

UK Medical Careers Research Group

1977 cohort of UK Medical Graduates

Report of the Seventh Survey

July 2006

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Introduction

Overview

This report describes the main results of the seventh survey of the cohort of 3135 doctors who qualified from UK medical schools in 1977. Previous surveys of this cohort were carried out, first during the PRHO year in 1978, and then in 1980,1982,1984,1986 and 1996. At the time of this seventh survey, the vast majority of those in hospital practice held senior posts and, within general practice, most were working either as GP Principals or salaried GPs.

The first mailing for this survey was completed in April 2004 and the first responses were received later that month. Late replies were received up to February 2005.

This report first gives some basic information about the respondents and their current employment. It then considers the paths taken by the doctors' careers to date by focusing on the time spent working within and outside the NHS, the hours they worked, the support they received and the career opportunities that were presented. The report then considers the future in terms of the respondents' immediate future career plans and their retirement 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 3135 doctors (2116 men, 1019 women). Excluding from the denominator 36 who had declined to participate and 54 who had died, the response to the seventh survey was 71.6% (2180/3045). For men the response rate was 69.7% (1430/2051), and for women 75.5% (750/994).

Demographics

2125 (97.5%) of respondents gave details about their birth date. From this information, we derived the median age of respondents at the time of responding to the survey as 50.8 years (men 51.0 years, women 50.6 years).

Current Career

Current post

2176 (99.8%) of respondents provided details about their current occupation group and of these, 1841 (84.6%) were in medicine in the UK NHS (men 84.7%, women 84.5%), and 47 (2.2%) were working in medical posts in UK Universities (2.8% men, 0.9% women). These 1888 (86.8%) who were working in UK NHS or UK University posts were then asked to tell us their specific post and all but one replied. Of these, 44.9% had achieved the level of hospital consultant with a further 4% in other senior hospital roles (holding Medical Directorships or a Non Consultant Career Grade); only 2.5% of those working in hospital had not achieved senior roles. 42.1% had gained GP principal posts and 1.3% were salaried GPs; only 4.4% of those in general practice had not achieved these senior positions. 2.4% of the 1887 respondents held university posts, of which one half had reached the level of Professor (Table 1).

Table 1. Current Grade

		Sex		Total	
		Male	Female		
Grade - current post	Hosp. Consultant	Count	635	213	848
		% within Sex	50.8%	33.5%	44.9%
	Hosp. Medical Director	Count	5	2	7
		% within Sex	.4%	.3%	.4%
	NCCG	Count	11	57	68
		% within Sex	.9%	9.0%	3.6%
	Hosp. other	Count	2	22	24
		% within Sex	.2%	3.5%	1.3%
	PH Specialist	Count	7	4	11
		% within Sex	.6%	.6%	.6%
	Community Health	Count	1	13	14
		% within Sex	.1%	2.0%	.7%
	GP Principal	Count	524	270	794
		% within Sex	41.9%	42.5%	42.1%
	GP Locum	Count	5	8	13
		% within Sex	.4%	1.3%	.7%
	GP, Salaried	Count	8	17	25
		% within Sex	.6%	2.7%	1.3%
	GP Flexible Careers Scheme	Count	1	4	5
		% within Sex	.1%	.6%	.3%
	GP other	Count	5	15	20
		% within Sex	.4%	2.4%	1.1%
	Univ. Professor	Count	20	3	23
		% within Sex	1.6%	.5%	1.2%
	University other	Count	19	4	23
		% within Sex	1.5%	.6%	1.2%
	Other	Count	8	4	12
		% within Sex	.6%	.6%	.6%
Total		Count	1251	636	1887
		% within Sex	100.0%	100.0%	100.0%

One did not provide their grade.

Table 2 shows the specialty mainstreams of those working in the UK NHS or UK universities.

Table 2. Current Job Specialty Group

Specialty group - current post		Sex		Total
		Male	Female	
Medical Specs.	Count	152	53	205
	% within Sex	12.2%	8.3%	10.9%
Paediatrics	Count	33	23	56
	% within Sex	2.6%	3.6%	3.0%
Accident & Emergency	Count	15	4	19
	% within Sex	1.2%	.6%	1.0%
General surgery	Count	33	0	33
	% within Sex	2.6%	.0%	1.8%
Other Surgical Specialty	Count	142	16	158
	% within Sex	11.4%	2.5%	8.4%
Obstetrics & Gynaecology	Count	27	17	44
	% within Sex	2.2%	2.7%	2.3%
Anaesthetics	Count	95	35	130
	% within Sex	7.6%	5.5%	6.9%
Radiology	Count	46	16	62
	% within Sex	3.7%	2.5%	3.3%
Clinical Oncology	Count	13	8	21
	% within Sex	1.0%	1.3%	1.1%
Pathology	Count	59	35	94
	% within Sex	4.7%	5.5%	5.0%
Psychiatry	Count	50	51	101
	% within Sex	4.0%	8.0%	5.4%
General Practice	Count	547	315	862
	% within Sex	43.8%	49.5%	45.7%
Community Medicine	Count	5	37	42
	% within Sex	.4%	5.8%	2.2%
Public Health Medicine	Count	16	18	34
	% within Sex	1.3%	2.8%	1.8%
Other Medical Spec.	Count	16	7	23
	% within Sex	1.3%	1.1%	1.2%
Two or more specialties	Count	0	1	1
	% within Sex	.0%	.2%	.1%
Total	Count	1249	636	1885
	% within Sex	100.0%	100.0%	100.0%

Three did not provide their job specialty.

Satisfaction with current job

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

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

Scores of 1 to 5 were assigned to the responses, with scales reversed for the 1st, 2nd and 4th statements, and an overall job satisfaction score calculated (out of 25). For the 2180 respondents, 2122 (97.3%) replied to this question. The median job satisfaction score for both men and women was 20 indicating a high degree of job satisfaction. The same median score applied to those working in UK NHS or UK Universities (of the 1888, 99.5% replied).

