

**UK Medical Careers Research Group**

**1996 cohort of UK Medical Graduates**

**Report of Fourth Survey, conducted in 2003/2004**

**Report produced January 2006**

**UK Medical Careers Research Group, Department of Public Health, Oxford  
University**

**Old Road Campus, Headington, Oxford OX3 7LF**

**Telephone 01865 226992/4, Fax 01865 226993**

**Website [www.uhce.ox.ac.uk/ukmcrq](http://www.uhce.ox.ac.uk/ukmcrq)**

# Contents

Introduction .....	3
Cohort size and response to survey .....	3
Demographics.....	3
Career choice and firmness of choice.....	3
Factors influencing choice.....	5
Intentions to practise in the UK for the foreseeable future.....	6
Commitment to the NHS; intention to work part time .....	6
Current post.....	6
Satisfaction with current job.....	9
Satisfaction with time for family and leisure.....	9
Views and opinions .....	9
Views on future career.....	9
Working conditions and support.....	9
The NHS and equal opportunities .....	9
Appendix : Questionnaire.....	14

## **Introduction**

This report describes the results of the fourth survey of the cohort of 3868 doctors who qualified from UK medical schools in 1996. The first baseline survey of the 1996 qualifiers was carried out during the PRHO year in 1997, and was followed by surveys in 1999 and 2001. The first mailing for this survey was completed in November 2003, and late replies were received up to October 2004. At the time of the fourth survey the majority of those in hospital practice were in specialist training. Within general practice, many had achieved GP principal status, a considerable percentage were working as salaried GPs, and a small percentage had still to complete their GP Registrar training.

The fourth survey focuses on the current employment of the respondents, their career choices and future career intentions. It also contains information about their current post and job satisfaction, in addition to views and attitudes regarding their future career, working conditions and equal opportunities.

This report is not intended as an analytical report and does not seek to relate data from this cohort to that obtained from other cohorts. We expect the findings to be of interest to medical workforce planners, policymakers, researchers and others with an interest in medical careers.

## **Cohort size and response to survey**

The cohort comprises 3868 doctors (1995 men, 1873 women). Excluding from the denominator 33 who had declined to participate, 14 who had died, and 139 for whom no current address could be found, the response to the third survey was 65.2% (2410/3682). For men the response was 59.2% (1106/1867), and for women 71.8% (1304/1815).

## **Demographics**

The median age of respondents at the time of responding to the survey was 32.1 years (men 32.3, women 31.9 years). Three-quarters of both men and women were living with a spouse or partner, and one quarter were single. Overall, 38.5% of respondents had children under 16 years of age (men 41.5%, women 35.9%); 4.0% (4.4% of men, 3.7% of women) had dependent adults living with them.

## **Career choice and firmness of choice**

Of those who provided details about their choice of long-term career, 71.4% were 'definite' about their choice (75.8% of men, 67.6% of women), and 24.4% thought it a 'probable' choice. Table 1 gives details of mainstream of choice by sex. There were some marked differences between men and women, in choices for the surgical specialties (18.5% and 5.7% respectively), anaesthetics (9.8% and 6.6%), obstetrics and gynaecology (0.9% and 2.5%), paediatrics (3.0% and 6.7%), clinical oncology (1.7% and 3.0%) and general practice (26.8% of men and 39.9% of women; 33.9% in total).

