



National Audit Office

# SURVEY OF NHS CONSULTANTS

MAY 2006

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Survey conducted as part of the National Audit Office value-for-money report on  
*Pay Modernisation: A new contract for NHS consultants in England*

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## Position as at May 2006

### Introduction

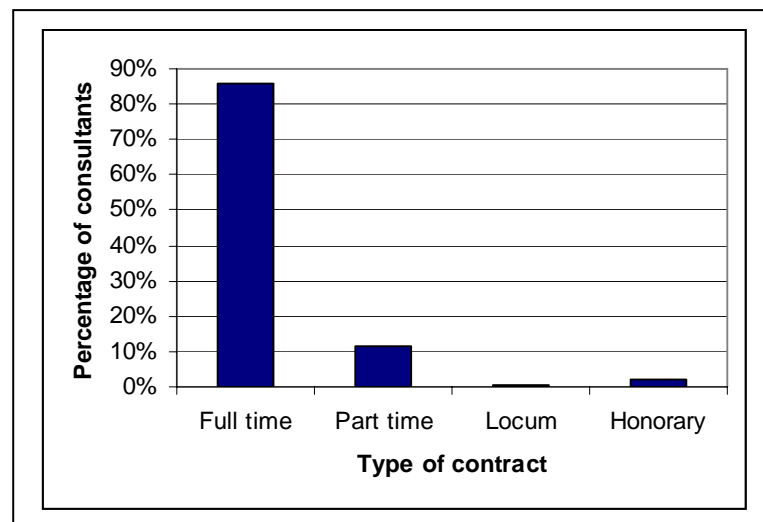
The National Audit Office conducted a survey of consultants to inform their investigation into the new contract for NHS consultants in England. The subsequent report, *Pay Modernisation: A new contract for NHS consultants in England*, was published on 19 April 2007. A copy of the survey is included in Appendix A.

### Methodology

The survey questionnaire was sent out to 6,000 consultants in England. The recipients were selected at random. Overall, we received returns from 2,361 consultants (39 per cent response rate). Where consultants did not complete every applicable question, the blank responses were excluded from the analysis of that question. The consultants' responses have not been separately validated.

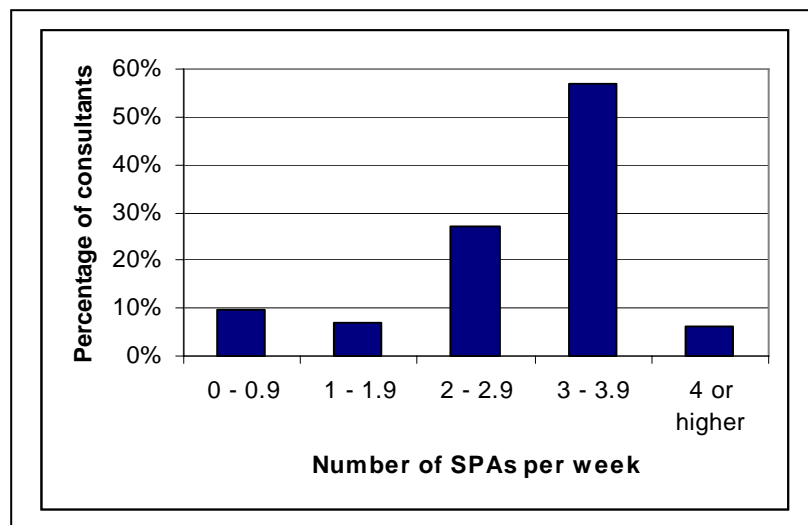
### Summary of findings

1. Of the consultants who responded to our survey, 91 per cent had been in a consultant post before the introduction of the contract and nearly a third (31 per cent) had been a consultant for more than 15 years.
2. As at May 2006, 86 per cent of respondents had transferred to the new contract. The following graph shows the breakdown of contract type for those consultants who had transferred to the new contract.



3. The main benefit cited by those consultants who had transferred to the new contract was better pay and working practices (85 per cent of consultants). This matched the reasons given for these consultants transferring to the new contract, which were (in order): increased pay (67 per cent of consultants); increased fairness (47 per cent); and control over working hours (45 per cent).

4. Ninety-six per cent of respondents on the new contract had agreed formal job plans. In these job plans, the (median) average number of programmed activities the consultants are paid to work for the NHS per week is 12-12.9 (33 per cent of consultants, compared to 21 per cent with 10-10.9 programmed activities and 23 per cent with 11-11.9). The survey also found that 40 per cent of consultants on the new contract are paid to work two extra programmed activities per week for the NHS; 31 per cent are paid to work one extra PA and 20 per cent no extra. Eighty-eight per cent of recipients had on-call responsibility.
5. The figure below shows the number of Supporting Professional Activities in consultants' job plans, of which the most common were for continued professional development, audit and training.



6. There was a significant range in the number of programmed activities assigned for consultants' additional responsibilities. For example, medical directors were assigned between one and nine programmed activities for carrying out their responsibilities (with a median average of two).
7. The questionnaire also asked consultants to estimate the actual number of NHS and private practice hours worked per week both under the old and new contracts. For consultants who submitted comparable data, the average NHS workload per week under the new contract was 50.2 hours (a decrease from 51.6 hours under the old contract). Similarly, the average number of hours spent on private practice work had decreased from 4.7 to 4.6 hours since the introduction of the new contract.

