

Public Health Women Doctors in England 1965 to 1991: "A perfect place for strategic butterflies"

Jennifer M Wright (2016)

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PhD, Oxford Brookes University

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**PUBLIC HEALTH WOMEN DOCTORS IN  
ENGLAND 1965 TO 1991**

*“A perfect place for strategic butterflies”*

**Jennifer Mary Wright**

**Degree Awarded By Oxford Brookes University**

**Submitted in partial fulfilment of the  
requirements of the award of Doctor of  
Philosophy**

**March 2016**

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## CDUVTCEV"

Vj ku'vj guku'eqpvtkdwgu'vq'vj g'j kuvtkqi tcr j { "qh'y qo gp'kp'o gf lekpg'd { "  
 gxr nqtkpi . 'kp/f gr vj . 'qpg'uo cmlur gekn\ . 'r wdne'j gcnj . 'y j lej . 'htqo "3; 96."  
 qhhtgf 'y qo gp'f qevqtu'y qtnkpi 'y kj kp'k'gs wcrk\ 'qh'qr r qtwpk\ 'y kj 'o gp"  
 hqt'ectggt'f gxxgr o gpv0C v'j cv'ko g. 'o quv'y qo gp'f qevqtu'y qtnkpi 'kp'vj g"  
 Gpi nkuj 'j gcnj 'ugtyleg'y gtg'tgngi cvgf 'vq'lwpkqt"qt'uw r qtv'tqngu. 'vj gk"  
 r ctvwert'pggf u'hqt'fco kn / hlgpf n' 'y qtnkpi "gpxkqpo gpw'dgkpi 'ncti gn{ "  
 ki pqtgf 0"Vj ku'tgugcej "gzco kpgu'vj g'tgcuqpu'dgj kpf 'vj g'f gxxgr o gpv'qh"  
 vj gug'gs wcn'qr r qtwpkkgu'cpf 'vj g'uwdugs wgpv'tcr k' "vtclgevqt { "qh'y qo gp"  
 f qevqtu'kp'r wdne'j gcnj . 'eqo r ctkpi 'k'y kj 'vj g'o wej 'umy gt'r tqi tguu'o cf g"  
 d { 'hgo cng'eqmci wgu'kp'j qur kcn'o gf lekpg'cpf 'i gpgtcn'r tcevweg0k"  
 eqpukf gtlpi 'vj g'hcevqtu'j gr kpi "qt'j kpf gtlpi 'y qo gpw'cf xcpeg'kp'o gf lekpg"  
 htqo "3; 96. 'k'r tqr qugu'vj cv'vj gug'ej cpi gu'qeevttgf 'kp'r wdne'j gcnj 'dgecwug"  
 vj g'ur gekn\ 'y cu'pqv'kgf 'vq'vj g'r { tco k'cn'o qf gn'qh'o gf lekpg. 'f gxxgr gf 'kp"  
 vj g'3; 52u'd { "ugpkqt"o cng'f qevqtu'hqt"o cng'f qevqtu. 'y j lej 'f qo kpcvgf "qvj gt"  
 ur geknkgu'cpf 'y j lej 'uwhrgf 'r tqi tguu0Cp'kppqxcvkg'hgcwtg'qh'vj ku"  
 tgugcej . 'hqmy kpi 'y qo gpw'gpv { "vq'eqpuwncpv'cpf 'vckkpi 'r quu'kp"  
 r tqr qv'kpu'gs wcn'vq'o gp'kp'r wdne'j gcnj . 'ku'vq'j ki j rki j v'vj gk'uwdugs wgpv"  
 o qxg'kpv'o clqt'utcvgi ke'tqngu'y kj kp'vj g'j gcnj 'ugtyleg'o cpci go gpv"  
 utwewtg'htqo 'vj g'rcvg"3; : 2u0kpvgtxky u'y kj "ugpkqt'r wdne'j gcnj 'o gp'cpf "  
 y qo gp'f qevqtu'j gr 'uj gf 'rki j v'qp'j qy 'vj ku'o qxg'y cu'cej kxgf "cpf 'j qy "  
 y qo gp'kp'utcvgi ke'r qukkpu'y gtg'cdng'vq'eqo dkg'j ki j 'r tqhkg'ectggtu'y kj "  
 f qo guke'tgur qpukdkkgu0"

"

# CEMP QY NGF I GO GP VU"

Ky qwf 'hng'v'j cpm'htuñ{.'Qzhqtf'Dtqqngu'hqt'i kxpi 'o g'vj g'qr r qtwpkñ{"  
 vq'tgugetej 'uwej 'cp'kpgtgukpi 'qr le'y j kej 'j cu'dggp'r ctv'qh'o {'hng'pqy 'hqt"  
 vj g'ruv'ukz{"{gctu0Ur gekn'vj cpm'i q'v'q'o {"vy q'uw r gtxkuqtu."I ngp"QøJ ctc'hqt"  
 j ku'gpeqwtci go gpv'cpf 'r ckgpeg'vj tqwi j qww."cpf 'hqt'vj g'rkxgn{ 'f kewaukqpu."  
 cpf 'Xkxkcp'g'S wktng'hqt'r wukpi 'o g'qp'v'vj g'r wdne"j gcnj 'tqcf 'kp'vj g'htuv"  
 r rneg0Kco 'j wi gn{ 'i tcvghwn'cnuq."v'cm'vj g'y qo gp'cpf 'o gp'y j q'ci tggf 'v"  
 dg'kpgtxkgy gf 'cpf 'y j q'r tqxkf gf 'uwej 'r qy gthwrl'puki j wu."cpf 'v'vj g'O gf kecn'  
 Y qo gpø'Hgf gtcvqp'cpf 'Hcewn{ 'qh'Rwdne"J gcnj 'hqt'r tqxkf kpi 'ceeguu'v"  
 vj go 0"Vj g'ctej kxku'cv'vj g'Dtkkuj 'O gf kecn'Cuuqekvqp'cpf 'Hcewn{ 'qh"  
 Rwdne"J gcnj 'r w'w'r 'r ckgpvn{ 'y kj 'o {"uggo kpi n{ 'wpgpf kpi 'tgs wguu0Ncuwn{."  
 Kco 'kpf gdvgf 'v'q'o {"f cwi j vgt.'Mcvg.'hqt'j gt'gpeqwtci go gpv'cpf 'dgecwug"  
 uj g'y cu'uwej 'c'i qqf "ōtqrq'o qf grñb"Vj cpmi{qw'cm0'  
 " " "

# EQP VGP VU"

"	"	"	"	"	"	"	"	"	"
"	"	"	"	"	"	"	"	"	"
Cduwcev"	"	"	"	"	"	"	"	"	"
Cempqy ngf i go gpw"	"	"	"	"	"	"	"	"	"
I mquuct { "	"	"	"	"	"	"	"	"	"
Vcdrgu""	"	"	"	"	"	"	"	"	"
Ej cr vgt "Qpg<"Qxgtxkgy "	"	"	"	"	"	"	"	"	"
Ej cr vgt "Vy q<"Ugwłpi "vj g"Uegpg"3; 82/3; 86"	"	"	"	"	"	"	"	"	"
Ej cr vgt "Vj tgg<"Ceeqwpłpi "hqt"vj g"Ej cpi g"3; 87/3; 93"	"	"	"	"	"	"	"	"	"
Ej cr vgt "Hqwt<"Uctłpi "vq"wg"vj g"Qr r qtwłkku"3; 96/3; : 3"	"	"	"	"	"	"	"	"	"
Ej cr vgt "Hkxg<"Dqgo "pqvI mqqo "3; : 4/3; ; 3"	"	"	"	"	"	"	"	"	"
Ej cr vgt "Ukz<"Eqpenwłkpu"	"	"	"	"	"	"	"	"	"
Dkdrłqi tcr j { "	"	"	"	"	"	"	"	"	"
"	"	"	"	"	"	"	"	"	"

# I NQUUCT[ 'QH'VGTO U"

CFuRJ "	"	Cuuqekvqpp"qh'F ktgevqtu"qh'Rwdrie"J gcnj "
CJ C" "	"	Ctgc"J gcnj "Cwj qtkv{ " " "
CO Q" "	"	Ctgc'O gf lecn'Qhhegt""
DLOG""	"	Dtkkuj "Lqwtpcn'qh'O gf lecn'Gf wecvqpp""
DO C" "	"	Dtkkuj "O gf lecn'Cuuqekvqpp"" "
DOL" "	"	Dtkkuj "O gf lecn'Lqwtpcn'
DUG" "	"	Dqxlpg"Ur qpi kqto "Gpegr j cmr cyj { "" "
EEEE""	"	Egptcn'Ego o kwgg'hqt'Ego o wplv{ 'O gf lekpq""
EEI " "	"	Erkplecn'Ego o kuukqplpi "I tqwr " "
EEJ OU"	"	Egptcn'Ego o kwgg'hqt"J qur kcn'O gf lecn'Ugtxlegu""
EEFE""	"	Eqpuwncpv'lp'Ego o wplecdrg'F kugcug'Eqptqn'
EEUV""	"	Egtvhecvg"qh'Ego r ngvqpp"qh'Ur gekcnuv'Vtclpki "
EOE" "	"	Egptcn'O cpr qy gt'Ego o kwgg"
Eo pf =Eo 0' "	"	Ego o cpf " " " "
EO Q" "	"	Ej lgh'O gf lecn'Qhhegt"" " " " "
EOEJ "	"	Ego o wplv{ 'O gf lekpq"cpf'Ego o wplv{ "J gcnj " "
EOTK"	"	Egptcn'O gf lecn'Tgetwko gpv'Kpf gz " " " "
ERJ EJ "*****"	"	Ego o kwgg'hqt'Rwdrie"J gcnj "cpf'Ego o wplv{ "J gcnj "
ERJ O""	"	Eqpuwncpv'lp'Rwdrie"J gcnj "O gf lekpq"" "
FER" "	"	F kntlev'Ego o wplv{ "Rj { ulekp"" "
FFRJ *FuFRJ +"	"	F kntlev'F ktgevqt *u+"qh'Rwdrie"J gcnj "
FI O" "	"	F kntlev'I gpgtcn'O cpci gt"
FJ " "	"	F gr ctwo gpv'qh"J gcnj "" " " " "
FJ C" "	"	F kntlev"J gcnj "Cwj qtkv{ " " " " "
FJ UU""	"	F gr ctwo gpv'qh"J gcnj "cpf"Uqekcn'Ugewtkv{ " " " "
FO V" "	"	F kntlev'O cpci go gpv'Vgco " " " " "
FRJ " "	"	F ktgevqt"qh'Rwdrie"J gcnj " " " "
FO Q" "	"	F kntlev'O gf lecn'Qhhegt"" " " " "
FVQ" "	"	F kntlev'Vgco "qh'Qhhegtu"
HEO" "	"	Hcewn{ "qh'Ego o wplv{ 'O gf lekpq"" " " "
HJ UC""	"	Hco kn{ "J gcnj "Ugtxlegu"Cwj qtkv{ " " " "
HRE" "	"	Hco kn{ "Rtcevkqpgtu'Ego o kwgg"" " " "
HRJ " "	"	Hcewn{ "qh'Rwdrie"J gcnj " " " " "
HRJ O""	"	Hcewn{ "qh'Rwdrie"J gcnj "O gf lekpq"" " " "
IOE" "	"	I gpgtcn'O gf lecn'Eqwpekn' " " " "
IOUE""	"	I gpgtcn'O gf lecn'Ugtxlegu'Ego o kwgg"" " " "
IR" "	"	I gpgtcn'Rtcevkqpgt" " " " " "
JEJ U""	"	J qur kcn'cpf'Ego o wplv{ "J gcnj "Ucvkueu" " " "
JERV""	"	J gcnj "Ectg'Rrcppkpi "Vgco " " " "
J KICKFU"	"	J wo cp'Ko o wpqf ghelgpe{ "XktwulCes wktgf "Ko o wpg""""
	"*****"	F ghelgpe{ "U{ pf tqo g"
J LUE" "	"	J qur kcn'cpf "Lxpkqt"Uchhu'Eqwpekn' " " " "
JO" "	"	J gt'O clguv{ au"" " " " " "
JQ" "	"	J qwug"Qhhegt"" " " " " "
JRRU" "	"	J gcnj "cpf "Rgtuqpcn'Uqekcn'Ugtxlegu"" " " "
JUEK"	"	J gcnj "cpf "Uqekcn'Ectg"Kphqto cvkqpp'Egptg" " " "
LEE" "	"	Lqkp'Eqpuwncpvu'Ego o kwgg"
NOE" "	"	Nqecn'O gf lecn'Ego o kwgg"

NUO Y "	"	Nqpf qp"Uej qqnl'ht"O gf lecn"Y qo gp" "		
NUJ VO	.....	Nqpf qp"Uej qqnl'qh"J { i kpg"cpf "Vtqr lecn".....		
		....."O gf lekpg" " " " " " "		
O HEO "	"	O go dgtuj k "qh'yj g"HEO " " " "		
O Q" "	"	O gf lecn"Qhhegt" " " " "		
O QJ " "	"	O gf lecn"Qhhegt"qh"J gcnj " " " "		
O QuJ ""	"	O gf lecn"Qhhegtu"qh"J gcnj " " " "		
O RW" "	"	O gf lecn"Rtcevkqpgtu"Wpkqp" " " "		
O Y H" "	"	O gf lecn"Y qo gpw"Hgf gtcvkqp" " " "		
P J U" "	"	P cvkqpcn"J gcnj "Ugtxleg" " " "		
P J UG""	"	P cvkqpcn"J gcnj "Ugtxleg"Gzgewkxg" " " "		
P J UO G	.....	P cvkqpcn"J gcnj "Ugtxleg"O cpci go gpv"Gzgewkxg" " " "		
REV" "	"	Rtko ct { "Ectg"Vtwuv" " " " "		
RI O GD"	"	Rqui tcf wcv"O gf lecn"cpf "Gf wecvkqp"Dqctf " " "		
RJ EJ	.....	Ego o kvgg'ht"Rwdnke"J gcnj "cpf "Ego o wpkv"J gcnj " " "		
RJ G" "	"	Rwdnke"J gcnj "Gpi rcpf" " " " "		
TEI R""	"	Tq{cn"Eqmgi g"qh"l gpgtcn"Rtcevkqpgtu" " " "		
TEQI	.....	Tq{cn"Eqmgi g"qh"Qdugvlekcpcu"cpf "l {pcgeqmi kuw" " " "		
TER" "	"	Tq{cn"Eqmgi g"qh"Rj {ulekcpcu" " " " "		
TERu{ej "	"	Tq{cn"Eqmgi g"qh"Ru{ej kvtkuw" " " " "		
TEuR" "	"	Tq{cn"Eqmgi gu"qh"Rj {ulekcpcu"" " " " "		
TEU" "	"	Tq{cn"Eqmgi g"qh"Uwti gqpu" " " " "		
TFRJ ""	"	Tgi kqpcn"F ktgevqt"qh"Rwdnke"J gcnj " " " "		
Tgi " "	"	Tgi kwtct" " " " " " "		
TI O " "	"	Tgi kqpcn"l gpgtcn"O cpci gt" " " " "		
TJ C" "	"	Tgi kqpcn"J gcnj "Cwj qtkv" " " " "		
TJ D" "	"	Tgi kqpcn"J qur kcn"Dqctf" " " " "		
TO Q" "	"	Tgi kqpcn"O gf lecn"Qhhegt" " " " "		
UCO Q"	"	Ugplqt"Cf o kpkutcvkxg"O gf lecn"Qhhegt"" " " "		
UEO " "	"	Ur gekcnkv"lp"Ego o wpkv"O gf lekpg" " " " "		
UEO Q"	"	Ugplqt"Ego o wpkv"O gf lecn"Qhhegt"" " " " "		
UJ O Q"	"	Ugplqt"J qur kcn"O gf lecn"Qhhegt" " " " "		
UJ Q" "	"	Ugplqt"J qwug"Qhhegt"" " " " "		
UO Q" "	"	Ugplqt"O gf lecn"Qhhegt" " " " "		
Ur T" "	"	Ur gekcnv" "Tgi kwtct" " " " " " "		
UT" "	"	Ugplqt" "Tgi kwtct" " " " " " "		
UJ C" "	"	Utcvgi ke"J gcnj "Cwj qtkv" " " " " " "		
WEEC""	"	Wpkxgtukv" "Egptcn"Eqwpekn'ht"Cf o kuukpu" " " " "		
W E" "	"	Wpkxgtukv" "l tcpw"Ego o kvgg" " " " "		
WM" "	"	Wpkgf "Mpi f qo" " " " " " "		
WP GUEQ	.....	Wpkgf "P cvkqpu"Gf wecvkqpcn"Uekpvhle"cpf "Ewmtcn" " " " "		
		....."Qti cplucvqpu" " " " " " "		
WU	.....	Wpkgf "Ucvgu"qh"Co gtkec+" " " " " " "		
y vg	.....	y j qrg"vko g"gs vkxcrgpv" " " " " " "		
Y J Q	.....	Y qtnf "J gcnj "Qti cplucvqpu" " " " " " "		
"				
"				
"				
"				

## VCDNGU"

Vcdrg'3<Etwf g'Uwo o ct { 'qh'Tlug'lp'Rgtegpvc i g'qh'Y qo gp'F qevqtu'd { "  
Ugevqt"cpf 'F gecf g'3; 6: /42220\*r 3: +"

Vcdrg'4<bVtclgevt { 'qh'Y qo gp'F qevqtu'lp'Rwdrke"J gcmj "3; 6: /42220\*r 3; +"

Vcdrg'5<Ekxklcp"Y qo gp'F qevqtu'Hwm { "qt'Rtqxkukqpcm { 'Tgi kungt gf "3; 73/  
830\*r 86+ "

Vcdrg'6<Eqo r ctkuqp"dgwy ggp"Y qo gp'F qevqtu'lp'Rwdrke"J gcmj ."J qur kcn"  
O gf lekpg"cpf 'I gpgtcn'Rtceveg'lp"Gpi rcpf "cpf "Y crgu3; 8: /3; 950\*r : 8+ "

Vcdrg'7<O gf kcn'Uwf gpw' Cf o kwgf "q'O gf kcn'Uej qqnu'lp"Gpi rcpf "Qevqdg t"  
3; 930\*r ; 6+ "

Vcdrg'8<Eqo r ctkuqp"dgwy ggp"Y qo gp'F qevqtu'lp'Ego o wpk { 'O gf lekpg."  
J qur kcn'O gf lekpg"cpf 'I gpgtcn'Rtceveg"3; 96/: 30\*r 35; + "

Vcdrg'9<Eqo o wpk { 'O gf lekpg"Y qtnhqteg"P wo dgtu\*y vg+ "Gpi rcpf "3; 97."  
3; 9: . "3; : 4" d { 'I tcf g"cpf "Ugz0\*r 362+ "

Vcdrg': <"I tqy yj 'lp"P wo dgtu'qh"J qur kcn'Lxplqt"cpf "Ugplqt'F qevqtu'lp"  
Gpi rcpf "cpf "Y crgu3; 97/: 2\*r 394+ "

Vcdrg'; <"Eqo r ctkuqp"dgwy ggp'Rgtegpvc i gu'qh'Y qo gp'lp'Ego o wpk { "  
O gf lekpg."qyj gt'Ngu'Rqr wxt"cpf "Uj qtvc i g'Ur gekcnkgu."I gpgtcn'O gf lekpg"  
cpf "Uwti kcn'I tqwr "qh'Ur gekcnkgu"3; 96/: 20\*r 39: + "

Vcdrg'32<Rgtegpvc i g'Qxgtugcu/dqtp'F qevqtu'd { 'I tcf g'lp"Gpi rcpf "cpf "  
Y crgu3; 97/: 20\*r 3: 2+ "

Vcdrg'33<I gpgtcn'O gf kcn'Rtceveg'lp"Gpi rcpf "cv3"Qev3; 96."3; 99"cpf "  
3; : 40\*r 3: 4+ "

Vcdrg'34<P wo dgtu'qh'Y qo gp'F qevqtu"\* "y qo gp+lp"Gpi rcpf "3; : 4/; 3 b"  
d { "ugevt0\*r 3; 7+ "

Vcdrg'35<Eqo o wpk { 'O gf lekpg'Rwdrke"J gcmj "O gf lekpg'O cpr qy gt "  
\*pwo dgtu+d { "ugz'lp"Gpi rcpf "3; : 4."3; : 9"cpf "3; ; 40\*r 3; 8+ "

Vcdrg'36<Rgtegpvc i g'qh'Y qo gp'F qevqtu"3; : 6/; 50\*r 462+ "

Vcdrg'37<Eqo r ctkuqp'Rgtegpvc i gu'Y qo gp'lp"J qur kcn'O gf lekpg."I gpgtcn'  
Rtceveg"cpf "Rwdrke"J gcmj "O gf lekpg'lp"Gpi rcpf "3; ; : 0\*r 473+ "

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# CHAPTER ONE: OVERVIEW

## IMPORTANCE AND RELEVANCE OF THIS THESIS

Vj g'vj guku'r tguwpw'cp'cpcn'uku'qh'y qo gp'f qevqtu'y j q'cej kxgf 'ugpkqt " r qukkqpu'y kj kp'qpg'o gf lecn'ur gekn'f . 'r wdrle'j gcnj . 'f ghkpgf 'kp'3; : : 'd{ 'vj g' vj gp'Ej lgh'O gf lecn'Qhleg' "EO Q+cu'ōvj g'uekgpeg'cpf 'ctv'qh'r tngxgp'kpi " f kugcug. 'r tqmipi kpi 'rhg'cpf 'r tqo qv'kpi 'j gcnj 'vj tqwi j 'vj g'qti cplugf 'ghqtu' qh'uekgv' (6<sup>3</sup>) "Y qo gp'f qevqtu'eqo r tkgf '63' "qh'r wdrle'j gcnj 'eqpuwn'cpw'kp' " Cpi rcpf 'htqo '3; 96. 'c'v'ko g'y j gp'y qo gp'kp'qvj gt'o gf lecn'f kuekr nkgu' y gtg'utwi i n'kpi 'hqt'tgeqi pklqp'0' Cnj qwi j 'y qo gp'kp'r wdrle'j gcnj 'r n' { gf " pq'cev'xg'r ctv'kp'vj g'ektewo ucpegu'ngcf kpi 'v'q'vj gkt'r tqo qv'kpi'/'k'y cu' nti gn' 'c'd{/r tqf wv'qh'i qxgtpo gp'vj gcnj 'ugevqt'tgqti cpl' cv'kpi'/'d{ 'vj g' gctn' '3; ; 2u. 'o cp{ 'j cf 'uweeggf gf 'kp'o qxkpi 'dg{ qpf 'eqpuwn'cpv'i tcf g'v'q' qeewr { 'eqo r ngz'utcvgi ke'tqngu'kp'vj g'j gcnj 'ugt'xlegu'o cpci go gp'v'u{ uvg'o 0" Vj ku'ko r qtcv'pvi tqwr 'qh'f qevqtu'j cu'pq'vj kj gt'v'q'dggp'tgugctej gf 'd{ " j kv'qt'kpu'0'Vj ku'vj guku'cko u'v'q'cf f tguu'vj ku'i cr 'cpf . 'kp'f qkpi 'uq. 'cf f u'v'q'vj g' hqmy kpi 'ctgcu'qh'j kv'qt'kpi tcr j { <htuwn' . 'qh'y qo gp'kp'o gf kelpg. 'd{ " r tguwp'kpi 'cp'gctn' 'i tqwr 'qh'j ki j n' 'uweegu'hw'ly qo gp'f qevqtu'cpf 'vj g' gp'xktpo gp'v'ht. 'cpf 'eqpf kkp'u'qh'vj gkt'uweegu'ugeqpf n' . 'qh'r wdrle'j gcnj . " d{ 'tge'v'kpi 'vj g'uqo gy j cv'f kuo ku'xg'xlegy 'qh'vj g'f kuekr nkg'j grf 'd{ 'o quv' o gf lecn'f qevqtu'="vj ktf n' . 'qh'vj g'P J U. 'd{ 'f go qp'ut'cv'kpi 'vj g'f co ci kpi 'ghge'v' qp'r wdrle'j gcnj 'r qn'ekgu'd{ 'hts wgp'v'ugt'xleg'tgqti cpl'cv'kpu'cu'y gn'cu'qp' vj g'y qtn'hteg'f gr'kxgt'kpi 'vj go 'cpf ÷rcuwn' . 'qh'o gf lecn'y qtn'hteg'r n'ppkpi . " d{ 'qww'kpi 'eqp'v'kpi 'y gcn'p'guugu'qxgt'o cp{ 'f gecf gu'kp'vj g'Gpi rkuj " u{ uvg'o 0"

<sup>3</sup>F J UU. "Report of an Inquiry into the Future Development of the Public Health Function in England" \*ej ckt 'F qpcrf 'Cej guqp+'Eo pf "4: ; \*Nqpf qp<J O UQ. "3; : : + 'r ctc030'Vj ku'ku'vj g' y qtn'kpi 'f gh'kpl'kpi' y j lej 'ku'wugf 'o qu'v'y kf gn' 'cetquu'vj g'WM. 'cf cr vgf 'htqo 'vj g'3; 45" f gh'kpl'kpi'f g'xgnr gf 'd{ 'EOGC'Y kpu'ny . "The Evolution and Significance of the Modern Public Health Campaign" \*P gy 'l qtm'q' cng'Wp'kxgt'ukv' "Rt guu. "3; 45+: 30F gt'gn'Y cpr'guu'rc'vgt" c'f f gf "q'vj g'ku'v'qh'r tq'ci qpl'ku'v'qti cpl'cv'kpu'r wdrle'cpf 'r t'kxcg. 'eqo o wpl'kgu'cpf " kpf k'kf wcu'00 Securing Good Health for the Whole Population, Final Report \*Nqpf qp<Vj g' U'cv'kpgt { "Qhleg. "47'Hgd04226+ 450"

<sup>4</sup>F J UU. Cppw'cn'0 cpr qy gt'Eg'puu'vj gcf eqwp'v'ht'vj g'P J U'cv'53'Ugr v8; 96'ht'Gpi rcpf " cpf 'Y cr'gu'0Y qo gp'cv'vj cv'ko g'htqo gf : ' 'qh'vj g'j qur kcn'eqpuwn'cpv'y qtn'hteg'cpf "36" " qh'r t'kplr cu'kp'i gpgt'cn'r tce'v'kg0"

Y qo gp'f qevqtu'tgr tguvpgf 'lwu'38' "qh'y g'cevkxg'o gf lecn'y qtnhqtg'lp"  
 I tgcV'Dtkckp'cv'y g'uctv'qh'y g'P cvkqpcnJ gcnj 'Ugtxleg'\*PJ U0'Htqo 'y g'  
 o kf/3; 82u'y gkt'pwo dgtu'kpetgcugf 'uvpcf kn. 'Htuw' 'cu'o gf lecn'uwf gpw'cpf."  
 Htqo 'y g'3; 92u.'cu'c'eqpukf gtgf 'r ctv'qh'y g'qxgtcm'o gf lecn'y qtnhqtg"  
 go r m{gf 'd{.'qt'y qtnkpi 'hqt.'y g'PJ U0'"Rwdke'j gcnj 'y qo gp'f qevqtu"  
 y kj lp'y ku'qxgtcm'y qtnhqtg'i tgy 'r tqr qtvkqpcvgn' 'hcuvt.'cpf 'tgej gf "  
 eqpuwncpv'ucwu'cpf 'pwo gtlecn'r ctkv' 'y kj 'o gp.'gctrkt'y cp'y gkt"  
 eqwpvgr ctu'lp'y g'j qur kcn'cpf 'i gpgtcn'r tcevk'eg'ugevqtu0Vj g'rcvgt'y qtngf "  
 cv'y cv'ko g'o ckn' 'lp'uw r qtv.'qt'lwplqt.'tqrnu'v'q'o cng'eqpuwncpw'cpf "  
 I gpgtcn'Rtcevkqpgtu'f Ru+.'utwi i npi 'v'j' cxg'y gkt'tgs wguu'hqt'ceeguu'v'  
 r ctv'ko g'j ki j gt'vcklpi 'cpf 'r ctv'ko g'ectggt'i tcf g'r quu'vcnpg'ugt kqwn'0"  
 Y qo gp'I Ru'qpn' 'qwpwo dgtgf 'o gp'hqt'y g'htu'v'ko g'cv'y g'Ugr vgo dgt'4235"  
 cppwcnF gr ctvo gpv'qh'J gcnj 'FJ +y qtnhqtg'egpuw'lp'Gpi rcpf 0'Gs wcm'."  
 y g'J qur kcn'cpf 'Eqo o wkv' 'J gcnj 'Ucvkuk'eu'f EJ U+hqt'Gpi rcpf 'uj qy "  
 y cv'd{ '4233'qpn' '54' "qh'y g'j qur kcn'ugevqt'eqpuwncpv'y qtnhqtg'y cu"  
 hgo cng.'f gur kg'y qo gp'hqto kpi '66' "qh'y g'qxgtcm'y qtnhqtg'0'"  
 "

Y qo gp'r wdke'j gcnj 'f qevqtu'j cxg'j kj gtv'dggp'c'rti gn' 'qxgtmqngf 'i tqwr "  
 y kj lp'j kvqtlecn'cpf 'uqekqmi lecn'uwf lgu0'Vj g'kxgtcwtg'cpf 'tgugetej 'v'  
 f cvg'eqxgt.'cpf 'ceeqpvhqt.'y g'tkug'pwo gtlecm' 'qh'y qo gp'f qevqtu'qxgtcm'

<sup>5</sup>O (C)EOGnuqp. "Women Doctors in the British Health Services: A Sociological Study of Their Career Opportunities, wpr wdruj gf 'Rj F 'y guku'Wpksgtuk' 'qh'Nggf u'3; : 8+.'790' Hki wtu'ecrewv'gf 'Htqo '3; 73'Egguw'F cv'hqt'I tgcV'Dtkckp."  
[j w u'leqtg'ce0wmlf qy pncf lkgu35; 165; 720 f h](#) '\*ceegu'gf '422; +0"

<sup>6</sup>Wpksgtuk' 'I tcpu'Eqo o kvvg'\*M E+hki wtu'uj qy '42' "o gf lecn'uwf gpw'lp'y g'3; 82u' y gtg'y qo gp.'tklpi 'v'57' "qh'y qug'pvtkpi 'WM'o gf lecn'uej qqu'lp'3; 97/80S wqvgf 'lp' Kqdgn' Cmgp. "Doctors and Their Careers \*Nqpf qp-<Rrke' 'Uwf lgu'kpukswg.'3; : : +.'4=44' " qh'y g'v'cn'qh': 7.222'f qevqtu'lp'I tgcV'Dtkckp'lp'3; 97'y gtg'y qo gp.'O gf lecn'Y qo gpau' Hgf gtcvqp'\*O Y H+Ctej kxgu.'UC IO Y HI 07: . "Proceedings of a Conference Organized by DHSS on 4-5 July 1975." 6Y qo gp'lp'O gf lekp'g'<Dceni tqwpf 'Rcr gt'd{ 'FJ UU06"

<sup>7</sup>Ectggt'i tcf g'lp'o gf lekp'g's wcu'tgeqi plugf 'cdkx' 'v'r tcevkug'lpf gr gpf gpv' 'y kj " qxgtuki j v'qh'r cvkpv'qt'r qr wv'kq'lp'y g'ecug'qh'r wdke'j gcnj +ectg'cu'c'eqpuwncpv'lp' j qur kcn'cpf 'r wdke'j gcnj 'o gf lekp'g'cpf 'i gpgtcn'r tcevkqpgt'lp'r tko ct{ 'ectg0Vj g'htu'v'gcn' cvgo r v'q'ck' 'y qo gp'f qevqtu'y cu'lp'3; 9; 'y j gp'c'pcv'kqpcn'uej go g'y cu'kvt'qf wegf 'hqt' uo cm'pwo dgtu'qh'y qo gp'v'v'cklpi' r ctv'ko g'cu'tgi kvcttu'qt'ugplqt'tgi kvcttu'UTu+.'FJ UU' Ekewrt'RO \*9; +50'

<sup>8</sup>J gcnj 'cpf 'Uqekn'Ectg'kphqto cvkqp'Egptg'\*J UKE+."  
[y y y \(j uelef qx'wmeccvni wglRWD35962 lpi u'vch/4225/4235/qxgt/tgr 0 f h](#) '\*ceegu'gf " 24 B4 I4236+0'

<sup>9</sup>Vj g'r gtegpvi g'qh'y qo gp'eqpuwncpw'f qgu'xct{ 'cetquu'ur gekcn'kgu0'Vj g'J EJ U'ucv'kuk'eu' hqt'Gpi rcpf 'hqt'4229'uj qy . 'hqt'gzco r ng.'y cv'y qo gp'eqo r tkugf '5: ' "qh'eqpuwncpw'lp' r u'ej kv' '66' "qh'r cgf kvtle'eqpuwncpw.'5: ' 'r cvj qmi { 'dw'47' 'y kj lp'i gpgtcn'o gf lekp'g' cpf 'qpn' ': ' 'lp'y g'uwti lecn'ur gekcn'kgu0'

cetquu'yj g'Wpkskf "Mkpi f qo "WM+Htqo 'yj g'ugeqpf 'j cni'qh'yj g'pksvvggpyj "

egpwt { 0" F gur kg'yj g'cxckcdrg'ucvknkcn'gxf gpeg. "uwf lgu'qh'y qo gp"

f qevqtu. 'r ctvkwctn { "qh'y qug'y qtnkpi 'kp'yj g'PJ U. 'j cxg'pqv'eqo o gpvgf "qp"

yj g'f khtgpn'vtclgevqt { "qh'y qo gp'kp'r wdrle"j gcnj . 'r ctvkwctn { "Htqo "3; 960 "

Gs wcm { . 'r wdrle"j gcnj "hkgtcwtg"j cu'tgxky gf "ej cpi gu'vq' 'yj g'r wdrle"j gcnj "

y qtnhqtg"cpf "ku'r nceg'y kj kp'ucvg'utwewtgu'cu'r ctv'qh'r wdrle"j gcnj "r qrle { "

Htqo "yj g'o kf /pksvvggpyj "egpwt { . "dwj cu'pqv'cf f tguugf "y qo gp'r wdrle"j gcnj "

f qevqtu'cu'c'f knkpev'cpf "ej cpi kpi "i tqwr 'y kj kp'ku'y qtnhqtg0 "Cu'y gni'cu"

hknkpi "uqo g'grgo gpw'qh'y ku'i cr "kp'yj g'hkgtcwtg. "tgcuppu'y j { "yj ku'i tqwr "

j cu'pqv'dggp "uwf ksf "vq'f cvg'y kn'dg'uw i guvgf 0Vj gug'kpenf g'yj g'my "ucwu"

qh'r wdrle"j gcnj "y kj kp'o clpwtgco "o gf kelpg"o cnkpi "k'wpr qr wct'y kj "o crg"

f qevqtu="ku'qecvqp'y kj kp"j gcnj "ugtckegu"o cpci go gpv'utwewtgu'cpf "yj g"

gzkvvgpeg"qh'o qtg'r tguukpi "ci gpf cu'hqt"yj g'r wdrle"j gcnj "y qtnhqtg="cpf "ku"

utwi i ng'hqt'utwxkcn'cu'c'f kuetgv"cpf "tgdtpf gf "ur gekcn { "kp'yj g"3; 92u'cpf "

3; : 2u0"J qy . "cpf "y j { . "o cp { "y qo gp'r wdrle"j gcnj "f qevqtu'y gtg'cdrg'vq"

j cxg'ectggtu'y kj "uki pkhkecpv'utcvgi ke'tqgu"eqo r ctgf "y kj "y qo gp'kp'yj g"

tguv'qh'o gf kelpg'y kn'cuq "dg'ceeqwpvgf "hqt0Vj gkt'tgnvkg { "j ki j "pwo dgtu"

y kj kp'yj g'r wdrle"j gcnj "eqpuwncpv'cpf "tckpgg'y qtnhqtg"Htqo "3; 96"o gcpv"

yj g { "y gtg'y gm/r megf "vq'eqo r gvg'ci clpuv'o gp'hqt'utcvgi ke'F kgevqt'qh"

Rwdrle"J gcnj "F RJ +r quu'Htqo "3; : : . "r tqxkf kpi "yj go "y kj "qr r qtwpkku"

hqt'uki pkhkecpv'r qy gt"cpf "kphwpeg"kp'yj g"3; ; 2u0Uwf { kpi "yj ku'i tqwr "qh"

y qo gp'f qevqtu'ku'ko r qtvcpv'r tgelugn { "dgecwug'k'r tguwpv'gxf gpeg'qh'c"

i tqwr "qh'r tqr qtvpkpcvgn { "pwo gtqu'y qo gp'y j q'y gtg'gpcdnf "vq'tgej "

ectggt'r qvgpvkn'dgi kppkpi "kp"3; 96. "f go qpwtcvkpi "c'r tcevkcn'gzco r ng'qh'yj g"

eqpf kkpqu'yj cv'y qtngf 0O gf kelpg'kp'Gpi rcpf "ku'ukm'utkxkpi "vq'r tqxkf g"

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: "gi "Kqdgn'Gngp" *Doctors and Their Careers: A New Generation* \*Nqpf qp-<Rqrle { "Uwf lgu" kpskwg. "3; ; 6+cpf "Kqdgn'Gngp. "oY qo gp'F qevqtu'cpf "Vj gk' Ectggtu<Y j cvP qy Aö *British Medical Journal (BMJ)* "553. "9738" \*32" Ugr v04227+<78; /94=O ct { "Cp'Gnuqp. "Women and Medicine \*Nqpf qp-<Tq { cni'Eqngi g'qh'Rj { ulekpu\*TER+. "Lxpg"422; +. "327/45" f qgu'pqv'tghgt "vq'F kgevqtu'qh'Rwdrle'qh'J gcnj "F uRJ +kp"j gt'ej cr vgt'qp'f qevqtu'kp'ngcf gtuj kr "tqngu0"

: "gi "Lcp'Ng'y ku'tgeqtf u'yj g'utwi i ngu'hqt'utwxkcn'qh'yj g'ur gekcn { "dwf qgu'pqv'tghgt "vq'yj g" vclgevqt { "qh'y qo gp'f qevqtu\*"Lcp'Ng'y ku. "What Price Community Medicine? *The Philosophy, Practice and Politics of Public Health since 1919*" \*Dtli j vqp-<Y j gcwuj gch' Dqqu. "3; : 8+0"

ulo krc't'eqpf kkkpu'cpf 'y g'gpxkqpo gpv'hqt'y qo gp'f qevqtu'vq'hqwtkuj 'y kj kp"  
o quv'qh'ku'ur gekcnkgu<sup>32</sup>"

"

Vj ku'y guku'y kn'guxcdnkuj 'y cv'r wdrke'j gcnj 'cu'c'o gf kecn'f kuer nkg"  
hqtguj cf qy gf 'ncvg't'f gxxmr o gpw'lp'j cxkpi . 'Htqo '3; 96. 'c'hgzkdng'cr r tqcej "  
vq'ku'y qtnhqtg'cpf 'f grkxgt { 'u{ uvg'o 'y j lej 'y cu'y gm'cf cr vgf 'vq'o cttkgf "  
y qo gp'f qevqtu'y kj 'f qo guke'tgur qpukdkkku. 'r tqxkf kpi 'qr r qtwpkkgu'hqt "  
r ctv'ko g'vckpki 'cpf 'ectggt'r quu'hqt'y qug'y j q'f guktgf 'y go OCmj qwi j "  
y ku'cr r tqcej 'y cu'cf qr vgf 'd { 'r wdrke'j gcnj au'r tqhguakpcn'qti cpl'cvkp'kp "  
qtf gt'vq'cwtcev'o gp'cpf 'y qo gp'f qevqtu'cv'c'ko g'qh'f kkkewn'tgetwko gpv.'k"  
o gcpv'r wdrke'j gcnj 'y cu'cdng'vq'qr gtcvg'htqo 'c'dcuku'qh'gs wcn'qr r qtwpk' "  
cpf 'i gpf gt'pgwtcrk' . 'i kxkpi 'dqj 'o gp'cpf 'y qo gp'y g'ej cpeg'vq'f gxxmr "  
y gk't'rqvpcn'y tqwi j 'r tqxkukqp'qh'r tqeguugu. 'hck'vq'dqj 'ugzgu'cpf 'cf cr vgf "  
vq'y qo gpau'pggf uOD { 'eqvtcu'v'qo gp'lp'y g'tguv'qh'o gf kekpg'cf cr vgf 'vq "  
y g'y qtrf 'qh'o gpOVj g { 'y gtg'tcr r gf 'kp'c'r { tco kf cn'u{ uvg'o 'lp'y j lej "  
ej cpi g'qpn { 'vqmn'r neg'unqy n { 'cpf 'y kj 'eqpukf gtcdrng'tgukvpeg'htqo 'ugpkqt "  
f qevqtu'cv'y g'qr 'qh'y g'j kgtctej { OGxgp'y j gp'y qo gp'pwo gtlecm { "  
cr r tqcej gf 'j ch'y g'pgy 'o gf kecn'kpcng. 'y gtg'y gtg'pq'tgcn'cwgo r v'vq "  
tgj kpn'y g'o qf gn'cpf 'cf cr v'k'vq'y qo gpau'f qo guke'pggf uO'htqo 'y g'ncvg "  
3; 82u. 'y gtg'y gtg'c'pwo dgt'qh'j ch'y gctvgf 'lpkkckxgu'vq'j gr 'f gxxmr "  
y qo gpau'ectggtu'lp'o gf kekpg. 'o quv'qh'y j lej 'y gtg'r qqtnd { 'ko r ngo gpvgf 'cpf "  
r wdrkek gf 'cpf 'y j lej 'qxxgcm'j cf 'rkwg'ko r cevO'Vj ku'ku'pqv'vq'uc { 'y cv "  
y qo gp'r wdrke'j gcnj 'f qevqtu'y gtg'pqv'ch'gvgf 'd { . 'qt'f kf 'pqv'dgpgkh'htqo . "  
qxxgcm'r rke { 'cpf 'y qtnhqtg'ej cpi gu'ch'gvpki 'o gp'cu'y gm'cu'y qo gp "  
f qevqtu. 'r ctv'ewrctn { 'htqo 'y g'3; 82u'qpy ctf uO<sup>33</sup>'K'y km'y gtghqtg. 'dg "  
ko r qtvcpv'vq'ej ctv'lp'uwdugs wgpv'ej cr vgtu'y g'eqpvz'v'hqt'y gug'ej cpi gu'cpf "  
y g'ko r cev'y g { 'j cf O'"

"

<sup>32</sup>"Dgt { nF g'Uqwj c'cpf 'Rcwn'F ggo gt. 'oHco kn { 'Hkpgf n { 'Y qtmr negu'hqt'F qevqtu'lp "  
Vtclpki .ö'BMJ Careers."4; 'Lcp04236."

[jwr<lectggtu0lo l0qo lectgtukf xleg lHco kn alhkgpf n { ay qtmr negu'hqt'f qevqtualpa vcklpi "](#)  
\*ceeguugf ""26 l24 l'4238-0'

<sup>33</sup>"F J UU."Hospital Medical Staffing: Achieving a Balance - Plan for Action \*Nqpf qp< "  
J O UQ."3; : 9+rgf 'vq'cp'lpetgug'lp'y g'pwo dgt'qh'eqpuwncpv'r quu=F J . "Junior"Doctors: "  
The New Deal \*Nqpf qp<J O UQ."3; : 3+tko kgf 'lwpkqt'f qevqtu'y qtnkpi 'j qwtu'vq'78'qp "  
cxgtci g'c'y ggm0'

## WOMEN IN MEDICINE: A VALUABLE RESEARCH TOPIC

"

Y qo gp'o gf lecn'f qevqtu'ctg'qpg'ko r qtcv'gzco r ng'qh'yj g'uqekgcn'lej cpi gu'  
kp'cwkwf g'v'gf wecvkqp.'go r m{o gpv'cpf 'y qtnkpi 'r cwgtpu'ch'gevkpi 'cm'  
\*r tqhguukqpcn'y qo gp'lp'Gpi rcpf 'htqo 'yj g'Ugeqpf 'Y qtrf 'Y ct'cpf.'  
r ct'vewrctn{.'htqo 'yj g'3; 82u0'Vj gtg'ctg'ur gekhe'hgcwtgu'y j lej 'o cng'yj go "  
xcn'cdng'cu'c'ecug'uwwf { 'qh'y qo gp'au'r tqi tguu'lp'ectggt'f g'xgmr o gpv0Vj g{ "  
ecp'dg'kf gp'v'k'gf 'cpf 'eqwv'gf 'cpf 'yj gk'r tqi tguu'ej ct'v'gf 'o qtg'tgcf kn{ 'yj cp "  
uqo g'qy'gt 'r tqhguukqpcn'i tqwr u0<sup>34</sup>'Vj g{ 'y gtg.'cpf 'ctg.'g'zr gpuk'g'v'v'ckp."  
y kj 'v'ckp'kpi 'v'q'tgcej 'ectggt'i tcf g'pqy 'v'cnkpi 'c'o k'p'ko wo 'qh'v'gp'g'ctu.'cpf.'  
dgh'gt'g'yj g'3; ; 2u.'wr 'v'q'370Vj g{ 'y gtg'cnu'q'w'pf gt'eqpucp'v'uetw'k'p{ 'd{ "  
tgugctej gtu.'r ct'vewrctn{.'htqo 'yj g'3; 72u.'lp'tgur qpug'v'q'r qn'k' { 'eqpegtpu'  
cdq'w'yj g'r q'v'p'v'cn'öy cu'ci gö'qh'y qo gp'hgcxkpi 'yj g'y qtnh'qteg'wr qp'j cxkpi "  
ej k'f'tgp.'uqo g'qh'yj go 'p'g'x'gt'v'q't'gwtp0Vj gtg'ku.'yj gtg'htg.'c'y gcnj 'qh'  
ugeqpf ct{ 'u'q'w'egu'h'qt'yj g'f gecf gu'w'pf gt'uwwf { 0Y qo gp'f qevqtu'ctg'w'p'w'w'cn'  
cu'c'r tqhguukqpcn'i tqwr 'cu'yj g{ 'j cf.'htqo 'yj g'v'v'ctv'qh'yj g'j gcnj 'ugt'x'leg'lp'  
3; 6: . 'v'ckp'kpi . 'go r m{o gpv'cpf 'r c{ 'gs wcn'y kj 'o gp'dw'p'qv'p'geguuctkn{ "  
gs wcn'qr r qt'w'p'k'kgu'h'qt'ectggt'cf xcpego gpv0Vj g{ 'eqw'f 'u'v'km'p'g'x'gt'yj g'guu."  
j cxg'c't'gcu'p'cdng'ectggt.'cn'lgk'lp'lw'p'k'qt't'q'ngu.'cv'c'v'ko g'qh'f k'h'k'w'w' { 'h'qt "  
q'yj gt'gf wecv'gf 'y qo gp'lp'h'p'f'kpi 'go r m{o gpv0Ncuw{.'lp'eqp'vgo r qtct{ "  
v'gto u.'yj g{ 'y kn'r tgf qo k'p'cv'g'p'wo gt'k'cm{ 'y kj kp'yj g'o gf lecn'y qtnh'qteg'lp'  
yj g'Gpi r'kuj 'j gcnj 'ugt'x'leg'y kj kp.'cv'o quv.'c'h'gy "{ gctu'cpf 'yj gtg'ctg'  
eqp'v'p'w'kpi 'eqpegtpu'yj cv'o gf k'ek'p'g'ku'p'q'v'w'w'h'k'ep'v'w' { 'h'g'z'k'dng'v'q'v'cn'g'cee'q'w'p'v'  
qh'y qo gp'au'f k'h'gt'gp'y qtnkpi 'r cwgtpu.'r ct'vewrctn{ 'yj g'p'ggf 'h'qt'c'r g'k'qf 'qh'  
cdugpeg'f w'kpi 'ej k'f'/dgct'kpi "{ gctu'cpf 'h'qt'r ct'v'v'ko g'v'ckp'kpi 'cpf'ectggt'  
r quu0Cu'Tw'j 'F g'gej . 'ej ckt'kpi 'c'p'cv'k'apcn'y qtnkpi 'i tqwr 'cu't'gegp'v'w' { 'cu'422; "  
v'q'rq'qm'c'v'eqp'v'p'w'kpi 'ku'w'gu'h'qt'y qo gp'f qevqtu'lp'r tqi tguu'kpi 'yj gk'ectggtu."  
j cu'eqo o gp'v'gf <"

P q'f qevqt'uj q'w'f 'dg'y cu'v'gf 'd'gecwug'yj g{ 'ecppq'v'h'p'f 'c'r n'ceg'lp'  
yj g'u'f u'vgo 'yj cv'ku'eqo r cv'k'dng'y kj 'yj gk'q'yj gt't'q'ngu'cu'c'r ct'gp'v'  
cpf 'r ct'v'p'gt'cpf 'p'q'f qevqt'uj q'w'f 'dg'q'v'v'q'o gf k'ek'p'g'd'gecwug'qh'

<sup>34</sup>htqo '3; 84'c'p'p'w'cn'eg'p'w'w'gu'qh'yj g'o gf lecn'y qtnh'qteg'y gtg'w'pf gt'v'cn'g'p'd{ 'yj g'O k'p'knt { 'qh'  
j gcnj .htqo '3; 8: 'd{ 'yj g'F J U'U'cpf .htqo '3; : : . 'F J 0'

qduvcengu'lp'yj g'y c{ 'qh'hkpf lpi 'yj g'tki j v'r tqhguukqpcn'  
r nrego gpv<sup>35</sup>"

"

Y g'yj gtghqtg'pggf 'v'w'pf gtucpf 'yj g'hcevqtu'yj cv'y kn'bo czko k g'y qo gp"  
f qevqtu'eqpvtkdwlqp'v'yj g'y qtnr nreg0"Vj g'kpcdkk\ 'qh'y qo gp'f qevqtu'vq"  
cej kxg'ngzdkk\ 'lp'y qtnlpi 'eqpf kkp'u'wkgf 'v'f qo guke'kkg'cpf 'yj g'  
hcnwtg'qh'y qo gp'f qevqtu'i gpgtcm\ 'v'tgcej 'ugpkqt'utcvgi ke'cpf 'hcgf gtuj kr "  
r qukkqp'lp'o gf lekpg.'eqo r ctgf 'y kj 'yj qug'y kj lp'r wdrke'j gcnj .'y km'dg"  
gzco kpgf 'cmipi ukf g'yj g'r qvvpkn'tgcuqpu'hqt 'yj ku0""

"

Vj g'WM'o gf lecn'u{ vgo 'o ktqtu'yj g'cr r tqcej 'v'yj g'r tcevek'qh'o gf lekpg'lp"  
r nreg'dghqtg'yj g'utv'qh'yj g'j gcnj 'ugt'xleg< r tko ct{ 'ectg'lp'yj g'eqo o wkv\ "  
f grkxgtgf 'd{ 'i gpgtcl'r tcevkqp'gtu.'j qur kn'lectg'qxgtuggp'd{ 'eqpuwncpvu=" "  
cpf 'r wdrke'j gcnj 'r tcevkugf 'lp'mecni qxgtpo gpv'wvkn'3; 96"cpf 'yj gp'htqo 'yj g"  
o cpci go gpv'vgtu'qh'yj g'j gcnj 'ugt'xleg<sup>36</sup>"Ectgg't' tcf g.'yj cv'ku'lpf gr gpf gpv"  
r tcevek.'ku'cej kxgf 'yj tqwi j 'eqo r ngvqp'qh'r tqhguukqpcn'gzco kpcvqp'cpf "  
o ggkpi 'ucpf ctf u'qh'eqo r gvpeg'tgs wktgf 'd{ 'yj g'Tq{ cn'Eqmgi gu'cpf "  
Hcewnku'hqt'yj g'f khtg'gpv'o gf lecn'cpf 'uwti lecn'ur geknkgu<sup>37</sup>"Vj g'utwewt'g'ku"  
r {tco kf cn'cpf 'j kgtcej lecn'y kj 'yj g'dwm'qh'f qevqtu'gkj gt'lp'tclpki 'qt"  
uwr r qtv'tqngu'v'eqpuwncpvu'qt'I Ru0Ej cr vgt'Vy q'f kuewugu'lp'o qtg'f gvckl'  
yj g'ko r rkecvqp'qh'uwej 'c'utwewt'g'hqt'y qtnhqtg'r ncpkpi 'cpf 'yj g'r tqi tguu"  
qh'y qo gp'f qevqtu'0F qevqtu'\*cu'f kkp'ki wkv gf 'htqo 'o gf lecn'u'w'f gpw'y km'dg"  
f ghkpgf 'lp'yj ku'yj guku'cu'yj qug'y j q'ucvukgf 'yj g'tgs wktgo gpw'hqt'tgi kvtcvkp"  
y kj 'yj g'I gpgtcl'O gf lecn'Eqwpekn'I O E-0Vj g'I O E'y cu'guvcdkuj gf 'd{ 'yj g"  
O gf lecn'Cev'qh'3: 7: 'v'tgi wcv'g'o gf lecn'r tcevkqp'gtu'y j q'y gtg'hgm'y u'qt"  
o go dgtu'qh'yj gkt'tgur gev'xg'Tq{ cn'Eqmgi gu'cv'yj g'vko g'qt'i tcf wcvu'lp"  
o gf lekpg'htqo 'WM'wpxgtukgu'qt'cdtqcf <sup>38</sup>"P q'f qevqt'eqwf 'r tcevkug'cetquu"

<sup>35</sup>F J . "Women Doctors: Making a Difference" Report of the Chair of the National Working Group on Women in Medicine, Ruth Deech \*Nqpf qp<EQK'Qev0422; +: "70"

<sup>36</sup>F qevqtu'htqo 'yj g'gpf 'qh'yj g'plpgvgp'yj 'egpwt{ 'r tqi tguukgn' 'i tqwr gf 'yj go ugrkgu'lpvq"  
yj tgg'f kuetg'g'ugevqtu'qh'o gf lekpg'ceeqt'f lpi 'v'yj g'mecvqp'qh'yj gkt'y qtn0'

<sup>37</sup>"Rgtmk'f guetkdu'yj g'r tqhguukqpcn'r cwgt'p'qh'tguv'kpi 'ceegu'yj tqwi j 'ugrgev'xg'cpf "  
gzr gpukg'gf wecvqp'cpf 's wcn'kecvqp'dcttltgu0J ctqrf 'Rgtmk.'The Rise of Professional Society: England since 1880 \*Nqpf qp<Tqwwgf i g.'3: ; +: '65; 0'

<sup>38</sup>"Vj g'TER'tgegkxg'ku'tq{ crlej ctvgt'lp'373: 'lp'qtf gt'v'q'i tcpv'hkepegu'v'yj qug's wcn'hgf 'v'q"  
r tcevkug'o gf lekpg. [y y y 0er m'pf qp0e0wncdqwlj knqt { 0"Vj g'Tq{ cn'Eqmgi g'qh'Uwti gqpu](#)  
\*TEU+y cu'hqwpf gf 'lp'3762"cpf 'tgegkxg'ku'tq{ crlej ctvgt'cu'yj g'TEU'lp'Nqpf qp'lp'3: 22."  
[y y y 0eugpi 0e0wncdqwlj knqt { /qh/yj g/eqmgi g](#)"dqj "ceegu'gf "3613214235+0'

vj g'WM'wprguu'tgi kuvgtgf 'y kj 'vj g'I O E0Vj g'Tq{cn'Eqmgj gu'cpf 'vj gk'  
 Hcewnkgu'y gtg."cpf 'tgo ckp."vj g'r tqhguukqpcn'o go dgtuj kr "qti cplucvqpu"  
 t gur qpukdrg'hqt'ugvki 'uvcpf ctf u'hqt 'vj g'r tceveg'cpf 'tcklpi 'qh'cm'  
 f qevqtu<sup>39</sup>"Vj g'Dtckuj 'O gf lecn'Cuuqekvqp"\*DO C+'j cu'dggp'vj g"  
 r tqhguukqpcn'dqf { 'cpf 'tcf g'vplqp'hqt'o quv'f qevqtu'ukpeg"3: 770' 'O gf lecn'  
 uwf gpw'y kn'dg'f ghkpgf "cu'vj qug'cf o kvgf "v'qpg'qh'vj g'WM'O gf lecn'Uej qqnu"  
 hqt'wvf gti tcf wcvg'tcklpi 0'  
 "

Vj g'WM'r cwgt'qh'y qo gp'f qevqtu'go r m{ o gpv'ku'o ktqtgf "kp'qvj gt"  
 f gxgnr gf "eqwptku."cnj qwi j 'vj g'o qtg'f gvckgf "pwo gtecn'r meg'qh'y qo gp"  
 kp'o gf lekp'ku'eqwpt { 'ur gekhe0"kvgtpcvqpcn'hi wgu'itqo "4235'r qkv'vq"  
 y qo gp'f qevqtu'eqo r tkupi '67' 'qh'vj g'o gf lecn'y qtnhqtg."qp'cxgtci g."  
 tcpi kpi 'itqo "42' 'kp'Lcr cp'cpf '56' 'kp'vj g'WU'v'96' 'kp'Guqpk0Vj g'WM'  
 j cf "68' 0' "Y qo gp'ukn'qpn{ 'hqt o gf "3; ' 'qh'vj g'WU'r j { ulekp'r qr wcvqp"  
 kp"3; ; 20<sup>2</sup>"Guqrp'hqwpf 'vj cv'y qo gp'f qevqtu'y qtnkpi 'r cwgtpu'kp'f gxgnr gf "  
 eqwptku'kp'vj g'3; ; 2u'y gtg'uko kct'kp'vj cv'y qo gp'y gtg'o qtg'knkn{ 'v'y qtni'  
 r ctv'ko g.'j cxg'ko g'qh'y j gp'j cxkpi 'ej kftgp."cpf 'ej qqg'ur geknkgu'qh'  
 mgy gt'r tguvi g'cpf 'y kj "mgy gt'kpego g'vj cv'kpxqrgf "uj qtvtg'r gkqf u'qh"  
 tcklpi 0<sup>3</sup>"Cp'Co gtecp'uwf { 'kp"3; ; 2'uj qy gf 'y qo gp'f qevqtu'y qtngf "  
 hgy gt'j qwtu'r gt'y ggmcpf 'j cf 'j k j gt'tgvtgo gpvtcvu'vj cp'o gp.'c'eqo r nkp'  
 vj cv'j cu'cnq'dggp'r tgcxcpv'kp'vj g'WM'kp'cti wo gpw'gkj gt'ci ckpu'tgetvklpi "  
 y qo gp'f qevqtu'qt'kp'hcxqwt'qh'ej cpi kpi 'vj g'utwewt'g'qh'o gf lekp'g'vq"  
 ceeqo o qf cvg'dgwt'vj gk'f khtkpi 'y qtnr cwgt<sup>44</sup>"Gmnp'O qtg'eqo r nkp'gf "  
 cdqww'vj g'eqvkvkpi 'r tgcxkpi 'cvkwf g'kp'vj g'WU'vj cv'ej kft/tgctkpi 'y cu'

<sup>39</sup>"Hgluqp'enclo u'o gf lekp'j cu'uwtr cuugf "qvj gt'r tqhguukqpu'kp'r tqo kpgpeg'cpf 'kp'  
 f gxgnr kpi 'qh'lecn'eqptqn'qh'ku'y qtnhqt'y j lej 'k'i ckpgf 'vj g'uw r qtv'qh'vj g'ucv'0Gnkq'  
 Hgluqp. *Profession of Medicine: A Study of the Sociology of Applied Knowledge*"P gy "  
 [ qtn'F qff.'O gcf 'cpf 'Eqo r cp{.'3; 92+ "380'

<sup>3</sup>: "Vj g'DO C.'hwpf gf 'kp"3: 54'cu'vj g'Rtqxlpekn'cpf 'O gf lecn'Uwti lecn'Cuuqekvqp.'dgeo g'  
 vj g'DO C'kp"3: 77.'tgr tguvki 'f qevqtu'cpf 'eqptkdwkpi 'v'vj g'O gf lecn'Cev'qh"3: 7: 'y j lej "  
 guvdrkuj gf 'vj g'I O E'cpf 'O gf lecn'Tgi kuvgt. "[y y y Qlo cQti Qmcdqww/vj g/do cly j q/y g/](#)  
[ctgkw/j kuvgt](#)"ceeguugf "361324235+0'

<sup>3</sup>: "QGEF. "Health at a Glance" J gcnj "Ucvknu."4235+."j wr <ly y y Qgef /  
 kktct { Qti lf qeugt xgt lf qy pncf l: 337293g0 f h"ceeguugf "361234238+0'

<sup>42</sup>"Gtecl'Hicpn'g'v'cn'0'Dcule'F go qi tcr j le'cpf 'Rtqhguukqpcn'Ej ctcevgtknu'qh'WU'Y qo gp"  
 Rj {ulekpu.ö *Western Journal of Medicine*"388"5'O ctej "3; ; 9+<39; /: 60'

<sup>43</sup>"Guqrp."Women in Medicine."630'

<sup>44</sup>"R0T0Mgvg'g'v'cn'0'Vj g'I tqy kpi 'Rtqr qtvp'qh'Hgo crg'Rj {ulekpu'K0 r nkevqpu'hqt'WM'  
 Rj {ulekp'Uwr n{,ö *American Journal of Public Health*": 2."5"O ctej "3; ; 2+<522/60"

y qo gpau'y qtnlcpf "qh'ugtgvf r gu'qh'y qo gp'cu'öwvgtcej kxkpi 'f kxwcpvguö"  
qt'qxtcej kxkpi "öuvr gt'o qo uö<sup>45</sup>"

"

## WOMEN DOCTORS WITHIN PUBLIC HEALTH MEDICINE

"

Rwdrke'j gcnj 'y qo gp'f qevqtu."cmipi 'y kj 'y qo gp'f qevqtu'y qtnkpi 'kp'yj g"  
i gpgtcnr tcewleg'cpf 'j qur kcn'ugevqtu."Itqo 'yj g'uvctv'qh'yj g'j gcnj 'ugt xleg"  
y qtngf "o cknf 'kp'uw r qtv'tqrgu."gkj gt 'kp'uw d/equwncpv'cpf "lwpkqt 'f qevqt"  
i tcf gu'qt'wvgt wcnkpi 'r ctv'ko g'uguukqpcn'endple'y qtnö<sup>46</sup>"Hqmjy kpi 'yj g'3; 96"  
tgqti cplucvqp."yj g'tqrgu'qh'yj qug'y qtnkpi 'kp'r wdrke'j gcnj "ej cpi gf "Itqo "  
qxtgugkpi 'mqecni qxtgpo gpveqo o wpkv'j gcnj 'ugt xlegu'v'cf xkukpi "qp."cpf "  
r nppkpi ."j gcnj "cwj qtkv'j gcnj "ectgöChgt'yj g'ur gekn'v'atgdtcpf kpi "cu"  
öeqo o wpkv' "o gf lekpgö"cpf "cduqtr vqp'kv'yj g'cf o kpkutcvkxg'vgtu'qh'yj g"  
pgy "j gcnj 'ugt xleg'utwewtg."y qo gp'kp'eqo o wpkv' "o gf lekpg'y gtg'qh'htgf "  
gswcnv' "qh'qr r qtwpkv' 'y kj "o gp'ht'r tqo qvqpö<sup>47</sup>"Wpknj'yj g'tguv'qh"  
o gf lekpg."yj g'pgy "eqo o wpkv' "o gf lekpg'utwewtg'y cu'guugpvkcn' "pqp/  
j kgtcej kcn'cpf "pqp/r { tco kf cn'y kj "pq'uw r qtv'i tcf gu'ht'y qo gp"  
r qvvpkcn' "v"o qxg."qt'dg"o qxgf."kvqö<sup>48</sup>"F qevqtu'kp'eqo o wpkv' "o gf lekpg"  
y gtg'gkj gt'vckpki "ht'yj g'equwncpv'i tcf g'qt"qeewr { kpi "yj g'equwncpv"  
i tcf gÖP wo dgtu'kp'vckpki "y gtg'ecrewvvgf "v'kv'knj' "equwncpv"  
xcepelguÖVj ku'y cu's wkg'f khtgvp'htqo "cn'qvj gt'o gf kcn'cpf "uwti kcn"  
ur geknkgu'yj gtg'yj gtg'y cu'c'ugxgtg'ko dcnpeg'dgwy ggp'yj g'o clqtkv' "qh"  
f qevqtu'mqecv'f "kp'lwpkqt'i tcf gu'cpf "c"o kqtkv' "kp'ugpkqt'tqrguÖEqo o wpkv' "  
o gf lekpg'y cu'o ctngf "d{ "mjy "tgetwko gpv'y gmlkv'yj g'rv'3; 92u'cpf."  
wpknj'o cp{ "qh'yj g'o qtg'r qr wrt'o gf kcn'ur geknkgu."j cf "pq'dqwrpggemu'ht"  
r tqo qvqpöY qo gp'y gtg'cdng'v'tgcej "ectggt'i tcf gu'kp'uwduvpcvkn'

<sup>45</sup>"Gngp"UÖO qtg."Restoring the Balance: Women Physicians and the Profession of Medicine 1950-1995" Eco dtkf i g."O cucej wugwu-J ctxtcf "Wpkxgtukv' "Rtguu."3; ; +."472."4770"

<sup>46</sup>"Gnwp."Women Doctors."4; 8/5820Y qo gp'eqwf "hpf "uguukqpcn'y qtnkpi'mqecni qxtgpo gpv' cv'c'ko g'qh'o ctkci g'dctu'cpf "f grkdtcv'gzenwukqp'qh'y qo gp'htqo "j qur kcn'o gf lekpgö"

<sup>47</sup>"Vj g'HEO."c'Hcewv' "qh'yj g'TER."y cu'etgcv'f "kp'3; 940Vj g'PJ U'T gqti cplucvqp'Cev'qh' 3; 95'uki pcngf "yj g'o qxg'qh'o gf kcn'r wdrke'j gcnj "Itqo "mqecni qxtgpo gpv'v'j gcnj "ugt xleg" go r mq{o gpö"

<sup>48</sup>"O lej cgnF ÖY cttgp."The Genesis of the Faculty of Community Medicine" Wpkxgtukv' "qh' Mgpv'cv'Ecpvgt dw{ <Egvtg'ht"J gcnj "Ugt xlegu'Uwf kgu."4222+."9: 0"



pwo dgtu<sup>9</sup>"Cm j qwi j "c'uo cm'ur gekm{."eqo o wplv "o gf lekpg"<sup>9</sup>Itqo "3; : : ."  
 tgpco gf "r wdike"j gcnj +y cu'cdng"vq'r wpej "cdqyg'ku'y gli j v'cpf "cng"qp"  
 kpetgculpi n{ "ko r qtwcpv'r mppkpi "tqngu'y kj kp'y g'o cpci go gpv'qh"j gcnj "  
 ugtxleguOTqngu'gxgp"cv'eqpuwncpv'ngxgileqwf "dg"eqo r ngz "cpf "utcvgi keO' ""  
 Eqo o wplv "o gf lekpg'y cu'cnq" f ggo gf "vq"dg"ohco kn{ "htkpf n{ o'htqo "y g"  
 qwuvgv'cpf . "y gtghqtg."cr r gcnf "vq'y qo gp'y kj "f qo guke"eqo o ko gpwO"Cu"  
 qpg'kpwtxlgy gg'hqt "y ku'y guku"eqo o gpvgf . "htqo "y g"3; 92u'y gtg'y cu'cnq" c"  
 utqpi "xcnwg"u{ uvg "qh'uqekcn'lwnk"eg'r gto gcwpi "eqo o wplv "o gf lekpg'y j lej "  
 o c { "j cxg"eqpvtkdwgf "vq'ku'i gpf gt "pgwtcrkv{ O' "Vj g'y tgg'uwdwpcvkg"  
 tgugetej "ej cr vgtu'y kn'eqpukf gt "y g'hcevqtu'f khtgtpvkwpi "j qy "y qo gp'y kj "  
 ej kf tgp'hctgf "kp"eqo o wplv "o gf lekpg"eqo r ctgf "y kj "y g'tguv'qh'o gf lekpg"  
 qxgt "y g'r gtlkf "3; 96/3; ; 30Ej cr vgt "Vj tgg'eqxgtu"j qy "cpf "y j { "y g"  
 f khtgpgpegu"qeewtgf =Ej cr vgtu"Hqwt"cpf "Hkxg'y kn'gzco kpg'y g'ko r rlecwqpu"  
 qh'y gug" f khtgpgpeguO"  
 "

Vj g'ur j gtg'qh'r wdike"j gcnj "cpf "y j cv'k'eqo r tkugf "ej cpi gf ."qt"cf cr vgf ."  
 j qy gxgt . "htqo "y g'o kf f ng'qh'y g'p'kpgvggpj . "ceeqtf kpi "vq'y g'r gtegxgf "  
 o clqt "j gcnj "ej cngpi gu'qh'gcej "i gpgtcvqp<sup>2</sup>"Ej cr vgt "Vy q'ej ctu'v'y gug"  
 ej cpi gu'y j lej "ctg'ko r qtwcpv'lp" c"j kuqtkecn'eqpvz v'lp'hpnkpi "wvf gtucpf kpi "  
 qh'y g'ucvga'tqng'lp'r wdike"j gcnj "cpf "y g'pcwtg"cpf "hcecvqp"qh'y g"  
 y qtnhqteg"pggf gf "hqt'ku'f grxgt { O'"Cf f kpi "octvö'lp"3; : : "vq'y g'öuekpgögö"qh"  
 gr kf go kmqi { "cpf "ucvknku."hqt"gzco r ng."tgeqi plugf "y g'r wdike"j gcnj "  
 y qtnhqtegau'kpetgculpi "o cpci go gpv'tqngO"Vj ku'cuuqekcvqp"y kj "ucv"ugevqt"  
 o cpci go gpv'y cu."pgxgt y gnguu."qpg'tgcuqp'r wdike"j gcnj . "htqo "y g"  
 dgi kppkpi "qh'y g'y gpvkvj "egpwt { . "j cf "dggp."cpf "y cu'vq'tgo clp."c'hqy "  
 ucwuu'cpf "r qqtnt{ "wvf gtuvqf "f kuekr kpg'y kj kp"o gf lekpg<sup>3</sup>"Vj gtg'y gtg'tkumu"

<sup>49</sup>"F J UU."öO gf lecn'Uchhpi "cpf "Rtqur gew'lp'y g"P J U'lp"Gpi ncpf "cpf "Y cngu.ö *Health Trends*"32"3; 9: +84."j ki j rki j u'eqo o wplv "o gf lekpg"cu'c'ur gekm{ "y kj "i qqf "ectggt" r tqur gev'hqt"uqo g" { gctu"vq"eqo gO'

<sup>4</sup>"F J UU."Working Party on Medical Administrators "J wpgt "Tgr qtw+ "Nqpf qp-<J O UQ." 3; 94+."73=lpvtxlgy ggu"Kcpf "I "r gtuqpcn'eqo o wplecvqp"33B3 H236"cpf "27 I23 H237O'

<sup>4</sup>"Kpvtxlgg gg"Mr gtuqpcn'eqo o wplecvqp"39 I25 H237O'

<sup>52</sup>"Ewtgpv'ej cngpi gu'lpemf g'tgf welpi "ngxgu'lp"y g'r qr wrcvqp"qh'qdgukv{ ."creqj qri'o kuwug" cpf "uo qnkpi O'

<sup>53</sup>"Ej ctrgu"Y gduvt."The Health Services since the War."Vol. II:"Government and Health Care - the British National Health Service 1958-79 "Nqpf qp-<Vj g"Ucvkpgt { "QHleg."3; : 8+." 66: =Ngy ku."What Price Community Medicine"?, 335O O gf lecn'QHlegtu'qh"j gcnj "O QuJ +"

cnuq'hqt'r wdrke"j gcnj 'kp'dglpi 'mjecvqf'y kj kp'yj g'cf o kpkmtcvkxg'vgtu'qh'yj g"  
 j gcnj 'ugt xleg0Rwdrke"j gcnj 'f qevqtu.'hng'o cpci gkcnleqngci wgu.'y gtg"  
 uwdlgev'vq'r gtlqf le"qti cpk cvkqpcn'ej cpi g'kp'hkg'y kj 'i qxgtpo gpv'r qrlkgu0"  
 Vj g'ur gekn{ 'uwt xkgf "dgecwug'yj g'tqrg"qh'utcvgi le'r qr wrcvkp"j gcnj "  
 r mppkpi 'y cu'eqpukwgpvn{ 'cempqy ngf i gf "d{ 'r qrlk{ 'o cngtu'cu'dglpi "  
 pgeguuct{ 'v'yj g'ghgevkxg"cpf "ghhlegpv'cmqecvkp"qh"j gcnj 'ugt xleg"  
 tguqwtegu<sup>54</sup>"Htgs wgpv'ej cpi g'qh'tqrg"cpf "dtgcf yj "qh'tgo kv'cu'y gm'cu'pq"  
 mppi gt'dglpi 'r tcevkupki 'enplekcpu.'eqptkdwgf "pqv'qpn{ 'vq'o kuwpf gtucpf kpi "  
 qh'yj g'eqo r ngzk{ 'cpf "eqpuvcpvn{ 'ej cpi kpi 'tqrg"qh'r wdrke"j gcnj 'f qevqtu'd{ "  
 qvj gt'o gf kcn'f kuekr kpgu.'dw'cnuq'vq'ku'tgrcvkxg"ōkpxkukdkv{ō'vq"j kuqtkcpu"  
 cpf "ej tqplengt'qh'y qo gp'f qevqtu'cpf "o gf kcn'y qtnhqtg'r mppkpi 0'Rwdrke"  
 j gcnj 'f qevqtu'cpf "yj gkt'xgt{ 'f hhtgtpv'cpf 'uki pkkcpv'eqptkdwkq'vq"  
 utcvgi le'r mppkpi 'hqt"j gcnj . 'r ctvewrctn{ 'y kj kp'yj g"j gcnj 'ugt xleg'utcvkpi 'kp"  
 3; 96.'y gtg'uko r n{ 'pqv'wfp gtuvqqf "cpf 'y gtg.'yj gtghqtg.'dctgn{ 'cempqy ngf i gf "  
 qt'yj gkt'cej kxgo gpw'tgeqi plugf 0'  
 "

Vj g'hqmny kpi 'y q'vcdngu'r tguv'yj g'ucvknlecn'ecug'hqt'yj g'r tqi tgu'qh"  
 r wdrke"j gcnj 'y qo gp'f qevqtu'y kj kp'yj g'o gf kcn'y qtnhqtg.'wukpi 'O kpkmt{ "  
 qh"j gcnj IFJ UUIFJ "cppwcn'o gf kcn'y qtnhqtg'f cvc0Vcdng"3'uj qy u'j qy "  
 y qo gp'kpetgcugf "cu'cp"qxgtcm'r gtegpvi g'qh'yj g'o gf kcn'y qtnhqtg'cetquu"  
 yj g'vtr ctvk'utwewt'qh'yj g'PJ U0"Vj gtg'y cu'c'i tcf wcn'r tqr qtvkpcn'o qxg"  
 d{ 'y qo gp'f qevqtu'htqo 'r tlpekr cm{ 'uwr r qtv'qt'lwpkqt'tqngu'kp'yj g'ugt xleg"  
 kpq'tqngu'yj lej 'eqpuvkwgf 'kpf gr gpf gpv'r tqhguvqpcn'r tcevk'g.'yj cv'ku'gkj gt"  
 eqpuwncpv'ucwukp"j qur kcn'o gf kelpg"cpf 'r wdrke"j gcnj "qt'r tlpekr cn'ucwukp"  
 i gpgtcn'r tcevk'g0Y qo gp'f qevqtu'kp'r wdrke"j gcnj 'tgej gf 'r ctv{ 'y kj "o gp"  
 o qtg's vkem{ 'yj cp'yj gkt'eqwpvtr ctv'kp'i gpgtcn'r tcevk'g"cpf "j qur kcn'  
 o gf kelpg0D{ 'yj g'3; ; 2u.'63' "qh'Eqpuwncpv'kp'Rwdrke"J gcnj 'O gf kelpg"  
 \*ERJ O +'y gtg'y qo gp'cpf '75' "qh'vclpggu'eqo r ctgf 'y kj '46' "qh'I R"  
 r tlpekr cn'cpf '69' "qh'vclpggu'kp'i gpgtcn'r tcevk'g.'3: ' "qh"j qur kcn'  
 eqpuwncpv'cpf '5: ' "qh'lwpkqt"j qur kcn'f qevqtu0Vj g'ukwcvkq'hqt'r wdrke"  
 j gcnj "j cu'r rcvgcwgf 'ukpeg'yj g'4222u'cv'ctqwpf '72' 'y qo gp0"Y qo gp"j cxg"

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ur gpv'o vej "qh'yj g'3; 72u'cpf '3; 82u.'hqt'gzco r ng.'uggnpi 'ucmt{ 'r ctv{ 'y kj "j qur kcn'  
 eqpuwncpv0'  
<sup>54</sup>FJ . *Public Health Function*, 8: 0

uakmpqv'cej kxgf 'j crh'qh'j qur kcn'eqpuwncpv'r quu'cpf 'kp'uqo g'ur gekn'ku"  
 uwej 'cu'wti gt { 'y qo gp'uakm'j cxg'pq'o qtg'yj cp'c'övgj qrf 0'k'4236.'y qo gp"  
 eqo r tkugf '56' 'qh'j qur kcn'eqpuwncpv'qxgtcm'dw'uakm'qpn' '35' 'qh'yj g"  
 wti kcn'f tqwr 0<sup>5</sup>""

"

Vcdng'4'r t gupw'lp'i tgcvg't f gckl'yj g'tclgevqt { "qh'y qo gp'f qevqtu'lp'r wrle"  
 j gcnj leqo o wplv' "o gf lekpg0Y qo gp'y gtg'cevkgm' tgetwkgf 'lpvq"  
 eqo o wplv' "o gf lekpg'eqpuwncpv'tclpki "tgi kwtct'cpf 'UT+'r quu'ltqo 'yj g"  
 o kf/3; 92u'uq'yj cv'd { 'yj g'3; : 2u'y qo gp'eqo o wplv' "o gf lekpg'f qevqtu"  
 eqo r tkugf '62' 'qh'tclpggu0"Y qo gp'f qevqtu'lp'eqo o wplv' "o gf lekpg'lr wrle"  
 j gcnj 'y gtg'uwl'lekpgv' 'y gml'r nceg' 'y kj kp'yj g'ur gekn' 'd { 'yj g'rw'3; : 2u'vq"  
 cej kxg'pgctn' 'qpg'yj kf "qh'yj g'pgy 'utcvgi le'F RJ 'r quu'y kj kp' "F kwtlev"  
 J gcnj 'Cwj qtkkgu0"

**Table 1 Crude Summary of Rise in Percentage of Women Doctors by Sector and Decade 1948-2000**

Sector	1948-1950s	1960s	1970s	1980s	1990s	2000s
	E&W	E&W	E/ E&W	England	England	England
	% women doctors	% women doctors	% women doctors	% women doctors	% women doctors	% women doctors
<b>Public Health</b>						
Eqpuwncpv' cpf "cdqsg"	8"	8"	45"	4: "	63"	67"
Uwr r qtv' tqrgul' Vtclpggu%	67"	76"	57"	62"	75"	82"
<b>General Practice</b>						
Rtlpek' cni"	33"	32"	36"	38"	46"	56"
Cuukncpvul' Vtclpggu, "	42"	6; "	72" 52"	58"	69"	83"
<b>Hospital Medicine</b>						
Eqpuwncpvu"	5"	9"	: "	33"	3: "	47"
Lxplqt' f qevqtu"	49"	3: "	42"	47"	5: "	65"

"

Uqwtg<O lpkut { "qh'J gcnj "guko cvgu'dghqtg'3; 84=O lpkut { "qh'J gcnj "cppwcn'egpuwu'qh"  
 o gf kcn'f cpr qy gt 'ltqo "3; 84/3; 99=F J UU'cppwcn'egpuwu'3; 99/: ; =F J "cppwcn'egpuwu"

<sup>55</sup>J UEKE"o quwtgegpv'J EJ U'f cv'qp'o gf kcn'fcp'f'f gpwcn'eqpuwncpv'cv'52'Ugr v0"  
[j wr <ly y y \(j ueke0 qx0wmlugctej ecvcni vgAr tqf vevf?395: 4\( s?4236- o gf kcn' cpf - f gpvcn - y qtnhqtg- - egpuwu' uqtv?Tgpxcepg\( uk g?32\( r ci g?3%qr "ceeguugf "Lwn' "4237+0'](#)

Itqo "3; : ; "53"Ugr vgo dgt'hqt"j qur kcn'cpf "hqcrl'cwj qtkv' "ugevqtu'cpf "3"Qevdgt'hqt"i gpgtcn' r tceveg+ur rk'd{ 'eqpuwncpv'cpf "gs wxcrpvi tcf gu'cpf "uwr r qtvllwplqt 'f qevqt'i tcf gu0Vj g" f cvc'y gtg'eqngevgf "hqt'Gpi rcpf "cpf "Y crgu'wpvkl3; 99."hqt'Gpi rcpf "qpn' "Itqo "3; 990"

%hqtto chlvtckpvggu'eqo o gpegf "kp"vj g"3; 92u" , cuukucpw'dghqtg"3; 92u'y j gp'r tguvgf "ugr ctcvgn' "vj gp"o gti gf "

**Table 2 Trajectory of Women Doctors in Public Health 1948-2000**

Grades	1949-60	1967	1973	1974	1980	1990	2002
	Total wte (%F)	Total No. (%F)	Total No. (%F)	Total No. (%F)	Total No. (%F)	Total No. (%F)	Total No. (%F)
MOH	"	699" *8' +"	6; 4" *: ' +"	"	"	"	"
Dep MOH	"	3: : " *43' +"	448" *56' +"	"	"	"	"
Div or AreaMO	"	3: : " *, ' +"	37; " *35' +"	"	"	"	"
MO grades	"	5.256" *7: ' +"	5.56; " *84' +"	"	"	"	"
Sessional	"	3.5: : " *5: ' +"	4.6: 3" *63' +"	"	"	"	"
RMO/ RDPH	"	"	"	36" *9' +"	36" *9' +"	36" *9' +"	/"
AMO	"	"	"	; 7" *4' +"	: 9" *4' +"	"	"
DMO	"	"	"	"	"	"	"
DCP	"	"	"	387" *, ' +"	363" *39' +"	"	"
DPH	"	"	"	"	"	367" *52' +"	397" *63' +"
SCM	"	"	"	479" *63' +"	578" *59' +"	"	"
CPHM	"	"	"	"	"	523" *59' +"	67; " *68' +"
SR/Reg SpR	"	"	"	42" *57' +"	352" *62' +"	549" *63' +"	456" *82' +"
Comm Health	"	"	"	7.: 34" *75' +"	7.3: 5" *7; ' +"	7.295" *87' +"	3.959" *94' +"
Total	NC" 4.422" *67' +"	NC" 7.497" *67' +"	NC" 8.584" *6: ' +"	Eqo o " o gf " qpn' " 773" *46' +"	Eqo o " o gf " qpn' " 94: " *4; ' +"	RJ O " qpn' " : 47" *64' +"	RJ O " qpn' " : 8: " *6; ' +"

Uqwteg<O kpknt { "qh"J gcni "guko cvgu'ltqo "3; 6: =O kpknt { "qh"J gcni "cppwcn'egpuwu"3; 84/ 99 IF J UU'cppwcn'egpuwu"3; 99/3; : ; IF J "cppwcn'egpuwu'ltqo "3; : ; 0Hki wtu'dgy ggp"3; 6: " cpf "3; 96'ctg'hqt'Gpi rcpf "cpf "Y crgu'0Htqo "3; : 2'vj g{ "ctg'hqt'Gpi rcpf "qpn' 0"Vj g'hki wtu" dghqtg"3; 96'tgrcvg"vq'hqcrl'cwj qtkv' "go r iq { gf "uclh'qpn' "cpf "f q'pqv'kpenw'g'y g'Ugplqt" Cf o kpkntcvkxg'O gf lecn'QHtegtu"UCO Qu+cpf "vj gk'tvgo u'cv'Tgi kqpcn!J gcni "Dqctf " \*TJ D+'tngxr0'

### Key to gradings in table

I tcf lpi u'ht'f qevtu'lp'r wdrie"j gcnj "ej cpi gf "eqpukf gtdn"dgwy ggp"necni qxgt po gpv"  
go r nq { o gpv'w "vq"3; 96."j gcnj "ugt xlegu"go r nq { o gpv'cu'eqo o wplv { "r j { ulekpul'p'y g'pgy "  
ur gekn'f "ecngf "eqo o wplv { "o gf lekp'g'wplv3; : : "y j gp'y g'ur gekn'f "y cu'tgpco gf "r wdrie"  
j gcnj 0"Cu'y kj "cm'o gf lecn'ur gekn'gu."i tcf gu'y gt g'ur r'k'dgwy ggp'y qug'y j q'qr gtcvf "cv"  
lpf gr gpf gpv'r tceveg'ngxn'ectggt'i tcf g'+cpf "y qug'y j q'y gt g'lp'uw r qtv'qt'v'clpki "tqngu0"  
Rwdrie"j gcnj "y cu'wpuwcn'lp"j cxlpi . "It qo "3; 96."xgt { "ugpkqt'f qevtu'y j q'y qtngf "lp"  
utcvgi ke."y cv'ku"j ki j gt "y cp'ectggt'i tcf g."r quu0"

Local authority grading for public health staff 1948-1974:

O gf lecn'QHleg't'qh'J gcnj "O QJ +\*y g'qpn' "i tcf g'gs wxcrgpv'vq"j qur kcn'eqpuwncpv"

Cf o kpkutcvxg'i tcf gu'dgny "O QJ "y gt g'F gr wv "O QJ . "F kxkqpcn'Ctgc"qt "Ugpkqt "O gf lecn'  
QHleg't0Cu'kncpv'F gr wv "O gf lecn'QHleg't"cpf "O gf lecn'QHleg'tu'y gt g'y g'my guv'i tcf g'lp"  
necni'cwj qtkv { "r wdrie"j gcnj "go r nq { o gpv'Vj gug'cpf "y g'uguukqpcn'go r nq { o gpv'i tcf gu"  
rtqxf gf "y g'o clqt'v' "qh'y g'Necni'CWj qtkv { "ekple"o gf lecn'lp'r wv'Vj g'hi wtgu'kmutcv'v'g"  
r { tco k' "y kj lp'y g'j kgtcej { "y kj "tgr'v'xgn' "hgy "ugpkqt'r quu0"

NHS gradings from April 1974<

Uch'h'y gt g'ur r'k'dgwy ggp'y g'pgy "eqo o wplv { "o gf lekp'g'uch'h'cv'eqpuwncpv'gs wxcrgpv'ngxn'  
\*qt'cdqxs+qt'ht'o cn'v'clp'ggu'qp'y g'j ki j gt "ur gekn'ur'v'clpki "uej go g'cpf "eqo o wplv { "j gcnj "  
ekplecn'o gf lecn'QHleg'tu'y j q'f'k' "pqv'ht'o "r ctv'qh'y g'pgy "eqo o wplv { "r j { ulekp'i tcf gu0"  
Eqpuwncpv'lp'eqo o wplv { "o gf lekp'g'y gt g'ecngf "Ur gekn'ur'lp'Ego o wplv { "O gf lekp'g"  
\*UEO u+'dgwy ggp"3; 96"cpf "3; : : "y j gp'y g { "cf qr vgf "y g'pgy "v'ng'qh'Eqpuwncpv'lp'Rwdrie"  
J gcnj "O gf lekp'g"ERJ O + "tgh'v'v'pi "c'ht'v'j gt "pco g'ej cpi g'ht' "y g'ur gekn'f 0"

Vj g'i tcf gu'cdqxs'eqpuwncpv'ngxn'lej cpi gf "y kj "f'ht'gt'gpv'j gcnj "ugt xleg'tggti cpl'v'v'kp'u0lp"  
3; 96"y g { "y gt g'cv'F kntlev'Ego o wplv { "Rj { ulekp"FER+ "Ctgc"cpf "Tgi kqpcn'O gf lecn'  
QHleg't"CO QITO Q+'ngxu0"Y j gp'ctgcu'y gt g'f'kudcpf gf "lp"3; : 4."y g'CO Q"cpf "FER"  
tqngu'dgeco g'F kntlev'O gf lecn'QHleg't"FO Q+'r quu0"Hqny lpi "ht'v'j gt "t'ggti cpl'v'v'kp'lp"  
3; : : . "FO Q'r quu'dgeco g'F kgevt'qh'Rwdrie"J gcnj "F RJ + "r quu'lp'F kntlev'J gcnj "  
Cwj qtk'gu"F J Cu'0TO Qu'dgeco g'Tgi kqpcn'F kgevt'qh'Rwdrie"J gcnj "TF RJ +0"Y j gp"  
Tgi kqpcn'J gcnj "Cwj qtk'gu" TJ Cu+y gt g'ht'o cm { "f'kudcpf gf "lp"3; : 8."TF uRJ "cpf "y gk"  
uch'h'o qxgf "lpv'y g'ekx'ht'ugt xleg'cpf "egcugf "v'g'dg'lp'v'gf gf "lp'y g'c'p'w'nc'eqpuu0"

Vj g'v'clpki "i tcf gu'lp'eqo o wplv { "o gf lekp'g'y gp'r wdrie"j gcnj "y gt g'ur r'k'dgwy ggp"Ugpkqt"  
Tgi kntct"UT + "cpf "Tgi kntct" Tgi +0Y j gp'c'ulpi ng'v'clpki "i tcf g'y cu'cf qr vgf "cetquu'y g"  
y j qng'qh'o gf lekp'g'lp"3; : : . "v'clp'ggu'dgeco g'hpqy p'cu"Ur gekn'f "Tgi kntctu"Ur Tu0"

"

## A STUDY IN POLICY AND ADMINISTRATIVE HISTORY OF A GENDER TOPIC

"

Vj ku'tgugctej "ku'r tko ct'k { "c'uwf { "lp'eqpvgo r qtct { "r qn { "cpf "cf o kpkutcvxg"  
j k'v'qt { "y j lej "f'cy u'gz'v'pukxgn { "qp'y g'j k'v'qt { "qh'y g'P J U."ku'o gf lecn'  
y qtn'ht'eg'cpf "qh'y g'y g'ht'g'uv'g0"Vj g'uwf { "qh'r qn { "cm'y u'wu'v"  
w'pf gtuv'cpf "dgwgt'y g't'v'k'p'c'ng'dgj kpf "y g'ht'o w'v'v'kp'qh'F J UUF J "  
f'k'ge'v'xgu."y j lej "j cf "ko r n'ec'v'kp'u'ht'y g'o clp't'gugctej "k'v'gt'gu'qh'y ku"  
y j guku'/"y qo gp'f'qevtu'lp'y g'j gcnj "ugt xleg"cpf "y g'r wdrie"j gcnj "

y qtnhqtég0J kúqtlecñ'cr r tqcej gu'vq'v'j g'cpcñ{uku'qh'r qñe{ 'r tqxkf g'xcñwcdng"  
eqpvz.v.'v'j gtghqtg.'hqt'ur gekñe'ej cpi gu'cpf 'v'j gk't'f guktgf "qweeqo gu0"  
Cf o kpkñtcvkg'j kúqt { 'v'j gp'ñgcf u'wu'vq'cp'cpcñ{uku'qh'v'j g'r tqeguugu'cpf "  
cevxxkkgu'w'pf gtvcñgp'd { 'f kñgtgpv'qti cplucvqpu'cpf 'ci gpekgu'vq'ko r ngo gpv"  
v'j gug'r qñekgu'kp'r tcevleg0Uw'f {kpi 'v'j ku.'ci clp.'ku'kpxcñwcdng'kp'cp { "  
cuuguuo gpv'qh'qweeqo gu'y j lej 'o c{.'qt'o c{ 'pqv.'dg'v'j qug'kpvgpf gf 'd { 'r qñe { "  
o cñgtu0""Ej ctñgu'Y gduvgt.'hqt'gzco r ng.'j cu'uj qy p'wu'v'j g'dgpgñku'qh"  
tgugctej kpi .'cpf 'kpenw'kpi .'r qñe { 'cpf 'cf o kpkñtcvkg'j kúqt { 'kp'j ku'tqwpf gf "  
ceeqpwu'qh'v'j g'PJ U'kp'v'j g'f gecf gu'w'pf gt'tgxkg'v'j ku'v'j guku.'y j kñv'Ej tku"  
J co 'j cu'wugf 'r qñe { 'cpcñ{uku'vq'f tkxg'j ku'cuuguuo gpv'qh'v'j g'ko r cev'cpf "  
ghñgevxgpguu'qh'j gcnj 'ugt'xkg'ej cpi gu'kp'v'j g'3; 92u'cpf '3; : 2u0<sup>6</sup>""Uko kñctñ{."  
Lco gu'Rctñj qwug.'qpq'qh'v'j g'o clp'ej tqplengtu'qh'v'j g'PJ U'o gf kñcñ"  
y qtnhqtég'htqo '3; 6: .j cu'wugf 'w'pf gtucpf kpi 'qh'v'j g'eqo r ngzk{ 'dgj kpf "  
r qñe { 'f g'xgnr o gpv'vq'f go qpñtcv'v'j gcnpguugu'kp'v'j g'WM'o gf kñcñ' r pppkpi "  
u{ vgo u0QH'r ct'vewrct'tgñxcpeg'vq'v'j ku'v'j guku'ku.'qh'eqwtug.'tgxkg'v'j kpi "  
i qxgtpo gpv'f k'gevkqp'qxgt'r wñe'j gcnj .'cu'v'j g'pcwtg'cpf 'gzvgpv'qh'ucv'g"  
kpvgtxgpkqp'uj kñgf 'qxgt'vko g0Cp{ 'ej cpi g'j cf 'cp'ko r cev'qp'r wñe'j gcnj "  
f qevqtu.'tgs wktgf 'vq'ko r ngo gpv'pgy 'ñgi kñc'vqp'cpf 'r qñe { 'chñgevkpi 'v'j g"  
r wñe'v'j gcnj .'cpf 'j qy 'v'j g{ 'y gtg'v'j gp'r gtekg'gf 'd { 'v'j g'tguv'qh'v'j g'o gf kñcñ"  
y qtnhqtég<sup>7</sup>""Lcp'g'Ngy ku'eqo dkgu'r qñe { 'cpcñ{uku'cpf 'ko r ngo gpvcvqp'vq"  
f g'xgnr 'j gt'r guko kñe'cuuguuo gpv'qh'v'j g'ucv'g'qh'eqo o wpkv{ 'o gf kelpg"  
f wtkpi 'v'j g'3; 92u'cpf 'gctñ{ '3; : 2u0<sup>8</sup>""  
"

Vj ku'tgugctej 'ku'cñu'cp'gz gtekg'kp'i gpf gt'cpf 'y qo gpñ'j kúqt { 0'J qy "  
y qo gp'gzr cpf gf 'kp'pwo dgtu'cpf 'ucwu'y kj kp'v'j g'y qtrf 'qh'r wñe'ugevqt"  
o gf kelpg'htqo 'v'j g'o kf/plpgvgpv'v'j vq'v'j g'rcvgt'f gecf gu'qh'v'j g'v'j gpv'kg'v'j "  
egpwt { 'y kñdg'gzr ñt'gf.'hñewu'kpi 'r ct'vewrctñ{ 'htqo 'v'j g'o kf/3; 82u'vq'3; ; 30'  
Vy q'f g'xgnr o gpw'u'kpeg'v'j g'3; 82u'r tqxkf g'j gñr hñc'r r tqcej gu'htu'v'j g'  
uw'f { 'qh'v'j g'j kúqt { 'qh'y qo gp'cu'f kñk'ev'htqo 'v'j g'j kúqt { 'qh'o gp."  
r ct'vewrctñ{ 'öqt'f k'pct { ö'y qo gpñ'ñxgu'cpf 'ugeqpññ{.'wukpi 'v'j g'eqpegr v'qh'

<sup>56</sup>Y gduvgt."Vol. II=Ej tku'J co .""Health Policy in Britain: The Politics and Organisation of the National Health Service."4pf 'gf p'Dculpi uqñg<O ceo kñcp'Gf vev'vqp'Nñf.'3; : 7-0'

<sup>57</sup>Lco gu'Rctñj qwug."Medical Manpower in Britain""Gf k'pdwti j .Nqpf qp'cpf 'P gy 'l qtnñ'  
Ej vtej kñNk'kpi uqpg.'3; 9; 40'

<sup>58</sup>Ngy ku."What Price Community Medicine?"

ði gpf gtö"vq'r qug'r ctvewrt's wguvqpu"qh'yj g'j kvqtkecn'gxkf gpeg"cu"y c{"qh"  
 knwo kpcvpi "cpf "o cnkpi "ugpug"qh'ur gekke"o cvgtkcn'Wpvn'yj g'3; 72u."uwf kgu"  
 qh'y qo gp"kp"j kvqt {"y gtg"qh'gpe"eqphkpgf "vq"pqvcdng'y qo gp"qh'qwuvcpf kpi "  
 cej kxgo gpv"vq'r tqxkf g"ötqng"o qf gnuö'hqt"öqtf kpct {"ö'y qo gp"cpf "vq'r tqxg"  
 yj cv'y qo gp"eqwrf "f q'lwu'cu'y gni'cu"o gp."j ki j nki j vpi "r qukkxg'tcvj gt'yj cp"  
 pgi cvkxg"ej ctcevgtknu'qh'y qo gp<sup>59</sup>"Htqo "yj g'3; 72u."y kj "yj g'i tqy kpi "  
 vtpgf "hqt"uwf {kpi ":-qtf kpct {"ö'ikxgu"cpf "yj g"cevkap"qh'uqekcn'encuu."uwf kgu"  
 dgi cp"vq"wpexgt"cpf "egnrdtcv"yj g'r tgxkqwu {"j kf f gp"gzr gtlgpeg"qh'c'tcpi g"  
 qh'y qo gp"cpf "yj gkt"eqpvkdwkqp"vq"uqekgv {"kp"xctkqwu"gr qej u."kp"cp"cwgo r v"  
 vq'tgevh {"yj g'o kuukpi "j cni'qh'uqekgv {"Htqo "yj g'uvqt {"yj g'egvten's wguvqpu"  
 dgkpi "y j cv'y qwrf "j kvqt {"dg'rkng'kh'ky gtg'uggp"yj tqwi j "yj g'g{"gu'qh'y qo gp."  
 vcnkpi "kpq"ceeqwpv'f khgtgpegu"kp"ej kf j qqf."gf wecvkap"cpf "uqekcn"  
 gZR gevckapu<sup>60</sup>: ""O cp {"qh'yj g"cr r tqcej gu"eco g'Htqo "yj g'hgo kpuw'ucpf r qkp"  
 qh'r qy gt'tgrvkapuj k u."tgi ctf kpi "y qo gp"cu"xkewo u'qh'o cng"qr r tguukp."  
 y kj "r cvtktej cni'xcwgu"tkpngf "vq"dkqni kecn'f khgtgpegu<sup>61</sup>: ""  
 "

Htqo "yj g'o kf/3; : 2u."cpf "tkpngf "vq'yj g'Y qo gpau'Nkdgtcvkap"O qxgo gpv"yj g"  
 eqpegr v'qh'ði gpf gtö"cu"cevgi qt {"hqt"cpcn {"uku'dgi cp"vq"cr r gct"kp"yj g'Wpkxgf "  
 Ucvgu"<sup>62</sup>WU± "yj g'vgo "j cxkpi "yj g'cf xcpwi g'qh'dgkpi "cr r rkecdng"vq"o gp"cu"  
 y gni'cu'y qo gp"cpf "qh'j gr kpi "uj gf "iki j vqp"j qy "f khgtgpegu"dgw ggp"o gp"  
 cpf "y qo gp"eqwrf "dg"uqekcm {"cpf "ewwvcm {"eqputwewf <sup>62</sup>"Vj ku'ej cpi gf "yj g"  
 dcule"s wguvqpu"Htqo "y j cv'f kf "y qo gp"gzr gtlgpeg"cpf "y j cv'f kf "y qo gp"vq"vq"  
 j qy ."y j {"y j q."cpf "y j cv'r tqeguugu'y gtg'cv'y qtnikp"eqputwewkpi "dqyj "o cng"  
 cpf "hgo cng'kf gpvklgu"cpf "y j cv'y cu'yj g'ko r cev'Vcnkpi "c'i gpf gt"ucpv"  
 r tqxkf gu."yj gtghqtg."c"o qtg'r tgekug'tcpi g'qh's wguvqpu'K'cmqy u'hqt"  
 eqpukf gtcvkap"qh'yj g'utcvgi kgu."pgi qvckapu"cpf "ceeao o qf cvkapu"pggf gf "d {"

<sup>59</sup>"Uqp{c'Tqug."What is Gender History? \*Eco dtkf i g'WM'Uci g."4232+."5=Lqcp"Y 0Ueqw"  
 \*gf 0:"Feminism and History \*Qzhqtf <Qzhqtf "Wpkxgtuk {"Rtguu."3; ; 8+."30"

<sup>5</sup>"I gtf c'Ngtpgt."The Majority Finds Its Past: Placing Women in History, 4pf "gf p"\*Ej cr gni'  
 J km'Wpkxgtuk {"qh'P qt y "Ectqkpc'Rtguu."4227+."375."384=O ct {"O c {"pctf ."öO gy qf u."  
 Rtcevleg"cpf "Gr kungo qnqi {"<Vj g'F gdcv'cdqww'Hgo kpuo "cpf "Tgugctej .ö'kp"Researching  
 Women's Lives from a Feminist Perspective, gf 0O ct {"O c {"pctf cpf "Lvp g'Rwtxku"\*Nqpf qp<  
 Vc {"rt"cpf "Htceku."3; ; 6+."340"

<sup>5</sup>"gi "Lwkv'O ke j gm"Woman's Estate \*J cto qpf uy qt yj <Rgpi wkp"Dqqnu."3; 93+; ; 0"

<sup>62</sup>"Lqcp"Ueqw."ðI gpf gt<C"WughwiEcvgi qt {"qh'J kvqtkecn'Cpcn {"uku.ö American Historical  
 Review"; 3."7"\*F ge03; ; 8+<3275/970"

y qo gp'y kj kp."cv'y g'vko g."c'o cng/f qo kpcvgf "y qtrf 0<sup>63</sup>"Vj ku'cr r tqcej "cnuq"  
 uj ctr gpu'y g's wguvqp"qh'y g'kpxkukdkrk\ "qh'y qo gp'kp'o gf lekpg."y gk'rcem'qh"  
 c"xqleg'kp'r qrle { "f gekukqpu."y g'cxckrdkdk\ "cpf "wug'qh'tqng'o qf gnu'cpf "  
 r cwtqpci g'kp'ectggt"cf xcpego gpv."j qy "uqekcn'cwkwf gu'qh'y qo gp'kp'y g"  
 y qtnr nceg"chgevgf "y qo gp'kp'o gf lekpg"i wtkpi "f khtgtpv'f gecf gu."j qy "  
 y qtnkpi 'kp'o gf lekpg"chgevgf "dqy 'o gp'cpf "y qo gp'0Vj gug'r gtur gev'xgu'y kni"  
 dg'rkpmgf "v"gxkf gpeg'kp'y g'tgugctej "ej cr vgtu0"

"  
 "

## RESEARCH QUESTIONS, FOCUS AND LIMITATIONS OF STUDY

Vj g'yj guku'cwgo r w'v"ceeqwv'htq."cpf "hkf "uqo g'cpuy gtu'vq."y g'tcr kf "  
 ceegntcvkqp'kp'y g'r gtegpvc i g'qh'y qo gp'r wdike"j gcmj "f qevqtu'cu'r ctv'qh'y g"  
 o gf lecn'y qtnhteg."hewukpi "o clpn\ "qp'y g'ej cpi gu'htqo "3; 960K'y kn'uggm'  
 vq'wvf gtucpf "y g'hcevtu'y j lej "y gtg'hwf co gpv'cn'vq'y g'i gpf gt'utwewt'g'qh"  
 yj g'r wdike"o gf lecn'y qtnhteg"cpf "eqptcu'v'y gug'y kj "qy gt'o gf lecn'  
 f kuekr rkpgu'vq"gzv'cev'ur gekle"hgcvwtgu'y j lej "o c { "dgpghk'r tqhguukqpcn'  
 y qo gp'y kj kp'y ku'cpf "qy gt'y qtnhtegu'vq c { 0Vj g'y tgg'tgugctej "s wguvqp"  
 wcmgf "ctg."y gtghqtg<"

"

3+ Y j { "cpf "j qy "f kf "y qo gp'f qevqtu'tgcej "ectggt"i tcf g'kp'wduvcp'ken'  
 pwo dgtu'htqo "3; 96"kp'eqptcu'vq'y qo gp'f qevqtu'kp"qy gt'o gf lecn'  
 f kuekr rkpguA"

4+ Y j cv'y cu'y gk'r tqi tguu'hqmny lpi "3; 96"cpf "r ctv'ewrctn\ "y j cv'f kf "y g"  
 y qo gp'y j q'tgcej gf "ectggt"i tcf g'yj gp'o cng'qh'y gk'qr r qtwpkkguA"

5+ Y j { "y cu'y ku'i tqwr "ki pqtgf "cpf "qxgtmqngf ."xk'wcm\ "kpxkukdkrk\ "vq"  
 ej tqplertu'qh'y g'PJ U."r wdike"j gcmj "cpf "y qo gp'kp'o gf lekpgA"

Vj g'o clp"j { r qy guku'vq"dg"gzr mgtgf "ku'y cv'y qo gp'f kf "dgwgt'kp'y ku'vko g"  
 r gkqf "y j gp'r tgugpv'gf "y kj "gs wcn'ceegu'y kj "o gp'vq'ectggt"cpf "

<sup>63</sup>"Metgp"J ci go cpp."Feminist and Gender Theory for Historians: A Theoretical and  
 Methodological Introduction \*Ej cr gniJ km'Wpkxgtuk\ "qh'P qt'y 'Ectqkpc."4234+."4."  
[j wr u<lj kuqt { 0xpe0f wlkgu4234B2U ci go cpp/J KJN/Y O UV/9520 f h](http://www.dj.kuqt/0xpe0f wlkgu4234B2U ci go cpp/J KJN/Y O UV/9520 f h)"ceeguugf "Lxn\ "  
 4237+0"



f g x g n r o g p v' q r r q t w p k l g u. 't c y g t 'y j c p 'd g l p i 'y j g' h q e w u' q h' u r g e k h e' l p k l c v k x g u' q t' s w q c' u' u' g o u' 0' V j g' t g u g t e j 'y k m' c n u q' d g' u g c v g f' l p' e w n w t c n' c p f' u q e k n' e j c p i g u' q h' y j g' f g e c f g u' w p f g t' u w f { 'c p f' 'y j g' e q p u g s w g p e g u' / 'w p k p v g p f g f' 'c u' y g m' c u' l p v g p f g f' / 'q h' f k h g t g p v' r q r k e { 'f g e k u k p u 0' V q' r t q x k f g' e q p v g z v. 'E j c r v g t' V y q' q w n k p g u' y j g' j k u r q t { 'q h' y q o g p' f q e v q t u' c p f' 'y j q u g' y k j l p' r w d r k e' j g c n j ' h t q o 'y j g' p k p g v g g p y j ' e g p w t { 'w p v k i' y j g' o k f / 3; 82 u 0' W p v k i' y j k u' r q l p v. 'y j g' v t c l g e v q t { 'q h' y q o g p' f q e v q t u' v t c l p k i' c p f' 'y q t n k p i' l p' c m' u g e v q t u' q h' j g c n j ' e c t g' \* j q u r k c n' i g p g t c n' r t c e v k e g' c p f' 'r w d r k e' j g c n j + 'y c u' u k o k r c t. 'c p f' 'h q e c v g f' o c l p n' l p' u w r r q t v' t q r u 0' V j g k' r c y u' f k f' p q v' u c t v' v q' f k x g t i g' w p v k i' y j g' 3; 96' j g c n j ' u g t x l e g u' t g q t i c p k' c v k p 0' V j g' o c l p' t g u g t e j ' d g i k p u. 'y j g t g h q t g. 'l p' 3; 87. ' y k j 'y j g' u g w k p i' w r' q h' y j g' T q { c n' E q o o k u k q p' q p' O g f k e c n' G f w e c v k p' c p f' 'y j g' u c t v' q h' g x g p w' h g c f l p i' w r' v q' y j g' 3; 96' j g c n j ' u g t x l e g' t g q t i c p k' c v k p 0' K' e q p e n f g u' l p' 3; ; 3 y k j 'y j g' l p v t q f w e v k p' q h' y j g' l p v g t p c n' o c t n g v' l p v q' j g c n j ' e c t g 0' V j g u g' { g c t u' t g r t g u g p v' y j g' r g t k q f' q h' i t g c v g u' f k h g t g p v k c v k p' l p' y j g' r t q i t g u i' q h' r w d r k e' j g c n j ' y q o g p' f q e v q t u' e q o r c t g f' y k j 'y j g' t g u v' q h' y q o g p' l p' o g f l e k p g 0' 4' V j g' 3; ; 2 u' k u' c n u q' c p' c r r t q r t k c v g' g p f' r q l p v' d g h q t g' y j g' u c t v' q h' y j g' p g z v' o c l q t' y q t n h q t e g' c i g p f' c' v r l e' h q t' r w d r k e' j g c n j ' l p' G p i n c p f. 'y j c v' q h' y j g' e n c o q w t' h q t' t g e q i p k l q p' d { 'y j g' u g p k q t' p q p' o g f k e c n' r w d r k e' j g c n j ' y q t n h q t e g 0' V j k u' o q x g o g p v' u c t v k p i' y k j 'p q p' o g f k e c n' c e c f g o l e' u q e k n' o g f l e k p g' l p' y j g' 3; ; 2 u' l p e t g c u g f' l p' h q t e g' f w t k p i' y j g' 3; ; 2 u' y k j 'y j g' e t g c v k p' q h' j g c n j ' c w j q t k v { 'o w n k f k u e k r n p c t { 'r w d r k e' j g c n j ' v g c o u' y j k e j' l p e n f g f' j g c n j ' r t q o q v k p' u c h h' u c v k u l e k p u. j g c n j ' g e q p q o k u u 0' 5' O c p { 'q h' y j g' u g p k q t' r w d r k e' j g c n j ' y q t n h q t e g' y g t g' u { o r c v j g v k e' v q' y j g k' r r k i j v. 'h g c f l p i' v q' r q r k e { 'e j c p i g' h t q o' 3; ; ; 0' V j g' c e e q w p v' q h' y j k u' u t w i i n g' j c u' d g g p' e j c t v g f' d { ' L g p p { 'Y t k i j v' e t a l. 'l p' 42360' 6' "

"

<sup>64</sup>"Vj g' P J U' c p f' 'E q o o w p k { 'E c t g' C e v 3; ; 2' e t g c v g f' 'c p' l p v g t p c n' o c t n g v' y k j l p' y j g' P J U. ' l p e n f l p i' 'e q o o k u k q p k p i' 't q r u' h q t' j g c n j ' c w j q t k l g u 0'

<sup>65</sup>"l p v g t x l g y g g u' M' O. 'P. 'R. 'S. 'U' c p f' 'V' y g t g' c m' g k j g t' F u R J 'q t' T F u R J 'l p' y j g' n c v g' 3; ; 2 u' c p f' g c t n' 3; ; 2 u' y k j 'c' u w d u c p v k c n' o w n k f k u e k r n p c t { 'e q o r q p g p v' v q' y j g k' v g c o u 0' R g t u q p c n' e q o o w p l e c v k p u' 39 I 25 I 4237. '38 I 26 I 4237. '32 I 25 I 4237. '39 I 33 I 4236. '2; I 32 I 4236. '52 I 32 I 4236. '35 I 32 I 4236 0'

<sup>66</sup>"L g p p { 'Y t k i j v' g v' c n' o' "Multidisciplinary Public Health \*D t k u q n' R q r k e { 'R t g u u. '4236+." p a s s i m 0' V j g' N e d q w t' I q x g t p o g p v' e t g c v g f' 'p q p' o g f k e c n' u r g e k n k u u' l p' r w d r k e' j g c n j . 'y k j " g s w l x c r g p v' u c v w u' v q' e q p u w n c p u' l p' r w d r k e' j g c n j . 'c p f' 'p q p' o g f k e c n' F k t g e v q t u' q h' R w d r k e' J g c n j \*F u R J - 0'

Gpi mpf 'ku'j g'i gqi tcrj kcn'ctgc'uwf kgf 0Cu'j g'nti guv'qh'j g'WM'eqwptkgu." k'y cu'y j gtg'y gtg'y gtg'o quv'f tkxgtu'hqt'qti cpl' c'kqpcn'ej cpi g'chgevp' " y qo gp'r wdrle'j gcnj 'f qevqtu'00 qtgqxtg.'cnj qwi j 'r tqhgu'kqpcn' ('j g'HEO " eqxgtgf 'cm'WM'eqwptkgu'cu'j g'ucpf ctf 'ugw'kpi 'dqf { . 'j gtg'y gtg'ko r qtwcpv' f k'htgpgu'k'j g'j gcnj 'u{ ugo u'cetquu'j g'WM'y j lej 'chgevgf 'j g'utwewtg' qh'j g'r wdrle'j gcnj 'y qtnh'qteg'v'j g'gzv'p'v'j cv'j g'HEO 'eqpukf gtgf . 'd { 'j g' r'v'g'3; : 2u. 'j cv'k'y cu'kpetgculpi n' 'f k'he'w'v'q'f gpgtcrk' g'ch'cktu'cetquu'j g' hqwt'eqwptkgu'<sup>67</sup>'Vj g'3; 96'j gcnj 'ugt'xlegu'tgqti cpl' c'kq. 'y j lej 'j cf 'uwej "c" r tqh'qwpf 'ghgevp'k'Gpi mpf 'y cu'cnq'f ggo gf "c"o qtg'utcki j v'hty ctf 'ch'ck'k'p' Ueqw'p'f 'y j gtg'y gtg'y gtg'hgy gt'v'gtu'qh'o cpci go gpv'<sup>68</sup>'Vj g'uwdu'gs wgpv' 3; : 4'tgh'k'pgo gpv'k'j g'j gcnj 'ugt'xleg'utwewtg. 'ko r qtwcpv'hqt'r wdrle'j gcnj " y qo gp'r' tqi tguu'k'p'Gpi mpf . 'j cf 'dctgn' 'cp { 'ko r cev'k'p'q'j gt 'WM'eqwptkgu' dgecw'ug'qh'j gkt 'uko r rgt'utwewtg'<sup>69</sup>'Vj g'ōCej guqp'Tgr qt'v'qh'3; : . 'y j lej " qpn' 'cr r rkgf 'v'j g'r wdrle'j gcnj 'y qtnh'qteg'k'p'Gpi mpf . 'y cu'v'q'j cxg'c'o clqt" ko r cev'k'p'tculpi 'j g'ucw'u'qh'j g'f k'uekr'k'p'g'<sup>70</sup>'Y kj 'gcej 'f gecf g'y g'j gcnj " u{ ugo u'kpetgculpi n' 'f k'xgti gf 'cu'f k'f 'j g'utwewtg'u'hqt'o gf k'cn'o cpr qy gt" r mppl'kpi '<sup>71</sup>' " "

Rwdrle'j gcnj 'y qo gp'f qevqtu'y qtnkpi 'k'p'cecf go k'k'puk'w'k'qpu'ctg'p'qv' ur gek'h'ecm' 'eqxgtgf 'k'p'j k'u'tgugctej 0Cecf go k'f gr ctw' gpw'eqp'k'kw'gf 'v'q" f gdcv'gu'cdqw'v'j g'f gh'k'k'k'p'cpf 'eqp'v'p'v'qh'r wdrle'j gcnj . 'r ct'v'ew'ctn' 'Itqo "c" uqek'n'o gf k'elp'g'r gtur gev'x'g.'cpf 'j k'u'y k'n'd'g'gzco k'p'gf 'k'p'o qtg'f g'v'k'n'k'p' Ej cr vgt'Vy q'0Y qo gp'k'p'cecf go k'r wdrle'j gcnj 'y gtg.'j qy gxgt.'ur ctugn' "

<sup>67</sup>'H'ewm' 'qh'Rwdrle'j gcnj 'H'J +Ctej k'xgu'o k'pwgu'qh'Dqctf 'o ggv'kpi '38'O ctej '3; : 20'

<sup>68</sup>'P'c'kqpcn'Ctej k'xgu.'RTGO '37'4432'3; 93/3; 94'Uqek'n'Ugt'xlegu.'Ecd'k'p'gv'Dt'gh'kpi 'T'gh' S 264.'Reconstruction of the Scottish Health Services: Draft White Paper'ER\*93+: 6+: '36' Lwn' '3; 930'

<sup>69</sup>'Ej ctigu'Y gduvgt.'The NHS: A Political History \*Qzhqtf <Qzhqtf 'Wp'k'xgtuk' 'Rt'guu.'4224+: '3820'

<sup>70</sup>'F J U.'Public Health Function. 'k'p'v'gt'x'lg'gg'N'et'gf kgf 'k'y kj 't'gx'k'k'p' 'j g'r tqh'gu'k'p' \*r gtu'qpcn'eqo o w'plec'v'k'p'37'132'4236+: 'k'p'v'gt'x'lg'gg'U'y kj 'u'gew'k'p' 't'get'w'ko gpv'h'w'p'f k'p' " \*r gtu'qpcn'eqo o w'plec'v'k'p'52'132'4236+0'

<sup>71</sup>'R'ctn'kco gpv' Fourth Report from the Social Services Committee Session 1980-1: Medical Education with Special Reference to the Number of Doctors and the Career Structure in Hospitals, Vol. 1 Report'N'qpf qp-<J O UQ.'44'Lwn' '3; : 3+: 'zz'k'k'0'

!!

<sup>72</sup>"Cr ctv'ltqo 'c'hgy "pqwdrng'gzegr wapu'uwej "cu'Crlæg"Ugy ctv.'c'f kwpj wuj gf "  
gr kf go kmqi kuv'lp'Qzhqt f"Wpkxtuk' ō'O gf lecn'Uej qqnl'cpf 'f gr ww'j gcf 'qh'lj g'F gr ctwo gpv'  
qh'Uqekn'cpf 'Rtggxpvkxg'O gf lekpg'lp'y g'3; 92u0'

26

f qevqtu"gpvgtgf "vj g'y qtnr nceg<sup>74</sup>"Dgy ggp"3; 6: "cpf "vj g'o kf/3; 82u'y qo gp." k<sup>75</sup>p'hcev."eqo r tkugf "47' "qh'vj g'o gf kecn'uwf gpv'y qtnhqtg<sup>75</sup>"Ceeqtf kpi "vq" Cpp"Qcmg{. "k<sup>76</sup>p"3; 99'y qo gp'hqto gf "36' "qh'I Ru"cpf "37' "qh'f gp'k<sup>77</sup>u'dw" 32' "qh'xgvgtk<sup>78</sup>pct{"uwti gqpu."8' "qh'dcttk<sup>79</sup>ngtu."7' "qh'ctej kgeu"cpf "4' "qh' wpxgtuk{"r tqhg<sup>80</sup>uqtu<sup>81</sup>"O ct<sup>82</sup>vp"Rwi j "tgeqtf gf "vj cv."d{"3; ; 2."r tqhg<sup>83</sup>uqpcn' y qo gp"eqo r tkugf ": ' "qh'ctej kgeu."32' "qh'ej ctvgtgf "cee<sup>84</sup>wpvcpw."45' "qh' f gp'k<sup>85</sup>u."43' "qh'u<sup>86</sup>nr<sup>87</sup>ek<sup>88</sup>qtu"cpf "48' "qh'xgvgtk<sup>89</sup>pct{"uwti gqpu."dtqcf n{"gs wcn'vq" vj g'r gtegpvi g'qh'y qo gp"eqpu<sup>90</sup>w<sup>91</sup>cpw"cpf "I Ru."dw'w<sup>92</sup>kn'w<sup>93</sup>du<sup>94</sup>cp<sup>95</sup>vcn{"ng<sup>96</sup>uu" vj cp'y qo gp"kp"r wdrke"j gcnj <sup>7</sup>"

"  
F tcy kpi "eqpenwuk<sup>97</sup>qpu"htqo "y j cv'r wdrke"j gcnj "y qo gp'y gtg'cdng'vq"cej k<sup>98</sup>xg" htqo "vj g'3; 92u'vq"vj g'gctn{"3; ; 2u'y j gp'r t<sup>99</sup>gugpv<sup>100</sup>gf "y kj "qr r qtwpk<sup>101</sup>ku'ht" gs wcnk{"qh'ectggt"qr r qtwpk{"y kj "o gp'y kn'dg"gzr nqtgf <sup>102</sup>0k<sup>103</sup>"vj g'eqpenw<sup>104</sup>kpi " ej cr vgt."ng{"ng<sup>105</sup>uqpu"cpf "hcevqtu"htqo "vj g'tclgevqt{"qh'vj qug'y qtnkpi "k<sup>106</sup>p" r wdrke"j gcnj "y kn'dg"f tcy p"qww'y j kej "o ki j v'dg"cr r n<sup>107</sup>ecdn<sup>108</sup>g'vq"vj g'o gf kecn' y qtnhqtg<sup>109</sup>\*cpf "r tqhg<sup>110</sup>uqpcn'y qo gp+"vqf c{"<sup>111</sup>0Vj gtg'ctg't<sup>112</sup>k<sup>113</sup>u."j qy gxgt."k<sup>114</sup>p" cuuwo kpi "k<sup>115</sup>phgtg<sup>116</sup>pegu"htqo "vj g'r cuv'ctg'gk<sup>117</sup>j gt't<sup>118</sup>gn<sup>119</sup>xcpv'ht"ewt<sup>120</sup>gpv'uqekg{"qt." k<sup>121</sup>pf ggf."vj cv'y kn'dg'cn<sup>122</sup>gp"pq<sup>123</sup>v<sup>124</sup>eg"qh'cpf "vj gtg'pggf u'vq'dg'c'o gcuwtgf " cr r tqcej "vq"kp<sup>125</sup>f kpi u'cpf "eqpenwuk<sup>126</sup>qpu<sup>127</sup>0"Xki k<sup>128</sup>pk"Dgttk<sup>129</sup>i g."htq'gzco r ng." uvcvgf "k<sup>130</sup>p"422: "vj cv'j k<sup>131</sup>vqtk<sup>132</sup>cpu'y gtg'pq<sup>133</sup>cdng'd{"vj gk't<sup>134</sup>cdugpeg'k<sup>135</sup>p"j gt't<sup>136</sup>gxk<sup>137</sup>ey "qh' k<sup>138</sup>phw<sup>139</sup>pegu"qp'r q<sup>140</sup>rke{/o cn<sup>141</sup>gtu'cnj qwi j "j k<sup>142</sup>vqtk{"y cu'wugf "qp"cp"ad hoc"dcuku'vq" r tqxkf g'tcy "o cvgtk<sup>143</sup>cn'htq"cp<sup>144</sup>cn{uku<sup>145</sup><sup>78</sup>"Ceeqtf kpi "vq"tlej ctf "Gxc<sup>146</sup>pu."xgt{"hgy " ng<sup>147</sup>uqpu"htqo "j k<sup>148</sup>vqtk{"k<sup>149</sup>p't<sup>150</sup>gt<sup>151</sup>qur gev'j cxg'd<sup>152</sup>ggp'vj g'tki j v'qp<sup>153</sup>gu"cpf "oj k<sup>154</sup>vqtk{"j cu" r tqxgf "c"xgt{"dcf "r t<sup>155</sup>gf<sup>156</sup>kv<sup>157</sup>qt"qh'h<sup>158</sup>wwt<sup>159</sup>g'gxgpw<sup>160</sup><sup>79</sup>"L<sup>161</sup>E(F<sup>162</sup>0E<sup>163</sup>ctn'y qwf "cti wg." j qy gxgt."vj cv'j gnr hwi's w<sup>164</sup>u<sup>165</sup>k<sup>166</sup>qpu"qh'vj g'r cuv'ecp'ckf "dgwgt"wpf gtuv<sup>167</sup>cpf kpi "qh' vj g'r j gpqo gpc"qh'vj g'r t<sup>168</sup>gugp<sup>169</sup><sup>80</sup>:"

<sup>74</sup>"Vj g'O Y H'eqpuk<sup>170</sup>gpv{"cti wgf "htq'ht<sup>171</sup>gg"gpv{"vq"o gf kecn'uej q<sup>172</sup>qnlhtq'o gp"cpf "y qo gp<sup>173</sup>0'

<sup>75</sup>"Cn<sup>174</sup>gp."Doctors: A New Generation, 4."wulpi "WEI "h<sup>175</sup>ki wt<sup>176</sup>gu<sup>177</sup>0'

<sup>76</sup>"Cp<sup>178</sup>p"Qcmg{."Subject Women \*Nqpf qp"cpf "Qzhqtf <O ct<sup>179</sup>vp"t<sup>180</sup>qdtwqp."3; : 3+."376'vcdng"

98."wulpi "h<sup>181</sup>ki wt<sup>182</sup>gu"htqo "T<sup>183</sup>00 k<sup>184</sup>ngt."Equal Opportunities"\*J cto qpf uy qt vj <Rgpi w<sup>185</sup>kp."3; 9: +0'

<sup>77</sup>"O ct<sup>186</sup>vp"Rwi j . "Women and the Women's Movement in Britain 1914-99, 4pf "gf p"

\*Dcu<sup>187</sup>kpi uqng<O ceo kn<sup>188</sup>cp"Rt<sup>189</sup>guu."4222+."5640'

<sup>78</sup>"Xki k<sup>190</sup>pk"Dgttk<sup>191</sup>i g."oj k<sup>192</sup>vqtk{w' "Tqng'kp"Rq<sup>193</sup>rke{"O cn<sup>194</sup>kpi .o"Medical History"74\*422: +2533/480'

<sup>79</sup>"tlej ctf "L<sup>195</sup>0Gxc<sup>196</sup>pu. In Defence of History \*Nqpf qp<I t<sup>197</sup>cpw"Dq<sup>198</sup>qmu."3; ; 9+."7; 0'

<sup>7</sup>:"L<sup>199</sup>E(F<sup>200</sup>0E<sup>201</sup>ctm"Our Shadowed Present: Modernism, Postmodernism and History"\*Nqpf qp< C<sup>202</sup>wp<sup>203</sup>ke"Dq<sup>204</sup>qmu."4225+."36/370'

## METHODS AND SOURCES

"

Rtlo ct { 'cu'y gmi'cu'ugeqpf ct { 'uqwtugu'j cxg'dggp'wugf 'y kj 'uqo g's wcpvkcvcxg' cu'y gmi'cu's wcrkvcxg'f cwc'cpf 'cpcn{ uku0'Dgecwug'r wdrke'j gcnj 'y qo gp' f qevqtu'ku'c'vqr le'y j gtg'vj gtg'ku'rkwg'qt'pq'kphqto cvkqp'kp'vj g'rkgtcwtg.'kv' y cu'ko r qtcvpv'q'i cvj gt'gxkf gpeg'htqo 'cu'o cp { 'f khtgtpv'uqwtugu'cu'r quikdrg' vq'uj gf 'hki j v'qp'gxgpw'cpf 'qp'vj g'hcevqtu'cpf 'kphwgegu'kpxqrgf 0T gugctej " eqo dlpkf . 'vj gtghqtg.'c'tgxkgy "qh'tgrgxcpv'lqwtpcn'ctvkgu.'y tkkpi u'd { " eqo o gpwvqtu.'cpcn{ uuu'cpf 'j kvqtkcpu'qp'vj g'P J U.'r wdrke'j gcnj . 'r wdrke' j gcnj 'cpf 'j gcnj 'ugt xleg'y qtnhqtegu.'ng { 'r qrke { 'cpf 'eqo o kvgg'r cr gtu'cu' y gmi'cu'cpcn{ uku'qh'j gcnj 'cpf 'iqecni qxgtpo gpv'ugt xleg'pwo gtkecn'f cwc." tgrgxcpv'ctej kxg'o cvgtkcn'Qtcn'kpvt xleg u'y gtg'wvf gtvcngp'ur gekhkecm { 'hqt' vj ku'vj guku'y kj 'r tqo kpgpv'hgo crg'f qevqtu'htqo 'r wdrke'j gcnj 'cpf 'htqo 'qvj gt' o gf kecn'f kuekr nkgu0"

"

Hqwt'o clp'uqwtugu'qh'ctej kxg'o cvgtkcn'y gtg'tgxkgy gf 'gur gekcm { 'vj qug'j grf " d { 'vj g'Hcewn { 'qh'Rwdrke'J gcnj \*HRJ + 'cpf 'vj g'O gf kecn'Y qo gpw' Hgf gtcvkqp0: "Qvj gt'tgrgxcpv'o gf kecn'eqo o kvgg'r cr gtu'cpf 'o kpwgu'tgrvki " vq'r wdrke'j gcnj 'cpf 'vq'o gf kecn'y qtnhqteg'r nppkpi 'dgvy ggp'3; 22'cpf '3; ; 5" j grf 'cv'vj g'DO C'y gtg'gzco kpgf 'cu'y gmi'cu'vj g'pcvkqpcn'Eqpwn'cpw' Eqo o kvgg'\*LEE+'r cr gtu'j grf 'cv'Tq { cn'Eqmgi g'qh'Qdugv'lekcpu'cpf " I { pcgeqmi kuw'\*TEQI +0Vj g'P cvkqpcn'Ctej kxgu'j qrf u'r cr gtu'tgrvki 'vq'vj g' 3; 96'j gcnj 'ugt xlegu'tgqti cpk cvkqp0Vj g'eqpv'p'ceeguugf 'htqo 'gcej 'qh' vj gug'ctej kxgu'ku'rkvgf 'cv'vj g'gpf 'qh'vj g'dkdrki tcr j { 0Vy q'qh'vj g'o clp' ctej kxgu'r tqxkf gf 'kpuki j w'kpq'vj g'tclgevt { 'hqt'r wdrke'j gcnj 'y qo gp' f qevqtu.'vy q'kpq'vj qo gp'f qevqtu'cetquu'vj g'tguv'qh'o gf lekpg0Vj g'HRJ 'ku'vj g' r tqhgu'kqpcn'qti cpk cvkqp'cpf 'ucpf ctf 'ugwki 'dqf { 'tgr tgu'pki 'WM'r wdrke' j gcnj 'f qevqtu'kp'tckpki 'cpf 'cv'eqpuw'ncpv'ngxgr0'Ku'ctej kxgu'kpen'f g' ko r qtcvpv'f kuewu'kpu'cdqww'vj g'guvdrkuj o gpv'qh'vj g'pgy 'eqo o wpkv { " o gf lekpg'f kuekr nkg'cpf 'i tqwvf 'twgu'hqt'ceegu'vq'o go dgtuj kr 'qh'kv'cu'y gmi' cu'ur gekcm { 'tckpki 'tgs vkt go gpw0Vj gug'y gtg'r ctvkwrcn { 'vughw'lp' guvdrkuj kpi 'j qy 'gs wcrkv { 'dgvy ggp'o gp'cpf 'y qo gp'y cu'cdng'vq'dg"

<sup>7</sup>: 'HEO 'dgvy ggp'3; 94'cpf '3; ; . 'vj g'Hcewn { 'qh'Rwdrke'J gcnj 'O gf lekpg'\*HRJ O + 'dgvy ggp' 3; ; ; 'cpf '4226.'vj g'HRJ 'htqo '42260'

f g x g n r g f 'k p' v j g' u r g e k n { 0 " N k n g y k u g . " v j g' D O C " R w d r k e " J g c n j " E q o o k w g g " j g r g f ' e j c t v' v j g' r t q i t g u u' q h' r w d r k e " j g c n j " c u' c' o g f k e c n f' k u e k r n k p g' v j t q w i j " k u " x c t k q u' l k g t c v k p u' y k j k p' i q e c n i' q x g t p o g p v' v j g p' v j g' j g c n j " u g t x k e g . " c u' y g n i' c u " j k i j r k i j v' v j g' o c l q t' r q r k e { " k u w g u' d g y g g p' v j g' f' k u e k r n k p g " c p f " v j g' O k p k u t { " q h " J g c n j " \* c p f " k u' u w e e g u u q t " d q f k g u + " y j k e j " u g v' l p " e q p v g z v' v j g' r t q i t g u u' q h " y q o g p' f q e v q t u' y k j k p' v j g' u r g e k n { 0 " V j g' O Y H " v j g' o c k p' i q d d { k p i " d q f { " q p " d g j c n i' q h' y q o g p' f q e v q t u' i t q o " v j g' 3 ; 4 2 u . " j c u' g z v g p u k x g " c t e j k x g u' q h' k u " c e v k x k g u' v q' r t q o q v g' c e e g u u' v q . " c p f " e c t g g t' f g x g n r o g p v' y k j k p . " o g f k e l k p g' h q t " y q o g p O K' y c u' r c t v k e w r t n { " c e v k x g' f v t k p i " v j g' 3 ; 8 2 u " c p f " 3 ; 9 2 u " l p' v j g' h i j v' v q " c e j k g x g' r c t v' k o g' t c l k p i " c p f " r c t v' k o g' e c t g g t' r q u u' h q t " y q o g p' f q e v q t u . " c t i v k p i " h q t " t g c v o g p v' q h' y q o g p' f q e v q t u " c u' c' u r g e k n i' e c u g 0 " " V j g' I E E " y c u " g u v d r k u j g f " l p' 3 ; 8 4 " v q' e q p u k f g t " c n i' o c w g t u " e q p e g t p k p i " e q p u w n c p v' j q u r k e n " r t c e v k e g . " p g i q v k v k p i " y k j " v j g' O k p k u t { " q h " J g c n j 0 <sup>82</sup> " K u " c t e j k x g u' r t q x k f g . " v j g t g h q t g . " w u g h w i' c f f k k q p c n i' l p h q t o c v k p " q p " j q y " y q o g p' f q e v q t u' y g t g " t g i c t f g f " c p f " t g c v g f " d { " c' o c r g / f q o k p c v g f " o g f k e c n i' r t q h g u u k p p 0 " "

V y q' r j c u g u' q h' l p v g t x k g y u' y g t g' e q p f w e v g f " v q' u w r r n g o g p v' l p h q t o c v k p " c e e g u u g f " l p' v j g' c t e j k x g u' c p f " j g r " h k n i' c r u' l p' v j g' n k g t c w t g 0 " U g o k f k t g e v g f " q t c n i' j k u q t { / v e n k p i " y c u' v j g' o g v j q f " w u g f " d g e c w u g' q h' k u' c d k r k v { " v q' c m y y " l p v g t x k g y g g u' v q' t g e q w p v' v j g k t " g z r g t k p e g u' l p' v j g k t " q y p' y q t f u' l p' v j g' e q p v g z v' q h' d t q c f " q r k e " c t g c u 0 Q t c n i' j k u q t { " o g v j q f q n i { " c m y y u' v j g' l p e n u k a p " q h' g z r g t k p e g u' c p f " r g t u r g e v k x g u' q h' i t q w r u' q h' r g q r n g' y j q' j c x g' t g o c k p g f " o k p x k u k d r g . o' c u' y g t g' r w d r k e " j g c n j " y q o g p' f q e v q t u' l p' v j g' 3 ; 9 2 u " c p f " 3 ; : 2 u 0 <sup>83</sup> " K' k u' c n u q' c " w u g h w i' v q n i' l p " c m y y k p i " l p v g t x k g y g g u' v q' o c n g' u g p u g' q h' v j g' r c u w 0 <sup>84</sup> " C p' l p k k e n i' r j c u g' q h' u k z " q t c n i' l p v g t x k g y u' y k j " u g p k q t " o g f k e c n i' y q o g p' y c u " e q p f w e v g f " d g y g g p " 4 2 2 ; " c p f " 4 2 3 3 . " y q' r k u u' c p f " h q w t' h q t o c n i' l p v g t x k g y u 0 " V j g u g' r t q x k f g f " w p f g t u v c p f k p i " q h' v j g' h c e v q t u' e q p v t k d w k p i " v q' v j g' t k u g' q h' y q o g p' f q e v q t u' y k j k p' o g f k e l k p g' c p f . " l p' r c t v k e w r t . " v q' c e j k g x g o g p u' c v " u t c v g i k e " r g x g n u' l p' o g f k e l k p g 0 " C " u g e q p f " r j c u g' q h' l p v g t x k g y u' y k j " g r g x g p " y q o g p' c p f " v j t g g' o c n g' r w d r k e " j g c n j " f q e v q t u' y c u' e q p f w e v g f " d g y g g p " 4 2 3 6 "

<sup>82</sup> " I E E " C t e j k x g u . " o k p w g u " 5 2 " Q e v 0 3 ; 8 5 0 "

<sup>83</sup> " T q d g t v' R g t m i' c p f " C r k u c k t " V j q o u q p . " o k p v t q f w e v k p " v q' 4 p f " g f p . o' l p " *The Oral History Reader* , " g f 0 T q d g t v' R g t m i' c p f " C r k u c k t " V j q o u q p " \* N q p f q p " c p f " P g y " l q t m " T q w g f i g . " 3 ; : : + " k z 0 "

<sup>84</sup> " *Ibid.* , o E t k k e c n i' F g x g n r o g p w u " l p v t q f w e v k p . o' 6 0 "

cpf "42370Vj g'O Y H'cuukngf 'lp'ugewtkpi 'lpkkn'ceeguu'v'q'y q'qh'v'j g'lpkkn' i tqwr 'qh'lpvgtxky ggu0"Y qtf "qh'o qwj 'r tqxf gf 'v'j g'tgo clpki 'hwt0"Vj g" ugeqpf 'ugv'qh'lpvgtxky ggu'y cu'cr r tqcej gf 'xc'v'j g'HRJ 'lpnwf kpi 'v'j tqwi j " cp'cf xgtv'r nregf 'lp'ku's wctvgt n' 'o ci c| kpg'lp'Ugr vgo dgt "42360Vj gkt 'gctn' " ectggtu'ur cppgf 'v'j g'3; 96"j gcnj 'ugt xlegu'tgqti cpk ckkp'y kj 'v'j tgg'y qtnkpi " lp'rqecni qxgtpo gpv'dghqtg'3; 960"Vj g'qxgtcm'ectggtu'qh'v'j g'lpvgtxky ggu" ur cppgf 'v'j g'f gecf gu'ltqo 'v'j g'uctv'qh'v'j g'j gcnj 'ugt xleg'y gml'p'v'j g'3; : 2u" cpf '3; : 2u0"Vj qug'lpvgtxky ggu'cr r tqcej gf 'f k'gevn' 'd{ 'v'j g'O Y H'cpf 'HRJ " y gtg'vcti gvgf 'hqt'v'j gkt 'r tqo kpgpv'tqrgu'lp'gkj gt'o gf lekpg'qt 'r wdne"j gcnj 0" Vj qug'i gpgtcvgf 'd{ 'y qtf "qh'o qwj "qt'v'j g'cf xgtv'\*. 'lp'v'q'cn'y gtg'o qtg" tcpf qo "dw'p'g'x'gt'v'j g'rguu'o cf g'c'xc'ncdng"eqpv'kdwkq'v'q'y g'g'x'kf g'peg0Cm' dw'v'q'y gtg'lp'ugplqt'tqrgu0""

"  
Ukz "qh'v'j g'v'j gpv' 'lpvgtxky gf 'y gtg'cv'o gf kecn'uej qqn'lp'v'j g'3; 62u."v'j tgg'lp" v'j g'3; 72u."hwt'lp'v'j g'3; 82u."ukz'lp'v'j g'3; 92u"cpf "qpg'lp'v'j g'3; : 2u0Cm'39" y qo gp'y gtg."qt"j cf "dggp."o cttkgf "cpf 'ukz'vgg"j cf "ej k'f tgp."v'j q'y qtnkpi "cu' ukpi rg'o qv'j gtu0Cm'dw'v'q'qh'v'j g'y qo gp'y gtg'lp'o clqt'utcvgi ke'rgcf gtuj k' " tqrgu'cnj qwi j 'v'j g'v'j q'lp'r wdne"j gcnj 'y j q'tgo clpgf "cv'eqpuwncpv'rgxgn' p'g'x'gt'v'j g'rguu'w'pf gtv'q'qn'r r'cpplkpi 'tqrgu0"Vj g'v'j tgg'o gp'y gtg'lp'o clqt'r wdne" j gcnj "utcvgi ke'tqrgu0Vj gkt 'r gtur gev'x'g'qp'v'j g'i gpf gt'p'gw'w'c'rkv' 'qh' eqo o w'pkv' 'o gf lekpg'cpf 'v'j g'cr r tqcej "v'q'y qo gp'y kj lp'v'j g'f k'uek r'kpg" r tqxf gf 'ko r q'v'cp'v'f g'v'ck0"Dq'v'j "ugw'qh'lpvgtxky u'y gtg'j gnr hwt'lp'r tqxf kpi " cf f'kk'q'pcn'eqpv'g'v'v'ht'v'j g't'kug'qh'v'j qo gp'f qev'qtu'lp'c'tcpi g'qh'ugw'kpi u'cpf " h'cev'qtu'v'j cv'j k'pf gtgf "qt'uw' r q'v'gf 'v'j k'u't'kug'cu'y g'm'cu'hqt'f'tcy kpi " eqo r c't'ku'pu."y j gtg't'g'rg'x'cpv."dgvy ggp'v'j qug'lp'r wdne"j gcnj "ectggtu'cpf " v'j qug'y qtnkpi 'lp'q'v'j gt'o gf kecn'f k'uek r'kpgu."pqv'q'pn' 'v'j gkt'g'zr gt'k'pegu'cv" o gf kecn'uej qqn'cpf 'lp'v'j g'o gf kecn'y qtnr nreg'dw'j qy 'v'j g'f 'cej k'x'gf 'v'j gkt" utcvgi ke'tqrgu'cpf "j qy ."q'peg'v'j gtg."v'j g'f 'eqo d'kpgf 'v'j go 'y kj 'h'co k'f 't'k'g0<sup>85</sup>"

<sup>85</sup>"Eqo o qp'r cv'j u'ltqo 'r wdne"j gcnj "eqpuwncpv'v'q'utcvgi ke'tqrgu'y gtg'x'k'ugt xleg" f gr c't'vo gpw'lp'v'q'tqrgu'ht'v'j g'HEO "v'j gp'p'cv'k'q'pcn'eqo o k'v'gg."lpvgt'p'cv'k'q'pcn'j gcnj 'y q'tn'qt" ugplqt'r quu'lp'FJ 00 cp'j 'j grf "cecf go ke'r quu'cv'v'j g'uco g'k'o g0Rtqo kpgpv'y qo gp'lp" r wdne"j gcnj 'hqt'k'm'w'v'c'v'k'p'lp'nw'f g'Fco g'Tqugo ct'f "Twg."y j q'o q'x'gf "ltqo "dgkpi " Cuukv'cpv'TO Q'v'q'TO Q'cpf "TI O "cv'Q'zh'q'tf "Tgi k'p'd'gh'q'tg'd'geqo kpi "HEO "Rt'guk'f gpv'v'j gp" Rt'guk'f gpv'qh'v'j g'DO C'cpf "Rt'q'hu'q't'qh'Rwdne"J gcnj "q'd'kw'ct'f 'lp'"The Lancet."587"34"Hgd0' 4227+<787="Ukcp'I t'k'h'k'j u"\*QDG+."y j q'o q'x'gf "ltqo "dgkpi "eqpuwncpv'lp"J c'empg'f "FJ C'cpf " Q'zh'q'tf "TJ C'v'q'TFRJ "lp'U'q'w'j "Y guv'Vj co gu."FRJ "hqt'Q'zh'q'tf u'j k'g"J gcnj "C'w'j q't'k'f "v'j gp" Rt'guk'f gpv'qh'v'j g'HRJ ."Rt'q'hu'q't'qh'Rwdne"J gcnj "cv'v'j g'Ej k'p'gug'W'p'k'x'g't'uk'f "qh'J qpi "M'q'pi."

Vj gug'grikg'y qo gp'y gtg'pqv'pgeguuctkn{ 'v{ r lecn'qt 'tgr tguqpv'kxg'qh'o quv' o gf lecn'y qo gp'qh'yj g'ko g'cpf 'y g'r ngj qtc'qh/'htgs wgpv' 'rti g/uecng'/' uwxg{ u'qh'y qo gp'f qevtu'y j lej 'qeewttgf 'dgw ggp'3; 72'cpf '3; ; 2'j gr gf " r tqxkf g'kphqto cvkqp"qp'yj g'gZR gtkepeg'qh'y qo gp'f qevtu'kp'nguu'r tguvki kquu" tqngu0J qy gxgt. 'y g'grikg'y qo gp'ctg'ko r qtcpv'dgecwug. 'f gur kg'yj g'j wtf ngu" yj g{ 'gpeqwpvgtgf. 'y g{ 'y gtg'cdng'v' i q'dg{ qpf 'ectggt' i tcf g'v' tgej 'y g'vqr " qh'y gk' r ctvlewt' o gf lecn'v' ggu'y j gyj gt'kp' r wdike'j gcnj. "enplecn'o gf lekpg" qt'o gf lecn'r qrkku. 'j gcnj 'ugt'xleg'r qnle{ 'qt'gf wecvkqp0'C'pwo dgt'y gtg" etwekn'v' g'xg'p'v' qwnkpgf 'kp'yj g'g'xkf gpeg'ej cr vgtu'cpf 'r tqxkf gf. 'y gtghqtg." cff kkpncn'okpukf gö'kphqto cvkqp0"

"  
Kpvtxky "vqr keu'y gtg'kphqto gf 'd{ 'y g'rkgtcwtg'y j lej 'j ki j rki j vgf 'kuu'gu" hqt'y qo gp'f qevtu'uwej "cu'r tglwf leg'q'xgt' i gpf gt'tqngu. 'r tqdngo u'kp" ceeguulpi 'v'cl'kpi "cpf 'eqo r tqo kugu'o cff g'q'xgt' h'kpcn'ej qleg'qh'ectggt0Vj g" kpvtxky u'r tqxkf gf 'c'f f kkpncn'htuv'j cpf 'kphqto cvkqp"qp'yj cv'k'y cu'ikng'v'q" dg'c'o gf lecn'u'w'f gpv'cpf 'f qevqt' f wtkpi 'y g'3; 72u."3; 82u'cpf '3; 92u'cpf " wpf gtucpf 'dgwgt' u'qo g'qh'yj g'r tguuwtgu'cpf 'dctt'ktu'qh'yj g'ko g'cu'y gni'cu" y j cv'qr r qtwpkku'yj gtg'y gtg'hqt' c'f xcpego gpv0"Vqr keu'eqxgtgf 'kpen'f gf " y j cv'dtqwi j v'y go 'v'q'o gf lekpg. 'y gk' hco kn' 'dcemi tqw'pf 'cpf 'r gtucpncn' uwr r qt'v'u' u'go u. 'y gk' gf wecvkqp'yj gp'o gf lecn'qt' r wdike'j gcnj 'ectggtu. 'y gk' " kpf kxkf wcn'eqpvt'kdwkqpu'cu'y gni'cu'kpuki j w'kpv'v'yj gk' g'ZR gtkepeg'y qtnkpi 'cv' ugplqt' h'gxgu'cpf 'j qy 'y g{ 'j c'f 'cttkxgf 'cv'yj gug'tqngu0"Vj qug'y qtnkpi 'kp" o gf lecn'f kuekr nkp'gu'q'yj gt'yj cp'r wdike'j gcnj 'y gtg'cungf 'cdq'w'yj gk' " eqpvt'kdwkqp'v'q'yj g'f g'xgnr o gpv'qh'y qo gp'f qevtu0Vj qug'y qtnkpi 'kp" eqo o w'k'v' 'o gf lekpg'cpf 'r wdike'j gcnj 'y gtg'cungf 'c'f f kkpncn's wgu'kqpu" cdq'w'yj g'ej cngpi gu'cpf 'g'ZR gtkepeg'qh'y qtnkpi 'y kj kp'yj g'o cpci go gpv' v'ktu'qh'yj g'j gcnj 'ugt'xleg'cpf 'r tqi tguu'yj gtg'kp'dg{ qpf 'ectggt' i tcf g0"Vj g{ " y gtg'cnuq'cungf 'hqt'yj gk' xky u'qp'r wdike'j gcnj 'cu'cp'cr r ctgpv' 'i gpf gt" pgwtcn'f kuekr nkp'g0Vj g'tgugcte'j 'ej cr vgtu'y kn'g'ZR nqtg'yj g'f k'htg'p'egu" tgr qtvgf 'hqt'r wdike'j gcnj 'y qo gp'y qtnkpi 'kp'cp'gpxkqpo gpv'qh'gs wcn'

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[j wr dly y y f gdtgwu0qo lr gqr ng lf gdtgwu/722 jgf wecvkqp lulcp/i tktkxj u](#) \*ceeguugf "  
24B44237+Uj gkr' Cfco. 'y j q'o q'xgf 'htqo 'dglpi 'eqpuwncpv'kp'Dtgpv'J C'v'q'dglpi 'TFRJ " hqt'PY 'Vj co gu. 'F gr w'v' 'EO Q. 'FRJ 'hqt'Nqpf qp'U'c'v'gi le'J gcnj 'Cw'j qtkv'. 'Xkuk'kpi " Rtqhg'uuqt'cv'yj g'NUJ VO. 'eq/hq'w'pf kpi 'ej ck'qh'yj g'WM'Rwdike'J gcnj 'Cuuqelcvkqp. "  
[j wr dly y y 0wgrte0wmlj j f lqwr gqr ng hj gkr'cf co](#) \*ceeguugf "4: 1234236-0"



pwo dgtu'qh'o gp'cpf'y qo gp'y kj 'vj qug'ugpkqt'y qo gp'lp'y g'tguv'qh'  
o gflekpg'y j gtg'y qo gp'y gtg'lp'y g'o kqtkv{0"kpvtxky gt'qdlgevkv{."c"  
r qvgpvcn'kuwg'lp'qtcn'j kxqt{/vcn'kpi . 'y cu'i wctcpvggf "cu'ht'cu'r quikdng'd{ "  
cun'kpi "qr gp/gpf gf "s wgvkqpu. 'hqmy kpi "wr "qp'ur gekhe'r qkpw'tckugf 0<sup>6</sup>"  
Tgxky 'qh'vj g'vcpuetkr w'cmqy gf 'r cwgtpu'cpf 'vj go gu'vq'go gti g'y j kej . 'lp"  
wtp. 'cmqy gf "eqo r ctuqp'cpf "eqvtcuw'vq'dg'o cf g'y kj kp'cpf "dgw ggp'vj g"  
vy q'i tqwr kpi u'cpf "vq'j ki j rki j v'f khtgpegu'dgw ggp'vj go 0<sup>7</sup>"Vj ku'j gr gf "  
r tgu'xg'eqpukngpe{ "cpf 'i gpgtcv'uo cm/uecn'g' i gpgtcn'kucv'kpu0<sup>8</sup>"Vq' r tgu'xg"  
cpqp{o kv{ . 'vj g'lpvtxky ggu'ctg'tghgtgf "vq'd{ "cn'j cdg'ecn'ngwt'lp'y g"  
vj guku0Vq'vj gug'lpvtxky u'wpf gtvcngp'ur gekhecm' 'hqt'vj ku'tgugcte j . 'r wdrkn' "  
ceeguikdng'lpvtxky u'y kj "r tqo kpgpv'r qqr ng'lp'r wdrke'j gcnj 'lp'y g'3; 92u"  
cpf '3; : 2u'y gtg'cuq'wugf 'lp'y g'y guku'y j gtg'vj g{ 'r tqxkf gf "cf f kxqpcn'  
kphqto cvkqp0'  
"

Vj g'utgpi vj 'qh'vj g'lpvtxky u'y cu. 'vj gtghqtg. 'lp'y g'lpvtxky gguo'  
eqpukf gtgf "tghgevkv'pqv'qpn{ "qp'vj gkt'ectggt'tclgevktgu'dw'cuq'qp"  
tngxcpv'gxgpw'cv'vj g'vko g0C'uo cm'pwo dgt'qh'lpvtxky u'qp'vj gkt'qy p. "  
j qy gxgt. 'r tqxkf gf "kpuw'hekv'gxf gpeg'qh'vj g'ej cpi gu'vj cv'qeevttgf "cpf "  
pggf gf "vq'dg'uw r rgo gpvgf 'd{ "qvj gt'f cvc0Ej ctv'kpi 'vj g'gctn{ 'pwo gtkecn'  
r tqi tgu'qh'y qo gp'f qevqtu'y cu'r tqdngo cvk0"Dghqtg'3; 6: 'r qvgpvcn'f cvc"  
uqwtgu'y gtg'gkj gt'vj g'I O E'O gf kecn'Tgi kugt'qh'cm'o gf kecm' 's wcn'kkgf "  
r gtuqppgn'y j q'o gv'ur gekhe'etkgtk'cpf 'y j q'r ckl 'vj g'cppwcn'tgi kmtcvkqp'hgg."  
y j gvj gt'y qtnkpi "qt'pqv'qt'vj g'ugth'eqo r ngvgf 'kphqto cvkqp'qdvkpgf 'htqo "  
f gegppkn'egpuwugu0Dqvj 'y gtg'f ggo gf "vptgrkcdng'lp'y gkt'ceewtce{ 'hqt"  
j gcnj 'ugt'xkegu'o cpr qy gt'r ncpkpi 0<sup>9</sup>"Vj gtg'cr r gct'vq'j cxg'dggp'pq'tgrkcdng"  
o gcpu'qh'eqwv'kpi 'vj g'öcevkxgö'o gf kecn'y qtnhqtg. 'go r mq{gf "qt'hwf gf 'd{ "  
vj g'P cvkqpcn'I gcnj "Ugt'xkeg. 'dghqtg'vj g'O kpkmt{ "qh'I gcnj 'dgi cp. 'lp'3; 84."  
ku'cppwcn'y qtnhqtg'egpuwu0"Cnj qwi j 'vj g'o quv'tgrkcdng'uqwtg'qh"  
kphqto cvkqp. 'i kxgp'vj cv'qxgt"; 2' "qh'cevkxg'f qevqtu'y qtngf 'y kj kp'qt'hqt'vj g"

<sup>86</sup>Rgtm'cpf "Vj qo uqp." *Oral History*, 6/70

<sup>87</sup>N{p'Tlej ctf u." *Handling Qualitative Data: A Practical Guide* \*Nqpf qp<Uci g"  
Rwdrkecvkpu."4227+."327/430'

<sup>88</sup>Uqvt'kqu'Uctcpv'cn'qu." *Social Research*, 5tf "gf p" \*Nqpf qp. 'Rcn' txcg'O ceo kncp<4227+."5670'

<sup>89</sup>Guvqp. " *Women Doctors*. 'Ej cr vgt'KK'63/7: =O kpkmt{ "qh'I gcnj . 'Report of the Inter-departmental Committee on Medical Schools" \*I qqf gpqwi j 'Eqo o kvgg+ \*Nqpf qp<J O UQ."  
3; 66+."47; /820'



eqpf wevgf "d{ "KcdgnCmgp"lp"3; : 7/8"eqxgtkpi "cm'WM'o gf lecn's wcnkltu"  
 htqo "fkuetgvg" { gctu"cpf "lpvgtxkgy kpi "c"tcpf qo "uco r ng0" Tgi wrct "eqj qtv"  
 uwf lgu"qp"vj g'ectggt "lpvgpvkpu"qh'cm'WM'o gf lecn'i tcf wcvgu'dgi cp"lp"vj g"  
 3; 92u0<sup>5</sup> "Y j kuv'pqv'r tguvkvpi "c"vqcn'r lewtg"qt'r tqxkf kpi "ceewtcvg"tgpf "  
 kphqto cvkqp."vj gug'uwtxg { u'pgxgtvj gnguu'lpf lecvgf "vj g'eqpegtpu"qh'r qnke { "  
 o cngtu."o gf lecn'Tq { cn'E qmgi gu."nqdd { kuv'cv"vj g"ko g"cpf ."qh'eqwtug."  
 gzer gtlgpegu."cvkwf gu"cpf "xkgy u"qh'y qo gp"f qevqtu" \*cpf "qecukqpcmf { "o gp+"  
 vj go ugrxgu0Vj g { "r tqxkf g" c"öupcr "uj qvö"qh'y j cv'y cu"j cr r gplkpi "qp"vj g"  
 i tqwpf "vq"eqpvtkdwg"vq"wpf gtuvcpf kpi "qh'ng { "eqpegtpu"cpf "hcevqtu"vj cv'f tqxg"  
 ej cpi g0Vj gtg'y cu."vj gtghqtg."c"tlej "vj ggtg'lecn'cpf "go r k'lecn'kxgtcwtg"vq"  
 f tcy "wr qp"cu'y gm'cu'tgxkgy u"cpf "tgr qtu"qp"vj g'ucvg"qh'y qo gp"lp"o gf lekpg"  
 cv'f kltgtgpv'r qkpwlhtqo ."r ctvlewrctn { ."vj g"3; 82u0<sup>6</sup> "K'y cu'cnq"ko r qvcpv"vq"  
 nqnm'cvkuwgu"vj cv'f tqxg"ej cpi g'ht"vj g'y j qng"qh'y g'o gf lecn'y qtnhtqteg"cpf "  
 vq"nqnm'cv'tgngxcpv'lpvgr n { u"qh'r qy gt"cpf "kphwvpeg"dgy ggp"vj g"j gcmj "  
 f gr ctvo gpv'cpf "vj g'o gf lecn'r tqhguukqpcn'qti cplucvkvpu0C"r ctvlewrctn { "  
 kphqto cvkxg"ugevkvq"qh'y g'kxgtcwtg'y cu"vj g"cr r tqcej "vcnrgp"vq"r rcpplkpi "vj g"  
 j gcmj "ugt xkgy"o gf lecn'y qtnhtqteg'y kj kp"vj g'dtqcf gt"j gcmj "r qnke { "eqpvzgv"  
 kpenwf kpi "tngxcpv'qti cplk cvkqpcn'ej cpi gu0Vj g'kxgtcwtg"cnq"r tqxkf gf "  
 eqpvzgv'htq"cp"gzco kpcvkvq"qh'y g'uqelgvn'ej cpi gu'y j lej "chhgevgf "vj g'cdkdv { "  
 vq"y qtn'cpf "vj g'co dkkvpu"qh'y qtnkpi "y qo gp"kpenwf kpi "vj g'go r nq { o gpv'qh"  
 o cttkgf "y qo gp."cvkwf gu"vq"gf wecvkvq"cpf "gf wecvkvqpcn'cvckpo gpv."  
 f kuetko kpcvqt { "r tcevkegu."ej cpi gu"lp"vj g'ci g"qh'o cttkci g."eqo r ctvkvpu"  
 dgy ggp"y qo gp"f qevqtu"cpf "qvj gt"r tqhguukqpcn'i tqwr u"cpf "ej cpi gu"lp"vj g"  
 eqpvqn'qh'htg vkv { 0""

"

"

<sup>95</sup>"Tgcp"GO Ncy tlg"gv'cn0"öY qtnkpi "Y qo gp"f qevqtu.ö"BMJ 3. 76: 6\*34"Hgd03; 88+<62; /34=" Cnrgp"Doctors and Their Careers, 3=10Rctnj qwug"cpf "E00 eNcw j rkp."öEctggt "Rtghgtgpegu" qh" f qevqtu" tcf wcvkpi "lp"3; 96.ö"BMJ"4.'8258\*3; 98+<852/40'

<sup>96</sup>"Kp"cf f kkvq"vj gtg'y gtg'tgi wrct "gf kqtkcn'cpf "ctvlegu"qp"vj g'ucvg"qh'y qo gp"lp"o gf lekpg" y kj kp"vj g"BMJ"cpf "vj g'Dtkkij "Lqwtpcn'qh'O gf lecn'Gf wecvkvq"\*BJME+0Vj g'FJ UU'FJ "cu" y gm'cu"vj g'O Y H'cpf "DO C"r tqf wegf "r gtlkf le"wr f cvg'tgr qtu"qp"r tqi tguu'y kj "tgetvko gpv" cpf "vtclpki "qh'y qo gp"f qevqtu" f wtkpi "vj g'r gtlkf "eqxgtgf "d { "vj g'tgugctej 0""

Vj ku'vj guku'wpls wgn{ "eqo r ctgu'vj g'tclgevqt{ "qh'r wdrle"j gcnj 'y qo gp'f qevqtu"  
y kj 'y qo gp'y qtnkpi 'lp'qvj gt'o gf kecn'f kuck r kpgu0K'cko u'vq'f go qpwtcvg"  
vj cv'r wdrle"j gcnj 'f gxgnqr gf "c'ur gekhe"o qf gn'ht'ku'hgo crg"o gf kecn'  
y qtnhqteg"vj cv'y cu'ngzldng."cmjy gf 'y qo gp"vq'r tqi tguu'cpf "cej kxg'vj gkt"  
r qvgp'kcn0Vj ku'cti wo gpv'j cu'dggp'dwkn'wr 'htqo "etk'kecn'pcpn{uku'qh'vj g"  
rkgtcwtg'cpf 'r tgu'pvc'kqp'qh'ng{ 'lp'hwgpegu'qp'hcevqtu'y j lej 'f grkxgtgf "  
ej cpi g0'  
"

35

tgqti cpl cqlp'lp"3; ; 3."cpf "ej ctu'yj g'i tcf wcl'r tqi tgu'qh'y qo gp'f qevtu'lp"  
 yj g'tgu'qh'o gf kelpg'vq'tgcej "ectggt'i tcf g'eqo r ctgf "y kj "r wdrle"j gcnj "  
 y qo gp'f qevtu."o cp{ "qh'y j qo "o qxgf "qp'vq'ugewt'g'o clqt'utcvgi k'etqrgu'lp"  
 j gcnj "ugtxleg'o cpci go gpv'kgu0"Gcej "tgugctej "ej cr vgt'ku'utwewt'gf "  
 yj go cklecm{ "y kj lp'yj g'ej tqpqm{ { "hqt'yj cv'ugevklp0Vj g'r gtur gevkg'qh"  
 r wdrle"j gcnj "y qo gp'f qevtu'r tqxkf gu'yj g'hqewu'yj tqwi j qw0Vj g'eqpenmf lpi "  
 ej cr vgt."Ej cr vgt"Ukz."clo u'vq'r tqxkf g'uqo g'cpuy gtu'vq'yj g'yj ktf "tgugctej "  
 s wguvklp."y j { "pqdqf { "tgo ctngf "qp'yj g'r tqi tgu'o cf g'd{ "r wdrle"j gcnj "  
 y qo gp'f qevtu'lp'yj g"3; 92u'vq'yj g"3; ; 2u."yj gp'f tcy u'vqi gyj gt'yj g'yj tgcfu"  
 cpf "cti wo gpw'htqo "yj g'tgugctej "ej cr vgtu'hkpnf "vq'yj g'hvgtcwtg'cpf "  
 o gyj qf u'wugf."rgcf lpi "vq'c'uwo o ct{ "qh'yj g'o clp'hkpf lpi u'cpf "qwnklpi "  
 ctgcu'hqt'hwtj gt'tgugctej 0Vj g'eqpenmuklp'lpnwf gu."cnq."c'dtgh'tghgevlkp"  
 htqo "r wdrle"j gcnj "lpvgtxky ggu'hqt'yj ku'tgugctej "qp'yj g'ewtgpv'ukwcvklp"  
 y kj "o wej "qh'yj g'r wdrle"j gcnj "y qtnhqtg'lp"Gpi ncpf "dcem'qpeg'o qtg'lp"  
 nqecni qxgtpo gpv'go r nq{ o gpv'htqo "Cr tkl42350

## CHAPTER TWO: SETTING THE SCENE 1860-1964

### INTRODUCTION

Vj g'vj guku'eqpukf gtu'vj g'ko r rlecukpu'qh'eqpvtcukpi 'tclgevtkgu'htqo "vj g"  
o kf/3; 82u'vq'vj g'gctn{ "3; ; 2u'dgwy ggp'y qo gp'y qtnkpi 'kp'r wdne"j gcnj "  
o gf lekpg'cpf "vj gkt'eqwpvgr ctu'kp'qvj gt'o gf lecnf kuekr rkpgu0Dghqtg"  
gzco kpkpi "vj g'gxkf gpeg."j qy gxgt. "k'ku'guugpvkn'vq'ugcv'vj ku'tgugctej 'kp'vj g"  
go gti kpi 'tqng'cpf "r rneg'qh'y qo gp'kp'r wdne"j gcnj "kp'vj g'rkgtcwtg'cpf "  
j kuxtkqi tcr j { "pqv'qpn{ "qh'r wdne"j gcnj . "r wdne"j gcnj "o gf lekpg."vj g'P J U."  
vj g'tkug'qh'o gf lekpg'cpf "vj g'o gf lecn'y qtnhqteg'y kj kp'vj g'j gcnj "ugtxleg"dw"  
cnq'y kj kp'uqeknc'cpf "ewwtcn'ej cpi gu'cnkpi "r rneg'cv'vj g'ko g0Vj ku'ej cr vgt"  
gxr nqtgu'vj g'ko r cev'qp'y qo gp'f qevtu'qh'kpvgpf gf "cpf "wlpvgpf gf "  
eqpugs wpgegu'htqo "r qrle{ "f gekukpu'chgevkpi "vj g'o gf lecn'cpf "r wdne"j gcnj "  
y qtnhqtegu0K'eqpukf gtu'cnq'y j cv'o cngu'r wdne"j gcnj "f khtgtpv'htqo "qvj gt"  
f kuekr rkpgu'kp'o gf lekpg'cpf "j qy "vj ku'kphwpgpf "vj g'r tqi tguu'qh'y qo gp'kp"  
r wdne"j gcnj 0Vj g'rkgtcwtg'tgxky "ur cpu'vj g'r gtkqf 'htqo "vj g'o kf/  
pkpgvggpj "egpwt { . "y j gp'r wdne"j gcnj "dgeco g'c"ucvg'f grkxgtgf "ugtxleg"cpf "  
cnq'y j gp'f qevtu'y gtg'htuv'eqo r wuqtkn{ "tgi kugtgf . "vq'vj g'emukpi "f gecf gu"  
qh'vj g'vy gpvgvj "egpwt { 0K'ej ctu'vj g'utwewtg'qh'vj g'o gf lecn'r tqhguukqp'kp"  
vj g'WM'y kj kp'vj g'j gcnj "ugtxleg"cpf "j qy "vj ku'j gnr gf "qt"j kpf gtgf "vj g"  
r tqi tguu'qh'y qo gp'y kj kp'ku'y qtnhqteg0"Vj g'ej cr vgt'ku'ugv'qww'kp'hqwt'o clkp"  
ugevkpu'y j lej "kvtqf weg'vj g'o clkp'vj go gu'vj cv'wvf gtr kp'vj g'hqmqy kpi "vj tgg"  
gxkf gpeg'ej cr vgtu0Vj g'htuv'eqxgtu'r wdne"j gcnj "cu'k'f gxgnr gf "cpf "  
ej cpi gf "htqo "vj g'o kf /pkpgvggpj "egpwt { "cu'c"ucvg'twp'ugtxleg."vj g'ugeqpf "  
vj g'tgrvkpuj kr "dgwy ggp'r wdne"j gcnj "f qevtu'cpf "vj g'tguv'qh'enkplecn"  
o gf lekpg'y j lej "rgf "vq'r gtegr vkpu'qh'y gcnpguu'cpf "hqy "ucwuu."vj g'vj kf . "vj g"  
utwewtg'qh'vj g'o gf lecn'r tqhguukqp'y j lej "y cu'vq'j cxg'c'r tqhqwpf "ko r cev'qp"  
vj g'y c { "y qo gp'f qevtu'y gtg'cdng'vq'r tqi tguu."vj g'hqwtvj "vj g'tkug'qh'y qo gp"  
f qevtu'kp'vj g'eqpvz'vqh'ej cpi kpi "tqngu'qh'y qo gp'kp'uqekgv{ 0"  
"

## THE PLACE OF THE UK MEDICAL PUBLIC HEALTH WORKFORCE WITHIN STATE STRUCTURES

J qy 'r wdrle"j gcnj 'j cu'dggp'f ghkpgf 'j cu'j grr gf 'uj cr g'yj g'wpf gtr kppkpi "

u{uugo u'hqt'f grkxgt {0F ghkpkkqpu'j cxg'cnuq'ej cpi gf "qxgt'vko g'kp'kpg'y kj "

wpf gtucpf kpi "qh'f kugcug'ecwucvqp. 'r gtegr vkpu'qh'j gcnj "cpf 'j gcnj 'kuuwgu."

cpf 'ej cpi kpi 'xkgy u'qp'j qy 'j gcnj 'r tqdrgo u'uj qwf "dg'o cpci gf 0F grkxgt { "

u{uugo u'hqt'r qr wrcvqp'j gcnj 'j cxg'dggp'rgf 'ukpeg'yj g'o kf /pkpgvggpyj "

egpwt { 'd { 'o gf lecnf qevqtu's wcnkkgf 'kp'r wdrle"j gcnj . 'pqv'qpn { 'kp'yj g'WM'dw"

kp'qyj gt'f gxgrgf gf "eqwptkgu0"Gcej 'pgy 'r qnle { 'cr r tqcej 'j cu'cf f gf 'vq. "qt"

uj kkgf . 'yj g'tqrg'yj g'r wdrle"j gcnj 'o gf lecn'y qtnhqtg'r n { gf 0'Hgswgpv"

ej cpi g'qh'tqrg. 'j qy gxgt. 'rgf 'vq'wpegtvkvf . 'r ctvwrcn { 'htqo '3; 6: . "qxgt'yj g"

f kuekr kpgau'kf gpvk { 0' "Tqrg'eqphukqp'cpf 'hgy 'ucwu'y kj kp'o gf kelpg"

kpetgculpi n { 'rgf 'vq'f kkwkkgu'kp'yj g'tgetwko gpv'qh'o crg'f qevqtu'kvq'yj g"

ur gekcn { . 'y j knv'k'y cu'cny c { u'c'wughw'uqwtg'qh'go r m { o gpv'hqt'o cttkf "

y qo gp'f qevqtu'dgecwug'qh'yj g'qr r qtwpkkgu'k'r tqxkf gf 'hqt'uguukapcn'cpf "

r ctv'vko g'ekple'y qtn0"

"

Vj g'f ghkpkkqp'qh'yj g'vgo "ör wdrle"j gcnj ö"j cu'dggp'f gdcvgf 'd { 'j knqtkcpu"

cpf 'yj g'r wdrle"j gcnj 'eqo o wpkv { 'kp'Dtkckp'ukpeg'yj g'pkpgvggpyj "egpwt { . "

y kj 'kwrng'ci tggo gpv'cr ctv'htqo 'yj g'o ckp'hqewu'dgkpi "qp'yj g'j gcnj "qh"

r qr wrcvqp'u'cyj gt'yj cp'qp'kpf kxf wcn0Vj ku'hqewu'pgxgtvj grguu'ugv'k'cr ctv'

htqo 'yj g'tguv'qh'ekplecn'o gf kelpg'yj j kej 'y cu'dcugf "qp'kpf kxf wcnf qevqt/

r cvkpgv'kpgtcevqp0Dgttkf i g'et al. knv'ukz 'f kkgtpv'kpgtr tgvkqp'qh'r wdrle"

j gcnj "wugf 'kp'yj g'WM'dgwy ggp'3: 54"cpf '3; 98"eqxgtkpi "ucpkcvqp."

gf wecvqp'kp'yj g'j qo g. 'kphgevp'eqpvtqn'r tggp'vkg'o gf kelpg. 'kkgu'rg."

qti cplugf "ghqtu'qh'uqekgv { 0' "Rctv'qh'yj g'r tqdrgo "uugo u'htqo 'yj g'tqrg'r wdrle"

<sup>3</sup>I ckl'Rlwo "cpf 'Lgpp { "Y tki j v'qwkpg. 'hqt'gzco r rg. "yj g'i tcf wcn'ceetgvqp'qh'F RJ "

tgur qpukdkkkgu'htqo "yj g'3; : 2u'vq'yj g'o kf /3; 2u'kp'tgur qpug'vq'j gcnj 'ugt'xleg'r qnle { "

ej cpi gu. 'kpenf kpi 'cp'kpetgculpi 'hgewu'qp'kpgs wcnkkgu'0Vj g'Tqrg'qh'yj g'F k'gevt'qh'Rwdrle"

J gcnj 'kp'Gpi rpf .ö *Perspectives in Public Health* 353. "3" \*Lcp04233+39/3: 0'

<sup>4</sup>Y gdugt. "Vol. II. "6690" Hqt'f gdcvgu'cdqww'yj g'tqrg'dghqtg'3; 96<htqo '3; 96. 'Lcp'Ngv ku."

öHqo 'Rwdrle"J gcnj 'vq'Ego o wpkv { 'O gf kelpg<Vj g'Y k'gt'Eqpvgzvö'kp' *The Public Health*

*Challenge*, gf 0Ugr j gp'Hcttqy \*Nqpf qp<J wej kpuqp'Gf wecvqp. "3; : 9+; 8=hqt'yj g'3; ; 2u."

F cxf "J wpgt. "öNgcf kpi 'hqt'J gcnj cpf 'Y gmdkpi <Vj g'P g'gf 'hqt'c'P gy 'Rctcf ki o .ö"

*Journal of Public Health* 53. "4" \*422; +424/60'

<sup>5</sup>Xki kpkc'Dgttkf i g'gv'cn0" *Public Health in History* \*O ckl gpj gcf <Qr gp'Wpkxgtukv { 'Rtguu."

