

## Appendix E – Medical Specialties

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

		grade			
		SHO		SpR	
		Count	Col %	Count	Col %
gender	Male	133	48.4%	166	51.2%
	Female	142	51.6%	158	48.8%
Where did you qualify?	London	150	54.5%	164	50.6%
	Other UK	77	28.0%	102	31.5%
	EEA	5	1.8%	13	4.0%
	Other	43	15.6%	45	13.9%
Did you agree educational objectives with your consultant at the beginning of this post?	Yes	193	70.2%	215	66.6%
	No	80	29.1%	107	33.1%
	Don't know/remember	2	.7%	1	.3%
Have you signed a training (learning) agreement?	Yes	170	61.8%	170	52.6%
	No	82	29.8%	125	38.7%
	Don't know/remember	23	8.4%	28	8.7%
Have you used a logbook in this post?	Yes	104	37.8%	168	52.0%
	No	167	60.7%	150	46.4%
	Don't know/remember	4	1.5%	5	1.5%
Have you discussed the logbook with your educational supervisor?	Yes	82	81.2%	104	66.2%
	No	18	17.8%	49	31.2%
	Don't know/remember	1	1.0%	4	2.5%
Did you have an induction to the hospital?	Yes	254	92.4%	175	54.2%
	No	18	6.5%	144	44.6%
	Don't know/remember	3	1.1%	4	1.2%
How would you rate it?	Very poor	7	2.8%	7	4.0%
	Poor	44	17.6%	34	19.5%
	Fair	122	48.8%	93	53.4%
	Good	67	26.8%	35	20.1%
	Excellent	10	4.0%	5	2.9%
Did you have an induction to the department?	Yes	155	56.4%	191	59.1%
	No	111	40.4%	127	39.3%
	Don't know/remember	9	3.3%	5	1.5%
How would you rate it?	Very poor			2	1.1%
	Poor	7	4.6%	9	4.8%
	Fair	72	47.1%	73	38.8%
	Good	59	38.6%	85	45.2%
	Excellent	15	9.8%	19	10.1%
How would you rate your consultant supervision?	Very poor	9	3.3%	5	1.6%
	Poor	19	6.9%	18	5.6%
	Fair	71	25.8%	67	20.9%
	Good	100	36.4%	131	40.8%
	Excellent	76	27.6%	100	31.2%
If poor, why?	Lack of contact	19	67.9%	7	31.8%
	Lack of teaching	6	21.4%	4	18.2%
	Lack of feedback			2	9.1%
	Shouts or harasses			2	9.1%
	Poor role model clinically	2	7.1%	3	13.6%
	Other	1	3.6%	4	18.2%

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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	109	39.6%	141	43.9%
	Yes, not useful	23	8.4%	16	5.0%
	No, not necessary	19	6.9%	32	10.0%
	No but will happen	75	27.3%	91	28.3%
	No but would like it	49	17.8%	41	12.8%
Did you have an 'end of year' assessment in this or previous post?	Yes	182	66.2%	243	75.7%
	No	81	29.5%	67	20.9%
	Don't know/remember	6	2.2%	5	1.6%
	This is my first post	6	2.2%	6	1.9%
Did the assessment seem fair to you?	Yes	170	92.9%	236	96.3%
	No	7	3.8%	7	2.9%
	Don't know/remember	6	3.3%	2	.8%
How would you rate the support from nurses/midwives?	Very poor	13	4.7%	3	.9%
	Poor	32	11.6%	17	5.3%
	Fair	90	32.7%	111	34.6%
	Good	89	32.4%	138	43.0%
	Excellent	51	18.5%	52	16.2%
How often do you feel forced to cope with problems beyond your experience or competence?	All the time	9	3.3%	2	.6%
	Daily	16	5.8%	8	2.5%
	Weekly	77	28.0%	45	14.1%
	Monthly	82	29.8%	124	38.8%
	Never	91	33.1%	141	44.1%
If weekly or more, is this because seniors are...	Too busy	14	56.0%	2	20.0%
	Off-site	2	8.0%	3	30.0%
	Unwilling to help			1	10.0%
	Inadequately skilled	3	12.0%		
	Other	6	24.0%	4	40.0%