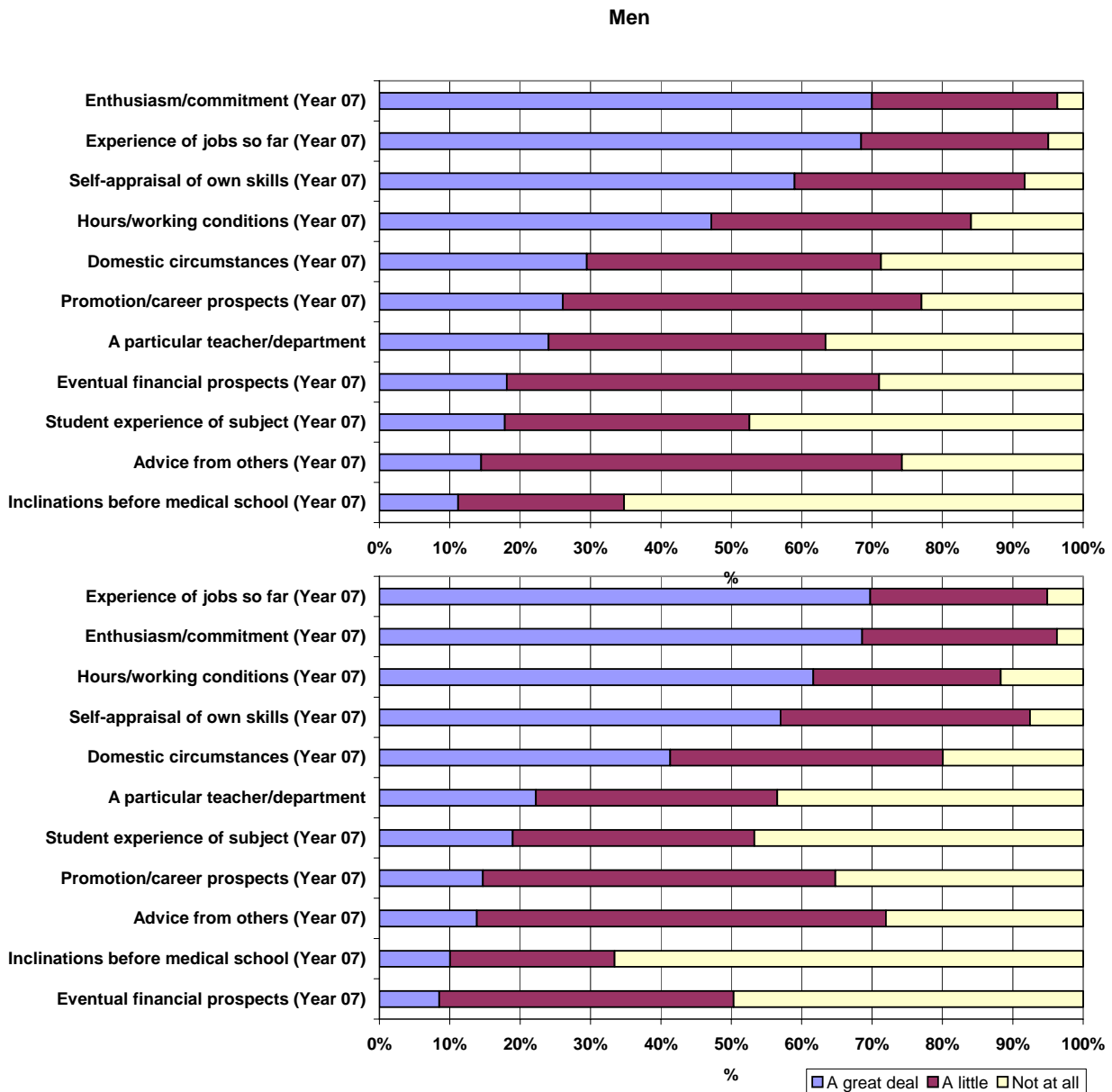
**Table 1. First choice of mainstream in Year 07 by Sex**

		Sex			
		Male	Female	Total	
First choice mainstream Year 07	Medical Specs.	Count	177	205	382
		% within Sex	16.0%	15.7%	15.9%
	Paediatrics	Count	33	88	121
		% within Sex	3.0%	6.7%	5.0%
	Accident & Emergency	Count	50	57	107
		% within Sex	4.5%	4.4%	4.4%
	General surgery	Count	11	13	24
		% within Sex	1.0%	1.0%	1.0%
	Other Surgical Specialty	Count	204	74	278
		% within Sex	18.4%	5.7%	11.5%
	Obstetrics & Gynaec.	Count	10	32	42
		% within Sex	.9%	2.5%	1.7%
	Anaesthetics	Count	108	86	194
		% within Sex	9.8%	6.6%	8.0%
	Radiology	Count	48	39	87
		% within Sex	4.3%	3.0%	3.6%
	Clinical Oncology	Count	19	39	58
		% within Sex	1.7%	3.0%	2.4%
	Pathology	Count	32	32	64
		% within Sex	2.9%	2.5%	2.7%
	Psychiatry	Count	62	61	123
		% within Sex	5.6%	4.7%	5.1%
	General Practice	Count	296	520	816
		% within Sex	26.8%	39.9%	33.9%
	Community Medicine	Count	6	14	20
		% within Sex	.5%	1.1%	.8%
	Public Health Medicine	Count	6	16	22
		% within Sex	.5%	1.2%	.9%
	Other Medical Spec.	Count	23	12	35
		% within Sex	2.1%	.9%	1.5%
	Non-Medical	Count	16	10	26
		% within Sex	1.4%	.8%	1.1%
	Unknown	Count	5	6	11
		% within Sex	.5%	.5%	.5%
Total		Count	1106	1304	2410
		% within Sex	100.0%	100.0%	100.0%

## Factors influencing choice

Doctors were invited to indicate how much a number of different factors had influenced their long-term choice of career specialty. Figure 1 shows, for men and women, the percentages of respondents who agreed that factors influenced their choice of specialty 'a great deal', 'a little', or 'not at all'. *Enthusiasm and commitment* for the specialty, and *experience of jobs so far* were selected by 70% of respondents as influencing their choice 'a great deal'; there was very little difference between men and women. Whilst a similar percentage of men and women cited *self-appraisal of own skills and aptitudes* as having a great deal of influence; higher percentages of women than of men selected *hours and working conditions* (women 61.7%; men 47.2%) and *domestic circumstances* (women 41.3%; men 29.5%).

Figure 1. Factors influencing choice of specialty



### **Intentions to practise in the UK for the foreseeable future**

Respondents were asked to indicate whether, apart from temporary visits abroad, they intended to practise medicine in the UK for the foreseeable future. 84.3% of them said that they definitely or probably would do so; a further 7.3% were undecided. There was little difference between men and women in their intentions.

