

UK Medical Careers Research Group

1999 cohort of UK Medical Graduates

Report of Third Survey, conducted in 2005

Report produced January 2006

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Introduction

This report describes the results of the third survey of the cohort of 4219 doctors who qualified from UK medical schools in 1999. The first baseline survey of the 1996 qualifiers was carried out during the PRHO year in 2000, and the second in 2002. At the time of the third survey the majority of those in hospital practice had begun specialist training. Within general practice, some had achieved GP principal status. The first mailing for this survey was completed in November 2004, and late replies were received up to November 2005.

The third survey focuses on the current employment of the respondents, their career choices and their experience of applying for and obtaining training posts. It also contains some information about their views and attitudes and future intentions.

This report 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 the results 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 4219 doctors (2025 men, 2194 women). Excluding from the denominator 37 who had declined to participate and 2 who had died, the response to the third survey was 63.6% (2660/4180). For men the response was 57.7% (1155/2001), and for women 69.1% (1505/2179).

Demographics

The median age of respondents at the time of responding to the survey was 29.7 years (men 29.8, women 29.6 years). Two-thirds of both men and women were living with a spouse or partner, and one third were single. Overall, 17.5% of respondents had children under 16 years of age (men 18.7%, women 16.6%); 3.4% (3.2% of men, 3.5% of women) had dependent adults living with them.

Current post

Of those who gave details about their current post, 82.8% (2185/2639) were in medicine in the UK NHS (men 80.4%, 922/1147; women 84.7%, 1263/1492), and 7.3% were working in medical posts in UK Universities (9.6% of men, 5.6% of women). Of those working in UK NHS or UK University posts, 35.8% were in specialist training, 19.6% were SHOs, 6.2% had achieved GP Principal posts, 7.2% were working as salaried GPs, 9.0% were GP Registrars and a further 5.7% were working as GP locums; 6.2% of respondents were in university posts (Table 1).

Table 1. Current Grade by Sex

		Sex			
		Male	Female	Total	
Grade - current post	Hosp. SHO	Count	212	254	466
		% within Sex	20.6%	18.9%	19.6%
	Specialist Registrar	Count	416	435	851
		% within Sex	40.4%	32.4%	35.8%
	Hosp. other	Count	96	104	200
		% within Sex	9.3%	7.7%	8.4%
	GP Principal	Count	67	81	148
		% within Sex	6.5%	6.0%	6.2%
	GP Registrar	Count	57	158	215
		% within Sex	5.5%	11.8%	9.1%
	GP Locum	Count	48	88	136
		% within Sex	4.7%	6.5%	5.7%
	GP, Salaried	Count	40	131	171
		% within Sex	3.9%	9.7%	7.2%
	GP other	Count	1	23	24
		% within Sex	.1%	1.7%	1.0%
	University	Count	86	62	148
		% within Sex	8.3%	4.6%	6.2%
	Other	Count	7	8	15
		% within Sex	.7%	.6%	.6%
Total		Count	1030	1344	2374
		% within Sex	100.0%	100.0%	100.0%

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

Table 2. Current Job Specialty Group by Sex

Specialty group - current post		Sex		Total
		Male	Female	
Medical Specs.	Count	186	212	398
	% within Sex	18.1%	15.8%	16.8%
Paediatrics	Count	40	94	134
	% within Sex	3.9%	7.0%	5.6%
Accident & Emergency	Count	38	38	76
	% within Sex	3.7%	2.8%	3.2%
General surgery	Count	35	19	54
	% within Sex	3.4%	1.4%	2.3%
Other Surgical Specialty	Count	212	87	299
	% within Sex	20.6%	6.5%	12.6%
Obstetrics & Gynaec.	Count	10	60	70
	% within Sex	1.0%	4.5%	2.9%
Anaesthetics	Count	125	107	232
	% within Sex	12.1%	8.0%	9.8%
Radiology	Count	44	35	79
	% within Sex	4.3%	2.6%	3.3%
Clinical Oncology	Count	17	40	57
	% within Sex	1.7%	3.0%	2.4%
Pathology	Count	31	42	73
	% within Sex	3.0%	3.1%	3.1%
Psychiatry	Count	59	91	150
	% within Sex	5.7%	6.8%	6.3%
General Practice	Count	216	483	699
	% within Sex	21.0%	35.9%	29.4%
Community Medicine	Count	0	17	17
	% within Sex	.0%	1.3%	.7%
Public Health Medicine	Count	6	2	8
	% within Sex	.6%	.1%	.3%
Other Medical Spec.	Count	10	11	21
	% within Sex	1.0%	.8%	.9%
Two or more specialties	Count	1	7	8
	% within Sex	.1%	.5%	.3%
Total	Count	1030	1345	2375
	% within Sex	100.0%	100.0%	100.0%

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. The median job satisfaction score for both men and women was 20, indicating a high degree of job satisfaction.

