

**UK Medical Careers Research Group  
Oxford University**

**Cohort of UK Medical Graduates  
who qualified in 2012**

**Report of Second Survey, conducted in 2015**

**Report finalised January 2017**

**Beatrice Emmanouil**

UK Medical Careers Research Group  
Nuffield Department of Population Health  
Oxford University, Old Road Campus, Headington, Oxford OX3 7LF  
Telephone: 01865 289389 Fax: 01865 289379  
Website: [www.uhce.ox.ac.uk/ukmcrg](http://www.uhce.ox.ac.uk/ukmcrg)

## Contents

Introduction.....	3
Cohort size and response to survey .....	3
Demographics .....	3
Sex .....	3
Age .....	4
Ethnicity.....	4
Location of family home at time of application to medical school .....	5
Clinical medical school.....	6
Qualifications prior to and during medical school .....	7
Career choices .....	8
Certainty of career choice .....	8
First, second and third choices of long-term career.....	8
Tied choices .....	10
Factors affecting career choice.....	10
Future career plans .....	12
Intention to practice medicine in the UK .....	12
Intention to train or work less-than-fulltime .....	13
Intentions to do teaching and research.....	14
Career planning and future career .....	15
Careers in General Practice.....	16
Current and previous employment.....	17
Description of current employment position at the time of responding to the survey .....	17
Posts held by respondents in 2015.....	18
Occupational group .....	18
Grade .....	19
Views about training and work .....	20
Opinions on current post.....	20
Job enjoyment and lifestyle.....	21
Appendix 1: The Questionnaire .....	22

## **Introduction**

This report describes the results of the second survey of the cohort of 5405 doctors who qualified from UK medical schools in 2012 and whose contact details were supplied to us by the General Medical Council. The first mailing for this survey was completed in July 2015, and late replies were received up to April/May 2016.

This report describes the main results from the second survey, focusing on the current employment of the respondents, their career choices and their future career plans. It also contains some information about their views and attitudes. This is a descriptive report of the doctors' responses; and we do not draw conclusions in it. Comments and conclusions will be published in due course in a paper.

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 5405 doctors (2239 men, 3166 women). Excluding from the denominator 397 who could not be contacted, 86 who had declined to participate and 1 person who had died, the response to the second survey was 41.9% (2063/4921). For men the response rate was 40.1% (821/2048), and for women 43.2% (1242/2873).

## **Demographics**

### **Sex**

Sixty per cent of the respondents were female (N=1242) and 40% were male (N=821). This compares with 59% and 41% respectively in the cohort as a whole.

## Age

Most of the respondents were asked their age when beginning pre-clinical medical school. The 2003 doctors who replied to this question had a median age of 18 years. 56% were aged 18 or younger, 81% of respondents were 21 or less and 94% were aged 25 or younger. The oldest respondent was aged 47 years on entry to medical school.

## Ethnicity

1% of respondents provided no information on their ethnic origin. Non-white respondents comprised 24%, with Indians being the largest group, followed by Chinese and Mixed ethnicity groups (**Table 1**).

Table 1: **Ethnicity**

	Men		Women		Total	
	Count	Col %	Count	Col %	Count	Col %
White	587	71	981	79	1568	76
Indian	65	8	70	6	135	7
Pakistani	22	3	23	2	45	2
Bangladeshi	7	1	4	0	11	1
Chinese	46	6	43	3	89	4
Asian-other	18	2	31	2	49	2
Black Caribbean	2	0	2	0	4	0
Black African	6	1	21	2	27	1
Black-other	0	0	0	0	0	0
Other	18	2	11	1	29	1
Mixed	38	5	46	4	84	4
Not given	12	1	10	1	22	1
Total	821	100	1242	100	2063	100

## Location of family home at time of application to medical school

92% of respondents (91% of men and 93% of women) reported that their family home at the time of their application to pre-clinical medical school was in the UK (Table 2).

**Table 2: Family home**

	Male		Female		Total	
	Count	Col %	Count	Col %	Count	Col %
UK	748	91	1155	93	1903	92
Abroad	66	8	79	6	145	7
Not given	7	1	8	1	15	1
Total	821	100	1242	100	2063	100

## Clinical medical school

Table 3 shows the distribution of 2012 graduates who responded to the survey three years post-graduation across medical schools.

**Table 3 : Clinical medical school**

	Male		Female		Total	
	Count	Col %	Count	Col %	Count	Col %
Aberdeen	17	2	32	3	49	2
Birmingham	36	4	63	5	99	5
Bristol	22	3	58	5	80	4
Cambridge	21	3	30	2	51	2
Dundee	15	2	27	2	42	2
Edinburgh	38	5	47	4	85	4
Glasgow	21	3	44	4	65	3
Leeds	21	3	43	3	64	3
Liverpool	34	4	66	5	100	5
Manchester	34	4	59	5	93	5
Newcastle	36	4	60	5	96	5
Oxford	36	4	45	4	81	4
Sheffield	17	2	56	5	73	4
Cardiff	28	3	60	5	88	4
Imperial College	62	8	50	4	112	5
King's College	46	6	58	5	104	5
Queen Mary and Westfield	30	4	36	3	66	3
St George's	25	3	37	3	62	3
University College	50	6	52	4	102	5
Belfast	25	3	26	2	51	2
Nottingham	42	5	55	4	97	5
Southampton	21	3	43	3	64	3
Leicester	22	3	40	3	62	3
Keele	14	2	18	1	32	2
London (school unspecified)	1	0	3	0	4	0
Peninsula	33	4	35	3	68	3
Brighton and Sussex	8	1	19	2	27	1
Hull York	22	3	29	2	51	2
East Anglia	12	1	21	2	33	2
Swansea	1	0	2	0	3	0
Warwick	30	4	24	2	54	3
Wales (school unspecified)	1	0	4	0	5	0
<b>Total</b>	<b>821</b>	<b>100</b>	<b>1242</b>	<b>100</b>	<b>2063</b>	<b>100</b>

## Qualifications prior to and during medical school

23.2% of respondents had obtained professional or other post-school qualification before entering medical school and 0.7% did not reply to this question. 25% of men and 22% of women had such a qualification.

When respondents were asked whether they had entered medical school on an accelerated four-year graduate entry programme, 15.2% replied in the affirmative. 16% of men and 15% of women had studied in graduate entry programmes.

Respondents were also asked whether they had obtained any non-clinical qualifications during medical school. 40% had gained an intercalated degree during their time at medical school and 0.7% did not reply to this question (Table 4). The percentages of intercalated degrees were 43% for men and 38% for women.

