

**UK Medical Careers Research Group
Oxford University**

2005 cohort of UK Medical Graduates

Report of Fourth Survey, conducted in 2016

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Introduction

This report describes the results of the fourth survey of the cohort of 5128 doctors who qualified from UK medical schools in 2005. The first mailing for this survey was completed in December 2016 and the final mailing was in May 2017.

This report describes the main results from the fourth survey, focusing on the current employment, career choices and demographics of the respondents. It also contains some information about their views, attitudes, and future intentions. It is not intended as an analytical report and does not seek to relate data from this cohort with that obtained from other cohorts. It does however contain some description of trends over time in this cohort.

We expect this report 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 5128 doctors (2141 men, 2987 women). Excluding from the denominator 1511 qualifiers who were untraceable, 29 who had declined to participate, and 6 who had died, the response to the third survey was 52.2% (1875/3582). For men the response rate was 52% (723/1390), and for women was 52.5% (1152/2192).

Demographics

Age

The 1746 respondents who provided information on their age when beginning pre-clinical medical school had a median age at that time of 18 years. 59.9% were aged 18 or younger, 89.5% of respondents were 21 or younger and 96.4% were aged 25 or younger. The oldest respondent was aged 42 years.

Ethnicity

1758 respondents provided information on their ethnic origin. Non-white respondents comprised 22.2%, with Indians and Chinese being the largest groups among them (Table 1). 70 respondents were overseas students (4.0%) (Table 2).

Table 1: Ethnicity

	Men		Women		Total	
	Count	Col %	Count	Col %	Count	Col %
White	471	71.0	897	82.0	1368	77.8
Indian	67	10.1	64	5.9	131	7.5
Pakistani	21	3.2	15	1.4	36	2.0
Bangladeshi	7	1.1	8	0.7	15	0.9
Chinese	21	3.2	27	2.5	48	2.7
Asian-other*	22	3.3	22	2.0	44	2.5
Black Caribbean	2	0.3	2	0.2	4	0.2
Black African	15	2.3	8	0.7	23	1.3
Black-other*	1	0.2	2	0.2	3	0.2
Other*	22	3.3	31	2.7	53	3.0
Mixed	14	2.1	19	1.7	33	1.9
Total	663	100.0	1095	100.0	1758	100.0

Table 2: Overseas students

	Male		Female		Total	
	Count	Col %	Count	Col %	Count	Col %
Yes	37	5.7	33	3.0	70	4.0
No	617	94.3	1056	97.0	1673	96.0
Total	654	100.0	1089	100.0	1743	100.0

Domestic circumstances

Of those who replied to demographic questions, 84.6% reported living with a spouse or partner (men 86%, women 83.6%). Overall, 71.3% of respondents had children under 16 years of age (men 71%, women 71.4%); 8.8% (men 8.9%, women 8.7%) had dependent adults living with them.

Current post

89.8% of respondents were working in medicine in the UK (men 89.2%; women 90.1%), 7.1% were practising medicine abroad (men 9.4%, women 5.6%), 0.8% were working outside medicine (men 0.6%, women 1.1%) and 1.8% were not in paid employment (men 0.4%, women 2.7%). For 0.6% of respondents (men 0.6%, women 0.5%) their current employment was unknown. Thus men were more likely to practise medicine abroad than women, while women were more likely to not be working. However, the vast majority of both male and female respondents were working in medicine in the UK.

Tables 3-6 give more details on the respondents' current posts, where known. Table 3 shows the respondents' occupation groups, Table 4 presents their current type of work, Table 5 gives their current grades, and Table 6 shows their mainstream specialties.

Table 3: Occupation group – current post

	Men		Women		Total	
	Count	Col %	Count	Col %	Count	Col %
UK NHS	556	76.9%	941	82.0%	1497	80.0%
UK Medical Universities	67	9.3%	67	5.8%	134	7.2%
UK Armed Forces	12	1.7%	8	0.7%	20	1.1%
UK Other Public Sector	1	0.1%	3	0.3%	4	0.2%
UK Medical Private Sector	12	1.7%	21	1.8%	33	1.8%
UK Non-Medical	4	0.6%	10	0.9%	14	0.7%
UK Not in paid employment	2	0.3%	25	2.2%	27	1.4%
Abroad Medical	68	9.4%	65	5.6%	133	7.1%
Abroad Non-medical	0	0.0%	2	0.2%	2	0.1%
Abroad Not in paid employment	1	0.1%	6	0.5%	7	0.4%
Total	723	100.0	1148	100.0	1871	100.0

The largest proportion of respondents (40%) were providing clinical service with some teaching responsibility (men 41.9%; women 38.8%) whereas few respondents (3%) were involving in clinical services with some research time (men 2.8%, women 3.2%). Men were more likely to combine their clinical responsibilities with other activities, particularly teaching, than women, while women were more likely to focus on clinical duties. However, the vast majority of both male and female respondents were working in medicine in the UK.

Table 4: Current post – type of work

	Men		Women		Total	
	Count	Col %	Count	Col %	Count	Col %
Clinical service without teaching or research	199	27.7	452	40.1	651	35.3
Clinical service with some research time	20	2.8	36	3.2	56	3.0
Clinical service with some teaching responsibility	301	41.9	438	38.8	739	40.0
Clinical service with some teaching or research	110	15.3	106	9.4	216	11.7
Clinical academic with honorary NHS sessions	42	5.8	35	3.1	77	4.2
Other	46	6.4	61	5.4	107	5.8
Total	718	100.0	1128	100.0	1846	100.0

Table 5: Grade - current post

	Men		Women		Total	
	Count	Col %	Count	Col %	Count	Col %
Hospital						
Senior grades	186	25.7	179	15.6	365	19.5
Non-consultant career grades	10	1.4	14	1.2	24	1.3
Training grades	220	30.4	334	29.0	554	29.5
Others	3	0.4	2	0.2	5	0.3
GP						
Principals	161	22.2	173	15.0	334	17.8
Other career grades	27	3.7	220	19.1	247	13.2
Training grades	5	0.7	9	0.8	14	0.7
Others	25	3.5	80	7.0	105	5.6
Public health						
Senior grades	2	0.3	5	0.4	7	0.4
Training grades	0	0.0	10	0.9	10	0.5
Academics						
Senior grades	4	0.6	2	0.2	6	0.3
Others	73	10.0	74	6.4	147	7.8
Public Sector						
HM Forces	12	1.7	8	0.7	20	1.1
Civil service	0	0.0	0	0.0	0	0.0
Other Medical – No Grade	24	3.3	24	2.1	48	2.6
Non-Medical	3	0.4	2	0.2	5	0.3
No Reply Given	46	6.4	91	7.9	137	7.3
Total	724	100.0	1151	100.0	1875	100.0

Eleven years after graduation, 38% of respondents (men 48.8%; women 31.2%) had reached a senior grade, working either as a hospital doctor, a general practitioner, working in public health or in academia. For 7.3% of respondents their current grade was unknown.