Enjoyment of current job and satisfaction with time for family and leisure

Respondents were asked to express, on a scale from 1 to 10, their level of enjoyment of their current post and the amount of time their work left them for family, social and recreational activities. The mean score for both men and women for enjoyment of their current job was 7.4, indicating a reasonably good level of enjoyment. The mean score for satisfaction with time for leisure was slightly less at 6.45 (men 6.3, women 6.5).

Career choice and firmness of choice

Of those who provided details about their choice of long-term career, 69.1% were 'definite' about their choice (70.8% of men, 67.8% of women), and 26.6% thought it a 'probable' choice. Table 3 gives details of mainstream of choice by sex. There were some marked differences between men and women, notably in choices for anaesthetics (11.6% and 6.9% respectively), the surgical specialties overall (23.9% and 7.7%), obstetrics and gynaecology (0.6% and 2.3%), paediatrics (2.9% and 5.6%) and general practice (24.0% of men and 40.3% of women; 33.2% in total).

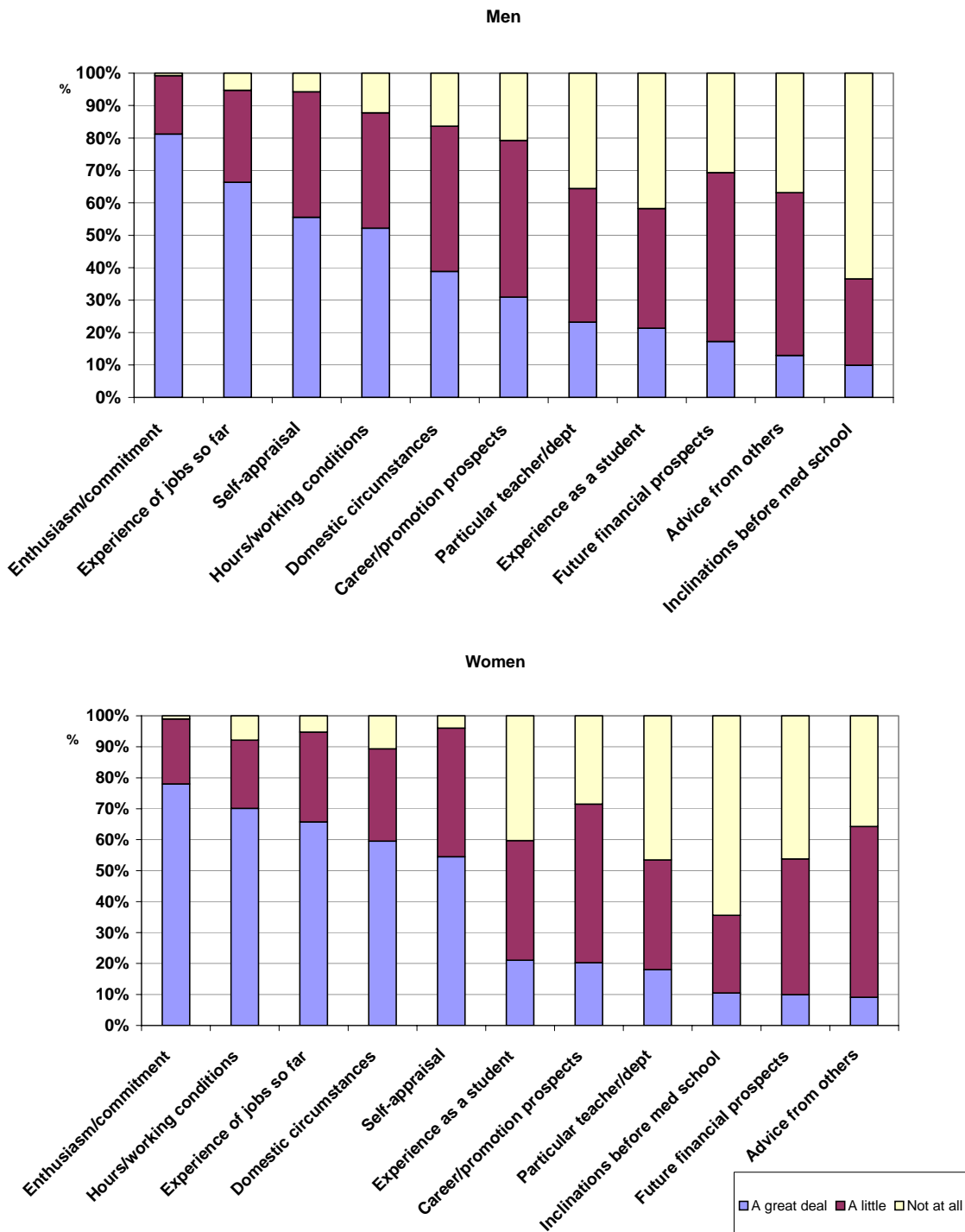
Table 3. First choice of mainstream in Year 05 by Sex

