

**UK Medical Careers Research Group
Oxford University**

**Cohort of UK Medical Graduates
who qualified in 2008**

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Report of Third Survey, conducted in 2013

Report finalised November 2015

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Introduction

This report describes the results of the third survey of the cohort of 6795 doctors who qualified from UK medical schools in 2008. The 2008 cohort has been surveyed previously in 2009 and 2011. The first mailing for this survey was completed in December 2013, and late replies were received up to mid-2014.

This report describes the main results from the third 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 6795 doctors (2679 men, 4114 women, 2 unknown). Excluding from the denominator 110 who were untraceable, 2582 previous non-respondents who could not be contacted, 66 who had declined to participate, and 6 who had died, the response to the second survey was 59% (2369/4031). For men the response rate was 58% (835/1448), and for women 59% (1534/2583).

Demographics

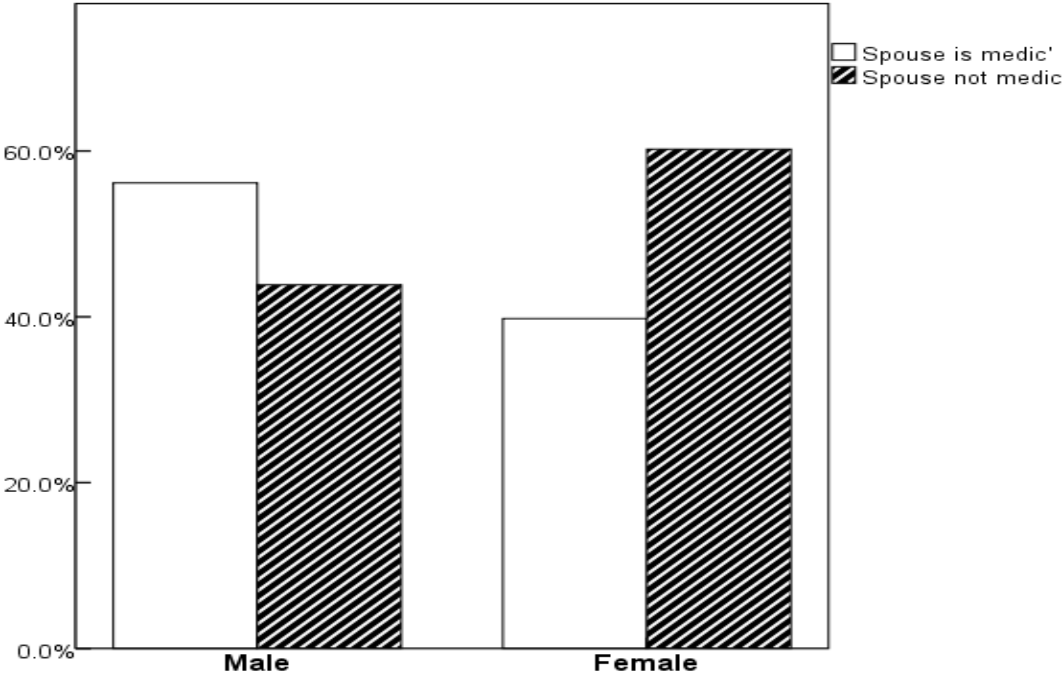
Age

The 2058 respondents who provided information on their age when beginning medical school had a median age at that time of 18 years. 56% were aged 18 or younger, 79% of respondents were 21 or younger and 91% were aged 25 or younger. The oldest respondent was aged 48 years when they began medical school.

Domestic situation

80% were living with a spouse or partner (men 81%, women 79%). Close to half of the respondents with spouses (46%), had spouses who were medics, most of whom were also working in medicine (80%). Male respondents were more likely to have spouses that were medics than were females ($\chi^2 = 46.61$, $df = 1$, $P < 0.001$; see Figure 1). A total of 74% of respondents did not have children under 16 years of age (men 74%, women 73%), while 7.0% of respondents had dependent adults living with them (men 8%, women 7%).

Figure 1: Proportion of male and female respondents with spouses/partners whose spouse/partner was also a medic.



Final choice of long-term career

Table 1 gives details of the first choice of long-term career for all respondents and for men and women separately. Respondents were asked to list up to three choices in order, and could indicate “equal preference” between choices. 10.7% of respondents indicated that either their first and second choices, their second and third choices, or all three choices were “of equal preference”.

Respondents were asked whether they viewed their first choice of career as their *definite* choice of future career, *probable* choice, or were they *uncertain* about it. 77.5% responded ‘definite’ (78.7% of men, 76.9% of women), 18.4% responded ‘probable’ (men 18.2%, women 18.5%), and 4.1% responded ‘uncertain’ (men 3.3%, women 4.5%).

