS

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

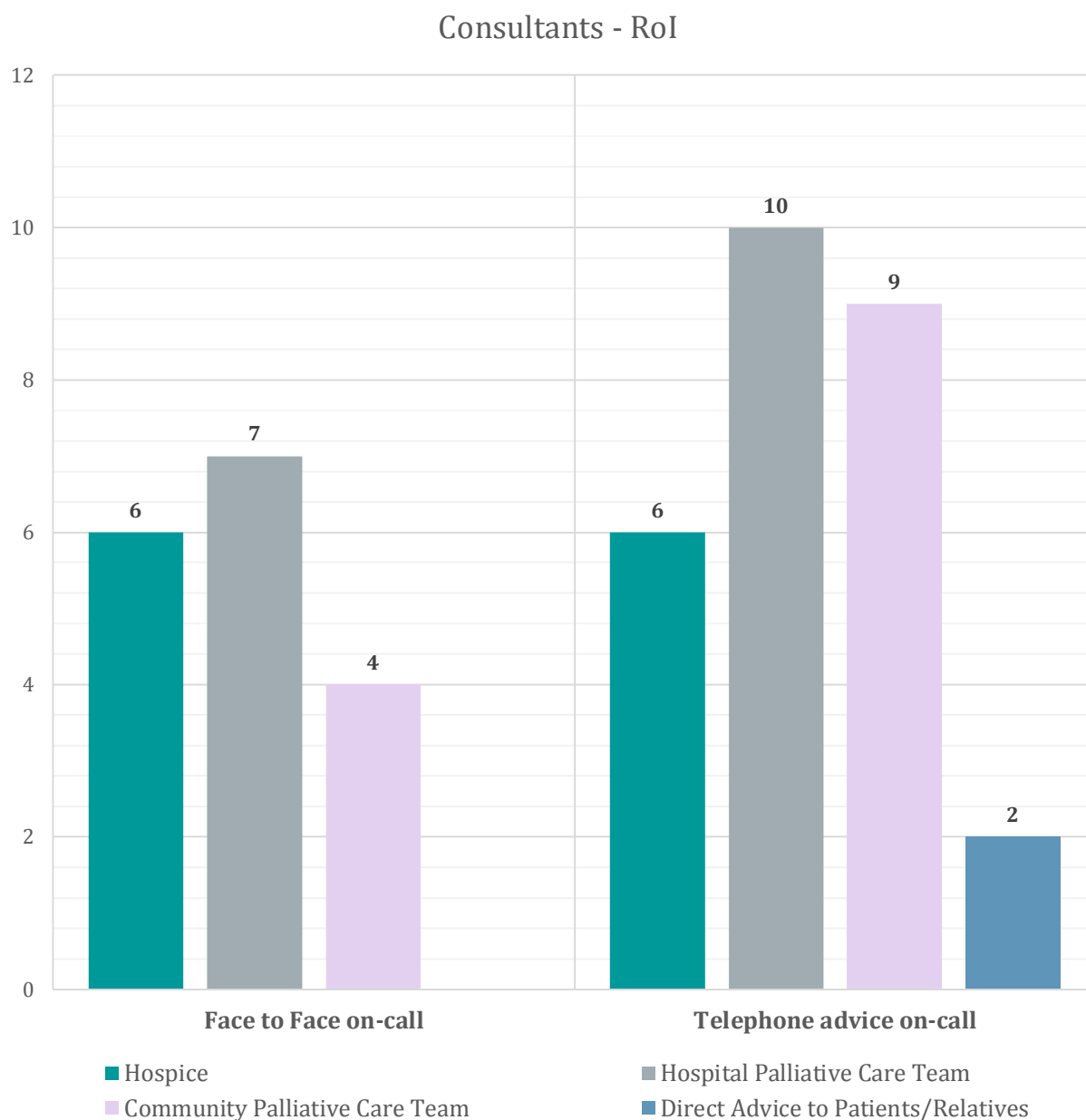


Figure 47

# EMERGENCY ADMISSIONS AND ON-CALL COMMITMENTS

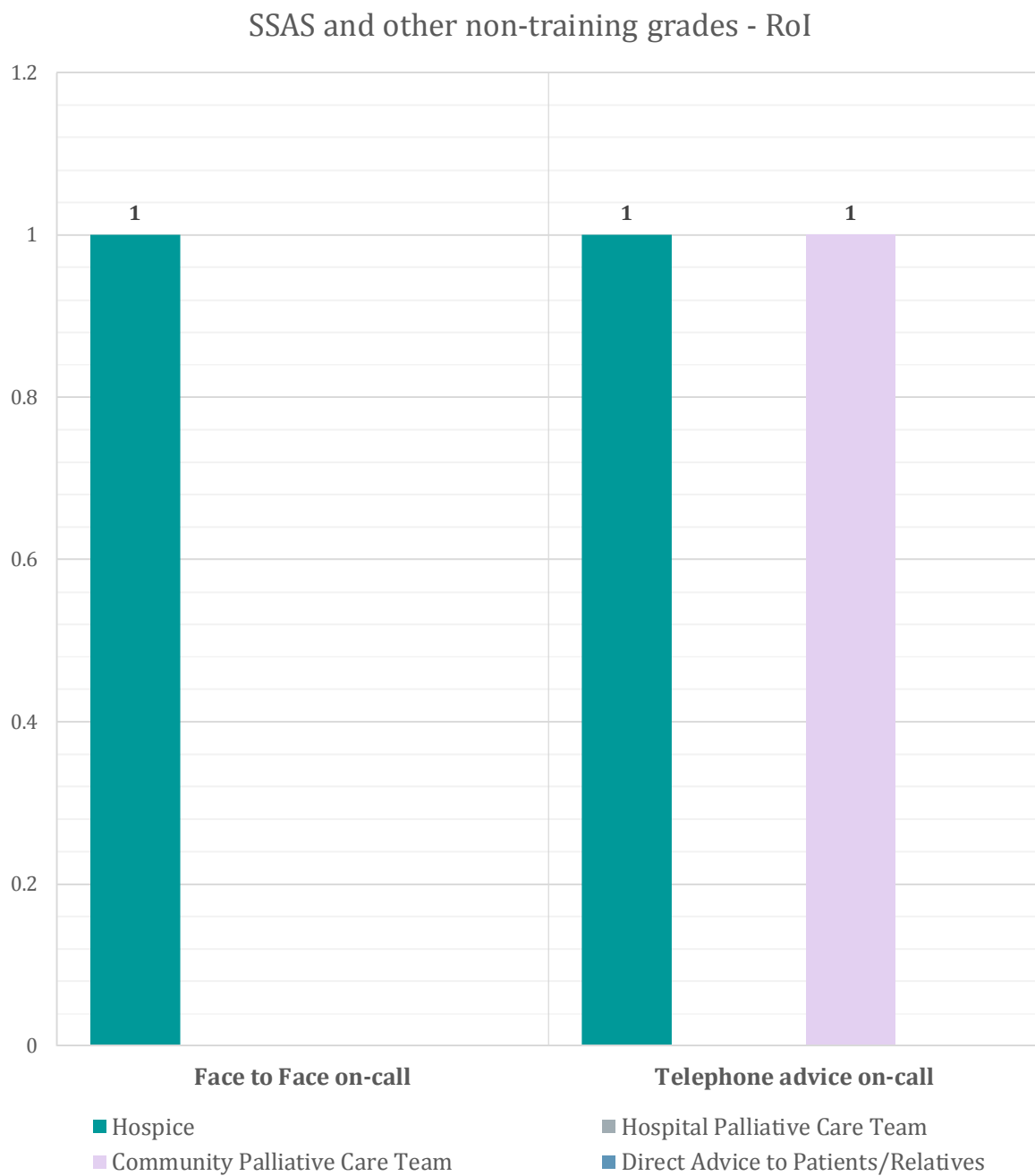


Figure 48

# CAREER ASPIRATIONS

## Career Aspirations

### CAREER ASPIRATIONS BY COUNTRY OF NEW POST

POSTS	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
Associate Specialist	2	-	-	-	2	-
Clinical Assistant	-	-	-	-	-	-
Clinical Lecturer	1	-	-	-	1	-
Consultant	27	2	1	3	33	2
Locum Consultant	3	-	-	1	4	4
GP	-	-	-	-	-	-
GP with Special Interest	-	-	-	-	-	-
Lecturer	-	-	-	-	-	-
Macmillan GP Facilitator	-	-	-	-	-	-
Medical Director	2	-	-	-	2	-
Medical Officer	-	-	-	-	-	-
Professor	-	-	-	-	-	-
Reader	-	-	-	-	-	-
Research Fellow	-	-	-	-	-	1
Senior Lecturer	1	-	-	-	1	-
Specialty Doctor	3	-	-	-	3	-
Staff Grade	-	-	-	-	-	-
Other non-training post	4	-	-	-	4	-
F1 Post	-	-	-	-	-	-
F2 Post	-	-	-	-	-	-
GP Specialty Trainee	-	-	-	-	-	-
Specialty Registrar	7	-	-	-	7	-
Specialist Registrar	15	-	1	2	18	-
Other training post	1	-	-	-	1	-
<b>Total(s)</b>	<b>66</b>	<b>2</b>	<b>2</b>	<b>6</b>	<b>76</b>	<b>7</b>

Table 63

# GEOGRAPHY

## Geography

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

STRATEGIC HEALTH AUTHORITY	RESPONSES	RESPONSE %
East Midlands (NHS Midlands & East)	19	7%
East of England (NHS Midlands & East)	22	8%
London (NHS London)	51	18%
North East (NHS North of England)	24	9%