		Sex			
		Male	Female	Total	
First choice mainstream Year 05	Medical Specs.	Count	184	235	419
		% within Sex	16.0%	15.7%	15.8%
	Paediatrics	Count	33	84	117
		% within Sex	2.9%	5.6%	4.4%
	Accident & Emergency	Count	49	53	102
		% within Sex	4.3%	3.5%	3.8%
	General surgery	Count	37	15	52
		% within Sex	3.2%	1.0%	2.0%
	Other Surgical Specialty	Count	239	101	340
		% within Sex	20.7%	6.7%	12.8%
	Obstetrics & Gynaec.	Count	7	34	41
		% within Sex	.6%	2.3%	1.5%
	Anaesthetics	Count	134	103	237
		% within Sex	11.6%	6.9%	8.9%
	Radiology	Count	56	46	102
		% within Sex	4.9%	3.1%	3.8%
	Clinical Oncology	Count	23	41	64
		% within Sex	2.0%	2.7%	2.4%
	Pathology	Count	29	44	73
		% within Sex	2.5%	2.9%	2.8%
	Psychiatry	Count	54	88	142
		% within Sex	4.7%	5.9%	5.4%
	General Practice	Count	277	603	880
		% within Sex	24.0%	40.3%	33.2%
	Community Medicine	Count	0	10	10
		% within Sex	.0%	.7%	.4%
	Public Health Medicine	Count	7	5	12
		% within Sex	.6%	.3%	.5%
	Other Medical Spec.	Count	13	18	31
		% within Sex	1.1%	1.2%	1.2%
	Two or more specialties	Count	0	1	1
		% within Sex	.0%	.1%	.0%
	Non-Medical	Count	10	17	27
		% within Sex	.9%	1.1%	1.0%
Total		Count	1152	1498	2650
		% within Sex	100.0%	100.0%	100.0%

Factors influencing choice

Doctors were invited to indicate how much a number of different factors may have influenced their long-term choice of career specialty. Figure 1 shows, for men and women, the percentages of respondents who agreed that factors influenced their choice of specialty 'a great deal', 'a little', or 'not at all'. *Enthusiasm and commitment* for the specialty was selected by 80% of respondents as influencing their choice 'a great deal'. For men, *experience of jobs so far* came next, followed by *self-appraisal of own skills and aptitudes*. Women's ratings of *experience of jobs so far* and *self-appraisal* were similar to those of men, but a higher percentage of women than of men rated *hours and working conditions* and *domestic circumstances* as having a great deal of influence.

Figure 1. Factors influencing choice of specialty



Intentions to practise in the UK for the foreseeable future

Respondents were asked to indicate whether they intended to practise medicine in the UK for the foreseeable future. 84.1% of them said that they definitely or probably would do so; a further 8.3% were undecided. There was no difference between men and women in their intentions.

Commitment to long-term NHS career

A smaller percentage, 70.5%, said they were definitely or probably committed to a long-term career in the NHS (men 67.1%, women 73.0%), with 12.2% undecided.

Applications for training posts

Of 2381 respondents who told us about their applications for specialist training, 44.0% (1048) had applied for an NTN, 30.2% (719) had applied for a GP Registrar post, and 0.5% (12) had applied for both. (The latter comprised a small number, who had either applied and failed, and who had then decided to apply for the alternative type of training, or who had obtained one type of training post but subsequently changed direction).

