



Results from the 2018 **NCHD Retention survey**

Forum of Irish Postgraduate Medical Training Bodies

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Research Question 1: To what extent have the following **training / working conditions** become better or worse since you began working as an NCHD in Ireland? **1126 responses**

Training conditions

- 1** *protected training time*
training supervision
mentoring supports
- 2** *costs of training*

752 trainees

4. 396 NTSDs

Working conditions

- staffing levels in workplace*
stress in working environment
bullying in the workplace
- 3** *non-core tasks*

3 years of MacCraith implementation

Research Question 2: What is your long term **career plan?** **1148 responses**

4 options: 520 (45%) *Remain in Ireland*
 196 (17%) *Go and Stay abroad*

399 (35%) *Go abroad and Return*
33 (3%) *Leave Medicine*

Training and working conditions



Perceptions of Training and Working Conditions: total

Item	Worse	Same	Better	New to Post	Total
Training costs in my specialty	492 (44%)	378 (34%)	79 (7%)	171 (15%)	1120
Protected training time	371 (33%)	395 (35%)	219 (20%)	136 (12%)	1121
Level of supervision of my training	223 (20%)	467 (42%)	295 (26%)	136 (12%)	1121
Mentoring supports within my training programme	231 (21%)	416 (37%)	324 (29%)	151 (13%)	1122
Non-core task allocation	322 (29%)	476 (43%)	223 (20%)	98 (9%)	1119
Level of stress in my working environment	520 (46%)	348 (31%)	178 (16%)	74 (7%)	1120
Level of bullying in the workplace	220 (20%)	542 (48%)	243 (22%)	115 (10%)	1120
Staffing levels in my workplace	518 (46%)	356 (32%)	168 (15%)	79 (7%)	1121

5 items with a normal distribution

3 (training costs, stress, staffing) skewed towards 'getting worse'

Protected Training

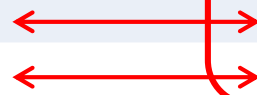
* Variable	Item	Worse	Same	Better	P-value
Sex (n=924)	Female	171 (33%)	205 (40%)	139 (27%)	0.0002
	Male	180 (44%)	160 (39%)	69 (17%)	
Under-graduate pathway (n=700)	Direct Entry Medicine	199 (38%)	196 (37%)	130 (25%)	0.0200
	Graduate Entry Medicine	62 (35%)	84 (48%)	29 (17%)	
Training status (n=983)	Trainee	238 (35%)	278 (40%)	171 (25%)	0.0019
	Non-trainee	132 (45%)	116 (39%)	48 (16%)	
Training grade (n=686)	Basic Specialist Training (BST)	107 (41%)	108 (41%)	46 (18%)	0.0008
	Higher Specialist Training (HST)	96 (34%)	108 (39%)	76 (27%)	
	Run-through Training	34 (23%)	63 (43%)	48 (33%)	
Specialty (n=980)	General practice	12 (14%)	32 (38%)	40 (48%)	<0.0001
	Surgery	90 (44%)	83 (40%)	32 (16%)	
	Medicine	199 (47%)	156 (37%)	64 (15%)	
	Anesthesiology	26 (23%)	60 (54%)	25 (23%)	
	Psychiatry	23 (25%)	35 (38%)	35 (38%)	
	Obstetrics & Gynaecology	17 (33%)	20 (39%)	14 (27%)	
	Radiology	4 (24%)	6 (35%)	7 (41%)	
	Other	4 (24%)	6 (35%)	7 (41%)	
Career intention (n=981)	Remain in Ireland	145 (34%)	169 (39%)	118 (27%)	<0.0001
	Go but return	116 (34%)	156 (45%)	74 (21%)	
	Go and not return	90 (52%)	60 (35%)	23 (13%)	
	Quit medicine	19 (63%)	7 (23%)	4 (13%)	
Migration timing (n=506)	Before specialist training	45 (52%)	35 (41%)	6 (7%)	0.0036
	During specialist training	44 (41%)	47 (44%)	16 (15%)	
	After specialist training	110 (35%)	131 (42%)	72 (23%)	

* More missing responses towards end of survey

red = > 40% reporting protected training 'getting worse'

