Theme	Question Text	Selection	Specialty (i	Outlier
Bullying and undermining and Patient safety	Concerns relating to patient safety were taken seriously by my organisation.	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII	Bel
r difference survey		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII	
	I was made aware of how to report patient safety incidents and near misses.	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII	
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII	
	There were enough staff to ensure that patients were always treated by someone with an appropriate level of clinical	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII	
	experience.	Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII —	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	
			0 10 20 30 40 50 60 70 80 90 10 Question Score	0

Гһете	Question Text	Selection	Specialty (i
Bullying and undermining and Patient safety	There were enough staff to ensure that patients were always treated by someone with an appropriate level of clinical experience.	Royal Papworth Hospital NHS Foundation Trust (RGM)	AII —
Clinical supervision	Did you always know who was providing your clinical supervision when you were working?	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII •
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	5 AII
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII
	How often (if ever) did you feel forced to cope with clinical problems beyond your competence or experience?	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII -
	competence of experience.	Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	5 AII
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII
	How often (if ever) were you supervised by someone who you felt wasn't competent to do so?	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII
	,	Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII
		(,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	0 10 20 30 40 50 60 70 80 90 100 Question Score

Гһете	Question Text	Selection	Specialty (i	Outl
Clinical supervision	How often (if ever) were you supervised by someone who you felt wasn't competent to do so?	Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	E N
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII	
	Please rate the quality of clinical supervision you received overall.	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII -	
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	5 AII	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII	
linical supervision - ut of Hours	How often (if ever) did you feel forced to cope with clinical problems beyond your competence or experience OUT OF HOURS?	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII -	
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII -	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII	
	Please rate the quality of clinical supervision, OUT OF HOURS.	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII	
			0 10 20 30 40 50 60 70 80 90 10 Question Score	00

Theme	Question Text	Selection	Specialty (i	01
Clinical supervision - Out of Hours	Please rate the quality of clinical supervision, OUT OF HOURS.	Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	AII	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII —	
Communication and teamwork	Did someone explain your role and responsibilities in the unit / department / practice when you started the role you	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII	
	were working in for this period?	Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	AII	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII	
	I felt I was a valued member of the team I worked in.	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII -	
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	AII —	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII -	
			0 10 20 30 40 50 60 70 80 90 10 Question Score	0

Theme	Question Text	Selection	Specialty (i	Outlier
Communication and teamwork	Information relating to the pandemic (written and/or verbal) was communicated effectively to me by senior	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII	Below None
	colleagues	Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII	
	Please rate the quality of the induction you received at the start of the role you were working in?	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII —	
	were working in	Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII —	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII ———————————————————————————————————	
	The department/unit/practice I worked in encouraged a culture of teamwork between all healthcare professionals.	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII -	
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII —	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	
			0 10 20 30 40 50 60 70 80 90 100 Question Score	

Гһете	Question Text	Selection	Specialty (i
Communication and eamwork	The department/unit/practice I worked in encouraged a culture of teamwork between all healthcare professionals.	Royal Papworth Hospital NHS Foundation Trust (RGM)	AII —
Curriculum delivery and education	I received clear guidance from my deanery/HEE local office on the support available if the Covid-19 pandemic	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII -
	affected my training	Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII ———
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII ———
	I've been able to complete my planned rotations for this training year (2019-2020)	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII —
	(2.22.2.2.3)	Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII —
	My department/unit/practice provided a supportive environment for everyone regardless of background, beliefs or	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII -
	identity.	Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII -
			0 10 20 30 40 50 60 70 80 90 100 Question Score

Theme	Question Text	Selection	Specialty (i	Outlier
Curriculum delivery and education	My department/unit/practice provided a supportive environment for everyone regardless of background, beliefs or identity.	Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	Below None
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII	
	My training has been disrupted by the Covid-19 pandemic	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII	
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII	
	Staff, including doctors in training, were always treated fairly.	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII -	
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII ———	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII	
	Were you able to access local teaching opportunities during the stated time	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII -	
			0 10 20 30 40 50 60 70 80 90 100 Question Score	