Satisfaction with time for family and leisure

However, when the 2180 respondents were asked to express, on a scale from 1 to 10, their level of satisfaction with the amount of time their work left them for family, social and recreational activities, the mean score for was 5.1 (men 4.9, women 5.6), indicating only an average level of satisfaction. This was based upon 2125 replies (97.5%). The mean score for those working UK NHS or UK Universities (99.6% replied) was slightly lower at 5.0 (men 4.7, women 5.4).

Working outside the NHS

The 2180 respondents were asked if they had worked continuously in the NHS since qualifying as a doctor. 2116 (97.1%) replied. Of these, 34.4% (728/2116) stated that they had spent some time working outside the NHS (men 31.6%, women 39.9%). 698 (95.9%) told us how long and the median time was 5 years (men 5 years, women 4 years).

Part time working

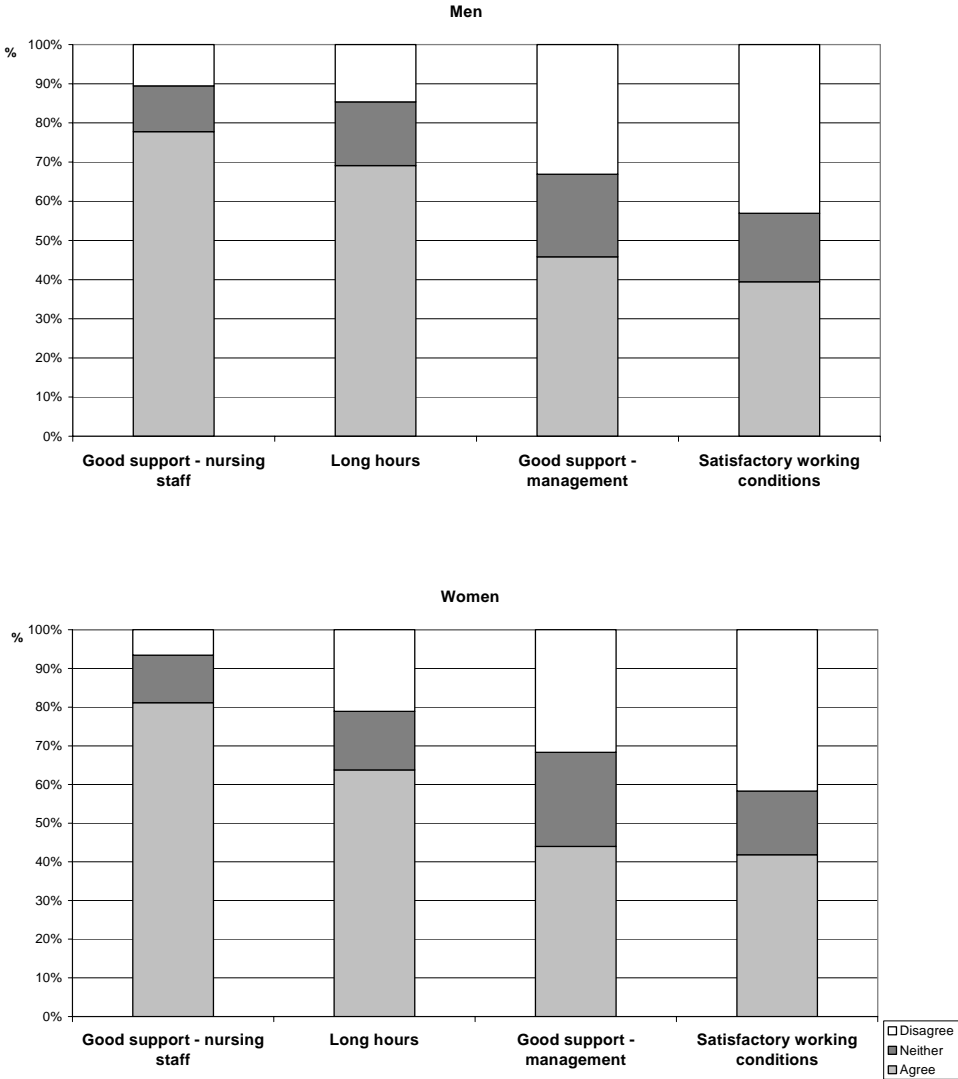
The next question asked if the 2180 respondents had always worked on a full-time basis. For the 2180 respondents, 2113 (96.9%) replied. 29.5% reported that they had spent some time working part-time since qualifying as a doctor (men 10.0%, women 67.5%). We asked them for how long, approximately, and 603 (96.6%) replied. The median time spent working part-time was 11 years (men 4 years, women 14 years).

Working conditions and support

Respondents were invited to respond to four attitude statements assessing their views on their working conditions and level of support received. Responses were received on a 5-point scale from *strongly agree* to *strongly disagree*. For ease of presentation, the categories *strongly agree* and *agree*, and *strongly disagree* and *disagree* have been combined. The attitude statements appear in full on page 3 of the questionnaire (Appendix 1). We report the results for the 1888 working in UK NHS and UK Universities. The response rates were 99.0%, 94.3%, 96.9% and 99.1% respectively.

The men's and women's responses did not differ greatly (Figure 1). Considerably higher proportions of respondents felt the nursing staff had been supportive (78.9% overall) compared to their views of management (45.2%). 67.3% felt that their working hours were excessive and only 40.2% of respondents considered their working conditions (e.g. resources available, environment) to be satisfactory.

