

**UK Medical Careers Research Group
Oxford University**

**Cohort of UK Medical Graduates
who qualified in 1999**

Report of Fifth Survey, conducted in 2012

Report finalised June 2014

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
Demographics	3
Age.....	3
Domestic situation.....	3
Posts held in October 2012	3
Career plans	5
Employment situation at the time of responding to the survey	5
Intention to practise medicine in the UK	5
Career choices	6
Changes of specialty during training	8
Current and future posts.....	9
Working conditions, support and training	10
Career advice: giving and receiving	13
Appendix 1: The questionnaire.....	16

Introduction

This report describes the results of the fifth survey of the cohort of 4213 doctors who qualified from UK medical schools in 1999. The 1999 cohort has been surveyed previously on four occasions, in 2000, 2002, 2004 and 2006. The first mailing for this survey was completed in May 2012, and late replies were received up to April 2013.

This report describes the main results from the fifth survey, focusing on the current employment of the respondents, their career choices, future career plans and their views about their working conditions, support, training and careers advice. 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 4213 doctors (2021 men, 2192 women). We were able to obtain contact details for 3519 of the original graduating cohort of 4213 (83.5%). Of these, 2255 responded, 1235 did not, and 29 declined to participate. Excluding those who did not participate, the response rate was 64.6% (2255/3490). 2215 of the respondents had replied to at least one of our previous four surveys and 40 were first-time respondents.

For men the response rate was 65.0% (1026/1578), and for women 64.3% (1229/1912).

Demographics

Age

The median age of respondents on 31st October 2012 was 37.4 years (men 37.6, women 37.3).

Domestic situation

87.8% were living with a spouse or partner (men 89.9%, women 86.1%). 74.8% had children under 16 years of age (men 75.3%, women 74.3%), and 11.4% had dependent adults living with them (men 10.2%, women 12.3%).

Posts held in October 2012

To enable all respondents to be compared at the same career stage, we used information provided on posts held to produce a record for each respondent of the post they held in October 2012. At that date, 87.6% of the respondents were in medicine in the UK NHS and Universities (men 87.5%, women 87.6%), 6.4% were practising medicine abroad (men 7.6%, women 5.5%). Focussing only on those doctors who were working in the NHS or in UK universities (N=1975), 39.9% were in Hospital senior grades (men 49.3%, women 32.1%), and 19.7% were GP principals (men 19.7%, women 19.7%). Tables 1-3 give a fuller breakdown of the current posts of respondents.

Table 1: Occupation Group – Posts held in October 2012

	Male		Female		Total	
	Count	%	Count	%	Count	%
UK NHS and Universities	898	87.5%	1077	87.6%	1975	87.6%
UK Armed Forces	27	2.6%	11	0.9%	38	1.7%
UK Private Sector Medical	10	1.0%	10	0.8%	20	0.9%
UK Non-Medical	5	0.5%	6	0.5%	11	0.5%
UK Not in paid employment	0	0.0%	35	2.8%	35	1.6%
Abroad Medical	78	7.6%	67	5.5%	145	6.4%
Abroad Not in paid employment	0	0.0%	8	0.6%	8	0.4%
Unknown	8	0.8%	15	1.2%	23	1.0%
Total	1026	100.0%	1229	100.0%	2255	100.0%

Table 2: Grade of posts held in October 2012: responders in NHS and UK Universities

	Male		Female		Total	
	Count	%	Count	%	Count	%
Hospital senior grades	443	49.3%	346	32.1%	789	39.9%
Hospital non-consultant	4	0.4%	4	0.4%	8	0.4%
Hospital training grades	172	19.2%	184	17.1%	356	18.0%
Hospital other	13	1.4%	39	3.6%	52	2.6%
GP principals	177	19.7%	212	19.7%	389	19.7%
GP other career grades	43	4.8%	232	21.5%	275	13.9%
GP training grades	4	0.4%	16	1.5%	20	1.0%
Community Health senior grades	0	0.0%	1	0.1%	1	0.1%
Community Health other	0	0.0%	4	0.4%	4	0.2%
Public Health senior grades	4	0.4%	0	0.0%	4	0.2%
Public Health training grades	0	0.0%	4	0.4%	4	0.2%
Academics lecturers*	11	1.2%	12	1.1%	23	1.2%
Academics training grades*	13	1.4%	15	1.4%	28	1.4%
Academics others*	10	1.1%	7	0.6%	17	0.9%
No reply given	3	0.3%	0	0.0%	3	0.2%
Other	1	0.1%	1	0.1%	2	0.1%
Total	898	100.0%	1077	100.0%	1975	100.0%

* This may be an underestimate: in this survey we simply asked doctors to state their grade, and some academics may have provided only their honorary NHS grade and will appear under another category.

