

**UK Medical Careers Research Group
Oxford University**

**Cohort of UK Medical Graduates
who qualified in 1993**

Report of Sixth Survey, conducted in 2010/11

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Elena Svirko

UK Medical Careers Research Group
Nuffield Department of Population Health
Oxford University, Old Road Campus, Headington, Oxford OX3 7LF
Telephone: 01865 289389 Fax: 01865 289379
Website: www.uhce.ox.ac.uk/ukmcrg

Contents

- Introduction 3
- Cohort Size and Response to Survey 3
- Demographics 3
 - Ethnicity*..... 3
 - Domestic circumstances*..... 3
 - Table 1: Ethnicity 4
- Current Post 4
 - Table 2: Occupation information 5
 - Table 3: Grade of the UK doctors with no academic posts 6
 - Table 4: Grade of the UK medical academics 6
 - Table 5: Specialty group of the respondents in UK medicine 7
 - Work pattern* 7
 - Career milestones, gender and specialty group* 8
 - Table 6: Achievement of senior posts by general practitioners and hospital doctors working in the UK 9
- Career Experience 10
 - Figure 1: Opinions on career - All 10
 - Figure 2: Opinions on career - Men 10
 - Figure 3: Opinions on career - Women 11
- Career Plans 11
 - Respondents practising medicine in the UK*..... 11
 - Table 7: Intentions to practise medicine in the UK 11
 - Figure 4: Percentages of respondents considering alternatives to UK medicine, by gender 12
 - Respondents not working in medicine in the UK*..... 12
 - Table 8: Intention to return to UK medicine 13
- Final Choice of Long-Term Career 14
 - Table 9: Final choices of long-term career 14
- Appendix: The Questionnaire 15

Introduction

This report describes the results of the sixth survey of the cohort of 3671 doctors who qualified from UK medical schools in 1993. The 1993 cohort has been surveyed previously on five occasions, in 1994, 1996, 1999, 2002 and 2005. The first mailing for this survey was completed in April 2010, and late replies were received up to March 2011.

This report describes the main results from the sixth survey, focusing on the current employment of the respondents, their career plans and the milestones in their careers. It also contains some information about their views and attitudes and future intentions. 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 3671 doctors (1954 men, 1717 women). Excluding from the denominator 30 who had declined to participate, 17 who had died and 145 who were untraceable the response to the sixth survey was 72.1% (2507/3479). For men the response was 68.1% (1255/1842), and for women 76.5% (1252/1637).

Demographics

Ethnicity

12.5% of respondents provided no information on their ethnic origin. Non-white respondents comprised 14%, with Indians being the largest group, followed by Chinese (Table 1).

Domestic circumstances

88.1% of respondents reported living with a spouse or partner (men 89.6%, women 86.5%), and 9.9% were single (men 7.9%, women 11.8%). Overall, 80.5% of respondents had children under 16 years of age (men 81.2%, women 79.8%); 9% (men 10%, women 8.1%) had dependent adults living with them. The response rate for demographics questions was 98%.

Table 1: Ethnicity

	Men		Women		Total	
	Count	Col %	Count	Col %	Count	Col %
White	866	69.0	975	77.9	1841	73.4
Indian	81	6.5	42	3.4	123	4.9
Pakistani	20	1.6	10	.8	30	1.2
Bangladeshi	4	.3	8	.6	12	.5
Chinese	51	4.1	27	2.2	78	3.1
Asian-other*	18	1.4	18	1.4	36	1.4
Black Caribbean	1	.1	5	.4	6	.2
Black African	3	.2	4	.3	7	.3
Black-other*	0	.0	1	.1	1	.0
Other*	15	1.2	9	.7	24	1.0
Mixed	13	1.0	23	1.8	36	1.4
Not Given	183	14.6	130	10.4	313	12.5
Total	1255	100.0	1252	100.0	2507	100.0

Current post

90.3% of respondents were working in medicine in the UK (men 90.9%; women 89.7%), 6.9% were practising medicine abroad (men 7.8%, women 6.1%), 0.8% were working outside medicine (men 0.6%, women 1%) and 1.7% were not in paid employment (men 0.6%, women 2.9%).

