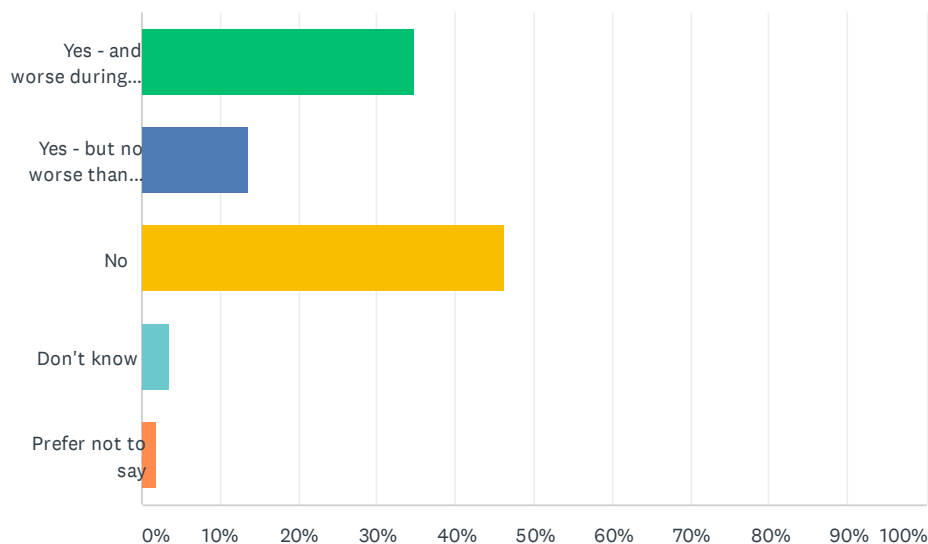


During this pandemic, do you consider that you are currently suffering from any of depression, anxiety, stress, burnout, emotional distress or other mental health condition relating to or made worse by your work?

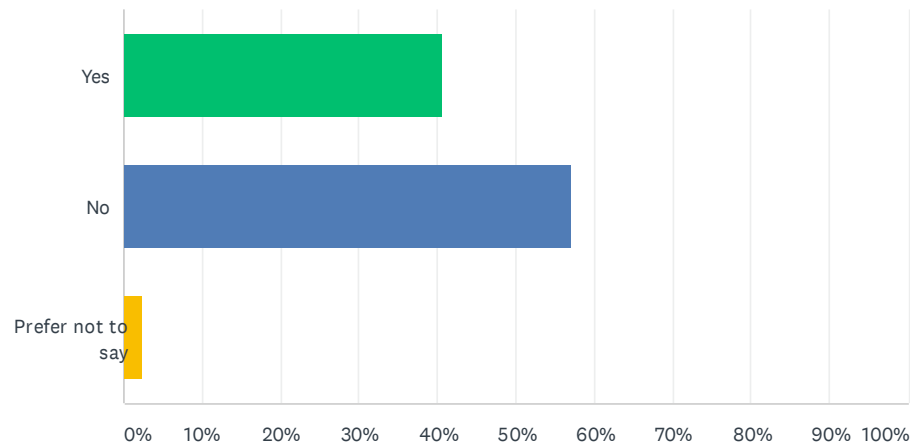
Answered: 4,123



ANSWER CHOICES	RESPONSES	
Yes - and worse during this pandemic than before	34.83%	1,436
Yes - but no worse than before this pandemic	13.56%	559
No	46.13%	1,902
Don't know	3.61%	149
Prefer not to say	1.87%	77
TOTAL		4,123

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

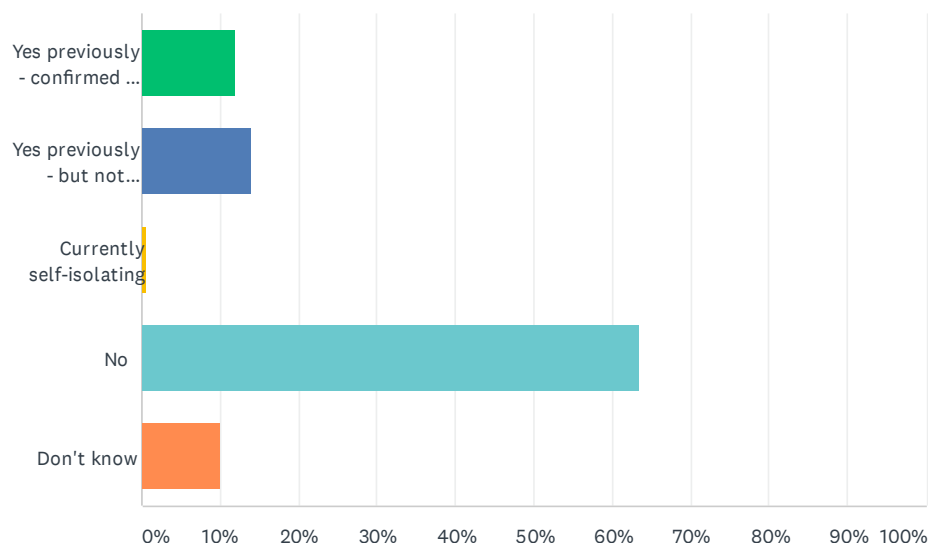
Answered: 4,119



ANSWER CHOICES	RESPONSES	
Yes	40.52%	1,669
No	57.13%	2,353
Prefer not to say	2.35%	97
TOTAL		4,119

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

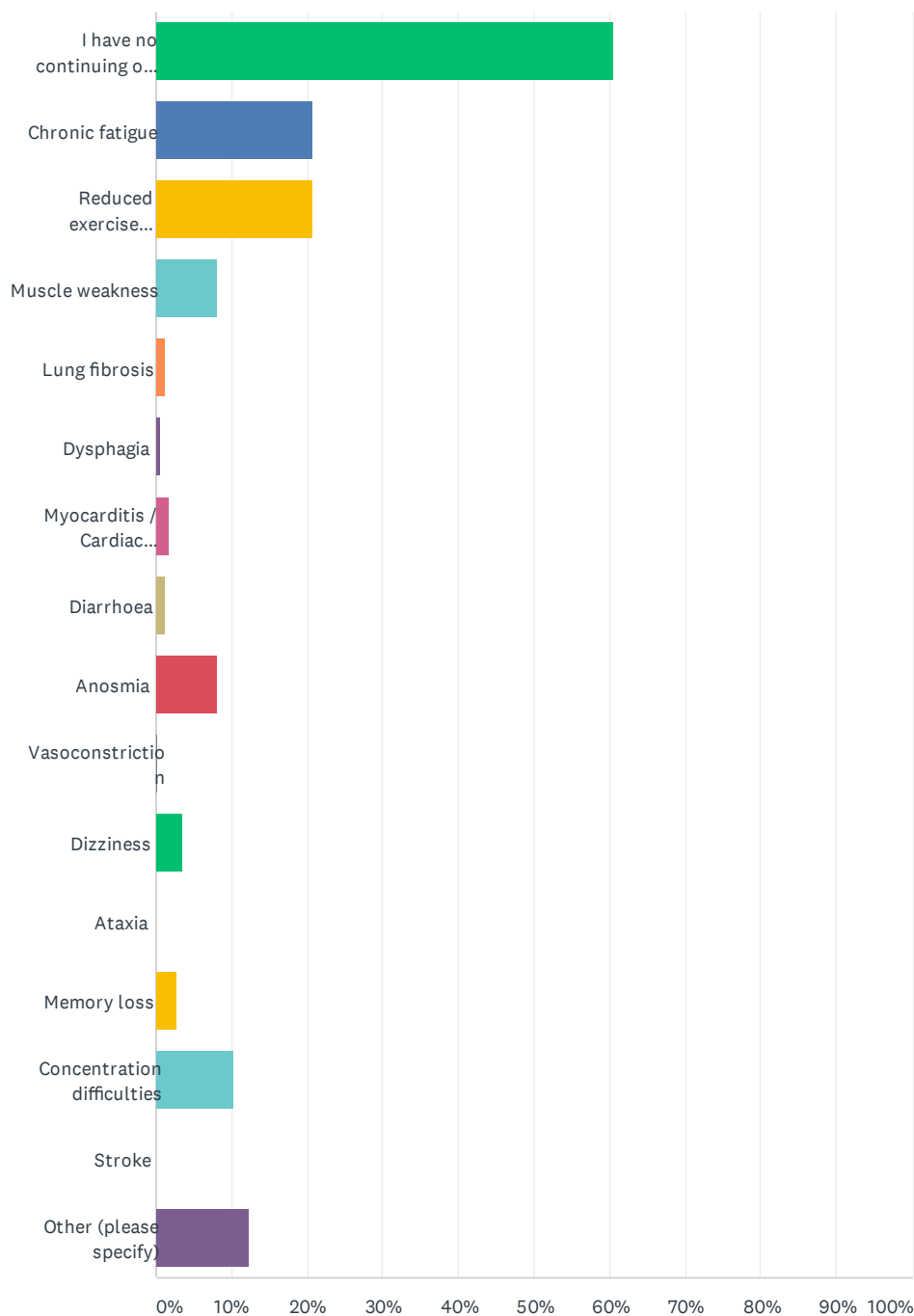
Answered: 4,120



ANSWER CHOICES	RESPONSES	
Yes previously - confirmed by testing	11.82%	487
Yes previously - but not confirmed by testing	13.96%	575
Currently self-isolating	0.68%	28
No	63.40%	2,612
Don't know	10.15%	418
TOTAL		4,120

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? Please tick all that apply.

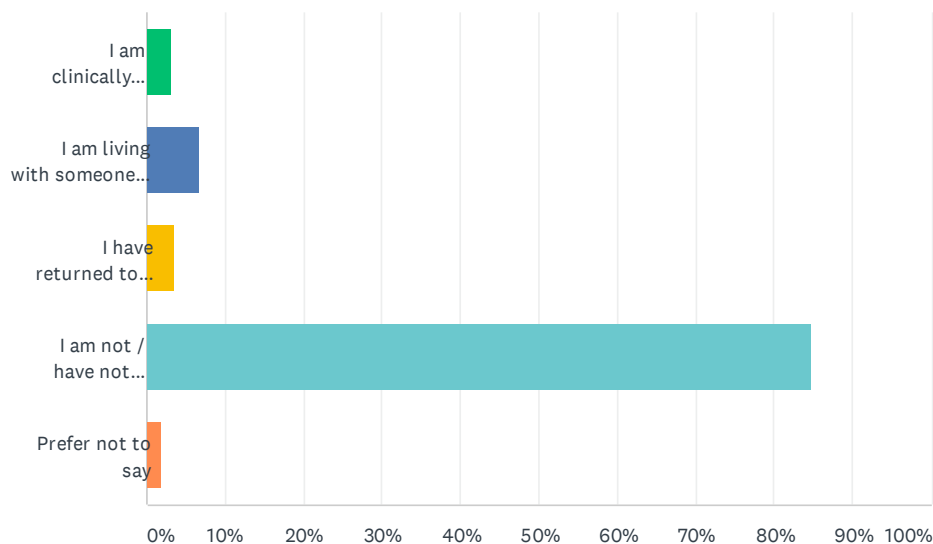
Answered: 1,030



ANSWER CHOICES	RESPONSES	
I have no continuing or new symptoms	60.49%	623
Chronic fatigue	20.68%	213
Reduced exercise capacity	20.68%	213
Muscle weakness	8.16%	84
Lung fibrosis	1.17%	12
Dysphagia	0.68%	7
Myocarditis / Cardiac problems	1.75%	18
Diarrhoea	1.17%	12
Anosmia	8.06%	83
Vasoconstriction	0.29%	3
Dizziness	3.59%	37
Ataxia	0.10%	1
Memory loss	2.82%	29
Concentration difficulties	10.29%	106
Stroke	0.00%	0
Other (please specify)	12.33%	127
Total Respondents: 1,030		

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?

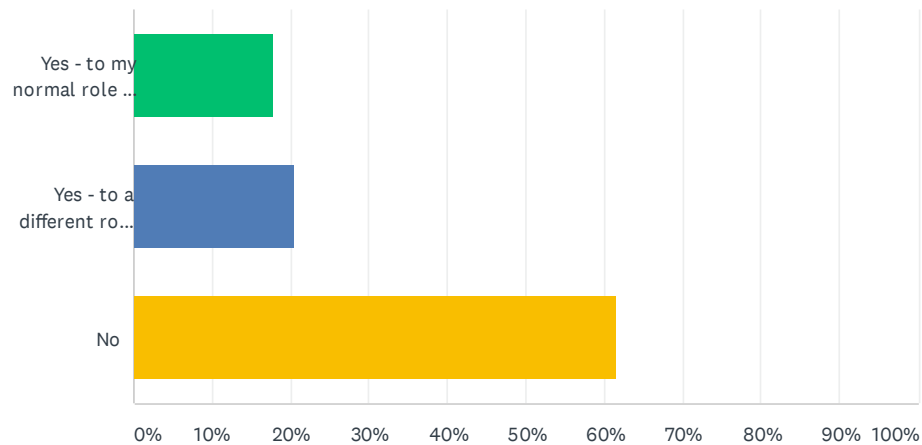
Answered: 4,094



ANSWER CHOICES	RESPONSES	
I am clinically extremely vulnerable and currently shielding	3.13%	128
I am living with someone who is clinically extremely vulnerable	6.77%	277
I have returned to work after being shielded	3.59%	147
I am not / have not previously been shielding	84.76%	3,470
Prefer not to say	1.93%	79
Total Respondents: 4,094		

Do you have an agreed return to work date?

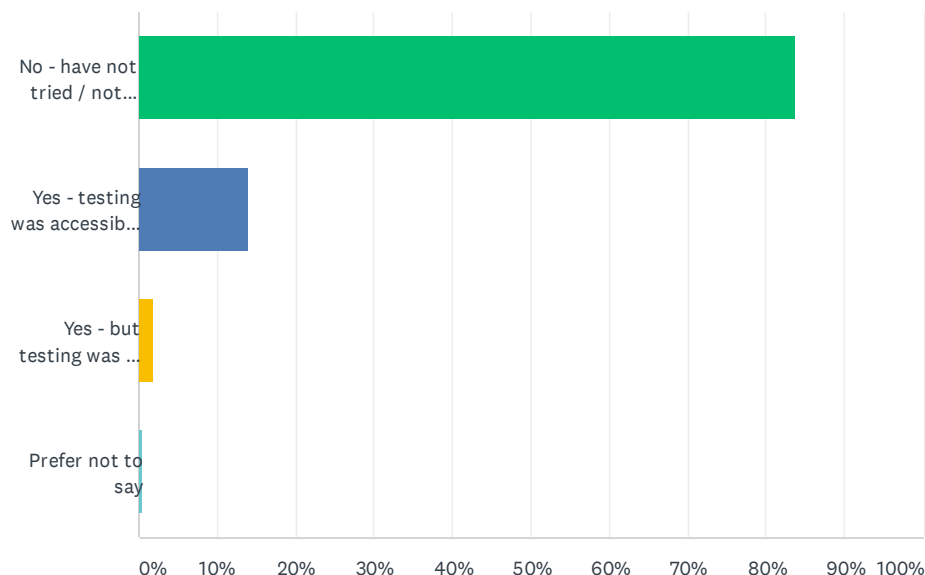
Answered: 112



ANSWER CHOICES		RESPONSES	
Yes - to my normal role / location		17.86%	20
Yes - to a different role / location		20.54%	23
No		61.61%	69
TOTAL			112

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.

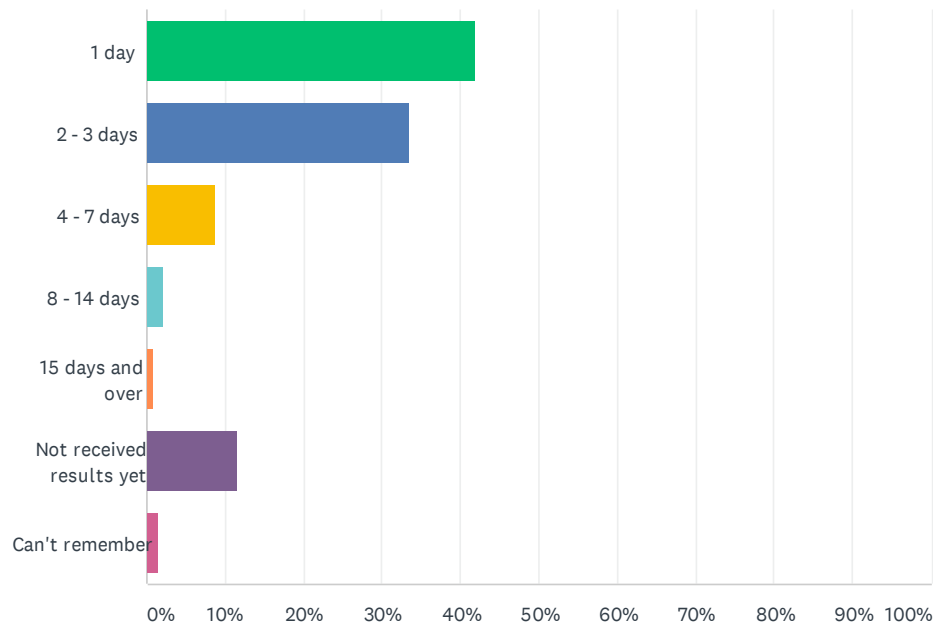
Answered: 4,083



ANSWER CHOICES	RESPONSES	
No - have not tried / not needed	83.66%	3,416
Yes - testing was accessible / timely / convenient	14.06%	574
Yes - but testing was not accessible / not timely / not convenient	1.91%	78
Prefer not to say	0.37%	15
TOTAL		4,083

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

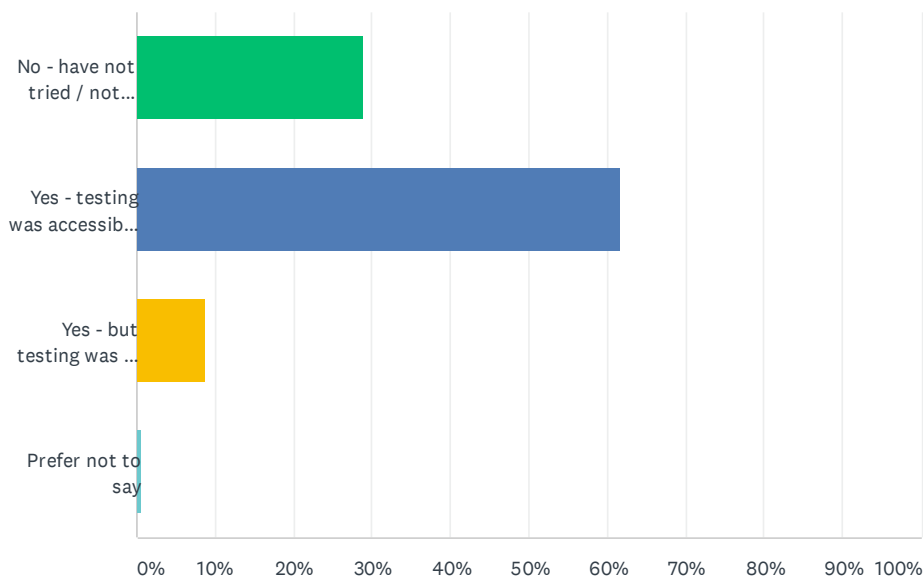
Answered: 668



ANSWER CHOICES	RESPONSES	
1 day	41.77%	279
2 - 3 days	33.53%	224
4 - 7 days	8.83%	59
8 - 14 days	2.10%	14
15 days and over	0.75%	5
Not received results yet	11.53%	77
Can't remember	1.50%	10
TOTAL		668

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?