Table 3: Specialty group of posts held in October 2012: responders in NHS and UK Universities

	Gender					
	Male		Female		Total	
	Count	%	Count	%	Count	%
Medical Specialties	163	18.2%	188	17.5%	351	17.8%
Paediatrics	31	3.5%	62	5.8%	93	4.7%
Emergency Medicine	38	4.2%	35	3.2%	73	3.7%
General Surgery	24	2.7%	10	.9%	34	1.7%
Other Surgical	182	20.3%	64	5.9%	246	12.5%
Obs. & Gynae.	3	.3%	22	2.0%	25	1.3%
Anaesthetics	99	11.0%	60	5.6%	159	8.1%
Radiology	44	4.9%	30	2.8%	74	3.7%
Clinical Oncology	13	1.4%	24	2.2%	37	1.9%
Pathology	25	2.8%	39	3.6%	64	3.2%
Psychiatry	46	5.1%	68	6.3%	114	5.8%
General Practice	224	24.9%	461	42.8%	685	34.7%
Community Health	0	.0%	5	.5%	5	.3%
Public Health Medicine	4	.4%	6	.6%	10	.5%
Other Medical Specialties	1	.1%	2	.2%	3	.2%
Two or more specialties	1	.1%	1	.1%	2	.1%
Total	898	100.0%	1077	100.0%	1975	100.0%

Career plans

Employment situation at the time of responding to the survey

At the time they responded to the survey, 90.2% of respondents were working in medicine in the UK (men 91.0%; women 89.6%), 6.4% were practising medicine abroad (men 7.4%, women 5.5%), 1.2% were working outside medicine (men 1.2%, women 1.3%) and 2.2% were not in paid employment (men 0.4%, women 3.7%).

Intention to practise medicine in the UK

Respondents were asked a series of questions on their intentions to practise medicine in the UK. Table 4 summarises the responses to these questions.

Table 4: Intention to practise medicine in the UK

	Number	% of respondents to question
Responders to survey	2255	100
Intention to practise medicine in the UK for the foreseeable future	2027	100.0%
Yes, definitely	1439	71.0%
Yes, probably	475	23.4%
Undecided	64	3.2%
No, probably not	30	1.5%
No, definitely not	19	0.9%
Considerations of those not Definitely intent on remaining in UK medicine	588	100.0%
Considering medicine abroad	394	67.0%
Considering leaving medicine, remaining in the UK	191	32.5%
Considering leaving medicine and the UK	32	5.4%
Considerations of those working in medicine abroad - do you plan to return to UK medicine?	138	100.0%
Yes, definitely	17	12.3%
Yes, probably	15	10.9%
Undecided	23	16.7%
No, probably not	55	39.9%
No, definitely not	28	20.3%
Considerations of those working outside medicine or not in paid employment - do you plan to return to UK medicine?	65	100.0%
Yes, definitely	10	15.4%
Yes, probably	10	15.4%
Undecided	16	24.6%
No, probably not	17	26.2%
No, definitely not	12	18.5%

Career choices

Respondents were asked whether they viewed their current specialty/employment type as their final choice of career, 80.8% responded 'definitely' (86.4% of men, 78.3% of women), 15.6% responded 'probably', and 2.3% responded "not really". Table 5 gives details of current specialties for those doctors who were unsure about their choice of long-term career (N=390). Table 6 gives the alternative specialty which 320 of these doctors are considering as their final choice of long-term career.

