

GMC SAS LED survey

Full question set

1 May 2019

Question no.	Theme	Question	Answer options
		<p><i>To get started, please tell us your GMC number and date of birth.</i></p> <p><i>We will use this to validate your survey, avoid duplicate responses and to facilitate analysis. Where possible we plan to link responses to demographic data we already hold on the register. By asking you this information now we avoid asking you for this information again.</i></p> <p><i>All identifying information will be held securely within the GMC data and research teams. Reporting and publication will be anonymous and at an aggregate level. Please see the GMC privacy notice to find out more about how we use your data and keep it confidential.</i></p>	
Q1	Opening question	What is your GMC number? <i>If you're unsure you can find out using the medical register [link].</i>	Free text box (7 digits + link to LRMP for those unsure)
Q2	Opening question	What is your date of birth?	DD/MM/YYYY

Question no.	Theme	Question	Answer options
		The first set of questions relate to your postgraduate medical training background.	
Q3	About your medical background	Have you ever been on a GMC approved postgraduate training programme? <i>Please tick yes even if you left before completion.</i>	Yes No I don't know
Q4	About your medical background	How many complete years (if any) of postgraduate medical training do you have? <i>By this we mean formal training undertaken after you received your primary medical qualification and includes any training you may have done outside of the UK. For example, if you completed two years foundation training and 4 years in a higher specialty please select 6 years.</i>	Less than 1 year 1 year 2 years 3 years 4 years 5 years 6 years 7 years More than 7 years
Q5	About your medical background	Since qualifying, how many years have you been practising clinically? <i>This includes any clinical practise you may have done outside of the UK.</i>	Less than 5 years 5 years to less than 10 10 years to less than 15 More than 15 years
Q6	About your medical background	Are you on the specialist or GP register?	Yes (<i>route to 7</i>) No (<i>route to 8</i>)
Q7	About your medical background	Have you ever applied for, or are you in the process of applying for a consultant or GP post?	Yes No
Q8	About your medical background	Which of the following factors (if any) influenced your decision to work as a SAS or locally employed doctor? <i>Select all that apply.</i>	Caring for an adult (e.g. a parent, family member or friend) Childcare Didn't pass core / speciality exam Disability, illness or health External commitments (e.g. leisure, religious or community commitments) Retirement Taking a break from training To gain experience in different specialties To gain experience of working in UK practice To gain medical experience outside of training Unable to get into my training specialty of choice Visa issues or restrictions Work-life balance Work commitments (e.g. professional development opportunities) Working hours I don't know Other factor

Question no.	Theme	Question	Answer options
		<i>Next, please tell us a bit about where you work. This will help us to understand how different groups of doctors are geographically distributed across the UK and to make comparisons. As with all your answers in this survey, only those analysing the survey results will have access to individual responses. We will not share individual responses and only publish findings in an aggregated form.</i>	
Q9	Where you work	Before we start, do any of the following describe your current work status?	On a career break / sabbatical On parental leave On long term sick leave Retired None of the above <i>(route straight to 10)</i>
		<i>We are still interested in your views if you are not currently working or have stopped working. Please answer the questions in this survey based upon the last place you worked.</i>	
Q10	Where you work	Which board or trust do you work for?	<i>Series of questions to identify board/trust depending on which country or region is selected.</i>
Q11	Where you work	How long have you worked at your current main location in years? <i>If you have been working at this location for less than a year enter 0.</i>	
		<i>The following questions are about your contract and medical speciality.</i>	
Q12	About your contract	Which of the following (if any) is your main specialty area? <i>This is the speciality you work in more than 50% of the time.</i>	List all

