

**UK Medical Careers Research Group, Oxford University**

## **1999 cohort of UK Medical Graduates**

**Report of Fourth Survey, conducted in 2007/8**

**Report produced January 2010**

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## **Introduction**

This report describes the results of the fourth survey of the cohort of 4219 doctors who qualified from UK medical schools in 1999. The 1999 cohort has been surveyed previously on three occasions, in 2000, 2002, and 2004. The first mailing for this survey was completed in January 2007, and late replies were received up to November 2007.

This report describes the main results from the fourth survey, focusing on the current employment of the respondents, their career choices and the future career plans. 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 cohort comprises 4219 doctors (2025 men, 2194 women). Excluding from the denominator 48 who had declined to participate, and 2 who had died, the response to the fourth survey was 59.5% (2481/4169). For men the response rate was 53.3% (1064/1997), and for women 65.2% (1417/2172).

## **Demographics**

The median age of respondents at the 31<sup>st</sup> September 2007 was 32.2 years (men 32.3, women 32.1 years). 75.7% were living with a spouse or partner (men 76.5%, women 75.2%). 62.3% had no children under 16 years of age (men 61.6%, women 62.8%), and 4.3% had dependent adults living with them (men 3.9%, women 4.6%).

## **Current post**

Of those who gave details about their current post, 84.3% were in medicine in the UK NHS (men 86.2%, women 82.9%), 4.2% were practicing medicine abroad (men 3.6%, women 4.6%). 47.7% were in Specialist Training (men 56.4%, women 40.9%), and 22.4% had reached GP Principal status (men 16.2%, women 27.2%). *Tables 1-3* give a fuller breakdown of the current posts of respondents.

**Table 1: Occupation Group – Current Post**

		Sex		
		Male	Female	Total
UK Medical, fully NHS funded	Count	910	1170	2080
	% within Sex	86.2%	82.9%	84.3%
UK Medical Universities	Count	62	61	123
	% within Sex	5.9%	4.3%	5.0%
HM Forces	Count	24	7	31
	% within Sex	2.3%	.5%	1.3%
UK Other Public Sector	Count	2	3	5
	% within Sex	.2%	.2%	.2%
UK Medical Private Sector	Count	10	8	18
	% within Sex	.9%	.6%	.7%
UK Non-Medical	Count	4	5	9
	% within Sex	.4%	.4%	.4%
UK Not in Paid Employment	Count	5	86	91
	% within Sex	.5%	6.1%	3.7%
Abroad Medical	Count	38	65	103
	% within Sex	3.6%	4.6%	4.2%
Abroad Non-Medical	Count	0	1	1
	% within Sex	.0%	.1%	.0%
Abroad Not in Paid Employment	Count	1	6	7
	% within Sex	.1%	.4%	.3%
Total	Count	1056	1412	2468

**Table 2: Grade – Current Post.**

		Sex		
		Male	Female	Total
Hosp. Consultant	Count	7	10	17
	% within Sex	0.7%	0.8%	0.7%
Hosp. Specialist Trainee	Count	590	538	1128
	% within Sex	56.4%	40.9%	47.7%
Hosp. Other	Count	80	102	182
	% within Sex	7.6%	7.8%	7.7%
Public Health	Count	4	5	9
	% within Sex	0.4%	0.4%	0.4%
Community Health	Count	3	16	19
	% within Sex	0.3%	1.2%	0.8%
GP Principal	Count	114	148	262
	% within Sex	10.9%	11.2%	11.1%
GP Registrar	Count	25	43	68
	% within Sex	2.4%	3.3%	2.9%
GP Assistant	Count	1	3	4
	% within Sex	0.1%	0.2%	0.2%
GP Locum	Count	50	88	138
	% within Sex	4.8%	6.7%	5.8%
GP Retainer Scheme	Count	0	28	28
	% within Sex	0.0%	2.1%	1.2%
GP Salaried	Count	56	211	267
	% within Sex	5.3%	16.0%	11.3%
GP Flexible Careers Scheme	Count	1	12	13
	% within Sex	0.1%	0.9%	0.6%
University Lecturer	Count	0	5	5
	% within Sex	0.0%	0.4%	0.2%
University Research	Count	66	61	127
	% within Sex	6.3%	4.6%	5.4%
Public Sector	Count	26	7	33
	% within Sex	2.5%	0.5%	1.4%
Other-Med no grade given	Count	22	34	56
	% within Sex	2.1%	2.6%	2.4%
Other-Whole-time education	Count	0	1	1
	% within Sex	0.0%	0.1%	0.0%
Other->1 grade	Count	1	2	3
	% within Sex	0.1%	0.2%	0.1%
Other-Non-med	Count	1	2	3
	% within Sex	0.1%	0.2%	0.1%
Total	Count	1047	1316	2363

