

Educational Supervisor Feedback 2019/2020

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 2019/2020 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

208 F1s and 204 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

252 Foundation trainees responded: an overall response rate of 61%. This is 8% higher than the 2018/2019 response. Trust response rates varied – the highest was 66% from Cornwall and the lowest was 49% from North Devon. Table 1 shows the response rates for all Foundation trainees by Trust.

73% 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, 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

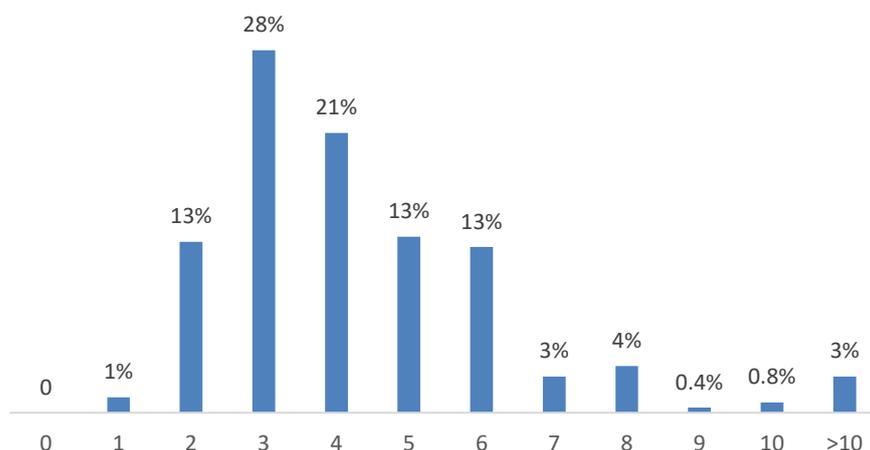
Trust	Total
Northern Devon Healthcare NHS Trust	18 (49%)
University Hospital Plymouth NHS Trust	71 (61%)
Royal Cornwall Hospitals NHS Trust	67 (66%)
Royal Devon and Exeter NHS Foundation Trust	48 (62%)
Torbay & South Devon Healthcare NHS Foundation Trust	48 (62%)
Total	252 (61%)

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 3.

Of the trainees who responded 106 (42%) trainees reported that they met fewer than 4 times in the year which is an increase of 28% from 2018/2019. 92 (37%) 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 51.5% of trainees, meetings lasted between 15-30 minutes. 9.5% 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
24 (9.5%)	130 (51.5%)	72 (28.5%)	22 (9%)	4 (1.5%)

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 1% reporting they thought their meetings were too long and 1% 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
2 (1%)	248 (98%)	2 (1%)

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

88.4% of trainees rated their educational supervision as good or excellent, 10.3% rated it as okay and 0.8% as poor. 1 trainee did report that they didn't think they had received any educational supervision despite reporting they had had meetings across the year. 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%)	26 (10.3%)	79 (31.3%)	144 (57.1%)

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
Good / Excellent	85%	86%	85%	90%	89.4%	88.4%

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

246 (98%) of trainees said that they were happy with the educational supervisor they were allocated this year.

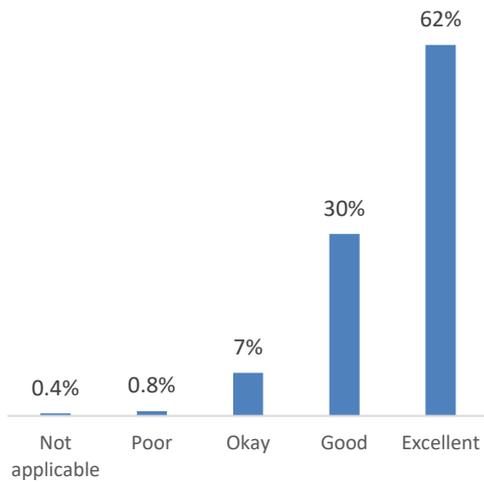
The 6 trainees who were unhappy with their supervisor were asked what action (if any) they took to change to another supervisor. 3 trainees did not take any action to change to another supervisor. 1 trainee reported that they did not gel with their supervisor and they had very different views but took no action to change. 1 trainee requested to change to a military supervisor which was not available and 1 trainee did change their supervisor during the year.

