S1 Setting
Is your main role in...
- Primary care
- Secondary care
- Acute care
- Mental health
- Private practice (GP)
- Private practice (Other)
- Other (please specify) ______

S2 Role
Which of the following best describes your position in your practice?
- GP principal
- Salaried GP
- Locum
- GP registrar
- Foundation doctor
- Other (please specify) ______

S3 Seniority
Which of the following best describes your seniority or role?
- Consultant
- Specialty doctor / staff grade / associate specialist
- Foundation doctor
- Specialty Registrar Years 1-3
- Specialty Registrar Year 4+
- Other recognised training post (please specify) ______
- Other non-training post (please specify) ______

S4 Specialty
Please select your main specialty group:
- Anaesthetics and Intensive Care Medicine
- Emergency Medicine
- Medicine
- Multiple specialty groups
- Obstetrics and Gynaecology
- Occupational medicine
- Ophthalmology
- Paediatrics
- Pathology
- Psychiatry
- Public Health
- Radiology
- Surgery
- Other (please specify)
- Not relevant to me

S5 Age range
Which of the following best describes your age today?
- Under 30
- 30 to 45
- 46 to 60
- Over 60
S6 Gender
Are you:
- Male
- Female
- Rather not say

S7 Region
Where are you currently practising:
- NHS London
  - London
  - NHS South of England
  - South East Coastal
  - South Central
  - South West
- NHS Midlands and East
  - West Midlands
  - East Midlands
  - East of England
- NHS North of England
  - Yorkshire & Humber
  - North East
  - North West
- Scotland
- Wales
- Northern Ireland
- Not working in the UK
- Not practising (e.g. retired)

S8 Hours contracted to work
How many hours are you contracted to work on a weekly basis?
*Please write in to two decimal places if required*
___ hours

Thank you for answering those questions, we can confirm that this survey is relevant to you. The remainder of the survey will take approximately 10 minutes to complete.

Q1 Work life balance
Please indicate your level of satisfaction or dissatisfaction regarding your current work-life balance in your practice?
- Very dissatisfied
- Somewhat dissatisfied
- Neither satisfied nor dissatisfied
- Somewhat satisfied
- Very satisfied

Q2 Work life balance change
To what extent has your level of satisfaction or dissatisfaction regarding your current work-life balance in your practice changed over the last 2 years?
- Deteriorated significantly
- Deteriorated somewhat
- Not changed
- Improved somewhat
- Improved significantly

Q3 Pressure experienced typical month
In a typical four-week period (28 days) at the moment, how many days would you allocate to each of the following:
Days not working at all ________ days

Days not contracted to work but used to catch up on work ________ days

Low work pressure days ________ days

Moderate work pressure days ________ days

High work pressure days ________ days

Unsustainable work pressure days ________ days

Q4 Pressure experienced typical month (changes in pressure)
Thinking about the way you’ve allocate your days to the situations listed below, have they changed at all - as compared to 2 years ago?

<table>
<thead>
<tr>
<th></th>
<th>Number of days is less than 2 years ago</th>
<th>Number of days is about the same as 2 years ago</th>
<th>Number of days is more than 2 years ago</th>
</tr>
</thead>
<tbody>
<tr>
<td>Days not working at all</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Days not contracted to work but used to catch up on work</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Low work pressure days</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Moderate work pressure days</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>High work pressure days</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unsustainable work pressure days</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Q5 Response to workload demand
In the past 2 years have you done any of the following to adjust your work as a result of pressure on workload and capacity?

Please select all that apply.

- Reduced contracted hours
- Switched to locum work
- Changed specialty
- Investigated how to change specialty
- Taken a break from training
- Deferred taking a training position
- Switched from GP partner to GP salaried role
- Gone part time
- Taken a career break
- Moved into private practice
- Calculated whether you can retire earlier than previously planned
Retired and returned to working on a sessional/contracted/locum basis
Moved to a role with less clinical practice
Refused to undertake additional workload
Other (please specify) __________
None of these

**Q6 Acting up**
How frequently, if at all, have you been asked / required to **step up / act up** and undertake tasks usually completed by doctors at a higher grade or level than you are at over the last 2 years (or have seen others do so)?

