

Educational Supervisor Feedback 2017/2018

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 2017/2018 educational supervision (Appendix 1)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

201 F1s and 201 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 174 supervisors across 5 trusts in the Peninsula.

Results

285 Foundation trainees responded: an overall response rate of 71%. This is 8% lower than the 2016/2017 response. Trust response rates varied – the highest was 75% from Torbay and the lowest was 61% from North Devon. Table 1 shows the response rates for all Foundation trainees by Trust.

88% of supervisors received at least one trainee response to the survey and sufficient feedback was received for 58% of supervisors to have an individual report. Since the exercise started in 2008, 79% of supervisors have now received an individual report.

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

Table 1: Response to survey by Trust

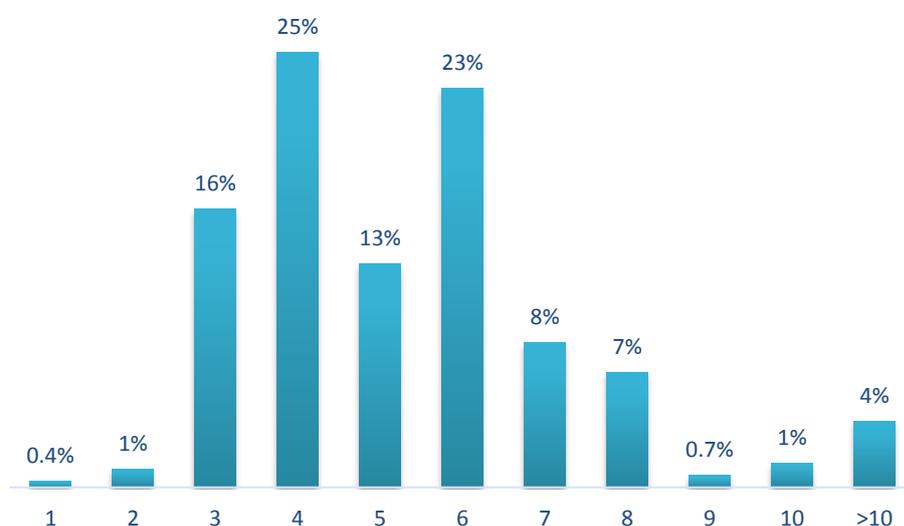
Trust	Total
Northern Devon Healthcare NHS Trust	22 (61%)
University Hospital Plymouth NHS Trust	78 (69%)
Royal Cornwall Hospitals NHS Trust	71 (72%)
Royal Devon and Exeter NHS Foundation Trust	59 (73%)
Torbay & South Devon Healthcare NHS Foundation Trust	55 (75%)
Total	285 (71%)

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.

50 (18%) trainees reported that they met fewer than 4 times in the year while 163 (57%) 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 51% of trainees, meetings lasted between 15-30 minutes. 14% 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
39 (14%)	144 (51%)	68 (24%)	30 (11%)	4 (1%)

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

97.9% of trainees thought the length of their meetings was about right with 0.7% reporting they thought their meetings were too long and 1.4% 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
4 (1.4%)	279 (97.9%)	2 (0.7%)

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

90% of trainees rated their educational supervision as good or excellent, 9% 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
0	2 (1%)	25 (9%)	92 (32%)	166 (58%)

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

	2011/12	2012/13	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018
Good / Excellent	87%	87%	86%	85%	86%	85%	90%

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

280 (98%) of trainees said that they were happy with the educational supervisor they were allocated this year.

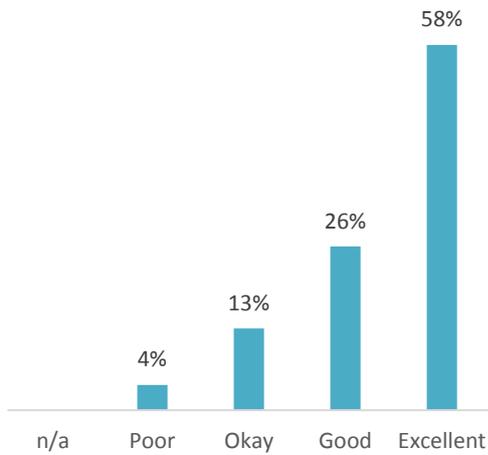
The 5 trainees who were unhappy with their supervisor were asked what action (if any) they took to change to another supervisor. 1 trainee had said their supervisor did not fail them in any way but it was just a personal preference they would have liked somebody different, 1 trainee discussed with OH and decided to stay as they were, 1 trainee discussed changing with their CS and education lead and 2 trainees did not take any action to change.