**Table 4: Non-clinical qualifications during medical school**

	Male		Female		Total	
	Count	Col %	Count	Col %	Count	Col %
Yes - BSc, BA, BMedSci	354	43	474	38	828	40
Yes - Other	33	4	38	3	71	3
No	426	52	723	58	1149	56
Not entered	8	1	7	1	15	1
Total	821	100	1242	100	2063	100

Table 5 combines information on qualifications gained before and/or during medical school from respondents who had replied to both questions (n=2047). 70% of men had gained qualifications prior to and during medical school compared to 61% of women respondents.

**Table 5 : Qualifications prior to and during medical school**

	Male		Female		Total	
	Count	Col %	Count	Col %	Count	Col %
Before medical school	180	22	241	20	421	21
During medical school	359	44	484	39	843	41
Both	28	3	28	2	56	3
Neither	245	30	482	39	727	36
Total	812	100	1235	100	2047	100

## Career choices

### Certainty of career choice

Respondents were asked whether their first choice (or first choices) of long-term career were definite. At this stage, three years after graduation, 58% were definite about their long-term choice and 31% described their career choice as 'probable' (Table 6). There were no appreciable differences between men and women in their certainty.

**Table 6: Certainty of career choice**

	Male		Female		Total	
	Count	Col %	Count	Col %	Count	Col %
Definitely	456	56	740	60	1196	58
Probably	271	33	368	30	639	31
Not Really	67	8	111	9	178	9
No reply given	27	3	23	2	50	2
Total	821	100	1242	100	2063	100

### First, second and third choices of long-term career

Table 7, Table 8 and Table 9 show the first, second, and third choices of career expressed by respondents. Choices have been grouped into mainstream specialties, then adjusted so that if a respondent gave two or more choices within one mainstream specialty (e.g. trauma and orthopaedics and general surgery), those choices became classified as an untied first choice (for surgery).

The most popular overall first choice was for general practice (30% across all respondents). The next highest percentage of first choices was for the hospital medical specialties (16%), followed by surgery (12%) and anaesthetics (11%). The sequence of choices was the same for both sexes although general practice was more popular for women (34%) than men (24%) and surgery more popular for men (16%) than women (9%) (Table 7). 28 doctors, 1% of the total, replied 'Don't know' whilst 26 (12 men, 14 women) doctors gave a non-medical choice.

Table 8 and Table 9 show the second and third choices of respondents who gave a first choice. 718 doctors, or 35% of the 2058 respondents who gave a first choice, also gave a second choice (Table 8). Among these, the hospital medical specialties (21%) were the most popular second choice (20% for men and 22% for women), followed by general practice (17% total, 15% of men and 19% of women). Only 9% of respondents who provided a first choice also provided a third choice (Table 9). General practice was the most popular third option provided for men (30%) and second most popular for women (23%) whilst hospital medical specialties were second most popular amongst men (16%) and most popular choice for women respondents (26%).



**Table 7: First choices of long-term career**

	Male		Female		Total	
	Count	Col %	Count	Col %	Count	Col %
Hospital Medical Specialties	141	17	195	16	336	16
Paediatrics	29	4	91	7	120	6
Emergency Medicine	57	7	75	6	132	6
Surgical Specialties	134	16	106	9	240	12
Obstetrics & Gynaecology	16	2	68	5	84	4
Anaesthetics	124	15	97	8	221	11
Radiology	34	4	18	1	52	3
Clinical Oncology	11	1	21	2	32	2
Pathology	18	2	48	4	66	3
Psychiatry	29	4	53	4	82	4
General Practice	197	24	417	34	614	30
Community Health	0	0	6	0	6	0
Public Health	5	1	8	1	13	1
Other Medical Specialties	4	0	2	0	6	0
Non-Medical	12	1	14	1	26	1
Don't Know	8	1	20	2	28	1
<b>Total</b>	<b>819</b>	<b>100</b>	<b>1239</b>	<b>100</b>	<b>2058</b>	<b>100</b>

Note: 5 respondents did not provide any long-term career choice and are excluded from Table 7, Table 8 and Table 9

**Table 8****Table 8: Second choices of long-term career**

	Male		Female		Total	
	Count	Col %	Count	Col %	Count	Col %
Hospital Medical Specialties	62	20	90	22	152	21
Paediatrics	4	1	30	7	34	5
Emergency Medicine	45	15	42	10	87	12
Surgical Specialties	12	4	6	1	18	3
Obstetrics & Gynaecology	3	1	11	3	14	2
Anaesthetics	47	16	29	7	76	11
Radiology	13	4	14	3	27	4
Clinical Oncology	8	3	9	2	17	2
Pathology	14	5	22	5	36	5
Psychiatry	9	3	9	2	18	3
General Practice	45	15	78	19	123	17
Community Health	0	0	5	1	5	1
Public Health	2	1	11	3	13	2
Other Medical Specialties	17	6	21	5	38	5
Non-Medical	19	6	23	6	42	6
Don't Know	3	1	15	4	18	3
<b>Total</b>	<b>303</b>	<b>100</b>	<b>415</b>	<b>100</b>	<b>718</b>	<b>100</b>

**Table 9: Third choices of long-term career**

	Male		Female		Total	
	Count	Col %	Count	Col %	Count	Col %
Hospital Medical Specialties	13	16	28	26	41	21
Paediatrics	1	1	2	2	3	2
Emergency Medicine	12	14	10	9	22	11
Surgical Specialties	3	4	1	1	4	2
Obstetrics & Gynaecology	1	1	4	4	5	3
Anaesthetics	6	7	9	8	15	8
Radiology	4	5	4	4	8	4
Clinical Oncology	1	1	2	2	3	2
Pathology	1	1	2	2	3	2
Psychiatry	3	4	5	5	8	4
General Practice	25	30	25	23	50	26
Community Health	0	0	2	2	2	1
Public Health	0	0	2	2	2	1
Other Medical Specialties	2	2	0	0	2	1
Non-Medical	8	10	5	5	13	7
Don't Know	3	4	8	7	11	6
<b>Total</b>	<b>83</b>	<b>100</b>	<b>109</b>	<b>100</b>	<b>192</b>	<b>100</b>

## Tied choices

The survey asked respondents to indicate whether any of the choices they described are of equal preference. These are termed 'tied choices'. 976 doctors, 47% of those who made a first choice, replied to this part of the survey to indicate whether their choices were tied. 33% of 2058 respondents indicated no ties whilst 14% of those who provided a long-term career choice gave a tied choice. 10% of respondents gave a tied first choice (11% for men and 10% for women).