Table 5: Doctors who were not definite about their choice of long-term career: current speciality

	Male		Female		Total	
	Count	%	Count	%	Count	%
Medical Specialties	21	15.8%	36	14.0%	57	14.6%
Paediatrics	3	2.3%	10	3.9%	13	3.3%
Emergency Medicine	6	4.5%	11	4.3%	17	4.4%
Surgical specialties	19	14.3%	8	3.1%	27	6.9%
Obstetrics & Gynae.	0	.0%	1	.4%	1	.3%
Anaesthetics	6	4.5%	9	3.5%	15	3.8%
Radiology	2	1.5%	3	1.2%	5	1.3%
Clinical Oncology	0	.0%	6	2.3%	6	1.5%
Pathology	2	1.5%	7	2.7%	9	2.3%
Psychiatry	9	6.8%	18	7.0%	27	6.9%
General Practice	57	42.9%	126	49.0%	183	46.9%
Community Medicine	1	.8%	1	.4%	2	.5%
Public Health Medicine	1	.8%	5	1.9%	6	1.5%
Other Medical Specialties	4	3.0%	8	3.1%	12	3.1%
Non-Medical	2	1.5%	3	1.2%	5	1.3%
Not in Paid Employment	0	.0%	5	1.9%	5	1.3%
Total	133	100.0%	257	100.0%	390	100.0%

Table 6: Doctors who were not definite about their choice of long-term career: alternative specialties under consideration

	Male		Female		Total	
	Count	%	Count	%	Count	%
Medical Specialties	19	17.1%	45	21.5%	64	20.0%
Paediatrics	2	1.8%	5	2.4%	7	2.2%
Emergency Medicine	4	3.6%	4	1.9%	8	2.5%
Surgical specialties	5	4.5%	5	2.4%	10	3.1%
Obstetrics & Gynae.	0	.0%	5	2.4%	5	1.6%
Anaesthetics	5	4.5%	8	3.8%	13	4.1%
Radiology	2	1.8%	2	1.0%	4	1.3%
Pathology	2	1.8%	5	2.4%	7	2.2%
Psychiatry	5	4.5%	8	3.8%	13	4.1%
General Practice	12	10.8%	22	10.5%	34	10.6%
Community Medicine	0	.0%	5	2.4%	5	1.6%
Public Health Medicine	3	2.7%	8	3.8%	11	3.4%
Other Medical Specialties	16	14.4%	29	13.9%	45	14.1%
Two or more specialties	3	2.7%	2	1.0%	5	1.6%
Non-Medical	22	19.8%	31	14.8%	53	16.6%
Not in Paid Employment	0	.0%	2	1.0%	2	.6%
Unknown	11	9.9%	23	11.0%	34	10.6%
Total	111	100.0%	209	100.0%	320	100.0%

Changes of specialty during training

This section was addressed to those doctors who had completed specialty training but did not subsequently work in the specialty; and those who started specialty training but did not complete training in that specialty. Table 7 gives details of the specialties these doctors had trained in (either fully or partially). 25.6% of respondents said they had previously trained in medical specialties (men 26.6%; women 24.9%), and 26.4% had previously trained in a surgical specialty (men 38.1%; women 19.0%).

Table 7: Previous specialty training undertaken by doctors who had completed specialty training but did not subsequently work in the specialty, and those who started specialty training but did not complete training in that specialty

	Male		Female		Total	
	Count	%	Count	%	Count	%
Medical Specialties	37	26.6%	55	24.9%	92	25.6%
Paediatrics	8	5.8%	25	11.3%	33	9.2%
Emergency Medicine	8	5.8%	14	6.3%	22	6.1%
Surgical specialties	53	38.1%	42	19.0%	95	26.4%
Obstetrics & Gynae.	0	.0%	13	5.9%	13	3.6%
Anaesthetics	10	7.2%	13	5.9%	23	6.4%
Radiology	0	.0%	2	.9%	2	.6%
Clinical Oncology	4	2.9%	4	1.8%	8	2.2%
Pathology	1	.7%	2	.9%	3	.8%
Psychiatry	7	5.0%	7	3.2%	14	3.9%
General Practice	10	7.2%	38	17.2%	48	13.3%
Public Health Medicine	1	.7%	4	1.8%	5	1.4%
Two or more specialties	0	.0%	2	.9%	2	.6%
Total	139	100.0%	221	100.0%	360	100.0%

Most doctors who had trained in a different specialty (either fully or partially) reached a hospital training grade (81.2%): Table 8. The median year of leaving the specialty was 2004.

