

**UK Medical Careers Research Group
Oxford University**

1974 cohort of UK Medical Graduates

Report of Ninth Survey, conducted in 2014

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Introduction

This report describes the results of the ninth survey of the cohort of 2347 doctors who qualified from UK medical schools in 1974. The 1974 cohort has been surveyed previously on eight occasions, in 1975, 1977, 1979, 1981, 1983, 1985, 1987 and 1998. The first mailing for this survey was completed in September 2014, and a final mailing was sent out in January 2015. Late replies were received up to April 2015.

This report describes the main results from the ninth survey, focusing on the current employment status of the respondents, future career plans, views on retirement, views about training, health, well-being, families and careers. It also contains some information about their views and attitudes. 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 original graduation cohort in 1974 comprised 2347 doctors (1717 men, 630 women). We were able to obtain contact details for 1812 of them (77.2%). Of these, 1545 responded, hence the response rate from those who were contactable was 85.3% (1545/1812). For men the response rate was 85.4% (1115/1306), and for women 85.0% (430/506).

3.0% of respondents (47/1545) only filled in a shortened version of the survey. This affects only one question reported in this standard report – current employment status - for which the total number of respondents was n=1545; for all other questions, n=1498.

The 535 members of the cohort who we could not contact included 100 known to be deceased, 353 for whom no contact details could be found, 20 who declined to participate and 62 who had not replied to any of our previous surveys.

Demographics

Age

The median age of respondents, including those doctors who completed short form questionnaires, at the time of the survey in late 2014, was 64 years (men 64, women 63).

Current employment status

52.0% of the sample had retired and were not now working in medicine (men 46.5%, women 66.3%), 24.7% had retired and `returned` for some medical work (men 27.5%, women 17.5%), 12.6% were working full-time in medicine (men 14.9%, women 6.5%), and 9.4% were working part-time in medicine (men 9.8%, women 8.4%). Table 1 gives a breakdown of the current employment status of

respondents to the full questionnaire; it is this table which is used throughout the report to provide a breakdown of other questions. Table 2 gives a breakdown of the current employment status of all respondents to the full and short versions of the questionnaire.

Table 1: Current employment status, full questionnaire – filter table

	Male		Female		Total	
	Count	%	Count	%	Count	%
Working full-time in medicine	161	14.9%	27	6.5%	188	12.6%
Working part-time in medicine	106	9.8%	35	8.4%	141	9.4%
Working full-time outside medicine	5	0.5%	1	0.2%	6	0.4%
Working part-time outside medicine	5	0.5%	1	0.2%	6	0.4%
Retired, not now working in medicine	502	46.5%	277	66.3%	779	52.0%
Retired, and `returned` for some medical work	297	27.5%	73	17.5%	370	24.7%
Other (please describe)	4	0.4%	4	1.0%	8	0.5%
Total	1080	100.0%	418	100.0%	1498	100.0%

Percentages are of all respondents to the full questionnaire (N = 1498)

Table 2: Current employment status, full and short questionnaires

	Male		Female		Total	
	Count	%	Count	%	Count	%
Working full-time in medicine	167	15.0%	28	6.5%	195	12.6%
Working part-time in medicine	110	9.9%	35	8.1%	145	9.4%
Working full-time outside medicine	5	0.4%	1	0.2%	6	0.4%
Working part-time outside medicine	6	0.5%	1	0.2%	7	0.5%
Retired, not now working in medicine	517	46.4%	287	66.7%	804	52.0%
Retired, and `returned` for some medical work	306	27.4%	74	17.2%	380	24.6%
Other (please describe)	4	0.4%	4	0.9%	8	0.5%
Total	1115	100.0%	430	100.0%	1545	100.0%

Percentages are of all respondents to the full and short questionnaires (N = 1545)

Respondents were asked ‘Which phrase best describes your current post, or your last medical post if you are not in medical employment’ with the options of *Clinical academic*, *Clinical service without teaching or research*, *Clinical service with some teaching responsibility*, *Clinical service with some research time*, *Clinical service with some teaching and research*, and *Other*.

A third of respondents who were working full-time in medicine were working in posts which comprised clinical service and teaching (Table 3), with smaller numbers in the other types of post. Nearly half of respondents who were working part-time in medicine were working in clinical service posts without teaching. Very similar proportions of doctors who were now retired from medicine had been working in

posts with, and without, teaching responsibility. Those doctors who were retired and had `returned` for some medical work were working in a variety of types of post.

Table 3: Academic content of current medical post (or last medical post if not in medical employment)

		Working full-time in medicine	Working part-time in medicine	Retired, not now working in medicine	Retired, and `returned` for some medical work
Clinical service without teaching or research	Count	44	60	293	123
	%	24	44	40	34
Clinical service with some research time	Count	0	4	4	4
	%	0	3	1	1
Clinical service with some teaching responsibility	Count	60	39	303	93
	%	33	29	42	26
Clinical service with some teaching and research	Count	31	12	64	28
	%	17	9	9	8
Clinical academic with honorary NHS sessions	Count	28	7	11	25
	%	15	5	2	7
Other	Count	20	14	52	91
	%	11	10	7	25
Total	Count	183	136	727	364
	%	100	100	100	100

GMC registration status

We asked respondents whether they were registered to practise with the GMC and if so whether they were on the GMC's Specialist Register.

41.3% of our respondents were registered and licensed to practise with the GMC, 22.8% were registered and not licensed to practise, and 36.0% of doctors were not currently on the Medical Register with the GMC (Table 4). There was a marked difference by sex. More men doctors than women doctors were registered and licensed to practise (46.5% and 27.9%). More women doctors than men doctors were not currently on the Medical Register with the GMC (46.6% and 31.8%).

Table 4: Doctors on the Medical Register with the GMC, by sex

	Male		Female		Total	
	Count	%	Count	%	Count	%
Yes, Registered and licensed to practise	498	46.5%	116	27.9%	614	41.3%
Yes, Registered, not licensed to practise	233	21.7%	106	25.5%	339	22.8%
No	341	31.8%	194	46.6%	535	36.0%
Total	1072	100.0%	416	100.0%	1488	100.0%

33.82% of the respondents were also on the Specialist Register with the GMC (Table 5). More men doctors than women doctors were on the Specialist Register.

Table 5: Doctors on the Specialist Register with the GMC, by sex

	Male		Female		Total	
	Count	%	Count	%	Count	%
Yes	396	37.8%	96	23.7%	492	33.8%
No	653	62.2%	309	76.3%	962	66.2%
Total	1049	100.0%	405	100.0%	1454	100.0%

We asked doctors if they were on a register to practise in any country outside the UK: only 8.2% of doctors were. More men doctors than women doctors were on a register to practise abroad (9.1% and 5.6%).

Table 6: Doctors on a register to practise in a country outside the UK, by sex

	Male		Female		Total	
	Count	%	Count	%	Count	%
Yes	97	9.1%	23	5.6%	120	8.2%
No	964	90.9%	386	94.4%	1350	91.8%
Total	1061	100.0%	409	100.0%	1470	100.0%

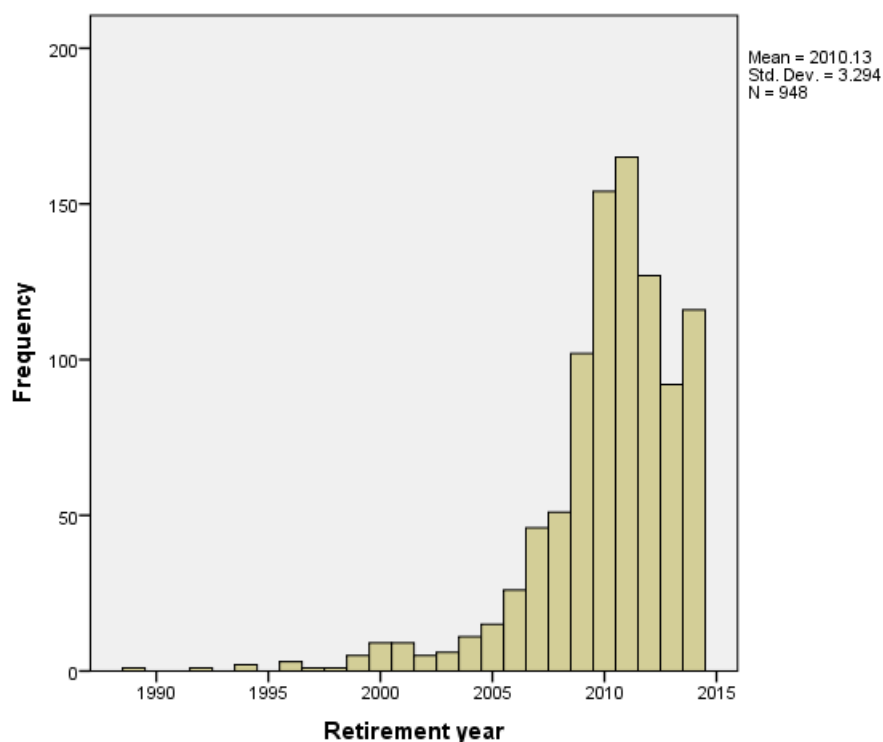
Retired doctors, including those who have returned

1149 doctors had retired: 67.8% (779) of these were retired and not working in medicine, and 32.2% (370) had retired and `returned` for some medical work (Table 1). This section focuses on both types of retired doctor.

Age at retirement

The mean retirement year for the retired doctors was 2010 (Figure 1).

Figure 1: Actual retirement year of those doctors who had retired



The mean actual retirement age was 60, and the mean contractual retirement age was 63 (Table 7). In both cases, the retirement ages were slightly higher for those doctors who had subsequently returned to work.

