



Membership Survey Results

January 2015

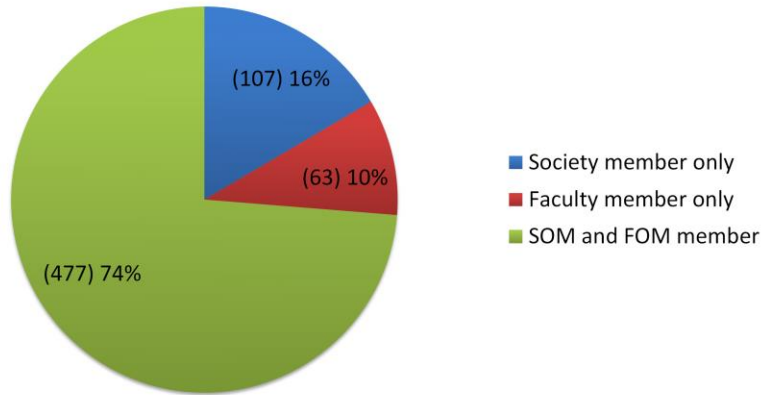
Survey objectives

- Gain insight into reasons for voting
- Feedback from members as to how the two organisations should work together in the future
- Find out what our members consider to be the future strategic priorities
- Monitor how the services we currently provide are perceived

Survey

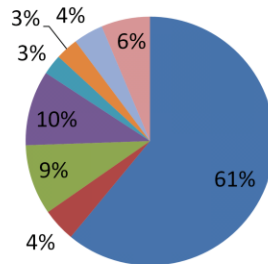
- Sent to all SOM for whom we have an email address and who were eligible to vote
- Sent to all FOM members for who we have an email
- Approximately 1400 FOM members and 1300 SOM members
- c900 members belong to both the Society and the Faculty
- Survey was sent on 26 November 2014 and closed midday on 8 December.

647 responses



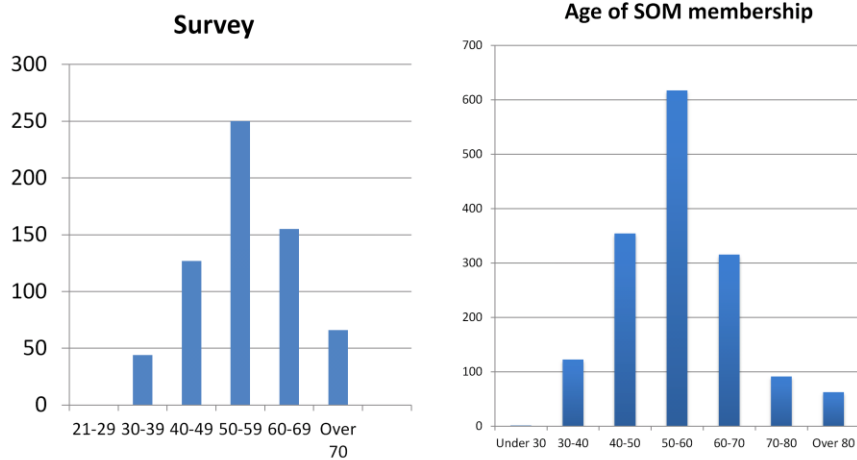
Who the respondents were.....

- Accredited specialist occupational physician
- Specialist trainee or registrar
- Associate (AFOM)
- GP with a FOM diploma
- GP with an interest in occupational medicine
- Other specialist doctor with an interest in occupational medicine
- Occupational health nurse
- Other - please specify. (If you are an AHP please indicate profession.)



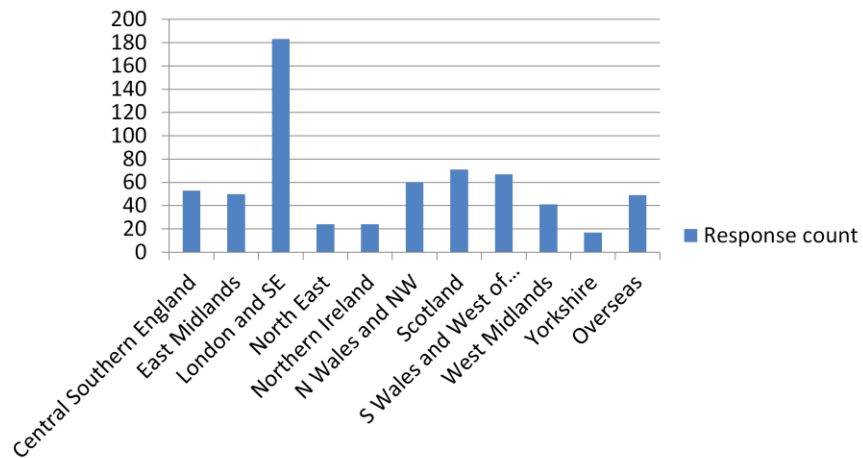
The answers in the 'other' section included a range including some members who are retired, disability assessment medical advisor, toxicologists, and a couple of AHPs.