Tabulated responses

*Q01. When did you take up post as a consultant?*

	Number	% of valid respondents
(Blanks)	10	
Before 31st October 2003	2,133	90.7%
On or after 31st October 2003	218	9.3%
<b>Total</b>	<b>2,361</b>	<b>100%</b>

*Q02. How long have you been a consultant?*

	Number	% of valid respondents
(Blanks)	9	
More than 15 years	747	31.8%
10 - 15 years	516	21.9%
5 - 10 years	644	27.4%
Less than 5 years	445	18.9%
<b>Total</b>	<b>2361</b>	<b>100%</b>

*Q03. Have you transferred to the new contract?*

	Number	% of valid respondents
(Blanks)	30	
No	324	13.9%
Yes	2007	86.1%
<b>Total</b>	<b>2361</b>	<b>100%</b>

*Q04. Is your contract:*

	Number	% of valid respondents
(Blanks)	18	
(N/A)	1	
Full time	1728	85.7%
Part time	233	11.6%
Locum	8	0.4%
Honorary	37	1.8%
Full time, Honorary	7	0.3%
Part time, Honorary	1	0.0%
Part time, Locum	2	0.1%
<b>Total</b>	<b>2035</b>	<b>100%</b>

*Q05. When did you transfer to the new contract?*

By end of...	Number	% of valid respondents
(Blanks)	136	
(N/A)	94	
2003	739	40.9%
2004	1467	81.3%
2005	1767	97.9%

Aug-06	1805	100.0%
<b>Total</b>	<b>2035</b>	

*Q06. What do you think the benefits of the new contract will be?*

	Number	% of valid responses	% of respondents
(Blanks)	275		13.5%
(N/A)	250		12.3%
Consultants: Pay and working practices	1731	74.2%	85.1%
Consultants: Other	10	0.4%	0.5%
Consultants and their Managers: Flexibility and Transparency	360	15.4%	17.7%
Trusts / Consultants' Managers	56	2.4%	2.8%
Patients / NHS in general	40	1.7%	2.0%
Other	137	5.9%	6.7%
<b>Total</b>	<b>2859</b>	<b>100%</b>	

*Q07. What were your reasons for transferring to the new contract?*

	Number	% of valid responses	% of respondents
(Blanks)	21		1.0%
Increased pay	1372	28.6%	67.4%
Little choice	663	13.8%	32.6%
Improved clinical care	109	2.3%	5.4%
Colleagues transferred	387	8.1%	19.0%
Control over hours worked	911	19.0%	44.8%
Appeared to be fair	961	20.1%	47.2%
Increased job satisfaction	149	3.1%	7.3%
Other	240	5.0%	11.8%
<b>Total</b>	<b>4792</b>	<b>100%</b>	

*Q08. Do you have an agreed formal job plan?*

	Number	% of valid respondents
(Blanks)	9	
No	86	4.2%
Yes	1940	95.8%
<b>Total</b>	<b>2035</b>	<b>100%</b>

*Q09. How many Programmed Activities are you paid to work for the NHS per week?*

PAs	Full-time	Part-time	Locum	Honorary	Full-time, Honorary	Part-time, Honorary	Part-time, Locum	(Blanks)	N/A	Total	% of valid respondents
(Blanks)	8	2	1	1	0	0	0	3	0	15	
0 - 0.9	2	2	0	0	0	0	0	0	0	4	0.2%
1 - 1.9	1	0	0	0	0	0	0	0	0	1	0.0%
2 - 2.9	2	0	1	1	0	0	0	0	0	4	0.2%
3 - 3.9	3	3	2	4	0	0	0	0	0	12	0.6%
4 - 4.9	2	6	0	1	0	0	0	0	0	9	0.4%
5 - 5.9	13	12	0	14	4	0	1	0	0	44	2.2%
6 - 6.9	22	35	1	7	2	0	1	0	0	68	3.4%
7 - 7.9	17	36	0	4	0	1	0	1	0	59	2.9%

8 - 8.9	18	46	1	0	0	0	0	0	0	65	3.2%
9 - 9.9	25	55	1	3	0	0	0	0	1	85	4.2%
10 - 10.9	391	22	1	0	0	0	0	2	0	416	20.6%
11 - 11.9	447	8	0	0	0	0	0	5	0	460	22.8%
12 - 12.9	656	6	0	0	1	0	0	5	0	668	33.1%
13 - 13.9	91	0	0	1	0	0	0	0	0	92	4.6%
14 - 14.9	25	0	0	1	0	0	0	1	0	27	1.3%
15 - 15.9	4	0	0	0	0	0	0	0	0	4	0.2%
16 - 16.9	1	0	0	0	0	0	0	1	0	2	0.1%
<b>Total</b>	<b>1728</b>	<b>233</b>	<b>8</b>	<b>37</b>	<b>7</b>	<b>1</b>	<b>2</b>	<b>18</b>	<b>1</b>	<b>2035</b>	<b>100%</b>

