

ICMUnlimited...



British Medical Association
National survey of GPs
The future of General Practice 2015
Second Extract of Findings

December – February 2015

A report by ICM on behalf of the BMA

1. Introduction

1.1 Introduction

This report presents an extract of findings from the BMA's National survey of GPs 2015.

A different version of The National Survey of GPs was last carried out in 2011. The 2015 survey follows a similar mixed-mode online and postal methodology, in order to make the process as accessible as possible. The questions contained in the 2015 were designed by the BMA to be more forward looking, examining GPs' priorities and views on the future of general practice.

The 2015 survey, designed by the BMA, comprises of 41 questions covering a wide range of issues which can be summarised as:

- Essentials of General Practice
- Premises
- General practice models
- Future of GP contracts
- Career motivations
- Workload
- Consultation times
- Access and opening hours
- Technology

This extract focuses on the analysis of questions pertaining to career motivations and workload.

The BMA commissioned ICM Unlimited to:

- Collect and input the data from the postal questionnaires;
- Merge and analyse results from the online and postal questionnaires.

1.2 Methodology

The data presented in this report is based on 15,560 responses, comprising:

- 8,445 postal responses;
- 7,115 online responses.

This represents a response rate of approximately 45%, although because of duplicate invitations between the two channels, the true response rate is actually higher.

Postal

- The BMA sent a postal version of the questionnaire to 34,773 members on 5th January 2015. The deadline for completing the survey was 20th February 2015.
- A pre-paid return envelope was provided alongside the questionnaire. Completed surveys were returned directly to ICM, and the data was entered using electronic scanning machines.

Online

- The BMA sent an electronic version of the questionnaire to 31,310 members on 3rd January 2015.
- ICM downloaded and analysed the electronic data via the BMA's online portal.

1.3 Interpreting the data

- Where invalid responses were provided, these were categorised as either 'not applicable' or 'no answer'. N/A responses include:
 - Questions requesting rank ordering (i.e. 1, 2, 3) which are simply marked with X's;
 - Exceeding the requested number of responses (i.e. selecting 5 responses when the question specifies a maximum of 4);
 - 'Spoiling' questions;
 - Leaving the question blank.

These responses have been excluded from the data. The number of N/A responses given to each question is outlined at the bottom of each chart in this report.

- Throughout this report, statistically significant differences are highlighted among key subgroups.
- Attention has only been drawn to subgroups with a base containing ≥ 50 respondents.
- This survey is broadly representative of the general practice workforce; however, the full report will provide subgroup analysis by a range of demographic measures included in the questionnaire.
- Throughout this report, the contract status "contractors, principals and partners" is abbreviated to "contractors";
- The term "freelance GPs" incorporates locums.

Executive Summary

Career motivations

- When asked to rank the top factors that most negatively impact on their personal commitment to a career in general practice, the most frequently selected answers are:
 - Workload (71%);
 - Inappropriate and unresourced transfer of work into general practice (54%);
 - Insufficient time with each patient (43%).
- Almost half (47%) of GPs would recommend a career in general practice to an undergraduate or a doctor in training.
- When asked about their career intentions in the next five years:
 - A third (34%) of GPs say that they hope to retire from general practice. This figure is significantly higher amongst those who have been GPs for more than 20 years, where nearly two thirds (63%) say they hope to retire in the next five years;
 - 17 per cent of GPs hope to move to part-time working;
 - One in ten GPs (11%) hope to develop new specialist skills or to take on work outside their main role as a GP;
 - One in five (22%) GPs state that they do not wish to change their role at all over the next five years.

Workload

- Most GPs describe their workload as being generally manageable, but too busy at times (53%). One in three (37%) think their current workload is unmanageable;
- The majority of GPs (68%) state that they experience a significant but manageable amount of work-related stress. A further 16 per cent report experiencing a significant and unmanageable amount of work-related stress.

