

## National training surveys – briefing note 3

### Changes to the questionnaire for 2022

The most significant change this year is for the survey for clinical and educational supervisors. Following an internal review and consultation with stakeholders and doctors, the trainer questionnaire has been re-focused and shortened. Some new questions have also been added.

The survey for doctors in training remains the same apart from some minor edits: several questions have been removed and one new question added. Our approach for the programme specific questionnaires (PSQs) which was introduced in 2021, remains the same.

This briefing note explains what has changed in the surveys for 2022 and why. Copies of the main questionnaires have been attached with this briefing note as follows:

- **Annex A:** the demographic and generic questions for all doctors in training (the 'trainee survey')
- **Annex B:** questions specifically for doctors training in the foundation programme
- **Annex C:** provides the questions for clinical and educational supervisors (the 'trainer survey')
- **Annex D:** a slightly modified questionnaire for clinical and educational supervisors on GP programmes to reflect their different working arrangements.

All new, amended and deleted questions for the 2022 NTS can be found at the end of this note.

## Summary of 2022 questionnaire developments

- In 2021, ten new questions were introduced in the opening section in the trainee survey to explore the impact of the Covid-19 pandemic on training. These remain for 2022 with some amendments: two have been removed and two of the priority questions in the PSQs have been moved to this opening section. These questions cover experiences of the current training year, not just the post trainees are in on 22 March 2022.
- Several questions have been removed from the trainee questionnaire relating to shielding and redeployment, feeling valued and personal safety. Two questions on working arrangements have also been removed.
- The Curriculum Coverage indicator has been removed (three questions).
- The Supportive Environment indicator has been changed. Two existing questions have been removed and two questions introduced in 2020/21 on equality and diversity and rudeness/incivility have been incorporated into this indicator.
- A new question on leadership has been added to the trainee questionnaire.
- The questions on support for returning to clinical practice after a break, new in 2021 have been retained.
- The trainer questionnaire has been significantly shortened with 50% of existing questions removed. The survey focuses on similar themes as before: trainer support and appraisal, professional development, time for training, burnout and resources. Some new questions based on these topics have also been added.
- Apart from some minor edits, the programme specific questionnaires (PSQs) remain the same as for 2021. The questionnaires include a small number of mandatory and optional questions that colleges can select if they wish. Colleges also have the option of including up to five questions of their own that are specialty/college specific.

## Trainee survey changes

Many of the new questions introduced last year to assess the impact of the pandemic on training have been retained for 2022, to enable changes and improvements to be measured. Those that are no longer relevant have been removed. Due to its increasing length in recent years, the main questionnaire has also been edited to remove any questions on wider topics that are no longer needed. Just one new question has been added relating to the development of leadership skills.

### Pandemic-related

- Last year, a new question set in the opening section of the survey was introduced to capture the impact of the Covid-19 pandemic on doctors' training over the previous year. These have been retained with a couple of edits:
  - One question from this set has been removed (ARCP outcome) and two have been combined into one question (workplace-based assessments).
  - Two questions relating to operative / practical procedures and opportunities to back-fill what has been lost during the pandemic have been moved from the PSQs to the generic script. All trainees will now be asked these questions.

### Removals and amendments

- Several questions have been removed throughout the questionnaire. Feedback and consultation have shown that these questions are no longer a priority for 2022:
  - two questions on shielding and redeployment
  - two questions relating to feeling valued and personal safety
  - the two demographic questions on working arrangements.
- Two indicators have either been removed or changed:
  - the Curriculum Coverage indicator has been removed (three questions)
  - the Supportive Environment indicator has been amended to place a greater emphasis on inclusion. Two recently added questions relating to equality and diversity and rudeness and incivility have been incorporated into this indicator. Two existing questions have been removed to make space.
- One question originally introduced as a result of the pandemic has been retained with an amendment (being listened to by seniors in relation to pandemic discussions / working approaches).

