

UK Medical Careers Research Group

1993 cohort of UK Medical Graduates

Report of Fifth Survey

January 2009

**UK Medical Careers Research Group
University of Oxford, Old Road Campus,**

Headington, Oxford OX3 7LF
Telephone: 01865 289378/4 Fax: 01865 289379

Contents

- Introduction 3
- Cohort size and response to survey 3
- Demographics 3
- Career milestones 3
- Current post 4
 - Table 1: Occupation group – current post 4
 - Table 2: Grade - current post..... 5
 - Table 3: Specialty group - current post..... 6
- Satisfaction with current job..... 7
- Enjoyment of current job and satisfaction with time for family and leisure..... 7
- Career Plans..... 7
- Final choice of long-term career..... 8
 - Table 4: Mainstream Choice 8
- Working conditions and support 9
 - Figure 1: Responses to attitude statements on working conditions and support 9
- Career opportunities and CPD 10
 - Figure 2: Your career 10
- The NHS and equal opportunities 11
 - Figure 3: The NHS and Equal Opportunities 11
- Appendix: The Questionnaire 12

Introduction

This report describes the results of the fifth survey of the cohort of 3671 doctors who qualified from UK medical schools in 1993. The 1993 cohort has been surveyed previously on four occasions, in 1994, 1996, 1999 and 2002. At the time of the fifth survey half of those in hospital training had achieved consultant status, and half were still in training. The majority of those in general practice were in principal posts, with a small percentage (12%) opting to work as salaried GPs. The first mailing for this survey was completed in November 2004, and late replies were received up to November 2005.

This report describes the main results from the fifth survey, focusing on the current employment of the respondents, their career plans and the milestones in their careers. It also contains some information about their views and attitudes and future intentions. It is not intended as an analytical report and does not seek to relate data from this cohort to that obtained from other cohorts.

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

Cohort size and response to survey

The cohort comprises 3671 doctors (1953 men, 1718 women). Excluding from the denominator 22 who had declined to participate, 14 who had died, and 10 who never registered, the response to the fifth survey was 63.8% (2311/3625). For men the response was 59.0% (1135/1923), and for women 69.1% (1176/1702).

Demographics

The median age of respondents at the time of responding to the survey was 35.6 years (men 35.7, women 35.5 years). 86.9% were living with a spouse or partner (men 88.2%, women 85.7%), and 10.8% were single (men 9.2%, women 12.5%). Overall, 69.1% of respondents had children under 16 years of age (men 69.8%, women 68.4%); 4.3% (men 3.8%, women 4.8%) had dependent adults living with them.

Career milestones

Respondents who were working in medicine were asked to give details of the milestones in their career. 80% of those GPs who had reached GP Principal status had done so by 8 years 5 months, and 80% of hospital doctors who had reached Consultant status had done so by 11 years 5 months. On average, women reached senior positions one or two months faster than men. Of those who worked continuously in the NHS (45.4% of all respondents), 80% of GPs who had reached GP Principal status had done so by 7 years 2 months and 80% of hospital doctors who had reached Consultant status had done so by 11 years 3 months. Of those who have always worked full time (60.3% of all respondents), 80% of GPs had reached GP Principal status by 7 years 11 months, and 80% of full-time hospital doctors had reached Consultant status by 11 years 3 months.

Current post

Of those who gave details about their current post, 83.7% (1934/2311) were in medicine in the UK NHS (men 84.6%, 960/1135; women 82.8%, 974/1176), 6.2% were practising medicine abroad (men 6.7%, women 5.8%), and 3.5% were working in medical posts in UK Universities (men 4.7%, women 2.5%). See Table 1 for a more detailed breakdown. 26.8% were Hospital Consultants (Men 31.8%, Women 21.7%), 26.2% were Specialist Registrars, and 21.7% had achieved GP Principal posts (See Table 2).

UK Respondents were asked whether their contract was full-time, part-time or as a locum. Of those who could and did respond, 64.9% (1359/2095) responded “full-time” (89.6% of men and 40.1% of women), 32.7% responded “part-time” (7.3% of men and 58.3% of women), and 2.4% responded “locum” (3.1% of men and 1.6% of women). Part-time employees worked an average of 6 sessions per week.

Table 1 shows the occupation group for respondents in the cohort.