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

		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	51	18.5%	50	15.6%
	No	214	77.8%	261	81.6%
	Don't know/remember	10	3.6%	9	2.8%
Who by?	Managers	4	8.0%	10	20.4%
	Consultants	10	20.0%	25	51.0%
	Other trainees	18	36.0%	6	12.2%
	Nurses or midwives	8	16.0%	1	2.0%
	Patients or relatives	6	12.0%	2	4.1%
	Other	4	8.0%	5	10.2%
	Have you complained to anyone about this?	Yes	14	28.6%	24
	No	34	69.4%	27	52.9%
	Don't know/remember	1	2.0%		
Why not?	Not sufficiently serious	8	23.5%	5	17.9%
	Afraid of consequences	6	17.6%	10	35.7%
	Not sure how to complain	4	11.8%	2	7.1%
	Problem will go away	5	14.7%	1	3.6%
	Dealt with it myself	10	29.4%	6	21.4%
	Other	1	2.9%	4	14.3%
	Have you felt forced to obtain consent for an unfamiliar procedure?	Yes frequently	18	6.6%	1
Yes occasionally		68	24.8%	46	14.5%
Never		188	68.6%	270	85.2%
How would you rate the hands-on experience in this post?	Very poor	7	2.6%	1	.3%
	Poor	18	6.6%	9	2.8%
	Fair	100	36.8%	45	14.2%
	Good	119	43.8%	171	53.9%
	Excellent	28	10.3%	91	28.7%
	If poor, why?	Unit too quiet	5	20.8%	
Unit too specialised		2	8.3%	1	11.1%
Unit over-staffed		3	12.5%	1	11.1%
Unit understaffed		3	12.5%	3	33.3%
Too many other duties		6	25.0%	3	33.3%
Other		5	20.8%	1	11.1%
How would you rate intensity of work in this post 9am-5pm weekdays?		Too light	2	.7%	2
	Light	7	2.6%	7	2.2%
	Satisfactory	124	46.3%	167	53.4%
	Heavy	114	42.5%	117	37.4%
	Excessive	21	7.8%	20	6.4%
	How would you rate intensity of work in this post at night?	Too light	2	.8%	2
Light		14	5.3%	38	12.1%
Satisfactory		97	36.5%	154	49.2%
Heavy		102	38.3%	47	15.0%
Excessive		22	8.3%	22	7.0%
not applicable/do not work at night		29	10.9%	50	16.0%
How would you describe your post to a friend?		Very poor	7	2.6%	4
	Poor	22	8.1%	22	6.9%
	Fair	94	34.6%	88	27.8%
	Good	117	43.0%	142	44.8%

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Excellent	32	11.8%	61	19.2%
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**Table 4. Induction**

		induction to hosp.				induction to dept.			
		Yes		No/Don't know		Yes		No/Don't know	
		Count	Row %	Count	Row %	Count	Row %	Count	Row %
Medical now	General Medicine	32	70%	14	30%	25	54%	21	46%
	Diabetes & Endo	23	56%	18	44%	27	66%	14	34%
	Thoracic	40	69%	18	31%	32	55%	26	45%
	Renal	26	67%	13	33%	20	51%	19	49%
	Cardiology	55	79%	15	21%	34	49%	36	51%
	Neurology	21	72%	8	28%	19	66%	10	34%
	Care of the Elderly	62	70%	27	30%	43	48%	46	52%
	Rheumatology	16	73%	6	27%	16	73%	6	27%
	Medical Oncology	23	70%	10	30%	15	45%	18	55%
	Gastroenterology	44	85%	8	15%	24	46%	28	54%
	Haematology	18	62%	11	38%	20	69%	9	31%
	Genitourinary	22	85%	4	15%	20	77%	6	23%
	Palliative Medicine	15	65%	8	35%	22	96%	1	4%
	Dermatology	4	36%	7	64%	5	45%	6	55%
	Other	30	91%	3	9%	24	73%	9	27%

