

Health Education England Trainee GP careers survey

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Introduction

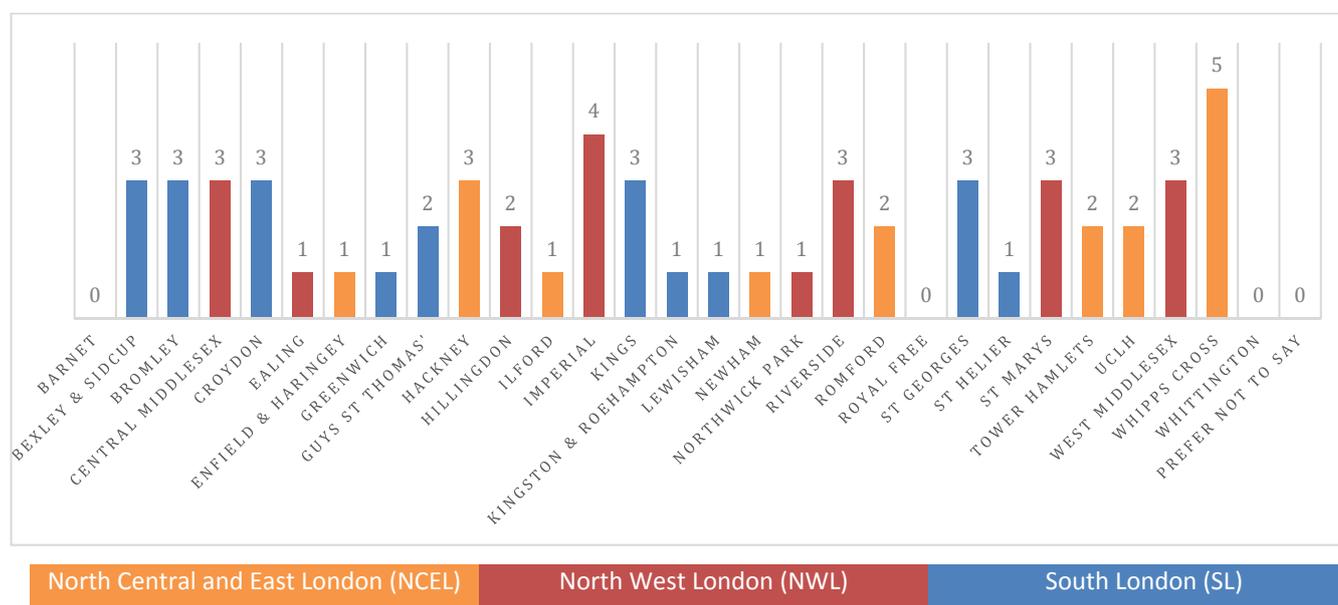
Health Education England, London region, conducted a survey of all ST3 leavers from the GP vocational training schemes across London. 138 trainees were included in the survey and 58 completed responses were received; a response rate of 42%. Trainees were entered into a prize draw for a £50 Amazon voucher if they completed the survey.

The purpose of the survey was to understand the career aspirations of GP trainees who are completing their training; in particular, their sense of preparedness for working as a GP, what roles they are interested in, where they would like to work and how many sessions. There have been a number of other recent GP and GP trainee surveys and this report will compare and contrast these surveys to identify common themes and messages.

GP Vocational Training Schemes

Respondents were drawn from 27 of the 30 vocational training schemes; The highest number of responses was from Whipps Cross (x5) and Imperial (x4); no responses were received from the Barnet, Royal Free and Whittington schemes.

Figure 1 - Response numbers per GP training scheme



Responses from NCEL trainees are under-represented (35%) relative to their proportion of the overall number of trainees (41%), whilst NWL and SL trainees are over-represented. (see table 1 below)

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Table 1 – trainee response rates and total trainee distribution rates by LETB

LETB	respondents (n.)	Respondents (%)	All trainees (%)
North Central and East London (NCEL)	20	34.5%	41.1%
North West London (NWL)	17	29.3%	23.4%
South London (SL)	21	36.2%	35.4%
Total	58		

Age and gender distribution of respondents (tables 2 and 3)

The age ratio (less/greater than 30) for all respondents is 4:6. The North Central and East London ratio of 3:7 represents an older group of respondents, whilst the NW London respondents are younger (ratio approaching 5:5). The average age for GP trainees is 31.2 (Deanery data³).