Table 4. Applied for NTN or GP training by Sex

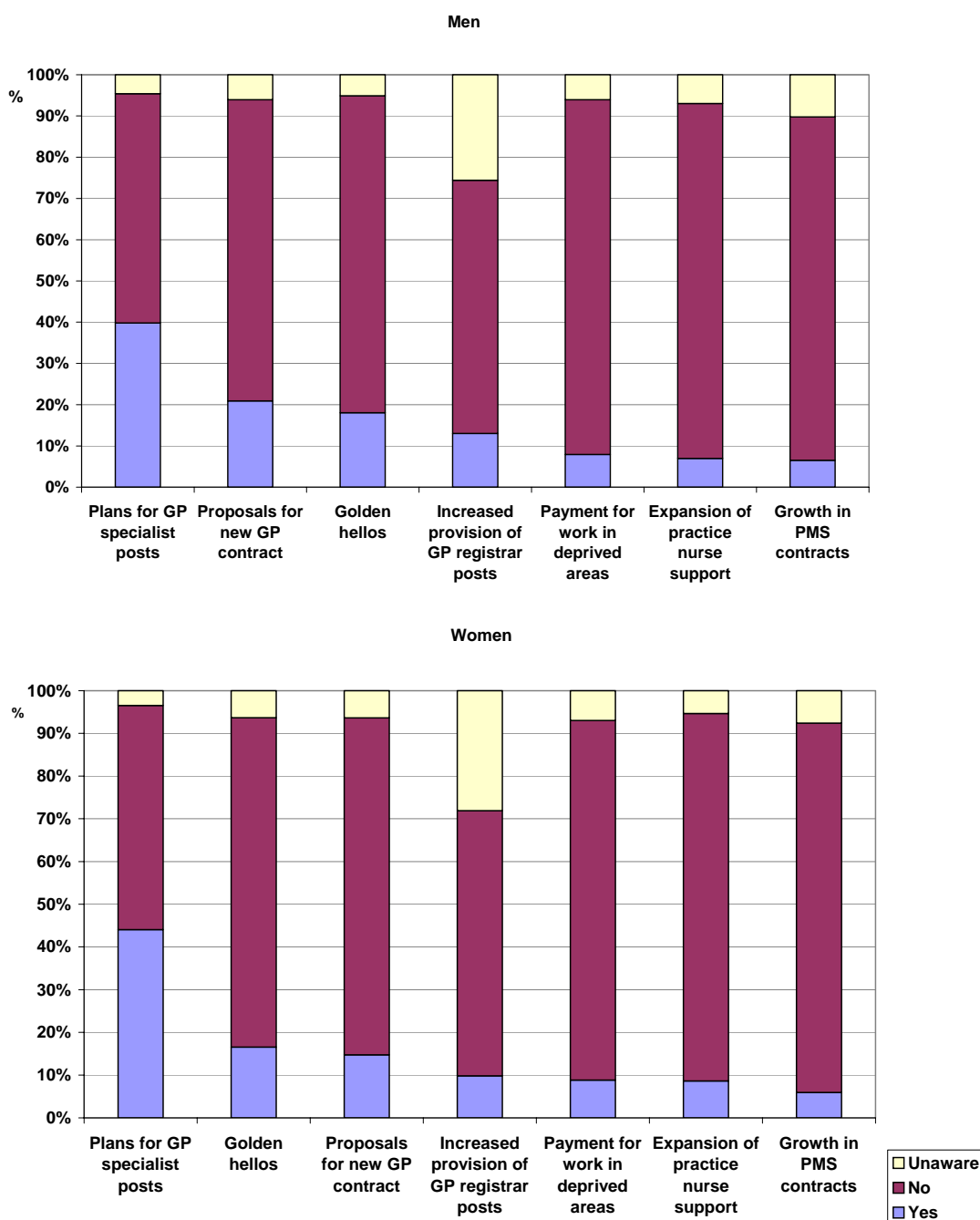
			Sex		
			Male	Female	Total
Applied for NTN or GP training?	Applied for NTN	Count	521	527	1048
		% within Sex	50.7%	39.0%	44.0%
	Applied for GP Training	Count	220	499	719
		% within Sex	21.4%	36.9%	30.2%
	Applied for both	Count	6	6	12
		% within Sex	.6%	.4%	.5%
	Applied for neither	Count	281	321	602
		% within Sex	27.3%	23.7%	25.3%
Total	Count	1028	1353	2381	
	% within Sex	100.0%	100.0%	100.0%	

Of 1019 who told us the result of their application for an NTN, 81.5% (830) were successful in obtaining one (78.6% of men, 84.3% of women). A further 6.9% awaited a decision on their application, 10.9% failed to obtain an NTN but intended to reapply, and 0.8% did not intend to reapply. Of 704 who told us the result of their application for a GP Registrar post, 96.7% (681) were successful (men 95.8%, women 97.1%), and a further 2.6% awaited a decision.

Influences on decision to apply for GP training

Respondents were asked whether various inducements to undertaking training in General Practice had influenced their decision to apply; possible answers were 'Yes', 'No', or 'Unaware of this'. Figure 2 shows the answers for men and women. 'Plans for GP specialist posts' was selected by 40% of men and 44% of women. 'Proposals for a new GP contract' was selected by 21% of men and 15% of women. The remaining factors were thought to be influential by less than 20% of respondents.

