Briefing note 3 – Annex A
Generic and demographic final questionnaire

The following pages contain the final questionnaire for generic (including Public Health trainees) and demographic questions for the 2015 National Training Survey. Each row represents an individual question (or the text on the page).

The second column shows the question code. Branching is shown in the final column. Alternative wording for Public Health trainees is shown in grey text.

| Question number | Question                                                                 | Answers | Area       | Branching |
|-----------------|--------------------------------------------------------------------------|---------|------------|-----------|
| OPENQ11         | Are you working less than full time?                                     | Yes | No         | Demographic |
| Question number | Question                                                                 | Answers                                           | Area                  | Branching   |
|-----------------|---------------------------------------------------------------------------|---------------------------------------------------|-----------------------|-------------|
| OPENQ09         | How many hours per week are you contracted to work?                       | 20 or less|21-30|31-40|41-48|49-56|More than 56 | Demographic |
|                 | In some weeks you may work more than 48 hours. However, please give your average over your post. |                                                  |                       |             |
| OPENQ10         | On average, how many hours per week do you ACTUALLY work in this post?    | 20 or less|21-30|31-40|41-48|49-56|More than 56 | Demographic |
|                 | In some weeks you may work more than 48 hours. However, please give your average over your post. |                                                  |                       |             |

**Thank you for completing the questions about your working arrangements. Click next to move to the next section.**

Questions about your post. Estimated time for completion: 10 minutes

| GENHQ02         | Did you get all the information you needed about your workplace when you started working in this post? | Yes | No | Not sure | Not Applicable | Induction |
|-----------------|--------------------------------------------------------------------------------------------------------|-----|----|----------|----------------|-----------|
| GENHQ03         | Did someone explain your role and responsibilities in your unit or department at the start of this post? | Yes | No | Not sure | Not Applicable | Induction |
| GENHQ04         | How would you rate the quality of induction in this post? (This refers to your induction to the organisation in which you worked.) | Excellent | Good | Fair | Poor | Very poor | Induction |
| GENHQ05         | Did you have a designated educational supervisor (the person responsible for your appraisal) in this post? | Yes | No | Not sure | Educational supervision |
| GENHQ06         | Did you sit down with your educational supervisor and discuss your educational objectives for this post? | Yes | No | Not sure | Educational supervision |
| GENHQ07         | In this post did you have a training/learning agreement with your educational supervisor, setting out your respective responsibilities? | Yes | No | Not sure | Educational supervision |
| GENHQ91         | Please state whether you agree or disagree with the following statements about your post:            | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Not applicable | Educational supervision |
|                 | My educational supervisor would be helpful if I were to have any concerns that affect my training      |                                                   |                       |             |             |             |             |
| GENHQ92         | Please state whether you agree or disagree with the following statements about your post:            | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Not applicable | Educational supervision |
|                 | My educational supervisor is accessible should I need to contact them                                   |                                                   |                       |             |             |             |             |
| Question number | Question                                                                                                                                                                                                 | Answers                                                                                                                                  | Area                                      | Branching        |
|-----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|------------------|
| GENHQ93         | Please state whether you agree or disagree with the following statements about your post: The level of input from my educational supervisor is appropriate for my training needs                                                                 | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Not applicable   | Educational supervision new |
| GENHQ08         | In this post did you use a learning portfolio?                                                                                                                                                           | Yes | No | Not sure | Not Applicable   |                                                        | Educational supervision |
| GENHQ08         | In this post did you use a learning portfolio/evidence folder? (Pharmaceutical Medicine only)                                                                                                             | Yes | No | Not sure | Not Applicable   |                                                        | Educational supervision |
| GENHQ09         | In this post were you told who to talk to in confidence if you had concerns, personal or educational?                                                                                                         | Yes | No | Not sure | Not Applicable   |                                                        | Educational supervision |
| GENHQ94         | Please state whether you agree or disagree with the following statement about your post: My educational supervisor’s input into my e-portfolio is appropriate for my training needs                                    | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Not applicable   | Educational supervision new |
| GENHQ10         | How would you rate the quality of teaching (informal and bedside teaching as well as formal and organised sessions) in this post?                                                                      | Excellent | Good | Fair | Poor | Very poor |                                                        | Overall satisfaction |
| GENPQ10         | How would you rate the quality of teaching (informal as well as formal and organised sessions) in this post? (Public Health only)                                                                     | Excellent | Good | Fair | Poor | Very poor |                                                        | Overall satisfaction |
| GENPQ10         | How would you rate the quality of teaching/coaching (informal as well as formal and organised sessions) in this post? (Pharmaceutical Medicine only)                                                    | Excellent | Good | Fair | Poor | Very poor |                                                        | Overall satisfaction |
| GENHQ15         | In this post who provided the local/departmental teaching?                                                                                                                                               | Other trainees without senior supervision | Other trainees with senior supervision | A mixture of both trainees and seniors | Senior doctors | Other e.g. Specialist Nurse |                                                        | Local teaching |