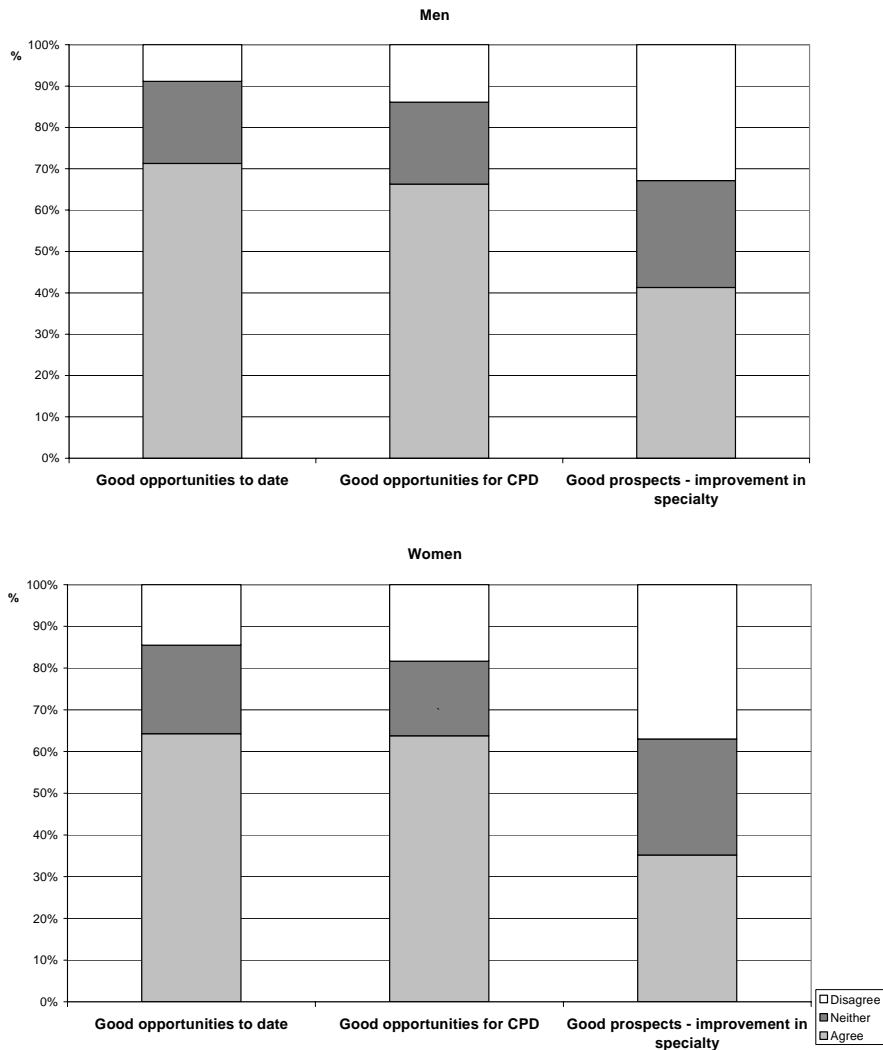
Figure 1. Responses to attitude statements on working conditions and support



Career opportunities

Responses to three further attitude statements were obtained about the opportunities that had been presented to the doctors during their career. For the 1888 working in the UK NHS and UK Universities, the response rates were 98.9%, 99.2% and 97.1% respectively. As with the previous attitude statements, the response profiles did not differ greatly between men and women (Figure 2). Overall, 69.0% stated that they had encountered good career opportunities to date and 65.4% were equally positive about the opportunities for career path development. The respondents were less positive about the prospects for improvement of the NHS in their specialty as a whole; only 39.3% stated that these prospects were good.

Figure 2. Responses to attitude statements on career opportunities



Future plans

Immediate future career plans

Respondents were asked if they would continue with their current employment on the same basis until retirement. The results for the 1888 working in the UK NHS and UK Universities are shown in Table 3. 1882 replied (99.7%). Of these, 25.1% indicated that they would definitely continue (27.2% men, 20.9% women) and a further 47.4% stated that that they would probably continue with their current employment (46.1% men, 50.0% women).

Table 3. Continuing employment on same basis until retirement

			Sex		Total
			Male	Female	
Current employment on same basis until retire?	Yes-definitely	Count	339	133	472
		% within Sex	27.1%	20.9%	25.0%
	Yes-probably	Count	575	318	893
		% within Sex	46.0%	49.9%	47.3%
	Undecided	Count	141	78	219
		% within Sex	11.3%	12.2%	11.6%
	No-probably not	Count	125	63	188
		% within Sex	10.0%	9.9%	10.0%
	No-definitely not	Count	66	44	110
		% within Sex	5.3%	6.9%	5.8%
	Not given	Count	5	1	6
		% within Sex	.4%	.2%	.3%
	Total	Count	1251	637	1888
		% within Sex	100.0%	100.0%	100.0%

1410 respondents (74.9%) did not state a definite intention to continue with their current employment. They were then asked: (a) how they planned to change their employment; (b) how they intended to change their time commitments to different aspects of their jobs; and, (c) what were the factors motivating their planned changes. The response rates to these questions varied between 82.3% and 91.6%.

The most common way in which respondents planned to change their employment (Figure 3) was to reduce the number of hours worked (men 66.0%, women 54.9%). The second change most commonly reported involved their work setting e.g. hospital, region, country (men 24.5%, women 21.9%). Most respondents indicated that they would make one or two changes. The most noticeable difference between men and women involved a less common change; a greater proportion of men planned to undertake more private practice (men 13.6%, women 4.2%).

