

**UK Medical Careers Research Group
Oxford University**

1983 cohort of UK Medical Graduates

Report of the fifth Survey, conducted in 2016

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INTRODUCTION

This report describes the results of the fifth survey of the cohort of 3845 doctors who qualified from UK medical schools in 1983. The 1983 cohort has been surveyed previously on four occasions, in 1984, 1986, 1994, and 1998. The first mailing for this survey was completed in March 2016, and a final mailing was sent out in June 2016. Late replies were received up to July 2016.

This report describes the main results from the fifth 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 1983 comprised 3845 doctors (2379 men, 1466 women). We were able to obtain contact details for 2690 of them (70.0%). Of these, 2106 responded, hence the response rate from those who were contactable was 78.3% (2106/2690). For men the response rate was 76.6% (1270/1658), and for women 81.0% (836/1032).

The 1150 members of the cohort who we could not contact included 78 known to be deceased, 34 who declined to participate, 13 for whom no contact details could be found, and 1030 who had not replied to any of our previous surveys.

DEMOGRAPHICS

Age

The median age of respondents as of 1st April 2016, was 57 years (men 57, women 57).

CURRENT EMPLOYMENT STATUS

Three respondents did not provide their employment status, reducing the sample size to 2103.

6% of respondents had retired from medicine and were no longer working in medicine (4% men, 8% women), 9% had retired and returned for some medical work (10% men, 7% women), and 85% of respondents were still working in medicine (86% men, 83% women). Therefore, 93% of respondents overall were still working in medicine (whether they didn't

retire or had retired-and-returned; 95% men, 90% women). 0.7% were working outside medicine, and 0.6% replied 'other'. Table 1 gives a breakdown of the current employment status of respondents.

Table 1: Current employment status

	Male		Female		Total	
	Count	%	Count	%	Count	%
Working full-time in medicine	935	73.7%	313	37.5%	1248	59.3%
Working part-time in medicine	149	11.8%	380	45.5%	529	25.2%
Working full-time outside medicine	8	0.6%	3	0.4%	11	0.5%
Working part-time outside medicine	1	0.1%	3	0.4%	4	0.2%
Retired, not now working in medicine	51	4.0%	66	7.9%	117	5.6%
Retired, and `returned` for some medical work	121	9.5%	60	7.2%	181	8.6%
Other (please describe)	3	0.2%	10	1.2%	13	0.6%
Total	1268	100.0%	835	100.0%	2103	100.0%

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.

92.1% of our respondents were registered and licensed to practise with the GMC, 7.4% were registered and not licensed to practise, and 0.5% of doctors were not currently on the Medical Register with the GMC (Table 2). More men doctors than women doctors were registered and licensed to practise (93.5% and 89.9%; Table 2). More women doctors than men doctors were not currently on the Medical Register with the GMC (9.5% and 6.1%).

Table 2: Doctors on the Medical Register with the GMC, by sex

	Male		Female		Total	
	Count	%	Count	%	Count	%
Yes, Registered and licensed to practise	1182	93.5%	748	89.9%	1930	92.1%
Yes, Registered, not licensed to practise	77	6.1%	79	9.5%	156	7.4%
No	5	0.4%	5	0.6%	10	0.5%
Total	1264	100.0%	832	100.0%	2096	100.0%

44.3% of the respondents were also on the Specialist Register with the GMC (Table 3). More men doctors than women doctors were on the Specialist Register.

Table 3: Doctors on the Specialist Register with the GMC, by sex

	Male		Female		Total	
	Count	%	Count	%	Count	%
Yes	633	51.1%	274	33.9%	907	44.3%
No	606	48.9%	534	66.1%	1140	55.7%
Total	1239	100.0%	808	100.0%	2047	100.0%

We asked doctors if they were on a register to practise in any country outside the UK: only 5.3% of doctors were (Table 4). More men doctors than women doctors were on a register to practise abroad (6.4% and 3.6%).

Table 4: Doctors on a register to practise in a country outside the UK, by sex

	Male		Female		Total	
	Count	%	Count	%	Count	%
Yes	80	6.4%	30	3.6%	110	5.3%
No	1172	93.6%	794	96.4%	1966	94.7%
Total	1252	100.0%	824	100.0%	2076	100.0%

DOCTORS WORKING IN MEDICINE WHO HAVE NOT RETIRED

1777 doctors were working in medicine: 70.2% (1248) of these were working full-time in medicine, and 29.8% (529) were working part-time in medicine (Table 1). This section focuses on all 1777 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, 51 hours (SD 10) per week. Doctors working part-time in medicine replied that they worked, on average, 31 hours (SD 10) per week). Men doctors working full-time in medicine worked slightly more hours per week than women doctors working full-time (52 versus 50).

Enjoyment of current post, medicine to date and leisure time

Respondents were asked to rate their enjoyment of their current 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 7 for both men and women. Full-time and part-time doctors had a median score of 7.

Respondents were asked to rate their enjoyment of their ‘career in medicine to date’ on a scale of 1 to 10, where 1 represented ‘I haven’t enjoyed it at all’ and 10 represented ‘I have enjoyed it greatly’. The median score for respondents was 8 for both men and women. Full-time 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. The median score for respondents was 5 for men and 6 for women. Full-time doctors had a median score of 5, and part-time doctors had a median score of 7.

Plans for retirement

Doctors were asked ‘At what age do you plan to retire?’ 31.5% responded that they did not know yet. Of those doctors who knew, the mean intended retirement age was 60 (Table 5).

Table 5: 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	61	3	59	2	60	3

Men doctors working full-time had the latest intended retirement age (61) and doctors working part time had the earliest (59; Table 6).

Table 6: Intended retirement age, by working status and gender

	Working full-time in medicine		Working part-time in medicine	
	Male	Female	Male	Female
Planned age	61	60	59	59

The doctors were asked ‘Do you plan to reduce your time commitments to your work before retiring?’ Most part-time doctors (48.9%) replied that they had already done so, compared with 10.0% of full-time doctors (Tables 7 and 8). 42.0% of full-time doctors intended to reduce the time commitments to work (before retiring) in the future, and 21.3% did not intend to do this.

Table 7: Plans to reduce time commitments to work, by working status

		Working full-time	Working part-	Total
		in medicine	time in medicine	
Yes, I have already done so	Count	123	255	378
	%	10.0%	48.9%	21.6%
Yes, in the future	Count	517	65	582
	%	42.0%	12.5%	33.2%
No	Count	262	115	377
	%	21.3%	22.0%	21.5%
Don't know	Count	330	87	417
	%	26.8%	16.7%	23.8%
Total	Count	1232	522	1754
	%	100.0%	100.0%	100.0%

Table 8: Plans to reduce time commitments to work, by sex

		Male	Female	Total
		Yes, I have already done so	Count	223
	%	20.8%	22.7%	21.6%
Yes, in the future	Count	413	169	582
	%	38.5%	24.8%	33.2%
No	Count	194	183	377
	%	18.1%	26.8%	21.5%
Don't know	Count	242	175	417
	%	22.6%	25.7%	23.8%
Total	Count	1072	682	1754
	%	100.0%	100.0%	100.0%

The doctors were asked ‘Do you plan to change your role, in employment, before you retire?’ 20.3% of full-time doctors replied that they did intend to change their role, compared with 18.5% of part-time doctors (Table 9). 22.2% of men doctors intended to change their role (before retiring) in the future, and 15.9% of women doctors intended to do this (Table 10).

Table 9: Plans to change role, by working status

		Working full-time in medicine	Working part- time in medicine	Total
Yes	Count	250	97	347
	%	20.3%	18.5%	19.7%
No	Count	664	332	996
	%	53.9%	63.2%	56.7%
Don't Know	Count	319	96	415
	%	25.9%	18.3%	23.6%
Total	Count	1233	525	1758
	%	100.0%	100.0%	100.0%

Table 10: Plans to change role, by sex

		Male	Female	Total
Yes	Count	238	109	347
	%	22.2%	15.9%	19.7%
No	Count	561	435	996
	%	52.3%	63.4%	56.7%
Don't Know	Count	273	142	415
	%	25.5%	20.7%	23.6%
Total	Count	1072	686	1758
	%	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 1). The most frequently cited factor was ‘workload reduction/shorter hours’ (64%), followed by ‘reduced impact of work-related bureaucracy’ (61%).

