

**UK Medical Careers Research Group
Oxford University**

2002 cohort of UK Medical Graduates

**Summary report of surveys conducted
in 2003, 2005 and 2007**

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Introduction

This report describes the results of three surveys of the cohort of 4436 doctors who qualified from UK medical schools in 2002.

The first survey was conducted in 2003/4, the first year after the cohort graduated. Mailing for this survey was completed in April 2003, and late replies were received up to May 2004.

The second survey was conducted in 2005/6, the third year after the cohort graduated. Mailing for this survey was completed in June 2005, and late replies were received up to June 2006.

The third survey was conducted in 2007-2009, the fifth year after the cohort graduated. Mailing for this survey was completed in Nov 2007, and late replies were received up to June 2009.

This report describes the main results from all three surveys, focusing mainly on those questions which were included in all surveys. These areas include their career choices and the milestones in their careers. 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 to that obtained from other cohorts.

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 4436 doctors (1976 men, 2460 women). Excluding from the denominator those who had declined to participate, those who had died, and those who could not be contacted, the response to the first survey was 65.3% (2778/4257). For men the response rate was 57.6% (1091/1890), and for women 71.3% (1687/2367). The response to the second survey was 64.8% (2748/4243). For men the response rate was 55.9% (1063/1900), and for women 71.9% (1685/2343). The response to the third survey was 61.9% (2553/4124). For men the response rate was 53.8% (984/1829), and for women 68.4% (1569/2295).

Demographics of the respondents

Domestic situation at the time of the third survey

At the time of response to the third survey, 64.5% were living with a spouse or partner (men 64.0%, women 64.9%); 80.7% had no children under 16 years of age (men 77.4%, women 82.7%); and 3.9% had dependent adults living with them (men 4.1%, women 3.7%).

Demographic variables based on the doctors who responded to at least one survey

3537 doctors (2087 women, 1450 men, 59% women), or 80% of the cohort, replied to at least one of the 3 surveys.

Age

The median age of the respondents as at September 2002 was 24.2 years (men 24.4 years, women 24.1 years).

Nationality

81% of respondents were UK citizens, with 3% having joint UK nationality.

Table 1: Nationality

	Male		Female		Total	
	Count	Col %	Count	Col %	Count	Col %
UK	1120	77.2%	1726	82.7%	2846	80.5%
Other	121	8.3%	133	6.4%	254	7.2%
Joint UK/ Other	43	3.0%	61	2.9%	104	2.9%
Not entered	166	11.4%	167	8.0%	333	9.4%
Total	1450	100.0%	2087	100.0%	3537	100.0%

Family home at the time of application to medical school

Similarly 84% of doctors who responded to at least one of the three surveys were living in a family home within the UK at the time of application to medical school.

Table 2: Location of family home

	Male		Female		Total	
	Count	Col %	Count	Col %	Count	Col %
UK	1175	81.0%	1797	86.1%	2972	84.0%
Abroad	90	6.2%	113	5.4%	203	5.7%
Not entered	185	12.8%	177	8.5%	362	10.2%
Total	1450	100.0%	2087	100.0%	3537	100.0%

Ethnicity

10% of respondents provided no detail of their ethnic group. Of those who provided information, non-white students comprised 27%, the largest group being that of Indian respondents, followed by Chinese (Table 3). 211 respondents were overseas students (6%).

Table 3: Ethnic origin

	Male		Female		Total	
	Count	Col %	Count	Col %	Count	Col %
White	873	60.2%	1467	70.3%	2340	66.2%
Indian	147	10.1%	162	7.8%	309	8.7%
Pakistani	42	2.9%	39	1.9%	81	2.3%
Bangladeshi	19	1.3%	16	.8%	35	1.0%
Chinese	58	4.0%	70	3.4%	128	3.6%
Asian-other*	48	3.3%	62	3.0%	110	3.1%
Black Caribbean			3	.1%	3	.1%
Black African	13	.9%	19	.9%	32	.9%
Black-other*	2	.1%	1	.0%	3	.1%
Other*	34	2.3%	41	2.0%	75	2.1%
Mixed	34	2.3%	36	1.7%	70	2.0%
Not entered	180	12.4%	171	8.2%	351	9.9%
Total	1450	100.0%	2087	100.0%	3537	100.0%

Parents medically qualified

5.8% of respondents across the three surveys had parents who were both medically qualified (Table 4). 9% had a father who was qualified.

Table 4: Were parents medically qualified?

		Male		Female		Total	
		Count	Col %	Count	Col %	Count	Col %
Parents qualified?	Father and mother qualified	96	6.6%	110	5.3%	206	5.8%
	Father only qualified	162	11.2%	170	8.1%	332	9.4%
	Mother only qualified	34	2.3%	41	2.0%	75	2.1%
	Neither qualified	850	58.6%	1409	67.5%	2259	63.9%
	Information missing	308	21.2%	357	17.1%	665	18.8%
Total		1450	100.0%	2087	100.0%	3537	100.0%

Qualifications prior to medical school

7.3% of respondents across the three surveys had obtained professional qualifications prior to entering medical school. The results for men and women were very similar.

Table 5: Qualifications before medical school

	Male		Female		Total	
	Count	Col %	Count	Col %	Count	Col %
Yes	109	7.5%	150	7.2%	259	7.3%
No	1173	80.9%	1756	84.1%	2929	82.8%
Not entered	168	11.6%	181	8.7%	349	9.9%
Total	1450	100.0%	2087	100.0%	3537	100.0%

242 doctors provided further detail of their qualifications. Of these, 10% had a dental degree, 26% had a medical-related degree, 48% had a science degree and 4% had a nursing or paramedical qualification. Only 4.2% of women had qualified in dentistry compared with 19% of men.

Table 6: Qualifications before medical school

	Male		Female		Total	
	Count	Col %	Count	Col %	Count	Col %
Dental degree/LDS	19	19.4%	6	4.2%	25	10.3%
Medical-related degree	24	24.5%	40	27.8%	64	26.4%
Nursing/paramedical qualification	3	3.1%	6	4.2%	9	3.7%
Science degree/BSc (no subject)	40	40.8%	75	52.1%	115	47.5%
Arts/Humanities degree/BA (no subject)	12	12.2%	17	11.8%	29	12.0%
Total	98	100.0%	144	100.0%	242	100.0%

Non-clinical qualifications during medical school

36% of doctors had gained an intercalated degree during their time at medical school. The percentage was slightly higher for men (39%) than for women (34%).

Table 7: Non-clinical Qualifications during medical school

		Male		Female		Total	
		Count	Col %	Count	Col %	Count	Col %
Did you obtain	Not entered	174	12.0%	177	8.5%	351	9.9%
any non-clinical	Yes - BSc, BA, BMedSci	571	39.4%	705	33.8%	1276	36.1%
qualifications	Yes - Other	29	2.0%	20	1.0%	49	1.4%
during medical	No	676	46.6%	1185	56.8%	1861	52.6%
school?							
Total		1450	100.0%	2087	100.0%	3537	100.0%

Clinical medical school attended

Table 8 below provides details of the clinical medical school of doctors who had responded to at least one of the three surveys in this report.

