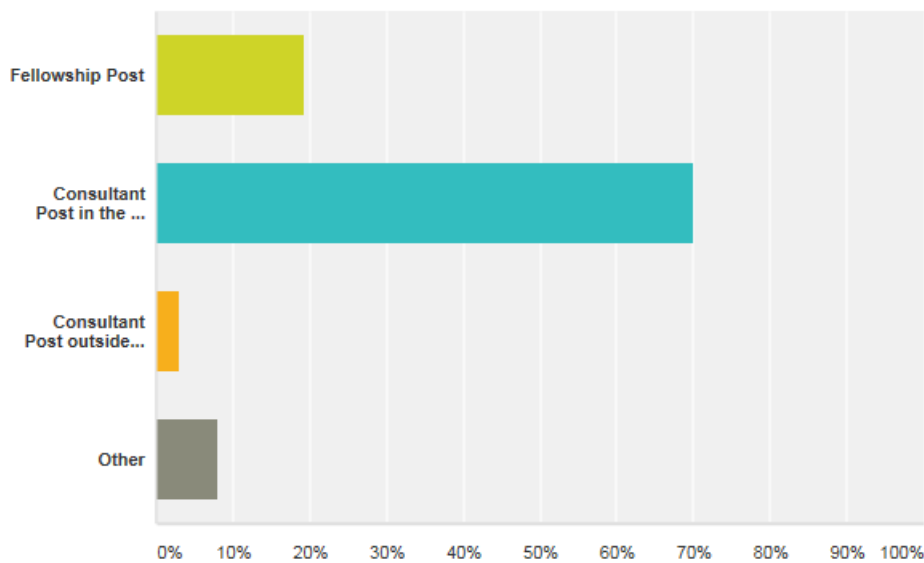


CCT Choices – Where Are You Now? Class of 2012, 2013, 2014, 2015

What was your first appointment following a CCT? (please note if period of grace used, please answer re: first post beyond)

Answered: 1,099 Skipped: 1

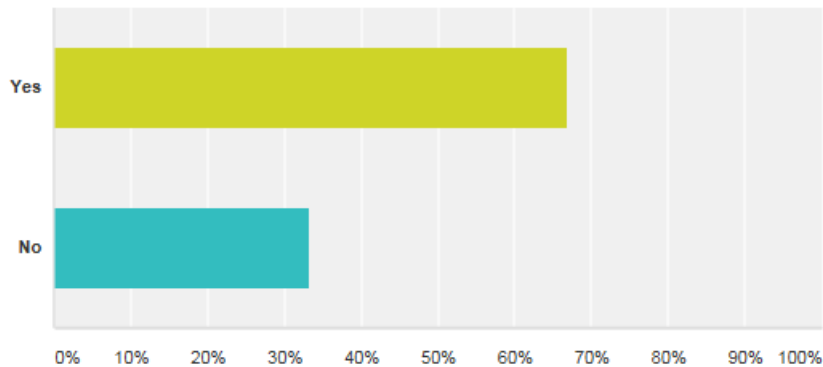


Answer Choices	Responses
Fellowship Post	19.20% 211
Consultant Post in the UK (e.g sub -specialty interest, numbers of PAs/DCC/SPA)	69.88% 768
Consultant Post outside of the UK (reasons for moving abroad)	3.00% 33
Other	7.92% 87
Total	1,099

The graph above shows that up to 70% of CCTs holders obtained a consultant post within the UK as their first appointment following a CCT and that only 3% obtained a consultant post outside of the UK. Many went from their first appointment as a locum to accepting a substantive consultant post which they are currently doing.

Is your current post in the same Country/Region as where you undertook your CCT training? (e.g London, North West, West Midlands)

Answered: 1,092 Skipped: 8



Answer Choices	Responses
Yes	66.85% 730
No	33.15% 362
Total	1,092

66.8% of consultants took up a post in the same region/Country they undertook their training. When asked why they chose to stay, these were some of the main reasons given;

- Friends, family and familiarity
- Healthy work/life balance
- Good location
- Children already settled in school
- Simply Happy

One consultants response to the question was, 'my entire life is here..' From trainee level they have spent a long time in the region in which they have built relationships with people in and out of work, so much so that familiarity of surroundings and people they know is something that determines where they choose to work.

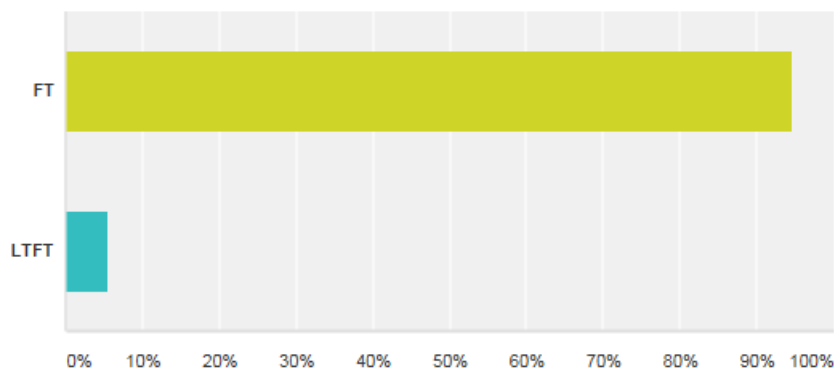
For those who had moved away from where they undertook their training the reason for leaving was the same for those who had stayed. Family was also a priority, for example moving back to the region or country their family are from. Other reasons for moving away were;

- Better quality of life abroad
- Poor working conditions within the NHS and low morale
- Wanted a change in relocation
- More opportunity to develop career
- Spouse from abroad
- Personal reasons

There were also many who trained in London and following their CCT, moved away due to high living costs.

