

## Appendix E - Ophthalmology

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

		grade			
		SHO		SpR	
		Count	Col %	Count	Col %
gender	Male	9	69.2%	19	57.6%
	Female	4	30.8%	14	42.4%
Where did you qualify?	London	10	76.9%	19	57.6%
	Other UK	3	23.1%	6	18.2%
	EEA			3	9.1%
	Other			5	15.2%
Did you agree educational objectives with your consultant at the beginning of this post?	Yes	7	53.8%	26	78.8%
	No	5	38.5%	7	21.2%
	Don't know/remember	1	7.7%		
Have you signed a training (learning) agreement?	Yes	6	46.2%	25	75.8%
	No	7	53.8%	7	21.2%
	Don't know/remember			1	3.0%
Have you used a logbook in this post?	Yes	8	61.5%	32	97.0%
	No	5	38.5%	1	3.0%
Have you discussed the logbook with your educational supervisor?	Yes	4	57.1%	12	38.7%
	No	2	28.6%	19	61.3%
	Don't know/remember	1	14.3%		
Did you have an induction to the hospital?	Yes	10	76.9%	25	75.8%
	No	3	23.1%	7	21.2%
	Don't know/remember			1	3.0%
How would you rate it?	Poor	3	33.3%	2	8.0%
	Fair	3	33.3%	14	56.0%
	Good	3	33.3%	8	32.0%
	Excellent			1	4.0%
Did you have an induction to the department?	Yes	11	84.6%	22	66.7%
	No	2	15.4%	9	27.3%
	Don't know/remember			2	6.1%
How would you rate it?	Poor	2	20.0%	1	4.5%
	Fair	5	50.0%	8	36.4%
	Good	3	30.0%	12	54.5%
	Excellent			1	4.5%
How would you rate your consultant supervision?	Poor	2	15.4%		
	Fair	1	7.7%	3	9.1%
	Good	7	53.8%	19	57.6%
	Excellent	3	23.1%	11	33.3%
If poor, why?	Lack of contact	1	100.0%		

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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	8	61.5%	17	51.5%
	Yes, not useful	1	7.7%		
	No, not necessary	1	7.7%	3	9.1%
	No but will happen			9	27.3%
	No but would like it	3	23.1%	4	12.1%
Did you have an 'end of year' assessment in this or previous post?	Yes	9	69.2%	23	69.7%
	No	4	30.8%	9	27.3%
	This is my first post			1	3.0%
Did the assessment seem fair to you?	Yes	8	88.9%	22	95.7%
	No			1	4.3%
	Don't know/remember	1	11.1%		
How would you rate the support from nurses/midwives?	Very poor			2	6.1%
	Poor	1	7.7%	3	9.1%
	Fair	4	30.8%	10	30.3%
	Good	6	46.2%	13	39.4%
	Excellent	2	15.4%	5	15.2%
How often do you feel forced to cope with problems beyond your experience or competence?	All the time	1	7.7%		
	Weekly	2	15.4%	3	9.4%
	Monthly	3	23.1%	14	43.8%
	Never	7	53.8%	15	46.9%
If weekly or more, is this because seniors are...	.				

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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			2	6.1%
	No	13	100.0%	31	93.9%
Who by?	Consultants			1	50.0%
	Other			1	50.0%
Have you complained to anyone about this?	No			2	100.0%
Why not?	Afraid of consequences			1	50.0%
	Dealt with it myself			1	50.0%
Have you felt forced to obtain consent for an unfamiliar procedure?	Yes occasionally	3	23.1%	7	21.2%
	Never	10	76.9%	26	78.8%
How would you rate the hands-on experience in this post?	Poor	2	15.4%		
	Fair	2	15.4%	5	15.2%
	Good	4	30.8%	17	51.5%
	Excellent	5	38.5%	11	33.3%
If poor, why?	Unit too quiet	1	50.0%		
	Unit over-staffed			1	50.0%
	Unit understaffed	1	50.0%	1	50.0%
How would you rate intensity of work in this post 9am-5pm weekdays?	Satisfactory	4	30.8%	19	57.6%
	Heavy	6	46.2%	13	39.4%
	Excessive	3	23.1%	1	3.0%
How would you rate intensity of work in this post at night?	Light	2	15.4%	8	24.2%
	Satisfactory	9	69.2%	13	39.4%
	Heavy	1	7.7%	3	9.1%
	not applicable/do not work at night	1	7.7%	9	27.3%
How would you describe your post to a friend?	Very poor			2	6.1%
	Poor	2	15.4%	1	3.0%
	Fair			3	9.1%
	Good	6	46.2%	18	54.5%
	Excellent	5	38.5%	9	27.3%