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**Table 5. Educational Objectives and Agreements**

		educ. objectives				training agreement			
		Yes		No/Don't know		Yes		No/Don't know	
		Count	Row %	Count	Row %	Count	Row %	Count	Row %
Medical now	General Medicine	32	70%	14	30%	27	59%	19	41%
	Diabetes & Endo	21	51%	20	49%	11	27%	30	73%
	Thoracic	37	64%	21	36%	35	60%	23	40%
	Renal	35	90%	4	10%	31	79%	8	21%
	Cardiology	42	60%	28	40%	35	50%	35	50%
	Neurology	20	69%	9	31%	18	62%	11	38%
	Care of the Elderly	67	75%	22	25%	55	62%	34	38%
	Rheumatology	15	68%	7	32%	12	55%	10	45%
	Medical Oncology	17	52%	16	48%	11	33%	22	67%
	Gastroenterology	29	56%	23	44%	20	38%	32	62%
	Haematology	22	76%	7	24%	20	69%	9	31%
	Genitourinary	22	85%	4	15%	21	81%	5	19%
	Palliative Medicine	20	87%	3	13%	17	74%	6	26%
	Dermatology	6	55%	5	45%	9	82%	2	18%
	Other	24	73%	9	27%	20	61%	13	39%

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**Table 6. Logbooks**

		used log book				discussed with consultant			
		Yes		No/Don't know		Yes		No/Don't know	
		Count	Row %	Count	Row %	Count	Row %	Count	Row %
Medical now	General Medicine	17	37%	29	63%	14	82%	3	18%
	Diabetes & Endo	19	46%	22	54%	13	68%	6	32%
	Thoracic	25	43%	33	57%	18	72%	7	28%
	Renal	18	46%	21	54%	12	67%	6	33%
	Cardiology	40	57%	30	43%	21	53%	19	48%
	Neurology	19	66%	10	34%	14	88%	2	13%
	Care of the Elderly	31	35%	58	65%	27	90%	3	10%
	Rheumatology	6	27%	16	73%	5	83%	1	17%
	Medical Oncology	14	42%	19	58%	8	57%	6	43%
	Gastroenterology	29	56%	23	44%	11	42%	15	58%
	Haematology	12	41%	17	59%	9	90%	1	10%
	Genitourinary	11	42%	15	58%	11	100%		
	Palliative Medicine	10	43%	13	57%	7	100%		
	Dermatology	8	73%	3	27%	7	100%		
	Other	15	45%	18	55%	11	73%	4	27%

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Table 7. Appraisal

		Had appraisal?									
		Yes, useful		Yes, not useful		No, not necessary		No but will happen		No but would like it	
		Count	Row %	Count	Row %	Count	Row %	Count	Row %	Count	Row %
Medical now	General Medicine	21	46%	4	9%	6	13%	8	17%	7	15%
	Diabetes & Endo	15	37%	2	5%	5	12%	8	20%	11	27%
	Thoracic	16	28%	6	10%	7	12%	20	34%	9	16%
	Renal	18	46%	3	8%	1	3%	15	38%	2	5%
	Cardiology	19	27%	1	1%	11	16%	20	29%	19	27%
	Neurology	17	59%	2	7%	2	7%	5	17%	3	10%
	Care of the Elderly	38	44%	9	10%	6	7%	26	30%	8	9%
	Rheumatology	10	45%	2	9%	2	9%	6	27%	2	9%
	Medical Oncology	11	33%			1	3%	16	48%	5	15%
	Gastroenterology	17	33%	4	8%	2	4%	16	31%	13	25%
	Haematology	14	48%			6	21%	8	28%	1	3%
	Genitourinary	19	73%	1	4%			3	12%	3	12%
	Palliative Medicine	15	65%	1	4%			7	30%		
	Dermatology	5	45%					3	27%	3	27%
	Other	15	45%	4	12%	3	9%	6	18%	5	15%