Figure 3. Planned changes to current employment

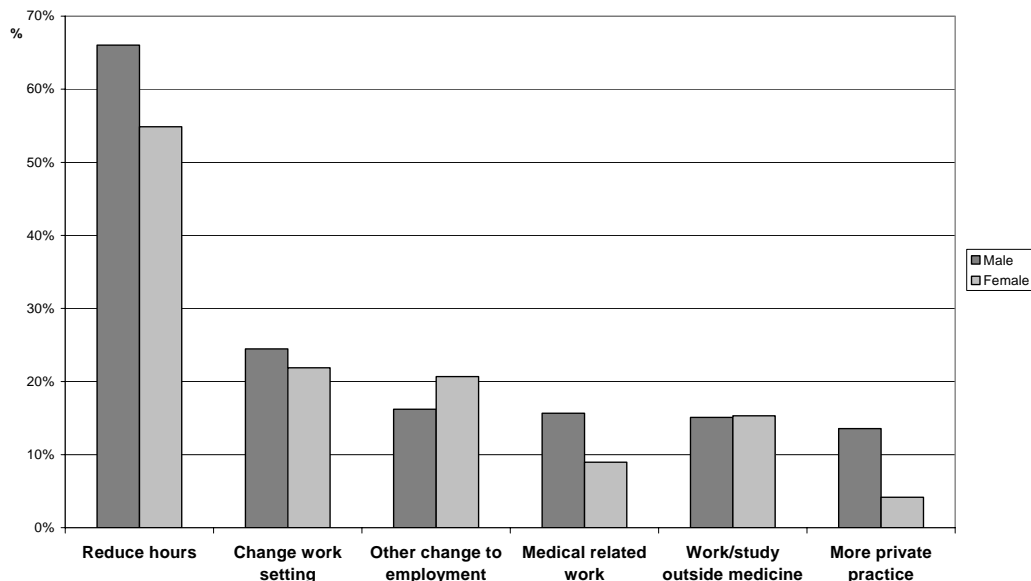
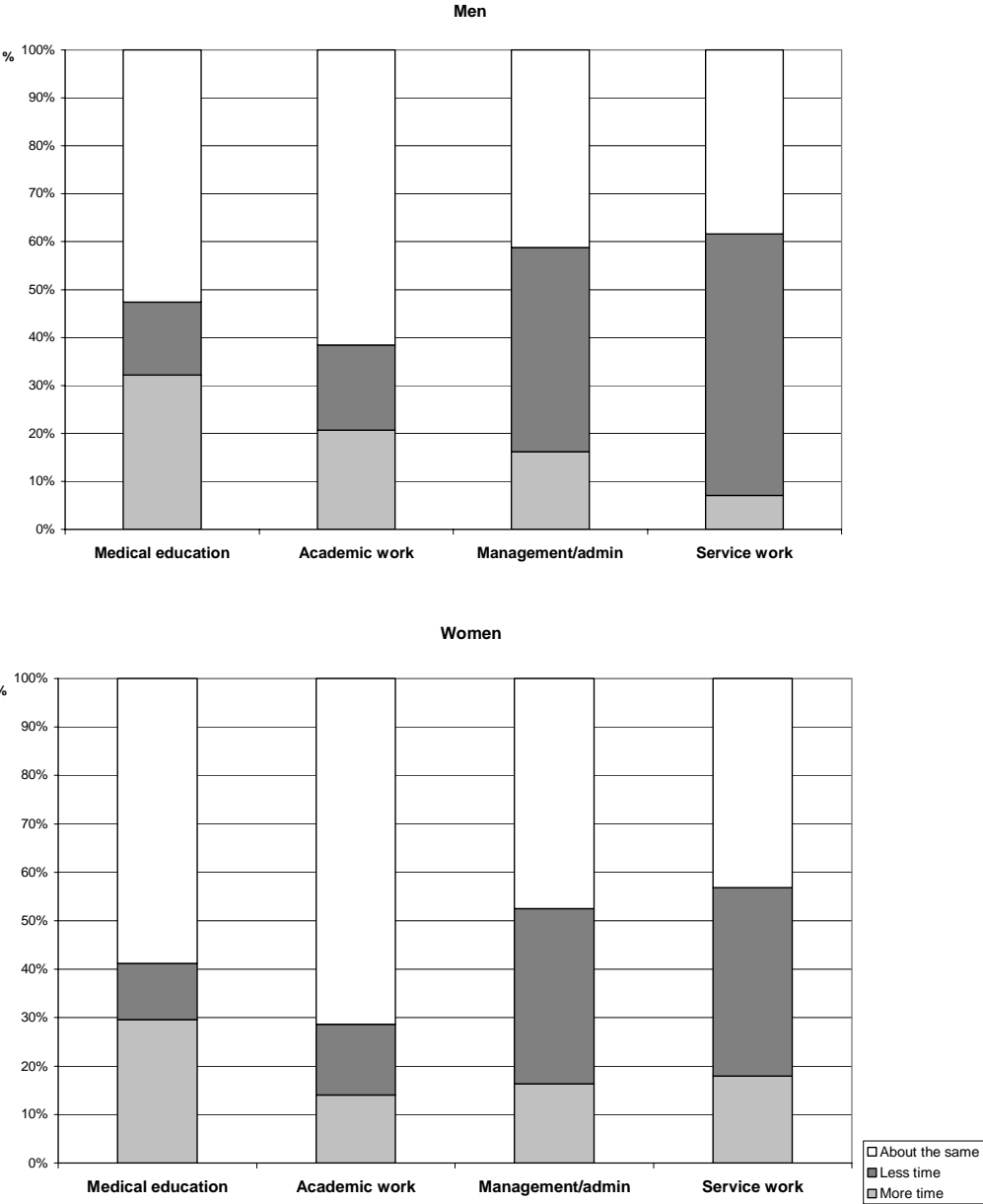


