

Educational Supervisor Feedback 2018/2019

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 2018/2019 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

198 F1s and 197 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 205 supervisors across 5 trusts in the Peninsula.

Results

208 Foundation trainees responded: an overall response rate of 53%. This is 18% lower than the 2017/2018 response. Trust response rates varied – the highest was 59% from North Devon and the lowest was 50% from Plymouth. Table 1 shows the response rates for all Foundation trainees by Trust.

72% of supervisors received at least one trainee response to the survey and sufficient feedback was received for 42% of supervisors to have an individual report. Since the exercise started in 2008, 76% 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

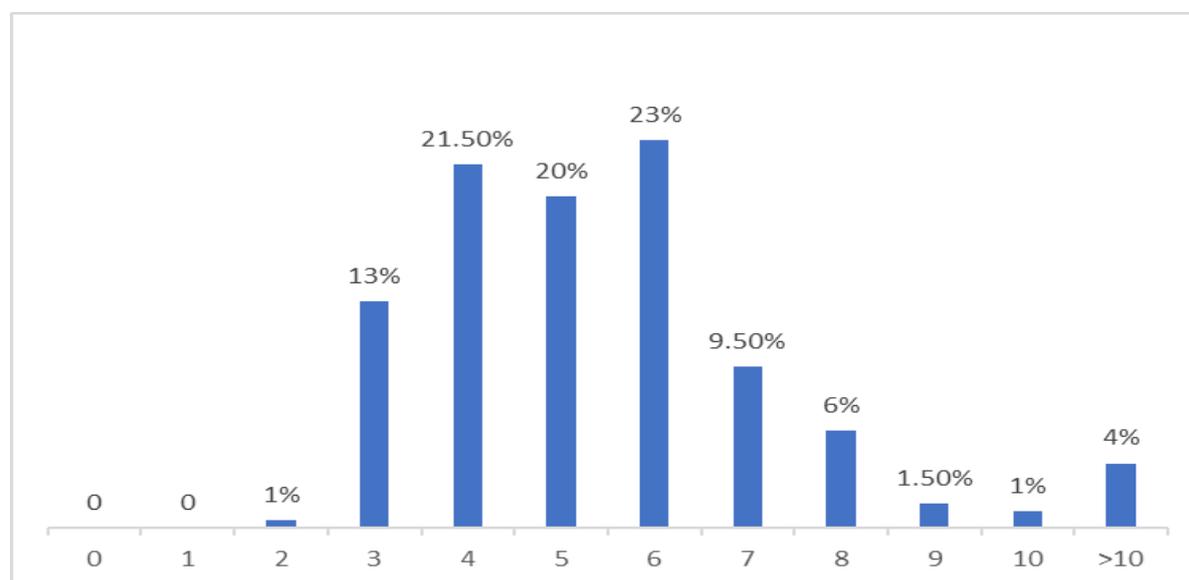
Trust	Total
Northern Devon Healthcare NHS Trust	19 (59%)
University Hospital Plymouth NHS Trust	55 (50%)
Royal Cornwall Hospitals NHS Trust	56 (56%)
Royal Devon and Exeter NHS Foundation Trust	39 (51%)
Torbay & South Devon Healthcare NHS Foundation Trust	39 (52%)
Total	208 (53%)

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 6.

Of the trainees who responded 30 (14%) trainees reported that they met fewer than 4 times in the year while 134 (64%) 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 50.5% of trainees, meetings lasted between 15-30 minutes. 13% 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
27 (13%)	105 (50.5%)	55 (26.5%)	19 (9%)	2 (1%)

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

98.6% of trainees thought the length of their meetings was about right with 0% 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
3 (1.4%)	205 (98.6%)	0(0%)

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

89.4% of trainees rated their educational supervision as good or excellent, 9.6% 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%)	20 (9.6%)	67 (32.2%)	119 (57.2%)

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

	2012/13	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019
Good / Excellent	87%	86%	85%	86%	85%	90%	89.4%

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

205 (98.6%) of trainees said that they were happy with the educational supervisor they were allocated this year.