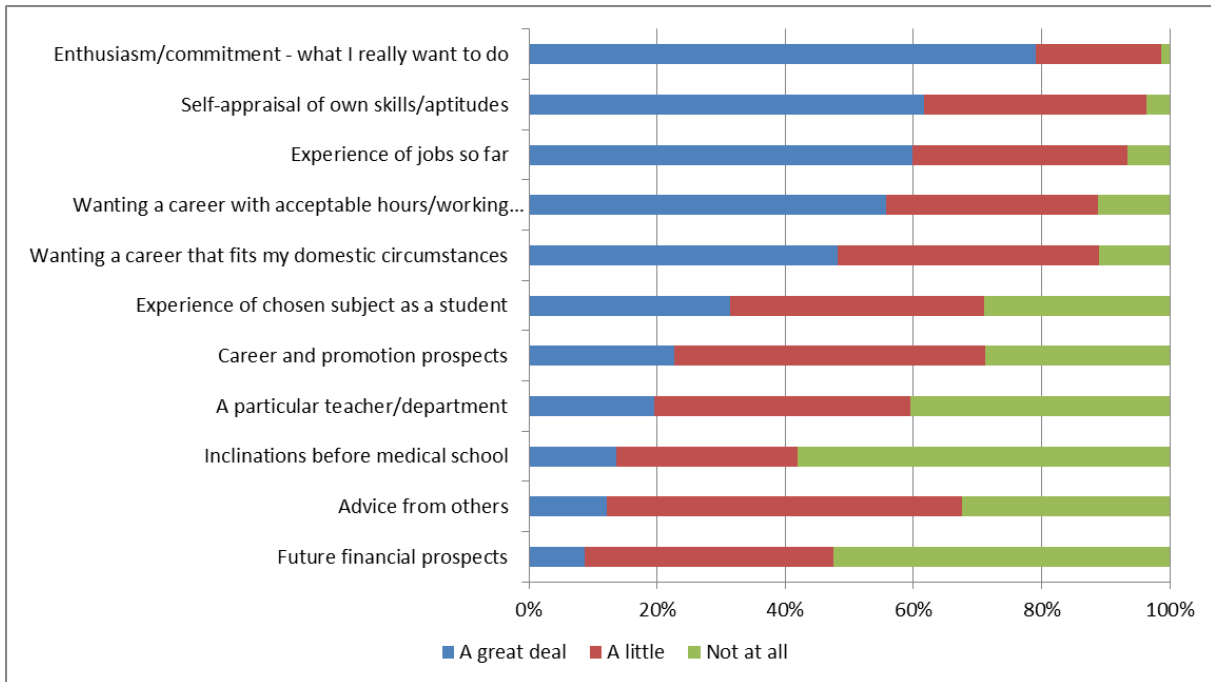
Table 1: Mainstream choice

	Male		Female		Total	
	Count	%	Count	%	Count	%
Hospital Medical Specialties	132	15.8%	204	13.3%	336	14.3%
Paediatrics	25	3.0%	130	8.5%	155	6.6%
Emergency Medicine	42	5.2%	59	3.9%	102	4.3%
Surgical Specialties	132	15.8%	100	6.5%	232	9.9%
Obstetrics & Gynaecology	17	2.1%	77	5.0%	94	4.0%
Anaesthetics	116	13.9%	118	7.8%	234	10.0%
Radiology	36	4.3%	16	1.1%	52	2.2%
Clinical Oncology	19	2.3%	33	2.2%	52	2.2%
Pathology	19	2.3%	62	4.1%	81	3.4%
Psychiatry	40	4.8%	66	4.3%	106	4.5%
General Practice	234	28.1%	603	39.4%	837	35.6%
Community Health	0	0.0%	2	0.1%	2	0.1%
Public Health	7	0.8%	17	1.1%	24	1.0%
Other Medical Specialties	5	0.6%	12	0.8%	17	0.7%
Non-Medical	4	0.5%	19	1.2%	23	1.0%
Not in Paid Employment	0	0.0%	4	0.3%	4	0.2%
Total	829	100.0%	1522	100.0%	2353	100.0%

Factors affecting career choice

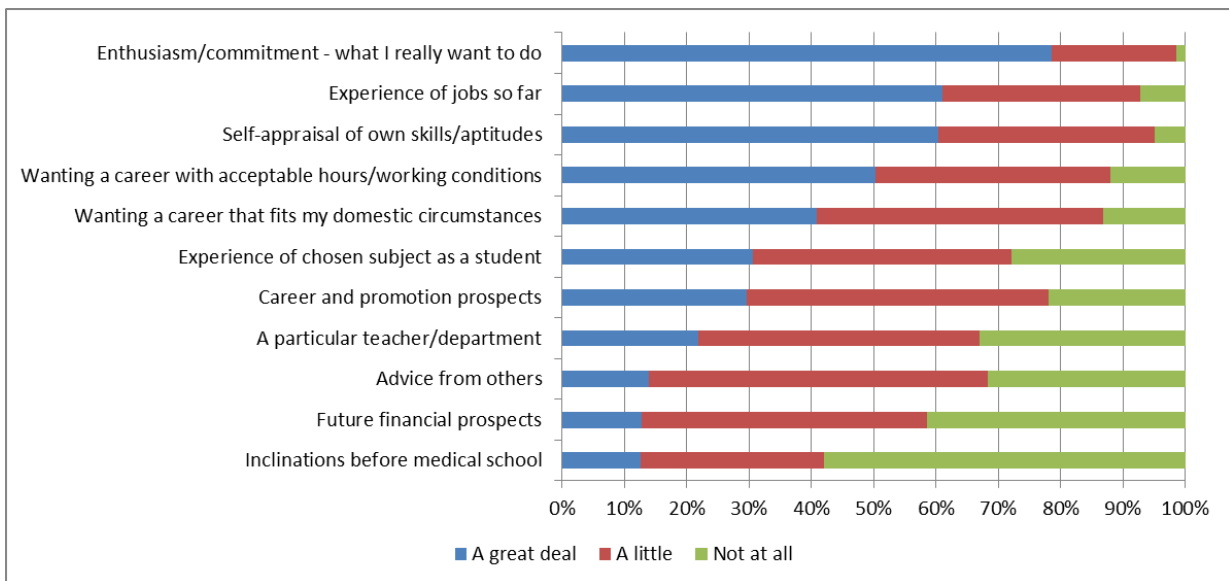
Respondents were asked to indicate to what extent each of a list of factors had influenced their career choice; the response on each factor being chosen from “a great deal”, “a little”, or “not at all” (Appendix 1). Figure 2 represents the results of the survey questions for all respondents; Figure 3 shows the results for men and Figure 4 for women. The largest influence upon career choice was ‘enthusiasm/commitment’ (79.1% of respondents felt that this influenced them ‘a great deal’). The next most influential factors were ‘self-appraisal of own skills/aptitudes’ (61.6% said ‘a great deal’), ‘experience of jobs so far’ (59.9%) and ‘wanting a career with acceptable hours/working conditions’ (55.7%). This order was similar for both men and women. However, women place greater importance on ‘wanting a career with acceptable hours/conditions’ (58.6%) and ‘wanting a career that fits with my domestic circumstances’ (52.2%) than did men (50.4% and 40.8%, respectively). Men, meanwhile, placed greater importance on ‘career and promotion prospects’ (29.6%) than did women (18.9%).