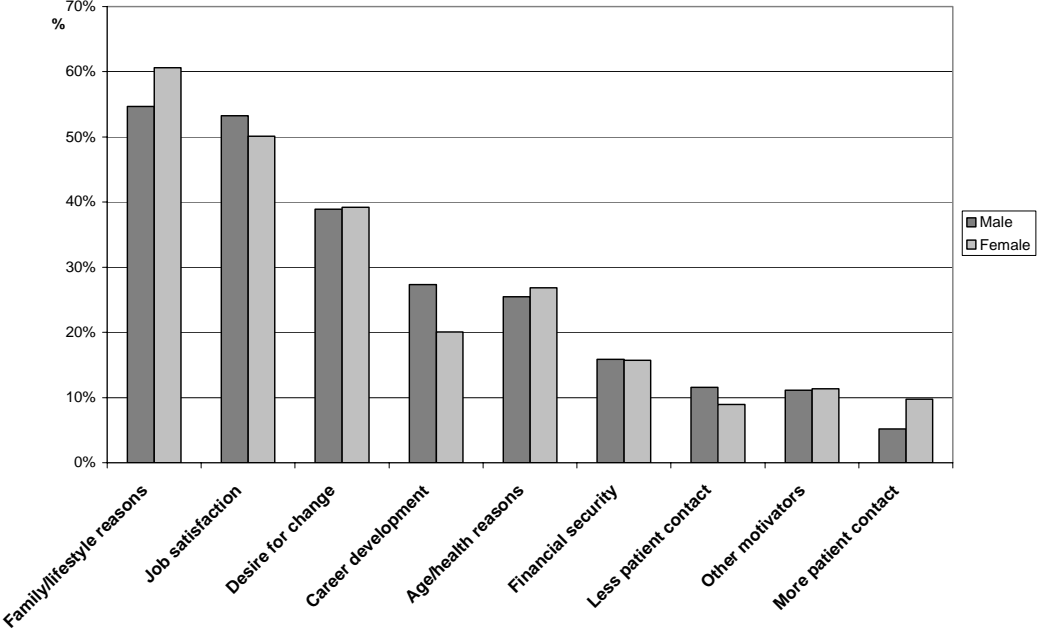
Figure 4 shows the planned changes in time commitments for the men and women working in the UK NHS and UK Universities. We show the percentages of respondents who stated that they intended to devote 'More time', 'Less time' or 'About the same' to different aspects of their work. The lowest degree of change in time commitment related to academic work with 61.6% of men and 71.4% of women reporting no change. The greatest degree of change related to service work / treating patients with men and women with 61.7% of men and 56.9% of women planning to change their time commitment. This was the only category where men and women noticeably differed as a greater proportion of men planned to reduce their time commitment (men 54.6%, women 38.9%). The time commitment to management/ administration was another aspect where a large degree of change was expected mainly towards devoting less time (men 42.6%, women 36.1%).

Figure 4. Planned changes to time commitments



Three basic factors emerged as influential in the desire to change the respondents' current employment (Figure 5). These were family / lifestyle reasons (men 53.3%, women 60.6%), professional interests / job satisfaction (men 53.3%, women 50.1%) and the desire for variety / a new challenge (men 38.9%, women 39.2%).

Figure 5. Motivators for planned changes



Retirement intentions

1841 respondents were working as an NHS doctor (including honorary NHS sessions). 1800 (97.8%) told us their birth date from which we calculated their median age at the time of the survey as 50.8 years (min 48.6 years, max 66.5 years). 1732 (94.1%) stated the normal age of retirement for their current post. The distribution was bimodal with modes of 60 years and 65 years, and with more women having the former retirement age. For the men, 27.5% had a normal retirement age of 60 years and 68.1% had a retirement age of 65 years. For the women, the corresponding figures were 47.7% and 44.1%. The normal age of retirement had the range 55 years to 70 years.

The 1841 respondents were asked if they intended to practice in the NHS until the normal retirement age for their post. 1765 (95.9% replied).

Table 4. Remaining in the NHS until retirement

			Sex		Total
			Male	Female	
Intention to practise in NHS to normal retirement age	Yes-definitely	Count	193	106	299
		% within Sex	15.9%	16.8%	16.2%
	Yes-probably	Count	370	203	573
		% within Sex	30.6%	32.2%	31.1%
	Undecided	Count	139	98	237
		% within Sex	11.5%	15.6%	12.9%
	No-probably not	Count	230	123	353
		% within Sex	19.0%	19.5%	19.2%
	No-definitely not	Count	228	75	303
		% within Sex	18.8%	11.9%	16.5%
	Not given	Count	51	25	76
		% within Sex	4.2%	4.0%	4.1%
	Total	Count	1211	630	1841
		% within Sex	100.0%	100.0%	100.0%

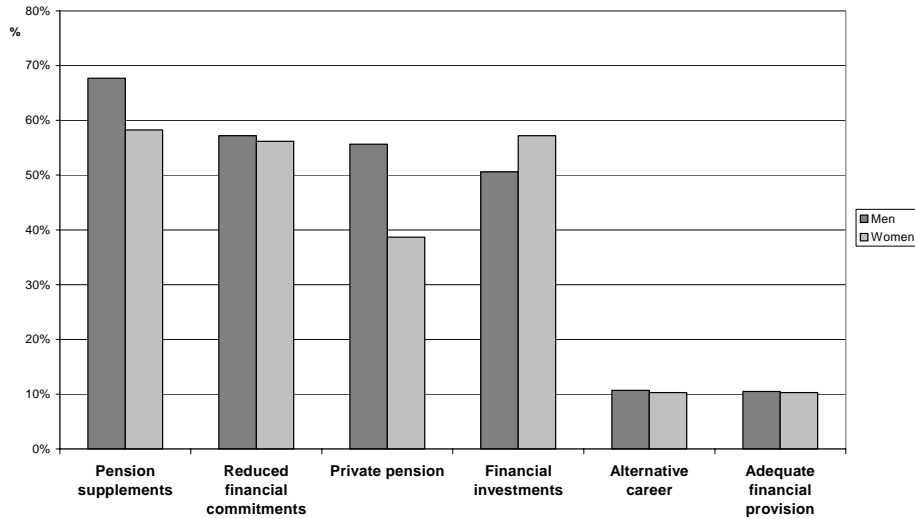
Excluding the 76 who did not respond (Table 4), 16.9% (299/1765) stated that they would definitely remain in the NHS until retirement (men 16.6%, women 17.5%) and a further 32.5% replied that they would probably remain (men 31.9%, women 33.6%).

83.1% (1466/1765) did not state a definite intention to remain in the NHS until retirement. The retirement intentions and underlying motivation of these 1466 respondents was explored further via a series of questions.

They were first asked when they might leave the NHS and 1346 (91.8%) replied. 22.5% stated that they might leave at 55 years, 43.8% at 60 years and only 2.7% at 65 years thus suggesting a significant potential loss of working years to the NHS. The women indicated that they would retire earlier than men, with 32.1% of women planning to leave at 55 years as opposed to 17.9% of men, and 37.2% of women intending to leave at 60 years as opposed to 47.0% of men.

