

**UK Medical Careers Research Group
Oxford University**

1996 cohort of UK Medical Graduates

Report of Sixth Survey, conducted in 2015

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Shelly Lachish

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

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Introduction

This report describes the results of the sixth survey of the cohort of 3868 doctors who qualified from UK medical schools in 1996. The 1996 cohort has been surveyed previously on five occasions, in 1997, 1999, 2001, 2003/4, and 2007. The first mailing for this survey was completed in April 2015, and late replies were received up to November 2015.

This report describes the main results from the sixth survey, focusing on the current employment of the respondents, their career choices and the milestones in their careers. It also contains some information about their views and attitudes and future intentions. 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.

Response rate and demographics

The cohort comprises 3868 doctors of whom 2912 could be contacted for this survey. Excluding 52 doctors who declined to participate, the response rate was 72% (2047/2860). For men the response rate was 67% (930/1383), and for women 76% (1117/1477).

The mean age of respondents was 44.5 years (men 44.8, women 44.3 years). 93% were living with a spouse or partner (men 95%, women 90%), 86% had children under 16 years of age (men 86%, women 85%), and 9.5% had dependent adults living with them (men 8%, women 11%). 83% of respondents identified as ethnically White.

Of those with a spouse or partner, 44% had a medically qualified partner (35% in medical employment, 9% not in medical employment). Slightly more men than women had medically qualified partners (46% vs 42%). Of those with a spouse or partner, 34% of men and 37% of women had found it difficult to co-ordinate the location of their careers together.

Current post and future intentions

92% of respondents were working in medicine, with 87% of men and 38% of women having worked continuously full-time in medicine since qualifying. 67% of all respondents had worked continuously in the NHS (men 66%, women 69%).

Of those working in medicine 70% were doing clinical jobs with some teaching or research (or both) responsibilities. More women than men held clinical roles with no teaching/research (25.4% vs 17%), while more men than women held clinical posts with both teaching and research responsibility (25.8% vs 15.1%).

Almost all doctors (93%) intended to continue (definitely/probably) working in medicine in the UK for the foreseeable future. However, the majority (64.3%) of those working abroad did not intend to return to the UK (men 68%; women 60%; Tables 1 and 2 give full details).

Table 1: Current post and career plans

	N	% of respondents
Current employment		
Working in medicine in the UK	1885	92.3
Working outside medicine	25	1.2
Working in medicine outside the UK	108	5.3
Not in paid employment	25	1.2
Nature of current post		
Clinical service – no teaching/research	435	21.5
Clinical service with research	26	1.3
Clinical service with teaching	980	48.5
Clinical service with teaching and research	403	20.0
Clinical academic post	75	3.7
Other	100	5.0
Intentions of those working in medicine in the UK to continue practicing in the UK		
Yes, Definitely	1304	69.5
Yes, Probably	434	23.1
Undecided	93	5.0
No, Probably Not	30	1.6
No, Definitely Not	14	0.7
Intentions of those not working in medicine in the UK to return to UK medicine		
Yes (either definitely or probably)	23	14.6
Undecided	33	21.0
No (either definitely not or probably not)	101	64.3

Table 2: Current Post: Occupation Group

		Sex		Total
		Male	Female	
UK Medical, fully NHS funded	Count	792	954	1746
	% within Sex	85.3%	85.5%	85.4%
UK Medical Universities	Count	32	42	74
	% within Sex	3.4%	3.8%	3.6%
HM Forces	Count	9	6	15
	% within Sex	1.0%	0.5%	0.7%
UK Other Public Sector	Count	6	18	24
	% within Sex	0.6%	1.6%	1.2%
UK Medical Private Sector	Count	21	24	45
	% within Sex	2.3%	2.2%	2.2%
Abroad Medical	Count	66	44	110
	% within Sex	7.1%	3.9%	5.4%
Total (excluding 'Other' category)		Count	926	1088
			2014	

Clinical specialties

The bulk of doctors worked in general practice (36%; men 28.6%, women 42.4%), or in the hospital medical specialties (15%; men 15.7%, women 14.5%), or as surgeons (12.3%; men 19.8%, women 5.9%; Table 3 gives full details).

