

Appendix E – Pathology Specialties

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

		grade			
		SHO		SpR	
		Count	Col %	Count	Col %
gender	Male	2	28.6%	31	57.4%
	Female	5	71.4%	23	42.6%
Where did you qualify?	London	3	42.9%	20	37.0%
	Other UK	2	28.6%	11	20.4%
	EEA			5	9.3%
	Other	2	28.6%	18	33.3%
Did you agree educational objectives with your consultant at the beginning of this post?	Yes	5	71.4%	41	75.9%
	No	1	14.3%	11	20.4%
	Don't know/remember	1	14.3%	2	3.7%
Have you signed a training (learning) agreement?	Yes	4	57.1%	38	70.4%
	No	3	42.9%	14	25.9%
	Don't know/remember			2	3.7%
Have you used a logbook in this post?	Yes	5	71.4%	33	61.1%
	No	2	28.6%	21	38.9%
Have you discussed the logbook with your educational supervisor?	Yes	3	60.0%	22	66.7%
	No	2	40.0%	9	27.3%
	Don't know/remember			2	6.1%
Did you have an induction to the hospital?	Yes	6	85.7%	33	61.1%
	No	1	14.3%	20	37.0%
	Don't know/remember			1	1.9%
How would you rate it?	Very poor			4	12.5%
	Poor			3	9.4%
	Fair	1	16.7%	15	46.9%
	Good	5	83.3%	8	25.0%
	Excellent			2	6.3%
Did you have an induction to the department?	Yes	7	100.0%	43	79.6%
	No			11	20.4%
How would you rate it?	Very poor			1	2.4%
	Poor			2	4.8%
	Fair	3	42.9%	19	45.2%
	Good	4	57.1%	16	38.1%
	Excellent			4	9.5%
How would you rate your consultant supervision?	Very poor			2	3.7%
	Poor			6	11.1%
	Fair	1	14.3%	13	24.1%
	Good	5	71.4%	24	44.4%
	Excellent	1	14.3%	9	16.7%
If poor, why?	Lack of teaching			4	50.0%
	Lack of feedback			2	25.0%
	Shouts or harasses			1	12.5%
	Poor role model clinically			1	12.5%

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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	4	57.1%	29	53.7%
	Yes, not useful			9	16.7%
	No, not necessary			4	7.4%
	No but will happen	1	14.3%	6	11.1%
	No but would like it	2	28.6%	6	11.1%
Did you have an 'end of year' assessment in this or previous post?	Yes	5	71.4%	46	86.8%
	No	2	28.6%	5	9.4%
	Don't know/remember			1	1.9%
	This is my first post			1	1.9%
Did the assessment seem fair to you?	Yes	4	80.0%	41	91.1%
	No			3	6.7%
	Don't know/remember	1	20.0%	1	2.2%
How would you rate the support from nurses/midwives?	Very poor			1	2.4%
	Fair	1	14.3%	29	69.0%
	Good	4	57.1%	10	23.8%
	Excellent	2	28.6%	2	4.8%
How often do you feel forced to cope with problems beyond your experience or competence?	All the time	1	14.3%		
	Daily	1	14.3%	2	3.8%
	Weekly			6	11.3%
	Monthly	1	14.3%	20	37.7%
	Never	4	57.1%	25	47.2%
If weekly or more, is this because seniors are...	Too busy	1	50.0%		
	Locums or vacancies			1	50.0%
	Unwilling to help			1	50.0%
	Other	1	50.0%		

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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	1	14.3%	10	18.9%
	No	6	85.7%	38	71.7%
	Don't know/remember			5	9.4%
Who by?	Consultants			7	77.8%
	Other trainees	1	100.0%	1	11.1%
	Other			1	11.1%
Have you complained to anyone about this?	Yes	1	100.0%	5	50.0%
	No			5	50.0%
Why not?	Not sufficiently serious			2	40.0%
	Not sure how to complain			1	20.0%
	Dealt with it myself			1	20.0%
	Other			1	20.0%
Have you felt forced to obtain consent for an unfamiliar procedure?	Yes frequently			1	2.0%
	Yes occasionally	1	14.3%	4	8.0%
	Never	6	85.7%	45	90.0%
How would you rate the hands-on experience in this post?	Poor	1	14.3%	2	3.9%
	Fair			10	19.6%
	Good	5	71.4%	31	60.8%
	Excellent	1	14.3%	8	15.7%
If poor, why?	Unit too quiet			1	50.0%
	Too many other duties	1	100.0%		
	Other			1	50.0%
How would you rate intensity of work in this post 9am-5pm weekdays?	Too light			1	2.0%
	Light			3	5.9%
	Satisfactory	1	14.3%	28	54.9%
	Heavy	6	85.7%	17	33.3%
	Excessive			2	3.9%
How would you rate intensity of work in this post at night?	Too light			1	2.0%
	Light	2	28.6%	5	9.8%
	Satisfactory			13	25.5%
	Heavy	2	28.6%	2	3.9%
	not applicable/do not work at night	3	42.9%	30	58.8%
How would you describe your post to a friend?	Very poor			1	1.9%
	Poor	1	14.3%	5	9.6%
	Fair	2	28.6%	15	28.8%
	Good	3	42.9%	22	42.3%
	Excellent	1	14.3%	9	17.3%

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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 %
Pathology now	Microbiology	7	58%	5	42%	11	92%	1	8%
	Histopathology	24	83%	5	17%	24	83%	5	17%
	Chemical Pathology	3	43%	4	57%	7	100%		
	Other	5	38%	8	62%	8	62%	5	38%

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 %
Pathology now	Microbiology	10	83%	2	17%	10	83%	2	17%
	Histopathology	20	69%	9	31%	18	62%	11	38%
	Chemical Pathology	5	71%	2	29%	4	57%	3	43%
	Other	11	85%	2	15%	10	77%	3	23%

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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 %
Pathology now	Microbiology	8	67%	4	33%	5	63%	3	38%
	Histopathology	18	62%	11	38%	12	67%	6	33%
	Chemical Pathology	4	57%	3	43%	4	100%		
	Other	8	62%	5	38%	4	50%	4	50%

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 %
Pathology now	Microbiology	4	33%	5	42%	1	8%	1	8%	1	8%
	Histopathology	16	55%	2	7%	2	7%	4	14%	5	17%
	Chemical Pathology	5	71%					1	14%	1	14%
	Other	8	62%	2	15%	1	8%	1	8%	1	8%

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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 %
Pathology now	Microbiology	11	92%	1	8%	9	90%	1	10%
	Histopathology	23	82%	5	18%	21	91%	2	9%
	Chemical Pathology	5	83%	1	17%	5	100%		
	Other	12	92%	1	8%	10	83%	2	17%

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 %
Pathology now	Microbiology	3	25%	9	75%	1	50%	1	50%		
	Histopathology	5	18%	23	82%	5	100%				
	Chemical Pathology			7	100%						
	Other	3	23%	10	77%	1	33%	1	33%	1	33%

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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
Pathology now	Microbiology	3.2	3.3	3.9	1.6	3.6	3.1	3.0
	Histopathology	3.8	3.2	4.5	2.0	4.0	3.7	3.8
	Chemical Pathology	3.9	3.2	4.1	2.3	3.7	3.0	3.9
	Other	3.6	3.9	4.0	1.8	3.9	3.2	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