Table 6: Specialty group - current post

	Men		Women		Total	
	Count	Col %	Count	Col %	Count	Col %
Hospital Medical	102	14.1	126	10.9	228	12.2
Paediatrics	22	3.1	82	7.1	104	5.6
Emergency Medicine	35	4.9	27	2.3	62	3.3
Surgical Specialties	131	18.2	64	5.6	195	10.4
Obstetrics & Gynaecology	9	1.2	48	4.2	57	3.0
Anaesthetics	77	10.7	104	9.0	181	9.7
Radiology	21	2.9	17	1.5	38	2.0
Clinical Oncology	13	1.8	21	1.8	34	1.8
Pathology	25	3.5	31	2.7	56	3.0
Psychiatry	34	4.7	53	4.6	87	4.6
General Practice	225	31.2	508	44.1	733	39.1
Public Health	4	0.6	19	1.6	23	1.2
Other Medical Specialties	18	2.5	34	3.0	52	2.8
Non-Medical	5	0.7	18	1.6	23	1.2
Total	721	100.0	1152	100.0	1873	100.0

There were some notable gender differences in the current specialties of respondents. A much higher proportion of men than women held a surgical post. On the other hand, women were much more likely to be general practitioners than men. Also women were more likely to hold a post in paediatrics, obstetrics & gynaecology or be unemployed.

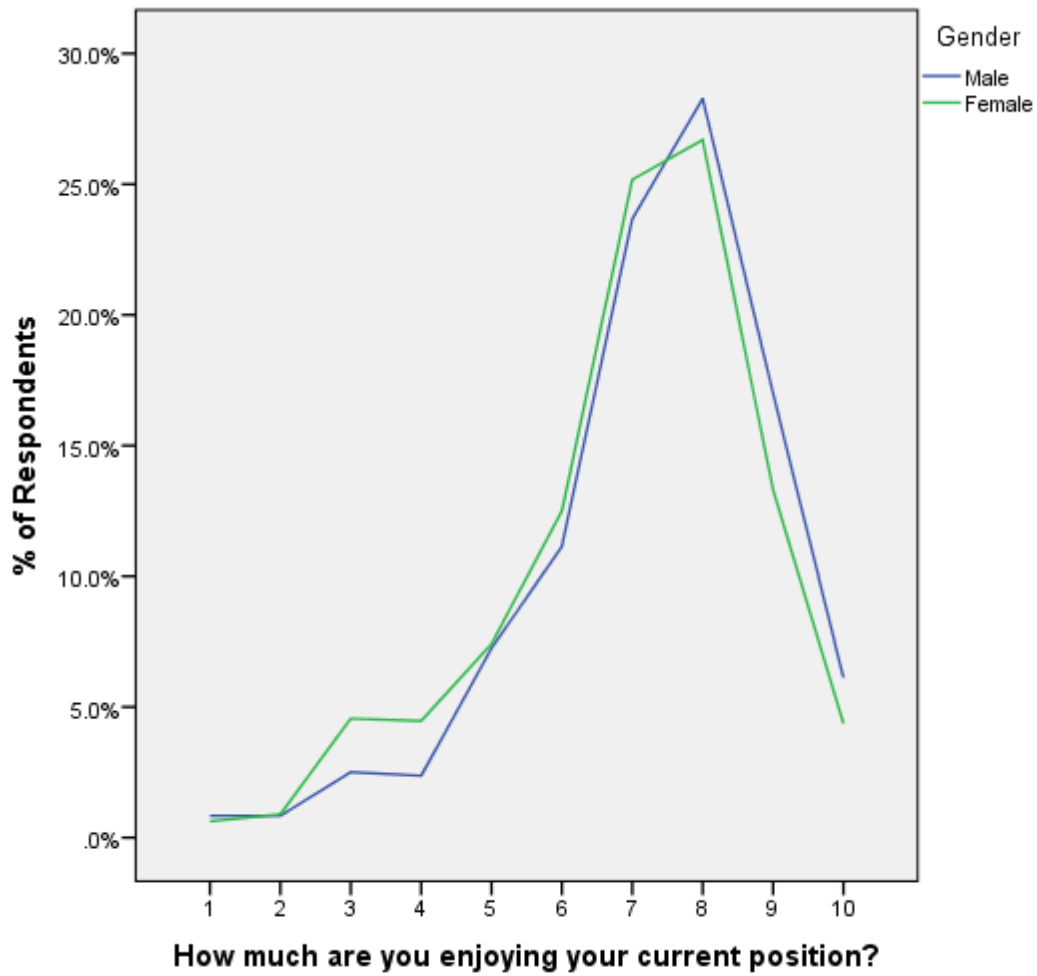
Work pattern

Of those working in medicine in the UK (n=1688), 39.9% (men 12.4%, women 57%) reported working part-time and 7.8% (men 7.7%, women 7.8%) as locums. Of those working in medicine outside the UK (n=133), 14.6% (4.4% men, women 25.8%) were working part-time.

Satisfaction with current job

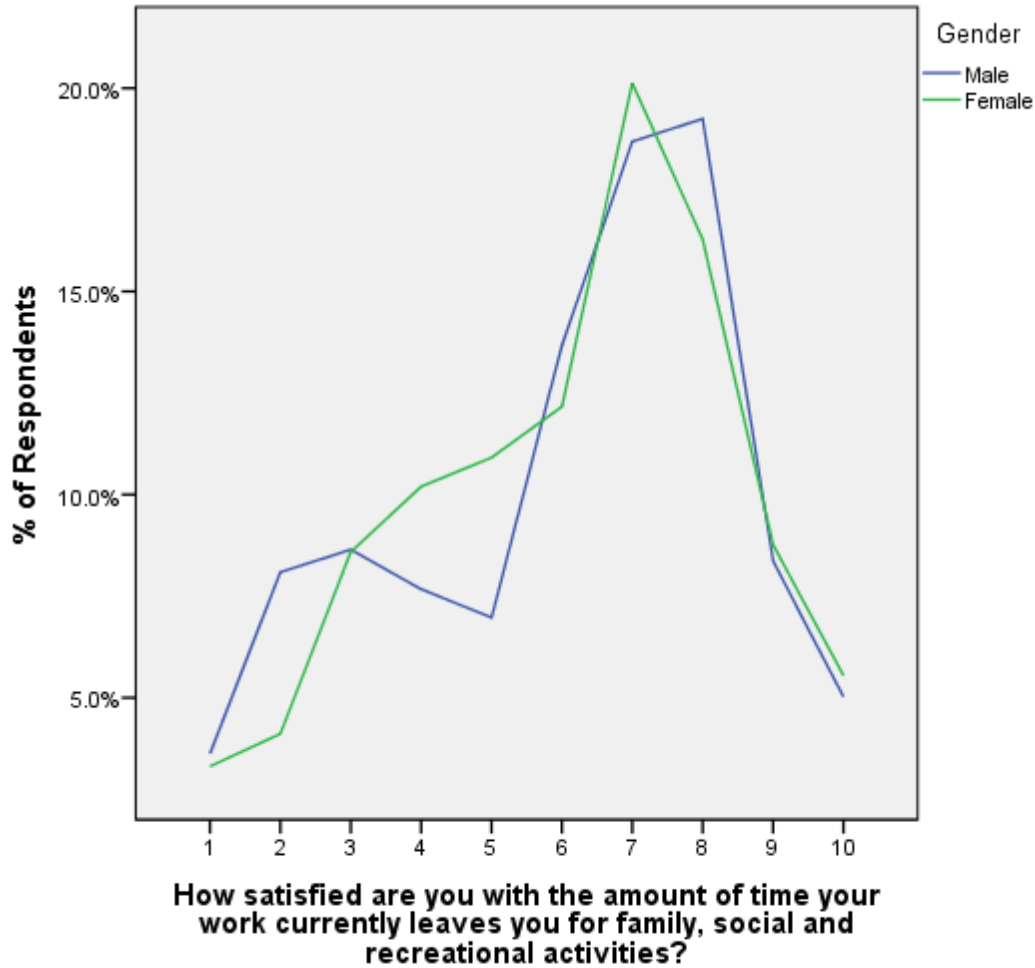
Respondents were asked to express, on a scale from 1 (not enjoying it at all) to 10 (enjoying it greatly), their enjoyment of their current position (Figure 1) and their satisfaction (from 'not at all satisfied' to 'extremely satisfied') with the amount of time their work left them for family, social and recreational activities (Figure 2). The median score for enjoyment was 8 for men and 7 for women. Figure 1 indicates that there was almost no difference between the distributions of enjoyment responses for men and women.