Table 7: Actual and contractual retirement age, by retirement status

	Retired, not now working in medicine		Retired, and `returned` for some medical work		Total	
	Mean	SD	Mean	SD	Mean	SD
Retirement age (actual)	60	3	61	3	60	3
Retirement age (contractual)	62	3	63	3	63	3
Contractual - Actual	2	4	2	4	2	4
Clinical hours worked	38	18	43	15	39	17

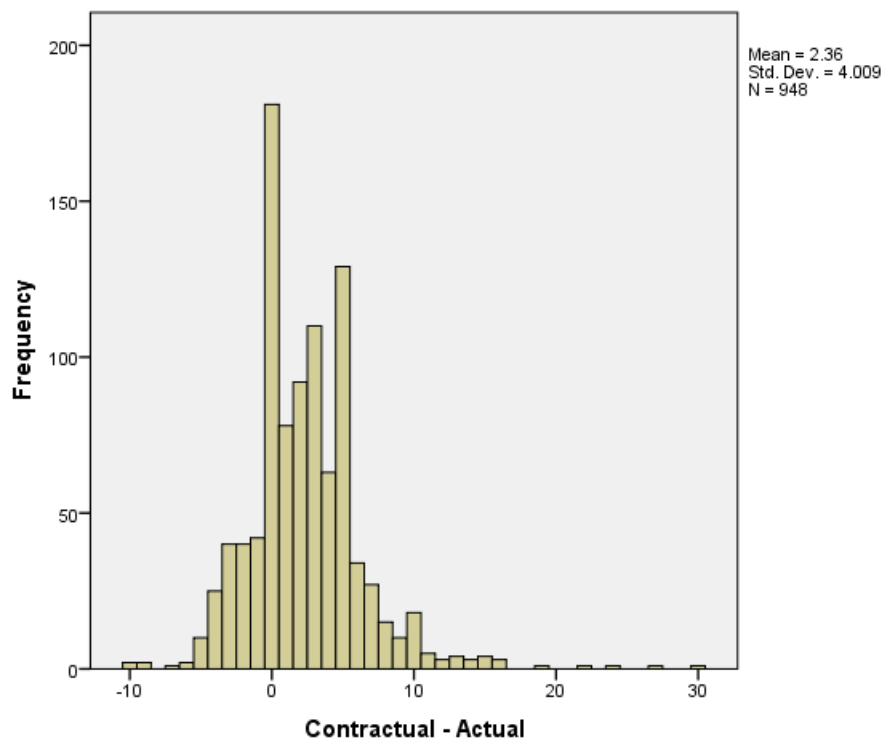
Women had retired slightly earlier than the men doctors (Table 8).

Table 8: Actual and contractual retirement age, by sex

	Male		Female		Total	
	Mean	SD	Mean	SD	Mean	SD
Retirement age (actual)	61	3	60	3	60	3
Retirement age (contractual)	63	3	61	3	63	3
Contractual - Actual	3	4	2	4	2	4
Clinical hours worked	42	18	33	16	39	17

The actual retirement age was subtracted from the contractual retirement age in order to gauge whether the retired doctors had retired early or late. The doctors in this sample had retired a mean of 2 years earlier than their contractual date, but this did vary substantially (Figure 2).

Figure 2: Early retirement; Contractual retirement age compared with actual retirement age



Clinical work at time of retirement

The doctors were asked 'Were you working in clinical practice at the time you retired?' 94.1% of retired doctors replied 'yes' and 5.9% replied 'no' (Tables 9 and 10).

Table 9: Clinical work at time of retirement, by retirement status

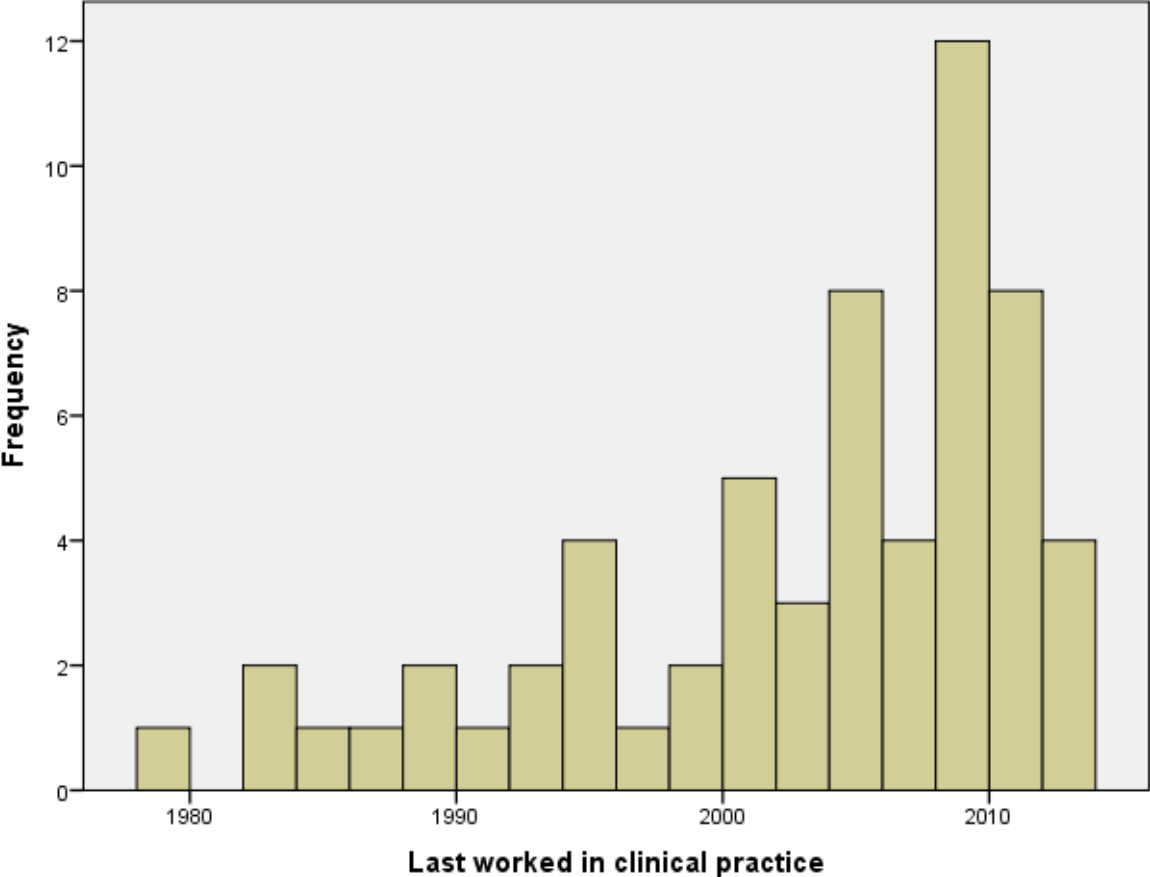
		Retired, not now working in medicine	Retired, and `returned` for some medical work	Total
Yes	Count	719	325	1044
	%	93.9%	94.5%	94.1%
No	Count	47	19	66
	%	6.1%	5.5%	5.9%
Total	Count	766	344	1110
	%	100.0%	100.0%	100.0%

Table 10: Clinical work at time of retirement, by sex

		Male	Female	Total
Yes	Count	726	318	1044
	%	94.5%	93.0%	94.1%
No	Count	42	24	66
	%	5.5%	7.0%	5.9%
Total	Count	768	342	1110
	%	100.0%	100.0%	100.0%

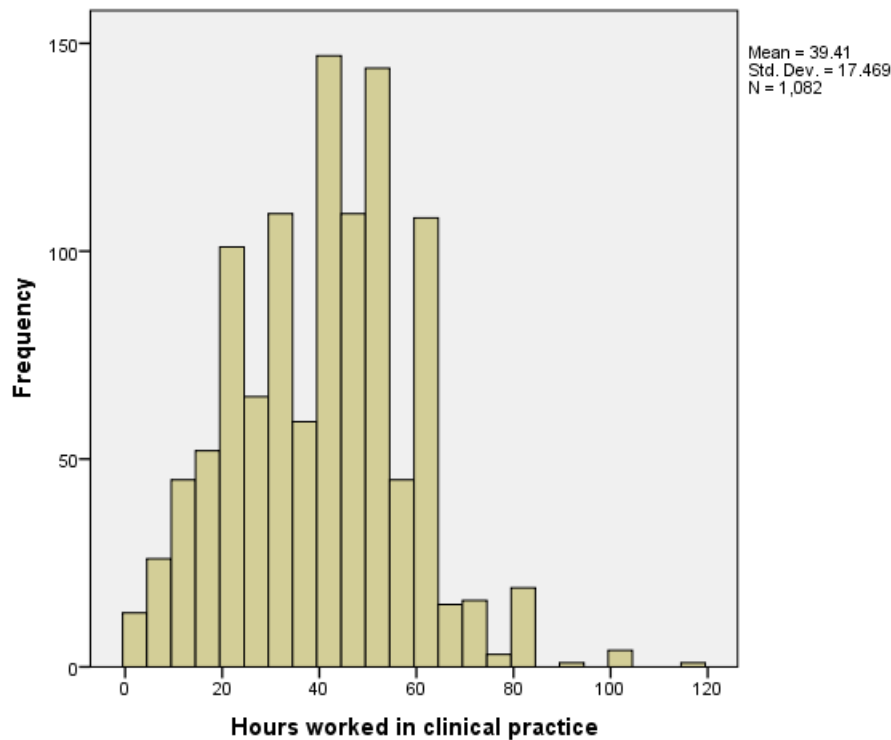
Of the 66 doctors who were not working in clinical practice at the time of their retirement, 61 gave the year they last worked in clinical practice (Figure 3).

Figure 3: Year last worked in clinical practice



The doctors were asked ‘How many hours a week did you work in your last year in clinical practice, on average?’ Doctors replied that they had worked 39 hours (SD 17) per week in clinical practice (Tables 9 and 10, and Figure 4). Doctors who had returned to work after retirement had worked more hours in clinical practice (43 versus 38 hours), and men doctors had worked more hours than female doctors in clinical practice (42 versus 33 hours).

Figure 4: Hours per week worked in clinical practice



The doctors were then asked ‘In that year, approximately what percentage of your working time did you spend each week, on average, on each of these areas?’ Tables 11 and 12 show the areas presented on the questionnaire. On average doctors had spent most (80%) of their time, in their last year in clinical practice, on clinical work. Doctors who were not now working in medicine had spent more time doing clinical work in their last year (83%) than doctors who returned (73%).

Table 11: Percentage of working time spent on different areas, by retirement status

	Retired, not now working in medicine		Retired, and `returned` for some medical work		Total	
	Mean	SD	Mean	SD	Mean	SD
Clinical	83	18	73	22	80	20
Teaching /training	10	8	12	10	11	9
Research	6	12	11	18	8	15
Management	15	15	17	17	16	16
Other	15	18	21	23	18	21

Women doctors had spent more time doing clinical work in their last year (83%) than men doctors (78%).

