

**UK Medical Careers Research Group
Oxford University**

**Cohort of UK Medical Graduates
who qualified in 2008**

Report of Second Survey, conducted in 2011

Report finalised May 2014

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Introduction

This report describes the results of the second survey of the cohort of 6795 doctors who qualified from UK medical schools in 2008. The 2008 cohort has been surveyed previously in 2009. The first mailing for this survey was completed in July 2011, and late replies were received up to February 2012.

This report describes the main results from the second survey, focusing on the current employment of the respondents, their career choices and the future career plans. It also contains some information about their views and attitudes. This is a descriptive report of the doctors' responses; and we do not draw conclusions in it. Comments and conclusions will be published in due course in a paper.

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 6795 doctors (2679 men, 4114 women, 2 unknown). Excluding from the denominator 211 who were untraceable, 44 who had declined to participate, and 2 who had died, the response to the second survey was 49.4% (3228/6538). For men the response rate was 46.0% (1182/2567), and for women 51.5% (2046/3970).

2.4% of respondents (78/3228) only filled in a shortened version of the survey. Therefore, for some questions the total number of respondents was n=3150.

Demographics

Age

The 2956 respondents who provided information on their age when beginning medical school had a median age at that time of 18 years. 56.9% were aged 18 or younger, 80.1% of respondents were 21 or younger and 92.4% were aged 25 or younger. The oldest respondent was aged 48 years when they began medical school.

Domestic situation

52.9% were living with a spouse or partner (men 50.7%, women 54.2%). 91.7% had no children under 16 years of age (men 89.8%, women 92.8%), and 4.0% had dependent adults living with them (men 4.0%, women 4.0%).

Final choice of long-term career

Table 1 gives details of mainstream 1st choice of long-term career for all respondents and for men and women separately. Respondents were asked to list up to three choices in order, and could indicate "equal preference" between choices. 6.6% of respondents indicated that either their first and second choices or all three choices were "of equal preference".

Table 1: Mainstream choice

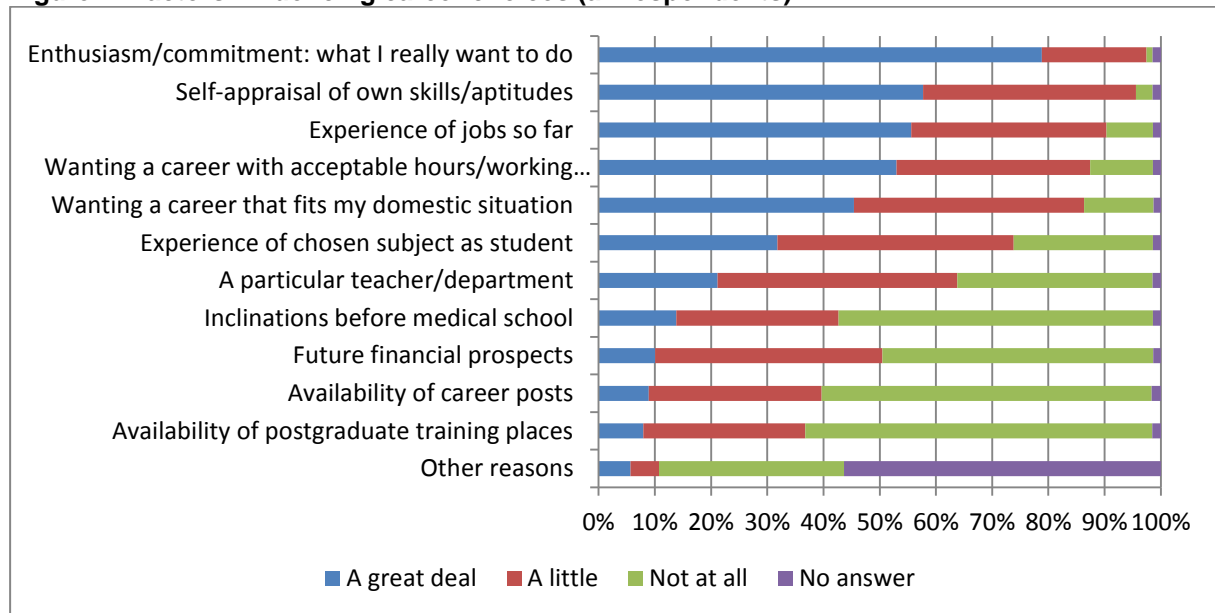
	Gender					
	Male		Female		Total	
	Count	%	Count	%	Count	%
Hospital Medical Specialties	200	17.1%	302	14.9%	502	15.7%
Paediatrics	46	3.9%	182	9.0%	228	7.1%
Emergency medicine	56	4.8%	86	4.3%	142	4.5%
Surgical Specialties	218	18.6%	170	8.4%	388	12.2%
Obstetrics & Gynaecology	23	2.0%	119	5.9%	142	4.5%
Anaesthetics	159	13.6%	162	8.0%	321	10.1%
Radiology	52	4.4%	31	1.5%	83	2.6%
Clinical Oncology	25	2.1%	41	2.0%	66	2.1%
Pathology	16	1.4%	74	3.7%	90	2.8%
Psychiatry	58	5.0%	89	4.4%	147	4.6%
General Practice	297	25.4%	708	35.0%	1005	31.5%
Community Health	0	0.0%	6	0.3%	6	0.2%
Public Health	5	0.4%	23	1.1%	28	0.9%
Other Medical Specialties	4	0.3%	9	0.4%	13	0.4%
Non-Medical	10	0.9%	19	0.9%	29	0.9%
Total	1169	100.0%	2021	100.0%	3190	100.0%

Respondents were asked whether they viewed their first choice of career as their *definite* choice of future career, *probable* choice, or were they *uncertain* about it. 66.4% responded 'definite' (65.1% of men, 67.2% of women), 26.2% responded 'probable', and 7.4% responded 'uncertain'.

