

Understanding doctors' international migration

Kerrin Clapton, Head of Research

Analysis
NHS crisis: Why are so many staff leaving the health service?
Chronic staff shortages are raising the pressure on NHS staff, with long working hours and high anxiety driving more staff to quit. Sky News analysis shows that a surge in resignations due to work-life balance cost the NHS 10,000 staff last year.

Will Rishi Sunak's plan to tackle NHS staffing shortages work?
30 June

NHS will be short of 570,000 nurses, doctors and dentists within 15 years unless ministers urgently fix staffing crisis plaguing health service, leaked document warns

COMMENT
The biggest problem facing the NHS – and five reasons it has yet to be solved
It's no secret that our health service faces a chronic staffing crisis. So, why is the Chancellor's workforce plan delayed?
NORA COLTON
2 May 2023 • 3:43pm

Feel equipped to be bold with the FT
Subscribe today and navigate your world with confidence
National Health Service + Add to myFT
Doctors warn NHS must tackle to fix emergency care crisis
The NHS in England gets a plan for fixing its broken workforce
Yet bigger changes are needed for Europe's biggest employer
Britain | Britain's national health service

Migration of doctors

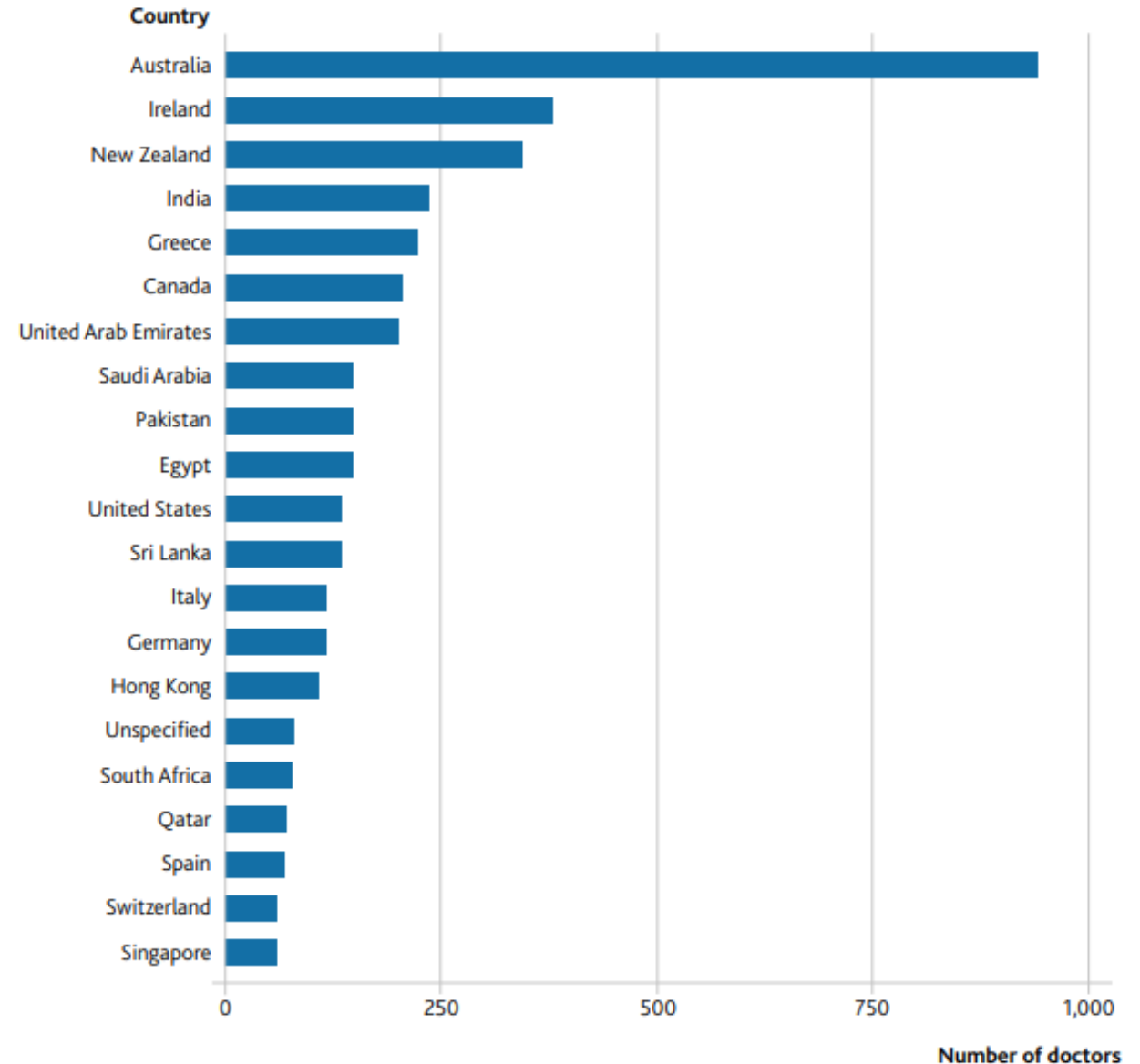
22,000 joined register in 2021. 13,000 trained outside the UK