Table 8: Clinical Medical School

	Male		Female		Total	
	Count	Col %	Count	Col %	Count	Col %
Aberdeen	57	3.9%	71	3.4%	128	3.6%
Birmingham	67	4.6%	88	4.2%	155	4.4%
Bristol	47	3.2%	86	4.1%	133	3.8%
Cambridge	45	3.1%	46	2.2%	91	2.6%
Dundee	48	3.3%	50	2.4%	98	2.8%
Edinburgh	79	5.4%	109	5.2%	188	5.3%
Glasgow	79	5.4%	126	6.0%	205	5.8%
Leeds	52	3.6%	76	3.6%	128	3.6%
Liverpool	46	3.2%	83	4.0%	129	3.6%
Manchester	93	6.4%	129	6.2%	222	6.3%
Newcastle	44	3.0%	115	5.5%	159	4.5%
Oxford	47	3.2%	49	2.3%	96	2.7%
Sheffield	53	3.7%	109	5.2%	162	4.6%
Cardiff	46	3.2%	97	4.6%	143	4.0%
Imperial College (Charing Cr., Westminster, St Marys)	88	6.1%	96	4.6%	184	5.2%
King's College (Guys, St Thomas, Kings)	94	6.5%	118	5.7%	212	6.0%
Queen Mary and Westfield (St Bart's, The London)	47	3.2%	62	3.0%	109	3.1%
St George's	56	3.9%	61	2.9%	117	3.3%
University College (Royal Free, UCH, Middlesex)	93	6.4%	119	5.7%	212	6.0%
Belfast	75	5.2%	86	4.1%	161	4.6%
Nottingham	49	3.4%	102	4.9%	151	4.3%
Southampton	49	3.4%	74	3.5%	123	3.5%
Leicester	43	3.0%	88	4.2%	131	3.7%
Not entered	53	3.7%	47	2.3%	100	2.8%
Total	1450	100.0%	2087	100.0%	3537	100.0%

Satisfaction with current job

To obtain a measure of job satisfaction the responders were asked to score five statements on a five point scale covering *strongly agree*, *agree*, *neither agree nor disagree*, *disagree* and *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 for each responder reversed for the 1st, 2nd and 4th statements) and an overall job satisfaction score in the range 5 to 25 was calculated. The questions were asked in all three surveys.

The median job satisfaction score was 17 in the first survey, 20 in the second survey and 21 in the third survey.

Satisfaction with time for family and leisure

Respondents were asked to express, on a scale from 1 to 10 (not at all satisfied), (extremely satisfied), their satisfaction with the amount of time their work left them for family, social and recreational activities.

The median score for satisfaction with time for leisure was 6 for the first survey, and 7 for the second and third surveys.

Career Plans

Respondents were asked a set of questions regarding their current employment and career plans and intentions. Table 9 summarises the responses to the questions, with percentages calculated with reference to the overall response to each question (and in parentheses, where relevant, the percentage of all respondents). Each survey asked a different set of questions, hence each survey is reported separately. Percentages may not add up to 100% due to rounding.

Table 9: Career Plans

	Number	% of respondents
<i>Responders to First Survey</i>	2778	100
Intentions of those working in medicine in the UK to continue practising in the UK (Year 1)	2758	100
Yes, Definitely	1134	41.1
Yes, Probably	1073	38.9
Undecided	343	12.4
No, Probably Not	161	5.8
No, Definitely Not	47	1.7
Plans of those not definitely intent on continuing to practise in the UK for the foreseeable future (Year 1)	1519	100 (55.1)
Considering medicine abroad	1332	87.7 (47.9)
Considering leaving medicine, remaining in the UK	105	6.9(3.8)
Considering leaving medicine and the UK	82	5.2 (3)
Intention to undertake future training on a less-than-full-time basis	2730	100
Yes	444	16.3
No	1462	53.6
Undecided	824	30.2
<i>Responders to Second Survey</i>	2748	100
Intentions of those working in medicine in the UK to continue practising in the UK (Year 3)	2709	100
Yes, Definitely	1180	43.6
Yes, Probably	960	35.4
Undecided	336	12.4
No, Probably Not	187	6.9
No, Definitely Not	46	1.7
Plans of those not definitely intending to continue to practise in the UK for the foreseeable future (Year 3)	1469	100 (49.7)
Considering medicine abroad	1255	85.4(42.5)
Considering leaving medicine, remaining in the UK	157	10.7(5.3)
Considering leaving medicine and the UK	57	3.9(1.9)

Table 9: Career Plans - continued

Responders to Third Survey	2553	100
Intentions of those working in medicine in the UK to continue practising in the UK (Year 5)	2509	100
Yes, Definitely	1108	44.2
Yes, Probably	860	34.3
Undecided	293	11.7
No, Probably Not	151	6
No, Definitely Not	97	3.9
Plans of those not definitely intending to continue to practise in the UK for the foreseeable future (Year 5)	1356	100 (53.1)
Considering medicine abroad	1055	77.8 (41.3)
Considering leaving medicine, remaining in the UK	238	17.6 (10.2)
Considering leaving medicine and the UK	63	4.6 (2.5)
Commitment to a long-term career in the NHS (Year 5)	2307	100
Yes, Definitely	705	30.6
Yes, Probably	929	40.3
Undecided	384	16.6
No, Probably Not	158	6.8
No, Definitely Not	131	5.7
Current Post is formally recognised as a training post (Year 5)	1192	100 (46.7)
Intention to undertake future training on a less-than-full-time basis	255	21.4 (10)
Intention to work in a career on a less-than-full-time basis (Year 5)	2258	100
Yes	812	36
No	943	41.8
Undecided	503	22.3
Influence of the availability of flexible and less-than-full-time working options on career choice (Year 5)	2284	100
A great deal	567	24.8
A little	644	28.2
Not at all	1073	47

Final choice of long-term career

The following section summarises the responses to questions regarding career choices. Respondents were first asked whether they had *Definitely*, *Probably* or *Not really* decided on their choice of specialty for their long-term career. They were then asked to list, in order, up to three choices of long-term career specialty in order of preference (with the option to indicate 'tied' choices). Respondents were then asked to rate a series of twelve factors as either having influenced their career choice *A great deal*, *A little*, or *Not at all*. These questions were asked in all three surveys, and the questions and attitude statements appear in full in each questionnaire (Appendixes 1-3).

In the first and third surveys, a further question was asked about specialties which the respondent had considered but discarded as options (in the first survey the question related to *long term career choice*, and in the third survey it related to specialties applied for in *post-graduate training*).