Factors affecting career choice

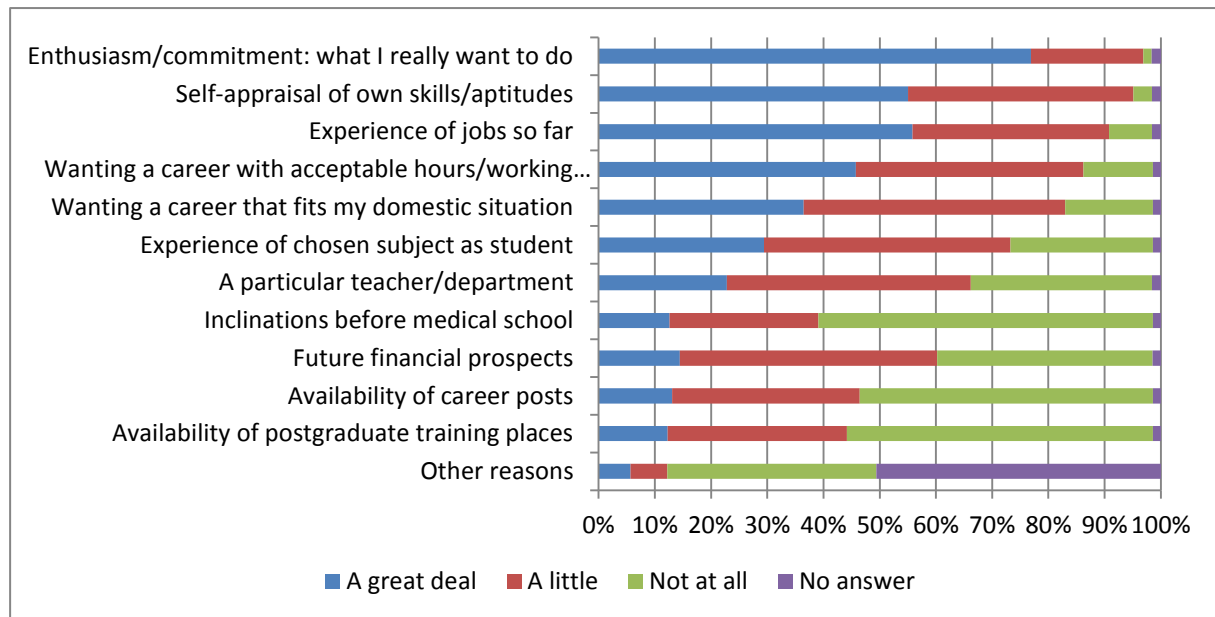
Respondents were asked to indicate to what extent each of a list of factors had influenced their career choice; the response on each factor being chosen from "a great deal", "a little", or "not at all". The wording of the factor statements appears in full on page 2 (question 2) of the questionnaire (Appendix 1). Figure 1 represents the results of the survey questions for all respondents; Figure 2 shows the results for men and Figure 3 for women. The largest influence upon career choice was 'enthusiasm/commitment' (78.8% of respondents felt that this influenced them 'a great deal'). The next most influential factors were 'self-appraisal of own skills/aptitudes' (57.7% said 'a great deal'), 'experience of jobs so far' (55.6%) and 'wanting a career with acceptable hours/working conditions' (53.0%). For men the most influential factors were 'enthusiasm/commitment' (76.9%), 'self-appraisal of own skills/aptitudes' (55.1%) and 'experience of jobs so far' (55.8%). For women the most influential factors were 'enthusiasm/commitment' (79.9%), 'self-appraisal of own skills/aptitudes' (59.2%) and 'Wanting a career with acceptable hours/working conditions' (57.2%).

Figure 1: Factors influencing career choices (all respondents)



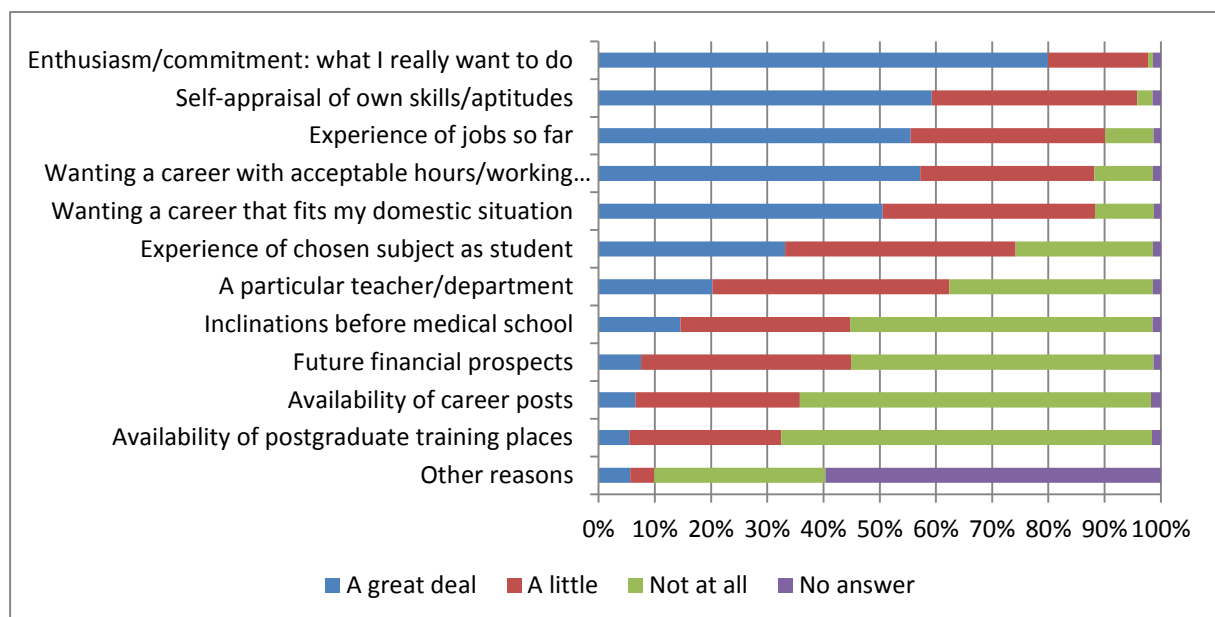
Percentages are of all respondents to the full questionnaire (N = 3150)

Figure 2: Factors influencing career choices (men)



Percentages are of all men respondents to the full questionnaire (N = 1148)

Figure 3: Factors influencing career choices (women)



Percentages are of all women respondents to the full questionnaire (N = 2002)

Future career plans

Intention to practise medicine in the UK

Respondents were asked a series of questions on their intentions to practise medicine in the UK. Table 2 summarises the responses to these questions with reference to the specific question, and with reference to the overall response to the 2011 survey.