Figure 2. Factors influencing decision to apply for GP training



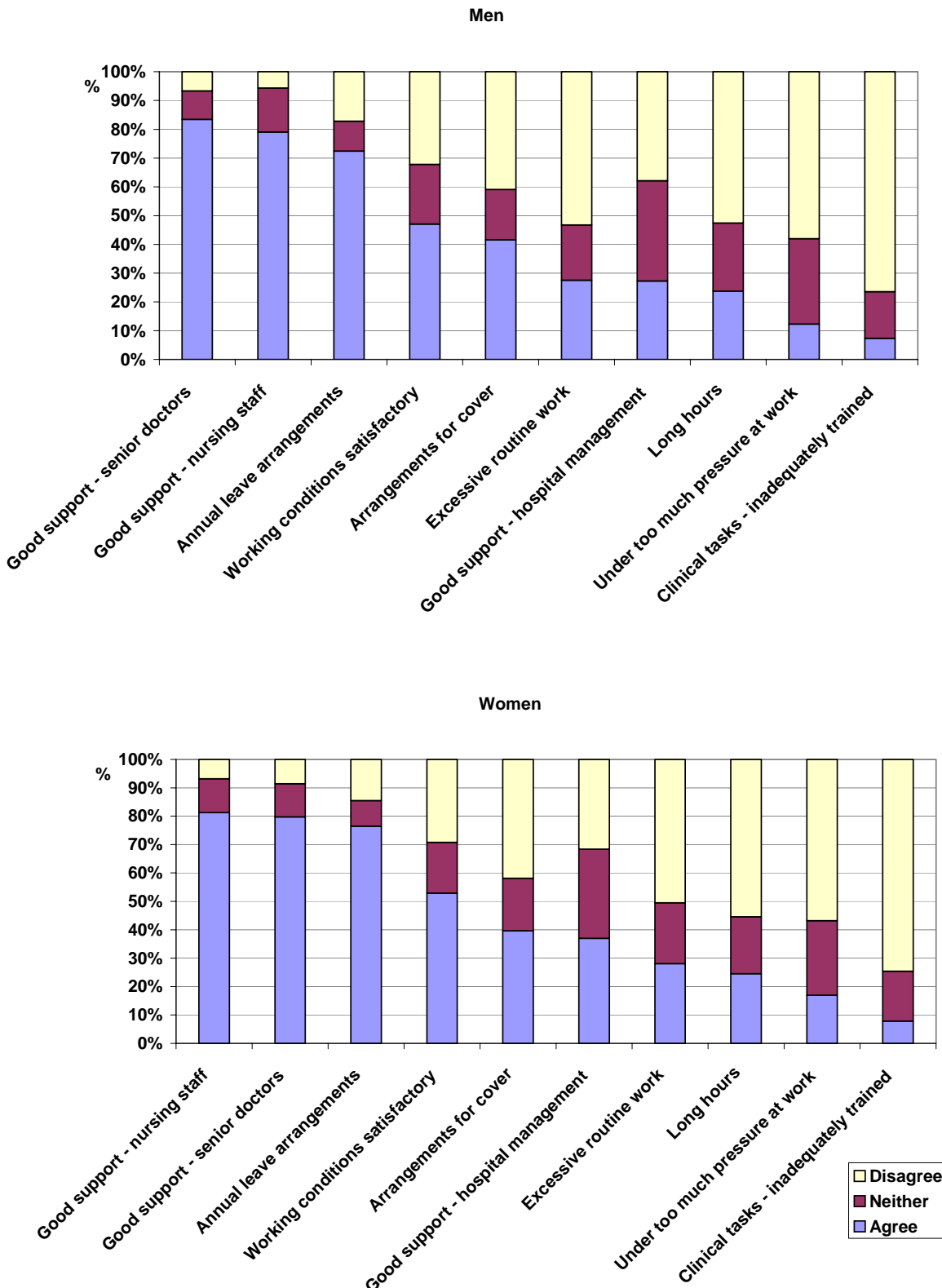
Flexible and part time training and work

Overall, 27.0% of respondents planned to undertake all or some of their training on a part time basis (7.4% of men, 42.0% of women), and 19.0% were undecided. 43.8% (18.5% of men, 62.8% of women) planned to work flexibly at some point during their career; a further 20.8% were undecided. 34.4% of women (6.3% of men) stated that their career choice had been influenced 'a great deal' by the possibility of part time working in their chosen specialty area. A further 28.4% of women and 19.2% of men said they had been influenced 'a little' by the possibility. 33.5% of women and 27.8% of men planned to take a career break at some point in their career. A further 35.2% of women and 30.1% of men were undecided. The median contracted hours worked was 48 and the median stated average hours worked was 50.

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 1 of the questionnaire (Appendix 1). Women were a little more positive than men about working conditions and support from hospital management; otherwise men's and women's responses did not differ greatly.