The gender ratio (female/male) for all respondents is 3:1; again there are differences between the different LETB groups with NW London having a higher representation of female respondents and South London a higher representation of male respondents. The gender ratio of all GP trainees is 78:22 (Deanery data).

Tables 2 and 3 – trainee age and gender distribution

Age distribution	< 30 years	30-39 years	40-49 years	Gender distribution	female	male
NCEL	30%	65%	5%	NCEL	75%	25%
NWL	47%	53%	0%	NWL	88%	12%
SL	43%	57%	0%	SL	62%	38%
Respondent's age	39%	59%	2%	Respondents	74%	26%
Deanery average age	41%	55%	4%	Deanery	78%	22%

On completion of my training I feel fully prepared for working as a GP...

95% (n. 55/58) of respondents felt that their training had prepared them for their career as a GP.

For those respondents who did not feel fully prepared a number of issues were cited:

- Completing consultations in 10 minutes and on-call workload
- Lack of exposure to managing long-term conditions
- Insufficient tutorials about real life as a GP
- Needing a better understanding of structures and management

When completing my training my ideal role would be...

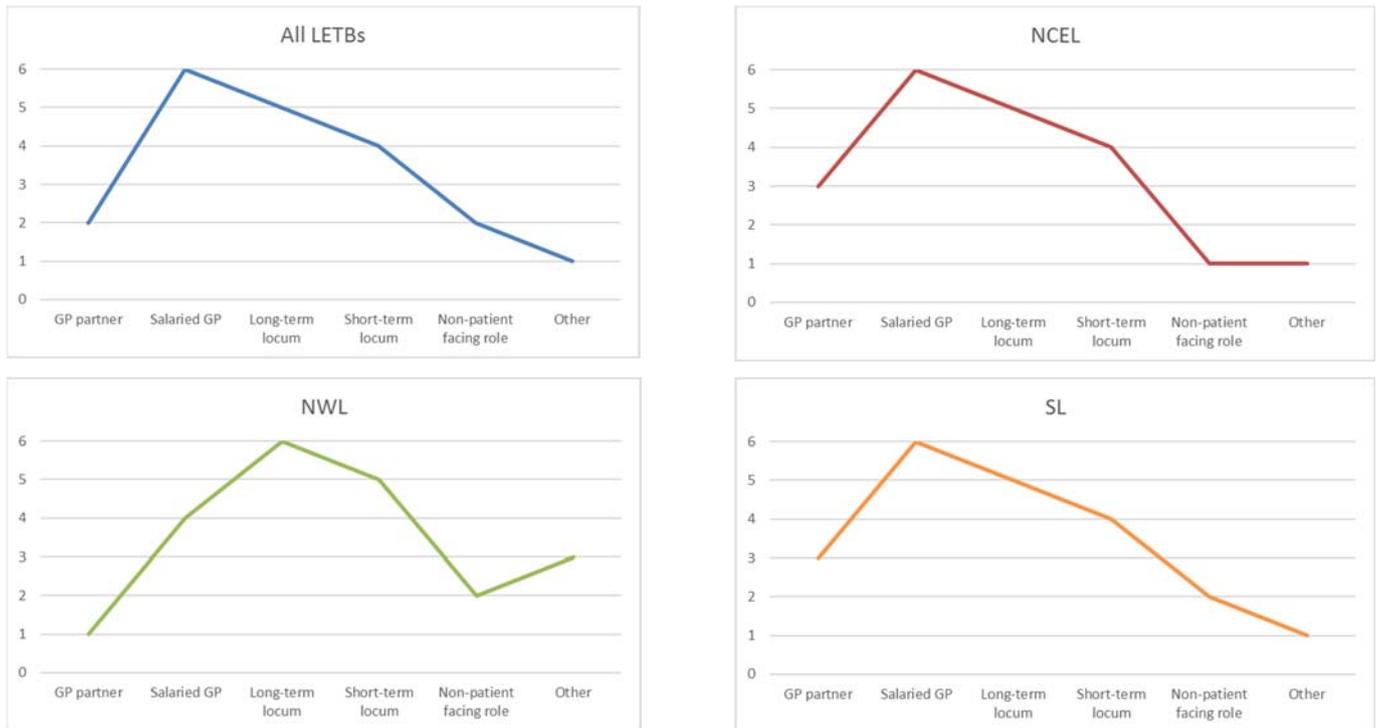
The respondents were asked to rank their preferred roles upon completing training. 47% of all respondents stated a preference for working as a salaried GP, followed by a preference for long and short-term locum roles. The NWL responses showed a variation from the London-pattern, ranking long and short-term locum positions, higher than salaried GP roles.

