

**UK Medical Careers Research Group  
Oxford University**

**1993 cohort of UK Medical Graduates**

**Summary report of surveys conducted  
in 1994 and 1996**

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**February 2018**

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## **INTRODUCTION**

This report describes the results of three surveys of the cohort of 3667 doctors who qualified from UK medical schools in 1993.

The first survey was conducted in 1994, the first year after the cohort graduated. Mailing for this survey was completed in April 1995.

The second survey was conducted in 1996, the third year after the cohort graduated. Mailing for this survey was completed in February 1997.

This report describes the main results from both surveys, focusing mainly on those questions which were included in all surveys. These areas include their career choices, future career plans and their views about their working conditions, support, training and careers advice. It is not intended as an analytical report and does not seek to relate data from this cohort to that obtained from other cohorts.

We expect this report to be of interest to medical workforce planners, policymakers, researchers and others with an interest in medical careers.

## **COHORT SIZE AND RESPONSE TO SURVEY**

The cohort comprises 3667 doctors (1952 men, 1715 women). Excluding from the denominator those who had declined to participate, those who had died, and those who could not be contacted, the response to the first survey was 72.2% (2621/3628). For men the response rate was 67.2% (1296/1929), and for women 78.0% (1325/1699). The response to the second survey was 79.0% (2776/3515). For men the response rate was 74.7% (1391/1861), and for women 83.7% (1385/1654).

## DEMOGRAPHICS OF THE RESPONDENTS

### Domestic situation at the time of the second survey

At the time of response to the second survey, 50.1% were living with a spouse or partner (men 50.4%, women 49.9%); 92.0% had no children under 16 years of age (men 90.7%, women 93.1%); and 1.3% had dependent adults living with them (men 1.3%, women 1.2%).

### Demographic variables based on the doctors who responded to at least one survey

3133 doctors (1545 women, 1588 men, 49% women), or 85% of the cohort, replied to at least one of the 2 surveys.

### Age

The median age of the respondents as at September 1994 was 25.1 years (25.1 for men and women).

### Nationality

92% of respondents were UK citizens, with 1% having joint UK nationality.

**Table 1: Nationality**

	Male		Female		Total	
	N	%	N	%	N	%
UK	1394	90.8%	1412	92.8%	2806	91.8%
Other	118	7.7%	89	5.9%	207	6.8%
Joint UK/ Other	23	1.5%	20	1.3%	43	1.4%
Total	1535	100.0%	1521	100.0%	3056	100.0%

## ***Ethnicity***

19% of respondents provided no detail of their ethnic group. Of those who provided information, non-white students comprised 17%, the largest group being that of Indian respondents, followed by Chinese (Table 2).

**Table 2: Ethnic origin**

	Male		Female		Total	
	N	%	N	%	N	%
White	991	79.9%	1127	86.4%	2118	83.2%
Indian	100	8.1%	54	4.1%	154	6.1%
Pakistani	27	2.2%	13	1.0%	40	1.6%
Bangladeshi	3	0.2%	8	0.6%	11	0.4%
Chinese	59	4.8%	32	2.5%	91	3.6%
Asian-other*	21	1.7%	21	1.6%	42	1.7%
Black Caribbean	0	0.0%	6	0.5%	6	0.2%
Black African	4	0.3%	4	0.3%	8	0.3%
Black-other*	0	0.0%	1	0.1%	1	0.0%
Other*	19	1.5%	9	0.7%	28	1.1%
Mixed	16	1.3%	30	2.3%	46	1.8%
Total	1240	100.0%	1305	100.0%	2545	100.0%

## ***Qualifications prior to medical school***

7.4% of respondents across the three surveys had obtained professional qualifications prior to entering medical school. More men than women had obtained a professional qualification.

**Table 3: Qualifications before medical school**

	Male		Female		Total	
	N	%	N	%	N	%
Yes	112	7.3%	114	7.5%	226	7.4%
No	1425	92.7%	1409	92.5%	2834	92.6%
Total	1537	100.0%	1523	100.0%	3060	100.0%

## ***Non-clinical qualifications during medical school***

1070 doctors (602 men, 468 women) had gained an intercalated degree during their time at medical school. Of all respondents, this was 34% overall (1070/3133): 30% of women (468/1545) and 38% of men (602/1588).

### ***Clinical medical school attended***

Table 4 below provides details of the clinical medical school of doctors who had responded to at least one of the two surveys in this report.

**Table 4: Clinical Medical School**

	Male		Female		Total	
	N	%	N	%	N	%
Aberdeen	51	3.2%	49	3.2%	100	3.2%
Belfast	65	4.1%	60	3.9%	125	4.0%
Birmingham	56	3.5%	83	5.4%	139	4.4%
Bristol	46	2.9%	61	3.9%	107	3.4%
Cambridge	47	3.0%	39	2.5%	86	2.7%
Cardiff	66	4.2%	71	4.6%	137	4.4%
Dundee	48	3.0%	32	2.1%	80	2.6%
Edinburgh	80	5.0%	71	4.6%	151	4.8%
Glasgow	78	4.9%	91	5.9%	169	5.4%
Guy`s Hospital	90	5.7%	66	4.3%	156	5.0%
Imperial College	57	3.6%	69	4.5%	126	4.0%
King`s College	42	2.6%	38	2.5%	80	2.6%
Leeds	58	3.7%	52	3.4%	110	3.5%
Leicester	33	2.1%	51	3.3%	84	2.7%
Liverpool	60	3.8%	58	3.8%	118	3.8%
Manchester	109	6.9%	104	6.7%	213	6.8%
Newcastle	69	4.3%	68	4.4%	137	4.4%
Nottingham	51	3.2%	64	4.1%	115	3.7%
Oxford	52	3.3%	28	1.8%	80	2.6%
Queen Mary and Westfield	37	2.3%	45	2.9%	82	2.6%
Sheffield	73	4.6%	61	3.9%	134	4.3%
Southampton	52	3.3%	53	3.4%	105	3.4%
St George`s	50	3.1%	54	3.5%	104	3.3%
St. Mary`s	51	3.2%	40	2.6%	91	2.9%
The London	51	3.2%	36	2.3%	87	2.8%
The Royal Free	33	2.1%	30	1.9%	63	2.0%
University College	83	5.2%	71	4.6%	154	4.9%
Total	1588	100.0%	1545	100.0%	3133	100.0%

## CAREER PLANS

Respondents were asked a set of questions regarding their current employment and career plans and intentions. Table 5 summarises the responses to the questions, with percentages calculated with reference to the overall response to each question (and in parentheses, where relevant, the percentage of all respondents). Each survey asked a different set of questions, hence each survey is reported separately. Percentages may not add up to 100% due to rounding.