Q13	About your contract	Which of the following best describes your main contract type? <i>This is the contract you work to more than 50% of the time.</i>	Permanent Fixed term contract of more than 12 months Fixed term contract of 6-12 months Fixed term contract of less than 6 months Sessional or as and when 50/50 role or post (please specify):
Question no.	Theme	Question	Answer options
Q14	About your contract	What is your main contracted role or post? <i>This will be the role that you do more than 50% of the time.</i>	Associate Specialist (Pre 2008 contract) Associate Specialist (2008 contract) Specialty Doctor Staff Grade Doctor Hospital Practitioner Clinical Assistant Senior Clinical Medical Officer Clinical Medical Officer Clinical Fellow Trust Doctor Trust Registrar Teaching Fellow Locum Appointment for Training (LAT) Locum Appointment for Service (LAS) Academic Other or 50/50 role or post (please specify): <i>(If Associate Specialist (Pre 2008 contract), Associate Specialist (2008 contract) or Specialty Doctor route to 15. All others route to 25).</i>
		<i>In the last section you indicated that you are a Specialty or Associate Specialist (SAS) doctor. The following questions relate to your experience as a SAS doctor.</i>	
Q15	SAS specific questions	<i>To what extent do you agree or disagree with the following statements? My employer has taken steps to implement the SAS Charter.</i>	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree I'm not aware of this guidance Not applicable
Q16	SAS specific questions	My employer has taken steps to implement the Improving SAS Appraisal guidance.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree I'm not aware of this guidance Not applicable
Q17	SAS specific questions	My employer has taken steps to implement the SAS Doctor Development Guide.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree I'm not aware of this guidance Not applicable
Q18	SAS specific questions	Do you have access to a SAS tutor, adviser or equivalent where you work?	Yes No I don't know

Q19	SAS specific questions	Do you have access to an ePortfolio or similar (e.g. a continuing professional development (CPD) diary) to track progress of your CPD and learning?	Yes, I paid for it Yes, it was free No, I've asked for it but not been given access No, I don't need or want access I don't know, I haven't tried to get access
Question no.	Theme	Question	Answer options
Q20	SAS specific questions	Do you work autonomously?	I do not work autonomously I work partially autonomously with some supervision I work completely autonomously without supervision
Q21	SAS specific questions	<i>To what extent do you agree or disagree with the following statement? Patients I am responsible for are accurately coded under my name.</i>	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable
Q22	SAS specific questions	<i>To what extent do you agree or disagree with the following statement? I have the information I need to access the guidance, support and opportunities available to me as a SAS doctor.</i>	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree
Q23	SAS specific questions	<i>To what extent do you agree or disagree with the following statement? The role of SAS doctor is viewed as a positive career choice within the medical workforce.</i>	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree
Q24	SAS specific questions	<i>To what extent do you agree or disagree with the following statement? Recognition of the SAS doctor grade on the GMC online register would support me in my career development.</i>	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree I don't know
<i>The next set of questions are about roles and responsibilities you may be undertaking in addition to your day to day work.</i>			
Q25	Roles and responsibilities	Do you have an agreed job plan?	Yes (<i>route to 26</i>) No (<i>route to 29</i>) I don't know (<i>route to 29</i>)
Q26	Roles and responsibilities	How many Supporting Professional Activity (SPA) sessions does your job plan contain per week? <i>SPA time is non clinical time for activities such as teaching, governance, appraisal or continuing professional development.</i>	0.5 1 1.5 2 2.5 3 3.5 4 4.5 5 More than 5 I don't know Not applicable - my job plan doesn't contain SPA sessions

Q27	Roles and responsibilities	<i>To what extent do you agree or disagree with the following statement? I am able to use time allocated for SPA specifically for that purpose.</i>	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable - my job plan doesn't contain SPA sessions
Q28	Roles and responsibilities	When was your job plan last reviewed?	Within the last year 1 - 3 years ago More than 3 years ago
Question no.	Theme	Question	Answer options
Q29	Roles and responsibilities	Do you train other people as part of your job?	Yes (<i>route 30</i>) No (<i>route to 32</i>)
Q30	Roles and responsibilities	<i>In the last question you indicated that you train other people as part of your job. Who do you train (formally and informally)? Select all that apply.</i>	Medical students Doctors in training Consultants Other doctors Other healthcare professionals (for example nurses, midwives, radiographers etc.) Other non-healthcare professionals (e.g. police, social workers etc.)
Q31	Roles and responsibilities	Please rate the support you receive from your trust/board in your role as a trainer.	Very good Good Neither good nor poor Poor Very poor
Q32	Roles and responsibilities	Are you involved in any of the following activities where you work? <i>Select all that apply.</i>	Not applicable - I am not involved in any additional roles or responsibilities Appraisal of other doctors Audit CESR referee Clinical governance College or faculty examiner Education lead Head of postgraduate school Induction of SAS and LE doctors Induction of trainees on formal training programmes Postgraduate deputy or associate dean Programme or module lead Research Running a department e.g. as a SAS lead on specialist clinics/services Teaching Service management or planning Workforce transformation Other academic role e.g. clinical lecturer Other activity
Q33	Induction	Did you start your current job within the last year?	Yes (<i>route to 34</i>) No (<i>route to 39</i>)
Q34	Induction	<i>To what extent do you agree or disagree with the following statements? I got all the information I needed about my job when I started.</i>	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable

Q35	Induction	I was given enough notice about my rota in advance of starting my current job.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable
Q36	Induction	When starting my current job 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
Question no.	Theme	Question	Answer options
Q37	Induction	Did someone explain your role and responsibilities at the start of your job?	Yes No
Q38	Induction	Please rate the quality of the induction you received for your current job.	Very good Good Neither good nor poor Poor Very poor
<p><i>The following questions are about the training opportunities and professional and educational support you have access to where you work. In the questions we refer to Continuing Professional Development (CPD). By this we mean any learning activity or training, both formal and informal, which helps you to maintain and/or improve your professional performance.</i></p>			
Q39	Training and continuous professional development	<i>To what extent do you agree or disagree with the following statements? I am given the opportunity to take part in training to maintain the skills I need to keep up-to-date.</i>	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree
Q40	Training and continuous professional development	I am given the opportunity to take part in training to advance my career.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree
Q41	Training and continuous professional development	As part of your CPD do you undertake any of the following activities? <i>Select all that apply.</i>	Not applicable - I do not take part in CPD activities Attending external training events Attending internal training events Educational meetings Research Self-directed study Teaching and training Other activity

Q42	Training and continuous professional development	In the last year, have you had difficulty accessing CPD opportunities? <i>Select all that apply.</i>	No difficulty Yes - declined leave for CPD Yes - declined funding for CPD Yes - declined a space on a training course because I am not in a GMC approved training programme Yes - declined a space at an event because I am not in a GMC approved training programme Yes - active discouragement from seniors Yes - failed to find prospective cover Other difficulty
Question no.	Theme	Question	Answer options
Q43	Training and continuous professional development	Do you have a named person in your department / specialty to support you with the following: - CPD - Appraisal and revalidation	Yes No I don't know
Q44	Training and continuous professional development	<i>To what extent do you agree or disagree with the following statement?</i> I am able to gather all the supporting information I need for appraisal and revalidation.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable - I haven't revalidated in this job yet
Q45	Training and continuous professional development	Thinking of what would add the most value to your career, please rank the following in order of importance where 1 is the most important to you and 6 is the least important.	A more supportive working environment More continuing professional development (CPD) opportunities More opportunities to participate in decision making where I work More training related to my specialty Pay progression Working with greater autonomy
<i>The following questions relate to the Certificate of Eligibility for Specialist Registration (CESR) and Certificate of Eligibility for GP Registration (CEGPR).</i>			
Q46	CESR/CEGPR	Have you ever applied for, or are you in the process of applying for CESR or CEGPR?	Yes, and I was successful (<i>route to 49</i>) Yes, but I was unsuccessful (<i>route to 49</i>) Yes, I am in the process of applying (<i>route to 49</i>) No (<i>route to 47</i>)
Q47	CESR/CEGPR	Do you plan to apply for CESR/CEGPR in the future?	Yes (<i>route to 49</i>) No (<i>route to 48</i>) Undecided (<i>route to 49</i>)

Q48	CESR/CEGPR	Which of the following, if any, influenced your decision not to apply? <i>Select all that apply.</i>	I am not interested in applying for CESR/CEGPR I do not believe it would have a positive impact on my career progression I do not have the support I the need to make an application I intend to complete a CCT It is not possible for me to collect the evidence I need for an application The process seems expensive The process seems lengthy The process seems too complicated None of the above
Q49	CESR/CEGPR	Did, or would, any of the following influence your decision to apply? <i>Select all that apply.</i>	Encouraged by colleague(s) Encouraged by employer I worked a consultant equivalent level in another country More career development opportunities Pay progression Professional recognition None of the above
Question no.	Theme	Question	Answer options
Q50	CESR/CEGPR	Who, if anyone, provided or is providing support with your application? <i>Select all that apply.</i>	Not applicable - I am not or did not receive support with an application College adviser Consultant colleague where I work Educational supervisor Member of GMC staff Non-consultant colleague where I work Postgraduate dean Responsible Officer (RO) SAS tutor, adviser or lead Training programme director Other
<i>The following questions will ask you about the team working culture where you work.</i>			
Q51	Team work	<i>To what extent do you agree or disagree with the following statements?</i> I feel I am a valued member of the team that I work in.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable
Q52	Team work	I am given the opportunity to participate in decisions for my workplace.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable
Q53	Team work	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 Not applicable
Q54	Team work	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

