

Appendix E – Accident & Emergency

Table 1. Demographics, documents & dialogues, induction & consultant supervision

		grade			
		SHO		SpR	
		Count	Col %	Count	Col %
gender	Male	75	56.4%	23	60.5%
	Female	58	43.6%	15	39.5%
Where did you qualify?	London	71	53.4%	18	47.4%
	Other UK	34	25.6%	12	31.6%
	EEA	5	3.8%	2	5.3%
	Other	23	17.3%	6	15.8%
Did you agree educational objectives with your consultant at the beginning of this post?	Yes	100	76.3%	30	81.1%
	No	29	22.1%	7	18.9%
	Don't know/remember	2	1.5%		
Have you signed a training (learning) agreement?	Yes	104	79.4%	24	64.9%
	No	20	15.3%	11	29.7%
	Don't know/remember	7	5.3%	2	5.4%
Have you used a logbook in this post?	Yes	34	25.8%	23	62.2%
	No	96	72.7%	14	37.8%
	Don't know/remember	2	1.5%		
Have you discussed the logbook with your educational supervisor?	Yes	25	73.5%	18	81.8%
	No	7	20.6%	4	18.2%
	Don't know/remember	2	5.9%		
Did you have an induction to the hospital?	Yes	123	93.9%	14	37.8%
	No	8	6.1%	22	59.5%
	Don't know/remember			1	2.7%
How would you rate it?	Poor	10	8.2%		
	Fair	39	32.0%	7	50.0%
	Good	50	41.0%	5	35.7%
	Excellent	23	18.9%	2	14.3%
Did you have an induction to the department?	Yes	114	87.0%	26	70.3%
	No	14	10.7%	11	29.7%
	Don't know/remember	3	2.3%		
How would you rate it?	Very poor			2	7.7%
	Poor	4	3.6%		
	Fair	31	27.7%	10	38.5%
	Good	56	50.0%	10	38.5%
	Excellent	21	18.8%	4	15.4%
How would you rate your consultant supervision?	Very poor	5	3.8%		
	Poor	8	6.1%	2	5.4%
	Fair	34	26.0%	10	27.0%
	Good	45	34.4%	16	43.2%
	Excellent	39	29.8%	9	24.3%
If poor, why?	Lack of contact	5	38.5%	1	50.0%
	Lack of teaching	2	15.4%		
	Lack of feedback	2	15.4%		
	Shouts or harasses	1	7.7%		
	Poor role model clinically	1	7.7%	1	50.0%
	Other	2	15.4%		

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Table 2. Appraisal, assessment, support from nurses (midwives) & coping beyond competence

		grade			
		SHO		SpR	
		Count	Col %	Count	Col %
Have you sat down with your consultant to discuss your progress in this post?	Yes, useful	73	55.7%	21	56.8%
	Yes, not useful	10	7.6%	1	2.7%
	No, not necessary	5	3.8%	3	8.1%
	No but will happen	26	19.8%	6	16.2%
	No but would like it	17	13.0%	6	16.2%
Did you have an 'end of year' assessment in this or previous post?	Yes	99	75.6%	26	70.3%
	No	27	20.6%	9	24.3%
	Don't know/remember	4	3.1%	1	2.7%
	This is my first post	1	.8%	1	2.7%
Did the assessment seem fair to you?	Yes	92	92.9%	24	92.3%
	No	2	2.0%	2	7.7%
	Don't know/remember	5	5.1%		
How would you rate the support from nurses/midwives?	Very poor	1	.8%		
	Poor	7	5.3%		
	Fair	32	24.4%	9	24.3%
	Good	45	34.4%	11	29.7%
	Excellent	46	35.1%	17	45.9%
How often do you feel forced to cope with problems beyond your experience or competence?	All the time	10	7.7%	2	5.4%
	Daily	11	8.5%	2	5.4%
	Weekly	30	23.1%	4	10.8%
	Monthly	36	27.7%	18	48.6%
	Never	43	33.1%	11	29.7%
If weekly or more, is this because seniors are...	Too busy	11	52.4%	1	25.0%
	Off-site	4	19.0%		
	Inadequately skilled	1	4.8%		
	Other	5	23.8%	3	75.0%

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Table 3. Harassment, consent, hands-on experience, intensity and overall satisfaction

		grade			
		SHO		SpR	
		Count	Col %	Count	Col %
Have you been subjected in this post to persistent behaviour by others which has eroded your professional confidence or self-esteem?	Yes	30	22.9%	6	16.2%
	No	94	71.8%	30	81.1%
	Don't know/remember	7	5.3%	1	2.7%
Who by?	Managers	2	6.7%		
	Consultants	4	13.3%	3	50.0%
	Other trainees	8	26.7%		
	Nurses or midwives	11	36.7%	1	16.7%
	Patients or relatives	1	3.3%	1	16.7%
	Other	4	13.3%	1	16.7%
Have you complained to anyone about this?	Yes	5	17.2%	2	33.3%
	No	24	82.8%	4	66.7%
Why not?	Not sufficiently serious	8	33.3%		
	Afraid of consequences	8	33.3%	2	50.0%
	Not sure how to complain	1	4.2%		
	Problem will go away	2	8.3%		
	Dealt with it myself	3	12.5%	1	25.0%
	Other	2	8.3%	1	25.0%
Have you felt forced to obtain consent for an unfamiliar procedure?	Yes frequently	1	.8%		
	Yes occasionally	28	21.4%	1	2.7%
	Never	102	77.9%	36	97.3%
How would you rate the hands-on experience in this post?	Very poor	2	1.6%		
	Poor	2	1.6%	1	2.7%
	Fair	9	7.0%	8	21.6%
	Good	62	48.1%	15	40.5%
	Excellent	54	41.9%	13	35.1%
If poor, why?	Unit too specialised	2	50.0%		
	Too many other duties	1	25.0%	1	100.0%
	Other	1	25.0%		
How would you rate intensity of work in this post 9am-5pm weekdays?	Light			1	2.7%
	Satisfactory	36	28.1%	18	48.6%
	Heavy	76	59.4%	16	43.2%
	Excessive	16	12.5%	2	5.4%
How would you rate intensity of work in this post at night?	Light	2	1.6%	1	2.7%
	Satisfactory	37	28.9%	10	27.0%
	Heavy	65	50.8%	15	40.5%
	Excessive	18	14.1%	5	13.5%
	not applicable/do not work at night	6	4.7%	6	16.2%
How would you describe your post to a friend?	Very poor	1	.8%		
	Poor	6	4.7%		
	Fair	21	16.3%	11	29.7%
	Good	68	52.7%	15	40.5%
	Excellent	33	25.6%	11	29.7%