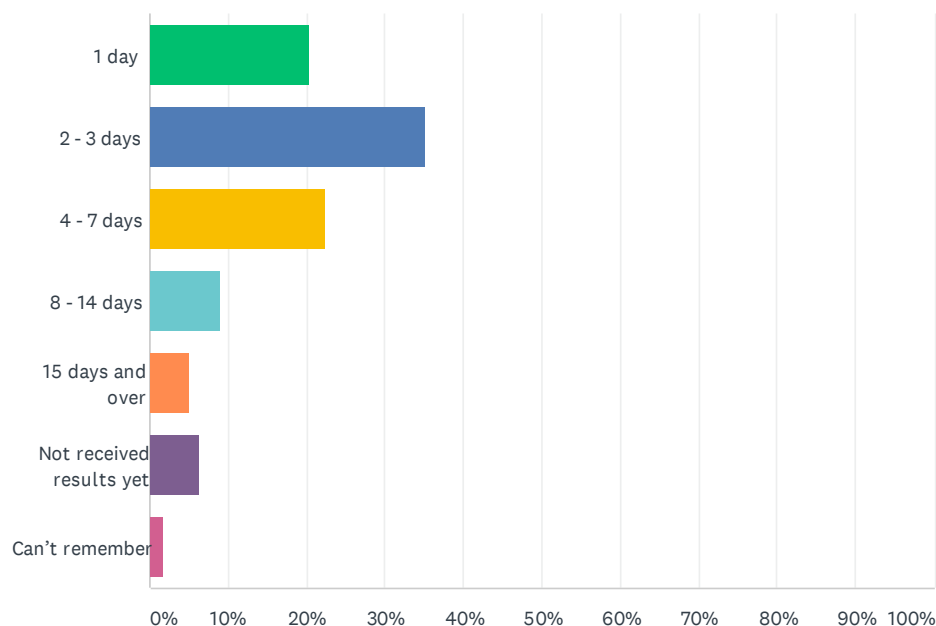
Answered: 3,931



ANSWER CHOICES	RESPONSES	
No - have not tried / not needed / not eligible	28.77%	1,131
Yes - testing was accessible / timely / convenient	61.82%	2,430
Yes - but testing was not accessible / not timely / not convenient	8.83%	347
Prefer not to say	0.59%	23
TOTAL		3,931

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

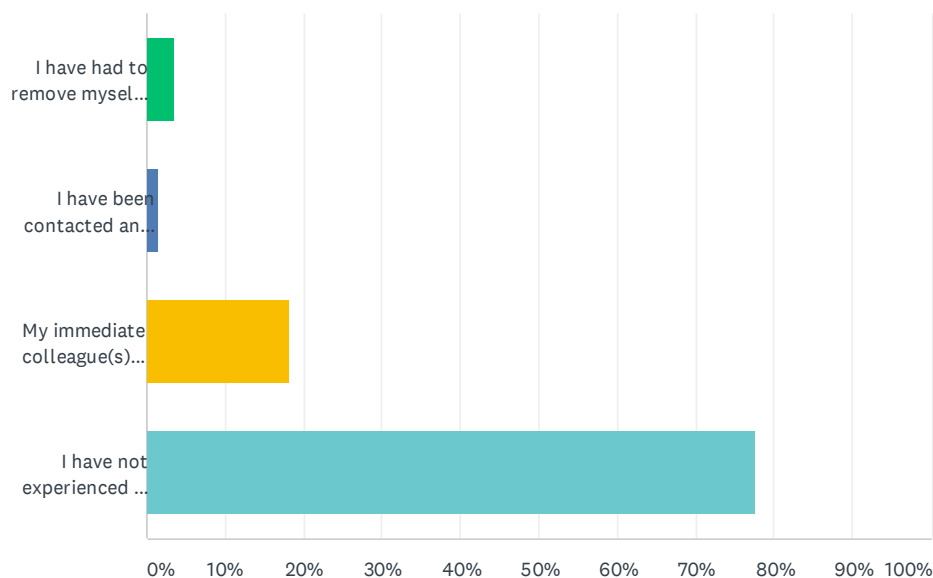
Answered: 2,733



ANSWER CHOICES	RESPONSES	
1 day	20.34%	556
2 - 3 days	35.24%	963
4 - 7 days	22.32%	610
8 - 14 days	9.07%	248
15 days and over	4.94%	135
Not received results yet	6.33%	173
Can't remember	1.76%	48
TOTAL		2,733

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

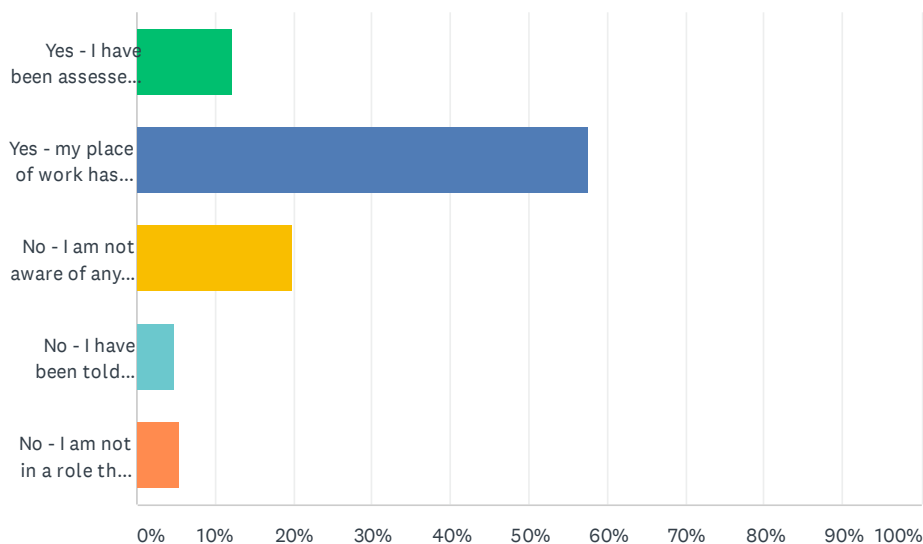
Answered: 3,903



ANSWER CHOICES	RESPONSES	
I have had to remove myself from work and supply contacts as a result of my own symptoms/testing	3.56%	139
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	1.43%	56
My immediate colleague(s) (but not myself) have had to remove themselves from work	18.24%	712
I have not experienced or observed any direct impact	77.71%	3,033
Total Respondents: 3,903		

Have you been risk assessed in your place of work to test if you might be at increased risk from the consequences of Coronavirus infection in your current role? Please select whichever answer best matches your situation

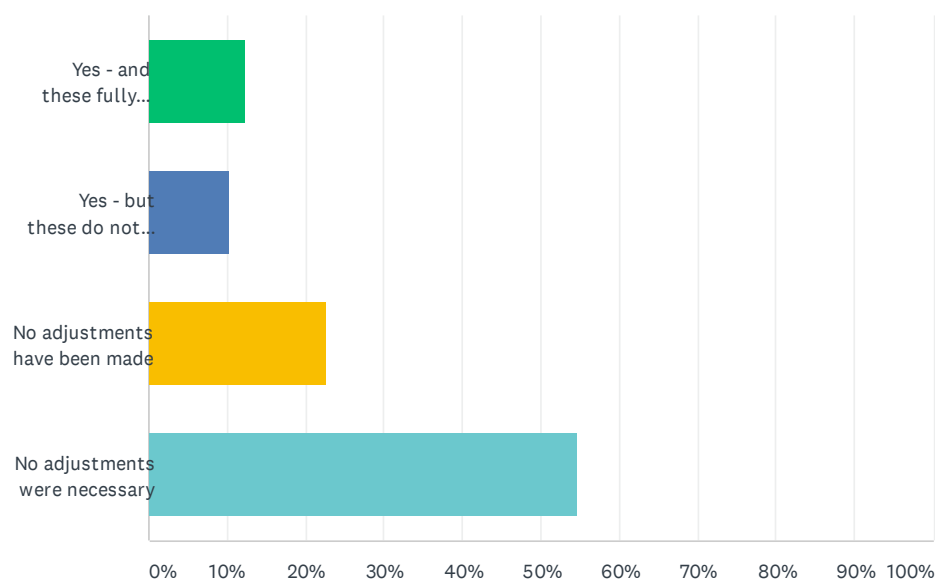
Answered: 2,620



ANSWER CHOICES	RESPONSES	
Yes - I have been assessed in person (including occupational health)	12.14%	318
Yes - my place of work has undertaken a desk-based assessment	57.52%	1,507
No - I am not aware of any risk assessment in my place of work	19.92%	522
No - I have been told explicitly I do not need to be assessed	4.89%	128
No - I am not in a role that requires assessment	5.53%	145
TOTAL		2,620

Have any adjustments been made as a result of your risk assessment?

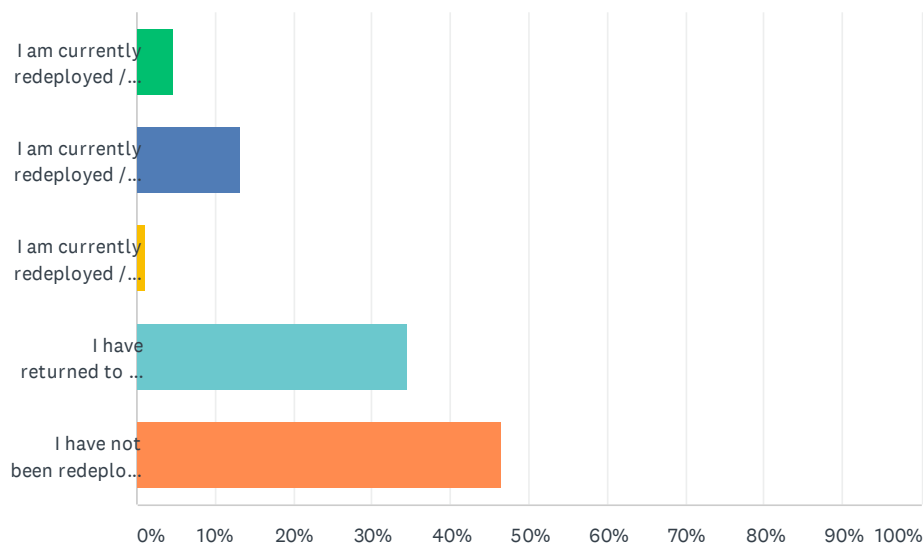
Answered: 1,819



ANSWER CHOICES	RESPONSES	
Yes - and these fully manage the risks	12.42%	226
Yes - but these do not fully manage the risks	10.34%	188
No adjustments have been made	22.59%	411
No adjustments were necessary	54.65%	994
TOTAL		1,819

If, as a result of Covid, you have been redeployed into a different role / location, or had changed your rotas / working hours within your normal role, please indicate which of the statements best applies to your current situation

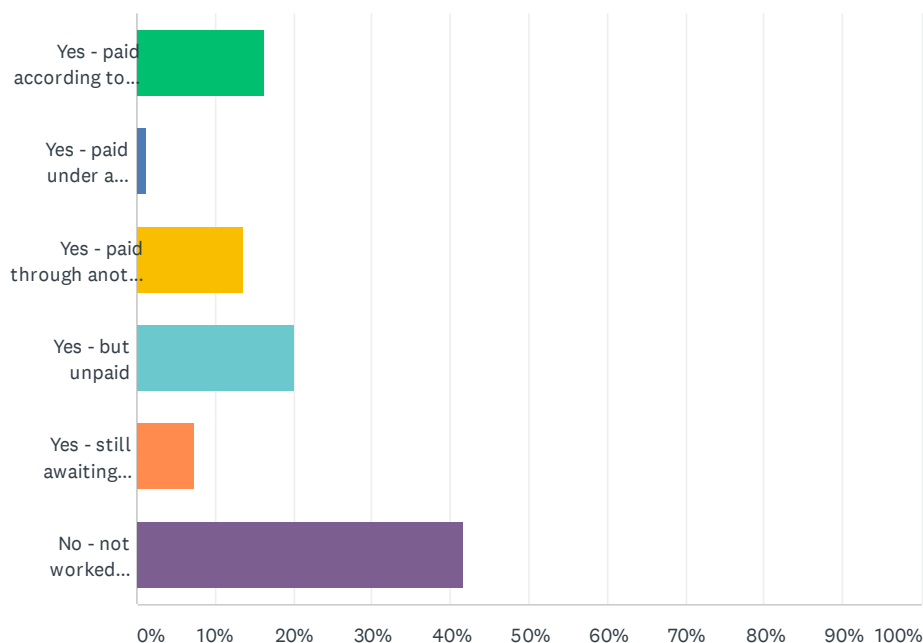
Answered: 2,561



ANSWER CHOICES	RESPONSES	
I am currently redeployed / working changed rotas, with an agreed return date to my normal role	4.61%	118
I am currently redeployed / working changed rotas, but with no agreed end point	13.16%	337
I am currently redeployed / working changed rotas and have had a request to return to my normal role refused	1.09%	28
I have returned to my normal role	34.60%	886
I have not been redeployed / changed my rotas	46.54%	1,192
TOTAL		2,561

In the period since March, have you undertaken additional hours' work over your contractual requirement as part of the response to Covid?

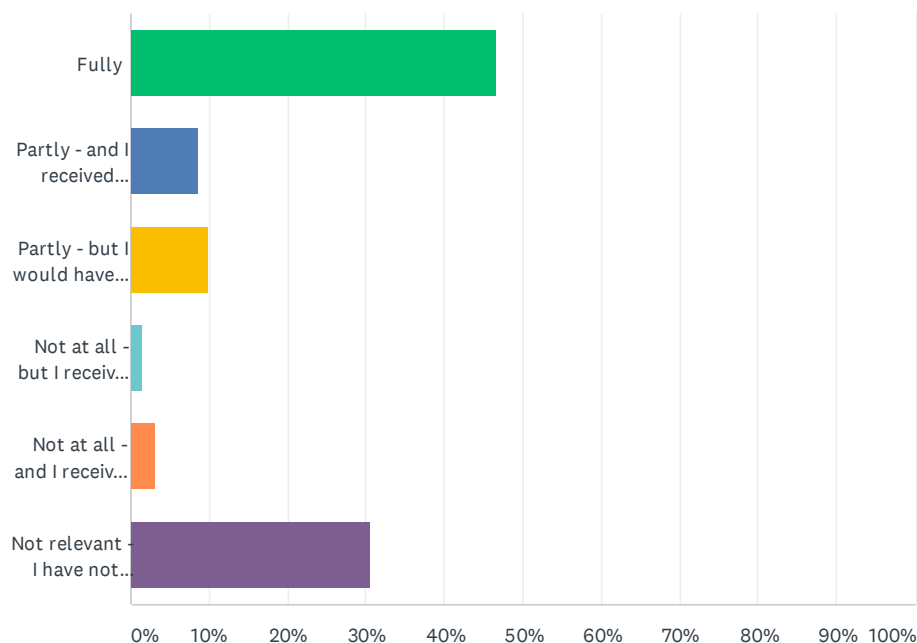
Answered: 2,564



ANSWER CHOICES	RESPONSES	
Yes - paid according to my contract	16.26%	417
Yes - paid under a national agreement (Wales)	1.21%	31
Yes - paid through another contract / local arrangement	13.49%	346
Yes - but unpaid	20.05%	514
Yes - still awaiting payment	7.25%	186
No - not worked additional hours	41.73%	1,070
TOTAL		2,564

To what extent are your skills and experience relevant in allowing you to deliver this additional / different work safely and effectively?

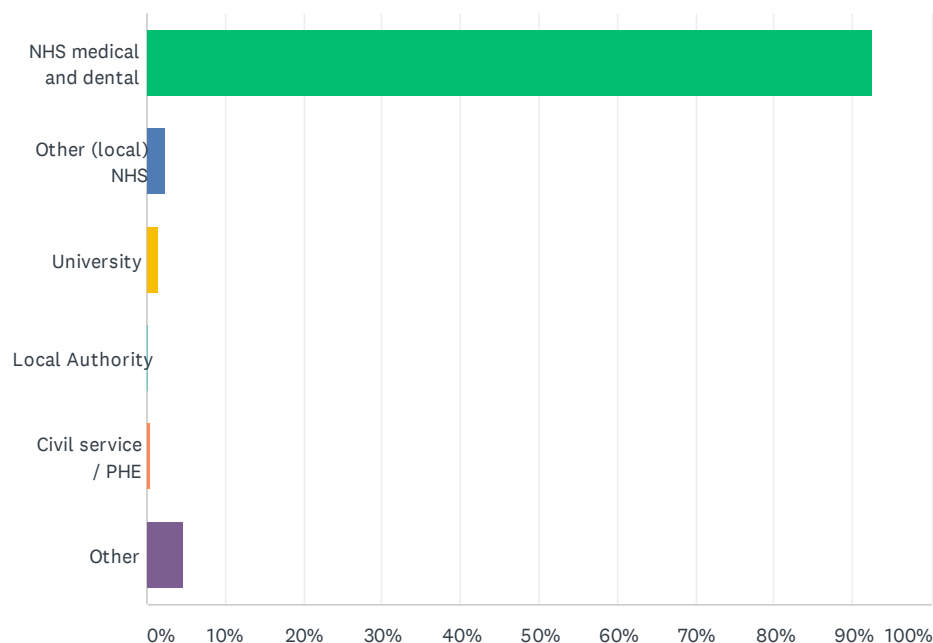
Answered: 2,562



ANSWER CHOICES	RESPONSES	
Fully	46.60%	1,194
Partly - and I received suitable training / induction	8.51%	218
Partly - but I would have liked more training / induction	9.84%	252
Not at all - but I received suitable training / induction	1.37%	35
Not at all - and I received no / insufficient training / induction	3.16%	81
Not relevant - I have not changed roles / worked additional hours	30.52%	782
TOTAL		2,562

What contractual terms and conditions are you currently working under?