Q6. The qualities of educational supervisors

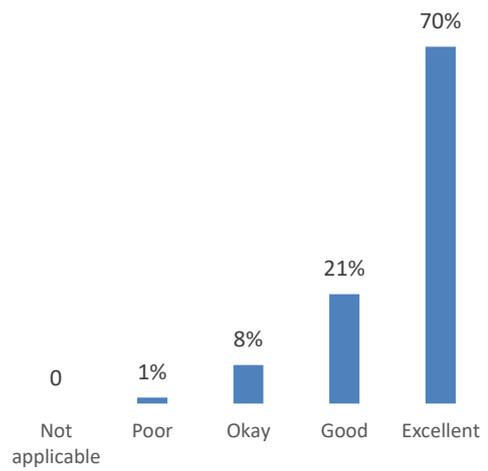
Trainees were asked to rate their educational supervisors with regard to certain qualities, attitudes and skills. Trainees were asked to rate 'Not applicable' only if they did not seek that aspect of supervision from their educational supervisor.

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

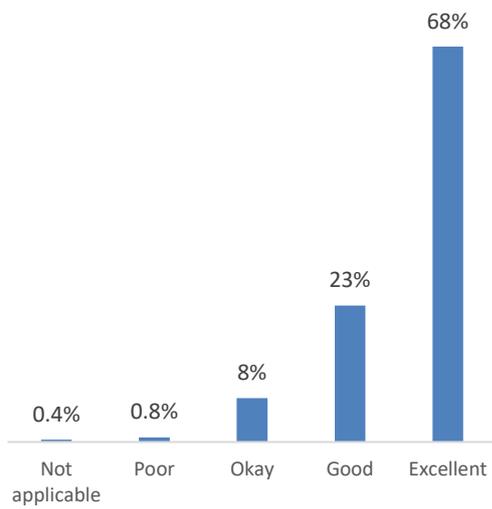
6.a.) Availability



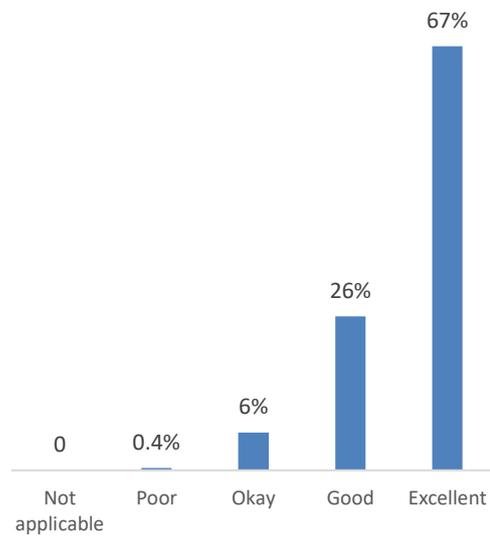
6.b.) Responsiveness (to contact from you)



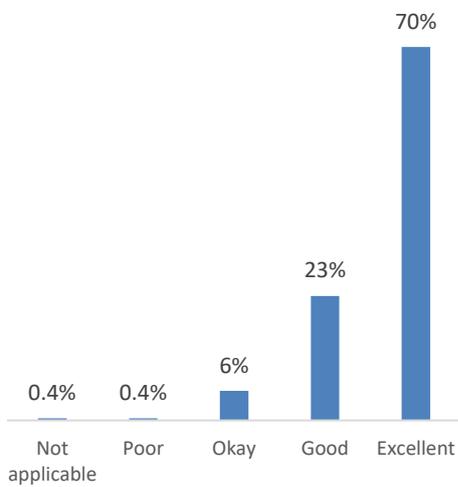
6.c.) Interest in you



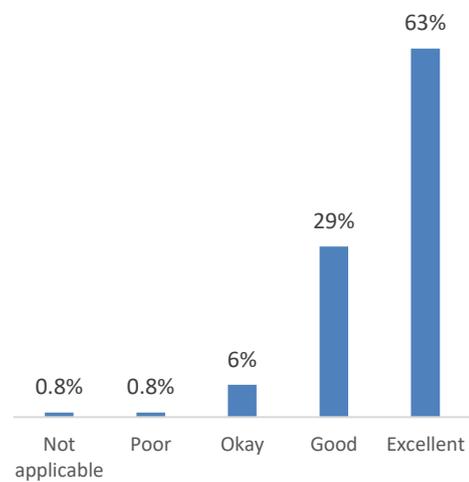
6.d.) Understood needs of a foundation trainee



