

**UK Medical Careers Research Group
Oxford University**

2015 cohort of UK Medical Graduates

Report of the first survey, conducted in 2016

Report produced March 2017

Fay Smith

**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

Contents

INTRODUCTION..... 3

COHORT SIZE AND RESPONSE TO SURVEY 3

BACKGROUND INFORMATION..... 3

 Medical school course..... 3

 Age on graduation..... 3

 Intercalated degree 3

 Limitations on career 3

 Ethnicity 4

 Willingness to answer more questions 4

YOUR CAREER CHOICE AND PLANS 5

 Certainty of choice 5

 Choice of long-term career specialty 5

 Tied choices..... 7

 Commitment to the UK..... 8

 Less than full time plans..... 8

 Long term career intentions..... 9

 Factors affecting career choice10

YOUR EXPERIENCE OF THE F1 YEAR12

APPENDIX 1: THE QUESTIONNAIRE13

INTRODUCTION

This report describes the results of the first survey of the cohort of 7364 doctors who qualified from UK medical schools in 2015. The first mailing for this survey was completed in June 2016, and a final mailing was sent out in October 2016. Late replies were received up to November 2016.

This report describes the main results from the first survey, focusing on the career choices and plans of the respondents, and their experience of the F1 year. It is not intended as an analytical report and does not seek to relate data from this cohort to that obtained from other cohorts.

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

COHORT SIZE AND RESPONSE TO SURVEY

The original graduation cohort in 2015 comprised 7364 doctors (3240 men, 4124 women). We were able to obtain contact details for 7095 of them (96.3%). Of these, 3040 responded, hence the response rate from those who were contactable was 42.8% (3040/7095). For men the response rate was 38.8% (1206/3109), and for women 46.0% (1834/3986).

The 269 members of the cohort who we could not contact included 43 who declined to participate, and 226 for whom no contact details could be found.

BACKGROUND INFORMATION

Medical school course

The respondents were asked 'Was your medical undergraduate course formally designated as a graduate entry course?' 3000 of the 3040 respondents answered the question. Of these, 17.0% replied 'yes' (83.0% replied 'no').

Age on graduation

The median age on graduation from medical school was 24 years (men 24, women 24).

Intercalated degree

The respondents were asked 'Did you do an intercalated degree?' 2949 of the 3040 respondents answered the question. Of these, 40.6% replied 'yes' (59.4% replied 'no').

Limitations on career

The respondents were asked 'Are there any aspects of your domestic or personal life (e.g. children, dependent relatives) that limit your choice of career, work location, or working

circumstances?' 3002 of the 3040 respondents answered the question. Of these, 18.3% replied 'yes' (81.7% replied 'no').

Ethnicity

1.2% of respondents provided no information on their ethnic origin. Non-white respondents comprised 27.8%, with Indians being the largest group, followed by Chinese and Mixed (Table 1).

Table 1: Ethnic origin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	White	2171	71.4	72.2	72.2
	Indian	229	7.5	7.6	79.9
	Pakistani	87	2.9	2.9	82.8
	Bangladeshi	14	.5	.5	83.2
	Chinese	121	4.0	4.0	87.3
	Asian-other*	110	3.6	3.7	90.9
	Black Caribbean	15	.5	.5	91.4
	Black African	53	1.7	1.8	93.2
	Black-other*	4	.1	.1	93.3
	Other*	79	2.6	2.6	95.9
	Mixed	122	4.0	4.1	100.0
	Total	3005	98.8	100.0	
Missing		35	1.2		
Total		3040	100.0		

Willingness to answer more questions

The respondents were asked 'Would you be prepared to complete a further short questionnaire asking you about your experience of the F1 year and your future plans in more detail?' 3001 of the 3040 respondents answered the question. Of these, 62.5% replied 'yes' (37.5% replied 'no').

YOUR CAREER CHOICE AND PLANS

Certainty of choice

Respondents were asked whether their first choice (or first choices) of long-term career were definite. At this stage, one year after graduation, 33.3% were definite about their long-term choice and 46.3% described their career choice as 'probable' (Table 2). Men were more likely to be definite about their long-term choice than women ($\chi^2_2 = 17.5$, $p < 0.001$).

