

Briefing note 3 – Annex C

Generic and demographic final questionnaire for clinical and educational supervisors.

The following pages contain the final questionnaire for generic and demographic questions for the 2024 National Training Survey of clinical and educational supervisors.

- 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.
- Indicators are marked with an asterisk.

Question number	Question	Answers	Indicator/ standalone	Branching
	<p>About the survey:</p> <p>The first few questions are about the trainees you act as named supervisor for (this covers all trainees who you act as clinical and/or educational supervisor for).</p> <p>The remaining questions in the survey are about your role as a trainer. All the questions relate to a theme from the GMC's Promoting Excellence standards for postgraduate medical education and training.</p> <p>For most people the total time for completion will be around 5 minutes.</p>			
TOPNQ06	How many trainees have you acted as named supervisor for in the past 12 months? (Include all trainees you act as named clinical and educational supervisor for).	1 2 3 4 5 More than 5	Standalone	
TOPNQ07	On what programme(s) are the trainees you currently act as named supervisor for?	Foundation Core Specialty GP specialty	Standalone	

Question number	Question	Answers	Indicator/ standalone	Branching
TOPNQ08	In which programme specialty are the trainees you act as named supervisor for? (You only need to list the programme specialty once even if you have more than one trainee in that specialty, you may choose up to four.)	[Select from list of specialties]	Standalone	
TGENQ109	Please could you tell us what type of post you hold?	Specialty doctor Associate specialist Consultant Other (please specify)	Standalone	
TGENQ117	If 'other' please specify in the box below.	[free text]	Standalone	
Notes on terminology used in the survey:				
<p>For brevity, the term employer is used in several questions throughout the survey. When answering the questions that refer to your employer, please consider those undertaking education roles in your trust (or equivalent) who support trainers in their role; such as your medical director, training programme director or ARCP committees where relevant.</p> <p>The term SEB office (Statutory Education Body) has also been used in some questions. These were formerly referred to as the deaneries. The SEBs are:</p> <ul style="list-style-type: none"> • NHS England • Health Education and Improvement Wales • NHS Education for Scotland • Northern Ireland Medical and Dental Training Agency 				
TGENQ81	Trainers should be provided with an appraisal every 12 months to review both their clinical and educational responsibilities. If you've had an education appraisal within the last 12 months, how effective was it in reviewing your EDUCATIONAL responsibilities?	N/A (I have not had an education appraisal within the last 12 months) Highly effective Effective Neither effective nor ineffective Ineffective Highly ineffective	Appraisal*	
TGENQ126	If you've had an education appraisal within the last 12 months, how effective was it for reviewing your DEVELOPMENT NEEDS as a trainer?	N/A (I have not had an education appraisal within the last 12 months) Highly effective Effective Neither effective nor ineffective Ineffective Highly ineffective My development needs weren't discussed	Appraisal*	
TGENQ79	Please rate the support you receive from your employer in your role as a trainer.	Very good Good Neither good nor poor Poor Very poor	Support for training*	

Question number	Question	Answers	Indicator/ standalone	Branching
TGENQ127	<p>The next two questions ask about trainees requiring extra support. This could include trainees with mental or physical health needs, trainees with protected characteristics and/or trainees requiring additional academic support.</p> <p>Please rate the support available to you from your employer when you have a trainee requiring extra support.</p>	N/A - I've not had any trainees requiring extra support I don't know what support is available to me Very good Good Neither good nor poor Poor Very poor	Support for training*	
TGENQ128	Do you know what support is available to you from your SEB office (statutory education body) if you have a trainee requiring extra support?	Yes, I've accessed this and it was useful Yes, I've accessed this but it didn't meet all my needs Yes, but I haven't needed it Yes, but nothing is available and I need it No, but I haven't needed it No, I don't know what's available	Standalone	
TGENQ129	<p>To what extent do you agree or disagree with the following statements?</p> <p>(Resources could include IT infrastructure, appropriate space/rooms for meetings with trainees, desk space etc.)</p> <p>The resources I need to perform my role as a trainer are available to me in my workplace.</p>	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	Resources to train*	
TGENQ91	I am able to access learning and development opportunities for my role as a trainer when I need them.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	Support for training* and Professional development*	
TGENQ85	Please rate the access to professional development and training opportunities which your statutory education body (SEB) arranges for your role as a trainer.	Very good Good Neither good nor poor Poor Very poor	Professional development*	

Question number	Question	Answers	Indicator/ standalone	Branching
TGENQ130	<p>When answering the following question please consider the learning opportunities and support available to you to address inequality, cultural and unconscious bias.</p> <p>To what extent do you agree or disagree with the following statement?</p> <p>I have access to the resources I need to confidently support trainees of all backgrounds, beliefs and identities.</p>	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree I don't know	Professional development*	
TGENQ131	<p>To what extent do you agree or disagree with the following statement?</p> <p>I have access to the training and support I need to provide effective feedback on my trainees' performance.</p>	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	Professional development*	
TGENQ132	<p>Differential attainment is a term used to describe lack of fairness or inequality in educational outcomes. It's what we call the gap in attainment levels between different groups of doctors.</p> <p>You can read more about it on our website.</p> <p>In your role as a trainer have you been offered the opportunity to learn about differential attainment in medical education? (tick all that apply)</p>	Yes, from my employer Yes, from my statutory education body Yes, from my royal college/faculty Yes, other sources No I'm not sure	Standalone	