Of respondents, 82.4% (men 81.7%; women 83.1%) held a substantive post in the NHS. Many respondents held several posts. Altogether, 86.6% of respondents (men 87.3%; women 85.9%) held a post (either substantive or honorary) in NHS medical practice, 11.1% (men 15%, women 7.2%) were also working in the UK academia and 5.2% (men 8%, women 2.3%) also had a post in the UK private sector.

Excluding four doctors who did not respond to the question, 59.1% of respondents (men 57.5%; women 60.7%) reported that they have worked continuously in the NHS since qualifying.

Tables 2-5 give more details on the respondents' current post. Table 2 shows occupation groups for all respondents, Table 3 gives the current grades of those working in medicine in the UK with no academic posts, Table 4 gives the grades of the UK medical academics and Table 5 shows the UK doctors' mainstream specialty.

Table 2: Occupation information

	Men		Women		Total	
	Count	Col %	Count	Col %	Count	Col %
UK NHS	1096	87.3	1076	85.9	2172	86.6
plus Academic	193	15.4	98	7.8	291	11.6
plus Private Sector	100	8.0	29	2.3	129	5.2
plus Public Sector	2	0.2	1	0.1	3	0.1
UK Academic (no NHS contract)	5	0.4	3	0.3	8	0.4
UK Armed Forces	9	0.7	10	0.8	19	0.8
UK Other Public Sector	3	0.2	5	0.4	8	0.3
UK Medical Private Sector	20	1.8	24	2.1	44	1.9
UK Medical (No Other Info.)	8	0.6	5	0.4	13	0.5
<i>ALL IN UK MEDICINE</i>	<i>1141</i>	<i>90.9</i>	<i>1123</i>	<i>89.7</i>	<i>2264</i>	<i>90.3</i>
UK Non-Medical	8	0.6	13	1.0	21	0.8
UK Not in Paid Employment	7	0.6	36	2.9	43	1.7
Abroad Medical	98	7.8	76	6.1	174	6.9
Abroad Non-medical	1	0.1	2	0.2	3	0.1
Abroad Not in Paid Employment	0	0.0	2	0.2	2	0.1
Total	1255	100.0	1252	100.0	2507	100.0

Table 3: Grades of UK doctors (excluding those with academic posts)

	Men		Women		Total	
	Count	Col %	Count	Col %	Count	Col %
Hospital						
Senior grades	585	62.0	417	40.8	1002	51.0
Non-consultant career grades	21	2.2	56	5.5	77	3.9
Training grades	12	1.3	25	2.5	37	1.9
Others	1	0.1	3	0.3	4	0.2
GP						
Principals	257	27.3	287	28.1	544	27.7
Others	31	3.3	177	17.3	208	10.6
Other Medical*						
Senior grades	3	0.3	5	0.5	8	0.4
Others	1	0.1	12	1.2	13	0.7
Public Sector						
HM Forces	6	0.6	10	1.0	16	0.8
Civil service	2	0.2	3	0.3	5	0.3
Unknown	24	2.6	27	2.6	51	2.6
Total	943	100.0	1022	100.0	1965	100.0

Footnote: respondents with several positions were classified according to the most senior grade held.

* includes public health, family planning, sexual health, community gynaecology, school health, alternative medicine, clinical anatomy, clinical physiology, pharmaceutical industry, medico-legal work, medical journalism and third world medicine.

Table 4: Grades of UK medical academics

Academic Grade	Men		Women		Total	
	Count	Col %	Count	Col %	Count	Col %
Professor	6	3.0	4	4.0	10	3.3
Reader/Senior Lecturer	121	61.1	35	34.7	156	52.2
Researcher/ Lecturer	61	30.8	56	55.4	117	39.1
Unknown	10	5.1	6	5.9	16	5.4
Total	198	100.0	101	100.0	299	100.0

Overall, 80.3% of UK doctors (men 90.4%; women 70.1%) were working at senior grade level seventeen years after graduation. The gender difference was highly significant ($\chi^2_1 = 145.9$, $p < 0.001$). Restricting the analysis to the UK doctors who reported that they have always worked full time (1198), 93% (men 94%; women 89.7%) were working at senior grade level. The difference between men and women was not significant at 1% level ($p = 0.022$).

