

Appendix E – Radiology/Clinical Oncology

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

		grade			
		SHO		SpR	
		Count	Col %	Count	Col %
gender	Male	9	50.0%	71	48.6%
	Female	9	50.0%	75	51.4%
Where did you qualify?	London	8	44.4%	88	60.3%
	Other UK	5	27.8%	40	27.4%
	EEA	1	5.6%	7	4.8%
	Other	4	22.2%	11	7.5%
Did you agree educational objectives with your consultant at the beginning of this post?	Yes	11	61.1%	111	76.0%
	No	7	38.9%	29	19.9%
	Don't know/remember			6	4.1%
Have you signed a training (learning) agreement?	Yes	13	72.2%	93	63.7%
	No	5	27.8%	36	24.7%
	Don't know/remember			17	11.6%
Have you used a logbook in this post?	Yes	10	55.6%	106	73.1%
	No	8	44.4%	37	25.5%
	Don't know/remember			2	1.4%
Have you discussed the logbook with your educational supervisor?	Yes	6	60.0%	73	71.6%
	No	4	40.0%	28	27.5%
	Don't know/remember			1	1.0%
Did you have an induction to the hospital?	Yes	16	88.9%	109	74.7%
	No	2	11.1%	32	21.9%
	Don't know/remember			5	3.4%
How would you rate it?	Very poor			3	2.8%
	Poor	2	12.5%	25	22.9%
	Fair	8	50.0%	53	48.6%
	Good	4	25.0%	25	22.9%
	Excellent	2	12.5%	3	2.8%
Did you have an induction to the department?	Yes	12	66.7%	112	76.7%
	No	6	33.3%	24	16.4%
	Don't know/remember			10	6.8%
How would you rate it?	Very poor			1	.9%
	Poor	1	8.3%	7	6.3%
	Fair	5	41.7%	52	46.4%
	Good	6	50.0%	45	40.2%
	Excellent			7	6.3%
How would you rate your consultant supervision?	Very poor	1	5.6%	2	1.4%
	Poor	3	16.7%	12	8.3%
	Fair	6	33.3%	31	21.4%
	Good	7	38.9%	62	42.8%
	Excellent	1	5.6%	38	26.2%
If poor, why?	Lack of contact	3	75.0%	7	50.0%
	Lack of teaching			3	21.4%
	Lack of feedback			3	21.4%
	Poor role model clinically	1	25.0%		
	Other			1	7.1%

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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	9	50.0%	68	46.9%
	Yes, not useful			8	5.5%
	No, not necessary	1	5.6%	15	10.3%
	No but will happen	5	27.8%	45	31.0%
	No but would like it	3	16.7%	9	6.2%
Did you have an 'end of year' assessment in this or previous post?	Yes	13	72.2%	108	74.5%
	No	5	27.8%	33	22.8%
	Don't know/remember			3	2.1%
	This is my first post			1	.7%
Did the assessment seem fair to you?	Yes	13	100.0%	102	94.4%
	No			3	2.8%
	Don't know/remember			3	2.8%
How would you rate the support from nurses/midwives?	Very poor			1	.7%
	Poor	2	11.1%	10	7.0%
	Fair	5	27.8%	46	32.2%
	Good	9	50.0%	70	49.0%
	Excellent	2	11.1%	16	11.2%
How often do you feel forced to cope with problems beyond your experience or competence?	All the time	1	5.6%	4	2.8%
	Daily	3	16.7%	3	2.1%
	Weekly	4	22.2%	26	18.1%
	Monthly	8	44.4%	66	45.8%
	Never	2	11.1%	45	31.3%
If weekly or more, is this because seniors are...	Too busy	3	75.0%	2	28.6%
	Unwilling to help			1	14.3%
	Inadequately skilled			1	14.3%
	Other	1	25.0%	3	42.9%

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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	11.1%	16	11.2%
	No	16	88.9%	122	85.3%
	Don't know/remember			5	3.5%
Who by?	Consultants	1	50.0%	11	64.7%
	Other trainees			6	35.3%
	Nurses or midwives	1	50.0%		
Have you complained to anyone about this?	Yes	1	50.0%	4	25.0%
	No	1	50.0%	11	68.8%
	Don't know/remember			1	6.3%
Why not?	Not sufficiently serious	1	100.0%	2	18.2%
	Afraid of consequences			7	63.6%
	Problem will go away			1	9.1%
	Dealt with it myself			1	9.1%
Have you felt forced to obtain consent for an unfamiliar procedure?	Yes frequently	1	5.6%	2	1.4%
	Yes occasionally	10	55.6%	31	21.7%
	Never	7	38.9%	110	76.9%
How would you rate the hands-on experience in this post?	Very poor			1	.7%
	Poor	2	11.8%		
	Fair	12	70.6%	16	11.1%
	Good	1	5.9%	88	61.1%
	Excellent	2	11.8%	39	27.1%
If poor, why?	Unit understaffed	1	50.0%	1	100.0%
	Too many other duties	1	50.0%		
How would you rate intensity of work in this post 9am-5pm weekdays?	Too light			1	.7%
	Light	1	5.9%	6	4.2%
	Satisfactory	7	41.2%	99	69.2%
	Heavy	8	47.1%	37	25.9%
	Excessive	1	5.9%		
How would you rate intensity of work in this post at night?	Light	2	11.8%	28	19.6%
	Satisfactory	9	52.9%	62	43.4%
	Heavy	5	29.4%	21	14.7%
	Excessive			1	.7%
	not applicable/do not work at night	1	5.9%	31	21.7%
How would you describe your post to a friend?	Very poor	1	5.9%		
	Poor	1	5.9%	5	3.5%
	Fair	9	52.9%	29	20.1%
	Good	4	23.5%	74	51.4%
	Excellent	2	11.8%	36	25.0%

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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 %
Radiology	Radiology	67	72%	26	28%	69	74%	24	26%
	Clinical Oncology	55	82%	12	18%	52	78%	15	22%
	Nuclear Medicine	5	100%			4	80%	1	20%
	Other			1	100%	1	100%		

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 %
Radiology	Radiology	69	74%	24	26%	61	66%	32	34%
	Clinical Oncology	49	73%	18	27%	44	66%	23	34%
	Nuclear Medicine	5	100%			2	40%	3	60%
	Other	1	100%					1	100%

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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 %
Radiology	Radiology	65	71%	27	29%	60	92%	5	8%
	Clinical Oncology	53	80%	13	20%	52	98%	1	2%
	Nuclear Medicine	4	80%	1	20%	4	100%		
	Other	1	100%			1	100%		

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 %
Radiology	Radiology	14	15%	77	85%	10	67%	4	27%	1	7%
	Clinical Oncology	5	8%	61	92%	2	40%	2	40%	1	20%
	Nuclear Medicine			5	100%						
	Other			1	100%						

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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
Radiology	Radiology	3.6	3.5	3.9	3.3	4.1	3.2	3.8
	Clinical Oncology	3.9	3.8	4.0	2.3	4.0	3.3	4.0
	Nuclear Medicine	4.2	3.6	4.4	3.2	4.4	3.2	4.4
	Other	4.0	4.0	4.0	2.0	4.0	4.0	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