Tables 10-13 and Figure 1 summarise the responses to these questions. Please note that not all respondents to each survey responded to each question, hence totals may vary from question to question, and deviations from 100% may occur due to rounding. Where first choice of specialty is given, it should be noted that this is the choice indicated in the first box on the survey, and does not take tied choices into account. In the first survey, 17.9% of all respondents indicated a tie between either first and second choices or all three choices. This figure for the second survey had fallen to 11.7%, and for the third survey it was 6%.

Table 10: Certainty of specialty choice

	Certainty of specialty choice for long-term career							
	Definitely	%	Probably	%	Not Really	%	Total	%
Response Year 1	705	25.8	1286	47.1	738	27	2729	100
<i>Male Response</i>	306	28.6	495	46.2	270	25.2	1071	100
<i>Female Response</i>	399	24.1	791	47.7	468	28.2	1658	100
Response Year 3	1212	44.9	1125	41.7	363	13.4	2700	100
<i>Male Response</i>	454	43.7	446	42.9	140	13.5	1040	100
<i>Female Response</i>	758	45.7	679	40.9	223	13.4	1660	100
Response Year 5	2013	79.9	450	17.9	55	2.2	2518	100
<i>Male Response</i>	769	79.8	172	17.8	23	2.4	964	100
<i>Female Response</i>	1244	80.1	278	17.9	32	2.1	1554	100

Table 11: First Choice of Specialty (Mainstream) – Men

		Response Year		
		Year 1	Year 3	Year 5
Medical specialties	Count	245	226	176
	% with year	22.5	21.5	17.9
Paediatrics	Count	36	18	24
	% with year	3.3	1.7	2.4
Accident & emergency	Count	36	47	46
	% with year	3.3	4.5	4.7
General surgery	Count	134	54	29
	% with year	12.3	5.1	2.9
Other surgical specialties	Count	230	255	176
	% with year	21.1	24.3	17.9
Obstetrics & gynaecology	Count	8	11	13
	% with year	0.7	1.0	1.3
Anaesthetics	Count	107	117	103
	% with year	9.8	11.1	10.5
Radiology	Count	31	29	37
	% with year	2.8	2.8	3.8
Clinical oncology	Count	9	9	13
	% with year	0.8	0.9	1.3
Pathology	Count	28	27	32
	% with year	2.6	2.6	3.3
Psychiatry	Count	42	37	39
	% with year	3.8	3.5	4.0
General practice	Count	150	188	230
	% with year	13.7	17.9	23.4
Community Medicine	Count	2	0	0
	% with year	0.2	0.0	0.0
Public health medicine	Count	3	5	5
	% with year	0.3	0.5	0.5
Other medical specialties	Count	13	9	16
	% with year	1.2	0.9	1.6
Two or more specialties	Count	4	0	1
	% with year	0.4	0.0	0.1
Non-medical	Count	7	12	21
	% with year	0.6	1.1	2.1
Unknown	Count	6	7	23
	% with year	0.5	0.7	2.3
Total		1091	1051	984

Table 12: First Choice of Specialty (Mainstream) – Women

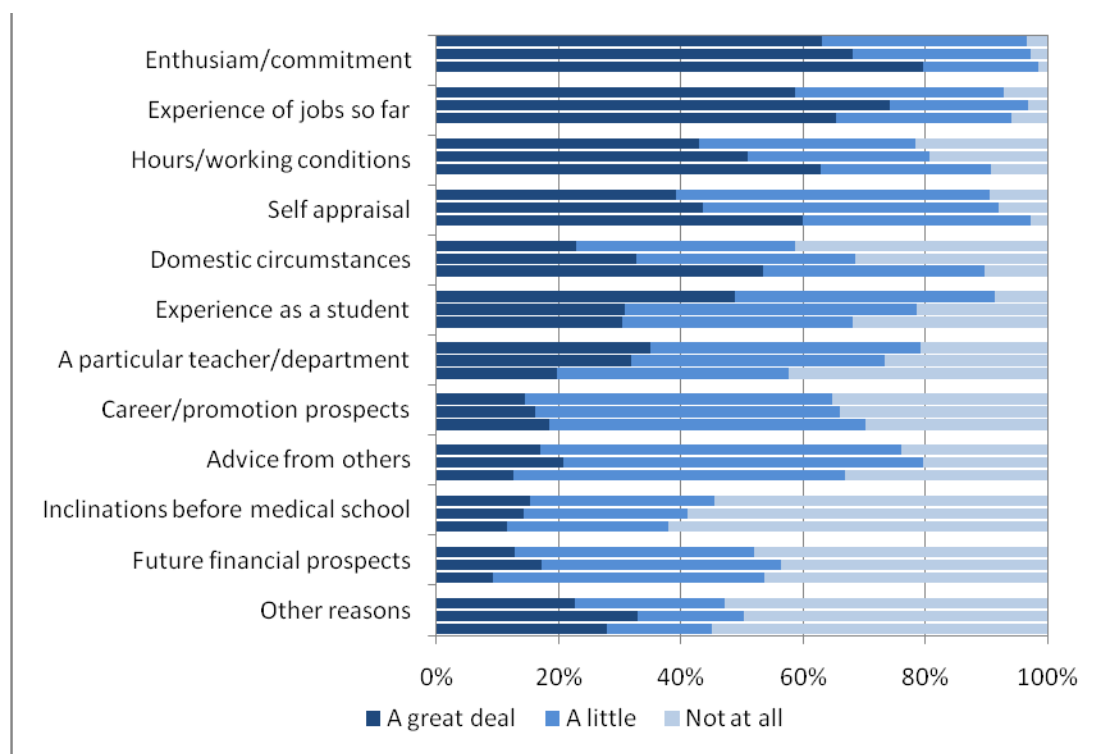
			Response Year		
			Year 1	Year 3	Year 5
Medical specialties	Count		415	309	228
	% with year		24.6	18.4	14.5
Paediatrics	Count		141	133	107
	% with year		8.4	7.9	6.8
Accident & emergency	Count		67	71	68
	% with year		4.0	4.2	4.3
General surgery	Count		89	42	21
	% with year		5.3	2.5	1.3
Other surgical specialties	Count		123	129	86
	% with year		7.3	7.7	5.5
Obstetrics & gynaecology	Count		57	51	40
	% with year		3.4	3.0	2.5
Anaesthetics	Count		143	146	128
	% with year		8.5	8.7	8.2
Radiology	Count		29	29	27
	% with year		1.7	1.7	1.7
Clinical oncology	Count		30	40	25
	% with year		1.8	2.4	1.6
Pathology	Count		24	36	44
	% with year		1.4	2.1	2.8
Psychiatry	Count		55	73	64
	% with year		3.3	4.4	4.1
General practice	Count		469	573	673
	% with year		27.8	34.2	42.9
Community Medicine	Count		7	10	10
	% with year		0.4	0.6	0.6
Public health medicine	Count		4	11	9
	% with year		0.2	0.7	0.6
Other medical specialties	Count		15	9	11
	% with year		0.9	0.5	0.7
Two or more specialties	Count		2	1	0
	% with year		0.1	0.1	0.0
Non-medical	Count		7	4	10
	% with year		0.4	0.2	0.6
Not in paid employment	Count		0	0	4
	% with year		0.0	0.0	0.3
Unknown	Count		10	8	14
	% with year		0.6	0.5	0.9
Total			1687	1675	1569

