

UK Medical Careers Research Group

1993 cohort of UK Medical Graduates

Report of Fourth Survey

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Introduction

This report describes the results of the fifth survey of the cohort of 3671 doctors who qualified from UK medical schools in 1993. The 1993 cohort has been surveyed previously on three occasions, in 1994, 1996, and 1999. The first mailing for this survey was completed in November 2002, and late replies were received up to October 2003.

This report describes the main results from the fourth survey, focusing on the current employment of the respondents, their career choices and the milestones in their careers. It also contains some information about their views and 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 3671 doctors (1953 men, 1718 women). Excluding from the denominator 175 for whom no current address could be found, 10 who had never registered, 14 who had declined to participate, and 12 who had died, the response to the fourth survey was 70.5% (2439/3460). For men the response rate was 65.4% (1200/1834), and for women 76.0% (1239/1626).

Demographics

The median age of respondents at the 31st September 2002 was 33.3 years (men 33.4, women 33.1 years). 82.3% of respondents were living with a spouse or partner (men 84.6%, women 80.1%), and 17.7% were single/widowed/divorced/separated (men 15.4%, women 19.9%). Overall, 57.0% of respondents had children under 16 years of age (men 58.8%, women 55.3%); 3.9% of both men and women had dependent adults living with them.

Current post

Of those who gave details about their current post, 81.6% (1990/2439) were in medicine in the UK NHS (men 80.3%, 964/1200; women 82.8%, 1026/1239), 4.6% were practising medicine abroad (men 5.1%, women 4.1%), and 6.3% were working in medical posts in UK Universities (men 7.8%, women 4.9%). 6.3% were Hospital Consultants (Men 7.3%, Women 5.2%), 42.3% were Specialist Registrars, and 20.7% had achieved GP Principal posts. *Tables 1-3* give a more detailed breakdown of the occupation group, grade and specialty group of respondents' current posts at the time of the survey.

UK Respondents were asked if their contract was full-time. 72.4% (1663/2298) of those who could and did respond said "yes" (1080/1152 men and 583/1146 women). 13.1% of respondents who responded to the question (133/1018) indicated that their post was "locum" (47/431 men and 48/587 women).

Table 1: Occupation Group – Current Post

| | | | Sex | | Total |
|---------------------------------|-------------------------------|--------------|-------|--------|-------|
| | | | Male | Female | |
| Occupation group - current post | UK Medical, fully NHS funded | Count | 964 | 1026 | 1990 |
| | | % within Sex | 80.3% | 82.8% | 81.6% |
| | UK Medical Universities | Count | 93 | 61 | 154 |
| | | % within Sex | 7.8% | 4.9% | 6.3% |
| | HM Forces | Count | 24 | 11 | 35 |
| | | % within Sex | 2.0% | .9% | 1.4% |
| | UK Other Public Sector | Count | 9 | 9 | 18 |
| | | % within Sex | .8% | .7% | .7% |
| | UK Medical Private Sector | Count | 23 | 23 | 46 |
| | | % within Sex | 1.9% | 1.9% | 1.9% |
| | UK Non-Medical | Count | 2 | 4 | 6 |
| | | % within Sex | .2% | .3% | .2% |
| | UK Not in Paid Employment | Count | 10 | 24 | 34 |
| | | % within Sex | .8% | 1.9% | 1.4% |
| | Abroad Medical | Count | 61 | 51 | 112 |
| | | % within Sex | 5.1% | 4.1% | 4.6% |
| | Abroad Non-Medical | Count | 1 | 1 | 2 |
| | | % within Sex | .1% | .1% | .1% |
| | Abroad Not in Paid Employment | Count | 0 | 3 | 3 |
| | | % within Sex | .0% | .2% | .1% |
| | Unknown | Count | 13 | 26 | 39 |
| | | % within Sex | 1.1% | 2.1% | 1.6% |
| Total | | Count | 1200 | 1239 | 2439 |

Table 2: Grade – Current Post.