## New questions on wider topics

- One new question has been added asking trainees if their current post is providing them with opportunities to develop their leadership skills.

## Programme specific questionnaires (PSQs)

- The approach for the PSQs remains the same for 2022. There is now one mandatory question for all PSQs and four optional questions that colleges can choose to include in their script (the wording cannot be changed however).
- The three mandatory questions specific to the craft specialities introduced last year have been retained for 2022.
- The two mandatory questions originally introduced for the remaining specialities (operative procedures and opportunities to back fill) have been **moved from the PSQs and placed into the opening script** so that all trainees can answer them.
- As in 2021, all colleges and faculties have also been given the option to add up to five questions relating to their college / specialty.

## Trainer survey changes

- This year the trainer survey has undergone significant review. Following consultation internally and externally, the questionnaire has been significantly shortened and streamlined, making it quicker to complete. There is a much stronger focus on how trainers are supported in their role as well as their ability to access resources and development opportunities.
- Many of the existing question areas have been retained; however, in most cases only one or two questions have been kept from each indicator. This means that the make-up of the indicators will also be changing for 2022. We'll provide more information about this in Briefing Note 5. Two indicators (Time for training and Burnout) remain intact i.e. the questions that form the indicator have not changed or been removed.
- Where possible, questions that have crossover with the trainee survey have been retained to allow for comparison in key areas.

- Eight new questions have been added based on existing question areas. The topic areas include:
  - Support and appraisal
  - Professional development
  - Educational governance
  - Workload
  - Resources
  - Rota gaps
  - Supportive environment
  - Time for training (indicator intact)
  - Handover
  - Burnout (indicator intact)
  - Overall satisfaction
  
- In total, 50 of the existing questions have been removed. The question codes for these are listed in the table at the end of this document.

## Contact

If you have any questions, please get in touch with the surveys team via [NTS@gmc-uk.org](mailto:NTS@gmc-uk.org).

## Trainee survey: removals and amendments

Question code & topic	Question	Response options	Change made
OPENQ22 Progression and curriculum outcomes	To what extent do you agree or disagree with the following statement:  The decision about my 2020 ARCP outcome was the right one for my individual circumstances.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   I don't know   Not applicable	Removed
OPENQ28 Workplace-based assessments	Since the start of this training year, have any of your workplace-based / local assessments been adapted to avoid direct patient contact and / or meet your remote working arrangements? ( <i>e.g. use of video conference, use of clinical images, case studies, test/investigation results etc</i> )	Yes   No   I don't know   I've not participated in any workplace-based assessments	Removed (combined with OPENQ29)
OPENQ29 Workplace-based assessments	To what extent do you agree or disagree with the following statement about Workplace-based Assessments (WPBA)  The adapted workplace-based assessments offer the same (or improved) learning opportunities as they did prior to the Covid-19 pandemic.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   I don't know/can't say   <i>My workplace-based assessments were already online   I've not participated in any workplace-based assessments</i>	Amended (combined with OPENQ28)
OPENQ33 Shielding	Are you currently shielding (i.e. your post on 20 April 2021)?	Yes   No	Removed
GENHQ232 Redeployment	On 20 April 2021, was your post one that you had been redeployed to as a result of the Covid-19 pandemic?	Yes   No - I was in my planned rotation	Removed
GENHQ221 Value	To what extent do you agree or disagree with the following statement:  I feel I am a valued member of the team I work in.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   I don't know/can't say	Removed
GENHQ225 Personal safety	To what extent do you agree or disagree with the following statement:  Concerns relating to my personal safety, or that of colleagues, are taken seriously by my trust/board (or equivalent).	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable   I don't know/can't say	Removed
OPENQ09 Working arrangements	How many hours per week are you CONTRACTED to work (please give the average over your post)?	20 or less   21-30   31-40   41-48   49-56   More than 56	Removed

