

## Briefing note 3 – Annex A

### Generic and demographic final questionnaire

The following pages contain the final questionnaire for generic and demographic questions for the 2020 National Training Survey.

Each row represents an individual question (or the text on the page).

The first column shows the question code.

Branching is shown in the final column.

Question number	Question	Answers	Area	Branching
	<p>The survey will begin on the next page and is made up of the following sections:</p> <p>Opening section: A few questions about your working arrangements. Estimated time for completion: 1 minute.</p> <p>Main section: Questions about your post. Estimated time for completion: 10 minutes.</p> <p>Academic section: If you are an academic trainee there are some questions about your experiences as an academic. Estimated time for completion: 5 minutes.</p> <p>Programme section: Questions about your programme (Foundation, Core Training or Specialty Training). A small number of programmes have no questions in this section. Estimated time for completion: Between 1 and 5 minutes</p> <p>Closing section</p> <p>An opportunity for you to raise concerns about bullying and undermining and/or patient safety. Estimated time for completion: 2 minutes.</p> <p>For most people the total time for completion will be between 15 and 20 minutes.</p>			
OPENQ09	How many hours per week are you CONTRACTED to work (please give the average over your post)?	20 or less   21-30   31-40   41-48   49-56   More than 56	Demographic (working hours)	

Question number	Question	Answers	Area	Branching
OPENQ10	How many hours per week do you ACTUALLY work in this post (please give the average over your post)?	20 or less   21-30   31-40   41-48   49-56   More than 56	Demographic (working hours)	
<b>Thank you for completing the questions about your working arrangements. Click next to move to the next section.</b>				
Questions about your post. Please answer all questions for the post you were undertaking on 24 March 2020.				
GENHQ157	To what extent do you agree or disagree with the following statement? I got all the information I needed about my workplace when I started in this post.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree	Induction	
GENHQ131	I was given enough notice about my rota in advance of starting my current post.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Induction	
GENHQ03	Did someone explain your role and responsibilities in your unit or department at the start of this post?	Yes   No   Not sure	Induction	
GENHQ158	Please rate the quality of the induction you received for this post.	Very good   Good   Neither good nor poor   Poor   Very poor   Not applicable	Induction	
GENHQ171	Have you agreed educational objectives with your named supervisor for this post?	Yes   No   Don't know   Not applicable (I don't have a named supervisor)	Induction	
GENHQ172	In your current post, do you have a training/learning agreement with your educational supervisor which sets out your respective responsibilities?	Yes   No   Don't know   Not applicable (I don't have an educational supervisor)	Educational supervision	
GENHQ159	To what extent do you agree or disagree with the following statement? If I had any concerns in this post (personal or educational) I would know who to approach to talk to in confidence.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree	Educational supervision	
GENHQ155	To what extent do you agree or disagree with the following statement? My educational supervisor is easily accessible should I need to contact them.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable (I don't have an educational supervisor)	Educational supervision	

Question number	Question	Answers	Area	Branching
GENHQ156	To what extent do you agree or disagree with the following statement? The level of contact from my educational supervisor is appropriate for my training needs.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable (I don't have an educational supervisor)	Educational supervision	
GENHQ160	Please rate the quality of teaching (informal and bedside teaching as well as formal and organised sessions) in this post.	Very good   Good   Neither good nor poor   Poor   Very poor	Overall satisfaction	
GENHQ11	Local teaching takes place in the workplace. It includes organised, teaching sessions at departmental level as well as more informal sessions such as feedback from senior colleagues and bedside teaching. How would you rate the quality of the local/departmental teaching for this post?	Very good   Good   Neither good nor poor   Poor   Very poor   N/A - I haven't attended any local/departmental teaching sessions yet	Local teaching	
GENHQ13	When attending these local/departmental sessions, in this post, how often did you have to leave a teaching session to answer a clinical call?	Never, it was protected time   Never, but it was not specifically protected time   Some sessions   Once every session   Multiple times each session   N/A - I haven't attended any local/departmental teaching sessions yet	Local teaching	
GENHQ16	In this post, is specialty-specific teaching provided on a deanery or HEE local office/regional/school wide basis?	Yes - all of it   Yes - most of it   No   Not applicable - none have taken place yet	Regional teaching	'Yes - all of it' and 'Yes - most of it' branch to GENHQ18. 'No' and 'Not applicable - none have taken place yet' branches to GENHQ173.
GENHQ18	Were you able to attend these whilst in this post? (note: this question refers to the previous question about "deanery or HEE local office/regional/school specialty-specific teaching")	Yes, every time   Yes, most of the time   Yes, some of the time   No	Regional teaching	
GENHQ19	How would you rate the quality of this deanery or HEE local office/regional/school specialty-specific teaching for this post?	Very good   Good   Neither good nor poor   Poor   Very poor   N/A - I haven't attended any specialty specific teaching	Regional teaching	