Only 5% of respondents (2 individuals) stated a preference for seeking a GP partner role. The GP partner role was most commonly ranked as fourth after the salaried and locum options.

12% (7 individuals) of the respondents stated a first preference for a non-patient facing or other role. Other options that were cited included: non-NHS patient work, palliative care, sports medicine and medical education.

³ See appendix 1 for overview of Deanery trainee data

Figure 2 - Preferred roles by LETB (weighted average based on all preferences stated)



Notwithstanding their first choice, 12 of the respondents (20%) do not intend to seek a role in General practice immediately stating

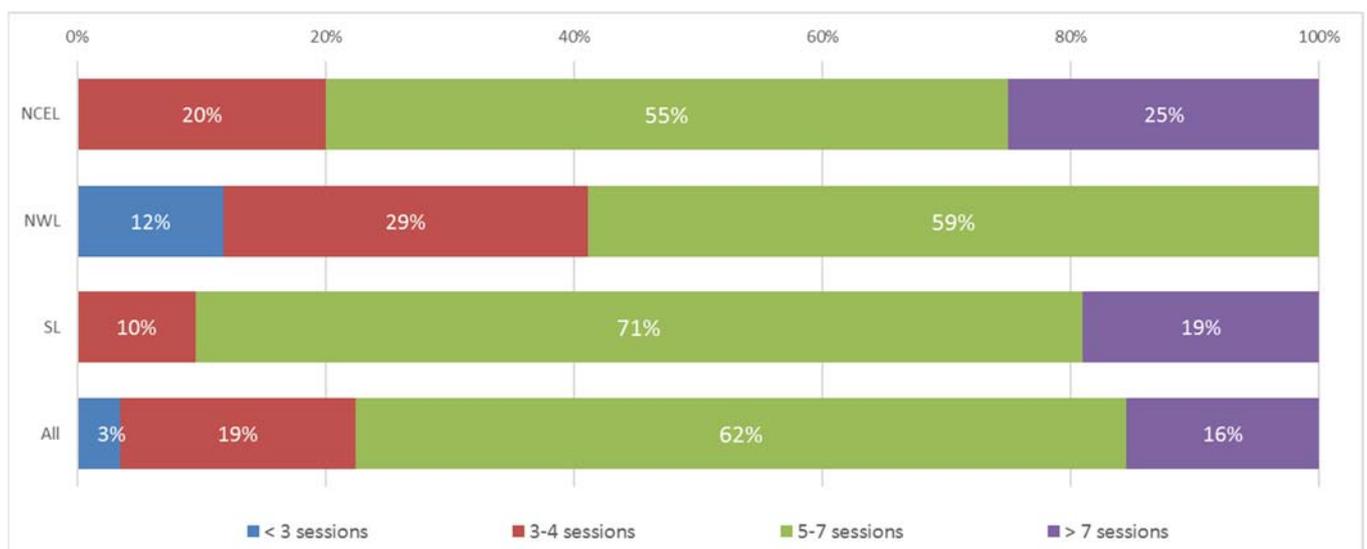
- 5% (n. 3) intend to leave medicine permanently
- 5% (n. 3) intend to take a career break and return to medicine in the future
- 7% (n. 4) intend to work as a doctor outside the UK (temporarily)
- 3% (n. 2) intend to work as doctor outside the UK (permanently)

What would your ideal number of sessions be as a GP?

