

Supplementary File 1: Survey questions.

Q1. Which of the following best describes the GP role in which you currently work? (If more than one role select the role in which most hours are worked)

Answer Choices
GP contractor/principal
Practice-employed salaried GP
NHS trust-employed salaried GP
Private sector-employed salaried GP
Freelance GP (locum)
Out-of-hours GP
Other (please specify)

Q2. In which other roles are you currently working, or have previously (within last 5 years) worked in general practice? Please select all that apply.

Answer Choices
CCG role
Federation role
LMC role
Appraiser
GP trainer
Undergraduate student tutor
Postgraduate tutor/other educationalist
Research
Hospital based clinical assistant
Community based clinical assistant
GP with special interest (e.g. sports/family planning)
Other (please specify)

Q3. How long have you been in NHS general practice? (please count all types of service including any time spent as a GP trainee, but exclude any career breaks) Please select

Answer Choices
Less than 5 years
5 - 9 years
10 - 19 years
20 - 29 years
30 or more years

Q4. Please estimate the TOTAL number of hours you work in General Practice in a typical week (excluding out of hours work but including extended hours and administrative work)

Q4.1. Please estimate the number of CLINICAL hours you spend in direct contact with patients per week

Q5. In the past 2 years have the number of hours you work in General practice

Answer Choices
Increased
Remained the same
Decreased

Q5.1. Which factors have influenced your reduction in hours? Tick all that apply.

Answer Choices
Increased intensity of workload
Personal choice, nothing to do with primary care
Financial advice/ pension planning
Change in role- taking on roles external to GP
Family circumstances e.g. childcare, care for relative
Poor physical health
Stress or mental health issues
Other (please comment)

Q5.2. What factors have resulted in you increasing your hours of work in General Practice?

Answer Choices
Increased workload
Compensate for reduction in income
Personal choice unrelated to primary care
Change in role
Other (please specify)

Q6. Over the past 2 years have the number of GP appointments offered per week in your practice

Answer Choices
Increased
Remained the same
Decreased
Don't know

Q6.1. What factors have influenced the decrease in number of GP appointments? Tick all that apply

Answer Choices
Recruitment problems
Retention problems
Increased skill mix- more nurse/ pharmacist/ physicians associate appointments
Decreased workload
Reduced patient demand
Financial pressures

Decreased list size
Other (please specify)

Q6.2. What factors have influenced the increase in number of GP appointments? Tick all which apply

Answer Choices
Increased patient demand
Increased list size
Extended hours
Reduced skill mix
Financial pressures
Increased patient complexity
Other (please specify)

Q7. How long are your routine GP appointments?

Q7.1. How long do you think a routine GP appointment should be?

Q8. Taking everything into account, how would you describe your current level of work-related morale?

Low				High
1	2	3	4	5

Q8.1 Over the past two years has your level of work-related morale

Answer Choices
Increased
Remained the same
Decreased
Please comment

Q9. Taking everything into consideration, how satisfied are you in your work as a GP?

Low				High
1	2	3	4	5

Q9.1 Over the last 2 years has your satisfaction in work as a GP

Answer Choices
Increased
Remained the same
Decreased
Please comment

Q10. How many years do you plan to continue working as a GP (whether full-time or part-time). Please select

Answer Choices
Less than 1 year
1-2 years
2-5 years
5-10 years
More than 10 years
Unsure

Q11. Comparing your current GP career plans to your career plans 2 years ago, do you:

Answer Choices
Plan to remain longer
Plan to leave earlier
No change in plans
Not applicable

Q12. In the next five years do you expect to: Please select all that apply

Answer Choices
Reduce your hours of clinical work
Increase your hours of clinical work
Reduce your management responsibilities
Increase your management responsibilities
Reduce your teaching/training/research responsibilities
Increase your teaching/training/research responsibilities
Retire
Leave general practice for an alternative career
No plans to change
Don't know
Please comment on factors which are contributing to this decision

Q13. If you are intending to retire from NHS general practice within the next 5 years, would you consider continuing to work after retirement? Please select

Answer Choices
Yes – fulltime
Yes - part-time
No
Unsure
Not applicable

Q14. For each of the following factors please indicate how they are contributing to your decision about when to leave or retire.