North West (NHS North of England)	35	13%
South Central (NHS South of England)	19	7%
South East Coast (NHS South of England)	27	10%
South West (NHS South of England)	22	8%
West Midlands (NHS Midlands and East)	36	13%
Yorkshire and the Humber (NHS North of England)	33	12%
<b>TOTAL Responses</b>	<b>281</b>	

Table 64

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

NHS TRUST	RESPONSES	RESPONSE %
Belfast	6	60%
Northern	2	20%
South Eastern	-	-
Southern	-	-
Western	2	20%
<b>TOTAL Responses</b>	<b>10</b>	

Table 65

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

HSE REGION	RESPONSES	RESPONSE %
Dublin Mid-Leinster	4	25%
Dublin North East	5	31%
South	4	25%
West	3	19%
<b>TOTAL Responses</b>	<b>16</b>	

Table 66



# GEOGRAPHY

## CONSULTANTS IN SCOTLAND BY NHS BOARD

NHS BOARD	RESPONSES	RESPONSE %
Ayshire and Arran	2	11%
Borders	-	-
Dumfries and Galloway	-	-
Fife	1	6%
Forth Valley	3	17%
Grampian	-	-
Greater Glasgow and Clyde	6	33%
Highland	1	6%
Lanarkshire	3	17%
Lothian	5	28%
Orkney	-	-
Shetland	-	-
Tayside	-	-
Western Isles	-	-
<b>TOTAL Responses</b>	<b>18</b>	

Table 67

# GEOGRAPHY

## CONSULTANTS IN WALES BY LOCAL HEALTH BOARD (LHB)

LOCAL HEALTH BOARD	RESPONSES	RESPONSE %
Abertawe Bro Morgannwg University	3	15%
Anuerin Bevan	5	25%
Betsi Cadwaladr University	4	20%
Cardiff and Vale University	3	15%
Cwm Taf	2	10%
Hywel Dda	-	
Powys Teaching	1	5%
Velindre NHS Trust	4	20%
<b>TOTAL Responses</b>	<b>20</b>	