2. Results

Career motivations

2.1 Factors which negatively impact on personal commitment to a career in general practice

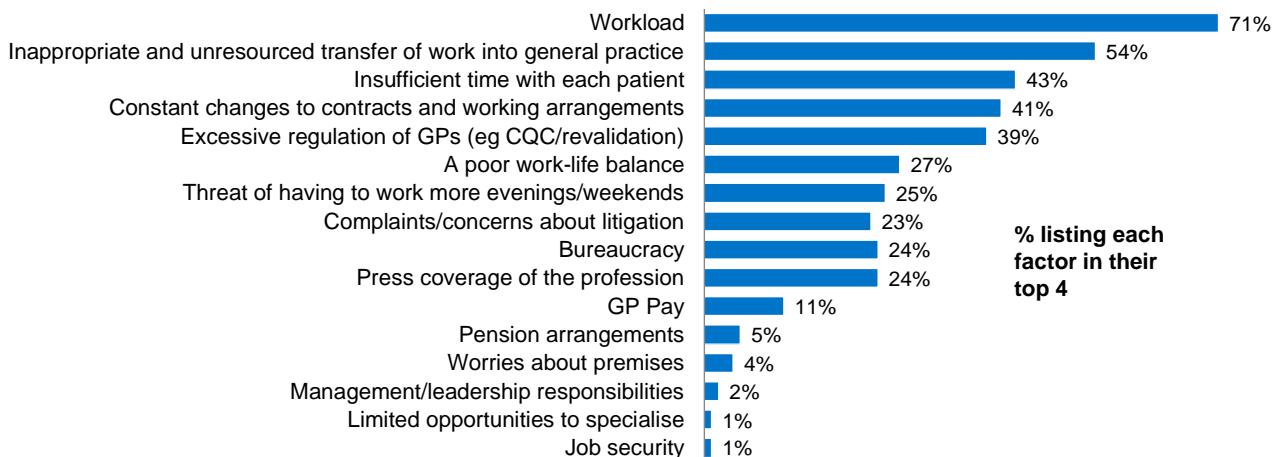
When asked to rank the top factors that most negatively impact on their personal commitment to a career in general practice, the majority of GPs mention the workload (71%). The workload associated with general practice is top-ranked among all contractual statuses. It is mentioned most frequently by NHS organisation employed salaried GPs (75%), practice employed salaried GPs (73%), and less so by GP trainees (66%) and freelance GPs (67%).

More than half (54%) of GPs rank inappropriate and unresourced transfer of work into general practice among their top factors. GP contractors (55%) and practice employed salaried GPs (52%) are more likely than average to rank this in their top five factors.

Just over two in five (43%) rank insufficient time with each patient among the top four factors that most closely negatively impact on their personal commitment to a career in general practice. This figure increases to 63 per cent among NHS organisation-employed salaried GPs and 62 per cent among GP trainees; however the figure is much lower among GP contractors (37%).

Around four in ten rank constant changes to contracts and working arrangements (41%) and excessive regulation of GPs (39%) among the least appealing factors. Those who have been GPs for more than 20 years are significantly more likely than those who have been GPs for a shorter tenure to rank these amongst their top factors that negatively impact on their personal commitment to a career in general practice. The figure is also above average among GP trainees (62%). Relatedly, the most recently qualified GPs (5 years or less) are significantly more likely to rank insufficient time with each patient (53%) within their top 4 negative factors compared to GPs who have been qualified for longer (the overall average is 43%).

Figure 2.1.1



Q26. Please rank up to four factors that most closely negatively impact on your personal commitment to a career in general practice (where 1 equal the most negative factor) Base: All participants giving valid responses (n=11,297), N/A (4,432)

Figure 2.1.2 Factors which negatively impact on personal commitment to a career in general practice by number of years since qualification (all factors ranking in the top 4 of at least 25% of GPs overall)

	5 years or less	6-10 years	11-20 years	More than 20 years
Workload	70%	74%	73%	68%
Inappropriate and unresourced transfer of work into general practice	52%	52%	56%	53%
Insufficient time with each patient	53%	43%	40%	42%
Constant changes to contracts and working arrangements	27%	31%	42%	48%
Excessive regulation of GPs (e.g. CQC/revalidation)	25%	28%	37%	48%
Poor work/life balance	24%	28%	27%	27%
Threat of having to work more evenings/weekends	32%	32%	28%	19%
Press coverage of the profession	37%	29%	22%	19%
Bureaucracy	23%	18%	20%	27%
Complaints/concerns about litigation	29%	27%	22%	20%

Across all nations, the most frequently mentioned negative factor is the workload associated with being a GP. However, there is regional variance in several of the other findings. For instance, seven in ten (70%) GPs in Northern Ireland rank inappropriate and unresourced transfer of work into general practice in their top 4, compared to 52 per cent of GPs in England.