| | | | Sex | | Total |
|-----------------------------|-----------------------|--------------|-------|--------|-------|
| | | | Male | Female | |
| Streamline of Current Grade | Hosp. Consultant | Count | 88 | 65 | 153 |
| | | % within Sex | 7.3% | 5.2% | 6.3% |
| | Hosp. SHO | Count | 23 | 21 | 44 |
| | | % within Sex | 1.9% | 1.7% | 1.8% |
| | Hosp. Other | Count | 37 | 65 | 102 |
| | | % within Sex | 3.1% | 5.2% | 4.2% |
| | Specialist Registrar | Count | 601 | 431 | 1032 |
| | | % within Sex | 50.1% | 34.8% | 42.3% |
| | Community Health | Count | 0 | 7 | 7 |
| | | % within Sex | .0% | .6% | .3% |
| | GP Principal | Count | 238 | 266 | 504 |
| | | % within Sex | 19.8% | 21.5% | 20.7% |
| | GP Registrar | Count | 11 | 29 | 40 |
| | | % within Sex | .9% | 2.3% | 1.6% |
| | GP Assistant | Count | 9 | 30 | 39 |
| | | % within Sex | .8% | 2.4% | 1.6% |
| | GP Locum | Count | 22 | 46 | 68 |
| | | % within Sex | 1.8% | 3.7% | 2.8% |
| | GP Retainer Scheme | Count | 0 | 70 | 70 |
| | | % within Sex | .0% | 5.6% | 2.9% |
| | Univ. Lecturer | Count | 19 | 13 | 32 |
| | | % within Sex | 1.6% | 1.0% | 1.3% |
| | University Research | Count | 47 | 35 | 82 |
| | | % within Sex | 3.9% | 2.8% | 3.4% |
| | Public Sector | Count | 4 | 5 | 9 |
| | | % within Sex | .3% | .4% | .4% |
| | Other-Med no grd | Count | 26 | 30 | 56 |
| | | % within Sex | 2.2% | 2.4% | 2.3% |
| | Other-Medical related | Count | 16 | 14 | 30 |
| | | % within Sex | 1.3% | 1.1% | 1.2% |
| | Other-Non-med | Count | 3 | 0 | 3 |
| | | % within Sex | .3% | .0% | .1% |
| | Unknown | Count | 56 | 112 | 168 |
| | | % within Sex | 4.7% | 9.0% | 6.9% |
| Total | | Count | 1200 | 1239 | 2439 |

Table 3: Specialty Group - Current Post

| | | | Sex | | Total |
|--|--------------------------|--------------|-------|--------|-------|
| | | | Male | Female | |
| Current Mainstream SpecialtyYear 09 | Medical Specs. | Count | 223 | 170 | 393 |
| | | % within Sex | 18.6% | 13.7% | 16.1% |
| | Paediatrics | Count | 51 | 65 | 116 |
| | | % within Sex | 4.3% | 5.2% | 4.8% |
| | Accident & Emergency | Count | 38 | 31 | 69 |
| | | % within Sex | 3.2% | 2.5% | 2.8% |
| | General surgery | Count | 39 | 8 | 47 |
| | | % within Sex | 3.3% | .6% | 1.9% |
| | Other Surgical Specialty | Count | 187 | 49 | 236 |
| | | % within Sex | 15.6% | 4.0% | 9.7% |
| | Obstetrics & Gynaec. | Count | 30 | 47 | 77 |
| | | % within Sex | 2.5% | 3.8% | 3.2% |
| | Anaesthetics | Count | 125 | 77 | 202 |
| | | % within Sex | 10.4% | 6.2% | 8.3% |
| | Radiology | Count | 32 | 27 | 59 |
| | | % within Sex | 2.7% | 2.2% | 2.4% |
| | Clinical Oncology | Count | 15 | 32 | 47 |
| | | % within Sex | 1.3% | 2.6% | 1.9% |
| | Pathology | Count | 25 | 32 | 57 |
| | | % within Sex | 2.1% | 2.6% | 2.3% |
| | Psychiatry | Count | 55 | 69 | 124 |
| | | % within Sex | 4.6% | 5.6% | 5.1% |
| | General Practice | Count | 312 | 497 | 809 |
| | | % within Sex | 26.0% | 40.1% | 33.2% |
| | Community Medicine | Count | 2 | 32 | 34 |
| | | % within Sex | .2% | 2.6% | 1.4% |
| | Public Health Medicine | Count | 7 | 15 | 22 |
| | | % within Sex | .6% | 1.2% | .9% |
| | Other Medical Spec. | Count | 27 | 13 | 40 |
| | | % within Sex | 2.3% | 1.0% | 1.6% |
| Two or more specialties | Count | 4 | 13 | 17 | |
| | % within Sex | .3% | 1.0% | .7% | |
| Non-Medical | Count | 6 | 9 | 15 | |
| | % within Sex | .5% | .7% | .6% | |
| Not in Paid Employment | Count | 10 | 28 | 38 | |
| | % within Sex | .8% | 2.3% | 1.6% | |
| Unknown | Count | 12 | 25 | 37 | |
| | % within Sex | 1.0% | 2.0% | 1.5% | |
| Total | Count | 1200 | 1239 | 2439 | |

