

NTS item question wording	NTS item answer wording	Promoting excellence requirement (number)	Promoting excellence requirement (text)
Trainers should be provided with an appraisal every 12 months to review both their clinical and educational responsibilities. 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 My development needs weren't discussed	R.4.1	Educators must be selected against suitable criteria and receive an appropriate induction to their role, access to appropriately funded professional development and training for their role, and an appraisal against their educational responsibilities.
		R4.6	Trainers in the four specific roles must be developed and supported, as set out in GMC requirements for recognising and approving trainers.
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	R.4.1	Educators must be selected against suitable criteria and receive an appropriate induction to their role, access to appropriately funded professional development and training for their role, and an appraisal against their educational responsibilities.
		R4.6	Trainers in the four specific roles must be developed and supported, as set out in GMC requirements for recognising and approving trainers.
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	R4.1	Educators must be selected against suitable criteria and receive an appropriate induction to their role, access to appropriately funded professional development and training for their role, and an appraisal against their educational responsibilities.
		R4.4	Organisations must support educators by dealing effectively with concerns or difficulties they face as part of their educational responsibilities.
		R4.6	Trainers in the four specific roles must be developed and supported, as set out in GMC requirements for recognising and approving trainers.
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	R4.4	Organisations must support educators by dealing effectively with concerns or difficulties they face as part of their educational responsibilities.
		R4.6	Trainers in the four specific roles must be developed and supported, as set out in GMC requirements for recognising and approving trainers.
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	R4.4	Organisations must support educators by dealing effectively with concerns or difficulties they face as part of their educational responsibilities.
		R4.6	Trainers in the four specific roles must be developed and supported, as set out in GMC requirements for recognising and approving trainers.
The resources I need to perform my role as a trainer are available to me in my workplace	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	R2.10	Organisations responsible for managing and providing education and training must monitor how educational resources are allocated and used, including ensuring time in trainers' job plans
		R4.3	Educators must have access to appropriately funded resources they need to meet the requirements of the training programme or curriculum.
To what extent do you agree or disagree with the following statement? I have access to the resources I need to confidently support trainees of all backgrounds, beliefs and identities.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	R4.1	Educators must be selected against suitable criteria and receive an appropriate induction to their role, access to appropriately funded professional development and training for their role, and an appraisal against their educational responsibilities.
		R4.6	Trainers in the four specific roles must be developed and supported, as set out in GMC requirements for recognising and approving trainers.
		R2.19	Organisations must have systems to make sure that education and training comply with all relevant legislation.
I have access to the training and support I need to provide effective feedback on my trainees'	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	R3.13	Learners must receive regular, constructive and meaningful feedback on their performance, development and progress at appropriate points in their medical course or training programme and be encouraged to act on it. Feedback should come from educators, other doctors, health and social care professionals and, where possible, patients, families and carers.
		R4.1	Educators must be selected against suitable criteria and receive an appropriate induction to their role, access to appropriately funded professional development and training for their role, and an appraisal against their educational responsibilities.
		R4.6	Trainers in the four specific roles must be developed and supported, as set out in GMC requirements for recognising and approving trainers.
In your role as a trainer have you been offered the opportunity to learn about differential attainment in medical education? (tick all that apply)	Yes, from my employer Yes, from my statutory education body Yes, from my royal college/faculty Yes, from other sources No I'm not sure	R4.1	Educators must be selected against suitable criteria and receive an appropriate induction to their role, access to appropriately funded professional development and training for their role, and an appraisal against their educational responsibilities.
		R4.6	Trainers in the four specific roles must be developed and supported, as set out in GMC requirements for recognising and approving trainers.
Which of the following (if any) would you benefit from more training in? (tick all that apply)	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 supervisor's reports Balancing the needs of service delivery with education Leadership and management Equality, diversity and the support needs of	R2.19	Organisations must have systems to make sure that education and training comply with all relevant legislation.
		R4.1	Educators must be selected against suitable criteria and receive an appropriate induction to their role, access to appropriately funded professional development and training for their role, and an appraisal against their educational responsibilities.

	trainees with protected characteristics Differential attainment Supporting a return to training after time out Careers guidance Unconscious bias Cross-cultural communication None of the above	R4.6	Trainers in the four specific roles must be developed and supported, as set out in GMC requirements for recognising and approving trainers.
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	R4.1	Educators must be selected against suitable criteria and receive an appropriate induction to their role, access to appropriately funded professional development and training for their role, and an appraisal against their educational responsibilities
		R4.6	Trainers in the four specific roles must be developed and supported, as set out in GMC requirements for recognising and approving trainers.
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	R4.1	Educators must be selected against suitable criteria and receive an appropriate induction to their role, access to appropriately funded professional development and training for their role, and an appraisal against their educational responsibilities
		R4.6	Trainers in the four specific roles must be developed and supported, as set out in GMC requirements for recognising and approving trainers.