Figure 2.1.3 Factors which negatively impact on personal commitment to a career in general practice by region (all factors ranking in the top 4 of at least 25% of GPs overall)

% ranking each factor in their top 4	London	South of England	Midlands	North of England	England (overall)	N. Ireland	Scotland	Wales
Workload	69%	73%	69%	71%	71%	75%	69%	69%
Inappropriate and unresourced transfer of work into general practice	51%	54%	51%	52%	52%	70%	56%	57%
Insufficient time with each patient	47%	43%	40%	41%	42%	41%	48%	44%
Constant changes to contracts and working arrangements	42%	42%	41%	41%	41%	36%	42%	36%
Excessive regulation of GPs (e.g. CQC/revalidation)	39%	40%	43%	39%	40%	33%	31%	29%
Poor work/life balance	26%	29%	28%	27%	28%	25%	22%	22%
Threat of having to work more evenings/weekends	26%	24%	25%	28%	26%	20%	23%	21%
Press coverage of the profession	22%	24%	24%	25%	24%	21%	23%	31%
Bureaucracy	27%	21%	25%	21%	23%	28%	28%	25%
Complaints/concerns about litigation	20%	22%	24%	24%	23%	25%	23%	30%

2.2 Career intentions in the next five years

When asked about their career intentions in the next five years, a third (34%) of GPs say that they hope to retire from general practice. This figure is significantly higher amongst those who have been GPs for more than 20 years, where nearly two thirds (63%) say they hope to retire in the next five years. Unsurprisingly, intention to retire increases steadily in line with age, as per the following table. GP contractors are also more likely to say they are intending to retire (as per the table below); although this finding can partly be explained by the demographic of the contractor respondents, as they are more likely to have been a GP for longer than other respondents (as per the demographic breakdown outlined in the appendix).

Figure 2.2.1

Age group	% intending to retire from general practice
Up to 30	*
31-40	1%
41-49	5%
50-54	36%
55-59	79%
60+	82%

In the next five years, 17 per cent of GPs hope to move to part-time working. This figure increases to over a third (35%) amongst GP trainees. Overall, one in five (21%) male GPs hope to move to part time working in the next five years, compared to a lower 14 per cent of female GPs. This is, in part, likely to be driven by the lower mean age of female respondents to the survey (see the demographic breakdown outlined in the appendix). It also reflects the fact that a much higher proportion of female GPs already work part time (of the part-time GPs taking part in the survey, 73% are female and 27% are male). Of the GPs currently working full-time, 28 per cent would like to move to part-time working in the next five years. A higher proportion of full-time women (35%) hope to go part-time compared to men (25%).

One in ten GPs (11%) hope to develop new specialist skills or to take on work outside their main role as a GP. Trainees (43%) are significantly more likely than any other group to say this is the case, and this trend is carried through into length of tenure; GPs who qualified in the last 5 years (35%) are more likely than those who have been qualified for more than 5 years (6%) to say they would like to develop more specialist skills or to take on work outside their main role as a GP. The figure is also above average among practice employed salaried GPs (22%) and NHS organisation employed salaried GPs (21%).

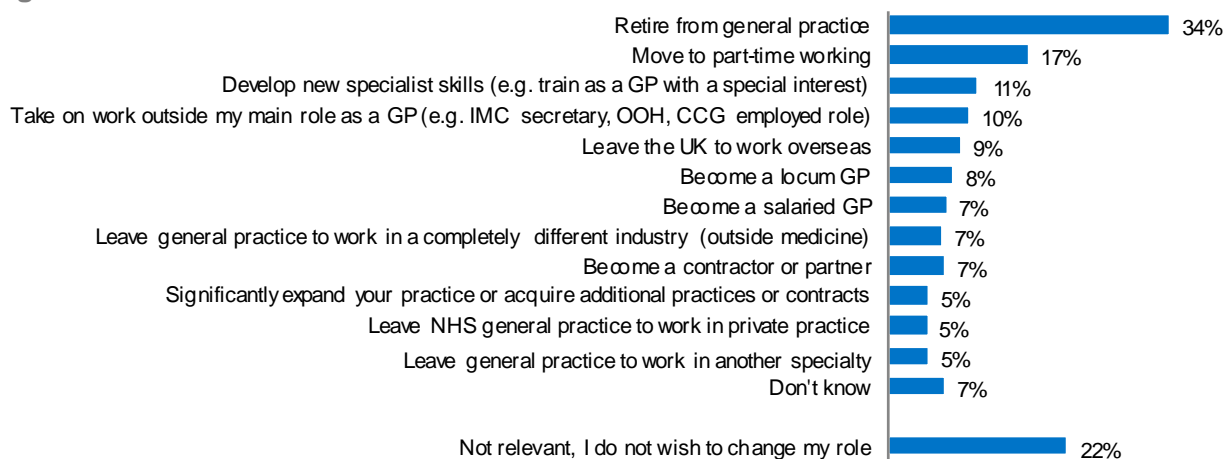
One in ten GPs (9%) also hope to leave the UK to work overseas.¹ This figure rises to 19 per cent amongst GP trainees. Less experienced GPs (16% of those who have been qualified 5 years or less and 16% of those qualified 6-10 years) are significantly more likely to express interest in working overseas than GPs who have been qualified for 11-20 years (9%) or over 20 years (4%). This correlation also applies to age: a much larger proportion of GPs aged 30 or under (15%) wish to work overseas compared to older GPs aged 60 or over (3%).

