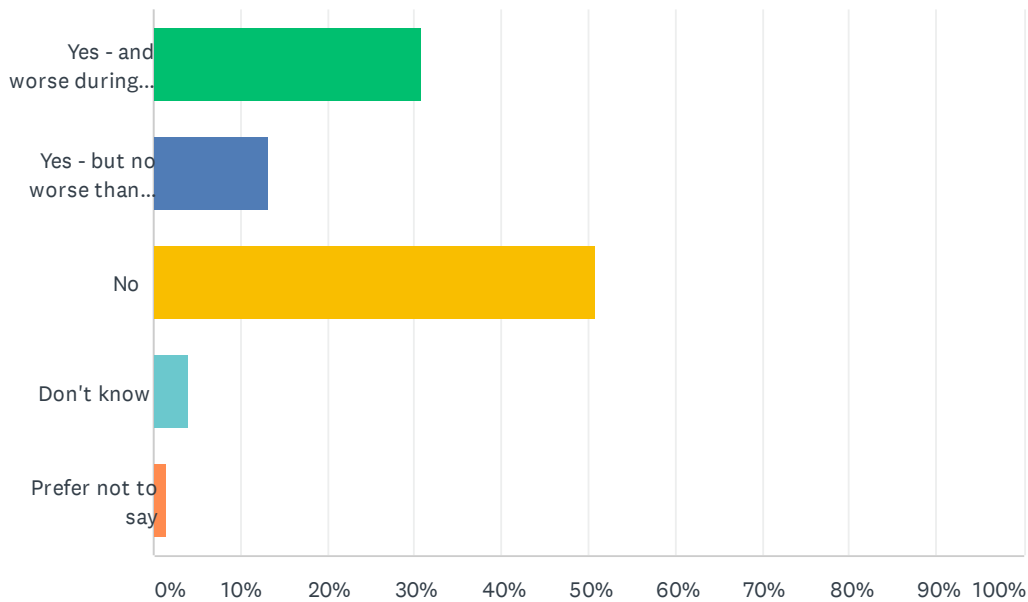


During this pandemic, do you consider that you are currently suffering from any of depression, anxiety, stress, burnout*, emotional distress or other mental health condition relating to or made worse by your work? (*Burnout is characterised by a state of emotional, mental and physical exhaustion caused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

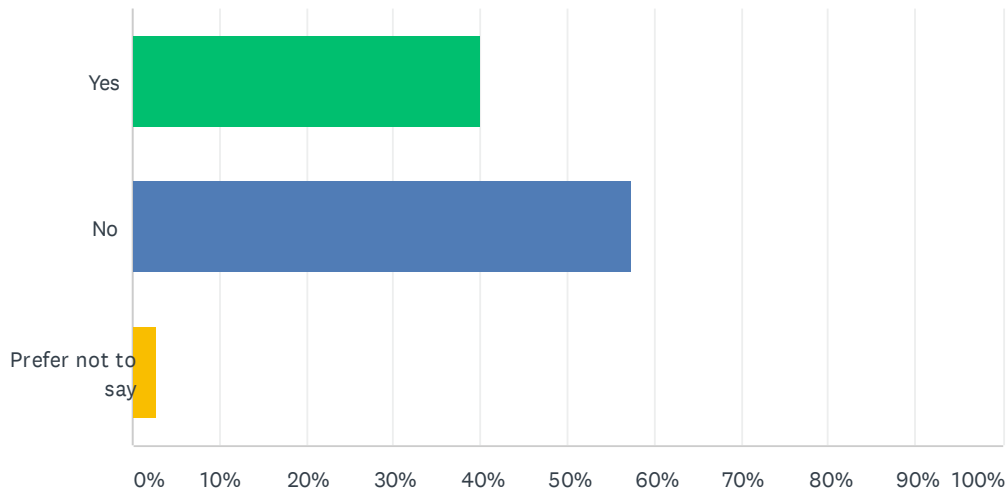
Answered: 5,656



ANSWER CHOICES	RESPONSES	
Yes - and worse during this pandemic than before	30.71%	1,737
Yes - but no worse than before this pandemic	13.08%	740
No	50.74%	2,870
Don't know	3.91%	221
Prefer not to say	1.56%	88
TOTAL		5,656

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

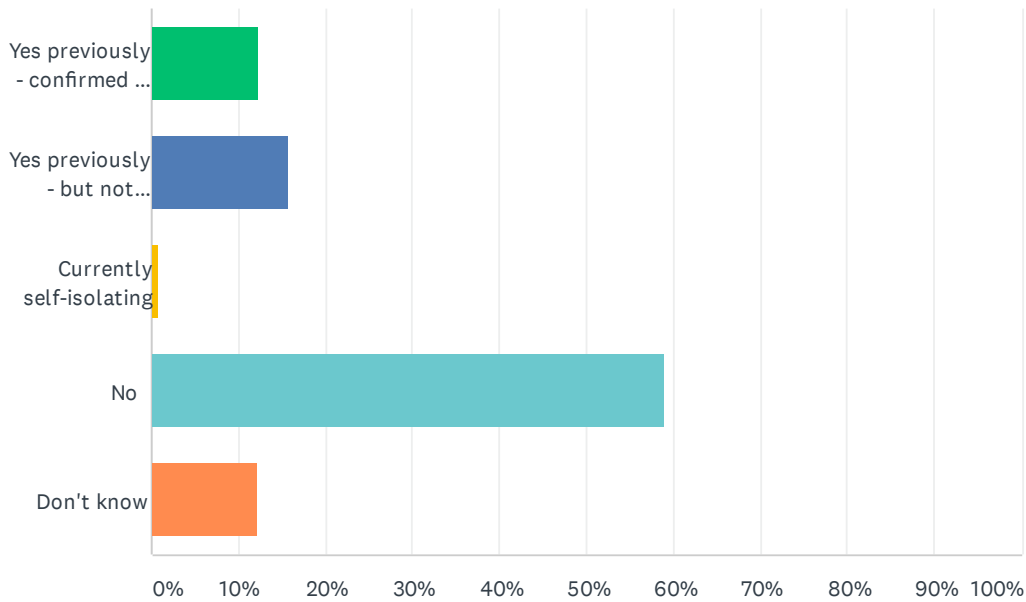
Answered: 5,659



ANSWER CHOICES	RESPONSES	
Yes	40.04%	2,266
No	57.32%	3,244
Prefer not to say	2.63%	149
TOTAL		5,659

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

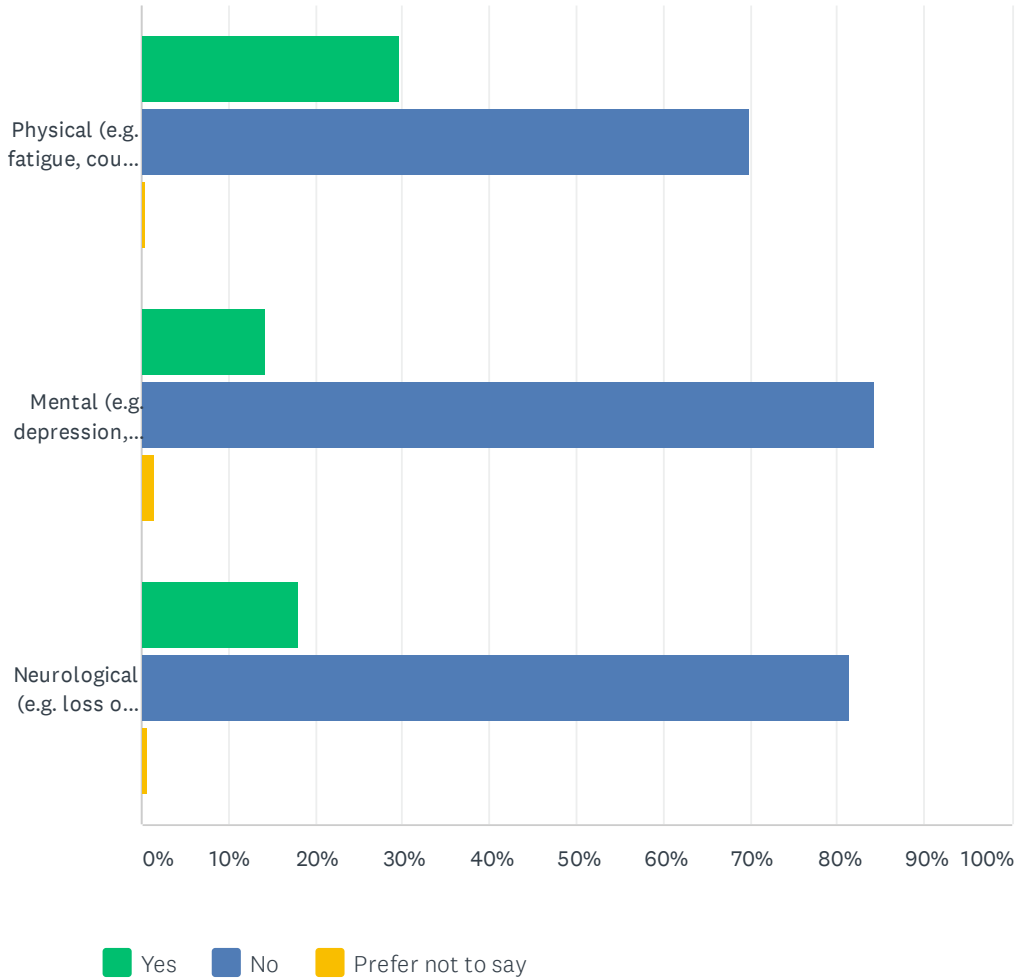
Answered: 5,650



ANSWER CHOICES	RESPONSES	
Yes previously - confirmed by testing	12.27%	693
Yes previously - but not confirmed by testing	15.65%	884
Currently self-isolating	0.83%	47
No	59.10%	3,339
Don't know	12.16%	687
TOTAL		5,650

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?