**Table 3: Mainstream Specialty Group - Current Post**

		Sex		Total
		Male	Female	
Medical Specs.	Count	162	202	364
	% within Sex	15.3%	14.3%	14.8%
Paediatrics	Count	35	71	106
	% within Sex	3.3%	5.0%	4.3%
Accident & Emergency	Count	51	44	95
	% within Sex	4.8%	3.1%	3.9%
General surgery	Count	41	15	56
	% within Sex	3.9%	1.1%	2.3%
Other Surgical Specialty	Count	209	81	290
	% within Sex	19.8%	5.7%	11.8%
Obstetrics & Gynaec.	Count	8	40	48
	% within Sex	.8%	2.8%	1.9%
Anaesthetics	Count	115	83	198
	% within Sex	10.9%	5.9%	8.0%
Radiology	Count	52	39	91
	% within Sex	4.9%	2.8%	3.7%
Clinical Oncology	Count	15	29	44
	% within Sex	1.4%	2.1%	1.8%
Pathology	Count	28	40	68
	% within Sex	2.7%	2.8%	2.8%
Psychiatry	Count	56	76	132
	% within Sex	5.3%	5.4%	5.4%
General Practice	Count	252	544	796
	% within Sex	23.9%	38.6%	32.3%
Community Medicine	Count	3	18	21
	% within Sex	.3%	1.3%	.9%
Public Health Medicine	Count	5	9	14
	% within Sex	.5%	.6%	.6%
Other Medical Spec.	Count	13	19	32
	% within Sex	1.2%	1.3%	1.3%
Two or more specialties	Count	1	2	3
	% within Sex	.1%	.1%	.1%
Non-Medical	Count	4	7	11
	% within Sex	.4%	.5%	.4%
Not in Paid Employment	Count	6	92	98
	% within Sex	.6%	6.5%	4.0%
Total	Count	1056	1411	2467

### **Satisfaction with current job**

To obtain a measure of job satisfaction five statements were presented for evaluation; on a scale from *strongly agree* to *strongly disagree*. The statements were

*I find enjoyment in my current post*

*I am doing interesting and challenging work*

*I feel dissatisfied in my current post*

*Most days I am enthusiastic about my work*

*I am often bored with my work*

Scores of 1 to 5 were assigned to the responses (with scales reversed for the 1<sup>st</sup>, 2<sup>nd</sup> and 4<sup>th</sup> statements) and an overall job satisfaction score calculated. The median job satisfaction score for men and women was 20, indicating a high degree of job satisfaction.

Respondents were asked to rate their enjoyment of their current position on a scale of 1 to 10. The median score for respondents was 7 for both men and women.

### **Satisfaction with time for family and leisure**

Respondents were asked to express, on a scale from 1 to 10, their satisfaction with the amount of time their work left them for family, social and recreational activities. The median score for satisfaction with time for leisure was 6 for men and 7 for women.

## Career Plans

Respondents were asked a series of questions on their intentions to practice medicine in the UK and the NHS. Table 4 summarises the responses to these questions with reference to the specific question, and with reference to the overall response to the 2007 survey.

**Table 4: Career Plans**

	<i>Number</i>	<i>% of respondents to question</i>	<i>% of overall response</i>
<b>Responders to survey</b>	<b>2481</b>	<b>100</b>	<b>100</b>
<b>Intention to practice medicine in the UK</b>	<b>2464</b>	<b>100</b>	<b>99.3</b>
Yes, definitely	1161	47.1	46.8
Yes, probably	837	34	33.7
Undecided	231	9.4	9.3
No, probably not	141	5.7	5.7
No, definitely not	94	3.8	3.8
<b>Considerations of those not Definitely intent on remaining in UK medicine</b>	<b>1303</b>	<b>100</b>	<b>52.5</b>
Considering medicine abroad	1024	78.6	41.2
Considering leaving medicine, remaining in the UK	181	13.9	7.3
Considering leaving medicine and the UK	51	3.9	2.1
<b>Committed to a long-term career in the NHS</b>	<b>2431</b>	<b>100</b>	<b>98</b>
Yes, definitely	788	32.4	31.8
Yes, probably	963	39.6	38.8
Undecided	395	16.2	16.2
No, probably not	168	6.9	6.8
No, definitely not	117	4.8	4.7

## Career and Training

Respondents were invited to indicate their level of agreement to a number of attitude statements assessing their views on their career and training opportunities. Those questions on the impact of the European Working Time Directive (EWTD) were included, addressing working hours, training opportunities and provision of on-call rooms following the introduction of EWTD. Responses to each were received on a 5-point scale from *strongly agree* to *strongly disagree*. For ease of presentation, the categories *strongly agree* and *agree*, and *strongly disagree* and *disagree* have been combined, and displayed as *agree* and *disagree* respectively. Figure 1 shows the responses for men and women separately. The attitude statements appear in full on page 4 of the questionnaire (Appendix 1).