Table 8: Highest NHS grades attained by doctors with NHS contracts who had fully or partially trained in a different specialty

	Male		Female		Total	
	Count	%	Count	%	Count	%
Hospital senior grades	2	1.5%	3	1.4%	5	1.4%
Hospital training grades	116	84.7%	174	79.1%	290	81.2%
Hospital other	5	3.6%	4	1.8%	9	2.5%
GP principals	2	1.5%	7	3.2%	9	2.5%
GP other career grades	1	0.7%	8	3.6%	9	2.5%
GP training grades	7	5.1%	18	8.2%	25	7.0%
Public Health training grades	1	0.7%	2	0.9%	3	0.8%
Academics – unknown NHS grades	3	2.2%	1	0.5%	4	1.1%
Others	0	0.0%	3	1.4%	3	0.8%
Total	137	100.0%	220	100.0%	357	100.0%

Current and future posts

Respondents were asked 'Which phrase best describes your current post' with the options of *Clinical academic post*, *Clinical service post without teaching or research*, *Clinical post with some teaching responsibility*, *Clinical post with some research time*, *Clinical post with some teaching and research*, and *Other*. Of those who responded, 45.3% said that they worked in a clinical post with some teaching responsibility (Table 9). A further 24.5% worked in a clinical post without teaching or research.

Table 9: Type of current post

	Male		Female		Total	
	Count	%	Count	%	Count	%
Clinical academic	37	3.7%	18	1.5%	55	2.5%
Clinical without teaching or research	185	18.3%	352	29.9%	537	24.5%
Clinical with teaching	439	43.5%	553	46.9%	992	45.3%
Clinical with research	32	3.2%	15	1.3%	47	2.1%
Clinical with teaching and research	282	27.9%	173	14.7%	455	20.8%
Other	35	3.5%	67	5.7%	102	4.7%
Total	1010	100.0%	1178	100.0%	2188	100.0%

Respondents were then asked 'In future, 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, 46.5% said that they wanted to work mainly in 'clinical posts with some teaching responsibility' (Table 10). A further 30.7% wanted to work in 'clinical posts with some teaching and research'. More women (52.9%) wanted a clinical post with some teaching responsibility compared with 38.9% of men; 40.5% of men wanted a

clinical post with some teaching and research compared with 22.4% of women; and 4.8% of men wanted a clinical academic post compared with 1.8% of women.

Table 10: Intentions to do teaching and research

	Male		Female		Total	
	Count	%	Count	%	Count	%
Clinical academic	48	4.8%	22	1.8%	70	3.2%
Clinical service without teaching or research	75	7.4%	148	12.4%	223	10.1%
Clinical service with teaching	392	38.9%	629	52.9%	1021	46.5%
Clinical service with research	34	3.4%	24	2.0%	58	2.6%
Clinical service with teaching and research	408	40.5%	267	22.4%	675	30.7%
Undecided	24	2.4%	60	5.0%	84	3.8%
Other	27	2.7%	40	3.4%	67	3.0%
Total	1008	100.0%	1190	100.0%	2198	100.0%

Respondents were asked to rate their enjoyment of their current position on a scale of 1 to 10. The median score for respondents was 8 for both men and women.

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 7 for both men and women.

Working conditions, support and training

85.8% of respondents agreed that they receive good support from nursing staff, 68.8% of respondents agreed that their working conditions are satisfactory and 54.0% of respondents agreed that they receive good support from hospital/practice management (Table 11).