For the figures below we used these abbreviations to denote the statements:

Abbreviation	Statement
Workload reduction/shorter hours	Workload reduction/shorter hours
Reduction of on-call or emergency commitments	Reduction of on-call or emergency commitments
Reduced impact of work-related bureaucracy	Reduced impact of work-related bureaucracy
Financial incentivisation	Financial incentivisation
Improved working conditions	Improved working conditions, other than (or as well as) hours
Career change and development opportunities	Career change and development opportunities
More involvement in direct patient care	More involvement in direct patient care
Less involvement in direct patient care	Less involvement in direct patient care
Opportunity - salaried post	Opportunity to have a salaried post for a few sessions a week (with some retraining / educational support, if necessary)
Opportunity - educational role	Opportunity to undertake an educational role for a few sessions a week
Greater flexibility in work patterns	Greater flexibility in work patterns
Feeling more valued by my employer	Feeling more valued by my employer
Opportunity - use expertise	Opportunity to use my expertise to improve the organisation of the service in which I work
Access to training	Access to suitable tailored training to update my skills
None of these	None of these
Other	Other

Figure 1: Incentives to stay working in medicine

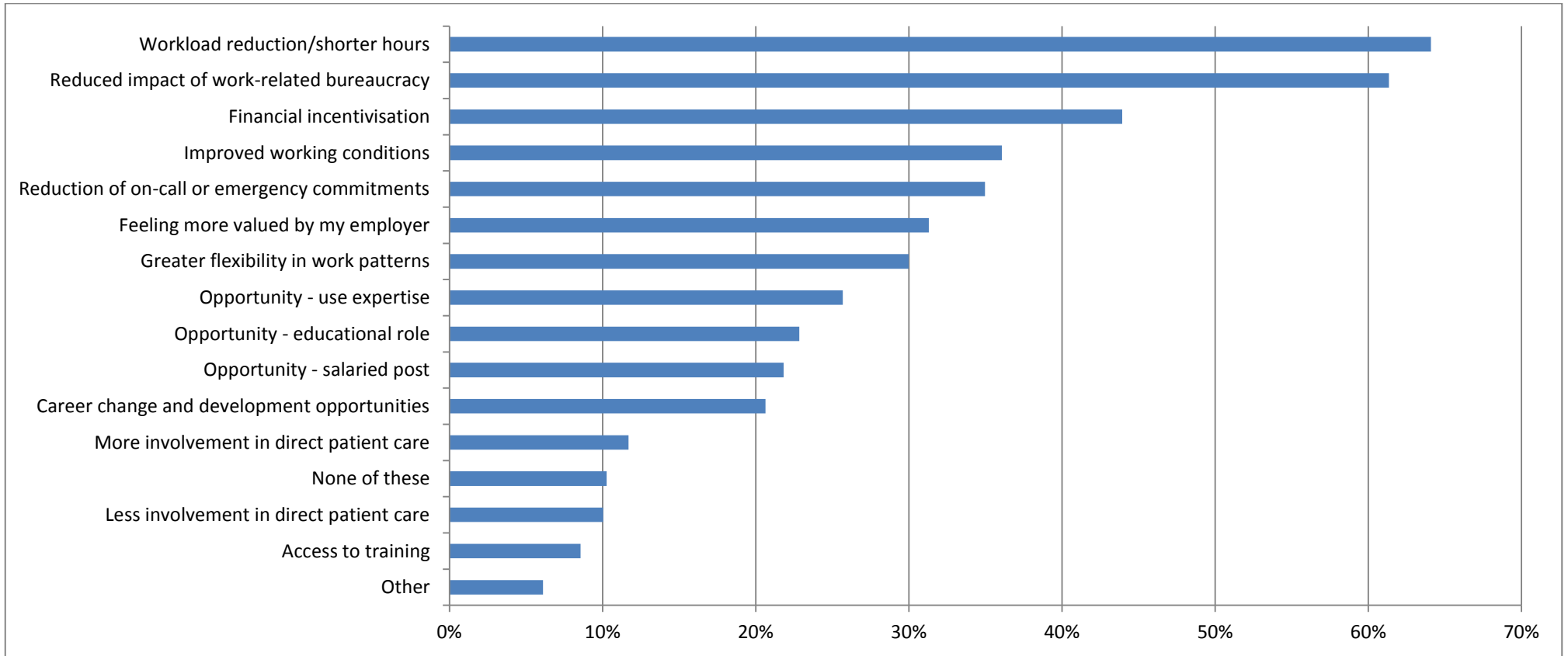
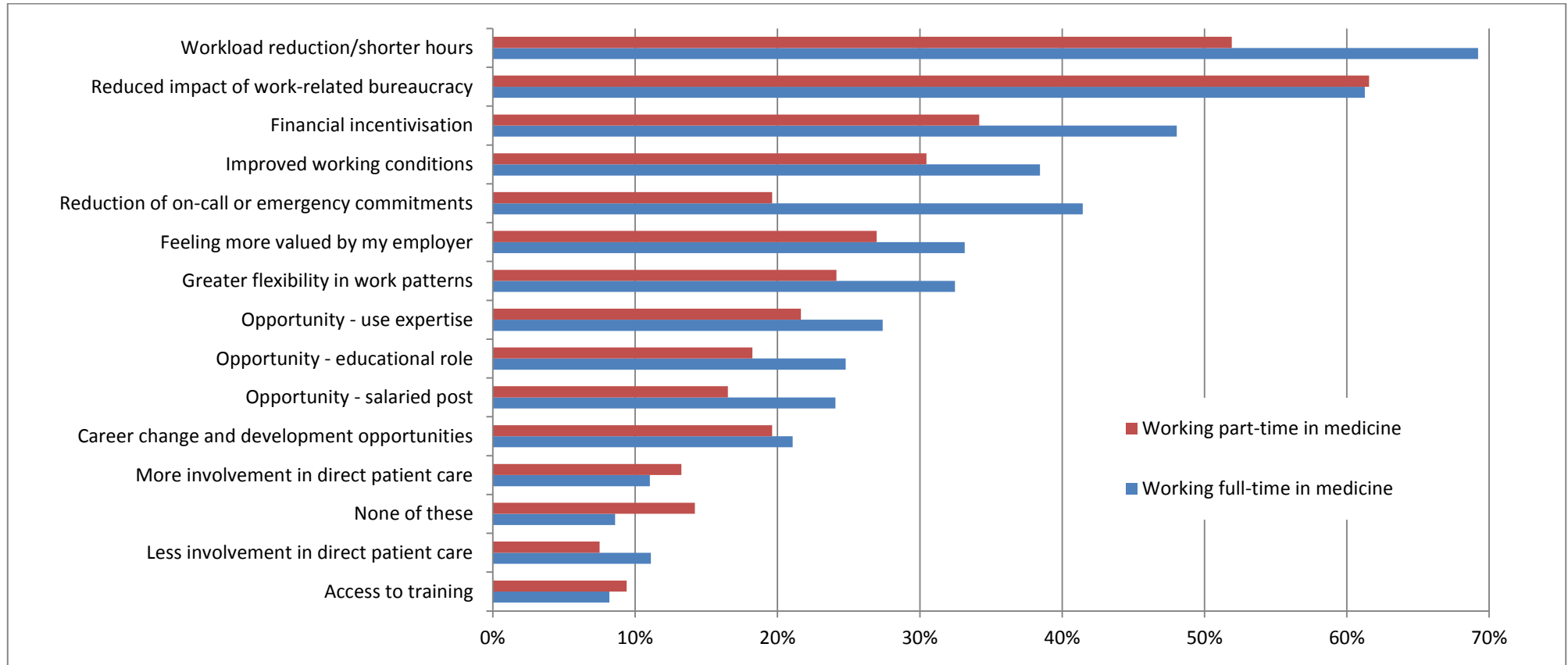


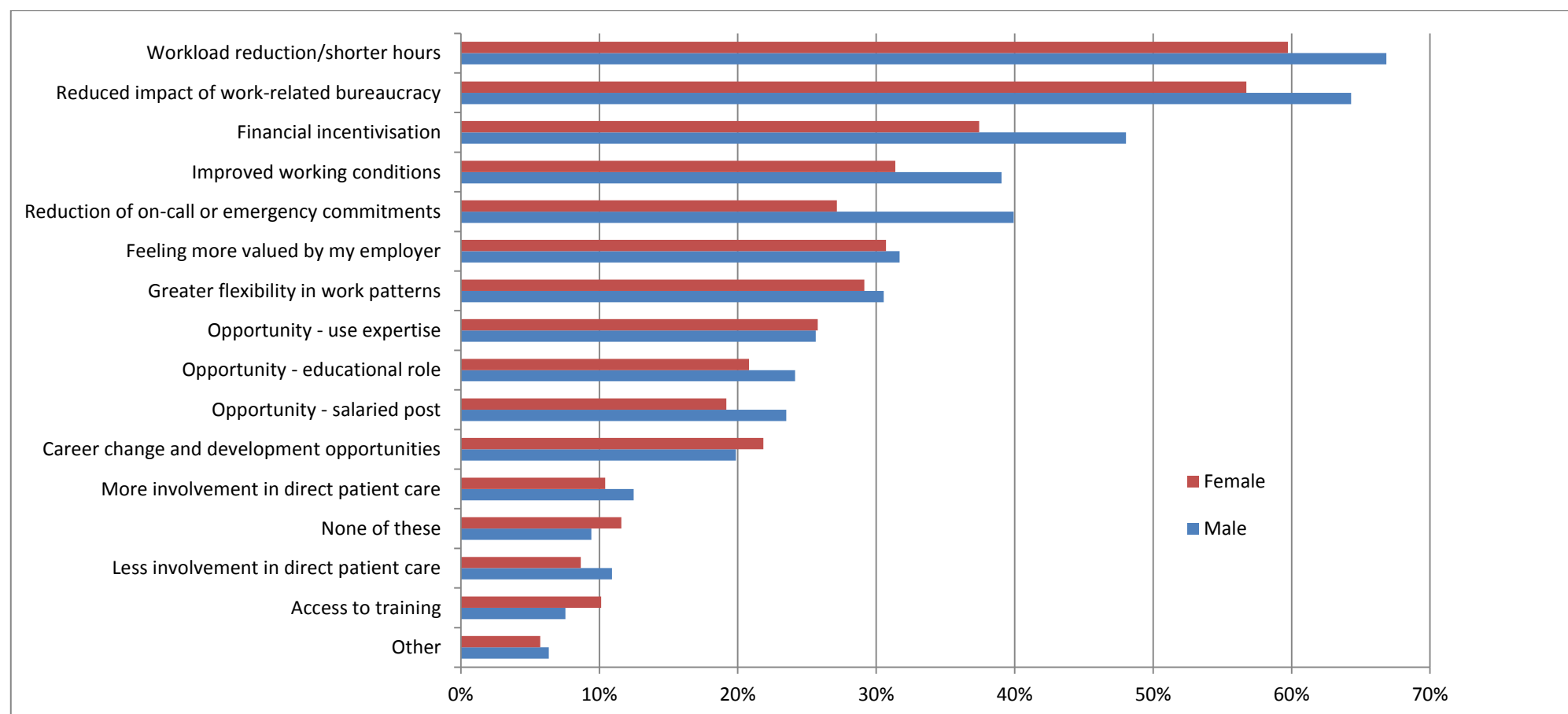
Figure 2 shows how this varied according to whether the doctor worked full-time or part-time.