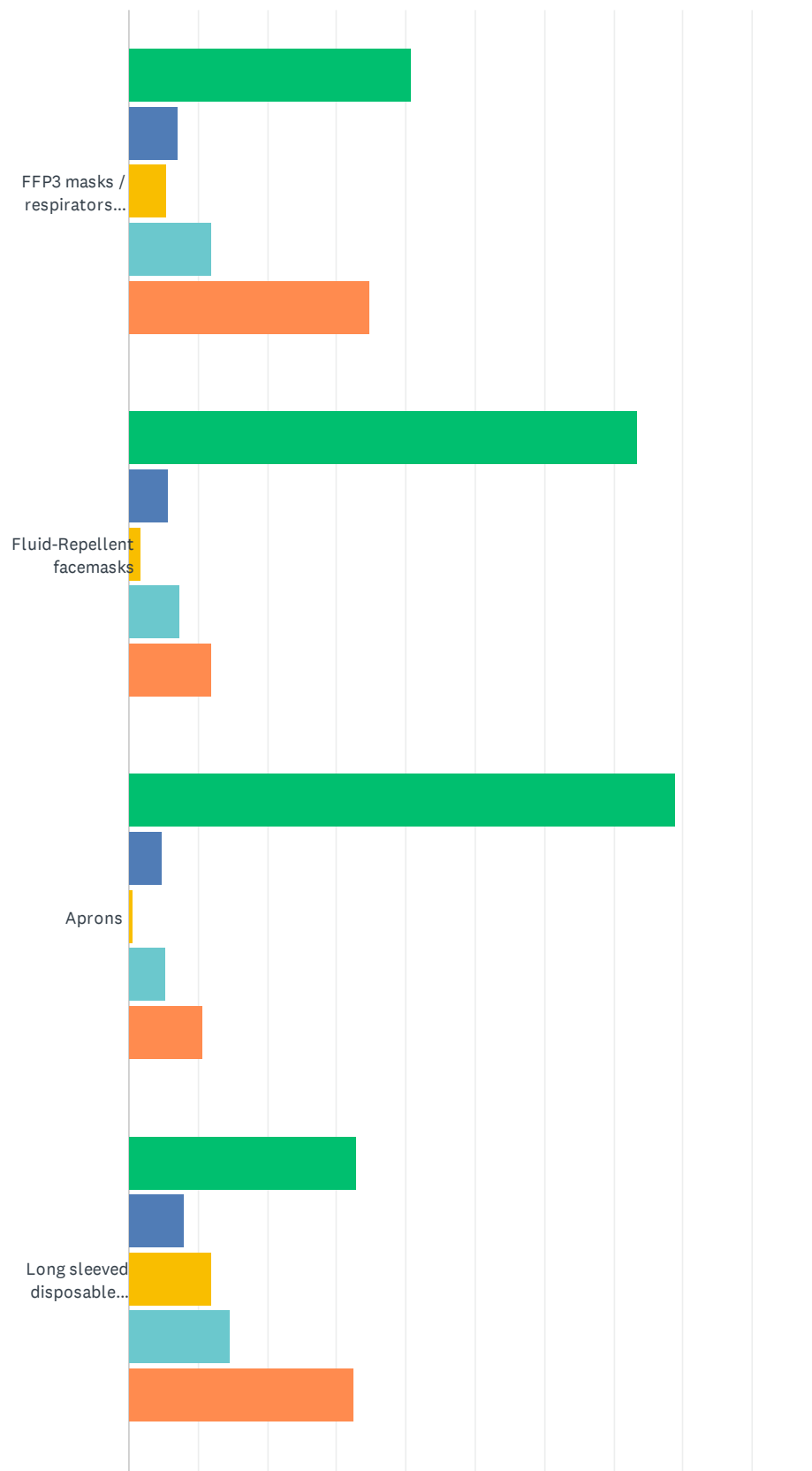
Answered: 2,566

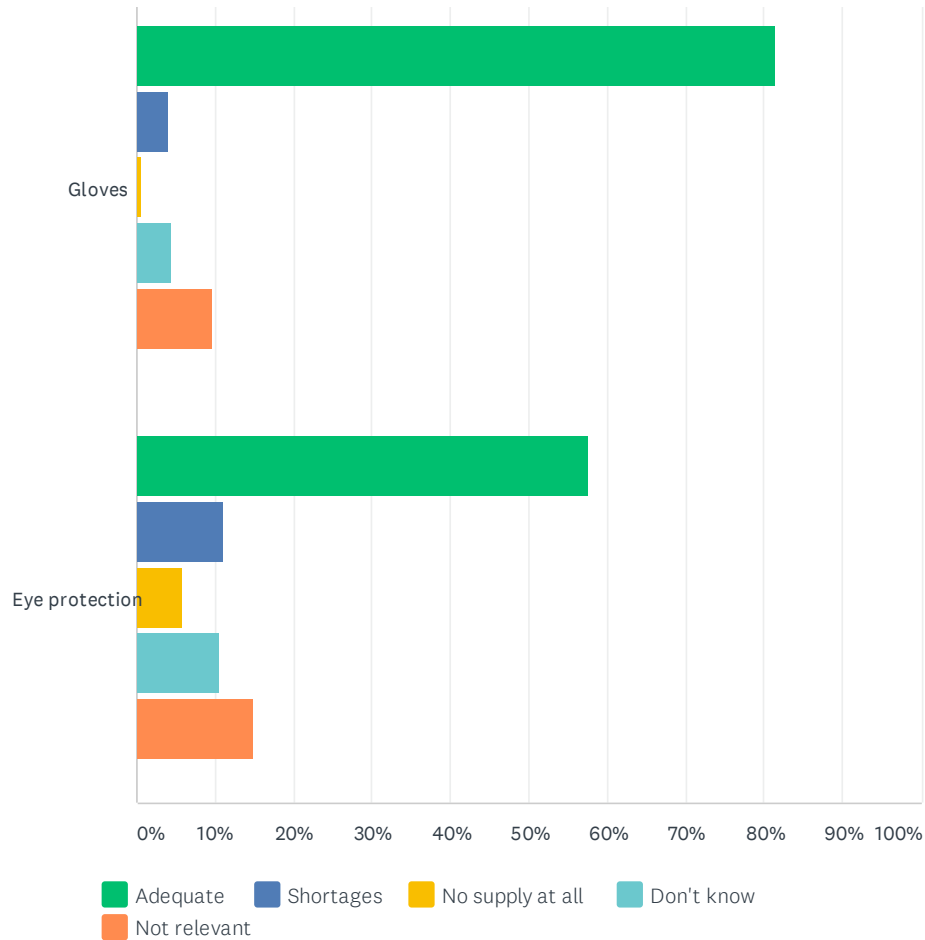


ANSWER CHOICES	RESPONSES	
NHS medical and dental	92.48%	2,373
Other (local) NHS	2.22%	57
University	1.48%	38
Local Authority	0.31%	8
Civil service / PHE	0.35%	9
Other	4.68%	120
Total Respondents: 2,566		

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

Answered: 3,813

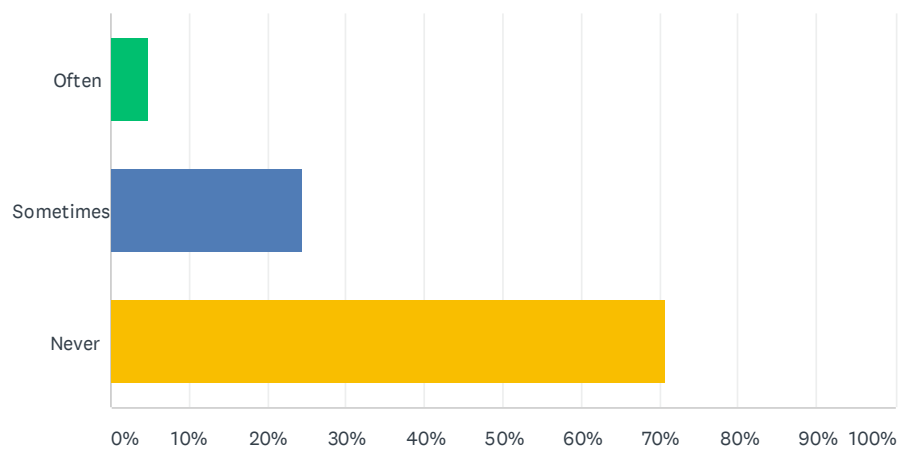




	ADEQUATE	SHORTAGES	NO SUPPLY AT ALL	DON'T KNOW	NOT RELEVANT	TOTAL
FFP3 masks / respirators (for AGP areas)	40.84% 1,548	7.07% 268	5.36% 203	11.90% 451	34.83% 1,320	3,790
Fluid-Repellent facemasks	73.40% 2,790	5.63% 214	1.71% 65	7.29% 277	11.97% 455	3,801
Aprons	78.80% 2,988	4.88% 185	0.58% 22	5.14% 195	10.60% 402	3,792
Long sleeved disposable gowns	32.82% 1,248	8.05% 306	11.97% 455	14.70% 559	32.46% 1,234	3,802
Gloves	81.40% 3,098	3.97% 151	0.60% 23	4.31% 164	9.72% 370	3,806
Eye protection	57.62% 2,193	11.09% 422	5.86% 223	10.48% 399	14.95% 569	3,806

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

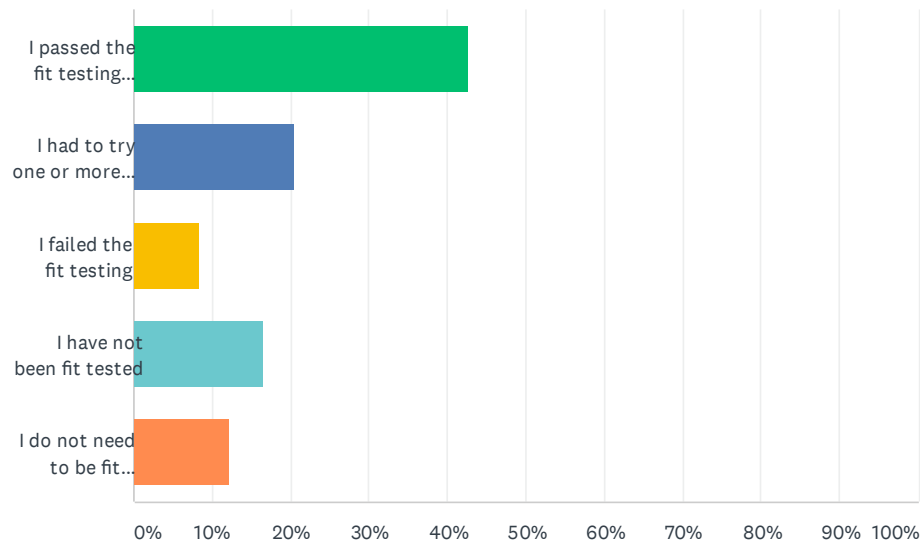
Answered: 3,795



ANSWER CHOICES	RESPONSES	
Often	4.87%	185
Sometimes	24.37%	925
Never	70.75%	2,685
TOTAL		3,795

If you have been fit tested for a mask/respirator, which of the following best describes your experience?

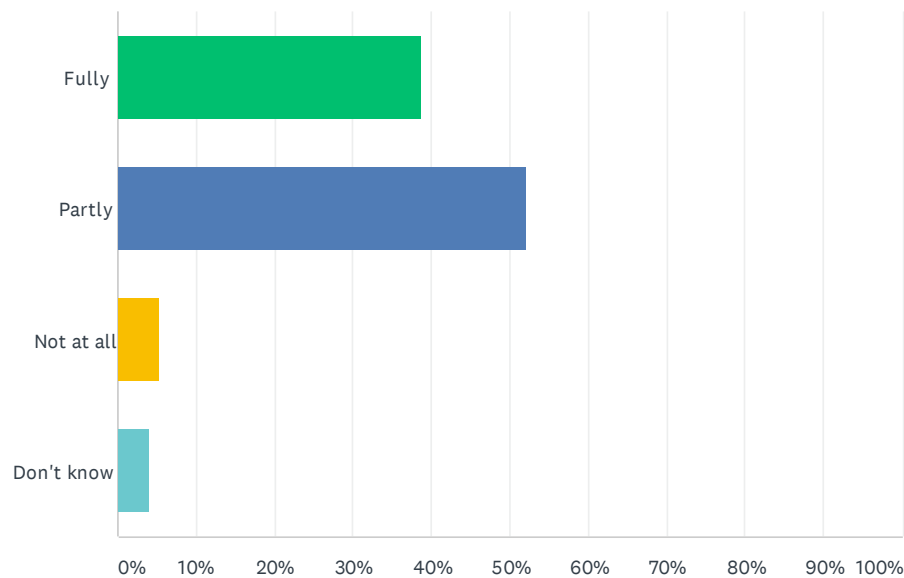
Answered: 2,537



ANSWER CHOICES	RESPONSES	
I passed the fit testing first time	42.65%	1,082
I had to try one or more alternative masks/respirator before passing	20.42%	518
I failed the fit testing	8.28%	210
I have not been fit tested	16.48%	418
I do not need to be fit tested	12.18%	309
TOTAL		2,537

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

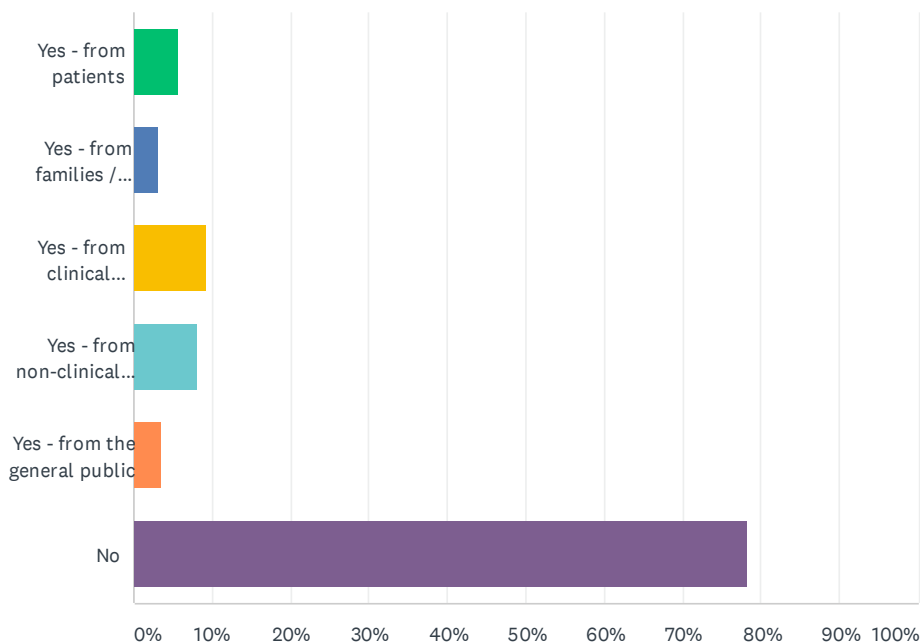
Answered: 3,790



ANSWER CHOICES	RESPONSES	
Fully	38.65%	1,465
Partly	52.14%	1,976
Not at all	5.30%	201
Don't know	3.91%	148
TOTAL		3,790

Within the last two weeks, 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.