Table 1: Occupation group – current post

			Gender		Total
			Men	Women	
Occupation group - current post	UK Medical, fully NHS funded	Count	960	974	1934
		% within Sex	84.6%	82.8%	83.7%
	UK Medical Universities	Count	53	29	82
		% within Sex	4.7%	2.5%	3.5%
	HM Forces	Count	19	9	28
		% within Sex	1.7%	.8%	1.2%
	UK Other Public Sector	Count	0	3	3
		% within Sex	.0%	.3%	.1%
	UK Medical Private Sector	Count	16	24	40
		% within Sex	1.4%	2.0%	1.7%
	UK Non-Medical	Count	9	9	18
		% within Sex	.8%	.8%	.8%
	UK Not in Paid Employment	Count	1	44	45
		% within Sex	.1%	3.7%	1.9%
	Abroad Medical	Count	76	68	144
		% within Sex	6.7%	5.8%	6.2%
	Abroad Non-Medical	Count	0	1	1
		% within Sex	.0%	.1%	.0%
	Abroad Not in Paid Employment	Count	0	8	8
		% within Sex	.0%	.7%	.3%
	Unknown	Count	1	7	8
		% within Sex	.1%	.6%	.3%
Total		Count	1135	1176	2311
		% within Sex	100.0%	100.0%	100.0%

Table 2 shows the current grades of respondents in the cohort, where known.

Table 2: Grade - current post

			Gender		Total
			Men	Women	
Recoded Grade	Hosp. Consultant	Count	357	240	597
		% within Sex	31.8%	21.7%	26.8%
	Hosp. Staff Grade	Count	13	38	51
		% within Sex	1.2%	3.4%	2.3%
	Hosp. Other	Count	24	39	63
		% within Sex	2.1%	3.5%	2.8%
	Specialist Registrar	Count	332	253	585
		% within Sex	29.5%	22.9%	26.2%
	Primary Health	Count	3	5	8
		% within Sex	.3%	.5%	.4%
	Community Health	Count	2	3	5
		% within Sex	.2%	.3%	.2%
	GP Principal	Count	226	259	485
		% within Sex	20.1%	23.4%	21.7%
	GP Locum	Count	23	26	49
		% within Sex	2.0%	2.3%	2.2%
	GP Retainer Scheme	Count	2	60	62
		% within Sex	.2%	5.4%	2.8%
	GP, Salaried	Count	26	63	89
		% within Sex	2.3%	5.7%	4.0%
	GP Flexible Careers Scheme	Count	2	21	23
		% within Sex	.2%	1.9%	1.0%
	GP Other	Count	7	22	29
		% within Sex	.6%	2.0%	1.3%
	Univ. Lecturer	Count	16	9	25
		% within Sex	1.4%	.8%	1.1%
	Univ. Res Fellow	Count	30	11	41
		% within Sex	2.7%	1.0%	1.8%
	Univ. Other	Count	13	7	20
		% within Sex	1.2%	.6%	.9%
	Pub. Sec.	Count	11	8	19
		% within Sex	1.0%	.7%	.9%
	Other Med.	Count	37	43	80
		% within Sex	3.3%	3.9%	3.6%
Total		Count	1124	1107	2231
		% within Sex	100.0%	100.0%	100.0%

Table 3 shows the specialty mainstreams for respondents in the cohort.