Table 13: First Choice of Specialty (Mainstream) – Total

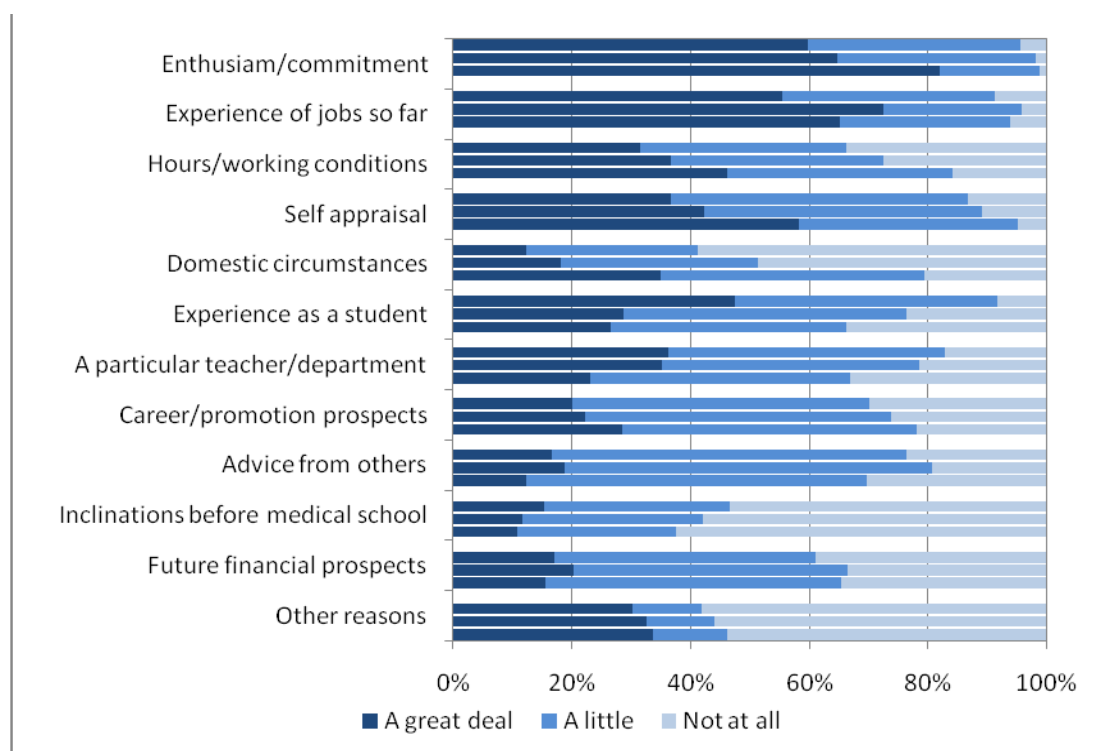
		Response Year		
		Year 1	Year 3	Year 5
Medical specialties	Count	660	535	404
	% with year	23.8	19.6	15.8
Paediatrics	Count	177	151	131
	% with year	6.4	5.5	5.1
Accident & emergency	Count	103	118	114
	% with year	3.7	4.3	4.5
General surgery	Count	223	96	50
	% with year	8.0	3.5	2.0
Other surgical specialties	Count	353	384	262
	% with year	12.7	14.1	10.3
Obstetrics & gynaecology	Count	65	62	53
	% with year	2.3	2.3	2.1
Anaesthetics	Count	250	263	231
	% with year	9.0	9.6	9.0
Radiology	Count	60	58	64
	% with year	2.2	2.1	2.5
Clinical oncology	Count	39	49	38
	% with year	1.4	1.8	1.5
Pathology	Count	52	63	76
	% with year	1.9	2.3	3.0
Psychiatry	Count	97	110	103
	% with year	3.5	4.0	4.0
General practice	Count	619	761	903
	% with year	22.3	27.9	35.4
Community Medicine	Count	9	10	10
	% with year	0.3	0.4	0.4
Public health medicine	Count	7	16	14
	% with year	0.3	0.6	0.5
Other medical specialties	Count	28	18	27
	% with year	1.0	0.7	1.1
Two or more specialties	Count	6	1	1
	% with year	0.2	0.0	0.0
Non-medical	Count	14	16	31
	% with year	0.5	0.6	1.2
Not in paid employment	Count	0	0	4
	% with year	0.0	0.0	0.2
Unknown	Count	16	15	37
	% with year	0.6	0.6	1.4
Total		2778	2726	2553

Figure 1: Factors contributing to specialty choice

Men: within each group of 3 bars, the top is year 1, middle is year 3 and bottom is year 5