4233+; 47/80"

j gcnj "r nc { gf . 'y j lej "ej cpi gf "uki pkhecpw{ "dgw ggp "y g"o kf /pkpgvggpj " egpwt { "cpf "y g"ncv "y gpvgy "egpwt { "kp"hp"y kj "c" f gxgnr kpi "r quv / kpf wutkcn'uqekgv{ . "ej cpi gf "r gtegr vkpu"qh" f kugcug"ecwucvkp"cpf "y j cv" eqpukwvgf "oi qqf "j gcnj 0"J kvqtkcpu"cpf "r wdrke"j gcnj "eqo o gpvcvtu"ci tgg" yj cv"kp f wutkcn'ucvkp"cpf "y g"ter kf "f gxgnr o gpv"qh"wt dcpkucvkp"hpngf "v" r qxgtv{ "cpf "f kugcug"ngf "kp"Dtkckp. "cu"kp"qvj gt "f gxgnr gf "eqwptkgu. "v" uwducpvcn'ucvg"kpvgtxgpvkp"kp"y j gcnj "qh"y g"r qr wrcvkp"cnj qwi j "y g{ " f kuci tgg"qp"ku"r wtr qug0Y j gtgcu'O lej cgnHqwecw. "hqt"gzco r ng. "eqpukf gtgf " gctn{ "ucvg"kpvgtxgpvkp"kp"r qr wrcvkp"j gcnj "uvgo o gf "htqo "c"pggf "hqt" ecr kcnu"eqpvtqn'qh"c"r tqf wekxg"ndqwt"htqeg. "Ej ctngu"Y gduvgt"cpf "Lgh" Htgej "tgi ctf gf "k'o qtg"r qukkxgn{ "cu"o gcpcu"qh"o ckpvckpki "uqekcn" eqj gukqp0F qtqv { "Rqtvg"eqpukf gtgf "uwur lekqp"qh"ucvg"gpvtqcej o gpv'y cu" dgj kpf "y g"o kpo crku"cr r tqcej . "cf qr vgf "d{ "y g"ucvg"kp"Xlevqtkcp"uqekgv{ "v" r tqf weg"c"hpvcvkpki "r qr wrcvkp. "y j gtgcu"Lcpg"Ngv ku"cwtkdwgf "k"v"y j g" uwducpvcn'xqnpvct { "j gr "cxckndng"htqo "y g"o kf f ng"ercuugu"v"y g"r qqt"cpf " f gukwwg0"

"  
Y kj "gcej "go gti kpi "r qr wrcvkp"j gcnj "kuwg. "y gtg'y cu"cp"ceeqo r cp{ kpi " r qukkqp"htqo "i qxgtpo gpv"qp"y j gvj gt"qt"pqv'y gtg"uj qwf "dg"ucvg" kpvgtxgpvkp. "y kj "tgrkpeg"qp"y g"r wdrke"j gcnj "o gf kcn'y qtnhtqeg"v"hgcf " cp{ "ko r ngo gpvcvkp"qp"ku"dgj cn0"Cu"Htcp"Dcwo "ucvgf <"

Rwdrke"j gcnj "ku"o"r qrkkecn'cevkxk{ "dgecwug"kv"ku"cdqwe"ej cpi gi 0  
Rwdrke"j gcnj "cevkpu"ctg"gzr tguukpu"qh"r tgxckkpi "r qrkkecn"  
kf gqmi kgu. "y g"dgngku"qh"y qug"kp"i qxgtpo gpv"cpf "y g"gzvgpv"v"  
y j lej "hqt o cnr qy gt"j qnf gtu"ctg"kp"hwgpegf "d{ "kpvgtguv"i tqwr u0"

Vj g"WM"j cf "hqt" f kpkpev"r j cugu"kp"ku"cr r tqcej "v"r qr wrcvkp"j gcnj " dgw ggp "y g"o kf /pkpgvggpj "cpf "gpf "qh"y g"y gpvgy "egpwt { 0Vj g"Htuv" r j cug"qh"ucvg"r wdrke"j gcnj "kpvgtxgpvkp. "y j lej "tcp"htqo "y g"o kf f ng"v"y j g" gpf "qh"y g"pkpgvggpj "egpwt { . "hqwugf "qp"ucpkcvcvkp"cpf "ucy "c"r tqhwukqp"qh"

6"O lej cgnHqwecw."The Essential Works of Foucault 1954-1984,"Volume 3 Power,"gf 0  
Lco gu"FOHwdkqp""\*J cto qpf uy qtj <Rgpi wkp"Dqqu.3; ; 6+ "368"cpf "373/5=Ej ctngu"  
Y gduvgt"cpf "Lgh"Htgej . "0Vj g"E { eng"qh"Eqphlev<Vj g"J kvqtk { "qh"y g"Rwdrke J gcnj "cpf "  
J gcnj "Rtqo qvkp"O qxgo gpw.0"kp""Promoting"Health: Politics and Practice."gf 0Ngg"  
Cf co u"gv"cn0"Nqpf qp<Uci g"Rwdrkecvkpu."4224+ "8/9=F qtqv { "Rqtvg."Health, Civilisation  
and the State: A History of Public Health from Ancient to Modern Times"Nqpf qp<  
Tqwwgf i g."3; ; ; +: 5/333"cpf "343=Ngy ku."Wider Context, : 9/; 0  
7"Htcp"Dcwo . "The New Public Health, 4pf "gf p""O gndqwtpg<Qzhqtf "Wpkxgtuk{ "Rtguu."  
4224+."830"



cevu'vq'utgpi vj gp'vj g'tqrg'qh'hqecnl'cwj qtklgu'kp'r tqxkf lpi 'c'uchg'cpf 'engcp' gpxktqpo gpv'cpf 'kp'eqpvtqmkpi 'kphgevkqp<sup>8</sup>'Vj gug'r wdrle'j gcnj 'cevu'cpf 'vj g' uwdugs wgpv'ceetgkqp'qh'r qy gtu'qh'kpwgtxgpkqp'kp'r qr wrcvkqp'j gcnj 'd' 'h'qecnl' i qxgtpo gpv'utctvgf 'vj g'rkpmdgy ggp'r qrle' { 'cpf 'c'r wdrle'j gcnj 'y qtnhqtg' vq'ko r ngo gpv'k0Lqj p'Uko qp.'c'Nqpf qp'lwti gqp'cpf 'j gcf 'qh'vj g'Rtkx { "Eqwpekl'p'3: 7: . 'guvcdnkuj gf 'kp'vj g'rcvg'3: 82u'c'uelgpkh'le'dcuku'hqt'r wdrle' j gcnj 'dcugf 'qp'gr kf go kqmi { 'cpf 'r cvj qmi { 0'Nqecnl'ucpkct { 'cwj qtklgu' y gtg'tgs wktgf 'htqo '3: 94'vq'go r mq { 'o gf lecn'qh'hlegtu'qh'j gcnj 'O QuJ +." tgi kwgtgf 'o gf lecn'f qevqtu'y j q.'htqo '3: : 8.'pggf gf 'vq'j cxg'c'r wdrle'j gcnj " s wcn'h'ecvkqp.'dcugf 'qp'gr kf go kqmi { . 'vq'qxgtugg'ko r ngo gpv'vkqp'qh'vj g' eqp'kpwcm { 'kpetgculpi 'tch'qh'r wdrle'j gcnj 'cevu'vq'eqpvtqnl'ucpkc'vkqp.'ck" s wcn'k { . 'hqpf 'uchgv { . 'xceekpcvkqp'cpf . 'rcvg' . 'r t'gxgp'vkxg'ugt'xlegu0 'Rqtvg' t'ghgtu.'vj gtghgtg.'vq'vj g'o gf lecn'r tqhguukqp'oeqmpkulp' o'r wdrle'j gcnj " f grkxgt { 0'Vj ku'ecf tg'qh'o gp.'hqto cm { 'tckp'gf 'kp'r wdrle'j gcnj . 'j cf 'tkwng'kp" eqo o qp'y kj 'vj g'ugrh/go r mq { gf 'f qevqtu'y j q'y qtngf 'kp'r tko ct { 'ectg'qt" j qur kcn'y kj 'kpf kxf wcn'r cvkpwu0 'Vj g'Cuuqekc'vkqp'qh'O gf lecn'Qh'hlegtu'qh' J gcnj 'y cu'rcwpej gf 'kp'3: 780<sup>2</sup>'K'dgeco g'vj g'Uqekgv { 'qh'O gf lecn'Qh'hlegtu'qh' J gcnj 'kp'3: 950'Vj gtg'y cu.'vj gtghgtg.'d { 'vj g'gpf 'qh'vj g'egpwt { . 'o gf lecn' o cpci go gpv'qh'r qr wrcvkqp'j gcnj 'd { 'c'pgy 'i tqwr 'qh'ucvg'go r mq { gf 'O cng+" r wdrle'j gcnj 'f qevqtu'y kj 'c'pcvkqpcn'tgr tgugpvc'kxg'dqf { 0'Vj g'go gti gpeg'qh' i gto 'vj gqt { 'cv'vj g'gpf 'qh'vj g'pkpgvggp'vj 'egpwt { 'cnuq'o gcpv'vj g'hqewu'qp" j gcnj 'uj khgf 'vq'kphgevkqwu'f kugcugu'cpf 'vj g'r quukdkrkkgu'hqt'eqpvtqnl'qh'gtgf " d { 'ko o wpkucvkqp'cpf 'xceekpcvkqp<sup>9</sup>'Gctn { 'vy gpvkgy 'egpwt { 'eqpegtp'cdqwu' eqp'kpwkpi 'j ki j 'kphcpv'o qtwcnk { . 'f gur kg'ekkle'o gcuwtgu.'vj gp'hgf 'vq'vj g'

<sup>8</sup>'Vj g'Rwdrl'J gcnj 'Cev'3: 6: 'ugv'wr 'h'qecnl'dqctf u'qh'j gcnj =vj g'3: 88'Ucpkct { 'Cev'o cf g' h'qecnl'cwj qtklgu'tgur qpukdn'ht'ugy gtc i g.'r tqxkukqp'qh'ergcp'y cvgt'cpf 'utggv'ergcpkpi = vj g3: : ; 'kphgevkqwu'f kugcugu'P q'k'h'ecvkqp'Cev'ugv'wr 'eqo r wruqt { 'pq'k'h'ecvkqp'vq'h'qecnl' cwj qtklgu'qh'vj g'o clqt 'kphgevkqwu'f kugcugu'qh'vj g'ko g0'

<sup>9</sup>'Ej tkur j gt'J co rkp.'oUcv'g'O gf kelpg'kp'I tgcv'Dtkckp.o kp'*The History of Public Health and the Modern State*, gf 0F qtqj { 'Rqtvg' "Co ugtf co /Cwcpw'I C<Tqf qr k'Y gneqo g' k'pukwng'Ugtlgu'kp'vj g'J kwqt { 'qh'O gf kelpg'Erkq'O gf k'c'48.'3: ; 6+.'354/860'

: 'J w j 'Lqj p.'oVj g'O gf lecn'Qh'hleg'qh'J gcnj <Rcu'v'Rt'gugpv'cpf 'Hwwtg.o kp'*The Public Health Challenge*, gf 0Ugr j gp'H'cttqy "Nqpf qp<J wej kpuqp'Gf vecvkqp.'3: : 9+.'8: 0'Vj g' Rwdrl'J gcnj 'Cev'qh'3: 94'o cf g'vj g'crr qkpvo gpv'qh'O Qu' 'o cpf cvqt { 'hqt'h'qecnl'ucpkct { " cwj qtklgu'0'Vj g'F lr mq o c'kp'Rwdrl'J gcnj 'dgeco g'tgi kwcdng'd { 'vj g'I O E'kp'3: : 80' : 'Rqtvg'.'Civilisation, 4: : 0"

<sup>32</sup>'F 00Y cwnpu.'*The English Revolution in Social Medicine 1889-1911*, wpr wdrkuj gf 'Rj F" vj guku'Wpkxgtuk { 'qh'Nqpf qp<3: : 6+.'383.' "y y y f k'ueqxt { 0'wnt'e0wn35399841414: 5: 260 f h'" \*ceeguugf 'Lwn' '4237-0'

<sup>33</sup>'Dgttkf i g'gv'cn0'*History*. '790"

ör gtupcniĵ {i kpgö"gtc"qh'r wdriĵ"j gcnj "lpvgtxgpvkqp"cpf "vj g'f gxxgnr o gpv'qh"  
 mēcn'cwj qtkv{/twp'r txxgpvkxg'ugt xlegu'cti gvgf "cv'kpf kxkf wcnu'uwej "cu'hcō knĵ "  
 r mppkpi ."o cvgtpkv{ "cpf "ej krf "y grhctg"enpleu."r ctvewrctn{ "Htqo "3; 3: 0<sup>4</sup>""  
 Htqo "3; 4; . "mēcn'cwj qtkkgu"cnuq"vqmqxgt'twppkpi "qh'vj g'Rqqt"Ncy "  
 j qur kcnu'r ctv{ "vq"eqpvtqn'ō qtg"ghgevkxgn{ "lphgevkqu'f kugcugu'uwej "cu"  
 wdgteuquku<sup>5</sup>"Vj g'lpvgt y ct" { gctu'j cxg"dggp" f guetkdgf "cu'vj g'l gpkj "qh"  
 O QuĴ "mēcn'cwj qtkv{ "go r ktgu<sup>6</sup>""Cv'ku'j gki j v."Rqqt"Ncy "o gf kēcn'ugt xlegu"  
 r tqxkf gf "; 2.222"dgf u'lp"Gpi mppf "cpf "Y cngu."vj g'nti guv'j qur kcn'ugt xleg'lp"  
 vj g'eqwpt { 0<sup>7</sup>""J qy gxtg."vj g'Htuv'eqpegtpu'cdqwt'getwko gpv'vq"vj g'r wdriĵ"  
 j gcnj "ugt xleg"cr r gctgf "chgt"vj g'Htuv'Y qtrf "Y ct'y j gp"o gf kēcn' tcf wēgu"  
 r tghgttgf "vq"gpvt"i gpgtcnr tcevkēg"dgecwug"qh'vj g'my "ucmktgu"qh'gtgf "y kj kp"  
 mēcn' qxgtpo gpv<sup>8</sup>""

"  
 Vj g'pgz'v'r j cug"qh'r qr wvkvqp"j gcnj "lpvgtxgpvkqp."y j lej "eqo dlpgf "c'hqewu"  
 qp'tgcvo gpv'ht'knpgu'y kj "c'i tqy kpi "lpvgtgu'lp"uqekn'ō gf kēkp g'cu'c"  
 tgur qpug'vq"j gcnj "kpgs wcrkku."ucy "vj g'uctv'qh'vj g'y gcnpgkpi "qh'r wdriĵ"  
 j gcnj "lp'mēcn' qxgtpo gpv'cpf "vj gtgd{ "vj g'r qukkqp"qh'O QuĴ 0Htqo "vj g'gpf "  
 qh'vj g'Ugeqpf "Y qtrf "Y ct."r qrk{ "go r j cuku'uj kxgf "vq"ewtg"cpf "v'gcvo gpv'cpf "  
 kpetgculpi "kpxqkgo gpv'qh'vj g'ucvg'lp"o gf kēkp g'cpf "uqekn'y grhctg"vj tqwi j "  
 j qur kcn'r tqxkukqp"cpf "enple"ugt xlegu<sup>9</sup>""Cmipi ukf g'vj ku."Htqo "vj g'3; 62u."  
 uqekn'ō gf kēkp g'eco g'vq"vj g'htg'y kj "ku'ko r nēcvkv"vj cv'j gcnj "y cu'ō qtg"  
 vj cp"ō gtg'cdugpeg"qh'f kugcug0Lqj p'T { rg."Htqo "j ku'r qukkqp"cu'cp"cecf go kē"  
 kp'Eco dtkf i g'vj gp'ej ckt'lp"Qzhqtf "qh'vj g'Htuv'kpuvkwg"qh'Uqekn'O gf kēkp g."  
 eqpukf gtgf "f gcnkpi "y kj "vj g'ecwugu"qh'km'j gcnj "cpf "vj gkt'r txxgpvkqp"vq'dg"cu"  
 ko r qtcvp'cu'vj g'vj gter gwke"v'gcvo gpv'qh'f kugcug'lp"j qy "f qevqtu'f gcn'y kj "  
 r cvkpgw<sup>0</sup>: "J g'y cu'hqmuy gf "d{ "Tlej ctf "Vko wuu."y j q'wugf "uqekn'ō gf kēkp g"

<sup>34</sup>"Rqtvgf."Civilisation, 3: 20'

<sup>35</sup>"Dgttkf i g'gv'cn'ō"History, 38: 0'

<sup>36</sup>"Lqj p."MOH.'940"

<sup>37</sup>"Cn{uc'Ngxpgg'gv'cn'ō"ōVj g'F gxxgnr o gpv'qh'O vplek'cn'I gpgtcn'J qur kcnu'lp"Gpi rkuj "  
 Eqwv{ "Dqtqwi j u'lp"vj g'3; 52u.ō Medical History"72"3"Lcp04228+<5/4: 0'

<sup>38</sup>"Uwr r rgo gpv'vq"Public Health"vxp'3; 47."tghgttgf "vq"cv'vj g"DO C"Rwdriĵ"J gcnj "  
 Eqo o kvvg'O ggvkpi "49"P qx03; 470'

<sup>39</sup>"Ugr j gp'I knco ."ōkpvqf wvkvqp.ō'lp"Essential Public Health: Theory and Practice."gf 0'  
 Ugr j gp'I knco "gv'cn'ō"4pf "gf p."Eco dtkf i g'Eco dtkf i g'Wpkxgtukv{ "Rtguu."4234+."40'

<sup>3</sup>: "Rqtvgf."Civilisation, 4; 6/70ōO c{ "vj g'f ckn{ "s vguvkvpu'qp"j ku'kr u'dgeqo g'pqv'y j cv'ku'vj g"  
 v'gcvo gpv'v'dw'y j cv'ctg"vj g'ecwugu'v'cpf "H'r txxgpvcdrg."vj gp'y j { "pqv'r txxgpv'gf Aō'Gzvtcev"  
 Htqo "LCO T { rg."Changing Disciplines "Nqpf qp-<Qzhqtf "Wpkxgtukv{ "Rtguu."3; 6: +s vqvgf "lp"

cu'c'o gcpu'qh'eqmgev'kpi 'kphqto cvkqp'kp'j ku'wtxg{u'cdqaw'kpf kxkf wcnu'j gcmj " y j lej 'y qwf 'uwr r ngo gpv'etwf gt 'f cvc'qp'o qtvcrkv{0Cmipi 'y kj 'Lgtt { 'O qttku." cp'gr kf go kqmi kuv'htqo 'y g'Nqpf qp'Uej qqn'qh'J { i kpg'cpf "Vtqr kecn' O gf lekpg'NUJ VO + 'y g{ 'kpvpgf gf 'uqekcn'tgugctej 'vq'tguj cr g'j gcmj 'r qrke{ " cpf 'o gf kecn'r tcevk'qy ctf u'i qqf 'j gcmj 0: "Vj g'tcf kxkqpcn'uwr r qvtgu'qh' r tngxgpkxg'o gf lekpg. 'y g'O QuJ . 'y gtg'pgi ngev'f 'kp'y ku'f gdcvg0<sup>2</sup>'Y j gp" r wdike'j gcmj 'kp'iqecn'i qxgtpo gpv'y cu'hqtegf 'vq'tgtgpej 'chgt'3; 6: . 'chgt'kv' nuv'eqpvtqn'qh'hqto gt'iqecn'i qxgtpo gpv'twp'j qur kcn'y j lej 'r cuugf 'vq'y g' j gcmj 'ugt'xleg. 'cpf'j cf 'vq'eqphkpg'ku'cev'kxkkgu'vq'c'pcttqy gt'ugv'qh' eqo o wpkv{ 'ugt'xlegu. "0y g'xcevwo 'kp'r wdike'j gcmj 'r j kquqr j { 'y cu'o qtg'kp" gxkf gpegí "Cu'c'tguwn'r wdike'j gcmj 'y cu'hqtegf 'vq'ugctej 'hqt'c'pgy " kf gpvkv{ 0<sup>43</sup>"

"

Y j kuv'O QuJ 'y gtg'r tgeewr kgf 'y kj 'cf o kpvugt'kpi 'eqo o wpkv{ 'j gcmj " ugt'xlegu. 'cecf go leu'kp'y g'pgy 'wpxgtukv{ 'f gr ctvo gpv'u'qh'uqekcn'o gf lekpg' y gtg'clo kpi 'vq'ugewt'g'c'pgy 'egpvtcn'tqng'hqt'r wdike'j gcmj 'f qevqtu'cu' cf xkuqtu'vq'y g'j gcmj 'ugt'xleg0'D { 'y g'gctn{ '3; 82u. 'y g{ 'y gtg'ucv'kpi 'y g'ecug" hqt'r wdike'j gcmj 'o gf kecn'cf o kpvucv'kqp'cu'y g'ur gekcn'kf gf 'y qtm'qh'j gcmj " utcv'gi kuv'0<sup>44</sup>"Lgtt { 'O qttku'kp'3; 8: . 'hqt'gzco r ng. eqpukf gtgf 'y g'r wdike" j gcmj +eqo o wpkv{ 'r j { ulekp'uj qwf 'dg'tgur qpukdng'hqt'eqo o wpkv{ " f kci pquku'cpf 'r tqxkf kpi 'y g'kpvgnki gpeg'pgeguuct { 'hqt'y g'ghlek'kpv'cpf " gh'hev'xg'cf o kpvucv'kqp'qh'y g'j gcmj 'ectg0<sup>45</sup>"O QuJ . 'j qy gxgt. 'j cf 'eqpegtpu" yj cv'y ku'y qwf 'ngcf 'vq'j qur kcn'u'f qo kpcv'kpi 'ci gpf cu'0Vj gug'qpi qkpi 'f gdcv'gu" f kf 'pqy kpi 'vq'r tqo qvg'y g'r tqh'ng'qh'iqecn'cwj qtkv{ 'r wdike'j gcmj 'cu'c'ectggt" hqt'f qevqtu0"

"

0Lqj p'C0T { ng'qp"-Uqekcn'O gf lekpg'0'cpf "-Rwdike'J gcmj 0\*3; 6: +0"Journal Epidemiology and Community Health 6: . '3"0Hgd03; ; 6+0620"

3: 'F qtqy { 'Rqtvg. "0kpv'qf vev'kqp.0'kp"Social Medicine and Medical Sociology in the Twentieth Century, 'gf 0F qtqy { 'Rqtvg "0Co uvgtf co /Cm'pvc'I C0T qf qr k'Y gneqo g" kpv'kxwg'Ugt'kgu'kp'y g'J kuv' { 'qh'O gf lekpg. '3; ; 9+ '34/360"

42'P ki gni'Quy crf . "0Vtck'kpi 'F qevqtu'hqt'P J U'Uqekcn'O gf lekpg. 'O gf kecn'Gf vev'kqp'cpf 'y g' I O E'3; 58/6: . 0-Ibid., 8: 0'

43'Ngy ku. "Wider Context, : : /; 0'

44"0Ibid0'

45'LP 0O qttku. "0Vqo qttqy 0r'Ego o wpkv{ 'Rj { ulekp.0"The Lancet"4. '9847"3: 'Qev03; 8; +: : 34/380'

Rwdrlē"j gcnj "f qevqtu."tg/dqtpg"cu'eqo o wplw{ 'r j { ulekpulp"vj g"3; 96"j gcnj " ugtxlegu'tgqti cplucvqp"cpf "utwi i npi 'hqt"etgf kdkk{ "cpf "ucwuu'y kj kp"j gcnj " ugtxlegu'o cpci go gpv'y gtg'umy "v'q'r leni'w' 'vj g'pgzv'o qxgo gpv'kp" r qr wrcvqp"j gcnj "kpvgtxgpvqp0"Vj g"ōDrcmT gr qt vō"qh"3; : 2."cnj qwi j " mti gn{ 'dwtkgf 'd{ 'vj g'Eqpugtxcvkg'I qxgtpo gpv'cv'vj g'vko g.'kp'dtlpi kpi " vqi gj gt 'gz kunkpi "gxkf gpeg'pgxgtvj gnguu'gxr qugf "vj g'gz vgpv'qh"j gcnj " kpgs wcrkkgu'kp"Dtkckp0<sup>46</sup>"Vj g'uj kn'vq'uqekn'o gf lekpg'vj tqwi j "wplxgtukkgu'rgf " vq'cp"go r j cuku"qp"j gcnj "r tqo qvqp."rhguv{ ng"cpf "r gtupcn't gur qpukdkk{ 'hqt" dgj cxkqwt'y j lej 'gxgpwcm{ 'r gteqrvgf "vj tqwi j "vq'vj g'ugtxleg0Vj qo cu" O eMggy p."c'Dkto kpi j co "Wplxgtuk{ 'uqekn'o gf lekpg'cecf go kē."hqt" gzco r ng."j cf "cti wgf "r gtuwculxgn{ 'vj cv'ko r tqxgf "pwtkkqp."j { i kpgg"cpf " gpv'ktpo gpv'cn'o gcuwgu"j cf "j cf "c'dki i gt'ko r cev'qp'o qtvcrk{ 'vj cp" ko o wplucvqp"cpf "vj gter { 0Tgcev'kpi "ci clpuv'vj g'r quv'y ct"dkq/o gf kcrn'hqewu" kp"vj g"j gcnj "ugtxlegu."j g'eqpukf gtgf "vj cv'o quv'ghhqtv'uj qwr{ "dg"qp"vj g" wpf gtn{ kpi "ecwugu'qh'o qtvcrk{ "cpf "o qtdkf k{ 0<sup>47</sup>"K'y cu'vj g"3; 92u'geqpqo kē" etkuku'y j lej 'gxgpwcm{ 'rgf "vq'pgy "eqpegtpu'cdqww'vj g'ko r cev'qh'r qr wrcvqp" j gcnj "kpgs wcrkkgu0<sup>48</sup>"Qpg'uqnwvqp"vq'ur kcrn'kpi "equu'qh"j gcnj "ectg'y cu'vq" o cng'kpf kxf wcnu'tgur qpukdrg'hqt"vj gkt"qy p"j gcnj "o clpvgpcpeg0<sup>49</sup>"Vj g" Ncdqwt'I qxgtpo gpv'qh'vj g"3; 92u'r qugf 's wgunkpu'cdqww'y j cv'cev'kpu" kpf kxf wcnu'eqwr{ "vcng"cpf "y j cv'qecn'cpf "pcv'kpcn'ugtxlegu'uj qwr{ " eqp'kdwg'vq'r mēg'i tgcvt'go r j cuku"qp"r tgxgpvqp0: "Vj g"j gcnj "r tqo qvqp" cpf "j gcnj "gf wrcvqp'tgur qpug."y kj "o qf gnu'qh"go r qy gto gpv'qh'kpf kxf wcnu" cpf "eqo o wplkgu."y cu'pqv'c"uqrgn{ "WM'cr r tqcej 0<sup>50</sup>: "Vj g'Ecpcf kcp" I qxgtpo gpv'y cu'vj g'hkuv'vq'uwi i guv'vj cv'j gcnj "ectg'ugtxlegu'y gtg'pqv'vj g" o quv'ko r qtwcpv'f gygo kpcpv'qh"j gcnj "y j gp'k'kuwgf "vj g"ōNcrmpf g'T gr qt vō" kp"3; 96."vj g'Y qtrf "J gcnj "Qti cplucvqp"\*Y J Q+ugv'c'vcti gv'qh'ōJ gcnj "hqt"

<sup>46</sup>F J UU."Inequalities in Health: Report of a Research Working Group \*DrcmTgr qtv" \*Nqpf qp<J O UQ."3; : 2+;"j ki j nki j vgf "y qtugplpi "o qtvcrk{ 'tcvgu'dgy ggp'uqekn'cnuugu'Kcpf " KX"cpf "X"\*Ej cr vgt"Vj tgg."r ctc05078+." [j wr <Ily y v ūqej gcnj ūeq0wmpcvkqpcn/j gcnj / ugtxleglr wdrlē/j gcnj / cpf / y gmdgkpi lr qxgtv / cpf / kpgs wcrk{ kj g/drcmTgr qt v3; : 2 kj g/ drcmTgr qt v5 / vtpf u / kp / kpgs wcrk{ / qh / j gcnj 1](#) \*ceeguugf "Ugr v04237+0

<sup>47</sup>"Vj qo cu'O eMggy p."The Role of Medicine: Dream, Mirage or Nemesis?"\*Nqpf qp< P wihgrf "RtqxlpelcnJ qur kcnu'Vtwuv."3; 98+." 2."; 6."3970"

<sup>48</sup>"Y gduvgt."Cycle of Conflict, 320"

<sup>49</sup>"O qttku."Community Physician, : 34/38"

<sup>4</sup>"F J UU."Prevention and Health, Everybody's Business: A Reassessment of Public and Personal Health"\*Nqpf qp<J UO Q."3; 98+;" 7/80"

<sup>4</sup>"Y gduvgt."Cycle of Conflict, : /320"

Cmld{ "l gct'4222ö"lp'3; : 3"cpf 'kuuwgf "y g"öQwey c'Ej ctvgt'hqt"J gcnj " Rtqo qvqpö"lp'3; : 8ö<sup>2</sup>"Eqpvgo r qtct{ "j gcnj "r tqdrgo u'lp'yj ku'rwgt'r j cug" eco g"vq'dg'uggp"cu'uqekgcn'tcvj gt'yj cp'o gtgn{ 'lpf kxkf wcnö<sup>3</sup>"Vj g"WM'r wdrke" j gcnj "o gf lecn'y qtnhqtg'f kf "pqv'hqto cm{ "cf qr v/"qt"cf f "lpvq'yj gkt'tgo kv/"c" hqewu"qp"lpgs wcnkku"cpf "c"j gcnj "r tqo qvqp"cr r tqcej "vpvknö3; : : "y kj "y g" kuuwg'qh'yj g"öCej guqp"Tr qtö"qp'r wdrke"j gcnj "lp"Gpi rcpf "y j lej "lpenwf gf " r tggpvpqp"cu"qpg'qh'yj g"o clp'tqngu'ur gekhgf "hqt"FuRJ "y kj lp"Gpi rkuj " j gcnj "cwj qtkkkuö<sup>4</sup>"Vj ku'eqkpek gf "y kj "c'tgpgy gf "go r j cuku'qp'yj g" ko r qtcpeg'qh'r wdrke"j gcnj "f qevqtu'cu'ej co r kpu'qh'r qr wcnvqp"j gcnj " y kj lp"j gcnj "ugtxlegu"o cpci go gpvö"Ukpeg'yj g'3; : 2u."y g'r wdrke"j gcnj " o gf lecn'y qtnhqtg"j cu'cnngp"o qtg'r tqcevkxg'tqng"cpf "dggp'r ctv'qh'yj g" uweeguuhw'hqdd{ "cti wkpi "hqt"i qxgtpo gpv'cevqp"qp"uo qnkpi "lp'r wdrke"r megu" cpf "ugcvdgn'ngi kurcvqpö<sup>5</sup>" "

Vj ku'eqpucpv'yj knkpi "qh'hqewu"cpf "tqng'qh'yj g'r wdrke"j gcnj "o gf lecn' y qtnhqtg'ngf."lp"Gpi rcpf "vq'ej cti gu'qh'y gcnpguu'ci clpuv'kx'dgkpi "cv'yj g" o gte{ "qh'ewtgpv'kf gqmi { ."dgkpi "vq'tgcevkxg"qt'hcnkpi "lp'ku"o kuukqp'y j lej ." lp'wtp."eqpvkdwgf "vq'r qqt"o qtcng'y kj lp'yj g'y qtnhqtg'htqo ."r ctvewrtn{ ." 3; 96ö<sup>6</sup>"Rgtj cr u'yj ku'y cu'lpgxkcdng'hqt"o y qtnhqtg'tgur qpukdng'hqt"f grkxgt{ "

<sup>52</sup> OONcmppf g. *A New Perspective on the Health of Canadians: A Working Document* \*Ncmppf g"Tr qtvt"Qwey c"l qxgtpo gpv'qh'Ecpfc."3; 96+0Vj ku'lpqpxcvkxg"cr r tqcej "y cu'lp" tgr qpug'vq'gxkf gpeg'yj cv'yj g"f gerkp"lp"o qtcnkx{ "y cu'f vq'cp"ko r tqxgo gpv'lp'rkxkpi " ucpf ctf u'tcvj gt'yj cp'o gf lecn'tgcvo gpv'Ej tkuxr j gt"Twv{ "cpf "Uwg"EOUwnkxcp."This is Public Health: A Canadian History \*Vj g'Ecpfc lcp"Rwdrke"J gcnj "Cuuekcvqp<4232+."ö. " [y y y Ö r j c Ö c l w r m c f u l j k u v t { / d q q m j k u v t { / d q q m r t k p a c m g Ö f h }](#)\*ceeguugf "Cwi 04237; Y J Q."Global Strategy for Health for All by the Year 2000"\*I gpgxc<Y qtrf "J gcnj " Qti cplucvqp."3; : 3+." [j w r < l c r r u Ö j j q Ö p v l t k u l d k u v t g c o B 2 8 8 7 I 5 : : 5 1 3 I 4 6 3 : 2 2 2 5 : Ö f h }](#) \*ceeguugf "O c{ "4236+Y J Q"Gwqr g."Ottawa Charter for Health Promotion. First International Conference on Health Promotion \*I gpgxc<Y qtrf "J gcnj "Qti cplucvqp." 3; : 8+." [j w r < l y y y Ö w t q Ö j j q Ö p v l a f c v c l u u g u l r f h l k g I 2 2 2 6 I 3 4 : 7 5 4 I Q w e y c a E j c t v g t Ö f h A w c ? 3 "](#) \*ceeguugf "O c{ "4236+0"

<sup>53</sup> T knco ."Essential Public Health, 50"

<sup>54</sup> F J UU"Public Health Function, 70ö40"

<sup>55</sup> Ugrpgc"l tc{ "gv'cnö"öRwdrke"J gcnj "lp'yj g"WM'Uweegu'qt"HcnwtgÄö"Journal of the Royal Society of Medicine "; : 5"O ctej "4228+329/330WM'htqp'ugcvdgn'ngi kurcvqp"fcvgt'htqo " 3; : 5"cpf "ngi kurcvqp"dcppkpi "uo qnkpi "lp'r wdrke"r megu'dgeco g'ncy "lp'Ueqvcpf."Y crgu'cpf " P qtvyj gtp"Kgrcpf "f wtkpi "4228"cpf "Gpi rcpf "lp"42290"

<sup>56</sup> Ej ctngu"Y gdugt."The Health Services since the War. Vol. I: Problems of Health Care - the National Health Service before 1957 \*Nqpf qp<J O UQ."3; : : +596."qwwkpgu'yj g'hcnwtg" qh'O Quw "vq'i tcur "yj g'r tggpvpkxg"ci gpf c'htqo "3; 6: =Mgkj "l qvpi ."öHwmtg"Uchtkpi "lp" Eqo o wplk{ "O gf lekpg.ö BMJ"\*52"Cr tldö3; 99+<3395/6."encko u'yj cv'eqo o wplk{ "o gf lekpg" y cu'o qtg'yj cp"cp"ctv'khekml "etgcvgf "ur gekcn{ "vq"o cvej "yj g'tgqti cplugf "j gcnj "ugtxleg"lp" 3; 96=HEO "Ctej kxguöCv'yj g"Dqctf "o ggkpi "qp"; "Lwpg"3; 99."y g"Hcwm{ "Rtgukf gpv'ur qng'qh"

qh'r qrle { "qp"r qr wrvqp"j gcnj "y j lej "uj khgf "ceeqtf kpi "vq"wpf gtucpf kpi "qh"  
j gcnj "kuwgu"cpf . "vq"uqo g"gzvgp. "r qrkkecnr gtucukqp0"kp"j g"WMk'kgf "vq"c"  
i tcf wcn'ceetgvqp"qh'hmpvkapu'y kj kp"j g"j gcnj "ugtxleg"y j lej "y gtg"  
ko r quukdrq"vq"vcemg"cm'cv'qpeg0Ngy ku'cti wgu'eqpxkpekpi n' "v'j cv'v'j g'hckwtg"  
qh'eqo o wpkv' "o gf lekpg'kp"j g"3; : 2u'y cu'f wg"vq"ku'eqpucpv' "uj kmp' "tqrg"  
cu'v'j g"öetgcwtgö"qh'ucvg"r qrle { 0<sup>7</sup>"Gs wcm' . "F cxf "J wpgt"uwr r qt w'v'j g"xkgy "  
v'j cv'v'j g'r gtegxgf "r wdne"j gcnj "hckwtg"qh'v'j g"3; ; 2u'j cf "ku'tqqw'kp"  
eqphwukqp"cdqw'ku'eqt g'r wtr qug"cpf "v'j g'o wmr rg'tqgu'k'y cu'gZR gevqf "vq"  
r gthqto <öj gcnj "r tqo qvqp"cpf "y kf gt "r wdne"j gcnj =ko r tqxkpi "s wcrkv' "  
enpkecn'ucpf ctf u'r tqvgvqp"qh'j gcnj "cpf "o cpci go gpv'qh'tkun0<sup>58</sup>""

"

F khlewm' "kp"r kppkpi "f qy p" c'eqpukvgpv'o qf gn'ht "r wdne"j gcnj "kpvgtxgpvqp"  
j cu'pqv'dggp'tgutkvqf "vq"v'j g"WMOF cplgn'Hkgf o cp"cpf "Detdctc"Ucthkgf "  
ucvg"v'j cv'o qf gnu'qh'r qr wrvqp"j gcnj "kp"eqwptkgu'f khgt'pqv'qpn' "kp"  
f ghpkkqp"dw'kp"v'j g'hcevqtu'chgevp' "r qr wrvqp"j gcnj "y j lej "kpenf g'uqekcn"  
\*kpgs wcrkv'ku. "uwr r qt v'eqj gukqp. "ut wewt g+. "pcwtcn'cpf "dwkn'gp xk qpo gpv."  
uqekq/geqpqo le. "kpeqo g'kpgs wcrkv' (0<sup>9</sup>"Vj ku'kpgxkcdn' "j cu'chgevgf "v'j g'ngxgn"  
cpf "v'f r g"qh'ucvg'tgur qpug0"

"

Vj g'hqewu'qp"v'j g"ö'hckwtgö"qh'r wdne"j gcnj "kp"v'j g'hkgtcwtg'o cumu. "j qy gxgt."  
v'j g'ugcf { "i tqy v'j "kp"r qy gt "cpf "kphwpeg"qh'v'j g'o gf kecn'r wdne"j gcnj "  
y qtnhqtg'y kj kp"v'j g"j gcnj "ugtxleg"o cpci go gpv'vgtu'ht qo "3; 96."qpeg"v'j g"  
uj qem'qh'tcpuhgt"cpf "cf cr wvqp"vq"pgy "tqgu"j cf "cngp"r neg0"Vj g'gxkf gpeg"  
ej cr vgtu'y kn'ugv'qw'ku'f gxgnr o gpv'cu'y gm'cu'r gtegxgf "hckwtg"u'cpf "v'j g"  
tgcuppu'ht "dqj 0Rqukkxg"ej cpi g'o c { "j cxg"vcngp"r neg'kp'tgur qpug"vq"cp"  
kpetgculpi "pggf "y kj kp"v'j g'o cpci go gpv'vgtu'qh'v'j g"j gcnj "ugtxleg"ht "v'j qug"  
y kj "r nppkpi "cpf "gr kf go kqni kecn'un'ku. "dw'v'j g'hkgtcwtg'f qgu'pqv'hqewu'qp"  
v'j ku0Vj gtg'ku'hwg"eqo o gpv. "ht "gzco r ng. "qp"v'j g'tkug"qh'v'j g'F kmtkv'F RJ "cu"

c'öetkuku'qh'o qtcrg'cpf "etgf kdkv' (0kuuqekvgf "y kj "v'j g'hckwtg"qh'eqo o wpkv' "r j { ulekpu"vq"  
ectt { "qw'v'j gkt'gpxkuci gf "tqgu'y kj "eqpxkvqp0"

<sup>57</sup>Ngy ku. "Wider Context, ; 80"

<sup>58</sup>"F cxf "J wpgt. "öRwdne"J gcnj "Rqrle { .ö kp"Public Health for the Twentieth First Century -  
New Perspectives on Policy, Participation and Practice, gf. Lxf { "Qto g"gv'cn0\*O ckf gpj gcf <  
Qr gp"Wpkxgtukv' "Rtgu. "4225+."460"

<sup>59</sup>"F cplgn'LOHkgf o cp"cpf "Detdctc"Ucthkgf. "öO qf gnu'qh'Rqr wrvqp"J gcnj <Vj gkt'Xcnwg'ht"  
WU'Rwdne"J gcnj "Rtceveg. "Rqrle { "cpf "Tugctej .ö"American Journal of Public Health"; 5. "5"  
\*O ctej "4225+."588/; 0"

c'r qy gthwltwcvgi le'hqecn'hgcf gt'lp'j gcnj 'ectg0Tgeqtf lpi 'y g'utwi i ngu'qh'  
 yj g'ur gekn{\ 'vq'utxkxg'j cu'cnuq'o gcpv'yj g'kpetgcukpi n{\ 'ko r qtvcpv'r nceg'qh'  
 y qo gp'y kj lp'yj g'r wdike'j gcnj 'o gflecn'y qtnhqtteg'j cu'dggp'qxgtmqngf 'd{ "  
 j kuxqtkcpu'cpf 'ej tqplengtuh'dqvj 'r wdike'j gcnj 'cpf 'y qo gp'lp'o gflkpg"  
 yj tqwi j 'yj g'hqewu'qp'dki i gt'ci gpf cu0'Gs wcm{\ 'r wdike'j gcnj au'hqy 'ucwu"  
 y kj lp'o gflkpg'cpf 'rcenlqh'r qr wrctk{\ 'y kj 'o gp'o cf g'k'cp'gculgt'ur gekn{\ "  
 hqt'y qo gp'vq'gpvgt'cpf 'hqwtkuj 'y kj lp0'  
 "

## PUBLIC HEALTH – A “WEAK” MEDICAL SPECIALTY?

"  
 Rgtukugpv'eqphwukqp'qxgt'yj g'tqrg'r wdike'j gcnj 'f qevqtu'y gtg'gizr gevqf 'vq'  
 r n{\ 'cu'y gml'cu'yj gk'hqecvkqp'y kj lp'r wdike'ugevqt'o cpci go gpv'tcyj gt'yj cp"  
 erklecn'utwewtgu'o gcpu'yj g'rkgtcwtg'ku'engct'yj cv'r wdike'j gcnj 'y cu"  
 tgi ctf gf 'cu'c'y gcm'r qqtnt{\ 'wpf gtuxqf 'cpf 'wpr qr wrct'ur gekn{\ 'y kj lp'  
 o gflkpg'lp'yj g'WM0Vj ku'ku'f gur kg'k'j cxlpi 'ces wktgf 'ko r qtvcpv'utwcvgi le"  
 o cpci go gpv'tqrgu'y kj lp'hqecn' qxgtpo gpv'yj gp.'htqo '3; 96.'yj g'j gcnj "  
 ugtxleg0: 'Vj g'r nceg'qh'r wdike'j gcnj 'f qevqtu'cu'gphqttegtu'cpf 'ko r ngo gpvgtu"  
 qh'ucvg'r qrke{\ 'yj gk'wkrkctkcp'cr r tqcej 'vq'r qr wrckqp'j gcnj 'cpf 'yj gk'rcenl'  
 qh'eqpukngpe{\ 'qxgt'tqrg'cpf 'hwpevkqp'ugv'yj go 'cr ctv'htqo 'erklecn'  
 eqngci wgu0Vj gug'f khtgpegu'y gtg'vengp'cu'c'uki p'qh'y gcnpgu'lp'o gflkpg"  
 cpf 'o gcpv'yj g'ur gekn{\ 'y cu'cp'wpr qr wrct'ej qleg'hqt'o crg'tgetwku'htqo "  
 3; 6: 'wpxk'yj g'3; : 2u'y j gp'k'egcugf 'vq'dg'tgi ctf gf 'cu'c'0uj qtwci g0'ur gekn{\ "  
 d{\ 'FJ UU0: 'Hqt'o quv'qh'yj g'pklpgvgpyj 'egpwt{\ 'wpxk'yj g'rcvgt'yj gpvgyj "  
 egpwt{\ 'r wdike'j gcnj 'f qevqtu'y gtg'tgcvgf.'cv'y qtuw.'y kj 'j quwkrk{\ 'cpf "  
 o kwtwuv'cpf.'cv'dguv.'rcenlqh'eqo r tgj gpukqp'd{\ 'erklecn'eqngci wgu0<sup>2</sup>'Ncenl'  
 qh'r qr wrctk{\ 'y kj "{ qwpi 'o crg'f qevqtu.'j qy gxgt.'y cu'vq'hgcf 'vq'c'uwduwcpv'kenl'  
 kphqy 'qh'y qo gp'f qevqtu'lpvq'yj g'f kuekr nkg0'Vj ku'ugevkqp'r tgugpw'c'o qtg"  
 f gvckrgf 'gzco kpcvkqp'qh'r wdike'j gcnj au'f kxgti gpeg'htqo 'yj g'tguv'qh'o gflkpg"

<sup>5</sup>: 'FJ UU.'*Management Arrangements for the Reorganised National Health Service* \*Vj g  
 I tgl'Dqam'Nqpf qp<J O UQ.'37'Ugr v03; 94+1 cxg'eqo o wpxk{\ 'r j {\ ulekcpu'y kf g'tcpi lpi "  
 tqrgu'hqt'r nppkpi 'qh'j gcnj 'ectg'cv'gcej 'o cpci go gpv'kgt0'

<sup>5</sup>: 'Cu'tgr qtvgf 'lp'*Health Trends* ctv'rgu'f wtkpi 'yj g'3; 92u'qp'y j lej 'ur geknkgu'j cf 'o quv'  
 xcecpelgu'cv'eqpuwncpv'ngxgt0'

<sup>62</sup>'C'ng{\ 'kuwgy cu'f ggo gf 'vq'dg'yj g'eqpukngpv'rcenlqh'gfwecvkqp'lp'cpf 'gizr quwtg'vq'r wdike'  
 j gcnj 'y kj lp'o gflecn'uej qqnu0'

cpf "ku"cr r ctgpf'cdcpf qpo gpv'qh'vj g'r tlpkr ngu'qh'enklecnihtggf qo "cpf "  
 kpf gr gpf gpeg'htqo "o cpci go gpv'j grf "f gct'd { "o quv'f qevqtu0"  
 "  
 Htqo "vj g'gpf "qh'vj g'pklpgvgp'vj "egpwt { .r wdrke"j gcmj "f qevqtu'kp"vj g'WM"  
 i tcf wcm { "dgeco g'f khtg'pvcvgf "cu"go r m { ggu'qh'iqecni qxgtpo gpv."  
 f grkxgtkpi "pvcqpnci' r qke { "kp'tgrv'kqp"v"j gcmj "cpf "y grhtg'ugt'xlegu'y kj "c"  
 ur gekhe."cpf "wpls wg'y kj kp"o gf lekpg."r quv' tcf wcv'g'rgxgn'f kr mqo c'tcl'kpi "  
 dcugf "qp"gr kf go kqmi { "cpf "ucv'kueu'cpf "r qr wcv'kqp"oj { i kpgg0"Y kj kp"  
 r wdrke"j gcmj . "vj gtg'y cu'cnuq"ci tcf wcn'ugr ctcv'kqp"dgvy ggp"vj qug'kp"vj g'rqy gt"  
 tcpm'qh'iqecni qxgtpo gpv'r wdrke"j gcmj "ugt'xlegu'f grkxgtkpi "kpf kxf wcn"  
 r cvk'p'v'ectg'kp'enkleu'eqo r ctgf "y kj "vj g'o qtg'ugp'kqt "ucv'h'kp"y j q'y gtg'kp"  
 o clpn { "cf o kpkmtcv'xg'tqngu0D { "eqpvtcu."o quv'qy gt "f qevqtu'dghqtg'y g'uctv"  
 qh'vj g'P cvk'pnci' gcmj "Ugt'xleg"kp"3; 6: "y gtg'ugr/go r m { gf .r tcevkupi "cu"  
 i gpgt'cni' tcevk'kqp'gtu"qt"r tqxkf kpi "o gf lecn'kpr w'v"q "xqnpvct { -j qur kcn"  
 o gf lekpg"cu'eqpuwncpw0<sup>63</sup>"Cu'r qr wcv'kqp"j gcmj "f g'xgnr gf "cpf "r wdrke"j gcmj "  
 f qevqtu'dgeco g'kpetgculpi n { "kpxqrgf "kp"ucv'g'ko r ngo gpvcv'kqp"qh'r qkelegu."  
 vj g { "eco g'kp'vq"ft'ge'v'cpf "eqp'v'kpi "eqph'iev'y kj "I Ru'cpf "j qur kcn'f qevqtu"  
 hqt"y j qo "enklecnihtggf qo "cpf "kpf gr gpf gpv'cwqpqo { "qh'r cvk'p'v'ectg'y gtg"  
 r ctco qwp0"Vj g'f g'xgnr o gpv'qh'vj g'r t'g'xgp'v'xg"ci gpf c."cpf "vj g'kpetgculpi "  
 pwo dgt"qh"j gcmj "cpf "y grhtg'enkleu'guv'c'kuj gf "d { "iqecni'cwj qtk'k'gu'cpf "twp"  
 d { "O QuI "hqm'y kpi "vj g'O cvgt'pk { "cpf "Ej kf "Y grhtg'Cev'qh"3; 3: . "dtqwi j v"  
 r wdrke"j gcmj "f qevqtu'kp'v'eqph'iev'y kj "I Ru'dghqtg'y g'uctv'qh'vj g'j gcmj "  
 ugt'xleg."vj g'rcwtg"eqpegt'pgf "cdq'w'vj gkt"enklecnihtggf qo u'dgeqo kpi "  
 kpetgculpi n { "oo cpci gf 0<sup>64</sup>"Uk'I ggti g'P gy o cp."cu'EO Q."hqt"gzco r ng."y cu"  
 ectghw'k'p"3; 42"ur gcnkpi "qp"dgj ch'qh'vj g'p'gy n { "hqt o gf "O kpkmt { "qh"J gcmj "  
 vq'tgcuwtg'I Ru'vj cv'vj gtg'y qwf "dg'pq'cwgo r v'vq"o cng'vj go "ek'k'  
 ugt'xcpw0<sup>65</sup>"Vj g'lqwt'pcn'Public Health"vj g'o clp'lqwt'pcn'hqt'O QuI "cpf "  
 r wdrke"j gcmj "ucv'h'y qtnkpi "kp"iqecni qxgtpo gpv'."cu'gctn { "cu"3; 38"j cf "  
 eqo o gpv'g'f "vj cv'vj g'i tqy vj "qh'vj g'r wdrke"j gcmj "ugt'xleg"j cf "dggp'uq'tcr kf"

<sup>63</sup>P qgn'Rett { "cpf "Iqug'Rett { . "The Rise of the Medical Profession "Nqpf qp<Etqo "J gno "  
 Nf."3; 98+3; ; /4230Hqt'I Ru'vj ku'y cu'dcugf "qp"vj g'r cpgn'cpf "kpuwt'cpeg'u { ugo "cpf . "hqt"  
 j qur kcn'f qevqtu."r t'k'x'g'r tce'v'eg'r nu'c't'g'v'cl'p'gt'hgg'hqt"j qur kcn'y qtn0

<sup>64</sup>Ngy ku."What Price Community Medicine?,"440

<sup>65</sup>BMJ."öRt'g'xgp'v'xg'O gf lekpg"cpf "vj g'O kpkmt { "qh"J gcmj .ö 4."5343"45"Qev03; 42+8570'



yj cv'k'y cu'or gtj cr u'pqv'wtr tkupi 'yj cv'ku'r tqi tguu'ku'dgkpi 'y cvej gf 'y kj " uqo g'uwur lekqp'd { 'c'egtckp'v' r g'qh'r tkxcvg'r tcevkqpgt<sup>66</sup>"

"

J qur kcnf qevqtu'y gtg'gs wcm { 'eqpegtpgf 'cdqww'y g'gZR cpukqp'qh'y g'j gcnj " ectg'tqrg'qh'mecni qxgtpo gpv'cpf 'yj gtgd { 'qh'y g'O QJ +y j gp'mecni' cwj qtkkgu'y gtg'i kxgp'eqptqn'qh'y g'hqto gt'Rqqt'Ncy 'J qur kcn'hmny lpi " yj g'Nqecni qxgtpo gpv'Cev'qh'3; 4; 0"BMJ'ctvengu'lp'y g'3; 42u'j ki j rki j v' tgukwpeg'htqo 'eqpuwncpw'lp'y g'xqmpvct { 'j qur kcn'o gf lekpg'ugtckeg'vq" r gtegxgf 'yj tgcw'htqo 'c'ucrtkgf 'o gf kcn'ugtckeg'lp'y g'o wplek'cnj qur kcn. " y j lej 'y cu'v'eqv'p'wg'lp'v'f'kuewuukpu'qxgt'y g'hqto 'qh'y g'r quv'y ct'j gcnj " ugtckeg<sup>0</sup>'Y j gtgcw'y g'3; 66"Y j kg'Rcr gt'hq't'y g'pgy 'j gcnj 'ugtckeg'ecmgf 'hqt" mecn'tgur qpukdkk { 'hqt'j qur kcn'ugtckeg'u'd { 'lqkv'cwj qtkkgu'eqo r tkupi " eqwpv' 'cpf 'eqwpv' { 'dqtwi j 'eqwpeku'y kj 'c'utqpi 'tqrg'hqt'r wdrk'j gcnj " f qevqtu.'k'y cu'I Ru'cpf 'j qur kcnf qevqtu'c'mto 'cv'y g'r tqur gev'qh" f go qetckecm { 'twp'mecni qxgtpo gpv'cpf 'yj gtgd { 'O QuJ 'j cxlpi 'qxgtuki j v' qh'cmj gcnj 'ectg.'yj cv'rgf 'v'y g'Tq { cn'Eqmgi gu'cpf 'DO C'uw r qtv'qh'egptcn' i qxgtpo gpv'eqptqn'qh'y g'pgy 'j gcnj 'ugtckeg<sup>0</sup>Vj g { 'eqpukf gtgf 'yj ku'y cu'c" o qtg'oceegr wdrö'cngtpcv'xg'v'q'mecni qxgtpo gpv'eqptqn'cpf 'qpg'lp'y j lej " yj g { 'eqwf'j cxg'i tgcvg't'p'hwpeg<sup>0</sup>'Cpgw'lp'Dgxc'p'y cu'r tgr ctgf.'yj gtghqtg." v'ucet'k'eg'Ncdqwt'r qn'ekgu'hc'xqwt'lp'i 'mecni'cwj qtkv' 'eqptqn'lp'c'ulpi rg'eq/ qtf'kpcvgf 'u { uwgo 'v'i clp'y g'o gf kcn'r tqh'guukp'u'eq/qr gtcv'qp'lp'htgg'j gcnj " ectg<sup>0</sup>'Y j gp'y g'o gf kcn'r tqh'guukp'htqo '3; 6: " 'cr ctv'htqo 'r wdrk'j gcnj " y j lej 'tgo clpgf 'lp'mecni qxgtpo gpv'/'dgeco g'gkj gt'f'k'gevf'go r mq { gf " y kj lp'y g'j gcnj 'ugtckeg'\*j qur kcnf qevqtu+'qt'hqto cm { 'eqptcevgf 'v'k'v" \*j gpgtcn'r tcevkqpgtu+.'k'p'gxgt'y g'guu't'g'clpgf 'c'rti g'o gcuwt'g'qh'cwqpqo { " cpf 'eqptqn'qxgt'ku'y qtn<sup>0</sup>'Vj g'f'qev'kpg'qh'ek'plecn'cwqpqo { 't'gki pgf " uwrtgo g<sup>0</sup>"

"

<sup>66</sup>"DO C'Ctej kxgu'Rwdrk'J gcnj 'Eqo o kxgg'o ggvkpi '52'O ctej '3; 38.'gzv'cev'htqo "Public Health"33'O ctej '3; 38."öVj g'DO C'cpf 'yj g'Rwdrk'J gcnj "Ugtckeg<sup>0</sup>"

<sup>67</sup>"Y gduvgt."Vol. I,"6: "Lqj p'Ugy ctv'öf'gqmi { 'cpf 'Rtqegu'lp'y g'Etgc'v'qp'qh'y g'Dt'kuj " P'cv'qpcn'J gcnj "Ugtckeg.ö"The Journal of Policy History"36."4"4224+335/56=O l'p'knt { 'qh' J gcnj ."A National Health Service,"Eo pf "'8724"Na'pf qp-<J O UQ.'Hgd03; 66+."33."630"

<sup>68</sup>"Y gduvgt."NHS, 48/: 0"

<sup>69</sup>"T'w'q'rh'Mrg'lp.'The New Politics of the NHS: From Creation to Reinvention, 7y 'gf p"

\*Cdlpi f qp<T'cf'ek'k'g'Rwdrkuj lpi ."4228+."830"

Uwur lekqp'qh'ku'o qv&gu'eqpv&wgf 'v'j co r gt'r wdrke'j gcnj &u'tgr&vpu'y kj "

en&lecn'eqm&ci wgu'hqmy &pi 'y g'uv&t'v'qh'y g'j gcnj 'ugt&leg0"Vj gtg'y cu"

eqpv&wgf 'eqph&v'y kj 'I Ru.'hqt'gzco r ng.'qxgt'eqpv&qn'qh'y g'eqo o w&v&{ "

j gcnj 'ci gpf c0: 'Vj g'uw&ugs w&pv'v&tc&uhgt 'qh'r wdrke'j gcnj 'f qev&tu'v'j g"

o c&ci go gpv'v&gtu'qh'y g'P J U'&p'3; 96'c&pf 'y g&t't&g&tc&pf &pi 'cu'oeqo o w&v&{ "

r j { u&le&cpu'o'y kj 'lph&w&peg'qxgt'ut&v&gi le'r n&pp&pi 'qh'j gcnj 'ectg'f&f 'p&qv"

dt&pi 'cd&w&c'v&tc&uh&to c&v&qp'&p'g&kj gt'uv&wu'qt't&gr&v&puj &r u'y kj 'en&lecn'

eqm&ci wgu0""&v'y cu'o c&f g'eng&t.'hqt'gzco r ng.'d { 'y g'DO C'y c&v'y g'p&gy "

eqo o w&v&{ 'r j { u&le&cpu'y gtg'p&qv'v'ej c&ng&pi g'en&lecn'lt&ggf qo 0: ""R&wdrke"

j gcnj . 'h&ec&v&f 'y kj &p'h&ec&n' qxgtpo gpv'c&pf 'eng&tn { 'y g'y gcn&v'qh'y g'y t&gg"

o g&f&lecn'f& k&v&v&pu'qh'j qur k&cn'o g&f&le&p&g.'r t&ko ct { 'ectg'c&pf 'r wdrke'j gcnj . 'c&u&q"

ur gpv'y g'3; 72u'c&pf '3; 82u'ug&n&pi 'r ct&v&{ 'y kj 'y g't&gu'v'qh'o g&f&le&p&g'&p'v&to u"

qh'uv&wu'c&pf 'uc&rt { . 'h&i j &v&pi 'v'cu&gtv'y g { 'y gtg'f qev&tu'h&tu'v'c&pf 'h&ec&n'

i qxgtpo gpv'qh'h&eg&tu'uge&qp&f 0<sup>2</sup>""Uwur lek&wu'eqm&ci wgu'c&pf 'r q&qt'uc&rt&gu"

o g&cpv'r wdrke'j gcnj 'lt&qo '3; 6: 't&go c&p&gf 'c'h&y 'uv&wu'ur g&ek&n' 'y kj &p"

o g&f&le&p&g'y kj 't&get&w&ko gpv'r t&dg&o u'h&qt'o gp0&v'y cu'f&qo &p&c&v&f . "

p&wo g&te&cm { . 'd { 'y qo gp'y q&tn&pi 'u&gu&qp&cm { 0Eqo o w&v&{ 'o g&f&le&p&g"

eqpv&wgf 'v'q'd&g'w&pr q&r w&rt'y kj 'o c&ng't&get&w&ku'h&qt'o w&ej 'qh'y g'3; 92u'cu'y g"

p&gy 'ur g&ek&n' { 'dg&eco g'gu&cd&v&g&f 0Vj qu&g'y j q'ej qu&g'v'gp&v&gt. 'o gp'qt"

y qo gp.'eq&w&f 'f q'v'y kj 'h&w&g'f h&h&ew& { 'c&pf 'o c&p { 'y qo gp'f&f 0<sup>3</sup>"

"

"

## WOMEN DOCTORS' PLACE IN MEDICINE AT THE BOTTOM OF A MALE-DOMINATED PYRAMID

"

L&w&v'cu'f g&h&p&v&v&pu'qh'j gcnj 'c&pf 'r q&r w&v&qp'j gcnj 'ej c&pi g&f 'qxgt'f h&h&gt gpv'

&ko g'r gt&v&f u'lt&qo 'y g'o &f /&p&p&gv&gp&y 'eg&pw&t { . 'u'f&f 'c&v&w&f gu'v'q'o g&f&lecn'

y qo gp'&p'y g'y q&tn& n&eg'c&pf 'y g't&v&gu'y g { 'eq&w&f 'r n { 0R&wdrke'j gcnj 'y qo gp"

f qev&tu'y gtg'y kj &p'c&p'qx&gt&cm'uo c&n'o &p&qt&v&{ 'qh'y qo gp'&p'y g'o g&f&lecn'

<sup>6</sup>: 'DO C'C&tej k&gu0R&wdrke'J gcnj 'Eqo o k&vgg'o &p&w&gu'lt&qo '3; 6: 'q&w&v&g'y g'ut&wi i ng'u'h&qt"

t&ge&qi p&v&qp'y t&v&i j q&w'y g'3; 72u'c&pf '3; 82u'ug&'Y g&du&gt.'NHS.'72.'h&qt'I R'q&r r qu&v&qp'v'q"

h&ec&n'j gcnj 'c&w&j q&t&v&{ 't&w'j gcnj 'eg&pv&gu'c&pf 'Ngy &u. *Wider Context*, "; 3/40'

<sup>6</sup>: 'DO C'C&tej k&gu.'R&wdrke'J gcnj 'Eqo o k&vgg'o &p&w&gu'53'C&wi 03; 940""

<sup>72</sup>Ngy &u. *What Price Community Medicine?*, 82/3'eq&v&tu'y g'ut&wi i ng'qh'O Q&w 'ci c&p&v'v'

d&g&pi 'r c&f 'q&p'y g'h&ec&n' qxgtpo gpv'c&f o &p&v&tc&v&tu'ue&cg0"

<sup>73</sup>'Eqo o w&v&{ 'o g&f&le&p&g't&go c&p&gf 'c'v&j q&t&ci g'ur g&ek&n' { 'w&v&v&v' g'g&et&n { '3; : 2u0'

y qtnhqtæg."dw'vj gk'pwo dgtu'i tgy 'utqpi n'f'wtkpi 'vj g'r gtlkf 'w'pf gt'tgxkgy " k'p'vj ku'vj guku0"K'ku."vj gtghqtg."ko r qtcv'v'q'tghge'v'qp'vj g'vj go gu'utwtqwpf kpi " vj g'tkug'qh'y qo gp'f qevqtu'htqo 'vj ku'xgt { 'uo cm'o k'pqt'k' { 'v'q'ctqwpf 'j cm'vj g" o gf lecn'y qtnhqtæg'd { 'vj g'o k'f/4222u'cpf 'j qy 'vj g'f k'htg'pegu'dgy ggp" r wd'ke'j gcmj 'f qevqtu'cpf 'vj g'tguv'qh'o gf k'kpg."j k'j r k'j v'gf 'k'p'vj g'r tgxk'qu" uge'v'kpu."r n' { gf 'q'w'k'p'vj g'tkug'qh'y qo gp'k'p'o gf k'kpg'cpf 'i gpf gt'f gdc'v'gu" cdq'w'vj g'tq'gu'qh'y qo gp'k'p'vj g'y qtnr n'eg0'Vj g'r k'gt'c'w'g'ug'v'q'w'vj g" ut'w' i n'g'ht' 'i tcf wcn'tgeqi p'k'k'p'qh'"o gf lecn'y qo gp'"y j gp'vj g'cr r tqcej 'v'q" y qo gp'f qevqtu'dgy ggp'vj g'3; 42u'cpf '3; 82u'd { 'i qxgtpo gpv.'vj g'DO C"cpf " vj g'Tq { cn'E'q'mgi gu'y cu'v'q'ugg'vj go ."cv'd'guv.'cu'c'v'q'ngtc'v'gf 'o k'pqt'k' { 'n'cti gn { " k'p'uw' r qt'v't'q'gu."cpf ."cv'y qtuv."c'y cu'v'g'qh'k'p'x'guo gp'0'D'g'k'pi 'k'p'nc'ti gn { " uw' r qt'v'cpf 'uj qt'v'gto 'l'w'p'k'qt't'q'gu'cn'q'o gcp'v'p'q'l'qd'ugew'k'v' { 'h'qt'y qo gp'cu" y gm'cu'co d'ki w'k'v' { 'dgy ggp'd'g'k'pi 'k'p'c'ö't'cl'p'k'pi ö't'q'ng'qt'o gt'gn { 'cf f'k'k'q'pc'n' ö'r'ck'tu'qh'j c'p'f u0<sup>74</sup>"Vj ku'o qf g'n'y cu'cr r ct'gp'v'htqo 'vj g'uv'ct'v'qh'vj g'y gp'v'k'gy " egp'w' { 'y j gp'y qo gp'f qevqtu'uv'ct'v'gf 'v'q'cr r gct'k'p'vj g'y qtnr n'eg'k'p" tgeqi p'k'uc'd'ng'p'wo dgtu0<sup>75</sup>"Vj g't'cl'ge'v' { 'h'qt'y qo gp'f qevqtu'k'p'vj g'WM'y cu" f'gr gpf gp'v'ng'w'qp'f'g'nd'gt'c'v'gf'f'g'uk'i p."j qy gxgt."dw'qp'c'ur g'ek'k'le'ug'v'qh' ek'tewo uv'c'pegu'y j k'ej 'h'cx'q'w'gf 'vj g'k't'ect'ggt'f'gx'g'm'r o gp'v'cv'k'o gu'cpf " j k'p'f'gt'gf 'k'v'cv'q'vj gtu'cee'q't'f k'pi 'v'q'c'p'qp/r'k'p'gct'r tqi t'gu'k'qp0<sup>76</sup>"F'k'pc" T'lej c't'f u'j k'j j r'k'j j w'vj g'k'o r qtc'v'peg'qh'u'w'f { k'pi 'p'qp/r'k'p'gct'k'v' { 'cu'c'y c { 'qh' cr r t'ge'k'v'k'pi 'vj g'eqo r ngz'k'p'v'g'r n' { 'co q'pi uv'f k'ht'g'p'v'x'ct'k'cd'ng'u't'gu'w'k'pi 'k'p" uw'f g'p'uo cm'ej c'pi gu'k'p'q'w'eqo gu'y j k'ej 'y q'w'f "dg'q'x'g't'n'q'ng'f 'k'p'c'r'k'p'gct" r t'gug'p'v'k'qp0<sup>77</sup>"

P q'gn'R'ctt { 'c'p'f 'L'q'ug'R'ctt { 'k'p'ew'f g'vj g't'kug'qh'y qo gp'f qevqtu'y k'j k'p'y j cv' vj g' { 'ecm'vj g'ö'd'cw'ngi tq'w'pf 'qh'vj g'o gf lecn'h'k'g'f i q'xgt'y j k'ej 'vj g'eco r c'k'i p"

<sup>74</sup>O ct { 'C'pp'G'nu'qp."öY qo gp'F qevqtu'k'p'c'Ej c'pi k'pi 'R't'q'h'gu'k'qp'<Vj g'Ecug'qh'D't'k'cl'p,ö k'p" *Gender, Work and Medicine*, gf 0G'nc'p'pg'T'k'ne"cpf 'M'cv't'k'p'c"Y gi ct"\*N'q'p'f'qp'<U'ci g'U'w'f'k'gu" k'p'k'p'v'g't'p'c'v'k'q'pc'n'U'q'ek'q'ni { ."3; ; 5+."6: 0'

<sup>75</sup>"Y k'j 't'gh'gtu'v'q'ö'f wcn'eq'uw'g'uv'c'v'gi k'guö'qr g't'c'v'k'pi 'k'p'o gf k'kpg'y j gtgd { 'y qo gp'r t'gu'gf " h'qt'k'p'ew'k'qp'cpf 'vj q'ug'cv'vj g'v'qr 'r t'gu'gf 'h'qt'g'zen'w'k'qp'<C'pp'g"Y k'j ."Professions and Patriarchy" \*N'q'p'f'qp'<T'q'w'ng'f i g."3; ; 4+."6; /720'

<sup>76</sup>"Vj ku'k'p'k'p'k'p'g'y k'j 'T'k'j c'p'k'u'E'qo r ngz'C'f'cr v'x'g'U' { u'go u'vj g'gt { 'y j gtgd { 'gx'q'w'k'qp'ku'c'p" w'p'eg't'v'k'p'cpf 'ng'pi vj { 'r t'q'eg'uu'<U'co k'T'k'j c'p'k'"Complex Systems Theory and Development Practice: Understanding Non-linear Realities" \*N'q'p'f'qp'< gf "D'q'q'm'u'N'f."4224+; 0'

<sup>77</sup>"F'k'pc" T'lej c't'f u."öP q'p'r'k'p'gct'O qf g'n'k'pi <C'm'Vj k'pi u'U'w'ht'g'Ej c'pi g.ö'k'p'"Political Complexity: Nonlinear Models of Politics, gf 0F'k'pc" T'lej c't'f u"\*W'p'k'g't'uk'v' { 'qh'O lej k'i c'p" R't'gu'<4222+."3/420'

vq'ugewt'g'o crg'f qo kpcpeg'y cu'hwi j vö'y j gtgd { 'vj g'pwtulpi 'cpf . 'vq'c'nguugt "  
gzvcpv. 'vj g'o kf y kgt { 'r tqhguakpu'cv'vj g'vko g'gxgpwcm { 'ceegr vgf 'vj g"  
f qextkpg'qh'o crg'uw gtktk { 0<sup>78</sup> "Y qo gp'htuv'cr r gctgf 'lp'o gf lekpg'lp'vj g'WM"  
cu'c'xkukdg'grgo gpv'qpeg'tgi kmtcvkqp'y kj 'vj g'I O E'y cu'c'tgs vkt go gpv'ht "  
r tceveg'ht qo 'vj g'O gf lecn'Cev'qh'3: 7: 0Vj g'Cev'j cf 'vj g'ghgev'qh'uy ke j kpi "  
f gxgrqr o gpv'qh'f qevqtu'ht qo "cr r tgpvkegij kr 'vq'gf wecvkqp'lp'o gf lecn'uej qqnu"  
y kj 'vj g'tgs vkt go gpv'vq'uk'gzco kpcvqpu<sup>79</sup> "Y qo gp'y cpvgf 'vq'gpvgt "  
o gf lekpg'lp'vj g'ugeqpf 'j cni'qh'vj g'pkipvggpyj 'egpwt { 'hqmij kpi 'vj gk "  
r j kcpvj tqr ke'eqpegtpu'ht'y qo gp'cpf 'ej kftgp<sup>80</sup>: ""O cp { . 'lpf ggf . 'r tcevkugf "  
lp'c'xqmpvct { 'ecr cek { 'cu'vj ku'y cu'f ggo gf 'o qtg'öceegr vcdngö'cv'vj g'vko g<sup>81</sup> "  
Rj kcpvj tqr { 'y cu'c'gkwtgf 'y qo cpai'öqwwgv'ht'ugrh'gzr tguakpö'guko cvgf "  
vq'dg'wpf gtvcngp'd { 'ctqwpf 'j cni'c'o knkqp'y qo gp'd { '3: ; 50<sup>82</sup>: "Xlevtkcp "  
y qo gp'eqwrf 'f gtxg'ht qo "r j kcpvj tqr { "ögzekgo gpw'cpf 'f cpi gtu'qh "  
r gpgtcvki "qt'qdugt xkpi 'vj g'vnpqy p'y j krg'cv'vj g'vco g'vko g'ugewtkpi "c "  
ej cpi g'qh'uegpg<sup>83</sup> "K'y cu'cnuq'c'vko g'qh'f gdcvg'qxtg'vj g'r tqr tkgv { 'qh "  
gf wecvki 'y qo gp'y kj 'eqpegtpu'cdqwt'guwvki 'lpvngewcn'utckp'qt'gxgp "  
r j { ukqmj lecn'f co ci g<sup>84</sup> "Vj g'eqpf kkpuy'gtg'pqv'hcxqwtcdng'ht'vj qug "  
y kuj kpi "vq'gpvgt'o gf lekpg'cpf 'vj gtg'y cu'eqpukf gtcdrng'tgukvcepg'ht qo "o gp "  
lp'cf o kwpki 'y qo gp'uwf gpw'vq'o gf lecn'uej qqn'gewtgu."gzco kpcvqpu'cpf "  
vj gp'enplecn'lpust wecvkqp'lp'j qur kcn<sup>85</sup> "Vj g'P gy 'J qur kcn'ht "Y qo gp "  
qr gpgf 'lp'3: 94'cpf 'vj g'Nqpf qp'Uej qqn'qh'O gf lekpg'ht "Y qo gp'\*NUO Y +lp "  
3: 96\*'tgpco gf 'vj g'Tq { cni'ht gg'O gf lecn'Uej qqn'lp'3; 69+'ur gekhecm { 'vq'ckf "

<sup>78</sup>"Rctt { 'cpf 'Rctt { . "Medical Profession, 3: 2/30"

<sup>79</sup>"O C E O Gnuqp. "Women Doctors." 570"

<sup>7</sup>: "Ibid., 352/30Vj ku'kpmu'cuq'vq'y qo gp'wpf gtvcnki 'pwtulpi 'vcumu'cu'r ctv'qh'r j kcpvj tqr ke "  
qt'xqmpvct { 'eqpegtpu'ht'ht'gpeg'P ki j vki crg. 'ht'gzco r ng. 'ugrh/i kkpki 'cpf 'ugt xleg'y gtg "  
vj g'ng { 'vq'ur kkwcnf tqy vj <Lcpg'Ngy ku. "Women in England 1870-1950: Sexual Divisions  
and Social Change \*J go gniJ go r vgc f <J ctxguvt "Y j gcuj gch "3: ; 6+"; 50

<sup>7</sup>: "HMDRtqej cunc. "Women and Philanthropy in the 19th Century \*Qzhqtf <Ertgpf qp'Rtguu. "  
3: ; 2+." 7. 4460

<sup>82</sup>"Dtkp'J cttkqpf. "öRj kcpvj tqr { 'cpf 'vj g'Xlevtkcpu.ö Victorian Studies"; . '6\* "Lypg"3; 88+ "  
575/960

<sup>83</sup>"EctqriF { j qwug. "No Distinction of Sex? Women in British Universities 1870-1939

\*Nqpf qp<"WEN'r tguu. 3; ; 7+." 3: 30

<sup>84</sup>"O ct { "MNgErick'gv'cn" Nineteenth Century Doctors: Elizabeth Blackwell, Mary Walker,  
Sarah Loguen Fraser" \*U { tcewug. 'P gy 'I qtmJ qho cp'Rtguu. "4229+." 5. 'ekg'vj g'utwi i ngu'qh "  
Grik cdgij 'Drceny gni'vj g'htuv'y qo gp'vq'tgi kvg't'y kj 'vj g'I O E'lp'3: 7: =Y kj . "Professions  
and Patriarchy.". 6/9. 'qwwkpgu'vj g'f kthevkn'gzr gtlppegf 'd { 'Grik cdgij 'I cttgw'lp'ukvki "  
gzco kpcvqpu'lp'3: 87="Mcy ctkpc'Tqy qrf. "The Educated Women: Minds, Bodies and  
Women's Higher Education in Britain, Germany and Spain 1865-1914 \*P gy 'I qtm'cpf "  
Nqpf qp<Tqwwgf i g. "4232+." 3; /42. 'y tkgu'qh'vj g'gzenwukqp'qh'hxg'y qo gp'lp'Gf lpdwti j 0

y qo gpau'gf wecvkp"cpf"go r nq{o gpv'lp'o gf lekpg<sup>85</sup>"Dgy ggp"3: 88"cpf"3; 4; "vy gpv'qpg"qur kcn'y gtg'hqwpf gf."qt'twp."d{"o gf lecn'y qo gp'lp'Dtkckp"y kj "gZR rlek'r qnleku"qh'qpn{"r tqxkf lpi 'r ckl'cpf"j qpatct{"cr r qkpvo gpw'uq"y qo gp'cpf'enkplecn'gZR gtlkpeg'hqt"y qo gp'o gf lecn'uwf gpw<sup>86</sup>"D{"3; 36."Gnvqp'guvko cvgf"uqo g'822"qh'y qug'y qo gp'y j q'j cf"gxgt'tgi kvgtgf'cv'y g"NUO Y "j cf's wcnHkgf"cpf'c'hwty gt'622"htqo "o kZgf'uej qqnu'kpenw lpi 'y qug"lp"Ueqwcpf<sup>87</sup>"

"

Vj g'pgz'v'uki pklkcpv'cf xcpvg'hqt"y qo gp'f qevqtu'lp'yj g'WM'eco g'f wklpi 'y g'Hktuv'Y qtrf "Y ct'chgevpki 'y j cv'Gnvqp'tghgtu'v'cu'öy g'ugeqpf 'i gpgtcv'kp'qh"o gf lecn'y qo gp.ö'y qo gp'f qevqtu'y j q'dgy ggp"3; 22"cpf"3; 3: "tckpgf'lp"y qo gpau'o gf lecn'uej qqnu'y j q'y gtg'o ckn{"ukpi ng'cpf'y j q'o qxgf'lp'c"y qtrf "qh'r tqhgu'kqpcn'y qo gp00 quv'y gtg'cuq'cev'xg'lp'yj g'uwhtci g"eco r cki p<sup>88</sup>"Y qo gp'f qevqtu'y gtg'pggf gf'lp'yj g'Hktuv'Y qtrf "Y ct'v'q'tgr nreg"o gp.'r ct'kewrtn{"chgt'eqpuetk'v'kp'hqt"o gp'y cu'lp'v'qf wegf'lp"3; 380"Y qo gp'y qtngf'lp."cpf'tcp."j qur kcn.'i gpgtcn'r tce'v'egu"cpf'o cpci gf'r wdrle"j gcnj 'f gr ctvo gpw'lp'hqecni qxgtpo gp<sup>89</sup>"Vj gtg'y cu'cuq'cp'gZR cpukqp'lp"y j g'o gf lecn'uwf gpv'r qr wcv'kp"y j lej 'r gto kwgf'o qtg'y qo gp'v'q'gpvgt"o gf lekpg<sup>90</sup>"C'pwo dgt'qh'yj g'Nqpf qp'O gf lecn'Uej qqnu'wctvgf'v'q'cf o k'y qo gp'v'q'enkplecn'kputwcv'kp<sup>91</sup>"Kpetgcugf"go r nq{o gpv'qh'y qo gp'f qevqtu"y cu'r ctv'qh'c'i gpgtcn'o qxg'y j lej 'ucy 'tgetwko gpv'qh'y qo gp'lp'v'y ctvko g"o wplk'qpu'hcevtlgu"cpf'twppkpi "uo cm'dwukpguugu0Y qo gp'y gtg'vgo r vgf'd{"y j g'pgy "qr r qtwpk'kgu"cpf'j ki j gt'y ci gu<sup>92</sup>"D{"3; 3: .3.: 38.222'y qo gp'y gtg"guvko cvgf'fktgevn{"v'dg'tgr nreklpi "o gp0K'y cu'qpn{"v'dg'c"vgo r qtct{"

<sup>85</sup>"Y kl'."Professions and Patriarchy, ; 3."3220Y qo gp'y gtg'cf o kwgf'v'q'o go dgtuj k'qh'y g"DO C'htqo "3; ; 4"; 3+."y j g'TEU'lp"3; 2: "cpf'v'q'yj g'TER'lp"3; 2; \*322+0'

<sup>86</sup>"O ct{"C'pp'Gnvqp."öTwp'd{"Y qo gp."\*O ckn{"+hqt"Y qo gp"/"O gf lecn'Y qo gpau'J qur kcn'lp'Dtkckp"3: 88/3; 6: .ö'lp'"Women and Modern Medicine, gf0C'ppg'J ctf{"cpf'Ncy tgepg"Eqptcf'cpf'C'ppg'J ctf{"\*Co wgtf co /P gy "l qtnk'Tqf qr k'Y gneqo g'Ugtlgu'lp'yj g'J kvqt{"qh'O gf lekpg'Erlq'O gf lec'83."4223+."95/3290'

<sup>87</sup>"Gnvqp."Women Doctors, : 9'hqvpqvg'450'

<sup>88</sup>"Gnvqp."Run by Women, ; 50'

<sup>89</sup>"Gnvqp."Women Doctors, 4: ; =y j g'Uqekgv'qh'O Qu'lp'hw'p'f.'hqt'gzco r ng."qp'tgwtp'htqo "ugt'xleg'lp'yj g'Hktuv'Y qtrf "Y ct.'y cv'o quv'cuukwcpv'o gf lecn'qh'kgf'r quw'lp'r wdrle"j gcnj "y gtg'hkgf'd{"qif gt'o gp'qt"{"qwp' "y qo gp'y kj qw's wcn'lecv'kp'u'hqt'r wdrle"j gcnj "y qtn0"DO C'Ctej kxgu0Rwdrle"J gcnj "Eqo o kwgg'o kpwgu'36'Cwi 03; 620'

<sup>90</sup>"Gnvqp."Women Doctors, 4980'

<sup>91</sup>"GOO qdgtng{"Dgm"Storming the Citadel: The Rise of the Woman Doctor \*Nqpf qp<"Eqpuvcdng."3; 75+."3920'

<sup>92</sup>"Cty vt'O cty lem"Women at War 1914-18 \*Nqpf qp<"Eqqo "J gro ."3; 99+."35.", 40"

o gcuwtg."j qy gxgt0Vj g'Rtg/Y ct'Rtcevegu'Cev'qh'3; 3; 'tgs wktgf "go r m{gtu"  
vq'i kxg'o gp'y gkt'lqdu'dcen0<sup>3</sup>""

"

Hqmjy kpi "y g'y ct."y qo gp'dgi cp"vq"gpvt"cm'r tqhguakpu'dw'y g'lpvty ct"  
{gctu'y gtg'o ctngf "d{ 'f gr tguakp"cpf "f kumecvqp0<sup>4</sup>"K'y qo gp'y qtngf."k"  
y cu'lp'ugo k"qt"wpunkngf "y qtm'k'dgkpi "i gpgtcm{ 'tgi ctf gf "cu'wppgeguuct { "  
y cv'y qo gp'uj qwf "ces wktg"cu'unkn'cu'y g{ 'y qwf "o gtgn{ 'i gv'o cttkgf "y gp"  
y kj ftcy "htqo "r ckl "y qtn00 cttkci g'dctu'y gtg"eqo o qp'lp'y g'ekxkl'ugt xleg."  
tgxkl'cpf "dcpnkpi "cpf "mecn'gf wecvqp"cwj qtkkgu0Vj g'r tgxcnkpi "cwkwf g"  
y cu'vq'r tqvgevy qtngtu"htqo "eqo r gvkqp'hqt'lqdu'cpf 'k'y cu'ceegr vgf "y cv"  
{qwp i "y qo gp'uj qwf "pqv'o cng"cu'o wej "cu'o gp0<sup>5</sup>"K'y cu'pqv'uwtr tkulpi ."  
y gtghqtg."y cv'y qo gp"f qevtu'hceg f "qxgt/uwr r n{ "qp'y g'tgwtp"qh'o cng"  
f qevtu'htqo "y g'y ct"ghqtv."y g'tg/ko r qukkqp"qh'o cttkci g'dctu'cpf "  
gzenwukp'htqo "tgukf gpvknj qur kcn'r quw0"Vj g'pwo dgt"qh'y qo gp'o gf kecn'  
uwf gpw'hgm'lp'y g'3; 42u'cu'y g'pwo dgt"qh'o gp'kpetgcugf "y kj "  
f go qdrlkucvqp"cpf "ur gekn'i tcpw'htq'htqo gt"ugt xleg'o gp0<sup>6</sup>""Vj g'BMJ"lp"  
3; 42'r w'c'tqukt'i my "qp'y g'qr gpki u'htq'y qo gp'cf qr vki "o gf kecn'lectggtu"  
y cp'y cu'r tqdcdn{ "y g'tgcrkv{ "y j gp'k'ucvfg <"

Y qo gp'j qrf "o cp{ "cr r qkpwo gpw'cu'tgukf gpv'o gf kecn'qh'htegtu'lp"  
i gpgtcnj qur kcn'cpf "lp"j qur kcn'htq'y qo gp'cpf "ej kf tgp"cm"  
qxgt"y g'eqwpt { "cpf "lp" c'rti g'pwo dgt"qh'ucpcvktwo u."  
kph'kto ctkgu."hgxgt"j qur kcn'cpf "cu{ nwo u00 cp{ "o gf kecn'y qo gp"  
ctg'cnq"gp i ci gf "lp'r wdne"j gcnj . "wdgtewuuku'cpf "uej qqn'  
kpur gevqp'y qtn0<sup>7</sup>""

"

Twppkpi "enpleu'y cu'eqpukf gtgf "uwkcdng"go r m{ o gpv'htq"o cttkgf "+y qo gp"  
f qevtu."cu'y g{ "eqwf "dg"go r m{ gf "qp" c'uguakpccn'dcuku'cpf "r ckl "ngu'y cp"  
o gp0<sup>8</sup>""Nqecn'i qxgtpo gpv'dgi cp."y gtghqtg."v"dg" c'wughw'uqwtg"qh"  
go r m{ o gpv'htq" gctn{ "y qo gp"f qevtu'utwi i nkpi "v'hkp f "r ckl "wug"qh'y gkt"

<sup>93</sup>"Qcmg{."Subject Women, 3; "

<sup>94</sup>"Twj "Y cwu."Women in Science: Social and Cultural History \*Nqpf qp"cpf "P gy "l qtm"  
Tqwgfi g."4229+."3560

<sup>95</sup>"Rgpp{ "Uwo o gthgrf."Women Workers in the Second World War: Production and  
Patriarchy in Conflict \*Dgengpj co <Etqqo "J gm ."3; : 6+; /32."35/360

<sup>96</sup>"Wl E'hi wtgu'htq'I tgcV'Dtkclp'uj qy "4963"tgo cng"o gf kecn'uwf gpw'3; 42/3"hnkpi "vq"  
3.458'lp'3; 48/900 Y H'Ctej kxgu."O Y H'UC ID0416."S wctvgt n{ "P gy urgwgt"O ctej "3; 4; .63."  
ucvgu'y cv"o quv'Nqpf qp"vgej kpi "j qur kcn'dcttgf "y qo gp'htqo "enplecn'lpwvewqp"  
hqmjy kpi "y g'Htuw'Y qtrf "Y ct0

<sup>97</sup>"BMJ,"o gf kecn'Gf wecvqp"qh'Y qo gp.ö 4."5336"\*6"Ugr v03; 42+<5890"

<sup>98</sup>"O Y H'Ctej kxgu."UC IO Y H'ID0408."S wctvgt n{ "P gy urgwgt"Hgd03; 44."38."o gf kecn'Y qo gp"  
cpf "Rwdne"J gcnj "Y qtn00""

unknu'kp"qvj gt'dtcepej gu'qh'o gf lekpg0"K'eqpvkpwgf "vq'gzr cpf 'ku'lphecpv"ej krf " y grhtg'cpf "o cvgtpkf "erlpleu."uej qqnfj gcnj "ugt xlegu."wdgtewmuku'ugt xlegu" cpf "j gcnj "gf wecvkqp'lp'tgur qpug'vq'eqpegtpu'cdqww'vj g'ko r qtwcpeg'qh" r gtuqpcnfj gcnj "ectg'lp'r tqo qvpi "j gcnj "cpf "r txxgpvpi "f kugcug"cpf "vj gp" y j gp'kv'qqm'qxgt'twppki "qh'vj g'hqto gt'Rqqt'Ncy "j qur kcnu<sup>99</sup>"Vj g'Hco knf " Rrcppki "o qxgo gpv'cnuq'r tqxkf gf "qr r qtwpkkgu'hqt'y qo gp'y j q."hqt'hco knf " tgcuppu."eqwrf"pqvj cxg'c'hwv'ko g'r quv'cpf "y j q'y gtg'y knki "wpf gtvcng" uguukqpcn'erlple'y qtn0"Cv'vj g'gpf "qh'O ctej "3; 42"vj gtg'y gtg"3.976" o cvgtpkf "cpf "ej krf "y grhtg'egpvtgu'cnj qwi j "vj ku'y cu'tgi ctf gf "cu" kpcf gs wcv'lp'vj g'htuv'O kpkut { "qh'J gcnj "cppwen'tgr qtv'qh'vj g'Ej kgh'O gf lecn' Qhhegt0: "Y qo gp'f qevqtu'd { "f ghcwv."vj gtghqtg."j gcf gf "hqt'mecni" i qxgtpo gpv'r wdrie"j gcnj "y qtn'icpf "wpf gtvqqm'uguukqpcn'erlple'y qtn'ikh'vj cv" y cu'vj g'qpnf "qr vkp0"D { "gctnf "3; 4; . "y qo gp'ukm'eqo r tkugf "o qtg'vj cp"e" s wctvgt "qh'hwv'ko g'go r m { ggu'co qpi uv'r wdrie"j gcnj "o gf lecn'qhhegtu'lp" Gpi rcpf "cpf "Y cngu"\*693"qw'qh'3.724+"cpf "5; ' "qh'vj g'qxtcm'r wdrie"j gcnj " y qtn'hteg"\*32.757"qw'qh'4: .79: +0: "Cnj qwi j "ej cpegu'qh'r tqo qvqp'lp" mcecnf qxgtpo gpv'y gtg'r qqt "/"c"3; 54"O Y H'S wctvgtnf "P gy urgwgt'ur qng'qh" ðewf g/uceu0'cpf ðdrkpf /cmg { "qewr cvkpu0'hqt'y qo gp'uwem'lp'lwpkqt'r quw" cpf "vj g'htuv'hgo cng'O QJ "y cu'pqv'cr r qkpwgf "wpvkn3; 4: "/"vj gtg'y gtg'gs wcmf " kuuwgu'lp"j qur kcnu'y j gtg."cr ctv'htqo "vj g'y qo gp'twp"j qur kcnu."y qo gp'y gtg" htgs wgpvnf "dcttgf'htqo "tgukf gpekgu."cpf "lp'i gpgtcn'r tceveg'y j gtg'vj g'ej qleg" y cu'vq'dw { "c'r tceveg'qt"ðukem'wr "c'r rvg0'cpf "y ck'hqt'r cvkpw'vq'eqo g0<sup>2</sup>"" ""

K'y cu'cp'wpj cr r { "ko g'hqt"o cp { "y qo gp'lp'vj g'r tqhguukqp0Uqo g'o gf lecn' y qo gp."cu'y gm'cu"o gp."qr r qugf "vj gkt"o cttkgf "hgo cng'eqmgci wgu'eqpvkpwpi " vq'y qtn'chgt"o cttkci g0<sup>3</sup>Cp'gf kqtkcn'lp"Public Health"lp"3; 46"ekgf "r tguu" tgr qtuv'ucvpi "o gf lekpg'lp'i gpgtcn'cu'c'y qpf gthwn'qr r qtwpkv { "cpf "ectgg'thqt"

<sup>99</sup>"Y cttgp."Genesis of Community Medicine,"50

<sup>9</sup>: "BMJ."ðRwdrie"J gcnj "3; 3; /42.ð 4."5345\*8"P qx03; 42<928/90"

<sup>9</sup>: "DO C'Ctej kxgu'Rwdrie"J gcnj "Eqo o kwgg'o kpwgu'33"Lcp03; 4; 0"

<sup>:2</sup>"Dgm"Storming the Citadel, 3: 6=O Y H'Ctej kxgu."UC IO Y HID04."S wctvgtnf "P gy urgwgt" P qx03; 45."45.ðl gpgtcn'r tceveg'htqo "vj g'lpukf g-ð"UC IO Y HID04 16."S wctvgtnf "P gy urgwgt" O ctej "3; 5; . "53=UC IO Y HID04 15."S wctvgtnf "P gy urgwgt'Lwnf "3; 470Vq'wpf gtvcng'i gpgtcn' r tceveg'y qo gp'y qwf "pggf "ecr kcn'c'ect."r tgo kugu'cpf "cp'ceeqwpcp0"

<sup>:3</sup>"O Y H'Ctej kxgu."UC IO Y HID04 18."S wctvgtnf "pgy urgwgt'Lwnf "3; 54."69."pqvgu'lp'c'xqvg'cv" Nqpf qp'Eqwv { "Eqwpek'vq'dct "vj g'go r m { o gpv'qh'o cttkgf "y qo gp'f qevqtu'vj cv'y qo gp" f qevqt'eqwpek'mtu'ej qug'vq'xqvg'hqt'vj g'dct0"

y qo gp"cpf "r wdrle"j gcnj "kp"r ctvewrct0Vj g"gf kqtkcn"j qy gxgt."dgi i gf "q"  
 f khtg<öwpf qwdvgf n{ "qwpj "y qo gp"cpf "vj gk"r ctgpw"ctg"kp"i cpi gt"qh'dgkpi "  
 o kungf 0"K'eqpenwf gf "vj cv'hqt"vj g"cxgtci g'y qo gp."vj g"equv'qh'o gf lecn'  
 vckkpi "tgrtgugpvgf "cp"wpucvukcevgf { "cpf "wp/tgo wpgtcvkg"lpxguo gpv."  
 ekkpi "rgwtu"vj g"lqwtpcn'j cf "tgegkxgf "htqo "f kumwukqpgf."s wcrkkgf "o gf lecn'  
 y qo gp"y j q"eqwf "pqv'o cng"c"hxkpi "kp"i gpgtcn'r tceveg"cpf "y j q"cumgf "hqt"  
 j gr "q"i gv'c"r wdrle"j gcnj "cr r qkpvo gp0K'eqpukf gtgf."o qtgxgt."vj cv'r wdrle"  
 j gcnj "tgrtgugpvgf "c"ko kgf "hgrf "cpf "vj gtg'y cu'f kueqpvgpv'gxgp"htqo "vj qug"  
 y j q"i kf"i gv'lqdu<

Vj g'o clqtkv{ "qh'y qo gp"y j q"j qrf "r wdrle"j gcnj "cr r qkpvo gpw"  
 j cxg'rguu'rgkwtg."uj qtvtg"j qrkf c{ u'cpf "o qtg"cppq{ cpegu"cpf "  
 y qttkgu"vj cp"vj g"cxgtci g'y qo cp"vgej gt"y j q"j cu'qpn{ "c"urk j w{ "  
 ny gt"ucrt{ i 0C"rti g'pwo dgt"qh'y qo gp"gxgt{ "{ gct"ctg"  
 gpvgtkpi "vj g"ctgcf { "qxgtetqy f gf "r tqhguukqp"qh'o gf kelpg0Cv'j g"  
 r tguvpv'ko g'o cp{ "s wcrkkgf "y qo gp"ctg"kp"cewcn'r qxgtv{ 0<sup>4</sup>""  
 "

"

Cnj qwi j "r wdrle"j gcnj "eqvpkwgf "q"r tqxg"c"htwkhwn'y qtnr tqur gev'hqt"  
 y qo gp"fqevtu"kp"cp"qxgtetqy f gf "o ctngv."uqo g"mecn'cwj qtkkgu'cwgo r vgf "  
 vq"gpveg"y qo gp"cv'ny gt"ucrtkgu"vj cp"o gp"wpkn'pgy "ucrt{ "uecrgu'y gtg"  
 ci tggf "dgy ggp"vj g'O kpkut { "qh"J gcnj ."DO C"cpf "mecn'cwj qtkkgu"kp"  
 3; 4; 0<sup>5</sup>""kp"3; 46."hqt"gzco r rg."cp"gf kqtkcn'kp"Public Health"tgr qtvpki "qp"  
 uej qqno gf lecn'qh'hegt"cpf "cuukvcpv'r quu'kp"Ueqvcpf "y j gtg"vj gtg'y gtg"  
 pwo gtquw"cr r rkecvkpu'hqt"r quu'qh'htgf "cv'xgt { "ny "ucrtkgu'ucvgf <"öy g"ecp"  
 qpn{ "cuwo g"vj cv'j g{ "ctg"eqo r gmgf "d{ "uj ggt"cpf "wti gpv'pgeguukv{ "qy kpi "q"  
 vj g'hcn'qh'qr r qtwpkv{ "qh'gctkpi "c"hxgkj qqf "kp"cp{ "qvj gt"y c{ 0<sup>6</sup>""Vj g"  
 DO C"Rwdrle"J gcnj "Eqo o kvgg"kp"vj g"3; 42u"ur gpv'c"eqpukf gtcdrg"co qwpv'qh"  
 vko g'tgxkgy kpi "cpf "eqo r mckpi "cdqwm'necl'cwj qtkv{ "cf xgtvko gpw'hqt"  
 r quu'y j gtg"ny gt"ucrtkgu'y gtg"qh'htgf "q."cpf "ceegr vgf "d{ ."y qo gp."  
 r tguwo cdn{ "dgecwug"vj g{ "pggf gf "vj g'y qtn0Vj ku'y cu'cv'c"vko g'y j gp"r wdrle"  
 j gcnj "y cu'utkxkpi "q"cwtecv'o gf lecn'o gp"kp"eqo r gvkkp"y kj "i gpgtcn'

:4"Public Health,"Gf kqtkcn"7."59""Hgd03; 46+323/40"

:5"O Y H'Ctej kxgu"UC IO Y HIO4I7."S wetvgt{ "P gy urvggt"Ln{ "3; 4; ."560"

:6"Public Health, Gf kqtkcn 33."59""; "Cwi 03; 46+492/30"



r tceveg<öj g'o gf lecn'qhhegt'uj qwf 'pqv'dg'r megf 'lp'c'r qukkqp'qh'

lphgtkqtkv{ 'vq'vj gt'o gf lecn'o gp'lp'yj g'f kntkeo: 7'''

"

Cu'r tgekg'f cve"qp'y j gtg'y qo gp'f qevqtu'y qtngf "dgwy ggp'yj g'vy q'y ctu"  
y gtg'pqv'tgcf k{ 'cxckmdng. 'vj g'O Y H'eqpf wevgf "vy q'tgxky u'qh'o gf lecn'  
y qo gp'vq'qdvckp'cu'ceewtcvg'lphqto cvkqp'cu'r quukdng'qp'y gk't'go r nq{o gpv'  
uvcwu0Vj gug'eqphkto gf 'vj cv'y qo gp'f qevqtu'y gtg'rguu'rkngn{ 'vq'y qtnlkp'yj g"  
j qur kcn'ugevqt0Vj g'htuv'tgxky . 'lp'3; 4: . 'qh'qpg'y qwucpf 'O Y H'o go dgtu"  
hqwpf '63' 'y gtg'y qtnkpi 'lp'i gpgtcnr tceveg. '38' 'lp'r wdrle'j gcnj 'cpf '35' "  
lp'j qur kcn'y qtn0Vj g'ugeqpf . 'rti gt. 'uwxg{ . 'ecttkgf "qwl'lp'3; 5: 'xlc'cp"  
cf xgtvugo gpv'lp'*The Lancet*. 'tgegkxgf '4.58; 'tgr rku0'33' 'qh'y qo gp"  
f qevqtu'lp'I tgcv'Dtkckp'y gtg'y qtnkpi 'lp'eqpuwnkpi "qt'ur gekrkuv'r tceveg."  
5: ' 'lp'i gpgtcnr tceveg'cpf '43' 'lp'r wdrle'j gcnj 0<sup>8</sup>'''lp'3; 66'yj g"  
I qqf gpqwi j 'Eqo o kvgg. 'hqqnkpi 'cv'o gf lecn'gf wecvkqp'hqt'c'pgy 'j gcnj "  
ugtckeg. 'tgeqtfgf '73.55; 'cevkxgf qevqtu'lp'I tgcv'Dtkckp'cpf 'P qtvy gtp"  
Kgnpf 'qh'y j qo '9.3; : '\*36' +y gtg'y qo gp0Qh'c'vqcn'qh'. .425"  
wpf gti tcf wcv'g'o gf lecn'uwf gpw'lp'uej qqnu'lp'Gpi ncpf 'cpf 'Y crgu'3; 64/5."  
3.837\*42' +y gtg'y qo gp0<sup>9</sup>''''

"

Vj g'r qukkqp'qh'y qo gp'f qevqtu'hqmy kpi 'yj g'lpvtqf wecvkqp'qh'yj g'PJ U'fk"  
pqv'lo r tqxg'uki pkhecpw{ . 'lp'r ctv'dgecwug'qh'yj g'r gtr gwcckqp'qh'yj g"  
r {tco kf cn'utwewt'g'eqpvtqmkpi 'cm'yj tgg'ugevqtu'qh'o gf lekpg'yj lej 'o cf g"  
j ctf gt'yj g'utwi i ng'hqt'y qo gp'f qevqtu'vq'dg'tgeqi plugf 'lp'o gf lekpg'lp'yj g"  
htuv'r meg'cpf 'ugeqpf n{ 'vq'j cxg'yj gk't'r ctvewrt'pggf u'lp'tgrvckp'vq'f qo guke"  
tgur qpukdrkkgu'tgeqi plugf 0Grkv'Ht gkf uqp. 'y tkkpi 'lp'3; 92'cdqw'yj g'WM'  
o qf gn'eqpukf gtgf 'yj g'PJ U'y cu'eqpegtpgf 'y kj 'r mecvkpi 'qti cplugf "  
o gf lekpg'cpf 'yj g'o ckp'kuwg'y cu'yj g'eqpuwncpv'u'ugvo 'y j lej 'y cu'

:7'DO C'Ctej kxgu. 'Rwdrle'J gcnj 'Eqo o kvgg'o ggkpi '49'P qx03; 47. 'öUwr r rgo gpwö'vq"  
*Public Health*, 'Lxpg'3; 470

:8'O Y H'Ctej kxgu. 'UC IO Y HILÖ. 'öUwxg{ u'qh'O gf lecn'Y qo gp'Gpi ci gf 'lp'3; 4: . '3; 5: /62Ö"

:9'O lpkwt { 'qh'J gcnj . 'Goodenough Committee. '474\* wukpi 'f qevqtu'qp'yj g'P cvkqpcil'

Tgi kvgt+. '482\* wukpi 'Wl E'f cvc-0'F wtkpi 'yj g'Ugeqpf 'Y qtrf 'Y ct. 'qrf gt'o gp'cpf '{ qwpi "  
y qo gp'f qevqtu'hmgf 'mecri'cwj qtkv{ 'O Q'r quw<DO C'Ctej kxgu. 'Rwdrle'J gcnj 'Eqo o kvgg"  
o ggkpi '36'Cwi 03; 62=Gnxqp'eqpukf gtgf 'yj g'ghge'vqh'yj g'Ugeqpf 'Y qtrf 'Y ct'qp'y qo gp"  
f qevqtu'vq'dg'rguu'y cp'yj g'htuv'Y qtrf 'Y ct. 'i kxgp'yj g'i tgcvgt'pggf 'hqt'f qevqtu'vq'eqr g'y kj "  
ekxkckp'ecuvcnkgu'qh'ck/tckf u'tcvj gt'yj cp'ugtckpi 'y kj 'yj g'Cto gf 'Hqtegu<Gnxqp. 'Women  
Doctors, 57; 0'

guvdrkuj gf "lp" f ghgtgpeg"vq"vj g'y kuj gu'qh'vj g'eqpuwncpvu"vj go ugrngu'cpf "y cu" uq'tki kf "cpf "pcttqy "vj cv" { qwpi "f qevqtu'r tghgtt gf "vq" uggmlectggtu"qxgtugcu0: " J ctqr f "Rgt nkp" tghgtu"vq"vj g'öugh/lp vgtguvgf "go r kt g" dwkf lpi "qh'vj g'y grhctg" r tqhguukqpu"cpf "vj gkt" uwr r qt vki "dwtgcwetcekguö"kp "Cpi rkuj "uqekgv" "cpf "vj gkt" öcuuwo r vkqp"qh'uwr gtlqtkv( Ö: "

Vj g'o gf lecn'o qf grlhqt"o gf lekpg. "guvdrkuj gf "d{ "vj g' lpegr vkqp"qh'vj g'j gcnj " ugtxleg. "y cu'dcugf "qp"vj g'utwewtg"cf qr vgf "y kj kp"vj g'xqnpvct { "j qur kcnu"kp" vj g'3; 52u. "c'r { tco kf "y kj "hgy "ur gekrknu"cv'vj g'vqr "uwr r qt vgf "d{ "uwdupvkcn" pwo dgtu"qh'lwpkqt"uvch'lp"uq/ecmgf "vtcklpi "r quu"cpf "i tcf gu" f grkxgtlpi "vj g" dwm'qh'vj g'j cpf u/qp" ugtxleg0K/y cu" c'u{ uvgö "f gxgnqr gf "cv'vj g'vko g'd{ " ugplqt"o cng"o gf lecn'o gp"vq"eqptqnl'c'rti gn{ "o cng"y qtnhqtgö0Rctt { "cpf " Rctt { "y tkg"vj cv'vj g'j qur kcnlpetgculpi n{ "dgeco g'vj g'dcuku" hqt "vj g" öguvdrkuj o gpv'qh'grkxg"eqpuwncpv"eqptqnrö" gur gekcm{ "vj tqwi j "eqptqnl'qh" gf wecvkqp"wpf gt"y j lej "vj g'r tgxkqu"cr r tgpvleguj kr "u{ uvgö "y cu'r j cugf "qww" cpf "vj g'j qur kcn'uej qqnl'dgeco g'f qo kpcpö<sup>2</sup> "Cwqpqo quu'ectggt"i tcf gu"kp" vj g'o gf lecn'utwewtg"y gtg" I R'r tlpekr cn"j qur kcn'eqpuwncpv"cpf "r wdike" j gcnj "O QJ "Htqo "3; 96"eqo o wplv{ "r j { ulekp-öT go clklpi "i tcf gu"y gtg" ceeqwpvcdng"vq"vj gug'ectggt"i tcf g'r quuö<sup>3</sup> "Vj ku"o qf gr'ugt xgf "cetquu"vj g'vj tgg" o gf lecn'lugevqtu"qh'j qur kcn'o gf lekpg. "i gpgtcnr tceveg"cpf "mqecn' qxgtpo gpv" r wdike"j gcnj "o gf lekpg"kp"r neg"htqo "3; 6: 0Y kj kp" gcej . "y qo gp" f qevqtu" y gtg"mqecvgf "o clpn{ "kp"vj g'hqy gt"vgtu"kp"lwpkqt"uwr r qt v'tqngu. "j kpf gtgf "d{ " f hheknw{ "kp"ceeguulpi "vj g'vtcklpi "r quu"pggf gf "vq"tgcej "ectggt"i tcf g"cpf. " vj gtgd { . "kpf gr gpf gpv'r tcevegö<sup>4</sup> "kp"j qur kcn'o gf lekpg. "hqt"gzco r ng. "i tcf gu" y gtg"ur gekhecm{ "kptqf wegf "vq"cee qo o qf cvg"vj qug"y j q'hckrgf "vq"cej kxg" eqpuwncpv"uvcwuö<sup>4</sup> "Gz kunkpi "eqpuwncpvu. "d{ "ukvki "qp"cr r qkpw gpw'r cpgnu. " eqptqmgf "gpvt { "vq"vj g'eqpuwncpv"cpf "uwd/eqpuwncpv"i tcf guöQpg" hwtj gt" o gcpu"qh'eqptqnl'qh'f qevqtu"d{ "f qevqtu"y cu"vj tqwi j "vj g'f kunkpevkqp"cy ctf "

∴ "Higkf uqp. "Medicine, 580 "

∴ "Rgt nkp. "Professional Society, 5; 20

∴ "Rctt { "cpf "Rctt { . "Medical Profession."4750

∴ "Lxplqt" f qevqtu"lpnxf gf "j qwug"qhhegtu. "ugplqt"j qwug"qhhegtu. "tgi kntctu. "ugplqt"tgi kntctu" cpf "vtckpgg" I RuöUwd/eqpuwncpv"i tcf gu"y gtg"xctkquw{ "enkplecn'cuukncpv. "j qur kcn' r tcevkklpgt. "ugplqt"j qur kcn'o gf lecn'qhhegt. "I R'cuukncpv. "cuuqekvg"ur gekrknuö

∴ "Grk cdgij "Uj qtg. "öo gf lecnöO cpr qy gt "Rmppkpi .ö Health Trends"8"öO c{ "3; 96+ö54/70

u{ ugo 'uwr r ngo gpvki 'ucnrlgu'hqt'j qur kcnf qevqtu<sup>5</sup>""k'v'j g'guxcdruj o gpv'  
 qh'c'eqpvtqmkpi 'cpf 'gzenwukxg'grkg.'v'j g'WM'o gf kcnrlutwewtg'eqphqto gf 'v'  
 uvgtgqv{r gu'lp'v'j g'rkgtcwtg'qp'r tqhguukqpcn'j kgtctej kgu0Rgtmkp.'hqt'gzco r rg."  
 eqpukf gtu'c'r tqhguukqpcn'uqelgv{ 'v'dg'qpg'utwewtg'ctqwpf 'ectggt"  
 j kgtctej kgu0<sup>6</sup>Rkgttg'Dqwtfkgw.'rkngy kug.'eqo o gpw'qp'v'j g'y c{ 'cp'grkg'ecp"  
 qr gtcvg'v'tgvclp'ku'ouqekrö'kpgs wrkv{ 0kpf kxf wcn'cpf 'i tqwr u'lp'xgu'lp'c"  
 encuukhlecukp'y j lej 'fghkpgu'ouuö'cu'qr r qugf 'v'ö'v'j go .ö'v'j g'dcuku'hqt"  
 gzenwukqpu'cpf 'v'j g'o gcpu'qh'qr gtcvki 'r qy gt0<sup>7</sup>Rctt{ 'cpf 'Rctt{ 'cf f 'i gpf gt"  
 cpf 'encu'f qo ckpu'v'j ku'lp'tghgttkpi 'v'o gf lekpg'cu'cp'gzco r rg'y j gtg'c"  
 utcvgi { 'qh'uqekcn'emuwg'qr gtcvgf 'v'o ckpvclp'v'j g'i gpf gt'cpf 'encu"  
 f ko gpukqp'qh'c'o cng'cpf 'wr r gt/o kf f rg'encu'y qtnhqtg0<sup>8</sup>""  
 "

C'hwtv'j gt'j kpf tcepg'v'v'j g'f gxmqr o gpv'qh'y qo gp'cetquu'o gf lekpg.'cpf 'qpg"  
 y j lej 'cnuq'eqpvtkdwgf 'v'v'j g'cr r ctgpv'tcpf qo pguu'qh'cp{ 'r tqi tguu.'y cu'v'j g"  
 r qy gt'cpf 'ucwuu'utwi i ngu'cetquu'v'j g'y tgg'o gf kcnrlugevqtu.'y kj 'pq'ergct"  
 r ncppkpi 'qt'eqqtf kpcvklp.'y j lej 'tghkqtegf 'v'j g'r nceg'qh'y qo gp'cpf 'qxgtugcu"  
 f qevqtu'lp'v'j g'y qtnhqtg'cv'v'j g'dcug'qh'v'j g'r { tco kf u0"Vj g'pgy 'P J U"  
 gpui tkpgf 'c'vtr ctvksg'utwewtg'dcugf 'qp'v'j g'y tgg'r tgxkqu'u'ugevqtu'qh"  
 o gf lekpg.'j qur kcn'r tko ct{ 'ectg'cpf 'r wdrl'j gcmj 'kp'hqecnl'qxgtpo gpv0"  
 Tgrvklpu'y gtg'r qqt'cetquu'v'j g'y tgg'cpf 'v'j g'3; 72u'cpf 'gctn{ '3; 82u'y gtg"  
 o ctngf 'd{ 'x{ kpi 'hqt'pwo dgtu'lp'gzr cpf kpi 'ugt'xlegu'cu'y gni'cu'ucwuu'lp"  
 vgtu u'qh'ucnrl{ 'f qo kpcvklp0Rwdrl'j gcmj 'f qevqtu.'hqt'gzco r rg.'uqwi j v"  
 r ctkv{ 'y kj 'j qur kcnrl'eqpuwncpwu0Vj g'cf o kpkntcvkxg'utwewtg'qh'v'j g'P J U."  
 f ggo gf 'v'hc'xqwt'j qur kcn'cpf 'j qur kcn'o gf lekpg.'y cu'c'o clqt 'uqwtg'qh"  
 i tlgxcpeg'v'I Ru'wpvkl'v'j g'3; 88'Hco kn{ 'Ej ctvgt'hqt'I Ru'y j lej 'tguwngf 'kp"  
 ko r tqxgf 'r c{ 'cpf 'eqpf kkpku0<sup>9</sup>Vj gtg'y cu'c'ergct'r genkpi 'qtf gt'cetquu'v'j g"

:<sup>5</sup>"K' r ngo gpvgf 'hqmqy kpi 'v'j g'O kpknt{ 'qh'J gcmj ."*Report of the Inter-Departmental Committee on the Remuneration of Consultants and Specialists* \*Ur gpu'Ego o kvgg+ Eo pf " 9624\*<sup>Nqpf qp<J O UQ.</sup>3; 6: +:y j lej 'y cu'tghgttgf 'v'lp'v'j g'Rrcw'Ego o kvgg'Tgr qtv< O kpknt{ 'qh'J gcmj ."*Report of the Joint Working Party on the Medical Staffing Structure in the Hospital Service*\*<sup>Nqpf qp<J O UQ.</sup>3; 83+:4/50Vj g'Ur gpu'Ego o kvgg'cnuq'guxcdruj gf " v'j g'pqvklp'qh'v'j tgg'i tcf gu'cdqxg'J Qu'hqt'f qevqtu'lp'tcklpi 0'

:<sup>6</sup>Rgtmkp."*Professional Society*, 57; 0'

:<sup>7</sup>Rkgttg'Dqwtfkgw."*Distinction: A Social Critique of the Judgement of Taste* \*Cdkpi f qp< Tqwwgf i g.'3; : 6+:69: /; 0'

:<sup>8</sup>Rctt{ 'cpf 'Rctt{ ."*Medical Profession*, 3: 2/30'

:<sup>9</sup>"Lqj p'Ugy ctv'öVj g'Rqrkckcn'Geppqo { 'qh'v'j g'P J U.'3; 67/97<Qr r qtwpkkgu'cpf " Eqputckpu.ö *Medical History*"74.'6.\*Qev0422: +<675/920'

vj tgg'ugevqtu0Hqt'o quv'qh'vj g'r gtlkf 'wpf gt'tgxlgy . 'r wdlk'j gcnj 'y cu'cv'vj g"  
dqwqo 'qh'vj g'r genkpi 'qtf gt.'pqv'j gr gf 'd{ 'vj g'hcev'vj cv'kv'y cu'i gpgtcm{ "  
r qqtnt{ 'cwi j v'cv'o gf kecn'uej qqr0O qtgqxtg.'hwpf gf 'tckpkpi 'kp'mqecn'  
i qxgtpo gpv'y cu'pqv'i wctcpvggf 'd{ 'mqecn'cwj qtkkku'kp'eqpvtcu'v'q'vj g'q'vj gt"  
wy q'ugevqtu0I gpgtcn'r tceveg'y cu'f ggo gf 'kphgtkqt'v'j qur kcn'o gf lekpg.'c"  
r nceg'hqt'öhcngf ö'f qevqtu0: "Gxgp'y kj kp'j qur kcn'o gf lekpg'y gtg'y cu'c"  
j kgtctej { 'y j gtgd{ 'vj g'ur geknkgu'y j kej 'qhgtgf 'vj g'dgu'qr r qtwpkku'hqt"  
r tlxcvg'r tceveg.'gur gekm{ 'uwti gt{ . 'cpf 'vj qug'cuqekcvf 'y kj 'vgej kpi "  
j qur kcn.'y gtg'tgi ctf gf 'cu'vj g'o quv'r tguvi kqu'cpf 'f qo kpcvgf 'd{ 'o gp"  
eqo r gvki 'y kj 'o gp'hqt'ugpkqt'r qukkpu0: "Vj g'pgy gt.'uo cmgt'o gf kecn'  
ur geknkgu'kp'vj gter gwke"öuwr r qtvö"qt'f kci pqvke'tqngu'cu'y gm'cu'vj qug"  
f gxgnr gf 'hqmqy kpi 'vj g'r rke{ 'uj kh'v'j kj gtv'pgi ngev'j gcnj 'ectg'/"  
ur geknkgu'uwej 'cu'r u{ej kv{ . 'i gtlcv'leu.'rgctpkpi 'f kcdk{ '/'y gtg'y g'hcuv"  
r tguvi kqu.'cpf 'vj gtgd{ 'tgrv'xgn{ 'wpr qr wnt'y kj 'WM/tckpgf 'o gp.'cpf "  
y gtg'y j gtg'y qo gp'cpf 'qxtugcu'f qevqtu'hqwpf 'k'gcu'kt'v'q'qdv'kp"  
go r m{ o gpv<sup>22</sup>"Vj ku'o gf kecn'upqddgt{ 'ku'cu'q'cf qr vgf 'kp'o quv'rkgtcwtg."  
dqvj 'qp'vj g'o gf kecn'y qtnhgtg'cpf 'qp'y qo gp'kp'o gf lekpg'y j gtg'y g"  
go r j cuku'ku'qp'j qy 'v'cej kxg'tgeqi pkkp'y kj kp'vj g'uq/ecmgf 'r tguvi kqu"  
ur geknkgu.'ki pqtkpi 'y qo gp'æ'eqpukf gtdng'r tqi tguu'kp'vj qug'f ggo gf 'rguu"  
r tguvi kqu<sup>23</sup>"

"

K'ku'f khlw'x.'cuq.'v'g'uecr g'vj g'xkgy 'vj cv'o gf kecn'y qtnhgtg'r rppkpi 'y cu'  
cv'dgu'ad hoc0Vj gtg'y cu'pq'engct'rgcf gtuj kr 'htqo 'o gf kecn'qti cplkv'qp'qt"  
vj g'O kpkut{ 'qh'J gcnj 'cpf 'ku'uweeguqt'dqf kgu.'o cnkpi 'ej cpi g'j ctf gt'v'  
cej kxg'hqt'y qo gp'f qevqtu'cpf 'eqpvtkwkpi 'v'vj g'cr r gctcpeg'qh'  
tcpf qo pguu'kp'j qy 'cpf 'y j gp'r tqi tguu'j cr r gpgf 0Vj g'i qxgtpo gpv'o c{ "  
j cxg'eqpvtmgf 'vj g'pwo dgt'qh'o gf kecn'uwf gpv'r megu'dw'o gf kecn'

∴ "Kpvtxkgy gg'E'r gtuqpcn'eqo o wplecv'qp'P qx042320Ct'vengu'lp'vj g'F J UU's wctvgt{n' "  
tgxkgy 'hqt'vj g'o gf kecn'r tqhgu'kpcu'Health Trends'lp'vj g'rwgt'j cni'qh'vj g'3; 92u"  
eqpukv'pwn{ 'kpenf gf 'i gpgtcn'r tceveg'cpf 'eqo o wplv{ 'o gf lekpg'cni'pi 'y kj 'q'vj gt'uo cni'cpf "  
pgy 'ur geknkgu+cu'ur geknkgu'y j gtg'qr r qtwpkku'hqt'tgetwko gpv'y gtg'i qqf 'eqo r ctgf "  
y kj 'hgtg'eqo r gv'kp'kp'o gf lekpg'cpf 'uwti gt{ <F J UU."öO gf kecn'Uch'kpi 'cpf 'Rtqr gew'lp"  
vj g'P J U'lp'Gpi rpf 'cpf 'Y crgu'3; 98.ö"Health Trends 5."; "Cwi 03; 99+0"

∴ 'Rgtmk.'Professional Society, 5690

<sup>322</sup>"Ceeqtf kpi 'v'Kpvtxkgy gg'D.'o quv'f qevqtu'vj qwi j v'i gtlcv'leu.'hqt'gzco r ng.'y cu'f qpg'kp"  
öetwo o { 'dwkf kpi u'y kj 'etwo o { 'pwtugu0'Rgtuqpcn'eqo o wplecv'qp'P qx042320'

<sup>323</sup>"Vj ku'ku'cu'q'v'gw'qh'vj g'eco r cki pu'qh'vj g'O Y H0'

o cpr qy gt'y cu'nti gn{ "eqpvtqmgf "d{ "vj g'r tqhgukqp<sup>324</sup>"Vj ku'r nmtckv{ "qh'  
 r qy gt'o c{ . "lp"r ctv. "tghgeV'Rkgttg" Tqucpxcmpæu"eqpegr v'qh'i qxgtpcpeg"  
 y j gtgd{ "f gekukqu"lpxqkxg" c"pwo dgt "qh'f khtgtpv'cevqtu. "pqv'c"ulpi ng"  
 ngi kko cvg'f gekukqp/o cngt "dw'tcvj gt" c"j gvgqi gpgquw'lpvgtcevkxg"pgwy qtnl'qh"  
 r ctv'ekr cpw'u'y j lej "j g'eqpukf gtu'ctqug"cu" c"o cpl'gucv'kqp"qh'o kwtwuv'lp"vj g"  
 gz kunkpi "r tqeguugu"cpf "f gxgrqr gf "cu" c"y c{ "qh'r tqxkf lpi "ej genu'cpf "  
 dcmpegu<sup>325</sup>"Y kj "y qo gp"j cxkpi "hkwg'r nceg"lp"vj g'ugpkqt "gej grpu'qh'vj g"  
 Tq{ cn'Eqmg i gu"t gur qpukdng" hqt "tclpki + "DO C"t gur qpukdng" hqt "  
 pgi qv'k'kqu"qxgt "vgo u"cpf "eqpf k'kqu"qt "I O E"vj g'tgi wrcvt { "dqf { + "vj gk"  
 pggf u'y gtg'nti gn{ "ki pqtgf "lp"vj g'dcwgu" hqt "eqpvtqnlp"vj g"3; 82u"cpf "3; 92u0"  
 Vj ku'f khtwug'r tqegu. "eqwr ngf "y kj "c"ewo dgtuqo g'pcv'kpcn'eqo o kwgg"  
 o cej kpgt{ . "o gcpv'pq"ulpi ng"qti cplucv'kqp"j cf "c"eqo r ngv'g'r kewt g'qh'vj g"  
 o gf lecn'y qtnhqtg<sup>0</sup>"Cp{ "cwgo r v'q' hqtgecu'hwmt g'pggf u'ceewt cvgn{ "qt."  
 kpf gggf . "wpf gtucpf "hwn{ "vj g'grgo gpw'o cnkpi "wr "vj g'o gf lecn'y qtnhqtg"  
 y gtg' hwtvj gt"j co r gtgf "d{ "ncm'qh'i qqf "f cvc0Rc p'p'kpi "f kf "pqv'dgi kp"lp"  
 gctpgu'wp'knl'wuv'dghqtg"vj g'u'ctv'qh'vj g"P J U'y kj "vj g'I qqf gpqwi j "  
 Eqo o kwgg'y j lej "pgxgtvj grgu"eqpukf gtgf "k'pqv'r quukdng"q' hqtgecu'vj g"  
 pwo dgt "qh'f qevqtu"vj cv'y qwf "dg"pggf gf "vq"uwr r qt v'vj g'pgy "ugt xleg<"

Vj gtg'ku" c"r tko c'hcelg"ecug"vj cv'ko r tqxgo gpw'lp"vj g'j gcmj "  
 ugt xleg"ko r rkf "lp"vj g'I qxgtpo gpw'u'r ncpu'o c{ "pgegu'kcv'g' c"  
 nti g'pwo dgt "qh'f qevqtu"lp"r tcevk'g'lp"i tgcv'Dtkclp0K'ku'xgt { "  
 f qwdhwn"j qy gxgt. "y j gvj gt"cv'vj g'r tgu'p'v'uci g" c"l'kpcn'xgtf lev'  
 ecp"dg"tgej gf "qt" c"u'ghw'lguko cvg'ecp"dg"o cf g<sup>326</sup>"

Uwdugs wgpv'cwgo r w'xggf "htqo "gzr gtv'qr k'kqp"vq'lwi i n'kpi "c"eqo r ngz'ugv"  
 qh'xctkcdrgu"lpenw'kpi "guko cv'kqu"qh'uwr r n{ "dcugf "qp"o gf lecn'uej qqn"  
 gpvtcpw'cpf "r qv'p'k'nt'g'k'go gpw'cpf "f go cpf "dcugf "qp" f go qi tcr j { . "

<sup>324</sup>"O gf lecn'y qtnhqtg'r n'p'kpi "cpf "tclpki "y cu'nti gn{ "lp"vj g'j cpf u'qh'c'r ngv' qtc'qh'  
 f khtgtpv'eqo o kwgg'u'o"vj g'Iq'p'v'Eqpuwncpu'Ego o kwgg"gu'cdkuj gf "lp"3; 85+ "vj g'Egptcn'  
 O cpr qy gt'Ego o kwgg"gu'cdkuj gf "lp"3; 94+ "Tgi k'p'cn'O cpr qy gt'Ego o kwgg'u'lp"gej "  
 TJ C"htqo "3; 96cpf "vj g'Egptcn'Ego o kwgg"ht "Rqui tcf wcvg"O gf lecn'Gf wcv'kqp"  
 \*gu'cdkuj gf "lp"3; 8; -0'

<sup>325</sup>"Rkgttg" Tqucpxcmp. "Counter -Democracy: Politics in an Age of Distrust" Eco dtkf i g<  
 Eco dtkf i g'Wpkxgtuk{ "Rtguu."422: + "6/7.": . "4820"

<sup>326</sup>"O l'k'kwt { "qh'J gcmj . "Goodenough Committee."334"cpf "46; /720K'wugf "i qxgtpo gpv"  
 cewt'k'cn'ucv'k'ku'v'q'o qf gnl'hwmt g'y qtnhqtg'tgs wlt go gpw'wulpi "O gf lecn'Tgi k'ugt'ucv'k'ku'v'  
 \*tgeqtf lpi "eqwpt { "qh's w'k'k'ecv'kqp+"cpf "O gf lecn'F k'gevqt { "f cvc"u'gh/tgeqtf gf "eqwpt { "qh'  
 t'gukf gpeg+"ht "ku'guko cvgu0'

r cvkpv'pggf "cu'y gni'c'vej pami keni'cf xcpeg<sup>327</sup>"Vj gtg'y gtg'vq'o cp{ "eqphqwpf kpi 'hcevtu'kpenf kpi . 'Htqo 'y g'rcv'3; 72u.'o gf keni'go ki tcvkp'cpf "ko o ki tcvkp'tcvu'cu'y gni'cu'wpegtcvkv{ 'cdqww'y g'pwo dgtu'qh'y qo gp"tgwtpkpi 'v'y qtni'chgt'ej kf dk vj 0Vj g'3; 82u'ucy 'y g'uxtv'qh'y g'O kpkut{ 'qh'J gcmj 'pggf kpi 'ucv'kueu'cpf 'dgwgt'kphqto cvkp'vr qp'y j lej 'v'r rcp'j gcmj "ectg<sup>328</sup>"Htqo '3; 84.'k'eqo o gpegf "cp'cppwcn'egpuwu'qh'y g'o gf keni'cpf "f gpwcn'y qtni'hteg'y kj kp'y g'P J U"Cp{ 'f cw'eqngevgf . 'j qy gxtg. 'y gtg'pgxgt"uqr j kkecvgf 'gpqwi j 'v'kpeqtr qtcvg'o cpr qy gt 'xctkcdrgu'y kj 'y g'ko r cev'qh'vej pami keni'cpf 'f go qi tcr j k'ej cpi g'cm'cv'y g'uco g'ko g<sup>329</sup>"Vj gtg'y cu'cp"ketgculpi 'f kuupcpeg'dgy ggp'y g'tj gvtke'cpf 'y g'tgcnk'cu'i qxgtpo gpv'qti cplucvkvu'uj qwf gtgf 'y g'dwtf gp'qh'f gcnkpi 'y kj 'eqo r rnz'pwo gtkeni'kphqto cvkp'dw'ukm'kf 'pqv'hpqy 'y j cv'y cu'i qkpi "qp<sup>32</sup>: 'Hkmtg'v'eqngev'ceewtcvg'kphqto cvkp'vr qp'y j lej 'v'r rcp'y g'o gf keni'y qtni'hteg'y cu'v'ugv'kp'v'clp. 'Htqo '3; 6: . 'quekncvkv'qxgt'y j gvj gt 'y g'WM'j cf 'vq'o cp{ 'qt'v'y q'hgy 'f qevqtu'cpf 'c'uggo kpi 'kcdk'k'v'v'o cng'ceewtcvg'htgcecuu'k'cnuq'cmqy gf 'j qur kcn'eqpuwncpv'kp'r ctv'ewrt'v'tgukv'ej cpi g.'gur gekm'qxgt'y g'dcncpeg'dgy ggp'ugpkqt'cpf 'lwpkqt'j qur kcn'r quu.'r tqf welpi 'ugxgtg'dqwgpgemu'htq'r tqo qvkv'qh'o gp'kp'r qr wrt'ur gekcnkgy'y j lej 'r tqxgf 'c'o clqt'y qtni'hteg'kuwg'htqo 'y g'rcv'3; 82u'cpf 'c'dcttktg'htq'y qo gp'y cvkpi "v'g'pvgt'j qur kcn'o gf kelpg<sup>32</sup>: ""

"

<sup>327</sup>"Vj g'F J U'3; 9: 'eqpuwncvkv'f qewo gpv."Medical Manpower: The Next Twenty Years \*Nqpf qp<J O UQ+. '9'r ctc'039. "pqvu'y cv'cmj qwi j 'y gtg'y cu'cp'gzvgpukg'htgctwtg'qp"o cpr qy gt 'htgcecuu'kpi . 'kp'r tceveg'y gtg'y gtg'hgy 'gzco r ngu'qh'htpi /tcpi g'htgcecuu'qh'f go cpf 'htq'v'clp'gf 'o cpr qy gt'00 quv'tgk'gf 'qp'gzr gt'v'cuuguo gpv'qh'c'y ggtg'v'keni'pggf 'htq'o gf keni'ectg'cpf 'gzv'cr qrcvkv'qh'r cu'v'v'gpf u'

<sup>328</sup>"TER'Nqpf qp.'A Review of the Medical Services in Great Britain \*Rqttkw'Tgr qtw'"\*Nqpf qp<Uqekni'Cuuc{ . '3; 84+. '375'r ctc'7; 30Vj g'tgxkgy 'eqo o gpvgf <ör gtj cr u'y g'o quv'f kus vkgvpi 'hgcwtg'qh'cm'ku'y cv'pq/qpg'ku'kp'cp{ 'r qukvkv'v'i kxg'c'tgcuqpcdng'guko cvg'qh'j qy 'o cp{ 'f qevqtu'ctg'cv'r tgugpv'pggf gf 6'k'v'geqo o gpf gf 'ko o gf kv'ugr u'v'gucdrkj "r tqrgt'o gej cpluo u'htq'tgeqtf kpi 'ceewtcvg' 'cpf 'qp'c'eqpvkvpkpi 'dcuku'cm'f'cew'y cv'tg'rcv'v'v'o gf keni'o cpr qy gt'0"

<sup>329</sup>"Lco gu'Rctnj qwug."Medical Manpower in Britain \*Gf lpdwti j . 'Nqpf qp'cpf 'P gy 'I qtm' Ej wtej kni'Nxlpi uqpg. '3; 9; +. '3/43. 'r tqxkf gu'c'j kvqtkeni'ceeqvpv'qh'y g'xctkquw'cwgo r w'v'v'o cng'ceewtcvg'htgcecuu'qh'y g'o gf keni'y qtni'hteg'htqo '3; 6: 0"

<sup>32</sup>: 'I rnp'Qd ctc'cpf 'Vqo 'Etqqm'öVqy ctf u'P gy 'J kvqtkgu'qh'cp'Gpwo gtcvgf 'Rgqr ng.ö'lp'"Statistics and the Public Sphere: Numbers and the People in Modern Britain c.1800-2000," gf 0Vqo 'Etqqni'cpf 'I rnp'Qd ctc' \*Cdki f qp<Tqwwgf i g. '4233+. '4880'

<sup>32</sup>: 'F J UU."Hospital Medical Staffing: Achieving a Balance /"A Consultative Document issued on behalf of the UK Health Departments, the Joint Consultants Committee and Chairmen of Regional Health Authorities" \*Nqpf qp<J O UQ. 'Lwn' '3; : 8+. 'y cu'y g'htuv'ugtkquw'cwgo r v'v'tgevh' 'y g'ko dcncpeg'

Vj ku'ko dncrpeg."eqwr ngf 'y kj 'c'uj kñkpi 'hqwudgvy ggp'wpf gt'cpf "qxtg"  
 uwr rñ .j cf 'ko rñecvñkpu'hqt 'vj g'f gxnqr o gpv'qh'vj g'hgo cng'o gf lecn'  
 y qtnhqtg."gpeqwtci gf 'kp'vko gu'qh'uj qtvcì g'\*vj g'gctn( '3; 82u+cpf "  
 f kñeqwtci gf 'cv'vko gu'qh'r qvgnvñkñqxtg/uwr rñ '\*vj g'hcvg'3; 72u+cpf "ci clp'kp"  
 vj g'hcvg'3; 92u+0'Lco gu'Rctnj qwug.'kp'3; 9; .y tqvg'cdqw'

vj g'hñemñh'engct 'vj kñkpi 'cdqw'o gf lecn'o cpr qy gt."cpf "c"  
 o gf lecn'ectggt'utwewt g'y j lej 'o cng'u'c'o qengt { "qh'o cp { "  
 cwgo r u'cv'ectggt'rñppkpi . 'o cng'hqt 'i tgc'v'f kñkewñkgu'kp"  
 cuuguukpi 'vj g'pñggf ð'hqt 'y qo gp'f qevqtu'cpf 'vj gk'hñgn( 'r ñeg'kp"  
 vj g'j gcnj 'ugtñlegu'qh'vj g'hñwtg<sup>332</sup>"

"

F gdcvñu'qp'vj g'uj cr g'qh'vj g'o gf lecn'y qtnhqtg'y gtg'f qo kpcvñf . 'vj gtghqtg."  
 d { 'ñcwu'eqphñew'cetquu'vj g'ugevqtu.'tgnkñcpeg'v'q'tgo qxcñ'qh'vj g'r { tco k' "  
 ñgcf kpi 'v'c'y qtugkpi 'ko dncrpeg'dgvy ggp'vj qug'kp'ugpkqt'cpf 'lwpkqt'i tcf gu"  
 kp'vj g'j qur kcn'vj g'hñti guv'ugevqt.'cp'kpcdkñk { 'v'i g'v'c'j cpf ñg'qp'vj g'pwo dgtu"  
 cpf 'kpetgculpi 'tgnkpeg'qp'qxtgugcu'f qevqtu'cpf 'y qo gp'f qevqtu'cu'ðr clt'u'qh"  
 j cpf uð'v'f gñkxtg'cp'kpetgculpi ñ { 'etgcn { 'ugtñlegu'k'ku'pqv'uwr tkukpi . "  
 vj gtghqtg'vj cv'pq'r tqi tgu'y cu'o cf g'wpññ'vj g'gctn( '3; 92u'y kj 'tgi ctf 'v'vj g"  
 ectggt'utwewt g'r tqdñgo u'vj gtg'y gtg'ðvqq'o cp { "cñgtpcvñkñgu'cpf 'r gtj cr u"  
 vqq'o cp { 'xgungf 'kpvgtgugu<sup>333</sup>"Cwgo r u'y gtg'f qgo gf 'v'hññ'dgecwug'vj g"  
 u { ugo 'y cu'dcukecn { 'vqq'eqo r ñgz<sup>334</sup>"

"

Vj ku'hñkñt g'v'q'o cpci g'vj g'o gf lecn'y qtnhqtg'y cu'gzcegtdcvñf "d { 'vj g'hñemñ'  
 qh'eqpvtqñ'gzgteknf "d { 'vj g'O kpkñt { "qh'J gcnj 'vj gp.'htqo '3; 8; . 'vj g'FJ UU"  
 Vj g'o gf lecn'r tqhguukpññj kgtctej { 'y kj kp'vj g'O kpkñt { 'y cu'cp'ko r qtvc'p'  
 f kñkukp'j gcf gf "d { 'vj g'EO Q'y j q'pñggf gf 'v'r ñ { 'c'f gñkcvg'dncrpekpi 'cev'vq"  
 tgvkñp'vj g'eqphñf gpeg'qh'dqvj 'vj g'o gf lecn'r tqhguukp'cpf 'i qxgtpo gpv<sup>335</sup>"  
 Htqo '3; 6; . 'vj g'O kpkñt { "qh'J gcnj 'eqpvtqñgf 'hñpf kpi 'v'vj g'j qur kcn'ugtñleg"  
 cpf 'kuuvgf 'f kge'vñkñgu'v'vj g'hñecnj qur kcn'cpf 'j gcnj 'cwñj qtkñkñgu'cpf "

<sup>332</sup>"Rctnj qwug."Medical Manpower, 930'

<sup>333</sup> Ibid., "530'

<sup>334</sup>"Vj ku'ku'kp'hpg'y kj "Tñ cpkñ'Ego r ñgz'Cf cr vñg'U { ugo u'y gqt { 'hqt'f gxnqr gf 'eqpvtkñu'  
 y j ggd { "gxnñkñp'ecp'dg'cp'wpegtvñp'cpf 'ñpi vj { 'r tqeguu'<Tñ cpk'Complex Systems  
 Theory.'zx0'

<sup>335</sup>"Ucm { 'Uj gctf 'cpf 'Uk'Nco 'F qpcñf uqp."The Nation's Doctor: The Role of the Chief  
 Medical Officer 1855-1998 \*Qzhñtf <Vj g'P vññgf "Vtwuv."Tcf enññg'Rwdñkñj kpi . '4228+.'3340'

gzgewkxg"eqwpekno<sup>36</sup>"K'y cu'eqpur lewqwu"co qpi 'i qxgtpo gpv'f gr ctwo gpwu." j qy gxgt. 'kp'ku'rckuugl 'hck'g'cr r tqcej 'v'j gk'uwdugs wgpv'gz gewkqp<sup>37</sup>"Vj g" r qukkqp'qh'y g'O kpkugt'qh'J gcnj 'y cu'cnuq'y gcn<sup>0</sup>"Ncenkpi 'c'r meg'kp'y g" ecdkpgv'cr ctv'htqo "Gpcej 'Rqy gmlht'c'uj qtv'ko g'kp'y g'gctn' "3; 82u'o gcpv' k'y cu'j ctf gt'ht'y g'O kpkugt'qh'J gcnj 'v'pqi qv'c'g'y kj 'y g'Vtgcuw {0K' cnuq'o gcpv'c'r qqtgt 's wcrk' { 'qh'ekxkl'ugt'xcpw'y cu'tgetwkgf ' / "c'ekxkl'ugt'xleg" òdceny cvgtö/"cnj qwi j "cu'Ugy ctv'ucv'gu'y ku'f'kf 'ko r tqxg'qpeg'y g'j gcnj " o kpkut { 'y cu'cduqtdgf 'kp'v'j g'F J UU'kp'3; 8: <sup>38</sup>"Tqd'Hn'pp'eqpukf gtgf " cwgo r w'cv'kpetgcugf 'i qxgtpo gpv'kpwgtxgpv'kp'kp'y g'3; 92u'v'eqpvtqn' gzer gpf kwtg'cpf 'ugewt'g'gh'ekgpeku'y gtg'kp'r ctv'f wg'v'f'f' kukmwkqpo gpv'y kj " yj g'f'qo kpcpeg'qh'o gf kcn'r tqh'guakp'cnu<sup>39</sup>" "

Vj gug'cpwi qpkuo u."r qy gt'utwi i ngu'cpf 'y g'hckwtg'qh'y g'O kpkut { "qh" J gcnj 'y gp'y g'F J UU'v'cng'c'eqj gtgpv'r qrke { 'ngcf 'y kj 'tgi ctf 'v'j g" o gf kcn'y qtnhteg'j grr gf "gpi gpf gt'c'ugpug'qh'kpuwcdk'k' { 'kp'gctn' j gcnj " ugt'xlegu'r rppkpi 0Vj ku'ej cq'v'c'r r tqcej "eqpvt'kdwgf 'v'j g'ko r tguakp'qh" òj cr r gpw'cpegö'kp'qwnk'kpi 'y g'r tqi tgu'qh'y qo gp'f'qevqtu'y j gyj gt'kp" r wdrke'j gcnj "qt'q'y gt'ur gekcn'ku0Vj g'v'gto "öw'kpwgpf gf "eqpugs wgegu'qh" r wtr quk'xg'uqekn'cev'kqpö'y cu'htu'wugf 'd { "Tqdg'tv'O gtv'kp'kp'3; 58'y j gp'j g" hqewugf "qp'uqo g'qh'y g'ecwugu'uwej 'cu'ki pqt'cpeg."gttqt'cpf 'y j cv'j g'ecngf " òko r g'kqwu'ko o gf kce { 'qh'kpwgt'guö'y j lej "eqw'f'ngcf 'v'v'phqt'guggp'dgpg'ghku" cu'y gmi'cu'f'kudgpg'ghku<sup>33</sup>: "Ej cpi kpi "cr r tqcej gu'v'j gcnj 'ugt'xleg" tgqti cpluc'kqp'htqo "3; 96."y j lej "o qxgf 'htqo "o g'keww'wu'r rppkpi 'y tqwi j " v'q'r tqx'kukp'd { "3; ; : "qh'dt'kgh'qwnk'p'gu'y kj "pq'ugt'kqwu'eqpukf g'cev'kqp'qh" r rppkpi "eqpugs wgegu."qpn' 'ugt'xgf 'v'k'petgcug't'cpf qo "qweqo gu<sup>33</sup>: "I ngp" QØ ctc'ur gcmi'qh'j qy "Dt'kkuj 'I qxgtpo gpwu'cev'kqpu'kp'qpg'r qrke { "ctgc"

<sup>336</sup>Td UØDtqy p."Reorganising the National Health Services: A Case Study in Administrative Change"Qzhqtf < DcukiDrceny gm'O ctv'p'Tqdg'twqp."3; 9; +:320'

<sup>337</sup>Ibid.,330'

<sup>338</sup>Lqj p'Ugy ctv."Political Economy of the British National Health Service."675/920'

<sup>339</sup>Tqd'Hn'pp."Structures of Control in Health Services Management "Nqpf qp<Tqwwgf i g." 3; ; 4+ 370'

<sup>33</sup>"Tqdg'tv'O gtv'kp."öVj g'Wpcv'k'k' cvgf "Eqpugs wgegu'qh'Rwtr quk'xg'Uqekn'cev'kqp.ö American Sociological Review 3.'8."F ge03; 58+< ; 6/; 260'

<sup>33</sup>"Ugr j gp'J cttk'kqp'cpf "Dtveg'Y qqf .öF guki plpi "J gcnj "Ugt'xleg"tgqti cpluc'kqp'kp'y g" WM'3; 8: 'v'3; ; : <Htqo "Dm'gr t'kp'v'v'Dt'ki j v'kf gc'cpf "-O cpl'k'w'v'g'Go gti gpeg.ö Public Administration'99.'6"4224+<973/8: 0'



eqwrf 'pgxgtvj gngui'j cxg'wplvpgpf gf "eqpugs wgpegu'hqt'qvj gt'r qrke { 'ctgcu<sup>342</sup>"  
 Gs wcm{ . 'Uco k 'Tlj cpk'tghgtu'vq'wpegtvcp'r qrke { "gxqmwkp"vj cv'j cu'pq"  
 dgi kppkpi 'qt'gpf . 'pq'uj qt'vwu'cpf 'hgy 'uki p/r quu<sup>343</sup>"Tlej ctf u'cf f u'vj g"  
 ghhev'qh'c'f { pco le'ulekn'gpxkqpo gpv'hqt'r qrke { "f gxgnr o gpv'y kj "  
 eqo r ngzk{ 'tguwnkpi 'htqo 'lpvgtf gr gpf gpe { "qh'cevku<sup>344</sup>"kp'vgo u'qh'vj g"  
 o gf lecn'y qtnhteg. 'hcnwtg'vq'gputg'j qur knf qevtu'j cf 'ucrtkgu"  
 eqo o gputcvg'y kj "qvj gt'r tqhguakpcnu'lp'vj g'3; 72u. 'lp'vj g'hgct'vj cv'vj g'pgy "  
 j gcnj "ugtuleg'y cu'twppkpi 'cy c { 'y kj 'equu. 'hgf . 'hqt'gzco r ng. 'vq' { qwpi "  
 f qevtu'o qxkpi 'qxtugcu'hqt'dgwt'ectggtu'cpf "c"eqpugs wgpv'qxtg/tgkcepg"  
 qp'qxtugcu'tckpgf 'f qevtu'cpf "WM/tckpgf 'y qo gp'f qevtu'vq'f grkxgt'f c { /  
 vq/f c { "o gf lecn'ugtulegu<sup>345</sup>"

"

Htqo 'vj g'uctv'qh'vj g'j gcnj "ugtuleg. 'vj gtghgtg. 'wplv'vj g'o k/3; 82u'k'ku'pq"  
 uwr tkug'vj cv'vj g'r qukkp'qh'y qo gp'lp'o gf lekp'g'tgo ckpgf 'tgrvkg' { 'ucvke'cv"  
 38' "qh'vj g'qxtcm'o gf lecn'y qtnhteg'cu'uj qy p'lp'Vcdrg'50Y qo gp'y gtg"  
 rti gn' 'lp'uw r qtvtqru'lp'ny gt'i tcf gu'lp'vj g'vj tgg'o gf lecn'ugevqu'/'uud/  
 eqpuwn'cpv'cpf 'lwplqt'i tcf gu'lp'j qur kn'o gf lekp'g. 'cuukvcpv'lp'i gpgtci'  
 r tceveg'cpf "wpgtvcn'kpi 'uguakpcn'y qtnk'p'necl'i qxtgpo gpv'r wdke'j gcnj "  
 hco kn' 'r mppkpi . 'ej kf 'j gcnj "cpf 'uej qqn'j gcnj "enkpleu0"  
 "

**Table 3 Civilian Women Doctors Fully or Provisionally Registered 1951-61**

Year	No. of women	No. of men	Total	% women
3; 73"	9.742"	62.932"	6: .442"	37(8' "
3; 83"	; .662"	6; .982"	7; .222"	38' "

<sup>342</sup>I ngp'Qd etc. "Governing Post-war Britain: The Paradoxes of Progress 1951-73

\*Dculpi uqng<Rci tcxg'O ceo knp. "4234+."7. "; ; 0'

<sup>343</sup>"Tlj cpk"Complex Systems Theory, 4570'

<sup>344</sup>"F kpc"Tlej ctf u."oQr vko kulpi . 'Utcvgi k lpi 'cpf "Tgeqi plulpi <Ngctplpi 'lp'c'F { pco le' Uqekn'Gpxkqpo gpv'o'lp'"Political Complexity: Nonlinear Models of Politics, gf 0F kpc" Tlej ctf u'"Wpkxgtuk{ "qh'O lej ki cp'Rtgu<"4222+."553/630"

<sup>345</sup>"Mrgp."New Politics, 84=FJ UU."Medical Manpower, 96=Royal Commission on Medical Education 1965-8"Vqf f "Tgr qtw. 'Eo pf "'578; "Nqpf qp<J O UQ+."4: 8/: 0O qtg'tgegpv{ . 'vj g" 4235"j gcnj "ugtuleg'tghgtu u.'d { "o qxkpi 'vj g'r wdke'j gcnj 'y qtnhteg'gkj gt'dcenikv'necl' i qxtgpo gpv'qt'lpv'c'pgy 'ekxk'ugtuleg'ci gpe { . 'qxtmqngf 'vj g'tqng'r wdke'j gcnj 'j cf 'r rc { gf " y kj lp'vj g'j gcnj "ugtuleg'uleg'3; 96"vq'vj g'r qkp'y j gtg'cm quv'pq'r wdke'j gcnj 'ur gekrkuu" y gtg'y qtnkpi 'lp'vj g'j gcnj "ugtuleg'tkunkpi 'htci o gpv'vqp'qh'vj g'r wdke'j gcnj 'u'ungo < Y tki j vgv'ci0"Multidisciplinary Public Health, 365."3690'

Uqwtg<Vgp'I gct'Egpuw'u'grh/tgr qtwgf +f cxc'hqt'I tgcvtDtkckp0<sup>46</sup>"

Vj g'qpn{ "cur gev'y cv'f kf "ej cpi g'r qukkxgn{ "hqt "y qo gp'y cu'yj g'r tqr qtvkqp"qh"  
hgo cng'o gf lecn'uwwf gpw0"Vj g'I qqf gpqwi j "Eqo o kwgg."cempqy ngf i kpi "yj cv"  
kp'r tqxkpekcn'o gf lecn'uej qqnu'eq/gf wecvkqp'y cu'pqto cnr tcevekgy j gtgcu"  
pkpg'qh'yj g"Nqpf qp"Uej qqnu'cf o kwgf "o cng'uwwf gpw'qpn{."tgeqo o gpf gf "yj cv"  
o gf lecn'uej qqnu'uj qwf "qpn{ "tgegkxg"Gzej gs wgt "i tcpw'hqt"o gf lecn'gf wecvkqp"  
kh'yj g{ "cf o kwgf "c'tgcuqpcdng'r tqr qtvkqp"qh'y qo gp'uwwf gpw<

Uc{ "cdqww'qpg/hhij í yj g'i twf i kpi "cf o kuukqp"qh'c'hgy "y qo gp'ku"  
wpuc'kuhcevt{ í 0j g'i tqwr "o wuv'dg'icti g'gpqwi j "vq'hggrikugrh'cp"  
ko r qtwcpv'dw'kpwgi tcn'ugevkqp"qh'yj g'y j qngí yj gtg'o wuv'dg'pq"  
ugpug'qh'kphgtkqtkv{ "qt"qh'r tkxkngi g0<sup>47</sup>""

"

D{ "3; 87/8"y qo gp"eqo r tkugf "44' "qh'o gf lecn'uwwf gpw'cf o kwgf "vq'r tg/  
enplecn'eqwtugu0<sup>48</sup>"F gur kg"eqpukf gtcdrng'qr r qukkqp"htqo "o cng'f qevqtu."  
yj gtghqtg."y qo gp'f qevqtu"j cf "go gti gf "cu'c'pwo gtkecn'hqteg'y kj kp'yj g"  
o gf lecn'y qtnhqtg."cndgk'tgi ctf gf "cu'uwkcdng'hqt"qeewr { kpi "qpn{ "yj g'my gt"  
gej gmpu0'

"

"

## WOMEN DOCTORS IN LINE WITH OTHER WOMEN IN SOCIETY

### Conflicting and confusing attitudes to women

Vj g'qyj gt "uki pkkecpv'kphwpeg"qp"yj g'eqpvkpwgf "r tqi tguukqp"qh'y qo gp"  
y kj kp'o gf lekpg'y cu'uqekgvcn'cwkwf gu'qy ctf u'y qo gp'kp'gf wecvkqp"cpf "yj g"  
y qtnr rceg00 gf lecn'y qo gp'kp'yj g'3; 72u'hqmny gf "hckn{ "enqugn{ "yj g'r cwgtp"  
hqt "y qo gp'kp'yj g'tguv'qh'uqekgv{ "kp'vgtu u'qh'o cttkci g'cpf "gpvt{ "kpvy'y qtn0'  
Nkng'yj go . "yj g{ "y gtg'cdng"vq'r tqhk'htqo "yj g'i tgcvtg'htggf qo u'cpf "yj g'wctv"  
qh'c'ej cngpi g"vq'r tgxkqwn{ "j grf "cuuwo r vkpu"yj cv'c'hco kn{ "eqpukwgf "qh'y q"  
r ctgpiw'cpf "ej kf tgp."yj g'o cp'y cu'yj g'o ckp'dtgcfy kppgt."c'y qo cpau"  
tgr qpukdkrk{ "y cu'hqt "yj g'wpr ckf "y qtn'qh'ectkpi "cpf "j qwugy qtn0'Hqt "yj g"

<sup>346</sup>"Vcngp'htqo "Gnvqp."Women Doctors,"85."cdng'50/0'

<sup>347</sup>"O lpkrt{ "qh'I gcnj ."Goodenough Committee, ; 9/; 0'

<sup>348</sup>"Cngp."Doctors and Their Careers,"4."wulpi "WEI "hki wtgu0'

hku'v'ko g'y g's wgu'kp'qh'o kf f'ng'encu'lr tqh'gu'kp'cn'y qo gp'eqo d'kp'pi "

o q'y gtj q'f 'y kj "c'ectggt'y cu'qr gpn' f'kuewugf 0<sup>349</sup>"

"

Y j ku'v'y qo gp'j cf . "qh'pgegu'k'f . "dggp'c'ng' f' r'ctv'qh'y g'y qtn'hteg'f w'kpi 'y g' y ct. 'y gtg'y gtg'eqph'ev'kpi "o gu'ci gu'ch'gt 'k0Qp'qpg'j cpf . 'y gtg'y cu'c" tgl'ph'qtego gp'v'qh'f qo gu'ke'rh'g'cu'y g'ng' f' t'qng'ht'y qo gp'0O cp' f' y qo gp. " kpf g'gf . 'i tgg'v'f 'r gce'g'ko g'y kj 't'g'rh'g'cpf 'y cp'v'f 'v'q'tgwtp'v'q'p'qto c'nh'co k'k' " rh'g. 'ck'f g'f 'd' f' r'quv'y ct'rh'gt'cwt'g'lp'ew'f kpi 'y qo gp'au'o ci c' l'p'gu'0<sup>34</sup>: "Y qo gp" y gtg'hku'v'cpf 'h'qtgo qu'v'y k'x'gu. "o q'y gtu'cpf 'f'gr gpf cp'w'qh'o gp. 'pq'v'y g'o ck'p" dtg'cf y k'p'p'gu'0<sup>34</sup>: "Vj gug'cv'kw'f gu'y gtg'tgl'ph'qtegf 'd' f' 'y g'r w'd'ruj g'f 'rh'gt'cwt'g' qh'L'qj p'D'qy n'f' f' "qp'y g'p'gi cv'x'g'ko r'cev'qp'ej k'f 'j g'cn'j "cpf 'u'ek'cn' f'gx'gm'r o gp'v'qh'ej k'f t'gp'k'h'f gr t'k'g'f 'lp'k'p'hc'pe' f' qh'o cv'gt'p'cn'rh'x'g'0<sup>352</sup>"Qp'y g' q'y gt'j cpf . 'y qo gp'y gtg'k'pet'g'cu'kpi n'f' p'gg'f g'f 'v'q'eq'v'k'd'w'g'v'q'c' f' t'qy kpi " ge'qp'qo { 'cpf 'v'q'k'pet'g'cu'g'k'p'f w'ut'k'cn'q'w'r w'0<sup>353</sup>"O c'tt'k'ci g'd'ct'u. 'd' f' 'cpf 'h'cti g. " y gtg'p'q'v't'g'k'p'v'q'f w'eg'f 'ch'gt 'y g'U'ge'q'p'f "Y q't'r f' "Y ct'0<sup>354</sup>"Vj g'h'go c'ng'uj ct'g'qh' y g'h'd'q'w't'h'qte'g'f t'gy . 'k'p'f g'gf . 'h'qo '52' 'lp'3; 53'v'q'53' 'lp'3; 73'v'q'58' 'lp' 3; 93'0<sup>355</sup>"Y qo gp'y gtg'g'p'eq'w't'ci g'f 'v'q'v'c'ng'w'r 'y q't'n'lp'v'ko gu'qh'h'd'q'w't" u'j q't'v'ci g'd'w'u'k'n'it'gs w'k'g'f 'v'q'o g'g'v'y g'k'q'd'ni cv'k'p'u'v'q'h'co k'k'gu. 'y g'f' qo gu'ke" 0'k'f g'cn'0<sup>356</sup>"Vj ku't'gu'w'ng'f 'lp'y qo gp'eq'v'k'p'w'kpi 'v'q'd'g't'gi ct'f g'f 'cu'uge'q'p'f / encu'ek'k'k' g'p'u'lp'y g'y q't'n'r'nc'eg'0Cu'd'gh'q't'g'y g'y ct. 'y qo gp'f'k'f "pq'v'y cx'g'y g" u'co g't'ki j v'u'v'q't'go w'p'gt'cv'k'p'cpf 'ce'eg'uu'v'q'y q't'n'ic'u'o gp. 'r'ct'v'k'ew'r'cn' f' tgl'ph'qte'g'f 'd' f' 'y qo gp'w'p'f g't'v'cn'kpi 'r'ct'v'k'ko g'y q't'n'0<sup>357</sup>"Vj g'f' 'v'g'p'f g'f 'v'q"

<sup>349</sup>"O Y H'Ctej k'x'gu. 'UC IO Y H'ID644: . 'O c'ti q'v'lg'h'gt' f' u. '0Ej c'pi kpi 'Y q't'n'kpi 'R'cw'gt'p'u'q'h' Y qo gp'F'q'ev'q'tu'lp'y g'3; 82u.0'Careers Symposium. "Women in Medicine"/Y hat is Our Future? , 'O c'tej '3; 9; 0'

<sup>34</sup>: 'R'w'j . "Women, 4: 70'

<sup>34</sup>: 'U'wo o g't'h'grf . "Production and Patriarchy, 39; . '3: : . '3: ; =L'g'p'k'ht'J q'n'."The Ideal Woman \*U'ep'k'ur'w'u'Ec'rh'q't'p'k'U'ev'g'W'p'k'x'g't'uk'f . '4228+."

[j'w'r'<ly y y Q'eu'w'nc'p'Q'f'w'k'g'ul'f'g'h'c'w'w'k'k'g'ul'j'q'p'q't'ul'f'q'ew'o'g'p'u'll'q'w't'p'c'n'u'q'w'p'f'k'pi'u'f'q'n'0'f'h'"](#) \*ce'eg'uu'g'f 'L'xp'g'4237+0'

<sup>352</sup> Cu'hku'v'q'w'k'p'g'f 'lp'L'qj p'D'qy n'f' f' , Maternal Care and Mental Health: A Report for the World Health Organisation, 4pf 'g'f'p' "O c' f' "3; 74+."33."

[j'w'r'<lc'r'r'u'0'y'j'q'0'p'v'k'k'k'k'k'x'w'g'co' B2887162946B1Y J QaO QP Qa4a'r'ct'v'3-0'f'h'"](#)\*ce'eg'uu'g'f " 3812; 4237+0'

<sup>353</sup>"L'gh'gt' f' u. "What is Our Future?"

<sup>354</sup>"DO C'Ctej k'x'gu. 'R'w'd'ile'J g'cn'j 'E'qo o k'v'g'g'o k'p'w'gu'46'H'gd'03; 780Vj g'DO C'y cu'v'k'n' j'q'y g'x'gt. 'r' t'q'g'uk'p' 'cd'q'w'v'y go 'lp'c'f'x'g't'w'go g'p'u' "h'q't'r'w'd'ile'j' g'cn'j 'r'qu'w'cu'v'g'cu'3; 780'

<sup>355</sup>"R'w'j . "Women, 4: : 0Vj g'k'pet'g'cu'g'y cu'h'cti g'n' f' "ce'eq'w'p'v'g'f 'h'q't'd' f' "o c'tt'k'g'f 'y qo gp'y q't'n'kpi " r'ct'v'k'ko g'0'

<sup>356</sup>"L'cp'g'N'gy ku. "Women in Britain since 1945 \*Q'z'h'q't'f'<D'cu'k'i'D'rc'eny g'm'N'v'f . '3; ; 4+.'8; /9: 0'

<sup>357</sup>"U'wo o g't'h'grf . "Production and Patriarchy, 39; . '3: : . '3: ; 0'

eqpi tgi cvg'lp'ur gekkle'ugevqtu'uwej 'cu'tgvckn'ugt'xleg.'engt'lecn'cpf 'j gcmj "

ectg<sup>358</sup>"F wcn/ectggt'hco kkgu'y gtg'tgi ctf gf 'cu'cp'qf f k\ 'y gmlkp'v'j g"

3; 92u<sup>359</sup>"Eco r cli pu'hqt'gs wcn'r c { 'u'ctv'gf 'f wtkpi 'j g'Ugeqpf 'Y qtrf 'Y ct "

cpf . 'cnj qwi j 'gs wcn'r c { 'y cu'cej kxgf 'hqt'v'gcej gtu'lp'3; 66'cpf 'f qevqtu'lp"

3; 6: . 'hqt'o quv'qee'w'cvkpu'k'y cu'pqv'v'q'qee'w'wpv'k'v'j g'Gs wcn'Rc { 'Cev'qh'

3; 92'eco g'lp'v'q'hqteg'lp'3; 97<sup>35</sup>: "O qtgq'xgt. 'cnj qwi j 'y qo gp'u'ctv'gf 'v'q"

gpvgt'j ki j gt'gf wecvkqp'lp'i tgc'vgt'p'wo dgtu'htqo 'v'j g'gpf 'qh'v'j g'Ugeqpf 'Y qtrf "

Y ct'cpf 'eqo r t'kugf '4; ' 'qh'u'w'f gpw'd { '3; 87/8. 'i km'lp'o cp { 'uej qqnu'y gtg"

ukm'lv'ggtgf 'v'qy ctf u'v'gcej kpi . 'pwtukpi 'cpf 'u'getg'v'ct'kcn'y qtn'lt'cy gt'v'j cp"

wpk'xgtuk { 'gf wecvkqp'cpf 'y gtg'o qtg'h'kn'g { 'v'q'v'cn'g'ohgo kpk'gö'u'w'ld'geu'cv'

uej qqn'lu'we'j 'cu'f qo gu'ke'uek'p'eg'cpf 'v'j gp'v'r kpi 'cpf 'uj qt'v'j cpf . "

oeqpi tgi cvkpi 'lp'ct'w'f lue'k' r kpguö'y j kuv'dq { u'v'q'qn'r t'ce'v'lecn'v'gej p'lecn'cpf "

uek'p'eg'u'w'ld'geu'qt'o c'v'j go cv'eu<sup>35</sup>: "Y qo gp'y gtg. 'v'j gtg'htg. 'ecw'j v'

dgy ggp'g'p'eqw'ci go gp'v'lp'v'q'gf wecvkqp'cpf 'lp'v'q'r n { kpi 'c'r ct'v'lp'v'j g"

y qtn'r n'ceg'dw'c'hw'pp'gn'kpi 'cpf 'c'iko k'kpi 'qh'co d'k'k'p'q'p'eg'v'j gtg<sup>0</sup>

"

Qv'j gt'hqtegu'y gtg. 'pgxgt'v'j gr'guu. 'cv'y qtn'y j kej 'u'ctv'gf 'v'q'ej cpi g'cv'kw'f gu"

v'qy ctf u'y qo gp'v'r qu'k'k'p'lp'u'ek'g'v' { 'cpf 'cn'q'i k'xg'y qo gp'o qtg'eqp'v'q'n'

qxgt'v'j g'kt'h'xgu<sup>0</sup>Vj g'gpf 'qh'v'j g'y ct'j cf 'dggp'o ctng'f 'd { 'cp'lp'et'g'cug'lp'v'j g"

o ctt'kci g'cpf 'dk'v'j 'tc'v'gu'cpf 'c'i t'qy kpi 'v'gpf g'p' { 'hqt'o gp'cpf 'y qo gp'lp'cm'

u'ek'cn'i t'q'w'u'v'q'o ctt { 'lp'v'j g'kt'g'ctn { 'v'y gp'v'ku'cpf 'j cxg'ej k'f t'gp'y j kuv'

{ q'wpi <sup>362</sup>'Vj g'ci g'qh'o ctt'kci g'lp'f g'gf 'f t'q'r r gf 'htqo '46<sup>08</sup>' { g'ct'u'hqt'y qo gp"

lp'3; 73'v'q'44<sup>08</sup>'lp'3; 93<sup>0</sup><sup>363</sup>"C'x'ck'rd'k'k' { 'qh'v'j g'eqp'v'cegr v'xg'r km'j qy g'xgt. "

<sup>358</sup>"Cpi gr'c'F'cxku. "Modern Motherhood: Women and Family in England, c.1945-2000

\*O'c'p'ej gu'vgt'<O'c'p'ej gu'vgt'W'p'k'xgtuk { 'Rt'guu. '4234+<24. '366. 't'gh'gtt'kpi 'v'q'3; : 3'eg'pu'w'f'c'v'c'0'

<sup>359</sup>"Tj q'p'c' 'T'cr q'r q't'v'cpf 'T'q'dgt'v' 'T'cr q'r q't'v. "Dual-Career Families Re-examined, 4pf 'gf'p"

\*N'q'p'f q'p'<O'ct'v'p' 'T'q'dgt'v'q'p. '3; 98+0Vj g { 'ectt'k'f 'q'w'c' 'ecug/u'w'f { 'qh'h'xg'h'co k'kgu'y j gtg"

dq'v'j 'r'ct'v'p'gtu'j cf 'ce'v'xg'ect'g'gtu'0'

<sup>35</sup>: 'Ngy ku. "Women since 1945. '9; /: 30'

<sup>35</sup>: 'O'ct { 'C'pp'G'nu'q'p. "Continuity and Change: Medical Careers in the 1960s, Today (and Tomorrow?), Rt'g'ug'p'v'cv'k'p'cv'U'qo g't'x'kn'g'E'q'ng'i g'O'gf'leu'E'q'p'ht'g'p'eg'35'O'cte'j '4232. 'v'ul'pi "

W' E'f'c'v'c'v'v'q'v'f 'lp'v'j g'V'q'f'f' 'T'gr'q't'v. "Medical Education=R'g'p'p { 'V't'k'p'f'gt. 'oi k'nj q'q'f' 'cpf "

I t'qy kpi 'W'f. ö'lp' "Women in Twentieth Century Britain, gf 0'k'p'c\ y g'k'p'ki gt/D'ct'k'ng'y u'nc"

\*J c't'm'y <R'g'ct'u'q'p'G'f wecvk'p'u'N'f 0'N'q'pi o cp. '4223+.'630'

<sup>362</sup>'R'w'j j. "Women, 4; 50'

<sup>363</sup>'Vj g'cxgt'ci g'ci g'qh'o ctt'kci g'hqt'y qo gp'lp'3; 33'y cu'470 ' { g'ct'u'cpf 't'go k'p'g'f'q'xgt'47"

wp'v'k'ch'ng't'v'j g'U'geq'p'f 'Y q't'r'f 'Y ct'y j gp'k'u'ct'v'gf 'v'q'h'cn'0'k'y cu'p'q'v'd'cn'v'r 'v'q'470'wp'v'k'i'

3; ; 30'U'gg'f'c'p'g'Ngy ku. ö'O'ctt'kci g'ö'lp' "Women in Twentieth Century Britain, gf 0'k'p'c"

\ y g'k'p'ki gt/D'ct'i k'ng'y u'nc" \*J c't'm'y <R'g'ct'u'q'p'G'f wecvk'p'u'N'f. 'N'q'pi o cp. '4223+.'93. 'v'ul'pi "

u'nc'v'k'leu'htqo 'Q'RE'U'O'ctt'kci g'cpf 'F'k'xq'teg'U'c'v'k'leu'<J k'v'q't'lecn'U'gt'k'gu'3: 59/3; : 5'cpf "

HO 4'P'q'038" \*N'q'p'f q'p'<J O'U'Q. '3; ; 7+0'

qp'ucrg'htqo '3; 83.'gpcdrnf 'y qo gp'vq'r quvr qpg'j cxkpi 'ej kftgp'kh'y g{'  
y kuj gf 0<sup>64</sup>"D{'y g'rcv/3; 82u.'y g'ōY qo gpau'Nkdgtcvkpō'o qxgo gpv'kp'y g"  
WM'hqmy kpi "qp'htqo 'y qo gpau'hkdgtcvkp'cevxxuo 'kp'y g'Wpkgf "Ucvgu."  
y cu'cnuq'f tcy kpi "cwgpkqp'vq'go r qy gto gpv'qh'y qo gp'dcugf "qp'f go cpf u"  
hqt'gs wcnr c{'y kj "o gp.'gs wcnlqd'qr r qtwpkkgu.'htgg'eqpvtcegr vkp'qp"  
f go cpf.'htgg'46/j qwt'pwtugtkgu<sup>65</sup>"  
"

Y qo gp'f qevqtu'kp'y g'3; 72u'cpf '3; 82u'y gtg'pqv'ko o wpg'vq'y gug"  
eqphrkvkpi "o guuci gu'qxtg'y j gyj gt'vq'eqpvpwg'kpq'j ki j gt'gf wecvkp'kp'y g"  
htuv'r meg'cpf 'y gp'y j gyj gt'vq'j cxg'c'ectggt'qt'pqv'chgt y ctf u0Vj g'uwtxg{u"  
qp'y qo gp'f qevqtu'cpf "cnuq'"kpvgtxky u'wvf gtvnrgp'hqt'y ku'tgugctej 'kpf kecvg"  
y cv'j gcf 'vgcej gtu'htqo 'y g'3; 72u'vq'y g'3; 92u'vpgf gf 'vq'f kueqwtci g'i knu"  
htqo "wvf gtvnkp 'uelgpeg"ōCō'ngxgn'cpf "go dctnkp 'qp'c"o gf kecnlectggt."  
xky kpi 'y go "gkj gt'cu'wpuvkcdng'qt'f khlwv'ectggtu'hqt'y qo gp0Uqo g'o crg"  
f qevqtu'kp'y g'3; 72u'cpf "gctn' '3; 82u'eqpukf gtgf "ōy qo cp'gs wcnrgf 'y cuvgō'qh"  
kpxguo gpw<sup>66</sup>"F t'O qpkec'J qm gu/Ukgf ng.'y tkkpi 'kp'y g'MWF Journal'kp"  
Lwn' '3; 83.'ur qng'qh'y g'r tglwf leg'qh'uqo g'cwj qtkkgu'y j q'y qwf "pqv'cr r qkp"  
c'y qo cp'f qevqt'qp'r tkpek ng.'kp'y g'dgrkh'y cv'y g{'y gtg'kpvgtgugf "qpn' "kp"  
i gwkp 'ōr kp'o qpg{ 0'Uj g'pqvgf "gur gekn'r tglwf leg'ci ckpu'v'o cttkgf 'y qo gp0'  
O qu'cxckcdng'lqdu'y gtg'ōf gcf "gpf 0<sup>67</sup>""Vj gtg'y cu'cnuq'uqo g'co dxcrgpeg"  
htqo 'y qo gp'y go ugrkgu'qy ctf u'o cttkgf 'y qo gp'y qtnkpi . "gur gekcm' 'y qug"  
y kj 'ej kftgp0Qpg'kpvgtxky gg'hqt'y ku'tgugctej 'uckf 'uj g'tgegkxgf "  
eqo r rkpw'kp'y g'3; 82u'htqo 'y qo gp'cu'y gm'cu'o gp'dgecwug'uj g'y cu"  
cwgo r kpi 'vq'ōj cxg'kv'cm0<sup>68</sup>"O qtgqxtg.'ci g'qh'o cttkci g'hkpnrgf 'vq'dk vj 'qh"  
ej kftgp'y cu'ko r qtvcpv'vq'y qo gp'f qevqtu'kp'j gr kpi 'uj cr g'y gk'cdkxv' "cpf "  
cwkwf g'vq'y gk'o gf kecnlectggtu'r quv's wcnhlecvcqp0Hqt'o wej 'qh'y ku'r gtqkf . "  
y qo gp'o cttkgf "cpf 'j cf 'ej kftgp'cv'y g'ci g'qh'r gcnlectggt 'f gxgnr o gpv'ht"  
o gf kecn'o gp'kp'eqo r rkvpi 'j ki j gt's wcnhlecvcqpu'cpf 'ugewtkpi 'ugpkqt'r quu0"

<sup>364</sup>"Rw j ."Women, 53; /420

<sup>365</sup>"Vj g'htuv'pcvkpcn'Y qo gpau'Nkdgtcvkp'O qxgo gpv'Eqphgtgpeg'kp'y g'WM'y cu'kp'3; 920K"  
j cf "dggp'r tgeg gf "d{'c'uqhgplpi 'qh'igi kurvkp'qy ctf u'y qo gp'uwej "cu'y g'3; 89'Cddt'vkp"  
Cev'cpf 'y g'3; 86'O cttkgf "Y qo gpau'Rtqr gtv' "Cev'tgxkukp.'r gto kvkpi 'y qo gp'vq'dg'rgi cni'  
qy pgtu'qh'y g'o qpg{ 'y g' "gctpgf "cpf "vq'kpj gtv'r tqr gtv' "Lwkgv'O kej gm Women's Estate  
"J cto qpf uy qtv' <Rgpi vkp'Dqquu.'3; 93+."760

<sup>366</sup>"Rctnj qwug."Medical Manpower, 940"

<sup>367</sup>"O Y H'Ctej kkgu."UC IO Y HlD04 B643."Lqwtpcn'qh'y g'O Y H'Lwn' '3; 830"

<sup>368</sup>"kpvgtxky gg'D'r gtupcn'eqo o wplecvkp'P qx042320'

CŮ ŮŮTqdd/Uo kj 'pqvgf'cu'gctn{ 'cu'3; 84'yj cv'y qo gp'tgwtplpi 'vq'o gf lecn' y qtn{chgt'c'r gt kqf 'qh'cdugpeg'y gtg'pqv's wcnkkgf 'vq'hwkko qtg'yj cp'dcule' tqrngu.'tglphqtekp' 'yj gk'ny 'ucwuŮ<sup>369</sup>""

"

## Women doctors not in strategic roles

Rctn{ 'dgecwug'qh'yj ku'ukhkp' 'qh'co dkkqp.'y qo gp'tctgn{ 'cr r gctgf 'kp'xgt { " ugplqt'tqrngu'kp'o gf lekp0Vj g'hqecvqp'qh'o quv'y qo gp'f qevqtu'kp'uw r qtv' tqrngu.'hqt'gzco r rg.'o gcpv'yj gtg'y cu'c'ncem'qh'xkukdg'hgo cng'ōtqrg'o qf gnu.ō" r ctvwrcn{ 'kp'ugplqt'utcvgi le'r qukkqpu.'cpf 'c'eqpugs wgpvt'gkphqtego gpv'qh' y qo gp'au'ny gt'ucwu'kp'yj g'y qtnr'neg0'Tqrg'o qf gnu.'cu'yj g'o gcpu' y j gtgd{ 'kpf kxf wcn'eqo r ctg'yj go ugxgu'y kj 'c'tghgtgpeg'i tqwr 'vq'yj lej " yj g{ 'o c{ 'cur ktg.'ctg'f ggo gf 'c'xkcn'r ctv'qh'ectggt'r tqi tguukqp0Vj g'r gtuqp" y j q'kf gpwkhgu'j ko ugrh'y kj 'c'ōtghgtgpeg'kpf kxf wcn'y kn'uggm'vq" cr r tqzko cvg'yj g'dgj cxxqwt'cpf 'xcnwgu'qh'yj cv'kpf kxf wcn'kp'j kulj gt'ugxgtcn' tqrngu.'r ctvwrcn{ 'xcnwcdrg'hqt'rgctplpi 'cur geu'qh'dgj cxxqwt'yj g'qdugtxgt" f qgu'pqv' { gvr quuguŮ<sup>370</sup>: ""Cp'kpf kxf wcn'y kn'wug'c'tqrg'o qf gn'vq'kf gpwkh' 'y kj " cpf 'vq'kpvgtr tgv'yj gk'r'neg'kp'yj g'y qtrf 0C'vugplqt'ngxgn'kv'r tqxgu'yj cv' dqwpf ctkgu'ctg'r gto gcdngŮ<sup>371</sup>: "Vj g'ncem'qh'ghgcvkxg'tqrg'o qf gnu'kp'o gf lekp'g" y cu'j ki j rki j vgf 'cv'yj g'F J UU'Eqphgtgpeg'cv'Uwppkp' f cng'qp"Y qo gp'kp" O gf lekp'g'kp'3; 970Y qo gp'y gtg'wpf gt/tgr tgugpvf 'qp'cm'r tqhguukqpcn' dqf kgu'eqppgevgf 'y kj 'o gf lecn'r ncplpi Ů<sup>372</sup>'Qh'782'o go dgtu'qh'Tq{ cn' Eqmgi g'eqo o kwggu'cpf 'yj g'I O E'kp'yj g'o kf/3; 92u'k'y cu'gu'ko cvgf 'yj cv' qpnl'5' 'y gtg'y qo gpŮ<sup>373</sup>""Gxgp'yj g'Tq{ cn'Eqmgi g'qh'I gpgtcn'Rtcevkqpgtu"

<sup>369</sup>CŮ ŮŮTqdd/Uo kj .ŮVj g'Hcv'qh'Qzhqtf "Y qo gp.ō *The Lancet*"4.'9488"\*3'F ge03; 84+< 337: /830'

<sup>36</sup>"TqdgvtvMŮO gtvqp."Social Theory and Social Structure \*P gy "I qtnr'Vj g'Hgg'Rtguu." 3; 6; +.448.'456.'524=CndgtvDcpf wtc."Social Foundations of Thought and Action: A Social Cognitive Theory \*Gpi rgy qqf 'Enkhu'P gy 'Lgtug{ <Rtgpvleg'J cm"3; : 8+<6; Ů

<sup>36</sup>"Twj 'J ŮŮŮUgcn{ 'cpf 'Xcn'Ukpi j .ŮVj g'kō r qtvcepg'qh'Tqrg'O qf gnu'cpf 'F go qi tcr j le" Eqpvzvt'Ugplqt'Y qo gp'au'Y qtn'kf gpwkh' 'F gxnqr o gpv.ō"International Journal of Management Reviews 34.'5 \*Ugr Ů04232+<4: 6/5220'

<sup>372</sup>"O Y H'cpf 'F J UU."Proceedings of a Conference."Vj gtg'y gtg'pq'y qo gp'qp'yj g'Tq{ cn' Eqmgi g'qh'Rj { ukekpu"\*TER+."Tq{ cn'Eqmgi g'qh'Uwti gt { "TEU+qt'Tq{ cn'Eqmgi g'qh' Ru{ej kvt { "TERu{ej +eqwpeknu'cpf 'qpnl' 'y q'qp'yj g'Tq{ cn'Eqmgi g'qh'I gpgtcn'Rtcevkqpgtu" \*TEI R+eqwpekŮŮVj g'I O E'j cf '654'o gp'qp'kv'cpf 'hwt'y qo gp0Vj g'DO C'eqwpekni gpgtcn' o gf lecn'ugtglegu'eqo o kwgg'j cf '92'o gp'cpf 'y q'y qo gp.'yj g'Egptcn'Eqo o kwgg'hqt" J qur kcn'O gf lecn'Ugtxlegu'95'o gp'cpf 'y q'y qo gp.'yj g'LEE'54'o gp'cpf 'pq'y qo gp.'yj g' Egptcn'O cpr qy gt'Eqo o kwgg'64'o gp'cpf 'hwt'y qo gp0'

<sup>373</sup>"Egnc'Qcmg{ .ŮRtguwtgu'qh'Y qtn'kp'F qevqtu'cpf 'Hco kn{ .ō *BMJ*"4.'8256"\*4: 'Cwi Ů' 3; 98+<763/40"

\*TEI R+ 'y j lej 'j cf 'c'y qo cp 'Rtgukf gpv'cpf 'Ej ckt o cp 'qh'Eqwpekn'y kj kp'ku' htu'hy 'f gctu'j cf 'qpn' 'qpg'y qo cp'o go dgt 'qh'Eqwpekn'p'3; 9; . 'qpg' y qo cp'tgi kqpcn'cf xkugt'cpf 'hgy 'hgo cng'wpxgtuk'f 'ngewgtu'qt'eqwtug' qti cplugtu<sup>374</sup> "Qpg'kpxgtuky gg'hqt'y ku'tgugctej 'eqo r nkp'gf 'cdqwf' gt' tgcwo gpv'd { 'vj g'I O E'y j qug'eqwpekn'uj g'ucv'qp'kp'y g'3; : 2u0Uj g'y cu' eqpukugpvn' 'qxtgtnqngf 'hqt'tgr tgu'pvc'kp'qp'eqo o kwggu'cpf 'y cu'ki pqtgf " y j gp'uj g'f'kf'o cpci g'v'ugewt'c'r nceg'qp'qpg<sup>375</sup> "Cu'tgegpvn' 'cu'422; . " Gnu'qp'pqvgf 'vj cv'qwf'qh'y g'3: 'o gf lecn'eqmgi gu.'qpn' 'v'p'j cf 'j cf 'cv'ngcu' qpg'hgo cng'r tgu'kf gpv.'vj g'uwti lecn'eqmgi gu'pqp'g'cpf 'qpn' 'vy q'qwf'qh'56" f gcpu'qh'WM'o gf lecn'uej qqn'y gtg'y qo gp<sup>376</sup> "Rwdne'j gcnj 'y cu'tctg'kp' j cxkpi 'j cf 'hqt'hgo cng'r tgu'kf gpw'qh'ku'Hcewn' 'ukpeg'3; 960"Vj g" ko r qtwepg'qh'tqng'o qf gnu'kp'ectgg't'f gxnqr o gpv'qh'y qo gp'f qevtu.'y j lej " y gtg'cxckndrg'kp'r wdrne'j gcnj 'htqo '3; 96"dw'pqv'kp'y g'tguv'qh'o gf lekpg." y kn'dg'hw'j gt'g'zr nqtgf 'kp'y g'tgugctej 'ej cr vgtu' "

K'ku'pqv'uwtr tkulpi . 'vj gtghqtg. 'vj cv'y qo gp'y gtg'rti gn' 'cdugpv'htqo 'r qnle { " r nppkpi 'hqt'y g'o gf lecn'y qtnhqtg'f wtkpi 'vj g'r g'kqf 'w'pf gt'tgxky 'hqt'y ku' yj guku'cpf . 'f gur kg'r gtukugpv'cwgo r w'd { 'vj g'O Y H' 'vj g'o ckp'mdd { kpi 'dqf { " qp'dgj crh'qh'y qo gp'f qevtu.'y gtg'tctgn' 'tgr tgu'pvgf 'qp'ng' { 'pvc'kqpcn' eqo o kwggu<sup>377</sup> "Ugpkqt'y qo gp'f qevtu'cv'y g'O Y H'y gtg'tgi ctf gf 'cu' ði cf h'kguö'd { 'F J UÜ<sup>378</sup> "Vj gtg'y cu'pq'pggf 'v'v'cng'y qo gp'f qevtu'ugtkwun' " wv'kn'y gkt'pwo dgtu'dgeco g'v'q'f' tgc'v'v'ki pqtg<sup>379</sup> "Rqy gtrguu'v'ej cpi g'y g" u { wgo . 'ugpkqt'y qo gp'kp'y g'O Y H'ej co r kqpgf 'vj gkt'ecwug'htqo 'vj g'ukf g/

<sup>374</sup>"Journal of the RCGP, Gf kqtkn'öY qo gp'I gpgtcr'Rtcevk'kqpgtu.ö"Cr tki3; 92+23; 7/: 0

<sup>375</sup>"kpxgtuky gg'T'r gtuqpcn'eqo o wplecv'kp'36B242360"

<sup>376</sup>"Gnu'qp'Women and Medicine, 33; 0"

<sup>377</sup>"F gur kg'dgkpi 'nqecvgf 'y kj kp'y g'DO C'r tgo kugu'kp'Nqpf qp. 'vj g'O Y H'j cf 'cp'wpgcu' " tgr'v'kupij kr 'y kj 'vj g'DO C'0Vj g'DO C'ci tggf 'kp'3; 88'v'j' cxg'grgevgf 'y qo gp'o go dgtu'qh' eqwpekn'y kj fty 'vj ku'rvgt'kp'3; 88'dwt'gkpu'cv'gf 'k'cu'c'tguwn'qh'r tgu'wtg'htqo 'vj g'O Y H' \*O Y H'Ctej kxgu.'UC IO Y HIC040 . 'Gzgewkxg'Ego o kwgg'o kpwgu'49'Qev03; 88+0'C'rgwt'v'q" yj g'Eqwpekn'ht'Rqui tcf wcv'g'O gf lecn'Gf wecv'kp'htqo 'vj g'O Y H'Ugetgvt { . '34'O c' { '3; 94." cun'kpi 'y j g'y gt'vj g' { 'y gtg'cy ctg'y cv'y g'DO C'j cf 'r cu'gf 'c'tgu'w'kq'qp'c'y qo cp'dgkpi " qp'tgi kqpcnr'qui tcf wcv'g'eqo o kwggu'cpf 'qhtgtkpi 'pco gu'hqt'pqo kpc'v'kp'y cu'ki pqtgf " \*O Y H'Ctej kxgu.'UC IO Y HII (67."Postgraduate Medical Education 1970-2, 1980-4)0'kp" 3; 92'O Y H'ugewt'gf 'c'r nceg'qp'y g'P cv'kqpcn'O gf lecn'O cpr qy gt'Cf xkugt { 'Eqo o kwgg'dw' h'ckgf 'v'q'f' g'v'qp'v'vj g'Egpt'cn'O cpr qy gt'Ego o kwgg'qt'vj g'Egpt'cn'Eqwpekn'ht'Rqui tcf wcv'g' o gf lecn'Gf wecv'kp'f gur kg'cwgo r w'öO Y H'Ctej kxgu.'UC IO Y HIC041; . 'Gzgewkxg' Eqo o kwgg'o kpwgu'9'Lwn' '3; 93+0'

<sup>378</sup>"kpxgtuky gg'D'r gtuqpcn'eqo o wplecv'kp'"P qx042320"

<sup>379</sup>"Lco gu'Rctnj qwug."Doctors' Careers: Aims and Experiences of Medical Graduates

\*Nqpf qp<Tqww'f i g.'3; ; 3+.'70'

Qpg'r tqdrgo "hqt'yj g'O Y H'y cu'yj g'gzvwp'v'q'y j kej 'k'eqwrf 'dg'uckf 'v'q'dg"  
tgr tgugpvc'xg'qh'öqtf kpct {ö'f qevqtu0Vj qug'ngcf kpi 'yj g'qti cpluc'vqp'f wtkpi "  
yj g'3; 82u'cpf '3; 92u'y gtg'y qo gp'y j q'j cf 'uweeggf gf 'kp'cej kxkpi 'ectggt "  
i tcf g'ci clpuv'yj g'qf f u'cpf 'y j q'y gtg'f gvgto kpgf 'v'q'r wuj 'y qo gp'f qevqtuø"  
ci gpf cu0Vj g'O Y H'utwi i ngf . 'kpf gggf . 'kp'yj g'3; 92u'v'q'tgetwkv'v'ku"  
o go dgtuj kr 'y j kej 'qpn{ 'gxgt'eqo r tkugf '32' "qh'yj g'hgo cng'o gf kecn'  
y qtnhqtteg0Vj tqwi j qw'v'g'3; 82u'cpf '3; 92u'yj g'O Y H'y cu'eqpegtpgf 'v'q"  
kpetgcug'ku'o go dgtuj kr 'pwo dgtu0<sup>67</sup>; "Qh'754'pgy n{ 'tgi kvgtgf 'y qo gp"  
f qevqtu'kp'3; 96.'j qy gxgt. 'qpn{ 'p'kpg'lqkpgf 'yj g'O Y H<sup>82</sup>'D{ 'h'qewukpi 'ku"  
cwgp'v'qp'qp'ceeguu'v'q'r qr wrct 'ur gekcn'ngu'cv'yj g'gzr gpug'qh'ki pqt'kpi "  
y qo gp'v'r tqi tguu'kp'yj g'ngu'r qr wrct 'ur gekcn'ngu'uwej 'cu'eqo o wpkv{ "  
o gf lekpg. 'tcf kqrqi { . 'cpcguj g'v'eu'cpf 'r u{ej kcv{ { . 'k'v'o c { 'j cxg'lp'v'wngf 'c"  
hggkpi 'qh'h'k'w'g'kp'o cp { 'y qo gp'f qevqtu00 qtgxgt. 'd { '3; 99. 'y j gp'yj g"  
O Y H'qr gpgf 'vr 'ku'o go dgtuj kr 'v'q'o gf kecn'uwf gpw. 'yj g'ci gpf c'j cf "  
ej cpi gf 'cpf 'k'h'w'pf 'yj cv'uwf gpw'f k'f 'pqv'y cpv'v'q'dg'f h'htg'p'v'v'gf 'cu"  
y qo gp0Cu'c'F't'Y {o cp'uckf . 'yj g'eqpugpuwu'co qpi uv'yj g'örcf lguö'kp'P qt yj "  
Y guv'Nqpf qp'y cu'yj cv'öy g{ 'uj qwrf 'dg'tgi ctf gf 'cu'o gf kecn'uwf gpw'cpf 'pqv'  
y qo gp'o gf kecn'uwf gpw'cpf 'y j gp'yj g{ 's wcn'h{ 'yj g{ 'y cpv'v'q'dg'f qevqtu'cpf "  
pqv'y qo gp'f qevqtu0<sup>383</sup>'"Ceeqt'f kpi 'v'q'yj g'tguwmu'htqo 'Kicdgn'Cm'pau'3; : 7/8"

<sup>383</sup>O Y H'Ctej kxgu UC IO Y Hll 073. "Recruitment - Medical Students 1977-9."



neti g/uecrg"eqj qtv'uwf { ".dqj 'o cng"cpf 'hgo cng'o gf kecn'i tcf wcvu'j cf 'kuuwgu"  
 kp"eqo o qp'd { 'y g'gctn { '3; : 2u'cpf 'dqj 'r tqo qvgf "gs wcnk { "qh'ceeguu'cpf "  
 vgcwo gpv'hqt'y qo gp<sup>384</sup>"Ej cpi gu'kp'ectggt'f gxmqr o gpv'hqt'y qo gp'kp"  
 o gf lekpg'f kf 'pqv'r tkpek cm { "eqo g'htqo 'ugpkqt'y qo gp.'y gtghqtg.'r wuj kpi "  
 htqo 'y g'ukf g/nkpgu'dw'htq'qy gt'tgcuqpu'y j kej 'y km'dg'gzr mgtgf 'kp'y g'y tgg"  
 tgugctej 'ej cr vgtu0""  
 "

Vj g'o gf kecn'r tqhguukqp'y cu'pqv'wpwucn'kp"gpuwtkpi 'o gp'twrgf "cv'y g'vqr 0"  
 Chgt'y g'Ugeqpf "Y qtrf "Y ct.'y qo gp'mengf "c'xqlcg'i gpgtcm { 'y kj kp'y g"  
 r qrlc { /o cnkpi 'r tqeguu0Ceeqtf kpi "vq'Ngy ku.'y g { 'tgo clpgf "ugeqpf /encuu"  
 ekkl gpi'kp'vgo u'qh'r qrkkecn'r ctvlek cvkqp<sup>385</sup>"Tlej ctf 'N0Uko ruqp'cpf "Kc"  
 J ctr gt'Uko ruqp'cmkpi'y g'3; 82u'qh'y g'öwpceegr wdkrk { ö'qh'y qo gp'dgkpi "  
 kp'cf o kpkwcvkxg'ej cti g'qh'o gp.'gxgp'kp'y g'ugo k/r tqhguukqpu'uwej "cu"  
 vgej gtu'cpf "uqekcn'y qtngtu0Y qo gp'y go ugrkgu'j cf 'y gug'cvkwf gu'cpf "  
 y gtg'f guetkdgf "cu'dgkpi 'rguu'co dkkqwu'cpf "o qtg'öeqo r rkcwö'y cp'o gp<sup>386</sup>""  
 Cppg'Y kl 'f guetkdgf 'y g'i gpf gtgf "hqto u'qh'gzenukqpct { 'uvcgi kgu'wugf "vq"  
 ugewt'g'ht'o gp'r tkxkgi gf "ceeguu'vq'tgy ctf u'cpf "qr r qtwpkkgu'kp'y g"  
 qeew cvkqpcn'hdqwt'o ctngv<sup>387</sup>"Kp'y g'o gf kecn'r tqhguukqp'y ku'qr gtcvgf "  
 y kj kp'ctgcu'f gvgto kpkpi 'f qevqtu'f tqi tguu.'wplxgtukv { "o gf kecn'hcewnkgu.'y g"  
 Tq { cn'Eqngi gu.'vgcej kpi 'j qur kcnu.'y g'DO C.'y g'I O E0""Vj ku"  
 r qy gtrguupguu.'eqo dkpgf 'y kj 'c'u { uvgö 'j quvkg'vq'y g'pggf u'qh'y qo gp'cpf "c"  
 ej cqvk"cr r tqcej "vq'o gf kecn'y qtnhteg'r rppkpi . 'j gr gf . 'pq'f qwdv.'tgkphqtg"  
 y g'grgo gpv'qh'öj cr r gpwvpegö"cpf "öppq/nkpgct'r tqi tguukqpö'kp'y g'r cuuci g"  
 y qo gp'f qevqtu'htqo 'y g'uactv'qh'y g'j gcmj 'ugtckeg'wpvkn'y g'3; : 2u0""  
 "

<sup>384</sup>"O Y H'Ctej kgu."UC IO Y HIO6B3 H."KqdgriCmrg."öY qo gp'F qevqtu'cpf "Vj gk'Ectggtu.ö"  
 r cr gt'i ksgp'cv'Women, Health and Work: Proceedings of the MWF 70th Anniversary  
 Symposium,"26 Nov. 19870

<sup>385</sup>"Ngy ku."Women since 1945, ; 0'

<sup>386</sup>"Tlej ctf 'N'Uko ruqp'cpf "Kc'J ctr gt'Uko ruqp.'öY qo gp'cpf "Dwtgcwetce { 'kp'y g'Ugo k  
 r tqhguukqpu.ö kp'The Semi-professions and Their Organisation: Teachers, Nurses, Social  
 Workers, gf 0Co kck'Gv kpk'P gy 'l qtnk'Vj g'Htgg'Rtguu.'3; 8; +.'452.'4650'

<sup>387</sup>"Cppg'Y kl ."Professions and Patriarchy, 950"

## Women a case for special treatment in the workplace?

Vj gtg'y cu'pq'ci tggo gpv'gkj gt'qxtg'j qy 'vq'r tqi tguu'y qo gpau'ectggtu."

r ctvewrctn' 'qxtg'y j gyj gt'vj g' 'uj qwf 'dg't gcvgf 'cu'c'ur gekn'ecug0"K'ku'ukm'c"

rkxg'f gdcvg'lp'vj g'gctn' 'vy gpv' 'htuv'egpwt {0<sup>88</sup>"Vj gtg'ctg'f khtgkpi 'cti wo gpv"

lp'vj g'rkgtcwtg'cdqwj' qy 'y qo gpau'r ctv'ekr c'kqp'lp'vj g'y qtnr'ceg'uj qwf "

dg'r tqo qvgf . 'r qm'kukpi 'dgw ggp'j c'kpi 'hkzgf 's wqvcu'qt'r tqxkf kpi 'ceegu'u'vq"

gs wcn'qr r qtwpk'kgu0"Y qo gp'f qevqtu'y gtg'pqv'cnp'g'lp'dgkpi 'vj g'hqewu'qh"

vj gug'f gdcvgu0"K'vj g'ncv'3; ; 2u.'vj g'F gr ctwo gpv'qh'J gcnj 'y cu'uq'eqpegtpgf "

cdqwj'vj g'ncm'qh'y qo gp'lp'ugpkqt'r qukk'qpu'cetquu'vj g'j gcnj 'ugt'xleg'vj cv'lp"

3; ; ; 'k'guxcdkuj gf 'vj g'P J U'Y qo gpau'Wpk'v'q'j gr 'f g'xgr' 'y qo gp'hqt"

r tqo q'kqp'cpf 'vq'ko r tqxg'vj g's wcn'k' 'cpf 's wcp'kv' 'qh'vj g'k'r ctv'ekr c'kqp'lp"

vj g'y qtn'hteg0Cu'Ectq'kpg'Ncpi tkf i g.'J gcf 'qh'vj g'Wpk'.'cti wgf 'y j gp"

eqo o gp'kpi 'vj cv.'d' { '3; ; . 'qpn' '44' 'qh'twuv'cpf 'j gcnj 'cwj qtk' 'ej kgh"

gzg'ew'xgu'y gtg'y qo gp.'oc'i'ncu'egk'kpi 'ukm'gz'kuu'cv'vj g'vqr 'qh'vj g'P J U'

y kj 'rkwg'o q'qf 'hqt'ej cpi g0<sup>89</sup>"Lwf'K'O ctuj cm'iq'qn'kpi 'lp'vj g'gctn' '3; ; 2u'cv"

y qo gp'lp'o k'f'ng'qt'ugpkqt'o cpci go gpv'tqngu'cetquu'f khtg'gpv'r tqh'gu'kqpu"

y j q'j cf 'ngh'y qtn'ht'c'y j kg.'qt'y gtg'eqpukf g'kpi 'f qkpi 'uq.'y cu'eqpegtpgf "

vj cv'y qo gp'uj qwf 'pqv'hc'm'x'k'v'ko 'vq'vj g'ew'wtg'vj cv.'d'gecwug'y qo gp'o c' { "

ngcxg.'vj gtg'ku'pq'r q'kp'v'lp't'g'uj cr kpi 'qti c'pkuc'kqp'ew'wtgu'v'q'cee'qo o qf'cvg"

vj go 0<sup>8</sup>: "Vj g'O Y H'v'q'qn'vj g'rkpg'vj cv'y qo gp'pggf gf 'ur gekn'j gr 'kh'vj g' { "

y gtg'vq'tgcej 'vj g'k'r q'v'p'kcn'r wuj kpi 'hqt'r ctv'v'ko g'eqpu'wncpv'r quu"

cf xgt'kugf 'hqt'y qo gp'qpn' . 'uwr r qt'v'kpi 'y qo gp'qpn' 'r ctv'v'ko g'v'ck'kpi "

kp'k'c'v'xgu0G'xgp'vj g'O Y H'd' { 'vj g'o k'f/3; 92u'j cf 'uqo g'eqpegtpu.'j qy g'xgt."

cdqwj'vj g'eqp'v'k'kpi 'ngi k'ko ce' { 'qh'lp'k'c'v'xgu'f k'gevgf 'uq'ng' { 'cv'y qo gp'lp"

vj g'ki j v'qh'Gs wcn'Qr r qtwpk'kgu'ngi k'uc'kqp'lp'3; 950Qp'vj g'q'vj gt'j cpf . 'vj g' { "

y gtg'ukm'eqpegtpgf 'vj cv'y qo gp'f'k' 'pqv'j cxg'gs wcn'qr r qtwpk'kgu'lp"

ceegu'kpi 'eqpu'wncpv'r quu'f w'g'v'q'r tgl'wf leg'qt'f'k'k'ewm' { 'lp'gp'v'gt'kpi 'j ki j gt"

<sup>388</sup>Vj g'Hgd04233'I qxgtpo gpv'tgr qtv'Women on Boards.'lp'vj g'hceg'qh'qpn' '340' 'qh' y qo gp'qp'eqtr qtcvg'dqctf u'lp'vj g'HVUG'322'eqo r c'p'kgu'lp'4232.'eqpukf gtgf 's wqvcu'dw' tgl'gevgf 'vj go 'lp'hc'xqwt'qh'eqo r c'p'kgu'j c'kpi 'dgwgt'ut'cvgi k'gu'v'q'g'p'eqwtci g'y qo gp'v'q'cr r n'0' K'f'k' 'pqvg.'j qy g'xgt.'vj cv'Gwtqr gcp'eqwp'v'kgu'w'ej 'cu'Ur c'kp'cpf 'k'egr'p'f'j cf 'i' qpg'vj g's wqvc' tqwg'cpf 'q'j gtu'y gtg'ce'v'xgn' 'eqpukf g'kpi 'k'."