**Table 5: Career Plans**

	Number	<i>Percentage of respondents to question</i>	<i>Percentage of respondents to questionnaire</i>
<b>Responders to First survey</b>	<b>2621</b>	100.0	100.0
<b>Intention to practise medicine in the UK for the foreseeable future</b>	<b>2601</b>	<b>100.0%</b>	<b>99.2%</b>
Yes, definitely	1046	40.2%	39.9%
Yes, probably	924	35.5%	35.3%
Undecided	380	14.6%	14.5%
No, probably not	191	7.3%	7.3%
No, definitely not	60	2.3%	2.3%
<b>Responders to Second survey</b>	<b>2776</b>	100.0	100.0
<b>Intention to practise medicine in the UK for the foreseeable future</b>	<b>2506</b>	<b>100.0%</b>	<b>99.8%</b>
Yes, definitely	1023	40.3%	40.2%
Yes, probably	921	40.9%	40.8%
Undecided	319	11.0%	11.0%
No, probably not	177	6.2%	6.2%
No, definitely not	66	1.7%	1.7%

## FINAL CHOICE OF LONG-TERM CAREER

The following section summarises the responses to questions regarding career choices. Respondents were first asked whether they had *Definitely*, *Probably* or *Not really* decided on their choice of specialty for their long-term career. They were then asked to list, in order, up to three choices of long-term career specialty in order of preference (with the option to indicate 'tied' choices). Respondents were then asked to rate a series of twelve factors as either having influenced their career choice *A great deal*, *A little*, or *Not at all*. These questions were asked in the first and third surveys, and the questions and attitude statements appear in full in each questionnaire (Appendixes 1 and 2).

Tables 6-8 and Figures 1 and 2 summarise the responses to these questions. Please note that not all respondents to each survey responded to each question, hence totals may vary from question to question, and deviations from 100% may occur due to rounding. Where first choice of specialty is given, it should be noted that this is the choice indicated in the first box on the survey, and does not take tied choices into account. In the first survey, 7.3% of all respondents indicated a tie between either first and second choices or all three choices. This figure for the second survey had fallen to 4.0%.



**Table 6: Certainty of specialty choice**

Response Year 1	Male		Female		Total	
	Count	%	Count	%	Count	%
Definitely	447	35.1%	349	26.6%	796	30.8%
Probably	598	46.9%	652	49.7%	1250	48.3%
Not Really	230	18.0%	310	23.6%	540	20.9%
Total	1275	100.0%	1311	100.0%	2586	100.0%

Response Year 3	Male		Female		Total	
	Count	%	Count	%	Count	%
Definitely	616	50.0%	571	44.3%	1187	47.1%
Probably	493	40.0%	549	42.6%	1042	41.3%
Not Really	124	10.1%	169	13.1%	293	11.6%
Total	1233	100.0%	1289	100.0%	2522	100.0%

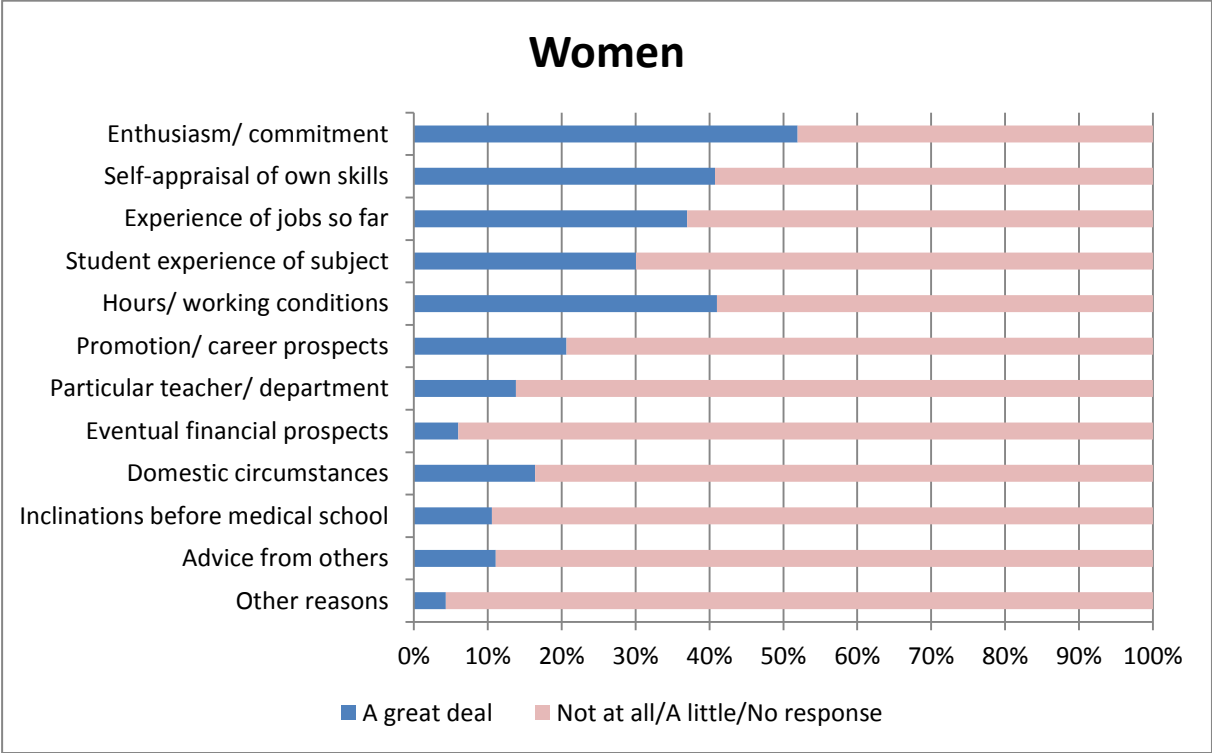
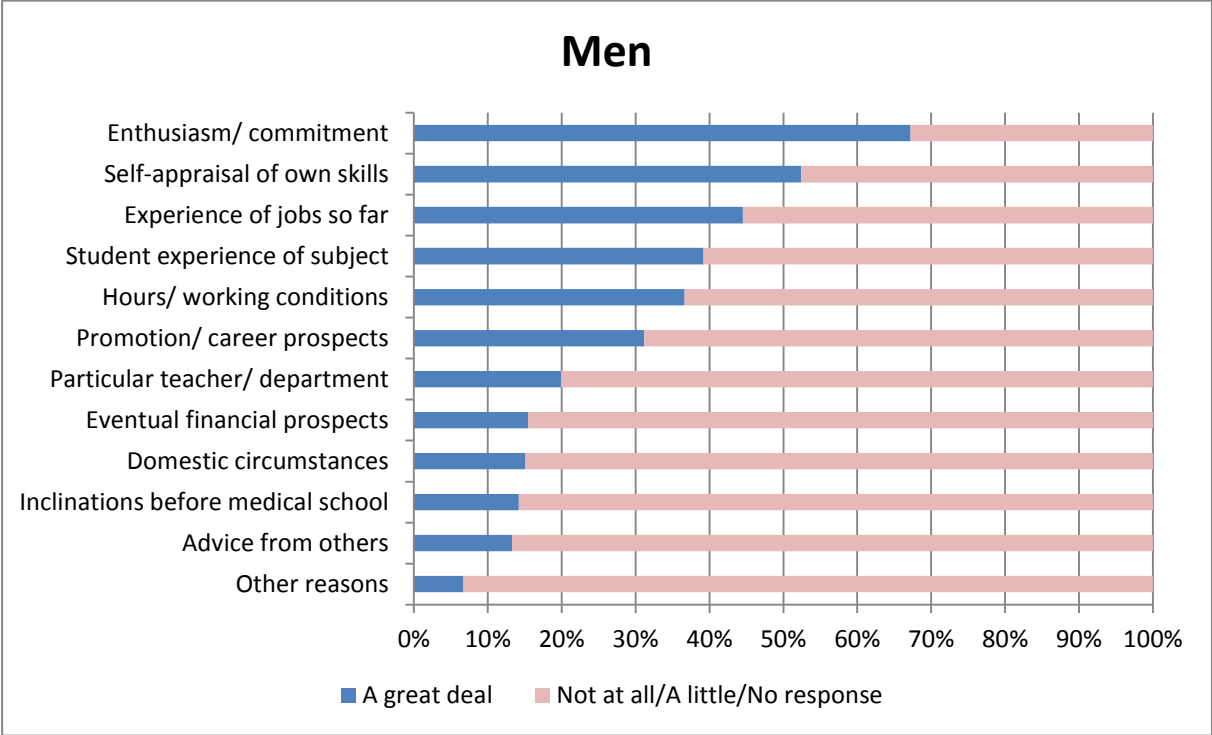
**Table 7: First Choice of Specialty (Mainstream) – Year 1**