Table 5: Specialty group of the respondents in UK medicine

Specialty group	Men		Women		Total	
	Count	Col %	Count	Col %	Count	Col %
UK Doctors :						
General practice	313	27.6	502	44.8	815	36.2
Hospital medical specialties	208	18.3	155	13.8	363	16.1
Surgical specialties	229	20.2	41	3.7	270	12.0
Paediatrics	50	4.4	71	6.3	121	5.4
Emergency medicine	35	3.1	26	2.3	61	2.7
Obstetrics & gynaecology	17	1.5	37	3.3	54	2.4
Anaesthetics	127	11.2	80	7.1	207	9.2
Radiology	28	2.5	22	2.0	50	2.2
Clinical oncology	26	2.3	39	3.5	65	2.9
Pathology	19	1.7	35	3.1	54	2.4
Psychiatry	61	5.4	73	6.5	134	5.9
Community health	0	0.0	8	0.7	8	0.4
Public health medicine	6	0.5	14	1.3	20	0.9
Other clinical specialties*	15	1.3	17	1.5	32	1.4
Total in the UK**	1134	100.0	1120	100.0	2254	100.0

* includes public health, family planning, sexual health, community gynaecology, school health, alternative medicine, clinical anatomy, clinical physiology, pharmaceutical industry, medico-legal work, medical journalism and third world medicine.

**0.4% of respondents were excluded because they did not provide their specialty.

There were notable gender differences in the current specialties of respondents. A much higher proportion of men than women held hospital medical or a surgical post. Women were much more likely than men to be general practitioners.

Work pattern

99.1% of those in UK medicine and 99.8% of those with the NHS provided information about their working pattern. Excluding the small percentage who did not provide the required information, 35.5% of those working in medicine in the UK and 36.2% of those with a post in the NHS were working part time. Women were much more likely to be working part time than men, both within the NHS (63.8% vs. 8.2%; $\chi^2_1 = 687.0$, $p < 0.001$) and in the UK medical employment overall (63.3% vs. 7.9%; $\chi^2_1 = 718.9$, $p < 0.001$). Excluding the small percentage who did not provide the information, of those working in medicine outside the UK ($n=174$), 26.3% (women 47.3%; men 9.7%) were working part-time. The gender difference was significant ($\chi^2_1 = 28.1$, $p < 0.001$).

4.4% of those in UK medicine (men 2.7%, women 6.1%) indicated that they were working as a locum.

Career milestones, gender and specialty group

Seventeen years after graduation, 73% of general practitioners and 90% of hospital doctors working in medicine in the UK were working at senior grade level. These percentages were almost exactly the same (Table 6) for those with any post and those specifically with a substantive post in the NHS.

A small percentage of UK doctors, 0.3%, held a professorship position and had no clinical post (6/2264). These were counted together with GP principals and consultants, depending on whether their specialty was general practice or another specialty.

Looking at the UK doctors who indicated that they have always worked full time (1198 respondents), 93% of general practitioners and 95% of hospital doctors were in a senior post. Again the percentages were very similar when looking specifically at NHS doctors (Table 6).

There were some quite striking gender differences. In general practice, 89% of the men and only 62% of the women were principals ($\chi^2_1 = 70.6$, $p < 0.001$). In hospital practice, 94% of the men and 84% of the women were consultants ($\chi^2_1 = 41.8$, $p < 0.001$)

The gender differences in senior career grades were much less pronounced and not statistically significant ($p > 0.01$) among the doctors who have always worked full time: 94% of men and 87% of women general practitioners were principals and 96% of men and 93% of women hospital doctors were consultants. The difference between men and women hospital doctors reached statistical significance for NHS doctors (Table 6).

Out of the 2233 UK doctors for whom such information was available (98.6% of respondents in UK medical employment), 94.9% of men and 77% of women general practitioners ($\chi^2_1 = 44.3$, $p < 0.001$) and 96.2% of men and 85.3% of women hospital doctors ($\chi^2_1 = 50.3$, $p < 0.001$) have achieved a senior grade at some point in their careers. They were not necessarily working in a senior position, however, seventeen years after graduation. Restricting the analysis to those who have always worked full time, the gender difference among the general practitioners was no longer significant with 97.8% of men and 94.6% of women having worked at senior grade level at some point. The equivalent figures for hospital doctors were 97.5% of men and 92.8% of women and the gender difference was significant ($\chi^2_1 = 8.8$, $p = 0.003$).