Figure 2: Factors influencing career choices (all respondents)



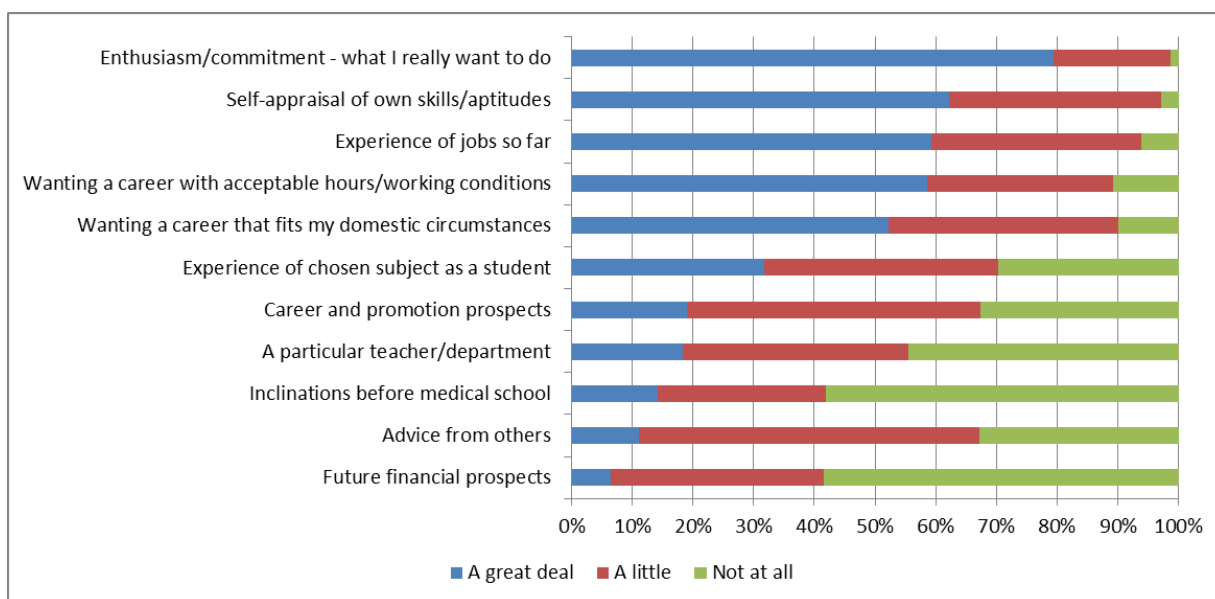
Percentages are based on the number that responded to each question (N range = 2338 – 2347).

Figure 3: Factors influencing career choices (men)



Percentages are based on the number of males that responded to each question (N range = 827 – 830).

Figure 4: Factors influencing career choices (women)



Percentages are based on the number of females that responded to each question (N range = 1512 – 1530).

Future career plans

Intention to practise medicine in the UK

Respondents were asked a series of questions on their intentions to practise medicine in the UK (summarised in Table 2: denominators are the number of respondents who were not definitely intending to practise medicine in the UK in the foreseeable future, N = 1286).

Table 2: Intention to practise medicine in the UK

	Number	%
Intention to practise medicine in the UK for the foreseeable future		
Yes, definitely	1067	45.3%
Yes, probably	766	32.6%
Undecided	234	9.9%
No, probably not	165	7.0%
No, definitely not	121	5.1%
Total	2353	100.0%
Considerations of those not Definitely intent on remaining in UK medicine*		
Considering medicine abroad	1049	89.5%
Considering leaving medicine, remaining in the UK	240	20.4%
Considering leaving medicine and the UK	87	7.8%

Intention 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 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*, and *Other type of post*. Of those who responded, 56.5% said that they wanted to work mainly in 'clinical posts with some teaching responsibility' (Table 3). A further 24.2% wanted to work in 'clinical posts with some teaching and research'. More women wanted a clinical post with some teaching responsibility (58.9%) than did men (52.2%). More men wanted a clinical post with some teaching and research (28.4%) than did women (21.8%). A greater proportion of men than women wanted a clinical academic post (6.2% vs. 3.2%).