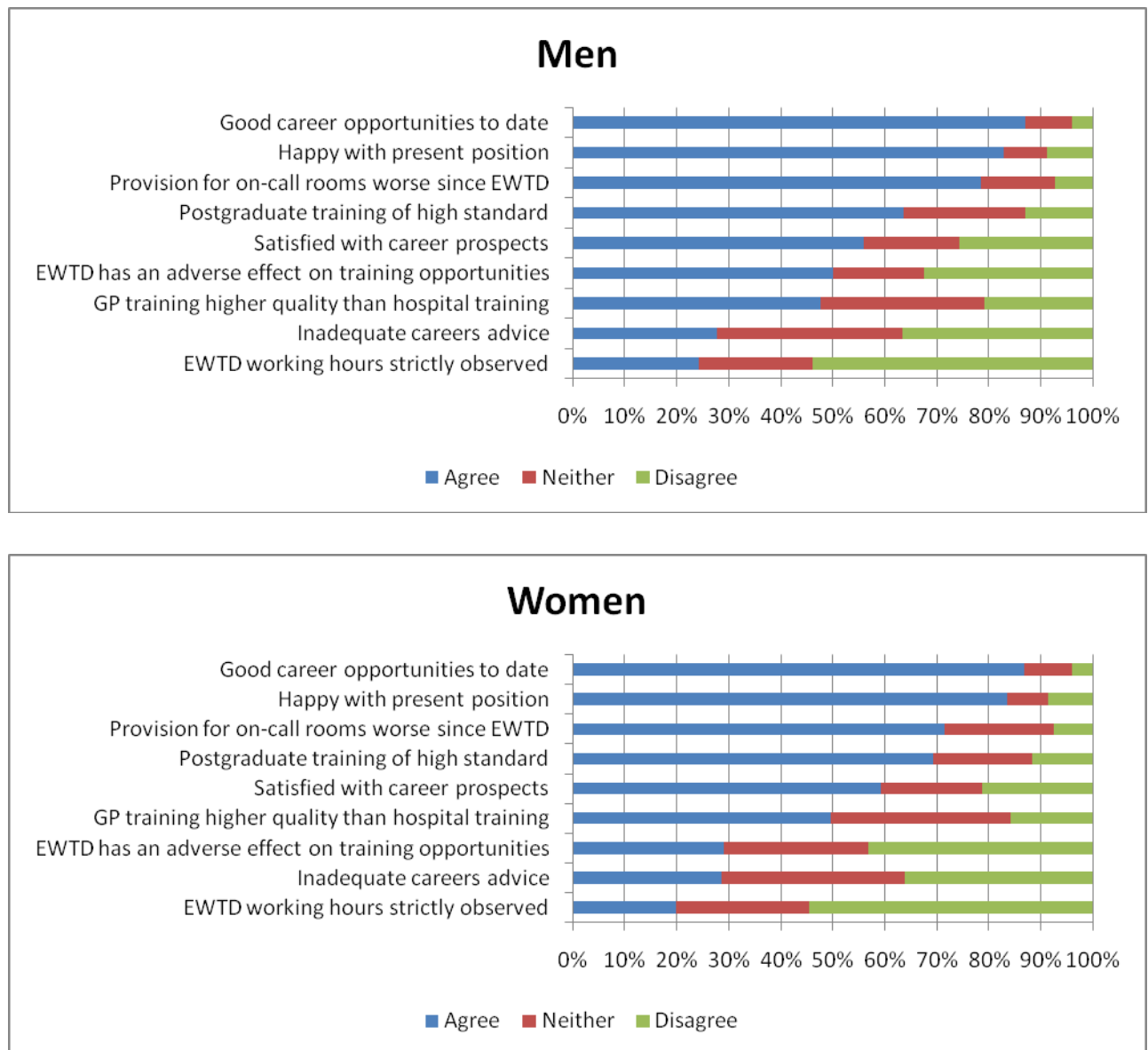
Most respondents felt they had had good career opportunities to date, and many felt happy with their present position, were satisfied with career prospects, and felt that postgraduate training was of a high standard.

Around half of respondents felt that GP training was of a higher quality than hospital training, and about a quarter felt that careers advice had been inadequate. Many felt that EWTD had worsened on-



call room provision, half of men and about a third of women felt that it had an adverse affect on training, and fewer than a quarter felt that EWTD hours were strictly observed.

**Figure 1: Career and Training**



## **Becoming a Consultant**

Respondents who were in or had completed an NHS Specialist Registrar post were asked to answer a few questions relating to their experience.

69.8% of these respondents felt that their training had been long enough to enable them to practise adequately when they first become a consultant (men 72.1%, women 67.2%). 65.0% felt that their working schedules made it difficult to maintain an adequate balance between home life and work life (men 60.0%, women 70.1%).