Q55	Team work	My organisation encourages a culture of teamwork between clinical departments.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable
<i>The following questions will ask you about the extent to which you feel supported in your workplace.</i>			
Q56	Supportive environment	<i>To what extent do you agree or disagree with the following statements?</i> The working environment is a fully supportive one.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree
Q57	Supportive environment	Staff, including SAS and locally employed doctors, are always treated fairly.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree
Question no.	Theme	Question	Answer options
Q58	Supportive environment	Staff always treat each other with respect.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree
Q59	Supportive environment	If I had a concern (personal or related to my job) I would know who to approach to talk to in confidence.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree
Q60	Supportive environment	My supervisor/manager is easily accessible should I need to contact them.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

The following questions are about your experiences of bullying and undermining in your role. This could include a range of behaviours such as 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 characteristic (e.g. ethnicity or sex) or deliberately stopping somebody from accessing training.

As with all the questions in this survey, your individual answers on bullying and undermining will always remain confidential and will not be shared with anyone outside of the GMC. Any reporting of these questions will be done in aggregate form. For more information please see our Privacy Notice [\[link\]](#).

If you would like to raise a concern about bullying and undermining please see the guidance on raising concerns on our website [\[link\]](#), where you can also find details of our confidential helpline.

Q61	Bullying and undermining	In the last year, do you believe that you have been bullied, undermined or harassed by a colleague where you work?	Yes, and I reported it (route to 63) Yes, and I didn't report it (route to 62) No (route to 65) Prefer not to say (route to 65)
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Question no.	Theme	Question	Answer options
Q62	Bullying and undermining	Which of the following describes why you didn't report this? <i>Please select all that apply.</i>	I intend to raise the issue locally I didn't think the issue was serious enough to report I didn't think reporting would make a difference Fear of adverse consequences I don't know how to report it Other
Q63	Bullying and undermining	Please specify who has been doing the bullying, undermining or harassment?	Consultant/GP Management Nurse/midwife Other SAS or locally employed doctor Patient / relative Trainee doctor Prefer not to say Other

Q64	Bullying and undermining	What type of behaviour describes what you experienced? <i>Select all that apply.</i>	Belittling and humiliation 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 sex Bullying related to sexual orientation Deliberately preventing access to training Rudeness and incivility Threatening or insulting comments or behaviour Prefer not to say Other
Q65	Bullying and undermining	Do you know how to raise a concern related to bullying, undermining or harassment where you work?	Yes No I don't know

Question no.	Theme	Question	Answer options
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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. Like all of the questions in this survey, your answers are confidential.

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.

If you're worried you may be experiencing burnout and don't know who to approach locally for support, our website [\[link\]](#) has contact details for organisations who can help.

Q66	Burnout	Would you like to answer the following burnout questions?	Yes (<i>route to 67</i>) No (<i>route to 74</i>)
Q67	Burnout	Is your work emotionally exhausting?	To a very high degree To a high degree Somewhat To a low degree To a very low degree
Q68	Burnout	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
Q69	Burnout	Does your work frustrate you?	To a very high degree To a high degree Somewhat To a low degree To a very low degree
Q70	Burnout	Do you feel worn out at the end of the working day?	Always Often Sometimes Seldom Never/almost never
Q71	Burnout	Are you exhausted in the morning at the thought of another day at work?	Always Often Sometimes Seldom Never/almost never
Q72	Burnout	Do you feel that every working hour is tiring for you?	Always Often Sometimes Seldom Never/almost never
Q73	Burnout	Do you have enough energy for family and friends during leisure time?	Always Often Sometimes Seldom Never/almost never

