

ACB Workforce Report for the ACB Education, Training and Workforce Committee November 2020

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The Association for Clinical Biochemistry and Laboratory Medicine holds demographic data on its members through the members directory, which can be updated at any time by its members via the ACB website.

Anonymised data was taken from the members database on 19th November 2020 and was compared to a previous comparable dataset taken from the members database on the 21st November 2019 and the 9th September 2016 to assess changes to the demographics of the workforce over the last 3 years.

As of 19th November 2020, the ACB had 1,949 (2019 = 1,956) members on its database. As with previous years, corporate members (n=26) and overseas members (n=82) were not reviewed.

| Membership category | 2020 | 2019 |
|----------------------------|--------------|--------------|
| Emeritus | 47 | 47 |
| FCS | 96 | 103 |
| Fellow | 52 | 52 |
| Honorary | 45 | 45 |
| Ordinary | 1145 | 1153 |
| Perm. Retired | 545 | 528 |
| Temp. Retired | 15 | 28 |
| Student | 4 | - |
| Total | 1,949 | 1,956 |

ACB membership by category, 2020 vs 2019

Of these 1949 members, 560 had no data populated in the AfC banding field and of these 540 were listed as retired in the 'role' category and were excluded. (NB In previous surveys, no data in the AfC field was used as evidence that members were retired. In 2019 only 3 of the 531 members with no data in AfC banding field, were not listed as retired in the role category so all were excluded)

| Membership Category | 2020 | 2019 | 2016 |
|----------------------------|--------------|--------------|--------------|
| Ordinary | 1143 | 1152 | 1197 |
| FCS | 96 | 103 | 102 |
| Emeritus | 33 | 34 | 34 |
| Fellow | 35 | 35 | 29 |
| Honorary | 31 | 28 | 20 |
| Perm. Retired | 52 | 45 | 30 |
| Temp. Retired | 15 | 28 | 40 |
| Student | 4 | - | - |
| Total | 1,409 | 1,425 | 1,452 |

ACB membership by category with AfC Banding data, 2020 vs 2019 and 2016

In order to profile the proportion of the ACB membership who are currently working, members with the membership category listing as permanently or temporarily retired, as well as those listed under other membership categories whom were listed as retired in the 'third key' (role) data field, were excluded from workforce data from 2020, as in 2019 and 2016.

| Membership Category | 2020 | 2019 | 2016 |
|----------------------------|--------------|--------------|--------------|
| Ordinary | 1143 | 1151 | 1197 |
| FCS | 96 | 103 | 102 |
| Honorary | 9 | 7 | 4 |
| Emeritus | 2 | 2 | 1 |
| Student | 4 | - | - |
| Total | 1,254 | 1,263 | 1,304 |

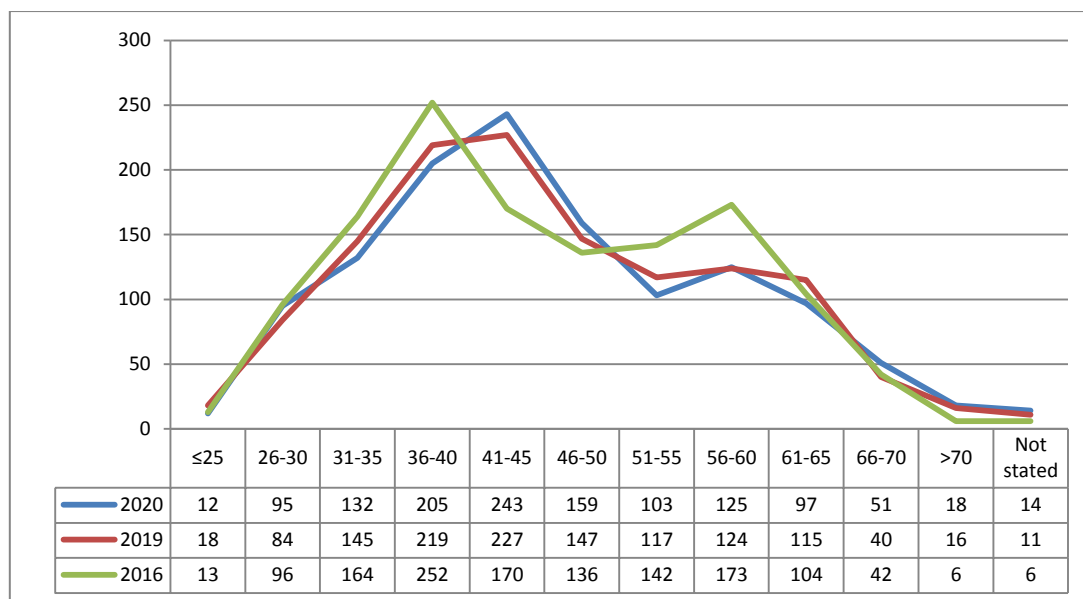
ACB membership by category with retired members excluded, 2020 vs previous years.