¹ It was not specified whether this was a temporary or permanent move

One in five (22%) GPs state that they do not wish to change their role at all over the next five years. This figure is significantly higher for those who are established in the role, having been GPs for 11-20 years (35%). GP contractors (24%) and NHS organisation employed salaried GPs (22%) are most likely to say they do not wish to change their role. Conversely, freelance GPs (16%) are less likely than average to say this is the case.

Two-thirds (65%) of trainee GPs hope to become a salaried GP in the next five years, while 29 per cent say they intend to become a contractor.

Figure 2.2.2



Q27. In terms of your career intentions, in the next five years do you hope to: (please tick as many or as few as apply)
 Base: All participants giving valid responses (n=15,591), NA (n=138)

Figure 2.2.3 Career intentions in the next 5 years broken down by current status (results receiving 7% or more at the overall level)

	GP contractors or principals or partners	Practice employed salaried GPs	NHS organisation employed salaried GPs	Private sector employed salaried GPs	GP trainees	Freelance (locum) GPs
Retire from general practice	40%	14%	18%	22%	*	35%
Move to part-time working	19%	10%	8%	15%	35%	8%
Develop new specialist skills (e.g. train as a GP with a specialist interest)	6%	22%	21%	11%	43%	16%
Take on work outside my main role as a GP (e.g. LMC secretary, OOH, CCG employed role)	8%	13%	13%	13%	21%	10%
Leave the UK to work overseas	8%	10%	6%	17%	19%	13%
Become a locum GP	6%	6%	7%	7%	37%	10%
Become a salaried GP	3%	4%	6%	4%	65%	13%
Leave general practice to work in a completely different industry (outside medicine)	7%	8%	7%	13%	8%	9%
Become a contractor or partner	1%	27%	11%	11%	29%	12%

GPs in Northern Ireland (28%) and Scotland (28%) are more likely than those in England (20%) and Wales (21%) to say that they do not wish to change their role in the next 5 years. At the same time, GPs in England are more likely than those in other parts of the UK to express a desire to develop new specialist skills (12%), take on work outside their role as a GP (11%) and to leave general practice to work in a completely different industry (8%).

GPs based in Scotland (14%) are significantly less likely than those based in other parts of the UK (17%) to say they would like to move to part-time working in the next five years. Meanwhile, GPs in London are significantly more likely than those in other regions to express a desire to become a contractor or partner (10% compared to 7% overall) and to leave NHS general practice to work in private practice (9% compared to 5% overall).