Table 68

## CONSULTANTS IN WALES BY CANCER NETWORK

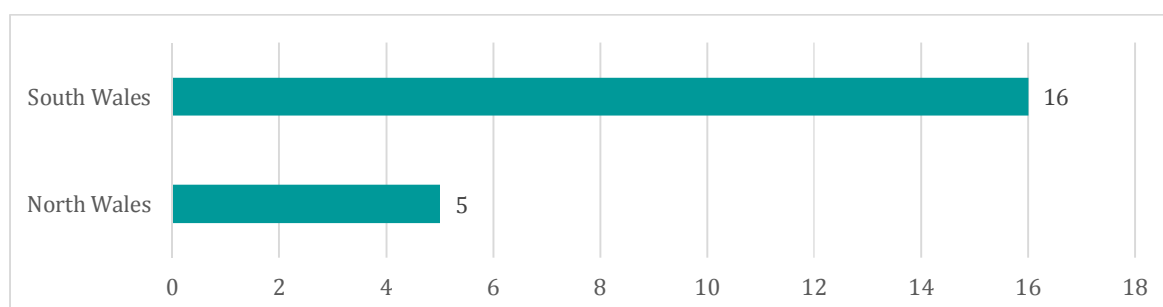


Figure 49

# CONSULTANT RETIREMENTS

## Consultant Retirements

### CONSULTANT RETIREMENTS PER YEAR BY AGE AT RETIREMENT – UNITED KINGDOM

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Total
Pre-55	-	-	-	-	-	-	-	-	1	1	2
55	-	-	-	-	1	1	-	-	3	1	6
56	-	-	1	-	-	-	-	-	-	-	1
57	-	-	1	2	-	-	-	1	-	1	5
58	-	-	-	2	-	1	-	-	-	1	4
59	-	-	-	-	-	-	-	-	-	1	1
60	-	4	3	1	4	8	7	4	7	7	45
61	-	1	-	-	-	-	1	-	-	1	3
62	-	-	-	-	-	-	1	-	-	1	2
63	-	-	-	-	-	1	1	-	-	-	2
64	-	-	-	-	-	-	-	-	-	-	-
65	-	1	-	-	-	-	1	-	-	2	4
66	-	-	-	-	-	-	-	-	-	1	1
67	-	-	-	-	-	1	-	-	-	-	1
68	-	-	-	-	-	1	-	-	-	-	1
Unknown	-	-	-	1	-	1*	-	-	1	-	2
<b>Total</b>	<b>-</b>	<b>6</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>14</b>	<b>11</b>	<b>5</b>	<b>12</b>	<b>17</b>	<b>81</b>

**Table 69**

\*Answer was 80

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

There were only 3 responses from the Republic of Ireland;

1 intends to retire in 2023 at the age of 70 the other 2 intend to retire at the age of 65 in 2024.

# CONSULTANT RETIREMENTS

CONSULTANT RETIREMENTS PER YEAR BY COUNTRY (2014 – 2015)