	Male		Female		Total	
	Count	%	Count	%	Count	%
Hospital Medical Specialties	314	24.5%	267	20.3%	581	22.4%
Paediatrics	65	5.1%	107	8.1%	172	6.6%
Emergency medicine	36	2.8%	31	2.4%	67	2.6%
Surgical Specialties	339	26.5%	106	8.1%	445	17.2%
Obstetrics & Gynaecology	39	3.0%	90	6.9%	129	5.0%
Anaesthetics	103	8.0%	92	7.0%	195	7.5%
Radiology	28	2.2%	24	1.8%	52	2.0%
Clinical Oncology	9	0.7%	22	1.7%	31	1.2%
Pathology	20	1.6%	25	1.9%	45	1.7%
Psychiatry	57	4.5%	54	4.1%	111	4.3%
General Practice	224	17.5%	452	34.4%	676	26.1%
Community Health	3	0.2%	7	0.5%	10	0.4%
Public Health	4	0.3%	2	0.2%	6	0.2%
Other Medical Specialties	21	1.6%	18	1.4%	39	1.5%
Non-Medical	18	1.4%	15	1.1%	33	1.3%
Not in paid employment	0	0.0%	1	0.1%	1	0.0%
Total	1280	100.0%	1313	100.0%	2593	100.0%

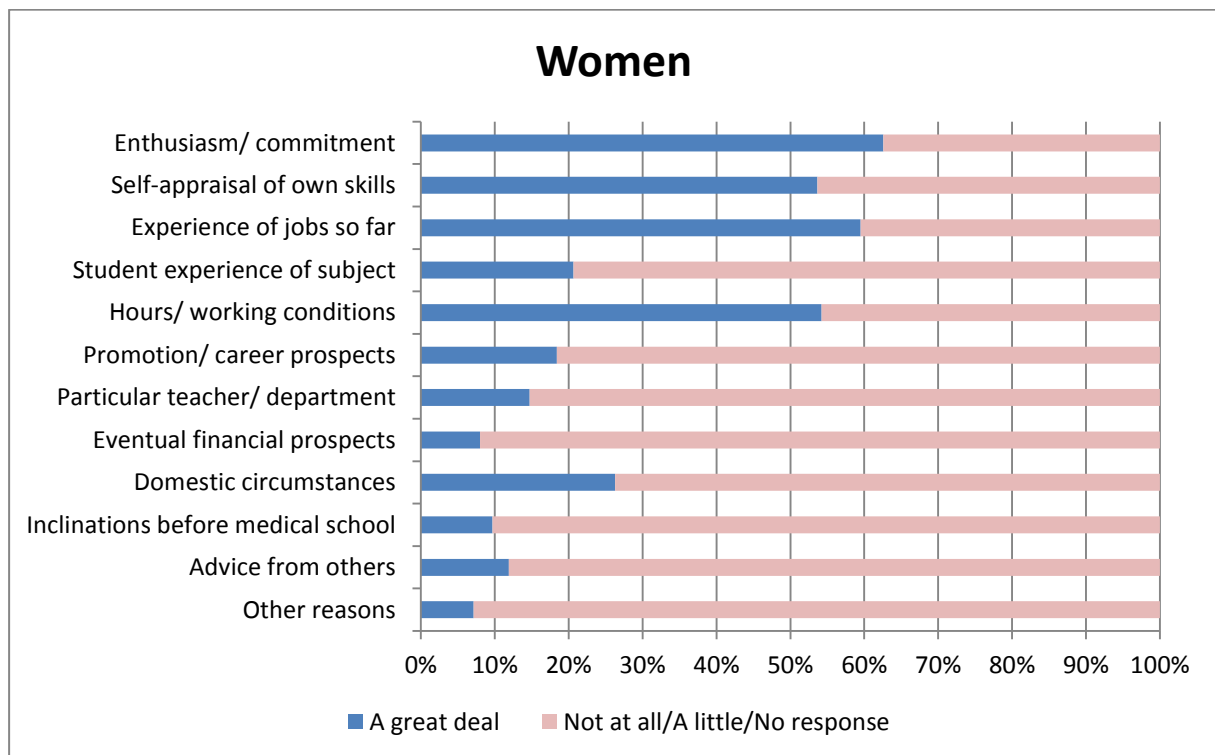
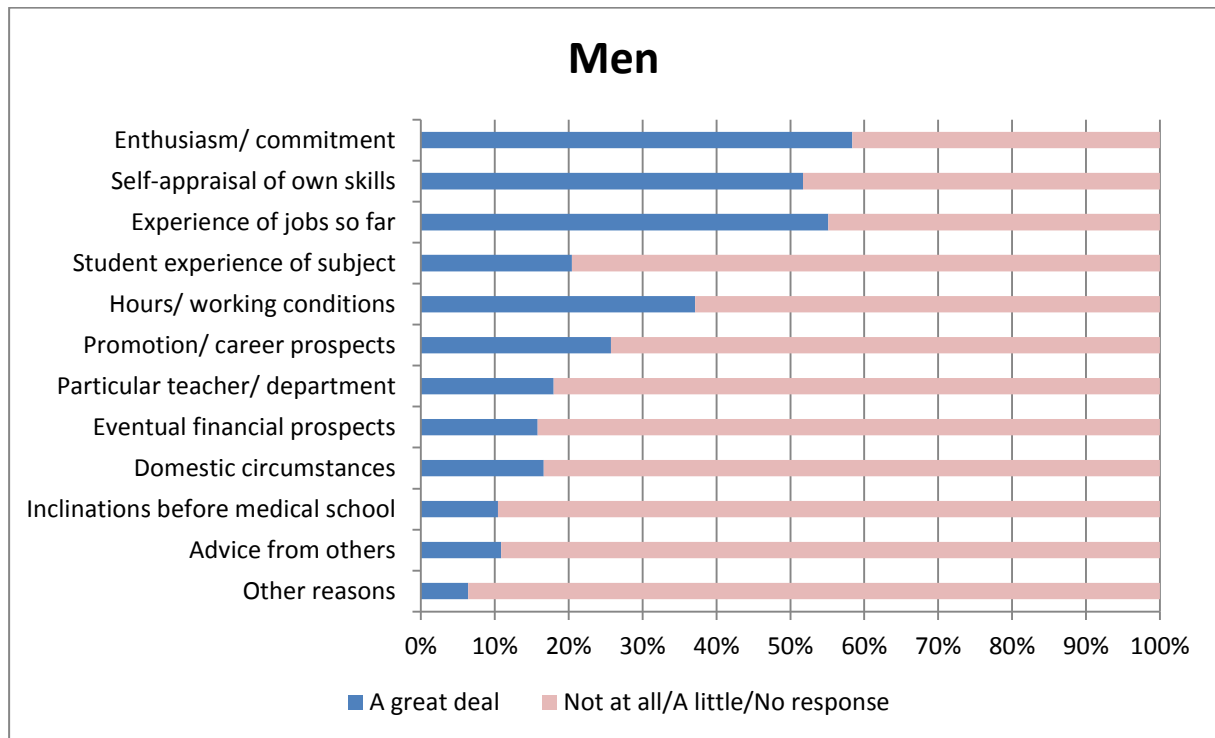
**Table 8: First Choice of Specialty (Mainstream) – Year 3**