Table 2: Intention to practise medicine in the UK

	Number	Percentage of respondents to question	Percentage of respondents to questionnaire
Responders to survey	3150	100.0	100.0
Intention to practise medicine in the UK for the foreseeable future	3140	100.0%	99.7%
Yes, definitely	1538	49.0%	48.8%
Yes, probably	1001	31.9%	31.8%
Undecided	319	10.2%	10.1%
No, probably not	195	6.2%	6.2%
No, definitely not	87	2.8%	2.8%
Considerations of those not Definitely intent on remaining in UK medicine	1602	100.0%	50.9%
Considering medicine abroad	1386	86.5%	44.0%
Considering leaving medicine, remaining in the UK	207	12.9%	6.6%
Considering leaving medicine and the UK	90	5.6%	2.9%

Note: Percentages are of all respondents to the full questionnaire (N = 3150)

Intention to train or work on a less-than-full-time basis

17.8% of respondents planned to undertake part or all of their future training on a less-than-full-time basis (Table 3): 3.3% men and 26.1% women.

Table 3: Plans to undertake part or all of future training on a less-than-full-time basis

	Gender					
	Male		Female		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
Yes	38	3.3%	516	26.1%	554	17.8%
No	1013	88.8%	871	44.0%	1884	60.4%
Undecided	90	7.9%	592	29.9%	682	21.9%
Total	1141	100.0%	1979	100.0%	3120	100.0%

28.7% of respondents planned to work in a career post on a less-than-full-time basis (Table 4): 8.8% men and 40.2% women.

Table 4: Plans to work in a career post on a less-than-full-time basis

	Gender					
	Male		Female		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
Yes	100	8.8%	794	40.2%	894	28.7%
No	866	76.0%	499	25.2%	1365	43.8%
Undecided	173	15.2%	684	34.6%	857	27.5%
Total	1139	100.0%	1977	100.0%	3116	100.0%

Intention to do teaching and research

Respondents were asked 'If you intend to practise medicine, in your long-term career do you intend to work mainly in' with the options of *Clinical academic posts*, *Clinical service posts without teaching or research*, *Clinical posts with some teaching responsibility*, *Clinical posts with some research time*, *Clinical posts with some teaching and research*, *Undecided*, and *Other*. Of those who responded, 53.9% said that they wanted to work mainly in 'clinical posts with some teaching responsibility' (Table 5). A further 29.1% wanted to work in 'clinical posts with some teaching and research'. More women (56.3%) wanted a clinical post with some teaching responsibility compared with 49.9% of men, 33.0% of men wanted a clinical post with some teaching and research compared with 26.9% of women, and 5.3% of men wanted a clinical academic post compared with 1.7% of women ($\chi^2_5=58.6$, $p<0.001$).

Table 5: Intentions to do teaching and research

	Gender					
	Male		Female		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
Clinical service posts without teaching or research	50	4.5%	109	5.6%	159	5.2%
Clinical posts with some teaching responsibility	560	49.9%	1094	56.3%	1654	53.9%
Clinical posts with some research time	30	2.7%	39	2.0%	69	2.2%
Clinical posts with some teaching and research	371	33.0%	522	26.9%	893	29.1%
Clinical academic posts	60	5.3%	33	1.7%	93	3.0%
Undecided	52	4.6%	147	7.6%	199	6.5%
Other	0	0.0%	0	0.0%	0	0.0%
Total	1123	100.0%	1944	100.0%	3067	100.0%

Career planning and future career

Respondents who 'are, or have been, in medical employment in the NHS' were asked to indicate their level of agreement with the following three statements with reference to their career experience to date:

- Making career choices has been made difficult by inadequate careers advice
- General practice is more attractive than hospital practice for doctors at present
- I had to make my career choice of specialty too soon after qualification

Scores of 1 to 5 were assigned to the responses. 36.5% agreed or strongly agreed that career choices had been made difficult by inadequate careers advice (Table 6). 64.3% agreed or strongly agreed that general practice is more attractive than hospital practice for doctors at present. 60.9% agreed or strongly agreed that they had to make their career choice of specialty too soon after qualification.

Table 6: Career planning and future career

		Male		Female		Total	
		Count	%	Count	%	Count	%
Making career choices has been made difficult by inadequate careers advice	Strongly Agree	108	9.5%	150	7.6%	258	8.3%
	Agree	304	26.8%	573	29.0%	877	28.2%
	Neither	426	37.5%	763	38.6%	1189	38.2%
	Disagree	271	23.9%	456	23.1%	727	23.4%
	Strongly Disagree	27	2.4%	35	1.8%	62	2.0%
		0	0.0%	0	0.0%	0	0.0%
General practice is more attractive than hospital practice for doctors at present	Strongly Agree	280	24.6%	444	22.5%	724	23.2%
	Agree	465	40.9%	815	41.2%	1280	41.1%
	Neither	203	17.9%	376	19.0%	579	18.6%
	Disagree	135	11.9%	272	13.8%	407	13.1%
	Strongly Disagree	54	4.7%	70	3.5%	124	4.0%
		0	0.0%	0	0.0%	0	0.0%
I had to make my career choice of specialty too soon after qualification	Strongly Agree	322	28.4%	490	24.8%	812	26.1%
	Agree	377	33.2%	706	35.7%	1083	34.8%
	Neither	179	15.8%	356	18.0%	535	17.2%
	Disagree	222	19.6%	383	19.4%	605	19.4%
	Strongly Disagree	34	3.0%	42	2.1%	76	2.4%
		0	0.0%	0	0.0%	0	0.0%

