



Royal College of
General Practitioners

Survey of ST3 AiT Members: Snapshot into GP jobs and visa issues - Topline Tables

UK-wide Member survey from 25 July 2024 to 8 August 2024

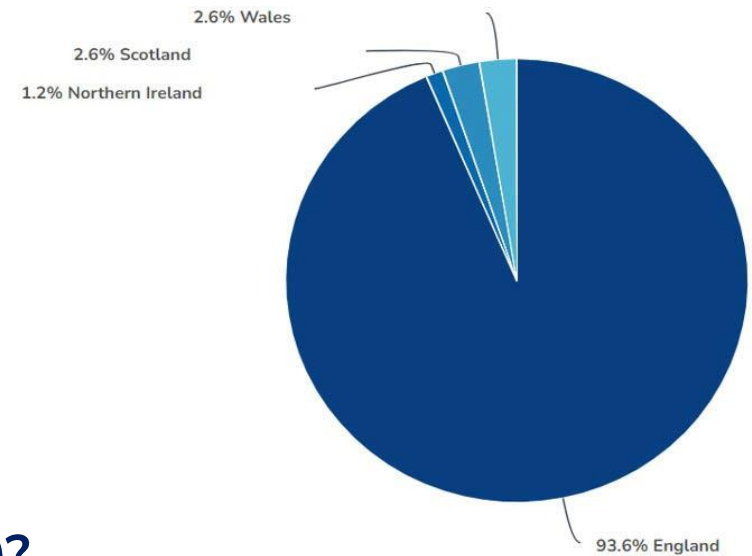
Overview

- Pre-selected sample of 1381 Associates in Training at GPST3 level who had been recommended for CCT and had a training completion date between 25 July and 25 September 2024, across the UK.
- Online survey using Alchemer platform.
- 493 responses; 381 were complete and 112 were partial, giving a completion rate of 77.3% and a total response rate 27.6% of the 1381 invited to participate. Partial responses are included in our analysis.
- Relevant response rates and calculations for each result are set out. Some of the results displayed have a low response rate (>100) and should be treated with caution.
- For the purposes of this survey, questions relating to GP roles/work in the UK refers to working clinically as a GP within NHS general practice only.

Topline tables

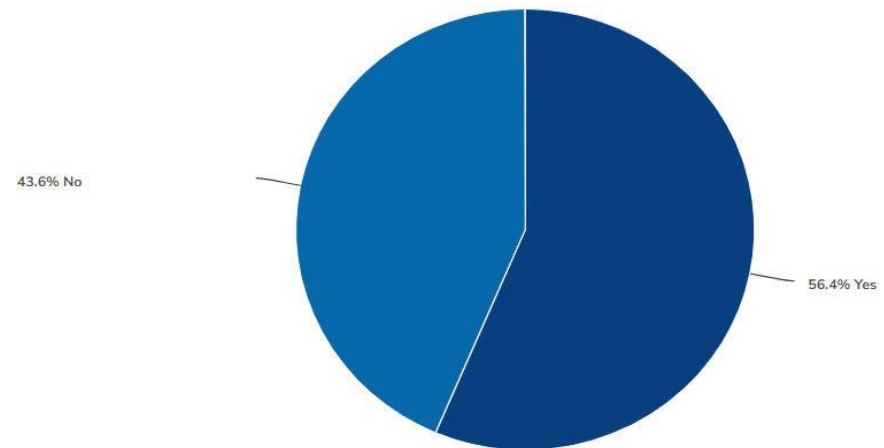
Where have you been undertaking your training?

| Value | Percent* | Responses |
|------------------|----------|-------------|
| England | 94% | 397 |
| Northern Ireland | 1% | 5 |
| Scotland | 3% | 11 |
| Wales | 3% | 11 |
| | | Totals: 424 |



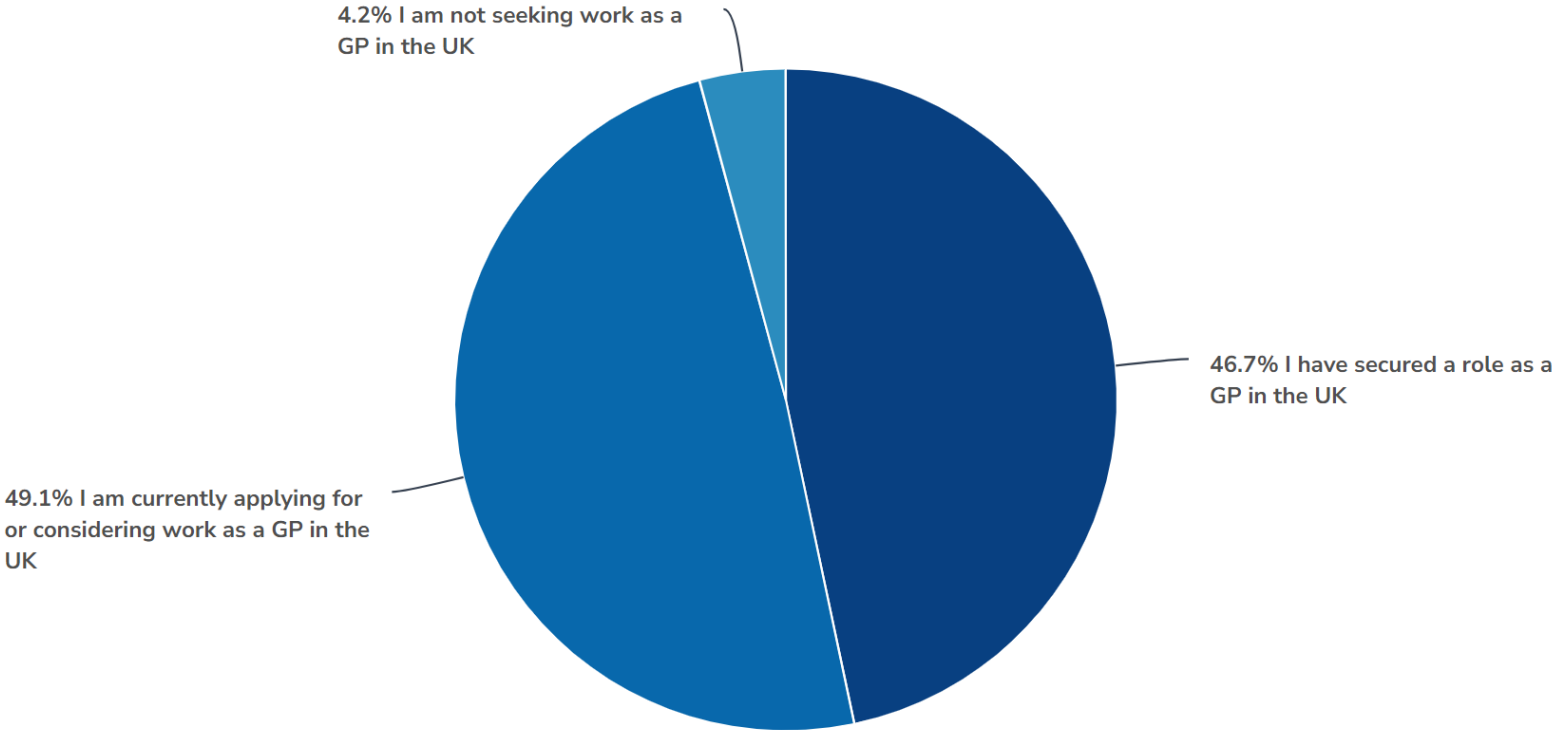
Are you an international medical graduate (IMG)?