	Male		Female		Total	
	Count	%	Count	%	Count	%
Hospital Medical Specialties	258	21.0%	204	15.8%	462	18.4%
Paediatrics	64	5.2%	128	9.9%	192	7.6%
Emergency medicine	43	3.5%	35	2.7%	78	3.1%
Surgical Specialties	272	22.2%	74	5.7%	346	13.8%
Obstetrics & Gynaecology	41	3.3%	61	4.7%	102	4.1%
Anaesthetics	140	11.4%	97	7.5%	237	9.4%
Radiology	17	1.4%	17	1.3%	34	1.4%
Clinical Oncology	18	1.5%	34	2.6%	52	2.1%
Pathology	31	2.5%	43	3.3%	74	2.9%
Psychiatry	52	4.2%	64	5.0%	116	4.6%
General Practice	265	21.6%	486	37.7%	751	29.9%
Community Health	0	0.0%	4	0.3%	4	0.2%
Public Health	4	0.3%	9	0.7%	13	0.5%
Other Medical Specialties	10	0.8%	14	1.1%	24	1.0%
Non-Medical	12	1.0%	16	1.2%	28	1.1%
Not in paid employment	0	0.0%	2	0.2%	2	0.1%
<b>Total</b>	<b>1227</b>	<b>100.0%</b>	<b>1288</b>	<b>100.0%</b>	<b>2515</b>	<b>100.0%</b>

**Figure 1: Factors contributing to specialty choice – Year 1**



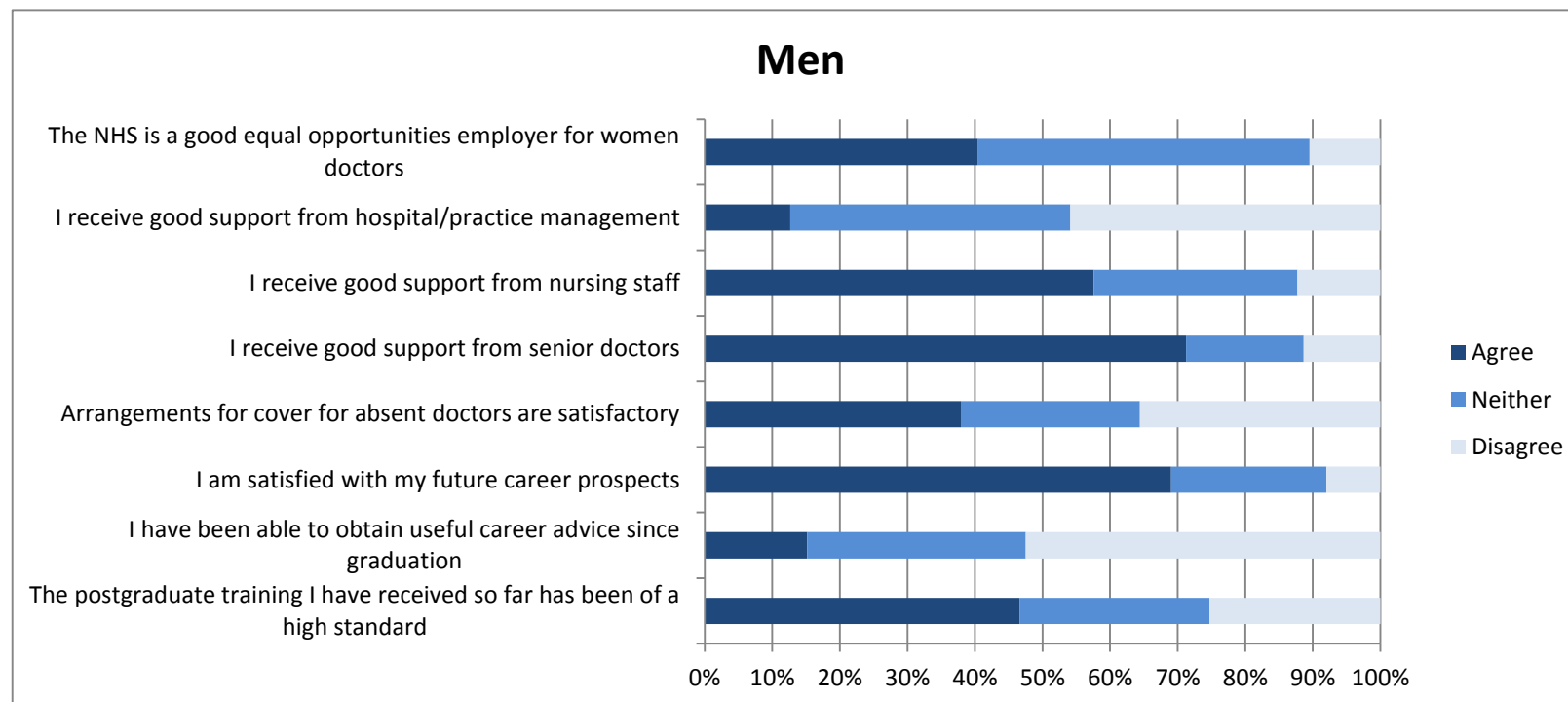
**Figure 2: Factors contributing to specialty choice – Year 3**