Table 2: Certainty of career choice

	Male		Female		Total	
	Count	%	Count	%	Count	%
Definite	431	36.4%	561	31.3%	992	33.3%
Probable	552	46.7%	824	46.0%	1376	46.3%
Unsure	200	16.9%	407	22.7%	607	20.4%
Total	1183	100.0%	1792	100.0%	2975	100.0%

Note: 65 doctors did not answer this question

Choice of long-term career specialty

Tables 3, 4 and 5 show the first, second, and third choices of career expressed by respondents. The most popular overall first choice was for general practice (21.9% across all respondents). The next highest percentage of first choices was for the hospital medical specialties (20.3%), followed by surgery (14.4%). For men the most popular choice was surgery (19.7% compared with 10.9% for women), whilst for women general practice was the most frequent first choice given (26.5% compared with 14.8% for men) (Table 3).

Tables 4 and 5 show the second and third choices of respondents who gave a first choice. The hospital medical specialties were the most popular second choice (28.0%), followed by general practice (24.3%). Only 24% of respondents who provided a first choice also provided a third choice (Table 5). General practice was the most popular third option provided (26.1%) followed by hospital medical specialties (20.7%).

Table 3: First choices of long-term career

	Male		Female		Total	
	Count	%	Count	%	Count	%
Hospital Medical Specialties	235	19.6%	379	20.8%	614	20.3%
Paediatrics	63	5.2%	135	7.4%	198	6.5%
Emergency Medicine	61	5.1%	55	3.0%	116	3.8%
Surgical Specialties	237	19.7%	199	10.9%	436	14.4%
Obstetrics & Gynaecology	20	1.7%	109	6.0%	129	4.3%
Anaesthetics	199	16.6%	177	9.7%	376	12.4%
Radiology	39	3.2%	35	1.9%	74	2.4%
Clinical Oncology	30	2.5%	25	1.4%	55	1.8%
Pathology	33	2.7%	42	2.3%	75	2.5%
Psychiatry	48	4.0%	75	4.1%	123	4.1%
General Practice	178	14.8%	483	26.5%	661	21.9%
Community Health	0	0.0%	5	0.3%	5	0.2%
Public Health	5	0.4%	15	0.8%	20	0.7%
Other Medical Specialties	7	0.6%	5	0.3%	12	0.4%
Non-Medical	18	1.5%	11	0.6%	29	1.0%
Not in paid employment	0	0.0%	1	0.1%	1	0.0%
Don't Know	29	2.4%	71	3.9%	100	3.3%
Total	1202	100.0%	1822	100.0%	3024	100.0%

Note: 16 respondents did not provide any long-term career choice and are excluded from Tables 3, 4 and 5.

Table 4: Second choices of long-term career

	Male		Female		Total	
	Count	%	Count	%	Count	%
Hospital Medical Specialties	204	25.3%	357	29.8%	561	28.0%
Paediatrics	35	4.3%	92	7.7%	127	6.3%
Emergency Medicine	75	9.3%	76	6.3%	151	7.5%
Surgical Specialties	52	6.5%	54	4.5%	106	5.3%
Obstetrics & Gynaecology	12	1.5%	42	3.5%	54	2.7%
Anaesthetics	112	13.9%	101	8.4%	213	10.6%
Radiology	38	4.7%	14	1.2%	52	2.6%
Clinical Oncology	20	2.5%	34	2.8%	54	2.7%
Pathology	18	2.2%	24	2.0%	42	2.1%
Psychiatry	33	4.1%	46	3.8%	79	3.9%
General Practice	176	21.9%	310	25.9%	486	24.3%
Community Health	0	0.0%	6	0.5%	6	0.3%
Public Health	6	0.7%	12	1.0%	18	0.9%
Other Medical Specialties	7	0.9%	8	0.7%	15	0.7%
Non-Medical	8	1.0%	14	1.2%	22	1.1%
Don't Know	9	1.1%	8	0.7%	17	0.8%
Total	805	100.0%	1198	100.0%	2003	100.0%

Note: Of the 3024 respondents who provided a first choice, 1021 did not provide a second choice.

These doctors are excluded from Table 4.