Q6. The qualities of educational supervisors

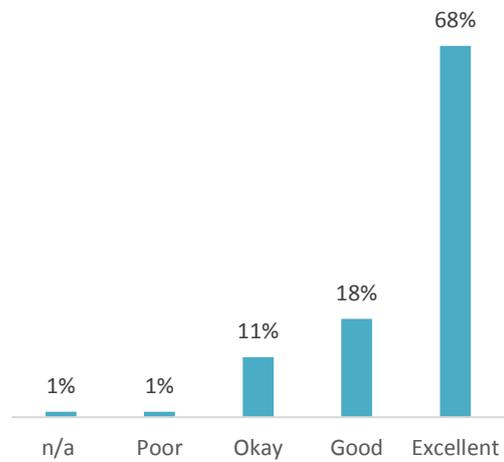
Trainees were asked to rate their educational supervisors with regard to certain qualities, attitudes and skills. Trainees were asked to rate 'Not applicable' only if they did not seek that aspect of supervision from their educational supervisor.

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

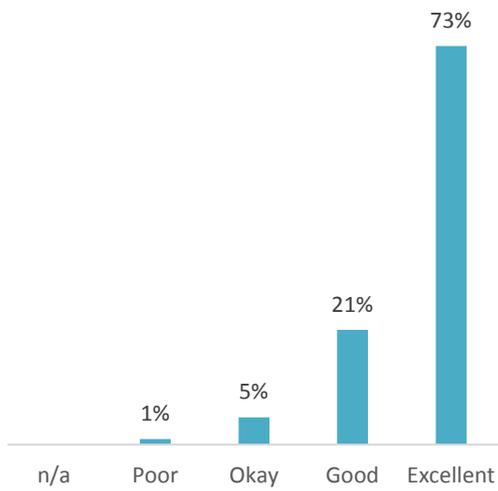
6.a.) Availability



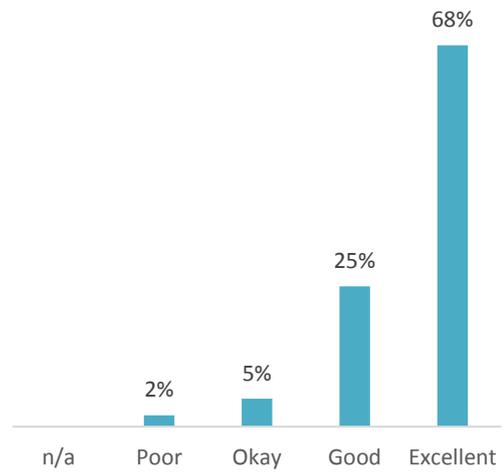
6.b.) Responsiveness (to contact from



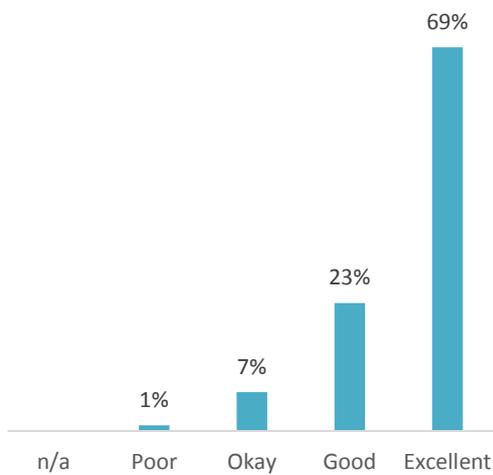
6.c.) Interest in you



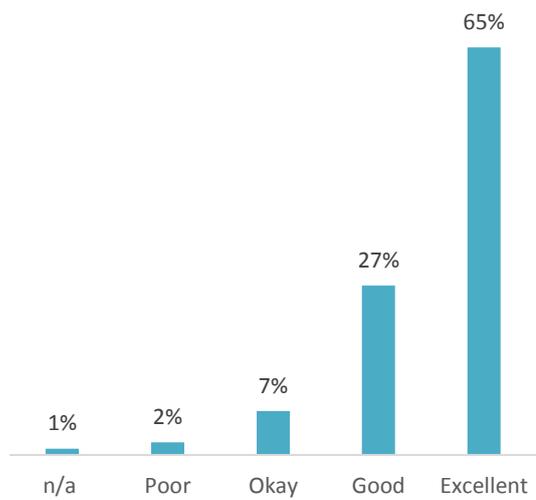
6.d.) Understood needs of a foundation trainee