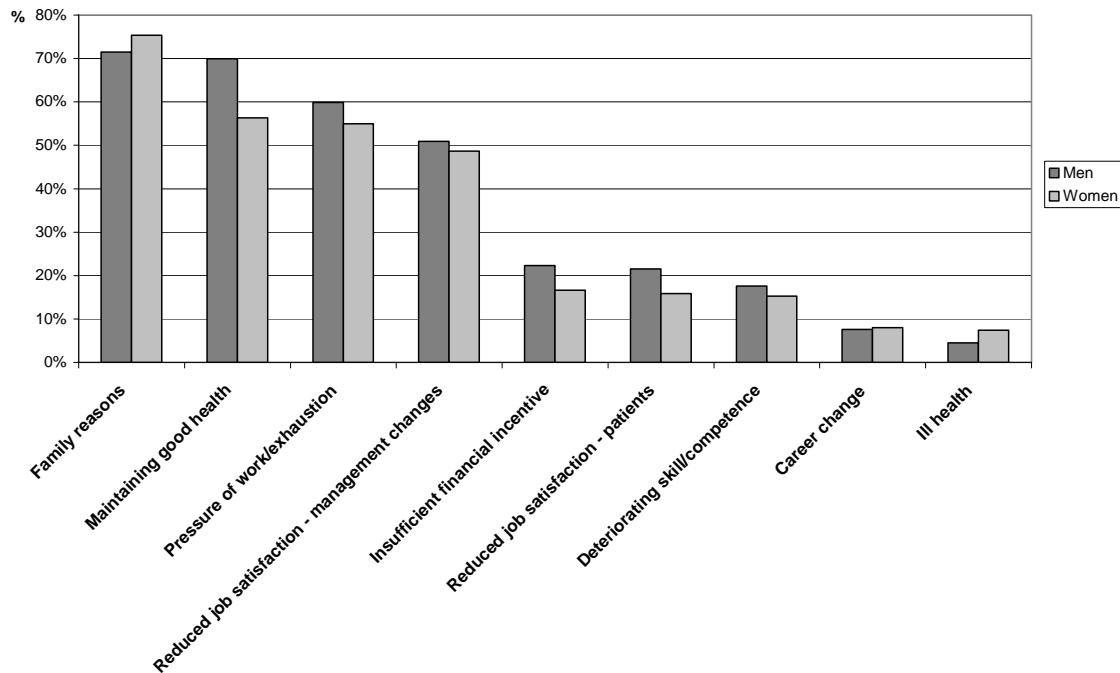
The 1466 respondents were asked whether or not they had made definite plans for early retirement and 1398 (95.4%) told us. Of these 50.6% stated that they had made definite plans (55.5% men, 41.1% women). They were then asked to indicate which of a defined list of early retirement plans applied to them. All but one replied. Four emerged as popular plans (Figure 6): pension supplements (men 67.7%, women 58.2%), financial investments (men 50.6%, women 57.2%), relying upon reduced financial commitments (men 57.2%, women 56.2%) and private pensions (55.6% men, 38.7% women). 80.1% had made arrangements for two or more retirement plans. 10.5% felt that they would have adequate financial provision and thus did not require an early retirement financial plan.

Figure 6. Facilitating early retirement from working in the NHS



Respondents were invited to highlight which of a defined list of concerns were influential in their decision to retire early. Four key concerns were cited as influential (Figure 7), most notably the wish to devote more time to their family, leisure and other interests (men 71.5%, women 75.4%). Other key factors were the desire to maintain good health (men 69.9%, women 56.3%), the pressures of work and feeling exhausted (men 59.9%, women 54.9%) and the reduced job satisfaction resulting from management changes (men 50.9%, women 48.7%).

Figure 7. Reasons for leaving NHS before retirement



Finally, the 1466 respondents were asked to clarify which of a defined list of changes might persuade them to stay in the NHS until retirement (Table 5). The responses indicated that a number of changes would encourage retention, most notably a reduction in workload, and fewer NHS changes, which were cited by over 50% of both men and women. Further influential factors were financial necessity, improved working conditions (factors other than hours) and improved job satisfaction which were cited by over 40% of both men and women.

Table 5. Changes that might encourage against taking early retirement

	Sex		Overall
	Men	Women	
Workload reduction	66.6%	55.9%	63.0%
Fewer NHS changes	58.4%	59.5%	58.8%
Financial necessity	47.9%	44.9%	46.9%
Improved working conditions	45.8%	41.7%	44.4%
Job satisfaction	42.0%	47.9%	44.0%
Reduction of on-call	39.0%	27.5%	35.1%
Career development opportunities	18.5%	19.0%	18.7%
Other encouragement to stay	10.7%	8.0%	9.8%
More direct patient care	6.1%	10.6%	7.6%
Less direct patient care	7.5%	5.0%	6.7%

Flexibility in career and retirement

The 1841 respondents working as NHS doctors were asked if they were working, or had worked, under the NHS Flexible Careers Scheme. Of the 1473 (80%) who told us, only 2.2% replied yes. 20.3% stated that they were not aware of this scheme.

When asked if they would be interested in Flexible Retirement options in due course, 966 (52.5%) replied and of these, 55.1% stated that they would and 25.3% were unsure. The responses of men and women were very similar. 47.8% were unaware of the options available.

Career advice

All the 2180 respondents were asked about the careers advice that they had given and received during the course of their careers.