### **Commitment to the NHS; intention to work part time**

To the question, *Do you feel committed to a long-term career in the NHS?* 79.2% of respondents answered *Yes – definitely* or *Yes – probably*, and 11.6% were undecided. A higher percentage of women than of men were definite (women 40.8%; men 31.5%).

Respondents were also asked whether they planned to work in a career post on a less-than-full-time basis at some point during their careers. Overall, 45.9% indicated that this was their definite intention (22.9% of men; 72.1% of women); 18.6% were undecided.

### **Current post**

At 30 September 2004 81.2% (1958/2410) of respondents who gave information about their job at that date were working in medical posts in the UK NHS (men 80.1%, 886/1106; women 82.2%, 1072/1304); a further 5.7% were working in medical posts in UK universities (7.1% of men; 4.5% of women). 4.9% were in medical posts abroad. Of those working in UK NHS or UK University posts, 42.9% were in specialist training (48.7% of men; 37.9% of women), 6.4% were SHOs, 13.8% had achieved GP Principal posts, 6.7% were salaried GPs, 4.4% were GP Registrars and a further 5.4% were working as GP locums (Table 2).

Table 3 shows the specialty mainstreams of those who were working in the UK NHS or UK universities at 30 September 2004.

**Table 2. Grade in Year 07 by Sex**

Grade	No grade given	Count	Sex		Total
			Male	Female	
Yr 07	No grade given	Count	8	3	11
		% within Sex	.7%	.2%	.5%
Hosp. Consultant	Hosp. Consultant	Count	5	3	8
		% within Sex	.5%	.2%	.3%
Hosp. SHO	Hosp. SHO	Count	62	77	139
		% within Sex	5.6%	5.9%	5.8%
Specialist Registrar	Specialist Registrar	Count	499	454	953
		% within Sex	45.1%	34.8%	39.5%
Hosp. other	Hosp. other	Count	84	113	197
		% within Sex	7.6%	8.7%	8.2%
GP Principal	GP Principal	Count	128	168	296
		% within Sex	11.6%	12.9%	12.3%
GP Registrar	GP Registrar	Count	32	60	92
		% within Sex	2.9%	4.6%	3.8%
GP Locum	GP Locum	Count	47	71	118
		% within Sex	4.2%	5.4%	4.9%
GP Salaried	GP Salaried	Count	46	94	140
		% within Sex	4.2%	7.2%	5.8%
GP other	GP other	Count	5	58	63
		% within Sex	.5%	4.4%	2.6%
University	University	Count	96	77	173
		% within Sex	8.7%	5.9%	7.2%
Other	Other	Count	51	37	88
		% within Sex	4.6%	2.8%	3.7%
Not Applicable	Not Applicable	Count	43	89	132
		% within Sex	3.9%	6.8%	5.5%
Total	Total	Count	1106	1304	2410
		% within Sex	100.0%	100.0%	100.0%

**Table 3. Specialty Mainstream in Year 07 by Sex**

		Sex		Total	
		Male	Female		
Mainstream Yr 07	Medical Specs.	Count	146	173	319
		% within Sex	15.1%	15.3%	15.2%
	Paediatrics	Count	33	82	115
		% within Sex	3.4%	7.3%	5.5%
	Accident & Emergency	Count	38	42	80
		% within Sex	3.9%	3.7%	3.8%
	General surgery	Count	16	14	30
		% within Sex	1.7%	1.2%	1.4%
	Other Surgical Specialty	Count	182	63	245
		% within Sex	18.9%	5.6%	11.7%
	Obstetrics & Gynaec.	Count	17	39	56
		% within Sex	1.8%	3.4%	2.7%
	Anaesthetics	Count	104	72	176
		% within Sex	10.8%	6.4%	8.4%
	Radiology	Count	42	37	79
		% within Sex	4.4%	3.3%	3.8%
	Clinical Oncology	Count	17	34	51
		% within Sex	1.8%	3.0%	2.4%
	Pathology	Count	30	32	62
		% within Sex	3.1%	2.8%	3.0%
	Psychiatry	Count	61	60	121
		% within Sex	6.3%	5.3%	5.8%
	General Practice	Count	258	446	704
		% within Sex	26.7%	39.4%	33.6%
	Community Medicine	Count	6	13	19
		% within Sex	.6%	1.1%	.9%
	Public Health Medicine	Count	4	13	17
		% within Sex	.4%	1.1%	.8%
	Other Medical Spec.	Count	9	9	18
		% within Sex	.9%	.8%	.9%
	Two or more specialties	Count	2	1	3
		% within Sex	.2%	.1%	.1%
	Not in Paid Employment	Count	0	1	1
		% within Sex	.0%	.1%	.0%
Total		Count	965	1131	2096
		% within Sex	100.0%	100.0%	100.0%



### **Satisfaction with current job**

To obtain a measure of job satisfaction, five statements were presented for evaluation, on a scale from *strongly agree* to *strongly disagree*. The statements were

*I find enjoyment in my current post*  
*I am doing interesting and challenging work*  
*I feel dissatisfied in my current post*  
*Most days I am enthusiastic about my work*  
*I am often bored with my work*

Scores of 1 to 5 were assigned to the responses (with scales reversed for the 1<sup>st</sup>, 2<sup>nd</sup> and 4<sup>th</sup> statements) and an overall job satisfaction score calculated. The median job satisfaction score for both men and women was 20, indicating a high degree of job satisfaction.