| Value | Percent* | Responses |
|-------|----------|-------------|
| Yes | 56% | 239 |
| No | 44% | 185 |
| | | Totals: 424 |



*Percentages rounded to nearest whole number

What are your plans post qualification? *



| Value | Percent* | Responses |
|---|----------|-------------|
| I have secured a role as a GP in the UK | 47% | 198 |
| I am currently applying for or considering work as a GP in the UK | 49% | 208 |
| I am not seeking work as a GP in the UK | 4% | 18 |
| | | Totals: 424 |

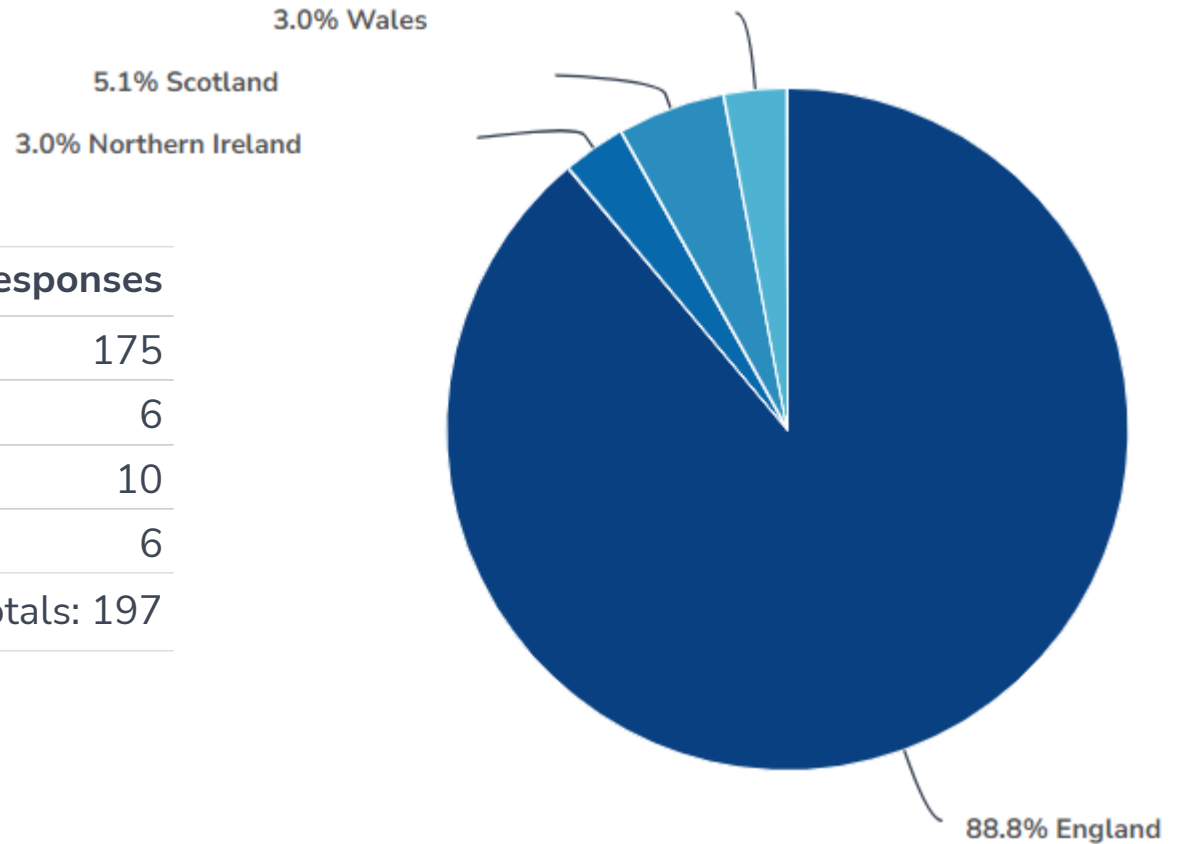
For the purposes of this survey, GP roles/work in the UK refers to working clinically as a GP within NHS general practice only*