10,000 left in 2021. 3,000-4,000 to work outside the UK

The workforce report 2022:

www.gmc-uk.org/-/media/documents/workforce-report-2022---full-report_pdf-94540077.pdf

Figure 49: Top 20 destination countries for doctors who left the workforce and wanted to practise and live abroad from May 2021 to May 2022



Research purpose and objective

Understanding doctors' shared reasons for leaving to work outside the UK

Helping us to work with others to reduce the risk of doctors leaving, where appropriate

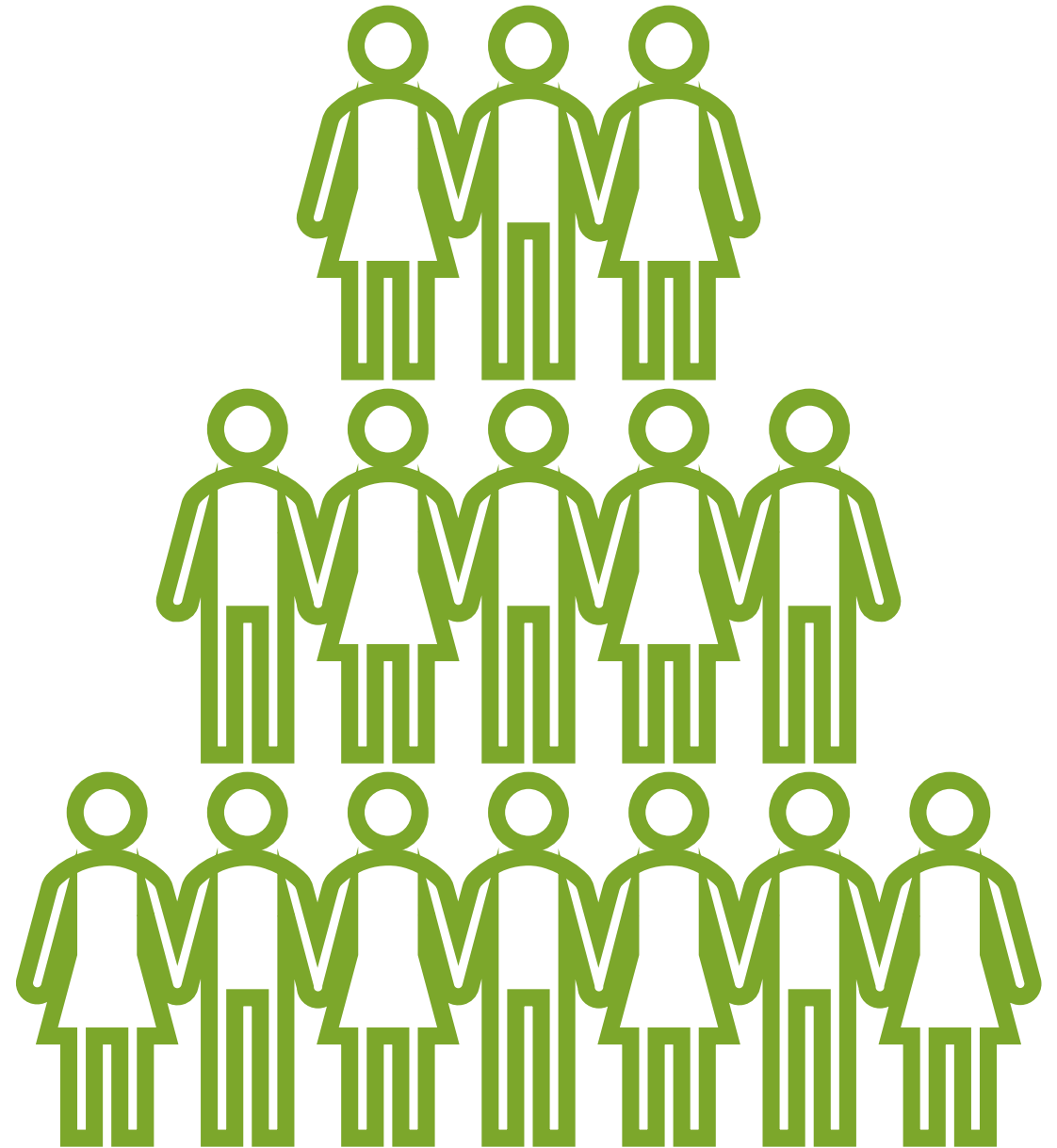


Surveying and analysis




Online survey of three types of doctors: 'leavers'; 'returners'; 'in UK practice'.

3,154 responses, weighted to be representative of the original population.




Segmentation (Latent Class Analysis)



'Negative' segments

| | |
|---|--|
| <p>Deep Discontent</p>  | <p>Most unhappy: with the wider political environment regarding healthcare <u>and</u> their own health and wellbeing. Most likely to be trained in the UK (65%) and more likely than average to be a general practitioner (26%).</p> |
| <p>System Sceptics</p>  | <p>Generally, feel undervalued and unsupported, for instance in terms of the availability of training. More likely to be trained in the UK (70%) and more likely to be in training (25%) and under the age of 40 (59%).</p> |
| <p>Burnt-out</p>  | <p>Feel exhausted by UK practice. They don't feel they have sufficient work-life balance. Quite mixed in terms of where they trained: 55% were trained outside the UK, 42% trained in the UK (3% Prefer not to say).</p> |