| Third Key (Role) | 2020 | 2019 | 2016 |
|-------------------------|--------------|--------------|--------------|
| Clinical Scientist | 944 | 941 | 960 |
| Medic | 194 | 207 | 218 |
| Biomedical Scientist | 55 | 57 | 69 |
| Academic | 30 | 29 | 26 |
| Industry | 24 | 29 | 30 |
| Student | 4 | 0 | 1 |
| Not stated | 3 | - | - |
| Total | 1,254 | 1,263 | 1,304 |

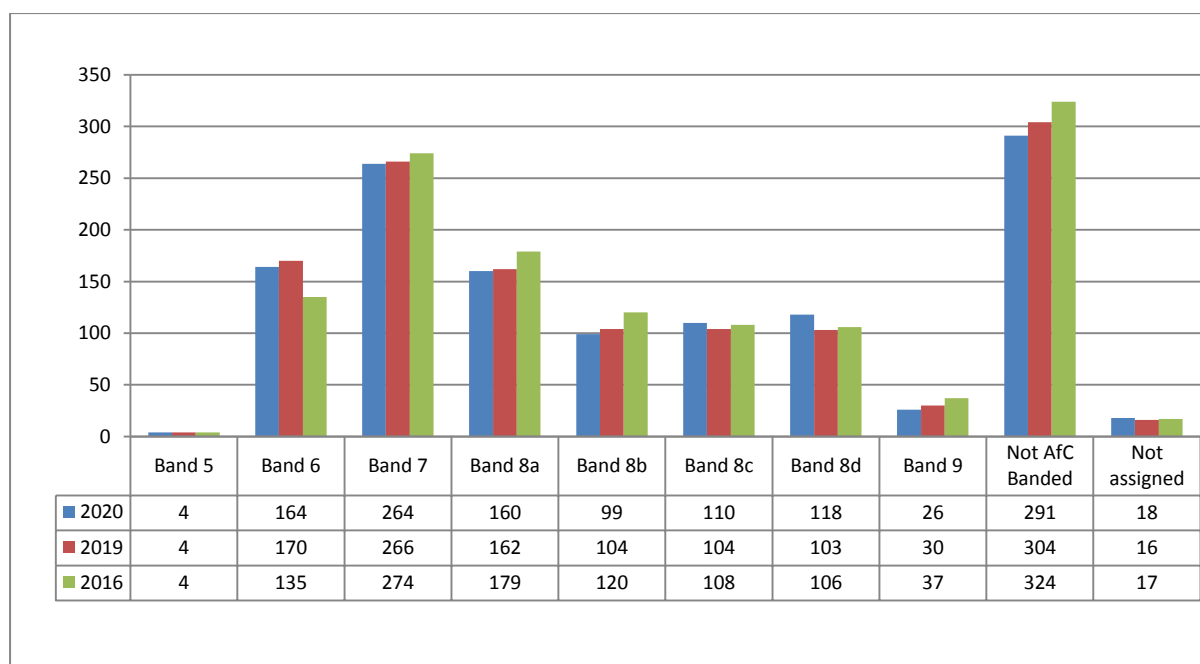
ACB membership by role, 2020 vs previous years

| Gender | 2020 | 2019 | 2016 |
|---------------|--------------|--------------|--------------|
| Male | 464 (37%) | 477 (38%) | 534 (41%) |
| Female | 789 (63%) | 785 (62%) | 770 (59%) |
| Not stated | 1 | 1 | - |
| Total | 1,254 | 1,263 | 1,304 |