The majority of respondents (62%) intend to work 5-7 sessions as a GP, whilst only 1 in every 6 respondents (16%) are prepared to work more than 7 sessions which is effectively a full-time contract. (see figure 3)

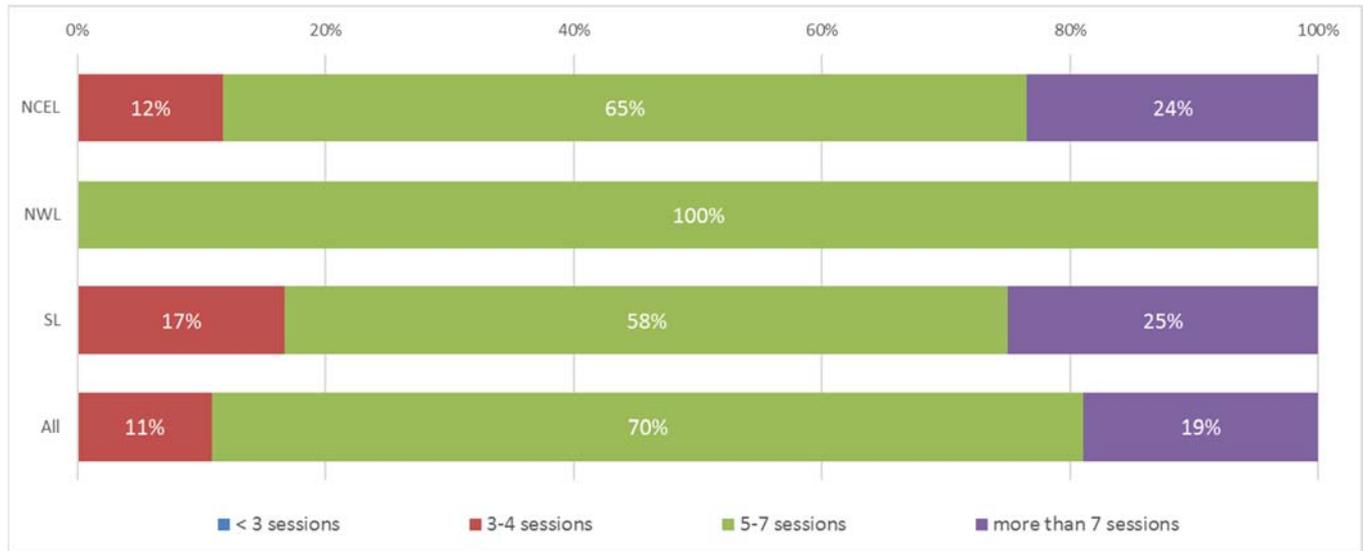
The preference for full-time working rises to 1 in every 4 for NCEL, but none of the NWL respondents expressed a preference for full-time working. 1 in every 5 trainees stated a preference for working less than 5 sessions and this rises to 2 in every 5 for NWL.

Figure 3 – Ideal number of sessions on completion of training



The preferred sessional commitment was recalculated after removing those respondents who said that they intended to work in a non-patient facing role; the numbers intending to work full-time rises to 19% and those intending to work less than 5 sessions falls to 11%. (see figure 4)

Figure 4 – Ideal number of sessions on completion of training (adjusted for job preferences)