Note: 'Neither' indicates 'neither agree nor disagree'

Description of current employment position at the time of responding to the survey

Respondents were asked to indicate which statement (from a list of ten) best described their current employment position (Table 7). 3171 of the 3228 respondents answered the question. 63.2% of respondents described themselves as being '*in a higher specialist training NHS post in the specialty*'

and location of my first choice'; 14.1% were 'in a higher specialist training NHS post in my first choice specialty, but not in my preferred location'.

Table 7: Description of current employment position

	Gender					
	Male		Female		Total	
	Count	%	Count	%	Count	%
I am in a higher specialist training NHS post in the specialty and location of my first choice	690	59.1%	1315	65.6%	2005	63.2%
I am in a higher specialist training NHS post in my first choice specialty, but not in my preferred location	193	16.5%	253	12.6%	446	14.1%
I am in a higher specialist training NHS post in my preferred location, but not in my first choice specialty	40	3.4%	65	3.2%	105	3.3%
I am in a higher specialist training NHS post not in my preferred specialty or in my preferred location	20	1.7%	36	1.8%	56	1.8%
I am in another recognised NHS training post e.g. FTSTA	46	3.9%	71	3.5%	117	3.7%
I am in a medical post in the UK which is not recognised as a training post	72	6.2%	80	4.0%	152	4.8%
I am not in medical work, but am seeking medical employment	19	1.6%	38	1.9%	57	1.8%
I am working/training in medicine outside the UK on a temporary basis and plan to return	46	3.9%	83	4.1%	129	4.1%
I am working/training in medicine outside the UK and do not plan to return	36	3.1%	40	2.0%	76	2.4%
I have left medicine and do not intend to return	5	0.4%	23	1.1%	28	0.9%
Total	1167	100%	2004	100%	3171	100%

Note that although most respondents replied in 2011, some replied in 2012.

In the tables which follow, we have tabulated details of respondents' posts as at October 2011. Hence the numbers do not match precisely the response to the above question.

Posts held by respondents in 2011

In October 2011, the current posts of 3122 respondents were known. 85.3% were working in medicine in the NHS or universities in the UK (Table 8; men 85.3%, women 85.3%), and 7.3% were practising medicine abroad (men 7.5%, women 7.2%).

Table 8: Occupation group – current post

	Male		Female		Total	
	Count	%	Count	%	Count	%
UK NHS/University posts	962	85.3%	1701	85.3%	2663	85.3%
UK Armed Forces	22	2.0%	15	0.8%	37	1.2%
UK Other Public Sector	1	0.1%	0	0.0%	1	0.0%
UK Private Sector Medical	2	0.2%	4	0.2%	6	0.2%
UK Non-Medical	3	0.3%	13	0.7%	16	0.5%
UK Not in paid employment	6	0.5%	45	2.3%	51	1.6%
Abroad Medical	84	7.5%	144	7.2%	228	7.3%
Abroad Non-medical	0	0.0%	1	0.1%	1	0.0%
Abroad Not in paid employment	3	0.3%	21	1.1%	24	0.8%
Unknown	44	3.9%	51	2.6%	95	3.0%
Total	1127	100.0%	1995	100.0%	3122	100.0%

Focussing only on those doctors who were working in the NHS or in UK universities (N=2663),

21% were in CT1 grades (men 27%, women 19%). Table 9 gives a fuller breakdown of the current posts of respondents.

Table 9: Grade – current post: responders in NHS and UK universities

	Male		Female		Total	
	Count	%	Count	%	Count	%
Foundation trainees	6	0.6	34	2.0	40	1.5
Senior house officers	41	4.3	66	3.9	107	4.0
Specialty registrars	5	0.5	7	0.4	12	0.5
CT1	255	26.5	315	18.5	570	21.4
CT2	187	19.4	236	13.9	423	15.9
ST1	129	13.4	273	16.0	402	15.1
ST2	72	7.5	152	8.9	224	8.4
ST3	2	0.2	1	0.1	3	0.1
Fixed term specialist trainees	5	0.5	11	0.6	16	0.6
Academic - Clinical fellows	4	0.4	9	0.5	13	0.5
Academic - Training fellows	4	0.4	3	0.2	7	0.3
Academic - Research fellows	22	2.3	19	1.1	41	1.5
Academic - Others	8	0.8	7	0.4	15	0.6
GP ST1	104	10.8	347	20.4	451	16.9
GP ST2	112	11.6	207	12.2	319	12.0
GP ST3	1	0.1	0	0.0	1	0.0
Public health ST1	1	0.1	3	0.2	4	0.2
Public health ST2	0	0.0	2	0.1	2	0.1
Public Health Grade unknown	0	0.0	1	0.1	1	0.0
Community Health specialist registrars	0	0.0	1	0.1	1	0.0
Ophthalmic	0	0.0	1	0.1	1	0.0
Hospital non-training grades	3	0.3	4	0.2	7	0.3
Others – no grade given	1	0.1	2	0.1	3	0.1
Total	962	100.0	1701	100.0	2663	100.0

Views about training and work

Job satisfaction

To obtain a measure of job satisfaction, five statements were presented for evaluation on a scale from *strongly agree* to *strongly disagree* (Table 10). 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