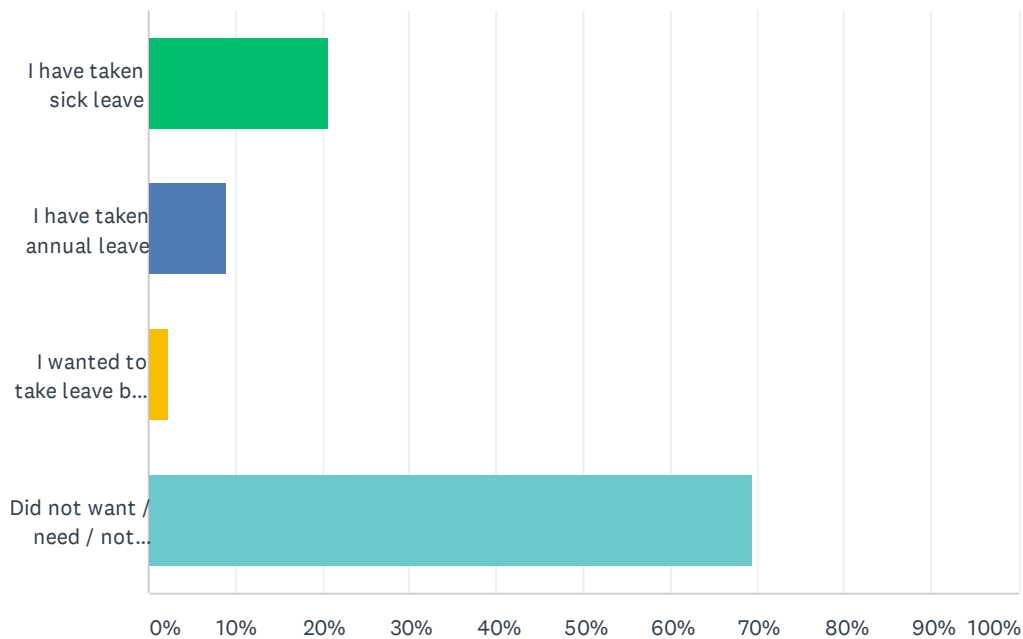
Answered: 1,550



	YES	NO	PREFER NOT TO SAY	TOTAL
Physical (e.g. fatigue, cough, shortness of breath)	29.62% 458	69.92% 1,081	0.45% 7	1,546
Mental (e.g. depression, anxiety)	14.27% 218	84.29% 1,288	1.44% 22	1,528
Neurological (e.g. loss of sense of smell, difficulty concentrating, memory loss)	17.96% 274	81.32% 1,241	0.72% 11	1,526

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

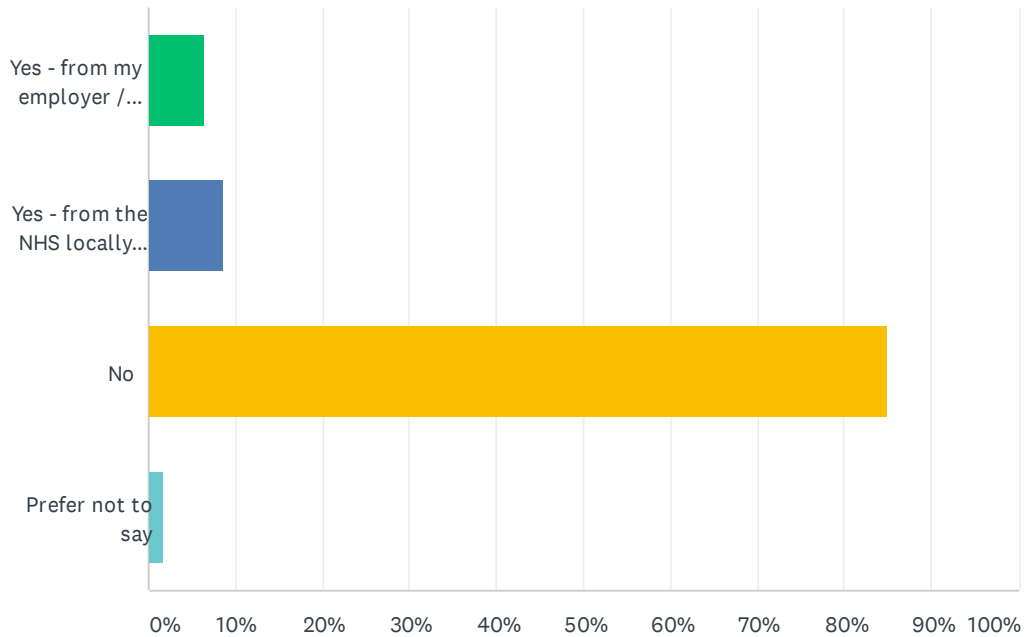
Answered: 1,536



ANSWER CHOICES	RESPONSES	
I have taken sick leave	20.70%	318
I have taken annual leave	8.98%	138
I wanted to take leave but it was refused	2.21%	34
Did not want / need / not working	69.53%	1,068
Total Respondents: 1,536		

Have you sought any support for these continuing symptoms?

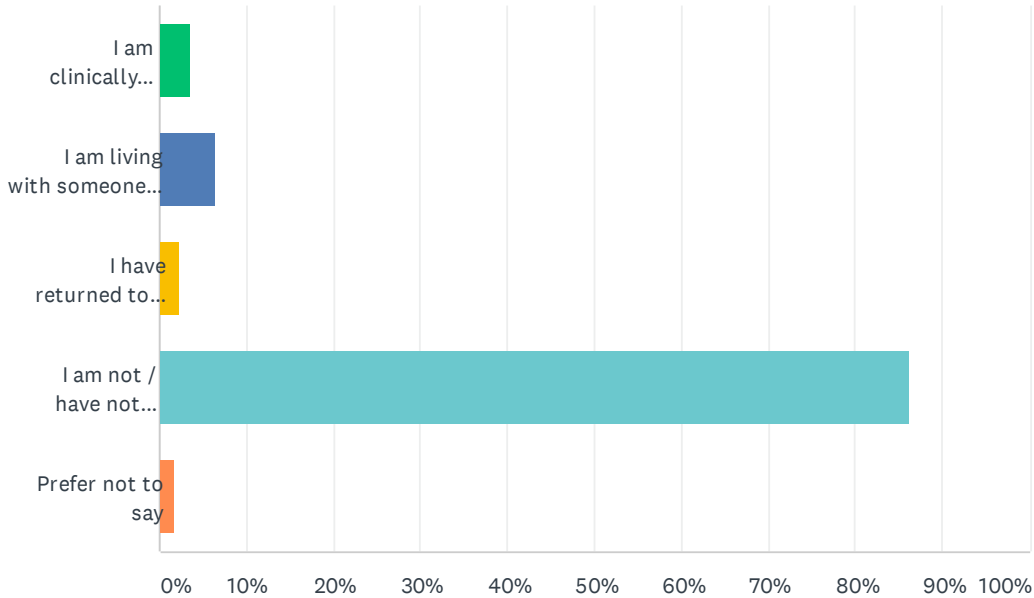
Answered: 1,527



ANSWER CHOICES	RESPONSES	
Yes - from my employer / place of work	6.48%	99
Yes - from the NHS locally (e.g. your GP)	8.51%	130
No	85.00%	1,298
Prefer not to say	1.77%	27
Total Respondents: 1,527		

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?