Mentoring

* Variable	Item	Worse	Same	Better	P-value
Sex (n=909)	Female	116 (23%)	198 (39%)	192 (38%)	0.0065
	Male	102 (25%)	188 (47%)	113 (28%)	
Nationality (n=878)	Irish	141 (21%)	284 (43%)	232 (35%)	0.0055
	Non-Irish EEA	8 (16%)	28 (56%)	14 (28%)	
	Non-EEA	57 (33%)	65 (38%)	49 (29%)	
Under-graduate pathway (n=687)	Direct Entry Medicine	103 (20%)	223 (43%)	191 (37%)	0.0162
	Graduate Entry Medicine	48 (28%)	77 (45%)	45 (26%)	
Training status (n=969)	Trainee	149 (22%)	277 (41%)	249 (37%)	0.0015
	Non-trainee	82 (28%)	138 (47%)	74 (25%)	
Training grade (n=674)	Basic Specialist Training (BST)	86 (34%)	97 (38%)	73 (29%)	<0.0001
	Higher Specialist Training (HS)	40 (14%)	128 (46%)	110 (40%)	
	Run-through Training	22 (16%)	53 (38%)	65 (46%)	
Speciality (n=966)	General practice	8 (10%)	30 (36%)	45 (54%)	<0.0001
	Surgery	47 (23%)	95 (46%)	63 (31%)	
	Medicine	132 (32%)	177 (43%)	107 (26%)	
	Anesthesiology	12 (11%)	54 (50%)	42 (39%)	
	Psychiatry	16 (18%)	31 (35%)	42 (47%)	
	Obs & Gyn	12 (24%)	23 (46%)	15 (30%)	
	Radiology	3 (20%)	4 (27%)	8 (53%)	
Career intention (n=967)	Remain in Ireland	86 (20%)	171 (40%)	168 (40%)	<0.0001
	Go but return	51 (15%)	174 (51%)	114 (34%)	
	Go and not return	75 (43%)	60 (35%)	38 (22%)	
	Quit medicine	18 (60%)	8 (27%)	4 (13%)	



Respondents more likely to report **training conditions worse** V same (logistic regression)

Costs of training

Predictor	Group	Comparator	Odds-ratio	95% CI	p-value
Age*	>= 30 years	< 30	1.98	1.51 - 2.60	<0.001
Nationality*	Irish	Non-Irish EU/EEA	1.87	1.04 - 3.38	0.037
Nationality*	Irish	Non-EU/EEA	2.01	1.42 - 2.84	<0.001
Training status*	Trainee	Non-trainee	1.60	1.21 - 2.12	0.001
Training grade*	HST	BST	1.59	1.12 - 2.26	0.009
Specialty*	Psychiatry	General practice	2.66	1.42 - 4.98	0.002

Protected training

Predictor	Group	Comparator	Odds-ratio	95% CI	p-value
Sex*	Male	Female	1.58	1.21 - 2.07	0.001
Dependents	No	Yes	1.37	1.00 - 1.87	0.054
Training status*	Non-trainee	Trainee	1.52	1.15 - 2.00	0.003
Specialty*	Surgery	General practice	4.70	2.40 – 8.18	<0.001
Specialty*	Medicine	General practice	5.43	2.86 - 10.29	<0.001
Specialty*	Obs & Gyn	General practice	3.00	1.29 – 6.98	0.011

Types of respondents more likely to report **training conditions worse** (logistic regression)

Supervision

Predictor	Group	Comparator	Odds-ratio	95% CI	p-value
Nationality*	Non-EU/EEA	Irish	1.69	1.16 - 2.45	0.006
Training status*	Non-trainee	Trainee	1.59	1.16 - 2.17	0.004
Training grade*	BST	HST	3.31	2.14 - 5.12	0.000
Specialty*	Surgery	General practice	3.13	1.35 – 7.24	0.008
Specialty*	Medicine	General practice	5.15	2.31 - 11.47	<0.001
Specialty*	Obs & Gyn	General practice	3.30	1.20 – 9.04	0.021

Mentoring

Predictor	Group	Comparator	Odds-ratio	95% CI	p-value
Nationality*	Non-EU/EEA	Irish	1.83	1.27 - 2.65	0.001
Under-graduate pathway*	GEM	DEM	1.58	1.06 - 2.35	0.024
Training status	Non-trainee	Trainee	1.37	1.00 - 1.87	0.051
Training grade*	BST	HST	3.01	1.97 - 4.60	0.000
Specialty*	Surgery	General practice	2.70	1.26 - 6.20	0.012
Specialty*	Medicine	General practice	4.36	2.04 – 9.30	<0.001