Table 11: Working conditions and support in my current post

		Male		Female		Total	
		Count	%	Count	%	Count	%
I receive good support from nursing staff	Strongly Agree	350	35.3%	441	38.8%	791	37.2%
	Agree	487	49.1%	548	48.2%	1035	48.6%
	Neither Agree nor Disagree	120	12.1%	111	9.8%	231	10.9%
	Disagree	29	2.9%	33	2.9%	62	2.9%
	Strongly Disagree	5	.5%	4	.4%	9	.4%
Total		991	100.0%	1137	100.0%	2128	100.0%
I receive good support from hospital/practice management	Strongly Agree	118	11.9%	152	13.3%	270	12.7%
	Agree	398	40.2%	482	42.2%	880	41.3%
	Neither Agree nor Disagree	288	29.1%	300	26.3%	588	27.6%
	Disagree	148	14.9%	162	14.2%	310	14.5%
	Strongly Disagree	39	3.9%	45	3.9%	84	3.9%
Total		991	100.0%	1141	100.0%	2132	100.0%
My working conditions (e.g. resources, environment) are satisfactory	Strongly Agree	130	13.0%	162	14.1%	292	13.6%
	Agree	538	53.9%	647	56.4%	1185	55.2%
	Neither Agree nor Disagree	169	16.9%	172	15.0%	341	15.9%
	Disagree	130	13.0%	139	12.1%	269	12.5%
	Strongly Disagree	31	3.1%	27	2.4%	58	2.7%
Total		998	100.0%	1147	100.0%	2145	100.0%

84.3% of respondents agreed that their training has been long enough, and good enough, to enable them to practise adequately when they first become/became a consultant or GP (Table 12). 83.9% agreed that they have had good professional opportunities in their career to date. 71.8% agreed that they were satisfied with their future career prospects. 54.2% agreed that there may be too few consultant/principal posts in their specialty in future for those eligible for them.

Table 12: My career

		Male		Female		Total	
		Count	%	Count	%	Count	%
I have had good professional opportunities in my career to date	Strongly Agree	286	28.5%	239	20.7%	525	24.3%
	Agree	570	56.8%	718	62.1%	1288	59.6%
	Neither Agree nor Disagree	104	10.4%	136	11.8%	240	11.1%
	Disagree	34	3.4%	58	5.0%	92	4.3%
	Strongly Disagree	9	.9%	6	.5%	15	.7%
I am satisfied with my future career prospects	Strongly Agree	149	24.4%	89	14.9%	238	19.7%
	Agree	304	49.8%	325	54.4%	629	52.1%
	Neither Agree nor Disagree	106	17.4%	121	20.3%	227	18.8%
	Disagree	42	6.9%	50	8.4%	92	7.6%
	Strongly Disagree	9	1.5%	12	2.0%	21	1.7%
There may be too few consultant/principal posts in my specialty in future for those eligible for them	Strongly Agree	218	22.2%	201	17.7%	419	19.8%
	Agree	337	34.4%	390	34.4%	727	34.4%
	Neither Agree nor Disagree	235	24.0%	301	26.6%	536	25.4%
	Disagree	146	14.9%	189	16.7%	335	15.8%
	Strongly Disagree	45	4.6%	52	4.6%	97	4.6%
My training has been long enough, and good enough, to enable me to practise adequately when I first become/became a consultant or GP	Strongly Agree	270	27.2%	264	23.1%	534	25.0%
	Agree	585	59.0%	682	59.6%	1267	59.3%
	Neither Agree nor Disagree	74	7.5%	102	8.9%	176	8.2%
	Disagree	53	5.3%	88	7.7%	141	6.6%
	Strongly Disagree	9	.9%	9	.8%	18	.8%

The 159 respondents who disagreed or strongly disagreed that their training had been long enough, and good enough, to enable them to practise adequately when they first become/became a consultant or were asked to indicate in which areas they felt deficient (Table 13). Areas in which this group of respondents felt most deficient were Clinical experience (60.4%) and Leadership skills (57.9%).

Table 13: Training areas which were deficient

	Male (N=62)		Female (N=97)		Total (N=159)	
	Count	%	Count	%	Count	%
Clinical skills	25	40.3%	35	36.1%	60	37.7%
Clinical experience	36	58.1%	60	61.9%	96	60.4%
Surgical experience	19	30.6%	14	14.4%	33	20.8%
Leadership skills	35	56.5%	57	58.8%	92	57.9%
Multi-disciplinary team working	8	12.9%	6	6.2%	14	8.8%
Hospital/practice management	26	41.9%	44	45.4%	70	44.0%
Life-long learning skills	12	19.4%	11	11.3%	23	14.5%
Safety and quality improvement	12	19.4%	23	23.7%	35	22.0%

Table 14 reports the views of the respondents on three statements concerning the implementation of the European Working Time Directive. 63.8% of respondents disagreed that the implementation of the European Working Time Directive (EWTD) has benefited senior doctors. 46.7% of respondents disagreed that the implementation of the EWTD has benefited junior doctors. 59.7% of respondents disagreed that the implementation of the EWTD has benefited the NHS.