Table 5: Third choices of long-term career

	Male		Female		Total	
	Count	%	Count	%	Count	%
Hospital Medical Specialties	57	20.4%	94	20.9%	151	20.7%
Paediatrics	13	4.7%	29	6.4%	42	5.8%
Emergency Medicine	23	8.2%	29	6.4%	52	7.1%
Surgical Specialties	25	9.0%	28	6.2%	53	7.3%
Obstetrics & Gynaecology	6	2.2%	24	5.3%	30	4.1%
Anaesthetics	27	9.7%	38	8.4%	65	8.9%
Radiology	10	3.6%	9	2.0%	19	2.6%
Clinical Oncology	2	0.7%	7	1.6%	9	1.2%
Pathology	5	1.8%	15	3.3%	20	2.7%
Psychiatry	15	5.4%	27	6.0%	42	5.8%
General Practice	75	26.9%	115	25.6%	190	26.1%
Community Health	1	0.4%	3	0.7%	4	0.5%
Public Health	4	1.4%	8	1.8%	12	1.6%
Other Medical Specialties	2	0.7%	6	1.3%	8	1.1%
Non-Medical	11	3.9%	11	2.4%	22	3.0%
Don't Know	3	1.1%	7	1.6%	10	1.4%
Total	279	100.0%	450	100.0%	729	100.0%

Note: Of the 3024 respondents who provided a first choice, 2295 did not provide a third choice. These doctors are excluded from Table 5.

Tied choices

The survey asked respondents to indicate whether any of the choices they described were tied or not (Table 6). 75.2% of respondents indicated that none of their choices were tied, and 16.8% said that their first and second choices were tied.

Table 6: Tied choices

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Choices Tied	2272	74.7	75.2	75.2
	1st and 2nd Choices Tied	508	16.7	16.8	92.0
	2nd and 3rd Choices Tied	79	2.6	2.6	94.6
	All 3 Choices Tied	162	5.3	5.4	100.0
	Total	3021	99.4	100.0	
Missing		19	.6		
Total		3040	100.0		

Note: Of the 3024 respondents who provided a first choice, 3 did not answer this question.

Commitment to the UK

Respondents were asked a series of questions on their intentions to practise medicine in the UK. Table 7 summarises the responses to these questions with reference to the specific question, and with reference to the overall response to the 2016 survey.

Table 7: Intention to practise medicine in the UK

	Number	Percentage of respondents to question	Percentage of respondents to questionnaire
Responders to survey	3040	100.0	100.0
Intention to practise medicine in the UK for the foreseeable future	3013	100.0%	99.1%
Yes, definitely	698	23.2%	23.0%
Yes, probably	1171	38.9%	38.5%
Undecided	689	22.9%	22.7%
No, probably not	351	11.6%	11.5%
No, definitely not	104	3.5%	3.4%
Considerations of those not Definitely intent on remaining in UK medicine	2315	100.0%	76.2%
Considering medicine abroad	1943	83.9%	63.9%
Considering leaving medicine, remaining in the UK	653	28.2%	21.5%
Considering leaving medicine and the UK	283	12.2%	9.3%

Less than full time plans

17.9% of respondents planned to undertake part or all of their future training on a less-than-full-time basis (Table 8): 5.9% men and 25.8% women.

Table 8: Plans to undertake part or all of future training on a less-than-full-time basis

	Male		Female		Total	
	Count	%	Count	%	Count	%
Yes	70	5.9%	466	25.8%	536	17.9%
No	924	77.8%	774	42.9%	1698	56.7%
Undecided	194	16.3%	566	31.3%	760	25.4%
Total	1188	100.0%	1806	100.0%	2994	100.0%

38.1% of respondents planned to work in a career post on a less-than-full-time basis (Table 8): 17.5% men and 51.6% women.