Types of respondents more likely to report **working conditions worse** (logistic regression)

Non-core tasks

Predictor	Group	Comparator	Odds-ratio	95% CI	p-value
Marital status*	Single	Married/ Co-habiting	1.32	1.00 - 1.74	0.046

Stress levels

Predictor	Group	Comparator	Odds-ratio	95% CI	p-value
Nationality	Non-EU/EEA	Irish	1.37	0.99 - 1.90	0.055
Country of BMQ*	Non-EU/EEA	Irish	1.88	1.34 - 2.64	0.000
Speciality*	Surgery	General practice	2.13	1.26 - 3.60	0.005
Speciality*	Medicine	General practice	2.13	1.30 - 3.48	0.003
Speciality*	Obs & Gyn	General practice	2.73	1.37 - 5.47	0.005



Types of respondents more likely to report **working conditions worse** (logistic regression)

Bullying

Predictor	Group	Comparator	Odds-ratio	95% CI	p-value
Country of BMQ*	Non-Irish EU/EEA	Irish	1.88	1.21 - 2.91	0.005
Country of BMQ*	Non-EU/EEA	Irish	2.71	1.86 - 3.94	0.000
Training status*	Non-trainee	Trainee	2.09	1.54 - 2.85	0.000
Training grade*	Basic Specialist Training (BST)	Higher Specialist Training (HST)	1.64	1.04 - 2.58	0.032
Speciality*	Surgery	General practice	2.36	1.17 - 4.77	0.017

Staffing levels

Predictor	Group	Comparator	Odds-ratio	95% CI	p-value
Training grade*	Basic Specialist Training (BST)	Higher Specialist Training (HST)	1.55	1.11 - 2.16	0.010
Speciality*	Surgery	General practice	3.18	1.86 - 5.43	<0.001
Speciality*	Medicine	General practice	2.45	1.49 - 4.04	<0.001
Speciality*	Psychiatry	General practice	1.90	1.03 - 3.50	0.040



RCSI

MedTrack NCHD survey

Predictors significantly associated with reporting training and working conditions worse

Variable	Item	Costs of training	Protected training	Mentoring	Supervision	Stress levels	Staffing levels	Non-core tasks	Bullying
Age	< 30 years	X							
	>= 30 years								
Sex	Male		X						
	Female								
Nationality	Irish	X							
	Non-Irish EU/EEA								
	Non-EU/EEA			X	X	X			X
Country of BMQ	Irish	X							
	Non-Irish EU/EEA								X
	Non-EU/EEA			X	X	X			X
Undergrad path	DEM								
	GEM			X					
Training status	Trainee	X							
	Non-trainee		X	X	X				X
Training grade	BST			X	X		X		X
	HST	X							
	Run-through Training								
Specialty (v GP)	Surgery		X	X	X	X	X		X
	Medicine		X	X	X	X	X		
	Obs and Gynae		X		X	X			
	Psychiatry	X					X		

Career intentions (migration)

R.Q.2: Associations of **demographic** characteristics with **career intentions**

Variable	Value	Remain No. (%)	Go abroad and return No. (%)	Go and stay abroad No. (%)	Quit medicine No. (%)	TOTAL No. (100%)	P value
TOTAL		520 (45%)	399 (35%)	196 (17%)	33 (3%)	1148	<0.001
Age	< 30 years	150 (37%)	186 (46%)	51 (13%)	16 (4%)	403	<0.001*
	≥ 30 < 35	167 (42%)	140 (35%)	78 (20%)	14 (4%)	399	
	≥ 35 < 40	73 (54%)	29 (22%)	29 (22%)	3 (2%)	134	
	≥ 40	56 (72%)	10 (13%)	12 (15%)	0 (0%)	78	
Sex	Female	280 (48%)	218 (37%)	67 (11%)	21 (4%)	586	<0.001
	Male	192 (41%)	154 (33%)	111 (24%)	12 (3%)	469	
Marital status	Married/cohab	295 (49%)	176 (29%)	110 (18%)	24 (4%)	605	<0.001
	Single	182 (40%)	193 (43%)	69 (15%)	9 (2%)	453	
Dependents	Yes	142 (57%)	49 (20%)	51 (20%)	9 (4%)	251	<0.001
	No	331 (41%)	326 (40%)	129 (16%)	24 (3%)	810	
Nationality	Irish	328 (44%)	321 (43%)	78 (10%)	24 (3%)	751	< 0.001*
	Non-EU	91 (44%)	31 (15%)	78 (38%)	6 (3%)	206	
	Other EU	39 (63%)	9 (15%)	12 (19%)	2 (3%)	62	