*Percentages rounded to nearest whole number

**Of the respondents who said they have secured a role as a GP in the UK:
(47%, or 198 of 424 respondents)**

You have said you have secured a role as a GP in the UK, where is this located?
(n=197)

| Value | Percent* | Responses |
|------------------|----------|-------------|
| England | 89% | 175 |
| Northern Ireland | 3% | 6 |
| Scotland | 5% | 10 |
| Wales | 3% | 6 |
| | | Totals: 197 |

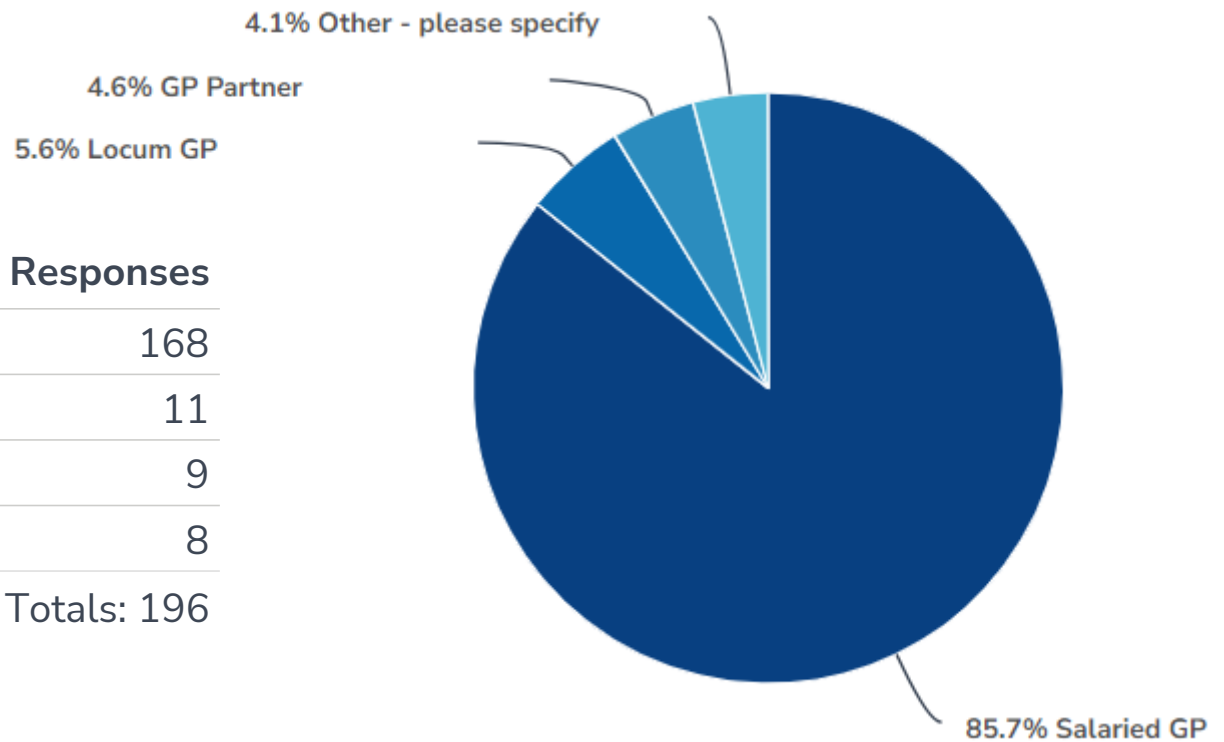


*Percentages rounded to nearest whole number

**Of the respondents who said they have secured a role as a GP in the UK:
(47%, or 198 of 424 respondents)**

What type of GP clinical role is this?
(n=196)

| Value | Percent* | Responses |
|-------------|----------|-----------|
| Salaried GP | 86% | 168 |
| Locum GP | 6% | 11 |
| GP Partner | 5% | 9 |
| Other | 4% | 8 |
| Totals: 196 | | |



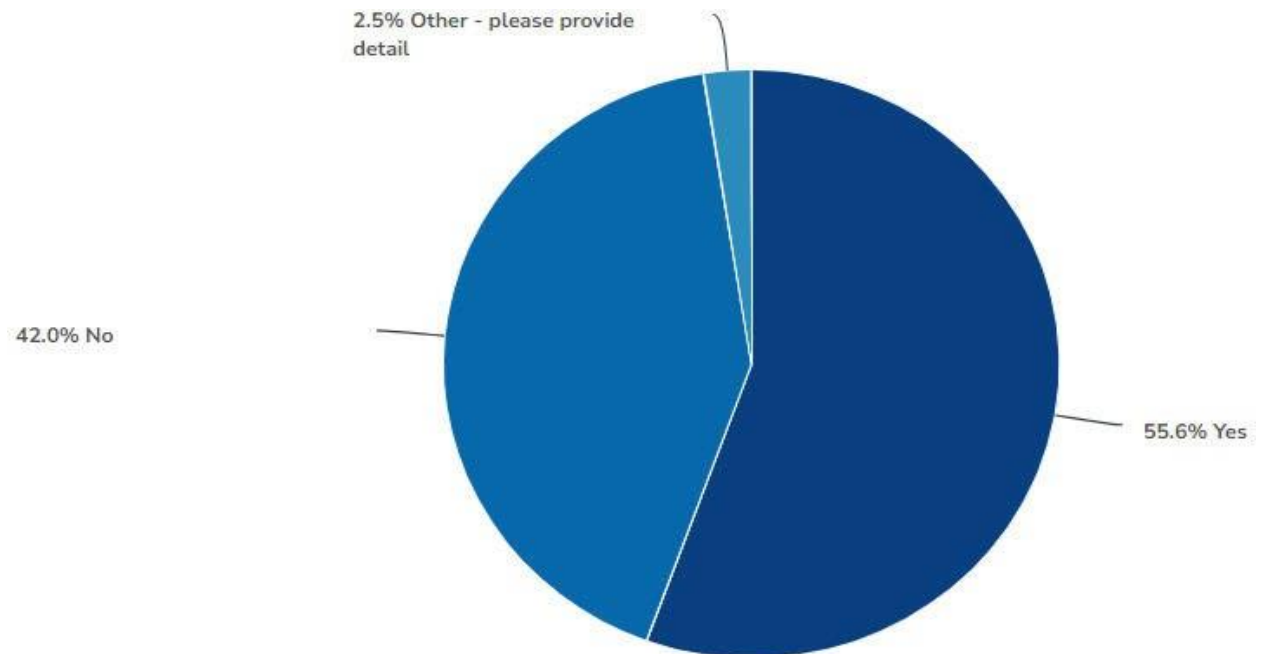
*Percentages rounded to nearest whole number