Table 10: Job satisfaction

		Gender					
		Male		Female		Total	
		Count	Percentage	Count	Percentage	Count	Percentage
I find enjoyment in my current post	Strongly Agree	418	37.8%	611	32.6%	1029	34.5%
	Agree	523	47.3%	974	51.9%	1497	50.2%
	Neither	95	8.6%	171	9.1%	266	8.9%
	Disagree	51	4.6%	105	5.6%	156	5.2%
	Strongly Disagree	19	1.7%	14	0.7%	33	1.1%
I am doing interesting and challenging work	Strongly Agree	398	36.1%	635	34.0%	1033	34.8%
	Agree	520	47.1%	923	49.5%	1443	48.6%
	Neither	107	9.7%	207	11.1%	314	10.6%
	Disagree	64	5.8%	87	4.7%	151	5.1%
	Strongly Disagree	14	1.3%	14	0.8%	28	0.9%
I feel dissatisfied in my current post	Strongly Agree	33	3.0%	53	2.8%	86	2.9%
	Agree	139	12.7%	245	13.1%	384	13.0%
	Neither	155	14.1%	328	17.6%	483	16.3%
	Disagree	556	50.6%	921	49.4%	1477	49.8%
	Strongly Disagree	215	19.6%	318	17.1%	533	18.0%
Most days I am enthusiastic about my work	Strongly Agree	211	19.1%	321	17.2%	532	17.9%
	Agree	618	56.1%	1034	55.4%	1652	55.7%
	Neither	164	14.9%	314	16.8%	478	16.1%
	Disagree	92	8.3%	176	9.4%	268	9.0%
	Strongly Disagree	17	1.5%	20	1.1%	37	1.2%
I am often bored with my work	Strongly Agree	30	2.7%	17	0.9%	47	1.6%
	Agree	122	11.2%	184	9.9%	306	10.3%
	Neither	217	19.8%	351	18.8%	568	19.2%
	Disagree	543	49.6%	985	52.8%	1528	51.6%
	Strongly Disagree	182	16.6%	328	17.6%	510	17.2%

Note: 'Neither' indicates 'neither agree nor disagree'

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

The central half of the values (the interquartile range) for women fell between 17 and 22; the interquartile range for men was between 18 and 22.

Experience of training and work

Career experience to date, from qualification until now

Doctors in medical employment in the UK were asked to indicate their level of agreement with the four statements with reference to their career experience to date (Table 11). 59.1% agreed or strongly agreed that the postgraduate training they *'have received so far has been of a high standard'*. 62.1% disagreed or strongly disagreed that they *'would have liked to work longer hours to boost'* their training. 57.7% agreed or strongly agreed that they are *'expected to perform an excessive amount of routine work which could be done by staff without medical qualifications'*. 22.0% agreed or strongly agreed that they are *'required to perform clinical tasks for which I did not feel adequately trained'*.

Table 11: Career experience to date

		Male		Female		Total	
		Count	%	Count	%	Count	%
The postgraduate training I have received so far has been of a high standard	Strongly Agree	71	6.7%	127	7.0%	198	6.9%
	Agree	512	48.3%	988	54.6%	1500	52.2%
	Neither	248	23.4%	376	20.8%	624	21.7%
	Disagree	182	17.2%	293	16.2%	475	16.5%
	Strongly Disagree	47	4.4%	27	1.5%	74	2.6%
Total		1060	100.0%	1811	100.0%	2871	100.0%
I would have liked to work longer hours to boost my training	Strongly Agree	89	8.4%	57	3.1%	146	5.1%
	Agree	217	20.5%	195	10.8%	412	14.3%
	Neither	212	20.0%	320	17.7%	532	18.5%
	Disagree	385	36.4%	878	48.4%	1263	44.0%
	Strongly Disagree	156	14.7%	363	20.0%	519	18.1%
Total		1059	100.0%	1813	100.0%	2872	100.0%
I am expected to perform an excessive amount of routine work which could be done by staff without medical qualifications	Strongly Agree	228	21.5%	315	17.4%	543	18.9%
	Agree	388	36.6%	725	40.0%	1113	38.8%
	Neither	214	20.2%	393	21.7%	607	21.1%
	Disagree	204	19.3%	351	19.4%	555	19.3%
	Strongly Disagree	25	2.4%	29	1.6%	54	1.9%
Total		1059	100.0%	1813	100.0%	2872	100.0%
I am required to perform clinical tasks for which I do not feel adequately trained	Strongly Agree	19	1.8%	46	2.5%	65	2.3%
	Agree	184	17.4%	381	21.0%	565	19.7%
	Neither	252	23.8%	425	23.5%	677	23.6%
	Disagree	537	50.7%	882	48.7%	1419	49.4%
	Strongly Disagree	67	6.3%	77	4.3%	144	5.0%
Total		1059	100.0%	1811	100.0%	2870	100.0%

Note: 'Neither' indicates 'neither agree nor disagree'

Experiences in current post

Doctors in medical employment in the UK were asked to indicate their level of agreement with nine statements with reference to their current post (Table 12). 48.7% of respondents disagreed that their working hours were too long, and 69.8% disagreed that their working hours were too short. 52.9% of doctors disagreed that arrangements for cover for absent doctors were satisfactory. 85.2% said that they received good support from senior doctors; 78.6% said that they received good support from nursing staff, and 31.3% said that they received good support from management. 74.8% of doctors agreed or strongly agreed that the working conditions associated with their present post are satisfactory. 11.8% agreed or strongly agreed that they were currently under too much pressure at work.