Question number	Question	Answers	Area	Branching
GENHQ173	To what extent do you agree or disagree with the following statement? I have enough protected time to attend all the local/departmental teaching I need to in this post.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable (no local/departmental teaching)		Local teaching
GENHQ174	To what extent do you agree or disagree with the following statement? I have enough protected time to attend all the regional/deanery/HEE local office led teaching I need to in this post.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable (no regional/deanery/HEE local office led learning)		Regional teaching
GENHQ136	To what extent do you agree or disagree with the following statement? I have enough protected time to complete all the mandatory training requirements of this post.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable		
GENHQ161	In this post, please rate the encouragement you receive to take study leave?	Very good   Good   Neither good nor poor   Poor   Very poor		Study leave
GENHQ176	In this post, is funding available to cover the cost of courses you've been advised to complete?	Yes   No   Don't know   Not applicable		Study leave
GENHQ177	In this post, are days subtracted from your study leave allowance to attend compulsory training (in or out of hospital)?	Yes   No   Don't know		Study leave
GENHQ53	In this post did you have difficulty obtaining study leave for any of the following reasons? (Please tick all the options that apply)	No difficulty   Yes - fixed leave pattern   Yes - other difficulties due to local rota policies   Yes - failure to find prospective cover   Yes - active discouragement from seniors   Yes - leave refused as reason deemed educationally inappropriate/unhelpful   Yes - administrative difficulties		Study leave
GENHQ178	In this post, how often (if at all) do you receive informal feedback from senior colleagues about your performance?	Daily   Weekly   Monthly   Less than once a month   Never		Feedback

Question number	Question	Answers	Area	Branching
GENHQ179	Have you received feedback in a formal meeting with your educational supervisor about your progress in this post?	Yes, and it was useful   Yes, but it wasn't useful   No, but this will happen   No, but it wasn't necessary   No, but I would like to   Not applicable (I don't have an educational supervisor)	Feedback	
GENHQ180	Have you had a formal assessment of your performance in this post?	Yes, and it was useful   Yes, but it wasn't useful   No, but this will happen   No, but it wasn't necessary   No, but I would like to	Feedback	
GENHQ181	To what extent do you agree or disagree with the following statement? Handover arrangements in this post always ensure continuity of care for patients BETWEEN SHIFTS.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Handover	
GENHQ182	To what extent do you agree or disagree with the following statement? Handover arrangements in this post always ensure continuity of care for patients BETWEEN DEPARTMENTS.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Handover	
GENHQ97	To what extent do you agree or disagree with the following statement? Appropriate members of the multidisciplinary team are included in handover.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Handover	
GENHQ110	To what extent do you agree or disagree with the following statement? In this post, handovers are used as a learning opportunity for doctors in training.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Handover	
GENHQ33	How would you rate the intensity of your work, by day in this post?	Very light   Light   About right   Heavy   Very heavy	Workload	
GENHQ34	How would you rate the intensity of your work, by night in this post?	Not applicable   Very light   Light   About right   Heavy   Very heavy	Workload	

Question number	Question	Answers	Area	Branching
GENHQ183	In this post, how often (if at all) have you worked beyond your rostered hours? (if you are working Less Than Full Time please say how often you work more than your rostered LTFT hours)	Daily   Weekly   Monthly   Less than once a month   Never	Workload	
GENHQ184	In this post how often (if at all) have you been asked to or felt pressured to submit a record of hours worked that were less than the hours you actually worked?	Never   Once   More than once	Demographic (working hours)	
GENHQ185	In this post, how often (if at all) did your working pattern leave you feeling short of sleep when at work?	Daily   Weekly   Monthly   Less than once a month   Never	Workload	
GENHQ137	To what extent do you agree or disagree with the following statement? 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	Rota design	
GENHQ138	To what extent do you agree or disagree with the following statement? In my current post, gaps in the rota are dealt with appropriately to ensure my education and training is not adversely affected.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Rota design	
GENHQ139	To what extent do you agree or disagree with the following statement? In my current post, there are enough staff to ensure that patients are always treated by someone with an appropriate level of clinical experience.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Rota design	
GENHQ140	To what extent do you agree or disagree with the following statement? The rota design in my current post helps optimise trainee doctors' education and development.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Rota design	
GENHQ141	Approximately how many weeks' notice, if any, were you given about the rota in advance of starting your current post?	No notice   Less than 1 week   1 week   2 weeks   3 weeks   4 weeks   5 weeks   6 weeks   7 weeks   8 weeks   9 weeks   10 weeks   11 weeks   12 weeks   Don't know	Induction	