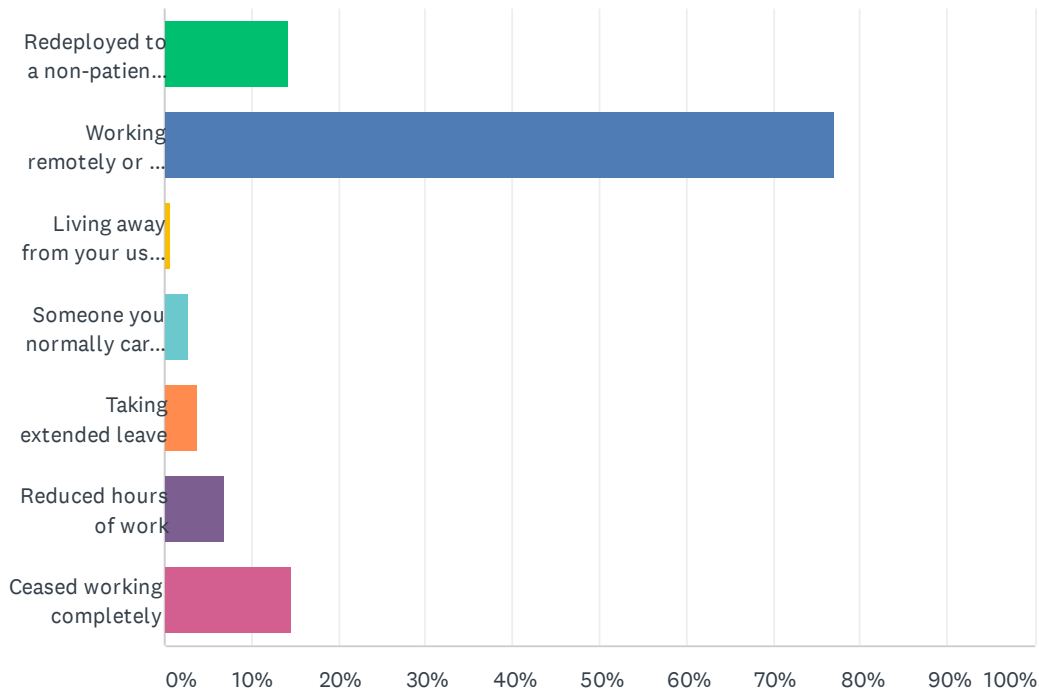
Answered: 5,602



ANSWER CHOICES	RESPONSES	
I am clinically extremely vulnerable and currently shielding	3.53%	198
I am living with someone who is clinically extremely vulnerable	6.46%	362
I have returned to work after being shielded	2.32%	130
I am not / have not previously been shielding	86.17%	4,827
Prefer not to say	1.77%	99
Total Respondents: 5,602		

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

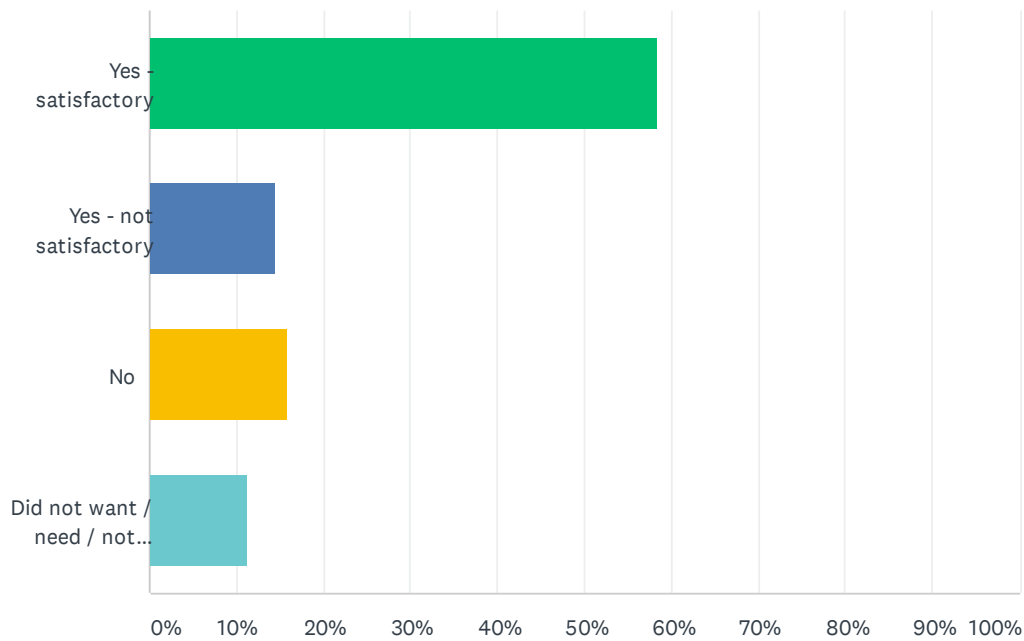
Answered: 191



ANSWER CHOICES	RESPONSES	
Redeployed to a non-patient facing / lower risk role	14.14%	27
Working remotely or at home	76.96%	147
Living away from your usual home to reduce contact with others	0.52%	1
Someone you normally care for/live with living away from you	2.62%	5
Taking extended leave	3.66%	7
Reduced hours of work	6.81%	13
Ceased working completely	14.66%	28
Total Respondents: 191		

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

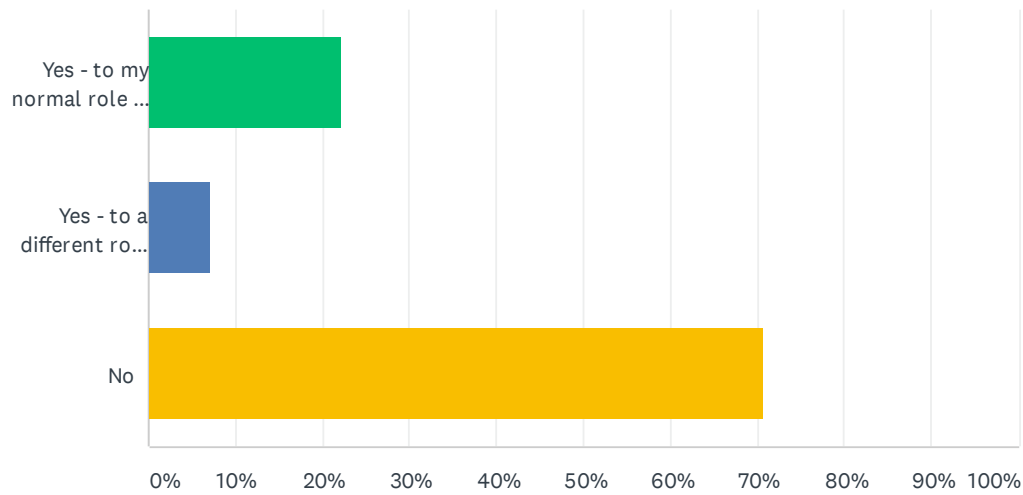
Answered: 195



ANSWER CHOICES	RESPONSES	
Yes - satisfactory	58.46%	114
Yes - not satisfactory	14.36%	28
No	15.90%	31
Did not want / need / not working	11.28%	22
TOTAL		195

Do you have an agreed return to work date?

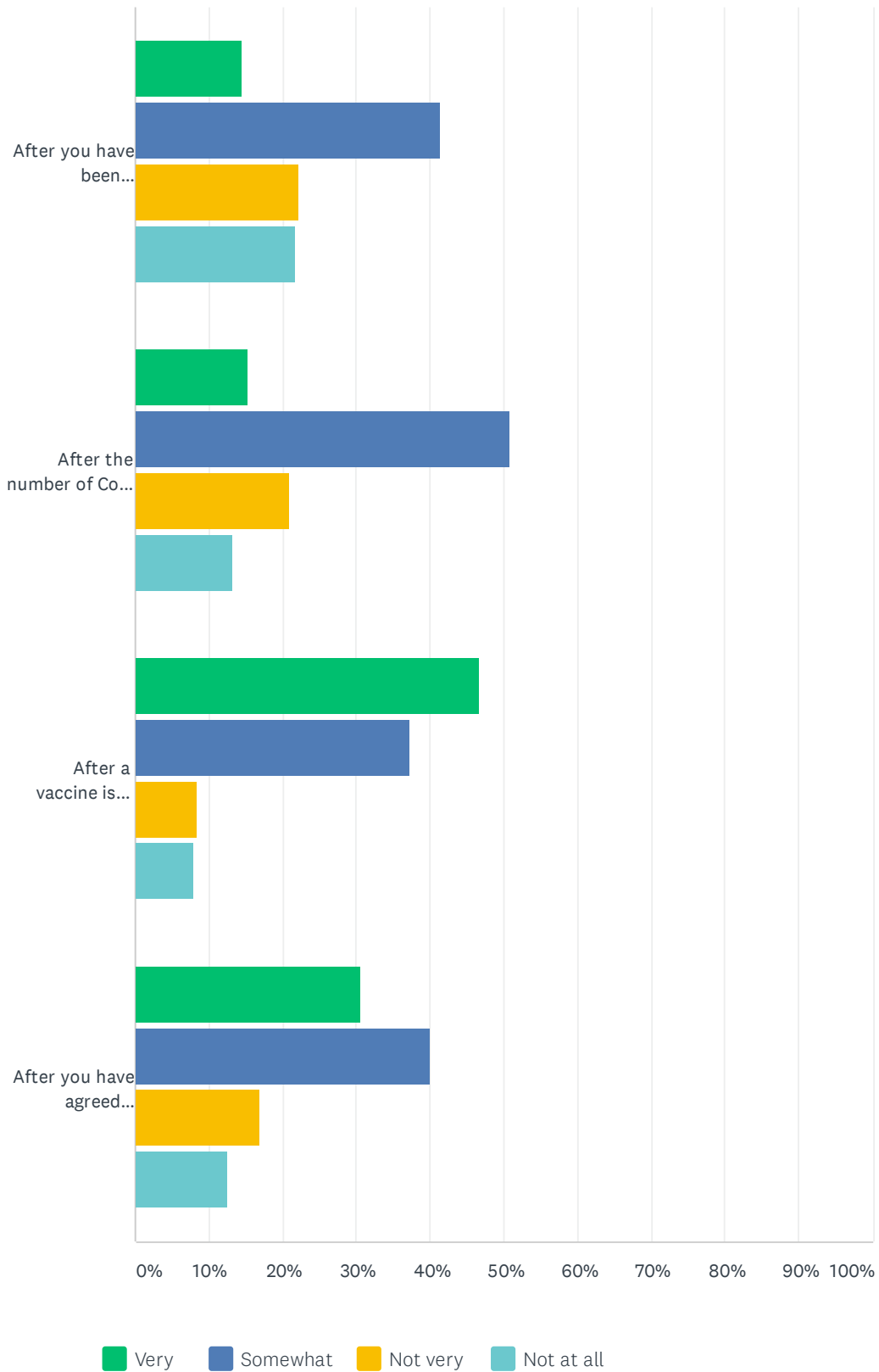
Answered: 194



ANSWER CHOICES	RESPONSES	
Yes - to my normal role / location	22.16%	43
Yes - to a different role / location	7.22%	14
No	70.62%	137
TOTAL		194