### **Satisfaction with time for family and leisure**

Respondents were invited to express, on a scale from 1 to 10, their level of satisfaction with the amount of time their work left them for family, social and recreational activities. The mean score was 6.1 (men 5.9, women 6.4).

### **Views and opinions**

A number of attitude statements were included in the questionnaire, to ascertain respondents' views and concerns about their future career, working conditions and support, and equal opportunities in the NHS. Responses were invited on a 5-point scale, from *strongly agree* to *strongly disagree*. For ease of presentation, the responses *strongly agree* and *agree* have been combined into *Agree*, and *strongly disagree* and *disagree* into *Disagree*. The results for men and women are shown in Figures 2, 3 and 4. The full wording of the attitude statements can be found on pages 4-5 of the questionnaire (see Appendix).

### **Views on future career**

Overall, 84.0% agreed that they had had good career opportunities to date, and 82.9% were satisfied with their career prospects (men 85.3%; women 80.8%). However, only 56.0% felt that the postgraduate training they had received so far was of a high standard. Many, and, in particular, women, were concerned about securing a consultant post within six months of completing their CCST (men 38.2%; women 48.3%). A third felt that their training was too short to enable them to practise adequately when they first became consultants (men 29.3%; women 34.9%), and a third felt that making career choices had been made difficult by inadequate careers advice.

### **Working conditions and support**

Over three-quarters of respondents agreed that they received good support from nursing staff (78.0%) and senior doctors (76.5%). Only 34.4%, however, agreed that they received a good level of support from hospital or practice management (men 31.0%; women 37.4%). Overall, 75.4% felt that their annual leave arrangements were satisfactory (72.4% of men; 78.1% of women). Working conditions (e.g. food and accommodation) were viewed as satisfactory by less than half of the respondents.

### **The NHS and equal opportunities**

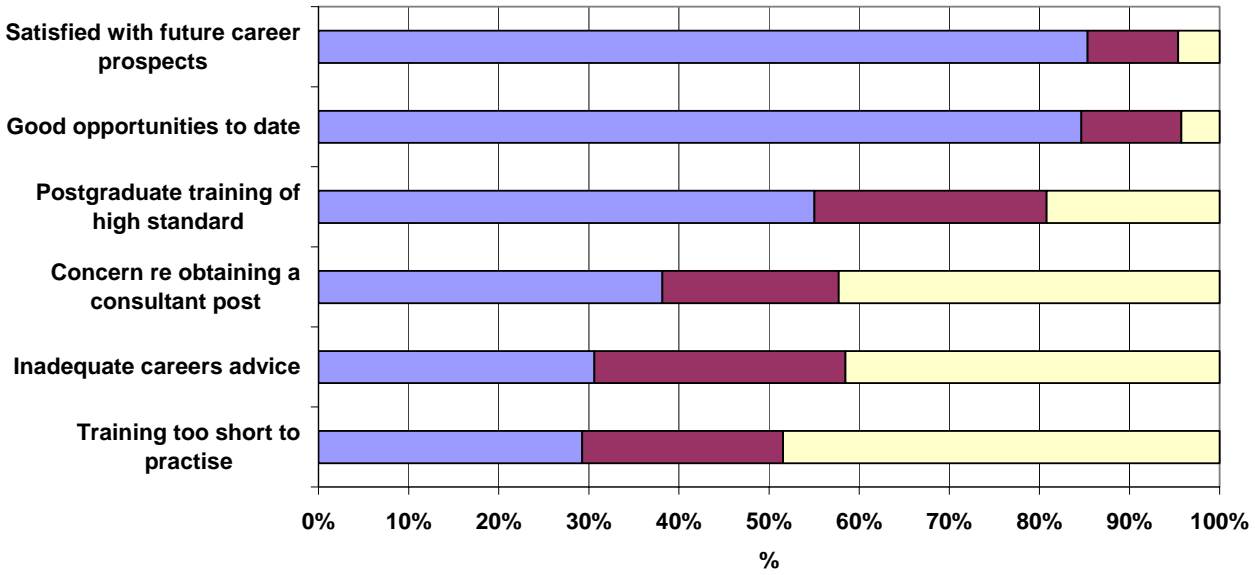
Considerably higher percentages of men than of women regarded the NHS as '...a good equal opportunities employer for...[a particular group of doctors]'. Two-thirds of all respondents thought

the NHS a good equal opportunities employer for women (men 71.1%; women 62.6%), and half thought it favourable towards ethnic minority doctors (men 52.9%; women 45.5%). Only 44.1% thought the NHS offered good equal opportunities to gay and lesbian doctors (men 49.4%; women 39.4%); only one third thought it a good equal opportunities employer for doctors working less than full time (men 39.8%; women 30.1%), only a quarter thought it favourable towards doctors with family responsibilities (30.0% of men; 24.1% of women); and only 16.1% thought the NHS favourable to doctors with disabilities (men 21.0%; women 11.9%).

