

Appendix E – Psychiatry Specialties

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

| | | grade | | | |
|--|----------------------------|-------|-------|-------|-------|
| | | SHO | | SpR | |
| | | Count | Col % | Count | Col % |
| gender | Male | 111 | 56.6% | 42 | 47.2% |
| | Female | 85 | 43.4% | 47 | 52.8% |
| Where did you qualify? | London | 60 | 30.6% | 38 | 42.7% |
| | Other UK | 34 | 17.3% | 23 | 25.8% |
| | EEA | 9 | 4.6% | 7 | 7.9% |
| | Other | 93 | 47.4% | 21 | 23.6% |
| Did you agree educational objectives with your consultant at the beginning of this post? | Yes | 168 | 85.7% | 78 | 87.6% |
| | No | 26 | 13.3% | 10 | 11.2% |
| | Don't know/remember | 2 | 1.0% | 1 | 1.1% |
| Have you signed a training (learning) agreement? | Yes | 141 | 71.9% | 67 | 76.1% |
| | No | 35 | 17.9% | 13 | 14.8% |
| | Don't know/remember | 20 | 10.2% | 8 | 9.1% |
| Have you used a logbook in this post? | Yes | 151 | 77.4% | 35 | 39.8% |
| | No | 44 | 22.6% | 52 | 59.1% |
| | Don't know/remember | | | 1 | 1.1% |
| Have you discussed the logbook with your educational supervisor? | Yes | 119 | 86.9% | 25 | 80.6% |
| | No | 16 | 11.7% | 6 | 19.4% |
| | Don't know/remember | 2 | 1.5% | | |
| Did you have an induction to the hospital? | Yes | 187 | 95.4% | 66 | 74.2% |
| | No | 8 | 4.1% | 20 | 22.5% |
| | Don't know/remember | 1 | .5% | 3 | 3.4% |
| How would you rate it? | Very poor | 4 | 2.2% | | |
| | Poor | 21 | 11.7% | 9 | 15.0% |
| | Fair | 87 | 48.6% | 26 | 43.3% |
| | Good | 54 | 30.2% | 23 | 38.3% |
| | Excellent | 13 | 7.3% | 2 | 3.3% |
| Did you have an induction to the department? | Yes | 139 | 70.9% | 70 | 78.7% |
| | No | 51 | 26.0% | 18 | 20.2% |
| | Don't know/remember | 6 | 3.1% | 1 | 1.1% |
| How would you rate it? | Very poor | | | 1 | 1.5% |
| | Poor | 8 | 6.0% | 3 | 4.6% |
| | Fair | 50 | 37.6% | 30 | 46.2% |
| | Good | 65 | 48.9% | 31 | 47.7% |
| | Excellent | 10 | 7.5% | | |
| How would you rate your consultant supervision? | Very poor | 4 | 2.1% | 2 | 2.3% |
| | Poor | 14 | 7.2% | 2 | 2.3% |
| | Fair | 26 | 13.4% | 12 | 13.6% |
| | Good | 70 | 36.1% | 35 | 39.8% |
| | Excellent | 80 | 41.2% | 37 | 42.0% |
| If poor, why? | Lack of contact | 8 | 50.0% | 2 | 66.7% |
| | Lack of teaching | 2 | 12.5% | | |
| | Poor role model clinically | 4 | 25.0% | 1 | 33.3% |
| | Other | 2 | 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 | 139 | 71.6% | 60 | 67.4% |
| | Yes, not useful | 15 | 7.7% | | |
| | No, not necessary | 5 | 2.6% | 7 | 7.9% |
| | No but will happen | 21 | 10.8% | 20 | 22.5% |
| | No but would like it | 14 | 7.2% | 2 | 2.2% |
| Did you have an 'end of year' assessment in this or previous post? | Yes | 138 | 71.1% | 75 | 84.3% |
| | No | 40 | 20.6% | 11 | 12.4% |
| | Don't know/remember | 3 | 1.5% | | |
| | This is my first post | 13 | 6.7% | 3 | 3.4% |
| Did the assessment seem fair to you? | Yes | 123 | 87.9% | 72 | 96.0% |