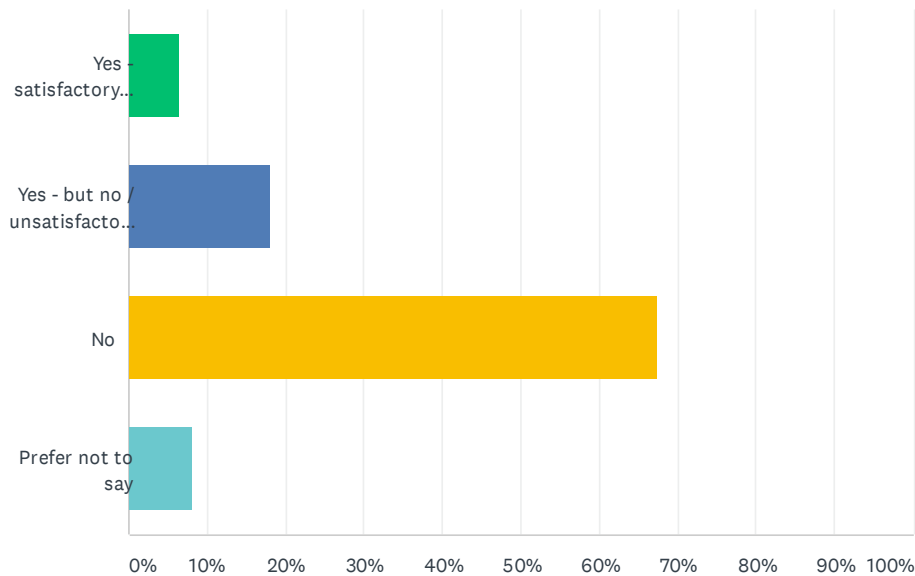
Answered: 3,807



ANSWER CHOICES	RESPONSES	
Yes - from patients	5.65%	215
Yes - from families / friends or patients	3.05%	116
Yes - from clinical colleagues	9.11%	347
Yes - from non-clinical management in my place of work	8.12%	309
Yes - from the general public	3.62%	138
No	78.20%	2,977
Total Respondents: 3,807		

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

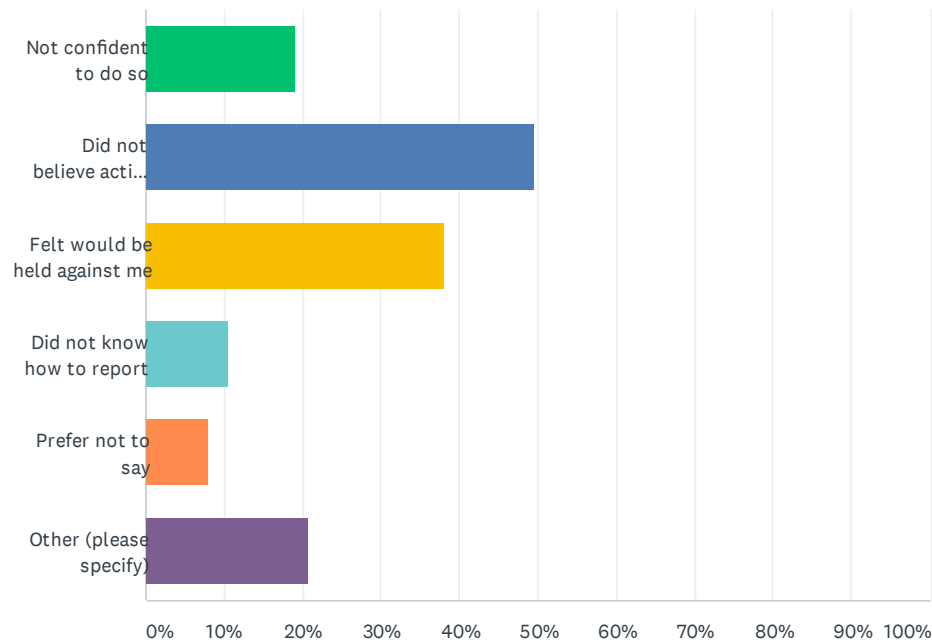
Answered: 838



ANSWER CHOICES	RESPONSES	
Yes - satisfactory action was taken	6.44%	54
Yes - but no / unsatisfactory action taken	17.90%	150
No	67.42%	565
Prefer not to say	8.23%	69
TOTAL		838

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

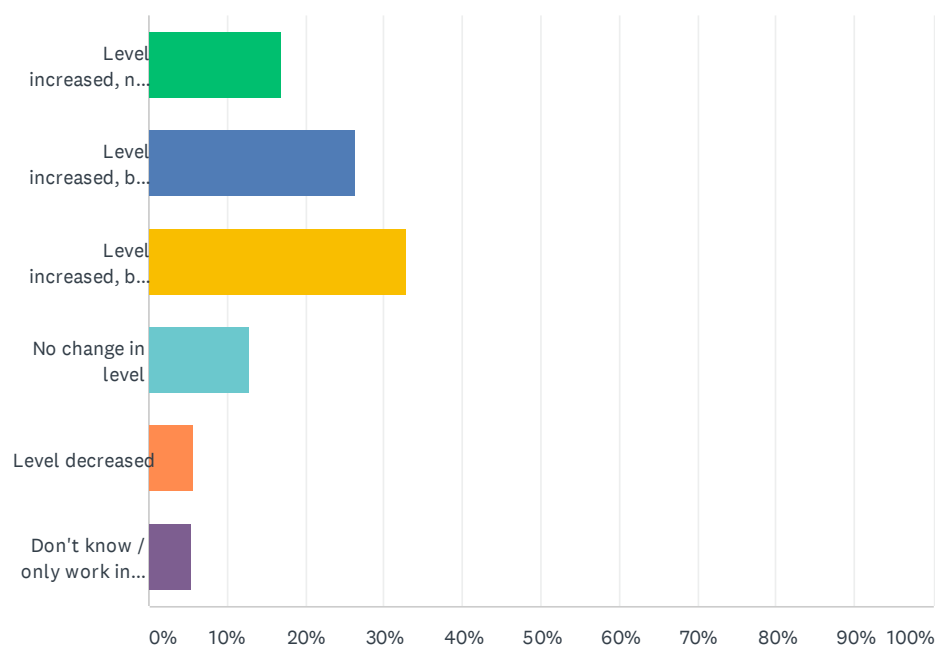
Answered: 560



ANSWER CHOICES	RESPONSES	
Not confident to do so	19.11%	107
Did not believe action would be taken	49.64%	278
Felt would be held against me	38.04%	213
Did not know how to report	10.54%	59
Prefer not to say	8.04%	45
Other (please specify)	20.71%	116
Total Respondents: 560		

Within the last two weeks, what change, if any, have you experienced in the level of non-Covid patient care?

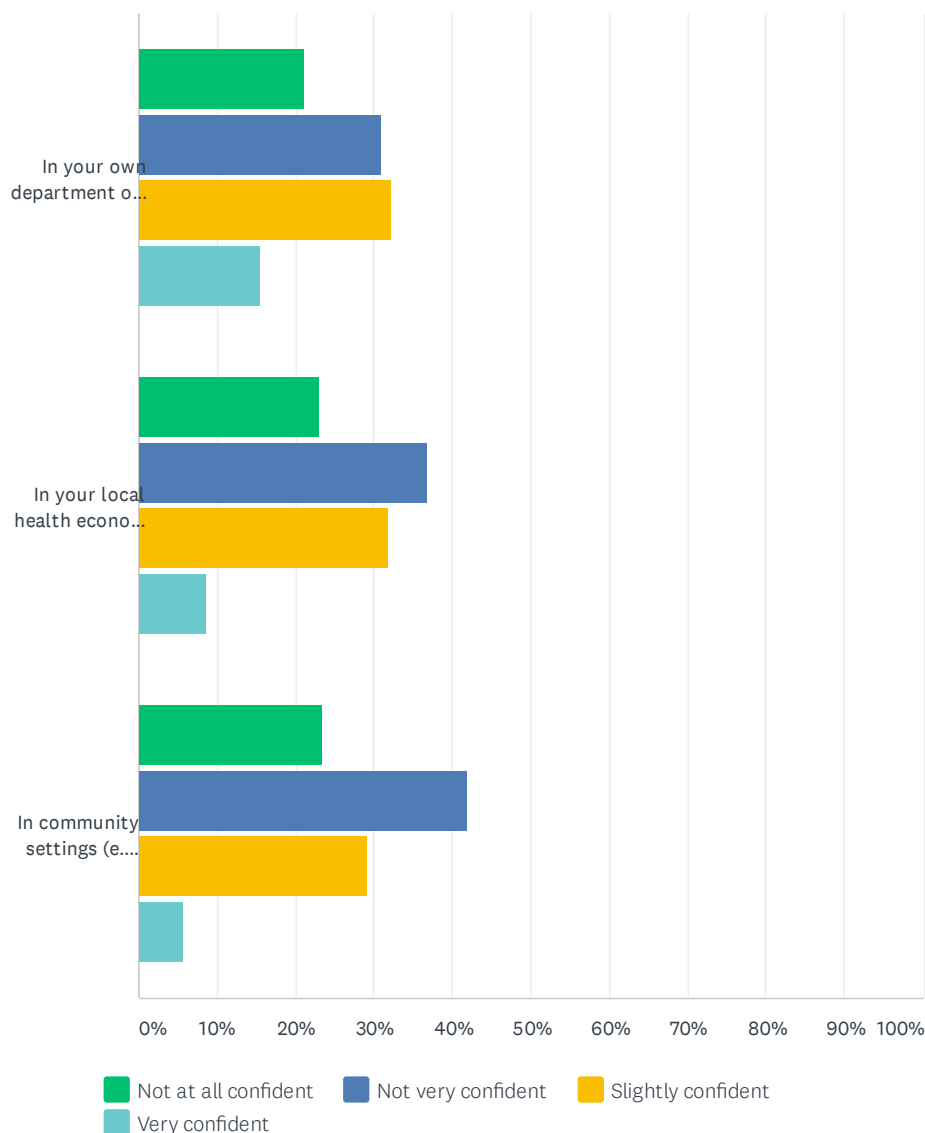
Answered: 3,705



ANSWER CHOICES	RESPONSES	
Level increased, now considerably higher than pre-Covid	16.98%	629
Level increased, back to pre-Covid level	26.29%	974
Level increased, but still at lower level than pre-Covid	32.90%	1,219
No change in level	12.71%	471
Level decreased	5.59%	207
Don't know / only work in Covid areas	5.53%	205
TOTAL		3,705

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

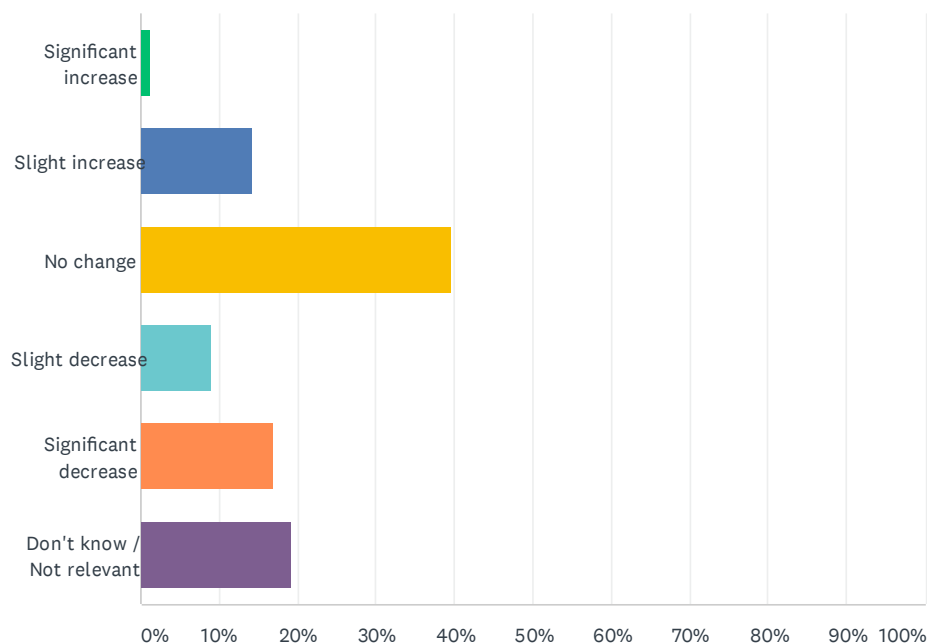
Answered: 3,690



	NOT AT ALL CONFIDENT	NOT VERY CONFIDENT	SLIGHTLY CONFIDENT	VERY CONFIDENT	TOTAL
In your own department or practice	21.22% 782	31.06% 1,145	32.23% 1,188	15.49% 571	3,686
In your local health economy (e.g. accessing diagnostics)	22.96% 838	36.85% 1,345	31.70% 1,157	8.49% 310	3,650
In community settings (e.g. care homes)	23.51% 831	41.82% 1,478	29.00% 1,025	5.66% 200	3,534

Within the last two weeks, have you seen any change in the number of Covid cases?

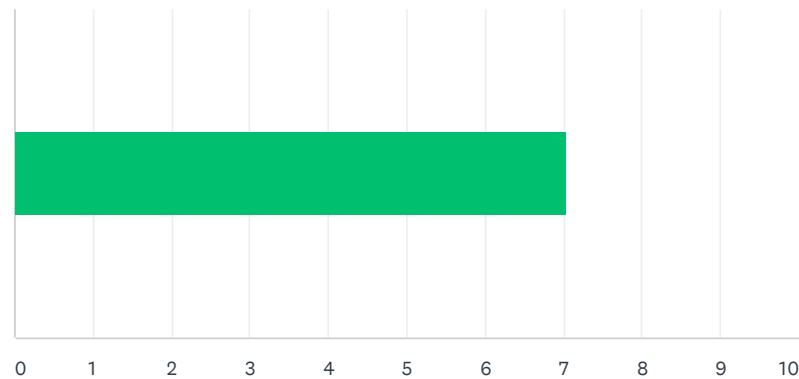
Answered: 3,712



ANSWER CHOICES	RESPONSES	
Significant increase	1.29%	48
Slight increase	14.20%	527
No change	39.47%	1,465
Slight decrease	8.92%	331
Significant decrease	16.92%	628
Don't know / Not relevant	19.21%	713
TOTAL		3,712

Within the last two weeks, what proportion of your time has been spent on seeing or treating patients with Covid symptoms?

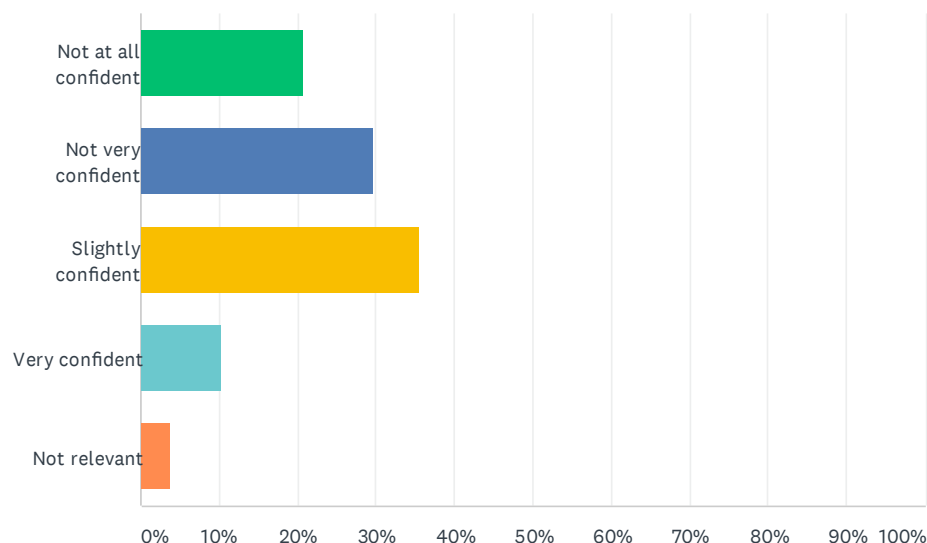
Answered: 3,546



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	24,904	3,547
Total Respondents: 3,546			

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

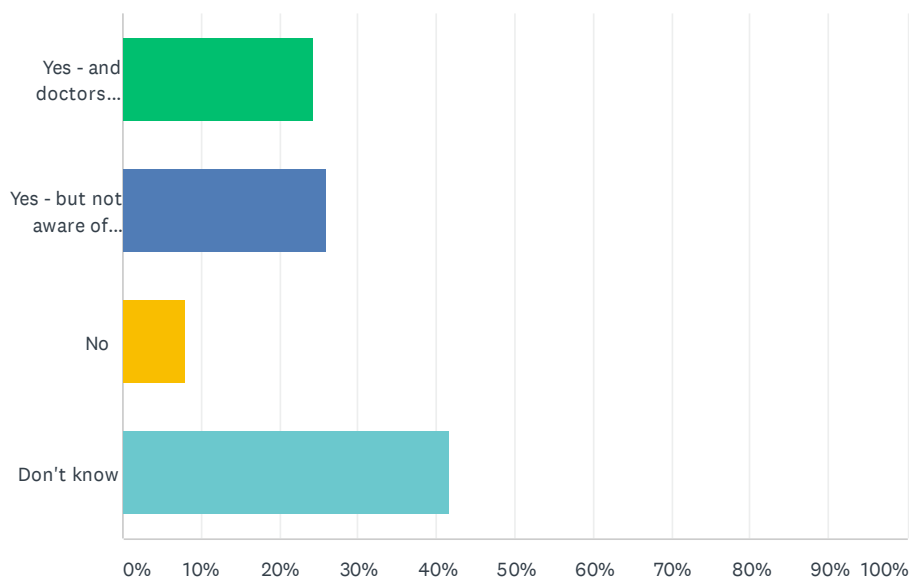
Answered: 3,714



ANSWER CHOICES	RESPONSES	
Not at all confident	20.68%	768
Not very confident	29.81%	1,107
Slightly confident	35.51%	1,319
Very confident	10.18%	378
Not relevant	3.82%	142
TOTAL		3,714

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

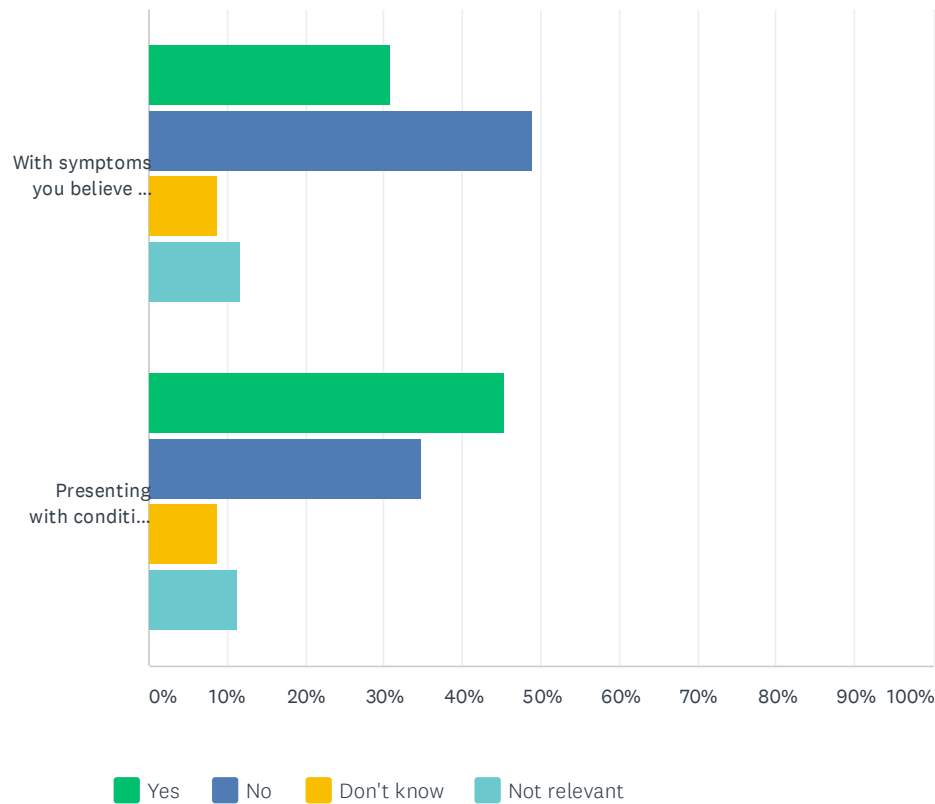
Answered: 3,710



ANSWER CHOICES	RESPONSES	
Yes - and doctors involved in drawing these up	24.37%	904
Yes - but not aware of clinical involvement	26.04%	966
No	7.95%	295
Don't know	41.64%	1,545
TOTAL		3,710

Within the last two weeks, have you seen or treated any patients in the following groups?