Satisfaction with current job

To obtain a measure of job satisfaction five statements were presented for evaluation by respondents, 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. The median job satisfaction score for both men and women was 20, indicating a high degree of job satisfaction.

Satisfaction with time for family and leisure

Respondents were 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 6.

Career Plans

Respondents were asked if they intended to practise medicine in the UK for the foreseeable future, apart from temporary visits abroad. 54.9% (1340/2439) responded "Yes, definitely" (53.3% of men, 56.6% of women), 31.0% responded "Yes, probably" (32.4% men, 29.7% women), 6.1% were "Undecided", and 7.4% said either "Probably not" or "Definitely not". 14 respondents did not answer this question (11 men, 3 women).

Those who indicated that they were "working in medicine in the UK" were asked if they intended to continue to do so for the foreseeable future. 69.1% (1430/2070) of respondents said "Yes, definitely", 24.7% said "Yes, probably", 3.3% were "Undecided", and 2.9% responded "Probably not" or "Definitely Not". Those who did not respond "Yes, Definitely" (639/2070) were asked what they were considering to do instead. 337 said they were "Considering practising medicine abroad", 212 said they were considering "Leaving medicine but remaining in the UK", and 33 said they were considering "Leaving medicine and the UK".

Those who indicated that they were "working in medicine abroad" were asked if they planned to return to UK medicine. 20% (29/145) responded "Yes, definitely", 17.2% said "Yes, probably", 18.6% were "Undecided", 26.9% said "Probably not" and 15.2% said "Definitely not".

Those who indicated that they were either "working outside medicine" or "not in paid employment" were asked if they planned to return to UK medicine. 12.6% (12/95) said "Yes, definitely", 22.1% said "Yes, probably", 17.9% were undecided, 20% said "Probably not" and a further 20% said "Definitely not".

Career milestones

Respondents who were working in medicine were asked to give details of the milestones in their career. 80% of those GPs who had reached GP Principal status had done so by 8 years 1 month, and 80% of hospital doctors who had reached Consultant status had done so by 9 years 7 months. On average, men were negligibly faster than women for both statuses (by 1 or 2 months). Of those who worked continuously in the NHS (43.5% of all respondents), 80% of GPs who had reached GP Principal status had done so by 7 years 2 months and 80% of hospital doctors who had reached Consultant status had done so by 9 years 6 months. Of those who had always worked full time (65.1% of all respondents), 80% of GPs had reached GP Principal status by 7 years 10 months, and 80% of full-time hospital doctors had reached Consultant status by 9 years 6 months.

Final choice of long-term career

When asked whether respondents viewed their current specialty as their final choice of career, 72.8% responded 'definitely' (78.2% of men, 67.6% of women), 21.9% responded 'probably', 3.9% responded "not really", and 1.4% gave no response. Table 4 gives details of mainstream of 1st choice of long-term career specialty by sex. It should be noted that 7.9% of respondents indicated that their 1st and 2nd choices were "of equal preference".