Table 14: The European Working Time Directive (EWTD)

		Male		Female		Total	
		Count	%	Count	%	Count	%
The implementation of the European Working Time Directive has benefited senior doctors	Strongly Agree	13	1.3%	6	.5%	19	.9%
	Agree	79	8.1%	84	7.5%	163	7.8%
	Neither Agree nor Disagree	248	25.4%	331	29.4%	579	27.5%
	Disagree	389	39.8%	497	44.2%	886	42.2%
	Strongly Disagree	248	25.4%	207	18.4%	455	21.6%
The implementation of the European Working Time Directive has benefited junior doctors	Strongly Agree	57	5.8%	67	5.9%	124	5.9%
	Agree	210	21.5%	321	28.5%	531	25.2%
	Neither Agree nor Disagree	204	20.9%	263	23.3%	467	22.2%
	Disagree	307	31.4%	343	30.4%	650	30.9%
	Strongly Disagree	199	20.4%	133	11.8%	332	15.8%
The implementation of the EWTD has benefited the NHS	Strongly Agree	14	1.4%	13	1.2%	27	1.3%
	Agree	103	10.6%	103	9.1%	206	9.8%
	Neither Agree nor Disagree	243	24.9%	372	33.0%	615	29.2%
	Disagree	390	40.0%	462	41.0%	852	40.5%
	Strongly Disagree	226	23.2%	178	15.8%	404	19.2%

Career advice: giving and receiving

Most respondents had given career advice to junior doctors, either formally or informally (77.9%: Table 15). More women (29.4%) than men (13.6%) said that they had not given any career advice to junior doctors.

Table 15: Advice given to junior doctors, formally and informally

	Male		Female		Total	
	Count	%	Count	%	Count	%
Yes, and I had specific training for the role	115	11.4%	81	6.7%	196	8.9%
Yes, but I had no specific training for the role	758	75.0%	768	63.9%	1526	69.0%
No	137	13.6%	353	29.4%	490	22.2%
Total	1010	100.0%	1202	100.0%	2212	100.0%

64.8% of respondents reported that they had received helpful career advice (71.1% men, 59.6% women).

Table 16: Received helpful career advice

	Male		Female		Total	
	Count	%	Count	%	Count	%
Yes	715	71.1%	718	59.6%	1433	64.8%
No	291	28.9%	486	40.4%	777	35.2%
Total	1006	100.0%	1204	100.0%	2210	100.0%

Those respondents who had received helpful career advice (N=1433) were asked to indicate at what point in their careers they had received it (Table 17) and who had provided it (Table 18). Most of those who had received helpful career advice indicated that they had received it when they were either a Senior House Officer (67.9%) or a Specialist Trainee (62.8%). Most of those who had received helpful career advice indicated that they had received it from a senior doctor (93.0%).

Table 17: Points in career when doctors had received helpful career advice

	Male (N=715)		Female (N=718)		Total (N=1433)	
	Count	%	Count	%	Count	%
Student	203	28.4%	166	23.1%	369	25.8%
PRHO	276	38.6%	204	28.4%	480	33.5%
SHO	512	71.6%	461	64.2%	973	67.9%
Specialist Trainee	487	68.1%	413	57.5%	900	62.8%
Senior Doctor	151	21.1%	137	19.1%	288	20.1%

Table 18: Providers of helpful career advice

	Male (N=715)		Female (N=718)		Total (N=1433)	
	Count	%	Count	%	Count	%
Senior Doctor	666	93.1%	666	92.8%	1332	93.0%
Peer	327	45.7%	302	42.1%	629	43.9%
Relative	101	14.1%	120	16.7%	221	15.4%
Friend	117	16.4%	134	18.7%	251	17.5%
Independent Advisor	26	3.6%	23	3.2%	49	3.4%

25.7% of respondents said that they had unmet needs for advice on future career planning, management or career change (30.7% women, 19.7% men).