Table 12: Percentage of working time spent on different areas, by sex

	Male		Female		Total	
	Mean	SD	Mean	SD	Mean	SD
Clinical	78	20	83	18	80	20
Teaching /training	11	9	10	8	11	9
Research	9	17	5	6	8	15
Management	17	17	14	13	16	16
Other	16	19	19	23	18	21

Circumstances of the retirement

When asked about the circumstances of the retirement, most doctors said that they had retired when they had planned to retire (69.3%; Table 13). 13.0% of doctors said that the retirement had been unplanned and due to a change in the work environment. 11.9% of doctors said that the retirement had been unplanned and due to a change in personal circumstances. More doctors who had later returned to work had retired due to a change in the work environment compared with doctors who did not return to working in medicine (16.8% and 11.3%).

Table 13: Circumstances of the retirement, by retirement status

		Retired, not now working in medicine	Retired, and 'returned' for some medical work	Total
I retired when I had planned to retire	Count	525	237	762
	%	69.2%	69.7%	69.3%
It was unplanned and due to a change in the work environment	Count	86	57	143
	%	11.3%	16.8%	13.0%
It was unplanned and due to changes in personal circumstances	Count	110	21	131
	%	14.5%	6.2%	11.9%
Other	Count	38	25	63
	%	5.0%	7.4%	5.7%
Total	Count	759	340	1099
	%	100.0%	100.0%	100.0%

Fewer women doctors retired when they had planned to retire compared with men doctors (Table 14).

Table 14: Circumstances of the retirement, by sex

		Male	Female	Total
I retired when I had planned to retire	Count	539	223	762
	%	70.7%	66.2%	69.3%
It was unplanned and due to a change in the work environment	Count	93	50	143
	%	12.2%	14.8%	13.0%
It was unplanned and due to changes in personal circumstances	Count	85	46	131
	%	11.2%	13.6%	11.9%
Other	Count	45	18	63
	%	5.9%	5.3%	5.7%
Total	Count	762	337	1099
	%	100.0%	100.0%	100.0%

Reasons for retirement

The retired doctors were asked to select, from a list of factors, any factor which played a part in their decision to retire when they did. The doctors could select more than one factor (Figure 5). The most frequently cited factor was 'to increase time for leisure/other interests' (62%), followed by 'pressure of work' (48.2%) and 'reduced job satisfaction' (47.7%).

Figure 5: Reasons for retirement

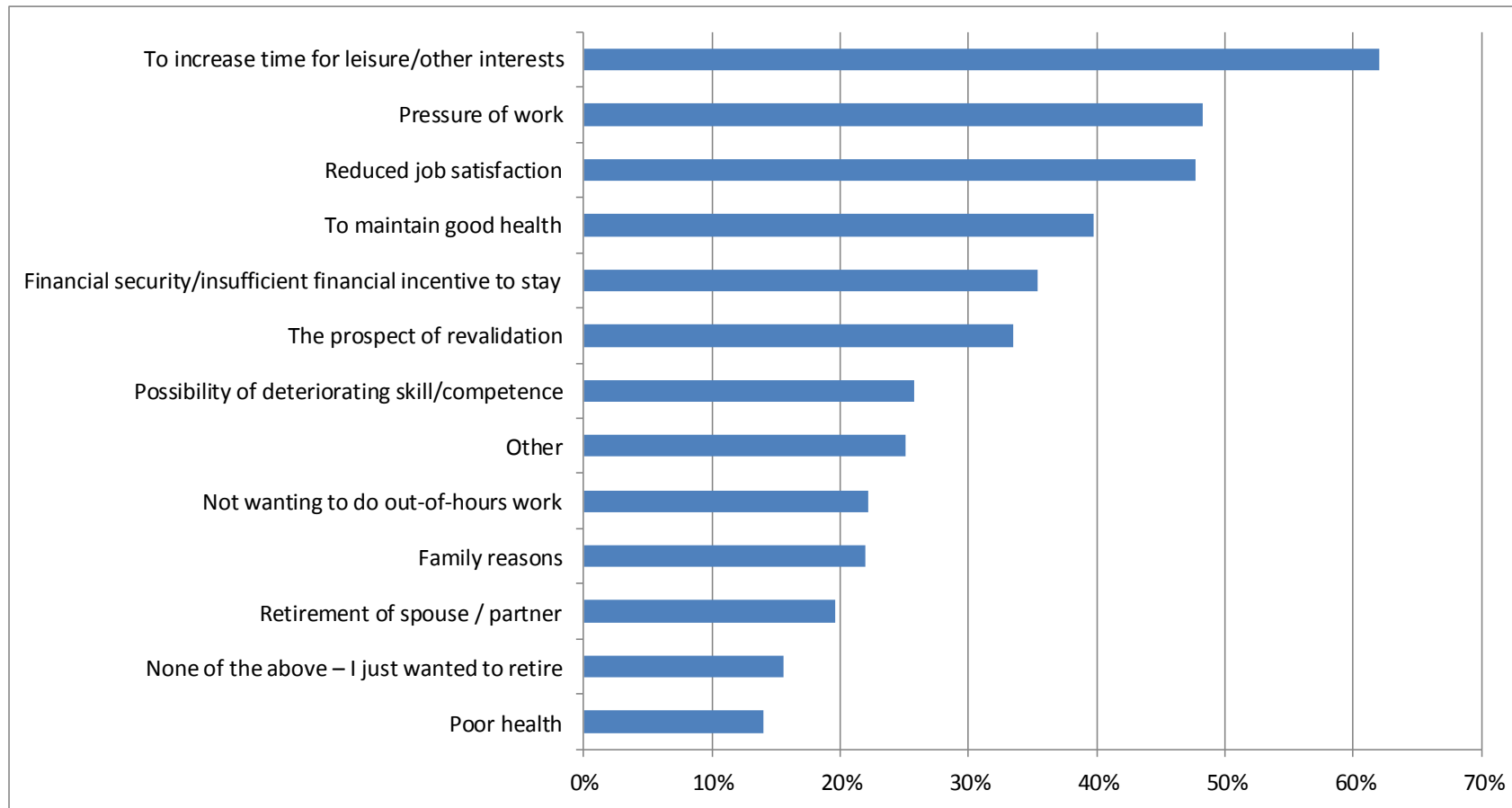
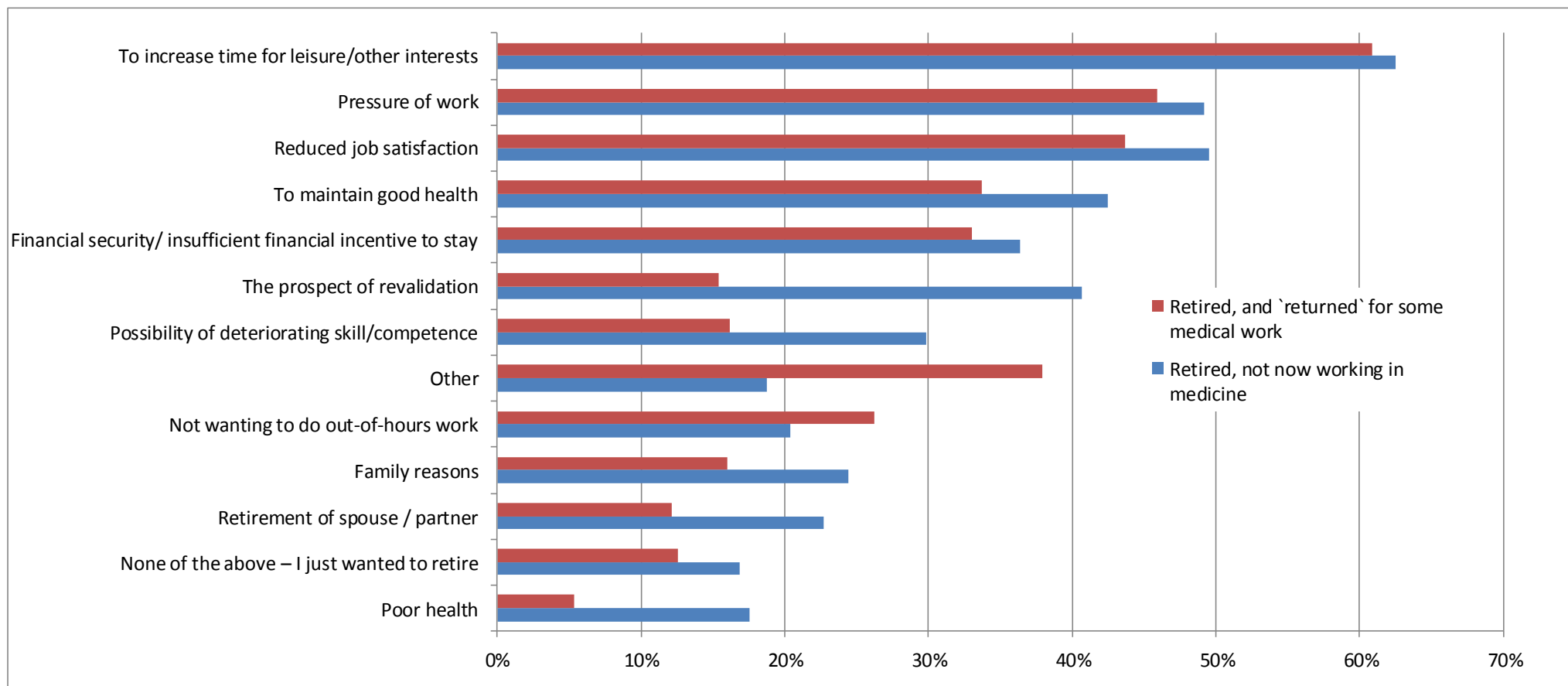