Table 6: Achievement of senior posts by general practitioners and hospital doctors working in the UK

Employment	Specialty group	N ¹	Percentage in senior posts			χ^2_1 for	
			Men	Women	Total	gender difference	p
Medicine in the UK	General practice	808	89.4	62.1	72.6	70.6	<0.001
	Hospital specialty	1350	94.4	83.5	89.9	41.8	<0.001
NHS (any post)	General practice	803	89.4	62.3	72.9	69.5	<0.001
	Hospital specialty	1317	95.6	84.6	91.0	45.7	<0.001
NHS (substantive post)	General practice	798	89.6	62.4	72.9	70.0	<0.001
	Hospital specialty	1242	95.8	85.3	91.3	40.7	<0.001
Medicine in the UK always worked full time	General practice	286	93.9	87.3	92.7	2.0	0.2
	Hospital specialty	883	95.9	92.8	95.1	2.7	0.1
NHS (any post) always worked full time	General practice	285	93.9	88.9	93.0	1.0	0.3
	Hospital specialty	867	97.0	92.7	96.0	6.3	0.012
NHS (substantive post) always worked full time	General practice	283	94.3	88.9	93.3	1.3	0.3
	Hospital specialty	812	97.2	92.4	96.1	9.0	0.005
Always worked for NHS full time	General practice	230	94.4	88.2	93.0	1.5	0.2
	Hospital specialty	612	97.6	92.4	96.2	7.3	0.007

¹Excluding the respondents whose grade was not known

Career experience

Doctors were invited to give their opinion about their career prospects, professional opportunities to date and the standard of their postgraduate training. They were asked to respond to three structured statements with 'Agree', 'Neither Agree nor Disagree' or 'Disagree'. Figures 1, 2 and 3 show the levels of agreement to the statements for all respondents, then for men and women separately. Men were more positive about both past and future career opportunities and the standard of their postgraduate training than women, although both were generally satisfied.