On questions relating to remuneration and fair treatment by the NHS in their current job however, a smaller percentage of men than of women rated the NHS favourably. Only half of all respondents agreed that the NHS remunerated them fairly for their basic hours of work (59.5% of women; 46.3% of men), and that the NHS treated them fairly in their current job (58.3% of women; 46.7% of men). The corresponding percentages for remuneration for additional hours worked were 40.5% of women and 36.0% of men.

Figure 2. Views on future career

Men



Women

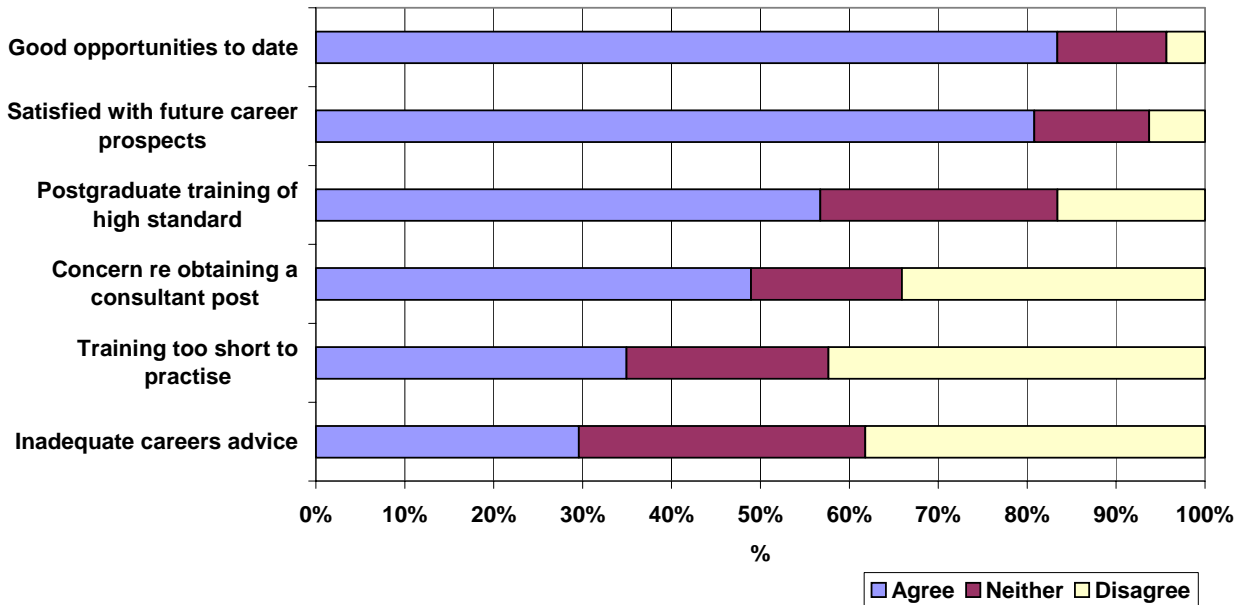


Figure 3. Working conditions and support

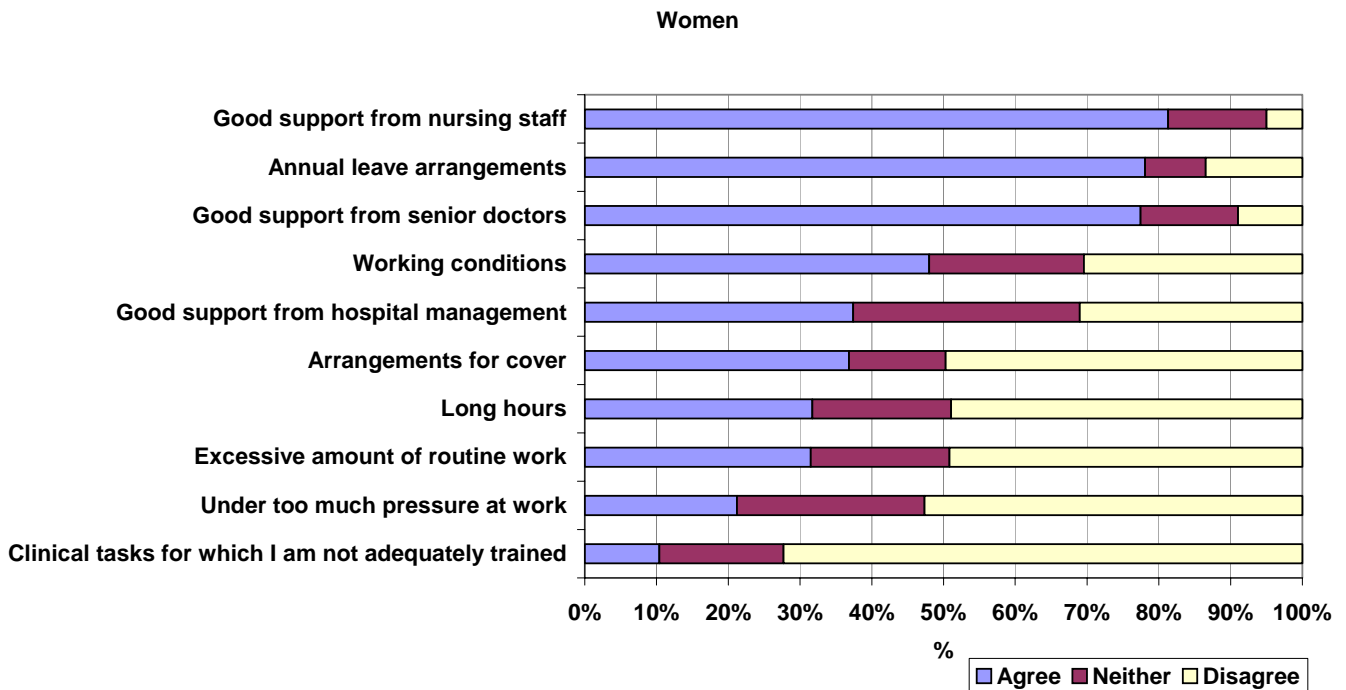
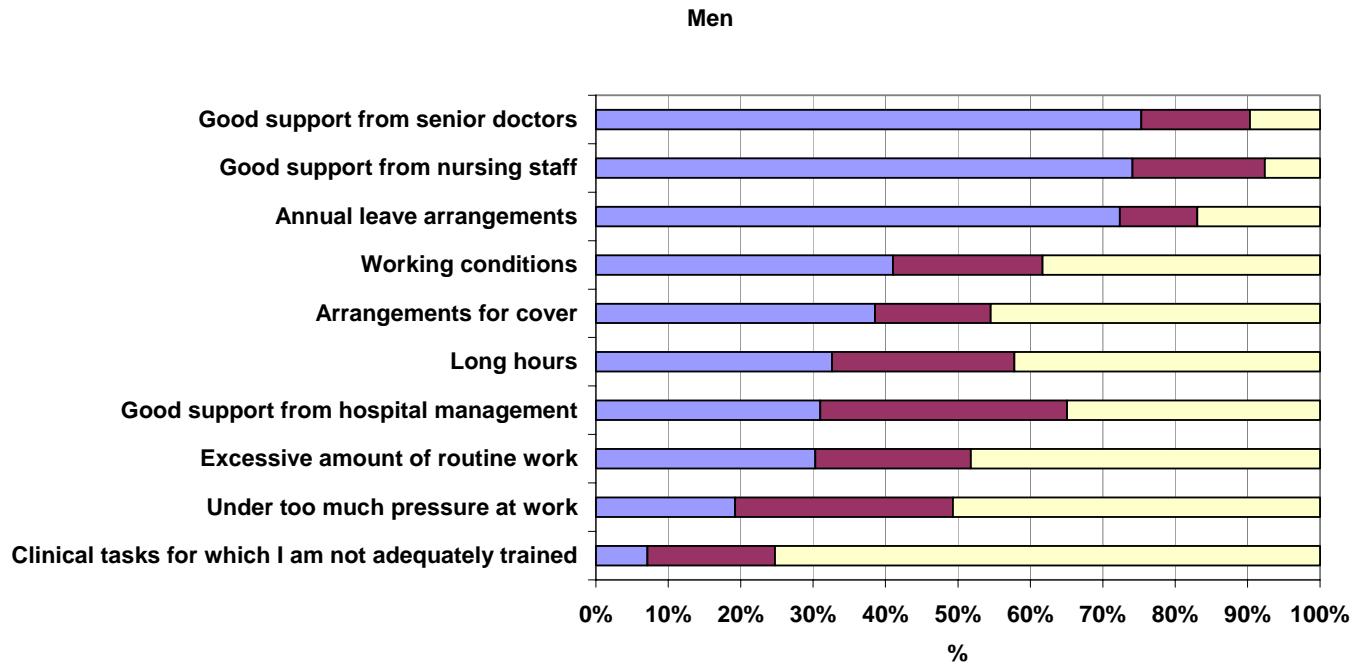
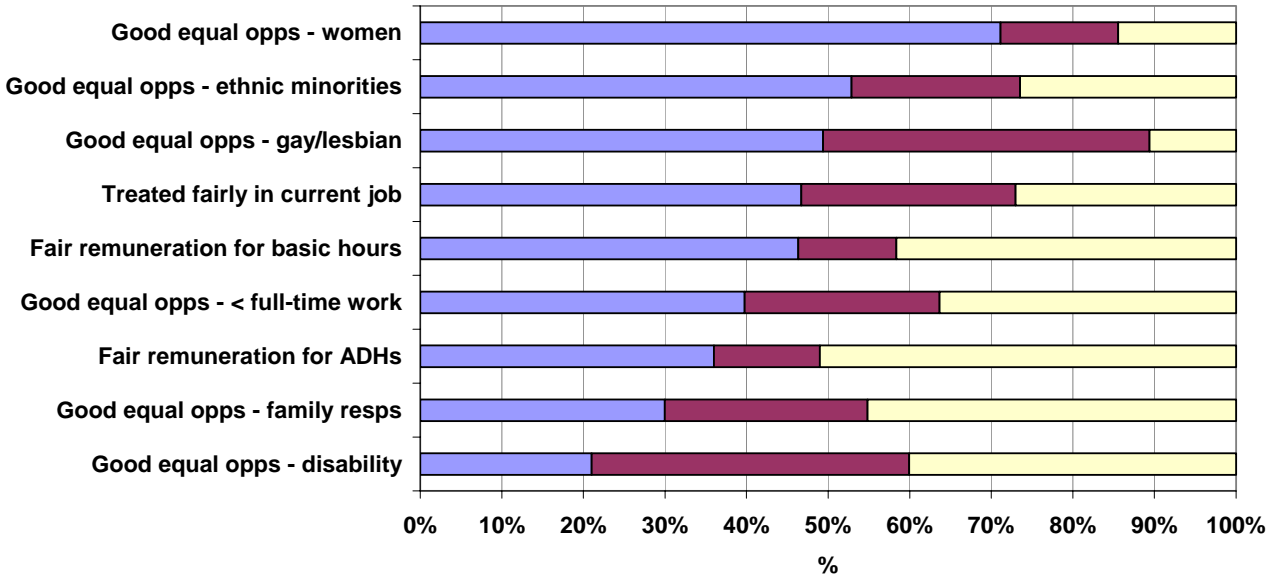
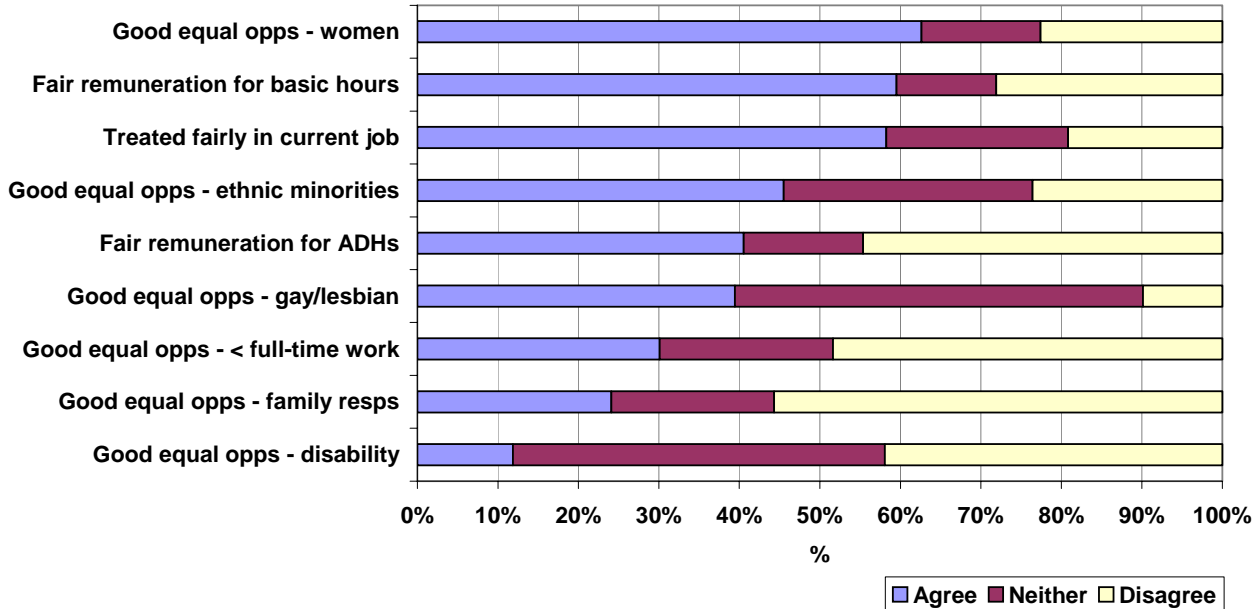