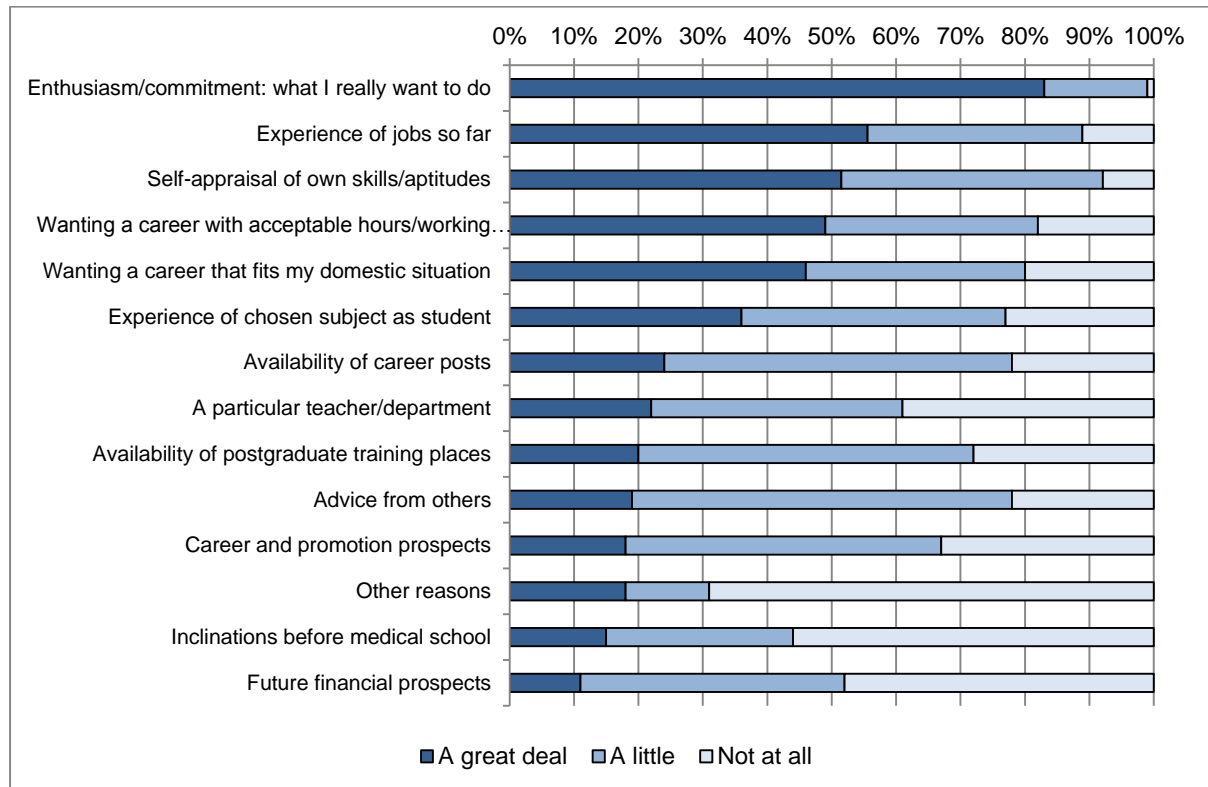
## Factors affecting career choice

The respondents were asked to evaluate fourteen factors by how much each factor had influenced their choice of specialty, or non-medical job, on a scale of 'not at all', 'a little', 'a great deal'.

Figure 1 summarises the degree to which each factor affected the career choice of respondents. Overall, looking at factors affecting 'a great deal', 'enthusiasm/commitment' followed by 'experience of jobs so far' had the most influence on career choices, whilst 'future financial prospects' and 'inclinations before medical school' had the least influence.

The patterns of responses were quite similar between women and men with a few differences. Women valued 'experience of jobs so far' (55%), 'self-appraisal of own skills' (55%) and 'a career with acceptable working hours conditions' (54%) equally and in a similar way as a career that fits their domestic situation (51%) whereas for men the aforementioned factors were of decreasing importance

with fewer men desiring a career that fits their domestic situation (38%). Future financial prospects were to some extent less important to women than men – the proportion of those who replied ‘not at all’ was 52% for women whereas it was 41% for men.



**Figure 1: Factors affecting career choice a great deal, a little, or not at all. For each factor, the figure gives percentages of the total after excluding those who produced no reply for that specific factor.**

## Future career plans

### Intention to practice medicine in the UK

Respondents were asked a series of questions on their intentions to practise medicine in the UK and the NHS. 63% of respondents indicated that they definitely or probably intended to practise medicine in the UK for the foreseeable future; 21% were undecided and 16% definitely or probably did not intend to do so (Table 10).

**Table 10: Intention to practise medicine in the UK**

	Male		Female		Total	
	Count	Col %	Count	Col %	Count	Col %
Yes-definitely	184	22	326	26	510	25
Yes-probably	308	38	471	38	779	38
Undecided	183	22	260	21	443	21
No-probably not	107	13	134	11	241	12
No-definitely not	30	4	50	4	80	4
No reply given	9	1	1	0	10	0
<b>Total</b>	<b>821</b>	<b>100</b>	<b>1242</b>	<b>100</b>	<b>2063</b>	<b>100</b>

For those who replied that they were not definite about practising medicine in the UK (N=1543, 628 men and 915 women), respondents were asked to indicate whether they were considering one or more of the following options: 'practising medicine abroad', 'leaving medicine but remaining in the UK' and 'leaving medicine and leaving the UK' (Table 11). Practising medicine abroad received by far the biggest number of selections (80% overall, about the same for men and women, representing 1237/2063 = 60% of the respondents). 21% of these participants indicated that they were considering leaving medicine but remaining in the UK (21% men, 22% women); 9% indicated that they were considering leaving medicine and leaving the UK (11% men, 8% women).

**Table 11: Considerations of those “not definitely intent” on remaining in UK medicine**

	Male		Female		Total	
	Count	Col %	Count	Col %	Count	Col %
Are you considering practising medicine abroad?	517	82%	720	79%	1237	80%
Are you considering leaving medicine but remaining in the UK?	130	21%	198	22%	328	21%
Are you considering leaving medicine and leaving the UK?	71	11%	70	8%	141	9%

*Note: the denominator for Table 11 consists of respondents (n=1543) who did not answer 'yes definitely'. Additionally, the column percentages do not add up to 100% because the three options were not mutually exclusive.*

## Intention to train or work less-than-fulltime

18.3% of respondents planned to undertake part or all of their future training on a less-than-full-time basis (Table 12): a larger proportion of women (27.6%) compared to men (4.2%).