Figure 1: Opinions on career - All

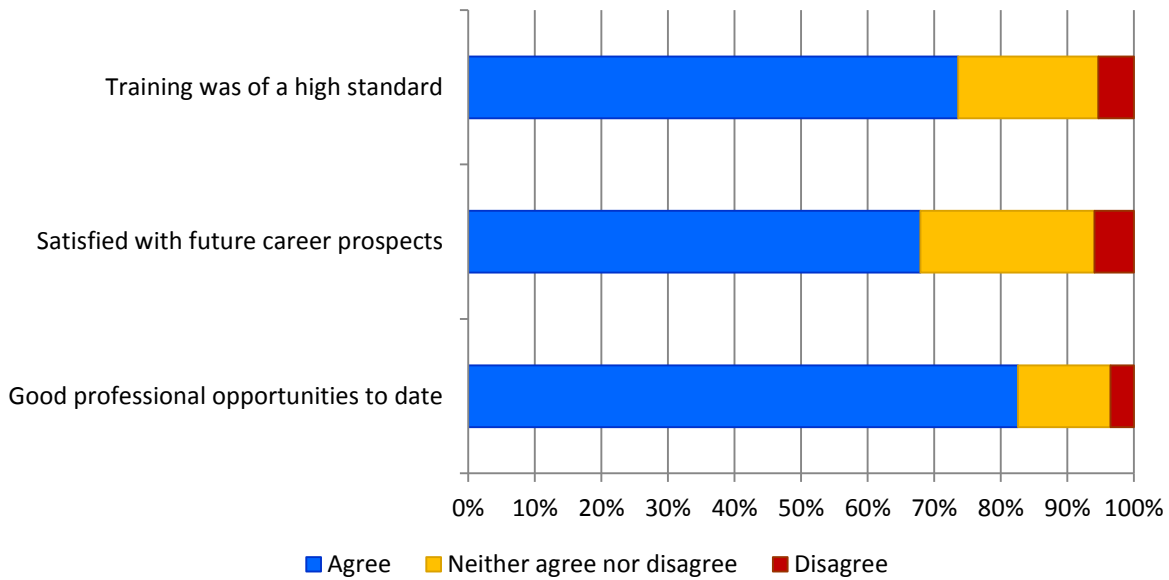


Figure 2: Opinions on career - Men

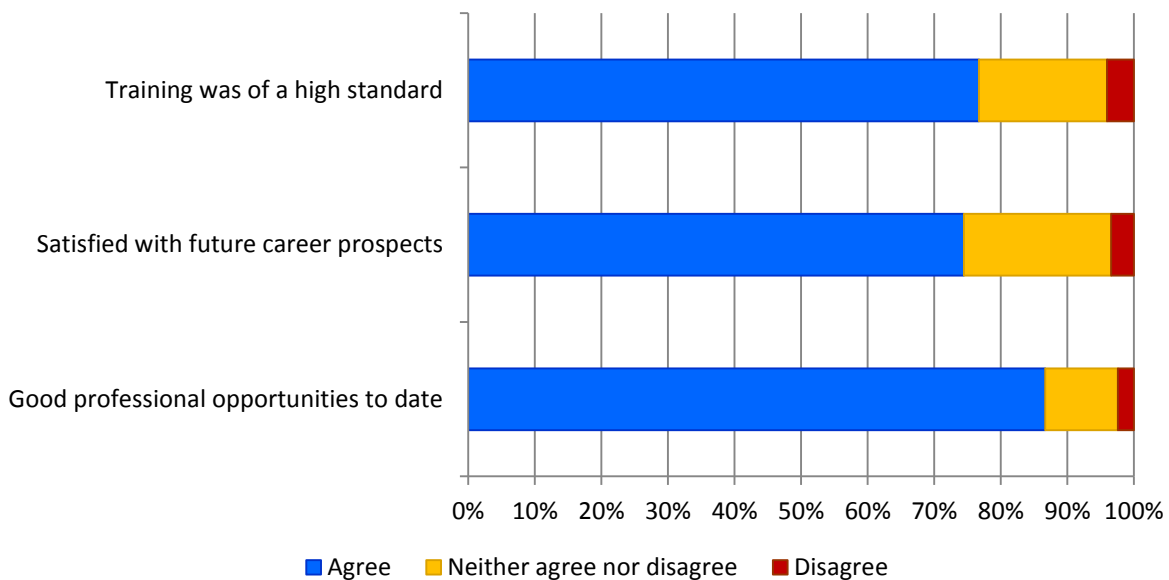
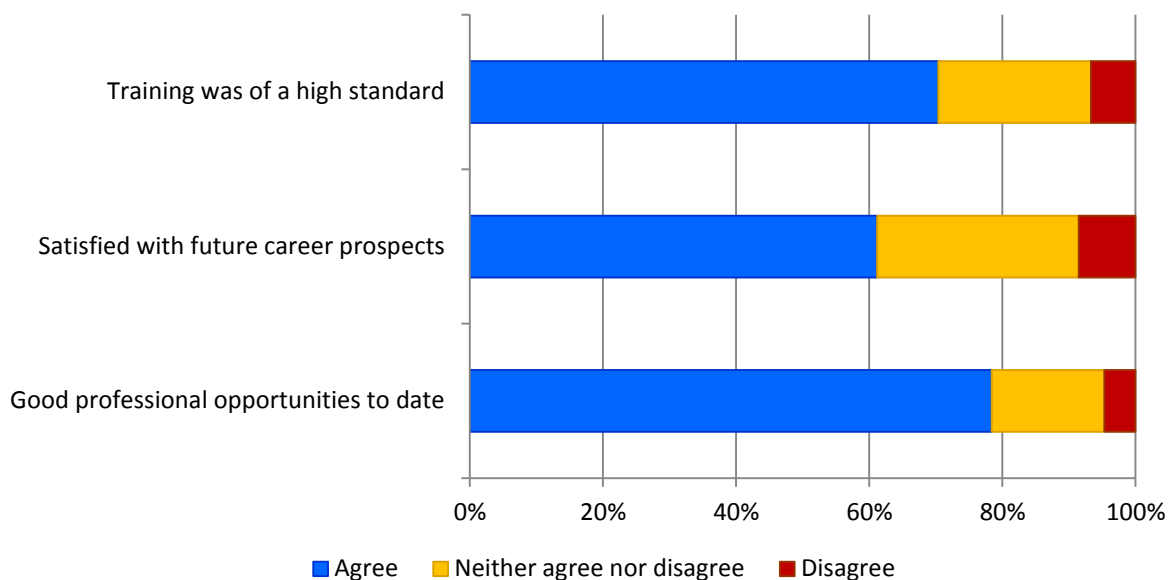


Figure 3: Opinions on career - Women



Career plans

Respondents were asked some questions about their future career plans, related to their current employment situation.

