

YouGov Survey Results

Sample Size: 1890

Fieldwork: 7th - 15th October 2019



Total	Gender		Age							
	Male	Female	Under 30	30 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 to 65	Over 65

For the following question, if you are on a career break and not currently practising, then please answer for your most recent job. Which ONE of the following most accurately describes the region/ continent where you practise/ are training?

Base: Royal College of Surgeons Members	1890	1512	378	58	366	324	320	365	221	127	109
UK	99%	99%	99%	100%	99%	99%	100%	99%	100%	99%	100%
Irish Republic	-	-	-	-	-	-	-	-	-	-	-
Europe (i.e. not including the Irish Republic and the UK)	0%	-	0%	-	-	-	-	0%	-	-	-
Asia	0%	0%	-	-	0%	0%	-	0%	0%	1%	-
Africa	0%	-	0%	-	-	-	0%	-	-	-	-
North America	-	-	-	-	-	-	-	-	-	-	-
South America	-	-	-	-	-	-	-	-	-	-	-
Oceania (i.e. Australia, New Zealand, and the surrounding islands)	0%	0%	-	-	1%	0%	-	-	-	-	-
Don't know	0%	0%	-	-	-	-	-	0%	-	-	-

As a reminder, for the following question, if you are on a career break and not currently practising, then please answer for your most recent job. Now thinking specifically about the UK... Which ONE of the following most accurately describes the region in the UK where you practise/ are training?

Base: Royal College of Surgeons Members	1879	1503	376	58	363	322	319	362	220	126	109
East of England	8%	9%	3%	5%	6%	7%	7%	9%	10%	6%	13%
East Midlands	6%	6%	5%	10%	6%	7%	5%	8%	5%	6%	1%
London	16%	15%	21%	21%	20%	16%	16%	15%	14%	9%	24%
North East England	4%	5%	3%	9%	4%	3%	5%	5%	2%	9%	4%
North West England	10%	10%	10%	14%	11%	11%	8%	10%	10%	10%	12%
South East England	10%	11%	9%	9%	9%	9%	9%	11%	12%	13%	14%
South West England	13%	13%	14%	12%	12%	12%	15%	14%	13%	12%	7%
Thames Valley and Wessex	6%	6%	7%	7%	7%	7%	6%	6%	5%	8%	4%
West Midlands	10%	10%	10%	9%	10%	11%	11%	8%	12%	12%	9%
Yorkshire and the Humber	8%	8%	8%	2%	8%	9%	8%	8%	10%	6%	7%
Scotland	2%	2%	2%	2%	1%	2%	3%	2%	4%	4%	1%
Wales	5%	4%	7%	2%	5%	5%	5%	4%	4%	7%	4%
Northern Ireland	1%	1%	1%	-	1%	1%	3%	1%	1%	-	1%

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Which ONE of the following BEST describes your current career status? (Please select the option that best applies. If your answer is not included in the list shown, please type it in the 'Other' box)

	1890	1512	378	58	366	324	320	365	221	127	109
Base: Royal College of Surgeons Members	1890	1512	378	58	366	324	320	365	221	127	109
Medical student	0%	-	1%	3%	-	-	-	-	-	-	-
Foundation trainee	1%	1%	2%	26%	0%	-	-	-	-	-	-
Core trainee	1%	1%	2%	17%	4%	-	-	-	-	-	-
Specialty trainee	11%	9%	19%	34%	44%	5%	0%	1%	-	-	-
SAS grade surgeon – including Associate Specialist, Specialty Doctor and other	4%	4%	6%	3%	8%	3%	4%	3%	3%	3%	2%
Working as an academic	1%	1%	0%	3%	1%	1%	-	1%	-	2%	1%
Consultant	72%	75%	57%	-	33%	88%	93%	92%	92%	69%	20%
On a career break	0%	-	1%	2%	0%	-	-	-	-	-	-
Retired	5%	6%	3%	-	-	-	-	-	3%	17%	70%
Other	5%	4%	10%	10%	10%	3%	3%	4%	2%	9%	7%

For the following question, if you are not currently practising a surgical speciality, then please answer for your most recent surgical speciality. If you do not have a surgical speciality, please select the 'Not applicable' option. Which ONE of the following is your current surgical speciality? (Please select the option that best applies. If your answer is not included in the list below, please type it in the 'Other' box.)

	1890	1512	378	58	366	324	320	365	221	127	109
Base: Royal College of Surgeons Members	1890	1512	378	58	366	324	320	365	221	127	109
Cardiothoracic surgery	3%	3%	2%	7%	2%	2%	2%	3%	2%	5%	4%
Dental surgery	4%	2%	10%	2%	5%	2%	3%	5%	3%	8%	8%
Academic surgery	0%	0%	1%	-	1%	1%	-	1%	0%	1%	-
General surgery	25%	25%	26%	29%	25%	31%	25%	21%	25%	24%	20%
Neurosurgery	3%	4%	1%	5%	3%	2%	3%	4%	2%	3%	3%
Oral and maxillofacial surgery	5%	4%	5%	2%	2%	5%	4%	5%	5%	6%	9%
Otolaryngology (ENT) surgery	10%	10%	7%	7%	10%	10%	9%	10%	11%	9%	9%
Paediatric surgery	2%	2%	3%	3%	2%	2%	2%	2%	1%	2%	1%
Plastic surgery	6%	5%	7%	5%	7%	6%	8%	5%	5%	2%	2%
Trauma and orthopaedic surgery	22%	25%	13%	21%	25%	22%	21%	21%	26%	21%	17%
Urology	7%	8%	4%	3%	8%	4%	12%	8%	5%	4%	6%
Vascular surgery	6%	6%	7%	2%	5%	7%	5%	7%	8%	7%	7%
Other	5%	4%	11%	2%	4%	5%	5%	6%	4%	6%	9%
Not applicable - I do not currently have a surgical speciality	2%	2%	3%	12%	2%	2%	1%	2%	3%	1%	5%

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How concerned, if at all, are you about the current tapered annual allowance and pension taxation rules?

Base: Royal College of Surgeons Members	1890	1512	378	58	366	324	320	365	221	127	109
Very concerned	85%	87%	75%	69%	76%	92%	91%	93%	88%	76%	54%
Fairly concerned	10%	8%	16%	21%	19%	6%	7%	4%	7%	13%	16%
Not very concerned	2%	2%	4%	2%	3%	1%	1%	2%	3%	5%	6%
Not at all concerned	2%	2%	2%	-	1%	1%	1%	0%	1%	6%	17%
Don't know	1%	1%	2%	9%	1%	-	0%	0%	1%	1%	8%
Net: Concerned	94%	95%	92%	90%	95%	98%	98%	98%	95%	88%	70%
Net: Not concerned	2%	2%	2%	-	1%	1%	1%	0%	1%	6%	17%

Are you anticipating an increase in the amount you will pay in taxes this year specifically because of this change?

Base: Royal College of Surgeons Members that are not on a career break/retired	1790	1449	341	52	330	313	311	351	216	116	101
Yes, I am	56%	60%	41%	19%	33%	58%	71%	81%	67%	43%	7%
No, I am not	23%	20%	34%	52%	44%	24%	14%	10%	18%	30%	15%
Don't know	15%	14%	21%	27%	23%	18%	15%	10%	12%	9%	3%
I'm retired/ on a career break	6%	6%	4%	2%	0%	-	-	-	3%	18%	75%

Before taking this survey, how well, if at all, would you say you understood the impact of recent changes to pension taxation on your tax bill this year?

Base: Royal College of Surgeons Members	1890	1512	378	58	366	324	320	365	221	127	109
Very well	17%	20%	7%	3%	5%	15%	15%	26%	24%	30%	22%
Fairly well	37%	37%	38%	26%	30%	37%	39%	40%	44%	38%	34%
Not very well	27%	27%	30%	43%	37%	29%	29%	21%	22%	21%	17%
Not at all well	17%	15%	24%	26%	27%	19%	17%	13%	9%	10%	12%
Don't know	0%	0%	1%	-	1%	-	-	0%	-	-	4%
Not applicable - I was not aware of the recent changes to pension tax	1%	1%	1%	2%	1%	-	0%	-	-	1%	11%
Net: Well	54%	57%	45%	29%	35%	52%	54%	67%	69%	68%	56%
Net: Not well	17%	15%	24%	26%	27%	19%	17%	13%	9%	10%	12%

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To what extent, if at all, have you reduced or increased the amount of time you have spent working in the NHS this year compared to last year as a direct result of these changes, or has it stayed about the same?

Base: Royal College of Surgeons Members	1890	1512	378	58	366	324	320	365	221	127	109
Reduced a lot	31%	35%	14%	5%	17%	33%	38%	39%	33%	43%	23%
Reduced a little	26%	26%	24%	10%	17%	33%	35%	30%	28%	17%	4%
Stayed about the same	37%	33%	53%	60%	59%	31%	25%	30%	38%	36%	30%
Increased a little	1%	1%	1%	3%	1%	2%	2%	-	0%	-	1%
Increased a lot	0%	0%	1%	2%	1%	-	-	1%	-	1%	-
Don't know	5%	4%	7%	19%	5%	2%	0%	1%	1%	4%	42%
Net: Reduced	57%	61%	39%	16%	34%	66%	73%	68%	61%	59%	27%
Net: Increased	1%	1%	2%	5%	2%	2%	2%	1%	0%	1%	1%

For the following question, if you do not have any 'non-clinical' roles, please select the 'Not applicable' option. Which, if either, of the following 'non-clinical' roles do you have? (Please select all that apply)

Base: Royal College of Surgeons Members	1890	1512	378	58	366	324	320	365	221	127	109
Educational roles	54%	55%	50%	14%	36%	65%	69%	65%	55%	52%	15%
Managerial roles	41%	43%	32%	3%	19%	44%	57%	58%	47%	41%	8%
Other	12%	12%	11%	7%	8%	9%	12%	12%	14%	17%	20%
Not applicable - I do not have any 'non-clinical' roles	31%	28%	39%	79%	57%	23%	13%	13%	24%	27%	65%

You previously said that you have educational roles. Which, if any, of the following educational roles do you currently have? (Please select all that apply)

Base: Royal College of Surgeons Members who have education roles	1013	825	188	8	130	211	221	239	122	66	16
Educational Supervisor	80%	80%	79%	-	53%	85%	91%	90%	81%	55%	50%
At Trust level	52%	53%	47%	25%	43%	52%	49%	57%	65%	47%	25%
At Regional Level	25%	25%	25%	38%	15%	27%	29%	26%	25%	26%	25%
At National Level	20%	20%	20%	13%	17%	12%	13%	25%	30%	36%	19%
At International Level	8%	8%	4%	-	2%	3%	7%	10%	11%	17%	19%
None of these	5%	5%	7%	63%	18%	2%	1%	2%	3%	9%	19%
Don't know	0%	0%	-	-	-	-	-	-	-	-	6%

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You previously said that you have managerial roles. Which, if any, of the following managerial roles do you currently have? (Please select all that apply)

Base: Royal College of Surgeons Members who have managerial roles	767	645	122	2	68	141	181	210	104	52	9
At Departmental Level	67%	67%	67%	-	71%	77%	75%	65%	65%	33%	22%
At Trust Level	44%	45%	40%	50%	16%	36%	41%	52%	51%	60%	89%
At Regional Level	15%	15%	16%	-	7%	16%	14%	19%	14%	13%	22%
At National Level	16%	16%	17%	-	16%	9%	15%	17%	13%	46%	11%
At International Level	3%	3%	3%	-	1%	1%	1%	6%	3%	8%	11%
None of these	2%	2%	4%	50%	3%	2%	1%	1%	4%	6%	11%
Don't know	-	-	-	-	-	-	-	-	-	-	-

To what extent, if at all, do you agree or disagree with the following statement? "I am considering reducing my non-clinical commitments due to the current pension taxation rules"

Base: Royal College of Surgeons Members	1790	1449	341	52	330	313	311	351	216	116	101
Strongly agree	41%	44%	28%	12%	33%	43%	50%	52%	48%	32%	4%
Tend to agree	20%	19%	21%	8%	19%	28%	23%	21%	18%	9%	4%
Tend to disagree	12%	11%	15%	8%	11%	13%	12%	14%	12%	14%	4%
Strongly disagree	7%	7%	9%	12%	6%	4%	8%	5%	9%	18%	8%
Don't know	14%	13%	22%	60%	30%	12%	8%	7%	10%	9%	5%
I'm retired/ on a career break	6%	6%	4%	2%	0%	-	-	-	3%	18%	75%
Net: Agree	61%	63%	50%	19%	52%	71%	73%	73%	66%	41%	8%
Net: Disagree	7%	7%	9%	12%	6%	4%	8%	5%	9%	18%	8%

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	Male	Female	Under 30	30 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 to 65	Over 65

Thinking about the last year (i.e. September 2018 to September 2019)...Which, if any, of the following did you undertake? (Please select all that apply)

	1890	1512	378	58	366	324	320	365	221	127	109
Base: Royal College of Surgeons Members											
Extra sessions to cover colleagues (e.g. for their annual study, sick leave etc.)	48%	47%	52%	45%	58%	56%	54%	50%	40%	24%	6%
Extra sessions to cover workforce gaps	43%	42%	46%	55%	59%	48%	45%	40%	31%	24%	10%
Extra sessions to reduce the access time for patients on surgical waiting lists	47%	49%	37%	16%	43%	63%	58%	50%	41%	32%	11%
Extra sessions to reduce the access time for patients on outpatient waiting lists	42%	43%	37%	10%	39%	58%	53%	45%	36%	28%	10%
Extra sessions to reduce the access time for patients with suspected or known cancer	27%	28%	26%	7%	26%	34%	38%	31%	22%	16%	6%
None of these	27%	28%	25%	31%	19%	14%	17%	23%	36%	52%	86%
Don't know	1%	0%	1%	3%	1%	-	1%	1%	1%	-	1%

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Now thinking about this upcoming year (i.e. September 2019 to September 2020)... Which ONE, if any, of the following statements best applies to you for each of following? (Please select one option on each row)

Extra sessions to cover colleagues (e.g. for their annual study, sick leave etc.)