When asked what the minimum time to obtain CCT in their specialty was, the median time given was 5 years. When asked if they expected to take longer than the time they had indicated to be the minimum in their specialty, 37.6% responded “No” (men 43.8%, women 31.2%), 27.2% responded “Up to 1 year longer” (men 29.0%, women 25.3%), 15.6% “Up to 2 years longer” (men 13.0%, women 18.4%), and 19.5% “Over 2 years longer” (men 14.2%, women 25.1%).

Only 3.3% of these respondents (men 2.8%, women 3.7%) felt that they had had to compromise on their first choice of specialty in order to get their current post.

## **Becoming a GP**

Respondents who had completed or were undertaking GP training were asked to respond to two value statements regarding training and work-life balance.

82.2% of respondents felt that their training had been long enough to enable them to practise adequately when they first become a GP (men 82.5%, women 82.0%). 69.6% felt that their working schedules did not make it difficult to maintain an adequate balance between home life and work life (men 67.0%, women 70.8%).

## **Final choice of long-term career**

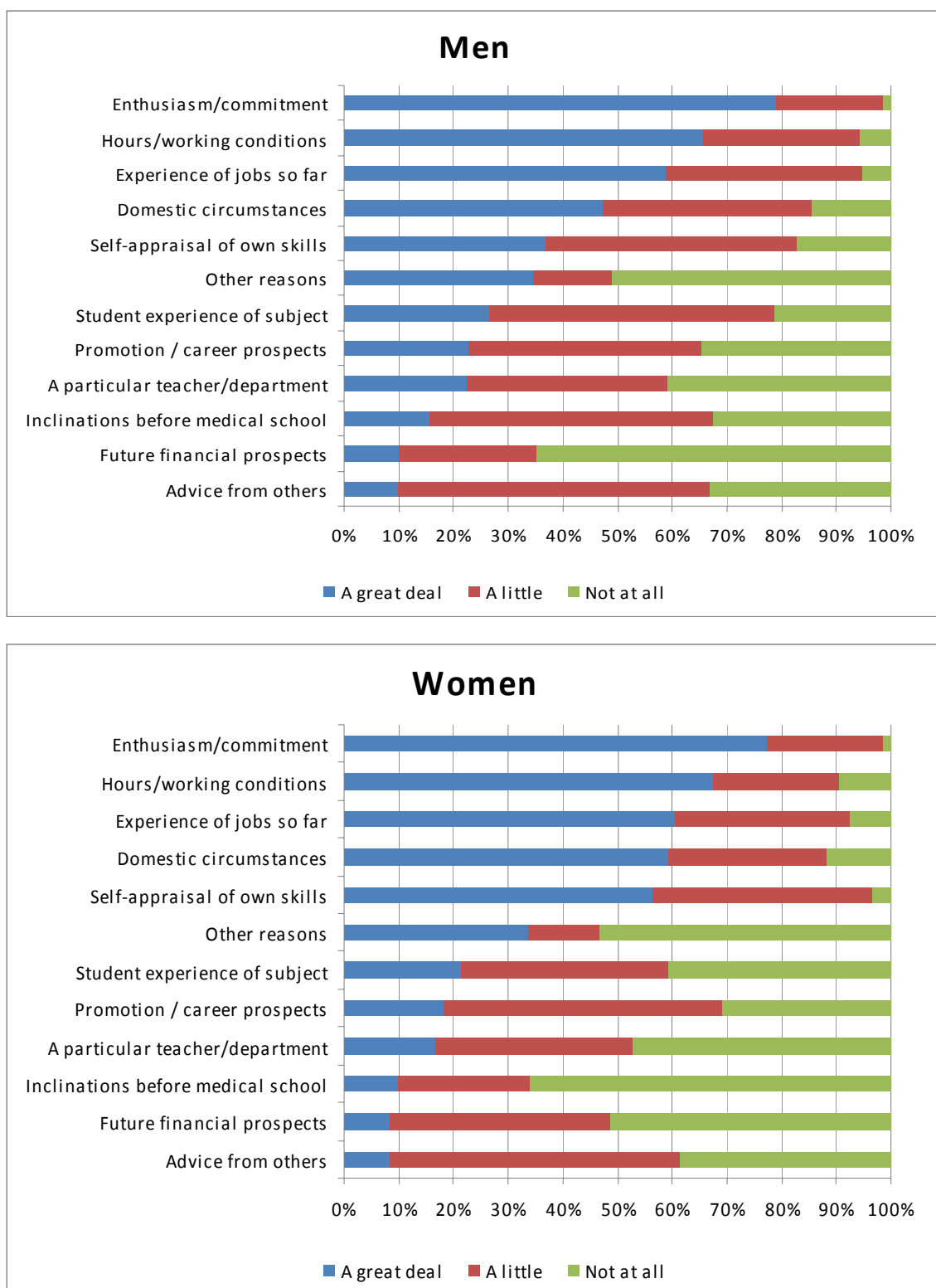
Respondents were asked whether they viewed their current specialty/employment type as their final choice of career, 77.7% responded ‘definitely’ (79.9% of men, 76.1% of women), 19.6% responded ‘probably’, and 2.7% responded “not really”. Table 5 gives details of mainstream of 1<sup>st</sup> choice of long-term career for all respondents and for men and women separately. Respondents were asked to list up to three choices in order, and could indicate “equal preference” between choices. 7.8% of respondents indicated that either their first and second choices or all three choices were “of equal preference”. Table 5 simply shows the first named choice and does not take account of these ‘tied choices’.