Figure 1: Enjoyment of current position by gender



The median score for satisfaction with time for leisure was 7 for both genders, although, as can be observed from Figure 2, the mode of the distribution was 7 for women and 8 for men.

Figure 2: Satisfaction with the amount of spare time by gender



The vast majority of respondents who gave information on their current position (98.4%) were working in medicine. Removing the 1.6% who were not working in medicine from the analyses did not make a difference to the findings.

Working conditions and support

Respondents who were working in medicine were invited to respond to a number of attitude statements assessing their views on their working conditions and level of support received. The statements administered can be found in the Appendix. Responses were received on a 5-point scale from *strongly agree* to *strongly disagree*. For ease of presentation, in Figures 3-5, the categories

strongly agree and *agree*, and *strongly disagree* and *disagree* have been combined and displayed as *agree* and *disagree* respectively.

The majority of respondents agreed with each statement, thus indicating that the majority of the responding doctors receive good support and are happy with their working environment and available resources for learning. There was almost no difference between men and women in their levels of agreement.

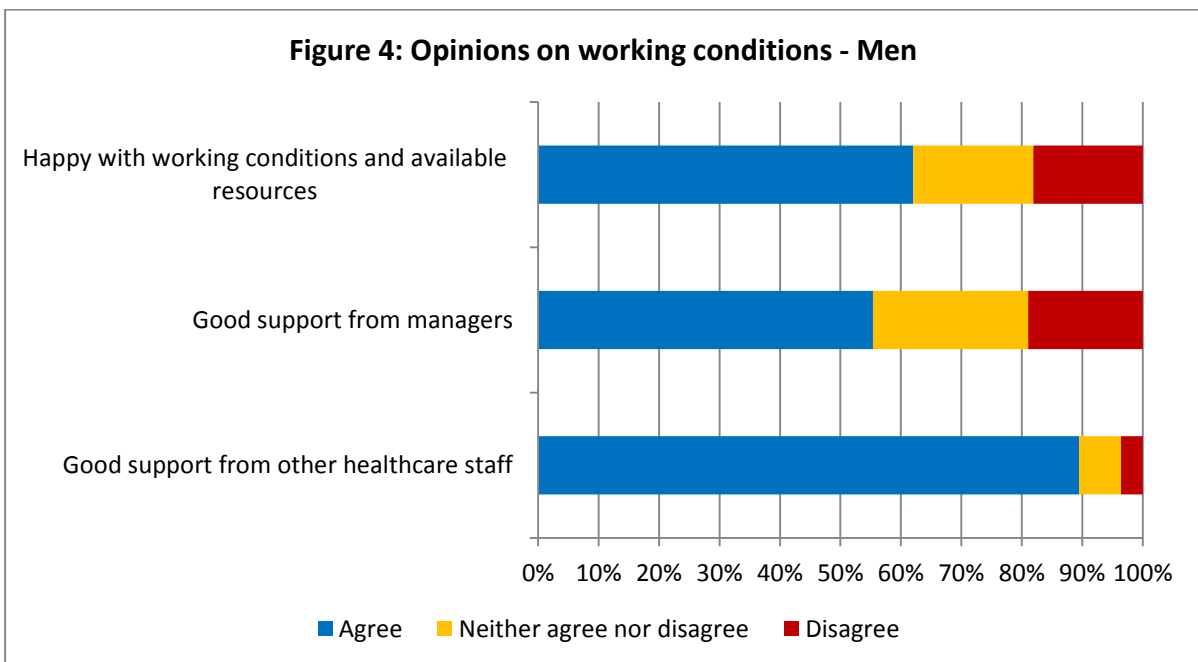
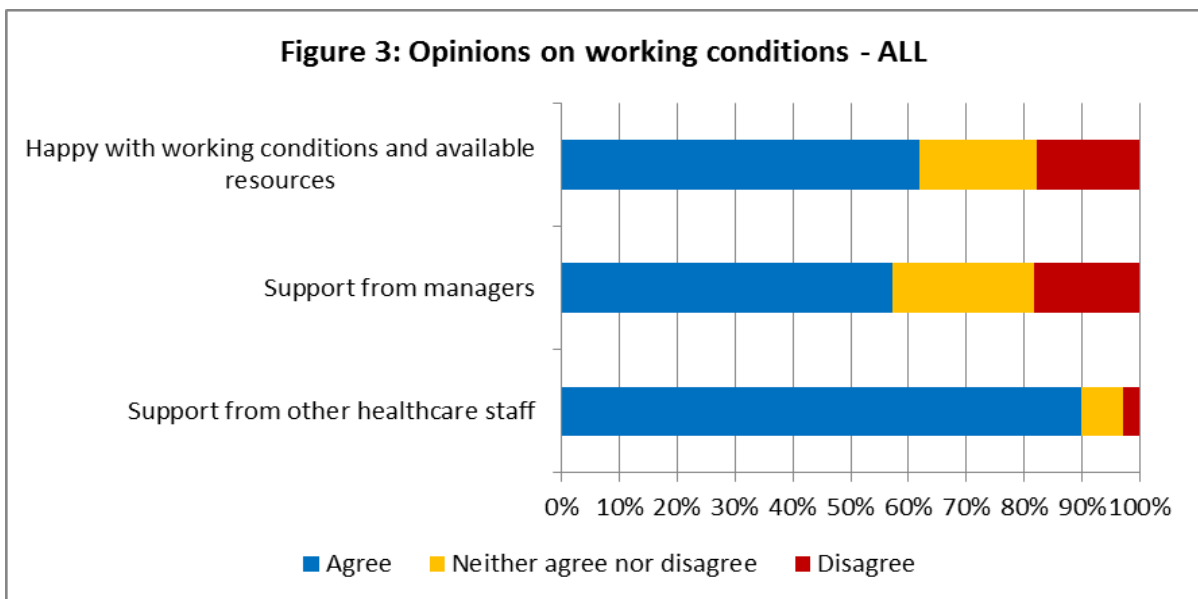
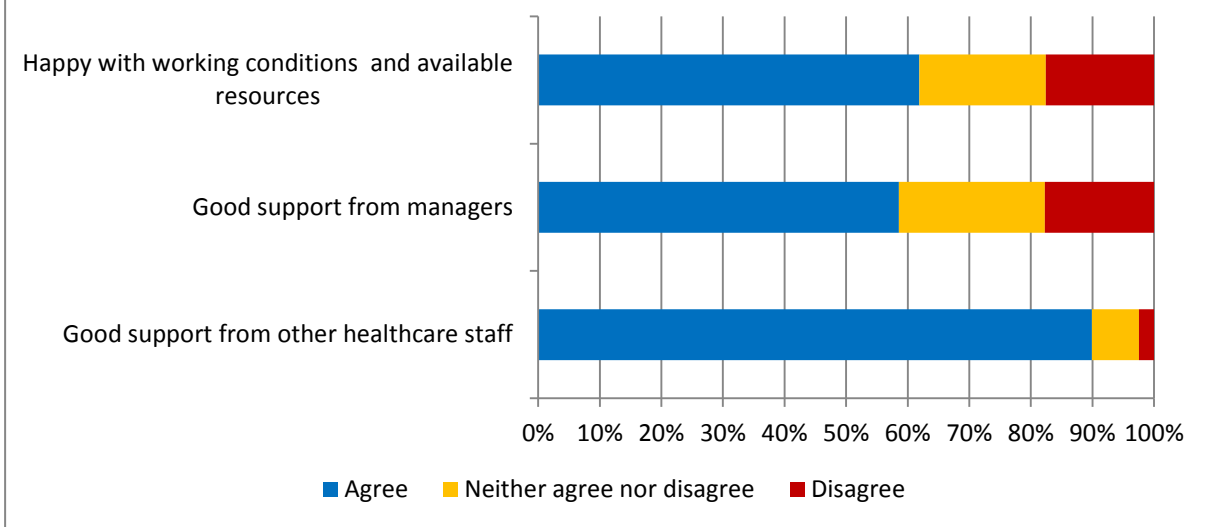