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	905	710	195	26	212	183	174	183	89	31	7
I will continue to undertake extra sessions and increase the amount I did last year	2%	2%	3%	15%	3%	2%	1%	1%	1%	3%	-
I will continue to undertake extra sessions but will do around the same amount I did last year	13%	11%	18%	23%	16%	10%	13%	9%	17%	10%	14%
I will continue to undertake extra sessions but will do less compared to what I did last year	27%	28%	24%	31%	35%	30%	22%	21%	24%	29%	14%
I will not undertake any extra sessions	53%	55%	47%	27%	37%	51%	61%	67%	56%	52%	43%
Don't know	5%	5%	8%	4%	9%	7%	3%	3%	2%	6%	29%

Extra sessions to cover workforce gaps

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	805	630	175	32	216	156	145	147	68	30	11
I will continue to undertake extra sessions and increase the amount I did last year	2%	1%	3%	13%	3%	1%	1%	1%	-	-	-
I will continue to undertake extra sessions but will do around the same amount I did last year	10%	9%	15%	28%	15%	4%	10%	7%	9%	7%	18%
I will continue to undertake extra sessions but will do less compared to what I did last year	26%	25%	26%	28%	30%	29%	23%	20%	19%	30%	36%
I will not undertake any extra sessions	57%	60%	46%	25%	41%	61%	63%	72%	69%	57%	36%
Don't know	6%	5%	9%	6%	12%	4%	3%	1%	3%	7%	9%

Extra sessions to reduce the access time for patients on surgical waiting lists

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	884	746	138	9	158	205	187	182	91	40	12
I will continue to undertake extra sessions and increase the amount I did last year	1%	1%	1%	-	1%	1%	2%	-	-	3%	8%
I will continue to undertake extra sessions but will do around the same amount I did last year	6%	6%	5%	11%	8%	3%	8%	4%	8%	5%	17%
I will continue to undertake extra sessions but will do less compared to what I did last year	25%	25%	30%	22%	34%	31%	19%	23%	16%	30%	8%
I will not undertake any extra sessions	64%	65%	59%	67%	51%	61%	70%	71%	75%	63%	50%
Don't know	3%	3%	6%	-	6%	4%	2%	2%	1%	-	17%

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Extra sessions to reduce the access time for patients on outpatient waiting lists

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	794	655	139	6	142	188	168	165	79	35	11
I will continue to undertake extra sessions and increase the amount I did last year	1%	1%	1%	-	1%	-	1%	1%	1%	3%	-
I will continue to undertake extra sessions but will do around the same amount I did last year	6%	6%	8%	-	8%	3%	3%	6%	10%	9%	27%
I will continue to undertake extra sessions but will do less compared to what I did last year	23%	23%	24%	50%	32%	26%	16%	19%	18%	34%	18%
I will not undertake any extra sessions	67%	68%	60%	50%	55%	66%	75%	73%	70%	46%	45%
Don't know	4%	3%	6%	-	4%	4%	5%	2%	1%	9%	9%

Extra sessions to reduce the access time for patients with suspected or known cancer

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	517	419	98	4	96	111	120	112	48	20	6
I will continue to undertake extra sessions and increase the amount I did last year	2%	1%	4%	25%	1%	-	2%	2%	-	5%	17%
I will continue to undertake extra sessions but will do around the same amount I did last year	12%	13%	11%	25%	10%	8%	14%	11%	21%	20%	17%
I will continue to undertake extra sessions but will do less compared to what I did last year	30%	28%	37%	25%	36%	46%	23%	15%	31%	30%	17%
I will not undertake any extra sessions	51%	53%	40%	25%	45%	40%	57%	69%	44%	35%	33%
Don't know	5%	5%	8%	-	7%	6%	4%	4%	4%	10%	17%

Thinking about recent changes in pension taxation rules...Which, if any, of the following have you been advised to do (e.g. by an accountant or financial adviser)? (Please select all that apply)

Base: Royal College of Surgeons Members	1890	1512	378	58	366	324	320	365	221	127	109
Come out of the NHS pension scheme	28%	30%	19%	17%	18%	20%	25%	36%	45%	46%	19%
Retire earlier	29%	31%	18%	19%	18%	14%	21%	34%	57%	60%	24%
Work fewer hours in the NHS	53%	57%	39%	24%	42%	60%	65%	70%	57%	32%	12%
Refrain from taking part in waiting list initiatives	49%	53%	33%	17%	37%	62%	66%	62%	49%	28%	5%
Set up or become involved in a company to reduce your tax liability	27%	31%	13%	7%	22%	30%	38%	33%	29%	17%	6%
None of these	19%	16%	31%	41%	28%	16%	15%	11%	9%	11%	60%
Don't know	8%	6%	13%	22%	14%	8%	7%	4%	4%	2%	5%

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To what extent do you agree or disagree with the following statement? "I am considering retiring early because of changes to pension tax"

Base: Royal College of Surgeons Members that aren't retired

Strongly agree	40%	43%	29%	22%	31%	27%	38%	50%	59%	53%	33%
Tend to agree	25%	25%	23%	28%	25%	22%	26%	29%	23%	21%	12%
Tend to disagree	10%	9%	15%	10%	8%	13%	13%	8%	10%	8%	9%
Strongly disagree	7%	7%	7%	3%	7%	8%	8%	5%	4%	12%	24%
Don't know	18%	16%	27%	36%	29%	30%	15%	8%	4%	6%	21%
Net: Agree	64%	68%	52%	50%	56%	49%	63%	79%	82%	74%	45%
Net: Disagree	7%	7%	7%	3%	7%	8%	8%	5%	4%	12%	24%

You previously said that you are considering retiring early because of the changes to pension taxation rules. When do you think you will retire? (Please select the option that comes closest)

Base: Royal College of Surgeons Members who are not retired and said they would retire early

Within the next year	9%	9%	6%	-	-	3%	1%	2%	20%	55%	67%
In the next two years	8%	9%	4%	-	0%	1%	1%	3%	26%	33%	20%
In the next three years	7%	7%	6%	-	-	-	1%	10%	24%	5%	-
In the next four years	3%	3%	3%	-	-	-	-	6%	8%	-	-
In the next five years	12%	12%	14%	3%	0%	4%	6%	30%	17%	-	-
In more than five years	53%	52%	59%	79%	80%	80%	85%	41%	2%	1%	-
Don't know	9%	9%	10%	17%	19%	13%	6%	8%	2%	5%	13%

Are you aware of ANY of your colleagues in Surgery who have retired early specifically because of the changes to pension taxation rules?

Base: Royal College of Surgeons Members

Yes, I am	68%	69%	65%	52%	63%	72%	73%	70%	70%	74%	53%
No, I'm not	32%	31%	35%	48%	37%	28%	28%	30%	30%	26%	47%

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Total	Area of practice (GB)												
	East of England	East Midlands	London	North East England	North West England	South East England	South West England	Thames Valley and Wessex	West Midlands	Yorkshire and the Humber	Scotland	Wales	Northern Ireland

For the following question, if you are on a career break and not currently practising, then please answer for your most recent job. Which ONE of the following most accurately describes the region/ continent where you practise/ are training?

Base: Royal College of Surgeons Members	1890	144	111	307	83	192	193	241	115	193	150	42	87	21
UK	99%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Irish Republic	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Europe (i.e. not including the Irish Republic and the UK)	0%	-	-	-	-	-	-	-	-	-	-	-	-	-
Asia	0%	-	-	-	-	-	-	-	-	-	-	-	-	-
Africa	0%	-	-	-	-	-	-	-	-	-	-	-	-	-
North America	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South America	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Oceania (i.e. Australia, New Zealand, and the surrounding islands)	0%	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	0%	-	-	-	-	-	-	-	-	-	-	-	-	-

As a reminder, for the following question, if you are on a career break and not currently practising, then please answer for your most recent job. Now thinking specifically about the UK... Which ONE of the following most accurately describes the region in the UK where you practise/ are training?

Base: Royal College of Surgeons Members	1879	144	111	307	83	192	193	241	115	193	150	42	87	21
East of England	8%	100%	-	-	-	-	-	-	-	-	-	-	-	-
East Midlands	6%	-	100%	-	-	-	-	-	-	-	-	-	-	-
London	16%	-	-	100%	-	-	-	-	-	-	-	-	-	-
North East England	4%	-	-	-	100%	-	-	-	-	-	-	-	-	-
North West England	10%	-	-	-	-	100%	-	-	-	-	-	-	-	-
South East England	10%	-	-	-	-	-	100%	-	-	-	-	-	-	-
South West England	13%	-	-	-	-	-	-	100%	-	-	-	-	-	-
Thames Valley and Wessex	6%	-	-	-	-	-	-	-	100%	-	-	-	-	-
West Midlands	10%	-	-	-	-	-	-	-	-	100%	-	-	-	-
Yorkshire and the Humber	8%	-	-	-	-	-	-	-	-	-	100%	-	-	-
Scotland	2%	-	-	-	-	-	-	-	-	-	-	100%	-	-
Wales	5%	-	-	-	-	-	-	-	-	-	-	-	100%	-
Northern Ireland	1%	-	-	-	-	-	-	-	-	-	-	-	-	100%

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Which ONE of the following BEST describes your current career status? (Please select the option that best applies. If your answer is not included in the list shown, please type it in the 'Other' box)

	1890	144	111	307	83	192	193	241	115	193	150	42	87	21
Base: Royal College of Surgeons Members	1890	144	111	307	83	192	193	241	115	193	150	42	87	21
Medical student	0%	-	-	0%	-	-	1%	-	-	-	-	-	-	-
Foundation trainee	1%	-	1%	2%	1%	2%	-	1%	1%	1%	-	2%	-	-
Core trainee	1%	2%	3%	1%	4%	2%	1%	2%	-	1%	-	-	1%	-
Specialty trainee	11%	6%	16%	16%	14%	9%	6%	9%	14%	9%	10%	5%	11%	5%
SAS grade surgeon – including Associate Specialist, Specialty Doctor and other	4%	1%	5%	5%	1%	6%	6%	3%	3%	4%	2%	10%	6%	5%
Working as an academic	1%	3%	1%	1%	-	1%	-	1%	1%	-	1%	-	-	-
Consultant	72%	76%	68%	65%	69%	71%	72%	76%	71%	75%	77%	74%	68%	71%
On a career break	0%	-	-	0%	-	1%	-	-	-	-	-	-	-	-
Retired	5%	7%	3%	6%	5%	5%	8%	3%	4%	6%	6%	-	9%	5%
Other	5%	5%	5%	5%	6%	4%	6%	5%	6%	4%	5%	10%	5%	14%

For the following question, if you are not currently practising a surgical speciality, then please answer for your most recent surgical speciality. If you do not have a surgical speciality, please select the 'Not applicable' option. Which ONE of the following is your current surgical speciality? (Please select the option that best applies. If your answer is not included in the list below, please type it in the 'Other' box.)

	1890	144	111	307	83	192	193	241	115	193	150	42	87	21
Base: Royal College of Surgeons Members	1890	144	111	307	83	192	193	241	115	193	150	42	87	21
Cardiothoracic surgery	3%	2%	5%	4%	2%	6%	3%	0%	1%	3%	3%	-	2%	-
Dental surgery	4%	1%	1%	7%	2%	4%	3%	4%	3%	5%	2%	10%	3%	14%
Academic surgery	0%	2%	-	0%	-	-	-	0%	-	1%	1%	-	1%	-
General surgery	25%	24%	21%	20%	27%	26%	25%	29%	23%	29%	23%	24%	34%	19%
Neurosurgery	3%	3%	-	5%	5%	3%	2%	2%	4%	5%	4%	7%	1%	-
Oral and maxillofacial surgery	5%	1%	6%	6%	4%	7%	7%	3%	2%	3%	3%	5%	6%	5%
Otolaryngology (ENT) surgery	10%	11%	13%	10%	11%	6%	9%	10%	14%	13%	7%	2%	6%	5%
Paediatric surgery	2%	1%	5%	3%	1%	2%	-	1%	2%	1%	3%	2%	2%	5%
Plastic surgery	6%	5%	2%	6%	11%	6%	6%	5%	6%	4%	8%	5%	3%	5%
Trauma and orthopaedic surgery	22%	26%	28%	18%	20%	22%	29%	25%	23%	19%	23%	17%	17%	29%
Urology	7%	9%	9%	7%	7%	5%	5%	7%	11%	6%	7%	2%	8%	14%
Vascular surgery	6%	8%	5%	6%	5%	7%	5%	6%	3%	8%	7%	10%	6%	-
Other	5%	4%	5%	7%	4%	5%	5%	5%	5%	3%	6%	12%	6%	5%
Not applicable - I do not currently have a surgical speciality	2%	3%	2%	2%	1%	2%	2%	1%	2%	1%	5%	5%	3%	-

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How concerned, if at all, are you about the current tapered annual allowance and pension taxation rules?

Base: Royal College of Surgeons Members	1890	144	111	307	83	192	193	241	115	193	150	42	87	21
Very concerned	85%	85%	93%	86%	88%	82%	83%	85%	83%	82%	85%	76%	84%	86%
Fairly concerned	10%	8%	6%	8%	10%	11%	8%	11%	8%	12%	13%	12%	10%	5%
Not very concerned	2%	3%	1%	2%	-	-	4%	2%	6%	2%	1%	7%	3%	5%
Not at all concerned	2%	3%	-	3%	1%	4%	3%	0%	2%	3%	-	2%	1%	5%
Don't know	1%	1%	-	2%	1%	3%	2%	1%	1%	1%	-	2%	1%	-
Net: Concerned	94%	93%	99%	94%	98%	94%	92%	96%	91%	94%	99%	88%	94%	90%
Net: Not concerned	2%	3%	-	3%	1%	4%	3%	0%	2%	3%	-	2%	1%	5%

Are you anticipating an increase in the amount you will pay in taxes this year specifically because of this change?

Base: Royal College of Surgeons Members that are not on a career break/retired	1790	137	106	291	78	185	181	229	108	185	143	38	83	18
Yes, I am	56%	64%	59%	54%	59%	54%	56%	58%	53%	55%	57%	61%	48%	72%
No, I am not	23%	21%	20%	21%	26%	22%	23%	24%	30%	25%	24%	26%	20%	11%
Don't know	15%	7%	18%	19%	10%	19%	13%	15%	13%	15%	13%	13%	22%	11%
I'm retired/ on a career break	6%	7%	3%	6%	5%	6%	9%	3%	5%	6%	6%	-	10%	6%

Before taking this survey, how well, if at all, would you say you understood the impact of recent changes to pension taxation on your tax bill this year?

Base: Royal College of Surgeons Members	1890	144	111	307	83	192	193	241	115	193	150	42	87	21
Very well	17%	24%	20%	8%	20%	13%	19%	24%	17%	21%	16%	17%	18%	14%
Fairly well	37%	38%	33%	35%	34%	44%	36%	37%	32%	42%	39%	40%	30%	33%
Not very well	27%	24%	28%	36%	23%	28%	23%	25%	27%	21%	23%	33%	38%	33%
Not at all well	17%	11%	17%	21%	20%	14%	21%	14%	22%	14%	19%	7%	13%	19%
Don't know	0%	1%	1%	0%	-	1%	1%	-	-	1%	1%	-	-	-
Not applicable - I was not aware of the recent changes to pension tax	1%	2%	1%	1%	2%	-	1%	0%	2%	1%	1%	2%	1%	-
Net: Well	54%	62%	53%	43%	54%	57%	55%	61%	50%	64%	55%	57%	48%	48%
Net: Not well	17%	11%	17%	21%	20%	14%	21%	14%	22%	14%	19%	7%	13%	19%

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To what extent, if at all, have you reduced or increased the amount of time you have spent working in the NHS this year compared to last year as a direct result of these changes, or has it stayed about the same?