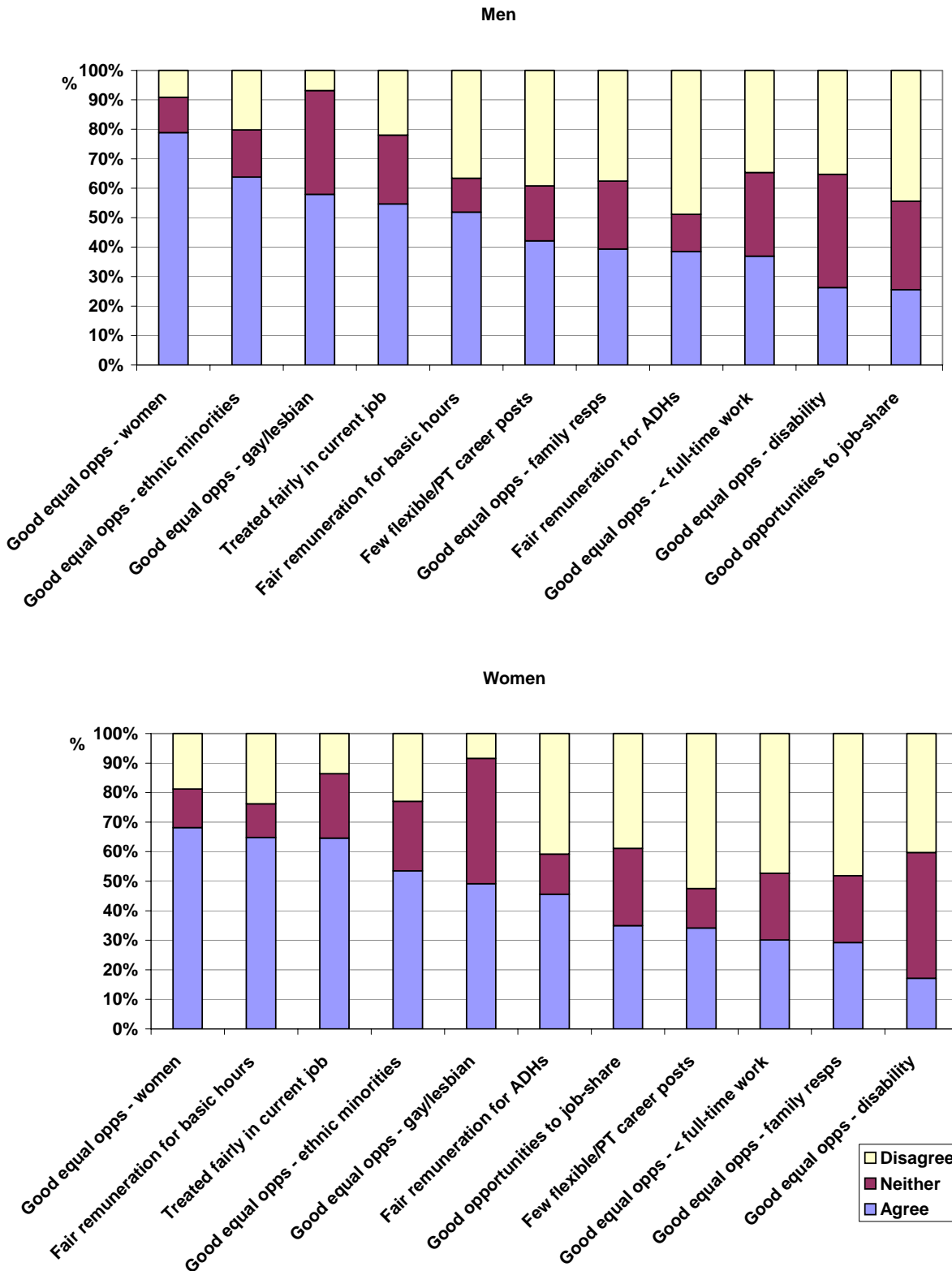
Figure 3. Responses to attitude statements on working conditions and support



The NHS and equal opportunities

Similarly, doctors were asked about equal opportunities within the NHS. Figure 4 shows the results for men and women. The attitude statements appear in full on page 8 of the questionnaire (Appendix 1). A higher percentage of men than of women thought that the NHS was a *good equal opportunities employer for women*, for *ethnic minorities*, and for *gay and lesbian doctors*. More women than men felt they were *fairly remunerated for their basic contracted hours of work*, and for *additional hours worked*, and that they were *treated fairly in their current job*.

Figure 4. The NHS and equal opportunities



Appendix: The questionnaire

UK Medical Careers Research Group

Career Preferences and Experiences of Doctors who Qualified in 1999 2004/5 Survey

Calling all 1999 Graduates

- What are your career plans, and what has influenced them?
- What are *your* experiences of postgraduate training?
- Do you have views which you would like to communicate to those responsible for planning the medical workforce and medical education?

The UK Medical Careers Research Group (UKMCRG) has been surveying doctors and reporting on issues such as these for many years. This questionnaire follows our previous survey in 2002 and is being sent to every doctor who graduated in the UK in 1999.

The results of our studies and our recommendations - based on your completed questionnaires - are taken into account by, amongst others, the Department of Health and the Royal Colleges.

Your views are important

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

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

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

Quick and easy to take part, confidential and professional

Completing the questionnaire should take no longer than 20 – 30 minutes of your time; a reply-paid envelope is provided. UKMCRG is based at Oxford University. The survey is completely confidential and it will not be possible to identify the views of individual respondents either directly or indirectly in the results. Our studies have NHS Ethical Committee approval. The results will be published widely and on our website. Please spare the time to complete the questionnaire. If you have any queries about the questionnaire or the survey, please contact me by phone on Oxford (01865) 226791 or by email to trevor.lambert@dphpc.ox.ac.uk.