When asked whether respondents viewed their current specialty/employment type as their final choice of career, 85% responded *Definitely* (88% of men, 83% of women), 9% responded 'probably', and 6% were uncertain.

Table 3: Clinical specialisms: current posts

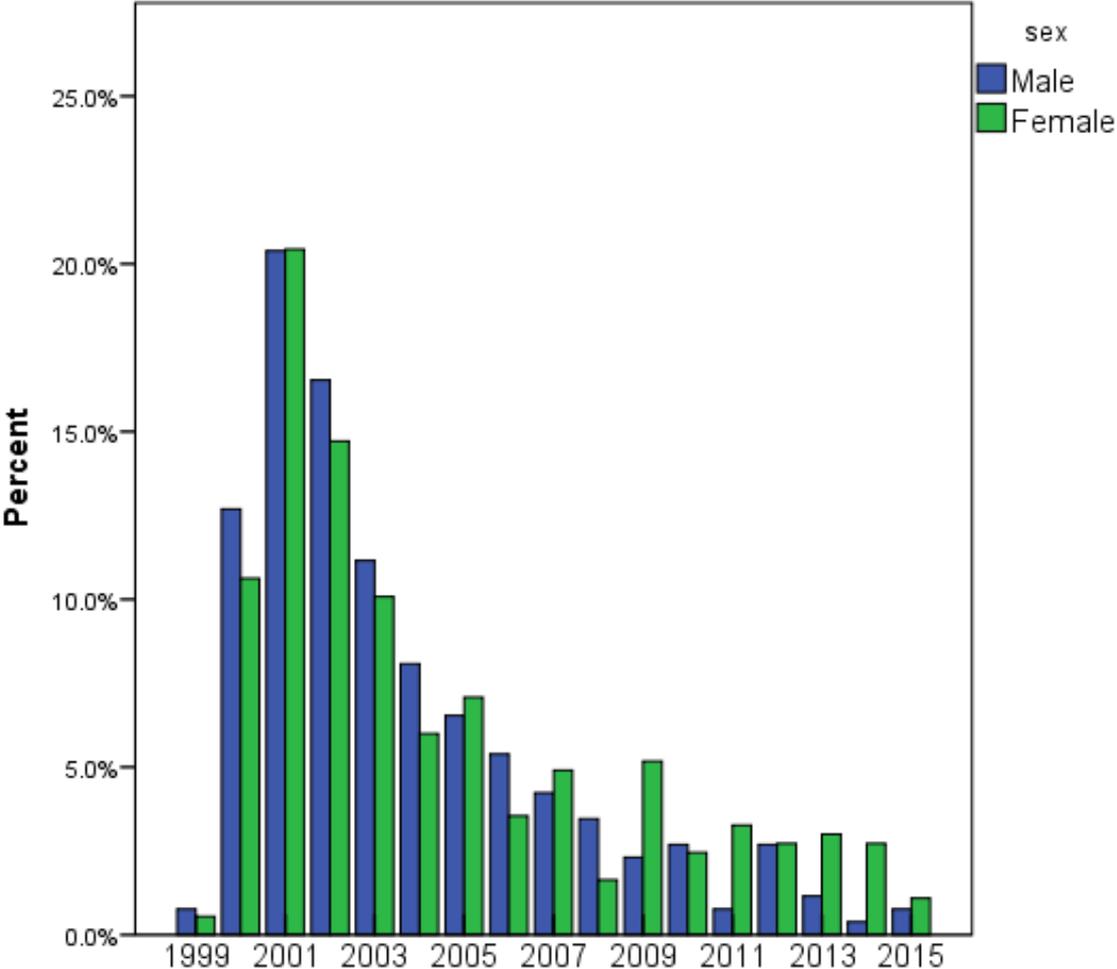
		Sex		Total	
		Male	Female		
Hospital Medical Specs.	Count	145	158	303	
	% within Sex	15.7%	14.5%	15.0%	
Paediatrics	Count	37	77	114	
	% within Sex	4.0%	7.1%	3.0%	
Emergency Medicine	Count	42	41	83	
	% within Sex	4.5%	3.8%	4.1%	
Surgery Specialties	Count	183	64	247	
	% within Sex	19.8%	5.9%	12.3%	
Obstetrics & Gyn.	Count	6	27	33	
	% within Sex	0.6%	2.5%	1.6%	
Anaesthetics	Count	84	67	151	
	% within Sex	9.1%	6.2%	7.5%	
Radiology	Count	42	37	79	
	% within Sex	4.5%	3.4%	3.9%	
Clinical Oncology	Count	18	40	58	
	% within Sex	1.9%	3.7%	2.9%	
Pathology	Count	22	40	62	
	% within Sex	2.4%	3.7%	3.1%	
Psychiatry	Count	57	45	102	
	% within Sex	6.2%	4.1%	5.1%	
General Practice	Count	265	461	726	
	% within Sex	28.6%	42.4%	36.0%	
Community & Public Health	Count	6	9	15	
	% within Sex	0.6%	0.8%	0.7%	
Other Medical Spec.	Count	19	22	41	
	% within Sex	2.1%	2.0%	2.0%	
Total (excluding 'Unknowns')		Count	923	1088	2014