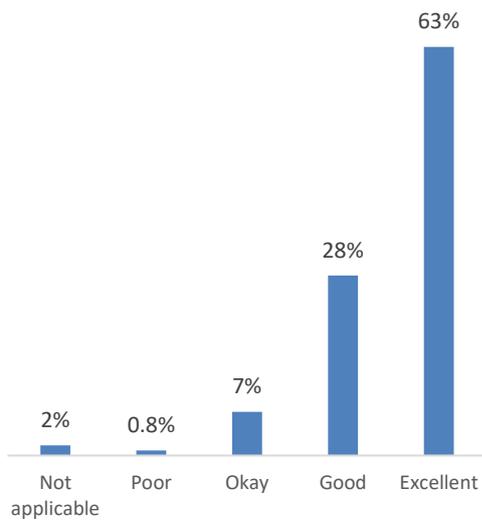
6.e.) Was a good listener



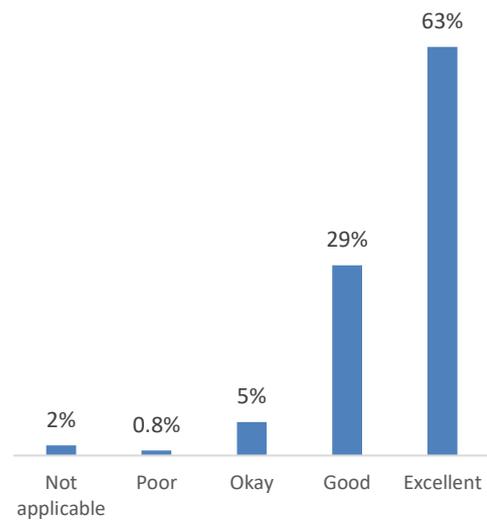
6.f.) Helped you to identify your learning needs



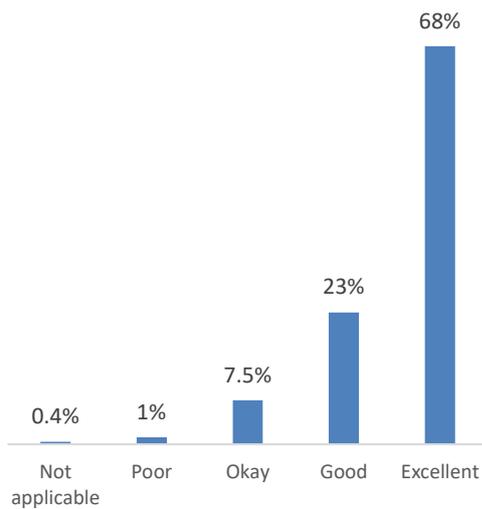
6.g.) Helped you to find ways to meet your learning needs



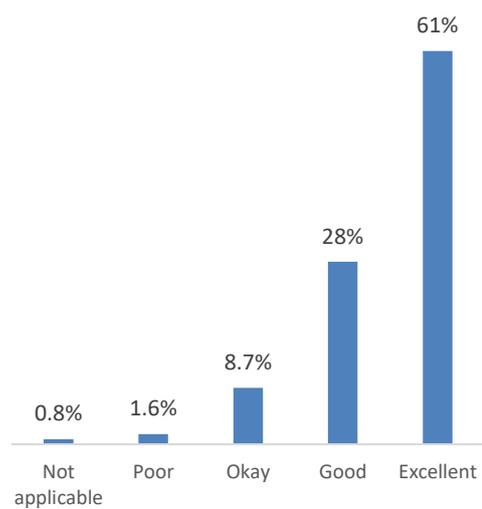
6.h.) Ability to give constructive feedback