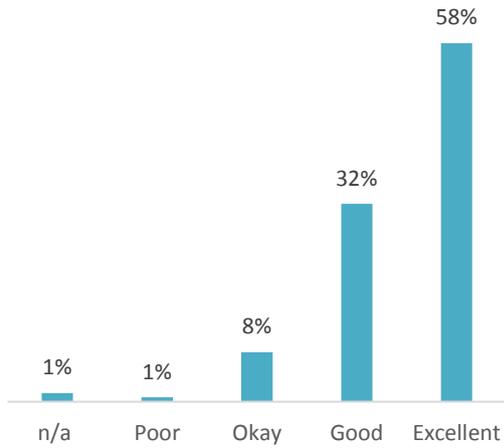
6.e.) Was a good listener



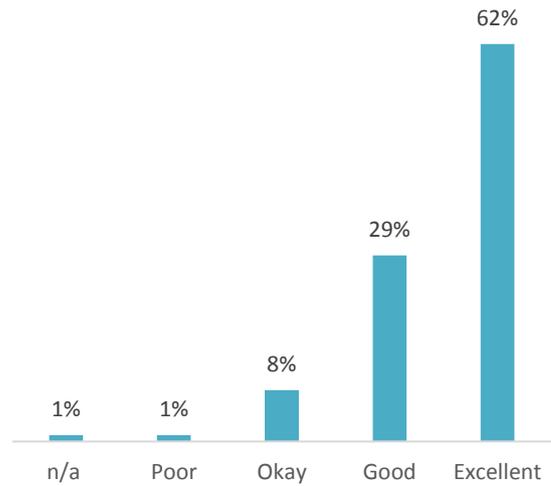
6.f.) Helped you to identify your learning needs



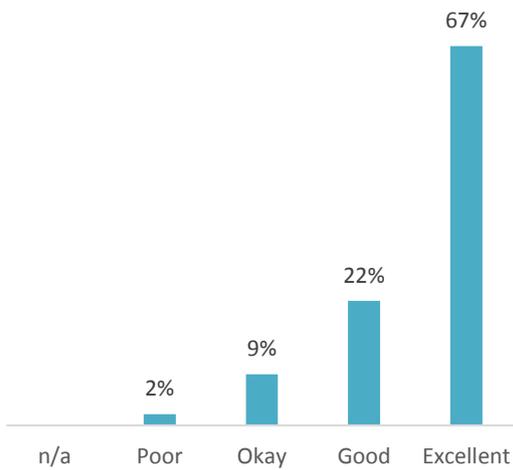
6.g.) Helped you to find ways to meet your learning needs



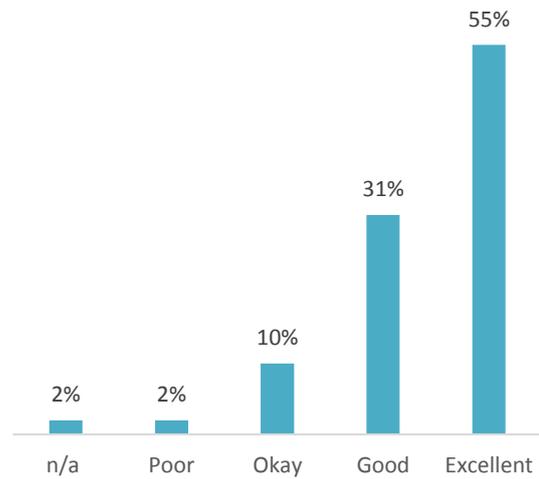
6.h.) Ability to give constructive feedback



