

**South West Peninsula Postgraduate Medical Education**

**Educational Supervisor Feedback 2013/2014**

**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 2013/2014 educational supervision (Appendix 1). The questionnaire was developed from one used with senior paediatric trainees[[1]](#footnote-1). 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**

205 F1s and 206 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 180 supervisors across 5 trusts in the Peninsula.

**Results**

326 Foundation trainees responded: an overall response rate of 79%. This is the highest response since the process began in 2008. Trust response rates varied – the highest was 88% from North Devon and the lowest was 64% from Exeter. Table 1 shows the response rates for all Foundation trainees by Trust.

86% of supervisors received at least one trainee response to the survey and sufficient feedback was received for 59% of supervisors to have an individual report. Since the exercise started in 2008, 78% of supervisors have now received an individual report.

Table 1: Response to survey by Trust

|  |  |
| --- | --- |
| Trust | Total |
| Northern Devon Healthcare NHS Trust | 32 (86%) |
| Plymouth Hospitals NHS Trust | 92 (77%) |
| Royal Cornwall Hospitals NHS Trust | 71 (70%) |
| Royal Devon and Exeter NHS Foundation Trust | 63 (80%) |
| South Devon Healthcare NHS Trust | 62 (85%) |
| Total | **326 (79%)** |

**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 mean number of meetings per year was 5.

37 (11%) trainees met fewer than 4 times in the year while 192 (59%) 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 48% of trainees, meetings lasted between 15-30 minutes. 9% 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 |
| **28 (9%)** | **156 (48%)** | **102 (31%)** | **37 (11%)** | **3 (1%)** |

**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 0.6% reporting they thought their meetings were too short and 1.5% thought their meetings were too long. Table 3 shows the length of meeting reported by trainees.

Table 3: Length of meetings

|  |  |  |
| --- | --- | --- |
| Too short | About right | Too long |
| **5 (1.5%)** | **319 (98%)** | **2 (0.6%)** |

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

86% of trainees rated their educational supervision as good or excellent, 13% rated it as okay and 1% as poor. 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 |
|  | **4 (1%)** | **41 (13%)** | **121 (37%)** | **160 (49%)** |

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

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

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | 2007/08 | 2008/09 | 2009/10 | 2010/11 | 2011/12 | 2012/13 | 2013/2014 |
| Good / Excellent | 75% | 77% | 83% | 87% | 87% | 87% | 86% |

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

322 (99%) of trainees said that they were happy with the educational supervisor they were allocated this year.

Trainees were asked what action (if any) they took to change to another supervisor if they were unhappy with their supervisor. 4 trainees said that they were not happy with their supervisor, of which 1 trainee had had their supervisor changed half way through the year (not by choice) which they found disruptive and were unclear for a while who was actually supervising them, one asked to change which happened in the final rotation and 1 trainee did not take any action as they did not want to cause problems or affect their training. 1 trainee did not comment.

**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 trainee)

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

**Comparison of results from 2007 – 2013**

The feedback exercise has been completed for seven consecutive years. Table 5 below shows the comparative findings about the benchmarked supervision experience over these seven cohorts. The modal (most frequent) response has been taken as the benchmark.

Table 5: Comparison of trainee feedback over seven years

|  | 2007/2008 | 2008/2009 | 2009/2010 | 2010/2011 | 2011/2012 | 2012/2013 | 2013/2014 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| *Response rate* | 67% | 67% | 48% | 62% | 70% | 70% | 79% |
| *How many face to face meetings did you have?* | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| *On average, how long was each meeting?* | 15-30 mins | 15-30 mins | 15-30mins | 15-30 mins | 15-30 mins | 15-30 mins | 15 – 30 mins |
| *Was the length of your meetings; a) too short, b) about right, c) too long?* | - | About right | About right | About right | About right | About right | About right |
| *Over all, how do you rate your supervision* | Good | Excellent | Excellent | Excellent | Excellent | Excellent | Excellent |
| *Educational Supervisor ratings* |  |
| *Availability* | Good | Good | Good | Good | Excellent | Good | Excellent |
| *Responsiveness (to contact)* | Good | Good | Excellent | Excellent | Excellent | Excellent | Excellent |
| *Interest in you as an individual* | Good | Good | Excellent | Excellent | Excellent | Excellent | Excellent |
| *Understood foundation trainee needs* | Good | Good | Excellent | Excellent | Excellent | Excellent | Excellent |
| *Was a good listener* | Good | Good | Excellent | Excellent | Excellent | Excellent | Excellent |
| *Helped identify learning needs* | Good | Good | Good | Excellent | Good | Excellent | Excellent |
| *Helped find ways to meet learning needs* | Good | Good | Good | Good | Excellent | Excellent | Excellent |
| *Ability to give constructive feedback* | Good | Good | Good | Excellent | Excellent | Excellent | Excellent |
| *Commitment to task of being educational supervisor* | Good | Okay | Excellent | Excellent | Excellent | Excellent | Excellent |
| *Was up to date with foundation matters* | Good | Okay | Good | Good | Excellent | Excellent | Excellent |
| *Ability to provide career advice* | Good | Good | Excellent | Good | Excellent | Excellent | Excellent |
| *Ability to provide pastoral support* | Good | Good | Good | Excellent | Excellent | Excellent | Excellent |

**Summary and conclusions**

79% of Foundation trainees provided feedback about the educational supervision they received in 2013/2014 which is the highest response recorded since the feedback began.