**Of the respondents who said they have secured a role as a GP in the UK:
(47%, or 198 of 424 respondents)**

Did you need your new employer to sponsor your visa so that you could work as a GP in the UK?
(n=81)

| Value | Percent* | Responses |
|-------|----------|-----------|
| Yes | 56% | 45 |
| No | 42% | 34 |
| Other | 3% | 2 |

Totals: 81



(Applicable to those who answered '***I have secured a role as a GP in the UK***' to question #7 "What are your plans post qualification?", AND '**yes**' to question #6 "Are you an international medical graduate?")

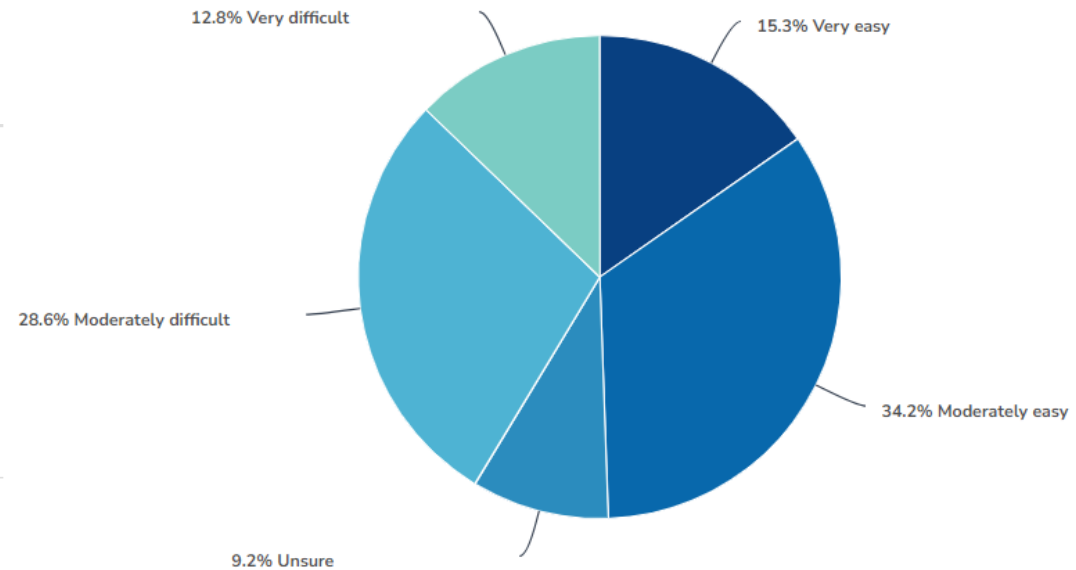
*Percentages rounded to nearest whole number

**Of the respondents who said they have secured a role as a GP in the UK:
(47%, or 198 of 424 respondents)**

How easy or difficult was the process of securing a role as a GP in the UK?
(n=196)

| Value | Percent* | Responses |
|----------------------|----------|-----------|
| Very easy | 15% | 30 |
| Moderately easy | 34% | 67 |
| Unsure | 9% | 18 |
| Moderately difficult | 29% | 56 |
| Very difficult | 13% | 25 |

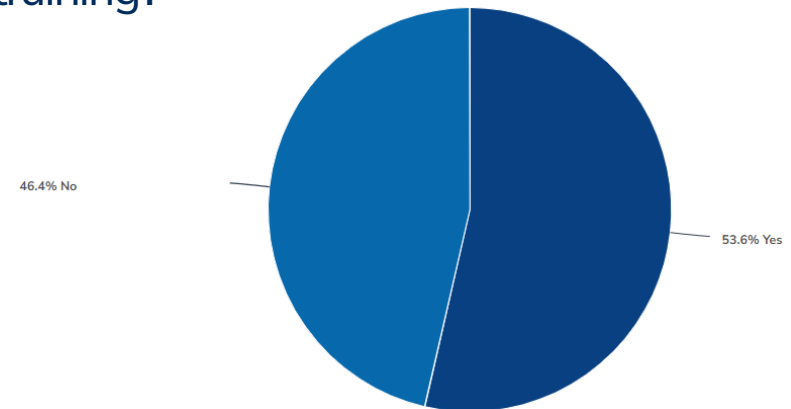
Totals: 196



Is this role at a practice you worked for during your training?
(n=196)

| Value | Percent* | Responses |
|-------|----------|-----------|
| Yes | 54% | 105 |
| No | 46% | 91 |