| | No | 8 | 5.7% | 3 | 4.0% |
| | Don't know/remember | 9 | 6.4% | | |
| How would you rate the support from nurses/midwives? | Very poor | 6 | 3.1% | 1 | 1.2% |
| | Poor | 19 | 9.8% | 6 | 7.4% |
| | Fair | 63 | 32.6% | 21 | 25.9% |
| | Good | 66 | 34.2% | 34 | 42.0% |
| | Excellent | 39 | 20.2% | 19 | 23.5% |
| How often do you feel forced to cope with problems beyond your experience or competence? | All the time | 2 | 1.1% | | |
| | Daily | 4 | 2.1% | 2 | 2.2% |
| | Weekly | 31 | 16.3% | 3 | 3.4% |
| | Monthly | 82 | 43.2% | 34 | 38.2% |
| | Never | 71 | 37.4% | 50 | 56.2% |
| If weekly or more, is this because seniors are... | Too busy | 2 | 33.3% | | |
| | Off-site | 1 | 16.7% | 1 | 50.0% |
| | Inadequately skilled | | | 1 | 50.0% |
| | Other | 3 | 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 | 26 | 13.5% | 10 | 11.2% |
| | No | 160 | 82.9% | 78 | 87.6% |
| | Don't know/remember | 7 | 3.6% | 1 | 1.1% |
| Who by? | Managers | 4 | 16.0% | 3 | 30.0% |
| | Consultants | 8 | 32.0% | 6 | 60.0% |
| | Other trainees | 2 | 8.0% | | |
| | Nurses or midwives | 5 | 20.0% | 1 | 10.0% |
| | Patients or relatives | 2 | 8.0% | | |
| | Other | 4 | 16.0% | | |
| Have you complained to anyone about this? | Yes | 8 | 29.6% | 4 | 40.0% |
| | No | 19 | 70.4% | 6 | 60.0% |
| Why not? | Not sufficiently serious | 7 | 38.9% | 1 | 16.7% |
| | Afraid of consequences | 8 | 44.4% | 2 | 33.3% |
| | Not sure how to complain | 1 | 5.6% | 2 | 33.3% |
| | Dealt with it myself | 2 | 11.1% | 1 | 16.7% |
| Have you felt forced to obtain consent for an unfamiliar procedure? | Yes frequently | 1 | .5% | | |
| | Yes occasionally | 14 | 7.3% | 3 | 3.4% |
| | Never | 176 | 92.1% | 86 | 96.6% |
| How would you rate the hands-on experience in this post? | Poor | 3 | 1.6% | | |
| | Fair | 38 | 19.7% | 4 | 4.5% |
| | Good | 105 | 54.4% | 49 | 55.1% |
| | Excellent | 47 | 24.4% | 36 | 40.4% |
| If poor, why? | Unit too quiet | 1 | 25.0% | | |
| | Unit over-staffed | 1 | 25.0% | | |
| | Too many other duties | 1 | 25.0% | | |
| | Other | 1 | 25.0% | | |
| How would you rate intensity of work in this post 9am-5pm weekdays? | Too light | 2 | 1.0% | | |
| | Light | 11 | 5.7% | 6 | 6.7% |
| | Satisfactory | 125 | 65.1% | 54 | 60.7% |
| | Heavy | 45 | 23.4% | 27 | 30.3% |
| | Excessive | 9 | 4.7% | 2 | 2.2% |
| How would you rate intensity of work in this post at night? | Too light | 1 | .5% | | |
| | Light | 17 | 8.9% | 22 | 24.7% |
| | Satisfactory | 103 | 53.6% | 48 | 53.9% |
| | Heavy | 50 | 26.0% | 4 | 4.5% |
| | Excessive | 8 | 4.2% | | |
| | not applicable/do not work at night | 13 | 6.8% | 15 | 16.9% |
| How would you describe your post to a friend? | Very poor | 4 | 2.1% | 2 | 2.2% |
| | Poor | 6 | 3.1% | 1 | 1.1% |
| | Fair | 46 | 23.8% | 15 | 16.9% |
| | Good | 95 | 49.2% | 39 | 43.8% |
| | Excellent | 42 | 21.8% | 32 | 36.0% |