Career milestones

Respondents who were working in medicine were asked to give details of the milestones in their career.

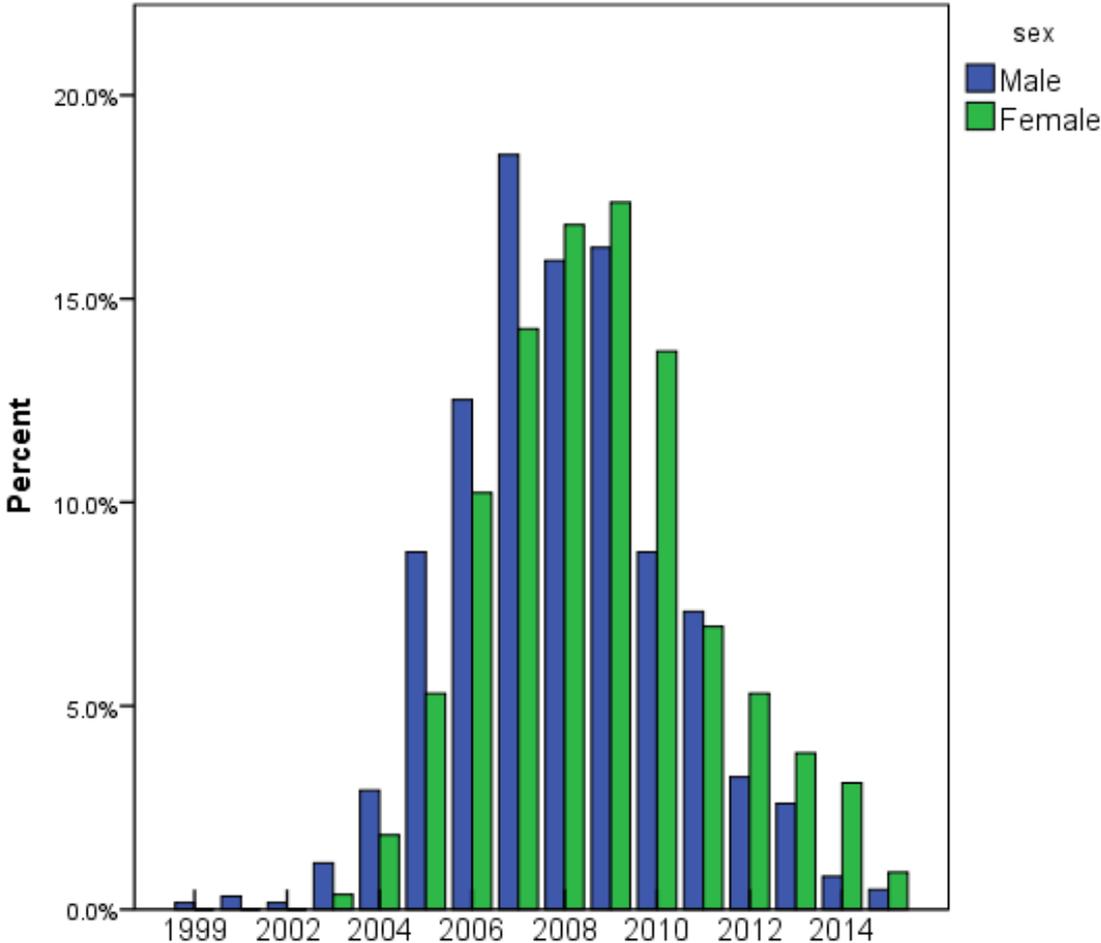
81.8% of GPs had reached GP Principal Status by the time of response (men 93.6%, women 75.1%). 50% of those GPs who had reached GP Principal had done so by 7 years after graduation. Men reached GP Principal slightly earlier than did women (men 7 years 7 months, women in 8 years 5 months; see Figure 1). Of those who have always worked full time (47.1% of GPs), however, there was little sex difference in time taken to reach GP Principal (men: 7 years 4 months, women: 7 years 8 months).

