

## 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 2023 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.

| Question number | Question  | Answers                                       | Area        | Branching |
|-----------------|---|---|-------------|-----------|
|                 | <p><b>About the survey:</b></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 <b>5 minutes</b>.</p> |   |             |           |
| TOPNQ06         | How many trainees have you acted as named supervisor for in the past 12 months?<br>(Include all trainees you act as named clinical and educational supervisor for).   | 0   1   2   3   4   5   More than 5           | Demographic |           |
| TOPNQ07         | On what programme(s) are the trainees you currently act as named supervisor for?  | Foundation   Core   Specialty   GP speciality | Demographic |           |

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|--|---|--|-----------------------|-----------|
| TOPNQ08  | In which programme specialty are the trainees you act as named supervisor for?<br>(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]  | Demographic           |           |
| TGENQ109   | Please could you tell us what type of post you hold?  | Specialty doctor   Associate specialist   Consultant   Other (please specify)  | Demographic           |           |
| TGENQ117   | If 'other' please specify in the box below.   | [free text]  | Demographic           |           |
| <p><b>Notes on terminology used in the survey:</b></p> <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"> <li>• Health Education England</li> <li>• Health Education and Improvement Wales</li> <li>• NHS Education for Scotland</li> <li>• Northern Ireland Medical and Dental Training Agency</li> </ul> |   |  |                       |           |
| TGENQ81  | Trainers should be provided with an appraisal every 12 months to review both their clinical and educational responsibilities.<br><br>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  | Support and 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 | Support and 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 and appraisal |           |

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|-----------------|--|--|--------------------------|-----------|
| 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 and appraisal    |           |
| 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 | Support and appraisal    |           |
| 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                |           |
| 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   | 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  | Area                     | 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 <a href="#">website</a>.</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  | Professional development |           |
| TGENQ93         | <p>Which of the following (if any) would you benefit from more training in? (tick all that apply)</p>   | 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   None of the above | Professional development |           |

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|-----------------|---|--|------------------------|-----------|
| TCLSQ17         | Thinking about your role as a trainer in general, to what extent do you agree or disagree with the following statement?<br><br>Overall, I enjoy my role as a trainer.   | Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   | Overall satisfaction   |           |
| TGENQ120        | To what extent do you agree or disagree with the following statements?<br><br>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 |           |
| TGENQ56         | If I were to disagree with senior colleagues where I work, they would be open to my opinion.  | Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Don't know/can't say                            | Supportive environment |           |
| TGENQ122        | 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.<br><br>To what extent do you agree or disagree with the following statement?<br><br>Incident(s) of rudeness and incivility amongst doctors/healthcare staff are negatively affecting my experience in my role. | Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   I've not experienced any rudeness or incivility | Supportive environment |           |
| TGENQ72         | To what extent do you agree or disagree with the following statement?<br><br>I'm confident that my employer would act effectively if concerns about education were raised.  | Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Don't know                                      | Educational governance |           |

| Question number | Question   | Answers   | Area                   | Branching |
|-----------------|--|---|------------------------|-----------|
| TGENQ74         | How effective or ineffective is your employer in making changes to help improve the provision of education?  | Highly effective   Effective   Neither effective nor ineffective   Ineffective   Highly ineffective   Don't know              | Educational governance |           |
| TGENQ133        | To what extent do you agree or disagree with the following statements?<br><br>I am supported by senior colleagues to balance trainee educational needs with service commitments where I can. | Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Don't know                               | Educational governance |           |
| TGENQ75         | I'm confident that my statutory education body (SEB) works collaboratively with my employer to ensure trainees' educational needs are balanced with service commitments.                     | Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Don't know                               | Educational governance |           |
| TGENQ59         | Gaps in the rota are always dealt with appropriately to ensure my trainee's/trainees' education and training is not adversely affected.  | Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable                           | Rota design            |           |
| TGENQ64         | To what extent do you agree or disagree with the following statements?<br><br>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?<br><br>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 for training      |           |
| 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 for training      |           |
| 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 for training      |           |

| Question number   | Question  | Answers  | Area     | Branching |
|---|---|--|----------|-----------|
| 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                                    | Workload |           |
| <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 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) 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 <a href="#">website</a> has contact details for organisations who can help.</p> |   |  |          |           |
| TGENQ101  | Would you like to answer the following burnout questions?                                     | Yes   No   | Burnout  |           |
| 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  |           |

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|-----------------|---|--|------|-----------|
| 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 |      |           |

Thank you for completing the final questions on the survey.