Table 3: Specialty group - current post

			Gender		Total
			Men	Women	
Specialty group - current post	Medical Specs.	Count	206	173	379
		% within Sex	18.1%	14.7%	16.4%
	Paediatrics	Count	44	68	112
		% within Sex	3.9%	5.8%	4.8%
	Accident & Emergency	Count	43	30	73
		% within Sex	3.8%	2.6%	3.2%
	General surgery	Count	38	9	47
		% within Sex	3.3%	.8%	2.0%
	Other Surgical Specialty	Count	187	42	229
		% within Sex	16.5%	3.6%	9.9%
	Obstetrics & Gynaec.	Count	27	44	71
		% within Sex	2.4%	3.7%	3.1%
	Anaesthetics	Count	118	75	193
		% within Sex	10.4%	6.4%	8.4%
	Radiology	Count	33	21	54
		% within Sex	2.9%	1.8%	2.3%
	Clinical Oncology	Count	20	33	53
		% within Sex	1.8%	2.8%	2.3%
	Pathology	Count	23	30	53
		% within Sex	2.0%	2.6%	2.3%
	Psychiatry	Count	60	68	128
		% within Sex	5.3%	5.8%	5.5%
	General Practice	Count	292	462	754
		% within Sex	25.7%	39.3%	32.6%
	Community Medicine	Count	3	18	21
		% within Sex	.3%	1.5%	.9%
	Public Health Medicine	Count	8	13	21
		% within Sex	.7%	1.1%	.9%
	Other Medical Spec.	Count	20	14	34
		% within Sex	1.8%	1.2%	1.5%
Two or more specialties	Count	3	6	9	
	% within Sex	.3%	.5%	.4%	
Non-Medical	Count	9	10	19	
	% within Sex	.8%	.9%	.8%	
Not in Paid Employment	Count	1	51	52	
	% within Sex	.1%	4.3%	2.3%	
Unknown	Count	0	9	9	
	% within Sex	.0%	.8%	.4%	
Total	Count	1135	1176	2311	
	% within Sex	100.0%	100.0%	100.0%	

Satisfaction with current job

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

I find enjoyment in my current post

I am doing interesting and challenging work

I feel dissatisfied in my current post

Most days I am enthusiastic about my work

I am often bored with my work

Scores of 1 to 5 were assigned to the responses (with scales reversed for the 1st, 2nd and 4th statements) and an overall job satisfaction score calculated in the range 5 to 25. The median job satisfaction score for both men and women was 18, indicating they shared a moderately high degree of job satisfaction.

Enjoyment of current job and satisfaction with time for family and leisure

Respondents were asked to express, on a scale from 1 to 10, their level of enjoyment of their current post and the amount of time their work left them for family, social and recreational activities. The mean score for both men and women for enjoyment of their current job was 7.5, indicating a reasonably good level of enjoyment. The mean score for satisfaction with time for leisure was less at 6.1.

Career Plans

Respondents were asked to indicate their current employment situation, and were then asked to respond to a further question depending on their answer.

Those who indicated they were “working in medicine in the UK” were asked if they intended to continue to do so for the foreseeable future. 69.1% (1430/2070) of respondents said “Yes, definitely”, 24.7% said “Yes, probably”, 3.3% were “Undecided”, and 2.9% responded “Probably not” or “Definitely Not”. Those who did not respond “Yes, Definitely” (639/2070) were asked what they were considering instead. 337 said they were “Considering practising medicine abroad”, 212 said they were considering “Leaving medicine but remaining in the UK”, and 33 said they were considering “Leaving medicine and the UK”.

Those who indicated they were “working in medicine abroad” were asked if they planned to return to UK medicine. 20% (29/145) responded “Yes, definitely”, 17.2% said “Yes, probably”, 18.6% were “Undecided”, 26.9% said “Probably not” and 15.2% said “Definitely not”.

Those who indicated they were either “working outside medicine” or “not in paid employment” were asked if they planned to return to UK medicine. 12.6% (12/95) said “Yes, definitely”, 22.1% said “Yes, probably”, 17.9% were undecided, 20% said “Probably not” and a further 20% said “Definitely not”.

Final choice of long-term career

When asked whether respondents viewed their current specialty as their final choice of career, 78.6% responded “definitely” (82.2% of men, 74.4% of women), and 16.0% responded “probably”. Table 4 gives details of mainstream of choice by sex for those who *did not* answer “definitely”. 21.6% (105/486) of these people responded “probably” but did not give their career choice; a further 4.1% (20/486) responded “not really” but did not give their career choice.