OPENQ10 Working arrangements	How many hours per week do you ACTUALLY work in this post (please give the average over your post)?	20 or less   21-30   31-40   41-48   49-56   More than 56	Removed
GENHQ223 Culture of listening	To what extent do you agree or disagree with the following statement:  There is a culture of listening to doctors in training with regard to working practices (including discussions related to the Covid-19 pandemic).  Changed to:  There is a culture of listening to doctors in training with regard to working practices.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   I don't know / can't say	Amended

## Trainee survey: Indicator changes

Curriculum coverage			
Question code	Question	Response options	Change made
GENHQ111	To what extent do you agree or disagree with the following statements? I'm confident that this post will give the opportunities to meet objectives set out in my development plan relating to: PROFESSIONAL EXPERIENCE (for example leadership, management, teaching, research, quality improvement etc.)	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Removed
GENHQ112	PRACTICAL EXPERIENCE (for example procedures and treatments, such as chest drains, passing NG tubes, minor surgeries under local anaesthetic, biopsies, fitting coils, injections, psychological therapies etc.)	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Removed
GENHQ113	CLINICAL EXPERIENCE (for example examination skills, taking a history, deciding investigations and management, seeing a variety of patients in different settings etc.)	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Removed

Supportive Environment			
Question code	Question	Response options	Change made
GENHQ222 Equality and diversity	To what extent do you agree or disagree with the following statement:  My department/unit/practice provides a supportive environment for everyone regardless of background, beliefs or identity.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree	Retained – moved into supportive environment indicator
GENHQ224 Rudeness and incivility	To what extent do you agree or disagree with the following statement:  Incident(s) of rudeness and incivility amongst doctors/healthcare staff are negatively affecting my experience in this post	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   I've not experienced any rudeness or incivility in this post	Retained – moved into supportive environment indicator
GENHQ195	The working environment is one which fully supports the confidence building of doctors in training.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree	Removed
GENHQ82	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	Removed

## Trainee survey: new questions

Question code / topic	Question	Response options
GENHQ233 Leadership	To what extent do you agree or disagree with the following statement?  In this post I am given opportunities to develop my leadership skills relevant for my stage of training.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable

## PSQs: amendments

Question code	Question code	Response options	Change made
OPENQ35 Impact of pandemic	GP trainees: please consider the Clinical Examination and Procedural Skills (CEPS) when answering this question.  To what extent do you agree or disagree with the following statements?	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   I don't know   Not applicable - practical procedures are not part of my curriculum	Moved to the generic questionnaire for all trainees  (opening script)

	So far in this training year, I am on course to gain enough experience in the operative / practical procedures needed for my stage of training		
OPENQ36 Impact of pandemic	I've been given enough training opportunities to back fill what has been lost due to the Covid-19 pandemic.	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable - I haven't needed any opportunities to back fill	Moved to the generic questionnaire for all trainees  (opening script)

## PSQs: mandatory and optional questions

Question	Response options	Notes
Please select which of the following curriculum competencies / outcomes / activities you had not fully met or undertaken at the start of this training year  (select all that apply)	N/A - I had reached all my required curriculum outcomes and/or experiences   Clinical outcomes / competencies   Experience in clinical settings   Operative or procedural outcomes / competencies   Experience in operative / practical procedures   Passing of relevant exams   Workplace-based assessments   Completion of courses relevant for my speciality   Research   Audit   Teaching   Quality improvement   Management and leadership skills   Other non-clinical skills   Not applicable	Mandatory  (all PSQs)
So far in this training year, are you on course to undertake the expected number of operative / practical procedures needed for your stage of training?	Yes - more than the expected number   Yes - undertaken the expected number   No - not quite the expected number   No - significantly below the expected number   No - not undertaken any operative/practical procedures at all   Not applicable	Mandatory  CRAFT specialties only
Have you been given opportunities to make up the required number of operative / practical procedures to back fill what has been lost as a result of the Covid-19 pandemic?	Yes - all or predominantly in the independent sector   Yes - a mix of independent sector locations and my NHS location   Yes - within my NHS location   No - I've not been given any additional opportunities at all in either location   Not applicable - I've not needed any	Mandatory  CRAFT specialties only
To what extent do you agree or disagree with the following statement:  I've been able to easily access training	1~Strongly agree 2~Agree 3~Neither agree nor disagree 4~Disagree 5~Strongly disagree   Not applicable - I've not needed to	Mandatory  CRAFT specialties only

