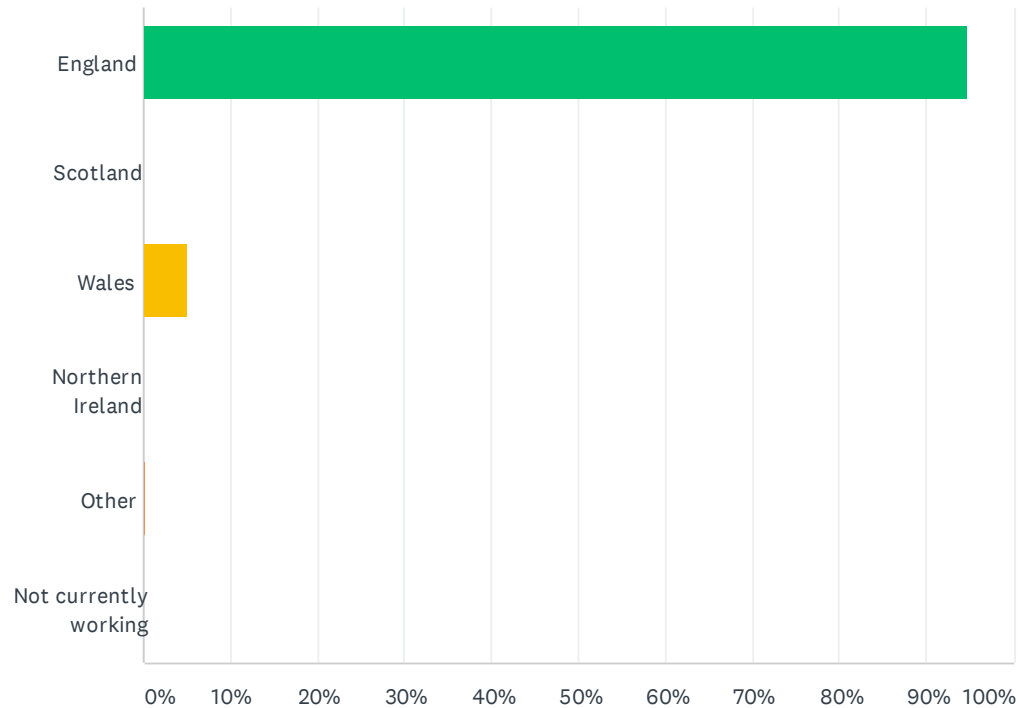


## In which country do you mainly work?

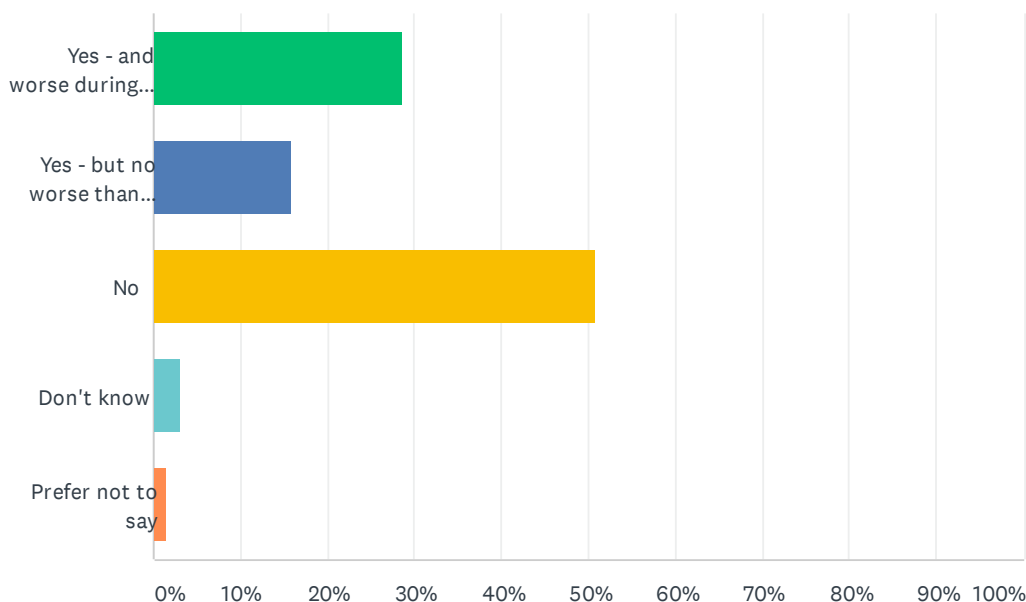
Answered: 1,945



ANSWER CHOICES	RESPONSES	
England	94.70%	1,842
Scotland	0.00%	0
Wales	5.09%	99
Northern Ireland	0.00%	0
Other	0.15%	3
Not currently working	0.05%	1
<b>TOTAL</b>		<b>1,945</b>

During this pandemic, do you consider that you are currently suffering from any of depression, anxiety, stress, burnout\*, emotional distress or other mental health condition relating to or made worse by your work? (\*Burnout is characterised by a state of emotional, mental and physical exhaustion caused by excessive and prolonged stress)

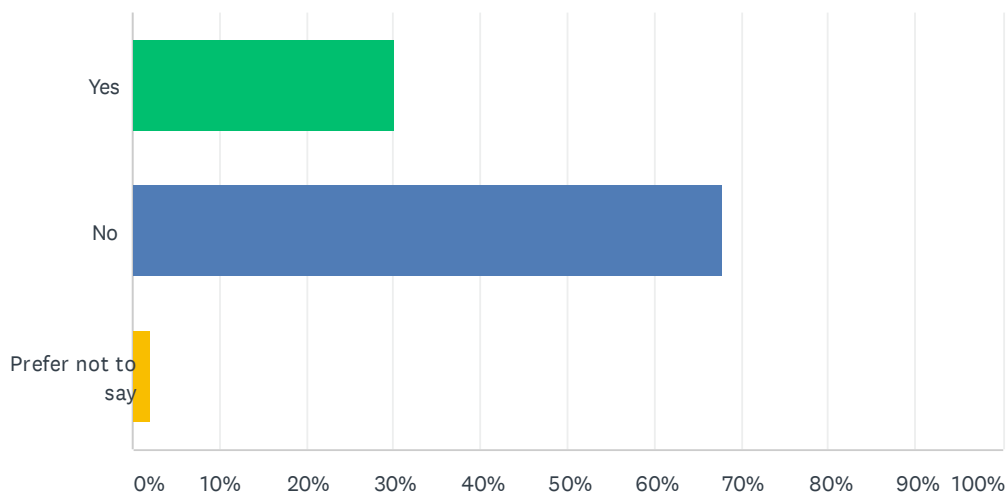
Answered: 1,914



ANSWER CHOICES	RESPONSES	
Yes - and worse during this pandemic than before	28.74%	550
Yes - but no worse than before this pandemic	15.83%	303
No	50.89%	974
Don't know	3.13%	60
Prefer not to say	1.41%	27
TOTAL		1,914

## During this pandemic have you had to access NHS wellbeing support services provided by either your employer or a third party?

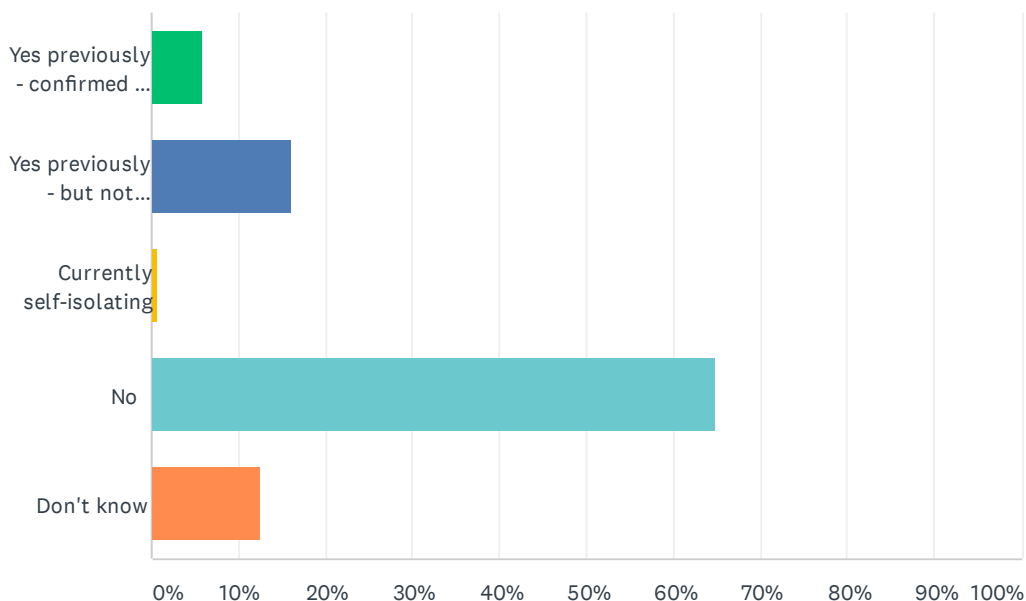
Answered: 1,918



ANSWER CHOICES		RESPONSES	
Yes		30.08%	577
No		67.88%	1,302
Prefer not to say		2.03%	39
TOTAL			1,918

## Do you believe that you previously have, or may have, contracted Coronavirus?

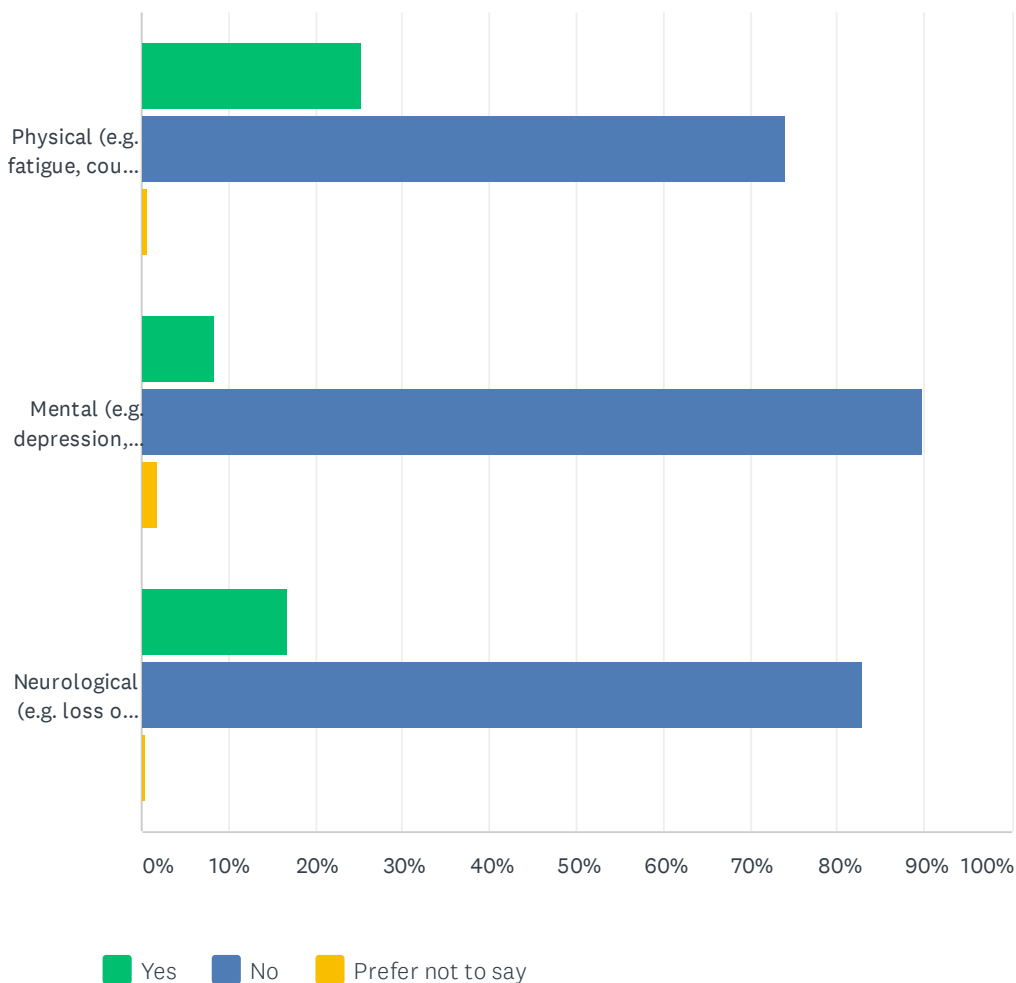
Answered: 1,914



ANSWER CHOICES	RESPONSES	
Yes previously - confirmed by testing	5.85%	112
Yes previously - but not confirmed by testing	16.14%	309
Currently self-isolating	0.57%	11
No	64.84%	1,241
Don't know	12.59%	241
TOTAL		1,914

If you have previously contracted Covid and have now recovered, do you have any continuing or new symptoms that you believe have been caused by Coronavirus?

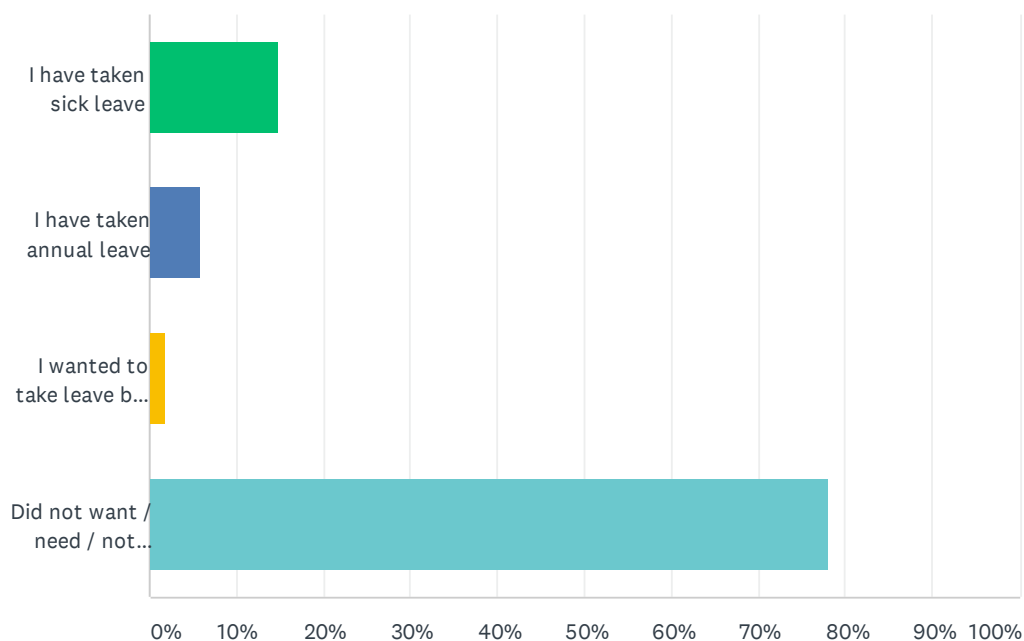
Answered: 412



	YES	NO	PREFER NOT TO SAY	TOTAL
Physical (e.g. fatigue, cough, shortness of breath)	25.24% 104	74.03% 305	0.73% 3	412
Mental (e.g. depression, anxiety)	8.33% 34	89.71% 366	1.96% 8	408
Neurological (e.g. loss of sense of smell, difficulty concentrating, memory loss)	16.75% 68	82.76% 336	0.49% 2	406

## Have you wanted / needed to take any leave as a result of your continuing symptoms?

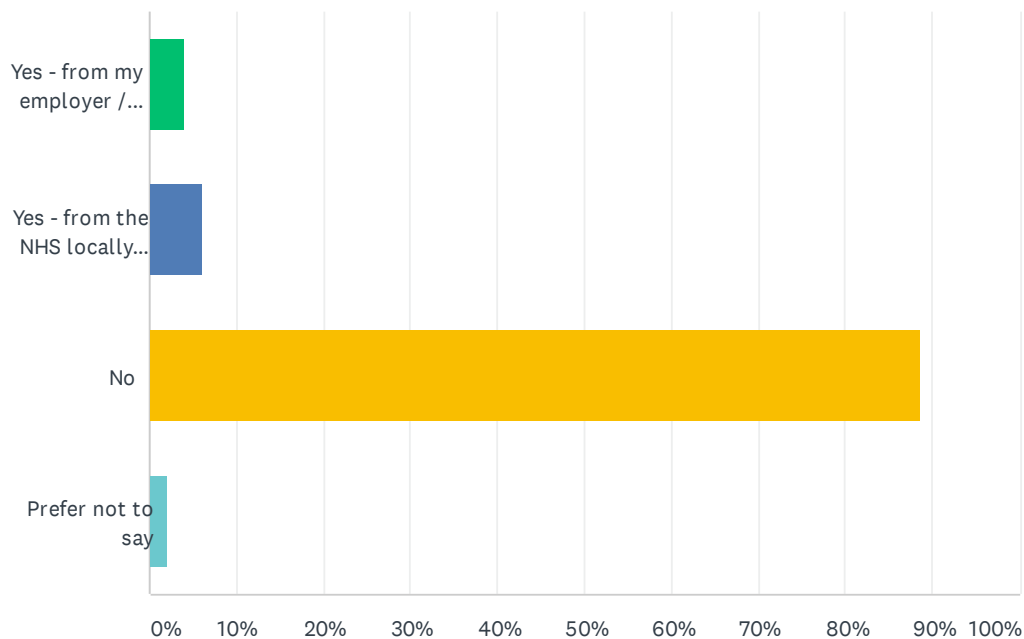
Answered: 406



ANSWER CHOICES	RESPONSES	
I have taken sick leave	14.78%	60
I have taken annual leave	5.91%	24
I wanted to take leave but it was refused	1.97%	8
Did not want / need / not working	78.08%	317
Total Respondents: 406		

## Have you sought any support for these continuing symptoms?

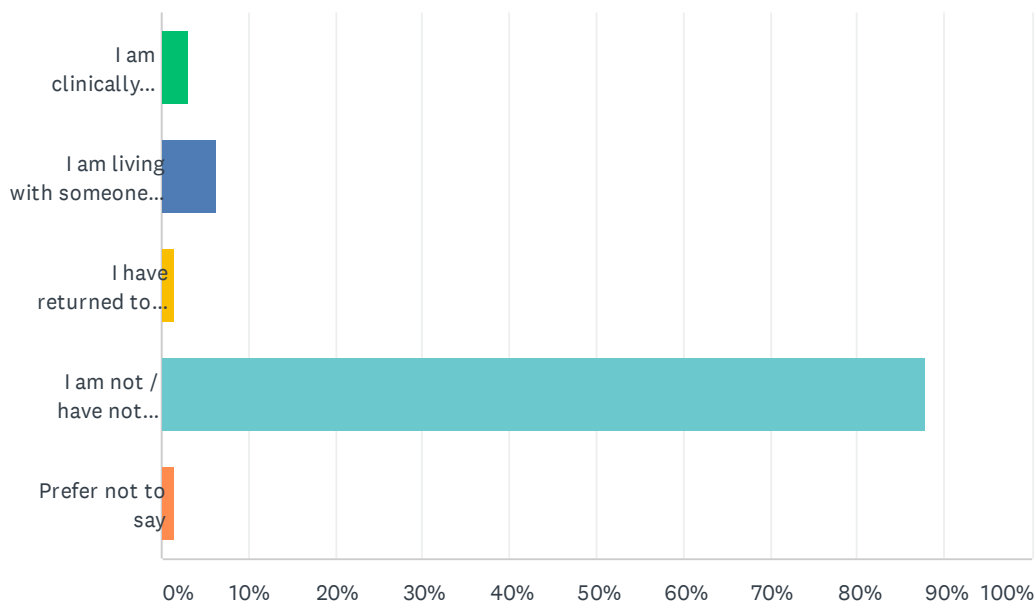
Answered: 400



ANSWER CHOICES	RESPONSES	
Yes - from my employer / place of work	4.00%	16
Yes - from the NHS locally (e.g. your GP)	6.00%	24
No	88.75%	355
Prefer not to say	2.00%	8
Total Respondents: 400		

## Are you (or someone for whom you have caring responsibilities or live with) clinically extremely vulnerable and currently shielding, or have you been previously shielded?