Age of respondents

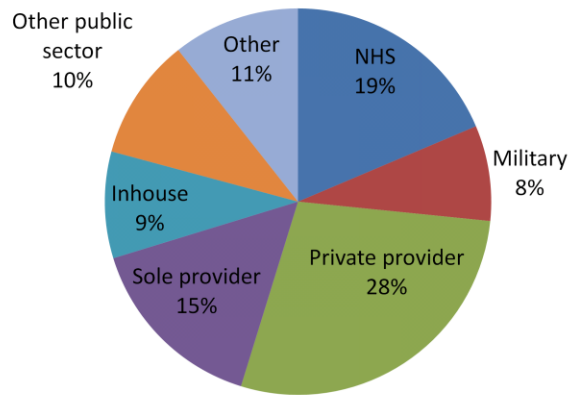


The age of the people who responded to the survey broadly mirrored the age profile of the SOM membership – although there were slightly fewer younger members

Which of these best describes your region?



Where do you undertake the majority of your practice?



The light blue 'other' includes people who have retired, academics, GPs, doctors with an interest

Voting

- 82% of respondents to the survey voted
- 105 people did not vote
- 76% believed they had enough information to make an informed decision
- In the survey, 57% voted 'yes' – slightly less than in the actual vote; 34% voted 'no', 2% abstained and 7% preferred not to say
- 49% felt that the Society/Faculty should have done something different in the run up to the vote

Examples of what people felt we should have done differently prior to the vote/further info required:

Define the new organisation more clearly before mandating a dissolution of the current SOM and/or FOM

Put the financial case more strongly - the duplication of effort is unsustainable.

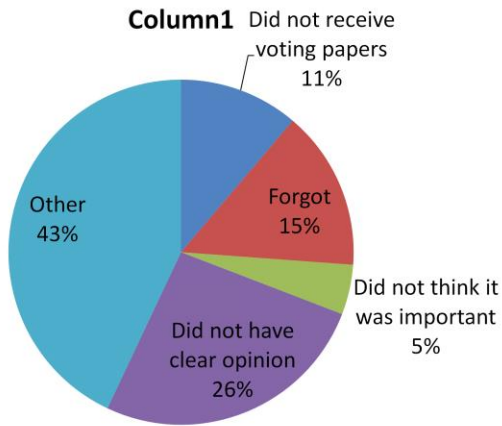
Approached it with some humility and openness and not told everyone it was inevitable

Much wider consultation and discussion and consideration of the negatives as well as the positives.

Looked at other options

Structure of new organisation not clear

Reason for not voting n=105



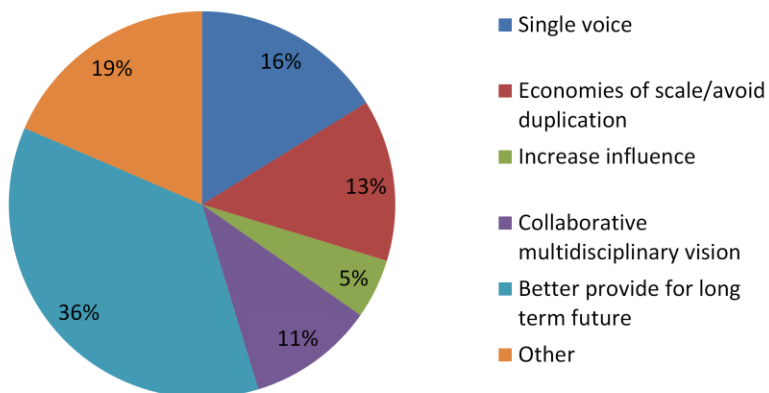
Asked only those members who responded who had not voted

Reasons in the other section included working overseas, not an OH specialist so felt it was not for me to decide, didn't agree with process, new member, not a member at the time, believed that it was a foregone conclusion so did not bother

21 of the 28 people who did not receive papers or said that they had forgotten would have voted 'yes' 5 would have voted 'no' and 2 preferred not to say.