Totals: 196



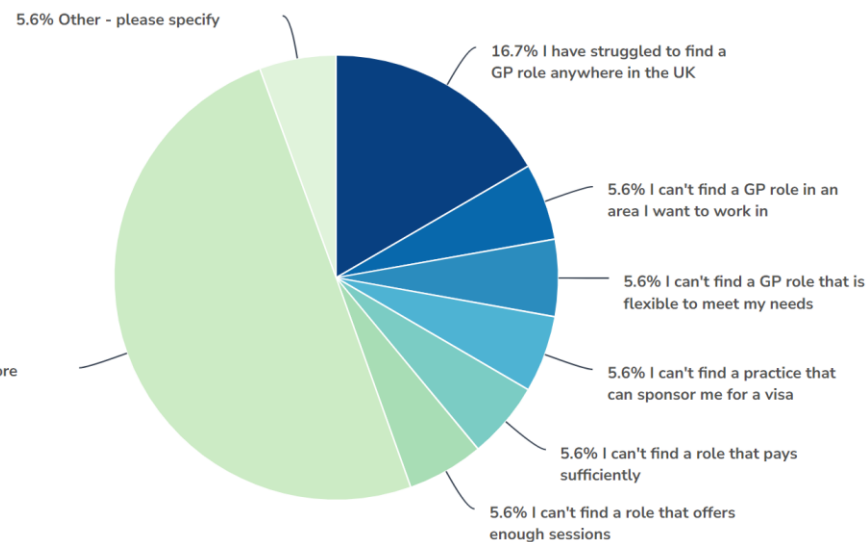
*Percentages rounded to nearest whole number

Of the respondents who said they are not seeking work a GP in the UK: (4%, or 18 of 424 respondents)

Why have you decided not to seek work as a GP in the UK? (tick all that apply)

| Value | Percent* | Responses |
|--|----------|-----------|
| I have struggled to find a GP role anywhere in the UK | 17% | 3 |
| I can't find a GP role in an area I want to work in | 6% | 1 |
| I can't find a GP role that is flexible to meet my needs | 6% | 1 |
| I can't find a practice that can sponsor me for a visa | 6% | 1 |
| I can't find a role that pays sufficiently | 6% | 1 |
| I can't find a role that offers enough sessions | 6% | 1 |
| Other roles are more attractive | 50% | 9 |
| Other specified: 'taking a break from medicine' | 6% | 1 |

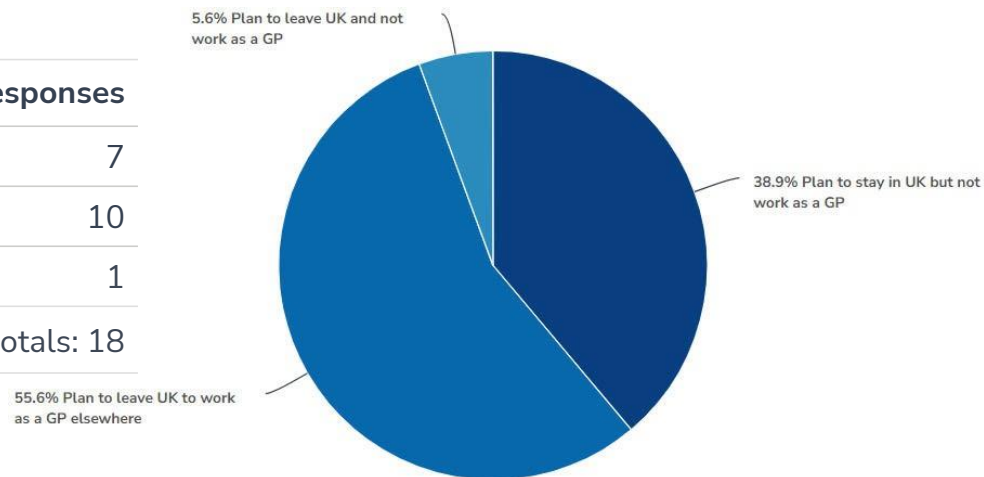
Totals: 18



Please tell us what you plan to do instead of seeking work as a GP in the UK?

| Value | Percent* | Responses |
|--|----------|-----------|
| Plan to stay in UK but not work as a GP | 39% | 7 |
| Plan to leave UK to work as a GP elsewhere | 56% | 10 |
| Plan to leave UK and not work as a GP | 6% | 1 |

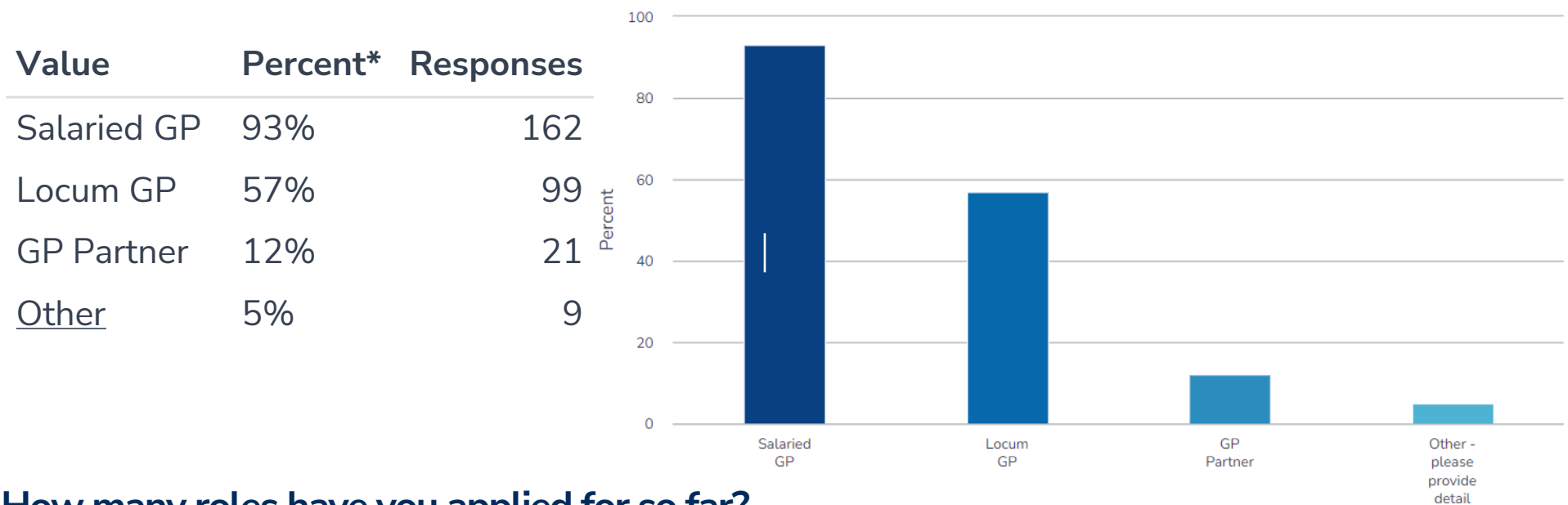
Totals: 18



*Percentages rounded to nearest whole number

**Of the respondents who said they are currently applying for or considering work as a GP in the UK:
(49%, or 208 of 424 respondents)**