*Q10. How many Programmed Activities are you paid to work for a university per week?*

PAs	Full-time	Part-time	Locum	Honorary	Full-time, Honorary	Part-time, Honorary	Part-time, Locum	(Blanks)	N/A	Total	% of valid respondents
(Blanks)	448	66	5	1	0	0	0	6	0	526	
0	1167	151	3	2	0	0	2	11	1	1337	88.6%
1	31	8	0	0	1	0	0	0	0	40	2.7%
2	21	6	0	0	0	0	0	0	0	27	1.8%
3	10	0	0	2	0	0	0	0	0	12	0.8%
4	4	1	0	1	0	0	0	0	0	6	0.4%
5	25	1	0	19	4	1	0	1	0	51	3.4%
6	15	0	0	7	2	0	0	0	0	24	1.6%
7	2	0	0	1	0	0	0	0	0	3	0.2%
8	1	0	0	3	0	0	0	0	0	4	0.3%
9	0	0	0	0	0	0	0	0	0	0	0.0%
10	3	0	0	0	0	0	0	0	0	3	0.2%
11	0	0	0	1	0	0	0	0	0	1	0.1%
12	1	0	0	0	0	0	0	0	0	1	0.1%
<b>Total</b>	<b>1728</b>	<b>233</b>	<b>8</b>	<b>37</b>	<b>7</b>	<b>1</b>	<b>2</b>	<b>18</b>	<b>1</b>	<b>2035</b>	<b>100%</b>

*Q11. How many Extra Programmed Activities are you paid to work per week for the NHS?*

PAs	Full-time	Part-time	Locum	Honorary	Full-time, Honorary	Part-time, Honorary	Part-time, Locum	(Blanks)	N/A	Total	% of valid respondents
(Blanks)	77	63	4	5	0	0	0	3	0	152	
0	211	151	3	11	2	1	2	2	0	383	20.3%
0.5	2	0	0	0	0	0	0	0	0	2	0.1%
1	554	13	0	9	3	0	0	6	0	585	31.1%
1.5	2	0	0	0	0	0	0	0	0	2	0.1%
1.67	1	0	0	0	0	0	0	0	0	1	0.1%
2	743	3	1	7	1	0	0	5	0	760	40.4%
2.5	2	0	0	0	0	0	0	0	0	2	0.1%
3	98	2	0	2	1	0	0	0	1	104	5.5%
4	27	1	0	3	0	0	0	1	0	32	1.7%
5	6	0	0	0	0	0	0	0	0	6	0.3%
6	1	0	0	0	0	0	0	1	0	2	0.1%
11	2	0	0	0	0	0	0	0	0	2	0.1%
13	2	0	0	0	0	0	0	0	0	2	0.1%
<b>Total</b>	<b>1728</b>	<b>233</b>	<b>8</b>	<b>37</b>	<b>7</b>	<b>1</b>	<b>2</b>	<b>18</b>	<b>1</b>	<b>2035</b>	<b>100%</b>

*Q12. How many Extra Programmed Activities are you paid to work per week for a University?*

PA's	Full-time	Part-time	Locum	Honorary	Full-time, Honorary	Part-time, Honorary	Part-time, Locum	(Blanks)	N/A	Total	% of valid respondents
(Blanks)	462	69	5	3	0	0	0	7	0	546	
0	1218	163	3	19	3	1	2	11	1	1421	95.4%
0.875	0	0	0	1	0	0	0	0	0	1	0.1%
1	38	1	0	14	4	0	0	0	0	57	3.8%
1.5	1	0	0	0	0	0	0	0	0	1	0.1%
2	6	0	0	0	0	0	0	0	0	6	0.4%
2.5	1	0	0	0	0	0	0	0	0	1	0.1%
3	2	0	0	0	0	0	0	0	0	2	0.1%
<b>Total</b>	<b>1728</b>	<b>233</b>	<b>8</b>	<b>37</b>	<b>7</b>	<b>1</b>	<b>2</b>	<b>18</b>	<b>1</b>	<b>2035</b>	<b>100%</b>

*Q13. How many Supporting Professional Activities are included in your job plan?*