**Table 12: Plans to undertake part or all of future training on a less-than-full-time basis**

	Gender					
	Male		Female		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
Yes	34	4.2%	342	27.6%	376	18.3%
No	703	86.5%	568	45.9%	1271	61.9%
Undecided	76	9.3%	328	26.5%	404	19.7%
Total	813	100.0%	1238	100.0%	2051	100.0%

39% of respondents planned to work in a career post on a less-than-full-time basis (Table 13): More than half of women (55.0%) but a smaller proportion of men (14.7%).

**Table 13: Plans to work in a career post on a less-than-full-time basis**

	Gender					
	Male		Female		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
Yes	120	14.7%	680	55.0%	800	39.0%
No	530	65.1%	185	15.0%	715	34.9%
Undecided	164	20.1%	372	30.1%	536	26.1%
Total	814	100.0%	1237	100.0%	2051	100.0%

## Intentions to do teaching and research

Respondents were asked 'If you intend to practise medicine, in your long-term career do you intend to work mainly in' with the options of *Clinical academic posts*, *Clinical service posts without teaching or research*, *Clinical posts with some teaching responsibility*, *Clinical posts with some research time*, *Clinical posts with some teaching and research*, *Undecided*, and *Other*. Of those who responded, 53.1% said that they wanted to work mainly in 'clinical posts with some teaching responsibility' (Table 14). A further 27.9% wanted to work in 'clinical posts with some teaching and research'. More women (56.8%) wanted a clinical post with some teaching responsibility compared with 47.4% of men. 30.4% of men wanted a clinical post with some teaching and research compared with 26.3% of women, and 7.1% of men wanted a clinical academic post compared with 2.5% of women.

**Table 14: Intentions to do teaching and research. 6 people who did not provide a reply were removed from the analysis.**

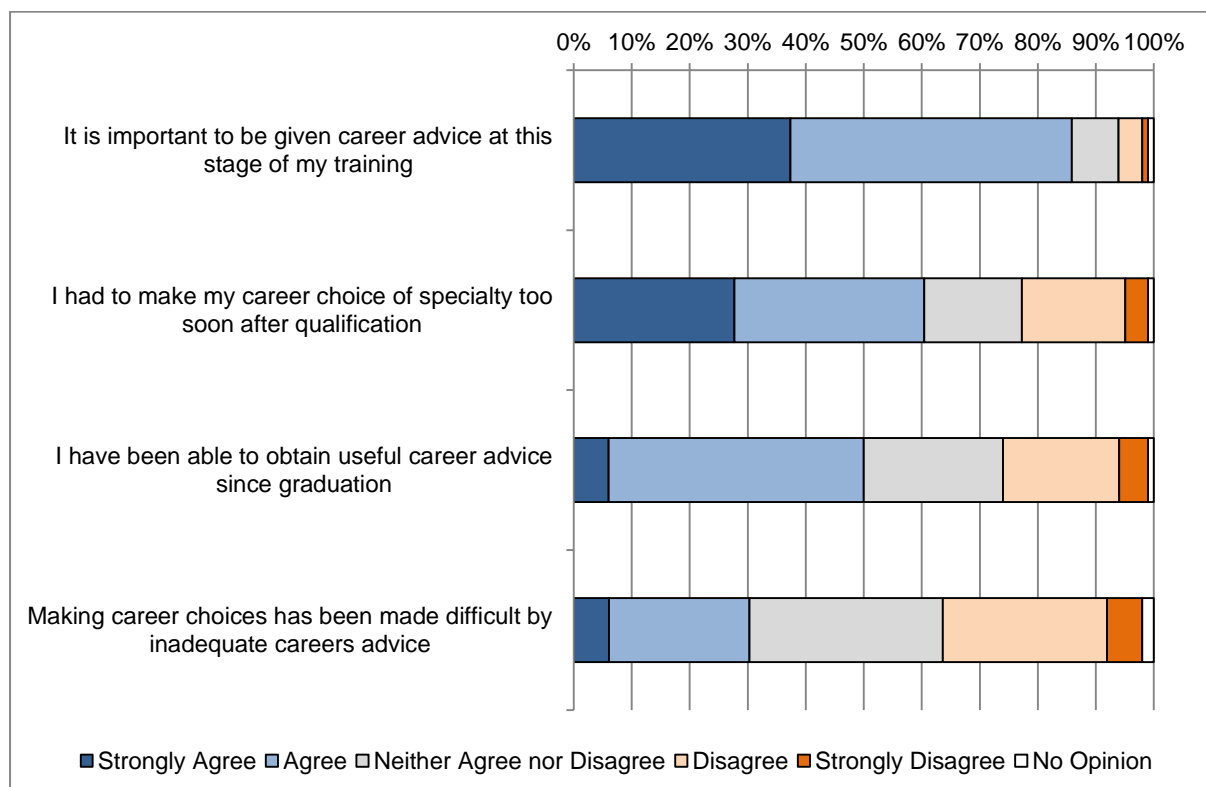
	Gender					
	Male		Female		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
Clinical service posts without teaching or research	43	5.3%	65	5.2%	108	5.3%
Clinical posts with some teaching responsibility	387	47.4%	705	56.8%	1092	53.1%
Clinical posts with some research time	17	2.1%	25	2.0%	42	2.0%
Clinical posts with some teaching and research	248	30.4%	326	26.3%	574	27.9%
Clinical academic posts	58	7.1%	31	2.5%	89	4.3%
Undecided	47	5.8%	72	5.8%	119	5.8%
Other	16	2.0%	17	1.4%	33	1.6%
<b>Total</b>	<b>816</b>	<b>100.0%</b>	<b>1241</b>	<b>100.0%</b>	<b>2057</b>	<b>100.0%</b>

## Career planning and future career

The respondents were invited to evaluate four structured statements relating to career planning and career advice. For all statements the response options were 'Strongly agree, Agree, Neither agree nor disagree, Disagree, Strongly disagree'. Figure 2 shows the levels of agreement to the structured statements referring to career planning for all those who responded to the statement.

Most respondents (85%) agreed or strongly agreed that career advice was important at this stage of training. Half agreed (50%) that they had been able to obtain useful career advice since graduation, whilst about a third (30%) stated that making career choices had been made difficult by inadequate careers advice. Approximately two thirds of the respondents (61%) were of the opinion that they had to make their specialty career choice too soon after graduation.