Question number	Question	Answers	Area	Branching
GENHQ196	In this post, do you always know who is providing your clinical supervision when you're working?	Yes and they are accessible   Yes, but they are not easy to access   No, but there is usually someone I can contact   No, and there is no one I can contact   Not applicable	Clinical supervision	
GENHQ186	In this post how often (if ever) are you supervised by someone who you feel isn't competent to do so?	Daily   Weekly   Monthly   Less than once a month   Never   Not applicable	Clinical supervision	
GENHQ187	In this post, how often (if ever) do you feel forced to cope with clinical problems beyond your competence or experience?	Daily   Weekly   Monthly   Less than once a month   Never   Not applicable	Clinical supervision	
GENHQ188	In this post how often (if ever) are you expected to obtain consent for procedures where you feel you do not understand the proposed intervention and its risks?	Daily   Weekly   Monthly   Less than once a month   Never   Not applicable	Clinical supervision	
GENHQ70	In this post have you worked out of hours (this includes night shifts and weekends)?	Yes   No   Not applicable	Demographic (branching question)	'Yes' branches to GENHQ208. 'No' and 'Not applicable' branch to GENHQ210.
GENHQ208	The following two questions relate to the facilities available to you when working out of hours. To what extent do you agree or disagree with the following statement? 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	Facilities and resources for rest and study	
GENHQ209	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	Facilities and resources for rest and study	

Question number	Question	Answers	Area	Branching
GENHQ206	The following questions relate to clinical supervision OUT OF HOURS. In this post, OUT OF HOURS, do you always know who is providing your clinical supervision when you're working?	Yes and they are accessible   Yes, but they are not easy to access   No, but there is usually someone I can contact   No, there is no one I can contact   Not applicable	Clinical supervision out-of-hours	
GENHQ189	In this post, OUT OF HOURS, how often (if ever) are you clinically supervised by someone who you felt wasn't competent to do so?	Daily   Weekly   Monthly   Less than once a month   Never   Not applicable	Clinical supervision out-of-hours	
GENHQ190	In this post, OUT OF HOURS, how often (if ever) do you feel forced to cope with clinical problems beyond your competence or experience?	Daily   Weekly   Monthly   Less than once a month   Never   Not applicable	Clinical supervision out-of-hours	
GENHQ191	In this post, OUT OF HOURS, how often (if ever) are you expected to obtain consent for procedures where you feel you do not understand the proposed interventions and its risks?	Daily   Weekly   Monthly   Less than once a month   Never   Not applicable	Clinical supervision out-of-hours	
GENHQ166	Please rate the quality of clinical supervision, OUT OF HOURS, in this post.	Very good   Good   Neither good nor poor   Poor   Very poor	Clinical supervision out-of-hours	
<p>The following questions are to gather your views on the resources and facilities available to you for appropriate rest and study. The questions relate to specific themes in the GMC's Promoting Excellence standards for postgraduate medical education and training. In particular:</p> <p>Theme 1: Learning environment and culture (R1:19)</p> <p>Theme 2: Educational governance and leadership (R2:6)</p> <p>Theme 3: Supporting learners (R3:2)</p>				
GENHQ211	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	Facilities and resources for rest and study	
GENHQ212	Please rate how good or poor the following are for your study needs in your current post: Wi-fi connectivity	Very good   Good   Neither good nor poor   Poor   Very poor   None available at all   Not applicable   I've not used it	Facilities and resources for rest and study	



Question number	Question	Answers	Area	Branching
GENHQ213	The collection of online resources offered by the library service 24/7 (databases, journals, e-books)	Very good   Good   Neither good nor poor   Poor   Very poor   None available at all   Not applicable   I've not used them	Facilities and resources for rest and study	
GENHQ214	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 them	Facilities and resources for rest and study	
GENHQ215	Please rate the quality of the common room or mess available to you in your current post. (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.)	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   7~I can't say - I haven't used it	Facilities and resources for rest and study	
GENHQ216	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. (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.)	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable   I don't know	Facilities and resources for rest and study	
GENHQ217	Please rate the quality of car park facilities in your current post. (Please consider the following: sufficient number of spaces, reserved spaces after dark, safe/short route from place of work, well-lit.)	Very good   Good   Neither good nor poor   Poor   Very poor   Not applicable	Facilities and resources for rest and study	
GENHQ218	I know who to contact in my trust/board to discuss matters relating to occupational health and wellbeing.	Yes   No   I'm not sure	Facilities and resources for rest and study	
GENHQ111	To what extent do you agree or disagree with the following statements? I'm confident that this post will give the opportunities to meet objectives set out in my development plan relating to: PROFESSIONAL EXPERIENCE (for example leadership, management, teaching, research, quality improvement etc.)	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Curriculum coverage	