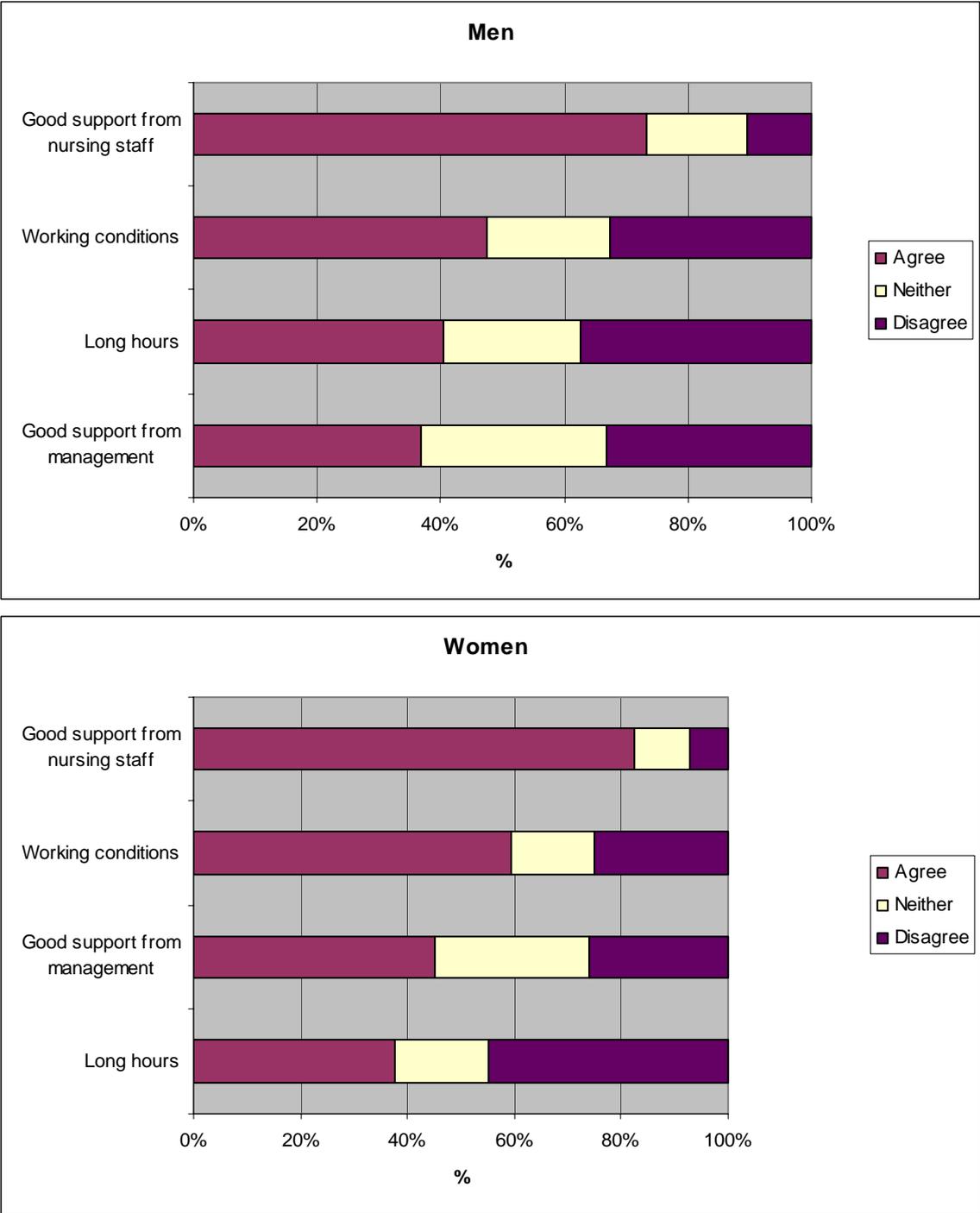
Table 4: Mainstream Choice

			Gender		Total
			Men	Women	
Final choice mainstream Year 11	Medical Specs.	Count	33	60	93
		% within Sex	23.6%	27.1%	25.8%
	Paediatrics	Count	4	6	10
		% within Sex	2.9%	2.7%	2.8%
	Accident & Emergency	Count	3	3	6
		% within Sex	2.1%	1.4%	1.7%
	General surgery	Count	1	2	3
		% within Sex	.7%	.9%	.8%
	Other Surgical Specialty	Count	12	4	16
		% within Sex	8.6%	1.8%	4.4%
	Obstetrics & Gynaec.	Count	1	6	7
		% within Sex	.7%	2.7%	1.9%
	Anaesthetics	Count	5	4	9
		% within Sex	3.6%	1.8%	2.5%
	Radiology	Count	2	0	2
		% within Sex	1.4%	.0%	.6%
	Clinical Oncology	Count	2	0	2
		% within Sex	1.4%	.0%	.6%
	Pathology	Count	1	2	3
