

National training survey 2020 (modified version - July 2020)

Final questionnaire for all doctors in training.

The following pages contain the final questionnaire for questions in the modified 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
PAND01	What is your 7-digit GMC number? If you're unsure you can find out using the medical register [link] .		Demographic	
PAND02	What is your date of birth?		Demographic	
PAND03	Were you on an approved training programme at any point during the 2019/2020 training year?	Yes No	Demographic	If no - go to end of survey / closing comments
PAND04	Did you work in a clinical capacity in primary or secondary care between the beginning of March and the end of May? Please select yes if you worked for at least 50% of this time.	Yes No	Demographic	If no - go to end of survey / closing comments
PAND05	What was your training level in the 2019/20 training year?	F1 F2 CT1 CT2 CT3 ST1 ST2 ST3 ST4 ST5 ST6 ST7 ST8	Demographic	

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PAND11	During the period beginning of March to the end of May 2020, did you train/practice on a training level different to your current, regular training level?	No, same level Yes, acted above my actual training level Yes, acted below my actual training level Not sure	Demographic	
PAND06	What was your programme specialty for the 2019/2020 training year?	Pick-list - multiple choice - one answer	Demographic	
PAND07	What was your post specialty at the beginning of your last planned rotation?	Pick-list - multiple choice - one answer	Demographic	If Academic, Pharma or Public Health - go to Q10 If All other post specialties - go to Q10.1
PAND08	Which organisation manages your training?	Pick-list - multiple choice - one answer	Demographic	
PAND09	Were you redeployed into a specialty or to a site/department different to your planned rotation?	Yes, redeployed to a different specialty Yes, redeployed to different site/department but working in the same specialty No Don't know	Demographic	If Yes, redeployed to a different specialty - go to Q11 All other responses - go to Q12
PAND10	Please tell us the specialty you were redeployed to.	Pick-list - multiple choice - one answer	Demographic	
PAND12	Which country do you mainly work in? This will be the country where you work more than 50% of the time.	England Wales Northern Ireland Scotland	Demographic	
PAND13	In England, which NHS region (if any) do you mainly work in?	Pick list - one option only	Demographic	
PAND14	In the (<i>selected region</i>), do you mainly work for a trust or a clinical commissioning group (CCG)?	Pick-list - multiple choice - one answer	Demographic	
PAND15	Which trust do you work for?	Pick list - one option only	Demographic	
PAND16	Which CCG do you work for?	Pick list - one option only	Demographic	
PAND17	If you selected 'other' please select from the following list. If your training location is not attached to any organisation listed in the pick lists please select the top option listed in this box.	Pick list - one option only	Demographic	

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PAND18	Which local health board (if any) do you mainly work for in Wales? This is the board you work for more than 50% of the time.	Pick list - one option only	Demographic	
PAND19	Which hospital trust (if any) do you mainly work for in Northern Ireland? This is the trust you work for more than 50% of the time.	Pick list - one option only	Demographic	
PAND20	Which NHS Scotland health board (if any) do you mainly work for? This is the board you work for more than 50% of the time.	Pick list - one option only	Demographic	
PAND21	Were you redeployed to an NHS field hospital such as NHS Nightingale / Louisa Jordan / Dragon's Heart Hospital between the beginning of March and the end of May 2020?	Yes No	Demographic	
OPENQ09	How many hours per week were you CONTRACTED to work over the time period beginning March to end of May 2020 (please give the average if you worked across multiple posts)	20 or less 21-30 31-40 41-48 49-56 More than 56	Demographic	
OPENQ10	How many hours per week did you ACTUALLY work during the time period beginning of March to end of May 2020 (please give the average if you worked across multiple posts)?	21 or less 21-30 31-40 41-48 49-56 More than 56	Demographic	
PAND22	Please state your biggest concern(s) as a doctor in training whilst working during the Covid-19 pandemic (this could relate to your education and training, speaking up, personal challenges or health and wellbeing)	Free text		
PAND23	Please briefly highlight any new or flexible working practices you've experienced during the Covid-19 pandemic. For example, this could be anything innovative or something you found particularly helpful relating to areas such as leadership, culture, team-working approaches, communication, support for wellbeing etc.	Free text		
PAND24	To what extent (if at all) did your day to day work as a doctor change during the Covid-19 pandemic period beginning of March to end of May?	My day to day work changed significantly My day to day work changed slightly My day to day work did not change I don't know		