Question number	Question	Answers	Area	Branching
GENHQ112	PRACTICAL EXPERIENCE (for example procedures and treatments, such as chest drains, passing NG tubes, minor surgeries under local anaesthetic, biopsies, fitting coils, injections, psychological therapies etc.)	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Curriculum coverage	
GENHQ113	CLINICAL EXPERIENCE (for example examination skills, taking a history, deciding investigations and management, seeing a variety of patients in different settings etc.)	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Curriculum coverage	
GENHQ114	To what extent do you agree or disagree with the following statements? My organisation encourages a culture of teamwork between multidiscipline healthcare professionals (for example nurses, midwives, radiographers etc.)	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Teamwork	
GENHQ115	My organisation encourages a culture of teamwork between clinical departments.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Teamwork	
GENHQ116	If I asked for help from outside my department, I'm confident I would receive it.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Teamwork	
GENHQ117	To what extent do you agree or disagree with the following statements? I am confident that I know how, or could find out how, to raise a concern about my education and training.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Educational governance	
GENHQ118	If I were to raise a concern about my education and training, I'm confident it would be addressed.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Educational governance	
GENHQ119	I am confident that I know how, or could find out how, to escalate such a concern if I felt it wasn't being addressed.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Educational governance	
GENHQ192	To what extent do you agree or disagree with the following statements about your post? The working environment is a fully supportive one.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree	Supportive environment	

Question number	Question	Answers	Area	Branching
GENHQ193	Staff, including doctors in training, are always treated fairly.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree	Supportive environment	
GENHQ194	Staff, including doctors in training, always treat each other with respect.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree	Supportive environment	
GENHQ195	The working environment is one which fully supports the confidence building of doctors in training.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree	Supportive environment	
GENHQ82	If I were to disagree with senior colleagues, they would be open to my opinion.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree	Supportive environment	
GENHQ100	To what extent do you agree with the following statements about your post? I have been made aware of how to report patient safety incidents and near misses.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree	Reporting systems	
GENHQ101	There is a culture of proactively reporting concerns.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree	Reporting systems	
GENHQ102	There is a culture of learning lessons from concerns raised.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree	Reporting systems	
GENHQ103	I am confident that concerns are effectively dealt with.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree  N/A (not aware of any concerns being raised)	Reporting systems	
GENHQ104	When concerns are raised, the subsequent actions are fed back appropriately.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   N/A (not aware of any concerns being raised)	Reporting systems	
GENHQ167	Please rate the quality of clinical supervision in this post.	Very good   Good   Neither good nor poor   Poor   Very poor	Clinical supervision AND Overall satisfaction	

Question number	Question	Answers	Area	Branching
GENHQ55	How would you rate the quality of experience in this post?	Very good   Good   Neither good nor poor   Poor   Very poor	Overall satisfaction	
GENHQ56	How would you rate the practical experience you were receiving in this post?	Very good   Good   Neither good nor poor   Poor   Very poor	Adequate experience	
GENHQ168	To what extent do you agree or disagree with the following statement? I am confident that this post will help me acquire the competencies I need at my current stage of training.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree	Adequate experience	
GENHQ169	How would you describe this post to a friend who was thinking of applying for it?	Very good   Good   Neither good nor poor   Poor   Very poor	Overall satisfaction	
GENHQ170	To what extent do you agree or disagree with the following statement? This post will be useful for my future career.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree	Overall satisfaction	
GENHQ142	Which of the following best describes what you see yourself doing one year from now? (please select one option only)	Continuing my training or working as a consultant/GP   Continuing my training or working as a consultant/GP but changing specialties   Obtaining a service post (i.e. working as a doctor but not in a training programme)   Working as a locum   Working as a doctor outside the NHS (i.e. private practice)   Working as a doctor outside the UK (permanently)   Working as a doctor outside the UK (temporarily)   Taking a career break   Leaving medicine permanently   Undecided   Other		

Question number	Question	Answers	Area	Branching
GENHQ144	Thinking about the answer you gave to the previous question, please indicate which of the following are important to you in making your plans for the future?	Desire to take a career break   Financial gains   Intellectual stimulation   Preference to work in a particular part of the UK   The fit between my skills/personality and the specialty   Wanting to gain further experience before making a decision   Work/life balance   Other		
GENHQ150	Are you formally working on a Less Than Full Time (LTFT) basis, which has been approved by your deanery/HEE local team?	Yes   No   I applied to work LTFT, but it was not approved   I considered working LTFT, but I did not apply	Less than full time training	'Yes' branches to GENHQ151  'I applied to work LTFT, but it was not approved' and 'I considered working LTFT, but I did not apply' branches to GENHQ152  'No' branches to GENHQ207
GENHQ151	In your current post, what percentage of full-time working are you approved to do?	Less than 50%   50%   60%   70%   80%   More than 80%   Other   Uncertain	Less than full time training	
GENHQ152	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).	Disability, illness or health condition related reason   Childcare   Caring for an adult (e.g. a 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 pilot in emergency medicine	Less than full time training	