What was your main reason for voting yes?

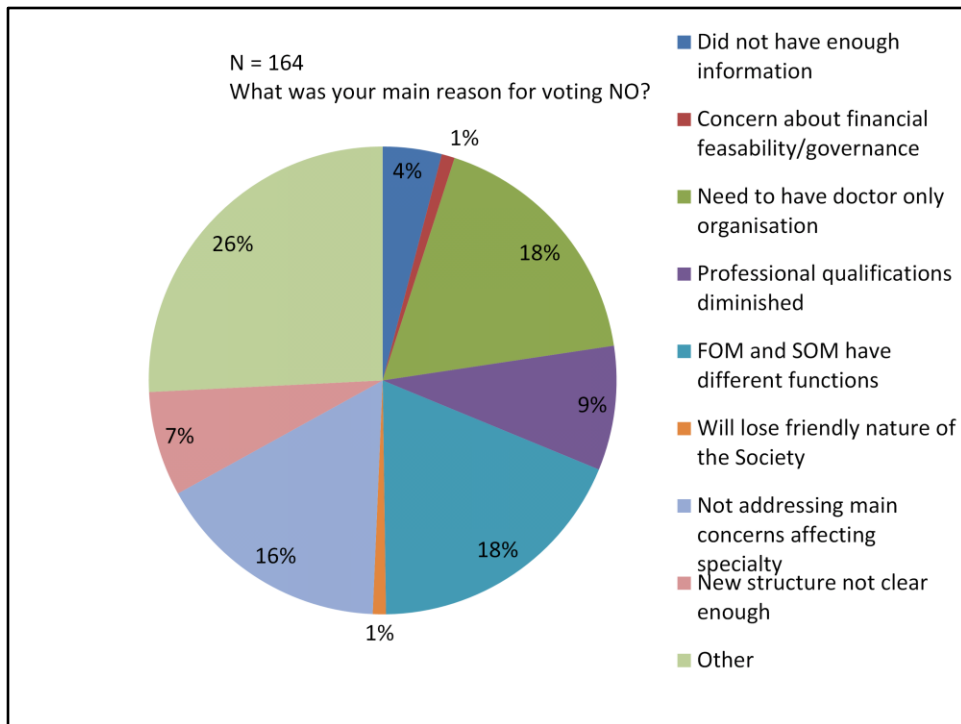
n= 277



N+ 277 (Only those members who had voted yes)

Other mostly included people who believed all of the reasons or a number of the reasons together. Other comments included

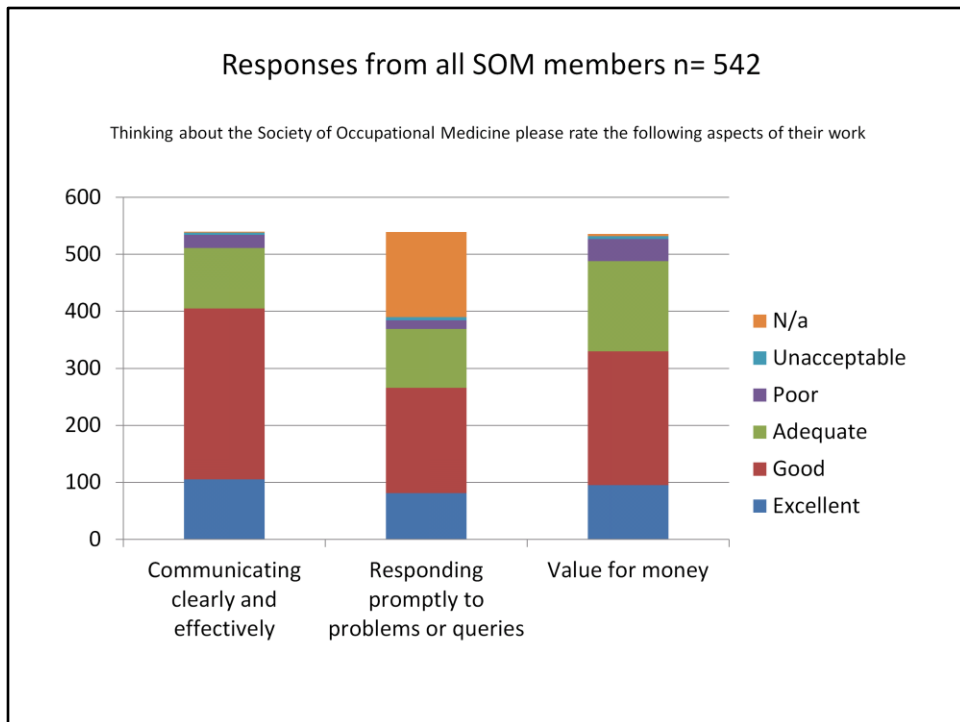
Too small to sustain two organisations



Only answers by those who indicated that they had voted 'No'.