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Occasionally</th>
<th>At least once a month</th>
<th>At least once a week</th>
<th>At least once a day</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have personally been asked / required to undertake tasks usually completed by a more senior doctor</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have seen situations where more junior doctors have undertaken tasks usually completed by a more senior doctor</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have seen situations where nurses or other healthcare staff have undertaken tasks usually completed by a doctor</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Q7 Acting down**
And how frequently, if at all, have you **stepped down / acted down** to undertake tasks usually completed by more junior doctors or other healthcare professionals over the last 2 years (or have seen others do so)?

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Occasionally</th>
<th>At least once a month</th>
<th>At least once a week</th>
<th>At least once a day</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have personally undertaken tasks usually completed by a more junior doctor</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have personally undertaken tasks usually completed by a nurse or other non-medical staff</td>
<td></td>
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</tr>
<tr>
<td>I have seen other doctors undertaking tasks usually completed by a more junior doctor</td>
<td></td>
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</tr>
<tr>
<td>I have seen other doctors undertaking tasks usually completed by a nurse or other non-medical staff</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

**Q8a Smarter working**
In the past 2 years have you considered or implemented any of the following to adjust your working practices, in order to try and alleviate pressure on workload and capacity?

<table>
<thead>
<tr>
<th></th>
<th>Not relevant to my role</th>
<th>Neither considered nor implemented</th>
<th>Considered but not implemented</th>
<th>Considered and implemented</th>
</tr>
</thead>
</table>

Used online technology to gain efficiencies in service delivery

Used online technology to gain efficiencies in administration

Allocated tasks previously only undertaken by doctors to other healthcare staff

Online access to imaging results

Online access to blood test results

Implemented telephone triage

Increased number of telephone consultations over face-to-face

Increased number of online consultations over face-to-face

Reviewed working practices to gain efficiencies

Other (please specify) __________

Other (please specify) __________

Other (please specify) __________

<table>
<thead>
<tr>
<th>Q8b Smarter working (reaching the limit)</th>
</tr>
</thead>
<tbody>
<tr>
<td>To what extent do you feel that you have now exhausted / reached the limit of ‘smarter’ working (such as the examples given in the previous question)?</td>
</tr>
<tr>
<td>Not at all – I’ve only just begun</td>
</tr>
<tr>
<td>To some degree – but there are still plenty of things that I intend to try</td>
</tr>
<tr>
<td>To a high degree – there are just a few things left that I could try</td>
</tr>
<tr>
<td>Very much so – I’ve implemented all the things that I’m going to or can feasibly do</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Q9 Referral and defensive medicine</th>
</tr>
</thead>
<tbody>
<tr>
<td>Please rate how much you agree or disagree with the following statements.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Compared to 2 years ago, I refer more often due to the higher number of patients I see</th>
<th>Disagree strongly</th>
<th>Disagree somewhat</th>
<th>Neither agree nor disagree</th>
<th>Agree somewhat</th>
<th>Agree strongly</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Compared to 2 years ago, I refer more often due to the higher workload pressure that I’m experiencing</th>
<th>Disagree strongly</th>
<th>Disagree somewhat</th>
<th>Neither agree nor disagree</th>
<th>Agree somewhat</th>
<th>Agree strongly</th>
</tr>
</thead>
</table>

| Compared to 2 years ago, I refer patients more readily than I used to – even if I sometimes feel it may not be strictly necessary | Disagree strongly | Disagree somewhat | Neither agree nor disagree | Agree somewhat | Agree strongly |
Compared to 2 years ago, I refer patients more readily than I used to – owing to increased concerns regarding medico-legal risk

**Q9b Unnecessary referral**

You indicated that you are referring patients more readily, even if you sometimes feel that it may not be strictly necessary. Please estimate the proportions of your patients who could be classified in this way.