Respondents practising medicine in the UK

As already stated on page 4, 90.3% of respondents were working in medicine in the UK (men 90.9%; women 89.7%). These respondents were asked if they intended to continue to do so for the foreseeable future.

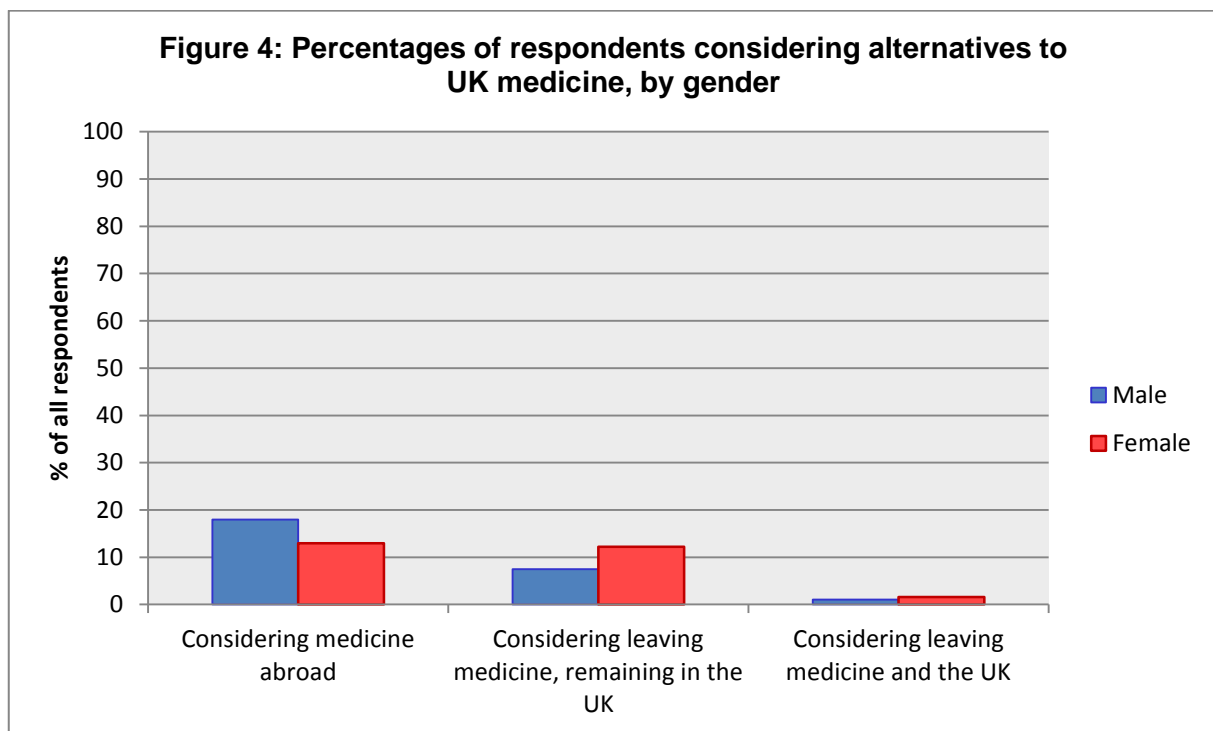
94.6% of them indicated that they definitely or probably intended to practise medicine in the UK for the foreseeable future; 2.8% were undecided and 1.4% definitely or probably did not intend to do so (Table 7). There were no notable gender differences in the respondents' intentions.

Table 7: Intention to practise medicine in the UK

	Men		Women		Total	
	Count	Col %	Count	Col %	Count	Col %
Yes-definitely	845	74.1	836	74.4	1681	74.2
Yes-probably	226	19.8	235	20.9	461	20.4
Undecided	35	3.1	29	2.6	64	2.8
No-probably not	17	1.5	9	0.8	26	1.1
No-definitely not	7	0.6	3	0.3	10	0.4
No reply given	11	1.0	11	1.0	22	1.0
Total	1141	100.0	1123	100.0	2264	100.0

For those who were not definite about continuing to practise medicine in the UK, respondents were asked to tick whether they were considering one or more of the following options: practising medicine abroad, leaving medicine but remaining in the UK and leaving medicine and leaving the UK. Practising medicine abroad was the commonest response (n=347), followed by leaving medicine but remaining in the UK (n=221). A small number of participants did indicate that they were considering leaving medicine and leaving the UK (n=30).