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

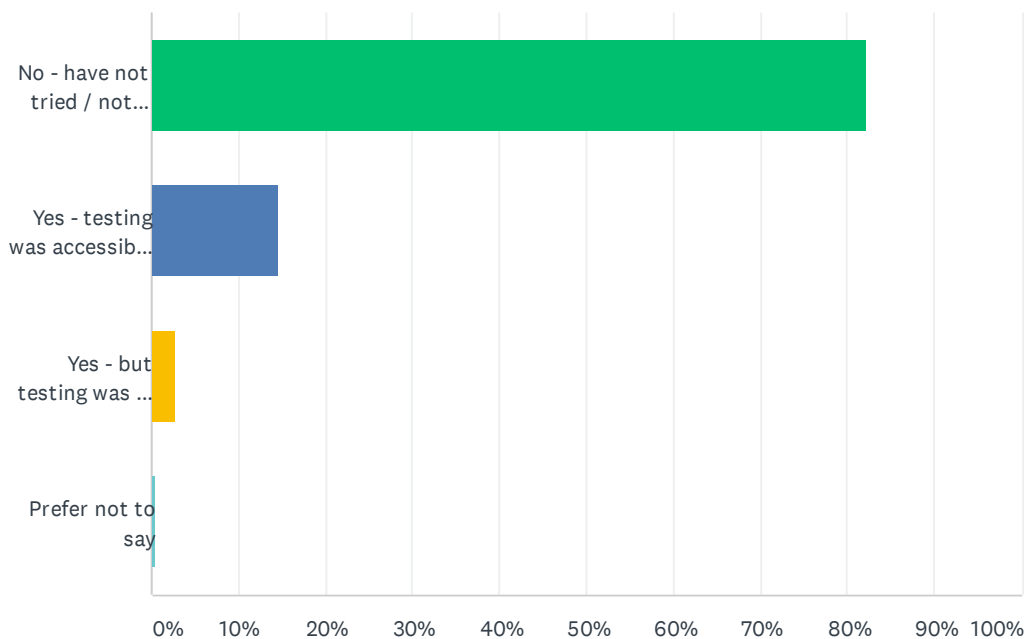
Answered: 193



	VERY	SOMEWHAT	NOT VERY	NOT AT ALL	TOTAL
After you have been individually risk assessed	14.51% 28	41.45% 80	22.28% 43	21.76% 42	193
After the number of Covid cases has reduced significantly	15.18% 29	50.79% 97	20.94% 40	13.09% 25	191
After a vaccine is available to you	46.60% 89	37.17% 71	8.38% 16	7.85% 15	191
After you have agreed safe-working adaptations with your place of work/employer	30.53% 58	40.00% 76	16.84% 32	12.63% 24	190

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.

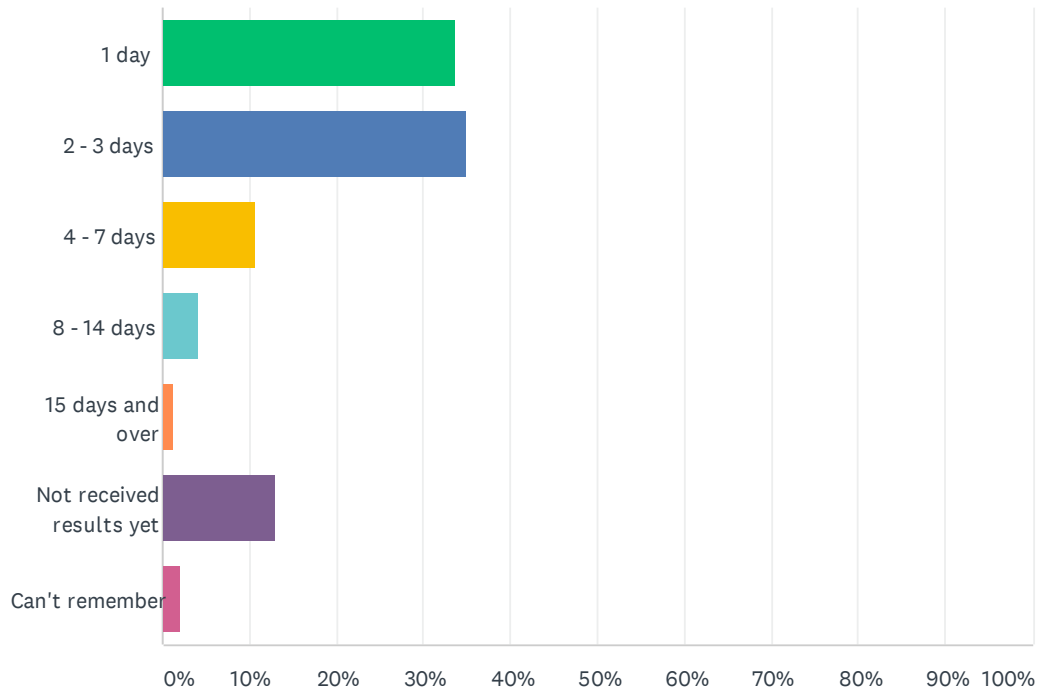
Answered: 5,583



ANSWER CHOICES	RESPONSES	
No - have not tried / not needed	82.21%	4,590
Yes - testing was accessible / timely / convenient	14.74%	823
Yes - but testing was not accessible / not timely / not convenient	2.65%	148
Prefer not to say	0.39%	22
TOTAL		5,583

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

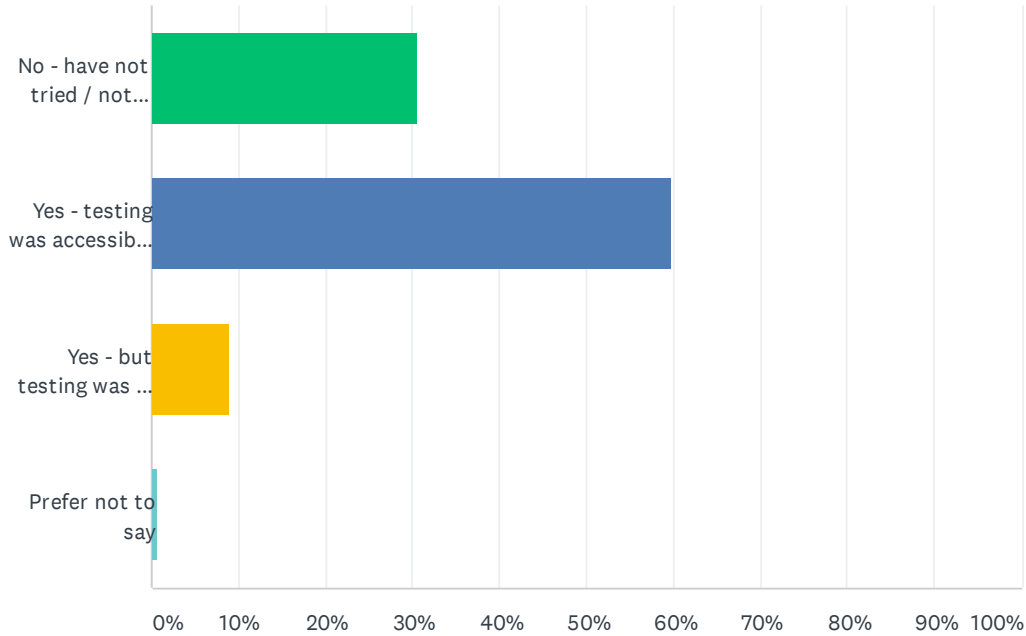
Answered: 1,023



ANSWER CHOICES	RESPONSES	
1 day	33.72%	345
2 - 3 days	35.00%	358
4 - 7 days	10.65%	109
8 - 14 days	4.20%	43
15 days and over	1.27%	13
Not received results yet	13.00%	133
Can't remember	2.15%	22
TOTAL		1,023

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?