Question number	Question	Answers	Area	Branching
GENHQ207	<p>This section of the survey is focused on burnout. There's no obligation to answer these questions, but if you do, you'll help us understand the prevalence of burnout in medicine and any impact this is having on training. The findings will contribute towards wider research in this area and will help shape future support for doctors in training.</p> <p>Your answers are confidential. We will assign your responses into one of three burnout categories (low, moderate, high) and report this in aggregated and confidential form (i.e. the number of respondents per category). We won't publish the results if you work in a department with fewer than three trainees or trainers.</p> <p>The questions are taken from the Copenhagen Burnout Inventory – an internationally recognised and validated question set designed to measure wellbeing. Work-related burnout is defined in the Inventory as a state of prolonged physical and psychological exhaustion, which is perceived as related to the person's work.</p> <p>If you're worried you may be experiencing burnout and don't know who to approach locally for support, our website: <a href="http://www.gmc-uk.org/wellbeingsupport">www.gmc-uk.org/wellbeingsupport</a> has contact details for organisations who can help.</p> <p>Would you like to answer the following burnout questions?</p>	Yes   No	Burnout	
GENHQ198	Is your work emotionally exhausting?	To a very high degree   To a high degree   Somewhat   To a low degree   To a very low degree	Burnout	
GENHQ199	Do you feel burnt out because of your work?	To a very high degree   To a high degree   Somewhat   To a low degree   To a very low degree	Burnout	

Question number	Question	Answers	Area	Branching
GENHQ200	Does your work frustrate you?	To a very high degree   To a high degree   Somewhat   To a low degree   To a very low degree	Burnout	
GENHQ201	Do you feel worn out at the end of the working day?	Always   Often   Sometimes   Seldom   Never/almost never	Burnout	
GENHQ202	Are you exhausted in the morning at the thought of another day at work?	Always   Often   Sometimes   Seldom   Never/almost never	Burnout	
GENHQ203	Do you feel that every working hour is tiring for you?	Always   Often   Sometimes   Seldom   Never/almost never	Burnout	
GENHQ204	Do you have enough energy for family and friends during leisure time?	Always   Often   Sometimes   Seldom   Never/almost never	Burnout	
GENHQ76	Which, if any, of the following academic trainee roles do you currently hold? Please note - an academic traineeship occurs when a trainee is undertaking formal academic training alongside their clinical training or has taken time out of clinical training to undertake academic training.	I am not an academic trainee   Academic Foundation Trainee (AFT)   NIHR Clinical Lecturer - England (NIHR funding) (CL)   Clinical Lecturer - England (other funding), Wales (CL)   Clinical Lecturer – Scotland   Academic Clinical Lecturer - Northern Ireland (ACL)   NIHR Academic Clinical Fellow - England (NIHR funding) (ACF)   Academic Clinical Fellow - England (other funding), Wales, Northern Ireland (ACF)   Clinical Research Fellow – Scotland   Clinical Teaching Fellow – Scotland   Other academic role	Academic	'I am not an academic trainee' branches to closing questions. All others branch to GENHQ77
GENHQ77	Have you used your protected research time to undertake research in the last 12 months?	Yes   No	Academic	'Yes' branches to ACADQ02 'No' branches to CLOSQ03
ACADQ02	Questions about your experiences as an academic. Estimated time for completion: 5 minutes		Academic	

Question number	Question	Answers	Area	Branching
ACADQ25	Is the academic component of your role funded by the National Institute for Health Research (NIHR)?	Yes   No   Don't know	Academic	
ACADQ04	Please select the institution your post is associated with:	[Institution list]	Academic	
ACADQ26	Have you a clear idea of how your research time is going to be structured for the duration of your current post?	Yes   No	Academic	
ACADQ27	If yes, on what basis is your research time structured?	N/A (not sure)   Day release (e.g. 1 or 2 days a week)   Block release (e.g. 6 weeks to 6 months exclusive research time)	Academic	
ACADQ28	To what extent has your research time been protected since starting your current post (excluding on call commitments)?	Always protected   Occasionally used for clinical service   Frequently used for clinical service	Academic	
ACADQ29	To what extent has your research time been protected within the last year (excluding on call commitments)?	Always protected   Occasionally used for clinical service   Frequently used for clinical service	Academic	
ACADQ30	My research time is adversely affected by my on-call commitments in my current post.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree	Academic	
ACADQ31	Do you have access to structured training in research methods and governance?	Yes   No   Don't know	Academic	
ACADQ32	Please rate the structured training in research methods and governance you've received (if any).	N/A (not received)   Very good   Good   Neither good nor poor   Poor   Very poor	Academic	
ACADQ33	Have you had a formal review of your academic progress undertaken in your current post (e.g. at ARCP)?	Yes   No   Don't know	Academic	