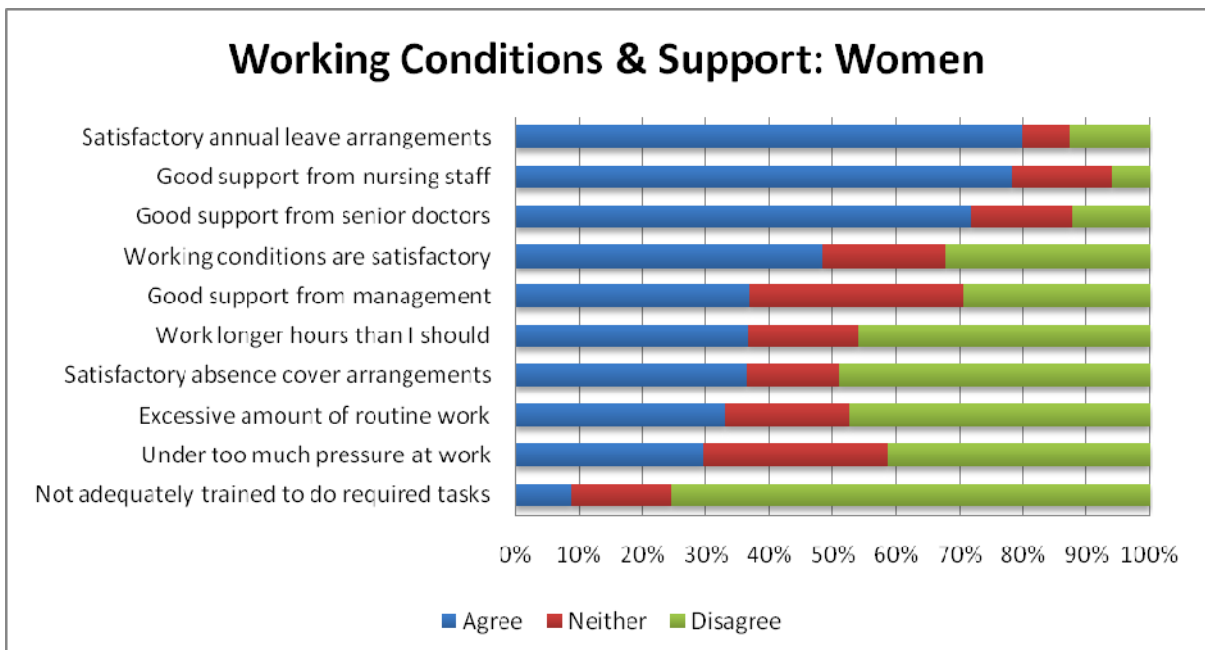
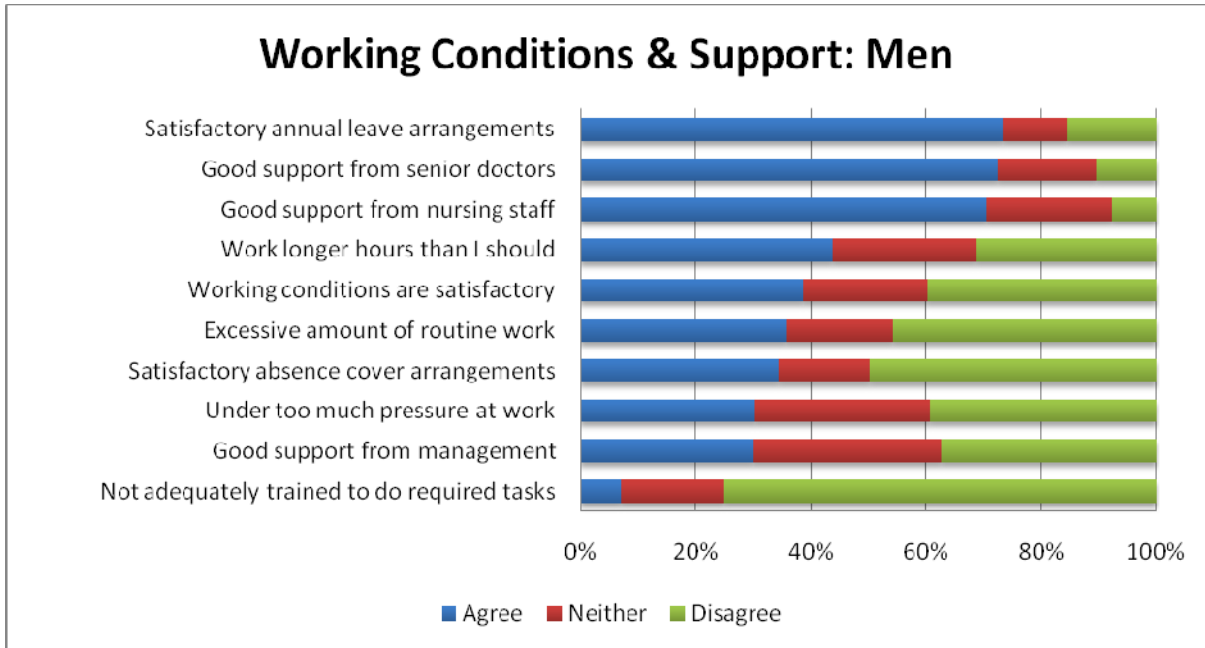
Table 4: Mainstream of first choice specialty