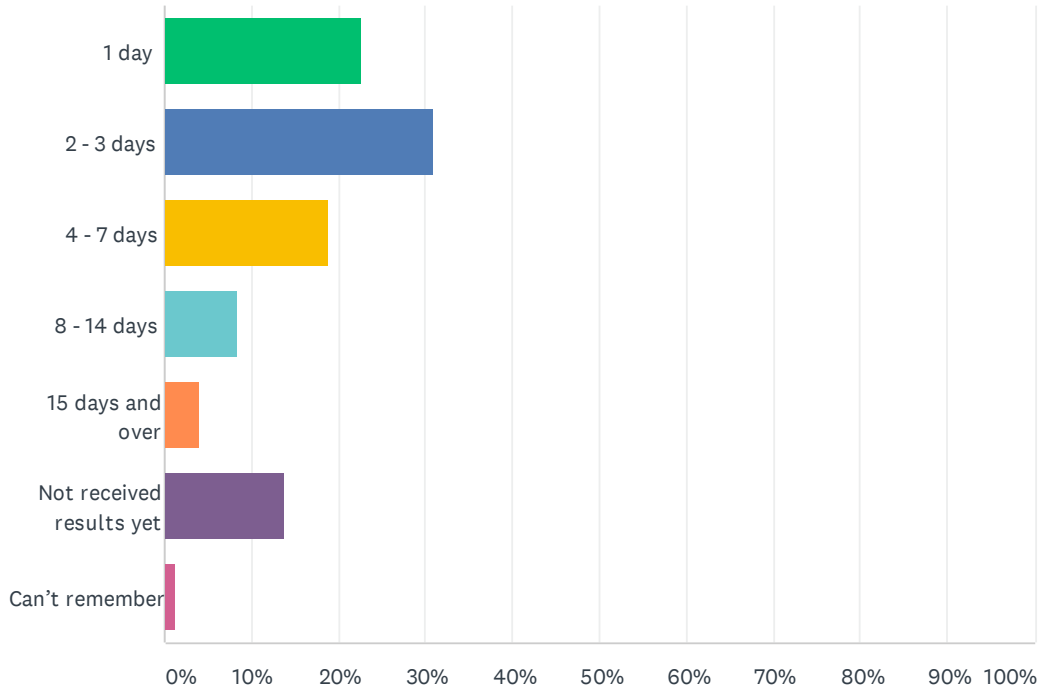
Answered: 5,566



ANSWER CHOICES	RESPONSES	
No - have not tried / not needed / not eligible	30.51%	1,698
Yes - testing was accessible / timely / convenient	59.88%	3,333
Yes - but testing was not accessible / not timely / not convenient	9.05%	504
Prefer not to say	0.56%	31
TOTAL		5,566

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

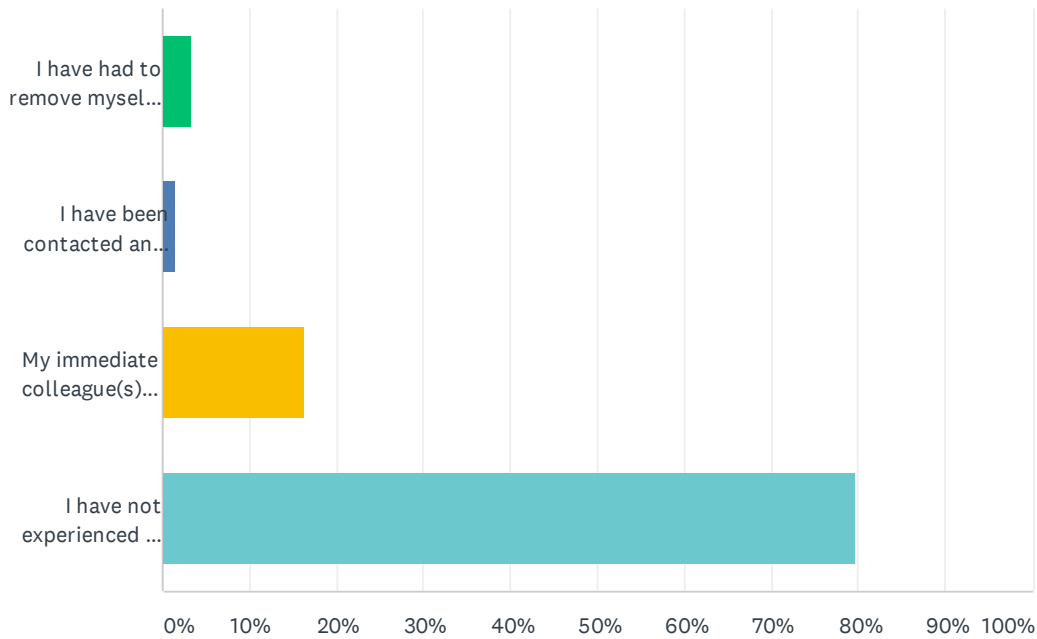
Answered: 3,759



ANSWER CHOICES	RESPONSES
1 day	22.69% 853
2 - 3 days	31.05% 1,167
4 - 7 days	18.75% 705
8 - 14 days	8.43% 317
15 days and over	4.02% 151
Not received results yet	13.73% 516
Can't remember	1.33% 50
TOTAL	3,759

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

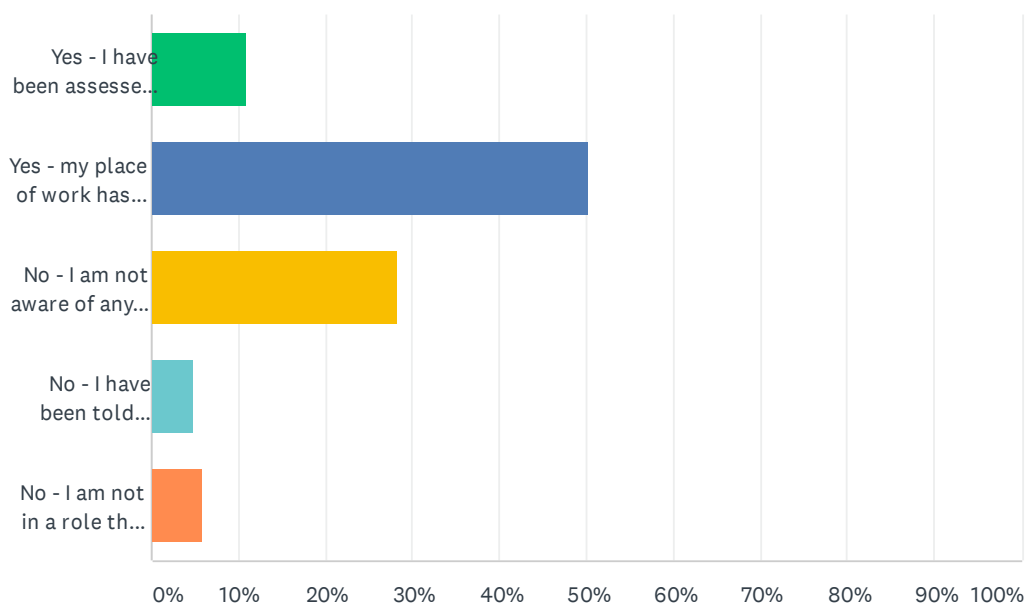
Answered: 5,354



ANSWER CHOICES	RESPONSES
I have had to remove myself from work and supply contacts as a result of my own symptoms/testing	3.36% 180
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	1.36% 73
My immediate colleague(s) (but not myself) have had to remove themselves from work	16.32% 874
I have not experienced or observed any direct impact	79.81% 4,273
Total Respondents: 5,354	

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

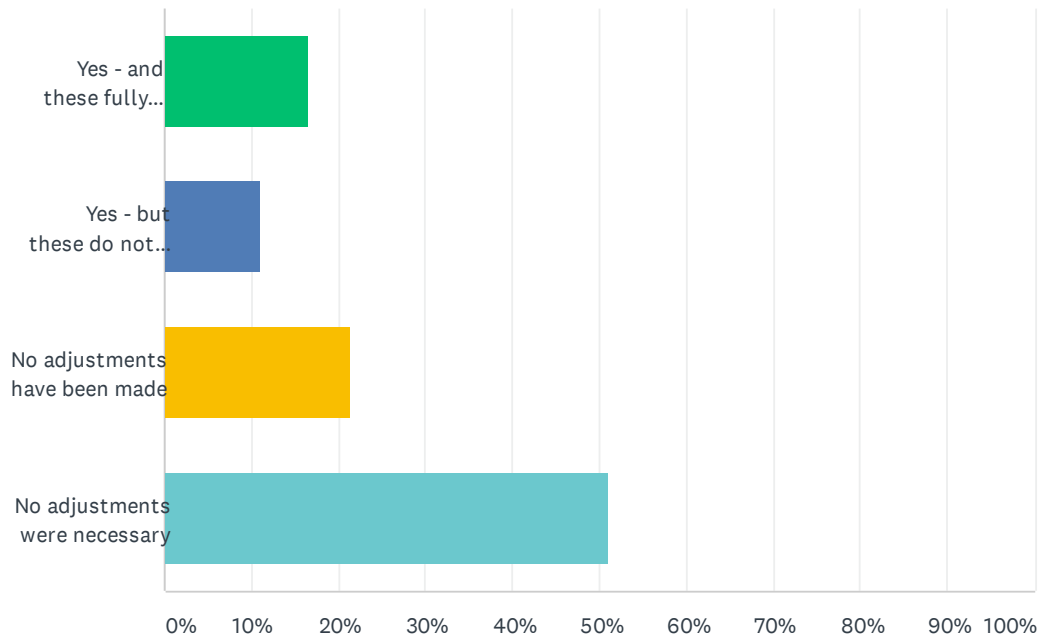
Answered: 3,487



ANSWER CHOICES	RESPONSES	
Yes - I have been assessed in person (including occupational health)	10.90%	380
Yes - my place of work has undertaken a desk-based assessment	50.27%	1,753
No - I am not aware of any risk assessment in my place of work	28.19%	983
No - I have been told explicitly I do not need to be assessed	4.88%	170
No - I am not in a role that requires assessment	5.76%	201
TOTAL		3,487