Table 3: Intentions to do teaching and research

	Male		Female		Total	
	Count	%	Count	%	Count	%
Clinical service posts without teaching or research	56	6.9%	108	7.4%	164	7.2%
Clinical posts with some teaching responsibility	422	52.2%	863	58.9%	1285	56.5%
Clinical posts with some research time	23	2.9%	37	2.5%	60	2.6%
Clinical posts with some teaching and research	230	28.4%	320	21.8%	550	24.2%
Clinical academic posts	50	6.2%	47	3.2%	97	4.3%
Undecided	27	3.3%	88	6.0%	115	5.1%
Other	1	0.1%	3	0.2%	4	0.2%
Total	809	100.0%	1466	100.0%	2275	100.0%

Career planning and future career

Respondents were asked to indicate their level of agreement, on a five point scale covering strongly agree, agree, neither agree nor disagree, disagree, and strongly disagree, with the following four statements referring to their career experience to date: (i) Making career choices has been made difficult by inadequate careers advice; (ii) General practice is more attractive than hospital practice for doctors at present; (iii) I had to make my career choice of specialty too soon after qualification; (iv) I am satisfied with my future career prospects. 33.9% agreed or strongly agreed that career choices had been made difficult by inadequate careers advice (Table 4). 56.2% agreed or strongly agreed that general practice is more attractive than hospital practice for doctors at present. 55.4% agreed or strongly agreed that they had to make their career choice of specialty too soon after qualification. 73.3% agreed or strongly agreed that they were satisfied with their future career prospects.

Table 4: Career planning and future career

		Male		Female		Total	
		Count	%	Count	%	Count	%
Making career choices has been made difficult by inadequate careers advice	Strongly Agree	73	8.9%	114	7.7%	187	8.2%
	Agree	191	23.3%	3451	23.5%	536	23.4%
	Neither	199	24.3%	392	26.6%	591	25.8%
	Disagree	272	33.2%	471	32.0%	743	32.4%
	Strongly Disagree	65	7.9%	113	7.7%	178	7.8%
	No Opinion	20	2.4%	36	2.4%	56	2.4%
	Total	820	100.0%	1471	100.0%	2291	100.0%
General practice is more attractive than hospital practice for doctors at present	Strongly Agree	193	23.5%	311	21.1%	504	22.0%
	Agree	271	33.0%	515	35.0%	786	34.3%
	Neither	124	15.1%	248	16.9%	372	16.2%
	Disagree	142	17.3%	235	16.0%	377	16.4%
	Strongly Disagree	76	9.3%	115	7.8%	191	8.3%
	No Opinion	15	1.8%	47	3.2%	62	2.7%
	Total	821	100.0%	1471	100.0%	2292	100.0%
I had to make my choice of specialty too soon after qualification	Strongly Agree	177	21.6%	280	19.2%	454	20.0%
	Agree	271	33.1%	535	36.7%	804	35.4%
	Neither	94	11.6%	198	13.6%	292	12.9%
	Disagree	226	27.5%	361	24.8%	584	25.7%
	Strongly Disagree	48	5.9%	78	5.4%	126	5.6%
	No Opinion	4	0.5%	5	0.3%	9	0.4%
	Total	820	100.0%	1457	100.0%	2269	100.0%
I am satisfied with my future career prospects	Strongly Agree	122	14.9%	204	13.9%	326	14.2%
	Agree	481	58.6%	873	59.4%	1354	59.1%
	Neither	134	16.3%	220	15.0%	354	15.5%
	Disagree	54	6.6%	128	8.7%	182	7.9%
	Strongly Disagree	24	2.9%	35	2.4%	59	2.6%
	No Opinion	6	0.7%	9	0.6%	15	0.7%
	Total	821	100.0%	1469	100.0%	2290	100.0%

Note: 'neither' indicates 'neither agree nor disagree'.

Posts held by respondents in 2013

In October 2013, the current posts of 2277 respondents were known. Of these, 83.9% were working in medicine in the NHS, with a further 5.5% working in UK universities (Table 5). More men than women were working in the Armed Forces (2.4% vs. 0.7%), while more women than men were not in paid employment (3.6% vs. 0.4%). Just 5.2% of respondents were practising medicine abroad (men 6.6%, women 4.4%).

Table 5: Occupation group – current post

	Male		Female		Total	
	Count	%	Count	%	Count	%
UK NHS	666	82.8%	1245	84.5%	1911	83.9%
UK Universities	56	7.0%	70	4.8%	126	5.5%
UK Armed Forces	19	2.4%	10	0.7%	29	1.3%
UK Other Public Sector	1	0.1%	2	0.1%	3	0.1%
UK Private Sector Medical	4	0.5%	5	0.3%	9	0.4%
UK Non-Medical	0	0.0%	9	0.6%	9	0.4%
UK Not in paid employment	3	0.4%	53	3.6%	56	2.5%
Abroad Medical	53	6.6%	65	4.4%	118	5.2%
Abroad Non-medical	0	0.0%	0	0.0%	0	0.0%
Abroad Not in paid employment	1	0.1%	9	0.6%	10	0.4%
Deceased	0	0.0%	0	0.0%	0	0.0%
Unknown	1	0.1%	5	0.3%	6	0.3%
Total	804	100.0%	1473	100.0%	2277	100.0%

Focussing only on those doctors who were working in the NHS or in UK universities (N=2038), around a third (34.8%) were working in General Practice with the remainder of respondents employed across a broad range of medical specialties (Table 6).

