The BOTA Census

#HammerItOut Campaign

#HammerItOut
BUDDING, HARASSMENT AND UNDERMINING
What % of trainees have witnessed bullying, harassment, or undermining in T&O?

Think of a number
Answer to be revealed later!
In the last year, what % of trainees have heard sexist, racist, or homophobic language used in T&O?

Think of a number
Answer to be revealed later!
Census Responses

(FY1 - CT3 only)
*47 “juniors” (FY1-CT3) identified 37 rota gaps!
Overall Satisfaction with training (FY1-CT3)

Mean 7.1
What about ST3+?
What subspecialty do wish to pursue as a career?
Demographics

What would be your preferred workload as a consultant?

- 58% Subspecialist elective work only (no regular on call commitment)
- 21% Generalist elective practice and general on call commitment
- 5% Trauma work only
- 4% Subspecialist elective practice and general on call commitment
- 4% Undecided
Their current job…

How well does this post meet your training needs?

Mean = 7.6
Their current job...

How satisfied are you that your exposure in Outpatient clinics have provided adequate training opportunities to develop your skills and knowledge?

Mean = 7.6
Their current job...

How satisfied are you that the operative exposure you have received in this post is adequate to be on track to meet the requirements of the CCT indicative numbers?

Mean = 7.5
Their regional training programme...

How far do you currently travel on average to attend regional teaching?

- Min 0 miles
- Max 100 miles
- Median 18 miles
Their regional training programme...

How well does the regional teaching prepare you for the FRCS (Tr & Orth)?

Mean = 7.2
Their regional training programme...

How often is there a regional FRCS mock examination?

- Never: 21%
- Once per year: 47%
- Twice per year: 21%
- More than twice per year: 11%
ARCPs…. (The Good)

Regarding your last ARCP... (Check all that apply)

85%  I attended in person
23%  I was required to do a presentation
84%  My ISCP account was open and probed
82%  My logbook was scrutinised
75%  My research activity and output was evaluated

56%  I was able to discuss my training needs going forward
49%  I was able to discuss my future career plans
29%  My performance in regional or national exams was reviewed
Regarding your last ARCP... (Check all that apply)

43% The ST4/ST6 waypoint checklist was used
65% There was opportunity to give feedback about my current post
45% There was opportunity to give feedback about my current trainer
64% I was treated with respect by the ARCP panel
8% The atmosphere was aggressive or intimidating
7% I felt belittled and demoralised
8% I felt unable to raise concerns about my training
5% I was not listened to when raising concerns about my training
31% I could identify the external SAC liaison member for my region
ARCPs…. (The Ugly)

WORK HARDER!
ARCPs

How constructive did you find your last ARCP?

Mean = 6.5
Training Programme Directors

How often do you communicate with your TPD?
(inc face-to-face, by phone, email, etc)

- Once a year, at my ARCP: 120
- Once every 6 months: 180
- Once every 3 months: 10
- Once a month: 20
- Once a fortnight: 10
- Once a week: 2
- Daily: 2
Training Programme Directors

How likely is your TPD to match your placements to your training needs?

Mean = 7.4
How approachable is your TPD if you had an issue with your training you wished to discuss?

Mean = 7.8
Training Programme Directors

Is your TPD doing a good job overall to support your professional development?

Mean = 7.5
Training Programme Directors

How long has your TPD been in post?

- Less than a year
- 1-2 years
- 2-3 years
- 3-5 years
- More than 5 years
- More than 10 years
- I don't know
Training Programme Directors

Do you think your TPD should remain in post?

- Yes: 78%
- No: 11%
- I'd rather not say: 11%
If Surgeon’s Don’t Control Our Training…

RCR position statement on the appointment of a radiographer as Head of the Yorkshire and the Humber School of Radiology

Wednesday 3 August 2016
Overall, taking in all aspects of work and training, how satisfied are you with your training so far? (Responses > 9 / region)
The Dark Side
Which of the below factors has MOST influenced your morale positively in the last 4 weeks?

24% Colleagues
23% Operating experiences
18% My Consultant trainer
14% Personal factors outside work
The Dark Side

Which of the below factors has MOST influenced your morale negatively in the last 4 weeks?

- 15% Rota
- 14% Workload
- 13% On call intensity
- 10% Geographical location of hospital
- 13% Other
“Other” factors influencing morale negatively
The Dark Side

Have you considered leaving T&O in the last 6 months?

22% said YES!
Reasons for considering leaving T&O

- Poor paid
- Less hours
- No system of mowing
- Jobs
- Less
- Etc.
- Paid
- Workload
- Patients
- Work
- Weekend
- Patients
- Work
The Dark Side

With hindsight, would you still apply for medicine at University?

30% said NO!
If the opportunity arose, would you consider an alternative employer to the NHS as a consultant?

- Yes, self-employed in the private sector: 45%
- Yes, as a salaried employee of a healthcare provider in the private sector: 30%
- Yes, abroad in a different healthcare system: 50%
- No: 10%
- I don't know: 15%
Currently, what is the most frustrating aspect of being a T&O trainee?
What ONE thing would you change to make your training better?
The final nail in the coffin...
Do we have a culture of abuse?
Two questions asked;

1. In the last 4 weeks have you felt…? 

2. In Trauma & Orthopaedics have you ever witnessed…?
Undermining

In the last 4 weeks, have you felt undermined at work?

- Never, 76.2%
- Once, 11.0%
- More than once, 10.0%
- Every week, 2.0%
- Every day, 1.5%
In a Trauma & Orthopaedic surgery post, have you ever witnessed a colleague being undermined?

- No, 29.6%
- Yes, 70.4%
Harassment

In the last 4 weeks, have you been harassed at work?

- Never, 93.0%
- Once, 3.0%
- More than once, 2.7%
- Every week, 0.7%
In a Trauma & Orthopaedic surgery post, have you ever witnessed a colleague being harassed?

- Yes, 37%
- No, 63%
Bullying

In the last 4 weeks, have you felt bullied at work?

- More than once, 2.1%
- Every week, 0.7%
- Once, 3.8%
- Never, 93.5%
Bullying

In a Trauma & Orthopaedic surgery post, have you ever witnessed a colleague being bullied?

Yes, 43%

No, 57%
Do we have a culture of abuse?

“Tell us more about your experiences”
What % of trainees have witnessed bullying, harassment, or undermining in T&O?

73%
In the last year, what % of trainees have heard sexist, racist, or homophobic language used in T&O?

23%
In the past year at work I have witnessed or experienced my colleagues use... (n = 135)

- Racist language: 62
- Sexist language: 110
- Homophobic language: 72
What happens now?