

National training surveys – briefing note 3

Changes to the questionnaire for 2019

The surveys for doctors in training and clinical and educational supervisors remain largely unchanged, with a few amendments and removals. A new question set on rest facilities has been introduced in both surveys.

This briefing note explains what has changed in the surveys for 2019 and why. A copy of the demographic and generic questions for all doctors in training (the 'trainee survey') can be found in **Annex A** with questions specifically for doctors training in the foundation programme outlined in **Annex B**. **Annex C** lists the demographic and generic questions for clinical and educational supervisors (the 'trainer survey'). Like last year (2018), clinical and educational supervisors on GP programmes have a modified questionnaire to reflect their different working arrangements; these are covered in **Annex D**.

Summary of 2019 questionnaire developments

- We have made small improvements to the Less Than Full Time (LTFT) questions in the trainee survey; removing questions that are no longer required. This includes the four questions on perceptions of working LTFT. Trainees will now only be asked if they are working LTFT, the percentage of Full Time hours they are doing and the reasons for choosing to work LTFT.
- These same questions on working Less Than Full Time will now be asked in the trainer survey.
- We have re-introduced a question in the trainer survey on additional roles and responsibilities and added a new question on the type of role they hold.
- Questions on rest facilities will be piloted within the trainee and trainer surveys and some questions on study resources will also be piloted (trainees only).
- Last year's pilot questions on *burnout* will be retained within both surveys.

Trainee survey changes

Working Less Than Full Time

Questions on perceptions of working Less Than Full Time were introduced into the trainee survey in 2017. These questions (below) were intended to be temporary and now considered to be less valuable compared to other topics in the survey. They have therefore been removed from this year's survey.

GENHQ146	LTFT	Were I to request to formally work on a long term Less Than Full Time (LTFT) basis, I believe my deanery/LETB would be supportive.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not sure (have not considered working on a Less Than Full Time basis)
GENHQ147	LTFT	Were I to request to work on a Less Than Full Time (LTFT) basis, I believe my supervisor(s) would be supportive.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not sure (have not considered working on a Less Than Full Time basis)
GENHQ148	LTFT	Were I to request to work on a Less Than Full Time (LTFT) basis, I believe my colleagues would be supportive.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not sure (have not considered working on a Less Than Full Time basis)
GENHQ149	LTFT	I feel that my specialty is supportive of trainees who wish to work on a Less Than Full Time (LTFT) basis.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not sure

The following two questions have also been removed as this information is already covered in the generic questionnaire in question GENHQ183.

GENHQ153	LTFT	In your current post, do you regularly work more than your contracted hours (unpaid and without a separate arrangement)?	Yes No
GENHQ154	LTFT	On average in your current post, how often do you work more than your contracted hours (unpaid and without a separate arrangement)?	Daily Weekly Monthly Less than once a month Never

Questions GENHQ150 – GENHQ152 will remain in the 2019 survey (shown in the table below). An additional answer option has been added to GENHQ152 to explore if the LTFT pilot in emergency medicine has encouraged any trainees in this specialty to work Less Than Full Time. The questions about working less than full time will also be asked of trainers this year.

New question Trainee and trainer survey	LTFT	Are you formally working on a Less Than Full Time (LTFT) basis, which has been approved by your deanery (trainees) / employer (trainers)	Yes No I applied to work LTFT but it was not approved I considered working LTFT but I did not apply
New question Trainee and trainer survey	LTFT	In your current job, what percentage of full-time working are you approved to do?	Less than 50% 50% 60% 70% 80% More than 80% Other Uncertain
New question Trainee and trainer survey	LTFT	Which of the following best describes why you chose (or would choose) to work on a Less Than Full Time (LTFT) basis? (tick all that apply).	<ul style="list-style-type: none"> • Disability, illness or health condition related reason • Childcare • Caring for an adult (e.g. parent, family member or friend) • Other work commitments e.g. professional development opportunities • Other external commitments (e.g. leisure, religious or community commitments) • Less than Full Time (LTFT) pilot in emergency medicine (trainees only)

Rota design

Following feedback from trainee doctors that the wording of one of the questions relating to rota gaps was confusing, we tested a revised version of this in 2018 to explore which was clearer to trainees. Following analysis of results, GENHQ205 (frequently) has been removed for the 2019 survey as this does not perform as well as GENHQ137 (rarely).

GENHQ137	Rota design	In my current post, educational/training opportunities are RARELY lost due to gaps in the rota.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable
GENHQ205	Rota design	In my current post, educational/training opportunities are FREQUENTLY lost due to gaps in the rota.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable

Trainer survey changes

Rota design

As described for the trainee survey earlier, the corresponding question in the trainer survey (TGEN100) asking whether trainees' educational opportunities are frequently lost due to gaps in the rota has also been removed.

Type of contract and additional roles and responsibilities

Trainers will be asked two new questions to improve our knowledge about GMC approved trainers:

1. Type of contract held
2. Additional post graduate training roles and responsibilities undertaken (originally in the survey in 2016 but subsequently removed). This will develop our understanding of the factors affecting time for training. The question relates to the following five areas:
 - Design and planning of learning activities
 - Teaching and supporting learners
 - Assessment and feedback to learners
 - Educational research and evidence-based practice
 - Educational management and leadership

New question	Demographic	Please tell us what kind of contract you hold	1) Specialty doctor 2) Associate specialist 3) Consultant 4) Other, please state
New question	Postgraduate teaching responsibilities	Which, if any, of the following roles do you have responsibility for (tick all that apply)?	<ul style="list-style-type: none"> • Postgraduate deputy or associate dean • College or faculty examiner • Director of medical education or clinical tutor • Education lead • Head of postgraduate school • Programme lead • College or faculty regional advisor • Training Programme Director (TPD) or Specialist Training Committee (STC) chair • Module lead • Other, please state

Working Less than Full Time

Questions on this subject will be asked of all trainers for the first time this year (see relevant box in the earlier section on changes to the trainee survey). This will help us understand the prevalence of, and reasons for, choosing to work Less Than Full Time for a greater number of doctors.