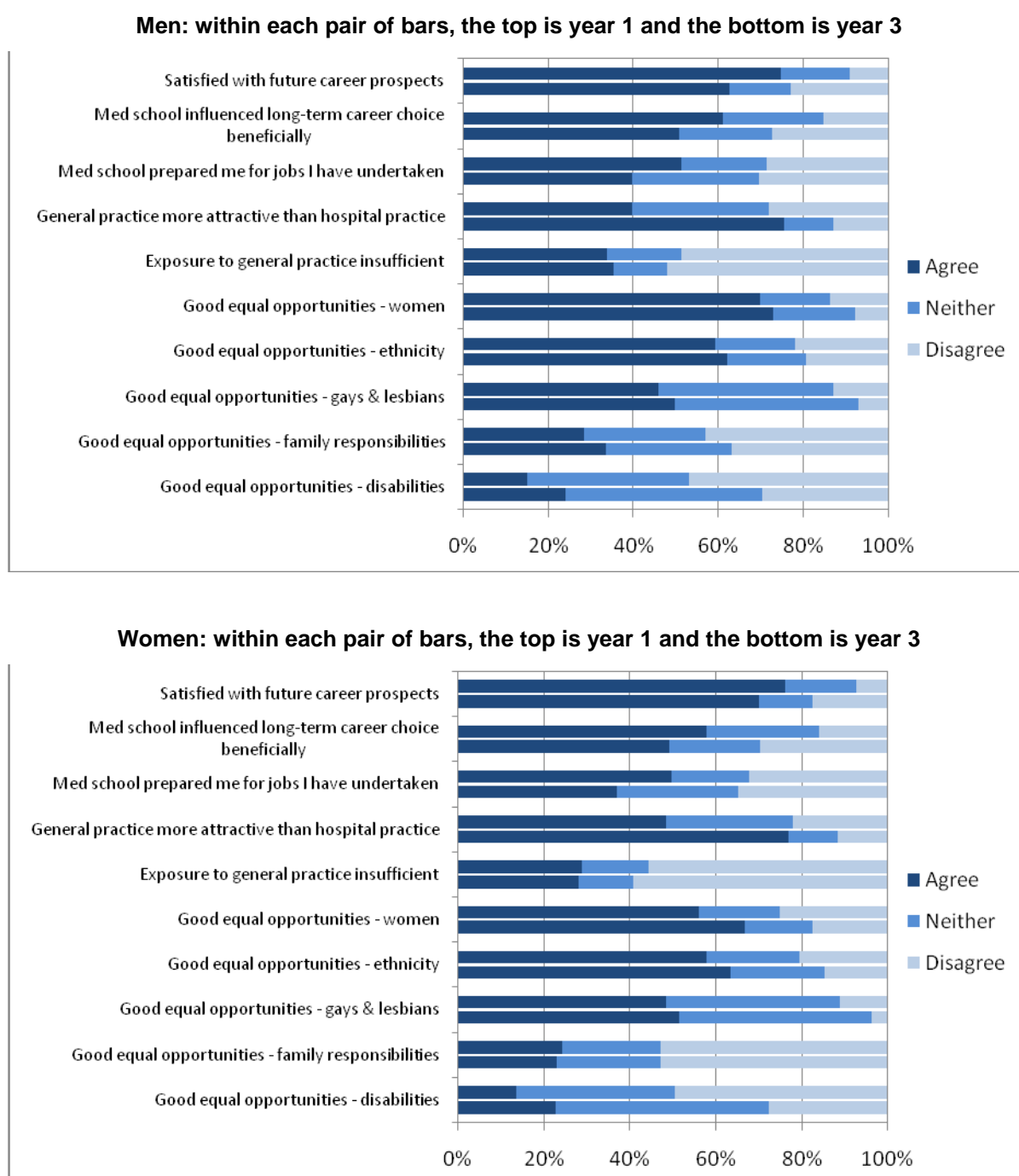
Women: within each group of 3 bars, the top is year 1, middle is year 3 and bottom is year 5



Views and attitudes

Figure 2 summarises responses to attitude statements in the year 1 and year 3 surveys. Responses were received on a 5-point scale from *strongly agree* to *strongly disagree*. For ease of presentation, responses for *strongly agree* and *agree*, and *strongly disagree* and *disagree*, have been combined as *agree* and *disagree* respectively. For a full list of attitude statements in this section for both surveys, see page 3 of the first survey (Appendix 1) and pages 4-5 of the second survey (Appendix 2). This set of attitude statements did not appear in the third survey (Appendix 3).

Figure 2: Views and attitudes



Appendix 1

Questionnaire – 2002 Cohort in 2003

UK Medical Careers Research Group, University of Oxford
2003 Survey of the Career Choices and Experiences of Doctors Qualifying in 2002

Please write as clearly as possible in the boxes.
Please put a cross in the box that gives your answer : ☒ ☐ ☐

OR print numbers :

If you make a mistake, shade out the box and mark the correct one.

Your career choices

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

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 or as general 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 choice of future career?**

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
Experience of chosen subject as a student	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Domestic circumstances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A particular teacher/department	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Hours/working conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inclinations before medical school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Future financial prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Experience of jobs so far	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Career and promotion prospects	<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"/>	Self-appraisal of own skills/aptitudes	<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"/>

** Please specify*

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 in one box)

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

If you did not answer 'Yes-definitely', are you considering
(Mark X in one box)

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?

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

5. Is there a choice of long-term career which you have seriously considered but have now decided not to pursue? (Mark X)

Yes ☐ No ☐

If Yes, what was that choice?

What are your most important reasons for rejecting that choice?

6. Do you plan to undertake part or all of your future training on a part-time basis? (Mark X in one box)

Yes ☐ No ☐ Undecided ☐

Your future career, the transition from medical school and equal opportunities in the NHS

The next three sections, 7, 8 and 9 consist of a number of attitude statements on a theme. 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, DK=No opinion/don't know.

7. Your future career

	SA	A	N	D	SD	DK
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"/>
It is important to be given career advice at this stage of my training.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have been able to obtain useful career advice since graduation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Experience of hospital work since graduation has increased the likelihood that I will pursue a hospital career.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My exposure to general practice has been insufficient for me to assess it as a career option.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General practice is more attractive than hospital practice for doctors at present.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. Equal opportunities

The NHS is a good equal opportunities employer for ...	SA	A	N	D	SD	DK
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"/>

9. Medical school

	SA	A	N	D	SD	DK
My experience at medical school beneficially influenced my choice of long-term career.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My experience at medical school prepared me well for the jobs I have undertaken so far.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you did not answer 'strongly agree' or 'agree' to the last statement above:

(a) Please indicate any areas from the list below for which you did not feel well prepared:

Clinical knowledge <input type="checkbox"/>	Clinical procedures <input type="checkbox"/>	Administrative tasks <input type="checkbox"/>
Interpersonal skills <input type="checkbox"/>	Physical/emotional/mental demands <input type="checkbox"/>	

(b) Was lack of preparation a serious, medium-sized or minor problem for you? (Mark X in one box)

Serious <input type="checkbox"/>	Medium <input type="checkbox"/>	Minor <input type="checkbox"/>
----------------------------------	---------------------------------	--------------------------------

(c) Please add any comments that you wish to convey on these topics (9a and/or 9b)

Your current and previous PRHO jobs

10. Please give details below of your current PRHO post, and the post which immediately preceded it

We are aware that you may have undertaken more than two PRHO posts; we only require information about your current post and the one preceding it.

	Specialty (Mark X in one box, or enter specialty name)	Duration (months)
Current post	Surgery <input type="checkbox"/> Medicine <input type="checkbox"/> GP <input type="checkbox"/> Other: <input type="text"/>	<input type="text"/>
Previous post	Surgery <input type="checkbox"/> Medicine <input type="checkbox"/> GP <input type="checkbox"/> Other: <input type="text"/>	<input type="text"/>

11. Views on your current and preceding PRHO posts

Below we ask for details of your experiences in your current PRHO post and in the PRHO post which immediately preceded it, that is, the two posts you described in Question 10.

Please consider each statement and, for each post, mark (with X in the box) the response which most accurately reflects your own opinion. Although it may be difficult to make a choice, please answer every statement.

For all statements A=Agree, N=Neither agree nor disagree, D=Disagree.

