

Q25(i). In your opinion, what impact will the following factors have on the recruitment and retention of the immunology workforce in the UK (Negative, positive or no impact)? Please select N/A if you don't feel able to comment on a specific factor: Britain leaving the EU

Q25(i)a. All responses

	ALL
Negative	87.91%
Positive	2.20%
No Impact	9.89%
Modified Count	910
Max Moe @ 95% CL	3.25%

Q25(i)b. Segmented by current place of work

	UK	Non UK
Negative	89.47%	84.62%
Positive	1.05%	5.13%
No Impact	9.47%	10.26%
Modified Count	732	177
Max Moe @ 95% CL	3.62%	7.37%

Q25(i)c. Segmented by gender

	Male	Female
Negative	85.56%	90.11%
Positive	3.33%	1.10%
No Impact	11.11%	8.79%
Modified Count	350	551
Max Moe @ 95% CL	5.24%	4.17%

Q25(i)d. Segmented by primary sector

	Academia	Clinical / academia	Healthcare / clinical	Industry
Negative	91.5%	84.5%	75.6%	88.4%
Positive	1.1%	4.8%	3.7%	2.1%
No impact	7.4%	10.7%	20.7%	9.5%
Modified Count	525	94	122	105
Max Moe @ 95% CL	4.28%	10.10%	8.87%	9.54%

Q25(i)e. Segmented by membership of BSI

	Yes	No	Former / lapsed member
Negative	92.55%	83.13%	86.60%
Positive	1.06%	2.41%	3.09%
No Impact	6.38%	14.46%	10.31%
Modified Count	493	263	146
Max Moe @ 95% CL	4.42%	6.04%	8.12%

Q25(ii) In your opinion, what impact will the following factors have on the recruitment and retention of the immunology workforce in the UK (Negative, positive or no impact)? Please select N/A if you don't feel able to comment on a specific factor: The number of tenure positions available at universities

Q25(ii)a. All responses

	ALL
Negative	67.57%
Positive	21.62%
No Impact	10.81%
Modified Count	740
Max Moe @ 95% CL	3.60%

Q25(ii)b. Segmented by current place of work

	UK	Non UK
Negative	70%	57%
Positive	18%	32%
No Impact	12%	10%
Modified Count	593	154
Max Moe @ 95% CL	4.02%	7.90%

Q25(ii)c. Segmented by gender

	Male	Female
Negative	60.76%	72.22%
Positive	25.32%	19.44%
No Impact	13.92%	8.33%
Modified Count	307	436
Max Moe @ 95% CL	5.59%	4.69%

Q25(ii)d. Segmented by primary sector

	Academia	Clinical / academia	Healthcare / clinical	Industry
Negative	68.75%	56.47%	73.08%	65.79%
Positive	21.25%	28.24%	17.31%	17.11%
No impact	10.00%	15.29%	9.62%	17.11%
Modified Count	447	95	77	84
Max Moe @ 95% CL	4.63%	10.04%	11.13%	10.67%

Q25(ii)e. Segmented by membership of BSI

	Yes	No	Former / lapsed member
Negative	69.23%	60.61%	75.00%
Positive	19.23%	28.79%	13.75%
No Impact	11.54%	10.61%	11.25%
Modified Count	409	209	120
Max Moe @ 95% CL	4.85%	6.78%	8.95%

Q25(iii) In your opinion, what impact will the following factors have on the recruitment and retention of the immunology workforce in the UK (Negative, positive or no impact)? Please select N/A if you don't feel able to comment on a specific factor: The quality of research being carried out at universities in the UK

Q25(iii)a. All responses

	ALL
Negative	17.44%
Positive	74.42%
No Impact	8.14%
Modified Count	859
Max Moe @ 95% CL	3.34%

Q25(iii)b. Segmented by current place of work

	UK	Non UK
Negative	17.78%	14.86%
Positive	74.44%	77.03%
No Impact	7.78%	8.11%
Modified Count	693	168
Max Moe @ 95% CL	3.72%	7.56%

Q25(iii)c. Segmented by gender

	Male	Female
Negative	19%	16%
Positive	71%	78%
No Impact	10%	6%
Modified Count	335	521
Max Moe @ 95% CL	5.36%	4.29%

Q25(iii)d. Segmented by primary sector

	Academia	Clinical / academia	Healthcare / clinical	Industry
Negative	13.19%	16.28%	36.92%	15.38%
Positive	80.22%	76.74%	56.92%	72.53%
No impact	6.59%	6.98%	6.15%	12.09%
Modified Count	508.69	96.32	96.85	101.01
Max Moe @ 95% CL	4.35%	9.99%	9.96%	9.75%