Table 6: Medical specialties of the current post held by survey responders working in the NHS or in UK universities in 2013 (only specialties with $\geq 1\%$ of respondents are shown).

	Male		Female		Total	
	Count	%	Count	%	Count	%
General practice	199	27.5%	512	38.8%	711	34.8%
Paediatrics	28	3.9%	130	9.9%	158	7.7%
Anaesthetics	82	11.3%	73	5.5%	155	7.6%
Obstetrics & gynaecology	19	2.6%	76	5.8%	95	4.7%
Emergency medicine	34	4.7%	44	3.3%	78	3.8%
Orthopaedics/trauma	35	4.8%	16	1.2%	51	2.5%
Radiology	32	4.4%	16	1.2%	48	2.3%
Geriatrics	9	1.2%	36	2.7%	45	2.2%
Radiotherapy & oncology	15	2.1%	26	2.0%	41	2.0%
General medicine	14	1.9%	27	2.0%	41	2.0%
Intensive care/anaesthesia	18	2.5%	22	1.7%	40	2.0%
General surgery	18	2.5%	20	1.5%	38	1.9%
Psychiatry	14	1.9%	20	1.5%	34	1.7%
Haematology	11	1.5%	20	1.5%	31	1.5%
Adult psychiatry	13	1.8%	17	1.3%	30	1.5%
Gastroenterology	19	2.6%	9	0.7%	28	1.4%
Cardiology	22	3.0%	6	0.5%	28	1.4%
Academic work	11	1.5%	13	1.0%	24	1.2%
Chest medicine	7	1.0%	17	1.3%	24	1.2%
Neurology	8	1.1%	13	1.0%	21	1.0%
Ophthalmology	8	1.1%	12	0.9%	20	1.0%
Other medical spec.	3	0.4%	17	1.3%	20	1.0%
Nephrology	6	0.8%	14	1.1%	20	1.0%
Total*	724	100%	1319	100%	2043	100%

* Total includes categories in which <1% of respondents were working

Of those working in the NHS or in UK universities, 30% were employed at a grade ST3 or ST4 (Specialist Trainee year 3/4), with a further 9.7% employed at a grade GP ST3.

Views about training and work

Job satisfaction

To obtain a measure of job satisfaction, five statements were presented for evaluation on a scale from *strongly agree* to *strongly disagree* (Table 7). Scores of 5 to 1 were assigned to the responses (with scales reversed for the 3rd and 5th statements) and an overall job satisfaction score calculated. The median job satisfaction score for both men and women was 20, indicating a high degree of job satisfaction. The central half of the values (the interquartile range) for both men and women fell between 18 and 23.

Table 7: Job satisfaction

		Male		Female		Total	
		Count	%	Count	%	Count	%
I find enjoyment in my current post	Strongly Agree	291	35.2%	518	35.1%	809	35.1%
	Agree	429	51.9%	770	52.1%	1199	52.1%
	Neither	71	8.6%	125	8.5%	196	8.5%
	Disagree	27	3.3%	53	3.6%	80	3.5%
	Strongly Disagree	8	1.0%	11	0.7%	19	0.8%
	No Opinion	0	0.0%	0	0.0%	0	0.0%
I am doing interesting and challenging work	Strongly Agree	337	41.0%	593	40.3%	930	40.5%
	Agree	403	49.0%	721	49.0%	1124	49.0%
	Neither	56	6.8%	113	7.7%	169	7.4%
	Disagree	17	2.1%	37	2.5%	54	2.4%
	Strongly Disagree	9	1.1%	8	0.5%	17	0.7%
	No Opinion	0	0.0%	0	0.0%	0	0.0%
I feel dissatisfied in my current post	Strongly Agree	23	2.8%	40	2.7%	63	2.7%
	Agree	83	10.1%	146	9.9%	229	10.0%
	Neither	121	14.7%	256	17.3%	377	16.4%
	Disagree	399	48.6%	705	47.7%	1104	48.0%
	Strongly Disagree	195	23.8%	330	22.3%	525	22.8%
	No Opinion	0	0.0%	0	0.0%	0	0.0%
Most days I am enthusiastic about my work	Strongly Agree	179	21.7%	302	20.5%	481	20.9%
	Agree	452	54.9%	823	55.8%	1275	55.5%
	Neither	124	15.1%	239	16.2%	363	15.8%
	Disagree	55	6.7%	92	6.2%	147	6.4%
	Strongly Disagree	13	1.6%	17	1.2%	30	1.3%
	No Opinion	0	0.0%	1	0.1%	1	0.0%
I am often bored with my work	Strongly Agree	12	1.5%	13	0.9%	25	1.1%
	Agree	52	6.3%	80	5.4%	132	5.7%
	Neither	143	17.4%	208	14.1%	351	15.3%
	Disagree	411	49.9%	753	51.1%	1164	50.7%
	Strongly Disagree	206	25.0%	419	28.4%	625	27.2%
	No Opinion	0	0.0%	1	0.1%	1	0.0%

Note: 'Neither' indicates 'neither agree nor disagree'

Experience of training and work

Doctors were asked to respond to statements referring to their career experience to date (Table 8). 62.7% agreed or strongly agreed that the postgraduate training they have received so far has been of a high standard. 72.4% disagreed or strongly disagreed that they would have liked to work longer hours to boost their training. 69.7% agreed or strongly agreed that they had had good career opportunities in their career to date. The number of people to agree or strongly agree that they work longer hours than they think they should (35.9%) was close to equal with the number to disagree or strongly disagree (36.9%).