Answered: 1,898

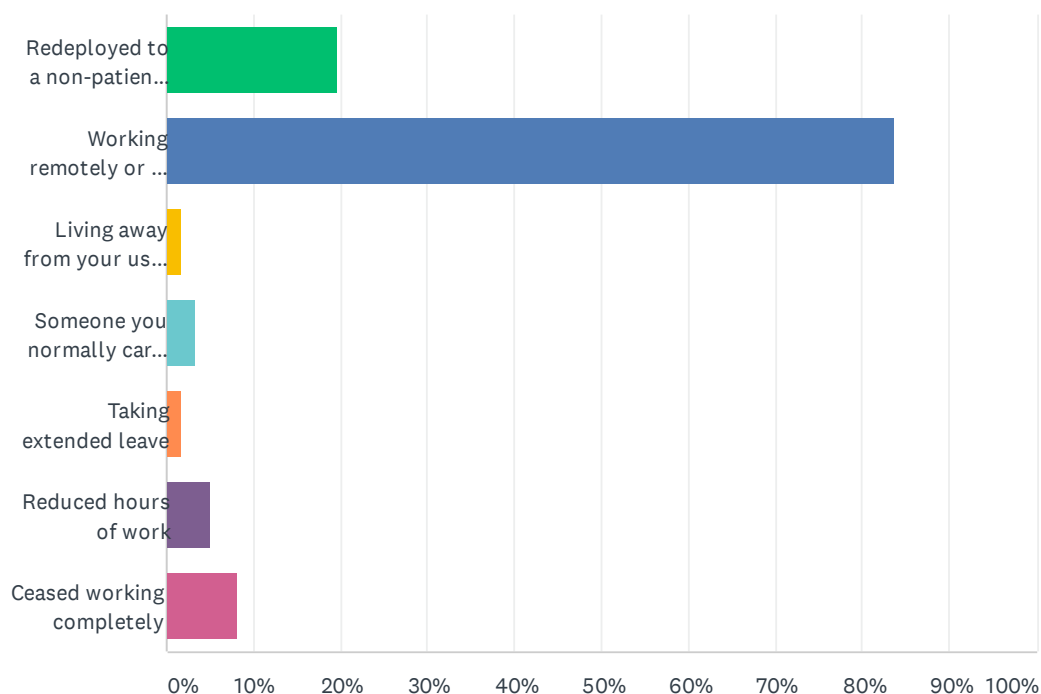


ANSWER CHOICES	RESPONSES	
I am clinically extremely vulnerable and currently shielding	3.21%	61
I am living with someone who is clinically extremely vulnerable	6.27%	119
I have returned to work after being shielded	1.42%	27
I am not / have not previously been shielding	87.88%	1,668
Prefer not to say	1.53%	29
Total Respondents: 1,898		



## Which, if any, of the following are you doing to reduce the risk to yourself?

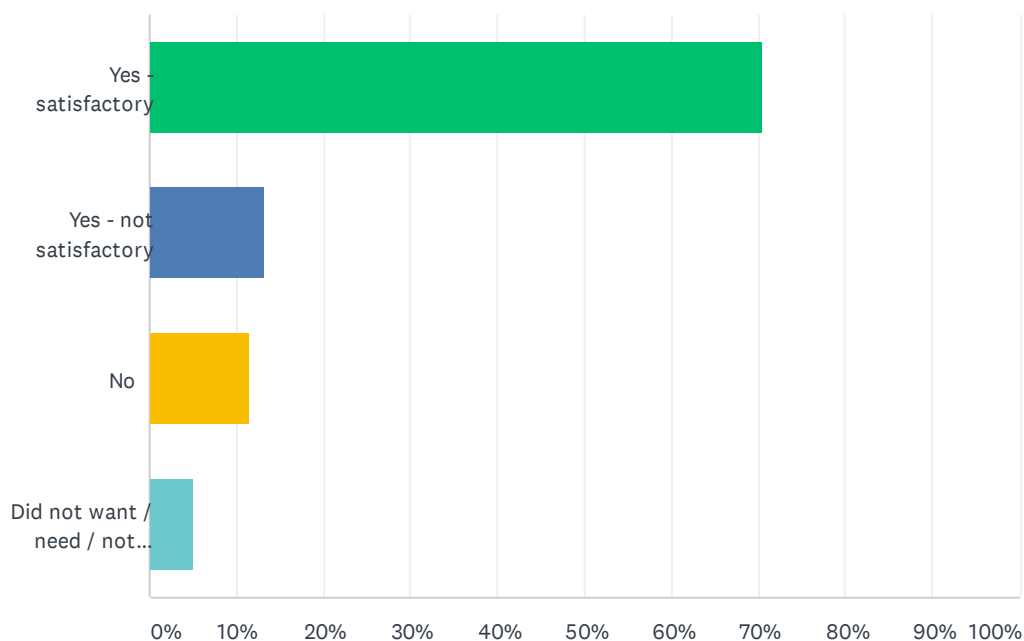
Answered: 61



ANSWER CHOICES	RESPONSES	
Redeployed to a non-patient facing / lower risk role	19.67%	12
Working remotely or at home	83.61%	51
Living away from your usual home to reduce contact with others	1.64%	1
Someone you normally care for/live with living away from you	3.28%	2
Taking extended leave	1.64%	1
Reduced hours of work	4.92%	3
Ceased working completely	8.20%	5
Total Respondents: 61		

## Have you received any support from your place of work whilst shielding?

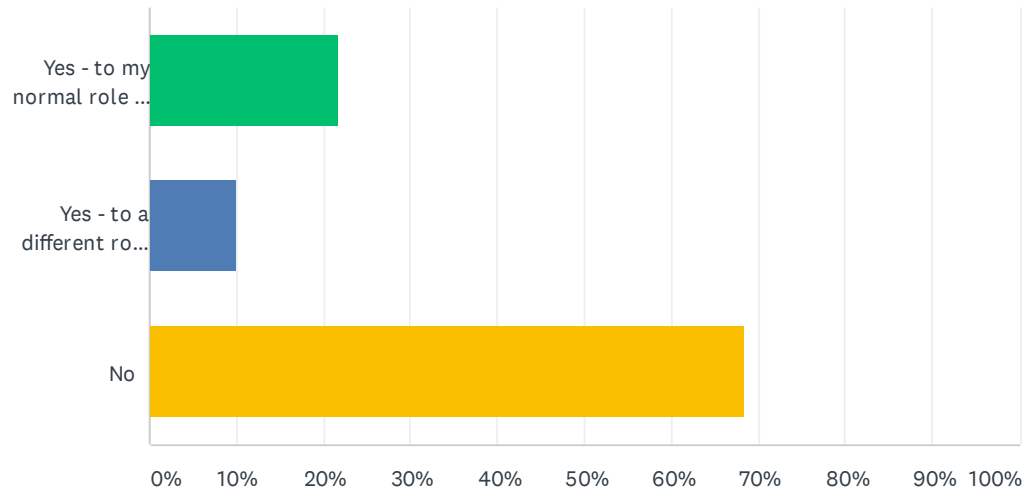
Answered: 61



ANSWER CHOICES	RESPONSES	
Yes - satisfactory	70.49%	43
Yes - not satisfactory	13.11%	8
No	11.48%	7
Did not want / need / not working	4.92%	3
TOTAL		61

## Do you have an agreed return to work date?

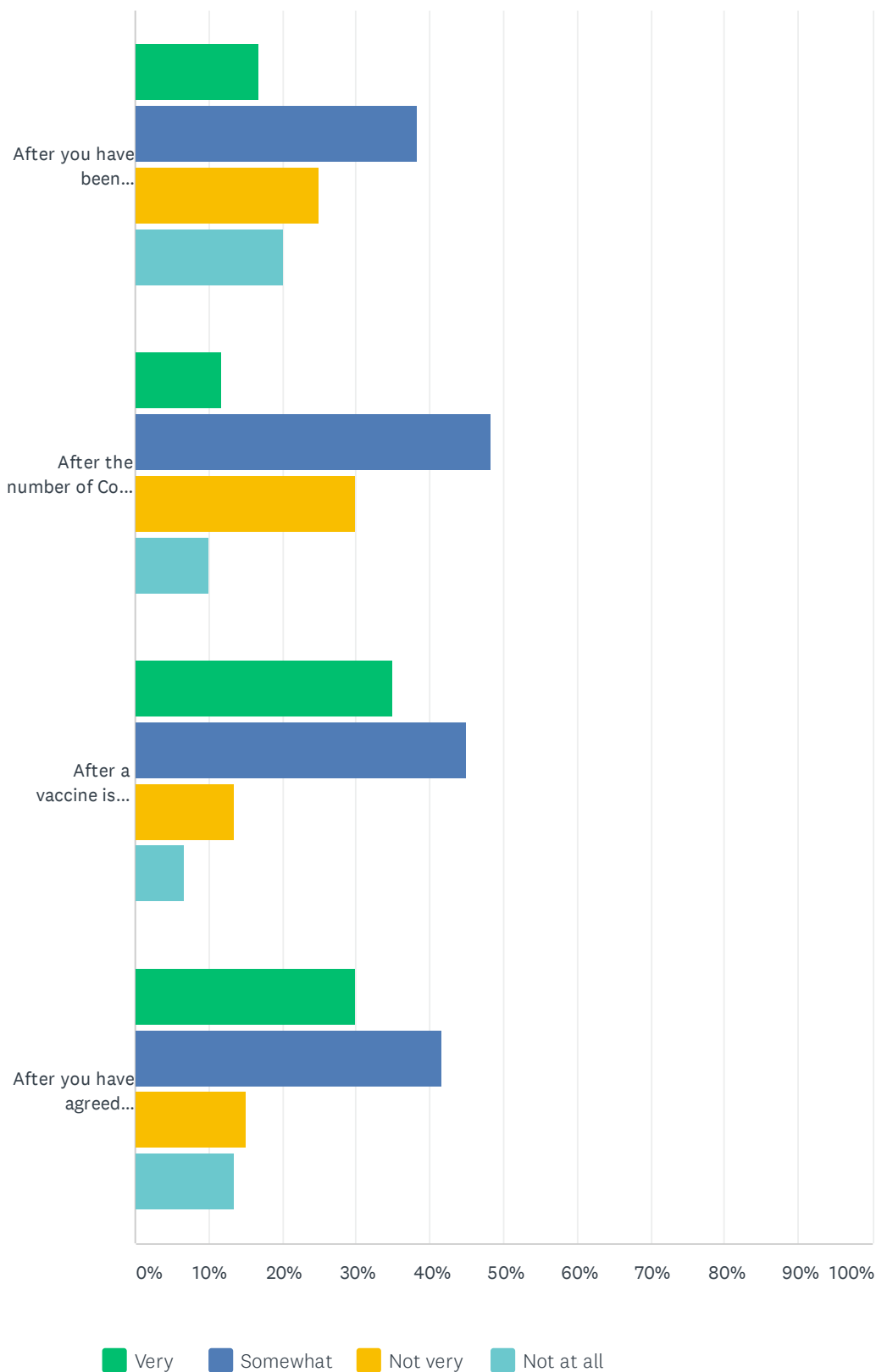
Answered: 60



ANSWER CHOICES	RESPONSES	
Yes - to my normal role / location	21.67%	13
Yes - to a different role / location	10.00%	6
No	68.33%	41
TOTAL		60

## How confident do you feel about returning to work to your normal role under the following circumstances?

Answered: 60

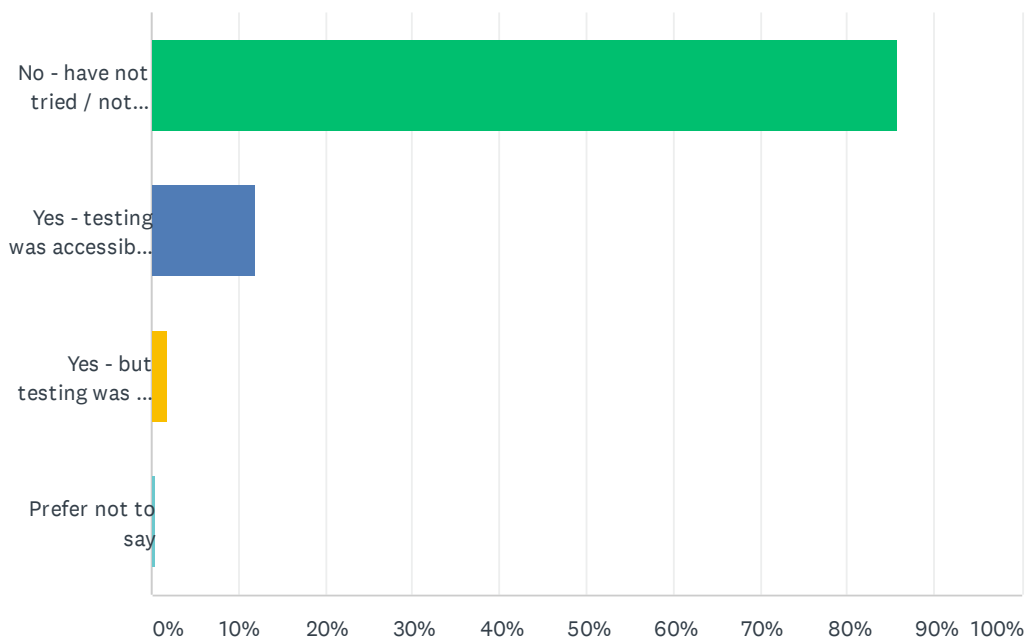


## England &amp; Wales

	VERY	SOMEWHAT	NOT VERY	NOT AT ALL	TOTAL
After you have been individually risk assessed	16.67% 10	38.33% 23	25.00% 15	20.00% 12	60
After the number of Covid cases has reduced significantly	11.67% 7	48.33% 29	30.00% 18	10.00% 6	60
After a vaccine is available to you	35.00% 21	45.00% 27	13.33% 8	6.67% 4	60
After you have agreed safe-working adaptations with your place of work/employer	30.00% 18	41.67% 25	15.00% 9	13.33% 8	60

Within the last two weeks, have you, or a member of your household, tried to access testing for Coronavirus\* (in your place of work, local NHS, or online)? \*This is a test of whether someone currently has the coronavirus.

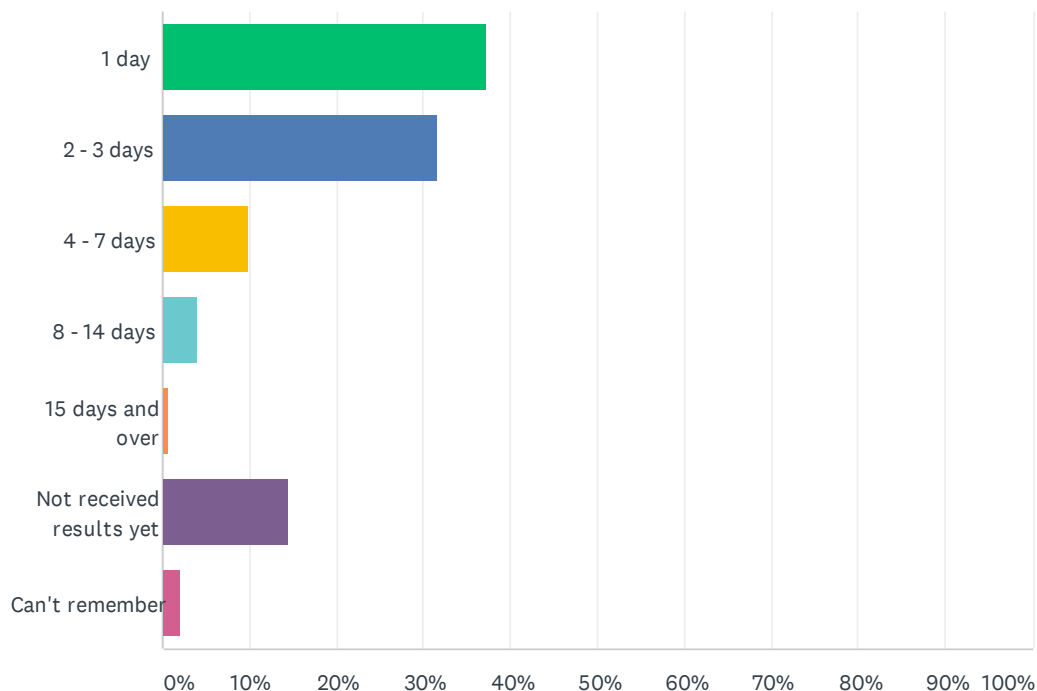
Answered: 1,893



ANSWER CHOICES	RESPONSES	
No - have not tried / not needed	85.79%	1,624
Yes - testing was accessible / timely / convenient	11.99%	227
Yes - but testing was not accessible / not timely / not convenient	1.90%	36
Prefer not to say	0.32%	6
TOTAL		1,893

## How long after your test for coronavirus did it take to get the results?

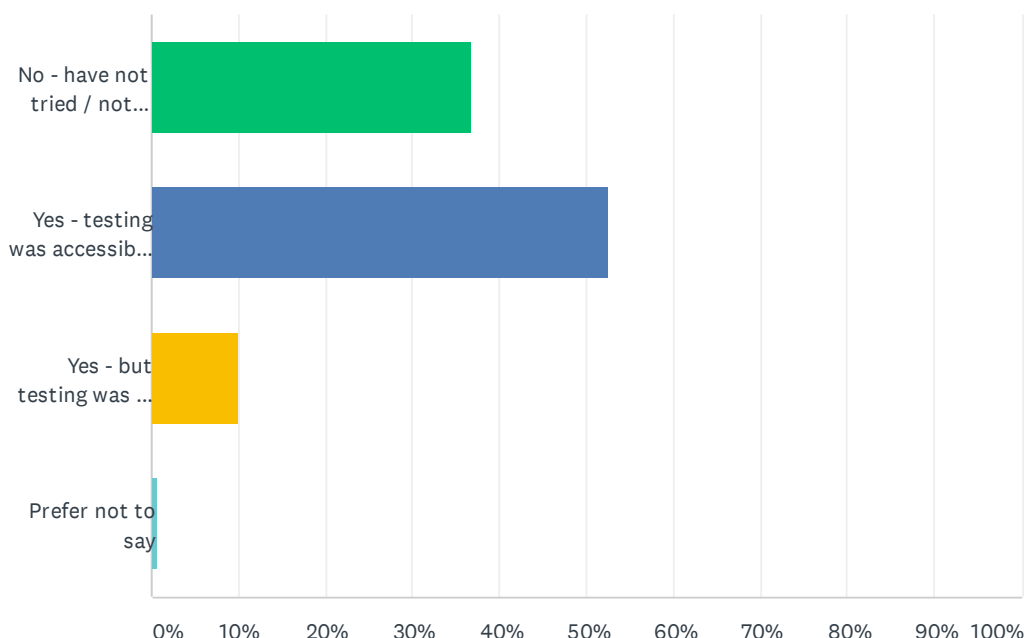
Answered: 282



ANSWER CHOICES	RESPONSES	
1 day	37.23%	105
2 - 3 days	31.56%	89
4 - 7 days	9.93%	28
8 - 14 days	3.90%	11
15 days and over	0.71%	2
Not received results yet	14.54%	41
Can't remember	2.13%	6
TOTAL		282

Staff who work in the NHS are eligible for an antibody test, which shows whether someone has previously been infected by the coronavirus. Have you tried to access an antibody test?