| | | | Sex | | Total |
|---------------------------------|--------------------------|--------------|--------|--------|--------|
| | | | Male | Female | |
| First choice mainstream Year 09 | Medical Specs. | Count | 231 | 165 | 396 |
| | | % within Sex | 19.3% | 13.3% | 16.2% |
| | Paediatrics | Count | 49 | 62 | 111 |
| | | % within Sex | 4.1% | 5.0% | 4.6% |
| | Accident & Emergency | Count | 43 | 29 | 72 |
| | | % within Sex | 3.6% | 2.3% | 3.0% |
| | General surgery | Count | 23 | 5 | 28 |
| | | % within Sex | 1.9% | .4% | 1.1% |
| | Other Surgical Specialty | Count | 201 | 57 | 258 |
| | | % within Sex | 16.8% | 4.6% | 10.6% |
| | Obstetrics & Gynaec. | Count | 28 | 46 | 74 |
| | | % within Sex | 2.3% | 3.7% | 3.0% |
| | Anaesthetics | Count | 126 | 77 | 203 |
| | | % within Sex | 10.5% | 6.2% | 8.3% |
| | Radiology | Count | 32 | 29 | 61 |
| | | % within Sex | 2.7% | 2.3% | 2.5% |
| | Clinical Oncology | Count | 19 | 32 | 51 |
| | | % within Sex | 1.6% | 2.6% | 2.1% |
| | Pathology | Count | 22 | 33 | 55 |
| | | % within Sex | 1.8% | 2.7% | 2.3% |
| | Psychiatry | Count | 52 | 76 | 128 |
| | | % within Sex | 4.3% | 6.1% | 5.2% |
| | General Practice | Count | 313 | 528 | 841 |
| | | % within Sex | 26.1% | 42.6% | 34.5% |
| | Community Medicine | Count | 2 | 28 | 30 |
| | | % within Sex | .2% | 2.3% | 1.2% |
| | Public Health Medicine | Count | 7 | 16 | 23 |
| | | % within Sex | .6% | 1.3% | .9% |
| | Other Medical Spec. | Count | 23 | 23 | 46 |
| | | % within Sex | 1.9% | 1.9% | 1.9% |
| | Two or more specialties | Count | 1 | 0 | 1 |
| | | % within Sex | .1% | .0% | .0% |
| | Non-Medical | Count | 15 | 19 | 34 |
| | | % within Sex | 1.3% | 1.5% | 1.4% |
| | Not in Paid Employment | Count | 1 | 3 | 4 |
| | | % within Sex | .1% | .2% | .2% |
| | Unknown | Count | 12 | 11 | 23 |
| | | % within Sex | 1.0% | .9% | .9% |
| Total | | Count | 1200 | 1239 | 2439 |
| | | % within Sex | 100.0% | 100.0% | 100.0% |

Working conditions and support

Respondents were invited to respond to a number of 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 (Figure 3), the categories *strongly agree* and *agree*, and *strongly disagree* and *disagree* have been combined. The attitude statements appear in full on page 4 of the questionnaire (Appendix 1). Women were a little more positive than men about working conditions; otherwise men's and women's responses did not differ greatly. Most responses concerning working conditions and support were reasonably positive. However, fewer than half felt that working conditions on the job (e.g. provision for accommodation, food etc) were satisfactory, and around 40% thought they worked longer hours than they should.