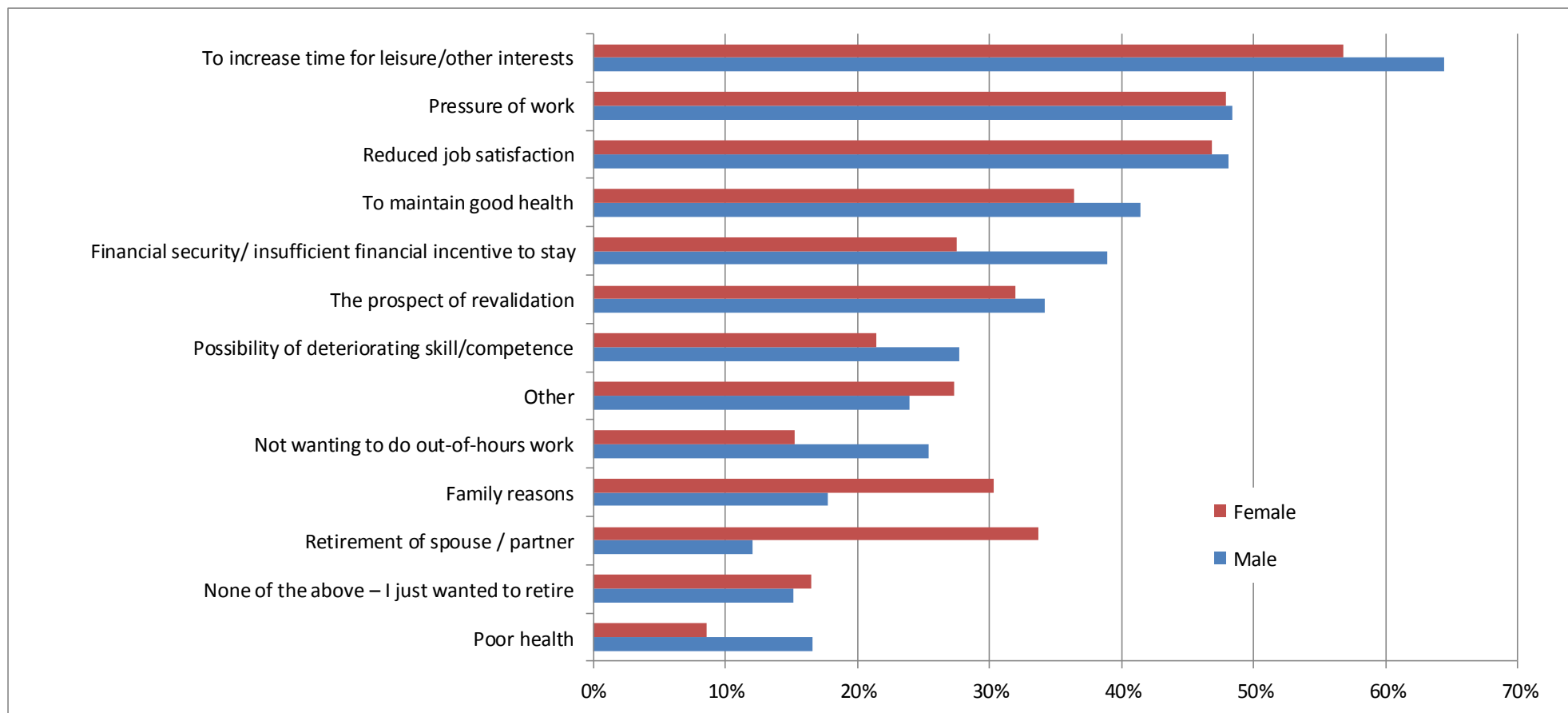
Figure 6 shows how this varied according to whether the doctor had returned to work or not.

Figure 6: Reasons for retirement, by retirement status



Men doctors were more likely than women doctors to retire 'to increase time for leisure/other interests' (64.4% and 56.7% respectively; Figure 7). Women doctors were more likely than men doctors to retire for family reasons (30.3% and 17.8%) or due to the retirement of a spouse or partner (33.7% and 12.1%).

Figure 7: Reasons for retirement, by sex



Enjoyment of last post

Respondents were asked to rate their enjoyment of their last post on a scale of 1 to 10, where 1 represented 'did not enjoy it at all' and 10 represented 'enjoyed it greatly'. The median score for respondents was 8 for both men and women, and 8 for doctors irrespective of whether or not they had returned to work.

Doctors working in medicine who have not retired

329 doctors were working in medicine: 57.1% (188) of these were working full-time in medicine, and 42.9% (141) were working part-time in medicine (Table 1). This section focuses on all 329 doctors working in medicine.

Hours worked per week

The doctors were asked 'How many hours a week do you work on average, in total, including any private practice?' Doctors working full-time in medicine replied that they worked, on average, 48 hours (SD 11) per week. Doctors working part-time in medicine replied that they worked, on average, 26 hours (SD 12) per week. Men doctors working full-time in medicine worked the same average hours per week as women doctors working full-time (48 hours). Men doctors working part-time in medicine worked on average 26 hours per week and women doctors working part-time worked 25 hours per week.

Components of working time

The doctors were asked 'Approximately what percentage of your working time do you spend each week, on average, on each of these areas?' Tables 15 and 16 show the areas presented on the questionnaire. Doctors spent most (72%) of their time on clinical work. Full-time doctors spent less time doing clinical work (67%) than part-time doctors (77%).

Table 15: Percentage of working time spent on different areas, by working status

	Working full-time in medicine		Working part-time in medicine		Total	
	Mean	SD	Mean	SD	Mean	SD
Clinical	67	31	77	27	72	30
Teaching /training	10	7	10	9	10	8
Research	23	26	15	19	20	24
Management	20	23	13	13	18	21
Other	31	28	44	37	37	33

Women doctors had spent more of their time doing clinical work in their last year (74%) than men doctors (71%). Men doctors had spent more of their time on research (22%) than women doctors (12%).

Table 16: Percentage of working time spent on different areas, by sex

	Male		Female		Total	
	Mean	SD	Mean	SD	Mean	SD
Clinical	71	30	74	28	72	30
Teaching /training	9	7	11	10	10	8
Research	22	25	12	15	20	24
Management	18	20	19	23	18	21
Other	39	34	31	31	37	33

The doctors were then asked 'Would you like to spend more, or less, time on each of these areas?' Most doctors said that they wanted to spend the 'same' amount of time on each of the four main areas (Tables 17 and 18). The area doctors most wanted to spend less time on was management (29%), followed by clinical work (18%). The area doctors wanted to spend more time on was research (29%), followed by teaching/training (21%). Women doctors wanted to spend more time on research (47%), compared with men doctors (24%).

Table 17: Percentage of working time desired for different areas, by working status

		Working full-time in		Working part-time in		Total	
		medicine		medicine			
		Count	%	Count	%	Count	%
Clinical	More	20	11.4%	8	6.3%	28	9.3%
	Less	33	18.9%	21	16.5%	54	17.9%
	Same	122	69.7%	98	77.2%	220	72.8%
	Total	175	100.0%	127	100.0%	302	100.0%
Teaching /training	More	32	20.4%	20	21.7%	52	20.9%
	Less	7	4.5%	4	4.3%	11	4.4%
	Same	118	75.2%	68	73.9%	186	74.7%
	Total	157	100.0%	92	100.0%	249	100.0%
Research	More	38	32.5%	16	22.9%	54	28.9%
	Less	1	0.9%	5	7.1%	6	3.2%
	Same	78	66.7%	49	70.0%	127	67.9%
	Total	117	100.0%	70	100.0%	187	100.0%
Management	More	7	4.6%	10	12.3%	17	7.3%
	Less	50	33.1%	17	21.0%	67	28.9%
	Same	94	62.3%	54	66.7%	148	63.8%
	Total	151	100.0%	81	100.0%	232	100.0%

Table 18: Percentage of working time desired for different areas, by sex

		Male		Female		Total	
		Count	%	Count	%	Count	%
Clinical	More	24	9.8%	4	6.9%	28	9.3%
	Less	42	17.2%	12	20.7%	54	17.9%
	Same	178	73.0%	42	72.4%	220	72.8%
	Total	244	100.0%	58	100.0%	302	100.0%
Teaching /training	More	43	21.3%	9	19.1%	52	20.9%
	Less	11	5.4%	0	0.0%	11	4.4%
	Same	148	73.3%	38	80.9%	186	74.7%
	Total	202	100.0%	47	100.0%	249	100.0%
Research	More	36	24.2%	18	47.4%	54	28.9%
	Less	5	3.4%	1	2.6%	6	3.2%
	Same	108	72.5%	19	50.0%	127	67.9%
	Total	149	100.0%	38	100.0%	187	100.0%
Management	More	14	7.3%	3	7.5%	17	7.3%
	Less	57	29.7%	10	25.0%	67	28.9%
	Same	121	63.0%	27	67.5%	148	63.8%
	Total	192	100.0%	40	100.0%	232	100.0%

Enjoyment of post

Respondents were asked to rate their enjoyment of their last post on a scale of 1 to 10, where 1 represented 'did not enjoy it at all' and 10 represented 'enjoyed it greatly'. The median score for respondents was 8 for both men and women. Full-time doctors had a median score of 9, and part-time doctors had a median score of 8.

Respondents were asked to express, on a scale from 1 to 10, , where 1 represented 'not at all satisfied' and 10 represented 'greatly satisfied', their satisfaction with the amount of time their work left them for family, social and recreational activities. Men doctors had a median score of 8, and women doctors had a median score of 7. Full-time doctors had a median score of 7, and part-time doctors had a median score of 8.

Plans for retirement

Doctors were asked 'At what age do you plan to retire?' The mean intended retirement age was 67.4 (Table 19).

Table 19: Intended retirement age, by working status

	Working full-time in medicine		Working part-time in medicine		Total	
	Mean	SD	Mean	SD	Mean	SD
Planned age	68	3	67	3	67	3

Men doctors working full-time had the latest intended retirement age (68) and women doctors working part time had the earliest (66; Table 20).

Table 20: Intended retirement age, by working status and gender

	Working full-time in medicine		Working part-time in medicine	
	Male	Female	Male	Female
	Mean	Mean	Mean	Mean
Planned age	68	67	67	66

The doctors were asked ‘Do you plan to reduce your time commitments to your work before retiring?’ Most part-time doctors (76.3%) replied that they had already done so, compared with 19.2% of full-time doctors (Table 21). 40.1% of full-time doctors intended to reduce the time commitments to work (before retiring) in the future, and 32.4% did not intend to do this.