Base: Royal College of Surgeons Members	1890	144	111	307	83	192	193	241	115	193	150	42	87	21
Reduced a lot	31%	40%	33%	22%	36%	33%	32%	39%	23%	29%	33%	14%	37%	29%
Reduced a little	26%	17%	26%	26%	22%	27%	27%	27%	28%	31%	23%	33%	18%	19%
Stayed about the same	37%	38%	36%	43%	40%	34%	32%	31%	43%	34%	41%	48%	36%	52%
Increased a little	1%	1%	1%	1%	1%	1%	2%	1%	-	1%	-	-	2%	-
Increased a lot	0%	-	1%	0%	-	-	-	1%	-	1%	-	-	-	-
Don't know	5%	4%	3%	7%	1%	5%	6%	1%	6%	6%	3%	5%	7%	-
Net: Reduced	57%	58%	59%	49%	58%	60%	66%	66%	51%	59%	55%	48%	55%	48%
Net: Increased	1%	1%	2%	1%	1%	1%	2%	2%	-	2%	-	-	2%	-

For the following question, if you do not have any 'non-clinical' roles, please select the 'Not applicable' option. Which, if either, of the following 'non-clinical' roles do you have? (Please select all that apply)

Base: Royal College of Surgeons Members	1890	144	111	307	83	192	193	241	115	193	150	42	87	21
Educational roles	54%	58%	45%	52%	48%	53%	56%	56%	53%	52%	55%	57%	56%	43%
Managerial roles	41%	44%	41%	36%	39%	40%	35%	47%	42%	40%	46%	33%	44%	43%
Other	12%	18%	14%	9%	16%	15%	9%	10%	12%	11%	12%	7%	9%	-
Not applicable - I do not have any 'non-clinical' roles	31%	24%	34%	35%	36%	31%	31%	25%	31%	31%	28%	26%	32%	43%

You previously said that you have educational roles. Which, if any, of the following educational roles do you currently have? (Please select all that apply)

Base: Royal College of Surgeons Members who have education roles	1013	84	50	161	40	101	109	136	61	100	83	24	49	9
Educational Supervisor	80%	67%	84%	77%	95%	77%	79%	82%	84%	78%	83%	75%	86%	89%
At Trust level	52%	52%	46%	56%	58%	52%	55%	51%	49%	55%	49%	42%	47%	22%
At Regional Level	25%	20%	22%	22%	28%	32%	27%	24%	31%	26%	28%	29%	22%	22%
At National Level	20%	15%	6%	24%	30%	18%	18%	14%	16%	22%	31%	17%	24%	11%
At International Level	8%	7%	2%	12%	15%	4%	9%	5%	5%	8%	7%	4%	6%	-
None of these	5%	7%	8%	7%	3%	4%	6%	4%	5%	3%	4%	13%	4%	-
Don't know	0%	-	-	-	-	1%	-	-	-	-	-	-	-	-

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You previously said that you have managerial roles. Which, if any, of the following managerial roles do you currently have? (Please select all that apply)

Base: Royal College of Surgeons Members who have managerial roles	767	63	45	112	32	77	67	113	48	78	69	14	38	9
At Departmental Level	67%	65%	73%	67%	59%	68%	67%	66%	69%	63%	75%	71%	66%	67%
At Trust Level	44%	51%	42%	49%	50%	44%	49%	39%	38%	53%	33%	21%	45%	33%
At Regional Level	15%	17%	4%	13%	13%	17%	19%	15%	10%	14%	23%	-	24%	-
At National Level	16%	17%	7%	18%	31%	9%	24%	16%	15%	15%	16%	14%	18%	-
At International Level	3%	8%	2%	4%	3%	1%	-	2%	-	5%	6%	-	3%	-
None of these	2%	-	2%	3%	3%	3%	1%	3%	-	4%	1%	14%	3%	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-

To what extent, if at all, do you agree or disagree with the following statement? "I am considering reducing my non-clinical commitments due to the current pension taxation rules"

Base: Royal College of Surgeons Members	1790	137	106	291	78	185	181	229	108	185	143	38	83	18
Strongly agree	41%	47%	40%	43%	42%	38%	38%	45%	34%	40%	44%	26%	40%	33%
Tend to agree	20%	18%	20%	16%	19%	22%	22%	23%	21%	21%	17%	21%	20%	17%
Tend to disagree	12%	7%	14%	9%	12%	13%	9%	14%	14%	12%	15%	26%	7%	17%
Strongly disagree	7%	10%	4%	7%	4%	8%	7%	5%	7%	9%	6%	16%	12%	11%
Don't know	14%	10%	20%	19%	18%	14%	16%	10%	19%	12%	12%	11%	11%	17%
I'm retired/ on a career break	6%	7%	3%	6%	5%	6%	9%	3%	5%	6%	6%	-	10%	6%
Net: Agree	61%	65%	59%	59%	62%	59%	60%	67%	56%	61%	61%	47%	60%	50%
Net: Disagree	7%	10%	4%	7%	4%	8%	7%	5%	7%	9%	6%	16%	12%	11%

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Thinking about the last year (i.e. September 2018 to September 2019)...Which, if any, of the following did you undertake? (Please select all that apply)

	1890	144	111	307	83	192	193	241	115	193	150	42	87	21	
Base: Royal College of Surgeons Members															
Extra sessions to cover colleagues (e.g. for their annual study, sick leave etc.)	48%	56%	42%	42%	53%	52%	42%	54%	49%	48%	49%	45%	48%	52%	
Extra sessions to cover workforce gaps	43%	44%	40%	39%	45%	42%	43%	52%	41%	38%	41%	33%	51%	48%	
Extra sessions to reduce the access time for patients on surgical waiting lists	47%	53%	52%	42%	41%	47%	48%	52%	50%	50%	40%	29%	48%	33%	
Extra sessions to reduce the access time for patients on outpatient waiting lists	42%	47%	43%	36%	35%	45%	45%	44%	39%	47%	37%	40%	46%	43%	
Extra sessions to reduce the access time for patients with suspected or known cancer	27%	28%	26%	27%	25%	27%	25%	34%	33%	28%	23%	24%	25%	24%	
None of these	27%	24%	23%	28%	30%	26%	30%	23%	26%	29%	30%	36%	24%	33%	
Don't know	1%	-	1%	1%	-	-	1%	0%	-	2%	1%	5%	-	-	

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Now thinking about this upcoming year (i.e. September 2019 to September 2020)... Which ONE, if any, of the following statements best applies to you for each of following? (Please select one option on each row)

Extra sessions to cover colleagues (e.g. for their annual study, sick leave etc.)

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	905	81	47	129	44	99	81	129	56	92	73	19	42	11
I will continue to undertake extra sessions and increase the amount I did last year	2%	-	2%	1%	2%	2%	4%	3%	2%	-	3%	-	5%	-
I will continue to undertake extra sessions but will do around the same amount I did last year	13%	14%	17%	14%	16%	10%	10%	9%	20%	17%	8%	21%	10%	9%
I will continue to undertake extra sessions but will do less compared to what I did last year	27%	25%	49%	26%	18%	30%	25%	33%	20%	22%	22%	11%	29%	45%
I will not undertake any extra sessions	53%	51%	32%	55%	59%	54%	53%	48%	48%	57%	66%	63%	55%	45%
Don't know	5%	11%	-	4%	5%	4%	9%	7%	11%	4%	1%	5%	2%	-

Extra sessions to cover workforce gaps

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	805	63	44	121	37	81	83	125	47	73	61	14	44	10
I will continue to undertake extra sessions and increase the amount I did last year	2%	-	-	1%	3%	2%	4%	2%	2%	1%	-	-	5%	-
I will continue to undertake extra sessions but will do around the same amount I did last year	10%	10%	9%	12%	14%	15%	10%	8%	13%	11%	3%	21%	9%	-
I will continue to undertake extra sessions but will do less compared to what I did last year	26%	25%	55%	21%	19%	27%	22%	30%	17%	25%	25%	14%	23%	20%
I will not undertake any extra sessions	57%	59%	34%	56%	62%	53%	60%	52%	57%	60%	67%	64%	59%	80%
Don't know	6%	6%	2%	9%	3%	2%	5%	8%	11%	3%	5%	-	5%	-

Extra sessions to reduce the access time for patients on surgical waiting lists

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	884	77	58	128	34	91	92	126	58	97	60	12	42	7
I will continue to undertake extra sessions and increase the amount I did last year	1%	3%	3%	-	-	1%	1%	2%	-	1%	-	-	-	-
I will continue to undertake extra sessions but will do around the same amount I did last year	6%	4%	7%	8%	6%	8%	5%	6%	12%	8%	-	-	-	-
I will continue to undertake extra sessions but will do less compared to what I did last year	25%	23%	40%	23%	24%	24%	27%	24%	24%	26%	22%	25%	26%	29%
I will not undertake any extra sessions	64%	69%	48%	64%	71%	65%	62%	63%	59%	62%	78%	67%	74%	71%
Don't know	3%	1%	2%	5%	-	2%	4%	5%	5%	3%	-	8%	-	-

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Extra sessions to reduce the access time for patients on outpatient waiting lists														
Base: Royal College of Surgeons Members that have taken extra sessions in the last year	794	67	48	111	29	87	87	107	45	90	55	17	40	9
I will continue to undertake extra sessions and increase the amount I did last year	1%	-	2%	1%	-	-	-	3%	2%	-	-	-	-	-
I will continue to undertake extra sessions but will do around the same amount I did last year	6%	4%	8%	5%	10%	8%	6%	5%	9%	8%	-	6%	5%	-
I will continue to undertake extra sessions but will do less compared to what I did last year	23%	22%	40%	19%	24%	26%	23%	20%	20%	21%	18%	29%	25%	44%
I will not undertake any extra sessions	67%	72%	46%	69%	66%	64%	67%	68%	64%	67%	78%	65%	68%	44%
Don't know	4%	1%	4%	6%	-	1%	5%	5%	4%	4%	4%	-	3%	11%
Extra sessions to reduce the access time for patients with suspected or known cancer														
Base: Royal College of Surgeons Members that have taken extra sessions in the last year	517	40	29	82	21	51	48	83	38	54	34	10	22	5
I will continue to undertake extra sessions and increase the amount I did last year	2%	3%	3%	1%	-	-	2%	2%	3%	2%	-	-	-	-
I will continue to undertake extra sessions but will do around the same amount I did last year	12%	8%	14%	10%	14%	18%	15%	18%	18%	13%	3%	-	-	-
I will continue to undertake extra sessions but will do less compared to what I did last year	30%	33%	55%	21%	19%	37%	35%	29%	18%	37%	24%	-	32%	40%
I will not undertake any extra sessions	51%	58%	24%	59%	62%	41%	40%	47%	55%	43%	71%	80%	64%	60%
Don't know	5%	-	3%	10%	5%	4%	8%	4%	5%	6%	3%	20%	5%	-
Thinking about recent changes in pension taxation rules...Which, if any, of the following have you been advised to do (e.g. by an accountant or financial adviser)? (Please select all that apply)														
Base: Royal College of Surgeons Members	1890	144	111	307	83	192	193	241	115	193	150	42	87	21
Come out of the NHS pension scheme	28%	35%	29%	24%	29%	27%	34%	32%	24%	24%	31%	33%	17%	10%
Retire earlier	29%	30%	28%	31%	33%	29%	29%	32%	30%	23%	28%	33%	22%	19%
Work fewer hours in the NHS	53%	55%	47%	52%	55%	57%	54%	59%	50%	49%	53%	45%	53%	57%
Refrain from taking part in waiting list initiatives	49%	53%	46%	42%	42%	56%	53%	56%	41%	52%	49%	38%	53%	48%
Set up or become involved in a company to reduce your tax liability	27%	30%	22%	21%	31%	26%	32%	34%	26%	31%	29%	21%	18%	24%
None of these	19%	20%	21%	28%	17%	18%	15%	15%	19%	17%	17%	21%	20%	24%
Don't know	8%	3%	10%	5%	10%	9%	8%	8%	13%	6%	9%	10%	7%	5%

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Total	Area of practice (GB)												
	East of England	East Midlands	London	North East England	North West England	South East England	South West England	Thames Valley and Wessex	West Midlands	Yorkshire and the Humber	Scotland	Wales	Northern Ireland

To what extent do you agree or disagree with the following statement? "I am considering retiring early because of changes to pension tax"

Base: Royal College of Surgeons Members that aren't retired

Strongly agree	40%	40%	44%	39%	49%	37%	41%	43%	37%	36%	45%	33%	35%
Tend to agree	25%	23%	27%	25%	23%	31%	23%	25%	24%	25%	17%	27%	30%
Tend to disagree	10%	11%	10%	10%	5%	11%	11%	10%	7%	13%	14%	10%	10%
Strongly disagree	7%	7%	1%	6%	6%	7%	6%	6%	13%	8%	7%	14%	15%
Don't know	18%	19%	18%	21%	16%	14%	19%	16%	19%	19%	16%	24%	10%
Net: Agree	64%	63%	71%	64%	72%	68%	63%	68%	61%	60%	62%	59%	65%
Net: Disagree	7%	7%	1%	6%	6%	7%	6%	6%	13%	8%	7%	14%	15%

You previously said that you are considering retiring early because of the changes to pension taxation rules. When do you think you will retire? (Please select the option that comes closest)

Base: Royal College of Surgeons Members who are not retired and said they would retire early

Within the next year	9%	11%	10%	3%	12%	12%	6%	11%	9%	10%	3%	14%	11%	8%
In the next two years	8%	6%	8%	7%	4%	10%	12%	7%	9%	10%	7%	9%	2%	8%
In the next three years	7%	7%	8%	6%	5%	7%	8%	8%	3%	5%	8%	18%	6%	-
In the next four years	3%	5%	3%	1%	2%	3%	4%	2%	3%	2%	6%	-	2%	-
In the next five years	12%	15%	8%	15%	14%	6%	9%	13%	15%	7%	18%	5%	15%	-
In more than five years	53%	51%	58%	54%	56%	54%	54%	47%	55%	59%	48%	41%	51%	77%
Don't know	9%	5%	5%	14%	7%	7%	7%	14%	6%	7%	10%	14%	13%	8%

Are you aware of ANY of your colleagues in Surgery who have retired early specifically because of the changes to pension taxation rules?

Base: Royal College of Surgeons Members

Yes, I am	68%	65%	75%	71%	70%	62%	63%	72%	76%	65%	72%	57%	71%	57%
No, I'm not	32%	35%	25%	29%	30%	38%	37%	28%	24%	35%	28%	43%	29%	43%

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Total	Career Status									
	Medical student	Foundation trainee	Core trainee	Specialty trainee	SAS grade surgeon – including Associate Specialist	Working as an academic	Consultant	On a career break	Retired	Other

For the following question, if you are on a career break and not currently practising, then please answer for your most recent job. Which ONE of the following most accurately describes the region/ continent where you practise/ are training?