This year’s findings are consistent with previous years; average number of meeting per trainee was 5 which lasted 15-30 minutes. 86% of trainees rated their supervisors as good or excellent overall.

The trainees rated their supervisors in a number of domains and 87% were rated as good or excellent in all domains. Availability of supervisors has improved this year with an increase of 8% for the excellent rating. This takes the benchmark for educational supervision to its highest level with the most frequent rating being excellent for all domains. ‘Ability to give careers advice’ and ‘Being up to date with foundation matters’ continue to be areas where some supervisors would benefit from some further training, although it may be more reasonable to expect supervisors to be able to signpost to careers advice rather than provide it in all cases.

Feedback from trainees over the last 7 years indicates that a very good experience of educational supervision can be expected as the norm. While any individual supervisor may have some variability in their feedback over years, a consistent rating of Okay or less is atypical and raises the questions of how to improve or whether to continue in the role.

Since the exercise started in 2007/2008, 78% of supervisors have received at least one individual report. This number has only increased 2% in the last year but this can be explained by the number of new supervisors in the role and the proportion of supervisors who only supervise one trainee per year (39%) so will need to wait for results from future years to be amalgamated. 59% will receive an individual report from 2013/2014.

**Natalie Band**

**Foundation School Administrator**

**October 2014**

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@southwest.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**