Figure 5: Opinions on working conditions - Women



Career experience

Doctors were invited to give their opinion about their career prospects, professional opportunities to date, and the standard of their postgraduate training. They were asked to respond to four structured statements on a 5-point scale from *strongly agree* to *strongly disagree*. Figures 6, 7 and 8 show the levels of agreement to the statements for all respondents, then for men and women separately. For the ease of presentation the categories *strongly agree* and *agree*, and *strongly disagree* and *disagree* have been combined and displayed as *agree* and *disagree* respectively. The opinion statements appear in full in the Appendix.

There were no notable differences between the genders, both were generally satisfied. However, it is of some concern that nearly 30% of respondents indicated that there may be too few consultant/principal posts in their specialty in the future for those eligible for them.

Figure 6: Opinions on careers - All

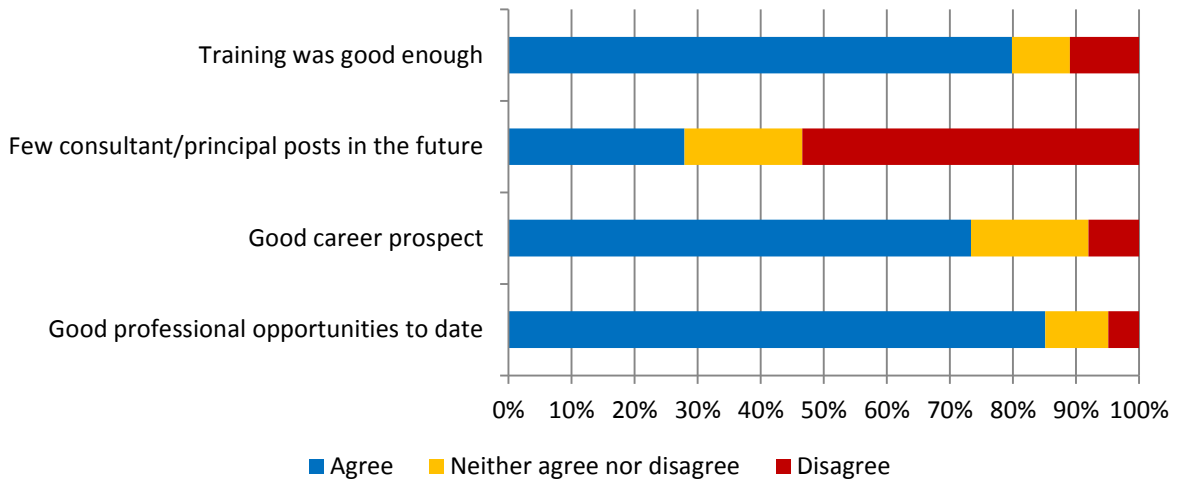


Figure 7: Opinions on careers- Men

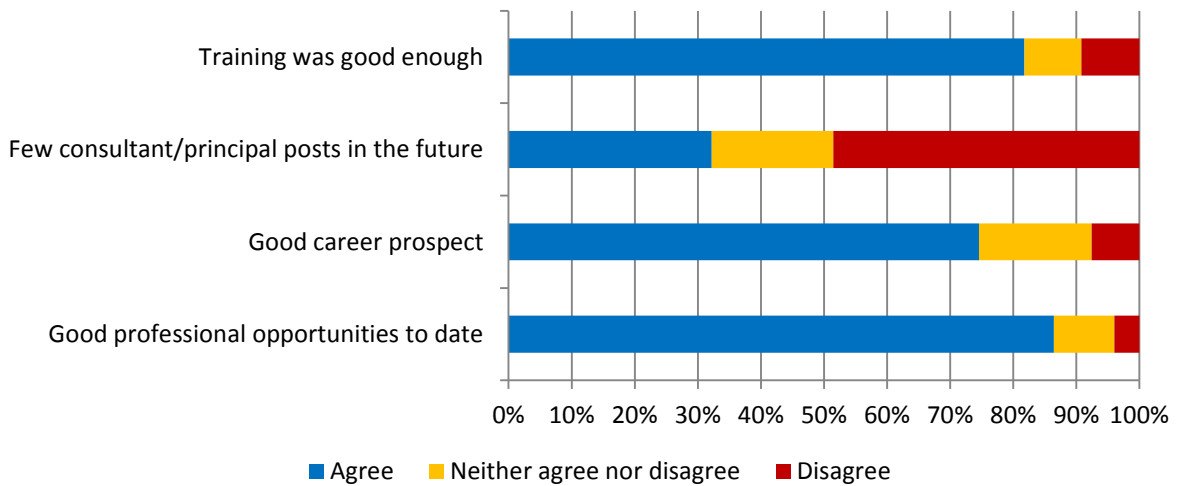
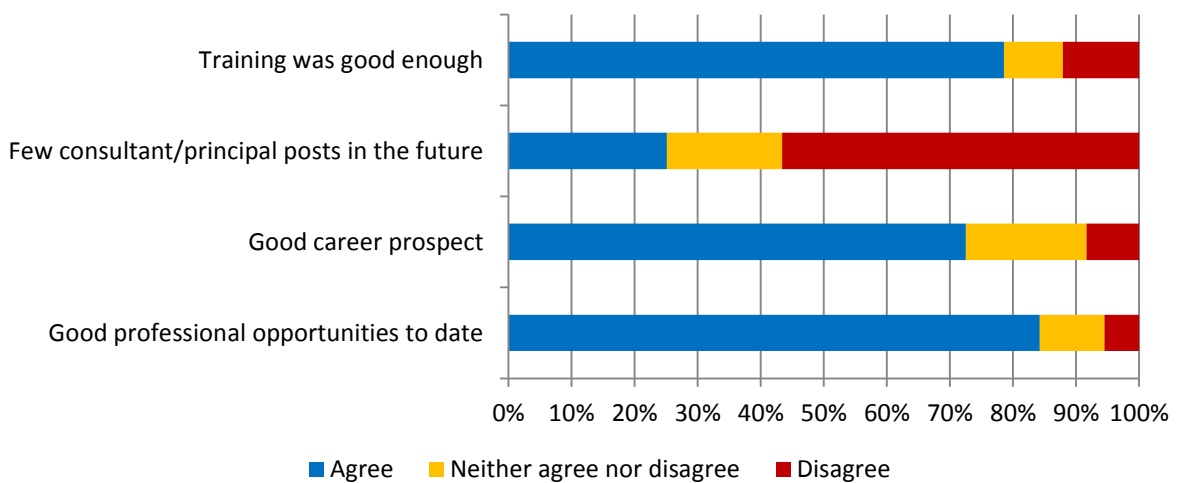