The survey asked for the 'main reason' so that we could see if there was one overriding factor. The 'other' question invited respondents to indicate any other reasons and most of these commented that they felt it was for a number of reasons or all of the above reasons indicated

How do members currently perceive
our services?



NB – if looking at the raw data this question relates to Q6 + Q12 (SOM members + SOM members who are also faculty members)

Comments include

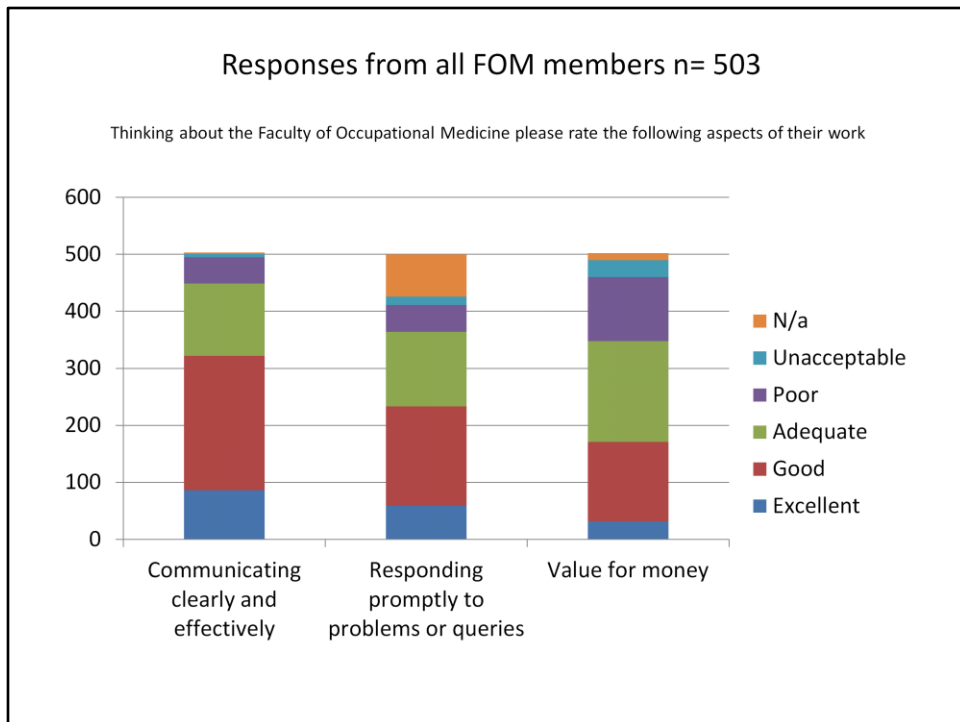
The staff are always helpful and supportive

The Society and Faculty ignored input from members

As a GP I try and keep up with developments but do not feel it is supportive to people in my situation

Too much power in London

A lot of money for a nurse



NB – if looking at the raw data this question relates to Q9 + Q15 (FOM members + FOM members who are also society members)