Table 8: Career experience to date

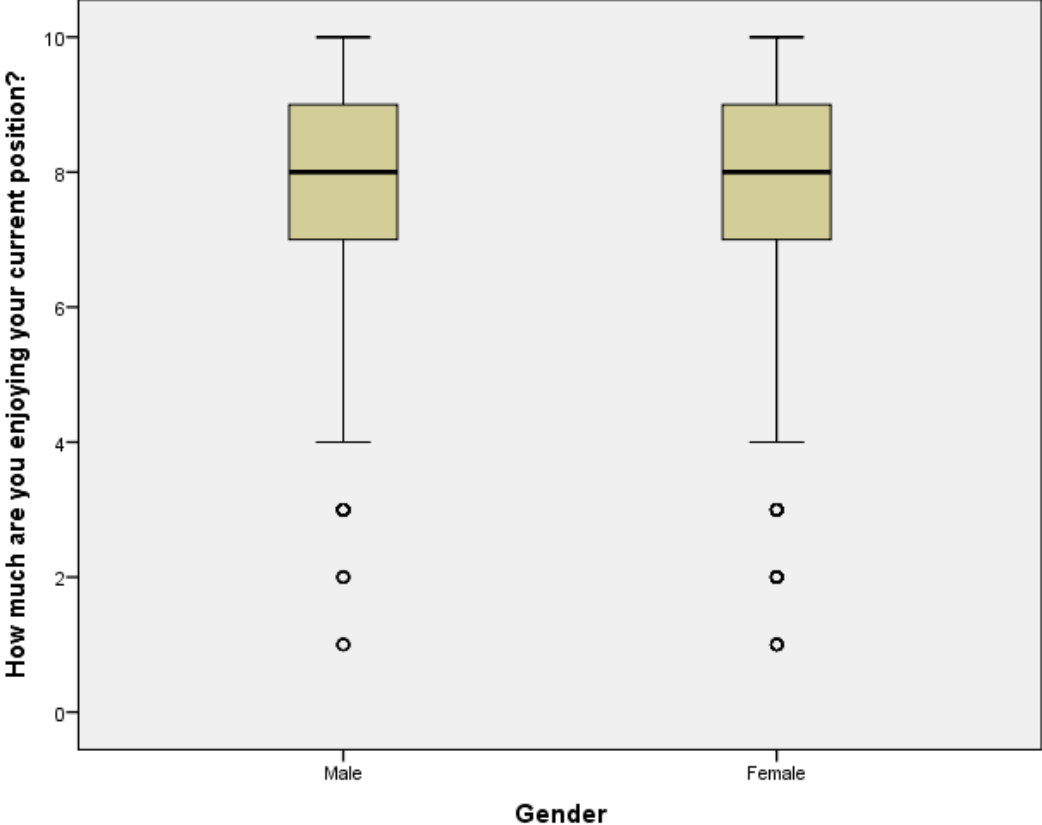
		Male		Female		Total	
		Count	%	Count	%	Count	%
The postgraduate training I have received so far has been of a high standard	Strongly Agree	87	10.6%	171	11.6%	258	11.3%
	Agree	403	49.1%	774	52.7%	1177	51.4%
	Neither	177	21.6%	286	19.5%	463	20.2%
	Disagree	112	13.7%	196	13.4%	308	13.5%
	Strongly Disagree	40	4.9%	36	2.5%	76	3.3%
	No Opinion	1	0.1%	5	0.3%	6	0.3%
Total		820	100.0%	1468	100.0%	2288	100.0%
I would have liked to work longer hours to boost my training	Strongly Agree	49	6.0%	35	2.4%	84	3.7%
	Agree	127	15.5%	108	7.3%	235	10.2%
	Neither	122	14.9%	185	12.6%	307	13.4%
	Disagree	291	35.4%	634	43.0%	925	40.3%
	Strongly Disagree	229	27.9%	508	34.5%	737	32.1%
	No Opinion	3	0.4%	4	0.3%	7	0.3%
Total		821	100.0%	1474	100.0%	2295	100.0%
I have had good career opportunities in my career to date	Strongly Agree	110	13.4%	159	10.8%	269	11.8%
	Agree	481	58.7%	844	57.4%	1325	57.9%
	Neither	137	16.7%	330	22.4%	467	20.4%
	Disagree	69	8.4%	114	7.7%	183	8.0%
	Strongly Disagree	20	2.4%	17	1.2%	37	1.6%
	No Opinion	2	0.2%	6	0.4%	8	0.3%
Total		819	100.0%	1470	100.0%	2289	100.0%
I work longer hours than I think I should	Strongly Agree	82	10.0%	134	9.1%	216	9.4%
	Agree	206	25.2%	401	27.3%	607	26.5%
	Neither	215	26.3%	400	27.2%	615	26.9%
	Disagree	270	33.0%	478	32.5%	748	32.7%
	Strongly Disagree	45	5.5%	51	3.5%	96	4.2%
	No Opinion	1	0.1%	5	0.3%	6	0.3%
Total		819	100.0%	1469	100.0%	2288	100.0%