Question number	Question	Answers	Indicator/ standalone	Branching
TGENQ93	Which of the following (if any) would you benefit from more training in? (tick all that apply)	Giving effective feedback as an educator Supporting trainees with exams Identification and management of trainees requiring extra support Curriculum coverage the ARCP process Coaching and mentoring Writing effective supervisors reports Balancing the needs of service delivery with education Leadership and management Equality, diversity and the support needs of trainees with protected characteristics Differential attainment Supporting a return to training after time out Careers guidance Unconscious bias Cross-cultural communication None of the above	Standalone	
TCLSQ17	Thinking about your role as a trainer in general, to what extent do you agree or disagree with the following statement? Overall, I enjoy my role as a trainer.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	Standalone	
TGENQ120	To what extent do you agree or disagree with the following statements? My employer provides a supportive environment for everyone regardless of background, beliefs or identity.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Don't know/can't say	Supportive environment*	
TGENQ53	Staff are always treated fairly by my employer.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Don't know/can't say	Supportive environment*	

Question number	Question	Answers	Indicator/ standalone	Branching
TGENQ122	<p>The following question asks about any rudeness and/or incivility in your working environment. Please think of this to mean any instance(s) of negative, rude or uncivil behaviour that made you, or the people you work with, feel uncomfortable or upset.</p> <p>To what extent do you agree or disagree with the following statement?</p> <p>Incident(s) of rudeness and incivility amongst doctors/healthcare staff are negatively affecting my experience in my role.</p>	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree I've not experienced any rudeness or incivility	Standalone	
TGENQ72	<p>To what extent do you agree or disagree with the following statement?</p> <p>I'm confident that my employer would act effectively if concerns about education were raised.</p>	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Don't know	Educational governance*	
TGENQ74	<p>How effective or ineffective is your employer in making changes to help improve the provision of education?</p>	Highly effective Effective Neither effective nor ineffective Ineffective Highly ineffective Don't know	Educational governance*	
TGENQ133	<p>To what extent do you agree or disagree with the following statements?</p> <p>I am supported by senior colleagues to balance trainee educational needs with service commitments where I can.</p>	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Don't know	Educational governance*	
TGENQ75	<p>I'm confident that my statutory education body (SEB) works collaboratively with my employer to ensure trainees' educational needs are balanced with service commitments.</p>	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Don't know	Educational governance*	
TGENQ59	<p>Gaps in the rota are always dealt with appropriately to ensure my trainee's/trainees' education and training is not adversely affected.</p>	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable	Rota issues*	

Question number	Question	Answers	Indicator/ standalone	Branching
TGENQ64	To what extent do you agree or disagree with the following statements? In my department, handovers are used as a learning opportunity for doctors in training.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable	Handover*	
TGENQ86	To what extent do you agree or disagree with the following statements? My job plan contains enough designated time for my role as a trainer.	N/A (I don't have a job plan) Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	Time to train*	
TGENQ87	I am always able to use the time allocated to me in my role as a trainer specifically for that purpose.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	Time to train*	
TGENQ88	As an Educational Supervisor, my job plan contains enough time to meet with my trainee(s) as frequently as they require.	N/A (I am not an Educational Supervisor) Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	Time to train*	
TGENQ68	How often (if at all) do your working patterns leave you feeling short of sleep when at work?	Daily Weekly Monthly Less than once a month Never	Standalone	
<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 risk 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.</p> <p>Your answers are confidential. We will assign your responses into one of three burnout categories (low, moderate, high risk) 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 has contact details for organisations who can help.</p>				
TGENQ101	Would you like to answer the following burnout questions?	Yes No	Burnout	

Question number	Question	Answers	Indicator/ standalone	Branching
TGENQ102	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	
TGENQ103	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	
TGENQ104	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	
TGENQ105	Do you feel worn out at the end of the working day?	Always Often Sometimes Seldom Never/almost never	Burnout	
TGENQ106	Are you exhausted in the morning at the thought of another day at work?	Always Often Sometimes Seldom Never/almost never	Burnout	
TGENQ107	Do you feel that every working hour is tiring for you?	Always Often Sometimes Seldom Never/almost never	Burnout	
TGENQ108	Do you have enough energy for family and friends during leisure time?	Always Often Sometimes Seldom Never/almost never	Burnout	
TCLSQ18	<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 helping us develop the survey, and you want to be on our list of contacts for this purpose, please select the appropriate response below.</p>	Yes, please add me to the list No thanks	Standalone	

Thank you for completing the final questions on the survey.