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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 % |
| Psychiatry now | General Psychiatry | 110 | 92% | 9 | 8% | 80 | 67% | 39 | 33% |
| | Child & Adolescent Psychiatry | 32 | 82% | 7 | 18% | 33 | 85% | 6 | 15% |
| | Old Age Psychiatry | 43 | 84% | 8 | 16% | 38 | 75% | 13 | 25% |
| | Forensic Psychiatry | 19 | 95% | 1 | 5% | 17 | 85% | 3 | 15% |
| | Psychotherapy | 15 | 100% | | | 12 | 80% | 3 | 20% |
| | Learning Disabilities | 2 | 67% | 1 | 33% | 2 | 67% | 1 | 33% |
| | Other | 29 | 83% | 6 | 17% | 25 | 71% | 10 | 29% |

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 % |
| Psychiatry now | General Psychiatry | 100 | 84% | 19 | 16% | 89 | 75% | 30 | 25% |
| | Child & Adolescent Psychiatry | 33 | 85% | 6 | 15% | 27 | 69% | 12 | 31% |
| | Old Age Psychiatry | 45 | 88% | 6 | 12% | 43 | 84% | 8 | 16% |
| | Forensic Psychiatry | 18 | 90% | 2 | 10% | 15 | 75% | 5 | 25% |
| | Psychotherapy | 12 | 80% | 3 | 20% | 8 | 57% | 6 | 43% |
| | Learning Disabilities | 3 | 100% | | | 3 | 100% | | |
| | Other | 32 | 91% | 3 | 9% | 22 | 63% | 13 | 37% |

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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 % |
| Psychiatry now | General Psychiatry | 70 | 59% | 49 | 41% | 57 | 88% | 8 | 12% |
| | Child & Adolescent Psychiatry | 32 | 84% | 6 | 16% | 17 | 63% | 10 | 37% |
| | Old Age Psychiatry | 32 | 63% | 19 | 37% | 26 | 93% | 2 | 7% |
| | Forensic Psychiatry | 12 | 60% | 8 | 40% | 11 | 92% | 1 | 8% |
| | Psychotherapy | 9 | 64% | 5 | 36% | 7 | 88% | 1 | 13% |
| | Learning Disabilities | 3 | 100% | | | 3 | 100% | | |
| | Other | 25 | 71% | 10 | 29% | 22 | 96% | 1 | 4% |

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 % |
| Psychiatry now | General Psychiatry | 83 | 71% | 8 | 7% | 7 | 6% | 10 | 9% | 9 | 8% |
| | Child & Adolescent Psychiatry | 24 | 62% | 1 | 3% | 2 | 5% | 11 | 28% | 1 | 3% |
| | Old Age Psychiatry | 38 | 75% | 3 | 6% | 2 | 4% | 6 | 12% | 2 | 4% |
| | Forensic Psychiatry | 12 | 60% | 1 | 5% | | | 5 | 25% | 2 | 10% |
| | Psychotherapy | 13 | 87% | | | 1 | 7% | | | 1 | 7% |
| | Learning Disabilities | 2 | 67% | | | | | 1 | 33% | | |
| | Other | 25 | 71% | 1 | 3% | 1 | 3% | 8 | 23% | | |

Table 8. Assessment

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| | | 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 % |
| Psychiatry now | General Psychiatry | 81 | 76% | 26 | 24% | 80 | 98% | 2 | 2% |
| | Child & Adolescent Psychiatry | 34 | 87% | 5 | 13% | 28 | 82% | 6 | 18% |
| | Old Age Psychiatry | 39 | 81% | 9 | 19% | 33 | 83% | 7 | 18% |
| | Forensic Psychiatry | 16 | 84% | 3 | 16% | 13 | 81% | 3 | 19% |
| | Psychotherapy | 12 | 86% | 2 | 14% | 12 | 100% | | |
| | Learning Disabilities | 2 | 67% | 1 | 33% | 2 | 100% | | |
| | Other | 28 | 82% | 6 | 18% | 26 | 93% | 2 | 7% |

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 % |
| Psychiatry now | General Psychiatry | 17 | 15% | 99 | 85% | 5 | 31% | | | 11 | 69% |
| | Child & Adolescent Psychiatry | 7 | 18% | 32 | 82% | 4 | 57% | | | 3 | 43% |
| | Old Age Psychiatry | 5 | 10% | 46 | 90% | 3 | 60% | 1 | 20% | 1 | 20% |
| | Forensic Psychiatry | 2 | 10% | 18 | 90% | 1 | 50% | | | 1 | 50% |
| | Psychotherapy | 1 | 7% | 14 | 93% | 1 | 100% | | | | |
| | Learning Disabilities | | | 3 | 100% | | | | | | |
| | Other | 4 | 11% | 31 | 89% | | | 1 | 25% | 3 | 75% |

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Table 7. 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 |
| Psychiatry now | General Psychiatry | 3.9 | 3.6 | 4.2 | 4.1 | 4.1 | 3.3 | 3.8 |
| | Child & Adolescent Psychiatry | 4.1 | 3.7 | 4.1 | 4.9 | 4.0 | 3.2 | 3.9 |
| | Old Age Psychiatry | 4.4 | 3.6 | 4.3 | 3.9 | 4.2 | 3.3 | 4.1 |
| | Forensic Psychiatry | 4.3 | 3.5 | 4.5 | 4.3 | 4.0 | 3.2 | 4.0 |
| | Psychotherapy | 4.1 | 4.1 | 4.4 | 3.1 | 4.5 | 3.6 | 4.2 |
| | Learning Disabilities | 4.7 | 4.3 | 4.3 | 4.3 | 4.0 | 3.0 | 4.0 |
| | Other | 4.3 | 3.9 | 4.5 | 3.9 | 4.3 | 3.1 | 4.0 |

*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