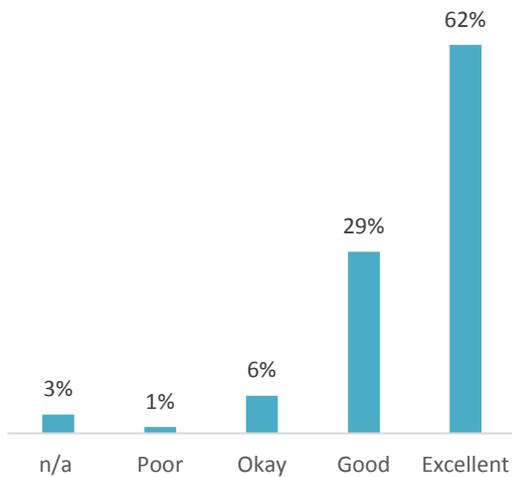
6.i.) Commitment to the task of being an educational supervisor



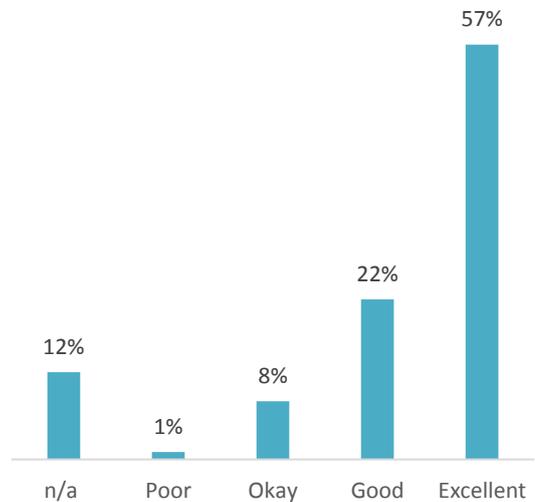
6.j.) Up-to-date with foundation matters



6.k.) Ability to provide career advice



6.l.) Ability to provide pastoral support



Benchmark.

Table 5 below shows the benchmarked supervision experience for 2017/2018. The modal for this year (most frequent) response has been taken as the benchmark.

Table 5: Benchmark Supervision Experience.

	2016/17	2017/2018
Response rate	79%	71%
How many face to face meetings did you have?	6	4
On average, how long was each meeting?	15 - 30 mins	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

71% of Foundation trainees provided feedback about the educational supervision they received in 2017/2018.

The average number of meetings the trainees have with their educational supervisors has decreased this year from 6 in 2017 to 4. The proportion of meetings lasting more than 30 minutes has fallen from 41% - 36%, although the proportion assessing their meeting length as "about right" has remained at 97%. 18% of trainees are reporting fewer than the required minimum of 4 meetings which is an increase of 7% from 2017.

90% of trainees rated their supervisors as good or excellent overall which is in line with previous years' findings. Over the nine years of the survey, there has not been any reduction in the proportion of trainees rating their supervision as less than Good.

The trainees rated their supervisors in a number of 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.

Feedback from trainees over the last 9 years 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 or no longer wish to continue in the role.

Since the exercise started in 2007/2008, 79% of supervisors have received at least one individual report. This number has remained the same as 2017. 57% will receive an individual report from 2017/2018.

Natalie Band
Foundation School Administrator
September 2018

EDUCATIONAL SUPERVISION FEEDBACK FORM

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
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5. Was the length of your meetings

Too short	About right	Too long
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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
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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

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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

