

**South West Peninsula Postgraduate Medical Education**

**Educational Supervisor Feedback 2020/2021**

**Background**

In an effort to increase the quality of educational supervision, the Peninsula Foundation School seeks feedback from foundation trainees about their experience of educational supervision. The role of the educational supervisor is key to the success of the programme and the aims of collecting trainee feedback are to identify the quality of supervision that is being provided, understand any obstacles to a good experience of supervision, enable educational supervisors to benchmark their own performance, highlight good practice and support educational supervisors who are finding it difficult to fulfil the role.

An individual supervisor’s report is prepared only when feedback is received from more than one trainee. The individual supervisor reports are sent to the relevant trust Foundation Programme Training Directors (FPTDs) to forward to the supervisor with an invitation to discuss the report and any support needed.

All Foundation trainees in the Peninsula were asked to complete an on-line feedback form about their 2020/2021 educational supervision (Appendix 1)[[1]](#footnote-2). A link to the form was sent via email with the end of post survey request, after the sign off process had been completed. The feedback from F1s and F2s has been combined. Free text comments are reported in Appendix 2.

**Cohort**

217 F1s and 202 F2s were in post at the end of the year and therefore able to comment on their educational supervision experience during the year. Their experiences related to 169 supervisors across 5 trusts in the Peninsula.

**Results**

241 Foundation trainees responded: an overall response rate of 57%. This is 4% lower than the 2019/2020 response. Trust response rates varied – the highest response was 69% of total trainees from Plymouth and the lowest was 47% of total trainees from North Devon. Table 1 shows the response rates for all Foundation trainees by Trust.

61% of supervisors received at least one trainee response to the survey and sufficient feedback was received for 33% of supervisors to have an individual report. Since the exercise started in 2008, 74% of supervisors have now received an individual report.

Table 1: Response to survey by Trust

|  |  |
| --- | --- |
| Trust | Total |
| Northern Devon Healthcare NHS Trust | 16 (47%) |
| University Hospital Plymouth NHS Trust | 82 (69%) |
| Royal Cornwall Hospitals NHS Trust |  57 (55%) |
| Royal Devon and Exeter NHS Foundation Trust | 49 (62%) |
| Torbay & South Devon Healthcare NHS Foundation Trust | 37 (53%) |
| Total | **241 (57%)** |

**Q1. How many face-to-face meetings did you have with your educational supervisor this year?**

Trainees are expected to meet with their supervisors on at least 4 occasions. The modal number of meetings per year was 4 which is an increase from last year.

Of the trainees who responded 62 (26%) trainees reported that they met fewer than 4 times in the year which is a decrease of 16% from 2019/2020. 117 (49%) trainees met 5 times or more. Chart 1 shows the number of educational supervision meetings reported by trainees.

Chart 1: Number of face to face meetings with educational supervisors



**Q2. On average, how long did each of these meetings take?**

For 50% of trainees, meetings lasted between 15-30 minutes. 11% of trainees had meetings that lasted 15 minutes or less. The length of meetings is shown in Table 2.

Table 2: Length of meetings

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 15 minutes or less  | 15 - 30 minutes  | 30 - 45 minutes  | 45 minutes - 1 hour (  | More than an hour  |
| **26 (11%)** | **121 (50%)** | **62 (26%)** | **28 (12%)** | **4 (2%)** |

**Q3. Was the length of your meetings a) too short, b) about right or c) too long?**

98% of trainees thought the length of their meetings was about right with 2% reporting they thought their meetings were too short. Table 3 shows the length of meeting reported by trainees.

Table 3: Length of meetings

|  |  |  |
| --- | --- | --- |
| Too short | About right | Too long |
| **5 (2%)** | **236 (98%)** | **0** |

**Q4. Overall, how do you rate the educational supervision you received this year?**

88.8% of trainees rated their educational supervision as good or excellent, 10% rated it as okay and 0.8% as poor. 1 trainee did report that they didn’t think they had received any educational supervision. The overall ratings by trainees are shown in Table 4a.