Figure 8: Opinions on careers- Women



Career plans

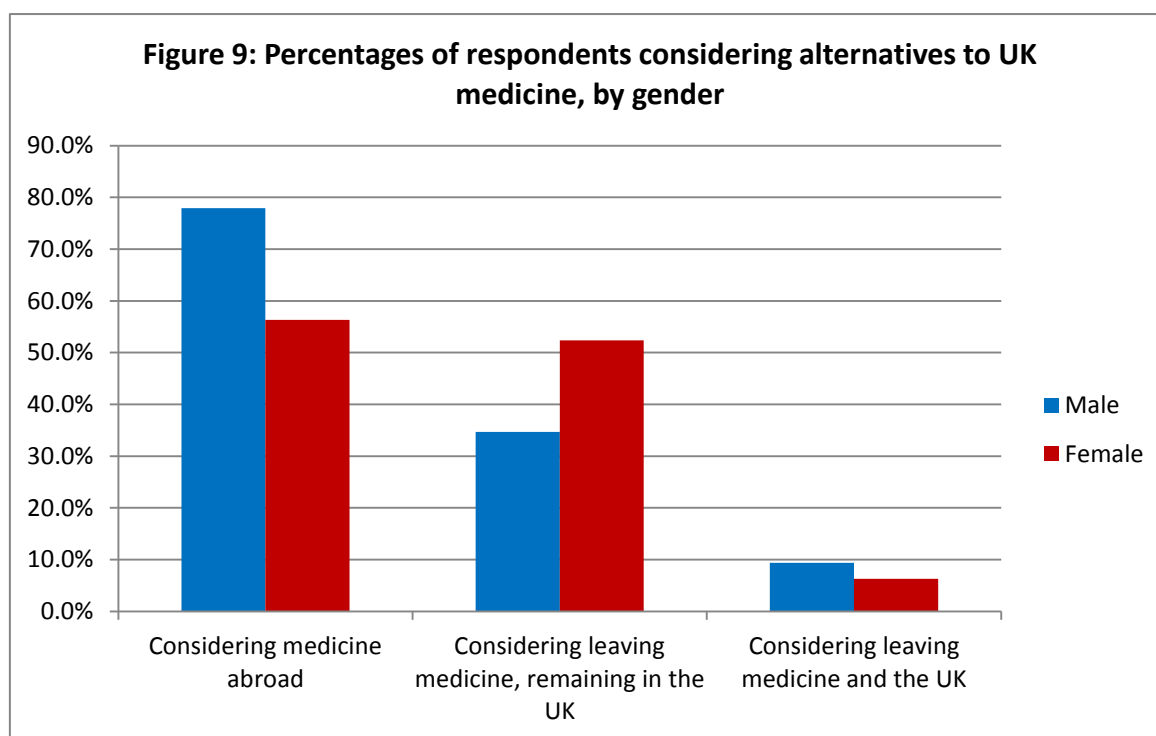
Intentions to practise in the UK

Respondents were asked a series of questions on their intentions to practise medicine in the UK and the NHS. 86.7% of respondents indicated that they definitely or probably intended to practise medicine in the UK for the foreseeable future (53.2% definitely); 8.4% were undecided and 5% definitely or probably did not intend to do so (Table 7). There were no significant differences according to gender.

For those who were not definite about practising medicine in the UK (n=796), respondents were asked to tick whether they were considering one or more of the following options: 'practising medicine abroad', 'leaving medicine but remaining in the UK', and 'leaving medicine and leaving the UK'. 'Practising medicine abroad' received by far the biggest number of ticks (n=515). A smaller number of participants did indicate that they were considering 'leaving medicine but remaining in the UK' (n=363) or 'leaving medicine and leaving the UK' (n=60). Figure 9 shows the distributions of responses across genders. Each bar represents the number of ticks as a percentage of the total number of respondents who specified their intentions by gender (i.e. the maximum possible number of ticks that a specific statement might have potentially received). Men were more likely than women to consider working in medicine abroad.

Table 7: Intention to practise medicine in the UK

	Men		Women		Total	
	Count	Col %	Count	Col %	Count	Col %
Yes-definitely	338	52.3	566	53.7	904	53.2
Yes-probably	207	32.0	362	34.3	569	33.5
Undecided	58	9.0	85	8.1	143	8.4
No-probably not	22	3.4	25	2.4	47	2.8
No-definitely not	21	3.3	16	1.5	37	2.2
Total	646	100.0	1054	100.0	1700	100.0



Respondents were also asked what combination of clinical work they intended to work mainly in, if they intended to practise medicine. Details are shown in Table 8. The most popular combinations were clinical posts with some teaching responsibility (49.5%) followed by clinical posts with some teaching and research (21%). A larger proportion of men than women indicated a preference for clinical posts with some teaching and research (28.3% vs. 16.3% respectively). A larger proportion of women than men (54% compared with 42.3%) selected clinical posts with some teaching responsibility, although this was the most popular choice among both genders. There were also some other gender differences (see Table 8).

Table 8: Long-term career intentions within medicine

	Men		Women		Total	
	Count	Col %	Count	Col %	Count	Col %
Clinical service without teaching or research	61	8.5	136	12.1	197	10.7
Clinical service with some research time	30	4.2	47	4.2	77	4.2
Clinical service with some teaching responsibility	304	42.3	67	54.0	911	49.5
Clinical service with some teaching and research	203	28.3	183	16.3	386	21.0
Clinical academic with honorary NHS sessions	59	8.2	43	3.8	102	5.5
Undecided	38	5.3	75	6.7	113	6.1
Other	23	3.2	33	2.9	56	3.0
Total	718	100.0	1124	100.0	1842	100.0

Career choices

Certainty of career choice

Respondents were asked whether they had made up their minds about their choice of long-term career. At this stage, 11 years after graduation, 74.8% were definite about their long-term choice (Table 9) and 21.4% described their career choice as 'probable'. There was no significant difference between men and women in their certainty of choice.