Figure 4. The NHS and equal opportunities

Men



Women



Agree Neither Disagree

## **Appendix : Questionnaire**

**UK Medical Careers Research Group, University of Oxford**  
2003/4 Survey of the Career Preferences and Experiences of Doctors Qualifying in 1996

Please write as clearly as possible in the boxes.  
Please mark X in the box of your choice :     
OR print numbers :

**Your career choices**

**1. Have you made up your mind about your choice of long-term career? (Mark X)**

Definitely  Probably  Not really

**2. What is your choice of long-term career?**

*Please list up to 3 choices in order of preference. Please give your choice of specialty or subspecialty. Be as specific as you wish. Where choices are of equal preference, please mark X in the boxes adjacent to those choices, otherwise leave blank.*

		<i>Of equal preference?</i>
1		<input type="checkbox"/>
2		<input type="checkbox"/>
3		<input type="checkbox"/>

**3. How much has each of the following factors influenced your career choice?**

*Please answer for each factor, by marking X in one of the three boxes.*

	Not at all	A little	A great deal		Not at all	A little	A great deal
Domestic circumstances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Experience of chosen subject as a student	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hours/working conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A particular teacher/department	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Future financial prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Inclinations before medical school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Career and promotion prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Experience of jobs so far	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Self-appraisal of own skills/aptitudes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Enthusiasm/commitment: what I really want to do	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Advice from others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Other reasons *	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

*\* If 'Other reasons' influenced your career choice, please give details of those reasons*

**Your career plans**

**4. Apart from temporary visits abroad, do you intend to practise medicine in the United Kingdom for the foreseeable future? (Mark X)**