Table 4a: Trainees overall ratings of their educational supervision

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Don’t think I received any | Received it but thought it was POOR  | Received it and thought it was OKAY | Received it and thought it was GOOD | Received it and thought it was EXCELLENT |
| **1 (0.4%)** | **2 (0.8%)** | **24 (10%)** | **68 (28.2%)** | **146 (60.6%)** |

Table 4b below shows the proportion of trainees who rated their supervision as good or excellent over the last 6 years.

Table 4b: Overall ratings of supervision over the last 6 years

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | 2014/2015 | 2015/2016 | 2016/2017 | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021 |
| Good / Excellent | 85% | 86% | 85% | 90% | 89.4% | 88.4% | 88.8% |

**Q5. Were you happy with the educational supervisor you were given this year?**

238 (99%) of trainees said that they were happy with the educational supervisor they were allocated this year.

The 3 trainees who were unhappy with their supervisor were asked what action (if any) they took to change to another supervisor. All 3 trainees did not take any action to change to another supervisor. 2 trainees reported that they did not have much contact with their ES due to being difficult to get hold of and relied more on their clinical supervisors. 1 trainee was not aware it was an option to change.

**Q6. The qualities of educational supervisors**

Trainees were asked to rate their educational supervisors with regard to certain qualities, attitudes and skills. Trainees were asked to rate ‘Not applicable’ only if they did not seek that aspect of supervision from their educational supervisor.

The qualities of educational supervisor results are shown in the charts below.

6.a.) Availability 6.b.) Responsiveness (to contact from you)

6.c.) Interest in you 6.d.) Understood needs of a foundation trainee

6.e.) Was a good listener 6.f.) Helped you to identify your learning needs

6.g.) Helped you to find ways to meet your 6.h.) Ability to give constructive feedback

learning needs

6.i.) Commitment to the task of being an 6.j.) Up-to-date with foundation matters

educational supervisor

6.k.)Ability to provide career advice 6.l.) Ability to provide pastoral support

**Benchmark.**

Table 5 below shows the benchmarked supervision experience for 2020/2021. The modal for this year (most frequent) response has been taken as the benchmark.

Table 5: Benchmark Supervision Experience.

|  |  |  |
| --- | --- | --- |
|  | **2019/2020** | **2020/2021** |
| Response rate | **61%** | **57%** |
| How many face to face meetings did you have? | **3** | **4** |
| On average, how long was each meeting? | **15-30** | **15-30** |
| Was the length of your meetings; a) too short, b) about right, c) too long? | **About right** | **About right** |
| **Educational Supervisor Ratings** |
| Over all, how do you rate your supervision | Excellent | Excellent |
| Availability | Excellent | Excellent |
| Responsiveness (to contact) | Excellent | Excellent |
| Interest in you as an individual | Excellent | Excellent |
| Understood foundation trainee needs | Excellent | Excellent |
| Was a good listener | Excellent | Excellent |
| Helped identify learning needs | Excellent | Excellent |
| Helped find ways to meet learning needs | Excellent | Excellent |
| Ability to give constructive feedback | Excellent | Excellent |
| Commitment to task of being educational supervisor | Excellent | Excellent |
| Was up to date with foundation matters | Excellent | Excellent |
| Ability to provide career advice | Excellent | Excellent |
| Ability to provide pastoral support | Excellent | Excellent |

**Summary and conclusions**

57% of Foundation trainees provided feedback about the educational supervision they received in 2020/2021.

The average number of meetings the trainees have with their educational supervisors has increased to 5 from 3 in 2020 which is almost back to pre-pandemic levels of 6. The proportion of meetings lasting more than 30 minutes has stayed the same at 39%. 26% of trainees are reporting fewer than the required minimum of 4 meetings which is a large improvement from the 42% in 2020.

88.8% of trainees rated their supervisors as good or excellent overall which is in line with previous years’ findings. Since the survey began, there has not been any reduction in the proportion of trainees rating their supervision as less than Good.

The trainees rated their supervisors in several domains and 89% were rated as good or excellent in all domains. The benchmark for educational supervision remains at its highest level with the most frequent rating being excellent for all domains. However it should be noted that this year there were 62 poor ratings and whilst this remains low in percentage terms (2%) last year there were only 27 (0.89%) poor ratings.

