

Appendix E – Surgical Specialties

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

		grade			
		SHO		SpR	
		Count	Col %	Count	Col %
gender	Male	153	76.1%	171	85.9%
	Female	48	23.9%	28	14.1%
Where did you qualify?	London	99	49.3%	86	43.2%
	Other UK	46	22.9%	48	24.1%
	EEA	7	3.5%	20	10.1%
	Other	49	24.4%	45	22.6%
Did you agree educational objectives with your consultant at the beginning of this post?	Yes	103	51.5%	113	56.8%
	No	91	45.5%	82	41.2%
	Don't know/remember	6	3.0%	4	2.0%
Have you signed a training (learning) agreement?	Yes	83	41.5%	75	37.7%
	No	97	48.5%	104	52.3%
	Don't know/remember	20	10.0%	20	10.1%
Have you used a logbook in this post?	Yes	149	74.5%	181	91.0%
	No	49	24.5%	17	8.5%
	Don't know/remember	2	1.0%	1	.5%
Have you discussed the logbook with your educational supervisor?	Yes	40	28.0%	65	37.6%
	No	103	72.0%	106	61.3%
	Don't know/remember			2	1.2%
Did you have an induction to the hospital?	Yes	174	86.6%	107	53.8%
	No	24	11.9%	87	43.7%
	Don't know/remember	3	1.5%	5	2.5%
How would you rate it?	Very poor	9	5.3%	3	2.9%
	Poor	27	15.8%	10	9.5%
	Fair	83	48.5%	54	51.4%
	Good	45	26.3%	32	30.5%
	Excellent	7	4.1%	6	5.7%
Did you have an induction to the department?	Yes	118	58.7%	97	48.7%
	No	76	37.8%	97	48.7%
	Don't know/remember	7	3.5%	5	2.5%
How would you rate it?	Very poor	3	2.6%	1	1.1%
	Poor	9	7.9%	8	8.5%
	Fair	48	42.1%	48	51.1%
	Good	44	38.6%	33	35.1%
	Excellent	10	8.8%	4	4.3%
How would you rate your consultant supervision?	Very poor	10	5.1%	1	.5%
	Poor	19	9.6%	6	3.0%
	Fair	54	27.3%	43	21.7%
	Good	74	37.4%	86	43.4%
	Excellent	41	20.7%	62	31.3%
If poor, why?	Lack of contact	11	39.3%	1	20.0%
	Lack of teaching	11	39.3%	3	60.0%
	Lack of feedback	1	3.6%		
	Shouts or harasses	2	7.1%		
	Poor role model clinically	2	7.1%	1	20.0%
	Other	1	3.6%		

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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	77	38.9%	85	42.9%
	Yes, not useful	8	4.0%	8	4.0%
	No, not necessary	24	12.1%	26	13.1%
	No but will happen	39	19.7%	47	23.7%
	No but would like it	50	25.3%	32	16.2%
Did you have an 'end of year' assessment in this or previous post?	Yes	112	56.6%	132	66.7%
	No	69	34.8%	53	26.8%
	Don't know/remember	4	2.0%	3	1.5%
	This is my first post	13	6.6%	10	5.1%
Did the assessment seem fair to you?	Yes	103	91.2%	125	94.7%
	No	5	4.4%	3	2.3%
	Don't know/remember	5	4.4%	4	3.0%
How would you rate the support from nurses/midwives?	Very poor	9	4.5%	5	2.5%
	Poor	24	12.1%	16	8.1%
	Fair	79	39.9%	70	35.4%
	Good	66	33.3%	87	43.9%
	Excellent	20	10.1%	20	10.1%
How often do you feel forced to cope with problems beyond your experience or competence?	All the time	3	1.5%	3	1.5%
	Daily	14	7.1%	3	1.5%
	Weekly	54	27.3%	30	15.3%
	Monthly	60	30.3%	61	31.1%
	Never	67	33.8%	99	50.5%
If weekly or more, is this because seniors are...	Too busy	6	35.3%	3	60.0%
	Off-site	4	23.5%		
	Locums or vacancies	1	5.9%		
	Inadequately skilled	2	11.8%		
	Other	4	23.5%	2	40.0%

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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	55	27.8%	27	13.8%
	No	134	67.7%	165	84.2%
Who by?	Don't know/remember	9	4.5%	4	2.0%
	Managers	11	20.4%	4	14.8%
	Consultants	14	25.9%	14	51.9%
	Other trainees	17	31.5%	5	18.5%
	Nurses or midwives	7	13.0%	1	3.7%
	Patients or relatives	1	1.9%	1	3.7%
	Other	4	7.4%	2	7.4%
Have you complained to anyone about this?	Yes	11	20.8%	11	40.7%
	No	41	77.4%	16	59.3%
	Don't know/remember	1	1.9%		
Why not?	Not sufficiently serious	10	24.4%	4	25.0%
	Afraid of consequences	15	36.6%	5	31.3%
	Not sure how to complain	1	2.4%	1	6.3%
	Problem will go away	2	4.9%		
	Dealt with it myself	9	22.0%	5	31.3%
	Other	4	9.8%	1	6.3%
Have you felt forced to obtain consent for an unfamiliar procedure?	Yes frequently	26	13.1%	2	1.0%
	Yes occasionally	73	36.9%	32	16.3%
	Never	99	50.0%	162	82.7%
How would you rate the hands-on experience in this post?	Very poor	25	12.6%	3	1.5%
	Poor	39	19.7%	25	12.8%
	Fair	59	29.8%	51	26.2%
	Good	50	25.3%	73	37.4%
	Excellent	25	12.6%	43	22.1%
If poor, why?	Unit too quiet	12	19.4%	7	25.9%
	Unit too specialised			1	3.7%
	Unit over-staffed	8	12.9%	1	3.7%
	Unit understaffed	6	9.7%		
	Too many other duties	24	38.7%	2	7.4%
	Other	12	19.4%	16	59.3%
How would you rate intensity of work in this post 9am-5pm weekdays?	Too light	3	1.5%	6	3.1%
	Light	5	2.6%	11	5.7%
	Satisfactory	90	46.4%	117	60.3%
	Heavy	75	38.7%	50	25.8%
	Excessive	21	10.8%	10	5.2%
How would you rate intensity of work in this post at night?	Too light			7	3.6%
	Light	12	6.2%	42	21.6%
	Satisfactory	102	52.6%	113	58.2%
	Heavy	51	26.3%	21	10.8%
	Excessive	20	10.3%	2	1.0%
	not applicable/do not work at night	9	4.6%	9	4.6%
How would you describe your post to a friend?	Very poor	9	4.5%	1	.5%
	Poor	33	16.7%	12	6.2%
	Fair	70	35.4%	64	32.8%

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Good	63	31.8%	91	46.7%
Excellent	23	11.6%	27	13.8%