Comments include

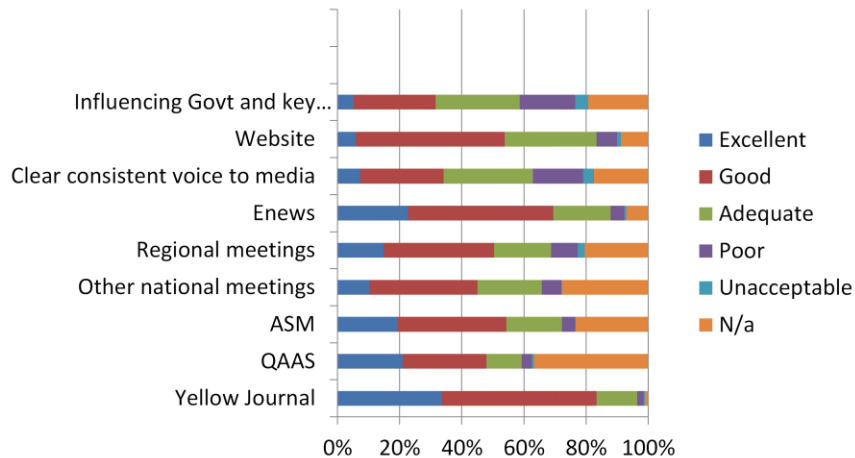
New website is looking excellent

Communication comes over as authoritarian

FOM doesn't show that it values its members

Multiple emails ignored

Responses from all SOM members re SOM services n= 543



NB – if looking at the raw data this question relates to Q7 + Q13 (SOM members + SOM members who are also faculty members)

Comments include:

Society is excellent at providing CPD meetings

QAAS is expensive

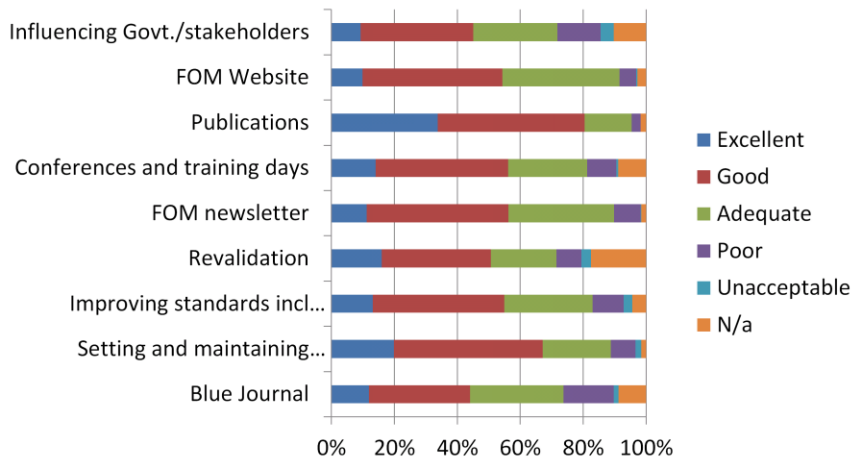
Seems to be 'old boys club'

We need to engage with non-doctors

Apart from yellow journal what value for money does SOM deliver

Try webinars

Responses from all FOM members re FOM services n= 503



NB – if looking at the raw data this question relates to Q10 + Q16 (FOM members + FOM members who are also society members)

A snap shot of comments include

Revalidation is very onerous compared with other specialties

Blue journalis not relevant to the issues I face in practice

Both FOM and SOM should make journals online

I'd like the FOM to adopt a more proactive approach to promoting the speciality

Very few publications and some are out of date

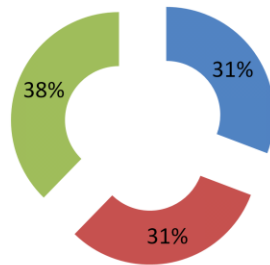
With Richard Heron now good enagagement with Gov previously was poor

How likely is it that you would recommend
the Society to a friend or colleague?

N=546

Net promoter

■ Detractors (0-6) ■ Passives (7-8) ■ Promoters (9-10)



Promoters are loyal enthusiasts who will refer others

Passives are satisfied but unenthusiastic – they are vulnerable to no longer being a member

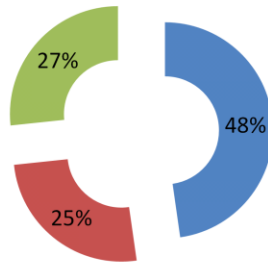
Detractors are unhappy and can damage our brand and impede us through negative word of mouth

How likely is it that you would speak positively about your experience of the Faculty to a friend or colleague?

n=505

Net promoter

■ Detractors (0-6) ■ Passives (7-8) ■ Promoters (9-10)