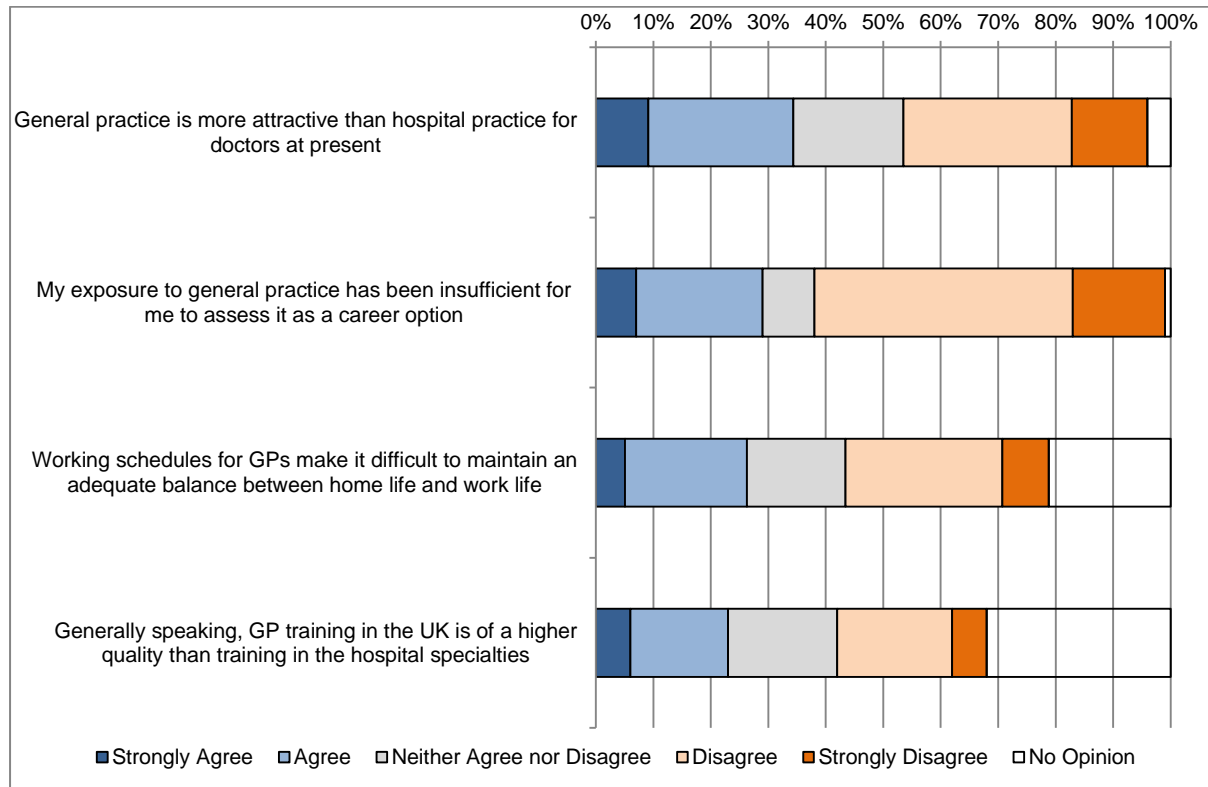
There were only minor differences in the opinions of men and women. Women agreed slightly more often than men that careers advice at this stage of training was important (88% vs. 83% respectively), and that they had to make career choice of specialty too soon (62% vs. 61%). Men were more often of the opinion than women that they had been able to obtain useful career advice (53% for men, 48% for women).



**Figure 2: Opinions on career planning.** For each statement, the figures give percentages of the total after excluding those who produced no reply to that specific statement.

## Careers in General Practice

Doctors were invited to respond to a number of structured statements describing their awareness and knowledge of general practice as a career. For all statements the response options were 'Strongly agree, Agree, Neither agree nor disagree, Disagree, Strongly disagree'. Figure 3 shows the levels of agreement to the structured statements for all those who responded to the statement.



**Figure 3: Opinions on careers in general practice. For each statement, the figures give percentages of the total after excluding those who produced no reply to that specific statement.**

Only a third of the respondents (34%) agreed<sup>1</sup> that general practice was more attractive than hospital specialties. Almost two thirds of doctors (60%) thought they had sufficient exposure to assess general practice as a career option. Only a quarter of respondents thought that GP working schedules interfered with home life (26%) and a similar proportion felt that GP training was of higher training than other hospital specialties (23%). The views of men and women doctors were very similar on all statements with slightly more women (37%) being more attracted to general practice than to hospital practice compared to men (31%).

<sup>1</sup> Their response to the statement was Strongly agree or Agree.



## Current and previous employment

### Description of current employment position at the time of responding to the survey

Respondents were asked to indicate which statement (from a list of ten) best described their current employment position (Table 15). 2029 of the 2063 respondents answered the question. 58% of respondents described themselves as being '*in a higher specialist training NHS post in the specialty and location of my first choice*'; 12.9% were '*in a higher specialist training NHS post in my first choice specialty, but not in my preferred location*'.

**Table 15: Description of current employment position**

	Gender					
	Male		Female		Total	
	Count	%	Count	%	Count	%
I am in a higher specialist training NHS post in the specialty and location of my first choice	438	54.8%	739	60.1%	1177	58.0%
I am in a higher specialist training NHS post in my first choice specialty, but not in my preferred location	123	15.4%	138	11.2%	261	12.9%
I am in a higher specialist training NHS post in my preferred location, but not in my first choice specialty	15	1.9%	29	2.4%	44	2.2%
I am in a higher specialist training NHS post not in my preferred specialty or in my preferred location	12	1.5%	9	0.7%	21	1.0%
I am in another recognised NHS training post e.g. FTSTA	22	2.8%	35	2.8%	57	2.8%
I am in a medical post in the UK which is not recognised as a training post	113	14.1%	118	9.6%	231	11.4%
I am not in medical work, but am seeking medical employment	13	1.6%	28	2.3%	41	2.0%
I am working/training in medicine outside the UK on a temporary basis and plan to return	32	4.0%	97	7.9%	129	6.4%
I am working/training in medicine outside the UK and do not plan to return	26	3.3%	27	2.2%	53	2.6%
I have left medicine and do not intend to return	5	0.6%	10	0.8%	15	0.7%
<b>Total</b>	<b>799</b>	<b>100.0%</b>	<b>1230</b>	<b>100.0%</b>	<b>2029</b>	<b>100.0%</b>

Note that although most respondents replied in 2015, some replied in 2016.