Figure 2: Incentives to stay working in medicine, by working status



Men doctors were more likely than women doctors to cite 'financial incentivisation' (48% and 37% respectively) and 'reduction of on-call or emergency commitments' (40% and 27% respectively; Figure 3).

Figure 3: Incentives to stay working in medicine, by sex



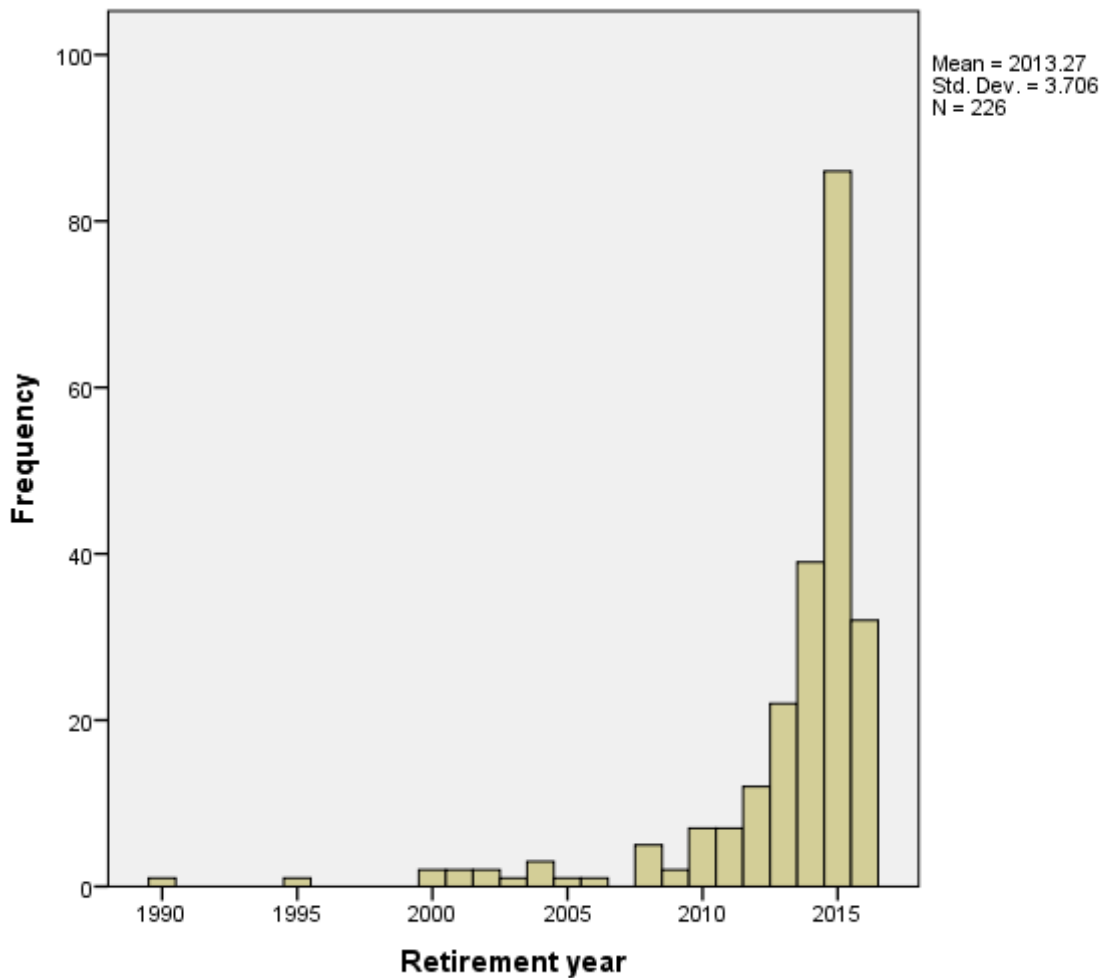
RETIRED DOCTORS, INCLUDING THOSE WHO HAVE RETURNED

298 doctors had retired: 39.3% (117) of these were retired and not working in medicine, and 60.7% (181) 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 2013 (Figure 4).

Figure 4: Actual retirement year of those doctors who had retired



The mean actual retirement age was 55, and the mean contractual retirement age was 61 (Table 11).

Table 11: 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)	54	5	56	4	55	5
Retirement age (contractual)	61	4	60	4	61	4
Contractual - Actual	7	6	5	5	6	6
Hours worked in clinical practice	41	17	44	17	43	17

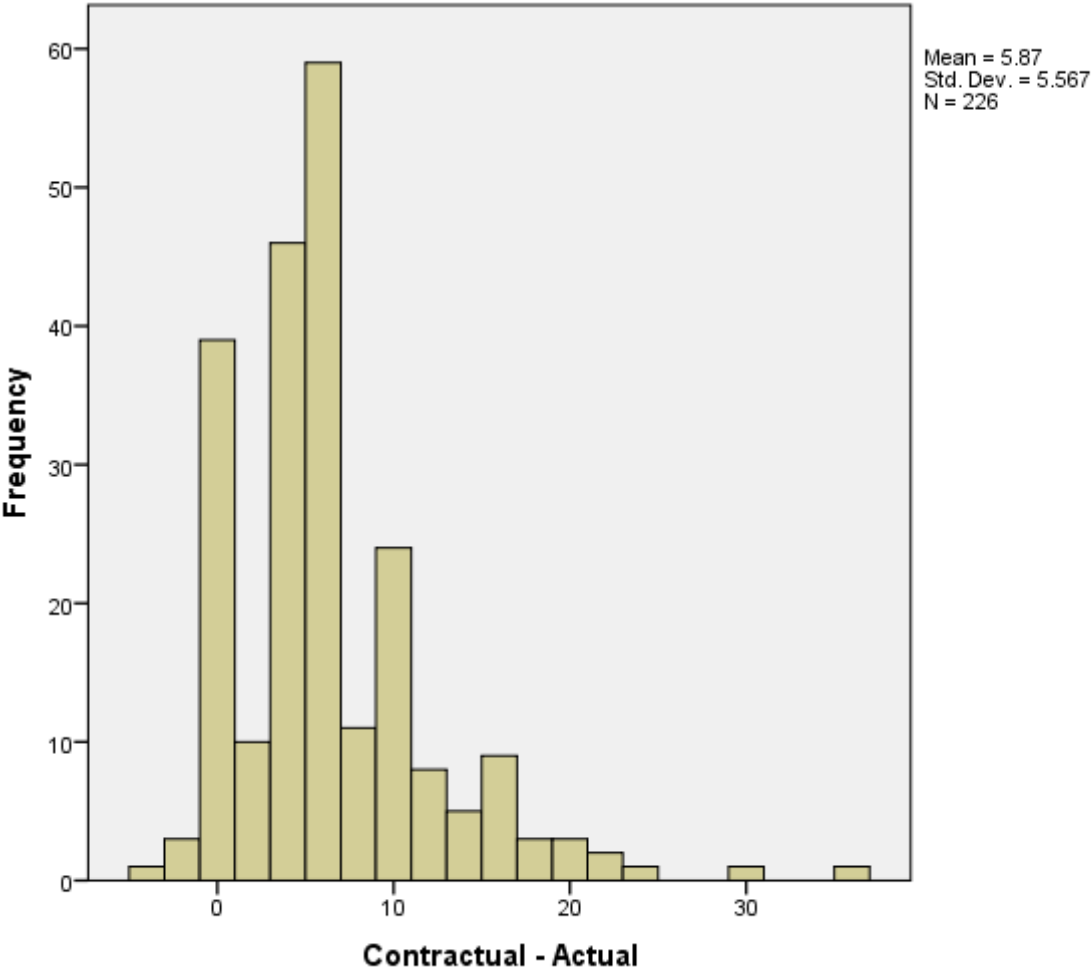
Women had retired at a slightly younger age than the men doctors (Table 12).

Table 12: Actual and contractual retirement age, by sex

	Male		Female		Total	
	Mean	SD	Mean	SD	Mean	SD
Retirement age (actual)	56	4	54	5	55	5
Retirement age (contractual)	61	4	60	3	61	4
Contractual - Actual	6	5	6	6	6	6
Hours worked in clinical practice	47	17	36	15	43	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 5.9 years earlier than their contractual date, but this did vary substantially (Figure 5).