Figure 2.2.4 Career intentions in the next five years by region

	London	South of England	Midlands	North of England	England (overall)	N. Ireland	Scotland	Wales
Retire from general practice	30%	34%	36%	33%	34%	35%	32%	35%
Move to part-time working	19%	17%	19%	17%	18%	18%	14%	18%
Develop new specialist skills (e.g. train as a GP with a special interest)	13%	11%	12%	12%	12%	9%	9%	10%
Take on work outside my role as a GP (e.g. LMC secretary, OOH, CCG employed role etc.)	14%	10%	10%	10%	11%	8%	7%	9%
Leave the UK to work overseas	11%	9%	10%	9%	9%	5%	8%	8%
Become a locum GP	9%	7%	9%	8%	8%	4%	6%	7%
Become a salaried GP	8%	7%	8%	7%	7%	4%	6%	6%
Leave general practice to work in a completely different industry (outside medicine)	9%	8%	7%	7%	8%	4%	6%	4%
Become a contractor or partner	10%	6%	7%	7%	7%	5%	6%	6%
Significantly expand your practice or acquire practices or contracts	6%	5%	6%	5%	5%	2%	4%	4%
Leave NHS general practice to work in private practice	9%	6%	5%	3%	5%	2%	2%	3%
Leave general practice to work in another speciality	5%	5%	5%	4%	5%	5%	4%	5%
Don't know	7%	6%	7%	7%	7%	7%	6%	7%
Not relevant, I do not wish to change my role	18%	21%	19%	22%	20%	28%	28%	21%

2.3 Recommending a career in general practice

Almost half (47%) of GPs would recommend a career in general practice to an undergraduate or a doctor in training. Just over one in three (35%) say they would not recommend it as a career, while a further 18 per cent are unsure.

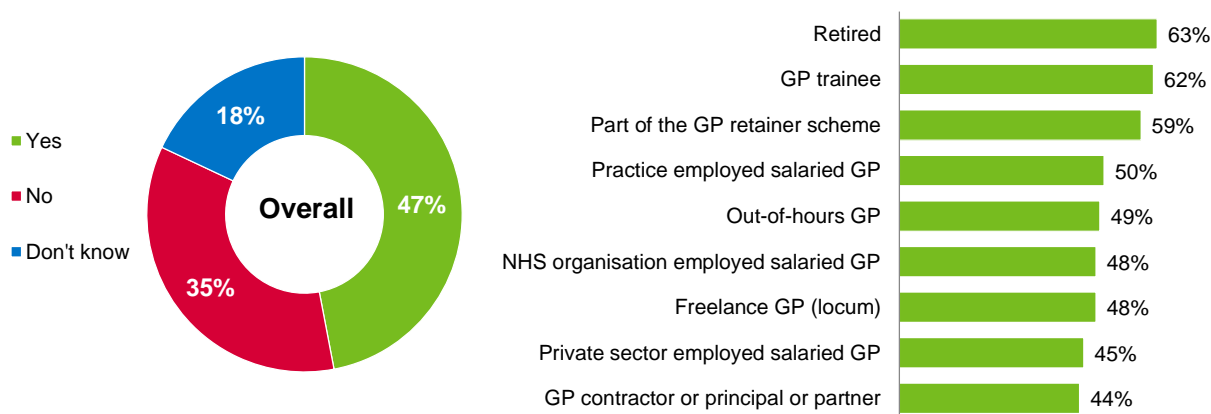
People at the very start and very ends of their career are most likely to say they would recommend a career in general practice. More than two in five (63%) retired GPs say they would recommend general practice to undergraduates or trainees, and a similar proportion of GP trainees (62%) say the same. This translates into significant differences by age: 60 per cent of GPs aged under 30 would recommend general practice, as would 58 per cent of GPs aged over 60; this compares to just 41 per cent of GPs aged 40-49.

GP contractors (44%) are the least likely of all to say they would recommend a career in general practice, closely followed by private sector employed salaried GPs (45%).

The location of a GP's primary practice has a bearing on their likelihood to recommend a career in general practice. Those based predominantly in isolated rural practices (62%) are significantly more likely to recommend the career than those in any location, including other urban (46%) and urban or rural mix (45%).

Female GPs (49%) are significantly more likely than male GPs (44%) to say they would recommend general practice as a career.

Figure 2.3.1



Q28. Would you recommend a career in general practice to an undergraduate or doctor in training?
 Base: All participants giving valid responses (n=15,488), N/A (n=241). Chart only displays contract status types with a base of >50.

More than half of GPs in Scotland (53%) say they would recommend a career in general practice to an undergraduate or doctor in training. This figure compares to a lower 48 per cent in Wales, 45 per cent in England and Northern Ireland.