GP clinical and educational supervisors

Last year (2018) we introduced a tailored questionnaire for GP clinical and educational supervisors, with many questions modified slightly to make them more relevant and appropriate for GP settings. This will remain for the 2019 survey and our communications approach is promoting this further this year to boost engagement.

Annex D includes the full question set that will be completed by clinical and educational supervisors on GP programmes.

Minor amendments

In addition to the changes described in this briefing note, we've made a number of minor amendments to questionnaire items, or to the accompanying explanatory text where relevant, designed to improve clarity and understanding for survey respondents.

Trainee and trainer survey: new questions on rest facilities

Following discussions and feedback from trainees and a number of stakeholders over the past year, new questions on facilities for rest will be introduced for the 2019 surveys (trainees and trainers). Trainees will also be asked additional questions relating to available resources for study. The new questions are detailed in the table below and will help us understand further the factors that affect the training environment, as well as the health and wellbeing of doctors. The questions relate to specific themes in the GMC's Promoting Excellence standards for postgraduate medical education and training. In particular:

- Theme 1: Learning environment and culture (R1:19, R1:7, R1.12e)
- Theme 2: Educational governance and leadership (R2:6)
- Theme 3: Supporting learners (R3.2)
- Theme 4: Supporting educators (R4.6, R4.4 and R4.1)

The two questions relating to facilities **out-of-hours** will be branching questions and will only be asked of those saying they work out-of-hours.

New question	Facilities / resources for rest and study	At the start of this post I got all the information I needed about how to access the common room or mess.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable - there is no common room or mess available to me in this post
TRAINEES ONLY			

New question TRAINEES ONLY	Facilities / resources for rest and study	Please rate how good or poor the following are for your study needs in your current post: <ul style="list-style-type: none"> • Wi-fi connectivity • the collection of online resources offered by the library service 24/7 (databases, journals, e-books) • usability of online library resources (e.g. login support, NHS enabled, easy-to-use websites) 	Very Good Good Neither Good nor Poor Poor Very poor None available at all Not applicable I've not used it
New question TRAINEES AND TRAINERS	Facilities / resources for rest and study	I have easy access to a catering facility providing suitable food OUT-OF-HOURS .	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree I don't know There is no catering facility available to me at all in this post, out of hours Not applicable
New question TRAINEES AND TRAINERS	Facilities / resources for rest and study	Rest facilities are available to me free of charge when working on-call, OUT-OF-HOURS .	Yes Partly (some facilities are available but I have to pay for certain items) No I don't know - I've not been given any information about rest facilities when working on-call, out-of-hours Not applicable
New question TRAINEES AND TRAINERS	Facilities / resources for rest and study	Please rate the quality of the common room or mess available to you in your current post. <i>(Please consider the following: availability (24hrs, 7 days pw), accessibility, away from clinical areas, space for study, IT hardware available, showers, lockers, food preparation area.)</i>	Very Good Good Neither Good nor Poor Poor Very poor Not applicable -there is no common room or mess available to me in this post I can't say - I haven't used it
New question TRAINEES AND TRAINERS	Facilities / resources for rest and study	In my current post, there is a mechanism for me to travel safely to and from work when working out-of-hours or long shifts. <i>(Please consider the following: short/safe/well-lit walk to car park/bus or train station, provision of free alternative transport if not available or too tired)</i>	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable I don't know
New question TRAINEES AND TRAINERS	Facilities / resources for rest and study	Please rate the quality of car park facilities in your current post. <i>(Please consider the following: sufficient number of spaces, reserved spaces after dark, safe/short route from place of work, well-lit)</i>	Very Good Good Neither Good nor Poor Poor Very poor Not applicable
New question TRAINEES	Facilities / resources for rest and study	I know who to contact in my trust/board (or equivalent) to discuss matters relating to occupational health and wellbeing	Yes No I'm not sure

AND TRAINERS			
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Burnout questions

Last year we successfully piloted and tested new questions on burnout. These will be asked of trainees and trainers in the surveys again this year and will remain voluntary.

We have given a lot of thought as to how the data can be reported in a way that helps us meaningfully understand the prevalence of burnout and how it may affect the training environment. This year we'll report the findings in the online reporting tool - however in a different way to how we report the other indicators. We'll assign responses into one of three burnout categories (low, moderate, high) and report these categories to allow for more nuanced comparisons. As with all indicators the data will be reported in aggregated and confidential form (i.e. the number of respondents per category). And we won't publish the results if there are fewer than three trainees or trainers in a department.

We'll also direct survey respondents to a dedicated webpage on the GMC website with information on how to get help if they are experiencing burnout, with contact details of relevant support organisations.

Trainee doctors and clinical and educational supervisors will be asked the same burnout questions; the exact questions can be found in **Annex A, C and D**.

Contact

If you have any queries please email NTS@gmc-uk.org