Base: Royal College of Surgeons Members	1890	2	16	23	200	79	13	1352	2	103	100
UK	99%	100%	100%	100%	100%	99%	100%	100%	100%	99%	97%
Irish Republic	-	-	-	-	-	-	-	-	-	-	-
Europe (i.e. not including the Irish Republic and the UK)	0%	-	-	-	-	-	-	0%	-	-	-
Asia	0%	-	-	-	-	1%	-	0%	-	1%	-
Africa	0%	-	-	-	-	-	-	0%	-	-	-
North America	-	-	-	-	-	-	-	-	-	-	-
South America	-	-	-	-	-	-	-	-	-	-	-
Oceania (i.e. Australia, New Zealand, and the surrounding islands)	0%	-	-	-	-	-	-	-	-	-	3%
Don't know	0%	-	-	-	-	-	-	0%	-	-	-

As a reminder, for the following question, if you are on a career break and not currently practising, then please answer for your most recent job. Now thinking specifically about the UK... Which ONE of the following most accurately describes the region in the UK where you practise/ are training?

Base: Royal College of Surgeons Members	1879	2	16	23	200	78	13	1346	2	102	97
East of England	8%	-	-	13%	5%	3%	31%	8%	-	10%	7%
East Midlands	6%	-	6%	13%	9%	6%	8%	6%	-	3%	5%
London	16%	50%	31%	9%	24%	19%	23%	15%	50%	17%	16%
North East England	4%	-	6%	13%	6%	1%	-	4%	-	4%	5%
North West England	10%	-	19%	13%	9%	15%	8%	10%	50%	10%	7%
South East England	10%	50%	-	9%	6%	15%	-	10%	-	16%	12%
South West England	13%	-	13%	17%	11%	9%	15%	14%	-	8%	12%
Thames Valley and Wessex	6%	-	6%	-	8%	4%	8%	6%	-	5%	7%
West Midlands	10%	-	13%	9%	9%	10%	-	11%	-	11%	8%
Yorkshire and the Humber	8%	-	-	-	8%	4%	8%	9%	-	9%	7%
Scotland	2%	-	6%	-	1%	5%	-	2%	-	-	4%
Wales	5%	-	-	4%	5%	6%	-	4%	-	8%	4%
Northern Ireland	1%	-	-	-	1%	1%	-	1%	-	1%	3%

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Total	Career Status									
	Medical student	Foundation trainee	Core trainee	Specialty trainee	SAS grade surgeon – including Associate Specialist	Working as an academic	Consultant	On a career break	Retired	Other

Which ONE of the following BEST describes your current career status? (Please select the option that best applies. If your answer is not included in the list shown, please type it in the 'Other' box)

Base: Royal College of Surgeons Members	1890	2	16	23	200	79	13	1352	2	103	100
Medical student	0%	100%	-	-	-	-	-	-	-	-	-
Foundation trainee	1%	-	100%	-	-	-	-	-	-	-	-
Core trainee	1%	-	-	100%	-	-	-	-	-	-	-
Specialty trainee	11%	-	-	-	100%	-	-	-	-	-	-
SAS grade surgeon – including Associate Specialist, Specialty Doctor and other	4%	-	-	-	-	100%	-	-	-	-	-
Working as an academic	1%	-	-	-	-	-	100%	-	-	-	-
Consultant	72%	-	-	-	-	-	-	100%	-	-	-
On a career break	0%	-	-	-	-	-	-	-	100%	-	-
Retired	5%	-	-	-	-	-	-	-	-	100%	-
Other	5%	-	-	-	-	-	-	-	-	-	100%

For the following question, if you are not currently practising a surgical speciality, then please answer for your most recent surgical speciality. If you do not have a surgical speciality, please select the 'Not applicable' option. Which ONE of the following is your current surgical speciality? (Please select the option that best applies. If your answer is not included in the list below, please type it in the 'Other' box.)

Base: Royal College of Surgeons Members	1890	2	16	23	200	79	13	1352	2	103	100
Cardiothoracic surgery	3%	-	-	4%	3%	4%	8%	2%	-	6%	4%
Dental surgery	4%	-	-	-	2%	13%	31%	2%	-	9%	25%
Academic surgery	0%	-	-	4%	-	-	8%	1%	-	-	-
General surgery	25%	-	50%	26%	34%	19%	15%	25%	100%	18%	10%
Neurosurgery	3%	-	6%	4%	3%	3%	-	3%	-	4%	2%
Oral and maxillofacial surgery	5%	-	6%	-	2%	8%	-	5%	-	8%	6%
Otolaryngology (ENT) surgery	10%	-	-	4%	9%	11%	8%	11%	-	9%	4%
Paediatric surgery	2%	-	-	-	3%	3%	-	2%	-	2%	3%
Plastic surgery	6%	-	-	13%	7%	8%	-	6%	-	-	1%
Trauma and orthopaedic surgery	22%	-	6%	39%	21%	19%	31%	24%	-	19%	10%
Urology	7%	-	-	4%	4%	5%	-	8%	-	3%	3%
Vascular surgery	6%	-	6%	-	10%	3%	-	6%	-	8%	4%
Other	5%	-	-	-	4%	4%	-	5%	-	9%	16%
Not applicable - I do not currently have a surgical speciality	2%	100%	25%	-	2%	3%	-	1%	-	6%	12%

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Total	Career Status									
	Medical student	Foundation trainee	Core trainee	Specialty trainee	SAS grade surgeon – including Associate Specialist	Working as an academic	Consultant	On a career break	Retired	Other

How concerned, if at all, are you about the current tapered annual allowance and pension taxation rules?

Base: Royal College of Surgeons Members	1890	2	16	23	200	79	13	1352	2	103	100
Very concerned	85%	50%	44%	65%	79%	48%	85%	92%	100%	62%	66%
Fairly concerned	10%	50%	44%	26%	19%	29%	-	6%	-	14%	21%
Not very concerned	2%	-	6%	4%	1%	13%	8%	1%	-	5%	4%
Not at all concerned	2%	-	-	-	-	5%	8%	1%	-	11%	5%
Don't know	1%	-	6%	4%	2%	5%	-	0%	-	9%	4%
Net: Concerned	94%	100%	88%	91%	98%	77%	85%	97%	100%	76%	87%
Net: Not concerned	2%	-	-	-	-	5%	8%	1%	-	11%	5%

Are you anticipating an increase in the amount you will pay in taxes this year specifically because of this change?

Base: Royal College of Surgeons Members that are not on a career break/retired	1790	2	16	23	200	79	13	1352	2	103	-
Yes, I am	56%	-	25%	9%	22%	28%	46%	69%	-	-	-
No, I am not	23%	-	50%	83%	57%	43%	54%	17%	-	-	-
Don't know	15%	100%	25%	9%	22%	29%	-	14%	-	-	-
I'm retired/ on a career break	6%	-	-	-	-	-	-	-	100%	100%	-

Before taking this survey, how well, if at all, would you say you understood the impact of recent changes to pension taxation on your tax bill this year?

Base: Royal College of Surgeons Members	1890	2	16	23	200	79	13	1352	2	103	100
Very well	17%	-	6%	-	5%	8%	8%	20%	-	26%	17%
Fairly well	37%	-	31%	22%	26%	23%	62%	41%	-	29%	33%
Not very well	27%	100%	44%	22%	38%	44%	31%	25%	50%	17%	31%
Not at all well	17%	-	13%	57%	30%	23%	-	14%	50%	14%	15%
Don't know	0%	-	-	-	2%	-	-	-	-	4%	2%
Not applicable - I was not aware of the recent changes to pension tax	1%	-	6%	-	-	3%	-	0%	-	11%	2%
Net: Well	54%	-	38%	22%	31%	30%	69%	60%	-	55%	50%
Net: Not well	17%	-	13%	57%	30%	23%	-	14%	50%	14%	15%

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Total	Career Status									
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To what extent, if at all, have you reduced or increased the amount of time you have spent working in the NHS this year compared to last year as a direct result of these changes, or has it stayed about the same?

Base: Royal College of Surgeons Members	1890	2	16	23	200	79	13	1352	2	103	100
Reduced a lot	31%	-	6%	-	9%	11%	8%	38%	-	32%	14%
Reduced a little	26%	-	13%	9%	12%	23%	23%	31%	-	3%	15%
Stayed about the same	37%	-	56%	74%	72%	58%	69%	30%	50%	18%	61%
Increased a little	1%	-	-	9%	1%	4%	-	1%	-	-	2%
Increased a lot	0%	-	6%	4%	-	-	-	0%	-	-	-
Don't know	5%	100%	19%	4%	7%	4%	-	1%	50%	47%	8%
Net: Reduced	57%	-	19%	9%	21%	34%	31%	69%	-	35%	29%
Net: Increased	1%	-	6%	13%	1%	4%	-	1%	-	-	2%

For the following question, if you do not have any 'non-clinical' roles, please select the 'Not applicable' option. Which, if either, of the following 'non-clinical' roles do you have? (Please select all that apply)

Base: Royal College of Surgeons Members	1890	2	16	23	200	79	13	1352	2	103	100
Educational roles	54%	-	19%	4%	21%	30%	69%	66%	100%	21%	22%
Managerial roles	41%	-	6%	-	8%	18%	31%	51%	-	15%	26%
Other	12%	-	-	4%	7%	4%	38%	12%	50%	16%	12%
Not applicable - I do not have any 'non-clinical' roles	31%	100%	75%	91%	74%	61%	15%	17%	-	60%	57%

You previously said that you have educational roles. Which, if any, of the following educational roles do you currently have? (Please select all that apply)

Base: Royal College of Surgeons Members who have education roles	1013	-	3	1	41	24	9	889	2	22	22
Educational Supervisor	80%	-	-	-	10%	46%	33%	87%	-	32%	50%
At Trust level	52%	-	33%	-	39%	46%	33%	55%	50%	23%	14%
At Regional Level	25%	-	33%	100%	17%	29%	33%	26%	-	27%	5%
At National Level	20%	-	-	-	17%	13%	11%	19%	50%	36%	27%
At International Level	8%	-	-	-	-	13%	22%	7%	-	27%	5%
None of these	5%	-	33%	-	46%	4%	22%	2%	50%	18%	23%
Don't know	0%	-	-	-	-	-	-	-	-	5%	-

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Total	Career Status									
	Medical student	Foundation trainee	Core trainee	Specialty trainee	SAS grade surgeon – including Associate Specialist	Working as an academic	Consultant	On a career break	Retired	Other

You previously said that you have managerial roles. Which, if any, of the following managerial roles do you currently have? (Please select all that apply)

Base: Royal College of Surgeons Members who have managerial roles	767	-	1	-	16	14	4	691	-	15	26
At Departmental Level	67%	-	-	-	38%	57%	50%	71%	-	20%	31%
At Trust Level	44%	-	-	-	25%	43%	50%	45%	-	60%	23%
At Regional Level	15%	-	-	-	13%	14%	25%	15%	-	-	19%
At National Level	16%	-	-	-	38%	14%	25%	15%	-	20%	27%
At International Level	3%	-	-	-	-	-	-	3%	-	7%	8%
None of these	2%	-	100%	-	6%	-	-	1%	-	20%	23%
Don't know	-	-	-	-	-	-	-	-	-	-	-

To what extent, if at all, do you agree or disagree with the following statement? "I am considering reducing my non-clinical commitments due to the current pension taxation rules"

Base: Royal College of Surgeons Members	1790	2	16	23	200	79	13	1352	2	103	-
Strongly agree	41%	-	13%	4%	27%	16%	31%	49%	-	-	-
Tend to agree	20%	-	-	4%	16%	14%	23%	23%	-	-	-
Tend to disagree	12%	-	13%	22%	7%	15%	15%	13%	-	-	-
Strongly disagree	7%	-	19%	22%	6%	11%	8%	7%	-	-	-
Don't know	14%	100%	56%	48%	46%	43%	23%	8%	-	-	-
I'm retired/ on a career break	6%	-	-	-	-	-	-	-	100%	100%	-
Net: Agree	61%	-	13%	9%	42%	30%	54%	71%	-	-	-
Net: Disagree	7%	-	19%	22%	6%	11%	8%	7%	-	-	-

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Total	Career Status									
	Medical student	Foundation trainee	Core trainee	Specialty trainee	SAS grade surgeon – including Associate Specialist	Working as an academic	Consultant	On a career break	Retired	Other

Thinking about the last year (i.e. September 2018 to September 2019)...Which, if any, of the following did you undertake? (Please select all that apply)

	1890	2	16	23	200	79	13	1352	2	103	100
Base: Royal College of Surgeons Members	1890	2	16	23	200	79	13	1352	2	103	100
Extra sessions to cover colleagues (e.g. for their annual study, sick leave etc.)	48%	-	38%	43%	52%	51%	46%	52%	100%	4%	26%
Extra sessions to cover workforce gaps	43%	-	38%	78%	67%	51%	54%	42%	50%	7%	25%
Extra sessions to reduce the access time for patients on surgical waiting lists	47%	-	13%	4%	34%	30%	15%	57%	-	7%	10%
Extra sessions to reduce the access time for patients on outpatient waiting lists	42%	-	13%	-	27%	35%	23%	51%	-	4%	9%
Extra sessions to reduce the access time for patients with suspected or known cancer	27%	-	19%	4%	22%	19%	15%	33%	-	1%	3%
None of these	27%	50%	50%	22%	23%	22%	38%	21%	-	90%	57%
Don't know	1%	50%	-	-	2%	3%	-	0%	-	2%	1%

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Total	Career Status									
	Medical student	Foundation trainee	Core trainee	Specialty trainee	SAS grade surgeon – including Associate Specialist	Working as an academic	Consultant	On a career break	Retired	Other

Now thinking about this upcoming year (i.e. September 2019 to September 2020)... Which ONE, if any, of the following statements best applies to you for each of following? (Please select one option on each row)

Extra sessions to cover colleagues (e.g. for their annual study, sick leave etc.)