[j w'cl' y y 0 qx0wmi qxgtpo gpv'w' mcf ulu' ugo' lw' mcf ul'wce'j o gp'v'af c'v' k'kg' 1536: 2 B3/ 967/y qo gp/q'p/dqctf u'f'f' "ceegu'gf 'Lwp'g'4237-0'](#)

<sup>389</sup>"Ectq'kpg'Ncpi tkf i g.'öNgcxkpi 'vj g'Ncw'gnu'Dgj kpf .ö Health Service Journal"\*32'Lwp'g' 3; ; ; +44/50'

<sup>38</sup>: 'Lwf'K'O ctuj cm'Women Managers Moving On: Exploring Career and Life Choices" \*Nqpf qp<'Tq'w'ngf i g.'3; ; 7+.'350'

ur gekcnkv'tcklpi 'kp'egtckp'ur gekcnkv<sup>38</sup>; "Y kj kp'r wdike"j gcnj "o gf lekpg."  
 vj g'pwo dgtu'qh'f qevtu'dgeco g'o qtg'qt'nguu'gxgnf 'ur rk'dgw ggp'o gp'cpf "  
 y qo gp'htqo "3; 96'uq'vj cv'gctn' 'eq/gzknvpeg'cv'cm'dw'vj g'xgt { 'ugpkqt'ngxgnu"  
 dgeco g'vj g'pqto 0Vj g'rkgtcwtg'j cu'dggp'j kj gtq'ukgpv'qp'j qy 'vj ku'y qtnngf "  
 kp'r tceveg. 'r quukdn' 'dgecwug'y qo gp'kp'r wdike'j gcnj 'y gtg'vcnpg'hqt 'i tcpvgf "  
 cu'c'öpqto crö'r ctv'qh'vj cv'y qtnhteg. 'vj cv'ku. 'pqvj kpi 'r ctvewrctn' 'f khtgtpv'vq"  
 eqo o gpv'wr qp0"

"

CpPg'Rj knkr u'ur gcmu'qh'vj g'övgpukqp'dgy ggp'ecmkpi 'hqt'gs wcn'tgcvo gpv'qt "  
 kpukvpi 'qp'y qo gpau'ur gekn'pggf u'dgkpi +'qpg'vj cv'tgo ckpu'cv'vj g'j gctv'qh'  
 hgo kpukv'f kgo o cu0'Lqcp'Y 0Ueqw. 'lpf ggf. 'r ncegu'vj qug'y j q'cti wg'vj cv'  
 ugzwcn'f khtgpeg'qwi j v'vq'dg'cp'ktgrgxcpv'eqpukf gtcv'kp'kp'uej qqnu."  
 go r m{ o gpv. 'eqwtu'cpf 'vj g'ngi kurwtg'kp'vj g'ögs wcrkv'ö'ecvgi qt { 'y j knv'  
 vj qug'y j q'kpukv'cr r gcmu'qp'dgj crh'qh'y qo gp'qwi j v'vq'dg'o cf g'kp'vgtu u'qh'  
 vj gkt'ur gekh'e'pggf u. 'kpvgtgua'cpf 'ej ctcevgtkukv'kp'vq'vj g'öf khtgpegö"  
 ecvgi qt { 0<sup>392</sup> 'F gdcvgu'qxgt'y j gvj gt'y qo gp'cv'y qtnluj qwf 'tgegkxg'ur gekcn'  
 vgcvo gpv'y gtg'xgt { 'o wej 'cv'vj g'j gctv'qh'vj g'hgo kpukv'o qxgo gpv'qh'vj g"  
 3; 82u'cpf "3; 92u0"C'o cttkgf 'y qo cpau'gpv'kgo gpv'hqt'gzco r ng. 'hmqy kpi "  
 vj g'P cvkpcn'kpukv'cpeg'Cev'qh'3; 68'y cu'f gr gpf gpv'qp'j gt'j wudcpf 'cpf "  
 o cttkgf 'y qo gp'y j q'f kf 'y qtnly gtg'gzzr gev'f 'vq'r c { 'pq'eqv'kdwkpu'dw'  
 cnuq'eqwf 'pqv'enclo 'dgpghk'vj go ugrkv<sup>393</sup> "Hgo kpukv'y tkgtu'j cxg'uqwi j v'vq"  
 gzzr nckp'cpf 'wvf gtucpf 'vj g'r j gpqo gpqp'qh'y qo gpau'rcm'qh'r tqi tguu'kp'vj g"  
 y qtnr nceg'cpf 'o gpau'f qo kpcpeg'kp'vj g'y qtnf 'qh'r tqf wev'kp. 'tghgtkpi 'vq'vj g"  
 u{ vgo ke'pcwtg'qh'o gpau'r qy gt'cu'r cvtktej { . 'y qo gp'qpn' 'dgkpi 'f ghkpgf 'kp'  
 tgrv'kp'vq'o gp0<sup>394</sup> "I gpf gt'y cu'xkgy gf 'cu'c'ugv'qh'uqekcn'gzzr gev'v'kp'vj cv'

<sup>38</sup>: "O Y H'Ctej kxgu. 'UC IO Y HJ 062. "Equal Opportunities: Proposals for Legislation 1973-40"

<sup>392</sup>"CpPg'Rj knkr u. "öHgo kpukv. 'Gs wcrkv' 'cpf 'F khtgpeg. ö'kp "Defining Women: Social Institutions and Gender Divisions, gf 0Nkp c'O eF qy gni'cpf "Tqugo ct { 'Rtkpi ng' "Eco dtkf i g< Rqrkv' 'Rtguu'kp'Cuqekcv'kp'y kj 'vj g'Qr gp'Wpkxgtukv' ".3; ; 4+."432="Ibid., Lqcp'Y 0Ueqw." öF geqput wev'kpi 'Gs wcrkv' 'Xgtuuv'F khtgpeg<Qt'vj g'Wugu'qh'Rquv'ut wev'wcrkv'Vj ggt { 'hqt' Hgo kpukv. ö 4790'

<sup>393</sup>"Hqt'gzco r ng' "Rw j . "Women, 4; 7+0'

<sup>394</sup>"Nkp c'O eF qy gni'cpf "Tqugo ct { 'Rtkpi ng. "öKv'qf wev'kp<Y qo gp'cu'-'Qvj gt. ö'kp "Defining Women: Social Institutions and Gender Divisions, gf 0Nkp c'O eF qy gni'cpf "Tqugo ct { " Rtkpi ng' "Eco dtkf i g< Rqrkv' 'Rtguu'kp'Cuqekcv'kp'y kj 'vj g'Qr gp'Wpkxgtukv' ".3; ; 4+."5/: ="" E { pvj k'Eqendwtp. "öHgtgy qtf. ö'kp "Gender at Work. "gf 0CpP'I co g'cpf "Tqugo ct { 'Rtkpi ng' "Nkp qp<Rnwq. "3; : 6+; /330'

Vj gug'gpkuppu'cpf'r gtur ge'xgu'y gmi'kwuxtcvg'f khtgt gpv'cur gew'qh'yj g'  
rtqdrgo 'hqt'y qo gp'lp'o gf kelpg'htqo 'yj g'3; 82u'vq'yj g'3; : 2u'lp'uggmkpi 'vq'  
cej kxg'ectggt'r qv'p'k'lp'yj g'hceg'qh'uggo kpi n' 'kp'wto qwp'cdng'dcttktu'qt"  
ugw'kpi 'hqt'yj cv'o ki j v'dg'r gte'kxgf 'cu'öugeqpf 'dguvö'lp'c'öu'wdugt'x'k'p'vö't'q'ng'  
vq'o gp0""Vj g{'o c{'j' cxg'dggp'r'ceg'f 'kp'cp'ko r qu'k'dng'uk'w'c'k'p'p'."ecw'j v'  
dgw'ggp'ej q'legu'qh'yj gjv'gt'vq'r'wtuwg'eqo r'ngz'cpf'f'k'k'k'ew'n'ectggtu'vq"  
dgeqo g'o go dgtu'qh'c'o cng'f'qo k'p'cv'g'f'en'wd'cu'yj g'hgo k'p'ku'v'k'g't'c'w't'g'y'q'w'f"  
j cxg'g'p'eqwtci gf 'yj go 'vq'f'q.'y'kj 'yj g'ucet'k'legu'vq'h'co k'n' 'r'k'g'yj cv'yj ku'  
gp'v'k'ng'f'."qt'ugw'ng'hqt'r'qy'gt'uc'w'u'y'q'tn0"P gi c'v'k'x'g'c'v'k'w'f'gu'v'q'y'ctf'u"  
y qo gp'au'cf'x'c'p'ego gp'v'lp'o gf kelpg'y'gtg.'ch'gt'cm'j'gr'f'd{'u'qo g'y qo gp'cu"  
y gmi'cu'o gp0"U'qek'q'qi k'ec'n'hgo cng'y'k'g'tu'cv'yj g'v'ko g'o c{'c'm'q'j' cxg'j'gr'gf"  
t'g'l'p'h'q'teg'yj g'c'v'k'w'f'g'yj cv'd'g'c'v'k'pi 'o gp'cv'yj g'k't'q'y'p'i co g'lp'o gf kelpg'cpf"  
rtqi t'g'u'k'pi 'lp'r't'g'u'ki g'ur g'ek'c'n'k'gu'y'cu'yj g'q'p'n{'r't'k'g'y'q't'yj 'j'cx'k'pi 0Vj gug'  
f'g'd'c'v'gu'j' ki j'rk'i j'v'yj j{'k'v'ku'ko r'q't'c'p'v'v'q'w'p'f'g'tu'c'p'f'j'qy'v'o c'p{'y'qo gp'lp'yj g'

<sup>399</sup>Ngũyễn. "Women since 1945," 0'

uo cml'r qengv'vj cv'y cu'r wdne'j gcmj . 'y j gp'i kxgp'vj g'qr r qtwpkv' 'hqt' r tqo qv'kp. 'tqug'v'vj g'ej cmgi g'qh'eqo d'kp' 'uweeguhwn' 'utcv'gi le'r quw' y kj 'hco k' 'rhg0' "Vj g{ 'y gtg'egt'v'kn' 'pqv'vj g'öpqto ö'kp'vj g'rv'g'3; 92u'cpf' 3; : 2u0'O lej cgr'Hqi ctv' *et al.* "mqm'kp' 'cv'vj g'DDE. 'vj g'ek'kl'ugtxleg. " kpf wut'kn'eqo r cpl'gu'cpf 'cte'j kge'wt'g'dgy ggp'3; 8: 'cpf'3; 9; 'h'wpf 'y qo gp' eqo r t'ugf' 'qpn' '204' "qh'vj g'v'qr "gct'p'gtu0'kp'vj g'kt'ecug'uwf'kgu. 'y qo gp'y gtg' o qt'g'rk'gn' 'vj cp'o gp'v'q'cr r n' 'hqt' 'lqdu'd'gm'y 'vj g'kt' r q'v'p'v'kn' 'cpf' 'v'f' t'kh' f'w'kp' 'vj g'g'ctn' 'uci gu'qh'vj g'kt'ect'ggt0'Vj g{ 'eqpen'f'gf 'vj cv'ö'hqt'o gp. " o ctt'kci g'cpf'ej k'f'tgp'v'gpf'v'q'uj ctr gp'co d'k'k'apu'cpf' 'k'pet'g'cug'f'gv'to k'p'v'kp' v'q't'gcej 'vj g'v'qr 'y j k'g'hqt'y qo gp'vj g{ 'v'gpf'v'q'j cxg'vj g'qr r qu'kg'gh'ge'v'ö<sup>39</sup>: " K'y cu'r quuk'd'g. 'vj gt'gh'gt'g. 'v'c'ko 'v'q't'gcv'y qo gp'cu'gs wcn'v'q'o gp'y kj qw' c'f'f't'gu'kp' 'vj g'r'tq'd'go 'vj cv'y qo gp'o c{ 'p'q'v'uct'v'q'w'cu'gs wcn'f'w'g'v'q'vj g'kt' wpgs wcn't'q'ng'y kj 'hco k'kgu<sup>39</sup>: " K'y kn'd'g'ko r qt'v'p'v'q'w'g'vj g'k'p'v'gt'x'kg'y u'hqt' vj ku't'gug'cte'j 'v'q'v'g'cug'q'w'vj g'f'k'ht'gp'v'g'p'uk'q'pu. 'r gtur ge'v'x'gu'cpf' 'l'p'h'w'g'pegu' qp'y qo gp'f'qev'tu'kp'vj g'u'wdu'cp'v'x'g'g'x'kf'g'peg'ej cr v'gtu'v'q'ckf' 'cr r t'ge'k'v'kp' qh'd'q'y 'd'ctt'k'gtu'v'q'cf'x'c'p'ego gp'v'cu'y gm'cu'r qengw'qh'cej k'gxgo gp'v'cpf'j'q'y " vj ku'ch'ge'v'gf' 'u'wdu'gs wgp'v'r tqi t'gu'k'qp0' "

### The views of ordinary medical women in the 1950s and 1960s

Y j gt'gcu'vj g'k'p'v'gt'x'kg'y u'hqt'v'j ku't'gug'cte'j j'gr 'r't'gug'p'v'c'r le'wt'g'ht'qo 'vj g' r gtur ge'v'x'g'qh'y qo gp'y j q'f'kf' 'o c'pci g. 'u'qo g'v'ko gu'ci c'kp'v'vj g'q'f'f'u. 'v'q' ce'j k'gx'g'ect'ggt' r q'v'p'v'kn' "k'ku'gu'g'p'v'kn' 'cnuq. 'v'q'eq'p'uk'f'gt'v'j g'r gtur ge'v'x'g'qh' vj g'dw'm'qh'y qo gp'f'qev'tu'y j q'f'kf' 'p'q'v'0'Cu'E'ge'k'g' 'L'cem'qp' 'cpf' 'T'w'j " R'gct'up' 'eqo o gp'v'gf. 'i g'pf'gt' 'c'pcn'f'uku'p'ggf'u'v'q'f' q'd'g{ 'q'pf'v'j g'kt' 'd'k'q'mi k'ecn' cpf 'u'w'ew't'cn'r qu'k'k'p'kp' 'cpf' 'l'pen'f'g'y qo gp'au'q'y p'v'p'f'gtur'cp'f'kp' 'cpf' " r gtegr v'kp'p'ö<sup>3</sup>: 2"Vj gt'g'y cu'p'q'uj qt'wci g'qh'uet'w'kp{ 'qh'y qo gp'f'qev'tu'f'gur k'g' rk'w'g'ce'w'cn'r tqi t'gu'kp'vj g'kt'ect'ggt'f'g'x'g'm'r o gp'v'0'kp'vj g'rk'j v'qh'k'p'cf'gs w'cv'g' k'p'h'qto c'v'kp' 'cpf' 'r'gt'k'q'f'le'w'p'egt'v'kp'v'f' 'q'x'gt'y j g'vj gt'v'j g'WM'y q'w'f'j'cxg'v'q'q' o cp{ 'qt'v'q'q'h'gy 'f'qev'tu. 'vj g'rv'g'3; 72u'v'q'vj g'3; : 2u'y gt'g'o ct'ngf'd{ " p'wo gt'q'wu'uw'x'g{u'qp'y qo gp'f'qev'tu. 'vj g'kt't'q'ngu. 'k'p'v'p'v'kp'pu. 'vj g'kt'r gte'g'k'g'f' " d'ctt'k'gtu'v'q'y qtn'kp' 'l'pen'f'kp' 'ej k'f'ect'g'cpf't'g'ul'f'gp'v'kn't'gs w'kt'go gp'w'ht'q' "

<sup>39</sup>: "O lej cgr'Hqi ctv' 'gv'cn'0'Women in Top Jobs 1968-1979 \*N'qpf'qp<R'qr'ke{ 'U'w'f'kgu'k'p'uk'w'w'g' J'g'k'p'go c'pp'G'f'w'ec'v'kp'p'cn'D'q'q'm'3; : 3+350'

<sup>39</sup>: 'Ngy ku.'Women since 1945, ; .580'

<sup>3</sup>: 2" 'L'cem'qp' 'cpf' 'R'gct'up'. "Feminist Visions, 90'

j qur kcn'o gf lekpg'r quu0""Y qo gp'cv'yj cv'ko g'y gtg'cnuq'uwldgev'vq"  
 f kuetko kpcvqp'kp'cr r qkpvo gpw'cpf "ceegu'vq'lqdu'cpf 'y gtg'ngu'hkngn' 'vq"  
 j cxg'yj g'dgpghk'qh'r cvtqpci g.'uggp'cu'cp'guugpvkn'tgs vktgo gpv'hqt'ectggt"  
 cf xcpego gpv<sup>3</sup>:<sup>3</sup>Vj gug'uwtxg{ u'lpf kecvg'yj g'hktuv'tgcn'cwgo r v'vq'w'pf gtuxcpf "  
 yj g'qtf kpct { 'y qo gp'f qevqtu'r cwgt'p'qh'y qtnkpi 0Vj g{ 'r tgu'pvc'i qqf "  
 r lewtg'qh'y j cv'y qo gp'f qevqtu'yj qwi j v'cdq'w'yj gkt'ectggtu'cv'c'ko g'y j gp"  
 yj g{ 'y gtg'uwkn'c'o kptkv{ 'kp'yj g'y qtnhqtg'cpf 'j gr 'ugv'yj g'eqpv'gzv'hqt'yj g"  
 gxgpw'qwwkpgf 'kp'yj g'pgzv'yj tgg'ej cr vgtu0

"

Y qo gp.'cu'y gm'cu'o gp.'gpvgtkpi 'o gf lekpg'kp'yj g'3; 82u'v'p'f gf 'vq'j cxg'c"  
 hc'yj gt 'kp'yj g'r tqhgu'kqpcn'encu'gu.98' 'eqo kpi 'htqo 'uqekn'Encu'gu'K'cpf 'KK  
 cpf 'qpn{ '4' 'htqo 'uqekn'encu'X<sup>3</sup>:<sup>4</sup>Vj tgg'hk'yj u'qh'o gf kcn'u'w'f gpw'eco g"  
 htqo 'uej qqn'yj j kej 'y gtg'i tcpv'ckf gf 'qt'kp'f gr gpf gpv'yj j kej 'j cf 'c'dgwgt "  
 cecf go ke'tgeqtf 'y cp'yj qug'kp'ucv'g'gf wecvkqp<sup>3</sup>:<sup>5</sup>I knu'uej qqn'eqpukf gtgf "  
 qpn{ 'gzegr vkpcn'u'w'f gpw'uj qwf 'dg'r w'hqty ctf 'hqt'o gf lekpg<sup>3</sup>:<sup>6</sup>"  
 kpvtxkgy ggu'hqt'yj ku'tgugctej 'r ctv'kcm{ 'hk'w'f 'y ku'r lewtg.'cm'dgkpi "  
 cecf go kcm{ 'cdng.'h'kp'f kpi 'gzco kpcv'qp'u'c'tgrv'kxgn{ 'gcu{ 'r tqur gev0Vj g{ 'cm'  
 j cf 'cv'ngcu'v'p'p'g'r ctgpv'yj j q'dgn'kxgf 'kp'gf wecvkqp'hqt'i knu'cv'c'ko g'y j gp"  
 yj ku'y cu'uwkn'tgrv'kxgn{ 'wpw'wcn'0C'pwo dgt'qh'r ctgpw'yj gtg.'j qy gxgt."  
 y qtnkpi 'encu'cpf 'ugr'h'gf wecv'gf 0P qv'cm'yj g'y qo gp'y gtg'r ctv'kw'rtcn{ "  
 kpvtgug'f 'kp'qt'i qqf 'cv'uekgpegu.'f gur kg'yj gkt'f gukt'g'vq'dg'f qevqtu'0P qv'cm'  
 yj g'uej qqn'yj gtg'j gr hwn'cpf 'uqo g'kpvtxkgy ggu'cr r rkgf 'vq'f q'o gf lekpg'cv'  
 wpxkgtuk{ 'y kj qw'uej qqn'uwr r qt'0Ectggtu'cf xleg'y cu'o qtg'qt'ngu"  
 eqo r ngv'n{ 'rcenkpi 0Vj g'kpvtxkgy ggu'r tgu'p'v'gf 'tcpf qo 'cpf 'xctkgf 'tgc'uppu"  
 hqt'ej qqukpi 'o gf lekpg.'tcp' kpi 'htqo 'gpeqwtci go gpv'htqo 'c'uekgpeg'v'gej gt."  
 vq'ur kg'c'r ctgpv'yj j q'eqpukf gtgf 'o gf lekpg'cp'w'p'w'kcdng'qeewr cvkqp'hqt "  
 i knu.'vq'ectg'hqt'r qqr ng.'dgecwug'yj gtg'y cu'c'f qevqt'kp'yj g'hco kn{ 'y j qo 'yj g{ "  
 cf o k'gf.'dgecwug'k'r tqxkf gf 'c'i wctcpv'g'gf 'uqwtg'qh'kpego g0O qtg'yj cp'qpg"  
 y cu'co dkxcngp'v'cpf 'qpn{ 'ugw'rgf 'qp'o gf lekpg'ch'gt'r g'ktqf u'kp'uekgpv'k'he'qt "  
 uqekn'uekgpegu'y qtn'qt'tgugctej 0Y j cv'ku'engct.'j qy gxgt.'ku'yj cv.'dghqtg"

<sup>3</sup>:<sup>3</sup>Cngp."Doctors and Their Careers."376."3; 3=Cngp."Doctors: A New Generation, 338."  
 366/90'

<sup>3</sup>:<sup>4</sup>Vqf f 'Tgr qtv."Medical Education, "5530"

<sup>3</sup>:<sup>5</sup>O craqm "NOLqj puqp."öP qp/cecf go ke'H'evqtu'kp'O gf kcn'Uej qqn'Ugevkqp<C'Tgr qtv'qp"  
 Tglgevgf 'Crr r'ncp'w.ö"BJME, 7"3; 93+<486/:"

<sup>3</sup>:<sup>6</sup>LOf Gmku.'öVj g'Ugrgevkqp'qh'O gf kcn'Uw'f gpw.ö Health Trends 5."5" Cwi 03; 93+<78/:" 0"

gpvgtkpi "o gf lecn'uej qqn'vj g'y qo gp.'y j gvj gt'f guvpgf 'hqt'r wdrk'j gcnj "qt"  
 qvj gt'ur geknku."j cf 'rkwr'kf gc'qh'y j cv'c'o gf lecn'ectggg"gpvknkf 0Cngp"  
 eqphko gf 'kp'j gt'uwf { 'vj cv'dgkpi 'i qqf 'cv'uekgpeg'y cu'ngu'ko r qtvcv'hqt"  
 y qo gp'vj cp'hqt'o gp'kp'vj gk'ej qleg'qh'o gf lekpg'cpf 'vj cv'vj g{ 'j cf 'rkwr'kf gc"  
 y j gp'vj g{ "gpvgtgf "o gf lecn'uej qqn'qh'y j cv'vj g{ 'j cf 'cngp"qp<sup>3: 7</sup>"

Co dxcrnpeg"cdqww'vj g'r qvpgvkn'y cuvi g."qpeg'y qo gp'f qevqtu'y gtg"  
 s wcnhkf ."dgi cp'kp'gctpguv'kp'vj g'gctn{ '3; 72u'y j gp'eqpegtpu'cdqww'vj g"  
 co qwpv'qh'o qpg{ 'vj cv'eqwf 'r qvpgvkn' 'dg'uwengf 'kp'q'c'i tggf { 'j gcnj "  
 ugtxleg"dgi cp'vq'dkg0Cu'Dctdctc'Gxcpu'ucv'gf 'kp'vj g'I R'o ci c| kpg"Pulse'kp"  
 3; 84."

Y qo gp'f qevqtu'f qpø'y cuv'cy c{ . 'vj g'r tceveg'qh'o cttkci g'ku"  
 r tghgttgf 'dw'o cp{ 'o ki j vtgwtp'vq'y qtn0Cnj qwi j 'k'ku"  
 tgcupcdng'v'cuwo g'vj cv'c'rti g'pwo dgt'qh'y qo gp'f qevqtu'ctg"  
 pqv'gpi ci gf 'kp'o gf lecn'y qtn'pq/qpg'hpqy u'gzcew{ 'y j cv'cn'vj g"  
 y qo gp'qp'vj g'o gf lecn'tgi kngt'ctg'cewcm{ 'f qkpi "qt'gxgp'j qy "  
 o cp{ 'ctg'y qtnkpi 'hwn'qt'r ctv'ko g0Y g'uj qwf 'cn'hkn'uo g"  
 hi wtgu<sup>3: 8</sup>"

C'r ct'ewrct'cpf 'tgi wrt'eqpegtp.'kp'vj g'cdugpeg'qh'cp{ 'tgrkcdng'ucv'kukcu'qh"  
 pwo dgtu'qh'ölpcevxgö'y qo gp'f qevqtu.'y cu'qxgt'y qo gpø'y knkpi pgui'cpf "  
 cdkrk{ 'vq'tgwtp'vq'y qtn'chgt'ej kf /dkv j <sup>3: 9</sup>"Vj g'uwtxg{ u'eqpukngpvn{ "  
 uj qy gf 'cp'co dkkqp'qp'vj g'r ctv'qh'y qo gp'vq'y qtn'wdw'cnuq'co dxcrnpeg"  
 qxgt'vj gk'r nreg'kp'vj g'y qtn'hqteg.'r ct'ewrctn{ 'hqt'o cttkgf 'y qo gp'y kj "  
 ej kf tgp0Hqt'o cp{ . 'uwr r qtvtqngu'y gtg'uw'hkelp0Vj g'hpf kpi u'qh'uwtxg{ u'qh"  
 y qo gp'f qevqtu'kp'Gpi ncpf . 'r ct'ewrctn{ 'kp'vj g'3; 82u'cpf "3; 92u'o c{ 'j cxg"  
 vpgf gf 'vq'qxgt/go r j cukug'y qo gp'f qevqtu'wpj cr r kpgui'y kj 'dgkpi 'wpcdrng'vq"  
 cej kxg'vj gk'r qvpgvkn'j grf 'dcen'id{ 'rcen'qh'ceegu'vq'hgzkdrng'y qtn'  
 eqpf kkpqu.'r ct'ewrctn{ 'kp'vj g'hceg'qh'tgukf gpvkn'cpf "qp/ecm'tgs wktgo gpw'kp"  
 j qur kn'o gf lekpg0"Y j knv'vj gtg'y gtg'eqo r nkpwu'qh'rcen'qh'qr r qtwpkkgu'hqt"  
 r ctv'ko g'vckp'kp' 'cpf 'ectggg'r quu.'y qo gp'f qevqtu'vj go ugrngu'cr r gctgf 'vq"  
 j cxg'gzgtekugf 'c'f gi tgg'qh'r tci o cvkuo 0Vj qug'y kj 'f qo guke"  
 tgr qpukdkkgu'y gtg'r tgr ctgf 'vq'ceegr v'ngu'gt'tqngu'cpf 'kp'ngu'r tguvki kquu"

<sup>3: 7</sup>"Cngp."Doctors and Their Careers, 72."890'

<sup>3: 8</sup>"Dctdctc'Gxcpu."Pulse \*46'Hgd03; 84+.'30'

<sup>3: 9</sup>"Vj g'tgcup'dgi kpf . 'hqt'gzco r ng.'vj g'hku'pckvpcn'uwtxg{ . 'wpf gtcngp'd{ 'vj g'O Y H'y kj "  
 y j g'DO C'3; 84/50'

ur geknkgu'cu'vj g'qpnf 'r tceveknqr vkp0: "Cwgo r w'lp'vj g'gctnf "3; 82u'vq"  
 gpvleg"pqp/y qtnkpi 'y qo gp'f qevqtu'dcemlkpv'vj g'y qtnr ceg'f kf "pqv"  
 uweeggf 0: "Qpg'lpvgtxky gg.'hqt'gzco r ng.'eqo o gpv'f qp'j gt'uj qenlcv'vj g"  
 cvkwf gu'uj g'gpeqwpvgtgf 'co qpi uv'necl'y qo gp'f qevqtu'lp'vj g'uqwj 'y guv'  
 y j q'cr r gctgf 'r gthgevf 'eqpv'p'v'q'f q'ugu'kqpcn'ekple'y qtn0: 2""  
 "

C'hcevt'eqpvtkdwkpi 'v'vj ku'lp'vj g'gctnf 'f gecf gu'qh'vj g'j gcnj 'ugt'xleg."  
 hqmjy kpi 'vj g'tgpf 'hqt'gctnf 'o cttkci g.'y cu'vj cv'y qo gp'y gtg'ngcxkpi 'vj g'  
 ugt'xleg'v'j cxg'ej kf tgp'uj qtnf 'chgt'hkv's wcn'hecvkp0Vj ku'o gcpv'y g{"  
 y gtg'wps wcn'hgf 'hqt'o qtg'ugp'kt'qngu'wr qp'vj gk'tcvt'tgwtp'v'vj g"  
 y qtnr ceg.'eqpv'kpi . 'h'vj g{'y kuj gf 'v'vj qtm'lp'ur geknkgu'we'j 'cu'r wdrke"  
 j gcnj 'cpf 'i gpgten' tceve'g'y j gtg'vj gtg'y cu'pq'tgs wktgo gpv'cv'vj g'vko g'hqt"  
 j ki j gt's wcn'hecvkp0: 3""Y qo gp'f qevqtu'dcemlqh'r tqi tgu'lp'vj g'3; 82u'cpf "  
 3; 92u'o c{'y gtghgtg.'j cxg'dggp'dgecwug'vj g{'y gtg'ngu'eqphf gpv'cdqww"  
 vj gk'cdk'kgu'qt'dgecwug'vj g{'y gtg'o gtnf 'r tci o cve'lp'vj gk'ej qlegu'lp'rhg0'  
 Dqj 'y qo gp'cpf 'o gp'lp'Hqi ctv'et al.æ'ecug/uwf kgu'eqpukf gtg'vj g'fco knf "  
 cu'r tko ctknf 'c'r tqdrgo 'hqt'y qo gp'v'q'o cpci g0: 4"Tj qpc'cpf 'Tqdgvt"  
 Tcr qr qtu'uwf {'qh'f wcn'ectggt 'hco kkgu'lp'vj g'3; 82u'hqwpf 'vj cv'k'y cu"  
 y qo gp'y j q'f kf 'vj g'j qwugy qtnl'cpf 'y j q'lpvgtt'w'v'f 'vj gk'ectggtu'v'hqnn'  
 chgt'ej kf tgp0: 5""Ngy ku'eqpenwf gf 'lp'3; ; 4'vj cv'vj gtg'j cf 'dggp'rkwg'ej cpi g"  
 ukpeg'3; 67'f gur kg'y qo gp'lp'petgculpi 'r ceg'lp'go r nq{o gpv.'ucv'kpi <

Vj gtg'ku'rkwg'uki p'vj cv'vj g{'j cxg'uki p'hecpv'f 'f lo kp'kuj gf 'vj gk"  
 wpr ckf 'j qwugy qtnl'cpf 'ej kf 'ectg'cpf 'o c{'j cxg'kpetgcugf 'vj gk"  
 wpr ckf 'y qtnl'p'ectkpi 'hqt'vj g'gnf gtn(0Y j kg'y qo gp'j cxg'v'ngp"  
 cp'kpetgcugf 'uj ctg'qh'r ckf 'y qtnl'p'vj g'r wdrke'ur j gtg'o gp'j cxg"  
 pqv'uwdv'p'kcm{'kpetgcugf 'vj gk'uj ctg'qh'wpr ckf 'y qtnl'p'vj g"  
 r tlcxv'ur j gtg0'Vj ku'ku'dqwpf 'v'cev'cu'c'eqp'utckp'v'qp'y qo gp'æ'  
 ej qlegu'cpf 'qr r qtw'p'kkgu0: 6""  
 "

O cttkgf 'y qo gp'f qevqtu.'vj gtghgtg.'hqt'vj g'o quv'r ctv.'v'p'f gf 'v'q'o kttqt"  
 i gpgten'cvkwf gu'lp'uqelgv'cv'vj g'vko g0Vj g'wtxg{u'qh'vj g'3; 72u'cpf '3; 82u."

3: "CQ 0Y j kkgf. "ðEwtg'p'Y qtnl'qh'Dko kpi j co 'O gf lecn' tcf wcv'gu'3; 6: /7: .ð"The Lancet"3.954; \*37'Hgd03; 86+<596/80'

3: "Tqdd/Uo kj. "Oxford Women, 337: /830'

3: 2"kvgtxky gg'E'r gtuqpcn'eqo o wplecvkp'P qx042320'

3: 3"Tqdd/Uo kj. "Oxford Women. 337: /830"

3: 4"Hqi ctv'g'v'cn'Women in Top Jobs, 350'

3: 5"Tj qpc'Tcr qr qtv'cpf 'Tqdgvt'Tcr qr qtv.'Dual-Career Families \*J cto qpf uy qtv' <Rgpi wkp" Dqgm."3; 93+<5230'

3: 6"Ngy ku."Women since 1945. 40'



cu'y gni'cu'yj g'lpvgtxky u'hqt'yj ku'tgugctej . "eqphkto 'y cv'y qo gp'f qevqtu"  
f wtkpi 'y ku'r gtkqf 'r w'yj gkt'j wudcpf uøectggtu'hktuø<sup>7</sup>: "O quv'y gtg'pqv"  
y qtnkpi 'hqt'hkpcpekn'tgcuqpuø<sup>8</sup>: "Vj qug'dtgcnkpi 'y g'o qwf 'y gtg'tgrvkggn' "  
hgy 0""

"

C"eqpukngpv'hkpf kpi 'kp'yj g'uwtxg{u."cpf 'y j lej 'y cu'eqphkto gf 'kp'yj g"  
lpvgtxky u'hqt'yj ku'yj guku.'y cu'yj cv'y qo gp'cpf "o gp+'gpvgtgf "o gf lekpg'y kj "  
rkwr'kf gc'qh'y j lej 'ur gekcn' 'y g{ 'y kuj gf 'vq'gpvgtø<sup>9</sup>: "Y j gvj gt'y qtnkpi 'hwm/  
vko g'qt'r ctv'vko g'yj g'o quv'r qr wrct'hkpcnf gukpcvqpu'hqt'y qo gp'f qevqtu'kp"  
yj g'3; 82u'y gtg'i gpgtcn'r tceveg'hqmgy gf 'd{ 'r wdike'j gcnj 'cnj qwi j 'pgctn' "  
j cni'y qtngf 'hqt'r gtkqf u'kp'j qur kcn'o gf lekpgø<sup>10</sup>: "O cp{ 'y qo gp'eqo dkgf "  
o qtg'yj cp'qpg'r ctv'vko g'r quvø<sup>11</sup>: "Ctvegu'y tkwgp'r ctvewrtn' 'kp'yj g'3; 82u"  
ucv'g'y cv'y qo gp'f qevqtu'yj go ugrkgu'dgrkgxgf "uqo g'ur gekcnkgu'y gtg'öqq"  
gzcevki 'kp'tcklpi 'cpf 'kp'r tcevegö'hqt'y qo gp."eqpukf gtlpi 'uwti gt{ 'hqt"  
gzco r rg'pqv'vq'dg'c'uwkcdrg'f kuekr nkg'hqt'y qo gp'vq'gpvgtø<sup>12</sup>: "Eqj qtv"  
uwf lgu'qh'WM'o gf lecn'i tcf wv'gu'eqphkto 'y cv'y qo gp'y gtg'rguu'rkngn' 'y cp"  
o gp'vq'r w'uwti gt{ 'cu'c'hktu'ej qleg'qh'ur gekcn'ø<sup>13</sup>: "

"

Vj g'y qo gp'kp'yj g'uwtxg{u'tghngevgf 'vq'c"eqpukf gtcdr'gzvgpv'yj gtghqtg.'yj g"  
uqeknc'cpf "ewwrcn'cwkwf gu'qh'yj g'vko g.'c'ej cpi kpi 'r gtkqf 'kp'vgtu u'qh'ceegui"  
vq'j ki j gt'gf wecvkqp.'i tcf wcn'ceegr vcdkkr' 'qh'o cttkgf 'y qo gp'kp'yj g"  
y qtnr nceg.'r tguwgt'hqt'gs wrkr' 'hqt'y qo gp'kp'ceegui'vq'lqdu.'ci ckpuv"  
f kuetko kpcvqp'kp'go r mq{o gpvr'tceveguc'cpf 'hqt'gs wcn'r c{0Vj g'uwtxg{u'f q"  
r tguv'j qy gxgt.'c"eqpukngpv'r lewtg'qh'yj g'kphgzdkkr' 'qh'yj g'o gf lecn'  
o qf gni'cpf 'ku'rcni'qh'cf cr wcvqp'vq'yj g'pggf u'qh'y qo gp'vq'j cxg'ectggt"

<sup>3</sup>; <sup>7</sup>"ECC0Hh{pp'cpf 'H0I ctf pgt."öVj g'Ectggtu'qh'Y qo gp'I tcf wv'gu'ltqo 'y g'Tq{cn'Hgg"  
J qur kcn'O gf lecn'Uej qqno BJME"5"3; 8; +24: /640'

<sup>3</sup>; <sup>8</sup>"Tqdd/Uo kj . 'Qxford Women."337: /830'

<sup>3</sup>; <sup>9</sup>"Cngp."Doctors and Their Careers,"8: 0'

<sup>3</sup>; : "C0 0Y j khgrf ."öY qo gp'O gf lecn'I tcf wv'gu'qh'yj g'Wpkxgtul' 'qh'Dko kpi j co .ö"BMJ."5."  
7883"7'Lwn' "3; 8; +266/8=Cwf tgl "0 0Y ctf . "öEctggtu'qh'O gf lecn'Y qo gp.ö BMJ,"4: 6"4"  
Lcp03; : 4+253/50'

<sup>3</sup>; : "ECC0Hh{pp'cpf 'H0I ctf pgt."Careers of Women Graduates."4: /640'

<sup>422</sup>"BJME, Gf kqtkcn,'9"3; 95+2358/670'

<sup>423</sup>"I00 0Ncu'cpf 'I knkcp'T0Ucprg{. "öEctggt'Rtghgtgpegu'qh' qwpi 'Dtkkuj 'F qevqtu.ö"BJME  
4"3; 98+2359/77=Rctnj qwug'cpf 'O eNcw j rkp, Career Preferences."852/4=Vtqxqt"Y 0'  
Nco dgtv'g'cn'öEctggt'Rtghgtgpegu'qh'F qevqtu'y j q'S wrkhgf 'kp'yj g'Wpkgf 'Mkpi f qo 'kp"  
3; ; 5'Ego rctgf 'y kj "Vj qug'F qevqtu'S wrkh' kpi 'kp'3; 96."3; 99."3; : 2'cpf "3; : 5.\$"BMJ"535"  
\*8'Lwn' "3; ; 8+3; /460"

dtgcmi.'v'v'clp'cpf'y qtm'qp'c'r ctv'ko g'dcuku<sup>424</sup>"Y j cv'ku'v'q'dg'o cf g."  
 yj gtghqtg.'qh'cp'kpcdkk'v'q'r rcp'uueeguu'wm'{'hqt'y j cv'y cu'v'q'dgeqo g."  
 pwo gtkecm'{'htqo '3; : 2.'c'ng'{'r ctv'qh'y g'y qtnhqtgA''K'ku'j ctf 'v'guecr g'y g"  
 xky 'y cv'o gf kecn'y qtnhqtg'r rcpplpi 'y cu'guugp'v'cm'{'twp'd{'o gp'hqt'o gp"  
 dw'y cu'cnuq'dcugf 'qp'cp'kphgzkdng'j kgtctej kecn'o qf gn'y cv'uwdugs wgpv'  
 i qxgtpo gpw.'O kpkut'{'qh'J gcmj . 'F J UU'cpf 'F J 'uggo gf 'r qy gtrguu.'qt"  
 wpy knkpi . 'v'uj kn<sup>425</sup>"K'y cu'qpn'{'y j gp'o cng'lwpkqt'f qevqtu'r tqwugv'lp'y g"  
 n'v'g'3; 92u'y cv'cwgp'v'kp'dgi cp'v'q'dg'r ckl 'v'ko r tqxkpi 'j ctuj 'v'gto u'cpf "  
 eqpf kkp<sup>426</sup>"Vj gtg'y gtg'hgy 'lpf kecv'kpu'y cv'y g'u'vgo 'y cu'r tgr ctgf 'v'q"  
 cf cr v'v'q'y qo gp'f qevqtu'p'ggf u'f gur kg'qxgtcm'kpetgcukpi 'pwo dgtu'qh'  
 y qo gp'gpwtkpi 'y g'r tqhguukp.'tkupi 'v'pgctn'{'j cni'y g'o gf kecn'uwwf gpv'  
 r qr wv'kqp'd{'y g'3; ; 2u'OGxgp'y kj 'uj qtvt'j ki j gt'ur gekcn'v'v'clp'kpi 'r gtlkf u'  
 kp'o quv'ur gekcn'gu'htqo 'y g'3; ; 2u.'y gtg'y cu'cp'kpetgcukpi 'v'gpf gpe'{'hqt"  
 y qo gp'kp'j qur kecn'o gf lekpg'v'q'r quw qpg'j cxkpi 'ej kf tgp'v'p'v'v'j g'{'y gtg"  
 hwm'{'v'clp'gf <sup>427</sup>"Vj g'{'cf cr v'gf . 'y gtghqtg.'v'v'j g'gzknkpi 'u'vgo 0Vj g'O Y H'  
 ctej kxgu'tgeqtf 'h'wm'{'gctu'qh'eqo r rcpw'htqo 'y qo gp'cdqww'rcen'qh'ceeguu'  
 v'v'clp'kpi 'cpf 'tqngu'y g'{'eqwf 'eqo dkg'y kj 'y gk'hco kn'ektewo uwcpegu'  
 [ gv'r wdrke'j gcmj leqo o wplv'{'o gf lekpg'y cu'qpg'f kuekr nkg'y j kej 'f kf 'qh'gt"  
 hgzkdng'r ctv'ko g'v'clp'kpi 'hqt'y qo gp'cu'y gm'cu'hqt'o gp'htqo '3; 960<sup>428</sup>"  
 Y qo gp'y gtg'cdng'v'q'eqo dkg'eqo r ngz'tqngu'y kj 'f qo guke'rkxgu0"Vj g"  
 uwtxg'{'u'cpf 'ectggt'uwwf lgu'qp'y qo gp'f qevqtu.'cu'y gm'cu'hqdd'{'kpi "  
 qti cplkuc'kpu'uwej 'cu'y g'O Y H'j cxg'p'qv'r lengf 'w'qp'y ku'i tqwr . 'r quukdn' "  
 dgecwug'eqo o wplv'{'o gf lekpg.'y gp'r wdrke'j gcmj 'o gf lekpg.'y cu'c'uo cm'  
 f kuekr nkg.'h'qecv'f 'qwu'f g'y g'o clp'utwewtgu'hqt'ekplekcpu'cpf 'qh'r gteglxgf "  
 ngy 'uvcwu0""  
 "

<sup>424</sup>"Ncy tlg'gv'cn0"Working Women Doctors."62; /34=O Y H'Ctej kxgu.'UC IO Y H'HH44 B."

Royal Commission on Medical Education 1965-6. Draft Evidence Prepared by the MWF0"

<sup>425</sup>"H'gk'v'qp."Medicine, 5: 0K'p'v'gtxky gg'D'o clp'v'clp'gf 'y g'Tq'{'cni'E'qngi gu'y gtg'qww'qh'v'qwej "  
 y kj 'y g'tgcnk'{'qp'y g'i tqw'p'f 'qh'f qevqtu'g'zr gtlkpegu0Rgtuqpcrleqo o wplecv'kqp'P qx042320"

<sup>426</sup>"Vj g'lwpkqt'f qevqtu'ut'kng'qh'3; 98.'hqt'gzco r ng.'ngf 'v'q'c'tcr kf 'kpetgcugf 'qh'gt'qh'r c'{'0'

<sup>427</sup>"Gnu'qp."Women and Medicine, ; 40'

<sup>428</sup>"HEO 'Ctej kxgu.'Dqctf 'o kp'wgu'36'Lxpg'3; 950Vj g'v'clp'kpi 'uej go g'y cu'qh'gtgf 'hgzkdng' "  
 htqo 'y g'qwwug0Vj ku'y kn'dg'g'zr ngtgf 'kp'o qtg'f g'ckilp'Ej cr vgt'Vj tgg0'

## CONCLUSION

Vj ku'rkgtcwtg'tgxkgy 'j cu'j ki j rki j ygf 'r ctvkwrt'hcwtgu'qh'vj g'r wdike'j gcnj " o gflecn'y qtnhqtteg'htqo 'vj g'o kf/plpgvggpy 'egpwt { 'wpvki'vj g'gpf "qh'vj g" vy gpvkgy 0"Ku'r qr wrcvqp'tcyj gt'vj cp'kpf kxkf wcn'r cvkpv'hqewu'cpf "hqcvcqp" y kj kp'cf o kpkutcvkxg'utwewtgu'hgf 'r wdike'j gcnj "f qevqtu'vq'dg'tgi ctf gf 'd { " vj g'tguv'qh'o gf lekpg'cu'ugtxcpw'qh'vj g'ucv'g'cpf "qh'hqy "ucwu'kp'vj g'o gf lecn' r genkpi "qtf gt0"Vj ku'f khtgpeg."eqo dlp'gf 'y kj 'ku'eqo r ctcvkg' { "uo cml'uk' g." o c { 'j cxg'rgf "vq'vj g'uecpv'tgi ctf 'i kxgp'kp'vj g'o clp'o gf lecn'rkgtcwtg'uwej "cu" ctvkgu'kp'vj g'BMJ, "vq'ku'f gxgnr o gpv'cpf "vq'vj g'f gxgnr o gpv'qh'r wdike" j gcnj "y qo gp'f qevqtu'kp'r ctvkwrt0Vj gtg'y gtg."j qy gxgt."qr r qtwpkkgu'hqt" y qo gp'kp'r wdike'j gcnj "o gf lekpg'y j lej "y gtg'pqv'cxckrdrg'vq'y qo gp'kp'vj g" tguv'qh'vj g'o gf lecn'y qtnhqtteg'cpf "y j lej "gpcdrf "vj go "vq"ödtgcn'vj g'o qwf 0" kpf ggf ."htqo "3; 96"vj gtg'y gtg'uq'p'o qtg'qt'ngu'gs wcn'pwo dgtu'qh'o gp'cpf " y qo gp'qr gtcvpi "cv'eqpuwncpv'rgxgn'kp'r wdike'j gcnj "o gf lekpg'vq'vj g'gzvgpv" vj cv'vj ku'y cu'tgi ctf gf "cu'vj g'pqto 0"Vj ku'hcev'j cu'r cuugf "rti gn { "wppqvkgf "kp" vj g'utxg { "u'qp."cpf "tgxkgy u'qh'y qo gp'kp'o gf lekpg'y j lej "ku'cnuq'tgcvkxgn { " uk'gpv'qp'r wdike'j gcnj "tqrgu'kp'utcvgi ke'rgcf gtuj kr "hqt'o gp'qt'y qo gp."qp" vj g'cvkwf gu'qh'r wdike'j gcnj "y qo gp'f qevqtu'vq'utcvgi ke'tqrgu'cpf "qp'vj gkt" cvkwf gu'vq'r wdike'j gcnj "cu'c'xkdrf'f kuekr rkp'g'hqt'y qo gp'f qevqtu'vq'gpvt0 Vj g'gxkf gpeg'ej cr vgtu'y kn'uggm'vq'hkml'kp'uqo g'qh'vj gug'i cr u'htqo "emugt" gzco kpcvqp'qh'tgrxcpv'ctej kxci'o cvgtkcn'cpf "htqo "f kuewuukp'y kj "r wdike" j gcnj "y qo gp'y j q'ctg'kp."qt'y j q'j cxg'dggp'kp."r tqo kpgpv'r qukkqpu0"C" r ctvkwrtcn { "kpvtgukpi "hgcwtg'y kn'dg'vq'gzr nqtg'vj g'ko r rdecvqpu'hqt'r wdike" j gcnj "o gf lekpg'qh'j cxkpi "c'o qtg'qt'ngu'gxgp'dcncpeg'qh'o gp'kp'vj g" y qtnhqtteg."eqpvcuugf "y kj "vj g'cr r tqcej "vq'vj g'tguv'qh'y qo gp'kp'o gf lekpg" y j gtg."hqt'vj g'o quv'r ctv."uwr r qtv'hqt"ectggf "f gxgnr o gpv'y cu'eqphkpgf "vq" ur gekhe'kpkkcvkxgu0Vj g'r qukkqp'y kn'dg'vcn'gp"vj cv'o gf lecn'r tqhguukqpcn' y qo gp'y gtg'dgwtg'j grr gf "cv'vj cv'ko g'd { "r tqxkukqp'qh'gs wcn' { "qh" qrr qtwpk { "vj cp'd { "vj g'r tqxkukqp'qh'ur gekcn'kpkkcvkxgu'vq'r tqo qvg'vj gkt" gpi ci go gpv0C"ng { "i cr "kp'vj g'rkgtcwtg'y j lej "vj ku'vj guku'y kn'cnuq'j grr "hkml'ku" cp'w'pf gtucpf kpi "qh'y j cv'cr r tqcej gu'j grr gf "qt'j kpf gtgf "y qtnkpi "y qo gp" f qevqtu'dgy ggp'vj g'o kf/3; 82u'cpf "3; ; 30Ci clp'vj ku'o c { 'j cxg'dggp"

11

!!

<sup>429</sup>Gurqp. 'hqt'gzco r ng. 'qpg'qhi'y g'o clp'cwj qtu'qp'y qo gp'kp'o gf lekpg'htqo 'y g'3; : 2u." y tkpi 'kp'3; : 5'eqo o gpvgf 'y cv'y qo gp'hqto gf 'qpnf'47" 'qh'y g'uwr tc/ectggt'i tcf g'r quw'kp' eqo o wplv'o gf lekpg'kp'y g'rcg'3; : 2u-Gurqp. 'Ehanging Profession, 650y ku'eqwf'cuq" j cxcg'dggp'kp'vtr tgvf 'cu'c'o clqt'uweegui'cpf 'qpg'pqv'uggp'kp'cp{ 'qy gt'o gf lecdur geknm'0'  
<sup>42</sup>: 'Retnp. 'Professional Society, 57; 0'

F co g'Ectqn'Dnem'hqt'gzco r ng.'y j gp'Rt gukf gpv'qh'vj g'TER'ecwugf 'qwtci g'  
 kp"4226"cpf 'y cu'ceewugf 'qh'dgkpi 'cpv'hgo kpkv'y j gp'uj g'ui i guvf 'vj cv'  
 nqkpi 'o cng'pwo gtkecn'f qo kpcpeg'qh'vj g'o gf kecn'y qtnhqtg'etkngf 'hquu'qh'  
 uqo g'qh'ku'r qy gt.'kphwpeg"cpf 'ucwu<sup>42</sup>:"Qxgtcm'vj g'cduqtr vkp"qh'  
 y qo gp'f qevtu'y kj kp'vj g'o gf kecn'y qtnhqtg'j cu'vgpf gf 'vq'r ctcngn'  
 y qo gp'au'r tqi tguu'kp'vj g'y qtnr nceg'i gpgtcm' 'kp'vgo u'qh'j cxkpi "eqo o qp"  
 kuwgu'cdqw'vgo u'cpf 'eqpf kkpup'cpf 'tckkpi ."ectggt'qr r qtwpkkgu"  
 hmqy kpi 'ej kf/dgctkpi '{ getu."gpt { 'kp'v'wpkxgtukv' 'gf wecvkp0"Gnuqp.'kp"  
 422; . 'pqvgf 'vj cv'r tqhguukqpcn'y qo gp'kpenw kpi 'f qevtu+y qtnngf 'uj qtvg'  
 j qwtu'qp'cxgtci g'vj cp'o gp'cpf 'vj gk'y qtnkpi 'cttcpi go gpw'f khtg'f 'kp'vj cv'  
 y qo gp'vgpf gf 'vq'dg'ucnctkgf 'qt'kp'ugukqpcn' 'r ckf 'r qukkqpu0k'vj g' 'y kuj gf "  
 vq'y qtnr ctv'ko g'vj g' 'y gtg'iguu'hkng' 'vq'cej kxg'r ctvgtuj k' 'qt'qy pgtuj k' "  
 ucwu0Hqt'vj qug'r tqhguukqpu'y j lej 'qr gtcvgf 'hmpgncf xcpego gp'uvej "cu"  
 o gf lekpg.'y qo gp'au'r tqi tguukp'y cu'f ggo gf 'ko r quukdg'vprguu'vj g' 'y qtnngf "  
 hwm'ko g<sup>43</sup>"Vj ku'hcevt'y kn'dg'gxr nqtgf 'kp'vj g'tgugctej 'ej cr vgtu'htqo 'vj g'  
 r gtur gev'xg'qh'y qo gp'f qevtu'kp'r wdrk'j gcnj 'y j q.'kp'uwducpvkn'pwo dgtu."  
 o cpci gf 'vq'eqo dkg'hwm'ko g'ectggt'i tcf g'r quu'y kj 'c'ho kn' 'hkg0"  
 "

Vj ku'hkgtcwtg'tgxky 'j cu'cuq'i gpgtcvgf 'c'pwo dgt'qh'i gpgtcn'vj go gu'y j lej "  
 y kn'dg'gxr nqtgf 'kp'gcej 'qh'vj g'hmqy kpi 'vj tgg'gxkf gpeg'ej cr vgtu.'tcentkpi "  
 vj gk'r qukkxg'cpf 'pgi cv'xg'ko r ceu'qp'y qo gp'f qevtu'r tqi tguu'cu'ej cpi gu'  
 gddgf 'cpf 'hny gf 0"Vj gug'vj go gu'kpenw g'vj g'gz vgpv'vq'y j lej 'vj qug'y qtnkpi "  
 kp'r wdrk'j gcnj 'tqgu'dgpghk'f 'htqo 'qxgtcn'ej cpi gu'vq'vj g'vgo u'cpf "  
 eqpf kkpup'hqt'cm'P J U'f qevtu.'vj g'r qy gt'tgn'vkpuj k' u'cpf 'vj g'f { pco keu"  
 f tkkpi 'o gf kecn'y qtnhqtg'r nppkpi . 'kpvgpf gf 'cpf 'wpkvgpf gf 'eqpugs wpegu"  
 qh'j gcnj 'ugt'xleg'qt'o gf kecn'y qtnhqtg'r qnleku."P J U'tgqti cplucv'kpu."  
 ej cpi gu'vq'vj g'y c' 'y qtnkpi 'y qo gp'y gtg'xky gf 'y kj kp'uqekv'0Vcr r kpi "  
 kp'v'vj g'xqleg'qh'vj g'y qo gp'vj go ugr'gu'htqo 'kp'vgt'xky u'eqpf wevgf 'hqt'vj ku'  
 vj guku'cpf 'tgrxcpv'uwt'xg' 'u'htqo 'vj g'ko g.'dqy 'qh'y j lej 'ctg'tkej 'kp'o cvgtkn"  
 y kn'dg'wugf 'vq'knwutcv'ng' 'r qkp'v'qt'r tqxkf g'cf f kkpncn'gxkf gpeg0Vj g'htu"  
 gxkf gpeg'ej cr vgt'y kn'pqy "gxr nqtg'j qy "cpf 'y j { 'y qo gp'y qtnkpi 'kp'r wdrk'  
 j gcnj 'o gf lekpg'cej kxgf 'r tqo qv'kp'kp'uwducpvkn'pwo dgtu'htqo "3; 960"

<sup>42</sup>: "DDE'P gy u.'j wr lky y y Qgy u0lde0eq0m3 lj kj gcnj 157493: 60no "ceeguugf 'Lxpg"4237+0"  
<sup>43</sup>"Gnuqp."Women and Medicine, 3290

# CHAPTER THREE: ACCOUNTING FOR THE CHANGE 1965-1973

## INTRODUCTION

"

Vj g'o kf/3; 82u'ucy "vj g'uctv'qh'r tgr ctcvkpu'hqt"vj g'htuv'o clqt"ej cpi g'lp"  
j gcnj "ugt xlegu"qti cplucvkp"ulpeg"3; 6: "cnjpi ulf g'lpetgculpi "eqpegtpu'cdqw"  
o gf lecn'o cpr qy gt'pwo dgtu0K'y cu'ci ckvu'vj ku'dcenf tqr "vj cv'uwducpken"  
pwo dgtu'qh'y qo gp'lp'r wdrle"j gcnj "o gf lekpg'y gtg'i kxgp"vj g'qr r qtwpkv' "hqt"  
r tqo qvkp'f gplgf "y qo gp'lp"qy gt'o gf lecn'ur gekcnkgu0Vj ku'ej cr vgt"eqxgtu"  
vj g'r gtlkf "htqo "vj g'ugvki "wr "lp"3; 87"qh'dqy "vj g'Tq{cnEqo o kuukp"qp"  
O gf lecn'Gf wecvkq."chgevkpi "hwwtg'ectggtu'hqt"cm'f qevqtu'lpemf kpi "vj qug"  
y qtnkpi "lp'r wdrle"j gcnj ."cpf "vj g'Uggdaj o "Eqo o kwgg"qp"vj g'tghqto "qh"  
uqekcn'ugt xlegu."y j lej "hgf "q"vj g'f go kug"qh'mecn'cwj qtkv' "r wdrle"j gcnj "  
f gr ctvo gpv0'K'eqpenf gu'y kj "vj g'r tgr ctcvkpu'lp"3; 95'hqt"vj g'P J U"  
Tgqti cplucvkp"qh"3; 96."y j lej "dtqwi j v'cdqw'c'hmpf co gpvnrlej cpi g'hqt"vj g"  
r wdrle"j gcnj "y qtnhqtg."y j gj gt'y qtnkpi "lp'mecn'i qxgtpo gpv'qt"cv"  
Tgi kqpcn'J gcnj "Dqctf "TJ D+"hgxgn'lp"vj g'j gcnj "ugt xleg0"Vj g'ej cr vgt"  
r tqr qugu'vj cv'y qo gp'eco g'q'eqo r tkug'63' "qh'vj g'Ur gekcnk'lp'Eqo o wpkv' "  
O gf lekpg'"UEO "+y qtnhqtg'lp"3; 96"cu'c'tguwn'qh'vj g'pggf "q'hkpf "pgy "tqrgu"  
hqt'r wdrle"j gcnj "cpf "c"pgy "kf gpvk' "y kj lp"vj g'j gcnj "ugt xleg0"  
"

"

## WOMEN IN MEDICINE 1965-73

### The overall position

Wpvn'3; 95."vj gtg'y cu'xgt { "hwrp'f khtgpeg'lp"vj g'ucw'u'qh'y qo gp'f qevqtu"  
cetquu'cm'vj tgg'ugevqtu'qh'P J U'o gf lekpg'/"j qur kcn'i gpgtcn'r tcevek"cpf "  
mecn'j gcnj "cwj qtkv'0Y qo gp'y gtg'rcti gn' "ki pqtgf "y kj lp"vj g'o gf lecn'  
j kgtctej { "cpf "d { "vj qug"f gygo klpki "r qrle { "hqt"vj g'o gf lecn'y qtnhqtg0'

<sup>3</sup>"Vqf f "Tgr qtv, *Medical Education*=F J UU."Report of the Committee on Local Authority and  
Allied Personal Social Services"Uggdaj o "Tgr qtv"Eo pf "5925"Nqpf qp<J O UQ."Lwn' "  
3; 8: 40'

<sup>4</sup>"P J U"Tgqti cplucvkp"Cev"3; 950'

F gur kg'i tqy kpi 'pwo dgtu'gpgtkpi 'o gf lekpg.'y qo gp'y gtg'o cknf 'ho kgf 'vq' uwr r qtvppp/vckkpi 'tqngu'cetquu'cm'yj tgg'ugevqtu'cu'knwutcvgf 'kp'Vcdrg'60"

**Table 4 Comparison between Women Doctors in Public Health, Hospital Medicine and General Practice in England and Wales 1968-1973**

Medical grade "		Local government		Hospital Medicine		General practice	
		No. women (women as % of total)		No. women (women as % of total)		No. women (women as % of total)	
		1967	1973	1968	1973	1968	1973
<b>Career grade<sup>1</sup></b>		53" *7' +"	62" *: ' +"	872" *9' +"	: 4; " *: ' +"	3.: 53" *32' +"	4.5; : " *34' +"
<b>Sub-consultant<sup>2</sup></b>		78" *37' +"	: : " *47' +"	545" *49' +"	599" *55' +"	"	597" *6; ' +"
<b>Junior doctors</b>	<b>SR</b>	"	"	36; " *32' +"	533" *37' +"	"	"
	<b>Registrar (Reg)</b>	"	"	868" *36' +"	993" *39' +"	"	"
	<b>Senior House Officer (SHO)</b>	"	"	9: 6" *3: ' +"	3.484" *42' +"	"	"
	<b>House Officer (HO)</b>	"	"	826" *47' +"	832" *48' +"	"	"
<b>Local Gov</b>	<b>SMO/MO</b>	3.98: " *7: ' +"	4.292" *84' +"	"	"	"	"
	<b>Sessional</b>	754" *5: ' +"	3.229" *63' +"	"	"	"	"
<b>Total</b>		4.5: 9"	5.437"	5.378"	6.382"	3.: 53"	4.995"

"  
Uqwteg<J gcnj "cpf 'Rgtuqpcn'Uqekcn'Ugtxlegu'\*J RUU+uvcwkeu'dcugf "qp'Cppwcn'O cpr qy gt"  
Egpuwu"cv53"Ugr v0hqt'hqecn'i qxgtpo gpv'cpf "j qur kcn'o gf lekpg."3'Qev0i gpgtcn'r tceveg0"

Mg{<"

<sup>1</sup>Nqecn'i qxgtpo gpv'O QJ +=j qur kcn'o gf lekpg'"eqpuwncpv+=i gpgtcn'r tceveg'"r tlpekr cni"  
Nqecn'i qxgtpo gpv'f gr wwl.'f kxkukpcn'cpf "ctgc'O QJ +=j qur kcn'o gf lekpg'"Ugpkqt'J qur kcn'  
O gf lecn'Qhhegtu'\*UJ O Q+ 'O gf lecn'Cuukncpv+=i gpgtcn'r tceveg'"I R'cuukncpv+=i  
"

Cr r tqzko cvgnf "j cm'yj g'y qo gp'kp'hqecn'i qxgtpo gpv'y qtnrgf 'r ctv'ko g0P q"  
f cv'ctg'exckrdng'hqt'TJ D'r wdne'j gcnj 'uchh0k'j qur kcn'o gf lekpg.'y qo gp"  
cv'j qwug'qhhhegt'\*J Q+'ngxgn'y gtg'kp'gs wcn'r tqr qt vqp'vq'yj g'pwo dgtu'gpgtkpi "  
o gf lecn'uej qqn'dwv'yj g'r gtegpwi gu'r tqi tguukxgnf 'tgf wegf "j ki j gt'wr 'yj g"

uecng0"kp"vj ku'r gtlkf . "o qtg'y qo gp'tgcej gf "ugplqt"i tcf gu'lp"i gpgtcn'r tceveg"  
 vj cp'lp"vj g"qvj gt"vy q"ugevqtu0Dqvj "i gpgtcn'r tceveg"cpf "r wdne"j gcmj "y gtg"  
 r qr wrt'hqt"y qo gp'cu'dqvj "eqwf "ukm'dg"gpvgtgf "y kj qw"j ki j gt"  
 s wcnhlecwkpucpf "uguukqpcn'y qtnly cu'r quukdrg. "r tci o cve"qr wkpucpf "hqt"  
 y qo gp'pq'cdrg"vq"y qtnlmw/vko g0Ceegu"vq"tckpki "y cu'f hhewn"cpf "  
 r tqo qvqp"ko r quukdrg"y kj qw'cf f kkpncn's wcnhlecwkpucpf "gzs gtlkpeg0'  
 Vj gtg"y cu'pq'ugtkwu'r qrle{ "cwgpvqp"vq"vj g'r ctvegrt'pggf u'qh'o cttkgf "  
 y qo gp'f qevqtu"y kj "ej kf tgp0'  
 "

### Medical workforce issues distracting from the plight of women doctors

O gf lecn'o cpr qy gt'r tqdrgo u'qh'vj g"3; 82u"cpf "gctn{ "3; 92u"fo qo kpcvgf "  
 y qtnhqtg"ci gpf cu"/"wpegtckpv{ "cdqw"vj g"qxgtcm'pwo dgt "qh'f qevqtu"pggf gf "  
 vq'twp"cp"ghgevkxg"j gcnj "ugtyleg. "c"ugtkwu"ko dcmpeg"dgw ggp"ugplqt"cpf "  
 lwplqt"f qevqt"pwo dgtu. "vj g"pggf "vq'tckug"ucpf ctf u'd{ "ej cpi gu"vq"tckpki "hqt"  
 lwplqt"f qevqtu0Eqpegtpu"vj cv'vq"o cp{ "f qevqtu"y gtg"dgkpi "tckpgf "y gtg"htuv"  
 tckugf "d{ "vj g"Y knkpmEgo o kwgg"qh"3; 79. "guvdrkuj gf "vq'mqnm'v"vj g'hwwt"g"  
 pwo dgt"qh'f qevqtu"vj cv'y qwf "dg"pggf gf "mipi /vgt o 0Vj g'Ego o kwgg"  
 eqpukf gtgf "vq"o cp{ "o gf lecn'uwf gpw"y gtg"dgkpi "r tqf wegf "cpf "  
 tgeqo o gpf gf "cp"ko o gf kvg'tgf wevqp"d{ "32' 0""J qy gxgt. "vj g'Rqttkw"  
 Ego o kwgg. "ugv'wr "lp"3; 7: "d{ "vj g"tq{ cnEqmgi gu"cpf "DO C"vq'tgxky "vj g"  
 or tqxlukqp"qh'o gf lecn'ugtylegu"vq"vj g'r wdne"cpf "vj gkt"qti cplucvqp"lp"vj g"  
 rki j v'qh'vpp{"gctu0'gzs gtlkpeg"qh'vj g"P J U.0"vqnm'vj g"qr r qukg'xky "cpf "ucy "  
 cp'ko o gf kvg"gzr cpukqp. "dg{ qpf "vj g"32' "eww. "cu'qpg"y c{ "vq'tgevh{ "y j cv'kv"  
 r gtegxgf "cu"c"uj qtvcml'qh'f qevqtu"i kxgp"vj g"oo cp{ "kp'f lecvkpucpf "qh'c"i tqy kpi "  
 uj qtwei g"qh'f qevqtu"i j qur kcm'ctg"f gr gpf kpi "wr qp'r quv'i tcf wcvg"f qevqtu"  
 htqo "qxgtugcu"vq'hknc'uki phlecpr'r tqr qt vqp"qh'lwplqt"r quvu.0"cpf "pq"  
 ceewtcvg"guvko cvg"qh'go ki tcvqp"d{ "Dtkkuj "f qevqtu0"Dgy ggp"Ugr vgo dgt"  
 3; 84"cpf "Ugr vgo dgt"3; 89. "6.722"Dtkkuj "cpf "Kkuj /dqtp"o gf lecn'i tcf wcvgu"

<sup>5</sup>O lpknt{ "qh"J gcnj . "Report of the Committee to Consider the Future Numbers of Medical Practitioners and the Appropriate Intake of Medical Students \*Y knkpmEgo o kwgg+ "  
 \*Nqpf qp<J O UQ. "3; 79+. "3"r ctc03=56\*4+0Y knkpmly cu'vj g'htuv"vq"wpf gtwcng"htgecvkpi "vj g"  
 o gf lecn'o cpr qy gt'pggf u'd{ "o qf gmkpi "hwwt"gf go cpf u0Qp"vj ku'dcu. "j g'guvko cvgf "vj cv"  
 3.877"pgy "f qevqtu"y gtg"pggf gf "c{"gct"wpvki3; 93"y j gp"o gf lecn'uej qqnu"y gtg'r tqf wekpi "  
 3.: 47\*Gpi ncpf . "Y cngu"cpf "Ueqwcpf + "52/40'

<sup>6</sup>A Review of Medical Services in Great Britain: Report of the Medical Services Review Committee \*RqttkwTgr qtv\* "Nqpf qp<TER. "3; 84+. "3"r ctc04=3: 6"r qlpv442=373"r ctc07: 6= 374"r ctc07: 90'



ngn'Dtkckp."o ckn{ 'hqt'f gxgnr gf 'eqwptkgu0Qpn{ '4.; 22'tgwtpgf 0'Cp"  
 guko cvgf '622'Dtkkuj 'f qevqtu'c' { gct'y gtg'r gto cpgwn{ 'go ki tcvkpi . "cwtcevgf"  
 d{ 'j ki j gt 'ucmtkgu'cpf 'ectggt'r tqur geu0""Vj ku'gzqf wu'y cu'vq'uqo g'gzvgpv"  
 dcnrpegf 'd{ "o ki tcvkqp'kp'v'j g'WM0Dgy ggp'3; 83"cpf '3; 97'k'y cu"  
 guko cvgf 'j cv'I tgcv'Dtkckp'kegpugf '34.862'hqtgki p/vtckpgf 'r j { ulekcpu'pqv"  
 kpermf kpi 'j qug'eqo kpi 'htqo 'j g'Kkuj 'Tgr wdrke0""Q0I kuj 'ucvgu'j gtg'y gtg"  
 kp'vqcn'qxtg'36.722'qxtugcu/vtckpgf 'f qevqtu'y qtnkpi 'kp'Dtkckp'kp'3; 88."  
 qpg/hhj 'qh'j g'qxtgcm'y qtnhqtg0""Cu'y kj 'y qo gp.'qxtugcu'f qevqtu'y gtg"  
 hqwpf 'o qtg'tgcf kn{ 'kp'i gpgtcnr tceveg"eqo r tkulpi '38' "qh'r tkpek cnu'kp"  
 3; 94+.'i gtlcvtku'cpf 'r u{ ej kvt { 'tcv' gt'j cp'j g'o qtg'r qr wnt'ur geknkgu0"  
 Vj g{ 'eqo r gvgf . 'j gtghqtg . 'y kj 'y qo gp'hqt'r negu'cv'j g'dqvwqo "qh'j g"  
 r { tco kf 0<sup>2</sup>"  
 "

Rgtegxgf 'uj qtci gu'qh'f qevqtu'kp'j g'3; 82u'ngf 'vq'ceewucvkapu'cdqww"  
 r qvgpvkn'y cuvi g'qh'vtckpgf 'y qo gp'y j q'y gtg'pqv'y qtnkpi 0Vj g{ 'eqwf 'dg"  
 wughwdr cktu'qh'j cpf u.ö'kg'f ggo gf 'uwdugtckpv'vq""o ckn{ +o crg'f qevqtu'kp"  
 tqngu'y kj 'enplecn'kp'f gr gpf gpeg0<sup>3</sup>Dw'j gtg'y gtg'y knf n{ 'f hhtgpn'xky u'qp"  
 j qy "o cp{ 'cf f kkpkn'y qo gp'f qevqtu'y gtg'cxckrdng'vq'y qtn0"Vj g'O Y H"  
 eqpukf gtg'cu'o cp{ 'cu'42' "qh's wcnhkf 'y qo gp'y gtg'pqv'y qtnkpi 0<sup>4</sup>""Vj g"  
 O gf kecn'Rtcevkqpgtu0'Wpkqp""O RW+.'kp'ku'gxkf gpeg'vq'j g'Tq{ cn'  
 Eqo o kulkp'qp'O gf kecn'Gf wecvkqp'kp'3; 87."guko cvgf 'htqo 'ku'tgugctej 'j cv"  
 3.222'y qo gp'f qevqtu'y gtg'ölpqxnpwctkn{ ö'wpgo r nq{ gf 'cpf 'c'htvj gt'3.222"  
 y qwf 'j cxg'knkf 'o qtg'y qtn0<sup>5</sup>Cwgo r wu'vq'hkp'j go . 'j qy gxtg. 'f kf 'pqv"  
 y qtn0Tqdd/Uo kj 'eqo o gpvgf 'j cv'qpn{ '62'y qo gp'tgr nkf 'vq'cf xgtw'kp"

<sup>7</sup>"Q0I kuj . "öDtkkuj 'F qevqt' O ki tcvkqp'3; 84/9.ö BJME"6"3; 92+49; /: : 0"

<sup>8</sup>"Rctnj qwug."Medical Manpower, 323/50"

<sup>9</sup>"F cxkf 'Y tki j v'gv'cn0'öVj g'Dtckp'F tckp'qh'Rj { ulekcpu'J knqtlecn' Cpvegf gpw'vq'cp'Gj kecn' F gdevg'e0; 82/3; 9: .ö Philosophy, Ethics and Humanities in Medicine "5"422: +2460"

: "Q0I kuj . "öQxtugcu/dqtp'F qevqt' O ki tcvkqp'3; 84/8.ö BJME 7"3; 93+; 4/32; 0"

: "DO C"guko cvgu'dcugf 'qp'Cpwn'Y qtnhqtg'Egpuw'52'Ugr 03; 990DO C'Ctej kxgu.'r cr gt" LO O HHI "59: 14'htqo 'r cr gtu'ht"Joint Working Party between BMA and DHSS on Medical Manpower Fact-finding Group 1978-9."

<sup>32</sup>"I O E'ki wgu's wvgf 'kp'kp'j g'DO C'Ctej kxgu.'r cr gt'LO O HHI "59: 14."öQxtugcu/dqtp" F qevqtu'kp'j g'PJ U.ö'uj qy gf 'j cv'j g{ 'eqo r tkugf "55" "qh'cn'o gf kecn'uchh"/"7: ' "qh'U Qu." 74' "qh'tgi kwtctu' { gv'qpn{ '34' "qh'eqpuw'ncpv'uchh0"

<sup>33</sup>"LEE'Ctej kxgu."o kpwgu'ht'3; 870C'v'c'o ggvkpi 'dgw ggp'j g'O kpkut { 'qh'J gcmj { 'cpf 'LEE" 49'Cr tki3; 87.'j g'EO Q'ögn'wv'j cv'j kj 'j g'eqqr gtcvqp'htqo 'j g'r tqhgu'kp'c'xgt { " wughwltgugtxqk'qh'cxckrdng'crgpv'eqwf 'dg'vcr r gf 0"

<sup>34</sup>"Ncy tlg'gv'cn0"Working Women Doctors, 62; /340"

<sup>35</sup>"O tu'Ighgt { u'qp'dgj cni'qh'j g'O RW0Vqf f 'Tgr qtv."Medical Education, 366'r ctc05780"

o g f l e c n l q w t p c m l k p " F g e g o d g t " 3 ; 83 . " r m e g f " d { " y j g ' O Y H ' u g n k p i " y q u g " k p v g t g u g f " k p " o q t g ' y q t n 0 J g ' e q p e n f g f < d u c k u k e u " c d q w ' y q o g p " f q e v q t u " c t g " o w n l " c p f " y g ' f q " p q v ' h p q y " j q y " o c p { " y j g t g " c t g . " j q y " o c p { " c t g " y q t n k p i " c p f " j q y " o c p { " y j q " c t g " p q v ' y q t n k p i " y c p v ' q 0 <sup>36</sup> ""

"

k p " 3 ; 88 . " y j g ' O Y H ' u g p v ' k u u " v q " y j g ' O k p k u t { " q h " J g c n j " q h " y q u g " y q o g p " f q e v q t u " k ' e q p u k f g t g f " v q " d g " c x c k r d r g " v q " d g " e k t e w r v g f " v q " T J D u " c p f " N q e c n " O g f l e c n E q o o k w g g u " N O E u + 0 <sup>7</sup> " F g u r k s g " y k u . " c p " q h h g t " k p " 3 ; 88 " o c f g " v q " c m " y q o g p " o g f l e c n i t c f w c v g u " k p " y j g ' D k t o k p i j c o " T g i k a p " y j q " y g t g " o g f l e c m { " w p g o r m { g f " v q " h k p f " y j g o " c p { " y q t n i y j g { " o k i j v ' y k u j " v q " f q " c p f . " k h ' p g e g u a c t { . " v q " t c k p " y j g o " y k j q w ' c " h g g " i q v ' x k t w c m { " p q " t g u r q p u g 0 <sup>8</sup> " V j g ' F g c p " q h " y j g " T q { c n H t g g " J q u r k c n U e j q q n l q h " O g f l e k p g . " y t k k p i " v q " y j g ' O Y H " k p " O c { " 3 ; 8 ; . " t g r q t v g f " y c v l k p " y j g ' P q t v j " Y g u v " T g i k a p " k ' j c f " d g g p " f k h l e w n " v q " h k p f " y q o g p " c x c k r d r g " v q " y q t n i c p f . " y j g p " h q w p f . " y j g { " f k f " p q v ' u g g o " v q " y c p v ' y q t n 0 <sup>9</sup> "" V j g " k u u w g " f k f " p q v ' i q " c y c { 0 V j g " T q { c n E q o o k u k a p " q p " O g f l e c n G f w e c v k a p " k p " 3 ; 8 : " e q p e n f g f " : 7 " " q h ' s w c n k h g f " y q o g p " f q e v q t u " c i g f " 7 ; " c p f " w p f g t " y g t g " c e v k x g " e q o r c t g f " y k j " ; ; " " q h ' o g p 0 : "" k p " 3 ; 95 " c " B J M E " g f k a t k c n l u k m l e c m g f " h q t " c x q k f c p e g " q h " y c u c i g " q h " y q o g p " f q e v q t u 0 : ""

"

E q p e g t p u " c d q w " f g r k x g t k p i " u w h l e k g p v u w r r q t v ' u c h h " q t " o r c k t u " q h " j c p f u o " v q " r t q x k f g " c " d c u k e " j q u r k c n l u g t x l e g " h g f " v q " y j g " u c t v " q h " c " u g t k q w u " k o d c r p e g " d g w y g g p " l w p k q t " c p f " u g p k q t " f q e v q t u " c u " e q p u w n c p w u " t g u k u g f " k p e t g c u g u " q h " y j g k t " i t c f g " d w ' c m q y g f " u w d u c p v k c n l k p e t g c u g u " q h " p w o d g t u " k p " l w p k q t " i t c f g u . " y q t u g p k p i " y j g " r q u k k a p " h q t " y q o g p " f q e v q t u " y j q " k p e t g c u k p i n l " h q t o g f " y j g " t c p m i " q h " o u w r r q t v o " u c h h 0 <sup>2</sup> " V j g " R r c w " E q o o k w g g . " u g v ' w r " v q " t g r q t v " v q " G p q e j " R q y g m " O k p k u g t " q h " J g c n j + k p " 3 ; 83 " q p " y j k u " k o d c r p e g . " y j k u v ' e q p u k f g t k p i "

<sup>36</sup> "Tqdd/Uo kj . "Oxford Women . " 337 : / 830

<sup>37</sup> "O Y H C t e j k s g u . " U C I O Y H I C 0 4 1 : . " G z g e w k x g " E q o o k w g g " o k p w g u " 35 " L c p 0 3 ; 880

<sup>38</sup> "Gf k a t k c n " B J M E " 7 " \* 3 ; 93 + < 4 / 60

<sup>39</sup> "O Y H C t e j k s g u . " U C I O Y H I I 0 5 . " Future of Royal Free Medical School and Percentage of Women Students 1969-1974 . "

<sup>3</sup> : " V q f f " T g r q t v . " Medical Education . " C r r g p f k z " 35 . " 4 ; 20

<sup>3</sup> : " G f k a t k c n " B J M E " 9 " \* 3 ; 95 + < 358 / 670 "

<sup>42</sup> " C p p w c n l Y q t n h q t e g " E g p u w " f c v " h q t " U g r 0 3 ; 87 " h q o " y j g " U c v k u k e c n F k k u k a p " h q t " y j g " O k p k u t { " q h " J g c n j " c p f " h q o " F J U U " h q t " U g r 0 3 ; 95 " h q t " G p i r c p f " c p f " Y c r g u " u j q y g f " y j g " p w o d g t " q h " h g o c r g " e q p u w n c p w u " t q u g " d { " 537 " h q o " 76 : " k p " 3 ; 87 " v q " : 85 " k p " 3 ; 95 " y j g t g c u " y j g " p w o d g t " q h " h g o c r g " l w p k q t " f q e v q t u " \* U T u . " t g i k u t c t u . " L w p k q t " J q u r k c n l O g f l e c n l Q h l e g t u l U J Q u . " J q w u g " Q h l e g t u " \* J Q u + " r t g " c p f " r q u v " t g i k u t c v k a p + " t q u g " d { " 3 . 257 " q x g t " y j g " u c o g " r g t k q f " h q o " 4 . 255 " k p " 3 ; 87 " v q " 5 . 28 : " k p " 3 ; 950

o qtg'eqpuwncpw'y gtg'pggf gf . 'hqwugf "qp'yj g'lpvgt o gf k'v'g'i tcf gu'cpf " tglphqtegf "yj g'xkgy "yj cv'Ugplqt "J qwug'Qh'leg<sup>43</sup> "UJ Q+cpf 'tgi kmtct 'i tcf gu' y gtg'yj gtg'v'q'r tqxkf g'c'ugt'xleg'cpf 'uj qwf 'dg'qh'iko kgf 'vgpwg'cpf 'yj g'UT " i tcf g'y cu'yj g'qpn' "qpg'y kj 'hqt o cni'tclpki "eqv'v'p<sup>43</sup> "Vj ku'ngf "v'c'tcr kf " lpetgcug'lp'yj g'go r m{ o gpv'qh'ör cktu'qh'j cpf uö'v'q'f grkxgt'o gf lecn'ectg'uq " yj cv'd{ 'yj g'o kf/3; 82u'yj g'IEE "xqlegf "eqpegtpu'cdqw'o kuwug'qh'yj g'tgi kmtct " i tcf g.'eklpi "lpcf gs wce{ "qh'tclpki "eqv'v'p<sup>44</sup> "H'legtegf'eqo r gvkqp'hqt'ugplqt " r quu'co qpi uv'o gp'tgdqwpf gf "qp'y qo gp. "o cnkpi "k'j ctf 'hqt'yj go "v'g'p'vgt " j qur kcn'o gf lekpg<sup>0</sup>Vj gtg'y cu'gxgp'c'ui i guvqp'lp<sup>3</sup>; 8; "yj cv'y qo gp" vgo r qtctkn' "dg'gzewf gf . "qt'yj gk'pwo dgtu'iko kgf . "Itqo "o gf lecn'uej qqn' y j knv'yj g'ewt'gpv'dwi g'rcugf . "qp'yj g'dcuku'yj cv'yj g'eqwpt { "i clpgf "ngu'htqo " go r m{ lpi "y qo gp<sup>0</sup><sup>5</sup>3; 92"ucy "yj g'uvctv'qh'tgi wrct'tgr qt'vpi "lp'yj g'F J UU/ kuwgf "s wctvgn' "tgxkgy "Health Trends qp'yj g'ej cpegu'qh'dgeqo lpi "cp'UT"qt " eqpuwncpv'lp'f k'htg'p'ur gekn'ku<sup>0</sup>Grk cdgy "Uj qtg. "Ugplqt'Rtlpekr cni'O gf lecn' Qh'leg<sup>0</sup>lp'yj g'O gf lecn'Y qtn'hteg'F k'kukqp'qh'yj g'F J UU. "y tqv'lp<sup>3</sup>; 92. "hqt " gzco r ng. "qh'yj g'ukwcvkp'lp'qduvgt'leu'cpf "i {pcgeqmi { "y j gtg'yj gtg'y gtg'96" r qv'p'v'cn'eqpuwncpv'cr r n'ecpw'gcej " { gct "cpf "qpn' "53"r quu'cxcl'rdng " eqo r ctgf "y kj "i gpgtcn'r tce'v'eg'y j gtg'. 22"pgy "r tlpekr cni'y gtg'tgs wkt gf " cppwcm'0'lp'j qur kcn'o gf lekpg. "uj g'dgrkxgf " { qwpi "f qevqtu'uj qwf "dg" gpeqwtci gf "lpv'ugt'xleg'ur gekn'ku'uwej "cu'cpcguj gv'ku. "tcf kqmi { "cpf " r cvj qmi { "y j gtg'yj gtg'y cu'c'uj qt'vci g'qh'eqpuwncpw<sup>0</sup>F qevqtu'ecwi j v'lp'c" dwi g'y kj lp'r qr wrct'ur gekn'ku'lp'i gpgtcn'o gf lekpg'cpf "uwi gt { "h'egf "c" ej qleg. "yj gtghqtg. "qh'tgo clpki "cu'c'tgi kmtct. "o qxlpi "v'c'pqvj gt "ngu' r qr wrct'+ur gekn' "y j gtg'yj gtg'y gtg'x'cecp'ekg'qt"go ki tv'vpi <sup>0</sup><sup>6</sup>"C(F 0' Erc { f gp'cpf "Lco gu'Rctnj qwug'cnu'pqvgf "f k'hwkn'ku'hqt'f qevqtu'lp'i gwki " r tg'tgi kmtcvkp'r quu'lp'uqo g'r ctu'qh'yj g'eqwpt { "y j lej "f kf "pqv'j gr " y qo gp"f qevqtu'wpcdr'v'q'o qxg'hqt'ho kn' "tgcup<sup>0</sup><sup>7</sup> "Ceeqtf lpi "v' Rctnj qwug. "c'F J UU'r tqi tco o g'qh'3; 95. "qp'yj g'tgeqo o gpf cvkp'qh'yj g" Egpwtcn'O cpr qy gt'Ego o kwgg'\*EO E+. "v'q'tgf kmtkdwg'j qur kcn'lwplqt'r quu' v'q'f gr tkxgf "ctgcu'j cf "v'q'dg'cdcpf qp'gf "cu'eqpuwncpw'lp'y gm'gpf qy gf "ctgcu"

<sup>43</sup>Ricw."Medical Staffing Structure, 72/30"

<sup>44</sup>IEE"Ctej kxgu."o lpwgu'hqt"o gg'vpi u'4: "P qx03; 88."46"lcp03; 890"

<sup>45</sup>Uj qtg."Women in Medicine."4/50"

<sup>46</sup>Grk cdgy "Uj qtg. "öEctggt'Ej qleg'lp'O gf lekpg.ö Health Trends"5. "4"lwn' "3; 92+78/90"

<sup>47</sup>C(F Erc { f gp'cpf "Lco gu'Rctnj qwug. "öCm'qecv'kp'qh'Rt'gt'gi kmtcvkp'Rquu.ö BJME"7" \*3; 93+7/340"

tghwugf "v'uwtgpf gt'v gk'lwplqt'f qevqt'r quu<sup>48</sup>"Eqpuwncpv'tgukucpeg'v"  
 ej cpi g'o gcpv'd { "3; 8; /; "v gtg' cf "dggp'ngu'v cp'4' "i tqy v 'k'eqpuwncpv"  
 r quu'cpf "o qtg'v cp'47' "k'lwplqt'f qevqtu<sup>49</sup>"Cp'gf kqtkcn'k'v g"BJME"kp"  
 3; 93'tckngf "ci ckpu'r tqhguukqpcn'qr r qukkqp'v'k'petgculpi "v g'eqpuwncpv"  
 y qtnhqtg."eklpi "v cv'k'uqo g'ur gekcn'gu'f qevqtu'y gtg'pgctn' "62"dghqtg"  
 cej kxkpi "c'eqpuwncpv'r quu' "Uj qtg'pqvgf "k'3; 96"pqvgf "v cv'gxgt { "i tqwr "  
 v cv' cf "uwf kfg "j qur kcn'o gf kcn'luchh'pi "k'v g'r tgxkqu'v'v gpv' "{ gctu'j cf "  
 tgeqo o gpf gf "hwtv gt "gzc pukaq'qh'v g'eqpuwncpv'i tqwr "y kj "cewcn'hkng"  
 ej cpi g<sup>4</sup>: "

"

Vj gtg'y cu'pq'ej cpi g'kxj gt'k'v g'eqpvkpwgf "gzkugpeg'qh'uwd/eqpuwncpv"  
 i tcf gu.'y j lej "ecttkgf "uqo g'kpf gr gpf gpeg'qh'r tcevk'gdw'pqv'eqo r ngv"  
 cwqpqo { "qxtg'r cvkpv'ectg."cu'c'y c { "qh'kpetgculpi "o cpr qy gt'dw'pqv"  
 kpetgculpi "gpv { "v'eqpuwncpv'i tcf gu'Vj qug'tgn'v'xgn' "hgy "y qo gp'y j q"  
 o cpci gf "v'tkug'y kj k'j qur kcn'o gf lekpg'htgs wgpv' "uqr r gf "cv'v g'uwd/  
 eqpuwncpv'i tcf g<sup>0</sup>"Vj g'Rrcw'Ego o kxgg'uwr r qtv'gf "eqpvkpwv'k'qh'uwd/  
 eqpuwncpv'i tcf gu'v'q'r tqxkf g'r gto cpgpv'cr r qkpo gpv'hqt'f qevqtu'y kj "  
 ugxgtcn' "{ gctu'ugtxk'g"cu'c'tgi kwtct'cpf "v qug'UTu'wpcdng'v'i gv'c'eqpuwncpv"  
 r quu<sup>52</sup>"k'3; 83."v g'O kpkut { "qh'J gcnj "kvtqf wegf "c'pgy "o gf kcn'cuukucpv"  
 i tcf g."cnqpi ukf g'v g'UJ O Q'i tcf g."cpf "k'3; 86"cnqy gf "v gug'cr r qkpo gpv"  
 v'dg'r ctv'ko g."v g'kpvkvp'k'p'dgkpi "v'uy gm'o qtg'ugpkqt'j qur kcn'luchh"  
 pwo dgtu'y kj "qr r qtwpkkgu'hqt'r tcevk'pi "I Ru'cpf "y qo gp'uggn'pi "r ctv'ko g"  
 y qtn<sup>53</sup>"Vj g'o gf kcn'cuukucpv'i tcf g'y cu'pqv'r qr wct'y kj "lwplqt'f qevqtu."  
 eqpegtpgf "v g { "y gtg'r qvgpv'cm' "dgkpi "f gr tkxgf "qh'r quu<sup>54</sup>"K'f k'f."j qy gxgt."  
 eqpvkpwg'v'r tqxkf g'go r m { o gpv'hqt'uqo g"522"y qo gp'f qevqtu'hckkpi "v"

<sup>48</sup>"Rctnj qwug"Medical Manpower, 670

<sup>49</sup>"Rctnco gpv."Social Services Committee 1980-1, "Ej cr vgt'3'tghgtu'v"Report from the Working Party on the Responsibility of the Consultant Grade \*ej ck'gf "d { "Uk'I gqti g" I qf dgt+'Nqpf qp'J O UQ."3; 8; +0

<sup>4</sup>"Gf kqtkcn"BJME \*3; 93+, 4/6"

<sup>4</sup>"Gk'cdgy "Uj qtg."60 gf kcn'O cpr qy gt.ö"Health Trends"\*8"O c { "3; 96+"54/70

<sup>52</sup>"Rrcw"Medical Staffing Structure, 5'r ctc0: =ibid., Uj qtg0

<sup>53</sup>"LEE"Ctej kxgu."o kpwgu'Qev<sup>0</sup>3; 880Rctv'ko g'cr r qkpo gpv'k'j qur kcn'ugtxk'g'kvtqf wegf "k'J gcnj "Ektewctu'J O \*83+33; "cpf "J O \*86+; 60'

<sup>54</sup>"DO C"Ctej kxgu."Correspondence in Association with Working Party to Consider Steps to Promote Improved Efficiency in the Organisation of Medical Work in the Hospital Service 1965-74."hgwgt'htqo "EO Q'v"LEE"ej ck'53"O c { "3; 94'hqmqy kpi "J qur kcn'lwplqt'Uchh' Eqvpekn'\*J ULE +o ggkpi 0'

cej kxg"eqpuwncpv'ucwu'qt'pqv'y kuj lpi 'vq'i q'v' cv'tqwg<sup>55</sup>"Vj ku'f kf 'pqv'uqkxg"  
 vj g'r tqdng 'qh'ectggt'r tqur gew'qh'v' qug'wpcdng'vq'qdvclp'r quw'cu"  
 eqpuwncpvu."o gf lecn'cuukncpvu'qt'UJ O Qu<sup>56</sup>"  
 "

C'hw'y gt'dcttktg'v'y qo gp'f qevtuø'qr r qtwpkkgu'hqt'r tqo qvqp'y cu'v' g"  
 3; 8: 'Tq{cn'Eqo o kuukqp'qp'O gf lecn'Gf wecvkqpø'tgeqo o gpf cvkqp'vq"  
 kvqf weg'xqecvqpcn'tclpki 'lp'cm'ur geknkgu'cu'k'tckugf 'v' g'dct'hqt'ceegu"  
 v'ectggt'i tcf g'r quw<sup>57</sup>"Vj g'O Y H'hqt'gzco r ng.'y cu'qh'v' g'qr kpkqp'v' cv'  
 j cxkpi 'c'wkr wrcvgf'r gkqf'qh'r quw tcf wcv'xqecvqpcn'tclpki 'hqt'cm'  
 ur geknkgu'y kj 'tgukf gpvknj qur kcn'tgs wktgo gpw'cpf 'gzco kpcvqpu'y qwf "  
 f kueqwtci g'uqo g'y qo gp'htqo "go dctnki "qp'k<sup>58</sup>"  
 "

### Positive changes for women in medicine?

F gur kg'v' gug'dcttktgu.'v' g'3; 82u'cpf "gctn{ '3; 92u'f kf "ugv'lp'v'clp'o qxgu'v' cv"  
 y qwf.'lp'rcvgt'f gecf gu."o cng'ko r tqxgf "ectggt'r tqi tgu'hqt'y qo gp'f qevtu"  
 o qtg'knkn{0Hqmqy lpi 'v' g'3; 83'Rqttkw'Ego o kvgg.'O kpkvgt'qh'J gcnj "  
 Rqy gm'ecmgf 'hqt'cp'wti gpv'tgxkgy "qh'o gf lecn'uej qqnpwo dgtu'cpf "cp"  
 ko o gf kv'lpetgcug'dg{ qpf 'v' g'32' 'ew'kvqf weg'f'd{ 'Y knknlp'v' g'o kf /  
 3; 72u'Vj g'O kpkw{ 'qh'J gcnj "guko cvgf 'lp'3; 85'cp'gpv{ 'qh'4.622'c' "{ gct "  
 y qwf "dg'tgs wktgf 'v' gp'lpetgcugf 'v' ku'v'4.922'lp'3; 860'k'y cu"  
 cenpqy ngf i gf .j qy gxgt.'v' cv'v' g'gzr cpukqp'lp'o gf lecn'uwf gpv'pwo dgtu"  
 eqwf 'pqv'dg'o gv'v' tqwi j "gzkupi 'o gf lecn'uej qqnu<sup>59</sup>"F kuewukpu'uvtvgf 'lp"  
 3; 85'cdqw'pgy 'o gf lecn'uej qqnu'cpf "c'pgy "qpg'y cu'cr r tqxgf 'hqt "  
 P qwkpi j co 'lp'3; 860: ""Vj g'DO C"eqpukf gtgf "cv'gcu'v'v' tgg'hw'y gt'o gf lecn'

<sup>55</sup>Cppwcn'O gf lecn'cpf 'F gpv'Y qtnhteg'Egpuw.'F J UU'Vj gtg'y gtg'545'lp'Gpi rcpf 'lp'  
 3; 8: 0'

<sup>56</sup>Uj qtg."Career Choice, 78/90

<sup>57</sup>Vqf f'Tgr qtv."Medical Education."45'r ctc0330'

<sup>58</sup>O Y H'Ctej kxgu."UC IO Y HID04 B647."Lqwtpcn'qh'v' g'O Y H'Cwi 03; 8; .oRt'gukf gpv'Ggevø"  
 Tgr qtv'qp":Vqf f-ø'DO C'Ctej kxgu.'Rwdike'J gcnj 'Eqo o kvgg'o kpwgu'4'Qex03; 8; .'rgwgt': "  
 Ugr v03; 8; 'htqo 'EO Q'v'DO C'Ugetgct{0Tgi knkcwqp'y kj 'v' g'I O E'cu'c'ur geknkv'y qwf "  
 dg'f gr gpf gpv'qp'c's wcnk{ lpi 'gzco kpcvqpcn'cpf 'r tqi tgu'kxg'cu'guuo gpv'0Ngi kucvqpcn'hqt "  
 tgi wrcvqpcn'd{ 'v' g'I O E'qh'j ki j gt'ur geknkv'tclpki 'y cu'pqv'kpcn'f'cej kxgf 'wvkn3; 99"  
 hqmqy lpi 'v' g'F J UU."Report of the Committee of Inquiry into the Regulation of the Medical  
 Profession."O gttkqp'Tgr qtv:'Eo pf '823: "Nqpf qp<J O UQ."3; 97+'tghgtgf 'v'lp'Y gduvgt."'  
 Vol. II.'928/: 0'

<sup>59</sup>Rqttkw."Medical Services, 3: 6'r qlpv'4420'

5: 'Y gduvgt."Vol. II, 4: 6/70'

uej qqnu'y gtg'pggf gf 0' "Vj g'Tq{cn'Ego o kuukqp"qp'O gf lecn'Gf wecvkqp"lp"  
 3; 8: "eqphkto gf "c"eqpvkpwkpi "kpetgcug"lp"o gf lecn'uwf gpv'pwo dgtu'cpf "  
 tgeqo o gpf gf "qr gpkpi "qh'pgy "o gf lecn'uej qqnu'lp"Uqwj co r vqp."Nglegugt "  
 cpf "Uy cpugc"cpf "r quukdn{"cnuq"Mcggg."J wml'cpf "Eqxgpt{"y kj "cp"cppwcn"  
 kpveng'qh'o gf lecn'uwf gpw'qh'7.222"d{"3; ; 20Vj g'lpvgpvkqp'y cu'vq"o kki cvg"  
 y j cv'k'ucy "cu'ogzeguukxgö'tgrkpeg"qp"qxgtugcu/dqtp'f qevqtu."f co ci kpi "vq"  
 yj go "cpf "yj g'eqwptkgu'yj g{"eco g'htqo "cu'y gmi'cu'f kuqtkpi "WMj qur kcn"  
 uchhpi "r cwgtpu<sup>62</sup>"Ugetgvct{"qh'Ucvg'Tlej ctf "Etquuo cp'kuuwgf "c'r tguu"  
 pqvleg"cppqwpelkpi "cp'kpetgcug'qh'o gf lecn'uej qqnr megu'htqo "4.922"lp"3; 8: /  
 ; "vq"5.922"d{"3; 970<sup>63</sup>"

"

Vj g'O Y H'y j kuw'eqpegtpgf "cv'yj g'hkmtg'qh'yj g'Tq{cn'Ego o kuukqp"vq"  
 eqo o gpv'ur gelhecm{"qp"yj g's wqc'u{uigo "hqt"y qo gp"o gf lecn'uwf gpw."  
 ci tggf "y kj "k'v'yj cv'yj gtg'uj qwf "dg'pq"ctdktct{"wr r gt'iko k'ugv'qp"yj g'pwo dgt"  
 qh'y qo gp"cf o kwgf "vq"o gf lecn'eqwtugu<sup>64</sup>"Vj g's wqc'hqt"y qo gp'lp"o gf lecn'  
 uej qqnu'y cu'pqv'hqto cm{"gpf gf "wpvkn"3; 95"d{"yj g'Ego o kwgg'qh'Xleg/  
 Ej cpegmqtu'cpf "Rtkpek cnu<sup>65</sup>"Qpg'kpvgtxkgy gg'hqt"yj ku'tgugctej "eqo o gpv'gf "  
 yj cv'k'i tcf wcm{"f cy pgf "qp"j gcf /vgcej gtu'yj cv'o gf lecn'uej qqnu'y gtg"  
 cewcm{"hqqnkp "hqt"y qo gp<sup>66</sup>"Y qo gp"o gf lecn'uwf gpw'eqpvkpwgf "vq'tkug"  
 r tqr qt'kqpcvgn{0'WM E'f c'c'hqt'cf o kuukqpu"vq"WM'O gf lecn'Uej qqnu'dgy ggp"  
 3; 8: /; "cpf "3; 95/6"uj qy u'c'i tqy yj "lp"yj g'pwo dgt'qh'y qo gp"cf o kwgf "htqo "  
 8: 8\*47' "qh'yj g'vqcn"vq"3.286\*54' "qh'yj g'vqcn"lp"3; 95/60Vcdrg'7"uj qy u"  
 cm'o gf lecn'uej qqnu'kpetgcugf "yj g'r gtegpvc i g'qh'y qo gp"cf o kwgf "lp"cf xcepg"  
 qh'yj g'hqto cntgo qxcn"lp"3; 95"qh'yj g's wqc'qh'c"o kpkwo "qh'37' "y qo gp0'

"

"

"

"

5: "DO C'Ctej kxgu "8320."Memorandum of Evidence to the Royal Commission on Medical Education"June"19660'

62:"Vqff "Tgr qtv."Medical Education."37: /; =383=34; "r ctc05420'

63:"O Y H'Ctej kxgu "UC IO Y HII 05."Future of Royal Free Medical School and Percentage of Women Students 1969-1974="ibid., "Vqff "Tgr qtv."345"r ctc05250'

64:"O Y H'Ctej kxgu "UC IO Y HIC041; ."Gzgewkxg"Ego o kwgg"o kpwgu"33'O ctej "3; 930'

65:"O Y H'Ctej kxgu "O Y H'cpf "F J UU."Proceedings of a Conference. Dceni tqwpf "r cr gt"d{" "F J UU0Vj ku'y cu'ukni'y q{"gctu'dghqtg'Gs wcn'Qr r qtwpkkgu'ngi kurv'kqp"vqnn'ghge0'

66:"kpvgtxkgy gg"D'r gtuqpcn'eqo o wplecvkqp"P qx042320'

**Table 5 Medical Students Admitted to Medical Schools in England  
October 1971**

University or College	Number of women (%)	University or College	Number of women (%)	University or College	Number of women (%)
Dkt o kpi j co "	74%'54' +'	Dtkuqn'	68%'59' +'	Eco dtkf i g"	5; %'39' +'
Nggf u"	83%'68' +'	Nkxgtr qqn'	65%'55' +'	Mkpi æu" Eqmgi g"	62%'53' +'
Wpkxgtulv{ " Eqmgi g"	4; %'49' +'	Ej ctkpi " Etquu"	34%'47' +'	I w{ æu"	46%'44' +'
Nqpf qp" J qur kcn'	35%'38' +'	O kf f ngugz "	3; %'43' +'	Tq{cnHtgg"	74%'77' +'
Uv'Dctw"	52%'57' +'	Uv'Vj qo cuø"	35%'44' +'	O cpej guvgt"	7; %'58' +'
P gy ecuvng"	48%'48' +'	P qwv kpi j co "	37%'53' +'	Qzhqtf ""	46%'46' +'
Uqwj co r vqp"	39%'65' +'	"	"	"	"

"Uqwteg<M E'fvc"ceegungf"htqo "O Y HlqwpcnHgd03; 950"

Vj g'rcv'3; 82u'ucy 'cnuq'vj g'uactv'qh'ur gekhe'lpkckxgu'v'q'ckf'y qo gp"  
f qevqtuo'ectgg't'r tqi tguukqp0Vj g'r tqdngo 'j lpi gf 'r tlpkr cmf' "qp'vj g'ncem'qh"  
cxckrcdkk' "qh'r ctv'ko g'r quvu'cpf 'tcklpi "qr r qtwpkku0<sup>67</sup>"k'3; 8: .lp"qtf gt"  
vq'lpetgcug'o cpr qy gt.'vj g'EO Q.'I ggti g'I qf dgt.'r tqr qugf "v'vj g'LEE'vj cv'  
r quvu'y gtg'cf xgtv'kuf 'hqt'r ctv'ko g'y qo gp'qpnf <"

Rctv/ko g'r quvu'uj qwr f "dg"cxckndrg'hqt'o cttkgf'y qo gp'f qevqtu"  
 kp'gxgt { 'ur gekcnf { cpf "gxgt { 'rgxgn'qh'vtcklpi 0Vj g'EO Q'y kuj gu"  
 vq'f kuewu'y kj 'y g'LEE'c'r tqr qucn'y cv'wej 'r quvu'uj qwr f "dg"  
 cf xgt kugf "cu'hqt'o cttkgf'y qo gp'qpnf'y kj 'y g'cko "qh'gpwutkpi "  
 cu'hct'cu'r quukdr'g'y cv'y gug'r quvu'ctg'pqv'cngp'wr "d { 'r gqr ng'y j q"  
 ctg'hgg"q'y qtnihwm/ko g0<sup>8</sup>""  
 "

Vj g'O kpkw { "qh'J gcmj "cnuq'y tqvg'vq'y g'O Y H'wui i gwkp i "j ku<sup>99</sup>"Vj g'DO C." j qy gxgt."qr r qugf 'kw'qp'y g'dcuku'y cv'j qur kcm'y cpvgf "y g'dguv'ecpf kf cvgu" y j q'y qwf "pqv'pgeguuctkf "y cpv'vq'y qtm'ukz "uguukpu'qt'ngu<"

Vj g'tgcnr tqdrgo 'ku'pqv'eqpxl'pekpi 'vj g'O kpkut {'vj cv'uwej 'r quwv"  
qwi j v'v'q'dg'etgcwgf 'dw'eqpxl'pekpi {'qwt'o cng'eqmgci wgu'vj cv'vj g"  
kf gc'ku'c'y qtmcdrg'r quukdkw/ 'hqt. 'kp'cewcn'hcev. 'y j cv'xgt'vj g"

<sup>67</sup> Ncy tlg'gv'cñ0"Working Women Doctors,"62; /34="FJ UU'Cppwcn'Y qtnhqtg'Egpuwu" Hñ wtu'ht'52'Ugr 003; 89'tgeqt'f'ht'Gpi ncp'f'cpf'Y crgu'5.263'y j qrg/wk g'ngo crg'o'g k'cñ' uchn'lp'y g'j' qur kcn'utx'kg'cpf'73; 'r'ctv'wk g.'o'cñp'f'c'v'eqpuwn'cpv'rgx'gr0"

<sup>69</sup> 'O Y H'Ctej kxgu.'UC IO Y HIH61: "Ministry of Health - Part-time Consultants 1968, ngwgt" q'lgcp'Ncy tlg.'O Y H'Ugetgvt'.'Itqo'Gnk'cdgvj'Uj qtg.'O kpxnt'q'qh'J' gcmj'. '45'Cr tkk'3; 8: 0'

O kpknt { "o c { "uc { "cdqww'etgcvkpi 'uwej 'r quuu. 'y g { 'y km'pgxgt 'dg"  
etgcvkf 'kp' y g' tgi kqpu'wprguu' y g' eqpuwncpvu' kp' y g' tgi kqp"  
cewcmf 'f gukt g' k0' ""  
"

Kp' y g' gpf "c" eqo r tqo kug' y cu' tgcj gf 0Vj g' IEE "ci tggf "y cv' uqo g' eqpuwncpv"  
r quuu' eqwrf "dg" cf xgt wugf "y kj "y g' y qtf u' o' y g' cr r qkpvo gpv' ku' uwkcdng' hqt "c"  
ecpf kf cvg' y j q' ecp' wpf gtvcng' qpnf "c' t' gukt wugf "pwo dgt "qh' uguukqpu' qh"  
o gf kecn' y qtmö' kg' hqt "c" o cp' qt "y qo cp0' "  
"

Kp' 3; 88' y g' Tlej o qpf "Y qtnkpi "Rctv { "guwcdnkuj gf "d { "y g' Egpvtcn'  
Eqpuwncpvu' cpf "Ur gekcnkuu' Eqo o kwgg' v' q' iqqm' cv' y g' r tqdngo u' qh' j qur kcn'  
o gf kecn' uwlh' "eqpukf gtgf "y cv' o cttkgf "y qo gp' u' j qwrf "dg" gpeqwtci gf "dcen'  
kp' v' c' evkxg' r tcevk' eg' d { "uwkcdng' r quu' tcf wcv' g' tcl' kpi "uej go gu' ö' r tqdcdn { "  
ur tgcf "qxtg' c' iqqi gt' r gtlkf "y cp' j cu' j kj gt' v' q' dggp' wuwnö<sup>72</sup> "Vj g' htu' r ctv  
v' o g' tcl' kpi "uej go g' ur gek' kcmf "hqt" o cttkgf "y qo gp' f qevtu' j cf "dggp"  
uuctv' g' kp' 3; 87' d { "Tqugo ct { "Twg0TO Q' hqt "y g' Qzhqtf "Tgi kqp' cv' c' v' o g' qh'  
uj qtwi g' qh' f qevtu. "uj g' pqv' g' "tqo "cmkpi "v' y qo gp' f qevt "t' kpf u' y cv' c"  
pwo dgt' mecmf "y gtg' pqv' y qtnkpi 0<sup>3</sup> "D { "3; 94. "329' y qo gp' y gtg' qp' y g'  
uej go g0C "pwo dgt' f kf "hcxg' dghqtg' eqo r ngv' kpi "y g' tcl' kpi . "j qy gxgt. "o quv'  
dgecwug' y g' { "qdvcl' p' g' c' r gto cp' gpv' er' k' p' kecn' qt "o gf kecn' cuuk' ncpv' r quv' qt "  
gpv' gtgf "hqt o cn' tcl' kpi 0<sup>4</sup> "Vj g' Tq { cn' Eqo o kuuk' qp' "O gf kecn' Gf wecv' kqp. "  
ko r tguugf "d { "y ku' r ctv v' o g' uwr gtpwo gtct { "uej go g. "y cu' kp' hcxqwt "qh' ugwkpi "  
wr "uko krt "kp' k' c' v' k' gu' v' q' j gr "y qo gp' kp' t' geqi pk' kqp' qh' y g' pwo dgtu' eqo kpi "  
y tqwi j 0K' hgn' y cv' y qo gp' f qevtu' y kj "hco kn { "t' gur qpuk' d' k' k' gu' u' j qwrf "dg"  
i kxgp' gxgt { "qr r qtwpkv { "v' w' pf gtvcng' r ctv v' o g' tcl' kpi "qxtg' c' iqqi gt' r gtlkf "  
y cp' hwn' v' o gtu' y kj "r tqxkuk' qp' qh' pwtugt' kgu' cv' j qur kcn' cpf "o cvgt' pkv { "hcxg"  
cu' tgs vktgf 0<sup>5</sup> "Chgt "y g' O Y H' tguqtv' g' "v' c' tcf k' q' cr r gctcpeg. "ceewukpi "y g'  
F J UU' qh' d' gkpi "ej wtrkuj "kp' pqv' f' qkpi "o qtg' hqt "y qo gp' f qevtu. "y g' F J UU"  
kuuwgf "Ektewrt "J O \*8; +8' y j gtgd { "j qur kcn' y gtg' cmqy gf "v' k' petgcug' s wqvcu"

6: "O Y HCtej kxgu. "ibid., "hgwgt "42' Cr tkl3; 8: 0'

6: "O Y HCtej kxgu. "ibid., "hgwgt "hqtqo "Uj qtg' v' q' Ncy tlg. "32' O c { "3; 8: 0'

72: "IEE "Ctej kxgu. "o kp' wgu' Qew03; 880"

73: "Tqugo ct { "Twg. "öGo r mq { o gpv' qh' O cttkgf "Y qo gp' f qevtu' kp' j qur kcn' kp' y g' Qzhqtf "  
Tgi kqp. ö The Lancet "9724 \*32' Lwpg3; 89+23489/: ±Ej tkuqr j gt "Eqqm" öKp' v' gt' xkgy "y kj "  
F co g' Tqugo ct { "Twg. ö "Journal of Public Health" 48. "5" \*4226+2442/; 0'

74: "O Y HCtej kxgu. "UC IO Y H'D06 k4. "Oxford Region Part-time Medical Officer Training  
Scheme 0C "pwo dgt "qh' y g' kp' v' t' xkgy ggu' hqt "y ku' t' gugctej "gk' j gt "dgp' gh' k' g' f "hqtqo "y g' Qzhqtf "  
uej go g' qt "hpgy "qh' k0'

75: "Vqf f "Tgr qtv. "Medical Education. "72' r ctc0: 40'



vq'cr r qkpvr ctv'ko g'y qo gp'lp'vtcklpi 'cu'y gmi'cu'r ctv'ko g'r quu'lpemf lpi "

"

Tgi kpu'y gtg'pqpvgj gguu'unqy "v'cf qr v'cpf 'hwpf 'vj g'uej go g'cpf 'lp'yj g" gctn{ "gctu'xgt{ 'hgy 'y qo gp'y gtg'j gr gf 0D{ 'F gego dgt'3; 93. 'vj g'FJ UU j cf "v'y tkg'v'UCO Qu'v'uc{ 'vj cv'y q'tgi kpu'j cf "eqptkdwgf 'j ch'y g'v'qcn' qh'r quu'qr gtcvpi 'v'pf gt'vj g'uej go g<sup>77</sup>"Vj g'O Y H'hgn'vj g'o clp'kuuv'g'y cu'yj g" rcm'qh'egpvtcn'hwpf lpi 0<sup>78</sup>"Rctnj qwug'eqpukf gtgf 'vj g'r qqt'vcng/wr 'y cu'f wg'v'q" f grc{ u'lp'r tqeguulpi 'cr r nckv'kpu'y j lej "eqwrf 'vcng'wr 'v'c" { gct'cpf . 'cv'yj g" gpf 'qh'y j lej . 'hwpf lpi 'y cu'pqv'pgeguuctn{ 'ugv'culf g<sup>79</sup>"Y qo gp'y gtg'cnuq" eqphwugf 'd{ 'y j cv'y cu'cxckcdrg0Qpg'O Y H'ectggtu'rkcuq'qh'kgt. 'tgr qt vpi " qp'ko r rgo gpv'kqp'qh'yj g'uej go g'lp'yj g'Uqwj 'Y guv'O gvtqr qrkcp'TJ D'ctgc." uckf 'vj cv'o cp{ 'y qo gp'y j q'eqpvcevgf 'j gt'j cf "0tcvj gt'eqphwugf 'kf gcu'qh'yj gkt" r rpu'cpf 'hkwg'npqy rgi g'qh'yj g'qr r qtwpkku'qr gp0"Uj g'cnuq'utguugf 'vj g" ko r qtvcpeg'qh'yj gkt'pggf lpi "v'dg'r tgr ctgf "v'f q"go gti gpe{ "cpf 'qp/ecm' y qtn0y j lej 'y qwrf 'ko r tqxg'vj g'ceegr vclrk{ 'qh'yj g'uej go g'v'o cng" eqmgci wgu'cu'y gmi'cu'yj g's wcrk{ 'qh'yj g'vtcklpi 'tgegkxgf 0<sup>7</sup>: "Vj g'O Y H' eqpf wevgf 'c'utxg{ 'qh'cm'TJ Du'lp'3; 95"v'ugg'j qy 'o cp{ 'y qo gp'y gtg'lp" vtcklpi 'r quu'cu'c'tguwn'qh'Ektewrt'J O \*8; +80Qh'yj qug'yj q'tgr rkgf . 'vj gtg" y cu'c'uwducpv'cn'tcpi g'htqo '3"v'74'dw'pwo dgtu'y gtg'qxgcm'ukm'ny 0: "" Vj g'qti cpkucv'kqp'qh'yj g'u'ugv'g'o 'y cu'cnuq's wgu'kqp'gf 0Vj g'J qur kcn'cpf " Lxplqt'Uchhu'Eqwpekl\*J LUE+. 'y j kuv'ceegr vpi 'vj g'r tkpek'rg'qh'r ctv'ko g" vtcklpi . 'pgxgtvj gguu'eqpukf gtgf 'cm'r quu'uj qwrf 'dg'uwldgev'v'q'E O E" uetwlp{ . 'dg'cf xgt'kugf 'cpf 'uwldgev'v'q'qr gp'eqo r gv'kqp'cpf 'vj g'uej go g" uj qwrf 'cr r n{ 'gs wcm{ 'v'cn'r ctv'qh'o gf lekpg0C"Y qtnlpi 'Rctv{ 'qh'yj g" Eqwpekl'ht'Rqui tcf wcv'g'O gf lecn'Gf wecv'kqp'cpf "Vtcklpi 'y cu'eqpegtpgf "

<sup>76</sup>"Kvgtxlgy gg'D'r gtuqpen'eqo o wplecv'kqp'P qx04232=O Y H'Ctej kxgu." *Proceedings of a Conference*. 'FJ UU'Dceni tqwpf 'Rcr gt0'

<sup>77</sup>"O Y H'Ctej kxgu." UC IO Y HII 069. "Women Doctors, Retainer Scheme General 1972-3," rrgwt'v'q'O Y H'ugtgct{ 'htqo 'LEE0'

<sup>78</sup>"*Ibid.*"

<sup>79</sup>"Rctnj qwug." *Medical Manpower*, 990

<sup>7</sup>: "O Y H'Ctej kxgu." UC IO Y HII 069. "Women Doctors' Retainer Scheme General" 1972-3, Tgr qt v'htqo 'O ct{ 'J qn'34"Qev03; 940'

<sup>7</sup>: "O Y H'Ctej kxgu." UC IO Y HII 06: B. "Application of HM(69) Postgraduate Training and Services Available to Married Women Doctors in the Regions March-July 1973."

Dkt0 lpi j co . 'hqt'gzco r rg. 'j cf ', . 'Uqwj 'Gcu'v'O gvtqr qrkcp'Dqctf . '74. 'P qt vj 'Gcu'v' O gvtqr qrkcp'Dqctf . '52. 'P qt vj 'Y guv'O gvtqr qrkcp'Dqctf . '48. 'Uqwj 'Y gungtp. '8. 'P gy ecuvrg. " 35. 'Nggf u'3. 'Uj gh'grf. '360"

yj cv'r ctv'vko g'r quu'y gtg'dgkpi 'etgcvf 'uqngf 'hqt'y qo gp<sup>82</sup>"k'3; 94."y g"  
F J UU'o gv'c'DO C'y qtnkpi 'i tqwr 'qp'y qo gp'f qevqtu'v'eqo r kng'hku'hqt"  
TJ Du'qh'y qo gp'wpf gt'y g'ci g'qh'77'lp'gcej 'tgi kqp'y j q'f kf 'pqv'cr r gct'v"  
dg'lp'o gf lecn'go r m{ o gp<sup>83</sup>"Dgw ggp'3; 93'cpf '3; 97'34: "UT'r quu'y gtg"  
cr r tqxgf 'lp'Gpi rcpf 'cpf 'Y cngu'cpf '3: 7'tgi kmtct'r quu<sup>84</sup>"Ceeqtf kpi 'v"  
P werc'Ugtrkpi . 'dk'ku'pqv'wui i guvgf 'y cv'c'ugr ctcvg'ectggt'utwewt'g'hqt"  
y qo gp'uj qwr'f'dg'etgcvf 'dw'tcvj gt'y g'r tkekr ng'qh'gpvgtkpi 'cpf 'ngcxkpi 'y g"  
ucpf ctf 'ectggt'qp'c'ngu'y cp'hwm'vko g'dcuku'uj qwr'f'dg'r quukdng<sup>85</sup>"

"

C'ugeqpf 'lpkckxg."y g'y qo gp'f qevqtu'tgvckpgt'uej go g.'y cu'lpvtqf wegf 'lp"  
Lwn'3; 94'd{ 'Dctqpguu'Ugtqvc.'F gr w{ 'v'Ugetgvt{ 'qh'Ucvg'Tlej ctf "  
Etquuo cp.'lpvgpf gf 'v'eqo r ngo gpv'r ctv'vko g'tckkpi 0K'r tqxkf gf 'r ckf ."  
uwr gtxkugf 'ugt'xleg'uguukqpu'hqt'y qo gp'f qevqtu'ci gf 'wpf gt'77'cpf 'pqv'  
y qtnkpi . 'gf wecvkqp'uguukqpu'cpf 'r c{ o gpv'qh'c'otgvckpgtö"qh'Ç72'c'{'gct'v"  
eqxgt'g'zr gpugu'uwej 'cu'uwduetkr vkp'v'c'c'o gf lecn'lqwtpcn'tgi kmtcvkqp'cpf "  
o go dgtuj kr 'qh'c'c'o gf lecn'f ghpeg'qti cplucvkp<sup>86</sup>"Vj g'cng/wr 'ci ckp'y cu"  
m'y 'y tqwi j 'r qqt'cf xgtvkpi 'cpf 'lpwhtkpgv'hwf kpi . 'Ç72'pqv'pgctn{ "  
o ggkpi 'g'zr gpugu'pgeguuct{ 'v'nggr 'y qo gp'f qevqtu'lp'v'qwej 'y kj 'y g"  
r tqhguukp0422'gptqmgf 'lp'y g'uej go g'qww'qh'cp'guvko cvgf '4.222'grki kdr'v"  
lqlp<sup>87</sup>"Rco grc'Cuj wtuv'eqo o gpv'kpi 'cv'y g'3; 97'Uwppkpi f cng'Eqphgt'peg"  
qp'Y qo gp'lp'O gf lekpg'qp'y g'f kucr r qkpvkpi 'tgr qpug.'uckf 'k'y cu'v'v'q'q'qtn{ "  
cf xgtvkugf 'y cv'y g'hkuv'vko g'o cp{ 'y qo gp'tgcf 'cdqw'k'y cu'lp'*The*  
*Guardian*<sup>88</sup>"Vj g'O Y H'y cu'eqpegtpgf . 'hqm'y kpi 'c'o ggkpi 'y kj 'y g"  
Eqwpeki'qh'Enplecn'Vwqtu'y j q'y gtg'wrr qugf n{ 'twppkpi 'y g'tgvckpgt"  
uej go g.'y cv'y g{ 'uj qy gf 'c'öo ctngf 'rcenlqh'gp'y wukuo 'cpf 'cu'c'o cwgt'qh"

<sup>82</sup>"DO C'Ctej kxgu.'Rwdrlc'J gcni 'Gzgewkxg'Uwd/Eqo o kxgg'r cr gtuhqt'o ggkpi '49'O ctej " 3; 96.'RJ 362/5.'*HSJC Memorandum on Part-time Training Posts for Women Doctors April 1973 and Oral Report on Part-time Training Posts for Married Women Doctors of Working Party on Training Programmes of Council for Postgraduate Medical Education in England April 1973.*"

<sup>83</sup>"O Y HCtej kxgu.'UC IO Y HII 069.'*Women Doctors' Retainer Scheme General 1972-3.*"

<sup>84</sup>"O Y HCtej kxgu.'*Proceedings of a Conference.*'F J UU'Dceni tqwpf 'Rcr gt0'

<sup>85</sup>"P werc'Ugtrkpi . 'öRctv'vko g'Ugplqt'Tgi kmtct'Rquu'/'Y guugz'Tgxkgy gf .ö'*The Lancet*'529." 9; 94\*34'Lxpg'3; 98+34: 7/80'

<sup>86</sup>"O Y HCtej kxgu.'Lqwtpcn'qh'y g'O Y H'Qe'03; 94.'Gnk edgy 'Uj qtg.'356/8.'tghgtt'kpi 'v"  
F J UUEkewrct'J O \*94+64.'*The Women Doctors' Retainer Scheme.*'Uej go g'rwpej gf '3"  
Ugr v03; 940"

<sup>87</sup>"O Y HCtej kxgu.'O Y H'cpf 'F J UU.'*Proceedings of a Conference*0'

<sup>88</sup>"*Ibid.*"

hce'v'j g{'j cf 'pqv'gxgp'dggp'cungf 'h'v'j g{'y qwf 'f q'uq0<sup>89</sup>"O Y H'ectggtu"  
 rckuqp'qh'hegtu'k'v'j g'tgi kpu'e'qo r'ckpgf 'v'j g'ekewct'j cf 'pqv'i qpg'v'j go "  
 cv'v'j g'uco g'v'ko g'cu'v'j g'r tguu'tgncug0Qpg'ectggtu'rckuqp'qh'hegt'hqt'v'j g"  
 Uqwj 'Y guv'O gvtqr qrkcp'TJ D'ugpv'qwr'co r j rgu'v'q'386'y qo gp'f qevqtu"  
 v'j qwi j v'v'q'dg'grki kdr0Vj tgg'gptqmgf 'cpf 'ukz'j cf 'k'w'pf gt'eqpukf gtcv'k'p0<sup>90</sup>:"  
 k'P qt'v'j 'Y guv'Vj co gu'Tgi kpp'qpn{'33'qww'qh'492'pqp/r tcevkulpi 'f qevqtu"  
 cr r'rkf 0<sup>91</sup>:"' 'qh'f qevqtu'k'v'j g'Uj gh'kgrf 'Tgi kpp'npqy p'v'q'dg'w'pgo r'rq{gf "  
 gps'v'k'gf 'cdqww'k0<sup>92</sup>"K'y cu'v'j qwi j v'v'j g'uej go g'y qwf 'qpn{'gxgt'dg"  
 cr r'rkcdrg.'v'j gtghqtg.'v'q'c'xgt{'uo cm'pwo dgt'qh'y qo gp'cpf 'y qwf 'pqv'  
 uwducp'v'kcm{'j gr 'v'j g'go r'rq{o gpv'r tqdrgo 0<sup>93</sup>"Gxgp'v'j g'F J UU'eqpukf gtgf 'k'  
 c"öy cug'qh'v'ko g0<sup>94</sup>"

"

Cm'j qwi j 'v'j gtg'y cu'uqo g'u{o r'cyj {'hqt'v'j g'ör rki j wö'qh'o cttk'gf 'y qo gp"  
 f qevqtu'cpf 'c'eqpegtp'v'j cv'v'j gtg'uj qwf 'dg'pq'y cu'ci g'qh'v'j g'kpxguo gpv'k'p"  
 v'ckp'kpi . 'v'j gtg'y gtg.'v'j gtghqtg.'qpn{'r ct'v'k'nc'wgo r w'dgwy ggp'3; 87'cpf '3; 95"  
 v'q'k'o r tqxg'v'j gk'qr r qtwp'k'kgu'hqt'ectggt'r tqi tgu'k'qp0"Vj g'r tqdrgo 't'gncv'gf "  
 pqv'qpn{'v'q'ugp'k'qt'f qevqtu'v'ckw'f gu'v'q'r tqo q'v'kpi 'y qo gp0Vj g'DO C.'k'p'ku"  
 gxk'f gpeg'v'q'v'j g'Tq{cn'E'qo o k'uk'qp'qp'O gf k'ecn'Gf w'ecv'k'p.'u'cv'gf 'v'j cv'  
 y qo gp"

y qwf 'dg'gpeqwtci gf 'v'q'eqp'v'k'pwg'v'q'r tcevkug'o gf k'ekpg'k'p'i tgcvt'  
 pwo dgtu'h'v'j g'k'peqo g'v'cz'rcy u'y gtg'u'v'k'cdn{'o qf k'k'gf . 'v'j g"  
 uwr gtcppw'v'k'p'tgi w'v'k'p'pu'y gtg'cnuq'co gpf gf . 'v'j gtg'y gtg"  
 cf gs w'v'g'o cttk'gf 's w'ctv'gtu.'v'j gtg'y gtg'ngu'v'j cp'h'w'v'ko g't'ckp'kpi "  
 r quu'cpf 'o qtg'o gf k'ecn'y qtn'c'xck'cdrg'qp'c'ugu'k'qp'cn'd'cu'k0<sup>95</sup>"

"

Vj g'O Y H'k'p'c'hwgt'v'q'v'j g'O k'p'k'v'gt'qh'J gcm'j '32'Lcpwct{'3; 8: .cnuq"  
 r tgu'gf 'hqt'o cttk'gf 'j qur k'cn'cee'qo o qf cv'k'p.'ectggt'i w'k'cpeg'hqt'y qo gp."  
 v'j g'cdk'kv{'v'q'cej k'gxg'j'ki j gt's w'cn'h'ecv'k'p'u'r ctv'v'ko g.'f c{'ectg'hqt'ej k'f tgp0<sup>96</sup>"

<sup>89</sup>"O Y H'Ctej kxgu.'UC IO Y HII 069."Women Doctors' Retainer Scheme General 1972-30  
<sup>8</sup>: "Ibid."

<sup>8</sup>: "BMJ,"öO gf k'ecn'O cpr qy gt'k'k'/'Y qo gp'k'p'O gf k'ekpg.ö'3.'8223\*32'Lcp03; 98+<9: /; 40F t"  
 E'c'tn'leq'pukf gtgf 'y qo gp'y gtg'u'ectgf . 'h'g'k'p'pi 'v'j g{'j cf 'dggp'qww'qh'o gf k'ekpg'v'q'q'k'p'pi 0'

<sup>92</sup>"Rctnj qwug'3; 9; ."Medical Manpower, 980'

<sup>93</sup>"H'cf c'Gun'p.'öT'gx'gy 'qh'v'j g'Y qo gp'F qevqtu'v'g'ckp'gt'U'ej go g'k'p'v'j g'Uj gh'kgrf 'Tgi kpp"  
 3; 94/3, "BJME: "3; 96+<363/60'

<sup>94</sup>"k'p'v'gt'x'gy gg'D'r gtu'q'p'cn'le'qo o w'p'lec'v'k'p'P qx042320'

<sup>95</sup>"DO C'Ctej kxgu.'8320."Memorandum of Evidence to the Royal Commission on Medical  
 Education June 1966."

<sup>96</sup>"O Y H'Ctej kxgu.'UC IO Y HII061: ."Ministry of Health-Part-time Consultants 19680'

K'ku'wpergct.'j qy gxgt.'y j gvy gt'y ku'i gpgtcv'kp'qh'y qo gp'f qevqtu'y cu'cu' wpy cr r { 'y kj 'y gk'hq'cu'y g'O Y H'k'pko cvgf "qt'j qy 'hct'y g'hgo k'p'k'f gcu' qh'y g'hvgt'3; 82u'k'p'hcxqt'qh'gs wcn'qr r qtwpk'kgu.'htgg'eqpvtcegr v'kp.'dgwgt' ej kf'ectg.'j cf 'cnngp'j qrf "qh'co dkkqp0<sup>97</sup>"O quv'eqwf 'h'kf'y qtm'gxgp'h'h'k' y cu'uguukqpcn'k'p'r wdike'j gcnj 'qt'i gpgtcn'r tcevk'eg.'cv'c'v'ko g'y j gp'k'y cu'ukm' tgrcv'xgn' 'wpwucn'hqt'y qo gp'v'q'tgcej 'r tqhguukqpcn'ucw'u'k'p'uki p'k'h'ecp' pwo dgtu0'Hqt'y qug'y j q'y cpvgf 'c'j qur kcn'lqd.'y kj 'r gtugxgtcpeg'y g{ " o ki j vtgcej 'uwd/eqpuwncpv'ucw'u0'Vj g{ 'y qwf 'dg'r c'k' 'cv'y g'uco g'tcv'g'cu' o gp0Y j cv'ku'ergct'ku'y cv'y qo gp'y gtg'ukm'r qy gtnguu'cv'y g'r qn'k' { 'h'xgn'c'p'f " y g'r { tco k'f 'u{u'ngo 'twp'd { 'c'hgy 'o gp'cv'y g'v'qr 'hqt'c'h'cti gn' 'o cng' y qtn'hqteg'y cu'wpv'qwej gf "cetquu'cm'y tgg'ugevqtu0'Vj ku'o cng'u'k'gxgp'o qtg' wpwucn'y cv'y qo gp'k'p'r wdike'j gcnj 'o gf lekpg'y gtg'cdng'v'q'o cng'uwducp'v'k'n' r tqi tguu'd { '3; 960' "

## THE BIRTH OF COMMUNITY MEDICINE

K'p'qtf gt'v'wpf gtucpf 'j qy 'uq'o cp { 'r wdike'j gcnj 'y qo gp'f qevqtu' v'cpuhgttgf.'y kj 'h'wng'ghqt'v'qp'y gk'r ctv'h'qo 'tgrcv'xgn' 'lwpkqt'r quu'k'p' m'ecn'i qxgtpo gp'v'k'p'v'eqpuwncpv'gs w'k'cngp'v'tqng'u'k'p'y g'P J U'k'p'3; 96.'k'k'u' ko r qtcvp'v'q'cee'qwp'v'h'k'uv'hqt'y j { 'cpf'j qy 'y g'tcpuhgt'j cr r gpgf0'0Y j { 0' tgrcv'gu'v'q'y g'f go kug'qh'y g'O QJ "go r k'g'k'p'm'ecn'i qxgtpo gp'v'h'qo 'y g'gctn' " 3; 82u00J qy 0'tgrcv'gu'v'q'y g'dcuku'qp'y j kej 'y g'H'cewn' { 'qh'E'qo o w'p'k'v' " O gf lekpg'\*HEO + 'y g'p'gy 'r tqhguukqpcn'qti c'p'k'uc'v'kp'hqt'r wdike'j gcnj '\*y gp' eqo o w'p'k'v' 'o gf lekpg+y cu'gu'cd'k'uj gf.'y g'r m'eg'qh'y g'p'gy 'ur gekn' { 'y kj k'p' y g'p'gy 'j gcnj 'u'wewt'gu'c'p'f 'y g'cr r q'k'p'vo gp'u'r tqeguu'hqt'y g'v'ch'h' v'cpuhgttk'p'i 'h'qo 'm'ecn'i qxgtpo gp'v'v'q'y g'j gcnj 'ugt'x'leg0D { 'y g'o k'f/3; 82u.' y g'j gcnj 'cpf'y g'h'ctg'go r k'gu'y kj k'p'm'ecn'i qxgtpo gp'v'h'gf'd { 'r qy g'h'w'i' O Qu'f .'y gtg'k'p'o clqt'f gen'k'p'g'c'p'f 'k'petg'cuk'p'i n' { 'w'p'x'k'cdng0'k'p'f g'gf.'cee'qtf k'p'i " v'q'Y gduvgt.'h'qo 'y g'dgi k'p'k'p'i 'qh'y g'P J U'y g'0j w'p'v'j cf 'dggp'qp'hqt'c'p'gy " tqng'hqt'y g'O gf k'ecn'Q'h'k'egt'qh'J gcnj 0<sup>98</sup>'Vj g'v'qpg'ku'r guko k'w'k'e0Cu'J qtpg'

<sup>97</sup>Rw'j . "Women, 53; /420'

<sup>98</sup>'Y gduvgt. "Vol. II."53: 0'

r w'k'lp'3; : 2. "ouqo g'qh'vj g'ur gekn{ 'u'f ggr guv'y qwpf u'j cxg'dggp'ugrh/  
 kph'evgf .ö'cr r ctgpv'kp'vgo u'qh'vj gk'h'knt'g'v'q'i tcur "qr r qtwpk'kgu'hqt"  
 i tqy vj "cpf'vj gk'lp/h'ki j v'pi 'y kj "cecf go le'uqekn'o gf lekpg'eqmgci wgu'qxgt"  
 y j q'y cu'kpenw'gf 'lp'vj g'ugpkqt'r wdrle'j gcnj 'y qtnhqtg0<sup>9</sup>"O QuJ 'y gtg'qp"  
 vj g'tgegk'kpi 'tcvj gt'vj cp'uj cr kpi "gpf'qh'ej cpi gu.'r wv'kpi 'vj go 'kp'c'tgncv'xgn'  
 y gcnr quk'kqp'i qkpi 'kp'v'vj g'3; 96'tgqti c'pkucv'kqp.'kpetgculpi 'vj g'r gtegr v'kqp"  
 qh'r wdrle'j gcnj 'vj gp'eqo o w'pk'v' "o gf lekpg'cu'c'y gcnr gekn{ 'lp'vj g'g'g'gu'qh'  
 qvj gt'o gf lecn'f k'uekr r'kpgu0Vj g'h'ev'r wdrle'j gcnj "eqp'v'kpwgf "v'q'dg'cp"  
 wpr qr w'rt'ectggt'qr v'kqp'hqt'o gp'pgxgtvj g'guu'o cf g'k'cwtce'v'xg'v'q'y qo gp"  
 f qevqtu'cu'cp'gcu'f 'ur gekn{ 'v'q'gpvg0"  
 "

### The demise of the MOH in local government

O QuJ 'pgxgt'uggo gf 'v'q'tgeqxt'htqo 'vj g'mu'lp'3; 6: "qh'o vej "qh'vj gk"  
 go r ktg.'gur gekn{ 'o w'plekr cnj qur k'cnu0: "U'c'wu'y kj kp'hqecn'cwj qtk'kgu'y cu"  
 cuuqekv'gf 'y kj 'uk'g'qh'f gr ctwo gpv'cpf "dw'i gv'cpf 'vj ku.'hqt'r wdrle'j gcnj ."  
 y cu'f getgculpi 'lp'vj g'3; 82u'eqo r ctgf 'y kj "qvj gt'f gr ctwo gpv'0Qvj gt"  
 qh'legtu'j cf "o qtg'r qy gt'vj cp'vj g'O QJ 0: "Ek'kl'gpi kpggtu'cpf 'r n'ppgtu'cnuq"  
 hctgf "dgwgt'lp'vgo u'qh'uc'wu'cpf 'ucnrt { 0<sup>2</sup>1000Tgk'.'O QJ 'hqt"  
 P qt'vj co r v'puj ktg.'tghgt'gf 'lp'3; 89'pqv'qpn' "v'q'c'y k'f g'xctk'v'kqp'lp'vj g'uk'g."  
 tguqwtg'u'cpf 'uc'p'f ctf u'qh'ugtxlegu'cetquu'r wdrle'j gcnj 'f gr ctwo gpv'dw"  
 cnuq'eqp'v'k'kpi 'f gdcv'gu'y kj kp'hqecn'i qxgt'po gpv'qxgt'vj g'pggf 'hqt'o gf lecn'  
 cf o k'p'kntcv'qtu'lp'vj g'h'ku'r m'eg.'eqp't'kdw'kpi 'v'q'O QuJ 'w'p'egt'v'k'p'v' "cdq'w'vj g"  
 h'w'wtg'qh'vj gk'f k'uekr r'kpg0<sup>3</sup>"Gxgp'y kj kp'vj gk't'gf w'egf 'tgo k'htqo '3; 6: . 'k'ku"  
 pqv'ergt'vj cv'O QuJ 'y gtg'u'weegu'hw'lp'o c'k'p'v'k'kpi 'vj gk'uc'wu'0D{ 'vj g"  
 3; 82u.'vj gk't'qng'y kj "o qvj gtu.'l'ph'cpu'cpf 'ej k'f t'gp'k'penw'kpi 'uej q'qn'j gcnj ."  
 y j kej "j cf 'f qo k'p'cv'gf 'r t'g/y ct'ugtxlegu.'j cf "cn'gcf { 'f g'ek'p'gf . "dgeqo kpi "

<sup>99</sup>"10Uwctv'J qtpg."öEqo o w'pk'v' "O gf lekpg'<H'w'wtg'Kö r gth'gev.ö *Journal of Epidemiology and Community Health* 56.4:4"4Lxpg"3; : 2+<8; /970

<sup>9</sup>: "Y gdu'gt."NHS, "420Nqecn'j gcnj "cwj qtk'kgu't'g'v'k'p'gf 'eqp't'q'q'q'h'o cvgt'p'k'v' "cpf 'ej k'f"  
 y g'ht'g.'f qo k'ek'ct { "o k'y k'gt { . "j gcnj "x'k'k'kpi . "j qo g'p'wtulpi . "j qo g'j g'ru'ectg'cpf"  
 ch'gtectg'ugtxlegu.'x'ceek'p'cv'k'p'cpf 'ko o w'pkucv'kqp.'vj g'co dw'c'peg'ugtxlegu'cpf 'r t'q'x'k'k'p'cpf"  
 o c'k'p'v'p'c'peg'qh'j gcnj "egp't'gu0"

<sup>9</sup>: "R'gvt'1 0Tlej ctf u."The Local Government System "N'p'p'q'p'<I gqti g'Cn'gp'cpf "W'py k'p."  
 3; : 5+<3680

<sup>2</sup>: "DO C'Ctej k'xgu.'Rwdrle'J gcnj 'Eqo o k'wgg'o k'pwgu'7'Hgd03; 87.'kgo '470'

<sup>3</sup>: "1000Tgk'f . "öH'w'wtg'qh'vj g'Rwdrle'J gcnj 'Ugt'xleg.ö *BMJ* 4:4"3; 89+<654/60

lpetgculpi n{ 'o cpci gf 'd{ 'y j g'j qur kcn'cpf 'i gpgtcn'r tceveg'ugevqtu0<sup>4</sup> "J gcnj " xkukqtu."uqekcn'y qtngtu"cpf "eqo o wplv{ 'pwtugu'uctvgf "vq"dgeqo g'cwcej gf "vq" i gpgtcn'r tcevegu."hqmny lpi "c"3; 88'O lplum{ 'qh'J gcnj "ekewrt'ucvki 'hcecn' j gcnj "cwj qtkkgu'o wuv'qhgt 'htgg'r wdike'j gcnj "cf xleg'vq"cn0<sup>5</sup> "Vj gk" ko r ngo gpvcvqp"qh'y j g'pgy "eqo o wplv{ 'ectg'ci gpf c'y cu'xctkcdng0<sup>6</sup> "O QuJ " y gtg'pqv'uqrgn{ "vq'dnco g."j qy gxgt0Hwpf lpi 'hqt'j gcnj "cpf 'y ghtctg'ugt xlegu" lpetgcu'f."dw'cv'c'umy gt'tcv'j cp'hcecn'cwj qtkkgu'eqpukf gtgf "y g{ 'pggf gf O' Cu'c'tguwv'j g{ 'utwi i rgf "vq'eqr g'y kj "f go cpf u'hqt'j qo g'j gr u'cpf " eqo o wplv{ 'pwtugu'cpf "eqo o wplv{ 'ectg'hckngf "vq'vcng'qh'lp"o cp{ 'r ctvu'qh' y j g'eqwpt{ 'r ctvevwtcn{ 'lp'f qo lekktct{ 'r tqxkukqp0<sup>7</sup> " "

Gxgp"uq."O QuJ "o ki j v'j cxg'f qpg'o qtg0LUC0Tgkf."hqt"gzco r ng."f gr mgtgf " y j g'hckm'g'qh'O QuJ "ghgevkxgn{ "vq'ugk g'y j g'ci gpf c0J g'ekvgf "y j g'npqy p" ej cpi gu'lp'j g'uqwtugu'qh'o qtwckv{ 'cpf "o qtdkf kv{ 'htqo 'r qxgtv{."ki pqtcepg" cpf "lphgevkqu'f kugcug'vq'ecpegt."ectf kqxcuevwt'f kugcug."ceekf gpvu."o gpvcn' f kuqtf gt."ej tqple"eqpf kkpqu'cpf "y j g'rcem'qh'ghgevkxg'r wdike'j gcnj " lpxqrxgo gpv'lp'j g'gug'pgy "ci gpf cu."ucvki "y j g'r cwgt'p'qh'o cp{ 'ugt xlegu'hqt" y j lej "hcecn'i qxgtpo gpv'y cu'tgur qpukdng'tgo ckpgf "f gvgto kpgf "d{ "j kuqtkecn' ceekf gpv'tcvj gt "y j cp'd{ "y j g'pggf u'qh'y j g'ugeqpf "j cni'qh'y j g'y gpv'gvy " egpwt{ 0<sup>8</sup> "C"engct "cwcem'qp'r ctv'qh'y j g'f qo ckp'qh'O QuJ "eco g'lp'3; 89'y kj " y j g'r wdikecvkp'qh'Tqddau'tgr qtv'qp'j g'pgi rgev'qh'grf gtn{ 'hpi /uc{ " r cvkpw0<sup>9</sup> "Vj ku'y cu'uy kmv{ 'hqmny gf "d{ "cp'kps vkt{ 'lp'3; 8; 'lpv'Gn{ " J qur kcn'lp'Y cngu'hqt'r gqr ng'y kj "ngctplpi "f kthkewnkgu"y j lej "etkkekugf "

<sup>4</sup> "Y gduvgt."NHS, 346/8=Lqj p."MOH,"96."r tqxkf gu'gzco r ngu'qh'y j gtg'O QuJ "wugf "I Ru" gzenwukxgn{ 'hqt'uej qqrj gcnj "cpf 'lphcpv'ekple'y qtn0

<sup>5</sup> "LUC0F0Cpf gtuqp'cpf "RUC0F tcr gt."vVj g'cwcej o gpv'qh'Nqecni'cwj qtkv{ "Uclh'vq'I gpgtcn' Rtceveg.ö The Medical Officer EZXK\*3; 89+<3330'

<sup>6</sup> "O lplum{ 'qh'J gcnj ."Health and Welfare: The Development of Community Care - Plans for the Health and Welfare Services of Local Authorities in England and Wales" "Eo pf " 3; 95\* "Nqpf qp<J O UQ."Cr tki'3; 85+0Vj g'Ego o wplv{ 'Ectg'Y j kg'Rcr gt'y cu'f guk'pgf "vq" eqo r ngo gpv'y j g'3; 84'v'p' "gct'J qur kcn'Rcrp'y j lej "r tqxugf "; 2'pgy "cpf "356'uwduwcpvckm{ " tgo qf gmgf "j qur kcn'y kj "c'htv'j gt'578'uej go gu'qh'ko r tqxgo gpv'\*O lplum{ 'qh'J gcnj ."A Hospital Plan for England and Wales, Eo pf "3826\* "Nqpf qp<J O UQ."Lcp03; 84+<35'r ctc0' 6: +0"

<sup>7</sup> "Ngy ku."Wider Context,"; 4=Y gduvgt."Vol. II."348/90I qxgtpo gpv'hwpf lpi "lpv'y j g'uej go g" y cu'ngu'y cp'j cni'ekgf "cu'pgeguuct{ 'lp'y j g'Y j kg'Rcr gt0"

<sup>8</sup> "LUC0Tgkf ."cC'P gy "Rwdike'J gcnj "/"y j g'Rtqdingo u'qh'y j g'Ej cngpi g.ö Public Health'9; ."5" \*O ctej "3; 87+<3: 5/; 70'

<sup>9</sup> "Detdetc'Tqdd."Sans Everything: A Case to Answer \*Nqpf qp<Vj qo cu'P gnuqp'cpf "Uquu" Nf ."3; 89+0"

Tgi kqpcnJ qur kcnDqctf "o go dgtu"cpf "qhlegtu"htq'hckkpi "vq"vcng"  
 tgur qpukdkrkf "htq'kpur gevkkp"qt "uwr gtxkukqp"qh'uvcpf ctf u"cpf "htq'hckkpi "vq"  
 i gv'yj gJ qur kcn'O cpci go gpv'Ego o kwgg'vq'tgcnkug"j qy "my "uvcpf ctf u"cv"  
 Gn{ "y gtg0: "Kphwgpvcn'cecf go leu'uwej "cu'Tlej ctf "Vko wuu."uqekcn'  
 tuguctej gt"cv'yj g"Nqpf qp"Uej qqn'qh'Geqpgo leu."y gtg's wgt {kpi "y j q'y cu'dguv"  
 r rcegf "vq"eq/qtf kpcvg'yj g"eqo o wpkf{ "ci gpf c"/"I Ru"qt'O QuJ 0: "  
 "

K'y cu'O QuJ "r tqxkukqp"qh'cur gew"qh'uqekcn'ugt xlegu'r tqxkukqp"y j lej . "kp'yj g"  
 gpf . "y cu'vq'r tqxg'yj gk "f gcvj "hpgnO O cp{ "hcecn'cwj qtkkku'tcp"tcti g"  
 eqo dlpgf "j gcnj "cpf "y ghtctg" f gr ctwo gpw'wpf gt "y j g'O QJ . "go r m{ kpi "  
 uwduvcn'pwo dgtu"qh'uqekcn'y qtngtu"y j lej . "d{ "y j g'o k/3; 82u."j cf "dgego g"  
 c"ng{ "i tqy yj "ctgc'htq'r wdne"j gcnj 0<sup>2</sup>""Rgtuqpcn'uqekcn'ugt xlegu"y gtg."  
 j qy gxgt."o cpci gf "d{ "f kur ctcvg"dqf kgu'kp'yj g"j gcnj "ugt xleg"cu'y gni'cu"  
 f kuetgvg" f gr ctwo gpw'kp' "hcecn'i qxgtpo gpv'cpf "f ggo gf "pqv'uwxcdng"htq" c"  
 o qf gtp"ugt xleg"cu'y gni'cu'y cu'ghw0Vko wuu."htq"gzco r ng. "kp" c"igewt g"i kxgp"  
 kp"3; 87."ucy "y j g"guvcdn'uj o gpv'qh'wphkfg "r gtuppcn'uqekcn'ugt xlegu"  
 f gr ctwo gpw'r tqxkf kpi "ugt xlegu"qti cplugf "ctqwpf "enkgpv'i tqwr u."cu'yj g"  
 o gcpu'qh'f gxgnr kpi "o qtg"ghgevxg"cpf "tgur qpukxg"eqo o wpkf{ "ectg0<sup>3</sup>""Vj g"  
 Uggdqj o "Ego o kwgg."ugv'wr "vq'tgxkgy "y j g'r cvej y qtnlr tqxkukqp"qh'uqekcn'  
 ugt xlegu."ci tggf "y kj "Vko wuu"cpf "tgego o gpf gf "kp'ku'Lwn{ "3; 8: "tgr qt v'yj cv"  
 cni'uch'h'eqpegtpgf "y kj "cp{ "cur gev'qh'r gtuppcn'uqekcn'ectg"/"ej kf tgp."hco kn{ "  
 dtgcnf qy p."j qo grguupguu."o gpvcn{ "qt"r j { ulecm{ "f kucdnf "r gqr ng."grf gtn{ "  
 r gqr ng"/"dg"dtqwi j v'lpvq"pgy . "wphkfg "uqekcn'ugt xlegu" f gr ctwo gpw'y kj kp'yj g"  
 o clqt "hcecn'cwj qtkkku'cpf "tgur qpukdnq"vq" c"ugr ctcvg"uqekcn'ugt xlegu"  
 eqo o kwgg0<sup>4</sup>""Qpg"o qvxcvkqp"htq"y j g'Ego o kwgg"cr r gctu"vq"j cxg"dggp"y j g"  
 tgo qxcn'qh'ugt xlegu"htqo "O QuJ "y j gp'k'uvcvgf <0kp"y j g"ecug"qh'O gf kecn'  
 Qhlegtu"qh"J gcnj . "o wwnr'o kuwpf gtuvcpf kpi "y kj "uqekcn'y qtngtu"j cu'i qpg"

∴ "FJ UU."Committee of Inquiry into Allegations of Ill-treatment of Patients and Other Irregularities at the Ely Hospital, Cardiff. Report Eo pf "5; 97""Nqpf qp<J O UQ."3; 8; =10 R0O ctv'p."Hospitals in Trouble \*Qzhqtf <DcuklDrceny gm"3; : 6+<. 0"

∴ "Tlej ctf "O Vko wuu."Commitment to Welfare""Nqpf qp<I gqti g"Cngp"cpf "Wpy kp." 3; 8: +322."4320"

∴ "Y gduvgt."NHS, 346/80D{ "3; 8: . "j gcnj "cpf "y ghtctg"cwj qtkkku"go r m{ gf "6.222"y vg" i gpgtcr'uqekcn'y qtngtu."4.222"y vg"o gpvcn'j gcnj "uqekcn'y qtngtu"cpf "52.222"j qo g"j gr u0" Vj g"3; 84"J qur kcn'Rncp'lpf kcvgf "c'i tqy yj "kp'yj g"j qo g"j gr "ugt xleg"htqo "39.84: "vq"45."4: 5" dgy ggp"3; 77"cpf "3; 82""O kpkut { "qh"J gcnj ."Hospital Plan,"32"r ctc059+0"

∴ "Vko wuu"Commitment, : ; /; 20"

∴ "FJ UU."Personal Social Services, 33"r ctu03/50"

uq'ht'cu'v'q'dg'c'uki p~~h~~ecpv'hevt'lp'qwt'qxgtcm'vj kpnkpi "qp'vj g'hwwt'g'uj cr g"  
qh'vj g'uqekn'ugt xlegu<sup>5</sup>:"

"

O QuJ . "dcengf "d { "vj g'DO C "v'kgf . "lp'xclp . "v'g'gukuv'vj gug'ej cpi gu<sup>0</sup>Vj g"  
DO C ~~au~~'p~~k~~klcn't gur qpug'v'vj g'Uggdaj o Tgr qtv'uw r qtv'gf "d { "vj g'Uqekv { "qh"  
O QuJ . "y cu'lp'hcqxwt'qh'nggr kpi "j gcnj "cpf "y grhtg'f gr ctvo gpw'v'qi gj gt "  
wpf gt "vj g'O QJ "qp'vj g'dcuku'vj cv'hy "j gcnj "qt "o gf lecn'r tqdrgo u'f kf "pqv"  
j cxg'c'uqekn'cur gev<sup>6</sup>"Vj g'DO C "Rwdrk "J gcnj "Eqo o kvgg . "cempqy ngf i kpi "  
vj g'f kucut'qwu'ko r cev'qp'r wdrk "j gcnj "f gr ctvo gpw'htqo "vj g'Uggdaj o "  
Tgr qtv'vj gp'v'kgf "v'f gr { "ku'ko r ngo gpv'kqp'wp'v'vj g'j gcnj "ugt xlegu"  
tgqti cplucv'kqp<sup>7</sup>"Vj g'DO C "Eqwpek'lpukv'gf "vj gt g'uj qwf "dg'o gf lecn'  
uw r gtxkukqp'qh'cm'uqekn'y qtm'uqekn'xlegu<sup>8</sup>"~~kp~~ "Hgdwt { "3; 8; "The Medical  
Officer" tgr qtv'gf "c'xkgy "vj cv'vj g'Uggdaj o "pqy ö'uej qqn'qh'vj qwi j v'v'q"  
ko r ngo gpv'vj g'tgeqo o gpv'c'kqp'u'dghqtg'j gcnj "ugt xleg'tgqti cplucv'kqp"  
cr r gctgf "v'q'dg'f gxgr kpi "lp'v'cp'qti cplugf "qr r qukkqp'ci ckpu'o gf lecn'  
ngcf gtuj k'qh'c'eqo dkpgf "v'gco "qh'r tqhgu'kqp'cn'y qtngtu'eqpegtpgf "y kj "  
j gcnj "cpf "y grhtg<sup>9</sup>"Gxgp'vj g'EO Q . "I gqti g'I qf dgt . "v'kgf "v'uggt'vj g"  
Uqekv { "qh'O QuJ "lp'vj g'tki j v'f kgev'kqp'y j gp'j g'uckf <ödgj kpf "vj g'uepgu'K  
v'kgf "v'g'rtuwcf g'vj go "vj cv'vj ku'y cu'c'o kucng'cpf "vj cv'uqekn'y qtm'cu'c"  
f kuekr kpg'o wuv'dg'cmjy gf "v'g'xqrxg'lp'r ctcngn'y kj "cpf "pqv'uwdqtf kpcv'g'v'q"  
o gf lecn'y qtnö<sup>10</sup>:"

"

Vj g'DO C "cpf "Uqekv { "qh'O QuJ "cev'ku'f kf "pqv'y qtn<sup>0</sup>Vj g'I qxgtpo gpv'  
cf qr v'gf "vj g'tgeqo o gpv'c'kqp'u'qh'vj g'Uggdaj o "Eqo o kvgg'v'ugv'w'c'v'p'k'kgf "  
uqekn'y qtm'r tqhgu'kqp . "qr gtcv'kpi "htqo "cp'lpf gr gpv'f gr ctvo gpv'y kj kp "  
mqecn' qxgtpo gpv'y kj "c's wcn'k'kgf "uqekn'y qtngt "cu'F kgev'qt<sup>11</sup>:"Vj ku'ej cpi g . "  
o qtgxgt . "y cu'v'c'ng'r nceg'dghqtg'vj g'r tqr qugf "j gcnj "ugt xlegu'cpf "mqecn'  
cwj qtkv { "tgqti cplucv'kqp<sup>12</sup>"Uggdaj o "rtqxkf gf "vj g'kpcn'v'ki i gt'ht'ej cpi g<sup>0</sup>

<sup>5</sup>"*Ibid.*, 435'r ctc08; 30'

<sup>6</sup>"*The Medical Officer*, "EZZ \*"; "Cwi 03; 8: +2; 2=Y gduvgt. "Vol. II."53: 0'

<sup>7</sup>"DO C "Ctej kxu "Rwdrk "J gcnj "Eqo o kvgg'o kpwgu'3'P qx03; 8: =Gf kqtkn'öTlpi "lp'vj g"  
P gy .ö"*The Medical Officer*"EZZ3"<sup>1</sup>cp03; 8; +<30'

<sup>8</sup>"*Ibid.*"

<sup>9</sup>"*The Medical Officer*, "Gf kqtkn'öJ cuv'gkpi "Uqy n { .ö"EZZK\*9"Hgd03; 8; +<830'

<sup>10</sup>"I 0G0I qf dgt . "öO gf lecn'Qh'kgu'qh'J gcnj "cpf "J gcnj "Ugt xlegu .ö *Community Medicine*": . "  
3"<sup>10</sup>c { "3; : 8+<3/360'

<sup>11</sup>"FJ UU."Personal Social Services, 3; "r ctc08420'

<sup>12</sup>"Y gduvgt. "Vol. II, 5320'



Vj g'O QJ "go r ktg'y cu'pq'hmpu gt'xkcdng'cu'O QuJ 'uqqf 'v'q'ug'y g'o clqt"  
 r ctv'qh'y gk'uchh0Hggkpi u'j cf "ecm gf 'f qy p'd{ 'Cwi wuv'3; 8; . 'j qy gxgt.'cu"  
 O QuJ 'dqy gf 'v'y g'kpgxkcdng0Cp'gf kqtkcnlp'*The Medical Officer*'ucv'g' <

Uqo g'y cvgt'j cu'hmy gf 'w'pf gt 'y g'dtkf i g'ukpeg'y g'tgr qtv'y cu"  
 r wdkuj gf 'cpf 'y g'kpkcn'cpf 'w'pf gtucpf cdng'tgcev'qp'qp'y g'r ctv'  
 qh'r wdrk'j gcmj 'o gf kcn'qh'hegtu'qh'lpf ki pcv'qp'cpf 'y g'v'cnkpi "  
 w'qh'g'pvtgpej gf 'r quk'kpu'j cu'j cf 'c'ej cpeg'v'uko o gt 'f qy p"  
 cpf 'cm'c'o qtg'f kur cuuk'qpcv'xkgy í y g'uko r n' 'kpu'v'y cv'cm'  
 y kpi u'o gf kcn'tgo clp'lp'o gf kcn'j cpf u'cpf 'eqpegf g'y cv'cm'  
 y kpi u'uekqmqi kcn'o ki j v'y gmi q'v'qwt'uekcn'y qtm'  
 eqm'gci wgu' Uggdaj o 'ecm'ht'eqqr gtcv'qp'y kj 'cp'gh'gcv'xg"  
 f gr ctwo gpv'qh'eqo o w'pkv' 'o gf kelpg0<sup>23</sup>"

Vj g'hcnwtg'qh'O QuJ 'v'eqo dcv'y g'Uggdaj o 'ej cpi gu'qpn' 'kpetgcugf 'y g"  
 r gte'g'xgf 'y gcm'pguu'qh'r wdrk'j gcmj 'k'v'y g'g'gu'qh'y g'tguv'qh'o gf kelpg0'  
 "

### Public health's poor standing in medicine

Vj g'ucwu'qh'uecn'cwj qtkv' 'r wdrk'j gcmj 'f qevqtu'eqv'kpwgf . 'y g'tghqtg. 'v'dg"  
 my . 'ch'gcv'pi 'hwt'y gt'tgetwko gpv'lpv'y g'ur gekcn'0'O QuJ 'j cf 'cnu'p'qv"  
 uweeggf gf 'k'wukpi 'y gk'tqngu'v'k'phw'gpeg'eqm'gci wgu'lp'j qur kcn'o gf kelpg"  
 cpf 'i gpgtcnr tce'v'eg0'O (F 0'Y cttecpv'r qkpw'v'v'y g'hcnwtg'qh'o cp{ 'O QuJ 'v'  
 o cng'cp'ko r tguuk'qp'qp'uecn'j qur kcnu. 'f gur kg'j cxkpi 'c'tqng'cu'o go dgtu'qh'  
 TJ Du'qt'J qur kcn'O cpci go gpv'Ego o kwggu'<

Vj gug'tqngu'ctg'p'qv'uwh'he'kpv'v'v'k'phw'gpeg'cv'kwf gu'cpf "  
 w'pf gtucpf kpi 'qh'eqpuwncpv'uchh'qh'j qur kcnu' y j q'j cxg'rk'wng"  
 mpqy r'gf i g'qh'y g'ueqr g'qh'y qtm'qh'y g'O QJ í 0j g'f c' {u'ctg"  
 egt'v'kpn' 'qxgt'y j gp'y g'O QJ 'eqw'f 'ko r qug'j ku'y kn'cpf 'gxgp"  
 j ku'y j ko u'qp'egt'v'k'p'j qur kcnu0<sup>24</sup>"

Rwdrk'j gcmj 'y cu'rk'wng'eqpukf gtgf 'qt'gxgp'w'pf gtuv'qf 0'  
 "

I Ru'eqpegtpu'cdqw'y g'r qv'g'v'kcn'y tgc'v'v'v'y gk'ugt'xlegu'htqo 'uecn'  
 i qxgtpo gpv'eqv'tqn'j cf 'cnu'uwtxk'gf 'k'pcev'lpv'y g'uctv'qh'y g'j gcmj "  
 ugt'xleg0Cm'j qwi j 'y g'j gcmj 'egpvtg'r tqi tco o g'j cf 'dggp'xkgy gf 'cu'c'dqpwu"  
 hqt'y g'O QuJ 'ch'gt'y g'uctv'qh'y g'P J U. 'rk'wng'r tqi tguu'lp'y g'r tqx'kuk'qp'qh'  
 ecr kcn'kpxguo gpv'y cu'o cf g'dghqtg'y g'o kf/3; 82u'y j gp'i qxgtpo gpv'

<sup>323</sup>"*The Medical Officer*. 'Gf kqtkcn', 'EZZ K'37'Cwi 03; 8; +< ; 0'

<sup>324</sup>"O (F 0'Y cttecpv'0Vj g'O QJ 'cu'c'Eqpuwncpv'lp'Rt'gxgp'v'xg'cpf 'Uekcn'O gf kelpg. ö *Public Health*'9; . '4'p03; 87+<84/; 0'

hwpf kpi "kpetgcugf 'cu'c'y c{"qh'r tqo qvki "eqo o wpkv{"ectg0Gxgp'y gp.'y g"  
f gxgnqr o gpv'y cu'o ctngf 'd{'uwur lekqp"qp'yj g'r ctv'qh'I Ru'cpf 'r tqvtcevgf "  
pgi qvkvkpu<sup>325</sup>""Cwcej kpi "j gcmj 'xkukqtu'vq'i gpgtcnr tceveg'y cu'f ggo gf "c"  
uqr 'vq'gcug'I Ru'uwur lekqp<sup>326</sup>""Vko wuu'gxgp'r quwrcvgf 'kp'3; 87'y cvkh'yj g"  
I R'y gtg'vq'vcng"qp'yj g'tqng'qh'eqo o wpkv{"f qevqt'yj gtg'y qwf 'dg'pq'r nceg"  
hqt'yj g'O QJ "cpf 'r wdike"j gcmj 'f gr ctwo gpw0Vj ku'wi i gvkqp'y cu'rcvt 'wugf "  
d{'yj g'I R'eqo o wpkv{"vq'cwcentr wdike"j gcmj ru'tgur qpukdkv{"hqt'yj g'uej qqn"  
j gcmj "ugtyleg"cpf "mqecncwj qtkv{"enkleu<sup>327</sup>""Vj g'vcf kvqpcnr wdike"j gcmj "  
hqewu"qp'r tggpvpqp'y cu'wpf gt'cwcentr tqo 'yj g'r qvgpvkn'hqt'hco kn'f qevqtu"  
vq'dgeqo g'o qtg'qh'c'eqo o wpkv{"f qevqt<sup>328</sup>""I Ru'y gtg'cnu'x{ kpi 'y kj "  
enklecncr wdike"j gcmj "uchh'hqt"oeqptqn"qh'ej kn'y ghtgt'enkleu0J 0Gru"  
Uo kj .'O QJ "kp'Uco hqtf .'y tqvg'vq'yj g'DO C'Rwdike"J gcmj 'Eqo o kwgg"qp"  
47"Qevdgt'3; 87'vq'eqo r mlp'cdqw'yj g'ncn'qh'kpvgi tcvqp'dgw ggp'i gpgtcn'  
r tceveg.'j qur knr'cpf "mqecncwj qtkv{"go r nq{gf 'uchh'cpf 'yj g'hcev'yj cv'yj j knu"  
mqecncwj qtkv{"enkleu'y greqo gf 'hco kn'f qevqtu'vq'y qtnlkp'yj go .'yj gtg'y cu"  
pq'tgekr tqekv{"h'qo 'yj g'hco kn'f qevqt'ugtylegu"qt"j qur knr'o gf kelpg0Vj g{"  
y gtg'o gv.'tcvj gt.'d{'cp'oke{"dcttkt'cv'o cpci go gpv'rgxgn<sup>329</sup>""

<sup>325</sup>"*The Medical Officer*, Gf kqtkn "NZZZ KZ "33"Cr tk13; 75+36; ="Ngy ku." *Wider Context*, : 30"

F gpvkuuTgo wpgtcvkqp"Dqf {0Qpn{ 'kp'heti gt'mqecni qxgtpo gpv'eqwpvku'f kf " O QuJ "cej kxg'v'j g'uco g'ucrt { "cu'c'eqpuwncpv'qt 'I R'r t kpek r cñ<sup>32</sup>: "Vj g'DO C" RwdrieJ gcnj 'Eqo o kvgg.'cv'ku'7'Cr tki3; 87'o ggvpki . "ðeqpukf gtgf 'v'j cv' tgo wpgtcvkqp"eqpvkdwgf "v'v'j g'uj qtvc i g'qh'tgetvko gpv'v'v'j g'o gf lecn' qh'leg'f tcf gñ<sup>32</sup>: Vj gug'f gdcvgu'vqnnr meg'kp'v'j g'eqpvz v'qh'kpetgculpi " wpegtvkv{ 'kp'mqecni qxgtpo gpv'0Cp'cppwcn'kpetgcug'kp"gzr gpf kwg'cv'6' " y cu'j ch'y j cv'mqecni qxgtpo gpv'htgecu'k'pggf gf 'y j kuv'v'j g'hwatg'uj cr g'qh' mqecni qxgtpo gpv'utwewt'g'y cu'wpergt'cu'y cu'v'j g'hwpevkqp'qh'r wdrke"j gcnj " f qevqtu'y kj kp'v'j cv'utwewt'g.'kh'kpf ggf . 'v'j g{ 'y gtg'v'v'j tgo clpñ<sup>32</sup>"O cwf " O gpl kgu.'ur gcnkpi 'cv'v'j g'Uqelgv' 'qh'O QuJ "gk j v'j "cppwcn'u{o r qukw 'kp" 3; 8; . 'o wugf 'v'j cv'kh'v'j g'O QJ "uc { gf 'kp'mqecni qxgtpo gpv'j g'y qwf "dg'c'xgt { " nppgn{ 'o cp'dgecwug'j g'y qwf "pqv'j cxg'cp { "uchh<"ðK q'v'v'j DO C"o ggvpki u" cpf "Kj gct'pqv'j kpi "gug'dw'v'j ku'f tgc f hwn'v'j kpi "cdqwj'j qy 'r qqtñ { "qwr' gqr ng" kp'r wdrke"j gcnj "ctg'dgkpi 'r ckf . 'j qy 'r qqt'v'j g'eqpf kkp'u'qh'ugtxleg'ctgñ<sup>33</sup>"" "

Rtqur gew'ht'r tqo qvqp'y kj kp'v'j g'O QuJ 'r { tco kf cn'go r ktg'ht'v'j g" tgrv'xgn{ 'uo cm'pwo dgtu'qh'Ugpkqt 'O Qu'cpf "cdqyg."cpf 'r tqr qt'v'v'j pcvgn{ " nti g'pwo dgtu'qh'Cuukncpv'F gr w{ 'O Qu'cpf "dgm'y . 'y gtg'r qqt'ht'o gp'cpf " gxgp'y qtug'ht'y qo gp'ht'y j qo "gpv'kpi "mqecni gcnj "cwj qtkk'gu'v'f q'r ctv' vko g'uguukpncn'le'v'y qtm'y j gtg'v'j gtg'y cu'pq'pggf 'ht'c'j ki j gt" s wcn'hecvkp.'y cu'c'y c { "qh'o clpv'kpi "go r nq { o gpv'cpf "qh'tgwtpkpi "v'k'v' chgt'r gtkqf u'cv'j qo g'y kj 'ej krtgpñ<sup>3</sup>; 77.'v'j g'DO C'RwdrieJ gcnj " Eqo o kvgg'pqvgf "c'j ki j 'r tqr qt'v'v'j qh'v'j g'mqecni'cwj qtkv{ "cuukncpv'O Qu" y gtg'y qo gp'wpgtvcn'kpi "xcekpcv'kqp'cpf "o cvgtpkv{ "cpf "kphcpv'y ght'gt" y qtnñ<sup>34</sup>""J qy gxgt.'r tqo qvqp'y cu'uggp'cu'f gr gpf gpv'qp"ðf gcf "o gpau" uj qguð'cpf "f gr wku'y qwf "cwqo cv'ecm{ "dg'cr r qkpv'v'j "v'xcecpv'O QJ " r quuñ<sup>35</sup>"O qtgqxt."ceeqtf kpi "v'q'pgp'kpvgtxky gg'ht'v'j ku'tgugctej . 'c'y qo cp"

<sup>32</sup>: "The Medical Officer."Gf kqtkcn'EZXK\*37'Lwn{ '3; 88+<660Rc { 'y cu'f gr gpf gpv'wr qp'v'j g" uk g'qh'r qr wrcv'kqp'cpf "pwo dgt'qh'cwj qtkk'gu'eqxgtgf 0"

<sup>32</sup>: "DO C'Ctej kgu.'RwdrieJ gcnj 'Eqo o kvgg'o kpwgu.'; 'Cr tki3; 870'

<sup>33</sup>: "Y gdugt."Vol. II, 3; 8=The Medical Officer."Gf kqtkcn'ðRwdrieJ gcnj 'kp'v'j g'F qrf two u.ð EZXK\*39'O ctej '3; 89+<3590'

<sup>33</sup>: "LE0Uy ch'grf . 'ðVj g'O qJ 'kp'Nqecni qxgtpo gpv.ð": 5.'8"Public Health"\*8'Ugr v03; 8; < 4; 5/5270'

<sup>34</sup>: "DO C'Ctej kgu.'RwdrieJ gcnj 'Eqo o kvgg'o kpwgu'45'Ugr v03; 770"

<sup>35</sup>: "O lej cgn'F 0Y cttgp'cpf 'Lcp'Eqqr gt. 'ðNqecni qxgtpo gpv'O gf lecn'Uchhð"The Medical Officer"33: '\*35'Qev03; 89+<3: 7/; 40'

y qwf 'pqv'i gv'c'ld'cj gcf 'qh'c'o cp'kh'y gtg'y cu'c'o cp'lp'y g'twppkpi 0<sup>336</sup>"Hqt"  
 y qug'pqv'wpf gtwnkpi 'r wgn' 'enplecnf wkgu.'82' "qh'y j qo 'y gtg'y qo gp."  
 y gtg'y cu'cm qu'pq'ectggt'r tqi tguakp'cv'cm0"Y kj qw'j ki j gt's wcnk~~h~~ecvkapu"  
 y g' 'eqwf 'qpn' 'tkug'v'y'j g'Ugpkqt'O gf lecn'QHhlegt"UO Q+i tcf g0<sup>337</sup>"Vj g"  
 O Y H'lp'ku'f tch'gxkf gpeg'v'y'j g'Tq{cn'Ego o kuakp'qp'O gf lecn'  
 Ego o kuakp.'eqo o gpv'f 'y cv'necn'cwj qtkkgu'y gtg'uckf 'v'r tghgt'hwn'vko g"  
 uch'hqt'cf o kpkntcvkxg'tgcuqpu0Y j gtg'uch'h'y gtg'go r m{gf "qp'c'ugaukqpcn'  
 dcuku.'y gtg'y cu'wucm' 'pq'ugewkv' 'qh'v'pwtg0<sup>338</sup>'F t'Rctngt.'O QJ 'hqt"  
 Dtki j vqp.'eqo r nkp'gf 'v'y'j g'DO C'Rwdne"J gcnj 'Ego o kvgg'y cv'y gtg'y cu"  
 pq'pvcvqpcn'pgi qvkvpi 'o gej cpluo 'hqt'r tqxkf kpi 'hqt'j ch'vko g'ucrtkgu"  
 vqi gj gt'y kj 'r gpukp'tki j w<"

Kh'y g'ctg'v'tgvclp'lp'i qqf 'r wdne"j gcnj 'r tceveg'c'pwo dgt'qh"  
 gzegmpv'o gf lecn'y qo gp'y g'uj qwf 'dg'cdng'v'etgf kv'y go 'y kj "  
 {gctu'qh'r ctv'vko g'ugt'xleg0Y j gp'o cttkgf 'y qo gp'i q'r ctv'vko g"  
 pq'eqp'v'p'kw' 'ku'r quukdg'cpf 'r tgxkqwu'gpv'vko gpv'v'c'r gpukp"  
 rcr ugu0<sup>339</sup>""  
 "

F gur kg'r qqt'vgo u.'r wdne"j gcnj 'y cu'ukm'eqpukf gtgf 'c'wughw'itqwg'hqt"  
 o cttkgf 'y qo gp'f qevqtu0Cp'gf kqtkcnlp'*The Medical Officer* kp'3; 86.'pqv'f "  
 y cv'or wdne"j gcnj 'r tqxkf gu'qr r qtwpkkgu'hqt'r ctv'vko g'y qtm'hqt'o cttkgf "  
 y qo gp'f qevqtu'y j lej 'y g'qv'j gt'y q'dtcepej gu'j cxg'pqv'f gxgnr gf 'v'y'j g"  
 uco g'gzv'p'v'K'qh'gtu'v'y'j qug'y j q'ncv't'cng'hwn'vko g'\*r quu'qr r qtwpkkgu"  
 hqt'r tqo qv'qp'v'ugpkqt'cf o kpkntcvkxg'r quu0<sup>33</sup>: "K'y cu'qh'ngu'lpv'gtgu'v'q"  
 ukpi ng'y qo gp'f qevqtu'cu'y'j g'DO C'Rwdne"J gcnj 'Ego o kvgg'ej ckto cp"  
 ucv'gf <"

Hqt'uqo g'vko g'Kj cxg'dggp'eqpxlpegf 'qh'y g'i tgc'v'f k~~h~~hewm' 'lp"  
 tgetwklpi 'f qevqtu'y kj 'y'j g'pgeguuct { 's wcnk~~h~~ecvkapu'hqt'r quv'qh"  
 Ugpkqt'O gf lecn'QHhlegt.'r ct'v'w'ctn' 'cu'y gtg'ctg'uwej 'gzegmpv'  
 qr gplpi u.'t'gcf kn' 'cxckcdng.'lp'y'j g'j qur kcn'ugt'xlegu'cv'c'j ki j gt"  
 ucrt { 'hqt'ur gekrkuv'f qevqtu'lp'r cgf kv'leu'cpf 'r u{ej kv {0Vj g"  
 uw'r n' 'qh'y qug'gzegmpv'ulpi ng'y qo gp'f qevqtu'y j q'j cxg'hqt"  
 o cp { " { gctu'dggp'go r m { gf 'cu'Ugpkqt'O gf lecn'QHhlegt'u'hqt"  
 o cvgt'p'v' 'cpf 'ej kf 'y ghtctg'lp'uej qqu'ku'twppkpi 'uj qt0<sup>33</sup>: ""  
 "

<sup>336</sup>"K'vgtxky gg"J 'r gtuqpcn'eqo o wplecvkq"37 B44237"

<sup>337</sup>"Y cttgp'cpf 'Eqqr gt.'*Local Government Medical Staff*, 3: 71; 40'

<sup>338</sup>"O Y HCtej kgu.'UC IO Y HHH4 B.'*Royal Commission on Medical Education 1965-6. Draft Evidence Prepared by the MWF.*"

<sup>339</sup>"DO C'Ctej kgu.'Rwdne"J gcnj 'Gzegw'xg'Ego o kvgg'o l'pwgu': 'Hgd03; 930'

<sup>33</sup>: "*The Medical Officer*, Gf kqtkcn'0Vj g'Rwdne"J gcnj 'Ugt'xleg.0'EZ K'5'Ln' 3; 86+<50'

<sup>33</sup>: "DO C'Ctej kgu.'Rwdne"J gcnj 'Ego o kvgg'o l'pwgu'44'Qev03; 870'

C"DO C"Rwdnle"J gcnj "Eqo o kwgg'r cr gt'qp'yj g'r wdrle"j gcnj 'ugt xleg'lp'3; 86" eqpukf gtgf "c'ng{ 'hcevt'eqpvkdwkpi "vq'yj g'uj qtwci g'qh'tgetwko gpv'cv'O Q" i tcf gu'y cu'yj cv'o gf lecn'uwf gpw'j cf "c'r qqt'ko ci g'qh'r wdrle"j gcnj "cu'c"ö; " vq'7ö'lqd'qh'pq'r ct vkwrt'lpvgtgux."y j qug'hwwt g'y cu'wpegt vcp'y kj 'tgi ctf "vq" o qxgu'vq'lpetgcug'I R'r ct vkr c'vqp'lp'kphcpv'y grhtg'y qtnö<sup>342</sup>"Ceeqtf lpi "vq" ILOCT gkf .öt getwko gpv'f kHlewngu'j cxg'yj gkt'ghhev'qp'yj g'v' r g'qh'y qtn' ecttkgf "qwd'd{ 'mqecn'j gcnj 'f gr ctwo gpw'cpf 00'yj ku'uqo g'ko gu'cr r gctu'vq'dg" f wnc'pf "wptgnc'v'f"qt "gxgp'ktgrgpcp'v'vq'ewtgpv'pggf uö"<sup>343</sup>""

"

Lqj p'O c f f kuqp'eqo o gpv'f "lp'3; 87'yj cv'yj g'ekplecn'r ctu'qh'yj g'tqrg'y gtg" tgi ctf gf "cu'ht lpi g'o gf lekpg"öj grf "lp'uwur lekqp'd{ 'y' g'kppgt'ekeng'qh" qt vj qf qz {ö<sup>344</sup>"Rwdnle"j gcnj 'y cu'cnu'lp'cf gs wcvgn{ 'vwi j v'cv'o gf lecn'uej qqm' C'uwtxg{ 'd{ 'y' g'DO C"Rwdnle"J gcnj "Eqo o kwgg'lp'3; 87'hqwpf . 'hqt" gzco r rg. "qpn{ 'hqt'qwd'qh'34"Nqpf qp'o gf lecn'uej qqm'j cf "lgewtgtu'cdrg'vq" vgej 'r wdrle"j gcnj "cpf 'r tggpvc'xg'uqekn'o gf lekpg"öcpf "Nqpf qp'uej qqm' ctg'tgur qpukdrg'hqt'v'clp'kpi 'pgctn{ 'j crh'yj g'eqwpt {ö'f qevqtuö<sup>345</sup>""

"

Vj g'ur gekn{ 'j cf . 'y' gtghqtg. "dgeqo g'f qy p/i tcf gf ö<sup>346</sup>"K'y cu. "lp'c f f kkp." j ctf 'hqt'o gp'cpf 'y qo gp'lp'r wdrle"j gcnj "vq'qdvcp'c"j ki j gt's wcnhlec'vqp." guugpkn'hqt'r tqo qvqp0Vj g'I qqf gpqwi j "Eqo o kwgg'qh'3; 66."guvdrkuj gf " vq'hqnm'cv'o gf lecn'gf wecvqp'tgs vktgo gpw'lp'yj g'pgy "j gcnj 'ugt xleg." tgeqo o gp'f gf "y' cv'O QJ 'r quu'tgs vktgf "c'r g'kqf "qh'r quu' tcf wcv'v'clp'kpi " cpf "gzr g'kpeg'qh'hqwt'vq'h'xg" { gctu'chvgt 'hwn'tgi kntcvqpö<sup>347</sup>"Vj gtg'y cu'c" uj qtwci g'qh'r c'f "lwpkqt'r quu."j qy gxgt. "y j knv" { qwpi "f qevqtu'qdvcp'gf " s wcnhlec'vqp'lp'r wdrle"j gcnj <öy g'o clqtk{ "qh'F kr nqo c'lp'Rwdnle"J gcnj " ecpf kf cvgu'j cxg'vq'h'xg'hqt'c" { gct'qp'yj gkt'ucxkpi u'\*qt'yj gkt'r ctgpwö"

<sup>342</sup>"DO C'Ctej kxgu.'Rwdnle"J gcnj "Eqo o kwgg'o l'pwgu"; 'Cr tkl'3; 87.'kgo "36: 0"

<sup>343</sup>"Tgkf ."Future Public Health, 654/60"

<sup>344</sup>"Lqj p'O c f f kuqp.öVj g'Rwdnle"J gcnj "Ugt xleg'cu'c'Ectgg.öThe Medical Officer EZKX"4" Lwn{ "3; 87-<5/60"

<sup>345</sup>"DO C'Ctej kxgu.'Rwdnle"J gcnj "Eqo o kwgg'o l'pwgu"; 'Cr tkl'3; 870"

<sup>346</sup>The Medical Officer, "Gf kqtkcn'EXKK\*8'Lwn{ "3; 84-<3. 'pqv'f "y' cv'vq'dli "c'r tqr qv'vqp'qh" y qw'f/dg'gpv'cpw'vq'lwpkqt'r wdrle"j gcnj 'r quu'y gtg'y kj qw'cp { 'r quu' tcf wcv'f kr nqo cu'qt" j ki j gt's wcnhlec'vqpö"

<sup>347</sup>"O l'pknt { "qh'J gcnj ."Goodenough Committee."43; 0"

tguqwtegu+y j kg"vj g{ 'y qtnlht"vj gk" fkr mō c"cpf "gxgp"j cxc"vq"cr r n{ "vj gk"  
qy p"wkxqp"hggu<sup>348</sup>"

"

Qpg"kpvtxlgg gg"ht"vj ku'tgugctej 'y qtngf "ht"vy q/vj kf u'ucrt { "cpf 'f'k' 'vj g"  
fkr mō c'r ctv'ko g'cvj gt"qy p"gzr gpug<ōh" { qw'f'kf pō'f'q'k' { qw'y gtg'uwen'cu"  
c'enkplecn'ō gf lecn'qhlhgt"ad infinitum<sup>349</sup>"kp"eqpvtcu"vq"vj g"j qur kcn'ugt'xleg"  
y j gtg'lwpkqt" f'qevqt"v'clp'kpi "r quw'y gtg'hw' { "ucrt'kgf . "mecn' qxgtpo gpv'f'k' "  
pqv'j cxc'hw'p'kpi "vq"r c { "f'qevqtu'lp"v'clp'kpi "cnj qwi j "uqo g'mecn'cwj qtk'kgu"  
f'k' "qhlht"eqpvtcew'ht"r quw. "eqo d'k'kpi "enkple"qt'uej qqn'j gcnj "y qtnlht"  
vj tgg" { gctu'y kj "ko g'qhl"vq"eqo r ngv"vj g'eqwtugu<sup>34</sup>: "C"DO C'r cr gt"vq"vj g"  
P qxgo dgt"3; 85"eqphgtgpeg"qh'r wdrlē"j gcnj "ō gf lecn'qhlhgtu'ecmgf "ht"  
wpl'kqto k' { "kp"mecn' qxgtpo gpv'r tce'v'kg' t'gnc'v'kpi "vq"eqwtugu"qh'uww { "rgcf kpi "  
vq'tgeqi plugf "r quw tcf w'v'g's wcn'h'ecv'kpu. "uggn'kpi "92" "r c { o gpv'qh'ucrt { "  
ht"hw'v'ko g'qt'r ctv'ko g'eqwtugu<sup>34</sup>: "O Y H'f' tch'gxkf gpeg"vq"vj g" Tq { cn'  
Eqo o k'k'qp"qp"O gf lecn'Gf wecv'kqp"go r j cukuf "vj g'pggf "ht"v'clp'gguj kr u'lp"  
mecn' qxgtpo gpv'qp" c"hw'v'qt'r ctv'ko g'dcuku'y j kēj "kpen'f'gf "cp"gzr gev'cv'kqp"  
vj cv'vj g'f'kr mō c'y qwf "dg"qdv'kpgf "vq"j gr "tgo qxc'vj g'vci "qh'co cv'wt'kuo <sup>352</sup>"  
Vj g'O Y H'j cf "dggp"cev'x'g'lp"vj g'gctn { "3; 72u'lp"r tqo q'v'kpi "ceegu"vq"eqwtugu"  
ht"y qo gp"O Qu"cpf . "d { "3; 85. "c'pwo dgt"qh'wpl'x'gtu'k'kgu"tcp"vj go "qp" c'r ctv'  
ko g'dcuku<sup>353</sup>: "Vj g'DO C'Rwdrlē"J gcnj "Eqo o k'v'gg'y cu'cnuq"cu'kf wqwu'lp"  
r tgu'kpi "eqwpv { "eqwpeknu"vq"cnjy "cu'k'ncpv'O Qu"vq"wpf gt'v'cng"eqwtugu"uq"vj cv'  
vj g { "eqwf "uk"vj g'F'kr mō c'lp"Rwdrlē"J gcnj "gzco kpcv'kqp<sup>354</sup>"Cu" c't'guwn. "c"  
pwo dgt"qh'y qo gp"lp"r wdrlē"j gcnj . "ō clpn { "vj qug'y qtn'kpi "hw'v'ko g'cv'vj g"  
ō qtg'ugp'kqt'rgx'gnu"cpf "uggn'kpi "vj g'rko kgf "r tqo q'v'kqp"qp"qhlht"vq"  
cf o k'k'v'c'v'x'g'rgx'gnu. "y gtg'cdrg"vq"v'cng'wr "vj gug"qr r qt'wpl'k'kgu"uq"vj cv. "d { "  
3; 89. "qpg/vj kf "qh'vj go "j cf "ō cpci gf "vq"i clp"vj g'f'kr mō c<sup>355</sup>"Vj ku'y cu'vq"dg"

<sup>348</sup>"Public Health, Gf kqtkcn"ōF'kr mō c.ō'96.'9"Cr tki'3; 82+<463/50'

<sup>349</sup>"kpvtxlgg gg"J "r gtuqpcn'eqo o wplecv'kqp"37 B4 42370'

<sup>34</sup>: "DO C'Ctej k'gu'Rwdrlē"J gcnj "Eqo o k'v'gg'ō k'pwgu"36"Qex'03; 870'

<sup>34</sup>: "DO C'Ctej k'gu'Rwdrlē"J gcnj "Eqo o k'v'gg'ō k'pwgu"; "Cr tki'3; 860'

<sup>352</sup>"O Y H'Ctej k'gu. "UC IO Y H'4 B. "Royal Commission on Medical Education 1965-6.