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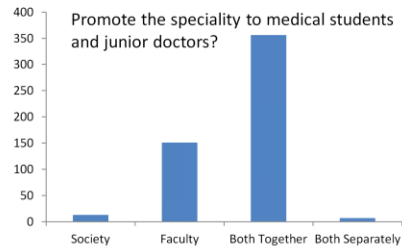
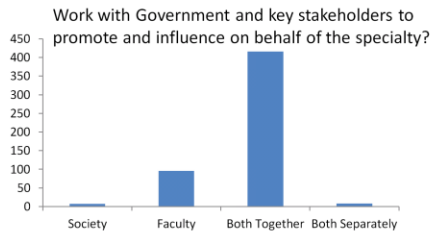
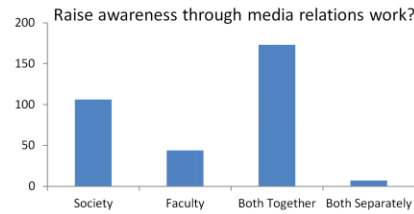
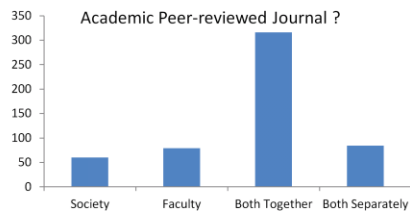
Passives are satisfied but unenthusiastic – they are vulnerable to no longer being a member

Detractors are unhappy and can damage our brand and impede us through negative word of mouth

One of the themes that consistently came up during the consultation on the vote was the need to avoid duplication of effort and use our scarce resources in the most effective way possible.

Thinking about the future - which organisation do you think should principally undertake the following activities?

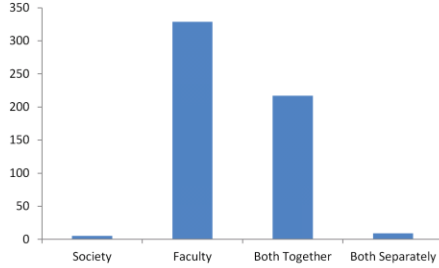
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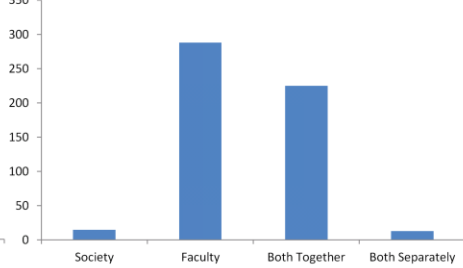
Majority for 'Both together' also: Provide CPD (64%), up to date info. for members (65%), support audit & quality improvement (66%), Networking (68%), regional CPD meetings (64%), online CPD (67%), Online discussion (64%), Information for employers (75%), employees (77%)

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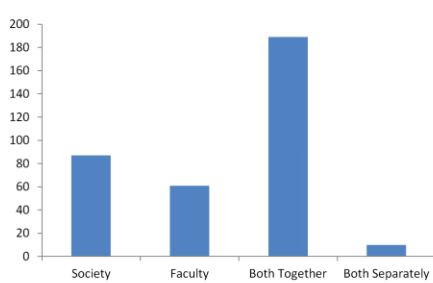
Set and maintain standards for occupational medicine?



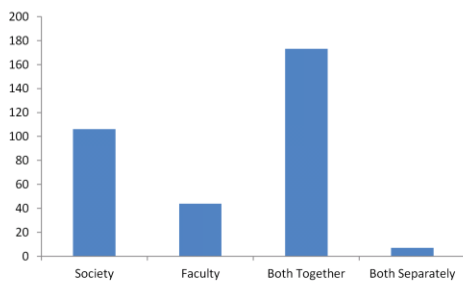
Provide specialised revalidation for doctors?