Answered: 1,890

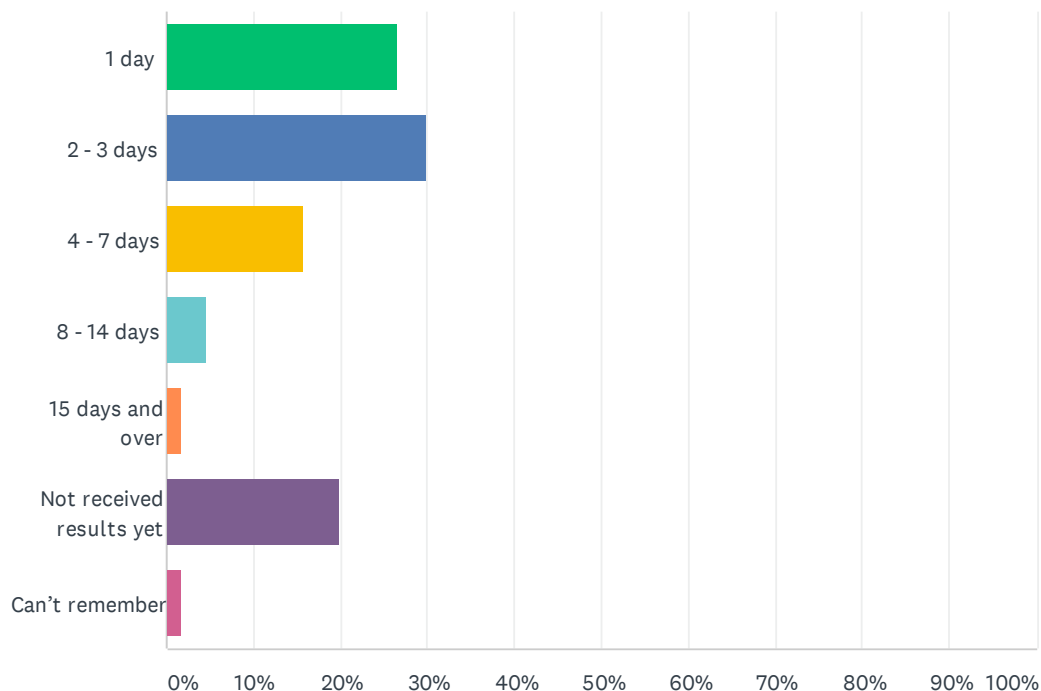


ANSWER CHOICES	RESPONSES	
No - have not tried / not needed / not eligible	36.88%	697
Yes - testing was accessible / timely / convenient	52.49%	992
Yes - but testing was not accessible / not timely / not convenient	10.11%	191
Prefer not to say	0.53%	10
TOTAL		1,890



## How long after your antibody test did it take to get the results?

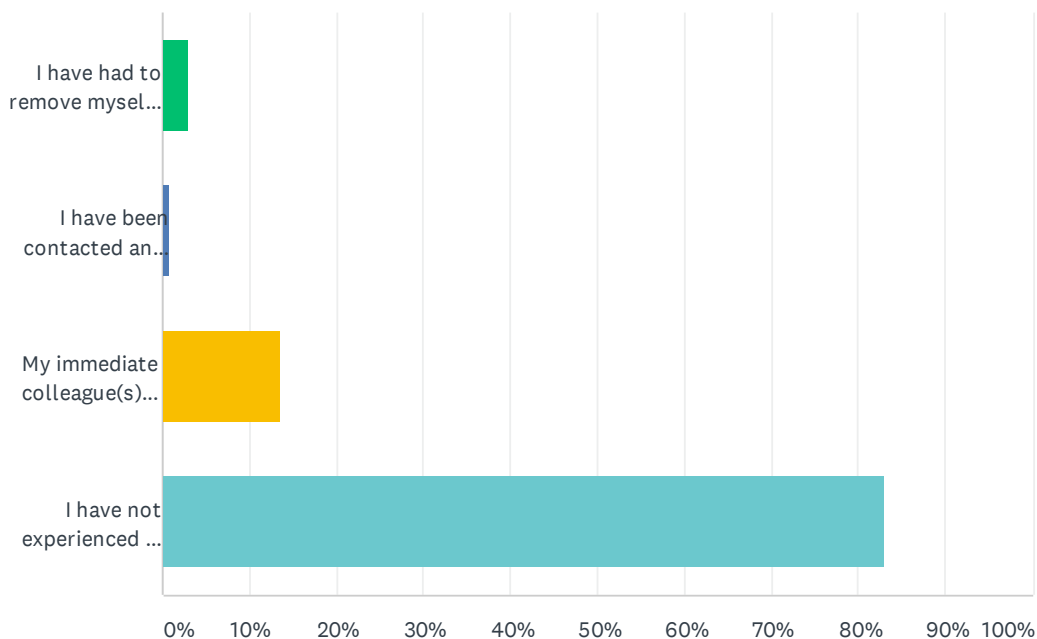
Answered: 1,144



ANSWER CHOICES	RESPONSES	
1 day	26.66%	305
2 - 3 days	29.90%	342
4 - 7 days	15.73%	180
8 - 14 days	4.55%	52
15 days and over	1.75%	20
Not received results yet	19.84%	227
Can't remember	1.57%	18
TOTAL		1,144

## Have you experienced any of the following impacts of your country's programme to test, trace and isolate?

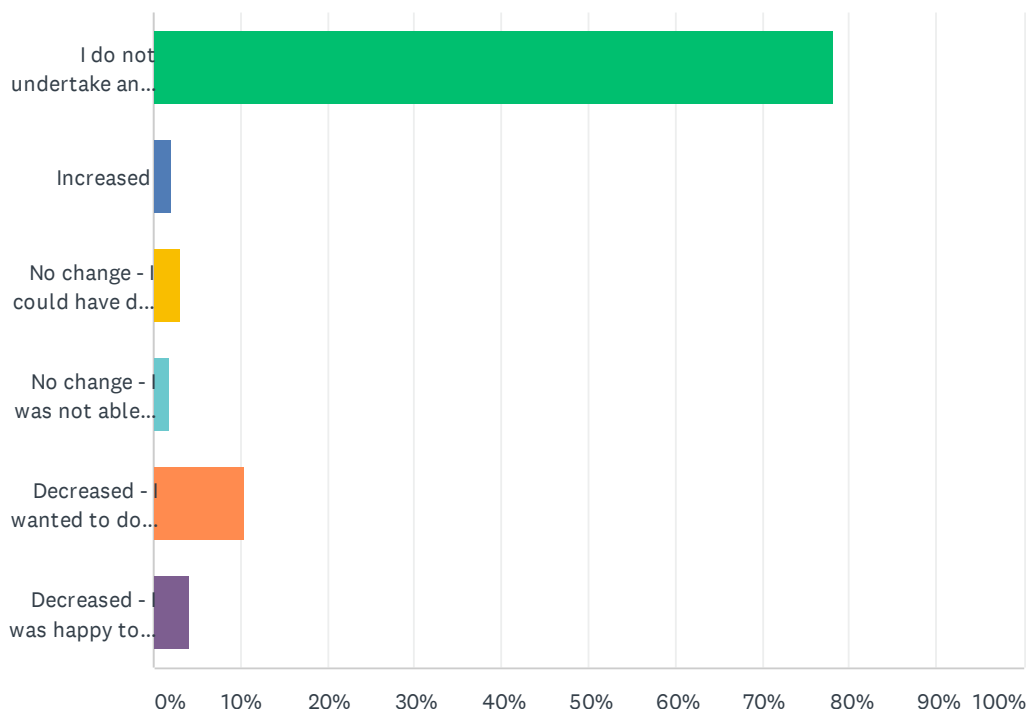
Answered: 1,863



ANSWER CHOICES	RESPONSES	
I have had to remove myself from work and supply contacts as a result of my own symptoms/testing	3.01%	56
I have been contacted and as a result had to remove myself from work because I was a contact of someone else with symptoms/positive test	0.91%	17
My immediate colleague(s) (but not myself) have had to remove themselves from work	13.69%	255
I have not experienced or observed any direct impact	83.09%	1,548
Total Respondents: 1,863		

## If you personally do any work as a locum, how has the amount of locum work that you have undertaken changed during the period of the pandemic?

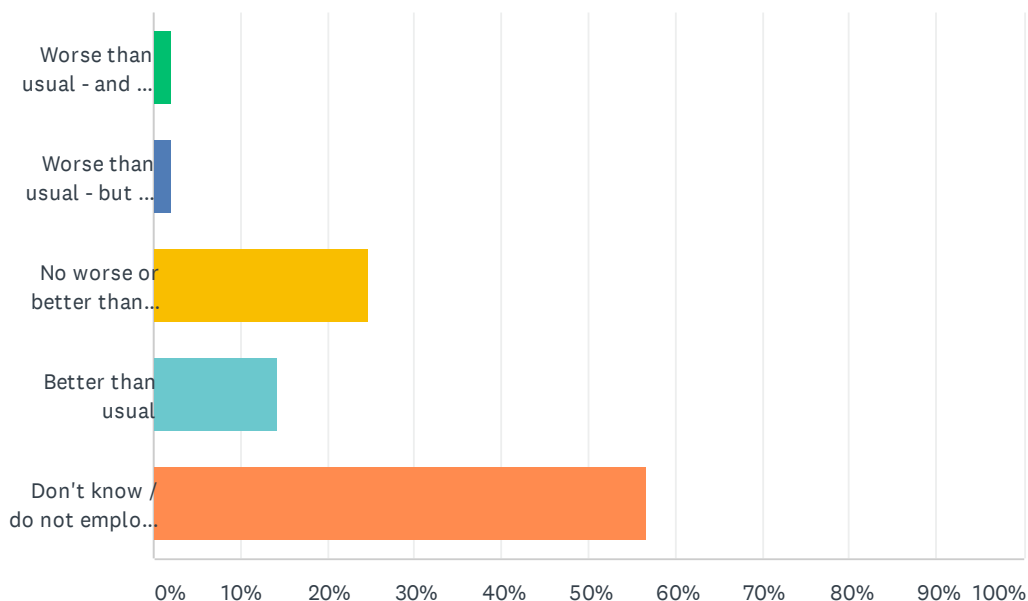
Answered: 1,860



ANSWER CHOICES	RESPONSES	
I do not undertake any locum work	78.28%	1,456
Increased	1.99%	37
No change - I could have done more if I wished	3.23%	60
No change - I was not able to do more	1.88%	35
Decreased - I wanted to do the same or more	10.43%	194
Decreased - I was happy to do less	4.19%	78
TOTAL		1,860

If you employ locums in your practice / department / place of work, how difficult has it been to recruit these during the period of the pandemic?

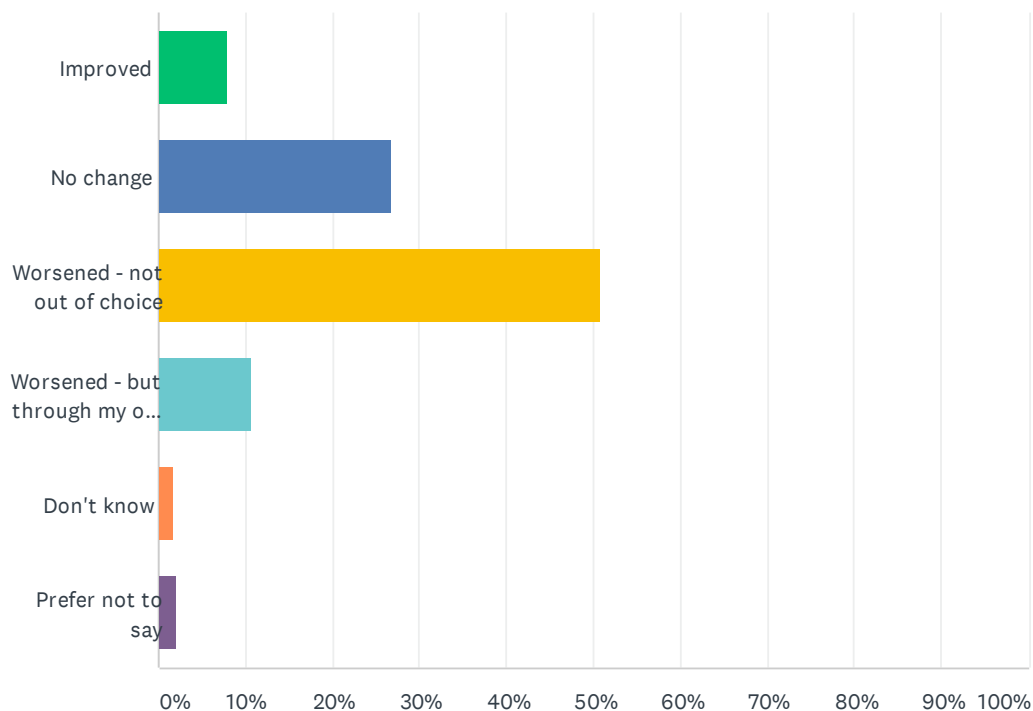
Answered: 1,826



ANSWER CHOICES	RESPONSES	
Worse than usual - and we had to pay more than usual	2.19%	40
Worse than usual - but we paid at same rate or lower	2.08%	38
No worse or better than usual	24.64%	450
Better than usual	14.29%	261
Don't know / do not employ locums where I work	56.79%	1,037
TOTAL		1,826

## How has your financial situation changed as a result of the amount of locum work you were able to do during the pandemic?