Table 9: Certainty of Career Choice

	Men		Women		Total	
	Count	Col %	Count	Col %	Count	Col %
Definitely	563	78.6	827	72.4	1390	74.8
Probably	124	17.3	273	23.9	397	21.4
Not really	29	4.1	42	3.7	71	3.8
Total	716	100.0	1142	100.0	1858	100.0

Current specialty

Respondents' current specialties have been grouped into mainstream specialties (Table 10). The most popular destination was general practice (39.1% across all respondents). The next highest percentage of specialty career was the hospital medical specialties (12.2%), followed by surgical specialties (10.4%), and then anaesthetics (9.7%). There were notable gender differences. Although general practice was the most popular destination among both women and men, a considerably higher percentage of women than men were working in it (44.1% compared with 31.2% for men). More men (18.2%) than women (5.6%) worked in surgery. On the other hand, there was little difference for two popular specialties: hospital medical specialties (men 14.1%; women 10.9%) and anaesthetics (men 10.7%; women 9.0%). The fifth most popular specialty among men was emergency medicine, among women it was paediatrics.

Table 10: Current specialty

	Men		Women		Total	
	Count	Col %	Count	Col %	Count	Col %
Hospital medical specialties	102	14.1	126	10.9	228	12.2
Paediatrics	22	3.1	82	7.1	104	5.6
Emergency Medicine	35	4.9	27	2.3	62	3.3
Surgical Specialties	131	18.2	64	5.6	195	10.4
Obstetrics & Gynaecology	9	1.2	48	4.2	57	3.0
Anaesthetics	77	10.7	104	9.0	181	9.7
Radiology	21	2.9	17	1.5	38	2.0
Clinical Oncology	13	1.8	21	1.8	34	1.8
Pathology	25	3.5	31	2.7	56	3.0
Psychiatry	34	4.7	53	4.6	87	4.6
General Practice	225	31.2	508	44.1	733	39.1
Public Health Medicine	4	0.6	19	1.6	23	1.2
Other Medical	18	2.5	34	3.0	52	2.8
Non-Medical	5	0.7	18	1.6	23	1.2
Total	721	100.0	1152	100.0	1873	100.0

Rejected career choices

Respondents were asked whether there was in the past a choice of long-term career in medicine which they had seriously considered but then decided against. 13.8% of survey respondents (13.1% men, 14.2% women) indicated that there was a specialty they had considered in the past. Table 11 shows the rejected career choices as described by respondents and grouped into mainstream specialties.

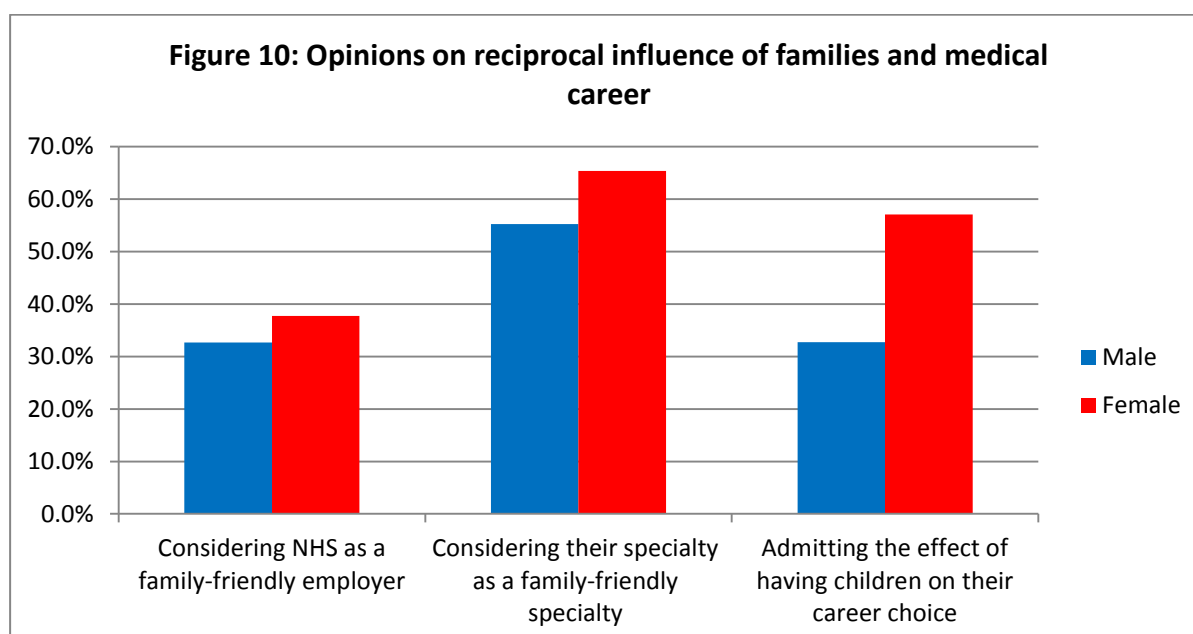
The patterns of results were quite different between men and women. For men, the most commonly rejected specialty was surgical specialties (rejected by 30.5%), followed by hospital medical specialties (rejected by 16.8%). The third most rejected specialty among men was general practice (rejected by 12.6%). For women, by far the most commonly rejected specialty was hospital medical specialties (rejected by 23.2%). Other mainstream specialties rejected by a much smaller but still substantial proportion of women were surgical specialties (rejected by 14%), general practice (13.4%) and paediatrics (12.8%).

Table 11: Mainstream choices of careers once seriously considered but now rejected

	Men		Women		Total	
	Count	Col %	Count	Col %	Count	Col %
Hospital medical	16	16.8	38	23.2	54	20.8
Paediatrics	6	6.3	21	12.8	27	10.4
Emergency Medicine	11	11.6	16	9.8	27	10.4
Surgical Specialties	29	30.5	23	14.0	52	20.1
Obstetrics & Gynaecology	1	1.1	15	9.1	16	6.2
Anaesthetics	11	11.6	13	7.9	24	9.3
Radiology	0	0.0	2	1.2	2	0.8
Clinical Oncology	2	2.1	2	1.2	4	1.5
Pathology	2	2.1	1	0.6	3	1.2
Psychiatry	4	4.2	8	4.9	12	4.6
General Practice	12	12.6	22	13.4	34	13.1
Public Health	1	1.1	0	0.0	1	0.4
Other Medical Specialties	0	0.0	2	1.2	2	0.8
Two or more specialties rejected	0	0.0	1	0.6	1	0.4
Total	95	100.0	164	100.0	259	100.0

Families and medical careers

Respondents working in medicine were asked about reciprocal influence of family and their job responsibility (Fig 10). We asked “Do you regard the NHS as a family friendly employer for doctors with children?” and 35.8% replied “yes”. Moreover, 61.4% gave a positive answer to “Do you regard your specialty as a family friendly specialty for doctors with children?”. Finally, we asked “Has the fact of having children, or of wanting to have children, influenced your choice of career specialty?” and 47.6% of respondents said “yes”. Female doctors were more likely than men doctors to acknowledge the influence in all areas, particularly regarding children (57.1% women vs 32.7% men).



Appendix – The Questionnaire

Information about this survey**About the survey**

We have been reporting on doctors' career choices and progression, factors that influence career progression, and doctors' experiences for many years. We have surveyed all medical graduates, from all UK medical schools, in year-of-qualification cohorts. This questionnaire is now being sent to every doctor who graduated in the UK in 2005 and has replied to one of our previous surveys. This is the fourth occasion on which we have surveyed your graduation year, following previous surveys in 2006, 2008, and 2010.