Figure 5: 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?’ 90.7% of retired doctors replied ‘yes’ and 9.3% replied ‘no’ (Tables 13 and 14).

Table 13: Clinical work at time of retirement, by retirement status

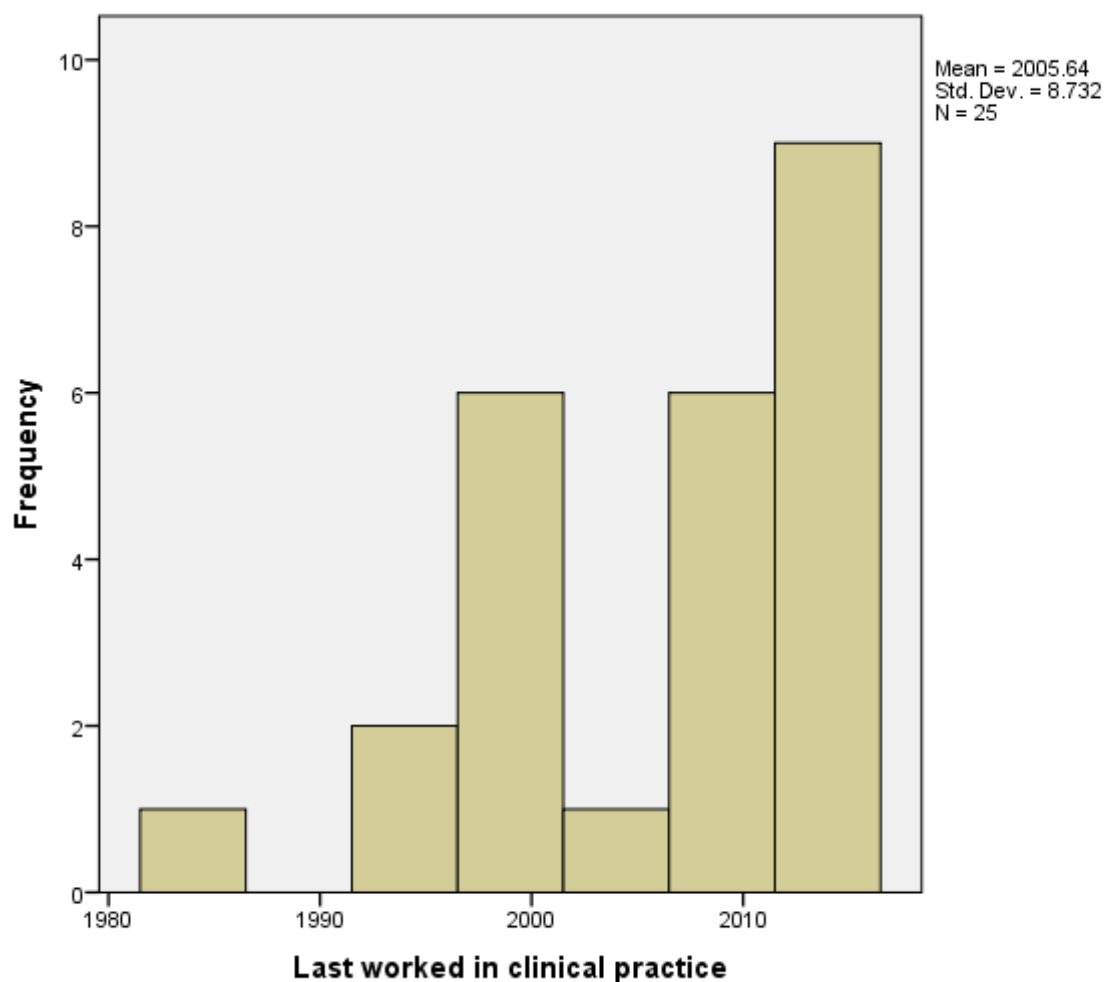
		Retired, not now working in medicine	Retired, and `returned` for some medical work	Total
Yes	Count	96	168	264
	%	84.2%	94.9%	90.7%
No	Count	18	9	27
	%	15.8%	5.1%	9.3%
Total	Count	114	177	291
	%	100.0%	100.0%	100.0%

Table 14: Clinical work at time of retirement, by sex

		Male	Female	Total
Yes	Count	157	107	264
	%	93.5%	87.0%	90.7%
No	Count	11	16	27
	%	6.5%	13.0%	9.3%
Total	Count	168	123	291
	%	100.0%	100.0%	100.0%

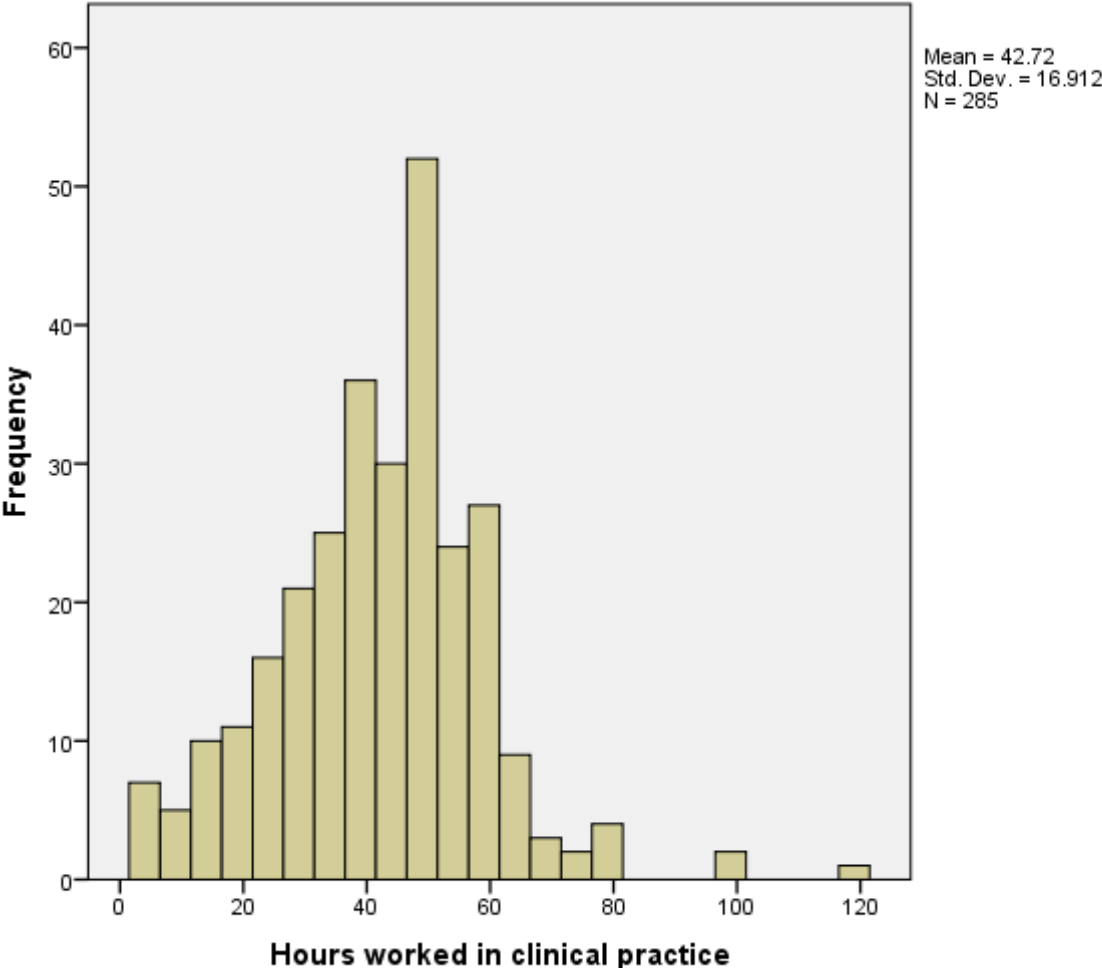
Of the 27 doctors who said 'no', who were not working in clinical practice at the time of their retirement, 25 gave the year they last worked in clinical practice (Figure 6).

Figure 6: 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 43 hours (SD 17) per week in clinical practice (Tables 11 and 12, and Figure 7). Doctors who had returned to work after retirement had worked more hours in clinical practice (44 versus 41 hours), and men doctors had worked more hours than female doctors in clinical practice (47 versus 36 hours).

Figure 7: Hours per week worked in clinical practice



Circumstances of the retirement

When asked about the circumstances of the retirement, most doctors said that retirement had been unplanned and due to a change in the work environment (35.5%; Table 15). 28.2% of doctors said that the retirement had been unplanned and due to changes in personal circumstances. 22.3% of doctors said that they had retired when they had planned to retire.

Table 15: 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	16	48	64
	%	14.0%	27.7%	22.3%
It was unplanned and due to a change in the work environment	Count	42	60	102
	%	36.8%	34.7%	35.5%
It was unplanned and due to changes in personal circumstances	Count	42	39	81
	%	36.8%	22.5%	28.2%
Other	Count	14	26	40
	%	12.3%	15.0%	13.9%
Total	Count	114	173	287
	%	100.0%	100.0%	100.0%

Fewer women doctors retired when they had planned to retire compared with men doctors (Table 16).