You have said that you are currently applying for or considering work as a GP in the UK, what type(s) of GP clinical roles are you looking for? (Tick all that apply)



**How many roles have you applied for so far?
(n=173)**

Average number of roles applied to per individual: 13.8 (StdDev 25.3)

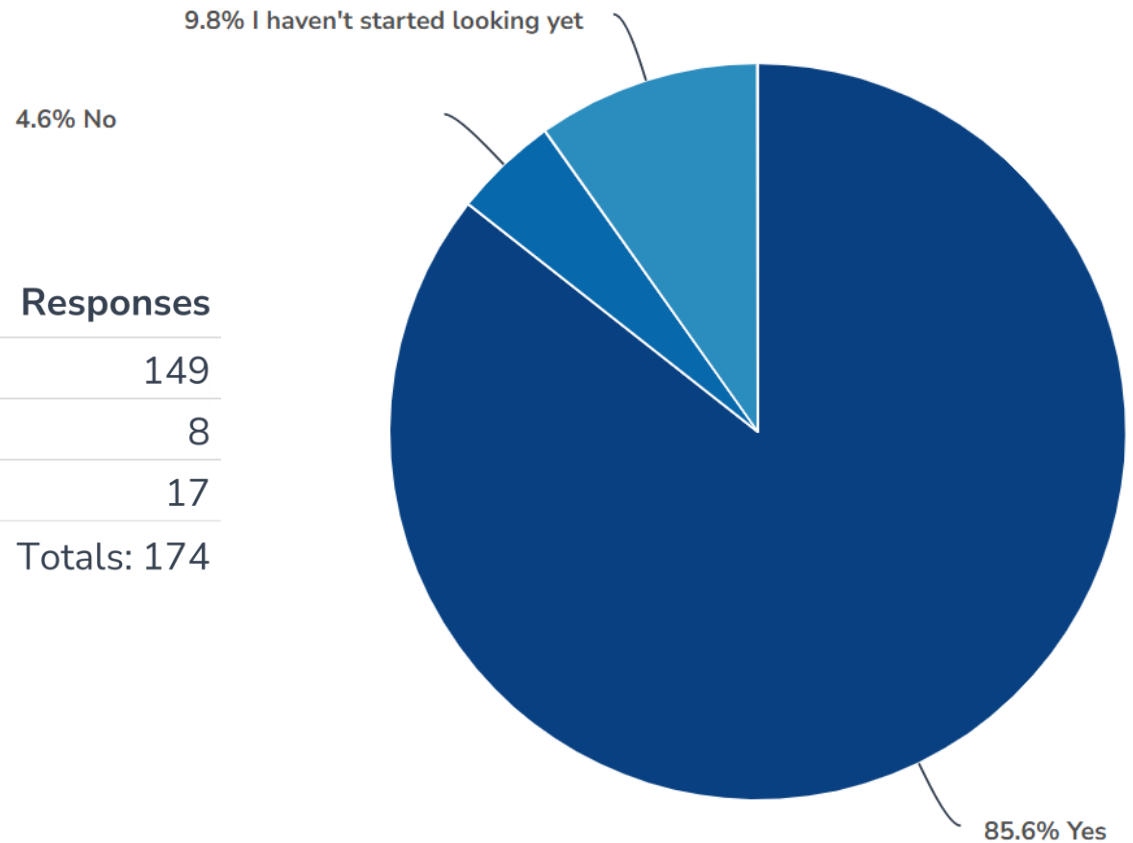
Range of number of roles applied to per individual: minimum of 0, maximum of 220

*Percentages rounded to nearest whole number

**Of the respondents who said they are currently applying for or considering work as a GP in the UK:
(49%, or 208 of 424 respondents)**

Have you struggled to find an appropriate role?
(n=173)

| Value | Percent* | Responses |
|-------------------------------|----------|-----------|
| Yes | 86% | 149 |
| No | 5% | 8 |
| I haven't started looking yet | 10% | 17 |
| Totals: 174 | | |



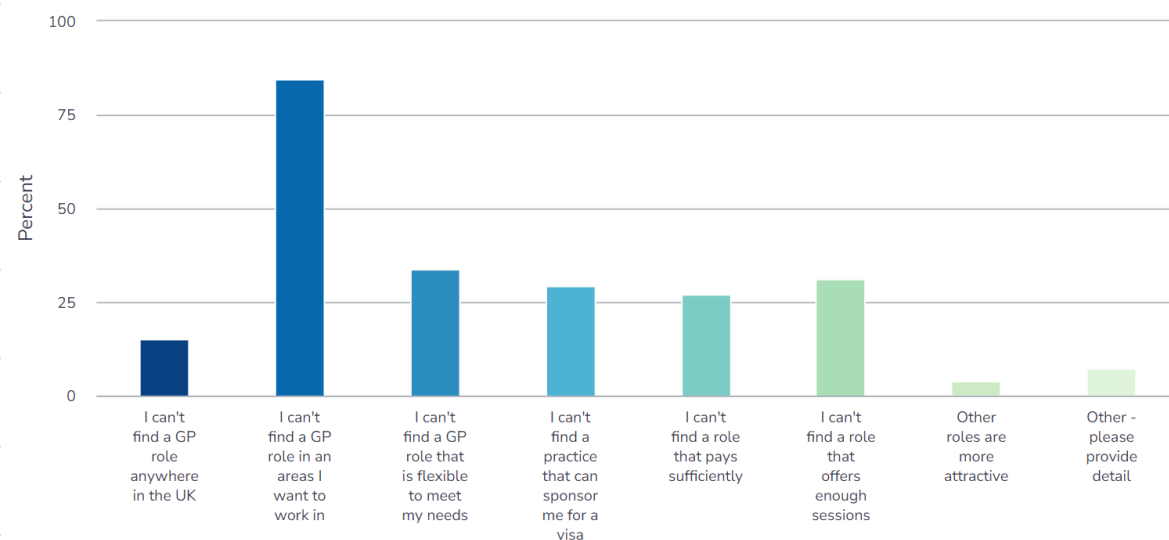
*Percentages rounded to nearest whole number