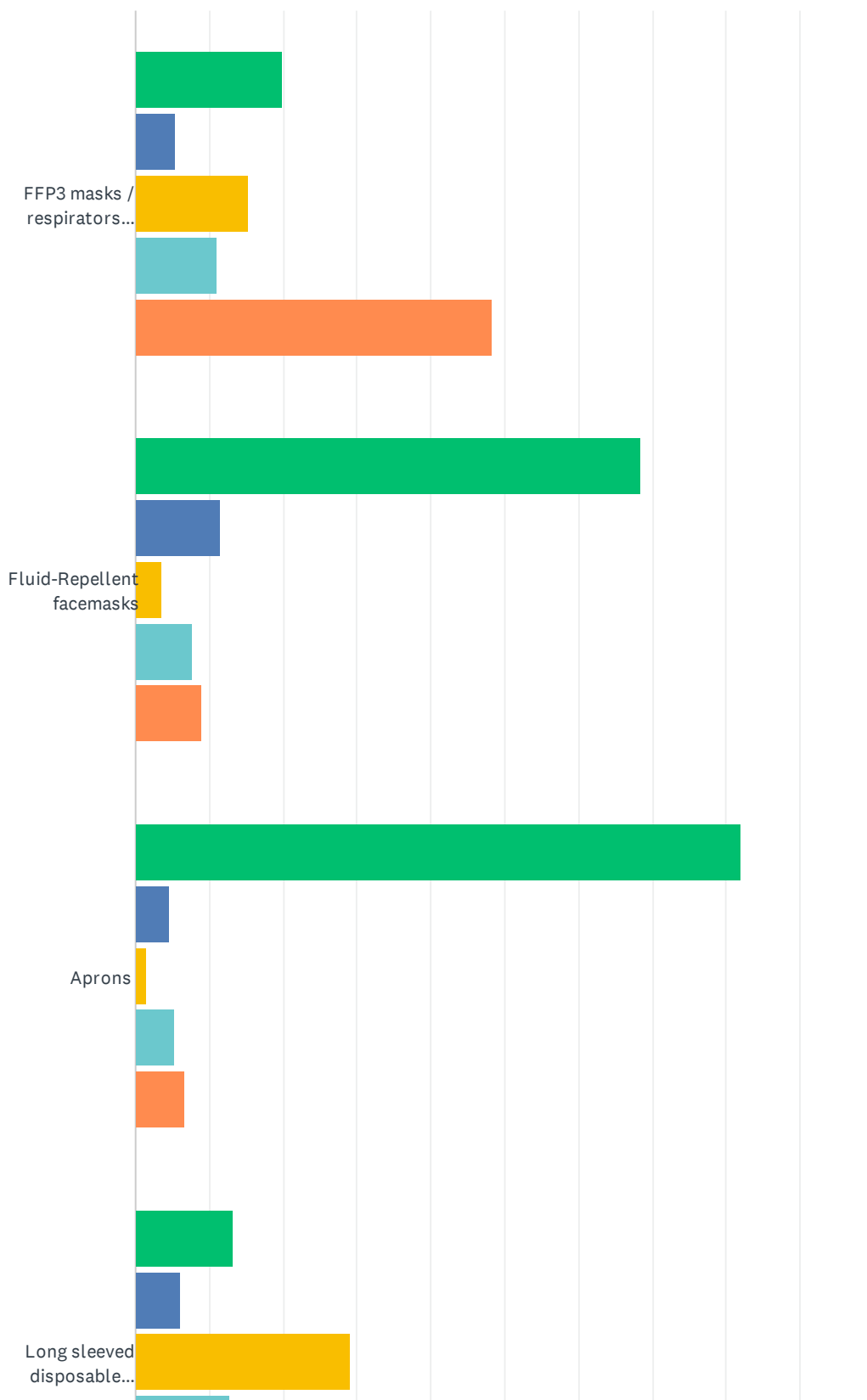
Answered: 402



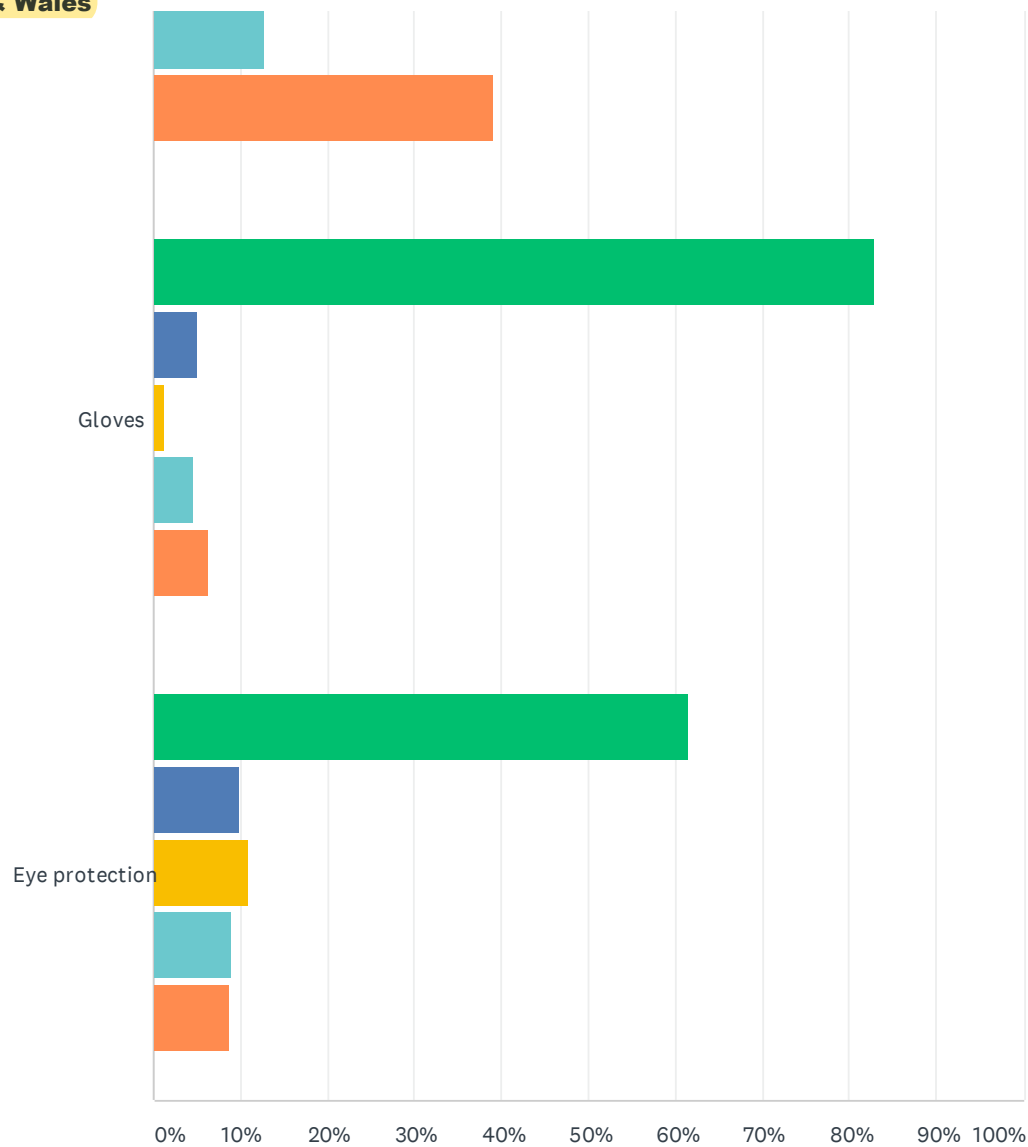
ANSWER CHOICES	RESPONSES	
Improved	7.96%	32
No change	26.87%	108
Worsened - not out of choice	50.75%	204
Worsened - but through my own choice	10.70%	43
Don't know	1.74%	7
Prefer not to say	1.99%	8
TOTAL		402

## Over the last week, have you had adequate NHS supplies or shortages of the following PPE?

Answered: 1,845



## England &amp; Wales

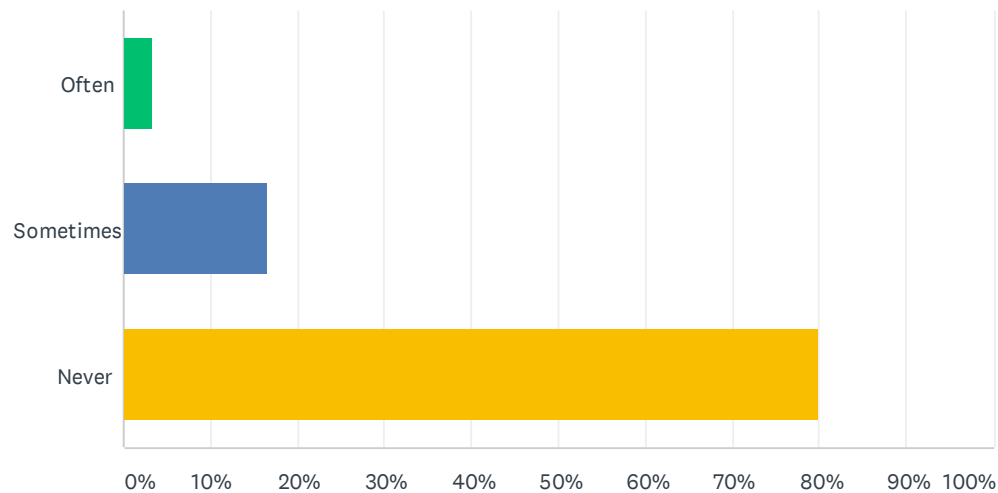


■ Adequate 
 ■ Shortages 
 ■ No supply at all 
 ■ Don't know 
 ■ Not relevant

	ADEQUATE	SHORTAGES	NO SUPPLY AT ALL	DON'T KNOW	NOT RELEVANT	TOTAL
FFP3 masks / respirators (for AGP areas)	19.95% 365	5.46% 100	15.25% 279	11.09% 203	48.25% 883	1,830
Fluid-Repellent facemasks	68.32% 1,257	11.41% 210	3.64% 67	7.72% 142	8.91% 164	1,840
Aprons	82.11% 1,505	4.69% 86	1.42% 26	5.18% 95	6.60% 121	1,833
Long sleeved disposable gowns	13.11% 241	6.15% 113	29.00% 533	12.68% 233	39.06% 718	1,838
Gloves	82.84% 1,521	5.07% 93	1.25% 23	4.63% 85	6.21% 114	1,836
Eye protection	61.60% 1,134	9.83% 181	10.97% 202	8.91% 164	8.69% 160	1,841

## Have you ever felt pressured to see a patient without adequate protection?

Answered: 1,842

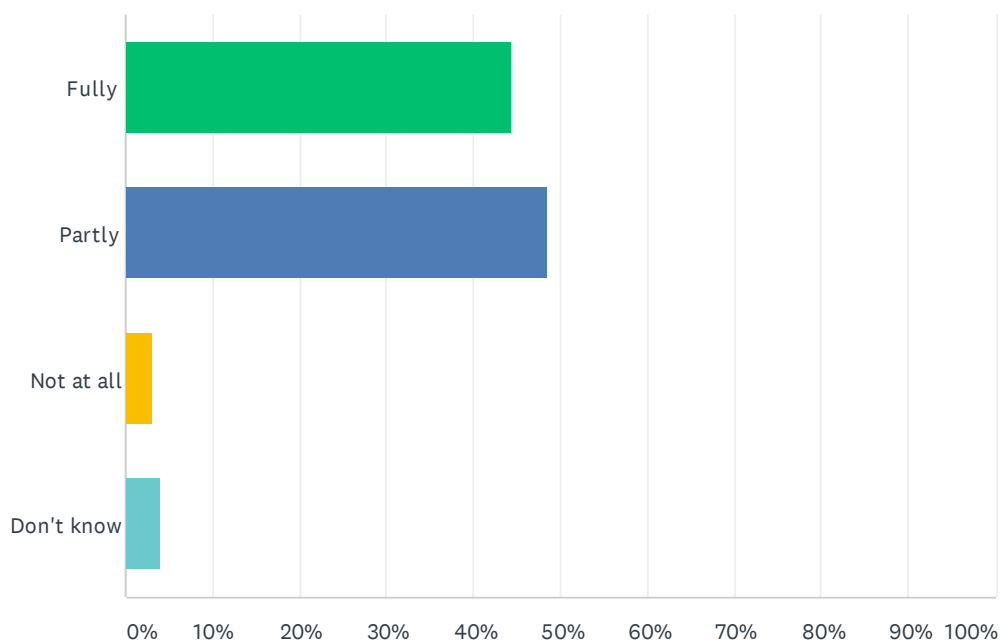


ANSWER CHOICES		RESPONSES	
Often		3.42%	63
Sometimes		16.61%	306
Never		79.97%	1,473
TOTAL			1,842



## Taking everything into account, do you feel safely protected from coronavirus infection in your place of work?

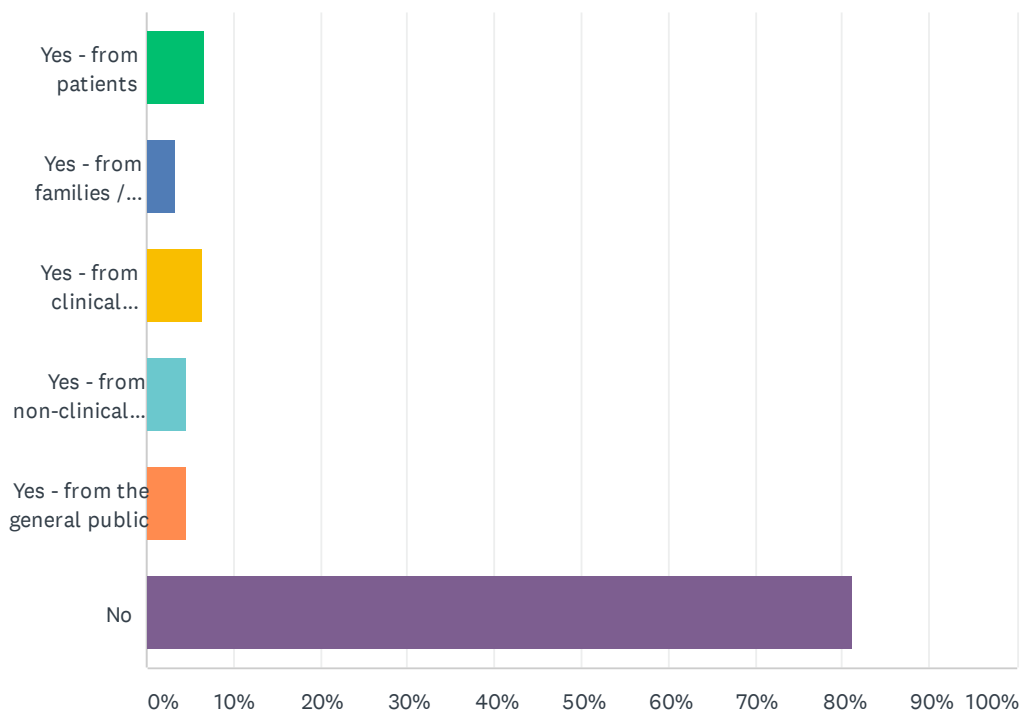
Answered: 1,827



ANSWER CHOICES	RESPONSES	
Fully	44.39%	811
Partly	48.44%	885
Not at all	3.23%	59
Don't know	3.94%	72
TOTAL		1,827

Over the period of the pandemic, have you been subject to any of bullying, undermining, harassment or discrimination that you have not previously experienced / experienced to that degree? Please tick all that apply.

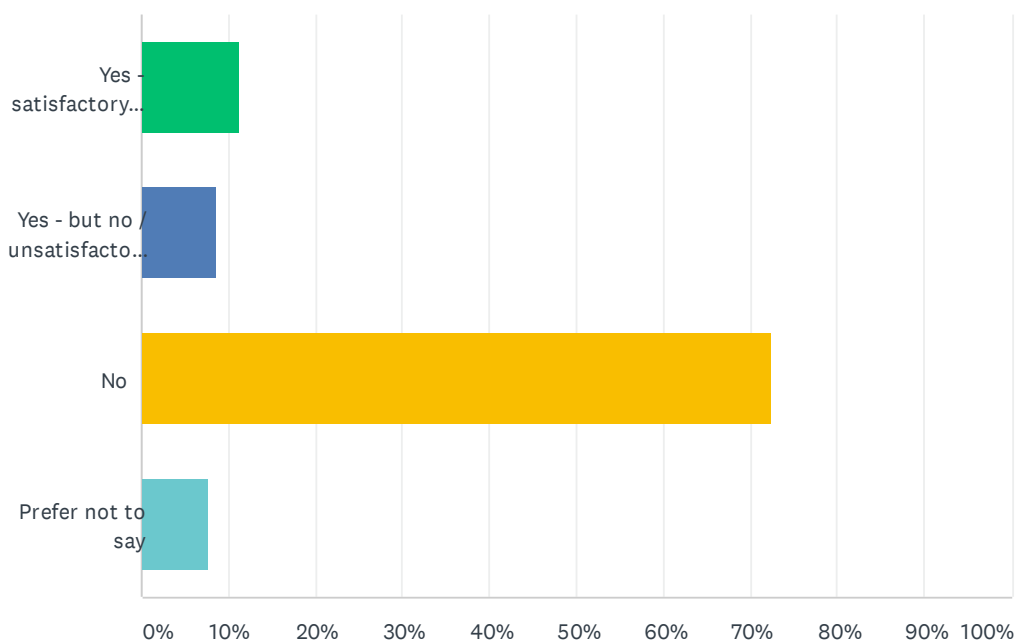
Answered: 1,832



ANSWER CHOICES	RESPONSES	
Yes - from patients	6.66%	122
Yes - from families / friends or patients	3.33%	61
Yes - from clinical colleagues	6.55%	120
Yes - from non-clinical management in my place of work	4.64%	85
Yes - from the general public	4.59%	84
No	81.17%	1,487
Total Respondents: 1,832		

## Did you report any instances of bullying, undermining, harassment or discrimination?

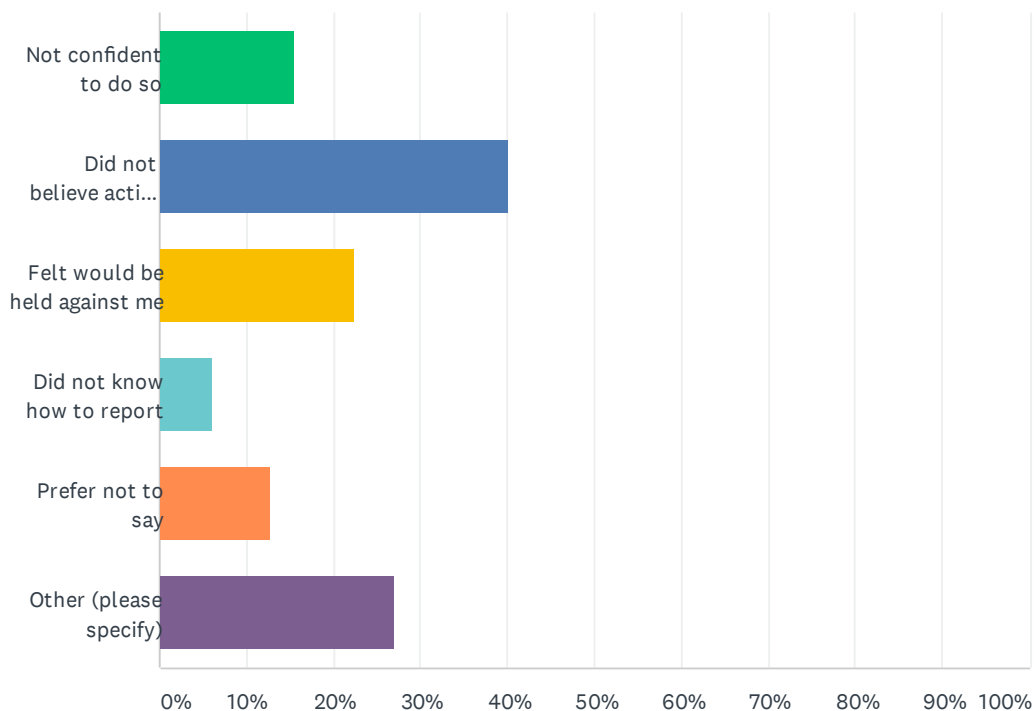
Answered: 351



ANSWER CHOICES	RESPONSES	
Yes - satisfactory action was taken	11.40%	40
Yes - but no / unsatisfactory action taken	8.55%	30
No	72.36%	254
Prefer not to say	7.69%	27
TOTAL		351