Figure 1: Year in which GP Principal was reached by male and female doctors



89.9% of hospital doctors had reached consultant status by the time of response (men 92.9%, women 86.6%). Men reached consultant slightly earlier than did women (12 years vs 12 years 9 months; see Figure 2). Those who always worked full time (69.2% of hospital doctors), reached consultant earlier (10 years 1 month), and with less difference between sexes (men: 10 years, women: 10 years 5 months).

Figure 2: Year in which Consultant status was reached by male and female doctors



Enjoyment of current job and satisfaction with leisure time

There was little difference between men and women in the extent to which they reported enjoying their current position (on a scale from 1 “don’t enjoy it at all” to 10 “enjoy it greatly”). The median value of job enjoyment for both sexes was 7.

There was little difference between men and women in the extent to which they reported being satisfied with amount of time their work left for family, social and recreational activities (on a scale from 1 “not at all satisfied” to 10 “extremely satisfied”). The median value for both sexes was 6.

Figure 3: Job enjoyment and satisfaction

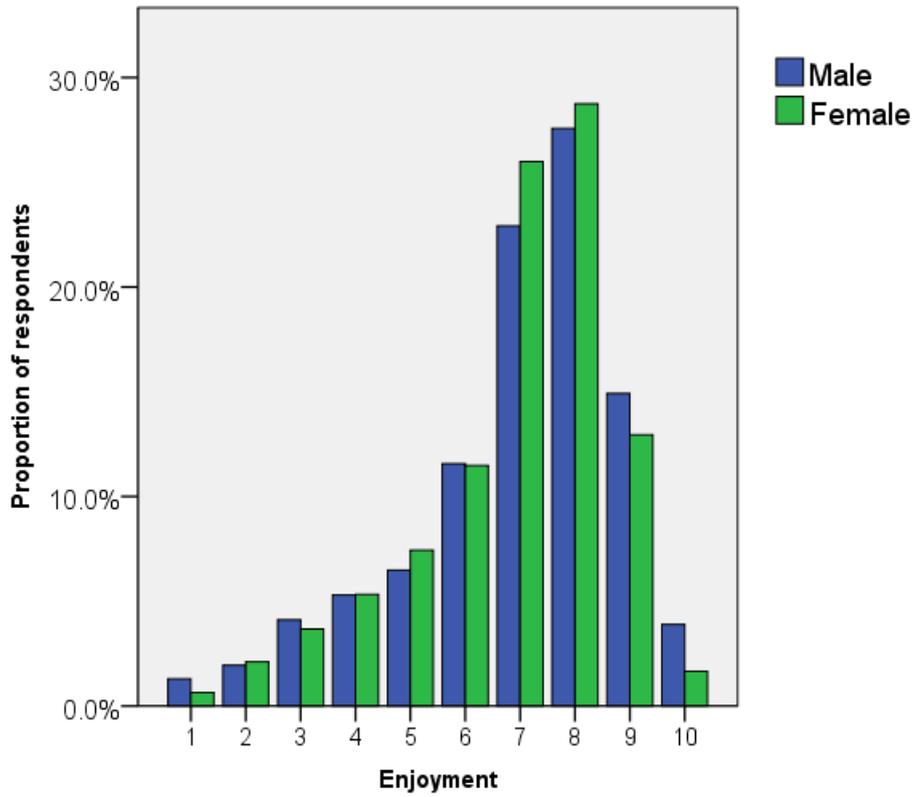
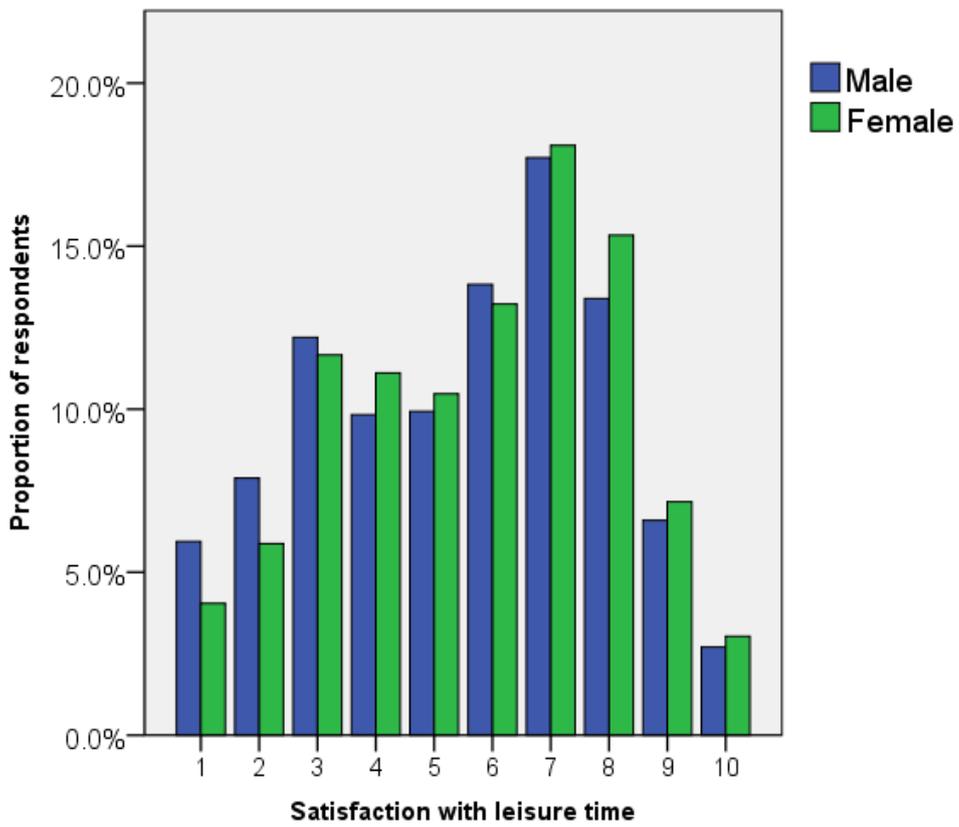