Table 19: Career advice: unmet needs

	Male		Female		Total	
	Count	%	Count	%	Count	%
Yes	195	19.7%	367	30.7%	562	25.7%
No	794	80.3%	828	69.3%	1622	74.3%
Total	989	100.0%	1195	100.0%	2184	100.0%

Appendix 1: The questionnaire



If you wish, you can complete this survey online at : www.uhce.ox.ac.uk/1999
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 PLANS

Which of these four statements best describes your current employment situation?

Please interpret 'working in medicine' to mean working in a role which requires a medical degree. Please regard maternity leave or sabbatical leave from a post as working in that post.

Working in medicine in the UK

Working in medicine outside the UK

Working outside medicine

Not in paid employment

Depending on your current employment situation, please answer a) or b) or c) below.

a) If you are working in medicine in the UK, do you intend to continue doing so for the foreseeable future?

Yes-definitely

Yes-probably

Undecided

No-probably not

No-definitely not

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

practising medicine abroad

leaving medicine but remaining in the UK

leaving medicine **and** leaving the UK

b) If you are working in medicine abroad, do you plan to return to UK medicine?

Yes-definitely

Yes-probably

Undecided

No-probably not

No-definitely not



c) If you are working outside medicine or are not in paid employment, do you plan to return to UK medicine?

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

YOUR CAREER CHOICES

We appreciate that most doctors, at your level, have made their specialty choices.

Nonetheless, do you regard your current specialty (or type of employment if you are not working as a doctor) as your final choice of long-term career?

- Definitely
- Probably
- Not Really

If you did not answer 'Definitely' :

What is your current specialty?

Please give your specialty, and subspecialty (if appropriate), or area of work if non-medical.

What alternative specialty, or area of work, are you considering as your final choice of long-term career?

Please give, if known, your choice of specialty or subspecialty (if medical), or your career choice if non-medical. Be as specific as you wish.

CHANGES OF SPECIALTY DURING TRAINING

We are interested in doctors who completed specialty training but did not subsequently work in the specialty; and in doctors who started specialty training but did not complete training in that specialty. If this does not apply to you, please go to the next section.

If this does apply to you:

What was the specialty?

How far did you progress? (please specify grade reached)

When did you leave the specialty? (please specify year)



What were the main reasons you left the specialty?

What did you do next? E.g. What training/job did you seek/get?

YOUR CURRENT AND FUTURE POSTS

Which phrase best describes your current post?

Clinical service without teaching or research

Clinical service with some research time

Clinical service with some teaching responsibility

Clinical service with some teaching and research

Clinical academic with honorary NHS sessions

Other *

* Other (please describe)

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

Clinical service without teaching or research

Clinical service with some research time

Clinical service with some teaching responsibility

Clinical service with some teaching and research

Clinical academic with honorary NHS sessions

Undecided

Other *

* Other (please describe)

How much are you enjoying your current job?

<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				



In your current job, how satisfied are you with the amount of time your work 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	

MILESTONES IN YOUR CAREER

Please complete this section if you are currently working in medicine, whether in the UK or abroad.

If you reached any of these NHS career milestones, please give the date first reached (and the specialty where relevant).

(enter **month** and **year** as digits)

First appointed as a :

	MM		/	YY			
Specialty Registrar:	<input type="text"/>			<input type="text"/>	Specialty Registrar specialty	<input style="width: 100%;" type="text"/>	
Consultant:	<input type="text"/>			<input type="text"/>	Consultant specialty	<input style="width: 100%;" type="text"/>	
GP Registrar:	<input type="text"/>			<input type="text"/>			
GP Principal:	<input type="text"/>			<input type="text"/>			

YOUR VIEWS

Please complete this section if you are currently working in medicine, whether in the UK or abroad.

Please consider each statement and mark the response which most accurately reflects your own opinion. If you are not working in medicine, please go to the next page.