## Why did you not report any instances of bullying, undermining, harassment or discrimination?

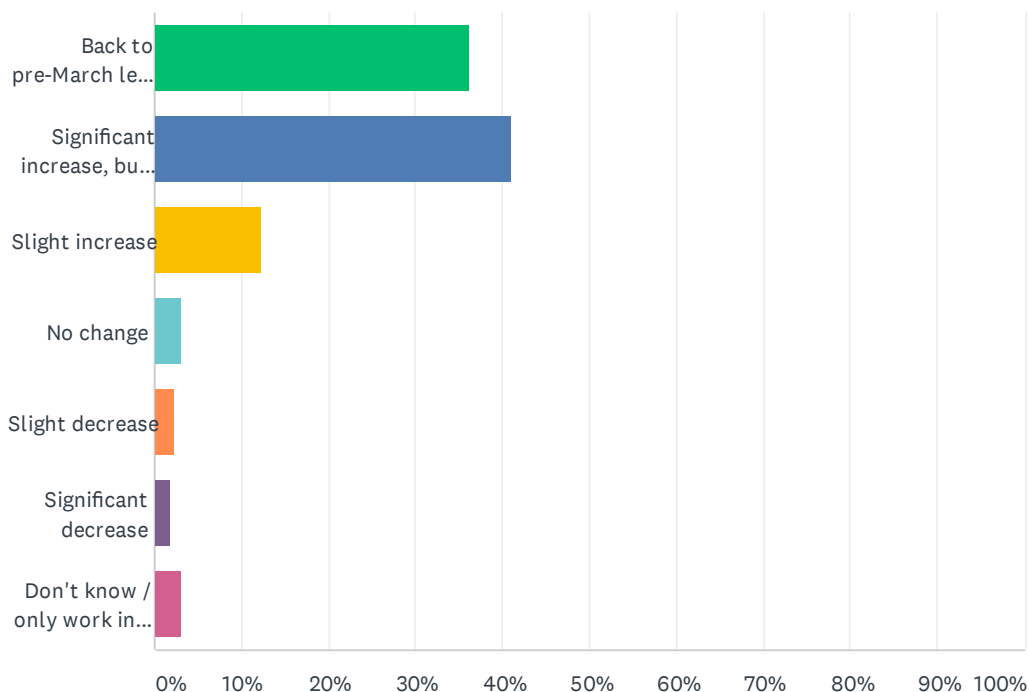
Answered: 251



ANSWER CHOICES	RESPONSES	
Not confident to do so	15.54%	39
Did not believe action would be taken	40.24%	101
Felt would be held against me	22.31%	56
Did not know how to report	5.98%	15
Prefer not to say	12.75%	32
Other (please specify)	27.09%	68
Total Respondents: 251		

## Within the last week, what change, if any, have you experienced in the level of demand for non-Covid patient care?

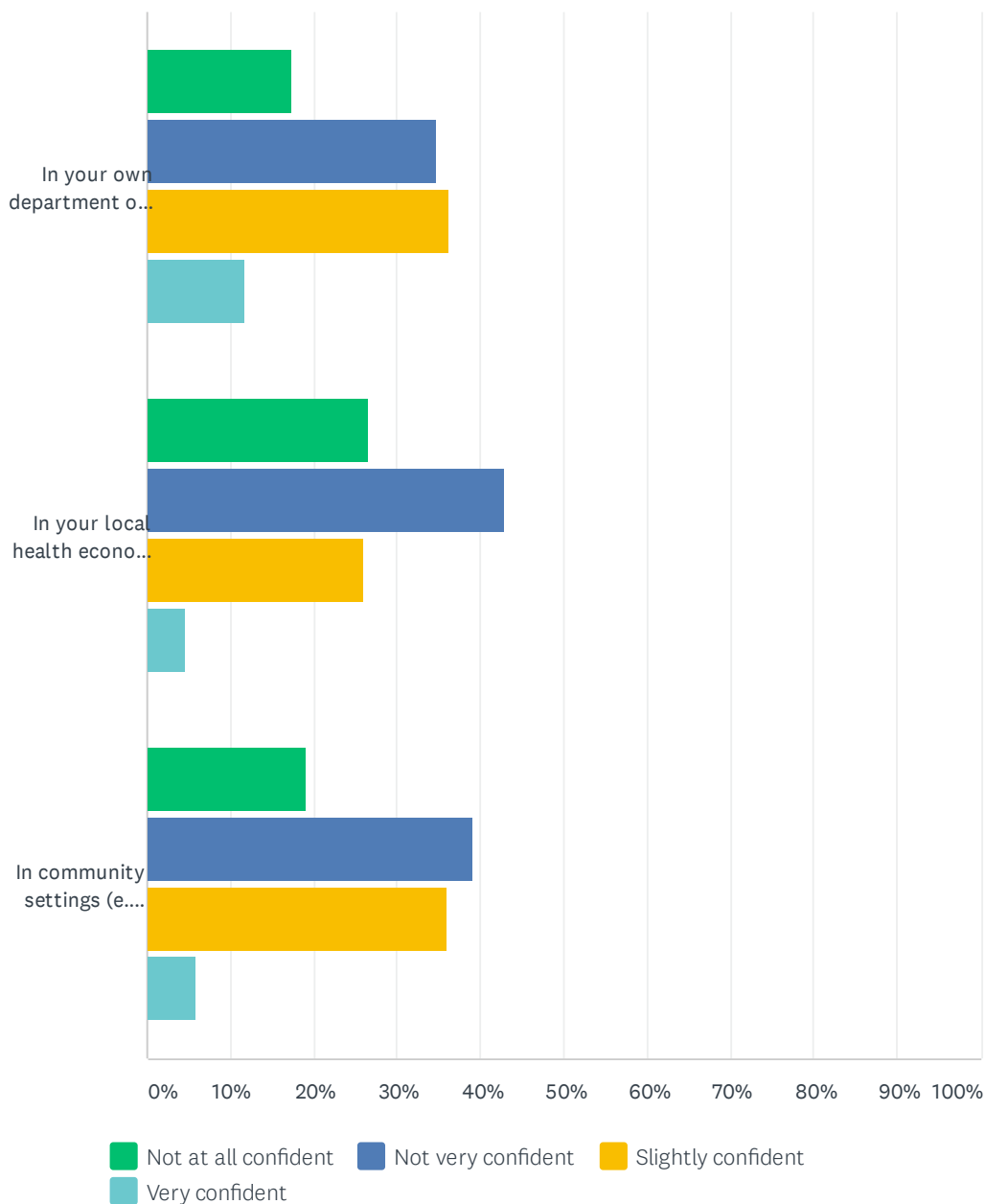
Answered: 1,789



ANSWER CHOICES	RESPONSES	
Back to pre-March level of demand	36.22%	648
Significant increase, but at lower level than pre-March	40.97%	733
Slight increase	12.41%	222
No change	3.19%	57
Slight decrease	2.24%	40
Significant decrease	1.90%	34
Don't know / only work in Covid areas	3.07%	55
TOTAL		1,789

## How confident are you about your ability to manage patient demand as normal NHS services are resumed?

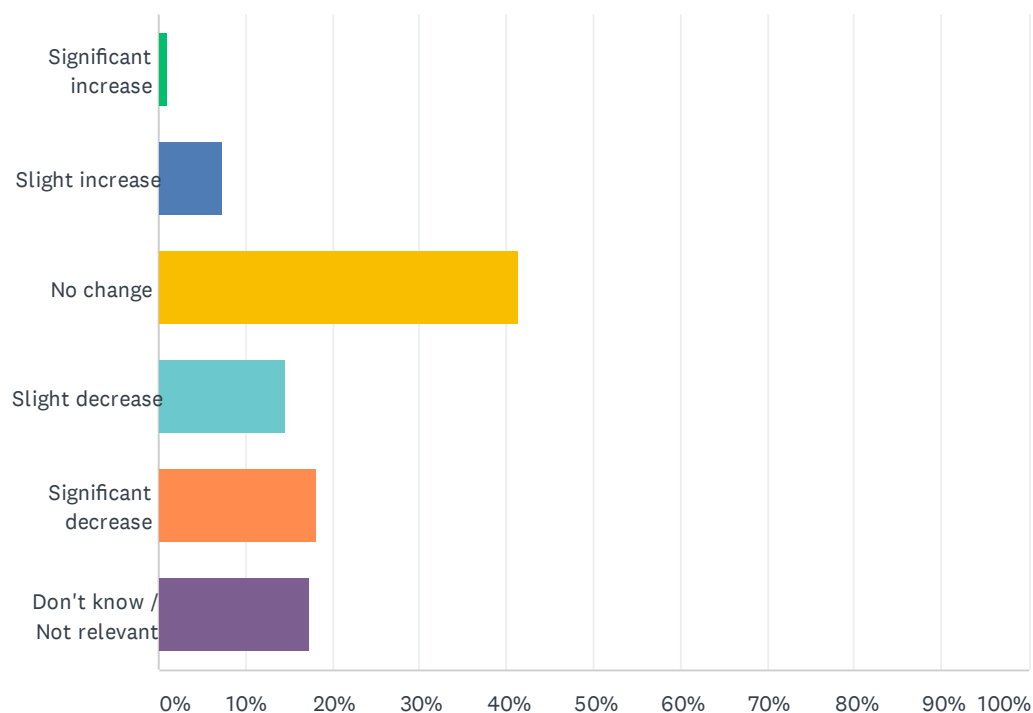
Answered: 1,785



	NOT AT ALL CONFIDENT	NOT VERY CONFIDENT	SLIGHTLY CONFIDENT	VERY CONFIDENT	TOTAL
In your own department or practice	17.45% 311	34.68% 618	36.20% 645	11.67% 208	1,782
In your local health economy (e.g. accessing diagnostics)	26.53% 472	42.83% 762	26.03% 463	4.61% 82	1,779
In community settings (e.g. care homes)	18.95% 336	39.09% 693	36.04% 639	5.92% 105	1,773

## Within the last week, have you seen any change in the number of Covid cases?

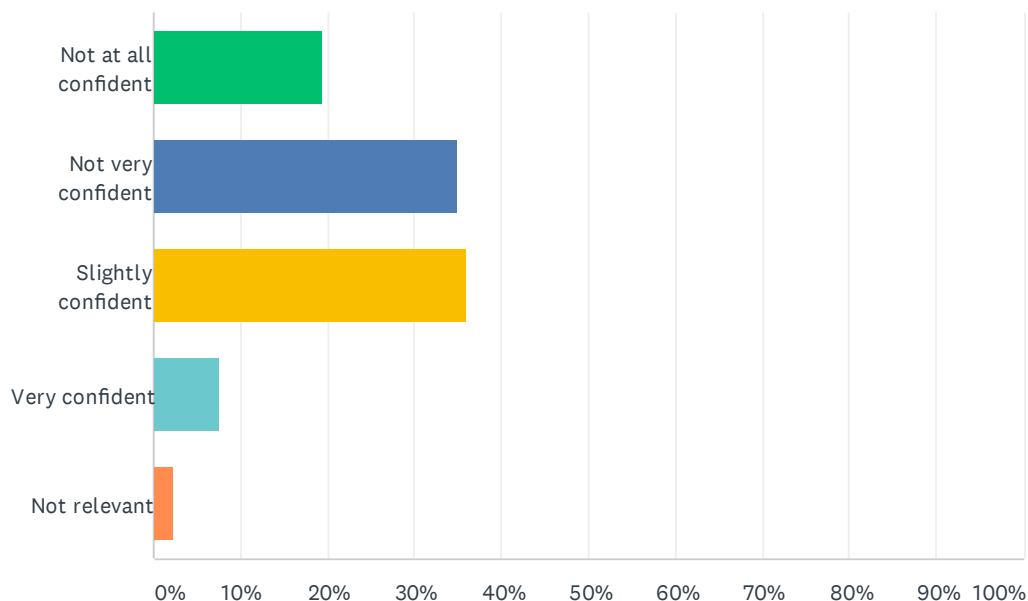
Answered: 1,791



ANSWER CHOICES	RESPONSES	
Significant increase	1.06%	19
Slight increase	7.37%	132
No change	41.37%	741
Slight decrease	14.57%	261
Significant decrease	18.26%	327
Don't know / Not relevant	17.36%	311
TOTAL		1,791

## How confident are you about your ability to manage patient demand if there is a second peak of Covid-19 (national or local)?

Answered: 1,790

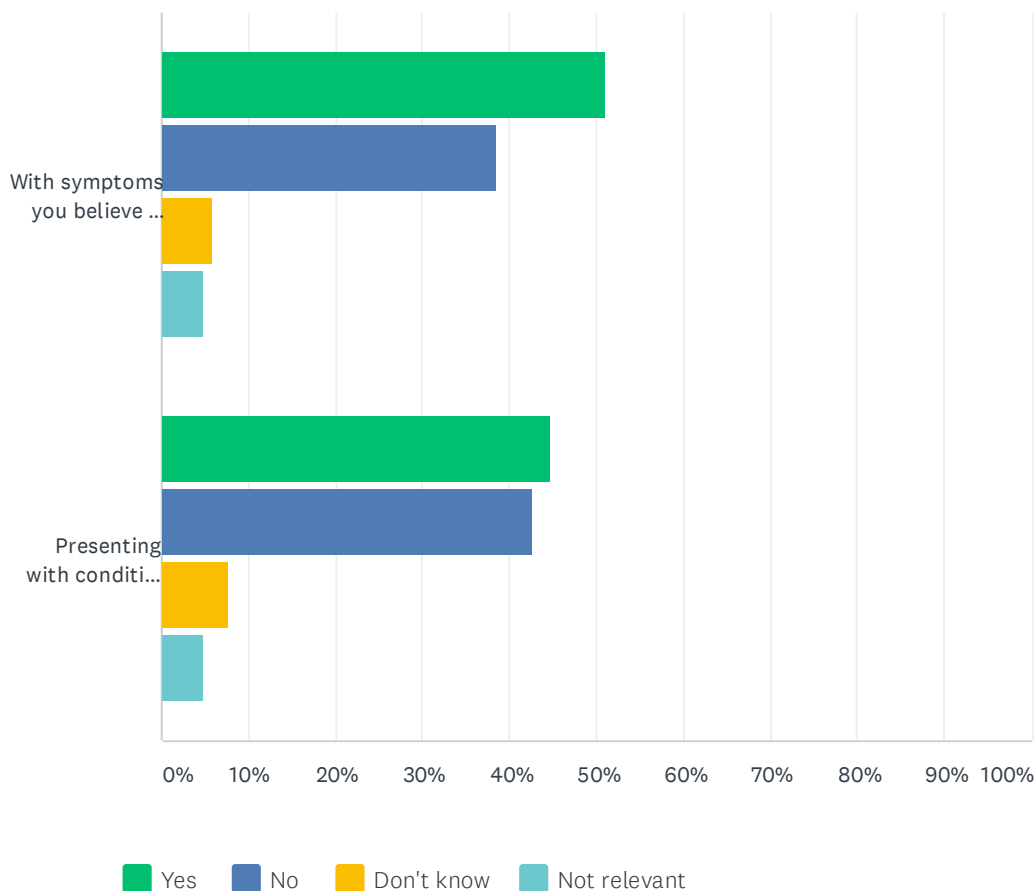


ANSWER CHOICES	RESPONSES	
Not at all confident	19.39%	347
Not very confident	34.97%	626
Slightly confident	35.92%	643
Very confident	7.49%	134
Not relevant	2.23%	40
<b>TOTAL</b>		<b>1,790</b>



## Within the last week, have you seen or treated any patients in the following groups?

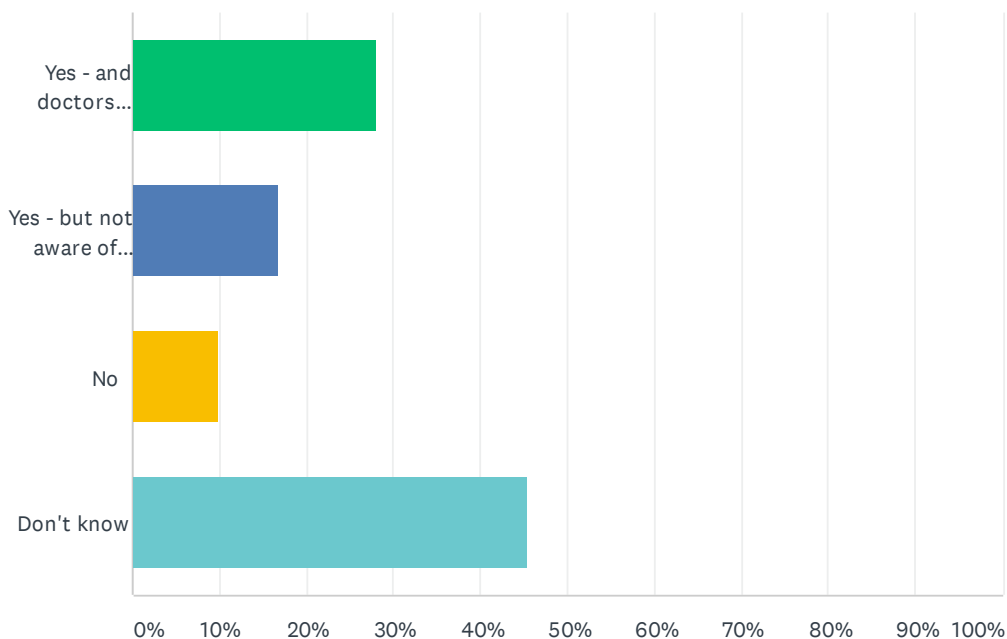
Answered: 1,794



	YES	NO	DON'T KNOW	NOT RELEVANT	TOTAL
With symptoms you believe are a longer-term effect of the patient having had Covid	50.98% 914	38.43% 689	5.86% 105	4.74% 85	1,793
Presenting with conditions at a later stage (e.g. cancer, heart disease) than you would normally expect	44.72% 801	42.66% 764	7.76% 139	4.86% 87	1,791

## Does your place of work / local health economy have in place plans to manage local surges in Covid cases (e.g. during local lockdowns)?

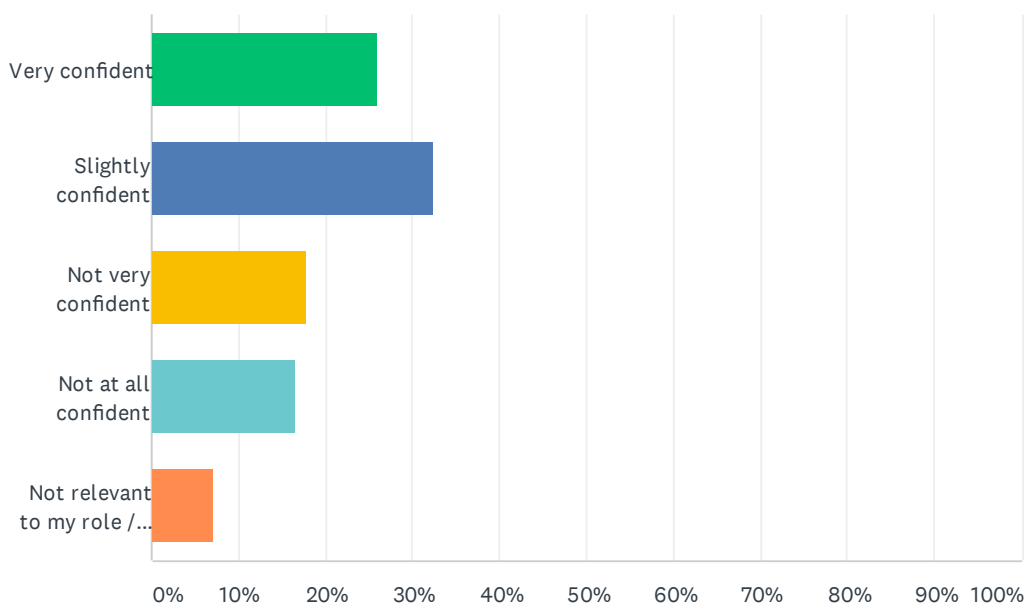
Answered: 1,796



ANSWER CHOICES	RESPONSES	
Yes - and doctors involved in drawing these up	27.95%	502
Yes - but not aware of clinical involvement	16.65%	299
No	9.91%	178
Don't know	45.49%	817
TOTAL		1,796

Thinking about your place of work, how confident are you that you have been supplied with adequate numbers of facemasks or face coverings for patients that needed them?