SPAs	Number of Programmed Activities consultants are paid to work for by the NHS																					Total	% of valid respondents	
	(Blanks)	0	1	2	3	4	5	6	7	8	9	9.5	10	11	11.25	11.5	12	12.5	13	14	15			16
(Blanks)	10	1	0	1	4	0	4	5	3	2	7	0	30	14	0	0	30	0	3	3	0	0	117	
0	0	1	0	1	3	2	2	6	4	1	1	0	13	7	0	0	10	0	4	1	0	0	56	2.9%
0.25	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0.1%
"less than 1"	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	2	0.1%
1	2	0	0	1	1	1	15	13	8	7	8	0	28	20	0	0	18	0	3	1	0	0	126	6.6%
"less than 2"	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	1	0	0	0	0	0	3	0.2%
1.5	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	2	0.1%
2	1	0	0	0	1	5	13	31	24	29	32	1	99	93	0	0	153	0	12	6	0	1	501	26.1%
2.25	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0.1%
2.5	1	0	0	0	0	0	0	0	0	0	2	0	3	5	0	1	5	0	0	0	0	0	17	0.9%
3	1	1	1	1	2	1	10	11	19	23	32	0	225	279	1	0	401	1	61	15	4	1	1090	56.8%
3.5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0.1%
4	1	0	0	0	0	0	0	1	1	3	2	0	12	24	0	0	32	0	4	1	0	0	81	4.2%
5	0	0	0	0	0	0	0	0	0	0	0	0	2	7	0	0	11	0	3	0	0	0	23	1.2%
5+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0.1%
6	0	1	0	0	0	0	0	0	0	0	0	0	2	3	0	0	1	0	1	0	0	0	8	0.4%
7	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	2	0.1%
8	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	1	0	0	0	0	0	3	0.2%
<b>Total</b>	16	4	1	4	12	9	44	68	59	65	84	1	416	458	1	1	666	1	92	27	4	2	2035	100%



*Q14. Please indicate which supporting activities you undertake*

	Number
(Blanks)	24
Continuing professional development	1,940
Training	1,694
Medical/dental education	1,431
Audit	1,730
Job planning	1,095
Formal teaching training	1,101
Research	833
Clinical management	1,316
Local Clinical Governance activities	1,064
Appraisal	1,438
Other	296
<i>If other.....</i>	
On-call	4
Medical school admission committee/ GMC	1
Fitness to practice	1
Advisory appointment committee	8
Staff Governor of my Trust	1
College work	36
Work for the General Medical Council (GMC)	3
Child protection/ safeguarding	5
Other	81
Corporate management	2
Supervision	7
Recruitment	4
National policy	47
Royal college work	39
Department mentor/mentoring	11
Web forum	1
Foreign writing	1
Trade unions activity (including BMA, Local Negotiating Committees (LNC))	23
Special Health Authority work (NCAS, HPA, NHS Blood & Transplant Authority, etc..)	8
Administration	13

*Q15. How many PAs are included in your job plan for the following external activities:*

	Number	0	1	2	3	4	5	6	10	12	(N/A)
(Blanks)	789	-	-	-	-	-	-	-	-	-	-
Trade union and professional duties	-	849	26	1	1	1	1	-	-	-	21
Advisory Appointments Committee	-	875	7	-	-	-	-	-	-	-	40
National Clinical Assessments Authority	-	839	1	-	-	-	-	-	-	-	8
Inspections for the Healthcare Commission	-	834	3	-	-	-	-	1	-	-	10
Work for General Medical/Dental Council	-	836	2	-	-	-	-	-	-	-	13
Work for the Royal Colleges	-	870	79	11	1	2	1	2	-	-	63
Work for a Government Department	-	830	14	3	1	2	1	1	2	1	18

*Q16. How many PAs are included in your job plan for the following additional responsibilities?:*

	Number	0	1	2	3	4	5	6	7	8	9	10	11	12	16	(N/A)	Total with additional PAs	% of all respondents	% of valid respondents
(Blanks)	681	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		33.5%	50.3%
Medical Director	-	569	14	16	8	4	10	4	2	1	2						61	3.0%	4.5%
Director of Public Health	-	571	3	1	1	1	1	1	-	-	-	-	1	2	-	4	11	0.5%	0.8%
Clinical Director or lead clinician	-	557	222	71	13	8	2	-	1	-	-	-	-	-	-	43	317	15.6%	24.2%
Undergraduate Dean	-	567	6	4	1	3	-	1	-	-	-	-	-	-	-	4	15	0.7%	1.1%
Postgraduate Dean	-	567	2	5	2	2	1	1	-	-	-	-	-	-	-	5	13	0.6%	1.0%
Caldicott Guardian	-	566	4	-	-	-	1	-	-	-	-	-	-	-	-	6	5	0.2%	0.4%
Clinical Audit Lead	-	586	47	1	1	-	-	-	-	-	-	-	-	-	-	17	49	2.4%	3.7%
Clinical Governance Lead	-	583	38	1	1	1	1	-	-	-	-	-	-	-	-	14	42	2.1%	3.1%
Clinical Tutor	-	577	44	7	3	-	-	-	-	-	1	-	-	-	-	15	55	2.7%	4.1%
Regional Education Adviser	-	580	16	1	1	-	-	-	-	-	-	-	-	-	-	12	18	0.9%	1.3%
College/ Speciality Tutor	-	575	73	2	-	-	-	-	-	1	-	-	-	-	-	14	76	3.7%	5.7%

*Q17. Does your job plan adequately compensate for the time needed to undertake the activities described in Q9-Q16?*

	Number	% of valid respondents
(Blanks)	148	
No	1,164	61.7%
Yes	723	38.3%
<b>Total</b>	<b>2,035</b>	<b>100%</b>

*Q18. Do you anticipate a reduction in the number of PAs in your job plan?*

	Number	% of valid respondents
(Blanks)	67	
No	1,074	54.6%
Yes	894	45.4%
<b>Total</b>	<b>2,035</b>	<b>100%</b>