Table 21: Plans to reduce time commitments to work, by working status

		Working full-	Working part-	Total
		time in medicine	time in medicine	
Yes, I have already done so	Count	35	103	138
	%	19.2%	76.3%	43.5%
Yes, in the future	Count	73	10	83
	%	40.1%	7.4%	26.2%
No	Count	59	18	77
	%	32.4%	13.3%	24.3%
Don't know	Count	15	4	19
	%	8.2%	3.0%	6.0%
Total	Count	182	135	317
	%	100.0%	100.0%	100.0%

Table 22: Plans to reduce time commitments to work, by sex

		Male	Female	Total
		Count	112	26
Yes, I have already done so	%	43.4%	44.1%	43.5%
	Count	72	11	83
Yes, in the future	%	27.9%	18.6%	26.2%
	Count	60	17	77
No	%	23.3%	28.8%	24.3%
	Count	14	5	19
Don't know	%	5.4%	8.5%	6.0%
	Count	258	59	317
Total	%	100.0%	100.0%	100.0%

The doctors were asked ‘Do you plan to change your role, in employment, before you retire?’ 29.0% of full-time doctors replied that they did intend to change their role, compared with 12.0% of part-time doctors (Table 23). 23.3% of men doctors intended to change their role (before retiring) in the future, and 15.3% of women doctors intended to do this (Table 24).

Table 23: Plans to change role, by working status

		Working full- time in medicine	Working part- time in medicine	Total
Yes	Count	53	16	69
	%	29.0%	12.0%	21.8%
No	Count	130	117	247
	%	71.0%	88.0%	78.2%
Total	Count	183	133	316
	%	100.0%	100.0%	100.0%

Table 24: Plans to change role, by sex

		Male	Female	Total
Yes	Count	60	9	69
	%	23.3%	15.3%	21.8%
No	Count	197	50	247
	%	76.7%	84.7%	78.2%
Total	Count	257	59	316
	%	100.0%	100.0%	100.0%

Incentives to stay working in medicine

The doctors were asked to select, from a list of factors, any factor that would encourage them to stay working in medicine for longer. The doctors could select more than one factor (Figure 8). The most frequently cited factor was 'reduced impact of work-related bureaucracy' (56%), followed by 'workload reduction/shorter hours' (50%).

Figure 8: Incentives to stay working in medicine

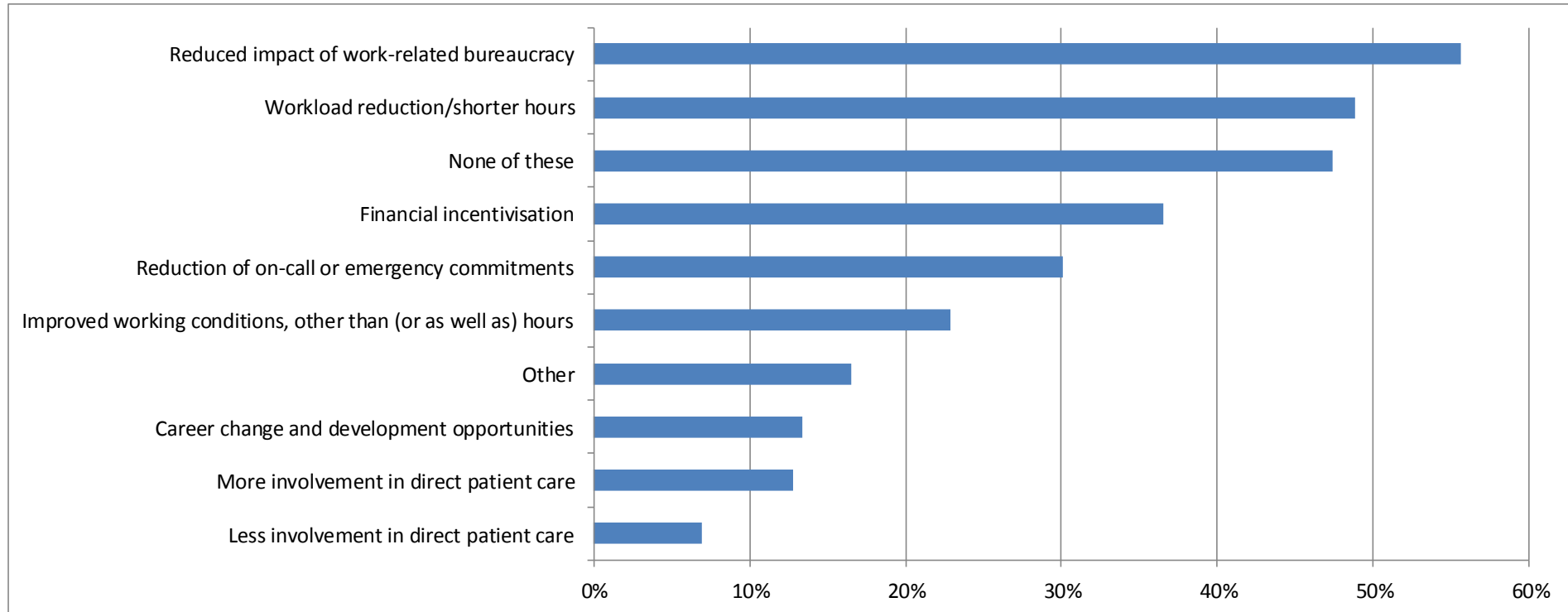
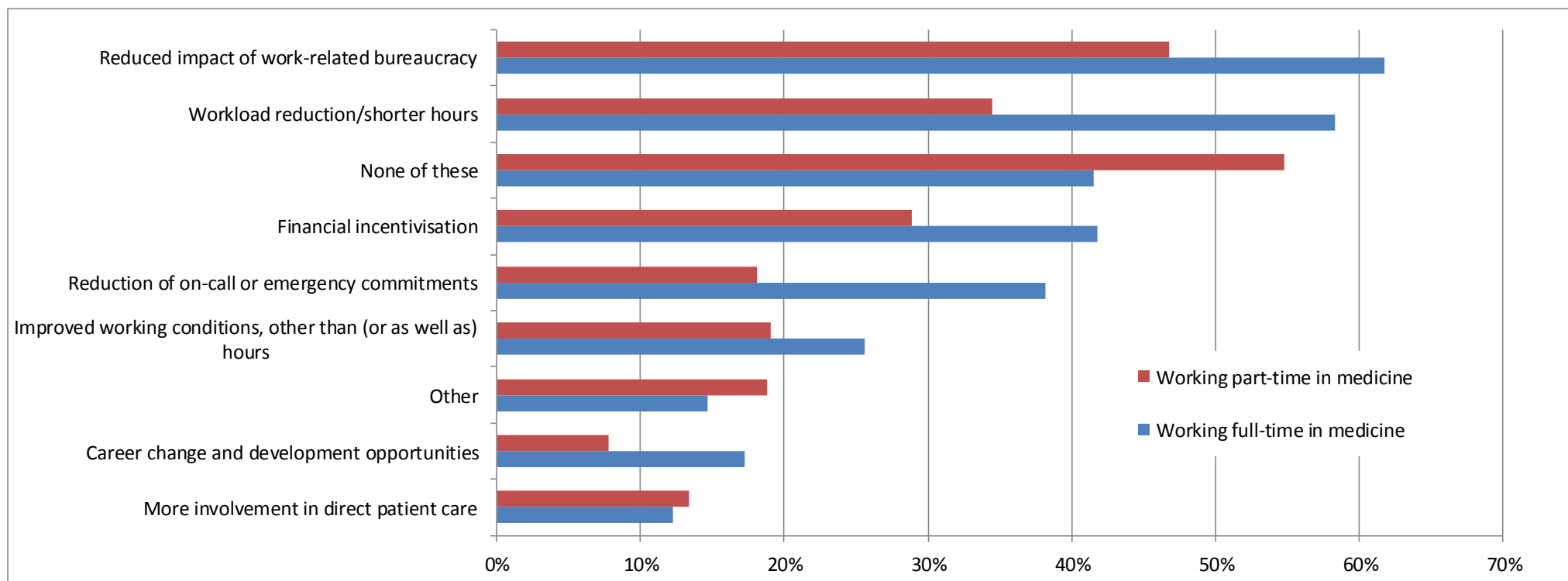


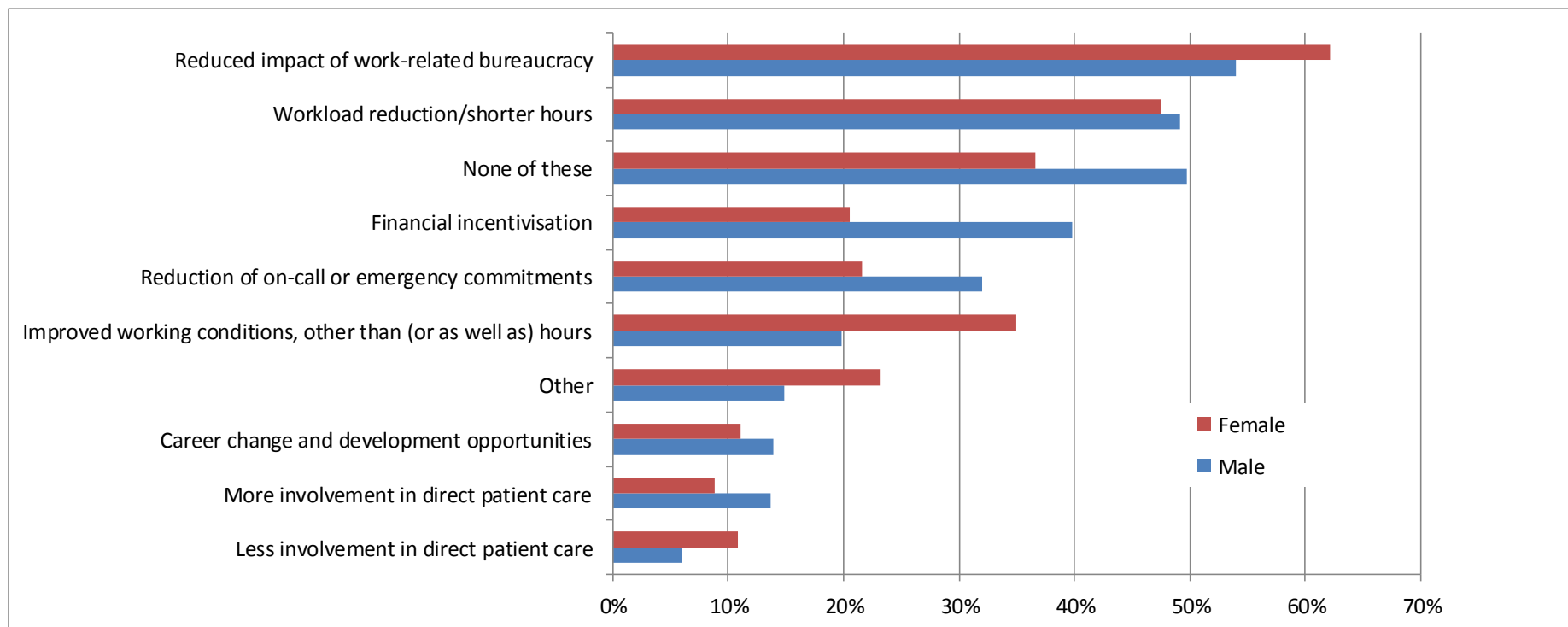
Figure 9 shows how this varied according to whether the doctor worked full-time or part-time.