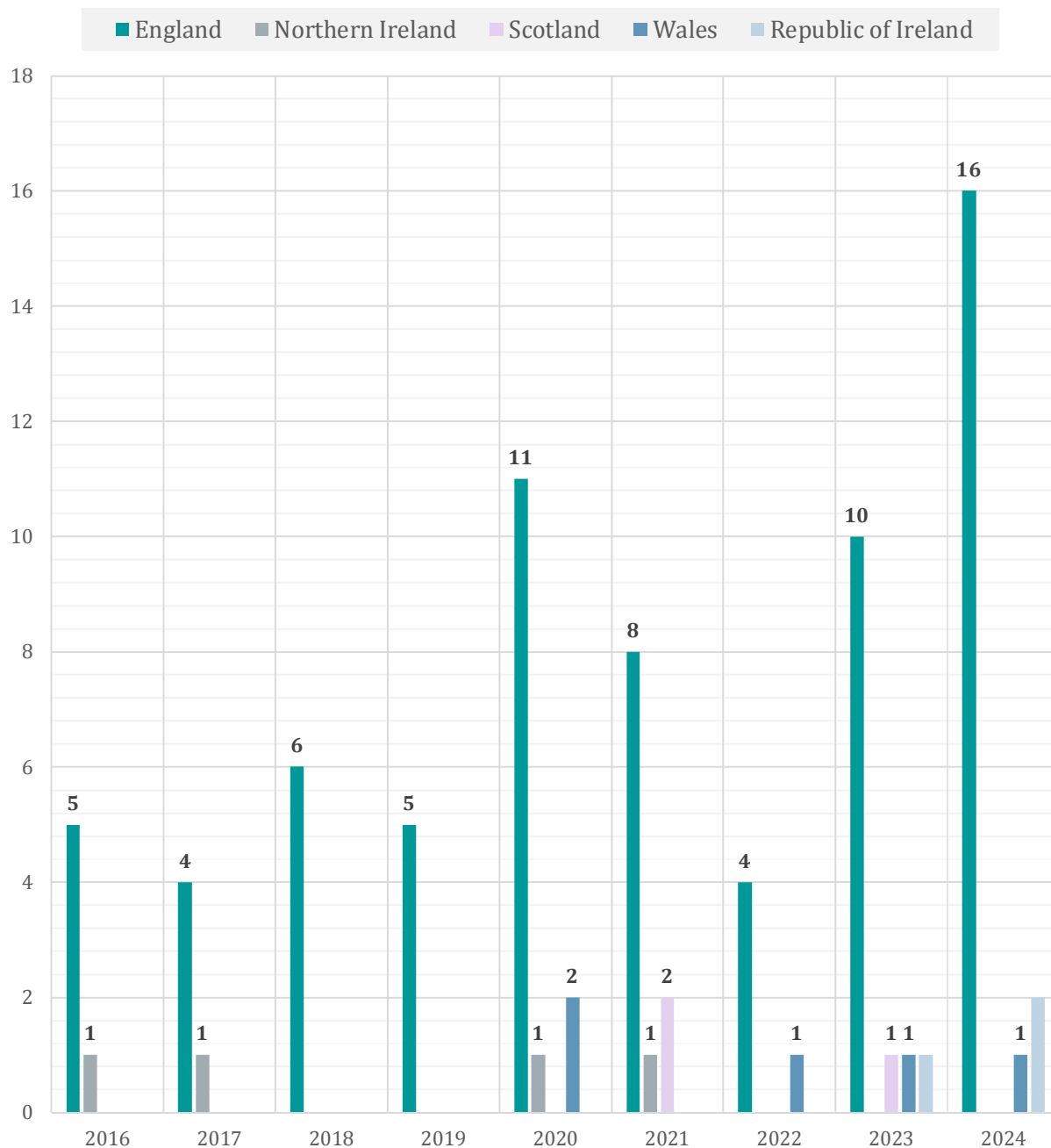


Figure 50

# RETIREMENT

## Retirement

DO YOU INTEND TO RETIRE IN THE NEXT 10 YEARS?

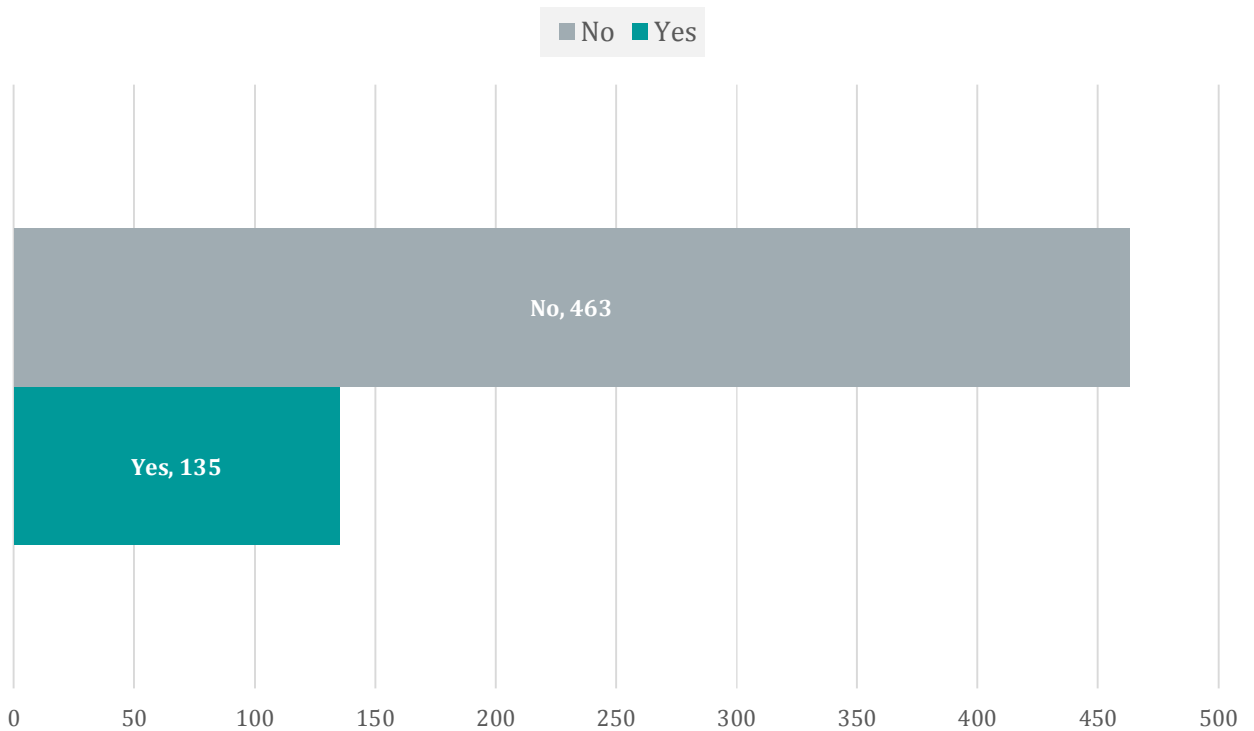


Figure 51

# YOUR PROFESSIONAL DETAILS

## Your Professional Details

### SPECIALIST REGISTERS – SSAS AND OTHER NON-TRAINING GRADES

SPECIALIST REGISTERS	YES	NO
Are you on the specialist register for Palliative Medicine?	36	100
Are you on the GP register?	19	117
Are you on the specialist register for another medical specialty (ies)?	-	136