Q25(iii)e. Segmented by membership of BSI

	Yes	No	Former / lapsed member
Negative	12.22%	20.25%	29.07%
Positive	80.00%	72.15%	60.47%
No Impact	7.78%	7.59%	10.47%
Modified Count	472	250	129
Max Moe @ 95% CL	4.51%	6.20%	8.63%

Q25(iv). In your opinion, what impact will the following factors have on the recruitment and retention of the immunology workforce in the UK (Negative, positive or no impact)? Please select N/A if you don't feel able to comment on a specific factor: The availability of funding for research

Q25(iv)a. All responses

	ALL
Negative	60.92%
Positive	35.63%
No Impact	3.45%
Modified Count	869
Max Moe @ 95% CL	3.32%

Q25(iv)b. Segmented by current place of work

	UK	Non UK
Negative	64.04%	49.35%
Positive	32.58%	48.05%
No Impact	3.37%	2.60%
Modified Count	685.00	175.00
Max Moe @ 95% CL	3.74%	7.41%

Q25(iv)c. Segmented by gender

	Male	Female
Negative	59%	63%
Positive	38%	35%
No Impact	3%	2%
Modified Count	338.00	521.00
Max Moe @ 95% CL	5.33%	4.29%

Q25(iv)d. Segmented by primary sector

	Academia	Clinical / academia	Healthcare / clinical	Industry
Negative	59.55%	54.95%	73.91%	59.77%
Positive	38.20%	41.76%	24.64%	34.48%
No impact	2.25%	3.30%	1.45%	5.75%
Modified Count	498.00	102.00	103.00	97.00
Max Moe @ 95% CL	4.39%	9.70%	9.66%	9.95%

Q25(iv)e. Segmented by membership of BSI

	Yes	No	Former / lapsed member
Negative	60.67%	55.70%	73.63%
Positive	35.96%	41.77%	23.08%
No Impact	3.37%	2.53%	3.30%
Modified Count	466.00	250.00	137.00
Max Moe @ 95% CL	4.54%	6.20%	8.37%

Q25(v). In your opinion, what impact will the following factors have on the recruitment and retention of the immunology workforce in the UK (Negative, positive or no impact)? Please select N/A if you don't feel able to comment on a specific factor: Training / skill development opportunities in the UK

Q25(v)a. All responses

	ALL
Negative	25.61%
Positive	58.54%
No Impact	15.85%
Modified Count	818.00
Max Moe @ 95% CL	3.43%

Q25(v)b. Segmented by current place of work

	UK	Non UK
Negative	26.74%	21.92%
Positive	56.98%	61.64%
No Impact	16.28%	16.44%
Modified Count	661.00	166
Max Moe @ 95% CL	3.81%	7.61%

Q25(v)c. Segmented by gender

	Male	Female
Negative	26.19%	25.30%
Positive	52.38%	61.45%
No Impact	21.43%	13.25%
Modified Count	326.00	503
Max Moe @ 95% CL	5.43%	4.37%

Q25(v)d. Segmented by primary sector

	Academia	Clinical / academia	Healthcare / clinical	Industry
Negative	20.69%	27.06%	43.48%	28.74%
Positive	63.22%	60.00%	40.58%	52.87%
No impact	16.09%	12.94%	15.94%	18.39%
Modified Count	486.00	95.00	103.00	97.00
Max Moe @ 95% CL	4.45%	10.05%	9.66%	9.95%

Q25(v)e. Segmented by membership of BSI

	Yes	No	Former / lapsed member
Negative	21%	29%	35%
Positive	63%	56%	46%
No Impact	16%	15%	19%
Modified Count	451.00	254.00	119.00
Max Moe @ 95% CL	4.61%	6.15%	8.98%

Q25(vi). In your opinion, what impact will the following factors have on the recruitment and retention of the immunology workforce in the UK (Negative, positive or no impact)? Please select N/A if you don't feel able to comment on a specific factor: The UK's immunology industrial job market

Q25(vi)a. All responses

	ALL
Negative	25.33%
Positive	60.00%
No Impact	14.67%
Modified Count	749.00
Max Moe @ 95% CL	3.58%

Q25(vi)b. Segmented by current place of work

	UK	Non UK
Negative	25.64%	26.47%
Positive	58.97%	61.76%
No Impact	15.38%	11.76%
Modified Count	600.00	154.00
Max Moe @ 95% CL	4.00%	7.90%

