

9.2 Proposal: Norwich Medical School (MED)

9.2.1 Savings approach and rationale

All areas of provision were considered with the following areas identified to be potential areas of savings:

- Health Economics Consulting (HEC)
- Portfolio areas of research: Microbiology, Vitamin D biology and pathology
- Clinical Psychology and Psychological Therapies
- BAF Laboratory
- Physicians Associate (PA) Programme
- Medical Humanities
- Medical Education: Clinical Academic joint appointments

A summary explanation of each is provided below.

9.2.1.1 Health Economics Consulting (HEC)

This area was previously an income generator, providing consultancy income to both cover the salaries of the associated staff and a small additional income to the School.

income levels have fallen from £18k per month and will be £0 from December 2024 onwards as funding from all existing consultancy projects will have concluded. This area is proposed to enable removal of a loss-making entity from future years.

This group does not deliver teaching or contribute to the academic work of colleagues involved in health economic evaluations of clinical trials, and there are no other anticipated wider impacts on students or other areas of the School or University.

9.2.1.6 Medical Humanities

This Masters’ course has failed to attract the anticipated number of international students and was particularly thought to be of interest to international students within the MBBS. Current student numbers for 2024 start are 7.

It is proposed that this provision is discontinued, with no anticipated saving due to loss of income.

9.2.1.7 Medical Education

With the greater involvement of NHS clinical staff in the delivery of teaching resulting from the deeper partnerships with NHS Trusts driven [REDACTED], and the explicit understanding that such teaching is part of the role of NHS consultants, there is no longer a need for the School to employ dedicated consultant-level clinical academic staff solely for teaching purposes. The training pathways for junior (resident) doctors in medical education will be continued to ensure the pipeline of NHS consultants in the region able to deliver this teaching. Additionally, senior clinicians will still be required for two specific management roles for which medical qualification and experience is essential for the delivery of the MBBS courses – course and teaching directorships.

9.2.2 Proposed impact on the workforce

9.2.2.1 Health Economics Consulting (HEC)

	Current			Proposed				Additional Information
	T&C	Headcount	FTE	Reduction in Roles/Grade		Pool (Staff at risk)		
				Headcount	FTE	Headcount	FTE	
Health Economics Consulting (HEC) (Within MED)								
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
TOTAL								

Table 26 Detail of current staffing and proposed roles and staff at risk for Health Economics Consulting (HEC). *Stat 8 refers to Statute 8 and Ordinance 6

[REDACTED]

Vacancies

Where reductions are required, there are the following current vacancies that would potentially reduce or avoid headcount reduction:

ROLE/GRADE	FTE
N/A	N/A

9.2.2.2 Portfolio areas of research

Portfolio Areas of Research (Within MED)	Current			Proposed				Additional Information
	T&C	Headcount	FTE	Reduction in Roles/Grade		Pool (Staff at risk)		
				Headcount	FTE	Headcount	FTE	
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
TOTAL	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	

Table 27 Detail of current staffing and proposed roles and staff at risk for specific areas of portfolio research [REDACTED].

[REDACTED]. *Stat 8 refers to Statute 8 and Ordinance 6

Vacancies

Where reductions are required, there are the following current vacancies that would potentially reduce or avoid headcount reduction:

ROLE/GRADE	FTE
N/A	N/A

9.2.2.3 Clinical Psychology and Psychological Therapies

Clinical Psychology and Psychological Therapies (Within MED)	Current			Proposed				Additional Information
	T&C	Headcount	FTE	Reduction in Roles/Grade		Pool (Staff at risk)		
				Headcount	FTE	Headcount	FTE	
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
TOTAL	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	

Table 28 Detail of current staffing and proposed roles and staff at risk for Clinical Psychology and Psychological Therapies. *Stat 8 refers to Statute 8 and Ordinance 6

Vacancies

Where reductions are required, there are the following current vacancies that would potentially reduce or avoid headcount reduction:

ROLE/GRADE	FTE
N/A	N/A

9.2.2.4 BAF Laboratory

There are [REDACTED] posts ([REDACTED] FTE) associated with this laboratory, [REDACTED]

[REDACTED] A further role associated with the laboratory that will become vacant in November 2024 will be removed from the plan.

	Current			Proposed				Additional Information
	T&C	Headcount	FTE	Reduction in Roles/Grade		Pool (Staff at risk)		
				Headcount	FTE	Headcount	FTE	
BAF Laboratory (Within MED)								
TOTAL								

Table 29 Detail of current staffing and proposed roles and staff at risk for BAF Laboratory. *Stat 8 refers to Statute 8 and Ordinance 6

Vacancies

Where reductions are required, there are the following current vacancies that would potentially reduce or avoid headcount reduction:

ROLE/GRADE	FTE
N/A	N/A

9.2.2.5 Physicians Associate (PA) Programme

To achieve the FTE reduction, all [redacted] FTE of the remaining posts associated with the programme will be placed at risk in 2026-7.

	Current			Proposed				Additional Information
	T&C	Headcount	FTE	Reduction in Roles/Grade		Pool (Staff at risk)		
				Headcount	FTE	Headcount	FTE	
Physicians Associate (PA) Programme (Within MED)								
TOTAL								

Table 30 Detail of current staffing and proposed roles and staff at risk for Physicians Associate (PA) Programme. *Stat 8 refers to Statute 8 and Ordinance 6

Vacancies

Where reductions are required, there are the following current vacancies that would potentially reduce or avoid headcount reduction:

ROLE/GRADE	FTE
N/A	N/A

9.2.2.6 Medical Humanities

	Current			Proposed				Additional Information
	T&C	Headcount	FTE	Reduction in Roles/Grade		Pool (Staff at risk)		
				Headcount	FTE	Headcount	FTE	
Medical Humanities (Within MED)								
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
TOTAL								

Table 31 Detail of current staffing and proposed roles and staff at risk for Medical Humanities. *Stat 8 refers to Statute 8 and Ordinance 6

[REDACTED]

Vacancies

Where reductions are required, there are the following current vacancies that would potentially reduce or avoid headcount reduction:

ROLE/GRADE	FTE
No specific vacancies identified. 0.2 FTE of profession role in HUM may continue (Dependent on HUM case).	N/A

9.2.2.7 Medical Education

	Proposed				Additional Information
	Reduction in Roles/Grade		Pool (Staff at risk)		
	Headcount	FTE	Headcount	FTE	
Medical Education (Within MED)					
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
TOTAL					

Table 32 Detail of current staffing and proposed roles and staff at risk for Medical Education. *Stat 8 refers to Statute 8 and Ordinance 6

[REDACTED]

Vacancies

Where reductions are required, there are the following current vacancies that would potentially reduce or avoid headcount reduction:

ROLE/GRADE	FTE
No specific vacancies identified [REDACTED] and the process for redundancy may need to be managed jointly.	N/A