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	905	-	6	10	104	40	6	707	2	4	26
I will continue to undertake extra sessions and increase the amount I did last year	2%	-	17%	10%	3%	5%	-	1%	-	-	15%
I will continue to undertake extra sessions but will do around the same amount I did last year	13%	-	33%	70%	16%	25%	33%	10%	-	-	19%
I will continue to undertake extra sessions but will do less compared to what I did last year	27%	-	33%	10%	33%	40%	50%	26%	-	-	12%
I will not undertake any extra sessions	53%	-	17%	-	37%	18%	17%	59%	100%	100%	35%
Don't know	5%	-	-	10%	12%	13%	-	4%	-	-	19%

Extra sessions to cover workforce gaps

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	805	-	6	18	134	40	7	567	1	7	25
I will continue to undertake extra sessions and increase the amount I did last year	2%	-	17%	6%	4%	3%	-	1%	-	-	8%
I will continue to undertake extra sessions but will do around the same amount I did last year	10%	-	33%	61%	14%	33%	29%	6%	-	14%	8%
I will continue to undertake extra sessions but will do less compared to what I did last year	26%	-	17%	11%	29%	30%	57%	25%	-	-	28%
I will not undertake any extra sessions	57%	-	17%	11%	42%	23%	14%	66%	100%	86%	24%
Don't know	6%	-	17%	11%	11%	13%	-	2%	-	-	32%

Extra sessions to reduce the access time for patients on surgical waiting lists

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	884	-	2	1	68	24	2	770	-	7	10
I will continue to undertake extra sessions and increase the amount I did last year	1%	-	-	-	-	17%	-	1%	-	-	10%
I will continue to undertake extra sessions but will do around the same amount I did last year	6%	-	-	100%	10%	21%	50%	5%	-	14%	20%
I will continue to undertake extra sessions but will do less compared to what I did last year	25%	-	50%	-	24%	25%	-	26%	-	-	-
I will not undertake any extra sessions	64%	-	50%	-	57%	29%	50%	66%	-	86%	40%
Don't know	3%	-	-	-	9%	8%	-	2%	-	-	30%

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Total	Career Status									
	Medical student	Foundation trainee	Core trainee	Specialty trainee	SAS grade surgeon – including Associate Specialist	Working as an academic	Consultant	On a career break	Retired	Other

Extra sessions to reduce the access time for patients on outpatient waiting lists

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	794	-	2	-	53	28	3	695	-	4	9
I will continue to undertake extra sessions and increase the amount I did last year	1%	-	-	-	2%	4%	-	1%	-	-	-
I will continue to undertake extra sessions but will do around the same amount I did last year	6%	-	-	-	4%	18%	33%	5%	-	25%	33%
I will continue to undertake extra sessions but will do less compared to what I did last year	23%	-	50%	-	34%	25%	67%	22%	-	-	-
I will not undertake any extra sessions	67%	-	50%	-	51%	36%	-	70%	-	75%	44%
Don't know	4%	-	-	-	9%	18%	-	3%	-	-	22%

Extra sessions to reduce the access time for patients with suspected or known cancer

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	517	-	3	1	44	15	2	448	-	1	3
I will continue to undertake extra sessions and increase the amount I did last year	2%	-	33%	-	2%	-	-	1%	-	-	33%
I will continue to undertake extra sessions but will do around the same amount I did last year	12%	-	33%	100%	-	7%	50%	13%	-	-	-
I will continue to undertake extra sessions but will do less compared to what I did last year	30%	-	33%	-	32%	53%	50%	29%	-	-	-
I will not undertake any extra sessions	51%	-	-	-	57%	13%	-	52%	-	100%	33%
Don't know	5%	-	-	-	9%	27%	-	4%	-	-	33%

Thinking about recent changes in pension taxation rules...Which, if any, of the following have you been advised to do (e.g. by an accountant or financial adviser)? (Please select all that apply)

Base: Royal College of Surgeons Members	1890	2	16	23	200	79	13	1352	2	103	100
Come out of the NHS pension scheme	28%	-	6%	17%	16%	16%	23%	32%	-	15%	27%
Retire earlier	29%	-	25%	13%	19%	23%	38%	31%	-	38%	23%
Work fewer hours in the NHS	53%	-	19%	17%	36%	25%	38%	64%	-	11%	27%
Refrain from taking part in waiting list initiatives	49%	-	13%	13%	31%	22%	15%	61%	-	6%	10%
Set up or become involved in a company to reduce your tax liability	27%	-	-	4%	18%	9%	8%	34%	-	4%	12%
None of these	19%	50%	56%	57%	32%	32%	38%	12%	50%	50%	37%
Don't know	8%	50%	13%	17%	19%	18%	8%	5%	50%	6%	11%

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Total	Career Status									
	Medical student	Foundation trainee	Core trainee	Specialty trainee	SAS grade surgeon – including Associate Specialist	Working as an academic	Consultant	On a career break	Retired	Other

To what extent do you agree or disagree with the following statement? "I am considering retiring early because of changes to pension tax"

Base: Royal College of Surgeons Members that aren't retired

	1787	2	16	23	200	79	13	1352	2	-	100
Strongly agree	40%	-	13%	17%	35%	24%	31%	43%	-	-	35%
Tend to agree	25%	-	31%	39%	25%	23%	15%	25%	50%	-	16%
Tend to disagree	10%	-	13%	9%	8%	15%	15%	11%	-	-	12%
Strongly disagree	7%	-	-	4%	5%	8%	23%	7%	50%	-	9%
Don't know	18%	100%	44%	30%	29%	30%	15%	15%	-	-	28%
Net: Agree	64%	-	44%	57%	60%	47%	46%	68%	50%	-	51%
Net: Disagree	7%	-	-	4%	5%	8%	23%	7%	50%	-	9%

You previously said that you are considering retiring early because of the changes to pension taxation rules. When do you think you will retire? (Please select the option that comes closest)

Base: Royal College of Surgeons Members who are not retired and said they would retire early

	1152	-	7	13	119	37	6	918	1	-	51
Within the next year	9%	-	-	-	-	8%	33%	9%	-	-	16%
In the next two years	8%	-	-	-	-	8%	17%	9%	-	-	4%
In the next three years	7%	-	-	-	-	3%	-	8%	-	-	12%
In the next four years	3%	-	-	-	-	3%	-	3%	-	-	2%
In the next five years	12%	-	14%	-	2%	5%	17%	14%	-	-	4%
In more than five years	53%	-	86%	100%	74%	59%	17%	50%	100%	-	45%
Don't know	9%	-	-	-	24%	14%	17%	7%	-	-	18%

Are you aware of ANY of your colleagues in Surgery who have retired early specifically because of the changes to pension taxation rules?

Base: Royal College of Surgeons Members

	1890	2	16	23	200	79	13	1352	2	103	100
Yes, I am	68%	-	44%	43%	67%	47%	54%	73%	50%	57%	50%
No, I'm not	32%	100%	56%	57%	34%	53%	46%	27%	50%	43%	50%

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Total	Surgical Speciality													Not applicable - I do not currently have a surgical
	Cardiothoracic surgery	Dental surgery	Academic surgery	General surgery	Neurosurgery	Oral and maxillofacial surgery	Otolaryngology (ENT) surgery	Paediatric surgery	Plastic surgery	Trauma and orthopaedic surgery	Urology	Vascular surgery	Other	

For the following question, if you are on a career break and not currently practising, then please answer for your most recent job. Which ONE of the following most accurately describes the region/ continent where you practise/ are training?

Base: Royal College of Surgeons Members	1890	52	75	9	472	59	86	184	35	105	425	133	118	99	38
UK	99%	100%	100%	100%	99%	100%	100%	99%	100%	99%	100%	99%	98%	100%	100%
Irish Republic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Europe (i.e. not including the Irish Republic and the UK)	0%	-	-	-	-	-	-	-	-	-	-	-	1%	-	-
Asia	0%	-	-	-	1%	-	-	1%	-	1%	-	-	-	-	-
Africa	0%	-	-	-	0%	-	-	-	-	-	-	-	-	-	-
North America	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South America	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Oceania (i.e. Australia, New Zealand, and the surrounding islands)	0%	-	-	-	-	-	-	1%	-	-	-	1%	1%	-	-
Don't know	0%	-	-	-	-	-	-	-	-	-	0%	-	-	-	-

As a reminder, for the following question, if you are on a career break and not currently practising, then please answer for your most recent job. Now thinking specifically about the UK... Which ONE of the following most accurately describes the region in the UK where you practise/ are training?

Base: Royal College of Surgeons Members	1879	52	75	9	468	59	86	182	35	104	424	132	116	99	38
East of England	8%	6%	1%	33%	7%	7%	2%	9%	6%	7%	9%	10%	10%	6%	11%
East Midlands	6%	10%	1%	-	5%	-	8%	8%	14%	2%	7%	8%	5%	5%	5%
London	16%	25%	28%	11%	13%	25%	21%	17%	23%	17%	13%	16%	16%	22%	18%
North East England	4%	4%	3%	-	5%	7%	3%	5%	3%	9%	4%	5%	3%	3%	3%
North West England	10%	21%	11%	-	11%	8%	16%	7%	11%	11%	10%	7%	11%	10%	8%
South East England	10%	10%	8%	-	10%	5%	16%	9%	-	12%	13%	7%	9%	10%	8%
South West England	13%	2%	13%	11%	15%	7%	8%	13%	9%	12%	14%	14%	13%	11%	8%
Thames Valley and Wessex	6%	2%	4%	-	6%	8%	2%	9%	6%	7%	6%	10%	3%	6%	5%
West Midlands	10%	10%	13%	22%	12%	15%	7%	14%	6%	8%	9%	9%	13%	6%	3%
Yorkshire and the Humber	8%	8%	4%	11%	7%	10%	6%	6%	11%	12%	8%	8%	9%	9%	18%
Scotland	2%	-	5%	-	2%	5%	2%	1%	3%	2%	2%	1%	3%	5%	5%
Wales	5%	4%	4%	11%	6%	2%	6%	3%	6%	3%	4%	5%	4%	5%	8%
Northern Ireland	1%	-	4%	-	1%	-	1%	1%	3%	1%	1%	2%	-	1%	-

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Total	Surgical Speciality													Not applicable - I do not currently have a surgical speciality
	Cardiothoracic surgery	Dental surgery	Academic surgery	General surgery	Neurosurgery	Oral and maxillofacial surgery	Otolaryngology (ENT) surgery	Paediatric surgery	Plastic surgery	Trauma and orthopaedic surgery	Urology	Vascular surgery	Other	

Which ONE of the following BEST describes your current career status? (Please select the option that best applies. If your answer is not included in the list shown, please type it in the 'Other' box)

Base: Royal College of Surgeons Members	1890	52	75	9	472	59	86	184	35	105	425	133	118	99	38	
Medical student	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5%
Foundation trainee	1%	-	-	-	2%	2%	1%	-	-	-	0%	-	1%	-	-	11%
Core trainee	1%	2%	-	11%	1%	2%	-	1%	-	3%	2%	1%	-	-	-	-
Specialty trainee	11%	10%	4%	-	14%	10%	5%	10%	14%	12%	10%	6%	16%	7%	8%	
SAS grade surgeon – including Associate Specialist, Specialty Doctor and other	4%	6%	13%	-	3%	3%	7%	5%	6%	6%	4%	3%	2%	3%	5%	
Working as an academic	1%	2%	5%	11%	0%	-	-	1%	-	-	1%	-	-	-	-	-
Consultant	72%	62%	32%	78%	73%	73%	71%	77%	66%	78%	76%	86%	71%	65%	24%	
On a career break	0%	-	-	-	0%	-	-	-	-	-	-	-	-	-	-	-
Retired	5%	12%	12%	-	4%	7%	9%	5%	6%	-	5%	2%	7%	9%	16%	
Other	5%	8%	33%	-	2%	3%	7%	2%	9%	1%	2%	2%	3%	16%	32%	

For the following question, if you are not currently practising a surgical speciality, then please answer for your most recent surgical speciality. If you do not have a surgical speciality, please select the 'Not applicable' option. Which ONE of the following is your current surgical speciality? (Please select the option that best applies. If your answer is not included in the list below, please type it in the 'Other' box.)

Base: Royal College of Surgeons Members	1890	52	75	9	472	59	86	184	35	105	425	133	118	99	38
Cardiothoracic surgery	3%	100%	-	-	-	-	-	-	-	-	-	-	-	-	-
Dental surgery	4%	-	100%	-	-	-	-	-	-	-	-	-	-	-	-
Academic surgery	0%	-	-	100%	-	-	-	-	-	-	-	-	-	-	-
General surgery	25%	-	-	-	100%	-	-	-	-	-	-	-	-	-	-
Neurosurgery	3%	-	-	-	-	100%	-	-	-	-	-	-	-	-	-
Oral and maxillofacial surgery	5%	-	-	-	-	-	100%	-	-	-	-	-	-	-	-
Otolaryngology (ENT) surgery	10%	-	-	-	-	-	-	100%	-	-	-	-	-	-	-
Paediatric surgery	2%	-	-	-	-	-	-	-	100%	-	-	-	-	-	-
Plastic surgery	6%	-	-	-	-	-	-	-	-	100%	-	-	-	-	-
Trauma and orthopaedic surgery	22%	-	-	-	-	-	-	-	-	-	100%	-	-	-	-
Urology	7%	-	-	-	-	-	-	-	-	-	-	100%	-	-	-
Vascular surgery	6%	-	-	-	-	-	-	-	-	-	-	-	100%	-	-
Other	5%	-	-	-	-	-	-	-	-	-	-	-	-	100%	-
Not applicable - I do not currently have a surgical speciality	2%	-	-	-	-	-	-	-	-	-	-	-	-	-	100%

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Total	Surgical Speciality													Not applicable - I do not currently have a surgical
	Cardiothoracic surgery	Dental surgery	Academic surgery	General surgery	Neurosurgery	Oral and maxillofacial surgery	Otolaryngology (ENT) surgery	Paediatric surgery	Plastic surgery	Trauma and orthopaedic surgery	Urology	Vascular surgery	Other	

How concerned, if at all, are you about the current tapered annual allowance and pension taxation rules?

Base: Royal College of Surgeons Members	1890	52	75	9	472	59	86	184	35	105	425	133	118	99	38
Very concerned	85%	77%	69%	89%	83%	85%	87%	90%	86%	90%	86%	89%	91%	84%	55%
Fairly concerned	10%	17%	13%	11%	12%	8%	9%	6%	14%	10%	9%	7%	6%	7%	21%
Not very concerned	2%	4%	11%	-	1%	2%	1%	1%	-	-	3%	2%	3%	2%	11%
Not at all concerned	2%	-	4%	-	2%	2%	2%	-	-	1%	1%	2%	1%	5%	5%
Don't know	1%	2%	3%	-	1%	3%	-	1%	-	-	1%	1%	-	2%	8%
Net: Concerned	94%	94%	83%	100%	95%	93%	97%	96%	100%	99%	95%	95%	97%	91%	76%
Net: Not concerned	2%	-	4%	-	2%	2%	2%	2%	-	1%	1%	2%	1%	5%	5%

Are you anticipating an increase in the amount you will pay in taxes this year specifically because of this change?

Base: Royal College of Surgeons Members that are not on a career break/retired	1790	48	50	9	462	57	80	180	32	104	415	130	114	83	26
Yes, I am	56%	58%	48%	67%	55%	58%	58%	56%	47%	65%	55%	62%	58%	58%	23%
No, I am not	23%	15%	20%	11%	25%	19%	18%	23%	28%	24%	26%	20%	20%	16%	31%
Don't know	15%	15%	14%	22%	15%	16%	15%	17%	19%	11%	14%	16%	15%	16%	23%
I'm retired/ on a career break	6%	13%	18%	-	5%	7%	10%	5%	6%	-	5%	2%	7%	11%	23%

Before taking this survey, how well, if at all, would you say you understood the impact of recent changes to pension taxation on your tax bill this year?