Yes-definitely  Yes-probably  Undecided  No-probably not  No-definitely not

**If you did not answer 'Yes-definitely', are you considering**

practising medicine abroad  leaving medicine but remaining in the UK  leaving medicine and leaving the UK

**If you did not answer 'Yes-definitely', what changes to medicine in the UK would increase your commitment to it (or encourage you to return if you have left)?**

**If you intend to practise medicine outside the UK, in which country or continent?**

**5. Do you feel committed to a long-term career in the NHS? (Mark X)**

Yes-definitely   
Yes-probably   
Undecided   
No-probably not   
No-definitely not

**If you did not answer Yes-definitely, what changes to the NHS would increase your commitment or encourage you to return (if you have left)?**

**6. Do you plan to work in a career post on a less-than-full-time basis at some point in your career? (Mark X)**

Yes  No  Undecided

**Your current e-mail address**

**7. Your e-mail address:**

*(We may send you future surveys, and occasional newsletters, via email)*



## Your employment history since 1 August 2001

8. Please give details of your current employment and all completed periods of employment since 1 August 2001, including any substantial period(s) of time not in paid employment, except periods of maternity leave from a post to which you returned (or plan to return).

**Specialty:** Enter medical specialty/ subspecialty, type of work (if non-medical), or 'Not in paid employment'

**Grade :** Enter full details of grade, job title (if non-medical), travel/career break/domestic responsibilities/illness etc (if not employed).

**Location:** Give the town or county if in the UK, or the country if abroad.

Date started M M Y Y	Date ended M M Y Y	Details of posts			Additional details (Mark X)					
		Specialty	Grade	Location	Full-time?	NHS?	Locum?	Retainer scheme?	HM Forces?	
<input type="text"/>	<input type="text"/>	(Current job)								
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

**Your current post**

9. How satisfied are you with your current post? (for each statement, please mark X in one box)

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I find enjoyment in my current post.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am doing interesting and challenging work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel dissatisfied in my current post.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Most days I am enthusiastic about my work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am often bored with my work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

10. How satisfied are you with the amount of time your work leaves you for family, social and recreational activities? (please mark X in the box next to the number which most accurately reflects your opinion)

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3	4	5	6	7	8	9	10
Not at all satisfied					Extremely satisfied				

**Your personal circumstances**

11. Are you? (Mark X)  
 single  living with a spouse or a partner
12. How many children under 16 are normally resident in your household?   
 If there are children, what are their ages in years?      
 (Enter 0 for 0-11 months)
13. Are there any dependent adults (e.g. disabled, sick or elderly) whose needs could affect your ability to pursue your chosen career? (Mark X) Yes  No

**Your views**

In this section, please consider each statement and mark with X the response which most accurately reflects your own opinion.

For all statements SA=Strongly agree, A=Agree, N=Neither agree nor disagree, D=disagree, SD=Strongly disagree, N/O=No opinion.

14. Your future career

	SA	A	N	D	SD	N/O
I have had good career opportunities in my career to date	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am satisfied with my future career prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The postgraduate training I have received so far has been of a high standard	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Making career choices has been made difficult by inadequate careers advice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Specialist registrars only) My training is too short to enable me to practise adequately when I first become a consultant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Specialist registrars only) I am concerned about securing a consultant post within six months of completing my CCST	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

For all statements SA=Strongly agree, A=Agree, N=Neither agree nor disagree, D=disagree, SD=Strongly disagree, N/O=No opinion.

15. Working conditions and support

In my current post...	SA	A	N	D	SD	N/O
I work longer hours than I think I should	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Arrangements for my annual leave are satisfactory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Arrangements for cover for absent doctors are satisfactory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I receive good support from senior doctors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I receive good support from nursing staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I receive good support from hospital / practice management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The working conditions (e.g. food, accommodation) are satisfactory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am currently under too much pressure whilst at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am expected to perform an excessive amount of routine work which could be done by staff without medical qualifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am required to perform clinical tasks for which I do not feel adequately trained	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**16. Equal opportunities**

The NHS is a good equal opportunities employer for ...	SA	A	N	D	SD	N/O
women doctors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
doctors from ethnic minorities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
doctors with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
gay and lesbian doctors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
doctors with family responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
doctors who work less than full time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The NHS remunerates me fairly for my basic contracted hours of work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The NHS remunerates me fairly for additional hours worked	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In general, I feel that I am fairly treated by the NHS in my current job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Your qualifications

**17. Please list all higher professional or academic qualifications obtained since qualifying as a doctor.**  
 Please give details below (spell out in full rather than initials) and the year passed.

Qualification	Year
	_ _ _
	_ _ _
	_ _ _
	_ _ _

Additional Comments

Please give us **comments** on **any aspect** of your training, career choices or work. Use continuation sheets if you wish. We summarise the views of respondents and report on them to policy-makers and in publications, in ways intended to ensure that individuals cannot be identified. **Your individual comments will remain confidential** to researchers in the UK Medical Careers Research Group.

*Thank you for your co-operation.*  
*Please return this questionnaire to:* UK Medical Careers Research Group,  
UHCE, Old Road, Oxford OX3 7BR.