Draft Evidence Prepared by the MWF0'

<sup>353</sup>"DO C'Ctej k'gu. "Rwdrlē"J gcnj "Eqo o k'v'gg'ō k'pwgu"43"Ugr v'03; 73="DO C'Ctej k'gu."  
Rwdrlē"J gcnj "Eqo o k'v'gg'ō k'pwgu". "O ctej "3; 85. "pq'v'gf "vj cv'lp"3; 83. "cetqu"vj g'WM'9: "ō gp"  
cpf "4; "y qo gp"cv'gpf gf "eqwtugu"

<sup>354</sup>"DO C'Ctej k'gu. "Rwdrlē"J gcnj "Eqo o k'v'gg'ō k'pwgu"46"P qx'03; 830'

<sup>355</sup>"Y cttgp. "Genesis of Community Medicine, 46="Y cttgp"cpf "Eqqr gt. "Local Government  
Medical Staff, 3: 7/; 4093" "qh'ō gp'y qtn'kpi "lp"r wdrlē"j gcnj "j cf "vj g'f'kr mō c'0'

ko r qtvcpv'lp'gputw'kpi 'c'wduwcpv'knpwo dgt'dgeco g'grki kdr'ht'r tqo qv'kp'v'q'  
eqpuwncpv'ucwu'lp'y g'3; 96'y gcmj 'ugtxleg'tgqti cplucv'kp0'

"

Vj g'tguwn'qh'qxtcm'r qqt'tgetwko gpv'v'q'y g'ugtxleg'y cu'uwo o ctkugf 'lp'cp"  
gf kqtkcn'lp'3; 87'lp'*The Medical Officer*. y j lej 'dgo qcpgf 'y g'hcev'y cv'y gtg"  
y gtg'pqy 'qpn' 'y tgg'v'q'hqwt'cr r necv'kpu'ht'ugpkqt'qt'f gr ctwo gpwn'r quu"  
y j gp'lp'y g'r cuv'y gtg'y qwf 'j cxg'dggp'f q' g'p'356'"Ceeqtf kpi 'v'cp"  
kpvtxky gg'ht'y ku'tgugctej . 'r wdrle'j gcmj 'i qv'y g'y qtuvt'getwku. 'ucpf ctf u"  
j cf 'f gi gpgtcvgf 'cpf 'y g'o gf lecn'r tqhgukqp'cuqekvgf 'r wdrle'j gcmj 'y kj "  
ugy gtu'357'"Tqugo ct { 'Twg. 'ncvt'v'q'dgeqo g'y g'htuv'hgo cng'r tgu'f gpv'qh'y g"  
HEO. 'tghgtgf 'v'r wdrle'j gcmj 'lp'y g'3; 82u'cu'c'of { kpi 'dtcpej 'qh'o gf lecn'  
r tceveg'358'"Vq'o cng'o cwgtu'y qtug. 'y g'Fkr mo c'lp'Rwdrle'J gcmj . 'qpeg"  
j gtcnf gf 'cu'cp'gzgo r nct's wcn'lec'v'kp'j cf 'kugrh'dgeqo g'ugtkwun' "  
f kuetgf kgf '359'"Tqugo ct { 'Twg. 'ht'gzco r ng. 'wr qp'gpvt'kpi 'r wdrle'j gcmj . "  
y cu'cf xkugf 'pqv'v'q'f q'k'u'uj g'f k'f 'y g'Fkr mo c'lp'Ej kf 'J gcmj 'kpugcf '35: "  
Vj gtg'y gtg'cnq'eqpegtpu'y cv'y g'I O E'y qwf 'pq'npi gt'tg'v'kp'y g'fkr mo c"  
cu'c'ucwqwt { 's wcn'lec'v'kp'ht'O QuJ '35: '"Hcm'kpi 'tgetwko gpv'v'q'v'q'eqwt'g"  
qh'uqo g'eqwtugu'0Qpg'v'p'k'gtuk' { 'f gr ctwo gpv'j cf 'c'it'gcf { 'f k'ueqp'v'p'wgf 'ku"  
fkr mo c'eqwtug'lp'3; 82'y tqwi j 'ncm'qh'f go c'pf '362'"

"

TJ D'UCO Qu'y gtg'cnq'j grf 'lp'hqy 'tgi ctf 'd { 'o gf lecn'eqmgci wgu'0*The*  
*Lancet*'f gxqvgf 'c'ngcf kpi 'ct'v'eng'v'q'y g'ur gekcm' 'qh'o gf lecn'cf o k'p'k'v'v'kp'lp"  
3; 87. 'gu'ko cv'kpi 'ht'y g'43'TJ Du'lp'Gpi rcpf 'cpf 'Y cngu'y gtg'y gtg'372"  
uch'h'cpf 'ucv'kpi <'ocv'r t'gugpv'y g'o gf lecn'cf o k'p'k'v'v'qt'ku'pqv'j grf 'v'q'dg'c"  
ur gekcn'v'd { 'j ku'eqmgci wgu. 'd { 'nc { 'cf o k'p'k'v'v'qtu'qt'd { 'r tqhgukqp'cn'  
vg'ej p'lecn'uch'h'0J g'j cu'pq'ht'o cn't'v'k'kpi 'cpf 'pq'tgeqi p'kugf 's wcn'lec'v'kp'0'"

<sup>356</sup>"*The Medical Officer*. 'Gf kqtkcn'öVj g'Rwdrle'J gcmj 'Ugtxleg. ö'EZKX'4'Lwn' '3; 87+<3/40'

<sup>357</sup>"kpvtxky gg'N'r gtuqpcn'eqo o v'p'lec'v'kp'37B242360'

<sup>358</sup>"F co g'Tqugo ct { 'Twg'lp'kpvtxky 'y kj 'O cz'Dn'v'j gt. 'kpvtxky 'KQ'Zzhqtf <'y g'TER'cpf "  
Qzhqtf 'Dtqqngu'Wp'k'gtuk' 'O gf lecn'Uel'p'egu'Xkf gq'Ctej k'g'O UXC'33549. 'P qx03; ; 7-40'

<sup>359</sup>"kpvtxky gg'N'r gtuqpcn'eqo o v'p'lec'v'kp'37B242360'

<sup>35</sup>"F co g'Tqugo ct { 'Twg. *Interview II*."

<sup>35</sup>"Vj g'O gf lecn'QH'egt. "*Public Health in the Doldrums*, 3590'

<sup>362</sup>"Rwdrle'J gcmj . "*Diploma*: 463/50'

C'hgy "lqkpgf"i gpgtcn'eqwtugu'kp'r nppkpi 'cpf "o cpci go gpv0C'pwo dgt'o c{ " j cxg"j cf "y g'F k nqo c 'kp'Rwdrke"J gcnj "dw'y ku'y cu'f ggo gf "qh'hwg" tgrxcpeg"vq"y gkt'tqng<sup>363</sup>" "

### Finding a new place for public health doctors

K'j cf . 'y j gtghgtg. "dggp"ergct'ltqo 'y j g'gctn{ '3; 82u'y cv'mqecnl'cwj qtkv{ 'j gcnj " f gr ctwo gpw'y gtg'pqv'f gnxgtkpi 'y j cv'y cu'gxr gev'f "qh'y go 0"Vj g{ 'j cf 'pqv' hwn{ "go dtcegf . 'hqt" c'pwo dgt "qh'tgcuqpu'pqv'cm'qh'y gkt"qy p'o cnkpi . 'pgy " r qrk{ 'ci gpf cu'qt'pgy 'y j kpnkpi . 'y j g{ 'y gtg'pqv'j ki j n{ 'tgi ctf gf "gkj gt'y kj kp" mqcni qxgtpo gpv'ektengu"qt'y kj kp'y g'tguv'qh'o gf lekpg0Tgetwko gpv'y cu" r qqt'lpvq'y g'r wdrke"j gcnj "ugt'xleg"cpf "o qtcng'my 0Vj g'guvdrkuj o gpv'qh" wplk'gf "uqecnl'ugt'xlegu" f gr ctwo gpw'o gcpv'ej cpi g'y cu'kpgxkcdng0"Hqt'y j" nti g'pwo dgtu'qh'y qo gp'r wdrke"j gcnj "f qevqtu'lp'y g'o kf/3; 82u'y ku'o gcpv' wpegtvcpv{ 0Vj g'mqecni qxgtpo gpv'r wdrke"j gcnj "ugt'xleg. "dgecwug"qh'ku" wpr qr wctkv{ 'y kj "y j g'tguv'qh'o gf lekpg"cpf "dgecwug'k'qh'gtgf "r ctv'ko g" qrr qtwpkkgu. 'y cu'ukni'c'tlej "hgrf" hqt'y qo gp'y kj qw's wcn'hec'v'kpu'dg{ qpf " o gf lecn'tgi kwtcvkp'y j q'y cpv'gf "en'plecn'uguukqpcn'y qtn0"O quv'y qwf "j cxg" gpv'gtgf "hqt"eqpxgpkpeg'tcvj gt'y cp'c'r cuukqp'hqt'r wdrke"j gcnj "y j lej "y qwf " o ctn'qww'pgy gt'tgetwku'lp'y g'r'vgt'3; 92u0C'pwo dgt "qh'lpvgtxkgy ggu'hqt" y j ku'tgugctej 'lpkklcm{ 'f t'k'gf 'lpvq'r wdrke"j gcnj "lp'y g'r'vgt'3; 82u'dgecwug'pq" j ki j gt's wcn'hec'v'kpu'y gtg'tgs wktgf "cpf 'k'y cu'gcu{ "vq"qdv'kp'uguukqpcn'y qtn' qp" c'r ctv'ko g'dcuku<sup>364</sup>"Nmg'y g'tguv'qh'o gf lekpg'cv'y g'vko g. 'y qo gp'r wdrke" j gcnj "f qevqtu"j cf . 'j qy gxgt. 'pq'xqleg"cpf "y gtg'pqv'kphwgpv'cn'qp" uwdugs wgpv'f gekukpu'vcnpg0"Dgecwug'y gtg'y gtg'xgt{ "hgy "y qo gp'cv'y g" O QJ 'hgxgn'y g{ 'y gtg'pqv'lp'gxkf gpeg'lp'y g'r qrk'lecn'f gekukpu'cdqww'y gkt" hwwtg'y j lej "y gtg'rgf "d{ 'y j g'Uqelgv{ "qh'O QuI . 'y j g'DO C'Rwdrke"J gcnj " Ego o kwgg'qt'y j g'öHqwpf kpi "Hc'y gtuö"qh'y j g'HEO 0"

Hqmy kpi 'y j g'Uggdaj o 'ej cpi gu. 'y j g'j wpv'y cu'qh'pgeguukv{ "qp'vq'hkpf "c" uc'v'k'cev'gt{ 'uqnw'kqp'hqt'y j g'f go qtcn'ugf "mqecni qxgtpo gpv'r wdrke"j gcnj " f k'ekr n'pg. 'utkr r gf "qh'o cp{ "qh'ku'hwpev'kpu0"Cnj qwi j "d{ 'hct'y j g'rcti guv'

<sup>363</sup>"The Lancet."Ngcf kpi "Ct'veng. "öVj g'Ur gekn{ "qh'O gf lecn'Cf o kpkwtcvkp.ö"4: 7. '95; 9 \*7" Lxp'g'3; 87+234280'

<sup>364</sup>"K'vgtxkgy ggu'D. "J "cpf "K'gpv'gtgf "r wdrke"j gcnj "lp'y j g'3; 82u'cu'c'r qqt'ugeqpf 'ej qleg0' Rgtuqpcn'eqo o wplecv'kpu"P qx04232. "37 B4 4236"cpf "33 B3 42360'



ugevqt. 'r wdne'j gcnj 'f qevqtu'y gtg'cnuq'necevgf 'y kj kp'yj g'hqwtvggp 'TJ Du'  
 wpf gt 'UCO Qu'cpf 'y kj kp'yj g'F gr ctwo gpv'qh'J gcnj 'cpf 'cwgo r w'vq"  
 eqo dlp'g'ucvukcevtkn{ 'uch'h'itqo 'y gug'f'hhgtgpv'y qtnhqtegu'r tqxgf "  
 r tqvtcevgf 'cpf 'f'hhewn'OK'y kn'dg'cti wgf 'y g'eqo r tqo kugu'HEO 'o cf g'kp"  
 ugw'kpi 'wr 'y g'pgy 'ur gekcn{ 'qh'eqo o wpk{ 'o gf lekp'g.'eqo dlp'gf 'y kj 'c"  
 wtdwrgpv'r gkqf 'y j kuv'yj g'ur gekcn{ 'ugewt'gf 'ku'r r'ceg'cpf 'tqrg'y kj kp'c"  
 tgqti cplugf 'j gcnj 'ugt'x'leg.'y gtg'vq'dgpg'h'v'y g'ectggtu'qh'yj qug'yj q'dgeco g"  
 eqo o wpk{ 'o gf lekp'g'ur gekcn'kuu.'y qo gp'cu'y gm'cu'o gp.'tcy gt'yj cp'yj g"  
 O Qu'f 'y j q'dqtg'yj g'dtwpv'qh'pgi qv'k'kpi 'cpf 'yj gp'ko r rgo gp'kpi 'yj g"  
 ej cpi gu'0""

"

Vj gtg'y gtg'f gdcv'gu'pqv'qpn{ 'cdq'w'yj cv'hqto 'y g'pgy 'f'kuekr n'p'g'uj q'wrf "  
 v'cng.'dw'cdq'w'r tkqt'k'kgu'hqt 'ku'tqrg'cpf 'y j gtg'k'eqwrf 'dgu'v'o cng'ku"  
 eqp'v'kdw'k'p'0'Vj g'3; 87/: 'Tq{cn'E'qo o k'uk'q'p'p'O gf k'ecn'Gf w'ecv'k'p'kp"  
 Gpi r'p'f 'y cu'yj g'h'ituv'cwj qtk'c'v'x'g'f'qewo gpv'vq'tgr q'tv'qp'yj g'ucv'g'qh'r wdne"  
 j gcnj 'o gf lekp'g'cpf 'vq'o cng't'geqo o gp'f'cv'k'pu'qp'ku'h'w'w'g'd{ 't'g'k'p'x'gp'v'k'p'  
 cu'oeqo o wpk{ 'o gf lekp'g.'o'y kj 'c'engct'r qr w'ecv'k'p'j gcnj 'r r'p'p'kpi 'tqrg'cpf "  
 y kj 'ku'qy p'r tq'h'gu'k'p'cn'dqf {0<sup>65</sup>""K'y cu'cy ctg'qh'w'puc'vukcevt{ "  
 tget'w'ko gpv'cpf 'yj g'pggf 'vq'c'wt'cev'j ki j 'ecn'dtg'f'qevqtu'kp'v'r wdne'j gcnj 0"  
 k'p'n'p'g'yj kj 't'geqo o gp'f'cv'k'pu'vq'ko r tqx'g'uc'p'f'ctf u'cpf 't'gf w'eg'j cr j c| ctf "  
 xct'k'v'k'p'kp'r qu'i tcf w'cv'g't'c'k'p'kpi 'cet'qu'f'kuekr n'p'gu.'k'yj g't'gh'qt'g'cf x'qec'v'g'f "  
 hqt'eqo o wpk{ 'o gf lekp'g'yj g'k'p'v'q'f w'ecv'k'p'qh'yj tgg'g'g'ct'v'qh'i gp'gt'cn'  
 r tq'h'gu'k'p'cn't'c'k'p'kpi 'h'q'm'y gf 'd{ 'y'q'g'g'ct'v'qh'x'qec'v'k'p'cn't'c'k'p'kpi 'd'gh'qt'g'  
 ur gekcn'v't'gi k'ut'c'v'k'p'yj kj 'y'g'I O E'cu'eqo o wpk{ 'o gf lekp'g'ur gekcn'kuu"  
 eqw'f'dg'q'd'v'k'p'gf 0'C'r tq'h'gu'k'p'cn'dqf {.'y j k'ej 'eqw'f'dt'k'p'i 'v'qi g'yj gt'cm'  
 r wdne'j gcnj 'cpf 'cecf go k'e'k'p'v'gt'guu.'y cu'p'ggf gf 0'Vj g'Tq{cn'E'qo o k'uk'q'p"  
 eqp'k'f'gt'gf 'yj cv'ot'g'r'v'x'g'n' 'h'gy 'f'qevqtu'y kn'dg'p'ggf gf 'gcej ''{ gct'hqt"  
 r qu'i tcf w'cv'g't'c'k'p'kpi 'kp'eqo o wpk{ 'o gf lekp'g'dw'yj qug'c'wt'cev'g'f'o wuv'dg'qh'  
 j ki j 's'w'cr'k'v'ö'lg k'v'hqt'gucy 'c'o w'ej 'uo cngt'f'kuekr n'p'g'kp'h'w'w'g'0<sup>66</sup>""Vj g'Tq{cn'  
 E'qo o k'uk'q'p'f'gh'p'gf 'eqo o wpk{ 'o gf lekp'g'cu'yj g"

ur gekcn{ 'r t'cev'k'ugf 'd{ 'gr k'f go k'q'm'i kuu'cpf 'cf o k'p'k'ut'c'v'qtu'qh'  
 o gf k'ecn'ugt'x'legu.'hqt'gzco r ng'o gf k'ecn'qh'h'egtu'qh'ne'cn'

<sup>365</sup>Vqf f 'Tgr qtv.'Medical Education.'88/: 0

<sup>366</sup>Ibid., 89'r ctc03570

cwj qtkkku."egpvtcn'qt"qvj gt'hqecn'i qxgtpo gpv'f gr ctwo gpw."   
 j qur kcn'dqctf u'qt'kpf wut { "cpf "d { "uchhu"qh'v'j g'eqtgur qpf kpi "   
 cecf go le"f gr ctwo gpw0K'ku"eqpegtpgf "pqv'y kj "v'j g'tgcwo gpv'qh"   
 kpf kxkf wcn'r ckgpu"dw'y kj "v'j g'dtqcf "s wgnkpu"qh'j gcnj "cpf "   
 f kugcug'kp."hqt"gzco r ng."r ctvkwet'i gqi tcr j kcn'cpf "   
 qeewr ckgpcn'ugev'kpu"qh'v'j g'eqo o wpkv{0<sup>67</sup>"

"

Ceeqtf kpi "v'Y gduvgt."v'j ku'y cu'v'j g'hkpcn'tgeqi pkkqp"v'j cv'v'j g'O QJ "ökp"j ku"   
 v'cf kkgpcn'hqto "y kj "dqj "enkpcn'cpf "cf o kpkmtcv'xg'hmpv'kpu"o c { "y gmi"   
 f kucr r gct"eqo r ngvgn{0<sup>368</sup>"Vj g'T gr qtv'uko wv'v'f "o qxgo gpv'v'qy ctf u'v'j g"   
 dkt'v'j "qh'eqo o wpkv{ "o gf kelpg0Vj g'tgur qpug'v'j g'Tq { cn'Eqo o kkkqp'tgr qtv'   
 y cu'i gpgtcm{ "r qukkxg0Vj g'tcpukkkp'hqto "r wdrke"j gcnj "v'eqo o wpkv{ "   
 o gf kelpg'y cu'y gneqo gf "d { "v'j g'xcuv'o clqtkv{ "qh'r wdrke"j gcnj "f qevqtu'kp"v'j g"   
 cf o kpkmtcv'xg'v'ktu'qh'hqecn'i qxgtpo gpv'\*cnj qwi j "pqv'pgeguuctk{ "O QuJ "   
 v'j go ugn'gu+"dgecwug"v'j g { "uvqqf "v'q"i clp"ur gekcn'uv'ucwuu"cu'eqo o wpkv{ "   
 r j { ukekpu'qp"v'c'r ct'y kj "P J Uj qur kcn'eqpuwncpu0<sup>369</sup>"Vj g'o clp"   
 tgeqo o gpf cv'kpu'y gtg."v'j gtghqtg."r qv'gpv'kcm{ "dgpghkcn'hqt "v'j qug'r wdrke"   
 j gcnj "y qo gp"f qevqtu'y j q'y qwf "dg"grki kdrg."v'j tqwi j "r tktq"s wcn'khec'v'kpu"   
 cpf "gzr gtkepeg."hqt'kpenwukp'y kj kp"v'j g'pgy "ur gekcn{ 0Hwwt g'tgetwku"   
 y qwf "j cxg"v'c"ur gekkhe"/"cpf "hwpf gf "/"tckp'kpi "uej go g'ngcf kpi "v'q"ur gekcn'uv'   
 crr qkpvo gpw0K'y cu'iguu'i qqf "pgy u'hqt"v'j qug'r wdrke"j gcnj "y qo gp"\*enkpcn'   
 o gf kcn'qh'hqecn'i v'p'gtv'cn'kpi "r wgn{ "r cv'kpv'hqewugf "enkpcn'y qtm'y j q"   
 y qwf "pqv'dg"grki kdrg"hqt'kpenwukp"cpf "y j q'hceg"v'cp"v'pegtv'clp'hwwt g0

Rwdrke"j gcnj ou'r nceg"cu"v'c"o gf kcn'ur gekcn{ "y kj kp"v'j g'P J U'cpf "pqv'hqecn'   
 i qxgtpo gpv'y cu'hwt'v'j gt'ugwngf "kp"v'j g'f kuewukpu'ngcf kpi "v'q"v'j g'3; 96"j gcnj "   
 ugtxlegu'tggti cpkucv'kqp0Vj g'ecug'hqt"ej cpi kpi "v'j g'3; 6: "j gcnj "ugtxleg"   
 utwewtg'y cu'hku'v'qwk'p'gf "d { "v'j g'o gf kcn{ /ngf "Rqttkw'Eqo o kv'gg"cu"v'gctn{ "   
 cu"3; 84."y j qug'tgr qtv'tgeqo o gpf gf "v'j cv'pgy "Ctgc"J gcnj "Dqctf u'uj qwf "dg"   
 tgr qpukdrg'hqt"cn'o gf kcn'cpf "cpekmt { "ugtxlegu"qp"v'j g'dcuku"v'j cv'v'j g"   
 r tgxkqu'f kxkukp"qh'tgr qpukdkkku."eq/qtf kpcv'gf "xlc"v'c"eqo r ngz "u{ uvgo "qh"   
 kpgtmenkpi "eqo o kv'ggu."j cf "hckrgf 0<sup>36</sup>: "Vj g'O QuJ . "kp"v'f ghgpf kpi "hqecn'   
 i qxgtpo gpv'eqpvtqn'hceg"v'qpeg"o qtg"qr r qukkqp'hqto "i gpgtcn'r tcevweg"cpf "

<sup>367</sup>"*Ibid.*, 88'r ctc'3550'

<sup>368</sup>"Y gduvgt."Vol. II.'53: 0"

<sup>369</sup>"Ngy ku."What Price Community Medicine?, 34; 0'

<sup>36</sup>: "Rqttkw'Medical Services."384'r qkp'v'36=; 4'r ctc'055: 0"

j qur kcn'bo gf lekpg"eqmci wgu."r melpi "vj go 'lp'c'y gcngt'r qukkqp'lp'vj g"  
 pgi qvkvkpu"qxgt"vj gk'hwwtg'tqng0Cu'dghqtg'vj g'uctv'qh'vj g'j gcnj "ugt xleg."  
 vj g'dwn'qh'vj g'o gf kcn'r tqhgukqp'tgo clpgf "ci clpuv'cp{'mecn'i qxgtpo gpv"  
 eqpvtqn'qh'j gcnj "cpf "vj gk'xkgy u."qpeg"ci clp."j grf "uy c{"y kj "i qxgtpo gpv"  
 cpf "j gr grf "f gvgto kpg'vj g'uj cr g'qh'vj g'tgqti cplugf "j gcnj "ugt xleg"cu'y gml'cu"  
 j qy "k'y cu'twp0"lqj p"Y ctkp."O QJ "hqt"Qzhqtf."ur gcnkpi "cv'vj g'3; 8; "cppwcn"  
 u{o r qukw "qh'vj g'Uqekg\ "qh'O QuJ ."eqphkto gf "vj g'DO C"j cf "ugv'kugrh"  
 hko n{"ci clpuv'cp{"uqtv'qh'bo gf kcn'ugt xleg'wpf gt'mecn'i qxgtpo gpv<sup>36</sup>;"  
 Tgr qtwt'ltqo "vj g'DO C"Ur gekn'T gr tguwpv'kxg'O ggvkpi "qh'52'Lcpwct{"3; 8; "  
 ur qng'cnuq'qh'vj g'wpuj cngcdng"qr r qukkqp"qh'f qevqtu'lp'i gpgtcn'v'cp{"hqt " "  
 qh'eqpvtqn'qh'bo gf kcn'ugt xlegu'd{"r qnk'kcn'qti cplkvkpu'lp'mecn'  
 cwj qtkkgu<sup>372</sup>"Vj g'Uqekg\ "qh'O QuJ "eqpvkpwgf "v'j qrf "qwt'hqt'hqecn'  
 cwj qtk\ "hgc fgtuj kr "qh'c'tghqto gf "P J U'wpv'k'k'y cu'qdxkqwu'vj ku'y cu'pqv"  
 i qkpi "v'j cr r gp0"Vj gtg'y cu'hk'w'uw r qtv'qwu'k'f g'mecn'i qxgtpo gpv'ekteng"  
 hqt"j gcnj "ugt xlegu'tgo clkpi "wpf gt'mecn'i qxgtpo gpv'qxgtuki j v0Gxgp"vj g"  
 3; 8; "Tq{cn'Ego o kkkqp"qp"Nqecn'I qxgtpo gpv'lp"Gpi rcpf "ucv'qp"vj g'hqpeg<"

Kt'gur qpukdkk\ "hqt"vj g'P cvkqpcn'J gcnj "Ugt xleg"ecp'dg'wphk'f "  
 y kj lp'vj g'pgy "u{uggo "qh'mecn'i qxgtpo gpv'vj gp'mecn'  
 i qxgtpo gpv'kugrh'y kn'dg'cdng"v'g'puwtg'eq/qtf kpcv'kqp"qh'vj g"  
 j gcnj "ugt xleg'y kj "vj g'r gtuqpcn'uqekcn'ugt xlegu'0K"j qy gxgt."k'  
 y cu'f gekf gf "vj cv'qy gt'nkpf u'qh'dqf {"uj qwf "cf o kpkngt"vj g"  
 j gcnj "ugt xleg."ur gekn'cttcpi go gpw'y qwf "dg'pgeguuct {"v'j "  
 gpwtg'eqqr gtcv'kqp'y kj "pgy "mecn'cwj qtkkgu'cpf "vj gk'uqekcn'  
 ugt xleg"f gr ctvo gpw<sup>373</sup>"

"

Qpeg'ci clp'O QuJ "y gtg'enkpi kpi "v'j g'r cuv'lp'vj g'hceg"qh'wpcu'ck'cdng"  
 qr r qukkqp'wpv'k'vj gtg'y cu'i twf i kpi "ceegr v'peg"qh'vj g'kpgxkcdk\ "qh"  
 ej cpi g0O QuJ "y gtg'cr r tgi gpukxg'cdqww'vj g'hwwtg'cpf "cdqww'iqulpi "vj gk"  
 õgo r ktgu0'LE0Uy chhgrf."Ugetgvt {"qh'vj g'Cuuqekcv'kqp"qh'O vplekr cn"  
 Eqtr qtcv'kpu."ur gcnkpi "v'j g'CpwwcnU{o r qukw "qh'O QuJ "lp'3; 8; ."hqt"  
 gzco r rg."uckf <

<sup>36</sup>; "LHOY ctkp."õUqekg\ "qh'O QuJ "y "CpwwcnU{o r qukw "34/35'O c{"/'O gf lekpg'lp"  
 Uqekg\."õ"Public Health": 5"8"Ugr v03; 8; +<4; : 0"

<sup>372</sup>"Vj g'O gf kcn'Qihqet."Hastening Slowly."840'

<sup>373</sup>"Royal Commission on Local Government in England 1966-69. Vol. 1 Report Eo pf "  
 6262"~Nqpf qp<J O UQ."Lxpg'3; 8; +<5; 5'r ctc05850"Vj g'uwdu'g'wgpv'I qxgtpo gpv'Y j kg"  
 Rcr gt'qh'3; 93'cempqy rgi i gf "vj cv'mecn'cwj qtk\ "r gtuqpcn'j gcnj "ugt xlegu'y qwf "dg"  
 v'cpulgtt gf "v'j g'pgy "j gcnj "cwj qtkkgu (Local Government in England: Government  
 Proposals for Reorganisation Eo pf "67: 6"~Nqpf qp<J O UQ"Hgd03; 93+<5; "r ctc0490"

Kuwi i guv'vq" { qw'vj cv'kh'vj g'O QJ 'uj qwf 'hcxg'hqecni qxgtpo gpv."  
 j g'y kn'hqug'o wej 'vj cv'o cngu'j ku'r tgu'pvt'qng'r tqhgu'kqpcn' "  
 cwtce'v'xg'cpf 'vj cv'k'ku'pqv'engct'vj cv'j g'y kn'i clp'o wej 'lp"  
 tgwtpi' vj g'o gf lecn'qh'hleg't'y kn'hqug'j ku'qr r qtwp'k'kgu'vq"  
 kphw'p'eg'vj g'gpqto qwu'f g'xg'qr o gpw'cn'kpi 'r'ceg'lp'vj g'hqecni'  
 i qxgtpo gpv'h'grf u<sup>374</sup>""  
 "

Vj g'DO C'Rwdrie'J gcnj 'Eqo o kwgg.'y j knv'ceegr v'kpi 'vj cv'vj g'vj tgg'r ctw'qh'  
 vj g'PJ U'uj qwf 'dg'k'p'gi tcv'gf.'cpf 'eqpukf g'kpi 'k'r tgo cwtg'vj cv'k'y qwf 'dg"  
 y kj lp'vj g'j gcnj 'ugt'xleg'wp'k'vj g'tgr qt'v'qh'vj g'Tq { cn'Ego o ku'k'qp'qp'Nqecni'  
 I qxgtpo gpv'y cu'r wdr'kuj gf."pgxgt'vj g'guu'ugv'wr 'lp'O ctej '3; 8: "c'uw'd/  
 eqo o kwgg'qp'k'p'gi tcv'qp'y kj lp'vj g'PJ U<sup>375</sup>"Ku'tgr qt'v'wct'v'gf 'v'q'iq'ni'lp"  
 f g'v'k'icv'vj g'cu'ko k'v'k'qp'qh'r wdr'ke'j gcnj 'f qe'v'tu'k'p'v'j { r q'vj g'v'lecn'ct'gc"  
 J gcnj 'C'wj q't'k'kgu'\*CJ Cu+'cpf 'c'ugr c'tcv'k'qp'qh'eri'p'lecn'o gf lecn'qh'hleg'tu"  
 htqo 'vj g't'gu'v<sup>376</sup>""  
 "

Vj g'vy q'I tggp'Rcr gtu'cpf 'h'k'p'ni'Y j kg'Rcr gt'ku'w'gf 'htqo '3; 8: "qpy ctf u"  
 eqpeg't'p'kpi 'PJ U'tg'qti c'p'k'v'k'qp'eq'p'h'k'o gf 'vj g'tgo q'x'cn'qh'hqecni' qxgtpo gpv'  
 k'p'x'q'rk'go gpv'htqo 'j gcnj 'ugt'xlegu<sup>377</sup>"C'ni q'wi j 'vj g'f'k'ge'v'k'qp'qh't'cx'gn'  
 dgeco g'engct'htqo '3; 8: . 'vj g'r tge'k'ug'p'wo dgt'qh'h'w'wt'g'o c'pci go gpv'v'k'gtu'y cu"  
 p'q'v'r t'q'x'k'f k'pi 'eqpukf g'tcd'ng'w'p'eg't'v'k'p'v' { h'qt'v'uch'i'lp'hqecni' qxgtpo gpv'r wdr'ke"  
 j gcnj 'f gr c'tvo gpw'ch'h'ge'v'k'pi 'dq'vj 't'get'w'ko gpv'cpf 'o q'tc'ng'g'x'gp'h'wt'vj gt'0'Vj g"  
 Y j kg'Rcr gt'qh'3; 94"gx'gp'w'cm' { r t'q'x'k'f gf 'f g'v'k'ku'qh'vj g'p'gy 'u'v'w'ew't'gu'qh'36"  
 t'gi k'q'p'ni'j gcnj 'c'wj q't'k'kgu'\*TJ Cu+. '94'ct'gc'j gcnj 'c'wj q't'k'kgu'\*CJ Cu+"  
 q'w'uk'f g'qh'N'q'p'f'q'p.'cpf 'f k'ut'k'ew't'gur q'p'uk'd'ng'v'q'vj g'ct'g'cu'y kj 'r q'r w'v'v'k'p'u"  
 x'ct { k'pi 'htqo '422/722.222'r g'qr ng'0'Gcej 'TJ C'cpf 'CJ C'y qwf 'j c'x'g'c"  
 o gf lecn'qh'hleg't'gur q'p'uk'd'ng'h'qt'vj g'r t'q'x'k'k'qp'qh'r tqh'gu'k'q'p'cn'cf x'leg'v'q'vj g"  
 c'wj q't'k'v' { .eq'p'h'k'o k'pi 'c't'q'ng'h'qt'r wdr'ke'j gcnj 'lp'vj g'r r'p'p'k'pi 'cpf "  
 o c'pci go gpv'v'k'gtu'qh'vj g'v'p'k'h'gf 'ugt'xlegu<sup>378</sup>""

<sup>374</sup>"Uy ch'h'grf."MOH, 4; 5/70

<sup>375</sup>"DO C'Ctej k'xgu.'Rwdrie'J gcnj 'Eqo o kwgg'o k'p'w'gu'. 'O ctej 'cpf '4: 'F ge'03; 8: 0'

<sup>376</sup>"DO C'Ctej k'xgu.'Rwdrie'J gcnj 'Uwd/Ego o kwgg'O g'v'k'pi 'qp'k'p'gi tcv'k'qp'qh'vj g'PJ U: "O ctej '3; 8: 0'

<sup>377</sup>"O k'p'k'v' { "qh'J gcnj ."National Health Service: The Administrative Structure of the Medical and Related Services in England and Wales \*N'q'p'f'q'p'<J O UQ."45'lw' { "3; 8: +3; = FJ UU."National Health Service: The Future Structure of the National Health Service \*N'q'p'f'q'p'<J O UQ."33'Hgd'03; 92+<x/xk'0'

<sup>378</sup>"FJ UU."National Health Service Reorganisation: England" Eo pf '7277" \*N'q'p'f'q'p'<J O UQ."3; 94+<42."35."330C'r r g'p'f'k'z "KK'O c'pci go gpv'U'w'f { . '79/82'ugv'q'w'vj g't'q'ng'h'qt' eqo o w'p'k'v' { r j { u'le'k'p'u'cv'gcej 'v'k'gt'0'

"

P qv'gxgt { qpg'lp'r wdrke"j gcnj "vj qwi j v'vj g'tcpukkp'y qwf "dg"  
utcki j vhty ctf "qt."lpf ggf ."cej kxgcdng'lp'vj g'fceg'qh'uwej "j quwkv{ 'htqo 'tguv'  
qh'vj g'o gf kecnr tqhguukp0F t'Rctt{ ."O QJ "hqt'P qwkpj co ."y tkkpi 'lp'3; 94."  
eqpukf gtgf "cej kxkpi 'lpvgi tcvkp'y kj "qvj gt'eqmgei wgu'chgt "46" { gctu'qh'  
ugtqwu'ur rku'dgwy ggp'f qevqtu'lp'j qur kcnu."i gpgtcnr tceveg"cpf "mqecnj gcnj "  
cwj qtkkgu'y qwf "dg"j ctf 0<sup>79</sup> Y khtkf "J ctf kpi ."qpg'qh'vj g"oHqwpf kpi "  
Hcvj gtuö'qh'vj g'HEO ."lp'c"32'P qxgo dgt'3; 94'ur ggej ."cempqy ngf i gf "vj g"  
hgctu'qh'eqpuwncpw"cpf "I Ru'cv'vj g'etgcvkp'qh'eqo o wkv{ "rj { ulekcpu0Hqt "  
cm quv'47" { gctu'vj g{ "j cf "o cpci gf "y kj qw'c"j kgtctej kecnu{ uwo "qh'f kgevkp"  
cpf "y qwf "pqv'pqy "y greqo g'vj g'kptqf wcvkp'qh'qpg'vj tqwi j "c'eqo o wkv{ "  
rj { ulekc0O qtqgxgt."vj g{ "j cf "cp'ökpukpevkg'tgukvcpvg'v'vj g'cttkcn'qh'c"  
pgy "i tqwr "y j q'f kf "pqvf gcnf kgevn "y kj "r cvkpw0J "g'ucy "vj g'eqo o wkv{ "  
rj { ulekc"cu'c'hmgy "eqpuwncpv'y kj "gzr gtvkug'lp'eqo o wkv{ "o gf lekpg"  
tcvj gt "vj cp'cu'cp'qh'kegt'qh'vj g'cwj qtkv{ <öj ku'tgcvkpuij k' "qh'eqphf gpeg"cpf "  
vuw'y kj "j ku'erkpkecn'eqmgei wgu'uj qwf "dg"gzr tguugf "lp'j ku'j qrf kpi "qh'  
eqpuwncpv'ucwu0<sup>37</sup>: "Co dki wkvgu'y gtg'ctgcf { "dgkpi "dwkn'lpv'vj g"  
r qukkp0Hqt'vj g'htuv'ko g."j qy gxgt."lpvgi tcvkp'y kj lp'vj g'PJ U'f kf "o gcp"  
vj g'pgy "eqo o wkv{ "rj { ulekcpu/"dqj "o gp'cpf "y qo gp"/"y qwf "eqo g'ht'vj g"  
htuv'ko g'wvf gt "vj g'F qevqtu'cpf "F gpvku'Tgo wpgtcvkp'Dqf { "hqt'r c{ ."vgo u"  
cpf "eqpf kkpqu."cpf "y kj "ceegu'v'q'hwf gf "xqecvkpcn'vckpki ."pqpg'qh'y j kej "  
j cf "dggp'cej kxgf "y kj lp'mqecni qxgtpo gpv0

"

### **Finding a role for community medicine in the reorganised health service**

Cnapi "y kj "vj g'wpegtcvkv{ ."vj gtg'y cu'uqo g'eqo hqtv'htqo "vj g'eqo kpi "  
ej cpi gu'ht'r wdrke"j gcnj 0"C'ng{ 'tqng'gpxkuci gf 'hqt'eqo o wkv{ "o gf lekpg"  
htqo "3; 96'y cu'lp'eqpvtkdwkpi "v'vj g'pgy "cr rtqcej "v'j gcnj "ugtxlegu"  
r mppkpi ."cf qr wgf "d{ "vj g'Eqpugtxcvkg'I qxgtpo gpv'hmgy kpi "eqpegr wcn'  
cpf "f guki p'y qtm'd{ "vj g'o cpci go gpv'eqpuwncpv{ "O eMkpug{ u'cpf "vj g'J gcnj "

<sup>379</sup>"Ft"Y 0 0Rctt{ ."Community Medicine Weekly Review for the Health Professions"5554."

34: "38'xpg'3; 94+<4390'

<sup>37</sup>: "Y khtkf "J ctf kpi ."Community Medicine Weekly Review for the Health Professions"5576."  
34; "32'P qx03; 94+<, 50'

Qti cplucvqpcnTgugctej "Wpk'cv'Dtwpgn'Wpkxgtuk{\ . 'y j gtgd{ "cm'hxgnu'kp'vj g"  
tgqti cplugf "j gcnj "ugt xleg'y gtg'vq'vcng'r ctv'kp'cp'kpvtcevxg'r tqegu"

kp'y j lej "vj g'o ckp'o cpci go gpv'eqpvtqn'gzgtekugf "d{ "qpg'hxgn'  
qxgt'vj g'hxgn'dgnqy "uj qwf "dg'c'eqpvpwqwu'f kcmi wg'qp'r qnleku"  
cpf "r rcpu qpn{ "kp'vj ku'y c{ "ecp'vj gtg'dg'tgcn'f gngi cvkqp"  
f qy py ctf u'ceeqo r cplgf "d{ "ceeqwpcdkk{\ "w y ctf u<sup>37</sup>: ""

Kp'3; 98. 'vj g'F J UU'kpvtqf weg' "ku'r tktkkgu'hqm y kpi 'y j lej "j gcnj "  
cwj qtkkgu'y qwf "r tqf weg'utcvgi le'r rcpu'tghgevkpi "pcvqpcn'i wlf gnpku<sup>382</sup>"  
Cu'egpvtcn'i qxgtpo gpv'o qxgf . 'vj gtghqg. "vq'kpvtqf weg'tcvkqpcn'r rcpkp'i "kp"  
vj g'j gcnj "ugt xleg'vq'tgf weg'xctkcvkp'kp'ko r ngo gpvcvqp'qh'egpvtcn'r qnle{ "cu"  
y gm'cu'hkf "geqpqo kgu. 'k'y cu'tgeqi plugf "vj cv'r gqr ng'y kj "gr kf go kqm i kcn'  
unkmu'y gtg'pggf gf "vq'ectt{ "qwf'j gcnj "pggf u'cuuguu gpv. "f gvgto kpg"  
r tktkkgu'cpf "gxcnvcg'ghgevkxgpgu<sup>383</sup>"Vj gug'unkmu'y gtg'go dt{ qple'y kj kp"  
r wdrle"j gcnj "kp'vj g'rcv'3; 82u'dw. "htqo "vj g'3; 92u. 'y gtg'erclo gf "cu'c"  
ngi kko cvg'r ctv'qh'eqo o wplv{ "o gf lekpg'cpf "kp'rkpg'y kj "uqekcn'o gf lekpgu"  
xkukqp'hqt'r wdrle"j gcnj "cu'cf xkuqt'vq'j gcnj "ugt xlegu0"Guvcdrkuj kpi 'y j cv'y cu"  
vq'dg'gzt gevfg "htqo "vj ku'pgy "ur gekcn{\ "qh'eqo o wplv{ "o gf lekpg'y cu."  
j qy gxgt. "c'eqo r rdecvgf "r tqegu'lp'hmgpegf "d{ "vj g'i qxgtpo gpv'u'f guktg'hqt"  
tcvqpcn'r rcpkp'i . "cecf go leu'hqewu'qp'c'utcvgi le'j gcnj "cf xkuqt{ "tqng'cpf "  
vj g'O QuJ "f guktg'vq'eqpvpwg'twppkp'i "eqo o wplv{ "ugt xlegu0"Vj g'tguwn'y cu"  
rcn'qh'cf gs wcv'f ghkpkqp'cu'y gm'cu'r qqt'r tgr ctcvqp'hqt'vj g'pgy "  
eqo o wplv{ "r j {ulekcpu'hqt'vj gk'o cpci gtken'cpf "eqtr qtcvg'tqngu0"J ki j ."  
wptgcnkuk'cpf "eqphwukpi "gzt gevkvapu'qh'vj g'pgy "eqo o wplv{ "r j {ulekcp'tqng"  
y kj kp'eqo o wplv{ "o gf lekpg. "ngf "qpn{ "vq'rcvt'ej cti gu'qh'hcnwtg'cpf "vq"  
f kknwukpo gpv'co qpi uv'o cp{ "hqt gt'O QuJ . "o cp{ "gzkkpi "r tgo cwtgn{ "vj g"  
pgy "ugt xleg'cpf "vj gtgd{ "o cnkpi "y c{ "hqt'c"qwp i gt'cpf "dgwt'r tgr ctgf "  
i gpgtcvqp'qh'eqo o wplv{ "r j {ulekcpu. "o cp{ "qh'y j qo "y gtg'y qo gp0""  
"

<sup>37</sup>: "F J UU."Grey Book. "68'r ctc05060C'ng{\ "mecn'hwpevkp'hqt'eqo o wplv{ "o gf lekpg'y cu'vq"  
twp'vj g'pgy "o wnkf luek r npct{ "j gcnj "Ectg'Rcpkp'i "Vgco u'ej cti gf "y kj "qr gtcvqpcn'  
r rcpkp'i "hqt'ur gekke'ectg'i tqw u'cpf "ugt xlegu" \*F J UU'Ekwrt'J TE\*95+5+0'

<sup>382</sup>: "F J UU."Priorities for Health and Personal Social Services in England: A Consultative Document \*Nqpf qp<J O UQ. "3; 98+ "3'r ctc05"

<sup>383</sup>: "Ugr j gp'J cttkqp'cpf "Dtweg'Y qqf. "Designing Health. "973/98: . "pqvg'vj cv'vj g'dmrg tlpv"  
hqt'vj g'3; 96'tgqti cplucvqp'j cf "dggp'ectghwm{\ "f gxnqr gf "cu'r ctv'qh'c'i tgcvt'go r j cuku'qp"  
o cpci go gpv'cpf "qti cplucvqp'qxgt'c'r gtlqf "qh'f gctu=The Medical Officer, "Gf ksqtken"  
oElpf gtgnc'y kj "c'Hwwtg.ö'EZZ KK\*6'Lwn{ "3; 8; +<30'

Vj g'f ghpkkp'qh'eqo o wpl' 'o gf lekp'g. "cu'y tkwgp'kp'v'j g'Heewm'au"  
 ucpf kpi "qtf gtu'p'3; 94."y cu'f grkdgte'vgn' "dtqcf "v'gpeqo r cu'v'j g'hqto gt"  
 vj tgg'dtcepej gu'qh'r wdike'j gcnj "v'dg'wpl'kf'kp'v'c'ulpi ng'ugt'xleg'cu'y gm'cu"  
 uqekn'o gf lekp'g'cecf go leu."{ gv'pggf kpi "v'f khtg'p'k'v'g'eqo o wpl' 'o gf lekp'g"  
 htqo "qv'j gt'o gf lecn'ur gekn'ku'd{ "go r j cukupi "eqo o wpl' 'o gf lekp'g'au'pqp/  
 enplecn'r qr wcvkp'j gcnj "tqng'<sup>384</sup>"K'y cu'c'v'q'w'q'w'u't'q'w'g'0'p'v'g'pug"  
 f k'uewuk'p'u'v'q'q'n'r n'ceg. "h'q'q'n'k'p'i "cv'y j cv'uj q'w'f "dg'gz'v'ce'v'f "htqo "dq'v'j "v'j g"  
 ewtt'gp'v'UCO Q'cpf "O QJ "t'q'ngu'0'Vj g'UCO Q't'q'ng'y cu'r ct'v'ew'w'ct'n' "t'g'ng'x'cp'w'  
 Cee'q't'f k'p'i "v'q'EO Q'I q'f d'gt. "UCO Qu'r n'c { gf "ng' { "t'q'ngu'kp'v'j g'g'ct'n' { "g'ctu'q'h"  
 vj g'P J U'y k'j k'p' "TJ Du."r ct'v'ew'w'ct'n' "kp'r t'q'x'kf k'p'i "ng'cf g'tuj k'r "v'q'j q'ur k'cn'  
 f g'x'g'ng'r o g'p'w'<sup>385</sup>"H'q't "O k'ej c'gn'F 0'Y c'tt'gp. "v'j g'UCO Q'y cu'c'f x'k'ugt "v'q'v'j g"  
 D'q'ct'f "q'p'r n'cp'p'k'p'i "cu'y gm'cu'ej k'gh'o gf lecn'ur q'ng'uo cp'0'J k'u'f k'x'k'uk'p'au"  
 h'w'p'ev'k'p'u'y g't'g'v'q'cu'gu'u'f go q'i t'cr j k'e. "gr k'f go k'q'ng'i k'cn'c'p'f "enplecn'  
 k'p'h'q'to c'v'k'p'c'p'f "t'g'nc'v'g'v'j k'u'v'q'v't'g'p'f u'c'p'f "f g'x'g'ng'r o g'p'w'k'p' "enplecn'r t'ce'v'leg'<sup>386</sup>"  
 UCO Qu'p'gi q'k'c'v'f "y k'j "j q'ur k'cn'eq'p'u'w'nc'p'u'q'x'gt "ugt'x'leg'r n'cp'p'k'p'i "k'u'w'gu'0'  
 LQO 0'F c'x'k'gu'ur q'ng'q'h'v'j g'eq'ug't'g'nc'v'k'p'uj k'r "y k'j "eq'p'u'w'nc'p'u'y j q'y q'w'f "  
 t'k'p'i "j k'o "w'r "v'q'v'c'm'ic'd'q'w'c'r t'q'd'ng'o 0'<sup>387</sup>"O c'p' { "q'h'v'j g'r n'cp'p'k'p'i "t'q'ngu'cu"  
 q'w'k'p'g'f "kp'v'j g'0'I t'g' { "D'q'q'n0'y g't'g. "v'j g't'g'h'q't'g. "r t'g'ug'p'v'kp'v'j g'3; 94"UCO Q0'  
 "

Vj g'f gdc'v'g'qp'h'w'w'g't'q'ngu'c'nu'q'v'q'q'n'r n'ceg. "u'q'o gy j cv'k'p'eq'p'en'w'k'x'gn'."y k'j k'p"  
 vj g'r wdike'j gcnj "eqo o wpl' 'k'ug'h'cu'k'v'ut'wi i ng' "v'q'o g'ti g'hqto gt'h'w'p'ev'k'p'u'0'  
 F w'ek'g'I q'q'f k'p'i "et al.."h'q't "gz'co r ng."eq'p'uk'f g't'g'f "eqo o wpl' 'r j { u'lek'cpu"

<sup>384</sup>"HEO 'C'tej k'x'gu."o k'p'w'gu'h'q't'k'p'c'wi w'cn'o g'g'v'k'p'i "q'h'D'q'ct'f "37"O c'tej "3; 94"u'v'c'g'z'  
 o'eqo o wpl' 'o gf lekp'g'ku'v'j cv'dtcepej "q'h'o gf lekp'g'y j k'ej "f g'cn'y k'j "r q'r w'cv'k'p'u'q't'i t'q'w'r u"  
 t'c'v'j g't'v'j c'p'c'p'k'p'f k'k'f w'cn'r c'v'k'p'0'K'v'j g't'g'h'q't'g'eqo r t'k'ugu'v'j q'ug'f q'ev'q'tu'y j q'v't { "v'q'o g'cu'w'g"  
 c'ee'w't'c'v'gn' "v'j g'p'gg'f u'q'h'v'j g'r q'r w'cv'k'p'v'd'q'v'j "u'k'cn'c'p'f "y g'n'0'K't'gs w'k'gu'v'q'v'dt'k'p'i "v'q'v'j k'u'w'w'f { "  
 ur g'ek'n'hp'q'y ng'f i g'q'h'v'j g'r t'k'p'ek'r ng'u'q'h'gr k'f go k'q'ng'i { "q'h'v'j g'q'ti c'p'k'c'v'k'p'c'p'f "g'x'c'nc'v'k'p'q'h"  
 o gf lecn'ect'g'u'v'go u."q'h'v'j g'o gf lecn'c'ur g'ev'u'q'h'c'f o k'p'k'nt'c'v'k'p'q'h'j g'cnj "ugt'x'legu'c'p'f "q'h'v'j g"  
 v'g'ej p'k's'w'gu'q'h'j g'cnj "g'f w'ec'v'k'p'c'p'f "t'g'j c'd'k'k'c'v'k'p'y j k'ej "c't'g'eqo r t'k'ug'f "y k'j k'p'v'j g'h'k'ng' "q'h'  
 u'q'ek'n'c'p'f "r t'g'x'g'p'v'x'g'o gf lekp'g'0'E'q'o o wpl' 'o gf lekp'g'v'j w'u'dt'k'p'i u'v'q'i g'v'j g't'v'j k'j k'p'q'p'g"  
 f k'ue'k'r n'p'g'v'j q'ug'y j q'c't'g'r t'g'ug'p'v'v' { "g'p'i c'i g'f "kp'v'j g'r t'ce'v'leg'q'h'r wdike'j g'cnj ".kp'v'j g"  
 c'f o k'p'k'nt'c'v'k'p'q'h'v'j g'j g'cnj "ugt'x'legu'y j g'v'j g't'k'p'j q'ur k'cn'm'ec'n'c'w'j q't'k'v' { "q't'eg'p't'cn'  
 i q'x'g't'p'o g'p'v'k'p'v't'g'ng'x'cp'v't'g'ug'c'tej "c'p'f "v'j q'ug't'g'ur q'p'uk'd'ng'h'q't'w'p'f g'ti t'c'f w'c'v'g'c'p'f "r q'ui t'c'f w'c'v'g"  
 g'f w'ec'v'k'p'kp'v'j g'v'p'k'x'g't'uk'v' { "f g'r c't'w'o g'p'w'q'h'u'q'ek'n'o gf lekp'g'0"

<sup>385</sup>"I q'f d'gt."MOsH, 3/360"

<sup>386</sup>"Y c'tt'gp."Genesis of Community Medicine."8."

<sup>387</sup>"Q'zh'q't'f "T'gi k'q'p'cn'J g'cnj "C'w'j q't'k'v'."Diary of a Regional Health Authority 1947-1994: A  
 Year by Year History of Oxford Regional Health Board and Oxford Regional Health  
 Authority \*L'w'p'g'3; ; 8+0"

y qwf 'pggf 'v'eqo dlp'g'o cpci gtlcn'cpf 'cf xkuqt { 'tqrngu<sup>388</sup>'Y krlkf 'J ctf lpi ."  
 O QJ 'hqt'Eco f gp'cpf 'qpg'qh'y g'lpkcn'y qtnlpi 'r ctv' 'gucdrkuj lpi 'y g'  
 HEO .'hgn'y cv'y g'vto u'oeqo o wplv' 'r j { ulekpö'cpf 'öo gflcn'  
 cf o lplmtcvqtö'y gtg'pqv'u{ pqp{ o qwu'/'eqo o wplv' 'r j { ulekpuf'kf 'pqv'  
 öcf o lplmgtö'j qur kcn'f qevqtu'cpf 'I Ru<sup>389</sup>'Cpi wu'O eI tgi qt.'O QJ 'hqt'y g'  
 Ek' 'qh'Uqwj co r vqp.'y tkkpi 'lp'*The Medical Officer*'lp'3; 92.'ucy 'c'engct"  
 tqrg'hqt'c'eqo o wplv' 'r j { ulekp'y j q'j cf 'hgy 'o cpci go gpv'tgur qpukdkkku'  
 dw'gpqto qwu'lp'hwgpeg'lp'y g'gs wksdng'cpf 'ghgevxg'qr gtcvqp'qh'y g'P J U'  
 Vj g'tgf wevqp'lp'o cpci go gpv'tgur qpukdkkku'y qwf 'dg'y g'ng{ 'f'khtgpeg'  
 htqo 'y g'tqrg'qh'O QJ <sup>38</sup>: "  
 "

Vj g'Y j kg'Rcr gt'qh'3; 94'r tqxkf gf 'y g'htuv'qwnp'g'hqt'ur gekhe'eqo o wplv' "  
 o gflkpg'tqrngu'lp'y g'pgy 'vgtu'qh'y g'tgqti cplugf 'j gcnj 'ugt'xleg. 'lp'y g'  
 eqpvz'v'qh'go gti lpi 'xky u'qp'j qy 'v' 'r tqxkf g'y g'dguv'r qr wrcvqp'j gcnj "  
 r quukdng'y kj lp'gzkupi 'tguqwtegu'cu'r ctv'qh'pgy 'eqtr qtcvg'cpf 'tcvqp'cn'  
 cr r tqcej gu'v' 'o cpci go gpv'cpf 'r rppkpi 'lp'o wnk/rc{ gtgf 'qti cplucvqp<sup>38</sup>: ""  
 Hqt'Ur gekcn'wu'lp'Ego o wplv' 'O gflkpg'\*UEO u+'cv'ctgc'ngxgn 'y g'Y j kg'  
 Rcr gt'ucv'gf <

Vj gk'eqpegt'p'y kn'dg'cuuguupi 'y g'pggf 'hqt'j gcnj 'ugt'xlegu."  
 gxcn'wv'lpi 'y g'ghgevxgpguu'qh'gzkupi 'ugt'xlegu'cpf 'r rppkpi "  
 y g'dguv'wug'qh'j gcnj 'tguqwtegu'Gs wcm' 'y g{ 'y kn'eqpegt'p"  
 y go ugrku'y kj 'f'gxgnr lpi 'r t'gxgp'v'xg'j gcnj 'ugt'xlegu.'y kj 'y g'  
 r'pmu'dgwy ggp'y g'j gcnj 'cpf 'mecn'cwj qtkv' 'r gtuqpcn'luqecn "  
 r vdrle'j gcnj 'cpf 'gf wecvqp'ugt'xlegu'cpf 'y kj 'r tqxkf lpi 'y g'  
 o gflcn'cf xleg'cpf 'j gr O'  
 "

Vj g'F kntlev'Ego o wplv' 'Rj { ulekp'\*F ER+'y qwf 'dg'g'zr gev'gf 'v' 'u'xgpi y gp"  
 y g'F kntlev'O cpci go gpv'Vgco æ'F O V+'eqo r g'v'peg'lp'r rppkpi 'ugt'xlegu'  
 d{ 'cuuguupi 'eqo o wplv' 'j gcnj 'pggf u'cpf 'r tqxkf lpi 'u'xgkncpeg'qh'f kntlev'  
 y kf g'r tqxkukqp'qh'j gcnj 'ectg'OO qtgqxt.'o cpci go gpv'v'gco 'qr gtcvqp'  
 y kj lp'y g'F O V'y qwf 'dg'd{ 'eqpugpuwu'lp'y cv'lv'y cu'g'zr gev'gf 'y cv'öcm'

<sup>388</sup>'F wrelg'I OI qqf lpi 'gv'cn'öVj g'Ego o wplv' 'Rj { ulekp'æ'Y qtmö'*The Lancet*'4; 7.'986; \*6"  
 Crtki'3; 92+<933/60'

<sup>389</sup>'DO C'Ctej kxgu.'*Hunter Working Party*, 'rgwgt'v' 'DO C'Rwdrl'j gcnj 'Ego o kwgg'  
 o gg'v'lpi '46'Cwi 03; 920'

<sup>38</sup>: 'Cpi wu'O eI tgi qt.'öVj g'Ego o wplv' 'Rj { ulekp.ö *The Medical Officer*'345\*42'Hgd0'  
 3; 92+<; 7/80'

<sup>38</sup>: 'J cttk'qp'cpf 'Y qqf.'*Designing Health*, 9760Vj g'öI tg{ 'Dqqmö'hqt'gzco r ng.'ugv'qww'c'  
 vqcn'r tguetr vqp'hqt'utwewtgu'cpf 'qti cplucvqp'cn't g'rcv'qp'uj lr u'lp'cn'f lpi 'r tqhgu'qp'cn'  
 tqrgu'



f gekukpu'k'o cngu'y qwf "dg'wpcpk qwu<sup>392</sup>"Eqpugpuw'o cpci go gpv'ht "o wmk'uekr rkpct { "o cpci go gpv'gco u'y cu'htv'j gt'ur gn'qw'kp'y g'oi tg { "Dqan<sup>0</sup>C'v'gcej "qh'y g'y tgg'vgtu'y g'gco u'eqpukupi "qh'cf o kpkutcvqt." v'gcuwtgt."pwtug'cpf "f qevqt."y qwf "y qtm'cu'oi tqwr u'qh'gs wcuö'y kj "ölqkp" tgr qpukdkk { .ö"gcej "gco "ugrgevp' "ku'ej cko cp'cpf "gcej "o go dgt'j cxkpi " y g'tki j v'qh'xgv"qxgt "f gekukpu<sup>0</sup>K r qtcv { . "y g'FO Vu'y qwf "cuq'j cxg'cu" r ctv'qh'y g'gco . "y kj "cp"gs wcn'tki j v'qh'xgv. "y q'grgevgf "o gf lecn' tgr tgugpvcxgu."qpg'htqo "y g'eqpuwncpv'i tqwr . "qpg'htqo "i gpgtcn'r tcevk'eg'cu" y gm'qpg'htqo "y g'pwtukpi "i tqwr <sup>393</sup>"Cp"cwj qtkcvxg"xqleg'ht"eqo o wpk { " o gf lekpg'y cu "y gtghqtg."tgrv'xgn { "y gcn'htqo "y g'qwug<sup>0</sup>J ctf kpi " eqpukf gtgf "y g'f qevtu'y j q'j cf "o quv'q'y qtt { "cdqw'y gtg'y g'O QuJ "cpf " o gf lecn'j qur kcn'cf o kpkutcvqtu'cu'y g { "öy gtg'ukupi "c'uch'g'dcug'cpf " htqo cm { "gucdrkuj gf "ucwau'cpf "hpevkp'kp"gzej cpi g'ht"c'tcvj gt " eqo r necvgf "dmw/r tlpv'cpf "qecukqpcn'cuwtcpegu'y cv'k'y qwf "dg'cni' tki j w<sup>394</sup>"

"

Vj g'r tgxkqu'j kgtcej lecn'utwewt'g'y kj kp'necn'i qxgtpo gpv'r wdne'j gcnj " y cu'cuq'v"dg'tgo qxgf "y kj kp'y g'pgy "eqo o wpk { "r j { ulekp'utwewt'g." dpgghkpi "y qug'o gp'cpf "y qo gp'kp'r wdne'j gcnj "y j q'j cf "dggp'kp" uwdugt'xkpv'tqrgu'v"O QuJ "cpf "y j q'uwf f gpn { "hwpf "y go ugr'gu'cu'gs wcu<sup>0</sup>" Vj g'ej cpi g'y cu'pqv'f w'v'u { o r cvj { "ht'lwplqt'uchh'j qy gxgt<sup>0</sup>J ctf kpi " eqpukf gtgf "tgrv'kpu'y kj "j qur kcn'eqpuwncpv'u'y qwf "dg'j gr gf "h'y kj kp" eqo o wpk { "o gf lekpg."y gtg'uj qwf "dg'pq'r gtegxgf "j kgtcej { <sup>0</sup>J g'eqwf "pqv' ceegr v'y cv'qh'hegtu'qh'y g'ctgc'vgo "y qwf "dg'j ki j gt'v'cp'qh'hegtu'qh'y g" FO V<sup>395</sup>"Vj g'kuwg'qh'c'j kgtcej lecn'utwewt'g'y cu'cuq'tckugf "cv'c'o ggvkpi " qp'9"P qxgo dgt'3; 94"dgw ggp'y g'DO C'cpf "F J UU"qp'y g'pgy "ucnt { " utwewt'g'ht"eqo o wpk { "o gf lekpg<sup>0</sup>Vj g'EO Q."I qf dgt."eqpukf gtgf "y gtg" y qwf "kpgxkcdn' "dg'cp'grgo gpv'qh'j kgtcej { "dgcwug'uqo g'r quu'uwej "cu" Ej lgh'Cf o kpkutcvxg'O gf lecn'Qh'hegtu'y qwf "ectt { "cf f kkp'cn' tgr qpukdkk'gu'cpf . "d { "ko r necvkp."r c { <sup>396</sup>"Vj g'DO C."j qy gxgt."y cu"

<sup>392</sup>"F J UU."Health Service Reorganisation, 56'r ctc0364=84'390#0'

<sup>393</sup>"F J UU."Grey Book, r ctcu04064."40660'

<sup>394</sup>"J ctf kpi ."Community Medicine."; 50'

<sup>395</sup>"Ibid., ; 50"

<sup>396</sup>"DO C'Ctej kxgu."P qv'u'qh'O ggvkpi "dgw ggp'Tgr tgugpvcxgu'qh'y g'DO C'cpf "y g'F J UU" ht'F kuewukp'qh'Ucnt { "Utwewt'g'Hqmqy kpi "P J UTgti cplcvkqp'9"P qx03; 940'

eqpegtpgf "vj gtg'uj qwf "pqv'dg'c"j lgtctej lecn'utwewtg'y kj kp"eqo o wplv{ " o gf lekpg'vgco u'cu'c'tguwn'qh'j cxkpi "c'ej kgh'cf o kplmtcvkxg"o gf lecn'qh'hegt" cv'gcej 'hgxgn/'vj g'go r j cuku'uj qwf "dg'qp'vj g'eqpegr v'qh'c'vgco 0Vj g'DO C" y cu'cnuq"eqpegtpgf "v'cxqkf "uqo g'qh'r khcmu'tguwnkpi "htqo "eqo r ngz."

j lgtctej lecn'utwewtg'lp"qvj gt'o gf lecn'ur gekcnkgu<sup>397</sup>"Vj g'DO C'Rwdnle" J gcmj "Gzgewkxg"Uwd/eqo o kvgg."cv'ku'o ggkpi "qp'38'P qxgo dgt'3; 94." pqvgf."vj gtghqtg."vj cv'cm'guvdrkuj gf "UEO u'uj qwf "dg'i tcf gf "cu'gs wkxcnpgv'qh" enkplecn'eqpuwnxcpv'cmj qwi j "uqo g'y qwf "dgeo g'ej kgh'cf o kplmtcvkxg" o gf lecn'qh'hegt0UEO u'uj qwf "y qtm'cu'c'i tqwr 0<sup>398</sup>"Y j cvxgt"vj g'dcuku'htq'vj g" f gekukqp."hwwtg'y qo gp'f qevqtu'lp"eqo o wplv{ "o gf lekpg'y gtg'r tqxkf gf "y kj " cp'ko o gf kvg'ucwuw'dquv0

"

### Preparing for new professional roles

Hqt'vj g'pgy n{ "crr qkpvf "o gp'cpf "y qo gp"UEO u'htqo "3; 96."vj ku" kpf gr gpf gpeg'qh'tqng"cpf "pgy "ucwuw'o cf g'c'tgh'guj kpi "ej cpi g'htqo "vj g" mcecn' qxgtpo gpv'j lgtctej lecn'utwewtg'0Vj gtg'y cu'cempqy ngf i go gpv."

j qy gxgt."vj cv'uchh'tcpuhgttkpi "y qwf "pggf "v'dg'r tgr ctgf "htq'vj gk'pgy " tqngu'lp'qtf gt "v'tguvgtg"o qtcng"cpf "gpeqwtci g" { qwpi "f qevqtu'v'eqpukf gt" gpvgtkpi "eqo o wplv{ "o gf lekpg0"kp'vj g'gxgpv."vq'rkxg'tcklpi "y cu'r tqxkf gf " cpf "o cng'tgetwko gpv'eqpvkpwgf "v'dg'my ."r cxkpi "vj g'y c { "htq'gpv { "qh'o qtg" y qo gp'lpv'vj g'pgy "ur gekcn{ "htqo "vj g'qwuvg0Cu'vj g'DO C'r wlvk<

K'ku'dgeo kpi "cm quv'ko r quukdng'y kj kp'vj g'r tngxcktkpi " eqpf kkpqu'qh'ugtxleg"v'tgetwk" { qwpi "f qevqtu'y j q'y qwf "dg" r tgr ctgf "v'o cng'c'ectggt'lp'vj cv'ugtxleg"cpf "k'ku'kpetgcukpi n{ " f kh'eww'v'tgckp"gzkukpi "kvgtg gf kvg'i tcf g'uchh'y j q'y qwf " qvj gty kug'dg'gzr gevfg "v'r n { "c'o clqt'r ctv'lp'vj g'hwwtg'qh" eqo o wplv{ "o gf lekpg"cpf "y j q'ctg'o ki tcvkpi "v'qvj gt'dtcepej gu'qh" r tceveleg'lp'xkgy "qh'vj g'o qtg'cf xcpvci gquv'vgtg u'pqy "dgkpi " qhgtgf 0<sup>399</sup>"

"

C'y qtnkpi "r ctv{ "v'hqnm'cv'vj g'y qtm'qh'cmf qevqtu'hcnkpi "y kj kp'vj g'ueqr g'qh" vj g'r tqr qugf "pgy "ur gekcn{ "qh'eqo o wplv{ "o gf lekpg'ur gekcn{ "y cu" guvdrkuj gf "lp'3; 92'y kj "T(D0J wvgt."Xleg/Ej cpegmqt"qh'Dkto kpi j co "

<sup>397</sup>"DO C'Ctej kxgu."Rwdnle"J gcmj "Eqo o kvgg"o kpwgu'52'Lxpg'3; 940'

<sup>398</sup>"DO C'Ctej kxgu."Rwdnle"J gcmj "Gzgewkxg"Uwd/Eqo o kvgg"o kpwgu'38'P qx03; 94." Crr gpfkz"E."0Eqo o gpw'qp'PJ UTgqti cplucv'qp0"

<sup>399</sup>"DO C'Ctej kxgu."Hunter Working Party0Gxkf gpeg"\*5tf "f tchv'htq'DO C'Eqo o kvgg" O ggkpi "33'Ugr v03; 920'

Wpłxgtukł . 'cu'ej ckt0Ku'lpklcnłgo k'y cu'vq'ōf ghłpg'yj g'ueqr g'qh'yj g'y qtnłqh' o gf lecnłcf o lpkmtcvqtu'cvłgi kqpcn'ctgc'cpf 'f kmtlev'ngxnu'lp'c'tgqti cplugf " j gcnj 'ugt xlegu'cpf 'vq'lpf lecvg'j qy 'vtclłpi 'cpf 'tgtclłpi 'hqt'uwej 'f qevqtu' eqwłf 'dg'r tqxkf gf 0<sup>39</sup>: ""

"

K'y cu'cuwo gf 'htqo 'vj g'qwugv'yj cv'yj gug'ōpgy ō'eqo o wplv' 'o gf lełpg' f qevqtu'lp'j gcnj 'ugt xleg'cf o lpkmtcvkp'y qwłf 'hqt o 'c'f kuetgv'i tqwr 'htqo " vj qug'gpi ci gf 'r tko ctkł 'lp'ekplecnłr tcevleg'cpf 'vj cv'yj g{ 'y qwłf 'pggf " cr r tqr tlcvg'r quv tcf wcv'vtclłpi 'cpf 'gzr gtłpgg<sup>39</sup>: "Vj g{ 'y qwłf 'dg'

eqpegtpgf 'y kj 'vj g'cr r rkecvkp'qh'o gf lełpg'vq'y j qrg'r qr wcvkp'u' qt'vq'f ghłpgf 'i tqwr u'cpf 'j ppeg'y kj 'vj g'cuetvcpo gpv'qh'j gcnj " pggf u'cpf 'j qy 'r tqhgułkpcnługt xlegu'ecp'dguv'dg'qti cplugf "vq" o gg'vj go 0Vj g{ 'eqo dłpg'c'dtqcf 'mpqy rgi g'qh'o gf lełpg'cpf " vj g'qti cplucvqp'qh'j gcnj 'ugt xlegu'y kj 'ur gelecnuv'vtclłpi 'lp' lp'xgułi cvłxg'cpf 'cpcnł vlecł'unkmł o wuv'ceegr vłgur qpukłkłv' " hqt'eqo o wplecvkp'y kj 'vj g'i gpgtcnłr wdrkeł pggf gf 'cv'gxgt { " rngxnłp'vj g'j gcnj 'ugt xleg<sup>39</sup>: 2""

"

Vj g'hqewu'qh'yj g'Y qtnłpi 'Rctv' 'y cu'qp'y j cv'k'y qwłf 'vcng'vq'dquv'ō qtcng' lp'vj g'vcpuhgtłpi 'y qtnłhteg'cpf 'gpeqwtci g'tgetwko gpv'qh'pgy 'vtclłpgu0 Uxgtcnłqti cplucvqp'uwo kwgf 'gxkf ppeg0Vj g'DO C.'hqt'gzco r rg." tgeqo o gpf gf 'vj cv'c'pgy 'O Ue'lp'vleken'ō gf lełpg'tgr meg'vj g'p'qy " f kuetgf kgf +Fkr nqo c'lp'Rwdrke'J gcnj 0K'j ki j rki j vgf 'vj g'hcev'yj cv'ko o gf lecvg' vtclłpi 'y cu'pggf gf 'vq'r tgr ctg'hqt'pgy 'tqrnu'/'cv'rgcu'vj tgg'o qp'vj u'hqt' ugplqt'uvclł'lp'hqecnł qxgtpo gpv'cpf 'vj g'j qur kcnługt xleg<sup>39</sup>: 3""UCO Qu'ci tggf " vj cv'vj gtg'y qwłf 'dg'c'f hłkewu'lpvgtko 'r gtłkf 'wprguu'vj gtg'y cu'c'ō ctngf " ko r tqxgo gpv'lp'tgetwko gpv'y j lej 'y cu'wprkngł <ōk'ku'wplxgtucmł 'ci tggf "

<sup>39</sup>: "J wpygt. "Medical Administrators."; "hqpqvg0Vj g'łpeqo lpi 'Eqpugtxcvłxg'Ugetgvct { 'qh' Ucvg.'Mekj 'Lqur j . 'y kf gpgf 'vj g'tgo k'lp'Łwł 'vq'ōtgxłgy 'vj g'hwpevqp'u'qh'o gf lecnł cf o lpkmtcvqtu'lp'vj g'j gcnj 'ugt xleg'cpf 'vq'ō cng'tgeqo o gpf cvkp'u'tgi ctf lpi 'vj g'r tqxkukp' tgs włgf 'hqt'vj gk'vtclłpi ō."; 'r ctc0B0Ceeqtf lpi 'vq'Y gduvgt. 'vj g'y qtnłpi 'r ctv' 'y cu'cv'yj g' uwi i gułkp'qh'yj g'Ej kgh'O gf lecnłQhłegt'cpf 'hqm'y gf 'vj g'Ugetgvct { 'qh'Ucvg'v'ghwucn'vq' f grc { 'ko r ngo gpvcvqp'qh'yj g'Uggdaj o 'tgeqo o gpf cvkp'u'dw'cenpqy rgi lpi 'u{o r cvj { 'y kj " vj g'r rki j v'qh'r wdrke'j gcnj "Y gduvgt. "Vol. II, 53; 40

<sup>39</sup>: "Ibid., ; 'r ctc040'

<sup>3: 2</sup>"Ibid., 90Vtclłpi 'uj qwłf 'eqxgt'ō gf lełpg'cpf 'j wo cp'dłqrni { . 'gr kf go kqrni { 'cpf " gpłkqpo gpv'clł gcnj . 'uvclłvleu.'vlekenł'cpf 'dgj cvłqwtcnłuelpggu.'vlekenłcf o lpkmtcvkp." j gcnj 'ugt xleg'ō cpci go gp0'

<sup>3: 3</sup>"DO C'Ctej kxgu. "Hunter Working Party0Gxkf ppeg"5tf 'f tclw'hqt'DO C'Ego o kvgg' O ggłpi '33'Ugr v03; 920'

vj cv'c'etcuj 'r tqi tco o g'qh'eqo r ngo gpvct { 'vtcklpi 'ku'tgs wktgf 'hqt'dqvj "

i tqwr u'qh'cf o kpkmtcvqtu'cpf 'uj qwf 'dg'tgi ctf gf 'cu'wti gpv<sup>3: 4</sup>"

"

Vj g'Y qtnkpi 'Rctv\.'cy ctg'qh'yj g'f go qterkugf 'ucv'g'qh'r wdrke'j gcnj ."

ceeqtflpi n\ 'r wdrkuj gf 'cp'kpvgtko 'tgr qtv<sup>3</sup>; 92'ecmkpi 'hqt'tgtcklpi "

r tqi tco o gu.'r ctv'qh'yj j lej 'o gf lecn'cf o kpkmtcvqtu'eqwf 'qdvckp'cnpi ukf g"

hwwtg'eqmgci wgu'kp'qvj gt'r tqhguukppu'kpenw'kpi 'o cpci go gpv<"öcv'r tgu'gpv'

vj gtg'ctg'qpn\ 'c'j cpf hwn'qh'o gf lecn'cf o kpkmtcvqtu'kp'c'r qukkqp'v'npqy "

htqo 'fktge'v'g'zr gtkepeg'vj g'r tqdngo u'qh'r tqxkf kpi 'vqcn'j gcnj 'ectg'hqt'c"

y j qrg'eqo o wpkv\ö"Vj g'Ugetgvt { 'qh'Ucv'g'ceegr vgf ö<sup>5</sup>"Cu'vj g'FJ UU'ucv'gf "

kp'c'ngwt'v'vj g'DO C'qp'ö'O c { '3; 93.'övj g'j qrg'ku'vj cv' vtcklpi 'o c { 'dg'qh'

j gr 'v'ugpkqt'ucchi'htqo 'cm'f'kuek'kpgu'htqo 'hcecn'j gcnj 'cwj qtkkku."

j qur kcn'cpf 'gzgewkxg'eqwpekn'ugt'xlegu'kp'eqppge'v'kp'y kj 'vj g'r tqr qugf "

kpgi tcv'kp'qh'yj g'j gcnj 'ugt'xleguö<sup>3: 6</sup>"Vj ku'uj ctgf 'f'gxgnr o gpv'y cu'v'j gr "

ugv'kp'vtckp'equgt'cu'qek'v'kp'u'dgy ggp'vj g'eqo o wpkv\ 'o gf lekpg'ur gekcn\ "

cpf 'o cpci go gpv'eqmgci wgu.'cp'ko r qtv'p'v'hcw'g'hqt'vj g'hwwtgö

"

Kpkken'vtcklpi 'r tqi tco o gu'y gtg'ncv'kp'eqo kpi .j qy gxgt.'cpf 'r qqtnt "

ko r ngo gpv'gföEqwtugu'y gtg'vj tgg/hqnf'/"'ugo kpcu'qp'c'tgi kqpcn'dcuku'hqt"

qh'hegtu'qh'xctkqu'r ctv'qh'yj g'ugt'xlegu.'o wnk'r tqhguukppcn'eqwtugu'qh'hqwt"

y ggmu'ngpi vj 'cv'hqwt'egpvtgu'cpf 'ur gekcn'kugf 'eqwtugu'qh'uko knt'ngpi vj 'cv'y q"

wpkxgtukv\ 'egpvtguö<sup>7</sup>"Vj g'r tqr qugf 'vko g'vcdng.'j qy gxgt.'y cu'eqpukf gtgf 'vqq"

ngkwtgn\ 'i kxgp'vj g'pwo dgtu'qh'ucchi'v'q'dg'r w'vj tqwi j .g'vuko cv'gf 'htqo 'vj g"

Y qtnkpi 'Rctv\ö'v'kpvgtko 'tgr qtv'cu'uqo g'342'hwn'vko g'cf o kpkmtcvqtu'kp"

TJ Du.'872'f'qevqtu'kp'o gf lecn'cf o kpkmtcvkp'go r n\ { gf 'd { 'hcecn'cwj qtkkku"

cpf '322'kp'vj g'egpvtcn'j gcnj 'f'gr ctvo gpvö<sup>8</sup>"Vj g'r tqi tco o g'y cu'cnv'f'qpg"

kp'ki pqtcepg'qh'yj g'r tgekug'tqng'eqo o wpkv\ 'o gf lekpg'y cu'v'q'r n\ { 'y kj kp"

<sup>3: 4</sup>"*Ibid.*, DO C'Ctej kxgu.'öGxkf gpeg'qh'yj g'UCO Qu'v'vj g'Y qtnkpi 'Rctv\ 'qp'O gf lecn' Cf o kpkmtcvqtu'cu'Co gpf gf 'v'q'Vcng'Ceeqwpv'qh'yj g'Xlgy u'qh'yj g'DO C'v'O gf lecn' Cf o kpkmtcvqtu'I tqwr "3; 92ö"

<sup>3: 5</sup>"DO C'Ctej kxgu.'*Hunter Working Party*öFJ UU'Rtgu'I Tgrgcug.'öRtgr ctlpi 'Ugpkqt'J gcnj " Uch'hqt'c'P gy 'kpgi tcv'gf "J gcnj 'Ugt'xleg.öP q0931; 4=Y gduvgt.'*Vol. II*, 6690

<sup>3: 6</sup>"*Ibid.*"

<sup>3: 7</sup>"*Ibid.*, FJ UU'Gzgewkxg'Ngwt'O IP 39; 124I 'kuwgf 'kp'P qx03; 930

<sup>3: 8</sup>"J w'vgt.'*Medical Administrators*.'Cr r gpf kz'G.'87/8.'öVj g'W'i gpv'P ggf 'hqt'vj g'Uj qtv vgtö 'kpv'qf vev'kp'qh'vtcklpi 'Eqwtugu'kp'O gf lecn' Cf o kpkmtcvkp'<Cp'kpvgtko 'Tgr qtv'v'vj g' Ugetgvt { 'qh'Ucv'g'hqt'Uqekn'Ugt'xlegu'Qevö3; 92-ö"*The Medical Officer*.'Gf kqtkcn" öEqo o wpkv\ 'O gf lekpg'cpf 'I cr u.ö 347\*36'O c { '3; 93-<470

gcej "o cpci go gpv'kgt. 'vj g'o cpci go gpv'uwf { 'hqt 'vj g'tgqti cplugf "j gcnj " ugtxleg'pqv'j cxkpi "{ gv'dggp'r wdrkuj gf 0<sup>9</sup>:"Vj g'eqphgtgpeg'qh'r wdrke"j gcnj " O Qu'Lcpwct { "3; 94'hgn'k'y cu'pqv'r quukdng'v'eqo r ngv'vj g'y j qng" r tqi tco o g'dghqtg'hktuv'cr r qkpvo gpv'u'v'uj cf qy "cwj qtklgu'vqnm'r nceg0Vj g" F J UU'pggf gf "vj gtghqtg. 'v'i kxg'cuwctpeg'vj cv'cwpgf cpeg'y cu'pqv'c" r t g t g s w k u g ' l p ' u g r e v k p ' q h ' u c h ' v ' h m ' u g p k q t ' r q u u 0<sup>3</sup>: F t ' R c t t { . ' O Q J ' h q t " P q w k p i j c o . ' d g t c v g f ' v j g ' u o c n i ' c o q w p v ' q h ' h w p f l p i ' i q k p i ' l p v ' t g / t c k p k p i " i k x g p ' v j g ' g p x k u c i g f ' c u m u 0<sup>3</sup>: ' U c h ' y g t g ' c v ' t k u m ' q h ' g p v g t k p i ' v j g ' p g y ' j g c n j " u g t x l e g ' k m ' r t g r c t g f 0'

Vj g'hkpcn'tgr qtv'tqo 'vj g'J wpvgt'Y qtnkpi 'Rctv' 'y cu'pqv'r wdrkuj gf 'wpv'k'53" O c { "3; 94. 'lg'chgt 'vj g'kpcwi wtcvkqp'qh'vj g'HEO 'lp'Cr tki'dw'u'kmi'dghqtg'vj g' h k p c n ' u t w e w t g u ' y g t g ' h p q y p ' y k j l p ' y j k e j ' e q o o w p k v ' r j { u l e k c p u ' y q w r f " q r g t c v g ' l p ' v j g ' j g c n j ' u g t x l e g 0 V j g ' o c k p ' g o r j c u k u ' y c u ' v ' g p u w t g ' h w w t g " f q e v q t u ' g p v g t k p i ' v j g ' u g t x l e g ' y g t g ' h w m { ' t c k p g f 0 V j g t g ' y c u ' c ' p g g f ' h q t ' o q t g " h q t o c n i ' c e c f g o k e ' u w f { ' c u ' y g m ' c u ' l p / u g t x l e g ' t c k p k p i ' r q u u ' l p ' h k p g ' y k j ' q v j g t " o g f l e c n ' u r g e l c n k u 0 V j g ' t g r q t v ' t g e q i p l u g f ' v j c v ' f q e v q t u . ' d g h q t g ' g p v g t k p i " e q o o w p k v { ' o g f l e k p g ' h q t ' r q u i t c f w c v g ' t c k p k p i . ' u j q w r f ' j c x g ' c ' o k p k o w o ' q h ' w y q { ' g c t u 0<sup>9</sup> ' r q u v ' t g i k u t c v k p p ' e n k p l e c n ' g z r g t l g p e g 0 V j k u ' y q w r f ' d g ' h q m y g f ' d { " u r g e l c n k u ' t c k p k p i ' h q t ' h q w t { ' g c t u 0<sup>3</sup>: 2 " V j g ' t g r q t v ' g u k o c v g f ' v j g t g ' y q w r f ' d g ' c " p g g f ' h q t ' 52 / 62 ' p g y ' t g e t w k u ' g c e j { ' g c t ' c p f ' v j g ' c k o ' u j q w r f ' d g ' v ' i g v ' t g e t w k u " y j q ' y q w r f ' e j q q u g ' e q o o w p k v { ' o g f l e k p g ' c u ' v j g k t ' h k u v ' e j q l e g 0 K ' t g e q i p l u g f ' c " p g g f ' v ' f g x g n r ' c ' p w o d g t ' q h ' c e c f g o k e ' e g p v t g u 0<sup>3</sup>: 3 " H q t ' v j g ' h k u v ' k o g ' l p " r w d r k e ' j g c n j l e q o o w p k v { ' o g f l e k p g . ' v j g t g h q t g . ' c ' t g e q i p l u g f ' c p f ' h w p f g f " t c k p k p i ' u e j g o g ' y c u ' v ' d g ' g u c d r k u j g f ' h q t ' c m ' p g y ' g p v c p w . ' c ' r c t i g " r t q r q t v k p p ' q h ' y j q o ' y q w r f ' d g ' y q o g p 0 J q y ' v j g ' t c k p k p i ' u e j g o g ' y c u ' u g v ' w r " c p f ' v j g ' t w g u ' h q t ' g p v t { ' v ' v j g ' p g y ' u r g e l c n k u ' y g t g ' v ' d g ' h w p f c o g p v c n ' v " y q o g p ' c e j l g x l p i ' i g p f g t ' p g w t c n k v { 0' "

<sup>3: 9</sup>"IEE'Ctej kxgu. 'E5 I4 B2. "'JCC Memorandum for Council Meeting, President's Report on Meeting of the Standing Medical Advisory Committee and Central Health Services Council 13 July 1971. "'

<sup>3: :</sup> "DO C'Ctej kxgu. 'Rwdrke'J gcnj 'Eqo o kvgg'o kpwgu'47'O ctej '3; 940'

<sup>3: :</sup> "Rctt { . 'Community Medicine. "4390'

<sup>3: 2</sup>"J wpvgt. 'Medical Administrators, 59'r ctc0325=5: 'r ctcu0327.32: 0'

<sup>3: 3</sup>"Ibid., 63'r ctc0334=64'r ctc0338=63'r ctc03350'

## Establishing a new medical specialty of community medicine

Vq"guvdrkuj "c"pgy "tckpki "uej go g"cmipi ulf g"ceetgf kxgf "o go dgtu'tgs vktgf " yj g'ugwki "wr "qh'c" f gf kecvgf "Hcewn\ "qh'Ego o wplv\ "O gf lekpg"v\ "qxgtugg" ucpf ctf u'cpf "cttcpi go gpw0J qy gxgt. "yj g'HEO. "cu"c"pgy "cpf "hrgf i rki " ur gekn\ . "y cu"guvdrkuj gf "kp'hwn'eqi pkucpeg"qh'ku'tgrv\ xgn\ "y gcm'r qukskqp" kp'yj g'hceg"qh'o qtg'r qy gthwn'o gf kecn'ur gekn\ ku "kphwgepki "y j cv' eqpukwvgf "ku'hwwt g'r tqhguukqpcn'y qtnhqtg"cpf "y j cv'eqo r tqo kugu'kv" pggf gf "v\ "o cng"v\ "uwt xkxg. "o cp\ "qh'y j kej . "kpcf xgtvgpvn\ . "y gtg"v\ "ckf " y qo gp'r wdike"j gcmj "f qevqtu0Gxgp "dghqtg"yj g"Tq\ {cn'Ego o kuukqp"qp" O gf kecn'Gf wecvkqp"kp"3; 8: "j cf "tgego o gpf gf "yj cv'yj g'r tqr qugf "pgy " ur gekn\ "qh'eqo o wplv\ "o gf lekpg"uj qwr\ "j cxg'ku"qy p'r tqhguukqpcn'dqf { . " kphqto cn'cpf "eqphf gpvcn'f kuewuukpu"j cf "dggp"kpkkcvgf "kp"3; 88"d\ "Lgtt { " O qttku. "y j qj\ cf "dggp"qp"yj g"Uggdqi o "Ego o kwgg"cpf "y cu"eqpegtpgf "cdqww" ku'ko r cev'qp'r wdike"j gcmj 0O qttku'hqwpf "uwr r qtv'ltqo "O QuJ . "UCO Qu"cpf " cecf go keu"j g"ur qng"v\ "hqt"ugwki "wr "c"ukpi rg"dqf { 0C'hqto cn'y qtnkpi "r ctv\ " y cu'pqv"guvdrkuj gf "wplv\Qevdgt"3; 8; "y j kej "ugv'wr "c"r tqxkukqpcn'eqwpeki" y kj "44"o go dgtu0<sup>3</sup>; 4""J ctf kpi "dgeco g'ej ck"qh'yj g'Rtqxkukqpcn'Eqwpeki'cpf " ej ck"qh'yj g'Gzgewkxg'Ego o kwgg0<sup>3</sup>; 5"" "

Vj g'qdlgev\ xgu"qh'yj g'hwwt g'HEO "y gtg'ugwngf "gctn\ "kp"3; 92"d\ "yj g'Y qtnkpi " Rctv\ "0v\ "r tqo qvg"j ki j "ucpf ctf u'kp"yj g'r tceveg"qh'eqo o wplv\ "o gf lekpg"cpf " dg'tgeqi pkugf "cu"yj g'r tqhguukqpcn'qti cpkucvqp'tgur qpukdr\ "hqt"eqo o wplv\ " o gf lekpg"wpf gt"cp\ "uej go g'qh'ur gekn\ kv'tgi kmtcvkqp.0'r mckpi "k'kp"yj g'htqp"v" rkp\ "qh'pqi qvcv\ kpu'y kj "yj g"Tq\ {cn'Eqngi gu0<sup>3</sup>; 6""Cu"c"pgy "cpf "uo cm'ugr\ i qxgtplki "ur gekn\ . "k'j cf "v\ "tgc f "ectghwn\ . "r ctv\ kwrtn\ "qxgt"yj g'tkcm\ " kuwg"qh'f gvgto kpkpi "y j q"eqwr\ "dg"o go dgtu"cpf "y j cv'ku'tgrv\ kpuj kr "y qwr\ " dg'y kj "yj g'0r ctgpv0Tq\ {cn'Eqngi gu"qh'Rj { ulekpu"\*TEuR+0<sup>3</sup>; 7"O go dgtuj kr " qh'yj g'pgy "Hcewn\ "pggf gf "v\ "dg" f qevqtu"y j q"o ki j v'qvj gty kug"j cxg"dggp"

<sup>3</sup>; 4""Y cttgp. "Genesis of Community Medicine, 58. "65=HEO "Ctej kxgu"o kpwgu"qh'Working Party to Consider the Setting Up of the FCM 38"Ln\ "3; 920O qttku'ej ckf "yj g'Y qtnkpi " Rctv\ . "J ctf kpi "tgr tguvpvgf "yj g"Uqekv\ "qh'O QuJ 0Vj gtg'y cu'tgr tguvpv\ kqp"ltqo "yj g" UCO Qu"qh'Gpi rpf "cpf "Y cngu"cpf "cnuq"yj g"Ueqwkuj "Cuqekcvkqp"qh'O gf kecn' Cf o kpkmtcvqtu" y j kuv"J gpt { "I gmqy nggu"\*EO Q+"y cu'yj g'I qxgtpo gpv'qdugt xgt0'

<sup>3</sup>; 5""HEO "Ctej kxgu"o kpwgu"qh'r tqxkukqpcn'eqwpeki3; "Hgd03; 930"

<sup>3</sup>; 6""Ibid."

<sup>3</sup>; 7""Y cttgp. "Genesis of Community Medicine, 660"

"

3: 8"X0Dgttkf i g"gvcrn0"Public Health in the 1980s and 1990s: Decline and Rise? \*Nqpf qp<'  
Y gneqo g'Y kpguugu"q"Vy gpvkgy 'Egpxw { "O gf lekp g'Xqmw g'48."4228+, 88/9."Cry {p"  
Uo kj "rcvgt'r tgufl gpv'qh'v'g'HEO -0'  
3: 9"kvgtxky gg"N'r gtupcrleqo o wplecvqp"37B242360'  
3: :HEO 'Ctej kxgu.Dqctf "o kpwgu"7"Cr tkf3; 950'  
3: : "Vj g'y q'y gtg'pqv'ugr ctcvgn"eqf gf "dgvy ggp"3; 96"cpf "v'j g'o kf /3; : 2u "I qrf cetg"gv'crn0"  
øEctggt'Ej qlëgu'ht'Rwdrlë"J gcni <Eqj qtv'Uwv lgu'qh'I tcf wcvgu'htqo "WMO gf lecrn'  
Uej qmü.ö"Journal of Public Health"55."6"\*4233+838/450'

pqv'f kukpi wkuj "dgvy ggp'yj go "cp{y c{0<sup>22</sup>"Vj g'pgy "kmg'ngf "vq"qy gt 'kf gpvkf " r tqdngo u'y j kej "eqpvtkdwgf "vq"eqo o wpkf "o gf lekpgö'r gtekgxf "y gcnpguu" kp'yj g'3; 92u0"Vj g'kmg"j cf "qtki kpcvgf "kp"EO Q'I qf dgtau"3; 89"cppwcn'tgr qt v" qp'yj g'ucvg"qh'r wdike"j gcmj "y j gtg"j g'ucvgf "y cv'gxgt { "f kntkcv'pggf gf "c" öeqo o wpkf "r j { ulekpö'y j q'y qwf "r tqo qvg'yj g'qti cplucv'kp"qh'o gf lecn' ectg'kp"cm'ku'ewtcvkxg"cpf "r tgxgpvkxg"cur gew'hqt"j ku'ctgc0<sup>423</sup>"Vj g'Tq{cn' Eqo o kukqp"qp"O gf lecn'Gf wecv'kp'yj gp'wugf "y g'vgtö "öeqo o wpkf " o gf lekpgö"vq"eqxgt"gr kf go kqmi kuu."o gf lecn'qhl'egtu'kp"mqecni qxgtpo gpv." epgt'cnj gcmj "qt"i qxgtpo gpv'f gr ctwo gpv0<sup>424</sup>"Ceeqtf kpi "vq"J qtpg. "y g'pco g" qh'yj g'pgy "Hcewn"y cu'c"eqo r tqo kug'dgecwug"pqpg"qh'yj g'gzkukpi "krgu" y cu'f ggo gf "uwkcdng0"Gxgt { qpg"ci tggf "y cv'yj g'vgtö "O QJ "o wuv'i q'dw" yj gtg'y cu'pq"ci tggö gpv'qp'ku'tgr nrego gpv0<sup>425</sup>"Qpg'kpvtxkgy gg'hqt"y ku" tgugetej "eqpukf gtgf "y g'vgtö "ör wdike"j gcmj ö'y cu'uq"eqo r ngvgn' "f kuetgf kxgf " yj cv'k'y cu'cuqekcvgf "y kj "öy kf "tcvg"ftqr /qwu0<sup>426</sup>"Dgttkf i g'pqvgf " kqplecm' "y cv'yj g'pgy "pco g'y cu'cf qr vgf "cv'c"vko g'y j gp"eqo o wpkf " r j { ulekpui'j cf "ghgevkxgn" "o qxgf "cy c{ "htqo "tgrv'kpuj k'u'y kj "mqecni eqo o wpkku0<sup>427</sup>"Vj g'pco g'öeqo o wpkf "o gf lekpgö"eqp'kpwgf "vq"ecwug" eqphwukqp0C"tckpgg'kp'yj g'3; 92u'uckf "j g"j cf "j gctf "k'tghgttgf "vq"cu" öeqo o wpkuv'o gf lekpg0<sup>428</sup>"Vj g'UCO Qu."kp'yj gkt "gxkf gpeg"vq"y g'J wpgt" Y qtnkpi "Rctv' "kp"3; 92."uqo gy j cv'r tqr j gvkecm'."eqpukf gtgf "y g'vgtö " öeqo o wpkf "r j { ulekpö'wphqtwpvcg'kp'yj cv'k'ui i gungf "c"o gf lecn'j { dtkf " öy j q'y cu'r ctv'ekplecn'cpf "r ctv'cf o kpkutcvkxg"cpf "y qwf "yj gtghqtg"dg" tglgevgf "d{ "dqj "ekplekpu"cpf "cf o kpkutcvqtu0<sup>429</sup>" " "

P qo gperwttg'y cu'pqv'yj g'qpn' "f kHcewn" "hceg" "d{ "y g'pgy "Hcewn"0V00 eN0' I cmqy c{ "tghgevgf "kp"3; 9; <öy g"j cf "vq'uwtxkxg"pqv'lwv'hqt"qwtugrkxu'dw'hqt" qwt"eqngci wgu."hqt"y g'ugt'xkxg"cpf "hqt"y g'rgi kko cvg"gzr gewcv'kpu'y j kej "y g"

<sup>422</sup>"Cnpg."Doctors and Their Careers, ; 0'

<sup>423</sup>"Tghgttgf "vq"kp"i qqf kpi "gv'cn0"Community Physician, 933/60'

<sup>424</sup>"Vqf f "Tgr qtv."Medical Education."88'r ctc03550'

<sup>425</sup>"J qtpg."Community Medicine, 8; /970'

<sup>426</sup>"Kpvtxkgy gg"N'r gtuppcn'eqo o wplecv'kp"37B242360'

<sup>427</sup>"Dgttkf i g'gv'cn0"Decline and Rise?, Dgttkf i g."zzk0"

<sup>428</sup>"Ibid., Tqf "I tHkju": 0'

<sup>429</sup>"DO C"Ctej kxgu."Hunter Working Party."Gxkf gpeg"htqo "UCO Qu0'



r wdrle"j cu'qh'ku'o quv'cr r tgekvf "ugt xleg<sup>42</sup>: "k"vj g"gxgpv"vj g'y c{"vj g"  
Hcewn{"guvcdkuj gf "kugrh"vj tqwi j "ku'o go dgtuj kr ."ucpf ctf u"cpf "tcklpi "  
y cu'vq'dg'gzvgo gn{"dgpghlekcn"vq'y qo gp'r wdrle"j gcnj "f qevqtu0Vj g'hkpcn'  
rtguu'ucvgo gpv'y cu'kuwgf "36'O c{"3; 94"qp"dgi cm'qh'vj g'y tgg"TERu'qh'vj g"  
WM'ci tggkpi "vq'vj g'hqwpf cvkqp"qh'c'lqkp'võHcewn{"qh'Ego o wplv{"  
O gf lekpg<sup>42</sup>: "C"uo cm'i tqwr "htqo "vj g'lpkkn"Y qtnkpi "Rctv{"y cu'o cf g"  
o go dgtu"vj gp'hgmjy u'qh'vj g"TER'y j lej "etgcvf "vj g'qtki kpcn'Ego o kwgg"  
vj gp"vj g"Hcewn{"Dqctf 0<sup>432</sup>"Cv'vj g'kpcwi wcn'o ggkpi "qh'vj g"HEO "qp"37"  
O ctej "3; 94."Ctej kg'Edej tcpg'y cu'grgcvf "ku'htuv'r tgukf gpv."O lej cgn'  
Y cttgp"Cecf go le"tgi kmtct0Qh'vj g"43"Dqctf "o go dgtu."qpn{"qpg'y cu"c"  
y qo cp."c'tcvk"pqv'wpego o qp'y kj k"vj g'o gf lekcnTq{cnEqmgi gu'cv'vj g"  
wko g'dw'y j lej "fkf"o gcp"vj cv'y qo gp'k"eqo o wplv{"o gf lekpg"j cf "rkwg"  
xqleg"kp"guvcdkuj kpi "vj g'cttcepi go gpw'htqo "y j lej "vj g{"y gtg'pgxgtvj grguu'vq"  
dgpghk'eqpukf gtcn{"<sup>433</sup>"Ugewt kpi "o go dgtuj kr "y cu'vj g'ng{"htuv'cunlht"vj g"  
HEO "Dqctf "cu'pq"o go dgtu"o gcpv'pq"lpego g'htqo "o go dgtuj kr "qt"  
hgmjy uj kr "hgu<sup>434</sup>"O go dgtuj kr "y cu'vq'dg'tgvtkevgf "vq'vj qug'y j q"ucvukgf "  
ur gekle"etkgtk"y j lej "cnuq"gpwtgf "vj g{"y qwr "dg"gnk kdn'ht"ur gekcnv"  
tqgu"lp"vj g"j gcnj "ugt xleg0"O quv'ko r qtvcpw{"."vj gtg'y qwr "dg"pq"  
kpvgo gf kvg"qt"uud/ur gekcnv'i tcf gu'ht"eqo o wplv{"o gf lekpg"dgy ggp"  
vj qug'htqo cm{"k"tcklpi "cpf "vj qug'i tcf gf "eqo o wplv{"r j {"ulekpu<sup>435</sup>"C"  
ngcf gt"ctveng"lp"The Lancet"lp"3; 98"eqpukf gtgf "eqo o wplv{"o gf lekpg'y cu"  
tki j v'vq'tgukv'uud/ur gekcnv'i tcf gu0K'y qwr "j cxg"dggp"c"uvgr "dceny ctf u"  
õvj g'r tqdrgo u'qh'U O Qu"kp"vj g"j qur kn'o gf lekcn'y qtnhteg+j cxg"qpn{"  
ncvgn{"gpf gf "y j krg"vj g'f hlewnkgu'qh'o gf lekcn'cuukvcpw'lp"qvj gt"ur gekcnkgu"  
ctg"qpn{"lwv'dgi kppkpi "vq"go gti g<sup>436</sup>"Nngy kug."vj g"DO C"Rwdrle"J gcnj "  
Ego o kwgg"eqpukf gtgf "ugeqpf /vgt"i tcf gu'y qwr "dg"õcu'wpccegr vdrng"lp"  
eqo o wplv{"o gf lekpg"cu'kv"j cu'r tqxgf "vq'dg"lp"qvj gt"dtcepej gu'qh"

<sup>42</sup>: "V00 eN0I cmjy c{"."õQp"r go kvlpi "vj g"Qhleg"qh'Xleg/r tgukf gpv'vq"vj g'Hcewn{"o  
Community Medicine"6"p qx03; 9; +25520"

<sup>42</sup>: "Y cttgp."Genesis of Community Medicine, 790

<sup>432</sup>: "kpgtxlgy gg"N'r gtupcrleqo o wplecvkqp"37 B242360

<sup>433</sup>: "HEO "Ctej kxgu."O kpwgu'qh'RtqxkukqpcnDqctf "47'Lcp"08; 94"cpf "kpcwi wcn'O ggkpi "qh'vj g"  
HEO "Dqctf "37"O ctej "3; 940"

<sup>434</sup>: "kpgtxlgy gg"J "r gtupcrleqo o wplecvkqp"37 B442360

<sup>435</sup>: "DO C"Ctej kxgu."Rwdrle"J gcnj "Ego o kwgg"o kpwgu"3; "Hgd03; 95."uwr r ngo gpvt{"ci gpf c"  
qp"pgy "icrt{"utwewt"ht"vj g"j gcnj "ugt xleg"cpf "chgt"3"Cr tk13; 96"ht"UEO u"cpf "vj qug"  
f qevqtu'wpgtvcnkpi "enkplecn'y qtnlpqy "r gthqto gf "k"vj g'r wdrle"j gcnj "Hgnf 0"

<sup>436</sup>: "The Lancet, õVj g'Hwmtg'qh'Ego o wplv{"O gf lekpg.ö 52: .9; 98""32'Lwn{"3; 98+29: /; 0"

o gf lekpg<sup>437</sup>"Vj ku'y cu'ko r qtvcpv'hqt 'y g'hwwt g'qh'y qo gp'lp'eqo o wplv{ "  
o gf lekpg'dgecwug."wprkng'y g'tguv'qh'o gf lekpg'y j gtg'c'uwdequwncpv'i tcf g"  
o ki j v'dg'y g'o quv'ugpkqt'i tcf g'y g{ "eqwrf "eqphkf gpwv{ "gZR gev'vq'cwckp."y g"  
qpn{ "i tcf kpi u'r quukdn'lp'eqo o wplv{ "o gf lekpg'y qwrf "dg'equwncpv'qt "  
vckpgg0Vj gtg'y cu'vq'dg'pq'r { tco kf 0"  
"

Wpvlr'c'pgy "ewttlewnwo ."gzco kpcvkpu'cpf "vcklpi "uej go gu'y gtg"  
guvdrkuj gf ."y g'Y qtnkpi "Rctv{ "j cf "vq'guvdrkuj "y g'lpkkn'o gcpu'hqt "  
cf o kwlpi "o go dgtu'vq'y g'pgy "Hcewn{ 0K'y cu'y gug'cttcpi go gpv'u'y cv'y gtg"  
vq'r tqxkf g'y g'lpucpv'r tqo qvqp'hqt'o cp{ "y qo gp'y qtnkpi "lp'hqecn"  
i qxgtpo gpvr'wdrk'j gcmj 0<sup>438</sup>"Vj g'r tqeguu'guvdrkuj gf "d{ "y g'Y qtnkpi "Rctv{ "  
lp'3; 92'y cu'hqt'cp'lpkkn'y q/{ gct'r gtlkf "y j gtgd{ "y g'Rtqxkukqpcn'Eqwpekn'  
y qwrf "ceegr v'cu'ko o gf kv'g'o go dgtu'y kj qw'gzco kpcvkp."cp{ qpg'y j q'y cu"  
c'tgi kvgtgf "o gf lecn'r tcevkqpgt'r tcevkupi "lp'y g'WM"j grf "cp'cr r tqr tkv'g"  
j ki j gt'r quv tcf wcv'g's wckhlecvkp."j cf "hxg" { gctu'gZR gtlkpeg'lp'eqo o wplv{ "  
o gf lekpg'cpf "j cf "dggp'r tqo qvgf "cdqvg'y g'dcule"i tcf g<sup>439</sup>"K'hqecn"  
i qxgtpo gpvr'wdrk'j gcmj ."y ku'cr r rkgf "vq'y qug'lp'y g'cf o kpkv'cv'xg'tcvj gt "  
y cp'ekplecn'i tcf gu."y g'hqto gt'qxgtuggkpi "cpf "qti cpkupi "cm'y g'ekple'cpf "  
tgeqtf u'y qtnihqt'o cvgtpcn'cpf "ej kf "j gcmj ."uej qqn'j gcmj ."go r m{ o gpv"  
o gf lecn<sup>43</sup>: "Cr r tqzko cvgn{ "58" \*726+qh'y qug'lp'y g'cf o kpkv'cv'xg'i tcf gu"  
y gtg'y qo gp."r tqxkf kpi "y g'qpgu'y j q'j cf "uwthlekpv'gZR gtlkpeg'cpf "c"j ki j gt "  
s wckhlecvkp'y kj "y g'r quukdrk'v{ "hqt'ko o gf kv'g'r tqo qvqp<sup>43</sup>: "Vj g"  
Rtqxkukqpcn'Eqwpekn'cungf "y g'Gzgewkxg'Ego o kv'gg"7'O c{ "3; 93"vq'ugv'vr "  
cp'ceetgf kv'qp'eqo o kv'gg"vq'ugrgev'r qgr rg'hqt'o go dgtuj kr "y tqwi j "y ku"  
oi tcpf/r ctgvpki o'tqwg'wplv'y g'o go dgtuj kr "gzco kpcvkp'y cu'wv'f gty c{ 0'  
Vj g'Gzgewkxg'Ego o kv'gg'y qwrf "f kuewuu'y g'pwo dgt'qh'hgmuy u'cpf "

<sup>437</sup>"DO C'Ctej kxg."Hunter Working Party, DO C'tgur qpug'53'Cwi 03; 940"Vj ku'ku'pqv'vq'uc{ "  
y gtg'y gtg'pq'qy gt'f qevqtu'y qtnkpi "lp'j gcmj "cwj qtkv{ "eqo o wplv{ "o gf lekpg'f gr ctvo gpw0'  
Ekplecn'o gf lecn'qh'legtu."hqt'gzco r rg."tcp'hqecn'ekpleu'cpf "wv'f gtvqqn'o gf lecn'  
gzco kpcvkpu'0H'qo "3; : : .y kj "y g'lpv'qf wv'qp'qh'wch'i tcf g'r quv'hgmuy kpi "y g"  
oCej l'xkpi "c'Dcncpeg'o'lpk'cv'xg."c'hgy "f qevqtu'cv'y cv'i tcf g""y qtn'f "lp'r wdrk'j gcmj "  
o gf lekpg0'

<sup>438</sup>"HEO "Ctej kxgu."o kpwgu'qh'Working Party to Consider the Setting Up of the FCM"38"  
Lwn{ "3; 92."4/50'

<sup>439</sup>"Y ctgtp."Genesis of Community Medicine, 820'

<sup>43</sup>: "K'vgtxkgy gg"J "r gtuqpcn'eqo o wplv'cv'xg"37B442360'

<sup>43</sup>: "F J UU'Cp'wcn'Eg'puw'qh'Nqecn'Cw'j qtkv{ "O gf lecn'U'ch'v'52'Ugr v03; 95'hqt'Gpi r'xpf 0K'  
ku'pqv'eqo r r'vgn' "r quukdn'vq'f gvgto kpg'cp'gzcev'ur r'v'dgy ggp'y qug'lp'o clpn{ "  
cf o kpkv'cv'xg'cpf "y qug'lp'o clpn{ "ekplecn'iqnu0'

o go dgtu'vq'dg'cr r qkpvf 'vq'vj g'Hcewn{. 'vj g'cr r ncevkqp'hqto 'hqt"  
o go dgtuj kr 'cpf 'vj g'ucpf ctf 'vq'dg'ugv<sup>442</sup>"k"Qevdgt '3; 93.'vj g'hku'  
cf xgtvugo gpvu'y gpv'kvq'vj g'BMJ'cpf 'The Lancet'cpf 'd{ 'vj g'gpf 'qh'vj g'gct"  
vj g'RtqxkukqpcnEqwpekl'j cf 'tgegkxgf '3.622'cr r ncevkqpu'hqt'o go dgtuj kr <sup>443</sup>"  
Vj gug'y gtg'i tgcvt'pwo dgtu'vj cp'gizr gevfg <sup>444</sup>"D{ 'vj g'vko g'qh'vj g"  
kpcwi wcevkqp'qh'vj g'pgy 'Hcewn{ 'qp'37'O ctej '3; 94.'; 22'o go dgtu'j cf "dggp"  
grgevfg <sup>445</sup>"Cf o kuukqpu'eqvkvpgf 'vq'dg'o cf g'f wtkpi 'c'tqmkpi 'r tqeguu'qh"  
y cxgu'qh'oi tcpf /r ctgvpki <sup>446</sup>"Vj g'ceetgf kcvkqp'eqo o kvgg'y cu'f wg'vq'ugtxg"  
wpvkl'O ctej '3; 96'y j gp'vj g'gzco kpcvkqp'eqo o kvgg'y qwrf "cuuwo g"  
tgur qpukdkk{ 'hqt'o go dgtuj kr <sup>447</sup>"Vj g'rcuv'r wdrk'cppqwpego gpv'y cu'o cf g"  
kp'Lxpg'3; 95'y kj 'c'hpcn'tgegr v'qh'cr r ncevkqpu'hqt'hqwpf cvkqp'o go dgtuj kr "  
f ghgttgf 'vq'3'F gego dgt'3; 95<sup>447</sup>"oi tcpf /r ctgvpki ö'egcugf "qp'37'O ctej "  
3; 96'cpf 'd{ "Qevdgt'kp'vj cv'gct'vj gtg'Hcewn{ 'j cf '3.722'Hgmjy u'cpf "  
O go dgtu<sup>448</sup>"  
"

Vj g'y qtm'qh'f gvgto kpkpi 'y j q'uj qwrf 'dg'qhhgtgf "o go dgtuj kr 'y cu'qhvpg"  
f kHcewn'cpf 'vj gtg'y cu'/'r gtj cr u'kpgxkcdn{ '/'c'oi tg{ ö'ctgc'y j kcj 'r gto kvgf "  
uqo g'tgnczvkvq'qh'cf o kuukqpu'etkgtk'cpf 'ueqr g'hqt'urkr r kpi 'vj tqwi j 'vj g"  
pgv<sup>449</sup>"Vj g'ceetgf kcvkqp'eqo o kvgg'cumgf 'vj g'Dqctf 'hqt'cp'grgo gpv'qh"  
f kuetgvkqp'qxgt'vj g'kuwg'qh'r quvi tcf wcvg's wcnHcevkqp'kp'uqo g'ecugu<sup>449</sup>"Vj ku"  
f kuetgvkqp'y cu'cnuq'pqvgf 'kp'Qevdgt'3; 94'y j gp'vj g'ej ckt'qh'vj g"  
ceetgf kcvkqp'eqo o kvgg.'F t'I cmjy c{.'cnj qwi j 'i kxkpi 'cuuwtcepg'vq'vj g"  
Dqctf 'vj cv'vj g'etkgtk'hqt'hqwpf cvkqp'o go dgtuj kr 'y qwrf 'dg'utkew{ "  
gphqtegf.'ucvgf <öhtqo 'vko g'vq'vko g'vj g'eqo o kvgg'j cf "eqpukf gtgf 'k'j cf "c"  
f w{ 'vq'gzgtekg'f kuetgvkqp'kp'tgur gev'qh'ku'cr r ncevpw'y j q'f k'pqv'hwn{ 'o ggvt'

<sup>442</sup>"HEO 'Ctej kxgu.'RtqxkukqpcnEqwpekl'o kpwgu'7'O c{ '3; 93.'50'

<sup>443</sup>"Y ctgtp."Genesis of Community Medicine, 830'

<sup>444</sup>"HEO 'Ctej kxgu.'kpcwi wcnl'O ggkpi 'qh'vj g'HEO 'Dqctf '37'O ctej '3; 94.'60'

<sup>445</sup>"Y ctgtp."Genesis of Community Medicine, 850'

<sup>446</sup>"HEO 'Ctej kxgu.'Dqctf 'o kpwgu'34'F ge03; 96.'Ucpgf kpi 'Qtf gtu0'

<sup>447</sup>"HEO 'Ctej kxgu.'Dqctf 'o kpwgu'36'Lxpg'3; 950'

<sup>448</sup>"HEO 'Ctej kxgu.'Dqctf 'o kpwgu'32'Qev03; 96.'D4; B496I7.'öF tch'Gxkf gpeg'vq'vj g'Ej kf "  
J gcnj 'Ugtxlegu'Eqo o kvggö"

<sup>449</sup>"HEO 'Ctej kxgu.'Dqctf 'o kpwgu'35'Lwn{ '3; 94.'Tgr qtv'qh'vj g'Ceetgf kcvkqp'Eqo o kvgg0'

cm'ij g'etkgtk'uwej "cu'f qevqtu'lp"j qur kcn'cf o kpkucvqp'y j q'j cf 'pq'j ki j gt"  
r quv tcf wcvg's wcn'hecvqp<sup>44</sup>: ""

"

Vj gtg'y cu'cnq'ij g'r tqdrgo "qh'ij qug'y j q'j cf 's wcn'hecvqp'u'dw'y j q'y qwf "  
hcn'vq'o gg'v'ij g'etkgtk'qh'g'zr g'kgep'lp"eqo o wpk'v'o g'f lekpg'd{ "37'O ctej "  
3; 960Vj g{ 'y qwf "dg'eqpukf gtg'f "hqt"gzgo r vqp'ltqo "gzco kpcvqp'u'tcvj gt"  
ij cp'ceetgf kcvqp'hqt'hqwpf cvqp'o go dgtuj kr <sup>44</sup>: ""K'y cu'j ctf 'vq'j cxg'c'j ctf "  
cpf 'hcu'v'wrg0Cm'ij g'oi tg{ 'ctgcö'cr r decvqp'u'y gtg'eqpukf gtg'f "qp'cp"  
kpf kxf wcn'dcu'k<sup>452</sup>"Cp'k'vgtxkgy gg'hqt'ij ku'tgugctej 'npgy "qh'cr r decp'u'y j q"  
i clpgf 'cf o ku'kqp'y kj qw'c'F kr mqo c'lp'Rwdnke'J gcnj <sup>453</sup>""

"

Y qo gp'f'kf'i clp'o go dgtuj kr 'ij tqvi j 'ij ku'tqwg'dw'y gtg'pqv'kpkcm{ "  
rtqo kpgp0Vj g'O Y H'pqvgf 'lp'3; 94'ij cv32'y qo gp'qw'qh'c'v'cn'qh'366"  
hgm'y u'qh'ij g'pgy 'HEO 'y gtg'y qo gp'cpf '3: 6'o go dgtu'qw'qh'c'v'cn'qh'  
9620<sup>454</sup>"Cv'47' 'ij ku'y cu'v'kn'c'o wej 'i tgcvg't'r gtegp'vci g'cv'ectggt'i tcf g'ij cp"  
kp'cp{ 'q'ij gt'o g'f lecn'Tq{ cn'Eqngi g'qt'H'cewm{ 'cv'ij g'v'ko g0O cwf 'O gp| kgu."  
ij g'qpn'ij y qo cp'qp'ij g'HEO 'Dqctf 'lp'3; 94.'r qkpgf 'qw'ij g'qo ku'kqp'qh'  
öw q'qwu'cpf kpi 'ncf { 'f qevqtu'ö'lp'ij g'ku'v'qh'Hgm'y u<sup>455</sup>"Hgm'y u'cpf "  
O go dgtu'y qwf 'pqv'qpn'ij 'eqo g'ltqo 'h'ecn'i qxgtpo gpv'r wdne'ij gcnj 'dw'  
TJ Du.'ij g'F J UU'cpf 'cecf go ke'f gr ctvo gpv'0C'i tgcvg't'r tqr qt'vqp'qh'  
y qo gp'y gtg'cf o kvgf 'lp'uwdugs wgpv'ij cxgu'qh'oi tcpf/r ctg'p'kpi <sup>456</sup>"  
O go dgtuj kr 'qh'ij g'HEO 'f'kf'pqv'i wctcpvgg'c'r r'ceg'lp'ij g'pgy 'ij gcnj 'ugt'xleg"  
qti cpl'ucvqp'u'cpf.'gs wcm{.'cr r qkpvo gpv'v'c'r quv'lp'ij g'P J U'v'w'w'w'gu'f'kf "

<sup>44</sup>: "HEO 'Ctej kxgu.'Dqctf 'o kpwgu'39'Qev'3; 94.'Tgr qt'v'qh'ij g'C'ceetgf kcvqp'Ego o kvgg.'; / 320'

<sup>44</sup>: "HEO 'Ctej kxgu.'Dqctf 'o kpwgu'39'Qev'03; 94.'D602594B.'öTgr qt'v'qh'ij g'H'pcpeg'cpf "  
I gpgt'cn'Rwr qugu'Ego o kvgg'ö"

<sup>452</sup>"k'vgtxkgy gg'N'r'gtu'qpcn'eqo o wplecvqp'37B242360'

<sup>453</sup>"k'vgtxkgy gg'J 'r'gtu'qpcn'eqo o wplecvqp'37B442360'

<sup>454</sup>"O Y H'Ctej kxgu.'UC IO Y HII 053B."Community Medicine Doctors Employed in Public Health and NHS Reorganisation 1972-3."

<sup>455</sup>"HEO 'Ctej kxgu.'Dqctf 'o kpwgu'33'Hgd'0; 94.'60Vj g'HEO 'ku'v'qh'ij g'H'qwpf cvqp'Hgm'y u'  
cpf 'O go dgtu.'r vdr'kuj gf '36'O ctej '3; 96'ij cu'34'y qo gp'qw'qh'449'H'qwpf cvqp'Hgm'y u'  
\*7' -'cpf '698'y qo gp'qw'qh'c'v'cn'qh'3.: 33'H'qwpf cvqp'O go dgtu'\*48' -'h'ecv'gf 'lp'ij g'  
Y gneqo g'J ku'qt { 'qh'O g'f lekpg'Nkdtct { 'Qzhqt'0"Vj g'ur'rk'dgwy ggp'o gp'cpf 'y qo gp'ku'  
dcugf 'qp'ij g'tgugctej g'au'dgu'v' wgu'hqmqkpi 'cv'Ej tkn'cp'pco gu'uq'ij gtg'o c{ 'dg'o kpgt"  
k'p'ceev'iceku'0'

<sup>456</sup>"HEO 'Ctej kxgu.'Dqctf 'o kpwgu'7'Cr tkf'3; 95.'70Rj cug'XKK'hqt'gzco r rg.'j cf '5: 'ugt'xleg"  
cf o ku'kqp'u'qh'ij j qo '35'y gtg'y qo gp'0'Ceetgf kcvqp'r'j cug'KZ'dtqwi j v'kp'98'qh'ij j qo '55"  
y gtg'y qo gp'cpf 'r'j cug'Z.'7; 'qw'qh'ij j qo '52'y gtg'y qo gp'"HEO 'Ctej kxgu.'Dqctf 'o kpwgu."  
33'Qev'03; 95=7Rj cug'Z'Kdtqwi j v'c'v'cn'cf f k'k'qpcn'cf o ku'kqp'u'qh'4; 'qh'ij j qo '33'y gtg'  
y qo gp'"HEO 'Dqctf 'o kpwgu'35'F ge'03; 95=0'



qh'lpvgtxkgy ggu'hqt'yj ku'tgugctej . 'hggp'vq'f gxgrqr 'yj gkt'r qr wrcvkqp'j gcmj "

tuguctej "unkm0<sup>45</sup>: ""

"

Uctv'kpi "c'v'ckl'kpi "uej go g'htqo "uetcvej 'y cu'eqo r'kecv'gf "d{ "yj g'pggf "v'ugv" wr "o gej cpluo u'hqt"cr r tqxcn'qh'v'ckl'kpi "r quu. "r quu tcf wcv'g"v'ckl'kpi "cpf " guvdrkuj kpi "tgr'v'kpuj kr u'y kj "tgi kqpcn'r quu tcf wcv'g"eqo o kwgg0<sup>45</sup>: "D{ "Lwn{ " 3; 94. "yj g'Gf wecv'kqp'Ego o kwgg'j cf "eqphkto gf "yj cv'O go dgtuj kr "qh'yj g" HEO . "y j lej "y qwf "j cxg'yj g'uco g'ucwu'cu'O go dgtuj kr "qh'yj g'TER. "y qwf " eqo r tkug'cp"gzco kpcv'kqp'kp"wy q'r ctu. "Rctv'Kr tgegf gf "d{ "c"o kpk wo "qh'qpg" { gct'au'en'kplecn'v'ckl'kpi "cpf "Rctv'KK'y j lej "y qwf "lpenw'g'cp'qtcn'gng go p'v'cpf " r t'gugp'v'kqp"qh'c'f kuugt'v'kqp. "v'q'dg'v'cngp'pq"o qtg'yj cp"wy q'f gctu'chvgt" r cuukpi "Rctv'K0<sup>62</sup>""Vj g'v'ckl'kpi "uej go g'y cu'hqto cm{ "rwpej gf "kp'Qevdgt" 3; 940<sup>63</sup>""Vj g'pwo dgt'qh'v'ckl'kpi "r quu'uj qwf "tgr'v'g"v'q'ectggt'r tqur gew0<sup>64</sup>"" Vj g'lpv'g'v'kqp'y cu. "yj gtghqtg. "v'q'cxqkf "htqo "yj g'qwu'g'v'yj g'ko dcr'peg" dgwy ggp'ugp'kqt'cpf "lwp'kqt'r quu'y kpgu'ugf "cetquu'yj g'tguv'qh'o gf kelpg0" Ceegu'v'q'eqpuwncp'r quu. "r tqxkf gf "gzco kpcv'kpu'y gtg'r cuugf. "y qwf "dg" o qtg'qt'ngu'i wctcp'vggf "hqt'yj qug'yj q'gpvgtgf "eqo o wpk{ "o gf kelpg" v'ckl'kpi 0D{ "gctn{ "3; 96. "yj g'Gf wecv'kqp'Ego o kwgg'j cf "guvdrkuj gf "yj g" etkgtk'ht"cr r tqxcn'qh'v'ckl'kpi "r quu'lpenw'kpi "j cxkpi "o qtg'yj cp'qpg"UEO " r t'gugp'v'kp'yj g'qti cplucv'kqp0<sup>65</sup>""V'ckl'kpi "hcekr'kku'y gtg'ugv'wr "kp"c" eqpuqt'kwo "qh'ugxgp'v'pk'gtukku0<sup>66</sup>""

"

Y qo gp'y gtg'cev'xgn{ "y greqo gf "y kj "hgz'kdkk{ "qxgt'v'ckl'kpi "cpf "ectggt" r quu'uq'yj cv'yj g{ "eqwf "eqo dlp'g'y qtn'y kj "f qo guke'cpf "hco kn{ " t'gur qpukdk'kku0Cnj qwi j "hgy "y qo gp'r ct'v'ekr cv'gf "kp'ugw'kpi "wr "yj g'Hcew'w{ " cpf "ku'gctn{ "twpp'kpi . "yj g'Dqctf "y cu'cngt'v'q'yj g'ej cpi kpi "r quk'kqp'qh'y qo gp"

<sup>45</sup>: "lpvgtxkgy ggu'P. 'S. 'U. 'T'cm'of kuexgtgf ö'eqo o wpk{ "o gf kelpg'yj k'v'v'p'f'gt'v'ckl'kpi " tuguctej "r tq'lgew0Rgtuqpcn'eqo o wplecv'kpu'3212514237. "2; 13214236. "5213214236. " 32132142360"

<sup>45</sup>: "HEO 'Ctej kxgu. "Dqctf "o kpwgu'39"Qev03; 94. "340"

<sup>462</sup>"HEO 'Ctej kxgu. "Dqctf "o kpwgu'35"Ln{ "3; 940Eqtg'uwdlgeu'hqt'gzco kpcv'kqp'y gtg" gr kf go kqmi { . "ucv'k'leu. "uqekn'uel'p'egu'kp'tgr'v'kqp"v'q'eqo o wpk{ "o gf kelpg. "j gcmj "ugt'xlegu" cf o kplucv'kqp. "tuguctej . "eqo o wplecdng'f'kugcug. "r t'gxgp'v'kxg'o gf kelpg. "o gf lecn'kphqto cv'kqp" u{ ugo u. "gpxk'qpo gpv'n'o gf kelpg. "j gcmj "geqp'qo leu0"

<sup>463</sup>"HEO 'Ctej kxgu. "Dqctf "o kpwgu'39"Qev03; 940"

<sup>464</sup>"HEO 'Ctej kxgu. "Dqctf "r cr'gtu'35"v'p'g'3; 96. "D360829617. "öHEO "ur'gekr'ku'v'ckl'kpi "kp" eqo o wpk{ "o gf kelpg. ö"4060"

<sup>465</sup>"HEO 'Ctej kxgu. "Dqctf "o kpwgu'4: "Hgd03; 960"

<sup>466</sup>"HEO 'Ctej kxgu. "Dqctf "o kpwgu'7"Cr'kld'3; 950"

kp'yj g'o gflēcn'y qtnhqtēg."cy ctg'yj cv'uko g'y qwf "pggf "vq'vclp"cpf 'y qtnl  
 r ctv'uko g'cpf "nggp"vq'tgetwk'yj go 0Vj gtg'y cu'cp"grgo gpv'qh'ugr/hpvgtguv'cu"  
 qpg'kpvgtxky gg'hqt'yj ku'tgugctej "uckf <ōdtki j v'y qo gp'y gtg'i gwłpi "kpq"  
 o gflēcn'uej qqnl'cpf 'y g'Hcewn' "pggf gf "dtki j v'y qo gp<sup>467</sup>""Cv'yj g'HEO "  
 Dqctf "o ggłpi "qp"33"Qevdgt"3; 95."kp"cenpqy rgi i kpi "y cv'yj g'r tguqp'gpv { "  
 vq"o gflēcn'uej qqnl'y cu'qpg'yj kf 'y qo gp'cpf ."d { "3; : 2."y cu'rkng' "vq'dg"j crh."  
 Uk"lqj p"Dtqyj gtuvqp"eqo o gpvgf <

Vj gug'y qo gp'ctg'cp"guugpvclnr ctv'qh'qwt'y qtnhqtēg"cpf 'y g { "  
 uj qwf "dg'cdrg"cpf "gpeqwtci gf "vq'vclp"hqt"eqpuwncpe { "qp"c'r ctv  
 vko g'dcuku0Y g'ctg'dgwtg'r rēgf "y cp"qyj gt'ur gekcnkgu'cpf 'y g"  
 uj qwf "gpeqwtci g'y qo gp"vq'qwt'ur gekcn'0Y g'uj qwf "cnq"dg"  
 r tgr ctgf "vq"o cnē"cttcpi go gpw'hqt"o cttkfg 'y qo gp'y kuj kpi "vq"  
 tgwtp"vq'yj g'r tqhguakqp"chgt "c'r gtkqf "qh'cdugpeg<sup>468</sup>""  
 "

D { "Lxpg"3; 96."c'r cr gt'r tguqpvgf "vq'yj g"Dqctf "qp"j ki j gt'ur gekcn'vclpłpi "  
 hqt"eqo o wpk { "o gflēkpēg"eqphko gf "y g"j qrf kpi "qh'r ctv'uko g'r quw'y cu"  
 ceegr vclrg."r tqxkf gf "y gtg'y cu'gs wxcnpeg"vq'yj tgg" { gctu'hwm'vko g"  
 vclpłpi <sup>469</sup>""Vj ku'y cu'y gml'p"cf xcpeg"qh'o quv'qyj gt"o gflēcn'Tq { cn'Eqmgi gu"  
 cpf "Hcewnkgu0Y qo gp'kp'r wdne"j gcnj 'y gtg."yj gtghqtg."o cnłpi "r tqi tguu."  
 cnj qwi j 'k'o c { "pqvj cxg'hgn'yj ku'y c { "qp'yj g'i tqwpf 'y kj "wpegtvclpv { "qxgt"  
 yj g'hwwtg"vcpuhgt'kpq'yj g'PJ U"  
 "

### The traumas of transferring from local government to the health service

Pqv'qpn { 'y cu'yj g'pgy "ur gekcn' "xwpgtcdrg"kp"vgtō u'qh'ku'ucwuw'kp'tgrvclp"vq"  
 yj g'tguv'qh'o gflēkpēg."vcpuhgtłpi "htqo "mecn' qxgtpo gpv'qt" TJ Du'kpq'yj g"  
 pgy "utwewtgu'y cu'c'r tqvtcevgf "cpf "qtwqwu'r tqeguu."cf f kpi "vq"O Quł "  
 wpj cr r kpguu0" Cttcpi go gpw'hqmjy gf "y g'r cvj "hqt"cm'yj g"o clp"o cpci gtken'  
 cr r qłpvō gpw'hqt"y g'pgy "cwj qtkłgu."y kj "c"ugv'r tqeguu'hqt"mecn'ctgc."  
 tgi kqpcn'cpf "pcvqpcn'tgetwko gpv'tqwpf u'twp"d { "y g'PJ U"Uclh'Ego o kułqp."  
 yj g'TO Qu'cpf "CO Qu"vq"dg"cr r qłpvgf "dghqtg"3"Cr tki3; 96<sup>46</sup>:"K'y cu'yj g"

<sup>467</sup>"kpłkcm { ."O cwf "O gpl kgu'y cu'yj g'qpn { 'y qo cp'qp'yj g'HEO "Dqctf "qt"eqo o kvggu0D { "  
 3; 96."uj g'y cu'qp'yj g'Hłpcpeg'cpf "I gpgtcn'Rwtr qugu'Ego o kvgg'cpf "Tqugo ct { "Tvg"qp'yj g"  
 Uelgpv'ht"Ego o kvgg""HEO "Ctej kxgu."Dqctf "o kpwgu"4: "Hgd03; 96="kpvgtxky gg"N"  
 r gtuvpcn'eqo o wplecvłqp"373242360"

<sup>468</sup>"HEO "Ctej kxgu."Dqctf "o kpwgu"37"lxpg"3; 95."ōRtgulf gpw'u"Tr qtvō"

<sup>469</sup>"HEO "Ctej kxgu."Dqctf "o kpwgu"32"Qev03; 960"

<sup>46</sup>:"DO C"Ctej kxgu."Rwdne"J gcnj "Gzgewłxg"Uwd/Ego o kvgg": "Pqx03; 95."RJ 95C=Ekwert"  
 PJ UUCE495="DO C"Ctej kxgu"Rwdne"J gcnj "Ego o kvgg"o kpwgu"6"lcp03; 96."RJ 32: 0"

DO C'Rwdrlē"J gcnj 'Eqo o kvgg'cpf 'pqv'y g'HEO 'y cv'j cpf rgf 'pgi qvkwqpu' y kj 'y g'F J UU'qxgt'cr r qkpw gpw<sup>46</sup>; 'Hqt'F ERu'cpf 'UEO u.'cr r qkpwgf 'qpn' " chgt'CO Q'cpf 'TO Q'r quw'j cf 'dggp'hkmgf. 'y g'r tqeguugu'y qwf 'dg'uko krt" vq'j qur kcnleqpuwncpw'cpf 'cm'r quw'y qwf 'dg'eqo r gvgf 'hqt<sup>472</sup>"Vj g'DO C" Rwdrlē"J gcnj 'Eqo o kvgg'eqpukf gtgf 'y cv'mqecn'cf xgtvkupi 'tcy gt'y cp'qp"c" pcvkqpcn'dcuku'y qwf 'dg'j gr hwd'vq'y qo gp<sup>473</sup>"Vj g'kpvgpvkp'y cu'vq'hkmlng{ " r quw'dghgtg'3'Cr tki'3; 96'cpf. 'kp'y g'o gcpko g.'O Qu'y qwf 'dg'vcpuhgttgf " vq'y g'j gcnj 'ugt'xleg'htqo 'TJ Du'cpf 'mqecn'cwj qtkkgu'cpf 'dg'go r m{ gf 'qp" kpgtko 'cttci go gpw<sup>474</sup>"Qr vkpcn'gctn' 'tgkt go gpv'y cu'ko kgf 'vq'O Qu' " cpf 'UCO Qu'cpf 'y gk'f gr wkgu<sup>475</sup>"Vj g'DO C'Rwdrlē"J gcnj 'Gzgewkxg'Uwd/ eqo o kvgg'cungf 'y g'F J UU'pqv'vq'f ght'y g'UEO 'r quw'hqt'ej kf 'j gcnj 'cpf " uqecn'ugt'xlegu<sup>476</sup>"Vj ku'o gcpv'y qo gp'kp'y g'cf o kpkwcvkxg'i tcf gu'qh'mqecn' i qxgtpo gpv'uqqf 'c'i qqf 'ej cpeg'qh'dgkpi 'cr r qkpwgf 0 "

Vj g'pwo dgt'qh'eqo o wkv{ 'r j { ulekcpu'pggf gf 'kp'y g'tgati cplugf 'j gcnj " ugt'xleg'y cu'pqv'hkzgf 0Vj g'F J UU'cpf 'DO C'ci tggf 'k'y cu'dguv'hgh'vq'y g' pgy 'j gcnj 'cwj qtkkgu'vq'tgeqo o gpf 'y g'pwo dgt'qh'eqo o wkv{ 'o gf lekpg" ur gekrkuv'y g{ 'tgs vktgf 0<sup>477</sup>"Qw'qh'3.472'r wdrlē"j gcnj 'f qevqtu'j qrf kpi " ugplqt'cr r qkpw gpw'kp'Gpi ncpf 'cpf 'Y crgu'y gtg'y gtg'qpn' '472'cuwtgf " gs wxcngpw'pggf gf 'kpkkm{ 'wpv'vq'y g'DO C'kp'3; 95'gzvcevgf 'c'r tqo kug'htqo " yj g'F J UU'qh'cv'hgcuv': 72'ugplqt'cr r qkpw gpw'0Cm'y g'o gf kecn' cf o kpkwcvkxg'uchh'kp'mqecn'cwj qtkv{ 'r wdrlē"j gcnj 'f gr ctvo gpw'cpf 'cv' TJ Du'j cf 'vq'cr r n{ 'hqt'r quw'kp'y g'tgutwewtgf 'ugt'xleg'0Gcej 'ecpf kf cvg" eqwf 'cr r n{ 'hqt'r quw'kp'wr 'vq'hkxg'tgi kpu'cpf 'ctgcu<sup>478</sup>"Vj g'HEO 'uwr r rkf " cuuguqtu'hqt'eqo o wkv{ 'o gf lekpg'r quv'kpgtxkgy 'r cpgnu<sup>479</sup>"F gur kg" cwgo r w'd{ 'y g'HEO. 'y gtg'y gtg'pq'qdlgev'kxg'ucpf ctf u'cr r rkf 'vq"

<sup>46</sup>; 'DO C'Ctej kxgu.'Rwdrlē"J gcnj 'Eqo o kvgg'o kpwgu'35'Lw'3; 950'

<sup>472</sup>'DO C'Ctej kxgu.'Rwdrlē"J gcnj 'Eqo o kvgg'o kpwgu'49'Cwi 03; 950'

<sup>473</sup>'O Y H'Ctej kxgu.'UC IO Y Hll 053B.'Community Medicine: Doctors Employed in Public Health and NHS Reorganisation 1972-3. Notes on the Hunter Report 8 June 1972.

<sup>474</sup>'DO C'Ctej kxgu.'Rwdrlē"J gcnj 'Eqo o kvgg'o kpwgu'39'Ugr v03; 950'

<sup>475</sup>'DO C'Ctej kxgu.'Rwdrlē"J gcnj 'Eqo o kvgg'o kpwgu'6'Lcp03; 960'

<sup>476</sup>'DO C'Ctej kxgu.'Rwdrlē"J gcnj 'Gzgewkxg'Uwd/Eqo o kvgg'o kpwgu: 'P qx03; 950'

<sup>477</sup>'DO C'Ctej kxgu.'Rwdrlē"J gcnj 'Eqo o kvgg'o kpwgu'3; 'Qev03; 95.'Tgr qtv'qh'Rwdrlē"

J gcnj 'Eqo o kvgg'vq'dg'Uwdo kvgf 'vq'Eqvpeki'36'P qx03; 950"

<sup>478</sup>'DO C'Ctej kxgu.'Rwdrlē"J gcnj 'Eqo o kvgg'o ggvkpi '6'Lcp03; 96.'RJ 32: .PJ U'Uchh' Cf xkqt{ 'Ekewrt'PJ UUCE'4050'

<sup>479</sup>'HEO'Ctej kxgu.'Dqctf 'o kpwgu'35'F ge03; 95.'7'kgo '320'



cr r qkpwo gpw'cpf . 'cpgef qvcm{ . 'vj g'ecrkdrg'xctkrf 'y kf gn{ 0'I gqhtg{ 'Tkgw'  
tgecmf 'vj cv'j g'FERu'cr r qkpvgf 'y gtg'c'öy krf n{ 'xctkcdrg'dwpej 'qh'hqmu0<sup>47</sup>: ""  
Cp'kpvtxky gg'hqt'vj ku'tgugctej . 'y qtnkpi 'htqo '3; 96'lp'c'uo cm'CJ C. "  
eqo o gpvgf 'vj cv'o quv'qh'vj g'kpeqo kpi 'mqecni qxgtpo gpv'uvch'y gtg'lp'vj gkt "  
mvg'hkkgu'qt'ukz vku0<sup>47</sup>: 'Ngy ku'uwo o ctkugf 'vj g'qweqo g'qh'vj g'tggti cplucvqp "  
y j gp'uj g'uckf <"

Vj g'j cr r kguv'r gqr rg'lp'3; 96'y gtg'vj qug'tgrvkg n{ 'hgy 'ugpkqt "  
o gf lecn'qh'hegtu'y j q'hqwpf 'vj cv'qxgtkpi j v'vj g{ 'j cf 'cej kxgf "c "  
eqpukf gtcdrg'tkug'lp'ucrt{ . 'eqpuwncpv'uvwuu'cpf 'hkdgtcvkp'htqo "  
vj g'j kgtctej lecn'uvwewt'g'qh'vj g'r wdrke'j gcmj 'f gr ctvo gpv'Vj g "  
rgcu'j cr r { öi tqwr u'y gtg'vj qug'y j q'hkrgf 'vq'cej kxgf "  
o go dgtuj kr 'qh'vj g'HEO'qt'eqo o wpkv{ 'r j { ulekp'r quu0Vj qug "  
o quv'wpf gt'cwcent'y gtg'vj g'hqto gt'O Qu' 'y j q'j cf "o qxgf "  
rti gn{ 'kpq'vj g'FER'cpf 'CO Q'tqgu0Uqo g'dgeco g'UEO u'cpf "  
hqwpf 'vj go ugrkgu'uwf f gpn{ 'j cxkpi 'vq'ceegr v'lwplqt'eqmgi wgu'cu "  
gs wcu0<sup>482</sup>""  
"

Kp'vj g'gxgpv'd{ '52'Ugr vgo dgt'3; 96.'342'r wdrke'j gcmj 'y qo gp'f qevqtu'j cf "  
dggp'eduatdgt'kpq'vj g'j gcmj 'ugt'xleg'lp'ectggt'i tcf gu'qt'cdq'xg'o'qpg'TO Q. "  
39'CO Qu'cpf '324'UEO u'/'cp'ko r qt'wcpv'uvgr 'hqty ctf 'hqt'vj g'hwwt'g'ectggtu "  
qh'y qo gp'lp'eqo o wpkv{ 'o gf lekp'g0<sup>483</sup>""  
"

## CONCLUSION

Wpki'3; 95. 'vj g'r qukkqp'qh'y qo gp'r wdrke'f qevqtu'lp'vj g'o gf lecn'j kgtctej { "  
y cu'uko krt'cetquu'cm'vj tgg'ugevqtu'qh'o gf lekp'g0E qo o wpkv{ 'o gf lekp'g'y cu "  
etgcvgf 'cu'c'uo cm'ur gekcm{ . 'f kunkpi wkuj gf 'htqo 'vj g'tguv'qh'o gf lekp'g'd{ 'ku "

<sup>47</sup>: "Dgttkf i g'gv'cn0"Decline and Rise?, 90

<sup>47</sup>: "Kpvtxky gg'J 'r gtuqpcn'eqo o wplecvkp'37 B44236=DO C'Ctej kxgu'Rwdrke'J gcmj "  
Eqo o kvgg'r cr gtu'3; 93/4. 'tgr qt'vpi 'qp'c'uwtxg{ 'qh'y j qng'vko g'r wdrke'j gcmj 'o gf lecn' "  
qh'hegtu'lp'r quv'3'Uw' '3; 93. 'pqvgf 'vj cv'o qtg'cetquu'vj g'WM'o qtg'vj cp'j ch'y gtg'qxgt'720" "  
<sup>260</sup>: 'Ngy ku."What Price Community Medicine?, 34; .354.'3490Y 0 0Rctt{ 'cpf 'LOGONwpp. "  
öVj g'E qo o wpkv{ 'Rj { ulekp'<'Y kniJ g'Uwt'xkxgAö'BMJ 4.'82: 8'49'Cwi 03; 99+<7: ; /; 2. 'kp "  
3; 98'uwtxg{gf 'vj g'338'O Qu' 'qh'gxgt{ 'eqwv{ 'dqtqwi j 'cpf 'eqwv{ 'eqwpeki'y j q'j cf 'dggp "  
kp'r quv'3'Cr tki'3; 94'cpf 'hqqngf 'cv'y j cv'j cr r gp'gf 'vq'vj g'332'y j q'tgr rkgf 'r quv "  
tggti cplucvqp04: 'tgvk'gf 'gctn{ 'wpf gt'vj g'ur gekn'cttcpi go gpw'ht'vj qug'ci gf 'qxgt'72'cpf "  
cpqy gt'33'hgm'hqt'q'j gt'tgcuqpu'wej 'cu'kn'j gcmj 'qt'ej cpi g'qh'ur gekcm{ 0'Vj qug'tgo clkpi "  
kp'r quv'y gtg'o clpn{ 'FERu'qt'CO Qu'0

<sup>483</sup>: 'Cp'pwn'0 gf lecn'F gpwn'Y qtn'hteg'Eg'puw'f'cvc'cv'53'Ugr v03; 96.'F J UU'Uc'wv'lecn' "  
F kkkukp0'

mēn'q'h'c'f'k'ge'v'ēn'p'le'c'n't'q'ng'y'k'j' 'r'c'v'g'p'u'0''k'p' 'j' g'3; 96't'g'q'ti'c'p'k'u'c'v'k'p'."c"  
 u'w'd'u'c'p'v'k'n'r' t'q'r'q't'v'k'p'q'h'y'q'o' g'p' 'h'q'o' 'o'c'k'p'n' 'j'g'm'ec'n'i'q'x'g't'p'o'g'p'v'r'w'd'r'k'e"  
 j'g'c'n'j' 'u'g't'x'k'eg'u'y'g't'g'c'd'ng.'j't'q'w'i'j' 'p'q'f'k'ge'v'c'ev'k'p'u'q'h'y'g'k't'q'y'p'."v'q'd'g"  
 r't'q'o'q'v'g'f' 'v'q' 'u'r'g'ek'c'r'k'u'v'c'w'u' 'j't'q'w'i'j' 'd'g'k'p'i' 'g'r'k'i'k'd'ng'h'q't' 'k'o' o'g'f'k'c'v'g'c'f'o'k'u'k'q'p'"  
 k'p'v'q' 'j'g' 'H'E'O' 'c'p'f' 'j'g'p' 'd'g'k'p'i' 'c'r'r'q'k'p'v'g'f' 'c'u' 'u'r'g'ek'c'r'k'u'v' 'k'p' 'j'g't'g'q'ti'c'p'k'u'g'f' "  
 j'g'c'n'j' 'u'g't'x'k'eg'."g's'w'k'c'ng'p'v' 'v'q'j' q'u'r'k'c'n'le'q'p'u'w'n'c'p'v'i'k'p' 'u'c'w'u' 'y'k'j' 'p'q'j' 'k'g't'c't'e'j' {"  
 c'e't'q'u'u' 'j'g' 'e'c't'g'g't' 'i' t'c'f'g'."p'q' 'u'w'd'/e'q'p'u'w'n'c'p'v'i' t'c'f'g'u'0''k'p' 'q't'f'g't' 'v'q' 'd'q'q'u'v'  
 t'g'e't'w'k'o'g'p'v'k'p'v'q' 'j'g' 'h'g'f'i' 'k'p'i' 'H'c'ew'n'f'."y'q'o'g'p' 't'c'k'p'g'g'u'k'p' 'e'q'o' o'w'p'k'v'f' "  
 o'g'f'k'ek'p'g' 'y'g't'g'c'ev'k'x'g'n'f' 'y'g'r'e'q'o'g'f' 'c'p'f' 'e'q'w'r'f' 't'c'k'p' 'r'c't'v'k'o'g' 'h'i' 'j'g' 'y'k'u'j'g'f'0'"  
 V'j'g'u'g' 'e'c't'g'g't' 'q'r'r'q't'w'p'k'k'g'u' 'y'g't'g' 'k'p' 'u'j'c't'r' 'e'q'p'v'c'u'v' 'v'q' 'j'g'q'u'g'c'x'c'k'k'd'ng' 'v'q'"  
 y'q'o'g'p' 'c'e't'q'u'u' 'j'g' 't'g'u'v'q'h'o'g'f'k'ek'p'g' 'y'j'g't'g'."y'k'j'k'p' 'j'g' 'o'g'f'k'ec'n'r' {t'c'o'k'f'."h'g'y' "  
 y'q'o'g'p' 'y'g't'g'c'd'ng' 'v'q' 't'g'c'e'j' 'e'c't'g'g't' 'i' t'c'f'g'f'g'u'r'k'g' 'k'p'e't'g'c'u'k'p'i' 'p'w'o'd'g't'u'g'p'v't'k'p'i' "  
 v'j'g' 'y'q't'n'h'q't'eg'0''Y'j'g't'g'c'u' 'v'j'g' 'k'p'v'q'f'w'e'v'k'p'q'h'x'q'ec'v'k'p'c'n' 't'c'k'p'k'p'i' 'c'p'f' 'v'k'i'j'g't'g'"  
 s'w'c'n'h'k'ec'v'k'p' 't'g's'w'k't'g'o'g'p'u' 'o'c'f'g' 'k'v'j'c't'f'g't' 'h'q't' 'y'q'o'g'p' 'v'q' 'c'e'j'k'g'x'g' 'e'c't'g'g't' 'i' t'c'f'g'"  
 k'p' 'j'g' 'i'g'p'g't'c'n'r' 't'c'ev'k'eg' 'c'p'f' 'j'q'u'r'k'c'n'l'ug'e'v'q't'u'."j'g' 'h'g'z'k'd'ng' 'y'c' {"x'q'ec'v'k'p'c'n'  
 't'c'k'p'k'p'i' 'y'c'u'g'u'v'c'd'r'k'uj'g'f' 'o'c'f'g' 'k'v'g'c'u'k'g't' 'h'q't' 'v'j'g'o' 'k'p' 'e'q'o' o'w'p'k'v'f' 'o'g'f'k'ek'p'g'0'"  
 "

O'q'u'v'y'q'o'g'p' 'k'p' 'o'g'f'k'ek'p'g' 'd'g'p'g'h'k'g'f' 'h'k'w'g' 'h'q'o' 'v'j'g' 'k'p'v'q'f'w'e'v'k'p'q'h'r'q'q't'n'f' "  
 k'o'r'g'o'g'p'v'g'f' 'p'c'v'k'p'c'n'l'k'p'k'k'c'v'k'g'u' 'v'q'c'k'f' 'e'c't'g'g't' 'f'g'x'g'n'r' o'g'p'v'0''C' 'u'w'd/  
 e'q'o' o'k'w'g'g'q'h' 'v'j'g' 'L'E'E' "q'p'j' q'u'r'k'c'n'l'v'c'h'h'k'p'i' 'u'v'w'ew't'g'u'j'c'f' 'r' 't'q'r'q'u'g'f' 'k'p'3; 8; "  
 v'j'g' 'h'k'u'v'y'j'q'ng' 'u' {u'g'o' 'e'j'c'p'i'g' 'k'p' 'v'j'g' 'r' {t'c'o'k'f' 'y'j'g'p' 'k'v't'ge'q'o' o'g'p'f'g'f' 'v'j'c'v'  
 r'q'u'i' t'c'f'w'c'v'g' 't'c'k'p'k'p'i' 'u'j'q'w'r'f' 'v'c'ng' 'p'q' 'h'q'p'i'g't' 'v'j'c'p' 'p'g'g'f'g'f' 'h'q't' 't'c'k'p'k'p'i' =v'j'g't'g'"  
 u'j'q'w'r'f' 'd'g' 'p'q' 'r'g't'o'c'p'g'p'v' 'u'w'd'/e'q'p'u'w'n'c'p'v'i' t'c'f'g' =v'j'g't'g' 'u'j'q'w'r'f' 'd'g' 'c' 'd'c'r'p'eg'"  
 d'g'w'y'g'g'p' 'p'w'o'd'g't' 'q'h' 'e'c't'g'g't' 'x'c'ec'p'ek'g'u'c'p'v'k'ek'r'c'v'g'f' 'k'p' 'g'c'e'j' 'u'r'g'ek'c'n'f' "c'p'f' 'v'j'g'"  
 p'w'o'd'g't' 'q'h' 't'c'k'p'k'p'i' 'h'q't' 'e'c't'g'g't' 'r'q'u'u' 'k'p' 'v'j'c'v' 'u'r'g'ek'c'n'f' (0<sup>484</sup>"C' "u'q'n'w'k'q'p'."  
 v'j'g't'g'h'q't'g'."y'c'u' 'h'p'q'y'p' 'g'c't'n'f' "q'p' 'd'w'y'c'u' 'p'g'x'g't'v'j'g'ng'u'v'q' 'v'c'ng' 'c'p'q'v'j'g't' 'v'y'g'p'v'f' "  
 {g'c't'u' 'v'q' 'c'e'j'k'g'x'g'0''k'p' 'e'q'o' o'w'p'k'v'f' 'o'g'f'k'ek'p'g' 'v'j'g'u'g' 'k'u'w'g'u'j'c'f' "d'g'g'p' 'c'f'f't'g'u'g'f' "  
 h'q'o' 'v'j'g' 'q'w'u'g'v'd' { 'v'j'g' 'H'E'O' 'v'q' 'o'c'ng' 'v'j'g' 'u'r'g'ek'c'n'f' 'c'r'r'g'c'r'k'p'i' 'v'q' 'y'q'o'g'p' 'c'u'"  
 y'g'm' 'c'u' 'o'g'p'0''J'q'y' 'v'j'g'u'g' 'e'j'c'p'i'g'u' 'y'g't'g' 'v'q' 'k'o'r'c'ev'q'p' 'd'q'v'j' 'v'j'g' 'p'g'y' "  
 e'q'o' o'w'p'k'v'f' 'o'g'f'k'ek'p'g' 'y'q't'n'h'q't'eg' 'c'p'f' 'y'q'o'g'p' 'c'e't'q'u'u' 'v'j'g' 't'g'u'v'q'h'o'g'f'k'ek'p'g' 'y'k'n'  
 d'g' 'g'z'r'q't'g'f' 'k'p' 'v'j'g' 'p'g'z'v' 'e'j'c'r'v'g't' 'c'u' 'v'j'g'k't' 'r'c'v'j' 'u' 'k'p'e't'g'c'u'k'p'i' n'f' 'f'k'x'g't'i'g'f'0'

<sup>484</sup>"R'c't'n'j'q'w'ug'"Medical Manpower, 490  
 "

## CHAPTER FOUR: STARTING TO USE THE OPPORTUNITIES 1974-1981

### INTRODUCTION

Hqmny kpi "vj gk'tcpuhgt'kpq'vj g'j gcnj 'ugt xleg. 'vj g'r cyj "qh'y qo gp'f qevqtu" kp'eqo o wpkv' 'o gf lekpg'kpetgculpi n' f kxgti gf 'htqo 'vj qug'kp'qy gt' 'o gf lecn' ur geknkgu'cu'r qr wrvqp'j gcnj " / "cpf 'c'y qtnhqt eg'v'f grkxgt'k' / "dgeco g'c" o qtg'lo r qtwcpv'hqewu'ht'c'j gcnj 'ugt xleg'pggf kpi 'v'ugv'r tkqt kkgu'ht' 'r cvkpv' ectg'kp'vj g'eqpvz'v'qh'hgy gt'tguwtegu0"Vj ku'ej cr vgt'vcemgu'vj g's wguvqp'qh' j qy 'y qo gp'kp'eqo o wpkv' 'o gf lekpg'wugf 'vj gk'pgy "qr r qtwpkkgu'eqo r ctgf " y kj 'xktwcn'uvrgo cvg'ht' 'vj g'tguv'qh'y qo gp'kp' 'o gf lekpg0K'y km'cti wg'vj cv' y qo gp'f qevqtu'kp'eqo o wpkv' 'o gf lekpg'dgpghkgf 'htqo 'vj g'ur gekn' {au" eqpvkpwkpi 'rcen'qh'r qr wrtkv' 'y kj 'o cng'tgetvku0Y qo gp'y gtg'tgetvkgf 'kp' kpetgculpi 'pwo dgtu'cpf 'vj gk'tckpki 'y cu'c'i qqf 'r tgr ctckp'ht'go gti kpi " pgy 'tqrqu'kp'vj g'tgqti cplugf 'j gcnj 'ugt xleg0"Y qo gp'cetquu'vj g'tguv'qh' o gf lekpg. 'j qy gxgt. 'eqpvkpwgf 'v'utwi i ng'kp'uw r qtv'tqrqu. "gzt gt kpekpki " f kkhewm' 'kp'ceegulpi 'ur gekrkuv'tckpki 0Cp{ 'eqpvkpwkpi 'kpkkcvxgu'v'ckf " ectggt'f gxgr o gpv'kp'vj ku'f gecf g'f kf 'pqv'y qtnly gn0" "

Vj g'tgrvkg'cf xcpego gpv'qh'y qo gp'kp'eqo o wpkv' 'o gf lekpg'cv'ur gekrkuv' uw r tc/ur gekrkuv'cpf 'tckpgg'ngxgn'eqo r ctgf 'y kj 'unqy gt'r tqi tguu'ht' " eqngci wgu'kp'j qur kn'o gf lekpg'cpf 'i gpgtcn'r tcevek'dgw ggp'vj g'vy q'j gcnj " ugt xleg'tgqti cplucvqpu'ku'kmwutcvgf 'kp'Vcdng'80Vcdng'9'vj gp'uj qy u'vj cv' y qo gp'o ckpvckpgf 'vj gk'r qukkqp'cv'ectggt'i tcf g'kp'eqo o wpkv' 'o gf lekpg' f wtkpi 'vj g'f gecf g'cpf 'uactvgf 'v'cr r tqcej 'r ctkv' 'kp'vj g'tckpki 'i tcf gu0" "

J qy 'y qo gp'f qevqtu'y kj kp'eqo o wpkv' 'o gf lekpg'uactvgf 'v'cng'r tqi tguu' y km'dg'cf f tguugf 'htuv'kp'vj ku'ej cr vgt'vj tqwi j 'eqpukf gtcvqp'qh'vj g'pgy " ur gekn' {au'r tgeetkqu'u'utwi i ng'ht'uwtxkcn'htqo "3; 960"

**Table 6 Comparison between Women Doctors in Community Medicine, Hospital Medicine and General Practice 1974-8**

P wo dgtu'qh'y qo gp' "y qo gp'qw'qh'vqcn'vj cv'i tcf g+"

Grade		Community Medicine		Hospital Medicine		General Practice	
		1974	1981	1974	1981	1974	1981
<b>Executive level posts<sup>3</sup></b>		3: '*9' +"	52 '*35' +"	"	"	"	"
<b>Career grade<sup>1</sup></b>		324 '*63' +"	349 '*58' +"	: ; 6 '*: ' +"	3.644 '*33' +"	4.748 '*35' +"	5.88: '*38' +"
<b>Sub-career grade<sup>2</sup></b>		"	54 '*6: ' +"	5: 3 '*55' +"	4.386 '*48' +"	472 '*74' +"	"
<b>Junior doctor</b>	<b>SR</b>	8 '*55' +"	7; '*63' +"	55: '*38' +"	7; 3 '*42' +"	Vtckpggu'37; '*4: ' +"	"
	<b>Registrar</b>	*kpenmf gf 'lp"UT" hi wtgu+"	"	995 '*39' +"	3.422 '*43' +"	"	"
	<b>SHO</b>	"	4 '*62' +"	3.56: '*42' +"	4.655 '*48' +"	"	"
	<b>HO</b>	"	"	879 '*49' +"	; 89 '*58' +"	"	"
<b>Other</b>	<b>Clinical med officer (community health staff)</b>	4.44: '*78' +"	5.279 '*7: ' +"	"	"	"	"

"  
Uqwtg<F J UU'Cppwcn'Y qtnhqteg'Egpuw'F cv'hqt'Gpi rpf '\*eqo o wplv{ 'o gf lekpg+'cpf 'Gpi rpf 'cpf 'Y crgu'\*j qur kcn'o gf lekpg'cpf 'i gpgtcn'r tceveg=0'F cv'cv'52'Ugr 0gcej "  
{get'hqt'eqo o wplv{ 'o gf lekpg'cpf 'j qur kcn'o gf lekpg=3'Qev0'i gpgtcn'r tceveg0'  
"

Mg{<'

<sup>1</sup>UEO =eqpuwn'cpv'lp'j qur kcn'o gf lekpg=r tlekr cu'lp'i gpgtcn'r tceveg""

Uj qtv'vgo 'i tcf g'lp'eqo o wplv{ 'o gf lekpg'lpvtqf wegf 'lp'3; 98'hqt'y j g'hy 'uvch'y j q'j cf 'pqv'cej lxxgf 'ur gekrkv'uvwu=j qur kcn'o gf lekpg'o'3; 96'UJ O Q.'O gf lecn'Cuukwcpv="

3; : 3'Cuukwcpv'Ur gekrkv.'J qur kcn'Rtcevkqpgt'cpf 'Erkplecn'Cuukwcpv'

TO Q.'CO Q.'FER"

**Table 7 Community Medicine Workforce Numbers (wte) England 1975, 1978, 1982 by Grade and Sex**

Grades		Gender	1975	1978	1982
			No. (wte)	No. (wte)	No.(wte)
Executive grades	RMO	O "	35*35+	35*35+	35*35+
		H'	3*3+	3*3+	3*3+
	AMO	O "	: : * : +"	: 9* 9+	"
		H'	4*4+	5*5+	"
	DCP	O "	368*368+	352*352+	"
		H'	38*38+	45*45+	"
	DMO	O "	"	"	364*364+
		H'	"	"	52*52+
Career grade	SCM	O "	3; 5*3: : +"	452*3; ; +"	443*3: 5+
		H'	337*337+	345*343+	332*327+
Training grades	SR + Registrar	O "	53*53+	7: *73+	; ; *, 4+
		H'	46*46+	72*68+	98*8: +"
	SHO	O "	"	"	5*5+
		H'	"	"	8*8+

Uqwtg<F J UU'CpwcrlO gf lecn'Y qtnhqtg'Egpuwu'cv'52'Ugr v0'

"

"

## PROFESSIONAL COMMUNITY MEDICINE ESTABLISHES ITS PLACE AS A VIABLE MEDICAL SPECIALTY

"

### The FCM struggling to provide professional leadership

Vj g'3; 92u'y gtg'c"ej cmgpi kpi 'lko g'hqt'yj g'pgy 'HEO 'cu'k'utwi i ngf'hqt" utwxkcn'y kj kp'yj g'o gf lecn'eqmgi g'utwewtg'cpf 'vq'o clpvclp'c'xkcdrg" y qtnhqtg'y kj kp'c'uqo gy j cv'ej cqle'uctv'vq'yj g'tgqti cpkugf 'j gcnj 'ugt xleg0" Tgrvklpuj kr u'dgwy ggp'yj g'F J UU'cpf 'yj g'DO C'Egpvtcn'Ego o kwgg'hqt" Ego o wplk' 'O gf lekg'\*EEEEO .'cu'yj g'Rwdrlc'J gcnj 'Ego o kwgg'y cu" tgpco gf 'ltqo 'Qexqdg'3; 96+y gtg'cnq'vpgu0'Vj gtg'y cu'c'hggkpi 'yj g'rcwgt" y cu'd{r cuugf 'kp'eqpuwncvklp'd{ 'tghgtpeg'vq'qvj gt.'o qtg'r tguvi kqwu.'i tqwr u" cpf 'tgr qpugu'vq'qhlkcnlf qewo gpwu'y gtg'pq'mpi gt'r cuugf 'yj tqwi j 'k0'"

<sup>3</sup>HEO 'Ctej kxgu'Dqctf 'o lpwgu'32'Ugr v03; : 30'

Vj gug'f hlewng'cf f gf "v'r gtegr vkpu'co qpi uv'y g'o gf lecn'eqo o wplv' "qh"  
 vj g'pgy "ur gekn'v' gcnpgu'cpf "eqpvdwgf "v'ku'tgrv'gn' "ny "ucwu0'  
 P qv'qpn' "f'kf "v' g'HEO "j c'xg'v'uvctv'htqo "uetvej "dw'k'j cf "v'guvdrkuj "ku"  
 r nreg'y kj kp'pcvkpcn'utwewtgu. "penm' lpi "ugw'kpi "vr "c'pgy "Lqkv"  
 Eqpunv'xg'Ego o kvgg'qp'Ego o wplv' "O gf lekp'g'O cpr qy gt0Cu'y g'EO Q"  
 uckf "p'3; 98. "Kecppqv'r tguu'qp" { qw'v'q'utqpi n' "v' cv'y g'x'ky u'qh'y qug'lp"  
 eqo o wplv' "o gf lekp'g'o wu'dg'cxckrdng'v'v' g'F gr ctwo gpv'cpf "v"  
 I qxgtpo gpv'r tqo r v' "cpf "lpf gr gpf gpv' "cpf "cv'y ku'etwekn'uci g'lp'y g"  
 guvdrkuj o gpv'qh'y g'pgy "ur gekn'v' (6<sup>4</sup>)"

"

Vj g'r nreg'qh'y g'HEO "tgo ckpgf "r tgectkqu'lp'ku'gctn' " { gctu0D { "Qevdgt "  
 3; 96. "k'j cf "3.7; 2"o go dgtu'cnj qwi j "v' g'HEO "Dqctf "gzr tguugf "ku'eqpegtp"  
 cv'y g'rti g'pwo dgt "qht'guki pcvkpu'htqo "v' g'Hcewn' "cu'gctn' "cu'3; 970"  
 J ctf lpi . "lp'j ku'r tgu'f gpv'cn'tgr qt'v'v' "v' g'v' k'f "eqphgt'peg'qh'Hcewn' "  
 Cf x'kgu'qp"6'P qxgo dgt'3; 98. "uckf "o qtcng'y kj kp'y g'PJ U'y cu'öpqv'y g"  
 j ki j guw'dw'j g'y cu'r ct'v'w'ctn' "eqpegt'pgf "y kj "o qtcng'y kj kp'y g'Hcewn' "  
 y j gtg'ö'k'y cu'ko r qt'v'p'v'v' "k'f gpv'v' "v' g'o gcpu'd { "y j lej "v' g'ur gekn'v' "eqw'f "  
 o cng'c "v'g'kpi "ko r cev'qp'y g'o gf lecn'r tqh'gu'kqp06' O go dgtuj kr "eqp'v'p'wgf "  
 v' "dg'cp'ku'wg'ht' "v' g'HEO "v'v'v'v'v' g'gpf "qh'y g'3; 92u0' "k'y cu'gxgp'ui i gu'gf "  
 v' cv'y gtg'eqw'f "dg'c "h'qto "qh'o go dgtuj kr "ht'v' qug'y j q'j cf "v'go r qt'ctk' "  
 tgr'ps v'kuj gf "cev'xg'r tcev'eg. "uwej "cu'o cttk'gf "y qo gp'f qev'qtu'y j k'g'v' g' "  
 y gtg'dt'kpi lpi "vr "h'co k'kgu. "cnj qwi j "v' ku'y cu't'guk'v'gf 0' Vj gtg'y gtg"  
 eqp'v'p'w'pi "eqpegt'pu'lp'3; : 3"v' cv'y g'HEO "y cu'p'qv'vr "v'v' g't'qng'k'p'ggf gf "  
 v'r n' { 0C "eqo o wplv' "r j { u'lek'p'o go dgt "qh'y g'DO C'v'EEEE "cpf "cnu'q'qh"  
 v' g'P cv'kpcn'Lqkv'P gi q'v'v'v' "Dqf { "qh'Ego o wplv' "Rj { u'lek'cpu'ecmgf "ht'c"  
 pcvkpcn'i tqw' "qh'eqo o wplv' "r j { u'lek'cpu'v' "go gti g'cu'r ctv'qh'y g'3; : 4"  
 tgqti cpl'v'v'v'v'v'v'v' g'y qw'f "r t'gh'gt "v' ku'v' "dg'v' g'HEO "dw'ö'k'y qw'f "uggo "cv"  
 v' ku'r t'gugp'v'v'v'v'v'v'v'v'v' "ku'p'qv'v'v'v'v'v'v'v'v'v' "cdng'v' "cng'qp'v' ku'r ct'v'w'ctn' "tqng'08"  
 Cp'lp'v'gt'x'ky gg'ht'v'v' ku't'gug'ctej "t'gh'gt'gf "v'v' g'HEO "cu'c'ö'f q'f q.ö'cpf "u'ny "

<sup>4</sup>DO C'Ctej k'gu. "EEEE "o k'pwgu'P qx03; 980'

<sup>5</sup>HEO "Ctej k'gu. "Dqctf "o k'pwgu'; "Qev'03; 970'

<sup>6</sup>HEO "Ctej k'gu. "Dqctf "o k'pwgu'; "F ge03; 980'

<sup>7</sup>HEO "Ctej k'gu. "Dqctf "o k'pwgu'35'O ctej "3; : 20'

<sup>8</sup>R00J gc'v' . "ö'Ego o wplv' "O gf lekp'g'Tgr t'gugp'v'v'v'v'v'v'v'v'v'v' "J gc'v' "Ugt'x'leg.ö  
*Community Medicine* "5. "4"O c { "3; : 3+<3930'

vq'vcng'vj g'lpklcvxg."vj g'Dqctf'dgkpi "vq'v'rti g'cpf'f { uhwpevkqpcn'v'dg"  
ghgevcxg'cpf'hqewugf'qp'cecf go le'tcvj gt'vj cp'ugt xleg'kuuwgu0  
"

P gxgtvj grguu."vj g'ur gekcm'au'wpr qr wctkv' 'y kj "o gp'cpf'vj g'kpetgculpi "  
pwo dgtu'qh'y qo gp'co qpi uv'ku'ur gekcnkuu'cpf'tclpggu'f'kf'o gcp'o qtg"  
y qo gp'eco g'qp'v'HEO'eqo o kvvgu'f'wtkpi 'vj g'3; 92u.'i kxkpi 'vj go 'gzr quwtg"  
vq'tqngu'cv'c'pcvkqpcn'ngxgn'wpwucn'cv'vj cv'r qkp'v'co qpi uv'Tq{cn'Eqmg'gu'cpf "  
DO C'cpf'I O E'eqo o kvvgu0C'hgo cng'eqo o wpkv' 'rj {ulekcp.'J grgp'O ckt."  
hqt'gzco r ng.'y cu'grgevgf'Hcewm'Tgi kwtct'cpf'ej ckt'qh'vj g'Hkpcpeg'cpf "  
I gpgtcn'Rwtr qugu'Eqo o kvvg'lp'3; : 30'Tqugo ct{ 'Twg.'vj g'qpn' 'hgo cng"  
TO Q.'y cu'r tqo kpgp'v'gctn' 'qp'y kj kp'vj g'Hcewm' 'cpf'kp'utwo gpvcn'lp"  
r tqo qkpi 'i gpf gt'pgwtcrkv' 'lp'vj g'3; 92u0"  
"

### Struggling to maintain manpower in the face of a difficult transition into the NHS

Y qo gp'y gtg'cdng.'vj gtghqtg."v'dgpgkh'ltqo 'eqpvkpwkpi 'o cpr qy gt"  
rtqdrgo u'lp'eqo o wpkv' 'o gf lekpg0Vj g'3; 92u'y gtg'o ctngf'lp'r ct'kwert'd{ "c"  
ugxgtg'uj qtwei g'qh'uchh'hqmqy kpi 'vj g'dtwcn'tcpukq'ltqo 'hqcen'  
i qxgtpo gp'v'y j lej 'ngf'v'c'twuj 'qh'gctn' 'tgv'tgo gpw'cpf'rcen'qh'r qr wctkv' "  
cu'c'pgy 'ur gekcm' 'hqt' '{ qwpi 'f qevqtu'v'gpvt0"K'y cu'c'utwi i ng'v'q'o clpvclp"  
gzkukpi 'o cpr qy gt'ecr cekv' 's wkg'cr ctv'ltqo 'hukpi 'xcecpekgu'y j lej 'o gcpv'  
vj gtg'y cu'pq'uj qtwei g'qh'r quu'cpf'vj qug'y j q'y kuj gf'v'uc' { 'lp.'qt'lqkp."  
eqo o wpkv' 'o gf lekpg.'gxgp'h'pqv'r tqr gtn' 's wcrkh'gf.'y gtg'cdng'v'f'q'uq0'  
O cp{ 'y qo gp'f'kf'0"Vj g'crr qkpvo gpw'r tqeguu'hqt'vj g'tcpuhgt'qh'hqcen'  
cwj qtkv' 'r wdne'j gcnj 'o gf lecn'uchh'v'eqo o wpkv' 'o gf lekpg'r quu'y kj kp"  
vj g'tgqti cplugf'j gcnj 'ugt xleg'eqpvkpwgf'y gmlpv'3; 970Vj g'DO C.'kp'ku"  
gxkf'gpeg'v'vj g'Tq{cn'Ego o kukqp'qp'vj g'PJ U'lp'3; 9; .'ucv'gf'<ö'vj g"  
crr qkpvo gpv'r tqeguu'd{ 'y j lej 'gxgt{ 'o go dgt'qh'vj g'ur gekcm' 'j cf'v'crr n' "  
hqt'y j cv'y cu'lp'ghgevj'ku'qy p'lqd'j cu'ghv'o cp{ 'dkwgt'cpf'f'kukmwkpgf'cpf "  
j cu'i kxgp'tkug'v'uqo g'tgcnr'gtuqpcn'tci gf lgu0<sup>32</sup>""

<sup>9</sup>"Kpvtxkgy gg'T'r gtupcn'eqo o wplecvkp'36B242360'

: 'HEO'Ctej kxgu'Dqctf'o kpwgu'3; 'Lxpg'3; : 3"

: "Kpvtxkgy gg'N'r gtupcn'eqo o wplecvkp'37B242360'

<sup>32</sup>"Royal Commission on the NHS""O gtlkup'Tgr qtv""Eo pf'9837""Nqpf qp<J O UQ.'Lwn' "  
3; 9; + 'DO C'Gxkf'gpeg'r ctc860'40'

"

; ; 3'r quu'unknltgo clpgf "wphknf "cv'y g"gpf "qh'3; 96.'pgctn{ 'j crh'qh'y j kej " y gtg"UEO "j gcnj 'ectg'r ncppkpi "cpf 'lphqto cvkqp'r quu.'y qug'unkm'pqv' f ggo gf "v'dg'r tguvkv'p'y g'kpego kpi "necni qxgtpo gpv'y qtnhqtg0Vj g" HEO "Dqctf "tgego o gpf gf "tcpuhttkpi "k'cecf go leu'qp"j qptct{ "eqv'cew" vq"j gr 0<sup>3</sup>"Qpg'kpgtxlgy gg'hqt'y ku'tgugctej 'y cu'cr r qkpvf "utcki j v'v'cp" UEO 'r quv'hqmy kpi "eqo r ngv'qp'qh'r quv tcf wcv'f gi tgg'dgecwug'uj g"j cf " gr kf go kqmi kcn'cpf "ucv'knekn'unkm'owpf gt"j gt "dgn0<sup>34</sup>"

"

Vj gtg'y cu'eqpvkpwgf 'r tguv'g'v'o cng'UEO "cr r qkpv gpv'hqt'y qug'pqv' hwm{ 's wcnhkf . 'f gur kg'cwgo r w'd{ 'y g'HEO "v'o clpvk'p'ucpf ctf u0C" o ggkpi "qh'tgr tguv'cv'xgu'qh'y g'HEO "cpf "DO C"EEEE "qp"32'Hgdtwct{ " 3; 97'v'f k'ewu'i vkf grkpgu'wv i guv'f 'k'eqwf "dg'lp'qtf gt'hqt'y g" cr r qkpv gpv'r cpnu'v'kf gpv'h{ 'unkm'cpf "gxr gkpeg'i cr u'lp'kpf kxf wcn' cr r n'ecpv'cpf "cf xkug'qp'tgo gf knr tqi tco o gu'hqt'uweegu'w'lecpf kf cvgu0<sup>5</sup>" Vj g'HEO "y cu'cy ctg'qh'etk'ekuo "qh'y g'cr r qkpv gpv'v'ectggt'r quu'qh'c'hgy " ecpf kf cvgu'y kj qw'o go dgtuj k 0'k'ku'i vkf grkpgu'v'H'cew{ 'pqo kpggu'qp" r cpnu.'k'ucv'f <"

K'c'uj qtwi g'ur gekn{ 'y j gtg'o cp{ 'r quu'j cxg'pqv'dggp'hknf " ukpeg'y g{ 'y gtg'gucdrkuj gf 'y gtg'o c{ "dg'utqpi 'r tguv'g'qp" pqo kpggu'v'o cng'cp'cr r qkpv gpv'cv'cm'equu0Uvej "c'ny gt'kpi " qh'ucpf ctf u'ecppqv'h'kn'v'f gr tgekv'y g'xcnw'qh'y g'cr r qkpv'g" cpf "v'f gi tcf g'y g'ur gekn{ "cpf 'y g'H'cew{ 0<sup>6</sup>"

"

Vj gtg'y gtg.'j qy gxgt.'eqpvkpwkpi 'r tqdrgo u'wv'kn'y g"gpf "qh'y g'3; 92u0Vj g" DO C"EEEE "Cp'wcn'Tgr qtv'hqt'3; 9; /: 2'pqv'f . 'hqt'gzco r ng.'y cv'y g" eqo o kvvg'j cf "ngctpv'qh'c'pwo dgt'qh'kpuv'pegu'k'y j kej "cttcpi go gpv'y gtg" pqv'hqmy gf 0<sup>7</sup>"

"

Rqqt'ecrldt'g'cr r qkpv gpv'f kf "pqv'ckf 'y g'ecwug'qh'y g'pgy 'H'cew{ 'k'p' guvdrkuj kpi 'y g'r tguni g'qh'y g'ur gekn{ 0Vj g'DO C"EEEE . 'k'ku'f tchv' gxkf gpeg'v'y g'3; 9: "Tgxkgy "Dqf { "hqt'tgo wpgt'cvkqp'qh'f qevqtu'cpf "

<sup>33</sup>HEO "Ctej kxgu."Dqctf "o kpwgu"32'Qev03; 960'

<sup>34</sup>K'pgtxlgy gg'S 'r gtuqpcn'eqo o wplecvkqp""2; B242360'

<sup>35</sup>DO C'Ctej kxgu."EEEE "o kpwgu"47'O ctej '3; 970'

<sup>36</sup>HEO "Ctej kxgu."Dqctf "o kpwgu"32'O ctej '3; 990'

<sup>37</sup>DO C'Ctej kxgu."EEEE "Gzgewkxg'Uwd/Ego o kvvg'o kpwgu"4: "O ctej '3; : 20'



f gpvkuu+ "ucvzf "y cv'cv'y g'dgi kppkpi "qh'3; 98'y g'pwo dgt "qh'r quu"  
 guxcdnkuj gf "kp'eqo o wpkv "o gf lekpg'kp'Gpi ncpf "cpf "Y cngu'y cu'959"dw'y g"  
 o czko wo "pwo dgt "qh'eqo o wpkv "r j {ulekcpu'gxgt "kp'r quv'y cu'847"cpf "d { "  
 3; 99'y gtg'y gtg'344"xcecpelgu<sup>38</sup>"Vj g'DO C "pqvzf "y cv'y g'tcw'qh"  
 tgetwko gpv'y cu'kpuvhlekpv'vq"nggr "r ceg'y kj "tgvkgo gpv "tguki pcvkpu"cpf "  
 f gc'y u'qh'eqo o wpkv "r j {ulekcpu'y j qug'ci g'f kmtkdwkqp'y cu'y gli j vgf "  
 vqy ctf u'y g'72/87"ci g/i tqwr 0Qeevr kgf "r quu'y qwf "dg'hkngn "vq'tgf weg"  
 hwt'y gt<sup>39</sup>"Vj g'HEO "Dqctf "gxgp"eqpukf gtgf "tgf kmtkdwkpi "hwpvkpu"co qpi "  
 cxckrdg"ucht<sup>3</sup>: "Vj g'HEO "eqpvkpwgf "vq"go r j cukug"j qy "uwkcdg"  
 eqo o wpkv "o gf lekpg'y cu'vq'r ctv'ko g'vcklpi "cpf "go r nq { o gpv\*cr ctv'ltqo "  
 tqngu"qp"o cpci go gpv'vgo u: "gur gekm "hqt'y qo gp'y j q. "dgecwug"qh"  
 f qo guke"eqo o ko gpv. "eqwf "qpn "y qtnir ctv'ko g0Eqo o wpkv "r j {ulekcp"  
 r quu"eqwf "cnuq"dg"ur rk'qt "cf xgtvkugf "cu'lqd"uj ctgu<sup>3</sup>: "Y qo gp'y gtg'hkngn "vq"  
 cr r n "hqt"UEO "r quu"/ "hqt'y j lej "y gtg'y cu'r ngpv "qh'ej qleg"/ "cpf "pqv'y g"  
 ugplqt "i tcf gu'y j lej "y gtg'hkngf "d { "o gp0"kp'y g"gxgpv "cm quv'pq'y qo gp"  
 y qtngf "r ctv'ko g'lp'y g'r gtlkf "3; 96"vq'3; : 30"Cm quv'cm'o gp'y qtngf "hwm/  
 vko g'lp'3; 960Uqo g'o cng'cecf go leu. "f tchgf "kp'vq'uy gm'y g'ugt'xleg. "y gtg"  
 y qtnkpi "r ctv'ko g'lp'3; : 3qp"j ppqtct { "eqpvcevu<sup>42</sup>"  
 "

Qpg'cf f kkpncitqwg'vq"ur gekrku'ucvuu. "y j lej "y cu'vq'r tqxg'lt wkhwlp'y g"  
 nvg't'3; 92u'hqt"o gp"cpf "y qo gp'lp'eqo o wpkv "o gf lekpg. "y cu'y g'vgo r qtct { "  
 i tcf g'etgcvgf "hqt'y qug'y j q'f kf "pqv'cej kxg'eqo o wpkv "r j {ulekcp'ucvuu'lp"  
 3; 960Cv'ku'34"P qxgo dgt'3; 96"o ggkpi. "y g'DO C'EEEE "cempqy nfi gf <"

K'o c { "r tqxg'ko r quukdg'vq'hkm'y g'guxcdnkuj o gpv'lp'y g'hkuv"  
 kpucpeg'y kj "ur gekrku'qh'tgs vktgf "ecnldt g"/ "lpf kxf wcm'y j q'f q"  
 pqv'o gg'v'y g'hwm'tgs vktgo gpv'qh'ectggt "i tcf g'r quu"o c { "dg"  
 cr r qkpvgf "dw'qp"c"ur gekn'uecrg"j gnf "qp"c"r gtupcn'dcuku0Vj g"  
 cko "y qwf "dg'vq'cduqtd'v'y gug'f qevqtu'lpv'ectggt "i tcf gu'cpf "  
 cdcpf qp'y g'ur gekn'cttcpi go gpv'cu'uqpp"cu'r tcevkcdng0"  
 "

<sup>38</sup>"DO C'Ctej kgu. "EEEE "r cr gtu'hqt'38"Ugr v03; 99"o ggkpi 0"

<sup>39</sup>"DO C'Ctej kgu. "Joint Medical Manpower Fact-finding Group 1978-90Rcr gt"qp"  
 Tgs vktgo gpv'lp'Eqo o wpkv "O gf lekpg0"

<sup>3</sup>: "HEO "Ctej kgu. "Dqctf "o kpwgu": "F ge03; 9: 0"

<sup>3</sup>: "Ibid0"

<sup>42</sup>"324'y qo gp'lp'3; 96"323'y vg+eqo rctgf "y kj "349'y qo gp"UEO u'lp'3; : 3"346'y vg+364"  
 o gp"lp'3; 96"364'y vg+eqo rctgf "y kj "44; "o gp'lp'3; : 3"3; 2'y vg+ "FJ UU"Cppwcn'O gf lecn"  
 cpf "F gpvcn"Y qtnhqtg"Egpuu'hqt"Gpi ncpf "cv'52"Ugr v0gcej " { gct0"

Qh'vj g'63; 'uwej 'uclh'h'cdgm'gf "öncvej gf /qpö'v'uki plh' 'vj gk'vgo r qtet { 'uvcwu' cpf 'tqr'g'y j lej 'y cu'pqv'vj cv'qh'c'eqo o wplv' 'r j { ulekp'r tcevkup' " kpf gr gpf gpw' . 'vj g'EEEEO 'guvko cv'gf 'vj cv'y j kuv'ctqwpf '322'y gtg'gri kdr'g'hqt' gctn' 'tgv'kgo gpv'c' hwt'vj gt '322'y qwf 'dgpgh'k'htqo 'hwt'vj gt 'gzt'gtl'gpeg'qt' v'cl'p'kpi 'v'q'gpcdr'g'vj go 'v'q'r tqi tguu'v'q'ur gekr'kuv'uvcwu'<sup>43</sup> " Vj g'Rt guvqp' Y qtn'kpi 'Rctv' . 'guvcd'kuj gf 'd { 'vj g'DO C'EEEEO 'ur gek'h'ecm' 'v'q'rqm'cv'vj ku' i tqw' . 'eqpen'mf gf < "öcn'f qevqtu'tgo cl'p'kpi 'kp'c' -ncvej gf /qpö'ukwcv'kqp'uj qwf " pqy 'dg'q'h'gt'gf 'r gto cp'gpv'r qu'k'k'qpu'i cu'c'o gcuw't'g'qh'i qqf'y kn'cu'ugp'kqt' o gf lecn'q'h'legtu'<sup>44</sup> ""

"

Vj g'FJ UU'ceegr v'gf 'vj ku'tgeqo o gpf cv'kqp'kp'ku'f tch'ekew'rt'qh'gctn' { '3; 98' \*J E\*TE+987+'y j lej 'cenpqy ngf i gf 'vj g'o cpr qy gt'r tqx'kf gf 'd { 'vj gug'r quu' y j gp'vj gtg'y cu'c'uj qt'vci g'qh'tgi kmt'ct'cpf 'ugp'kqt'tgi kmt'ctu'kp'eqo o wplv' " o gf lekp'g'v'q'h'kn'x'cecpv'eqo o wplv' 'r j { ulekp'r quu'Vj g' { 'y qwf 'j cxg'vj g' f guli pcv'kqp'qh'Ug'p'kqt'O gf lecn'Q'h'legt' "eqo o wplv' 'o gf lekp'g+'\*UEO Q+0' Vj gug'r quu.'j qy gxgt. "öy kn'dg'r gtu'qpcn'v'gpwt'g'r quu'y j lej 'y kn'p'qv'hqto " r ctv'qh'vj g'r gto cp'gpv'guvcd'kuj o gpv'qh'vj g'PJ U'go r m' { lpi 'cwj qt'k'v' 'cpf " y kn'dg'v'gto kpcv'gf 'y j gp'vj g'r quv'ku't'g'rkps w'kuj gf '<sup>45</sup> ""

"

Kp'3; 98. 'vj gtg'y gtg'334'uwej 'uclh'i\*74'o gp'cpf '82'y qo gp+'lp'vj g'cppwcn' o gf lecn'cpf 'f gpv'cn'legpuu'hqt'52'Ugr vgo dgt'3; 980Vj g'r tqd'rgo 'qh'öncvej gf / qpö'f qevqtu'y cu'o qtg'qt'rguu't'guq'x'gf 'lp'v'ko g'hqt'vj g'pgz'v'tgqti cpl'ucv'kqp' vj tqw' j 'r tqo qv'kqp'v'q'u'wdu'cv'kxg'UEO 'r quu'qt'tgv'kgo gpv'<sup>46</sup> " Vj g'i tcf g' i tcf wcm' 'f y kpf ngf 'v'q'4; 'kp'3; : 8'cpf '6'kp'3; ; 2'kp'vj g'cppwcn'o gf lecn'cpf " f gpv'cn'y qtn'hqteg'egpuu'0K'j cf 'r tqx'gf 'c'ht'w'k'h'w'lt'q'w'g'hqt'cf f k'k'qpcn'y qo gp' r wd'rk'j gcn'j 'f qevqtu't'cpuh'gtt'kpi 'htqo 'mqecn'i qxgtpo gpv'v'q'vj g'j gcn'j " ugt'x'leg'lp'3; 96'v'q'cej k'gx'g'ur gekr'kuv'uvcwu'0'

"

"

<sup>43</sup>"DO C'Ctej k'xgu'EEEEO 'o k'pw'gu'34'P qx03; 960'

<sup>44</sup>"DO C'Ctej k'xgu'EEEEO 'o k'pw'gu'42'Lxp'g'3; 970'

<sup>45</sup>"DO C'Ctej k'xgu'EEEEO 'o k'pw'gu'45'Hgd'03; 980'

<sup>46</sup>"DO C'Ctej k'xgu'EEEEO 'Gz'gew'k'xg'Uwd/Eqo o k'wgg'6'P qx03; : 4=Ng'yu'ku'What Price Community Medicine?, 34; 0'K'y cu'vj g'O Qu' 'htqo 'uo c'n'f k'nt'leu'y j q'j cf 'h'ck'gf 'v'q' cej k'gx'g'ur gekr'kuv'uvcwu'cpf 'd'geco g'öncvej gf /qpö'f qevqtu'y j q'g'zr gt'lgpegf 'vj g'i tgc'v'guv' f h'h'ew'v' 'kp'cf l'w'v'kpi 'v'q'vj g'p'gy 'gp'x'k'qpo gpv'cpf 'v'q'q'n'lgctn' 'tgv'kgo gpv'cv'vj g'3; : 4' t'gqti cpl'ucv'kqp'0'

## Search for parity with hospital consultants

Cm j qwi j 'ur gekrkuv'ucwuy cu 'y gtghqtg. 'tgrvkggn{ 'gcu{ 'vq'cej kxg. 'hwn' r ctkv{ 'y kj 'j qur kcn'eqpuwncpw'vqqn'iqpi gt. 'hwtvj gt 'f qy pi tcf kpi 'y g'pgy " ur gekrn{ 'kp'vj g'g'gu'qh' { qwpi 'f qevtu0Vj g'3; 92u. 'cu'vj g'3; 82u. 'y gtg' o ctngf 'd{ 'y g'utwi i rg'vq'cej kxg'gs wxcrgpeg0Vj g'vkn'oeqpuwncpv.ö'hqt" gzco r rg. 'y cu'pqv'r gto kwgf 'wpvkn'3; : : 0<sup>7</sup>"C'hng{ 'eqpegtp'hqt'vj g'i qxgtpo gpv' kp'vj g'3; 96'tgqti cplkvkqp'y cu'vq'gputg'ucrtkgu'c'FER.'CO Q'cpf 'TO Q' ngxgn'f kf 'pqv'gzeggf 'y qug'vj cv'j qur kcn'eqpuwncpw'eqwf 'qdvk'p'y j gp" f kunkpevkqp'cy ctf u'y gtg'vkn'p'kp'v'eqpukf gtcvkqp. 'y j knv'tgeqi plkpi 'ucrtkgu' hqt'eqo o wkv{ 'r j { ulekcpu'o wuv'dg'j ki j 'gpqwi j 'vq'cwtcev'pgy 'tgetvku'cpf " tgvk'p'gzkunkpi 'uchf0<sup>48</sup>"Vj g'DO C'r wdrkuj gf 'ku'hku'r cr gt'qp'vj g'pgy 'ucrt { " utwewtg'hqt'eqo o wkv{ 'o gf lekpg'qp'3'Cr tkl'3; 96'y j kej 'uwr r qtvf 'gs wcrkv{ " qh'tgo wpgtcvkqp'y kj 'qvj gt'o gf kcn'ur gekcn'ku'cetquu'vj g'i tcf gu'kp'qtf gt'vq" cwtcev'ecpf kf cvgu'qh'uwkcdng'ecrkdgt0K'r tqr qugf 'c'ugr ctcvg'r qqnhqt'cm' f kunkpevkqp'cy ctf u'lp'eqo o wkv{ 'o gf lekpg0<sup>9</sup>"Vj g'lpvgtko 'r c{ 'cy ctf 'qh' 350' 'Itqo '3'Qevdgt'3; 96'y cu'f ggo gf 'kp'v'lekpv'd{ 'y g'DO C'f gur kvg" vj g'tgxky 'dqf { 'v'lp'vkvqp'vq'dtkpi 'y go 'ökp'v'r j cugö'y kj 'qvj gt'f qevtu'kp" P J U'htqo '3'Cr tkl'3; 970' "Vgto u'y gtg'pgxgtvj grgu'hcxqwtcdng'vq'y qo gp" gpcdrkpi 'o quv'vq'y qtn'hw'vko g0Vj g'DO C'EEEEO 'kp'gctn{ '3; 97'eqphko gf " vj g'pqto cn'y qtnkpi 'y ggm'hqt'c'eqo o wkv{ 'r j { ulekcp'j qrf kpi 'c'y j qng'vko g" cr r qkpvo gpv'uj qwf 'dg'tgi ctf gf 'cu'59'j qwtu. 'uki pl'lekcpv' 'uj qtvgt'vj cp'kp" j qur kcn'o gf lekpg0' 'Gxgp'qp/ecm'y cu'j ctf n{ 'ctf wquu0Uqo g'f kntleu" tgeqtf gf 'xgt { 'rkvg'cevkv{ 'kp'c'F J UU'wtxg{ 'wpgf gtcvngp'dgy ggp" Ugr vgo dgt'cpf 'F gego dgt'3; 980<sup>2</sup>"Vj g'DO C'EEEEO. 'rkng'vj g'HEO. " uwr r qtvf 'hgzkdkkv{ 'qxgt'r quu'cpf 'ci tggf 'y gtg'uj qwf 'dg'r tqxkukqp'hqt"

<sup>47</sup>"Y tki j v'v'cr0"Multidisciplinary Public Health, 430

<sup>48</sup>"P cvkpcrCtej kxg. 'RTGO '37'4433'3; 94/3; 95. 'Tgh0C25; : 5. 'Dwtng'Vtgp. 'Ecdkpgv' Dtkhpi. 'öP cvkpcrC' gcnj 'Ugtxlegu'Tgqti cplkvkqp-<Vqr 'Ucrtkgu.ö'ER\*95+77+0"

<sup>49</sup>"O Y HCtej kxg. 'UCIO Y HII 0530. "Community Medicine: Doctors Employed in Public Health and NHS Reorganisation 1972-3. Notes on the Hunter Report 8 June 1972.