| GENPQ15         | In this post who provided the local/departmental teaching? (Public Health only)                                                                                                                         | Other trainees without senior supervision | Other trainees with senior supervision | A mixture of both trainees and seniors | Senior doctors | Other e.g. specialist nurse |                                                        | Local teaching |
| GENHQ11         | How would you rate the quality of this local/departmental teaching for this post?                                                                                                                                 | Excellent | Good | Fair | Poor | Very poor |                                                        | Local teaching |
| Question number | Question                                                                 | Answers                                                                 | Area                      | Branching                                                                 |
|-----------------|--------------------------------------------------------------------------|-------------------------------------------------------------------------|----------------------------|---------------------------------------------------------------------------|
| GENHQ12         | For how many hours per week was the local/departmental basis specialty-specific teaching provided in this post? | Less than 1 hr | 1-2 hrs | 2-4 hrs | 5-8 hrs | More than 8 hrs | Local teaching |                              |
| GENHQ13         | When attending these local/departmental sessions, in this post, how often did you have to leave a teaching session to answer a clinical call? | Never, it was protected time | Never, but it was not specifically protected time | Some sessions | Once every session | Multiple times each session | Local teaching |                              |
| GENHQ14         | When attending these local/departmental sessions in this post who covered your service work? (Please tick all the options that apply). | Not covered | Designated trainee who would otherwise attend teaching | Designated trainee who would not attend teaching anyway | Designated senior doctor | Nurse specialist | Other | Local teaching |                              |
| GENHQ16         | In this post, was specialty-specific teaching provided on a deanery/regional/school wide basis? | Yes - all of it | Yes - most of it | No |                      | Regional teaching |                             |
| GENHQ17         | In this post how frequently was this deanery/regional/school specialty-specific teaching provided? | Weekly | Fortnightly | Monthly | Bi-monthly | Less frequently | Regional teaching |                             |
| GENHQ18         | Were you able to attend these whilst in this post?                          | Yes, every time | Yes, most of the time | Yes, some of the time | No | Not applicable - none have taken place yet | Regional teaching |                             |
| GENHQ19         | How would you rate the quality of this deanery/regional/school specialty-specific teaching for this post? | Excellent | Good | Fair | Poor | Very poor | Regional teaching |                             |
| GENHQ20         | Overall, how would you rate the educational resources available to you in this post? | Very good | Good | Neither good nor poor | Poor | Very poor | Not applicable | Access to educational resources |                             |
| GENHQ21         | How good or poor was access to each of the following in your post? Library | Very good | Good | Neither good nor poor | Poor | Very poor | Not applicable | Access to educational resources | Library |
| GENHQ22         | How good or poor was access to each of the following in your post? Online journals | Very good | Good | Neither good nor poor | Poor | Very poor | Not applicable | Access to educational resources | Online journals |
| GENHQ23         | How good or poor was access to each of the following in your post? E-learning resources | Very good | Good | Neither good nor poor | Poor | Very poor | Not applicable | Access to educational resources | E-learning resources |
| Question number | Question                                                                 | Answers                                                                                                               | Area                                | Branching                                |
|-----------------|--------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|--------------------------------------|------------------------------------------|
| GENHQ24         | How good or poor was access to each of the following in your post?       | Very good | Good | Neither good nor poor | Poor | Very poor | Not applicable                           | Access to educational resources |
|                 | Internet access                                                          |                                                                                                                      |                                      |                                          |
| GENHQ25         | How good or poor was access to each of the following in your post?       | Very good | Good | Neither good nor poor | Poor | Very poor | Not applicable                           | Access to educational resources |
|                 | Space for private study                                                  |                                                                                                                      |                                      |                                          |
| GENHQ26         | How good or poor was access to each of the following in your post?       | Very good | Good | Neither good nor poor | Poor | Very poor | Not applicable                           | Access to educational resources |
|                 | Equipped rooms for group teaching                                         |                                                                                                                      |                                      |                                          |
| GENHQ27         | How good or poor was access to each of the following in your post?       | Very good | Good | Neither good nor poor | Poor | Very poor | Not applicable                           | Access to educational resources |
|                 | Simulation facilities                                                    |                                                                                                                      |                                      |                                          |
| GENHQ28         | How often did you have informal feedback from a supervisor/public health | Daily | Weekly | Monthly | Rarely | Never                           | Feedback |
|                 | consultant/senior colleague on how you were doing in this post?          |                                                                                                                      |                                      |                                          |
| GENHQ28         | How often did you have informal feedback from a supervisor/public health | Daily | Weekly | Monthly | Rarely | Never                           | Feedback |
|                 | consultant/senior colleague on how you were doing in this post?          |                                                                                                                      |                                      |                                          |
|                 | (Public Health only)                                                      |                                                                                                                      |                                      |                                          |