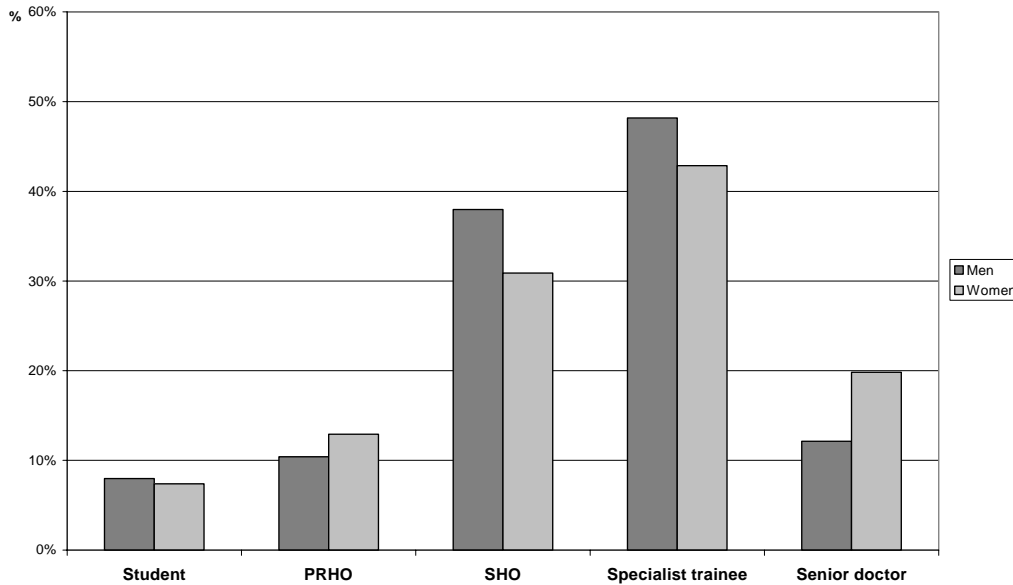
Giving advice

When asked whether they gave careers advice, 2143 (98.3%) replied and of these, 1354 (63.2%) stated that they had given advice (67.8% men, 54.2% women). These respondents were then asked if they had received specific training for this role and 1338 replied (98.8%) informing us that 20.3% (21.4% men and 17.4% women) had received training.

Receiving advice

2142 (98.3%) commented on the quality of the careers advice that they had received with 794 (31.7%) saying that the advice had been helpful, and with greater proportions of men benefiting (40.8% men and 29.8% women). The 794 respondents were then asked to identify at what point of their career they had received the most effective career advice. Responses were received for one or more of the following career stages: 'Student', 'PRHO', 'SHO', 'Specialist trainee' and 'Senior doctor'. 785 (98.9%) replied. The majority pinpointed one stage of their career.

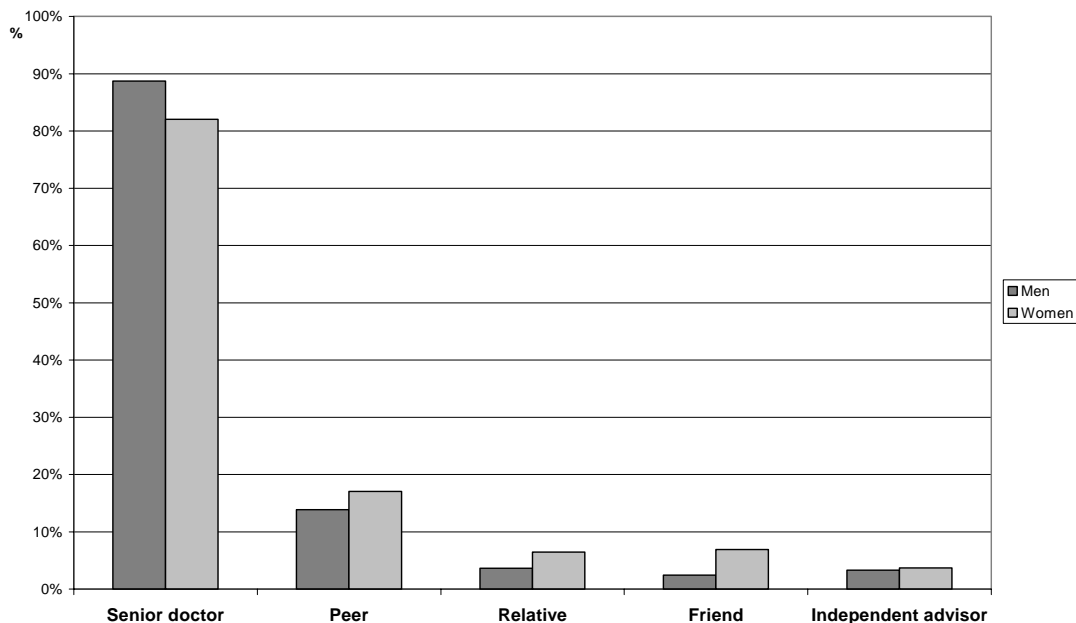
Figure 8. Stage at which most effective careers advice was given



For the respondents as a whole, effective careers advice had been given throughout the career stages (Figure 8) and more so for women. The mid stages were highlighted as the most common sources of effective careers advice for both men and women. 38.0% of men and 30.9% of women pinpointed the SHO stage and 48.2% of men and 42.9% of women highlighted the Specialist trainee stage.

The 794 respondents were asked to clarify who gave the most effective advice from one or more of the following categories: 'Senior doctor', 'Peer', 'Relative', 'Friend' and 'Independent advisor'. 788 (99.2%) replied). The majority of respondents (88.7% of men and 82.0% of women) indicated that a senior doctor provided the most effective careers advice (Figure 9). Most highlighted a single category.

Figure 9. Sources of careers advice



Need for future advice

Finally, the 2180 respondents were asked if they had any unmet needs, for advice on the management of their future career, changes to their career and retirement. Of the 2041 who replied (93.6%), 29.9% reported that they had unmet needs (men 26.4%, women 36.8%).

Appendix 1

Questionnaire

UK Medical Careers Research Group, University of Oxford

2004 Survey of the Career Preferences and Experiences of Doctors Qualifying in 1977

Please write as clearly as possible in the boxes.

Please mark X in the box of your choice :

OR print numbers :

Your current employment

1. Please give details of your current post.

If you hold more than one post please answer with regard to the post you regard as your **main post**.

Date started: (Month and year, entered as digits) /

Specialty:

(Enter **medical specialty/subspecialty**; **type of work** (if **non-medical**); if **not employed**, enter travel / career break / domestic responsibilities / illness etc as appropriate)

Grade:

(If non-medical leave blank)

Location:

(County or city if in the UK, or the **country** if abroad)

Employer and type of contract: (UK only: please mark with X any which apply to your current post)

NHS-substantive NHS-honorary UK University HM Forces

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

Are you working full-time in this post? Yes No

Are you working in this post as a locum? Yes No

2. Additional posts and responsibilities.

We recognise that as a senior doctor you may hold other posts besides the main post you have just described.