Base: Royal College of Surgeons Members	1890	52	75	9	472	59	86	184	35	105	425	133	118	99	38
Very well	17%	15%	13%	11%	20%	12%	20%	20%	-	11%	18%	17%	17%	21%	18%
Fairly well	37%	44%	36%	44%	32%	31%	40%	39%	46%	42%	39%	35%	41%	37%	29%
Not very well	27%	23%	33%	22%	28%	32%	22%	27%	29%	27%	30%	26%	25%	17%	32%
Not at all well	17%	15%	16%	22%	19%	22%	16%	14%	23%	20%	12%	22%	18%	21%	13%
Don't know	0%	2%	1%	-	1%	-	-	1%	3%	-	0%	-	-	-	-
Not applicable - I was not aware of the recent changes to pension tax	1%	-	-	-	0%	3%	2%	1%	-	-	1%	1%	-	3%	8%
Net: Well	54%	60%	49%	56%	52%	42%	59%	58%	46%	53%	57%	52%	58%	59%	47%
Net: Not well	17%	15%	16%	22%	19%	22%	16%	14%	23%	20%	12%	22%	18%	21%	13%

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Total	Surgical Speciality													Not applicable - I do not currently have a surgical
	Cardiothoracic surgery	Dental surgery	Academic surgery	General surgery	Neurosurgery	Oral and maxillofacial surgery	Otolaryngology (ENT) surgery	Paediatric surgery	Plastic surgery	Trauma and orthopaedic surgery	Urology	Vascular surgery	Other	

To what extent, if at all, have you reduced or increased the amount of time you have spent working in the NHS this year compared to last year as a direct result of these changes, or has it stayed about the same?

Base: Royal College of Surgeons Members	1890	52	75	9	472	59	86	184	35	105	425	133	118	99	38
Reduced a lot	31%	35%	25%	22%	31%	24%	34%	31%	26%	26%	35%	42%	31%	22%	21%
Reduced a little	26%	21%	23%	11%	24%	32%	22%	34%	26%	30%	24%	25%	29%	25%	16%
Stayed about the same	37%	35%	47%	56%	41%	37%	37%	30%	46%	41%	34%	30%	36%	42%	47%
Increased a little	1%	6%	-	11%	1%	2%	-	-	-	2%	1%	1%	-	1%	-
Increased a lot	0%	-	-	-	1%	-	-	1%	-	1%	0%	-	1%	-	-
Don't know	5%	4%	5%	-	4%	5%	7%	5%	3%	1%	6%	2%	3%	9%	16%
Net: Reduced	57%	56%	48%	33%	54%	56%	56%	65%	51%	55%	59%	67%	59%	47%	37%
Net: Increased	1%	6%	-	11%	2%	2%	-	1%	-	3%	1%	1%	1%	1%	-

For the following question, if you do not have any 'non-clinical' roles, please select the 'Not applicable' option. Which, if either, of the following 'non-clinical' roles do you have? (Please select all that apply)

Base: Royal College of Surgeons Members	1890	52	75	9	472	59	86	184	35	105	425	133	118	99	38
Educational roles	54%	60%	52%	89%	54%	47%	55%	56%	54%	54%	55%	50%	59%	52%	13%
Managerial roles	41%	44%	44%	56%	41%	46%	40%	39%	26%	42%	39%	44%	42%	45%	18%
Other	12%	13%	11%	56%	10%	14%	14%	13%	17%	11%	9%	12%	17%	12%	11%
Not applicable - I do not have any 'non-clinical' roles	31%	29%	29%	-	30%	31%	30%	27%	26%	30%	32%	31%	24%	32%	66%

You previously said that you have educational roles. Which, if any, of the following educational roles do you currently have? (Please select all that apply)

Base: Royal College of Surgeons Members who have education roles	1013	31	39	8	255	28	47	103	19	57	234	66	70	51	5
Educational Supervisor	80%	71%	72%	50%	78%	79%	85%	84%	79%	91%	82%	86%	76%	69%	20%
At Trust level	52%	48%	31%	38%	58%	50%	49%	47%	42%	60%	51%	55%	61%	45%	-
At Regional Level	25%	42%	36%	25%	24%	32%	38%	24%	26%	18%	23%	20%	26%	27%	20%
At National Level	20%	45%	26%	25%	16%	21%	26%	17%	21%	23%	17%	17%	27%	16%	20%
At International Level	8%	19%	8%	25%	5%	7%	13%	5%	5%	4%	9%	6%	10%	4%	-
None of these	5%	3%	13%	-	5%	-	2%	6%	5%	2%	6%	-	4%	18%	40%
Don't know	0%	-	-	-	-	-	-	-	-	-	-	-	-	2%	-

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Total	Surgical Speciality													
	Cardiothoracic surgery	Dental surgery	Academic surgery	General surgery	Neurosurgery	Oral and maxillofacial surgery	Otolaryngology (ENT) surgery	Paediatric surgery	Plastic surgery	Trauma and orthopaedic surgery	Urology	Vascular surgery	Other	Not applicable - I do not currently have a surgical

You previously said that you have managerial roles. Which, if any, of the following managerial roles do you currently have? (Please select all that apply)

Base: Royal College of Surgeons Members who have managerial roles	767	23	33	5	195	27	34	71	9	44	166	59	49	45	7
At Departmental Level	67%	74%	61%	60%	66%	56%	71%	68%	78%	70%	73%	71%	57%	64%	29%
At Trust Level	44%	39%	36%	40%	50%	48%	38%	48%	56%	41%	39%	53%	53%	27%	43%
At Regional Level	15%	9%	18%	20%	16%	19%	21%	13%	11%	11%	10%	19%	22%	16%	14%
At National Level	16%	26%	21%	80%	17%	30%	15%	17%	22%	16%	11%	5%	24%	16%	-
At International Level	3%	9%	12%	60%	1%	7%	3%	-	-	5%	2%	3%	2%	2%	14%
None of these	2%	4%	12%	-	1%	-	3%	1%	-	-	2%	-	2%	7%	29%
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

To what extent, if at all, do you agree or disagree with the following statement? "I am considering reducing my non-clinical commitments due to the current pension taxation rules"

Base: Royal College of Surgeons Members	1790	48	50	9	462	57	80	180	32	104	415	130	114	83	26
Strongly agree	41%	40%	24%	44%	42%	37%	45%	40%	25%	41%	43%	42%	45%	41%	12%
Tend to agree	20%	29%	14%	11%	20%	23%	20%	20%	31%	27%	18%	17%	19%	20%	4%
Tend to disagree	12%	6%	16%	22%	10%	16%	8%	11%	19%	7%	14%	18%	13%	7%	8%
Strongly disagree	7%	6%	14%	22%	7%	7%	5%	7%	6%	11%	6%	6%	4%	7%	19%
Don't know	14%	6%	14%	-	15%	11%	13%	17%	13%	14%	14%	15%	11%	13%	35%
I'm retired/ on a career break	6%	13%	18%	-	5%	7%	10%	5%	6%	-	5%	2%	7%	11%	23%
Net: Agree	61%	69%	38%	56%	63%	60%	65%	60%	56%	68%	60%	58%	64%	61%	15%
Net: Disagree	7%	6%	14%	22%	7%	7%	5%	7%	6%	11%	6%	6%	4%	7%	19%

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Sample Size: 1890

Fieldwork: 7th - 15th October 2019



Total	Surgical Speciality													Not applicable - I do not currently have a surgical speciality
	Cardiothoracic surgery	Dental surgery	Academic surgery	General surgery	Neurosurgery	Oral and maxillofacial surgery	Otolaryngology (ENT) surgery	Paediatric surgery	Plastic surgery	Trauma and orthopaedic surgery	Urology	Vascular surgery	Other	

Thinking about the last year (i.e. September 2018 to September 2019)...Which, if any, of the following did you undertake? (Please select all that apply)

	1890	52	75	9	472	59	86	184	35	105	425	133	118	99	38
Base: Royal College of Surgeons Members	1890	52	75	9	472	59	86	184	35	105	425	133	118	99	38
Extra sessions to cover colleagues (e.g. for their annual study, sick leave etc.)	48%	62%	29%	78%	56%	39%	44%	47%	57%	59%	40%	51%	57%	40%	18%
Extra sessions to cover workforce gaps	43%	46%	27%	67%	51%	29%	42%	38%	40%	40%	39%	50%	49%	37%	32%
Extra sessions to reduce the access time for patients on surgical waiting lists	47%	44%	19%	44%	50%	39%	52%	45%	60%	50%	49%	66%	50%	23%	-
Extra sessions to reduce the access time for patients on outpatient waiting lists	42%	25%	24%	44%	46%	39%	50%	50%	51%	41%	40%	59%	35%	33%	3%
Extra sessions to reduce the access time for patients with suspected or known cancer	27%	19%	4%	56%	49%	22%	31%	36%	6%	43%	3%	56%	4%	20%	5%
None of these	27%	23%	47%	22%	21%	37%	21%	27%	14%	21%	31%	20%	26%	39%	61%
Don't know	1%	-	1%	-	0%	-	-	-	3%	1%	1%	1%	1%	-	5%

YouGov Survey Results

Sample Size: 1890

Fieldwork: 7th - 15th October 2019



Total	Surgical Speciality													
	Cardiothoracic surgery	Dental surgery	Academic surgery	General surgery	Neurosurgery	Oral and maxillofacial surgery	Otolaryngology (ENT) surgery	Paediatric surgery	Plastic surgery	Trauma and orthopaedic surgery	Urology	Vascular surgery	Other	Not applicable - I do not currently have a surgical

Now thinking about this upcoming year (i.e. September 2019 to September 2020)... Which ONE, if any, of the following statements best applies to you for each of following? (Please select one option on each row)

Extra sessions to cover colleagues (e.g. for their annual study, sick leave etc.)

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	905	32	22	7	265	23	38	86	20	62	168	68	67	40	7
I will continue to undertake extra sessions and increase the amount I did last year	2%	3%	-	-	3%	-	-	3%	5%	-	1%	-	-	5%	14%
I will continue to undertake extra sessions but will do around the same amount I did last year	13%	13%	18%	14%	15%	-	13%	15%	25%	10%	13%	7%	9%	18%	14%
I will continue to undertake extra sessions but will do less compared to what I did last year	27%	28%	27%	14%	28%	26%	11%	22%	25%	34%	33%	25%	27%	18%	14%
I will not undertake any extra sessions	53%	53%	41%	71%	50%	65%	68%	52%	30%	52%	49%	66%	58%	48%	57%
Don't know	5%	3%	14%	-	5%	9%	8%	7%	15%	5%	4%	1%	6%	13%	-

Extra sessions to cover workforce gaps

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	805	24	20	6	239	17	36	70	14	42	164	66	58	37	12
I will continue to undertake extra sessions and increase the amount I did last year	2%	4%	-	-	3%	-	-	3%	-	-	1%	-	2%	3%	8%
I will continue to undertake extra sessions but will do around the same amount I did last year	10%	8%	15%	17%	12%	6%	11%	10%	7%	17%	11%	5%	7%	11%	-
I will continue to undertake extra sessions but will do less compared to what I did last year	26%	29%	25%	17%	20%	24%	17%	26%	50%	38%	27%	29%	28%	27%	42%
I will not undertake any extra sessions	57%	54%	50%	67%	59%	65%	64%	59%	43%	43%	53%	64%	60%	54%	50%
Don't know	6%	4%	10%	-	7%	6%	8%	3%	-	2%	7%	3%	3%	5%	-

Extra sessions to reduce the access time for patients on surgical waiting lists

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	884	23	14	4	238	23	45	83	21	53	210	88	59	23	-
I will continue to undertake extra sessions and increase the amount I did last year	1%	-	7%	-	1%	-	-	2%	-	2%	1%	1%	-	-	-
I will continue to undertake extra sessions but will do around the same amount I did last year	6%	17%	7%	-	9%	-	7%	6%	-	11%	3%	3%	2%	9%	-
I will continue to undertake extra sessions but will do less compared to what I did last year	25%	17%	36%	25%	25%	39%	16%	24%	10%	23%	29%	27%	25%	26%	-
I will not undertake any extra sessions	64%	61%	36%	75%	61%	61%	73%	64%	81%	64%	65%	66%	71%	57%	-
Don't know	3%	4%	14%	-	4%	-	4%	4%	10%	-	2%	2%	2%	9%	-

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Fieldwork: 7th - 15th October 2019



Total	Surgical Speciality													Not applicable - I do not currently have a surgical
	Cardiothoracic surgery	Dental surgery	Academic surgery	General surgery	Neurosurgery	Oral and maxillofacial surgery	Otolaryngology (ENT) surgery	Paediatric surgery	Plastic surgery	Trauma and orthopaedic surgery	Urology	Vascular surgery	Other	

Extra sessions to reduce the access time for patients on outpatient waiting lists

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	794	13	18	4	215	23	43	92	18	43	171	79	41	33	1
I will continue to undertake extra sessions and increase the amount I did last year	1%	-	-	-	1%	-	-	1%	-	-	1%	-	-	6%	-
I will continue to undertake extra sessions but will do around the same amount I did last year	6%	15%	11%	-	8%	-	7%	7%	-	5%	4%	8%	5%	3%	-
I will continue to undertake extra sessions but will do less compared to what I did last year	23%	23%	28%	-	22%	39%	12%	27%	17%	21%	27%	24%	12%	18%	-
I will not undertake any extra sessions	67%	54%	56%	100%	64%	57%	74%	60%	78%	72%	67%	67%	83%	67%	100%
Don't know	4%	8%	6%	-	5%	4%	7%	5%	6%	2%	2%	1%	-	6%	-

Extra sessions to reduce the access time for patients with suspected or known cancer

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	517	10	3	5	233	13	27	67	2	45	11	74	5	20	2
I will continue to undertake extra sessions and increase the amount I did last year	2%	-	-	-	2%	-	-	1%	-	-	-	1%	-	5%	50%
I will continue to undertake extra sessions but will do around the same amount I did last year	12%	-	33%	-	16%	8%	15%	12%	-	13%	9%	7%	-	5%	-
I will continue to undertake extra sessions but will do less compared to what I did last year	30%	60%	-	40%	30%	23%	30%	27%	-	29%	27%	30%	40%	40%	-
I will not undertake any extra sessions	51%	40%	33%	60%	48%	62%	44%	51%	50%	51%	64%	61%	60%	50%	50%
Don't know	5%	-	33%	-	5%	8%	11%	9%	50%	7%	-	1%	-	-	-