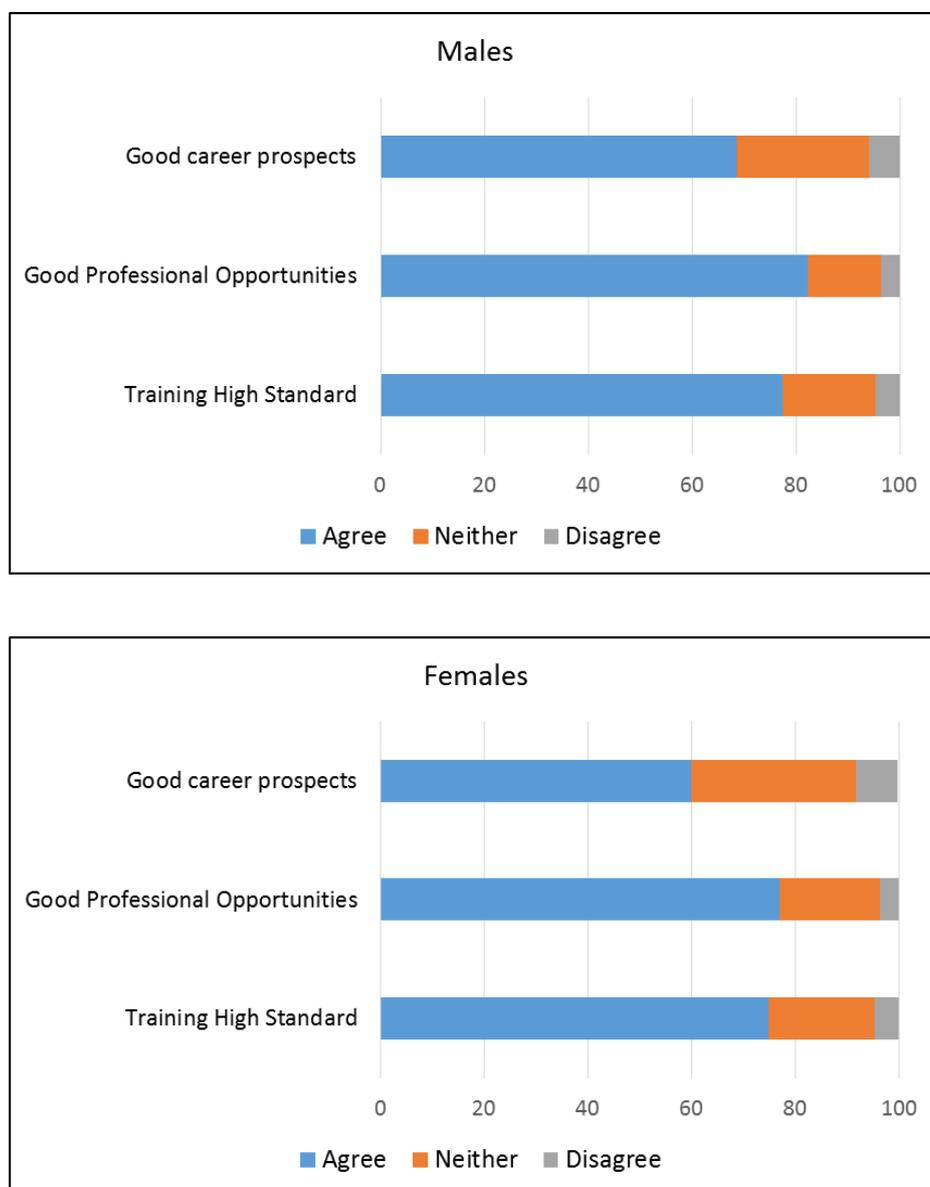
Figure 4: Satisfaction with time for family and leisure



Career opportunities

Doctors were asked about their career prospects and opportunities (See Appendix 1 for full questionnaire). Most doctors agreed with the statements in this section: feeling satisfied with their career prospects, agreeing that opportunities for career progression had been good, and agreeing that their training was of a high standard (Fig. 5). Men were slightly more positive than were women in regard to all three statements (Fig. 5).