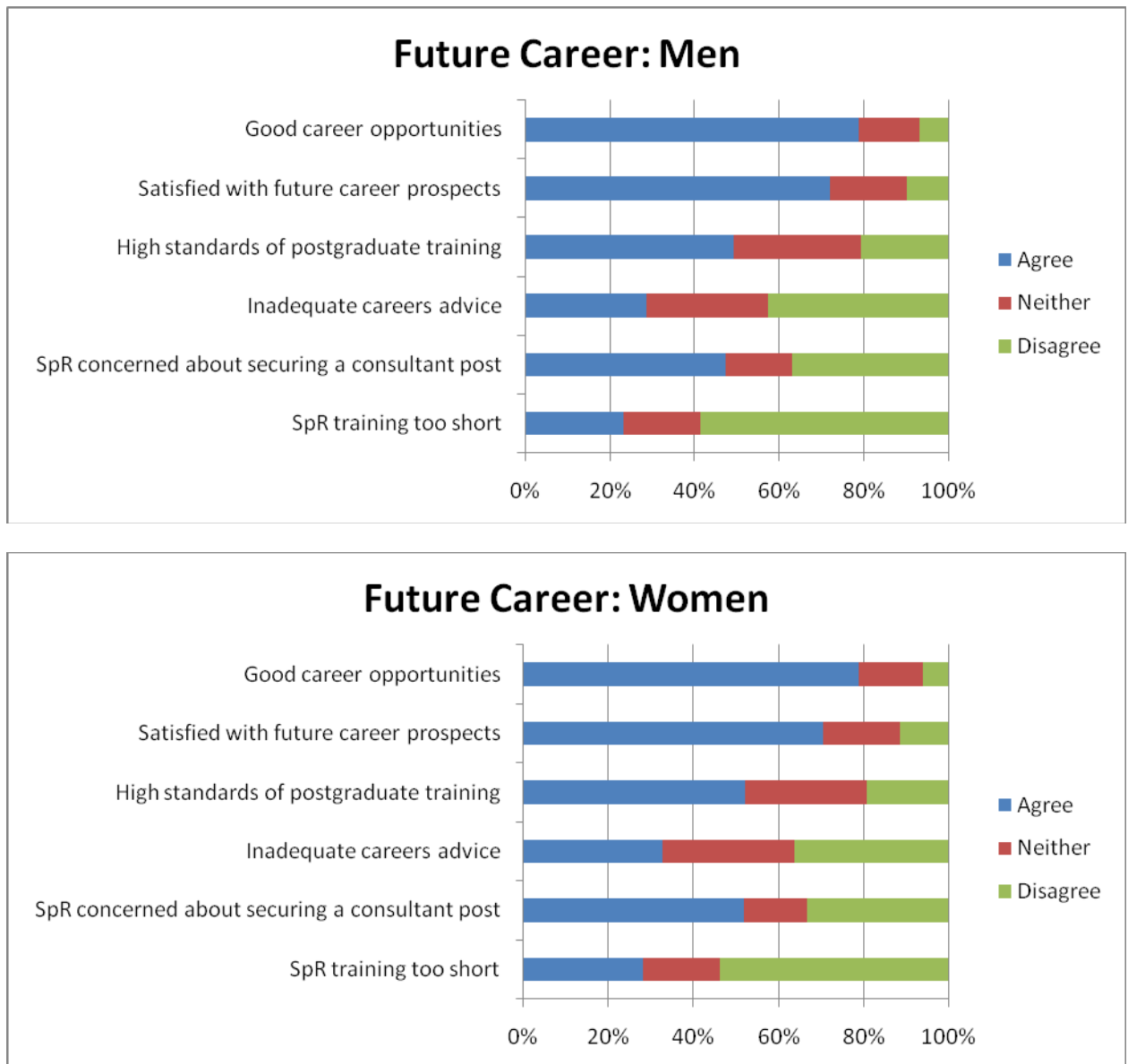
Figure 1: Working Conditions and Support



Career opportunities and Specialist Registrars.