Associations of **training** characteristics with **career intentions**

Variable	Value	Remain No. (%)	Go abroad and return No. (%)	Go and stay abroad No. (%)	Quit medicine No. (%)	TOTAL No. (100%)	P value
TOTAL		520 (45%)	399 (35%)	196 (17%)	33 (3%)	1148	<0.001
Undergraduate pathway	DEM GEM Not applicable	230 (40%) 102 (50%) 97 (49%)	270 (47%) 64 (31%) 38 (19%)	60 (10%) 36 (17%) 59 (30%)	19 (3%) 4 (2%) 3 (2%)	579 206 197	<0.001
Training status	Non Trainee Trainee	205 (52%) 315 (42%)	90 (23%) 309 (41%)	89 (22%) 107 (14%)	12 (3%) 21 (3%)	396 752	<0.001
Training grade	BST HST Run through	134 (44%) 120 (41%) 61 (39%)	112 (37%) 130 (45%) 67 (43%)	48 (16%) 38 (13%) 21 (14%)	12 (4%) 3 (1%) 6 (4%)	306 291 155	0.13*
Specialty	GP Surgery Medicine Anesthesiology Psychiatry	53 (63%) 120 (47%) 211 (43%) 41 (34%) 58 (53%)	20 (24%) 78 (30%) 184 (38%) 60 (49%) 22 (20%)	8 (10%) 48 (19%) 78 (16%) 19 (16%) 29 (26%)	3 (4%) 11 (4%) 16 (3%) 2 (2%) 1 (1%)	84 257 489 122 110	<0.001*

Associations of **training** and **working** experiences with **Remain V Leave Ireland**

Training and working experiences	Better No. (%)	Worse No. (%)	New to post No. (%)	Same No. (%)	TOTAL No. (100%)	P value
1. Training costs						
Remain Ireland	49 (10)	200 (39)	92 (18)	167 (33)	508	<0.001
Leave Ireland	28 (5)	272 (47)	73 (13)	203 (35)	576	
2. Protected training						
Remain Ireland	118 (23)	145(28)	77(15)	169(33)	509	<0.001
Leave Ireland	97 (17)	206(36)	57(10)	216(38)	576	
3. Supervision						
Remain Ireland	161 (32)	90 (18)	73 (14)	184 (36)	508	<0.001
Leave Ireland	130 (23)	118 (20)	61 (11)	268 (46)	577	
4. Mentoring supports						
Remain Ireland	168 (33)	86 (17)	84 (17)	171 (34)	509	<0.001
Leave Ireland	152 (26)	126 (22)	65 (11)	234 (41)	577	
5. Non-core tasks						
Remain Ireland	107 (21)	137 (27)	54 (11)	213 (42)	511	0.28
Leave Ireland	109 (19)	167 (29)	44 (8)	252 (44)	572	
6. Stress levels						
Remain Ireland	100 (20)	205 (40)	42 (8)	161 (32)	508	0.001
Leave Ireland	75 (13)	287 (50)	32 (6)	182 (32)	576	
7. Bullying						
Remain Ireland	126 (25)	81 (16)	63 (12)	238 (47)	508	0.007
Leave Ireland	111 (19)	124 (22)	51 (9)	290 (50)	576	
8. Staffing levels						
Remain Ireland	93 (18)	208 (41)	41 (8)	167 (33)	509	0.01
Leave Ireland	72 (12)	283 (49)	38 (7)	183 (32)	576	

Associations of **training** and **working** experiences with **Go + return** V **go + Not return**