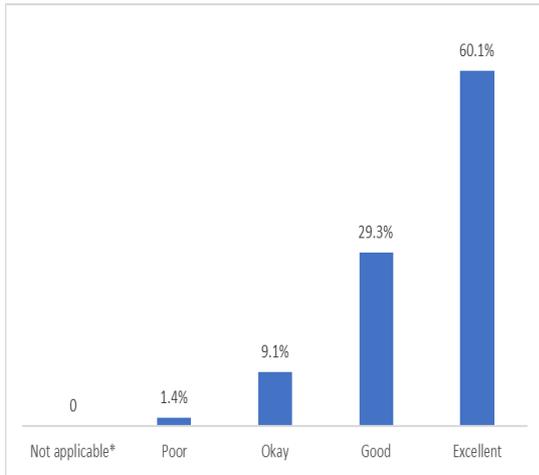
The 3 trainees who were unhappy with their supervisor were asked what action (if any) they took to change to another supervisor. 1 trainee did not take any action to change to another supervisor as it was too late in the year and felt that changing supervisors late on would be detrimental to progress, 1 trainee took no action taken to change to another supervisor as it was already quite late in the year and 1 trainee discussed with the Foundation Year Lead and programme administrator but took no further action.

Q6. The qualities of educational supervisors

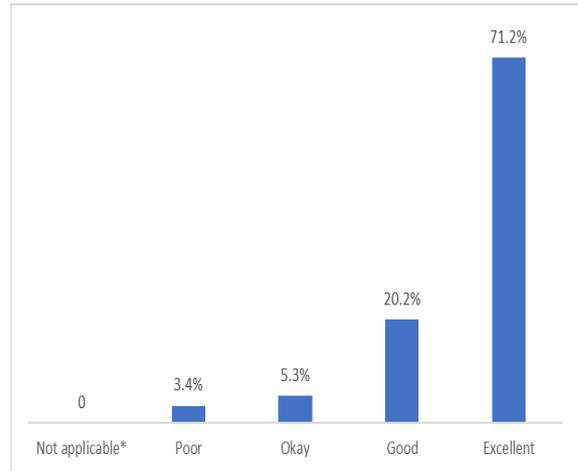
Trainees were asked to rate their educational supervisors with regard to certain qualities, attitudes and skills. Trainees were asked to rate 'Not applicable' only if they did not seek that aspect of supervision from their educational supervisor.

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

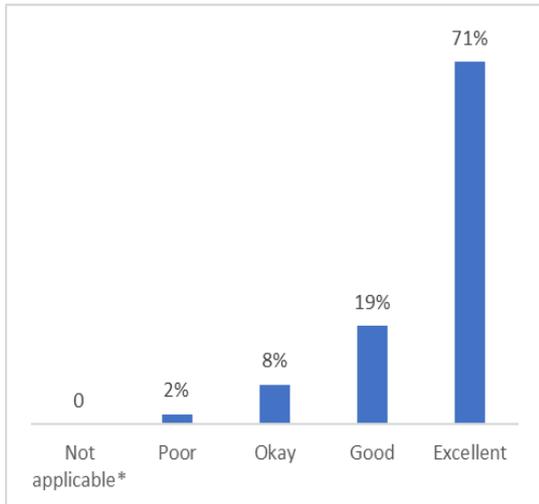
6.a.) Availability



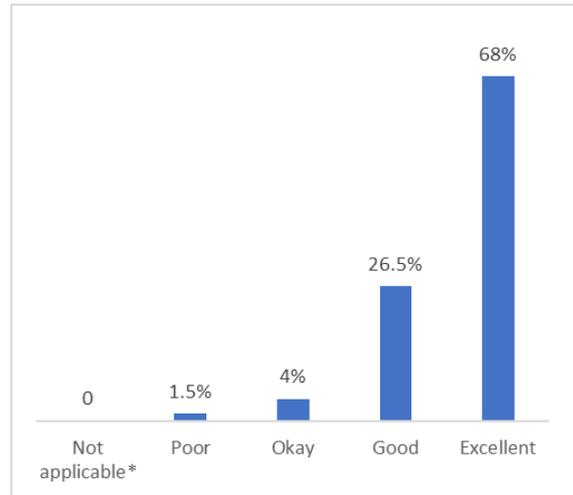
6.b.) Responsiveness (to contact from you)