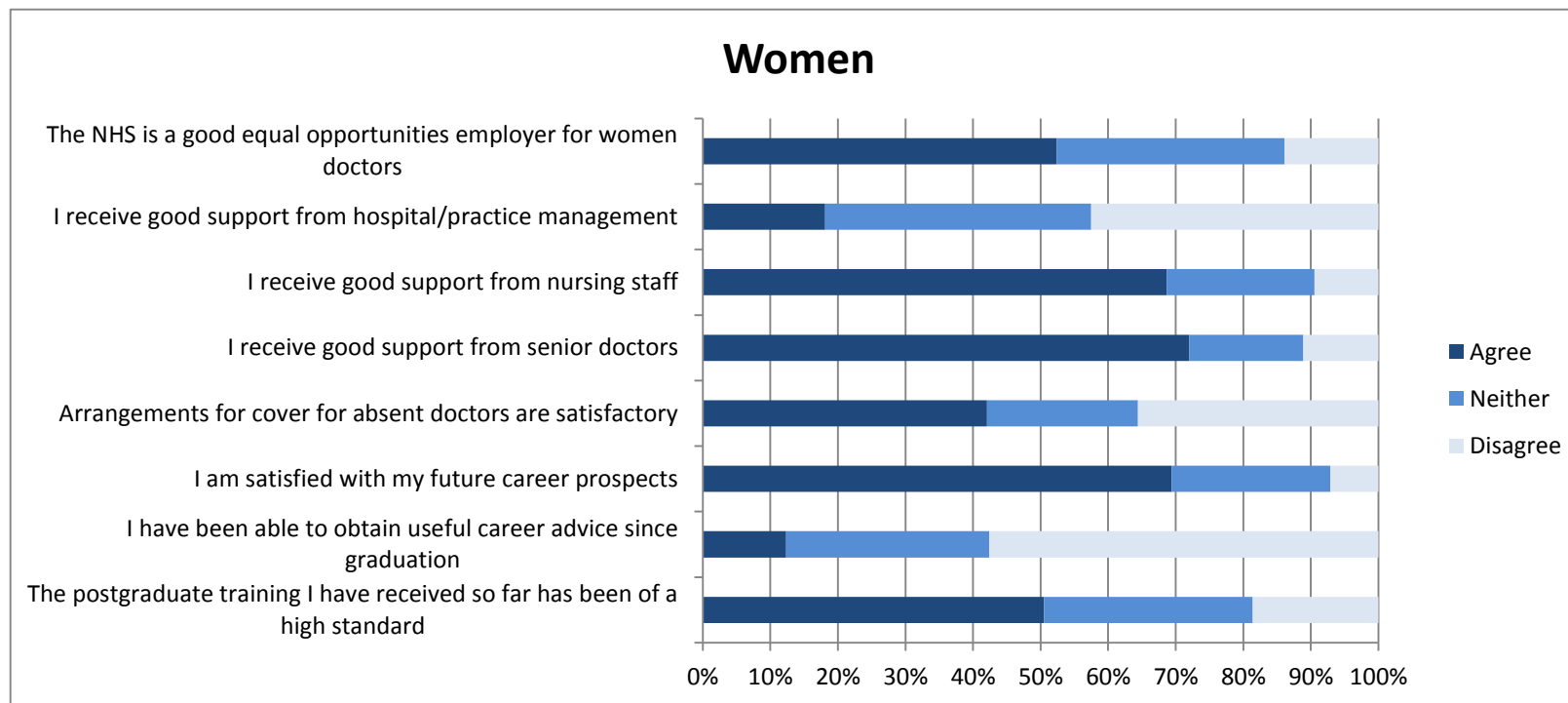
## VIEWS AND ATTITUDES

Figures 3 and 4 summarise responses to 8 attitude statements asked in year 3. Responses were received on a 5-point scale from *strongly agree* to *strongly disagree*. For ease of presentation, responses for *strongly agree* and *agree*, and *strongly disagree* and *disagree*, have been combined as *agree* and *disagree* respectively. For a full list of attitude statements in this section see page 9 of the second survey (Appendix 2).

**Figure 3: Views and attitudes - Men**



**Figure 4: Views and attitudes - Women**



## **Appendix 1: Year 1 questionnaire**

## Career Preferences of 1993 Graduates, First Enquiry

*All replies will be treated as strictly confidential.*

*It would help us very much if you would please answer **all** questions.*

*Please write clearly. Where numbered alternatives are given, please circle the appropriate response.*

*Changes of surname are particularly important for future follow-up questionnaires.*

1. Name used professionally \_\_\_\_\_

Maiden/married /former name (if any) \_\_\_\_\_

Current address \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

2. Date of birth

day			month			year			
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9 3 /

3. Sex

	Male	1
	Female	2

4. Marital status

	Living with spouse	1
	Living with a partner	2
	Not living with a partner	3

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

Please give their ages

6. Are there any dependent adults (e.g. disabled, sick or elderly) in your household whose needs affect your ability to pursue your chosen career ?

	Yes	1
	No	2

7. What is your nationality ? \_\_\_\_\_

8. Where were you born ?

	England	1
	Wales	2
	Scotland	3
	N. Ireland	4
	Republic of Ireland	5
Elsewhere ( <i>please specify</i> ) _____		6

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

10. What were your medical schools ? Pre-clinical \_\_\_\_\_ Clinical \_\_\_\_\_

11. At the time of your application for medical school :

(a) which town or city did you live in or near ? \_\_\_\_\_  
*(If rural, give nearest town or city)*

(b) how many years had you lived there ? (*Please enter number*)

12. Had you obtained any higher/professional qualifications before entering medical school ?

	*Yes	1
	No	2

\* *Please specify* \_\_\_\_\_



13. Did you obtain any non-clinical qualifications during medical school ? No 0  
 (Exclude primary medical qualifications, e.g.MB, ChB) Yes - BSc, BA, BMedSci 1  
\*Other 2