Feedback from trainees since the survey began indicates that a very good experience of educational supervision can be expected for most trainees. We understand that some trainees do not receive this high level of supervision and the foundation school will work with the provider organisations to ensure that appropriate action is taken where supervisors require additional support to fulfil their role.

Since the exercise started in 2007/2008, 74% of supervisors have received at least one individual report. 33% will receive an individual report from 2020/2021.

**Suzanne Maddock**

**Foundation School Administrator**

**November 2021**

All foundation trainees are asked to complete this form so that individual educational supervisors can receive feedback regarding their performance of this role. Responses will be collated after sign-off has been completed and anonymised so that individual supervisors will receive one summary form covering all trainees they have supervised. Feedback will not be given until responses from 2 trainees are available. Thank you for taking the time to complete this feedback form. Please ensure that it is returned to natalie.band@hee.nhs.uk

1. Your name (please PRINT) …………………………………………………………………………………………………...……………

2. Name of your educational supervisor this year (please PRINT) …………………………………………………………………..…..

3. How many face-to-face meetings did you have with your educational supervisor this year? ………………………………….…...

4. On average, how long did each of these meetings take (please tick the relevant box)?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 15 minutes or less | 15- 30 minutes | 30- 45 minutes | 45 minutes – 1 hour | More than an hour |

5. Was the length of your meetings

|  |  |  |
| --- | --- | --- |
| Too short | About right | Too long |

6. Overall, how do you rate the educational supervision you received this year (please tick the relevant box)?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Don’t think I received any | Received it but thought it was POOR  | Received it and thought it was OKAY | Received it and thought it was GOOD | Received it and thought it was EXCELLENT |

7a. Were you happy with the educational supervisor you were given this year? YES/NO (please delete as appropriate)

7b. If NO, please describe any action you took to change to another supervisor ………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………

8. Please rate your educational supervisor for the following qualities, attitudes and skills by ticking the relevant box. It would be most helpful if you could provide specific comments where you have identified particular good practice or concern. \*Please answer NOT APPLICABLE only if you did not seek this aspect of supervision from your educational supervisor.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | NOT APPLICABLE\* | POOR | OKAY | GOOD | EXCELLENT | COMMENTS |
| Availability (to meet and speak to you) |  |  |  |  |  |  |
| Responsiveness (to contact from you) |  |  |  |  |  |  |
| Interest in you as an individual |  |  |  |  |  |  |
| Understood the needs of a foundation trainee |  |  |  |  |  |  |
| Was a good listener |  |  |  |  |  |  |
| Helped you to identify your learning needs |  |  |  |  |  |  |
| Helped you to find ways to meet your learning needs |  |  |  |  |  |  |
| Ability to give constructive feedback |  |  |  |  |  |  |
| Commitment to the task of being an educational supervisor |  |  |  |  |  |  |
| Was up-to-date with foundation matters |  |  |  |  |  |  |
| Ability to provide career advice  |  |  |  |  |  |  |
| Ability to provide pastoral support |  |  |  |  |  |  |

8. If applicable, please list up to 3 ways in which you consider your educational supervisor to have enhanced your foundation training.

(i).............................................................................................................................................................................................................................

(ii) ............................................................................................................................................................................................................................

(iii)............................................................................................................................................................................................................................