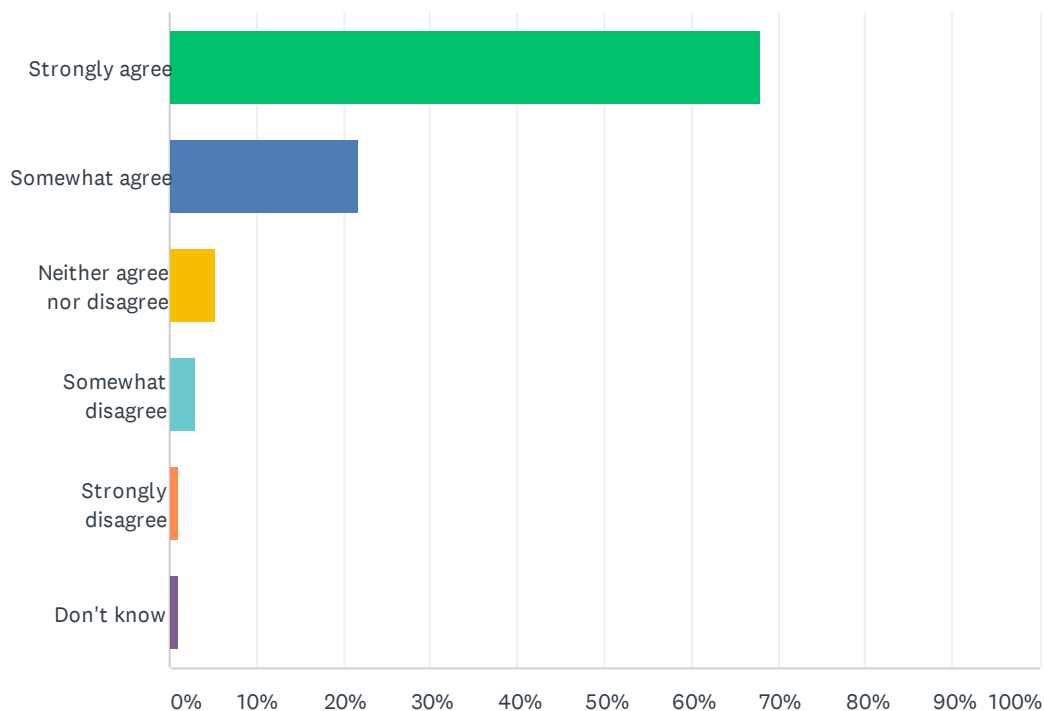
Answered: 1,776



ANSWER CHOICES	RESPONSES	
Very confident	26.01%	462
Slightly confident	32.38%	575
Not very confident	17.85%	317
Not at all confident	16.55%	294
Not relevant to my role / place of work	7.21%	128
TOTAL		1,776

## To what extent, if at all, do you agree that the use of face coverings should be made mandatory in all settings where social distancing is not possible?

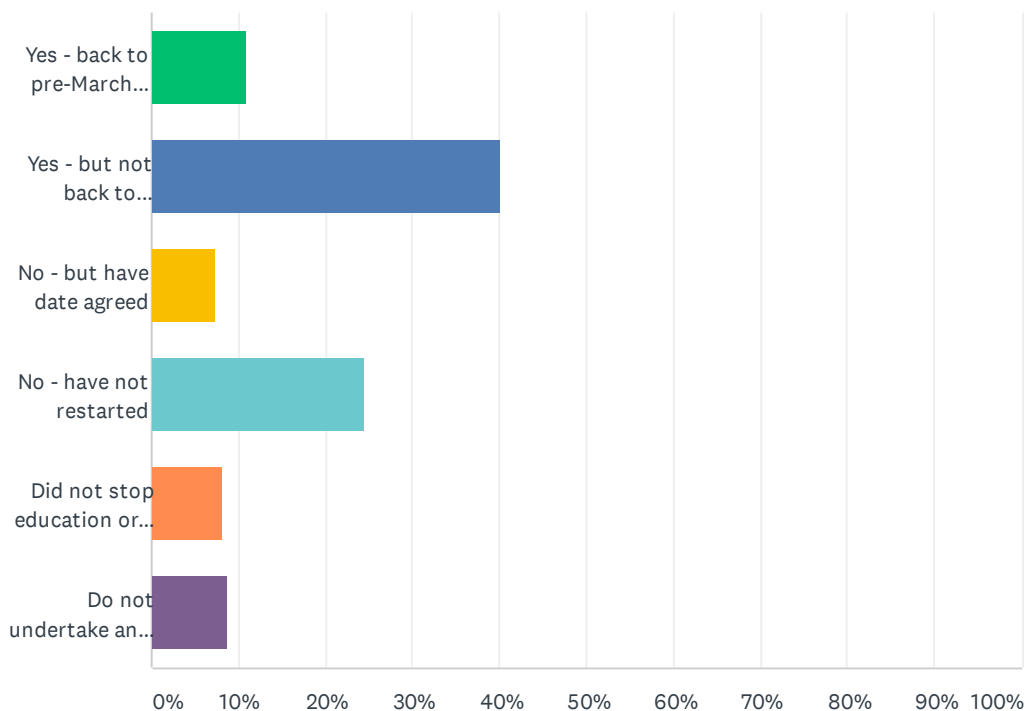
Answered: 1,783



ANSWER CHOICES	RESPONSES	
Strongly agree	68.09%	1,214
Somewhat agree	21.76%	388
Neither agree nor disagree	5.27%	94
Somewhat disagree	2.97%	53
Strongly disagree	0.95%	17
Don't know	0.95%	17
TOTAL		1,783

## Have you restarted medical education and training activities in your place of work?

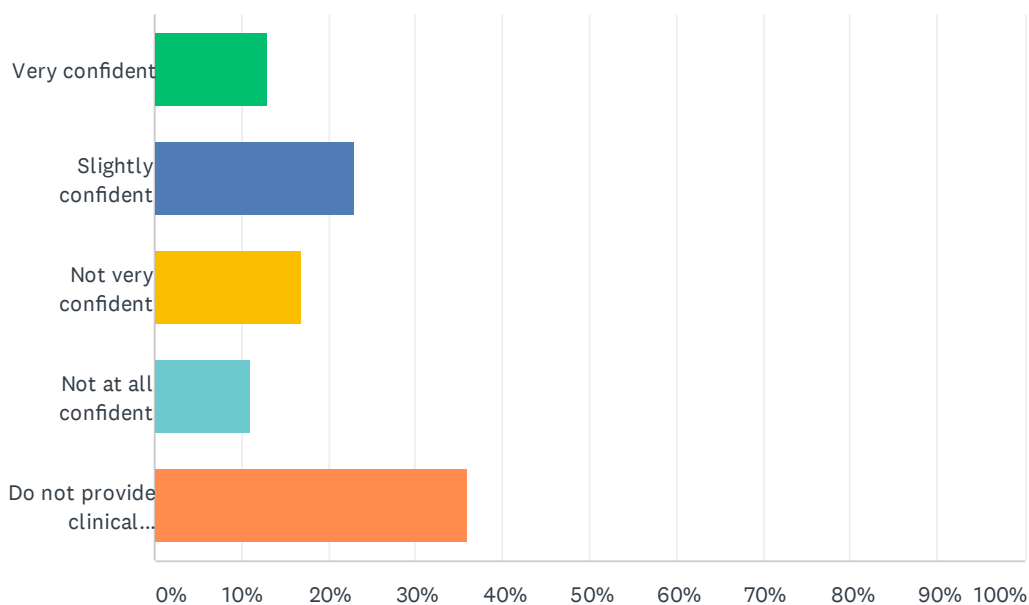
Answered: 1,766



ANSWER CHOICES	RESPONSES	
Yes - back to pre-March levels	10.93%	193
Yes - but not back to previous levels	40.20%	710
No - but have date agreed	7.30%	129
No - have not restarted	24.52%	433
Did not stop education or training activities	8.15%	144
Do not undertake any education or training activities	8.89%	157
TOTAL		1,766

Thinking about your place of work, how confident are you that you have been supplied with sufficient PPE to enable medical students to return to clinical placements?

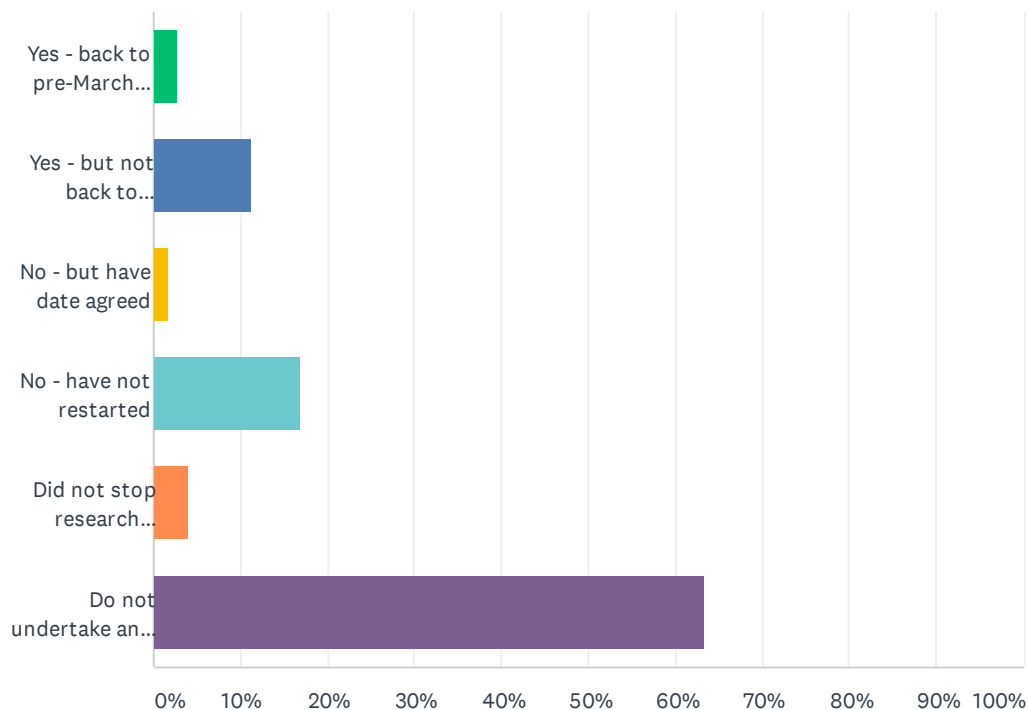
Answered: 1,762



ANSWER CHOICES	RESPONSES	
Very confident	12.94%	228
Slightly confident	23.10%	407
Not very confident	16.86%	297
Not at all confident	11.12%	196
Do not provide clinical placements	35.98%	634
TOTAL		1,762

## Have you restarted research activities in your place of work?

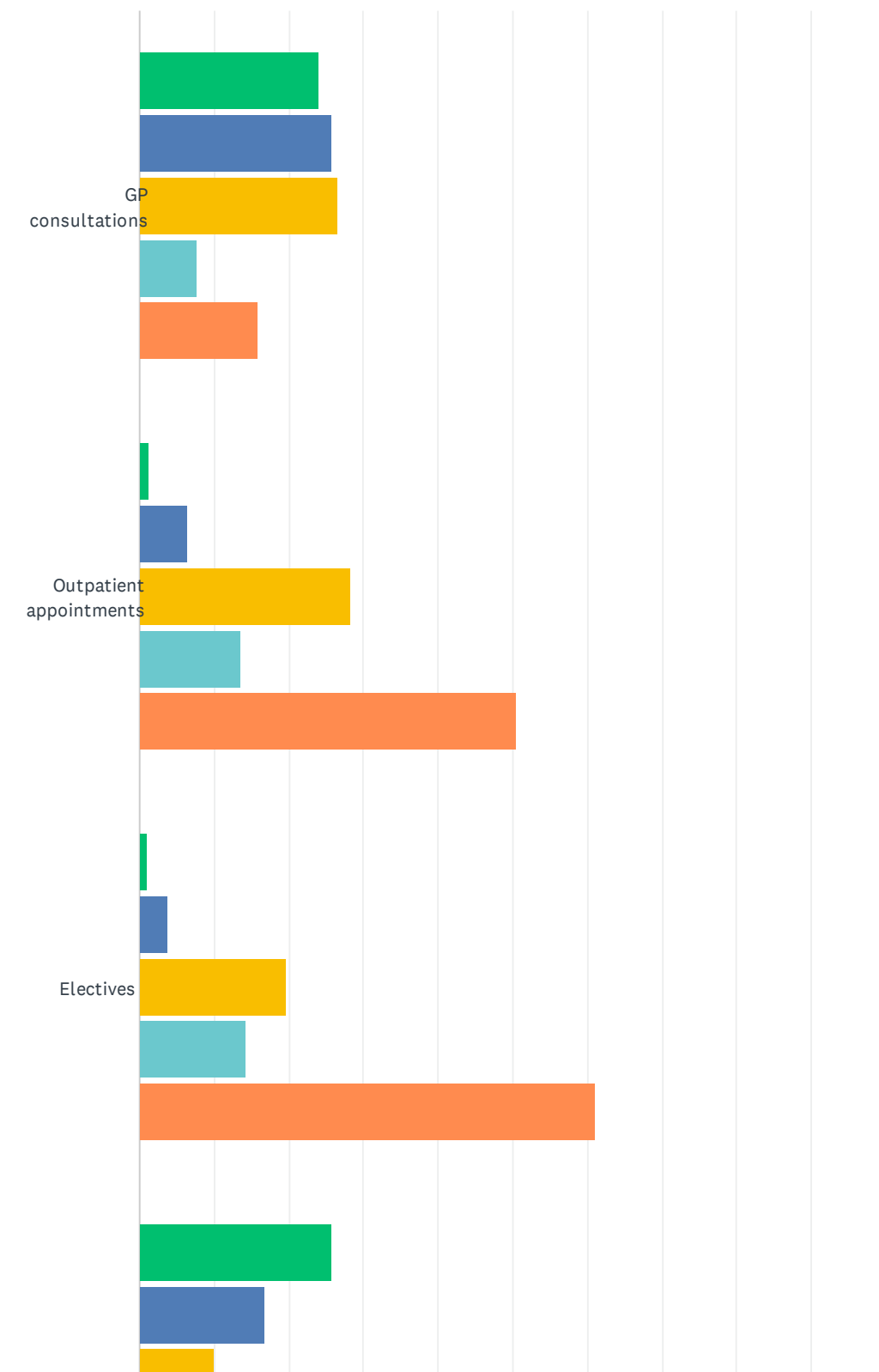
Answered: 1,773



ANSWER CHOICES	RESPONSES	
Yes - back to pre-March levels	2.65%	47
Yes - but not back to previous levels	11.28%	200
No - but have date agreed	1.69%	30
No - have not restarted	16.86%	299
Did not stop research activities	4.06%	72
Do not undertake any research activities	63.45%	1,125
<b>TOTAL</b>		<b>1,773</b>

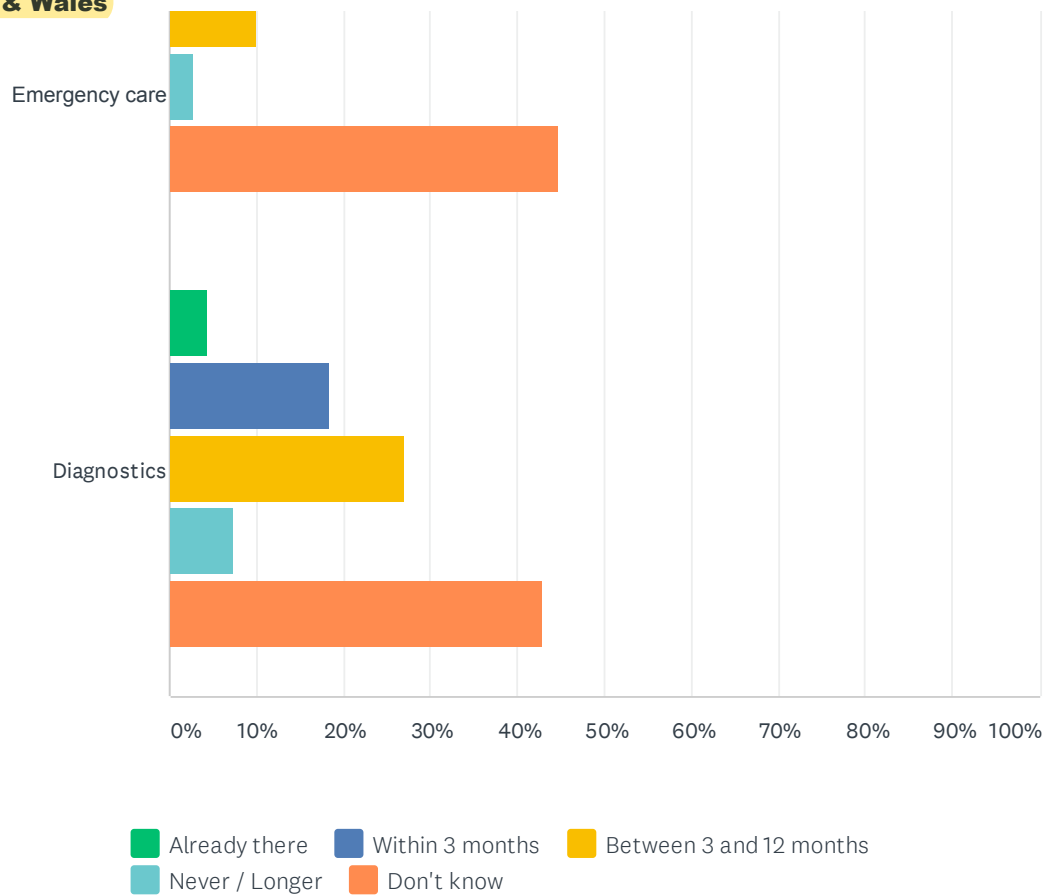
Assuming there are no future Covid spikes, how quickly, if at all, will your department / practice / place of work / local health economy return to full (pre-Covid) levels of capacity?