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APPENDIX 2: ADDITIONAL COMMENTS BY FOUNDATION TRAINEES

- Thanks to my supervisor for his support this year.
- In my last hospital I used to dread meetings with my educational supervisor. This year I have felt supported and encouraged to always strive to be a better doctor. Any concerns I've had have been listened to and discussed.
- My supervisor has been an engaged, active and approachable educational supervisor. She has taken a genuine interest in my career progression and given good advice on how to achieve career goals. Thank you!
- Would highly recommend her as an educational supervisor.
- Could not recommend my ES more thoroughly.
- My ES went out of his way as my educational supervisor, including visiting me while I was an inpatient at the hospital to make sure that I was being adequately supported and informed by the foundation school regarding my absence
- Excellent supervisor - thank you for your support and encouragement.
- Very friendly and approachable
- Thank you!
- As foundation doctors, we regularly discuss and compare our educational supervisors. As such, I know that my ES has gone above and beyond in mentoring me and helping me improve.
- Despite a very demanding schedule, my ES found the time to meet up regularly, understood my individual circumstances well & guided accordingly
- My ES has been excellent and has pushed me to achieve my goals during the last two years.
- My ES has been a great educational supervisor, he is always approachable, has a great understanding of the foundation training and will always have time to meet you.
- Very proactive
- Despite many commitments, my ES was available for all the meetings needed and provided constructive feedback throughout the year.
- Brilliant - would recommend to anyone.
- I wasn't sure what was expected of an educational supervisor before starting, but I didn't feel he was very supportive or that he was interested in my progress.
- Thank you for all your help and support for this year!
- Really supportive and approachable educational supervisor. Helpful advice when needed and extremely helpful with career planning and applications. I didn't need much additional help with educational needs throughout the year but I feel sure she would have been supportive if required.
- Happy to have as my educational supervisor.
- My ES has provided me with the best constructive feedback and support I have ever received in my adult working life.
- Excellent supervisor.
- It was always nice meeting my supervisor and working with her
- Lovely supervisor, friendly and approachable. Thank you
- This doctor is a great educational supervisor and has given me lots of her time and attention. She has the right balance of professionalism and friendliness to give advice and for the role in general.
- My ES was an excellent educational supervisor for me. He is frank, to-the-point and has a sense for humour. Our meetings were efficient and not drawn out. He was supportive of my career choice and offered sound advice and encouragement, which I am very grateful for.
- My ES has been a great help all year and I wish to thank him for his support and guidance
- Great Educational Supervisor
- Thank you!
- Only issue is he was difficult to get a meeting with or quick responses from. I think this is due to the nature of his role as - an often on call - consultant rather than a lack of commitment to his educational supervisor role. Very happy otherwise.

- My first meeting was not until October which was rather late into my first rotation. It would have been good to have been able to meet earlier. More flexibility would be useful. I didn't feel like I could really approach him for support apart from at our scheduled meetings.
- An excellent educational supervisor!
- Excellent supervisor overall, would be useful if provided more information on where trainees fall short in ARCP meetings
- Very approachable and helpful
- Approachable and keen to help with any concerns surrounding my jobs. On the wards, keen to help me complete my SLEs and also make sure I leave work on time! Always happy to meet to discuss any problems and a great source of support both in a clinical and pastoral capacity.
- Been a very good educational supervisor even when he's been under a significant amount of stress himself from an understaffed haematology department
- I have been very happy with the support given to myself by my supervisor. I was able to discuss my concerns with her. She moved around her very busy schedule to be able to meet me when required.
- Very supportive, and helpful as my education supervisor. It was nice to return from mat leave (taken part way through F2) to same supervisor and to be able to continue. Felt valued and not just a tick box exercise and she was able to give me some helpful input.
- An excellent supervisor. I am sorry to not have him as my supervisor for F2
- Excellent support
- An all-round excellent supervisor - many thanks.
- Regularly changing IT systems isn't very helpful.
- My ES was an incredibly helpful and dedicated supervisor
- An excellent supervisor, he is always available and went the extra mile to support me. He actively listened to my concerns and helped me to find solutions. Superb experience.
- I was very satisfied with my educational supervisor.
- Thank you so much for all of your support this year!
- My ES retired from clinical work part way through this year. She was therefore not easily available to meet. Although she was supportive of my role during my time on liaison psychiatry I did not feel she had a good understanding of the pressures I was under during other rotations. She was supportive of my educational needs and encouraged me to sit my first post graduate exam.
- My ES was very supportive during a difficult time for me and helped me to get back on track
- My ES takes a real interest in her trainees. She is very approachable and has the ability to bring out the best in her juniors.
- My ES is a remarkable educational supervisor. He is readily available for meetings and on occasion has changed his own annual leave to ensure meetings occur. He is aware of what is necessary of a foundation trainee and ensures your portfolio is ready for ARCP. When I had difficulties getting WPBAs signed off my ES kindly asked his colleagues to complete them on my behalf. But more importantly he shows a genuine interest in his mentees. I couldn't have wished for a better clinical supervisor. Thank you.
- Wonderful educational supervisor
- Very supportive and approachable educational supervisor.
- He has been a brilliant supervisor. He has supported me throughout the year - always available to discuss any problems I was having and helping me to navigate what was a difficult year. I am very grateful for all his encouragement and support
- Fantastic supervisor; shame there's only one of him!
- Was overall a good supervisor. He offered support and advice, but occasionally I felt I didn't have a chance to talk about certain things or felt like he wasn't really listening.
- I would fully recommend keeping this doctor as an educational supervisor
- Thanks very much indeed.
- Thank you, I know you have had your own personal struggles this year but you have still managed to be a great supervisor.