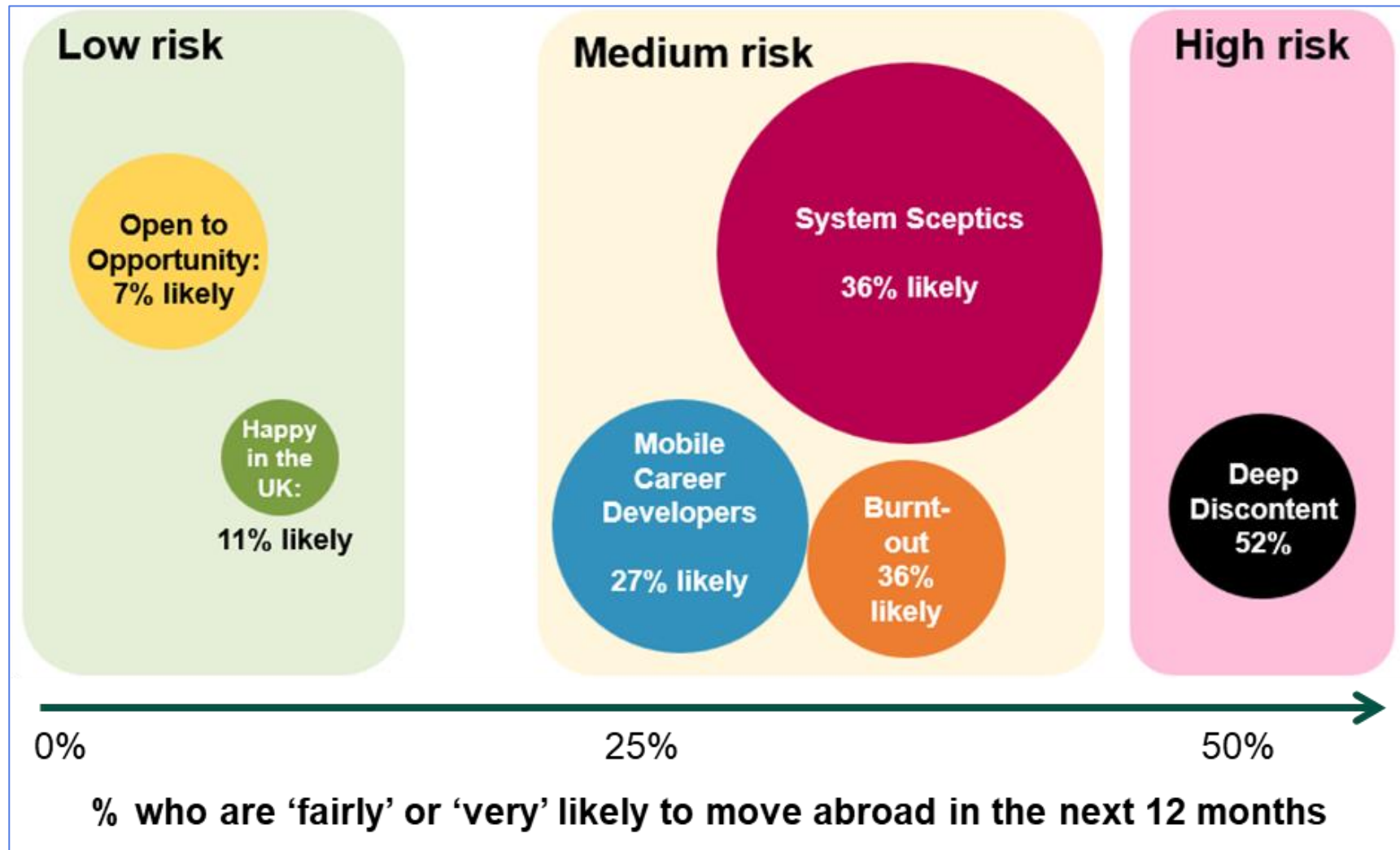
'Neutral' or 'positive' segments

| | |
|--|--|
| <p>Mobile Career Developers</p>  | <p>Neutral about working in the UK. Ambitious and barriers to progression will lead them to consider leaving. More likely to have a trained outside the UK (77%) and to be in roles offering less opportunity for development.</p> |
| <p>Open to Opportunity</p>  | <p>Generally happy with how their career has developed. Might consider working abroad for challenge or change. More likely than other segments to have been trained in the UK (82%) and more likely to be over the age of 50.</p> |
| <p>Happy in the UK</p>  | <p>Most contented segment, happy personally and professionally. But do have links outside the UK. More likely to have qualified outside the UK (81%) and more likely to be between the ages of 40-49.</p> |