In the tables which follow, we report details of respondents' posts as at October 2015. Hence, the numbers do not match precisely the response to the above question.

## Posts held by respondents in 2015

### Occupational group

In 2015, the current posts of 2041 respondents were known. 86.7% were working in medicine in the NHS or universities in the UK (Table 16; men 88.7%, women 85.4%), and 8.6% were practising medicine abroad (men 7.2%, women 9.5%).

**Table 16: Occupation group – current post**

	Male		Female		Total	
	Count	%	Count	%	Count	%
UK NHS	692	85.4%	1024	83.2%	1716	84.1%
UK Universities	27	3.3%	27	2.2%	54	2.6%
UK Armed Forces	19	2.3%	8	0.6%	27	1.3%
UK Other Public Sector	1	0.1%	3	0.2%	4	0.2%
UK Private Sector Medical	0	0.0%	3	0.2%	3	0.1%
UK Non-Medical	4	0.5%	8	0.6%	12	0.6%
UK Not in paid employment	6	0.7%	33	2.7%	39	1.9%
Abroad Medical	58	7.2%	117	9.5%	175	8.6%
Abroad Non-medical	0	0.0%	1	0.1%	1	0.0%
Abroad Not in paid employment	3	0.4%	7	0.6%	10	0.5%
<b>Total</b>	<b>810</b>	<b>100.0%</b>	<b>1231</b>	<b>100.0%</b>	<b>2041</b>	<b>100.0%</b>

## Grade

Focussing only on those doctors who were working in the NHS or in UK universities in 2015 and excluding one person who did not reply to this part (N=1770), Table 17 gives a fuller breakdown of the current posts of respondents. 23% were in CT1 grades (men 25%, women 21%).

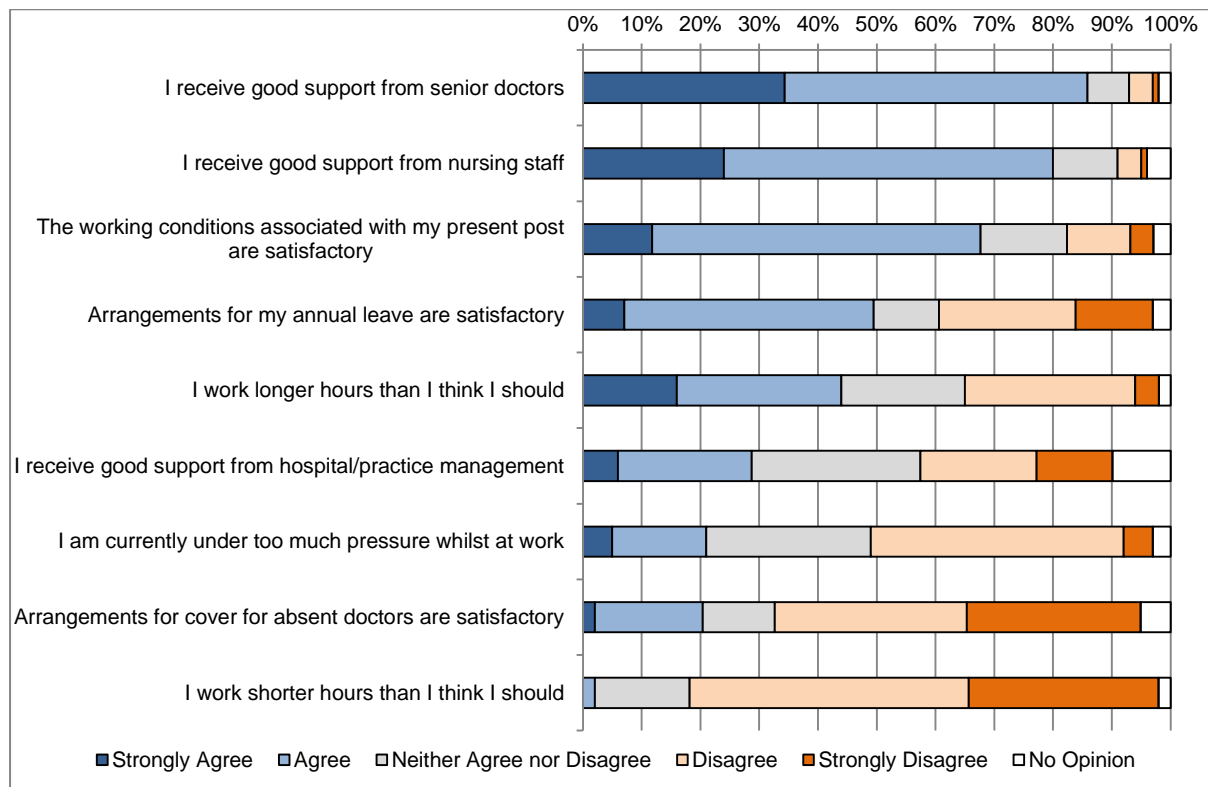
**Table 17: Grade – current post: responders in NHS and UK universities**

	Male		Female		Total	
	Count	%	Count	%	Count	%
Foundation Year 2 trainees	3	0.4%	11	1.0%	14	0.8%
Senior house officers	83	11.5%	82	7.8%	165	9.3%
Specialty registrars	2	0.3%	14	1.3%	16	0.9%
CT1	180	25.0%	224	21.3%	404	22.8%
CT2	126	17.5%	143	13.6%	269	15.2%
ST1	78	10.8%	137	13.0%	215	12.2%
ST2	38	5.3%	62	5.9%	100	5.7%
ST3	1	0.1%	0	0.0%	1	0.1%
Fixed term specialist trainees	2	0.3%	4	0.4%	6	0.3%
UK University Research Fellow	17	2.4%	15	1.4%	32	1.8%
UK University Training Fellow	5	0.7%	10	1.0%	15	0.8%
UK University - others	5	0.7%	2	0.2%	7	0.4%
GP ST1	71	9.9%	180	17.1%	251	14.2%
GP ST2	83	11.5%	132	12.6%	215	12.2%
Public health ST1	0	0.0%	1	0.1%	1	0.1%
Community Health ST2	0	0.0%	1	0.1%	1	0.1%
Hospital clinical fellow	24	3.3%	20	1.9%	44	2.5%
Hospital non-training grades	1	0.1%	1	0.1%	2	0.1%
No grade given	0	0.0%	11	1.0%	11	0.6%
<b>Total</b>	<b>719</b>	<b>100.0%</b>	<b>1050</b>	<b>100.0%</b>	<b>1769</b>	<b>100.0%</b>

## Views about training and work

### Opinions on current post

Doctors were invited to respond to a number of structured statements describing their experience of their current post, if they are in medical employment. For all statements the response options were 'Strongly agree, Agree, Neither agree nor disagree, Disagree, Strongly disagree'. Figure 4 shows the levels of agreement to the structured statements referring to their current post for all those who responded to the statement.