Thank you very much for your help.

Trevor Lambert
Study Co-ordinator

Completing the questionnaire

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

Your career choices

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

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 mark X in the boxes adjacent to those choices, otherwise leave blank.

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

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

Please answer for **each factor**, by marking X in one of the three boxes.

	Not at all	A little	A great deal		Not at all	A little	A great deal
Wanting a career that fits my domestic circumstances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Future financial prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Wanting a career with acceptable hours/working conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A particular teacher/department	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Experience of chosen subject as a student	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Advice from others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enthusiasm/commitment: what I really want to do	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Experience of jobs so far	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Self-appraisal of own skills/aptitudes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Career and promotion prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inclinations before medical school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Other reasons *	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

* If 'Other reasons' influenced your career choice, please give details of those reasons

Your future career plans

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

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

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

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

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

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

5. **Do you feel committed to a long-term career in the NHS?** (Mark X)

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

If you did not answer *Yes-definitely*, what changes to the NHS would increase your commitment or encourage you to return (if you have left)?

6. **Please name any specialty for which you considered applying for postgraduate training but have now decided against:**

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

competition for training posts is too fierce the training is too long
the training is too difficult no posts available in my chosen region
it would be very difficult to train for this specialty on a less-than-full-time basis

Your postgraduate training and qualifications

Please answer Question 7 if you are intending a career in hospital practice or public health, or if you are undecided about your future career.

7. **Have you applied for a National Training Number (NTN)?** Yes No

7a. **If Yes:**

In which specialty or specialties?

What was the result of your application for an NTN?

(Mark X against one of the four options below, or give details in the box provided)

I obtained an NTN I am awaiting a decision on my application(s)

I failed and do not intend to reapply I failed and intend to reapply

Other outcome *(please give details)*

If you failed and intend to reapply, do you intend to do so:

as soon as possible after gaining further SHO experience

after gaining more qualifications after gaining research experience

after gaining experience in medicine abroad

Please go to Question 8 below.

7b. If No:

Which of the following best describes your situation? *(Mark X against one option below)*

I have not yet applied for an NTN but I intend to do so

I haven't yet decided whether to apply for an NTN

I intend to pursue a career in hospital medicine in a non-consultant career grade

Other *(please give details)*

Please answer Question 8 if you are intending a career in general practice, or if you are undecided about your future career.

8. Have you applied for a GP Registrar training post? Yes No

If Yes:

What was the result of your GP Registrar application?

(Mark X against one of the four options below, or give details in the box provided)

I obtained a GP Registrar post I am awaiting a decision on my application

I failed to obtain a post and do not intend to reapply I failed to obtain a post but intend to reapply

Other outcome *(please give details)*

If you failed and intend to reapply, do you intend to do so:

as soon as possible after gaining further SHO experience

after gaining more qualifications after gaining research experience

after gaining experience in medicine abroad

Did any of the following influence your decision to apply for GP training?

(Please answer for each, marking X in one of the boxes on each line)

	Yes	No	Unaware of this
Increased provision of GP registrar posts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Proposals for a new national GP contract	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The growth in PMS (personal medical services) contracts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Plans to introduce GP specialist posts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Expansion of practice nurse support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
'Golden hello' payments to each new GP who joins the NHS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Additional payments for GPs to work in deprived or under-serviced areas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

9. FOR ALL RESPONDENTS. This question consists of a number of statements on a theme. *Please consider each statement and mark with X the response which most accurately reflects your own opinion.*

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

	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 happy with my present position	<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"/>
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"/>
Exposure to general practice has been insufficient to assess it as a career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General practice is more attractive than hospital practice for doctors at present	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My postgraduate hospital experience inclines me towards a hospital career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Information about the availability of SpR posts in different specialties is scarce	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Information about the availability of GP Registrar posts is scarce	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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"/>
There are few opportunities to follow flexible / part-time training in my specialty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexible and part-time postgraduate training in my specialty is discouraged	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If I worked fewer hours my training would suffer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

10. FOR THOSE IN SPECIALIST REGISTRAR POSTS

My training is long enough 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 am concerned about securing a consultant post within six months of obtaining my CCST	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

10. FOR THOSE IN SPECIALIST REGISTRAR POSTS - continued.

To obtain a post did you have to compromise on your first choice of specialty?

Yes

No

What is the minimum time in your specialty to reach CCST?

years

or (Mark X) Don't know

Do you expect to take longer than this minimum period? (Mark X)
(allowing for your working pattern if part-time)

No

Up to 1 year longer

Up to 2 years longer

Over 2 years longer

What is the main reason for your answer?