Doctors were asked about their career prospects and opportunities. Figure 2 shows the results for men and women. The attitude statements appear in full on page 4 of the questionnaire (Appendix 1). There was general positivity regarding career prospects, although only 50% were satisfied with the standard of postgraduate training received. Those in Specialist Registrar (SpR) posts were asked about the adequacy of the length of their training, and about securing a consultant post: a sizeable percentage were concerned about securing a consultant post within 6 months of completing their CCST.

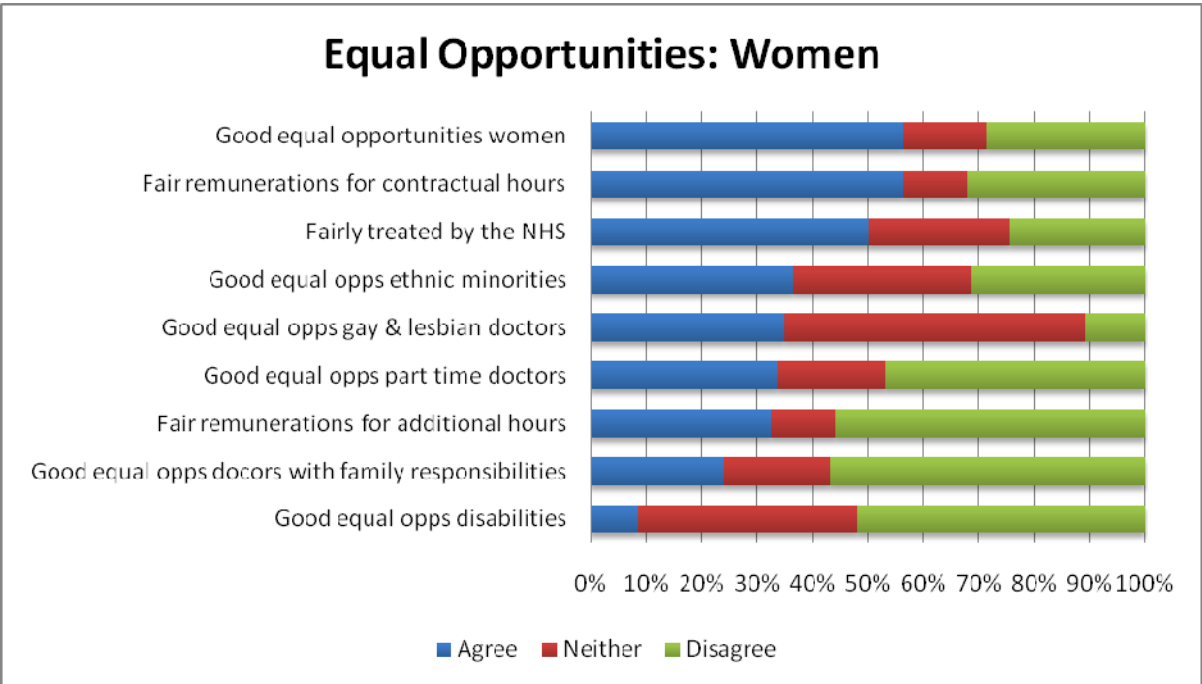
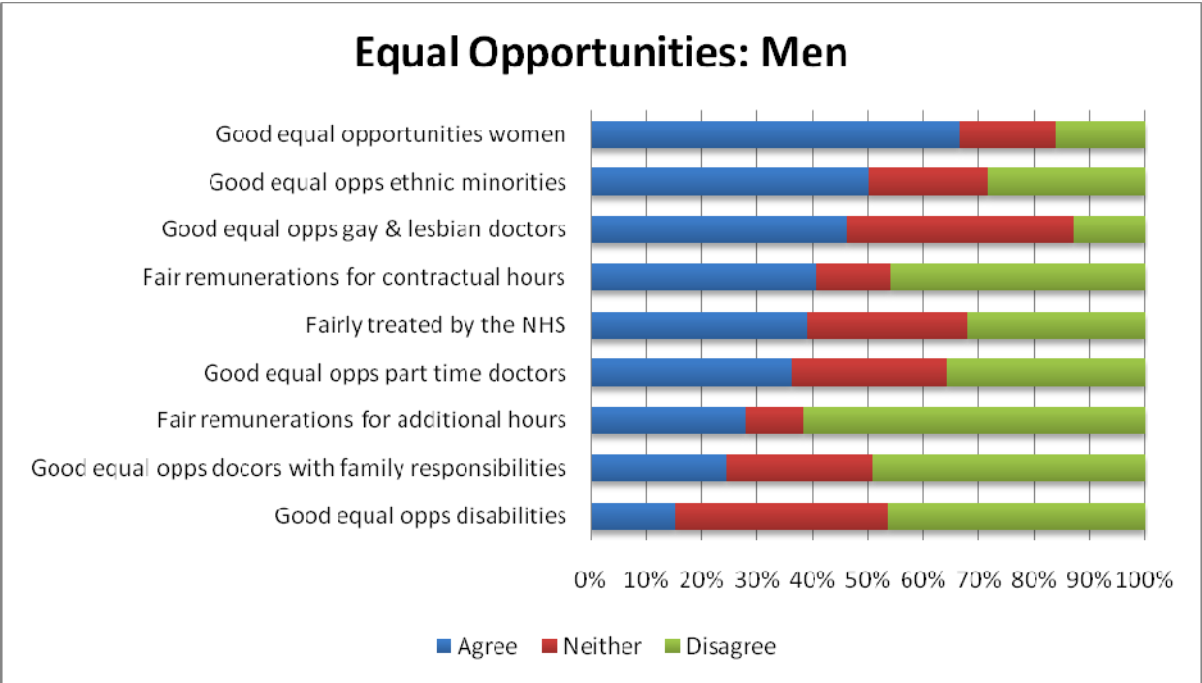
Figure 2: Future Career