Figure 9: Incentives to stay working in medicine, by working status



Men doctors were more likely than women doctors to cite 'financial incentivisation' (40% and 21% respectively; Figure 10). Women doctors were more likely than men doctors to cite 'improved working conditions, other than (or as well as) hours' (35% and 20%).

Figure 10: Incentives to stay working in medicine, by sex



Doctors not in employment who have not retired

8 doctors were not in employment and did not regard themselves as retired (Table 1). These doctors were asked 'Are you currently seeking work as a doctor?' Respondents could reply 'yes', 'no' or 'possibly in the future'. Of the 6 replies, 5 ticked 'no' and 1 ticked 'possibly in the future'.

Doctors' views about their career, the NHS, and more

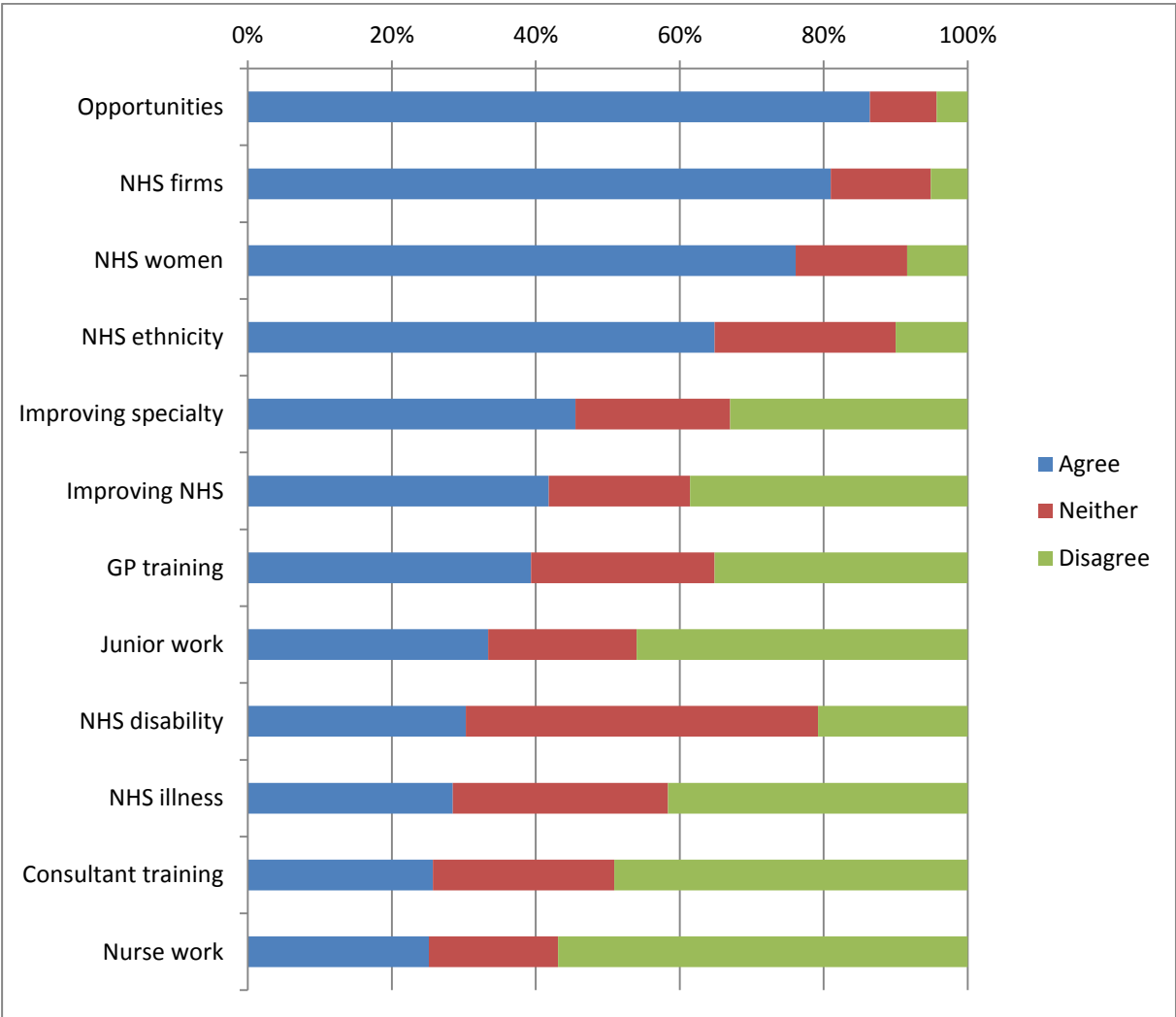
We presented the doctors with the following range of statements and they were asked to give the extent to which they agreed with each statement, using a five point scale covering strongly agree, agree, neither agree nor disagree, disagree, and strongly disagree.

For the figure below we merged strongly agree and agree as 'Agree', and disagree and strongly disagree as 'Disagree', and used these abbreviations to denote the statements:

Abbreviation	Statement
Opportunities	I have had good professional opportunities in my career to date
Junior work	In recent years, I have often found myself doing too much work that a junior doctor could have done
Nurse work	In recent years, I have often found myself doing too much work that an appropriately trained nurse could have done
Improving specialty	There are good prospects for improvement of the NHS in my specialty
Improving NHS	There are good prospects for improvement of the NHS overall
NHS women	The NHS of today is a good equal opportunities employer for women doctors
NHS ethnicity	The NHS of today is a good equal opportunities employer for doctors from ethnic minorities
NHS disability	The NHS of today is a good equal opportunities employer for doctors with disabilities
NHS illness	The NHS of today is a good employer when doctors become ill themselves
NHS firms	The decline of the traditional 'firm' structure in the NHS in recent years has significantly reduced job satisfaction
GP training	These days, the training of GP trainees in the NHS is sufficient to enable them to practise adequately when they first become GPs
Consultant training	These days, the training of specialist doctors in the NHS is sufficient to enable them to practise adequately when they first become consultants

The doctors were presented with a range of statements and were asked to give the extent to which they agreed with each statement, using a five point scale (and a 'don't know' option; Figure 11).

Figure 11: Doctors' views on a range of statements



Constraints on career

The doctors were asked 'Have there been any factors, such as caring for family, or partner's job, which have imposed constraints on your career?' Most doctors replied 'no' (68%), and 30% replied 'yes' (Table 25). More part-time doctors (working in medicine) had felt these constraints than full-time doctors (30% and 18%).

Table 25: Constraints on career, by working status

		Working full-time in medicine	Working part-time in medicine	Working full-time outside medicine	Working part-time outside medicine	Retired, not now working in medicine	Retired, and returned for some medical work	Other (please describe)	Total
Yes	Count	31	42	2	3	250	99	3	430
	%	17.5%	30.4%	40.0%	50.0%	33.1%	27.7%	37.5%	29.7%
No	Count	141	93	3	3	487	249	5	981
	%	79.7%	67.4%	60.0%	50.0%	64.5%	69.6%	62.5%	67.8%
Prefer not to answer	Count	5	3	0	0	18	10	0	36
	%	2.8%	2.2%	0.0%	0.0%	2.4%	2.8%	0.0%	2.5%
Total	Count	177	138	5	6	755	358	8	1447
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

More women doctors said that their career had been constrained by factors such as caring for family, or a partner's job (62% and 17%; Table 26).

Table 26: Constraints on career, by sex

		Male	Female	Total
Yes	Count	178	252	430
	%	17.1%	62.1%	29.7%
No	Count	834	147	981
	%	80.1%	36.2%	67.8%
Prefer not to answer	Count	29	7	36
	%	2.8%	1.7%	2.5%
Total	Count	1041	406	1447
	%	100.0%	100.0%	100.0%

Adverse effects on health or well-being

The doctors were asked 'Do you feel that working as a doctor has had any adverse effects on your own health or well-being?' Most doctors replied 'no' (61%), and 37% replied 'yes' (Table 27). More part-time doctors (working in medicine) had felt these constraints than full-time doctors (33% and 28%).

Table 27: Adverse effects on health or well-being, by working status

		Working full-time in medicine	Working part-time in medicine	Working full-time outside medicine	Working part-time outside medicine	Retired, not now working in medicine	Retired, and 'returned' for some medical work	Other (please describe)	Total
Yes	Count	51	46	0	2	301	135	1	536
	%	28.3%	33.3%	0.0%	33.3%	39.9%	37.2%	12.5%	36.9%
No	Count	125	90	5	4	429	220	7	880
	%	69.4%	65.2%	100.0%	66.7%	56.9%	60.6%	87.5%	60.5%
Prefer not to answer	Count	4	2	0	0	24	8	0	38
	%	2.2%	1.4%	0.0%	0.0%	3.2%	2.2%	0.0%	2.6%
Total	Count	180	138	5	6	754	363	8	1454
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

38% of women doctors said that working as a doctor had had an adverse effect on your own health or well-being, compared with 36% of men doctors (Table 28).