opportunities in the independent sector for operative / practical procedures		
Please select the one description that best fits your experience from the following.	I've developed clinical skills I would not have otherwise gained   I've developed professional / wider skills I would not otherwise have gained   There's been no change - my training has continued as normal   I've worked in a service provision role that has slowed down my training   I've worked in a service provision role that has had no benefit at all for my training   Other	Optional  (available to all colleges/faculties)
Have you been able to access training on conducting remote consultations	Yes   No   It's been offered but I've been unable to attend   Not applicable	Optional  (available to all colleges/faculties)
Have you received appropriate feedback from your clinical supervisor to develop your skills in remote consultations?	Yes, and it was useful   Yes, but it wasn't useful   No, but this will happen   No, but it wasn't necessary   No, but I would like to   Not applicable	Optional  (available to all colleges/faculties)
To what extent do you agree or disagree with the following statement  Remote consultations are enabling me to develop effective consultation skills	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Not applicable	Optional  (available to all colleges/faculties)

## Trainer survey: new questions

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
TGENQ127	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.  Please rate the support available to you from your employer when you have a trainee requiring extra support.	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
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   No, I need it but nothing is available   No, but I haven't needed it   No, I don't know what's available

TGENQ129	<p>To what extent do you agree or disagree with the following statements? (<i>Resources could include IT infrastructure, appropriate space / rooms for meetings with trainees, desk space etc.</i>)</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
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 (including trainees with protected characteristics).</p>	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   I don't know
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
TGENQ132	<p>Differential attainment is a term used to describe fairness or inequality in educational outcomes. It's what we call the gap in attainment levels between different groups of doctors. 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?</p> <p>Select all that apply.</p>	Yes, from my employer   Yes, from my statutory education body   Yes from my royal college   Yes, other sources   No   I'm not sure
TGENQ133	<p>To what extent do you agree or disagree with the following statement?</p> <p>I am supported by senior colleagues to balance trainee educational needs with service commitments where I can.</p>	Strongly agree   Agree   Neither agree nor disagree   Disagree   Strongly disagree   Don't know

**Trainer survey: questions removed** (please refer to the [2021 questionnaire](#) for full questions)

<b>Rota design</b> TGENQ57 TGENQ58 TGENQ60	<b>Support for trainers</b> TGENQ77 TGENQ78 TGENQ80	<b>Workload</b> TGENQ65 TGENQ66 TGENQ67
<b>Curriculum coverage</b> TGEN95 TGENQ96 TGENQ97 TGENQ98 TGENQ99	<b>Resources for trainers</b> TGENQ84 TGENQ82 TGENQ83	<b>Supportive environment</b> TGENQ52 TGENQ54 TGENQ55 TGENQ121
<b>Handover</b> TGENQ61 TGENQ62 TGENQ63	<b>Time for training</b> TGENQ89 TGENQ89	<b>Other professional responsibilities</b> TCLSQ23 TCLSQ24 TCLSQ05
<b>Educational governance</b> TGENQ70 TGENQ71 TGENQ73 TGENQ75	<b>Trainer development/overall satisfaction</b> TGENQ91 TGENQ92	<b>Less than full-time working</b> TCLSQ19 TCLSQ20 TCLSQ21
<b>Undergraduate</b> TCLSQ09      TCLSQ12 TCLSQ10      TCLSQ13 TCLSQ06      TCLSQ14 TCLSQ07      TCLSQ15 TCLSQ11      TCLSQ16	<b>Pandemic</b> TGENQ124 TGENQ123	