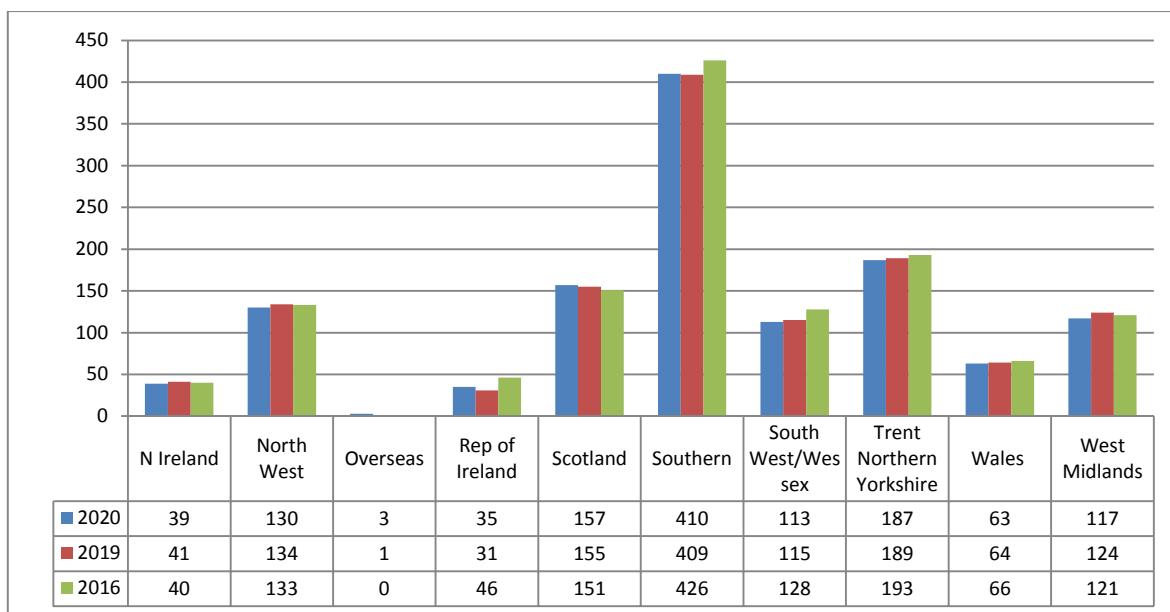
ACB membership by gender, 2020 vs previous years



ACB membership by age, 2020 (n=1,254) vs previous years.



ACB membership by AfC banding, 2020 (n=1,254) vs previous years.



ACB membership by region, 2020 (n=1,254) vs previous years

| Training status and region | 2020 | 2019 |
|----------------------------|--------------|--------------|
| Not trainee | 743 | 754 |
| Trainee | 510 | 509 |
| Not stated | 1 | - |
| Trainee-Northern & Yorks | 42 | 44 |
| Trainee-Trent | 28 | 29 |
| Trainee-Northern Ireland | 9 | 10 |
| Trainee-North West | 53 | 58 |
| Trainee-Rep of Ireland | 13 | 9 |
| Trainee-South-East | 25 | 19 |
| Trainee-South-London | 106 | 107 |
| Trainee-South-OutLondon | 38 | 37 |
| Trainee-South West/Wessex | 48 | 45 |
| Trainee-Wales | 27 | 26 |
| Trainee-West Midlands | 57 | 59 |
| Trainee-West Scot | 34 | 34 |
| Trainee-East Scot | 30 | 32 |
| Total | 1,254 | 1,263 |

ACB membership by training status, 2020 vs 2019.

| FRCPath status | 2020 | 2019 |
|-----------------------|--------------|--------------|
| FRCPath | 472 | 462 |
| DipRCPPath | 50 | 52 |
| MCB | 0 | 1 |
| MRCPath | 1 | 1 |
| Started | 83 | 82 |
| PP1 | 58 | 53 |
| Not studying | 56 | 59 |
| Not stated | 534 | 553 |
| Total | 1,254 | 1,263 |

ACB membership by FRCPath status, 2020 vs 2019

Comments

It is important to note that the ACB office is between membership databases. Members are being asked to update their details when they login to the new digital platform. As many members as yet to do this (approximately 700 member have done this so far), we are between legacy data from the old database and the new system. This data is based predominantly on the old database, which may account for a lack of variation between 2020 and 2019 data. Clearly, the accuracy of using the directory to review workforce data depends on members updating their details, and not all Clinical Scientists/medics will be ACB members.

- Of the 1,949 members on the ACB database, 695 (35.6%) are listed as retired in their membership category and/or their role.
- Of the 1,254 members not retired, the ACB has seen a very slight reduction in its membership compared to 2019. Median age was 44 years in all years reviewed.
- Details on role and AfC band were also similar to 2019, with a slight reduction in members who are medics and non-AfC banded.
- Not much variation was seen in number of members (and trainees) in each ACB region from 2019 to 2020.
- Of the 1,254 ACB members included, 510 (40.6%) are listed as trainees and 472 (37.6%) are listed as having full FRCPath qualification. As 534 (42.6%) members included have no FRCPath status recorded this may be an underestimate.
- Some of the fields used to populate data in the members directory may need to be re-assessed. For example, the data supplied from the ACB office suggests that only one option may be selected from the 'full/part time' field, but several of the options given could apply (i.e a post can be both full time and fixed term). The members directory also does not, to my knowledge, include a section on the discipline in which members work (e.g Biochemistry, Immunology, etc). Although we might assume the majority of ACB members work within Clinical Biochemistry, this data would be useful to collect (and may be collected by the new platform).