



**11th International Medical Workforce Collaborative Conference
Edinburgh, Scotland, 16th – 20th September 2008**

Guideline – Career Structure

Lead: UK

Outlines should include the following key areas:

Overview

The following provides a guide to preparing your paper for the Career Structure session. As a guide, we suggest that each of the papers for the Career Structure session cover the following sections- scope, data and research, current and any proposed career structure for doctors and an understanding as to whether the structure has evolved through custom or practice or has been directed by educational, professional or governmental bodies.

Background

It is intended that this session explores the relationship between central regulation by the profession or governmental bodies, the structures, if any, in place to control numbers and the achievement of skills and competencies. It should also explore how this may relate to any central or local planning of the workforce numbers that may be required to deliver an effective service for patients.

Focus and Research Questions

There are four areas of focus for this paper. Participants may want to emphasise some more than others but an evaluation of them all would be helpful for comparison.

- To set the context, there needs to be a review of the existing research evidence about the formation of the career structure and how that is decided. It may also be valuable to look at what controls the numbers of doctors entering the career structure in each nation and how their progression into the senior levels is achieved and controlled and by whom.
- In many countries the entrants to medical school are different both in terms of gender and ethnicity from the past. Thus it would be important to look at the changes that are occurring and see if there is research evidence as to the career aspirations of these doctors for the future which may need to be taken into consideration in the planning of the medical workforce of the future and the provision of care for the future. Evidence for generational differences and their influence on attitudes to work/life balance should be included as should the extent to which career aspirations may be enabled or inhibited by existing structures.
- The drivers for changing the career structure should be explored taking into account the evolving nature of society in the different countries, inherent geographical features such as scale and rurality and any major regulatory/legislative changes such as restrictions on working hours.

- The papers should explore the impact of differing perspectives of individuals, professional organisations, government and employers on the nature of the career structure.

The source of any data should be clearly identified and it would be helpful to have data from the participants' own country where possible as the primary source.

Specific Directions

The submission should include an outline of the research methodology and methods used for this paper and any assumptions made about the direction of travel.

The paper should conclude with recommendations for future research in this area and particularly focus on the contribution that this should make to the medical workforce planning process for the future.

References

To be developed by the author.