*Q19. If yes, is this due to:*

	Number	% of valid respondents
Trust request	600	67.1%
Change in patient activity	43	4.8%
Work life balance reasons	202	22.6%
Other	226	25.3%
<i>If Other (please describe)</i>		
Trust or management request/ pressure	42	4.7%
Cutbacks	80	8.9%
Increased number of consultants	43	4.8%
I want to reduce my hours	11	1.2%
Change in role/ position	27	3.0%

*Q20. Do you have on-call responsibility?*

	Number	% of valid responses
(Blanks)	27	
No	249	12.4%
Yes	1759	87.6%
<b>Total</b>	<b>2035</b>	<b>100%</b>

*Q21. What category of supplement do you receive?*

	All respondents			If "yes" to Q20	
	Number	% of valid respondents		Number	% of valid respondents
(Blanks)	413		(Blanks)	0	
A	1144	70.5%	A	1140	70.9%
B	478	29.5%	B	467	29.1%
<b>Total</b>	<b>2035</b>	<b>100%</b>	<b>Total</b>	<b>1607</b>	<b>100%</b>

Q23. How many hours are you actually working for the NHS in a typical week under the new contract?

Q24. How many hours were you actually working for the NHS in a typical week under the old contract?

*Increasing or Decreasing*

	Number	% of valid respondents
(Blanks)	274	
Increase	134	7.6%
Same/Increase	2	0.1%
Same	1195	67.9%
Same/Decrease	1	0.1%
Decrease	429	24.4%
<b>Total</b>	<b>2035</b>	<b>100%</b>

*Full time consultants with comparable data - NHS hours<sup>1</sup>*

NHS hours	Average
Old contract	51.6
New contract	50.2

Q25. If you work over 48 hours a week have you signed a EWTD waiver?

	Number	% of valid responses
(Blanks)	326	
No	1036	60.6%
Yes	187	10.9%
N/a	486	28.4%
<b>Total</b>	<b>2035</b>	<b>100%</b>

Q26. Does the new contract accurately reflect current working hours?

	Number	% of valid responses
(Blanks)	66	
No	1136	57.7%
Yes	833	42.3%
<b>Total</b>	<b>2035</b>	<b>100%</b>

Q27. Please indicate which pay threshold you are currently on:

Threshold	Number	% of valid responses
(Blanks)	807	
1	63	5.1%
2	151	12.3%
3	126	10.3%
4	106	8.6%
5	236	19.2%
6	212	17.3%
7	120	9.8%
8	214	17.4%
<b>Total</b>	<b>2035</b>	<b>100%</b>

<sup>1</sup> A paired sample t-test (of the difference Q23 – Q24) gave mean -1.4, with 95% confidence interval of [-1.9, -0.8]

*Q28. In total, how many PAs are you paid to work per week?*

*Full-time consultants*

PAs	Number	Cumulative percentage
(Blanks)	95	
0	1	0.1%
<10	13	0.9%
10	189	12.4%
11	518	43.9%
12	744	89.3%
13	126	97.0%
14	38	99.3%
15	11	99.9%
16	1	100.0%
<b>Total</b>	<b>1736</b>	

*Q29. Do you have a clinical excellence award?*

	Number	% of valid responses
(Blanks)	47	
No	622	31.3%
Yes	1366	68.7%
<b>Total</b>	<b>2035</b>	<b>100%</b>

*Q30. If yes, please state at which level (from levels 1-12)*

	Number	% of valid responses
(Blanks)	21	
(N/A) <sup>2</sup>	149	
1	198	16.6%
2	210	17.6%
3	152	12.7%
4	126	10.5%
5	116	9.7%
6	82	6.9%
7	76	6.4%
8	62	5.2%
9	111	9.3%
10	32	2.7%
11	20	1.7%
12	11	0.9%
<b>Total</b>	<b>1366</b>	<b>100%</b>

<sup>2</sup> The N/A represent the responses of consultants citing clinical excellence award levels 14, A, B and C. These responses lie outside the stipulated range of 1 – 12 and are therefore excluded from the analysis.

*Q31. Do you carry out private practice/provide private practice services?*

	Number	% of valid responses
(Blanks)	39	
Yes	1097	55.0%
No	899	45.0%
<b>Total</b>	<b>2035</b>	<b>100%</b>

*Q32. How many hours per week of private work did you undertake before the introduction of the new contract?*

*Q33. How many hours per week of private work do you undertake now?*

*Increasing or Decreasing*

	Number	% of valid responses
(Blanks)	120	
Increase	66	6.5%
Same	809	79.6%
Decrease	141	13.9%
<b>Total</b>	<b>1136</b>	<b>100%</b>

*Consultants with comparable data - private practice hours<sup>3</sup>*

	Average
Old contract	4.7
New contract	4.6

*Q34. Were you unhappy with the old contract?*

	Number	% of valid responses
(Blanks)	166	
Yes	787	42.1%
No	1082	57.9%
<b>Total</b>	<b>2035</b>	<b>100%</b>