| GENHQ50         | In this post how would you rate the encouragement you had to take study leave? | Excellent | Very good | Good | Neither good nor poor | Poor | Very poor | Not applicable                           | Study leave                     |
| GENHQ50         | In this post how would you rate the encouragement you had to take study leave? |                                                                                                                      |                                      |                                          |
| GENHQ51         | In this post were you able to access funds to cover the cost of all courses that were recommended for you to complete? | Yes | No | Not Applicable                           | Study leave                     |
| GENHQ52         | Were any days subtracted from your study leave allowance for compulsory training in this post (in or out of hospital)? | Yes | No | Don't know                           | Study leave                     |
| GENPQ52         | Were any days subtracted from your study leave allowance for compulsory training in this post? (Public Health and Pharmaceutical Medicine only) | Yes | No | Don't know                           | Study leave                     |
| GENHQ53         | In this post did you have difficulty obtaining study leave for any of the following reasons? (Please tick all the options that apply). | No difficulty | Yes - fixed leave pattern | Yes - other difficulties due to local rota policies | Yes - failure to find prospective cover | Yes - active discouragement from seniors | Yes - leave refused as reason deemed educationally inappropriate/unhelpful | Yes - administrative difficulties | Study leave                     |
| GENHQ28         | How often did you have informal feedback from a supervisor/public health consultant/senior colleague on how you were doing in this post? | Daily | Weekly | Monthly | Rarely | Never                           | Feedback |
| GENHQ28         | How often did you have informal feedback from a supervisor/public health consultant/senior colleague on how you were doing in this post? (Public Health only) | Daily | Weekly | Monthly | Rarely | Never                           | Feedback |
| Question number | Question                                                                                                                                                                                                 | Answers                                                                                      | Area          | Branching |
|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|---------------|------------|
| GENHQ28         | How often did you have informal feedback from a supervisor/pharmaceutical medicine consultant/senior colleague on how you were doing in this post? (Pharmaceutical Medicine only) | Daily | Weekly | Monthly | Rarely | Never Feedback | Feedback |
| GENHQ29         | Did you have a formal meeting with your supervisor to talk about your progress in this post?                                                                                                                  | 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 Feedback |
| GENHQ30         | Did you have a formal assessment of your performance in the workplace in this post?                                                                                                                      | 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 Feedback |
| GENHQ95         | Please state whether you agree or disagree with the following statements about your post:                                                                                                                   | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Not applicable Handover new |
| GENHQ96         | Please state whether you agree or disagree with the following statements about your post:                                                                                                                   | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Not applicable Handover new |
| GENHQ97         | Please state whether you agree or disagree with the following statements about your post:                                                                                                                   | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Not applicable Handover new |
| GENHQ31         | In this post, which of the following best describes handover arrangements BEFORE night duty?                                                                                                                  | Not applicable | An organised meeting of doctors and nurses | An organised meeting of doctors | Phone or email communication | Informal | No arrangements Handover |
| GENHQ32         | In this post, which of the following best describes handover arrangements AFTER night duty?                                                                                                                   | Not applicable | An organised meeting of doctors and nurses | An organised meeting of doctors | Phone or email communication | Informal | No arrangements Handover |
| GENHQ33         | How would you rate the intensity of your work, by day in this post?                                                                                                                                       | Very light | Light | About right | Heavy | Very heavy Workload |
| GENHQ34         | How would you rate the intensity of your work, by night in this post?                                                                                                                                       | Not applicable | Very light | Light | About right | Heavy | Very heavy Workload |
| Question number | Question                                                                 | Answers                                                                 | Area                              | Branching         |
|-----------------|---------------------------------------------------------------------------|-------------------------------------------------------------------------|-----------------------------------|------------------|
| GENHQ98         | Please state whether you agree or disagree with the following statements about your post: The working PATTERN in this post allows me enough sleep so that I can safely manage my patients | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Not applicable | Workload new |
| GENHQ99         | Please state whether you agree or disagree with the following statements about your post: The work INTENSITY in this post allows me to safely manage my patients | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Not applicable | Workload new |
| GENHQ35         | In this post, how often have you worked beyond your rostered hours? (excl. Pharmaceutical Medicine) | Daily | Weekly | Monthly | Rarely | Never | Workload |
| GENHQ35         | In this post, how often have you worked beyond your contracted hours? (Pharmaceutical Medicine only) | Daily | Weekly | Monthly | Rarely | Never | Workload |
| GENHQ61         | In this post how often, if at all, have you been 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 |          | Demographic |
| GENHQ36         | In this post, how often did your working pattern leave you feeling short of sleep when at work? | Daily | Weekly | Monthly | Rarely | Never | Workload |
| GENHQ37         | In this post did you always know who your available senior support was during on call health protection? | Yes and they were accessible | Yes, but they were not easy to access | No, but there was usually someone I could contact | No, there was no one I could contact | Not applicable | Clinical supervision |