9. Any other comments ………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………

**APPENDIX 2: ADDITIONAL COMMENTS BY FOUNDATION TRAINEES (anonymised)**

|  |
| --- |
| * As an FY1 who struggled with the job initially (and had a family member who was in the last few months of life), I experienced very little support from my educational supervisor and had to find this elsewhere.
 |
| * Very grateful to my ES for her time, advice and understanding this year.
 |
| * Very good supervisor. I felt able to meet my learning objectives the way I needed to but was very helpful and supportive when I needed assistance or advice. Would highly recommend.
 |
| * My ES was an excellent educational supervisor. He was very easy to contact abs responded quickly to emails. He is very approachable and friendly. I felt he listened to me and supported me very well. He also gave really useful advice. I will miss him as a supervisor. Thank you very much.
 |
| * Thank you so much to my ES for everything you have done to help me this year.
 |
| * My ES was an excellent educational supervisor. She was kind, approachable and always ready to listen. I am so grateful to have had such a supportive ES especially as I was quite nervous about coming back to work full time as a FY2 post maternity leave. She guided me on the support back to work programme and was very easy to contact to organise meetings for portfolio etc. Would highly recommend her to future trainees!
 |
| * Really good supervisor, thank you!
 |
| * Really good and supportive education supervisor who helped me to develop and improved during my foundations years and helped me to get accepted on specialty training.
 |
| * My ES has been extremely supportive throughout my foundation year. He was always accessible and helped me identify and address my learning goals. In a particular situation when I needed to discuss a job offer in short notice, not only we had arranged a meeting promptly but he was exceptionally helpful and supportive.
 |
| * Thanks for all the help.
 |
| * My ES was always available, he is a conscientious listener, approachable and has been a brilliant supervisor throughout this year.
 |
| * Thank you very much for your guidance throughout the year. Really appreciate your time and patience.
 |
| * My ES has been an amazing educational supervisor, she is always accessible to have a meeting and has been really supportive throughout F2 and with future career goals
 |
| * Fantastic educational supervisor who made my first year of working as a doctor a much more enjoyable and relaxed experience.
 |
| * Fantastic educational supervisor who supported me through my first year as a doctor and always made me feel as though somebody was looking out for me. I am very grateful.
 |
| * Fantastic supervisor who supported me fully throughout my F2 year.
 |
| * Very helpful ES.
 |
| * I have had a consistently high standard of supervision and support this year, which has made it easier to start work during a pandemic and manage difficult personal circumstances. I feel much more confident in myself as a doctor. My ES has been an excellent supervisor and I am very grateful for all of his help and support.
 |
| * My ES has been a great educational supervisor, very supportive of my career ambitions and willing to help always.
 |
| * I likely would not have made it through F1 without my ES 's support. He is a credit to the hospital and I am very grateful for all of his time this year.
 |
| * thank you for your help and advice!
 |
| * Thank you!
 |
| * Many thanks to my ES who was instrumental in my FY1 year being a success. I owe a debt of gratitude as it could have been a difficult experience with Covid and coming back to medicine after a hiatus but My ES 's calm and friendly approach to being an ES made everything feel like it would be not just alright but a good experience! If there was a supervisor of the year award I would be nominating her.
 |
| * An excellent ES, would definitely recommend
 |
| * My ES was an excellent Educational Supervisor and I really felt she wanted to support me through my F2 year. She was extremely approachable and had a good understanding of the foundation curriculum and my learning needs. She took time to complete my end of placement reports thoroughly and her feedback was always genuine and constructive.
 |
| * My ES was incredibly kind, supportive, and prompt throughout my F1 at RD&E.
 |
| * fantastic educational supervisor and really lovely doctor. super approachable and helpful. feel very grateful to have had her this year.
 |
| * I'm really grateful to have had such a fantastic supervisor.
 |
| * Couldn’t have asked for a better supervisor.
 |
| * Went well above and beyond what is expected of an ES. Cannot fault her
 |
| * Great ES, could not fault
 |
| * My ES has been an amazing educational supervisor. From an academic and personal perspective I've felt very supported. I could not have asked for a better educational supervisor.
 |
| * My ES has been such a wonderful supervisor and I cannot rate her highly enough. She is so patient and kind and exactly the kind of person you want to have as your supervisor. She is also helpful on matters relating to foundation and career progression. She is an excellent teacher as a clinical supervisor. Thank you for a lovely year