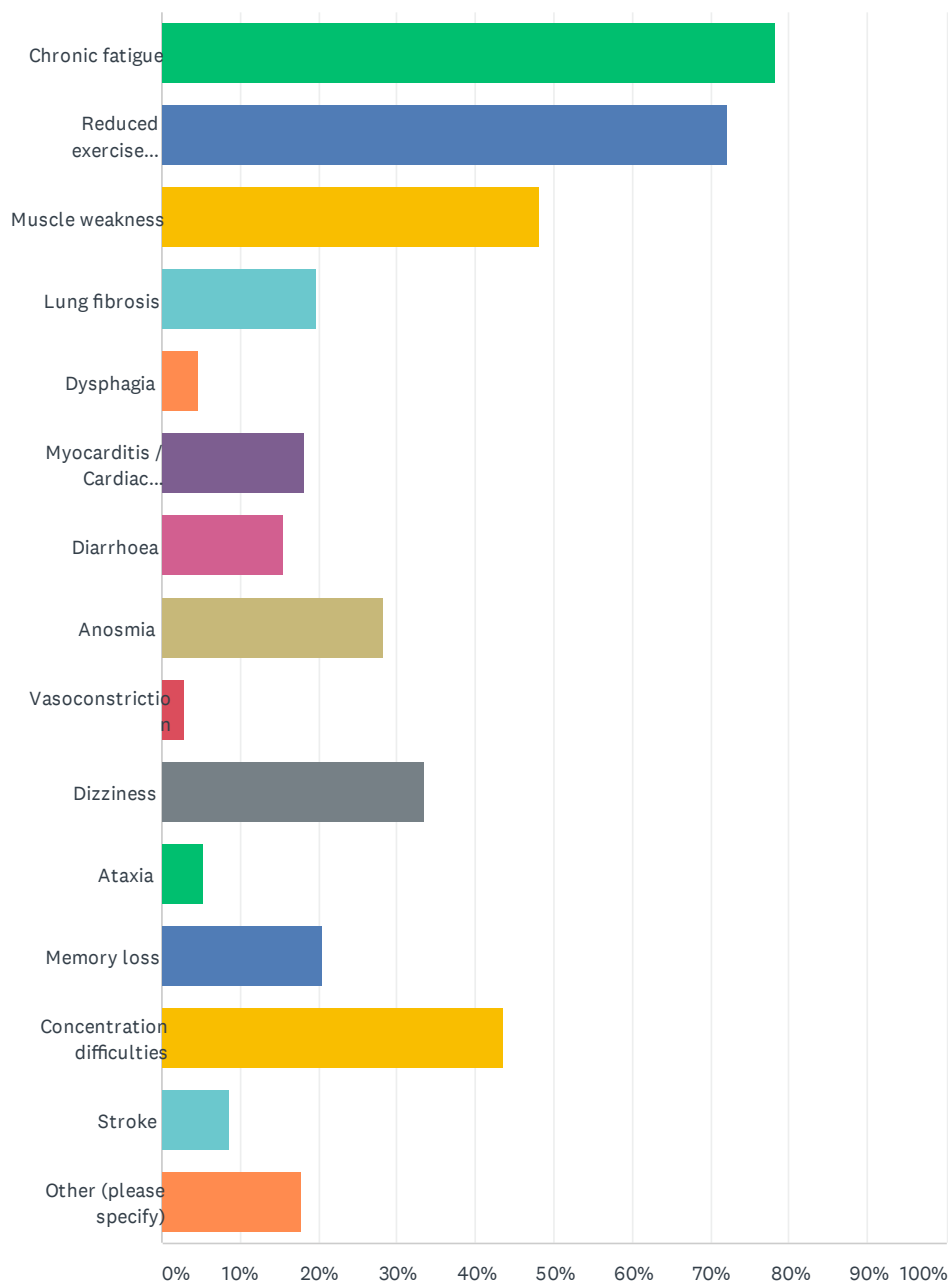
Answered: 3,729



	YES	NO	DON'T KNOW	NOT RELEVANT	TOTAL
With symptoms you believe are a longer-term effect of the patient having had Covid	30.70% 1,144	48.87% 1,821	8.72% 325	11.70% 436	3,726
Presenting with conditions at a later stage (e.g. cancer, heart disease) than you would normally expect	45.30% 1,688	34.73% 1,294	8.72% 325	11.25% 419	3,726

If you have seen or treated patients with continuing or new symptoms that you believe have been caused by Coronavirus, please tick all the symptoms that apply.

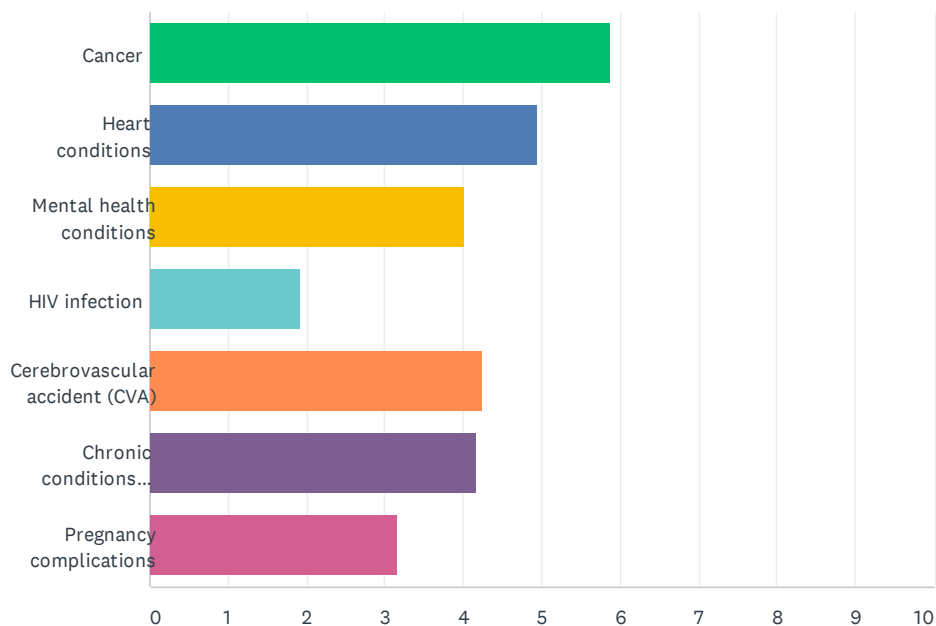
Answered: 1,092



ANSWER CHOICES	RESPONSES	
Chronic fatigue	78.21%	854
Reduced exercise capacity	72.25%	789
Muscle weakness	48.17%	526
Lung fibrosis	19.69%	215
Dysphagia	4.58%	50
Myocarditis / Cardiac problems	18.13%	198
Diarrhoea	15.48%	169
Anosmia	28.21%	308
Vasoconstriction	3.02%	33
Dizziness	33.52%	366
Ataxia	5.31%	58
Memory loss	20.51%	224
Concentration difficulties	43.59%	476
Stroke	8.61%	94
Other (please specify)	17.77%	194
Total Respondents: 1,092		

Please rank the following conditions where patients presented late, in order of which create the most concern for you (where 1 = most concern, 7 = least concern), in terms of patient outcomes and your ability to treat.

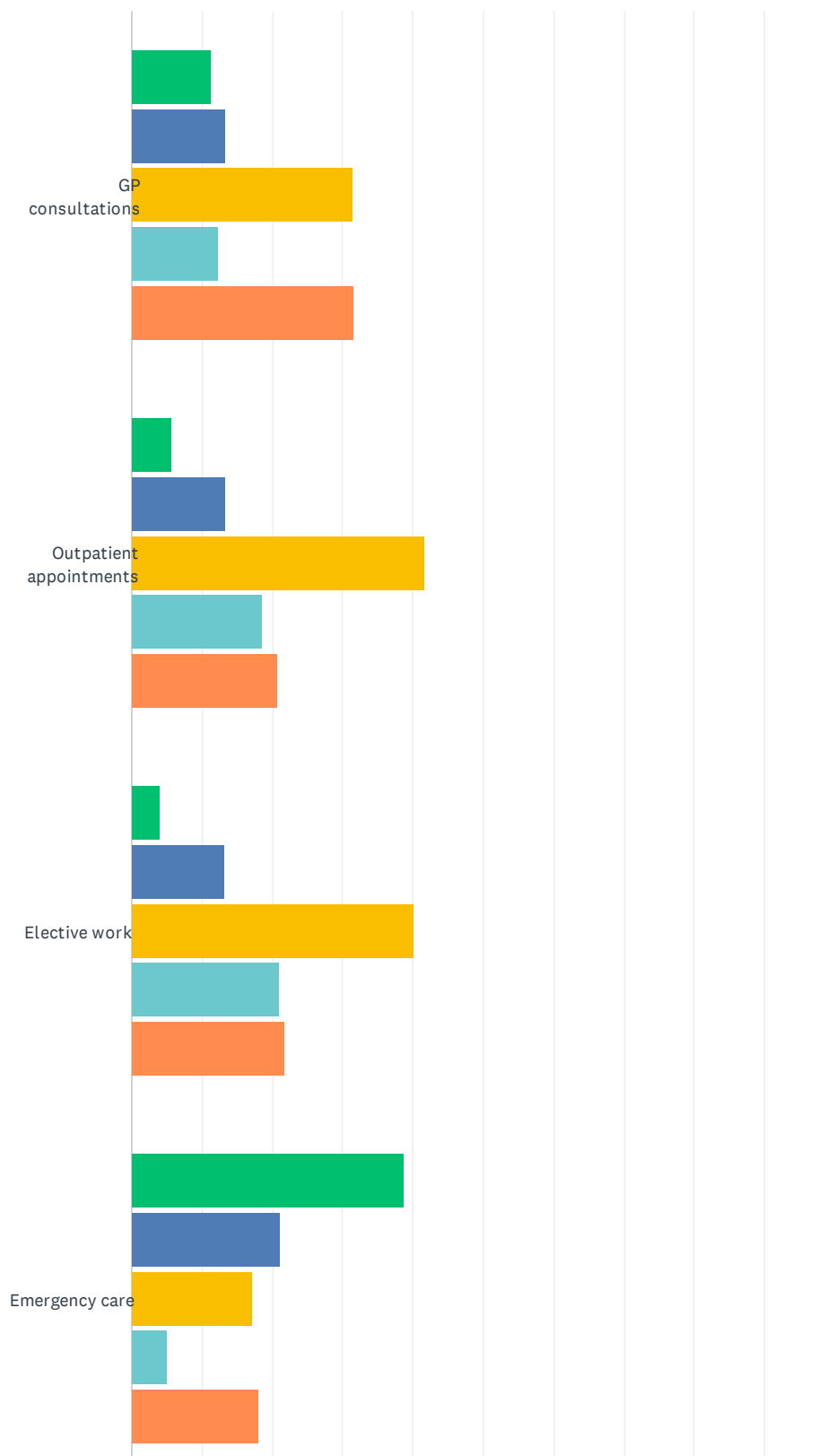
Answered: 1,609

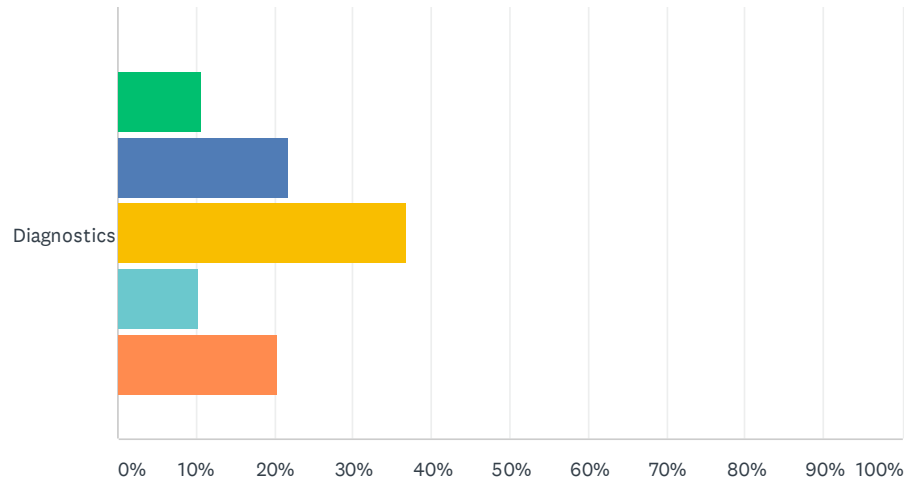


	1	2	3	4	5	6	7	TOTAL	SCORE
Cancer	51.67% 787	18.38% 280	12.02% 183	7.88% 120	5.38% 82	2.43% 37	2.23% 34	1,523	5.87
Heart conditions	15.31% 220	26.30% 378	23.31% 335	16.98% 244	9.95% 143	5.71% 82	2.44% 35	1,437	4.93
Mental health conditions	9.04% 131	14.91% 216	16.84% 244	17.32% 251	20.29% 294	13.25% 192	8.35% 121	1,449	4.02
HIV infection	2.04% 28	2.63% 36	2.85% 39	5.11% 70	9.05% 124	21.97% 301	56.35% 772	1,370	1.92
Cerebrovascular accident (CVA)	10.13% 142	15.55% 218	19.90% 279	18.40% 258	20.11% 282	11.20% 157	4.71% 66	1,402	4.25
Chronic conditions (e.g. diabetes, COPD)	10.59% 154	16.78% 244	17.19% 250	20.56% 299	13.89% 202	11.62% 169	9.35% 136	1,454	4.17
Pregnancy complications	6.76% 93	7.56% 104	8.28% 114	12.21% 168	18.17% 250	31.18% 429	15.84% 218	1,376	3.16

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

Answered: 3,578



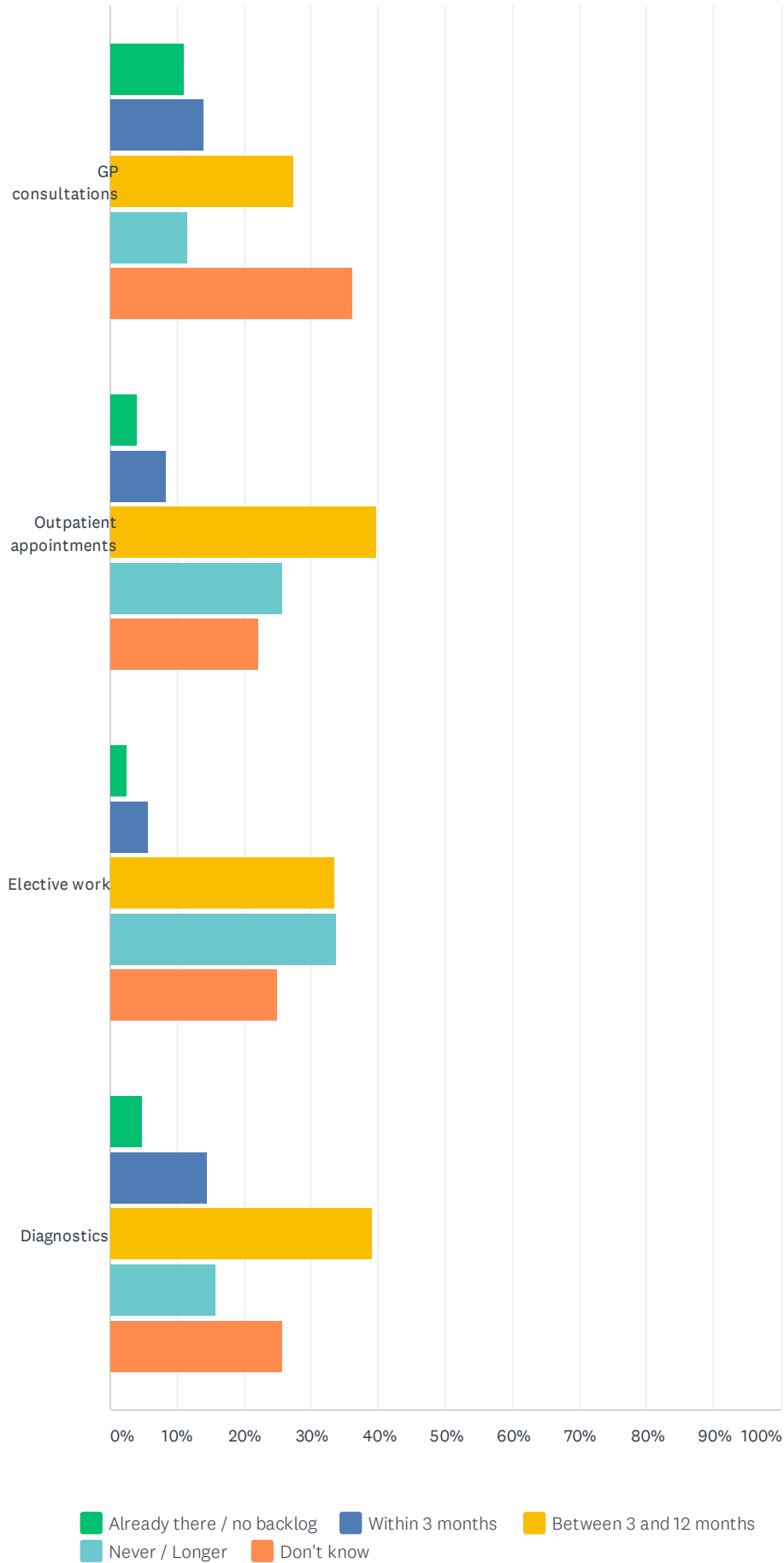


■ Already there
 ■ Within 3 months
 ■ Between 3 and 12 months
■ Never / Longer
 ■ Don't know

	ALREADY THERE	WITHIN 3 MONTHS	BETWEEN 3 AND 12 MONTHS	NEVER / LONGER	DON'T KNOW	TOTAL
GP consultations	11.40% 396	13.39% 465	31.32% 1,088	12.38% 430	31.52% 1,095	3,474
Outpatient appointments	5.59% 196	13.35% 468	41.68% 1,461	18.63% 653	20.74% 727	3,505
Elective work	4.01% 140	13.09% 457	40.09% 1,400	21.02% 734	21.79% 761	3,492
Emergency care	38.79% 1,355	21.04% 735	17.15% 599	5.10% 178	17.92% 626	3,493
Diagnostics	10.72% 374	21.83% 762	36.79% 1,284	10.34% 361	20.32% 709	3,490

Assuming there are no future Covid spikes, how quickly, if at all, do you believe your department / practice / place of work / local health economy will clear any backlog / waiting lists of patients who would otherwise have been seen or treated during the pandemic period?