Answered: 1,770





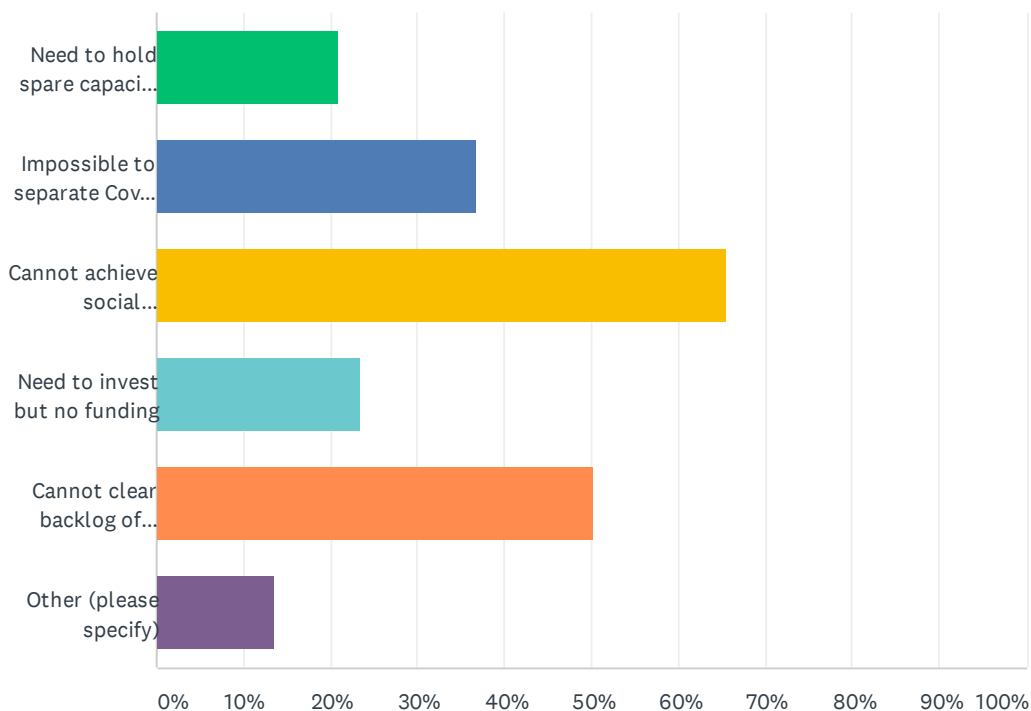
## England &amp; Wales



	ALREADY THERE	WITHIN 3 MONTHS	BETWEEN 3 AND 12 MONTHS	NEVER / LONGER	DON'T KNOW	TOTAL
GP consultations	24.11% 425	25.64% 452	26.49% 467	7.77% 137	16.00% 282	1,763
Outpatient appointments	1.16% 19	6.58% 108	28.34% 465	13.59% 223	50.34% 826	1,641
Electives	1.10% 18	3.86% 63	19.68% 321	14.29% 233	61.07% 996	1,631
Emergency care	25.71% 424	16.68% 275	10.13% 167	2.67% 44	44.82% 739	1,649
Diagnostics	4.46% 74	18.46% 306	26.96% 447	7.24% 120	42.88% 711	1,658

## If you have stated that you will never / not return to full capacity within one year, why is this?

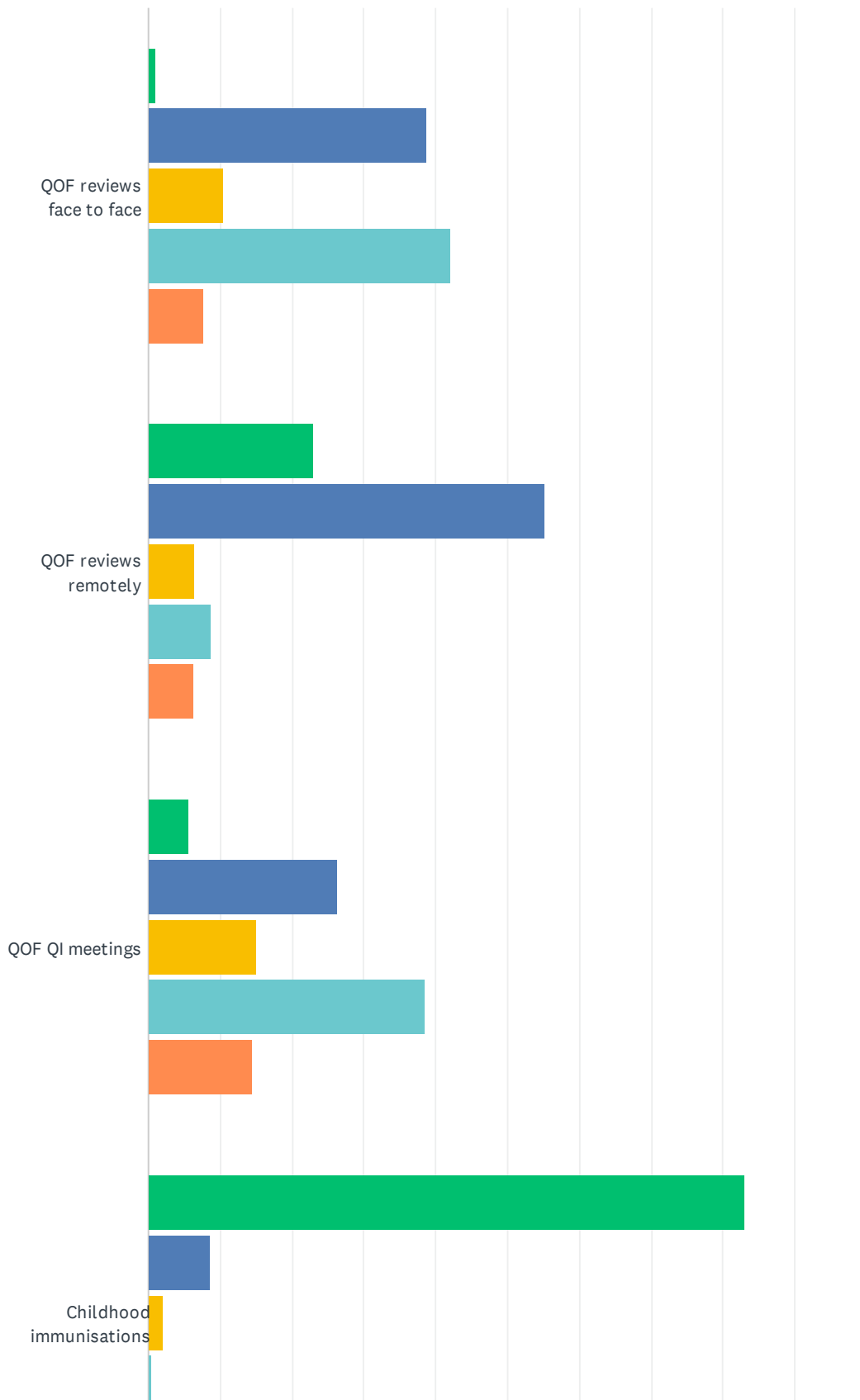
Answered: 336



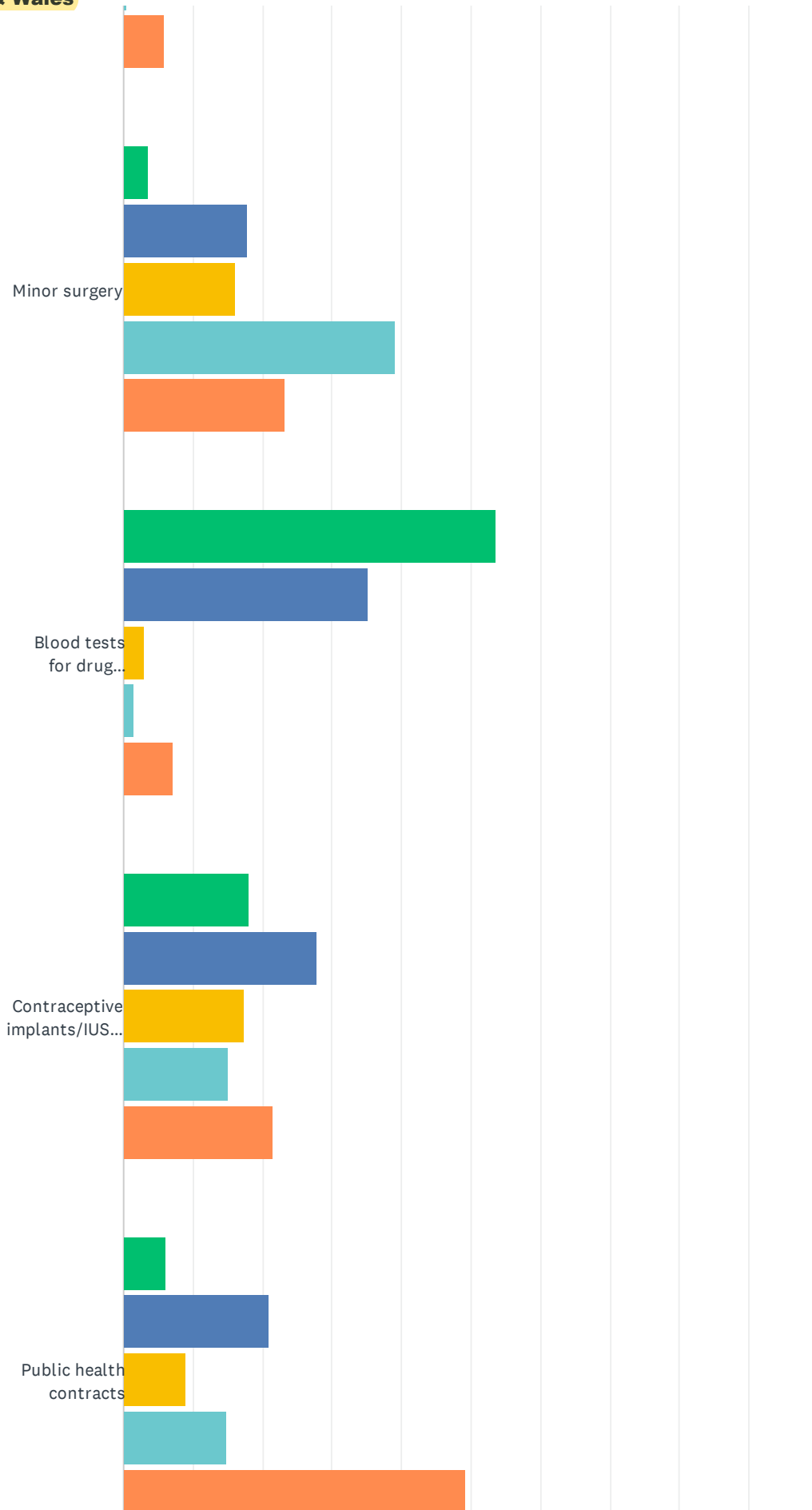
ANSWER CHOICES	RESPONSES	
Need to hold spare capacity to manage surges	20.83%	70
Impossible to separate Covid from non-Covid patient flows	36.90%	124
Cannot achieve social distancing at full capacity	65.48%	220
Need to invest but no funding	23.51%	79
Cannot clear backlog of patients / waiting lists	50.30%	169
Other (please specify)	13.69%	46
Total Respondents: 336		

## Has your practice restarted any of the following?

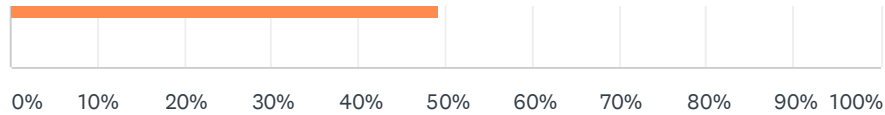
Answered: 1,682



## England &amp; Wales



## England &amp; Wales

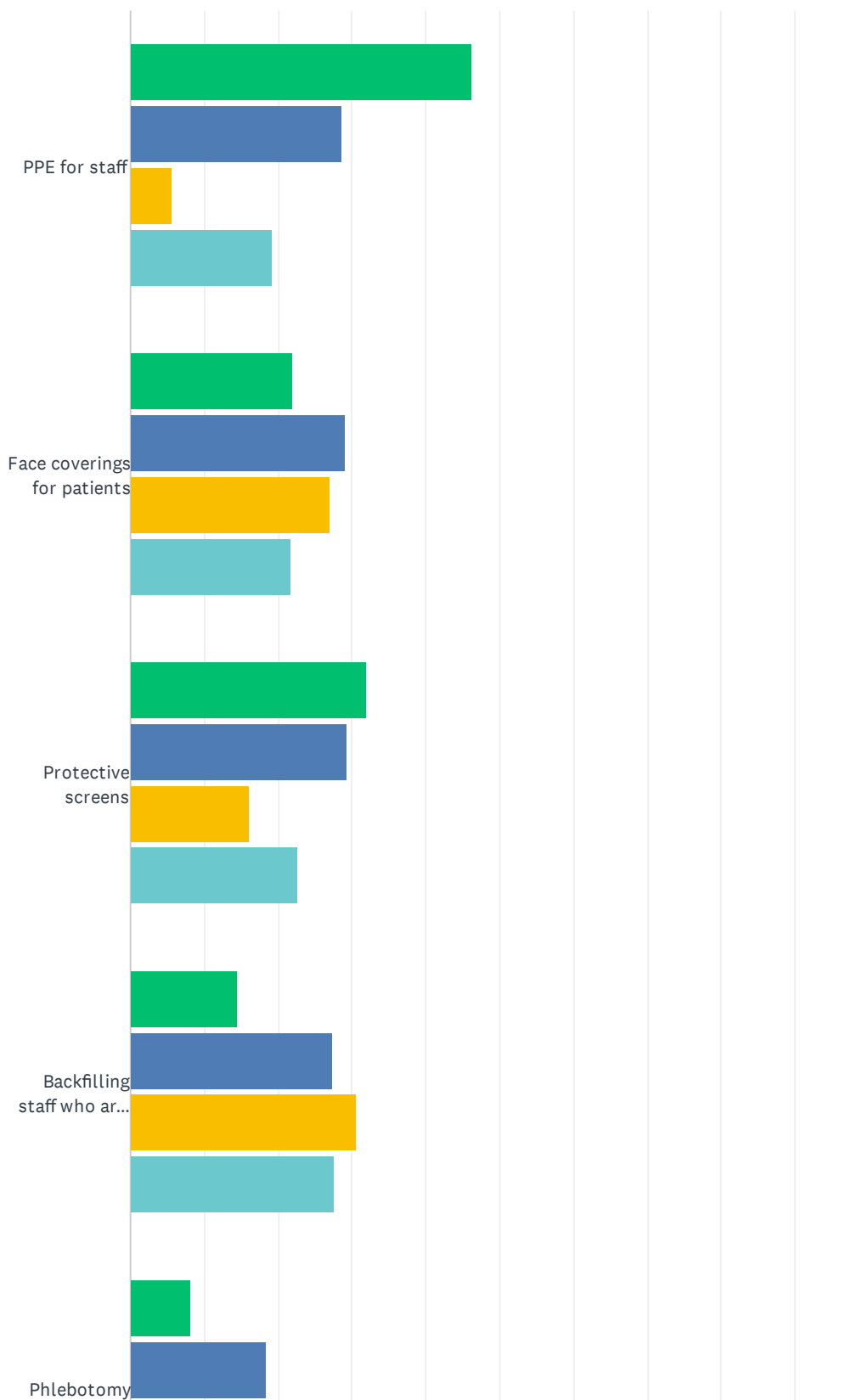


■ Fully   
 ■ Partly   
 ■ Planned in next few weeks   
 ■ No / only in longer-term  
■ Do not provide

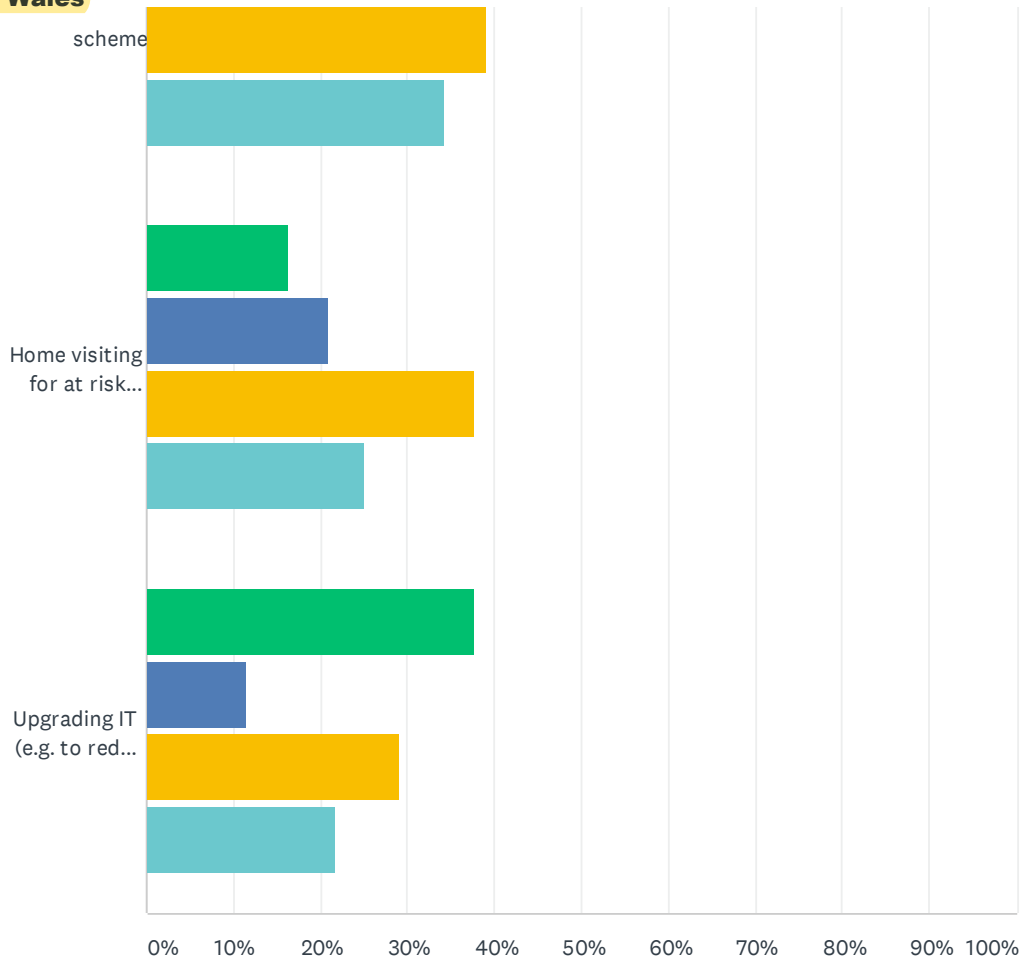
	FULLY	PARTLY	PLANNED IN NEXT FEW WEEKS	NO / ONLY IN LONGER-TERM	DO NOT PROVIDE	TOTAL
QOF reviews face to face	1.14% 19	38.64% 646	10.47% 175	42.05% 703	7.72% 129	1,672
QOF reviews remotely	23.11% 385	55.22% 920	6.42% 107	8.88% 148	6.36% 106	1,666
QOF QI meetings	5.64% 91	26.41% 426	15.07% 243	38.44% 620	14.45% 233	1,613
Childhood immunisations	82.95% 1,387	8.67% 145	2.09% 35	0.42% 7	5.86% 98	1,672
Minor surgery	3.60% 60	17.84% 297	16.16% 269	39.10% 651	23.30% 388	1,665
Blood tests for drug monitoring	53.47% 894	35.05% 586	2.93% 49	1.50% 25	7.06% 118	1,672
Contraceptive implants/IUS services	18.05% 301	27.82% 464	17.45% 291	15.11% 252	21.58% 360	1,668
Public health contracts	6.00% 97	21.01% 340	9.02% 146	14.77% 239	49.20% 796	1,618