| GENPQ37         | In this post did you always know who your available senior support was during on call health protection? (Public Health only) | Yes and they were accessible | Yes, but they were not easy to access | No, but there was usually someone I could contact | No, there was no one I could contact | Not applicable | Clinical supervision |
| GENHQ38         | In this post how often, if ever, were you supervised by someone who you felt wasn't competent to do so? | Daily | Weekly | Monthly | Rarely | Never | Clinical supervision |
| GENHQ39         | In this post how often did you feel forced to cope with clinical problems beyond your competence or experience? | Daily | Weekly | Monthly | Rarely | Never | Clinical supervision |
| GENPQ39         | In this post how often did you feel forced to cope with problems beyond your competence or experience? (Public Health only) | Daily | Weekly | Monthly | Rarely | Never | Clinical supervision |
| Question number | Question                                                                 | Answers                                                                 | Area                                                                 | Branching                                           |
|-----------------|--------------------------------------------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------|
| GENHQ40         | In this post how often have you been expected to obtain consent for      | Daily | Weekly | Monthly | Rarely | Never | Not applicable | Clinical supervision                                |
|                 | procedures where you feel you do not understand the proposed interventions and its risks? |                                                                         |                                                                      |                                                     |
| GENHQ70         | In this post have you worked out of hours (this includes night shifts and weekends)? | Yes | No | Not applicable |                                                   | Clinical supervision out of hours                   |
| GENHQ71         | In this post, OUT OF HOURS, 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, there was no one I could contact | Not applicable | Clinical supervision out of hours                   |
| GENHQ72         | In this post, OUT OF HOURS, how often, if ever, were you clinically supervised by someone who you felt wasn't competent to do so? | Daily | Weekly | Monthly | Rarely | Never |                                                     | Clinical supervision out of hours                   |
| GENHQ73         | In this post, OUT OF HOURS, how often did you feel forced to cope with clinical problems beyond your competence or experience? | Daily | Weekly | Monthly | Rarely | Never |                                                     | Clinical supervision out of hours                   |
| GENHQ74         | In this post, OUT OF HOURS, how often have you been expected to obtain consent for procedures where you feel you do not understand the proposed interventions and its risks? | Daily | Weekly | Monthly | Rarely | Never | Not applicable | Clinical supervision out of hours                   |
| GENHQ75         | How would you rate the quality of clinical supervision, OUT OF HOURS, in this post? | Excellent | Good | Fair | Poor | Very poor |                                                      | Clinical supervision out of hours                   |
| GENHQ78         | Please state whether you agree or disagree with the following statement about your post: | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |                                            | Supportive environment |
|                 | In general, the working environment is a supportive one.                  |                                                                        |                                                                      |                                                     |
| GENHQ79         | Please state whether you agree or disagree with the following statement about your post: | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |                                            | Supportive environment |
|                 | Staff, including doctors in training, are treated fairly.                 |                                                                        |                                                                      |                                                     |
| GENHQ80         | Please state whether you agree or disagree with the following statement about your post: | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |                                            | Supportive environment |
|                 | Staff, including doctors in training, treat each other with respect.      |                                                                        |                                                                      |                                                     |
| Question number | Question                                                                                                                                                                                                 | Answers                                                                                     | Area               | Branching     |
|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------|---------------|
| GENHQ81         | Please state whether you agree or disagree with the following statement about your post:                                                                                                                  | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Supportive environment |
|                 | The working environment is one which helps build the confidence of doctors in training.                                                                                                                     |                                                             |                    |                |                |                        |                     |
| GENHQ82         | Please state whether you agree or disagree with the following statement about your post:                                                                                                                  | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Supportive environment |
|                 | If I were to disagree with senior colleagues, they would be open to my opinion.                                                                                                                           |                                                             |                    |                |                |                        |                     |
| GENHQ47         | How often, if at all, have you been the victim of bullying and harassment in this post?                                                                                                                    | Every day | At least once per week | At least once per fortnight | At least once per month | Less often than once per month | Never | Prefer not to answer | Undermining |
| GENHQ48         | How often, if at all, have you witnessed someone else being the victim of bullying and harassment in this post?                                                                                           | Every day | At least once per week | At least once per fortnight | At least once per month | Less often than once per month | Never | Prefer not to answer | Undermining |
| GENHQ49         | In this post, how often if at all, have you experienced behaviour from a consultant/GP that undermined your professional confidence and/or self esteem?                                                      | Every day | At least once per week | At least once per fortnight | At least once per month | Less often than once per month | Never | Prefer not to answer | Undermining |
### Raising written bullying/undermining concerns about your training post