Training and working experiences	Better No. (%)	Worse No. (%)	New to post No. (%)	Same No. (%)	TOTAL No. (100%)	P value
1. Training costs						
Go but Return	18 (5)	175 (45)	55 (14)	140 (36)	388	0.31
Go Not Return	10 (5)	97 (52)	18 (10)	63 (34)	188	
2. Protected training						
Go but Return	74(19)	116(30)	42(11)	156(40)	407	<0.001
Go Not Return	23(12)	90(48)	15(8)	60(32)	191	
3. Supervision						
Go but Return	90 (23)	57 (15)	47 (12)	194 (50)	388	<0.001
Go Not Return	40 (21)	61 (32)	14 (7)	74 (39)	189	
4. Mentoring supports						
Go but Return	114 (29)	51 (13)	49 (13)	174 (45)	388	<0.001
Go Not Return	38 (20)	75 (40)	16 (8)	60 (32)	189	
5. Non-core tasks						
Go but Return	84 (22)	97 (25)	33 (9)	172 (45)	386	0.006
Go Not Return	25 (13)	70 (38)	11 (6)	80 (43)	186	
6. Stress levels						
Go but Return	59 (15)	169 (44)	25 (6)	134 (35)	387	<0.001
Go Not Return	16 (8)	118 (62)	7 (4)	48 (25)	189	
7. Bullying						
Go but Return	81 (21)	64 (17)	38 (10)	204 (53)	387	<0.001
Go Not Return	30 (16)	60 (32)	13 (7)	86 (46)	189	
8. Staffing levels						
Go but Return	49 (13)	184 (48)	28 (7)	126 (33)	387	0.66
Go Not Return	23 (12)	99 (52)	10 (5)	57 (30)	189	

Trends in percentage NCHDs reporting **training/working conditions getting worse** by career intentions

	Stay %	Leave + Return %	Leave not return %	Quit Medicine %
Training costs in my specialty	39	45	52	53
Protected training time	28	30	48	59
Level of supervision of my training	18	15	32	44
Mentoring supports within my training program	17	13	40	56
Non-core task allocation	27	25	38	50
Level of stress in my working environment	40	44	62	75
Level of bullying in the workplace	16	17	32	44
Staffing levels in my workplace	41	48	52	75



Multivariable model odds ratios for 3 career / migration options

Variable	Leave v Remain odds ratio	Stay away v return odds ratio	Quit v Continue Medicine Odds ratio
Age (<30 years)	1.08****		1.14
Age (>30 years)		1.15****	
Married / cohabiting			2.98 *
Non-EU/EEA	1.56*	9.91****	
Non-Irish EU/EEA	0.59	3.15	
Graduate Entry Medicine		2.36*	
Specialty: General practice			
Specialty: Medicine	2.9****		
Specialty: Surgery	3.12****		
Specialty: Anesthesiology	5.11****		
Specialty: Psychiatry	2.61**	4.73*	
Trainee	1.53*		
Training costs: same ¥	1.89*		
Training costs: worse ¥	2.35**		
Mentoring: worse ¥		4.42* ¥	6.97* ¥

¥ Data being re-analysed

* p<0.05 ** p<0.01 *** p<0.005 **** p<0.001

Take-home messages on training and working conditions

- Close to half of NCHDs report that ***stress and staffing levels*** getting worse
- **Costs of training** the major issue for **Irish trainees**, esp if older and in HST
- **BST trainees** more likely than HST trainees to report that *mentoring, supervision, staffing levels and bullying* getting worse
- **Non-EU nationals** and non-EU graduates more likely to report that *mentoring, supervision, stress at work and bullying* getting worse
- NCHDs in **hospital specialties** more likely than GPs to report that *protected training, mentoring, supervision, stress and staffing* levels getting worse
- **Specialty-specific** problems in Medicine and Surgery? Psychiatry → costs

Take-home messages on career intentions

- 45% intend to remain in Ireland – 35% intend (wish?) to go and return
- 3% plan to Quit V >7% in UK – emigration as escape for Irish doctors?
- Younger doctors more likely to go and return
- If older doctors leave, they won't return
- Non-EU nationals more likely to leave and much more likely not to return – international recruitment = a failing strategy
- NCHDs in hospital specialties more likely than those in GP to go and return – specialty-findings: Anaesthesia (leave return) Psychiatry (leave no return)
- How important is mentoring . . . ?

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Further evidence on medical workforce research in Ireland

See: <http://www.healthworkforceireland.com/> for outputs / publications.
For policy responses for retaining the doctors that Ireland trains, see *Retaining Our Doctors: Medical Workforce Evidence, 2013-18*