Answered: 3,563

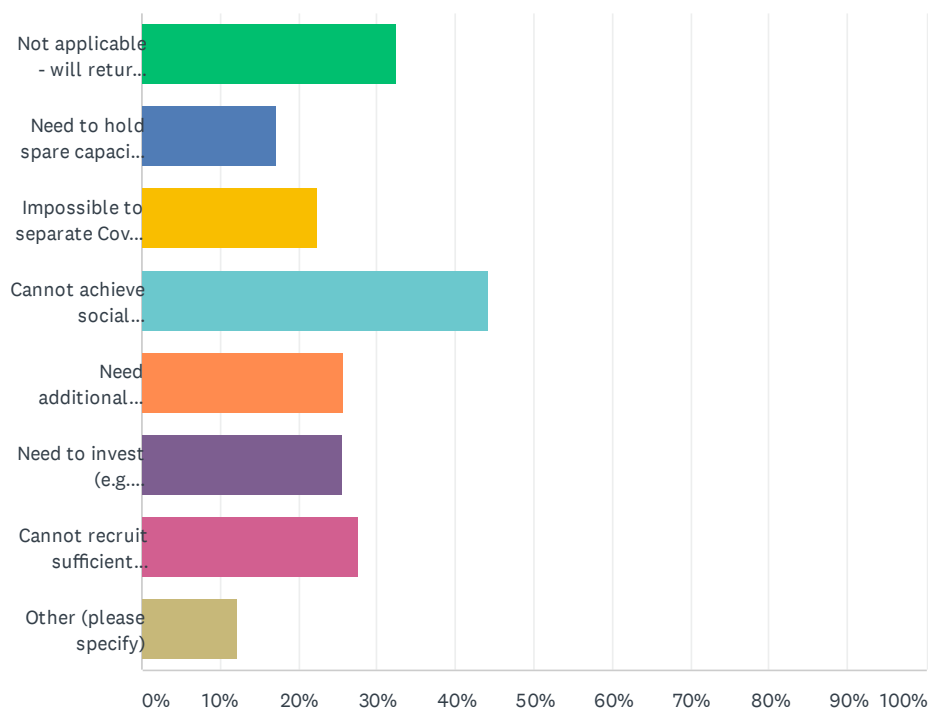


	ALREADY THERE / NO BACKLOG	WITHIN 3 MONTHS	BETWEEN 3 AND 12 MONTHS	NEVER / LONGER	DON'T KNOW	TOTAL
GP consultations	10.99% 383	13.92% 485	27.47% 957	11.48% 400	36.14% 1,259	3,484
Outpatient appointments	4.00% 140	8.35% 292	39.75% 1,391	25.66% 898	22.23% 778	3,499
Elective work	2.44% 85	5.74% 200	33.39% 1,164	33.59% 1,171	24.84% 866	3,486
Diagnostics	4.84% 169	14.47% 505	39.15% 1,366	15.76% 550	25.77% 899	3,489

If you have stated that you will not return to full capacity
backlog within one year, why is this?

or clear any

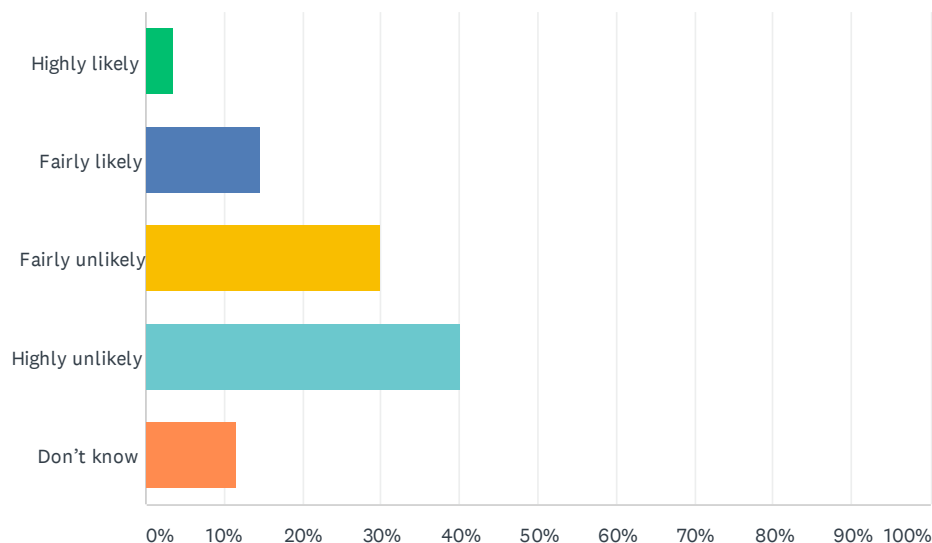
Answered: 3,193



ANSWER CHOICES	RESPONSES	
Not applicable - will return to full capacity and clear any backlog within one year	32.51%	1,038
Need to hold spare capacity to manage surges	17.13%	547
Impossible to separate Covid from non-Covid patient flows	22.42%	716
Cannot achieve social distancing at full capacity	44.13%	1,409
Need additional recurrent revenue funding to cover running costs	25.74%	822
Need to invest (e.g. equipment, buildings) but no capital funding	25.46%	813
Cannot recruit sufficient clinical staff	27.56%	880
Other (please specify)	12.09%	386
Total Respondents: 3,193		

The NHS in England has recently been set targets for returning to 'near normal' levels of activity over the summer and autumn this year, including: Returning to 80% of normal activity levels for outpatient/daycase procedures, rising to 90% in October Returning to 100% of last year's activity for first outpatient attendances and follow-ups (face to face or virtually) from September How likely is it in your view that services in your local area will be able to achieve these targets?

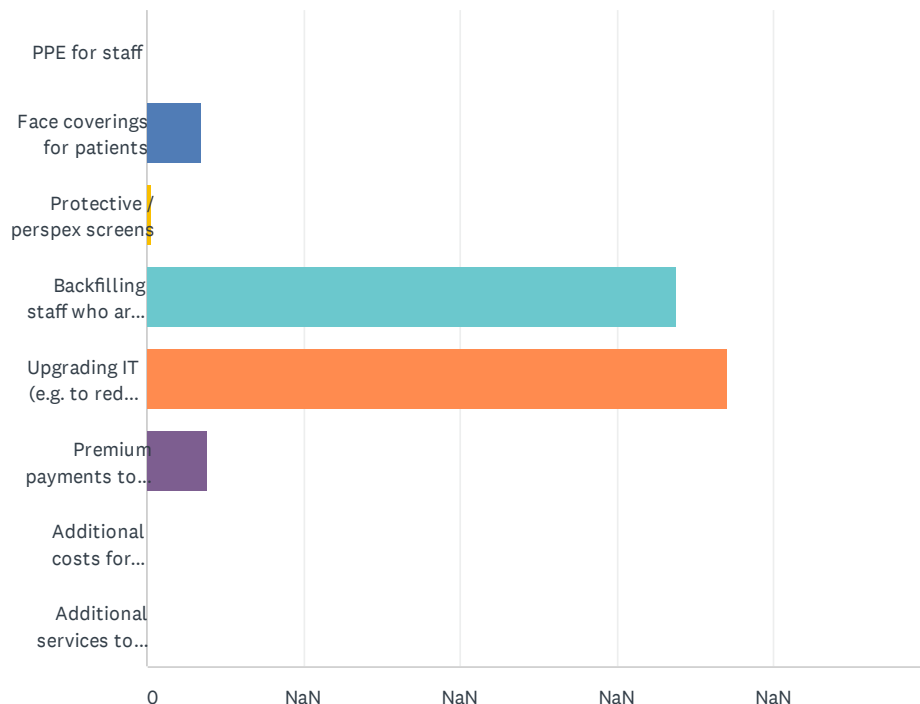
Answered: 3,326



ANSWER CHOICES	RESPONSES	
Highly likely	3.58%	119
Fairly likely	14.70%	489
Fairly unlikely	29.98%	997
Highly unlikely	40.26%	1,339
Don't know	11.49%	382
TOTAL		3,326

What additional costs (in pounds) has your practice incurred during the pandemic between March and the end of July for any of the following expenses? Please only quantify costs over and above those you would have incurred in normal operation. Please only include cost of staff time if this required additional payment to be made to those staff (e.g. overtime) Enter an amount as a number and without a pound sign, or enter 0 or leave blank if no additional costs or not relevant.

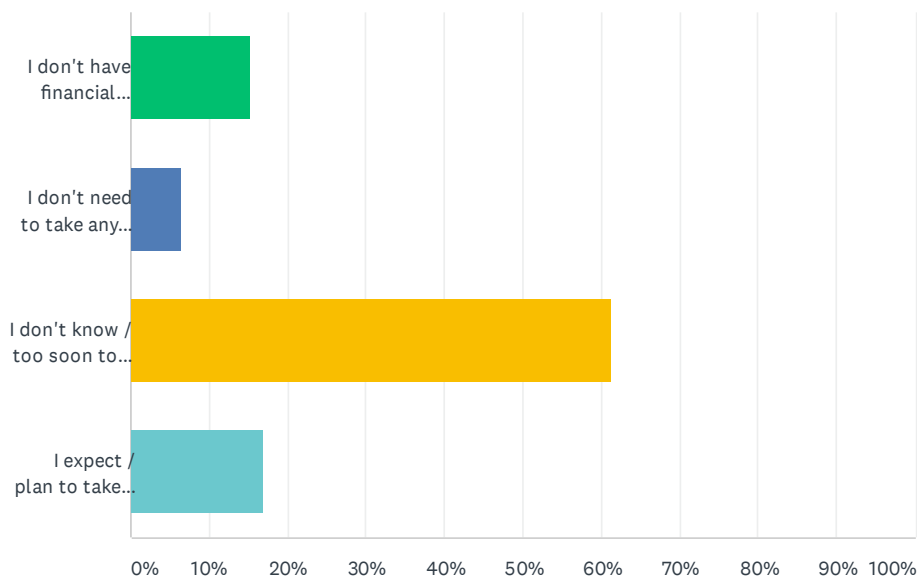
Answered: 369



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONDENTS
PPE for staff	332,225,913,621,262,400,000,000,000,000,000	99,999,999,999,999,980,000,000,000,000,000,000	
Face coverings for patients	34,722,222,222,222,214,000,000,000,000,000,000	9,999,999,999,999,998,000,000,000,000,000,000,000	
Protective / perspex screens	3,164,556,962,025,315,500,000,000,000,000,000,000	999,999,999,999,999,800,000,000,000,000,000,000,000	
Backfilling staff who are shielding / self-isolating	337,837,837,837,837,800,000,000,000,000,000,000,000	99,999,999,999,999,980,000,000,000,000,000,000,000	
Upgrading IT (e.g. to reduce login time)	370,370,370,370,370,300,000,000,000,000,000,000,000	99,999,999,999,999,980,000,000,000,000,000,000,000	
Premium payments to recruit staff	38,759,689,922,480,610,000,000,000,000,000,000,000	9,999,999,999,999,998,000,000,000,000,000,000,000,000	
Additional costs for public holiday opening	317,460,317,460,317,400,000,000,000,000,000,000,000	99,999,999,999,999,980,000,000,000,000,000,000,000	
Additional services to care homes	38,022,813,688,212,920,000,000,000,000,000,000,000	9,999,999,999,999,998,000,000,000,000,000,000,000,000	
Total Respondents: 369			

As a result of any changes to your practice income during the pandemic, what actions, if any, do you expect to have to take within the next 6 months to ensure your practice remains financially sustainable?

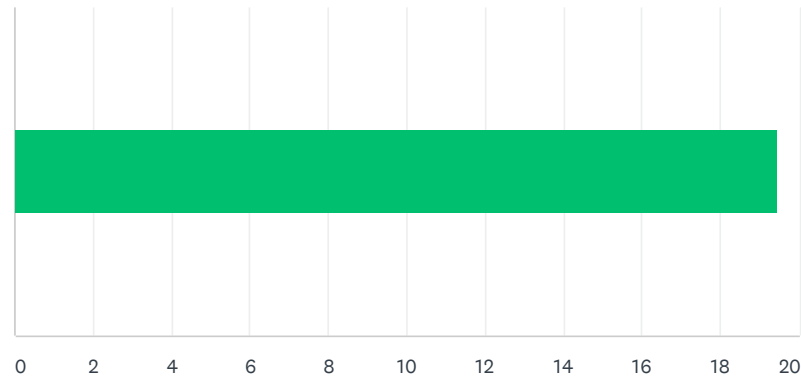
Answered: 1,002



ANSWER CHOICES	RESPONSES	
I don't have financial sustainability concerns	15.27%	153
I don't need to take any actions to address any financial concerns	6.49%	65
I don't know / too soon to tell / not involved in practice finance decisions	61.38%	615
I expect / plan to take the following actions to address financial sustainability concerns (please specify)	16.87%	169
TOTAL		1,002

Within the last two weeks, what proportion of your patient consultations has taken place face-to-face (e.g. in your surgery)?

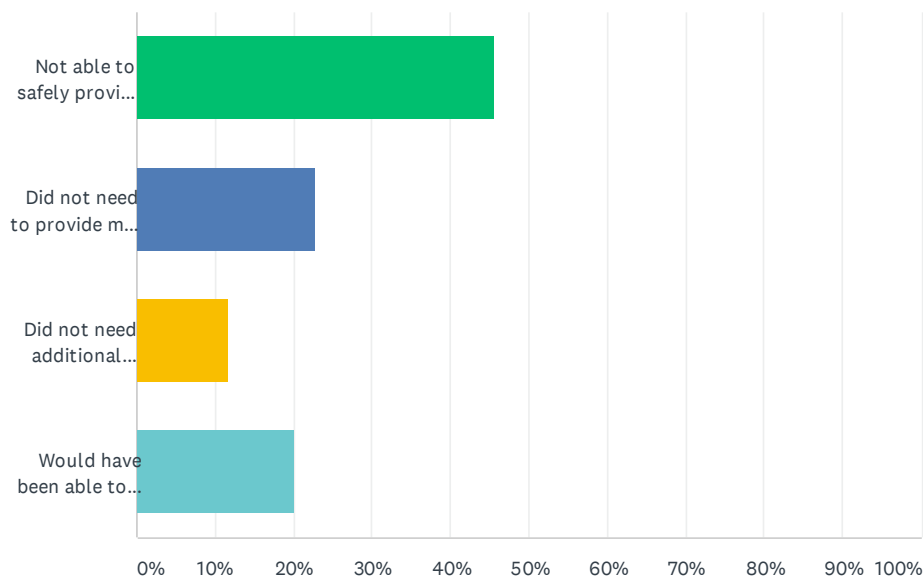
Answered: 1,065



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	19	20,709	1,065
Total Respondents: 1,065			

Which services, if any, would you have been able to safely provide / provide more of in the period since March had additional Covid funding been available to help manage infection risks?

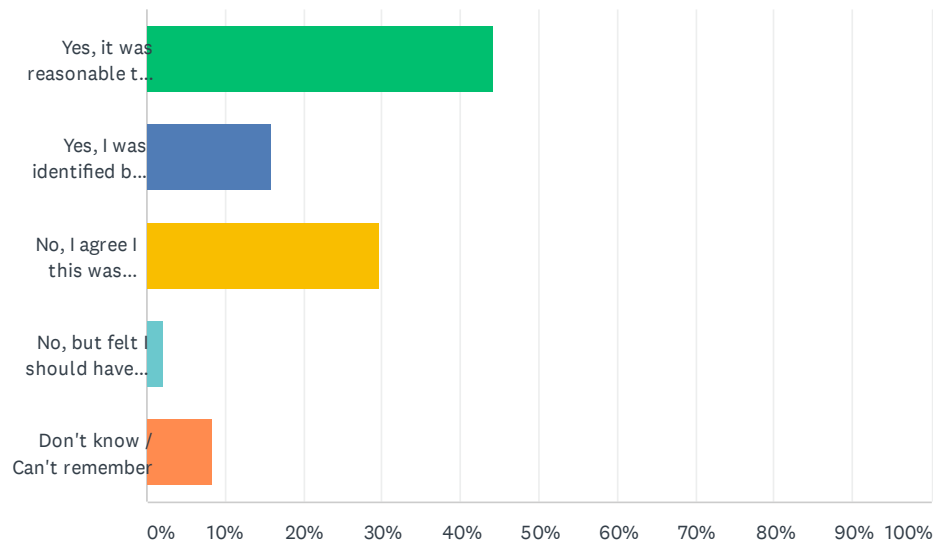
Answered: 903



ANSWER CHOICES	RESPONSES	
Not able to safely provide more even with funding	45.63%	412
Did not need to provide more services	22.70%	205
Did not need additional funding to be able to provide safely	11.63%	105
Would have been able to provide these services with additional funding (please specify)	20.04%	181
TOTAL		903

Did the GMC identify you as suitable doctor to return to the NHS to work during the Covid crisis?