*Q35. If yes, please describe why?*

	Number	% of those unhappy with the old contract
Doesn't describe why the respondent was unhappy	27	3.4%
Workload was not recognised through old contract	276	35.1%
Part-time arrangements	52	6.6%
On-call arrangements	112	14.2%
Poor pay	168	21.3%
No payments to recognise increasing experience	37	4.7%
No pay for extra hours/ work/ overtime	146	18.6%
Lack of transparency	9	1.1%
Poor arrangements for recognising out of hours work	17	2.2%
Hard to manage consultant's time as Clinical Director	1	0.1%

<sup>3</sup> A paired sample t-test (of the difference Q32 – Q33) gave mean -0.2, with 95% confidence interval of [0.0, 0.3]

Entirely unrepresented by old contract	1	0.1%
Too loose - open to a number of interpretations	21	2.7%
Out of touch with current working patterns/ out of date	14	1.8%
It had little relevance to the way we work as it was negotiated as a times based contract but implemented as a professional contract	2	0.3%
Open ended working hours	44	5.6%
No job planning or review	29	3.7%
No time for Supporting Professional Activities	33	4.2%
Working too many hours in a shortage speciality in an area of exceptionally high morbidity	2	0.3%
It is implied that all consultants work equally hard - this is untrue depending on individual commitments, therefore pay should vary according to individual	8	1.0%
Not knowing how many hours I worked	6	0.8%
Extra (non-clinical) responsibilities not recognised	9	1.1%
Failing of private practice arrangements (11/10 (10%) rule)	68	8.6%
Very rigid - no flexibility	8	1.0%
Relied on goodwill/ commitment of consultants and allowed some to take advantage	26	3.3%
Poor work-life balance	6	0.8%
Lack of consultants - poor recruitment and retention	5	0.6%
Other	72	9.1%
<b>Total</b>	<b>1199</b>	

*Q36. Level of agreement or disagreement*

	(Blanks)	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Too early to say	Total
Time spent on clinical care has increased	124	69	161	694	619	360	8	2035
Patient care has improved	116	33	181	661	619	409	16	2035
Now have clear objectives linked to service improvements	108	34	429	556	583	308	17	2035
Support and resources have been delivered	102	11	207	402	672	620	21	2035
Services are more responsive to patient need	135	17	213	484	694	474	18	2035
I now have a more flexible approach to working	105	39	326	402	656	500	7	2035
Team working has improved in my speciality	110	33	239	604	620	412	17	2035
I am better able to plan my work	107	43	608	437	495	326	19	2035
My job plan reflects my speciality	100	78	898	404	322	228	5	2035
I feel my work for the NHS is appropriately valued	99	125	597	377	405	420	12	2035
Emergency workload is fairly recognised and rewarded	178	125	666	470	311	281	4	2035

Job plan does not reflect my working hours	99	347	596	299	526	158	10	2035
It will be easier to reduce my working hours	113	39	558	482	514	294	35	2035
I have an improved relationship with management	100	14	155	882	473	399	12	2035
The contract has changed the way I work for the better	103	24	232	696	583	374	23	2035
I am reducing waiting lists	206	59	343	743	429	232	23	2035
I appreciate the efforts my organisation has made	100	58	652	575	358	275	17	2035
My organisation is better able to measure my performance	103	19	451	570	569	291	32	2035
Organisation has provided training around job planning	104	22	481	379	652	381	16	2035
Staff have better knowledge of where I am	118	27	336	672	574	304	4	2035
My organisation is better able to plan clinical activity	119	19	411	653	530	270	33	2035
Able to improve clinical workforce planning	120	21	334	607	552	344	57	2035
My salary better reflects my workload	97	221	1129	295	169	117	7	2035

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Too early to say	Total
Time spent on clinical care has increased	3.6%	8.4%	36.3%	32.4%	18.8%	0.4%	100%
Patient care has improved	1.7%	9.4%	34.4%	32.3%	21.3%	0.8%	100%
Now have clear objectives linked to service improvements	1.8%	22.3%	28.9%	30.3%	16.0%	0.9%	100%
Support and resources have been delivered	0.6%	10.7%	20.8%	34.8%	32.1%	1.1%	100%
Services are more responsive to patient need	0.9%	11.2%	25.5%	36.5%	24.9%	0.9%	100%
I now have a more flexible approach to working	2.0%	16.9%	20.8%	34.0%	25.9%	0.4%	100%
Team working has improved in my speciality	1.7%	12.4%	31.4%	32.2%	21.4%	0.9%	100%
I am better able to plan my work	2.2%	31.5%	22.7%	25.7%	16.9%	1.0%	100%
My job plan reflects my speciality	4.0%	46.4%	20.9%	16.6%	11.8%	0.3%	100%
I feel my work for the NHS is appropriately valued	6.5%	30.8%	19.5%	20.9%	21.7%	0.6%	100%
Emergency workload is fairly recognised and rewarded	6.7%	35.9%	25.3%	16.7%	15.1%	0.2%	100%
Job plan does not reflect my working hours	17.9%	30.8%	15.4%	27.2%	8.2%	0.5%	100%
It will be easier to reduce my working hours	2.0%	29.0%	25.1%	26.7%	15.3%	1.8%	100%