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	The following two question sets are about the clinical supervision you received from the beginning of March to the end of May 2020. If you were redeployed from your original post during this time period, please answer the questions based on the clinical supervision you received during your redeployment.		Clinical supervision	
GENHQ196	Did you always know who was providing your clinical supervision when you were working?	Yes, and they were accessible Yes, but they were not easy to access No, but there was usually someone I could contact No, and there was no one I could contact Not applicable	Clinical supervision	
GENHQ187	How often (if ever) did 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	
GENHQ186	How often (if ever) were you 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	
GENHQ167	Please rate the quality of clinical supervision you received overall.	Very good Good Neither good nor poor Poor Very poor	Clinical supervision	
PAND25	Overall, how (if at all) was the quality of clinical supervision affected by the Covid-19 pandemic?	Much better A little better No change A little worse Much worse I don't know/can't say	Clinical supervision	
	Thinking about the period from the beginning of March to the end of May 2020...		Clinical supervision - Out of Hours	
GENHQ70	Did you work out of hours (this includes night shifts and weekends)?	Yes No Not applicable	Clinical supervision - Out of Hours	If no or not applicable, go to GENHQ03
GENHQ190	How often (if ever) did you feel forced to cope with clinical problems beyond your competence or experience OUT OF HOURS?	Daily Weekly Monthly Less than once a month Never	Clinical supervision - Out of Hours	
GENHQ166	Please rate the quality of clinical supervision, OUT OF HOURS.	Very good Good Neither good nor poor Poor Very poor	Clinical supervision - Out of Hours	
PAND26	Overall, how (if at all) was the quality of clinical supervision OUT OF HOURS affected by the Covid-19 pandemic?	Much better A little better No change A little worse Much worse I don't know / can't say	Clinical supervision - Out of Hours	
	Thinking about the period from the beginning of March to the end of May 2020...		Communication and teamwork	
GENHQ03	Did someone explain your role and responsibilities in the unit/ department/practice when you started the role you were working in for this period?	Yes, fully Yes, partially No Not sure	Communication and teamwork	

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GENHQ158	Please rate the quality of the induction you received at the start of the role you were working in.	Very good Good Neither good nor poor Poor Very poor Not applicable	Communication and teamwork	
	To what extent do you agree or disagree with the following statements		Communication and teamwork	
PAND27	Information relating to the pandemic (written and/or verbal) was communicated effectively to me by senior colleagues	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable I don't know/can't say	Communication and teamwork	
GENHQ114	The department/unit/practice I worked in encouraged a culture of teamwork between all healthcare professionals.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable I don't know/can't say	Communication and teamwork	
GENHQ193	Staff, including doctors in training, were always treated fairly.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	Communication and teamwork	
PAND28	My department/unit/practice provided a supportive environment for everyone regardless of background, beliefs or identity.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	Communication and teamwork	
PAND29	I felt I was a valued member of the team I worked in.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable I don't know/can't say	Communication and teamwork	
PAND30	To what extent do you agree or disagree with the following statement: My training has been disrupted by the Covid-19 pandemic (please take this to mean a negative disruption).	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree I don't know/can't say	Curriculum delivery and education	
PAND31	What impact (if any) has the Covid-19 pandemic had on the opportunities you need to gain the required curriculum competencies for your stage of training?	Significantly increased my opportunities Slightly increased my opportunities No change Slightly reduced my opportunities Significantly reduced my opportunities I don't know/can't say	Curriculum delivery and education	
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 or bedside teaching. Were you able to access local teaching opportunities during the stated time period (beginning of March - end of May)?	Yes, every time Yes, most of the time Yes, some of the time No, some was available but service delivery took priority No, there was nothing available	Curriculum delivery and education	
	To what extent do you agree or disagree with the following statement?		Curriculum delivery and education	

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PAND32	I received clear guidance from my deanery/HEE local office on the support available if the Covid-19 pandemic affected my training.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable I'm not aware of any guidance being given	Curriculum delivery and education	
PAND33	I've been able to complete my planned rotations for this training year (2019-2020).	Yes Partly No	Curriculum delivery and education	
	Thinking about the period from the beginning of March to the end of May 2020... To what extent do you agree or disagree with the following statements?		Speaking up and voice	
GENHQ101	There was a culture of proactively reporting concerns.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	Speaking up and voice	
GENHQ102	There was a culture of learning lessons from concerns raised.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	Speaking up and voice	
PAND34	There was a culture of listening to doctors in training with regard to working practices (including discussions related to the Covid-19 pandemic).	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree I don't know/can't say	Speaking up and voice	
PAND35	Did you have any concerns about your personal safety, or that of your colleagues, during the Covid-19 pandemic?	No Yes, and they were resolved Yes, though they were only partially addressed Yes, and they weren't addressed at all	Speaking up and voice	
PAND36	Concerns relating to my personal safety, or that of colleagues, were taken seriously by my employer.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable I don't know/can't say	Speaking up and voice	
PAND37	Overall, how (if at all) was the culture of reporting concerns affected by the Covid-19 pandemic?	Much better A little better No change A little worse Much worse I don't know/can't say	Speaking up and voice	
	Thinking about the period from the beginning of March to the end of May 2020...		Bullying and undermining and Patient safety	
	Bullying and undermining could include a range of behaviours such as belittling and humiliation, rudeness, incivility and/or micro-aggressions (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 or support.		Bullying and undermining and Patient safety	