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

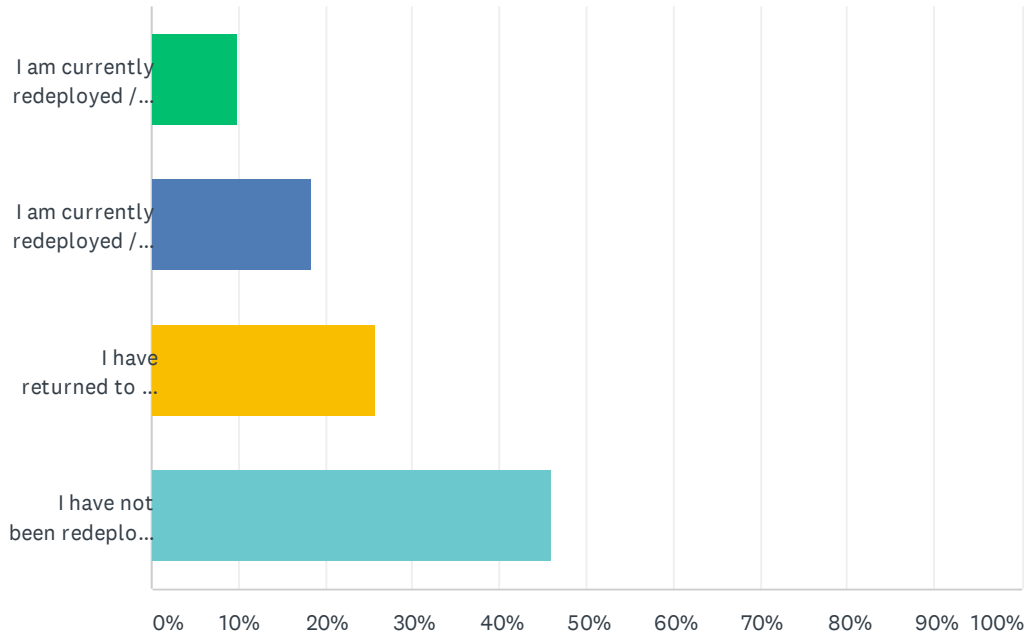
Answered: 2,128



ANSWER CHOICES	RESPONSES	
Yes - and these fully manage the risks	16.54%	352
Yes - but these do not fully manage the risks	11.18%	238
No adjustments have been made	21.29%	453
No adjustments were necessary	50.99%	1,085
TOTAL		2,128

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

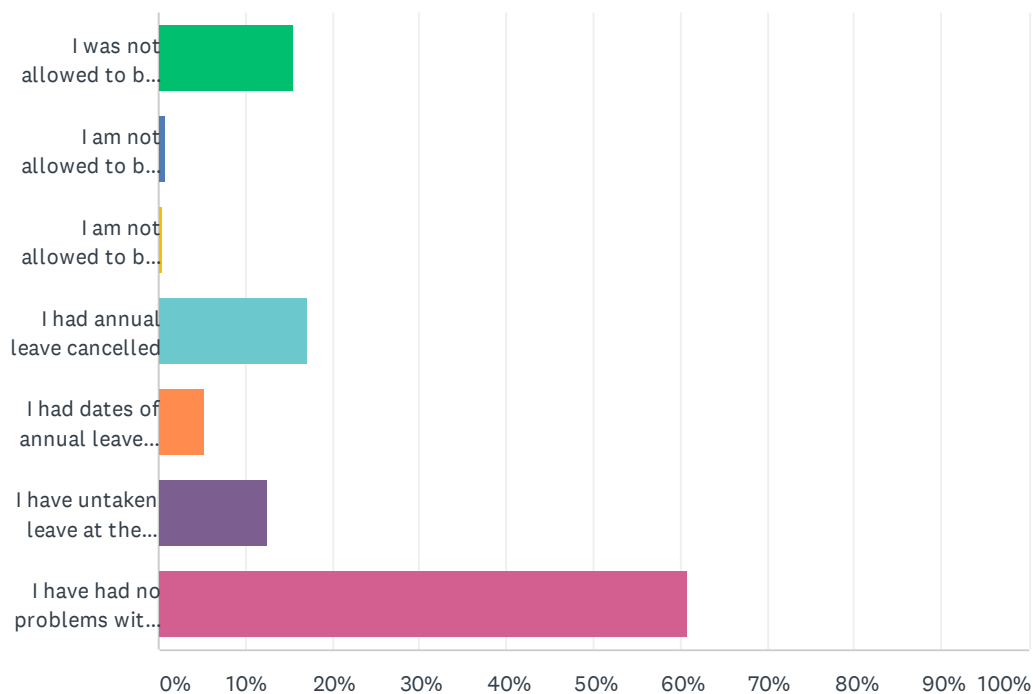
Answered: 3,426



ANSWER CHOICES	RESPONSES	
I am currently redeployed / working changed rotas, with an agreed return date to my normal role	9.87%	338
I am currently redeployed / working changed rotas, but with no agreed end point	18.42%	631
I have returned to my normal role	25.72%	881
I have not been redeployed / changed my rotas	46.00%	1,576
TOTAL		3,426

Which, if any, problems have you experienced when booking or taking annual leave within the last three months?

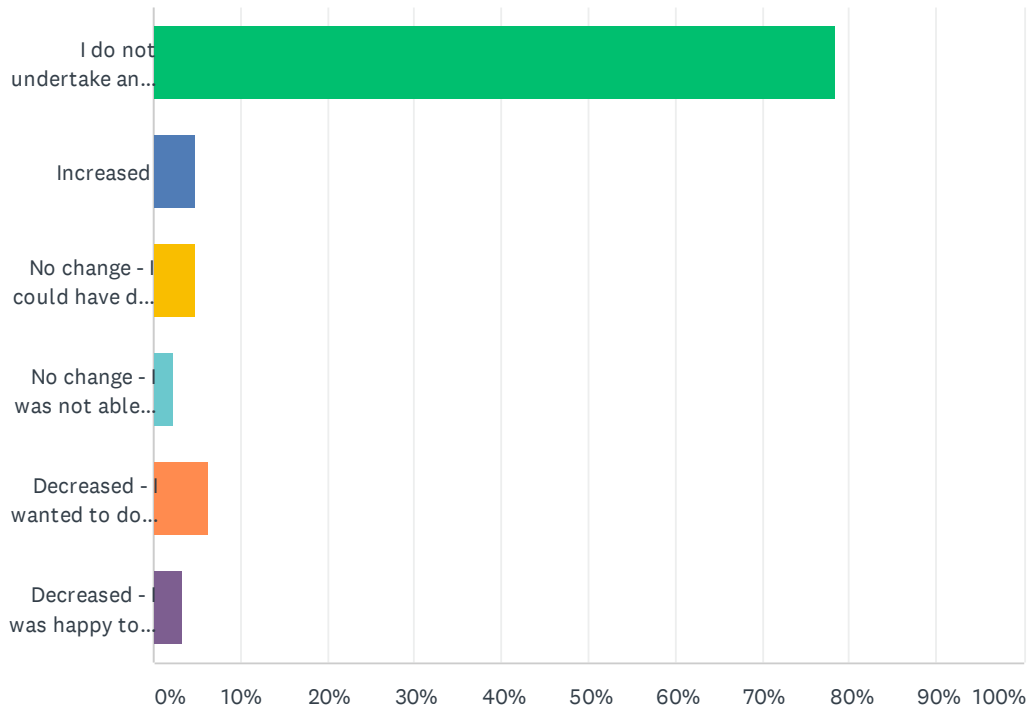
Answered: 3,392



ANSWER CHOICES	RESPONSES	
I was not allowed to book annual leave during this period	15.39%	522
I am not allowed to book annual leave within the next 3 months	0.74%	25
I am not allowed to book any annual leave at all	0.50%	17
I had annual leave cancelled	17.16%	582
I had dates of annual leave allocated at time not my choice	5.13%	174
I have untaken leave at the end of my leave period (e.g. rotation)	12.62%	428
I have had no problems with booking and taking all the leave I wanted	60.94%	2,067
Total Respondents: 3,392		

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?