The results

Our findings are provided, as aggregated statistics, to the Department of Health, GMC, Medical School and Postgraduate Deans, and others, and published in peer reviewed journals. The Department of Health, workforce planners and medical educators take a close interest in our findings. See our website at www.uhce.ox.ac.uk/ukmcrg for details of our work and links to peer-reviewed published papers.

Your views are important

This survey provides a unique opportunity for you to make your views known, and to tell us about your future plans at this important stage in your career. We would like a very high response to ensure that all points of view are represented, and to enable us to form reliable conclusions and recommendations. If you are not working in the NHS, if you are in medicine abroad, or if you are not working in medicine, we still really want to hear from you. We are very interested in doctors who do not work in the NHS, or in medicine at all, as well as those who do.

Confidentiality and ethical approval

The survey is completely confidential and it will not be possible to identify the views of individual respondents either directly or indirectly in the published results. Your reply will be treated as strictly confidential to senior members of our small survey team. It is anonymised on receipt by separating your personal details from the rest of your reply. All replies are held securely by the UK Medical Careers Research Group in the University of Oxford and only aggregated statistical information, as analysed by us, will be made available to people outside it, including the Department of Health.

Our studies have NHS Ethical Committee approval.

Further contact

Typically, we contact doctors at the end of the first year after qualification. We also follow doctors up at intervals of about 2-3 years, thereafter, with a brief questionnaire to ask how your career is progressing and to seek your views about working in medicine (or leaving medicine). We do not anticipate surveying your graduation cohort again for several years. However, if you will never want to give us your views about your work, now or in the future, and wish to be removed from our mailing list, please email mcr@dph.ox.ac.uk to tell us, giving your name and our reference number, and your GMC number, if known.

Queries

If you have any queries about the questionnaire or the survey, please contact Trevor Lambert, the Project Director, by phone on Oxford (01865) 289389 or email trevor.lambert@dph.ox.ac.uk
Thank you very much for your help.

We hope that you will find the questions interesting and that you will enjoy giving us your answers!

Trevor Lambert
Project Director

Emeritus Professor Michael Goldacre
Project Consultant

ONLINE VERSION AVAILABLE

If you wish, you can complete this survey online at : www.uhce.ox.ac.uk/2005
using reference number : <DataSubjectRef> and password : <password>

Please answer as fully as you can.

For questions with yes/no or multiple choice responses, please write X in the box corresponding to your choice(s); for other questions please respond using numbers or freehand text as appropriate.

If a box is too small for the whole of your answer, please continue alongside the relevant box.

YOUR CAREER PLANS

Which of these four statements best describes your current employment situation?

Please interpret 'working in medicine' to mean working in a role which requires a medical degree.

Please regard maternity/paternity/adoption leave or sabbatical leave from a post as working in that post.

Working in medicine in the UK

Working in medicine outside the UK

Working outside medicine

Not in paid employment

Depending on your current employment situation, please complete section a) or b) or c) below.

a) If you are working in medicine in the UK, do you intend to continue doing so for the foreseeable future?

Yes-definitely

Yes-probably

Undecided

No-probably not

No-definitely not

If you did not answer "Yes-definitely", are you considering any of the following? (select all that apply)

practising medicine abroad*

leaving medicine but remaining in the UK**

leaving medicine **and** leaving the UK**

** If you intend to practise medicine abroad, do you intend to stay abroad permanently?*

Yes

No

Undecided

* What are the key reasons for your decision to practise abroad?

** *If you intend to leave medicine, what are the key reasons for your decision?*

b) If you are working in medicine abroad, do you plan to return to UK medicine?

Yes-definitely

Yes-probably*

Undecided*

No-probably not*

No-definitely not*

* *If you did not answer 'Yes-definitely', what changes might encourage you to return to the UK?*

c) If you are working outside medicine or are not in paid employment, do you plan to return to UK medicine?

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

YOUR CAREER CHOICES

What is your current specialty?

Please give your specialty, and subspecialty (if appropriate), or area of work if non-medical.

We appreciate that most doctors, at your level, have made their specialty choices.

Nonetheless, do you regard your current specialty (or type of employment if you are not working as a doctor) as your final choice of long-term career?

- Definitely
- Probably
- Not really

If you did not answer 'Definitely' :

What alternative specialty, or area of work, are you considering as your final choice of long-term career?

Please give your choice of specialty or subspecialty (if medical), or your career choice if non-medical. Be as general or specific as you wish.

CHANGES OF SPECIALTY DURING TRAINING

We are interested in doctors who completed specialty training but did not subsequently work in the specialty; and in doctors who started specialty training but did not complete training in that specialty. If this does not apply to you, please go to the next section.

If this does apply to you:

What was the specialty?

How far did you progress? (please specify grade reached)

When did you leave the specialty? (please specify year)

What were the main reasons you left the specialty?

What did you do next? *E.g. What training/job did you seek/get?*

YOUR CURRENT AND FUTURE POSTS

Please complete this section if you are currently working in medicine, whether in the UK or abroad.

Which phrase best describes your current post?

- Clinical service without teaching or research
- Clinical service with some research time
- Clinical service with some teaching responsibility
- Clinical service with some teaching and research
- Clinical academic with honorary NHS sessions
- Other *

* Other (please describe)

In future, in your long term career, do you intend to work mainly in:

- Clinical service without teaching or research
- Clinical service with some research time
- Clinical service with some teaching responsibility
- Clinical service with some teaching and research
- Clinical academic with honorary NHS sessions
- Undecided
- Other *

* Other (please describe)

How much are you enjoying your current job?

- | | | | | | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <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 enjoying it at all | | | | | Enjoying it greatly | | | | |

In your current job, how satisfied are you with the amount of time your work leaves you for family, social and recreational activities?

<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				

If you are currently working in a part time and/or locum appointment, what are your principal reasons for doing so?

What do you think about the amount of your work time spent on non-clinical tasks such as administration/management? *(NB Please count time spent on teaching, training and research as clinical time for the purpose of this question.)*

It is appropriate

It is too much

It is too little

Prefer not to answer

Please comment further on non-clinical work, if you wish

MILESTONES IN YOUR CAREER

Please complete this section if you are currently working in medicine, whether in the UK or abroad.

If you reached any of these NHS career milestones, please give the date first reached (and the specialty where indicated).

(enter **month** and **year** as digits)

First appointed as a :

	MM		YY	
Specialty Registrar:	<input type="text"/>	/	<input type="text"/>	Specialty Registrar specialty: <input type="text"/>
Consultant:	<input type="text"/>	/	<input type="text"/>	Consultant specialty: <input type="text"/>
Non-consultant career grade post:	<input type="text"/>	/	<input type="text"/>	Specialty: <input type="text"/>
GP Registrar:	<input type="text"/>	/	<input type="text"/>	
GP Principal:	<input type="text"/>	/	<input type="text"/>	
Non-principal career grade GP:	<input type="text"/>	/	<input type="text"/>	

YOUR VIEWS

Please complete this section if you are currently working in medicine, whether in the UK or abroad.