Question no.	Theme	Question	Answer options
		<i>The next group of questions are about reporting patient safety concerns.</i>	
		<i>If you have a concern about the fitness to practise of a doctor or would like to raise any concerns please see the guidance on our website [link], where you can also find details of our confidential helpline.</i>	
Q74	Reporting patient safety concerns	To what extent do you agree or disagree with the following statements about where you work? There is a culture of proactively reporting concerns.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree
Q75	Reporting patient safety concerns	<i>Please state whether you agree or disagree with the following statement about where you work. There is a culture of learning lessons from concerns raised.</i>	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree
Q76	Reporting patient safety concerns	I've been made aware of how to report patient safety incidents and near misses.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree
		<i>The following questions are designed to gather your views on the resources and facilities available to you where you work for appropriate rest.</i>	
Q77	Facilities and resources	Please rate the quality of the common room or mess available to you. <i>(Please consider the following: availability (24hrs, 7 days pw), accessibility, away from clinical areas, IT hardware, internet connection, 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 I can't say - I haven't used it.
Q78	Facilities and resources	<i>To what extent do you agree or disagree with the following statement? I have easy access to a catering facility providing suitable food when working out-of-hours.</i>	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable - I don't work out of hours Not applicable - there is no catering facility available to me at all in my job, out-of- hours

Question no.	Theme	Question	Answer options
Q79	Facilities and resources	In my role, 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
Q80	Facilities and resources	Please rate the quality of car park facilities at your workplace. <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 I can't say - I haven't used it.
Q81	Facilities and resources	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.
Q82	Facilities and resources	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
<i>The following questions are about your future career intentions.</i>			
Q83	Future intentions	Which of the following best describes what you see yourself doing one year from now? <i>Please select one option only.</i>	Continuing in my current role In postgraduate medical training in the UK In postgraduate medical training outside the UK Leaving medicine permanently Retiring Taking a career break Working as a locum Working in a consultant or GP post Working in a different non-training role Working as a doctor outside the UK (permanently) Working as a doctor outside the UK (temporarily) I don't know Other

Q84	Future intentions	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? <i>Please select all that apply.</i>	Better training opportunities Desire to take a career break Financial gains Intellectual stimulation Preference to work in a particular part of the UK Preference to work in a particular part of the world Retirement Wanting to gain further experience in medicine Work-life balance Fit between skills/personality and specialty I don't know Other
Question no.	Theme	Question	Answer options
Q85	Future intentions	Would you consider joining a formal training programme in the future?	Yes No Undecided
Q86	Future intentions	Would any of the following influence your decision not to apply to join a training programme in the future? <i>Select all that apply.</i>	Not applicable I am satisfied with my current position I am unable to gain the clinical experience I require I don't believe it would have a positive impact on my career progression I don't want to be a consultant / GP I would be down-skilling I don't have the support I require to make an application I am planning on completing CESR/CEGPR Financial considerations Care of dependents (children, other family members etc) It would negatively affect my work-life balance Other
<p><i>Finally, we're always looking to improve on how we support doctors. To help us get better at this last set of questions are about some of the workshops and guidance we currently offer and where you think there is space to add the most value to your career.</i></p>			
Q87	The GMC and you	How do you currently find out about GMC-led training and guidance?	GMC news GMC website Other emails from the GMC Recruitment or workforce planning lead Social media Through a colleague Through a tutor, adviser or equivalent Through a Responsible Officer (RO) Through a local / employer training system Through another organisation I'm not aware of any GMC led training or guidance Other (please specify):
Q88	The GMC and you	To what extent do you feel supported by the GMC to deliver high quality care?	A great deal A fair amount Not very much Not at all I don't know

Q89	The GMC and you	Thinking of what the GMC could do better to support SAS and locally employed doctors please rank the following in order of importance where 1 is the most important to you and 4 is the least important.	A more accessible CESR/CEGPR process Greater recognition of skills and experience Greater flexibility into and out of formal training Increased promotion of SAS and LE doctors as GMC approved trainers Promotion of the SAS grade as a positive career option Working with other organisations to improve the support available to SAS and LE doctors
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Question no.	Theme	Question	Answer options
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Thank you for completing this questionnaire. We really appreciate your time. Before submitting...

We keep a list of doctors who are interested in being involved in future research or helping us develop improvements to the survey.

There is of course no obligation for people on the list to participate, and you can be removed from the list upon request.

Q90	Closing questions	If you're interested in helping us develop our surveys, please select the appropriate response.	Yes, please add me to the list No thanks
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You have completed this survey!

Thank you for taking the time to give your views on your experiences of working as a SAS or LE doctor. We appreciate your involvement.

You can find out more about this survey and how we'll use your answers on our website (insert link).