<sup>4</sup>"DO C'Ctej kxg. 'EEEEO 'o lpwgu'53'Lcp03; 970'

<sup>4</sup>"DO C'Ctej kxg. 'EEEEO 'o lpwgu'42'Lcp03; 970'

<sup>52</sup>"DO C'Ctej kxg. 'EEEEO 'P gi qvkvpi 'Uwd/Eqo o kvvg'o ggkpi '36'Lxpg'3; 99. 'F J UU'hwgt" qp'; 8'tqcu'eqxgtkpi '342'j gcnj 'f kntleu'kp'tgr rgu'vq'cp'go gti gpe{ 'tqv'cmjy cpeg" swgvkppckgu'

r ctvko g'crr qkpvo gpw'cpf 'vj g'r quukdkv{ 'qh'ko kgf 'uguukqp'eqpvtcew"  
y j lej 'y qwf 'dg'uwkcdrg'hqt'y gm/s wcnhkgf 'y qo gp<sup>53</sup>""  
"  
Cpqvj gt'o clqt'r tqdrgo 'v'j k'vj g'pgy 'ur gekm{ 'htqo '3; 98.'j qy gxgt."  
chgevkpi 'hwtvj gt'dqvj 'tgetwko gpv'cpf 'uchh'o qtcrg.'y cu'vj g'kpenwukqp'qh"  
eqo o wpkv{ 'o gf lekpg'uchh'kp'j gcnj 'ugt xleg'o cpci go gp'ewu0Vj g'gctn{ "  
3; 92u'j cf 'y kpguugf 'c'hcuv'tcvg'qh'cppwcn'i tqy vj 'kp'vj g'P J U'dwf i gv'qpn{ 'vq"  
hcn'uj ctr n{ 'htqo '3; 96'hqmqy kpi 'vj g'qkietkuku'htqo '3; 95<sup>54</sup>'htqo '3; 98."  
j gcnj 'cwj qtkv{ 'dwf i gw'y gtg'ecuj 'hko kgf 'cpf 'kpetgcugf 'd{ 'vj g"  
i qxgtpo gpw'c'cppwcn'hqtgecu'hqt'kphrcvqp'y j lej 'f kf 'pqv'cng'ceeqpvp'qh"  
vgej pqmqi kcn'cf xcpegu'kp'vj g'j gcnj 'ugt xleg'qt 'vj g'j gcnj 'pggf u'qh'cp'ci gkpi "  
r qr wcvkqp0D{ '3; : 2.'vj g'kpetgcug'kp'J E J U'dwf i gw'y cu'cv'lwu'3' <sup>55</sup>'Vj g"  
hkcpekcni'etkuku'j cf 'cp'ko o gf kcv'ko r cev'qp'vj g'ngf i rki 'eqo o wpkv{ "  
o gf lekpg'ur gekm{ 'htqo 'vj g'tgs wgu'd{ 'F J U'htq'vj g'pgy 'cwj qtkkgu'v'ew"  
o cpci go gp'equu0Cm'eqo o wpkv{ 'o gf lekpg'uchh'kpenw'kpi 'tckpggu.'y gtg"  
vq'dg'kpenw'gf <sup>56</sup>'F gur kg'DO C'mdd{ kpi . 'k'y cu'pqv'wpv'3; : 3'vj cv'vj g"  
Ugetgvct{ 'qh'Ucv'g'hkpcn{ 'ci tggf 'vj cv'eqo o wpkv{ 'o gf lekpg'uj qwf 'dg"  
gzenw'gf 'htqo 'o cpci go gp'equu'eqpvtq<sup>57</sup>'Cu'c'tguwn'qh'vj gug'vj tgcw'vq"  
y qtnhqtg.'cu'y gm'cu'ucwu'cpf 'o cpr qy gt'kuwgu.'guvcdrkuj kpi 'c'tckpkpi "  
uej go g'vj cv'vj qwf 'o gg'vj g'HEO w'qdlgevxg'vq'cwtcev'kp'j ki j 'ecnkdtg"  
f qevqtu'y cu'pgxgt'i qkpi 'vq'dg'gcu{0'  
"

## A decade of training programme issues

Vj gtg'y gtg'eqpvkpwkpi 'r tqdrgo u'vj tqwi j qw'vj g'3; 92u'qxgt'tgetwkkpi "  
gpqwi j 'f qevqtu'qh'uw'hlekpgv'ecnkdtg'hqt'vj g'eqo o wpkv{ 'o gf lekpg'tckpkpi "  
uej go g0Eqo o wpkv{ 'o gf lekpg'tgo ckpgf 'cp'wpr qr wrct'cpf 'o kuw'pf gtuvqqf "

<sup>53</sup>"DO C'Ctej kxgu.'o kpwgu'htqo 'c'o gg'kpi 'qh'vj g'qkpv'P gi qv'kpi 'Dqf { 'hqt'F qevqtu'kp' "  
Eqo o wpkv{ 'O gf lekpg'cpf 'vj g'Eqo o wpkv{ 'J gcnj 'Ugt xleg'45'Hgd03; 98'eqpukf gtlpi 'vj g' "  
f tch'vgo u'cpf 'eqpf kkp'u'htq'eqo o wpkv{ 'r j { ulekp'u0Rcr gtu'3; 97/80'

<sup>54</sup>"Miglp.'New Politics, 9; 0Vj g'dwf i gv'j cf 'hcn'p'htqo '6' 'i tqy vj 'kp'vj g'gctn{ '3; 92u'vq' "  
30' 'd{ '3; 960'

<sup>55</sup>"Ej tkvqr j gt'J co . 'Health Policy in Britain: The Politics and Organisation of the "  
National Health Service, 4pf 'gf p'w'kupi uqng'<O ceo kncp'Gf wecv'qp'Nf.'3; : 7+<67=  
Y gdugt.'Vol. II, 3720'

<sup>56</sup>"HEO 'Ctej kxgu.'Dqctf 'o kpwgu'33'F ge03; 970C'ōTgxkgy 'qh'P J U'O cpci go gp'Equu0"  
r cr gt'ecn'gf 'hqt'c'ucpf ukmlp'o cpci go gp'equu'kpenw'kpi 'r c{ tqn'htq'3; 98/9'cpf 'cungf 'hqt' "  
gcej 'tgi kqp'vq'r tqf weg'c'r ncp'hqt'ej cpi g'cpf 'tguv'ckpv'htq'3; 99/; 0'

<sup>57</sup>"DO C'Ctej kxgu.'EEEE 'P gi qv'kpi 'Uwd/Eqo o kvgg'o kpwgu'38'Lcp0'cpf '52'Cr tki'3; : 30'

ur gekn\0F wtkpi 'vj g'3; 92u'cpf 'wvkn'vj g'3; : 2u'k'y cu'wkn'r quukng."

vj gtghqtg."hqt"ecpf kf cvgu'vq"gpvgt"eqo o wpk\ 'o gf lekp'g'vckpgg'r quu'y kj "

cm quv'pq"eqo r gvkqp<sup>58</sup>"Vj g'pwo dgtu."cnj qwi j 'uo cm'wctvgf "vq'tkug"qpeg"

vj g'vckpki 'uej go g'y cu'hqto cm\ 'kvtqf wegf 'kp'3; 97"cpf 'y qo gp'eqo r tkugf "

pgctn\ 'j cih'vj g'vckpggu."gpwtkpi 'vj g\ 'y gtg'y gml'r negf "vq"gpvgt"ectggt'i tcf g"

r quu'hqmqy kpi 'hwtvj gt'ugpkqt'i tcf g'tgvtgo gpw'kp'vj g'3; : 4"

tggti cpkucvqp<sup>59</sup>"Htqo '3; 98."ur gekn\w'xcecpekgu'eqwf "qpn\ 'dg'hkngf'd{ "

UTu."cnj qwi j "qpn\ 'pkpg'r quu'j cf "dggp'cr r tqxgf 085'tgi kmct'r quu'j cf "

dggp"guvdrkuj gf "dw'vj g'Hcewn\ 'Gf wecvqp'Ego o kwgg'eqwf "ugg'c'pggf "hqt "

vj ku'vq'tkug'vq': 2'vq'o ggv'P J U'o cpr qy gt'tgs vktgo gpw'cmipi 'y kj 'vj g'uco g"

pwo dgt'qh'UT'r quu<sup>60</sup>:"

"

Vj gtg'y cu'eqpegt'cdqww'vj g's wcrk\ 'qh'tgetwku'cpf 'vj gkt'o qvkgu'hqt'lqkpi "

vj g'ur gekn\0Lqj p'Cuj vqp."tghgevkpi 'qp'vj g'ecndtg'qh'r gqr ng'cr r n\ kpi 'vq"

gpvgt"eqo o wpk\ 'o gf lekp'g'vckpki 'kp'Nqpf qp'kp'vj g'rv'3; 92u."uckf 'vj cv'qh"

o qtg'vj cp'52"cr r rkecvkpu'hqt"c'pwo dgt'qh'vckpki 'r negu."do quv'y gpv'kp'vj g"

dkp<sup>61</sup>:""Vj g'hku'qh'vj g'tgi wrct'eqj qtv'wvf kgu'qp'ectggt'cur kcvkpu'qh'WM'

o gf lecn\ tcf wcvgu'kp'3; 96'hqwpf 'xgt\ 'hgy 'r w'eqo o wpk\ "

o gf lekp'geqo o wpk\ 'j gcnj 'cu'vj gkt'hku'vj qleg'cpf 'vj qug'vj cv'f kf 'y gtg'

o quu\ 'y qo gp'y j q'ej qug'k'dgecvug'qh'ku'hk'y kj 'f qo guke"

ektewo ucpegu<sup>62</sup>"Qpg'kpvgtxkgy gg'hqt'vj ku'tgugctej 'ukvki 'qp'r cpgu'hqwpf "

uqo g'cr r rkecpw'eqphwugf "eqo o wpk\ 'o gf lekp'g'y kj "eqo o wpk\ 'j gcnj "cpf "

vj qwi j v'vj g\ 'y gtg'cr r n\ kpi 'hqt'enkplecn'trgu<sup>63</sup>"Vj g'r qqt'ecndtg'qh'uqo g"

tgetwku.'y j gvj gt'o gp'qt'y qo gp."cuq'vcpurvgf 'kp'vj ki j 'hcnwtg'tcvgu'hqt"

<sup>58</sup>"Ugxgtcn\kpvgtxkgy ggu'hqt'vj ku'tgugctej "eqo o gpvgf 'vj cv'vj g\ 'y gtg'cdng'xktwcm\ 'vq'y cmi\ kpvq'vckpki 'r quu'kp'vj g'3; 92u0"

<sup>59</sup> Kp'vj g'eqj qtv'wvf kgu'qh'cm'f qevqtu'i tcf wcvki 'htqo "cm'o gf lecn'uej qqu'kp'Gpi rcpf ."

Ueqwcpf 'cpf 'Y crgu'wctvki 'kp'3; 96."cnj qwi j 'rguu'vj cp'c's wctvgt'qh'y qo gp'wtxgf gf 'y gtg' hkgf "qp'c'ectggt'r tghgtpeg."89' "qh'y qo gp'r w'eqo o wpk\ 'o gf lekp'g'eqo o wpk\ "

o gf lekp'g'cpf "eqo o wpk\ 'j gcnj 'y gtg'tw'vqi gvj gt+'cu'hku'vj qleg'cpf "qpn\ '9' "uwti gt\ 0' Chgt'eqo o wpk\ 'o gf lekp'g'y qo gp'r w'r cvj qnqi { .r cgf kvtleu'vj gp'cpcguj gkleu'0'O gpau' hku'vj qlegu'y gtg'i gpgtcn'r tceveg'hqmqy gf 'd\ 'o gf lekp'g'y gp'uwti gt\ 0'Vj ku'y cu'rkwg" ej cpi gf 'kp'vj g'3; 97'eqj qtv'0Rctnj qwug'cpf 'O eNcw j nk."Career Preferences."852/4=10 Rctnj qwug'cpf 'O 0MORcm gt."dEctggt'Rtghgtpegu'qh'F qevqtu'S wcrk\ kpi 'kp'3; 97.ö"BMJ"4." 829: "4"Txn\ '3; 99+247/90

<sup>5</sup> "HEO'Ctej kxu."Dqctf 'o kpwgu'3: 'O ctej '3; 980'

<sup>5</sup> "Dgtlfi g'gv'cn0"Decline and Rise?, 340'

<sup>62</sup>"Rctnj qwug."Medical Graduates, 530Vj g'uwtxg\ u'f kf.'j qy gxgt.'i tqwr "eqo o wpk\ "

o gf lekp'g'y kj "eqo o wpk\ 'j gcnj 0'

<sup>63</sup>"Kpvgtxkgy gg'M'r gtuqpcn'eqo o wplecvkqp'39125142370'

vj g'HEO 'Rctv'Ko go dgtuj kr "gzco kpcvkqp."y j lej 'ncvuf 'kpq'vj g'gctn{ "  
3; : 2u<sup>64</sup>"Qp"qpg"qecukqp"vj g'gzco kpgtu"gzr tguuf "eqpegtp"cv'vj g'öcd{uo cni  
r gthqto cpeg"qp"cm'vj tgg'r cr gtu<sup>65</sup>"

"

Tgetwko gpv'y cu'pqv'ckf gf "d{ 'm'y gt'ucrtkgu'hqt'vckpggu'kp"eqo o wplv{ "  
o gf lekpg'vj cp'kp'qvj gt'o gf kecn'ur geknkgu<sup>0</sup>"Vj g'DO C'EEEE 'P gi qvckvpi "  
Uwd/eqo o kvgg."cv'ku'o ggkpi "qp"3; 'F gego dgt"3; 99.'pqvgf 'vj cv'vj g'ewttgpv"  
ucv'g'qh'tgetwko gpv'y cu'dgm'y 'vj g'pwo dgtu'pggf gf "vq'o ckpvckp"guvdrkuj gf "  
r quu'cpf 'kv'y cu'r tqxkpi "j ctf "vq'tgvckp"pwo dgtu'tgetwkgf "/"c"pwo dgt"j cf "  
tgwtpgf "vq"j ki j gt'r ckf "go r m{ o gpv'kp'enkpcn'o gf lekpg<sup>0</sup>K'cnuq"pqvgf 'vj cv'  
vckpggu'eqpukf gtgf "j cxkpi "vq'vng"qp"qvj gt'r ctv'vko g'tqngu'dgecwug'vj g'dcule"  
r c{ 'y cu'vq'kpcf gs wcv'g'cpf 'vj gtg'y cu'pq'y c{ 'vq'r c{ 'vckpggu'hqt"qww/qh/j qwtu"  
y qtn<sup>0</sup>Dghqtg"3; 9: . 'vj gtg'y cu'pq'ur gekh'e'eqptcev'ci tggf 'hqt'vckpggu<sup>0</sup>Y j gp"  
hpcm{ 'ci tggf . 'k'kpenw gf "c'dcule"eqo o ko gpv'hqt'vckpggu'qh'62"j qwtu"c"  
y ggm'qp"c'ucrt{ 'uecn'g'qh'p'kpg'r qkpw. 'vj g'o kpo wo "qh'y j lej 'gs wcv'g' "vq'vj g"  
o kpo wo "qh'c"j qur kcn'tgi kntct'v'uecn'g'cpf 'vj g'o czko wo "vq'vj g'o czko wo "  
qh'vj g'j qur kcn'UT'uecn'g<sup>0</sup>k'kcm{ . 'cwj qtkkgu'eqwrf "pqv'eqptcev'vq"go r m{ "c"  
vckpgg'hqt'o qtg'vj cp"vy q" { gctu<sup>0</sup>Vj g'pcwtg'cpf "rgpi vj "qh'c'hwt'y gt'eqptcev'  
y qwrf "f gr gpf "qp"c'vckpggu'r tqi tgu<sup>66</sup>""J qy gxgt. 'vj g'HEO 'Hktuv"  
eqpukf gtgf 'vj g'kf gc"qh'c'ukpi ng'vckpki "i tcf g'cv'c"o ggkpi "qh'vj g'Gf wecvkqp"  
Eqo o kvgg"qp"32"Qevdgt"3; 99"cu'k'eqwrf "ugg'vj g'cf xcpvci gu'hqt'vckpggu'kp"  
pqv'j cxkpi "vq'o qxg'j qwug'dgwy ggp'tgi kntct'cpf "UT"cr r qkpw gpv'vj gtgd{ "  
o cnkpi 'vj g'ur gekn{ "o qtg'cwtcev'xg'vq'o cwtg'gpv'cpw'cpf "o cttkgf "  
vckpggu<sup>67</sup>"Uqo g'TJ Cu'f kf "uactv'vj gp'vq'qh'gt'hkxg/{ gct'eqptcew'ugvki "  
eqo o wplv{ "o gf lekpg."qpeg"o qtg."kp"cf xcpvg'qh'qvj gt'ur geknkgu<sup>68</sup>""Vj g"  
DO C'EEEE 'P gi qvckvpi"Uwd/Eqo o kvgg'y tqvg'vq'vj g'F J UU'tgs wguvki "

<sup>64</sup>HEO 'Ctej kxgu.'Dqctf "o kpwgu"34'F ge03; 96.'47'Qev03; 98'cpf "; 'O ctej "3; 9: 0'Vj g'Hktuv"  
gzco kpcvkpu'hqt'O HEO "y gtg'ugv'lp"3; 96'y kj "34'r cuugu'cpf 'p'kpg'hcwmgu'hqt'Rctv'K'Kp"  
Lwn{ "3; 98.'44'qww'qh'62'ecpf kf cvgu'y gtg'uueguu'hw'cpf 'lp"3; 99'qpn{ "; 'qww'qh'46'ecpf kf cvgu"  
j cf'dggp'uueguu'hw'K'p"vj g'O HEO 'Rctv'Kgzo kpcvkqp'tguvnu'hqt'Hgd03; 9: . "; 'qww'qh'3: "  
r cuugf'cpf 'Lwn{ "3; 9: "34'qww'qh'47'ecpf kf cvgu'y gtg'uueguu'hw'0

<sup>65</sup>HEO 'Ctej kxgu.'Dqctf "o kpwgu": 'F ge03; 990'

<sup>66</sup>DO C'Ctej kxgu.'EEEE 'P gi qvckvpi "Uwd/Eqo o kvggu"3; 'F ge03; 99.'EEEE 75'r ctc0904"  
cpf "DO C'Ctej kxgu.'EEEE 'pgi qvckvpi "Uwd/Eqo o kvgg"35'O ctej "3; 9: . 'o kpwgu'qh'  
o ggkpi "qh'vj g'q'kpv'P gi qvckvpi "Dqf { 'hqt'F qevtu'lp"Eqo o wplv{ "O gf lekpg'cpf "vj g"  
Eqo o wplv{ "J gcni "Ugtxlegu"8'Hgd03; 9: 0'

<sup>67</sup>HEO 'Ctej kxgu.'Dqctf "r cr gtu": 'F ge03; 990'

<sup>68</sup>DO C'Ctej kxgu.'EEEE "o kpwgu"3; 'Ugr v03; : 20'

vj cv."qp"cr r qkpw gpv."tckpggu"uj qwf "pqto cm{ "dg"cuwtgf "qh'eqpvkpwk{ "qh"  
r tqi tguukqp"tqo "tgi kwtct"vq"UT"r quu<sup>69</sup>"

"

Qvj gt"ko r tqxgo gpw"vq"ckf "tgetwko gpv"lpenwf gf "vj g"guvdrkuj o gpv"qh"UJ Q"  
r quu."cu"uqo g"tgi kpu"y gtg"ctgcf { "f qkpi ."cu"cy c{ "qh'lpvgtguvki "{ qwpi "  
f qevqtu"lp"eqo o wpk{ "o gf lekpg<sup>6</sup>: "Vj gtg'y cu"ukm"j qy gxgt. "vj g"kuwg"qh'iceni  
qh'gZR quwtg"/"cpf "vj gtghqtg"wpf gtucpf kpi "/"co qpi uv'o gf lecn'uwwf gpw"qh"  
eqo o wpk{ "o gf lekpg"npqy ngf i g'y j lej "eqpvkdwgf "vq"eqpegtpu"co qpi uv"  
cr r nlecpw"qh"vj g'iceni"qh"cp{ "r qvpgvkn"ht"enplecnltqgu"lp"eqo o wpk{ "  
o gf lekpg<sup>6</sup>: ""

"

Vj gtg'y gtg"cnq"eqpuvcpv'eqo r nlepw"qh'kpcf gs wcvg'hcekxkku"ht"tcklpi 0'  
Tqf "I tkhkj u"eqo o gpvgf "vj cv"j ku"tcklpi "j cf "dggp"cy o qtg"qt"ngu"fq/k/  
{ qwtugr"gzgtekug"lp"vj g"3; 92u<öKdgeco g"cy"tckpgg"qh'uqtu0Y g"tckpgf "  
qwtugrku<sup>72</sup>"Ceeqtf kpi "vq"qpg"lpvgtxky gg"ht"vj ku"tugcte j ."öuqo g"qh"vj g"  
tcklpi "y cu"cy hwn<sup>73</sup>C"r cr gt"r tguvpgf "vq"vj g"DO C"EEEE "o ggkpi "52"  
P qxgo dgt"3; 9: "ucvgf "vj cv'o cp{ "tckpggu"hwpgf "vj g"s wcrk{ "cpf "unkm"qh"  
tckpgtu"lpcf gs wcvg"tqo "c"ckwtg"vq"övtckp"vj g"tckpgtu<sup>74</sup>"C"Lqkv"Y qtnkpi "  
I tqw."guvdrkuj gf "dgw ggp"HEO."F J UU"cpf "o gf lecn'r tqhguukqp"vq"tqni"cv"  
tcklpi "cpf "tgetwko gpw. "lp"ku"Lcpwct { "3; : 2"tgr qtv"tgeqo o gpf gf "  
ko r tqxgo gpw"vq"ugtckeg"tcklpi "uq"vj cv"tckpggu"o ki j v'hggn"vj g{ "y gtg"fqkpi "  
c"y qty j j kng"lqd"y kj "cr r tqr tckv"tgur qpukdkk{ 0Vtckpgtu"i gpgtcm{ "y gtg"  
pqvr"tqxf kpi "engct"qdlgevkgu."i kxkpi "kpuw"tckpgv"i wk cpeg"qt"ngcf gtuj k<sup>75</sup>"  
Cp"gf kqtkcn"lp"Community Medicine ucvgf <övj g'r tcevkcg"qh'eqo o wpk{ "  
o gf lekpg"ku"pqv'y j cv"vj g{ "y gtg"ngf "vq"gzr gev"cpf "r tqxf gf "kwwg"qr r qtwpk{ "  
vq"r tcevkcg"vj gk"unkm"uwwf kgf "lp"gtcn{ "ur gekcnuv"tcklpi 0Vtckpgtu"pggf gf "  
j gr "lp"fqxgnqr kpi "vj g"o quv"ghgevkg"vgej kpi "o gy qf u<sup>76</sup>"

<sup>69</sup>"Ibid."

<sup>6</sup>: "DO C'Ctej kxgu"EEEE "o kpwgu"; "O c{ "3; : 2."hgwgt"tqo "F t"Dkej "cvF J UU"vq"EEEE "  
eqphkto kpi "qwwkpg"ht"UJ Q"r quu"

<sup>6</sup>: "DO C'Ctej kxgu"EEEE "Gzgewkxg"Uwd/Eqo o kvgg"o ggkpi "r cr gtu"4: "O ctej "3; : 20'

<sup>72</sup>"Dgtkf i g"gv"cn"Decline and Rise?, 90'

<sup>73</sup>"Kpvtxky gg"N'r gtuqpcr'eqo o wplecvkqp"37 B242360'

<sup>74</sup>"DO C'Ctej kxgu"EEEE "Gzgewkxg"Uwd/Eqo o kvgg"o ggkpi "r cr gtu": "F ge03; 9: 0'  
öTgetwko gpv"vq"Eqo o wpk{ "O gf lekpg<sup>6</sup>"E 45 IET ICO eI 00 MC0'

<sup>75</sup>"HEO "Ctej kxgu."Dqctf "o ggkpi "o kpwgu"35"O ctej "3; : 20'

<sup>76</sup>"Community Medicine."Gf kqtkcn"öTger r tckcn"qh"Vtcklpi .ö 5"wi 03; : 3+23; : /; 20'

"

Uj gkr'Cf co uø'cpcn{uku'qh'j gt'uwtxg{'qh'tclp'ggul'p'3; : 3'hqt'yj g'HEO 'hqwpf "  
c'uki pklhecpv'o k'pqt'k'{'qh'tclp'ggul'uw'lj cf'r tqdr'go u'y kj 'y'j g'f'guki p'qh'kp/  
ugt'xleg'tclp'kpi "cpf 'y'j kj 'y'j g's wcrk'{'qh'uwr gtx'kuk'p't'ge'g'x'gf 07"

"

Rctv'wko g'tclp'kpi 'y' cu'cxck'rd'g'dw'o qtg'eqw'f'j' cxg'dggp'f'qpg'0Ceeqtf'kpi "  
vq'y'j g'3; : 2'Lq'kp'v'Y qtn'kpi 'I' tqwr 'tgr'qtv'ökp'x'kgy 'qh'y'j g'j' k'j' 'r' tqr'qt'v'k'p'qh'  
y' qo' gp'f'qev'qtu'p'qy 'eqo' kpi 'h'qty' ctf.'r' ctv'wko g'tclp'kpi 'y' kj 'y'j g'r' tqr'ge'v'qh'  
rko' k'gf' "ugu'k'q'p'ect'ggt'r' quu'o' wuv'dge'qo' g'c'tgcr'k'{'0<sup>78</sup>"Vj' g'eqp'ugpu'wu'qh'  
qr' k'p'k'p' 'y' cu'y'j cv'r' ctv'wko g'tclp'kpi 'y' cu'ce'egr' vcd'g'lp' 'y' gqt' { 'dw'q'h'w'p' "  
f'k'h'ew'w'lp'r' tce'v'leg'0Vtclp'kpi 'p'ggf' gf' 'vq'dg'h'wm'wko g'h'qt'y'j g'h'k'uw'{'gct'y'j gp' "  
eqw'f'dg'j' ch'wko g'y' kj 'r' ctv'qh'y'j g'eqo' o' ko' gp'v'j' cx'kpi 'vq'dg'q'w'uk'f'g'p'qto' c'n' "  
y' qtn'kpi 'j' q'wu'0"Vj' g'tg'y' cu'cen'p'qy' r'gf' i' go' gp'v'qh'y'j g'h'cev'y'j cv'r' ctv'wko g' "  
tclp'kpi 'cv'y'j g'wko g'y' cu'p'gct'n' { 'cny' c' { 'u'c'qpg/q'h'h'ch'ck'y' kj 'cttcpi' go' gp'w' "  
dg'kpi 'v'ck'qt' 'o' cf' g'vq'y'j g'k'p'f'k'k'f' wcr'0U'qo g'y' qo' gp'f'qev'qtu'lp'eqo' o' w'p'k'f' "  
o' gf'lek'p'g.'k'pen'w'f'kpi 'y'j' qu'g'k'p'v'gtx'kgy' gf' 'h'qt'y'j' ku't'gug'cte'j' .f'gek'f'gf' .y'j' g'tg'h'qt'g' . "  
vq'tclp'qp'c'h'wm'wko g'd'cuku'<"

Vj' g'cf' xcp'wci' g'vq'f'qev'qtu'y' kj 'h'co' k'f' "eqo' o' ko' gp'w'ku'y'j' cv'o' wej' "  
qh'y'j' g'y' qtn'ku'r' t'gf'lev'cd'g'cpf' 'h'gz'k'k'k'k'{'y' kj' k'p'y'j' g'p'qto' c'n' "  
y' qtn'kpi 't'q'w'k'p'g'ku'r' qu'k'd'g'cv'c'o' wej' "gct'n'kgt' 'u'ci' g'qh'tclp'kpi' "  
y'j' cp'ur' gek'cn'k'gu'y' kj 'c'j' k'j' 'r' tqr'qt'v'k'p'qh'h'k'z'gf' "q'wr' cv'k'gp'v'cpf' "  
y'j' gcv'g'ugu'k'q'pu'0<sup>79</sup>"

"

Qpg'o' cr'g'k'p'v'gtx'kgy' gg'h'qt'y'j' ku't'gug'cte'j' "eqp'h'ko' gf' 'y'j' cv'öc'h'v'qh'y'j' qo' gp' "  
o' cpci' gf' 'vq'tclp'h'wm'wko g'dge'cw'ug'{'q'w'ecp'o' qu'w'f' "cttcpi' g'h'qt'k'vq'dg'"; "vq' "  
7ø'y' kj' 'u'qo' g'h'qto' "qh'r' t'gf'lev'cd'k'k'{'0[ 'q'w'ecp'j' cxg'cp'qti' c'p'k'ug'f' "h'g'0<sup>7</sup>:"

"

Cv'4; "Cr' t'k'i'3; 99'y'j' g'tg'y' g'tg'85't'gi' k'ut'ctu'cpf' "83'ug'p'k'qt't'gi' k'ut'ctu'lp' "  
Gpi' r'c'p'f' "cpf' "Y' c'rgu'0Rt'q'lge'v'k'p'u'uw'lj' qy' gf' "c'uj' q't'v'cm'qh'442'tclp'kpi' "  
r' qu'w'0; "Vj' g'Lq'kp'v'Y qtn'kpi 'I' tqwr 'eq'p'uk'f' g'tgf' "t'get'w'ko' gp'v'p'ggf' gf' "vq'k'pet'gcug' "  
vq'": 2'p'gy' "t'get'w'ku'c'{"gct.'r' ctv'k'ew'r'ct'n' { 'cu'y' cu'ci' g'cv'67' 'y' cu'j' k'j' 0<sup>82</sup>"

<sup>77</sup>"Community Medicine,"öY qtn'kpi 'k'Qw'Vqi' g'j' gt<Tgr'qtv'qh'y'j' g'HEO "Vtclp'kpi' "  
Eq'p'h'gt'gpeg'3; : 3.ö'5"°Cwi' 03; : 4+<457/650'

<sup>78</sup>"HEO 'Cte'j' k'xgu.'Dqctf' "o' k'pw'gu'35'O' cte'j' "3; : 20'

<sup>79</sup>"HEO 'Cte'j' k'xgu.'Vtclp'kpi' 'Eqo' o' k'wgg'o' k'pw'gu'3'Ugr' 03; : 30'

<sup>7</sup>: "k'p'v'gtx'kgy' gg'U'r' gtu'p'c'r'eqo' o' w'ple'cv'k'p'52'32'42360'

<sup>7</sup>: DO C'Cte'j' k'xgu.'FJ' U'U'h'i' w'tgu's'wq'v'f' 'cv'EEEE'P'gi' q'v'k'v'kpi' "Uwd/Eqo' o' k'wgg'3; 'F'ge'0'  
3; 99.'EEEE'75'90'740'

<sup>82</sup>"HEO 'Cte'j' k'xgu.'Dqctf' "o' k'pw'gu'35'O' cte'j' "3; : 2.'öTgr'qtv'qh'Lq'kp'v'Y qtn'kpi 'I' tqwr 'Lcp'0'  
3; : 206'"



Rtqdrno u'y gtg'uknir tguvlp'vj g'gctn{ '3; : 2u0Vj g'HEO "eqphgtgpeg"qh"  
Hcewn{ 'Cf xkugtu"qp"3"Cr tkl3; : 3'tckugf "eqvlpwpi "eqpegtpu"cdqww'ngxnu"qh"  
tgetwko gpvy j lej "y gtg'y gm'dgny "vj g'vcti gv'qh": 2"c" { gct0Vj g'ukwcvqp"  
y cu'f ggo gf "wprkngn{ "v'ko r tqxg'lp'vj g'uj qtvvgo 0<sup>3</sup>"Vj g'v{r g'cpf "s wcrkv{ "qh"  
vclpggu'y cu'vctvpi "v'ej cpi g."j qy gxgt0Vj g'Tq{cnEgo o kuukqp"qp"vj g"  
PJ U'hgn."d{ '3; 9; . "vj cv'o qtg'i qqf "s wcrkv{ "tgetwku'y gtg'eqo kpi "hqty ctf 0<sup>84</sup>"  
Cp"gf kqtkcnlp"Community Medicine"Cwi wuv3; : 3'y cu'qr vko kuke"cdqww"  
vj qug'y j q'eqo r ngvgf "vclpki "vclvpi <0vj g'ur gekcn{ "ku'dgi kppkpi "v'ugg"vj g"  
ko r tguukxg"eqvtdwkp"dgkpi "o cf g'lp"ectggt'r quu'd{ "vj qug'y j qj" cxxg'dggp"  
vj tqwi j "vj ku'vclpki "rtqi tco o g0Vj g'pwo dgtu"ctg'uo cn0"

"

Kpvtxky ggu'hqt"vj ku'tgugctej "eqphko gf "vj ku'ej cpi g0"Qpg"eqvvcvgf "vj g"  
r qukkqp"lp'vj g'3; 92u'y j gp'o cp{ "ecpf kf cvgu'y gtg'gkj gt'hckngf "j qur kcn"  
f qevqtu"qt"fkf "pqv'hpqy "y j cv'eqo o wpv{ "o gf lekpg'y cu'cdqw'eqo r ctgf "  
y kj "vj g'gctn{ '3; : 2u'y j gp"cr r necpu'y gtg'o wej "o qtg'hqewugf "cpf "o quv"  
crtgcf { "j cf "r quv tcf wcv'f gi tgg0<sup>85</sup>"Cpqj gt'r qkpvf "v'vj g'kpetgcug'd{ "vj g"  
3; : 2u'qh'tgetwku'hggp"v'ej cpi g'uqelgv{ "cpf "vclwpej n{ "lp'hcxqwt"qh'uqelcn"  
lwukeg<sup>86</sup>"I gv'cpqj gt'hgn"vj cv'vclpggu'gpvtkpi "r quv3; 96"j cf "pq'hkpmly kj "  
vj g'r cu'vcpf. "vj gtghqtg."ecttkgf "pqpg"qh"vj g'0mecn'cwj qtkv{ "dci i ci g0"vj cv"  
uj g'gpeqwpvtgf "co qpi uv'vj g'0vctwo cvkugf 0'r gqr ng'lp"eqo o wpv{ "o gf lekpg"  
y j qj" cf "vcpuhgttgf "htqo "hnecl'i qxgtpo gpv'cpf "y j q'utwi i ngf "v'i gv'vq"  
i tkr u'y kj "eqpugpuw'o cpci go gpv'lp"j gcnj "cwj qtkku<sup>87</sup>"Vj ku'i tqwr "qh"  
vclpggu'htqo "vj g'gpf "qh"vj g'3; 92u'y cu'cuq"cwtevgf "d{ "vj g'qr r qtwpv{ "vq"  
i clp'unknu"lp"vctvgi le'r nppkpi "hqt'r qr wcvqp"o gf lekpg<sup>88</sup>"

"

O quv'kpvtxky ggu'fkf "eqphko "vj cv'vj g'j qwtu'cpf "hgzkdkkv{ "lp"eqo o wpv{ "  
o gf lekpg'y gtg'c'utqpi "cwtecvqp"htq'y qo gp'f qevqtu0Vj g'tgrvkg'hcnlqh"

<sup>83</sup>"HEO "Ctej kxu."36"O c{ '3; : 3"Dqctf "o lpwgu."D079027: 21: 3."33vj "Eqphgtgpeg"qh"Hcewn{ "  
Cf xkugtu"3"Cr tkl3; : 30"

<sup>84</sup>"Vqf f "Tgr qtv."Medical Education,"r ctc06070'

<sup>85</sup>"Kpvtxky gg"Mr gtuqpcn'eqo o wplecvqp"39125142370'

<sup>86</sup>"Kpvtxky gg"N'r gtuqpcn'eqo o wplecvqp"3713214236=Kp'Ej cm gtu'eqpukf gtgf "vj g'Tcf lecn'  
Ucvuknu"J gcnj "I tqwr "j gr gf "dtkpi "cp'lp'gecvqp"qh" { qvpi gt'tcf lecn'cecf go leu'cpf "ugtxleg"  
eqo o wpv{ "o gf lekpg"lp'vj g'Uqelgv{ "qh"Uqelcn'O gf lekpg"Dgttkf i g'gv'cn0"Decline and  
Rise?, 67/8-0'

<sup>87</sup>"Kpvtxky gg"T'r gtuqpcn'eqo o wplecvqp"36132142370'

<sup>88</sup>"Kpvtxky gg"L'ur qng'qh'y j cv'cp"0g{ g'qr gpgt0"j gt'O cvgtu'lp"Rwdke"J gcnj "eqwtug'y cu0'  
Rgtuqpcn'eqo o wplecvqp"26132142360'

qp/ecm'eqo r ctgf 'y kj 'qyj gt'ur geknkgu'y cu'cnuq'ko r qtwcpv<sup>89</sup>"Cm quv'cm'qh'  
 yj go 'ftkngf 'lpvq'eqo o wplv' 'o gf lekpg.'j cxkpi 'vkgf 'qyj gt'ur geknkgu'htuv'  
 cpf 'j cxkpi 'hqwpf 'yj go 'y cpvpi 'y j gyj gt'dgecwug'yj g'ewmwg'y cu'vq' 'o cng/  
 f qo kpcvgf.'dqtgf qo . 'qt'rcem'qh'cp{ 'cdkklv' 'vq' 'o cng'cp'ko r cev'qp'r qr wrcvqp"  
 j gcmj 'r ctvlewrcn{ 'yj tqwi j 'r tggpvpqp<sup>90</sup>: 'O quv'j cf 'pq'cy ctgpguu'cu'o gf lecn'  
 uww gpw'qh'yj g'gzkwgpeg'qh'c'ur geknkgu' 'yj cv'f gcm'y kj 'r qr wrcvqp'j gcmj <sup>91</sup>: "  
 Y j cv'yj g{ 'f guetkdg.'j qy gxtg.'y cu'c'hggnkpi 'qh'ohkpf kpi 'yj go ugnkgu'o'y j gp"  
 yj g{ 'gxgpwcm{ 'gpvtgf 'eqo o wplv' 'o gf lekpg<sup>92</sup>""Vj g{ 'cnuq'pqvgf 'yj cv'yj gtg"  
 y gtg'qyj gt'y qo gp'lp'eqo o wplv' 'o gf lekpg'vq'yj cv.'wprkng'qyj gt'ur geknkgu."  
 yj g{ 'f kf 'pqv'ucpf 'qww.'yj g{ 'y gtg'pqv'lp'yj g'oxcpi wctf <sup>93</sup>Wj g'gzzr gtlkpgu"  
 qh'y qo gp'vckpggu'lp'eqo o wplv' 'o gf lekpg'y gtg.'yj gtghqtg.'f khtgtpv'htqo "  
 yj qug'qh'lpvgtxky ggu'htq'yj ku'tgugctej 'y j q'y gtg'lp'qyj gt'o gf lecn'  
 ur geknkgu<sup>94</sup>"Vj g'rcwgt.'htq'yj g'o quv'r ctv.'y j knv'uco r kpi . 'cu'yj g'eqo o wplv' "  
 o gf lekpg'y qo gp.'kpkcm{ 'c'tcpi g'qh'f khtgtpv'ur geknkgu'/'cu'y cu'vkn'  
 r quukdg'lp'yj g'3; 92u/'ugwngf 'qp'c'lkpcn'ej qleg'lp'qpg'qh'yj g'ngu'r tguv'k qwu"  
 ur geknkgu'uwej 'cu'r u{ej kvt{ 'qt'i gtlcv'leu'cu'c'eqo r tqo kug.'r tlpekrcm{ "  
 dgecwug'qh'yj g'f khlkwm{ 'lp'o cpci kpi 'c'hc'o kn{ 'cpf 'wpg'gtv'cnkpi 'yj g'tki qtqwu"  
 qp/ecm'cpf 'tgu'f gpv'cn'tgs wktgo gpw'qh'yj g'o qtg'r qr wrc'ur geknkgu<sup>95</sup>"Vj g'  
 eqo o wplv' 'o gf lekpg'lpvgtxky ggu'p'gxgtvj g'ngu'kf gpv'kkgf 'uqo g'y gcm'p'guugu"  
 lp'yj gkt'vckpki 'f wtkpi 'yj g'3; 92u.'eqpvcnkpi 'yj g'gplq{ o gpv'cpf 'gzekgo gpv'  
 yj g{ 'i ckpgf 'htqo 'yj g'cecf go le'r ctv'y kj 'yj g'of q/kv{ qwtugtho'grgo gpv'lp"  
 r tcewlecn'y qtm'icpf 'yj g'rcem'qh'gzzr gtlkpgf 'htqo gt'htecni qxgtpo gpv'vchh'vq"  
 r tqxf g'cf gs wcv'uw'gtxkukqp'lp'yj g'pgy 'tqngu'tgs wktgf 'htqo '3; 960Cu'qpg"  
 lpvgtxky gg'eqo o gpvgf.'ovckpki 'lp'yj g'3; 92u'f kf 'pqv'r tgr ctg'{ qw'htq'yj g'  
 -j qv'ugcv<sup>96</sup>"K'y cu'pqv'cp'gcu{ 'enko cvg.'yj g'tqng'j cf 'pqv'dggp'yj gtg'dghqtg<sup>97</sup>""  
 C'pwo dgt'qh'lpvgtxky ggu'p'gxgtvj g'ngu'ur qng'r qukkxgn{ 'qh'yj gkt'gzzr quwtg'vq"  
 eqo r ngz.'utcvgi le'tqngu'lp'vckpki 'dgecwug'qh'c'rcem'qh'ugpkqt'vchh'lp'j gcmj "

<sup>89</sup>"Kpvtxky gg'Kr'gtuqpcn'eqo o wplecvqp"33B342360'

<sup>90</sup>: "Qpn{ 'lpvgtxky ggu'R'cpf 'V'hpgy 'yj g{ 'y cpvgf 'vq'i q'lpvq'eqo o wplv' 'o gf lekpg'htqo "  
 o gf lecn'uww gpv'f c{ u0Rgtuqpcn'eqo o wplecvqp"39B34236'cpf "35B242360'

<sup>91</sup>: "Kpvtxky gg'P'uckf 'j gt'qpn{ 'gzzr quwtg'y cu'i qkpi 'f qy p'o kpgu'lp'Mgpv'cu'r ctv'qh'  
 qeew cvkpcn'j gcmj 0Rgtuqpcn'eqo o wplecvqp"32B2542370'

<sup>92</sup>"Kpvtxky gg'L'ur qng'qh'eqo kpi 'cetquu'ohkng/o kpf gf o'r gqr ng'lp'eqo o wplv' 'o gf lekpg'  
 Rgtuqpcn'eqo o wplecvqp"26B242360'

<sup>93</sup>"Kpvtxky gg'T'r'gtuqpcn'eqo o wplecvqp"36B242360'

<sup>94</sup>"Kpvtxky gg'Kr'gtuqpcn'eqo o wplecvqp"33B342360'

cwj qtklgu'y tqwi j 'xcepelgu'qt'ugeqpf o gpv'gngy j gtg<sup>95</sup>Y qo gp'f'kf'y gm'  
 Itqo 'y g'wctv'qh'y g'pgy 'tclpki 'uej go g'cpf 'y gk'pwo dgtu. 'kp'y g'hceg'qh'  
 eqpvpwgf 'hcm'qh'r qr wctkv' 'qh'y g'ur gekm' 'y kj 'o gp. 'kpetgcugf 'cv'c'hcugt"  
 tcw0D{ '3; : 3. 'y gtg'y gtg'365'tclpggu.": 6'o gp'\*97y vg+'cpf '7; 'y qo gp"  
 \*75y vg+<sup>96</sup>""  
 "

### Crisis time for the fledgling specialty

Y j kuw'ugewtki 'uw'hekpvo cpr qy gt'qh'c'uwkcdng'ecndtg'eqpvpwgf 'v'q'dg'c"  
 eqpegt'p'ht'y g'HEO. 'c'pwo dgt'qh'tqwdkpi 'kuwgu'dgi cp'v'v'cng'j qrf 'y j lej "  
 o gcpv'eqo o wplv' 'o gf lekpg'y cu'pqv'cdng'v'f'grkxgt'y g'r tqo kug'j g'f 'qww'kp"  
 3; 96'd{ 'o qxkpi 'kp'v'y g'j gcmj 'ugt'xleg'cpf 'o gtgn' 'cf f gf 'v'q'r gtegr v'kpu'qh'  
 ku'hckwt'g'cu'c'ur gekm' . 'hwt'y gt'j co r gkpi 'tgetwko gpv0"Vj qug'o clpn' "  
 chgevgf. 'j qy gxgt. 'y gtg'y g'hqto gt'O QuJ . 'kp'CO Q'cpf 'FER'tqngu'y j q. "  
 kpcf gs wcvgn' 'r tgr ctgf . 'uwdugs wgpvn' 't'gk'gf 'qt'ghv'y g'ugt'xleg'kp'3; : 4. "  
 o cnkpi 'y c{ 'hqt'y g'pgzv'i gpgtcv'kp. 'gs wkr r gf 'y kj 'y g'cr r tqr tlcvg'unkm'v'q"  
 ectt{ 'qww'y g'tqngu'g'zr gev'f 0Ceeqtf kpi 'v'q'y g'Tq{ cn'Ego o ku'kqp'qp'y g"  
 P J U'kp'3; 9; . 'y j kg'y g'tqng'qh'TO Q'cpf 'j ku'f gr ctwo gpv'y cu'pqv'wprkng'y cv'  
 qh'y g'UCO Q'\*cpf 'o quv'TO Q'r quw'y gtg'hkngf 'd{ 'gz/UCO Qu+ 'ocm'qy gt"  
 eqo o wplv' 'o gf lekpg'r quw'y gtg'pgy 'etgc'v'kpu0'kp'y g'ecug'qh'CO Qu. 'pqv'  
 qpn' 'y gtg'y g'lqdu'pgy 'dw'y g'cwj qtklgu'y go ugr'gu'y gtg'pgy <sup>97</sup>""

K'y cu'y g'hqto gt'O QuJ 'y j q'j cf 'o qxgf 'kp'v'CO Q'cpf 'FER'tqngu'y j q"  
 hqwpf 'kv'j ctf guv'v'cf l'wv'cpf 'cf cr v'v'q'y gk'pgy 'tqngu0Ceeqtf kpi 'v'q'qpg"  
 kpvt'xky gg'hqt'y ku'tgugcte'j . 'ocp'cy hwn'qv'qh'O QuJ +eco g'qww'qh'hqecf'  
 cwj qtkv' 'kp'v'y g'P J U'cpf 'j cf 'pq'kf gc'qh'y j cv'y g{ 'y gtg'f'qkpi 0Vj g{ 'eco g"  
 Itqo 'f gr ctwo gpw'y cv'j cf 'j wpt'gf u'qh'r gqr ng'v'q'dgkpi 'qp'y gk'qy p0C'hqv"  
 qh'r gqr ng't'gk'gf 'gctn' <sup>98</sup>""

<sup>95</sup>"Kpvt'xky gg'V'j cf 'v'q'hgcf 'emwgt'qh'c'r qr wct'hqecf'j qur kcn'cu'c'tclpgg0Rgtuqpcn'  
 eqo o wplecv'kp'35B242360'

<sup>96</sup>"F J U'U'CPpwcil'O gf lecn'Y qtnhqt'eg'Egpuw'f'cw'hqt'Gpi r'p'f 'cv'3'Ugr v0'kp'3; 96. 'hqt'  
 gzco r'ig. 'qww'qh'3: 'UTu'cpf 'tgi kmtcu'ukz'y gtg'y qo gp'cpf 'cn'lo gp'cpf 'y qo gp'y gtg'hwn' "  
 v'ko g0D{ '3; 98. 'j cni'y g'UTu'y gtg'y qo gp0'

<sup>97</sup>"Vqf f'Tgr qtv."Medical Education, rctc0360740'

<sup>98</sup>"Kpvt'xky gg'U'r gtuqpcn'eqo o wplecv'kp'52B242360'

Cpqvj gt'lpvgtxkgy gg'eqo o gpvxf "vj cvj" gt'FER"dtqwi j vj ku'mqecni qxgtpo gpv' f gumly kj "j ko "j wi g'd{ "j gcnj "ugt xlegu'wpcpf ctf u/"cu"j ku'ouchgv{ "drcpngv<sup>99</sup>" Hqto gt'O QuJ "y j q"dgeco g'CO Qu'hqwpf 'k'f khheww'v'y qtm'cmipi ulf g" UEO u'y j gp'vj g{ "eqwrf "pqv'f kge'v'y gk'y qtn<sup>0</sup>: "O cp{ "uvch'y gtg'wpr tgr ctgf " hqt'pgy 'tqrngu<sup>0</sup>"O quv'O QuJ "j cf "tgegkxgf "qpn{ "vj g'dctg'o kpk wo "qh" tgvctkpkpi "eqwtugu'kp'r tgr ctvckp'hqt'3; 960"Vj g'eqwtugu'ugv'wr 'hqmqy kpi "vj g" J wpvgt'Tgr qtv'kp'3; 94"j cf "cngp'r mceg'dghqtg'k'y cu'ergct'y j cv'r quw'vj g{ " y qwrf "dg'pggf gf "hqt<sup>0</sup>: "Eqo o wpkv{ 'r j { ulekcpi'kp'vj g'htuv{ gct'chgt " tggiti cplkvckp."hng"qyj gt'uvch'kp'vj g'pgy "cwj qtkkgu."y gtg'rti gn{ " r tggewr kgf 'y kj "o clpvckpki "gzkvpki "ugt xlegu'cpf "eqr kpi 'y kj "vj g" r tqdrgo u'qh'vcpukvp<öt gqti cplkvckp"ecuv'c'mpi "uj cf qy <sup>2</sup>"" "

Wpegvckpv{ 'rgf "v" c'r guko kuke"cv qur j gtgOC"rgcf kpi "ctveng'kp"*The Lancet* " kp'3; 98"hwgf "eqpegtpu'cdqwdqy "vj g'tqrg"cpf 'kf gpvkv{ "qh'eqo o wpkv{ " o gflkpg'dqtpg'htqo "öc'wtdwrgpv'kpcpe{ "cpf "ej krf j qqf "ukpeg"gej "qh'vj g" vj tgg'r ctgpa'j cu'f khhgtgpv'gxr gew'vkvpu'qh'vj g'ej krf OCpf "y g'ctg'crtgcf { " j gctkpi "vj g'etkgu'qh'f qgo "cpf "f kucvgt<sup>0</sup>"Vj g'rgcf gt'hgn'vj cvJ wpvgt"j cf " eqphwugf "vj g'kuwg'd{ "eqpegvckvki "qp"o cpci go gpv'cur gew'qh'vj g'tqrg" y j gtgcu'o quv'eqo o wpkv{ 'r j { ulekcpi'y gtg'gpi ci gf "kp'cf xkuqt { "tcvj gt'vj cp" gzgewkxg'tqrngu<sup>3</sup>"Mgkj "I qwpi ."y tkkpi "kp'vj g"*BMJ*"kp'3; 99."cmgf "o qtg" e{ pkecm{ "qh'cp"öct vhekecm{ ö"etgcvgf "ur gekcm{ "v"o cvej "vj g'tgqti cplvgf " j gcnj "ugt xleg'y kj "tqrngu'etgcvgf "cv'gcej "vgt'hqt"eqo o wpkv{ "o gflkpg'v'kv" vj g'utwewtgu<öuqo g'qh'vj g'ur gekrkv'cr r qkpw gpw'y gtg'etgcvgf <sup>00</sup>q'cmc{ " vj g'cpzkgvku'qh'hqecni'cwj qtkkgu'cv'vj g'mqu'qh'vj gk'tj gcnj "f gr ctwo gpwö"uwej " cu'vj g'UEO 'r quw'hqt"ej krf "j gcnj ."gpvktqpo gpvni'j gcnj ."uqecni'ugt xlegu" rckuqp<sup>4</sup>"" "

<sup>99</sup>"Kpvtxkgy gg'T'r gtuqpcni'eqo o wplecvkvp"36B242360'

<sup>9</sup>: "Ngy ku."What Price Community Medicine?, 3560'

<sup>9</sup>: "Ibid.,349=F(GOEwvki vqr."öC"J wpvgt'Eqwtug.ö"Public Health"5"O ctej "3; 97+<3390Qpg" cwpf gg'y cu'uctvgf "v"dg'vj tqy p'lpv'y j cv'cr r gctgf "v"dg'ej krf kuj "i co gu'dw'go gti gf "cu" r gctpki "cdqwlkvgr gtuqpcni'cpf "i tqwr "tgrvkvpuj k u<sup>0</sup>"

<sup>2</sup>: "Dtqy p."Reorganising the National Health Service."3640"

<sup>3</sup>: "Vj g'Ncepgv"Community Medicine."9: /; 0'

<sup>4</sup>: "Mgkj "I qwpi ."öHwwtg"Uchhki "kp'Ego o wpkv{ "O gflkpg.ö *BMJ*"3.'828; "52"Cr tkd'3; 99+< 3395/60'

Vj g'ecwug'qh'vj g'hgf i nkp i 'eqo o wplv{ 'o gf lekpg'ugevqt'y cu'pqv'j gr gf 'd{ " j gcnj "ugt xleg'uecpf cnu0"Vj g'DO C'EEEE "cpf 'HEO 'Dqctf'y gtg'eqpegtpgf " vj cv'vj g'kps wkt { 'kp'v'j g'f kur wg'dgy ggp'vj g'hgcf 'r u{ej kvtkv'cpf 'uach'cv'vj g' P qto cpukhgf "y j cv'y cu'cv'vj g'vko g'vgt o gf +o gpvcn'j cpf kecr 'j qur kcn' r gtuqpcmf 'pco gf 'vj g'tgrxcpv'TO Q'cpf 'CO Q'hqt'pqv'f qkpi 'o qtg'vq'ucvuh{ " vj go ugrxgu'cdqw'erkplecn'uecpf ctf u'cpf 'vj g'cf gs wce{ 'qh'ugt xlegu" vcf kkpccmf 'tgi ctf gf 'cu'vj g'tgur qpuldkrk{ 'qh'j qur kcn'eqpuwncpvu0<sup>5</sup>"Vy q" uwt xg{ u'eqphkto gf 'eqphwukqp'cpf 'xctkcvkqp'kp'r gtegr vkqp'qh'eqo o wplv{ " r j {ulekcpu0'tqgu0Lcp'P qtgp'uwtxg{ gf '92'P J U'go r m{ ggu'r tko ctkn{ " eqo o wplv{ 'r j {ulekcpu.'kp"3; 9: 'vq'cuugu'vj gkt'xkgy u'qp'hwpevkqp'cpf 'hwmtg" r tqur gew00 quv'vj qwi j v'vj gkt'tqng'y cu'vq'q'dtqcf'cpf 'xci wgn{ 'f ghkpgf. " j cxkpi 'vq'eqxgt'y qtm'cu'cp'gr kf go kqmi kuv'cp'cf o kpkmtcvqt'cpf 'cp" gp xktqpo gpvcn'j gcnj 'g zr gt0P qtgp'eqpenwf gf 'vj cv'öcv'r tgugpv'vj gtg'ku'c'ncem' qh'ceegr vpeg.'c'ugpug'qh'f kmtwuv'cpf 'cp'ki pqtcepg'qh'vj g'eqo o wplv{ " r j {ulekcpu'r wtr qug0J g'hcku'cu'cp'gr kf go kqmi kuv'dgecwug'qh'vj g" qxgty j gm kpi 'vko g'ur gpv'qp'cf o kpkmtcvkxg'f wkgu00"

"

Uqo g'eqo o wplv{ 'r j {ulekcpu'guko cvgf 'vj g{ 'ur gpv'97' "qh'vko g'kp" o ggkpi u0<sup>6</sup>"F qpcrf uqp'cpf 'J cm'r wdrkuj gf 'kp"3; 9: 'vj g'tguwuu'qh'vj gkt" uwt xg{ 'qh'eqo o wplv{ 'r j {ulekcpu'y j lej 'cko gf 'vq'kf gpvkh{ 'cpf 'erucukh{ 'vj g" f wkgu'wpf gtvngp'hqwt "{ gctu'chgt'tgqti cpkucvkqp00 cp{ 'qh'vj g'lqdu'etgcvgf " kp"3; 96'y gtg'km'f ghkpgf 0Rt gxgpvkxg'o gf lekpg'cpf 'hqecl'cwj qtkv{ 'y qtm'vqqm' wr 'xgt{ 'rkwr'vko g0Vj qug'eqo o wplv{ 'r j {ulekcpu'r tko ctkn{ 'eqpegtpgf 'y kj " ugt xleg'r rppkpi 'cpf 'lphqto cvkqp'y gtg'ukm'ur gpf kpi 'cm quv'j ch'vj gkt'vko g" qp'cf o kpkmtcvkqp00 ggkpi u'vqmi'wr '62' "qh'y qtm'vko g0Vj g{ 'kf gpvkhgf 'c" pggf 'hqt'hwvj gt'vckpki 'kp'ugt xleg'r rppkpi . 'lphqto cvkqp'ugt xlegu." gr kf go kqmi { 'cpf 'ucvku0<sup>7</sup>"Vj gug'tguwuu'j gr gf 'g zr nkp'vj g'f khlewkgu" g zr gtlgpegf 'd{ 'vckpggu'kp'gs wcvkpi 'vj gkt'vckpki . 'y j lej 'y cu'j gcxkn{ "

<sup>5</sup>: "DO C'Ctej kxgu'EEEE 'Gzgewkxg'Uwd/Eqo o kvvg'o kpwgu": 'F ge03; 9: =HEO 'Ctej kxgu" Dqctf 'o kpwgu": 'F ge03; 9: =F J UU.'Report of a Committee of Inquiry into Normansfield Hospital'"Eo pf '9579"\*Nqpf qp<J O UQ."3'F ge03; 9: +0"

<sup>6</sup>: "Lcp'P qtgp.'öCngtpcvkxgu'hqt'Ego o wplv{ 'Rj {ulekcpu.ö 4.'BMJ '\*6'Cwi 03; 8: +<567/90"

<sup>7</sup>: "Tl0F qpcrf uqp'cpf 'F 00J cm'öVj g'Y qtm'qh'vj g'Ego o wplv{ 'Rj {ulekcp'kp'Gpi rpf.ö Community Medicine."3.3"\*Hgd03; 9: +<74/8: =F 0 0 Rcvg{ . 'öVj g'F kmtlevEqo o wplv{ " Rj {ulekcp'kp'Rtceveg.ö'Health Trends'9"\*O c{ '3; 97+<4: /52.'cmq'eqo r nkp'gf 'cu'c'pgy 'FER" cdqw'vj g'pwo dgt'qh'ö ggkpi u'j g'j cf 'vq'cwpgf 0J g'hqwpf 'vj g'eqo r ngzkkgu'qh'j gcnj 'ugt xleg" hkepeg'r ctvkwrtn{ 'dgo wulpi 0"

qtkgpwvgf "vq"j gcnj "ugtxleg"r rppkpi "gr kf go kqmi { "cpf "gxcnwvqp"  
 vej pls wgu. "y kj "ko g/eqpuwo kpi "cf o kpkutcvkxg"eqo o ko gpwlp"y j kej "y g {"  
 hqwpf "j gcnj "ugtxleg"eqmgci wgu"lpxqkrgf 0"

"

Vj g'eqpegt p'cdqww'vj g'ucvg'qh'eqo o wplv { "o gf lekpg"lp"3; 98"y cu'uwej "vj cv"  
 vj g'DO C"r tqr qugf "c'tgxkgy 0<sup>8</sup>"K'hqmy gf "eqpvkwpkpi "o cpr qy gt "cpf "  
 tgetwko gpvr tqdrgo u"cpf "c'r ctvwctn { "f co ci kpi "rgcf gt "lp" *The Lancet* "  
 hqewkpi "qp"eqpegt p'cdqww'vj g'tqrg"cpf "kf gpv { "qh'eqo o wplv { "o gf lekpg"uq"  
 vj cv'oy g'ctg"ctgcf { "j gctkpi "vj g'etkgu'qh'f qgo "cpf "f kucvgt 0"Vj g'Cuukwcpv"  
 Ugetgvt { "y tqv"vq"vj g'HEO "hqmj kpi "vj g'cppwcn'eqphgt gpeg"qh'eqo o wplv {"  
 o gf lekpg"qp"35"Ln { "y j gtg'k'y cu'otguqkrgf "vj cv'vj g'EgptcnEqo o kwgg'hqt"  
 Eqo o wplv {"O gf lekpg"uj qwf "tgxkgy "vj g'ucvg'qh'eqo o wplv {"o gf lekpg"chgt"  
 wy q {"gctu'qh'P J Utgqti cplucvqp"cpf "o cng'tgeqo o gpf cvkpu 0<sup>9</sup>""

"

F gur kg'vj g'hcev'vj g'HEO "Rtgukf gpv"cpf "EO Q"j cf "pq"gpvj wukuo "hqt"c"  
 tgxkgy "qh'vj g'ur gekm { "vj g'DO C"EEEE "f gekf gf "c"y qtnkpi "r ctv { "uj qwf "dg"  
 ugv'w "cpf "lpxkrgf "vj g'HEO "vq"veng"r ctv { "Vj g'HEO "r tgukf gpv'hgn"cnj qwi j "  
 vj g'öHcewn { "j cf "dggp"fqwdvhw'cdqww'vj g'y kuf qo "qh'ncwpej kpi "uwej "cp"  
 gps vkt { "cv'vj g'r tguvp'ko gi k'y qwf "dg"r qrkke"vq"eq/qrgtcv 0<sup>10</sup> : "J qy gxgt."  
 vj g'Tgr qtv'o gtgn { "eqphkto gf "vj g'f khhewmku"eqo o wplv {"o gf lekpg"y cu"  
 j cxkpi "cu"c"hgfi nkpi "ur gekm { "ökv'y cu'gzzr gevfg "vj cv'vj g'vcpukvqp"vq"c"  
 o wej "dtqcf gt"tcpi g'qh'tgur qpukdkkku'y qwf "dg"ej cmgpi kpi 0<sup>11</sup>P gy "vckpkpi "  
 r tqi tco o gu'y gtg"gzr gtlgpekpi "vggy kpi "r tqdrgo u"cpf "ölpf kcvkpi "  
 uki plhcepv'f khtgpegu"lp"r gtegr vqpu'qh'vj g'ur gekm { "dgvy ggp"vj qug"lp"  
 ectggt"r quwlp"vj g'j gcnj "ugtxleg"cpf "vj qug"lp"cecf go ke"f gr ctvo gpw 0<sup>12</sup>Vj gtg"  
 y gtg"vqg'hgy "eqo o wplv {"r j { ulekcpi"lp"r quv'y kj "c"qpg"lp"ugxgp"xcecp { "  
 vqg'hgy "uwr r qtv'ugtxlegu."vqg"o wej "ko g'ur gpv'qp"o kpwkcg"cpf "pqv'gpqwi j "  
 qp"mipi /vgo "r rppkpi 0<sup>2</sup>""

"

<sup>8</sup>"Vj g'Nepegv" *Community Medicine*, 9: /; 0

<sup>9</sup>"HEO "Ctej kxgu."Dqctf "o kpwgu"47"Qev03; 980

<sup>10</sup>"DO C"Ctej kxgu."Gzgewkxg"Uwd/Eqo o kwgg"o kpwgu"7"Pqx03; 980

<sup>11</sup>"HEO "Ctej kxgu."Dqctf "o kpwgu"; "Lxpg"cpf "35"Qev03; 990

<sup>12</sup>"DO C"Ctej kxgu."DO C."Hcewn { "qh'Eqo o wplv {"O gf lekpg." *The State of Community Medicine: Discussion Document. Report of a Joint Working Party* 3; 9; "F wpecp"Tr qtv 0



cpf 'unkm'y j lej 'y gtg'ces wktgf 'hqt'v'j g'tgcvo gpv'qh'r cvkpvu<sup>8</sup> 'C'ng{ 'kuwg'  
 htqo 'v'j g'qvwugv'qh'v'j g'tgqti cplugf 'j gcmj 'ugt xleg'hqt'eqo o wplv{ 'o gf lekpg'  
 y cu.'v'j gtghqtg.'y j gvj gt'k'j cf 'v'j g'cdkxv{ 'v'j 'lphwpeg'enkplekcpu'y kj qw'  
 kphkpi kpi 'enkplecn'cwj qtkv{ 0<sup>9</sup>'''

"

Eqo o wplv{ 'r j { ulekcpu'lp'v'j g'tghqto gf 'P J U'y gtg'cuuqekcvgf 'y kj "  
 o cpci go gpv'lp'enkplekcpu<sup>8</sup>g{ gu'cpf 'j cf 'v'j g'wpr crvcdng'ej qleg'qh'gkj gt "  
 dgeqo kpi 'enkplekcpu<sup>8</sup>cf o kpkutcvkxg'cuukncpvu'qt'cf xqecvki 'ewtckm gpv'qh'  
 enkplekcpu<sup>8</sup>cevkkkgu'd{ 'ugt xleg'ewu<sup>8</sup> : "C'r cr gt'd{ 'F t'C00 eI tgi qt'v'j g"  
 DO C'EEEE 'Dqctf '52'P qxgo dgt'3; 9: 'ur qng'qh'j qur kcn'eqpuwncpvu<sup>8</sup>  
 ki pqtcepg'qh'v'j g'v'j gqtgvecn'dcuk'hqt'eqo o wplv{ 'o gf lekpg'v'j tqwi j 'v'j gk "  
 ncn'qh'gzr quwtg0Vj g{ 'f kf 'pqv'hggv'v'j g'pggf 'v'j 'lphqto 'v'j go ugrkgu'cdqww'  
 eqo o wplv{ 'o gf lekpg'lp'v'j g'dgrgh'k'y cu'öqpn{ ö'r wdne'j gcmj 'cpf 'xci wg'ö; "  
 v'j'7ö'eqo o kwgg'y qtnly kj 'pqv' kpi 'v'j 'eqptkdwg'v'j 'enkplecn'lw i go gp0Vj g{ "  
 y gtg'cnuq'lw i kpi 'v'j g'ur gekcn{ 'qp'v'j g'y qtuw'necn'r gthqto cpegu0Dgecwug "  
 eqo o wplv{ 'o gf lekpg'y cu'uo cm'r gqr ng'uqqf 'qww'ökp'ur gekcnkgu'y kj "  
 i tgcvtg'pwo dgtu'v'j g'qf f 'cpf 'geegpvle'ej ctcevtu'ctg'hqu'lp'v'j g'o cuu'qh'  
 qtf lpcet{ 'qpgu<sup>8</sup> : "Ceeqtf kpi 'v'j 'qpg'lpvgtxkgy gg'hqt'v'j ku'tgugctej 'y j q'y cu "  
 cp'CO Q'lp'v'j g'3; 92u.'j qur kcn'enkplekcpu'j cf 'c'öqvcn'dncpnö'lp'v'j gk "  
 npqy ngf i g'qh'eqo o wplv{ 'o gf lekpg'cpf 'o wej 'qh'j gt'tqng'y cu'rgctpkpi 'j qy "  
 v'j'y qtnly g'tgrvkvpuj kr 0<sup>22</sup>"

"

Vj g'FER'dqtg'v'j g'dtwpv'qh'v'j g'ej cpi gu'cpf 'o cp{ 'hqtg'gt'O QuI 'uwi i ngf "  
 v'j'f gkxgt'pgy 'tqngu0Qr gtcvkvpcn'o cpci go gpv'cpf 'r rppkpi 'lp'v'j g'j gcmj "  
 ugt xleg'y cu'xgt { 'f khtg'gpv'htqo 'v'j gk'necn'i qxgtpo gpv'r qukkqpu."  
 r ctvwrcn{ 'y qtnkpi 'ukpi rg/j cpf gf 'lp'v'j g'j gcmj 'ugt xleg'hqt'v'j g'o quw'r ctv "  
 cpf 'j cxkpi 'v'j 'wug'lpwpeg'v'j'j cxg'cp{ 'cwj qtkv{ 0'"Ceeqtf kpi 'v'j'J wi j "  
 Lqj p.'v'j g'FER'dgeco g.'qh'pgeguukv{ . 'qxgt/lpxqngf'y kj 'o cpci go gpv'lp'

:<sup>8</sup>'Vqff 'Tgr qtv'*Medical Education*, rctc0360750'

:<sup>9</sup>'Fcxkf 'Vqy gm'öO cnkpi 'Tgqti cplucvqp'Y qtn'Ej cngpi gu'cpf 'F kgo o cu'lp'v'j g'  
 Fgxgr o gpv'qh'Eqo o wplv{ 'O gf lekpg.ö'lp'"Conflicts in the National Health Service, gf 0'  
 Mkgj 'Dctpctf'cpf 'Mgppvj 'Ngg'Nqpf qp'Etqgo 'J gm 'Nf 0'3; 99+.'389/ : : 0'

:<sup>10</sup>'Ngy ku.'*What Price Community Medicine?*, 3590'

:<sup>11</sup>'DO C'Ctej kkgu.'EEEE 'o ggkpi 'r cr gtu'52'P qx03; 9: 0'

:<sup>322</sup>'lpvgtxkgy gg'S 'r gtuqpcn'eqo o wplecvqp'2; B242360'



eqpvcuv'v'j g'ōf kugcug'qtkepvvgf 'gr kf go kqmi kuo'gpxkuci gf 'd { 'J wpygt<sup>323</sup>"  
Vj g { 'y gtg'pqv'c'j cr r { 'i tqwr "cpf 'hcegf "pwo gtqwu'kuu'gu'lp"o cni'pi "y gk"  
pgy 'tqrngu'y qtn<sup>0</sup>Qpg'lpvgtxky gg'hqt 'y ku'tgugctej 'ucv'gf 'y cv'FERu'j cf "  
hpi gtu'lp'hqu'qh'r kgu'twppkpi 'en'pkeu'cpf "eqo o wpk { "ugt'xlegu."y qtnkpi "y kj "  
mqecr'j qur kcn'o gf kecn'eqo o kvggu'cpf 'dwk'f lpi 'hpmu'y kj "i gpgt'cn'r tce'v'eg"  
dw'xgt { 'hkw'g'f'kt gev'eqpvt'qn'cr ctv'htqo "eqo o wpk { 'j gcmj "ugt'xlegu<sup>0</sup>Vj g'lqd"  
y cu'o clqn { 'kphw'gpe'kpi "cpf 'y qtnkpi "y kj "qy gtu<sup>324</sup>"C'y qo cp'FER."y tkkpi "  
chgt 'v'gp"o qp'y u'lp'r quv'hgm'y g'tqng'y cu'wpuw'xkpcdng"/"cp"qr gp/gpf gf "  
eqo o ko gp"/"y kj "pq'hwwt'g'hqt'y g'ukpi ng/j cpf gf 'FER."ekkpi "Ueqw'cpf "  
y j gtg'y gtg'y gtg'y tgg'r gt'f kntle<sup>0</sup>Vj g'Gpi rkuj "u { ugo "uw'htg'gf 'htqo "c"  
o clqt 'f gh'ek'gpe { 'kp"o gf kecn'cpf "cf o kpknt'cv'xg'uch<sup>325</sup>"Uqo g'FERu'j cf 'y g"  
cf f kkp'cn'r tqdrgo u'qh'em'ctkh { lpi "y gk 't'gmv'kpuj kr 'y kj "y g'Ctgc'UEO u<sup>326</sup>"  
FO Vu'y gtg'r ct'v'w'ctn { 'nggp'v'q'cxqkf "cp { 'uwi i guv'kq'qh'uch'lp'CVQu"  
dgkpi "o cpci gtlcm { 'y gk "uwr gtlqtu<sup>0</sup>Vj ku'y cu'lp'y g'eqpv'gz'v'qh'c'engct'qxgt'r "  
qp'tqng'f guet'kr v'kpu'hqt"TO QuICO Qu'cpf 'FERu'lp'y g'uwo o ct { "qh'tqngu"  
ugp'v'd { 'FJ UU'v'q'DOC'lp'3; 990Cm'y tgg'j cf "r qn { 'hqt o w'v'kq'cpf "  
r nppkpi "tqrngu<sup>0</sup>Gcej "j cf "t'gur qpukdkv { 'hqt'cuugu'kpi "y g'j gcmj "ucv'wu'cpf "  
pggf u'qh'y g'r qr w'v'kq'cpf "r ct'v'ekr cv'gf "kp'y g'r nppkpi "cpf "gxcn'v'kq'qh"  
ugt'xlegu<sup>327</sup>"Vj g'y gcmgu'v'tqng'y cu'r tqdcdn { 'y cv'qh'y g'CO Q."t'gur qpukdng"  
hqt'o qpkqtkpi "f kntle'v'cv'xk'k'gu'cmj qwi j "f gxkukpi "o qpkqtkpi "ctt'cpi go gpw"  
y j gp'uch'y gtg'pqv'lp'c'j kgtctej kecn't'gmv'kpuj kr "r tqxgf "f h'k'ew'no"Cu'LO'  
Etquung { "Uwj gtr'cpf "ucv'gf ."ōy g'o qpkqtu'uggo "v'q'dg'wpuwt'g'qh'y gk'tqng"  
cpf 'y g'o qpkqtkgf "pqv'engct'j qy "k'y cu'o gcpv'v'q'dg't'gcf ō<sup>328</sup>"  
"

C'uwf { 'd { 'Dtwp'gn'Wpkxgtuk { 'hqt'y g'Tq { cn'Ego o kuukq'qp'y g'PJ U."y j ku'  
tgeqtf lpi "y qtnmqcf "dwtf gpu'hqt'cm'eqo o wpk { "o gf kelpg'uch'h."pgxgt'y gngui"  
eqpuk'gtgf "y g'pgy "utwewt'g'j cf "gpj cpegf "y gk "r qv'g'v'kcn'cpf "r tqxkf gf "  
i tgcvg't'qr r qtwp'k'k'gu'hqt'y gk "y qtn'y cp'j cf "gz'k'ugf "w'pf gt'mqecr'

<sup>323</sup>Lqj p."MOH, 970'

<sup>324</sup>"k'vgt'xky gg'I "r gtuqpcn'eqo o wple'cv'kq'p"27 123 142370'

<sup>325</sup>"Ej tkv'p'g'Fcxgpr qtv.'ōVj g'Hku'v'Vgp'O qp'y u'/"Vj g'Rtqdrgo u."y g'F gh'ek'gpe'k'gu'cpf "y g"  
Hwwt'g.ō"Public Health": ; \*3; 96/7+2485/90'

<sup>326</sup>"Vqy gm"Making Reorganization Work, 3970'

<sup>327</sup>"DOC'Ctej k'gu."EEEEO 'P gi q'v'k'v'kpi "Uwd/Ego o kvgg'36'Lxpg'3; 99."h'gvt'htqo "VOO'  
Dwrgt.'FJ UU."v'q'DOC'

<sup>328</sup>"Uwj gtr'cpf."Health Administration, 369/74"

cwj qtklgu<sup>329</sup> "UEO u."o cp{ "qh'y j qo 'y gtg'y qo gp."o c{ "j cxg'htgf "dgwt" yj cp"yj gkt "ugpkqt"eqngci wgu."y qtnkpi "kp'hgnf u'hco kktct'htqo "yj gkt "mqecn" i qxgtpo gpv'fc{ u'cpf "j cxkpi "yj g'qr r qtwpkv{ "vq'wpgtvcng'tqngu'y kj "uqo g" utcvgi le'tgur qpukdkkv{ "dw'pqv'dgkpi "gxr qugf "vq'yj g'o qtg"eqphwukpi "ugpkqt" o cpci go gpv'hgxgn'tgur qpukdkklgu'kp"yj gkt "qti cplucvqpu0Qpg'kpvtxkgy gg" hqt"yj ku'tgugctej "ur qng"gpvj wukcukecm{ "qh'j qy "uj g'ugv'wr "enkleu'htqo " uetcvj . "ugngvgf "cpf "tclpgf "uchh"r tgr ctgf "cppwcn'tgr qtu'htq "yj g'cwj qtkv{ . " f gr wkugf "hqt"yj g'CO Q<öy g'y gtg'tgur qpukdng'htq "uggkpi "yj gtg'y gtg'ugtxlegu" gxgp"yj qwi j "yj qug'ugtxlegu'y gtg'twp'd{ "epuwncpw0<sup>32</sup>: "Vj g'pgy "utwewtgu" cpf "tqngu'y gtg'dctgn{ "kp'r nceg."j qy gxgt. "dghqtg"yj gtg'y cu'vcm'qh'yj g'pggf " hqt'htvj gt"j gcmj "ugtxlegu'tgqti cplucvqp0" "

### The build-up to the next health services reorganisation

K'y cu'pqv'qpn{ "eqo o wkv{ "o gf lekpg'yj cv'tcp'kpq'f hlewukgu'kp" ko r ngo gpv'kpi "yj g'pgy "PJ U'htqo "3; 960'kp'cf f kkp"vq"eqpegtpu'cdqw'vqg" o cp{ "hc{gtu'qh'j gcmj "cwj qtkv{ "o cpci go gpv'yj gtg'y gtg'eqo r nkpw'qh" gzeguukxg'kpvtggtgpeg"d{ "yj g'egptg0Vj tgg'TJ C"ej ckt o gp'kp"3; 98"ecttkgf " qw'cp"gps wkt{ "kpq'vj g'y qtnkpi u'qh'yj g'FJ UU0Vj g{ "cti wgf "yj cv'o cp{ "cumu" r gthqto gf "d{ "yj g'F gr ctwo gpv'eqwf "dg'f gxqrxgf "vq"j gcmj "cwj qtklgu<sup>32</sup>: "" Vj g'DOC"cnq'y cpvgf "dgwt"ökpucvqp"htq'f qevqtu+'htqo "ctdktct{ " r qrkkecn'cpf "dwtgcwetcvke'kpvtggtgpeg0<sup>332</sup>"Qpn{ "vy q" { gctu'chgt "yj g'3; 96" tgqti cplucvqp"e'Tq{cn'Ego o kukqp'y cu'gucdrkuj gf "kp'O c{ "3; 98"övq" eqpukf gt. "kp"yj g'kpvtgguu'dqvj "qh'yj g'r cvkcpw'cpf "qh'yj qug'y j q'y qtnkpi"yj g' P cvkqpcn'J gcmj "Ugtxleg."yj g'dguv'wug"cpf "o cpci go gpv'qh'yj g'hpceken'cpf " o cpr qy gt'tguqwtugu'qh'yj g'P cvkqpcn'J gcmj "Ugtxleg0<sup>333</sup>"" "

<sup>329</sup>"Tq{cn'Ego o kukqp"qp"yj g'PJ U."Tgugctej "Rcr gt"P q03."The Working of the National Health Service, O cwtleg"MQi cp"Nqpf qp<J O UQ."3; 9: +<65/60"

<sup>32</sup>: "kpvtxkgy gg"J "r gtuppcn'eqo o wplecvqp"37 B442360"

<sup>32</sup>: "J co ."Health Policy,"3260"

<sup>332</sup>"DOC"Ctej kxgu."BMA Evidence to the Royal Commission on the NHS April 19770"

<sup>333</sup>"Royal Commission on the NHS \*O gttkqp'Tgr qtv+Eo pf "9837"Nqpf qp<J O UQ. 'Lwn{ " 3; 9; + "Ej cr vgt"Qpg."ökpvtqf vevqp.ö'r etc"300"

Cp"gf kqtkcnlp"Public Health"lp"3; 97"j cf "pqvgf "vj cv"ö:y j kur gtuoðj cf "uvctvgf "  
 yj cv'gkj gt'tgi kppu"qt"ctgcu"o wuv'xcpkuj Ø<sup>334</sup>"Vj gtg'y gtg'eqpegtpu'ci clk"  
 cdqw'vj g'hwwtg"qh'eqo o wplv' "o gf lekpg."f go qpwtcvkpi 'ku'eqpvkpwkpi "  
 kpugewk{0Vj g'HEO "r tgukf gpv'cv'vj g'Dqctf "o ggkpi "; "O ctej "3; 9: "y cu"  
 y qttkgf ."hqt"gzco r ng."vj cv'vj g'Tq{cnEqo o kuukqp"o ki j v'dg"cpwci qpkwke"vq"  
 eqo o wplv' "o gf lekpgØ<sup>335</sup>"J g'pggf "pqvj cxg"dggp0Vj g'tgr qtv."kuwgf "lp'Lwn{ "  
 3; 9; ."y cu'u{o r cvj gvk."uvkpi <"

Vj g'r tqdrgo u'qh'vj g'ur gekcn{ "f gtxg"o clkpi "htqo "c'eqo dlpckqp"  
 qh'vggy kpi "tqwdrgu"vq"dg"gzr gevfg "y j gtg'tqrgu"j cxg"vq"dg"  
 guvcdkuj gf "cpf "cempqy rgi gf ."vj g'f khtgtpv'qtki kpu"qh"  
 eqo o wplv' "r j {ulekcpu."cpf "vj g'f kutwr vxg"ghgevg'qh"P J U"  
 tggiti cpkcvkqpØ<sup>336</sup>"

Cp"gf kqtkcnlp"Community Medicine kp"P qxgo dgt"3; 9; ."eqo o gpvkpi "qp"vj g"  
 Tq{cnEqo o kuukqp"Tgr qtv."hgn'k'y cu"

gpeqwtci kpi "vj cv'vj g'Tq{cnEqo o kuukqp'tglgevu"vj g'r guko kuke"  
 xkgy "qh'eqo o wplv' "o gf lekpg"y j lej "k'cr r gctu"vq"j cxg"j gctf "  
 htqo "y kpguuguí vj g'r tqhguukqpcn'unkmu"qh'eqo o wplv' "  
 r j {ulekcpu"ctg'dgkpi "kpetgculpi n{ "r gtegxgf "cpf "kpetgculpi n{ "kp"  
 f go cpf í kp"o cp{ "ctgcu"qh'eqpegtp"vq"vj g'Tq{cnEqo o kuukqp"  
 eqo o wplv' "r j {ulekcpu"j cxg"c'eqpvtkdwkqp"vq"o cng"kp"cpcn{ uku"  
 qh'pggf ."hqtto wcvkqp"qh'cf xleg"cpf ."y j gtg"cr r tqrtkvg."  
 ko r ngo gpvcvkqpØ<sup>337</sup>"

Vj g'Tq{cnEqo o kuukqp'tgr qtv'ceegr vgf "vj g'pggf "hqt"uko r rkkcvkqp"lp"vj g"  
 utwewtg"qh'vj g"j gcnj "ugt xlegu"cpf "tgeqo o gpf gf "qpg"o cpci go gpv'vgt"qpn{ "  
 dgrqy "tgi kppu0J qy gxgt."k'uwr r qtv'gf "vj g'eqpvkpwcvkqp"qh'eqpugpuwu"  
 o cpci go gpv'hqt"vgco "f gekukqp/o cnkpi Ø<sup>338</sup>"

Vj g'HEO "Dqctf "y cu'pgxgtvj grguu'uwr lekquw0K'cr r tqxgf "vj g'tgo qxcn'qh"  
 qpg"vgt"qh'cf o kpkwtcvkqp"dw'y cu'eqpegtpgf "vj cv'vj g'uk{ g'qh'f kwtlevu."k{422"  
 y cu'vj g'pwo dgt"ej qugp."eqwrf "o gcp"uqo g'xgt{ "uo cn'f kwtlevu"y j lej "y qwrf "  
 j cxg"qpn{ "qpg"vq"vy q'eqo o wplv' "r j {ulekcpu0Uqo g'y qwrf "j cxg"pqp0Vj gtg"

<sup>334</sup>"EØF ØNØN{egw."öK{Cp{qpg"Ucvuhgf <K{Uq"Y j {Aö Public Health": ; ."5"Ø ctej "3; 97+<"  
 ; ; /; 30"

<sup>335</sup>"HEO "Ctej kxgu."Dqctf "o kpwgu"; "O ctej "3; 9: 0"

<sup>336</sup>"O gttkuqp"Tgr qtv."P J U."r ctc0360/30"

<sup>337</sup>"Gf kqtkcn"öTgr qtv'qh'vj g'Tq{cnEqo o kuukqp"qp"vj g'P J U.ö Community Medicine."3."6"  
 \*P qx03; 9; +<493/60"

<sup>338</sup>"O gttkuqp"Tgr qtv."NHS."Ej cr vgt"44."öEqpenwukpu"cpf "Tgeqo o gpf cvkqu.ö'r ctcu04402/  
 30"

y cu'c'pggf 'hqt'ghgevkxg"eqo o wpx{ 'o gf lekpg'vgco u'dw'vj gtg'y cu'utqpi "  
qr r qukkqp'htqo 'vj g'Dqctf 'vq'cp{ 'ej cpi g'kp'hp'g'tgrv'kpuj k u'<"

Gcej "UEO 'ku'c'r tqhguukqpcn't gur qpukdng'hqt 'j ku'qt 'j gt 'qy p"  
uwpf ctf 'qh'y qtn'cpf 'r tkqtkkku0'ku'pqvy qtv { 'vj cv'qwt'tckpggu"  
j cxg'dggp'r ctvkwctn{ 'xgj go gpv'kp'vj gk'tgmwv'peg'vq'ceegr v'c"  
hwwt'g'y kj kp'c'j kgtctej kcn'utwewt'g0'Vj g{ 'vgn'wu'vj ku'y qwf 'dg"  
tgi ctf gf 'cu'wvej 'cp'wphcxqwtcdng'eqpvt'cu'vq'cttcpi go gpw'kp"  
enk'p'ecnf'kuek'kp'gu'cu'ugt'kwun{ 'vq'chgevt'getwko gpv0'  
"

Vj gtg'y cu'cnuq'eqpukf gtdcn{ 'cpzkgv{ 'cdqww'vj g'kpugewtkv{ 'etgcvgf 'd{ "  
ko r gpf kpi 'ej cpi g'oeqo o wpx{ 'r j { ulekcpu'j cxg'tgegpv'cpf 'tcy 'o go qtkgu"  
qh'y g'v'cwo cu'g'zr gtlgpegf 'f wtkpi 'vj g'3; 96'tgqti cplkv'kqp'y j gp'o cp{ 'j cf "  
vq'cr r n{ 'cu'k'uggo gf . 'hqt 'vj gk't'qy p'lqd0'Cntgcf { 'o cp{ 'r quw'y gtg'htq| gp"  
gxgp'vj qwi j 'vj gtg'y gtg'hwm{ 'v'ckpgf 'UTu'tgcf { 'vq'o qxg'kp'vq'vj go 0<sup>39</sup>"Vj g"  
HEO 'y cu'gs wcm{ 'eqpegtpgf 'cdqww'vj g'ghgevt'gqti cplkv'kqp'y qwf 'j cxg'qp"  
tgetwko gpv'y j lej "oku'cntgcf { 'f hkw'w'cpf 'y kn'dgeqo g'o qtg'uq'wprguu"  
ur gekn'o gcumt'gu'ctg'v'cngp'vq'gpw'g'cevkxg'tgetwko gpv'eqp'kpwgu'y kj "  
cwgp'kqp'vq'ugewtkpi 'vj g'v'ckkpi 'r tqi tco o g'cpf 'vj g'lqd'qr r qtwpk'kgu'hqt "  
vj qug'vj cv'ctg'v'ckpgf 0<sup>3</sup>: "

"

Vj gtg'y cu'pq'ci tggo gpv'qp'j qy 'o cp{ 'eqo o wpx{ 'r j { ulekcpu'y qwf 'dg"  
pggf gf 'kp'vj g'pgy 'utwewt'gu'hqmy kpi 'vj g'kuwg'qh'y g'i qxgtpo gpw'u"  
eqpuw'w'v'xg'r cr gt'qp'tgo qxkpi 'vj g'ctgc'v'gt'qh'o cpci go gpv0<sup>3</sup>; "Vj g'DO C"  
EEEE 'y cu'eqpegtpgf 'cdqww'r quukdng'tgf wpf cpek'gu'kh'y gtg'y cu'qpn{ 'qpg"  
FER'cpf 'qpg'UEO 'kp'gcej 'f knt'lev// 'c'v'v'cn'qh'672'qt'uq'eqo o wpx{ "  
r j { ulekcpu'ci ckpu'v'c'ewtt'gpv'y qtn'hteg'qh'824'kp'cf f k'kqp'vq'372"  
xcecpek'gu0<sup>42</sup>"Qp'vj g'dcuku'qh'r tgugpv'o cpr qy gt'cuwo r v'kpu 'vj g"  
guv'drukj o gpv'kp'Gpi n'cpf 'y qwf 'hcm'vq'772'd{ '3; : 4/50'Vj g'DO C'EEEE "  
Cppwcn'Tgr qt'v'hqt'3; 9; /: 2.'r tgugpv'gf 'cv'c'eqphgt'gpeg'qp'eqo o wpx{ "  
o gf lekpg'gctn{ '3; : 2.'vj gtgh'gtg'tgeqo o gpf gf 'vj gtg'uj qwf 'dg'c'o k'pko wo 'qh'  
vj tgg'eqo o wpx{ 'r j { ulekcpu'r gt'f knt'lev'vq'o ckpv'ckp'vj g'dcuke'h'wpev'kpu'qh"

<sup>339</sup>"HEO 'Ctej kxgu.'Dqctf 'o k'pwgu'35'F ge03; 9; 0'

<sup>33</sup>: "Community Medicine."ö-Rv'kpw'htuw'v'Eqo o gpw'qh'y g'H'eww{ 'qh'Eqo o wpx{ "  
O gf lekpg.ö 5\*Ci 03; : 2+479/: 0'

<sup>33</sup>: "F J UU."Patients First: Consultative Paper on the Structure and Management of the  
National Health Service in England and Wales \*Nqpf qp'J O UQ.'F ge03; 9; +80'

<sup>342</sup>"DO C'Ctej kxgu.'EEEE 'o k'pwgu': 'Hgd03; : 20'

eqo o wplv{ 'o gf lekpg<sup>343</sup>Cv'c'o ggvpki 'qh'O cpr qy gt'Cf xluqt{ 'Eqo o kvgg'  
 \*eqo o wplv{ 'o gf lekpg+qp'3; 'F gego dgt'3; : 2. 'vj g'F J UU'o cf g'k'engct 'vj gtg"  
 y qwf 'dg'pq'r tguetr vkp'hqt 'vj g'pwo dgt 'qh'eqo o wplv{ 'r j {ulekcpu'tgs vkt gf "  
 pcvkqpcmf{ 'qt'kp'kpf kxf wcnj gcmj 'cwj qtkkgu'cnj qwi j 'vj g{ 'uwi i guvgf 'vj cv"  
 vj g'cduqnwg'o kpk wo 'qh'uchhki 'uj qwf 'dg'vy q'eqo o wplv{ 'r j {ulekcpu'r gt"  
 pgy 'F kntlev'J gcmj 'Cwj qtkv{ '\*F J C+0Hqt'r qr wcvkpu'qh'372.222'cpf 'qxtg"  
 vj tgg'y qwf 'dg'pggf gf 0Eqo o wplv{ 'r j {ulekcpu'uj qwf 'y qtn'cu'c'vgco 'y kj "  
 vj g'F O Q'kp'c'r tgf qo kpcpv'o cpci go gpvtqng<sup>344</sup>"Vj gtg'y gtg'qr r qtwpkkgu"  
 hqt'utqpi gt'vgco u.'vj gtghqtg.'Itqo 'vj g'muu'qh'qpg'vkt'qh'o cpci go gpv'0Cp"  
 gf kqtkcn'lp"Community Medicine'lp'Cwi wuv'3; : 3'cnuq'go r j cukgf 'vj g'pggf "  
 hqt'vgco u'qh'eqo o wplv{ 'r j {ulekcpu'lp'vj g'pgy 'utwewtgu'0K'eqpukf gtgf 'cp"  
 cxgtci g'ukf gf 'f kntlev'y qwf 'pggf 'hqt'v'q'hkg'eqo o wplv{ 'r j {ulekcpu"  
 kpenf kpi 'vj g'F O Q0T gi kpcn'tqngu'y qwf 'dg'utcvgi le'kpenf kpi 'r nppkpi 'qh'  
 uwr tc/f kntlev'ugt xlegu.'o gf kcn'o cpr qy gt'cpf 'ecr kcn'r nppkpi <sup>345</sup>"  
 "

Eqo o wplv{ 'o gf lekpg'y cu'pgxgtvj gngui'hckpi 'wpegtvkv{ 'hqt'kpf kxf wcn'  
 qxtg'lqdu'cpf 'hgct'qh'tgf wpf cpekgu<sup>346</sup>"F gur kg'vj g'cr r qlpvo gpw'r tqeguugu"  
 Itqo 'vj g'3; 96'tggti cplkvkqp'pqv'dgkpi 'hwm{ 'tguqngf.'d{ '3; 99'eqo o wplv{ "  
 o gf lekpg'r quu'y gtg'ci ckp'wvf gt'vj tgc'vy kj 'vj g'tgutwewt'lp'3; 9: 'qh'  
 uqo g'ctgcu'y j gp'f kntlev'y gtg'eqo dkgf 'v'etgcvg'c'ukpi ng'f kntlev'ctgc'qt'vq"  
 tgf weg'vj g'pwo dgt'qh'f kntlev'lp'cp'ctgc0'Qpeg'ci ckp.'cr r qlpvo gpv'  
 r tqeguugu'y gtg'eqo r ngz'cpf 'vqtwwu.'r ctvewrtn{ 'y j gtg'pgy 'ctgcu'y gtg"  
 hqto gf 'Itqo 'vj g'co cri co cvkqp'qh'ugxgtcn'f kntlev<sup>347</sup>"Vj g'DO C'EEEEO "  
 tgeqo o gpf gf 'vj cv'lp'vj g'twp'wr 'v'etggti cplkvkqp.'vckpggu'uj qwf 'dg'i kxgp"  
 gxtg{ 'qr r qtwplv{ 'qh'qdvckpki 'r quu'd{ 'go r m{ kpi 'cwj qtkkgu.'hknki 'xcepv"  
 eqo o wplv{ 'r j {ulekcp'r quu'h'vj gtg'y gtg'uwkcdng'cr r rlecpv<sup>348</sup>"Vj g'j gcmj "  
 ekewrt'qp'vj g'cr r qlpvo gpw'r tqegu'ukr wcvgf 'vj gtg'uj qwf 'dg'vy q"

<sup>343</sup>"DO C'Ctej kxgu.'EEEEO 'r cr gtu'hqt'Gzgewkxg'Uwd/Eqo o kvgg'o ggvpki '4: 'O ctej '3; : 20"

<sup>344</sup>"DO C'Ctej kxgu.'EEEEO 'o kpwgu'38'Lcp03; : 3="Ekewrt'J E\*: 2#: 'rck'f'qy p'vj cv'cr ctv'  
 Itqo 'ej kgh'qh'legu.'k'y cu'hqt'J gcmj 'Cwj qtkkgu'v'f gekf g'y j cv'cr r qlpvo gpw'v'q'o cng'cv'  
 tgi kpcn'cpf 'f kntlev'gxgikpenf kpi 'eqo o wplv{ 'o gf lekpg'r quu'\*HEO 'Ctej kxgu.'Ur gekn'  
 Dqctf 'o ggvpki '36/37'Hgd03; : 7.'oEqo o wplv{ 'O gf lekpg'O cpr qy gt.'o'EO 'Eqp'4; '3; : 5 k+0"

<sup>345</sup>"Community Medicine."Gf kqtkcn'oEqo o wplv{ 'O gf lekpg'lp'vj g'Tgutwewt'gf 'P J U.ö 5"

\*Cwi 03; : 3+<542/; 0'

<sup>346</sup>"DO C'Ctej kxgu.'EEEEO 'o kpwgu'; 'O c{ '3; : 20"

<sup>347</sup>"DO C'Ctej kxgu.'EEEEO 'r cr gtu.'P gi qvckpi 'Uwd/Eqo o kvgg'o kpwgu'38'O c{ '3; 9: +0"

<sup>348</sup>"DO C'Ctej kxgu.'EEEEO 'o kpwgu': 'Hgd03; : 20"

tgr tgu~~g~~pv~~ck~~gu'qh'eqo o w~~p~~k~~v~~ 'o gf lekpg'pqv'go r n~~q~~{ gf 'y kj kp'vj g"  
i gqi tcr j k~~e~~cn~~t~~gc'w~~p~~f gt'eqpukf g~~t~~c~~v~~kqp"qp"cr r qkpwo gpv'r cpgnu'cnj qwi j ."cu"  
qpg'kp~~v~~gtxky gg'hqt'vj ku'tgugctej 'u~~v~~c~~v~~gf . 'y j cv'vj ku'o gcpv'kp'r tce~~v~~leg'y cu'qpg"  
f c{ "{ qw'y gtg'kp~~v~~gtxky kpi "eqm~~g~~ci wgu.'vj g'pgzv'f c{ 'vj g{ 'y gtg'kp~~v~~gtxky kpi "  
{qw<sup>349</sup>"~~k~~p"cm'vj g'tgutwewt~~k~~pi 'qh'vj g'j gcnj 'ugt~~x~~leg'ngf 'vq'976'eqo o w~~p~~k~~v~~ "  
o gf lekpg'cr r qkpwo gpv'r cpgnu'hqt'3; 6'F O Qu'cpf '6: 5'UEO "cr r qkpwo gpv"  
kp'vj g'pgy 'F J Cu<sup>34</sup>: "D{ 'Lcpwct{ '3; : 4.'vj g'o clqtk~~v~~ 'qh'F O Q'r quw'j cf "dggp"  
h~~k~~ngf 'kp'vj g'h~~t~~u~~v~~tqwpf "cnj qwi j 'vj gtg'j cf "dggp"e'eqpukf g~~t~~c~~d~~ng'pwo dgt'qh"  
t~~g~~ktgo gpw<sup>34</sup>: "D{ 'Cr t~~k~~n'ukz'tgi k~~p~~pu'j cf "h~~k~~ngf 'vj g~~k~~t'UEO "r quw'y kj kp"  
tgi k~~p~~"cnj qwi j "öcm'tgi k~~p~~pu'y kj qw'gzegr ~~v~~k~~p~~"y k~~m~~j cxg'cp'gzegw'qh'r quw"  
qxgt'uch~~h~~'cx~~k~~cdng'y kj kp'vj g'gs ~~w~~x~~c~~ngpeg'f gh~~k~~pk~~k~~qp<sup>352</sup>""  
"

E~~q~~o o w~~p~~k~~v~~ 'o gf lekpg'y cu'ngct~~p~~kpi "qpg'qh'vj g'f tcy dcem~~u~~'qh'd~~g~~kpi 'r ctv'qh"  
P J U'o cpci go gpv.'c'nguuq~~p~~'vj cv'y cu'vq'eqp~~v~~k~~p~~wg'y kj "gcej 'tgqti c~~p~~k~~u~~c~~v~~kqp0'  
Cv'tgi w~~r~~ct'kp~~v~~gtx~~c~~nu.'eqo o w~~p~~k~~v~~ 'o gf lekpg'j cf 'vq'h~~k~~i j v'hqt'ku'r ~~m~~eg'kp'vj g"  
utwewt~~g~~. 'Iw~~u~~kh{ 'ku'gz~~k~~ngpeg'cpf 'vj g'equv'qh'r c{ kpi 'f qe~~v~~tu~~ø~~'uc~~r~~ct~~k~~gu'hqt"  
o cpci go gpv'tq~~u~~gu0'"Rgqr ng'qxgt'72'vgpf gf 'vq'ngcxg'cv'gcej 'tgqti c~~p~~k~~u~~c~~v~~kqp"  
cnj qwi j "qpg'kp~~v~~gtxky gg'eqpukf gtgf 'vj cv'i qqf 'r gqr ng'y qwf "cny c{ u'h~~k~~pf "c"  
lqd'cpf 'k'y cu'vj g'öf tqu~~ø~~'y j q'y gp<sup>353</sup>"~~k~~p'vj g'3; : 4'tgqti c~~p~~k~~u~~c~~v~~kqp.'vj qug"  
ch~~g~~evgf 'y gtg'r t~~k~~pek~~r~~ cm{ 'F E Ru'cpf 'CO Qu.'k~~g~~'vj g'o c~~k~~pn{ "o cng'hqto gt"  
O QuJ . 'y j q'y gtg'hqtegf 'vq'eqo r g~~v~~g'y j gtg'tgutwewt~~k~~pi 'j cf 'cngp'r ~~m~~eg0"  
42' "qh'vj g'eqo o w~~p~~k~~v~~ 'o gf lekpg'y qtnh~~q~~teg'ej qug'vq'cng'gctn{ 't~~g~~ktgo gpv"  
k~~p~~emf kpi 'c'rti g'pwo dgt'qh'vj g'hqto gt'O QuJ <sup>354</sup>"O quv'UEO u.'y j q'y qwf "  
k~~p~~emf g'o cp{ 'y qo gp.'y gtg'ut~~q~~wgf 'kp~~v~~q'r quw'kp'vj g'pgy 'utwewtgu0'  
"

Cu'vj g'pgzv'ej cr vt'y knf go q~~p~~ut~~c~~vg.'f gur k~~g~~'vj g'y qtt~~k~~gu.'eqo o w~~p~~k~~v~~ "  
o gf lekpg'y cu'vq'go gti g'htqo 'vj g'3; : 4'tgqti c~~p~~k~~u~~c~~v~~kqp'kp"o wej 'utqpi gt"  
r qu~~k~~kqp039' "qh'vj g'pgy 'F O Q'r quw'kp'vj g'pgy 'f k~~u~~tle~~v~~j gcvj 'cwj qtk~~k~~gu"  
y gpv'vq'y qo gp0Vj gug'y qo gp'y gtg'vj gp'vq'r tqx~~k~~f g'y g'tqrg'o qf gnu'hqt"  
o qtg'y qo gp'kp'eqo o w~~p~~k~~v~~ 'o gf lekpg'vq'cko 'hqt'r tqo q~~v~~kqp0'kp~~v~~gtxky ggu"

<sup>349</sup>F J UU.'Ekewct'J TE\*95-5; =kp~~v~~gtxky gg'S 'r gtu~~p~~c~~r~~leqo o w~~p~~lec~~v~~kqp"2; B242360'

<sup>34</sup>: 'HEO 'Ctej k~~g~~u.'C~~p~~pw~~r~~iTgr qt~~v~~hqt'3; : 4/5'r tgu~~g~~pv~~g~~f 'vq'Dqctf": 'Ugr v03; : 50'

<sup>34</sup>: "DO C'Ctej k~~g~~u'EEEEO 'o k~~p~~wgu'37'Lcp03; : 40"

<sup>352</sup>"DO C'Ctej k~~g~~u'EEEEO 'o k~~p~~wgu'qh'P gi q~~v~~c~~v~~kpi 'Uwd/Eqo o k~~g~~gg'4; 'Cr t~~k~~i3; : 40'

<sup>353</sup>"kp~~v~~gtxky ggu'R'cpf 'NORgtu~~p~~c~~r~~leqo o w~~p~~lec~~v~~k~~p~~u'39 B3 4236'cpf '37 B2 42360'

<sup>354</sup>"Ngy ku.'What Price Community Medicine?, 3540'

hqt"vj ku'tgugctej "eqo o gpvgr . "i kxgp"vj g"uj qt vcm'qh'wchh"j qy "tgrvkggnf "gcu{ " k'y cu'vq"i clp"e"FOQ"r quv'gkj gt"chgt"e"xgt { "uj qt v'r gkqf "cu'cp"UEO"qt. " kpf ggrf . "wtckj j v'htqo "vj g"tclpki "uej go g. "vj ku'pgy "ecf tg"qh'tclpggu'hgnkpi " dgwgt "gs wkr r gf "vq"vcmg"j gcmj "cwj qtkv{ "wtcvgi ke'r nppkpi "cpf " o cpci go gpv'tqgu<sup>355</sup>"K'y cu'engct"vj cv'vj g"3; 96"tgqti cplucvqp"j cf " r tguvgrf "vj g'dwm'qh'vj g"eqo o wkv{ "o gf lekp'y qtnhqtg'y kj "qr r qt wpvkku" pqv'cxckcdng'y kj kp'mecni qxgtpo gpv'cpf "UEO u'dgpghkgf "htqo "vj g" tgo qxcn'qh'vj g"j lgtctej kcn'wtwewtgu. "dgkpi "tgi ctf gf "cu'kpf gr gpf gpv'cpf " cwqpqo quw'ur gekrkuv"qp"e"r ct "y kj "j qur kcn'eqpuwncpu0"Vj g'tgcevqpu"vq" vj g'r tqr qugf "tgo qxcn'qh'vj g"CJ C"vgt"cpf "o qxkpi "eqo o wkv{ "r j { ukekpu" kpv"vgo u'y kj "o qtg"i gpgtke"cpf "engctgt"r nppkpi "tqgu'y cu'i gpgtcm{ " i tggvgrf "y kj "cr r tqxcn0FOQ"u"kp"vj g'pgy "vgej kpi "f kmkew'y gtg"vq"dgeqo g" tgrvkggnf "r qy gthw0"Vj g'r tleg"qh'vj gug'dgpghku"cpf "ko r tqxgo gpw'y cu'vj g" pggf "vq"ceegr v'vj cv'dgkpi "kp"vj g"o cpci go gpv'vgtu"qh'vj g"j gcmj "ugt xleg" ko r rkgf "vj g'r qvgrvkn'ht"dgkpi "kp"vj g'hkpi "hpg"cv'gcej "tgqti cplucvqp0" Eqo o wkv{ "o gf lekp"j cf "vq"vqi j gp'vr "vq"ugewt g'ku'r neg"cv'vj g" o cpci go gpv'cdng0 " "

Vj g'f gecf g"j cf "dggp"o ctngf "d { "c"fk hkw"cpf "ej cqve"tcpuht"htqo "mecn' i qxgtpo gpv'cpf "eqpvkpvkpi "hvj "ucwu"kp"o gf lekp0Vj ku'o gcpv'k'eqpvkpwgf " vq"dg"cp"vpr qr wct "f gukpcvqp"ht"o cng"fqevtu0Y qo gp"fqevtu"kp" eqo o wkv{ "o gf lekp"dgpgghkgf "kp"vj q'y c { u. "htqo "vj g'kpkcn'wr i tcf g"vq" ur gekrkuv'tqgu"cpf "vj gp"htqo "dgkpi "cdng"vq"gpvgt"e"pgy "tclpki "uej go g" vknqtgf "vq"vj gk"r ctvwct "pggf u0Y qo gp"y gtg'y gmr negf . "vj gtghgtg. " pwo gtkecm{ "cpf "kp'unkm"tclpki . "vq"r kniwr "vj g"xcecpeku'y j gp"vj g{ " qeewttgf "kp"vj g"3; : 4"tgqti cplucvqp0Cm'eqo o wkv{ "o gf lekp"kpvtxky ggu" hqt"vj ku'tgugctej . "y j gp"cumgf . "eqphkto gf "vj gtg'y cu'xk'wcm{ "pq"eqo r gvkqp" gkj gt"ht"gpvt { "kp"vq"eqo o wkv{ "o gf lekp"kp"vj g"3; 92u"qt"vj gp"ugewt kpi " ur gekrkuv'r quw'chgt. "kp"o cp { "ecug. "e"xgt { "dtkgh'tclpki "r gkqf 0Eqo r ctgf " y kj "vj g'tguv'qh'o gf lekp"eqo o wkv{ "o gf lekp"tclpggu"eqwrf "eqphk gpw{ " gZR gev"vq"dgeqo g'ur gekrkuv0

<sup>355</sup>"Kpvtxky gg"U'y cu'err qkpvgr "FOQ"htqo "vj g'tclpki "uej go g'y j kuv'kpvtxky ggu"L"m" cpf "S"y gtg'err tqcej gf "xgt { "uqpp"chgt"err qkpw gpv'cu"UEO u"vq"err n{ "ht"FOQ"r quw0" Rgtuqpcn'eqo o wplecvqpu"39 125 14237. "26 132 14236. "39 125 14237"cpf "2; 132 142360"

## WOMEN IN THE REST OF MEDICINE CONDEMNED TO OBSCURITY?

"

Htqo "3; 96"y gtg'y cu'xgt { 'hkwg'r qukxg'ej cpi g'lp'y g'qxgtcm'ukwcvqp'hqt " y qo gp'lp'o gf kelpg."cr ctv'htqo 'y qo gp'hqto lpi "cp'kpetgculpi 'r tqr qt'vqp'qh" yj g'o gf kecn'uwf gpv'y qtnhqtg0"Y qo gp'j cf 'hkwg'ej cpeg'lp'y g'gzkulpi " r { tco kf cni'u'ugo "cpf 'y qo gp'f qevqtu'eqpvkpwgf 'vq'j cxg'hkwg'xqleg'lp" r qke { 'o cwgtu0Qpg'qr vqp'hqt'hqdd { lpi 'qti cplucvqpu'uwej 'cu'y g'O Y H' y cu.'y gtghqtg.'vq'eqpvkpwg'vq'r tguu'hqt'ur gekn'lpkxcvkgu0"O cp { 'qh'y g' kuuwgu'y cv'j cf 'ctkugp'lp'y g'r tgxkqu'f gecf g'qpn { 'i tgy 'y qtug'lp'y g'3; 92u0' P cvkqpcn'o gf kecn'qti cplucvqpu'cpf 'y g'F J UU'y gtg'o qtg'r tggcewr kgf.'cu'c" tguwv'lp't { lpi 'vq'tguqrg'y gug'tcvj gt'y cp'cf f tguu'y g'f khlwvngu'hqt" y qo gp'lp'eqo dlp'lp'i 'y qtm'y kj 'c'hco kn { 'hkg'lp'kpetgculpi n { 'j ctuj 'vgtu u" cpf 'eqpf kkp'u'hqt'lvpkqt'f qevqtu0"

"

### Hospital sector agendas to the fore

Y j gtgcu'y g'3; 82u'j cf 'uggp'cp'ko r tqxgo gpv'lp'I R'vgtu u'cpf 'eqpf kkp'u." yj g'3; 92u'y cu'c'ko g'qh'kpetgculpi 'r tqvuu'htqo 'y g'j qur kcn'equwncpv' y qtnhqtg'y j q'hgn'r ctvewrtn { 'wpf gt'cwcm'htqo '3; 96"cu'y g { 'dcwrg' 'y g' Ncdqwt'I qxgtpo gpv'qxgt'r tkxcv'g'r tceveg'cpf 'c'pgy 'equwncpv'eqptcev<sup>356</sup>" Vj g'O Y H'y cu'eqpegtpgf 'y cv'y g'r tqr qugf 'pgy 'eqptcev'y cu'lpw'hlkelpv { " hcxqwtcdrg'vq'y qo gp'y kuj lpi 'vq'y qtm'r ctv'ko g0'K'uwtxg { gf 'gxgt { 'hgo crg" UT'lp'Gpi ncpf 'cpf 'Y cngu'lp'3; 9: 'vq'hqnm'cv'y g'lo r cev'qh'y g'pgy 'eqptcev' qp'y qo gp'UTu'cnlpi 'equwncpv'cr r qkpvo gpv'0O quv'y gtg'r tgr ctgf.'kh'pggf" dg.'vq'y qtm'gki j v'qt'o qtg'uguukpu'dw'y qwrf 'hkp' 'y g'r tqr qugf 'pqvqpcn'v'p" j ch/f c { u'lp'y g'pgy 'eqptcev'f khlwv0P gy 'tgi wrcvqpu'y qwrf 'cnuq'o gcp" yj cv'cp { 'cwj qtkv { 'y kuj lpi 'vq'ugv'wr 'c'hko kgf /uguukpu'eqptcev'y qwrf 'j cxg" vq'dg'i kxgp'ur gekn'r gto kuukp'd { 'y g'F J UU<sup>357</sup>'Qpg'j qur kcn'equwncpv' eqo r nclpgf.'j qy gxgt.'y cv'uggn'lp'i 'r ctv'ko g'eqptcev'y cu'cm'xgt { 'y gm'dw"

<sup>356</sup>"Hco kn { 'F qevqtu0'Ej ctvgt'3; 87.'lo r ngo gpv'f 'lp'3; 88=y g'I qxgtpo gpv'y kuj gf 'cnuq'vq" r j cug'qwr'c { 'd'gf u'lp'P J U'j qur kcn'cpf 'wug'y g'pgy 'equwncpv'eqptcev'vq'gpeqwtci g'hwm' vko g'r tceveg0'

<sup>357</sup>"Dgtgpleg'Dgcwo qpv'cpf 'Cpgg'I twpgdgti.'5Vj g'P gy 'Equwncpv'Eqptcev'cpf 'Y qo gp" Ugpkt'Tgi kntctu.ö *BMJ* \*5'Hgd03; 9; +57; /820'



cwgpvkqp'pggf gf "vq'dg'i kxgp'vq'j qy 'vj g{ 'y qwf 'y qtnlkp'r tcevkq'vq'gputg"  
eqpvkpwk{ "qh'ectg<sup>358</sup>"

"

Vj g'3; 92u'ucy "cnuq" c'tkug'lp'o kkcpe{ "qp'vj g'r ctv'qh'j qur kcn'lwpkqt'f qevqtu."  
r tqvgukpi "cdqww'vj gkt'r qqt'vgtu u'cpf "eqpf kkpup<sup>0</sup>Vj g'Ncdqwt'I qxgtpo gpv'  
kpj gtkgf "c'iqpi /ucpf kpi 'r tqdrgo "qh'gzeguukxg'j qwtu'cpf "cp'wpucvukcevt{ "  
eqpvtcev'hqt'lwpkqt'f qevqtu'y j q'y gtg'r tguukpi 'hqt'c'y qtnkpi 'y ggm'qh'62"  
j qwtu'cpf "uwr r ngo gpvt{ 'r c{o gpw'hqt'qp/ecm<sup>359</sup>"Ckuqp'J km'c"Nqpf qp'I R."  
cv'vj g'FJ UU/ur qpuqtgf "Uwppkpi f crg'eqphgtgpeg"qp'y qo gp'lp'o gf lekpg'lp"  
3; 97"eqpukf gtgf "vj g'ewtgpv'vgtu u'cpf "eqpf kkpup'hqt'lwpkqt'f qevqtu'lp"  
j qur kcn'o gf lekpg'j ctuj "hqt'dqvj "o gp'cpf 'y qo gp'cpf 'r qkpwgf "vq'dgwtg"  
eqpf kkpup'lp'eqwptkgu'ikng'F gpo ctnly j gtg'tqwkpg'y qtnly cu'qpn{ 'f qpg"  
dgw ggp': co "cpf '4r o "cpf 'vj qug'qp/ecm'qxgtpki j v'f kf "pqv'y qtnly g'pgzv"  
f c{<sup>360</sup>: "C'utkng'd{ 'lwpkqt'j qur kcn'f qevqtu'lp'Ngleguvtuj kg'lp'Qevdgt'3; 97"  
ur tgc{ "vq'vj g'tguv'qh'vj g'eqwpt{ . 'vj g'qweqo g'qh'y j lej 'y cu'c'eqpvtcev'y kj "  
qxgtvko g'r c{o gpw'hqt'j qwtu'y qtngf "cdqxcg'c'dcule'62/j qwt'y ggm<sup>0</sup>Vj ku"  
o gtgn{ 'rgf "vq'cp'gtqkqp'qh'vj g'r c{ 'f k'htgpkcn'dgw ggp'ugpkqt'tgi kmtctu'cpf "  
eqpuwncpwu.'wti kpi 'vj g'r wgt'qp'lp'vj gkt'qy p'pgy "eqpvtcev'pgi qvkvkpu<sup>361</sup>: "  
Vj g'J qwug'qh'Ego o qpu'Uqekcn'Ugtxlegu'Ego o kwgg.'hqqn'kpi 'cv'o gf kcn'  
gf wecvkqp'lp'3; : 3."eqpukf gtgf "vj g'pgy "eqpvtcev'hqt'lwpkqt'f qevqtu'f kf "  
pqvj kpi 'hqt'vj g'r qqt'ikguv'rg.'lqd'lpugevkv{ "cpf 'r qqt'r tqur gew'hqt"  
r tqo qvkv'p'y j lej 'j cf 'rgf "vq'vj g'utkng<sup>0</sup>kp'o cp{ 'ur gekcn'kgu'lwpkqt'f qevqtu"  
y gtg'utkn'eqpvtcev'gf "vq'y qtnl'cp': 6'j qwt'y ggm<sup>362</sup>"Vj gug'kpetgculpi n{ 'j ctuj "  
eqpf kkpup'qh'y qtnlo cf g'k'j ctf gt'hqt'y qo gp'y kj 'f qo guke'eqo o ko gpw"  
vq'wpf gtvcng'lwpkqt'f qevqt'tqrgu<sup>0</sup>Vj g'O Y H'lp'wti kpi 'o qtg'j ch'vko g"  
vcklpkpi "cpf 'ectggt'r quu.'pgxgtvj gngul'pqvgf 'vj cv'j ch'vko g'y qtnlkp'o cp{ "  
vcklpkpi 'lqdu'co qwpvgf "vq'62'j qwtu'c'y ggm<sup>363</sup>"Vj ku'y cu'vj g'gs vlxcrp'v'vq"  
hwm'vko g'lp'eqo o wkv{ 'o gf lekpg<sup>0</sup>Vj g'DO C'pqvgf 'lp'3; : 2'vj cv'v'lp'vj g"  
j ki j n{ 'eqo r gvkkxg'ur gekcn'kgu'o gp.'lwv'cu'o wej 'cu'y qo gp.'j cxg'vq'dg"

<sup>358</sup>"F 0N00 eNgmp.'öEqtgur qpf gpeg.ö BMJ'3.'8384'\*46'Hgd03; 9; +<7590'

<sup>359</sup>"Y gduvgt."NHS, 9240'

<sup>35</sup>: "O Y H'cpf 'FJ UU."Proceedings of a Conference<sup>0</sup>

<sup>35</sup>: "Mrgp."New Politics, : 40'

<sup>362</sup>"Rctnco gpv."Social Services Committee, rkkk'r ctc<sup>0</sup>; 50'

<sup>363</sup>"Cpgg'I tvgpdgti ."öO Y H'Cevkqp'qp'Hwwtg'qh'Y qo gp'F qevqtu.ö'3.'8389 BMJ'\*53'O ctej "  
3; 9; +< : 80'

r tgr ctgf "vq'r quwr qpg" c"pqto cnly c{ "qh'hkg"wpvkl'y g{ 'i gv'c"eqpuwncpv'lqd0<sup>364</sup>"  
 Cpqvj gt'o clqt "kuwg."f kutwr vxg"vq'ho kl "hkg'hqt"dqy 'o gp"cpf "hqt'y qo gp."  
 y cu'yj g'eqpvkpwkpi 'pggf "hqt'lwpkqt"j qur kcnlf qevqtu"vq'o qxg'tgi kqpu'dgwy ggp"  
 r quvu'y j lej 'y gtg'cnlyj qtv'vgtO Cwftg{ "Y ctf "hqwpf 'y cv'o gp'o qxgf "qp"  
 cxgtci g'40 "vko gu'dgwy ggp'tgi kqpu'dghqtg'dgeqo kpi "UTu"cpf 'y qo gp'40 "  
 vko gu0<sup>365</sup>"  
 "

### Failed attempts to plan rationally for the future medical workforce

Vj g'I qxgtpo gpvu'tgur qpug"vq'yj gug"cpf "qvj gt'o gfkcnly qtnhqtg"kuwgu"  
 y cu"vq'cwgo r v'vq'hqtgecu"v'y g'hwwtg'y qtnhqtg"y cv'y qwf "dg'pggf gf."  
 cnj qwi j "F J UU"j cf "dggp"unqy "vq"guwdrkuj "c"egpvtcnr gtupppgnhwpvkap"cpf "  
 o cpr qy gt'utcvgi kgu'y gtg'pqv'kpenmf gf "kp'ku'tgs wktgo gpvu'htqo "TJ Cu'wpvkl"  
 3; 9: ./; 0<sup>366</sup>"k3; 9: . 'y j'F J UU"kuwgf "c"t tggp'Rcr gt."0O gf kcnl'O cpr qy gt< "  
 Vj g'P gzv'Vy gpv' "l gctuö'y j lej 'kpenmf gf "ku'hwwtg'hqtgecu0<sup>367</sup>"C"o clqt "  
 r tqdrgo . 'j qy gxgt."y cu"c'eqpvkpwkpi 'rcnldh'i qqf "f cvc"wr qp'y j lej "vq'r rcp0'  
 Vj g'F J UU'y cu'tgnkcpv'qp'f cvc'f gtxgf "htqo 'y j'g'cppwcnj gcf eqwpv'y j lej "  
 j cf "dggp"fgxgnqr gf "rcti gn{ "hqt'y ci g'dcti ckpkpi "cpf "pqv'o cpr qy gt"  
 r rcpplpi 'r wtr qugu0<sup>368</sup>"Vj g'r tgekg'dtgcmlf qy p"qh'ur geknkgu"cpf "uwd/  
 ur geknkgu"fkhtg"gf "qxgt"vko g0F cvc'y gtg'cuq'kpeqo r rvg"qp'yj g'o qxgo gpv"  
 qh'f qevqtu."gur gekm{ 'y qug'kp'hqewo 'r quvu."cpf 'y gtg'y gtg'pq'tgnkcdrg'f cvc"  
 qp'yj qug'kp'r quvi tcf wcvg'vckpkpi 0Hqt'yj gug'tgcuqpu."yj gtghqtg."yj g'cwgo r v'vq"  
 o qf gn'ucvknkcm{ 'y j'g'hwwtg'y qtnhqtg"vulpi "cxckrcdrg'kphqto cvkqp'uwej "cu"  
 yj g'vqcn'pwo dgt"qh'f qevqtu'npqy p"vq'dg'y qtnkpi "vqgem'dtqngp'f qy p'd{ "  
 ci g'i tqwr u"cpf "ugz"cpf "0o qf gmgf ö'ci ckpuv'uw r n{ 'hcvqtu'uwej "cu'kphmy u"  
 \*htqo 'y j'guwf gpv'r qr wcvkqp"cpf "ko o ki cvkqp+"cpf "qwhmy u"\*tgvkgo gpv."

<sup>364</sup>"BMJ,"Gf kqtkcn"0Y qo gp'lp"J qur kcnl'O gfkelpg.ö"4: 3\*35"Ugr 03; : 2+28; 5/60"

<sup>365</sup>"O Y H'Ctej kxgu."UC IO Y HIL07."Women Doctors' Career Patterns 1972-82, "Tgr qtv'htq"  
 yj g'O Y H'3; : 4."O ct{ "Cp'p'Gnuqp."0Y qo gp'F qevqtu0Ectggt'Rcwgtpu'3; 97/: 4/"C"  
 Eqo r ctluqp'qh'Hpf kpi u'Tgr qtv'gf "lp'L0Rctnj qwug"cpf "T0C0F ctvqp."3; 9: . "Ur gekcnk"  
 O gf kcnl'Vtckpkpi "lp'Dtkckp<Uwtg{ "qh'yj g'J qur kcnl'Ur geknkgu"lp'3; 97.0'cpf "C0Y ctf ."  
 -Ectggtu'qh'O gf kcnl'Y qo gp'3; : 306"

<sup>366</sup>"Rgej."Manpower Planning,"324."3270k3; 98'yj g'Lqkp'V0 cpr qy gt'Rrcpplpi "cpf "  
 kphqto cvkqp'I tqwr "0 CRNkP +cpf "lp'3; 9: 'y j'O cpr qy gt'kpgnki gpeg'Dtcepej "0 kD+y gtg"  
 etgcvgf "y kj lp'F J UU"

<sup>367</sup>"F J UU."Medical Manpower0'

<sup>368</sup>"C0H0Nqpi "cpf "I 0O gtegt."0Eqpvz'u"cpf "Rtkqtkkgu.ö kp"Manpower Planning in the  
 National Health Service,"gf 0C0H0Nqpi "cpf "I 0O gtegt"\*Htpdqtqi j <I qy gt."3; : 3+3/37=  
 T0Rgej . "0Vj g'Tqrg'qh'yj g'F J UU.ö"lp"Manpower Planning in the National Health Service."  
 gf 0C0H0Nqpi "cpf "I 0O gtegt"\*Htpdqtqi j <I qy gt."3; : 3+323/320'

"

11

Vj g"j kuxqt { "qh'uvc hkp i "ukpeg"3; 6: "ku"qh"i tqwr u"qh"i f qevqtu"  
gpurxgf "v"eqxgt "uwd/eqpuwncpv"y qtn0Lwplqt "f qevqtu"ctg"  
dgi kppkpi "v"eco r cli p\*\*cpf "f go cpf "dgwgt "ectggt "qr r qtwpkku=0

<sup>36</sup>: "Rctm qwug." *Medical Manpower*, 350

3721 R0F kZqp. "6O gf kcr!O cpr qy gt "Rrcp!kpi .ö "kp "Manpower Planning in the National Health Service." gf 0C 0H0Nqpi "cpf "I 0O gtegt "Hctpdqtqwi j <"I qy gt. "3; : 3+<"55/64="U0"

<sup>373</sup>"FJ UU." *Medical Manpower*, 5: . "380"

Vq'o gg'v'j g'r tqdrgo u'd{ "o cni'pi "o cttl'gf "y qo gp'f qevqtu'j g"  
pgzv'f kucf xcpvc' gf "i tqwr "y qwf "dg"v'q'eqp'k'p'wg'j g'cti wo gpw'  
qxgt'uch'k'pi "hqt"cpq'j gt "y gpv'f "gctu'<sup>374</sup>"

Hqmq'j kpi "j g'I tggp'Rcr gt. 'F J UU'eqo o kuuk'p'gf "j tgg'tgx'kgy u'qp'o clqt"  
ctgcu'qh'eqpegt'p. "j g'hcevqtu'f g'v'to k'p'kpi "ectgg'tej q'k'gu. "y qo gp'f qevqtu."  
cpf "qxgtugcu'f qevqtu'j qtn'kpi "k'p'j g'P J U'<sup>375</sup>"Vj g'DO C'E'q'w'pek'i'  
guvdr'kuj gf "c'y qtn'kpi "r ctv'f "k'p'Ugr vgo dgt'3; 9: "cpf "k'c'nuq'ugv'w' . "y k'j "j g"  
DO C. "c' "Lq'k'p'v'O gf k'ec'n'O cpr qy gt "H'cev'H'k'p'f k'pi "I tqwr "ej ckt'gf "d{ "j g"  
EO Q'<sup>376</sup>"Cr ctv'f "tqo "t'ck'k'pi "j g'kuu'gu'cuu'q'ek'v'gf "y k'j "c'eqp'k'p'w'c'k'p'q'h'j g"  
r {tco k'f "utwewt'g. "j gtg'y cu'h'k'w'g'cew'cn'ej cpi g'0'k'f g'gf. "d{ "j g'g'ctn'f "3; : 2u."  
j gtg'y gtg'ci c'k'p'h'gctu'qh'o gf k'ec'n'w'pgo r n'q{o gpv'f "j g'h'ceg'qh'cp"gzr cpf k'pi "  
o gf k'ec'n'uwf gpv'r qr w'c'v'k'p'g'<sup>377</sup>"

### More women entering medicine but unable to reach career potential

Vj g'o gf k'ec'n'uwf gpv'r qr w'c'v'k'p'g't'qug'v'q'cp'k'p'c'ng'qh'p'g'ctn'f "6.222"cetqu'WM"  
o gf k'ec'n'uej qqn'd{ "j g'g'p'f "qh'j g'3; 92u'hqmq'j kpi "j g'qxgtcm'gzr cpuk'p'k'p"  
r n'egu'ugv'k'p't'ck'p'd{ "j g'Tq{ c'n'E'qo o kuuk'p'q'p'O gf k'ec'n'G'f w'ec'v'k'p'k'p'3; 8: 0"  
Ch'gt'j g'g'p'f "k'p'3; 95"qh's w'q'w't'g'ut'k'ev'k'p'u. "y qo gp'y gtg'y k'f g'n'f "hqt'gecu'v'q"  
eqo r t'kug'j c'h'qh'o gf k'ec'n'uwf gpw'd{ "j g'o k'f /3; : 2u'cpf "eqwf "p'q'q'p'i gt "dg"  
k' pqt'gf '<sup>378</sup>WM E'h'i w't'gu'k'p'f k'ec'v'j cv'y qo gp'o gf k'ec'n'uwf gpw't'qug'f "tqo "  
55' "qh'j g'o gf k'ec'n'uwf gpv'r qr w'c'v'k'p'k'p'j g'3; 95/6'k'p'c'ng'v'q'63' "k'p"  
3; : 2l: 30'<sup>379</sup>"Cr r k'ec'v'k'p'u'hqt'o gf k'ek'p'g'i g'p'g'ctm'f "y gtg'k'p'et'g'cu'k'pi "o qt'g"  
tcr k'f n'f "j cp'o gf k'ec'n'uej qqn'r n'egu. "uy q'ng'p'c'nuq'd{ "q'nf gt "cr r k'ec'p'u'y k'j "  
h'k'uw'f gi tgg'u'k'p'uek'p'eg'y k'j k'pi "q'o q'x'g'k'p'v'q'r q'v'g'p'k'cm'f "o qt'g'n'w'et'c'v'k'g"  
ect'g'gtu'k'p'o gf k'ek'p'g'<sup>377</sup>: "Y qo gp'y gtg'cf o k'w'gf "k'p'r t'qr q't'v'k'p'v'q'j g'p'wo d'gtu"  
cr r n'f k'pi '<sup>377</sup>:"

<sup>374</sup>"DO C'Ctej k'x'gu. "Joint Working Party between BMA and DHSS on Medical Manpower - Fact-Finding Group 1978-9, Rgtuqpc'n'Rcr gt "q"DO C'E'q'w'pek'i'Y qtn'kpi "Rctv'f "qp'Uch'k'pi " Utwewt'gu'4'F ge03; 9: 0'

<sup>375</sup>"Rctnj q'w'g. "Medical Graduates, 3/40'

<sup>376</sup>"DO C'Ctej k'x'gu. "Eqttgur q'p'f g'peg'qp'Y qtn'kpi "Rctv'f "qp'O gf k'ec'n'O cpr qy gt'3; 9: =DO C" Ctej k'x'gu. "Medical Manpower Fact-Finding Group 1978-9."

<sup>377</sup>"Rctnj q'w'g. "Medical Graduates, 40'

<sup>378</sup>"DO C'Ctej k'x'gu. "Medical Manpower Fact-Finding Group 1978-9." "r cr gtu'hqt "DO C'Uch'i' U'k'f g'o gg'v'k'pi =gz'tcev'f "tqo "F J UU'r cr gt "qp'o gf k'ec'n'o cpr qy gt. "r t'g'k'o k'p'ct { "xgtuk'p'0'

<sup>379</sup>"S w'q'v'gf "k'p'F J UU. "Medical Manpower." 88"cpf "C'ng'p. "Doctors and Their Careers, 40'

<sup>377</sup>: "BJME, Gf k'q'kt'cn "oO gf k'ec'n'U'ej q'qn'R'ceg'u'k'p'D't'k'cl'p.ö": "3; 96-<4/70'

<sup>377</sup>: "O Y H'Ctej k'x'gu. "UC IO Y HILB; . "Survey on 1974 Medical School Entrants 19810'

"

Hqmqy kpi "htuv'tgi kwtcvkp"uci g."ectggf'f gxgnr o gpv'j cf "dggp'o cf g'j ctf gt"  
 hqt'cm'f qwpi "f qevqtu'cpf 'r ctvkwctn'f hqt'o cttkgf 'y qo gp0F qevqtu'y gtg"  
 tgs wktgf "v'ur gpf "qpg'qt "y q" f gctu'cu'U Qu<sup>82</sup>"Vj g'kvtqf wvkvq"qh"  
 xqecvkvpcn'tcklpi 'kp'cm'ur geknkgu'y gp'ko r qugf "gzco kpcvkvq'tgs wktgo gpw"  
 cpf "go r nq{ o gpv'kp'tgi kwtct'r quw'y kj "j ctuj "tgukf gpvkn'cpf "qp/ecm"  
 tgs wktgo gpw'kp'o quv'ur geknkgu."eqw rnf 'y kj "c"eqpvkpwkpi "pggf "v'cr r n"  
 hqt'gcej "f khtgtpv'ld'y j kej "eqwf "cnq'gpvkn'c'o qxg'qht'gi kpu0"K'y cu'pqv"  
 uwr tkulpi "y cv'y qo gp'vqnm'ipi gt "v'tgcej "y g'UT"uci g'y cp'o gp.". Ø" f gctu"  
 eqo r ctgf "v'9060<sup>83</sup>"Lxpkqt'f qevqtu'kp'y g'3; 92u'pgxgt y gguu'eqpvkpwgf "v"  
 gzc rpf "cv'c"eqpukf gtcn'f "hcuvt'cv'g'y cp'y qug'cv'ectggf 'i tcf g'\*43' " "  
 eqo r ctgf 'y kj '33' +cu'kmuwcv'gf 'kp'Vcdng': . 'r gtr gwcvkpi 'y g'ko dcmpeg"  
 dgw ggp'eqpuwncpw'cpf 'y qug'kp'tcklpi 'kp'y gug'ur geknkgu00 cp{ "f qevqtu"  
 kp'y g'j qur kn'ugt'xleg'j cf "hkwg'j qr g'qh'qdvcklpi "c'ectggf 'i tcf g'r quv'qp'y g"  
 ur gekn'f 'y g{ "cur ktgf "v'q0'

"

**Table 8"Growth in Numbers of Hospital Junior and Senior Doctors in England and Wales 1975-1980"**

Grade	1975	1980	Numerical difference	% difference
Consultant	33.6; ; "	34.99: "	- 3.49; "	- 33' "
Medical Assistant	3.294"	3.25; "	/55"	/5' "
Senior Registrar	4.539"	4.; 8: "	- 873"	- 4: ' "
Registrar	7.343"	7.: 9; "	- 97: "	- 37' "
SHO	9.92; "	; .8: 3"	- 3.; 94"	- 48' "
Pre-registration HO	4.457"	4.: 39"	- 7: 4"	- 48' "
Total non-career grades	3: .676"	44.5: 6"	- 5.; 52"	- 43' "

"

Uqwtg<F J UU'cppwcn'o gf lecn'y qtnhqtg"egpuw'cv'52"Ugr v'gcej "f gct0'

"

Qr r qtwpkkgu'hqt'y qo gp'f qevqtu'hqt'ectggf'f gxgnr o gpv'y gtg'y qtuglpi ."  
 r ctvkwctn'f 'kp'o gf lekpg'cpf "uwti gt { 0Lxpkqt'f qevqtu'y gtg'kp'hcxqt'qh"  
 gzc rpf kpi "y g'eqpuwncpv'i tcf g."eqpuwncpw'ci ckpuv'y j knv'y g'F J UU'uxqf "

<sup>382</sup>"F J UU."Medical Manpower."560'

<sup>383</sup>"O Y H'Ctej kxgu.'O ct{ "Gnuqp."A Comparison of Findings0'

dcenlhtqo "vj g'eqphle<sup>384</sup>"Vj ku'ukwckqp'y cu'eqo r qwpf gf "d{ 'c'f getgcug'lp" q r r qtwpkku'ht "WM/tckpgf 'f qevqtu'q'y qtnlkp'qy gt'eqwptku<sup>385</sup>"Cu'c" tguwn."vj gtg'y gtg'ugtqwu'dqwrpgemu'lp'r qr wrct'ur geknku'ht "UTu'ugnkpi " eqpuwnpcv'r quu0Health Trends"lp'3; 99."wukpi 'f cve'htqo "3; 98."hqwpf " uwti lecn'ur geknku'j cf "vj g'unqy guv'qxtcmi tqy vj 'tcvg'y kj "utqpi " eqo r gvkqp'ht'eqpuwnpcv'cpf "UT'r quu'cpf 'hqtgucy "vj ku'y cu'rkngn{ "q" eqpvkpwg'ht{"gctu'q'eqo g0Vj g'nggpguv'eqo r gvkqp'y cu'lp'r rnuke'uwti gt{." pgwtquwti gt{."ectf kqy qtcele'cpf "qdugtkeu'cpf "i {pcgeqmi {0Vj g'o gf lecn' ur geknku'j cf "uko krt'r tqdrgo u'cr ctv'htqo "i gtlcv'leu'y j gtg'f go cpf " gzeggf gf "uwr r n{0<sup>386</sup>C "BMJ"gf kqtkcn'tgr qtvpki "dcenlhtqo "c"DO C'Eqwpeki" Y qtnkpi "Rctv{ "q'mqnlcv'o cpr qy gt'cpf "uchhpi "lp'3; 9; .cenpqy rgi gf " vj cv'cp{ "cevqp'q'tgf weg'vj g'f kur ctkv{ "dgvy ggp'vj g'pwo dgtu'qh'eqpuwnpcv" cpf "tgi kwtctu'j cf "dggp'ht'vq'q'unqy 0Vj g'DO C'vj qwi j vky'qwf "dg'f khlewn" vq'i gv'cmi tqw u'q'ci tgg'qp'ej cpi g'/"cu'y gm'cu'gxr gpukxg'/"dw'f kf "eqpukf gt" vj g'F J UU'y cu'of tci i lpi "ku'hggv<sup>387</sup>"Vj g'I gpgtcn'Rwtr qugu'Uwd/Eqo o kwgg" qh'vj g'EEJ O U'eqpf wevgf "c'utxg{ "qh'tgi kqpcneqo o kwgg'y j lej "eqph<sup>388</sup>to gf " wy q'o clp'kuwgu'/"vq'q'o cp{ "f qevqtu'lp'tckpki "i tcf gu'lp'r qr wrct'ur geknku' eqo r ctgf "y kj "c'f khlewn{ "lp'tgetwklpi "f qevqtu'lp'qy gtu'cpf "c'hgct'qh" wpgor m{ o gpv'htqo "vj g'lpetgcugf "pwo dgtu'qh'o gf lecn'uwwf gpw'lp'vj g'hceg" qh'eqpvkpwkpi "j ki j "pwo dgtu'qh'o ki tcpv'f qevqtu<sup>388</sup>"

" Vj g'J qur kcn'Eqpuwnpcv'cpf "Ur geknku'Cuqekcvkqp'r vdrkuj gf "c'utxg{ "qh" j qur kcn'uchhpi "lp'3; 96'y j lej "eqpenmf gf "vj cv'c'tcvk'qh'3-5'eqpuwnpcv'uq" kpvgto gf kv'g'cpf "qh'3-8'q'lvpkqt'i tcf gu'y cu'pggf gf 0<sup>389</sup>"Vj g'eqpuwnpcv" vj go ugkxgu."j qy gxgt."tgukvgf "gxr cpukqp'lp'vj gkt'pwo dgtu<sup>388</sup>: "Vj g{ "tglgevgf " cp{ "lpetgcug'lp'vj g'pwo dgt'qh'eqpuwnpcv'r quu'dgecwug'vj g{ "eqpukf gtgf "

<sup>384</sup>"O Y H'Ctej kxgu."UC IO Y HIH0B."House of Commons Social Services Committee on Medical Education 1980-1, 0Qdugtugt'Ctvleng.0'3; "Qev03; : 20'

<sup>385</sup>"DO C'Ctej kxgu."Medical Manpower Fact-Finding Group 1978-9."Tgr qtv'qh'Uwtxg{ "d{ " vj g'Eqwpeki'ht'Rqui tcf wevg'O gf lecn'cpf "F gpv'cn'Gf wecvkqp0'

<sup>386</sup>"Health Trends,"0O gf lecn'Uchhpi "cpf "Rtqur gew'lp'vj g'P J U'lp'Gpi rcpf "cpf "Y cngu" 3; 98.0 5.; "Cwi 03; 99-0"

<sup>387</sup>"BMJ, Gf kqtkcn'0Tgi kwtctu'lp'vj g'3; : 2u.0'3."8396""\*3; "O c{ "3; 9; +234; ; /35220'

<sup>388</sup>"DO C'Ctej kxgu."45'F ge03; 9; ."Correspondence on Working Party on Medical Manpower 19780'

<sup>389</sup>"Rctnj quug."Medical Manpower, 520'

<sup>38</sup>: "O ct{ "Cp'p'Guvqp."0O gf lecn'Cwqpqo { <Ej cnngpi g'cpf "Tgur qpug.0'lp"Conflicts in the National Health Service."gf 0Mgkj "Detpctf "cpf "Mgppgj "Ngg"Nqpf qp<Etqqo "J gm. " 3; 99+248/730'

vj go "vqg"zr gpukxg."y qwf "hgy gt"ucpfctfu'd{ "gnko kpcvki "eqo r gvkqkq"cpf "

ej cpi g'yj g'pcwtg"qh'eqpuwncpvuoy qtnlkp"fkucf xcpvci gquw'y c{ u0Vj g"

Cuuqekvqkq."kpuvgf."tgeqo o gpf gf "cp"lpetgcug"kp"vj g'uwd/eqpuwncpv"

i tcf g<sup>38</sup>: "K'y cu'tgncvkgu"kuqrcvgf."j qy gxgt0Vj g'E O Q."kp"e"eqphkf gpvkcn"

ngwt"vq" T J C"ej ckto gp"cpf "r tgukf gpw"qh'vj g" T q { cn'E qmgi gu"cpf "vj gkt "

Hcewnkgu."r tqr qugf "wti gpv'f kuewukq"qp"j qy "vq"ur ggf "wr "gzr cpukq"qh'vj g"

eqpuwncpv'i tcf g<sup>392</sup> Tcvj gt "vj cp"cemg"vj g'r tqdrgo "qh'eqpuwncpv'tgukucpeg"

vq"ej cpi g'j gcf /qp"qvj gt "kppqxcvkg"uqnwkqpu'y gtg'eqpukf gtgf 0C "Mkpi au"

Hwpf "Y qtnkpi "Rctv"kp" P qxgo dgt "3; 9; "r tqr qugf "c"vy q/vkg"eqpuwncpv"

i tcf g'y j gtgd{ "lwpkqt"eqpuwncpv" f gcn'y kj "go gti gpe{ "y qtnkcpf "ugpkqt"

eqpuwncpvu."cf o kpkutcvkg'y qtm"gej "y kj "vqcn'ekpkcn'cwqpqo { <sup>393</sup> Vj g"

DO C "Eqwpeki"Y qtnkpi "Rctv"qh"3; 9; "eqpukf gtgf "c"pqp/vtcklpi "tgi kmtct"

i tcf g'hqt"qxtugcu/vtckpgf "o gf kcn'i tcf wcvgu"qh'iko kgf "vgpwg<sup>394</sup> Vj g" T q { cn'

Ego o kukq"qp"vj g" P J U"kp"3; 9; "r tqr qugf "o qtg"lwpkqt"r quw'y j kuv'ngcxkpi "

vj g'eqpuwncpv'r j { ulekcp"i tcf g"vpej cpi gf <sup>395</sup> Vj g"DO C" hgn'o qtg"

eqpuwncpvu"cpf "hgy gt"tgi kmtctu'y qwf "o gcp"eqpuwncpvu'y qwf "j cxg"vq" f gcn'

y kj "o qtg"go gti gpekgu"qw/qh'j qwtu'y j kuv'hgy gt"j ki j gt"ur gekcnkuv/vtcklpi "

r quw'y qwf "ngcf "vq"gxgp"o qtg"eqo r gvkqkq<sup>396</sup> Vj g" f kmtkdwkq"qh"UTu"vq"

f khtgtpv'tgi kqpu'y cu'cuq"wpucvukcevt { 0Vj g" F J U U"j cf "pq"r qy gt "vq"

gphqteg"e"tgf kmtkdwkq"cpf "vj g" E O E"j cf "qpn"rko kgf "uweegu0Gxgp"y j gtg"

pgy "eqpuwncpv'r quw'y gtg"cr r tqxgf."tgi kqpu"fkf "pqv'cny c{ u"j cxg"vj g"

hwpf kpi "qt"vj g'hcekklkgu"y gtg"uq"r qqt "pq/qpg"cr r rkgf <sup>397</sup> Vj g" J qwug"qh"

Ego o qpu"Uqekcn'Ugtxlegu"Eqo o kwgg'tgr qtv"qp"o gf kcn'gf wecvkq"qh"3; : 3"

pqvgf "vj cv'vj g"DO C" dno gf "hpcpekn'eqpustckpw"ht"vj g'r tqdrgo "qh"

ko dcnpeg"dgwy ggp"ugpkqt"cpf "lwpkqt"r quw."vj g" E O Q." J L E "cpf "TO Qu"

kptcpuki gpeg"qh'eqpuwncpvu0K'eqpenwf gf <öy g'pggf "hqt"ej cpi g'kp"vj g"

ewtgpv'cpvks wcvgf "o gf kcn'lectggt"utwewt g'ku"qxgtf wg<sup>398</sup> Vj g" E O Q"y tqvg"

<sup>38</sup>: "Rctnko gpv."Social Services Committee."120"

<sup>392</sup>"Hospital Doctor, 8."6\*7"Hgd03; : 3+"s wqvgf "kp"O Y H'Ctej kgu."UC IO Y HHHB."House of Commons Social Services Committee on Medical Education 1980-1. "

<sup>393</sup>"Rctnko gpv."Social Services Committee."120"

<sup>394</sup>"BMJ, 0O gf kcn'O cpr qy gt."Uchhpi "cpf "Vtcklpi "Tgs vkt go gpw"/"Tgr qtv'qh'E qwpeki" Y qtnkpi "Rctv".ö3."8396 \*3; "O c{ "3; 9; +<3587/980"

<sup>395</sup>"O gttkq" Tgr qtv."NHS, Cr r gpf kz"3"r ctcu07/90"

<sup>396</sup>"DO L"Women in Hospital Medicine."8; 5/60"

<sup>397</sup>"LEE"Ctej kgu."C6B9 k9."President's Correspondence 1979-81,"F ge03; : 20"

<sup>398</sup>"Rctnko gpv."Social Services Committee."ezzxkk"znkk/znk0"

kp'lcprwt { '3; : 3'v'ej ckto gp'qh'TJ Cu'cpf 'r tgukf gpw'qh'Tq { cnEqmgi gu'cpf "  
 Hcewnkgu'v'f kuewu'y g'r tqr qt vqp'qh'eqpuwncpw'v'q'qy gt' i tcf gu'eqpvtqr'qh"  
 yj g'pwo dgtu'qh'lwpkqt'f qevqtu'cpf . 'y j gp'xcecpekgu'qeewt gf . 'tgr nceki "  
 lwpkqt'r quw'y kj 'eqpuwncpv'r quw.'ltgg| kpi 'y g'etgcvkqp'qh'UJ Q'r quw<sup>399</sup>"  
 Vj g'r tqdrgo u'uggo gf 'lptcevdrg.'j qy gxgt.'cpf'qpn' 'ugt xgf'v'o cng"  
 r qr wrt'ur geknkgu'kpetgculpi n' 'wpcwckpcdrg'hqt'o gp'rgv'cmrg'y qo gp0"  
 "

### Women confined to the less popular, second tier specialties

Qp'yj g'qy gt'j cpf . 'y j g'f gecf g'cnu'ucy 'y j g'i tqy yj 'lp'rgu'r qr wrt'cpf "  
 lrgs wgpw' 'vgo gf 'ouj qtci go'ur geknkgu'kpv'y j kej 'i tckkcvf'y qo gp'cpf "  
 qxgtugcu/vtckpgf 'f qevqtu'cpf 'y j kej . 'dgecwug'qh'tgetvko gpv'f khlwngku."  
 vpgf gf 'v'dg'o qtg'hgzkdrg'qxgt'r ctv'ko g'vtckkpi 'cpf'r quw0""Vj gug"  
 ur geknkgu'f gxgr gf 'lp'tgur qpug'v'kpetgculpi 'vgej pqm { 'lp'o gf lekpg'cpf "  
 ko r tqxgf 'f kci pqvke'cpf 'kpxguvki cvkxg'r tqegf wtgu'qt'cu'c'tguw'qh"  
 f gxgr o gpw'lp'pqp/cewg'cpf 'ej tqple'f kugcug'ur geknkgu0Vj g { 'y gtg"  
 xky gf . 'j qy gxgt.'cu'hqy gt'f qy p'yj g'r genki 'qtf gt'lp'yj g'o gf kcn'j kgtctej { 0"  
 kp'eqpvtcu'v'q'qxgt/uwduetk vqp'qh'uwi kcn'cpf 'i gpgtcn'o gf kcn'ur geknkgu."  
 ctvengulp'Health Trends'lp'yj g'3; 92u'ltgs wgpw' 'kugf'r u'ej kv { . "  
 r cvj qm { . 'cpcguj gvku.'tcf km { 'cpf' i gpgtcn'r tceveg'cu'y gm'cu"  
 eqo o wkv' 'o gf lekpg'cu'vkn'r qukdrg'hqt'ectggt'r tqi tguakp00 gf kcn'  
 ur geknkgu'y kj 'i qqf'r tqur gew'y gtg'f gto cvm { . 'tj gwo cvm { 'cpf "  
 tgj cdkkcvkp.'i gpkqwtkpt { 'o gf lekpg<sup>39</sup>: ""Wprkng'eqo o wkv' 'o gf lekpg."  
 yj gug'rgu'r qr wrt'ur geknkgu'pvgtyj gngul'vkn'j cf 'uqo g'tgukf gpvkn'  
 tgs vktgo gpw'cu'r ctv'qh'vtckkpi 'cpf'tgvckpgf 'uwd/eqpuwncpv'i tcf gu0"Vj gtg"  
 y gtg'cnu'v'qo g'o kuo cvej gu0Mgtt { 'Dni tcu'et al.'hqwpf.'hqt'gzco r rg.'lp'yj g"  
 Y guv'O kf rpf u'yj cv'cmj qwi j 'y gtg'y cu'c'ur gekk'r tqi tco o g'hqt'r ctv'ko g"  
 vtckkpi 'lp'r u'ej kv { 'cu'c'uj qtci g'ur gekn { . 'y gtg'y gtg'hgy 'r ctv'ko g"  
 eqpuwncpv'cr r qkpo gpw<sup>39</sup>: ""

<sup>399</sup>"Ibid., rzk"

<sup>39</sup>: "Gnk cdgy 'Uj qtg.'oEctggt'Ej qleg'lp'O gf lekpg.o'Health Trends'4.'5'\*Lwn' '3; 92+<78/9'cpf "  
 J qur kcn'O gf kcn'Uchlpi 'F kkkqp'FJ UU.'oJ qur kcn'O gf kcn'Uchlpi 'lp'yj g'PJ U'lp"  
 Gpi rpf'cpf'Y crgu'Hgrf u'qh'Eqpuwncpv'cpf'UT'tgetvko gpv'o'Health Trends 6'\*P qx0'  
 3; 94+<88/; 0"

<sup>39</sup>: "Mgtt { 'Dni tcu'gv'cn'o'o cttkgf 'Y qo gp'F qevqtu'vtckkpi 'cpf'Tg/go r m { o gpv'Uej go gu"  
 lp'yj g'Y guv'O kf rpf u'Tgi kqp'y kj 'Rctvewrt'Tghgtgpeg'v'Ru'ej kv { .o Medical Education"  
 32'\*3; 98+<4; 9/5230"



"

Uj qtwci g'ur geknkgu'y gtg'pqv'pgeguuctkñ{"c'r qukkxg"ectggt"ej qleg'hqt"y qo gp"  
dw'c'tgcnkñe"ectggt"ej qleg<sup>3:2</sup>"C"BJME gf kqtkñi'cv'vj g'vko g'tghgttgf"vq'vj go "  
cu'vj g'ö; "vq'7ö"ur geknkgu'eqo r ctgf"y kj "qvj gt'ur geknkgu'y j lej "y gtg'vqq"  
gzcevkpi "kp'tckpki "cpf "r tcevek"vq'dg'eqo r cvkñg'y kj "hco kñ"  
tgur qpukdkñkñg<sup>3:3</sup>"Vj ku'cwkwf g'y cu'eqphkto gf "d{"c'r cr gt'htqo "vj g'E O E"kp"  
3; 97"y j lej "eqpenwf gf "vj cv'örcf {"f qevqtu'o c{"j cxg'vq"ceegr v'vj cv'qpn{"vj g"  
nguu'r qr wrct"ur geknkgu'y kñ'dg'qr gp"vq'vj go ö"cpf "vj cv'öo quv'rcf {"f qevqtu"  
y kñ'gpvgt "hgrf u'y j lej "f q'pqv'tgs wktg'npi "r gtkqf u'qh'tckpki ö'uwej "cu"  
i gpgtñr tcevek"cpf "uqo g'ctgcu'qh'eqo o wkv{"j gcnj "uwej "cu'hco kñ"  
r rcpkpki "cpf "uej qqnj gcnj <sup>3:4</sup>"kpgtxlgy ggu'hqt"vj ku'tgugctej "htqo "ur geknkgu"  
qvj gt'vj cp'r wrñe"j gcnj "y gtg'htgs wgpvñ "cñu'pqv'kp'vj gk'kpkkñe'j qleg'qh"  
ur geknñ."cempqy ngf i kpi "vj cv'eqo r tqo kugu"j cf "vq'dg'o cf g'vq'eqo dkpq"  
y qtnñy kj "hco kñ"eqo o ko gpw0Cu'qpgr w'kv'tj gwo cvqñi {"y cu'pqv'j gt"  
hñuv'ej qleg'dw'kv"j cf "öugt xgf"j gt "y gnö<sup>3:5</sup>"Eqo o wkv{"o gf lekpg"tckpggu'kp"  
3; : 3"pqvgf "vj cv'kp'vj g'uj qtwci g'ur geknkgu."vj gtg'y cu'wuwcmñ "hkwg'f kñkñwmñ"  
kp'cttcepi kpi "ur gekñe'tckpki "r cenñi gu'ngcf kpi "vq'c'r ctv'vko g'qt'hwm'vko g"  
eqpuwncpv'cr r qkpwo gpv'y j kñv'vj gtg'y cu'hkwg'kpegpvkxg'kp'vj g'r qr wrct"  
ur geknkgu'vq'o qxg'vq'r ctv'vko g'tckpki <sup>3:6</sup>"

"

Ceeqtf kpi "vq'Dgwrcj "Dgy ng{"c'r tqo kpgpv'r wrñe"j gcnj "cecf go kñ"cpf "rcvgt"  
r tgukf gpv'qh'vj g'O Y H"ur gcnkpi "cv'c"DO C"eqphgtgpeg'kp"3; 97"qp"y qo gp'kp"  
o gf lekpg."y qo gp'y gtg'kp'vj g'öf wrñtö"qt"öo kqqtö"ur geknkgu'dgecwug'vj g{"  
tgs wktgf "nguu'tckpki "cpf "c'uo cmgt"co qwpv'qh'gzr gt'vkg'öuq'vj g'y qo gp'y j q"  
eqo r rckp"cdqw'vj gug'f wñlqdu'f q'pqv'j cxg'cp{"i tqwpf u'v'vj g{"ctg'i gwkpki "  
r tgekgñ{"y j cv'vj gk'rcññ'qh'tckpki "hku'vj go "hqtö<sup>3:7</sup>"Vj ku'ur ggej "  
gr kqo kugf "vj g'upqddgt {"kp'o gf lekpg"cpf "o gcpv'vj cv'y qo gp'y j q'f k'f'tgcej "  
ectggt"i tcf g'kp'vj gug'ur geknkgu'y gtg'pqv'tgcvgf "cu'öuweeguugö'dw"  
ö'hkñwtguö'K'cñuq'ki pqtgf "y j cv'kpvgtxlgy u'hqt"vj ku'tgugctej "uj qy gf."vj cv'

<sup>3:2</sup>"Y ctf."Careers of Medical Women, 53/50'

<sup>181</sup> BJME, Gf kqtkñi9"3; 95+358/670'

<sup>3:4</sup>"Rctñj qwug."Medical Manpower, 990'

<sup>3:5</sup>"kpgtxlgy gg"G'r gtupcñeqo o wplecvkp"3912842330'

<sup>3:6</sup>"HEO "Ctej kxgu."D6803: 3 t: 4."hñuv'o ggvpki "qh'Vtckpgg'O go dgtu'Eqo o kwgg'3"Ugr vö'  
3; : 30'

<sup>3:7</sup>"DO L"Medical Manpower: II, 9: /: 40'

qpeg"eqo o kwgf "v'y gug'ur geknkgu."y g'y qo gp'hqwpf "gzekgo gpv'lp"j gr lpi "v'f gxgnr "y go 'hwtj gt<sup>8</sup>:"Y j cvxgt "y g'tgcuqp'hqt'ugrevkqp."y qo gp'o cf g." y gtghqtg."y g'dguv'qh'y g'ukwcvkqp"cpf "c'pwo dgt'tgcej gf "ectggt'i tcf g."cu" knwutcvgf "lp"Vcdng"; "uj qy lpi 'y qo gpau'r tqi tguu'lp'ugrevgf "hgu'r qr wrct" ur geknkgu"eqo r ctgf "y kj "hkwg"ej cpi g'lp'i gpgtcn'o gf lekpg"cpf "uwti gt { " f wtlpi "y ku'f gecf gO' "

Lco gu'Rctnj qwug."lp"j ku'tgi wrct'uwtxg{u'ltqo "3; 96"qh'ectggt'r tghgtgpegu'qh" i tcf wcvkpi "cpf "{qwpf "f qevqtu"cetquu'y g'WM'eqphko gf "y cv'y qo gp'f qevqtu" vqqn'o qtg'vko g"v'ugwng"lp'y gk'hkpcn'ur geknkg "ej qleg'y cp'o gp0Vj g{ "y gtg" wpuwtg'cdqw'y g"eqo r cvdkkv{ "qh'ectggt"ej qlegu'y kj "tqgu'lp'hco kn' "hkg"cpf " y gtg."y gtghqtg."o qtg'hkngn{ "v'eqo r tqo kug<sup>9</sup>:"Ceeqtf lpi "v'Rctnj qwug." ectggt"ej qleg'lpqxnggf "c"eqo r ngzk{ "qh'hcevqtu"uwtvki "lp'uej qqn'y kj " r tgeqpegkxgf "kf gcu'cdqw'ur geknkgu"cpf "y gk'tgrvkg'ucwuu'y j lej "y gtg" j qpfg "lp'o gf lecn'uej qqn'cpf "y gp'cf f gf "v'd { "gctn{ "ncm'qh'ggr quwtg"vq" ur geknkgu'uwej "cu"cpvguy gkeu."tcf kqmi { "cpf "r cvj qmi {<sup>0</sup>:"Y ctf "hqwfp"lp" j gt'uwtxg{ "qh'y qo gp'f qevqtu'y cv'62' "ej qug'y gk'ewttgpv'ur geknkg "qp'y g" dcuku'qh'ku'eqo r cvdkkv{ "y kj "hco kn' "hkg"cpf "54' "dgecwug"qh'lpvgtguv."hknpi " qt'cr vkwf g<sup>1</sup>:"Vj g'TEI R"lp"3; 9; "y tqvg"j qy "y qo gp'y gtg'r ctvkwrtn{ "y gmi" uwkgf "v'i gpgtcn'r tcevkgy qtn'y j gtg"c"o qtg'or cuukxg."pwtwtlpi ." eqwpugnpi "tgrvqpuij kr ö'y cu'tgs vktgf "cpf "o gp'o ki j v'f q'dgwgt"lp'ukwcvkqpu" y j gtg'öf { pco le."cevkxg."j ki j n{ "gej plecn'lpvgtxgpvqpuö"y gtg'pggf gf <sup>2</sup>:"

<sup>3: 8</sup>"h'vgtxky ggu"C"cpf "F"y gtg'lp'utwo gpvcl'lp"f gxgnr lpi "h'ecnr u{ ej qvj gter gwle"ugt'xlegu" hqt"gzco r ng0Rgtuqpcn'eqo o wplecvkpu"2; 129 12; "cpf "Lwn{ "422; 0"

<sup>3: 9</sup>"Rctnj qwug."Medical Graduates, 3890"

<sup>3:</sup> "Rctnj qwug."Medical Manpower, : 5/: 0"

<sup>3:</sup> "Y ctf."Careers of Medical Women, 53/50"

<sup>3: 2</sup>"Journal of the RCGP."Gf kqtkcn"öY qo gp'I gpgtcn'Rtcevkqpvtu.ö"4; . "423 \*3; 9; +23; 7/: 0"

**Table 9 Comparison between Percentage of Women in Community Medicine, other Less Popular and Shortage Specialties, General Medicine and Surgical Group of Specialties 1974-1980**

Grade		Community Medicine (%)		Anaesthetics (%)		Pathology Group <sup>1</sup> (%)		Psychiatry Group <sup>1</sup> (%)		Geriatrics (%)		General Medicine (%)		Surgical Group (%)	
		74	80	74	80	74	80	74	80	74	80	74	80	74	80
<b>Career grade</b>		63"	59"	38"	42"	32"	36"	35"	3;"	:	32"	5"	6"	4"	4"
<b>Sub cons<sup>2</sup></b>		76"	7;"	69"	73"	7;"	82"	62"	6:"	62"	67"	Xgt{" my " pwo dgt"		:	36"
<b>Junior doctor</b>	<b>SR</b>	57"	63"	49"	49"	4;"	59"	49"	53"	:	38"	7"	7"	3"	3"
	<b>Reg</b>	*Tgi " hi u'kp" UTu:"		53"	49"	5;"	63"	48"	52"	:	35"	;"	39"	5"	6"
	<b>SHO</b>	82"	"	59"	56"	57"	63"	4:"	57"	38"	43"	37"	48"	7"	33"

Uqwtg<F J UU'cppwcn'y qtnhteg'egpuwu'ucvku'cv52"Ugr v0'Ego o wpx{ "o gf lekpg"  
\*Gpi rcpf =qj gt'ur geknku"Gpi rcpf "cpf "Y cgu+0"

Mg{<

'Rcvj qmi {<I gpgtcn'r cvj qmi {."ej go lecn'r cvj qmi {."j cgo cvqmi {."j kuxr cvj qmi {."o gf lecn'  
o letqdkqmi {."dmqf "tcpuhwukqp."ko o wpxr cvj qmi {."pgwtqr cvj qmi { "  
Ru{ej kv{<0 gpvcn'j cpf lecr."o gpvcn'knpguu."ej kf "cpf "cf qrguegpv'r u{ej kv{."hqtgpule"  
r u{ej kv{."r u{ej qj gter { "  
Vgo r qtct{ "i tcf g"kp"eqo o wpx{ "o gf lekpg=0 gf lecn'cuukucpw'kp"j qur kcn'o gf lekpg"

CLOUy gtf my "et"al."eqphkto gf "kp"j gk"uwtxg{ "qh'y qo gp"f qevqtu'kp"j g"  
Qzhqtf "Tgi kqp"kp"r quv'tgi kwtct'tckpki "r quu'yj cv'hgy "y gtg'kpvtgungf "kp"  
ur geknku'y kj "r tkxcv'g'r tceveg."y j gtg'eqo r gvkkqp"y cu'kpvgpug."y g"j qwtu"  
y gtg'mpi ."qp/ecm'uwducpv'kcn"r tqo qvqp"umy "cpf "gzco kpcv'kpu'f kkkewm0'  
Ur gekm{ "ej qleg'y cu'f gr gpf gpv'qp"eqpf kkpqu'qh'y qtn'icpf "eqo r cvdkk{ "  
y kj "o cttkgf "hkg"cpf "ej kf tgp'tcvj gt'yj cp"qp"cp{ "r ct'kewrctn{ "hgo klpkg"  
kpvtgu'kp"j g'y qtn0"O quv'y qo gp"qp"j ku'dcuku'j cf "uy kej gf "h'qo "lpkkn"  
y j cv'yj g'cwj qtu'tghgt "q"cu'yj g'oi tqwr "qpgo"j qur kcn'ur geknku"i gpgtcn'  
o gf lekpg."rcgf kv'kcu."uwti gt{."qdugt'kcu"cpf "i {pcgeqmi {+."q"oi tqwr "y qö"  
ur geknku"i r cvj qmi {."r u{ej kv{."cpcguj g'kcu."tcf kqmi { "cpf "tcf kqj gter {+"

qt'i gpgtcrnr tceveg<sup>3</sup>; <sup>3</sup>Gxgp'lp'yj g'hgu'r tguvi kwu'ur gekcnkgu.'yj gtg'y cu'pq"  
 i wctcpvgg"qh'r tqo qvqp'dg{qpf'lwplqt'f qevqt"vq'ectgg't' tcf g'r quu0'  
 "  
 "

### Women at the bottom of the medical pile along with overseas-trained doctors

Chgt'3; 96'yj gtg'y cu.'lp'fcev.'cp'lpetgculpi 'f kulpvqp"dgvy ggp'lwplqt'r quu"  
 yj cv'y gtg'r ctv'qh'cp"qti cplugf'vtcklpi 'uej go g'cpf'yj qug'yj cv'y gtg'r tko ctkn"  
 ugtxleg'r quu'hnkf'd{ "qxgtugcu/s wcnhkf'f qevqtu'y kj "vgo r qtct{ "  
 tgi kmtcvqp"cpf'd{ 'y qo gp'f qevqtu<sup>3</sup>; <sup>4</sup>"O qu'y qo gp'y qwf'rcpi wkuj ."  
 yj gtghqtg."cnpi 'y kj "qxgtugcu/vtckpgf'f qevqtu.'lp'yj g'or ctu'qh'j cpf uö"  
 ecvgi qt{ "qh'go r m{ o gpv'qt'uwdequwncpv'i tcf gu."eqo r gvki 'hqt'ny gt"  
 i tcf g'r quu0'Vj g'LEE'r qkpgf'qwl'p'3; 96'yj cv.'cv'UJ Q'cpf'tgi kmtct'ngxgn."  
 Dtkkuj 's wcnhkf'f tcf wcvgu'y gtg'qwpwo dgtgf'd{ 'yj qug'y j q'y gtg'qxgtugcu/  
 s wcnhkf'cpf'k'y cu'j ctf "vq'o cng'uwg'yj g'rcwgt'f kf'pqv'uc{ "qp'cv'yj g'gpf'qh"  
 yj gk'tcklpi 0<sup>3</sup>; <sup>5</sup>Vj ku'y cu'yj g'tgxgtug'qh'yj g'3; 8: "Tq{cn'Ego o kulkp"qp"  
 O gf kecn'Gf wecvqp'lpvqp'lp'yj cv'cp'lpetgcug'lp'Dtkkuj "o gf kecn'i tcf wcvgu"  
 y qwf'o gcp'rj culpi "qwl'qh'yj g'pggf'vq'tgn{ "qp'qxgtugcu/vtckpgf'f qevqtu0"  
 Vj g'FJ UUI tggp'Rcr gt"qp"o gf kecn'o cpr qy gt'lp'3; 9: "eqo o gpvgf'yj cv"  
 qxgtugcu/vtckpgf'f qevqtu'ukn'r tqxkf gf'cp'öwpgcu{ö'uw r qtv'vq'yj g'r {tco kf "  
 cu'kmutcvgf'lp'Vcdng'320<sup>3</sup>; <sup>6</sup>Vj g'j knqtlecn'u{uvgo "o c{ "j cxg'dggp'etgcnlpi "  
 dw'y cu'ukn'ht'o n{ 'lp'r nreg0'  
 "  
 "  
 "  
 "  
 "  
 "  
 "  
 "

<sup>3</sup>; <sup>3</sup>"C00Uy gtfm'y "gy'cn0"öY qo gp'F qevqtu'lp'Vtcklpi <Rtqdrgo u'cpf'Rtqi tguu.ö"BMJ 4: 3"  
 \*35"Ugr 03; : 2+976/: 0'  
<sup>3</sup>; <sup>4</sup>"Gnqp."Medical Autonomy."590'  
<sup>3</sup>; <sup>5</sup>"LEE'Ctej kxgu."o kpwgu'qh'o ggkpi '37'Qex03; 960'  
<sup>3</sup>; <sup>6</sup>"FJ UU."Medical Manpower."5; 0'

**Table 10 Percentage Overseas-born Doctors<sup>1</sup> by Grade England and Wales 1975-1980**

Grade	1975 Overseas born doctors	1980 Overseas born doctors
Consultant	36' .....	38' .....
Medical Assistant	57' .....	62' .....
Senior Registrar	4: ' .....	47' .....
Registrar	79' .....	76' .....
SHO	82' .....	6: ' .....

"

Uqwtg-2FJ UU'cppwcn'o gf lecn'y qtnhqtg'egpuw'52'Ugr v0gcej '{ gct0

<sup>1</sup>Dqtp'qwwkf g'qh'I tgcV'Dtkckp.'P qt yj gtp'Kgrcpf.'Kkuj 'Tgr wdne0K'uj qwf 'dg'pqvgf 'y cv' uqo g'qxtugcu'dqtp'f qevqtu'y gtg'y qo gp0'

"

Tgutlekqpu'qp'kpeqo kpi 'qxtugcu'i tcf wcvu'y gtg'gxgpwcm' 'kptqf wegf "

y j gp'yj g'I O E'y kj f tgy 'tgeqi pkkqp'qh'tgi kntcvkqp'qh'f qevqtu'ltqo 'o cp { "

o gf lecn'uej qqnu'kp'yj g'kpf kcp'uwdeqpvkpgpvd { "3; 970Vguu'qh'rcpi wci g'cpf "

o gf lecn'eqo r gvgpeg'y gtg'cnuq'kptqf wegf 0'Cmipi ulf g'y ku."qyj gt'eqwptkgu"

gzc r cpf gf 'yj gkt'qy p'o gf lecn'uej qqnu'cpf 'ko r qugf 'j ctuj 'gpvt { 'vguu'luq'y cv'

qr r qtwpkkgu'hqt'WM/vtckpgf 'f qevqtu'v'q'o qxg'cdtqcf 'y gtg'rguugpgf 0<sup>3</sup>: 7'"D { "

yj g'gpf 'qh'yj g'f gecf g'yj gtg'y cu'c'tgf wegf 'f go cpf 'cnuq'hqt'qxtugcu'f qevqtu'

dgecwug'qh'i tqy kpi 'pwo dgtu'qh'WM/vtckpgf 'f qevqtu'y kj 'yj g'gzc r cpukqp'kp'

yj g'pwo dgt'qh'o gf lecn'uwf gpw0<sup>8</sup>: 8'"C'i tgcvtg'r tqr qtckqp'qh'WM/vtckpgf "

f qevqtu'kp'yj g'my gt'i tcf gu'kpetgcugf 'yj g'r tguwtg'hqt'ej cpi g'kp'yj g'3; : 2u0'

Vj gtg'y cu'uwmeqpvkpwkpi 'eqpegtp'qxtg'yj g'rcem'qh'vtckpki 'hqt'qxtugcu'

f qevqtu'y j q'tgo ckpgf 'kp'yj g'WM'cpf 'y j q'rcpi wkuj gf 'kp'my gt'i tcf gu0<sup>9</sup>: 9'"

Vj g'DO C'Eqwpeki'Y qtnkpi 'Rctv' 'Tgr qtv'qh'3; 9; . 'hqt'gzco r ng.'ecmgf 'hqt'

dgwgt'eqvtn'qh'yj g'pwo dgtu'qh'f qevqtu'eqo kpi 'v'rtcevkug'kp'I tgcV'Dtkckp"

cpf 'dgwgt'wug'qh'yj gkt'ko g'yj tqwi j 'f ghkpgf 'vtckpki 'rtqi tco o gu'qh'iko kgf "

vgpwg0<sup>3</sup>: : "Qpg'kpgtxlgy gg'hqt'yj ku'tgugctej 'tgecmgf 'wpeqxtgkpi 'c'pwo dgt'qh'

UJ Qu'kp'yj gkt'kkgu'kp'j gt'ko g'cu'mecniF gcp'qh'O gf lecn'Gf wecvkqp0<sup>3</sup>: : "

"

<sup>3; 7</sup>Rctnj qwug.'Medical Graduates, 60'

<sup>3; 8</sup>DO C'Ctej kxgu.'Medical Manpower Fact-Finding Group 1978-9."