	1	2	3	4	5
Volume of workload					
Intensity of workload					
Lack of time for patient contact					
Too much time spent on unimportant tasks					
Poor flexibility of hours					
Potential introduction of 7 day a week working					
Reduced job satisfaction					
Revalidation					
Changes to pension taxation					
Age					
Family commitments					
Ill health					
Embarking on career outside general practice					
Planned career break					
Increased risk of litigation					
Medical indemnity payments					
Other (please specify)					

Q15. Please indicate the extent to which each of the following factors might encourage you to remain in general practice?

	1	2	3	4	5
Reduced volume of workload					
Reduced intensity of workload					
More flexible working conditions					
Longer appointment times/more time to spend with patients					
Improved skill-mix in the practice					
Shorter practice opening times					
Less administration					
No out of hour commitments					
Option to work term time only					
Greater clinical autonomy					
Additional annual leave					
Opportunity for a sabbatical					
Protected time for education and training					
Reintroduction of the flexible careers scheme					
Expansion of GP retainer scheme					
Extended interests e.g. CCG role, emergency care role, specialist interest, teaching?					
Introduction of 'Twenty Plus' (an educational network to support senior GPs to complement RCGP 'First Five' Scheme)					
Increased pay					

Incentive payment to encourage continuing to practice (e.g. indemnity fees covered/reintroduction of seniority payments)					
Other (please specify)					

Q16. What is the greatest problem within General Practice at the current time?

Q17. What intervention would help General Practice the most?

Q18. Do you find appraisal helpful for your personal development?

Answer Choices
No
Yes
Please explain why

Q19. In your experience has revalidation changed the nature of your appraisal?

Answer Choices
Yes
No
Please explain why

Q20. Please consider the following initiatives and for each consider your awareness and experience of the initiative and what impact you believe it will have on General Practice.

	Aware of initiative	Have experience initiative in practice	What impact do you believe the initiative will have on General practice?
Federation of GP practices			
Local sustainability and transformation plans (STPs)			
Increased use of pharmacists			
Physicians associates			
Paramedics in primary care			
Better Care Fund			
Expansion of GP workforce			
Video and e-consultations			
Releasing time for patients			

Practice resilience programme			
Streamlining CQC, reduced inspection for good and outstanding practices			
Investment in practice nursing			
Closer working with specialists eg phone and email advice lines			
Investment in technology			
Investment in primary care infrastructure			
Multi-specialty community provider projects			
Any comments			

Q21. Which CCG do you work in? Please select

Answer Choices
Banes
Dorset
Fareham & Gosport
Hampshire & Isle of Wight
Isle of Wight
Jersey
North Hampshire
NE Hampshire & Farnham
Portsmouth
SE Hampshire
Southampton
Swindon
W Hampshire
Wiltshire

Q22. What is the total list size of the practice that is your main place of employment? Please select

Answer Choices
Less than 4,000
4,000 – 9,999
10,000 – 14,999
15,000 or more
Not applicable

Q23. Which of these best describes your practice area? Please select

Answer Choices
Inner city
Other urban
Urban/rural mix
Semi-rural
Rural
Isolated rural

Q24. Gender? Please select

Answer Choices
Male
Female
Other
Prefer not to say

Q25. Your age? Please select

Answer Choices
25 – 34
35 – 44
45 – 54
55 – 59
60-64
65– 69
70 or more years

Q26. Country/continent where studied for medical degree? Please select

Answer Choices
UK and Ireland
Rest of Europe
Asia
Australia/New Zealand
North America/ Canada
South/ Central America
Africa