		% within Sex	.7%	.9%	.8%
	Psychiatry	Count	8	14	22
		% within Sex	5.7%	6.3%	6.1%
	General Practice	Count	27	74	101
		% within Sex	19.3%	33.5%	28.0%
	Community Medicine	Count	0	5	5
		% within Sex	.0%	2.3%	1.4%
	Public Health Medicine	Count	4	6	10
		% within Sex	2.9%	2.7%	2.8%
	Other Medical Spec.	Count	15	13	28
		% within Sex	10.7%	5.9%	7.8%
Two or more specialties	Count	6	10	16	
	% within Sex	4.3%	4.5%	4.4%	
Non-Medical	Count	16	10	26	
	% within Sex	11.4%	4.5%	7.2%	
Not in Paid Employment	Count	0	2	2	
	% within Sex	.0%	.9%	.6%	
Total	Count	140	221	361	

Working conditions and support

Respondents were invited to respond to a number of attitude statements assessing their views on their working conditions and level of support received. Responses were received on a 5-point scale from *strongly agree* to *strongly disagree*. For ease of presentation (Figure 3), the categories *strongly agree* and *agree*, and *strongly disagree* and *disagree* have been combined. The attitude statements appear in full on page 4 of the questionnaire (Appendix). Women were a little more positive than men about working conditions, and had stronger views on support from hospital management; otherwise men's and women's responses did not differ greatly.

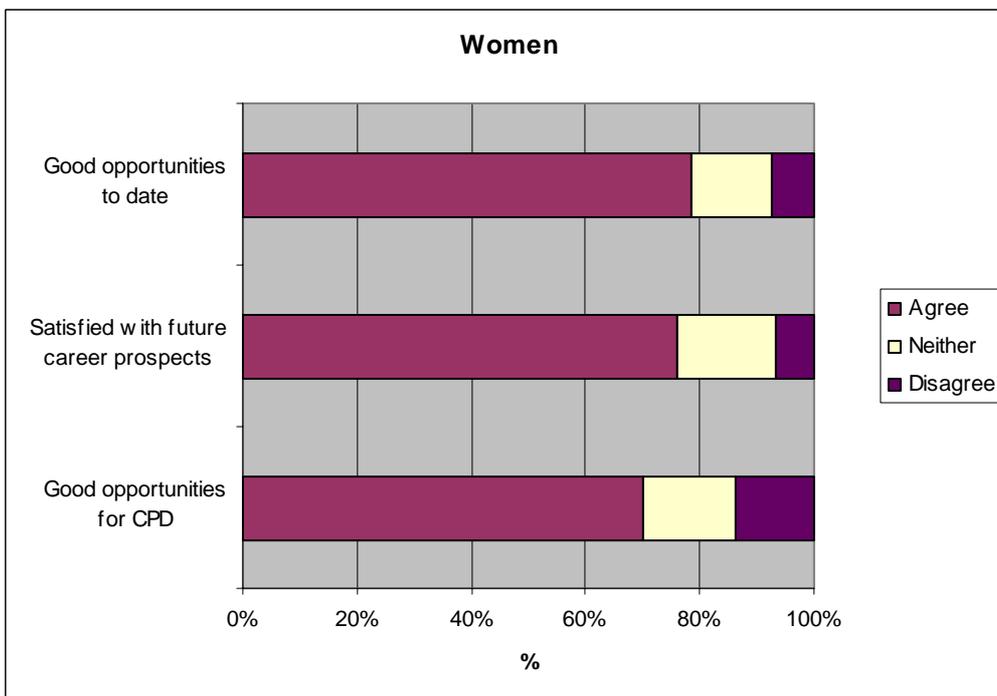
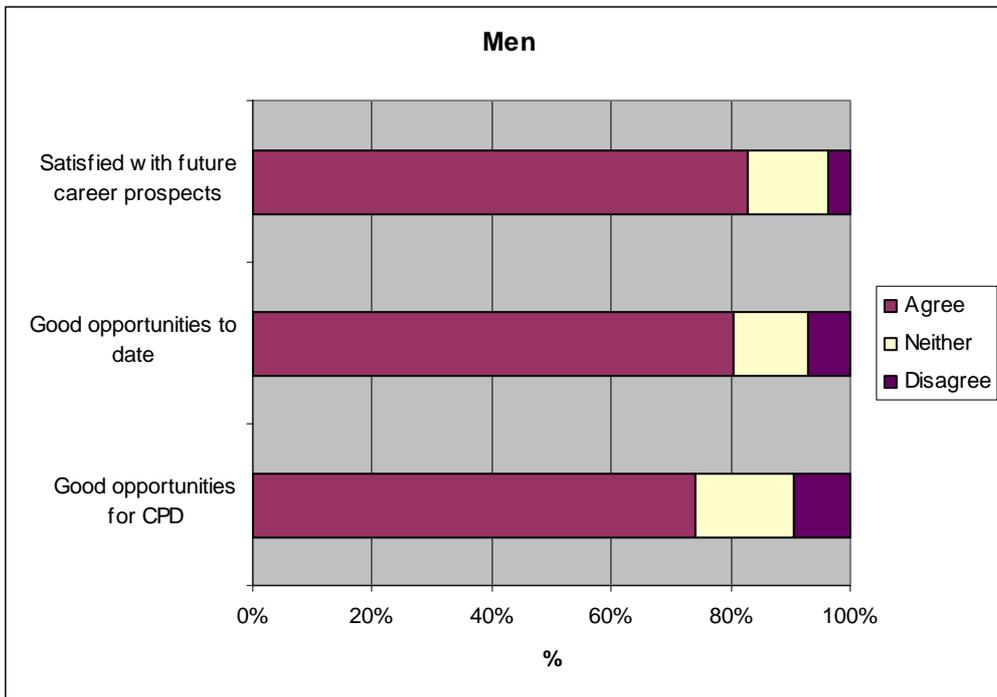
Figure 1: Responses to attitude statements on working conditions and support



