

Improving pre-employment processes and induction for doctors in training

1. Introduction

Thank you for taking the time to complete this questionnaire.

Health Education England is working in partnership with NHS England and NHS Improvement (NHSE&I) and other national stakeholders, including the British Medical Association (BMA) to improve your experience of deployment and induction as you move from one organisation to another during your training.

Your response will help us in understanding your most recent experience and where we can make most improvement. Future surveys will help us to evaluate progress against this baseline.

All survey responses are confidential and anonymous, however we will be able to identify responses by trust/ organisation. This will enable us to aggregate and compare responses. We will also collect and compare your responses with those of other doctors in training at your level of training and across levels.

Please answer the questions based on your experience of your most recent rotation, when it involved a transfer between different organisations. Please do not complete this questionnaire based on a rotation undertaken internally within a Trust.

Frequently asked questions (<https://files.smartsurvey.io/2/0/RIOAKW7E/FAQs.pdf>)

To learn more about the programme and its objectives visit the Health Education England website (<https://www.hee.nhs.uk/our-work/doctors-training/enabling-staff-movement-doctors-training>)

2. About you

1. What is your current grade? (This survey is only applicable to doctors who have completed an external rotation or who have entered training at a trust for the first time) *

- F1
- CT1/ ST1- CT3/ST3
- ST4-ST8

2. Please indicate the nature of your last rotation (select one option): *

- Internal rotation within the same NHS Trust
- External rotation to different trust/ organisation with same employer (known as a Lead Employer)
- External rotation to new employer

3. Which Specialty Training Programme are you currently in? *

4. Thinking about your most recent rotation, which type of organisation did you move to? *

- NHS Trust
- GP Practice
- Other NHS organisation
- Other non-NHS organisation

5. Please specify which NHS Trust *

5. Work schedule, rota and contract of employment

6. Please estimate how long it took to complete new starter forms and all forms associated with personal identity checks, occupational health and statutory and mandatory training *

- More than 10 hours
- 8-10 hours
- 6-7- hours
- 4-5 hours
- 2-3 hours
- Less than 2 hours
- Unsure

7. When did you receive notification of your placement from Health Education England? *

- More than 12 weeks before start date

- 12 weeks before start date
- Less than 12 weeks before start date
- After first day of employment
- Unsure

8. How satisfied were you with the notification of your placement? *

- Very Satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very Dissatisfied

9. Did anything change between the time you received the initial notification of your placement from HEE to when you started your placement? *

- Yes
- No
- Unsure

10. Why did these changes occur? *

- Request for Less Than Full Time
- Request for annual or other leave
- Request from the Training Programme Director
- Other (please specify):

11. When did you receive your generic work schedule (this sets out the work commitments and training outcomes in your job, such as pay, working hours and supervisor details)? *

- More than 8 weeks before start date
- 8 weeks before start date
- Less than 8 weeks before start date
- After first day of employment
- Unsure

12. When did you receive your accurate final duty roster/rota? *

- More than 6 weeks before start date
- 6 weeks before start date
- Less than 6 weeks before start date
- On first day of employment
- After first day of employment
- Unsure

13. Were you able to obtain relevant access passes and computer log-in details on your first day of employment/placement? *

- Yes
- No
- Unsure

14. Are you aware of your responsibilities as outlined in the Code of Practice? *

- Yes
- No
- Unsure

7. Pre-employment checks – ID and documents

This section refers to checks undertaken on your references (where applicable), employment history, qualifications, identity, right to work, work health assessments and the Disclosure and Barring Service (criminal records check)

15. If you required employment checks for your new rotation, were you required to visit your new placement to complete your pre-employment checks before starting the placement? *

- Yes
- No
- Unsure

Not applicable

16. When were you asked to provide your identity documents for employment purposes (e.g. passport, current driving licence photocard), your right to work documents (e.g. passport, visa) and professional registration (e.g. GMC certificate)? *

- Before the first day of employment
- On first day of employment
- After the first day of employment
- Not asked to provide

17. When were you asked to provide your identity documents for other purposes such as IT access (e.g. passport, current driving licence photocard)? *

- Before the first day of employment
- On first day of employment
- After the first day of employment
- Not asked to provide

18. Were you asked to provide any of the following documents more than once by your new rotation? (tick all that apply) *

- Identity (e.g. passport)
- DBS (criminal record) check
- Right to work
- FPCC/ARCP/or other evidence of competence
- Professional registration (e.g. GMC certificate)
- Professional qualifications (e.g. degree certificate)
- None of the above

19. How satisfied were you with your experience of completing personal identity checks? *

- Very Satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very Dissatisfied

8. Pre-employment checks – immunisation and vaccinations

20. When were you asked to provide your immunisation and vaccination status? *

- Before the first day of employment
- By the end of the first day of employment
- After the first day of employment

21. Were you asked to repeat any immunisation tests, vaccinations or screening for blood borne viruses with your new placement? *

- Yes
- No
- Unsure

22. Was the request as a result of a change of role such as Exposure Prone Procedures (EPP) *

- Yes
- No
- Unsure

23. Please tell us why you were asked to repeat the test(s)/vaccination(s). Tick all that apply *

- Records not available from previous employer
- Records not accepted by new employer
- Didn't have a copy of own records/ couldn't remember date of last test/vaccination
- Other (please specify):

24. How satisfied were you with your experience of immunisation and vaccination pre-employment checks?

- Very Satisfied
- Satisfied

- Neither satisfied nor dissatisfied
- Dissatisfied
- Very Dissatisfied

10. Pre-employment checks – mandatory and statutory training

25. Which of the 11 core skills did you complete training for in the last 12 months before your most recent rotation? (Tick all that apply) *

- Equality, diversity and human rights
- Health, safety and welfare
- NHS conflict resolution
- Fire safety
- Infection prevention and control
- Moving and handling
- Safeguarding adults
- Preventing radicalisation
- Safeguarding - children
- Resuscitation – adults
- Resuscitation – paediatrics
- Resuscitation – neonates
- Data security awareness (previously information governance)
- Unsure

26. Did you repeat any of this training in your new placement as part of the induction? *

- Yes
- No
- Unsure

27. Which did you repeat? *

- Equality, diversity and human rights
- Health, safety and welfare
- NHS conflict resolution
- Fire safety
- Infection prevention and control
- Moving and handling
- Safeguarding adults
- Preventing radicalisation
- Safeguarding - children
- Resuscitation – adults
- Resuscitation – paediatrics
- Resuscitation – neonates
- Data security awareness (previously information governance)
- Unsure

28. How long did this take? *

- Less than 1 hour
- 1-2 hours
- 3-4 hours
- 5-6 hours

29. In your most recent rotation, were you able to access mandatory and statutory training easily? *

- Yes
- No
- Unsure
- Not applicable

30. How satisfied were you with your experience of mandatory and statutory training pre-employment checks?

- Very Satisfied
- Satisfied

Neither satisfied nor dissatisfied

Dissatisfied

Very Dissatisfied

31. What, if anything, do you think would most improve your pre-employment and induction rotation experience? *