Table 16: Circumstances of the retirement, by sex

		Male	Female	Total
I retired when I had planned to retire	Count	44	20	64
	%	26.3%	16.7%	22.3%
It was unplanned and due to a change in the work environment	Count	59	43	102
	%	35.3%	35.8%	35.5%
It was unplanned and due to changes in personal circumstances	Count	44	37	81
	%	26.3%	30.8%	28.2%
Other	Count	20	20	40
	%	12.0%	16.7%	13.9%
Total	Count	167	120	287
	%	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 8). The most frequently cited factor was 'pressure of work' (58.1%) followed by 'reduced job satisfaction' (52.7%), and 'to increase time for leisure/other interests' (42.3%).

Figure 8: Reasons for retirement

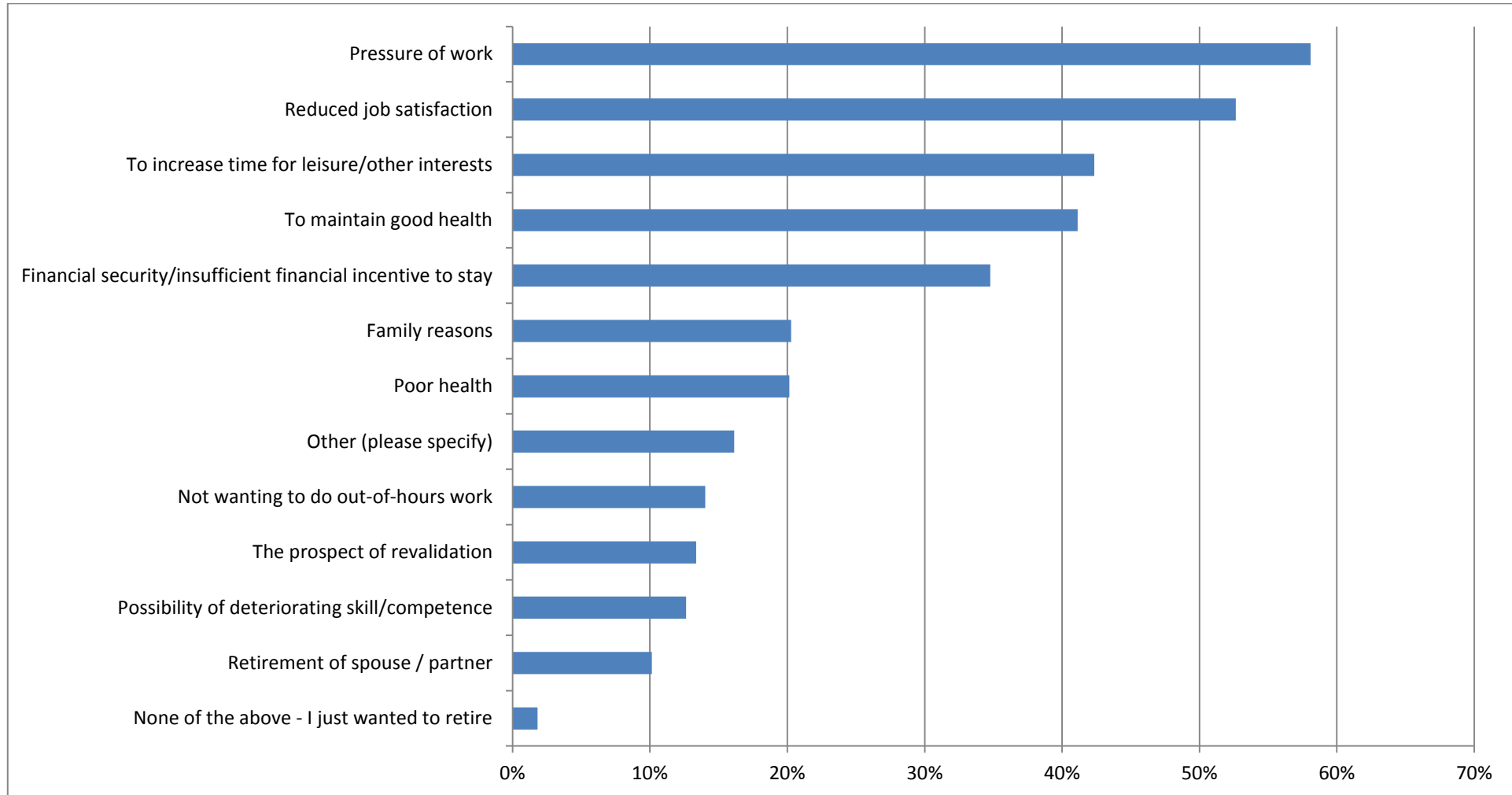
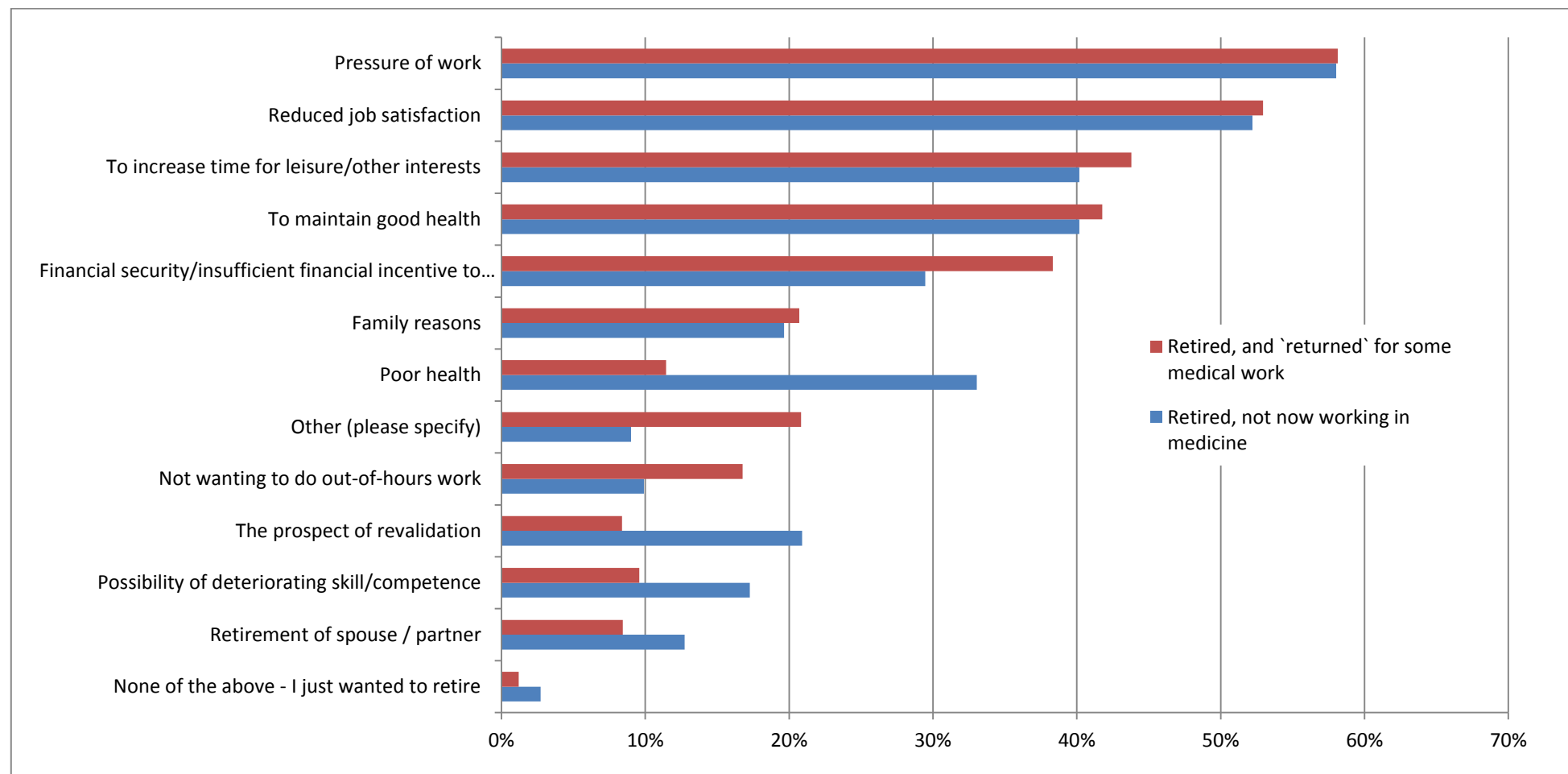