A. Work and organisation

	Current PRHO post (see question 10)			Preceding PRHO post (see question 10)		
In this PRHO post...	A	N	D	A	N	D
I worked 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"/>
The NHS remunerated me fairly for my basic hours of work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The NHS remunerated me fairly for additional hours (ADHs) worked	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working conditions (e.g. food, accommodation) were satisfactory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I received good support from hospital / practice management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Arrangements for cover for absent doctors were satisfactory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Arrangements for my annual leave were satisfactory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I received good support from nursing staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Induction and handover arrangements were good	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I was expected to perform too much routine non-medical work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B. Clinical support and training

	Current PRHO post (see question 10)			Preceding PRHO post (see question 10)		
In this PRHO post...	A	N	D	A	N	D
I received good support from senior doctors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There was good supervision of my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I had to perform clinical tasks for which I felt inadequately trained	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I was sometimes unable to obtain a senior doctor's help when needed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I received regular constructive feedback on my performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training was of a high standard	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I gained experience of a wide range of clinical procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The educational opportunities were good	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Job satisfaction in your current post

- 12. Job satisfaction** *This section provides a simple measure of job satisfaction. Please answer with reference to your current PRHO post. For each statement, 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"/>

Enjoyment of the PRHO year as a whole

- 13. Job enjoyment and lifestyle** *For the following two questions please respond by placing an X in the box next to the score which you think most accurately reflects your opinion about the PRHO year as a whole.*

- a) How much have you enjoyed the PRHO year overall?

<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 enjoyed it at all

Enjoyed it greatly

- b) How satisfied are you with the amount of time the PRHO year has left 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

Your current e-mail address

- 14. Your e-mail address:**

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

Background information

- 15. Which were your medical schools?**

Pre-clinical

Clinical

- 16. How old were you when you started as a pre-clinical medical student?** years

- 17. Where did you live at the time of your application for medical school?**

Give the county (if known), otherwise the name of the nearest town or city. If outside the UK, give the country.

How many years had you lived there (or near there)? years

18. Were you an overseas-based student (as defined by level of fees paid) during your time at medical school in the UK? (Mark X) Yes ☐ No ☐

19. Are or were your parents medically qualified? (Mark X) Mother Yes ☐ No ☐
Father Yes ☐ No ☐

20. Did you obtain any professional or other 'post-school' qualifications before entering medical school? (Mark X) Yes * ☐ No ☐

* Please give details

21. Did you obtain any non-clinical qualifications during medical school? Yes-BSc, BA, BMedSci ☐ Yes-Other* ☐ No ☐
(Mark X in one box, exclude primary medical qualifications, e.g. MB, ChB)

* Please give details of Other* qualifications

22. Sex Male ☐ Female ☐

23. Date of birth D D M M Y Y

24. Are you ? (Mark X) single ☐ living with a spouse or a partner ☐

25. 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)

26. 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 ☐

27. Where were you born? England ☐ Scotland ☐ Wales ☐
(Mark X in one box) N. Ireland ☐ Republic of Ireland ☐ Elsewhere* ☐

* Please specify

28. What is your nationality? (Mark X in one box) UK ☐ Other* ☐ Joint UK/Other* ☐

* Please specify

29. Which of the following best describes your ethnic origin? (Mark X in one box)

White ☐ Indian ☐ Pakistani ☐ Bangladeshi ☐
Chinese ☐ Asian-other* ☐ Black Caribbean ☐ Black African ☐
Black-other* ☐ Mixed* ☐ Other* ☐

* Please specify

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,
Institute of Health Sciences, Old Road, Oxford OX3 7BR

Appendix 2

Questionnaire – 2002 Cohort in 2005

UK Medical Careers Research Group, University of Oxford
2005 Survey of the Career Choices and Experiences of Doctors Qualifying in 2002

Please write as clearly as possible in the boxes.
Please put a cross in the box that gives your answer : ☒ ☐ ☐
OR print numbers :
If you make a mistake, shade out the box and mark the correct one.

Your career choices

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

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 or as general as you wish. Where choices are of equal preference, please mark X in the boxes adjacent to those choices, otherwise leave blank.

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

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

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
Experience of chosen subject as a student	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Domestic circumstances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A particular teacher/department	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Hours/working conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inclinations before medical school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Future financial prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Experience of jobs so far	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Career and promotion prospects	<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"/>	Self-appraisal of own skills/aptitudes	<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"/>

* Please specify

Your career plans

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

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

If you did not answer 'Yes-definitely', are you considering (please mark X in one box)

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)?

5. Do you plan to undertake part or all of your future training on a less-than-full-time basis? (please mark X in one box) Yes ☐ No ☐ Undecided ☐

6. Do you plan to work in a career post on a less-than-full-time basis at some point in your career? (please mark X in one box) Yes ☐ No ☐ Undecided ☐

Your current post

7. What is your current post?

Please give details of your current post as follows:

Specialty Enter medical specialty/subspecialty; type of work (if non-medical); or 'Not in paid employment'
Grade Write in the grade; if non-medical leave blank;
Location Give the **county** if in the UK, or the **country** if abroad;
Job title Only complete if different from grade; if **non-medical**, give job title; if **not employed**, enter travel / career break / domestic responsibilities / illness etc if appropriate
Contract Mark X against any that apply

Starting date: (enter month and year as digits)

M	M
<input type="text"/>	<input type="text"/>

 /

Y	Y
<input type="text"/>	<input type="text"/>

Specialty: Grade:

Location: Job title:

Contract: NHS-substantive ☐ NHS-honorary ☐ UK University ☐ Other ☐

In this post, are you working (a) full-time? Yes ☐ No ☐ (b) as a locum? Yes ☐ No ☐

8. 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

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"/>

Your previous posts

10. Your previous posts (most recent first): Complete details as for question 7. Include all completed periods of employment since the end of your PRHO year. Include any substantial period(s) of time not in paid employment.

	M	M	Y	Y		M	M	Y	Y	
Starting date: (enter month and year as digits)	<input type="text"/>	<input type="text"/>	/	<input type="text"/>	<input type="text"/>	Leaving date:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Specialty:	<input type="text"/>				Grade:	<input type="text"/>				
Location:	<input type="text"/>				Job title:	<input type="text"/>				
Contract:	NHS-substantive	<input type="checkbox"/>	NHS-honorary	<input type="checkbox"/>	UK University	<input type="checkbox"/>	Other	<input type="checkbox"/>		
In this post, were you working	(a) full-time?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	(b) as a locum?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>

	M	M	Y	Y		M	M	Y	Y	
Starting date: (enter month and year as digits)	<input type="text"/>	<input type="text"/>	/	<input type="text"/>	<input type="text"/>	Leaving date:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Specialty:	<input type="text"/>				Grade:	<input type="text"/>				
Location:	<input type="text"/>				Job title:	<input type="text"/>				
Contract:	NHS-substantive	<input type="checkbox"/>	NHS-honorary	<input type="checkbox"/>	UK University	<input type="checkbox"/>	Other	<input type="checkbox"/>		
In this post, were you working	(a) full-time?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	(b) as a locum?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>

	M	M	Y	Y		M	M	Y	Y	
Starting date: (enter month and year as digits)	<input type="text"/>	<input type="text"/>	/	<input type="text"/>	<input type="text"/>	Leaving date:	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Specialty:	<input type="text"/>				Grade:	<input type="text"/>				
Location:	<input type="text"/>				Job title:	<input type="text"/>				
Contract:	NHS-substantive	<input type="checkbox"/>	NHS-honorary	<input type="checkbox"/>	UK University	<input type="checkbox"/>	Other	<input type="checkbox"/>		
In this post, were you working	(a) full-time?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	(b) as a locum?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>

If you have had more than three previous posts since the end of your PRHO year, please give details of the additional posts on the additional comments form at the end of the questionnaire.