The NHS and equal opportunities.

Doctors were asked about equal opportunities within the NHS. Figure 3 shows the results for men and women. The attitude statements appear in full on page 4 of the questionnaire (Appendix 1). More women than men felt that remuneration for contractual hours was fair, and neither men nor women felt that overtime hours were fairly remunerated. There was little disagreement with regards to equal opportunities for gay and lesbian doctors, but a large percentage felt unqualified to decide. Men tended to feel less fairly treated by the NHS than women. Women tended to feel that part-time doctors were not given equal opportunities. Very few doctors felt that those with disabilities or doctors with family responsibilities had equal opportunities.

Figure 3: The NHS and Equal Opportunities



Appendix 1. 2002 Survey Questionnaire to 1993 cohort

UK Medical Careers Research Group, University of Oxford
2002 Survey of the Career Preferences and Experiences of Doctors Qualifying in 1993

Please write as clearly as possible in the boxes.

Please put a cross in the box of your choice :

OR print numbers :

Your career choices

1. Have you made up your mind about your choice of long-term career?

Definitely Probably Not really

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

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

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

Your career plans

3. 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

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

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

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

4. 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

Milestones in your career

11. If you have reached any of these (NHS) career milestones, please give the date first reached (and the specialty where relevant). (enter month and year as digits)

| | | |
|---|--|---|
| First appointed as a specialist registrar: | M M / Y Y <input style="width: 30px; height: 20px;" type="text"/> / <input style="width: 30px; height: 20px;" type="text"/> | Specialty: <input style="width: 90%; height: 20px;" type="text"/> |
| consultant: | <input style="width: 30px; height: 20px;" type="text"/> / <input style="width: 30px; height: 20px;" type="text"/> | Specialty: <input style="width: 90%; height: 20px;" type="text"/> |
| GP registrar: | <input style="width: 30px; height: 20px;" type="text"/> / <input style="width: 30px; height: 20px;" type="text"/> | |
| GP principal: | <input style="width: 30px; height: 20px;" type="text"/> / <input style="width: 30px; height: 20px;" type="text"/> | |

12. Since qualifying as a doctor, have you worked continuously in the NHS? Yes No*
 (excluding any periods of less than 3 months)

**If No, please give brief details (dates, locations, specialties, reasons e.g. maternity leave, travel, family care) for time outside the NHS :*

13. Since qualifying as a doctor, have you always worked full-time? Yes No*
**If No, please give approximate dates for periods of part-time working:*

Your views

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

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

14. Your future career

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

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

15. Working conditions and support

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

16. Equal opportunities

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

Your current e-mail address

17. Your e-mail address:

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

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,