- Thank you. It has been a pleasure
- My ES is an encouraging and genuine person who has been supportive of my professional and personal development. As a senior consultant, he has overseen my progression and commented on my competence as a junior doctor. I am very grateful for his mentorship and value highly his wisdom and judgement. I'd like to give thanks for the dedication he has bestowed upon me this year.
- A fantastic educational supervisor and role model. Always encouraging, supportive and friendly. Has helped me greatly in considering what I would like to do with my career and given excellent advice.
- Excellent supervisor. Always happy to meet up and help in any way. Offered excellent advice and was genuinely interested in how I was doing and my plans for the future.
- I do not feel I got anything productive for me personally out of any of the meetings. It just involved a lot of time and effort to arrange them and I only did it in the end to meet the Horus portfolio requirements.
- Excellent educational supervisor who has gone above and beyond to help where needed.
- Excellent supervisor !
- He is very busy and it was very difficult to meet with him, all emails went via his secretary
- I cannot speak highly enough of her as an educational supervisor. She listened, was kind and showed genuine interest. I found F1 quite difficult at times and she was an invaluable source of support during it.
- Face to face time often time pressured and brief. I am not sure how much interest he took in me as an individual.
- I would like to thank my ES for the excellent support I received this year.
- Thanks for being an excellent Supervisor! Only thing I would add is to please remind your supervisees next year that they require THREE-FIVE pieces of evidence for each curriculum goal at the beginning of the year. Like many trainees, I did not become aware of this until two months before the deadline which caused some horror.
- My ES has been very supportive and knowledgeable of the Foundation trainees needs and concerns. It has been a pleasure to work with him this year.
- Would be good if he could improve his availability to meet but I understand he is very busy. Otherwise a kind and enthusiastic educational supervisor to have.
- Overall great supervisor.
- Excellent supervisor, I felt very well supported and able to approach if needed
- Excellent supervisor - very approachable, supportive and helpful
- I couldn't rate my ES highly enough for his efforts this year. Especially all of his help and guidance when I was involved with a SI at the end of this year. He ensured he was available to come to the panel meeting and was always there if I needed him.
- Thank you for your time, it has been a great year!
- I was very happy to have been allocated him as my Educational Supervisor. He was unbiased, constructive and pro-active in helping to sort out any issues. He always responded to any requests to meet and made sure he was available. I wish him the very best!
- The perfect tutor in my opinion. Very knowledgeable about the programme. Knew exactly what I needed to do and told me what she expected. hence when I came to ARCP there were no issues. Lovely tutor.
- Have not had my exception reports sorted despite a number of emails.
- Great supervisor. Took an interest in my training and professional developed. Incredibly supportive
- Very difficult to arrange meetings which at points was detrimental to the progress of my eportfolio. However, once in meetings, good supervisor who gave good and practical advice on working as a doctor in the NHS
- Didn't acknowledge any of my exception reports for 8 months of the training year.
- She is an inspiring woman therefore was an excellent role model of what you can do when you do something you enjoy.

- Very good
- Always approachable and easy to talk to. Clearly very knowledgeable. Would have been happy to continue as supervisee
- Excellent supervisor - friendly, interested, supportive.
- Very good supervisor, engaged with trainees
- Overall a very good supervisor who has contributed to a positive year as an F2
- Excellent supervisor I hope to continue to stay in contact with
- She was a fantastic educational supervisor and I feel very fortunate to have been allocated to her this year. She has been extremely supportive throughout a very busy year. Always extremely easy to contact, easy to talk to and supportive I could not have achieved what I have this year without her support. I struggled with personal wellbeing during one of my placements with difficulty adjusting to aspects of the job - she was amazing in ensuring I was okay and received the support I needed. Thank you!
- Excellent educational supervisor! Meetings were a pleasure
- Interested in me, keen to help and support.
- My ES has been a good educational supervisor for me this year. He has been very personable, has provided me with sound advice and shows a genuine interest in my experiences and training, offering very useful suggestions for the future. Despite his very busy working schedule he has given me more than adequate time during each meeting to cover e-portfolio demands and help me develop future goals/plans. I feel that I could easily approach him with concerns / issues if they were to arise.
- Excellent educational supervisor. I would not have achieved as much as I have this year without his support and advise.
- My ES is a friendly consultant who always offers useful advice