Table 12: Experiences in current post

		Male		Female		Total	
		Count	%	Count	%	Count	%
I work longer hours than I think I should	Strongly Agree	72	7.0%	138	7.9%	210	7.6%
	Agree	184	17.9%	372	21.4%	556	20.1%
	Neither	264	25.7%	391	22.4%	655	23.6%
	Disagree	448	43.6%	787	45.2%	1235	44.6%
	Strongly Disagree	60	5.8%	54	3.1%	114	4.1%
	Total	1028	100.0%	1742	100.0%	2770	100.0%
I work shorter hours than I think I should	Strongly Agree	23	2.2%	6	0.3%	29	1.1%
	Agree	102	9.9%	98	5.7%	200	7.3%
	Neither	265	25.8%	339	19.6%	604	21.9%
	Disagree	473	46.1%	996	57.5%	1469	53.3%
	Strongly Disagree	163	15.9%	292	16.9%	455	16.5%
	Total	1026	100.0%	1731	100.0%	2757	100.0%
Arrangements for my annual leave are satisfactory	Strongly Agree	109	10.6%	152	8.7%	261	9.4%
	Agree	500	48.6%	935	53.8%	1435	51.9%
	Neither	144	14.0%	230	13.2%	374	13.5%
	Disagree	180	17.5%	309	17.8%	489	17.7%
	Strongly Disagree	95	9.2%	112	6.4%	207	7.5%
	Total	1028	100.0%	1738	100.0%	2766	100.0%
Arrangements for cover for absent doctors are satisfactory	Strongly Agree	43	4.2%	59	3.4%	102	3.7%
	Agree	306	30.0%	434	25.0%	740	26.8%
	Neither	165	16.2%	292	16.8%	457	16.6%
	Disagree	308	30.2%	643	37.0%	951	34.5%
	Strongly Disagree	199	19.5%	310	17.8%	509	18.4%
	Total	1021	100.0%	1738	100.0%	2759	100.0%
I receive good support from senior doctors	Strongly Agree	349	34.0%	505	29.0%	854	30.9%
	Agree	549	53.6%	951	54.7%	1500	54.3%
	Neither	63	6.1%	150	8.6%	213	7.7%
	Disagree	56	5.5%	110	6.3%	166	6.0%
	Strongly Disagree	8	0.8%	23	1.3%	31	1.1%
	Total	1025	100.0%	1739	100.0%	2764	100.0%
I receive good support from nursing staff	Strongly Agree	184	18.0%	341	19.7%	525	19.1%
	Agree	595	58.1%	1045	60.4%	1640	59.6%
	Neither	170	16.6%	252	14.6%	422	15.3%
	Disagree	60	5.9%	70	4.0%	130	4.7%
	Strongly Disagree	15	1.5%	21	1.2%	36	1.3%
	Total	1024	100.0%	1729	100.0%	2753	100.0%

Table 15 is continued on the next page...

Table 12: Experiences in current post (continued)

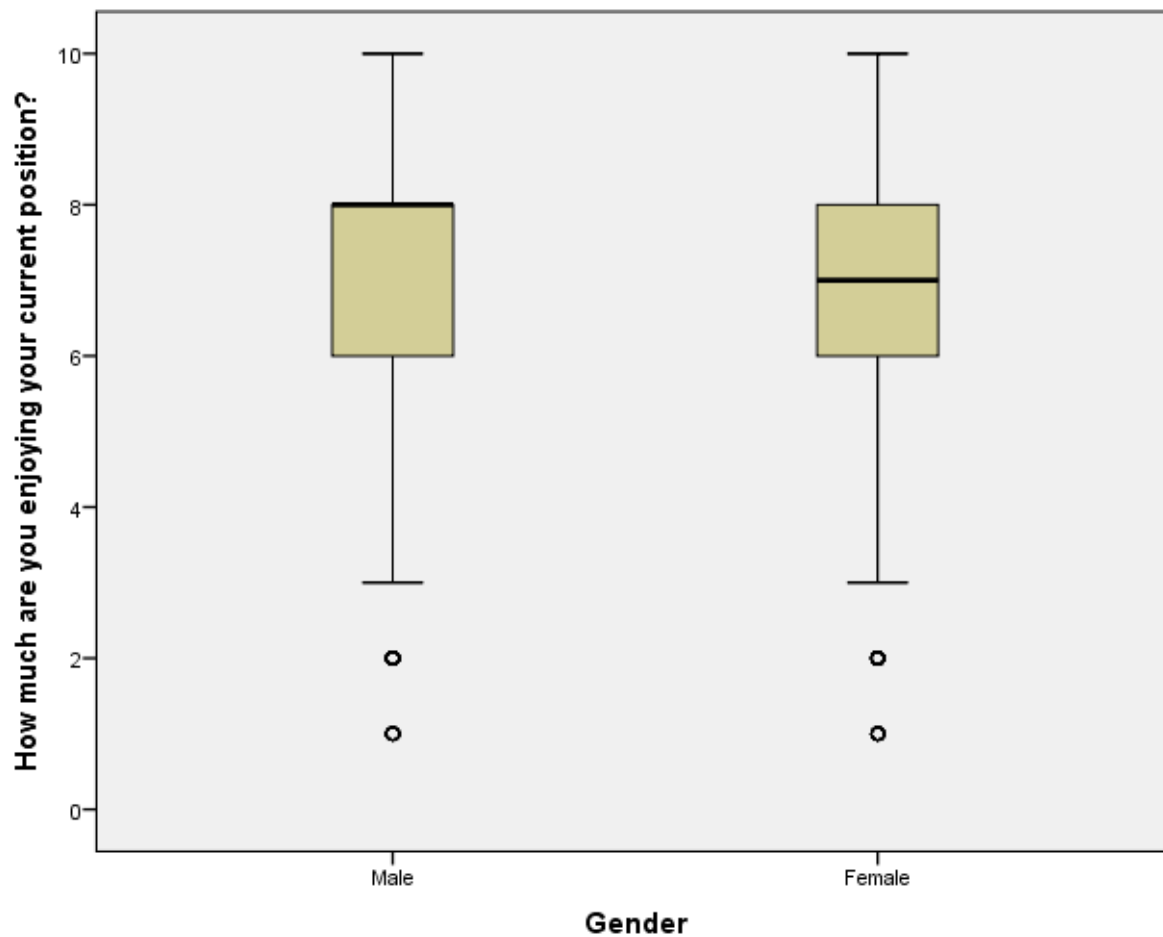
		Male		Female		Total	
		Count	%	Count	%	Count	%
I receive good support from hospital/practice management	Strongly Agree	49	4.8%	91	5.2%	140	5.1%
	Agree	243	23.8%	479	27.6%	722	26.2%
	Neither	363	35.5%	657	37.9%	1020	37.0%
	Disagree	242	23.7%	364	21.0%	606	22.0%
	Strongly Disagree	125	12.2%	144	8.3%	269	9.8%
	Total	1022	100.0%	1735	100.0%	2757	100.0%
The working conditions associated with my present post are satisfactory	Strongly Agree	128	12.5%	201	11.6%	329	11.9%
	Agree	638	62.1%	1102	63.4%	1740	62.9%
	Neither	143	13.9%	244	14.0%	387	14.0%
	Disagree	86	8.4%	160	9.2%	246	8.9%
	Strongly Disagree	32	3.1%	32	1.8%	64	2.3%
	Total	1027	100.0%	1739	100.0%	2766	100.0%
I am currently under too much pressure whilst at work	Strongly Agree	26	2.5%	42	2.4%	68	2.5%
	Agree	76	7.4%	183	10.5%	259	9.4%
	Neither	267	26.0%	494	28.5%	761	27.6%
	Disagree	558	54.4%	920	53.0%	1478	53.5%
	Strongly Disagree	99	9.6%	96	5.5%	195	7.1%
	Total	1026	100.0%	1735	100.0%	2761	100.0%