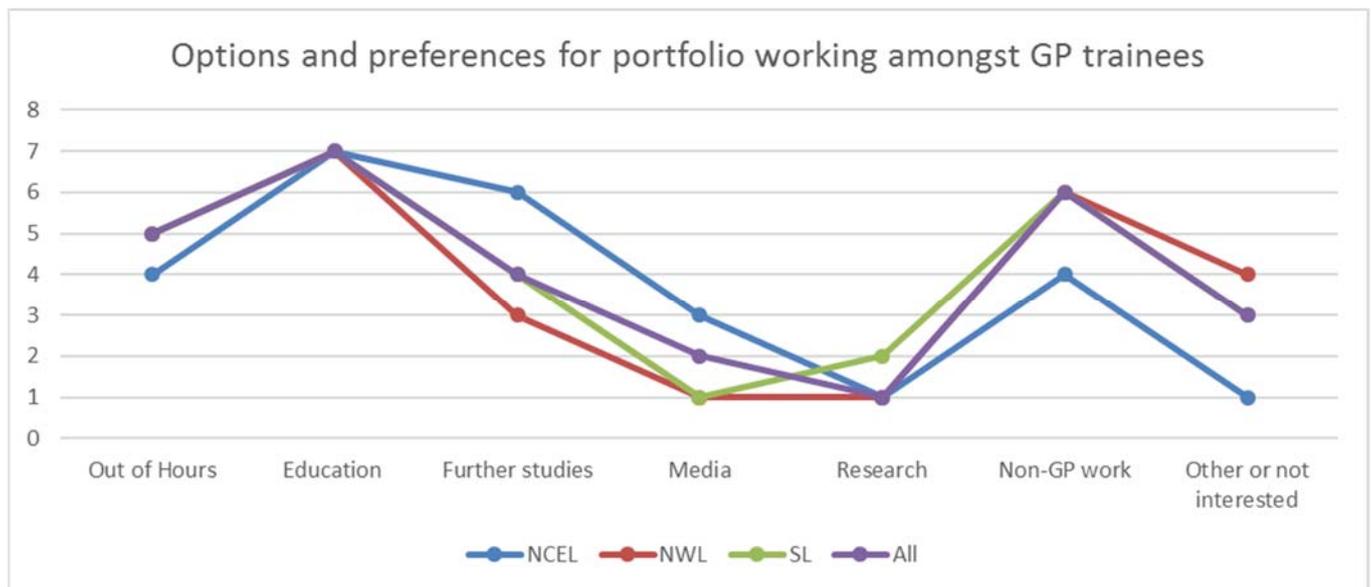
Portfolio working

93% of the respondents (54/58) stated that they would be interested in portfolio working; ie they would like to have an additional role. The most frequently stated preference (72%) was to be involved in education and teaching (see figure 5). This is the most popular response for all LETBs.

Non-GP work was the second preference for NWL and SL trainees whilst NCEL trainees were keen to pursue further studies. Out of hours work featured highly for most of the trainees, whilst interest in research or media work was low on the list of priorities.

Of those who selected other areas of work, these included: family planning, sexual health, urgent care, sports, dermatology, aviation medicine, minor operations, aesthetics, migrant health and palliative medicine.

Figure 5 – Portfolio preferences by LETB



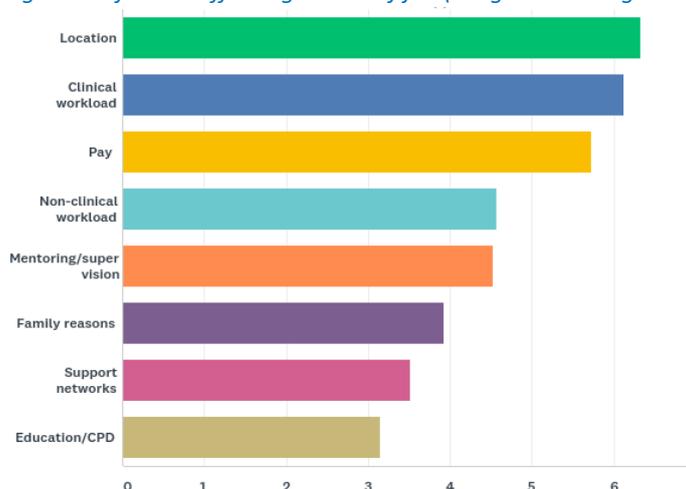
Where do you intend to look for your new role?

The results show that there is a good retention of newly qualified GPs in their GP scheme of training - 53% stated that they would like to work in the area where they trained. Altogether 80% of trainees stated a preference for staying in the greater London area. Four respondents (7%) stated their intention to look for work outside the UK.

When asked about the factors affecting their choice of job (figure 6), respondents cited location as the most important factor followed by clinical workload. Pay is the third most important factor.