**Figure 4 Opinions on current post. For each statement, the figures give percentages of the total after excluding those who produced no reply to that specific statement.**

Most respondents (85%) agreed<sup>2</sup> that they got good support from more senior doctors, and 80% from nursing staff. Only 29% agreed that they were well supported by hospital/practice management whilst 61% were dissatisfied with arrangements for cover for absent doctors.

44% of the respondents agreed that they worked longer hours than they think they should, and the proportion who strongly agreed was only 16%. About half (49%) were satisfied with their annual leave arrangements.

Of the respondents 21% were of the opinion that they were under too much pressure at work, and more than two thirds (69%) were happy with the working conditions in their current post. In general there were no notable differences in the opinions of men and women, with the exception that almost half of the women (48%) considered they were working longer than they should compared to slightly over a third of men (38%).

<sup>2</sup> Their response to the statement was Strongly agree or Agree.

### Job enjoyment and lifestyle

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 (Figure 5).

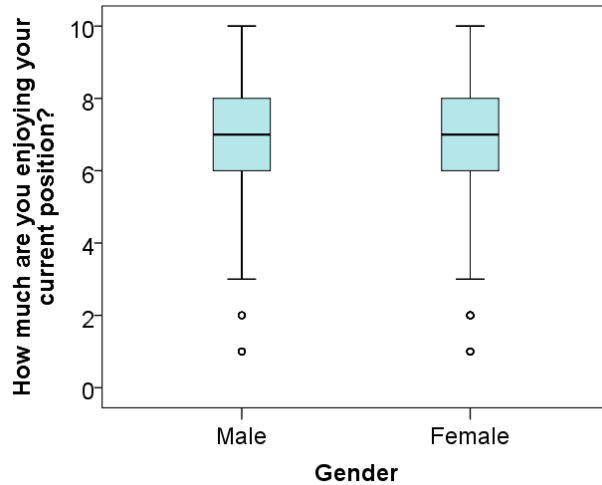


Figure 5: Enjoyment of current position

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 both men and women (Figure 6).

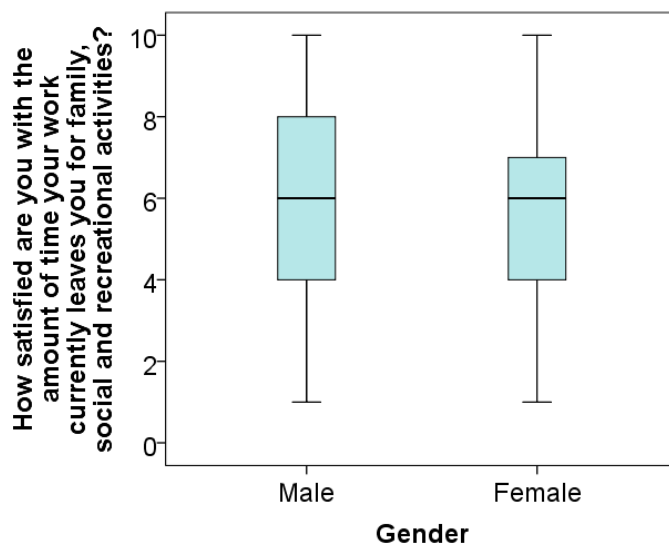


Figure 6: Satisfaction with leisure time

## Appendix 1: The Questionnaire

**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 CHOICES

**What is your choice of long-term career?**

*Please write your choice of clinical specialty, or non-medical job, or 'Don't know / No choice', as appropriate. If your choice is very detailed or specific, please use the 'Further details/subspecialty' box to describe it.*

*If you have more than one choice, please list up to 3 choices in order of preference.*

	Specialty	Further details/subspecialty
<b>First Choice</b>		
<b>Second Choice</b>		
<b>Third Choice</b>		

**If you gave more than one choice, do you regard any of the choices you have named as being of equal preference?**

No, they are in order of preference

Yes, the first and second choices are equal

Yes, the second and third choices are equal

Yes, all three choices are equal

**Is the first choice (or choices), that you have given above, your definite choice of future career, your probable choice, or are you uncertain about it?**

Definite

Probable

Uncertain

**How much has each of the following factors influenced your choice of specialty, or non-medical job?**

Please mark one response for each factor.

	Not at all	A little	A great deal
Enthusiasm/commitment - what I really want to do	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Likely availability of postgraduate training places	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Likely availability of career posts	<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"/>
Wanting a career that fits my domestic circumstances	<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"/>
Self-appraisal of own skills/aptitudes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inclinations before medical school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Future financial prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A particular teacher/department	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Experience of jobs so far	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Advice from others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Career and promotion prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other reasons *	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\* Other (please describe)

## YOUR FUTURE CAREER PLANS

In future, in your long term career, do you intend to work mainly in:

- Clinical service posts without teaching or research
- Clinical posts with some teaching responsibility
- Clinical posts with some research time
- Clinical posts with some teaching and research
- Clinical academic posts
- Undecided
- Other

Do you plan to undertake part or all of *your postgraduate training* on a less-than-full-time basis?

- Yes
- No
- Undecided

Do you plan to work in a *career post* on a less-than-full-time basis at some point in your career?

- Yes
- No
- Undecided



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

<DataSubje

- Yes-definitely
- Yes-probably \*
- Undecided \*
- No-probably not \*
- No-definitely not \*

\* If you did not answer 'Yes-definitely', are you considering any of the following? (select all that apply)

- practising medicine abroad
- leaving medicine but remaining in the UK
- leaving medicine **and** leaving the UK

If you are considering one of these 3 options, what is your main reason for doing so?

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

**Career planning and future career**

Please consider each statement and mark the response which most accurately reflects your own opinion.

For all statements:

SA=Strongly Agree, A=Agree, N=Neither Agree nor Disagree, D=Disagree, SD=Strongly Disagree  
DK=Don't Know/no opinion

	SA	A	N	D	SD	DK
Making career choices has been made difficult by inadequate career advice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is important to be given career advice at this stage of my training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have been able to obtain useful career advice since graduation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have to make my career choice of specialty too soon after qualification	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## YOUR CURRENT AND PREVIOUS EMPLOYMENT

Which of the following statements best describes your current employment position? Please mark **X** in one box.