11. FOR THOSE IN SPECIALIST REGISTRAR OR GP REGISTRAR POSTS

To obtain a post did you have to compromise on your first choice of geographical location?

Yes

No

QUESTIONS 12 TO 19 ARE FOR ALL RESPONDENTS

12. Do you plan to undertake part or all of your future training on a less-than-full-time basis? (Mark X)

Yes

No

Undecided

13. Do you plan to work *in a career post* on a less-than-full-time basis at some point in your career? (Mark X)

Yes

No

Undecided

14. How much has the availability of flexible and less-than-full-time working options in career posts influenced your choice of career? (Mark X)

Not at all

A little

A great deal

What, if anything, would encourage you to work on a flexible basis?

What, if anything, would discourage you from working on a flexible basis?

15. Do you plan to take a career break at some point in your career? (Mark X)

Yes

No

Undecided

16. How many hours per week are you contracted to work in your current post?

17. How many hours per week would you say you actually worked in an average week, excluding rest periods?

Your current employment

18. 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) M M Y Y Y Y
 /

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 all which apply to your current post)*

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

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

Are you working full-time? Yes No

19. Job satisfaction

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

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

	SA	A	N	D	SD	N/O
I find enjoyment in my current post	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am doing interesting and challenging work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel dissatisfied in my current post	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Most days I am enthusiastic about my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am often bored with my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

20. Job enjoyment and lifestyle *For the following two questions please place an X in the box next to the number which you think most accurately reflects your opinion.*

a) How much are you enjoying your current position?

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?

1 2 3 4 5 6 7 8 9 10
 Not at all satisfied Extremely satisfied

Your previous posts

21. Please give brief details of your last three completed posts (most recent as post 1).
 Do not include your current post which you described on the previous page.

	<u>Post 1</u>	<u>Post 2</u>	<u>Post 3</u>
From (date):	M M / Y Y Y Y <input type="text"/> / <input type="text"/>	M M / Y Y Y Y <input type="text"/> / <input type="text"/>	M M / Y Y Y Y <input type="text"/> / <input type="text"/>
To (date):	<input type="text"/> / <input type="text"/>	<input type="text"/> / <input type="text"/>	<input type="text"/> / <input type="text"/>
Specialty:	<input type="text"/>	<input type="text"/>	<input type="text"/>
Grade:	<input type="text"/>	<input type="text"/>	<input type="text"/>
Location:	<input type="text"/>	<input type="text"/>	<input type="text"/>

Mark X where applicable:	<u>Post 1</u>	<u>Post 2</u>	<u>Post 3</u>
NHS-substantive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
NHS-honorary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
UK University-substantive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
UK University-honorary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
HM Forces	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retainer Scheme	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
UK Public Sector	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other UK Private Sector	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Full-time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Locum appointment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Your higher qualifications

22. Please list all higher professional or academic qualifications obtained since leaving medical school. Please give details below (spell out in full rather than initials) and the year passed.

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

Your domestic situation

23. Marital status (Mark X)
 single living with spouse / partner widowed, divorced or separated

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

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

25. Are there any dependent adults (e.g. disabled, sick or elderly) whose needs could affect your ability to pursue your chosen career? (Mark X) Yes No

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.

26. 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 have found arrangements for my annual leave to be satisfactory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have found cover for absent doctors to be satisfactory	<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 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"/>

27. 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"/>
There are few flexible and part-time career posts in my specialty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There are good opportunities to job-share in my specialty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Background information

28. Which were your medical schools?

Pre-clinical

Clinical

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

years

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

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

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

31. Are or were your parents medically qualified? (Mark X)

Mother Yes No

Father Yes No

32. Were you an overseas-based student (as defined by level of fees paid) during your time at medical school in the UK? (Mark X)

Yes No

33. Did you obtain any professional or other 'post-school' qualifications before entering medical school? (Mark X)

Yes * No

* Please give details

34. 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

35. Sex (Mark X)

Male Female

36. Date of birth

D D M M Y Y

37. What is your nationality? (Mark X)

UK Other* Joint UK/Other*

* Please specify

38. Which of the following best describes your ethnic origin? (Mark X)

White Indian Pakistani Bangladeshi

Chinese Asian-other* Black Caribbean Black African

Black-other* Mixed* Other*

* Please specify

Additional comments

Please give us any comments you wish to make, on any aspect of your training or work. Use continuation sheets if necessary.

We are particularly interested in any comments you may have on your experiences so far of good and bad features of your training, working conditions and working environment; professional relationships; and administrative and managerial issues. Your individual comments will remain totally confidential to senior researchers in the UK Medical Careers Research Group. Thank you for your help.

Alternatively, please email your comments to trevor.lambert@dphpc.ox.ac.uk or michael.goldacre@dphpc.ox.ac.uk quoting the above reference number.

Thank you for your co-operation.

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