For all statements:

SA=Strongly agree, A=Agree, N=Neither agree nor disagree, D=disagree, SD=Strongly disagree

Working conditions and support in my current post

	SA	A	N	D	SD
I receive good support from nursing staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I receive good support from hospital management / GP practice management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My working conditions (e.g. resources, environment) are satisfactory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



SA=Strongly agree, A=Agree, N=Neither agree nor disagree, D=disagree, SD=Strongly disagree

My career

	SA	A	N	D	SD
I have had good professional opportunities in my career to date	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My future career prospects are good	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There may be too few consultant/principal posts in my specialty in future for those eligible for them	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My training has been long enough, and good enough, to enable me to practise adequately when I first become/became a consultant or GP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If your response to the last statement was 'disagree' or 'strongly disagree', in which areas was your training and/or experience deficient? (please select all that apply)

- Clinical skills
- Clinical experience
- Surgical experience
- Leadership skills
- Multi-disciplinary team working
- Hospital/practice management
- Life-long learning skills
- Safety and quality improvement

Other (Please describe)

The European Working Time Directive (EWTB)

	SA	A	N	D	SD
The implementation of the EWTB has benefited senior doctors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The implementation of the EWTB has benefited junior doctors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The implementation of the EWTB has benefited the NHS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



YOUR RECENT EMPLOYMENT HISTORY

Please give details below of a) your current employment, b) your immediately preceding post, and, if different from a) or b), c) the post you were undertaking on 30 September 2009.

Please record any period(s) of time greater than a month not in paid employment under a), b) or c) as applicable.

If you hold (or held) more than one post simultaneously please give details of the additional posts on the Additional Comments page at the end of the questionnaire.

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.

a) Your Current employment

Date started MM / YY	Date ended MM / YY	Details of post			Additional Details				
		Specialty	Grade	Location	NHS	Locum	Less than full-time	Retainer scheme	HM Forces
	(Current Job)				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

b) Your last post prior to a) above

Date started MM / YY	Date ended MM / YY	Details of post			Additional Details				
		Specialty	Grade	Location	NHS	Locum	Less than full-time	Retainer scheme	HM Forces
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

c) Employment on 30 September 2009 - if different from a) and b)

Date started MM / YY	Date ended MM / YY	Details of post			Additional Details				
		Specialty	Grade	Location	NHS	Locum	Less than full-time	Retainer scheme	HM Forces
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**CAREER ADVICE : GIVING AND RECEIVING**

Do you give career advice to junior doctors, whether formally or informally?

- Yes, and I had specific training for the role
- Yes, but I had no specific training for the role
- No

In the past, have you yourself received helpful career advice?

- Yes *
- No

* If yes, at what point in your career did you receive effective career advice?
(Please select all that apply)

- Student
- PRHO
- SHO
- Specialist Trainee
- Senior Doctor

* Who has given you effective advice?
(Please select all that apply)

- Senior Doctor
- Peer
- Relative
- Friend
- Independent Advisor

Do you have unmet needs, yourself, for advice on future career planning / management / career change?

- Yes *
- No

* If yes, please give brief details below

**YOUR PERSONAL CIRCUMSTANCES**

Your response to these questions is helpful to us in profiling the cohort, in respect of factors that may affect career location or progression, but we understand if you would prefer not to answer.

What is your domestic situation?

Single Living with Spouse/Partner Widowed, divorced or separated

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

Yes No

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

Number of children :

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

Ages, oldest first :

**ADDITIONAL COMMENTS**

Please give us any 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 use this page to expand on any answers you have given in the rest of the questionnaire. We summarise the views of respondents and report on them to policy makers and in publications, in ways that ensure individuals cannot be identified. 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@dph.ox.ac.uk or michael.goldacre@dph.ox.ac.uk quoting your reference number <DataSubjectRef>.

Thank you very much for your co-operation.

**Please return this questionnaire in the pre-paid envelope included, or in your own stamped envelope to:
UK Medical Careers Research Group, Department of Public Health, University of Oxford,
Rosemary Rue Building, Old Road Campus, Oxford OX3 7LF.**

**You can also scan & e-mail it (ensuring both sides of each page are scanned) to mcrg@dph.ox.ac.uk
Alternatively you can fax it (ensuring both sides of each page are faxed) to ++44 (0)1865 289379**