Career opportunities and CPD

Doctors were asked about their career prospects and opportunities. Figure 2 shows the results for men and women. The attitude statements appear in full on page 4 of the questionnaire (Appendix 1). Men were more positive about both past and future career opportunities than women, although both were generally satisfied.

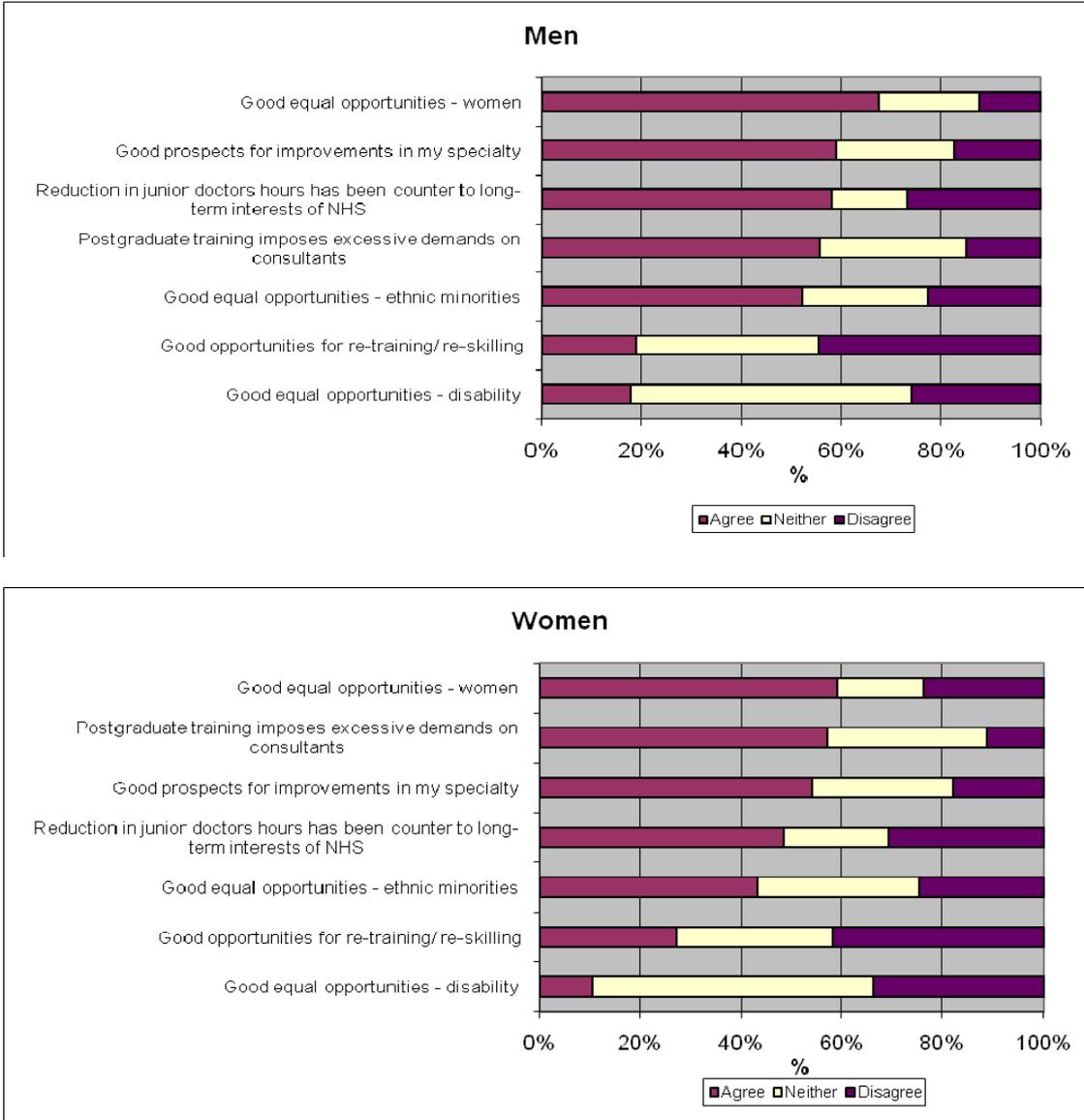
Figure 2: Your career



The NHS and equal opportunities

Doctors were asked about equal opportunities within the NHS. Figure 3 shows the results for men and women. The attitude statements appear in full on page 4 of the questionnaire (Appendix 1). The responses between the genders were notably different in most of the questions. Fewer tended to agree that there was equality for people with disabilities than disagree, and similarly for re-training opportunities, otherwise at least 50% of both men and women tended to agree with the statements (with the exception of women agreeing with 'good opportunities for ethnic minorities').

Figure 3: The NHS and Equal Opportunities



Appendix: The Questionnaire

UK Medical Careers Research Group, University of Oxford

2004/5 Survey of the Career Preferences and Experiences of Doctors Qualifying in 1993

We would very much like to hear from everyone who graduated in medicine in the UK in 1993. If you are not currently working in medicine or the NHS, some questions are not applicable and where this is the case it is indicated at the start of the section.

Please write as clearly as possible in the boxes.

Please mark X in the box of your choice :

OR print numbers :

Your career plans

1. Which of these four statements best describes your current employment situation? (Mark X)

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 outside medicine

Working in medicine outside the UK

Not in paid employment

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

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

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

If you did not answer 'Yes-definitely', are you considering

practising medicine

leaving medicine but

leaving medicine and

abroad

remaining in the UK

leaving the UK

If you did not answer 'Yes-definitely', what changes to medicine in the UK would increase your commitment to it?

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

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

What changes to medicine in the UK would increase the your likelihood of returning, or encourage you to return sooner?

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

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

What factors would increase your likelihood of returning?

Your current post

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

2. Please give details of your current post

Starting date: (enter as digits) M M / Y Y

Specialty / type of work:
 (if in medicine, please enter medical specialty/subspecialty; if non-medical, please give type of work; if not employed, please enter travel / career break / domestic responsibilities / illness etc as appropriate)

Grade:
 (if non-medical leave blank)

Location:
 (county if in the UK, or the country if abroad)

Employer and type of contract: (UK only: please mark with X all which apply to your current post)

NHS-substantive NHS-honorary UK University-substantive UK University-honorary
 Retainer Scheme UK Private Sector UK Public sector HM Forces
 (not NHS/University)

In this post, are you (a) full-time? (b) part-time? (c) a locum?

If part-time, give number of sessions per week

Your career choice

3. 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? (Mark X)

Definitely Probably Not really

If you did not answer 'Definitely'

a) What is your final choice of long-term career?