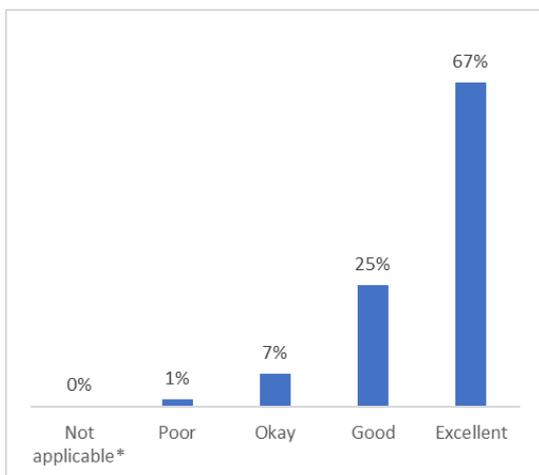
6.c.) Interest in you



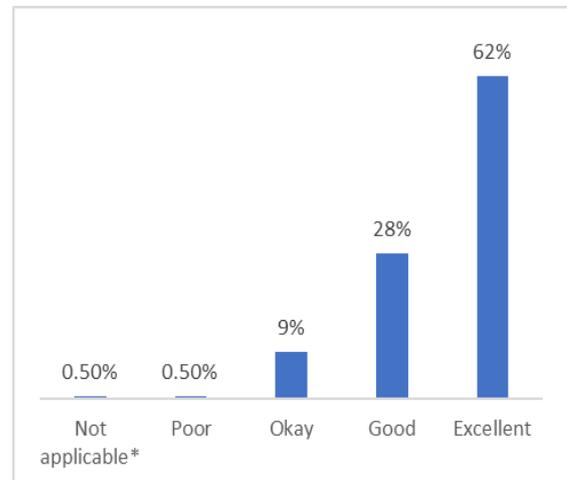
6.d.) Understood needs of a foundation trainee



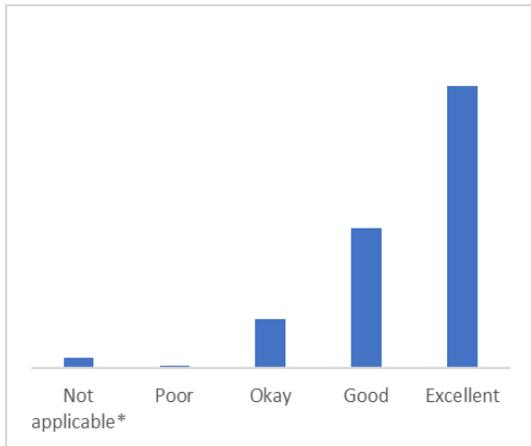
6.e.) Was a good listener



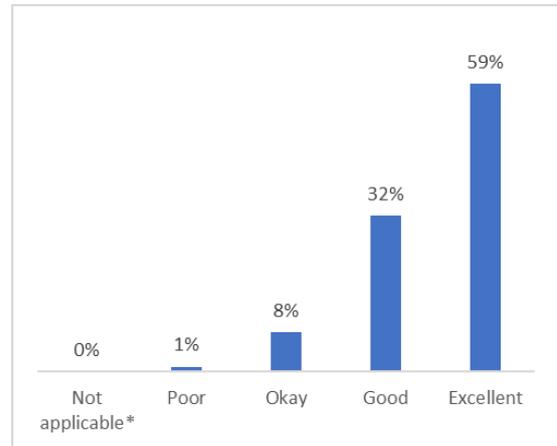
6.f.) Helped you to identify your learning needs



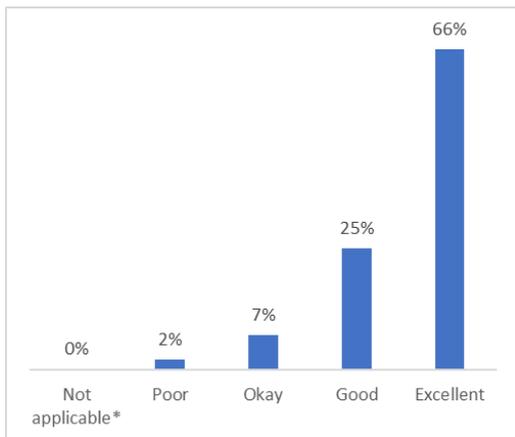
6.g.) Helped you to find ways to meet your learning needs