\* Please specify \_\_\_\_\_

14. What is your present job ? First pre-reg. 1  
Second pre-reg. 2  
\* Other 3  
None 4

\* Please specify \_\_\_\_\_

Which town or city do you work in or near ? \_\_\_\_\_

(If rural, give nearest town or city)

When did you start your pre-reg. year ?(Give month and year) \_\_\_\_ / \_\_\_\_

15. Have you made up your mind about your choice of long-term career ? Definitely 1  
Probably 2  
Not really 3

16. What is your choice of long-term career ? *List up to 3 choices in order of preference. Bracket together any choices that are equal. Be as specific or as general as you wish.*

1 \_\_\_\_\_  
 2 \_\_\_\_\_  
 3 \_\_\_\_\_

17. How much have the following factors influenced your career choice ? *For each factor, please tick one of the three boxes.*
- |  | Not<br>at<br>all         | A<br>little              | A<br>great<br>deal       |
|--|--------------------------|--------------------------|--------------------------|
| Domestic circumstances                           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Hours / working conditions                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Future financial prospects                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Career and promotion prospects                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Self-appraisal of own skills/aptitudes           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Advice from others                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Experience of chosen subject as a student        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| A particular teacher/department                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Inclinations before medical school               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Experience of jobs undertaken so far             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Enthusiasm/commitment : what I really want to do | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| *Other reasons                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

\* Please specify \_\_\_\_\_

18. Apart from temporary visits abroad, do you intend to practise **in the United Kingdom** for the foreseeable future ? Yes-definitely 1  
Yes-probably 2  
Undecided 3  
No-probably not 4  
No-definitely not 5

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

## **Appendix 2: Year 3 questionnaire**

**Medical Careers Research Group**

**Career Preferences and Experiences of Doctors Qualifying in 1993  
Second Enquiry, 1996**

**YOUR NAME, ADDRESS AND DATE OF BIRTH**

**We use this information to identify and locate you, for future mailings and in order to match your replies to successive surveys in the study. This sheet is stored separately from the rest of the questionnaire.**

Study Reference Number **9 3** / 

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Name used professionally \_\_\_\_\_

Maiden/married /former name (if any) \_\_\_\_\_  
*(Changes of surname are particularly important for future follow-up questionnaires)*

Current address \_\_\_\_\_  
*(Your preferred address for our use)*  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Date of birth      day      month      year  

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**Medical Careers Research Group**  
**Career Preferences and Experiences of Doctors Qualifying in 1993**  
**Second Enquiry, 1996**

*Your replies will be treated as strictly confidential.*

*Please answer the following questions as fully as you are able,  
by ticking or writing in the boxes provided,  
and return the questionnaire in the envelope provided.*

*Please write clearly.*

Study Reference Number **9 3** /

**A. BACKGROUND INFORMATION**

1. Are you **male?**  <sup>1</sup> **female?**  <sup>2</sup>
2. What was your **age** last birthday?  years
3. What is your current **marital status?**
- |                            |                          |              |
|----------------------------|--------------------------|--------------|
| Living with spouse         | <input type="checkbox"/> | <sup>1</sup> |
| Living with partner        | <input type="checkbox"/> | <sup>2</sup> |
| Single                     | <input type="checkbox"/> | <sup>3</sup> |
| Widowed/Divorced/Separated | <input type="checkbox"/> | <sup>4</sup> |
4. How many **children under 16** are normally resident in your household?
- If there are children, what are their ages in years?
- (Enter 0 for 0-11 months)
5. Are there any dependent adults (e.g. disabled, sick or elderly) in your household whose needs could affect your ability to pursue your chosen career? Yes  <sup>1</sup> No  <sup>2</sup>
6. What is your **nationality** ? UK  <sup>1</sup> Other\*  <sup>2</sup> Joint UK/Other\*  <sup>3</sup>
- \* Please specify
7. What was your **place of birth?**
- |         |                          |              |            |                          |              |                 |                          |              |
|---------|--------------------------|--------------|------------|--------------------------|--------------|-----------------|--------------------------|--------------|
| England | <input type="checkbox"/> | <sup>1</sup> | Scotland   | <input type="checkbox"/> | <sup>3</sup> | Rep. of Ireland | <input type="checkbox"/> | <sup>5</sup> |
| Wales   | <input type="checkbox"/> | <sup>2</sup> | N. Ireland | <input type="checkbox"/> | <sup>4</sup> | Elsewhere*      | <input type="checkbox"/> | <sup>6</sup> |
- \* Please specify

**B. MEDICAL SCHOOL**

8. Which was your *pre-clinical* medical school?
9. Which was your *clinical* medical school?
10. **How old** were you when you started as a pre-clinical medical student ?  years
11. At the time of your application for medical school :  
 which **town or city did you live in or near?**   
 (If rural, give nearest town or city)  
 how many years had you lived there or near there?  years

**C. PROFESSIONAL QUALIFICATIONS**

12. Did you obtain any **post-school/professional qualifications before** entering medical school ? Yes\*  <sup>1</sup> No  <sup>2</sup>  
 \* Please specify

13. Did you obtain any **non-clinical qualifications during** medical school ?  
 (Exclude primary medical qualifications, e.g. MB, ChB)
- Yes - BSc, BA, BMedSci  <sup>1</sup> Yes - \*Other  <sup>2</sup> No  <sup>3</sup>  
 \* Please specify

14. Have you obtained any **medical or academic qualifications since leaving** medical school? Yes\*  <sup>1</sup> No  <sup>2</sup>

\* Please give details below (spell out in full rather than initials) and the year passed;  
 for College examinations indicate whether Part 1/Primary etc.

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

**D1. CURRENT POST**

Please give details of your current post, as follows. If you are currently in a **non-medical job, or not in paid employment**, please complete the details as requested below. If you are on **statutory maternity leave**, please give details of the post to which this leave relates, rather than recording yourself as 'Not in paid employment'. If you have **two current posts**, please describe your second current post on the next page.

**15. Which one of these broad groupings best describes your type of work?**

General Medicine Group*	<input type="checkbox"/>	1	Radiology	<input type="checkbox"/>	8	Public Health Medicine	<input type="checkbox"/>	14
Paediatrics	<input type="checkbox"/>	2	Clinical Oncology	<input type="checkbox"/>	9	Other medical*	<input type="checkbox"/>	15
Accident and Emergency	<input type="checkbox"/>	3	Pathology*	<input type="checkbox"/>	10	Non-medical	<input type="checkbox"/>	16
General Surgery	<input type="checkbox"/>	4	Psychiatry	<input type="checkbox"/>	11	Not in paid employment	<input type="checkbox"/>	17
Other Surgical specialty*	<input type="checkbox"/>	5	General Practice	<input type="checkbox"/>	12			
Obstetrics and Gynaecology	<input type="checkbox"/>	6	Community Health	<input type="checkbox"/>	13			
Anaesthetics	<input type="checkbox"/>	7						

**16. If your post is in a more specifically described specialty or subspecialty, and particularly if you have ticked an asterisked grouping, please name the specialty.**

For non-medical employment, give the type of work. If you are not currently in paid employment, enter 'Unemployed', 'Career break' or another appropriate description.