Of the respondents who said they are currently applying for or considering work as a GP in the UK: (49%, or 208 of 424 respondents)

Why have you struggled to find an appropriate role? (Tick all that apply)
(n=150)

| Value | Percent* | Responses |
|--|----------|-----------|
| I can't find a GP role anywhere in the UK | 15% | 23 |
| I can't find a GP role in an areas I want to work in | 85% | 127 |
| I can't find a GP role that is flexible to meet my needs | 34% | 51 |
| I can't find a practice that can sponsor me for a visa | 29% | 44 |
| I can't find a role that pays sufficiently | 27% | 41 |
| I can't find a role that offers enough sessions | 31% | 47 |
| Other roles are more attractive | 4% | 6 |
| Other - please provide detail | 7% | 11 |

Total Responses: 150

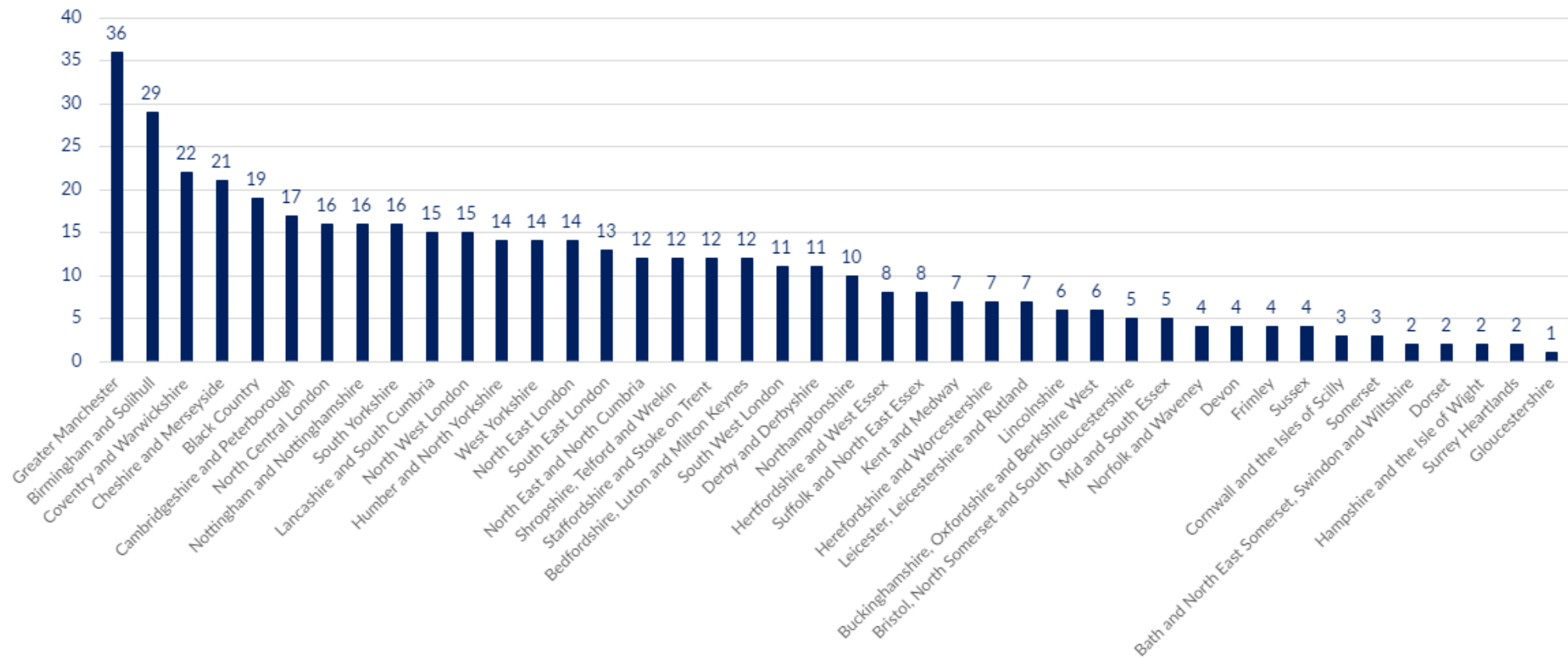


*Percentages rounded to nearest whole number

RCGP Analysis of job seeking by ICS Region in England

In England, those recently recommended for CCT are seeking employment opportunities across multiple ICS regions (average of 2.7 per GPST3 respondent).