**What is the process?**

1. We require that all concerns will be investigated by your deanery/LETB (LETB is the name for deaneries in England).

2. To investigate your comment, we will share the following with your deanery/LETB:
   - Your verbatim comment
   - Your training site
   - Your post specialty
   - Your programme specialty
   - Your training level

3. The deanery/LETB will liaise directly with the organisation/trust you are working for (your employer), in order to undertake a thorough investigation, as appropriate.

4. We check each deanery/LETB response, to ensure that we are satisfied with the outcome.
Am I guaranteed anonymity?

No.

Your individual answers to the multiple choice questions in the survey will always remain confidential.

Concerns about bullying/undermining that you raise within the survey will also be treated as confidential, and will not be made public by the GMC or shared outside the GMC's Education Directorate. However, because of the importance of ensuring a safe training environment, this is subject to three exceptions.

Firstly, as explained above we will share your verbatim comment and other information about you with your deanery/LETB so that they can investigate your concern.

We will not routinely share your identity when we share your concern. However, in some cases, the deanery/LETB may ask who you are so they can ask you for further details about your concern. In this case, we will share your identity. This is because of the importance of addressing any issues that can create an unsafe training environment. We will inform you before we do this.

Secondly, if the concern you raise about bullying/undermining becomes relevant to a fitness to practise investigation then we will share your comment with the Fitness to Practise Directorate. We will inform you before we do this. This could include circumstances where fitness to practise proceedings are taken against a doctor, where there are grounds to believe that doctor has raised a concern that is not honest or made in good faith.

We will share comments with appropriate regulatory bodies where there is a legitimate need to do so.

In all of the above situations, we expect your full co-operation with the process. We value your openness and transparency and we will support you provided that you act honestly and in good faith.

Raising concerns about a doctor's fitness to practise

It is not appropriate to raise concerns about a doctor's fitness to practise here in the national training survey. Your comment in the survey is not a fitness to practise referral. If your concern is about the fitness to practise of a doctor, please see the guidance on raising concerns on our website, where you can also find details of our confidential helpline.

