

# 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

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		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

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		<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):

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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 34. All others route to 41).</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

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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?</i> Patients I am responsible for are accurately coded under my name.	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> I have the information I need to access the guidance, support and opportunities available to me as a SAS doctor.	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?</i> The role of SAS doctor is viewed as a positive career choice within the medical workforce.	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?</i> Recognition of the SAS doctor grade on the GMC online register would support me in my career development.	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 43</i> )  No ( <i>route to 46</i> )   I don't know ( <i>route to 46</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> I am able to use time allocated for SPA specifically for that purpose.	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

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Q29	Roles and responsibilities	Do you train other people as part of your job?	Yes ( <i>route 47</i> )   No ( <i>route to 49</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 51</i> )   No ( <i>route to 56</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 66</i> )   Yes, but I was unsuccessful ( <i>route to 66</i> )   Yes, I am in the process of applying ( <i>route to 66</i> )   No ( <i>route to 64</i> )
Q47	CESR/CEGPR	Do you plan to apply for CESR/CEGPR in the future?	Yes ( <i>route to 66</i> )   No ( <i>route to 65</i> )   Undecided ( <i>route to 66</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



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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 ( <i>route to 80 and skip 82</i> )   Yes, and I didn't report it ( <i>route to 79</i> )   No ( <i>route to 82</i> )   Prefer not to say ( <i>route to 82</i> )
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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
		<p><i>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.</i></p> <p><i>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.</i></p> <p><i>If you're worried you may be experiencing burnout and don't know who to approach locally for support, our website <a href="#">[link]</a> has contact details for organisations who can help.</i></p>	
Q66	Burnout	Would you like to answer the following burnout questions?	Yes ( <i>route to 84</i> )   No ( <i>route to 91</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.</i> There is a culture of learning lessons from concerns raised.	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> I have easy access to a catering facility providing suitable food when working out-of-hours.	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

Question no.	Theme	Question	Answer options
		<p><i>Thank you for completing this questionnaire. We really appreciate your time. Before submitting...</i></p>	
		<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>	
Q90	Closing questions	<p>If you're interested in helping us develop our surveys, please select the appropriate response.</p>	<p>Yes, please add me to the list   No thanks</p>
		<p><i>You have completed this survey!</i></p>	
		<p><i>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.</i></p>	
		<p><i>You can find out more about this survey and how we'll use your answers on our website (insert link).</i></p>	