- I am in a higher specialist training NHS post in the specialty and location of my first choice
- I am in a higher specialist training NHS post in my first choice specialty, but not in my preferred location
- I am in a higher specialist training NHS post in my preferred location, but not in my first choice specialty
- I am in a higher specialist training NHS post not in my preferred specialty nor in my preferred location
- I am in another recognised NHS training post e.g. FTSTA
- I am in a medical post in the UK which is not recognised as a training post
- I am not in medical work, but am seeking medical employment
- I am working/training in medicine outside the UK on a temporary basis and plan to return
- I am working/training in medicine outside the UK and do not plan to return
- I have left medicine and do not intend to return

### Equal opportunities and the NHS

Please consider each statement and mark the response which most accurately reflects your own opinion.

**SA=Strongly Agree, A=Agree, N=Neither Agree nor Disagree, D=Disagree, SD=Strongly Disagree**  
DK=Don't Know/no opinion

The NHS is a good equal opportunities employer...	SA	A	N	D	SD	DK
...for doctors from ethnic minorities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
...for women doctors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
...for doctors with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Experience of Training and Work

If you are in medical employment in the UK, please indicate your level of agreement with the following with reference to your **CAREER EXPERIENCE TO DATE, FROM QUALIFICATION UNTIL NOW**. For each statement, mark **X** in one box.

**SA=Strongly Agree, A=Agree, N=Neither Agree nor Disagree, D=Disagree, SD=Strongly Disagree**  
DK=Don't Know/no opinion

	SA	A	N	D	SD	DK
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"/>
I would have liked to work longer hours to boost my training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have performed an excessive amount of routine work which could be done by non-medical staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have been required to perform clinical tasks for which I did not feel adequately trained	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## Your Recent Employment History

We would only like details of your employment since the end of your F2 year (or since you graduated, if you did not undertake F1 and F2 years on graduation). We would like to know about your broad specialty work e.g. ST1 in specialty X, but do not trouble with the detail of placements within the broad job title. Please do not report periods on maternity/paternity/adoption leave as periods out of employment.

Please describe any employment, whether in the NHS or not, whether in medicine or not, and whether in the UK or not. Also, please regard short-term or sabbatical leave from a post as continuing to work in that post. If you are/were in a UK Academic post, please give under 'Grade' both your academic grade or job title and your NHS Honorary grade. Below each post, please tick whichever boxes are relevant to it

Date started	Date ended <small>if not current</small>	Specialty / Training Programme	Grade / Job Title	Location
MM / YY  (approx. dates are fine)	MM / YY  (approx. dates are fine)	<i>If clinical:</i> please give specialty and subspecialty if relevant  <i>If non-clinical:</i> please give type of work  <i>If not in employment:</i> please enter 'Not in paid employment'	<i>If clinical:</i> please give clinical grade  <i>If clinical AND academic:</i> please give clinical and academic grade  <i>If non-clinical:</i> please give job title  <i>If not in employment:</i> if you wish, please outline your reason e.g. travel/career break/domestic responsibilities/illness etc.	<i>If in UK:</i> please give town or city  <i>If not in UK:</i> please give the country

**Current Post :**

Date Started	Current post	Specialty	Grade (UK academics give academic and NHS Honorary grade)	Location
<input type="checkbox"/> NHS clinical service post <input type="checkbox"/> Academic post <input type="checkbox"/> UK HM Forces doctor <input type="checkbox"/> UK other public sector medical <input type="checkbox"/> UK Private Sector medical <input type="checkbox"/> Abroad medical <input type="checkbox"/> Non-medical employment <input type="checkbox"/> Not in paid employment				<input type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Locum

**Previous post (i.e. the post preceding your current post, leave blank if your current post is the only one since F2) :**

Date Started	Date Ended	Specialty	Grade (UK academics give academic and NHS Honorary grade)	Location
<input type="checkbox"/> NHS clinical service post <input type="checkbox"/> Academic post <input type="checkbox"/> UK HM Forces doctor <input type="checkbox"/> UK other public sector medical <input type="checkbox"/> UK Private Sector medical <input type="checkbox"/> Abroad medical <input type="checkbox"/> Non-medical employment <input type="checkbox"/> Not in paid employment				<input type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Locum

*Add further details about posts, if you wish, in the Additional Comments section at the end of the survey.*

## Background Information

Which medical school did you attend?

Medical School

If you attended a different pre-clinical medical school, which school was it?

Pre-clinical school, if different

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

years old

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

Give the county (if known), otherwise the name of the nearest UK town or city. If outside the UK, give the country

How many years had you lived there (or near there)?  Years

Was your medical school course formally designated as a graduate entry (fast track) course?

Yes

No

Did you obtain any professional or other 'post-school' qualifications before entering medical school?

Yes \*

No

\* Please give details

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

Please exclude primary medical qualifications (e.g. MB, ChB)

Yes - BSc, BA, BMedSci

Yes - Other \*

No

\* Please give details

## Additional Background Information

Please note that if you do not wish to respond to the questions in this section then please omit them and move on to the next page. However we ask them because they are very helpful to us in profiling the medical profession when reporting on career and lifestyle issues.

Are there any aspects of your domestic or personal life (e.g. children, dependent relatives, your own health or any disability) that limit your choice of career, work location, or working circumstances?

Yes \*

No

\* If Yes, please describe if you wish

What is your gender?

Male

Female

What was your age on graduation from medical school?

years old

Which of the following best describes your ethnic origin?

White Indian Pakistani Bangladeshi Chinese Asian-other \* Black Caribbean Black African Black-other \* Mixed \* Other \* 

\* Please give more details if you wish

### Additional comments, if you wish

Please give us below any further comments you wish to make, on any aspect of your training or work. We are particularly interested in any comments you may have on issues raised by our questions in this survey; or on postgraduate training, working conditions and working environment; professional relationships; and administrative and managerial issues. You may also expand on any answers you have given in the rest of the questionnaire. Views are summarised and reported in ways that ensure individuals cannot be identified. Your individual comments will remain totally confidential to senior researchers in the UK MCRG.

**Alternatively,** please email your comments to [trevor.lambert@dph.ox.ac.uk](mailto:trevor.lambert@dph.ox.ac.uk) quoting your reference number <DataSubjectRef>.

Please continue your comments on a separate sheet of paper if necessary

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



