

National training surveys – briefing note 3

Changes to the questionnaire for 2020

The surveys for doctors in training and clinical and educational supervisors remain largely unchanged, with a few amendments and removals.

This briefing note explains what has changed in the surveys for 2020 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'). 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 2020 questionnaire developments

- All the response options have been reviewed and changed where appropriate to ensure they meet best practice. This affects four questions in the trainee survey.
- The questions on facilities for rest and study have been retained for the trainee survey but removed entirely for the trainer survey. Five of the questions will form an indicator for reporting in the online tool. The remaining questions will be stand-alone and reported on individually.
- The bullying and undermining section in the trainee survey has been amended. Changes have been made to improve the explanatory text and to the response option in one of the questions to allow respondents to report a wider range of bullying behaviours. These questions have also been moved to the closing section to be with the other free text question on patient safety.
- Apart from removing the rest facilities questions, no other changes have been made to the trainer survey.
- Several changes have been made to the questionnaire for foundation programme trainees, with eleven new questions added and six removed as they are no longer required.

Trainee survey changes

Good practice review: response formats

As a result of a good practice review of all response options in the generic questionnaire, the response options for four questions have been changed slightly; in line with best practice in answer scales of this type. There are now no questions in the main generic survey that use *excellent / good / fair / poor / very poor* as a response option. All questions requiring this kind of response now have *very good / good / neither good nor poor / poor / very poor*. The following questions have been amended. This will affect the indicator scoring slightly.

Question code	Question	Previous response	New response
GENHQ11	How would you rate the quality of the local/departmental teaching for this post?	Excellent Good Fair Poor Very poor N/A - I haven't attended any local/departmental teaching sessions yet	Very good Good Neither good nor poor Poor Very poor N/A - I haven't attended any local/departmental teaching sessions yet
GENHQ19	How would you rate the quality of this deanery or HEE local office/regional/school specialty-specific teaching for this post?	Excellent Good Fair Poor Very poor N/A - not attended any specialty specific teaching	Very good Good Neither good nor poor Poor Very poor N/A - I haven't attended any specialty-specific teaching
GENHQ55	How would you rate the quality of experience in this post?	Excellent Good Fair Poor Very poor	Very good Good Neither good nor poor Poor Very poor
GENHQ56	How would you rate the practical experience you were receiving in this post?	Excellent Good Fair Poor Very poor	Very good Good Neither good nor poor Poor Very poor

Bullying and undermining

The questions under this theme have not been changed, though some amendments have been made to in order to encourage more trainees to report their experiences. The changes include:

- improvements to the explanatory text before the bullying and undermining questions so that trainees feel encouraged to report all types of bullying including lower level bullying and unprofessional behaviours.
- the response option to GENHQ89 now includes the option 'rudeness and incivility' and lists all nine protected characteristics individually. This gives trainees more scope to define their bullying, harassment and/or undermining experience.
- signposting to our new [speaking up hub](#) on the GMC website has been included in the explanatory text.
- all the questions on this theme have been moved to the closing section, alongside the questions on patient safety. This means both questions with a free text comment are together at the end, improving the flow of the questionnaire.

Patient safety

A new question has been added to this section asking those providing a free text comment on patient safety to select one of the following:

1. potential patient harm
2. actual patient harm has occurred

This will improve our knowledge on the type of patient safety incidents being reported in terms of risks and issues.

Facilities for rest and study

In 2019 ten new questions were introduced asking about the facilities available to trainees for rest and study. Following statistical testing and analysis, five of these questions will form an indicator in 2020 and will be reported in the online tool. The remaining five will remain as stand-alone questions.

Indicator for 2020	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
Indicator for 2020 (counts as three questions)	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
Indicator for 2020	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
Stand-alone question	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

Stand-alone question	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
Stand-alone question	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
Stand-alone question	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
Stand-alone question	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

Foundation programme questionnaire

To gather up-to-date, better quality data on the transition from F1 to F2, 11 new questions have been added to the questionnaire for foundation programme trainees. Several questions which are no longer needed have also been removed.

Removed	To what extent do you agree or disagree with the following statement? Supervised learning events (SLEs) have led to me reflecting on my practice.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Don't know	F1 F2
Removed	To what extent do you agree or disagree with the following statement? SLEs have helped me to identify areas in which I need to develop.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Don't know	F1 F2
Removed	To what extent do you agree or disagree with the following statement? SLEs have enabled me to improve my practice.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Don't know	F1 F2
Removed	How easy or difficult was it to get a suitable colleague to complete an SLE with you in this post?	Very easy Easy Neither easy nor difficult Difficult Very difficult	F1 F2

Removed	To what extent do you agree or disagree with the following statement? In this post, I have access to a senior doctor who is on-site at all times.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Don't know	F1 F2
Removed	To what extent do you agree or disagree with the following statement? In this post, the senior doctor on-site could advise on any clinical situation.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Don't know	F1 F2
New	I gained enough clinical experience during F1 to prepare me for the transition to F2.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	F2
New	Which areas, if any, would you have liked more training in to prepare you for your F2 role? (Please select all that apply)	Deteriorating Patient More practical procedures Undertaking out of hours Advanced communication skills Ethics Leadership and management Prescribing Quality improvement Resilience Safeguarding Stress management Other None of these (I feel confident in all areas)	F2
New	Which of the following, if any, do you think should have been covered in greater detail as part of your induction to your F2 year? (Please select all that apply)	Local emergency protocols (including out of hours contact for consultants, points of contact for retrieval and intensive care services) Resuscitation training Local safeguarding processes (including who to contact for senior advice) Teaching timetables and rotas (including leave arrangements) Local computer systems (including e-prescribing) Receiving computer logins and identification/access badges in a timely fashion Physical tour of areas (including where you might be called to in an emergency and location of emergency equipment) Opportunities for participating in quality improvement, audit and leadership projects None of the above	F2
New	I understood my extended role and responsibilities as an F2 doctor beyond those expected at F1	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	F2
New	In my first F2 post I felt like a valued member of the team	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	F2

New	My training so far has provided me with ample opportunities to develop my leadership skills.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Don't know	F1 and F2
New	My training so far has provided me with ample opportunities to develop my teamwork skills.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Don't know	F1 and F2
New	My training so far has provided me with ample opportunities to develop my decision-making skills	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Don't know	F1 and F2
New	My training so far has provided me with ample opportunities to develop my situational awareness.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Don't know	F1 and F2
New	I feel adequately prepared to take on the role of a CT1/ST1	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Don't know	F2
New	I've received appropriate careers guidance during my foundation training to help with my decision-making.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable	F2

Trainer survey changes

Facilities for rest and study

As a result of analysis, feedback from doctors and discussions with medical educators; all the questions on rest facilities which were tested in the 2019 survey have been removed from the trainer survey.

Burnout questions

For the third year, these questions will be asked of trainees and trainers in the surveys and will remain voluntary.

Reporting will remain the same. 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). Site and trust-level data will continue to be reported in the private reporting tool only but can be shared locally by deaneries/HEE local offices. We won't publish the results if there are fewer than three trainees or trainers in a department.

We'll also continue to 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.

Contact

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