Education and Continuing Professional Development was the factor given least importance.

Figure 6 – factors affecting choice of job (weighted averages in rank order)



Where do you expect to be working in 3 years/5 years?

Three years after completing their training 61% of the respondents expected to still be working in the Greater London area (table 4) with 28% stating a preference to be in the same area that they trained. 9% of the respondents did not expect to be in a GP role in any location.

Table 4 – Distribution of trainees (%) after 3 years based on first preferences

	Working in General Practice in the area that I trained	Working in General Practice in Greater London	Working in General Practice outside London	Working in Health in a non-GP role	Not working in General Practice or Health
NCEL	35	45	20	0	0
NWL	35	18	35	0	12
SL	15	35	35	5	10
All	28	33	30	2	7

Five years on from their training and most respondents (58%) do not expect to be working as a GP in the greater London area (table 5); 39% anticipate working as a GP outside the greater London area while 19% do not expect to be working as a GP in any location.

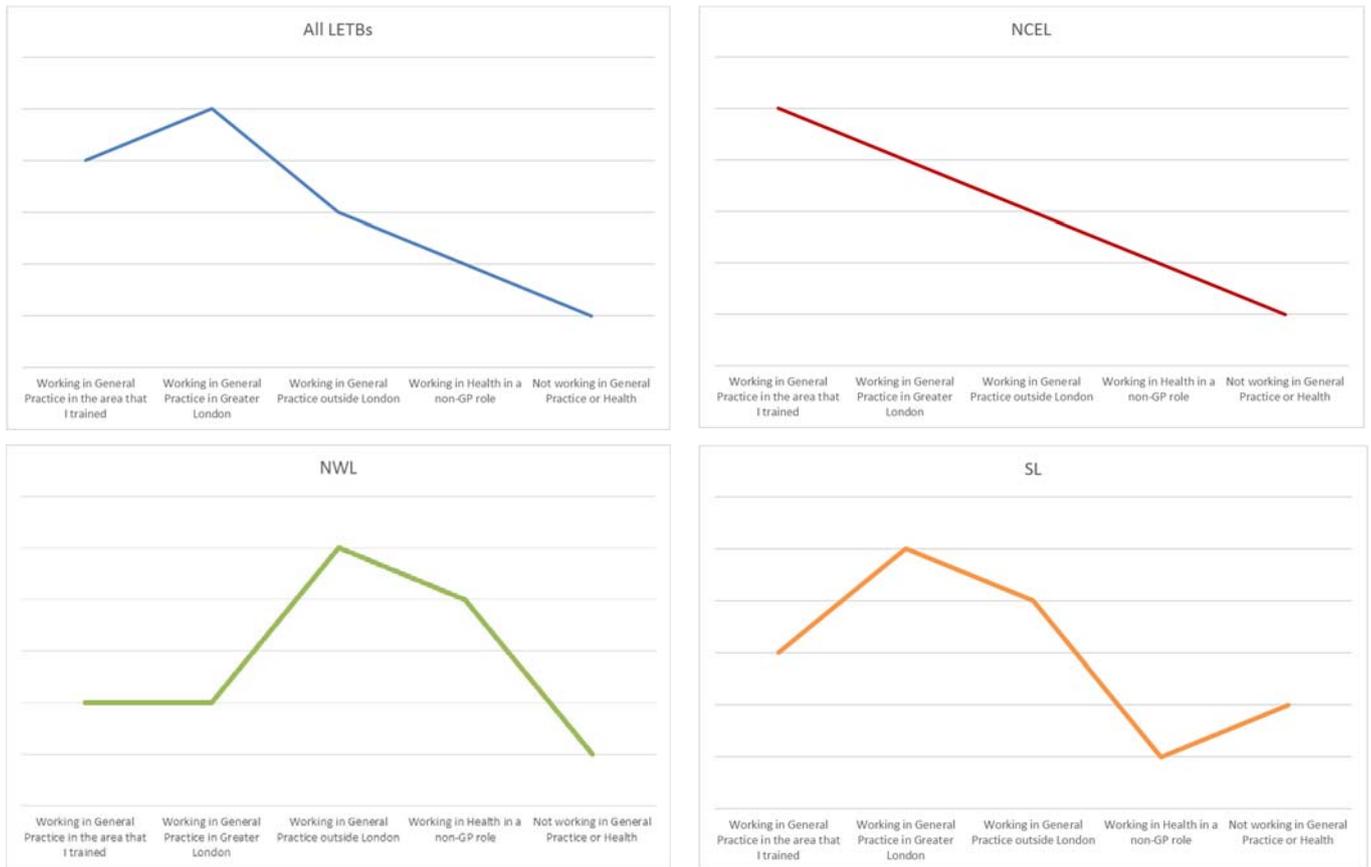
Table 5 – Distribution of trainees (%) after 5 years based on first preferences