Thinking about your role as a trainer in general, to what extent do you agree or disagree with the following statement? Overall, I enjoy my role as a trainer	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	N/A	N/A
My employer provides a supportive environment for everyone regardless of background, beliefs or identity.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	R1.1	Organisations must demonstrate a culture that allows learners and educators to raise concerns about patient safety, and the standard of care or of education and training, openly and safely without fear of adverse consequences.
		R1.5	Organisations must demonstrate a culture that both seeks and responds to feedback from learners and educators on compliance with standards of patient safety and care, and on education and training.
		R3.3	Learners must not be subjected to, or subject others to, behaviour that undermines their professional confidence, performance or self-esteem.
Staff are always treated fairly by my employer.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	R1.1	Organisations must demonstrate a culture that allows learners and educators to raise concerns about patient safety, and the standard of care or of education and training, openly and safely without fear of adverse consequences.
		R1.5	Organisations must demonstrate a culture that both seeks and responds to feedback from learners and educators on compliance with standards of patient safety and care, and on education and training.
		R3.3	Learners must not be subjected to, or subject others to, behaviour that undermines their professional confidence, performance or self-esteem.
		R2.20	Organisations must make sure that recruitment, selection and appointment of learners and educators are open, fair and transparent.
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 my role.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree I've not experienced any rudeness or incivility	R4.4	Organisations must support educators by dealing effectively with concerns or difficulties they face as part of their educational responsibilities.
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	R4.4	Organisations must support educators by dealing effectively with concerns or difficulties they face as part of their educational responsibilities.
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	R2.8	Organisations must share and report information about quality management and quality control of education and training with other bodies that have educational governance responsibilities. This is to identify risk, improve quality locally and more widely, and to identify good practice.
		R4.5	Organisations must support educators to liaise with each other to make sure they have a consistent approach to education and training, both locally and across specialties and professions
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	R1.7	Organisations must make sure there are enough staff members who are suitably qualified, so that learners have appropriate clinical supervision, working patterns and workload, for patients to receive care that is safe and of a good standard, while creating the required learning opportunities.
		R1.21	Organisations must make sure learners are able to meet with their educational supervisor or, in the case of medical students, their personal adviser as frequently as required by their curriculum or training programme.
		R4.2	Trainers must have enough time in job plans to meet their educational responsibilities so that they can carry out their role in a way that promotes safe and effective care and a positive learning experience.
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	R2.8	Organisations must share and report information about quality management and quality control of education and training with other bodies that have educational governance responsibilities. This is to identify risk, improve quality locally and more widely, and to identify good practice.
		R4.5	Organisations must support educators to liaise with each other to make sure they have a consistent approach to education and training, both locally and across specialties and professions

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	R1.12	Organisations must design rotas to: a. make sure doctors in training have appropriate clinical supervision b. support doctors in training to develop the professional values, knowledge, skills and behaviours required of all doctors working in the UK c. provide learning opportunities that allow doctors in training to meet the requirements of their curriculum and training programme d. give doctors in training access to educational supervisors
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	R1.14	Handover of care must be organised and scheduled to provide continuity of care for patients and maximise the learning opportunities for doctors in training in clinical practice.
My job plan contains enough designated time for my role as a trainer.	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	R2.10	Organisations responsible for managing and providing education and training must monitor how educational resources are allocated and used, including ensuring time in trainers' job plans.
		R4.2	Trainers must have enough time in job plans to meet their educational responsibilities so that they can carry out their role in a way that promotes safe and effective care and a positive learning experience.
		R4.6	Trainers in the four specific roles must be developed and supported, as set out in GMC requirements for recognising and approving trainers.
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	R2.10	Organisations responsible for managing and providing education and training must monitor how educational resources are allocated and used, including ensuring time in trainers' job plans.
		R4.2	Trainers must have enough time in job plans to meet their educational responsibilities so that they can carry out their role in a way that promotes safe and effective care and a positive learning experience.
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	R2.10	Organisations responsible for managing and providing education and training must monitor how educational resources are allocated and used, including ensuring time in trainers' job plans.
		R4.2	Trainers must have enough time in job plans to meet their educational responsibilities so that they can carry out their role in a way that promotes safe and effective care and a positive learning experience.
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	R1.7	Organisations must make sure there are enough staff members who are suitably qualified, so that learners have appropriate clinical supervision, working patterns and workload, for patients to receive care that is safe and of a good standard, while creating the required learning opportunities.
		R1.12	Organisations must design rotas to: a. make sure doctors in training have appropriate clinical supervision b. support doctors in training to develop the professional values, knowledge, skills and behaviours required of all doctors working in the UK c. provide learning opportunities that allow doctors in training to meet the requirements of their curriculum and training programme d. give doctors in training access to educational supervisors
		R4.4	Organisations must support educators by dealing effectively with concerns or difficulties they face as part of their educational responsibilities.