Figure 2.3.2 Recommending a career in general practice by region

	London	South of England	Midlands	North of England	England (overall)	N. Ireland	Scotland	Wales
Yes	46%	46%	44%	46%	45%	45%	53%	48%
No	36%	36%	39%	36%	37%	37%	28%	32%
Don't know	18%	19%	17%	18%	18%	18%	19%	20%

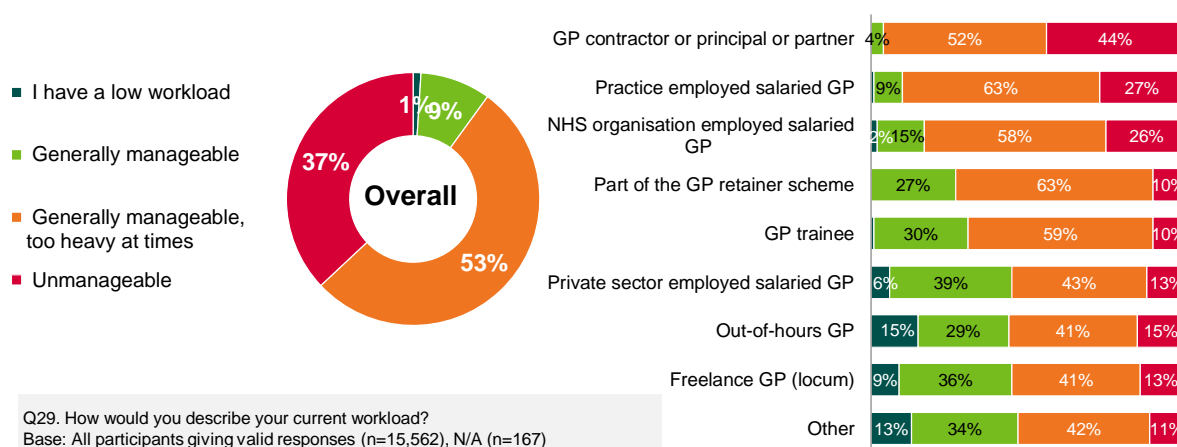
Workload

2.4 Description of current workload

More than half (53%) of GPs state that their workload is generally manageable but too heavy at times. A further 37 per cent feel that their current workload is unmanageable. Only 9 per cent describe their workload as generally manageable.

GP contractors (44%) are the most likely to feel that their current workload is unmanageable. Conversely, private sector employed salaried GPs (39%), freelance GPs (36%), and trainees (30%) are the most likely to feel that their workload is manageable.

Figure 2.4.1



There is regional variance over GPs' feelings towards their current workload. GPs in London (40%), Northern Ireland (40%), South England (39%) and the Midlands (39%) are the most likely to describe their workload as 'unmanageable'. Conversely, GPs in Scotland are the least likely to say their workload is 'unmanageable', and are instead more likely than average to describe it as being 'generally manageable, too heavy at times' (60%), or 'generally manageable' (14%).

Figure 2.4.2: Description of current workload by region

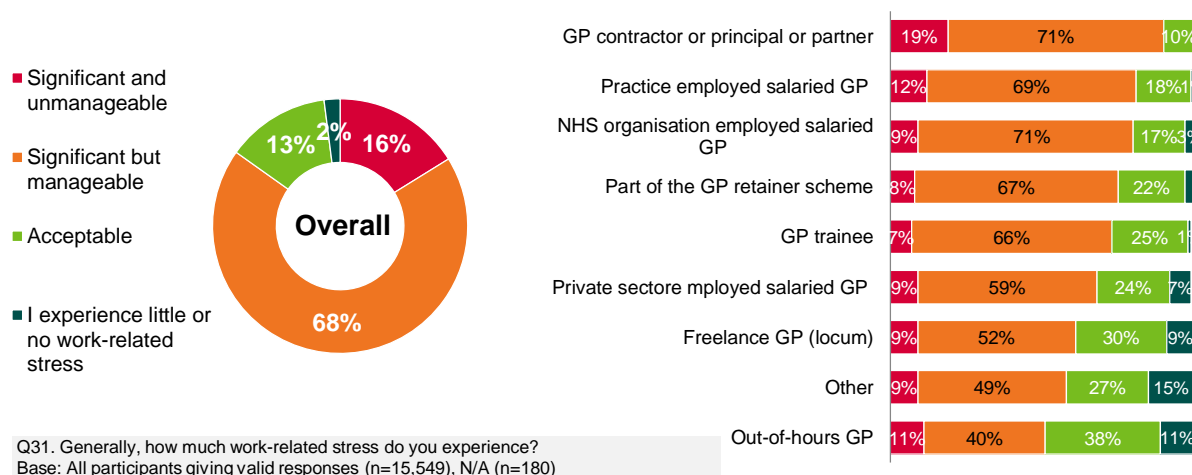
	I have a low workload	Generally manageable	Generally manageable, too heavy at times	Unmanageable
London	2%	10%	48%	40%
South of England	1%	8%	52%	39%
Midlands	1%	8%	52%	39%
North of England	2%	9%	53%	37%
England (overall)	1%	9%	52%	38%
N. Ireland	1%	6%	53%	40%
Scotland	1%	14%	60%	25%
Wales	1%	10%	54%	35%