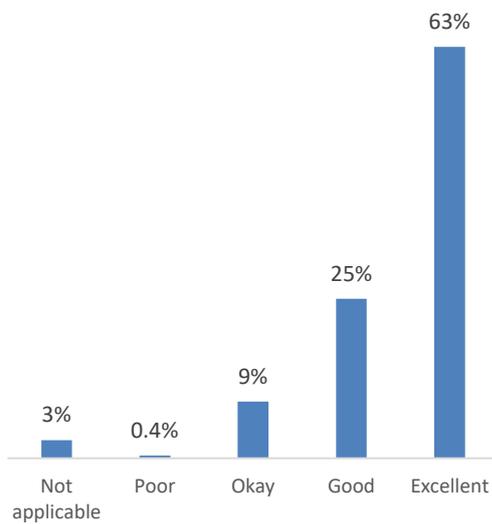
6.i.) Commitment to the task of being an educational supervisor



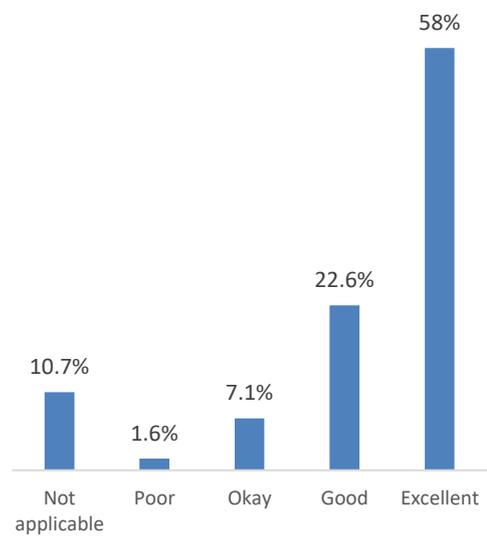
6.j.) Up-to-date with foundation matters



6.k.) Ability to provide career advice



6.l.) Ability to provide pastoral support



Benchmark.

Table 5 below shows the benchmarked supervision experience for 2019/2020. The modal for this year (most frequent) response has been taken as the benchmark.

Table 5: Benchmark Supervision Experience.

	2018/2019	2019/2020
Response rate	53%	61%
How many face to face meetings did you have?	6	3
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

61% of Foundation trainees provided feedback about the educational supervision they received in 2019/2020. In March 2020 the COVID-19 Global pandemic hit the NHS and training/ supervision in the region took on a different style which could account for some of the changes in the report this year.

The average number of meetings the trainees have with their educational supervisors has fallen this year from 6 in 2019 to 3. The proportion of meetings lasting more than 30 minutes has more or less stayed the same at 39%. 42% of trainees are reporting fewer than the required minimum of 4 meetings which is a large increase of 28% from 2019.

88.4% 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 a number of domains and 90% 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 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 or no longer wish to continue in the role.

Since the exercise started in 2007/2008, 73% of supervisors have received at least one individual report. This number has decreased slightly from 2019. 42% will receive an individual report from 2019/2020.

Natalie Band
Foundation School Administrator
September 2020

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

- Overall an excellent supervisor and very appreciative of him
- A very kind and approachable supervisor. He has provided me with good guidance on how to get the most out of my placement and further guidance for my future career. I was unfortunately involved in an SI this year, my ES helped me navigate this difficult situation, learn from it and be able to move past it a better doctor.
- Really helpful and approachable - great supervisor
- Brilliant ES, no concerns.
- My ES has always been available to meet and responded promptly to my emails. He has a very good understanding of the needs of the foundation doctors. He provided adequate support and guidance when concerns have been raised by the foundation school. I have also received a constructive feedback throughout my placement. He is always willing to complete study leave and reference requests. Thank you.
- An excellent educational supervisor and has been a great support to me this year. Thank you!
- I have been very pleased with my educational supervisor this year. I would absolutely recommend them to any of my colleagues for supervision.
- My ES was kind, helpful, thorough and knowledgeable about the Foundation programme and requirements. I felt supported throughout the year and she assisted me with career aspirations and extra curricular opportunities. I feel very fortunate to have had her as my supervisor.
- An excellent ES
- An outstanding supervisor. He was really helpful when I had problems, made sure to check in with me every so often to see how things were going and was always happy to help.
- A great educational supervisor, he was encouraging and supportive He was always approachable and happy to meet when needed. He is a great mentor for trainees.
- Absolutely incredible, compared to my Fy1 ES, they were honestly the best ES I could hope for. Easy to contact, good length of sessions (I never felt rushed), actually knew about Horus, and provided support when needed. From speaking to peers and colleagues, I think other consultants could do well to emulate what he does for the doctors he supervises.
- Excellent supervisor
- Incredibly supportive and I'm very lucky to have had her as my supervisor
- An excellent supervisor - he did a wonderful job of guiding me and helped me integrate into a new healthcare system. I especially appreciate how considerate he was during the pandemic and checking up on our wellbeing.
- I found my ES very approachable and she was very supportive throughout my F1 year as well as helping me to meet my portfolio requirements - thanks for all your help!
- Great supervisor
- Best supervisor anyone could wish for. Very understanding, supportive and easy to approach. He gave me insight and identified areas for improvement and suggested approaches and solutions to real issues I have faced. Thank you very much, it has been a pleasure.
- My educational supervisor this year has been outstanding and has gone out of their way to support me. I am not sure I would have continued the foundation