**Table 70**

### SPECIALIST REGISTERS – CONSULTANTS

SPECIALIST REGISTERS - CONSULTANTS	YES	NO
Are you on the specialist register for Palliative Medicine?	301	16
Are you on the GP register?	33	284
Are you on the specialist register for another medical specialty (ies)?	12	305

**Table 71**

# YOUR PROFESSIONAL DETAILS

## RESPONDENTS OF SPECIALIST REGISTER FOR OTHER SPECIALTIES

SPECIALTY	RESPONDENTS ON SPECIALIST REGISTER
Acute Medicine	2
General (internal) Medicine	3
Medical Oncology	4
Respiratory Medicine	2
<b>Total on other specialist registers</b>	<b>11</b>

Table 72

## CCT EXPECTED PER YEAR BY COUNTRY

YEAR	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
2015	15	1	-	2	18	1
2016	21	1	1	1	24	4
2017	39	2	1	2	44	2
2018	24	3	1	-	28	-
2019	7	1	-	-	8	1
2020	3	-	-	-	3	-
2021	2	-	1	-	3	-
<b>Total CCT expected per country</b>	<b>111</b>	<b>8</b>	<b>4</b>	<b>5</b>	<b>128</b>	<b>8</b>

Table 73

# YOUR PROFESSIONAL DETAILS

## CCT (AND CESR) ACHIEVED PER YEAR BY COUNTRY

YEAR	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
1987	-	-	-	-	-	(1)
1988	-	-	-	-	-	
1989	-	-	-	-	-	
1990	-	-	-	-	-	
1991	-	-	-	-	-	
1992	1	-	1	-	2	
1993	-	-	-	-	-	
1994	1	-	-	-	1	1
1995	3	-	-	-	3	2
1996	9	-	-	1	10	
1997	6	1	-	-	7	
1998	11	-	1	-	12	1
1999	5	-	-	-	5	
2000	13	1	1	1	16	
2001	5	1	-	-	6	
2002	8	-	2	-	10	
2003	9	1	-	2	12	2
2004	11	1	-	1	13	
2005	12	-	2	-	14	1
2006	7	1	-	1	9	1
2007	10 (3)	-	1	1	12 (3)	
2008	10	-	1	1	12	1
2009	15	1	-	2	18	
2010	17	-	-	2 (2)	19 (2)	
2011	14 (1)	1	3	-	18 (1)	1
2012	26 (1)	-	1	(1)	26 (2)	(1)
2013	21	-	1	2	24	
2014	15	-	2 (1)	1	18 (1)	(1)
2015	8 (1)	1	-	2	11 (1)	
<b>Total CCT (and CESR) achieved per country</b>	<b>237 (6)</b>	<b>9 (-)</b>	<b>16 (1)</b>	<b>17 (3)</b>	<b>279 (10)</b>	<b>10 (3)</b>