Note: 'Neither' indicates 'neither agree nor disagree'

Job enjoyment and lifestyle

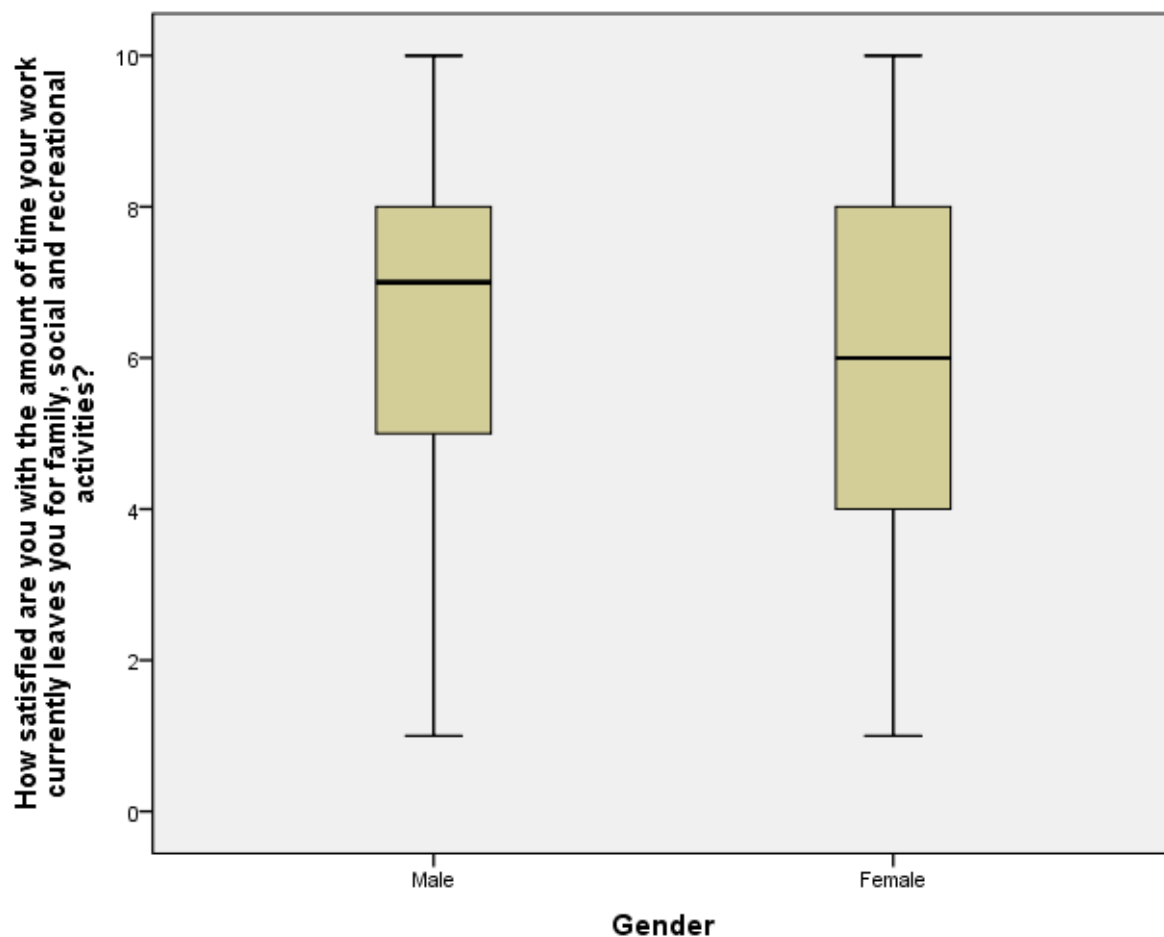
Respondents were asked to rate their enjoyment of their current position on a scale of 1 to 10. The median score for respondents was 8 for men and 7 for women (Figure 4).

Figure 4: Enjoyment of current position



Respondents were asked to express, on a scale from 1 to 10, 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 7 for men and 6 for women (Figure 5).

Figure 5: Satisfaction with leisure time



Appendix 1: The questionnaire

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 CHOICES

1. What is your choice of long-term career?

Please give your choice of clinical specialty, or non-medical job, or 'Don't know / No choice', as appropriate. If your choice is very detailed or specific, please use the 'Further details/subspecialty' box to describe it.

If you have more than one choice, please list up to 3 choices in order of preference.

	Specialty	Further details / subspecialty
First choice		
Second choice		
Third choice		

Do you regard any of the choices you have named as being of equal preference?

