

Appendix E - Paediatrics

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

		grade			
		SHO		SpR	
		Count	Col %	Count	Col %
gender	Male	56	36.1%	36	28.6%
	Female	99	63.9%	90	71.4%
Where did you qualify?	London	46	29.7%	47	37.3%
	Other UK	37	23.9%	35	27.8%
	EEA	8	5.2%	10	7.9%
	Other	64	41.3%	34	27.0%
Did you agree educational objectives with your consultant at the beginning of this post?	Yes	134	86.5%	103	81.7%
	No	19	12.3%	20	15.9%
	Don't know/remember	2	1.3%	3	2.4%
Have you signed a training (learning) agreement?	Yes	127	81.9%	92	73.0%
	No	18	11.6%	26	20.6%
	Don't know/remember	10	6.5%	8	6.3%
Have you used a logbook in this post?	Yes	57	37.0%	26	20.6%
	No	94	61.0%	100	79.4%
	Don't know/remember	3	1.9%		
Have you discussed the logbook with your educational supervisor?	Yes	45	80.4%	12	48.0%
	No	10	17.9%	11	44.0%
	Don't know/remember	1	1.8%	2	8.0%
Did you have an induction to the hospital?	Yes	148	95.5%	96	76.2%
	No	7	4.5%	26	20.6%
	Don't know/remember			4	3.2%
How would you rate it?	Very poor			7	7.4%
	Poor	15	10.3%	17	18.1%
	Fair	66	45.2%	45	47.9%
	Good	57	39.0%	22	23.4%
	Excellent	8	5.5%	3	3.2%
Did you have an induction to the department?	Yes	141	91.0%	104	82.5%
	No	10	6.5%	20	15.9%
	Don't know/remember	4	2.6%	2	1.6%
How would you rate it?	Very poor	2	1.4%	4	3.9%
	Poor	7	5.0%	11	10.8%
	Fair	54	38.6%	43	42.2%
	Good	65	46.4%	40	39.2%
	Excellent	12	8.6%	4	3.9%
How would you rate your consultant supervision?	Very poor			3	2.4%
	Poor	14	9.1%	5	4.0%
	Fair	41	26.6%	23	18.3%
	Good	63	40.9%	58	46.0%
	Excellent	36	23.4%	37	29.4%
If poor, why?	Lack of contact	6	46.2%	3	37.5%
	Lack of teaching	5	38.5%	1	12.5%
	Lack of feedback	1	7.7%	1	12.5%
	Poor role model clinically	1	7.7%	2	25.0%
	Other			1	12.5%

Appendix E - Paediatrics

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	84	54.2%	55	43.7%
	Yes, not useful	8	5.2%	10	7.9%
	No, not necessary	6	3.9%	8	6.3%
	No but will happen	41	26.5%	37	29.4%
	No but would like it	16	10.3%	16	12.7%
Did you have an 'end of year' assessment in this or previous post?	Yes	127	81.9%	109	87.2%
	No	19	12.3%	14	11.2%
	Don't know/remember	1	.6%		
	This is my first post	8	5.2%	2	1.6%
Did the assessment seem fair to you?	Yes	116	89.9%	99	91.7%
	No	8	6.2%	8	7.4%
	Don't know/remember	5	3.9%	1	.9%
How would you rate the support from nurses/midwives?	Very poor	5	3.2%	1	.8%
	Poor	9	5.8%	4	3.2%
	Fair	50	32.3%	34	27.2%
	Good	62	40.0%	53	42.4%
	Excellent	29	18.7%	33	26.4%
How often do you feel forced to cope with problems beyond your experience or competence?	All the time	5	3.3%	1	.8%
	Daily	10	6.6%	2	1.6%
	Weekly	31	20.4%	15	12.2%
	Monthly	36	23.7%	49	39.8%
	Never	70	46.1%	56	45.5%
If weekly or more, is this because seniors are...	Too busy	9	69.2%	2	66.7%
	Off-site	1	7.7%		
	Unwilling to help	3	23.1%	1	33.3%