<sup>3; 9</sup>Rctnj qwug.'Medical Manpower, ; 30'

<sup>3; :</sup> BMJ.'60 gf elcn'O cpr qy gt.'Uchh'kpi 'cpf 'Vtckpki 'Tgs wktgo gpw'/'Tgr qtv'qh'Eqwpeki' Y qtnkpi 'Rctv'0<sup>3</sup>: '8396\*3; 'O c { '3; 9; +23587/980'

<sup>3; :</sup> 'kpgtxlgy gg'G'r gtuppcileqo o wplecvkqp'3912842330'

Vj g'pwo dgt "qh'uwd/equwncpv'i tcf gu'lpctgcugf "cpf "eqpvkwgf "vq'dg'vj g"  
 rkngr "f gukpcvqp"qh'y qo gp"cpf "qxgtugcu" f qevqtu'y j q"eqwf "pqv'o cng"  
 equwncpv'i tcf g."eqvtdwkp'i "vq'vj g'r { tco kf 0"Cv'vj g'tgs wguv'qh'vj g'O Y H"  
 uggmkpi "vq'wr f cvg'ku"3; 82u'tgxky "qh'y qo gp" f qevqtu'ectggt "f gxgnr o gpv"  
 cpf "grgo gpw'qh'f kuucvukcevkp."Dgtgpleg"Dgcwo qpv."c'O cuvgtu'uwf gpv'cv'vj g"  
 NUJ VO ."tcp" c"uwtxg{ "qh'cm'y qo gp" f qevqtu'y kj "tgi kvgtgf "cf f tguugu'lp"  
 vj tgg"Vj co gu'Tgi kpu'lp"3; 980Uj g'tgegkxgf "4.655"eqo r ngvgf "  
 s wguvqppcktgu"t gur qpug'tcvg'qh'97" -0"lp'vj g'j qur kcn'ugtxleg."qrf gt'y qo gp"  
 y kj "ej kf tgp'y gtg'o qtg'rkngr "vq'dg'lp'o gf kcn'cuukncpv'vj cp"equwncpv'  
 r quu0Vj g'eqo o qpguv'ur geknkgu'y gtg'cpcguv g'vku."r u{ej kvt { ."r cgf kvtleu."  
 o gf lekpg"cpf "qduvgtleu"cpf "i { pcgeqmi { 0<sup>422</sup>"  
 "

Vcdrg"33"uj qy u'vj cv'i gpgtcn'r tceveg'tgo clpgf "r qr wrt'y kj "y qo gp'lp'vj ku"  
 f gecf g'cnj qwi j "gpvgtkpi "k'f kf "dgeo g'j ctf gt0D{ "3; 9: ."82" "qh'pgy "  
 tgetwku'vq'i gpgtcn'r tceveg'y gtg'y qo gp."cwtcevgf "d{ "i tgcvgf "hgzklkx{ "cpf "  
 gctrkt "hpcpekcn'ugewk{ 0"Y j gtgu'f qevqtu'wpv'vj g'rcv"3; 92u'eqwf "gpvg"  
 i gpgtcn'r tceveg'y kj "vj g'o kpk wo "qh'r quv tcf wcvg"gzr gtlgpeg."xqecvkpcn'  
 vclpkpi "qh'vy q" { gctu'lp"j qur kcn'o gf lekpg"cpf "qp" { gct'lp'i gpgtcn'r tceveg"  
 y cu'lpvqf wegf "lp"3; 99"cpf "dgeo g'o cpf cvqt { "htqo "3; : 30<sup>423</sup>"Vj gug"  
 tgi wcvkpu."y j kej "lpenwf gf "vj g'tgs vkt go gpv'ht'vko g'vq'dg'ur gpv'lp"j qur kcn'  
 r quu."f kuetko kpcvgf "ci clpuv'y qo gp'y kj "ej kf tgp0<sup>424</sup>"Vj g"3; 88"Hco kn "  
 F qevqtu'Ej ctvt "cpf "o qxg'vq'vj g'lpvqf wevkp"qh'xqecvkpcn'vclpkpi "j cf "rgf "  
 cnq"vq'cp"lo r tqxgf "ucpf kpi "hqt"i gpgtcn'r tceveg"co qpi "o gp0lp'vj g"3; 92u"  
 o qtg'o gp'y gtg'cnq"gpqwtci gf "lpvq'i gpgtcn'r tceveg'lp'tgur qpug'vq"  
 dqwrgpgemu'lp'r qr wrt"j qur kcn'ur geknkgu."lpctgcukpi "vj g'eqo r gvkkp'hqt"  
 y qo gp0<sup>425</sup>"Vj g"DO C"ucvgf <öcv'hqpi "hcu'i gpgtcn'r tceveg"j cu'vj g'r tqur gev"  
 qh'tgetwkp'i "c"uwthekgpv'pwo dgt"qh'ur gekhccm{ "vclpgf "j ki j "s wcrkv{ "

<sup>422</sup>"Dgtgpleg"Dgcwo qpv."öVclpkpi "cpf "Ectggtu'qh'Y qo gp" f qevqtu'lp'vj g'Vj co gu'Tgi kpu.ö  
 BMJ 3."8328"43"lcp03; 9: +<3; 3/50"

<sup>423</sup>"F OY U cm"öXqecvkpcn'vclpkpi "hqt"i gpgtcn'r tceveg.ö"Health Trends,"7."6"p qx03; 95+<  
 : 2/40"

<sup>424</sup>"O Y H'Ctej kgu."Proceedings of a Conference"3; 97=Y ctf."Careers of Medical Women,  
 53/50"

<sup>425</sup>"gi "Health Trends,"öO gf kcn'Uchhpi "cpf "Rtqr gew'lp'vj g'P J U'lp'Gpi rcpf "cpf "Y cngu"  
 3; 98.ö"5."; "Cwi 03; 99+0"

**Table 11 General Medical Practitioners England at 1 October 1974, 1977, 1982**

	1974	1977	1982
<b>Total nos. men</b>	39.7; ; "% : ' +"	39.: : 9"% 8' +"	3: .: : 8"% 5' +"
<b>Total nos. women</b>	4.748"%35' +"	4.; 4; "%36' +"	5.; 22"%39' +"
<b>% overseas born (men and women)</b>	39(8' "	3; 9' "	45' "

F qqtu. 'cu'c'tguwn. 'uextvgf "v"enug'hqt'y qo gp0Vcnkpi 'ko g'qwh'ht'f qo guke"  
tgcuppu'y cu'f ggo gf "c'dcttktg0<sup>428</sup>""Y j kuv'r ctv'ko g'tcklpi 'y cu'r quikdng"  
vj gtg'y gtg'hey 'r ctv'ko g'r quu'cxckndng'cv'yj g'gpf "qh'tcklpi 'f wg'vq"  
rtglwf leg'ci ckpu'y qo gp0<sup>429</sup>"Y qo gp"cuukucpu'lp'i gpgtcn'r tceveg'y gtg'cnuq"  
kpgri kdrng'hqt'r tlpekr cn'uj k u'dgecwug'yj g{"j cf "pqv'f qpg'yj g'o cpf cvqt {"  
tcklpi 0<sup>42</sup>: "Vj g'O Y H'j cf "eqpegtpu'yj cv'y qo gp'y gtg'o wej "ngui'hknng' 'y cp"  
o gp"vq'f q'yj g'tgs wktgf "tckpgg{"gct. 'y j kuv'dgkpi "o qtg'hknng' 'vq'f q'ngui'qp/  
ecm'y qtn'icpf "ngui'eqpvkpwkpi "gf wecvkp0Vj gtg'y cu'tkum'qh'yj g'f gxgnr o gpv'  
qh'c'vy q/vkt 'ugt xleg0<sup>42</sup>: 'Cp'gf kqtkcn'lp'yj g"*Journal of the RCGP* kp'Cr tki'  
3; 9; "tkgf "vq'guko cvg'yj g'y qtnkpi 'r cwgtpu'hqt'y qo gp'I Ru0Qp'yj g'dcuku'qh"  
wr "vq'gki j v{"gctu'qw'qh'r tceveg'hqt'r tg/uej qqn'ej krf tgp'cpf "c'r quikdng"  
hwtvj gt'vcp{"gctu'qh'r ctv'ko g'y qtnkpi . 'vj g{"ecrewrvgf 'y cv'y qo gp"qh'htgf "  
5: ' 'ngui'o gf kcn'y qtn'yj cp"co cp0<sup>432</sup>"Tqugo ct {"T'wg'uwo o gf 'wr 'y g"  
r ctv'kwrt'f ktkewm'gu'hqt'y qo gp'lp'i gpgtcn'r tceveg0Xqecvqpnd'tcklpi "  
eqkpek'gf 'y kj "yj g'r gtlkf "qh'ej krf /dgctkpi "cpf "t'gur qpukdkk'v'ht{"qwp " "  
hco kku0O gp'y gtg'cnuq'pqv'r tgr ctgf "vq'cr r qkp'y qo gp"vq'r ctv'ko g'

<sup>432</sup>Lawpən'q'h'j g'TEI R. "Women General Practitioners."3: 7/: 0"

r tlpkr cn/uj kr u'dgecwug'yj g{ 'f kf "pqv'dgkexg'y qo gp'eqwrf "uj ctg'yj g'r tcevek "tgur qpukdkkkgu"qp" c'r ctvko g'dcuku<sup>433</sup>"

### Small initiatives to aid women in the context of a system prone to discrimination and nepotism

Y qo gp'y gtg'f kuf xcpwi gf . 'y j gtghqtg. 'lp" c' u{ ugo 'y j lej 'eqpvkpwgf "v' tgn{ " qp" o gp' hqt "r tqo qvqp" cpf . 'f gur kg'Gs wcnQr r qtwpkkgu'rgi kurvqp. " r tglwf leg" ci ckpuv'y qo gp<sup>0</sup>Dgtgpleg'Dgcwo qpv. 'lp" j gt' uwtxg{ "qh'y qo gp" f qevqtu'lp" yj tgg"Vj co gu'T gi kppu'lp"3; 98. 'hwpf "f kuetko kpcvqp"qp" yj g" i tqwpf u'qh'ugz "lp" ej qleg"qh'ur gekn{ . 'hklpi /lp" j qur kn'cee qo o qf cvkqp" cpf " i gpgtcr' tcevek"qr r qtwpkkgu<sup>0</sup>Vj gtg'y cu'qr r qukkqp"v' yj g'kf gc"qh'o cttkfg " y qo gp'y qtnkpi 'ltqo 'ugnevqp"eqo o kwgg. 'eqngci wgu'cu'y gm'cu'uqo g" j wudcpf u<sup>0</sup><sup>434</sup>"Uy gtfm'y "et al. y tqvg'lp"3; : 2'y cv'y j gp" c'y qo cp'ku'npqy p"v" j cxg"uo cm'ej kf tgp" j gt'eqngci wgu'y kpmij g'ku'guu'f gf kcvgf "y cp" c'o cp<sup>0</sup><sup>435</sup>" Cmgp. 'lp" j gt'lpvgtxky u'y kj "y qo gp'f qevqtu. 'ekgf "r tglwf leg" ci ckpuv" cr r qkvpki "y qo gp" cpf "kpcr r tqr tkvg's wgu'kpu"cv'lpvgtxky u'wej "cu" y j gyj gt" cpf "y j gp" yj g{ "o ki j vj cxg"ej kf tgp<sup>0</sup>J gt"3; : 3"eqj qtv'ukm'ekgf " tgegkxkpi "ugzkvtgo ctmu'lp" o gf kecn'uej qqr<sup>0</sup>Y qo gp'y gtg'pqv'cnpg. " j qy gxgt<sup>0</sup>Uj g'hwpf "o gp'y gtg'cnuq'uwdlgev"v" j wo kkvkpi "tgcwo gpv'd{ " ugplqt "f qevqtu<sup>0</sup><sup>436</sup>"Uj qtg'y cu'o qtg"qr vko knke<sup>0</sup>Y tkkpi "lp" yj g'O Y H" P gy urgwgt "lp"3; 9; "uj g'eqo o gpvgf "y cv'ulpeg"y qo gp" j cf "gpvgtgf "o qtg" ur geknkkgu"o gp"y j q" j cf "pgxgt"gzr gtlgpegf "y qtnkpi "dgukf gu'y qo gp"qp"cp" gs wcn'hqvkpi "dghqtg'hwpf "kv'guu'wcwo cve" yj cp"gzr gevfg "cpf " f kuetko kpcvqp"cu" c'tguwn' j cf "dgeo g'guu"cr r ctgpv<sup>0</sup><sup>437</sup>"J qy gxgt. "ceegu"v" eqpuwn'cpv'r quu'y cu'f gr gpf gpv'qp"lpvkt "f qevqtu<sup>0</sup>tgrcvkpuj kr u'y kj "ugpkqtu" cpf "y qo gp'y gtg'guu'hkn{ "v" j cxg"ugplqt"ur qpuqtu"y cp" o gp<sup>0</sup><sup>438</sup>"Y qo gp" f qevqtu'lpvgtxky gf "hqt" yj ku'tgugctej . "dqj "yj qug'lp"eqo o wplv{ "o gf lekpg"cpf " qvj gt" o gf kecn'ur geknkkgu. "tgeqi plugf "y j g{ "pggf gf "v" wug'pgy qtnu"cpf "

<sup>433</sup>"O Y H'Ctej kgu. "UC IO Y HIC06B7. 'Ectggtu'Ego o kwgg'r cr gtu. "Lwpg"3; 97. "Part-time Training in General Practice for Married Women Doctors."

<sup>434</sup>"Dgtgpleg'Dgcwo qpv. "öUr gekn'Rtqxkukpu'hqt"Y qo gp'F qevqtu"v"Vtckp"cpf "Rtcevug'lp" O gf lekpg"chgt "I tcf wcvqp<C" Tgr qtv'qh'c"Uwtxg{ .ö"Medical Education"35\*3; 9; +24: 6/; 30'

<sup>435</sup>"Uy gtfm'y "gv'cn0"Women Doctors in Training, 976/: 0'

<sup>436</sup>"Cmgp. "Doctors and Their Careers, 3: : .; 50'

<sup>437</sup>"O Y H'Ctej kgu. "UC IO Y HID04157/77. "P gy urgwgt"3; 9; . "Grl cdyj "Uj qtg. "öRgtur gevkgu" hqt "Y qo gp'F qevqtu<C" RgtuqpcnXlgy .ö "

<sup>438</sup>"Cmgp. "Doctors and Their Careers, 383. "4740'



eqpweu'v'cej kxg'r tqo qvqp0'k'c'uo cm'ur gekn' 'uwej 'cu'eqo o wpl' " o g'f'ekp'g'v' ku'y cu'gukgt'cpf'eqo o wpl' 'r j { ulekp'u'cuq'j cf 'ceegu'v'."cpf " wugf. 'o cpci go gpv'eqmgi wgu'v'cuukv'kp'r tqo qvqp0"

"

Cp{ 'pcvqpcn'k'k'k'v'x'gu'v'q'ko r tqxg'v'j g'r qukkqp'qh'y qo gp'f'qevtu'y gtg'ukm' r ctv'kn'j qy gxgt. 'cpf 'r qqt' 'ko r ngo gpvgf 0Ceeqtf kpi 'v'q'Tlej ctf u.'y tkkpi " kp'v'j g'BMJ'k'3; 9: . 'öq'o ctt { 'v'j g'ectggt'cur k'v'k'p'u'qh'y qo gp'f'qevtu'y kj " v'j gkt'f'qo guk'e'tgur qpukdk'k'gu'j cu'r tqxgf 'v'q'f'k'k'k'w'v'cpf 'v'q'g'zr gpukxg'hqt" Dtkckp-c' 'hgy 'v'gpv'k'x'g'u'gr u'j cxg'dggp'cngp'kp'v'j g'tki j v'f'k'gevkqp'dw'v'j g{ " hcm'hct'uj qtv'qh'pggf 0<sup>439</sup>""

"

Vj g'f'gecf g'y cu'o ctngf 'd{ 'hwt'v'j gt'o qf guv'cwgo r w'v'q'ko r tqxg'ectggt" f gxgnr o gpv'hqt'y qo gp0Vj g'O Y H' hqt'gzco r rg. 'y tqv'v'q'Dctqpguu' l' qwpi " qp'52' Lwp'g'3; 98'v'q'uggn'cp'co gpf o gpv'v'q'v'j g'dkn'k'p'v'qf welpi 'xqecv'qpcn' v'ckp'kpi 'v'j cv'ör tqxkukqp'uj qwf 'dg'o cf g'hqt'tgeqi plkpi 'k'p'v'go kwgpv'cpf " r ctv'ko g'g'zr g'k'gpeg'cpf 'v'ckp'kpi 0'Dctqpguu' l' qwpi 'r j qp'g'f'v'j g'O Y H'3" Lwn' 'v'q'uc { 'v'j ku'j cf 'dggp'f'qp'g<sup>03</sup>: "Ceeqtf kpi 'v'q'Dgcwo qp'v'u'w'v'x'g{ 'qh'5.484" y qo gp'f'qevtu'tgi k'v'gt'g'f 'dgw'ggp'3; 67'cpf'3; 96.'c'r g'k'qf'qh" wpg o r m{ o gpv'hqt'o cttk'g'f 'y qo gp'y kj 'ej k'f'tgp'y cu'o qtg'qt'nguu'k'p'g'x'k'cdrg" dw'v'j g'uej go gu'v'q'dquv't'g'v'p'v'k'p'cpf 't'g'v'ckp'kpi 'kp'v'j g'o k'f/3; 92u'y gtg" ökp'u'w'h'k'k'g'p'v' 'r w'd'k'k'ugf. 'k'p'h'g'z'k'dn' 'cf o k'p'k'v'gt'g'f'cpf 'h'ko k'g'f'kp'c'x'c'k'c'd'k'k'v' " ngcf kpi 'v'q'gz'v'go g'h'w'v'v'ck'p'kp'h'p'f'kpi 'r ctv'ko g'v'ckp'kpi 0<sup>43</sup>; ""

"

D{ '3; 96. 'v'j gtg'y cu'h'kw'g'qr r qukkqp. 'cv'ngcu'kp'r tlpekr ng. 'v'q'r ctv'ko g' v'ckp'kpi 'kp'o quv'ur gekn'k'gu0Vj g'LEE. 'hqt'gzco r rg. 'kp'3; 96'ci tggf 'v'j cv'r ctv' ko g'v'ckp'kpi 'qr r qt'w'p'k'k'gu'uj qwf 'dg'cr r r'k'g'f'gs wcm' 'v'q'o gp'cpf 'y qo gp." r ctv'ko g'o gcpv'cv'ngcu'j crh'v'ko g'cpf 'v'j cv'pgy 'UT'r quu'uj qwf 'pqv'dg" etgcvgf 'dw'gz'k'k'p' 'r quu'w'ugf 0C'o ggkpi 'qp'39'Qevqdg'3; 96'qh'ku" O g'f'k'c'n'O cpr qy gt'Gf w'ec'v'k'p'N'k'k'k'p'I tqwr 'uwr r qt'v'g'f'v'j g'r tlpekr ng'v'j cv" y qo gp'uj qwf 'dg'g'p'cdrgf 'v'q'w'p'f'gti q'ur gekn'k'v'v'ckp'kpi 'q'x'gt'c'ngpi gt'r g'k'qf "

<sup>439</sup>"Rvg't'lej ctf u.'öY cuvgf 'Y qo gp'f'qevtu.ö BMJ'3\*3; 9: +<, 7/80'

<sup>43</sup>: "O Y H'Ctej k'gu. 'UC IO Y Hll 065 B. "Working Party on GP Vocational Training - Correspondence, Minutes, Reports 1966-76."

<sup>43</sup>: "Dgcwo qpv."Women Doctors, 4: 6/; 30'

r tqxkf gf 'y g'vqcn'tcklpi 'y cu'qh'cp'gs wcn'ucpf ctf 'v'hw/vko g<sup>442</sup>"Vj g"  
Tq{cnEqngi g'qh'Uwti gqu'eapvkwgf 'v'tghwug'v'ceegr v'r ctv'ko g'tcklpi "  
lp'wti gt { 'qp'y g'dcuku'y cv'y gtg'y qwf "dg'pq"eqpvkw\ "qh'ectg'ht"  
r cvkpw<sup>443</sup>"Uqo gy j cv'rcv'lp'y g'f c { . 'y g'FJ UU."eqegtpgf "cdqw'y g"  
geqpqo le'pggf 'v'o czko lug'y qo gp'f qevtu'r tqhguakpcn'eqvtkdwkq.  
qti cplugf "c'y q/f c { "eqphgtgpeg'Lwn { "3; 97"qp'y qo gp'lp'o gf lekpg<sup>444</sup>"Vj g"  
eqphgtgpeg"eqpenw gf 'y cv'y qo gp'f qevtu'y j q'eqwf 'y qtnlhw/vko g'y qwf "  
j cf 'y g'uco g'qr r qtwpkkgu'cu'o gp'dw'y qug'y j q'f tqr r gf . "qt'tgf wegf . 'y gk"  
r tqhguakpcn'eqo o ko gpv'y gp'hceg f'f khlwngulp'tgvpvqp'qh'unkm'cpf "  
eqphkf gpeg. 'lp'qdvcklpi 'uwkcdng'tcklpi 'cpf 'lp'cr r qkpvo gpv'v'r gto cpgpv"  
r quu<sup>0</sup>"F grgi cvgu'eqpukf gtgf 'y cv'y g'3; 8; "uej go g'ht'r ctv'ko g'tcklpi "ht"  
y qo gp'f qevtu'y tqwi j 'y g'etgcvkp'qh'uwr gtpwo gtct { 'r quu'wpf gt'Ektewrt "  
\*J O \*8; +8+y cu'pqv'dgkpi 'hwn { 'wugf 0Uqo g'o cttkf 'y qo gp'f kf "pqv'hpqy 'k"  
y cu'cxckcdng0Uqo g'PJ U'cwj qtkkgu'cpf 'r tqhguakpcn'dqf kgu'eqpukf gtgf "  
r ctv'ko g'y qtnl'cpf 'tcklpi 'v'dg'qh'o kpt'ko r qtwpeg"cpf 'f kf "pqv."  
y gtghgt. "f guki pcvg'r gqr ng'y kj "ur gekkle'tgur qpukdkk\ "ht'r gtuqppgny qtnl  
y kj 'y gug'f qevtu<sup>445</sup>"F grgi cvgu'y gtg'f kxkf gf "dgvy ggp'y qug'y j q'y qwi j v"  
y qo gp'uj qwf "dg'uvgtgf 'v'ur geknkgu'y j gtg'r ctv'ko g'tcklpi 'cpf 'y qtnl  
y gtg'ceegr wgf "cpf 'y qug'y j q'y qwi j v'qr r qukkqp'v'r ctv'ko g'tcklpi "  
tghngevgf 'tcf kkpnc'cwkwf gu'cpf "qti cplucvqpcn'kphgzkdkk\ <sup>446</sup>"

"

Hqmy kpi 'y g'eqphgtgpeg. 'y g'FJ UU'r tgr ctgf "c'pgy "ektewrt"qp'r ctv'ko g"  
tcklpi 'cpf "go r m { o gpv<sup>0</sup>Vj gtg'y gtg'y q'unenki "r qkpva. "j qy "y gug'r quu"  
y qwf "dg'hwf gf "cpf 'y j gvj gt'y g { 'y gtg'uw gtpwo gtct { "qt'r ctv'qh'y g"  
guvdrkj o gpv'qh'r quu'cpf 'y gtgd { "qr gp'v'hwneqo r gvkkqp<sup>0</sup>"Dgecwug'y gtg"  
j cf "dggp'pq'qxgtcm'eqvtqn'qh'y g'r quu'lp'uqo g'ur geknkgu'ukpeg'y g"  
r tgxkwu'ektewrt \*J O \*8; +8+ 'k'eqwf 'lp'y gqt { "dg'gculgt'ht'c'f qevt'v"  
qdvckp'c'r ctv'ko g'r gtuqpcnr quv'y cp'cp'guvdrkj gf 'r quv<sup>447</sup>"C'uwtxg { "qh"  
TJ Cu'd { 'y g'O Y H'lp'3; 98"uj qy gf "qpn { 'ukz"j cf 'ugv'culf g'ugr ctcvg'hwf kpi "

<sup>442</sup>"LEE'Ctej kxgu."C6B7I53."Medical Education and the JCC 1972-4."

<sup>443</sup>"Ibid., Ngwgt'v'Rtgukf gpv'qh'TEQI "32"Qex03; 960"

<sup>444</sup>"DOL"Medical Manpower: II, 9: /: 40"

<sup>445</sup>"O Y H'Ctej kxgu."Proceedings of a Conference"

<sup>446</sup>"Ibid."

<sup>447</sup>"LEE'Ctej kxgu."o ggkpi "46"lcp03; 9: . "Crr gpf lz"V. "Rctv'ko g'Go r m { o gpv'qh'F qevtu"  
y kj 'F qo guke'Ego o ko gpv'F kcdkkl' "cpf "Kpquu0"

hqt "vj gug'r quu'r t g x k w u n f " c p f " y q " l p " N q p f q p " y g t g " p q " h p i g t " e q p u k f g t k p i " c r r n e c p u 0<sup>48</sup> " D g y g g p " 3 " L c p w c t { " c p f " 52 " U g r v g o d g t " 3 ; 99 " c " ö r c v j g v e c m f " u o c m ö " p w o d g t " q h " r c t v " k o g " r q u u " j c f " d g g p " u g v " w r " w p f g t " v j g " u e j g o g " c e t q u u " G p i n p f " c p f " Y c n g u / " c " v q c n l q h " 59 " U T " c p f " 59 " t g i k u t c t " r q u u 0 " U q o g " t g i k p u " j c f " p q p g 0<sup>49</sup> " C " o g g v k p i " d g y g g p " v j g " O Y H " c p f " F J U U " q p " 35 " F g e g o d g t " 3 ; 98 " q p " r c t v " k o g " v t c k p k p i " r q u u " l p " j q u r k c n l u r g e k c n k g u " e q p h k o g f " v j c v " v j g " F J U U " f k f " p q v " y c p v " v q " h w p f " v j g " r t q i t c o o g " e g p v t c m f " c u " k " h g c t g f " c w j q t k k g u " y q w f " p g x g t " v j g p " e q o o k " v q " v j g " r t q i t c o o g 0<sup>44</sup> : " "

Vj g " t g n g x c p v " e k t e w m t . " R O \* 9 ; + 5 . " y j g p " k u u w g f " l p " U g r v g o d g t " 3 ; 9 ; . " e q w f " p q v " o g g v " c m l " g z r g e v c k p u 0 " K " u v c g f " v j g t g " u j q w f " d g " q r r q t w p k k g u " h q t " r c t v " k o g " v t c k p k p i " l p " c m l u r g e k c n k g u " d w " o c p r q y g t " e q p v t q n l q x g t " v j g " p w o d g t u = " e c p f k f c v g u " u j q w f " d g " c u u g u g f " d { " v j g " u c o g " e t k g t k c " c u " h q t " h w m " k o g " r q u u = " v j g t g " u j q w f " d g " e q o r g v k k q p " d g y g g p " e c p f k f c v g u " v q " o c k p v c k p " u c p f c t f u = " r c t v " k o g " v t c k p k p i " r q u u " u j q w f " o g g v " v j g " t g s w k t g o g p w " q h " v j g " t g n g x c p v " T q { c n l " E q m g i g . " H c e w n f " q t " L q k p v " E q o o k w g g " q p " J k i j g t " V t c k p k p i 0 " T g i k p u " y q w f " d g " g z r g e v g f " v q " h w p f " r q u u " c p f " v j g t g " y q w f " d g " p c v k p p c n l c f x g t w " r n e g f " d { " v j g " F J U U " c v " i g c u v " q p e g " c " { g c t 0<sup>44</sup> : " " V j g " E q p h g t g p e g " q h " O g f k e c n l T q { c n l E q m g i g u " c p f " v j g k t " H c e w n k g u " c v " k u " o g g v k p i " 4 : " C r t k n l 3 ; : 2 " p g x g t v j g n g u u " h q t g u c y " f k h k e w n k g u " l p " k o r n g o g p v c v k p " d g e c w u g " e g p v t c n l h w p f k p i " y c u " p q v " r t q x k f g f 0<sup>52</sup> " V j g t g " y g t g " t w o q w t u " c n u q " v j c v " v j g " t q w g " y c u " d g k p i " c d w u g f " y j g p " U k " F q w i n u " D n e m " R t g u k f g p v " q h " v j g " T q { c n l E q m g i g " q h " R j { u k e k p u . " c v " k u " 49 " L w n f " E q p h g t g p e g " l p " 3 ; : 3 " e q o o g p v g f " v j c v " j g " j c f " j g c t f " u q o g " f q e v t u " y j q " h c k g f " v q " i g v " U T " c r r q k p v o g p w " q r v g f " v q " i q " r c t v " k o g " c p f " r t q o r w l " i q v " c e e g r v g f " k p v " v t c k p k p i " r q u u " y k j q w " e q o r g v k k q p 0<sup>53</sup> " V j g " B M J " e q p u k f g t g f " v j g " q p n f " y c { " v j g " u { u g o " y q w f " y q t n l y q w f " d g " k u " u w e j " r q u u " y g t g " d w k n l k p v " v j g "

<sup>448</sup> " O Y H " C t e j k x g u . " U C I O Y H I I 0 6 : 6 . " H M ( 6 9 ) 6 W o r k i n g o f R e - p r o v i s i o n o f P a r t - t i m e P o s t g r a d u a t e T r a i n i n g P o s t s f o r W o m e n D o c t o r s 1 9 7 6 - 7 , r g w g t " I t q o " C p p g " I t w p g d g t i " v q " U k " J g p t { " l g m q y r g g u " 3 9 " P q x 0 3 ; 9 8 0 "

<sup>449</sup> " L E E " C t e j k x g u . " o g g v k p i " 4 6 " L c p 0 3 ; 9 : . " r g w g t " I t q o " C p p g " I t w p g d g t i . " O Y H " v q " F J U U "

<sup>44</sup> : " O Y H " C t e j k x g u . R e - p r o v i s i o n o f P a r t t i m e P o s t g r a d u a t e T r a i n i n g P o s t s 0 "

<sup>44</sup> : " F J U U . " R O \* 9 ; + 5 " U g r v 0 3 ; 9 ; . " ö Q r r q t w p k k g u " h q t " R c t v " k o g " V t c k p k p i " l p " v j g " P J U " h q t " F q e v t u " c p f " F g p v k u " y k j " F q o g u k e " E q o o k o g p w . " F k u c d k k v l " q t " K n l j g c n j 0 "

<sup>452</sup> " H E O " C t e j k x g u . " D q c t f " o k p w g u " : " O c { " 3 ; : 2 0 "

<sup>453</sup> " H E O " C t e j k x g u . " D q c t f " o k p w g u " 3 2 " U g r v 0 3 ; : 3 0 "

u{ uwo "cu'c'o cpf cvqt { 'tgs wkt go gpv'cpf 'pqv'cu'c'öi tceg/cpf/hcxqwtö"

qr vkp0<sup>54</sup>"

"

Vj g'uej go g'y cu'pgxgt. 'vj gtghgtg. 'hwn{ 'cf qr vgf 0Vj g'O Y H'pgxgtvj gruu"  
eqpukf gtgf 'vj cv'k'j cf 'c'uo cni'r qukkxg'ghge0: : 'r quu'y gtg'cwj qtkugf 'hqt"  
3; 9; /: 2'eqo r ctgf 'y kj '84'vj g'r tgxkquw{ gct. 'cnj qwi j 'k'j cf 'j gctf 'vj cv'y q"  
f qevqtu'y j q'j cf 'r cuugf 'vj g'P cvkqpcn'Ugrgevkp'Ego o kwgg'wpf gt'vj g'uej go g"  
j cf 'dggp'tghwugf 'hwpf kpi 'cv'tgi kqpcn'hxgr0<sup>55</sup>"Uy gtf rny "et al.. 'kp'vj gk'3; 9; "  
uwxg{ 'qh'cmi'474'y qo gp'f qevqtu'kp'r quv'tgi kwtcvkp'tckpki 'r quu'lp'vj g"  
Qzhqtf 'Tgi kqp. 'ukm'hqwpf 'vj cv'c'uwducpvkn'pwo dgt'qh'f qevqtu'y gtg"  
wpcy ctg'qh'vj g'uej go g'Uqo g.'cnuq. 'j cf 'hqwpf 'gxr gkpeg'kp'r ctv'ko g'r quu"  
vq'dg'guu'vj cp'ucvukcevt { 'y kj 'eqo o gpv'uuej 'cu'öqpg'o c { 'gcu'k { 'dgeqo g"  
c'uatv'qh'neuo 'y kj kp'vj g'f gr ctvo gpv. 'hknkpi 'i cr u'cpf 'f qkpi 'guu'f guktcdng"  
lqdu0<sup>56</sup>"Y ctf 'hqwpf 'vj cv'y qo gp'cr r txxgf 'hqt'r quu'j cf 'vj gp'pqv'dggp'cdng"  
vq'hkf 'cr r qkpo gpv'lp'vj gk'j qo g'ctgc0<sup>57</sup>"Uy gtf rny 'cpf 'Twg'tgxkgy gf 'vj g"  
y qo gp'y j q'j cf 'r cuugf 'vj tqwi j 'vj g'Qzhqtf 'Tgi kqp'r ctv'ko g"  
uwr gtpwo gtct { 'uej go g'v'vj g'gpf 'qh'3; : 20Qh'vj g'337'f qevqtu'y j q'j cf 'ngh"  
vj g'uej go g'cpf 'y gtg'kp'öectggtö'r quu.'qpn{ '3; ' 'y gtg'eqpuwncpw'y j knv"  
52' 'y gtg'kp'qvj gt'j qur kni'r quu'uuej 'cu'o gf kni'cuukncpw'cpf '3: ' 'y gtg"  
enkpkni'o gf kni'qh'hegtu049' 'j cf 'i qpg'kp'v'j gpgtcni'r tcevkog00 quv'y gtg"  
y qtnkpi 'r ctv'ko g0<sup>58</sup>"

"

F gur kg'vj g'dcttktu'ci ckpu'r tqo qvkp'hqt'y qo gp. 'vj gtg'y cu'pq'gxkf gpeg"  
vj cv'vj g{ 'y gtg'hcxkpi 'o gf kelpg0'kpuvgef. 'vj g{ 'vqnm'y j cv'lqdu'vj g{ 'eqwf 'i gv0  
Vj g{ 'y qtngf 'hgy gt { gctu'qxgtcm'y cp'o gp0Dgwncj 'T0Dgy rg { 'cpf 'Vj qo cu"  
J 0Dgy rg { 'hqwpf 'vj cv'y qo gp'y kj 'cp'cxgtci g'hco kn { 'qxgt'c'62' { gct"  
y qtnkpi 'rhgko g. 'y gtg'hkng { 'v'f q'ugxgp/gki j vj u'qh'vj g'y qtnqhf'f qevqtu"  
y j q'f k'f 'pqv'j cxg'r tko ct { 'tgr qpukdkk { 'hqt'dgctkpi 'cpf 'tgctkpi 'ej kftgp0<sup>59</sup>"

<sup>454</sup>"BMJ."Women in Hospital Medicine."8; 5/60'

<sup>455</sup>"O Y HCtej kgu. UC IO Y HIC04; . 'Gzgewkxg'Ego o kwgg'O ggkpi "44'Hgd03; : 20'

<sup>456</sup>"Uy gtf rny "gv'ci0"Women Doctors in Training, 976/: 0'

<sup>457</sup>"Y ctf. "Careers of Medical Women, 53/50'

<sup>458</sup>"C0Uy gtf rny 'cpf 'G0Tqugo ct { 'Twg. 'öRctv'ko g'O gf kni'Vtckpki <37' { gctu'

Gzr gkpeg'kp'vj g'Qzhqtf 'Tgi kqp.ö BMJ."4: 5"43'P qx03; : 3-<3593/50'

<sup>459</sup>"Dgwncj 'T0Dgy rg { 'cpf 'Vj qo cu'J 0Dgy rg { . 'öJ qur kni'F qevqtu'öctggt'Utwewtg'cpf 'vj g"  
O kwug'qh'O gf kni'Y qo cpr qy gt.ö"The Lancet"4"\*, 'Cwi 03; 97-<492/40'

Dgcwo qpv'lp'j gt'3; 98'lwtxg{ 'qh'y qo gp'f qevqtu'lp'yj tgg'Vj co gu'Tgi kqpu." hqwpf 'y cv'o quv'y qo gp'f qevqtu'pqv'y qtnkpi 'tgi ctf gf 'y ku'qpn{ 'c'vgo r qtct { " r j gpqo gpqp<sup>45</sup>: "; 2' 'qh'y qo gp'WM'o gf lecn'uej qqn's wcnk'ltu'lt qo 'y g' 3; 6; .3; 73'cpf'3; 87'eqj qtw'lp'Y ctf au'3; 99'lwtxg{ 'y gtg'go r m{ gf 'cu' f qevqtu.'c'j ki j gt'r ctv'ekr cvkqp'tcv'g'y cp'f gp'vkuu\*: 7' +.'pwtugu\*73' +'qt" vgej gtu'\*63' -0<sup>45</sup>: ""Y ctf 'f kf 'hpf .j qy gxgt.'c'f kunkpev'xg'r cwgt'p'lp'uo g" y qo gp'au'ectggtu'y j kej 'uj g'ecmgf "öktewrct.ö'y j gtgd{ 'c'ugt'kgu'qh'wpt'grv'gf " öqvj gtö'r quu'y gtg'j grf 0Rctnj qwug'*et al.* au 3; 9; 'uwf { 'hqwpf 'tgcuppu'hqt" y qo gp'pqv'y qtnkpi 'y gtg'r tkpekr cm{ 'f qo gu'ke'eqo o ko gpw'x'r tgi pcpe{ " cpf 'ej kf 'ectg+hqmqy gf 'd{ 'j cxkpi 'vq'o qxg'dgecwug'qh'yj g'j wudcpf au'lqd" cpf 'qpn{ 'y kf n{ 'pq'uwkcdng'lqd'dgkpi 'cxckcdng<sup>462</sup>""

"

### Changing patterns to women doctors' working lives

Vj gtg'y gtg'y kf gt'ej cpi gu'yj cv'ch'gevgf 'y qo gp'f qevqtu'ø'y kinkpi pgau'vq" y qtm'r ctv'ewrctn{ 'y kj 'tgi ctf 'vq'o cvgt'pk{ 'rgcxg0Vj g'Go r m{ o gpv' Rtq'gevkqp'Cev'qh'3; 97'b gcpv'c'y qo cp'y qwf 'pqv'hug'j gt'lqd'lwu'dgecwug" uj g'y cu'r tgi pcpr.'r tqxkf gf 'uj g'j cf 'y qtn'gf 'hqt'j gt'go r m{ gt'eqpv'kp'wqwu{ " hqt'y q' { gctu'<sup>463</sup>""K'y qo gp'y gtg'eqpv'kwcm{ 'go r m{ gf 'hqt'y q' { gctu'dghqtg" f grkxgt{ 'y g{ 'y gtg'gp'v'w'gf 'vq'tguwo g'y qtm'y kj ""y g'uco g'go r m{ gt'w'vq" 48'y ggmu'ch'gt 'y g'f cv'g'qh'eqph'k'pgo gpv'cpf 'y g{ 'eqwf 'rgcxg'y qtm'ukz'y ggmu' dghqtg'y g'f w'g'f cv'g<sup>464</sup>""Vj qug'lp'i gp'gtcn'r tce'v'leg'i qv'c'o czko wo 'qh'g'ki j v' y ggmu'h'c'm'ewo 'y cu'gpi ci gf 'hqt'r tce'v'legu'y kj 'qxgt'5.222'r cv'k'p'w<sup>465</sup>""K' y cu'ukn'f k'h'ewu'lp'uo g'j qur kcn'l'w'p'k'qt 'f qevqt'r quu'vq'g'puwt'g'y g'tgs w'k'gf " eqpv'kp'wqwu'ugt'x'leg'dgy ggp'lqdu'dgecwug'qh'yj gk'uj qt'v'gto 'pcwt'g0' Eqo o w'pkv{ 'o gf lek'pg't'ck'p'ggg'u."dgecwug'qh'eqpv'kp'wqwu'go r m{ o gpv'dgy ggp" tgi k'wt'ct'cpf 'ug'p'k'qt't'gi k'wt'ct'i tcf gu."dgp'gh'k'gf 'eqp'ukf g'tcdn{ 'lt qo 'y g'ug'p'gy " cttepi go gpw0"

<sup>45</sup>: "Dgcwo qpv."Women Doctors, 3; 3/50'

<sup>45</sup>: "O Y H."UC IO Y HII 87."Women Doctors' Career Patterns 1975-82."Uwo o ct{ 'tgr qtv'ltqt" O Y H."Cw'fgt{ "Y ctf 'gv'cn0'öEctggtu'qh'O gf lecn'Y qo gp.ö O gf lecn'Ectg'T'gugctej 'W'pkv." F gr ctvo gpv'qh'Ego o w'pkv{ 'O gf lek'pg."W'pkxgtukv{ 'qh'Uj g'h'k'gf 'O gf lecn'Uej qqn'lcp03; : 30'

<sup>462</sup>: "Lco gu'Rctnj qwug'gv'cn0'öEctggtu'qh'F qevqtu'S wcnk{ kpi 'lp'Dtkckp'lp'3; 96-2C'Hqmqy /w' " lp'3; 9; .ö'Health Trends 4."35'O c{ '3; : 3+273/80'

<sup>463</sup>: "Go r m{ o gpv'Rtq'gevkqp'Cev'3; 97.'60Tki j v'vq'O cvgt'pk{ 'Rc{ 'er'wug'4c0'

<sup>464</sup>: "O Y H."Ctej kxgu."UC IO Y HII 8415."Maternity Leave 1972-6."lgwgt'vq'DOC'lt qo 'O Y H' Ugetgvt{ '52'O ctej '3; 980"

<sup>465</sup>: "Ibid., Ngwgt'lt qo 'DOC'vq'yj g'O Y H'37'lcp03; 970'

"

Vj g'tg'y gtg'p'xgt'v'j g'gu'lpf'k'ec'v'k'pu'v'j cv'v'j g'p'cw'tg'q'h'r tqd'rgo u'c'pf "  
cw'kwf'gu'y gtg'uj k'k'pi 0'Uy g'tf'ny "et al."h'q'wpf'k'p'v'j g't'uw'txg{'k'p'3; 9: "v'j cv'  
v'j g'o c'k'p'ect'ggt'r tqd'rgo u'y gtg'p'qv'p'gegu'ct'k'f'f'w'g'v'q'i g'p'f'gt'per se dw'v'q"  
eq'p'h'k'v'k'pi "k'q{'c'k'k'gu'c'p'f't'g'ur q'p'uk'd'k'k'k'gu'd'g'w' g'g'p'c'ect'ggt'c'p'f'j'w'ud'c'p'f'c'p'f' "  
ect'ggt'c'p'f'ej k'f't'g'p'c'p'f'v'j g't'g'ce'v'k'p'q'h'u'g'p'k'q't'f'q'ev'q'tu.'i g'p'g't'cm{'o g'p.'v'q"  
v'j g'ug'r tqd'rgo u'<sup>466</sup>"C'ng'p'h'q'wpf'c'nu'q'v'j cv'o c'tt'k'ci g'c'p'f'ej k'f't'g'p'y cu'c"  
eq'p'ut'c'k'p'v'h'q't'd'q'v'j 'o g'p'c'p'f'y q'o g'p'cu'o c'p{'f'q'ev'q'tu'o c'tt'k'f'g'ce'j'q'v'j g't'0'k'  
y cu'j c'tf'v'q'i g'v'l'q'du'k'p'v'j g'uco g'r'c'eg'cv'v'j g'uco g'v'ko g'0'Vj g'y q'tu'v'cur g'ev'h'q't "  
d'q'v'j 'ug'z'gu'y cu'v'j g'q'p'ec'm'y q'tn'k'pi 'c'p'f'h'q'pi 'j'q'w'tu'h'q't'l'q'du'k'p'v'c'k'p'k'pi 0'<sup>467</sup>"  
Y j g'v'j g't'q't'p'q'v'd'g'k'pi 'o c'tt'k'f'v'q'c'f'q'ev'q't'o c'f'g'c'p{'f'k'h'g't'g'peg'v'q'v'j g'ect'ggtu"  
q'h'k'p'v'g't'x'k'g'y g'gu'h'q't'v'j k'u't'g'ug't'ej 'k'u'c'o q'q'v'r q'k'p'0'U'q'o g'k'p'v'g't'x'k'g'y g'gu'h'q'wpf'k'v'  
j g'r'hw'v'q'j'c'x'g'c'r'c't'v'p'g't'y j q'c'r'r't'g'ek'v'g'f'v'j g'f'k'h'le'w'k'gu'q'h'c'l'w'p'k'q't'f'q'ev'q't'ø"  
y q'tn'k'pi 'h'k'g'0'Q'v'j g'tu'v'j q'w'i j v'k'r't'g'h'g't'cd'ng'p'q'v'v'q'd'g'u'wd'l'g'ev'g'f'v'q'v'y k'eg'v'j g'  
r't'g'u'w't'g'0'<sup>468</sup>"Vj g'ng{'y cu'v'q'j'c'x'g'c'r'c't'v'p'g't'u'w'r'q't'v'k'x'g'q'h'ect'ggt"  
f'g'x'g'm'r'o g'p'0'

"

Vj g'et'we'k'n{'g'ct'u'h'q't'j'k'i j g't'ur g'ek'c'k'uv'v'c'k'p'k'pi 'h'q't'f'q'ev'q'tu'y g't'g'd'g'w' g'g'p'47"  
c'p'f'540'<sup>469</sup>"Y q'o g'p'f'q'ev'q'tu'y g't'g'd'gi k'p'p'k'pi 'v'q'c'f'c'r'v'v'j g't'ect'ggtu'v'q'v'j k'u'  
D'g'c'w'o q'p'v'h'q'wpf'k'p'j'g't'3; 98'uw'txg{'q'h't'gi k'ng't'g'f'y q'o g'p'f'q'ev'q'tu'k'p'v'j t'g'g"  
Vj co g'u'T'gi k'p'pu'v'j cv'y q'o g'p'k'p'v'j g'{'q'w'pi g't'ci g'i t'q'w'r'u'y g't'g'h'gu'v'h'k'ng'n{'v'q"  
d'g'o c'tt'k'f'c'p'f'v'j g'v'ko k'pi 'q'h'ej k'f'd'k'v'j'y cu'ej c'pi k'pi 'u'q'v'j cv'o q't'g'i c'k'p'g'f' "  
j k'i j g't's'w'c'n'h'ec'v'k'pu'h'k'u'0'<sup>46</sup>: "O g'f'k'ek'p'g'y cu'p'q'v'c'm'p'g'k'p'y q'o g'p'r'q'ur q'p'k'pi "  
ej k'f'd'k'v'j 'v'q'c'x'q'k'f'c'd'c'p'f'q'p'k'pi 'r't'q'o k'uk'pi 'ect'ggtu'g'ct'n{'0'k'y cu'p'q'h'q'pi g't'c"  
h'ce'v'q't'q'p'n{'q'h'r't'q'h'gu'k'q'p'c'n'uc'v'k'uc'ev'k'p'd'w'c'nu'q'q'h'l'p'et'g'cul'pi "ge'q'p'q'o k'e"  
p'ge'gu'k'v'{'f't'k'k'k'pi 'o q't'g'f'w'c'n'ect'ggt'h'co k'k'gu'0'<sup>46</sup>: "Y q'o g'p'f'q'ev'q'tu'v'uc'n't'k'gu"

<sup>466</sup>"Uy g'tf'ny "et al"Women Doctors in Training: Problems and Progress, 976/: 0'

<sup>467</sup>"C'ng'p.'Doctors and Their Careers, 3: 30'

<sup>468</sup>"k'p'v'g't'x'k'g'y g'gu'E'c'p'f'G'g'p'l'q{'g'f'v'j g'w'r'r'q't'v'o c'tt'k'ci g'v'q'c'p'q'v'j g't'f'q'ev'q't'i'c'x'g.'r'g'tu'q'p'c'n'  
eq'o o w'p'lec'v'k'p'P'q'x'0'4'2'3'2'c'p'f'3'9'1'2'8'4'2'3'3'p'v'g't'x'k'g'y g'gu'C.'D'c'p'f'F'y g't'g'f'g'v't'o k'p'g'f'p'q'v'  
v'q'o c'tt{'f'q'ev'q'tu.'r'g'tu'q'p'c'n'eq'o o w'p'lec'v'k'p'2; 1'2'9'4'2'2; ."P'q'x'0'4'2'3'2'c'p'f'L'w'n{'4'2'2; ="  
k'p'v'g't'x'k'g'y g'gu'E'c'p'f'P'c'p'f'R.'o c'tt'k'f'v'q'f'q'ev'q'tu.'q'h'g'p'j'c'f'v'q'y q'tn'k'p'f'h'g't'g'p'v'q'y p'u."  
r'g'tu'q'p'c'n'eq'o o w'p'lec'v'k'pu"P'q'x'0'4'2'3'2.'3'2'1'2'5'4'2'3'7'c'p'f'3'9'1'3'3'4'2'3'6'0'

<sup>469</sup>"O Y H'C'tej k'gu.'UC IO Y H'II 0'1'3.'Recruitment - Medical Students 1977-98."

<sup>46</sup>: "O Y H'C'tej k'gu.'UC IO Y H'ID'6'4'4: ."Careers Symposium - Women in Medicine - What is  
our Future?"9 March"1979. "D'g't'g'p'leg'D'g'c'w'o q'p'v'ø'E'j c'pi k'pi 'R'c'w'g't'p'u'q'h'Y q'o g'p'F'q'ev'q'tu'k'p'  
v'j g'3; 9'2'u'0'

<sup>46</sup>: "R'w'i j ."Women, 5560"

y gtg'pggf gf "vq"o ggvc'hco kn{au'ggr gevgf "ucpf ctf "qh'hkxkpi 0<sup>472</sup>"Vj gtg'y cu"  
i tgcvg't'ceegr vcepg'qh'y qo gp'y kj "{qwp' "cpf "uej qqrnci g'ej kf tgp"  
y qtnkpi 0<sup>473</sup>"Y j gtgcu'74' "qh'y qo gp'ci gf "47/66'y qtngf "lp"3; 93.'y ku'j cf "  
tkugp"vq'8: ' "d{ "3; : 90<sup>474</sup>"Vj g'cwkwf gu'qh'y qo gp'f qevqtu"vq'v'j gkt'ectggtu."  
vj gtghqtg.'y gtg'ej cpi kpi 0C"uwxg{ "lp"3; 9; "qh'cm'57'r ctv'vko g"UTu"lp"  
cpcguv'j g'vku'lpf kcvgf . 'hqt "gzco r ng.'y cv'cm quv'cm'j cf "y qtngf "hwm'vko g"  
wp'vni'y g{ "qdvckpgf "o go dgtuj kr "vj gp'o qxgf "vq'y qtnkpi "r ctv'vko g'y j gp'vj g{ "  
j cf "ej kf tgp0J qy gxgt.'y g{ "y gtg'tgmwcpv'vq'ceegr v'c"uwd/eqpuwncpv'r quv"  
gxgp'kh'qpg'y gtg'r ctv'vko g'cpf "cxckrdrg<sup>475</sup>"Rctnj qwug"et al.."cu'r ctv'qh'vj gkt"  
eqj qtv'uwwf kgu'qp'ectggt'r tghgtgpegu'qh' "{qwp' "f qevqtu.'hmqy gf "wr "lp"3; 9; "  
cm'vj g'4.572"3; 96"WM'o gf kcn'uej qqrnci wcn'hkxkpi'vq'cuegtvckp'vj gkt"  
go r mq{ o gpv'ucwu0Vj g{ "hqw'pf "vj cv'vj g'r tqr qtv'vko'qh'y qo gp'r tcevkup' "hkxg"  
{ gctu'chgt's wcn'hkxkpi "y cu'tkukpi "y kj "c'uy kpi "cy c{ "htqo "r ctv'vko g'vq'hw/  
vko g'y qtnkpi 0<sup>476</sup>"Y qo gp'y gtg'cf cr v'kpi "vq'vj g'o gf kcn'u'vgo . "y gtghqtg."  
tcvj gt'vj cp'vj g'u'vgo "cf cr v'kpi "vq'vj go 0'  
"

Cwkwf gu'cr r gct"vq"j cxg'ej cpi gf "cnq"co qpi uv'uqo g'O Y H'o go dgtu"  
hmqy kpi "vj g'Gs wcn'Qr r qtwpkkgu'rgi kucv'kpp<sup>477</sup>"Vj g'O Y H'Uqo gtugv"  
Cuuqekv'kpp.'hqt "gzco r ng.'y cu'pqv'lp'hcxqwt'qh'ur gekn'r quu'dgkpi "etgcvgf "  
lwu'dgecwug'vj gtg'y cu'c'r ctv'vko g'y qo cp'cxckrdrg.'ucv'kpi ="

Eqpuwncpv'y j q'j cxg'cej kxgf 'r quu'vj tqwi j "vj g'qduweng'qh"  
lpvgpug'eqo r g'v'k'k'p'cv'gxgt { "j wtf ng'h'p'f 'k'xgt { "j ctf "vq'ceegr v'  
vj g'ukw'v'k'p'vj cv'uqo g'xgt { "u'w'k'cdn' "s wcn'hkxkpi "y qo gp'uj qw'f "dg"  
i kxgp'r quu'y kj qw'eqo r g'v'k'k'p'vj tqwi j "vj g'xgt { "ceekf gpv'qh"  
vj gkt "j wudcpf au'r meg'qh'y qtn0'  
"

<sup>472</sup>"DO L "Medical Manpower II, 9: /; 40'

<sup>473</sup>"Vj g'Dtkkuj "Uqekn'cwkwf gu'r g'k'q'f'le'uco r ng'r qr wcv'k'p' "uwxg{ u' "hqt "gzco r ng.'uj qy "  
s'w'k'g'engctn' "c"t'g'p'f "cy c{ "htqo "vj g'o k'f /3; : 2u'y j gp'j crh'vj qug'uwxg{ gf "uwr r qtv'v' "vj g'o eng"  
cu'vj g'odtgc'f y kppgtö'cpf "y qo gp'j cxkpi "c"öectkpi ö't'q'g'lp'vj g'j qo g'vq'qpn' "35" "j qrf kpi "  
vj ku'xkgy "lp"42340Nngy kug.'htqo "3; : : . "o qtg'vj cp'j crh'vj g'r qr wcv'k'p' "uwxg{ gf "hgn'dqvj "  
o gp'cpf "y qo gp'eqptkdwgf "vq'j qwugj qrf "kpeqo gu'cpf "j cxkpi "y qo gp'cu'odtgc'f y kppgtuö"  
y cu'pqv'f g'vko gpv'n'vq'ej kf tgp'cpf "hco kkgu."j wr <ly y y Qlucp'cvegp'Qeöw'ncv'g'v'  
tgr qtv'v'k'k'k'j /uqekn'cwkwf gu'52 li gpf gt/tqg'ulcwkwf gu'vq/i gpf gt/tqg'u'ej cpi g/qxgt/  
vko g'Q'ur z "ceeguugf "P qx"4237+0'

<sup>474</sup>"Rwi j . "Women, 5630'

<sup>475</sup>"Lgpplktg' "O 0C'q'p'.öUwxg{ "qh'Rctv'vko g'Ugplkt "Tgi kwtct "Cpcguv'j g'v'v'v'ö BMJ"4: 3\*35"  
Ugr v03; : 2+297: /820'

<sup>476</sup>"Lco gu'Rctnj qwug'g'v'v'v'ööEctggtu'qh'F qevqtu'S wcn'hkxkpi "lp'Dtkclp'lp"3; 96<C "Tgr qtv'v'p"  
Vj gkt "Go r mq{ o gpv'ucwu.ö"BMJ"4: 7\*36"Cwi 03; : 4+2744/80'

<sup>477</sup>"Vj g'Ugz "F kuetko kpcv'k'p' "Cev'3; 97"o cf g'k'w'p'ry hwi'vq' "F kuetko kpcv'g'ci clpu'v'p'lpf k'k'f wcn'  
qp'vj g'i tqw'p'f u'qh'i gpf gt'cpf "o cttkci g0'

O ku'I tchqrp.'y tkkpi 'htqo 'Ectf kth 'eqpukf gtgf 'r ctv'ko g'ugukqpcn'y qtn'  
y cu'uwkcdng'y j gtg'y gtg'y cu'kpuw'helekp'y qtn'htq 'c'hw'ko g'r quv'dw'k'  
uj qwf 'dg'qr gp'v'q'o gp'cpf 'y qo gp<sup>478</sup> 'C'DO C'eqphgtgpeg'qp'y qo gp'kp'  
o gf lekp'g'j g'f 'dgwy ggp'4: 'cpf'4; 'P qxgo dgt'3; 97'eqo o gpv'gf'qp'y'g'  
f khtgpeg'kp'cvkwf g'dgwy ggp'qrf gt'y qo gp'f qevqtu.'y j q'y gtg'kctn' 'j cr r { "  
y kj 'y gk'tqv'cpf' '{qwp' gt'qpgu.'y j q'y gtg'pqv'dgecwug'y g' 'tgi ctf gf "  
uweegu'htq'y qo gp'cu'tgcej kpi 'y g'vqr 'qh'y g'tgg'/'eqpuwncpv'cr r qkpvo gpv'  
qt'r tkpekr cn'kp'i gpgtcn'r tcew'eg'qt'pqv' kpi <öcp { y kpi 'gnug'y cu'wpccegr wdrng"  
cpf 'y g' 'y gtg'pqv'xgt { 'nggp'qp'r ctv'ko g'y qtn<sup>479</sup>'"  
"

Vj gtg'y gtg'pqv'qpn' 'ej cpi gu'kp'r gtegr vkpu'qh'y qo gp'qh'j qy 'y g' 'pggf gf "  
v'q'o cpci g'y gk'ectggtu'dw'cp'go gti gpeg'qh'eqo o qpcrk' 'qh'kuwgu'dgwy ggp'  
o gp'cpf 'y qo gp'kp'o gf lekp'g'0'Lvplqt 'f qevqtu'kp'eqo o wpk' 'o gf lekp'g.'htq"  
gzco r ng.'eqo o gpv'gf 'y cv.'y j gtgcu'y qo gp'kp'o gf lekp'g'y gtg'pq'mpi gt'c"  
p'kp'f c { 'y qpf gt.'y gtg'y cu'c'i tgcwgt'ceegr wpeg'y cv'y g'o clqtk' 'qh'o gp'  
cnq'j cf 'hco k' 'eqo o ko gpw'cpf 'uj qwf 'pq'mpi gt'dg'tgs wktgf 'f wtkpi 'y gk'  
v'clp'kpi ' '{gtu'v'w'pf gt'wng'öc'o qpcwke'eqo o ko gpv'ö'kp'y g'r wtuw'k'qh'  
egt'v'kp'o gf lecn'ectggtu<sup>47</sup>: 'Kcdgn'Cmgp.'ur gcn'kpi 'cv'y g'O Y H'92y "  
Cppl'xgtuct { 'U{o r qukw' 'P qxgo dgt'3; : 9.'eqo o gpv'gf 'y cv'y g'kuwgu'htq"  
3; : 3's wcn'khtu'kp'o gf lekp'g'y gtg'f khtgtpv'htqo 'r t'gxlqwu'i gpgtc'vkpu'0'Uj g'  
hqwp' '{qwp' 'o gp'cpf 'y qo gp'y gtg'pqv'r tgr ctgf 'v'q'ceegr v'y g'h'guv'ng"  
gzr gev'gf 'kp'v'clp'kpi . 'gur gekm' 'kp'j qur kcn'o gf lekp'g.'y kj 'eqo r n'clp'w'cdqww"  
y g'tki k'k' 'qh'ectggtu'utwewtgu.'pgeguuk' 'qh'eqpuwncpv' 'uetco drkpi 'htq'lqdu."  
pggf kpi 'v'q'o qxg'ctqwp' 'y g'eqwp' { . 'y g'f k'k'w'w'ku'qh'eqo d'k'kpi 'hco k' "  
cpf 'ectggt.'mpi 'j qwtu'cpf 'mcn'qh'ko g'v'q'uwf { 'htq'j ki j gt's wcn'k'ec'vkpu'  
Vj g'o gp'kp'y g'uwf { 'y gtg'u{o r cv'y g'v'q'y g'kuwgu'qh'y qo gp'f qevqtu'  
Dqy 'y cpv'gf 'c'dgwgt'y qtn'k'g'dcncpeg<sup>47</sup>: 'Vj gug'cvkwf gu'y gtg'v'q'dgeqo g"  
o wej 'o qtg'r t'gxcrgpv'kp'y g'3; : 2u'0Dqn.'Ej cko cp'qh'y g'P gi q'v'v'kpi 'Uwd/  
Eqo o kwgg'qh'y g'EEJ O U.'eqo o gpv'gf 'kp'3; 9; 'y cv'o cp' 'o gp'j cf "

<sup>478</sup>"O Y H'Ctej k'gu.'UC IO Y HII 0515."Working Party on Consultant Contracts - Returns to Questionnaires 1975."

<sup>479</sup>"DO L'Medical Manpower, 9: /: 40'

<sup>47</sup>: 'HEO 'Ctej k'gu.'htu'v'o gg'v'kpi 'v'clp'gg'O go dgtu'Eqo o kwgg'3'Ugr v'03; : 30'

<sup>47</sup>: 'O Y H'Ctej k'gu.'UC IO Y HII 061316."Women, Health and Work: Proceedings of the MWF 70th Anniversary Symposium 26 Nov. 1987."



f hlewngu'cv'ngcu'cu'i tgcv'cu'y qo gp'lp'i gwkp'i "UT"cpf "eqpuwncpv'r quu0<sup>482</sup>"  
 Cu'ht'cu'y g{ 'y gtg'eqpegtpgf . 'y qo gp'pq'mpi gt'y kuj gf 'vq'dg'tgcvgf "cu'c"  
 ur gekn'ecug0"

"  
 "

## CONCLUSION

Vj g'i gpf gt 'f gdcvg'y cu. 'vj gtghqtg. 'ej cpi kpi 'hewu'hqt'y qo gp'lp'o quv'  
 o gf lecn'ur gekn'ngu0Y qo gp'lp'eqo o wpkv{ 'o gf lekp'g'y qwf 'j cxg'dgpg'hkgf "  
 htqo 'uqo g'qh'y g'ej cpi gu'lp'y g'3; 92u. 'uwej 'cu'y g'tgo qxcn'qh'y g's wqvc'hqt"  
 y qo gp'o gf lecn'uwf gpw'lp'3; 95. 'cmqy kpi 'cp'kpetgcukpi 'pwo dgt'qh'y qo gp"  
 vq'gpvt'o gf lecn'uej qqn'cu'y gni'cu'y g'Gs wcn'Qr r qt wpk'ngu'Ngi kur'vqp"  
 ko r cev'qp'o cvgtpkv{ 'ngcxg0" 'Cmj qwi j 'vj g'o gf lecn'uej qqn'gZR gtlgpeg'hqt"  
 vj qug'gpvtkpi 'eqo o wpkv{ 'o gf lekp'g'cpf "qvj gt'ur gekn'ngu'y qwf 'j cxg'dggp"  
 vj g'uco g. 'vj gtg'y cu'c'uj ctr 'eqpvcu'lp'y g'j ki j gt'ur gekn'v'tclp'kpi "  
 gZR gtlgpeg. 'vj g'eqo o wpkv{ 'o gf lekp'g'lpvgtxkgy ggu'hqt'vj ku'tgugctej "  
 eqo o gp'kpi 'vj cv'y gtg'y gtg'r ngpv{ 'qh'qvj gt'y qo gp'v'tclp'ggu'cpf 'hgo cmg'tqng"  
 o qf gnu'cv'o qtg'ugpkqt 'ngxgnu'eqo r ctgf 'y kj 'lpvgtxkgy ggu'lp'j qur kcn'  
 o gf lekp'g0Y qo gp'gpvtkpi 'eqo o wpkv{ 'o gf lekp'g'y qwf 'j cxg'dgpg'hkgf 'htqo "  
 vj g'dgwt'vgtu u'cpf 'ucn'tkgu'i clpgf 'chgt'vj g'lwpkqt 'f qevqtuø'ut'kng'3; 97/8"  
 y j knv'y g{ 'y gtg'f qkpi 'vj gk'r tg/eqo o wpkv{ 'o gf lekp'g'j qur kcn'lqdu0"Vj g{ "  
 o c{ 'j cxg'iqu'qww'cu'eqo o wpkv{ 'o gf lekp'g'tgi kntctu'y j gp'vj g'y gki j vpi 'qh'  
 ucn'tkgu'y cu'vqy ctf u'qp/ecm'uw r ngo gpw0"K'ku'pqv'engct'vj cv'y qo gp'lp"  
 eqo o wpkv{ 'o gf lekp'g'dgpg'hkgf 'htqo 'vj g'ur gekn'lp'k'v'xgu'vq'j gr 'y qo gp"  
 f qevqtuø'ectggt 'f gxm'r o gpw0Rctv'vko g'tclp'kpi 'y cu'ctgcf { "qp'qh'ht'lp"  
 eqo o wpkv{ 'o gf lekp'g'cpf 'vj gtg'y cu'hwg'eqo r gvk'qp. 'cv'ngcu'wp'v'vj g"  
 3; : 2u. 'y j lej 'o cf g'gpvt { 'lpv'vj g'tclp'kpi 'i tcf gu'tgnc'xgn{ 'gcu{ 0Vj g'HEO. "  
 lp'ku'utwi i ng'vq'utxkxg'cpf 'lp'ku'eqp'v'kpi 'vpr qr wctk{ 'y kj 'o cmg"  
 tgetwku. 'j cf 'vq'cr r gcn'y qo gp'cpf 'r tqxkf g'hgzkdng'tclp'kpi 'cpf 'r quu'vj cv'  
 eqwf 'dg'f grxgtgf 'd{ 'y qo gp'y kj 'f qo guke'tgur qpukdk'kku0"Y qo gp"  
 eqo o wpkv{ 'r j { ulekp'u'utxkxg' 'lp'vj g'y qtmr meg'cnuq'dgecwug'o quv'qh'vj g"  
 r tguuwtg'cpf 'r tqdngo u'tgncvgf 'vq'vj qug'cv'vj g'xgt { "vqr '/'FERu'cpf 'CO Qu'/"

<sup>482</sup>O Y H'Ctej kngu. "Careers Symposium0"

xgt{ 'hgy "qh'y j qo 'y gtg'y qo gp0Htqo "3; 96."y qo gp"f qevqtu"lp"eqo o wplv{ "  
o gf lekpg."y gtghqtg."dgeco g"lpetgculpi n{ 'f khtgpkv{gf "htqo "eqmgci wgu"  
cetquu'yj g'tguv'qh'o gf lekpg0"

"

Y qo gp'hqto gf "cp"lpetgculpi "r tqr qtvpq"qh'yj g'o gf lecn'uej qqnr qr wrcvpq"  
dgecwug"qh'o gf lecn'uej qqn'gzr cpukqp."gxgp"dghqtg'yj g's wqvc"u{ uvgo "y cu"  
tgo qxgf "lp"3; 95."dw'yj gtg'y gtg'u'km'eqpegtpu'cdqw'y cuuci g"cpf "yj qug"  
y qo gp'y qtnkpi "lp"yj g'j qur kcn'ugt xleg'tgo ckpgf "rti gn{ "õr cktu'qh'j cpf u0b"  
Vj g'f gecf g'f kf "ugg'yj g'u'ctv'qh'c"ugt kqu'ktug'lp"yj g'pgy gt."rguu'r qr wrct."  
ur gekcn'kgu'y j lej "y gtg'o qtg'hgzldng"qxgt'r ctv'ko g'tckpki "cpf "r quu'yj cp"  
o qtg'r qr wrct "ur gekcn'kgu'y j gtg'ugxgtg"dqwnpgemu'dgwy ggp"f qevqtu"lp"  
tckpki "cpf "cv'ectggt"i tcf g'y qtugpgf 0Vj g'r { tco kf "y cu'u'km'htkto n{ "lp'r meg"  
cpf "eqpuwncpw'tgukncpv'q"ej cpi g0Qpn{ "j crh'j gctv'gf "cwgo r w'y gtg'o cf g"  
vq'r tqxkf g'r ctv'ko g'tckpki "cpf "r quu'cpf "pqpq"qh'y qo gp"f qevqtu0qyj gt"  
pggf u'hqt"uj qtvtg'tj qwtu'cpf "o cpci gcdng'tgukf gpv'cn'tgs wktgo gpw'lp"tckpki "  
y gtg'o g0Gxgp"chgt"kv'y cu'engct"htqo "o gf lecn'uej qqnl'pvcng'yj cv'yj g"  
pwo dgtu'qh'hgo crg"gpv'cpw'y cu'eqv'pwpki "vq'erko d."o gf lekpg'y cu'umy "vq"  
cf cr v."yj qug"cv'yj g'vqr "ko ckpn{ "o gp+"dgkpi "wpy knkpi "vq"ej cpi g'c"u{ uvgo "  
y j lej "i cxg'eqpuwncpw'eqpukf gtcdrng'r qy gt0"

"

Vj g'pgzv'ej cr vgt'y km'gzco kpg'lp"o qtg'f gvckn'yj g'pgzv'uci g'hqt"y qo gp"lp"  
eqo o wplv{ "o gf lekpg"cu'y gm'cu'yj g'i tcf wcn'ko r tqxgo gpv'lp"qr r qtwpkkgu"  
hqt"y qo gp"cetquu'yj g'tguv'qh'o gf lekpg."qpeg'yj gtg'y cu'uw'hekpvr' tguwtg"  
htqo "o gp"lp"lwpkqt"tqngu'y j q"cnuq'y cpvgf "dgwgt"vgtu u'cpf "eqpf kkpqu'cpf "  
dgwgt"ceeguu'vq"ectggt"i tcf g'r quu0"

## CHAPTER FIVE: BOOM NOT GLOOM 1982-1991

### INTRODUCTION

3; : 4/; 3'y cu'c'wō g'qh'r tqi tgu'pqv'qpn' 'hqt'y qo gp'lp'eqo o wpx' " o g'f'lekp'g.'cu'y' g' { 'o qxgf 'v'q'y' g'pgzv'uci g'qh'utcvgi k'r r'pplpi . 'dw'cnuq'hqt' y qo gp'lp'q'y' gt'o g'f'lecl'ur gekn'gu'y' j qug'v'gto u'cpf 'eqpf'kk'qpu'ko r tqxgf. " r gto k'wpi 'o qtg'v'q'cwclp'ectggt' i tcf g'0Vj g'gctn' { 3; : 2u'y' gtg'lp'k'cm' { 'u'k'nc' " wō g'qh'wtdw'gpeg'hqt'eqo o wpx' { 'o g'f'lekp'g'cu'k'utwi i ngf 'v'q'ugewt'g'c'xkcdng' k'f'gp'k' { 'y' k'j' lp'y' g'j' gcnj 'ugt'x'leg'0D { 'y' g'gpf 'qh'y' g'f'gecf g.'j' qy' g'xgt.'cpf " tgpco g'f' 'r'wdn'k'j' gcnj . 'k'y' cu'lp'c'o wej 'utqpi gt'r quk'k'qp.'r'ct'k'ew'ctn' { 'y' k'j' " y' g'utcv'qh'y' g'lp'vgt'pcn'o ctngv'cpf 'pgy' 'utcvgi k'F'k'gevt'qh'R'wdn'k'J' gcnj " \*F RJ -t'qr'gu'cv'f'k'ut'lev'rg'x'gn'hqt'y' j lej 'gpqwi j 'y' qo gp'lp'eqo o wpx' { " o g'f'lekp'g'h'gn'u'w'h'lekp'w' { 'eqo r g'v'gp'v'cpf 'g'zr'gt'k'gpegf 'gpqwi j 'v'q'dg'cdng'v'q' eqo r g'v'g'y' k'j' 'o gp'0Vj k'u'ko r tqxgo gpv'lp'uc'wu'y' cu'cnuq'j' gnr g'f'd { 'y' g' i tgcvt'r tqo k'p'gpeg'i k'xgp'v'q'r'wdn'k'j' gcnj . 'lp'vgt'pcv'k'p'cm' { 'cu'y' gni'cu'y' k'j' lp' " y' g'WM'lp'y' g'h'ki j v'v'q'eqpvt'qn'j' gcnj 'r tqv'ge'v'k'p'kuu'gu'u'wej 'cu'J' KXICF U0" Y qo gp'cet'quu'y' g'tgu'v'qh'o g'f'lekp'g'eqp'v'k'p'wgf 'v'q'i tqy 'lp'p'wo dgt'dw'p'qv'lp' " k'p'h'w'gpeg'0Uej go gu'ur gek'h'ecm' { 'v'q'j' gnr 'y' go 'eqp'v'k'p'wgf 'v'q'r tqxkf g'o cti k'pcn' dgp'gh'k'0Uki p'h'ecp'v'ko r tqxgo gpv'f'k'f'p'qv'vcng'r'neg'v'p'v'k'io gp.'cu'y' gni'cu' y qo gp.'u'qwi j v'ej cpi g'lp'c'j' qur k'cn'u' { u'go 'y' j lej 'j' cf 'd'geqo g'g'xgt'o qtg' t'gut'lev'x'g'0Vcdng'u'34'cpf '35'ugv'q'w'v'y' g'eqo r ctc'v'x'g'ej cpi gu'hqt'y qo gp' f'qev'qtu'lp'y' k'u'f'gecf g'cet'quu'y' g'y' j tgg'ug'ev'qtu'qh'o g'f'lekp'g'0 " "

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<sup>3</sup>"Vj g'h'ku'v'i n'qdcn'utcvgi { 'hqt'r t'g'x'gp'v'k'p'cpf 'eqpvt'qn'qh'CFU'y' cu'ic'w'pej g'f'd { 'Y J Q'lp' 3; : 90'

**Table 12 Numbers of Women Doctors (%women) England 1982-91/3 by Sector**

Grade		Community Medicine		Hospital Medicine		General Practice	
		1982	1991	1982	1993	1982	1991
<b>Supra career grade<sup>1</sup></b>		53" *39' +"	69" *52' +"	"	"	"	"
<b>Career grade<sup>2</sup></b>		332" *55' +"	33: " *59' +"	3.699" *33' +"	4.: 62" *39' +"	5.: 22" *39' +"	8.6: 8" *47' +"
<b>Sub-consultant<sup>3</sup></b>		3: " *54' +"	4" *72' +"	4.456" *48' +"	4.892" *54' +"	"	473" *7: ' +"
<b>Trainees</b>	<b>SR</b>	98" *65' +" *pen' tgi +" "	: ; " *7: ' +"	865" *44' +"	4.: 92" *4: ' +" *pen' tgi +"	"	"
	<b>Reg</b>	"	325" *73' +"	3479" *44' +"	"	9: : " *5: ' +, "	9: 9" *6: ' +"
	<b>SHO</b>	8" *88' +"	38" *89' +"	4.826" *49' +"	6.832" *5: ' +"	"	"
	<b>HO</b>	"	"	: ; 9" *59' +"	3.662" *69' +"	"	"
<b>Comm Health staff</b>		5.372" *7: ' +"	4.: : 5" *89' +"	"	"	"	"

Uqwt eg<F J UU'cppwri'lo gf lecn'cpf 'f gpwn'y qtnhqt eg'egpuwu'cv'3'Ugr v0hqt'eqo o wpx{  
o gf lekpg'cpf 'j qur kcn'lo gf lekpg'cpf 'cv'3'Qev0hqt'i gpgtcn'r tcevkqpgtu0'

Mg{<'

, kpenmf gu'I R'cuukncpvu"

'TO QIF O Q"

Eqpuwn'cpv'lp'eqo o wpx{ 'o gf lekpg'cpf 'j qur kcn'lo gf lekpg.'Rtlpek'cn'lp'i gpgtcn'r tcevk'eg"

Eqo o wpx{ 'O gf lekpg/'ugpqt'o gf lecn'qh'hegt l'ur gekn'ucn't { 'uecn'J qur kcn'O gf lekpg/'

Cuuqek'eg'Ur gekn'ku'J qur kcn'Rtcevkqpgt l'En'lecn'Cuukncpv'='I gpgtcn'Rtcevk'eg/'I R'

Cuukncpvu"

"

Vj g'r gtegp'ci g'qh'y qo gp'eqpuwn'cpv'lp'eqo o wpx{ 'o gf lekpg'igxgmgf 'cv'

ctqwpf '57' 'lp'yj g'3; : 2u'dw'y cu'wn'lo wej 'j ki j gt'yj cp'lp'i gpgtcn'r tcevk'eg"

cpf 'j qur kcn'lo gf lekpg0O qtqgxt.'d{ '3; ; 3.'y qo gp'hqto gf 'c'yj kf 'qh'yj g"

utcvgi ke'rgcf gtuj k'r quu'lp'r wdne'j gcmj 'cv'lw' tc/ectggt 'i tcf g'igxg'f0'

Y qo gp'lpetgcugf 'yj gk'tuj ctg'qh'uw'd/equwn'cpv'i tcf gu'lp'j qur kcn'lo gf lekpg"

cpf 'o cf g'ugcf { 'r tqi tguu'lp'tgcej kpi 'ectggt 'i tcf g'lp'i gpgtcn'r tcevk'eg'd{ 'yj g"

gpf 'qh'yj g'f gecf g0Y qo gp'hqto gf 'qxgt'j ch'yj g'tclpggu'lp'r wdne'j gcmj 'cpf "

pgctn{ 'j ch'qh'i gpgtcn'r tcevk'eg'tgi kntctu0Vcdrg'35'uw'o o ctugu'lp'o qtg"

f gvcn'yj g'r tqi tguu'o cf g'd{ 'y qo gp'lp'eqo o wpx{ 'o gf lekpg'f wtkpi 'yj g"

f gecf g0'

**Table 13 Community Medicine/Public Health Medicine Manpower (numbers) by Sex England 1982, 1987 and 1992**

Grade		1982		1987		1992	
		M	F	M	F	M	F
Supra career grade	RMO	35"	3"	"	"	"	"
	DMO	364"	52"	"	"	"	"
	RDPH	"	"	32"	3"	36"	6"
	DPH	"	"	365"	82"	9: "	66"
Career grade	SCM	443"	332"	"	"	"	"
	Consultant in Public Health Medicine (CPHM)	"	"	435"	; ; "	3; 7"	33; "
Training grades	SR/Reg	; ; "	98"	"	"	"	"
	SR	"	"	7: "	86"	98"	324"
	Reg	"	"	86"	78"	: 9"	; 8"
	SHO	5"	8"	34"	42"	32"	3: "

"  
Uqwtg<F J UIF J 'o gf lecn'cpf 'f gpvnl'y qtnh'teg'egpuw'52'Ugr v0'

"

D{ '3; ; 4.'y kj 'y g'kptqf wv'kp'qh'y g'kptpcn'o ctngv.'y qo gp'eqo r tkugf "  
58' "qh'F RJ "cpf "44' "qh'y g'TF RJ 'i tcf gu0"Vj g{ 'u'knh'to gf "5: ' "qh'  
ectggt'i tcf g'r quu'cpf "eqo r tkugf 'y g'o clqtkv{ 'qh'y g'tckp'pi 'i tcf gu0"  
Cm quv'cm'o gp'cpf 'y qo gp'y qtngf 'h'm'v'ko g'k'p'y g'uwr tc/ectggt'i tcf g"  
\*utcvgi k-e+r quu0O qtg'o gp'cpf 'y qo gp'd{ '3; ; 4'j cf 'v'cngp'y g'qr r qtwpkv{ "  
vq'y qtnh' r ctv'ko g'c'v'eqpuw'ncpv'ngxgn//59'hgo cng'ERJ O u'\*53' -'cpf "5; 'o gp"  
\*42' -0"Qh'y g'tckpggu."4: 'y qo gp'UTu'y qtngf 'r ctv'ko g'cpf "35'tgi kxtctu"  
\*43' "k'v'qcn#0Vj ku'ej cr vgt'y km'g'zr m'tg'y g'tgcuqpu'dgj kpf 'y gug'ej cpi gu."c"  
ng{ 'u'ctv'pi 'r q'kp'v'dg'pi 'y g'3; : 4'j gcnj 'ugt'x'legu't'gqti c'pk'v'kp0'

"

## WOMEN GOING BEYOND CAREER GRADE IN COMMUNITY MEDICINE/PUBLIC HEALTH

### The impact of 1982 NHS reorganisation on women in community medicine"

Vj g'3; : 4'tgqti cplucvqp'r tqxkf gf 'vj g'ugeqpf 'o clqt 'qr r qtwpkv 'hqt 'tcr kf " r tqo qvqp'hqt'o cp{ 'y qo gp'lp'eqo o wpkv 'o gf lekpg03; 4'FJ Cu'eco g'lpvq" gzknvpeg"qp'3'Cr tkl'3; : 4'lp'Gpi rcpf 'tgr rclpi 'vj g'; 2'CJ Cu.'y kj 'f kntlev" r qr wrcvqp'ucpi lpi 'htqo '322.222'vq': 22.2220'"F gur kg'vj g'rclm'qh" r tguetr vqp'htqo 'vj g'egpvtg"qp'vj g'pwo dgt'qh'eqo o wpkv 'r j {ulekpu'vq'dg" go r m{gf . 'etgcvqp'qh'uo cmgt'cpf 'o qtg'pwo gtqwu'cwj qtklgu'pqv'qpn{ 'rgf 'vq" c'tgf wcvqp'lp'vj g'cxgtci g'pwo dgt'qh'eqo o wpkv 'r j {ulekpu'lp'gcej 'f kntlev" dwc'tgs wktgo gpv'htq'o qtg'eqo o wpkv 'r j {ulekpu'cvFO Q'i tcf g0'"F go cpf" gzeggf gf 'uwr r n{0'Qpg'lp'gki j v'eqo o wpkv 'r j {ulekpu'j cf 'tgvktgf'gctn{ " wpf gt'vj g'tgqti cplucvqp'cttcepi go gpv'cmj qwi j 'vj g'uj qtv'cmj cf 'dggp'r ctv{ " qh'ugv'd{ 'UT'cr r qlpwo gpw0Cu'c'tguwn'lp'Ugr vgo dgt'3; : 4'52' "qh'cm'r quu" y gtg'vkn'xcepv0'Cv'vj g'gpf 'qh'vj g'htuv'{gct'qh'pgy 'FJ Cu'vj gtg'y gtg'vkn" 34'FO Q'cpf '372'UEO 'xcepelgu'y j kej 'vj g'HEO 'eqpukf gtgf 'y cu'r ctv{ 'ku" qy p'h'wv'dgecwug"

vj g'ur gekn{ 'j cf 'uq'wpf gtuqrf 'ku'y ctgu'lp'vj g'{gctu'3; 96'cpf " 3; : 4'vj cv'eqo o wpkv 'r j {ulekpu'y gtg'eqpukf gtgf 'vq'dg'cp" gpf cpi gtgf 'ur gekn'uq'vj cv'pqy 'vj gtg'ctg'pqv'gpqwi j 'qh'wu" tgo clpki . 'r ctv'wrcn{ 'chgt'vj g'i qrf gp'j cpf uj cngu'htq'vj g'qxgt" 72u' "vq'r tqxkf g'c'r cl'lp'gcej 'f kntlev'htq'vj g'ugt'xleg'cpf 'htq'vj g' vclpki 'qh'vj g'{qwp' 'htq'vj g'hwwtgoRtgugpv'tgetwko gpv'ku" gs vcm{ 'f kntvclpi 0'" "

Wphknf 'r quu'tgo clpgf 'j ki j 'lpvq'3; : 5'cv'3: 2/422'y kj 'tgetwko gpv'57/67'c" {gct.'f qy p'htqo 'vj g': 2'tgeqo o gpf gf 0'"Vj g'y c{ 'y cu'ergct'htq'c"{qwp' gt" i tqw'qh'f qevtu0Cu'k'y cu'vkn'c'uj qtwi g'ur gekn{ . 'lqdu'y gtg'tgcf kn{ " cxclcdng'cu'y gtg'qr r qtwpkv'gu'htq' 'tcr kf 'r tqo qvqp0Ukz 'lpvgtxky ggu'htq"

<sup>4</sup>Mrgp. "New Politics", ; ; 0'

<sup>5</sup>HEO 'Ctej kxgu. 'Ur gekn'Dqctf 'o ggvkpi '36/37'Hgd03; : 7. 'oEqo o wpkv 'O gf lekpg" O cpr qy gt.0'EO 'Eqp'4; "3; : 5/60J gcnj 'Ekewct'J E\*: 2± 'vcl' 'f qy p'vj cv'cr ctv'htqo 'ej kgh" qh'egtu. 'k'y cu'htq'j gcnj 'cwj qtklgu'vq'f gekf g'y j cv'cr r qlpwo gpw'vq' o cng'cv'tgi kqpcil'cpf" f kntlev'gxn'lpemf lpi 'eqo o wpkv 'o gf lekpg'r quu0'

<sup>6</sup>HEO 'Ctej kxgu. 'Ur gekn'Dqctf 'o ggvkpi '36/37'Hgd03; : 70'

<sup>7</sup>HEO 'Ctej kxgu. 'r cr gtu'htq'o ggvkpi '34'O c{ '3; : 5. 'oTgi kntctv'tgr qtv'3; : 4'50'"

<sup>8</sup>HEO 'Ctej kxgu. 'r cr gtu'htq'o ggvkpi '34'O c{ '3; : 5. 'oKpvtko 'Tgr qtv'qh'Y qtnkpi 'Rctv{ 'qp" Eqo o wpkv 'O gf lekpg'Gucdrkj o gpv. 'Uchhpi 'cpf 'Tgetwko gpv0'

vj ku'tgugctej 'o qxgf 'f k gevn{ 'v' F O Q'r quu'ltqo 'vj g'tclpki 'i tcf gu'qt"  
ceeguugf 'vj go 'y kj kp'c'xgt { 'uj qt'ur ceg'qh'ko g'ltqo 'dglpi 'cr r qlpvgf 'c"  
eqpuwnxpv0""Vy q'lpvgtxky ggu'y gtg'f k gevn{ 'j gcf /j wpvgf 'hqt 'F O Q'r quu0"  
C'pwo dgt'qh'uwkcdn{ 's wckhgf 'cpf 'gxr gtlgpegf 'Ugpkqt 'Enkplecn'O gf kecn'  
Qhhegtu'\*UEO Qu+'j cf 'cnuq'dggp'cr r qlpvgf 'v'eqo o wplv{ 'r j { ulekp'r quu"  
hqmqy kpi 'vj ku'tgati cplucvqp.'r tqxkf kpi 'c'hwvj gt'qr r qtwpkv{ 'hqt'r tqo qvqp"  
qh'y qo gp0""

"

Vj g'3; : 2u'y gtg.'vj gtghqtg.'c'ng{ 'r qlpv'ltqo 'vj g'f gxr o gpv'qh'y qo gp'lp"  
eqo o wplv{ 'o gf lekp'y kj 'qr r qtwpkv'ltqo 'hqt'r tqo qvqp'ltqo 'vj qug'y j q"  
y cpvgf 'kv.'r ct'vwrtn{ 'dg{ qpf 'ectgg' 'i tcf g0Etwekcm{.' 'vj g'o qxg'qh'y qo gp"  
lpv'F O Q'r quu'r tqxkf gf 'gzco r ngu'qh'y qo gp'lp'ugpkqt'r qukvqu'lp"  
eqo o wplv{ 'o gf lekp0Vj gtg'y cu'cp'gxr gevkvqp'vj cv'dqv 'o gp'cpf 'y qo gp"  
lp'eqo o wplv{ 'o gf lekp'y qwf 'r tqi tgu'dg{ qpf 'ectgg' 'i tcf g0Qpg'vj kf 'qh'c"  
uco r ng'qh'396'tclpggu'lp'3; : 3'ucy 'vj go ugr'gu'cu'hwatg'F O Qu'cpf '9' "  
gxgp'TO Qu0<sup>2</sup>""Vj g'lpvgtxky 'uco r ng'ltqo 'vj ku'tgugctej 'y cu'ungy gf 'vy ctf u"  
vj qug'y j q'cej kxgf 'utcvgi ke'tqngu'cpf 'pqv'cm'eqo o wplv{ 'r j { ulekp'uqwi j v"  
r tqo qvqp'lpnv kpi 'c'pwo dgt'qh'vj g'y qo gp'lpvgtxky gf <0vj gtg'ctg'cny c { u"  
uqo g'r gqr ng'y j q'ej qqug'v'uk'cpf 'uqo g'y j q'ej qqug'v'o qxg'qp0<sup>33</sup>""Uqo g"  
y qo gp.'o qtgqxtg.'y gtg'xgt { 'ergct'cdqw'vj gk'qy p'tgutkvqu0<sup>34</sup>""Qpg"  
lpvgtxky gg.'y j q'tcp'c'pcvqpcn'lti cplucvqp.'hqwpf 'kv' cu'f k'hwat'v'ltgetwkv"  
y qo gp'v'ugpkqt'tqngu'lt'vj g{ 'y gtg'pqv'r tgr ctgf 'v'o qxg0<sup>35</sup>""Vj g{ 'j cf 'cv'rguv"  
vj g'ej qlg'qh'y j gyj gt'v'uggm'r tqo qvqp'lt'pqv'Vj qug'lpvgtxky ggu'y j q'f kf "  
pqv'uggm'utcvgi ke'tqngu'f k' 'pqv'pgeguuctn{ 'j cxg'tgi tgu.'eklpi 'ej cmgi kpi "

<sup>9</sup>"DO C'Ctej kxu.'EEEE 'Gzgewkxg'Uwd/Equ o kxgg'6'Pqx03; : 40Vgp'F O Qu'y gtg'  
cr r qlpvgf 'ltqo 'vj g'tclpgg'i tcf g0Y j gp'Tqf 'I tklkj u'y cu'cr r qlpvgf 'v'c'F O Q'r quv'lp"  
Dko kpi j co 'lp'3; : 4.'pgkj gt'qh'j ku'y q'pgk j dqt'kpi 'F O Qu'j cf 'Hewm' 's wckhkvqu.  
qpg'j cxlpi 'tclgf 'vj g'Rctv'Kgzco kpcvqp'hwt'ko gu'cpf 'vj g'qvj gt'vy leg'Dgtkf i g'gv'cn0"  
*Decline and Rise?*, 9+0'

: 'lpvgtxky ggu'O'cpf 'S 'r gtuqpcn'eqo o wplecvqu'38B24237'cpf'2; B242360'

: 'DO C'Ctej kxu.'EEEE 'Gzgewkxg'Uwd/Equ o kxgg'6'Pqx03; : 4= 'vj g'HEO 'guko cvgf 'lp"  
3; : 6'vj cv'vj g'3; : 4'tgati cplucvqp'j cf 'rgf 'v'j g'gctn{ 'tgv'go gpv'qh'uqo g'92/: 2'eqo o wplv{ "  
r j { ulekp'u'HEO 'Ctej kxu.'r cr gt'ltqo 'Dqctf 'd{ 'F t'C00 el tgi qt.'0Eqo o wplv{ 'O gf lekpg"  
O cpr qy gt0'49'lp03; : 8."D95024: 7B'E45 IET+0'

<sup>32</sup>"*Ibid.*"

<sup>33</sup>"lpvgtxky gg'V'r gtuqpcn'eqo o wplecvqu'35B242360'

<sup>34</sup>"lpvgtxky gg'N'r gtuqpcn'eqo o wplecvqu'37B242360'

<sup>35</sup>"lpvgtxky gg'L'r gtuqpcn'eqo o wplecvqu'26B242360'

qrrqtwpkkgu'hqt'ko r t q x k p i "h q e c n l u g t x l e g u 'y k j k p " y j g ' e q o o w p k v { ' r j { u l e k c p " t q r g 0 "

"

Vj g'3; : 2u'cnuq'ucy 'kpetgculpi 'pwo dgtu'qh'y qo gp'kp'ugpkqt'tqrgu'y kj kp'yj g" HEO 'cpf 'ku'eqo o kwgg'utwewtg.'kpur kt kpi 'cpf 'r t q x k f k p i " g z c o r n g u ' h q t " q v j g t ' y q o g p ' v j ' r w ' y g o u g r k g u ' h q t y c t f ' h q t ' r t q h g u k q p c n l t g u r q p u k d k r k k g u 0 ' U g x g p ' q w ' q h ' 4 4 ' D q c t f ' o g o d g t u ' k p ' 3 ; : 6 ' y g t g ' y q o g p 0 6 ' ' ' D { ' y j g ' g p f ' q h ' y j g ' f g e c f g ' y q o g p ' y g t g ' t q w k p g n { ' x q v g f ' k p ' c u ' H c e w n v { ' q h h e g t u . ' r c x k p i ' y j g ' y c { " h q t ' c ' p w o d g t ' q h ' y j g o ' w r ' v j ' d g e q o g ' r t g u k f g p w u ' k p ' y j g ' e q o k p i ' y y q ' f g e c f g u 0 " "

### Continuing search for a clear identity for community medicine"

P q v ' q p n { ' f k f ' y q o g p ' k p ' e q o o w p k v { ' o g f l e k p g ' c e j k g x g ' r t q o q v k p p ' c p f ' e c t g g t " r t q i t g u k q p ' k p ' y j g ' 3 ; : 2 u . ' g z r g e v c v k p u ' q h ' e q o o w p k v { ' r j { u l e k c p u o ' t q r g ' y k j k p " j g c n j ' c w j q t k k g u ' u j c t r g p g f ' c p f ' g z r c p f g f 0 ' V j g ' k p e t g c u g f ' p w o d g t ' q h " f k u t l e w ' i g f ' v j ' c ' p g g f ' h q t ' e q o o w p k v { ' o g f l e k p g ' r g t u q p p g n ' c p f ' y j g k ' u n k m u 0 ' V j g t g ' y g t g ' e q p v k p v k p i ' r t q d i n g o u . ' j q y g x g t . ' k p ' t g r v k p p ' v j ' j q u k k v { ' h t q o " j q u r k c n l e n k p l e k c p u ' c p f ' y j g ' e j c n g p i g ' h q t ' y j q u g ' k p ' u g p k q t ' t q r g u ' q h ' d c n c p e k p i " e q t r q t c v g ' t g u r q p u k d k r k v { ' y k j ' r t q h g u k q p c n l k p f g r g p f g p e g 0 ' H q t ' o g p ' c p f " y q o g p ' k p ' e q o o w p k v { ' o g f l e k p g ' k v ' y c u . ' y j g t g h q t g . ' c ' f g o c p f k p i ' r t g r c t c v k p p " i t q w p f ' h q t ' y j g ' o c l q t ' u t c v g i l e ' F R J ' t q r g u ' q h ' y j g ' 3 ; : 2 u 0 ' ' ' ' "

"

Vj g'3; : 4'tggti cplucvqp'ngf 'v'pgy 'tqrgu'hqt'eqo o w p k v { ' r j { u l e k c p u ' k p " j g c n j ' f k u t l e w ' c p f ' y j g ' y q t m ' q h ' y j g ' f k u t l e v ' f g r c t w o g p v ' q h ' e q o o w p k v { " o g f l e k p g ' k p ' t g u r q p u g ' v j ' r q n k e { ' u j k m u ' v y c t f u ' k p e t g c u l p i ' c e e q w p c d k r k v { ' h q t " j g c n j ' u r g p f ' c p f ' k p ' c e j k g x k p i ' x c n w g ' h q t ' o q p g { ' c p f ' g h h e k g p e { ' i c k p u 0 7 ' ' ' R g t h q t o c p e g ' k p f l e c v q t u ' y g t g ' h t u v ' k p v t q f w e g f ' k p ' 3 ; : 4 . ' e q o r g v k k x g ' v g p f g t k p i " h q t ' e g t v k p ' u g t x l e g u ' k p ' 3 ; : 5 0 8 ' E n d p l e c n i g h g e v k g p g u u . ' h q m y k p i ' C t e j k g " E q e j t c p g a u ' u g o k p c n l y q t m l k p ' 3 ; 9 4 ' s w g t { k p i ' y j g ' x c r k f k v { ' q h ' c ' p w o d g t ' q h "

<sup>36</sup>HEO 'Ctej kgu.'o kpwgu'qh'gzvctqf k p c t { 'Dqctf' o g g v k p i '3: 'Lwpg'3; : 4=Dqctf' o kpwgu'. " P q x 0 3 ; : 6 "

<sup>37</sup>HEO 'Ctej kgu.'Dqctf 'r cr gtu.'o kpwgu'qh'Hlpcpeg'cpf 'I gpgtcr'Rwtr qugu'Ego o kwgg'33" O c t e j ' 3 ; : 4 . ' D 9 ; 0 7 : 3 4 = C p p c ' F k z q p ' c p f ' C t w t q ' C r k c t g l / T q u g w g . " *Governing the NHS; Alternatives to an Independent Board* " N q p f q p < V j g M k p i a u ' H w p f . " 4 2 2 : + 3 ; 0 "

<sup>38</sup>J co . " *Health Policy*, 6; 0 "



Rtqi tguu'y cu."pgxgtvj gnguu."unkn'lunqy 0GZr cpf kpi "o cpci gtknltqngu'hqt"  
eqo o wpkv{ 'rj {ulekcpu'qeevttgf "cv'c'vko g'y j gp"qvj gt'f qevqtu'kp'vj g'j gcnj "  
ugt xleg'y gtg"eqpegtpgf "cdqw'gpetqcej o gpv'd{ 'o cpci go gpv'kpw'vj gk"  
enplecn'lhtggf qo "vq'r tguetkdg'cpf."gxgp'y qtug."cwgo r w'vq'gpi ci g'vj go 'kp"  
o cpci gtknltqngu'vis-a-vis'vj gk"eqmgci wgu0: 'F O Qu'j cf "vq'y qtm'j ctf."  
vj gtghatg."cv'vj gk'tgnv'kpwj kr 'y kj 'mecn'enplekcpu0Vj g'r wdnecv'kp'qh'vj g"

3: 'O O G n a p . 'Ö V j g 'R q r k l e u 'q h 'R t q h g u a k p c n 'R q y g t < 'O g f l e k p g 'l p 'c 'E j c p i l p i 'J g c n j "  
U g t x l e g . ö l p 'The Sociology of the Health Service, g f O L O l c d g 'g v 'c n o \* N a p f q p < T q w a r f i g . "  
3: ; 3+ "356/780"

f wkgu'qh'v'j g'f kntlev'f gr ctwo gpv'qh'eqo o wplv' 'o gf lekpg'y cu'lpklcm' 'o gv' y kj kp'ekplecn'ektergu'öy kj "qr r tqdtkwo "cpf "cetko qp { 0<sup>42</sup>"Vj g'ekplecn' r cvj qm' ku. 'hqt'gzco r ng. 'ceewugf "v'j g'eqo o wplv' 'o gf lekpg'qh'ögo r ktg/ dwkf lpi ö'y j lej 'y qwf "lpvgtgtg'y kj "etklecn'ectg<sup>43</sup>"Lxpg'Etqy p. 'tgecnkpi " j gt "gztgkpgpeg"cu'c'pgy 'F O Q'y kj "ugeqpf ct { 'ectg'eqpuwncpw'y j q'f kf "pqv' npqy 'y j cv'uj g'f kf. 'tgc'f "tgrgxcpv'ekplecn'ctv'kengu'uq'v'j cv'uj g'y qwf "j cxg" uqo gyv' lpi "v'c'm'v'v'j go "cdqww'cpf "eqwf "v'j gp'wug'v'j ku'qr r qtwpkv' "v'f i' gv' qv'j gt'o guuci gu'cetquu<sup>44</sup>"kp'qtf gt'v'k'o r tqxg'eqo o wplv' 'o gf lekpgau' etgf kdkkv' 'y kj "ekplekcpu. "qpg'hqto gt'F O Q'lpvgtxkgy gg'cuuki pgf "tckpggu" v'g'cej "j qur kcn'o cpci go gpv'eqo o kvgg'lp"j ku'f kntlev'y kj "c'dtlgh'v'j gr " uqrxg'r tqdngo u'y j gtg'v'j g { "eqwf 0<sup>45</sup>"

"

Vj gtg'y gtg'cf f kkpqcn'pgy "kuwgu'hqt'eqo o wplv' 'r j { ulekcpu'kp'wpf gtvcnkpi " eqtr qtcvg'tgur qpukdkkv' "cu'qh'legtu'qh'v'j g'cwj qtkv' 0<sup>46</sup>"Vj ku'dcncpegf " wpgcukv' 'y kj "c'tgur qpukdkkv' "v'ur gcm'qww'qp'r vdrle"j gcmj "kuwgu<sup>47</sup>"Qpg" uwtxg { "qh'F O Qu'pqvgf "c'r qrtkucv'kqp'dgy ggp'v'j qug'o clqt'kpi "qp'o cpci gtken' cpf "v'j qug'qp'ur gekcn'v'kcf xkuqt'tqngu<sup>48</sup>"Eqo o wplv' 'r j { ulekcpu'cnq'j cf "c" r vdrle'hcekpi "tqng'y j lej "r w'v'j go "kp'v'qr r qukkqp'y kj "eqmgci wgu'lp'v'j g'tguv' qh'o gf lekpg<sup>49</sup>"v' cu'v'j g'gtc'qh'v'j g'emuwg'qh'uo cm'dw'qh'wgp'o wej "mxgf. " mqecn'j qur kcn'cpf "öqhwgp"v'j g'eqo o wplv' 'r j { ulekcp'y cu'v'j g'hcm'i w'f "hqt'v'j ku' wpr qr wrt'f gekukqp<sup>49</sup>"

"

Vj gug'y gtg'f khl'ewn'dw'v'kml'j gcf { 'f c { u'cu'eqo o wplv' 'o gf lekpg'cnq'uwtvgf " v'ectxg'qww'pgy "vgttkqt { 'y kj "v'j g'hny gtlpi "qh'v'j g'lpvgtpcv'kqpcn'j gcmj " r tqo qv'kqp'o qxgo gpv'lp'v'j g'3; : 2u.'hgewuupi "qp'r tngxgp'v'kxg'r tqi tco o gu'

<sup>42</sup>"HEO 'Ctej kxgu. 'Dqctf "o kpwgu'35'O c { '3; : 40'

<sup>43</sup>"HEO 'Ctej kxgu. 'EEEE 'Gzgewkxg'Uwd/Eqo o kvgg'o kpwgu'7'O ctej '3; : 40'

<sup>44</sup>"Dgttkf i g'gv'cn' "Decline and Rise?, 38/39. 'Fcxkf "Dncpg0'

<sup>45</sup>"Kpvtxkgy gg'U'r gtuqpcn'eqo o wplecv'kqp'52B242360'

<sup>46</sup>"DO C'Ctej kxgu. 'EO EJ "Eqo o kvgg'hqt'Eqo o wplv' 'O gf lekpg'cpf 'Eqo o wplv' 'J gcmj + P gi qv'v'kpi "Uwd/Eqo o kvgg'o ggv'kpi '3; 'Cr tkl'3; : ; 0Vj g'DO C'EEEE 'ej cpi gf 'ku' cetqp { o "v'EO EJ "cv'ku'o ggv'kpi '36'Lwn' '3; : 50'

<sup>47</sup>"Vj g'Cwf k'Eqo o kuukqp'pqvgf "cu'v'v'cu'3; ; 5'v'j cv'ör ctv'ewrt'F k'gewqtu'qh'Rvdrle"J gcmj " j cxg'j cf "r tqdngo u'tgeqpek'kpi "v'j gk'lpf gr gpf gpv'tqng'cu'i vctf kcp'qh'v'j g'eqo o wplv' 'au' j gcmj "y kj "v'j g'tgs vktgo gpv'v'q'r ctv'ekr cv'g'lp'uwej "wpgpxkcdng'eqtr qtcvg'f gekukqp'u'cu' f gekf lpi "y j lej "vgtxlegu'ctg'ch'qtf cdng.ö'Cwf k'Eqo o kuukqp. "Their Health, Your Business" \*Nqpf qp<J O UQ. '3; : 5+.'440'

<sup>48</sup>"Ngy ku. "What Price Community Medicine?, 3720'

<sup>49</sup>"Dgttkf i g'gv'cn' "Decline and Rise?, 36. 'Fcxkf "Dncpg=lpvgtxkgy gg'V'r gtuqpcn' eqo o wplecv'kqp'35B242360'

cpf "kpwt/ci gpe { 'y qtnkpi 0: "Cp"gf kqtkcnkp "Public Health"eqpukf gtgf "

eqo o wpkv { "o gf lekpg'y cu'yj g'qpn { "ur gekcn { "y cv'eqwf . "d { "0tki j v.0'dgeqo g"

kpxqkxgf "kp"j gcnj "r tqo qvqp. "eqo o wpkv { "r j { ulekcpu0'tcklpi "kp"

gr kf go kqni { . "dgj cxkqwtcn'uekpep"cpf "gpxkqpo gpvcn'j gcnj . "cnj qwi j "kv"

f qwdvgf "y j gyj gt'eqo o wpkv { "r j { ulekcpu'j cf "y j g'ecr cekv { "qt"qr r qtwpkv { "vq"

f gcn'y kj "k0: ""F gur kg'yj g'Eqpugtxcvkg'I qxgtpo gpv'u'tghwucn'vq'cev'wr qp"

yj g'hkpf kpi u'qh'yj g'0DrcenIT gr qtvo'qp'yj g'uecn'qh'j gcnj "kpgs wcnkkgu. "ecpp { "

F O Qu'wugf "y j g'kpkcvkg'cu'c'y c { "qh'ur tgcflpi "r tggxgvkg'j gcnj "cetquu'yj g"

j gcnj "f kurtlev'cpf "gpi ci kpi "enkplekcpu'cpf "eqmgci wgu'qp'yj gk'ci gpf c0<sup>2</sup>"

O cp { "f gxgmqr gf "uk gdcn'j gcnj "r tqo qvqp"vgco u'qp'yj g'dcen'qh'k0<sup>3</sup>"Hqt"

yj qug'F O Qu'y j q'y gtg'r tgr ctgf "vq'ugk g'yj g'ej cnepi g. "yj gtghqtg. "yj gtg'y cu"

tgrcvkg'htggf qo "vq'f gxgmqr "yj g'tqng'kp"c"etgcvkg'y c { 0"

"

Eqo o wpkv { "o gf lekpg'y cu'cnq'cdng'htqo "3; : 4"vq'dwrf "qp'ku'r nppkpi "tqng0"

Twppkpi "necn'j gcnj "ectg'r nppkpi "vgco u'J ERVu+htqo "3; 96'y kj kp'yj g"

tqgti cplugf "u { ugo "y cu'vq'dg'c'ng { "hwpevqp'ht'eqo o wpkv { "o gf lekpg0"

F wtkpi "y j g'3; 92u'yj gtg'y cu'unkm'c'o clqt'unkm'uj qtci g'uq'yj cv'd { "gctn { "3; 98"

qxgt'j cni'yj g"; ; "j gcnj "ectg'r nppkpi "r quu'kp'eqo o wpkv { "o gf lekpg'y gtg"

wphknf 0<sup>4</sup>"J ERVu'y gtg'ko r ngo gpvgf "y kj "o kzgf "uweegu. "yj gtghqtg. "cu'y gtg"

i qxgtpo gpv'cwgo r v'u'vq'gpeqwtci g'lqkv'r nppkpi "dgwy ggp'j gcnj "cpf "necn'

cwj qtkkgu0<sup>5</sup>"J qy gxgt. "d { "3; : 4. "tgo qxcn'qh'yj g'ctgc'vkt'uko r rkkf'r nppkpi "

4: "Y J Q. "Global Strategy. "cf xqecvgf "kpwt/ugevqtcn'y qtnkpi =Y J Q'Gwtqr g. "Ottawa Charter, guvdrkuj gf "r tggxgvkg'r tqi tco o gu'ht'J KXICF U0"

4: "Public Health, "Gf kqtkcn"0J gcnj "Rtqo qvqp"/"Xkukqp"qt "KwukqpA0 4"0 ctej "3; : 4+93/40"

52: "kpwtxkgy gg'S "r gtuqpcn'eqo o wplecvqp"2; B24236=Rcvteml'gpnkp. "Ugetgvt { "qh'Ucv'g'ht' "Uqekcn'Ugtxlegu'ucv'gf "y cv'yj g'I qxgtpo gpv'eqwf "pqv'gpf qtug'yj g'I tqwr u'tgeqo o gpf cvkqp" yj cv'dgecwug'ecwugu'qh'j gcnj "kpgs wcnkkgu'y gtg'uq'f ggr /tqqvgf "qpn'c'o clqt'cpf "y kf g/ teci kpi "r tqi tco o g'qh'r wdrk'ggr gpf kwg'y qwf "cneg' "y j g'rcwgt0"F J UU. "Black Report, hqtgy qtf =v'j g'0DrcenIT gr qtvo'uj qy gf "y cv'ht'o gp'cpf "y qo gp'yj g'tkum'qh'f gcv'j "dghqtg" tgvkgo gpv'y cu'40'ko gu'cu'i tgevlpi'Uqekcn'Encu'X'cu'kv'y cu'kp'Uqekcn'Encu'K\*45. "40-0Vj ku' y cu'dcugf "qp'c'htg'ko g'qh'f gr tkcvkqp'htqo "dcf "j qwukpi . "r qqt'y qtnkpi "cpf "gpxkqpo gpvcn' eqpf kkpku. "ny "kpeqo g. "cev'kkgu'f gvk'ko gpvcn'v'j gcnj "uwej "cu'uo qnkpi 0"

53: "kpwtxkgy gg'S . "y j q'y cu'F O Q'yj gp'F RJ . "ur qng'qh'yj g'ngzkdng'wug'qh'j gt'dwf i gv'vq" tgetvkv'pqp/o gf kecn'j gcnj "r tqo qvqp'unch'vq'twp'r tggxgvkg'r tqi tco o gu'0Rgtuqpcn' eqo o wplecvqp"2; B242360"

54: "F J UUEkewct"J TE\*95+5"guvdrkuj gf "y j g'etgcvqp'qh'J gcnj "Ectg'Rnppkpi "Vgco u"

\*J ERVu=HEO "Ctej kxgu. "Dqctf "o kpwgu'3: "O ctej "3; 980"

55: "Gunkp"r qkvu'vq'eqphwukqp'qxgt'tqngu'cpf "rcen'qh'kphqto cvkqp'j kpf gtkpi "J ERVu. "Y tki j v. "cpf "Y tki j v'cpf "Uj grf qp. "y j g'eqo r ngzkv' "qh'kpvtpcn'r nppkpi "o gej cpluo u'cpf "rcen'qh'eq/ qtf lpcvqp'qh'ko gvcdr'u'c'dcttltgt'vq'gh'gevkxg'lqkv'r nppkpi "kpwqf wegf "d { "F J UUEkewct" J E\*98+3: <Hf c'Gunkp. "0Vj g'Tgcnk' "qh'J gcnj "Ectg'Rnppkpi "Vgco u.0"Health and Social Service Journal"\*; "P qx03; 96+47; 8/9"cpf "Hf c'Gunkp. "0Rnppkpi "Vgco u'c'Rtqi tguu"

## An improving calibre of manpower

Tgr qtvö *Health and Social Service Journal*"3"P qx03; 97+<466; =Igpplktg"Y tki j v." *Collaboration between Health and Social Services in the Planning Process: A Case-study of One Non-metropolitan County with Particular Reference to Two Health Districts within That County*, wpr wdrkuj gf "O cuxgt"qh'Rj kkuqr j { "j' guku" Wpklxtuk\ "qh'Uqwj co r vqp" F gr ctvo gpv'qh'Uqekcn"Y qtm<3; : 6+:"399/: =Igpplktg"Y tki j v'cpf "Hcpegu"Uj grf qp. "öJ gcnj " cpf "Uqekcn"Ugtxlegu"Ræppkpi .ö"*Social Policy and Administration*"3; .5"5"Cwwo p"3; : 7+< 47: /94"qp"j' g'hcævtu"tgc f kpi "vq"lpghtgewcn'lqkpv'r æppkpi 0' 56"DO C"Ctej kxu."EEEE"Vtclpggu"Uwd/Eqo o kvgg'o kpwgu"32'F ge03; : 40' 57"Kpvtxkgy ggu"V"cpf "T'r gtupqcrleqo o wpleckvqu"35 B2 I5236"cpf "36 B2 I42360' 58"Kpvtxkgy ggu"O . "U."V."M" L'cpf "R'y gtg'cm'cevkxg'r qrklecml "qt"lp'ko r tqxkpi "uqekcn' eqpf kkpqu'f wt kpi "j' gk"o gf kecn'uej qnrlqt"lwpkqt" f qevqt"uci gu0Rgtupqcrleqo o wpleckvqu" 38 B264237. "52 B2 I4236. "35 B2 I4236. "39 I25 I4237. "26 B2 I4236"cpf "39 B3 I42360" 59" Dgttkf i g"gv'cn0"Decline and Rise?, 340" 5: "Dgttkf i g"gv'cn0"Decline and Rise?. 4: . "Y cuxgt"J æncpf 0'

ko r t q x g 'h t q o 'L w p g '3; : 6<sup>5</sup> 'V j g 'y c u c i g 't c v g 'y c u 'f g e t g c u k p i 0<sup>2</sup> 'T g e t w k o g p v'  
ko r t q x g f 'p q v 'q p n { 'd g e c w u g 'q h 'y j g 'e q p v g p v 'q h 'e q o o w p k v { 'o g f l e k p g 'd w '  
d g e c w u g 'e q p f k k q p u 'h q t 't c k p k p i 'y g t g 'k p e t g c u k p i n { 'j c t u j 'h q t 'l w p k q t 'f q e v t u 'k p '  
q v j g t 'u r g e k n k g u 'o c n k p i 'c 'f l u e k r n k p g 'y k j 't g i w r c t 'j q w t u . 'h k w r g 'q p / e c m '  
r c t v l e w r c t n { 'c r r g c n k p i 0 ' 'C p 'g f k q t k c n k p 'C o m m u n i t y M e d i c i n e 'k p 'H g d t w c t { "  
3; : 4 'j k i j r k i j v g f 'y q 'h g { 'f k h g t g p e g u 'k p 'e q o o w p k v { 'o g f l e k p g 't c k p k p i 'h t q o "  
q v j g t 'u r g e k n k g u . 'h k t u v n { 'k p 'j c x k p i 'c 'q p g / { g c t 'c e c f g o k e 'e q w t u g 'c p f . 'u g e q p f n { . "  
c 'u k p i n g 't c k p k p i 'i t c f g 'e q x g t k p i 'd q v j 't g i k u t c t 'c p f 'U T 'r q u u 0<sup>3</sup> ' 'C 'u w t x g { "  
t g r q t v 'd { 'y j g 'Q h h e g 'q h 'O c p r q y g t 'G e a p q o k e u 'q p 'y j g 't g u r q p u k d k k k g u 'q h 'q p g "  
k p 'y j t g g \*72+ 'e q o o w p k v { 'o g f l e k p g 't c k p g g u 'u j q y g f 'y j c v 'o q u v 'y g t g 'y q t n k p i "  
q p g 'k p 'y j t g g 'q t 'h q w 'q p / e c m t q v c u 'c p f 'y q t n g f 'w r 'v q '36 'j q w t u 'c 'y g g m l q w 'q h '  
y j g 'q h h e g 'q p 'u g t x l e g / t g r v g f 'y q t m l q t 'u w f { 'q p 'v q r 'q h 'c '57 'j q w t 'p q t o c n '  
y q t n k p i 'y g g m 'u k n l o w e j 'h q y g t 'y c p 'j q u r k c n l o g f l e k p g 0 'V j g 'k p e k f g p e g 'q h '  
e c m / q w 'q p 'g o g t i g p e { 't q v c u 'h q t 'g p x k t q p o g p v c n j g c n j 'c p f 'e q o o w p l e c d n g "  
f k u g c u g 'y c u 'h q y 0<sup>4</sup> "

C n j q w i j 'y j g 'H c e w n { 'e q p u k f g t g f 'y j c v 'k 'y c u 'k u 'h g z k d k k v { 'k p 'c t t c p i g o g p w '  
h q t 'r c t v l o g 't c k p k p i 'y j c v j g r g f 'k 'c w t c e v 'c 'j k i j 'r t q r q t v k p 'q h 'y q o g p '  
f q e v t u 'y t q w i j q w 'y j g '3; : 2 u . 'k 'y c u 'b o q t g 'y j c v 'y q o g p 'e q w f 'o c p c i g 'h m m '  
v k o g 't c k p k p i 'k p 'e q o o w p k v { 'o g f l e k p g 'c p f 'f k f 'p q v . 'y j g t g h q t g . 'p g g f 'v q 'c n g 'y j g "  
r c t v l o g 'q r v k p 0658 'k p f k k f w c n l 'c e e q w p v g f 'h q t '639(8 'y v g 't c k p k p i 'r q u u . 'h q t "  
g z c o r i g . 'c v '52 'U g r v g o d g t '3; : 20<sup>5</sup> ' 'C 'u w t x g { 'q h 't c k p g g u 'k p '3; : 8 'v q 'c u e g t v k p "  
y j g 'g z v g p v 'q h 'r c t v l o g 't c k p k p i 'h q w p f 'r c t v l o g t u 'q p n { 'e q o r t k u g f '807 ' 'q h '  
y j g 'v q c n 0 'V j g 'x g t { 'h g y 'y q o g p 'y j q 'y q t n g f 'r c t v l o g 'f k f 'u q 'h q t 'f q o g u k e "  
t g c u q p u . 'y j g t g c u 'o g p 'f k f 'u q 'd g e c w u g 'y j g { 'y g t g 'e q o d l k p k p i 'e q o o w p k v { "  
o g f l e k p g 'y k j 'q v j g t 'o g f l e c n l y q t n 0<sup>6</sup> ' 'V j g 'e j c k t 'q h 'y j g 'H c e w n { 'G f w e c v k p "  
E q o o k w g g 'e q p u w n g f 'u g x g t c n H c e w n { 'o g o d g t u 'q p 'y j g 'v q r k e 'c p f 't g e g k x g f 'y j g "

<sup>5</sup>: 'H E O 'C t e j k x g u . 'G f w e c v k p 'E q o o k w g g 'o k p w g u 'O c { '3; : 60'

<sup>62</sup>: 'H E O 'C t e j k x g u . 'U r g e k n D q c t f 'o g g v k p i '36/37 'H g d 03; : 70"

<sup>63</sup>: 'C o m m u n i t y M e d i c i n e . 'G f k q t k c n 'o U r g e k r k u 'V t c k p k p i 'k p 'E q o o w p k v { 'O g f l e k p g . ö 6 . "3"

\*H g d 03; : 4+<6: /950'

<sup>64</sup>: 'D O C 'C t e j k x g u . 'E E E O 'V t c k p g g u 'U w d /E q o o k w g g 'o k p w g u '32 'F g e 03; : 40C '6; 'j q w '  
y q t n k p i 'y g g n l y k j 'q e e c u k p c n l q p /e c n l y c u 'o w e j 'd g w g t 'e q p f k k q p u 'y j c p 'y j g 'c x g t c i g 'q h j 'q w t u '  
q h 'f w { 'q h 'l w p k q t 'j q u r k c n l f q e v t u 'y j l e j 'e q w f 'g z e g g f '322 'c 'y g g n 0'

<sup>65</sup>: 'H E O 'C t e j k x g u . 'D q c t f 'o g g v k p i '52 'Q e v 03; : 3 . 'o G x k f g p e g 'v q 'O g f l e c n l 'O c p r q y g t 'U c p f k p i "  
C f x k u t { 'E q o o k w g g . ö \*D74(25; 31; 4+0"

<sup>66</sup>: 'E O D w t p u . 'o R c t v l o g 'V t c k p k p i 'k p 'E q o o w p k v { 'O g f l e k p g . ö 'C o m m u n i t y M e d i c i n e ' . '3 \*O c { "  
3; : 8+<35: /630"

tgur qpug'yj cv'yj g'Hcewn{\ 'f kf 'cml'p'ku'r qy gt 'v'gpeqwtci g'yj g'vtclp'kpi 'qh'  
y qo gp'dw'y kj qw'rqy g'kpi 'cp{\ 'u'cpf ctf u<sup>67</sup>'Vj g'Hcewn{\ 'w'pf gt v'q'q'nc'  
hwt'y gt'tgx'ky 'qh'yj g'igx'gn'qh'r ctv'vko g'vtclp'kpi 'kp'3; ; 5'y j lej 'eqph'kto gf "  
: 2' 'qh'y qo gp'cpf "; 2' 'qh'o gp'vtclp'g'f 'hwm'vko g'cu'tgi kwtctu'cpf '97' 'qh'  
y qo gp'cpf '322' 'qh'o gp'hwm'vko g'cu'UTu<sup>68</sup>'Eqo r ctf g'f y kj 'j qur kcn'  
o gf lekp'g. 'hwm'vko g'r tce'v'eg'kp'eqo o w'p'kv{\ 'o gf lekp'g'f kf 'p'qv'r t'gug'p'v'y qo gp"  
y kj 'c'r tqd'rgo 0'

"

Tgetwko gpv'j cf 'ko r tqx'gf 'v'q'uwej 'cp'gz'w'gp'v'y cv.'d{\ '3; ; 8.'eqo o w'p'kv{\ "  
o gf lekp'g'y cu'p'q'h'qpi gt'tgi ctf gf 'cu'c'uj qt'vci g'ur gek'cn'kv{\ 'cpf 'eqo r g'v'k'k'qp"  
k'pet'g'cu'gf 'h'qt'r quu<sup>69</sup>'"kp'3; ; 9'p'gy 'tgetwku'u'v'q'q'f 'cv'820<sup>6</sup>: 'Vj g'r tqd'rgo ."  
k'p'f'ggf.'uj k'ng'f 'ht'qo 'm'em'qh'k'p'v'gt'gu'v'kp'eqo o w'p'kv{\ 'o gf lekp'g'cu'c'ur gek'cn'kv{\ 'v'q"  
uj qt'vci g'qh'r quu'h'qt'yj g'p'wo dgt'qh'r q'w'p'v'k'cn'r r n'ec'p'w'0C'ee'q't'f'kpi 'v'q'yj g"  
Hcewn{\ 'au'C'ec'f go k'e'T'gi kwt'ct'kp'3; ; 7.'y'j g't'g'y cu'eq'p'eg't'p'kp'u'qo g'T'gi k'q'pu"  
y'j cv'yj g'p'wo dgt'qh'r quu'cx'k'k'cd'ng'h'qt'vtclp'kpi 'eqo o w'p'kv{\ 'o gf lekp'g"  
ur gek'cn'ku'y cu'k'p'cf g's w'c'v'g'h'qt'h'w'w'g'p'gg'f u<sup>0</sup>Vj ku'y cu'f'g'ur k'g'oo {\ "  
k'p'h'q'to c'v'k'p'f' y'j cv'yj g's w'c'v'k'kv{\ 'qh'c'r r n'ec'p'w'j cu'p'g'x'gt'd'gg'p'j k'j j gt'cpf 'y'j cv"  
o cp{\ 'qh'yj q'ug'y j q'ct'g'w't'p'gf 'f'q'y p'y q'w'f 'o c'ng'g'zeg'ng'p'v'eqo o w'p'kv{\ "  
r j {\ u'lek'p'u'k'h'q'pn{\ 'y g'j cf 'o qt'g'vtclp'kpi 'r quu<sup>66</sup>: ""

"

Ht'qo 'y'j q'ug'T'gi k'q'pu't'g'w't'p'kpi 'f'c'v'v'q'yj g'Hcewn{\.'y'j g't'g'y cu'cp'cx'g't'ci g'qh'  
h'x'g'c'r r n'ec'v'k'p'u'r gt'tgetw'k'c'u'w'd'u'w'c'p'v'k'cn'ko r tqx'go gpv<sup>72</sup>'T'q'ugo ct{\ 'T'w'g"  
cpf 'C'Q 0Y 0Y j k'h'g'f.'c'h'gt't'gx'ky kpi 'v'gp'g'g'ct'uo'qh'tgetwko gpv'cpf'vtclp'kpi "  
kp'eqo o w'p'kv{\ 'o gf lekp'g'kp'3; ; 7.'eq'p'en'f'gf 'y'j cv'oo'cn'j q'w'j j 'y'j g'ur gek'cn'kv{\ 'j cu"  
f'g'x'g'ng'r gf 'cp'c'w'k'w'f g'qh'g'z'v'tgo g'o q'f'g'uv{\ 'cpf 'u'g'h'et'k'k'ek'uo . 'ku'eq'p'v't'k'd'w'k'p'p"

<sup>67</sup>'HEO 'C'tej k'x'gu.'G'f'w'ec'v'k'p'Eqo o k'w'gg't'gr q't'v'gf 'v'q'D'q'ct'f 'o g'g'v'k'pi '38'O c'tej '3; ; 2"

\*D94025; ; 1; 2+0'

<sup>68</sup>'HEO 'C'tej k'x'gu.'V'g'u'u'I t'g'cm{\.'o'R't'qi t'g'u'u'T'gr q't'v'v'q'yj g'T'ER'Y q't'n'k'pi 'R'ct'v{\ 'q'p'R'ct'v'v'ko g"  
Y q't'n'k'p'U'r gek'cn'ku'O gf lekp'gö'42'C'r t'k'i'3; ; 50'

<sup>69</sup>'DO C'C'tej k'x'gu.'EO EJ 'P'g'i q'v'c'v'k'pi 'U'w'd/E'qo o k'w'gg'o k'p'w'gu'52'Q'ev'03; ; 8'\*EO EJ '45+0'  
Vj g'eqo o k'w'gg'y cu'w't'r t'k'ug'f 'v'q'ugg'yj cv'eqo o w'p'kv{\ 'o gf lekp'g'y cu'p'q'h'qpi gt'tgi ctf gf 'cu'c'  
uj qt'vci g'ur gek'cn'kv{\ 'd{\ 'y'j g'F'J U'U'k'p'ku'J g'cn'j 'V't'g'p'f u'c't'v'k'eng'u<sup>0</sup>

<sup>6</sup>'HEO 'C'tej k'x'gu.'V'tclp'gg'O go d'g'tu'Eqo o k'w'gg't'gr q't'v'gf 'v'q'D'q'ct'f 'o g'g'v'k'pi '32'H'gd'03; ; ; "

\*D075027: : 1; +0'

<sup>6</sup>'HEO 'C'tej k'x'gu.'G'f'w'ec'v'k'p'Eqo o k'w'gg'3: 'C'r t'k'i'3; ; 7.'o'C'ec'f go k'e'T'gi kwt'ct'au'T'gr q't'v'ö"

\*D335D027: 617+0'

<sup>72</sup>'HEO 'C'tej k'x'gu.'V'tclp'gg'O go d'g'tu'Eqo o k'w'gg't'gr q't'v'gf 'v'q'D'q'ct'f 'o g'g'v'k'pi '32'H'gd'03; ; ; "

\*D75027: : 1; +0'

j cu'dggp'tgo ctnædng'eqpukf gtgf 'y g'rcniqhr' tqr gt 'vtclpki 'cxckædng'wpvkc'  
f gecf g'ci q<sup>73</sup>''''

"  
"

### **A turning point for the position of community medicine in health authorities?**

Ko r tæxgo gpw'lp'y g'ecrkdgt'qh'y g'pgy 'ecf tg'qh'eqo o wpvk' 'o gf lekpg"  
y qtnhqtæg'o gcpv'y g'ur gekm' 'y cu'dgwtg'cdng'v'ecr kcrkug'qp'ng'{"  
qti cplucvqpcn'ej cpi gu'y kj lp'j gcnj 'cwj qtkkku'lp'y g'3; : 2u'y j kej 'y gtg'vq"  
gpj cpeg'ku'o cpci gtcn'cpf 'utcvgi k'etqrgu.'utcvpi 'y kj 'y g'lpvtqf wvqap'qh"  
i gpgtcn'o cpci go gpv'Vj g'3; : 5'I tkhkj u'tghqto u.'f gur kg'dgkpi 'kpkkm' "  
tgegkxgf 'pgi cvkxgn' 'y kj lp'eqo o wpvk' 'o gf lekpg.'pgxgtvj gnguu'tguwngf 'lp'c"  
eqpukf gtcn' 'ko r tæxgf 'uvcwu'hqt'y g'ur gekm' 0'k'3; : 4.'y g'Ugetgvct { 'qh'  
Ucvg'cr r qlpv'g'c'uo cm'vgo 'wpf gt'y g'ngcf gtuj kr 'qh'Tq { 'I tkhkj u'vq"  
r tæxkf g'ðcf xleg'qp'y g'ghgevkxg'wug'qh'o cpci go gpv'qh'o cpr qy gt'cpf "  
tgrv'g'f'guqwtugu'lp'y g'P J U<sup>74</sup>''Vj g'3; 96'cpf '3; : 4'tgqti cplucvqpu."  
f gur kg'cnvgtkpi 'utvewtgu.'j cf 'hckrgf 'v'cej kxg'ghgevkxg'o cpci go gpv'<sup>75</sup>"  
O qtgqxtg.'y g'o quv'tgegpvtgqti cplucvqap'j cf 'f grkdgtcvgn' 'tglgevgf 'y g'  
r tqr qukvqap'y cv'gej 'cwj qtkv' 'uj qwf 'j cxg'c'ej kgh'gzgewkxg<sup>76</sup>''Vj g'  
õI tkhkj u'Tgr qt v.ö'kuwgf 'lp'Qevqdg'3; : 5.'eqpukf gtgf 'y g'f khtgpegu"  
dgw ggp'P J U'cpf 'dwukpguu'o cpci go gpv'v'q'dg'qxtgucv'g'0'Vj g'P J U'pggf gf "  
v'eqpvtqn'g'zr gpf kwtg.'gxcnævg'ku'r gthqto cpeg'r ctvæwætn' 'lp'o ggvpi 'y g'  
pggf u'cpf 'g'zr gewvqpu'qh'y g'r gqr ng'k'ugtxgf.'cpf 'ugv'o cpci go gpv'  
qdlgevkxg'0'Vj g'o quv'qdxkqu'f cr 'y cu'y g'rcniqhc'engctn' / f ghkpgf "  
o cpci go gpv'hwpevqap'd { 'y j kej 'öy g'o gcp'y g'tgur qpukdkk' 'f tcy p'vqi gjv gt"

<sup>73</sup>Tqugo ct { 'Twg'cpf 'CQ 0Y 0Y j khgrf . 'öTgetwko gpv'cpf 'Vtclpki 'lp'Eqo o wpvk' "  
O gf lekpg'/'c'F gecf gar'Gzr gtlgpeg.ö'Journal of the RCP of London'3; . '4'Cr tki'3; : 7+<334/  
60'

<sup>74</sup>GOTOI tkhkj u.'NHS Management Inquiry, Letter from Roy Griffiths to the Secretary of  
State for Social Services'\*47'Qev'3; : 5+.'r ctcö. "[j vr <ly y y Qj uj kvqt { Qpgvi tkhkj uq vo ri](#)"  
\*ceeguugf '29B24236+æceeqtf lpi 'vq'Y gduvt.'NHS.'385.'y g'lv'ng'qh'tgxky 'tghgevgf 'y g'  
Vj vej gt'I qxgtpo gpv'wug'qh'twugf 'lp'f kxf wcu'htqo 'dwukpguu'v'f gxnqr 'ur ggf { 'tgr qt w'  
tcvj gt'y cp'ewo dgtuqo g'gps wktgu'

<sup>75</sup>Y gduvt.'NHS, 385=öRcvkpw'htwö'g'zr rckn' 'tglgevgf 'y g'r tqr qukvqap'y cv'gej 'cwj qtkv' "  
uj qwf 'j cxg'c'ej kgh'gzgewkxg'dgecvug'y ku'y cu'pqv'eqo r cvkng'y kj 'r tqhguvqpcn'  
lp'gr gpf gpeg'cpf 'eqpvkwgf 'y g'f gc'qh'c'vqr 'vgo 'v'eq/qtf lpcvg'cm'y g'j gcnj 'ugtæleg'  
cvkxkku'lp'c'f kntkv'F J U.'Patients First: Consultative Paper on the Structure and  
Management of the National Health Service in England and Wales \*Nqpf qp<J O UQ.'F ge0'  
3; 9; +<9'r ctc033+0"

<sup>76</sup>F J U.'Patients First,'90'

kp"qpg'r gtuqp."cv'f khtgtpv'ngxnu'qh'vj g'qti cpkucvqp."hqt'r rppkpi ."  
ko r ngo gpvcvqp"cpf "eqptqn'qh'r gthqto cpeg<sup>77</sup>"Vj g'ncm'qh'c'i gpgtcn'  
o cpci go gpv'r tqegu'u'o gcpv'k'y cu'f khtewv'v'q'cej kxg'ej cpi g<sup>77</sup>"Ku'cdugpeg"  
õo gcpu'pq'f tkkpi 'hqtégí ceegr vpi 'f kgev'cpf 'r gtuqpcn't gur qpukdkv' 'hqt'  
f gxgnr kpi 'o cpci go gpv'r rpu.'ugewt kpi 'vj gk'ko r ngo gpvcvqp"cpf "  
o qpkkqtkpi 'cewcn'cej kxgo gpv<sup>78</sup>"Eqpugpuwu'o cpci go gpv'tgn' kpi 'cu'k'f k'f "  
qp'i tqwr 'f gekukqp/o cnkpi 'y kj 'gcej 'i tqwr 'o go dgt'j cxkpi 'vj g'r qvwpkcn'hqt"  
xgvq.'j cf 'hgf 'v'õny guv'eqo o qp'f gpqo kpcvt'f gekukpu'cpf 'nupi 'f grc' { 'u'kp "  
vj g'o cpci go gpv'r tqegu<sup>79</sup>"Vj g'tgr qtv'tgeqo o gpf gf "ceeqpvcdr'g'i gpgtcn'  
o cpci gtu'dg'cr r qkpv'f 'cv'cm'ngxnu'v'q'r tqxkf g'hgcf gtuj kr . 'y kj 'f qevqtu'v'q'dg"  
emugn' { 'kpxqrkgf "õcu'pcwtcn'o cpci gtuõ+y kj 'o cpci go gpv<sup>7</sup>: ""  
"

Cmj qwi j 'vj g'pgy 'i gpgtcn'o cpci gtu'eqwf 'dg'tgetwkgf 'htqo 'vj g'o gf lecn'cpf "  
pwtukpi 'r tqhguukpu'qpn' { '47' 'y gtg'd { '3; : 900 quv'o cpci gtu'eco g'htqo "  
hqtto gt'PJ U'cf o kpkutcvqtu'qt'j gcf u'qh'hkpcpeg<sup>7</sup>: ""K'y cu'cny c { 'u'eqpukf gtgf "  
wprkn'g' { 'vj cv'f qevqtu'y qwf 'qr v'hqt'vj gug'pgy 'tqngu'cu'vj g { 'eco g'y kj 'hkz gf "  
vgtto u'eqptcew'cpf 'r c { 'y cu'r gthqto cpeg/tgn'v'f <sup>82</sup>""Xgt { 'hgy 'eqo o wpkv' "  
o gf lekpg'r j { 'ulekcpu'cr r ngf 'hqt' 'i gpgtcn'o cpci gt'r quu.'twpkpi 'qpn' { 'cv'  
õvqngpö'pwo dgtu<sup>83</sup>""Ngy ku.'kp'j gt'uxt'xg { 'qh'F O Qu'uj qtv' { 'chgt'vj g'kuuw'qh'  
vj g'õl tkhkj u'Tgr qtv'õ'hqwpf 'o quv'f k'f 'pqv'y cpv'v'q'dgeqo g'i gpgtcn'  
o cpci gtu.'hgctkpi 'vj g { 'y qwf 'dg'v'q'q'emugn' { 'cuuqekv'f 'y kj 'PJ U'  
dwtgcwetce { 'cpf 'nug'etgf kdkv' { 'cu'r j { 'ulekcpu.'tgcy cngpki 'vj g'v'gukpu"  
dgy ggp'r wdr'ke'ceeqpvcdr'v' { 'cpf 'r tqhguukpcn'cwqpqo { <sup>84</sup>"Vj g'DO C"  
EEEE 'ucv'qp'vj g'hpeg.'ucv'kpi <õcmj qwi j "y g'ctg+'eqpxkpegf 'vj g'eqpegr v'  
qh'i gpgtcn'o cpci go gpv'ku'wpy qtn'cdrg'o go dgtu'eqpukf gtgf 'vj cv'eqo o wpkv' "  
r j { 'ulekcpu'y gtg'vj g'o quv'uwkcdrg'qh'cm'vj g'f kuekr rkp'gu'v'q'cuuwo g'uwej "

<sup>77</sup>"T tkhkj u."Management Inquiry, i gpgtcn'qdugtxcvqp'r ctcu03.4.6.9040'

<sup>78</sup>"Ibid., i gpgtcn'qdugtxcvqp'r ctc080'

<sup>79</sup>"Ibid., 'TJ Cu'cpf 'FJ Cu'r ctc0370'

<sup>7</sup>: "Ibid., i gpgtcn'qdugtxcvqp'r ctc0; e="tgeqo o gpf cv'qp": 04. 'vj g'Wpk'r ctc03; 0'

<sup>7</sup>: "Mgkp."New Politics, 342/30'

<sup>82</sup>'Y gduvgt."NHS,"395."3430'

<sup>83</sup>"HEO 'Ctej kxu.'Dqctf 'r cr gt.'õTgr qtv'qh'vj g'Tgi kwtct'cu'Hewv' { 'Qdugtxgt'cv'c'O ggvkpi "  
qh'vj g'Gzgewkxg'qh'vj g'Cuqekcvqp'qh'F O Qu'y kj 'vj g'EO Q'Gpi rcpf +õ"; 'P qx03; : 6"

\*D88024: 617-0'

<sup>84</sup>"Ngy ku."What Price Community Medicine?, 374/50'





ur gekn{\0<sup>2</sup>"Vj g"J qwug"qh'Eqo o qpu'Uqekn'Ugtxlegu'Eqo o kwgg"qh'3; : 6"  
 cnuq'pqvgf "y g'tgevkqp"vq"y g'T gr qt vj cf "pqv'dggp"gpvj wukwle<ökv'j cu'dggp"  
 kpvgtr tgvf "cu'cp'cwceñlqp"P J U'wchh"cu'c"y tgc v'v'q'enkplecn'ltggf qo ö<sup>93</sup>""  
 "

Vj g'DO C'tlkgf "f gr { lpi "vcekleu."uggnkp i "y g'rcwpej "qh'r knqv'r tqlgew'htuv'vq"  
 vguv'y g'pgy "cttcpi go gpvü<sup>94</sup>"J qy gxgt."y g'F J UU'kpukngf "kv'y cu'pqv'c"  
 hwtj gt'tgqti cplucvqp"cnj qwi j "kv'tgeqi plugf "eqo o wplv' 'r j { ulekpu'y gtg"  
 xwpgtcdng'lp'y g'ej cpi gu<sup>95</sup>""F gur kg'y g'hcev'y cv'y g'DO C'Ego o wplv' "  
 O gf lekpg"cpf "Eqo o wplv' "J gcnj "Eqo o kwgg"\*EO EJ -"P gi qvkvpi "Uwd/  
 Eqo o kwgg'ucy "pq'tgcuqp'hqt" c'hwpf co gpvñej cpi g'lp'F O Q'f wkgu"  
 hmqy lpi "ko r ngo gpvcvqp"qh'y g'tgr qtv."y gtg'y cu'cpzkgv' "co qpi uv"  
 eqo o wplv' 'r j { ulekpu<sup>96</sup>""Hicf c'Gunlp'y cu'eqpegtpgf . "hqt "gzco r ng. "cv'y g"  
 tgf wegf "kphwpeg"qh'eqo o wplv' 'r j { ulekpu'y j gtg'y g{ "y gtg'gzemf gf "htqo "  
 F O Vu<sup>97</sup>"Ceeqtf lpi "vq'Tkxgw."I tkhkj u'o cf g'eqo o wplv' 'r j { ulekpu'cp"  
 ögpf cpi gtgf "ur gekuö"J g'eco g'cetquu'kpuvpegu'y j gtg'y g{ "y gtg'i qkpi "vq"  
 dg'r wuj gf "vq'y g'o cti kpu'qh'y gk"qti cplucvqp'y kj "y g'clo "qh'tgo qxkpi "  
 y go "htqo "c"vqr /vgt'r qukvqp"y j gtg'y g{ "o ki j v'ej cmgpi g'y g'i gpgtcn'  
 o cpci gtü'cwj qtkv{\0<sup>98</sup>"Dtkcp'Tc{pgt."y tkkpi "htqo "c'F J UU'r gtur gevkg."cnuq"  
 eqpukf gtgf "y g'cr r qkpvo gpv'qh'i gpgtcn'o cpci gtu'htqo "3; : 6"j cf "y g'ghhev'qh"  
 y gcnplpi "y g'o gf lecn'qh'hegtü'r qukvqp"lp"j gcnj "cwj qtkkgu<sup>99</sup>"J grgp"O ckt."  
 HEO "Tgi kntct"cv'y g'vko g."y cu'y qttkgf "y cv'I tkhkj u'y qwf "j cxg" c'dcf "  
 ghhev'qp'tgetwko gpv'f wg"vq"qpi qkpi "wpegtvkv{\ "cpf "s wguvkvpi "y g'tqngu"  
 qh'cwj qtkv{\ "qh'hegtu<sup>0</sup>: "I gv'Uj gkr"Cf co . "UEO "htqo "Dtgpv'cpf "J cttqy . "  
 wti gf "y g'Hcewn{\ "vq'vcng" c"o qtg'r qukvkg"qwwqmip"j gt'r cr gt "vq'y g'Dqctf <  
 ökv'ku'wui i guvgf "y cv'y g'Hcewn{\ "vcng" c"o qtg'r tq/cevkg'tqng'lp'vko wrcvpi "

<sup>92</sup>"HEO "Ctej kxgu"Dqctf "o ggvp i "36"Hgd03; : 8."öTgr qtv'htqo "y g'Rtgulf gpv.ö"

\*D34: 027: 718-0'

<sup>93</sup>"Retrico gpv."First Report from the Social Services Committee Session 1983-4: Griffiths NHS Management Inquiry Report 1983-4"\*Nqpf qp<J O UQ."44"Hgd03; : 6-0'

<sup>94</sup>"DO C'Ctej kxgu."EO EJ "o ggvp i "35"lcpö; : 60'

<sup>95</sup>"DO C'Ctej kxgu."EO EJ "P gi qvkvpi "Uwd/Ego o kwgg"o kpwgu"52"P qx03; : 60'

<sup>96</sup>"DO C'Ctej kxgu."EO EJ "P gi qvkvpi "Uwd/Ego o kwgg"o kpwgu"3; "Lwn"3; : 60"Vj g'DO C" EEO "ej cpi gf "ku'pco g"vq"y g'Egptcn'Ego o kwgg'hqt"Ego o wplv' "O gf lekpg"cpf "  
 Ego o wplv' "J gcnj "htqo "Lwn"3; : 50'

<sup>97</sup>"Hicf c'Gunlp."Health and Social Services Journal"; 7."6; 93"\*3; : 7+<354: 0'

<sup>98</sup>"Dgtkf i g'cnö"Decline and Rise?, "43."I gqhtg{\ "Tkxgwö"

<sup>99</sup>"Dtkcp'Tc{pgt."History of the Department of Health \*Nqpf qp<F J . "3; : 6+."590'

<sup>9</sup>"HEO "Ctej kxgu."Dqctf "o kpwgu"32'O c{\ "3; : 6."öCpwcñTgr qtv'qh'Tgi kntct.ö"3; : 516"  
 \*D4; 02; : 617-0'

f kœwukqpu'cpf "qy plpi 'vj g'qweqo g.ö'uggkpi 'vj g'tgr qtv'cu'c'y c{''vq"  
o clpvclp'cpf 'f gxgnr 'vj g'ucwu'qh'eqo o wplv' 'o gf lekpg'cu'cp'gpv{' 'hqt"  
f qevqtu'lpvq'o cpci go gpv<sup>0</sup>: "Uj g'wti gf 'vj cv'r tqhgukqpcn'f gxgnr o gpv'dg"  
rtqxl'gf 'hqt'eqo o wplv' 'r j {ulekcpu'lp'o cpci go gpv'cpf 'cnuq'eqpuk'gtgf 'vj g"  
Hœwn{' 'pggf gf 'vq'utgpi vj gp'tgrvklpuj kr u'y kj 'qvj gt'o cpci go gpv"  
f kœkr rpgu'cpf 'qti cplucvklpu'lp'vj g'PJ U'wej 'cu'vj g'kœukwq'qh'J gcmj "  
Ugtxleg'O cpci go gpv<sup>2</sup>""Vj g'HEO 'y cu'urki j vñ' 'o qtg'r quklxg'd{' 'O c{' '3; : 6"  
y j gp'k'r lengf 'wr 'I tklhkj uø'r qlpv'qp'vj g'hœwtg'vq'gxcnœvg'r gthqto cpeg'lp"  
vj g'o gcuwtgo gpv'qh'j gcmj 'qwr w'cpf 'ucv'gf 'vj cv'gzi gtvkug'rc{' 'y kj "  
eqo o wplv' 'r j {ulekcpu'0'K'y qwf 'pqv'dg'r quukdg'hqt'j gcmj 'cwj qtklgu'vq"  
f kœj cti g'vj gug'tgur qpukdklkgu'y kj qw'vj gk'j gnr 0<sup>3</sup>"  
"

Eqpegtpu'cdqw'vj g'hœmqw'htqo 'I tklhkj u'eqpvkwgf 'lpvq'3; : 70Vj g'HEO "  
Dqctf 'guko cvgf 'vj cv'cdqw'42' 'qh'f kœtœw'y qwf 'pqv'j cxg'c'eqo o wplv' "  
r j {ulekcp'lp'vj gk'utwewtg'cni qwi j 'qpg'Dqctf 'o go dgt'eqo o gpv'gf 'qp'vj g"  
œrctcpqlcö'lp'uqo g'eqo o wplv' 'o gf lekpg's wctvgtu0J qy gxgt.'vj g'Dqctf 'y cu"  
eqpegtpgf 'vq'utgpi vj gp'vj g'r gtupcn'cpf 'r tqhgukqpcn'urkœu'hqt'F O Qu'y j q"  
pq'mpi gt'j cf 'c'o cpci go gpv'tqrg'cpf 'dgg'h'wr 'vj g'eqpv'qv'qh'vclp'pi "  
rtqi tco o gu'hqt'eqo o wplv' 'r j {ulekcpu'y j q'y qwf 0<sup>4</sup>"Vj g'EO Q'j cf "  
lpf kœv'gf 'vj gtg'y qwf 'dg'c'eqpv'kwpi 'pggf 'hqt'eqo o wplv' 'o gf lekpg'cf xleg"  
vq'j gcmj 'cwj qtklgu'cpf 'k'y cu'wr 'vq'lpf kœkf wcn'eqo o wplv' 'r j {ulekcpu'vq"  
gputg'vj gk'gzi gtvkug'cpf 'r tqhgukqpcn'cf xleg'y gtg'o clpvclpgf 0<sup>5</sup>"Vj g'HEO "  
Rtgukf gpv'lp'Lwn' 'pqv'gf 'vj cv'o cp{' 'cwj qtklgu'j cf 'kœv'gtr tgv'gf 'vj g'I tklhkj u"  
tgeqo o gpf cvklpu'cu'c'o cpf cvg'hqt'vj g'kœv'qf wœkqp'qh'c'j kgtetej kœn'uv'ng'qh"  
o cpci go gpv'lp'y j lej 'cniPJ U'go r m{' ggu'y j q'y gtg'kf gpv'klgf 'cu'j cxlpi "  
o cpci go gpv'tgur qpukdklkgu'y gtg'f kœgev' 'œeqwpcdng'vq'c'i gpgten'  
o cpci gt0Hqt'eqo o wplv' 'r j {ulekcpu.'vj gk'y qtm'j cf 'vy q'eqo r qp'gpv."  
rtqhgukqpcn'cf xluqt { 'hwpevklpu'cpf 'o cpci gtlœn'cpf . 'hqt'vj g'hœwgt.'vj g{' "

<sup>9</sup>: "HEO 'Ctej kœgu. "Ur gekœn'Dqctf 'O ggkpi '36/37'Hgd03; : 7. "œEqo o wplv' 'O gf lekpg<"Vj g"  
Qrr qtwpklgu'qh'vj g'I gpgten'O cpci go gpv'Gtc0"  
<sup>2</sup>: "HEO 'Ctej kœgu. "Dqctf 'r cr gt 'Cr tki3; : 7. "œEqo o wplv' 'O gf lekpg'cpf 'vj g'I gpgten'  
O cpci go gpv'Hwpevklp<"Tgr qtv'qh'c'Y qtnkpi 'Rctv' 'qh'vj g'Dqctf 0"  
<sup>3</sup>: "HEO 'Ctej kœgu. "Dqctf 'o kœwgu'32'O c{' '3; : 60"  
<sup>4</sup>: "HEO 'Ctej kœgu. "Dqctf 'o kœwgu'34'Hgd03; : 70"  
<sup>5</sup>: "HEO 'Ctej kœgu. "Hœwn' 'Cf xlugt'eqo o kœgg'o kœwgu'tgr qtv'gf 'vq'Dqctf '48'Hgd03; : 7"  
\*D322027: 617-0"

y qwf "dg"ceeqwpcdrq'v'j g'i gpgtcn'o cpci gt'y j q'eqwf "hgi kko cvn' "dg"  
 kpxqkqgf "kp'j g'j k'kpi "qh'eqo o wpkv' 'r j { ulekp'cpf "f kur gpulpi "y kj "j gk"  
 ugtxlegu'kh'j g { 'y kuj gf 0<sup>6</sup>"C"i gpgtcn'o cpci gt'eqwf "ukv'j gthqtg."qp"  
 eqo o wpkv' 'r j { ulekp'cr r qkpo gpw'r cpgru'cnj qwi j "j g'HEO "ukm'kpukv'g"  
 qp'c'o gf lecn'o clqtkv' 0<sup>7</sup>""  
 "

Vj g'DO C'E O E J "tgr qtv'gf "kp'Ugr vgo dgt'3; : 7"j cv'o cp { "f khtgtpv"  
 o cpci go gpv'uqnv'kpu'j cf "dggp'cr r k'gf "y kj kp'Gpi r'p'f 0C "pwo dgt'qh"  
 F O Qu'j cf "vcngp"qp'cwj qtkv' "r r'p'p'kpi "h'p'ev'kpu'y j k'uv'q'j gtu'j cf "c'h'gg/  
 ucpf kpi "cf xkuqt { "tqng0'kp'cr r tqzko cvn' "j k'v' "F J Cu'j g'g'y g'g'p'q"  
 cttepi go gpw'hqt "c'F O Q'f gur k'g'r wdrke'ucvgo gpw'd { "j g'E O Q'qh'j g"  
 ko r qtv'peg'qh'j k'v'tqng0'htv'j gt'cpzkgv' "y cu'ecwugf "kp'c'h'gy "f k'v'leu'd { "  
 tgf w'p'f cpe { "qh'F O Qu'0<sup>8</sup>""Vj g'H'ewm' "Cf xkugtu'Ego o k'v'gg'kp'Qev'dgt"  
 pqv'gf "j cv'j g'cr r qkpo gpw'j cf "dggp'xgt { "o k'zgf "kp'f khtgtpv'tgi kpu'0Ugo g"  
 o go dgtu'y g'g'i m'qo { "y j gp'F O Qu'y j q'y g'g'emug'v'g't'v'k'go gpv'j cf "j gk"  
 h'p'ev'kpu'o gti gf "y kj "o cpci gtu'q'j gtu'j cf "j gk "v'k'gu'ej cpi gf 0<sup>9</sup>""Cp"  
 gf k'qtk'cn'kp'Public Health g'zr t'guugf "qwtci g'cv'o gf f'ngu'o g'o cpci go gpv'o"  
 cpf "dgo q'c'p'gf "j g'20' "t'gf w'ev'k'p'kp'j g'cnj "cwj qtkv' "uc'h'h'egp't'cn'k'v'k'p'qh"  
 f gekukp/o cnkpi "cpf "j g'o'ko r qu'k'k'p'qh'cwqet'ev'k'e't'w'g'kp'r m'eg'qh'j g'o q'tg"  
 f go qet'ev'k'e'f gekukp/o cnkpi "qh'j g'r cu'v'j cu'c'nt'gcf { "f q'pg'o q'tg'j cto "v"  
 o q't'cg'j cp'j g'f k'uv't'd'c'p'egu'qh'3; 96"cpf "3; : 4"eqo d'k'p'gf 0<sup>10</sup> : ""  
 "

Ego o wpkv' "o gf k'ep'g'y cu'v'p'p'gegu'ct'kn' "r gu'ko k'v'ke."j qy g'xgt 0D { "  
 P q'xgo dgt'3; : 7."j g'HEO "t'g'cn'k'ugf "j g'h'cm'w'y cu'p'q'v'cu'dcf "cu'h'g'ctgf 0<sup>11</sup> : ""  
 Tgr t'gu'p'v'c'v'x'gu'htqo "j g'HEO "y gp'v'y kj "j g'E O Q'v'o g'g'v'j g'O k'p'k'v'gt"  
 t'gu'w'k'pi "kp'c'h'g'w'gt'v'j g'ej k'to gp'qh'TJ Cu'tgo k'p'f k'pi "j go "qh'j g'p'ggf "v"  
 gpw't'g'kp'j gk'cwj q't'k'k'gu'cpf "f k'v'leu'kp'j gk't'gi kpu'j cv'f w'g't'gi ctf "  
 uj qwf "dg'i k'xgp'v'j g'p'ggf "hqt'r t'q'h'gu'k'p'cn'o gf lecn'cf x'leg'kp'j g"

:6" F J UUEkewr't J E\*: 6-350DO C'Ctej k'xgu.'s v'q'v'gf "d { "j g'E O Q'cv'j g'DO C'EEEE "  
 o g'g'v'k'pi "qp'48"Cr't'k'3; : 60

:7"HEO "Ctej k'xgu.'r cr gt'0J g'cnj "Ugt'x'leg'O cpci go gpv'cpf "j g'Ego o wpkv' "Rj { ulekp'o'hqt"  
 Dqctf "o g'g'v'k'pi "3; "Ugr v'03; : 7"\*D4302; : 718-0

:8"DO C'Ctej k'xgu.'E O E J "P gi q'v'k'v'k'pi "Uwd/Ego o k'v'gg'o g'g'v'k'pi "45"Ugr v'03; : 7"\*E O E J "46-0

:9"HEO "Ctej k'xgu.'H'ewm' "Cf xkugtu'Ego o k'v'gg'4"Qev'03; : 7"\*D72033: 718-0

::"Public Health,"Gf k'qtk'cn'oO gf f'ngu'o g'O cpci go gpv'o ; . "7"\*Ugr v'03; : 7+247; /820

::"HEO "Ctej k'xgu.'Vtcl'p'gg'O go dgtu'Ego o k'v'gg'42"P q'x03; : 7"\*D: 7024: 718-0

o cpci go gpv'qh'j gcnj 'ugtxlegu<sup>2</sup>'C's wlenlwtxg{'d{'j g'DO C'EO EJ 'qh'cm'  
 F kntlevI gpgtcn'O cpci gtu\*'FI O u+gctn{'3; : 8'pqvgf 'j cv'63'f kntlew'j cf "  
 pqv'{'gv'hqto wrcvgf 'j gk'pgy 'o cpci go gpv'wtwewtgu'cpf 'f kf 'pqv'gZR gev'vq"  
 f q'uq'wvki3; : 8.'95'j cf 'r tqr qugf 'o cpci go gpv'wtwewtgu'eqpukf gt gf "  
 ceegr vcdrg'vq'eqo o wpkv{'o gf lekpg'cpf 'qpn' '45'wtwewtgu'y gtg'pqv'  
 ceegr vcdrg'dgecwug'j g{'qo kwgf 'c'F O Q0<sup>3</sup>'Uj gkr'Cf co uø'3; : 8'hqmy /wr "  
 tgr qtv'vq'j g'Hcewn' 'Dqctf 'qp'eqo o wpkv{'o gf lekpg'cpf 'j g'i gpgtcn'  
 o cpci go gpv'hwpevkqp.'pqvgf 'j g'eqpvzv'j cf 'ej cpi gf 'kp'j g'hkvgg'o qpvj u"  
 dgwy ggp'j gt'tgr qtv'cpf 'o cp{'eqo o wpkv{'r j {ulekcpu'j cf 'cf cr vgf 'y gni'vq"  
 j g'kptqf wevkqp'qh'i gpgtcn'o cpci go gpv'gkj gt'd{'o clpcklpi 'cpf "  
 f gXgnr kpi 'j g'tqrg'qh'eqo o wpkv{'o gf lekpg'qt'd{'dgeo kpi 'c'i gpgtcn'  
 o cpci gt0Qj gtu'j cf 'cnpp'gctn' 'tgv'tgo gpv'qt'ej cpi gf 'lqdu<sup>4</sup>'Vj g'DO C"  
 EO EJ 'cnu'cf o kwgf 'cv'ku'Gzgewkxg'Uwd/Eqo o kwgg'o ggvkpi 'Lcpwct{'3; : 8"  
 j cv'j g'qwwqni'ly cu'dgwt'j cp'r tgf levgf . 'r ct'lewctn' 'hqmy kpi 'c'lqkv'  
 ucvgo gpv'ltqo 'j g'HEO 'cpf 'TER'Qevdgt'3; : 70<sup>5</sup>'Vj g'HEO 'y cu'tgkxgf "  
 j cv'j g'I tkhkj u'kps wkt{'j cf 'pqv'j cf 'uwej 'c'f tco ckle'ghgev'qp"  
 guvdrkj o gpv'lp'eqo o wpkv{'o gf lekpg'cu'j cf 'dggp'cpv'ekr cvgf 0<sup>6</sup>'Vj g"  
 Hcewn' 'wtxg{'gf 'T gi kpcn'Hcewn' 'Cf xkugtu'cv'j g'gpf 'qh'3; : 8'cpf "  
 guvdrkj gf 'j cv'cm'dw'qpg'f kntlev'lp'j g'WM'j cf 'uqo g'eqo o wpkv{'o gf lekpg"  
 r tgupeg'cpf '3: : 'qw'qh'442'f kntlew'j cf 'c'F O Q0<sup>7</sup>"  
 "

Vj g'I tkhkj u'tghqto u'y gtg'vq'j cxg'c'r tqhwpf 'ghgev'qp'eqo o wpkv{' "  
 o gf lekpg'd{'f gkpgcvkpi 'o qtg'engctn' 'ceeqpvcdrk'k'gu'y kj kp'j gcnj "  
 cwj qtklgu<sup>0</sup>'Dgeo kpi 'o cpci gtlcm' 'ceeqpvcdr'ugv'wr 'emug'tgrcvkpuj kr u"  
 dgwy ggp'ugpkqt'eqo o wpkv{'r j {ulekcpu'cpf 'j gk'i gpgtcn'o cpci gtu0O cp{'qh"  
 j g'kpvtxky ggu'ht'j ku'tgugctej 'ekgf 'j gk'j gcnj 'cwj qtkv'f i gpgtcn'  
 o cpci gtu'cu'o clqt'tqrg'o qf gnu'ltqo 'y j qo 'j g{'rgctpv'j gk'kphwgekpki "

:<sup>2</sup>'HEO 'Ctej kxgu.'Dqctf 'o ggvkpi ': 'O c{'3; : 8.'ōTgr qtv'qh'Tgi kntct'3; : 7 l8ö'

\*D34: Q27: 7 l8+0'

:<sup>3</sup>'DO C'Ctej kxgu.'EO EJ 'P gi qv'v'qp'Uwd/Eqo o kwgg'o ggvkpi '43'O c{'3; : 8\*'EO EJ '85+0'

:<sup>4</sup>'HEO 'Ctej kxgu.'Dqctf 'o kpwgu'3: 'Ugr v03; : 80'

:<sup>5</sup>'DO C'Ctej kxgu.'EO EJ 'o kpwgu'39'Lcp03; : 8=BMJ, 'ōJ gcnj 'Ugtxleg'O cpci go gpv'cpf "  
 j g'Eqo o wpkv{'Rj {ulekp<Lqkv'Ucvgo gpv'ltqo 'j g'HEO 'cpf 'TER.ō'4; 3 \*3; 'Qev03; : 7+<  
 33660'

:<sup>6</sup>'HEO 'Ctej kxgu.'Hcewn' 'Cf xkugtu'Eqo o kwgg'43'O c{'3; : 8\*'D45Q; : 8 l9+0'

:<sup>7</sup>'HEO 'Ctej kxgu.'Dqctf 'r cr gtu'34'Hgd03; : 9.'ōEqo o wpkv{'O gf lekpg'Uch'lp'j g'WM/'Vj g"  
 Rtgu'p'cpf 'Hwwtg'Cttcpi go gpwö'D; : Q27: 8 l9+0'

unknu'cv'dqctf'ngxgn'j qy 'vq'o cpci g'uweeguuhwn{ "öwr y ctf u'cpf "  
 f qy py ctf u0<sup>8</sup>"Vj gtg'cr r gctgf "cnuq'vq'dg'rkwngr' tglwf keg'vqy ctf u'y qo gp"  
 htqo 'vj qug'lp'j gcnj 'ugtuxe'u'o cpci go gpv'uqo g'lpvgtxlgy ggu'dgkpi 'cevxgn{ "  
 j gcf /j wpgf 'hqt'j gcnj 'cwj qtkv{ 'r quw'd{ '\*o cng+ej kgh'gz gewkxgu<sup>9</sup>"C"  
 pwo dgt'qh'vj g'lpvgtxlgy ggu.'dqvj 'o gp'cpf 'y qo gp.'gxgp'dgeco g'j gcnj "  
 cwj qtkv{ 'ej kgh'gz gewkxgu'qt'cevpi 'ej kgh'gz gewkxgu'hqt' r gt kqf u0: 'Vj g{ 'rcvgt "  
 tgwtpgf "vq"eqo o wpkv{ 'o gf lekpg.'r tghgttkpi 'vj gk'tqng'qp'vj g'Dqctf'cu"  
 i wctf kcpu'qh'vj g'r qr wcvkpau'j gcnj . 'htgg'vq'tckug'j gcnj 'r tqdngo u'cpf 'qhhtg "  
 y c{ u'yj g{ 'uj qwrf 'dg'vcemgf . 'vq'vj g'tqng'qh'ej kgh'gz gewkxg'cu'hkpcn'ctdkgt'qh"  
 f gekukpu0: 'Cu'qpq'lpvgtxlgy gg'r w'k.'ör qy gt'f gr gpf u'qp'r qukkqp'cpf 'kv"  
 f kucr r gctu'kh'vj g'r qukkqp'f kucr r gctu=lpnwgepg'f gr gpf u'qp'c'y kf gt'tchw'qh"  
 ngcf gtuj kr 's wcklgu.'cpcn{ uku.'tcent'geqt f 0Ky qwrf 'r ke j 'hqt'lpnwgepg'tcvj gt "  
 vj cp'r qukkqp0<sup>322</sup>"Cpqvj gt'lpvgtxlgy gg.'tghngevpi 'qp'j gt'tgrcvkpuij kr 'y kj "  
 i gpgtcn'o cpci go gpv'uckf <"

Ko cpci gf "vq"gp'f 'wr 'y kj 'r gqr ng'y j q'w'pf gtuxqf "eqo o wpkv{ "  
 o gf lekpg'cpf 'tgur gev'f 'k0K'r wuj gf 'o g'j ctf "vq'dg'c'o cpci gt0K'  
 j cf "vq'tgcf 'c'dcnp'eg'uj gg0Vj g{ "gpcdnf 'o g'vq'f q'vj cv0Vj g{ "  
 y qwrf "cnuq'wug'o g'qxgt'f khlewn'f gekukpu'cu'c'eqpuekgpeg0 qw"  
 y gtg'lpnwgepki 'cpf 'tgvcklpi 'lpvgt tkv{ 'cv'vj g'uco g'ko g0<sup>23</sup>"

"

Hqmqy kpi 'I tklhkj u.'vj gtg'y cu'c'o qxg'd{ 'vj g'HEO 'vq'utgpi vj gp"  
 o cpci go gpv'kpr w'lpvq'ku'tcklpi 'ewtlewn'vq'gputg'eqo o wpkv{ "  
 r j { ulekpu'y gtg'cf gs wcvgn{ 'r tgr ctgf "vq'ectt{ 'qww'vj gk'tgpj cpegf 'j gcnj "  
 cwj qtkv{ 'utcvgi ke'tqngu'cpf "vq'eqo r ngo gpv'vj gk'tcklpi 'kp'gr kf go kqmi { . "  
 uncwku'cu'cpf 'r tggp'vqp0<sup>24</sup>"Cv'tgi kmtct'ngxgn'vj g'hqewu'y cu'qp'vj gqdg'kecn'  
 cpf 'cecf go ke'vgej kpi 'cdqww'o cpci go gpv'y kj "qr r qtwpklgu'vq'qdugtxg"  
 j qy 'vj ku'tgrv'f "vq'o cpci go gpv'lp'vj g'PJ U0Cv'UT'ngxgn'o cpci go gpv'

<sup>8</sup>"Kpvtxlgy gg'O 'r gtuqpcn'eqo o wplecvkp'38I26I42370Y qo gp'lp'eqo o wpkv{ 'o gf lekpg'  
 j cf . 'vj gthgtg.'f khtgtpv'cmgi kpegu'vq'eqmgi wgu'lp'qyj gt'o gf lecn'ur gekcn'gu'y j q'tgrkf "qp"  
 r tqhguukp'cn'ur qpugt0'

<sup>9</sup>"Kpvtxlgy ggu'L'S 'cpf 'MORgtuqpcn'eqo o wplecvkp'26I32I4236.'2; I32I4236'cpf "  
 39I5I42370"

<sup>10</sup>"Kpvtxlgy gg'M'U'cpf 'LORgtuqpcn'eqo o wplecvkp'39I25I4237.'52I32I4236'cpf "  
 26I32I42360'

<sup>11</sup>"Ibid."

<sup>322</sup>"Kpvtxlgy gg'U'r gtuqpcn'eqo o wplecvkp'52I32I42370'

<sup>323</sup>"Kpvtxlgy gg'T'r gtuqpcn'eqo o wplecvkp'36I32I42360'

<sup>324</sup>"Vj g'HEO 'Gf wecvkp'E'qo o kwgg'ci tggf "vq'tgxky 'cttcpi go gpw'hqt'ugpkat'o cpci go gpv'  
 vcklpi 'lp'vj g'PJ U'lp'3; 96"HEO 'Ctej kxgu.'o lpwgu'qh'Dqctf 'o gg'vpi '32'Qev03; 96."  
 D4: 0496I7.'0Tgr qtv'htqo 'Gf wecvkp'E'qo o kwgg=HEO 'Ctej kxgu.'lphqto cn'o gg'vpi 'qh'  
 Dqctf '33/34'Hgd03; ; 90'

gxr gtlgpeg'y cu'qdvclpgf 'y kj kp'vj g'r tqi tco o g'qh'i tcf gf 't gur qpukdkkku'  
 wpf gt'cr r tqr tkvg'cpf 'tgf vekpi 'hgxnu'qh'uwr gtxkukp<sup>325</sup>'Vj g'HEO . 'kp'c"  
 uwtxg{ 'qh'tclpggu'cv'vj g'gpf 'qh'3; : 7. 'hwpf 'vj cv'46' 'j cf 'cwpgf gf "  
 o cpci go gpv'eqwtugu'qyj gt'vj cp'vj qug'tqwkpgn{ 'r tqxkf gf 'qp'vj g'o qf wxt'qt"  
 o cuvtu'eqwtugu<sup>0</sup>'O quv'hgn'vj g{ 'y qwf 'j cxg'uw'lekpgv'o cpci go gpv'unkm'u'q"  
 hwpv'kqp'cu'eqo r gvgpv'eqo o wpkv{ 'r j { ulekcpcu'cv'vj g'gpf 'qh'vj gk'tclpki <sup>326</sup>"  
 "

## The Acheson Committee

Ki'I tklhkj u'j gnr gf 'v'ucdkkug'vj g'r qukkqp'qh'eqo o wpkv{ 'o gf lekpg'kp"  
 cwj qtkkku'kp'vj g'gctn{ '3; : 2u. 'vj g'Cej guqp'Ego o kwgg. 'kp'vj g'rcvt'3; : 2u."  
 ugtxgf 'v'tguvtg'ku'y kf gt'etgf kdkk{ 'cpf 'guvdrkj 'vj g'j gcnj 'cwj qtkv{ "  
 F ktxvgt'qh'Rwdrk'J gcnj \*F RJ +cu'c'o clqt'r r{ gt'qh'utcvgi le'ko r qtvpeg. "c"  
 tqrg'kp'vj y j lej 'o cp{ 'y qo gp'kp'eqo o wpkv{ 'o gf lekpg'y gtg'r tqo qvgf 0Cp"  
 kps vkt { 'kp'vj g'hwwt g'f gxgnr o gpv'qh'vj g'r wdrk'j gcnj 'hwpv'kqp'cpf 'vj g"  
 ur gekn{ 'qh'eqo o wpkv{ 'o gf lekpg'y cu'cppqwpgef 'd{ 'vj g'Ugetgwct { 'qh'Ucvg"  
 kp'3; : 8. 'v'dg'ej cktgf 'd{ 'vj g'EO Q. 'F qpcrf 'Cej guqp<sup>0</sup>K'hqmy gf 'o clqt'pgy "  
 j gcnj 'r tqv'ekqp'kuwgu'qh'J KXICF U'cpf 'DUG'cu'y gni'cu'y q"  
 eqo o wplecdng'f kugcug'uecpf cu'qh'3; : 7'cpf '3; : 8'y j lej 'j cf 'j ki j rki j vgf "c"  
 ncm'qh'ng{ 'unkm'co qpi uv'eqo o wpkv{ 'r j { ulekcpcu'cpf 'cp'qxgtcm'nem'qh"  
 o cpr qy gt'qp'vj g'i tqwpf 'v'f gcnj kj 'qwdtgcnu<sup>0</sup>Vj g'Kps vkt { 'cnu'quwi j v'v'  
 erctkh{ 'vj g'tqrg'qh'vj g'ur gekn{ 'hqmj kpi 'ko r ngo gpv'kqp'qh'vj g'I tklhkj u"  
 tghqto u<sup>327</sup>'Vj g'j gcnj 'r tqv'ekqp'kuwgu'y gtg'uwej 'vj cv'vj g'Ugetgwct { 'qh'  
 Ucvg. 'P qto cp'Hqy rgt. 'kp'cppqwpekp' 'vj g'tgxky 'kp'vj g'J qwug'qh'Ego o qpu"  
 kp'Lcpwct { '3; : 8'ucvgf <"

Vj gtg'ecp'dg'pq'f qwdv'cv'cm'cdqaw'vj g'eqpv'kpi 'pggf 'hqt"  
 r tqr gt'r tqxkukp'qh'r wdrk'j gcnj 'cpf 'eqo o wpkv{ 'o gf lekpg"  
 cf xleg'y kj kp'vj g'o cpci go gpv'utwewt'g'qh'vj g'j gcnj 'ugt'xleg'  
 Vj g'hwpv'kpu'qh'vj g'ur gekn{ 'qh'eqo o wpkv{ 'o gf lekpg'lpem'f g"  
 pqv'qpn{ 'vj g'eqvtqn'qh'lhgekv'wu'f kugcug'dw'vj g'cuuguu gpv'qh"

<sup>325</sup>"Kpvtxky gg'N'r gtuqpcr'eqo o wplecv'kqp'37 B242360"

<sup>326</sup>"HEO 'Ctej kxgu. 'Dqctf 'o ggkpi ". 'O c{ '3; : 8. 'Dtclp'Eqqng'cpf 'Lgpplg'Ectr gpwt. 'oUwtxg{ "  
 qh'O cpci go gpv'Vtclpki 'cpf 'Gzr gtlgpeg"/'Rtgrko kpt { 'Tgr qtv'o'Cr tkl'3; : 80"

<sup>327</sup>"Dgtt'f i g'gv'cn<sup>0</sup>'Decline and Rise?, 3: /3; 0F qpcrf 'Cej guqp'tghgevgf 'vj cv'lhgekv'wu'  
 f kugcug'f qo kpcvgf 'j ku'ko g'cu'EO Q. 'pqv'gcu'cnu'g'gecv'g'qh'vj g'pggf 'v'f gxgnr 'c"  
 tgr qpug'v'J KXICF U'cpf 'DUG'FJ UU."Report of the Committee of Inquiry into an  
 Outbreak of Food Poisoning at Stanley Royd Hospital Eo pf "; 938"Ngpf qp<J O UQ."  
 3; : 7=O EOQO ej qp{ 'gv'cn<sup>0</sup>'oVj g'Uchhqt'f 'Qwdtgcni'qh'Ngi kppck'g'f kugcug<sup>0</sup>"  
 Epidemiology and Infection"326.5"5"Lyg. "3; : 2+<583/: 20"

vj g'pggf u'qh'r qr wvkvpu'hqt'j gcnj 'ectg. 'vj g'r nppkpi 'cpf "  
 gxcnkvqp'qh'j gcnj 'ugt xlegu'cpf 't gur qpukdkv' 'hqt' r t g x g p k p p "  
 cpf 'j gcnj 'r tqo qvqp<sup>28</sup>""  
 "

Cej guqp'y cu'cuq'eqpegtpgf 'vq'tgi gpgtcvg'r wdrke'j gcnj 'y kj kp'j ku'qy p'r quv"  
 cpf 'o cng'k'c'i qxgtpo gpv'r tkqtkv{0"J g'y cu.'o qtgqxtg.'cf co cpv'vj cv'vj gtg"  
 pggf gf 'vq'dg'tgugt xgf 'r nregu'hqt'r wdrke'j gcnj 'ur gekrkuv'qp'P J U"  
 o cpci go gpv'dqctf u'kh'vj gtg'y gtg'vq'dg'tgugt xgf 'r nregu'hqt'hkpcpeg."  
 o cpci go gpv'cpf 'guv'gu'tcvj gt'vj cp'r wdrke'j gcnj 'dglpi 'wengf 'vy q'qt'vj tgg"  
 ngxnu'f qy p'vj g'j kgtctej {<sup>29</sup>""  
 "

Vj g'tgr qtv'ttqo 'vj g'Cej guqp'Ego o kvgg'y cu'r wdrkuj gf 'kp'Lcpwct{'3; : : 0D{' "  
 emtkh{kpi 'cpf 'f ghkpi 'vj g'tqrg'qh'eqo o wkv{' 'o gf lekpg'r quv'I tkhkj u.'k'  
 y cu'y kf gn{' 'etgf kgf 'hqt'dtgc'vj kpi 'pgy 'rkkg'cpf 'ucwu'lpvq'c'hci i kpi "  
 ur gekm{<sup>30</sup>: "C'ng{' 'tgeqo o gpf cvkv'y cu'vq'ej cpi g'vj g'ur gekm{' 'pco g'ttqo "  
 ðeqo o wkv{' 'o gf lekpgö'dcem'vq'ör wdrke'j gcnj ö'qp'vj g'dcuku'vj cv'vj g"  
 pqo gpercwtg'j cf 'ecwugf 'eqphwukp'dgvy ggp'eqo o wkv{' 'o gf lekpg'cpf "  
 eqo o wkv{' 'j gcnj 'kp'o quv'f qevqtuö'g{' gu'öy g'j cxg'j cf 'eqpukf gtcdng"  
 gxkf gpeg'vj cv'vj g'vto u'ðeqo o wkv{' 'o gf lekpgö'cpf 'ðeqo o wkv{' 'r j {ulekpö"  
 ecp'cpf 'f q'ecwug'eqpukf gtcdng'eqphwukp<sup>32</sup>: "Ur gekrkuv'y gtg'vq'dg'ecmgf "  
 kp'hwwtg'ör wdrke'j gcnj 'r j {ulekpuö'y kj 'vj qug'y qtnkpi 'kp'vj g'j gcnj 'ugt xleg"  
 vkwgf 'ðeqpuwncpw'kp'r wdrke'j gcnj 'o gf lekpg.ö'c'hw'vj gt'tkug'kp'ucwu0Vj g"  
 Cej guqp'Ego o kvgg'eqpukf gtgf 'i gpgtcn'o cpci go gpv'j cf 'dggp'ko r ngo gpvgf "  
 cv'c'vko g'y j gp'vj g'pcwtg'qh'vj g'r wdrke'j gcnj 'hwpekvqp'qh'j gcnj 'cwj qtkkgu"  
 y cu'pqv'engctn{' 'f ghkpgf 'cpf 'vj g'etgf kdkv{' 'qh'vj g'ur gekm{' 'kp'uqo g'r nregu"  
 y cu'eqo r tqo kugf 'd{' 'c'eqphwugf 'ko ci g<sup>32</sup>Vj g'tgr qtv'j ki j rki j vgf 'vj g"  
 ko r qtvpeg'qh'vj g'tqrg'qh'vj g'F RJ 'cu'vj g'öpcg gf 'hcgf gt'qh'vj g'r wdrke'j gcnj "  
 hwpekvqpö'kp'gcej 'F J C.'o cpci gtkm{' 'ceeqpwcdrng'vq'vj g'F I O.'r ctv'qh'vj g"  
 ng{' 'f gekukp/o cnkpi 'o cej kpgt{' 'qh'vj g'f kntkew.'cev'kpi 'cu'ej kgh'o gf kecn'  
 cf xkuqt'vq'vj g'cwj qtkv{' 'r tqxkf kpi 'gr kf go kqni kecn'cf xleg'qp'vj g'ugv'kpi 'qh'  
 r tkqt'kkgu.'r nppkpi 'qh'ugt xlegu'cpf 'gxcnkvqp'qh'qweqo gu'r tqxkf kpi "

<sup>328</sup>"DO C'Ctej kgu.'EO EJ 'P gi qvkvpi 'Uwd/Ego o kvgg'o kpwgu'52"Qev03; : 8"EO EJ 45+0'

<sup>329</sup>"Uj gctf 'cpf 'F qpcrf uqp."Chief Medical Officer, 3930"

<sup>32</sup>: "Dgttkfi g'gy'cn0'Decline and Rise?, zzk0'

<sup>32</sup>: 'F J UU."Public Health Function, 'r ctc050B5"

<sup>332</sup>"Ibid.. '880'



r tqhguukqpcn'hgcf gtuj kr "vq'vj g'r wdrle"j gcmj "vgco "eqpuwncpuo<sup>333</sup>"K'  
tgeqo o gpf gf "vj cv'vj g'FI O "uj qwf "uk'qp"vj g'F RJ "cr r qkpo gpw"  
eqo o kwgg<sup>334</sup>"Vj g'Cej guqp"Ego o kwgg"tgkpuvcgf "f gxgr o gpv'qh'cp"  
kpf gr gpf gpv'r wdrle"j gcvj "cppwcnlgr qtv'qp"vj g'ucvg'qh"j gcmj "y kj kp"gej "  
f kntlev'cu'c'hwpevkqp'qh'vj g'F RJ "cpf "vgco <sup>335</sup>"Cpqvj gt'ng{ "tgeqo o gpf cvkqp"  
y cu'vq"j cxg"c'pco gf "r wdrle"j gcmj "o gf kcnl'r tcevkqpgt'hgcf "eqo o wplecdng"  
f kugcug"eqpvtqnlkp"gej "F J C<sup>336</sup>"Etwekcm{ "cnq. "vj g'Tgr qtv'r tqr qugf "c"  
o kpk wo "tcvkq'qh'370 "r wdrle"j gcmj "ur gekcnkuu'vq'qpg'o knkqp'r qr wrcvkqp'vq"  
eqxgt'vj gug'tqrgu."c"vcti gv'vj g'Ego o kwgg"eqpukf gtgf "eqwf "dg'tgej gf "d{ "  
3; ; : "h'gej "TJ C"tckpgf "uwhlekpv'f qevqtu<sup>337</sup>"Vj g'Tgr qtv'y cu'f gxgr gf "  
kp'vj g'eqpvz v'vj gtghgtg."qh'c'f gecf g'qh'o clqt "r wdrle"j gcmj "etkugu."  
r ctvwrcn{ "kp"j gcmj "r tqvgevkqp."cpf "cp"cenpqy ngf i gf "ncml'qh'cf gs wcvg"  
pwo dgtu'qh'tcklpi "r wdrle"j gcmj "o cpr qy gt "vq'hgcf "vj g'tgur qpug"qp"vj g"  
i tqwvf 0"  
"

Vj g'Hcewn{ "Dqctf "y cu'nggp'vq'ugk g'vj g'qr r qtwpk{ "hqt"vj g"gpj cpegf "ucwuu"  
hqt'r wdrle"j gcmj "o gf lekpg'r tguvpvgf "d{ "vj g'tgr qtv'0Qp"33"Hgdtwct { "3; ; : . 'k"  
uwr r qtv'gf "vj g'r tqr qugf "ej cpi g'qh'pco g<sup>338</sup>"K'y cu'cnq"cpzkqu'vq'r n{ "c"  
ngcf "tqrg'kp'ko r ngo gpvcvkqp'qh'vj g'tgr qtv.'hqmjy kpi "vj g'kuwv'qh'ektewct"  
J E\*: : +86. 'kp'f gxgr kpi "lqd'f guetkr vkpu'hqt"TF RJ "cpf "F RJ "tqrgu."  
vki j vgpki "vj g'u{ mcdwu'hqt"vj g'Rctv'Kgzco kpcvkqp."cpf "y qtnkpi "y kj "vj g"  
Mkpi au'Hwpf "qp"vj g'ur gekhcevkqp'hqt"vj g'pgy "F RJ "cppwcnlgr qtv'<sup>339</sup>"  
J qy gxgt. 'k'vqnm'vj g'Hcewn{ "wpvkl'vj g'hqmjy kpi "{ gct'vq'ugewt g'ci tgggo gpv'vq"  
c'pco g'ej cpi g'dcem'vq'r wdrle"j gcmj . 'tgs vki kpi "c'tghgt gpf wo "qh'vj g"  
o go dgtuj kr "cpf "hpcnlf gekukqp'cv'vj g'Dqctf "o ggkpi "qp"33'O c{ "3; ; : "y j gp"  
oHcewn{ "qh'Rwdrle"J gcmj "O gf lekpg'o'y cu'cr r tqxgf "y kj "c'ej cpi g'f cvg'qh": "

<sup>333</sup>"Ibid., "4: /52"r ctcu0704/70 0'

<sup>334</sup>"Ibid., "54"r ctc0708; 0'

<sup>335</sup>"Ibid., "4: "r ctc070570Cpwwcnlgr qtv'u'y gtg'c'hcwvtg'qh'vj g'hqecnl'cwj qtkv{ "O QJ "ugt xleg0'

<sup>336</sup>"Ibid., "67"r ctc. "908=7: "r ctc0: 050'

<sup>337</sup>"Ibid., "5; "r ctc0808"kp'Dgttkf i g'gv'cn0'Decline and Rise?, 460Tqf "I tkhkij u."c'FO Q"

o go dgt'qh'vj g'eqo o kwgg."ucvgf "vj g'r tgekg'dcuku'hqt"vj ku'tcvkq'y cu'pgxgt "o cf g'engct"y kj kp"  
vj g'eqo o kwgg0'"

<sup>338</sup>"HEO "Ctej kxgu."Dqctf "o kpwgu"33"Hgd03; ; : "D8; 07: 91: +0"

<sup>339</sup>"HEO "Ctej kxgu."Dqctf "Gzgewkxg."tgr qtv'gf "cv'gzv'cqt f kpct { "o ggkpi "qh'Dqctf ": "Lwn{ "  
3; ; : "D702; ; : 1; ; +0'

F gego dgt "vj cv" { gct<sup>33</sup>: "Vj g'DO C'EO EJ 'cnuq'ci tggf "vq'ej cpi g'ku'pco g'vq" vj g'Ego o kwgg'qh'Rwdrke"J gcnj "O gf lekpg"cpf "Ego o wpkv"J gcnj "ERJ EJ + "htqo "Ugr vgo dgt"3; ; 2<sup>33</sup>: "Vj g'öCej guqp"Tr qt vö'f kf "rgcf "vq'tghgevkqp"d{ "vj g" Hcewn{ "qp"uqo g'qh'ku'hckkpi u0"C'uxt xg{ "qh'Hcewn{ "Cf xkugtu"cpf "vtckpggu." hqt "gzco r rg."kp"Qevqdg"3; ; : "hqwpf "c'öf gr tguukpi "rcen'qh'eqpvkpwkpi " gf wecvkqpö"cpf "c'f go cpf "hqt"eqwtugu"qp"eqo o wplecdrg"f kugcug"eqpvtqn'cu" y gni'cu'o qtg'kpr w'qp"j gcnj "r tqo qvqp0"K'y cu'cnuq"ergct "vj cv" uwr r ngo gpvt { "vtckkpi "y qwf "dg'tgs wkt gf "hqt"vj qug"cr r qkpvf "vq'vj g'pgy " eqo o wplecdrg"f kugcug'r quv<sup>342</sup>"

""

Vj g'Hcewn{ "cnuq'cempqy rgi gf "vj cv'vj g'pgy "F uRJ "y qwf "tgs wkt g'cf f kkpncn' rgcf gtuj kr "eqo r gvgpeg0Vj g{ "y gtg'tgs wkt gf "öq'dg'cdrg"vq'kphqto . "kphwpeg" cpf "r gtuwcf g'qvj gtu."kpenmf kpi "qvj gt"dtcpej gu'qh'vj g'o gf kecn'r tqhguukqp." j gcnj "ectg'r tqhguukpncu"cpf "vj g'r wdre0Ego o wplecvkqp"unkmu."dqvj "qtcn' cpf "y tkwgp'ctg'qh'egpvtcn'ko r qtwcpeg<sup>343</sup>"Vj ku'rgf "vq'vj g'uctv'qh'hqto cn' rgcf gtuj kr "vtckkpi "hqt'r wdre"j gcnj "f qevqtu."cp'ko r qtwcpv'r tgr ctcvkqp"hqt" vj gkt'uctvgi ke'tqngu0Cu'qpg'kpvgtxky gg'hqt "vj ku'tgugctej "eqo o gpv'f <ökv'ku" xgt { "f kHcewn/vq"j cxg"c"ugpkqt "tqrg"cpf "pqv'dg'f ggr n{ "ko o gtugf "kp" o cpci go gpv'i gv" { qwt"j cpf u" f kv{ ø'cpf "f gcn'y kj "vj g'r qrkueu<sup>344</sup>"Vj ku' f ghgev'kp'r wdre"j gcnj "unkmu"j cf "dgeqo g'o cplhguv'f wtkpi "vj g'f grkdgtevkqpu" qh'vj g'Cej guqp"Ego o kwgg."y j gtg'kv'y cu'o cf g'ergct "vj cv'vj g'o cpci gtken' o qf gni'qh'vj g'P J U'r quvI tkHkj u'y cu'cv'qf f u'y kj "r wdre"j gcnj ø'ökf gcu." xkukqp"cpf "eqmgev'xg'cev'kqp0Cu'qpg'F O Q"o go dgt "qh'vj g'eqo o kwgg" eqo o gpv'f . "kH'r wdre"j gcnj "y kuj gf "hwm{ "vq'tgcrkug"vj g'tguwmu'qh'ku" cev'xkkgu"cpf "vj g'eqpvtkdwkqp"qh'ku'unkmu"qp"ugt xleg"f grkxgt { "kv'pggf gf "vq" f gxgnr "ku'r qy gtu"vq'kphwpeg"dqctf u'y kj kp"c'ör qy gt/f tkxgp."j kgtctej kecn' o qf gn<sup>345</sup>"

"

<sup>33</sup>: "HEO 'Ctej kxgu."Hcewn{ "Cf xkugtu"Ego o kwgg"46"P qx03; ; : "tgr qtv'f "cv'Dqctf "33'O c{ " 3; ; ; 0"

<sup>33</sup>: "DO C'Ctej kxgu."EO EJ "o kpwgu"4; "Ugr x03; ; : 0Vj ku'y cu'ku'hqwtvj "pco g'ej cpi g'kp"37" { gctu0

<sup>342</sup>"HEO 'Ctej kxgu."Gf wecvkqp"Ego o kwgg"o kpwgu"49"Qev03; ; : 0"

<sup>343</sup>"*Ibid.*, "öTgr qtv'htqo "vj g'P wHgrf "Rtqxlpelcn'J qur kcnu'Vtww'qp"vj g'O cpci go gpv'Unkmu" Tgs wkt gf "d{ "Rwdrke"J gcnj "Rj { ulekpu0"

<sup>344</sup>"kpvgtxky gg'O "r gtuqpcn'eqo o wplecvkqp"36 l26 l42370"

<sup>345</sup>"Dgttkf i g"et al0"Decline and Rise?, "46."Tqf "I tkHkj u0"

Vj g'I qxgtpo gpv'ceegr vgf 'vj g'o clp'tgeqo o gpf c'kqpu'qh'vj g'öCej guqp"  
Tgr qtöTJ Cu'y gtg'ej cti gf 'y kj 'cr r qkp'kpi 'c'T gi kpcn'F k'gevt'qh'Rwdrke"  
J gcmj '\*TF RJ +'q'igcf 'vj g'r wdike'j gcmj 'hwpevkqp.'f gxgnr kpi 't'cpuk'kpcn'  
r rpu'hqt'vj g'eqpvtqn'qh'eqo o wplecdng'f kugcug'cpf 'kphgevkqp'cpf 'c'  
o cpr qy gt'r rpu'hqt'eqo o wplk'f'r j {ulekpu=F J Cu'y gtg'v'cr r qkp'v'c'F RJ "  
y j q'y qwf 'r tqf weg'r rpu'hqt'ceegu'kpi 'r wdike'j gcmj 'cf xleg'cpf 'r tqxkf g'  
gxr gt'kug'v'tgxkgy 'vj g'j gcmj 'qh'vj g'r qr w'vkqp.'tgr'v'tguqwtg'f gekukpu'v'  
vj g'ko r cev'qp'j gcmj . 'o cng'r rpu'hqt'f gcnkpi 'y kj 'qwdtgcnu<sup>346</sup>"Vj g'F J "  
rgwtg'v'qi gpgtcn'o cpci gtu'qp'vj g'cr r qkp'o gpw'r tqegu'v'q'quu'lp'r wdike"  
j gcmj 'hqt'F uRJ 'cpf 'Eqpuwncpw'lp'Eqo o wplecdng'f kugcug'Eqpvtqn'  
\*EEF Eu+eqphkto gf 'vj cv'lp'vj g'o clqtk'f'qh'ecugu.'vj g'ewttgpv'F O Q"qt"  
TO Q'y qwf 'dgeqo g'\*T+FRJ 'cpf 'y j gtg'vj ku'y cu'o wwm'f'ci tggf 'vj gtg"  
y qwf 'dg'pq'hwt'vj gt'r tqegu'0Y j gtg'vj gtg'y cu'pq'uwkcdn'f's wcn'hkgf "  
eqpuwncpv'cxckndng'vj g'j gcmj 'cwj qtk'f'y qwf 'o cng'c'pgy 'cr r qkp'o gp'  
I gpgtcn'o cpci gtu'y qwf 'uk'qp'r cpgnu<sup>347</sup>"Cv'vj g'gpf 'qh'Ugr vgo dgt'3; ; ; ."  
; ; ; 'qw'qh'3; ; 'F O Qu'tgr nkgf 'v'c'DO C'EO EJ 'tgs wgu'hqt'kphqto c'kqp09; ; "  
FRJ 'cr r qkp'o gpw'j cf 'dggp'o cf g'qh'y j lej '93'y gtg'hqto gt'F O Qu'4; ; "  
EEF Eu'j cf 'dggp'cr r qkp'v'f'cpf '72'o qtg'y gtg'r rppgf <sup>348</sup>"UEO u'y gtg'qpeg"  
o qtg'k'wng'chgevgf 'cr ctv'htqo 'c'ej cpi g'qh'k'wng'v'eqpuwncpv'lp'r wdike'j gcmj "  
o gf lekpg'\*ERJ O +0'  
"

Vj g'ceegr wpeg'qh'vj g'öCej guqp'Tgr qtö'd{ 'o k'kngtu'uki pcngf 'c'o qtg"  
r tqo kpgpv'r meg'hqt'eqo o wplk'f'o gf lekpg'lp'vj g'P J U<sup>349</sup>"K'i cxg'j gcmj "  
cwj qtk'k'gu'c'engt'r wdike'j gcmj 'hwpevkqp'cpf 'tgs wktgf 'vj go 'v'cr r qkp'  
uwkcdn'f's wcn'hkgf 'o gf lecn'ur gek'k'ku'v'ectt { 'k'qwo<sup>34</sup>""Vj g'Eqpugt'xc'k'xg"  
I qxgtpo gpv'u'j gcmj 'utcvgi { 'hwt'vj gt'ut'gpi vj gpgf 'vj g'tqng'qh'r wdike'j gcmj "  
o gf lekpg'lp'j gcmj 'cwj qtk'k'gu'd { 'r tqxkf kpi 'vj go 'y kj 'cp'qwn'kpg'cr r tqcej "

<sup>346</sup>"F J 'Ekewrt'J E\* : +86'v'ko r ngo gpv'vj g'Cej guqp'Tgr qtv."Health Services Management: Health of the Population: Responsibilities of Health Authorities. 'F J Cu'y gtg'v'cr r qkp'v'c'F RJ '\*3+0Vj g'F RJ 'y qwf 'dg'tgur qpukdng'hqt'r tqf welpi 'cp'cppwcn'tgr qtv'qp'vj g'j gcmj 'qh'ku'r qr w'vkqp'\*4.'5c+.'r tqxkf kpi 'o gf lecn'cf xleg'v'vj g'Dqctf '\*5.'7+.'eqp'v'kdwkpi 'v'utcvgi k'r rpu'\*5.'8e+0"Vj g'F RJ 'y qwf 'dg'ceeqwpcdng'y kj lp'vj g'i gpgtcn'o cpci go gpv'hwpevkqp'v'vj g'f knt'lev'i gpgtcn'o cpci gt'cpf 'dg'c'o go dgt'qh'vj g'o cpci go gpv'v'gco '\*5.'; +0'  
<sup>347</sup>"DO C'Ctej k'xgu.'P gi q'v'kpi 'Uwd/Eqo o k'v'gg'34'Qev'03; ; ; '\*EO EJ '46+0'  
<sup>348</sup>"DO C'Ctej k'xgu.'EO EJ 'o k'pwgu'4; 'Ugr v'03; ; ; 0'  
<sup>349</sup>"Tc { pgt.'DH, 620'

<sup>34</sup>: 'DO C'Ctej k'xgu.'EO EJ 'o k'pwgu'42'Lcp'03; ; ; 0'

cpf 'j gcmj 'htco gy qtni'v'icemng'npqy p'o clqt'j gcmj 'kuuwgu'dcengf . 'hqt 'y j g'  
htuv'ko g.'d{ 'vcti gvu<sup>34</sup>; ""

"

### Working for Patients - the “icing on the cake”

Vj g'lpvtqf wekqp'qh'cp'lpvgtpcn'o ctngv'lpv'j g'PJ U'htqo '3; ; 3'eqo r ngvf "  
vj g'vcpukkp'qh'j gcmj 'cwj qtkkgu'lpv'r wrke'j gcmj 'cwj qtkkgu'ngcf lpi "  
ugtyleg'eqo o kuukplpi 'hqt'r qr wvckp'j gcmj 0Rwrke'j gcmj 'unkmu'cpf 'r wrke "  
j gcmj 'tqrnu'y gtg'guugpvkn'ht'j gug'pgy 'tgr qpukdkkgu0'Rwrke'j gcmj "  
eqpuwncpv'dgeco g'y g'o ckp'uqwtg'qh'j gcmj 'cf xleg'v'j gcmj 'cwj qtkkgu'cu "  
y gm'cu'y g'rkpn'y kj 'r tqxf gt'erplekcpu.'i kxpi 'y go 'pgy 'ucwu0D{ 'y g "  
o kf/3; ; 2u.'F uRJ . 'c'y kf 'qh'y j qo 'y gtg'y qo gp.'y gtg'lp'r qy gthw'utcvgi le "  
r qukkpu'y kj 'o clqt'tgr qpukdkkgu.'tguwtg'cpf 'uch0Vj g'lpvgtpcn'  
o ctngv.'eqw ngf 'y kj 'y g'0Cej guqp'Tgr qtv0ej cpi gu.'r tqxf gf . 'y gtghgtg.'cp "  
gzegr vkpcn'lectggt'qr r qtwpkv{ 'hqt'uwducpvkn'pwo dgtu'qh'y qo gp'lp'r wrke "  
j gcmj 0"

"

Vj g'kf gc'qh'lpvtqf wekpi 'o ctngv'rng'kpegvkxgu'lpv'j g'PJ U'y cu'htuv'  
r tqr qugf 'd{ 'Cnkp'Gvj qxgp'lp'3; ; 7.'cu'c'y c{ 'qh'o qvxcvpi 'ko r tqxgo gpv "  
kp'ghhekepeku<sup>32</sup>""Vj g'vpukp'dgwy ggp'eqpvtckpgf 'dwf i gvu'cpf 'gvr cpf lpi "  
f go cpf 'j cf 'pqv'dggp'tguvngf 'cpf 'y g'Vtgcwt{ 'tghwugf 'v'tgngug'o qtg "  
o qpg{ 'v'y g'PJ U'wpguu'k'eqwf 'dg'wug'qh'xcnw'ht'o qpg{ 0<sup>33</sup>'C'ng{ 'kuwg "  
hqt'y j'j gcmj 'ugtyleg'y cu'y g'uj qtvcm'lp'y g'J EJ U'dwf i g0Vj g "  
Eqpugtvcxg'I qxgtpo gpv'uweegf gf 'lp'tgf wekpi 'i qxgtpo gpv'ur gpf lpi 'v "  
5: ' 'qh'y g'I tquu'F qo guke'Rtqf wev'I F R+'d{ '3; ; : 0Hqt'j gcmj 'y ku'y cu'cv "  
vj g'gvr gpug'qh'c'hwf lpi 'kpetgcug'qh'qpn{ '3' 'kpetgcug'cv'c'ko g'qh'ugtyleg "  
vcti gvu'cpf 'I qxgtpo gpv'f go cpf u'ht'kpetgcup' ghhekepe{ 0<sup>34</sup>'Cu'c'0j wi g "  
dwtgcwetce{ 'cpf 'qpg'qh'y g'i tggf kgu'o qwj u0'co qpi 'ur gpf lpi 'f gr ctvo gpv."