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**Table 8. Assessment**

		end of year assessment				did assessment seem fair			
		Yes		No/Don't know		Yes		No/Don't know	
		Count	Row %	Count	Row %	Count	Row %	Count	Row %
Medical now	General Medicine	33	79%	9	21%	31	94%	2	6%
	Diabetes & Endo	30	73%	11	27%	29	97%	1	3%
	Thoracic	41	71%	17	29%	39	95%	2	5%
	Renal	27	69%	12	31%	25	93%	2	7%
	Cardiology	42	60%	28	40%	41	95%	2	5%
	Neurology	22	76%	7	24%	21	95%	1	5%
	Care of the Elderly	61	71%	25	29%	58	94%	4	6%
	Rheumatology	19	90%	2	10%	19	100%		
	Medical Oncology	22	67%	11	33%	20	91%	2	9%
	Gastroenterology	38	75%	13	25%	37	97%	1	3%
	Haematology	23	85%	4	15%	22	96%	1	4%
	Genitourinary	22	85%	4	15%	21	95%	1	5%
	Palliative Medicine	20	91%	2	9%	20	95%	1	5%
	Dermatology	6	60%	4	40%	5	83%	1	17%
	Other	21	68%	10	32%	20	95%	1	5%

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**Table 9. Bullying**

		Been bullied?				who by					
		Yes		No/Don't know		Consultants		Trainees		Other	
		Count	Row %	Count	Row %	Count	Row %	Count	Row %	Count	Row %
Medical now	General Medicine	9	20%	37	80%	2	22%	3	33%	4	44%
	Diabetes & Endo	5	12%	36	88%	2	40%	2	40%	1	20%
	Thoracic	9	16%	49	84%	4	44%	1	11%	4	44%
	Renal	6	15%	33	85%	4	67%	2	33%		
	Cardiology	13	19%	57	81%	3	23%	5	38%	5	38%
	Neurology	5	17%	24	83%	4	100%				
	Care of the Elderly	22	25%	65	75%	5	24%	3	14%	13	62%
	Rheumatology	1	5%	21	95%	1	100%				
	Medical Oncology	5	15%	28	85%	2	40%	2	40%	1	20%
	Gastroenterology	9	17%	43	83%	2	22%	4	44%	3	33%
	Haematology	3	10%	26	90%			1	33%	2	67%
	Genitourinary	5	19%	21	81%	2	40%			3	60%
	Palliative Medicine	1	4%	22	96%	1	100%				
	Dermatology	3	27%	8	73%	1	33%	1	33%	1	33%
	Other	5	16%	27	84%	2	40%	1	20%	2	40%

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**Table 10. Supervision, Workload and Experience**

	Consultant supervision *	Support from nurses (midwives) *	Frequency of feeling forced to cope **	hours of formal education each week	Hands-on experience *	Intensity of work 9am to 5pm weekdays ***	Overall satisfaction with post *
	Mean	Mean	Mean	Mean	Mean	Mean	Mean
Medical now							
General Medicine	3.7	3.3	3.8	1.8	3.6	3.6	3.4
Diabetes & Endo	3.8	3.5	4.1	1.9	3.8	3.5	3.7
Thoracic	4.0	3.3	4.1	2.5	3.8	3.4	3.7
Renal	4.1	3.5	4.2	2.2	3.8	3.6	3.6
Cardiology	3.3	3.9	3.9	1.6	3.6	3.7	3.6
Neurology	4.2	3.8	4.0	2.7	4.0	3.4	3.8
Care of the Elderly	3.8	3.3	4.0	2.4	3.5	3.3	3.5
Rheumatology	3.6	3.5	4.2	2.7	3.7	3.2	3.4
Medical Oncology	3.9	4.0	4.2	2.4	3.9	3.5	3.6
Gastroenterology	3.9	3.3	4.0	1.8	4.0	3.7	3.5
Haematology	4.4	4.1	4.2	2.2	4.2	3.4	3.9
Genitourinary	4.0	4.1	4.3	2.7	4.3	3.4	4.0
Palliative Medicine	4.1	4.2	4.3	2.0	4.1	3.0	4.0
Dermatology	3.8	3.5	4.1	3.6	4.2	3.8	3.7
Other	4.2	3.8	4.0	2.0	4.0	3.7	3.9

\*on a scale of 1-5 where 1 = very poor, 3 = fair, and 5 = excellent\*\*on a scale of 1-5 where 1 = all the time, 3 = weekly, and 5 = never\*\*\*on a scale of 1-5 where 1 = too light, 3 = satisfactory and 5 = excessive