- No, they are in order of preference ☐
- Yes, the first and second choices are equal ☐
- Yes, the second and third choices are equal ☐
- Yes, all three choices are equal ☐

Is the first choice (or first choices), that you have given above, your definite choice of future career, your probable choice, or are you uncertain about it?

- Definite ☐
- Probable ☐
- Uncertain ☐

2011 Survey of Doctors who Graduated in 2008

2. How much has each of the following factors influenced your choice of specialty, or non-medical job?
Please answer for **each factor**, by marking **X** in one of the three boxes.

	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"/>
Wanting a career with acceptable hours/working conditions	<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"/>
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"/>
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"/>
A particular teacher/department	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Concern about shortage of training posts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Experience of jobs so far	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Concern about shortage of career posts	<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 brief details of those reasons:

YOUR FUTURE CAREER PLANS

3. a) Apart from temporary visits abroad, do you intend to practise medicine in the United Kingdom for the foreseeable future?

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

- b) If you did not answer 'Yes-definitely', are you considering (Mark **X** in one or more boxes)

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

2011 Survey of Doctors who Graduated in 2008

c) *If you are considering one of the options in Question 3b, what is your main reason for doing so?*

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

4. Do you plan to undertake part or all of your *future training* on a less-than-full-time basis?

Yes ☐

No ☐

Undecided ☐

5. Do you plan to work in a *career post* on a less-than-full-time basis at some point in your career?

Yes ☐

No ☐

Undecided ☐

6. If you intend to practise medicine, in your long-term career do you intend to work mainly in:

Clinical service posts without teaching or research ☐

Clinical posts with some teaching responsibility ☐

Clinical posts with some research time ☐

Clinical posts with some teaching and research ☐

Clinical academic posts ☐

Undecided ☐

Other (*please describe*)

7. Career planning and future career

If you are, or have been, in medical employment in the NHS, please answer the following.
For each statement, mark **X** in one box.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
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"/>
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"/>
I had to make my career choice of specialty too soon after qualification	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. Which of the following statements best describes your current employment position? Please mark **X** in one box.

- I am in a higher specialist training NHS post in the specialty and location of my first choice ☐
- I am in a higher specialist training NHS post in my first choice specialty, but not in my preferred location ☐
- I am in a higher specialist training NHS post in my preferred location, but not in my first choice specialty ☐
- I am in a higher specialist training NHS post not in my preferred specialty or in my preferred location ☐
- I am in another recognised NHS training post e.g. FTSTA ☐
- I am in a medical post in the UK which is not recognised as a training post ☐
- I am not in medical work, but am seeking medical employment ☐
- I am working/training in medicine outside the UK on a temporary basis and plan to return ☐
- I am working/training in medicine outside the UK and do not plan to return ☐
- I have left medicine and do not intend to return ☐

If you did not select the first option, we are particularly interested to receive further information and comments about your experiences, either briefly here or at greater length on the final comments page.

YOUR CURRENT AND PREVIOUS EMPLOYMENT	
1. Name of Employer	
2. Address	
3. City	
4. State	
5. Zip	
6. Date of Hire	
7. Position	
8. Description of Duties	
9. Date of Termination	
10. Reason for Termination	
11. Name of Employer	
12. Address	
13. City	
14. State	
15. Zip	
16. Date of Hire	
17. Position	
18. Description of Duties	
19. Date of Termination	
20. Reason for Termination	

9. We would like details of your employment since the end of your F2 year (or since you graduated, if you did not undertake F1 and F2 years on graduation). We would like to know about your broad specialty work e.g. ST1 in specialty X, but do not trouble with the detail of placements within the broad job title. Please do not report periods on maternity leave as periods out of employment.

[illegible]

VIEWS ABOUT YOUR TRAINING AND WORK

10. Job Satisfaction

*If you are in employment, whether medical or not, please answer the following with reference to your **CURRENT 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"/>

11. Experience of Training and Work

*If you are in medical employment in the UK, please indicate your level of agreement with the following with reference to your **CAREER EXPERIENCE TO DATE, FROM QUALIFICATION UNTIL NOW**. For each statement, mark **X** in one box.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
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"/>
I would have liked to work longer hours to boost my training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have performed 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"/>
I have been required to perform clinical tasks for which I did not feel adequately trained	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

*If you are in medical employment in the UK, please indicate your level of agreement with the following with reference to your **CURRENT POST**. For each statement, mark **X** in one box.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I work longer hours than I think I should	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I work shorter hours than I think I should	<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"/>
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"/>
I receive good support from senior doctors in my current post	<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"/>
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"/>
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"/>
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"/>

12. Job enjoyment and lifestyle

For the following two questions please respond by placing an **X** in the box next to the score out of ten 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				

BACKGROUND INFORMATION

13. Was your medical undergraduate course formally designated as a graduate entry course?

Yes ☐

No ☐

Please note that reply to the next three questions is optional and we understand that you may not wish to respond; they are helpful to us in profiling doctors when researching career and lifestyle issues.

14. Marital status

Single ☐

Living with spouse/partner ☐

Widowed, divorced or separated ☐

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

If you have children, what are their current ages in years? (Enter 0 for 0-11 months)

Oldest child	<input type="text"/>
2 nd Oldest child	<input type="text"/>
3 rd Oldest child	<input type="text"/>
If you have 5 or more children, please just give the ages of the 4 oldest	4 th Oldest child <input type="text"/>

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

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 you wish. 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 feel free to send comments in an email to either trevor.lambert@dph.ox.ac.uk or michael.goldacre@dph.ox.ac.uk citing your unique reference number which appears at the top right hand corner of this page.

Thank you very much for your co-operation.

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

*You can also scan & e-mail it (ensuring both sides of each page are scanned) to mcrq@dphpc.ox.ac.uk
Alternatively you can fax it (ensuring both sides of each page are faxed) to ++44 (0)1865 289379*