**Table 5: Mainstream Choice**

			Sex		
			Male	Female	Total
Medical Specs.	Count		163	218	381
	% within Sex		15.3%	15.4%	15.4%
Paediatrics	Count		26	76	102
	% within Sex		2.4%	5.4%	4.1%
Accident & Emergency	Count		46	49	95
	% within Sex		4.3%	3.5%	3.8%
General surgery	Count		31	18	49
	% within Sex		2.9%	1.3%	2.0%
Other Surgical Specialty	Count		214	82	296
	% within Sex		20.1%	5.8%	11.9%
Obstetrics & Gynaec.	Count		3	34	37
	% within Sex		.3%	2.4%	1.5%
Anaesthetics	Count		118	81	199
	% within Sex		11.1%	5.7%	8.0%
Radiology	Count		52	39	91
	% within Sex		4.9%	2.8%	3.7%
Clinical Oncology	Count		17	31	48
	% within Sex		1.6%	2.2%	1.9%
Pathology	Count		27	41	68
	% within Sex		2.5%	2.9%	2.7%
Psychiatry	Count		52	78	130
	% within Sex		4.9%	5.5%	5.2%
General Practice	Count		279	611	890
	% within Sex		26.2%	43.1%	35.9%
Community Medicine	Count		2	13	15
	% within Sex		.2%	.9%	.6%
Public Health Medicine	Count		6	12	18
	% within Sex		.6%	.8%	.7%
Other Medical Spec.	Count		11	18	29
	% within Sex		1.0%	1.3%	1.2%
Non-Medical	Count		9	11	20
	% within Sex		.8%	.8%	.8%
Not in Paid Employment	Count		0	2	2
	% within Sex		.0%	.1%	.1%
Unknown	Count		8	3	11
	% within Sex		.8%	.2%	.4%
Total		Count	1064	1417	2481

Respondents were asked to indicate to what extent each of a list of factors had influenced their career choice; the response on each factor being chosen from “a great deal”, “a little”, or “not at all”. The wording of the factor statements appears in full on page 3 of the questionnaire (Appendix 1). Figure 2 represents the results of the survey questions separately for men and women.