Thinking about recent changes in pension taxation rules...Which, if any, of the following have you been advised to do (e.g. by an accountant or financial adviser)? (Please select all that apply)

Base: Royal College of Surgeons Members	1890	52	75	9	472	59	86	184	35	105	425	133	118	99	38
Come out of the NHS pension scheme	28%	42%	21%	33%	30%	29%	29%	27%	9%	24%	26%	27%	42%	24%	21%
Retire earlier	29%	40%	33%	33%	26%	29%	31%	34%	20%	30%	28%	28%	35%	23%	21%
Work fewer hours in the NHS	53%	46%	35%	67%	51%	51%	59%	58%	46%	65%	55%	58%	58%	49%	29%
Refrain from taking part in waiting list initiatives	49%	46%	15%	78%	50%	51%	56%	53%	43%	56%	50%	59%	58%	40%	13%
Set up or become involved in a company to reduce your tax liability	27%	25%	11%	11%	30%	29%	26%	23%	20%	35%	33%	32%	24%	16%	5%
None of these	19%	12%	27%	11%	21%	25%	20%	15%	31%	12%	18%	15%	13%	28%	37%
Don't know	8%	13%	11%	-	9%	7%	2%	6%	9%	8%	7%	8%	5%	7%	11%

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Total	Surgical Speciality													Not applicable - I do not currently have a surgical speciality
	Cardiothoracic surgery	Dental surgery	Academic surgery	General surgery	Neurosurgery	Oral and maxillofacial surgery	Otolaryngology (ENT) surgery	Paediatric surgery	Plastic surgery	Trauma and orthopaedic surgery	Urology	Vascular surgery	Other	

To what extent do you agree or disagree with the following statement? "I am considering retiring early because of changes to pension tax"

Base: Royal College of Surgeons Members that aren't retired

1787	46	66	9	453	55	78	175	33	105	405	130	110	90	32
Strongly agree	40%	54%	42%	33%	36%	45%	44%	42%	33%	44%	38%	44%	39%	25%
Tend to agree	25%	24%	18%	22%	24%	24%	26%	23%	24%	20%	26%	27%	27%	28%
Tend to disagree	10%	9%	9%	11%	11%	13%	13%	9%	12%	10%	12%	8%	10%	16%
Strongly disagree	7%	4%	8%	22%	9%	7%	1%	8%	6%	7%	5%	5%	9%	9%
Don't know	18%	9%	23%	11%	19%	11%	17%	18%	24%	20%	19%	16%	18%	22%
Net: Agree	64%	78%	61%	56%	61%	69%	69%	65%	58%	64%	64%	71%	69%	53%
Net: Disagree	7%	4%	8%	22%	9%	7%	1%	8%	6%	7%	5%	5%	9%	9%

You previously said that you are considering retiring early because of the changes to pension taxation rules. When do you think you will retire? (Please select the option that comes closest)

Base: Royal College of Surgeons Members who are not retired and said they would retire early

1152	36	40	5	275	38	54	114	19	67	260	92	76	59	17
Within the next year	9%	-	20%	20%	8%	8%	7%	12%	16%	9%	7%	4%	13%	12%
In the next two years	8%	8%	3%	-	7%	3%	13%	9%	-	3%	11%	4%	8%	12%
In the next three years	7%	8%	13%	-	7%	8%	6%	2%	5%	7%	7%	5%	7%	18%
In the next four years	3%	8%	5%	20%	1%	-	4%	2%	-	1%	4%	1%	3%	-
In the next five years	12%	19%	10%	40%	12%	16%	9%	16%	5%	16%	10%	13%	9%	-
In more than five years	53%	47%	38%	20%	55%	66%	52%	50%	74%	57%	50%	64%	45%	59%
Don't know	9%	8%	13%	-	10%	-	9%	10%	-	6%	11%	8%	16%	12%

Are you aware of ANY of your colleagues in Surgery who have retired early specifically because of the changes to pension taxation rules?

Base: Royal College of Surgeons Members

1890	52	75	9	472	59	86	184	35	105	425	133	118	99	38
Yes, I am	68%	67%	60%	67%	67%	68%	81%	71%	57%	73%	68%	70%	77%	39%
No, I'm not	32%	33%	40%	33%	33%	32%	19%	29%	43%	27%	32%	30%	23%	61%

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Fieldwork: 7th - 15th October 2019



Total	For the following question, if you do not have any 'non-clinical' roles, please select the 'Not applicable' option. Which, if either, of the following 'non-clinical' roles				You previously said that you have educational roles. Which, if any, of the following educational roles do you currently have? (Please select all that apply)						
	Educational roles	Managerial roles	Other	Not applicable - I do not have any 'non-clinical' roles	Educational Supervisor	At Trust level	At Regional Level	At National Level	At International Level	None of these	Don't know

For the following question, if you are on a career break and not currently practising, then please answer for your most recent job. Which ONE of the following most accurately describes the region/ continent where you practise/ are training?

Base: Royal College of Surgeons Members	1890	1013	767	219	577	806	526	256	199	76	54	1
UK	99%	99%	100%	100%	99%	100%	100%	100%	100%	99%	98%	100%
Irish Republic	-	-	-	-	-	-	-	-	-	-	-	-
Europe (i.e. not including the Irish Republic and the UK)	0%	-	-	-	0%	-	-	-	-	-	-	-
Asia	0%	0%	0%	-	0%	0%	0%	-	-	-	-	-
Africa	0%	0%	-	-	-	-	-	-	-	-	2%	-
North America	-	-	-	-	-	-	-	-	-	-	-	-
South America	-	-	-	-	-	-	-	-	-	-	-	-
Oceania (i.e. Australia, New Zealand, and the surrounding islands)	0%	0%	-	0%	0%	0%	-	-	1%	-	-	-
Don't know	0%	0%	-	-	-	0%	-	-	-	1%	-	-

As a reminder, for the following question, if you are on a career break and not currently practising, then please answer for your most recent job. Now thinking specifically about the UK... Which ONE of the following most accurately describes the region in the UK where you practise/ are training?

Base: Royal College of Surgeons Members	1879	1007	765	218	574	802	524	256	198	75	53	1
East of England	8%	8%	8%	12%	6%	7%	8%	7%	7%	8%	11%	-
East Midlands	6%	5%	6%	7%	7%	5%	4%	4%	2%	1%	8%	-
London	16%	16%	15%	13%	19%	15%	17%	14%	19%	27%	23%	-
North East England	4%	4%	4%	6%	5%	5%	4%	4%	6%	8%	2%	-
North West England	10%	10%	10%	13%	10%	10%	10%	13%	9%	5%	8%	100%
South East England	10%	11%	9%	8%	10%	11%	11%	11%	10%	13%	11%	-
South West England	13%	14%	15%	11%	11%	14%	13%	13%	10%	9%	11%	-
Thames Valley and Wessex	6%	6%	6%	6%	6%	6%	6%	7%	5%	4%	6%	-
West Midlands	10%	10%	10%	10%	10%	10%	11%	10%	11%	11%	6%	-
Yorkshire and the Humber	8%	8%	9%	8%	7%	9%	8%	9%	13%	8%	6%	-
Scotland	2%	2%	2%	1%	2%	2%	2%	3%	2%	1%	6%	-
Wales	5%	5%	5%	4%	5%	5%	4%	4%	6%	4%	4%	-
Northern Ireland	1%	1%	1%	-	2%	1%	0%	1%	1%	-	-	-

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Total	For the following question, if you do not have any 'non-clinical' roles, please select the 'Not applicable' option. Which, if either, of the following 'non-clinical' roles				You previously said that you have educational roles. Which, if any, of the following educational roles do you currently have? (Please select all that apply)						
	Educational roles	Managerial roles	Other	Not applicable - I do not have any 'non-clinical' roles	Educational Supervisor	At Trust level	At Regional Level	At National Level	At International Level	None of these	Don't know

Which ONE of the following BEST describes your current career status? (Please select the option that best applies. If your answer is not included in the list shown, please type it in the 'Other' box)

	1890	1013	767	219	577	806	526	256	199	76	54	1
Base: Royal College of Surgeons Members	1890	1013	767	219	577	806	526	256	199	76	54	1
Medical student	0%	-	-	-	0%	-	-	-	-	-	-	-
Foundation trainee	1%	0%	0%	-	2%	-	0%	0%	-	-	2%	-
Core trainee	1%	0%	-	0%	4%	-	-	0%	-	-	-	-
Specialty trainee	11%	4%	2%	6%	26%	1%	3%	3%	4%	-	35%	-
SAS grade surgeon – including Associate Specialist, Specialty Doctor and other	4%	2%	2%	1%	8%	1%	2%	3%	2%	4%	2%	-
Working as an academic	1%	1%	1%	2%	0%	0%	1%	1%	1%	3%	4%	-
Consultant	72%	88%	90%	77%	39%	96%	92%	90%	87%	84%	39%	-
On a career break	0%	0%	-	0%	-	-	0%	-	1%	-	2%	-
Retired	5%	2%	2%	7%	11%	1%	1%	2%	4%	8%	7%	100%
Other	5%	2%	3%	5%	10%	1%	1%	0%	3%	1%	9%	-

For the following question, if you are not currently practising a surgical speciality, then please answer for your most recent surgical speciality. If you do not have a surgical speciality, please select the 'Not applicable' option. Which ONE of the following is your current surgical speciality? (Please select the option that best applies. If your answer is not included in the list below, please type it in the 'Other' box.)

	1890	1013	767	219	577	806	526	256	199	76	54	1
Base: Royal College of Surgeons Members	1890	1013	767	219	577	806	526	256	199	76	54	1
Cardiothoracic surgery	3%	3%	3%	3%	3%	3%	3%	5%	7%	8%	2%	-
Dental surgery	4%	4%	4%	4%	4%	3%	2%	5%	5%	4%	9%	-
Academic surgery	0%	1%	1%	2%	-	1%	1%	1%	1%	3%	-	-
General surgery	25%	25%	25%	21%	25%	25%	28%	24%	21%	18%	22%	-
Neurosurgery	3%	3%	4%	4%	3%	3%	3%	4%	3%	3%	-	-
Oral and maxillofacial surgery	5%	5%	4%	5%	5%	5%	4%	7%	6%	8%	2%	-
Otolaryngology (ENT) surgery	10%	10%	9%	11%	9%	11%	9%	10%	9%	7%	11%	-
Paediatric surgery	2%	2%	1%	3%	2%	2%	2%	2%	2%	1%	2%	-
Plastic surgery	6%	6%	6%	5%	5%	6%	6%	4%	7%	3%	2%	-
Trauma and orthopaedic surgery	22%	23%	22%	17%	24%	24%	23%	21%	20%	29%	24%	-
Urology	7%	7%	8%	7%	7%	7%	7%	5%	6%	5%	-	-
Vascular surgery	6%	7%	6%	9%	5%	7%	8%	7%	10%	9%	6%	-
Other	5%	5%	6%	5%	6%	4%	4%	5%	4%	3%	17%	100%
Not applicable - I do not currently have a surgical speciality	2%	0%	1%	2%	4%	0%	-	0%	1%	-	4%	-

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Total	For the following question, if you do not have any 'non-clinical' roles, please select the 'Not applicable' option. Which, if either, of the following 'non-clinical' roles				You previously said that you have educational roles. Which, if any, of the following educational roles do you currently have? (Please select all that apply)						
	Educational roles	Managerial roles	Other	Not applicable - I do not have any 'non-clinical' roles	Educational Supervisor	At Trust level	At Regional Level	At National Level	At International Level	None of these	Don't know

How concerned, if at all, are you about the current tapered annual allowance and pension taxation rules?

Base: Royal College of Surgeons Members	1890	1013	767	219	577	806	526	256	199	76	54	1
Very concerned	85%	90%	93%	88%	72%	92%	91%	93%	88%	89%	80%	-
Fairly concerned	10%	7%	5%	9%	16%	6%	7%	5%	9%	4%	11%	-
Not very concerned	2%	1%	2%	1%	4%	1%	1%	2%	2%	3%	2%	-
Not at all concerned	2%	1%	1%	1%	4%	1%	1%	0%	1%	3%	4%	100%
Don't know	1%	0%	0%	1%	3%	0%	0%	-	-	1%	4%	-
Net: Concerned	94%	97%	98%	96%	89%	98%	98%	98%	97%	93%	91%	-
Net: Not concerned	2%	1%	1%	1%	4%	1%	1%	0%	1%	3%	4%	100%

Are you anticipating an increase in the amount you will pay in taxes this year specifically because of this change?

Base: Royal College of Surgeons Members that are not on a career break/retired	1790	991	741	207	520	795	523	255	193	75	49	1
Yes, I am	56%	68%	72%	62%	30%	71%	69%	73%	74%	76%	35%	-
No, I am not	23%	16%	13%	20%	39%	14%	15%	13%	12%	11%	41%	-
Don't know	15%	14%	13%	10%	18%	14%	15%	11%	10%	5%	14%	-
I'm retired/ on a career break	6%	2%	2%	8%	12%	1%	1%	2%	5%	8%	10%	100%

Before taking this survey, how well, if at all, would you say you understood the impact of recent changes to pension taxation on your tax bill this year?

Base: Royal College of Surgeons Members	1890	1013	767	219	577	806	526	256	199	76	54	1
Very well	17%	20%	22%	17%	12%	21%	20%	21%	21%	25%	9%	100%
Fairly well	37%	38%	39%	42%	32%	38%	39%	40%	41%	42%	39%	-
Not very well	27%	26%	24%	23%	33%	26%	22%	18%	20%	16%	31%	-
Not at all well	17%	16%	15%	16%	20%	15%	19%	20%	18%	17%	20%	-
Don't know	0%	0%	-	0%	1%	-	-	-	1%	-	-	-
Not applicable - I was not aware of the recent changes to pension tax	1%	0%	-	1%	2%	-	0%	-	-	-	-	-
Net: Well	54%	58%	61%	59%	44%	59%	59%	62%	61%	67%	48%	100%
Net: Not well	17%	16%	15%	16%	20%	15%	19%	20%	18%	17%	20%	-

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Total	For the following question, if you do not have any 'non-clinical' roles, please select the 'Not applicable' option. Which, if either, of the following 'non-clinical' roles				You previously said that you have educational roles. Which, if any, of the following educational roles do you currently have? (Please select all that apply)						
	Educational roles	Managerial roles	Other	Not applicable - I do not have any 'non-clinical' roles	Educational Supervisor	At Trust level	At Regional Level	At National Level	At International Level	None of these	Don't know

To what extent, if at all, have you reduced or increased the amount of time you have spent working in the NHS this year compared to last year as a direct result of these changes, or has it stayed about the same?