Theme	Question Text	Selection	Specialty (i	0
and education	Were you able to access local teaching opportunities during the stated time period? (beginning of March - end of May)	Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII -	
Health and Wellbeing	Are you exhausted in the morning at the thought of another day at work?	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII —	
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII -	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII -	
	Do you feel burnt out because of your work?	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII -	
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII ————	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII -	
			0 10 20 30 40 50 60 70 80 90 1 Question Score	100

Theme	Question Text	Selection	Specialty (i	Outlier
Health and Wellbeing	Do you feel that every working hour is tiring for you?	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII	Belo None
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII —	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII	
	Do you feel worn out at the end of the working day?	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII -	
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII —	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII —	
	Do you have enough energy for family and friends during leisure time?	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII -	
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	
			0 10 20 30 40 50 60 70 80 90 100 Question Score	0

me	Question Text	Selection	Specialty (i	Οι
th and Wellbeing	Do you have enough energy for family and friends during leisure time?	Royal Papworth Hospital NHS Foundation Trust (RGM)	AII	
	Does your work frustrate you?	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII	
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII -	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII	
	I had easy access to a catering facility providing suitable food.	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII -	
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII —	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	i All	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII ———	
	If I had any concerns about occupational health and wellbeing there was somebody available for me to talk to in confidence.	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII -	
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII	
		. 9	0 10 20 30 40 50 60 70 80 90 100 Question Score	С

Theme	Question Text	Selection	.1	Outlier
Health and Wellbeing	If I had any concerns about occupational health and wellbeing there was somebody available for me to talk to in confidence.	Royal Brompton & Harefield NHS Foundation Trust (RT3)	5 AII	Above Below None
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII	
	Is your work emotionally exhausting?	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII —	
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII —	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	; All	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII —	
	Please rate the support for your personal safety you received from your organisation	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII -	
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII —	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	3 AII	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII	
	Please rate the support for your wellbeing you received from your organisation	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII	
			0 10 20 30 40 50 60 70 80 90 100 Question Score	