	Working in General Practice in the area that I trained	Working in General Practice in Greater London	Working in General Practice outside London	Working in Health in a non-GP role	Not working in General Practice or Health
NCEL	25	35	30	5	5
NWL	12	12	41	12	24
SL	10	30	45	5	10
All	16	26	39	7	12

The responses from the different LETBs revealed unique patterns (figure 7) which might be characterised as follows:

- NCEL trainees – most likely to stay in the area they trained
- NWL trainees – most likely to leave London
- SL trainees – most likely to stay in London but not wedded to their training area

Figure 7 – Where trainees intend to be five years after completing their training (ranking of all preferences)



Other GP trainee surveys

Table 6 shows the results of other GP trainee surveys and how they compare with this current survey.

It is clear from these comparative data that the greater proportion of trainees aspire to work as a salaried or locum GP; 84% for our current survey and averaging 76% for all the surveys that asked this question.

This current survey's finding that trainees wish to work between 5 and 7 sessions is consistent with the Pulse survey findings of 5.5 sessions.

A number of common themes emerge as factors affecting career choice.

1. Location was the most commonly cited criteria in the current study and was consistent with the previous HEENWL survey in 2014. Further work will be necessary to understand exactly what factors influence the choice of location and why this changes over time; they may include accommodation and travel costs, quality of life, partner's choices, family friendly facilities, the trainee's original locations, etc.
2. The clinical workload factor is echoed by other studies citing work-life balance, flexibility and portfolio working as key factors influencing career choice. All these factors are clearly linked to how many sessions trainees feel prepared to commit to working in general practice and why full-time working is low on the trainee's list of priorities (16% of our respondents).
3. Finally pay is a frequently recurring theme as well and is likely to be linked to be linked to location and job choices in a complex way; for example, trainees may calculate that working as a locum will give a high rate of pay for a high degree of autonomy and flexibility.

Table 6 - Comparative findings from other surveys

	HEE London 2017	HEE NWL 2014	Pulse Aug '17	Pulse Aug '17	Wessex LMC Aug '14	University of Warwick '15
Responses (n.)	58	18	310	280		178
GP partner (%)	4%	n/a	4%	n/a	15%	4%
Salaried GP (%)	47%	53%	} 67%	n/a	} 77%	34%
Locum GP (%)	37%	41%		n/a		23%
Career choice criteria	1. Location, 2. Clinical Workload, 3. Pay	1. Pay, 2. Location, 3. Education opportunities	n/a	1. Work-life balance 2. Flexibility 3. Portfolio working	1. Good team work, 2. Pay, 3. Work-life balance	1. Workload
Sessions (n.)	5-7	n/a	n/a	5.5	n/a	n/a
Prefer to stay in training area (%)	53%	76%	n/a	n/a	n/a	n/a

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Trainee demographics, GP specialty, ST3

Source: Intrepid data warehouse, accessed 23 August 2017.