Question number	Question	Answers	Area	Branching
GENHQ121	During the peak Covid-19 pandemic period did you experience any bullying, undermining or harassment?	Yes, and I reported it Yes, and I didn't report it No prefer not to say	Bullying and undermining and Patient safety	
GENHQ89	Which behaviour types describes the bullying or harassment you experienced? (Please select all that apply)	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 and Patient safety	
PAND38	Overall, how (if at all) was the culture of bullying and undermining affected by the Covid-19 pandemic where you worked during the peak period?	Much better A little better No change A little worse Much worse Not aware of a bullying culture I don't know/unsure	Bullying and undermining and Patient safety	
	To what extent do you agree or disagree with the following statements?		Bullying and undermining and Patient safety	
GENHQ100	I was made aware of how to report patient safety incidents and near misses.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	Bullying and undermining and Patient safety	
GENHQ139	There were enough staff to ensure that patients were always treated by someone with an appropriate level of clinical experience.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable	Bullying and undermining and Patient safety	
PAND39	Concerns relating to patient safety were taken seriously by my organisation.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable I don't know/can't say	Bullying and undermining and Patient safety	
	Thinking about the period from the beginning of March to the end of May 2020...		Workload	
GENHQ33	Overall, how would you rate the intensity of your work?	Very light Light About right Heavy Very heavy	Workload	
GENHQ184	How often (if at all) were you 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	Workload	
PAND40	How often (if at all) did you feel pressured to work additional shifts (or hours) than you were contracted to work?	Never Once More than once	Workload	

Question number	Question	Answers	Area	Branching
PAND41	Overall, how (if at all) was your workload affected by the Covid-19 pandemic?	Much lighter A little lighter No change A little heavier Much heavier I don't know/can't say	Workload	
	Thinking about the period from the beginning of March to the end of May 2020...		Health and Wellbeing	
PAND42	If I had any concerns about occupational health and wellbeing there was somebody available for me to talk to in confidence.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable I don't know/can't say	Health and Wellbeing	
PAND43	Please rate the support you received from your organisation in relation to the following (please consider aspects such as prompt communication, risk assessments as well as emotional/psychological support) 1) your personal safety 2) your wellbeing	Very good Good Neither good nor poor Poor Very poor Not applicable - I wasn't offered any I don't know/can't say	Health and Wellbeing	
	To what extent do you agree or disagree with the following statements?		Health and Wellbeing	
GENHQ208	I had easy access to a catering facility providing suitable food.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree I don't know There was no catering facility available to me at all Not applicable	Health and Wellbeing	
GENHQ209	Rest facilities were available to me free of charge when I needed them.	Yes Partly (some facilities were available, but I had to pay for certain items) No I don't know - I wasn't given any information about rest facilities when working Not applicable	Health and Wellbeing	
	The questions have been used in previous national training surveys (2018 and 2019) and 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.		Health and Wellbeing	
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	Health and Wellbeing	
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	Health and Wellbeing	

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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	Health and Wellbeing	
GENHQ201	Do you feel worn out at the end of the working day?	Always Often Sometimes Seldom Never/almost never	Health and Wellbeing	
GENHQ202	Are you exhausted in the morning at the thought of another day at work?	Always Often Sometimes Seldom Never/almost never	Health and Wellbeing	
GENHQ203	Do you feel that every working hour is tiring for you?	Always Often Sometimes Seldom Never/almost never	Health and Wellbeing	
GENHQ204	Do you have enough energy for family and friends during leisure time?	Always Often Sometimes Seldom Never/almost never	Health and Wellbeing	
	Thinking about the period from the beginning of March to the end of May 2020...		Future intentions	
GENHQ142	The following questions are about your future career plans and whether these have changed at all as a result of the Covid-19 pandemic. We realise it may still be too soon to say with any certainty, however please respond to these questions as much as you can. 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	Future intentions	
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? (please select as many as apply)	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 Recover from working during the Covid-19 pandemic Needing to make up the clinical experience lost due to the Covid-19 pandemic To consider change in speciality after working during Covid-19 pandemic Other	Future intentions	
PAND44	How much of an influence (if at all) has working during the Covid-19 pandemic had, or likely to have, on your plans for the future?	Strong influence Of some influence Limited influence No influence at all	Future intentions	

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CLSGQ87	<p>We are compiling a list of doctors who are interested in being involved in future research in relation to these question areas or to help us develop improvements to our surveys.</p> <p>There is no obligation for people on the list to participate if we contact you, and you can be removed from the list upon request at any time.</p>	Yes, please add me to the list No thanks	Closing	