programme without such good support during a very difficult year and challenging placements where trainee support is lacking. Thank you

- Thank you - fantastic ES.
- Fantastic ES - thank you!
- Really excellent educational supervisor who I felt I could approach at any time.
- I've had great supervision this year, for the reasons stated above. Thank you so much
- I cannot fault her as a supervisor, I wish I could have her as my supervisor during all my training! She cares so much about trainees and will do anything she can to help and support you.
- Excellent, always available for supervisor meetings. Supportive of progress through foundation training and very helpful advice given on several topics. Really appreciate his input this year. Thank you! Highly recommend to other junior doctors in future!
- My ES was great and I appreciate everything he did for me
- My ES was a wonderful educational supervisor. She was genuinely interested in this role and was available to be contacted whenever I emailed. She showed interest in my career and wanted to help me achieve my goals. Thank you for everything.
- I think we should be able to continue with our ES for F2
- Can not fault. Best supervisor I've ever had.
- Excellent Educational supervisor.
- Thank you very much for being an excellent educational supervisor.
- Really enjoyed our meetings and appreciated the support that she has provided me with throughout my first foundation year! I would love to be allocated her again for F2!
- I am absolutely delighted to have had the privilege to have had him as my Educational Supervisor. He helped me out a lot, he was always there for me when I needed him and even more. I felt supported in every possible way.
- I could not rate my ES more highly as an educational supervisor. To have someone who is thoughtfully and tactfully always in your corner is amazing
- I really enjoyed having him as my supervisor this year.
- My ES has been an absolutely star. She was there when I needed and was also approachable and contactable. She helped me with my portfolio, interview practice and has given me lots of opportunities to flourish and develop. She was also on hand for advice and was very supportive throughout the year. She has really inspired me. If there is a ES award of the year, I think it should go to her.
- Superb supervisor.
- I was very lucky to have her as my supervisor. She was able to spot a change in my wellbeing state and offered a lot of support. Her actions helped me to return back to training and being motivated to work hard, which resulted in passing my year and avoid extension of Fy1
- My ES has been an excellent supervisor and listened to my concerns particularly related to the Covid-19 pandemic and the cancellation of the final training post. I felt supported and encouraged throughout the year. Thank-you!
- Thank you for being an excellent educational supervisor to me for the last 2 years.
- An excellent supervisor
- A fantastic educational supervisor. I really valued his advice and support this year.
- Excellent ES - would be an ideal candidate for providing advice and support to other supervisors