Table 28: Adverse effects on health or well-being, by sex

		Male	Female	Total
Yes	Count	379	157	536
	%	36.3%	38.3%	36.9%
No	Count	638	242	880
	%	61.1%	59.0%	60.5%
Prefer not to answer	Count	27	11	38
	%	2.6%	2.7%	2.6%
Total	Count	1044	410	1454
	%	100.0%	100.0%	100.0%

Would you recommend a career in medicine?

The doctors were asked 'Would you recommend a career in medicine, now, to young people with an aptitude for it?' Most doctors would (76%), and 12.6% would not recommend a career in medicine (Table 29). More doctors working full-time in medicine would *definitely* recommend a career in medicine than doctors working part-time in medicine (55% compared with 45%).

Table 29: 'Would you recommend a career in medicine?' by working status

		Working full-time in medicine	Working part-time in medicine	Working full-time outside medicine	Working part-time outside medicine	Retired, not now working in medicine	Retired, and 'returned' for some medical work	Other (please describe)	Total
Definitely Yes	Count	100	63	4	1	274	146	4	592
	%	54.6%	45.3%	66.7%	16.7%	36.0%	39.6%	50.0%	40.2%
Probably Yes	Count	47	47	2	1	296	126	2	521
	%	25.7%	33.8%	33.3%	16.7%	38.8%	34.1%	25.0%	35.4%
Unsure	Count	13	12	0	2	103	43	1	174
	%	7.1%	8.6%	0.0%	33.3%	13.5%	11.7%	12.5%	11.8%
Probably No	Count	22	13	0	1	70	39	0	145
	%	12.0%	9.4%	0.0%	16.7%	9.2%	10.6%	0.0%	9.8%
Definitely No	Count	1	4	0	1	19	15	1	41
	%	0.5%	2.9%	0.0%	16.7%	2.5%	4.1%	12.5%	2.8%
Total	Count	183	139	6	6	762	369	8	1473
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

More men doctors than women doctors would *definitely* recommend a career in medicine (42% compared with 35%; Table 30).

Table 30: 'Would you recommend a career in medicine?' by sex

		Male	Female	Total
Definitely Yes	Count	449	143	592
	%	42.2%	34.9%	40.2%
Probably Yes	Count	365	156	521
	%	34.3%	38.0%	35.4%
Unsure	Count	116	58	174
	%	10.9%	14.1%	11.8%
Probably No	Count	106	39	145
	%	10.0%	9.5%	9.8%
Definitely No	Count	27	14	41
	%	2.5%	3.4%	2.8%
Total	Count	1063	410	1473
	%	100.0%	100.0%	100.0%

Families and careers

We asked the doctors if they had any children (including step-children). 95% of men doctors had children and 85% of women doctors had children (Table 31).

Table 31: 'Have you had any children?' by sex

		Male	Female	Total
Yes	Count	1004	351	1355
	%	94.7%	85.4%	92.1%
No	Count	56	60	116
	%	5.3%	14.6%	7.9%
Total	Count	1060	411	1471
	%	100.0%	100.0%	100.0%

The average number of children, per doctor, was 2.7 (SD=1.1). The average for men doctors was 2.8 and for women doctors it was 2.6. 54.5% of men doctors had more than 2 children, compared with 45% of women doctors (Table 32).

Table 32: Number of children by sex

		sex		Total
		Male	Female	
0	Count	56	60	116
	% within sex	5.7%	15.0%	8.4%
1	Count	52	28	80
	% within sex	5.3%	7.0%	5.8%
2	Count	371	159	530
	% within sex	37.7%	39.8%	38.3%
3	Count	321	101	422
	% within sex	32.6%	25.3%	30.5%
4	Count	134	37	171
	% within sex	13.6%	9.3%	12.3%
5	Count	32	10	42
	% within sex	3.2%	2.5%	3.0%
6	Count	13	3	16
	% within sex	1.3%	0.8%	1.2%
7	Count	4	1	5
	% within sex	0.4%	0.3%	0.4%
8	Count	2	0	2
	% within sex	0.2%	0.0%	0.1%
9	Count	0	1	1
	% within sex	0.0%	0.3%	0.1%
Total	Count	985	400	1385
	% within sex	100.0%	100.0%	100.0%

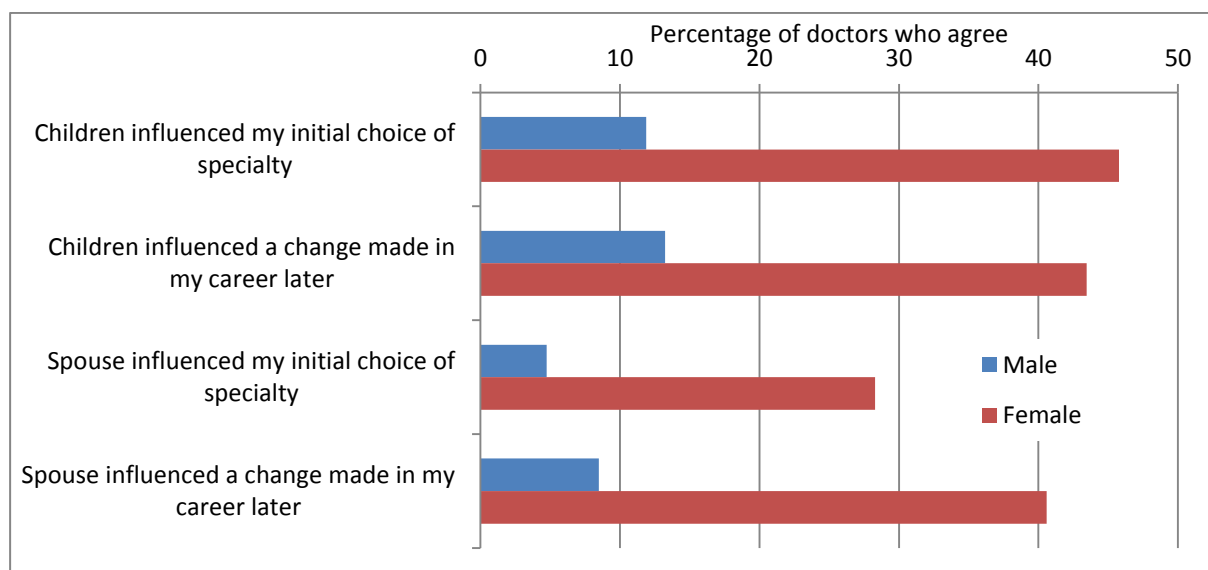
The doctors were asked ‘Did the fact of having children, or of wanting to have children, influence your initial choice of career specialty?’ More women doctors were influenced by children in their initial choice of career than men doctors (46% compared with 12%; Table 33 and Figure 12). The doctors were also asked ‘Did the fact of having children, or of wanting to have children, influence any change you made in your career at a later stage?’ More women doctors’ careers were influenced by children at a later stage than men doctors (44% compared with 13%).

Table 33: Influence of children and spouse upon career by sex

	Male						Female					
	Yes		No		Total		Yes		No		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Children influenced my initial choice of specialty	125	11.9%	926	88.1%	1051	100.0%	184	45.8%	218	54.2%	402	100.0%
Children influenced a change made in my career later	134	13.2%	879	86.8%	1013	100.0%	166	43.5%	216	56.5%	382	100.0%
Spouse influenced my initial choice of specialty	50	4.7%	1006	95.3%	1056	100.0%	114	28.3%	289	71.7%	403	100.0%
Spouse influenced a change made in my career later	88	8.5%	948	91.5%	1036	100.0%	155	40.6%	227	59.4%	382	100.0%

The doctors were asked ‘Did the work circumstances of your spouse/partner influence your initial choice of career specialty?’ More women doctors were influenced by their spouse/partner in their initial choice of career than men doctors (28% compared with 5%). The doctors were also asked ‘Did the work circumstances of your spouse/partner influence any change you made in your career at a later stage?’ More women doctors’ careers were influenced by children at a later stage than men doctors (41% compared with 9%).

Figure 12: Influence of children and spouse upon career by sex



Appendix 1: The questionnaire

Information about this survey

About the survey

Our research group has been reporting on doctors' career choices and progression, factors that influence career progression, and doctors' experiences for many years. We have surveyed all medical graduates, from all UK medical schools, in 12 year-of-qualification cohorts. This new questionnaire is being sent to every doctor who graduated in the UK in 1974 and 1977 for whom we have contact details. This is the ninth occasion on which the Medical Careers Research Group has surveyed your graduation year, following previous surveys between 1975 and 1998.

The results

Our findings are provided, as aggregated statistics and summarised comments, to the Department of Health, GMC, Medical School and Postgraduate Deans, and others, and the findings are published in peer reviewed journals. Policy makers in medicine take a close interest in, and make use of, our findings. See our website at www.uhce.ox.ac.uk/ukmcrg for details of our work and links to published papers.

Your views are important

If you are not working in the NHS, if you are in medicine abroad, or if you are no longer working in medicine, we still really want to hear from you. We are very interested in doctors who do not work in the NHS, or in medicine at all, as well as those who do.

Confidentiality and ethical approval

The survey is completely confidential and it will not be possible to identify the views of individual respondents either directly or indirectly in the published results. Your reply will be treated as strictly confidential to senior members of our small survey team. Your reply is anonymised on receipt by separating your personal details from the rest of your reply. All replies are held securely by the UK Medical Careers Research Group in the University of Oxford and only aggregated statistical information, or anonymised quotes, as analysed by us, will be made available to people outside it

Our studies have NHS Ethical Committee approval (NRES Ref. 04/Q1907/48).

Further contact

We do not anticipate surveying your graduation cohort again for several years. However, if you will never want to give us your views about your work, now or in the future, and wish to be removed from our mailing list, please email mcrg@dph.ox.ac.uk to tell us, giving your name and our reference number, and your GMC number, if known.

Queries

If you have any queries about the questionnaire or the survey, please contact Trevor Lambert, the Study Co-ordinator, by phone on Oxford (01865) 289389 or email trevor.lambert@dph.ox.ac.uk
Thank you very much for your help.

We hope that you will find the questions interesting and that you will enjoy giving us your answers!

Trevor Lambert
Study Co-ordinator

Professor Michael Goldacre
Director

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.