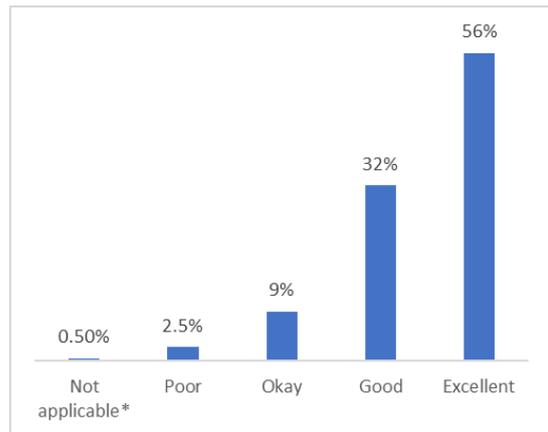
6.h.) Ability to give constructive feedback



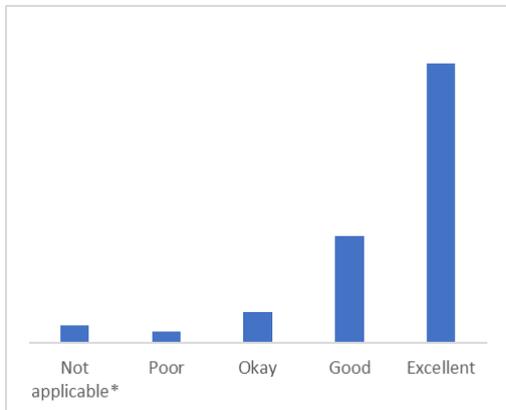
6.i.) Commitment to the task of being an educational supervisor



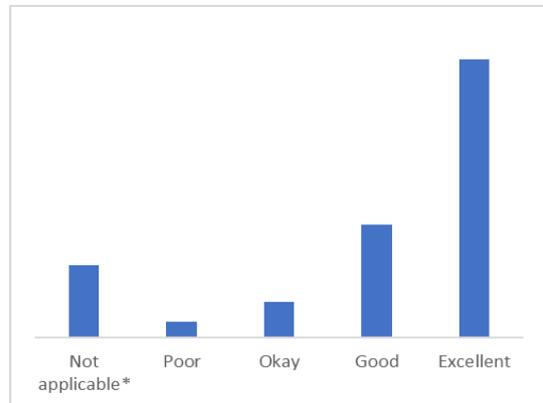
6.j.) Up-to-date with foundation matters



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.

	2017/2018	2018/2019
Response rate	71%	53%
How many face to face meetings did you have?	4	6
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

53% of Foundation trainees provided feedback about the educational supervision they received in 2018/2019.

The average number of meetings the trainees have with their educational supervisors has increased this year from 4 in 2018 to 6. The proportion of meetings lasting more than 30 minutes has more or less stayed the same at 36.5%, although the proportion assessing their meeting length as “about right” has increased slightly to 98.6%. 14% of trainees are reporting fewer than the required minimum of 4 meetings which is an decrease of 4% from 2018.

89.4% of trainees rated their supervisors as good or excellent overall which is in line with previous years’ findings. Over the ten 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 10 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, 76% of supervisors have received at least one individual report. This number has decreased slightly from 2018. 42% will receive an individual report from 2018/2019 again this has decreased slightly from 2018.

Suzanne Maddock
Foundation School Administrator
September 2019

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

.....