Note: 'Neither' indicates 'neither agree nor disagree'

Job enjoyment and lifestyle

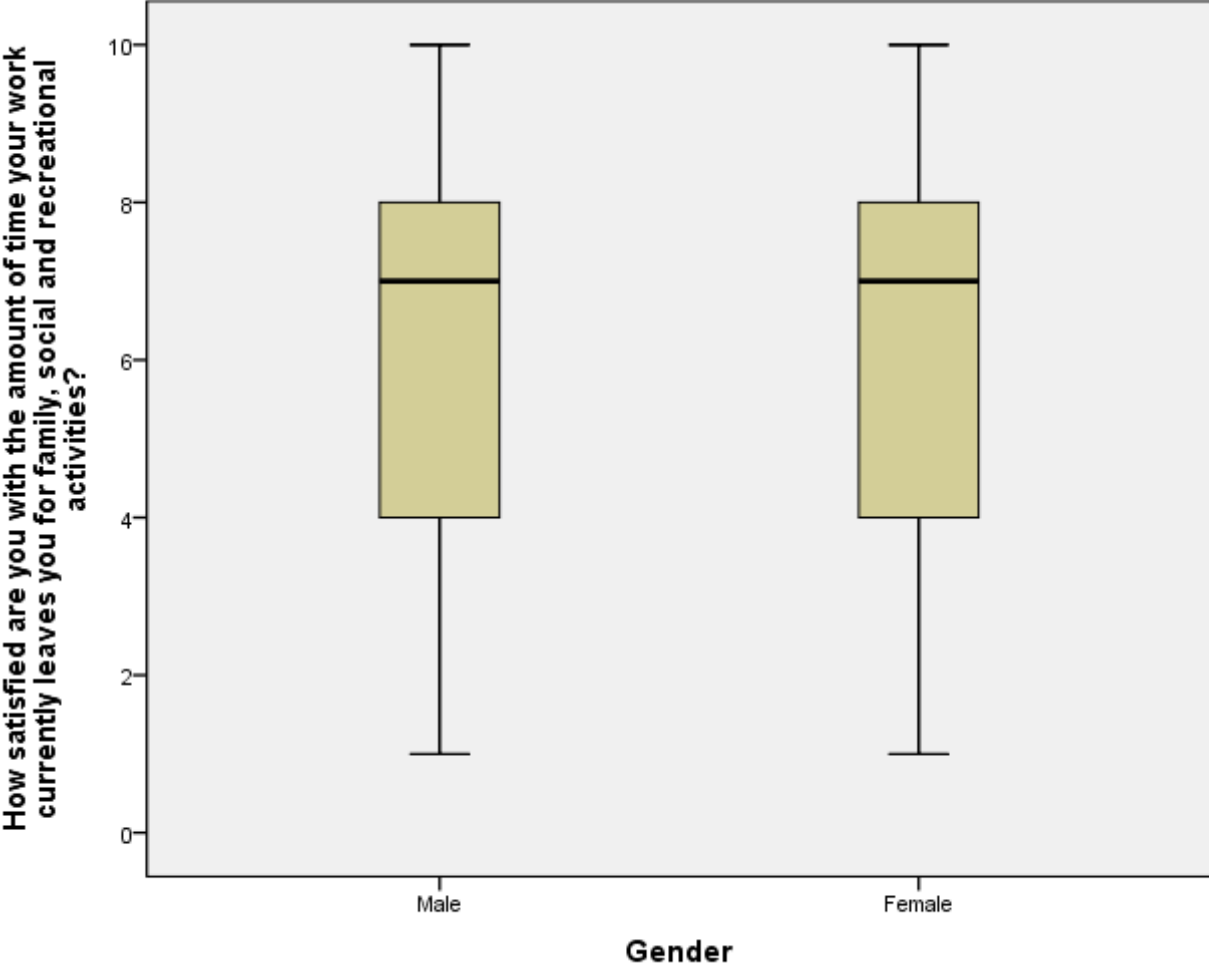
Respondents were asked to rate their enjoyment of their current position on a scale of 1 to 10. The median score for respondents was 8 for men and women (Figure 5).

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 7 for men and women (Figure 6).

Figure 6: Satisfaction with leisure time



Appendix 1: The questionnaire



Information about this survey

About the survey

We have been reporting on doctors' career choices and progression, factors that influence career progression, and doctors' experiences for many years. We have surveyed all medical graduates, from all UK medical schools, in 12 year-of-qualification cohorts. This questionnaire is now being sent to every doctor who graduated in the UK in 2008. This is the third occasion on which we have surveyed your graduation year, following previous surveys in 2009 and 2011.

The results

Our findings are provided, as aggregated statistics, to the Department of Health, GMC, Medical School and Postgraduate 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 make your views known, and to tell us about your future plans at this important stage in your career. 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, including the Department of Health.