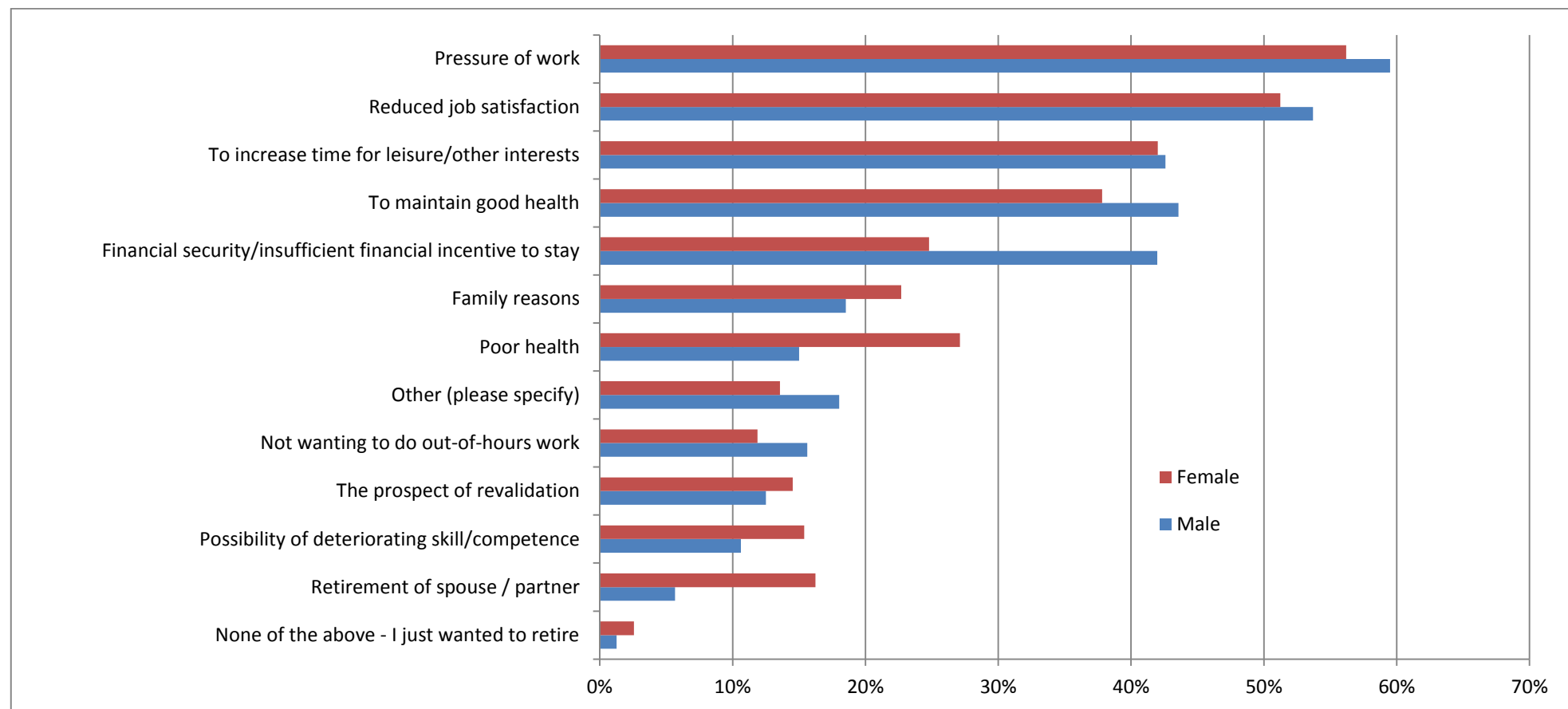
Figure 9 shows how this varied according to whether the doctor had returned to work or not.

Figure 9: Reasons for retirement, by retirement status



Men doctors were more likely than women doctors to retire for 'financial security/ insufficient financial incentive to stay' (42.0% and 24.8% respectively; Figure 10). Women doctors were more likely than men doctors to retire for poor health (27.1% and 15.0%) or due to the retirement of a spouse or partner (16.2% and 5.7%).

Figure 10: 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 7 for men and 7 for women; and 7 for doctors irrespective of whether or not they had returned to work.

Respondents were also asked to rate their enjoyment of their career in medicine overall (using the same scale as before). The median score for respondents was 8 for men and 8 for women; and 8 for doctors irrespective of whether or not they had returned to work.

DOCTORS' VIEWS ABOUT THEIR CAREER, THE NHS, AND MORE (ALL DOCTORS)

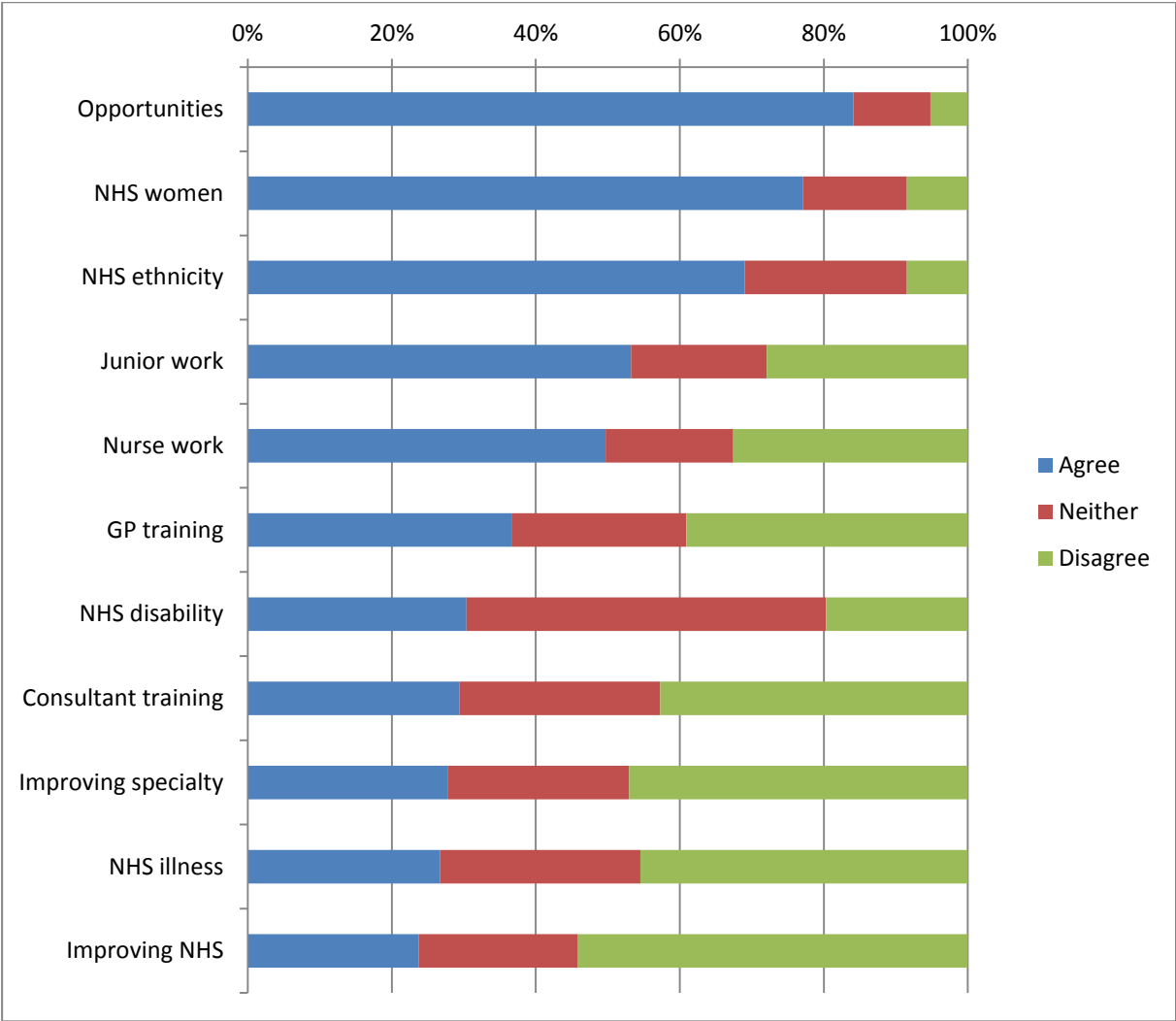
This section focuses on all 2103 doctors for whom employment status was known (Table 1).

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 (Figure 11).

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
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

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’ (59%), and 39% replied ‘yes’ (Table 17). More part-time doctors (working in medicine) had felt these constraints than full-time doctors (59% and 29%).

Table 17: 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	361	307	1	2	58	70	10	809
	%	29.4%	58.6%	9.1%	66.7%	50.4%	39.1%	76.9%	39.0%
No	Count	845	209	9	1	56	102	3	1225
	%	68.8%	39.9%	81.8%	33.3%	48.7%	57.0%	23.1%	59.1%
Prefer not to answer	Count	23	8	1	0	1	7	0	40
	%	1.9%	1.5%	9.1%	0.0%	0.9%	3.9%	0.0%	1.9%
Total	Count	1229	524	11	3	115	179	13	2074
	%	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 (66% and 21%; Table 18).

Table 18: Constraints on career, by sex

		Male	Female	Total
Yes	Count	263	546	809
	%	21.0%	66.3%	39.0%
No	Count	959	266	1225
	%	76.7%	32.3%	59.1%
Prefer not to answer	Count	28	12	40
	%	2.2%	1.5%	1.9%
Total	Count	1250	824	2074
	%	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?' 55% of doctors replied 'no', and 43% replied 'yes' (Table 19).

Table 19: 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	638	296	0	2	73	111	5	1125
	%	52.3%	56.8%	0.0%	66.7%	65.8%	63.4%	38.5%	54.8%
No	Count	556	216	10	1	38	63	8	892
	%	45.6%	41.5%	100.0%	33.3%	34.2%	36.0%	61.5%	43.4%
Prefer not to answer	Count	26	9	0	0	0	1	0	36
	%	2.1%	1.7%	0.0%	0.0%	0.0%	0.6%	0.0%	1.8%
Total	Count	1220	521	10	3	111	175	13	2053
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

59% of women doctors said that working as a doctor had had an adverse effect on their own health or well-being, compared with 52% of men doctors (Table 20).