Appendix E - Paediatrics

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	27	17.4%	17	13.6%
	No	119	76.8%	104	83.2%
	Don't know/remember	9	5.8%	4	3.2%
Who by?	Managers	1	3.8%	1	5.9%
	Consultants	7	26.9%	11	64.7%
	Other trainees	6	23.1%	2	11.8%
	Nurses or midwives	8	30.8%	2	11.8%
	Patients or relatives	2	7.7%	1	5.9%
	Other	2	7.7%		
Have you complained to anyone about this?	Yes	13	48.1%	8	47.1%
	No	13	48.1%	9	52.9%
	Don't know/remember	1	3.7%		
Why not?	Not sufficiently serious	7	53.8%	2	22.2%
	Afraid of consequences	2	15.4%	4	44.4%
	Not sure how to complain	3	23.1%		
	Problem will go away	1	7.7%	1	11.1%
	Dealt with it myself			2	22.2%
Have you felt forced to obtain consent for an unfamiliar procedure?	Yes frequently	2	1.3%	2	1.6%
	Yes occasionally	26	16.9%	19	15.3%
	Never	126	81.8%	103	83.1%
How would you rate the hands-on experience in this post?	Poor	6	3.9%	5	4.1%
	Fair	46	30.1%	27	22.0%
	Good	77	50.3%	48	39.0%
	Excellent	24	15.7%	43	35.0%
If poor, why?	Unit too quiet	1	14.3%		
	Unit too specialised			2	40.0%
	Unit understaffed			1	20.0%
	Too many other duties	5	71.4%	1	20.0%
	Other	1	14.3%	1	20.0%
How would you rate intensity of work in this post 9am-5pm weekdays?	Too light			1	.8%
	Light	3	2.0%	5	4.1%
	Satisfactory	74	48.7%	63	51.6%
	Heavy	64	42.1%	50	41.0%
	Excessive	11	7.2%	3	2.5%
How would you rate intensity of work in this post at night?	Too light			1	.8%
	Light	3	2.0%	8	6.6%
	Satisfactory	52	34.4%	51	42.1%
	Heavy	59	39.1%	44	36.4%
	Excessive	20	13.2%	6	5.0%
	not applicable/do not work at night	17	11.3%	11	9.1%
How would you describe your post to a friend?	Very poor	1	.7%	2	1.6%
	Poor	10	6.5%	6	4.9%
	Fair	49	32.0%	31	25.2%
	Good	66	43.1%	55	44.7%
	Excellent	27	17.6%	29	23.6%

Appendix E - Paediatrics

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 %
Paediatrics now	General Paediatrics	100	88%	13	12%	100	88%	13	12%
	Neonatal	51	91%	5	9%	55	98%	1	2%
	Community Paeds	14	70%	6	30%	14	70%	6	30%
	Subspecialty	55	85%	10	15%	53	82%	12	18%
	Other	16	84%	3	16%	14	74%	5	26%

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 %
Paediatrics now	General Paediatrics	93	82%	20	18%	86	76%	27	24%
	Neonatal	52	93%	4	7%	46	82%	10	18%
	Community Paeds	18	90%	2	10%	16	80%	4	20%
	Subspecialty	50	77%	15	23%	50	77%	15	23%
	Other	16	84%	3	16%	15	79%	4	21%

Appendix E - Paediatrics

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 %
Paediatrics now	General Paediatrics	88	82%	19	18%	81	92%	7	8%
	Neonatal	49	89%	6	11%	46	92%	4	8%
	Community Paeds	20	100%			16	84%	3	16%
	Subspecialty	57	90%	6	10%	53	93%	4	7%
	Other	16	89%	2	11%	14	88%	2	13%

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 %
Paediatrics now	General Paediatrics	16	14%	97	86%	4	25%	4	25%	8	50%
	Neonatal	9	16%	47	84%	5	63%			3	38%
	Community Paeds	4	20%	16	80%	3	75%			1	25%
	Subspecialty	9	14%	55	86%	5	56%	1	11%	3	33%
	Other	4	21%	15	79%	1	25%	2	50%	1	25%

Appendix E - Paediatrics

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
Paediatrics now	General Paediatrics	3.8	3.7	4.0	2.6	3.9	3.4	3.7
	Neonatal	3.9	3.7	4.2	2.8	3.9	3.6	3.8
	Community Paeds	3.7	3.6	3.9	3.2	3.5	3.2	3.5
	Subspecialty	4.0	4.0	4.4	2.3	4.0	3.6	4.0
	Other	3.9	3.7	4.2	2.1	4.0	3.5	3.7

*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