**Figure 2: Factors influencing career choices**

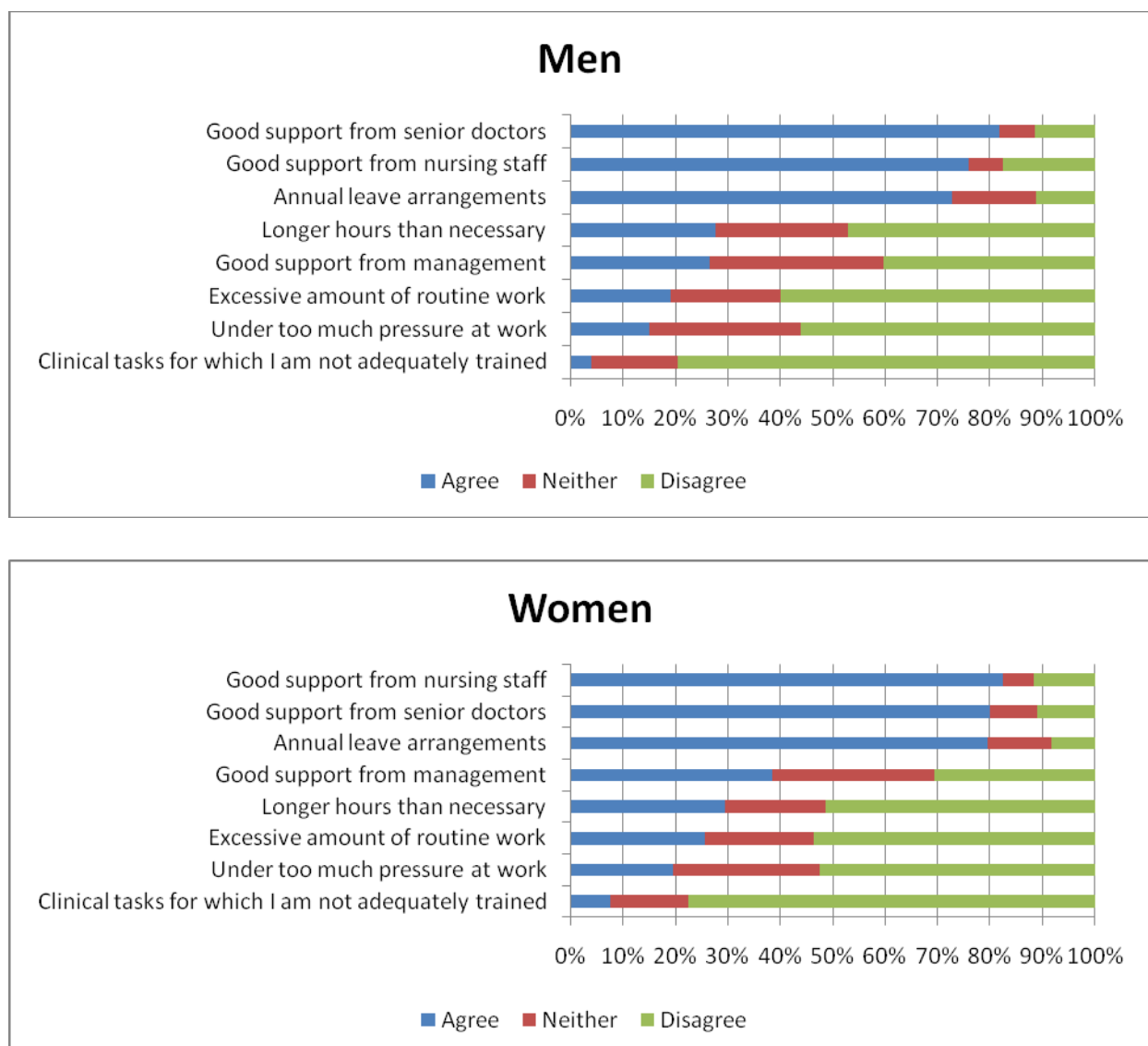


## Working conditions and support

Respondents were invited to respond to a number of attitude statements assessing their views on their working conditions and the level of support they had received from senior doctors nursing staff and managers. Responses were received on a 5-point scale from *strongly agree* to *strongly disagree*. For ease of presentation, the categories *strongly agree* and *agree*, and *strongly disagree* and *disagree* have been combined, and displayed as *agree* and *disagree* respectively. The attitude statements appear in full on page 8 of the questionnaire (Appendix 1). Figure 3 represents the results of the survey questions separately for men and women

Most felt that they received good support from senior doctors and nursing staff, whereas less than half felt they received good support from management. Most felt that annual leave arrangements were satisfactory, and about a quarter felt that they worked longer hours than necessary. Most felt that there was not an excessive amount of routine work, nor did they feel under too much pressure, and very few felt that they were inadequately trained for the clinical tasks required of them.

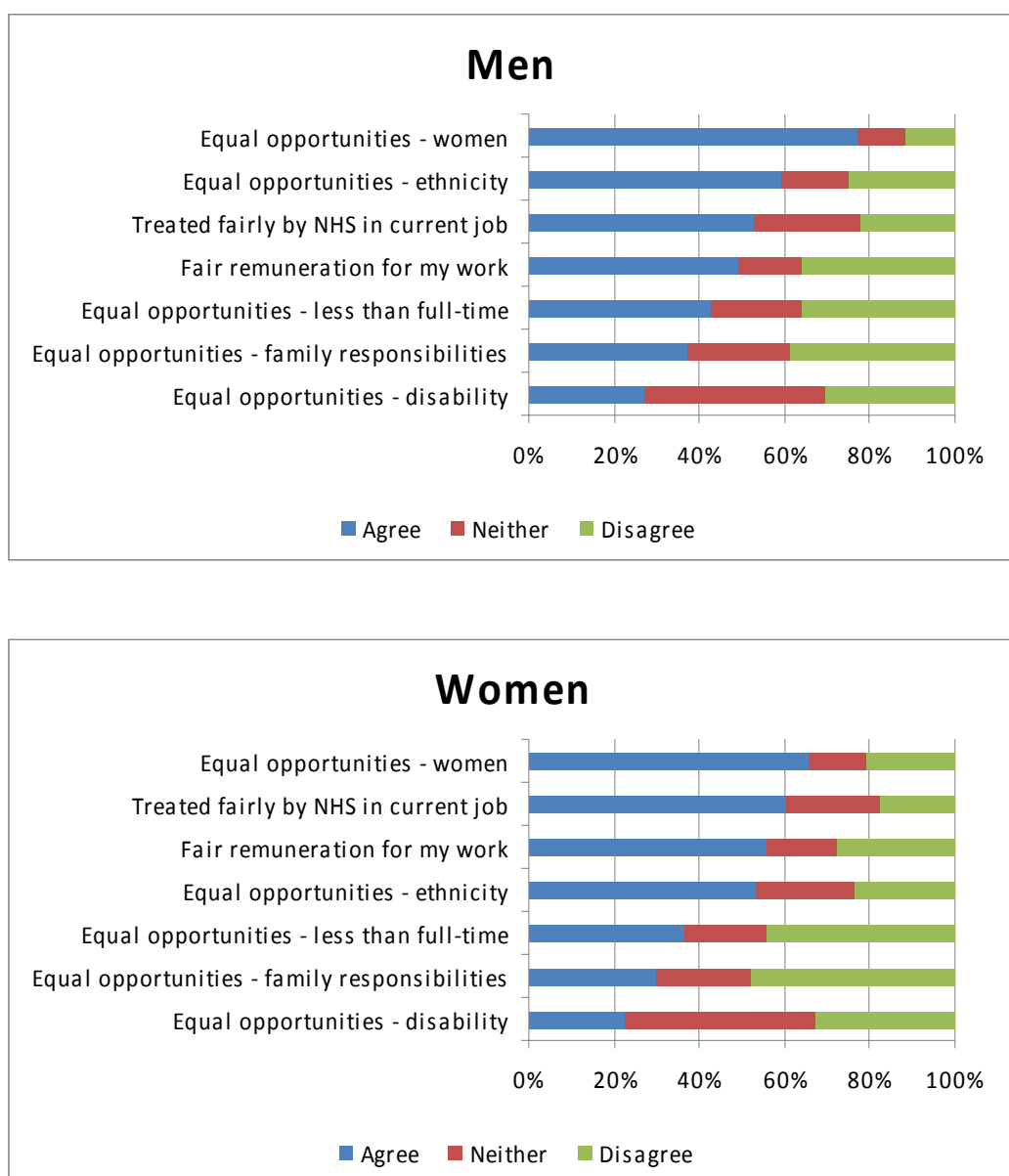
**Figure 3: Working Conditions and Support**