Base: Royal College of Surgeons Members	1890	1013	767	219	577	806	526	256	199	76	54	1
Reduced a lot	31%	37%	39%	37%	19%	38%	37%	39%	39%	37%	24%	-
Reduced a little	26%	31%	31%	21%	15%	33%	32%	32%	30%	36%	17%	-
Stayed about the same	37%	30%	28%	36%	53%	27%	29%	27%	31%	25%	52%	-
Increased a little	1%	1%	1%	1%	1%	1%	0%	0%	-	-	2%	-
Increased a lot	0%	0%	0%	0%	1%	0%	-	-	-	-	-	-
Don't know	5%	1%	1%	5%	12%	1%	1%	1%	1%	3%	6%	100%
Net: Reduced	57%	68%	70%	58%	34%	71%	7%	71%	68%	72%	41%	-
Net: Increased	1%	1%	1%	1%	2%	1%	0%	0%	-	-	2%	-

For the following question, if you do not have any 'non-clinical' roles, please select the 'Not applicable' option. Which, if either, of the following 'non-clinical' roles do you have? (Please select all that apply)

Base: Royal College of Surgeons Members	1890	1013	767	219	577	806	526	256	199	76	54	1
Educational roles	54%	100%	71%	57%	-	100%	100%	100%	100%	100%	100%	100%
Managerial roles	41%	54%	100%	38%	-	57%	57%	60%	62%	57%	43%	-
Other	12%	12%	11%	100%	-	13%	12%	16%	20%	25%	9%	100%
Not applicable - I do not have any 'non-clinical' roles	31%	-	-	-	100%	-	-	-	-	-	-	-

You previously said that you have educational roles. Which, if any, of the following educational roles do you currently have? (Please select all that apply)

Base: Royal College of Surgeons Members who have education roles	1013	1013	545	125	-	806	526	256	199	76	54	1
Educational Supervisor	80%	80%	85%	81%	-	100%	83%	82%	74%	72%	-	-
At Trust level	52%	52%	55%	52%	-	54%	100%	57%	54%	54%	-	-
At Regional Level	25%	25%	28%	33%	-	26%	28%	100%	48%	36%	-	-
At National Level	20%	20%	23%	32%	-	18%	21%	38%	100%	67%	-	-
At International Level	8%	8%	8%	15%	-	7%	8%	11%	26%	100%	-	-
None of these	5%	5%	4%	4%	-	-	-	-	-	-	100%	-
Don't know	0%	0%	-	1%	-	-	-	-	-	-	-	100%

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Total	For the following question, if you do not have any 'non-clinical' roles, please select the 'Not applicable' option. Which, if either, of the following 'non-clinical' roles				You previously said that you have educational roles. Which, if any, of the following educational roles do you currently have? (Please select all that apply)						
	Educational roles	Managerial roles	Other	Not applicable - I do not have any 'non-clinical' roles	Educational Supervisor	At Trust level	At Regional Level	At National Level	At International Level	None of these	Don't know

You previously said that you have managerial roles. Which, if any, of the following managerial roles do you currently have? (Please select all that apply)

Base: Royal College of Surgeons Members who have managerial roles	767	545	767	84	-	462	298	153	124	43	23	-
At Departmental Level	67%	72%	67%	68%	-	78%	78%	72%	65%	70%	39%	-
At Trust Level	44%	43%	44%	43%	-	42%	50%	49%	55%	53%	26%	-
At Regional Level	15%	15%	15%	24%	-	16%	18%	22%	23%	35%	4%	-
At National Level	16%	16%	16%	36%	-	15%	16%	25%	40%	51%	13%	-
At International Level	3%	3%	3%	11%	-	2%	3%	5%	8%	28%	4%	-
None of these	2%	2%	2%	2%	-	1%	0%	2%	2%	2%	26%	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-

To what extent, if at all, do you agree or disagree with the following statement? "I am considering reducing my non-clinical commitments due to the current pension taxation rules"

Base: Royal College of Surgeons Members	1790	991	741	207	520	795	523	255	193	75	49	1
Strongly agree	41%	49%	56%	44%	24%	51%	53%	53%	55%	52%	29%	-
Tend to agree	20%	23%	21%	18%	13%	25%	21%	20%	14%	17%	20%	-
Tend to disagree	12%	13%	11%	14%	8%	13%	12%	13%	12%	11%	6%	-
Strongly disagree	7%	7%	5%	7%	9%	6%	7%	8%	9%	9%	12%	-
Don't know	14%	6%	4%	9%	34%	4%	6%	4%	5%	3%	22%	-
I'm retired/ on a career break	6%	2%	2%	8%	12%	1%	1%	2%	5%	8%	10%	100%
Net: Agree	61%	72%	77%	62%	37%	76%	74%	72%	69%	69%	49%	-
Net: Disagree	7%	7%	5%	7%	9%	6%	7%	8%	9%	9%	12%	-

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Total	For the following question, if you do not have any 'non-clinical' roles, please select the 'Not applicable' option. Which, if either, of the following 'non-clinical' roles				You previously said that you have educational roles. Which, if any, of the following educational roles do you currently have? (Please select all that apply)						
	Educational roles	Managerial roles	Other	Not applicable - I do not have any 'non-clinical' roles	Educational Supervisor	At Trust level	At Regional Level	At National Level	At International Level	None of these	Don't know

Thinking about the last year (i.e. September 2018 to September 2019)... Which, if any, of the following did you undertake? (Please select all that apply)

	1890	1013	767	219	577	806	526	256	199	76	54	1
Base: Royal College of Surgeons Members												
Extra sessions to cover colleagues (e.g. for their annual study, sick leave etc.)	48%	55%	56%	49%	39%	56%	60%	54%	56%	50%	39%	-
Extra sessions to cover workforce gaps	43%	45%	47%	43%	41%	46%	46%	47%	42%	41%	39%	-
Extra sessions to reduce the access time for patients on surgical waiting lists	47%	56%	57%	45%	33%	61%	61%	56%	55%	53%	33%	-
Extra sessions to reduce the access time for patients on outpatient waiting lists	42%	50%	51%	40%	29%	54%	53%	52%	47%	46%	31%	-
Extra sessions to reduce the access time for patients with suspected or known cancer	27%	32%	36%	28%	19%	34%	35%	36%	30%	33%	19%	-
None of these	27%	20%	20%	30%	37%	18%	17%	19%	23%	26%	35%	100%
Don't know	1%	0%	0%	-	2%	0%	-	-	-	1%	2%	-

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Total	For the following question, if you do not have any 'non-clinical' roles, please select the 'Not applicable' option. Which, if either, of the following 'non-clinical' roles				You previously said that you have educational roles. Which, if any, of the following educational roles do you currently have? (Please select all that apply)						
	Educational roles	Managerial roles	Other	Not applicable - I do not have any 'non-clinical' roles	Educational Supervisor	At Trust level	At Regional Level	At National Level	At International Level	None of these	Don't know

Now thinking about this upcoming year (i.e. September 2019 to September 2020)... Which ONE, if any, of the following statements best applies to you for each of following? (Please select one option on each row)

Extra sessions to cover colleagues (e.g. for their annual study, sick leave etc.)

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	905	556	431	107	224	451	315	139	111	38	21	-
I will continue to undertake extra sessions and increase the amount I did last year	2%	1%	0%	3%	4%	1%	1%	2%	-	-	10%	-
I will continue to undertake extra sessions but will do around the same amount I did last year	13%	11%	10%	10%	21%	10%	10%	12%	6%	11%	29%	-
I will continue to undertake extra sessions but will do less compared to what I did last year	27%	26%	26%	27%	28%	26%	25%	22%	19%	18%	33%	-
I will not undertake any extra sessions	53%	57%	58%	55%	39%	59%	59%	59%	69%	68%	24%	-
Don't know	5%	4%	5%	5%	8%	4%	6%	4%	5%	3%	5%	-

Extra sessions to cover workforce gaps

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	805	452	360	94	237	367	242	120	83	31	21	-
I will continue to undertake extra sessions and increase the amount I did last year	2%	1%	0%	3%	3%	1%	1%	2%	-	-	5%	-
I will continue to undertake extra sessions but will do around the same amount I did last year	10%	6%	7%	5%	18%	4%	6%	8%	4%	6%	19%	-
I will continue to undertake extra sessions but will do less compared to what I did last year	26%	25%	25%	24%	25%	25%	24%	18%	18%	13%	33%	-
I will not undertake any extra sessions	57%	65%	64%	62%	42%	68%	67%	72%	73%	81%	38%	-
Don't know	6%	2%	3%	5%	12%	2%	3%	2%	5%	-	5%	-

Extra sessions to reduce the access time for patients on surgical waiting lists

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	884	569	439	98	188	489	319	144	109	40	18	-
I will continue to undertake extra sessions and increase the amount I did last year	1%	0%	-	2%	4%	0%	-	1%	-	-	-	-
I will continue to undertake extra sessions but will do around the same amount I did last year	6%	5%	5%	5%	12%	4%	4%	4%	4%	8%	11%	-
I will continue to undertake extra sessions but will do less compared to what I did last year	25%	26%	26%	18%	25%	26%	25%	18%	12%	13%	22%	-
I will not undertake any extra sessions	64%	67%	68%	70%	54%	67%	67%	73%	78%	80%	61%	-
Don't know	3%	3%	2%	4%	5%	3%	3%	4%	6%	-	6%	-

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Total	For the following question, if you do not have any 'non-clinical' roles, please select the 'Not applicable' option. Which, if either, of the following 'non-clinical' roles				You previously said that you have educational roles. Which, if any, of the following educational roles do you currently have? (Please select all that apply)						
	Educational roles	Managerial roles	Other	Not applicable - I do not have any 'non-clinical' roles	Educational Supervisor	At Trust level	At Regional Level	At National Level	At International Level	None of these	Don't know

Extra sessions to reduce the access time for patients on outpatient waiting lists

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	794	504	394	88	170	432	277	133	94	35	17	-
I will continue to undertake extra sessions and increase the amount I did last year	1%	1%	0%	1%	2%	1%	0%	2%	-	-	-	-
I will continue to undertake extra sessions but will do around the same amount I did last year	6%	4%	5%	7%	11%	4%	4%	4%	5%	6%	6%	-
I will continue to undertake extra sessions but will do less compared to what I did last year	23%	22%	20%	17%	30%	21%	21%	17%	13%	14%	24%	-
I will not undertake any extra sessions	67%	70%	72%	68%	51%	71%	71%	73%	79%	80%	65%	-
Don't know	4%	3%	3%	7%	6%	3%	4%	5%	3%	-	6%	-

Extra sessions to reduce the access time for patients with suspected or known cancer

Base: Royal College of Surgeons Members that have taken extra sessions in the last year	517	322	276	62	107	270	183	93	59	25	10	-
I will continue to undertake extra sessions and increase the amount I did last year	2%	0%	-	2%	7%	0%	-	1%	-	-	-	-
I will continue to undertake extra sessions but will do around the same amount I did last year	12%	12%	14%	15%	11%	11%	13%	13%	10%	24%	10%	-
I will continue to undertake extra sessions but will do less compared to what I did last year	30%	29%	28%	27%	33%	27%	27%	28%	20%	8%	30%	-
I will not undertake any extra sessions	51%	55%	55%	48%	40%	57%	57%	53%	66%	64%	50%	-
Don't know	5%	4%	3%	8%	9%	4%	3%	5%	3%	4%	10%	-

Thinking about recent changes in pension taxation rules... Which, if any, of the following have you been advised to do (e.g. by an accountant or financial adviser)? (Please select all that apply)

Base: Royal College of Surgeons Members	1890	1013	767	219	577	806	526	256	199	76	54	1
Come out of the NHS pension scheme	28%	30%	34%	33%	21%	30%	31%	32%	34%	36%	26%	-
Retire earlier	29%	31%	33%	38%	23%	30%	31%	33%	42%	57%	33%	-
Work fewer hours in the NHS	53%	64%	66%	57%	33%	67%	65%	65%	65%	64%	44%	-
Refrain from taking part in waiting list initiatives	49%	60%	60%	51%	31%	65%	60%	60%	60%	55%	39%	-
Set up or become involved in a company to reduce your tax liability	27%	32%	35%	32%	18%	35%	34%	34%	34%	36%	24%	-
None of these	19%	12%	12%	18%	33%	12%	13%	13%	11%	4%	20%	100%
Don't know	8%	6%	5%	5%	12%	5%	6%	5%	4%	5%	15%	-

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Total	For the following question, if you do not have any 'non-clinical' roles, please select the 'Not applicable' option. Which, if either, of the following 'non-clinical' roles				You previously said that you have educational roles. Which, if any, of the following educational roles do you currently have? (Please select all that apply)						
	Educational roles	Managerial roles	Other	Not applicable - I do not have any 'non-clinical' roles	Educational Supervisor	At Trust level	At Regional Level	At National Level	At International Level	None of these	Don't know

To what extent do you agree or disagree with the following statement? "I am considering retiring early because of changes to pension tax"

Base: Royal College of Surgeons Members that aren't retired

	1787	991	752	203	515	799	521	250	191	70	50	-
Strongly agree	40%	43%	48%	45%	30%	44%	44%	48%	52%	57%	40%	-
Tend to agree	25%	26%	23%	21%	24%	26%	25%	24%	21%	33%	18%	-
Tend to disagree	10%	10%	10%	12%	10%	10%	12%	11%	10%	3%	4%	-
Strongly disagree	7%	6%	6%	9%	8%	6%	6%	4%	8%	6%	10%	-
Don't know	18%	15%	14%	12%	28%	14%	14%	12%	8%	1%	28%	-
Net: Agree	64%	69%	71%	67%	55%	70%	69%	72%	73%	90%	58%	-
Net: Disagree	7%	6%	6%	9%	8%	6%	6%	4%	8%	6%	10%	-

You previously said that you are considering retiring early because of the changes to pension taxation rules. When do you think you will retire? (Please select the option that comes closest)

Base: Royal College of Surgeons Members who are not retired and said they would retire early

	1152	680	534	135	281	559	359	181	139	63	29	-
Within the next year	9%	8%	7%	12%	10%	7%	8%	10%	8%	11%	7%	-
In the next two years	8%	7%	7%	11%	8%	7%	9%	5%	6%	14%	7%	-
In the next three years	7%	6%	9%	7%	4%	6%	7%	6%	10%	10%	10%	-
In the next four years	3%	2%	4%	4%	2%	2%	2%	4%	7%	8%	-	-
In the next five years	12%	12%	15%	13%	9%	13%	12%	16%	17%	16%	-	-
In more than five years	53%	56%	51%	44%	53%	56%	54%	53%	40%	32%	62%	-
Don't know	9%	8%	8%	9%	13%	7%	8%	6%	11%	10%	14%	-

Are you aware of ANY of your colleagues in Surgery who have retired early specifically because of the changes to pension taxation rules?

Base: Royal College of Surgeons Members

	1890	1013	767	219	577	806	526	256	199	76	54	1
Yes, I am	68%	75%	76%	74%	56%	76%	75%	81%	82%	82%	57%	-
No, I'm not	32%	25%	24%	26%	44%	24%	25%	19%	18%	18%	43%	100%