**Table 74**

*\*CESR indicated in brackets*



# YOUR PROFESSIONAL DETAILS

COMMENCEMENT OF YOUR FIRST SUBSTANTIVE CONSULTANT APPOINTMENT AS OF 1 JULY 2015

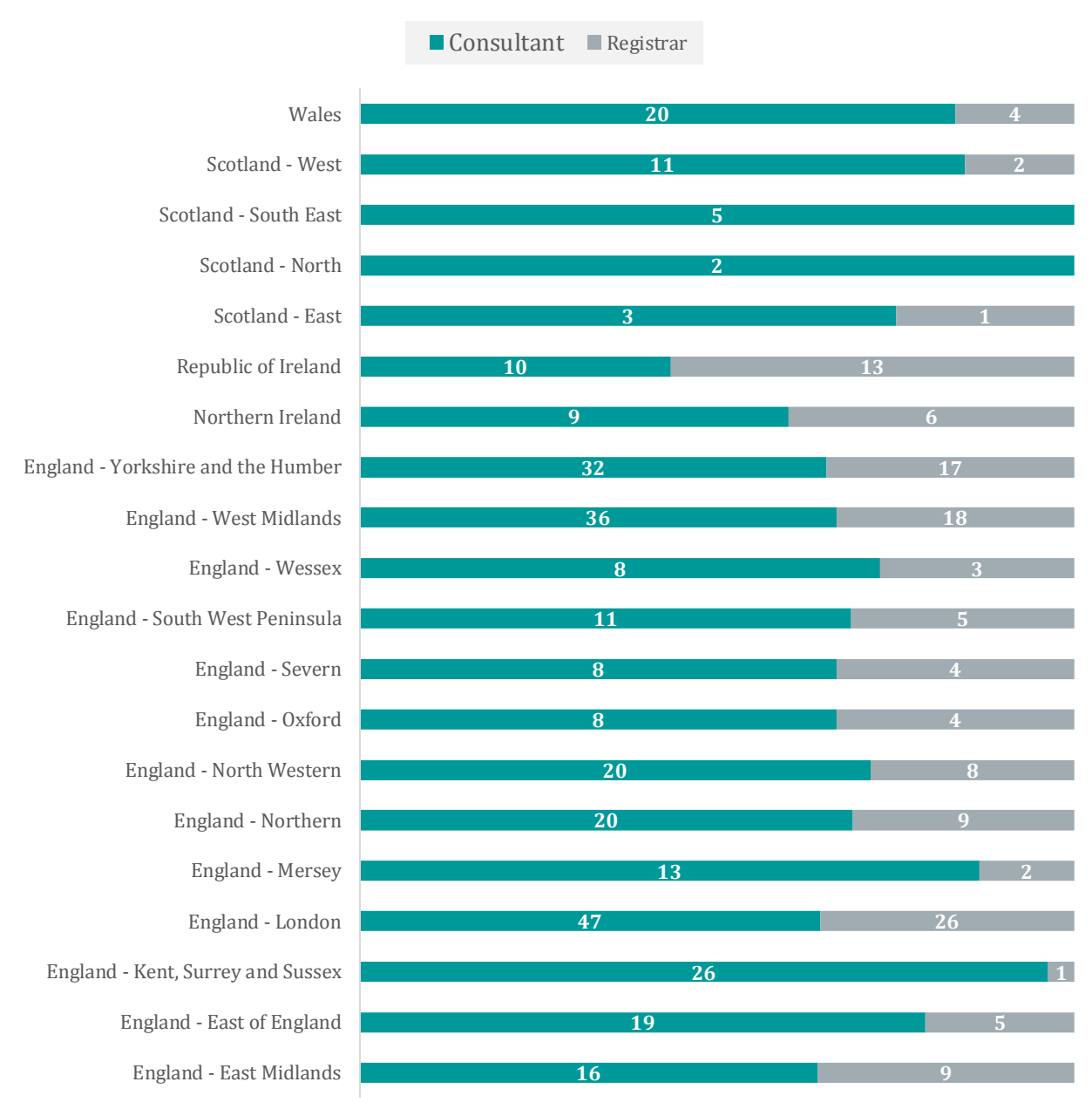
YEAR	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES	UK TOTALS	REPUBLIC OF IRELAND
1991	-	-	-	-	-	-
1992	5	-	1	-	6	-
1993	1	-	-	-	1	-
1994	3	-	-	-	3	-
1995	7	-	-	-	7	2
1996	12	-	-	2	14	1
1997	5	-	-	-	5	-
1998	8	1	1	-	10	-
1999	2	-	-	-	2	-
2000	10	-	1	-	11	1
2001	14	2	-	-	16	1
2002	8	-	1	-	9	-
2003	10	-	1	-	11	-
2004	15	1	-	2	18	1
2005	11	1	-	-	12	1
2006	12	1	1	2	16	1
2007	10	-	1	-	11	2
2008	12	-	2	-	14	-
2009	16	-	1	2	19	2
2010	14	-	-	4	18	-
2011	19	1	2	4	26	-
2012	23	-	1	-	24	1
2013	17	-	1	-	18	1
2014	25	-	3	2	30	-
2015	18	1	1	2	22	1
<b>Total</b>	<b>277</b>	<b>9</b>	<b>18</b>	<b>20</b>	<b>324</b>	<b>16</b>
<b>Total number of Consultants</b>	<b>282</b>	<b>10</b>	<b>18</b>	<b>20</b>	<b>330</b>	<b>16</b>