<sup>34</sup>: "Vj g'Y j kg'Rcr gt'hqewgf 'qp'hkg'ng{ 'ctgcu'0'eqtqpct{ 'j gctv'f kugcug'cpf 'utqng.'eceptu "  
o gpvcnknpguu.'J KXICF U'cpf 'ugzwcn'j gcmj 'cpf 'ceekf gpv'y kj 'vcti gvu'v'tgf weg'o qtvckv{ . "  
lpekf gpeg'cpf 'r tgcrgpeg'\*FJ . "The Health of the Nation: A Summary of the Strategy for  
Health in England Eo pf '3; ; 8 \*Nqpf qp<J O UQ.'Lwn' '3; ; 4+.'6.' : 40

<sup>32</sup>"P lej qrcu'O c{ 'u'gv'crl'0T gwt'p'v'j g'O ctngv'Qdlgevkgu'cpf 'Gxqnvkqp'qh'P gy 'Nedqwtu "  
O ctngv'Tghqto u.0 kp"Understanding New Labour's Market Reforms of the English National  
Health Service, gf 0P lej qrcu'O c{ 'u'cpf 'Cpvc'F kzqp"\*Nqpf qp<Vj g'Mlpi u'Hwfp . "35"Ugr 0'  
4233+.'3/370

<sup>33</sup>"Mgkp.'New Politics, 3630

<sup>34</sup>"Y gduvgt.'NHS, 373/40

vj g'P J U'y cu'c'r tko g'u{o dqn'qh'vj g'gxku'qh'c'u{uvg "Vj cvej gt'r rgi gf "vq"  
 õf kuo cpvgo'kp'j gt'ugctej "vq'tqm'dcen'vj g'ucvg."tgf weg'vj g'uecng'qh'r wdne"  
 gZR gpf kwg'cpf "gZR cpf "vj g'ueqr g'qh'o ctngv'geqpqo {0<sup>355</sup>"Vj g'lpvgtpci'  
 o ctngv'dgeco g'ncy 'y kj "vj g'P J U'cpf "Eqo o wpk{ "Ectg'Cev3; ; 2'cpf "y cu"  
 ko r ngo gpvgf "htqo "Cr tki3; ; 30"  
 "

Vj g'Y j kg'Rcr gt'qh'3; ; "ugr ctcvgf "vj g'tqngu'qh'r wtej cugt'cpf "r tqxkf gt"  
 y kj kp'vj g'P J U'y kj "F J Cu'cu'r wtej cugtu'qh'j gcmj "ugtXlegu'hqt'vj gk"  
 r qr wrcvqp'htqo "cp{ "r tqxkf gt'y j gvj gt'r wdne."r tkxcvg"qt"xqnpvct {0"  
 J qur kcm'y gtg'vq'dgeqo g'ugrh/i qxgtplpi "t wuu'hwpgf "htqo "gctpgf "tgxgpwg"  
 hqt'cevxxk{0Ncti g'I R'r tcevklegu'eqwrf "qr v'q'j qrf "vj gk"qy p'dwf i gw'hqt'c"  
 f ghkpgf "tapi g'qh'ugtXlegu'hqt'vj gk'r cvkpgu<sup>356</sup>"J gcmj "cwj qtkkgy'y gtg'vq"  
 gpuwtg'r wdne"j gcmj "eqpukf gtcvqp'u'f tqxg'r wtej culpi "cpf "eqo o kuukplpi "  
 cevxxkgy."r nc{ kpi "f ktgevn{ "vq'r wdne"j gcmj æ'utgpi vj u<"

F kntlev'J gcmj "Cwj qtkkgy'ecp"\*vj gp+"eqpegpvcvg"qp"gpwtkpi "  
 vj cv'vj g'j gcmj "pggf u'qh'vj g'r qr wrcvqp'hqt'y j lej "vj g{ "ctg"  
 tgr qpukdg"ctg'o gv"vj cv'vj gtg'ctg'ghgevkxg'ugtXlegu'hqt'vj g"  
 r tgxgpvqp'cpf "eqpvtqn'qh'f kugcug'cpf "vj g'r tqo qvqp'qh'j gcmj ="  
 vj cv'vj gk'r qr wrcvqp'j cu'ceegu'vq'c'eqo r tgj gpukxg'tapi g'qh"  
 j ki j "s wrcv{."xcnwg'hqt'o qpg{ "ugtXlegu."cpf "qp'ugvki "vcti gu'hqt"  
 cpf "o qpukqtkpi "vj g'r gthqto cpeg'qh'vj qug'o cpci go gpv'wpku'hqt"  
 y j lej "vj g{ "eqpvkpwg'vq'j cxg'tgr qpukdkk{0<sup>357</sup>"  
 "

Qpg'lpvgtxky gg'hqt'vj ku'tgugctej "eqo o gpvgf "vj cv'öy g'cm'dgm{cej gf "cdqww"  
 kv'cv'vj g'vko g'qt's wguvqp'gf "kv'dw'k'y cu'c'htuv'cpf "kv'y cu'j gcmj 0Uq'vj gtg"  
 y cu'c'r tqi tguukxg'gZR cpukqp'qh'y j cv'vj cu'gZR gevfg "qh'wu<sup>358</sup>"Uqo g'co qpi uv"  
 vj g'r wdne"j gcmj "eqo o wpk{ "eqwrf "ugg'tgcn'r quukdkkgy'htqo "j cxkpi "cp"  
 lpvgtpci'o ctngv'0Ceeqtf kpi "vq'F t'Dwuj "qp'vj g'DO C'EO EJ "eqo o kwgg."vj g"  
 r tqr qucu'co qwpvgf "vq'öc'engct'cpf "wpgs wvqecnf w{ "qp"j gcmj "cwj qtkkgy"  
 ugwkpi "qw'vj gk'r wdne"j gcmj "hwpevkpu'cpf "tgs wtkpi "vj go "vq'cr r qkv"  
 uwkcdn{ "s wrcv{ "o gf kcn'r gekrkuv'vq'r gthqto "vj g'f wkgu<sup>359</sup>"  
 "

<sup>355</sup>"*Ibid.*, 385."3: 4."3; 30'

<sup>356</sup>"F J ."Working for Patients, 6/7."30 0'

<sup>357</sup>"*Ibid.*, "Cpggz"D."4"36/37="4030'

<sup>358</sup>"lpvgtxky gg'M'r gtupci'eqo o wplecvqp"39 125 142370'

<sup>359</sup>"DO C'Ctej kgy."EO EJ "o lpwgu"42"Lcp03; ; 0"

C'hvgt'r cr gt'd { 'Rvgt'I ctf pgt'cpf 'Ugr j gp'Y cwnkpu'v'j g'DO C'EO EJ " Ego o kwgg'hgn'v'j g'r wdike'j gcnj 'hwpevkqp'y qwf 'dg'o qtg'egpvcn'v'j g'tqng' qh'v'j g'F J C'v'j cp'k'y cu'cv'r tgugp<sup>35</sup>: 'Vj g'HEO 'eqpukf gtgf 'c'pwo dgt'qh'v'j g' r tqr qucn'lp'v'j g'Y j kg'Rcr gt'y qwf 'pggf 'c'uki pkhecpv'eqpvtkdwkqp'htqo " r wdike'j gcnj 'r j { ulekcpu.'uwej 'cu'f gxgnr o gpv'qh'v'j g'enplekcp'o cpci gt' kpvgthreg.'o gf lecn'cwf k'I R'dwf i gw.'lpvgi tcvkqp'qh'j gcnj 'cwj qtkkgu'cpf " Hco kn' {Rtcevkqpgtu'Ego o kwggu'\*HREu: 'r tgr ctłpi 'ur gekhecvkpu'v'j gpcdng' r wtej culpi 'qti cpkucvkpu'v'j vgpf gt'ht'ugt xlegu<sup>35</sup>: "Vj g'Hcewn' {Rt gukf gpv'cv' v'j g'Dqctf 'o ggkpi 'lp'Ugr vgo dgt'3; : ; . 'eqo o gpvgf 'qp'f kus wkgv'co qpi 'v'j g' qvj gt'Tq {cn'E qmgi gu'cpf 'Hcewn'ku'v'j cv'v'j g'tqng'qh'F uRJ 'cu'r wtej cugtu' o ki j v'ugv'v'j go 'lp'qr r qukkqp'v'j g'tguv'qh'v'j gk'o gf lecn'eqmgi wgu'lp'v'j gk' tqrng'cu'r tqxf gtu'qh'enplecn'ugt xlegu<sup>0</sup>Vj g'Dqctf . 'y j knv'cempqy ngf i kpi " f kHcewn'ku.'pgxgtv'j gnguu'ucy 'uki pkhecpv'qr r qtwpkkgu'lp'v'j g'Y j kg'Rcr gt' cpf 'cp'kpetgcugf 'f go cpf 'ht'eqo o wkv { 'r j { ulekcpu'y j q'y gtg'unmngf 'lp' o cpci go gpv.'gr kf go kmqi { . 'o gf lecn'phqto cvkqp.'qweqo g'o gcwt go gpv' cpf 'enplecn'cwf k<sup>0</sup>Vj g'o gf lecn'o cpci go gpv'tqng'y cu'etwecn'cu'v'j gtg'y qwf " dg'c'pggf 'ht'utqpi 'o gf lecn'ngcf gtuj kr 'cv'TJ C'cpf 'F J C'ngxgn<sup>362</sup>"" ōY qtnkpi 'ht'Rcvkpwu y cu'engct'v'j cv'v'j g'hwpevkqp'lp'gcej 'f kntlev'y qwf 'dg' ngf 'd { 'c'F kntlev'F RJ '\*F F RJ '+cu'c'ugpkqt'o go dgt'qh'v'j g'eqtr qtcvg' o cpci go gpv'vgo 'y j q'j cf 'c'engug'tgr vkpuj kr 'y kj 'v'j g'ej kgh'gzgewkxg'cpf " cf gs wcv'uchh'kpi 'tguqwegu'lpenn'kpi 'ERJ O u0F F uRJ 'y qwf "ōcuuguu'necn' j gcnj 'pggf u.'f gxgnr kpi 'cpf í ko r ngo gpv'kpi 'necn'j gcnj 'cpf 'j gcnj " r tqo qvkqp'utcvgi kgu'ngcf kpi 'v'j g'j gcnj 'cwj qtkkgu'v'j qtnk'k'ko r tqxkpi 'v'j g' cr r tqr tkvpguu'cpf 'gh'gevkxgpguu'qh'enplecn'cpf 'pqp/enplecn' kpvgtxgpvkpu<sup>363</sup>""

"

Y cngt'J qmcpf . 'r tgukf gpv'qh'v'j g'HRJ O 'cv'v'j g'vko g.'hqwpf 'qp'j ku'vqwt'qh'WM' r wdike'j gcnj 'lp'3; : ; 'v'j cv'o quv'eqpuwncpw'y greqo gf 'v'j g'tghqto u'cu' gpcdnkpi 'v'j go 'v'q'hwthk'o cp { 'qh'v'j g'pggf u'qh'r wdike'j gcnj 'cpf 'v'q'tgf kge'v'

<sup>35</sup>: "DO C'Ctej kxgu.'EO EJ "o kpwgu'43'Cr tki3; : ; 0"

<sup>35</sup>: "HEO 'Ctej kxgu.'Gzvcqtf łpct { 'o ggkpi 'qh'v'j g'Dqctf '52'Łxpg'3; : ; 0"

<sup>362</sup>"HEO 'Ctej kxgu.'Dqctf 'o kpwgu'36'Ugr v03; : ; =HEO 'Ctej kxgu'Dqctf 'o ggkpi '32'Hgd0' 3; : ; 0'

<sup>363</sup>"F J . "Working for Patients, Cppgz'D.'5/: ""

r tktkkgu'y j gtg'pgeguuct { ō<sup>64</sup>"Vj g'tgcevqp"vq"vj g'r tpekr ng"qh"vj g"  
 guvdrkuj o gpv'qh'cp'kpvtpcn'o ctngv'y kj kp"vj g'j gcmj "ugt xleg"htqo "o cp { "kp"  
 r wdrke"j gcmj . "cu'y gm'cu"vj g'tguv'qh"vj g'o gf kecn'r tqhguukqp. "y cu'pqv'cny c { u"  
 hcxqwtcdng0"C'r ctvkwxt "eqpegtp"y cu"vj g'r qvwpkcn'ht "h'ci o gpvcvqp"qh"vj g"  
 P J U<sup>65</sup>"Vj g'DO C"vqnm"vj g'ucpeg"vj cv'k'y qwf "cnuq" f kur tqr qtvpkpcvgn "  
 go r j cukug"cewg'ugt xlegu"vq"vj g'f g'tko gpv'qh'ej tqple"cpf "eqpvkpwpi "ectg0K"  
 f kf "pqv'eqpukf gt"o ctngv'htegu"vq"dg"cp"ghgevxg"o gcpu"qh'gpuwtkpi "j gcmj "  
 ugt xleg"y qwf "o ggvr'qr wcvqp"pggf ō<sup>66</sup>"Cu'y kj "vj g'I tkhkj u'ej cpi gu. "kp"  
 vj g'uvqto "qh'qr r qukkqp"vq"vj g'r tqr qucnu. "vj g'qpn { "i tqw u'kp"vj g'P J U'y j qm { "  
 kp'hcxqw"y gtg'ugpkqt"cf o kpmv'cvxg"uchh0Vj g'DO C"htqto cm { "qr r qugf "vj go "  
 cmj qwi j "vj g'tghwcn'qh"vj g'TEI R"vq"cnk p"y kj "vj g'DO C"wpf gto kpgf "ku"  
 tgur qpug<sup>67</sup>"Rwdrke"j gcmj "y cu'kp"uqo g'f kngo o c. "qr r qugf "kp"r tpekr ng"vq"  
 o ctngv'tghqto u'dw'uggkpi "cp"qr r qtwpk { "ht"cp"gzr cpf kpi "tqrg0Qpg"  
 kpvtxky gg'ht"vj ku'tgugctej . "y j q'y cu'cevkg"kp"vj g'DO C"cv"vj g'vko g. "  
 eqo o gpvgf "qp"c"pwo dgt"qh'pgi cvkg" f gdcvgu'uj g'cwpgf gf "qp"vj g'ko r cev'qp"  
 vj g'r tqhguukqp"htqo "vj g'tghqto u'ōdw'y g'cm'y gpv'y kj "k'dgecwug"y g'j cf "vq"  
 ko r ngo gpv'k<sup>68</sup>"Vj g'HRJ "Dqctf"r cr gtu'dgwy ggp"3; ; "cpf "3; ; 2"uj qy "vj cv"  
 vj g'hqewu'qh'ugpkqt"r wdrke"j gcmj . "y j cvxgt"vj gk"r tkxcvg" xky u'qp"vj g"  
 ej cpi gu. "y cu'qp"r tqhguukqpcn'ugr/kpvtgux. "vq"gpuwtg"ng { "tqngu'tgo ckpgf "ht"  
 r wdrke"j gcmj "r tqhguukqpcn'kp"r wtej culpi "kp"j gcmj "cwj qtkkgu"cpf "vj cv'uchh"  
 y gtg'cf gs wcvgn { "tckpgf 0Vj gtg'y cu'r tqdcdn { "vq"o wej "cv'ucng"ht"vj g"  
 Dqctf "vq"dg"qr gpn { "j quvkg"vq"vj g'tghqto u0"K'y cu'cnuq"cp"qr r qtwpk { "vq"  
 j cxg" c'tgcn'kphwpeg"vj g'j gcmj "qh'hqecn'r qr wcvkpu"vj tqwi j "eqo o kuukpki "  
 f gekukpu"kp" c"y c { "pqv'r quukdg"dghtg0"

"

F gur kg'cp { "o kui kxkpi u. "vj g'Hcewn { "ugv'wr "c'ugtkgu"qh'y qtnkpi "r ctvkgu"vq"  
 gpuwtg"vj cv"vj g'r wdrke"j gcmj "y qtnhteg'y cu'tgcf { "ht"ko r ngo gpvcvqp"kp"  
 3; ; 30Qpg'r tqxkf gf "i wkf cpeg"qp"vj g'r tgr ctvqp"qh'cppwcn'tgr qtwa"cu"vj g"  
 dcuku'ht"ur gekh { kpi "eqpv'cew"cpf "gpcdrkpi "eqo r ctvku"pu'dgwy ggp" f kwtkeu"  
 cpf "tgi kqpu0Vj g'cppwcn'tgr qtwa'y gtg"vq"dg"vj g'F RJ ō'kpf gr gpf gpv"

<sup>364</sup>"HRJ O "Ctej kxgu. "Dqctf"o kpwgu"38"O ctej "3; ; 2. "ōRwdrke"J gcmj "O gf lekpg"tqwpf "vj g"  
 WMö"3D32807: ; j; 2+0"

<sup>365</sup>"DO C"Ctej kxgu. "EO EJ "o ggkpi "o kpwgu"39"O ctej "3; ; 0"

<sup>366</sup>"DO C"Ctej kxgu. "EO EJ "o kpwgu"43"Cr tkf3; ; 0"

<sup>367</sup>"Y gdugt. "NHS, "3; 60"

<sup>368</sup>"kpvtxky gg"O "r gtuqpcn'eqo o wplecvqp"3612642370"

r tqhguikqpcn'cuuguuo gpv'qh'y g'j gcnj "qh'y g'tgukf gpv'r qr wcvkqp'qh'y g'j gcnj "  
f kwtlev'qt'tgi kqp<"

K'ku'wprkngn' 'y cv'y g'F J 'y qwf "gkj gt'dg'y knkpi "qt'cdng'v'ugv'  
vcti gu'cpf "qdlgevkgu'hqt'j gcnj "ucwu'cpf 'j gcnj "ugt xlegu'  
Vj gtg'ku'p'q'tgcuqp.'j qy gxgt.'y j { 'y g'Hcewn' 'uj qwf "pqv'f q'y ku'  
cpf 'y ku'y qwf "t'gkphqteg'y g'cevkkkgu'kp'y g'o gf lecn'ukf g'qh'y g'  
f gr ctwo gpv'cu'y gm'cu'go r j cukupi 'y g'Hcewn' 'u'qy p'eqpegtpu'  
cpf 'kpvgtguv'kp'r wdrke'j gcnj 0Vj g'o gy qf "qh'r tgugpvcvqp'uj qwf "  
dg'kp'eqo r ctdng'v'to u<sup>369</sup>"

"

Vj g'pgy n' 'hqt'o gf "Cuukecvkqp'qh'F kgevqtu'qh'Rwdrke'J gcnj "CF uRJ +"  
mqmgf "cv'uw'r qt'v'utwewtgu'hqt'F uRJ ."eqpukf gtlpi "c'xkcdng'f gr ctwo gpv'  
y qwf "pqto cm' "eqpukwng'c'F RJ "cpf "qpg'v'q'y q'eqpuwncpvu'kp'r wdrke'  
j gcnj 0Dgecwug'qh'y g'uj qt'v'cm'kp'uc'h'o quv'f gr ctwo gpw'y qwf "pkkcm' "  
j cxg'qpn' "qpg'eqpuwncpv0Vj g' { "cti wgf . 'y gtghqtg.'hqt'uw'r qt'v'uc'h'v'q'ectt { "  
qww'cum'htqo "qy gt'f kuekr kpgu'uwej "cu'kphqto cvkqp'v'gej pqm' { . 'j gcnj "  
r tqo qvqp.'j gcnj "geqpqo leu.'ucvku'cu'cpf 'tgugcte'j <sup>36</sup>: "K'y cu'c'htv'j gt"  
qr r qtwpk'v' 'hqt'r wdrke'j gcnj "go r ktg/dwkv'kpi 0D { "Qevqdg't3; ; 3. 'y g'Hcewn' "  
j cf "eqo g'v'q'y g'eqpenwukqp'y cv'v'j g'qdlgevkgu'qh'y g'tghqto u'ctg'dcukecm' "  
y qug'qh'r wdrke'j gcnj "o gf lekpg0Vj g'r wtej culpi "cwj qtkkgu'kp'y gk"  
r wtej culpi "tqng'ctg'guugpvkcm' 'r wdrke'j gcnj "cwj qtkkgu<sup>366</sup>: ""

"

F gur kg'y g'tkum'y cv'f guetkdlpi 'j gcnj "cwj qtkkgu'cu'r wdrke'j gcnj "cwj qtkkgu'  
o ki j v'f ko kpkuj 'y g'tqng'qh'kp'f kkv' wcn'r wdrke'j gcnj "f qevqtu.'r wdrke'j gcnj "  
go gti gf 'htqo 'y g'tghqto u'kp'c'utqpi gt'r qukkqp<sup>72</sup>"Vj g'DO C'RI EJ "pqvgf "  
kp'3; ; 3. 'vq. 'y cv'r wdrke'j gcnj "f qevqtu'kp'r c { 'v'to u'j cf "eqo g'qh'y gm'0Vj g'  
uactvpi 'r qkp'v'ht'F RJ "cpf "TF RJ 'i tcf gu'y cu'j ki j gt'y cp'hqt'o gt'FI O "cpf "  
TI O 'i tcf gu'0ERJ O u'uctvgf "cv'y g'uco g'r qkp'v'cu'Wpk'I gpgtcn'O cpci gtu0"  
F kkv'ekqp'cy ctf u'y qwf "dg'qp'v'qr 'qh'y ku<sup>73</sup>C'tgr qtv'htqo "c'Hcewn' "  
y qtnkpi 'r ctv' { kp'3; ; 3"pqvgf 'y cv'y g'pgy "twuw'y gtg'cwtcev'kpi "gztgkpegf "  
ugpkqt'o cpci go gpv'uc'h'htqo "F J Cu'uq'y cv'y g'r wdrke'j gcnj 'r j { ukekpu"

<sup>369</sup>"HEO 'Ctej kxgu.'gzvctqtf kpct { "o ggkpi "qh'y g'Dqctf "52'Lxpg'3; ; 0'

<sup>36</sup>: "HRJ O 'Ctej kxgu.'gzvctqtf kpct { "Dqctf "o ggkpi "49'Lxpg'3; ; 3=kphqto cn'o ggkpi "qh'dqctf "  
37/38'O ctej "3; ; 20'

<sup>36</sup>: "Ibid."

<sup>372</sup>"Qpg'F RJ . 'hqt'gzco r ng.'y qwi j v'y g'wpevqpu'y gtg'v'q'f khtwug'y cv'y gtg'y gtg'tgcn'tkumu"  
qh'y gk'dglpi 'f grkxgtgf 'd { 'ej gcr gt'cpf "o qtg'ngzkdng'uc'h'y cp'r wdrke'j gcnj "f qevqtu'0Rj kkr "  
O kpgt. 'Gf kqtkcn'v'Wpugw'kpi "Vlo gu'hqt'Rwdrke'J gcnj .ö"Journal of Public Health Medicine"  
389.'3\*3; ; 6+3/50'

<sup>373</sup>"DO C'Ctej kxgu.'ERJ EJ "o ggkpi "o kpwgu'3; 'Cr tkl'3; ; 30'



y gtg'uqo g'w'o g'yj g'o quv'g'zr gtkepegf "gzgewkxg'o go dgtu'hgh'lp" F J Cu<sup>74</sup>"  
 Y kj 'yj g'cr r qkpwo gpv'q"eqpuwncpv'r quvu'qh'tgrc'kxgn' "kpgzr gtkepegf "  
 v'clp'pggu.'yj g'HRJ O 'hgn'eqphkf gpv'yj cv'yj g'Cej guqp'v'cti gv'qh'97: 'y v'g"  
 eqpuwncpvu\*370 'r gt'o k'rkqp'v'q'cn'r qr w'v'kqp+'y q'w'f "dg'tgcej gf "d{ "3; ; : /  
 ; 0<sup>75</sup>"Vj g'tqng.'v'kng'cpf "xcnwg'r m'egf "qp'yj g'F RJ 'f'kf "xct { 'h'qo 'f'k'utlev'v'q"  
 f'k'utlev'v'Uqo g'y gtg'ecm'gf "öF k'gevt'qh'J g'cnj 'I c'kpö'qt "öF k'gevt'qh'J g'cnj "  
 U'v'c'v'gi { 0<sup>376</sup>"Vgp'F uRJ . 'lp'v'gt'x'kgy gf "qp'yj g'k'p'gy 't'qng.'ur q'ng'qh'c'eqt'g'qh"  
 o c'pci g't'k'cn'c'v'k'k'k'gu'lp'cn'f'k'pi 'u'v'c'v'gi k'e'r n'p'p'k'pi . 'lp'v'gt'p'cn'h'k'k'cu'qp'cpf "  
 p'gy q't'n'k'pi . 'gz'v'gt'p'cn'h'k'k'cu'qp'cpf "p'gy q't'n'k'pi . "o q'v'k'c'v'k'pi 'yj g'v'gco . 'j g'cnj "  
 p'ggf u'cu'gu'guo g'p'u'0U'g'x'g'p'h'gn'd'g'k'pi "c'f'q'ev't'i c'x'g'et'g'f'k'k'k'v' { 'y kj 'r t'q'x'k'f'g'tu"  
 yj cv'o c'pci g'tu'f'k'f "p'q'v'j c'x'g'0<sup>77</sup>"

Vj g'DO C'E O E J 'p'q'v'f'p'gy 't'q'ng'u'h'q't'r w'dr'k'e'j g'cnj 'r j { u'k'ek'c'p'u'lp"  
 r w'ej c'ul'pi 'u'g't'x'k'eg'u'cpf 'p'gi q'v'c'v'k'pi 'y j k'ej 'y q'w'f 't'g's'v'k't'g't'c'k'p'k'pi 0<sup>78</sup>"O q't'g"  
 p'gy 'u'n'k'u'y g't'g'p'ggf gf "d{ 'r w'dr'k'e'j g'cnj "eqpuwncpvu.'yj g't'g'h'q't'g.'k'h'yj g' { 'y g't'g"  
 v'q'f'g'r'k'x'g't'g'h'g'v'k'x'g'n' { 'yj g'eqo o k'uk'q'p'k'pi 't'q'ng'0Vj g'3; ; 3't'g'h'q'to u'h'g'f'v'q'yj g"  
 h'k'u'v'o c'l'q't'g'x'k'k'q'p'lp'3; ; 4'q'h'yj g'u' { m'cd'w'u'h'q't'r w'dr'k'e'j g'cnj "o g'f'k'ek'p'g'u'k'peg"  
 Q'ev'q'd'g't'3; 950<sup>79</sup>"k'p'v'gt'x'k'gy g'gu'h'q't'yj k'u't'g'ug'c'tej 'j g'n' gf "f'g'x'g'n'r gf "p'gy "  
 r w'dr'k'e'j g'cnj "o g'y q'f'q'm'i k'gu'h'q't'u'v'c'h'h'v'q'ectt { 'q'w'j g'cnj "p'ggf u'cu'gu'guo g'p'u"  
 cpf "j g'cnj "k'o r c'ev'cu'gu'guo g'p'u'lp'j g'cnj "c'w'j q't'k'k'gu'v'q'k'p'h'q'to 'y j cv'ug't'x'k'eg'u"  
 y gtg'r w'ej c'ug'f'cpf "v'q'eq'p'uk'f'g't.'lp'c'f'x'c'p'eg.'yj g'h'k'ng'n' { 'r q'uk'k'x'g'cpf 'p'gi c'v'k'x'g"  
 j g'cnj "k'o r c'ev'0<sup>77</sup>: 'R't'k'q't'k'v' { 'u'g'w'k'pi 'cpf 't'c'v'k'q'p'k'pi 'f'g'ek'uk'q'p'u'c'nu'q'h'gm'y kj k'p'yj g"  
 t'go k'v'q'h'F uRJ 'lp'u'qo g'c'w'j q't'k'k'gu'0<sup>77</sup>: "C'nj q'w'i j "öY q't'n'k'pi 'h'q't'R'c'v'k'p'w'ö'f'k'f "

<sup>374</sup>HRJ O 'C'tej k'x'gu.'gz'v'c'q't'f'k'p'ct { 'D'q'ct'f' "o g'g'v'k'pi '49'L'w'p'g'3; ; 3=c'p'wo d'g't'q'h'lp'v'gt'x'k'gy g'gu"  
 h'q't'yj k'u't'g'ug'c'tej 'd'g'eco g'C'ev'k'pi 'I'ej k'g'h'G'z'g'ew'k'x'g'u'h'q't'c'v'k'o g'0'  
<sup>375</sup>HRJ O 'C'tej k'x'gu'0P q'v'gu'q'h'o g'g'v'k'pi 'q'h'H'c'ew'n' { 'q'h'h'eg'tu.'J g'c'f' u'q'h'C'ec'f' go k'e'F'g'r'c't'v'o g'p'u."  
 T'F'uRJ 'cpf 'F'k'ut'lev'F'uRJ '43'Q'ev'03; ; 4="D3703; 415+"D'q'ct'f' 'r'c'r'g'tu'h'q't'o g'g'v'k'pi '6'P'q'x'0'  
 3; ; 4=HRJ O 'C'tej k'x'gu.'D'q'ct'f' "o k'p'w'gu'44'H'g'd'03; ; 50"  
<sup>376</sup>U'c'p'f't'c'F'c'y' u'q'p'g'v'c'n'0"ö'k'p'q't'Q'w'q'h'O c'pci go g'p'v'AF'k'ng'o o c'u'c'p'f'F'g'x'g'n'r o g'p'u'lp"  
 R'v'd'r'k'e'J g'cnj "O'g'f'k'ek'p'g'lp'G'p'i n'p'f'ö'lp'"Beyond Reason: the National Health Service and  
 the Limits of Management,'g'f'0L'q'j'p'N'g'q'r'q'f'g'v'c'n'0"C'nf'g'tu'j'q'v'c'x'g'd'w' { . "3; ; 8+"379/940"  
<sup>377</sup>U'c'p'f't'c'F'c'y' u'q'p'g'v'c'n'0'M'ag'ne'm'ent, 379/940'  
<sup>378</sup>"DO C'E'tej k'x'gu.'P'g'i q'v'c'v'k'pi "U'w'd/E'q'o o k'w'g'g'3; ; 'C'r't'k'i'3; ; ; "EO E J '72+0"  
<sup>379</sup>"O'k'ej c'g'n'LOI q'f'c'et'g'c'p'f'F'c'x'k'f' "N'00'k'ng't.'öO go d'g'tu'j'k'r'q'h'yj g'H'c'ew'n' { 'q'h'R'v'd'r'k'e'J g'cnj "  
 O'g'f'k'ek'p'g'v'j g'p'gy 'R'c't'v'K'G'z'co k'p'c'v'k'p'p'ö'J'ou'rn'al'of'P'u'b'lic'H'ealth'M'e'd'i'c'i'ne'36."5"3; ; 4+  
 454/70'  
<sup>37</sup>: "k'p'v'gt'x'k'gy g'gu'O "c'p'f'P' 't'g'ur'g'ev'k'x'g'n' { 0'R'g'tu'q'p'c'n'f'eqo o w'p'lec'v'k'q'p'u'3612614237"cpf "  
 32125142370'  
<sup>37</sup>: "J co 'c'p'f'eq'm'g'ci v'gu'h'q'q'ng'f'c'v'k'z'j g'cnj "c'w'j q't'k'k'gu'y j k'ej 'j c'f' 'h'q'to c'n'r't'q'eg'u'u'h'q't"  
 r't'k'q't'k'v' { 'u'g'w'k'pi 0'k'p'h'q'w'v'j g'F RJ 'y c'u'yj g'h'g'c'f'0'E'j t'k'u'J co 'g'v'c'n'0"ö'R't'k'q't'k'v' { 'U'g'w'k'pi 'h'q't"

pqv'gzr tguunf 'uvcv'j cv'j g'F RJ 'y cu'c'tgs wkt gf 'o go dgt'qh'j g'j gcnj "

cwj qtkv' 'gzgewkxg'/'j ku'y cu'tgugtxgf 'hqt'j g'i gpgtcn'o cpci gt'cpf 'hpcpeg'

o cpci gt'/'d' '3; ; 6'j gtg'y cu'eqph'to cvqp'htqo 'j g'P J U'Gzgewkxg'qh'j g'

ko r qtcvpeg'qh'j g'r wdrke'j gcnj 'tqrg'pqv'qpn' 'qh'hqecncpf 'tgi kqpcn'F uRJ "dw"

qh'c'tepi g'qh'qti cplucvqpu.'lpenw'kpi 'F J . 'P J U'Gzgewkxg.'j gcnj "

cwj qtkk'gu'cpf 'qvj gt'P J U'cpf 'hqcnc' qxgtpo gpv'dqf lgu<sup>382</sup>""Vj ku'y cu'cp"

ko r qtcvpv'ch'to cvqp'd' 'j g'Eqpugtxcvkxg'I qxgtpo gpv'j cv'k'j cf "

tgur qpukdk'k'gu'hqt'j g'j gcnj 'qh'j g'r qr wcvqp'y j kej 'y gpv'dg' { qpf 'j g'

r tqxkukqp'qh'j gcvj 'ectg'cpf 'hqmjy gf 'j g'3; ; 4'j gcnj 'utcvgi { 'cpf 'cti gu<sup>383</sup>""

Vj g'F RJ 'tqrg'j cf 'hwtj gt'ceetgvkqpu'k'3; ; 8'y j gp'r quw'dgeco g'lqkpv' "

crr qkpv'gf '\*cpf 'uqo g'ko gu'hwpf gf '+y kj 'hqcnc'cwj qtkk'gu'v'k'petgcug'j g'

hqewu'qp'j gcnj 'tcvj gt'j cp'lwuv'j gcnj 'ugt'xlegu'Vj gug'y gtg'öpgeguuctk' 'dki "

lqdu<sup>384</sup>""

"

Ugw'kpi 'wr 'j g'lpvgtpcn'o ctngv'f kf 'pqv'o ctn'j g'gpf 'v'q'ti cplucvqpcn'ej cpi g'0'

Vj g'tghqto u'j cf 'guvdrkuj gf 'wr 'v'3; ; 'F J Cu'y kj 'r qr wcvqp'u'tcpi kpi 'htqo "

: ; .222'v': 82.222<sup>385</sup>'Qpeg'cwj qtkk'gu'hqu'cf o kpkutcvkxg'eqpvtqn'qxtg'

j qur kcn'cpf 'eqo o wpk' 'ugt'xlegu'y kj 'j g'i tcf wcn'etgcvkqp'qh'P J U'Vtwwu'

cpf 'dgeco g'r wtgn' 'r wtej cugtu.'j qy gxtg.'k'y cu'engct'j g' { 'y gtg'vq'uo cni'

cpf 'y gcn'v'q'dg'gh'gevkxg'0'Vj g'P gi qv'k'kpi 'Uwd/Eqo o kvgg'qh'j g'DO C"

RJ EJ . 'cv'ku'4; 'P qxgo dgt'3; ; 2'o gg'kpi . 'y cu'cntgcf { 'tgr qt'kpi 'j cv'F uRJ "

y gtg'y qttkgf 'cdqwr'quukdr'j gcnj 'cwj qtkv' 'o gti gtu'cpf 'j cv'j gtg'y qwrf "

dg'tgf wpf cpv'r wdrke'j gcnj 'r j { ulekcpu<sup>386</sup>'Vj g'CF uRJ 'cnu'ucy 'engctn' 'j cv'

j gtg'y qwrf 'dg'c'tgpf 'vqy ctf u'cti gt'r wtej culpi 'cwj qtkk'gu'cpf . 'kpf ggf . 'k'

uqo g'r ctw'qh'j g'eqwv' { 'j gtg'y gtg'cntgcf { 'f luewuukqpu'cdqwf'k'ut'ev'

J gcnj 'I clp.ö'k'p'*The Politics of the Welfare State*, gf 0Cp'p'Qcmg' { 'cpf 'C0Uwucp'Y knko u' \*Nqpf qp<Vc' { nqt'cpf 'Hicpeku.'3; ; 6+; ; /348+0'

<sup>382</sup>'F J .'*Working for Patients*.'87': (8= P J U'Gzgewkxg.'Public Health in England: Roles and Responsibilities of the DH and NHS \*Nqpf qp<J O UQ.'3; ; 6+.'Cpggz'C'3/60'

<sup>383</sup>'Mrgp.'New Politics, 3890Mrgp'kpf lecvu'j g'I qxgtpo gpw'u'ceegr vpeg'qh'eqngevkxg' tgur qpukdk'k' 'hqt'j gcnj 'o c' { 'cnu'j cxg'uwo o gf 'htqo 'c'ugpug'qh'htwutcvqp'cv'j g'hc'kwtg'qh' r t'gxkqu'r q'lekgu'v'q'o cpci g'c'uggo kpi n' 'gxtg'k'petgcukpi 'f go cpf 'hqt'j gcnj 'ectg.'389/: 0'

<sup>384</sup>'Rcwu'Tgf i t'cxg.'öO cnkpi 'Lqkv'F k'gevt'qh'Rwdrke'J gcnj 'Rquw'Y qtmö'k'p'New Perspectives in Public Health,'gf 0Ucp'I t'k'k'j u'cpf 'F c'k'f 'LJ v'p'gt.'4pf 'gf p'\*Cd'kpi f qp<Tcf er'k'k'g'Rwdrku'j kpi . '4229+.'446/4; 0'

<sup>385</sup>'Ej tku'J co .'*The New National Health Service: Organisation and Management* \*Qzhqtf <P cvkqpcn'Cuuekcvkqp'qh'J gcnj 'Cwj qtkk'gu'cpf 'Vtwwu.'Tcf er'k'k'g'O gf lecn'Rtguu.'3; ; 3+.'440'

<sup>386</sup>'DO C'Ctej kxgu.'ERJ EJ 'P gi qv'k'kpi 'Uwd/Eqo o kvgg'o gg'kpi '4; 'P qx03; ; 2\*'RJ EJ 47+0'

Y j kŋg'k'ku'vqg'gctn' 'v'uc' { 'f ghlpkgn' 'y j cv'hpqi "vgtō "  
ko r t q x go gpw'v'j gtg'y kn'dg. 'v'j g'eqpegpvtcvkp'qp'j gcmj 'p'ggf u"  
cuuguō gpw'cpf'j gcmj 'qweqō gu'ku'r qv'pvcn' { 'dgpgh'ekn'cpf "  
i qqf "cpf "enqugt 'tgr'v'kpu'y kj 'I Ruí "cpf "eqpuw'ncpw'y gtg"  
tgr qtvgf "kp'o cp' { 'tgi kpu' }<sup>88</sup>"  
"

Vj g'lpvgtpci'no ctngv.'yj gtghqtg.'eqo r ngv'f'yj g'tcpukkp'htqo 'ectgg't'ictf g'vq"  
o clqt'utcvgi le'tqngu'htq'y qo gp'lp'r wdrke'j gcnj 0<sup>8</sup>: "Tgur qpukdkk'v'htq'yj g"  
r rcpplpi 'htq'j qur kcn'r cvkpw'y kj lp'c'f ghkpgf 'ecvej o gpv'ctgc'j cf 'uj kmgf 'vq'  
eqpukf gtcv'kp'qh'yj g'j gcnj 'qh'cm'tgukf gpw'y kj lp'c'f kuetgv'g' gqi tcr j kcn'  
r qr wrcv'kp0"Vj ku'pgy 'tgo k'lpqxqrgf 'F uRJ 'lp'eqo o kuukp'kp' "cpf "  
eqpv'cv'kp' 'ci gpf cu.'rtqxf kpi 'cp'qr r qtwp'kv' 'vq'uj cr g'j gcnj 'ugt'x'kg"  
rtqx'kuk'kp'cpf 'y kj 'ko r qtvc'pv'tqngu'cu'gzgew'k'x'g'dqctf 'o go dgtu'qh'j gcnj "  
cwj qtk'k'gu0"Vj g'rcvgt'j gcnj 'cwj qtk'v' 'o gti gtu'ugt'x'gf 'vq'et'gcv'g.'lp'o quv"  
r r'egu.'rtci g'r wdrke'j gcnj 'fgr ctvo gpw'y kj 'u'wdu'cv'p'kcn'dwf i gw'cpf "  
cwj qtk'v'0"Vj qug'lp'vgt'x'kg' ggu'htq'yj ku't'gugcte'j 'y j q'y gtg'F uRJ 'lp'yj g'gctn' "  
3; ; 2u'j cf 'v'gco u'qh'w'r 'vq'322'uch'h'cpf 'rtci g'dwf i gw0"K'y cu'guug'p'v'cm'v' "c"  
utcvgi le'o cpci go gpv'cpf 'ngcf gtui kr 'tqng0<sup>8</sup>: "Vj gug'F uRJ 'eqph'k'o gf 'c'pgy "

38; "Kwtxlgy gg'O 'Rgtuapcn'eqo o wplevqp"38 126 142370'

hggkpi "qh'qr vko kuo 'kp'yj g'ur gekm' 'cpf 'c'vko g'qh'etgcvkxk' 'cu'yj g' 'j' grr gf "  
 uj cr g'pgy "u'vgo u'vq'wvf gtr kp'eqo o kuukpki 0"  
 "

## Reflections on managing strategic roles in public health

Kpvtxky u'hqt'yj ku'tgugctej 'y kj 'y qo gp'kp'r wdike'j gcmj 'kp'ugpkqt'utcvgi ke"  
 tqngu'j grr 'uj gf 'rki j v'pqv'qpn' 'qp'j qy 'yj g' 'tgej gf 'yj gug'r qukkqpu'cv'yj g'gpf "  
 qh'yj g'3; : 2u'dw'cnuq'j qy 'yj g' 'o cpci gf 'vq'eqo dlp'g'hwm'vko g'ngcf gtuj kr "  
 tqngu'y kj 'hco kn' 'rkg0Rtqi tguukp'vq'F RJ 'tqngu'y cu'pqv'f ggo gf 'qw'qh'yj g"  
 qtf lpet' {0K'y cu'c'pcwctn'pgz'v'uci g'kp'yj gk'ectggtu0'Cm'r wdike'j gcmj "  
 kpvtxky ggu'eqo o gpvgf 'qp'yj g'eqo r ngzkkgu'qh'utcvgi ke'tqngu.'qpg"  
 kpvtxky gg'gxgp'eqpukf gtlpi 'yj g'ej cmgpi g'vq'dg'o wej 'i tgcvt'eqo r ctgf "  
 y kj 'uwi gt' {.'hqt'gzco r ng<sup>392</sup>"F khlw'v'tqngu'lpemf gf "gZR quwt'g'vq.'cpf "  
 o cpci kpi .'yj g'o gf kc.'r ct'vewctn' 'chgt'r wdike'j gcmj 'hcnwtgu'wej 'cu"  
 uetggkpi 'qt'xcekpcvqp'gttqtu0Qpg'kpvtxky gg'eqo o gpvgf 'yj cv'lp'wej "  
 ukwcvkpu'o' {qw'hgg'qp' {qwt'qy p.'yj g'y j qng'j gcmj 'cwj qtk' {ku'mqnikpi 'vq"  
 {qw'hqt'i wk'cpeg'qp'j qy 'vq'o cpci g'c'r qv'pvcn' 'f kucut'qwu'ukwcvkpi {qw"  
 tgr qpf 'd' { 'dgkpi 'nqi kecr<sup>393</sup>"

"

K'y cu'c'upgn' {tqng'cpf 'F uRJ 'hqw'f 'yj g' 'pggf gf 'vq'hkf 'y j q'yj g' 'eqwf 'vcmi"  
 vq'kp'eqphkf gpeg'cdqw'kuwgu.'guvdrkuj kpi 'y j gt'g'yj gk'pgwy qtm'y gtg<sup>394</sup>"C"  
 pwo dgt'qh'y qo gp'F uRJ 'o gp'vqp'gf 'ko r qtcv'p'v'w'r qtv'yj g' 'tgekg'gf 'h'qo "  
 hgo crg'pgwy qtm'cetqu'p'gki j dqwtkpi 'f kvt'leu'/'Vj co gu'Xcmg' { 'cpf 'Nqpf qp"  
 y gtg'ekgf 'cu'gzco r ngu'y j gtg'tgrgxcv'y qtm'y cu'uj ctgf 'cpf 'eqo o qp'r qrke' "  
 f gekukpu'vcmg<sup>395</sup>"Cmj qwi j 'yj g'y qtm'y cu'ej cmgpi kpi 'cpf 'f khlw'v'yj g"  
 j qwtu'y gtg'pgxgt'y gruu'o cpci gcdrg.'gpcdrkpi 'yj go 'vq'y qtm'hwm'vko g0Qpg"  
 ugpkqt'y qo gp'kp'r wdike'j gcmj 'eqo o gpvgf <ō' {qw'o c' { 'f q'72'j qwtu'c'y ggm'  
 dw'k'ku'pqv'pgeguuctn' ': 'vq'8í {qw'ecp'tgcuqpcdn' 'y qtm'hwm'vko g'kp'r wdike"  
 j gcmj 'cpf 'hgz'c'dk<sup>396</sup>"O gp.'cu'y gmi'cu'y qo gp'kpvtxky ggu.'ucv'f 'yj cv"  
 dgecwug'o wej 'qh'yj g'y qtm'lpemf gf 'tgugctej 'cpf 'y tkkpi .'yj ku'eqwf 'dg"  
 wvf gtvcngp'kp'yj g'gxgkpi u'y j gp'ej kf tgp'y gtg'kp'dgf 0K'y cu'r quukdrg."

<sup>392</sup>"Kpvtxky gg'P'r gtuqpcn'eqo o wplecvkq'32125142370'

<sup>393</sup>"Kpvtxky gg'R'r gtuqpcn'eqo o wplecvkq'39133142360'

<sup>394</sup>"Kpvtxky gg'R'r gtuqpcn'eqo o wplecvkq'39133142360'

<sup>395</sup>"Kpvtxky ggu'V.'O.'T'cpf 'P0Rgtuqpcn'eqo o wplecvkqpu'3513214236.'3612614237.'  
 3613214236.'32125142370'

<sup>396</sup>"Kpvtxky gg'T'r gtuqpcn'eqo o wplecvkq'36132142360'

yj gtghqtg. 'v' 'cng' 'ko g' qh'f wtkpi 'vj g'f c{ 'h'pggf 'dg. 'o qtg'f h'lewn'lp"  
 enplecn'o gf lekpg'y kj 'o qtg'hkzgf 'uguukqpu'lp'y g'y qtnkpi 'f c{ 0<sup>97</sup>"  
 "

Y qo gp'lpvgtxky ggu'lp'utcvgi ke'tqngu'y gtg'pqv'tgo qxgf 'htqo 'hggkpi u'qh'  
 i wkn'cpf 'cpzkgv' 'qy ctf u'vj gk 'hco kngu. 'c' hggkpi 'eqo o qp'v'q'y qtnkpi "  
 y qo gp'lp'qy gt 'uwf lgu<sup>98</sup> 'Vj gug'ugpkqt 'r wdke'j' gcnj 'y qo gp'o cf g"  
 eqo r tqo kugu. 'y j gyj gt 'k'y cu'd{ 'tgutkewpi 'y qtn'nekvqpu'v'v'j cv'vj g{ 'y gtg"  
 eqo o wcdng'htqo 'j qo g/"gur gekm{ 'hqt 'vj qug'y j q'y gtg'ulpi ng'r ctgpw/"qt"  
 r quv qpkpi 'wvf gtvckpi 'pcvqpcn'tqngu'wpv'k'ej krf tgp'y gtg'lp'y gk 'vggpu<sup>99</sup>""  
 Qpg'eqo o gpvgf 'vj cv'uj g'r gto cpgpwn{ 'j cf 'v'q'o cpci g'vj g'i wkn<sup>9</sup>: 'Cpqvj gt"  
 wugf 'y j gyj gt'j gt 'ej krf tgp'hqwtkuj gf 'cv'uej qqr'cu'j gt "{ctf ukem'ht"  
 eqpv'p'wpi 'j gt'pcvqpcn'tqng<sup>9</sup>: "C'xctkgv' 'qh'ej krf /ectg'cttcpi go gpw'y gtg"  
 wugf 'htqo 'ej krf o kpf gtu. 'pwtugtgu. 'gzvgpf gf 'hco kn' 'v'pcppkgu0Cm'uj ctgf "  
 y kj 'vj g'qy gt'y qo gp'lp'o gf lekpg'lpvgtxky ggu'ht'vj ku'tgugctej 'cp'cduqnwg"  
 eqo o ko gpv'v'q'f q'vj g'lqd'v'q'vj g'dguv'qh'vj gk 'cdk'kv{ 0'Wp'kng'vj qug'lp'r wdke"  
 j gcnj . 'vj g'y qo gp'f qevtu'htqo 'qy gt'ur gekn'kgu'f k'f 'eqo o gpv'qp'vj g"  
 ko r qtvcepg'qh'dglpi 'uggp'd{ 'o cng'eqmgei wgu'v'q'dg'v'q'cm{ 'tgrkcdng. 'ōv'q'i kxg"  
 hwn'o gcuwtg'twppkpi 'qxtgō'v'q'vj g'gzvgpv. 'hqt 'qpg'qh'vj go . 'qh'j cxkpi 'tkr ng"  
 dcm/wr 'ej krf /ectg'cttcpi go gpw'lp'ecug'qh'h'k'w'g'qh'cp{ 'qpg'qh'vj go 0<sup>2</sup>: ""  
 Vj ku'cwkwf g'y cu'pqv'uj ctgf 'd{ 'vj g'r wdke'j' gcnj 'lpvgtxky ggu'y j gtg'dqvj "  
 o gp'cpf 'y qo gp'cr r tgekv'f 'vj g'r qvgp'v'cn'ht'uo g'hgz'kd'kv{ 'qxtg'vj g'y c{ "  
 j qwtu'y gtg'y qtngf 0<sup>3</sup>: ""Vj g'f h'htgpeg'o c{ 'lp'r ctv'dg'f wg'v'q'vj g'y c{ "  
 o gf lekpg'y cu'eqpwtwv'f 'ctqwpf 'hkzgf 'uguukqpu'lp'y g'y ggn'dw'cnuq'vj g"  
 npi 'j qwtu'0Vj tgg'qh'vj g'y qo gp'lpvgtxky gf 'lp'ur gekn'kgu'qy gt'vj cp'r wdke"  
 j gcnj 'y qtngf 'v'tgf wv'g'y j cv'vj g{ 'eqpukf gtgf 'gzeguukxg'cpf 'wppgeguuct{ "  
 j qwtu'qh'enplecn'y qtn<sup>6</sup>: 4"Qpg'hgcwtg'eqo o qp'v'q'cm'vj g'ugpkqt 'y qo gp"  
 lpvgtxky gf . 'y j kej gxgt'ur gekm{ . 'y cu'vj g'cdk'kv{ 'v'q'o qxg'ctqwpf 'tqngu'qpeg"

<sup>397</sup>"lpvgtxky gg'M'r gtuqpcn'eqo o wplecvkqp"39I2542370'

<sup>398</sup>"F cxku. *Modern Motherhood*, 433. 'dcugf 'qp'wtxg{ 'qh'388'y qo gp'lp'Qzhtf uj kg0'

<sup>399</sup>"lpvgtxky ggu'L. 'V. 'R. 'O 'cpf 'P0Rgtuqpcn'eqo o wplecvkqp"26I324236. "35I324236. "  
 39I33I36. "36I264237. "32I2542370'

<sup>39</sup>: "lpvgtxky gg'O 'r gtuqpcn'eqo o wplecvkqp"38I2642370'

<sup>39</sup>: "lpvgtxky gg'R'r gtuqpcn'eqo o wplecvkqp"39I3342360'

<sup>3: 2</sup>"lpvgtxky gg'G'r gtuqpcn'eqo o wplecvkqp"39I842330'

<sup>3: 3</sup>"lpvgtxky gg'U'tgr qtvgf 'j qy 'o cng'r wdke'j' gcnj 'eqpuwncpw'y gtg'dqvj 'uw'r tkugf 'cpf "  
 r ngcuf 'v'j c'xg'vj g'qr r qtwpk{ 'v'j c'xg'v'ko g'qh'h'ht'o clqt 'hco kn' 'gxgpw'h'pggf gf 0'

<sup>3: 4</sup>"lpvgtxky ggu'D. 'E'cpf 'H0Rgtuqpcn'eqo o wplecvkqp"Px04232. 'Pqx04232'cpf "  
 27I2: 42330'

kp'utcvgi le'r qukkqpu'cu'qpg'tqng'ngf 'v'cpqvj gt.'y j lej 'vj g{ 'tgrkuj gf."

gplq{ kpi 'vj g'uncwu'cu'y gm'vj g'ej cmgpi g'qh'o qxkpi "qpva'uqo gy kpi 'pgy "qt"

r qvvpkcm{ 'o qtg'r tgruki kwuOC'pwo dgt'uko r n{ 'i qv'dqtgf "chvgt'c'hgy "{ gctu"

cpf "hngf 'vj g'qr r qtwpkv{ 'hqt'ej cpi g<sup>5</sup>:"

"

Rwdrle'j gcmj 'kpvtxkgy ggu.'dqj 'o gp'cpf 'y qo gp.'y gtg'cungf 'hqt'vj ku'

tugctej 'y j cv'ej ctcevgtkukcu'vj g{ 'vj qwi j v'y qo gp'dtqwi j v'v'utcvgi le'tqngu'

kp'r wdrle'j gcmj OCp'cdkxv{ 'v'dcmpeg'r tkqtkkku'cpf 'o cpci g'kpvt/

tgrcvkpuj kr u'y cu'o gpvkpgf <öy qo gp'ctg'dgwgt'cv'eqmddqtcv'xgy qtnkpi "

cpf 'kp'r wdrle'j gcmj "{ qw'j cxg'v'eqmddqtcv'gy kj 'hcf u'qh'r gqr ng<sup>3: 6</sup>:"Qpg"

tgr qpf gpv'cti wgf <öy qo gp'ctg'o qtg'vj g'i nwg'vj cp'o gp<sup>3: 7</sup>:"Vj g{ 'j cf 'v'dg"

hgzkdr'cpf 'tqdwu<

K'ku'r qrkkecn'cpf "{ qw'j cxg'v'cng'vj g'tqwi j 'y kj 'vj g'uo qqj O'K'

vj kmk'ku'pgxgt'i qkpi 'v'dg'utcki j v'hty ctf OY qo gp'j cxg'vj g'

cdkxv{ 'v'o wnk'cunO'K'ku'cnuq's v'xg'ectkpi OI qw'j cxg'v'y qtni'

y kj 'c'dtqcf 'i tqwr OY qo gp'ctg'o qtg'wpgf 'kp'v'vj cvOVj g{ 'cnuq'

f qpø'j cxg'vj g'gi q'ö "{ qw'ecpø'j cxg'cp'gi q'kp'r wdrle'j gcmj "

wpguu "{ qw'y cpv'k'dcu j gf OI qw'i gv'dwhhvgf 'd{ 'r qrkkecpu."

eqpuwncpu'kp'j qur kcm'r wvki "{ qw'f qy p.'uqo g'v'ku gu'vj g'r wdrle."

uqo g'v'ku gu'vj g'r tguu="{ qw'ecp'dg'dwhhvgf "qp'cm'ukf gu<sup>3: 8</sup>:"

"

Qpg'kpvtxkgy gg'hngf 'vj g'ectkpi ."öqvej {/hgn{ ö'ukf g'cu'y gm'cu'vj g"

r quukdkv{ 'qh'r ctv'v'ku g'y qtni'cpf 'rkwg'qp/ecm'cv'pki j w<sup>3: 9</sup>:"Vj gtg'y cu'cnuq'c"

ugpug'qh'dgkpi 'cdng'v'cej kxgOCu'qpg'kpvtxkgy gg'r w'k'ö{ qw'ecp'f q'c'hqv'

y kj 'cp{ 'tqng'vj cv'ku'vj tqy p'cv'{ qw'kp'r wdrle'j gcmj <sup>3: :</sup> "O qtgqxgt."

y qo gp'ctg'tgcf { 'v'f'q'vj kpi u'cpf 'pqv'dg'vj cpngf OP q/qpg"

vj cpmi "{ qw'hqt'r wdrle'j gcmj OE'kplekpu'i gv'vj cpngf 'cu'f'q"

pwtuguO' qw'j cxg'v'dg'tgcf { 'v'eqr g'y kj 'uqo gqpg'gng'r kenkpi "

wr "{ qwt'kf gcuOI qw'j cxg'v'dg'cdng'v'uy cmqy 'j ctf 'cpf 'hgv'k'

j cr r gpOY j gp "{ qw'ugg'vj cv'uqo gy kpi 'j cu'j cr r gpgf 'vj cv'{ qw'

j cxg'kp'uqo g'y c{ 'j cf 'c'j cpf 'kp.'j qy gxgt'uo cm'vj cv'o cf g'c"

tgcnf' hngtpeg.'k'ku'xgt { 'j gcf { 'o gf lekpg<sup>3: :</sup> ""

"

<sup>3: 5</sup>:"kpvtxkgy ggu'LS.'P.'V.'T0Rgtuqpcn'eqo o wplecvkpu'26B24236."2; B24236."32B25B7."35B24236."36B242360'

<sup>3: 6</sup>:"kpvtxkgy gg'P'r gtuqpcn'eqo o wplecvkpp"32B2542370'

<sup>3: 7</sup>:"kpvtxkgy gg'T'r gtuqpcn'eqo o wplecvkpp"36B242360'

<sup>3: 8</sup>:"kpvtxkgy gg'V'r gtuqpcn'eqo o wplecvkpp"35B242360'

<sup>3: 9</sup>:"kpvtxkgy gg'J'r gtuqpcn'eqo o wplecvkpp"37B442360'

<sup>3: :</sup>:"kpvtxkgy ggu'L'cpf 'K'r gtuqpcn'eqo o wplecvkpu'23B24236'cpf "33B342360'

<sup>3: :</sup>:"kpvtxkgy gg'S'r gtuqpcn'eqo o wplecvkpp"2; B242360'

Qpg'lpvgtxkgy gg'eqpukf gtgf "c'ng{ 'utgpi vj "qh'y qo gp'y cu'vj g'r qrkkecn'  
wpf gtucpf kpi "vj g{ 'dtqwi j v'q'utcvgi ke'tqngu<sup>3</sup>; 2" C"o cng'lpvgtxkgy gg'hgn'vj cv'  
y qo gp'f kf "y gml'p'utcvgi ke'tqngu. "vj g{ 'j cf "r cvkpeg. "y gtg'pqv'otki kf n' "i nwgf "  
qpg'y c{ "qt'cpqvj gt.ö'y gtg'hgzkdng"cpf "r tci o cvke. "cpf "eqwf "gztguu'xkgy u"  
kp'y c{ u'vj cv'y gtg'pqv'uggp'cu'eqpltpvcvkqpcn0J g'npgy "cnuq'qh'c'pwo dgt'qh"  
o gp'y j q'f tqr r gf "qwdgecwug'cej kgxkpi "tguwmu'y cu'vq'q'qpi /vgo 0<sup>3</sup>; 3""  
Hgcwtgu'eqpukf gtgf "hguu'uwkxgf "v'q'y qo gp'y gtg'y j cv'y cu'f guetkdgf "cu'vj g"  
öenwddkpguö"qh'o gp'cv'vj g'xgt { "vqr 0Qpg'lpvgtxkgy gg'eqo o gpvgf "vj cv'k'hgn'  
rkng" c'dq { uö'enwd'cv'TF RJ "hgxgr<sup>3</sup>; 4"" O qtgqxtg. "j cxkpi "v'q'tcvkqp'ugt'xlegu'y cu"  
ej cngpi kpi "öy j gp'tcvkqpkpi "cpf "r tkqt'k{ "ugw'kpi "eco g'lp'cpf "{ qw'j cf "vq"  
o cng'f gekukqpu'y j kej "f kf "pqv'dgpg'k'v'cvk'p'v'vj ku'y cu'f ggr n' "  
wpeqo hqt'vcdng'hqt "c'enkplekcp0Gur gekm{ "uq'hqt'y qo gp'y j q'o c{ "pqv'j cxg"  
vj g'uco g'uw'r qtv'pgwy qtmu'cu'o gp0<sup>3</sup>; 5""

"

C'hw'vj gt'ej cngpi g'hqt'vj qug'y kuj kpi "v'q'unc { "vj g'eqwtug'lp'r wdrke"j gcnj "kp"  
vj g'r wdrke'ugevqt'y cu'vj g'gzt quwt g'v'q'ht'gs wgpv'qti cplucvkqpcn'ej cpi g0Vj g"  
r wdrke"j gcnj "lpvgtxkgy ggu'hqt'vj ku'tgugctej "y gtg'lp'pq'f qwdv'cdqw'vj g"  
ko r qtv'cpeg'qh'r wdrke"j gcnj "f qevqtu'dgkpi "gzgewkxg'f ktgevtu'qp'vj g'dqctf u"  
qh'j gcnj "cwj qtkk'gu'cpf "vj gtgd { "egpvtcn'v'q'f gekukq'p/o cnkpi 0"Dqctf "tqngu"  
y gtg'c"i qqf "qr r qtwpk { "v'q'j qpg'lp'hwgpe'kpi "unkmu'cpf "r gtuw'cukq'p0Cu'qpg"  
lpvgtxkgy gg'r w'kw. "ökh" { qw'ecppqv'r gtuwcf g'vj g'r gqr ng'y kj "o qpg { . "r qy gt"  
cpf "lp'hwgpeg" gk'j gt "v'q'cr r tqxg'uqo g'vj kpi "qt'pqv" { qw'ctg'pgxgt "i qkpi "v'q'i gv"  
y j cv' { qw'y cpv0<sup>3</sup>; 6" Vj g'f qy pukf g'y cu'gzt quwt g'v'q'ht'gs wgpv'tgqti cplucvkq'p0"  
Ucpf tc'F cy uqp "et al. "ur qng'qh'vj g'y gctkpguu'qh'vj gk'uco r ng'qh'F uRJ "lp'vj g"  
gctn { "3; ; 2u'y kj "qti cplucvkqpcn'ej cpi g0<sup>3</sup>; 7" I qw'j cf "v'q'dg'v'qwi j "v'q'uw'xkxg0'  
Vj gtg'y gtg'o kzgf "xkgy u'htqo "r wdrke"j gcnj "lpvgtxkgy ggu'hqt'vj ku'tgugctej "  
qp'vj g'lo r cev'qh'tgr gcvgf "tgqti cplucvkq'p0" Qpg'lpvgtxkgy gg'uckf "k'uwkxgf "j gt"  
cu'uj g'pgxgt'y cpvgf "v'q'unc { "lp'uco g'lqd'hqt "52" { gctu'cpf "pgxgt'y cpvgf "v'q'i q"  
dcen'v'q'uqo g'vj kpi "uj g'j cf "f qpg'dghqt g0Uj g'f kf "k'qpeg"cpf "hqw'pf "k'y cu'c"  
dki "o kucng0Uj g'f guetkdgf "j gtug'h'cu'c'öej cpi g'lwpnk0<sup>3</sup>; 8" J gt'o gf kecn'

<sup>3</sup>; 2"lpvgtxkgy gg'I "r gtuppcn'eqo o wplecvkq'p'27 I23 I42370'

<sup>3</sup>; 3"lpvgtxkgy gg'M'r gtuppcn'eqo o wplecvkq'p'39 I25 I42370'

<sup>3</sup>; 4"lpvgtxkgy gg'T'r gtuppcn'eqo o wplecvkq'p'36 I32 I42360'

<sup>3</sup>; 5"lpvgtxkgy gg'L'r gtuppcn'eqo o wplecvkq'p'26 I32 I42360'

<sup>3</sup>; 6"lpvgtxkgy gg'R'r gtuppcn'eqo o wplecvkq'p'39 I33 I42360'

<sup>3</sup>; 7" F cy uqp "gv'cn0"Management,"379/94."

hkgpf u'eqpukf gtgf 'kp'o cnkpi 'eqpuwncpv'ectggt'ej cpi gu'vj cv'uj g'y cu'dgj cxkpi " o qtg'hkg'c'o cpci gt'vj cp'c'eqpuwncpv<sup>8</sup>:<sup>8</sup>C'pwo dgt'qh'kpvtxky ggu" eqo o gpwgf "qp'vj g'f qy pukf g'qh'eqpuwncpv'tggti cplucvqpu'cpf 'j cxkpi "vq" tgr r n{ 'hqt'r quw0Qpg'kpvtxky gg'i qv'v'vj g'r qkv'y j gtg'uj g'hgn'vj cv'k'y cu" qpg'tggti cplucvqpu'vq'q'o cp{ 'cpf'uj g'eqwf "pq'mpi gt'ucpf "kp'htqpv'qh'j gt" vgo "cpf'uc{ 'uj g'y cu'gpvj wukuc'cdqw'k<sup>9</sup>:<sup>9</sup>Cpqj gt.'y j q'y cu'tgutwewt gf " qw'qh'qpg'r quv'uckf 'r wdne'j gcnj 'y cu'öxgt'r tqpgö'v'tggti cplucvqpu<"

Rgqr ng'ctg'gzj cwugf í Ncpurg{ 'y qwf "pqv'j cxg'f qpg'vq" uwti gqpu'y j cv'j g'j cu'f qpg'vq'wui r wdne'j gcnj "enculecm{ 'mugu" r gqr ng'cv'gcej 'tggti cplucvqpu'y j q'ctg'qp'vj g'ewar "qh'tgwt go gpv0 Vj ku'hgcxgu'vj g'j{ qwpi 'cpf' dtki j v'v'eqr g'dw'vj g'j{ 'o ki j v'dgpgkh' hqo 'eqtr qtcvg'o go qt{<sup>10</sup>:<sup>10</sup>"

Vj g'tgcf kpguu'hqt'qrf gt'r wdne'j gcnj 'eqpuwncpv'v'v'g'cxg'cv'gcej " tggti cplucvqpu'y cu'eqo o gpwgf "wr qp.'hgcf kpi "v'xgt{ 'hgy 'f qevqtu'kp'r wdne" j gcnj "ci gf "qxgt"72<öxgt{ 'hgy "eqpuwncpv'y gtg'cmqy gf "v'tgo clp'wpvki" vj gkt'hm'tgwt go gpv'ci g<sup>11</sup>:<sup>11</sup>"Qpg'kpvtxky gg'hqwpf 'j gtugr'kp'eqo r gvkqp'cv" vj g'3; : 4'tggti cplucvqpu'y kj "qpg'ukvpi 'o cmg'F O Q'kp'j ku'72u."qpg'y j q" uwdugs wgpv'v'v'tgwt gf "cpf'qpg'y j q'y cu'y kj kp"j{ gct'qh'tgwt go gpv0<sup>22</sup>"Cpqj gt" kpvtxky gg'y gki j gf "wr 'vj g'r tqv'cpf'eqpu<"

Gxgt{ 'vko g'y gtg'ku'tggti cplucvqpu"j{ qw'i gv'uj kngf "kp'v'c'f khtgtpv" y qtrf 0Vj g'dki i guv'r tqdngo 'ku"j{ qw'lwv'i gv'wugf "vq"j{ qwt'tqrg" y j gp'k'i gwa'uo cuj gf "v'v'k'eggu'ci clp0K"j{ qw'r w'c'mv'kp'v'k'j{ qw' ugg'c'mv'f kucrr gctkpi 0K"j{ qw'y gtg'c'i { pcgeqmi ku"j{ qw'y qwf "dg" y qtnkpi 'kp'vj g'uco g'twv'r tqdcdn{ 'hqt'42"v'47"j{ gctu."j{ qw" y qwf "npqy "gxgt{ dqf { ."j{ qw'hkg'y qwf "dg'ucdng0Ectggt/y kug" k'vqpm'o g'v'v'f khtgtpv'tqgu'dw'k'y cu'cnq'j ctf 0<sup>23</sup>""

O quv'hqwpf'tggti cplucvqpu'f gutwexg'qh'vgo 'y qtn'cpf'hckuqpu'qp'c" r tqhguakpnc'dcuku<sup>24</sup>:<sup>24</sup>Cv'gcej 'o clqt'tggti cplucvqpu'pgy 'tgrvqpuj kr u'j cf "vq" dg'dwkn0"Uqo g'eqo o wpk{ 'r j {ulekpu'o cpci gf "dgwt'vj cp'qy gtu'cpf "uqo g" ectggtu'wkhgtgf "cu'ecuwcnkgu'qh'vj g'ej cpi gu<sup>25</sup>""Qpg'kpvtxky gg'ucv'gf 'vj cv" lwv'cu"j{ qw'vj qwi j v"j{ qw'y gtg'dgi kppkpi "v'ugg'ko r tqxgo gpv'v'vj g"

3; 8"kpvtxky gg'O 'r gtuqpcn'eqo o wplecvqpu"36B2642370'

3; 9"kpvtxky gg'T'r gtuqpcn'eqo o wplecvqpu"36B242360'

3; : "kpvtxky gg'Q'r gtuqpcn'eqo o wplecvqpu"35B242360'

3; : "kpvtxky gg'R'r gtuqpcn'eqo o wplecvqpu"39B3B42360'

422"kpvtxky gg'J 'r gtuqpcn'eqo o wplecvqpu"37B442360'

423"kpvtxky gg'V'r gtuqpcn'eqo o wplecvqpu"35B242360'

424"kpvtxky gg'K'r gtuqpcn'eqo o wplecvqpu"37B242360'

425"kpvtxky gg'J 'r gtuqpcn'eqo o wplecvqpu"37B442360'



qti cplucvqp'y cu'pqv'ctqwpf 'hpi 'gpqwi j 'v'ugg'y go 'y tqwi j 0<sup>26</sup>'Cpqy gt"  
 kpvtxky gg'y cu'kpxqmgf 'kp'35'tgqti cplucvqpu'qxgt'c'49' { gct'r gtkqf ."  
 hpf kpi 'k'f ggr n' f go qtcnkupi 'r ctvewctn' { 'oh' { qw'y gtg'r rppkpi 'y kpi u'y cv'  
 vng'hxg' { gctu'v'j cr r gp<sup>427</sup>"Qpg'y cu'o qtg'qr vko kule'uc { kpi 'cm'y g"  
 xctkqu'j gcmj 'ugtyleg'qti cplucvqpu'y gtg'r clphw'dw'j g'npgy 'qh'pq'ecug'qh'  
 i qqf 'eqo o wpk' { r j { ulekp'dgkpi 'ogko kpcvgf 0' "Rgqr ng'j cf 'v'tger r n' 'hqt"  
 lqdu'dw'y g'i qqf 'qpgu'cny c { u'i qv'y tqwi j 0'K'y cu.'kp'hrev.'c'y c { 'y cv'uo g"  
 y gcngt 'qpgu'y gtg'y ggf gf 'qww'ok'y cu'pqv'cm'pgi cvxg'cmj qwi j 'k'y cu"  
 r gteglxgf 'v'dg'pgi cvxg<sup>428</sup>"Vj gtg'f k' 'eqo g'c'r qkp'v'j qy gxgt. 'hqt'gcej 'qh'  
 yj g'r wdne'j gcmj 'kpvtxky ggu'y j gp'y g { 'j cf 'v'f gekf g'y j gyj gt'v'hcxg'cv'  
 yj cv'tgqti cplucvqp'qt'y j gyj gt'v'cko 'v'unc { 'cpf' 'cr r n' 'hqt'c'pgy 'r quv'0'Vj ku"  
 y cu'c'r ctvewct 'hgcwtg'hqt'r wdne'j gcmj 'f qevtu'cpf 'y qwf 'pqv'j cxg'dggp"  
 hcegf 'd { 'y qo gp'kp'qy gt'o gf kcn'ur gekn'gu0'  
 "

D { 'y g'gctn' { '3; ; 2u'r wdne'j gcmj 'u'tqng'cpf 'r rceg'y kj kp'j gcmj 'ugtylegu"  
 o cpci go gpv'utwewtgu'y cu'o qtg'uwdupvkn'cpf 'o qtg'engctn' { 'f ghkpgf 0'K'  
 j cf 'cnng'ukzvgg' { gctu'v'j o qxg'y ku'ht'kp'v'y g'oo clpustgco 0'Y qo gp'kp'  
 r wdne'j gcmj . 'dgecwug'qh'yj g'gs wcn' { 'qh'qr r qtwpk' { 'y cv'gzkugf 'kp'  
 eqo o wpk' { 'o gf lekpg'cpf 'y gk' i tcf wcn'gpxt { 'cpf' 'r tqi tguakp'y kj kp'y g'pgy "  
 ur gekn' { 'h'qo '3; 96.'y gtg'kp'c'r qukkp'v'q'r ctvlekr cvg'kp'ku'otgpckucpeg0'  
 Qrr qtwpk'ku'd { 'y g'rcv'3; ; 2u'y gtg'pqv'qxgtw' { 'dcttgf 'v'y qo gp'kp'r wdne'  
 j gcmj 'dgecwug'qh'yj gk'ugz'cv'hqecn'tgi kpcn'qt'pcv'kpcn'rgxgu0'Y qo gp"  
 y gtg'eqo o qp'qp'pcv'kpcn'r wdne'j gcmj 'eqo o kwgg.'y g'DO C'r wdne'j gcmj "  
 eqo o kwgg.'hqt'gzco r ng.'j cxkpi 'c'y qo cp'ej ckt'd { '3; ; : 0Hxg'qw'qh'ugxgp"  
 qh'ku'P gi qv'kpi 'Uwd/Eqo o kwgg'o go dgtu'y gtg'y qo gp'y kj 'c'y qo cp"  
 ej ckt. 'y tgg'qw'qh'ugxgp'o go dgtu'qp'y g'Gzgewkxg'Uwd/Eqo o kwgg'y gtg'  
 y qo gp.'hxg'qw'qh'ukz'o go dgtu'qh'yj g'Vtclpggu'Eqo o kwgg'0'Y qo gp'y gtg'  
 r tgcrgpv'qp'HEO 'eqo o kwgg'cpf 'kp'qh'leg't'r quu'cpf 'y g'Hcewn' { 'j cf 'ku"  
 htu'v'y qo cp'r tgukf gpv'kp'3; ; 8'hqmy gf 'kp'3; ; 7'd { 'c'ugeqpf 0<sup>429</sup>"O qtg"

<sup>426</sup>"kpvtxky gg'I 'r gtuqpcn'eqo o wplecvqp'27123142370'

<sup>427</sup>"kpvtxky gg'M'r gtuqpcn'eqo o wplecvqp'39125142370'

<sup>428</sup>"kpvtxky gg'N'r gtuqpcn'eqo o wplecvqp'37132142360'

<sup>429</sup>"Tqugo ct { 'Twg'3; ; 8/; . 'Lwpg'Etqy p'3; ; 7/: 0'

y qo gp'dgeco g'TF uRJ . 'Tgi kqpcn'F kgevtu'cpf 'f gr w{ 'EO Qu.<sup>208</sup> Rwdne"  
 j gcmj 'cu'c'i gpf gt'pgwtcnlco k{ 'tkgpf n{ 'f kuek rkg'y qtnrf "cu'y gmlht"  
 y qo gp'y gmlcu'k'f k' hqt"o gp<sup>42</sup>; ""  
 "  
 "

## WOMEN IN THE REST OF MEDICINE – STARTING TO REACH CAREER GRADE

"

### The context for change

Vj g'htvj gt'r tqi tguu'o cf g'd{ 'y qo gp'lp'r wdne'j gcmj 'lp'y g'3; : 2u'eqptcuu"  
 y kj 'y g'umy gt'f gxgnr o gpv'ht'y qo gp'lp'y g'tguv'qh'o gf lekpg0Vj g'hpcn'  
 f gecf g'qh'y ku'tgugctej 'ucy . 'pgxgtvj gguu . 'y g'lpgzqtcdrng'tkug'qh'y qo gp"  
 f qevqtu'pwo gtecm{ . 'cu'c'tguwn'qh'o gf lecn'uej qqr'lpvcng . 'tgej kpi 'r ctkv{ "  
 y kj 'o gp'htqo 'lp'3; ; 4/5\*7406' -0<sup>32</sup>""Wpikng'y g'r wdne'j gcmj 'ugevt." "  
 j qy gxgt . 'y qo gp'y gtg'ukm'icti gn{ 'lp'uw r qtvtqngu'lp'y g'ugt xleg . 'y g'o clqt "  
 j qur kcn'ur gekcn'gu'dgkpi 'xktwcm{ 'enugf 'vq'y go 'cv'ectggt'i tcf g0"  
 Tgrgi cvkqp'vq'y g'ny gt'tcpm'y cu'r ctv'qh'y g'tgegkxgf 'y kuf qo 'cv'y g'ko g0"  
 Cp'gf kqtkcn'lp'Public Health's wguvqpgf 'y g'cuwo r vqp'y cv'ogxgt{ "  
 s wcn'htgf 'o gf lecn'r tcevk'kqpgt 'y kn'y kuj 'vq'dgeqo g'gkj gt'cp'lpf gr gpf gpv"  
 eqptcevt"¶ R+qt"ce'eqpuwncpvö"cpf 'eqpukf gtgf <"

""""""Vj gtg'ctg'c'r tqr qt'vqp'y j q'y qwf 'r tghgt'c'r gto cpgpv'r quv"  
 """"""r tqxkf kpi ""'tgi wrct'tqwkpg'ugt xleg'eqo o ko gpv'lp'c'ur gekcn{ 'qh'"  
 """"""'y gkt'ej qleg'dw'y kj qw'y g'wko cvg'tgur qpukdrkv{ 'qh'gkj gt'c""  
 """"""r tlpkr cn'lp'i gpgtcn'r tceveg'qt"ce'eqpuwncpv0Dgecwug'y qug'y j q""  
 """"""ctg'ren'kpi 'lp'co dkkqp'vqpf 'vq'dg'r cuukxg'lp'tgn'vqp'vq'o gf lecn'  
 """"""r qrk'ku . 'y g'DO C'ugf qo 'j gctu'y gkt'xqleg0i qpn{ 'ugt xleg'"  
 """"""qr r qtwpk'gu'ht'lp'r quu'uwej 'cu'cuukncpw'lp'i gpgtcn'r tceveg . "  
 """"""r quu'cu'en'plecn'o gf lecn'qh'htegtu'qt'ugpkqt'en'plecn'o gf lecn'qh'htegtu'"  
 """"""lp'y g'eqo o wkv{ 'j gcmj 'ugt xlegu'qt'r ctv'ko g'y qtm'cu'en'plecn'"  
 """"""cuukncpw'lp'y g'j qur kcn'ugt xleg0<sup>433</sup>""  
 ""

Vj g'u{ ugo 'j cf 'pqv'y gt ghtg . 'ej cpi gf 'hmpf co gpvcn{ 'cpf 'y qo gp'y gtg"  
 tgrkcpv'qp'cf f k'kqpcn'pqv'o ckpuv'gco 'lp'k'cv'xgu . 'vq'gpcdrng'y go 'vq'cv'wcp"

42: 'gi 'Uj gkt'c'f co '\*TF RJ 'cpf 'f gr w{ 'EO Q+.'Ucp'I tkhtj u'\*TF RJ 'cpf 'HRJ O "  
 Rt gkf gpv'0"

42: 'lp'gtxkgy gg'Q'tgecnf'c'o ggv'kpi 'lp'Qzhtf'qh'42'y qo gp'cpf'qpg'o cp'/'c'hev'y g'f k'f "  
 pqv'pq'leg'kni' ch'y c{ 'y tqw j 'y g'o ggv'kpi 0Rgtuqpcn'eqo o wplecv'qp'35 B242360"

432:"Cnpg . 'Doctors: A New Generation . "5 . 'wukpi 'J ki j gt'Gf vecv'qp'Eqwpekn'hi wtgu0"

433"Public Health . 'Gf kqtkcn'oO cpr qy gt'Rm'p'kpi <C'P gy 'F gh'p'k'kqp . ö ; : . '3"\*Lcp03; : 6+<3/  
 40""

ectggt'i tcf g'kh'y g{ 'f kf 'pqv'y qtnlhw/vko g0Cp{ 'r tqi tguu'o cf g'y cu'f wg"  
 r tlpekr cm{ 'vq'lwplqt'o crg'o gf lecnlf qevqtuøeqpegtpu'cdqww'y gk'r qqt'vgtu u"  
 cpf "eqpf kkpup'cpf 'mem'qh'r tqur gew'hqt'ectggt'f gxgnr o gp0Vj g"  
 dqwngpgemu'qh'y g'ugeqpf 'j cni'qh'y g'3; : 2u'y gtg'hqmy gf "d{ "eqpegtpu'kp'y g"  
 gctn{ '3; ; 2u'cdqww'o gf lecn'wpgo r m{ o gpv'ngcf lpi "vq'ecnu'hqt."qpeg'ci clp."c"  
 tgf wekqp'kp'y g'o gf lecn'uej qqn'kpcng0<sup>434</sup>"K'y cu'vq'dg'c"ōkr r lpi 'r qkpō'hqt "  
 o gp0"Cu'gctn{ "cu'3; : 5."y g'DO C'guko cygf 'y gtg'y gtg'5.222'wpgo r m{ gf "  
 f qevqtu'y kj '6.222'pgy 'f qevqtu's wcnh{ lpi 'c' "{ gct0<sup>435</sup>"D{ 'y g'3; : 2u."cnu."  
 y gtg'y cu'y kf gur tgc'f "eqpegt'p'co qpi u'v'o crg'lwplqt'f qevqtu'cdqww'y gk'hqpi "  
 j qwtu'qh'y qtm'y g'pggf 'hqt'o qdkk{ 'dgw ggp'lqdu'cpf 'j ctuj 'tgu'f gp'kcn'  
 tgs wktgo gpw'kp'tclpki ."eqpf kkpup'y j kej "o kkkcygf "ci clpu'v'co kn{ 'rkhg0'  
 Rtqdrgo u'y gtg'pq'hqpi gt. 'y gtghqtg.'eqphkpgf "vq'y qo gp'f qevqtu0<sup>436</sup>"Vj gug"  
 ej cpi gu'y gtg.'o qtgqxtg.'ugv'kp'y g'eqpvz'v'qh'o qtg'f wcn'kpeqo g'hco kkgu'kp"  
 uqekgv{.'c'i tgcvg't'ceegr vpeg'qh'cpf 'pggf.'hqt'o cttkgf'y qo gp'y kj 'ej kftgp"  
 vq'eqp'kpwg'y qtnlpi 'hqt'hkpcpcknt'gcuqpu.'y qo gp'r quv'qplpi 'ej kftk'y 'hqt"  
 ectggt'f gxgnr o gp0<sup>437</sup>" ""

## Power shifts and consequences in hospital medicine

Qpg'hcevt'hcekkc'kpi 'y g'gxgpwcnlko r tqxgo gpv'qh'r tqur gew'hqt'o quv'o gp"  
 cpf 'y qo gp'f qevqtu'd{ 'y g'gctn{ '3; ; 2u'y cu'c'i tcf wcn'uj kh'lp'r qy gt"  
 tgrv'kpuj kr u.'ngu'gplpi 'ugplqt'f qevqtu'ut'cpi ngj qrf "qp'r qnke{ "cu'c'tguwn'qh"  
 y g'I tkhkj u'tghqto u.'y g'kvtqf wekqp'qh'cp'kpvgtpcn'o ctn'v'kp'y g'j gcnj "  
 ugtxleg'cpf 'kpetgculpi 'uetwkp{ 'qh'qweqo gu'qh'o gf lecn'kpvgtxgp'kpu0"Vj g"  
 Vj cvej gt'I qxgtpo gpv'hcxqwtgf 'tr kf 't'gxlgy 'd{ "t'wuv'f'cf xkugtu'hqt'cm'ku"  
 r qnke{ 'f gxgnr o gpv'cu'c'o qtg'ghge'v'xg'cpf 'ghh'ekgpv'y c{ 'vq'f grkxgt'y g"  
 ej cpi gu'k'y cpvgf 'eqo r ctgf'y kj 'vko g/eqpuwo lpi 'cpf 'g'zr gpuk'x'g'hw'uecrg"  
 gps wkt'kgu'cpf 'Tq{ cni'Eqo o ku'kpu'kpxqrxkpi 'y g'r tqhgu'kpu0<sup>438</sup>"Hgy "  
 f qevqtu'dgeco g'i gpgtci'o cpci gtu'hqmy lpi 'y g'I tkhkj u'tghqto u'cnj qwi j "

<sup>434</sup>"HEO 'Ctej kxgu.'Dqctf'o gg'kpi '34'O c{ '3; : 5.'LEE'ci gpf c'hqt'34'Cr tkl3; : 50'Vj g"  
 Eqphgtpeg'qh'O gf lecn'Eqmgi gu'cpf 'y gk'Hcewn'ku'lp'y g'WM'lp'Cr tkl3; : 5'eqpuk'gtgf "  
 y gtg'y cu'k'ngn{ 'vq'dg'ut'v'qh'46.222'f qevqtu'd{ '42220'

<sup>435</sup>"T(RO 0Vj qo r uqp.'ōVj g'O gf lecn'Ectggt'Ut'vew'g'lp'3; : 7.ō *Journal of the RCP* of  
 London.'3; : '3'3'1cp03; : 7-4'53/5=65' "qh's wcnh{ lpi 'f qevqtu'y gtg'y qo gp.'Cngp.'Doctors: A  
 New Generation, 5.'wukpi 'Wl E'h'i w'gu0'

<sup>436</sup>"Cngp.'Doctors and Their Careers, 5320'

<sup>437</sup>"Rw'j . 'Women, 556.'5620'

<sup>438</sup>"Y gduvgt.'NHS, 3850'

uqo g"j gcf gf "wr 'enklecn'f kgevtcvgu'y kj "dwf i gu<sup>439</sup>"Vj g"3; ; 3'tghqto u"  
 kpenmf gf "c"eqo o ko gpv'vq'o gf lecn'cwf kv."c'hqto cn'gxcn'cvkqp"qh'f qevqtuø"  
 r tcevkleg"cu'r ctv'qh'c'i gpgtcn'o qxg'vq'kpetgcugf "ceeqpvcdrkv"y j lej "y cu"  
 tgi ctf gf "cu'c"equv'ewwkp'i "gzgtekg'd { "o cp { "f qevqtu<sup>43</sup>: "Vj ku'uwvckpgf "cwcen"  
 qp'yj g"j kj gtvq'ko r tgi pcdng'r qukkqp"qh'yj g'o gf lecn'j kgtctej { ."cpf "qp"  
 j qur kcn'eqpuwncpv'kp'r ctv'ewrt."o c { "j cxg"cuukugf "kp'y gcngplpi "yj gk"  
 tgukvcepg"vq'ej cpi g"cpf "kp'dtkpi kpi "kp'ko r tqxgo gpv'hqt'lwpkqt'f qevqtu"  
 htqo "cp'kpetgcug'kp'yj g'pwo dgt"qh'eqpuwncpv'r quu'cpf "ngu'j ctuj "vgo u'cpf "  
 eqpf kkkpu."dqj "qh'y j lej "ckf gf "o gp'cu'y gm'cu'y qo gp'f qevqtu'd { "yj g'rvg"  
 3; : 2u0'

"

Cv'yj g'dgi kplpi "qh'yj g'f gecf g."yj g'ukwcvkqp'hqt'lwpkqt'f qevqtu'kp'r qr wrct"  
 ur gelcnkgu'y cu'wpr tqo kkp'i "y kj "eqpvkpwgf "tgukvcepg"qp'yj g'r ctv'qh'ugpkqt"  
 eqpuwncpv'vq'ej cpi g0Vj g'eqpvkpwkp'i "ko dcnpeg'dgy ggp"U Q'cpf "tgi kmtct"  
 r quu'cpf "dgy ggp"UT'cpf "eqpuwncpv'r quu'y cu'yj qwi j v'q'dg'f wg'vq'yj g"  
 eqpvkpwkp'i "tcr kf "gzrcpukqp"qh'lwpkqt'r quu'cpf "o wej "unqy gt"gzrcpukqp"qh"  
 eqpuwncpv'r quu'y j lej . "kp'wtp."eqwf "dg'r w'f qy p'vq'c'hgct"qh'c'i tgcvn { "  
 ej cpi gf "uv'rg"qh'eqpuwncpv'y qtnkpi "y kj qw'yj g"j gr "qh'lwpkqtu<sup>43</sup>: ""Vj gtg"  
 y cu'pq"ci tggo gpv'qp'yj g'uqnwkp."j qy gxgt0k"3; : 4."yj g'EEJ O U."  
 tgr tgugp'kpi "j qur kcn'r tcevkleg."r tqr qugf "c"dgwgt"dcnpegf "utwewtg'hqt"  
 j qur kcn'o gf lekpg0Vj g'pwo dgt"qh'UT'r quu'uj qwf "dg"qpg'hkij "qh'yj g"  
 eqpuwncpv'pwo dgtu'kp"cp"gpnci gf "eqpuwncpv'r qqr0Vj g'pwo dgtu'qh"  
 tgi kmtctu'kp'i gpgtcn'o gf lekpg."i gpgtcn'wti gt { "cpf "qduvgt'ku'cpf "  
 i { pcgeqrji { "uj qwf "tgf weg0I gpgtcn'r tqhguakpcn'tckpki "uj qwf "cng'r mæg"  
 kp'yj g'U Q'i tcf g"cpf "j ki j gt'r tqhguakpcn'tckpki "kp'yj g'tgi kmtct"cpf "UT"  
 i tcf gu0Vj g'EO E'y qwf "i wkf g'yj g'vqcn'pwo dgtu'kp'gcej "i tcf g"cpf "  
 f kmtkdwg'yj qug'dgy ggp'tgi kpu'cpf ."hqt'yj g'hkuv'ko g."kpenmf g'yj g'U Q"  
 i tcf g0Tgi kpcn'O cpr qy gt'Ego o kvgu'y qwf "y qtn'y kj "Tgi kpcn"  
 Rquv tcf wcvg'Vtckpki "Ego o kvgu'kp'cmqecvki "r quu'kp'i tcf gu'cpf "öcp"

<sup>439</sup>"Migkp."New Politics, 343047" "qh'yj g'pgy "i gpgtcn'o cpci gtu'y gtg'f qevqtu'qt'pwtugu0"

<sup>43</sup>: "P leniDrcen'icpf "Grl cdgy "Vj qo r uqp."öQduvcergu'vq'O gf lecn'cwf kv'Dtkkij "F qevqtu"  
 Ur gem" kp"The Politics of the Welfare State, gf 0Cpp"Qcmg { "cpf "C0Uwucp"Y knko u"

\*Nqpf qp<Vc { mqt'cpf "Hicpeku."3; ; 6+."349/680"

<sup>43</sup>: "T(RJ 0Vj qo r uqp."Medical Career Structure, 53/50"

cr r tqr tlcvg"cmqecvkp'y kj kp'yj g'pwo dgtu'y qwf "dg"o cf g'hqt'r ctv'ko g"

vtckpki "hqt'yj qug'y kj "f qo guke"eqo o ko gpw<sup>442</sup>"

"

Vj g'LEE."tgr tguvpki "c'y kf gt"eqpukwge{"vj cp'yj g'EEJ O U."cnq'kp'3; : 4"  
eqpukf gtgf "c'urki j vñ "f khtgpn'ectggt'utwewtg'kp'j qur kcn'o gf kelpg<sup>443</sup>"Vj g"  
f kntkdwkqp"qh'UT'r quu'vq'Tgi kpu'uj qwf "dg'tgeqo o gpf gf "q'yj g'FJ UU'd{"  
yj g'LEE"qp'yj g'cf xleg"qh'yj g'EO E0Vj g{"uj qwf "dg'f kntkdwgf "qp'yj g'dcuku"  
qh'yj g'uk' g'cpf "r qr wcvkqp"qh'yj g'tgi kpu'cu'y gni'cu'yj g'tgugtej "cpf "  
gf wecvkqp'hcekklgu'cxckndg0"Qxgtugcu'f qevtu'uj qwf "kp'hwwt'g'dg"  
ur qpuqtgf 0Qpn'f qevtu'y kj "f qo guke"eqo o ko gpw'uj qwf "dg'cdng"q"  
wpgf gtcng'r ctv'ko g'vtckpki "cpf "yj g{"uj qwf "dg'kpenf gf "kp'yj g'pwo dgt'qh"  
r quu'cmqecvgf "q'tgi kpu<sup>444</sup>"K'y cu'pqv'wpki'3; : 7'yj cv'yj g'LEE"ci tggf "cv'ku"  
44"Lcpwet {"o ggkpi "yj cv'i gpgtcn'wti gt {"cpf "i gpgtcn'o gf kelpg'uj qwf "dg"  
r tkqtkv{"ur geknkgu'hqt'kpetgcugf "eqpuwncpv'gzr cpukqp"q'cf f tguu'yj g"  
dqwpgpgemu<sup>445</sup>"F gur kg'yj g'öCej kxkpi "c'Dcnpegö'kpkkcxg."kp'r neg'htqo "  
yj g'o kf/3; : 2u'cpf "lqkp'v'dgy ggp'FJ . "yj g'o gf kcn'r tqhguukqp'cpf "PJ U"  
o cpci go gpv."q'gpwtg'yj cv'yj g'pwo dgt'qh'f qevtu'kp'yj g'vtckpki "i tcf gu"  
uj qwf "dg'dtqcf n' "kp'hkg'y kj "hwwt'g'eqpuwncpv'qr r qtwpkkgu."yj g'PJ U"  
O cpci go gpv'Gzgewkxg"PJ UOG+."ukf g'vcengf "d {"o qtg'r tguukpi "kuwgu'kp"  
tgrcvkqp"q'hqt'yj eqo kpi "PJ U'tghqto u."f kf "pqv'kuwg'ku'hkpcn'o r ngo gpvcvkqp"  
r ncp'wpki'3; : 30Vj ku'r ncp'kpetgcugf "yj g'eqpuwncpv'i tcf g'd {"322'r quu'kp"  
i gpgtcn'o gf kelpg."i gpgtcn'wti gt {"cpf "vcwo c'cpf "qt'yj qr cgf k'wti gt {"ugv"  
wr "o gej cpkuo u'hqt'gctn{"cpf "r ctv'knt'gvtgo gpv'qh'eqpuwncpv."eqpxgtvgf "  
uwr mwt'gi kntct'cpf "UT'r quu'vq'eqpuwncpv."tgf wegf "yj g'qxgtcm'pwo dgt'qh"  
tgi kntct'r quu."ugv'wr "s wqcu'hqt"UTu'kp'tgi kpu'vq'tgrvg'o qtg'emugn{"q"  
eqpuwncpv'pwo dgtu'cpf "uko r khgf "yj g'uwd/eqpuwncpv'i tcf g'd {"kvtqf wekpi "c"  
uch'i tcf g'r qu<sup>446</sup>"

"

<sup>442</sup>"HEO 'Ctej kxgu."Dqctf "o kpwgu"; "Ugr x03; : 40"

<sup>443</sup>"Vj g'LEE"j cf "tgr tguvpvkp'htqo "yj g'DOC."yj g'Dtkkuj "F gpv'cn'Cuuekcvkqp."yj g'Tq{cn'  
Eqngi gu'cpf "yj g'Eqphgtgpeg'qh'Rquu' tcf wcv'g'O gf kcn'F gcpu0"

<sup>444</sup>"HEO 'Ctej kxgu."Dqctf "o kpwgu'33"Pqx03; : 40"

<sup>445</sup>"BMJ, öHqo "yj g'LEE"/"Rtkqtkkgu'hqt'Eqpuwncpv'Gzr cpukqp.ö"4; 2\*4"Hgd03; : 7+<62: 0"

<sup>446</sup>"PJ UOG."Hospital Medical Staffing: Implementation of "Achieving a Balance" from  
1991 \*Nqpf qp<3; : 3+."4."3/5=Cppgz "C."; /33=Retnj qwug."Medical Graduates, 80"

K'y cu'pqv'wpv'v'j g'3; ; 2u.'v'j gtghgtg.'v'j cv'ej cpi gu'v'q'tgf weg'v'j g'dqwgpgemu"  
 uctv'gf "q'itgg'wr 'r qukkqpu'kp'j qur kcn'o gf lekpg.'dgpghk'kp' 'o cng'lwplqt"  
 f qevqtu'cpf "cnq'etgc'kp' 'cf f k'kqpcn'qr r qtwpk'kgu'hqt'y qo gp0'Dgy ggp"  
 3; : : "cpf'3; ; : . 'eqpuwncpv'r quu'kpetgcugf 'd{ "54' "/"cpf'y qo gp'hqto gf "  
 56' "qh'y ku'kpetgcug"/"o cvej gf 'ci clpu'c'42' "kpetgcug'kp'y g'tgi kwtct'i tcf g"  
 \*cnj qwi j 'v'j gtg'y cu'ukm'c'54' "kpetgcug'kp'y g'UJ Q'i tcf g+0<sup>47</sup>""Vj g'Ecm cp"  
 Eqo o kwgg.'ugv'wr 'kp'tgur qpug'v'q'Gwtqr gcp'Eqo o kuukp'eqpegtpu'v'j cv'WM'  
 u{vgo u'hqt'egt'kh'kp' 'ur gekrkuv'ucwu'f kf 'pqv'o gg'v'j gk'tgi wcv'kpu."  
 o gti gf 'tgi kwtct'cpf "UT'i tcf gu'kp'q'c'ukpi ng'ur gekrkuv'tgi kwtct'v'cl'kp'pi "  
 i tcf g'kp'3; ; 5'cpf'tgf weg'v'j g'qxgtcm'hgpi v'j 'qh'v'cl'kp'pi ."dqj 'qh'y j lej "  
 dgpghk'gf "{ qwpi 'o gp'cpf'y qo gp'f qevqtu<sup>48</sup>"Vj gtg'y cu'ukm'v'j g'r tqdngo "qh"  
 UJ Qu.'j qy gxgt0'Nwuc'F kmpgt'y tqv'g'kp'3; ; 5'qh'y gk'eqp'v'k'kp'pi 'r rki j v."  
 uc{kp' <v'j gtg'ctg'o qtg'UJ Qu'v'j cp'f qevqtu'kp'cp{ "qv'j gt'v'cl'kp'pi 'i tcf g'dw"  
 pqdqf { "mpqy u'y j cv'v'j g{ 'f q'kp'j qur kcn'qt'j cu'c'engct'kf gc'qh'y j cv'ukm'u"  
 v'j gf 'uj qwf 'dg'rgct'kp'pi 0<sup>49</sup>""

"

Rtqi tguu'y cu'gs wcm{ 'unqy 'wpv'v'j g'3; ; 2u'kp'uj qtv'g'kp'pi 'lwplqt'f qevqtu'  
 gzegu'k'g'j qwtu'qh'y qtn0'Vj g'Eqphgt'gpeg'qh'O gf kcn'Tq{ cn'Eqmg' gu'cpf "  
 v'j gk'Hcewn'kgu'kp'y g'WM'qp'48'Lwn{ '3; ; 4'ci tggf 'v'j gtg'y cu'c'i gpgtcn'y kuj "v"  
 cdq'kuj "qpg/kp/qpg'f w{ 'tqcu'cpf 'o qxg'v'q'qpg'pki j v'kp'y tgg'qp/ecm'  
 cttepi go gpv'cnj qwi j 'k'y cu'cempqy ngf i gf 'v'j ku'y qwf 'cng'v'o g'v'q"  
 cej k'xg<sup>44</sup>: "K'y cu'hgctgf 'tki kf 'cr r n'ecv'kp'y qwf 'ecwug'ugtk'qwu'r tqdngo u'qh"  
 eqxgt'kp'uo g'ek'p'kcn'v'pku<sup>44</sup>: C'tgr qtv'qp'lwplqt'f qevqtu'j qwtu'd{ 'Tqdkp"  
 F qy k'g'kp'3; ; 2'mqngf 'cv'lwplqt'f qevqtu'y qtn'kp' 'kp'h'xg'j gcnj 'cwj qtk'kgu"  
 cpf 'hqwpf 'v'j g'cxgtci g'j qwtu'qh'f w{ 'y gtg'; 2'c'y ggn0'Qp'v'j qug'y ggm'  
 y j lej 'kpen'f gf 'y ggngpf 'f w{ 'v'j g'j qwtu'qh'f w{ 'eqwf 'dg'322/3460'Y qtn'gf "  
 j qwtu'y gtg'mpi gt'kp'v'gcej kpi 'tcv'j gt'v'j cp'pqp/v'gcej kpi 'j qur kcnu<sup>452</sup>""

<sup>447</sup>F J . "Hospital, Public Health Medicine and Community Health Services Medical and Dental Staff in England 1988-1998 \*Ucv'k'kcn'Dwng'kp'3; ; ; B7'Lvpg'3; ; ; +0'

<sup>448</sup>F J . "Hospital Doctors: Training for the Future. The Report of the Working Group on Specialist Medical Training"\*Vj g'Ecm cp'Tgr qtv'v'v'j g{y qqf . 'Npe'cu'j k'g'<J gcnj "Rwd'k'ecv'kpu'Wpk'Cr tki'3; ; 5+."3."30/304=8f . 'k'cpf'g0"

<sup>449</sup>'Nwuc'F kmpgt.'v'Ugplqt'J qur kcn'Q'h'egtu'<Vj g'Nqu'v'v'k'dgu.ö"BMJ 529\*33'F ge03; ; 5+<376;/830'

<sup>44</sup>: 'HEO 'Ctej k'xgu.'Dqctf 'o k'pwgu'; 'Ugr v'03; ; 40'

<sup>44</sup>: 'HEO 'Ctej k'xgu.'Dqctf 'o k'pwgu'33'P qx03; ; 4\*072024245+0'

<sup>452</sup>'DO C'Ctej k'xgu.'r cr gtu'hqt "Working Party on Careers Progress of Women Doctors 1988/9-1989/900"

Ko r ngo gpwvqp'qh'tgf wegf 'j qwtu'y cu'pqv'lpvtqf wegf 'wpvkn3; ; 3'y j gp'j gcnj " cwj qtkkku'cpf 'PJ U'Vtwwu'y gtg'i kxgp'wpvknF gego dgt'3; ; 6'v'j gv'j qwtu'qh' f wv' r gt'y ggnf qy p'v'94'hqt'f qevqtu'y qtnkpi 'qp'qp/ecm'tqvcu'lp'öj ctf / r tguugf ö'r quu.'86'hqt'f qevqtu'qp'r ctvkn'uj kku'cpf '78'hqt'f qevqtu'qp'hwm' uj kku'<sup>453</sup>""Vj ku'uvkn'eqo r ctgf 'wphcxqwtcdn' 'y kj 'j qwtu'y qtnkf 'lp'r wdrke" j gcnj <sup>454</sup>""

"

### Careers of women doctors in the 1980s

Y j ku'etkkekukpi 'öCej kxkpi 'c'Dcmpegö hqt'uc{ kpi 'hkwg'cdqw'v'j g'r quukdg" gh'gew'qh'kpetgcu'pi 'pwo dgtu'qh'y qo gp'qp'y j g'hwwt'g'dcmpeg'qh'tckkpi " cpf'ectggt'utwewt'g.'y j g'DO C'pgxgt'y ggu'eqpukf gtgf 'kpkkcxgu'v'q" f getgcug'y j g'ko g'ur gpv'lp'tckkpi 'i tcf gu'uj qwf 'dg'cp'cf xcpwi g'v'q'y qo gp" f qevqtu'y j q'y kuj gf 'v'eqo r ngv'y j g'tckkpi 'dghqgt'y j g{'j cf 'ej kftgp'<sup>455</sup>"" Vj g'tgf wevqp'lp'dqwnpgemu'lp'r qr wrt'ur geknku'g.'j cxkpi 'dgwt'crki po gpv' dgwy ggp'tckkpi 'cpf'equwncpv'i tcf gu.'tgo qxkpi 'y j g'pggf 'v'o qxg'dgwy ggp" tgi kmtct'cpf 'UT'r quu.'tgf wekpi 'lwpkqt'f qevqtu'j qwtu'hqt'uo g'r quu'/" hgcwtgu'r tgu'gpv'lp'eqo o wkv' 'o gf kekpg'htqo 'y j g'3; 92u'/'f k' r tqxf g'uo g" o qf guv'tgkgh'hqt'{'qwp' 'y qo gp'f qevqtu'lp'qv' gt'ur geknku'0'J qwtu'y gtg'uvkn' j ctuj 'lp'y j g'v'ecmgf 'öj ctf / r tguugf ö'r quu'y j kej 'kpenf gf 'y j g'o ckp'cewg" ur geknku'uwej 'cu'i gpgtcn'o gf kekpg.'i gpgtcn'uwti gt{.'ceekf gpv'cpf " go gti gpe{'o gf kekpg.'qduvgtkcu'cpf 'i {pcgeqmi {.'tcwo c'cpf 'qt'v'qr cgf le" uwti gt{.'r cgf kvtkcu'cpf 'cpcguy g'ku.'y j kej 'f k'pqv'j gr 'y qo gp'y kuj kpi 'v' gpvgt'y j g'ur geknku'<sup>456</sup>""Y qo gp'tgo ckpgf 'rcti gn'.'y j g'ghqgt.'y kj k'v'j g" uo cm'ngu'r qr wrt'ur geknku'cpf 'lp'ur r qv'tqrgu'lp'r qr wrt'j qur kn' ur geknku'0'k'Rctnj qwug'*et al*0u'3; ; 3'wtxg{'qh'y j g'ectggt'r tghgtgpegu'qh' f qevqtu's wcrkh{kpi 'lp'y j g'WM'lp'3; ; 2.'i gpgtcn'r tcevek'g'y cu'v'j g'o quv'r qr wrt"

<sup>453</sup>P J UO G.'*Junior Doctors: The New Deal* \*Nqpf qp'<Lwp'3; ; 3-0'Vj ku'hqmy gf 'y j g'kuwg' qh'J gcf u'qh'Ci tggo gpv'qp'Lvplqt'F qevqtu'J qwtu'F gego dgt'3; ; 2'ci tggf 'd{'y j g'Lqkv' P gi qv'kpi 'Eqo o kv'g'hqt'J qur kn'O gf kn'cpf 'F gpv'n'uch' r ctc07-0J ctf / r tguugf 'r quu' y gtg'f ghpgf 'cu'v'q'g'lp'y j kej 'y j g'go gti gpe{'y j g'qtmqf 'y cu'qwu'f g'pqto cn'y qtnkpi 'j qwtu' y cu'j k'j 0'

<sup>454</sup>"DO C'Ctej kxgu.'EEEE 'Vtckpggu'Uwd/Eqo o kv'g'o kpwgu'32'F ge03; ; 4.'eqr {'qh'uwtxg{' tgr qv'.'P qx'd{'Qh'eg'qh'O cpr qy gt'Geqpqo ku'qh'389'tckpggu'y j qu'j qwtu'cxgtci gf '57" y qtnkpi 'y ggn'r nu'36'qvw'qh'qH'eg0"

<sup>455</sup>"DO C'Ctej kxgu.'*Report of Council Working Party on the Career Progress of Women Doctors 1988-9/1989-90*,'gucdrkj gf 'd{'y j g'DO C'7'Qev03; ; : 'v'k'f gpv'h{'h'evqtu'ko kki " ectggt'r tqi tgu'qh'y qo gp'f qevqtu'0"

<sup>456</sup>P J UO G.'*New Deal*, r ctc080'

hkuvej qleg'hqt"o gp'hqmy gf "d { "o gf lekg"cpf "uwti gt { "y j kuv'r cgf kvleu"  
 cpf "eqo o wplv { "o gf lekg"j gcmj +y gtg'y g'hkuvej qleg'hqt"y qo gp<sup>457</sup>"  
 F qevtu'y gtg'hqtegf "lpv'r tci o cve"ej qlegu."j qy gxgt0Y j gp"vj g { "eqo r ctgf "  
 3; 96'y kj "3; : 2"i tcf wcvu."Rctmj qwug"et al0hqwpf "i gpgtcnr tceveg"cpf "  
 eqo o wplv { "j gcmj "cwtcevgf "uo cmgt'r gtegpvi gu'qh'hkuvej qlegu"vj cp'y qwf "  
 dg'lwxhkgf "d { "y gk'tgrvkg'uk g'lp"vj g'PJ U."eqptcvgf "y kj "o gf lekg"cpf "  
 uwti gt { "y j lej "cwtcevgf "o qtg<sup>458</sup>"Vtgxt"Nco dgtv"et al0eqo r ctgf "vj g'ectggt "  
 rtghgtgegu'qh'f qevtu's wrkh { lpi "lp"vj g'WMlp"3; ; 5'y kj "gctnkt"eqj qtu0'  
 I gpgtcnr tceveg'y cu'ukn'vj g'hku'r tghgtgegu'hqt"56' "qh'y qo gp"cpf "39' "qh"  
 o gp0"Qpn { "9' "qh'y qo gp"gzr tguugf "c"ectggt"rtghgtgegu'hqt"vj g'uwti kcn"  
 ur geknkgu0Vj g'j qwtu"cpf "y qtnkpi "eqpf kkpq"qh"j qur kcn'r tceveg'y gtg'ukn"  
 c'r ctvevwt "f kulpegvkg'hqt"vj go 0<sup>459</sup>"

"

H0Nghqtf."uwo o ctukpi "47" { gctu'qh'y qo gp"lp"o gf lekg"lp"3; : 9."eqpenmf gf "  
 vj cv'cmj qwi j "vj g'pwo dgtu'qh'y qo gp"lp"o gf lekg"j cf "tkugp"cpf "vj g"  
 rtqr qtvkqp"qh'y qo gp"o gf kcn'uwf gpw'y cu"gzr gevfg "v'tgcej "72' "lp"vj g"  
 3; ; 2u."vj gtg"j cf "dggp"hwg'lo r tqxgo gpv'lp"vj gk"ectggt"rtqr gew0K'y cu"  
 qpn { "lp"ur geknkgu'uwj "cu"o gpv'nj gcmj ."r cy qm { "cpf "tcf kqm { "vj cv'vj g"  
 rtqr qtvkqp"qh'go cng"eqpuwncpw'y cu'wctvpi "v'lo r tqxg0"Hqt"vj g'vj tgg"  
 o quv'r qr wct"ur geknkgu'qh'uwti gt { ."o gf lekg"cpf "qduvgtkcu"cpf "  
 i { pcgeqmi { "ej cpi g'y cu'umy gt<sup>45</sup>:"Vj gug"fhgtgegu'ctg'knwvvcvgf "lp"  
 Vcdrg"360'

"

"

"

"

"

<sup>457</sup>"LORctmj qwug"gv'crl0"Ectggt"Rtghgtgegu'qh'F qevtu'S wrkh { lpi "lp"vj g'WMlp"3; : 2.ö  
*Health Trends*"3.37"3; : 5+<34/360Eqo o wplv { "j gcmj "cpf "eqo o wplv { "o gf lekg"y gtg'r w"  
 vqi gvj gt "lp"vj gug"eqj qtv'uwf lgu0'

<sup>458</sup>"Lco gu'Rctmj qwug"gv'crl0"Ectggtu'qh'F qevtu'S wrkh { lpi "lp'Dtkclp"lp"3; 96<C"Tr qtv'qp"  
 Vj gk"Go r riq { o gpv'Ucwwu"lp"3; 9; .ö"BMJ "4: 7"36"Cwi 03; : 4+<744/80'

<sup>459</sup>"Vtgxt"Y 0Nco dgtv'gv'crl0"Ectggt"Rtghgtgegu'qh'F qevtu"Y j q'S wrkhkgf "lp"vj g'WMlp"  
 3; ; 5'Eqo r ctgf "y kj "Vj qug'F qevtu'S wrkh { lpi "lp"3; 96."3; 99"cpf "3; : 5ö."BMJ"555"8'Lwx { "  
 3; ; 8+<3; /460'

<sup>45</sup>:"H0Nghqtf."öY qo gp'F qevtu<C"S wctvgt/egpwt { "Vtcem'Tgeqtf.ö *The Lancet*"3"3; : 9+<  
 3476/70"

"



**Table 14 Percentage of Women Doctors at Career Grade 1984-93**

Hospital Specialty	1984	1993
Ru{ej kcvle'i tqwr "	44' "	4: ' "
Cpcgunj gvleu"	3; ' "	43' "
Tcf kqmi { "	38' "	45' "
Rcvj qmi { 'i tqwr "	3: ' "	48' "
Rcgf kvleu"	39' "	52' "
Qdugvtleu' I {pcgeqmi { "	34' "	37' "
Uwi kcnli tqwr "	4' "	6' "
I gpgtcn'O gf kcnli tqwr "	9' "	34' "
<b>General practice</b>	3: ' "	49' "
<b>Public health</b>	56' "	5; ' "

"  
 Uqwtg<Ugrvgf "J qur kcnUr geknkgu'lp'Gpi ncpf 'cpf "Y crgu"3; : 6'cpf 'Gpi ncpf "3; : 5."  
 Ego o wplv{ "O gf lekpglRwdle"J gcnj "lp'Gpi ncpf "3; : 6'cpf "3; : 5."Wptgutlevf "Rtlpekr cnu, "lp"  
 I gpgtcnRtceveg'lp'Gpi ncpf "3; : 6'cpf "3; : 50" F J U U'cppwcnlo gf kcnl'cpf "f gpwcnly qtnhqtg"  
 egpuw'3"Ugr vlgcej "{ gct."i gpgtcnRtceveg"3"Qev'  
 , Wptgutlevf "rtlpekr cnu'y gtg'cdng"q'r tqxkf g'yj g'hwitcpi g'qhi gpgtcn'o gf kcnl'ugtxlegu'cpf "  
 j cxg'c'hu'pqv'ho kgf "vq'cp{ 'r ctvevwt'i tqwr "qhr'gtuqu'00 quv's wcnl'kgf "I Ru'y qwr 'r tceveg"  
 cu'wptgutlevf "rtlpekr cnu'Uc'vknleu'hqt" I gpgtcn'O gf kcnlRtceveg'kp'Gpi ncpf <3; : ; /  
 3; : ; .7"r ctc360. Dwngvlp"4222t. "Vj g"J gcnj "cpf "Uqekn'Ectg"kp'hto cvkqp'Egptg"  
 \*J UEK+: "4222+0"  
 "

Kcdgn' Cngp'y cu'eqo o kuukppgf "d{ 'y g'F J "lp"3; : 7"vq'eqo r ctg'yj g'ectggt "  
 r tqi tguu'qh'o cng'cpf "hgo cng'f qevqtu'cpf "vq'uwwf { 'y g'hcevqtu'y j kej "eqwrf "  
 j gnr ."qt"j kpf gt. "f qevqtu'cu'yj g{ "cwgo r vgf "vq'enko d'yj g'ectggt "rcf f gt<sup>45</sup>; "J gt"  
 pcvkqpcn'uwtxg{ "eqphko gf "y qo gp'f kf "y gml'p'uo g'ur geknkgu'uwej "cu"  
 i gpgtcnRtceveg. "cpcgunj gvleu. "f gto cvqmi { . "eqo o wplv{ "j gcnj . "eqo o wplv{ "  
 o gf lekpg. "tcf kqmi { "cpf "rcdqtcvqt { "ur geknkgu'dgecwug'yj g{ "y gtg'eqpukf gtgf "  
 eqo r cvkdr'y kj "f qo guke"cttcpi go gpv. "y kj "y g'r quukdkkv{ "hqt'ugukqpcn'  
 cpf "f c{/ko g'y qtnlcu'y gml'cu'o qtg'qr r qtwpkkgu'hqt'r ctv'ko g'y qtn<sup>462</sup>""  
 Y qo gp'y gtg'uwkn'gpvgtkpi "i gpgtcnRtceveg'lp'uwducpvkn'pwo dgtu. "yj gtghqtg"  
 /"d{ "3; : 8"eqo r tkulpi "68" "qh'vckpggu"/"vq'yj g'gzvvp'yj cvTlej ctf "G0"  
 Y cnghqtg'cpf "Xkti kpk'LOY cttgp. "lp'yj gk"3; : 9"uwtxg{ "qh'y qo gp'f qevqtu. "  
 tckugf "y g'ur gextg'yj cv'r tko ct{ "ectg'y qwr "dgeqo g'yj g'f qo clp'hqt'y qo gp"  
 cpf "j qur kcn'o gf lekpg'yj g'f qo clp'hqt'o gp'cpf "ecngf "hqt" c'dgwtg'dcnrpeg"

<sup>45</sup>: "Cngp" *Doctors and Their Careers*, 30Hgrf y qtnly cu'dcugf "qp'822"uwewwtgf "lp'vgtxlgv u"  
 y kj "322"gej "qh'o cng'cpf "hgo cng'f qevqtu'y j q'i tcf wcvf "lp'gcej "qh'yj g" { gctu"3; 88."3; 98"  
 cpf "3; : 30"

<sup>462</sup>: "DO C" Ctej kxgu. "Careers Progress 1988." r cr gt "d{ "Kcdgn' Cngp' hqt'yj g'htuw'o ggvp'i "qh"  
 yj g"Y qtnkpi "Rctv{ .39" P qx03; : : 0"





"

Vj g'ej ckt 'qh'y g'DO C'Y qtnkpi 'Rctv' 'y tqv'qp'9'Hgdtwct { '3; ; 2'vq'y g'  
r tgu'f gpw'qh'y g'Tq { cn'Eqngi gu'cpf 'y gkt 'Hcewnkgu'qp'y g'ectggt'r tqi tgu'  
qh'y qo gp'f qevqtu.'hmqy kpi 'y g'tguqmwkqp'qh'y g'DO C'3; : ; 'cppwcn'  
tgr tgu'pvcxgu'o ggkpi '\*CTO +'tguqmwkqp.'y cv'vj g'DO C'cpf 'y g'Tq { cn'  
Eqngi gu'cpf 'y gkt 'Hcewnkgu'uj qwf 'cng'cevqp'v'cf f tgu'y g'utwewtci'  
dcttkgtu'v'y g'ectggt'r tqi tgu'qh'y qo gp'f qevqtu'cu'gxf gpegf 'd { 'Kcdgn'  
Cmgpau'tgr qtv'qp'f qevqtu'cpf 'y gkt 'ectggtu0''

"

Kp'y g'tgr nkgu'tgegkxgf . 'pqv'wtr tkupi n' 'y g'ur gekcnkgu'nguu'r qr wrct 'y kj "  
o cng'tgetwku'y gtg'nggpgt 'v'r tqo qv'ngzkdkrk' 'hqt'y qo gp0TERue { j 'y cu'  
cpzkwu'v'o cng'ku'ur gekcn' 'cwtcevkg'v'y qo gp'cpf 'y g'Tq { cn'Eqngi g'qh'  
Rcv qm { '\*TERcv +'f k' 'pqv'y kpm'tckpki 'c'r tqdng 'hqt'y qo gp'f qevqtu'cu'  
k'j cf 'c'xgt { 'ngzkdng'cwkwf g'v'r ctv'ko g'tckpki 0Vj g'Eqngi g'qh'  
Cpcguj gvku'ucv'f 'cnu'y cv'kv'qh'gtgf 'i qqf 'r tqur gew'hqt'y g'cf xcpego gpv'  
qh'y qo gp'/'42' 'qh'ku'eqpuwncpw'y gtg'y qo gp0Vj g'TEU.'k'y ggt { . 'y cu'k'  
hcxwt'dw'hgn'y gtg'y cu'cp'kpuwto qwpvdr'g'dcttkgt'hqo 'c'r ctv'ko g'  
vckpgga'kpcdkrk' 'v'oug'c'r cvkpv'y tqwi j ö'y gkt'uwti kcn'r tqdng 0'  
O qtgxgt.'k'eqpukf gtgf 'y qug'y qtnkpi 'hwm'ko g'eqwf 'encko 'f kuetko kpcvqp'  
kh'r tghgtgpvkn'cr r qkvo gpw'y gtg'o cf g'qh'r ctv'ko gtu'y j kuv'y g'r ctv'ko gt"  
o ki j v'dg'tgi ctf gf 'cu'c'ugeqpf 'enck'ekkl gp0Vj g'TER'r tgu'f gpv.'O cti ctgv'  
Vwtpgt/Y cty kem'eqpukf gtgf 'y g'f kgo o c'hqt'öo cttkgf 'ncf kguö'y cu'kpcv'g'  
i wkn<"

Y j gp'y g { 'ctg'ectkpi 'hqt'r cvkpv'y g { 'hgn'y g { 'uj qwf 'dg'y kj "  
y gkt'ej kf tgp'cpf 'xleg'xgtuci' 0j g'o qtg'ugpkqt'qpg'dgeqo gu'y g'  
o qtg'vqcn'y g'tgur qpukdkrk' 'cpf 'y g'i tgcvt'y g'eqphkv0Cu'c'  
tguwn.'y qug'r ctv'qh'y g'r tqhguukqp'y j gtg'y gtg'ku'nguu'vqcn'  
tgur qpukdkrk' 'hqt'y g'r cvkpv'cpf 'ctg'o qtg'ko kgf 'v'ugukqpcn'  
eqo o ko gpv'j cxg'r tqxgf 'r qr wrct'uwej 'cu'tcf kqmi { . "  
cpcguj gvku'y j kng'i gpgtcn'o gf kelpg'cpf 'uwti gt { 'y j gtg'  
eqpv'pwgf 'tgur qpukdkrk' 'hqt'kpf kxf wcn'r cvkpv'ku'o qtg'cewg"  
j cxg'pqv<sup>46</sup>; ""

"

Vj g'Y qtnkpi 'Rctv' 'eqpenwf gf 'y cv'y g'o clqt'dcttkgt'hqt'y qo gp'y cu'ukn'y g'  
hwm'ko g'eqo o ko gpv'tgs wktgf 'd { 'Tq { cn'Eqngi gu'cpf 'Hcewnkgu'cpf 'J ki j gt'  
Vtckpki 'Eqo o kwggu'hqt'cewg'j qur kcn'o gf kelpg0Vj gtg'y cu'eqpegtp'cnu'

---

<sup>46</sup>; "Ibid."

yj cv'r ctv'ko g'tckpki 'y cu'pqv'cngp'ugtqwn{ 'd{ 'eqpuwncpv'cr r qkpvo gpw'  
 eqo o kwggu'y j q'o c{ 'xkgy 'cr r rkecpw'y j q'tckpgf 'r ctv'ko g'cu'pqv'  
 eqo o kwgf 'q'o gf lekpg0'Qpn{ '47' 'qh'y qug'ngcxkpi 'y g'uwg gtpwo gtct{ "  
 vckpki 'uej go g'cej kxgf 'eqpuwncpv'ucwu0<sup>472</sup>""  
 "

### National schemes for part-time training have little effect

F gur kg'cy ctgpgu'qh'y qo gp'f qevqtu'eqp'kwpi 'r tqdrgo u'lp'ceeguulpi "  
 j ki j gt'ur gekrku'vckpki . 'uej go gu'q'ckf 'y go 'y gtg'ukn'r ctv'cn'cpf "  
 r gtr j gtr'lp'y g'3; : 2u'cpf 'uqo g'ur geknkgu'y gtg'öcmqy gf ö'q'qr v'qw0'  
 Gxgp'y j gtg'r ctv'ko g'tckpki 'y cu'cxckndrg. 'y gtg'y cu'c'uj qtvc g'qh'r ctv'  
 ko g'r quv'ht'y qo gp'y j gp's wckhkf 0'K'y cu'pqv'uwtr tkulpi 'y cv'Rctnj qwug'*et*  
*al.* eqo o gpvgf 'lp'3; : 4'y cv'y g'r gtegpvc g'qh'y qo gp'r tcevkulpi 'hxg'{ gctu"  
 chgt's wckh{ kpi 'cpf 'y gk'y j qng/ko g'gs wxccngpv'eqpvtkdwkqp'y gtg'tkulpi 0'  
 Vj gtg'j cf 'dggp'c'uy kpi 'cy c{ 'htqo 'r ctv'ko g'q'hwv'ko g'y qtn0<sup>473</sup>'Rj kkr "  
 Tj qf gu'cuq'eqo o gpvgf 'lp'3; : 5'qp'y g'ej cpi kpi 'r cwgt'qh'{ qwpi 'y qo gp'  
 f qevqtu'y j q'eqp'kwgf 'y qtnkpi 'wp'knt'gnc'xgn{ 'rcv'lp'r tgi pcpe{ 'cpf 'j cf "  
 uj qtvtg'o cvgtpk{ 'ngcxg'y cp'lp'y g'r cu0J ku'cf xleg'q'y qo gp'y cu'q'f gnc{ "  
 ej krf/dgctkpi 'wp'knt'chgt'hwnt'gi kntcvkqp. 'gxgp'kh'y g{ 'o cttkgf 'lp'y gk "  
 wpf gti tcf wcvg'{ gctu. 'cpf . 'y j gtg'r quukdrg. 'q'ugewt'g'o go dgtuj kr 'qh'c'Tq{ cni'  
 Eqngi g'qt'Hcwn{ 'htu0<sup>474</sup>'Y qo gp'eqp'kwgf . 'y gtghgtg. 'q'cf cr v'q'cp"  
 gzknkpi 'u{ ugo 'y j gtg'y g{ 'eqwrf 0'"  
 "

C"DO C'eqphgtgpeg'qp"46'Lwn{ '3; : 4'qp'y qo gp'f qevqtu'hqwpf 'y qwrf/dg"  
 I Ru'tgr qtvgf "qp'f hhewnkgu'lp'qti cplkpi 'vckpki 'uej go gu'y cv'hkwgf 'lp'  
 y kj 'hqqnkpi 'chgt'c'hco kn{ . 'y g'Tgckpgt'Uej go g'qh'hkwg'wug'cpf 'y go ugnkgu"  
 qw'qh'r qengv'qpeg'ej krf 'ectg'y cu'cngp'lp'q'eqpukf gtcvkqp0'lp'j qur kcn'  
 o gf lekpg'y gtg'y gtg'eqo r rckpw'y cv'wp'knt'ctv'ko g'tckpki 'y cu'tgi ctf gf 'cu'  
 öuqekm{ 'ceegr wdrö'y qo gp'y gtg'cv'c'f kucf xcpvc g0Vj g'r qr wnt'cewg"  
 ur geknkgu'f k'f 'pqv'cr r tqxg'r quu0Qpg'y qo cp'eqo o gpvgf 'y cv'y g'ectggt "  
 utwewt'g'lp'j qur kcn'j cf 'dggp'f guki pgf 'ht'c'o cp'tgo cklpi 'wpo cttkgf 'wp'knt'  
 yj g'ci g'qh'520Vj gtg'y gtg'cuq'ukn'f hhewnkgu'lp'ugewt'kpi 'c'r ctv'ko g'r quv'

<sup>472</sup>"DO C'Ctej kxgu. 'öTgr qtv'qh'Eqwpeki'Y qtnkpi 'Rctv{ 'qp'Ectggt'Rtqur gew'qh'Y qo gp'  
 F qevqtu'3; : : 1; 0'"

<sup>473</sup>"Lco gu'Rctnj qwug'gv'cn0"Employment Status, 744/80'

<sup>474</sup>"Rj kkr 'Tj qf gu. 'öY qo gp'F qevqtu.ö"BMJ 4: 8"34"O ctej '3; : 5+<: 85/60'

qpeg'tckpgf "gxgp'lp'wpr qr wrct'ur geknkgu'uwej "cu'i gtlctk"o gf lekp<sup>475</sup>"  
 Dwng"eqphkto gf "y ku'f khewn' "y j gp"j g'eqo r ctgf "y g"qweqo g"qh'r ctv'ko g"  
 tcklpi "qp'i gpgtcn'o gf lecn'ur geknkgu'y kj "y j cv"j g'ecmgf "y g"öguukqpcn'  
 ur geknkgu<sup>476</sup>"J g'eqpenmf gf "y cv'gZR gev'kpu'uj qwf "pqv'dg'tckugf "cpf "lp"  
 tgcrl' "r ctv'ko g'ectggtu."cmj qwi j "r qv'p'kcm' "enkplecm' "xkcdng"/"j g'ekgf "y g"  
 ecug"qh'eqpuwn'cpw'eqxgtlpi "y q'f kuetgw"j qur kcnu"/"y gtg'yj kp"qp'yj g"  
 i tqw<sup>476</sup>pf 0

"

Vj g'pcv'qpcn'r ctv'ko g'tcklpi "uej go g."lp"qr gtcv'kp'hqmjy lpi "ektewrct"  
 RO \*9; +5."y cu."d{ "y g'gctn' "3; : 2u'nti gn' "f kuetgf k'gf "cpf "y cu'cnu' "tgi ctf gf "  
 y kj "uwur lekqp'd{ "hwm'ko g'tckpggu<sup>477</sup>"Vj g'Eqphgtgpeg"qh'O gf lecn'Tq{cn'  
 Eqmgi gu'cpf "y gkt "Hcewnkgu'lp'yj g'WM'o gg'vpi "lp'Lwn' "3; : 4."eqpukf gtgf "k"  
 j cf "y qtn'gf "y gml'ht'r u{ej kct{ "cpf "cpcguj g'kcu'ödw"j cf "r tqxgf "hqt"uqo g"  
 kpf kxkf wcnu'vq'dg'c'dcem'f qqt"gpvt{ "vq"j ki j gt "r tqhguukqpcn'tcklpi "lp"uqo g"  
 qvj gt'ur geknkgu<sup>477</sup>"Vj g'tgi kqpcn'cf xkugtu"qh'yj g'TER'hqwpf "y cv'cmj qwi j "  
 yj g'uej go g'tgs wktgf "y cv'yj gtg'uj qwf "dg'c'hqto cn'cr r qkpo gpw'r cpgn'yj ku"  
 y cu'pqv'cf j gtgf "vq'cpf "y j gtg'eqo o kvggu'f kf "o gg'v'yj g{ "y gtg'dchngf "d{ "  
 j cxlpi "qpn' "qpg'ecpf kf cvg."kg'pq'eqo r gv'kqp0"Cm'j qwi j "y qug'qp'yj g"  
 uej go g'j cf "eqo o gpw'w'c'g'igpi yj "qh'gZR gtlgpeg'yj kj "hwm'ko gtu."y g'o clp"  
 f gh'ekgpe{ "y cu'lp'qdv'clpi "cewg"cpf "qp/ecm'gZR gtlgpeg'f wg'vq'qduw'w'kqp"  
 htqo "hwm'ko g'uchf0"C'pwo dgt"qh'r quw'y gtg'pqv'tgi wrctn' "tgxkgy gf ."o clpn' "  
 yj qug'pqv'hqecv'gf "lp'vgcej lpi "j qur kcnu."cpf "qeew'cpw'y gtg."yj gtghqtg."  
 ur gpf lpi "hpi gt'yj cp'pgeguuct{ "lp'tcklpi 0"Vj g'tcklpi "eqp'v'v'y cu"  
 xctkcdng<sup>478</sup>0

"

Cm'gpa'3; : 7/8'pcv'qpcn'uwtxg{ "eqphkto gf "o quw'r ctv'ko g'lqdu'hqt'y qo gp"  
 f qevqtu'y gtg'pqv'lp"o clp'utgco "tcklpi "r quw'cpf "xgt{ "hgy "y qo gp"j cf "  
 j gctf "qh'yj g'FJ UU'lp'k'c'v'xgu"qp'r ctv'ko g'y qtn'cpf "y g'tgv'clpgt'uej go g<sup>479</sup>"

<sup>475</sup>"Npf c'Dgcej co ."öY qo gp'lp'O gf lekp.ö BMJ"4: 7"53"Lwn' "3; : 4+5; 2/30"

<sup>476</sup>"EÖY 0Dwng."öRctv'ko g'Vtcklpi "lp'I gpgtcn'O gf lecn'Ur geknkgu.ö BMJ 4: 9"%. "Qev'0  
 3; : 5+3259;/ 0"

<sup>477</sup>"HEO "Ctej kxgu."Dqctf "o kp'wgu"; "Ugr 03; : 40"

<sup>478</sup>"EÖY 0Dwng"cpf "P (C0Drem'öRctv'ko g'Ugpkqt "Tgi kmtctu."Tgi kmtctu."cpf "Ugpkqt "J qwug"  
 QH'egtu'lp'I gpgtcn'O gf lekp"cpf "Ku'Ur geknkgu-2C "Tgr qtv'vq'yj g'Tq{cn'Eqmgi g'qh'  
 Rj {ulekpu.ö"BMJ"4: 9"%. "Qev'03; : 5+3262/60"

<sup>479</sup>"DO C"Ctej kxgu."Careers Progress 1988, r cr gt'd{ "Kcdgn'Cm'g'hqt'yj g'hkuw'o gg'vpi "qh'  
 yj g'Y qtnlpi "Rctv' "39"Pqx03; : : 0"

k'p'v'j g'h'k'j j v'q'h'i t'q'y k'p'i 'f'k'u'c'v'u'k'e'v'k'p'y' k'j 'v'j g'uej go g'h'q'o 'w'ugtu'c'p'f 'v'j qug"  
 y j q'c'f o k'p'k'v'g't'g'f 'k'v'v'j g'LEE'c'p'f 'F J U'U'g'u'c'd'r'k'uj g'f 'c'y q't'n'k'p'i 'r'c't'v'f 'k'p'3; : 6"  
 v'q'eq'p'u'k'f g't'v'j g'd'g'u'v'o g'c'p'u'q'h'o g'g'v'k'p'i 'v'j g'p'g'g'f 'h'q't'r'c't'v'v'k'o g'v't'c'k'p'k'p'i 'c'v'UT"  
 r'g'x'g'r'0'V'j g'g'z'k'v'k'p'i 'r'c't'v'v'k'o g'v't'c'k'p'k'p'i 'uej go g'y cu'c'f o k'p'k'v't'c'v'k'g'n'f 'eqo r'ngz"  
 y j k'ej 'h'g'f 'v'q'f'g'r'c'f {u.'u'q'o g'r'q'u'u'j' c'f 'v'q'eqo r'g'v'g'h'q't'h'w'p'f'k'p'i 'y' k'j 'u'g't'x'k'eg"  
 f'g'x'g'r'q'r o g'p'u.'y g't'g'p'eqo r'c'v'k'd'g'k'p'v'q'o g'ur'g'ek'n'k'g'u'y j g't'g'v'j g't'g'y g't'g'v'k'i j v'  
 o c'p'r'q'y g't'eq'p'v't'q'n'i'h'q't'h'w'm'v'k'o g'r'q'u'u'q't'y j g't'g'c'p'c'v'k'p'c'n'f'g'et'g'c'ug'k'p'"  
 p'w'o d'g't'u'y cu'p'g'g'f'g'f'0'U'q'o g'u'w'r g't'p'w'o g't'c't'f' {r'q'u'u'y g't'g'f'g'g'o g'f'q'h'u'w'ej 'h'q'y "  
 u'c'w'u'v'j g't'g'y cu'r't'g'l'w'f'k'eg'h'v'j g'r'q'u'v'j q'r'f'g't'c'r'r'k'g'f'h'q't'h'w'm'v'k'o g'UT'q't"  
 eq'p'u'w'v'c'p'v'r'q'u'u'0'V'j g'y q't'n'k'p'i 'r'c't'v'f' 't'geqo o g'p'f'g'f' 'v'j c'v'c'm'o c'p'r'q'y g't"  
 c'r'r't'q'x'c'n'i'w'p'f'g't'RO \*9; +5'd'g'k'p'e'n'w'f'g'f' 'y' k'j k'p'c't'g'i k'p'v'g'z'k'v'k'p'i ""o c'p'r'q'y g't"  
 g'u'c'd'r'k'uj o g'p'v'c'p'f' 'v'j qug't'g'i k'q'u'y' k'j 'c'h'q'y "c'x'g't'c'i g'q'h'r'c't'v'v'k'o g'r'q'u'u"  
 eq'p'x'g't'v'g'z'k'v'k'p'i 'h'w'm'v'k'o g'r'q'u'u'v'q'r'c't'v'v'k'o g'v'q'k'p'et'g'c'ug'r't'q'x'k'v'k'p'0'K'c'n'q"  
 t'geqo o g'p'f'g'f' 'v'j c'v'g'r'k'i k'd'k'v'f' {h'q't'r'c't'v'v'k'o g'v't'c'k'p'k'p'i 'u'j q'w'f' 'p'q'v'd'g't'g'u't'k'ev'g'f"  
 v'q'v'j qug'c'r'r'n'f'k'p'i 'h'q't'f'q'o g'u'k'e't'g'c'u'q'u'p'0<sup>47</sup>: "C'ee'q't'f'k'p'i 'v'q'c'p'k'p'v'g't'x'k'g'y g'g'h'q't"  
 v'j k'u't'g'ug't'ej . 'u'q'o g'c'f'f'k'k'q'p'c'n'h'w'p'f'k'p'i 'h'q't'r'c't'v'v'k'o g't'g'i k'u't'c't'r'q'u'u'y cu'  
 u'g'ew't'g'f' . 'd'w'c'u'v'j g't'g'y cu'c'v'w'r g't'h'w'k'v'f' {q'h'u'g'p'k'q't'g'i k'u't'c't'r'q'u'u'ö'y j { 'y' q'w'f' "  
 c'p'f'q'p'g'h'w'p'f' 'o q't'g'A<sup>47</sup>: "Cu'r'v'g'cu'3; : : . 'v'j g'DO C'eqo r'c'k'p'g'f' 'v'j c'v'v'j g"  
 uej go g'y cu'ew'o d'g't'u'q'o g'c'p'f' 'v'k'o g'eq'p'u'w'o k'p'i 'c'p'f' 'v'j g'c'f'x'g't'u'q'p'n'f' 'v'q'q'n'  
 r'nc'eg'q'p'eg'c'c'f' {g'c't'0'G'x'g'p'h'c'c'ec'p'f'k'f'c'v'g'u'w'ee'g'g'f'g'f' 'k'p'i'g'w'k'p'i 'o c'p'r'q'y g't"  
 c'r'r't'q'x'c'n'v'j g't'g'y cu'u'k'n'c'y'c'k'v'q'h'c'c'f' {g'c't'w'p'v'k'n'v'j g'r'q'u'v'y cu'ug'v'w'r . 'u'q'o g"  
 t'g'i k'q'u'f'k'f' 'p'q'v'h'w'p'f' 'c'm'v'j g'r'q'u'u'v'j c'v'j'c'f' 'u'g'ew't'g'f' 'o c'p'r'q'y g't'c'r'r't'q'x'c'n'c'p'f' "  
 u'w'r g't'p'w'o g't'c't'f' {r'q'u'u'y g't'g'u'k'n'i'ug'g'p'cu'l'p'h'g't'k'q't'0'H'q'o 'c'j' g'c'n'j 'c'w'j q't'k'v'f' "  
 r'g't'ur'g'e'v'k'g' . 'u'w'r g't'p'w'o g't'c't'f' {r'q'u'u'f'k'f' 'p'q'v'h'k'y' k'j 'u'g't'x'k'eg'q't' 'o c'p'r'q'y g't"  
 r'nc'p'p'k'p'i 0<sup>82</sup>"C'p'q'v'j g't'p'c'v'k'p'c'n'y' q't'n'k'p'i 'r'c't'v'f' 'q'p'r'c't'v'v'k'o g'v't'c'k'p'k'p'i 'h'q't"  
 t'g'i k'u't'c't'u'h'q'w'p'f' 'k'p'3; : : 'y' k'f'g'f'k'h'g't'g'p'eg'u'k'p'v'g'ng'ev'k'p'r't'q'eg'f'w't'g'u'c'p'f' . "  
 v'j g't'g'h'q't'g' . 'u'c'p'f'c't'f' . 'cu'y g'm'c'u'r't'q'd'r'g'o u'k'p'i'g'w'k'p'i 'g'f'w'ec'v'k'p'c'r'r't'q'x'c'n'h'q't"  
 r'q'u'u' . 't'g'x'k'g'y k'p'i 'r't'q'i t'g'u' . 'h'w'p'f'k'p'i 'c't't'c'p'i go g'p'u'0'U'ej go g'u'y g't'g'p'q'v'  
 r'w'd'r'ek'ug'f' 'c'p'f' 't'g'i k'q'u't'g'r'k'g'f' 'q'p'v'q'ec'n'ö'i t'c'r'g'x'k'p'g'u'0<sup>483</sup>"R'c'w'r'J (D'q'n'q'p/  
 O c'i i u'et al. 'k'p'c'w'g'o r'v'k'p'i 'v'q's'w'c'p'v'k'h'f' 'v'j g'p'g'g'f' 'h'q't'r'c't'v'v'k'o g'y q't'm'h'q'w'p'f' "

47: "BMJ."öH'q'o 'v'j g'LEE'/'R'c't'v'v'k'o g'U'g'p'k'q't'T'g'i k'u't'c't'V't'c'k'p'k'p'i .ö 4; 2\*4'H'g'd'03; : 7-<62: 0'

47: "k'p'v'g't'x'k'g'y g'g'H'r'g't'u'q'p'c'n'eqo o w'p'k'ec'v'k'p'27'12: 142330'

482"DO C'C't'ej k'g'u."Careers Progress 1988."

483"lbid.,öT'g'r'q't'v'q'h'P'c'v'k'p'c'n'Y' q't'n'k'p'i 'R'c't'v'f' 'q'p'R'c't'v'v'k'o g'V't'c'k'p'k'p'i 'h'q't'T'g'i k'u't'c't'u.ö'H'g'd'0'  
 3; : : 0'

o qu'f qevqtu'uqwi j v'r ctv'ko g'y qtnl'itqo 'hqt'v'q'gli j v'f gctu'chgt"  
i tcf wcvkp0Y qo gp'j cf "gs wcnf k'hewm' 'kp' h'pf kpi 'r ctv'ko g'r quu'kp"  
j qur kcn'o gf lekpg'cpf 'i gpgtcn'r tceveg<ōf qevqtu'y j q'f kf "pqv'cej kxg'v'j gk"  
qtki kpcn'cko "y gtg'uqo g'ko gu'r rnegf "cu'eqo o wpk'f "o gf kcn'q'hegtu'qt "kp"  
uj qtv'vgo 'tgugctej 'r tqlgewū<sup>484</sup>"

"

C"ugeqpf'p'cvkpcn'y qtnkpi 'i tqwr "eqpukukpi "qh'tgr tgugpvc'kxgu'itqo 'v'j g"  
IEE.'P J U'cpf 'F J 'y cu'gucdrkuj gf 'kp' Lxpg'3; ; ; "v'f k'uewu'cevkp0<sup>485</sup>"Vj g"  
tgxkgy 'h'ewugf "qp'w'pf gt/tgr tgugpvc'kxgu'itqo 'v'j g" gp'cv'eqpuwncp'v'igxgn"  
qr r qtwpk'kgu'itqo 'r ctv'ko g'y qtnkpi 'cpf "gs wcn'qr r qtwpk'kgu'kp'cr r q'kpwo gpw"  
r tqegf w'gu0Cr ctv'itqo "c'uej go g'ht'uw r qt'kpi "y qo gp'w'pf gti q'kpi "uwti kcn'  
v'ckp'kpi . "pq'h'w'pf co gp'cn'ej cpi g'y cu'r tq'q'ugf . "j qy gxgt0<sup>486</sup>"Cp'kp'v'gtxkgy gg"  
h'qt'v'j ku'tgugctej "y j q. 'kp'v'j g'3; ; 2u. 'h'w'pf "c'utck'j v'hty ctf "cpf "xgt { "  
r qr w'rt'y c { "v'q'kp'v'qf w'eg'r ctv'ko g'v'ckp'kpi . "k'p'cn'f kpi "uwti gt { . "h'qt'o gp'cpf "  
y qo gp'kp'j gt'F gcp'gt { "ctgc'd { "etgc'kpi "lqd/uj ctgu'eqpukf g'gtf "v'j g'o ckp"  
r tqdrgo "eqp'v'kw'gf "v'q'dg'c'w'kw'f gu'co qpi "ugp'kqt'f qevqtu0Y j gtg'ur gekcn'kgu"  
y gtg'r qr w'rt'v'j gtg'y cu'pq'k'pegp'v'xg'v'q'ej cpi g0<sup>487</sup>"Ur gek'he'p'cvkpcn'  
k'p'k'ck'v'xgu. "f guki pgf "v'q'ckf "y qo gp'v'f gxgnr o gpv. "ugt'xgf . "v'j gtgh'gtg. "xgt { "  
h'gy "y qo gp'cpf "y gtg'pqv'cn'y c { u'tgi ctf gf "cu'etgf k'dn'gd { "v'j g'ugp'kqt'o gf kcn'  
j k'gtctej { 0"K'ku'j ctf "v'q'gu'ecr g'v'j g'eqpenwukp'v'j cv'y qo gp'f qevqtu0kuwgu"  
y gtg'u'kn'p'qv'cn'gp'ugt'k'wun { "d { "v'j g'F J U U. "DO C"cpf "Tq { cn'E'qmg'gu'cpf "  
v'j cv. "kp'v'j g'h'eg'q'h'r tqdrgo u. "v'j g'h'p'g'q'h'c'w'cn'y cu'v'q'o q'wp'v'c'uw'xg { "qt"  
tgxkgy 'h'qmqy gf "d { "c'ō'v'qngpō'tgur qpug0Vj ku'o c { "j cxg'dggp'f w'g'v'q'c"  
eqo d'kp'cv'kxgu'itqo 'kp'gr v'kw'f g. "pqv'hp'qy kpi "j qy "v'q't'gu'q'xg'y qo gp'f qevqtu0"  
kuwgu'v'q'v'j g'uc'v'k'ce'v'kxgu'itqo 'q'h'cn'r ct'v'kgu. "cu'y gm'cu'h'gg'kpi "v'j gtg'y gtg'o qtg"  
r t'gu'kpi "ci gp'f cu'v'q'f gcn'y k'j 0"

"

"

"

"

<sup>484</sup>"Rcwr'J 0Dqnpq/O ci i u'g'v'ci0'ōVj g'P g'g'f "h'qt'Retv'ko g'Y qtm'C"Uwt'xg { "q'h'F qevqtu'Vgp"  
[ gctu'chgt'I tcf wcvkp.ō *British Journal of Hospital Medicine*"16; . \*3; ; : <"635/80"

<sup>485</sup>"DO C"Ctej k'xgu. "Careers Progress 1988."

<sup>486</sup>"F J . "Women Doctors and Their Careers: Report of a Joint Working Party" \*Nqpf qp<  
J O UQ. '3; ; 3+ "KKO"

<sup>487</sup>"kp'v'gtxkgy gg'G'r gtuqpcn'leqo o w'p'k'cv'kxgu'itqo '3912842330"



## Shifting attitudes of men and women doctors but little concrete change

D{ 'y j g'3; : 2u. 'y j g'eqpvz v'ht 'r wdrle 'ugevqt 'cf o kpmvckqp' j cf 'ej cpi gf 'y kj " y j g'kptqf wckqp' qh'P gy 'Rwdre 'O cpci go gpv'y kj 'ku'ej ctcevgtkueu'ht 'y j g' j gcnj 'ugt xleg' qh'eqo r gwkqp. "ghlekgpe { . 'r tqf wvxxk\ . 'qweqo gu'cpf 's wcrk\ " hqewu'cpf 'y j g'r cvkpv'cu'ewuqo gt<sup>488</sup> "Cf f gf 'vq' y ku'y cu'c'pgy "go r j cuku'qp" r gthqto cpeg'kp' j gcnj "ectg'cpf 'y j g'tqng' qh'o cpci gtu'kp' f grkxgtkpi "y ku<sup>489</sup> "K' y cu'kp' y ku'erko cvg' y cvdqy "{ qwpi "o gp'cpf 'y qo gp'f qevqtu'dgeco g" kpetgculpi n\ 'h wwtcvgf "d{ 'y gk'ncm'qh'ectggt'r tqi tguukqp'cpf 'ej qleg'qh' ectggt. 'y j knv'j cxkpi 'i tgcvgt 'gzt gevckpu00 qu'y qo gp'f kf 'pqv'y cpv'v'vcng" c'ectggt'dtgcnu'k'y cu'uggp'cu'ohcnkpi 'qhh'y g'ncf f gt<sup>48</sup>: ""Y qo gp'kp" r ctvwrt 'pq'iqpi gt 'y kj gf 'vq'dg'tngi cvgf 'vq'uw r qtv'qt'lwplqt'tqngu0Vj g" ncg'3; : 2u'ucy 'y j g'pgy 'f gxrqr o gpv'qh'kpetgculpi n\ 'uj ctgf 'cwkwf gu" dgwy ggp "{ qwpi "o gp'cpf 'y qo gp'f qevqtu'v' r ctv'ko g'tcklpi 'cpf " eqputckpu'qp' y j gk'ectggtu0Cmgp'hqwpf . 'ht "gzco r ng. "dqy "o gp'cpf 'y qo gp" y j qwi j v' r ctv'ko g'tcklpi 'y cu'hgcukdng'kp'o gf lekpg'cpf 'y j g'r tqdng u'ctqwpf " r ctv'ko g'tqngu'kp' uwti gt { 'y cu'o qtg'cdqww'y j g' y knkpi pguu'qh'y j g'r gqr ng'cv" y j g'qr 'y j cp' y j g'hgcukdkk\ "qh'qti cplkpi 'y go 0l qwpi "o gp'cpf 'y qo gp'y gtg" pqv'cu'r tgr ctgf 'cu'y gk' r tgf geguqtu'v' q'ceegr v'y j g'khuu\ ng'gzt gevgt 'kp" vcklpi 0Vj gtg'y gtg'eqo r nckpu'cdqww'y j g'tki kf k\ "qh'ectggtu'wt wewtgu. 'y j g" pgeguu\ 'qh'uetco drkpi 'ht'lqdu. 'y j g'pggf 'vq'o qxg'ctqwpf 'y j g'eqwv { . " f khhewng'kp'eqo dlkpi 'hco kn\ 'cpf 'ectggt'r ctvwrt n\ 'ht'y qug'o cttlgf 'vq" cpqy gt'f qevqt. 'iqpi 'j qwtu'cpf 'ncm'qh'ko g'vq'uww { 'ht'j ki j gt" s wcrk'ecvku0'O gp'kp' y j g'wtxg { 'y gtg'cuu'u { o r cvj g'v'v'kuu'gu'ht " y qo gp'f qevqtu'cpf 'hgn'o qtg'uj qwf 'dg'f qp'g'v'gpj cpeg'ectggtu'qh'y qo gp" f qevqtu'cv'cm'hgxgn0Hqt'y j g'htu'v'ko g. 'y j gtg'y gtg'hgy gt'f khtgpegu'dgwy ggp" y j g'ugzgu'kp' y j gk'cwkwf gu'y j cp'dgwy ggp'eqj qtu<sup>48</sup>: "" "

Vtcklpi 'kuu'gu'ht'o gp'cpf 'y qo gp'f qevqtu'eqpvkpwgf 'kvq'y j g'3; : 2u0' Cmgp'3; : 3'hqmy /wr 'uww { . 'y j lej 'lpenf gf '3; : 8"s wcrk'htu'htqo "WM"

<sup>488</sup>"DOJ cppli cp. "oCuugulpi 'y j g'P gy 'Rwdre 'O cpci go gpv'Vj g'Ecug'qh'y j g'P cvkpcnJ gcnj " Ugtxleg.ö"Journal of Nursing Management 8.7"Ugr v03; : : +529/340"

<sup>489</sup>"O ctmGzy qtj { . "öVj g'Rgthqto cpeg'Rctcf ki o 'kp'y j g'Gpi rkuj 'PJ U<Rqvgvkn'Rkhtmu'cpf " Rtqr qucu.ö"Eurohealth."38.5"4232+38/3; 0"

<sup>48</sup>: "DO C'Ctej kxgu."Careers Progress 1988, r cr gt'd { "KcdgnCmgp'ht'y j g'htu'v'o ggvlpi 'qh' y j g'Y qtnkpi 'Rctv'39'P qx03; : : 0"

<sup>48</sup>: "Ibid. ""



F gcpgt { 'uwxg { 'tgr qtvf 'hgzldg 'tclpggu'eqo r tkugf 'qpn { '7' 'qh'cm'tclpggu0  
 Ur geknkgu'y kj 'y g'j ki j guv'r gtegpwi g'qh'tclpggu'y qtnkpi 'hgzldg { 'y gtg."  
 wpuwtr tkukpi n{ . 'r wdne'j gcnj 'cv'56' . 'tcf kqni { . 'i gpgtcnr tceveg. 'r u{ej kvt { "  
 cpf "cpcguj g'ku. 'cm'tcqwpf "32' "cpf "uwi kcnlur geknkgu'y g'ny guv<sup>496</sup>"  
 Vj qug'tclpkpi 'lp'j qur kcnlur geknkgu'y gtg'o qtg'knkn { 'q'j cxg'ej kf tgp'ncvt "  
 y cp'y qug'gpvtkpi 'i gpgtcnr tceveg. 'r quv qpkpi 'ej kf tgp'wpkn'y g { 'y gtg "  
 y gni'cf xcpegf 'lp'qt'j cf 'eqo r ngvf 'y gk'r quv tcf wcvg'tclpkpi 0<sup>497</sup>"<sup>498</sup> "K'y qo gp "  
 y gtg'ej qqukpi 'q'tclp'hwn'ko g'lp'o quv'ur geknkgu. 'c'eqpukf gtcdrn "  
 r tqr qt'kqp'qh'y qo gp'cpf "uqo g'o gp'y gtg'pgxgtvj g'guu'uggnkpi 'r ctv'ko g "  
 r quu'cv'ectggt 'i tcf g0Eqpuwncpw'pwo dgtgf "36.552"dw"35.422'y vg'lp "  
 Gpi rcpf "cv'52'Ugr vgo dgt'3; ; : "cpf "47.752'lp'3; ; : "3; .5: 2'y vg+0<sup>498</sup> "K'4229 "  
 52' "qh'y qo gp'eqpuwncpw'y gtg'r ctv'ko g'eqo r ctgf 'y kj " : ' "qh'o gp0J cni "  
 qh'y qo gp'I R'r tkpkr cni'cpf "32' "qh'o crg'I Ru'y gtg'qp'r ctv'ko g'eqpvtcew "  
 lp'4228'eqo r ctgf 'y kj '63' "qh'y qo gp'cpf '8' "qh'o gp'lp'3; ; ; 0<sup>499</sup>""  
 "

Vj g'r tqdrgo u'hqt'y qo gp'lp'o gf lekpg'lp'cej kxkpi "gs wcrk { "qh'qr r qtwpk { "  
 hqt'ectggt 'f gxgnr o gpv'f kf "pqv'f kuc r gct 'lp'ncvt 'f gecf gu0"C'uwxg { "qh "  
 3.222'o gp'cpf 'y qo gp'I Ru'cpf "eqpuwncpw'lp'3; ; 9'hqwpf 'y cv'y qo gp "  
 f qevqtu'ukni'dgnkxgf 'y cv'o gf lekpg'y cu'c'o crg/f qo kpcvgf 'r tqhguukp'lp "  
 y j kej 'y g { 'j cf 'q'y qtnlj ctf gt 'q'eqo r gvg. 'j cf 'nguu'ucwu'cpf 'y gtg'r cuugf "  
 qxgt'hqt'r tqo q'kqp0Vj g { 'y gtg'nguu'knkn { 'q'f q'r tkxcvg'r tceveg. 'tclpkpi 'cpf "  
 ectggt'r tqi tguu'y gtg'f h'kew'cpf 'y gtg'y cu'ukni'cp'cdugpeg'qh'tqrg'o qf gnu "  
 hqt'y qo gp'qt'j ki j gt "gzzr gev'kpu'ltqo 'o crg'eqmgei wgu0<sup>49</sup>: "C'tgr qtv'ltqo "c "  
 P cvkqpcn'Y qtnkpi 'I tqwr "qp'Y qo gp'lp'O gf lekpg'lp'422; "knkf "cu "  
 r tqdrgo u."cpf "o cf g'tgeqo o gpf cvkpu'cdqww."ko r tqxgf "o gpvtkpi "cpf "  
 ectggtu'cf xleg. "gpeqwtci kpi 'y qo gp'lpv'hgcf gtuj kr "tqrgu. "ko r tqxkpi "ceegu "  
 vq'r ctv'ko g'y qtnkpi "cpf "hgzldg'tclpkpi . "gpeqwtci kpi 'y qo gp'v'cr r n { "hqt "  
 enpkcn'gzegmpep'cy ctf u'cpf "gpuwtkpi 'y g'o gf kcn'y qtnhqtg'r rcpkpi "

<sup>496</sup>"Ibid., ": /; 0

<sup>497</sup>"Ibid., ; 30

<sup>498</sup>"F J . 'Hospital, Public Health Medicine and Community Health Services Medical and Dental Staff in England 1988-1998. "Ucv'ukncr'Dwng'lp'3; ; ; 37'Lyg'3; ; ; 0

<sup>499</sup>"Gnuqp. "Women and Medicine, ; 5/9=F J . "Statistics for General Medical Practitioners in England; 1989-1999 \*Ucv'ukncr'Dwng'lp'4222: "O c { "4222+0

<sup>49</sup>: "Tqi gt 'F qduqp. "5Y qo gp'F qevqtu'dgnkxg'O gf lekpg'ku'O crg'F qo kpcvgf .ö"BMJ""537." 9322\*34'Lwn { '3; ; 9+<: 2. "tghgttkpi 'q'uwxg { 'd { "Xk'kpg'Uy cpup0

cr r ct c w u " v q q m l c e e q w p v ' q h ' y j g ' l p e t g c u k p i ' p w o d g t ' q h ' y q o g p ' l p ' y j g ' o g f l e c n ' r t q l h g u k q p <sup>49</sup>; "" K u w g u ' h q t ' y q o g p ' t g o c k p g f . ' y j g t g h q t g . ' u w d d q t p n { " w p e j c p i g f 0 ' G n u q p ' f g u e t k d g f ' l p " 4 2 2 ; ' c ' v t k r c t v k g ' u t w e w t g ' q h ' o g f l e c n ' u r g e l c n k g u / ' y j q u g ' y j c v ' e q p u k u v g p v n { ' t g e t w k g f ' c ' j k i j g t ' r t q r q t v k p p ' q h ' y q o g p " u w e j ' c u ' i g p g t c n l r t c e v k e g ' c p f ' r w d n e ' j g c n j . ' c ' u g e q p f ' i t q w r ' y j c v ' c w t c e v g f " o q t g ' o c r g ' t g e t w k u ' u w e j ' c u ' u w t i g t { ' c p f ' c ' y j k f ' e n w u g t ' t g e t w k k p i ' u k o k r c t " r t q r q t v k p u ' q h ' g p v t c p w ' h t q o " g c e j ' u g z ' u w e j ' c u ' r u { e j k c v { 0 U j g ' e q p u k f g t g f " y j k u ' r c w g t p ' r k n g n { ' v q ' e q p v k p w g ' h q t ' y j g ' h q t g u g g c d n g ' h w w t g 0 : <sup>2</sup> ""

"

"

## CONCLUSION

"

R t q i t g u u ' l p ' e c t g g t ' f g x g n r o g p v ' h q t ' y q o g p ' l p ' i g p g t c n l r t c e v k e g ' c p f ' j q u r k c n ' o g f l e k p g ' j c u . ' y j g t g h q t g . ' d g g p ' u n q y g t ' y j c p ' h q t ' y q o g p ' l p ' r w d n e ' j g c n j ' c u ' u j q y p ' l p ' v c d n g ' 3 7 0 ' "

"

**Table 15 Comparison Percentages Women in Hospital Medicine, General Practice and Public Health Medicine, England 1998**

Grade	Hospital medicine	General practice	Public health medicine
DPH	"	"	63' "
Consultant	43' "	"	62' "
GP principal	"	54' "	"
Associate specialist	57' "	"	"
Registrars	4; ' "	76' "	85' "

"

U q w t e g ' F J ' C p p w c n ' Y q t n h q t e g ' E g p u w u ' 3 ' U g r v 0 3 ; ; : ' \* j q u r k c n ' o g f l e k p g ' c p f ' r w d n e ' j g c n j + ' c p f ' 3 ' Q e v 0 i g p g t c n l r t c e v k e g 0 ' "

"

Y q o g p ' l p ' r w d n e ' j g c n j ' j c f ' u w u c k p g f ' y j g k ' r g t e g p v c i g ' c v ' e c t g g t ' i t c f g . ' y j g t g ' r t g f q o k p e v k p i ' l p ' v t c k p g g ' i t c f g u ' c p f ' j c f ' o q x g f . ' l p ' u w d u c p v k c n l r t q r q t v k p u . " k p v q ' y j g ' x g t { ' u g p k q t ' u t c v g i k e ' r q u w 0 D { ' e q p v t c u v ' y q o g p ' c e t q u u ' y j g ' t g u v ' q h ' o g f l e k p g ' y j g t g ' d g p g h k k p i ' v q ' u q o g ' g z v g p v ' h t q o ' y j g ' x g t { ' i t c f w c n l u j k h ' l p " o g f l e k p g . ' c u ' c ' t g u w n ' q h ' r t g u u w t g ' n c t i g n { ' h t q o ' o c r g ' f q e v q t u . ' v q ' k o r t q x g ' y j g "

<sup>49</sup>: 'F J . "Making a Difference, 9/320

<sup>4</sup>: <sup>2</sup> " G n u q p . "Women and Medicine, x h h 0 "

pwo gtlecn'dcncpeg"dgvy ggp"ugpkqtu"cpf "lwpkqtu"cpf "vq"lptqf weg"o qtg"  
 tgcupcdng'y qtnkpi "eqpf kkpau0"Vj g'utwi i ng"vq"eqo r ngvg"j ki j gt"ur gekcnkuv"  
 vclpkpi "kp"r qr wnt"ur gekcnkgu'y cu'ukm'vq"i tgcv'hqt"o cp{ "y qo gp"y j q"  
 ugwnf "hqt"tqngu'kp"rguu'r tguvi kquu'ur gekcnkgu'y j gtg'kv'y cu'urki j vnf "gculgt"vq"  
 dcncpeg'y qtnly kj "hco knf "hxgu0"O gf lekpg'y cu'ukm'utwi i nki "vq"lptqf weg"  
 hgcwtgu'uwej "cu'hgzdkkv{ "qxgt"vclpkpi . "i wctcpvggf "ectggt"i tcf g'r quuu"  
 hmqy kpi "uweeguuhwleqo r ngvqp"qh'vclpkpi . "qr r qtwpkkgu'hqt"r ctv'ko g"  
 r quuu."cm'qh'y j lej "j cf "dggp"cnmp'hqt"i tcpvgf "y kj kp"eqo o wkv{ "o gf lekpg"  
 htqo "vj g"3; 92u0"  
 "

Vj ku'ej cr vgt"j cu'lpf kcvgf "y j cv'y qo gp"fqevtu'kp"eqo o wkv{ "  
 o gf lekpg'r wdike"j gcnj "y gtg'cdng"vq"cej kxg'd{ "vj g'nv"3; : 2u'y j gp"  
 r tqxkf gf "y kj "gs wcn'qr r qtwpkkgu'y kj "o gp'hqt"ectggt"i gxgnr o gpv0"i kxgp"  
 vj g'tki j v'ektewo ucpegu."vj g{ "y gtg'cdng"vq"tgcej "eqo r ngz"utcvgi ke'tqngu'kp"  
 j gcnj "ugt'xlegu"o cpci go gpv'cpf "r nppkpi ."eqpvcuvf "y kj "unqy gt"r tqi tguu"  
 hqt"y qo gp"kp"qvj gt"ur gekcnkgu."nengf "y kj kp"c"j quvng"o gf kcnlu{ ugo ."  
 tguucvpv'vq"ej cpi g'cpf "kp"y j lej "ur gekkle"lpkkcvxgu"vq"ckf "vj gk"ectggt"  
 f gxgnr o gpv'f kf "pqv'y qtn0"  
 "

Vj g'hpcn'ej cr vgt"y knlpqy "uwo o ctug'vj g'tguwnu"htqo "vj g'gxf gpeg"ej cr vgtu"  
 cpf "cf f tguu"vj g'kuwg"qh'y j { "eqpukf gtcng'y qo gpv'ur tqi tguu'kp"eqo o wkv{ "  
 o gf lekpg."cpf "vj g'hcevqu'dgj kpf "vj ku."y cu'qxgtmqngf "cv'vj g'vko g'kp"vj g"  
 y gcnj "qh'lphtqo cvkp"qp"y qo gp"fqevtu0

## CHAPTER SIX: CONCLUSIONS

Vj ku'ej cr vgt'y knltgxkgy 'vj g'ur gekhke'vj go gu'cpf 'j { r qvj guguv'wpf gtr kppkpi " vj g'vj guku0""K'y knleqphko "cpf "uwo o ctlug'y j { 'r wdike'j gcnj 'y qo gp'f qevqtu" j cxg'j kj gtq"dggp"wpf gt/tgugctej gf 0K'y knlr tqr qug'vj cv."j cxkpi 'wpeqxtgf " vj ku'r qengv'qh'gctn{ 'r tqi tguu'hqt'y qo gp'f qevqtu."vj gtg'o c{ "pggf "vq'dg" c" tgecun{pi "qh'qwt"cr r tqcej "vq'y qo gp'lp'o gf lekpg."r ctvlewctn{ 'lp'vj g'wug'qh' ur gekhke'lpkxcvkgu"vq'ckf "ectggt'r tqi tguu0C'r ctvlewctn{ 'lo r qtvcpv'grgo gpv' j cu'dggp'vj g'gzr mtcvqp"qh'y qo gp'f qevqtu'y j q'tgcej gf "utcvgi ke'tqngu'lp" r wdike'j gcnj 'vj tqwi j "c'eqo dlpvcvqp"qh'ektewo ucpegu'cpf "ej qlcg."cv'c'vko g" y j gp'y qo gp'cetquu'vj g'tguv'qh'o gf lekpg'y gtg'vknm'utwi i n{pi "vq'cej kxg" ectggt'i tcf g0"

"

Vj g'ceeqwpv'qh'y qo gp'lp'o gf lekpg'knwutcvgu" c'i tcf wcn'uj kn'lp'r qy gt" tgrcvkpuj kr u'y kj 'o gp.'o qxkpi 'htqo 'vj g'3; 82u'y j gp'y qo gp'y gtg'v'gcvgf " y kj "eqpf guegpukqp"d{ 'o crg'eqmgci wgu'cpf 'tgrgi cvgf "vq'lwpkqt"cpf "uwr r qtv" tqngu."vq'vj g'3; : 2u'y j gp.'lp'vj g'heg'qh'i tgcvg'tgs wcnk{ 'lp'hco kn{ " r ctvpgtuj kr u'cpf "ej cpi kpi "uqelgvn'cvkwf gu'vq'o cttkgf 'y qo gp'y qtnkpi ." {qwpi "o gp'cpf 'y qo gp'f qevqtu'uj ctgf "c'eqo o qp"ci gpf c'qh'pggf kpi "vgto u" cpf "eqpf kkpqu'eqpf vekxg"vq'hco kn{ "htg0Ceeqtf kpi "vq'Gxc'O ctm'lo r qulpi "c" i gpf gt'r gtur gevkg'qp"gs wcnlqr r qtwpkkgu'uj qwrf "rgcf "qti cplucvqp'uq" tgxkgy 'vj gkt'utwewtgu'cpf 'vj tqy "guvcdkuj gf "pqto u'cpf "cko u'lpvq's wguvqp0" Ego o wpk{ "o gf lekpg'lp'vj g'3; 92u'ej qug"vq'qr gtcvg'qwukf g'vj g'guvcdkuj gf " o gflcnr { tco kf "lp'ku'pggf "vq'tgetwk'dtki j v'y qo gp'vq'tgo ckp'xkcdng'cu" c" f kuetgv'ur gekcn{ 0K'cf qr vgf "c'i gpf gt'pgwtcn/"cpf "hco kn{ "htkpf n{ "/" cr r tqcej "vq'ku'y qtnhqtg'htqo 'vj g'qwugv'y j kej "gpcdrf "o gp'cpf 'y qo gp" y kj "f qo guvke'tgur qpukdkkkgu"vq'y qtnlhm'vko g0Cetquu'vj g'tguv'qh' o gf lekpg."j qy gxgt."vj gtg'y cu'c'r gtukv'pvhckwtg'qh'vj g'u{ uvgo "vq'cf cr v'vq" y qo gp'v'pggf u0Y kj "ku'gzeguukxg'y qtnkpi "j qwtu."f khlwv'n'qp/ecm' cttepi go gpv'cpf "pgi cvkg'cvkwf gu'vq'ectggt'dtgcnu."kv'ku'j ctf "vq'guvcr g" eqpenwukqp'vj cv'o gf lekpg'tgo ckpgf "c'u{ uvgo "r rppgf "d{ 'o gp'hqt'o gp"

---

<sup>3</sup>Gxc'O ctm'*Equal Opportunities at Work: Theories and Practice* \*1 qvgdqi "Wpkxgtuk{ < 4224+;4; 0'

eqo r ctgf 'y kj 'c'i gpf gt'pgwtcnl' wdne'j gcnj 'f kuer nkg'r npppgf 'hqt'r qqr ng<sup>4</sup>"  
 O gf lekpg'ku'pqv'cmppg<sup>0</sup>Vj g'kpuwwkqp'qh'Ngcf gtuj kr 'cpf 'O cpci go gpv'  
 eqpukf gtgf 'c'eqpvkwpki 'qduveng'hqt'y qo gp'cwckpki 'ugpkqt'ngcf gtuj kr "  
 r qukkqpu'tgo ckpgf 'c'ncm'qh'ngzklkkl' "qxgt'y qtm'rk'g'dcnpeg<sup>5</sup>"  
 "

Vj ku'tgugctej 'j cu'eqpukf gtgf 'vj g'j {r qvj guku'vj cv'y qo gp'f qevqtu'lp"  
 eqo o wplk' 'o gf lekpg'r wdne'j gcnj 'dgwy ggp'3; 96'cpf '3; ; 3'htgf 'dgwgt'd { "  
 dgkpi 'r tqxkf gf 'y kj 'qr r qtwpklgu'hqt'r tqi tguu'gs wcn'vq'o gp.'eqo r ctgf 'vq"  
 y qo gp'cetquu'vj g'tguv'qh'o gf lekpg'y j q'o ckpn' 'j cf 'vq'tgn' 'qp'ur gekkle"  
 kpkckvkgu'vq'uwr r qtv'vj gkt'ectggt'f gxgnr o gpv<sup>0</sup>"K'ku'pqv'cp'gzcev"  
 eqo r ctuqp<sup>0</sup>"Vj g'pcvqpcn'kpkckvkgu'cko gf 'cv'o cttkgf 'y qo gp'lp'o gf lekpg."  
 uwej 'cu'vj g'tgvckpgt'cpf 'r ctv'ko g'tckpki 'uej go gu'qh'vj g'rv'3; 82u'cpf "  
 3; 92u.'y gtg'tgrvkg' "uo cm/uecrg.'r qqtng' 'ko r ngo gpvgf 'lp'o cp { 'r nregu'cpf "  
 r qqtng' 'tgi ctf gf 'd { 'dqvj 'o gp'cpf 'y qo gp'f qevqtu<sup>0</sup>"D { 'eqpvcuv.'gs wcnk' "  
 dgwy ggp'o gp'cpf 'y qo gp'lp'eqo o wplk' 'o gf lekpg'y cu'cnngp'hqt'i tcpvgf 'cpf "  
 y cu'pqv'tgi ctf gf 'cu'cp { vj kpi 'wpwucn<sup>0</sup>"Vj g'o gp'lpvgtxkgy gf 'hqt'vj ku"  
 tgugetej 'eqpukf gtgf 'r wdne'j gcnj 'vq'dg'c'i gpf gt'pgwtcnl'f kuer nkg<sup>6oc"  
 pcwtcm' 'o qtg'gi crkctkcp'gy qu'vq'dg'y qtnkpi 'kp<sup>6</sup>"Hqt'qpg.'vj ku'tghngevgf "  
 vj g'hcev'vj cv'y qo gp'y gtg'gxkf gpv'cetquu'vj g'y j qrg'qh'P J U'o cpci go gpv<sup>0</sup>  
 Y qo gp'y gtg'ceegr vgf 'lp'eqo o wplk' 'o gf lekpg'd { 'o gp.'vj g { 'y gtg'or ctv'qh"  
 vj g'hwtpkwg<sup>7</sup>"Y qo gp'y gtg'pgxgt.'vj gtghqtg.'c'ur gekn'ecug'vq'vj g'gzvgpv"  
 vj cv.'d { 'vj g'3; : 2u.'y qo gp'lp'eqo o wplk' 'o gf lekpg'y gtg'cnq'pwo gtqwu'qp"  
 pcvqpcn'r rkle { /o cnkpi 'eqo o kvngu<sup>0</sup>"Hqt'y qo gp'lp'o quv'qh'vj g'tguv'qh"  
 o gf lekpg'lp'vj g'f gecf gu'wpf gt'tgxkgy . 'vj gtg'y gtg'eqo r nkpwu'qh'r tglwf keg"  
 htqo 'o gp'y gmlpv'vj g'3; : 2u<sup>0</sup>"

<sup>4</sup>"Vj g'O Y H'wulpi 'f'cv'qp'P J U'cpf 'Wpkxgtukv' "go r nq { ggu'htqo 'vj g'Cvj gpc'Uwtxg { 'qh' Uelgpeg.'Gpi kpggtkpi 'cpf 'Vgej pqrqi lgu.'hqw'pf 'o gf lecn'y qo gp'gztgkpegf 'f k'hw'w'lp' ceeguulpi 'rguu'vj cp'hw'v'ko g'y qtnkpi 'chgt'c'ectggt'dtgcn<sup>0</sup>Cpkc"J qrf etqlw.'Career Breaks for NHS and University Doctors: An Analysis of the WAM Database \*Lcp04235+."  
[j w u d l y y y O g f l e c n y q o g p u h g f g t c v k p q t i O m l k o c i g u l E c t g g t a D t g c m a T g r q t v f h =](#)  
 F ggej 'eqo o gpvgf 'vj cv'y qo gp'lp'cecf go le'o gf lekpg'y gtg'rguu'ikngn' 'vq't { 'hqt'r tqo qvqp' qt'c'r nreg'qp'pcvqpcn'ldqf lgu'vj cp'o gp'cpf 'y gtg'rguu'ikngn' 'vq'j cxg'c'"o gpvqt'"\*F J . "Women Doctors: Making a Difference, 43/4+0"

<sup>5</sup>"kpuwwg'qh'Ngcf gtuj kr 'cpf 'O cpci go gpv.'"Ambition and Gender at Work"\*Hgd04233+."33."  
[j w u d l y y y O k n](#)

[o Qeqo le lo gf le KNO ' 42Y gdukg IF qy pmcf ulkuki j v f T g r q t v a h t q o a KNO ay gdukg I KNO a C o d k k p a c p f a l g p f g t a t g r q t v a 2433' 42r f l o u j z \\*](#)ceeguuf 'Lcp04238+0'

<sup>6</sup>"kpvgtxkgy gg'M'r gtuppcn'eqo o wplecvkp'3912542370'

<sup>7</sup>"Ibid'

Vj g'yj guku'j cu'cf f tguugf "j qy "cpf "y j { "y qo gp "f qevqtu'y qtnkpi "kp "y g'hgrf " qh'r wdrke"j gcmj "y gtg'cdng"v"tgcej "ectggt"i tcf g'kp "uwducpvcn'r tqr qt vkpuu" htqo "3; 96."cv'c'vko g'y j gp'y qo gp "cetquu'yj g'tguv'qh'o gf lekpg'y gtg" utwi i rpi "hqt'tgeqi pkkqp."hqt o kpi "c'pwo gtkecm{ "kpetgcukpi "r ctv'qh'yj g" o g'f lecn'y qtnhteg'dw'rcpi wkuj kpi "kp'tqngu'y j lej "y qwrf "pqv'rgcf "v" r tqo qvkp0"K'cti wgf "y cv'y qo gp "f qevqtu'kp'r wdrke"j gcmj "y gtg'cdng"v" dgpg'hv'htqo "y j g'tcpuhgt "htqo "mecn'i qxgtpo gpv'v"y j g'j gcmj "ugt xleg"kp" 3; 96"dgecwug"c'pwo dgt"j cf "uwh'lekgpv'tgngxcpv'gZR gtkepeg"cpf "s wcrk'lecv'kpuu" v"i clp"o go dgtuj kr "qh'yj g'pgy "HEO "cpf . "y gtgd { . "cej kxg'r tqo qvkp"v" eqpuwncpv'gs wxcnpgv'r quu0"Vj g { "j cr r gpgf "v"dg"kp"y j g'tki j v'r nceg"cv'yj g" tki j v'ko g0dJ cr r gpucpegö"ecppqv'gZR nckp"y j gk "uwdugs wgpv'cej kxgo gpw0" Vj g'y c { "y j g'HEO . "cu'c'pgy "cpf "wpr qr wmt"o g'f lecn'ur gekm{ . "guvdrkuj gf " kugh'v"o cng'k'o qtg'cwtcevkxg"cu'cp"qr vkp"ht" { qwpi "o gp "cpf "y qo gp" f qevqtu'o gcpv'yj cv'yj gtg'y gtg"pq"qxgtv'dcttkgtu"v"y qo gp "f qevqtu'cnkpi " qrr qtwpkkgu'y j gp'r tgugpv'gf "hqt'hw'yj gt'r tqi tguu"cpf "f gxgnr o gpv'dg { qpf " ectggt"i tcf g'kp"v"o clqt "utcvgi ke'tqngu0"Vj ku'vclgevqt { "f go qpustcvu'yj cv." i kxgp"y j g'tki j v'ekewo ucpegu."y qo gp'y gtg'y knkpi "cpf "cdng"kp "uwducpvcn'r pwo dgtu"v"v'cng"qp"hwv'ko g'cpf "eqo r ngz "rgcf gtuj kr "tqngu0"" "

Vj gtg'o c { "dg'hgcwtgu'kp"eqo o wpk { "o g'f lekpg'r wdrke"j gcmj . "pqv'r tgugpv'kp" yj g'qyj gt"o g'f lecn'ugevqtu."y j lej "gpeqwtci gf "y ku'r tqi tguu0"K'vgtxkgy ggu'ht" yj ku'tgugctej "eqo o gpv'gf "qp"y j g'r ctv'ewmt "xcnwg'dcug"qh'r wdrke"j gcmj "y kj " ku'eqo o ko gpv'v"u'ekcn'l'wv'leg"cpf "cf f tguukpi "kpgs wcrkkgu'y j lej " r gto gcv'gf "y j g'y qtnhteg"cpf . "egtvcpn { . "y qug'tgetwkxgf "htqo "y j g'gctn { " 3; : 2u0"Cp"kpvgtpcv'kpcn'tgxkgy "qh'j qy "y qo gp"o cpci g"v"tkug"v"y j g'vqr " r qkpv'gf "qww'yj g'ko r qtcpeg"qh'tgnr'vkpuj kr / qtlgpcv'gf "rgcf gtuj kr . "qh" vgo y qtn'cpf "eqpugpuwu'dw'kf kpi "cmipi ukf g"cp"gh'gevkxg'hco kn { /y qtn' kpvgthceg0"Vj gug'hgcwtgu'y gtg'cm'r tgugpv'kp"eqo o wpk { "o g'f lekpg0Qpg" qyj gt'hcevqt'kp"gpeqwtci kpi "y qo gpw'r tqi tguukp"o c { "j cxg'dggp"y j g" cr r tqcej "v"r qr wrcvkp"j gcmj . "r tgugpv'kp'r wdrke"j gcmj "htqo "y j g'pkpgvggpj " egpwt { 0Rwdrke"j gcmj "f qevqtu'y gtg'tgs wktgf "v"r tgugpv'cp"kp'gr gpf gpv'xkgy " qp"y j g'ucvg"qh'j gcmj "qh'yj g'mecn'r qr wrcvkp"cpf "f kur n { "c"eqo o ko gpv'v" "

<sup>8</sup>Hcpp { "O 0Ej gwpi "cpf "F kpg"HOJ cr gtp."öRqy gthw'Ngcf gtu"F gh'pg"Uweegu'cu"Y qtnl- " Hco kn { "kp"c"Evwmtg"qh'I gpf gt.ö"American Psychologist, 87."5"Cr tki4232+23: 4/; 50



ko r tqxkpi "k0"O QuJ . "hqt"gzco r ng. "eqwf"pqv'dg"fu0 ku0gf "y kj qw"  
 r gto ku0kqp"htqo "vj g"Ugetgwct { "qh"U0cv'kp"qtf gt "vq"r tqvgev'vj gk"cdk0k { "vq"  
 tckug"vpr qr wrct "kuu0gu'y kj kp"tqecneqwp0k0"Rt g0gpv0kpi "cp"lpf gr gpf gpv"  
 r gtur gev0xg"\*cmj qwi j "pqv'ugewtk { "qh"vgpwg+y cu'r t g0gtxgf "wr qp"t0cpuhgt"  
 kp0v'vj g'j gcmj "ugt0xleg"kp"vj g'j gcmj "cwj qtk { "tqngu'y tkwgp"htq"eqo o w0k { "  
 o gf lekpg"htqo "3; 960"E0qo o w0k { "o gf lekpglr wdike"j gcmj "f qevqtu'y gtg."  
 vj gtghqtg."wugf "vq"/"cpf "tckpgf "kp"/"lpf gr gpf gpv'vj qwi j v'cpf "dgkpi "tgc { "vq"  
 ej cngpi g"gzku0kpi "u { uvgo u'kh'vj ku'y qwf "dtkpi "cdq0w"j gcmj "ko r tqxgo gp0"  
 I gw0kpi "vq"vj g"vqr "u0k0mf gr gpf gf . "kp"r ctv."qp"y j gvj gt"vj gtg'y gtg"gzgo r m0tu"  
 kp"ugpkqt"tqngu"vq"kpur ktg"vj qug"kp"o qtg"lwpkqt"r qu0k0kpu<0kh'vj g { "y gtgp0"  
 ctqwpf "k'y cu"fh0k0w0vq"ko ci kpg" { qwtug0h'f qkpi "c"utcvgi ke"lqd00"<sup>9</sup>"Hgo cng"  
 r wdike"j gcmj "kpvgtxkgy ggu"eqo o gpvgf "vj cv"wp0kng"vj gk"lwpkqt"fqevqt"  
 g0zr g0k0peg"kp"o gf lekpg."qpeg"vj g { "gpvgtgf "r wdike"j gcmj "vj gtg'y gtg"r ngpv { "qh"  
 y qo gp"ctqwpf 0Eq0k0p"COEctpc0n0r qk0w"vq"vj g"ko r qtwpeg"qh'vj qug"j g"ecm0"  
 0j gtqgu.0"kg"vj qug"y j q"tgr t g0gpv'cpf "eqo o w0k0cv'vj g"xcm0gu"j grf "d { "vj g"  
 ew0wtg"qt"qti c0k0cv0kqp"kp"s w0k0kqp."cm0pi "y kj "vj g"ko r qtwpeg"qh'pgwy qtmu."  
 kp"ugewtkpi "uqek0n0ej cpi g0" "Hqt"r wdike"j gcmj "y qo gp"vq"j cxg"eqph0kf gpeg"vq"  
 f gxgnr "y kj kp"cpf "dg { qp0f "ectggt"i tcf g."k'y cu"ko r qtwcpv'pqv'qp0 { "vq"j cxg"  
 hgo cng"eqngci wgu"cv'vj g"uco g"ngxgn'dw'cnuq"kp"tqngu"vq"y j kej "vj g { "eqwf"  
 cur ktg0"htqo "vj g"3; 92u"qpy ctf u."vj gtg'y gtg"engct"ugpkqt"tqng"o qf gnu"kp"  
 eqo o w0k { "o gf lekpg"uwej "cu"tqugo ct { "Twg"vj gp"Uj gk0"Cf co 0 "Rgtj cr u"  
 dgecwug"qh'ku"tgr0k0gn { "uo cm'uk { g"cpf "i gqi tcr j k0cm { "f kur gtugf "pcwtg"kp"  
 vj g"3; ; 2u"cpf "3; ; 2u."vj g"HEO "cnuq"fgxgnr gf "utqpi "hqt0 cnl/"cu'y gm'cu"  
 kphqt0 cnl/"pgwy qtmu"dcugf "ctqwpf "o w0wcn0lw0r r qtv"tgi wrct"gxgp0u."  
 pgy ungwtu."o gpv0tkpi "cttcpi go gpw0<sup>2</sup>"Ncen'qh'tqng"o qf gnu."cpf "c"u { uvgo "kp"  
 vj g'tguv'qh'o gf lekpg"y j kej "gpeqwtci gf "eqphqt0 k { "tcvj gt"vj cp"lppqxcv0kqp."  
 o c { "j cxg"o cf g'vj g"lqwtpg { "j ctf gt"htq"vj g'hgy "y qo gp"y j q"fk "uweegf "kp"  
 o qxkpi "kp0v"utcvgi ke"tqngu0"Vgn0kpi n { "vj g"y qo gp"kp"qvj gt"o gf k0cn"

<sup>9</sup>"kpvgtxkgy gg"t"r gt0qpcn0eqo o w0k0cv0kqp"36B242360"

: "Eq0k0p"COEctpc0m"Managing Change in Organisations."5tf "gf p"\*J ctnqy <Rtgp0k0g"J cm"  
 Gwtqr g."3; ; + "334/350"

: "kpvgtxkgy gg"U"r gt0qpcn0eqo o w0k0cv0kqp"52B242360""

<sup>10</sup> H0ew0m { "qh'Rwdike"J gcmj "O gf lekpg."vj g'Rwdike"J gcmj "cpf "Rtko ct { "Ectg"i tqwr."vj g"  
 J gcmj "F gxgnr o gpv"ci gpe { . "0U0cvgo gpv'qp"O cpci gf "Rwdike"J gcmj "P gy qtmu.0"Qev04223."  
[j wr <ly y y 0r j Qti 0wn0w mcf ul0cvgo gpvao cpci gf aRJ apgw qtm0 f h](#)"\*ceegu0gf "P qx0"  
 4237+0

ur geknkgu'kpvtxky gf 'hqt'yj ku'tgugctej 'y j q'o qxgf 'lpvq'utcvgi ke'tqngu'f kf " uq'htqo 'c'dcug'cu'eqpuwncpw'lp'yj g'rguu'r tguvki kwu'ur geknkgu0'O qtgqxtg." dgecwug'qh'j gcnj 'ugtyleg'tgqti cplucvqpu.'utcvgi ke'tqngu'hqt'eqo o wplv{ " o gflkpglr wdne'j gcnj 'y gtg'r ngpvhw0Vj gtg'y gtg'o qtg'qr r qtwplkgu'hqt " y qo gp'vq'ceegu'o clqt'utcvgi ke'tqngu'lp'eqo o wplv{ 'o gflkpglr wdne'j gcnj " vj cp'lp'ekplecn'o gflkpg<ōk'ekplecn'o gflkpg">{qw'ecp'dgeqo g'ekplecn' f kgevqt'cpf 'o gflkcn'f kgevqt'qt'pcvqpcn'cf xkugt'vq'yj g'I qxgtpo gpv'dw'kw'ku' vlp{ 'pwo dgtu0<sup>33</sup>'Cmj qwi j 'eqo o wplv{ 'o gflkpg'y cu'uwldgev'vq'yj g'uco g" o gflkcn'upqddgt { 'cu'qvj gt'uo cm'uq/ecmgf 'ōguukqpcn'ur geknkgu.ō'dgecwug'kv' y cu'mecvuf 'lp'o cpci go gpv'vgtu'qh'yj g'j gcnj 'ugtyleg'ku'cmgi kpegu'y gtg" pqv'y j qm{ 'vq'yj g'o gflkcn'lu{ ugo 0'O cpci gtlcn'eqmgi wgu'y gtg'qh" uki plkecpv'lo r qtwcpeg'vq'eqo o wplv{ 'o gflkpg'ur geknkgu'cpf 'r tqxkf gf " htgs wgpvtqng'o qf gnu0'kp'j gcnj 'ugtyleg'o cpci go gpv'vgtu u.'yj gtghqtg." eqo o wplv{ 'o gflkpglr wdne'j gcnj 'eqpuwncpw'y gtg'pqv'f ggo gf 'cwqo cvke" ōhcnwtgu0""

"

Vj qug'y qo gp'y j q'tgcej gf 'utcvgi ke'hxgnu'lp'eqo o wplv{ 'o gflkpglr wdne" j gcnj 'uj ctgf 'j cf 'uko krt'ej ctcevgtkue'vq'eqmgi wgu'y j q'vqnmqp'ugpkqt" tqngu'htqo 'vj g'dcug'qh'qvj gt'o gflkcn'f kuekr nkgu0""Vj g{ 'y gtg'cm'cdng'cv" gzco kpcvqpu'cpf 'j cf 'c'r ctgpv'y j q'r wuj gf 'hqt'yj gkt'f cwi j vgtu'vq'tgegkxg" j ki j gt'gf wecvqpu.'lpuknkp'lp'yj go 'c'dgnkgh'yj cv'yj g{ 'eqwf'cej kxg'yj cv" vj g{ 'y cpvgf 0'Vj g{ 'y gtg'co dkkqwu.'tgnkuj gf 'ej cpi g'cpf 'y j gp'qhtgtgf 'c" ej cmgpi g'uckf 'ō{ guō'tcvj gt'yj cp'ōpq0'Vj g'y qo gp'lp'yj ku'tgugctej 'vgpf gf 'vq" dtqqm'pq'qr r qukkqp'cpf 'cnj qwi j 'cm'uwhtgtgf 'uqo g'htqo 'qh'f kuetlo kpcvqpu" cv'uqo g'r qkp'lp'yj gkt'o gflkcn'ectggtu'dtwuj gf 'vj ku'qh0'Vj g{ 'y gtg'cnuq" r tgr ctgf 'vq'dg'xkukdng'cu'y qo gp'cpf 'f kf 'pqv'dcwml'cv'dgkpi 'qp'eqo o kwggu" r qr wcvgf 'd{ 'o gp0'Vj g{ 'cm'cr r gctgf 'cnuq'vq'j cxg'eqpukf gtcdrng" qti cplucvqpcn'unknu.'utcvkpi . 'hqt'gzco r ng.'cv'o gflkcn'uej qqn'qti cplukpi " dcmu'qt'qvj gt'uwf gpv'cev'xkkgu0'O gflkpg.'cu'y g'j cxg'uggp.'y cu'o qtg'qt" nguu'c'tcpf qo 'ej qleg'qh'r tqhguukp'y kj 'hkwng'gctn{ 'cr r tgekvqpu'qh'y j cv" y qwf 'dg'lpqxqkxgf 0Qpg'hcevqt.'gur gekcm{ 'tgnxcpv'vq'o gflkpg.'y cu'yj g" xctkgv{ 'qh'r qvgpvkcn'tqngu'lp'tgncvqpu'vq'lp'f kxkf wcn'cr vkwf gu'hqt'tgugctej ."