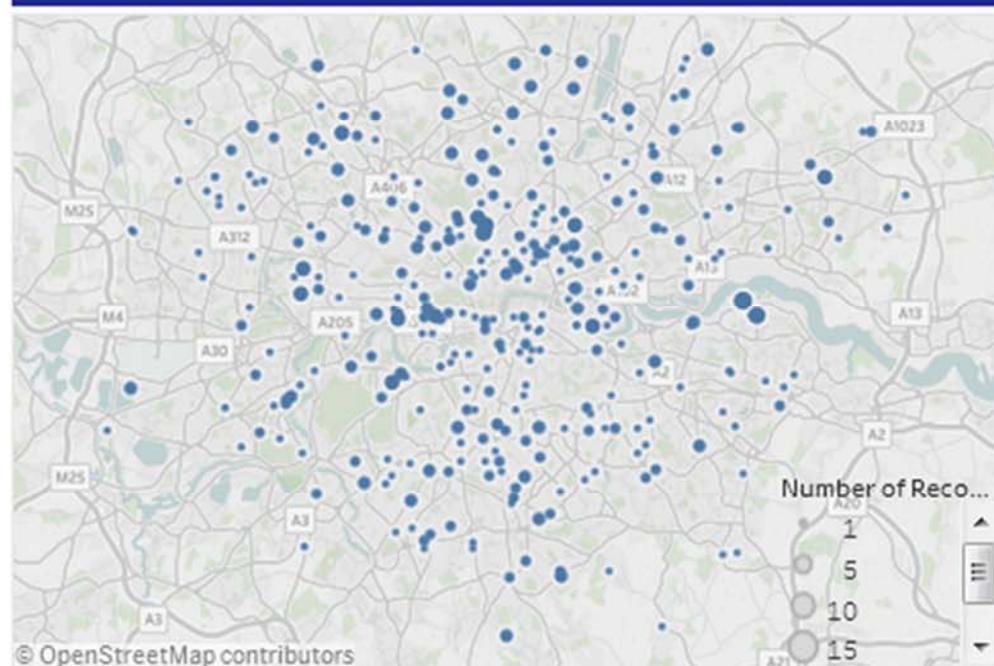
Trainee Demographics **Trainee Demographics Detail**

London and South East Informatics NHS Health Education England

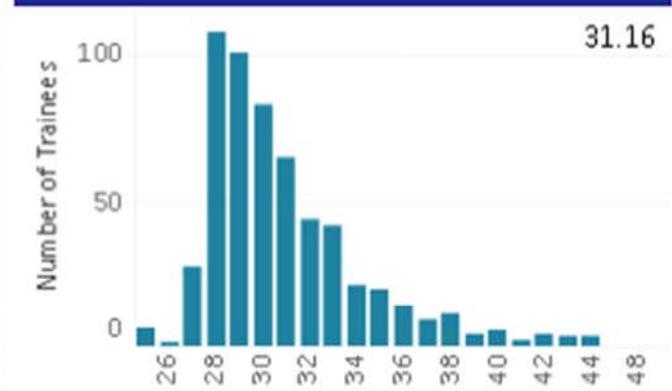
Trainee Demographics

Data Source: Intrepid Data Warehouse, refreshed daily.

Current Site Locations of Trainees



Age Distribution Average Age



Region: (Multiple values)

Primary Specialty: General practice

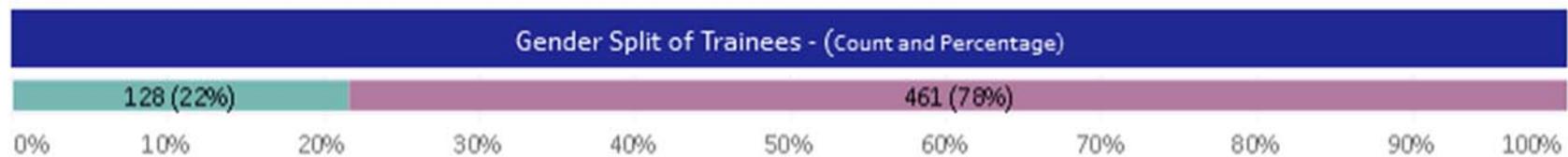
Gender: (Multiple values)

Grade: ST3

Trust: (All)

Programme Status of Trainees

Programme Status	Trainee Count	% of Total
In Programme	582.0	98.81%
Out of Post/Programme	7.0	1.19%



Gender

- Female
- Male