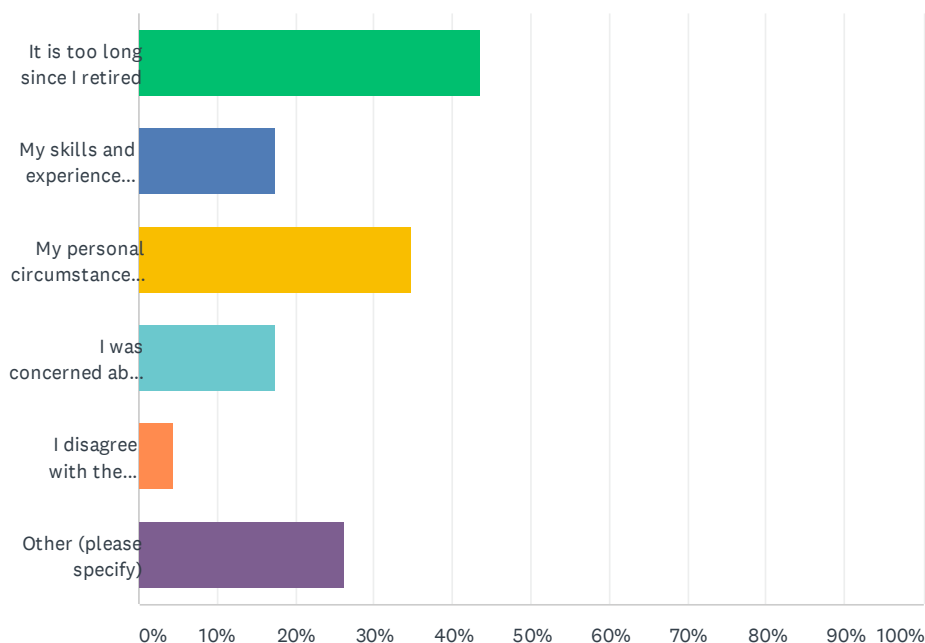
Answered: 145



ANSWER CHOICES	RESPONSES	
Yes, it was reasonable to identify me	44.14%	64
Yes, I was identified but feel this was not appropriate	15.86%	23
No, I agree I this was correct	29.66%	43
No, but felt I should have been	2.07%	3
Don't know / Can't remember	8.28%	12
TOTAL		145

Why did you feel it was inappropriate for you to return to work in the NHS during the Covid crisis?

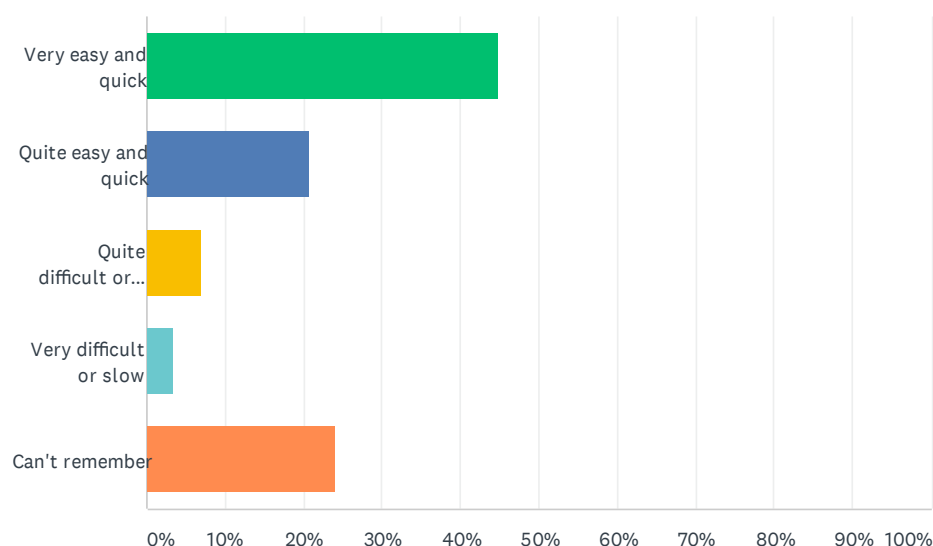
Answered: 23



ANSWER CHOICES	RESPONSES	
It is too long since I retired	43.48%	10
My skills and experience would not have been relevant	17.39%	4
My personal circumstances would not allow me to return	34.78%	8
I was concerned about my personal safety	17.39%	4
I disagree with the principle of asking retirees to return	4.35%	1
Other (please specify)	26.09%	6
Total Respondents: 23		

How easy and quick was the GMC re-registration process?

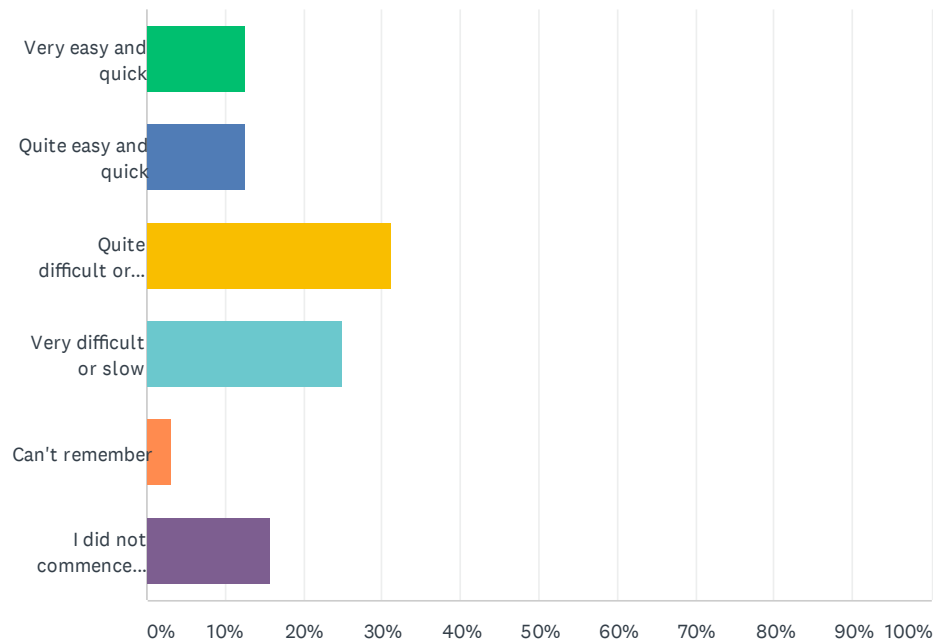
Answered: 29



ANSWER CHOICES	RESPONSES	
Very easy and quick	44.83%	13
Quite easy and quick	20.69%	6
Quite difficult or slow	6.90%	2
Very difficult or slow	3.45%	1
Can't remember	24.14%	7
TOTAL		29

How easy and quick was the re-employment process into your Covid place of work?

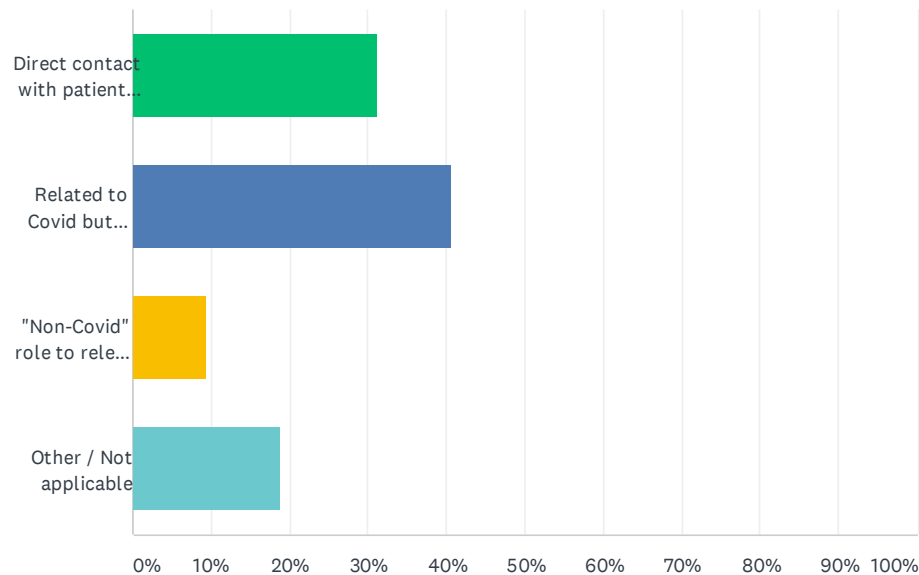
Answered: 32



ANSWER CHOICES	RESPONSES	
Very easy and quick	12.50%	4
Quite easy and quick	12.50%	4
Quite difficult or slow	31.25%	10
Very difficult or slow	25.00%	8
Can't remember	3.13%	1
I did not commence re-employment	15.63%	5
TOTAL		32

How would you best describe your role during the pandemic?

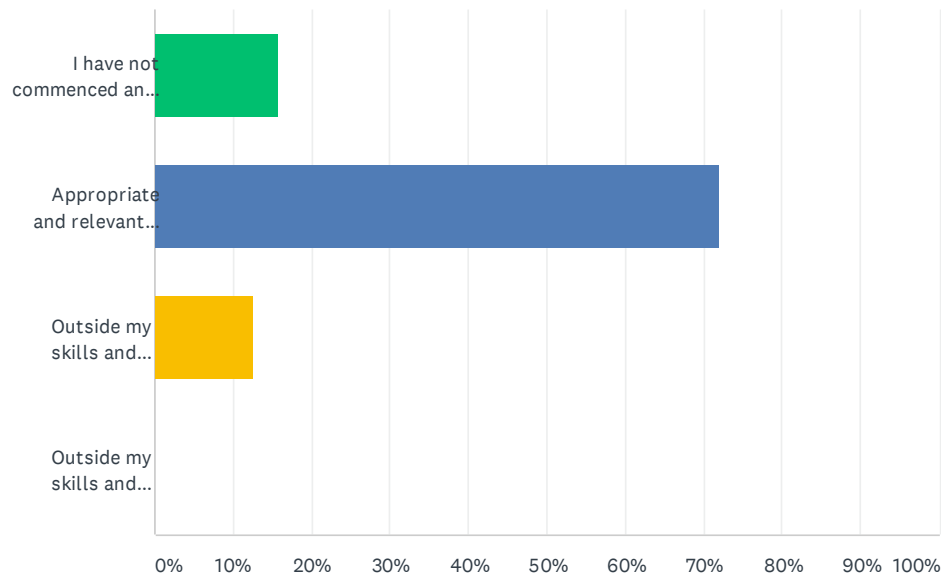
Answered: 32



ANSWER CHOICES	RESPONSES	
Direct contact with patients who may have Coronavirus	31.25%	10
Related to Covid but without direct patient contact	40.63%	13
"Non-Covid" role to release other staff	9.38%	3
Other / Not applicable	18.75%	6
TOTAL		32

How appropriate was the work you have been given?

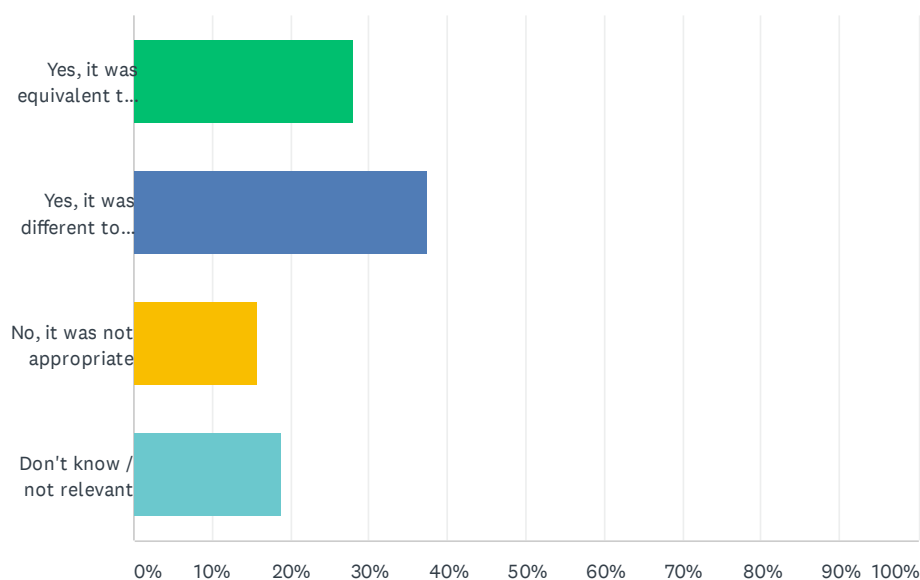
Answered: 32



ANSWER CHOICES	RESPONSES	
I have not commenced any work	15.63%	5
Appropriate and relevant to my skills and experience	71.88%	23
Outside my skills and experience, but I received appropriate training and support	12.50%	4
Outside my skills and experience, and insufficient training and support given	0.00%	0
TOTAL		32

In your opinion, was your level of pay appropriate to your role during the pandemic?

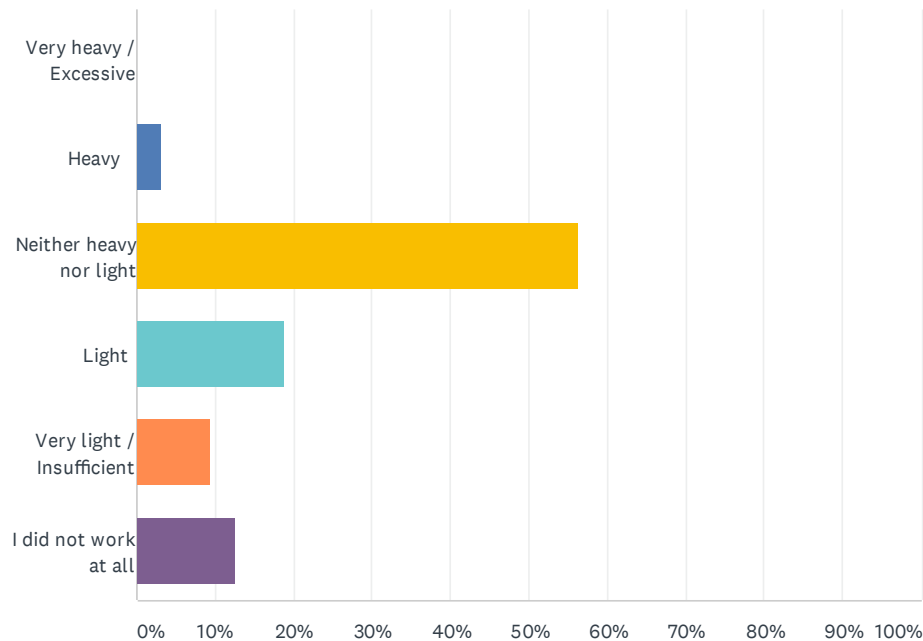
Answered: 32



ANSWER CHOICES	RESPONSES	
Yes, it was equivalent to my pay pre-retirement	28.13%	9
Yes, it was different to my pre-retirement pay but appropriate for the role	37.50%	12
No, it was not appropriate	15.63%	5
Don't know / not relevant	18.75%	6
TOTAL		32

On average across the period you worked, how would you describe your workload?

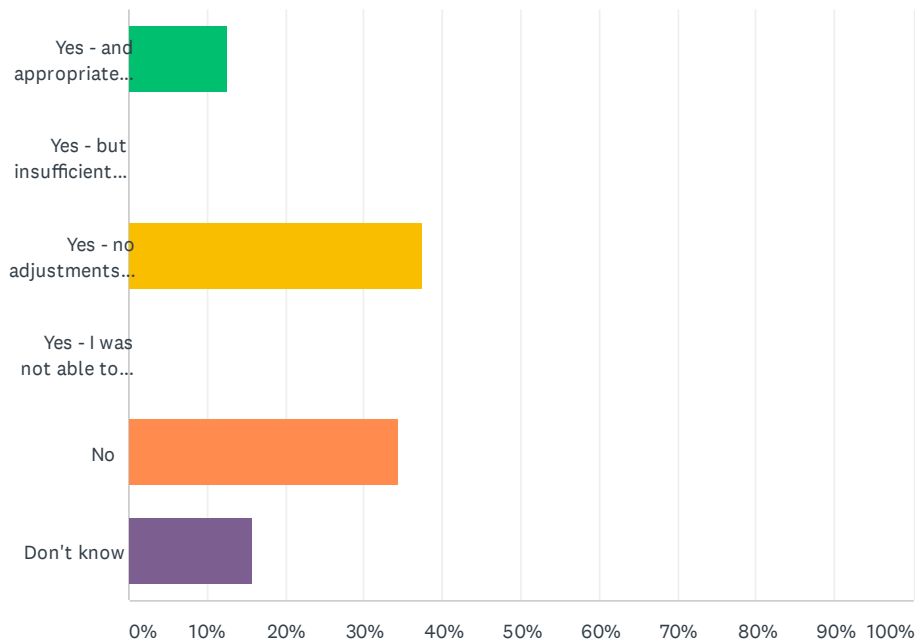
Answered: 32



ANSWER CHOICES	RESPONSES	
Very heavy / Excessive	0.00%	0
Heavy	3.13%	1
Neither heavy nor light	56.25%	18
Light	18.75%	6
Very light / Insufficient	9.38%	3
I did not work at all	12.50%	4
TOTAL		32

Were you risk assessed as part of your return to work?

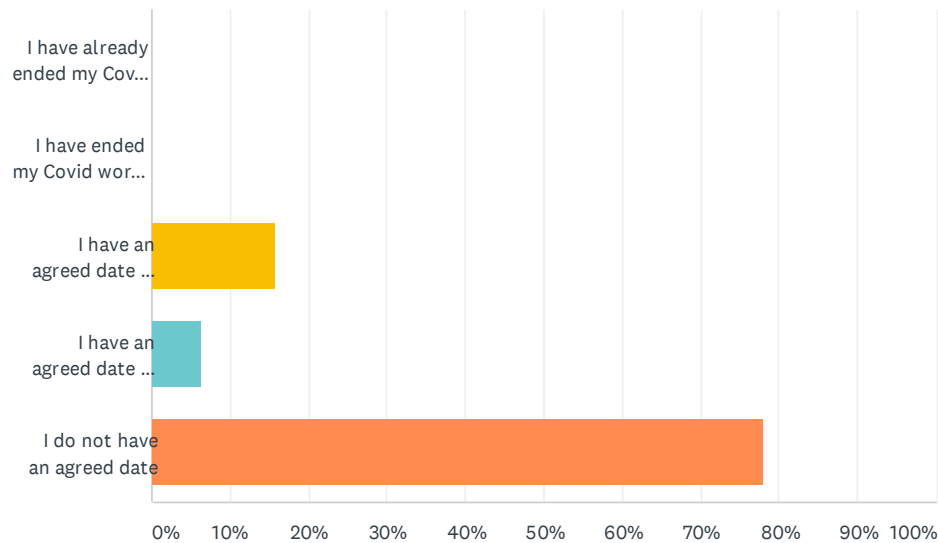
Answered: 32



ANSWER CHOICES	RESPONSES	
Yes - and appropriate adjustments were made	12.50%	4
Yes - but insufficient / no adjustments were made	0.00%	0
Yes - no adjustments needed	37.50%	12
Yes - I was not able to commence work	0.00%	0
No	34.38%	11
Don't know	15.63%	5
TOTAL		32

Do you have an agreed date when our Covid work will end?