<sup>33</sup>"kpvtxky gg'Q'r gtuqpcn'eqo o wplecvqpu"35 B2 I42360'

mdqtcvqt { "qt'erkplecnly qtm'vgej kpi . 'r qrle { 'r rppkpi 'cpf 'utcvgi { 0"Rwdrie"  
j gcnj "o c { "j cxg'uwkgf "vj qug'y qo gp'y j q'dgrkxgf "kp'uqekcnlwkg'cpf "kp"  
wemkpi "vj ku'qp'c'r qr wvkvq'r rppkpi "dcuku0Qvj gt 'f kuekr kpgu'uwkgf "vj qug"  
y j q'y gtg'o qtg'kpwgtugvf "kp'erkplecnly qtm0Qpeg'ugwvf "kp'c'ur gekcn\ . 'cm"  
vj g'kpwgtxkgy ggu'j cf "c'xkukqp'qh'y j cv'yj g { 'y qwrf "rkng"vq'cej kxg0O qtgqxgt. "  
j cxkpi "ugewtgf "qpg'utcvgi le'tqrg. "vj g'y qo gp'eqpvkpwgf "vq'cf xcpeg"/"qpg"  
r qukkqp'rgcf kpi "vq'cpqj gt"/"o ckpn { "cej kxgf "vj tqwi j 'pgwy qtnkpi 'cpf "htqo "  
dgkpi "hpqy p0K'ku'rkng\ . "vj gtghqtg. "vj cv'yj gug'y qo gp'y qwrf "j cxg'uweeggf gf "  
kp'y j cvxgt'r tqhguukqp'vj g { "ej qug0Cnj qwi j "vj gug'ej ctcevgtku'leu'o c { "pqv"  
dg'wpls wg'vq'y qo gp'f qevqtu. "y j cv'f khtgtpkcvgu'vj ku'i tqwr "htqo "uweeguuhwi"  
y qo gp'kp'gctnkt 'f gecf gu'kp'o gf lekpg. "cu'y gni'cu'cecf go g'cpf "vj g'ekkl"  
ugtckeg. "ku'yj cv'yj g { 'y gtg'o cttkgf. "uwcm\ "j cf "ugxgtcn'ej kftgp'cpf "  
eqo dlpgf "hco kn { "rkng'y kj "hwn'vko g'y cu'nguu'rkng\ "vq'dg'eqpukf gtgf "wpwuwcn0"  
Vj g { 'y gtg'pqv'vj gtghqtg. "vj g'ctej gv { r kcn'dcwikpi . "htgs wgpvn\ "ukpi ng. "  
y qo gp'htqo "vj g'r cu0<sup>34</sup>"Vj g { "dgpghkxgf "htqo "vj g'y kf gt'ej cpi gu'kp'uqekgv { "  
wnkpi 'r rceg'htqo "vj g'3; 82u'cpf "3; 92u'y j gtgd { "o qtg'y qo gp'y gpv'vq"  
wpxgtukv\ . 'cpf "y qtnkpi "chgt"o cttkci g'cpf. 'r ctvkwrtcn\ . "ej kftgp'dgeco g"  
o qtg'ceegr wdrng0Uj ctkpi "vj g'dtgcfy kppgt'cpf "ectkpi "tqrg"dgeco g'o wej "  
o qtg'ceegr wdrng'htqo "vj g'o kf/3; : 2u0<sup>35</sup>"  
"

P gxgtvj grguu. "vj g'hcev'vj cv'r tqr qtvkqpcvgn\ . "uq'o cp { 'y qo gp'kp'eqo o wplv { "  
o gf lekpglr wdrie"j gcnj "cej kxgf "utcvgi le'uweegu'j cu'i qpg'rti gn { "  
wppqvkegf 0O gf kcn'ur gekcn\ "upqddgt { "o c { "dg'qpg'tgcuqp'hqt'vj ku0Vj ku"  
upqddgt { 'y cu'cv'y qtm'gxgp"co qpi uv'vj qug'i tqwr u'mdd { kpi 'hqt'ko r tqxgo gpv"  
kp'eqpf kkpqu'hqt'y qo gp'f qevqtu'weej "cu'yj g'O Y H'r quukdn\ "dgecwug'o quv"  
qh'yj g'ng { "O Y H'r tqwi qpkuu'kp'vj g'3; 82u'cpf "3; 92u'y gtg'y qo gp'y j q'j cf "  
dcwrgf "vj tqwi j "c'f kthewn'j qur kcn'u { ugo "vq'cej kxg'ectggt'i tcf g'kp"  
r tguiki kqu'ur gekcn'gu'cpf "eqpukf gtgf "vj ku. "vj gtghqtg. "vj g'r tk g'vq'dg'hqwi j v"

<sup>34</sup> "C'i qqf "ekkl'ugtckeg"gzco r ng'qh'yj g'hvwt'ku'F co g'Gxgn\ p'Uj ctr "3; 25/3; : 7'y j q'y cu'yj g"  
htuv'y qo gp'vq'j qrf "vj g'r quv'qh'Rgt o cpgpv'Ugetgvt { "cv'yj g'O kpknt { "qh'J quukpi 'cpf "Nqecn"  
I qxgtpo gpv0"

<sup>13</sup> Vj g'Dtkkij "Uqekcn'vkwf gu'uwtxg { . "j wr <ly y y 0luc0pcvegp0ce0wnlcvgu'vgr qtvldtksuj /  
uqekcn'vkwf gu'52 li gpf gt/tqrgukvkwf gu/vq/i gpf gt/tqrgu/ej cpi g/qxgt/vko g0cur z "ceeguugf "  
F ge04237+0"

hqt0"Vj ku'o gcpv"j qy gxgt. "vj cv"vj gk'hqewu'y cu'qp'kuuwgu'hqt'y qo gp"  
y qtnkpi "kp'r qr wrct"ur geknkgu'tcvj gt"vj cp"eqpukf gt kpi . "cpf "wvf gtucpf kpi . "  
y qo gpau'cej kxgo gpw'lp'uo cmgt"cpf "nguu'r qr wrct"ur geknkgu0"Vj ku'dlcu"  
y cu'cnuq"cr r ctgvp'lp'vj g'rkgtcwtg"qp'y qo gp'lp'o gf lekpg'y j qug'hqewu'y cu"  
qp"vj g'utwi i ng"vq'cej kxg"ceeguu"vq. "cpf "tgeqi pkkqp'lp. "y j cv'y gtg'f ggo gf "  
y kj lp'o gf lecn'ektengu"vj g'r tguvi kquu'ur geknkgu0Eqo o wplv' "o gf lekpg'y cu"  
f kuo kuugf "cmipi "y kj "qvj gt"nguu'r qr wrct"ur geknkgu"cpf "rkwg"j cu'dggp"  
y tkwgp"cdqw"vj g'y qo gp'y qtnkpi "lp"vj go "qt"qp"cp{ "uweegu"vj g{ "o c{ "j cxg"  
j cf "lp"ectggt"cej kxgo gpv0"J kvqtkcpu"cpf "r tqvi qpkuu'hqt'y qo gp'lp"  
o gf lekpg'cm'cr r gct"vq"j cxg"cf qr vgf "vj ku'ot gegkxgf "y kuf qo .ö"lpj gkkgf "Itqo "  
vj g'o gf lecn'j kgtctej { . "y j gtg"qpn{ "egt vclp"ur geknkgu"eqwvvgf 0""  
"

Eqo o wplv' "o gf lekpg'y cu'f ggo gf . "vj gtghqtg. "c"nqy "uvcwu"ur geknm{ . "uo cmf"  
cpf "f khtgvp. "dgkpi "necvvgf "y kj lp"vj g'o cpci go gpv'utwewtgu"qh"vj g"j gcnj "  
ugtxleg"cpf "pqv'f gcnkpi "y kj "lpf kxkf wcn'r vkgpvu0"K'y cu'cuuqekcvvgf "y kj "nqy "  
xcnwg"o gf lecn'y qtn0Ceeqtf kpi "vq"qpg"lpvgtxlgy gg'hqt"vj ku'tgugctej . "öf qkpi "  
dcd{ "enkpleu'y cu'f gur gtcvgn{ "uqlh'dw'uwm'o gcpv" { qw'r nkgf " { qwt "tcf g"cu'c"  
f qevqt0Rgqr ng'f kf "enkple"y qtm"uvc{ gf "cu'f qevqtu'hqwpf "vj gk'hggv'cpf "vj g"  
ur geknm{ "y cu'dqtp0<sup>36</sup>""K'y cu'eqpukf gtgf "wpcwtcevkg"vq"o gp"dgecwug"vj gtg"  
y cu'pq'r tkxcvg'r tcevleg. "c"ng{ "hgcwtg"qh"vj g'o qtg'r qr wrct"ur geknkgu"  
r ctvewrctn{ "uwti gt { 0<sup>37</sup>""O qtgxgt. "y qo gp'lp'r wdike"j gcnj "y gtg'pgxgt"  
pwo gtkecm{ "c"o kqtkv{ "i tqwr "wprkng"enkplecn'ur geknkgu0<sup>38</sup>""Dgecwug'y qo gp"  
j cf "cny c { u'dggp"pwo gtkecm{ "utqpi "lp'r wdike"j gcnj "vj gk'r tqo qvqp"o c { "  
j cxg"dggp"nguu'pgy uy qt vj { "vj cp'y qo gp'lp"j qur kcn'o gf lekpg'y j q'öi tgy "  
cpf "i tgy 0<sup>39</sup>""  
"

C"utqpi "vj go g"vj cv'go gti gf "Itqo "lpvgtxlgy ggu. "y j gp"cuugf "y j { "y qo gpau"  
r tqi tguu'lp"eqo o wplv' "o gf lekpg"j cf "pqv"j kj gtvq"dggp"eqo o gpvgf "wr qp."  
y cu'vj cv'vj g'hqewu"qp'r qrke{ "vvpf u"vq"dg"qp'r tqdrgo u"cpf "pqv"qp"uweeguugu0""  
Vj ku'eqwf "egt vclpn{ "dg"qdugt xgf "lp'rkgtcwtg"qp'r wdike"j gcnj "Itqo "3; 6: "  
y j lej . "y j gyj gt "Itqo "j kvqtkcpu"qh"vj g"j gcnj "ugtxleg. "r wdike"j gcnj "j kvqtkcpu"

<sup>36</sup>"K'pvgtxlgy gg"Q'r gtuqpcn'eqo o wplecvkqp"35B2I42360'

<sup>37</sup>"K'pvgtxlgy gg"O'r gtuqpcn'eqo o wplecvkqp"38I26I42370'

<sup>38</sup>"K'pvgtxlgy gg"R'r gtuqpcn'eqo o wplecvkqp"39B3I42360'

<sup>39</sup>"K'pvgtxlgy gg"O'r gtuqpcn'eqo o wplecvkqp"38I26I42370'

qt"eqo o gpvcqtu"qp"r wdne"j gcnj "htqo "y kj kp"cpf "qwuikf g"vj g"r tqhguikqp."
 hqewugf "qp"kuwgu"gzr gtlkpegf "d{ "vj g"ur gekm{0""Ngy ku."hqt"gzco r ng."
 y tkkpi "cdqw"eqo o wplv{ "o gflkpg"kp"vj g"o kf/3; : 2u."cv'c"vko g'y j gp"kv'y cu"
 ukml'utwi i npi "vq"lhp "c"ugewt g'r nceg"kp"vj g"o cpci go gpv'utwewt gu"qh'vj g"
 j gcnj "ugt xleg."pqvgf "vj cv'or wdne"j gcnj "j cu"i urkr r gf "qww'qh'vj g"dgut'gegpv"
 cpcn{ ugu"qh'vj g"eqpvgo r qtct { "j kuvt { "qh"j gcnj "r tqhguikqpu"cpf "j gcnj "
 ugt xlegu<sup>3</sup>: "Y j gp'y qo gp"kp"eqo o wplv{ "o gflkpg"y gtg'tghgtt gf "vq."kv"
 vpgf gf "vq"dg"kp"c"pgi cvkxg'tcvj gt "vj cp"c'r qukkxg'y c{0"Gnuxqp."hqt"gzco r ng."
 ej qug"vq"r n{ "f qy p'y qo gpau'r tqi tguu"kp"r wdne"j gcnj ."ucvki "kp"3; ; 5"vj cv"
 y qo gp"htqo gf "qpn{ "c"s wctvgt "qh'vj g"vqr "r qukkqpu"qh'f kwtlev"cpf "tgi kqpcn"
 o gflkcnlqh"lkegtu0Eqpxgtugn{ ."vj ku"eqwf "j cxg'dggp"eqpukf gtgf "c"uwducpvkn"
 cej kxgo gpv'eqo r ctgf "y kj "y qo gp"fqvqtuor tqi tguu"kp"vj g'tguv'qh'vj g"
 o gflkcnly qtnhqtg"cv'vj g"vko g<sup>3</sup>: "Vj ku"uqo gy j cv'pgi cvkxg'urcpv'y cu'pqv"
 j gr gf "d{ "r wdne"j gcnj au"qy p"cvkwf g"qh'dgj cxkpi "cu"vj qwi j "kv'y cu"
 eqpuvcpv{ "wpgt "cwcem"qp"vj g'f ghgpukxg"cpf "tgukucpv"vq"ej cpi g."cp"cvkwf g"
 r gtj cr u'dqtpg"qh'tgi wrt "gzr quwtg"vq"tgqti cplucvqp0K'hqewugf "qp"vj g"
 pgi cvkxgu"qh'gcej "tgqti cplucvqp"tcvj gt "vj cp"r qvgpvkn'dgpgkhu'y j lej "eqwf "
 dg"gpj cpegf 0TqdgvtNqi cp."y tkkpi "kp"3; : 2."eqpukf gtgf "eqo o wplv{ "
 r j { ulekpu"j cf "dggp"ugv'cp"ko r quukdng'vcun0Vj g"qr vko kuo "qh'3; 96"kp"
 etgcvi "c"pgy "ur gekm{ "y kj "r ctv{ "y kj "qy gt"o gflkcnf kuekr nkgu'r nu"c"
 pgy "uv'ng"qh'o cpci go gpv'cpf "r nppkpi "hknpgf ."hqt"vj g'hktuv'vko g."vq"vj g"
 pggf u"qh'hqecnr qr wrcvqpu."j cf "pqv'o cvgtkcnkugf <övj g"o cej kpgt { "lww'eqwf "
 pqv'ej cpi g'i gct "qt"cnvg"eqwtug"wpf gt "r tguuwtg<sup>42</sup>""Vj g"F J UU'hqewugf "qp"ku"
 uwtlxkn'cu"c"ur gekm{ "pggf gf "vq"ngcf "r qr wrcvqpu"j gcnj "r nppkpi "y kj kp"vj g"
 tgqti cplugf "j gcnj "ugt xleg"htqo "3; 96."ku'r nceg"cv'pcvqpcn'cdngu"cpf "qp"
 tgetvko gpv'kuwgu"cu"c"uj qtvc i g'ur gekm{ "wplv'vj g"3; : 2u0Vj g"EO Q."F qpcrf "
 Cej guqp."j cf "vq"uvgr "kp"vj g"ugeqpf "j cnh'qh'vj g"3; : 2u"vq"cxgtv'{ g'vcpqy gt"
 etku0"Qpg"eqo o gpvcqt"j cu"o wugf "qp"vj g"eqpuvcpv'pcxgn'i c| kpi "r wdne"
 j gcnj "y cu'pqvcdng"htqo."f tkxgp"kp"r ctv'd{ "eqpuvcpv{ "ej cpi kpi "ectggt"
 f kgevkpu<"

Rtqdcn{ "pq"f kuekr nkg"qt"r tqhguikqpcn'i tqwr "ur gpf u'o qtg"qh'ku"
 vko g"vj cp"r wdne"j gcnj "r tqhguikqpcn'i f q"kp"f kuewukpi "ku"o kuukp"

<sup>3</sup>: 'Ngy ku."What Price Community Medicine?", 30'

<sup>3</sup>: 'Gnuxqp."Changing Profession, 650'

<sup>42</sup>"TqdgvtNqi cp."öK"Vj ku"F wplv'vko "Community"Medicine"<sup>4</sup>"O c{ "3; : 2+<"', 70'

cpf "y g'o gcpu'qh'cej kxkpi 'k0Qpg'o wuv'cunly j cv'y ku"  
 eqpvkpwqwu'r tqeguu'qh'ugrh/gzco kpcvkp"cpf "qhvgp'ugrh/  
 hci gmcvkp"vgmu'wu'cdqww'y g'r tqhguukpccnf qo ckp'qh'r wdrke"  
 j gcnj "cpf "y g'ugrh'r gtegr vkp'qh'r wdrke"j gcnj "r tcevkakpghtu<sup>43</sup>"  
 "

Vj ku'eqpuvcpv'pggf "vq'tghgevlkpy ctf n{ "cu'c'f kuekr nkp'g'o c{ "dg'gZR nckpgf "kp"  
 r ctv'd{ "y g'iqpi /vgto "pcwtg'qh'uqnwkqpu'vq"o quv'r wdrke"j gcnj "r tqdrgo u0'  
 Vj ku'r tgugpw'c"eqpwpf two "hqt'r wdrke"j gcnj "r tcevkakpghtu."pggf kpi "vq'dg"  
 mqecvgf "y kj kp'r wdrke"ugevqt'o cpci go gpv'utwewtgu'kh'y g{ "ctg'vq'kphwzpeg"  
 r qrke{ "cpf "ugt xlegu'dw'cnuq'dgkpi "gZR qugf "vq'eqpuvcpv'ej cpi g"cu"  
 qti cplucvkpu'hmwewcvg"cpf "r wdrke"r qrke{ "uj klu0"Qpg'kpvgtxky gg'hqt'y ku"  
 tgugctej "ico gpvgf "y g'hcev'y cv'lwu'cu">{qw'y gtg'dgi kppkpi "vq'ugg"  
 ko r tqxgo gpv'y g'qti cplucvkp'y cu'pqv'ctqwpf "iqpi "gpqwi j "vq'ugg'k"  
 y tqwi j 0<sup>44</sup>"Cpqy gt'hgcwtg'y j lej "o c{ "i q'uqo g'y c{ "vqy ctf u'gZR nckpki "y g"  
 uqo gy j cv'o wgf "r tqhkg'qh'r wdrke"j gcnj "kp'y g'WM'ku'y g'rcem'qh'c"wpkxgf "  
 pcvkqpcn'mdd{ kpi "r tgugpeg0"Vj g'r wdrke"j gcnj "xqleg'y cu'ur rk'cetquu'c"  
 pwo dgt'qh'f khtg'pvcvkqpcn'qti cplucvkpu'y j lej "j cxg'i tgy "wr "j kuxqtkecmf "  
 tgr tgugpvkpi "ur gekhle"grgo gpw'qh'y g'y qtnhqtg'uwej "cu'y g'Ej ctvgtgf "  
 kpukwg'qh'Gpxktqpo gpvcn'J gcnj "qt'y g'Tq{ cn'Uqekgv{ "hqt'Rwdrke"J gcnj 0'  
 Vj g'HRJ "y cu'c'tgrcvkxgn{ 'tgegpv'r n{ gt0<sup>45</sup>"Vj g'rti guv'r wdrke"j gcnj "ci gpe{ "  
 kp'Gpi ncpf "pqy "ku'r ctv'qh'y g'ekxklugt xleg"cpf "j cu. "y gtghqtg. "ngu'cdkxk{ "vq"  
 r tgugpv'cp'kpf gr gpf gpv'r gtur gevkg0""  
 "

LOUwctv'J qtpg.'y tkkpi "qh'y g'y qgu'qh'eqo o wpkv{ "o gf kelpg'kp"3; : 2."  
 f guetkdgf "k'cu'r tg{ "vq'c'pwo dgt'qh'eqpxgpkp'v'ugt gqv{ r gu'/"qwf cvgf "r wdrke"  
 j gcnj "vgej kpi "kp'o gf kecn'uej qqu'y j lej "hgewugf "qp"gpvktqpo gpvcn'j gcnj "  
 cpf "r guv'eqpvtn'hwpvkpu'y j lej "j cf "dggp'wvf gtvnngp'd{ "gpvktqpo gpvcn'  
 j gcnj "qh'legtu'hqt'o cp{ "{ gctu'kp'hqecn'cwj qtkkgu."ugo cpvke"eqphwukp'qxgt"  
 y g'vwg'y j lej "y g'j qur kcn'ugevqt"cuuqekvgf "y kj "qwu'f g'j qur kcnu."  
 eqo o wpkv{ "r j { ulekcpu'xky gf "cu'hckrgf "enplekcpu'y j q'ur gpv'y gkt'vko g"  
 kpg'hgewcmf "kp'wppgeguuct{ "cwgpfcpeg"cv'wugruu'eqo o kwggu0Vj g{ "y gtg"

<sup>43</sup>"Ngqp'I qtf ku.'0Gf wecvkq'htq'Rwdrke"J gcnj "O gf kelpg.ö *Journal of Public Health Medicine*"36."3"3; ; 4+5/: 0'

<sup>44</sup>"Kvgtxky gg'I "r gtuqpcn'eqo o wplecvkq'27123142370'

<sup>45</sup>"Vj g'EKGJ "y cu'hqto gf "kp"3: : 5'hqt'ucpkct{ "kpur gevqtu0"Vj g'Tq{ cn'Uqekgv{ "qh'J gcnj "y cu" guvcdkuj gf "kp"3: 98"cpf "tgr tgugpvgf "c'tcpi g'qh'r wdrke"j gcnj "r tcevkakpghtu'kpenf kpi " cecf go leu0Vj g'HRJ "qtki kpcvgf "kp"3; 94'hqt'o gf kecn'r wdrke"j gcnj "ur gekckruu'qpnc'0'

cuuqekcvgf 'y kj 'c'f gur kugf "dwtgcwetcwle"utwewtg<sup>46</sup>"Eqo o wplw{ 'o gf lekpg"  
y cu'r qqtnt{ "wplf gtuqqf "cpf "qxgtmqngf "d{ "o quv'qh'o gf lekpg<sup>47</sup>Cu'c'ur gekrkw{." "  
kw'y cu'r qqtnt{ 'cwi j v'lp'o gf lecn'uej qqnu'luq'o quv'f qevqtu'y gtg'pqv'gzr qugf "vq"  
kw'wplw{y g'y qtnr nreg"cpf 'y gp'y g{ 'tgi ctf gf 'k'cu'y tgcwplpi "vq'y gkt"  
enplecnltggf qo u<sup>48</sup>"Kpf ggf "o cp{ 'lpvgtxkgy ggu'uwwo drgf "lpvq'y g'ur gekrkw{<sup>49</sup>"  
[ qwpi 'f qevqtu'y gtg'pqv'cwi j v'cdqwr'wdrke"] gcnj 'kp'cp{ 'o gcplpi hwi'y c{<sup>50</sup>"  
Eqo o wplw{ 'o gf lekpg"j cf 'y g'cf f gf 'f kucf xcpwi g'qh'dgkpi "mcevgf "qwukf g"  
o clpwtgco "o gf lekpg<sup>51</sup>O quv'j qur kcn'f qevqtu'cpf "I Ru'y gtg'uwur lekqwu'qh"  
eqo o wplw{ 'r j { ulekpup'ltqrq<sup>52</sup>Vj g{ 'y gtg'pq'mpi gt'r tcewupki "enplekpu'cpf "  
y gkt 'tapi g'qh'unkm'y cu'xgt { 'f khtgtp<sup>53</sup>Vj g'hgcwtgu'y j lej 'i cxg'r wdrke"  
j gcnj "f qevqtu'ko r qtcvp'utcvgi le'tqrq'pgxgtvj g'guu'o cf g'k'cr r gct 'f khtgtpv"  
vq'qvj gt'enplecn'f kuer rkpgu'cpf 'y g'dww'qh'cwpw'y g{ 'y gtg'pqv'x tqr gtø"  
f qevqtu<sup>54</sup>"Vj ku'o c{ "ceeqpvl'ht'y j { 'ikwng'j cu'dggp'y tkwgp'kp'y g'i gpgtcrn"  
o gf lecn'lkgtcwtg'cdqwf'F RJ "qt. 'kpf ggf. 'TF RJ "tqrq<sup>55</sup>"

"

Equpcpv'tgqti cplucvqp'cpf "eqpugs wgpv'r gtuqppgr'ej cpi g'o c{ "j cxg'r r{ gf "  
ku'r ctv.'vq. 'kp'r wdrke"j gcnj au'tgrv'xg'lp'xkukdkw{<sup>56</sup>Cu'qpg'lpvgtxkgy gg"  
ucv'gf <ödgecwug'r gqr ng'ej cpi g'lu'qhwgp"q'w'o c{ "pqv'j cxg'c"engct 'kf gpv'w{ "  
cpf 'y cv'o ki j v'dg'r ctv'qh'y g'r tqdrqo <sup>57</sup>"Qv gtu'eqo o gpv'gf 'y cv'gej "  
tgqti cplucvqp'y cu'hqm'y gf "d{ 'y g'pggf "v'htqto 'pgy 'ugw'qh'tgrv'kpuj k u<sup>58</sup>:"  
O qtgqxtg."qpeg'y g"3; ; 2u'y gtg'tgcej gf. 'y g'y qtnhteg"ci gpf c'ht'r wdrke"  
j gcnj "j cf "o qxgf "qp'htqo "y g'utwi i ngu'ht'hteqi pklqp'qh'y g'ur gekrkw{ "vq"  
y g'utwi i ngu'ht'hteqi pklqp'd{ 'y g'pqp/o gf lecn'r wdrke"j gcnj "y qtnhteg"  
y kj kp'k<sup>59</sup>:"

"

Rgtj cr u'y g'o clp'tgcuqp'ht'eqo o wplw{ 'o gf lekpgau'tgrv'xg'cpqp{ o kw{ 'lp"  
y g'lkgtcwtg."j qy gxgt."y cu'ku'eqphwukp'y kj "y g'enplecnltqrq'qh"  
eqo o wplw{ "j gcnj "f qevqtu."c'hevqt'y cv'y cu'vq'dg"c'r tqdrqo "ht'r wdrke"

<sup>46</sup>"J qtpg. "Community Medicine, 8; /970"

<sup>47</sup>"Kpvtxkgy gg"Lu'qpn{ "o go qt { "qh'r wdrke"j gcnj "lphtqto cvkqp'cu'c'o gf lecn'uwf gpv'y cu'dgkpi "  
wngp'f qy p'c'o kpg<sup>60</sup>Rgtuqpcr'eqo o wplecvkqp"26B242360"

<sup>48</sup>"Kpvtxkgy gg"O "y cu'ceewugf "qh'dgj cxlpi "o qtg'ikng"c'i gpgtcrn'o cpci gt'ht'htgs wgpw{ "  
ej cpi kpi "lqdu<sup>60</sup>Rgtuqpcr'eqo o wplecvkqp"38B26B70"

<sup>49</sup>"Kpvtxkgy gg"V'r gtuqpcr'eqo o wplecvkqp"35B242360"

<sup>4:</sup> "Kpvtxkgy gg"J "r gtuqpcr'eqo o wplecvkqp"37B442360"

<sup>4:</sup> "Y tli j v'gv'crn<sup>60</sup>"Multidisciplinary Public Health, "r cuuko O"

j gcnj 'hqt'pgctn{ 'y gpv{ '{ gctu0Enkplecn'o gf lecn'qhllegtu.'y g'hti guv'i tqwr 'qh' r wdrle'j gcnj 'uclh'kp'necln' qxgtpo gpv.'y j q'vcpuhgttgf 'vq'yj g'j gcnj 'ugt'xleg' cv'yj g'3; 96'tgqti cplucvqp'cpf 'y gtg'tghgttgf 'vq'uwdugs wgpvn{ 'cu'oeqo o wplv{ " j gcnj ö'f qevqtu.'tcp'uetggplpi 'gzco kpcvqp'u'qp'r tg/uej qqn'cpf 'uej qqn'ci g" ej kftgp.'gzco kpcvqp'qh'f kucdrf 'ej kftgp.'enkplecn'ugt'xlegu'vq'necln' cwj qtklgu'uwej 'cu'cf qr vqp'o gf lecn'cpf 'hco kn{ 'r npplpi 'enkpleu0O quv" y gtg'y qo gp0"Gzenf gf 'htqo 'y g'HEO 'dgecwug'yj g{ 'y gtg'lp'enkplecn'tqrgu." o quv'y gtg'lp'r ctv'vko g.'ny 'uvcwu'r quklkpu0Y tkgtu'qp'yj g'o gf lecn' y qtnhqtteg'cpf "qp'y qo gp'lp'o gf lekpg'eqpukwgpvn{ 'r neegf "eqo o wplv{ " o gf lekpg"\*uo cml'pwo gtkecm{ '+vqi gjv gt'y kj "eqo o wplv{ 'j gcnj '\*y g'o wej " dki i gt'y qtnhqtteg+0Rctnj qwug.'hqt'gzco r ng.'r neegf 'y go 'vqi gjv gt'lp'cmj ku" o gf lecn' tcf wcv'eqj qtv'uww lgu'cpf 'y g{ 'y gtg'pqv'f kugpvcpi ngf 'wplv{3; ; 50<sup>2</sup>" Qvj gt'ko r qtvcpv'y tkgtu'qp'y qo gp'lp'o gf lekpg'f kf 'rkngy kug.'lpenf lpi 'Cmgp" lp'j gt'lp'hwgpvkn'uww lgu'r wdrkuj gf 'lp'3; : : 'cpf '3; ; 6.'quvgpukdn{ 'dgecwug" yj ku'y cu'j qy 'o quv'qh'j gt'uco r ng'qh'f qevqtu'xkgy gf 'y go 0'Cnj qwi j 'y g" DO C'j cf 'c'r wdrle'j gcnj 'eqo o kwgg'yj tqwi j qw'yj g'r gtkqf 'wplv{ gt'tgxkgy ." tgur qpukdrkkgu'y gtg'ur rk/dgwy ggp'eqo o wplv{ 'o gf lekpg'cpf "eqo o wplv{ " j gcnj 'y j gtg'yj gtg'y gtg'o clqt'qpi qkpi 'kuwgu'qh'vcklpi 'cpf "eqmgi g" chhklcvqp'hqt'ceetgf kcvqp'y j lej 'f qo kpcv'f 'ci gpf cu0'F gur kg'yj g'DO C" Rwdrlle'J gcnj 'eqo o kwgg'cpf 'y g'O Y H'vcklpi 'wr 'y gk'ecwug.'y gtg'y cu'pq" ucuklcevqt { 'uqnwqp'hqt'yj gk'r tqhguukqpcnf gxgnr o gpv'cpf 'pq'qy pgtuj k'qh" yj go 'd{ 'cp{ 'Tq{ cnEqmgi g0O quv'i tcf wcm{ 'i tcvkcv'f 'vq'vcklpi 'gkj gt'lp" i gpgtcln' tcevweg'qt'r c'gf kcvleu0<sup>3</sup>"Vj g'hqewu'qp'yj gk'r tqdrgo u'o c{ 'j cxg" j grr gf 'o cumcej kxgo gpw'qh'hgo crg'UEO u0'Vj g{ 'y gtg'cuq'enkplekpu'cpf " pqv'lp'o cpci go gpv'tqrgu.'kg o qtg'tgeqi plucdrf'cu'f qevqtu'yj cp'eqmgi wgu'lp" eqo o wplv{ 'o gf lekpg0"" "

Qpg'yj go g'gzr nqtgf 'lp'yj ku'tgugctej 'ku'yj g'r ctv'r n{ gf 'd{ "öj cr r gpucpegö'lp" yj g'r tqi tgu'o cf g'd{ 'y qo gp'f qevqtu'lp'eqo o wplv{ 'o gf lekpg.'uwo o lpi " r ctv{ 'htqo 'y qo gp'dglpi 'lp'yj g'tli j v'r neeg'cv'yj g'tli j v'vko g'cpf 'r ctv{ 'htqo "

<sup>52</sup>T qrf cetg'gv'cn0'Public Health, 838/450

<sup>53</sup>FJ UIF J 'CpwwclO gf lecn'cpf 'F gpv'cn'Y qtnhqtteg'Egpwu'f cvc0Cv52'Ugr v03; 96'lp" Gpi nppf 'y gtg'y cu'c'vqcn'qh'6.548'qh'y j qo '74' 'y gtg'y qo gp0'D{ '3; : 3'yj g'pwo dgtu'y gtg" 7.449'y kj '7: ' 'y qo gp0P wo gtkecm{ .yj g{ 'y gml'qwpwo dgtgf 'y qug'lp'eqo o wplv{ " o gf lekpg'yj lej 'vqcmgf '84; 'lp'3; 97'cpf ": 2: 'lp'3; : 30Dgy ggp'3; ; 3'cpf '4222'pwo dgtu'qh" eqo o wplv{ 'j gcnj 'r tcevkqpgtu'dgi cp'vq'hcm'htqo '6.687'vq'3.9590



vj g'wplpvgpf gf "cu'y gmi'cu'lpvgpf gf "eqpugs wgpegu"qh'r qrlk { "ej cpi g0"J qqf "et  
 al.. 'r qrlk'ecni'uek'p'w'lpvgt gungf "lp'yj g'r tqegu"qh'r qrlk { "ej cpi g'cpf "gh'gewu."  
 r qkp'v'q'w'vj cv'pq'v'cm'wplpvgpf gf "eqpugs wgpegu"qh'r qrlk'gu'j cxg'pgi cv'k'g"  
 gh'gewu'öuqo g'cttk'g'cu'j cr r { "u'wtr tkugu<sup>54</sup>"Htqo "vj ku'tgugctej 'k'ku'engct'vj cv"  
 y qo gp'f'qevtu'lp'iqecni' qxgtpo gpv'r wdike'j gcnj "i cklpgf 'r tqo q'kqp'htqo "  
 tgr'v'k'g'nf { "qy 'u'cwu'pqp/ectggt'i tcf g'r quu'lp'iqecni' qxgtpo gpv'v'q"  
 eqpuwncpv'gs w'k'c'ngp'v'r quu'lp'yj g'j gcnj "ugt'xleg'y kj "h'w'g'gh'q'v'qp'vj gkt"  
 r ctv0"Vj g { "cnu'q'dgp'gh'k'g'f'htqo "vj g'gh'q'v'qh'vj g'HEO "lp'clo kpi "v'q'o cng"  
 eqo o wplk { "o gf lekpg'cp'cwt'ce'k'g'f'kuekr nkp'g'ht'o gp'cu'y gmi'cu'y qo gp"  
 f'qevtu'lp'v'q'f'w'ekpi "h'g'z'k'd'g'v'c'k'p'kpi "y kj "pq'o qd'k'k'v' { "t'g's'w'k'go gpw'd'g'w'ggp"  
 r quu'cpf'j q'w'u'vj cv'y q'w'f' "h'k'y kj "f'qo g'w'k'e'eqo o ko gpw0"Vj g'HEO ."  
 d'g'ec'w'g'k'y cu'v'uct'v'kpi "htqo "u'et'c'ej "cu'c'ur gekcn { . "y cu'cnu'q'cd'g'v'q'cxq'k'f'vj g"  
 { qng'qh'vj g'o gf k'ecni' { tco k'f. "d'c'nc'p'ekpi "vj g'p'wo dgt'qh'v'c'k'p'kpi "r quu'y kj "  
 g'z'r g'ev'g'f'eqpuwncpv'x'c'ec'p'ek'gu0'K'f'k'f' "pq'v'j cxg'u'wd/eqpuwncpv'i tcf gu0"  
 J gcnj "ugt'xleg'r qrlk { "l'p'cf'x'gt'v'g'p'v' { "cu'k'ung'f'eqo o wplk { "o gf lekpg'f'g'x'g'nr "cu"  
 c'ur gekcn { "y j k'uv'c'k'f'kpi "cnu'q'vj g' { q'w'pi gt'i gp'gt'c'v'k'p'qh'o gp'cpf' "y qo gp"  
 f'qevtu'cej k'g'x'g'g'ctn { "ectggt'i tcf g'r quu0"Vj g'3; : 4't'g'qti c'p'k'uc'v'k'p'ng'f' "v'q'c"  
 j k'j "p'wo dgt'qh'g'ctn { "t'g'v'k'go gpw'lp'eqo o wplk { "o gf lekpg. "vj g'3; : 5'I t'k'h'k'y u"  
 t'gh'qto u. "y j k'ej "u'y gr v'cy c { "eqpugpuw'u'o c'pci go gpv'cpf' "vj gtgd { "j gr g'f' "ewtd"  
 j qur k'c'ni'ek'p'k'c'p'u'p'k'p'w'g'peg'cv'vj g'iqecni'g'x'g'ni'qp'j gcnj "ugt'xleg'r qrlk { ."  
 r cxg'f' "vj g'y c { "h'qt'vj g'o q't'g'r qy g't'h'w'it'q'ng'qh'F O Q0"Ncuw { . "vj g'lp'v'q'f'w'ek'p"  
 qh'vj g'lp'v'g't'p'c'ni'o ctngv. "h'q'm'y kpi "qp'vj g'j g'gn'u'qh'vj g'öCej guqp "T gr q't'vö"qp"  
 r wdike'j gcnj . "i cxg'r wdike'j gcnj "r j { u'k'ek'p'u. "r ct'v'k'ew'ctn { "vj g'p'gy "F k'ut'k'ev"  
 F u'RI . "u'wdu'c'p'v'k'cn'p'gy "r qy gtu'cpf' "cwj qtk { 0"Rwdike'j gcnj "f'qevtu'd'geco g"  
 vj g'q'pn { "o gf k'ecm { "s'w'c'k'k'g'f' "r gtu'q'pp'g'ni'go r m { g'f' "y kj lp'j gcnj "cwj qtk'k'gu."  
 u'k'v'kpi "cu'g'z'g'ew'k'x'g'f'k'g'ev'q'tu'qp'd'q'ct'f'u. "cpf' "c'ev'kpi "cu'vj g'o c'k'p' "i'k'c'k'v'p' "r q'k'p'u"  
 y kj "en'p'k'ecni'o gf lekpg'lp' "r tq'x'k'f' gtu0"Dgkpi "iq'ec'v'g'f' "lp'o c'pci go gpv'v'k'gtu'qh"  
 vj g'j gcnj "ugt'xleg'g'x'g'p'w'cm { . "vj g't'gh'q't'g. "g'p'cd'ng'f' "r wdike'j gcnj "v'q' "h'q'w'k'uj "cu"  
 c'ur gek'k'k'f'kuekr nkp'g0"K'j cf "d'ggp'c'p'qp/nkp'gct' "r tqi t'g'u'k'qp0"  
 "

<sup>54</sup>Ej tk'nrj g't'J qqf "g'v'c'ni'öVj g'F't'k'g'v'q'O qf g't'p'k'ug'<C'Y q't'nf "qh'U'wtr tkugu.ö"lp"Paradoxes  
 of Modernisation: Unintended Consequences of Public Policy Reform, gf 0J g'ngp'O'cti g'wu."  
 Rgttk'8. "Ej tk'nrj g't'J qqf "Q'zh'q't'f'<Q'zh'q't'f' "W'p'k'x'g't'uk'v' "R't'guu."4234+."5/380

ōJ cr r gpucpegö"cpf "pqp/npget"r tqi tguakp"fk "pqv'qewt"kp's wkg'yj g'uco g"  
y c{ 'hqt'y qo gp'kp'yj g'tguv'qh'o gf lekpg0"Y qo gp'f qevqtu'j cf "yj gk'htuv'tgcn'  
wung"qh'lpnwpegf"wtkpi "yj g'htuv"Y qtrf "Y ct'y j gp'yj g{ 'tgr megf "o cng"  
f qevqtu'pggf gf "hqt'yj g'y ct"ghqtv'kp'yj g'j qur kcn'i gpgtcn'r tceveg"cpf "mqecn'  
i qxgtpo gpv'r wdrie'j gcnj "ugevqtu'kp'tqngu'j kj gtq'equgf "vq'yj go 0Vj ku'y cu"  
hqmy gf "d{ 'c'hcmy "r gkqf "y j gp'y qo gp'y gtg'gzemf gf "htqo "o cp{ "  
j qur kcn'tqngu"cpf "o cttkci g'dctu'lpugtvgf "lpvq'mqecn'cwj qtkv{ "go r m{ o gpv0"  
Hqmy kpi "eqpegtpu'qxgt'yj g'uj qtci g'qh'f qevqtu'kp'yj g'3; 82u."yj g{ "yj gp"  
dgpghkgf "htqo "yj g'lpetgcug"qh'o gf lecn'uej qqnu"cpf "pwo dgtu'qh'f qevqtu"  
wckpgf 0Vj g{ "cnuq'dgpghkgf "htqo "yj g'gxgpwcn'ej cpi gu'vq"o gf lecn'utwewtgu"  
yj tqwi j "yj g'wpj cr r kpgu'qh'o cng'lwplqt "f qevqtu'qxgt"r c{ "kp'yj g'3; 92u"yj gp"  
vgtu u"cpf "eqpf kkpup'kp'yj g'3; : 2u"cpf "3; : 2u0'  
"

Vj qug'lpvgtxky ggu'y qtnkpi "kp'r wdrie'j gcnj "y gtg'cnuq'cungf "vq'tghgev'qp"  
r wdrie'j gcnj "cu'c'ectggt'hqt'y qo gp'f qevqtu0"Qpg'ucvgf "vj cv'ky cu'c"  
eqo r tqo kug'lpkkm{ "dgecwug'uj g'y cu'o cttkgf "vj gp'uj g'y cu'utrtkugf "cv'j qy "  
uko wcvkpi "cpf "gzekkpi "k'y cu05" Cpqvj gt'eqo o gpvgf <"

K'y cu'utgvej kpi "ō"Kewrf "uc{ "vq"o { ugh'Kecp"fq'uo gyj kpi "  
j gtg0Rwdrie'j gcnj "i qv'o g'qw'qh'i gpgtcn'r tceveg"cpf "i cxg"o g"  
yj g'qr r qtwpkv{ "vq'wug"o { "dtckp'kp'c'y c{ "Ko ki j v'pqv'j cxg"  
qvj gty kug'f qpg'ōkv'y cu"ej cngpi kpi . "lpvgtgukpi "cpf "y j gtg'K'  
j cxg'gh'c'ngi ce{ í Ky qwf "pqv'j cxg'j cf "vj gug'qr r qtwpkkgu'kp"  
enplecn'o gf lekpg06"  
"

Vj gtg'y cu'ci tggō gpv'vj cv'o cp{ "y qo gp'fk "gpvgt'dgecwug'k'y cu'f ggo gf "  
ōhco k{ "htkpf n{ ō"cv'c'vko g'y j gp'k'y cu'j ctf "hqt'y qo gp'vq'uc{ "kp'enplecn'  
ur geknkgu'cnj qwi j "yj ku'fk "pqv'o gcp'k'y cu'c'pgeguuctk{ "cp"gcukgt"qr vkp"  
yj cp'enplecn'o gf lekpg07" Cu"qpg'eqo o gpvgf <ōKf q'i gv'etquu'y j gp'yj g"  
F gcpgt{ "r wuj gu'y qo gp'vqy ctf u'r wdrie'j gcnj "y j q'j cxg'hckrgf "vq'eqr g'y kj "  
qvj gt'ur geknkgu' ō wdrie'j gcnj "ku'j ctf "cpf "j cu'f khtgpv'utguugu058"  
"

Rwdrie'j gcnj "cnuq'uwkgf "y qo gp'y j q'i qv'dqtgf "gcu{ 0Cu"qpg'hgo cng'F O Q"  
uckf ."eqo o gpv'kpi "qp'yj g'hcev'uj g'j cf "enplekcpu'eqo kpi "vq'ugg'j gt'uc{ kpi ."

<sup>55</sup>"Kpvtxky gg'O "r gtupcn'eqo o wplecvkp"3612642370"

<sup>56</sup>"Kpvtxky gg'Q "r gtupcn'eqo o wplecvkp"3513242360"

<sup>57</sup>"Kpvtxky gg'P "r gtupcn'eqo o wplecvkp"3212542370"

<sup>58</sup>"Kpvtxky gg'Q "r gtupcn'eqo o wplecvkp"3513242360"

õ:Kø "67."Kecpøf q"cpçguj g'leu'ht"cpqj gt"42" { gctü.ø"eqpukf gtgf "ör wdñe"  
 j gcnj "y cu'j g'r gthgev'r ceg'ht"dwgthkgu0"Uj g'hgn'y qo gp'y gtg"  
 r ctvewrtn{ "uwxgf "q"ej cpi kpi "tqngu'htgs wgpvñ "

dgecwug" { qw"j cxg" c"dcugrkpg"qh'yj g'dcule"r t kpek rgu. "dcule"unkmu"  
 uwej "cu'ucvku"ku. "c"htco gy qtnñvq"wpf gtucpf "y j cv" { qw" f q"dw"  
 yj g'r tqdngo u'cpf "cevxkkgu"ctg"pgxgt"tgr g'vkkxg0{ qw"j cxg"vj g"  
 uco g"vj kpi u"j cr r gplkpi "uwej "cu'cp"qwdt gcnñqh'kphgevkqu" f kugcug"  
 dw'k'y knñcny c { u'dg"kp" c"urki j vñ "f kñhtg pñeqpvzñ { qw"pgxgt"  
 uqr "dgkpi "gzekgf "d { "r wdñe"j gcnj "dgecwug"vj gtg"ku"cnj c { u"  
 uqo gj kpi "pgy "eqo kpi "wñ í "pqv'ht"qpg"ugeqpf "j cxg"Kdggp"  
 dqtgf 0<sup>9</sup>""  
 "

Kpvgtxkgy ggu'cnuq"r ctvewrtn{ "cr r tgekvgf "vj g"qr r qtwpkñ { "y qtnkpi "kp"r wdñe"  
 j gcnj "r tqxkf gf "qh"j cxkpi "cp"ko r cev'qp"r qr wrcvkp"j gcnj "y j gjv gt"vj ku'y cu"  
 yj tqwi j "kppqxcvkp"kp"ko o wpkucvkp"r tqi tco o gu."wpkñkpi "ugxgtcn"  
 qti cplkucvkpu"kpq"qpg."pgy "ugt xleg" f gxgnr o gpvu."kpvtf welpi "cp"gy kecnñ { "  
 hct "u { ugo "qh'r tkqtkkucvkp0: "F kñ "dgkpi "c"y qo cp"o cng"cp { "f kñhtg ppeg"vq"  
 yj g" f kuekr ñpg"qt "vq"vj g'r wdñeñu"j gcnj A"Vko g"cpf "hqewu"j cxg"r tgenñf gf "  
 gZR mtecvkp"qh'yj ku"cnj qwi j "kñ'eqwf "dg"cti wgf. "ht"gzco r ng."vj cv"j cxkpi "c"  
 f go qetcvñ"cpf "hgo kplugf "cr r tqcej "o c { "j cxg"eqpvtkdwgf "vq"r wdñe"j gcnj ñu"  
 pgzñf gxgnr o gpv'kpq" c"o wñkf kuekr ñpct { "f kuekr ñpg"cv'ur gekñkuv'ngxgn "uñkñ"  
 yj g"qpñ { "o gf kecnñur gekññ { "vq"j cxg"vcngp"vj ku'uñgr 0""  
 "

Rwdñe"j gcnj ."cu" c"tguwñ."j cu'eqpvkpwgf "vq"ej cpi g"cpf "f gxgnr "kp"ñpg"y kj "  
 i qxgtpo gpv'r qñe { "cu"gzr tguugf "kp"uweeguñxg"tgqti cplkucvkpu"ukpeg"3; ; 30'  
 FuRJ "cpf "vgco u'y gtg"ñecvgf "kp"Rtlo ct { "Ectg"Vt wuu" \*RE Vu"ñtqo "4224"  
 cpf."ñtqo "vj g"4235"j gcnj "ugt xlegu'tghqto u."j cxg"dggp"ñecvgf "gkj gt"kp"ñecnñ"  
 i qxgtpo gpv'qt"y kj kp" c"pgy "ekxññugt xleg"ci gpe { "kp"Gpi ñpf "ecmgf "Rwdñe"  
 J gcnj "Gpi ñpf "RJ G-0: "Rwdñe"j gcnj "kpvgtxkgy ggu'eqo o gpvgf "qp"vj g"  
 ej cpi gu'ñtqo "vj gk"r gtur gevkgu."uj ct kpi "eqpegtpu'r ctvewrtn{ "cdqww"  
 ñecvkpi "r wdñe"j gcnj "dcenñkp"ñecnñcwj qtkkgu0Qpg"eqo o gpvgf <öcnñdgu"  
 ctg"qhñcdqww"ñecnñcwj qtkñ { ."j cññctg"uñwxkñkpi. "j cññctg"uñwi i ñkpi ö'y j knv"  
 uqo g'tghgttgf "vq"vj g'tkumu'ñtqo "vj g'xctkgñ { "qh'tgi ko gu'kp"ñecnñ qxgtpo gpv."

<sup>59</sup>"Kpvgtxkgy gg"S "r gtupññeqo o wpkucvkp"2; B2B60'

<sup>5</sup>: "Kpvgtxkgy gg"R"r gtupññeqo o wpkucvkp"39B3B4236="kpvgtxkgy gg"L"r gtupññeqo o wpkucvkp"26B2B4236="kpvgtxkgy gg"V"r gtupññeqo o wpkucvkp"35B2B42360'

<sup>5</sup>: "F J. "Healthy Lives, Healthy People: Our Strategy for Public Health in England" Eo pf "9; : 7" \*Ñqpf qp<Vj g"Ucñkpgt { "QHñeg."52"P qx04232+<: "r ctc0340'

uqo g'i gpwkpgnf 'uwr r qt vxg'qh'r wdne"j gcnj . "qvj gtu'öy j gtg'vj g'F RJ 'j cu'vq" r wnl'w' 'vj g'f tcy dtkf i g'dgecwug'vj gtg'ku'pq'hgnhqt'r wdne"j gcnj 'uq'vj g{ 'lwuv' j cpi "qpqv'tkpi /hgpegf "dwf i guuö<sup>62</sup>"Qpg'kpvtxkgy gg'hgn" { qwpi 'f qevqtu'y gtg' r ct vkwctn { "eqpegtpgf "cv'tkumi'vq'ucwuu'cpf "ucrt { 'htqo 'i qkpi "dcenlkpvq" mjecn'cwj qtkv { "cpf "pqv'uc { kpi 'kp"j gcnj "ugt xlegu"go r m { o gpvö<sup>63</sup>"Qvj gtu" dgo qcpgf "vj g'trem'qh'r wdne"j gcnj "uvch'go r m { gf 'y kj kp'vj g"j gcnj "ugt xleg." o cnkpi 'kv'j ctf gt'vq'kpvi tcv'cr r tqcej gu'vq"j gcnj "cetquu'f khgt gpv'ugevqtu=" vj g'rkpmj cf 'i qpö<sup>64</sup>"Qpg'qh'vj g'dki i gu'ej cpi gu."j qy gxgt."y cu'vj g" eqo o ko gpv'kp<sup>3</sup>; ; ; "vq'etgcv'g."cv'ur gekrkuv'rgxgn"o wnkf kuekr rkpt { " y qtnhqtgö<sup>65</sup>"Rwdne"j gcnj 'y qo gp'f qevqtu'ctg'uknir' tgu'gpv'y kj kp'vj g'r wdne" j gcnj "ur gekrkuv'y qtnhqtg"cnpi ukf g'o cng'f qevqtu'dw'gs wcn { "pqy "o gp'cpf " y qo gp'htqo "c'tcpi g'qh'o wnkf kuekr rkpt { "dceni tqwpf u0Rwdne"j gcnj "ku'pqv' qpnl 'i gpf gt'pgwtcrldw'dceni tqwpf "pgwtcrld" "

Y qo gp'cetquu'vj g'tguv'qh'o gf lekpg"j cxg'eqpvkpwgf "vq'o cng'r tqi tguu0Vj g" o quv'tgegpv'J EJ U'f cv'htq'vj g'o gf lecn'y qtnhqtg'htq'Gpi rcpf "kp'4236" eqphkto "vj cv'y qo gp'eqo r tkugf "68" "qh'vj g'qxgtcm'o gf lecn'y qtnhqtg" { gv' 56' "qh'vj g'eqpuwncpv'y qtnhqtg"cpf "74" "qh'vj g'qxgtcm'I R'y qtnhqtg" \*72' "qh'I Ru'gzenmf kpi 'tgi kntctu'cpf 'tgvc'kpgtu+0Y qo gp'y gtg'ukni7: ' "qh" o gf lecn'r wdne"j gcnj "eqpuwncpvu" \*kpenmf kpi "vj g'F RJ 'i tcf g+ö<sup>66</sup>"Uqo g'kuuvgu" hqt'y qo gp'kp'o gf lekpg'tgo ckp'uwwdqtpr { 'hco kkt0Lcpg'F cetg.'htq" gzco r rg."dgo qcpu'vj g'hcev'vj cv'y qo gp'ctg'pqv'gs wcn { 'tgr tgu'gpv'gf "cetquu" vj g'r tqhguukp."cpf "eqpvkpwg"vq'dg'tgncvxgn { "my 'kp'ur gekrkngu'tgs wtkpi " o qtg'cewg"cpf "qp/ecm'tgur qpukdkrkguö<sup>67</sup>"J gt'ctveng'y cu'kp'tgdwcn'vq'cp" ctveng'kp'vj g'uco g'lqwtpcn'eqo r mckpki "vj gtg'y gtg'vq"o cp { 'hgo cng'o gf lecn' i tcf wcvguö<sup>68</sup>"Vj g'WM'O gf lecn'Ectggtu'Tgugctej 'I tqwr 'kp'422; "eqo r ctgf "

<sup>62</sup>"Kpvtxkgy ggu'K'M'cpf 'T'r gtuqpcn'eqo o wplecvkpu"33 B3 4236."39 125 4237"cpf " 36 B2 42360"

<sup>63</sup>"Kpvtxkgy gg'O 'r gtuqpcn'eqo o wplecvkpu"38 126 42370"

<sup>64</sup>"Kpvtxkgy ggu'S 'cpf 'P 'r gtuqpcn'eqo o wplecvkpu"2; B2 4/36"cpf "32 125 42370"

<sup>65</sup>"F J . "Saving Lives: Our Healthier Nation Eo 065: 8" \*Nqpf qp-<Vj g'Ucvkqpgt { "Qhleg." 3; ; ; + "330470"

<sup>66</sup>"J UK"4237."o gf lecn'y qtnhqtg'ucv'uknu'dcugf "qp'cppwcn'egpuwu'cv'52"Ugr v0hqt"j qur kcn' ugevqt"cpf "3"Qev0hqt"i gpgtcn'r tceveg0"

<sup>67</sup>"Lcpg'F cetg."öCtg"Vj gtg'Vqq'O cp { "Hgo cng'O gf lecn'I tcf wcvguA'P q.ö"BMJ "558."9869\*7" Crtki'422: +<96; 0"

<sup>68</sup>"Dtkep'O eMkpwt { ."öCtg"Vj gtg'Vqq'O cp { "Hgo cng'O gf lecn'I tcf wcvguA' gu.ö"BMJ"558." 9869\*7"Crtki'422: +<96; 0"

y j g'ectggtu'r tqi tguukqp'cpf 'f gukpcvqp'qh'o gp'cpf 'y qo gp'o gf lecn'  
 i tcf wcvgu'htqo "3; : : 'cpf "3; ; 5."hpf kpi 'rkwr'f khtgpeg'kp'o gp'cpf 'y qo gp"  
 y j q'y qtngr 'hwn'ko g'dw'unqy gt'r tqi tguukqp'ht'y qug'y qtnkpi 'r ctv'ko g"  
 o quv'qh'y j qo 'y gtg'y qo gp0Y qo gp'y gtg'qxgt/tgrtgugpvgf 'kp'i gpgtci'  
 r tceveg'cpf 'uqo g'j qur kci'ur geknkgu'uwej "cu'r u{ej kvt { 'cpf 'wpgt/  
 tgrtgugpvgf 'kp'uwti gt { . 'f gur kg'pcvqp'cn'kp'k'v'xgu'v'q'r tqo qvg'uwti gt { 'cu'c"  
 ectggt'ht'y qo gp'cpf "gpcdng'y qug'y j q'j cxg'ej qugp'k'cej kxg'y gk"  
 r tqhguukqp'cn' qcu0<sup>69</sup>"Uo cmgt 'ur geknkgu'ctg'ukm'o qtg'rkngn { 'v'q'qhgt"  
 hgzkdng'ectggt'eqpvtcew.'ht'o gp'cu'y gm'cu'y qo gp0: ""O gf lekpg'ku"  
 kpetgculpi n { 'dgeo kpi 'ur rk'v'j gtghgtg'dgwy ggp"ohgo kpkugf o'cpf "opqp/  
 hgo kpkugf o'f kuer kpgu0Gnuqp's wgtku'y j gyj gt'y ku'o cwtu'kp'r tceveg'y j ku'  
 Cmgp'eqpukf gtu'o clpvcplpi 'c'tcf kkp'cn'r genkpi "qtf gt'kp'o gf lekpg'ku'ukm'c"  
 uqwtg'qh'f kuetko kpcvqp'ci clpu'y qo gp0: ""  
 "

Ego o gpvcvtu'qp'y qo gp'kp'o gf lekpg'ukm'eqo r rclp'qh'y g'f khlwngku"  
 gztgkpgpf 'd { 'y qo gp'kp'o gf lekpg'y j q'ugm'v'cng'qp'ngcf gtuj kr 'tqngu0<sup>72</sup>"  
 Rqy gt'cv'y g'vqr 'ht'y g'o quv'r ctv'eqp'kwgu'v'tgo clp'y kj 'o gp0F cetg"  
 eqpukf gtu'y qo gp'y kj 'f qo guke'tgur qpukdkkku'hp'f 'k'f khlwng'v'k'pxgu'v'p"  
 y j g'ogztc'cevk'kku'o'cmppi 'y g'y c { 'v'q'ngcf gtuj kr 'tqngu'uwej "cu'i qkpi 'v"  
 o gg'vpi u'chgt'y g'y qtnkpi 'f c { 'cpf 'r ctv'ek'v'kpi 'kp'k'pvtgpcvqp'cn'tcxgn0<sup>73</sup>"  
 Rgpp { 'P gy o cp'gztguugf "eqpegt'y cv'y qo gp'f qevtu'kp'i gpgtci'r tceveg"  
 y gtg'pqv'r tqo kpgpv'qp'go gti kpi 'Enkplecn'Ego o kuukplpi 'I tqwr u'EEI u+lp"  
 4233.'rcenkpi 'kp'eqphk'peg'cpf "gztgevcvqp0<sup>74</sup>"Vj g'*Health Service Journal*  
 kp'4236'pqvgf 'y ku'y cu'pqv'c'r tqdngo 'tgrv'gf "uqngn { 'v'o gf lecn'y qo gp0

<sup>69</sup>"Mcj t { p'U'Ve { mgt'gv'cn'0'Ectggt'Rtqi tguukqp'cpf 'F gukpcvqp'u'Ego r ctkpi 'O gp'cpf "  
 Y qo gp'kp'y g'P J U'Rquv'cn'S wguukppckg'Uwtxg { u0'BMJ'55: .5'5'Lxpg'422; +."  
[j wr <lf z f qk qti B208358 do l013957">j wr <ly y y qwti lecrectggtuteugpi qe0wnly kpu"](#)  
 \*ceeguugf "47'Cwi 04237+0'

<sup>48</sup> Lcp'g'P qf gp."oNguu'y cp'Hwnko g'Eqpuwncpv'Ectggtu.0'Vj g'Tq { cn'Eqngi g'qh"  
 Cpcguj g'ku."j wr <ly y y teqc0ewnectggtu/cpf/vtclpki lngu/hwnko g'eqpuwncpv/ectggtu"  
 \*ceeguugf "42'Lxpg'4237+.

<sup>6</sup> 'O ct { 'Cp'p'Gnuqp."'"Continuity and Change: Women's Medical Careers in the 1960s,  
*Today (and Tomorrow?)*.0 r tguvpcvqp'cv'Uqo gtxkng'Eqngi g'O gf leu'Eqphgtpeg'35"  
 O ctej "4232="KqdgriCmgp."oY qo gp'F qevtu'cpf 'Vj gk'Ectggtu<Y j cv'P qy A0'BMJ,"  
 Gf wcvqp'cpf 'F gdcv'553'32'Ugr v04227+<78; /940'

<sup>72</sup>Cmj qwi j 'cv'y g'ko g'qh'y tkkpi 'y g'ej cku'qh'y g'TER'Nqpf qp+.'TEI R'cpf 'TEU'  
 \*Gpi rcpf +ctg'cnly qo gp0"

<sup>73</sup>Lcp'g'F cetg."oRgtur gev'xgu.0'The Lancet'595'47'Cr tki'422; +<363: 0'

<sup>74</sup>Rgpp { 'P gy o cp.'Releasing Potential: Women Doctors and Clinical Leadership  
 \*Eco dtkf i g<P J U'O kf rcpf u'cpf 'Gcu."4233+.'52.'440'

Y qo gp'y gtg'lp'yj g'o kptkv{ 'cetquu'cmj gcnj 'ugt'xleg'hgcf gtuj kr 'vgco u0<sup>75</sup>"  
 J qy gxgt. 'Lcp'g'P qf gp'r qkpw'vq'cpcguj g'k'u'y j gtg'y qo gp'cpf 'o gp'y gtg'  
 cdng'vq'eqo d'kg'y qtnkpi 'kp'r ctv'vko g'ectggt'i tcf g'r quu'y kj 'cf f'k'kqpcn'  
 gf wecvkqpcn'cpf 'j qur kcn'twuv'tqngu0<sup>76</sup>"Ncem'qh'tqng'o qf gnu'o c{ 'u'kmd'g'c"  
 r ctv'ewrt 'kuwg'hqt'yj g'cewg'o gf kcn'cpf 'uwti kcn'ur geknkgu0<sup>77</sup>"C'uwwf { "d{ "  
 yj g'O Y H'lp'4236"eqphkto gf 'yj cv'y qo gp'y j q'j cf 'tqng'o qf gnu'lp'o qtg"  
 ugpkqt'r qukkqpu"/"gkj gt'o gp'qt'y qo gp"/"y j q'r tqxkf gf 'kpf k'kf wcrkugf "  
 uwr r qtv'cpf 'gpeqwtci go gpv'lp'yj gk'o gf kcn'lectggtu'y gtg'o qtg'hkngn{ 'vq'hgn'  
 yj g{ 'hkwgf 'lp'y kj 'ugpkqt'o gf k'u'cpf 'j cf 'j ki j gt'rgxgn'qh'ectggt'co d'k'kp0<sup>78</sup>"  
 Y qo gp'j cxg'yj gtghqtg'o cf g.'cpf 'ctg'eqpv'k'kpi 'vq'o cmg.'gpqto qwu"  
 r tqi tguu'y kj lp'o gf lekpg0'Vj ku'r tqi tguu'j cu'u'kmd'ggp'o wej 'o qtg'i tcf wcn'  
 yj cp'lp'r wdrke'j gcnj . 'r quukdn{ 'd'gecwug'yj gtg'y cu'pq'ej cpi g'lp'yj g'dcug"  
 u{ u'go 'qt'uj k'v'lp'r qy gt'tgrcvkqpuj kr u'qy ctf u'gs wcrkv{ 'cu'yj gtg'y cu'lp'  
 eqo o w'kv{ 'o gf lekpg0'  
 "

Vj ku'tgugctej 'j cu'eqxgtgf 'yj g.'j kj gtvq.'wptgeqtf gf 'gxqnw'k'p'qh'r wdrke"  
 j gcnj 'y qo gp'f qevqtu'dgwy ggp'3; 96'cpf '3; ; 30'K'j cu'q'w'k'p'gf 'yj gk"  
 r tqo q'v'k'p'v'ectggt'i tcf g'lp'o gf lekpg'cv'c'vko g'y j gp'yj ku'y cu'j ki j n{ "  
 w'p'w'w'cn'yj gp'tgxkgy gf 'yj gk'r tqi tguu'dg{ qpf 'ectggt'i tcf g0""Vj g'tgugctej "  
 j cu'eqo r ctgf 'yj g'oi gpf gt'pgwtcmö"cr r tqcej 'cf qr vgf 'y kj lp'eqo o w'kv{ "  
 o gf lekpg'h'qo '3; 94'y kj 'yj g'j kgtctej kcn'cpf 'r { tco k'f cni'utwewtg."  
 f qo k'p'cvgf 'd{ 'o gp.'cetquu'yj g'tguv'qh'o gf lekpg'cpf 'gzco k'p'gf 'j qy 'hct'y ku"  
 j gnr gf . 'qt'j k'p'f gtgf . 'y qo gp'f qevqtu'ectggt'f g'xgnr o gpv0'Vj ku'r qengv'qh"  
 r tqi tguu'ecmu'hqt'c'tg/gzco k'p'cv'k'p'qh'j qy 'y qo gp'f qevqtu'j cxg'dggp"  
 r gtegxgf 'lp'yj g'hkgtcwtg'qh'y qo gp'lp'o gf lekpg0'Qpg'tgh'ge'v'k'p'h'qo 'yj ku"  
 t'gugctej 'ku'yj g'lo r q'v'c'peg'qh'p'q'v'cf qr v'k'pi 'yj g'r t'gx'ck'k'pi 'x'kgy u'qh'yj g'vko g0"  
 Rwdrke'j gcnj 'y qo gp'f qevqtu'o cf g'r tqi tguu'dw'y gtg'u'k'k'x'g't'q'ng'f . 'cm'pi "

<sup>75</sup>"Health Service Journal."Uwr r igo gpv'ö'k'p'ur k'c'v'k'p'cni'Y qo gp.ö"33'Lwn{ '4236-0'

<sup>76</sup>"P qf gp."Consultant Careers."

<sup>55</sup> Lcp'g'J T'Qdgtw.ö'Vj g'Hgo k'p'k'v'k'p'qh'O gf lekpg.ö"BMJ Careers"\*: 'Lcp04227+."

j w-r-y y ö'ctggtu0lo l0eqo 'lectggtulcf xleg'k'kgy /ctv'engj vo n'kf ? 826""ceeguugf '47'Cwi 0' 4237-0

<sup>56</sup> Mo 'R'gvtu'g'v'cni'The Role Models Who Sustain Medical Women's Career Engagement  
 \*O Y H'0 c{ "4236+."4."

j w-r-ly y y ö gf k'cny qo gp'uhgf g'c'v'k'p'0'iti ö'w'k'ko ci gu'IO Y H'aT'qngaO qf g'nT'gr q'taO c{ a42 36"

aH'P'CN0'f'h"\*ceeguugf 'L'xpg'4237-0'

"0

y kj "qy gt'uweeguuhw'y qo gp'f qevqtu'lp'uo cml'ur geknkgu."dgecwug'yj g'hqewu"  
y cu'qp'yj g'o qtg'j ki j "r tqhkg'o gf lecn'cpf "uwti lecn'f kuekr nkgu'd {"  
eqo o gpwqtu'cpf 'j kuqtkcpu'cnkg0"Kt'gxkgu gtu'j cf 'f wi "c'hwng'f ggr gt."  
yj gtg'o c {"j cxg'dggp"qr r qtwpkkgu'hqt'f khtgpv'cr r tqcej gu'vq'dg'cnngp'vq"  
ckf'y qo gp'f qevqtu'ectggt'f gxgnr o gpv'cv'yj g'vko g0"Cu'k'y cu."yj g'cr r tqcej "  
cnngp'qh'kptqf welpi 'j ch'j gctvgf 'lpkkgvkgu'hckngf "vq'j cxg'o wej "qh'cp"  
ko r cev0"

''''

Uqo g'lpvgtgukpi 'r tqr qukkqpu'j cxg'dggp'yj tqy p'wr 'd {"yj g'tgugctej 0'  
Gucdrkuj kpi 'j qy 'r wdne'j gcnj "qr gtcvgf "cu'c'f kuekr nkg'lp'y j lej "o gp'cpf "  
y qo gp'j cxg'eqo r tkugf "tqwi j n {"gs wcn'pwo dgtu'ukpeg"3; 96'ecp'j gr 'kphqto "  
hwwtg'r mppkpi "qh'c'o gf lecn'y qtnhkteg'yj cv'ku'pqy 'r tgf qo kpcpwn' 'hgo cng0'  
Y qo gp'f qevqtu'hcwn'g'vq'o cng'o qtg'ej cpi gu'vq'yj g'o gf lecn'r { tco kf "cu"  
yj g {"cr r tqcej gf 'pwo gt lecn'uw r gkqtkv {"o c {"tgrcv'pqy "vq'yj gk'eqpvkpwkpi "  
nem'qh'r tqo kpgpeg'lp'ngcf gtuj kr 'r qukkqpu0'Ej ctvpi 'yj g'gpv {"qh'r wdne"  
j gcnj 'y qo gp'f qevqtu'lp'uwdupvkn'pwo dgtu'lpvq'vqr 'r quw'lp'yj g'PJ U'  
utwewtgu'j cu'uj qy p'yj cv'i kxgp'yj g'tki j v'gpxkqpo gpv'y qo gp'ecp"  
wvf gtcnng'hwn'vko g'utcvgi ke'ngcf gtuj kr "tqngu0"Kpvtxkgu u'eqpf wevgf "hqt'yj ku"  
tgugctej 'j cxg'utcvgi "vq'gzr nqtg'j qy "uq'o cp {"y qo gp'o cpci gf "vq'eqo dkg"  
hwn'vko g'utcvgi ke'tqngu'y kj "f qo guke'tgur qpukdkkkgu0Hwt yj gt'y qtn'ku"  
pggf gf "vq'wvf gtucpf "dgwgt'yj g'eqo r ngzkkgu'qh'r wdne'j gcnj "utcvgi ke"  
ngcf gtuj kr ."dcn'pelpi ."cu'k'f qgu."eqtr qtcvg"ceeqwpcdkkv {"cpf "c'r wdne"  
r tqhkg'y kj "wukpi 'kphwpgpeg'hqt'j gcnj "i clp'y kj kp'c'o cpci gkcn'u'ungo 0'  
Tgugctej 'kp'vq'yj ku'ko r qtcvpv'ctgc"ecp"qpn {"dgpgh'vq' qo gp'vqf c {"y j q'ukn'f q"  
pqv'r tqnhtcv'cv'vqr "cdngu0Wpwn'yj gp'o gtg'gpeqwtci go gpv."gzj qtcv'kqpu'qt"  
svqvc'u'ungo u'o c {"r tqxg'htwkguu0'

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"

Rtlo ct { "Uqwtegu"

"

CTEJ KGU"

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c+Tgr qtw"

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UC IO Y HII 06: 050HM(69)6: *Working of Re-provision of Part-time Postgraduate Training Posts for Women Doctors 1976-7*. Ngwgt'htqo 'C0' I twpgdgti 'q'Uk'J gpt{ 'I gmqy rggv'39'P qx03; 980' ""

UC IO Y HII 073"Recruitment - Medical Students 1977-90' ""

UC IO Y HID644: 0Careers Symposium,"Women in Medicine - What is Our Future?"9 March 1979. ""

UC IO Y HII03; 0Survey on 1974 Medical School Entrants 19810' ""

UC IO Y HII09130House of Commons Social Services Committee on Medical Education 1980-1.

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UC IO Y HII0370Women Doctors' Career Patterns 1975-82.

Uwo o ct{ 'Tgr qtvlhqt'O Y H0Cwf tg{ 'Y ctf. 'Dtkcp'Hicpeku.'Ecyj gtlpg' F cxkuqp.'Grl cdgy 'Gppku.'Lcpgv'O qttkuqp00Ectggtu'qh'O gf lecn'Y qo gp,ö" O gf lecn'Ectg'Tgugctej 'Wpku.'F gr ctvo gpv'qh'Ego o wpk{ 'O gf lecpg." Wpkxgtuk{ 'qh'Uj ghkgrf 'O gf lecn'Uej qqr0Lcp03; : 30' ""

Tgr qtvlhqt'yj g'O Y H'3; : 40O ct{ 'Cp'Gnvqp.'öY qo gp'F qevqtu0Ectggt' Rcwgtpu'3; 97/: 4/"C'Ego r ctkuqp'qh'Hkpf kpi u'Tgr qtvgf 'kp'L0Rctnj qwug'cpf " T0C0F ctvp.'3; 9; . "Ur gekcnkv'O gf lecn'Vtckpki 'kp'Dtkckp<'Uwtxg{ 'qh'yj g" J qur kcn'Ur gekcnkv'kp'3; 97.0'cpf 'C0Y ctf. "Ectggtu'qh'O gf lecn'Y qo gp" 3; : 3000' ""

UC IO Y HID0613160Women, Health and Work: Proceedings of the MWF 70th Anniversary Symposium"26 Nov. 1987. Rcr gt'd{ 'KqdgriCmgp0 öY qo gp'F qevqtu'cpf "Vj gk'Ectggtu00' ""

UC IO Y HII 07130Recruitment of Medical Students 1977-98. ""

d+'Ego o kwgg'O ggkpi u" Gzgewkxg'Ego o kwgg<' ""

UC IO Y HIC040 'Lwn{ '3; 83/F ge03; 890' ""

UC IO Y HIC041; 'Lcp03; 8; /Lwpg'3; : 20' ""

Ectggtu'Ego o kwgg<

UC IO Y HIC061370'

Lwpg'3; 970Part-time Training in General Practice for Married Women Doctors.

3; 9; 0L0UOP qtgn0öY qo cpau'Y qtm' Cp'Gps wk{ 'kpq'yj g'K6 r cev'y j lej 'yj g" Kpetgculpi 'Tgetwko gpv'qh'Y qo gp'F qevqtu'O c{ 'J cxg"qp'Hwwtg'I gpgtcn' Rtcevweg00' ""

e+"S wctvgtñ{ 'P gy ungvgtu"cpf 'Lqwtpci'  
 UC IO Y HID04 B0Hgd03; 440õO gf lecn'Y qo gp"cpf 'Rwdrke"J gcmj "Y qtnõ"  
 "  
 UC IO Y HID04 I40P qx03; 450'  
 "  
 UC IO Y HID04 I50Lwn{ '3; 470'  
 "  
 UC IO Y HID04 I60O ctej '3; 4; 0'  
 "  
 UC IO Y HID04 I80Lwn{ '3; 540' "  
 "  
 UC IO Y HID04 B6 I430Lwn{ '3; 830'" "  
 "  
 UC IO Y HID04 B B6 I460Lwn{ '3; 890'  
 "  
 UC IO Y HID04 B6 I470Cwi 03; 8; 0'  
 "  
 UC IO Y HID04 B6 I530Qev03; 940'  
 "  
 UC IO Y HID04 I57/7703; 9; 0Grk cdgyj "Uj qtg0õRgtur gev&gu'hqt"Y qo gp"  
 F qevqtu<"C'Rgtuqpci'Xlgy 0'" "  
 "

# **FCM/FPHM (visited June 2011 and Sept. 2014)**

c+"HEO '3; 92/F ge03; ; ; "  
 O kpwgu'qh'O ggkpi u."cpf 'Tgrgxcpv'Rcr gtu<"  
 38"Lwn{ '3; 920'Working Party to Consider the Setting Up of the FCM0'  
 "  
 3; 'Hgd03; 93.'7"O c{ '3; 930'Rtqxkukqpci'Eqwpek0"  
 "  
 33'Hgd03; 94.'47"Lcp03; 940'Rtqxkukqpci'Dqctf 0'  
 "  
 37"O ctej '3; 940Kpcwi wtcn'O ggkpi "qh'yj g'HEO 'Dqctf 0'  
 Dqctf 'O kpwgu<"35"Lwn{ '3; 94/44'F ge03; ; ; 0"  
 Gf wecvkp'Eqo o kvgg<"32"Qev03; 96.'32"O c{ '3; 96.'3: 'Cr tki3; ; 7.'49"Qev0'  
 3; ; : 0'  
 Vtclpgg'O go dgtu'Eqo o kvgg<"3"Ugr vB; ; 3.'4: 'P qx03; ; 70'  
 Hcewn{ 'Cf xkugtu'Eqo o kvgg<"39'Hgd03; ; 4/3; 'Lcp03; ; ; 0'  
 Qvj gt<"  
 34'Lcp03; 9; 0O ggkpi 'dgwy ggp'Eqo o wkv{ 'O gf lekp'Equwncv&g"  
 Eqo o kvgg"cpf 'F J UU0'  
 0'

42'Cr tkl3; ; 50'Vguu'I tgcml{0õRtqi tguu'Tgr qtv'vq'yj g'TER'Y qtnkpi 'Rctv{'qp"  
Rctv'ko g'Y qtmkp'Ur gekrkuv'O gf lekp g6'"  
"

d+'HRJ O '\*Itqo 'F ge0' ; +"

Dqctf 'O kpwgu<37/38'O ctej '3; ; 2/44'Hgd03; ; 50'

"

**BMA (visited Nov. 2010, June 2011, May 2014, Oct. 2014)**

c+'Rwdrlk'J gcnj 'Eqo o kwgg'O ggkpi u'52'O ctej '3; 38/37'Hgd03; 96"

Dqctf 'O kpwgu0'

Gzgewkxg'Uwd/Eqo o kwgg<: 'Hgd03; 93/49'O ctej '3; 960'

"

P qvgu'qh'O ggkpi 'dgy ggp'Tgr tguwpvcxgu'qh'yj g'DO C'cpf 'yj g'F J UU'htq"  
F kuewukqp'qh'Ucrct { 'Utwewtg'Hqmqy kpi 'P J U'Tgqti cplucvqp'9'P qx03; 940"

Rwdrlk'J gcnj 'Uwd/Eqo o kwgg'O ggkpi 'qp'Kvgi tcvqp'qh'yj g'P J U': 'O ctej "  
3; 8: 0'

d+'EEEE '\*Egptcn'Eqo o kwgg'qh'Eqo o wplv{ 'O gf lekp g+'Itqo 'Qev03; 96"

Dqctf <34'P qx03; 96/3: 'Ugr v03; ; 60'

Gzgewkxg'Uwd/Eqo o kwgg<7'P qx03; 98/6'P qx03; ; 40'

P gi qvkvpki 'Uwd/Eqo o kwgg<36'Lwpg'3; 99/4; 'Cr tkl3; ; 40'

Vtclpggu'Uwd/Eqo o kwgg<32'F ge03; ; 40'

"

O kpwgu'htqo 'c'O ggkpi 'qh'yj g'Lqkv'P gi qvkvpki 'Dqf { 'htq'F qevqtu'lp"  
Eqo o wplv{ 'O gf lekp g'cpf 'yj g'Eqo o wplv{ 'J gcnj 'Ugtxleg'45'Hgd03; 980'  
"

'e+'EO EJ '\*Eqo o kwgg'qh'Eqo o wplv{ 'O gf lekp g'cpf 'Eqo o wplv{ 'J gcnj +"  
htqo 'Lwn{ '3; ; 5"

Dqctf <35'Lcp03; ; 6/4; 'Ugr v03; ; ; 0"

P gi qvkvpki 'Uwd/Eqo o kwgg<3; 'Lwn{ '3; ; 6/3; 'Lwn{ '3; ; 20'

Lqkv'P gi qvkvpki 'cpf 'Gzgewkxg'Uwd/Eqo o kwgg<43'P qx03; ; 5/34'Qev0'  
3; ; ; 0'

f+'ERJ EJ '\*Eqo o kwgg'qh'Rwdrlk'J gcnj 'cpf 'Eqo o wplv{ 'J gcnj +'htqo 'Ugr v0'  
3; ; 2"

Dqctf <4; 'Cr tkl3; ; 3.'39'Lcp03; ; 40'

P gi qvkvpki 'Uwd/Eqo o kwgg<4; 'P qx03; ; 20'

"

g+Rcr gtu."Y qtnkpi "Rctvku"cpf "F qewo gpw"

*Memorandum of Evidence to the Royal Commission on Medical Education  
June 1966*"8329+0

*Correspondence in Association with Working Party to Consider Steps to  
promote Improved Efficiency in the Organisation of Medical Work in the  
Hospital Service 1965-74.*

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Administrators in the Health Service and to Make Recommendations  
Regarding the Provisions Required for their Training (Hunter Working  
Party)<*

Ngwgt'htqo "DO C"vq"Ugetgvct { "qh"Ucvg"39"Cr tkl"3; 920"  
Ngwgt'vq"DO C"Rwdrlk"J gcnj "Eqo o kwgg'O ggkpi "46"Cwi 03; 920"  
Gxkf gpeg"5tf "F tclv+hqt"DO C"Eqo o kwgg'O ggkpi "33"Ugr v03; 920"  
Gxkf gpeg"qh'yj g"UCO Qu"vq"yj g"Y qtnkpi "Rctv\ "qp"O gf lecn"Cf o kpkutcvqtu"cu"  
Co gpf gf "vq"Vcng"Ceeqwpv"qh'yj g"Xlgy u"qh'yj g"DO C"vq"O gf lecn"  
Cf o kpkutcvqtu"l tqwr "3; 920"  
F J UU'Rtguu'T gngcug06Rtgr ct kpi "Ugpkqt"J gcnj "Uchl'hqt"v"Py "Kvgi tcvgf "  
J gcnj "Ugtxleg06"P q0931; 40"  
F J UU'Gzgewkxg"Ngwgt"O IP 39; 124I -0Kuwgf "P qx03; 930"  
LEE"Tur qpug"39"Cwi 03; 940"  
I gpgtcn'Rtcevleg"Tur qpug"Cwi 03; 940"  
TEQI "Tur qpug"5"Cwi 03; 940"  
Egptcn'Eqo o kwgg'hqt"J qur kcn'O gf lecn'Ugtxlegu"P qx03; 940"  
TER'Tgr qtv"qh"Ur gekcn'O ggkpi "7"Qev03; 940"  
"

Rwdrlk"J gcnj "Gzgewkxg"Uwd/Eqo o kwgg'Rcr gtu'hqt"O ggkpi "49"O ctej "  
3; 96."RJ 362/50

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1973 and Oral Report on Part-time Training Posts for Married Women  
Doctors of Working Party on Training Programmes of Council for  
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"

LO O HHI "5 19: 140Rcr gt06Qxgtugcu/dqtp"F qevqtu"lp"yj g"P J U06"

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on Medical Manpower - Fact-finding Group 1978-9.

"

DO C"cpf "HEO .""The State of Community Medicine: Discussion Document.  
Report of a Joint Working Party 3; 9; "F wpecp"Tur qtv0"

"

*Correspondence for Working Party on Medical Manpower 1978 45"� ge0'  
3; 9; 0'*

I gpgtcn'O gf lecn'Ugtxlegu'Eqo o kwgg0'Report of the New Charter Working  
Group. Hgd03; 9; 0

*Working Party on Careers Progress of Women Doctors 1988/9-1989/90,"*

5T gr qt v'qh'Eqwpekn'Y qtnkpi 'Rctv{ 6"

"

"

#### **JCC (held at RCOG, visited October and November 2010)**

O kpwgu'qh'O ggkpi u<"

E51413<52"Qev03; 850'

"

E51417<4: "P qx03; 88."46"Lcp03; 890"

O ggkpi "dgwy ggp'yj g'O kpkmt { "qh'J gcmj "cpf 'IEE'49"Cr tkl'3; 870'

"

E51418<"Qev03; 880'

"

E5141: <45"Lcp03; 8: 0"

"

E514135<37"Qev03; 960'

"

E51413: <46"Lcp03; 9: 0'

"

Rcr gt u<"

E514132."*Memorandum for Council Meeting. President's Report on Meeting of the Standing Medical Advisory Committee and Central Health Services Council, 13 July 1971.*"

"

C6137153."*Medical Education and the JCC 1972-4.*

"

C6139169."*President's Correspondence 1979-81.*"F ge03; : 20'

"

#### **NATIONAL ARCHIVES (visited August 2015)**

RTGO "3714432"3; 93/3; 94"Uqekcn'Ugtxlegu<"

Tgh'S 264.'Ecdkpgv'Dtghkpi 0Reconstruction of the Scottish Health Services:  
*Draft White Paper*0ER\*93+: 6036'Lwn{ "3; 930'

"

RTGO "3714433"3; 94/3; 95<"

Tgh'03024443.'Dwtng'Vtgpf .'Ecdkpgv'Dtghkpi 0Reorganisation of the  
*National Health Service in England and Wales.* ER\*93+64+.'ER\*93ER\*94+9; "  
cpf ": 2."4053"O ctej "3; 930'

"

Tgh'0C25; : 5.'Dwtng'Vtgpf .'Ecdkpgv'Dtghkpi 0National Health Services  
*Reorganisation: Top Salaries.* ER\*95+770'

"

"

"

"

"

QTCN"K VGTXKGY U"

42"ugo k/utwewtgf."qtcn'j kwt{/cnkpi 'kpvgtxkgy u'y gtg'wvf gtcnkp"d{"y g"  
tgugctej gt'ur gekh'ecm{"hqt'y k'tgugctej 0"

8"kpvtxkgy ggu'y gtg'ugpkqt'o gf kecn'y qo gp'kp'f kuer kpgu'qvj gt'y cp'r wdrk"  
j gcnj 0"kpvtxkgy u'y gtg"eqpf wevgf "422;/330'

36"kpvtxkgy ggu'y gtg'ugpkqt'r wdrk'j gcnj "f qevqtu"\*33'y qo gp"cpf 'y tgg"  
o gp+0"kpvtxkgy u'y gtg"eqpf wevgf "dgw ggp"4236/370'

"

"

Ugeqpf ct { "Uqwtegu"

NK\GT C VWT G"

Cej guqp. "Gf 0öErtceleg"cpf "Eqo o wkv { "O gf lekpgö BMJ"4"8"Qev0  
3; 9; +<: : 2/30"

"

Cmnp. "Kqdg0Doctors and Their Careers. Nqpf qp<Rqke { "Uwf lgu"Kpukwwg."  
3; : : 0"

"

Cmnp. "Kqdg0Doctors and Their Careers: A New Generation. Nqpf qp<  
Rqke { "Uwf lgu"Kpukwwg."3; ; 60"

"

Cmnp. "Kqdg0Y qo gp "F qevqtu"cpf "Vj gkt "Ectggtu<"Y j cvP qy Aö BMJ"553."  
9738"32"Ugr v04227+<78; /940'

"

Cpf gtup. "IöCF 0cpf "RöCF tcr gt0öVj g"Cwcej o gpv'qh"NqecniCwj qtkv { "  
Uchh"vq"l gpgtcniRtcelegö The Medical Officer EZXK"3; 89+<3330"

Cwf kvEqo o kukqp0Their Health, Your Business: The New Role of the  
District Health Authority. "Nqpf qp<J O UQ."3; ; 50"

"

Dcpf wtc. "Cndgt0Social Foundations of Thought and Action: A Social  
Cognitive Theory. Gpi rgy qqf "Erkhu. "P gy "Lgtug { <Rtgpveg"J cm"3; : 80"

Dcwo . "Ht cp0The New Public Health. 4pf "gf p0O gndqwtpg<Qzhqtf "  
Wpkxgtukv { "Rt guu."42240'

"

Dgcwo qpv. "Dgtgpleg0öVtcklpi "cpf "Ectggtu"qh"Y qo gp "F qevqtu"lp"vj g"  
Vj co gu"Ti gi kpuö BMJ 3."8328"43"Lcp03; 9: +<3; 3/50"

"

Dgcwo qpv. "Dgtgpleg0öUr gekcniRtqxkukpu"ht"Y qo gp "F qevqtu"vq"Vtckl"cpf "  
Rtcevg"lp"O gf lekpg"chgt"l tcf wcvkp<C"Tr gr qtv'qh"Uwt xg { ö"Medical  
Education"35"3; 9; +<4: 6/; 30'

Dgcwo qpv. "Dgtgpleg"cpf "CpPg"l twpgdgti 0öVj g"P gy "EqpuwncpvEqpwtcev"  
cpf "Y qo gp "Ugpkqt"Ti gi kwtctuö BMJ 3."837; "5"Hgd03; 9; +<57; /820"

"

Dggej co . "Npf c0öY qo gp "lp"O gf lekpgö BMJ"4: 7"53"Lwn { "3; : 4+<5; 2/30"

"

Dgm "G00 qdgtng { 0Storming the Citadel: The Rise of the Woman Doctor.  
Nqpf qp<Eqpuvcdng."3; 750"

"

Dgttkf i g. "Xkti kpk0öJ kvqt { öv"lT qng"lp"Rqke { "O cnkpi ö"Medical History"74"  
\*422: +<533/480'

"

Dgttkf i g. "X. "F ö0Ej tkvkg"cpf "G00 0Vcpug { 0gf 0Public Health in the 1980s  
and 1990s: Decline and Rise? Nqpf qp<"Y gneqo g"Y kpguugu"vq"Vy gpvgj "  
Egpwt { "O gf lekpg"Xqno g"48."42280'

"

Dgttkfi g. "Xlti lplc. "O ctvlp "I qtumf "cpf "Crgz "O qnf 0Public Health in History."  
O clf gpj gcf <Qr gp "Wplxgtukf "Rtguu. "42330"  
"

Dgy rg{. "Dgwrcj "T0cpf "Vj qo cu"J 0Dgy rg{0dJ qur kcnF qevqtuøEctggf "  
Utwewtg"cpf "vj g'O kwug"qh'O gf lecn"Y qo cpr qy gt0The Lancet"4"; "Cwi 0"  
3; 97+<492/40"  
"

BJME. "Gf kqtkcn"7"; 93+<4/60"

BJME. "Gf kqtkcn"9"; 95+<358/670"  
"

BJME. "Gf kqtkcn"0dO gf lecn"Uej qqnRrcgu"lp"Dtkclp0": "3; 96+<4/70"  
"

Drcem"P lenicpf "Grk cdgvj "Vj qo ruqp0dQducergu"vq"O gf lecnCwf k<Dtkkuj "  
F qevqtu"Ur gcn0" kPThe Politics of the Welfare State, gf 0Cpp"Qcmg{"cpf "C0"  
Uwucp"Y kncu u."349/680Nqpf qp<Vc{mt"cpf "Hcpeku."3; ; 60"  
"

Dmwi tcuu."Mgtt{. V0Ngurk"F wpp"cpf "H0Y 0I cuqp0dO cttkcf "Y qo gp"  
F qevqtuøVtclpki "cpf "Tg/go r m{ o gpvUej go gu"lp"vj g"Y guv'O kncpf u"  
Tgi kqp"y kj "Rctvkwrt"Thgtgpeg"vq"Ru{ej kvt{0Medical Education"32"  
\*3; 98+<4; 9/5230"  
"

BMJ. "dO gf lecn"Gf wecvkqp"qh"Y qo gp0"4."5336 \*6"Ugr v03; 42+<5890"  
"

BMJ. "dRt gxgpvkg"O gf lekp"cpf "vj g'O kplm{"qh"J gcnj 0"4."5343 \*45"Qev0"  
3; 42+<8570"  
"

BMJ. "dRwdnle"J gcnj "3; 3; /420 4."5345 \*8"P qx03; 42+<928/90"  
"

BMJ. "Gf kqtkcn"0dO gf lecn"O cpr qy gt<KK/"Y qo gp"lp"O gf lekp0"3."8223"  
\*32"lcp03; 98+<9; /; 40"

BMJ0dHtqo "vj g"Eqwpekn0"4."8365 \*9"Qev03; 9; +<32560"  
"

BMJ. "O gf lecn"O cpr qy gt."Uchhpi "cpf "Vtclpki "Tgs wkt go gpw/"Tgr qtv"qh"  
Eqwpekn"Y qtnkpi "Rctv{0"3."8396 \*3; "O c{"3; 9; +<3587/9; 0"  
"

BMJ. "Gf kqtkcn"0dTgi kwtctu"lp"vj g"3; : 2u0"3."8396 \*3; "O c{"3; 9; +<34; ; /  
35220"  
""

BMJ. "Gf kqtkcn"0dY qo gp"lp"J qur kcn"O gf lekp0"4: 3."8464 \*35"Ugr v0"  
3; : 2+<8; 5/60"  
"

BMJ. "dHtqo "vj g"LEE"/"Rtktkkgu"ht"Eqpuwncpv"Gzr cpukp0"4; 2 \*4"Hgd0"  
3; : 7+<62: 0"  
"

BMJ0dHtqo "vj g"LEE"/"Rctvko g"Ugplqt"Tgi kwtct"Vtclpki 0 4; 2 \*4"  
Hgd0; : 7+<62: 0"  
"



BMJ. "ðJ gcnj "Ugtxleg'O cpci go gpv'cpf "vj g'Ego o wplv{ 'Rj {ulekcp<Lqkp'v  
Ucvgg gpv'htqo "vj g'HEO "cpf "TER04; 3 \*3; "Qev03; : 7+<33660"

Dqmqp/O ci i u. "Rcwr. "J 0"Xkxkpppg"Xcp"Uqo gtgp"cpf "Hcpegu"Ngthqtf 0'  
ðVj g'P ggf "hqt'Rctv'ko g'Y qtnk"C"Uwtxg{ "qh'F qevqtu"Vgp'I gctu"chgt"  
I tcf wcvkqp0"British Journal of Hospital Medicine r6; \*3; : : +<635/80"  
"

Dqwtf kgw."Rlgttg0Distinction: A Social Critique of the Judgement of Taste.  
Cdkpi f qp<Tqwwgf i g. "3; : 60"  
"

Dtqy p."TQ U0Reorganising the National Health Services: A Case-study in  
Administrative Change."Qzhqtf <"Dcukl'Drceny gm "O ct vkp" Tqdgwqp. "3; 9; 0"  
Dwtng. "E0Y 0ðRctv'ko g'Vtcklpi "lp" I gpgtcn'O gf kecn'Ur gekcnkgu0 BMJ 4: 9"  
\*: "Qev03; : 5+<3259/; 0"  
"

Dwtng. "E0Y 0cpf "P 0C0Drcen0ðRctv'ko g'Ugplqt "Tgi kwtctu. "Tgi kwtctu. "cpf "  
Ugplqt "J qwug "Qhlegtu"lp" I gpgtcn'O gf kelpg"cpf "ku"Ur gekcnkgu<"C" Tgr qtv'vq"  
vj g" Tq{ cn'Eqngi g'qh'Rj {ulekcpu0 "BMJ" 4: 9\*: "Qev03; : 5+<3262/60"  
"

Ectpcm"Eqrk0C0Managing Change in Organisations. "5tf "gf p0J ctrny <"  
Rtgpvleg"J cml'Gwtqr g. "3; ; ; 0"  
"

Ej gwpi . "Hcpp{ "O 0cpf "F kcpg"HOJ crr gtp0ðRqy gthwn'Ngcf gtu'F ghkpg"  
Uweegu'cu"Y qtnl- "Hco kn{ "lp" c" Ewawtg'qh'I gpf gt0" American Psychologist  
87. "5" \*Cr tkl'4232+<3: 4/50"  
"

Erctm"LE0F 0Our Shadowed Present: Modernism, Postmodernism and  
History0Nqpf qp<"Cvcpvle" Dqqmu. "42250"  
"

Er{ f gp0C0F 0cpf "Lco gu" Rctnj qwug0ðCmqecvkqp"qh'Rtgtgi kwtcvkqp"Rquw.0  
BJME"7" \*3; 93+<7/340"  
"

Eqendwtp. "E {pyj k0ðHqgy qtf 0"lp" Gender at Work. "gf 0Cpp" I co g"cpf "  
Tqugo ct { "Rtlpi rg. "; /330Nqpf qp<"Rnwq. "3; : 60"  
"

Community Medicine. "Gf kqtkcn0ðTgr qtv'qh'vj g" Tq{ cn'Ego o kuukqp"qp"vj g"  
P J U00"3. "6" \*P qx03; 9; +<493/60"  
"

Community Medicine. "ð-Rcvkpw" Hktuw<"Ego o gpv'qh'vj g' Hcewml{ "qh"  
Ego o wplv{ "O gf kelpg0 5" \*Cwi 03; : 2+<479/; 0"  
"

Community Medicine0Gf kqtkcn0ðTgr r tckucn'qh'Vtcklpi 0 5" \*Cwi 03; : 3+<  
3; ; /; 20"  
"

Community Medicine. "Gf kqtkcn0ðEgo o wplv{ "O gf kelpg"lp"vj g" Tgutwewtgf "  
P J U00 5" \*Cwi 03; : 3+<542/; 0"  
"

Community Medicine0Gf kqtkcn0ðUr gekcnkv"Vtcklpi "lp" Ego o wplv{ "  
O gf kelpg0 6. "3" \*Hgd03; : 4+<6: /950"

Community Medicine."öY qtnkpi 'k'qw'Vqi gj gt<Tgr qtv'qh'yj g'HEO "  
Vtcklpi 'Eqphgtgpeg"; : 3ö'5'\*Cwi 03; : 4+<457/650"  
"

Community Medicine. "öVtcklpi <Tgeqi pklqp"qh'UJ Q'Rquu'hqt'I gpgtcn'  
Rtqhguukqpcn'Vtcklpi ö 7."6"\*P qx03; : 5+<555/70"  
"

Community Medicine."öTgr qtv'qh'CI O '3: "Lxpg"3; : 9<Tgi kwtctöu'Tgr qtvö"  
; '\*3; : 9+<5; 80"  
"

Eqqm'Ej tkvqr j gtöökpwgtxky 'y kj 'F co g'Tqugo ct{ 'Twg0Journal of Public  
Health, 48."5"\*4226+<442/; 0'  
"

Etqqm'Vqo "cpf'I rpg'Qöf ctcöövqy ctf u'P gy 'J kvqtkgu'qh'cp'Gpwo gtcvgf "  
Rgqr rög'"k'Statistics and the Public Sphere: Numbers and the People in  
Modern Britain c.1800-2000,"gf 0Vqo 'Etqqm'cpf'I rpg'Qöf ctc."486/920'  
Cdkpi f qp<Tqwwrgf i g<42330"  
"

Etquuo cp."Tlej ctf 0The Diaries of a Cabinet Minister Vol. 3,"Secretary of  
State for Social Services 1968-700Nqpf qp<J co kuj 'J co kxqp"cpf'Lqpcyj cp"  
Ecr g."3; 990"  
"

F cetg.'LcpgöövCtg'Vj gtg'Vqq'O cp{ 'Hgo crg'O gf kcrn'I tcf wcvgu'AP qö'BMJ "  
558.'9869'\*7'Cr tkl422: +<96; 0"  
"

F cetg.'LcpgöövRgtur gevkguö'The Lancet"595"\*47'Cr tkl422; +<363; 0"  
"

F cxgpr qtv.'Ej tkvkgöövVj g'Hktuv'Vgp'O qpvy u<Vj g'Rtqdrgo u.'yj g"  
F ghelgpekgu'cpf 'yj g'Hwwtgö'Public Health": ; '\*3; 96/7+<485/90"  
"

F cxku.'Cpi grc0Modern Motherhood: Women and Family in England,  
c.1945-2000. O cpej guvgt<O cpej guvgt'Wpkgtuk{ 'Rtguu."42340"

F cy uqp.'Ucpf tc.'Lko 'Uj gtxcrn'cpf'Xgtqplec'O qngöövK'qt'Qw'qh"  
O cpci go gpv'AF kgo o cu'cpf 'F gxgnr o gpw'lp'Rwdrke'J gcni 'O gf kelpg'lp"  
Gpi rcpf ö'k'"Beyond Reason: The National Health Service and the Limits of  
Management,"gf 0Lqj p'Ngqr qrf . 'Kcp'I mxgt'cpf 'O lej cgnJ wi j gu."379/940'  
Crf gtuj qv<Cxgdwt { ."3; ; 80"

F J 0Working for Patients."Eo 07770Nqpf qp<J O UQ."Lcp03; : ; 0"

F J 0Junior"Doctors: The New Deal. Nqpf qp<J O UQ."Lxpg"3; ; 30"  
"

F J 0Women Doctors and Their Careers: Report of a Joint Working Party."  
Nqpf qp<J O UQ."3; ; 30"  
"

F J 0The Health of the Nation: A Summary of the Strategy for Health in  
England. Eo pf "3; : 80Nqpf qp<J O UQ."Lwn{ "3; ; 40"  
  
"

F J 0*Hospital Doctors: Training for the Future. The Report of the Working Group on Specialist Medical Training*\*Vj g'Ecm cp'Tgr qtv#0J g{y qqf." Npecuj ktg<J gcnj 'Rwdkecvkpu'Wpkv.'Crtkl'3; ; 50"

F J 0*Hospital, Public Health Medicine and Community Health Services Medical and Dental Staff in England 1988-1998.* Ucvkuecn'Dwngvkp" 3; ; ; B7'Lxpg"3; ; ; 0"

F J .*"Saving Lives: Our Healthier Nation.* Eo 065: 8."Nqpf qp<Vj g" Ucvkqpgt{ "Qhleg."3; ; ; 0"

F J 0*Statistics for General Medical Practitioners in England; 1989-1999.* Ucvkuecn'Dwngvkp"4222l: 'O c{ "42220"

F J 0*Women Doctors: Making a Difference. Report of the Chair of the National Working Group on Women in Medicine.* Ruth Deech. Nqpf qp< EQK'Qex0422; 0'

F J UU0*Report of the Committee on Local Authority and Allied Personal Social Services* \*Uggdqj o 'Ego o kwgg+0Eo pf "59250Nqpf qp<J O UQ.'Lwn{ " 3; 8: 0'

F J UU0*Committee of Inquiry into Allegations of Ill-treatment of Patients and Other Irregularities at the Ely Hospital, Cardiff. Report.* Eo pf "5; 970 Nqpf qp<J O UQ."3; 8; 0"

F J UU0*National Health Service: The Future Structure of the National Health Service*0Nqpf qp<J O UQ."33'Hgd03; 92.

F J UU0*Working Party on Medical Administrators* \*J wpgt'Tgr qtv+: Nqpf qp< J O UQ."3; 940"

F J UU0*National Health Service Reorganisation: England*0Eo pf "72770 Nqpf qp<J O UQ."3; 940'

F J UU0*Management Arrangements for the Reorganised National Health Service* \*Vj g'I tg{ Dqqmi0Nqpf qp<J O UQ."37"Ugr v03; 940"

F J UU0*Prevention and Health, Everybody's Business: A Reassessment of Public and Personal Health*0Nqpf qp<J O UQ."3; 980"

F J UU0*Priorities for Health and Personal Social Services in England: A Consultative Document.* Nqpf qp<J O UQ."3; 980"

F J UU0O gf kecn'Uchhpi "cpf 'Rtqur gew'kp"vj g'P J U'kp'Gpi ncpf "cpf "Y cngu0*Health Trends*"32"\*3; 9: +."840"

F J UU0*Medical Manpower: The Next Twenty Years.* Nqpf qp<J O UQ."3; 9: 0"

F J UU *Report of a Committee of Inquiry into Normansfield Hospital* Eo pf "95790 Nqpf qp<J O UQ."3 F ge03; 9; 0"

F J UU *Patients First: Consultative Paper on the Structure and Management of the National Health Service in England and Wales.* Nqpf qp<J O UQ."F ge03; 9; 0"

F J UU *Report of the Committee of Inquiry into an Outbreak of Food Poisoning at Stanley Royd Hospital.* Eo pf "; 9380 Nqpf qp<J O UQ."3; : 70"

F J UU *Hospital Medical Staffing: Achieving a Balance*/"A Consultative Document Issued on Behalf of the UK Health Departments, the Joint Consultants Committee and Chairmen of Regional Health Authorities" Nqpf qp<J O UQ."Lwn{ "3; : 80"

F J UU *Hospital Medical Staffing: Achieving a Balance - Plan for Action.* " Nqpf qp<J O UQ."3; : 90"

F J UU *Report of an Inquiry into the Future Development of the Public Health Function in England.* Eo 04: ; 0 Nqpf qp<J O UQ."3; : : 0"

F kmpgt. "Nwkuc0öY j { 'Ctg'Vj gtg'P qv'O qtg'Y qo gp'Eqpwnæcpwüö *BMJ* 529" \*38 Qex03; ; 5+<; 6; /720"

F kmpgt. "Nwkuc0öUgpkqt"J qur kcn'Qhlegtu<Vj g'Nquv'Vtkdguö "*BMJ* 529" \*33 F ge03; ; 5+<376; /830"

F kzqp. "Cppec'cpf 'Ctwtq'Cæctgl /Tquwg0 *Governing the NHS: Alternatives to an Independent Board.* Nqpf qp<Vj g Mkp æ'Hwpf ."422: 0"

F kzqp. "R0öO gf kcn'O cpr qy gt'Ræpplpi ö "k" *Manpower Planning in the National Health Service.* gf 0C0H0Nqpi "cpf 'I 0O gtegt."55/640 Hctpdqtqwi j <I qy gt."3; : 30"

F qduqp. "Tqi gt0öY qo gp'F qevqtu'Dgræxg'O gf kelpg'ku'O crg'F qo kpcvgf ö" *BMJ* "537."9322" \*34 Lwn{ "3; ; 9+<: 20"

F qpccrfuqp. "T00'cpf 'F00J cn0öVj g'Y qtm'qh'yj g'Ego o wplv{ 'Rj { ulekp'kp" Gpi æpf.ö *Community Medicine* "3."3" \*Hgd03; 9; +<74/8: 0"

F {j qwug. "Ectqr0" *No Distinction of Sex? Women in British Universities 1870-1939.* Nqpf qp<WEN'Rtguu."3; ; 70"

Gcvqp. "Lgppkht'O 0öUwtxg{ "qh'Rctv'æo g'Ugpkqt'T gi kwtct'Cpcguj gkxuö *BMJ* "4: 3" \*35 Ugr 03; : 2+<97: /820"

Gfyctfu. "P ki gr0 *The Triumph of Hope over Experience: Lessons from the History of Reorganisation.* Nqpf qp<P J U'Eqphgf gtcvæqp."42320"

Gnku. 'L0T00Vj g'Ugrgevkqp"qh'O gf lecn'Uwf gpw00 *Health Trends* 5. '5' \*Cwi 0' 3; 93+<78/: 0

Gnwp00 0C00Vj g'Rqrkleu"qh'RtqhguukqpcnRqy gt<O gf lekp'lp" c'Ej cpi kpi " J gcmj "Ugtxleg00 k" *The Sociology of the Health Service*, gf 0L0I cdg. "O 0' Ecm cp"cpf "O 0Dwt { . "356/780Nqpf qp<Tqwgfi g. "3; ; 30"

Gnwp. "O ct { "Cpp00O gf lecn'Cwqpqo { <Ej cmgpi g"cpf "Tgur qpug00" k" *Conflicts in the National Health Service*. "gf 0Mgkj "Dctpctf "cpf "Mgppgj " Ngg. "48/730Nqpf qp=Etqqo "J gm . "3; 990"

Gnwp. "O ct { "Cpp00Y qo gp "F qevtu'lp" c'Ej cpi kpi "Rtqhguukqp<vj g'Ecug"qh' Dtkckp00 k" *Gender, Work and Medicine*, gf 0Gkcppg "Tkm" cpf "Mwctkpc" Y gi ct. "49/830"Nqpf qp<Uci g'Uwf lgu'lp" kpgtpevkqpcnUekqmi { . "3; ; 50"

Gnwp. "O ct { "Cpp00Twp" d { "Y qo gp. "O ckpn { +hqt "Y qo gp" / "O gf lecn' Y qo gpau"J qur kcn'lp" Dtkckp "3: 88/3; 6: 00" k" *Women and Modern Medicine*, gf 0Ney tpege "Eqptcf "cpf "Cpgg"J ctf { . "95/3290Co ugtf co / P gy " [ qtm "Tqf qr k "Y gneqo g'Ugtlgu'lp" y g"J kwt { "qh'O gf lekp'g'Enkq "O gf lecn'83." 42230

Gnwp. "O ct { "Cpp00 *Women and Medicine*. Nqpf qp<TER. "Lwp"422; 0"

Gunkp. "Htcf c00Tgxky "qh'yj g"Y qo gp "F qevtu0Tgwckpgt "Uej go g'lp" yj g" Uj ghgfn "Tgi kpp"3; 94/3. " *BJME* : \*3; 96+<363/60"

Gunkp. "Htcf c00Vj g" Tgcrk { "qh'J gcmj "Ectg"Rrppkpi "Vgco u00" *Health and Social Service Journal* "; "P qx03; 96+<47; 8/90"

Gunkp. "Htcf c00Rrppkpi "Vgco u<C "Rtqi tguu" Tgr qt v00 *Health and Social Service Journal* " \*3 "P qx03; 97+<466; 0"

Gunkp. "Htcf c00 *Health and Social Service Journal* "; 7. "6; 93" \*3; ; 7+<354: 0"

Gxcpu. "Dctdctc0Pulse "46" Hgd03; 84+<30"

Gxcpu. "Tlej ctf "L0 *In Defence of History*. Nqpf qp<I tpcw "Dqqm. "3; ; 90"

Gzy qt yj { . "O ctn00Vj g" Rgthqto cpeg "Rctcf ki o "lp" yj g" Gpi rkuj "P J U< Rqvgpvcn "Rkhcmu" cpf "Rtqur gew00" *Eurohealth* 38. "5" \*4232+38/3; 0"

Hn { pp. "E0C0cpf "H0I ctf pgt00Vj g" Ectggtu"qh'Y qo gp "I tcf wcygu"htqo "yj g" Tq { cn "Htgg"J qur kcn "Uej qqn"qh'O gf lekp'g00 *BJME* "5" \*3; 8; +<4: /640"

Hn { pp. "Tqd0 *Structures of Control in Health Management*. Nqpf qp< Tqwgfi g. "3; ; 40"

Hqi ctv { . "O lej cgn "Kqdgn "Cmgp" cpf "Rvtlek"Y cngtu0 *Women in Top Jobs 1968-1979*. Nqpf qp<Rqrk { "Uwf lgu" kpukswg. "J glpgo cpp "Gf wecvkqpcn" Dqqm. "3; ; 30"

"

Hqwecwix."O lej cgr0"*The Essential Works of Foucault 1954-1984, "Volume 3 Power, "gf 0Lco gu'F 0Hcwdkqp0J cto qpf uy qtyj <Rgpi wkp'Dqqmu."*3; ; 60"

"

Htcpm'Gtlec."Tlej ctf "Tqyj gpdgti . "Y 0Xki ki'Dtqy p"cpf "J klf c"O ckdcej 0' 0Dcuke"F go qi tcr j le"cpf "Rtqhgukqpcn'Ej ctcevgtkrku'qh'WU'Y qo gp"

Rj {ulekcpu0"*Western Journal of Medicine* 388"O ctej "3; ; 9+<39; /: 60"

"

Htkgf o cp."F cplgrnL'cpf "Dctdctc"Ucthgrf 00O qf gnu'qh'Rqr wrcvqp"J gcmj <" Vj gk"Xcmwg'hqt"WU'Rwdrke"J gcmj "Rtceveg."Rqrke{"cpf "T gugctej 0"*American Journal of Public Health*"; 5."5"O ctej "4225+<588/; 0"

"

Htkgf uqp. Gnkq0*Profession of Medicine: A Study of the Sociology of Applied Knowledge.*"P gy "I qtm"F qf f."O gcf "cpf "Eqo r cp{."3; 920"

I cndtckij ."P 000Ego o wpkv{"O gf lekpg"Cwkwf gu0"*BMJ*"4."825; "4"Qev0' 3; 98+<: 27/80"

"

I cmqy c{."V0O eN00Qp"F go wkpj "vj g'Qhleg'qh'Xleg/r tgukf gpv"vq"vj g" Hcewn{0*Community Medicine*"6"p qx03; 9; +<5520"

"

I kmco ."Ugr j gp00kvtqf wevqp0"kp"*Essential Public Health: Theory and Practice,*"gf 0Ugr j gp"i kmco ."Lcp"l cvgu"cpf "Rcf o cpcdj cp"Dcf tkpcw."3/320" 4pf "gf p0Eco dtkf i g<Eco dtkf i g"Wpkxgtukv{"Rtguu."42340"

I kuj ."Q00Dtkkuj "F qevqt"O ki tcvkp"3; 84/90*BJME*"6"3; 92+<49; /: : 0'

"

I kuj ."Q00Qxgtugcu/dqtp"F qevqt"O ki tcvkp"3; 84/80*BJME* 7"3; 93+<: 4/ 32; 0"

"

I qf dgt."I 0G00O gf lecn'Qhlegtu'qh"J gcmj "cpf "J gcmj "Ugtxlegu0*Community Medicine*": ."3"O c{"3; : 8+<3/360'

"

I qrf cetg."O lej cgn"l0cpf "F cxkf "N0O kmgt00O go dgtuj kr "qh'vj g"Hcewn{"qh" Rwdrke"J gcmj "O gf lekpg<Vj g"P gy "Rctv'KGzco kpcvqp0"*Journal of Public Health Medicine*"36."5"3; ; 4+<454/70'

"

I qrf cetg."O lej cgnl0"Nqwkug"Nczvqp."Vtgxqt"Nco dgtv'cpf "Rtgo kr"Y gduvgt0' 0Ectgg"t'Ej qlegu'hqt"Rwdrke"J gcmj <Eqj qtv"Uwf lgu'qh"l tcf wcvgu'ltqo "WM" O gf lecn'Uej qqr0"*Journal of Public Health*"55."6"4233+<838/450"

I qqf lpi ."F wrekg"l 0"l00C0Tgkf "cpf "kl 0l wrg00Vj g"Eqo o wpkv{" " Rj {ulekcpa"Y qtn0"*The Lancet*"4; 7."986; "6"Cr tkn3; 92+<933/60"

I qtf ku."Ngqp00Gf wevqp"lqt"Rwdrke"J gcmj "O gf lekpg0*Lqwtpcn'qh'Rwdrke*" J gcmj "O gf lekpg"36."3"3; ; 4+<5/; 0"

"

I tc{."Ugrgpc."RcwnlRkmkpi vqp."F cxkf "Rgpej gqp"cpf "Vqp{"lgy gn00Rwdrke" J gcmj "kp"vj g"WM<Uweegu"qt"HckmtgA0"*Journal of the Royal Society of Medicine*"; ; ."5"O ctej "4228+<329/330"

I twpgdgti . 'Cp000 Y H'Ce'v'qp "Hw'g'qh'Y qo gp'F qevqtu0 BMJ'3. " 8389\*53'O ctej '3; 9; +<: ; 80" "

J cm'F 0Y 00Xqec'v'p'cn'Vt'cl'p' "h'q't'I gp'gt'cn'Rt'ce'v'eg0 "Health Trends,"7."6" \*P q'x03; 95+<: 2/40' ""

J co . 'Ej t'k'v'r j gt0Health Policy in Britain: The Politics and Organisation of the National Health Service. 4pf "gf p0D'cu'p'i u'v'q'ng<'O ceo k'nc'p'Gf w'ec'v'qp' " N'f . '3; ; 70'

J co . 'Ej t'k'0The New National Health Service: Organisation and Management. Q'zh'q't'f <'P c'v'q'p'cn'C'uu'q'ec'v'qp' "qh'J g'cn'j 'C'w'j q't'k'k'g'u'c'p'f " V't'w'u'u.'T'c'f e'rk'h'g'O g'f l'ec'n'Rt'g'u'u.'3; ; 30" "

J co . 'Ej t'k'u.'H'ic'p'm'J q'p'k'i u'd'c'w'o 'c'p'f 'F'c'x'k'f 'V'j q'o r' u'q'p'00R't'k'q't'k' { 'U'g'w'k'p'i 'h'q't' " J g'cn'j 'I c'k'p'00K' "The Politics of the Welfare State, gf 0C'p'p'Q'c'm'g { "c'p'f 'C'0' U'w'uc'p'Y k'rk'c'o u.'; : /3480N'q'p'f q'p<'V'c { m'q't'c'p'f 'H'ic'p'ek'u.'3; ; 60" "

J co r'k'p.'Ej t'k'v'r j gt00U'c'v'g'O g'f l'ek'p'g'k'p'I t'g'c'v'D't'k'c'k'p'00 K' "The History of Public Health"and the Modern State, gf 0F q't'q'y { 'R'q't'v'g't.'354/860" Co u'v'g't'f co /C'v'c'p'v'c'I C<'T'q'f q'r k'Y g'm'e'q'o g'K'p'u'k'w'w'g'U'g't'k'g'u'k'p'v'j g'J k'v'q't { " q'h'O g'f l'ek'p'g'E'r'k'q'O g'f l'ec'48.'3; ; 80" "

J c'p'p'k'i c'p.'D'00C'uu'g'u'k'p'i 'v'j g'P'g'y 'R'w'd'r'k'e'O c'p'c'i go g'p'v<'V'j g'E'c'ug'q'h'v'j g' P'c'v'q'p'cn'J g'cn'j 'U'g't'x'k'eg0 "Journal of Nursing Management 8.'7'\*U'g'r v'0' 3; ; : +<529/340' "

J c't'f l'p'i . 'Y k'h'k'f 0Community Medicine Weekly Review for the Health Professions"5576."34; "32'P q'x03; 94+<: 50" "

J c't't'k'q'p.'D't'k'c'p'00R'j k'c'p'v'j t'q'r { "c'p'f 'v'j g'X'k'ev'q't'k'c'p'u00 Victorian Studies"; . '6" \*L'w'p'g'3; 88+<575/960' "

J c't't'k'q'p.'U'00V'j g'R'q'r'k'k'eu'q'h'J g'cn'j 'O c'p'r q'y g't'00 K' "Manpower Planning in the National Health Service, gf 0C'H'0N'q'p'i "c'p'f 'I 00 g't'eg't.'. 3/3220" H'c't'p'd'q't'q'w'i j <'I q'y g't.'3; ; 30' "

J c't't'k'q'p.'U'g'r j g'p'c'p'f 'D't'w'eg'Y q'q'f 00F g'u'k'i p'k'p'i 'J g'cn'j 'U'g't'x'k'eg' " Q't'i c'p'k' c'v'k'p'k'p'v'j g'W'M.'3; 8: 'v'q'3; ; : <'H'q'o 'D'w'g'r t'k'p'v'v'q'D't'k'i j v'K'g'c'c'p'f " :O c'p'k'r w'c'v'g'f 'G'o g't'i g'p'eg'00 "Public Administration 99.'6"\*3; ; ; +<973/8: 0" "

Health Service Journal. U'w'r r'g'o g'p'v'00K'p'ur k'c'v'k'p'cn'Y q'o g'p'00'33'L'w'q' "42360' "

Health Trends.'00 g'f l'ec'n'U'c'h'k'p'i 'c'p'f 'R't'q'ur g'ew'k'p'v'j g'P'J U'k'p'G'p'i r'c'p'f "c'p'f " Y c'ng'u'3; 9800 5.'; "C'w'i 03; 99+0' "

J g'c'y . 'R'0L00E'q'o o w'p'k' { 'O g'f l'ek'p'g'T'g'r t'g'ug'p'v'c'v'k'p'k'p'v'j g'T'g'ust'w'ew't'g'f " J g'cn'j 'U'g't'x'k'eg0 Community Medicine"5.'4'\*O c { '3; ; 3+<3930' "

"

J qqf . 'Ej tkurj gt . 'J grgp 'O cti gwa . 'cpf 'Rgttk80öVj g 'F tkxg 'vq 'O qf gtplug < "C 'Y qtrf 'qh 'Uwtr tkugu . ö 'lp " *Paradoxes of Modernisation: Unintended Consequences of Public Policy Reform*, gf 0J grgp 'O cti gwa . 'Rgttk8 . "Ej tkurj gt 'J qqf . '5/380Qzhqtf < Qzhqtf 'Wpkxgtukv{ 'Rtguu . "42340"

"

J qtpg . 'L0Uwctv0öEgo o wkv{ 'O gf lekpg < 'Hwwtg 'Kö r gthgev0 *Journal of Epidemiology and Community Health* '56 . '4 \*4 'Lwp3 ; : 2+ < 8 ; /970"

"

J qur kcn 'O gf kcn 'Uchhpi 'F kxlukp0öJ qur kcn 'O gf kcn 'Uchhpi 'lp 'vj g 'P J U "lp 'Gpi rcpf 'cpf 'Y cngu < 'Hgrf u 'qh 'Eqpuwncpv 'cpf 'UT 'Tgetwko gpv0 *Health Trends* 6 \*P qx03 ; 94+ < 88 / ; 0"

"

J wpvg . 'F cxkf 0öRwdike 'J gcnj 'Rqrke { 0ö Kp " *Public Health for the Twentieth First Century - New Perspectives on Policy, Participation and Practice*, gf 0Lwf { 'Qto g . 'Lcpg 'Rqy gm 'Rcv 'Vc { rqt . 'Vqp { 'J cttkuqp 'cpf 'O grcplg 'I tg { . '37 / 5200 ckl gpj gcf < 'Qr gp 'Wpkxgtukv{ 'Rtguu . "42250"

"

J wpvg . 'F cxkf 0öNgcf kpi 'hqt 'J gcnj 'cpf 'Y gmdgkpi < 'Vj g 'P ggf 'hqt 'c 'P gy "Rctcf ki o 0 *Journal of Public Health* "53 . "4 \*422 ; + < 424 / 60"

"

Lcemuqp . 'Egekrg 'cpf 'Twj 'Rgctuqp0öKpvtqf wevqp < 'Kpvgttqi cvkpi "F gxgr o gpv0 *Kp "Feminist Visions of Development: Gender Analysis and Policy*, gf 0Egekrg 'Lcemuqp 'cpf 'Twj 'Rgctuqp . "3/380Cdkpi f qp < 'Tqwwgf i g . "42270"

Lqj p . 'J wj j 0öVj g 'O gf kcn 'Qhhegt 'qh 'J gcnj < 'Rcu . 'Rtgugpv 'cpf 'Hwwtg0ö Kp " *The Public Health Challenge*, gf 0Ugr j gp 'Hcttqy . '7 ; / : 80Nqpf qp < "J wej kpuqp 'Gf wecvqp "3 ; : 90"

"

Lqj puqp . 'O cneqm 0N0öP qp / cecf go le 'Hcevtu 'lp 'O gf kcn 'Uej qqn 'Ugrgevkqp < "C 'Tgr qt vqp 'T glgevgf 'Cr r rlecpru0ö *BJME* . "7 \*3 ; 93+ < 486 / : 0"

"

*Journal of Epidemiology and Community Health* 0öLqj p 'C0T { rg "qp " : Uqekcn 'O gf lekpgö 'cpf " : Rwdike 'J gcnj ø \*3 ; 6 : +ö '6 : . "3 \*Hgd03 ; ; 6+ < 620"

*Journal of the RCGP* 0Gf kqtkcn 0öY qo gp 'I gpgtcn 'Rtcevkqpgtu0ö "4 ; . "423 \*Cr tkl3 ; 9 ; + < 3 ; 7 / : 0"

"

Lwklp . 'O cwtggp 'O 0öY qo gp 'lp 'Et { ucmqi ter j { 0ö Kp " *Women of Science: Righting the Record*, gf 0I 0Mcuu / Uko qp 'cpf 'Rcvlekc 'Hctpgu . "557 / : 50 "Dmqo kpi vqp < 'Kpf kpc 'Wpkxgtukv{ 'Rtguu . "3 ; ; 20""

"

Mnglp . 'Twf qrh0 *The New Politics of the NHS: From Creation to Reinvention* . 7vj 'gf p0Cdkpi f qp < 'Tcf erkthg 'Rwdrukj kpi . "42280"

"

Mnglp . 'Twf qrh 'cpf 'L0O c { dlp . 'L0 *Thinking about Rationing* . Nqpf qp < 'Vj g "Mkpi æu 'Hwpf . "42340"



Ming. "R0T0"Y (F 00 ctf gt"cpf "C0D0Ukdgti gt00Vj g'I tqy kpi "Rtqr qtvkp"qh"  
Hgo cng'Rj {ulekpu<K r rlecckpu'hqt'WM'Rj {ulekcp"Uwr r n{0}"American  
Journal of Public Health.". 2."5"\*O ctej "3; ; 2+<522/60"  
"

Ncmppf g."O 0A New Perspective on the Health of Canadians: A Working  
Document \*Ncmppf g'Tgr qtv#0Qwcy c<I qxgtpo gpv'qh'Ecpfc c."3; 960"  
"

Nco dgtv."Vtgxqt"Y 0'O lej cgn'L0I qrf cetg."L0'Ectqn'Gf y ctf u'cpf "Lco gu"  
Rctnj qwug00EctggT "Rtghgtgpegu"qh'F qevqtu"Y j q'S wcnkkgf "kp"vj g"Wpksgf "  
Mpi f qo "kp"3; ; 5'Ego r ctgf "y kj "Vj qug"qh'F qevqtu'S wcnkh{ kpi "kp"3; 96."  
3; 99."3; : 2"cpf "3; : 50"BMJ"535"8"Lwn{ "3; ; 8+<3; /460"  
"

The Lancet. "0Vj g'Ur gekn{ "qh'O gf lecn'Cf o kplutckp00 Ngcf kpi "Ctvleng"  
4: 7."95; 9"\*7"Lwp g"3; 87+<34280"  
"

The Lancet. "0Vj g'Hwwtg"qh'Ego o wpkv{ "O gf lekpg0 52: . "9; 98"\*32"Lwn{ "  
3; 98+<9: /; 0"  
"

The Lancet. "Qdkwct{ "qh'F co g'Tqugo ct{ "Twg0"587"\*34"Hgd04227+<7870"  
Ncpi tkf i g."Ectqr00Ngcxkpi "vj g'Ncwtgn'Dgj kpf 0 "Health Service Journal"  
\*32"Lwp g"3; ; ; +<44/50"  
"

Ncu."L00 0'cpf "I knkp"t0Ucprg{ 0'EctggT "Rtghgtgpegu"qh' qwpi "Dtkkuj "  
F qevqtu00"BJME 4"\*3; 98+<359/770"  
"

Ncy tkg."Lgcp"G0'O wtkgn'N0P gy j qwug"cpf "Rcvlek"O 0Gnkqw00Y qtnkpi "  
Y qo gp'F qevqtu00"BMJ 3."76: 6"\*34"Hgd03; 88+<62; /340"  
"

NgEnkt."O ct{ "M0"Lwnkp"F 0Y j kg"cpf "Uwucp"MggvgT "J qho cpp0Nineteenth  
Century Doctors: Elizabeth Blackwell, Mary Walker, Sarah Loguen Fraser.  
U{tcewug."P gy "I qtm<"J qho cp"Rtguu."42290"  
"

Nghhqt f."H00Y qo gp'F qevqtu<C"S wctvgT/egpwt{ "VtcemT geqt f 0 The Lancet"  
3"\*3; : 9+<3476/70"  
"

Ngtpgt."I gtf c0The Majority Finds Its Past: Placing Women in History. 4pf "  
gf p0Ej cr grnJ kn<Wpkxgtuk{ "qh'P qt vj "Ectqrkpc'Rtguu."42270"  
"

Ngxgpg."Cn{ uc."O ct vkp'Rqy gml'cpf "Laj p"Ugy ct00Vj g'F gxgrur o gpv'qh"  
O wplekr cn'I gpgtcn'I qur kcn'kp"Gpi rkuj "Eqwpv{ "Dqtqwi j u'kp"vj g"3; 52u00  
Medical History"72"\*3"Lcp04228+<5/4: 0"  
"

Ngy ku."Lcp g0Women in England 1870-1950: Sexual Divisions and Social  
Change. J go grnJ go r uvgc f <J ctxguvgT "Y j gcwuj gch"3; : 60"  
"

Ngy ku."Lcp g0What Price Community Medicine? The Philosophy, Practice  
and Politics of Public Health since 1919. Dtki j vqp<Y j gcwuj gch"Dqqnu."  
3; : 80"  
"

Ngj ku."Lcpg0Htqo 'Rwdnle"J gcmj "vq'Eqo o wplk\ 'O gf lekpg<"Vj g"Y kf gt"  
Eqpvz06"Kp"The Public Health Challenge, gf 0Ugr j gp"Hcttqy .": 9/3220'  
Nqpf qp<J wej kpuqp"Gf wecvkp."3; : 90"

Ngj ku."Lcpg0Women in Britain since 1945. Qzhqtf <"DcuklDrceny gmlNf ."  
3; ; 40"

Ngj ku."Lcpg0O cttkci g06"Kp"Women in Twentieth Century Britain, gf 0Kpc"  
\\ y glpki gt/Dcti kmqy unc."8; /: 70J ctmqy <"Rgctuqp"Gf wecvkp"Nf .Nqpi o cp."  
42230"

Local Government in England: Government Proposals for Reorganisation.  
Eo pf "67: 60Nqpf qp<J O UQ."Hgd03; 930"

Nqi cp."Tqdgto06Kp"Vj ku"F wpmktmÄö Community"Medicine"4"\*O c{"3; : 2+<"; 70"

Nqpi "C0H0pf "O gtegt."I 0"öEqpvz w"cpf "Rtkqtkkku06 Kp"Manpower Planning  
in the National Health Service,"gf 0C0HNqpi "cpf "I 0O gtegt."3/370'  
Hctpdqtqwi j <I qy gt."3; : 30"

N{egw."EF (N0"öKp"Cp{qpqg"Ucukkgf <"Kp"Uq"Y j {Äö Public Health": ; .5"  
\*O ctej "3; 97+<"; /; 30"

O eF qy gm"Nlpf c"cpf "Tqugo ct{ "Rtkpi ng06Kpvtqf wecvkp<"Y qo gp"cu"  
:Qj gt06"Kp"Defining Women: Social Institutions and Gender Divisions, gf 0'  
Nlpf c"O eF qy gm"cpf "Tqugo ct{ "Rtkpi ng."5/: 0Eco dtkf i g<Rqrkv{ "Rtguilkp"  
Cuqekcvkp"y kj "y g"Qr gp"Wpkxgtukv{."3; ; 40"

O eI tgi qt."Cpi wu06Vj g"Ego o wplk{ "Rj {ulekcp06 The Medical Officer"345"  
\*42"Hgd03; 92+<"; 7/80"

O eMgqy p."Vj qo cu0The Role of Medicine: Dream, Mirage or Nemesis?"  
Nqpf qp<P whkgrf "RtqxkpekcnI" qur kcnI"Vt wuv."3; 980""

O eMlpur {."Dtkcp06Ctg"Vj gtg"Vqq"O cp{ "Hgo crg"O gf lecnI tcf wcvguÄI gu06"  
BMJ"558."9869"\*7"Cr tkl422: +<96: 0'

O eNgmcp."F (N06Eqtg gur qpf gpeg06 BMJ"3."8384"\*46"Hgd03; 9; +<7590"

O eO cpwu."K06C/rxgnI tcf gu"cpf "O gf lecnI Uej qqnlCf o kuukqp06 BMJ"4: 6"  
\*4; "O c{"3; : 4+<3876/80""

O eO cpwu."KE0cpf "R0Tlej ctf u06Cwf k'qh"Cf o kuukqp"vq"O gf lecnI Uej qqnl3/  
Ceegr wpegu"cpf "Tglgevu06 BMJ"4: ; \*5"P qx03; : 6+<3423/60'

O eRj gtuqp."Cpp"cpf "Lcenkg"Uo cn06Y qo gp"i gpgtcnRtcevkqpgtu"kp"  
Qzhqtf uj kg06 Journal of the RCGP,"52"\*3; : 2+<32: /330"

O cff kuqp."Lqj p06Vj g'Rwdnle"J gcmj "Ugtxleg"cu"e"Ectgg06The Medical  
Officer Xqr0EZ KX"\*4"Lwn{ "3; 87+<5/60"

"

O ctm"Gxc0*Equal Opportunities at Work: Theories and Practice*. I qvgdqi " Wp kxgtuky{."42240"

"

O ctuj cm'Lxf k0*Women Managers Moving On: Exploring Career and Life Choices*."Nqpf qp<Tqwr gfi g."3; ; 70"

O ctvlp."LR0*Hospitals in Trouble*. Qzhqtf <Dcukl'Drceny gm"3; : 60"

O cty kem'Ctyj wt0*Women at War 1914-18*. Nqpf qp<Etqqo "J gm ."3; 990"

"

O c{pctf."Cnp"cpf "Ctyj wt"Y cmgt0*Doctor Manpower 1975-2000: Alternative Forecasts and Their Resource Implications*. Nqpf qp<J O UQ." 3; 9: 0"

"

O c{pctf."O ct{00O gy qf u."Rtceveg"cpf "Gr kngo qm i {<Vj g'F gdcvg'cdqw" Hgo kpkuo "cpf "Tgugctej 0"kp"Researching Women's Lives from a Feminist Perspective, gf 0O ct{ "O c{pctf cpf "Lxpg'Rwt xku."32/480Nqpf qp<Vc{mqt"cpf " Hcpeku."3; ; 60"

O c{u."P lej qru."Cppc'F kzqp"cpf "Nqtgrgk'Lqpgu00T gwt p"q"vj g'O ctngv< Qdlgevkgu"cpf "Gxqnwkqp"qh'P gy "Ncdqwtu'O ctngv'Tghqto u0"kp" *Understanding New Labour's Market Reforms of the English National Health Service*, gf 0P lej qru'O c{u"cpf "Cppc'F kzqp."3/370Nqpf qp<Vj g" Mlpi u'Hwpf ."35"Ugr v042330"

"

*The Medical Officer*. Gf kqtkcr0NZ ZZ KX"\*34'Cwi 03; 72+<8; 0"

"

*The Medical Officer*. Gf kqtkcn "NZ ZZ KZ"\*33'Cr tki3; 75+<36; 0"

"

*The Medical Officer*0Gf kqtkcr0EX KX\*8"Lwn{ "3; 84+<30"

"

*The Medical Officer*. Gf kqtkcr0EZ K\*36'Hgd03; 86+<. 90"

"

*The Medical Officer*. 'Gf kqtkcn 0Vj g'Rwdrke"J gcnj "Ugtxleg0'EZ KX\*5" Lwn{3; 86+<50"

""

*The Medical Officer*. Gf kqtkcr00Vj g'Rwdrke"J gcnj "Ugtxleg0'EZ KX"\*4"Lwn{ " 3; 87+<3/40"

"

*The Medical Officer*. Gf kqtkcr0EZ XK\*37"Lwn{ "3; 88+<660"

"

*The Medical Officer*0Gf kqtkcr00Rwdrke"J gcnj "lp"vj g'F qrf two u0 EZ XK\*39" O ctej "3; 89+<3590"

"

*The Medical Officer*. 'EZZ '\*; 'Cwi 03; 8: +<. 20"

"

*The Medical Officer*. Gf kqtkcr00Tlpi "lp"vj g'P gy 0'EZZ 3"\*Lcp03; 8; +<30"

"

*The Medical Officer.* 'Gf kqtkcnf0J cugplpi 'Unqy n{ 0'EZZ K\*9'Hgd03; 8; +<" 830"

*The Medical Officer.* Gf kqtkcnf0E kpf gtgm'y kj "c'Hwwtg0'EZZ K\*6'Lwn{ " 3; 8; +<30"

*The Medical Officer.* Gf kqtkcnfEZZ K\*37'Cwi 03; 8; +<; ; 0"

*The Medical Officer*0Gf kqtkcnf0E qo o wplw{ 'O gf lekg'cpf 'I cr u0EZZ X" \*36'O c{ '3; 93+<470"

O gtvp. 'Tqdgtr0Vj g'Wpcpvekrcvgf 'Eqpugs wgegu"qh'Rwtr qukxg'Uqelcn' Cevkqp0 *American Sociological Review* 3.'8.'\*F ge03; 58+<; ; 6/; 260"

O gtvp. 'Tqdgtr.'M0*Social Theory and Social Structure.* P gy 'I qtmx'Vj g' Htgg'Rtguu."3; 6; 0"

O kmgt. 'T0*Equal Opportunities.* J cto qpf uy qtyj . 'O kf f ngugz-<Rgpi wlp."3; 9: 0" O kpgt. 'Rj kkr 0Gf kqtkcnf0Wpugwlp 'Vko gu'hqt 'Rwdrke"J gcnj 0'*Journal of Public Health Medicine*"389."3"\*3; ; 6+<3/50"

O kplxt { 'qh'J gcnj 0A *National Health Service.* 'Eo pf '87240Nqpf qp<" J O UQ. 'Hgd03; 660""

O kplxt { 'qh'J gcnj 0*Report of the Inter-departmental Committee on Medical Schools* \*I qqf gpqwi j 'Ego o kvgg-0Nqpf qp<"J O UQ."3; 660"

O kplxt { 'qh'J gcnj 0*Report of the Committee to Consider the Future Numbers of Medical Practitioners and the Appropriate Intake of Medical Students* \*Y krlkpm'Ego o kvgg-0Nqpf qp<"J O UQ."3; 790"

O kplxt { 'qh'J gcnj 0*Report of the Joint Working Party on the Medical Staffing Structure in the Hospital Service* \*Rrcw'Ego o kvgg-0Nqpf qp<" J O UQ."3; 830"

O kplxt { 'qh'J gcnj 0A *Hospital Plan for England and Wales.* Eo pf '38260' Nqpf qp<"J O UQ. 'Lcp03; 840"

O kplxt { 'qh'J gcnj 0*Health and Welfare: The Development of Community Care - Plans for the Health and Welfare Services of Local Authorities in England and Wales.* 'Eo pf "3; 950Nqpf qp<"J O UQ. 'Cr tkr3; 850"

O kplxt { 'qh'J gcnj . "National Health Service: The Administrative Structure of the Medical and Related Services in England and Wales. Nqpf qp<" J O UQ. "45'Lwn{ "3; 8: 0"

O ke j gm 'Lwkg0*Women's Estate.* J cto qpf uy qtyj <Rgpi wlp'Dqqmu."3; 930" O qtg. 'Gmgp"U0*Restoring the Balance: Women Physicians and the Profession of Medicine 1950-1995.* Eco dtkf i g. 'O cuucej wugwu<"J ctxctf " Wplxgtukv{ 'Rtguu."3; ; ; 0"

"

O qttku.'LP 0ðVqo qttqy æ'Eqo o wpx{ 'Rj { ulekp06'The Lancet'4.'9847\*3: " Qew03; 8; +<: 34/380"

"

O wtr j {.'HOY 0ðUchhpi "qh'P gy 'F kmtleu06 Eqttgur qpf gpeg'Ugewkp0' Community Medicine 5\*Ciwi 03; : 2+<483/40"

P gy o cp.'Rgpp{0'Releasing Potential: Women Doctors and Clinical Leadership. Eco dtkf i g<P J U'O kf rcpf u'cpf 'Gcuv."42330"

"

P J U'Gzgewkxg0'Public Health in England: Roles and Responsibilities of the DH and NHS. Nqpf qp<J O UQ."3; ; 60"

"

P J UO G0'Hospital Medical Staffing: Implementation of "Achieving a Balance" from 1991. Nqpf qp<3; ; 30"

"

P J UO G0'Junior Doctors: The New Deal. Nqpf qp<Lxpg"3; ; 30"

P qtgp.'Lcp0ðCngtpcxgu'hqt'Ego o wpx{ 'Rj { ulekp06 BMJ "4.'\*6'Ciwi 0' 3; 8; +<567/90"

Qcmg{.'Cp00'The Sociology of Housework. Nqpf qp<O ctvkp'Tqdgwup." 3; 960"

"

Qcmg{.'Cp00'Subject Women. Nqpf qp'cpf "Qzhqtf <O ctvkp'Tqdgwup."3; : 30"

"

Qcmg{.'Egrkc0ðRtguwtgu'qh'Y qtn'qp'F qevtu'cpf 'Hco kn{ 06 BMJ'4.'8256" \*4: 'Ciwi 03; 98+<763/40"

"

Q0l etc.'I rnp0ðP wo dgtu.'Gzr gtw'cpf 'kf gcu<Vj g'Htgepj 'Geppqo ke'O qf gni' kp'Dtkclp'e0; 73/9506'kp"Statistics and the Public Sphere: Numbers and the People in Modern Britain c.1800-2000,"gf 0Vqo 'Etqqm'cpf 'I rnp'Q0l etc." : 6/3240Cdkpi f qp<Tqwwgf i g<42330'

"

Q0l etc.'I rnp0'Governing Post-war Britain: The Paradoxes of Progress 1951-73. Dculpi wqng<Rcni tcxg'O ceo knrp."42340'

"

Q0l etc.'I rnp'cpf 'Vqo 'Etqqn0ðVqy ctf u'P gy 'J knqtkgu'qh'cp'Gpwo gtevgf " Rgqr ng06'kp"Statistics and the Public Sphere: Numbers and the People in Modern Britain c.1800-2000,"gf 0Vqo 'Etqqm'cpf 'I rnp'Q0l etc."486/920' Cdkpi f qp<Tqwwgf i g<42330'

"

Q0O cj qp{.'O 0E0'T0G0Ucpsy gm/Uo kj .'"J 0G0Vknw.'F 0J ctr gt.'LI 0' J wej kpuqp.'kf 0Httgm'F 0P 0J wej kpuqp.'L0K0Nguu.'R0L0F gppku'cpf 'J 0K0' F wi i cr0'ðVj g'Uchhqt'Qwdtgcni'qh'Ngi kppcktgau'F kugcug0'Epidemiology and Infection'3265\*5'Lxpg"3; ; 2+<583/: 20"

"

Quy crf . 'P ki gr0ðVtclpki 'F qevtu'hqt'P J U'Uqekni'O gf lekpg.'O gf lecn' Gf wecvqp'cpf 'vj g'I O E"3; 58/6: 06'"kp"Social Medicine and Medical Sociology in the Twentieth Century, gf 0F qtqj { 'Rqtvtg.'7; /: 20Co uvgtf co /

Cmwpw'I C<Tqf qr k'Y gneqo g'Kpukwng'Ugtlgu'lp'yj g'J kxqt { 'qh'O gf lekpg." 3; ; 90"

"

Qzhqtf 'Tgi kqpcnJ genj 'Cwj qtkv{ 0Diary of a Regional Health Authority 1947-1994: A Year by Year History of Oxford Regional Health Board and Oxford Regional Health Authority. Lwpg"3; ; 80"

"

Rctnj qwug.'Lco gu0Medical Manpower in Britain. Gf kpdwti j .Nqpf qp"cpf " P gy 'l qtmEj wej knNkxpi uqpg."3; 9; 0"

Rctnj qwug.'Lco gu0Doctors' Careers: Aims and Experiences of Medical Graduates. Nqpf qp<Tqwwgf i g."3; ; 30"

Rctnj qwug.'L0'cpf 'E0O eNcw j rkp00EctggT'Rtghgtgpegu'qh'F qevqtu" I tcf wv'kpi 'kp"3; 960"BMJ 4.'8258"33"Ugr v03; 98+<852/40"

Rctnj qwug.'L0'cpf 'O 0M0Rcm gt00EctggT'Rtghgtgpegu'qh'F qevqtu'S wrkh{ kpi " kp"3; 970"BMJ"4.'829: "4"Lwn{ "3; 99+<47/90"

"

Rctnj qwug.'Lco gu.'J (H0Rctnj qwug.'Dctdctc'C0J co drgvqp"cpf 'P gkn' Dwmqen00EctggT'qh'F qevqtu'S wrkh{ kpi 'kp'Dtkckp'kp"3; 96<C'Hqmqy /wr 'kp" 3; 9; 0"Health Trends"4."35"O c{ "3; : 3+<73/80"

"

Rctnj qwug.'Lco gu.'O 0 Eco r dgm'cpf 'J (H0Rctnj qwug00EctggT'qh'F qevqtu" S wrkh{ kpi 'kp'Dtkckp'kp"3; 96<C'Tgr qtv'qp'yj gkt'Go r mq {o gpv'Ucwwu'kp" 3; 9; .0"BMJ"4: 7"36"Cwi 03; : 4+<744/80"

"

Rctnj qwug.'L0'O 0 Eco r dgm'D0C0J co drgvqp"cpf 'R0T0Rj knkr u00EctggT" Rtghgtgpegu'qh'F qevqtu'S wrkh{ kpi 'kp'yj g'WM'kp"3; : 2.0 Health Trends"3."37" \*3; : 5+<34/360"

"

Rctnko gpv0Fourth Report from the Social Services Committee Session 1980-1: Medical Education with Special Reference to the Number of Doctors and the Career Structure in Hospitals. Vol. 1"Report0Nqpf qp< J O UQ."44"Lwn{ "3; : 30"

"

Rctnko gpv."First Report from the Social Services Committee Session 1983-4: Griffiths NHS Management Inquiry Report 1983-4."Nqpf qp<J O UQ."44" Hgd03; : 60"

"

Rctt{.'Y 0 0Community Medicine Weekly Review for the Health Professions"5554."34: "38"Lwpg"3; 94+<4390"

Rctt{.'Y 0 0'cpf 'L0G0Nwpp00Vj g'Ego o wpkv{ 'Rj {ulekcp<'Y knJ g'UwtxkgA0" BMJ 4.'82: 8"49"Cwi 03; 99+<7: ; /; 20"

"

Rctt{.'P qgnl'cpf 'Lqug'Rctt{ 0The Rise of the Medical Profession. Nqpf qp< Etqqo 'J gm "Nf ."3; 98+0"

"

Rcvg{. 'F 1 0 05Vj g'F kmtlev'Eqo o wplv{ 'Rj {ulekcp'lp'Rtceveg0"Health Trends,'9"\*O c{ '3; 97+<4: /520"

"

Rgtmkp.'J ctqr f 0The Rise of Professional Society: England since 1880. Nqpf qp<Tqwwgf i g.'3; ; ; 0"

Rgtmu.'Tqdgvt'cpf 'Crikuckt'Vj qo uqp00kvtqf wevkqp'vq'4pf "gf p0"cpf "0Etklecn' F gxgnr o gpv<Kvtqf wevkqp0"Kp'The Oral History Reader,"gf 0Tqdgvt'Rgtmu" cpf 'Crikuckt'Vj qo uqp.'kz'cpf '3/: 0Nqpf qp'cpf 'P gy 'l qtnk'Tqwwgf i g.'3; ; ; 0"

"

Rgvej.'T05Vj g'Tqrg'qh'vj g'F J UU0"Kp'Manpower Planning in the National Health Service."gf 0C0H0Nqpi "cpf 'I 0O gtegt.'323/3320Hctpdqtqwi j < I qy gt.'3; ; 30"

Rj kkr u.'Cppeg05Hgo kpluo .'Gs wcrkv{ 'cpf 'F khtgpeg0"Kp'Defining Women: Social Institutions and Gender Divisions, gf 0Nkpf c'O eF qy gml'cpf " Tqugo ct{ 'Rtlpi rg.'427/4440Eco dtkf i g<Rqrkv{ 'Rtguu'lp'Cuuqekcvkp'y kj " vj g'Qr gp'Wplxgtukv{.'3; ; 40"

Rkwo.'I ckr'cpf 'Lgpp{ 'Y tki j 05Vj g'Tqrg'qh'vj g'F kgevqt'qh'Rwdrke'J gcnj " kp'Gpi rcpf 0 Perspectives in Public"Health"353.'3"\*Lcp04233+<39/3: 0"

"

Rqtvgt.'F qtqv { 00kvtqf wevkqp0"Kp'Social Medicine and Medical Sociology in the Twentieth Century,"gf 0F qtqv { 'Rqtvgt.'3/530Co uvgtf co /Cmpvc'I C< Tqf qr k'Y gneqo g'Kpukwag'Ugtkgu'lp'yj g'J kxqt { 'qh'O gf lekpg.'3; ; 90"

"

Rqtvgt.'F qtqv { 0"Health, Civilisation and the State: A History of Public Health from Ancient to Modern Times0Nqpf qp<Tqwwgf i g.'3; ; ; 0"

Rtvej cunc.'HMD'Women and Philanthropy in the 19th Century. Qzhqtf < Emtgpf qp'Rtguu.'3; ; 20"

"

Public Health. Gf kqtkcr07.'59"\*Hgd03; 46+<323/40"

"

Public Health. 0F kr mqo c0'Gf kqtkcr096.'9"\*Cr tki'3; 82+<463/50"

Public Health00Ur gekn'T gr qt v<J gcnj 'Xlukqt'Cwcej o gpv0 9; . '3"\*P qx0' 3; 86+<330'

"

Public Health.'"Gf kqtkcr00J gcnj 'Rtqo qvqp"/'Xlukqp'qt'KwukqpA0 4"\*O ctej " 3; ; 4+<93/40"

"

Public Health0'Gf kqtkcr00O cpr qy gt'Rrppkpi <C'P gy 'F ghpkkp0 ; : . '3" \*Lcp03; ; 6+<3/40"

""

Public Health.'"Gf kqtkcr00O gf f nguqo g'O cpci go gpv0 ; ; . '7"\*Ugr v03; ; 7+< 47; /820"

"

Rwi j . 'O ctvp0'Women and the Women's Movement in Britain 1914-99. 4pf " gf p0'Dculpi uvqng<O ceo kmp'Rtguu.'42220"

"

Tcr qr qtv."Tj qpc"cpf "Tqdgvt" Tcr qr qtv0Dual-Career Families.  
J cto qpf uy qtvj <Rgpi wkp"Dqqmu."3; 930"

Tcr qr qtv."Tj qpc"cpf "Tqdgvt" Tcr qr qtv0Dual-Career Families Re-examined.  
4pf "gf p0Nqpf qp<O ctvkp"Tqdgvtuqp."3; 980""

"

Tc{pgt."Dtkcp0History of the Department of Health. Nqpf qp<F J . "3; ; 6."590"

TER."Nqpf qp0A Review of the Medical Services in Great Britain \*Rqtkw"  
Tgr qtv0Nqpf qp<UqeknCuuc{ ."3; 840"

"

Tgf i tcxg."Rcw0O cmkpi "LkpV" F kgevqt"qh'Rwdrle"J gcnj "Rquw"Y qtn0"kp"  
New Perspectives in Public Health,"gf 0Ukcp"l tthkj u"cpf "F cxkf "L0J wpygt."  
446/; 04pf "gf p0Cdkpi f qp<Tcf erkkg'Rwdrkuj kpi ."42290"

"

Tgkf ."L0C0OoC"P gy "Rwdrle"J gcnj "/"Vj g"Rtqdrgo u"qh'vj g'Ej cmgpi g0  
Public Health"9; ."5"\*O ctej "3; 87+<3: 5/; 70"

"

Tgkf ."L0C0OoHwwtg"qh'vj g'Rwdrle"J gcnj "Ugtxleg0 BMJ"4"\*3; 89+<654/60"

Tgp| gwk"Ercktg"O 0cpf "F cplknL0Ewttcp0Women, Men and Society: The  
Sociology of Gender. Dquvqp<Cm{p"cpf "Dceqp."3; ; 0"

"

Tj qf gu."Rj knr 0-Y qo gp"F qevqtu0BMJ 4: 8"\*34'O ctej "3; ; 5+<: 85/60"

Tlej ctf u."F kpc0oQr vko kulpi ."Utcvgi k kpi "cpf "Tgeqi plulpi <Ngctplpi "kp"e"  
F {pco k"UqeknGpxktqpo gpv0"kp"Political Complexity: Nonlinear Models  
of Politics, gf 0F kpc"Tlej ctf u."553/630Wpkxgtuk{ "qh'O lej ki cp"Rtguu<42220"

"

Tlej ctf u."F kpc0oP qnrkpgct"O qf gnlpi <Cm'Vj kpi u"Uwhgt"Ej cpi g0"kp"  
Political Complexity: Nonlinear Models of Politics, gf 0F kpc"Tlej ctf u."3/  
420Wpkxgtuk{ "qh'O lej ki cp"Rtguu<42220"

"

Tlej ctf u."N{p0Handling Qualitative Data: A Practical Guide."Nqpf qp."  
Uci g'Rwdrlecvkpu<42270"

""

Tlej ctf u."Rgygt0oY cuvgf "Y qo gp"F qevqtu0 BMJ"3"\*3; 9: +<, 7/80"

"

Tlej ctf u."Rgygt0l 0The Local Government System. Nqpf qp<I gqti g'Cngp"  
cpf "Wpy kp."3; ; 50"

"

Tkj cpk"Uco k0Complex Systems Theory and Development Practice:  
Understanding Non-linear Realities. Nqpf qp< gf "Dqqmu"Nf ."42240"

Tqdd."Dctdctc0Sans Everything: A Case to Answer. Nqpf qp<Vj qo cu"  
P gnuqp"cpf "Uqpu"Nf ."3; 890"

""

Tqdd/Uo kj ."C0l 0W0oVj g"Hcvg"qh'Qzhqtf "Y qo gp0 The Lancet"4."9488"\*3"  
F ge03; 84+<337: /830"



Tqucpxcnmp."Rlgttg0Counter–democracy: Politics in an Age of Distrust.  
Eco dtkf i g<Eco dtkf i g"Wpkxgtukv{ "Rt guu."422: 0"

Tqug."Uqp{c0What is Gender History? Eco dtkf i g"WM"Uci g."42320"  
"

Tqy qrf."Mcj ctkpc0The Educated Women: Minds, Bodies and Women's  
Higher Education in Britain, Germany and Spain 1865-1914. P gy "I qtni  
cpf "Nqpf qp<Tqwgfi g."42320"  
"

Royal Commission on Medical Education 1965-8 \*Vqf f "Tgr qtv#Eo pf "  
578; 0Nqpf qp<J O UQ."3; 8: 0"

Royal Commission on Local Government in England 1966-69. Vol. 1  
Report. Eo pf "62620Nqpf qp<J O UQ."Lxpg"3; 8; 0""  
"

Tq{cniEgo o kuukqp"qp"vj g"P J U."Tgugctej "Rcr gt"P q030The Working of the  
National Health Service. O cwtleg"Mqi cp0Nqpf qp<J O UQ."3; 9: 0"  
"

Royal Commission on the NHS"O gttkuqp"Tgr qtv#Eo pf "98370Nqpf qp<  
J O UQ."Lwn{ "3; 9; 0"

Twg."Tqugo ct{0öGo r m{ o gpv'qh'O cttkgf "Y qo gp"F qevqtu'lp"J qur kcnu'lp"  
vj g"Qzhqtf "Tgi kqp.ö The Lancet"9724"32"Lxpg"3; 89+<3489/: 0"

Twg."Tqugo ct{ "cpf "C# OY 0Y j khgrf 0öTgetwko gpv'cpf "Vtclpki "lp"  
Ego o wpkv{ "O gf kelpg"/"c"F gecf g#Gzr gtlgepeg0"Journal of the RCP of  
London"3; . "4"Cr tkl"3; : 7+<334/60"

Uctcpvcnqu."Uqvtkqu0Social Research, 5tf "gf p0Nqpf qp<Rcni tcxg"  
O ceo kmp."42270"  
"

Ueqw."Lqcp0öI gpf gt<C"WughwiEcvgi qt{ "qh"J kuvtkecnlCpcn{uku0 American  
Historical Review"; 3."7"F ge03; : 8+<3275/970"  
"

Ueqw."Lqcp"Y 0 öF geqputwvki "Gs wcrkv{ "Xgtuwu"F khgt gpeg<Qt "vj g"Wugu"qh"  
Rquv'utwewtcrkv/Vj gqt{ "hqt"Hgo kpkuo .ö"Kp"Defining Women: Social  
Institutions and Gender Divisions, gf 0Nqpf c"O eF qy gni'cpf "Tqugo ct{ "  
Rtlpi rg."475/860Eco dtkf i g<Rqrkv{ "Rt guu'lp"Cuuqekc vkp"y kj "vj g"Qr gp"  
Wpkxgtukv{ . "3; ; 40"

Ueqw."Lqcp"Y 0\*gf 0"Feminism and History. Qzhqtf <Qzhqtf "Wpkxgtukv{ "  
Rt guu."3; ; 80"  
"

Ugen{."Twj "J 0K0cpf "XcnlUkpi j 0öVj g"Kö r qtvcepg"qh"Tqrg"O qf gni'cpf "  
F go qi tcr j le"Eqpvzvhqt "Ugpkqt"Y qo gp#Y qtniK gpvk{ "F gxgrqr o gpv0"  
International Journal of Management Reviews 34."5 \*Ugr v04232+<4: 6/5220"  
"

Uj gctf. 'Ucm{ 'cpf 'Uk 'Nko 'F qpcrf uqp0*The Nation's Doctor: The Role of the Chief Medical Officer 1855-1998*. Qzhqtf <Vj g'P whhgrf "Vt wuv."Tcf erkthg" Rwdrkuj lpi . "42280"

Uj qtg. 'Gnk cdgy 0öY qo gp'lp'O gf lekpgö *Health Trends*"3. "4" \*Cwi 03; 8; < 4/50"

Uj qtg. 'Gnk cdgy 0öEctggt 'Ej qleg'lp'O gf lekpgö *Health Trends*"5. "4" \*Lwn{ " 3; 92+<78/90"

Uj qtg. 'Gnk cdgy 0öO gf lecn'O cpr qy gtö "*Health Trends*"\*8'O c{ "3; 96+<54/70" Uko r uqp. "Tlej ctf "Nöcpf 'Kc"J ctr gt "Uko r uqp0öY qo gp"cpf "Dwtgcwetce{ 'lp" vj g'Ugo krtqhgukpu.ö k "*The Semi-professions and Their Organisation: Teachers, Nurses, Social Workers*, gf 0Co kck'Gv kpk"3; 8/4870P gy 'l qtm" Vj g'Hgg'Rtguu."3; 8; 0"

Ugtrkpi . 'P wcr0öRctvko g'Ugpkqt'T gi kwtct'Rquu/"Y guugz'tgxkgy gf ö "*The Lancet*"529. "9; 94" \*34'Lwpg"3; 98+<34: 7/80"

Ugy ctv. 'Laj p0öK gqm{ { "cpf 'Rtqegu'lp'vj g'Etgcvkqp"qh'vj g'Dtkkuj 'P cvkqpcn' J gcnj "Ugtxlegö "*The Journal of Policy History*"36. "4" \*4224+<335/560"

Ugy ctv. 'Laj p0öVj g'Rqrklecn'Geqpqo { "qh'vj g'Dtkkuj 'P cvkqpcn'J gcnj " Ugtxleg"3; 67/97<Qr r qtwpklgu"cpf "Eqputckpuö "*Medical History*"74. "6" \*Qe0422: <675/920"

Uwo o gthgrf. 'Rgpp{ 0*Women Workers in the Second World War: Production and Patriarchy in Conflict* \*Dgengpj co <Etqqo "J gm . "3; : 6+0"

Uwj gtrcpf. 'l0Etquug{ 0öJ gcnj "Cf o kpkwtcvkqp"cpf "vj g'Lwvfk eg"qh" Tgqti cpl cvkqpcn'k "*Conflicts in the National Health Service*, gf 0Mgkj " Dctpctf "cpf 'Mgppgy "Ngg. "367/3880Nqpf qp<Etqqo "J gm . "3; 990"

Uy chhgrf. 'l0E0öVj g'O gf lecn'Qhhegt"qh'J gcnj "lp"Nqecn'l qxgtpo gpvö "*Public Health*". 58" \*8"Ugr v03; 8; +<4; 5/5270"

Uy gtfmgy. 'C0l0'T0 00 eP gkm{ "cpf 'G0Tqugo ct{ "Twg0öY qo gp'F qevqtu'lp" Vtcklpi <Rtqdrgo u"cpf 'Rtqi tguö " "*BMJ*"4: 3" \*35"Ugr v03; : 2+<976/: 0"

Uy gtfmgy 'C0l0'cpf 'G0Tqugo ct{ "Twg0öRctvko g'O gf lecn'Vtcklpi <37" [ gctuö'Gzr gtlpep'lp'vj g'Qzhqtf "Tgi kqpö *BMJ*"4: 5" \*43"P qx03; : 3+<3593/ 50"

Vj qo r uqp. 'T0R0 0öVj g'O gf lecn'Ectggt "Utwewtg'lp"3; : 7ö *Journal of the RCP of London*"3; . "3" \*Lcp03; : 7+<53/50"

Vko wuu. 'Tlej ctf. 'O 0*Commitment to Welfare*0Nqpf qp<I gqti g'Cmgp"cpf " Wpy lp. "3; 8: 0"

Vqy gm 'F cxf 00O cndpi 'Tggti cplucvqp 'Y qtnk'Ej cmgpi gu'cpf 'F kgo o cu' k'v'j g'F gxgr o gpv'qh'Ego o wplv' 'O gf lekp'g'k'p'Conflicts in the National Health Service, gf 0Mgkj 'Dctpcf' 'cpf 'Mgppgj 'Ngg.'389/: : 0Nqpf qp<' Etqqo 'J gm 'Nf.'3; 990"

Vtkpf gt.'Rgpp{ 00I k'ij qqf' 'cpf 'I tqy kpi 'W' 0'k'p'Women in Twentieth Century Britain, gf 0k'p' y gkpi gt/Dctkmy unc.'57/720J ctmj <Rgctup' Gf wecvkpu'Nf 0'Nqpi o cp.'42230"

Xctpc. 'O lej cgn00Rctv'ko g'Vtcklpi <'K'K'XkcdgAö BMJ"4: 7"\*; 'Qex0 3; : 4+<3238/90" Y cnghqtf 'Tlej ctf 'G0'cpf 'Xki kpc'10Y cttgp00Y qo gp'F qevtu0'Ectggt' Ej qleg' 'cpf 'Ego o ko gpv'q' 'O gf lekp'g'k' r'kecvkpu'hq' 'I gpgtcn'Rtceve'g'g' Journal of the RCGP"5; .542"\*O ctej '3; : ; +<, 3/70"

Y cprgu. 'F gtgn0'Securing Good Health for the Whole Population: Final Report \*Y cprgu' 'Tgr qtw'0Nqpf qp<'Vj g'Ucvkpgt { 'Qh'leg.'47'Hgd042260"

Y ctf. 'Cwf tg{ 'O 00Ectggtu'qh' 'O gf lecn'Y qo gp0 BMJ"4: 6"\*4'Lcp03; : 4+< 53/50"

Y ctkp. '10H00Uqelgv{ 'qh' 'O Qu' ': yj 'Cp'wcn'U{ o r'qukw '34/35' 'O c{ ' 'O gf lekp'g'k'p'Uqelgv{ 0'Public Health": 5"\*8'Ugr v03; 8; +<4; : 0"

Y cttcpv. 'O 0F 00Vj g' 'O gf lecn'Qh'leg' 'qh'J gcnj 'cu'c'Eqpuwncpv'k'p' Rt'gx'gp'v'x'g' 'cpf 'Uqelcn' 'O gf lekp'g'g' Public Health"9; .4"\*Lcp03; 87+<84/; 0"

Y cttgp. 'O lej cgn'F 0The Genesis of the Faculty of Community Medicine.'" Wpl'x'gtukv{ 'qh'Mgpv'cv'Ecpvgt' dwt { <'Egpvt'g'hq' 'J gcnj 'Ugt'x'legu'Uwf lgu.'3; ; 90"

Y cttgp. 'O lej cgn'F 0'cpf 'Lcp'g'Eqr gt00Nqecn'I qxgtpo gpv' 'O gf lecn'Uch'00' The Medical Officer"33: "35'Qex03; 89+<3: 7/; 40"

Y cwu. 'Twj 0'Women in Science: Social and Cultural History. Nqpf qp' 'cpf " P gy 'I qtnk'Tqwwgf i g.'42290"

Y gduvgt. 'Ej ctrgu0The Health Services since the War. Vol. I: Problems of Care - the National Health Service before 1957. 'Nqpf qp<'J O UQ.'3; : : 0"

Y gduvgt. 'Ej ctrgu0The Health Services since the War."Vol. II:"Government and Health Care - the British National Health Service 1958-79. Nqpf qp<' Vj g'Ucvkpgt { 'Qh'leg.'3; ; 80"

Y gduvgt. 'Ej ctrgu0The National Health Service: A Political History. Qzhqtf < Qzhqtf 'Wpl'x'gtukv{ 'Rt'guu.'42240"

Y gduvgt. 'Ej ctrgu' 'cpf 'Lgh'H'gpej 00Vj g'E { eng'qh'Eqph'le'v'Vj g'J kvqt { 'qh' yj g'Rwdrke J gcnj ' 'cpf 'J gcnj 'Rt'qo q'v'qp' 'O qxgo gpw0'k'p'Promoting Health: Politics and Practice, gf 0Ngg'Cf co u.'O ct { 'Co qu' 'cpf 'Lco gu' 'O wpt'q.'7/340' Nqpf qp<'Uci g'Rwdrkecvkpu.'42240"

Y j khgrf . 'C0I 0"0Ewtgpn"Y qtnlqh"Dkto kpi j co 'O gf lecnI tcf wcvgu"3; 6: /  
7: 0"0The Lancet"3. '954; "37"Hgd03; 86+<596/80"  
"

Y j khgrf . 'C0I 00Y qo gp'O gf lecnI tcf wcvgu"qh"vj g"Wpkxgtukv{ "qh"  
Dkto kpi j co 0"0BMJ. '5. '7883"\*7"Lwn{ "3; 8; +<66/80"

Y kl . 'Cppeg0Professions and Patriarchy. Nqpf qp<"Tqwrnf i g. "3; ; 40"

Y kpurqy . 'E0G0C0 The Evolution and Significance of the Modern Public  
Health Campaign. 'P gy 'I qtnk"l crg"Wpkxgtukv{ "Rt guu. "3; 450"  
"

Y tki j v. 'Fcxkf . 'P cyj cp'Hku"cpf 'O qpc'I wr vc00Vj g":Dtckp'F tclp0'qh"  
Rj { ulekcpu<"J kxqtkecnCpvegf gpw"vq"cp'Gyj lecnF gdcvg"e0; 82/3; 9: 0"  
Philosophy, Ethics and Humanities in Medicine"5"\*422: +<460"  
"

Y tki j v. 'Lgpphgt"cpf 'Htcpegu"Uj grf qp00J gcnj "cpf 'UqekcnUgtxlegu"  
Rrppkpi 0"0Social Policy and Administration"3; . '5"\*Cwwwo p"3; : 7+<47: /940"  
"

Y tki j v. 'Lgpp{ . 'Hkqpc'Uko "cpf 'Mcvg'Hgti wuqp0Multidisciplinary Public  
Health. Dtkvqr<Rqrle { "Rt guu. "42360"

[ qwpi . 'Mgkj 00Hwwtg"Uchlpi "kp'Ego o wkv{ 'O gf lekp0 BMJ"3. '828; "52"  
Cr tkl"3; 99+<3395/60"  
"

UQWTEGU'CEEUGUF "QP NR G"  
"

### Chapter One

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Gnuqp. 'O 0C0E0Women Doctors in the British Health Services: A  
Sociological Study of Their Career Opportunities. Wpr vdrkuj gf "Rj F "vj guku0"  
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"

F g"Uqw c. "Dgt { n'cpf "RcwnF ggo gt00Hco kn{ "Hkqpf n{ "Y qtnr negu"ht"  
F qevqtu"kp"Vtckpki . 0"0BMJ Careers. "4; "Lcp042360Ceeguuf "26 B24 42380"  
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"

Tq{ cn'Eqmgi g"qh"Uwti gqpu"qh"Gpi rcpf 0Ceeguuf "36 B2 42350"  
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Dtkkuj "O gf lecnCuuqekvqp0Ceeguuf "36 B2 42350"  
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"  
 J gcmj "cpf "Uqekn'Ectg"Kphqto cvkqp'Egpgtg0Ceeguugf "Lwn{"42370'  
[j wr <ly y y Gj uele0 qx0mugctej ecvcnri wgAr tqf wekf ?395: 4\( s ?4236- o gfk ecn cpf - f gpcn- y qtnhqtteg- - egpuwu\( uqtv? Tgrxcpeg\( uk g?32\( r ci g?3%q r 0'](#)  
 "

J ci go cpp."Mctgp0Feminist and Gender Theory for Historians: A  
*Theoretical and Methodological Introduction*. Ej cr gnJ km'Wpkxgtukv{ "qh"  
 P qtvj "Ectqrkpc."42340Ceeguugf "Lwn{"42370'  
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 QGEF."Health at a Glance \*J gcmj "Ucvkueu."4235-0Ceeguugf "36I2342380"  
[j wr <ly y y Qjgef /kldtct { Qti lf qeugtugt lf qy pmqcf l: 3372930 f h0'](#)  
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F gdtgwu0Ceeguugf "24B442360'  
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## Chapter Two

Y cvnkp."F 00The English Revolution in Social Medicine 1889-1911.  
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F J UU0Inequalities in Health: Report of a Research Working Group"Drccm'  
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Tww{."Ej tkvqr j gt"cpf "Uwg'E0Uwnkxcp0This is Public Health: A Canadian  
 History. Vj g'Ecpcf kcp'Rwdrie"J gcmj "Cuuqekcvkqp."42320Ceeguugf "Cwi wuv"  
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Y J Q0Global Strategy for Health for All by the Year 20000I gpgxc<Y J Q."  
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Y J Q"Gwtqr g0Ottawa Charter for Health Promotion. First International  
 Conference on Health Promotion. I gpgxc<Y J Q."3; : 80Ceeguugf "O c{"  
 42360'  
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 "

J qn."Igpplhgt0The Ideal Woman. Ucpkurwu<Ecnkhtpkc"Ucvg"Wpkxgtukv{."  
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"

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I qxgtpo gpv'Tgr qtv0"Women on Boards0Hgd042330Ceeguuf 'Lxpg'42370'  
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"

DDE'P gy u0Ceeguuf 'Lxpg'42370'  
j wr lky y y 0pgy u0lde0eq0wnl3 lj klj gcnj 157493: 60lwo 0'

"

#### Chapter Four

Vj g'Mlpi 0u'Hwpx 0The Future Leadership and Management of the NHS: No More Heroes. Report from the King's Fund Commission on Leadership and Management in the NHS0"42330Ceeguuf "4212; 142370'  
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Dtkkuj "Uqekn'Cwkwf gu."P cvEgp"Uqekn'Tgugtej 0Ceeguuf "P qx042370'  
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"

#### Chapter Five

Ekej tcpg."C0N0Effectiveness and Efficiency: Random Reflections on Health Services. Vj g'P whhgrf "Rtqxlpckn'I qur kcnu"Vtwuv<3; 940Ceeguuf 'F ge0' 42370'  
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I tklhkj u."G0T0NHS Management Inquiry. Letter from Roy Griffiths to the Secretary of State for Social Services047"Qex03; : 50"Ceeguuf "9132142360'  
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#### Chapter Six

J qrf etqlh."Cpkk0Career Breaks for NHS and University Doctors: An Analysis of the WAM Database. "O Y H'Lcp042350Ceeguuf 'F ge042370'  
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Kpurkwwg"qh'Ngcf gtuj kr "cpf "O cpci go gpv."Ambition and Gender at Work."  
\*Hgd04233+."330Ceeguuf "Lcp042380j wr u<1y y y 0k'n/ o 0eqo l0 lo gf lc lKNO ' 42Y gdukglF qy pmqcf ullKpuki j vITgr qtvah0go a KNO a y gdukglKNO aCo dkkqpacpf aI gpfgtatgr qtv2433' 42r f h0uj z'0'

"

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