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

b) What is your main reason for that choice?

4. How satisfied are you with your current post? (for each statement, please mark X in one box)

	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"/>

5. How much are you enjoying your current position? (please mark X in the box next to the number which most accurately reflects your opinion)

<input type="checkbox"/>									
1	2	3	4	5	6	7	8	9	10
Not enjoying it at all					Enjoying it greatly				

6. How satisfied are you with the amount of time your work leaves you for family, social and recreational activities? (please mark X in the box next to the number which most accurately reflects your opinion)

<input type="checkbox"/>									
1	2	3	4	5	6	7	8	9	10
Not at all satisfied					Extremely satisfied				

Your personal circumstances

7. What is your domestic / marital situation ?

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

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

If there are children, what are their ages in years?

(Enter 0 for 0-11 months)

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

Yes No

Milestones in your career

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

10. If you have 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

specialist registrar:	M	M	/	Y	Y
	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
consultant:	<input type="checkbox"/>	<input type="checkbox"/>	/	<input type="checkbox"/>	<input type="checkbox"/>
GP registrar:	<input type="checkbox"/>	<input type="checkbox"/>	/	<input type="checkbox"/>	<input type="checkbox"/>
GP principal:	<input type="checkbox"/>	<input type="checkbox"/>	/	<input type="checkbox"/>	<input type="checkbox"/>

Specialty:

Specialty:

11. Since qualifying as a doctor, have you worked continuously in the NHS?

Yes No*

(excluding any periods of less than 3 months)

**If you have not worked continuously in the NHS, please give brief details (dates, locations, specialties, reasons e.g. maternity leave, travel, family care) for time outside the NHS :*

12. Since qualifying as a doctor, have you always worked full-time? Yes No*

**If No, please give approximate dates for periods of part-time working:*

Your views

Please complete this section if you are currently working in medicine, whether in the UK or abroad. For each statement, please indicate your level of agreement by marking X in one box.

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

13. Working conditions and support

In my current post...

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

14. Your career

	SA	A	N	D	SD	N/O
I have had good professional opportunities in my career to date	<input type="checkbox"/>					
My career prospects are good	<input type="checkbox"/>					
I have had good opportunities for continuing professional development	<input type="checkbox"/>					

15. The UK NHS

	SA	A	N	D	SD	N/O
Current organisation of NHS postgraduate training imposes excessive demands on consultants	<input type="checkbox"/>					
The reduction in junior doctors' hours has been counter to the long-term interests of the NHS	<input type="checkbox"/>					
The NHS is a good equal opportunities employer for doctors with regard to ethnic minorities	<input type="checkbox"/>					
The NHS is a good equal opportunities employer for doctors with regard to women	<input type="checkbox"/>					
The NHS is a good equal opportunities employer for doctors with regard to disability	<input type="checkbox"/>					
There are good prospects for improvement of the NHS in my specialty	<input type="checkbox"/>					
Doctors have good opportunities for re-training and re-skilling in the NHS	<input type="checkbox"/>					

Your current e-mail address

16. Your e-mail address:

(We may send you future surveys, and occasional newsletters, via email)

Your employment history since 1 August 2001

17. We would like to study the profiles of the career progression of the cohort of 1993. To enable us to do this, please give details of your current employment and all completed periods of employment since 1 August 2001, including any substantial period(s) of time not in paid employment, except periods of maternity leave from a post to which you returned (or plan to return).

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.

Date started		Date ended		Details of posts			Additional details (Mark X)								
M	M	Y	Y	M	M	Y	Y	Specialty	Grade	Location	Full-time	NHS	Locum	Retainer scheme	HM Forces
		(Current job)								<input type="checkbox"/>					
										<input type="checkbox"/>					
										<input type="checkbox"/>					
										<input type="checkbox"/>					
										<input type="checkbox"/>					
										<input type="checkbox"/>					
										<input type="checkbox"/>					

Additional Comments

Please give us **comments** on **any aspect** of your training, career choices or work. Use continuation sheets if you wish. We summarise the views of respondents and report on them to policy-makers and in publications, in ways intended to ensure that individuals cannot be identified. **Your individual comments will remain confidential** to researchers in the UK Medical Careers Research Group.

Thank you for your co-operation.

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