I have an improved relationship with management	0.7%	8.0%	45.6%	24.4%	20.6%	0.6%	100%
The contract has changed the way I work for the better	1.2%	12.0%	36.0%	30.2%	19.4%	1.2%	100%
I am reducing waiting lists	3.2%	18.8%	40.6%	23.5%	12.7%	1.3%	100%
I appreciate the efforts my organisation has made	3.0%	33.7%	29.7%	18.5%	14.2%	0.9%	100%
My organisation is better able to measure my performance	1.0%	23.3%	29.5%	29.5%	15.1%	1.7%	100%
Organisation has provided training around job planning	1.1%	24.9%	19.6%	33.8%	19.7%	0.8%	100%
Staff have better knowledge of where I am	1.4%	17.5%	35.1%	29.9%	15.9%	0.2%	100%
My organisation is better able to plan clinical activity	1.0%	21.5%	34.1%	27.7%	14.1%	1.7%	100%
Able to improve clinical workforce planning	1.1%	17.4%	31.7%	28.8%	18.0%	3.0%	100%
My salary better reflects my workload	11.4%	58.3%	15.2%	8.7%	6.0%	0.4%	100%

*Q37. (If "No" to Q03) What were your reasons for not transferring to the new contract?*

	Number	% of valid respondents
(Blanks)	291	
Unable to agree job plan	33	10.2%
Don't agree with new contract	128	39.5%
In negotiation process	48	14.8%
On advice	28	8.6%
Close to retirement	39	12.0%
Other	125	38.6 %

Appendix A:

Consultant Survey Questionnaire



National Audit Office

May 2006

## Consultant Survey

The National Audit Office is conducting a survey of consultants to inform their current study on the Consultants' Contract. As you may know, the role of the National Audit Office is to report to Parliament on the spending of central government money. We conduct financial audits of all government departments and agencies and many other public bodies, and report to Parliament on the value for money with which public bodies have spent public money.

The National Audit Office is carrying out an investigation into pay and productivity at the request of Parliament. As part of this work we are looking into pay modernisation in the NHS, starting with a review on the implementation of and benefits from the new consultants' contract. We are keen to capture the views of a range of consultants, which will form a central part of our study due to be published in late 2006.

We would appreciate you taking the time to complete this short questionnaire. We can assure you that all answers you give will be treated in complete confidence and that completed questionnaires will only be seen by members of the National Audit Office project team.

**Q01** When did you take up your post as a consultant?*(Tick one box only)*

Before 31<sup>st</sup> October 2003

On or after 31<sup>st</sup> October 2003

---

**Q02** How long have you been a consultant?*(Tick one box only)*

Less than 5 years

5-10 years

10-15 years

More than 15 years

---

**Q03** Have you transferred to the new consultant contract? (*Tick one box only*) Yes <sup>1</sup> No <sup>2</sup>

If you **have not transferred to the contract** please go to Q37

---

**Q04** Is your contract: (*Tick all that apply*)

Full time <sup>1</sup> Part time <sup>2</sup> Locum <sup>3</sup> Honorary <sup>4</sup>

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**Q05** When did you transfer to the new contract? \_\_\_\_\_

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**Q06** What do you think the benefits of the new contract will be?

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**Q07** What were your reasons for transferring to the new contract? (*Tick all that apply*)

Increased pay <sup>1</sup> Control over hours worked <sup>5</sup>

Little choice <sup>2</sup> Appeared to be fair <sup>6</sup>

Improved clinical care <sup>3</sup> Increased job satisfaction <sup>7</sup>

Colleagues transferred <sup>4</sup>

Other (please specify) \_\_\_\_\_<sup>8</sup>

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**Q08** Do you have an agreed formal job plan? (*Tick one box only*) Yes <sup>1</sup> No <sup>2</sup>

---

**Q09** How many Programmed Activities (PAs) are you paid to work for the NHS per week? \_\_\_\_\_

---

**Q10** How many PAs are you paid to work for a University per week? \_\_\_\_\_

---

**Q11** How many Extra Programmed Activities (i.e. PAs above 10) are you paid to work per week for the NHS? \_\_\_\_\_

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**Q12** How many Extra Programmed Activities are you paid to work per week for a University? \_\_\_\_\_

---

**Q13** How many Supporting Professional Activities (SPAs) are included in your job plan? \_\_\_\_\_

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**Q14** Please indicate which supporting activities you undertake (*Tick all that apply*)

Continuing professional development <sup>1</sup> Formal Teaching Training <sup>6</sup>

Training <sup>2</sup> Research <sup>7</sup>

Medical/Dental Education <sup>3</sup> Clinical Management <sup>8</sup>

Audit <sup>4</sup> Local Clinical Governance activities <sup>9</sup>

Job planning <sup>5</sup> Appraisal <sup>10</sup>

---

Any other supporting professional activities, please indicate \_\_\_\_\_ 11

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**Q15** How many PAs are included in your job plan for the following external activities: (Insert number of PAs in box next to each applicable activity)