Health and Wellbeing Please rate the support for your wellbeing you received from your organisation and the support for your wellbeing this production trust. (RT3) Royal Papwarch Hospital NHS All Foundation Trust. (RT3) Royal Papwarch Hospital NHS Foundation Trust. (RT3) Rest facilities were available to me free of Charge when I needed them. Rest facilities were available to me free of Charge when I needed them. Cambridge University Hospital NHS Foundation Trust. All (RB0) Royal Papwarch Hospital NHS Foundation Trust. All (RB0) Royal Papwarch Hospital NHS Foundation Trust. All (RB0) Royal Papwarch Hospital NHS Foundation Trust. All (RB0) Concerns relating to my personal safety, or that of colleagues, were taken seriously by my employer. Liverpool Heart and Chest. Hospital NHS Foundation Trust. All (RB0) Royal Papwarch Hospital NHS All Foundation Trust. All (RB0) Royal Papwarch Hospital NHS All Foundation Trust. All (RB0) Royal Papwarch Hospital NHS All Foundation Trust. All (RB0) Royal Papwarch Hospital NHS All Foundation Trust. All (RB0) Royal Papwarch Hospital NHS All Foundation Trust. All (RB0) Royal Papwarch Hospital NHS All Foundation Trust. All (RB0) Royal Papwarch Hospital NHS All Foundation Trust. (RT3)	Οι
Royal Papworth Hospital NHS Foundation Trust (RGM) Rest facilities were available to me free of Cambridge University Hospitals Charge when I needed them. Liverpool Heart and Chest Hospital NHS Foundation Trust (RGT) Royal Papworth Hospital NHS Foundation Trust (RT3) Royal Papworth Hospital NHS Foundation Trust (RGM) Royal Papworth Hospital NHS Foundation Trust (RGM) All Cambridge University Hospitals NHS Foundation Trust (RGM) All Cambridge University Hospitals NHS Foundation Trust (RGM) Royal Papworth Hospital NHS HIS Foundation Trust (RGM) Royal Papworth Hospital NHS HIS Foundation Trust (RGM) Royal Papworth Hospital NHS HIS Foundation Trust (RGM) Royal Papworth Hospital NHS Foundation Trust (RT3) Royal Papworth Hospital NHS Foundation Trust (RT3)	
Rest facilities were available to me free of charge when I needed them. Liverpool Heart and Chest Hospital NHS Foundation Trust (RT3) Royal Brompton & Harefield NHS Foundation Trust (RT3) Royal Papworth Hospital NHS Foundation Trust (RT3) Royal Papworth Hospital NHS Foundation Trust (RT3) All Speaking up and voice Concerns relating to my personal safety, or that of colleagues, were taken seriously by my employer. Cambridge University Hospitals All NHS Foundation Trust (RT3) Liverpool Heart and Chest Hospital NHS Foundation Trust (RT3) Royal Brompton & Harefield NHS All (RB0) Royal Brompton & Harefield NHS All Foundation Trust (RT3) Royal Brompton & Harefield NHS All Foundation Trust (RT3)	
Liverpool Heart and Chest Hospital NHS Foundation Trust All (RBQ) Royal Brompton & Harefield NHS Foundation Trust (RT3) Royal Papworth Hospital NHS Foundation Trust (RGM) All Foundation Trust (RGM) All Papworth Hospital NHS Foundation Trust (RGM) All Papworth Hospital NHS Foundation Trust (RGM) Liverpool Heart and Chest Hospital NHS Foundation Trust (RGT) Liverpool Heart and Chest Hospital NHS Foundation Trust All (RBQ) Royal Brompton & Harefield NHS Foundation Trust (RT3) Royal Papworth Hospital NHS Royal Papworth Hospital NHS Royal Papworth Hospital NHS	
Hospital NHS Foundation Trust All (RBQ) Royal Brompton & Harefield NHS Foundation Trust (RT3) Royal Papworth Hospital NHS Foundation Trust (RGM) All Papworth Hospital NHS Foundation Trust (RGM) All Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ) Royal Brompton & Harefield NHS All (RBQ) Royal Brompton & Harefield NHS Foundation Trust (RT3) Royal Brompton & Harefield NHS All (RBQ) Royal Brompton & Harefield NHS Foundation Trust (RT3)	
Poundation Trust (RT3) Royal Papworth Hospital NHS Foundation Trust (RGM) All Peaking up and voice Concerns relating to my personal safety, or that of colleagues, were taken seriously by my employer. Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ) Royal Brompton & Harefield NHS Foundation Trust (RT3) Royal Papworth Hospital NHS All	
peaking up and voice Concerns relating to my personal safety, or that of colleagues, were taken seriously by my employer. Cambridge University Hospitals NHS Foundation Trust (RGT) Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ) Royal Brompton & Harefield NHS Foundation Trust (RT3) Royal Papworth Hospital NHS	
NHS Foundation Trust (RGT) NHS Foundation Trust (RGT) Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ) Royal Brompton & Harefield NHS Foundation Trust (RT3) Royal Papworth Hospital NHS	
Liverpool Heart and Chest Hospital NHS Foundation Trust All (RBQ) Royal Brompton & Harefield NHS Foundation Trust (RT3) Royal Papworth Hospital NHS	
Foundation Trust (RT3) Royal Papworth Hospital NHS	
0 10 20 30 40 50 60 70 80 Question Score	90 100

eme	Question Text	Selection	Specialty (i	Outl
Speaking up and voice	Did way have any consequent about your	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII	E
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII —	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII	
	There was a culture of learning lessons from concerns raised.	Cambridge University Hospitals NHS Foundation Trust (RGT)	AII -	
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	AII	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	
		Royal Papworth Hospital NHS Foundation Trust (RGM)	AII	
	There was a culture of listening to doctors in training with regard to working practices (including discussions related to the Covid-19 pandemic)	NHS Foundation Trust (RGT)	AII —	
		Liverpool Heart and Chest Hospital NHS Foundation Trust (RBQ)	All	
		Royal Brompton & Harefield NHS Foundation Trust (RT3)	S AII	
			0 10 20 30 40 50 60 70 80 90 10 Question Score	00