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| GENHQ84 | Do you wish to raise a bullying or undermining concern here? | Yes | No | Bullying and undermining | “Yes” branches to GENHQ85, “No” branches to GENHQ100 |
| Question number | Question                                                                 | Answers                                                                 | Area                        | Branching                        |
|-----------------|--------------------------------------------------------------------------|-------------------------------------------------------------------------|-----------------------------|----------------------------------|
| GENHQ85         | **Your bullying or undermining concern**                                 | Free text                                                               | Bullying and undermining    |
|                 | Please use the text box below.                                            |                                                                         |                             |
|                 | Your comment will be taken seriously and investigated. This means that it is your responsibility to: |                                                                         |                             |
|                 | • write factually and accurately about your own experience, not hearsay  |                                                                         |                             |
|                 | • describe specific incidents                                              |                                                                         |                             |
|                 | • describe specific behaviours                                             |                                                                         |                             |
|                 | Please note there is a limit of 2,000 characters within the box. If you exceed the limit, you will encounter an error message. |                                                                         |                             |
|                 | Once finished, please use the categorisation questions below.              |                                                                         |                             |
| GENHQ87         | Please specify who has been doing the undermining/bullying described in your concern (please select all that apply) | Consultant/GP (within my post) | Bullying and undermining    |
|                 |                                                                         | Consultant/GP (outside my post) |                             |
|                 |                                                                         | Nurse/midwife |                             |
|                 |                                                                         | Other doctor |                             |
|                 |                                                                         | Other trainee |                             |
|                 |                                                                         | Management |                             |
|                 |                                                                         | Patient/relative |                             |
|                 |                                                                         | Other (please specify) |                             |
| GENHQ88         | If you selected 'other' please provide a description.                      | Free text                                                               | Bullying and undermining    |
| GENHQ89         | Which behaviour types describe your concern? (Please select all that apply) | Belittling or humiliation | Bullying and undermining    |
|                 |                                                                         | Threatening or insulting behaviour |                             |
|                 |                                                                         | Deliberately preventing access to training |                             |
|                 |                                                                         | Bullying relating to a protected characteristic |                             |
|                 |                                                                         | Other (please specify) |                             |
| GENHQ100        | Please state whether you agree or disagree with the following statements about your post: | Strongly agree | Reporting systems |
|                 | I have been made aware of how to report patient safety incidents and near misses | Agree |                             |
|                 | Neither agree nor disagree | Strongly disagree |                             |
| GENHQ101        | Please state whether you agree or disagree with the following statements about your post: | Strongly agree | Reporting systems |
|                 | There is a culture of proactively reporting concerns                     | Agree |                             |
|                 | Neither agree nor disagree | Strongly disagree |                             |
| Question number | Question                                                                 | Answers                                                                 | Area                                      | Branching                |
|-----------------|--------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------|--------------------------|
| GENHQ102        | Please state whether you agree or disagree with the following statements about your post: There is a culture of learning lessons from concerns raised | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Reporting systems |
| GENHQ103        | Please state whether you agree or disagree with the following statements about your post: I am confident that concerns are effectively dealt with | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Reporting systems |
| GENHQ104        | Please state whether you agree or disagree with the following statements about your post: When concerns are raised, the subsequent actions are fed back appropriately | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Reporting systems |
| GENHQ54         | How would you rate the quality of clinical supervision in this post? (excl. Public Health and Pharmaceutical Medicine) | Excellent | Good | Fair | Poor | Very poor | Overall satisfaction and Clinical supervision |
| GENPQ54         | How would you rate the quality of supervision in this post? (Public Health and Pharmaceutical Medicine only) | Excellent | Good | Fair | Poor | Very poor | Overall satisfaction and Clinical supervision |
| GENHQ55         | How would you rate the quality of experience in this post? | Excellent | Good | Fair | Poor | Very poor | Overall satisfaction |
| GENHQ56         | How would you rate the practical experience you were receiving in this post? | Excellent | Good | Fair | Poor | Very poor | Adequate experience |
| GENHQ57         | How confident are you that this post will help you acquire the competencies you needed at that particular stage of your training? | Very confident | Fairly confident | Neutral | Not very confident | Not at all confident | Adequate experience |
| GENHQ58         | How would you describe this post to a friend who was thinking of applying for it? | Excellent | Good | Fair | Poor | Very poor | Overall satisfaction |
| GENHQ59         | How useful do you feel this post will be for your future career? | Very useful | Useful | Fairly useful | Not very useful | Useless | Overall satisfaction |
| Question number | Question                                                                 | Answers                                                                 | Area     | Branching                                                                                                                                 |
|-----------------|--------------------------------------------------------------------------|------------------------------------------------------------------------|----------|------------------------------------------------------------------------------------------------------------------------------------------|
| GENHQ76         | Which, if any, of the following academic trainee roles do you currently hold? | I am not an academic trainee | Academic | “I am not an academic trainee” branches to programme specific questions, if applicable, all other answers branch to GENHQ77.                     |
|                 | Please note - an academic traineeship occurs when a trainee is undertaking formal academic training alongside their clinical training or has taken time out of clinical training to undertake academic training. | Academic Foundation Trainee (AFT) | England (NIHR funding) (CL) | Clinical Lecturer - England (other funding), Wales (CL) | Clinical Lecturer - Scotland | Academic Clinical Lecturer - Northern Ireland (ACL) | NIHR Academic Clinical Fellow - England (NIHR funding) (ACF) | Academic Clinical Fellow - England (other funding), Wales, Northern Ireland (ACF) | Clinical Research Fellow - Scotland | Clinical Teaching Fellow - Scotland | Other academic role |
| GENHQ77         | Have you used your protected research time to undertake research in the last 12 months? | Yes | No | Academic | “Yes” branches to academic questionnaire, “No” branches to programme specific questions. |

