

STS Question set (June 2023)

Core Questions and Indicators

Clinical Supervision

- During the day, I always know who to speak to when I need help or advice from a senior colleague
- Out of hours, I always know who to speak to when I need help or advice from a senior colleague
- When I ask for advice senior colleagues are always willing to help

Discrimination

- I work in an environment that is free from discrimination

Educational Environment & Teaching

- In this post I get regular informal feedback on my performance with regard to how I manage patients
 - **NPF¹ Alternative:** In this post I get regular informal feedback on my performance with regard to my clinical decision making
- The experience I am exposed to in this post will enable me to meet the required competencies of this element of the training programme
- Thinking about your development as a doctor, how satisfied or dissatisfied are you overall with the experience you have had in this post?
- Overall, how would you rate the quality of the teaching you receive in the place in which you work?
- Overall the teaching available at this place of work is targeted on what I need to learn
- The environment in which I work makes me feel that the teaching of trainees and their learning is a key priority

Equality & Inclusivity

- I am given equitable access to opportunities to develop as doctor, compared to my peers
- There is a culture that promotes inclusion in the workplace
- My workplace accommodates my individual needs (consider factors such as reasonable adjustments for a disability, religion, working less than full-time)

Handover

- The handover arrangements in place in this post ensures that my patients are looked after safely out of hours
 - **NPF Alternative:** The handover arrangements in place in this post ensure that my continuity of care/service occurs safely out of hours
- Handover is always done thoroughly
- Handover of patients always happens
 - **NPF Alternative:** Handover of tasks always happens

Induction

- The induction I received in this post enabled me to look after patients safely during the day
 - **NPF Alternative:** The induction I received in this post enabled me to complete my duties safely during the day
- The induction I received in this post enabled me to look after patients safely out of hours
 - **NPF Alternative:** The induction I received in this post enabled me to complete my duties safely out of hours

Team Culture

- I work in an environment that is free from undermining or bullying behaviour
- I feel included in the workplace
- I am treated with respect by other colleagues
- I feel valued as an individual by my colleagues

¹ NPF = Non-Patient Facing

- I work in an environment that is generally supportive
- I feel that concerns related to negative behaviours in the workplace, such as discrimination & incivility, are effectively addressed

Wellbeing & Support

- I know who to contact to discuss matters relating to occupational health and wellbeing
- Resources are available to me at work to support my wellbeing (e.g. pastoral care, counselling, employee assistance programme)
- I feel able to approach senior colleagues about my health & wellbeing

Workload

- My workload enables me to look after patients safely and investigate issues thoroughly:
 - **NPF Alternative: My workload enables me to work safely and investigate issues thoroughly:**
 - during my normal working day
 - when working out of hours

Supplemental Questions and Indicators

Catering Facilities

- I can access catering facilities to provide suitable food when working in hours
- I can access catering facilities to provide suitable food when working out of hours

Rest Facilities

- Rest facilities are available to me when working out of hours
- I have access to a mess/common room, or equivalent, to enable me to relax and/or socialise with colleagues.

Travel

- In my current post, I feel able to travel in relative safety (you should consider your commute to and from work, movement around hospital building(s), travel between different sites)

Non-Indicator Questions:

Impact

- Please rate the level of impact this post has had on each of the following, using the rating scale where 1='Negative' and 7='Positive':
 - Your physical health
 - Your mental health
 - Work-life balance

Retention

- I desire to continue to work in the NHS in 12 months' time

NPF Alternative questions are used for these Non-Patient Facing Specialties:

- Chemical Pathology
- Clinical Radiology
- Combined Infection Training
- Diagnostic Neuropathology
- Forensic Histopathology
- Histopathology
- Medical Microbiology
- Medical Virology

- Nuclear Medicine
- Paediatric and Perinatal Pathology
- Public Health