Do you work Full Time or Less Than Full Time? Explanatory note (In this survey FT is defined as more than 10 PAs/SPAs and a total of 10 PAs/SPAs and LTFT is defined as less than 10 PAs/SPAs per week)

Answered: 1,083 Skipped: 17

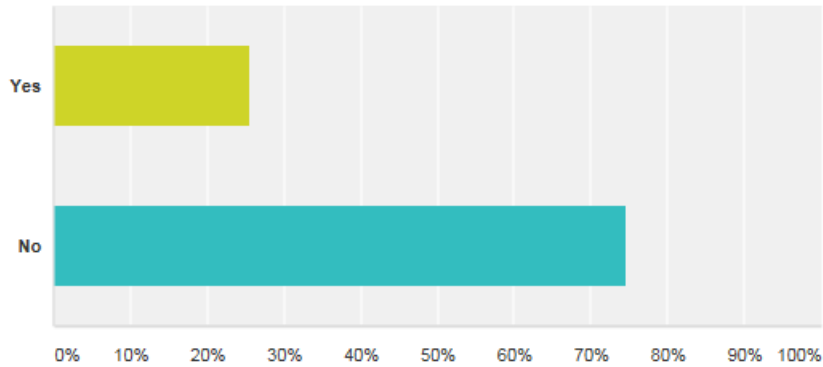


Answer Choices	Responses
FT	94.64% 1,025
LTFT	5.36% 58
Total	1,083

94.6% of consultants in the 2012-2015 cohorts are working full time while just 5.3% work less than Full time. This reflects the working patterns of the consultant body across this cohort. It also shows that those who trained LTFT went onto work FT after training. In the graph below 74.4% of LTFT consultants did not do their training at LTFT.

If you are working Less Than Full Time, did you also work LTFT before obtaining your CCT?

Answered: 180 Skipped: 920



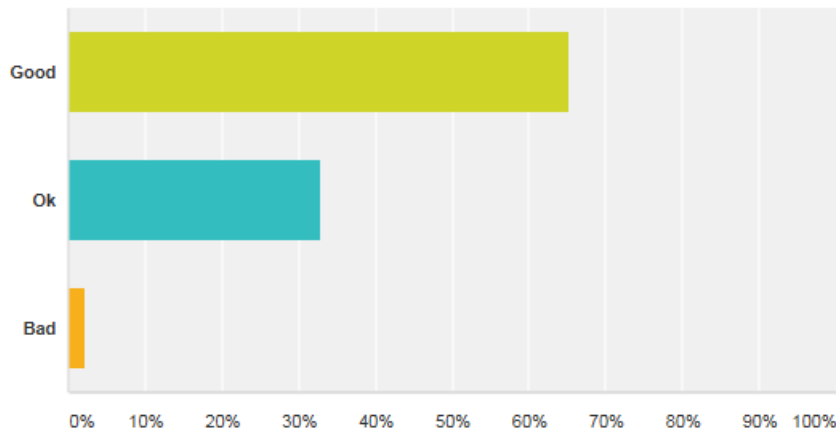
Answer Choices	Responses
Yes	25.56% 46
No	74.44% 134
Total	180

In the survey we asked if there are any factors that make your current job unattractive? These are the most commonly cited responses;

- Trust financial pressures
- The uncertainty over future of NHS/low morale
- Long commute
- Short staffed
- Heavy workload
- Political climate

If you are a consultant how did you find the transition from trainee to consultant?

Answered: 1,034 Skipped: 66



Answer Choices	Responses
Good	65.18% 674
Ok	32.69% 338
Bad	2.13% 22
Total	1,034

The majority (65.18%) found the transition from trainee to consultant good. However when asked if there is anything the College could have done to support the transition there were many interesting comments;

- Information/guidance on what you have to do as a consultant
- College can provide a survival guide
- Very little guidance on newly appointed consultants
- College to have events online for final year trainees
- Apparently local events/courses exist- maybe college should encourage it
- Allocating consultant as a mentor
- Maybe 'becoming a consultant' booklet
- Encourage Leadership and management days

From the comments I understand that there are local courses on the transition from trainee to consultant in some trusts and the AAGBI also run a course of such. Although from the comments there was a keenness for College to run a course or provide some sort of guidance.

Ms Afsana Choudhury
February 2016 (Survey undertaken December 2015 to February 2016)