Thank you for completing the questions about your post. Click next to move to the next section.

Closing questions. Estimated completion time: 2 minutes

| CLSQ02          | We would appreciate your help in completing the following Equality and Diversity Monitoring questions. Any answers you give will be used to help us to fulfil our statutory duties and our responsibilities under the Equality Act 2010. For example, your information will help us regulate medical education and training and ensure progression through GMC approved training programmes is fair and free from discrimination. We will aggregate and anonymise any information we publish so that your answers cannot be identified. | White - English/Welsh/Scottish/Northern Irish/British | White - Irish | White - Gypsy or Irish Traveller | White - Any other White background (please write in) | Mixed/Multiple ethnic groups - White and Black Caribbean | Mixed/Multiple ethnic groups - White and Black African | Mixed/Multiple ethnic groups - White and Asian | Mixed/Multiple ethnic groups - Any other Mixed/multiple ethnic background (please write in) | Asian/Asian British - Indian | Asian/Asian British - Pakistani | Asian/Asian British - Bangladeshi | Asian/Asian British - Chinese | Asian/Asian British - Any other Asian background (please write in) | Black/African/Caribbean/Black British - African | Black/African/Caribbean/Black British - Caribbean | Black/African/Caribbean/Black British - Any other Black/African/Caribbean background (please write in) | Other ethnic group - Arab | Other ethnic group - Any other ethnic group (please write in) | Prefer not to say | Demographic | “Other ethnic group – Any other ethnic group (Please write in)” branch to CLSQ03, all others branch to CLSQ50? |
| Question number | Question                                                                 | Answers                                                                 | Area     | Branching                                                                                                                                 |
|-----------------|--------------------------------------------------------------------------|-------------------------------------------------------------------------|----------|------------------------------------------------------------------------------------------------------------------------------------------|
| CLSGQ03         | Ethnicity description. If you selected 'other' please provide a description of your ethnicity. | Free text                                                               | Demographic |                                                                                                                                 |
| CLSGQ50         | Are you disabled?                                                        | Yes | No | Don't know | Prefer not to say | Demographic |                                                                                                                                 |
| CLSGQ51         | Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months? | Yes, limited a lot | Yes, limited a little | No | Prefer not to say | Demographic | “Yes, limited a lot” and “Yes limited a little” branch to CLSGQ05, “No” and “Prefer not to say” branch to CLSGQ25 |
| CLSGQ05         | In this post, do/did you require adjustment(s) to be made so you can carry out your work? | Yes | No | Demographic | “Yes” branches to CLSGQ06, “No” branches to CLSGQ25 |
| CLSGQ06         | Have any adjustment(s) been made so you can carry out your work in this post? | Yes - all adjustments have been made | Yes - some adjustments have been made but not all of them | No - the adjustments I need have not been made | Demographic | “Yes - all adjustments have been made” | “Yes - some adjustments have been made but not all of them” branch to CLSGQ07? |
| CLSGQ07         | Please insert any comments you have about the adjustments you require.    | Free text                                                               | Demographic |                                                                                                                                 |


You now have an opportunity to raise any patient safety concerns about your post.

All doctors have a duty to act when they believe patient safety is at risk, or when a patient's dignity or comfort is being compromised. This includes raising concerns through local channels when they arise.

The organisation where you are currently working may be the most appropriate and effective place for you to raise the concern and this should be your first consideration.

What is the process?

1. We require that all concerns raised in your response to this question should be investigated by your deanery/LETB (LETB is the name for deaneries in England).