Your personal circumstances

11. What is your marital status? (please mark X in one box)

single ☐ living with a spouse or a partner ☐ widowed / separated/divorced ☐

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

Yes ☐

No ☐

needs could affect your ability to pursue your chosen career? (please mark X in one box)

Your current e-mail address

14. Your e-mail address:

(future surveys may be distributed via email)

Your views and attitudes

This section consists of a number of attitude statements on a theme. 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, DK=No opinion/don't know.

15. Working conditions and support

	SA	A	N	D	SD	DK
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"/>
I have found arrangements for my annual leave to be satisfactory so far	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have found cover for absent doctors to be satisfactory so far	<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 on my firm in my current post	<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 in my current post	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I receive good support from management in my current post	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The working conditions associated with my present post 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"/>

16. Training and duties

	SA	A	N	D	SD	DK
In my opinion, 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"/>
If I worked fewer hours my training would suffer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I perform an excessive amount of routine work which could be done by non-medical staff	<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"/>

17. The NHS and equality of opportunity

	SA	A	N	D	SD	DK
The NHS is a good equal opportunities employer for women doctors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The NHS is a good equal opportunities employer for doctors from ethnic minorities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The NHS is a good equal opportunities employer for doctors with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The NHS is a good equal opportunities employer for gay and lesbian doctors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The NHS is a good equal opportunities employer for doctors with family responsibilities	<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 beyond my basic contracted hours	<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 treated fairly 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"/>

18. Career planning and future career

	SA	A	N	D	SD	DK
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"/>
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"/>
Information about Specialist Registrar training posts in different hospital specialties is scarce	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Information about the availability of GP registrar posts is scarce	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General practice is more attractive than hospital practice for doctors at present	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My exposure to general practice has been insufficient for me to assess it as a career option	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Experience of hospital work since graduation makes me more likely to pursue a hospital career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The transition from medical school

19. Medical school

	SA	A	N	D	SD	DK
My experience at medical school beneficially influenced my choice of long-term career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My experience at medical school prepared me well for the jobs I have undertaken so far	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you did not answer 'strongly agree' or 'agree' to the last statement above:

(a) Please indicate any areas from the list below for which you did not feel well prepared (Mark X):

Clinical knowledge	<input type="checkbox"/>	Clinical procedures	<input type="checkbox"/>	Administrative tasks	<input type="checkbox"/>
Interpersonal skills	<input type="checkbox"/>	Physical/emotional/mental demands	<input type="checkbox"/>		

(b) Was lack of preparation a serious, medium-sized or minor problem for you? (Mark X in one box)

Serious	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Minor	<input type="checkbox"/>
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(c) Please add any comments that you wish to convey on this topic

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,
Department of Public Health, University of Oxford, Old Road Campus, Headington, Oxford OX3 7BR.

Appendix 3

Questionnaire – 2002 Cohort in 2007

UK Medical Careers Research Group, Oxford University

Career Choices and Experiences of Doctors who Qualified in 2002: 2007 Survey

The UK Medical Careers Research Group (UKMCRG) has been surveying doctors and reporting on their career choices and experiences for many years. This questionnaire is being sent to every doctor who graduated in the UK in 2002 and it follows our previous survey in 2005.

The results of our studies and our recommendations - based on your completed questionnaires - are taken into account by, amongst others, the Department of Health, the Royal Colleges and the medical schools. The current issues with MMC have increased the importance of informing these organisations about doctors' career choices and progression.

Your views are important

Please reply to our survey - the highest possible response is essential to enable us to form reliable conclusions and recommendations.

Your response is also important in helping us to ensure that all points of view are represented. This survey provides a unique opportunity for you to make your views known, and to tell us about your career plans at this important stage in your training.

Note: Even if you are no longer in the NHS we are still very interested in your career and your views.

Quick and easy to take part, confidential and professional

Completing the questionnaire should take no longer than 20 – 30 minutes of your time; a reply-paid envelope is provided. UKMCRG is based at Oxford University. The survey is completely confidential and it will not be possible to identify the views of individual respondents either directly or indirectly in the results. Our studies have NHS Ethical Committee approval. The results will be published widely and on our website. Please spare the time to complete the questionnaire. If you have any queries about the questionnaire or the survey, please contact me by phone on Oxford (01865) 289389 or by email to trevor.lambert@dphpc.ox.ac.uk.

Thank you very much for your help.

Trevor Lambert
Study Co-ordinator

Professor Michael Goldacre
Director

Completing the questionnaire

Please answer as fully as you are able. Your replies will be treated in strict confidence. For questions with yes/no or multiple choice responses, please write **X** in the box corresponding to your choice. A few questions have boxes for dates or numbers to be entered: please enter your responses in numerical form. For other questions please write freehand in the box provided for your answer. If a box is too small for the whole of your answer, please continue alongside the relevant box.

«DataSubjectRef»

«DataSubjectRef»

Your career choices

1. Have you decided on your choice of specialty (or job, if non-medical) for your long-term career?

(Mark X in one of the three boxes)

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 (or job, if non-medical). 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.

		Of equal preference?
1	<input type="text"/>	<input type="checkbox"/>
2	<input type="text"/>	<input type="checkbox"/>
3	<input type="text"/>	<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
Wanting a career that fits my domestic circumstances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Future financial prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Wanting a career with acceptable 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"/>
Experience of chosen subject as a student	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Advice from others	<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"/>	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"/>	Career and promotion prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inclinations before medical school	<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

«DataSubjectRef»

4. Please name any specialty for which, in the past, you considered applying for postgraduate training but then decided against:

Why did you decide against it? (Mark X against any that apply)

competition for training posts seemed too fierce ☐

the training is too long ☐

the training is too difficult ☐

no posts available in my chosen region ☐

it would be too difficult to train for this specialty on a less-than-full-time basis ☐

Other reasons:

Your future career plans

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

Yes-definitely ☐

Yes-probably ☐

Undecided ☐

No-probably not ☐

No-definitely not ☐

If you did not answer 'Yes-definitely', are you considering (Mark X in one box)

practising medicine abroad ☐

leaving medicine but remaining in the UK ☐

leaving medicine and leaving the UK ☐

If you are considering one of these options, what is your main reason for planning to do so?

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

«DataSubjectRef»

6. 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 (if you have left) encourage you to return?