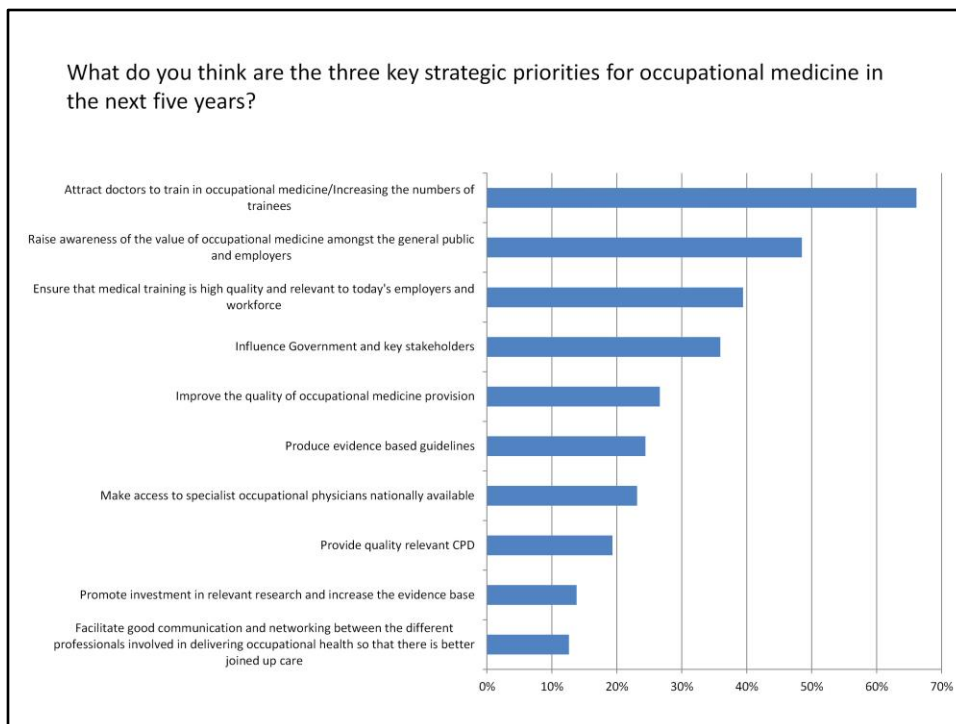


Support revalidation for occupational health nurses?



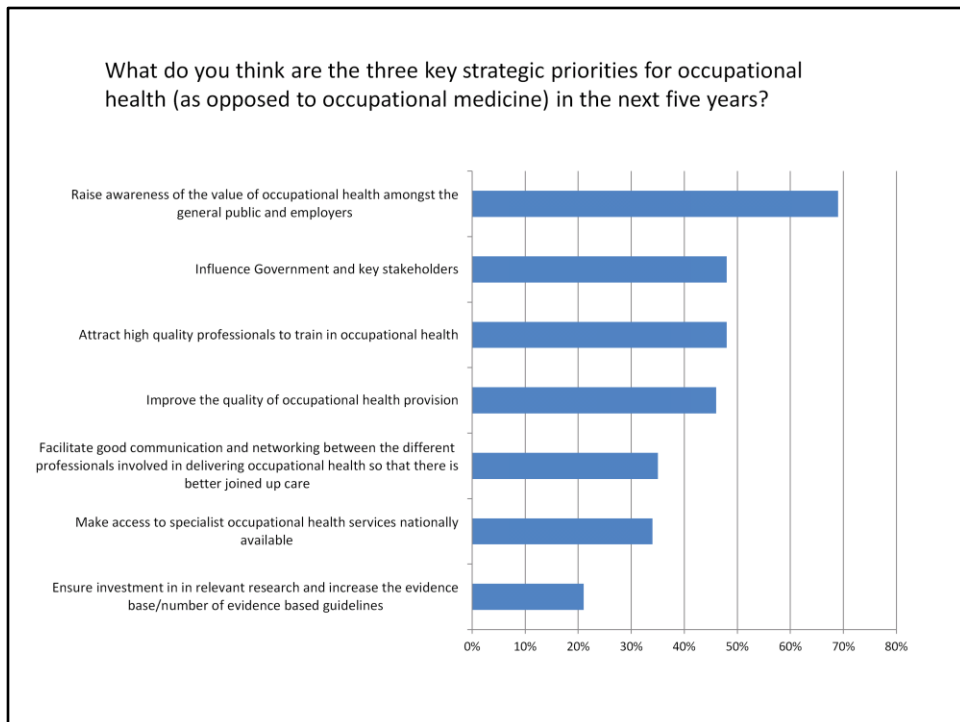
Provide appraisal for occupational health nurses?





Some members were concerned that they had only been allowed to pick 3 – the reason for this was we wanted to get a sense of what members thought were the most important priorities.

All of these things are important for the specialty. If we had asked people to tick as many as they wanted- most respondents would probably have ticked all of them.



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Filtering the results

- only those who voted 'NO' (n= 164)

- Similar age profile and from similar range of sectors
- Only 60% of those who voted 'no' believed they had enough information before voting
- Even amongst NO voters there was support for undertaking many activities jointly
- They had the same top three priorities for occupational medicine and health

Comments/queries

If you would like further information or analysis on the survey results please email vanessa.hebditch@som.org.uk

If you would like to comment further on the future direction of the Society or Faculty or comment on any of their services please email: president@som.org.uk Or president@fom.ac.uk