2. To investigate your comment, we will share the following with your deanery/LETB:
   - Your verbatim comment
   - Your training site
   - Your post specialty
   - Your programme specialty
   - Your training level

3. The deanery/LETB will liaise directly with the organisation/trust you are working for, in order to undertake a thorough investigation, as appropriate.

4. We check each deanery/LETB response, to ensure that we are satisfied with the outcome.
Am I guaranteed anonymity?

No.

Your individual answers to the multiple choice questions in the survey will always remain confidential.

Concerns about patient safety that you raise within the survey will also be treated as confidential, and will not be made public by the GMC or shared outside the GMC's Education Directorate. However, because patient safety must come first, this is subject to three exceptions.

1. Firstly, as explained above we will share your verbatim comment and other information about you with your deanery/LETB so that they can investigate your concern.

   We will not routinely share your identity when we share your concern. However, in some cases, the deanery/LETB may ask who you are so they can ask you for further details about your concern. In this case, we will share your identity. This is because our first priority must be the care of patients. We will inform you before we do this.

2. Secondly, if the concern you raise about patient safety becomes relevant to a fitness to practise investigation then we will share your comment with the Fitness to Practise Directorate. We will inform you before we do this. This could include circumstances where fitness to practise proceedings are taken against a doctor, where there are grounds to believe that doctor has raised a concern that is not honest or made in good faith.

3. We will share comments with appropriate regulatory bodies where there is a legitimate need to do so.

In all of the above situations, we expect your full co-operation with the process. We value your openness and transparency and we will support you provided that you act honestly and in good faith.

Raising concerns about a doctor's fitness to practise

It is not appropriate to raise concerns about a doctor's fitness to practise here in the national training survey. Your comment in the survey is not a fitness to practise referral. If your concern is about the fitness to practise of a doctor, please see the guidance on raising concerns on our website, where you can also find details of our confidential helpline.
| Question number | Question                                                                 | Answers                                                                                                                                  | Area                      | Branching                                                                                           |
|-----------------|--------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|---------------------------|--------------------------------------------------------------------------------------------------|
| CLSGQ60         | In this post, have you had any concerns about patient safety?            | No | Yes, but they are already being addressed, or have been resolved | Yes, and they have not yet been addressed | Patient safety                                                                                     |
| CLSGQ63         | If you work across multiple sites please tell us the Trust and/or Site where the concern applies. | Free text                                                                                                                                | Patient safety            |                                                                                                                                                           |
| CLSGQ65         | When did you first become concerned about patient safety in your post?  | Within the last month | Over a month ago but less than 3 months ago | Over three months ago    | Patient safety                                                                                     |
| CLSGQ85         | As far as you are aware, has this patient safety concern been reported (for example, to your employer or another body)? | Yes | No | Don't know                                                                                      | Patient safety            | ‘Yes’ branches to next question                                                               |
| Question number | Question                                                                 | Answers                                                                 | Area            | Branching |
|-----------------|--------------------------------------------------------------------------|-------------------------------------------------------------------------|-----------------|-----------|
| CLSGQ6          | Who was the patient safety concern reported to?                          | My employer | My deanery/LETB | GMC | Another body | Don't know | Patient safety |

**Thank you for raising a patient safety concern**

The safety of patients is our first concern and we will now work with your deanery/local education and training board (LETB) and post provider to review the information you have provided and investigate the problem where appropriate.

**Next steps**

- We will share your verbatim comment with your deanery/LETB within five working days.
- We will not automatically share your identity, but we will tell them your training site, post specialty and training level to help locate the concern
- The deanery/LETB will liaise directly with the organisation you are training in, in order to undertake a thorough investigation, if one is necessary.
- In some cases we will need to tell your deanery/LETB and your placement provider who you are to enable a thorough investigation of the problem. If we do this, we will let you know by email.

You can read more about what happens to concerns raised in the survey on our [website](#) and for more information about confidentiality please read our [data protection notice](#).

| CLSGQ7          | We keep a list of doctors who are interested in helping us develop improvements to the survey. From time to time we contact people on this list and invite them to comment on our work. This might be at a meeting or an event, in a phone call or to simply read something we send in an email. There is of course no obligation for people on the list to participate, and you can be removed from the list upon request. 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. | Yes, please add me to the list | No thanks |

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**Thank you for completing the final questions on the survey. Click next to move to the next screen which will show your completion code.**