Of those respondents who said they have struggled to find an appropriate role, what ICS region(s) in England have they been looking for work in? (n=168)

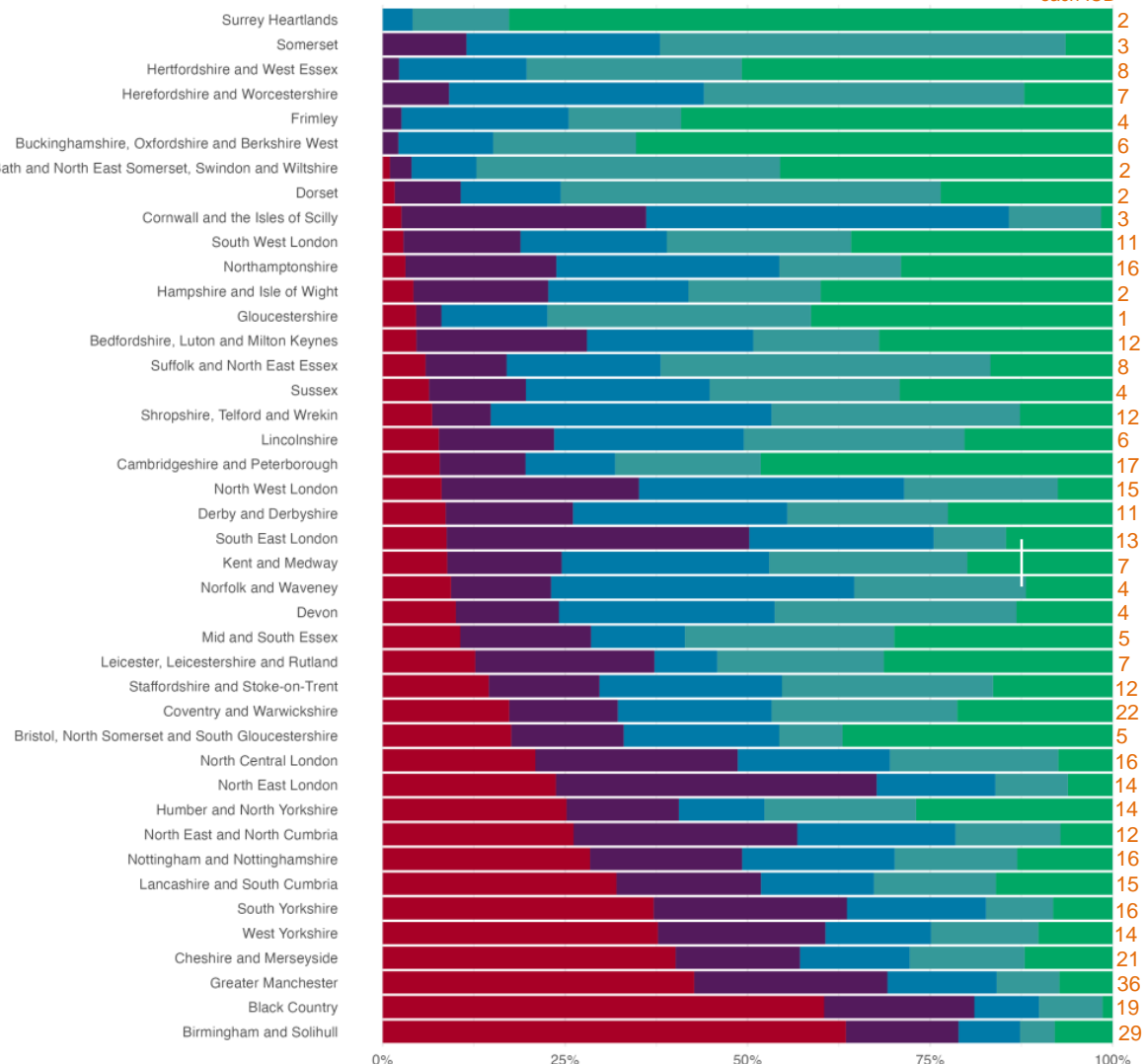


(Respondents could select multiple options, total = 447 selected by 168 individuals)

Health Equity Evidence Centre Analysis: Which ICBs have the highest concentration of GP surgeries in socio-economically disadvantaged areas? (2022)

Percentage of practices in each IMD decile

Number of RCGP survey respondents who struggled to find an appropriate role, seeking work in each ICB



IMD quintile Q1 (least deprived) Q2 Q3 Q4 Q5 (most deprived)

Source: Health Equity Evidence Centre (2022) <https://www.heec.co.uk/component-library/data/>

The Health Equity Evidence Centre's 2022 analysis of ICB regions by highest concentration of GP surgeries in socio-economically disadvantaged areas, compared alongside RCGP analysis of GPST3 job seeking by ISC region shows an overlapping trend. The regions with a higher percentage of practices in areas of greater deprivation are also likely to be areas of greater GPST3 job-seeking.

RCGP analysis of geographical distribution of our survey results is limited by the small sample size and no adjustment has been made for population size, but this may be useful to explore further as it may be indicative of fewer roles being available for GPs in areas of socioeconomic deprivation. Research from the Health Foundation in 2021 showed that after accounting for the increased workload associated with greater health needs in more deprived areas, GPs in deprived parts of England received 7% less funding per need-adjusted patient than GPs in affluent areas.

A 2024 RCGP Report on Health Inequalities draws links between GP workforce, funding and patient outcomes, and calls for a review of core GP funding formulas, such as Carr-Hill in England and Wales, to better match resources with needs. The report highlights that deprived parts of the UK are significantly under-doctored, with practices in areas with the highest levels of income deprivation having on average 300 more patients per fully qualified GP than practices with the lowest levels of income deprivation.

Source: RCGP (2024) Breaking the inverse care law in UK general practice <https://www.rcgp.org.uk/getmedia/be6b2aba-330f-4993-9d3f-63f09795c9b9/breaking-inverse-care-law-UK-general-practice.pdf>

Respondent's comments also highlight the impact of the GP employment pressures and wider issues on trainees' mental health and wellbeing:

- *"I feel completely broken and demoralised after my GPST3... The crisis is very real."*
- *"Training as a GP is regrettable considering current circumstances of job market."*
- *"This is a real source of stress and anxiety and is pushing me to consider leaving GP in the UK altogether."*
- *"This period has been the worse experience of my life."*
- *"It has been an incredibly sad journey filled with tears."*