 |
| * My ES goes above and beyond to support and help her mentee. She is very caring and kind. I am immensely grateful to have her as my educational supervisor. I would definitely recommend her to all my peers. Thank you very much from bottom of my heart.
 |
| * Helped me settle into my first year as a doctor very easily. Thank you.
 |
| * Present and help always given when sought. Approachable and supportive. Aided development as a junior doctor.
 |
| * Highly recommend my ES as an educational supervisor, one of the best supervisors I have had so far, very grateful.
 |
| * Could not recommend a better supervisor - extremely kind and took the time to help me out when going through a difficult time. Definitely deserves a pay rise >15% Impossible to see in a negative light - great clinician/ person.
 |
| * This was the best supervision I have received in my time in medicine and I have nothing but praise for his help.
 |
| * In a lifetime of education, my ES has been the best supervisor that I have ever had. She has been highly supportive of me throughout this year, offering me endless understanding, reassurance and encouragement during very difficult times. She has been an incredible role model for me both personally and professionally, and it has been a privilege to have been her trainee.
 |
| * Very good. No complaints.
 |
| * Any trainee would be lucky to have my ES. She possesses all the skills of a great leader. She fights for her trainees but also empowers them to do the same. She has encouraged me to continue to pursue this career given all the difficulties. I’m really grateful for her input as it’s surely true reason for my positive outlook and outcome at ARCP.
 |
| * My ES is a brilliant supervisor who goes the extra mile for her foundation doctors. Thank you so so much for all your support this year!
 |
| * I could not have wished for a better Educational Supervisor! I am extremely grateful for everything my ES has done for me this year, he really did go above and beyond for me.
 |
| * fantastic educational supervisor. One of the best!
 |
| * My educational supervisor was a good listener and proactive, especially in my last placement where I was not wholly happy about providing service provision in my placement.
 |
| * My ES has been a fantastic educational supervisor for my F2 year. She has always been very supportive and kind throughout.
 |
| * Although I have only entered 3 face to face meetings, we did have numerous virtual meetings, with the total meeting number probably being around 10. My ES has been very approachable and provided fantastic support, guidance and advice throughout my foundation year.
 |
| * I would unreservedly recommend Tod as an educational supervisor and think he would also bring value to supporting and mentoring other supervisors. I think being a foundation doctor, and the transition from being a student, can be isolating and challenging. However, I have felt completely supported. And I think that my general resilience and willingness to push myself academically and professionally, comes from knowing that I have support and advocacy from within the educational supervisor system.
 |
| * Really felt I could talk openly. Thank you
 |
| * My ES has been a friendly caring ES who has provided useful guidance and tips for my development and progression through F1
 |
| * Guru has been a delight to have supervise me. He has been incredibly patient and had made the supervision and progress part of my job less stressful.
 |
| * Excellent guidance and feedback. Really helped me to identify any problem areas and guided me in fixing them. She was also very encouraging + motivational when things were going well.
 |
| * My ES has been an excellent supervisor and even though I do not request many meetings and am usually independent, he has been a supervisor that has provided with the most practical support that I needed for when applying to future training posts.
 |
| * Couldn't have asked for a better supervisor as a new F1.
 |
| * My ES was an excellent educational supervisor. His kindness and support throughout my training has made an otherwise difficult year, a positive one. He offered constructive feedback and always willing to take the time to listen. I'm grateful to have had him as a supervisor during my F2 training.
 |
| * Very grateful that I had such an involved and supportive educational supervisor for my FY1 year!
 |
| * My ES is an example of how a good supervisor can make a huge impact in my career progression as well as my psychological wellbeing during my foundation year. I cannot thank him enough,
 |
| * my educational supervisor was an excellent mentor and provided a lot of help and support during a difficult FY1 year due to covid. I could not be happier with the supervision and support I received from him.
 |
| * Probably the best educational supervisor that I have ever had and from speaking to others and gauging from their raging jealousy, probably the best supervisor that other people also have had and with a well-deserved reputation.
 |
| * Truly an excellent supervisor. I was glad to have my supervisor especially this year due to the pandemic and the challenges that came with it.
 |