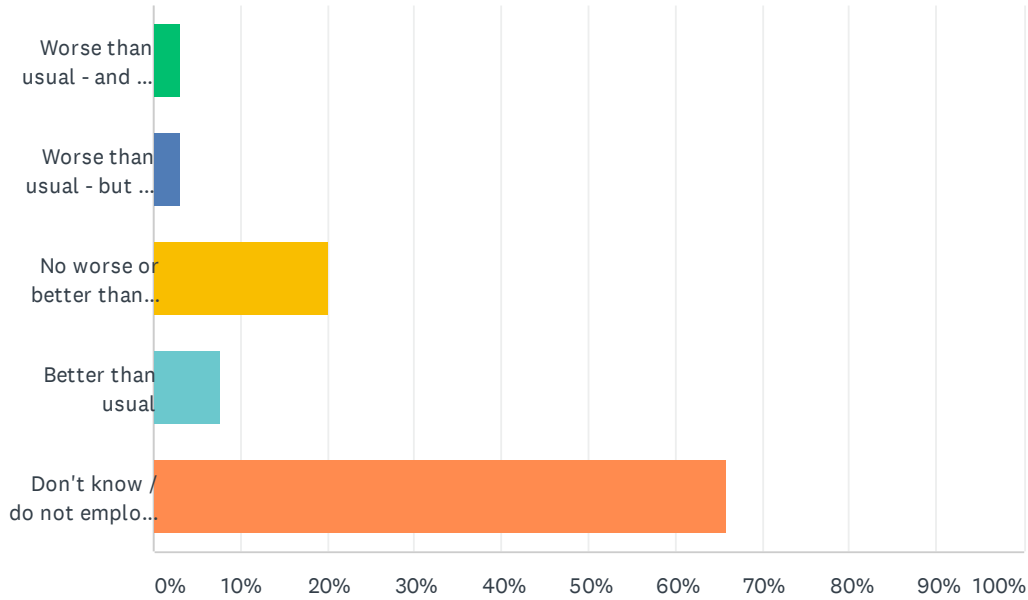
Answered: 5,300



ANSWER CHOICES	RESPONSES	
I do not undertake any locum work	78.36%	4,153
Increased	4.89%	259
No change - I could have done more if I wished	4.72%	250
No change - I was not able to do more	2.30%	122
Decreased - I wanted to do the same or more	6.32%	335
Decreased - I was happy to do less	3.42%	181
TOTAL		5,300

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?

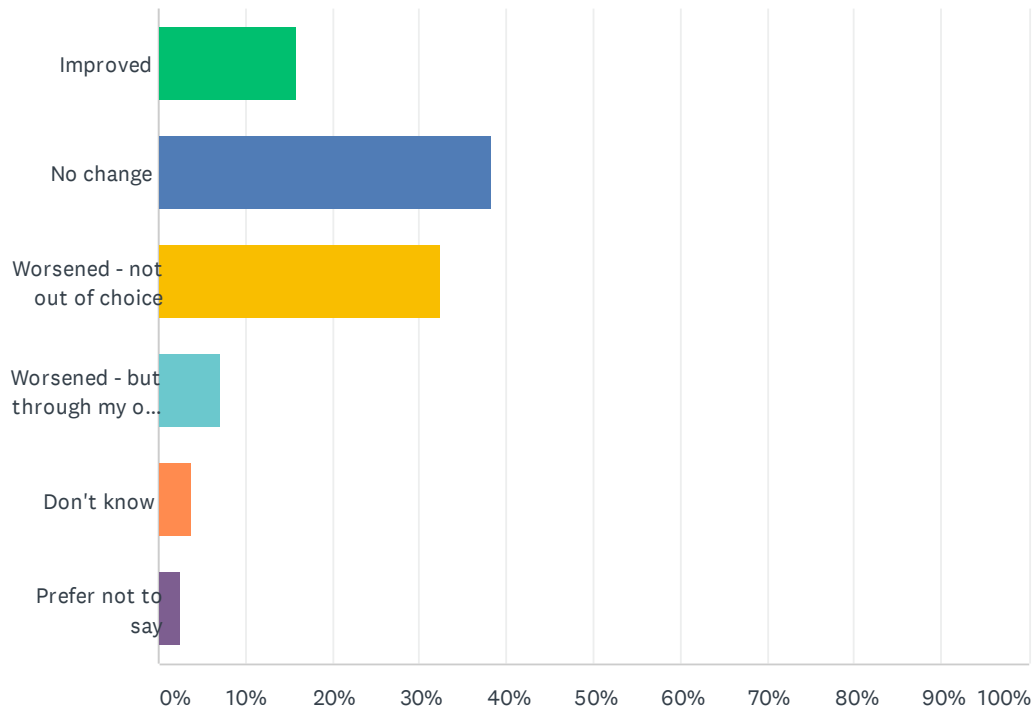
Answered: 5,217



ANSWER CHOICES	RESPONSES	
Worse than usual - and we had to pay more than usual	3.22%	168
Worse than usual - but we paid at same rate or lower	3.07%	160
No worse or better than usual	19.99%	1,043
Better than usual	7.76%	405
Don't know / do not employ locums where I work	65.96%	3,441
TOTAL		5,217