<table>
<thead>
<tr>
<th>Proportion of patients referred on for whom the referral was not strictly necessary</th>
<th>2 years ago</th>
<th>Currently</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tbody>
</table>

**Q10 Getting out of the loop**

Over the past 2 years how, if at all, has your attendance/participation in the following activities changed due to the pressure of work (not including changes that reflect a change in your job/role)?

<table>
<thead>
<tr>
<th>Activity</th>
<th>Not relevant to me</th>
<th>Decreased substantially</th>
<th>Decreased somewhat</th>
<th>Not changed</th>
<th>Increased somewhat</th>
<th>Increased substantially</th>
</tr>
</thead>
<tbody>
<tr>
<td>Case conferences</td>
<td></td>
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<tr>
<td>Clinical conferences</td>
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<tr>
<td>CCG / trust meetings</td>
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<tr>
<td>Practice / team meetings</td>
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<tr>
<td>Safeguarding meetings</td>
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<tr>
<td>Inter disciplinary activities</td>
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<tr>
<td>Delivering CPD</td>
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<tr>
<td>Mentoring junior doctors</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Participating in CPD</td>
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<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

**Q11a Impact on patient safety (frequency)**

How frequently, if at all, do the following apply based on your practice experience over the last 2 years?

*Please remember, your answers will be anonymous and your details will not be shared.*

<table>
<thead>
<tr>
<th>Event</th>
<th>Never</th>
<th>Occasionally</th>
<th>At least once a month</th>
<th>At least once a week</th>
<th>At least once a day</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have witnessed situations where pressure of work has placed patient safety at risk</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>I have seen clinical protocols not followed correctly owing to pressure of work</td>
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<td></td>
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<td></td>
</tr>
<tr>
<td>I have seen clinical check lists not completed owing to pressure of work</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>I have witnessed insufficient time with a patient affect accuracy of diagnosis</td>
<td></td>
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</tr>
<tr>
<td>I have witnessed insufficient time with a patient affect quality of treatment</td>
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<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Q11b Impact on patient safety (changes in frequency)
Thinking about the frequencies with which you’ve the seen the situations listed below, have they changed at all - as compared to 2 years ago?

Please remember, your answers will be anonymous and your details will not be shared.

<table>
<thead>
<tr>
<th></th>
<th>Frequency of this is less than 2 years ago</th>
<th>Frequency of this is about the same as 2 years ago</th>
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</tr>
</tbody>
</table>

Q12 Adapting, compromising and coping
Please rate how much you agree or disagree with the following statements.

<table>
<thead>
<tr>
<th></th>
<th>Disagree strongly</th>
<th>Disagree somewhat</th>
<th>Neither agree nor disagree</th>
<th>Agree somewhat</th>
<th>Agree strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have been obliged to adapt my individual practice in the last 2 years in order to keep on top of my workload</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have had to make compromises or trade-offs regarding what I do in my day-to-day practice and how I perform those duties in the last 2 years</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am currently coping with the workload and the related responsibilities in my day-to-day practice</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Now there are just a few more questions about you.

D1 Year of qualification
When did you qualify as a doctor?

D2 Location of qualification
Which of the following best describes where you qualified as a doctor?
   UK
   EU
   Non-EU
D3 Location of work
Which of the following best describes where you carry out your main role as a doctor?
- Rural area
- Urban area
- Semi-rural area
- Suburban area
- Other (please specify)

D4 Number of patients on practice list
How many patients do you have on your practice list?
Please enter a number of patients.

D5 Length of time in current role
How long have you been in your current role?
- < 2 years
- 2 – 5 years
- 6 – 10 years
- 11 – 15 years
- 16 – 20 years
- > 20 years

D6 Dependent children
How many dependent children are there in your household?
- 0
- 1
- 2
- 3
- >3

THANK & CLOSE