Your training, and full or part time work**7. Are you in a post that is formally recognised as a training post?**Yes ☐No ☐**7a. If in a training post, do you plan to undertake part or all of your future training on a less-than-full-time basis? (Mark X)**Yes ☐No ☐Undecided ☐**8. 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 ☐**9. How much has the availability of flexible and less-than-full-time working options in career posts influenced your choice of career? (Mark X)**Not at all ☐A little ☐A great deal ☐

«DataSubjectRef»

Your current employment

Please complete this section whether or not you are currently working in medicine. If you are on a rotation at the same grade and in the same specialty, list only the overall rotation rather than every placement.

10. YOUR CURRENT EMPLOYMENT (Mark X in one box):

a) In UK medicine ☐ b) In non-UK medicine ☐ c) Not in medicine ☐ d) Not in employment ☐

→→→Please complete ONLY the appropriate ONE of the following sections 10(a) to 10(d)←←←

10(a) If you are in medicine in the UK, please supply the following details about your current post:

i) Starting date (month and year): ii) Specialty:

ii) Grade (Mark X, or name):

Specialist Registrar ☐ SHO ☐ GP Registrar ☐ GP Principal ☐

Other (e.g. ST grade, FTSTA)

iii) Academic grade (if relevant):

Research fellow ☐ Lecturer ☐ Senior lecturer ☐

Other

iv) Employer and type of contract: (Please mark with X all which apply to your current post)

NHS-substantive ☐ NHS-honorary ☐ UK University-substantive ☐ UK University-honorary ☐

Retainer Scheme ☐ UK Private Sector ☐ UK Public sector (not NHS/University) ☐ HM Forces ☐

v) Location (name of nearest city, or county):**vi) In this post, are you**

(a) full-time? ☐ (b) part-time? ☐ (c) a locum? ☐

If part-time, give number of sessions per week

PLEASE GO TO QUESTION 11 IN THE NEXT SECTION

10(b) If you are in medicine outside the UK, please supply the following details about your current post:

i) Starting date (month and year): ii) Specialty:

iii) Grade: iv) Location (country):

v) In this post, are you (a) full-time? ☐ (b) part-time? ☐

PLEASE GO TO QUESTION 11 IN THE NEXT SECTION

«DataSubjectRef»

10(c) If you are working, but not in medicine, please supply the following details about your current post:

i) Starting date (month and year):

ii) Nature of work:

iii) Location (name of nearest city or county, or country if abroad):

PLEASE GO TO QUESTION 11 IN THE NEXT SECTION**10(d) If you are not in paid employment, please supply the following details:**

i) Date period of unemployment started (give month and year):

ii) Further information (Mark X):

Career break from medicine

☐

Domestic responsibilities

☐

Other

☐

iii) Location (name of nearest city or county, or country if abroad):

PLEASE CONTINUE WITH QUESTION 11 BELOW**If different from your current employment, your employment on 30 September 2005**

If you were in a **different post** on 30 September 2005, i.e. approximately 3 years after graduation, please complete this page, to provide equivalent information to that given on the previous page for your current post.

→→→If you were already in your current post on 30 September 2005, please go to Question 12←←←**11. YOUR EMPLOYMENT on 30 September 2005 (Mark X in one box):**

a) In UK medicine

☐

b) In non-UK medicine

☐

c) Not in medicine

☐

d) Not in employment

☐
→→→Please complete ONLY the appropriate ONE of the following sections 11(a) to 11(d)←←←**11(a) If you were in medicine in the UK, please supply the following about your post on September 30 2005 :**

i) Starting date (month and year):

ii) Specialty:

ii) Grade (Mark X, or name):

Specialist Registrar

☐

SHO

☐

GP Registrar

☐

GP Principal

☐

Other (e.g. ST grade, FTSTA)

iii) Academic grade (if relevant):

Research fellow

☐

Lecturer

☐

Senior lecturer

☐

Other

«DataSubjectRef»

iv) Employer and type of contract: (Please mark with X all which applied to your post then)

NHS-substantive ☐ NHS-honorary ☐ UK University-substantive ☐ UK University-honorary ☐
 Retainer Scheme ☐ UK Private Sector ☐ UK Public sector ☐ HM Forces ☐
 (not NHS/University)

v) Location (name of nearest city, or county):

vi) In this post, were you

 (a) full-time? ☐ (b) part-time? ☐ (c) a locum? ☐
If part-time, give number of sessions per week **PLEASE GO TO QUESTION 12 IN THE NEXT SECTION****11(b) If you were in medicine outside the UK, please supply the following details about your post on September 30, 2005**

i) Starting date (month and year):

ii) Specialty:

iii) Grade:

iv) Location (country):

v) In this post, were you

(a) full-time? ☐(b) part-time? ☐**PLEASE GO TO QUESTION 12 IN THE NEXT SECTION****11(c) If you were working, but not in medicine, please supply the following details about your post then:**

i) Starting date (month and year):

ii) Nature of work:

iii) Location (name of nearest city or county, or country if abroad):

PLEASE GO TO QUESTION 12 IN THE NEXT SECTION**11(d) If you were not in paid employment, please supply the following details:**

i) Date period of unemployment started (give month and year):

ii) Further information (Mark X):

Career break from medicine ☐Domestic responsibilities ☐Other ☐

iii) Location (name of nearest city or county, or country if abroad):

PLEASE CONTINUE WITH QUESTION 12 IN THE NEXT SECTION

«DataSubjectRef»

Your view of your current employment

12. Job satisfaction

Please answer with reference to your current post. For each statement, mark **X** in one box.

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

	SA	A	N	D	SD	N/O
I find enjoyment in my current post	<input type="checkbox"/>	<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"/>	<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"/>	<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"/>	<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"/>	<input type="checkbox"/>

13. Job enjoyment and lifestyle

For the following two questions please place an **X** in the box next to the number which most accurately reflects your opinion.

a) How much are you enjoying your current position?

<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				

b) How satisfied are you with the amount of time your work currently 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				

Your higher qualifications

14. Please list all higher professional or academic qualifications obtained since leaving medical school.

Please give details below (spell out in full rather than initials) and the year passed.

Qualification	Year
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>

«DataSubjectRef»

Your domestic situation**15. Marital status** (Mark X)single ☐living with spouse / partner ☐widowed, divorced or separated ☐**16. How many children under 16 are normally resident in your household?***If any children, what are their ages in years? (Enter 0 for 0-11 months)***17. 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 ☐**Additional comments**

Please give us any comments you wish to make, on any aspect of your training or work. Use continuation sheets if necessary. We are particularly interested in any comments you may have on your experiences so far of good and bad features of your training, working conditions and working environment; professional relationships; and administrative and managerial issues. 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@dphpc.ox.ac.uk or michael.goldacre@dphpc.ox.ac.uk quoting the above reference number.

Thank you for your co-operation.

Please return this questionnaire to: UK Medical Careers Research Group, Department of Public Health, University of Oxford, Old Road Campus, Headington, Oxford OX3 7BR.