Table 9: Plans to work in a career post on a less-than-full-time basis

	Male		Female		Total	
	Count	%	Count	%	Count	%
Yes	208	17.5%	935	51.6%	1143	38.1%
No	693	58.3%	332	18.3%	1025	34.2%
Undecided	287	24.2%	544	30.0%	831	27.7%
Total	1188	100.0%	1811	100.0%	2999	100.0%

Long term career intentions

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, 46.3% said that they wanted to work mainly in 'clinical posts with some teaching responsibility' (Table 10). A further 31.9% wanted to work in 'clinical posts with some teaching and research'. More women (49.5%) wanted a clinical post with some teaching responsibility compared with 41.3% of men, 36.1% of men wanted a clinical post with some teaching and research compared with 29.2% of women, and 5.9% of men wanted a clinical academic post compared with 2.5% of women.

Table 10: Intentions to do teaching and research

	Male		Female		Total	
	Count	%	Count	%	Count	%
Clinical service posts without teaching or research	53	4.4%	103	5.7%	156	5.2%
Clinical posts with some teaching responsibility	493	41.3%	898	49.5%	1391	46.3%
Clinical posts with some research time	30	2.5%	53	2.9%	83	2.8%
Clinical posts with some teaching and research	431	36.1%	529	29.2%	960	31.9%
Clinical academic posts	70	5.9%	46	2.5%	116	3.9%
Undecided	87	7.3%	167	9.2%	254	8.4%
Other	30	2.5%	17	0.9%	47	1.6%
Total	1194	100.0%	1813	100.0%	3007	100.0%

Factors affecting career choice

Respondents were asked to indicate to what extent each of a list of factors had influenced their career choice. Figure 1 represents the results of the survey questions for all respondents; Figure 2 shows the results for men and Figure 3 for women. The largest influence upon career choice was 'enthusiasm/commitment' (83.8% of respondents felt that this influenced them). The next most influential factors were 'wanting a career with acceptable hours/working conditions' (60.9%), 'experience of jobs so far' (55.7%), and 'experience of chosen subject as a student' (53.3%). For men the most influential factors were 'enthusiasm/commitment' (83.6%), and 'experience of jobs so far' (54.0%). For women the most influential factors were 'enthusiasm/commitment' (83.9%), and 'wanting a career with acceptable hours/working conditions' (65.5%).

Figure 1: Factors influencing career choices (all respondents)