**17. What is your current grade?**

Give the grade of the post (SHO, Reg., Senior Reg., Consultant, Principal etc.). For non-medical employment, give the job title. If not in paid employment, leave blank.

**18. What is your source of remuneration? (only required for UK medical posts)**

UK NHS	<input type="checkbox"/>	1	Other UK public body (e.g. Research Councils)	<input type="checkbox"/>	4
UK University	<input type="checkbox"/>	2	UK Private Medicine	<input type="checkbox"/>	5
Joint UK NHS and University	<input type="checkbox"/>	3			

**19. When did you start this post (month and year)?**

 / 19 

If not employed, give end date of last period of employment.

**20. Where do you work?**

Give the name of the town or city, or the country if outside the UK.

**21. What is your work pattern?**

 Whole-time  <sup>1</sup>

 Part-time / flexible  <sup>2</sup>

If part-time / flexible, what is your typical number of

 Sessions per week 

Or

 Hours per week 

**22. Is this post of one of the following types? Tick if applicable, otherwise leave blank.**

 Retainer scheme  <sup>1</sup>    Locum/acting  <sup>2</sup>    Honorary(unpaid)  <sup>3</sup>    HM Forces  <sup>4</sup>

**23. If you are currently not in paid employment, are you seeking employment?**

 No-not seeking paid work  <sup>1</sup>  
 Yes-whole-time, in medicine  <sup>2</sup>

 Yes-part-time, in medicine  <sup>3</sup>  
 Yes-outside medicine  <sup>4</sup>

**D2. SECOND CURRENT POST**

This page is for details of your **second current post, if any**. Leave this page **blank** if you have **one** current post.

The details requested below are the same as for the first current post (see previous page), so the rubric has not been repeated.

If you have **more than two current posts**, please photocopy this page for the **third and subsequent posts**.

**15b. Which one of these broad groupings best describes your type of work?**

General Medicine Group*	<input type="checkbox"/>	1	Radiology	<input type="checkbox"/>	8	Public Health Medicine	<input type="checkbox"/>	14
Paediatrics	<input type="checkbox"/>	2	Clinical Oncology	<input type="checkbox"/>	9	Other medical*	<input type="checkbox"/>	15
Accident and Emergency	<input type="checkbox"/>	3	Pathology*	<input type="checkbox"/>	10	Non-medical	<input type="checkbox"/>	16
General Surgery	<input type="checkbox"/>	4	Psychiatry	<input type="checkbox"/>	11	Not in paid employment	<input type="checkbox"/>	17
Other Surgical specialty*	<input type="checkbox"/>	5	General Practice	<input type="checkbox"/>	12			
Obstetrics and Gynaecology	<input type="checkbox"/>	6	Community Health	<input type="checkbox"/>	13			
Anaesthetics	<input type="checkbox"/>	7						

16b. If your post is in a more specifically described specialty or subspecialty, and particularly if you have ticked an asterisked grouping, **please name the specialty.**

17b. **What is your current grade?**

18b. **What is your source of remuneration?**

UK NHS	<input type="checkbox"/>	1	Other UK public body (e.g. Research Councils)	<input type="checkbox"/>	4
UK University	<input type="checkbox"/>	2	UK Private Medicine	<input type="checkbox"/>	5
Joint UK NHS and University	<input type="checkbox"/>	3			

19b. **When did you start this post (month and year)?**

 / 19 

20b. **Where do you work?**

21b. **What is your work pattern?** Whole-time  <sup>1</sup> Part-time  <sup>2</sup> Flexible  <sup>3</sup>

If part-time or flexible, what is your typical number of

Sessions per week  Or Hours per week

22b. Is this post of one of the following **types**?

Retainer scheme  <sup>1</sup> Locum/acting  <sup>2</sup> Honorary(unpaid)  <sup>3</sup> HM Forces  <sup>4</sup>

## E1. PREVIOUS POST(S)

Please provide details below of your previous post(s), starting (on this page) with your most recent post, and ending (on the next page) with the first post following your pre-registration year. Do not include pre-registration posts. We would like information on all your jobs, whether as a medical practitioner or in a non-medical job, and any gaps in paid employment of at least one calendar month in duration. For gaps in employment, please indicate reason under 'specialty' e.g. illness, career break/travel/holiday, maternity, inability to obtain suitable work. Alternatively, if it is easier for you, please send us the relevant portion of your CV if it would provide us with the same information.

### Post 1 (Most recent)

24a. Which of these broad groupings best describes the type of work you were doing?

General Medicine Group*	<input type="checkbox"/>	1	Radiology	<input type="checkbox"/>	8	Public Health Medicine	<input type="checkbox"/>	14
Paediatrics	<input type="checkbox"/>	2	Clinical Oncology	<input type="checkbox"/>	9	Other medical*	<input type="checkbox"/>	15
Accident and Emergency	<input type="checkbox"/>	3	Pathology*	<input type="checkbox"/>	10	Non-medical	<input type="checkbox"/>	16
General Surgery	<input type="checkbox"/>	4	Psychiatry	<input type="checkbox"/>	11	Not in paid employment	<input type="checkbox"/>	17
Other Surgical specialty*	<input type="checkbox"/>	5	General Practice	<input type="checkbox"/>	12			
Obstetrics and Gynaecology	<input type="checkbox"/>	6	Community Health	<input type="checkbox"/>	13			
Anaesthetics	<input type="checkbox"/>	7						

25a. If your post was in a more specifically described specialty, and particularly if you have ticked an asterisked grouping, please name the specialty.

26a. What was your grade?

27a. When did you start and finish this post (month and year)?

Started  / 19  Finished  / 19

28a. Where did you work?

Give the name of the town or city, or the country if outside the UK.

### Post 2

24b. Which of these broad groupings best describes the type of work you were doing?

General Medicine Group*	<input type="checkbox"/>	1	Radiology	<input type="checkbox"/>	8	Public Health Medicine	<input type="checkbox"/>	14
Paediatrics	<input type="checkbox"/>	2	Clinical Oncology	<input type="checkbox"/>	9	Other medical*	<input type="checkbox"/>	15
Accident and Emergency	<input type="checkbox"/>	3	Pathology*	<input type="checkbox"/>	10	Non-medical	<input type="checkbox"/>	16
General Surgery	<input type="checkbox"/>	4	Psychiatry	<input type="checkbox"/>	11	Not in paid employment	<input type="checkbox"/>	17
Other Surgical specialty*	<input type="checkbox"/>	5	General Practice	<input type="checkbox"/>	12			
Obstetrics and Gynaecology	<input type="checkbox"/>	6	Community Health	<input type="checkbox"/>	13			
Anaesthetics	<input type="checkbox"/>	7						

25b. If your post was in a more specifically described specialty, and particularly if you have ticked an asterisked grouping, please name the specialty.