Please consider each statement and mark the response which most accurately reflects your own opinion. If you are not working in medicine, please go to page 11.

For all statements:

SA=Strongly agree, A=Agree, N=Neither agree nor disagree, D=disagree, SD=Strongly disagree
DK=Don't Know/No Opinion

Working conditions and support in my current post

	SA	A	N	D	SD	DK
I receive good support from other healthcare staff e.g. nurses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I receive good support from hospital management / GP practice management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My working environment and the resources available for learning (e.g. libraries) are satisfactory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

My career

	SA	A	N	D	SD	DK
I have had good professional opportunities in my career to date	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My future career prospects are good	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There may be too few consultant/principal posts in my specialty in future for those eligible for them	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My training has been long enough, and good enough, to enable me to practise adequately when I first become/became a consultant or GP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If your response to the last statement was 'disagree' or 'strongly disagree', in which areas was your training and/or experience inadequate? (please indicate all that apply)

- Clinical skills
- Clinical experience
- Surgical experience
- Leadership skills
- Multi-disciplinary team working
- Hospital/practice management
- Life-long learning skills
- Safety and quality improvement

Other (Please describe)

My specialty:

Would you recommend your current specialty to a junior doctor about to apply for specialist training?

Yes

No

Don't know

If you replied 'Yes', what makes your specialty attractive?

Give up to 3 bullet points

If you replied 'No' or 'Don't know', what makes your specialty unattractive?

Give up to 3 bullet points

If you want to specify both attractive and unattractive features, please do so.

Equal opportunities in the NHS:

For all statements

A=Agree, N=Neither agree nor disagree, D=disagree, DK=Don't Know/No Opinion

Equal Opportunities

The NHS is a good equal opportunities employer...

	A	N	D	DK
...for women doctors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
...for doctors from ethnic minorities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
...for doctors with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give details below of your **current post** and the most recent previous **employment post** or **period not in paid employment**. We would like to know about **any** employment, whether in the NHS or not, whether in medicine or not, and whether in the UK or not. If you hold, or held, **more than one post simultaneously** (e.g. an NHS post and a Private Medicine post) please give details of **both** posts, using **two separate entries**.

If you are in a UK Academic post, please give under 'Grade' **both** your academic grade or job title and your NHS Honorary grade.

Please **include** any period(s) of time greater than a month when you were **not in paid employment**. Please regard periods of **maternity** or **paternity** leave as continuing in your employment.

Current post(s)

Date started MM / YY	Date ended <i>if not current</i> MM / YY	Medical Specialty / Subject or type of work if non-medical, or 'Not in paid employment'	Grade / Job Title or '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.
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Date Started	Current post	Specialty	Grade (UK academics give academic and NHS Honorary grade)	Location
<input type="checkbox"/> NHS service post <input type="checkbox"/> Academic post <input type="checkbox"/> Other <input type="checkbox"/> UK Private Sector medical <input type="checkbox"/> Abroad medical			<input type="checkbox"/> Full time <input type="checkbox"/> Part time <input type="checkbox"/> Locum	

Date Started	Current post	Specialty	Grade (UK academics give academic and NHS Honorary grade)	Location
<input type="checkbox"/> NHS service post <input type="checkbox"/> Academic post <input type="checkbox"/> Other <input type="checkbox"/> UK Private Sector medical <input type="checkbox"/> Abroad medical			<input type="checkbox"/> Full time <input type="checkbox"/> Part time <input type="checkbox"/> Locum	

Previous post(s)

Date Started	Date Ended	Specialty	Grade (UK academics give academic and NHS Honorary grade)	Location
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<input type="checkbox"/> NHS service post <input type="checkbox"/> Academic post <input type="checkbox"/> Other <input type="checkbox"/> UK Private Sector medical <input type="checkbox"/> Abroad medical			<input type="checkbox"/> Full time <input type="checkbox"/> Part time <input type="checkbox"/> Locum	
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Date Started	Date Ended	Specialty	Grade (UK academics give academic and NHS Honorary grade)	Location
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<input type="checkbox"/> NHS service post <input type="checkbox"/> Academic post <input type="checkbox"/> Other <input type="checkbox"/> UK Private Sector medical <input type="checkbox"/> Abroad medical			<input type="checkbox"/> Full time <input type="checkbox"/> Part time <input type="checkbox"/> Locum	
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If you would like to give us **more detail** about your current or previous posts, please use the last page called 'Additional Comments'.



YOUR RECENT EMPLOYMENT HISTORY
FAMILIES AND MEDICAL CAREERS

Please complete this section if you are currently working in medicine, whether in the UK or abroad.
We are interested in factors that influence career choice and progression and would therefore like to ask about children and family formation.

	Yes	No	Don't know	Prefer not to answer
Do you regard <u>the NHS</u> as a family-friendly employer for doctors with children?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you regard <u>your specialty</u> as a family-friendly specialty for doctors with children?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Has the fact of having children, or of wanting to have children, influenced your choice of career specialty?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

For Mothers or Fathers who have taken Maternity, Paternity or Adoption leave from NHS employment lasting longer than two weeks :

	Excellent	Good	Acceptable	Poor	Very poor	Did not return	Prefer not to answer
How would you describe the level of support you received from employers in helping you to return to work after your most recent period of Maternity/Paternity/Adoption leave?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give the year in which you started this period of leave:

- If you wish, please add comments on your responses to any of the questions in this section*

YOUR PERSONAL CIRCUMSTANCES

There is interest in factors that may influence doctors' career choice, career location or progression, but we understand if you would prefer not to answer.

Are you living with a spouse or partner?

Yes

No

Prefer not to answer

If you are living with a spouse or partner:

a) Is your spouse/partner medically qualified?

Yes, and my partner is in medical employment

Yes, and my partner is not in medical employment

No

Prefer not to answer

b) Have you and your spouse/partner had difficulties co-ordinating the location of your careers together?

Yes No Prefer not to answer

Are there any dependent adults (e.g. disabled, sick or elderly) whose needs could affect your ability to pursue your chosen career?

Yes No Prefer not to answer

How many children under 16 are normally resident in your household?

Number of children : Prefer not to answer

If you have children, what is the age of your oldest child in years? (Enter 0 for 0-11 months) :

Prefer not to answer

ADDITIONAL COMMENTS

Please give us any comments you wish to make, on any aspect of your training or work.

We are particularly interested in any comments you may have on issues raised by our questions in this survey; or on postgraduate training, working conditions and working environment; professional relationships; and administrative and managerial issues. You may also use this page to expand on any answers you have given in the rest of the questionnaire. We summarise the views of respondents and report on them to policy makers and in publications, in ways that ensure individuals cannot be identified. Your individual comments will remain totally confidential to senior researchers in the UK Medical Careers Research Group. Thank you for your help.

Alternatively, please email your comments to trevor.lambert@dph.ox.ac.uk or michael.goldacre@dph.ox.ac.uk quoting your reference number **<DataSubjectRef>**.

Thank you very much for your co-operation. Please remove the covering letter before returning.

**Please return this questionnaire in the pre-paid envelope included, or in your own stamped envelope to:
UK Medical Careers Research Group, Nuffield Department of Population Health, University of Oxford,
Richard Doll Building, Old Road Campus, Oxford OX3 7LF.**