- Trade Union and professional association duties  1
- Acting as an external member of an Advisory Appointments Committee  2
- Undertaking assessments for the National Clinical Assessments Authority  3
- Undertaking inspections for the Healthcare Commission  4
- Work for the General Medical/Dental Council  5
- Work for the Royal Colleges  6
- Work for a Government Department  7
- Other, please specify \_\_\_\_\_ 8
- 

**Q16** How many PAs are included in your job plan for the following additional responsibilities: (Insert number of PAs in box next to each applicable activity)

- Medical Director  1      Clinical Audit lead  7
- Director of Public Health  2      Clinical Governance lead  8
- Clinical Director or lead clinician  3      Clinical Tutor  9
- Undergraduate Dean  4      Regional Education Adviser  10
- Postgraduate Dean  5      College/Speciality Tutor  11
- Caldicott guardian  6

Any other supporting professional activities, please indicate \_\_\_\_\_ 12

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**Q17** Does your job plan adequately compensate for the time needed to undertake the activities described in Q9-16?

(Tick one box only)

Yes  1

No  2

---

**Q18** Do you anticipate a reduction in the number of PAs in your job plan? (Tick one box only) Yes  1      No  2

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**Q19** If yes, is this due to:

Trust request  1

Work life balance reasons  3

Change in patient activity  2

Other (please describe) \_\_\_\_\_ 4

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**Q20** Do you have on-call responsibility? (*Tick one box only*) Yes 1 No 2

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**Q21** What category of supplement do you receive? (*Tick one box only*) A 1 B 2

---

**Q22** Do you receive a recruitment and retention premium? (*Tick one box only*) A 1 B 2

---

**Q23** How many hours are you actually working for the NHS in a typical week under the new contract?  
\_\_\_\_\_

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**Q24** How many hours were you actually working for the NHS in a typical week under the old contract?  
\_\_\_\_\_

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**Q25** If you work over 48 hours a week have you signed a European Working Time Directive waiver? (*Tick one box only*)

Yes 1 No 2 N/a 3

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**Q26** Does your new contract accurately reflect current working hours? (*Tick one box only*)

Yes 1 No 2

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**Q27** Please indicate which pay threshold you are currently on: (*Tick one box only*)

1 1      2 2      3 3      4 4  
5 5      6 6      7 7      8 8

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**Q28** In total how many PAs are you paid to work per week? \_\_\_\_\_

---

**Q29** Do you have a Clinical Excellence Award? (*Tick one box only*) Yes 1 No 2

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**Q30** If yes, please state at which level (*from levels 1-12*) \_\_\_\_\_

---

**Q31** Do you carry out private practice/provide private professional services? (*Tick one box only*)

Yes 1 No 2 **If No please go to Question 32**

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**Q32** How many hours per week of private work did you undertake before the introduction of the new contract? \_\_\_\_\_

---

**Q33** How many hours per week of private work do you undertake now? \_\_\_\_\_

---

**Q34** Were you unhappy with the old contract? (*Tick one box only*) Yes 1 No 2

If yes, please describe why?

---

**Q36** Please indicate level of agreement or disagreement with the following statements by circling the appropriate box:

<b>As a result of moving to the new contract:</b>	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Too early to say
The time I spend on clinical care has increased	1	2	3	4	5	6
Patient care has improved	1	2	3	4	5	6
I now have clear objectives linked to service improvements	1	2	3	4	5	6
The support and resources I identified in my job plan as a requirement to deliver my objectives have been delivered	1	2	3	4	5	6
Services are more responsive to patient need	1	2	3	4	5	6
I now have a more flexible approach to working	1	2	3	4	5	6
Team working has improved in my speciality	1	2	3	4	5	6
I am better able to plan my work through the job planning process	1	2	3	4	5	6
My job plan reflects my speciality and ways of working	1	2	3	4	5	6
I feel my work for the NHS is more appropriately valued	1	2	3	4	5	6
My emergency workload is more fairly recognised and rewarded	1	2	3	4	5	6
My job plan does not accurately reflect my working hours	1	2	3	4	5	6
I feel it will be easier to reduce my working hours	1	2	3	4	5	6
I have an improved relationship with management	1	2	3	4	5	6
The contract has changed the way I work for the better	1	2	3	4	5	6
I am reducing waiting lists	1	2	3	4	5	6
I appreciate the efforts my organisation has made to make the job planning process fair and equitable	1	2	3	4	5	6
My organisation is better able to measure my performance	1	2	3	4	5	6
My organisation has provided training around job planning	1	2	3	4	5	6
Other hospital staff have a better knowledge of where I am at any time during the working week	1	2	3	4	5	6
My organisation is better able to plan clinical activity	1	2	3	4	5	6
My organisation has been able to improve clinical workforce planning for the future	1	2	3	4	5	6
My salary better reflects my workload	1	2	3	4	5	6

**Please go to question 38**

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**Q37** What were your reasons for not transferring to the new contract? *(Tick all that apply)*

Unable to agree job plan 1 In negotiation process 3

Don't agree with new contract 2 On advice 4

Close to retirement 5

Other, please specify \_\_\_\_\_6

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**Q38** Please note any additional comments about the contract in the space provided below

**Thank you for taking the time to complete this questionnaire**