1. Your GMC registration status

Are you currently on the Medical Register of the General Medical Council?

Yes, registered and licensed to practise

Yes, registered, not licensed to practise

No

Are you on the Specialist Register of the GMC?

Yes *

No

* If Yes, please give your specialty on the Specialist Register

Are you on a register to practise in any country outside the UK?

Yes *

No

* If Yes, please specify the country

2. Your current employment status

Which of these phrases best describes your current employment status?

Please interpret 'working in medicine' to mean working **in a role which requires a medical degree** or, if non-clinical, (e.g. pharmaceutical industry, medical education), in a role where a medical degree is normally expected. Please regard short-term leave, or sabbatical leave, from a post as continuing to work in that post.

Working full-time in medicine

Working part-time in medicine

Working full-time outside medicine

Working part-time outside medicine

Retired, not now working in medicine

Retired, and 'returned' for some medical work

Other (please describe) *

* If you have selected 'Other', please describe your employment status

Which phrase best describes your current medical post, or your last medical post if you are not in medical employment?

Clinical service without teaching or research

Clinical service with some research time

Clinical service with some teaching responsibility

Clinical service with some teaching and research

Clinical academic

Other *

* Other (please describe)

If you are working OUTSIDE medicine, please go to section 6 – YOUR VIEWS

3. If you have retired, or have 'retired and returned' to do some medical work, please complete this section

When did you retire (year)?

How old were you when you retired?

 years old

What was the normal, contractual, retirement age for your job?

 years old

Were you working in clinical practice at the time you retired?

Yes

No *

* If No, when did you last work in clinical practice (year)?

How many hours a week did you work in your last year in clinical practice, on average?

In that year, approximately what percentage of your working time did you spend each week, on average, on each of these areas?

Clinical work %

Teaching and training %

Research %

Management %

Other (please describe) * %

* If you have selected 'Other', please describe the type of work

What were the circumstances of your retirement? *Please select the option closest to your situation*

- I retired when I had planned to retire
- It was unplanned and due to a change in the work environment
- It was unplanned and due to changes in personal circumstances
- Other

Which of these, if any, was a factor in your decision to retire when you did? *Please tick all that apply*

- Pressure of work
- Not wanting to do out-of-hours work
- Family reasons
- To increase time for leisure/other interests
- Reduced job satisfaction
- Retirement of spouse / partner
- Financial security/insufficient financial incentive to stay
- Possibility of deteriorating skill/competence
- The prospect of revalidation
- Poor health
- To maintain good health
- None of the above – I just wanted to retire
- Other (please specify) *

* If Other, please expand further on the circumstances of your retirement, if you wish

How much did you enjoy your last post?

- 1
 - 2
 - 3
 - 4
 - 5
 - 6
 - 7
 - 8
 - 9
 - 10
- Didn't enjoy it at all Enjoyed it greatly

Having retired, do you now work any sessions in medicine?

- Yes *
- No

* If yes, please give brief details if you wish

NOW PLEASE GO TO SECTION 6 – YOUR VIEWS

4. If you are working in medicine, please complete this section

How many hours a week do you work on average, in total, including any private practice?

Approximately what percentage of your working time do you spend each week, on average, on each of these areas?

Clinical work	<input type="text"/>	%
Teaching and training	<input type="text"/>	%
Research	<input type="text"/>	%
Management	<input type="text"/>	%
Other (please describe) *	<input type="text"/>	%

* If you have selected 'Other', please describe the type of work

Would you like to spend more, or less, time on each of these areas?

	More	Less	Same
Clinical work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teaching and training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please comment further on any non-clinical work you do, if you wish

How much do you enjoy your current work?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3	4	5	6	7	8	9	10
I don't enjoy it at all					I enjoy it greatly				

How satisfied are you with the amount of time your work leaves you for family, social and recreational activities?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3	4	5	6	7	8	9	10
Not at all satisfied					Extremely satisfied				

Does your current post have a fixed retirement age? (e.g. does it have an Employer Justified Retirement Age)?

Yes *

No

Don't know

* If Yes, what is the retirement age for your post, if you know it?

At what age do you plan to retire?

 years old

Do you plan to reduce your time commitments to your work before retiring?

Yes, I have already done so

Yes, in the future

No

Don't know

Do you plan to change your role, in employment, before you retire?

Yes *

No

* Please describe any intended change in role, if you wish

Would any of the following encourage you to stay working in medicine longer? *Please tick all that apply*

Workload reduction/shorter hours

Reduction of on-call or emergency commitments

Reduced impact of work-related bureaucracy

Financial incentivisation

Improved working conditions, other than (or as well as) hours

Career change and development opportunities

More involvement in direct patient care

Less involvement in direct patient care

None of these

Other *

* If Other, please specify

NOW PLEASE GO TO SECTION 6 – YOUR VIEWS

5. If you are not in employment, but do not regard yourself as retired, please complete this section

Are you currently seeking work as a doctor?

Yes *

No

Possibly in the future *

* If Yes or Possibly, please describe the type of post you are seeking / would seek:

Specialty?

Grade?

Location?

Number of hours a week?

When did you last work as a doctor (year)?

NOW PLEASE CONTINUE WITH SECTION 6 WHICH FOLLOWS

6. Your views – to be completed by all respondents, please

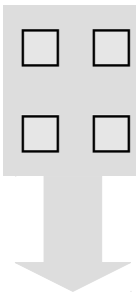
If you have not been working in medicine or the NHS for some time, you may not feel able to express an opinion on some of the questions in the following sections: if so, please select 'Don't know'.

Please consider each statement and mark 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
DK=Don't Know/No Opinion

	SA	A	N	D	SD	DK
I have had good professional opportunities in my career to date	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In recent years, I have often found myself doing too much work that a junior doctor could have done	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In recent years, I have often found myself doing too much work that an appropriately trained nurse could have done	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There are good prospects for improvement of the NHS in my specialty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There are good prospects for improvement of the NHS overall	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The NHS of today is a good equal opportunities employer for women doctors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The NHS of today is a good equal opportunities employer for doctors from ethnic minorities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The NHS of today is a good equal opportunities employer for doctors with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The NHS of today is a good employer when doctors become ill themselves	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The decline of the traditional 'firm' structure in the NHS in recent years has significantly reduced job satisfaction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
These days, the training of GP trainees in the NHS is sufficient to enable them to practise adequately when they first become GPs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
These days, the training of specialist doctors in the NHS is sufficient to enable them to practise adequately when they first become consultants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



If your response to either of the last two statements was 'Disagree' or 'Strongly Disagree', in which areas do you consider training and/or experience to be inadequate?

Please describe :

Thinking about policy, practice, and health services in the UK...

What single change, in policy or practice, would you like to see in your own specialty?

What single change, in policy or practice, would you like to see in the NHS?

Thinking about your own career...

What, if anything, would you like to have changed in your own career path? At what stage? What prevented you from doing so?

Have there been any factors, such as caring for family, or partner's job, which have imposed constraints on your career?

Yes *

No

Prefer not to answer

* If Yes, please describe briefly and in what way they have affected your career

Do you feel that working as a doctor has had any adverse effects on your own health or well-being?

Yes *

No

Prefer not to answer

* If Yes, please describe the adverse effects on your health or well-being, if you wish

Thinking about the careers of others...

Would you recommend a career in medicine, now, to young people with an aptitude for it?

- Definitely Yes
- Probably Yes
- Unsure
- Probably No
- Definitely No

Please give brief reasons for your answer, if you wish

7. Families and careers

We are interested in factors that influence career choice and progression and would therefore like to ask about spouses/partners, children and family formation.

Have you had children? (include step-children if applicable)

- Yes *
- No

* If Yes, how many?

Did the fact of having children, or of wanting to have children, influence your initial choice of career specialty?

- | Yes * | No |
|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> |

Did the fact of having children, or of wanting to have children, influence any change you made in your career at a later stage?

- | | |
|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> |
|--------------------------|--------------------------|

* If you answered Yes to either question, please indicate in what way you were influenced, if you wish.

Did the work circumstances of your spouse/partner influence your initial choice of career specialty?

- | Yes* | No |
|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> |

Did the work circumstances of your spouse/partner influence any change you made in your career at a later stage?

- | | |
|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> |
|--------------------------|--------------------------|

* If you answered Yes to either question, please indicate in what way you were influenced, if you wish.

8. Your specialty choices and career milestones

If you reached any of these NHS career milestones, please give the year reached (and the specialty where indicated).

First appointed as a:

	Year		
Consultant:		Specialty:	
GP Principal:			
Non-consultant career grade post:		Specialty:	

Do you hold a Clinical Excellence Award (or Distinction Award)?

Yes *

No

* If Yes, in what year was your *first* CEA/Distinction Award?

* If yes, in what year was your *current* Award given (ignore the year of any renewal)?

* If yes, what is the level (e.g gold/A) of your current award?

9. Background information

What is your age?

 years old

What is your gender?

Male

Female

Which of the following best describes your ethnic origin?

- | | |
|--|--|
| White <input type="checkbox"/> | Black Caribbean <input type="checkbox"/> |
| Indian <input type="checkbox"/> | Black African <input type="checkbox"/> |
| Pakistani <input type="checkbox"/> | Black-other * <input type="checkbox"/> |
| Bangladeshi <input type="checkbox"/> | Mixed * <input type="checkbox"/> |
| Chinese <input type="checkbox"/> | Other * <input type="checkbox"/> |
| Asian-other * <input type="checkbox"/> | |

* Please give more details if you wish

10. Your current and recent employment

11. Additional comments, if you wish

Please give us any further comments you wish to make, on any issues raised by our questions in this survey. If you want to tell us about other previous posts, or would like to give us more detail about your posts, please do so here. You may also use this page to expand on any answers you have given in the rest of the questionnaire.

We are also interested in any advice, about careers in medicine, that you may like to give to aspiring medical students or young doctors. Perhaps you would like to tell us about aspects of your work which have given you the most, or the least, job satisfaction?

We summarise the views of respondents and report on them to policy makers and in publications, in ways that ensure individuals cannot be identified. 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@dph.ox.ac.uk or michael.goldacre@dph.ox.ac.uk quoting your reference number <DataSubjectRef> .

Thank you very much for your co-operation. Please remove the covering letter before returning.

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