Figure 4 shows the distributions of responses comparing men and women. Each bar represents the percentage in each category out of the total number of male or female respondents who were practising medicine in the UK. Considering practising medicine abroad was a more popular change of career among men than women, while leaving medicine and remaining in the UK was a more popular change of career among women than men.



Respondents NOT working in medicine in the UK

Respondents who indicated that they were not practising medicine in the UK (9.6% of all respondents; men 9.1%; women 10.4%) were asked if they planned to return to UK medicine. 11.1% indicated that they definitely or probably would return to UK medicine; 18.5% were undecided and 65.4% definitely or probably did not intend to do so (Table 8). Women were more likely to be undecided than men (23.3% vs. 13.2%). Similar proportions of men (11.4%) and women (10.8%) were probably or definitely not intending to return to UK medicine.

It needs to be noted that the actual numbers on whom the information is available are comparatively small.

Table 8: Intention to return to UK medicine

	Men		Women		Total	
	Count	Col %	Count	Col %	Count	Col %
Yes-definitely	6	5.3	3	2.3	9	3.7
Yes-probably	7	6.1	11	8.5	18	7.4
Undecided	15	13.2	30	23.3	45	18.5
No-probably not	55	48.2	53	41.1	108	44.4
No-definitely not	27	23.7	24	18.6	51	21.0
No reply given	4	3.5	8	6.2	12	4.9
Total	114	100.0	129	100.0	243	100.0

Final choice of long-term career

When asked whether respondents viewed their current specialty as their final choice of career, 4.3% of doctors (men 2.7%, women 5.8%) said that their current specialty was not their definite choice and 9% (men 6.9%, women 11.6%) said that it was only their probable choice. For 86.7% (men 90.4%; women 82.6%) their current specialty was definitely their final choice. Women showed significantly less certainty than men ($\chi^2_2 = 32.6$, $p < 0.001$).

Altogether, 211 doctors (8.5%) wanted to change their career and indicated their new specialty choice (Table 9). Women were significantly more likely to fall into this group than men (11.1% vs 5.8%; $\chi^2_1 = 22.4$, $p < 0.001$).

Table 9: Final choices of long-term career

New specialty choice	Men		Women		Total	
	Count	Col %	Count	Col %	Count	Col %
General practice	15	20.8	24	17.3	39	18.5
Hospital medical specialties	23	31.9	38	27.3	61	28.9
Paediatrics	0	0.0	6	4.3	6	2.8
Emergency medicine	2	2.8	1	0.7	3	1.4
Surgical specialties	1	1.4	3	2.2	4	1.9
Obstetrics & gynaecology	0	0.0	2	1.4	2	0.9
Anaesthetics	1	1.4	3	2.2	4	1.9
Radiology	0	0.0	0	0.0	0	0.0
Clinical oncology	1	1.4	2	1.4	3	1.4
Pathology	1	1.4	1	0.7	2	0.9
Psychiatry	4	5.6	5	3.6	9	4.3
Community health	0	0.0	9	6.5	9	4.3
Public health medicine	1	1.4	3	2.2	4	1.9
Other clinical specialties	10	13.9	15	10.8	25	11.8
Non-medical	13	18.1	25	18.0	38	18.0
Not in paid employment	0	0.0	2	1.4	2	0.9
Total	72	100.0	139	100.0	211	100.0

Appendix: The Questionnaire

UK Medical Careers Research Group, University of Oxford
2010 Survey of Doctors who Graduated in 1993

Instructions for completing 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 AND YOUR FUTURE PLANS

1. Since qualifying as a doctor, have you worked continuously *in the NHS*?

Yes

No

2. Since qualifying as a doctor, have you worked continuously *full-time in medicine*?

Yes

No

3. Which best describes your current employment situation?

Working in medicine, in the UK

Working in medicine, outside the UK

Working outside medicine

Not in paid employment

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

Please regard maternity leave, or sabbatical leave from a post, as working in that post.

If you are NOT working in medicine in the UK, please now go to question 5 on the next page.

If you ARE working in medicine in the UK, please continue with question 4 on the next page.

4. *If you are working in medicine in the UK, do you intend to continue working in UK medicine 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 (Mark X in one or more boxes)

practising medicine abroad

leaving medicine but remaining in the UK

leaving medicine and leaving the UK

Now please go to question 6 on the next page.