2.5 Experiencing work-related stress

The majority of GPs (68%) state that they experience a significant but manageable amount of work-related stress. A further 16 per cent experience a significant and unmanageable amount of work-related stress.

Levels of stress vary markedly by contract status. The greatest levels of work-related stress are experienced by GP contractors, of whom one fifth (19%) experience a significant and unmanageable amount of stress. High stress levels are also relatively prominent among practice employed salaried GPs (12%).

Figure 2.5.1



GPs based in Scotland (19%) are the most likely to feel that the amount of stress they experience is acceptable (England: 12%; Wales: 11%; Northern Ireland: 2%). GPs in Scotland are also the least likely to describe their stress levels as 'significant and unmanageable' (11%, compared to England: 17%; Wales and Northern Ireland: 15%).

Figure 2.5.2 Work related stress by region

	London	South of England	Midlands	North of England	England (overall)	N. Ireland	Scotland	Wales
Significant and unmanageable	18%	17%	19%	16%	17%	15%	11%	15%
Significant but manageable	66%	69%	67%	69%	68%	70%	69%	69%
Acceptable	14%	12%	12%	13%	13%	13%	19%	14%
I experience little or no work-related stress	2%	2%	2%	2%	2%	1%	2%	1%

Appendices

Sample Profile

The tables below provide a sample breakdown for this report. Where possible, comparisons are made between the survey sample and the BMA’s membership statistics.

It should be remembered at all times that this survey is based on a sample of GPs rather than the entire population (i.e. the “universe”).

The survey sample is broadly representative of the BMA’s membership, however there is some deviation. For instance, older and more experienced GPs are slightly overrepresented within the sample; 71 per cent of the survey data is comprised of GP contractors, whereas this group only represents 62 per cent of the BMA’s membership. That said, trainee GPs are fairly represented in the data; trainees comprise 5 per cent of the sample, which is in line with the BMA’s membership statistics. The survey data appears to over-represent each of the UK nations because only 1 per cent chose not to answer the question, compared to 15 per cent in the BMA membership statistics.

Current status	No. of respondents	% of sample	% of BMA membership
GP contractor or principal or partner	11077	71	62
Practice-employed salaried GP	2036	13	20
Freelance GP (locum)	990	6	10
GP trainee	779	5	5
NHS organisation-employed salaried GP	186	1	2
Retired	136	1	-
Out-of-hours GP	73	*	*
Private sector-employed salaried GP	54	*	2
Part of the GP retainer scheme	51	*	1
On a career break	37	*	1
Part of a GP returner or induction or refresher scheme	12	*	-
Prison GP	6	*	*
Other	123	1	-
Unanswered	169	1	-
Number of years as GP since qualification	Number of respondents	% of sample	% of BMA membership
5 years or less	2539	16	4
6-10 years	1902	12	14
11-20 years	4526	29	29
More than 20 years	6424	42	54
Unanswered	338	2	-
Gender	No. of respondents	% of sample	% of BMA membership
Male	7332	47	47
Female	8057	52	53
Unanswered	47	*	-

Age	Number of respondents	% of sample	% of BMA membership
Up to 30	315	2	4
31 to 40	2976	20	27
41 to 50	4269	28	30
51 to 60	5930	39	30
60+	1696	11	9
Unanswered	543	3	-
Practice area	No. of respondents	% of sample	% of BMA membership
Inner City	2830	18	Comparable data not available
Other urban	5136	33	
Urban or rural mix	5322	34	
Rural	2247	14	
Isolated rural	191	1	
Unanswered	170	1	
Nation (of work)	Number of respondents	% of sample	% of BMA membership
England	12523	80	71
Northern Ireland	469	3	3
Scotland	1844	12	7
Wales	748	5	4
Unanswered	145	1	15
Contractual arrangements	No. of respondents	% of sample	% of BMA membership
General Medical Services	8499	60	Comparable data not available
Personal Medical Services or Section 17c	4296	30	
Alternative Provider Medical Services	227	2	
Health Board Medical Services	95	1	
Not relevant or other	1224	9	
Unanswered	1641	12	
Working status	No. of respondents	% of sample	% of BMA membership
Full-time	7743	50	Comparable data not available
Part-time	7744	50	
Unanswered	242	1	