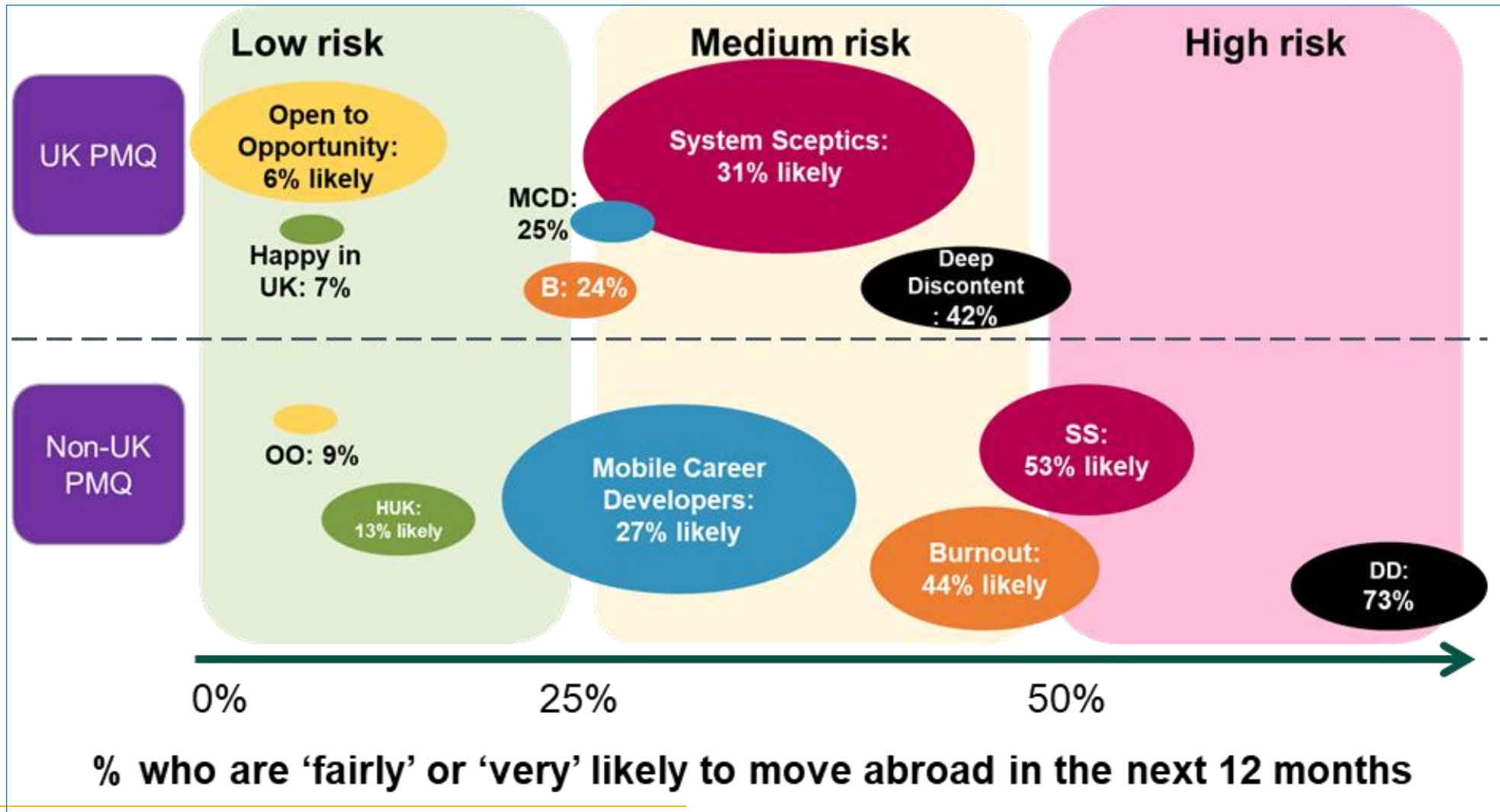
Estimated number of doctors who intend to leave the UK to practise abroad in the next 12 months

| Total population size = 320,658* | Total | Deep Discontent | System Sceptics | Burnt-out | Mobile Career Developers | Open to Opportunity | Happy in the UK |
|---|---------|-----------------|-----------------|-----------|--------------------------|---------------------|-----------------|
| Proportion of Practising in the UK | 100% | 14% | 30% | 15% | 18% | 15% | 8% |
| n= | 320,658 | 44,892 | 96,197 | 48,098 | 57,718 | 48,098 | 25,652 |
| 'Very/fairly likely' to move abroad in next 12 months | 30% | 52% | 36% | 36% | 27% | 7% | 11% |
| n= | 96,197 | 23,344 | 34,630 | 17,315 | 15,584 | 3,367 | 2,821 |
| 'Very likely' to move abroad in next 12 months | 13% | 32% | 15% | 13% | 10% | 2% | 4% |
| n= | 41,686 | 14,365 | 14,429 | 6,253 | 5,772 | 962 | 1,026 |