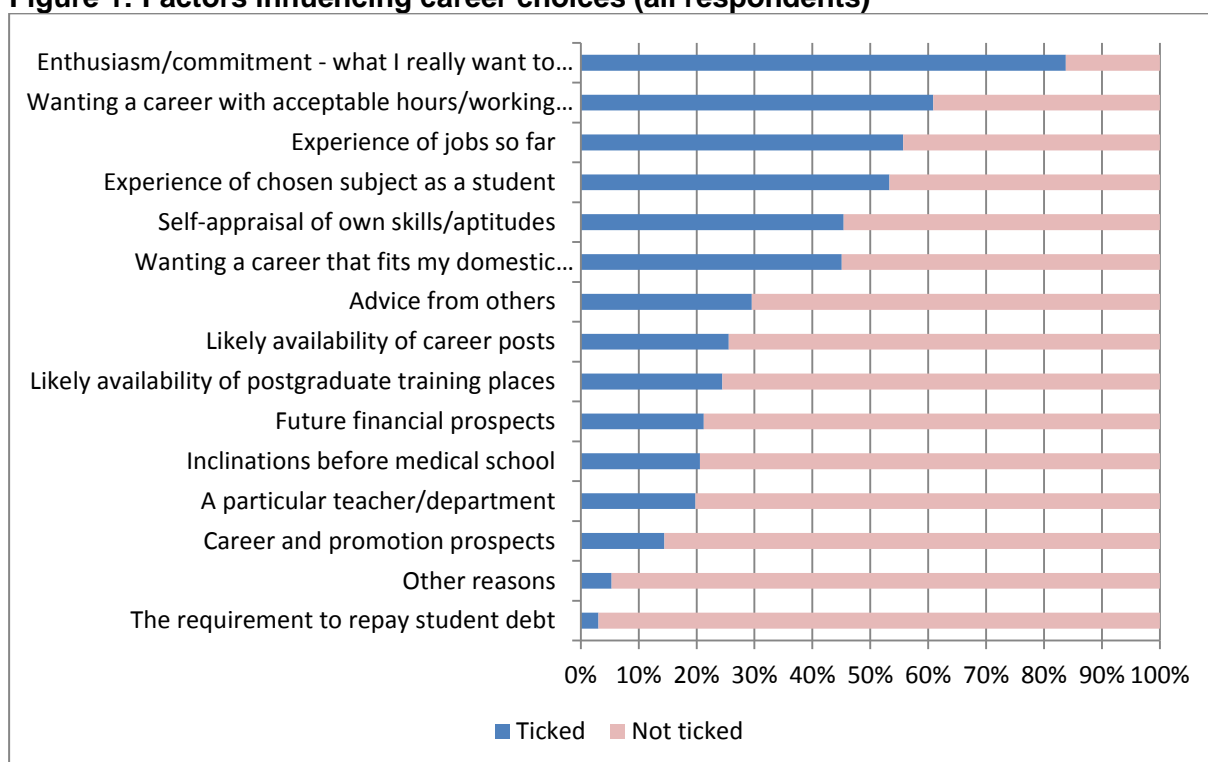


Figure 2: Factors influencing career choices (men)