Table 75

# YOUR WORK LOCATIONS

## Your Work Locations

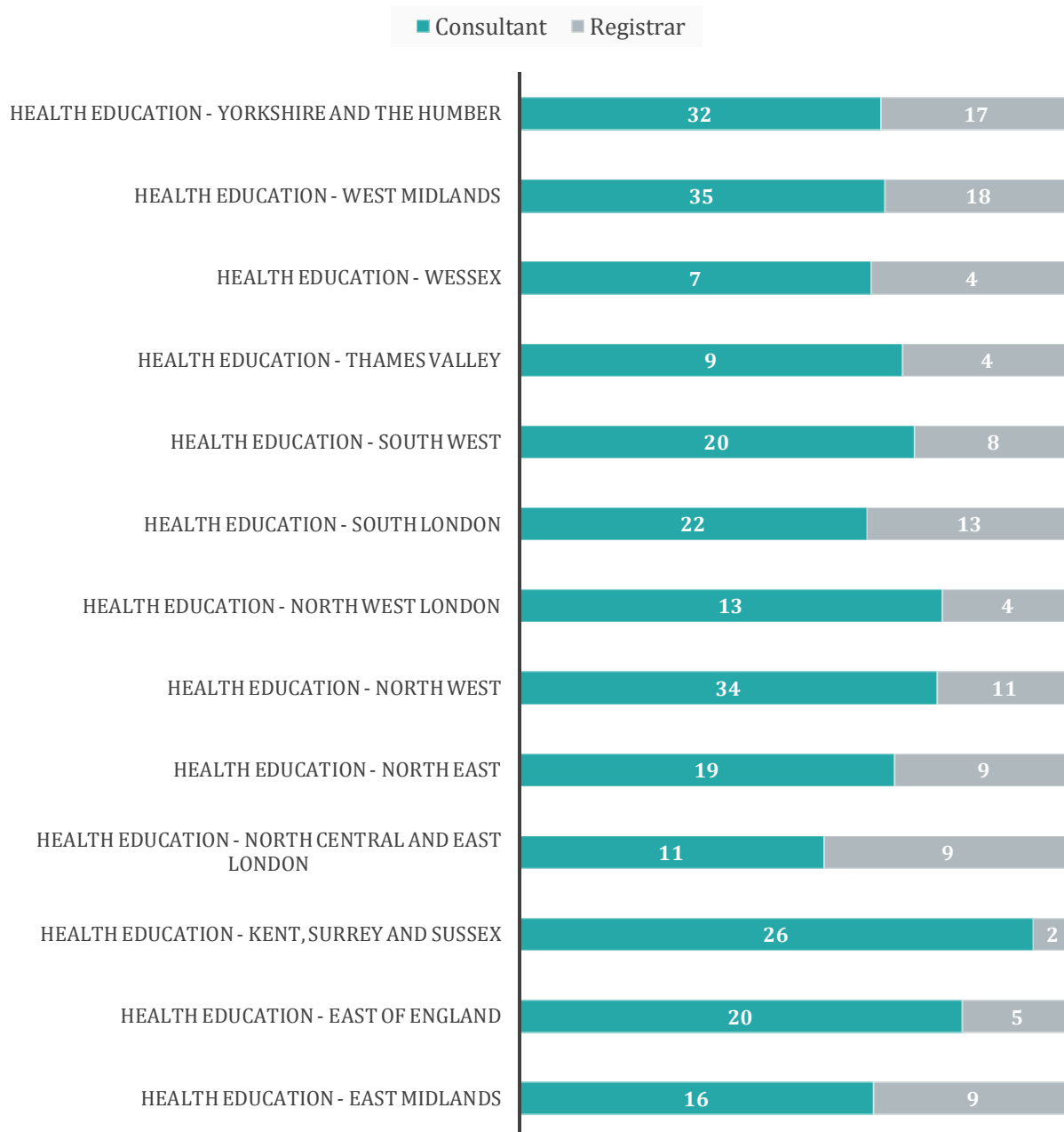
### WHICH IS YOUR DEANERY?



**Figure 52**

# YOUR WORK LOCATIONS

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



**Figure 53**

# CONTACT INFORMATION

## Contact Information

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Association for  
Palliative Medicine