## Has your practice incurred any additional costs during the pandemic for any of the following?

Answered: 1,599



## England &amp; Wales

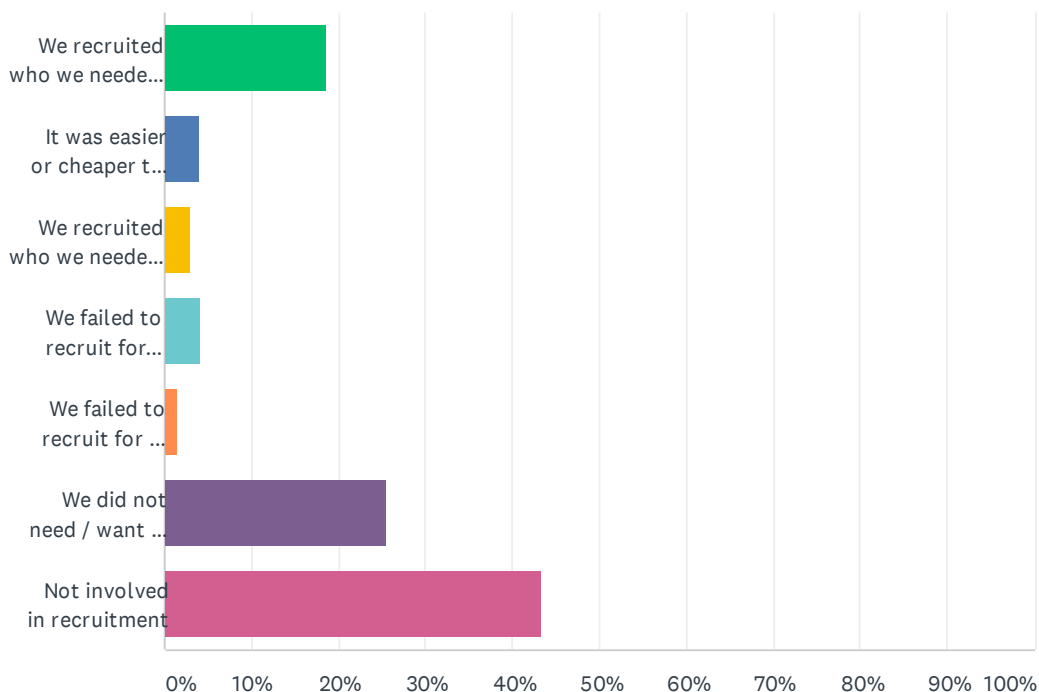


■ Yes - reimbursed by CCG
 ■ Yes - not reimbursed
 ■ No
 ■ Not relevant

	YES - REIMBURSED BY CCG	YES - NOT REIMBURSED	NO	NOT RELEVANT	TOTAL
PPE for staff	46.32% 723	28.76% 449	5.70% 89	19.22% 300	1,561
Face coverings for patients	22.01% 342	29.15% 453	27.03% 420	21.81% 339	1,554
Protective screens	32.02% 496	29.31% 454	16.07% 249	22.60% 350	1,549
Backfilling staff who are shielding or self-isolating	14.49% 223	27.42% 422	30.54% 470	27.55% 424	1,539
Phlebotomy scheme	8.23% 126	18.42% 282	39.06% 598	34.29% 525	1,531
Home visiting for at risk "red" patients	16.22% 251	20.88% 323	37.75% 584	25.15% 389	1,547
Upgrading IT (e.g. to reduce login time)	37.61% 581	11.59% 179	29.06% 449	21.75% 336	1,545

Have you recruited any staff during the last three months? Please tick all that apply.

Answered: 1,704

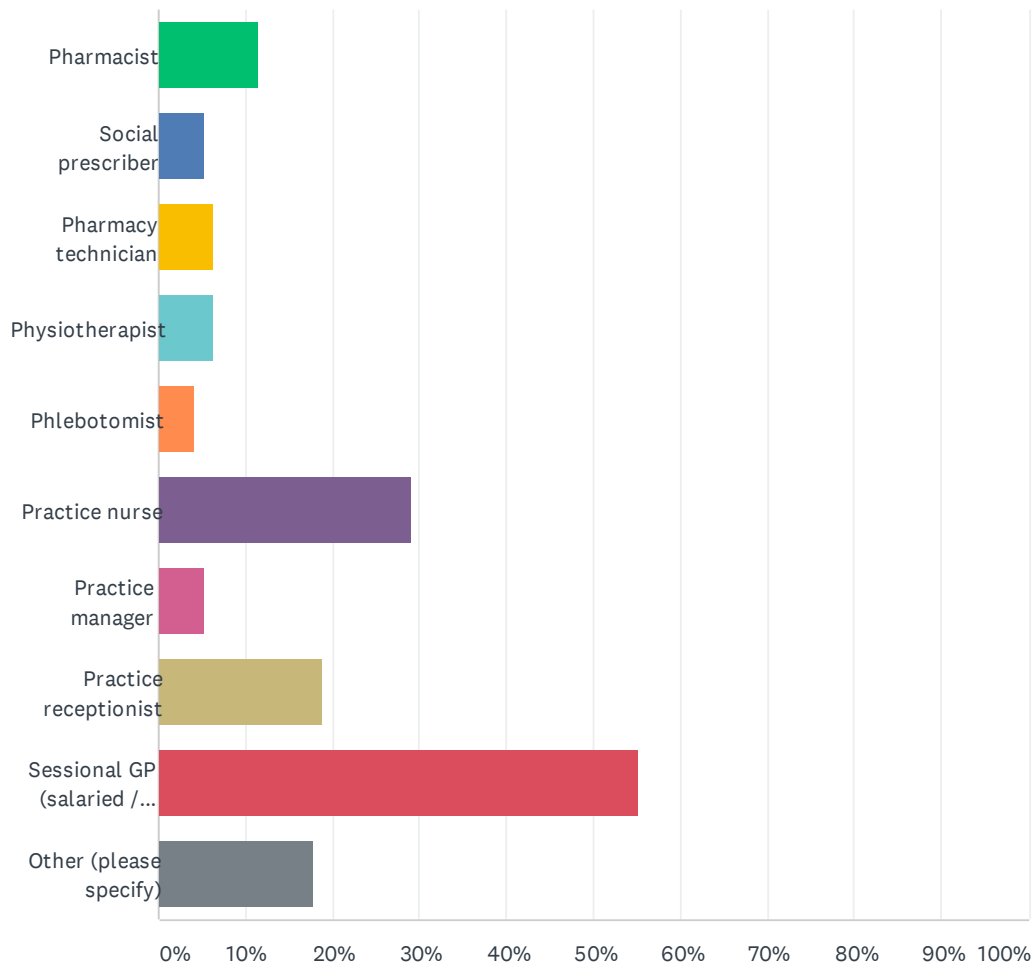


ANSWER CHOICES	RESPONSES	
We recruited who we needed with no more difficulty than usual	18.72%	319
It was easier or cheaper to recruit than usual	3.87%	66
We recruited who we needed but it was more difficult or expensive than usual	2.99%	51
We failed to recruit for some posts	4.17%	71
We failed to recruit for any posts at all	1.47%	25
We did not need / want to recruit any staff	25.53%	435
Not involved in recruitment	43.25%	737
TOTAL		1,704



## Which posts did you have difficulty recruiting to?

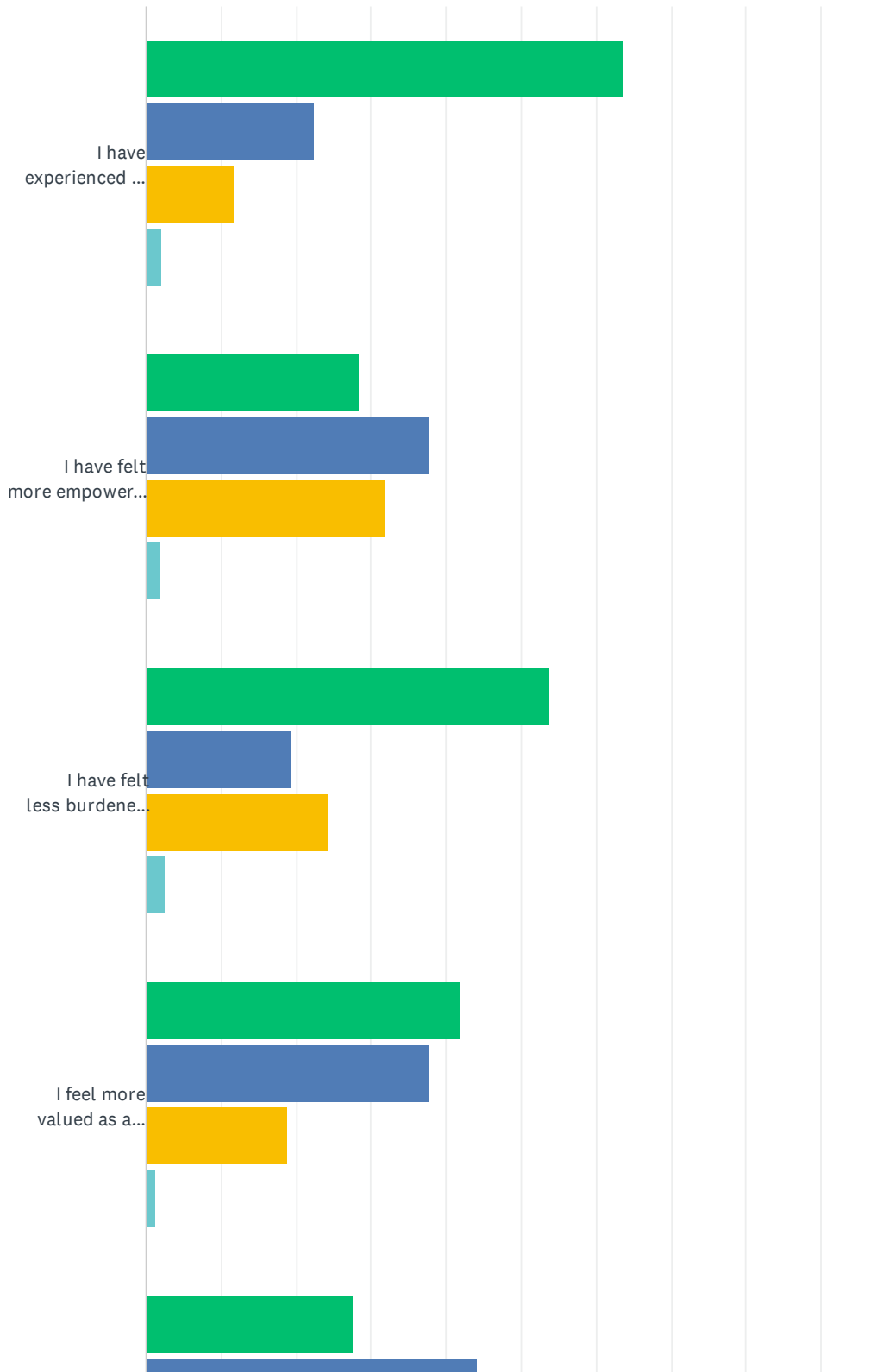
Answered: 96



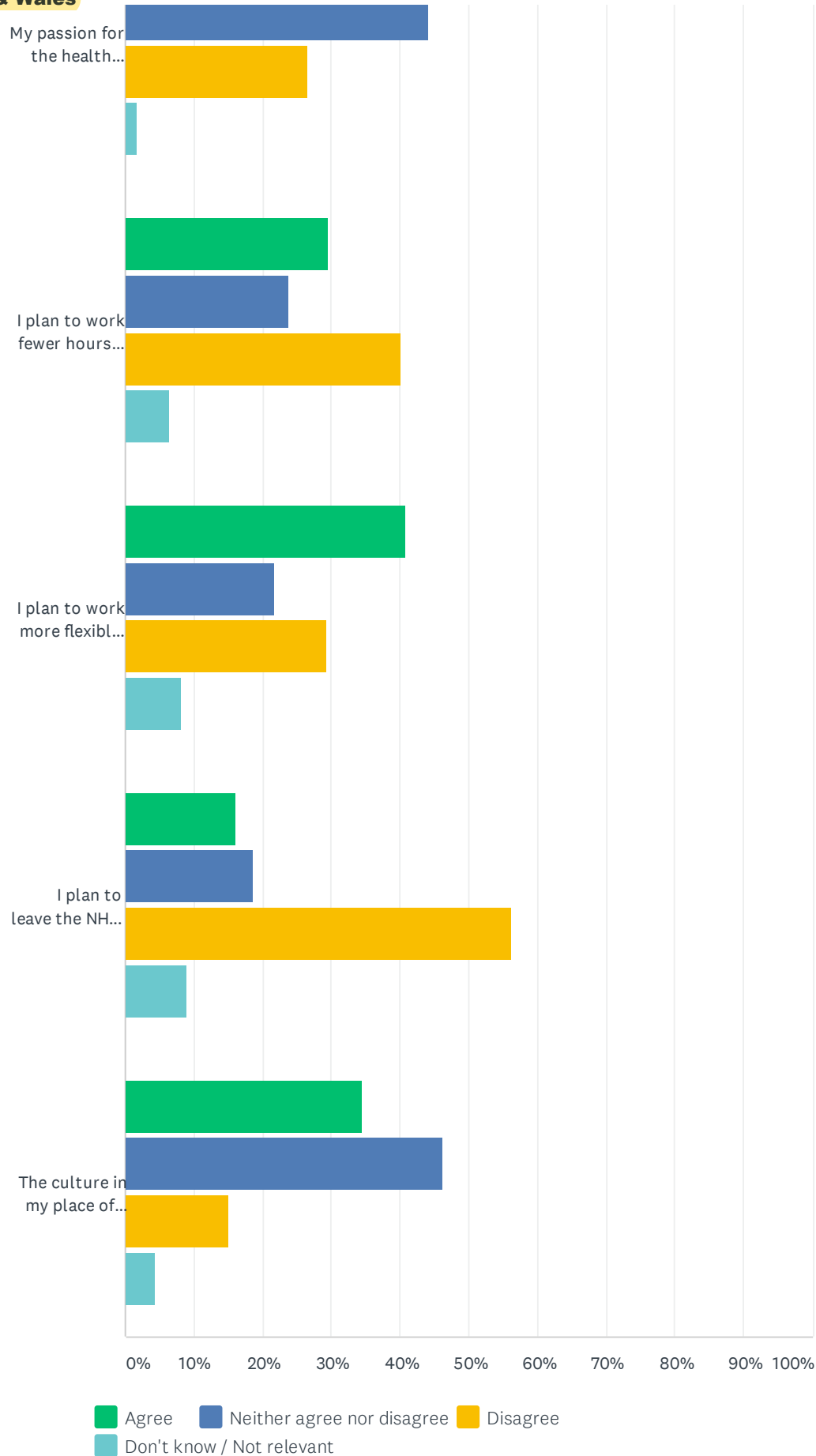
ANSWER CHOICES	RESPONSES	
Pharmacist	11.46%	11
Social prescriber	5.21%	5
Pharmacy technician	6.25%	6
Physiotherapist	6.25%	6
Phlebotomist	4.17%	4
Practice nurse	29.17%	28
Practice manager	5.21%	5
Practice receptionist	18.75%	18
Sessional GP (salaried / locum)	55.21%	53
Other (please specify)	17.71%	17
Total Respondents: 96		

Please indicate how strongly you agree or disagree with each of the following statements about your experience of working during the Covid pandemic.

Answered: 1,686



## England &amp; Wales



## England &amp; Wales

	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	DON'T KNOW / NOT RELEVANT	TOTAL
I have experienced a greater sense of team-working	63.66% 1,072	22.45% 378	11.76% 198	2.14% 36	1,684
I have felt more empowered as a professional	28.46% 479	37.73% 635	32.03% 539	1.78% 30	1,683
I have felt less burdened by bureaucracy	53.71% 904	19.55% 329	24.18% 407	2.55% 43	1,683
I feel more valued as a doctor	41.92% 706	37.95% 639	18.82% 317	1.31% 22	1,684
My passion for the health service has increased	27.65% 465	44.11% 742	26.58% 447	1.66% 28	1,682
I plan to work fewer hours once normal services are resumed	29.42% 494	23.88% 401	40.20% 675	6.49% 109	1,679
I plan to work more flexibly / from home more	40.80% 685	21.74% 365	29.24% 491	8.22% 138	1,679
I plan to leave the NHS / retire early / work elsewhere once normal services are resumed	16.05% 270	18.61% 313	56.24% 946	9.10% 153	1,682
The culture in my place of work, how staff are treated and how they treat each other, has improved	34.44% 580	46.20% 778	15.02% 253	4.33% 73	1,684