	Female		Male		Prefer not to say	
	N	% of sample	N	% of sample	N	% of sample
Total	7844	52%	7084	47%	41	*
Age						
Under 30	240	2%	72	0	0	0
30-39	1949	13%	999	7%	9	*
40-49	2517	17%	1692	11%	18	*
50-59	2643	17%	3160	21%	12	*
60+	495	3%	1161	8%	2	*
N/A	213	1%	248	2%	6	*

Demographic breakdown of current status

The tables below provide demographic breakdown of the sample by current status.

- Percentages exclude n/a responses
- A breakdown is not provided for the following category due to small base sizes:
 - Part of a GP returner or induction or refresher scheme (n=12);
 - Prison GP (6);
 - On a career break (37).

The demographic profile of each group can be summarised as below:

- **GP contractors/principals/partners:** Most respondents are aged between 40 and 59 years. A slightly higher proportion of men compared to women (55:45 gender split).
- **Practice employed salaried GPs:** Respondents are, on average, younger than in some other groups (43% are aged 30-39). Predominantly female (79:20 gender split).
- **NHS organisation employed salaried GPs:** Age is more evenly distributed than it is among other groups; roughly equal proportions in the 30-39, 40-49 and 50-59 age bands. Predominantly female (71:29 gender split).
- **Private sector employed salaried GPs:** Age is more evenly distributed than it is among other groups. Equal gender split.
- **Freelance (locum) GPs:** Age is more evenly distributed than it is among other groups. A slightly higher proportion of women than men (56:44 gender split).
- **GP trainees:** The youngest group of all, with a high proportion aged under 30 or 30-39. Predominantly female (72:27 gender split).
- **Part of the GP retainer scheme:** A large majority of respondents are aged between 30 and 49. Exclusively female (100%).
- **Out of hours GPs:** Age is more evenly distributed than it is among other groups. Equal gender split.
- **Retired GPs:** Four in five are over the age of 60. Two thirds are men (66:34 gender split).

	GP contractors or principals or partners		Practice employed salaried GPs		NHS organisation employed salaried GPs		Private sector employed salaried GPs		Freelance (locum) GPs	
	N	%	N	%	N	%	N	%	N	%
Total	11077	100%	2036	100	186	100	54	100	990	100
Age										
Under 30	11	*	20	1%	2	1%	-	-	15	2%
30-39	1306	12%	856	43%	49	27%	12	24%	234	24%
40-49	3167	30%	620	31%	57	31%	19	37%	220	23%
50-59	5050	47%	411	21%	58	32%	13	25%	253	26%
60+	1190	11%	79	4%	15	8%	7	14%	237	25%
N/A	353	n/a	50	n/a	5	n/a	3	n/a	31	n/a
Gender										
Female	4896	45%	1590	79%	131	71%	27	50%	552	56%
Male	5969	55%	413	20%	54	29%	27	50%	428	44%
Prefer not to say	24	*	16	1%	-	-	-	-	1	*
N/A	188	n/a	17	n/a	1	n/a	-	-	9	n/a

	GP trainee		Part of the GP retainer scheme		Out of hours GP		Retired		Other	
	N	%	N	%	N	%	N	%	N	%
Total	779	100	51	100	73	100	136	100	123	100
Age										
Under 30	261	34%	0	0	0	0	0	0	1	1%
30-39	413	54%	31	63%	5	7%	0	0	21	18%
40-49	63	8%	17	35%	22	31%	1	1%	19	16%
50-59	22	3%	1	2%	18	26%	15	20%	41	34%
60+	1	*	0	0	25	36%	58	78%	38	32%
N/A	19	n/a	2	n/a	3	n/a	62	n/a	3	n/a
Gender										
Female	558	72%	50	100%	35	49%	27	34%	63	53%
Male	210	27%	0	0	36	50%	53	66%	54	46%
Prefer not to say	4	1%	0	0	1	1%	0	0	1	1%
N/A	7	n/a	1	n/a	1	n/a	56	n/a	5	n/a