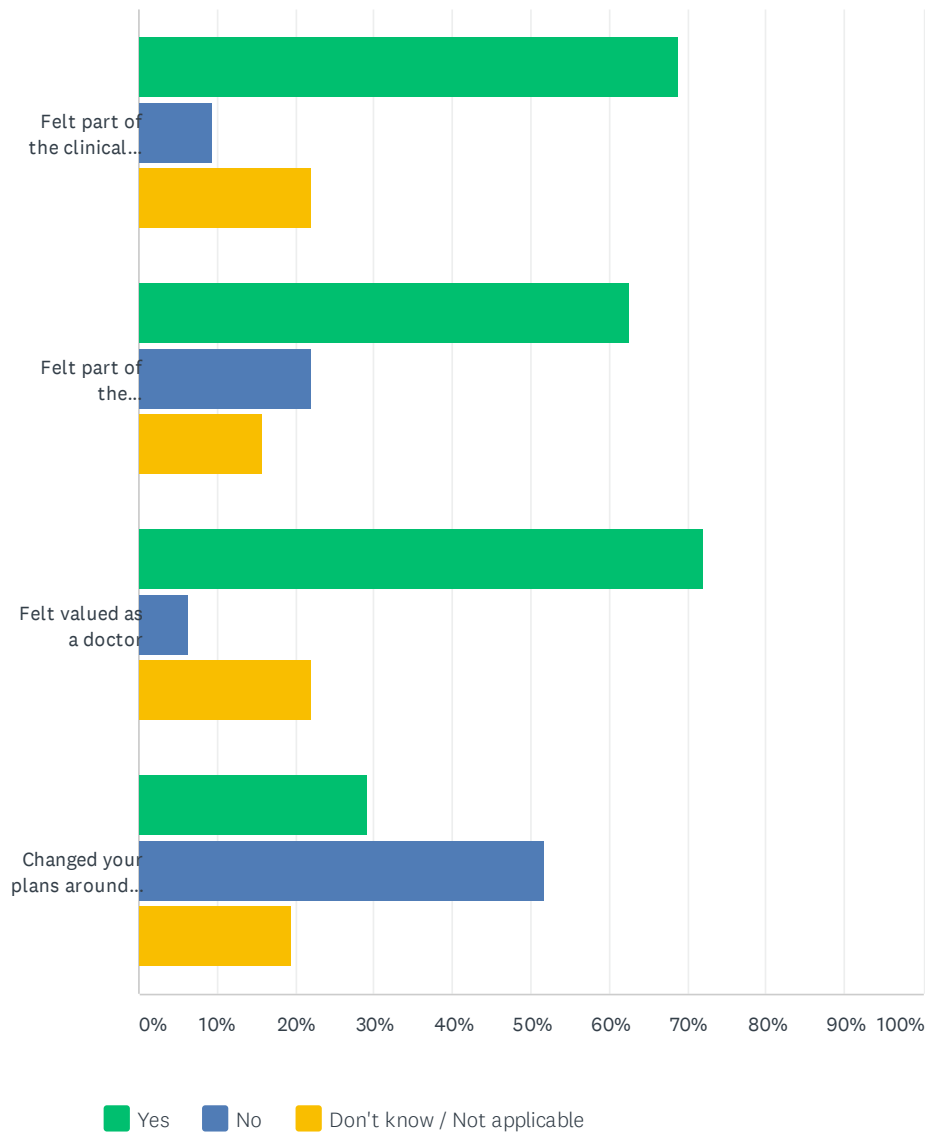
Answered: 32



ANSWER CHOICES	RESPONSES	
I have already ended my Covid work and returned to retirement / previous role	0.00%	0
I have ended my Covid work but continue to work in the NHS	0.00%	0
I have an agreed date and intend to return to retirement / previous role	15.63%	5
I have an agreed date but plan to continue working in NHS	6.25%	2
I do not have an agreed date	78.13%	25
TOTAL		32

During this period of return to working in the NHS, have you?

Answered: 32



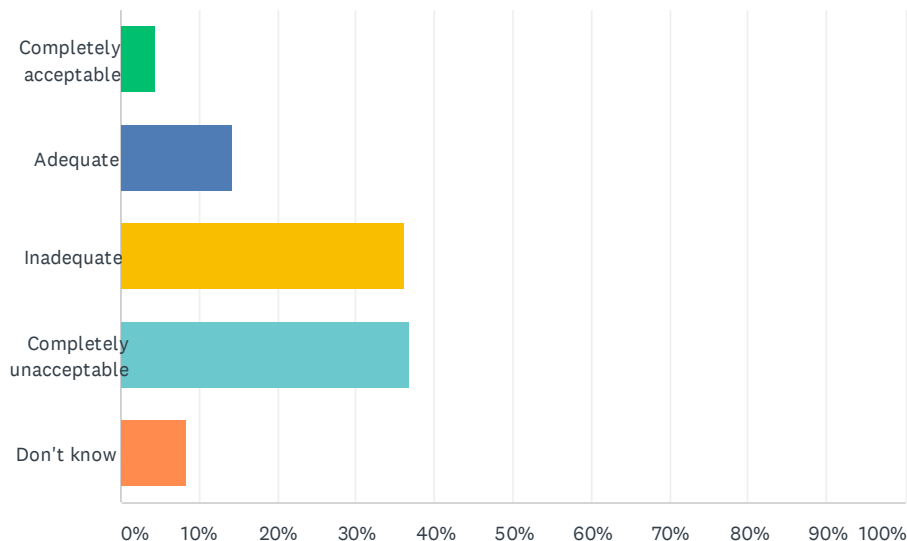
	YES	NO	DON'T KNOW / NOT APPLICABLE	TOTAL
Felt part of the clinical team	68.75% 22	9.38% 3	21.88% 7	32
Felt part of the organisation where you worked	62.50% 20	21.88% 7	15.63% 5	32
Felt valued as a doctor	71.88% 23	6.25% 2	21.88% 7	32
Changed your plans around retirement / return to previous role	29.03% 9	51.61% 16	19.35% 6	31

Are there any other issues you would like to tell us about your return to work during the pandemic?

Answered: 19

The government has offered a 2020/21 increase in pay of 2.8% to consultants and SAS doctors in England and Wales, and also to Junior doctors in Wales. The pay range for salaried GPs has also been increased by 2.8%. GP contractors, and Junior doctors in England, have a multi-year pay deal in place (under which they will receive a lower increase than this 2.8% deal) so are not covered by this offer. What are your feelings regarding your government's 2020/21 pay offer?

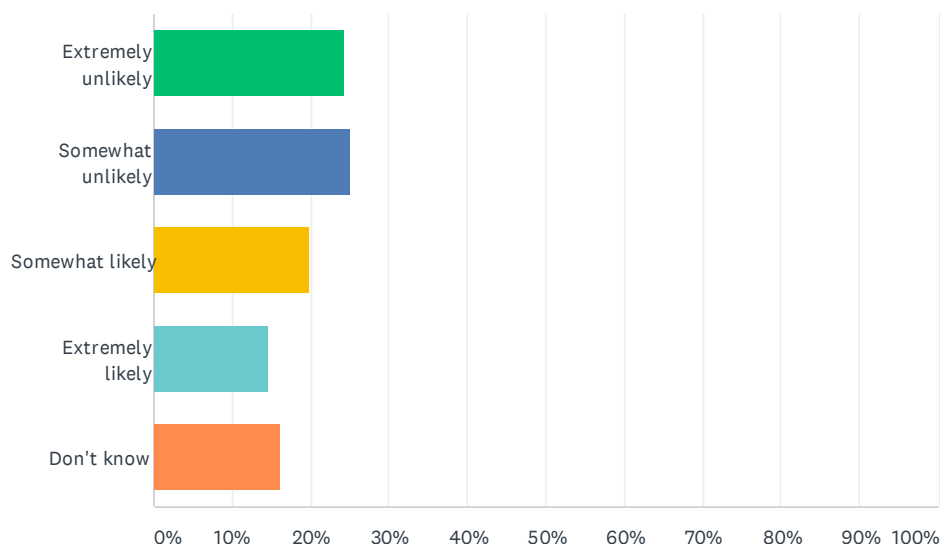
Answered: 3,610



ANSWER CHOICES	RESPONSES	
Completely acceptable	4.49%	162
Adequate	14.13%	510
Inadequate	36.23%	1,308
Completely unacceptable	36.87%	1,331
Don't know	8.28%	299
TOTAL		3,610

While the 2.8% offer (for some doctors) is above the current rate of inflation, we are interested in your views of the pay offer in the context of the Covid pandemic, and the overall cuts to real terms (adjusted for inflation) pay over the last decade. Within that context, how likely, if at all, are you to personally take any action in response to the government's 2020/21 pay offer?

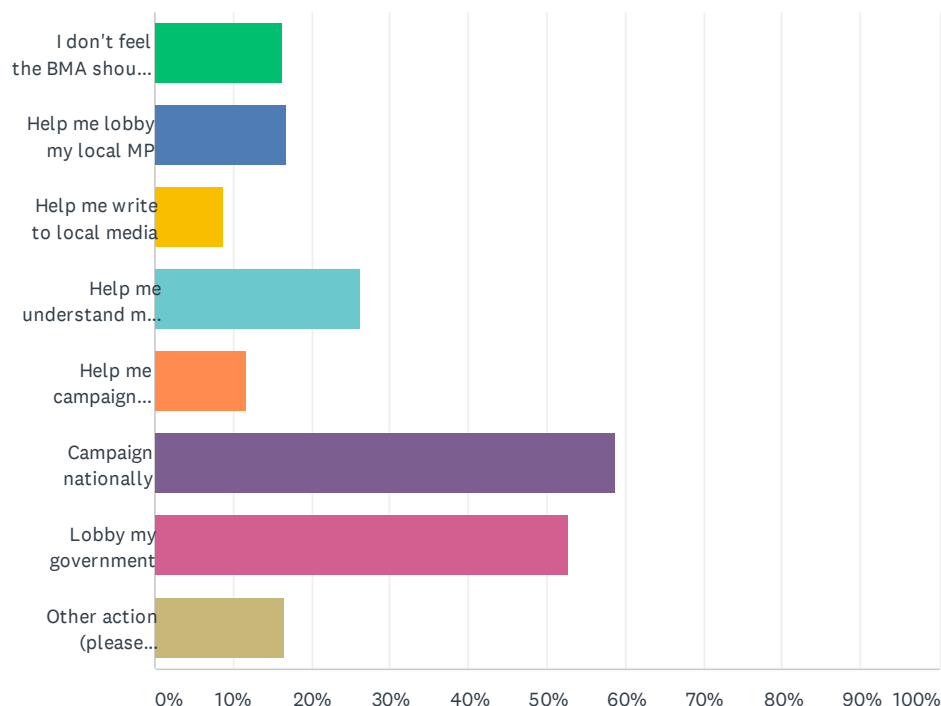
Answered: 3,203



ANSWER CHOICES	RESPONSES	
Extremely unlikely	24.35%	780
Somewhat unlikely	25.07%	803
Somewhat likely	19.92%	638
Extremely likely	14.61%	468
Don't know	16.05%	514
TOTAL		3,203

Again within that context, if you feel the BMA should take action in response to government's 2020/21 pay offer, what actions would you support?

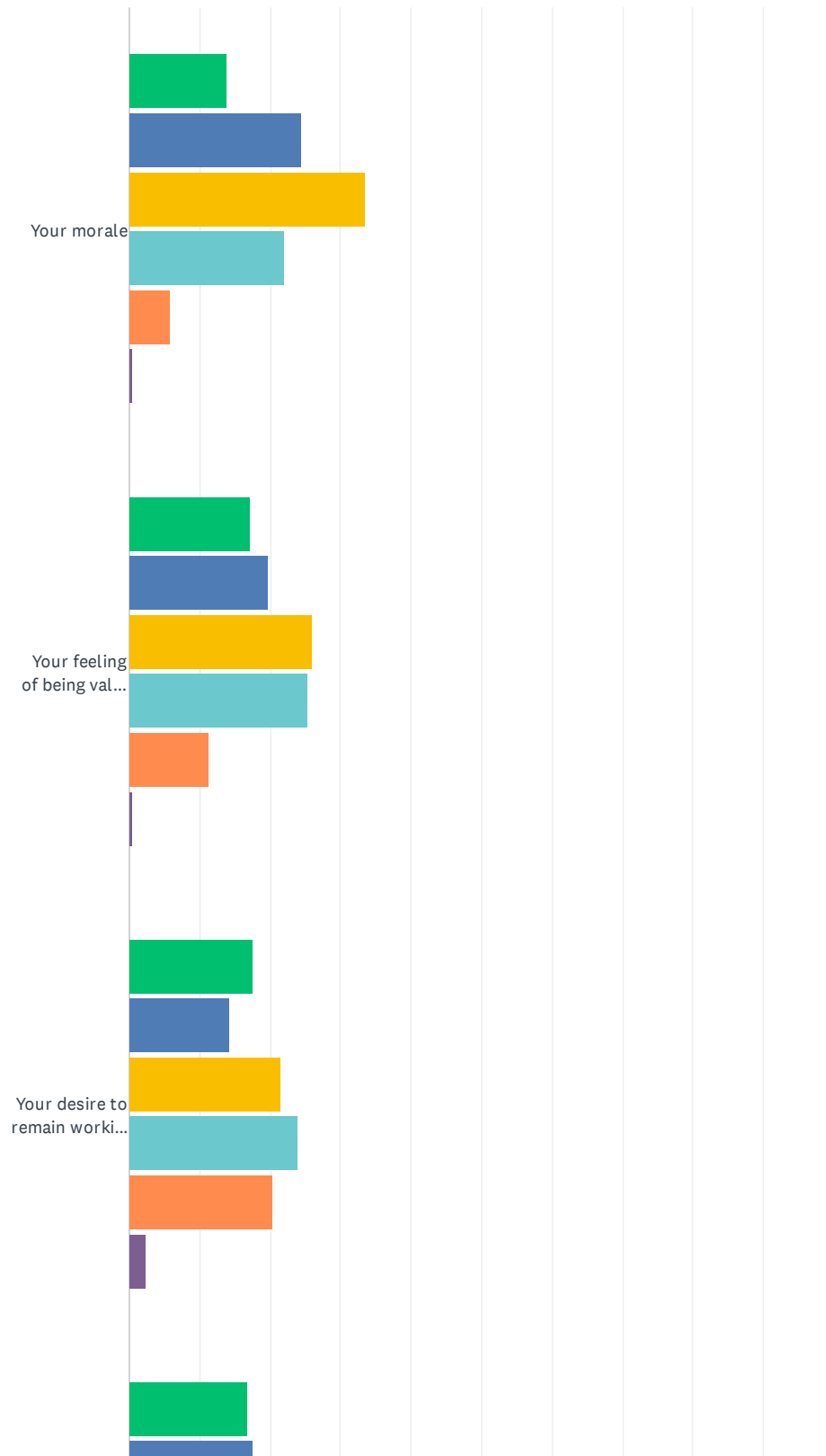
Answered: 3,078

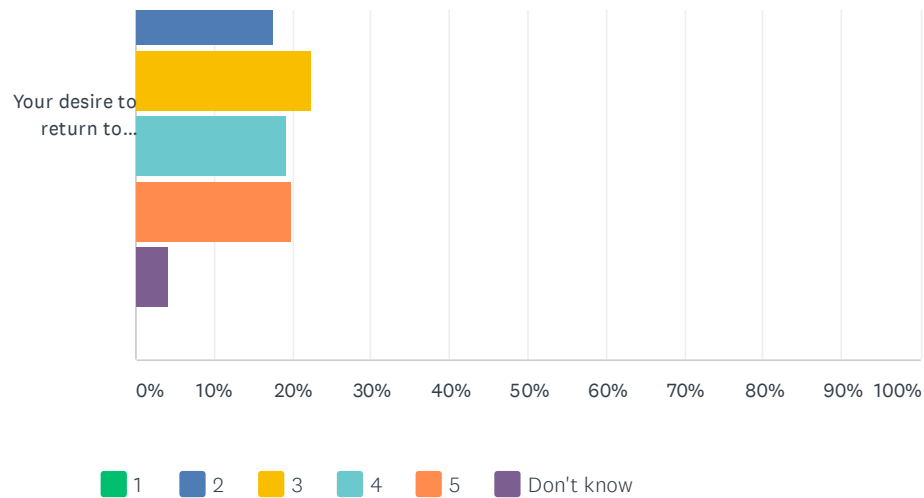


ANSWER CHOICES	RESPONSES	
I don't feel the BMA should take any action	16.31%	502
Help me lobby my local MP	16.67%	513
Help me write to local media	8.84%	272
Help me understand my options for personal action under my contract	26.06%	802
Help me campaign locally / in my workplace	11.63%	358
Campaign nationally	58.71%	1,807
Lobby my government	52.79%	1,625
Other action (please specify)	16.54%	509
Total Respondents: 3,078		

Finally, on a scale of one to five, where 1 equals very low / negative, and 5 equals very high / positive, how would you describe the current level of:

Answered: 3,438





	1	2	3	4	5	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Your morale	13.86% 473	24.49% 836	33.43% 1,141	22.03% 752	5.77% 197	0.41% 14	3,413	2.81
Your feeling of being valued as a doctor	17.19% 590	19.69% 676	25.92% 890	25.37% 871	11.33% 389	0.50% 17	3,433	2.94
Your desire to remain working in the NHS during the next year	17.67% 605	14.23% 487	21.62% 740	23.75% 813	20.36% 697	2.37% 81	3,423	3.15
Your desire to return to pre-Covid ways of working	16.63% 571	17.56% 603	22.49% 772	19.28% 662	19.78% 679	4.25% 146	3,433	3.08