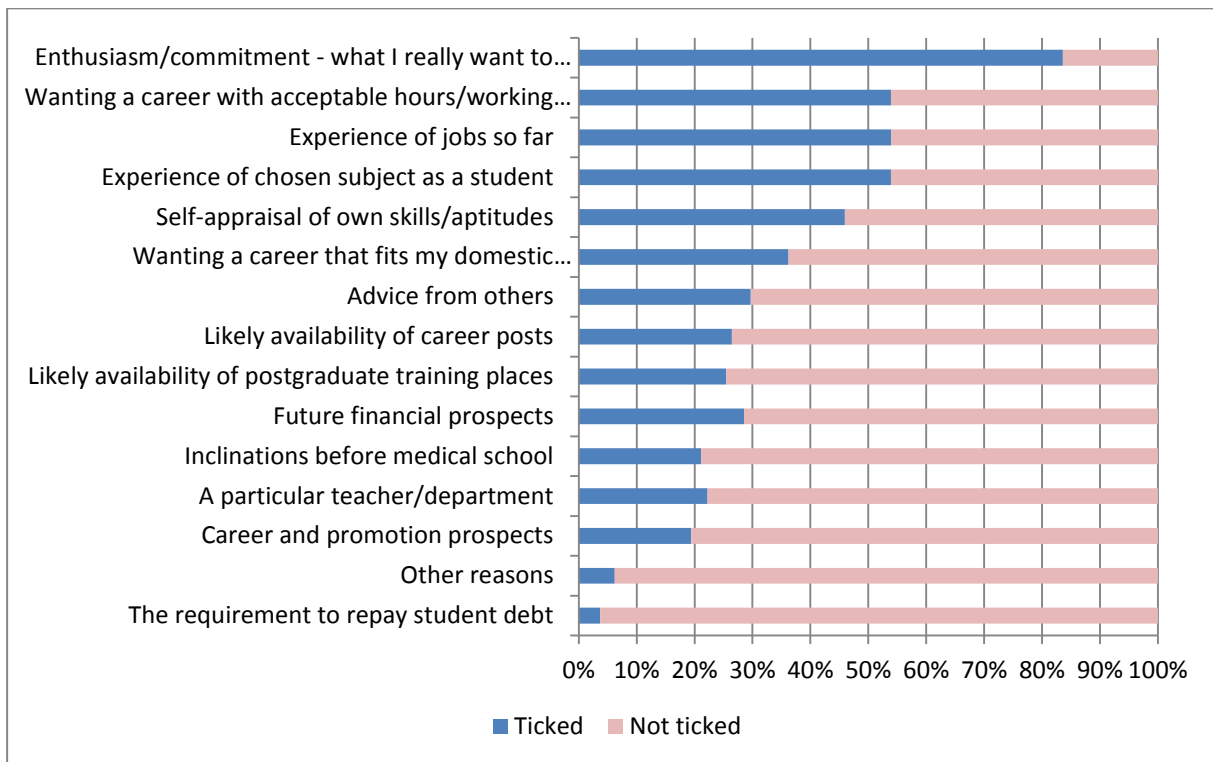
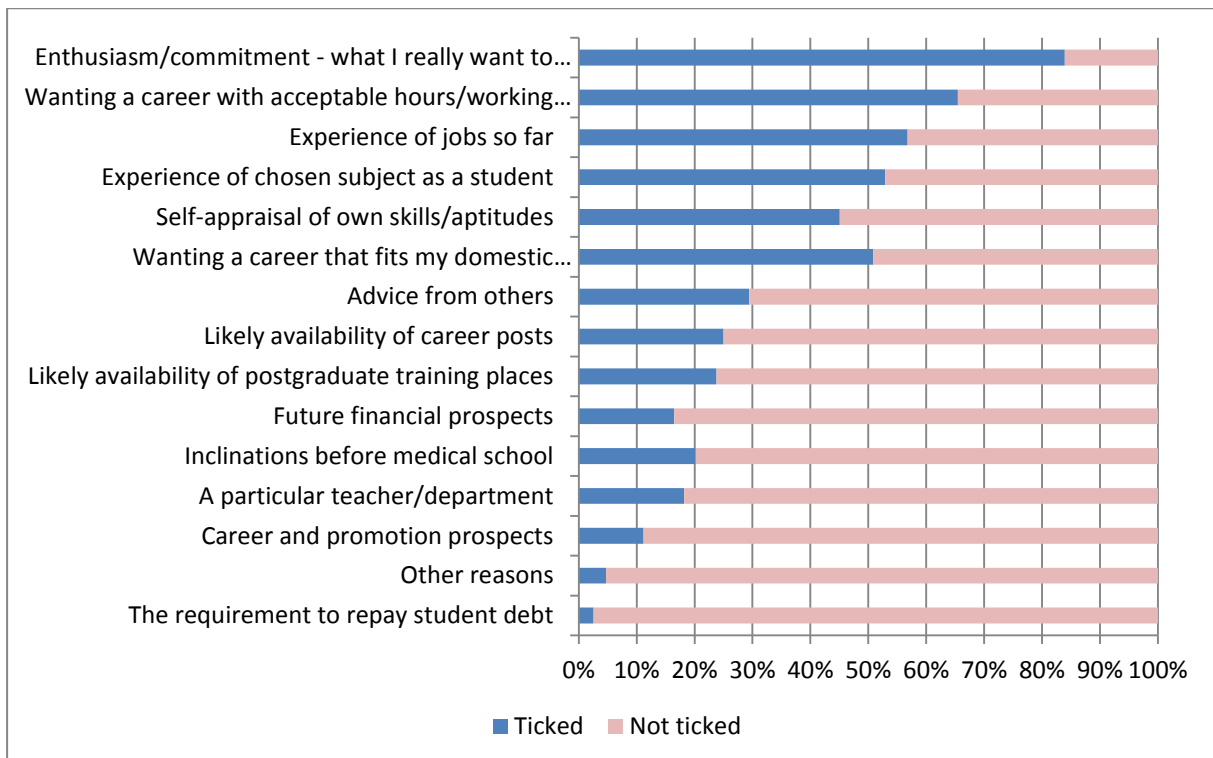