Is your work emotionally exhausting?	To a very high degree To a high degree Somewhat To a low degree To a very low degree	R1.7	Organisations must make sure there are enough staff members who are suitably qualified, so that learners have appropriate clinical supervision, working patterns and workload, for patients to receive care that is safe and of a good standard, while creating the required learning opportunities
		R1.12	Organisations must design rotas to: ... e. minimise the adverse effects of fatigue and workload.
		R1.19	Organisations must have the capacity, resources and facilities to deliver safe and relevant learning opportunities, clinical supervision and practical experiences for learners required by their curriculum or training programme and to provide the required educational supervision and support.
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	R4.6	Trainers in the four specific roles must be developed and supported, as set out in GMC requirements for recognising and approving trainers
		R1.7	Organisations must make sure there are enough staff members who are suitably qualified, so that learners have appropriate clinical supervision, working patterns and workload, for patients to receive care that is safe and of a good standard, while creating the required learning opportunities
		R1.12	Organisations must design rotas to: ... e. minimise the adverse effects of fatigue and workload.
Does your work frustrate you?	To a very high degree To a high degree Somewhat To a low degree To a very low degree	R1.19	Organisations must have the capacity, resources and facilities to deliver safe and relevant learning opportunities, clinical supervision and practical experiences for learners required by their curriculum or training programme and to provide the required educational supervision and support.
		R1.12	Organisations must design rotas to: ... e. minimise the adverse effects of fatigue and workload.
		R1.7	Organisations must make sure there are enough staff members who are suitably qualified, so that learners have appropriate clinical supervision, working patterns and workload, for patients to receive care that is safe and of a good standard, while creating the required learning opportunities

		R4.6	Trainers in the four specific roles must be developed and supported, as set out in GMC requirements for recognising and approving trainers
Do you feel worn out at the end of the working day?	To a very high degree To a high degree Somewhat To a low degree To a very low degree	R1.7	Organisations must make sure there are enough staff members who are suitably qualified, so that learners have appropriate clinical supervision, working patterns and workload, for patients to receive care that is safe and of a good standard, while creating the required learning opportunities
		R1.12	Organisations must design rotas to: ... e. minimise the adverse effects of fatigue and workload.
		R1.19	Organisations must have the capacity, resources and facilities to deliver safe and relevant learning opportunities, clinical supervision and practical experiences for learners required by their curriculum or training programme and to provide the required educational supervision and support.
		R4.6	Trainers in the four specific roles must be developed and supported, as set out in GMC requirements for recognising and approving trainers
Are you exhausted in the morning at the thought of another day at work?	To a very high degree To a high degree Somewhat To a low degree To a very low degree	R1.7	Organisations must make sure there are enough staff members who are suitably qualified, so that learners have appropriate clinical supervision, working patterns and workload, for patients to receive care that is safe and of a good standard, while creating the required learning opportunities
		R1.12	Organisations must design rotas to: ... e. minimise the adverse effects of fatigue and workload.
		R1.19	Organisations must have the capacity, resources and facilities to deliver safe and relevant learning opportunities, clinical supervision and practical experiences for learners required by their curriculum or training programme and to provide the required educational supervision and support.
		R4.6	Trainers in the four specific roles must be developed and supported, as set out in GMC requirements for recognising and approving trainers
Do you feel that every working hour is tiring for you?	To a very high degree To a high degree Somewhat To a low degree To a very low degree	R1.7	Organisations must make sure there are enough staff members who are suitably qualified, so that learners have appropriate clinical supervision, working patterns and workload, for patients to receive care that is safe and of a good standard, while creating the required learning opportunities
		R1.12	Organisations must design rotas to: ... e. minimise the adverse effects of fatigue and workload.
		R1.19	Organisations must have the capacity, resources and facilities to deliver safe and relevant learning opportunities, clinical supervision and practical experiences for learners required by their curriculum or training programme and to provide the required educational supervision and support.
		R4.6	Trainers in the four specific roles must be developed and supported, as set out in GMC requirements for recognising and approving trainers
Do you have enough energy for family and friends during leisure time?	To a very high degree To a high degree Somewhat To a low degree To a very low degree	R1.7	Organisations must make sure there are enough staff members who are suitably qualified, so that learners have appropriate clinical supervision, working patterns and workload, for patients to receive care that is safe and of a good standard, while creating the required learning opportunities
		R1.12	Organisations must design rotas to: ... e. minimise the adverse effects of fatigue and workload.
		R1.19	Organisations must have the capacity, resources and facilities to deliver safe and relevant learning opportunities, clinical supervision and practical experiences for learners required by their curriculum or training programme and to provide the required educational supervision and support.
		R4.6	Trainers in the four specific roles must be developed and supported, as set out in GMC requirements for recognising and approving trainers