Table 20: Adverse effects on health or well-being, by sex

		Male	Female	Total
Yes	Count	638	487	1125
	%	51.7%	59.4%	54.8%
No	Count	571	321	892
	%	46.3%	39.1%	43.4%
Prefer not to answer	Count	24	12	36
	%	1.9%	1.5%	1.8%
Total	Count	1233	820	2053
	%	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 (55%), and 26% would not recommend a career in medicine (Table 21). More doctors working full-time in medicine would *definitely* recommend a career in medicine than doctors working part-time in medicine (24% compared with 21%).

Table 21: '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	296	108	2	0	21	45	2	474
	%	24.0%	20.6%	18.2%	0.0%	18.3%	25.3%	15.4%	22.8%
Probably Yes	Count	400	167	4	1	28	65	5	670
	%	32.4%	31.9%	36.4%	33.3%	24.3%	36.5%	38.5%	32.3%
Unsure	Count	227	105	2	2	19	29	3	387
	%	18.4%	20.0%	18.2%	66.7%	16.5%	16.3%	23.1%	18.6%
Probably No	Count	208	104	1	0	40	25	1	379
	%	16.9%	19.8%	9.1%	0.0%	34.8%	14.0%	7.7%	18.2%
Definitely No	Count	102	40	2	0	7	14	2	167
	%	8.3%	7.6%	18.2%	0.0%	6.1%	7.9%	15.4%	8.0%
Total	Count	1233	524	11	3	115	178	13	2077
	%	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 (24% compared with 21%; Table 22).

Table 22: 'Would you recommend a career in medicine?' by sex

		Male	Female	Total
Definitely Yes	Count	301	173	474
	%	24.1%	20.9%	22.8%
Probably Yes	Count	387	283	670
	%	31.0%	34.2%	32.3%
Unsure	Count	238	149	387
	%	19.0%	18.0%	18.6%
Probably No	Count	221	158	379
	%	17.7%	19.1%	18.2%
Definitely No	Count	103	64	167
	%	8.2%	7.7%	8.0%
Total	Count	1250	827	2077
	%	100.0%	100.0%	100.0%

FAMILIES AND CAREERS (ALL DOCTORS)

This section focuses on all 2103 doctors for whom employment status was known (Table 1).

We asked the doctors if they had any children (including step-children). 93% of men doctors had children and 83% of women doctors had children (Table 23).

Table 23: 'Have you had any children?' by sex

		Male	Female	Total
Yes	Count	1151	679	1830
	%	92.2%	82.8%	88.5%
No	Count	97	141	238
	%	7.8%	17.2%	11.5%
Total	Count	1248	820	2068
	%	100.0%	100.0%	100.0%

The average number of children, per doctor, was 2.3 (SD=1.2). The average for men doctors was 2.4 and for women doctors it was 2.1. 45.4% of men doctors had more than 2 children, compared with 37.2% of women doctors (Table 24).

Table 24: Number of children by sex

		Male	Female	Total
0	Count	97	141	238
	%	7.9%	17.3%	11.6%
1	Count	80	58	138
	%	6.5%	7.1%	6.7%
2	Count	496	313	809
	%	40.2%	38.5%	39.5%
3	Count	385	204	589
	%	31.2%	25.1%	28.8%
4	Count	136	82	218
	%	11.0%	10.1%	10.6%
5	Count	26	12	38
	%	2.1%	1.5%	1.9%
6	Count	11	4	15
	%	0.9%	0.5%	0.7%
8	Count	1	0	1
	%	0.1%	0.0%	0.0%
10	Count	1	0	1
	%	0.1%	0.0%	0.0%
Total	Count	1233	814	2047
	%	100.0%	100.0%	100.0%

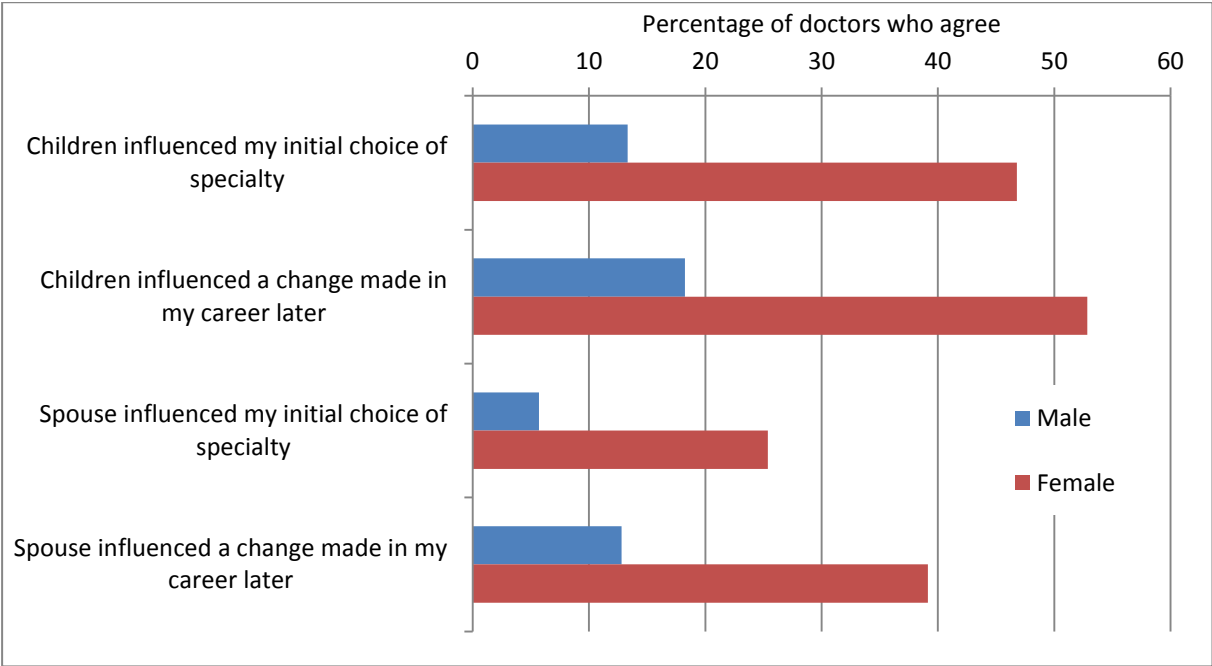
The doctors were asked ‘Did the fact of having children, or of wanting to have children, influence your initial choice of career specialty?’ More women doctors were influenced by children in their initial choice of career than men doctors (47% compared with 13%; Table 25 and Figure 12). The doctors were 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 (47% compared with 18%).

Table 25: 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	164	13.3%	1066	86.7%	1230	100.0%	371	46.8%	422	53.2%	793	100.0%
Children influenced a change made in my career later	222	18.2%	995	81.8%	1217	100.0%	410	52.8%	366	47.2%	776	100.0%
Spouse influenced my initial choice of specialty	71	5.7%	1174	94.3%	1245	100.0%	207	25.4%	609	74.6%	816	100.0%
Spouse influenced a change made in my career later	158	12.8%	1076	87.2%	1234	100.0%	315	39.1%	490	60.9%	805	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 (25% compared with 6%). 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 (39% compared with 13%).

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



APPENDIX 1: THE QUESTIONNAIRE

Please answer as fully as you can. Please complete all sections marked **All Respondents** and any others that apply to you.

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 **All Respondents** 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 **All Respondents** 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 complete
section 3
(which follows)

please skip to section 4

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

3 Respondents working in medicine Your current work in medicine

If you are no longer working in medicine, have retired, or have 'retired and returned' please go to section 4

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

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	

Thinking of your career in medicine to date, how much have you enjoyed it overall?

<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 haven't enjoyed it at all										I have enjoyed 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	

Your thoughts about eventual retirement

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?

Don't know yet (tick) or at years old

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

Don't know yet

Yes, I have already done so

Yes, in the future

No

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

Don't know yet

Yes

No

Please describe any intended change in role, if you wish, on the comments page at the end of the questionnaire.



When the time comes, would any of the following encourage you to defer retirement / 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
- Opportunity to have a salaried post for a few sessions a week (with some retraining / educational support, if necessary)
- Opportunity to undertake an educational role for a few sessions a week
- Greater flexibility in work patterns
- Feeling more valued by my employer
- Opportunity to use my expertise to improve the organisation of the service in which I work
- Access to suitable tailored training to update my skills
- None of these
- Other

Please describe any additional factors, if you wish, on the comments page at the end of the questionnaire.



4 All Respondents Your views

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 or other health professional 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"/>

If your response to either of the last two statements was 'Agree' or 'Strongly Agree', which aspects of the NHS do you consider are most likely to improve (either in your specialty or more generally)?

Please describe if you wish:

	SA	A	N	D	SD	DK
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"/>
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 if you wish:



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...

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

Please describe any such factors, if you wish, on the comments page at the end of the questionnaire.

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

Please describe any such effects, if you wish, on the comments page at the end of the questionnaire.

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 **5 Retired / Retired & Returned Respondents Retirement**

If you have retired, or have 'retired and returned' to do some medical work, please complete this section. Otherwise, go to section 6.

When did you retire (year)?

How old were you when you retired?

 years old

What was the normal, contractual, retirement age (if any) for your job?

 years old

What was your main specialty?

