

*The survey was sent electronically to 918 Welsh staff, associate specialist and specialty (SAS) doctors. It was launched on 5 November 2018 and closed on 3 December. 182 responses were received, representing a response rate of 19.8%.*

*80.8% of respondents identified as working full-time, with 18.1% saying they worked part-time. 52.8% of respondents identified as male, and 45.0% identified as female. In terms of ethnicity, 47.2% identified as Asian/Asian British, 34.4% identified as white, 8.3% as Arab, 1.1% as black/African/Caribbean/black British, 1.1% as from a mixed/multiple ethnic group and 0.6% as Chinese.*

*33.5% of respondents were associate specialists, 59.3% were specialty doctors and 5.5% were staff grade doctors.*

1. 65.3% of respondents said they were aware of the Welsh charter for SAS doctors and dentists, but 34.7% said they were not aware of it.
2. 6.3% of respondents considered the charter had been implemented in full in their place of work, with 24.6% saying it had been implemented in part. 26.9% felt it hadn't been implemented in their place of work, however, and 42.3% said they didn't know.
3. Since the charter was published in April 2016, 47.2% of respondents felt the general standing of SAS doctors in their workplace had stayed the same, 9.7% felt it had deteriorated, 2.8% felt it had improved overall and 40.3% were unsure.
4. 65.0% of respondents said they had a mutually agreed job plan, but 35.0% said they didn't.
5. 53.1% of respondents said their job plan had been reviewed in the last 12 months, 36.6% said theirs hadn't been reviewed in that time period, and 10.3% said they didn't have a job plan.
6. Amongst those who said they hadn't had their job plan reviewed in the last 12 months, 56.2% said they had requested that a review take place.
7. 11% of respondents said they had no SPAs, 39.5% said they had one, 44.2% said they had two and 5.2% said they had more than two.
8. 52.0% of respondents felt they didn't have a sufficient allocation of SPA time.
9. 55.8% of respondents felt they were given insufficient time in their job plan to undertake clinical administration.
10. 61.0% of respondents said they regularly worked hours in excess of their job plan.
11. Amongst those who said they regularly worked hours in excess of their job plan, 21.0% said they work 0-2 hours extra per week on average, 35.2% said they worked 2-4 hours extra, 32.4% said they worked 4-6 hours extra, 4.8% said they worked 6-8 hours extra, and 6.7% said they worked more than eight hours extra.
12. Amongst those who said they regularly worked hours in excess of their job plan, 67.3% said they had raised this as an issue whilst discussing their job plan.
13. Amongst respondents who said they were on threshold 2 or above, 16.4% said they considered their job plan fully reflected their higher responsibilities, 41.8% felt it reflected them to an extent and 41.8% felt it didn't.
14. 32.2% of respondents said they were given the opportunity to work autonomously/unsupervised all of the time, 38.0% said they were given this opportunity most of the time, 22.2% said they were given it some of the time, 5.3% said they almost never received it, and 2.3% said they never received it.
15. When asked if their work activity was recorded appropriately under their name, 17.5% said it was all of the time, 23.4% said it was most of the time, 24.6% said it was some of the time, 11.1% said almost never, 15.8% said never and 7.6% didn't know.
16. Only 38.5% of respondents said they were aware of a clear and easy way to report bullying or harassment in their workplace.
17. In the past 12 months, 25.9% of respondents said they had been a victim of bullying or harassment in their workplace on more than occasion and a further 20.0% said they had

been a victim of bullying or harassment on just one occasion.

18. Amongst those who said they had been a victim of bullying or harassment in their workplace in the past 12 months, 39.7% said they had reported it. Of those who had done so, 9.7% said the situation was addressed and they were satisfied with the outcome, 25.8% said the issue was being addressed but was not yet resolved, 25.8% said the issue had been addressed but not to their satisfaction, and 38.7% reported that no action had been taken.
19. 32.9% of respondents said they received, or had access to, advertisements from senior management roles in their place of work, whilst 47.6% said they didn't and 19.4% didn't know.
20. When asked if they had the opportunity to attend medical staff committee meetings, 29.8% of respondents said they did, 52.4% said they didn't and 17.9% didn't know.
21. 47.9% of respondents said they had the opportunity to attend directorate or departmental meetings, 46.1% said they didn't and 6.1% said they didn't know.
22. 50.6% of respondents said they didn't have sufficient access to office accommodation in their place of work to enable them to undertake their role effectively.
23. 31.6% of respondents said they didn't have sufficient access to secretarial support in their place of work to enable them to undertake their role effectively.
24. 28.8% of respondents said they didn't have sufficient access to IT (such as computers, phones etc.) in their place of work to enable them to undertake their role effectively.
25. 34.3% of respondents said they weren't able to take all the study leave to which they were entitled.
26. 48.5% of respondents said they didn't feel valued as a SAS doctor, and 56.0% said they didn't feel empowered as a SAS doctor.
27. 45.8% of respondents said they wouldn't recommend the local health board or NHS trust they currently work for as an employer to other SAS doctors.