5. *If you are **NOT** working in medicine in the UK, do you plan to return to UK medicine?*

Yes-definitely

Yes-probably

Undecided

No-probably not

No-definitely not

What changes to UK medicine, if any, would increase your likelihood of returning?

Please continue with question 6 on the next page.

YOUR CURRENT WORK

Please complete this question whether or not you are in employment, and whether in the UK or abroad.

6. Please give details of your current post / working situation.

Starting date: (enter month and year as digits) ^{MM} / ^{YY}

Specialty / type of work:

(If in medicine, please enter medical specialty/subspecialty; if non-medical, please give type of work; if not employed, please enter travel / career break / domestic responsibilities / illness etc as appropriate)

Location of work :

(city or county if in the UK, or the country if abroad)

If you are working in medicine, please continue with question 7.

If you are not working in medicine please go to question 10, on the next page.

7. Employer, type of contract and grade/job title:

(Please mark with X all which apply to your current post and give grade/job title alongside)

Type of contract	Applies?	Grade/job title *
UK NHS - Substantive	<input type="checkbox"/>	<input type="text"/>
UK NHS - Honorary	<input type="checkbox"/>	<input type="text"/>
UK University - Substantive	<input type="checkbox"/>	<input type="text"/>
UK University - Honorary	<input type="checkbox"/>	<input type="text"/>
UK Private Sector Medicine	<input type="checkbox"/>	<input type="text"/>
UK Public Sector Medicine (not NHS or University)	<input type="checkbox"/>	<input type="text"/>
Doctor in Her Majesty's Armed Forces	<input type="checkbox"/>	<input type="text"/>
In medical employment outside the UK	<input type="checkbox"/>	<input type="text"/>

* e.g. consultant, specialist registrar, GP principal, professor, lecturer etc.

In this post, are you working full-time or part-time? Full-time

Part-time

In this post, are you working in the NHS as a locum? Yes

No

If part-time, how many sessions (half-days) do you work per week?

8. **Additional posts and responsibilities.** We recognise that as a senior doctor you may hold other posts besides the main post you have just described. We also know that a few doctors combine medical work with other paid work. It would be very helpful 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 per week.

CAREER EXPERIENCE IN MEDICINE AS A WHOLE

9. **Your career experience** For each of the following three statements please respond by placing an X in one box to indicate whether you Agree, Neither agree nor disagree, or Disagree.

	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>
I have had good professional opportunities in my career to date	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My career prospects are good	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My postgraduate training was of a high standard	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

YOUR CAREER CHOICE

10. Is your current specialty (or type of employment if you are not working as a doctor) your definite choice of future career, your probable choice, or are you uncertain about it?

- Definite
- Probable
- Uncertain

If you did not answer 'Definitely', What is your final choice of long-term career? Please give your choice of specialty or subspecialty (if medical), or your career choice if non-medical. Be as specific or as general as you wish.

MILESTONES IN YOUR CAREER

11. If you have reached either of these NHS career milestones, please give the date first reached (and the specialty where relevant). (enter month and year as digits). Please answer this question even if you have now left the NHS.

MM YY
First appointed as a consultant: /

In which specialty?

MM YY
First appointed as a GP principal: /

YOUR PERSONAL CIRCUMSTANCES

It can be helpful to analyse statistics on doctors' careers, taking account of their domestic situation. If you prefer not to answer questions 12-14, please go to question 15 on the next page.

12. Are you:

single?
living with a spouse / partner?
widowed, divorced or separated?

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

Yes
No

14. How many children do you have?

If you have children, what are their current ages?

Oldest child
2nd oldest
3rd oldest
4th oldest

(If you have 5 or more children, please give the ages of the 4 oldest.)

15. ADDITIONAL COMMENTS

Please give us **comments**, if you wish, on **any aspect** of your training or work. We are interested, for example, in any comments about (a) your own training, (b) your work in training others, (c) your specialty choice, (d) your future plans, (e) working in medicine (f) working in the NHS. 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. Thank you for your help.

Alternatively, please feel free to send comments in an email to either trevor.lambert@dphpc.ox.ac.uk or michael.goldacre@dphpc.ox.ac.uk citing your unique reference number which appears at the top right hand corner of the first page.

Thank you very much for your co-operation. Our postal address is UK Medical Careers Research Group, Department of Public Health, University of Oxford, Old Road Campus, Headington, Oxford OX3 7BR.