



What attracts people to a career in oral and maxillofacial surgery? A questionnaire survey

S. Kent^{a,*}, C. Herbert^a, P. Magennis^b, J. Cleland^a

^a Aberdeen University, Polwarth building, Westburn Road, Aberdeen AB25 2ZN, UK

^b Aintree University Hospital, Longmoor Lane, Liverpool L9 7AL, UK

Accepted 26 August 2016

Abstract

A key aspect of recruiting and retaining the best trainees is identification of the factors that attracted them to OMFS. Although such factors have been examined for medicine in general, we know of no previous study that has looked at those that are specific to OMFS. We distributed a survey online to roughly 1500 people who had registered an interest in OMFS over the past seven years. Personal data, and those about education and employment, were recorded, together with particular factors that drew them to OMFS. Of the 251 trainees who responded, 177 (71%) were interested in a career in OMFS. Differences among sub-groups related to dual qualification, sex, and relationships. Open comments identified the following attractive factors: variety of work, intellectually interesting work, collegiate atmosphere within OMFS, and making a difference to patients. The personalities of those who continued with OMFS training placed high value on achievement, and were more conscientious. The factors identified suggest that the positioning of OMFS as a complex, challenging, and varied hospital-based surgical specialty is key to attracting trainees, and these will be used in future research so that we can move forward from identifying preferences to assessing the relative value placed on those preferences. The data will be useful in the development of strategies to attract new trainees and retain them in the specialty.

© 2016 The British Association of Oral and Maxillofacial Surgeons. Published by Elsevier Ltd. All rights reserved.

Keywords: Education; Sex; Medical staff; Motivation; Students

Introduction

Attracting and retaining the best trainees to a surgical specialty is key to ensuring excellent care for patients in future, yet the interaction of factors that result in trainees choosing a particular specialty, and then training to become a consultant, is poorly understood. Training in oral and maxillofacial surgery (OMFS) is unique, in that it requires both medical and dental degrees, and about 10 years' postgraduate education. Even with this commitment OMFS has not had

difficulty in attracting trainees in the past. Despite the duration and costs of training (which are mostly borne by the trainees^{1,2}), there were always sufficient applicants for ST3 posts in OMFS, until national recruitment rounds in 2014 and 2015 when posts were left empty. It may be that the introduction of undergraduate fees (recently increased), the impact of pension reforms, and the changes in NHS regulations regarding protected pay, are starting to deter students from a career in OMFS. Given these threats to recruitment, it is critical to identify what motivates trainees to make such considerable financial and personal commitments to training, and what factors may mitigate against its completion. Deeper understanding of what motivates trainees during training is essential, as this information can help to develop approaches

* Corresponding author at: Aberdeen University Medical and Dental School, Polwarth building, Westburn Road, Aberdeen, AB25 2ZN.

E-mail address: s.kent.02@aberdeen.ac.uk (S. Kent).

<http://dx.doi.org/10.1016/j.bjoms.2016.08.022>

0266-4356/© 2016 The British Association of Oral and Maxillofacial Surgeons. Published by Elsevier Ltd. All rights reserved.

to improve recruitment and retention, and allow for more accurate planning of the workforce.

Factors that affect medical recruitment and retention can be broadly split into those that increase the likelihood of a trainee choosing or staying with their training, and those that decrease it. To borrow from the field of human geography, the former are termed “pull” factors, and the latter “push” factors.³ These factors have been described in a wide range of areas, including migration of doctors,^{4,5} views on complementary medicines,⁶ and factors that drive entrepreneurs.⁷ More recently, NHS Education for Scotland commissioned research into these factors in relation to medical trainees to aid government policy on recruitment and retention of doctors.^{8,9}

Here we examine the factors that, according to our survey, encourage trainees to pursue an interest in a career in OMFS.

Subjects and methods

The target group was those people who had registered with the British Association of Oral and Maxillofacial Surgeons (BAOMS) website as having an interest in OMFS. Anyone interested in a career in OMFS is encouraged to register, and their email address is stored, so this is a list of trainees who were once interested in a career in OMFS, and who either continued with training, or changed career. At the time that the data were collected, about 1500 people had registered.

The questions asked in the survey were developed after we had consulted international publications about medical labour markets and decision-making about careers, with particular reference to recent reports from the UK.^{8,9} Data were collected about background, training, and qualifications. Respondents were asked whether or not they were still interested in a career in OMFS. For those who were still interested, further questions were asked about what factors would affect their next choice of job, and what had affected their current choice, so the survey included both forced-choice and open questions.

Data were collected using SNAP software (SNAP 11.14, Snap Surveys Ltd, Bristol, UK). The survey lasted for one month in November 2015, and results were collated and analysed using IBM SPSS Statistics for Windows (version 23, IBM Corp, Armonk, NY) and Tableau (Tableau Software Inc. version 9.2, London, UK). The significance of differences in demographic data were assessed using the chi square test, and probabilities of 0.05 or less were accepted as significant. Qualitative parts of the survey were coded by hand, and broad themes identified from individual responses. Word frequency analysis was done using an online tool¹⁰ and we used the IBM Watson Personality Insights software,¹¹ which uses linguistics analysis to calculate needs, values, and the five most important personality traits.^{12,13} These gave us more insights into factors that attracted people than those provided by simple demographics. This tool has been validated using various methods.^{14,15}

Table 1
Characteristics of respondents (n = 251).

Characteristic	No (%)
Sex:	
Male	174 (69)
Female	77 (31)
Age group (years):	
21–30	107 (43)
31–40	127 (51)
41–50	15 (6)
>50	1 (<1)
Marital state:	
Single	88 (35)
Married	117 (47)
Cohabiting	38 (15)
Divorced or separated	5 (2)
Widowed	1 (<1)
Number of dependants:	
0	173 (69)
1	31 (12)
2	37 (15)
3	9 (4)
Qualifications:	
Medical degree	136 (54)
Dental degree	214 (85)
Dual qualification	105 (42)
Are you actively interested in a career in OMFS?	
Yes	177 (71)
No	50 (20)
Not sure	24 (10)

Results

We received 251 responses. It was impossible to calculate an accurate overall response rate, though we could identify that 56 of the 125 UK-based OMFS registrars responded (45%) (Table 1).

Respondents with a medical degree were significantly more likely to be dual qualified than dentally qualified ones ($p = 0.00$). There were no significant correlations between sex and marital status or dual qualification.

Factors that significantly correlated with being interested in a career in OMFS included dual qualification ($p = 0.020$), male sex ($p = 0.024$), and for women (but not men) being single ($p = 0.016$).

The subject of the first degree was not a significant determinant (**65 (62%)** of dual qualified respondents did dentistry first, and **40 (38%)** medicine first, $p = 0.88$). Slightly but not significantly more OMFS registrars had completed dentistry first.

Fifty-six OMFS registrars (16 women and 40 men) completed the survey. OMFS registrars were older than non-OMFS registrars (One registrar was 21–30 years and 50 were 31–40 years, whilst 106 non-OMFS registrars were 21–30 years, and 77 were 31–40 years). OMFS registrars were also more likely to be married ($p = 0.01$) and were more likely to have children ($p = 0.01$). The difference in relationship status

Download English Version:

<https://daneshyari.com/en/article/5638358>

Download Persian Version:

<https://daneshyari.com/article/5638358>

[Daneshyari.com](https://daneshyari.com)