26b. What was your grade?

27b. When did you start and finish this post (month and year)?

Started  / 19  Finished  / 19

28b. Where did you work?



## E2. ADDITIONAL PREVIOUS POST(S)

Please provide details below of other posts you have held, in the same format as on the previous page. This page has space for two more posts; if you have had more, please photocopy this page.

### Post 3

24c. Which of these broad groupings best describes the type of work you were doing?

General Medicine Group*	<input type="checkbox"/>	1	Radiology	<input type="checkbox"/>	8	Public Health Medicine	<input type="checkbox"/>	14
Paediatrics	<input type="checkbox"/>	2	Clinical Oncology	<input type="checkbox"/>	9	Other medical*	<input type="checkbox"/>	15
Accident and Emergency	<input type="checkbox"/>	3	Pathology*	<input type="checkbox"/>	10	Non-medical	<input type="checkbox"/>	16
General Surgery	<input type="checkbox"/>	4	Psychiatry	<input type="checkbox"/>	11	Not in paid employment	<input type="checkbox"/>	17
Other Surgical specialty*	<input type="checkbox"/>	5	General Practice	<input type="checkbox"/>	12			
Obstetrics and Gynaecology	<input type="checkbox"/>	6	Community Health	<input type="checkbox"/>	13			
Anaesthetics	<input type="checkbox"/>	7						

25c. If your post was in a more specifically described specialty, and particularly if you have ticked an asterisked grouping, please name the specialty.

26c. What was your grade?

27c. When did you start and finish this post (month and year)?  
 Started  / 19  Finished  / 19

28c. Where did you work?

### Post 4

24d. Which of these broad groupings best describes the type of work you were doing?

General Medicine Group*	<input type="checkbox"/>	1	Radiology	<input type="checkbox"/>	8	Public Health Medicine	<input type="checkbox"/>	14
Paediatrics	<input type="checkbox"/>	2	Clinical Oncology	<input type="checkbox"/>	9	Other medical*	<input type="checkbox"/>	15
Accident and Emergency	<input type="checkbox"/>	3	Pathology*	<input type="checkbox"/>	10	Non-medical	<input type="checkbox"/>	16
General Surgery	<input type="checkbox"/>	4	Psychiatry	<input type="checkbox"/>	11	Not in paid employment	<input type="checkbox"/>	17
Other Surgical specialty*	<input type="checkbox"/>	5	General Practice	<input type="checkbox"/>	12			
Obstetrics and Gynaecology	<input type="checkbox"/>	6	Community Health	<input type="checkbox"/>	13			
Anaesthetics	<input type="checkbox"/>	7						

25d. If your post was in a more specifically described specialty, and particularly if you have ticked an asterisked grouping, please name the specialty.

26d. What was your grade?

27d. When did you start and finish this post (month and year)?  
 Started  / 19  Finished  / 19

28d. Where did you work?

## E3. FURTHER INFORMATION ABOUT PREVIOUS POST(S)

29. For each previous post which was **not a full-time established post wholly funded by the UK NHS**, please complete the appropriate row of the table below. For part-time jobs enter the average number of weekly sessions. If applicable, tick one of the special types of post, and one of the sources of funding.

Post number	Part-time	Special types of post				Source of funding (if not wholly NHS)			
	Number of weekly sessions	Retainer Scheme	Locum /Acting	Honorary (unpaid)	HM Forces	UK University	Joint NHS / University	Other UK Public Body	UK Private Medicine
1									
2									
3									
4									

**F. CAREER CHOICE**

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

Definitely  <sup>1</sup>      Probably  <sup>2</sup>      Not really  <sup>3</sup>

31. What is your choice of long-term career ? *List up to 3 choices in order of preference. Bracket together any choices that are equal. Be as specific or as general as you wish.*

1	
2	
3	

32. How much have each of the following factors influenced your career choice ? *For each factor, please tick one of the three boxes.*

	Not at all	A little	A great deal
Domestic circumstances	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2
Hours / working conditions	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2
Future financial prospects	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2
Career and promotion prospects	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2
Self-appraisal of own skills/aptitudes	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2
Advice from others	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2
Experience of chosen subject as a student	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2
A particular teacher/department	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2
Inclinations before medical school	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2
Experience of jobs undertaken so far	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2
Enthusiasm/commitment : what I really want to do	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2
Other reasons*	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2

\* Please specify

33. Since you left medical school, have you seriously considered **Yes\***  <sup>1</sup> **No**  <sup>2</sup> **and rejected** an alternative career (i.e. a career other than that in Question 31)?

\* If yes, what was your alternative career?

What was the main reason you rejected it?

34. Apart from temporary visits abroad, do you intend to practise **in the United Kingdom** for the foreseeable future ?

Yes-definitely	<input type="checkbox"/> 1
Yes-probably	<input type="checkbox"/> 2
Undecided	<input type="checkbox"/> 3
No-probably not	<input type="checkbox"/> 4
No-definitely not	<input type="checkbox"/> 5

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

What is your main reason for planning to do so?

**G. IMPRESSIONS AND OPINIONS**

35. What are your impressions of the following?

*For each topic, tick the response which is closest to your own impression. You may give more details of reasons and explanations on the next page, if you wish. Please use 'No opinion' for topics for which you do not feel you have enough information to express an opinion.*

	Strongly favourable	Favourable	Neutral	Unfavourable	Strongly unfavourable	No opinion
The quality of your postgraduate training so far	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The availability of useful careers advice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your career prospects for the future	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your current working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your current working pressure / intensity of work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your current arrangements for leave and cover	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The level of support from senior colleagues in your current post	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The level of support from nursing staff in your current post	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The level of support from management in your current post	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your view of patients' demands / expectations of you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Initiatives to promote flexible / part-time working	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The NHS as an equal opportunities employer with regard to sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The functioning of the internal market in the NHS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The implementation of the reduction in junior doctors' hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The professional attractions of working in general practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The professional attractions of working in hospital practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Calman proposals on specialist training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The current GP contract	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Thank you for completing the questionnaire. If you have time, please use the next page to give us any additional comments on your own experiences or circumstances.

## **H. ADDITIONAL COMMENTS**

*Please give us any comments you wish to make, on any aspect of your training, career choices or work, on this page (and continuation sheets if necessary). As with your responses to the preceding questions, your individual comments will remain totally confidential to senior researchers in the Medical Careers Research Group.*

***Thank you for your co-operation.***

***Please return this questionnaire to : Medical Careers Research Group, Unit of Health-Care Epidemiology, University of Oxford, Old Road, Headington, Oxford OX3 7BR.***