Figure 3: Factors influencing career choices (women)



YOUR EXPERIENCE OF THE F1 YEAR

Respondents were asked to rate their enjoyment of the F1 year on a scale of 1 to 10, where 1 represented 'did not enjoy it at all' and 10 represented 'enjoyed it greatly'. The median score for respondents was 8 (7 for men; 8 for women).

Respondents were asked to express, on a scale from 1 to 10, where 1 represented 'not at all satisfied' and 10 represented 'greatly satisfied', their satisfaction with the amount of time the F1 year left them for family, social and recreational activities. The median score for respondents was 5 (5 for men; 6 for women).

APPENDIX 1: THE QUESTIONNAIRE



Information about this survey

About the survey

We have been surveying doctors and reporting on their career choices and experiences for many years. We have surveyed all medical graduates, from all UK medical schools, in year-of-qualification cohorts. This questionnaire is being sent to every doctor who graduated in the UK in 2015. It is our first survey of your graduation year.

The results

Our findings are provided, as aggregated statistics, to the Department of Health, GMC, Deans, and others, and published in peer reviewed journals. The Department of Health, workforce planners and medical educators take a close interest in our findings. See our website at www.uhce.ox.ac.uk/ukmcrg for details of our work and links to peer-reviewed published papers.

Your views are important

This survey provides a unique opportunity for you to tell us about your career plans at this important stage in your training. We would like a very high response to ensure that all points of view are represented, and to enable us to form reliable conclusions and recommendations. If you are not working in the NHS, if you are in medicine abroad, or if you are not 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. It 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, as analysed by us, will be made available to people outside it.

This study was approved by the National Research Ethics Service, following referral to the Brighton and Mid-Sussex Research Ethics Committee in its role as a multi-centre research ethics committee (ref 04/Q1907/48 amendment Am02 March 2015).

Further contact

Typically, we contact doctors at the end of the first year after qualification. We also follow doctors up at intervals of about 2-3 years, thereafter, with a brief questionnaire to ask how your career is progressing and to seek your views about working in medicine (or leaving medicine). 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 mcrgr@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.

Trevor Lambert
Project Director

Professor Michael Goldacre
Project Consultant and Emeritus Professor of Public Health

2016 Survey of Doctors who Graduated in 2015



ONLINE VERSION AVAILABLE

If you wish, you can complete this survey online at : www.uhce.ox.ac.uk/2015

using reference number : <DataSubjectRef> and password : <password>

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 and Plans

What is your choice of long-term career specialty?

Please write your choice of clinical specialty, or non-medical job, or 'Don't know / No choice', as appropriate.

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

Specialty

First Choice

Second Choice (if any)

Third Choice (if any)

Are any of your choices 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

How sure are you about the first choice given above?

Definite

Probable

Unsure



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

Yes-definitely

Yes-probably

Undecided

No-probably not

No-definitely not

If you did not answer 'Yes-definitely' to the previous question about your intention to practise medicine in the United Kingdom, are you considering any of the following?

(Please select all that apply)

practising medicine abroad

leaving medicine but remaining in the UK

leaving medicine **and** leaving the UK

If you are considering working abroad, what do you consider to be the main benefit of doing so?

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

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



For the factors below, please indicate with X any which have influenced your choice of career a great deal :

- Enthusiasm/commitment - what I really want to do
- Likely availability of postgraduate training places
- Likely availability of career posts
- Experience of chosen subject as a student
- Wanting a career that fits my domestic circumstances
- Wanting a career with acceptable hours/working conditions
- Self-appraisal of own skills/aptitudes
- Inclinations before medical school
- Future financial prospects
- A particular teacher/department
- Experience of jobs so far
- Advice from others
- Career and promotion prospects
- The requirement to repay student debt
- Other reasons

Your experience of the F1 year

Job enjoyment and lifestyle

For the following two questions please respond by placing an X in the box next to the score out of ten which most accurately reflects your opinion

How much have you enjoyed the F1 year overall on a scale from 1 (didn't enjoy it at all) to 10 (enjoyed it greatly)?

<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
Didn't enjoy it at all					Enjoyed it greatly				

How satisfied are you with the amount of time the F1 year has left you for family, social and recreational activities, on a scale from 1 (not at all satisfied) to 10 (extremely satisfied)?

<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				



Background Information

What is your gender?

Male

Female

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

Yes

No

What was your age on graduation from medical school?

years old

Did you do an intercalated degree?

Yes

No

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

Yes *

No

** If Yes, please give brief details*

What is your ethnicity?

White

Indian

Pakistani

Bangladeshi

Chinese

Asian-other

Black Caribbean

Black African

Black-other

Mixed

Other

Would you be prepared to complete a further short questionnaire asking you about your experience of the F1 year and your future plans in more detail?

Yes

No



Please give us any further comments you wish to make, on any aspect of your training or work below.

Alternatively, please email us (at mcrgh@dph.ox.ac.uk) any additional comments about any aspect of your career or work in your own words. Any comments made will be read confidentially by our senior staff and used to guide our conclusions.

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, University of Oxford, Old Road Campus, Oxford OX3 7LF.**

You can also scan & e-mail it (ensuring both sides of each page are scanned) to mcrgh@dph.ox.ac.uk