Question number	Question	Answers	Area	Branching
ACADQ14	To what extent do you agree or disagree with the following statement? My academic Annual Review of Competence Progression (ARCP) was useful.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Academic	
ACADQ34	To what extent do you agree or disagree with the following statement? The formal review of my academic progress was useful.	N/A (not received)   Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree	Academic	
ACADQ15	How would you rate the quality of academic supervision you receive during your protected research time?	Very good   Good   Neither good nor poor   Poor   Very poor	Academic	
ACADQ35	Have you received career advice about progressing a clinical academic career?	Yes   No	Academic	
ACADQ36	Have you had access to a mentoring scheme?	Yes (and I have used it   Yes (but I haven't used it)   No	Academic	
ACADQ37	To what extent do you agree or disagree with the following statement? The clinical and academic aspects of my post are well integrated.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree	Academic	
ACADQ38	I'm adequately supported by my clinical training programme director in my current post.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree	Academic	
ACADQ39	I'm adequately supported by my specialty academic leads in my current post.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree	Academic	
ACADQ40	My current post meets both my clinical and academic training requirements.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree	Academic	

Question number	Question	Answers	Area	Branching
ACADQ41	Please provide any additional detail in the box below about any major problems in your role which haven't been covered by the questions above.	[Free text]	Academic	
UKMEDQ110	How many, if any, published peer-reviewed papers have you contributed to as an author?	0   1   2   3   4   5   6-10   11-20   21-50   More than 50		
UKMEDQ111	As an undergraduate how many, if any, published peer-reviewed papers did you contribute to?	0   1   2   3   4   5   More than 5		

**Thank you for completing the questions about your post. Click next to move to the next section.**

CLSGQ91	<p>The following sections provide you with the opportunity to raise concerns about any bullying and undermining you have experienced or concerns you have about patient safety.</p> <p><b>Raising concerns about a doctor's fitness to practise</b></p> <p>It is not appropriate to raise concerns about a doctor's fitness to practise here in the national training survey. Your comment(s) in the survey relating to either bullying and undermining or patient safety are not fitness to practise referral(s). If your concern is about the fitness to practise of a doctor, please see the guidance on raising concerns on our website, where you can also find details of our confidential helpline.</p> <p>If you'd like more information, advice and support about speaking up and raising concerns please see our webpage about speaking up.</p>		Bullying and undermining	
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Question number	Question	Answers	Area	Branching
CLSGQ92	<p data-bbox="248 150 1025 193"><b>Your bullying and undermining concerns</b></p> <p data-bbox="248 197 1025 427">The following questions are about your experiences of bullying and undermining in your role. This could include belittling and humiliation, rudeness or incivility (e.g. talking down to somebody, making demeaning remarks or not listening) as well as threatening behaviour or insults. It could also include bullying relating to any of the nine protected characteristics or deliberately stopping somebody from accessing training.</p> <p data-bbox="248 475 1025 895">The first question asks if you've experienced or witnessed any type of bullying, undermining or harassment behaviours. This is simply to help us understand the proportion of trainees who've been affected by these behaviours. The response options give you the choice to report your bullying and undermining concern in a free text box, if you wish to. If you select the option not to report your concern, we ask you to indicate your reason for this. As with all other multiple-choice questions in the survey, your responses to these questions will be kept completely confidential. If you choose to report your concern in a free text comment in the survey, we may handle the information you provide differently so that it can be investigated. Details on our process for this are provided in full on the next page.</p> <p data-bbox="248 943 1025 1007">If your experience of bullying and undermining has affected your health and wellbeing, you can access support <a href="#">here</a>.</p>		Bullying and undermining	

Question number	Question	Answers	Area	Branching
CLSGQ93	<p><b>Raising written bullying/undermining concerns about your training post.</b></p> <p><b>What is the process?</b></p> <p>We require that all free text comments are investigated by your deanery/HEE local office (HEE local office is the name for deaneries in England).</p> <p>2. To investigate your comment, we will share the following with your deanery/HEE local office:</p> <ul style="list-style-type: none"> <li>▪ Your free text comment</li> <li>▪ Your training site</li> <li>▪ Your post specialty</li> <li>▪ Your programme specialty</li> <li>▪ Your training level</li> </ul> <p>3. The deanery/HEE local office will liaise directly with the organisation/trust you are working for, in order to undertake a thorough investigation, as appropriate.</p> <p>4. We check each deanery/HEE local office response, to ensure that we are satisfied with the outcome.</p> <p>Am I guaranteed anonymity?</p> <p>No.</p> <p>Your individual answers to the multiple-choice questions in the survey will always remain confidential.</p> <p>Concerns about bullying/undermining that you raise in the free text comment in the survey will also be treated as confidential and will not be made public by the GMC. Answers are only used by the GMC to support its statutory functions related to medical education and training. However, because of the importance of ensuring a safe training environment, this is subject to three exceptions.</p>		Bullying and undermining	