## Equal opportunities

Doctors were asked about equality and fairness in the NHS, in terms of employment. Figure 3 shows the results for men and women. The wording of the attitude statements appears in full on page 4 of the questionnaire (Appendix 1). Many felt that there was equality with regard to gender and ethnicity, but fewer felt that there was equality for people with family responsibilities or those who wished to work less than full-time. Many respondents answered “neither” regarding equal opportunities for those with disabilities. Women were more likely to feel fairly treated by the NHS than men, and men were slightly more likely to feel that their work was fairly remunerated.

**Figure 4: Equal opportunities**



## **Appendix: The questionnaire**

# UK Medical Careers Research Group

## Career Preferences and Experiences of Doctors who Qualified in 1999 2006/7 Survey

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### Calling all 1999 Graduates

Once again we are writing to all UK medical graduates of 1999 to request new information on your career plans and experiences.

This is the latest in an extended series of national surveys of doctors in postgraduate training undertaken from our base in Oxford University.

We have previously surveyed your graduation year in 2000, 2002 and 2004. This fourth survey in 2006 will add substantially to our knowledge and assist us in drawing up recommendations to the Department of Health, Royal Colleges and others regarding workforce planning and medical education in the future.

### Your views are important

We are very grateful to all who have responded to previous surveys. A newsletter summarising how the findings have been used is attached. Please help us to build on this by replying to our survey - the highest possible response is essential to enable us to form reliable conclusions and recommendations.

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

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

### Quick and easy to take part, confidential and professional

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

Thank you very much for your help.

**Trevor Lambert**  
**Study Co-ordinator**

### Completing the questionnaire

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





## Your career choices

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

Definitely ☐Probably ☐Not really ☐

### 2. What is your choice of long-term career?

Please list up to 3 choices in order of preference. Please give your choice of specialty or subspecialty. Be as specific as you wish. Where choices are of equal preference, please mark **X** in the boxes adjacent to those choices, otherwise leave blank.

		Of equal preference?
1	<input style="width: 95%;" type="text"/>	<input type="checkbox"/>
2	<input style="width: 95%;" type="text"/>	<input type="checkbox"/>
3	<input style="width: 95%;" type="text"/>	<input type="checkbox"/>

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

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

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

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

### Your future career plans

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

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

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

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

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

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

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

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

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

6. **Your career and training.** Please consider each statement and mark with **X** the response which most accurately reflects your own opinion. If you do not feel able to respond to a statement (for example because you are not working in the NHS), please select No opinion (N/O).

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

	SA	A	N	D	SD	N/O
I have had good career opportunities in my career to date	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am happy with my present position	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am satisfied with my future career prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Making career choices has been made difficult by inadequate careers advice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The postgraduate training I have received so far has been of a high standard	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The limits on working hours imposed by the European Working Time Directive have had an adverse effect on my training opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The requirements of the European Working Time Directive with regard to working hours are in my experience strictly observed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The provision of on-call rooms and study areas has worsened since the implementation of the European Working Time Directive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Generally speaking, GP training in the UK is of a higher quality than training in the hospital specialties	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**7a. Becoming a consultant – please answer if you are in or have completed an NHS specialist registrar post. If you are undertaking, or have completed, NHS GP training please answer 7b below.**

Please consider each statement and mark with **X** the response which most accurately reflects your own opinion. For all statements **SA**=Strongly agree, **A**=Agree, **N**=Neither agree nor disagree, **D**=disagree, **SD**=Strongly disagree, **N/O**=No opinion.