| * Requested ES due to good relationship whilst my F1 CS. He has been outstanding and I couldn’t have asked for better support. Only scope for improvement is purely logistical with ES moving primary site during the year - limiting ability for face to face meetings.
 |
| * I wish him the absolute very best in his retirement and hope he enjoys it to the full
 |
| * I feel disappointed that I do not get to keep my same ES despite staying in same place - when you meet them so little it is difficult to build a relationship and it seems a shame to have to start again for no obvious reason
 |
| * A wonderful person who I could reply on for basically anything. I wish that everyone was as kind and helpful as my ES when it comes to supervising trainees, her guidance was invaluable.
 |
| * Very good educational supervisor, always available for advice and support.
 |
| * My ES has been a great educational supervisor and I would recommend him to any new F1
 |
| * I really appreciate all the help and assistance that Sheena gave me in the past year.
 |
| * I thought my educational supervisor for the year was brilliant in providing me support when needed and appropriate advice. I always felt listened to and able to bring up concerns.
 |
| * Really good supervision all year - felt very listened to and noted as an individual. Am grateful for all the help I received.
 |
| * I'm incredibly grateful to have had my ES as my ES this year. He's set the bar very high for my future supervisors!
 |
| * very good supervisor
 |
| * My ES is an awesome ES!
 |
| * Thank you for being supportive throughout.
 |
| * My ES has been a very supportive and encouraging ES. He has pushed me to develop and given guidance on how I can enhance applications to training. He has been available for meetings and reactive to concerns I have raised. He has been happy to help me in any way he can and has been a very good ES to have through my F2 training.
 |
| * I was very grateful for all the help that my ES provided this year, and he made the whole process very effortless. I hope that he continues to support people as well as he has done this year.
 |
| * My ES was an excellent supervisor. Arranged all meetings with me easily, took an interest, provided me with constructive feedback, completed forms for me to do taster weeks/study leave.
 |
| * My ES is a very lovely and approachable supervisor. It was a joy to have had him as my supervisor. The fact that he sets out a high standard for his mentees during the meetings helps me understand what the examiners look for good quality evidence in the portfolio - this was helpful as I have noticed this is not always the case for my peers. He also looks at the portfolio thoroughly and advises areas to help mentees reflect and self-improve on.
 |
| * I am a military foundation trainee, with no Obs and gynae placements, and for some reason had a non-military (very lovely!) Obs and gynae consultant as my supervisor. Please could military trainees have military supervisors?
 |
| * Friendly and approachable. Really good educational supervisor.
 |
| * A pleasure to work and be supported by my ES this year. I have thoroughly appreciated each of our meetings and discussions and thank him sincerely for his support and guidance.
 |
| * It was challenging as the supervisor I had at the start of F1 shortly retired and therefore had to change supervisor part way through the year which was challenging
 |
| * My ES is lovely and always made me feel comfortable and at ease
 |
| * My ES is a great Educational Supervisor, who is up to date with what is needed to pass ARCP. She spent the time going through my portfolio, to make sure I was always on track.
 |
| * Very kind and supportive, despite busy schedule always made time to ensure we could meet. Appeared to understand requirements for FY1 and advise me appropriately
 |
| * Would have liked more of a mentor-mentee relationship but all meetings mostly focused on form filling.
 |
| * Excellent educational supervision from my ES who was very interested in me as an individual and fantastic at getting me back on track for ARCP. Overall this year supervision has been mixed with my first educational supervisor not making much contact then leaving the trust, and a change of ED educational supervisor due to illness
 |
| * understand ES can be busy with work. but would be appreciated if could respond to the emails in a timely manner. But overall, a kind and caring supervisor
 |
| * I feel I had limited contact with my supervisor over this year. On the occasions we met he was friendly and encouraging. I'm sure had I needed support he would have been happy to.
 |
| * His affect is a little intimidating and blaze, but I think he actually cares which is worth its weight in gold
 |
| * My ES is an approachable supervisor and takes an interest in his trainees. I did not have any major issues this year that required lots of support from him. However, feedback I would give is that I would often find it difficult to book meetings with my ES via email. I realise that consultants are very busy but I would often have to send multiple emails to get a response. I think this can create undo stress for trainees especially when they have deadlines for when meetings need done by. I hope this can be improved for future trainees.
 |

1. [↑](#footnote-ref-2)