Question number	Question	Answers	Area	Branching
CLSGQ94	<p>Firstly, as explained above, we will share your free text comment and other information about you with your deanery/HEE local office so that they can investigate your concern.</p> <p>We will not routinely share your identity when we share your concern. However, in some cases, the deanery/HEE local office may ask who you are so they can ask you for further details about your concern. In this case, we will share your identity.</p> <p>This is because of the importance of addressing any issues that can create an unsafe training environment. If we do this, we'll let you know.</p> <p>Secondly, if the concern you raise about bullying/undermining becomes relevant to a fitness to practise investigation then we will share your comment with the Fitness to Practise Directorate. We'll let you know if we do this. This could include circumstances where fitness to practise proceedings are taken against a doctor, where there are grounds to believe that doctor has raised a concern that is not honest or made in good faith.</p> <p>We will share comments with appropriate regulatory bodies where there is a legitimate need to do so.</p> <p>In all of the above situations, we expect your full cooperation with the process. We value your openness and transparency and we will support you provided that you act honestly and in good faith.</p>		Bullying and undermining	
CLSGQ95	Have you been the victim of, or witnessed, any bullying or harassment in this post?	Yes, and I wish to report it here   Yes, but I don't want to report it here   No	Bullying and undermining	<p>Yes, and I wish to report it here branches to 'CLSGQ96'</p> <p>Yes, but I don't want to report it here branches to 'CLSGQ101'</p> <p>No branches to 'CLSGQ75'</p>

Question number	Question	Answers	Area	Branching
CLSGQ96	<p><b>Your bullying or undermining concern</b></p> <p>Please use the text box below.</p> <p>Your comment will be taken seriously and investigated. This means that it is your responsibility to:</p> <ul style="list-style-type: none"> <li>▪ write factually and accurately about your own experience, not hearsay</li> <li>▪ describe specific incidents</li> <li>▪ describe specific behaviours</li> </ul> <p>Please note there is a limit of 2,000 characters within the box. If you exceed the limit, you will encounter an error message.</p> <p>Once finished, please use the categorisation questions below. When asked to describe the type of bullying behaviour you've experienced, you can only select one option. However, if you've experienced more than one type, please provide details in your comment here.</p>		Bullying and undermining	
CLSGQ97	Please specify who has been doing the undermining/bullying described in your concern (please select all that apply).	Consultant/GP (within my post)   Consultant/GP (outside my post)   Nurse/midwife   Other doctor   Other trainee   Management   Patient/relative   Other	Bullying and undermining	
CLSGQ98	If you selected 'other' please provide a description.	[free text]	Bullying and undermining	

Question number	Question	Answers	Area	Branching
CLSGQ99	Which behaviour types describe your concern? (Please select one only)	Belittling or humiliation   Threatening or insulting behaviour   Deliberately preventing access to training   Rudeness and incivility   Bullying related to age   Bullying related to disability   Bullying related to gender reassignment   Bullying related to marriage or civil partnership   Bullying related to pregnancy or maternity   Bullying related to race   Bullying related to religion or belief   Bullying related to sex   Bullying related to sexual orientation   Other	Bullying and undermining	
CLSGQ100	If you selected 'other' please provide a description.	[free text]	Bullying and undermining	
CLSGQ101	Which of the following describes why you don't want to report this? (Please select all that apply)	The issue has already been resolved locally   I have raised it, or intend to raise the issue locally instead   I don't think the issue is serious enough to report   I don't think reporting will make a difference   Fear of adverse consequences   Other	Bullying and undermining	

Question number	Question	Answers	Area	Branching
CLSGQ75	<p><b>Patient safety</b></p> <p>You now have an opportunity to raise any patient safety concerns about your post.</p> <p>All doctors have a duty to act when they believe patient safety is at risk, or when a patient's dignity or comfort is being compromised. This includes raising concerns through local channels when they arise.</p> <p>The organisation where you are currently working may be the most appropriate and effective place for you to raise the concern and this should be your first consideration.</p> <p>What is the process?</p> <ol style="list-style-type: none"> <li>1. We require that all concerns will be investigated by your deanery/HEE local team</li> <li>2. To investigate your comment, we will share the following with your deanery/HEE local team: <ul style="list-style-type: none"> <li>▪ Your verbatim comment</li> <li>▪ Your training site</li> <li>▪ Your post specialty</li> <li>▪ Your programme specialty</li> <li>▪ Your training level</li> </ul> </li> <li>3. The deanery/HEE local team will liaise directly with the organisation/trust you are working for (your employer), in order to undertake a thorough investigation, as appropriate.</li> <li>4. We check each deanery/HEE local team response, to ensure that we are satisfied with the outcome.</li> </ol>	Free text	Patient safety	
CLSGQ88	<p>Am I guaranteed anonymity?</p> <p>No.</p> <p>Your individual answers to the multiple-choice questions in the survey will always remain confidential.</p> <p>Concerns about patient safety that you raise within the survey will also be treated as confidential and will not be made public by the GMC or shared outside the GMC's Education Directorate. However, because patient safety must come first, this is subject to three exceptions.</p>		Patient safety	