APPENDIX 2: ADDITIONAL COMMENTS BY FOUNDATION TRAINEES

- I think supervisors (especially educational) should be individuals who have a firm grasp of what is required to complete the F1 year. Hearing from colleagues, there is a wide breadth of help from various consultants at different levels. Some consultants have a very laid back approach and don't check anything, other consultants comb through the F1's portfolio to ensure they are up to date and to comment on where they could improve. It's important to be actually thorough with the portfolio aspect because ultimately that is what is judged on for ARCP. There needs to be more emphasis what is actually there instead of asking 'are you up to date,' and swiftly move on once the reply is 'yes.' It is heavily reliant on the junior themselves to ensure what is there or not. I am fully aware consultants are incredibly busy individuals with many handfuls of juniors they are supervising. But it would be really good if it felt like supervising was a want, and not simply to fill a PA (programmed activity) slot. It is very frustrating when the first 5-7 minutes of a consultation is for the supervisor to log into the portfolio because 1) they cannot remember which portfolio to use for F1/F2s and 2) they cannot remember the email/passwords to login and 3) have very little idea how to navigate through the webpage to authorise things like ILS/PSA certificates (which is a requirement for ARCP!) I am quite a driven individual and keep on top of my work which is why I managed to stumble through the process, but I think individuals who are perhaps not as organised as I am may require a lot more input from their ED. I don't want to come across overly critical, but perhaps my vision of what an educational supervisor should be doing is skewed based on perception of other's interactions with their ED and other friends in other deaneries whose ED provide a lot more structured approach to F1 year, and career prospectus.
- My ES has been a very approachable and helpful educational supervisor. I am very grateful to him for his input over the year.
- Great supervision and always supportive
- My ES is an excellent supervisor!
- My ES was a brilliant educational supervisor. She is approachable and made herself available for me for meetings. I am very grateful to her for making my first year as a doctor an easy transition.
- Excellent supervisor
- Would have my ES again as an ES - just felt a tad let down that he didn't know the ins and outs of horus in more detail - felt like I could have been given a earlier 'heads up' to eportofflio requirements earlier on e.g. need for medical CV etc. However, my ES would attempt to answer any questions I had by contacting coordinators on my behalf.
- Sometimes focus of meetings on completing form only. Always gave me opportunities to raise any concerns though/ talk about anything I wanted to.
- Really good educational supervisor and really helped in my busy F2 year. I feel as though I could go back to him in the future for advice on my career going forwards.
- I was disappointed to find out on the the day of my ARCP that I had been initially give an outcome 5, as supervisor end of year ratings were not completed prior to this meeting. I understand that I was not the only trainee with this same issue.
- Thanks very much, I appreciate all of the help and hope that we can stay in touch down the line!
- Thanks for being my supervisor this year.
- My ES is a fantastic ES and was a pleasure to work with.

- Thanks to my ES for all her support this year. She has made my F2 hassle free and provided astute advice re career progression and future prospects.
- My ES was a great Educational Supervisor who I always felt was there to help and support me, I could discuss all matters with, and helped greatly in giving direction to and shaping my foundation experience.
- My ES has been an excellent educational supervisor this year. She only recently started supervising foundation trainees which makes her even more impressive. She was always available for support despite having a demanding career and genuinely cared about my progression as a doctor & an individual
- My ES is the best supervisor I have had throughout any stage of my medical training and acted more as a mentor and I am extremely grateful for all he has done for me.
- She was attentive, dedicated, approachable. Great educational supervisor!
- I feel that my ES took a real interest in my progress this year and was up to date with all the guidelines for ARCP. She was always easy to contact and responded quickly. She tried to help me work out what branch of medicine I want to go into and advised me where to look for further help.
- Very good
- My ES has been a fantastic ES who has genuinely cared about me as a person, doctor, and trainee. I would not hesitate to recommend him as an ES or any other role in supporting junior doctors - he does a fantastic job and I feel he very much has the issues of the junior doctors at heart and is willing to act on them! I feel he would make an excellent Foundation programme director or lead given all of the above - he genuinely cares about the lives of junior doctors, which is often rare to find in the consultant body currently. Thank you, I really appreciate all the hard work you have done for me and other juniors so far - keep up the great work!
- My educational supervisor was extremely helpful and supportive. He was able to answer all my questions regarding various different things.
- I think My ES was an exceptional supervisor this year. Above all I really felt like she cared about me and wanted me to succeed.
- Very friendly and approachable.
- My ES was fab, thank you very much!
- Was a great supervisor
- A very supportive and kind supervisor always made time to meet me to discuss my progress.
- An excellent education supervisor who was always happy to help from both an educational supervisor side and pastorally if needed. Thank you!
- Excellent supervisor.
- Thank you for excellent educational supervision
- Excellent educational supervisor! Will keep in touch
- My ES has been incredible. It makes such a difference to have an engaged, responsive and supportive ES. Thank you!
- Thank you for your help this year, I really appreciated it!
- Excellent all-round Best supervisor yet
- Whilst technically helpful, the most prominent down sides of my ES was that when i ran into trouble with the e-portfolio, I did not feel that my ES was particularly in my corner when it came to making up for missed opportunities. Which felt particularly isolating with head of F2 and foundation programme individuals breathing down my neck