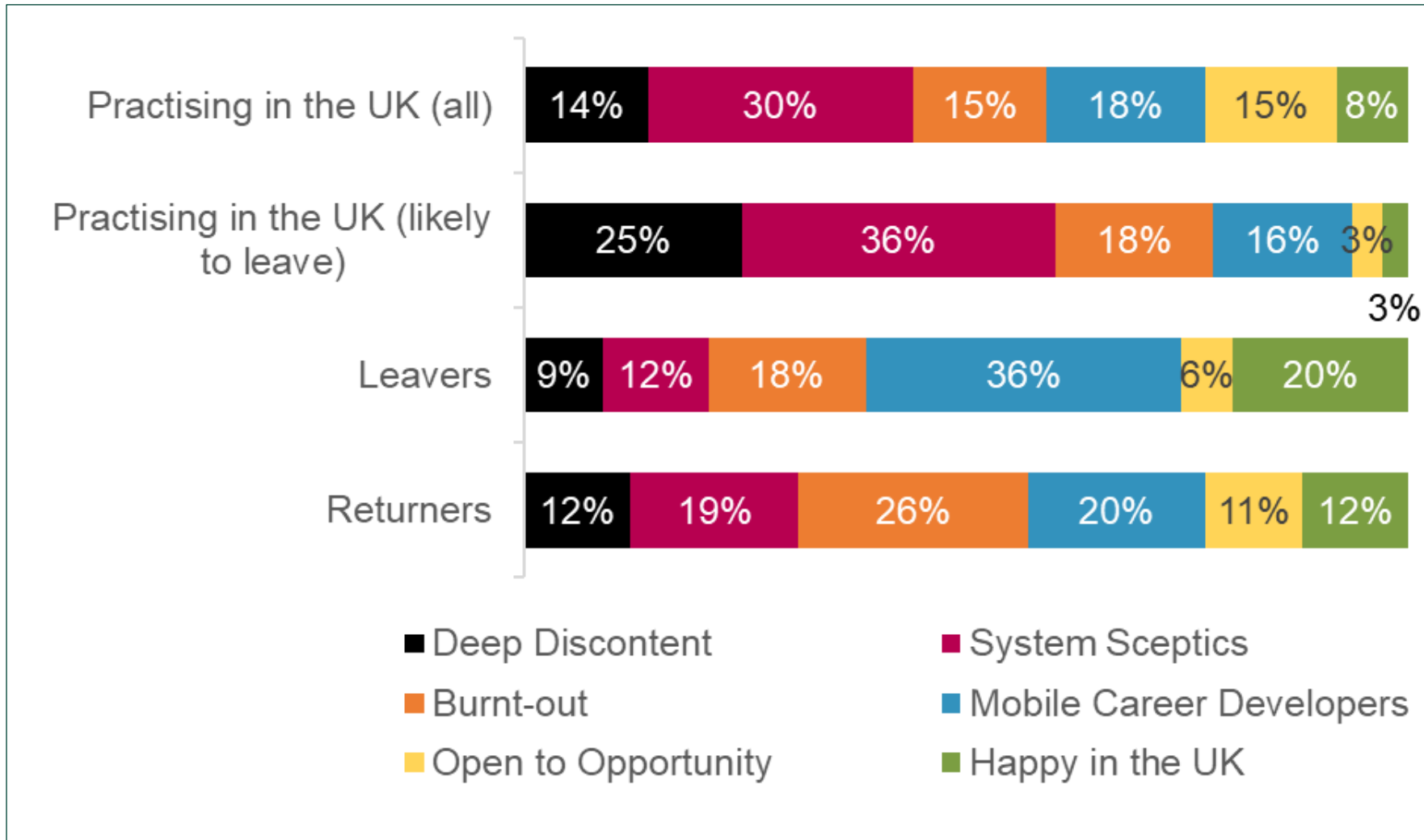
Likelihood to move abroad in next 12 months



Likelihood to move abroad by training location



Who actually leaves?



Implications?

No easy answers

Migration is a positive. Focus is on those leaving UK for the 'wrong' reasons

Some key issues:

1. workplace conditions;
2. pay;
3. career development opportunities; and
4. the perceived ability of the UK healthcare system to meet patient care needs