Q25(vi)c. Segmented by gender

	Male	Female
Negative	23.08%	27.40%
Positive	58.97%	60.27%
No Impact	17.95%	12.33%
Modified Count	303.00	442.00
Max Moe @ 95% CL	5.63%	4.66%

Q25(vi)d. Segmented by primary sector

	Academia	Clinical / academia	Healthcare / clinical	Industry
Negative	19.74%	25.00%	47.62%	25.27%
Positive	64.47%	65.00%	38.10%	60.44%
No impact	15.79%	10.00%	14.29%	14.29%
Modified Count	424.00	90.00	94.00	101.00
Max Moe @ 95% CL	4.76%	10.33%	10.11%	9.75%

Q25(vi)e. Segmented by membership of BSI

	Yes	No	Former / lapsed member
Negative	19.74%	31.51%	32.10%
Positive	64.47%	56.16%	49.38%
No Impact	15.79%	12.33%	18.52%
Modified Count	398.00	231.00	121.00
Max Moe @ 95% CL	4.91%	6.45%	8.91%

Q25 (vii) In your opinion, what impact will the following factors have on the recruitment and retention of the immunology workforce in the UK (Negative, positive or no impact)? Please select N/A if you don't feel able to comment on a specific factor: Changes within the NHS

Q25(vii)a. All responses

	ALL
Negative	71.43%
Positive	10.00%
No Impact	18.57%
Modified Count	698.00
Max Moe @ 95% CL	3.71%

Q25(vii)b. Segmented by current place of work

	UK	Non UK
Negative	75.00%	51.11%
Positive	7.89%	20.00%
No Impact	17.11%	28.89%
Modified Count	584.00	102.00
Max Moe @ 95% CL	4.06%	9.70%

Q25(vii)c. Segmented by gender

	Male	Female
Negative	62.86%	76.81%
Positive	11.43%	8.70%
No Impact	25.71%	14.49%
Modified Count	271.00	418.00
Max Moe @ 95% CL	5.95%	4.79%

Q25(vii)d. Segmented by primary sector

	Academia	Clinical / academia	Healthcare / clinical	Industry
Negative	69.23%	66.22%	81.93%	63.16%
Positive	9.23%	17.57%	9.64%	9.21%
No impact	21.54%	16.22%	8.43%	27.63%
Modified Count	363.00	83.00	124.00	84.00
Max Moe @ 95% CL	5.14%	10.76%	8.80%	10.69%

Q25(vii)e. Segmented by membership of BSI

	Yes	No	Former / lapsed member
Negative	69.01%	72.06%	76.71%
Positive	9.86%	11.76%	6.85%
No Impact	21.13%	16.18%	16.44%
Modified Count	372.00	215.00	109.00
Max Moe @ 95% CL	5.08%	6.68%	9.39%

Q25 (viii) In your opinion, what impact will the following factors have on the recruitment and retention of the immunology workforce in the UK (Negative, positive or no impact)? Please select N/A if you don't feel able to comment on a specific factor: Job opportunities outside the UK

Q25(viii)a. All responses

	ALL
Negative	58.67%
Positive	21.33%
No Impact	20.00%
Modified Count	749.00
Max Moe @ 95% CL	3.58%

Q25(viii)b. Segmented by current place of work

	UK	Non UK
Negative	61.27%	49.32%
Positive	18.73%	32.68%
No Impact	20.00%	18.00%
Modified Count	604.00	150.00
Max Moe @ 95% CL	3.99%	8.00%

Q25(viii)c. Segmented by gender

	Male	Female
Negative	53.09%	63.89%
Positive	25.93%	18.06%
No Impact	20.99%	18.06%
Modified Count	314.00	436.00
Max Moe @ 95% CL	5.53%	4.69%

Q25(viii)d. Segmented by primary sector

	Academia	Clinical / academia	Healthcare / clinical	Industry
Negative	58.44%	48.68%	66.67%	58.82%
Positive	22.08%	27.63%	18.33%	20.00%
No impact	19.48%	23.68%	15.00%	21.18%
Modified Count	430.00	85.00	89.00	94.00
Max Moe @ 95% CL	4.73%	10.63%	10.39%	10.11%

Q25(viii)e. Segmented by membership of BSI

	Yes	No	Former / lapsed member
Negative	61.04%	55.56%	58.97%
Positive	19.48%	23.61%	21.79%
No Impact	19.48%	20.83%	19.23%
Modified Count	403.00	228.00	117.00
Max Moe @ 95% CL	4.88%	6.49%	9.06%