- He's very professional. Excellent.
- Excellent ES. Very helpful and approachable throughout the whole year. Thank you!
- My educational supervisor this year has been excellent. She has always been very easy to contact and meet up with. She always has time within our meetings to listen and takes an active interest with what I am doing. Nadia has also helped to ensure that I had met all of my assessments and competencies well before the deadlines, meaning passing ARCP was not a worry! I am very grateful to have had her support this year.
- Thank you!
- I cannot find enough adjectives to explain how inspirational and amazing my ES was as an educational supervisor. She was remarkable and went beyond to take the role of a mentor. She was very helpful, approachable, understanding, and non-judgemental; and made me feel very supported in my work. I believe her performance in this role was excellent and I have no recommendations to make.
- Very kind and interested supervisor
- Relaxed and attentive in meetings.
- My ES has been an excellent educational supervisor. He ensured I kept on top of my portfolio requirements so that it wasn't a rush when it came near ARCP. Great leader, it was wonderful to work in a team with him. He values input from all members of his team.
- thank you!
- My ES's support and understanding has really enhanced my year and my approach to medicine and has also helped me secure my future career - thank you!!
- Engaged, enthusiastic and accessible supervisor throughout. Thanks!
- Thank you for your support this year!
- She's interested in ensuring I perform the tasks required to pass my F1 yr. Willing to encourage and advice.
- Thank you very much for your supervision.
- My ES went above and beyond to support me this year, which has been one of the toughest years I have faced (due to personal circumstances). It is due largely to his commitment and belief in me that I have been able to successfully complete F2. I certainly did not believe I was capable of doing this earlier in the year. My ES has always been approachable and has advocated fairly for me from the start. I have been extremely lucky to have him as an educational supervisor. Additionally, he is enormously well respected and liked by patients, which has inspired me to seek to be this sort of doctor in the future.
- My ES has been a great educational supervisor and mentor. I value her time and her support.
- Superb supervisor more of the same
- My ES was very supportive and friendly educational supervisor. We have managed to do all meetings in time before ARCP. This would not be possible without her commitment and dedication.
- Always available for a chat, even gave me his mobile number in case of emergencies
- Very much enjoyed my meetings with Mr Jeffery, he has a lot of experience and provides excellent educational and pastoral support.
- Really kind, friendly and knowledgeable. Quick to respond to emails to arrange for meetings. Thank you!

- Great guidance and went over the top to help in any aspect of my training or my career plans. Consider myself lucky.
- My ES was my supervisor- no option for him on the system.
- Had to turn up randomly in locations I knew he would be to organise meetings, as he was very difficult to schedule meetings with! Was available, but just not that organised with planning.
- It was lovely to have my ES as my ES
- if it wasn't for My ES's tireless emotional, educational and professional support and encouragement this year I'm unsure that i would have continued in the profession.
- An excellent educational supervisor felt very comfortable to request support when needed. Provided good support, especially in the role of clinical supervisor as well. Offered useful constructive advice around F1 and career planning for the future.
- I really felt like he cared about my training and wellbeing. It's hard to find that in a supervisor who is also a consultant as they are incredibly busy. I really appreciate the time he spent ensuring that that I was learning, making sure that I wasn't overworked and supporting me through F1. A brilliant supervisor - I feel incredibly lucky to have such a fantastic educational supervisor in my very first year as a doctor.
- My ES has been an exceptional educational supervisor this year and has really helped me with my F2 year. Thanks!
- My ES has been a fantastic Educational Supervisor. He is approachable, encouraging and I feel I could speak to him if I came across problems
- Always approachable, non-judgemental, yet honest with feedback.
- My ES has been a great educational supervisor, and though sadly he won't be my named supervisor next year, I feel I will be able to turn to him for guidance again in the future, as I continue to refine my career aspirations.