Question number	Question	Answers	Area	Branching
CLSGQ89	<p>Firstly, as explained above, we will share your verbatim comment and other information about you with your deanery/HEE local team so that they can investigate your concern. We will not routinely share your identity when we share your concern. However, in some cases, the deanery/HEE local team may ask who you are so they can ask you for further details about your concern. In this case, we will share your identity. This is because our first priority must be the care of patients. If we do this, we'll let you know.</p> <p>Secondly, if the concern you raise about patient safety becomes relevant to a fitness to practise investigation then we will share your comment with the Fitness to Practise Directorate. We'll let you know if we do this. This could include circumstances where fitness to practise proceedings are taken against a doctor, where there are grounds to believe that doctor has raised a concern that is not honest or made in good faith.</p> <p>We will share comments with appropriate regulatory bodies where there is a legitimate need to do so.</p> <p>In all of the above situations, we expect your full co-operation with the process. We value your openness and transparency and we will support you provided that you act honestly and in good faith.</p>		Patient safety	
CLSGQ60	In this post, have you had any concerns about patient safety?	No   Yes, but they are already being addressed, or have been resolved   Yes, and they have not yet been addressed	Patient safety	'No' and 'Yes, but they are already being addressed, or have been resolved' branch to CLSGQ87. 'Yes, and they have not yet been addressed' branch to CLSGQ78.

Question number	Question	Answers	Area	Branching
CLSGQ78	<p><b>What to include in your comment</b></p> <p>Please write your comment in the box below and include (as appropriate):</p> <ul style="list-style-type: none"> <li>a clear description of the incident(s)/processes giving rise to the risk, including location (e.g. ward)</li> <li>use accurate and factual examples relating to your personal experience, not hearsay</li> <li>avoid commenting on wider general service issues which do not relate to a specific incident</li> <li>if appropriate, suggest the improvements you would like to see</li> </ul>	Free text	Patient safety	
CLSGQ63	If you work across multiple sites please tell us the Trust and Site where the concern applies.	Free text	Patient safety	
CLSGQ65	When did you first become concerned about patient safety in your post?	Within the last month   Over a month ago but less than 3 months ago   Over three months ago	Patient safety	
CLSGQ85	As far as you are aware, has this patient safety concern been reported (for example, to your employer or another body)?	Yes   No   Don't know	Patient safety	'Yes' branches to CLSG86.
CLSGQ86	Who was the patient safety concern reported to (please select all that apply)?	My employer   My deanery/LETB   GMC   Another body   Don't know   N/A - it has not been reported as far as I know	Patient safety	
CLSGQ102	<p>So we, and your deanery, can effectively assess and address the concerns raised, we'd like you to categorise your patient safety concern under one of two options.</p> <p>This will help tell us whether your concern is a risk (potential for patient harm) or an issue (actual patient harm).</p> <p>Please select one option.</p>	Potential patient harm   Actual patient harm has occurred	Patient safety	

Question number	Question	Answers	Area	Branching
CLSGQ84	<p>Thank you for raising a patient safety concern</p> <p>The safety of patients is our first concern and we will now work with your deanery/HEE local team and your employer to review the information you have provided and investigate the problem where appropriate.</p> <p>Next steps:</p> <ul style="list-style-type: none"> <li>▪ We will share your verbatim comment with your deanery/HEE local team immediately.</li> <li>▪ We will not automatically share your identity, but we will tell them your training site, post specialty, programme specialty and training level to help locate the concern.</li> <li>▪ The deanery/HEE local team will liaise directly with the organisation you are training in, in order to undertake a thorough investigation, if one is necessary.</li> <li>▪ In some cases we will need to tell your deanery/HEE local team who you are, to enable a thorough investigation of the problem. If we do this, we will let you know by email.</li> </ul> <p>You can read more about what happens to concerns raised in the survey in the guidance on raising concerns on our website and for more information about confidentiality please read our data protection notice (<a href="http://www.gmc-uk.org/education/nts_confidentiality_data.asp">www.gmc-uk.org/education/nts_confidentiality_data.asp</a>).</p>		Patient safety	
CLSGQ87	<p>We keep a list of doctors who are interested in being involved in future research or helping us develop improvements to the survey.</p> <p>There is of course no obligation for people on the list to participate, and you can be removed from the list upon request.</p> <p>If you're interested in being involved in future survey work, please select the appropriate response below.</p>	<p>Yes, please add me to the list   No thanks</p>	Demographic (involvement in future research)	

**Thank you for completing the final questions on the survey. Click next to move to the next screen which will show your completion code.**