* Thanks very much for your help over the year, I appreciate the advice and support you have given.
* Gave more perceptive feedback on areas of personal weakness than I have had at any point in medical school or my working career so far - with practical advice on personal development. Enormously appreciated
* Brilliant support which was relevant with good career advice. Thank you.
* Knowledgeable and supportive supervisor who is always willing to meet up if needed.
* Thank you very much
* An excellent supervisor and I felt extremely well supported and have learnt a lot from them that I will take forward into my F2 year. I am very grateful for all their help.
* A great educational supervisor to have in my first year of training especially since I found the transition quite overwhelming.
* I could not have asked for a better educational supervisor. Dr x has been incredibly supportive and kind this year. Approachable and interested in their mentees. Total pleasure to work with.
* An excellent educational supervisor
* Could not speak highly enough about Dr x as a person and educational supervisor. Down to earth and supportive at all times and took a real interest in me throughout the year.
* Great supervisor, available for advice and knows the important issues that junior doctors face
* My supervisor has taught me to work hard to achieve my goals, supported my learning and development, and ensured that I have been able to get as much experience and exposure to the areas of medicine and surgery that I was keen to have. Encouraged and supported improvements in my practical skills and medical knowledge and practice.
* Very satisfied overall I would recommend this doctor..
* Fab!
* Fantastic supervisor, really felt as if they were there for me if I had a problem of any kind.
* Really helped when I struggled through the year and I could not have asked for better support
* Excellent educational supervisor
* Excellent.
* Excellent supervisor, I strongly recommend
* An excellent tutor all round and helped to make my F1 experience an enjoyable one
* It has been excellent having Dr x as an educational supervisor. I have been lucky to have had such an interested and engaged supervisor.
* Excellent educational supervisor. Very interested in the role and proactive offering genuine advice and critical feedback.
* I have applied for paediatrics, been successful and gained fantastic support from the whole neonatal department. My supervisor also supported and guided me through a literature review, presenting this and publishing guidelines to update evidence based practise. They were fantastic and took such interest in me, my development and pushed me to achieve everything I wanted to from F2!
* Excellent educational supervisor. Highly recommended.
* Out of all my support as a foundation doctor - Dr x stands out
* Dr x took great interest in me as an individual, would always stop and say hello anytime I saw her around the hospital, and went to great lengths to help me through any problems I had. She is a great supervisor and an altogether lovely person.
* Really lucky to have Dr x. An exceptional tutor & is one of the highlights of doing F1/2 in Truro
* Wonderful educational supervisor. Thank you!
* Many Thanks for all your help and support this year.
* A brilliant educational supervisor. Available for meetings when needed and filled out the required forms/ paperwork on time. When we met was very interested in my progress during the year and offered support and advice when needed. Happy to offer advice on my CV and audit process.
* I feel I could not have had a better Educational supervisor. The last two years have been made so much easier by their support and guidance. Knowing that I had someone I could turn to for advice and support who would give me straight answers, whether they were what I wanted to hear or not. But done so in a constructive way.
* Very lovely manner
* Excellent supervisor, very supportive and guided to help along career path
* Excellent educational supervisor thank you.
* Very good educational and clinical supervisor. There were no issues at getting any paperwork filled in as there were with some of the other educational supervisors.
* Please pass on my thanks
* Brilliant
* Great educational supervisor.
* A great support this year, very motivating and reassuring
* Really great supervisor.
* Readily available and accessible. Kind, considerate, supportive, understanding and enthusiastic - could not have asked for better, thank you so much.
* Dr x has been really supportive this year and has been an excellent educational supervisor. Thank - you!
* I was very lucky to have Dr x as my Educational Supervisor. He provides sensible advice and constructive feedback, allowing trainees to work with him to further their own professional and clinical development.
* When I broke my leg was happy to arrange a telephone interview for one of the end of placement meetings and liaise with my future clinical supervisor while I was off sick.
* Very supportive throughout the year
* Extremely encouraging and supportive throughout the year.
* Great educational supervisor.
* I was delighted to have such a good supervisor this year
* I would be delighted to have the same educational supervisor again.
* Very supportive and approachable.
* A very supportive supervisor.
* Brilliant - organised and knows exactly the right amount of carrot and stick to offer. Helped me enormously and gave me a lot of confidence in myself.
* A pleasure, always helpful and very interested in my progress
* Great educational supervisor, supportive, people like this should be supervisors!
* Dr x has been a very helpful tutor this year and I've enjoyed being their tutee
* Always available and helpful
* Friendly, supportive. Gave constructive advice when needed.
* I enjoyed working with Dr x this year; felt well supported throughout and also prompted to complete my portfolio to great standard.
* Very aware of the requirements of the Foundation Programme, and supportive in helping me achieve these
* Very good supervisor, always very helpful if problems occur.
* Very good supervisor
* I feel I am quite an independent learner and my supervisor supported me in this and allowed me to work in a way I prefer and work best
* Thank you for the help this year.
* Overall very positive experience. Always able to meet me and to fill in any forms or respond to study leave requests etc. I did not have any specific issues throughout the year and so I cannot comment on ability to respond to me as an individual and I know that there are always time pressures on meeting etc. so maybe we could have discussed my careers plans/interests in more depth however I did not actively bring these up myself so I cannot comment. Overall a good supervisor
* Excellent educational supervisor, very kind caring and considerate.
* Interest in helping to build CV; suggested audit and research topics and supported these being completed. Also helped to sort out national presentations
* Many thanks!
* Thanks very much for all of your help, support and advice this year. It’s been great having such an engaging supervisor and makes a real difference to the whole foundation training progress, so thank you.
* An all-round great educational supervisor. Dr x definitely helped me to achieve the most that I could have from my FY2 year. Also makes an excellent clinical supervisor and is keen on juniors utilising study leave and taster days.
* Dr x was a great supervisor - I have heard of many others who did not offer much support and only seemed to do the bare minimum for their F1s. I would definitely recommend Dr x to future F1s if there was an option to choose an educational supervisor individually.
* Thanks for all your help
* Very enthusiastic educational supervisor and helpful.
* Very keen supervisor. Could help a little more with some practicalities regarding suggestions.
* I would have found it very useful to have an educational supervisor in the speciality I am hoping to go in to. It seems like a bit of a missed opportunity to gain some insight into a speciality you may consider choosing.
* Clearly committed to trying to improve trainees experience in the XXX rotation. A good teacher for this with practical lessons and involvement in the trauma teaching process. I did not feel there was any particular trust or empathy in our relationship. One of the reasons I did not want to apply for a core training post this year is because I would have no choice in my supervisor (who would have been my main reference as dictated by the core training application forms) and I did not feel they knew me as a person or a trainee and I did not want this to negatively affect my application. Recently I learned that they informed their other trainee (a fellow F2) that they were doing better than me as I 'hadn't done enough linking' and had 'failed one of my TABs'. I felt this was a breach of the trust and confidentiality we are supposed to expect.
* Happy overall. Educational supervisor might benefit from further information regarding the mentor scheme and what support it can provide.
* It is not very good that your Educational supervisor is the same person who is your clinical supervisor for the first block. This does not allow for honest reflection on the experiences of the first block in the e-portfolio and may cause trainees to be hesitant about feeding back to their educational supervisor about any problems they are having because they are worried about future repercussions, e.g. being denied study leave etc.
* Sometimes did not turn up to meetings I had arranged via secretary; when I did turn up they weren't expecting me; otherwise fine
* Very supportive supervisor, always available and very reactive to difficulties that I faced.
* Possibly more suited for clinical supervisor role - good knowledge and clinical guidance given when in contact with him clinically. Poor knowledge and understanding of foundation training curriculum and assessments. Rotating shift patterns for myself and him made meeting times awkward and rushed.
* At initial meeting made a list of what I hoped to achieve by the end of the year but by the next meeting had forgotten what those thing were and at the end of the year did not remember what I had achieved throughout the year.
* My supervisor did provide all that was required (aside from the one late sign off) my year would have been far less stressful however had they been more available and aware of objectives as a supervisor.
1. Lloyd BW and Becker D. Paediatric specialist registrars’ views of educational supervision and how it can be improved: a questionnaire study. Journal of the Royal Society of Medicine 2007:100, 375-378 [↑](#footnote-ref-1)