Did you also practise, as a senior doctor, in any other specialty? If so, please specify the specialty:



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?

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

I retired when I had planned to retire

My plans changed and I retired earlier due to a change in the work environment

My plans changed and I retired earlier 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 describe any additional factors, if you wish, on the comments page at the end of the questionnaire.

How much did you enjoy your last post?

<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 didn't enjoy it at all					I enjoyed it greatly				

Thinking of your career in medicine, how much did you enjoy it overall?

<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 didn't enjoy it at all					I enjoyed it greatly				



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

Yes

No

6 All Respondents 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 and adopted children if applicable)*

Yes *

No

* If Yes, how many?


*If Yes, how old were you when you first became a parent?

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

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

Yes * No

<input type="checkbox"/>	<input type="checkbox"/>
<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 a spouse/partner influence your initial choice of career specialty?

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

Yes* No

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



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



7 All Respondents 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	Specialty
Consultant:	<input type="text"/>	<input type="text"/>
GP Principal:	<input type="text"/>	
Non-consultant career grade post:	<input type="text"/>	<input type="text"/>

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?

8 All Respondents Background information

What is your age?

 years old

Which of the following best describes your ethnic origin?

White

Indian

Pakistani

Bangladeshi

Chinese

Asian-other *

Black Caribbean

Black African

Black-other *

Mixed *

Other *

* Please give more details if you wish



9 All Respondents Your current and recent employment

Please describe any employment, whether in the NHS or not, whether in medicine or not, and whether in the UK or not. Please regard short-term or sabbatical leave from a post as continuing to work in that post.

Date started	Date ended <i>if not current</i>	Specialty / Training Programme	Grade / Job Title	Location
MM / YY (approx. dates are fine)	MM / YY (approx. dates are fine)	<i>If clinical:</i> please give specialty and subspecialty if relevant <i>If non-clinical:</i> please give type of work <i>If not in employment:</i> please enter 'Not in paid employment'	<i>If clinical:</i> please give clinical grade <i>If clinical AND academic:</i> please give clinical and academic grade <i>If non-clinical:</i> please give job title <i>If not in employment:</i> if you wish, please outline your reason e.g. travel/career break/domestic responsibilities/illness etc.	<i>If in UK:</i> please give town or city <i>If not in UK:</i> please give the country
Your current, or most recent, <u>main</u> post				
<input type="checkbox"/> NHS clinical service post <input type="checkbox"/> Academic post <input type="checkbox"/> UK HM Forces doctor <input type="checkbox"/> UK other public sector medical <input type="checkbox"/> UK Private Sector medical <input type="checkbox"/> Abroad medical <input type="checkbox"/> Non-medical employment <input type="checkbox"/> Not in paid employment				<input type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Locum
The <u>main</u> post <u>immediately</u> preceding the one above				
<input type="checkbox"/> NHS clinical service post <input type="checkbox"/> Academic post <input type="checkbox"/> UK HM Forces doctor <input type="checkbox"/> UK other public sector medical <input type="checkbox"/> UK Private Sector medical <input type="checkbox"/> Abroad medical <input type="checkbox"/> Non-medical employment <input type="checkbox"/> Not in paid employment				<input type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Locum

Any concurrent posts?

On the next page please tell us about any other posts held at the same time as the two posts above



Any concurrent posts

Please tell us, in the same format, about any other posts held at the same time as the two posts described on the previous page

Date started MM / YY <small>(approx. dates are fine)</small>	Date ended <i>if not current</i> MM / YY <small>(approx. dates are fine)</small>	Specialty / Training Programme <i>If clinical:</i> please give specialty and subspecialty if relevant <i>If non-clinical:</i> please give type of work <i>If not in employment:</i> please enter 'Not in paid employment'	Grade / Job Title <i>If clinical:</i> please give clinical grade <i>If clinical AND academic:</i> please give clinical and academic grade <i>If non-clinical:</i> please give job title <i>If not in employment:</i> if you wish, please outline your reason e.g. travel/career break/domestic responsibilities/illness etc.	Location <i>If in UK:</i> please give town or city <i>If not in UK:</i> please give the country
Other concurrent post 1				
<input type="checkbox"/> NHS clinical service post <input type="checkbox"/> Academic post <input type="checkbox"/> UK HM Forces doctor <input type="checkbox"/> UK other public sector medical <input type="checkbox"/> UK Private Sector medical <input type="checkbox"/> Abroad medical <input type="checkbox"/> Non-medical employment <input type="checkbox"/> Not in paid employment				<input type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Locum
Other concurrent post 2				
<input type="checkbox"/> NHS clinical service post <input type="checkbox"/> Academic post <input type="checkbox"/> UK HM Forces doctor <input type="checkbox"/> UK other public sector medical <input type="checkbox"/> UK Private Sector medical <input type="checkbox"/> Abroad medical <input type="checkbox"/> Non-medical employment <input type="checkbox"/> Not in paid employment				<input type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Locum
Other concurrent post 3				
<input type="checkbox"/> NHS clinical service post <input type="checkbox"/> Academic post <input type="checkbox"/> UK HM Forces doctor <input type="checkbox"/> UK other public sector medical <input type="checkbox"/> UK Private Sector medical <input type="checkbox"/> Abroad medical <input type="checkbox"/> Non-medical employment <input type="checkbox"/> Not in paid employment				<input type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Locum



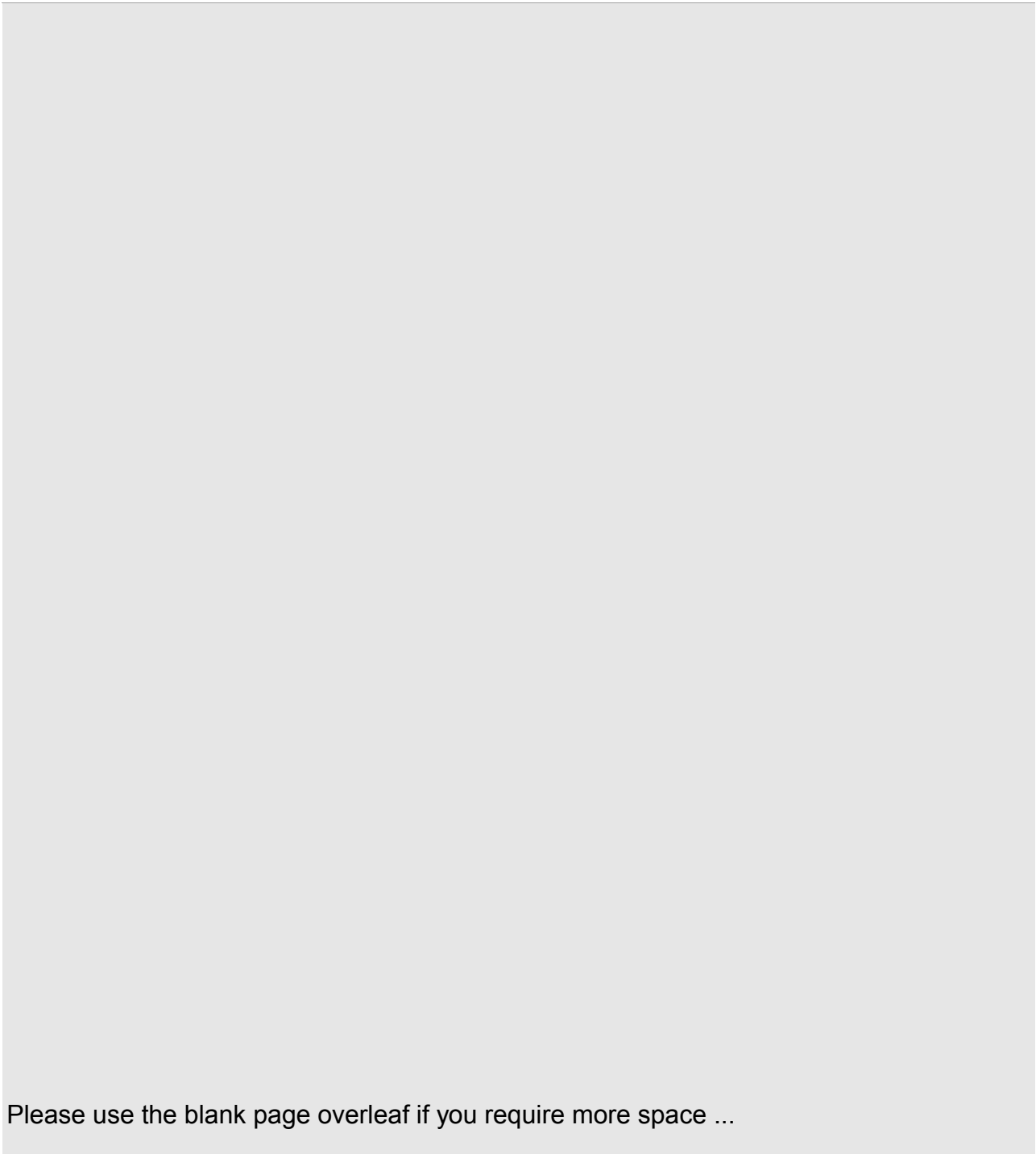
10 *All Respondents* Additional comments, if you wish

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> .



Please use the blank page overleaf if you require more space ...

**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,
Richard Doll Building, Old Road Campus, Oxford OX3 7LF.**



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<DataSubjectRefs>