Figure 5: Views of men and women on career prospects, opportunities, and training standards



Appendix – 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 1996 for whom we have contact details. This is the fifth occasion on which we have surveyed your graduation year.

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 Amendment Number Am02, 6 March 2015).

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 Project Director, 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
Project Director

Professor Michael Goldacre
Project Consultant

Please answer as fully as you can.

For questions with yes/no or multiple choice responses, please write X in the box corresponding to your choice(s); for other questions please respond using numbers or freehand text as appropriate.

If a box is too small for the whole of your answer, please continue alongside the relevant box.

YOUR CAREER AND YOUR FUTURE PLANS

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

Yes

No

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

Yes

No

When interpreting the phrase 'worked continuously', please regard short-term leave, sabbatical leave, and maternity, paternity or adoption leave from a post as continuing to work in the NHS/medicine.

Which of these phrases best describes your current employment situation?

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 in medicine, in the UK *

Working in medicine, outside the UK

Working outside medicine

Not in paid employment

* If you **ARE** working in medicine in the UK, do you intend to continue working in UK medicine for the foreseeable future?

Yes-definitely

Yes-probably *

Undecided *

No-probably not *

No-definitely not *

* If you did not answer 'Yes-definitely', are you considering (Mark X in one or more boxes)

practising medicine abroad

leaving medicine but remaining in the UK

leaving medicine **and** leaving the UK

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

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

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

YOUR CURRENT WORK

Which phrase best describes your current post?

- 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 post
- Other*

* Other type of post (Please describe)

Job enjoyment and lifestyle

For the following two questions please select the score out of ten which most accurately reflects your opinion

How much are you enjoying your current position?

1 2 3 4 5 6 7 8 9 10
Not enjoying it at all **Enjoying it greatly**

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

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

CAREER EXPERIENCE IN MEDICINE AS A WHOLE

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

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

YOUR CAREER CHOICE

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

Definite
 Probable *
 Uncertain *

* If you did not answer 'Definite', what is your final choice of long-term career?

Please give your choice of specialty or subspecialty (if medical), or your career choice if non-medical.

Be as specific or as general as you wish.

MILESTONES IN YOUR CAREER

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

First appointed as a:

	Year	
Consultant:	<input type="text"/>	Specialty: <input style="width: 100%;" type="text"/>
GP Principal:	<input type="text"/>	
Non-consultant career grade post:	<input type="text"/>	Specialty: <input style="width: 100%;" type="text"/>

YOUR EMPLOYMENT SINCE 2005

FAMILIES AND CAREERS

There is interest in factors that may influence doctors' career choice, career location or progression, but we understand if you would prefer not to answer.

Do you have a spouse or partner?

Yes*

No

Prefer not to answer

* If you have a spouse or partner:

a) Is your spouse/partner medically qualified?

Yes, and my partner is in medical employment

Yes, and my partner is not in medical employment

No

Prefer not to answer

b) Have you and your spouse/partner found it difficult, now or in the past, to co-ordinate the location of your careers together?

Yes *

No

Prefer not to answer

* If Yes, please add, if you wish, a brief comment describing the career stage at which you had difficulty, and the nature of the problem.

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

Yes

No

Prefer not to answer

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

Number of children

Prefer not to answer

If you have children, what is the age of your oldest child in years? (enter 0 for 0-11 months)

Age of oldest child

Prefer not to answer

Additional comments, if you wish

Please give us **comments**, if you wish, on any aspect of your training or work. We are interested, for example, in any comments about (a) your own training, (b) your work in training others, (c) your specialty choice, (d) your future plans, (e) working in medicine (f) working in the NHS. We summarise the views of respondents and report on them to policy-makers and in publications, in ways that ensure that individuals cannot be identified. **Your individual comments will remain confidential** to researchers in the UK Medical Careers Research Group. Thank you for your help.

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