- Very happy with the support provided throughout this year, couldn't have been happier with my ES and would happily have her as my ES throughout my training.
- Very knowledgeable on foundation schools and career prospects
- Excellent supervisor!
- Fantastic ES who will be missed. Very good balance of sense of being caring and mentoring but pushing in the right direction and with positive criticism to help develop areas of weakness. She has been excellent.
- Overall an excellent supervisor!
- It hasn't been an easy year for myself and I am very grateful to my ES for the time and support he's dedicated to me over this year.
- My ES went out of his way to aid with quality improvement projects and in ensuring they were received by the correct individuals. Upon request, he was more than happy to meet and discuss a few difficulties I had faced within my practice. He ensured that we went through the clinical scenario and listening to my viewpoints and opinions before offering his own advice - always maintaining a professional attitude and providing positive feedback. I was very grateful for the time he spent in enhancing my start to foundation training and life as a junior doctor - I would be more than happy to be under his supervision in the future.
- I can't express my thanks to him! He was the textbook great ES, and I am really grateful to have benefited from his mentoring, guidance and support.
- I really enjoyed having her as my ES, she was always readily available, very committed to the job role and interested in me as a person. She provided academic, career and pastoral help and support where needed.
- A good supervisor. However we struggle with filling the eportfolio a lot, requiring support from foundation manager. It would be better if there is a concise guide for supervisor to understand the new system and what is expected.
- An exceptional educational supervisor. She is thorough, conscientious and personable. I was initially nervous of my first year as a doctor, but she has ensured that I have thrived at Torbay Hospital and made it a very pleasurable experience. Thank you!
- He has been a great Educational Supervisor. He has completed all requirements on Horus and has been available for meetings through the year.
- Excellent educational supervisor - approachable and engaged.
- My ES has been an extremely supportive educational supervisor, and has increased my confidence in times of personal difficulty at work. He has gone above and beyond in being an advocate for me.
- Extremely supportive of my foundation training, career planning and personal issues throughout the year. Highly valued and much appreciated
- Overall, I felt well supported by my educational supervisor and found them approachable and helpful.
- I wish I could keep my educational supervisor for next year even though I know that's not the case. Great supervisor
- I have missed out on recognition for my exception reports submitted, as they were not completed by my educational supervisor despite reminders
- Great - thank you!
- Always willing to meet with me to discuss anything. Encouraging and supportive, he is always ready to provide learning opportunities.
- Thanks for being so helpful. Went out of way to give some career advice/contacts
- I had previously had the same ES (we got on well so I was very happy to continue with the same ES and I was just as satisfied with his support this year as last)

- Really approachable supervisor and always willing to meet up to discuss any problems I might have had. I appreciate him taking the time to get to know me as a person at each meeting because it felt less like a meeting to tick off the boxes on the portfolio and more like I had support with my educational progress. Thank you very much for your help this year!
- A lovely educational supervisor, accessible and really willing to help with anything I needed.
- I felt my educational supervisor was highly supportive and provided appropriate guidance and support when I was in need of advice.
- Good ES, thanks
- My original ES left just before my last meeting - he was willing to continue supervising me but as he was not part of the trust this was not possible
- A very personally likable Education Supervisor. He has gone out of his way to help me on numerous occasions and has always provided good advice and sound career support. Any trainee would be very fortunate to have him as a supervisor.
- Excellent ES and supported by a great team.
- An excellent educational supervisor, her advice and support have helped to make my first year as a doctor much less stressful and more enjoyable!
- Excellent supervisor, teacher and doctor. Wish I could have her for F2!!!
- Thankful for all of Dr Lloyd's help throughout the year
- Please note that the face to face meetings are low as a couple have had to become telephone meetings due to Covid.
- Thank you!
- Always very approachable and easy to meet or get hold of. If I had any problems, I would have no concerns in seeking advice or support from him. I think assigning a vascular surgeon to a junior who wants to do medicine was wholly inappropriate. He served only to offer pastoral support (which I did not need) and sign the necessary forms. There was little to no educational benefit in having an educational supervisor in both years of my Foundation Training. I got far more relevant advice from my clinical supervisors/consultants I worked with, talking to colleagues and by reading the IMT website. One reason I have not entered further training is because I believe I can gain the same level (if not more) educational benefit from working in jobs I have chosen rather than continuing in a training programme. I will ultimately undertake IMT so I can complete my CCT (as CESR is not recognised equally on the international stage and I hope to work with medicine abroad in a humanitarian capacity in the future). Otherwise I would embark on the CESR route.
- Due to covid-19 I think towards the second half of the year, my ES was fairly absent from my training. There was no proper feedback at the end of the second placement and given changes to how the F1 programme was being run, that would have been helpful. I do however understand the circumstances were exceptional and I did manage to get that feedback from various consultants and registrars I was working with.
- Overall my ES was kind, supportive and helpful and had good advice for how to ensure I met the criteria to pass F1.
- Both supervisors were responsive and understood their roles as educational supervisors.
- A reasonable overall experience
- A lovely doctor.

- Really encouraging and helpful, particularly when things are going well; less interest and involvement during challenging times, though that is when the support/contact is required
- Probably better than my university supervisors
- Foundation training was more stressful than it needed to be, due to my perceived lack of support. ES are our future referees so makes providing constructive feedback challenging.