It would be very helpful to us if you could provide, in the box below, brief details of any such posts you currently hold, with a time commitment of at least one session a week.

3. How satisfied are you with your current employment?

(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 employment.	<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 employment.	<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"/>

4. 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				

Milestones in your career: Consultant or GP principal

5. If you have attained either of these career milestones, please give the date first reached (and the specialty where relevant) (Enter *month* and *year* as digits)

First appointed as a

consultant:

M	M

 /

Y	Y	Y	Y

 Specialty:

GP principal:

--	--

 /

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6. Since qualifying as a doctor, have you worked continuously in the NHS? Yes No*
(Excluding any periods of less than 3 months; mark X)

***If No, approximately how many years have you spent outside the NHS?**

7. Since qualifying as a doctor, have you always worked full-time? (mark X) Yes No*
(If you have worked maximum part-time in the NHS, count this as full-time)

***If No, approximately how many years have you spent working part-time?**

Your views

For each statement, please indicate your level of agreement by marking **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**

8. Working conditions and support

In my current post...	SA	A	N	D	SD	N/O
I work longer hours than I think I should	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I receive good support from nursing staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I receive good support from hospital / practice management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The working conditions (e.g. resources, environment) are satisfactory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

9. Your career

	SA	A	N	D	SD	N/O
I have had good career opportunities in my career to date	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have had good opportunities for continuing education and career development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There are good prospects for improvement of the NHS in my speciality as a whole	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Your future career plans

10. Do you expect to continue with your current employment on the same basis until you retire? (Mark X)

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

If you did not answer Yes - definitely to question 10, please answer questions 10a, 10b and 10c on the next page.

If you did answer Yes - definitely, proceed to question 11 on Page 5.

If you did not answer Yes-definitely to question 10, please answer questions 10a, 10b and 10c.

10a. In which of the following ways do you plan to change your employment?

Please mark X against all that apply.

- Reduce total number of hours worked
- Change of work setting e.g. work abroad, change hospital, move to different region
- Undertake more private practice
- Change to / add medical-related work e.g. medico-legal, writing, journalism
- Work / study outside medicine
- Other (please specify in box below)

10b. Do you plan to change your time commitment to each of the following areas?

(For each area, please mark X in one box)

	More time	Less time	About the same
Management / health policy work / administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Medical education / teaching	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Academic / research work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Service work / treating patients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

10c. What are the important motivators for your planned changes?

Please mark X against all that apply.

- Professional aims - career progression and development
- Professional interests - job satisfaction
- Desire for change , variety, a new challenge
- Desire for less patient contact
- Desire for more patient contact
- Financial security (current or future)
- Age and / or health reasons
- Family and / or lifestyle reasons
- Other (please specify in box below)

Intention to remain in the NHS until normal retirement age

If you are not working as an NHS doctor (including honorary NHS sessions), please go to question 14.

11. Do you intend to practise in the NHS until the normal retirement age for your post?

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

What is your current age?

years

What is the normal retirement age for the post that you hold?

years

If you did not answer Yes-definitely to question 11, please answer questions 11(a)-(d) below.

11a. At what age might you leave the NHS?

years

11b. Have you made definite plans to facilitate this? (Mark X)

Yes No

If 'Yes', which of these plans have you made?

Please mark X against all that apply.

Pension supplements

Private pension

Financial investments

My financial commitments will have reduced

Adequate financial provision - no plans necessary

Alternative career

11c. Why are you considering leaving before the normal retirement age?

Please mark X against all that apply.

Pressure of work / exhaustion

Family reasons / time for leisure / other interests

Reduced job satisfaction in working with patients

Reduced job satisfaction resulting from management changes

Insufficient financial incentive to stay

Career change

Possibility of deteriorating skill / competence

Maintaining good health / life expectancy / healthy retirement

Ill health

11d. What might encourage you to stay until the normal retirement age?

Please mark X against all that apply.

- Workload reduction / shorter hours
- Improved working conditions other than hours
- Financial necessity
- Reduction of on-call commitments
- Continuing / increased job satisfaction
- Career change and development opportunities
- More involvement in direct patient care
- Less involvement in direct patient care
- Fewer NHS changes / less bureaucracy
- Other (please specify in box below)

12. Have you worked (or are you working) under the NHS Flexible Careers Scheme? (Mark X)

Yes No Unaware of scheme

If Yes, for how long? (Mark X)

Under a year 1 year 2 years

13. In due course, would you be interested in Flexible Retirement options? (Mark X)

Yes No Undecided Unaware of options available

Career advice : giving and receiving

14. Do you give career advice to junior doctors, formally or informally? (Mark X) Yes No

If yes, have you had any specific training for this role? (Mark X) Yes No

15. In the past, have you yourself received helpful career advice? (Mark X) Yes No

If yes, at what point in your career did you receive the most effective career advice you have had? (Mark X)

Student PRHO SHO Specialist trainee Senior doctor

Who gave you this advice?

Senior doctor Peer Relative Friend Independent advisor

16. Do you have any unmet needs, yourself, for advice on future career management / career change / retirement? (Mark X) Yes No

If yes, please give brief details

Additional Comments

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

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.

UK Medical Careers Research Group, University of Oxford

2004 Survey of the Career Preferences and Experiences of Doctors Qualifying in 1977

ADDITIONAL QUESTIONS FOR FIRST-TIME RESPONDENTS

Please complete and return with the main questionnaire.

1. Which were your medical schools?

Pre-clinical

Clinical

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

3. Where did you live at the time of your application for medical school?

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

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

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

** Please give details*

5. Did you obtain any non-clinical qualifications during medical school?

Yes-BSc, BA, BMedSci Yes-Other* No

(Mark X, exclude primary medical qualifications, e.g. MB, ChB)

** Please give details*

6. Sex (Mark X) Male Female

7. Date of birth

8. What is your nationality? (Mark X) UK Other* Joint UK/Other*

** Please specify*

9. Where were you born? (Mark X)

England Scotland Wales
 Northern Ireland Irish Republic Other*

** Please specify*