Our studies have NHS Ethical Committee approval.

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). We do not anticipate surveying your graduation cohort again for several years. However, if you will never want to give us your views about your work, now or in the future, and wish to be removed from our mailing list, please email mcrg@dph.ox.ac.uk to tell us, giving your name and our reference number, and your GMC number, if known.

Queries

If you have any queries about the questionnaire or the survey, please contact Trevor Lambert, the Study Co-ordinator, by phone on Oxford (01865) 289389 or email trevor.lambert@dph.ox.ac.uk
Thank you very much for your help.

We hope that you will find the questions interesting and that you will enjoy giving us your answers!

Trevor Lambert
Study Co-ordinator

Professor Michael Goldacre
Director

ONLINE VERSION AVAILABLE

If you wish, you can complete this survey online at : www.uhce.ox.ac.uk/2008
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

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
First Choice		
Second Choice		
Third Choice		

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
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"/>
Experience of chosen subject as a student	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enthusiasm/commitment - what I really want to do	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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"/>
Advice from others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Experience of jobs so far	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Career and promotion prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other factor *	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

* If other factors influenced your career choice, please give brief details.

Please name any specialty for which, in the past, you considered applying for postgraduate training but then decided against:

Why did you decide against it?

Competition for training posts seemed too fierce

The training is too long

The training is too difficult

No posts available in my chosen region

It would be too difficult to train for this specialty on a less-than-full-time basis

Other reason

YOUR FUTURE CAREER PLANS

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', 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?

If you intend to practise medicine, 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 type of post

YOUR RECENT EMPLOYMENT HISTORY

Please give details below of your *current post* and the most recent previous *employment post* or *period not in paid employment*. We would like to know about *any* employment, whether in the NHS or not, whether in medicine or not, and whether in the UK or not. If you hold, or held, more than one post simultaneously (e.g. an NHS post and a Private Medicine post) please give details of **both** posts, using **two separate entries**.

If you are in a UK Academic post, please give under 'Grade' **both** your academic grade or job title and your NHS Honorary grade.

Please include any period(s) of time greater than a month when you were **not in paid employment**. Please regard periods of **maternity or paternity** leave as continuing in your employment.

Current post(s)

i) Current post

Date started MM / YY	Date ended <i>if not current</i> MM / YY	Medical Specialty / Subject or type of work if non-medical, or 'Not in paid employment'	Grade / Job Title or '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.
Date Started	Current post	Specialty	Grade (UK academics give academic and NHS Honorary grade)	Location
<input type="checkbox"/> NHS 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"/> Part-time <input type="checkbox"/> Locum <input type="checkbox"/> NHS Retained GP

ii) Additional current post (if any)

Date Started	Current post	Specialty	Grade (UK academics give academic and NHS Honorary grade)	Location
<input type="checkbox"/> NHS 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"/> Part-time <input type="checkbox"/> Locum <input type="checkbox"/> NHS Retained GP

Previous post(s)

i) Most recent previous post

Date Started	Date Ended	Specialty	Grade (UK academics give academic and NHS Honorary grade)	Location
<input type="checkbox"/> NHS 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"/> Part-time <input type="checkbox"/> Locum <input type="checkbox"/> NHS Retained GP

ii) Other post concurrent with previous post above (if any)

Date Started	Date Ended	Specialty	Grade (UK academics give academic and NHS Honorary grade)	Location
<input type="checkbox"/> NHS 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"/> Part-time <input type="checkbox"/> Locum <input type="checkbox"/> NHS Retained GP

YOUR CURRENT AND FUTURE POSTS

Which phrase best describes your current post?

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

* Other type of post

Job Satisfaction

If you are in employment, whether medical or not, please answer the following with reference to your **CURRENT POST**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I find enjoyment in my current post	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am doing interesting and challenging work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel dissatisfied in my current post	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Most days I am enthusiastic about my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am often bored with my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Job enjoyment and lifestyle

For the following two questions please respond by selecting the score which most accurately reflects your opinion

How much are you enjoying your current position, on a scale from 1 (didn't enjoy it at all) to 10 (enjoyed it greatly)?

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

How satisfied are you with the amount of time your work currently leaves you for family, social and recreational activities, on a scale from 1 (not at all satisfied) to 10 (extremely satisfied)?

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

YOUR VIEWS

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

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

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"/>
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"/>
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 work longer hours than I think I should	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General practice is more attractive than hospital practice for doctors at present	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The postgraduate training I have received so far has been of a high standard	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have had good career opportunities in my career to date	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am satisfied with my future career prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

YOUR PERSONAL CIRCUMSTANCES

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

Do you have a spouse or partner?

Yes

No

Prefer not to answer

If you have a spouse or partner:

a) Is your spouse/partner medically qualified?

Yes, and my partner is in medical employment

Yes, and my partner is not in medical employment

No

Prefer not to answer

b) Do you and your spouse/partner have difficulties co-ordinating the location of your careers together?

Yes

No

Prefer not to answer

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

Yes

No

Prefer not to answer

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

Number of children

Prefer not to answer

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

Age of oldest child

Prefer not to answer

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) 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

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

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 remove the covering letter before returning.

**Please return this questionnaire in the pre-paid envelope included, or in your own stamped envelope to:
UK Medical Careers Research Group, Nuffield Department of Population Health, University of Oxford,
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**