	SA	A	N	D	SD	N/O
My training is long enough to enable me to practise adequately when I first become a consultant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working schedules for hospital doctors make it difficult to maintain an adequate balance between home life and work life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**What is the minimum time in your specialty to obtain CCT?**

years  
or (Mark X) ☐ Don't know

**Do you expect to take longer than this minimum period?**

(Mark X)

No ☐  
Up to 1 year longer ☐  
Up to 2 years longer ☐  
Over 2 years longer ☐

**If you expect to take longer than the minimum, what is the main reason?**

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

Yes ☐ No ☐

**If yes, which specialty (or specialties) would you have preferred?**

**7b. Becoming a GP – please answer if you have completed or are undertaking NHS GP training.**

Please consider each statement and mark with **X** the response which most accurately reflects your own opinion. For all statements **SA**=Strongly agree, **A**=Agree, **N**=Neither agree nor disagree, **D**=disagree, **SD**=Strongly disagree, **N/O**=No opinion.

	SA	A	N	D	SD	N/O
My GP training is/has been long enough to enable me to practise adequately when I first become a GP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working schedules for GPs make it difficult to maintain an adequate balance between home life and work life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**All respondents: please continue with Question 8 on page 4 overleaf.**

## Your recent employment history

8. Please give details of your current employment and all completed periods of employment since **October «startdate»** (starting with the most recent and working back). Please also tell us about any period(s) of time greater than a month not in paid employment (including maternity leave).

**Specialty:** Enter medical specialty/ subspecialty, type of work (if non-medical), or "Not in paid employment"

**Grade:** Enter full details of grade, job title (if non-medical), travel/career break/domestic responsibilities/illness etc (if not employed).

**Location:** Give the town or county if in the UK, or the country if abroad.

[illegible]

**9. Job satisfaction**

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

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

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

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

**a) How much are you enjoying your current position?**

<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 enjoying it at all					Enjoying it greatly				

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

<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 higher qualifications**

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

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

**Your domestic situation**

**12. Marital status (Mark X)**

single ☐ living with spouse / partner ☐ widowed, divorced or separated ☐

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

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

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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**14. Are there any dependent adults (e.g. disabled, sick or elderly) whose needs could affect your ability to pursue your chosen career? (Mark X)**

Yes ☐ No ☐

## Your views

*In this section, please consider each statement and mark with **X** the response which most accurately reflects your own opinion.*

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

### 15. Working conditions and support

In my current post...	SA	A	N	D	SD	N/O
I work longer hours than I think I should	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have found arrangements for my annual leave to be satisfactory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I receive good support from senior doctors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I receive good support from nursing staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I receive good support from management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am currently under too much pressure whilst at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am expected to perform an excessive amount of routine work which could be done by staff without medical qualifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am required to perform clinical tasks for which I do not feel adequately trained	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### 16. Equal opportunities

	SA	A	N	D	SD	N/O
The NHS 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"/>
doctors from ethnic minorities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
doctors with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
doctors with family responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
doctors who work less than full time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The NHS remunerates me fairly for my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In general, I feel that I am fairly treated by the NHS in my current job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### 17. Your e-mail address:

*(future surveys may be distributed via email)*

## Background information

18. Which were your medical schools?

Pre-clinical

Clinical

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

 years

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

*Give the county (if known), otherwise the name of the nearest town or city. If outside the UK, give the country.*How many years had you lived there (or near there)?  years

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

Mother	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Father	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>

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

Yes ☐ No ☐

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

Yes \* ☐ No ☐

\* Please give details

24. Did you obtain any non-clinical qualifications during medical school?

Yes-BSc, BA, BMedSci ☐ Yes-Other\* ☐ No ☐*(Mark X, exclude primary medical qualifications, e.g. MB, ChB)*

\* Please give details

25. Sex (Mark X)

Male ☐ Female ☐

26. Date of birth

D	D	M	M	Y	Y
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

27. What is your nationality? (Mark X)

UK ☐ Other\* ☐ Joint UK/Other\* ☐

\* Please specify

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

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



**Additional comments**

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

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

**Alternatively**, please email your comments to [trevor.lambert@dphpc.ox.ac.uk](mailto:trevor.lambert@dphpc.ox.ac.uk) or [michael.goldacre@dphpc.ox.ac.uk](mailto:michael.goldacre@dphpc.ox.ac.uk) quoting the above reference number.

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

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