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

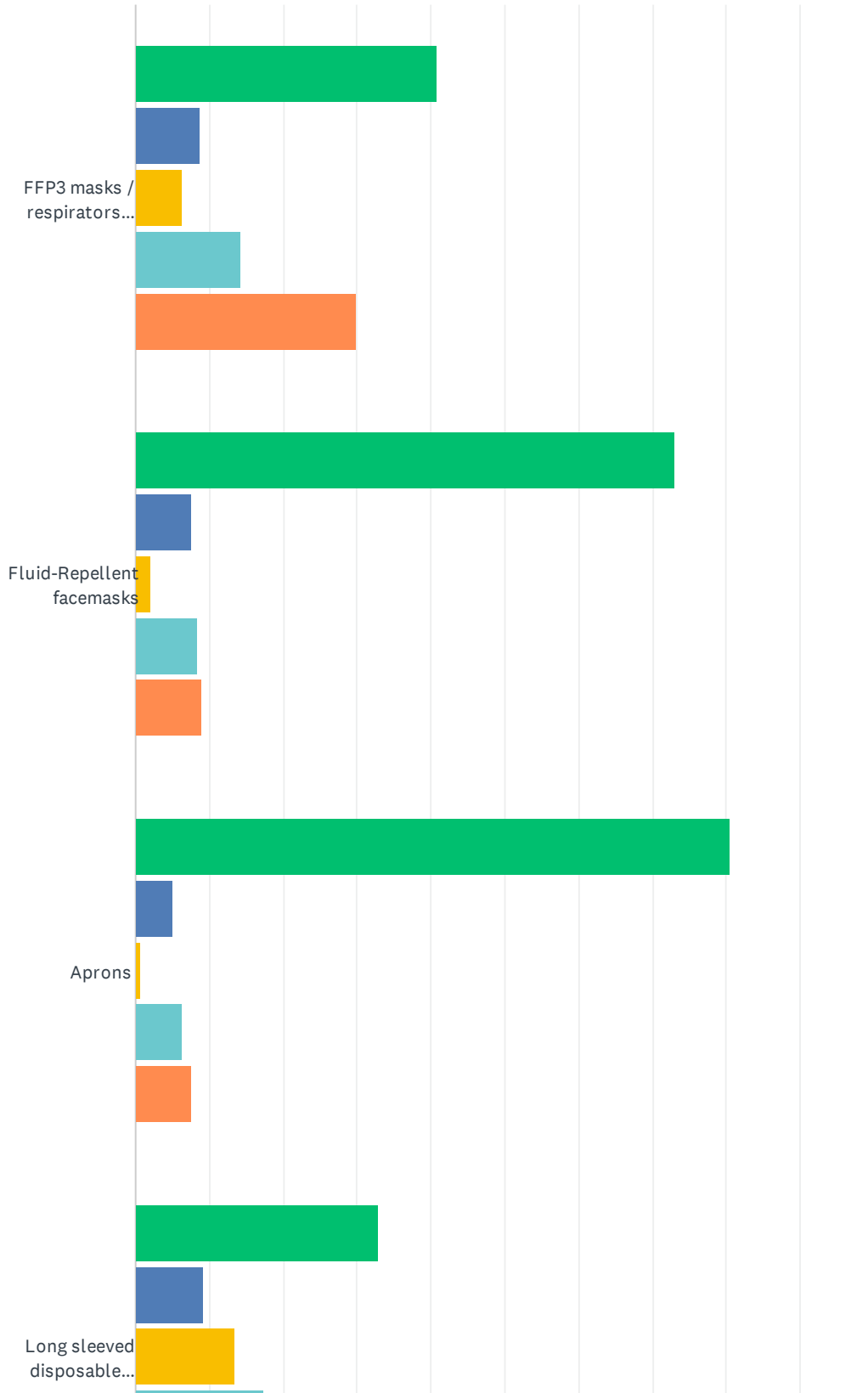
Answered: 1,139

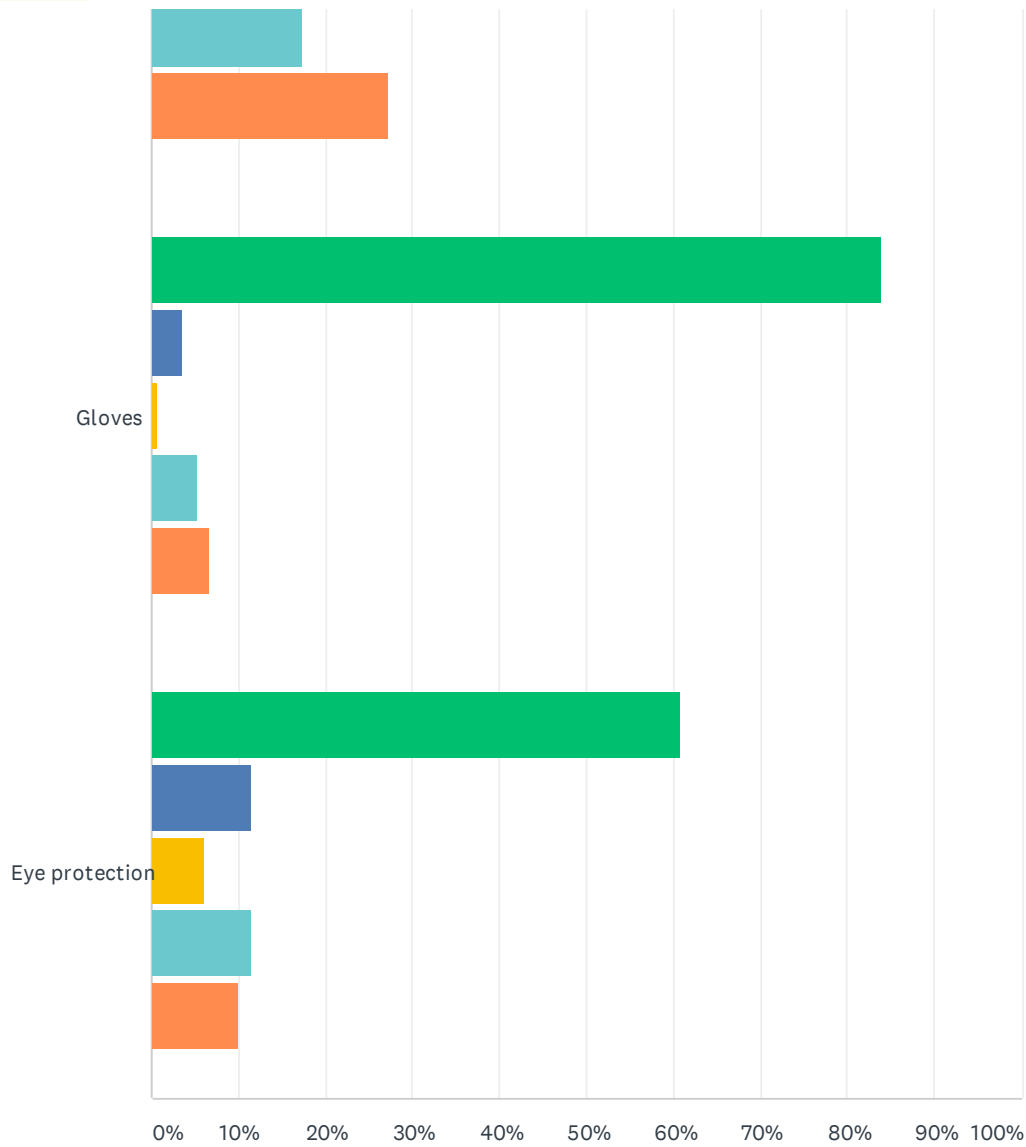


ANSWER CHOICES	RESPONSES	
Improved	15.89%	181
No change	38.37%	437
Worsened - not out of choice	32.40%	369
Worsened - but through my own choice	7.11%	81
Don't know	3.78%	43
Prefer not to say	2.46%	28
TOTAL		1,139

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

Answered: 5,259



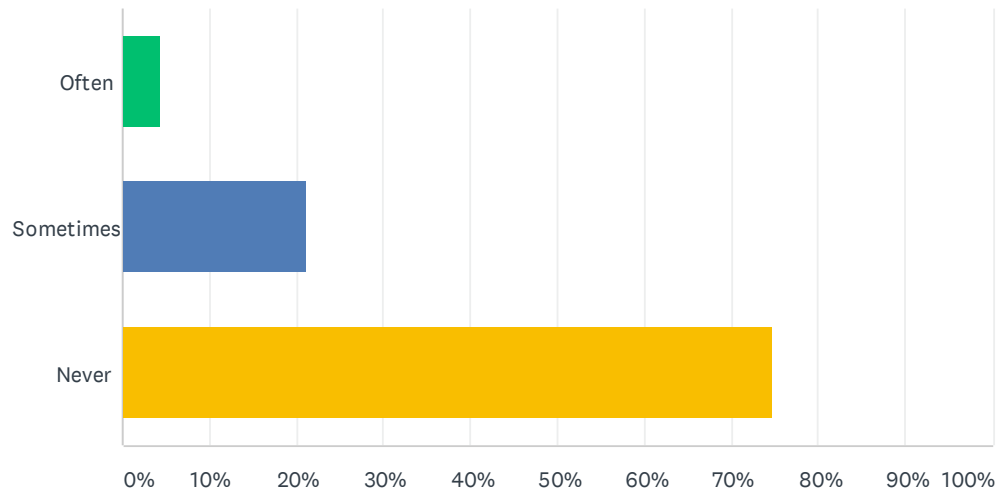


■ Adequate
 ■ Shortages
 ■ No supply at all
 ■ Don't know
 ■ Not relevant

	ADEQUATE	SHORTAGES	NO SUPPLY AT ALL	DON'T KNOW	NOT RELEVANT	TOTAL
FFP3 masks / respirators (for AGP areas)	40.81% 2,137	8.88% 465	6.24% 327	14.23% 745	29.85% 1,563	5,237
Fluid-Repellent facemasks	73.04% 3,834	7.53% 395	2.04% 107	8.46% 444	8.94% 469	5,249
Aprons	80.61% 4,221	5.00% 262	0.71% 37	6.21% 325	7.47% 391	5,236
Long sleeved disposable gowns	32.83% 1,721	9.12% 478	13.49% 707	17.44% 914	27.13% 1,422	5,242
Gloves	83.97% 4,401	3.59% 188	0.53% 28	5.29% 277	6.62% 347	5,241
Eye protection	60.85% 3,192	11.57% 607	6.06% 318	11.51% 604	10.01% 525	5,246

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

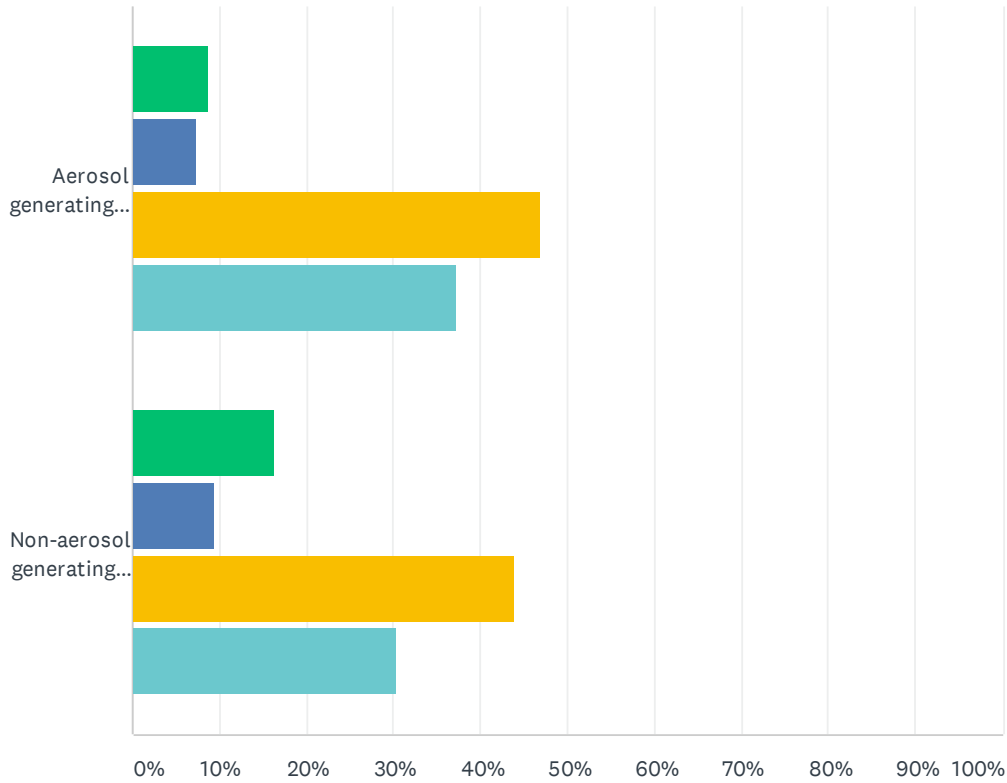
Answered: 5,242



ANSWER CHOICES	RESPONSES	
Often	4.31%	226
Sometimes	21.10%	1,106
Never	74.59%	3,910
TOTAL		5,242

Has your place of work decided to downgrade the use of PPE to below PHE / PHW standards in the treatment of patients admitted for non-Covid care pathways? If so, do you agree this is acceptable and appropriate?

Answered: 3,373

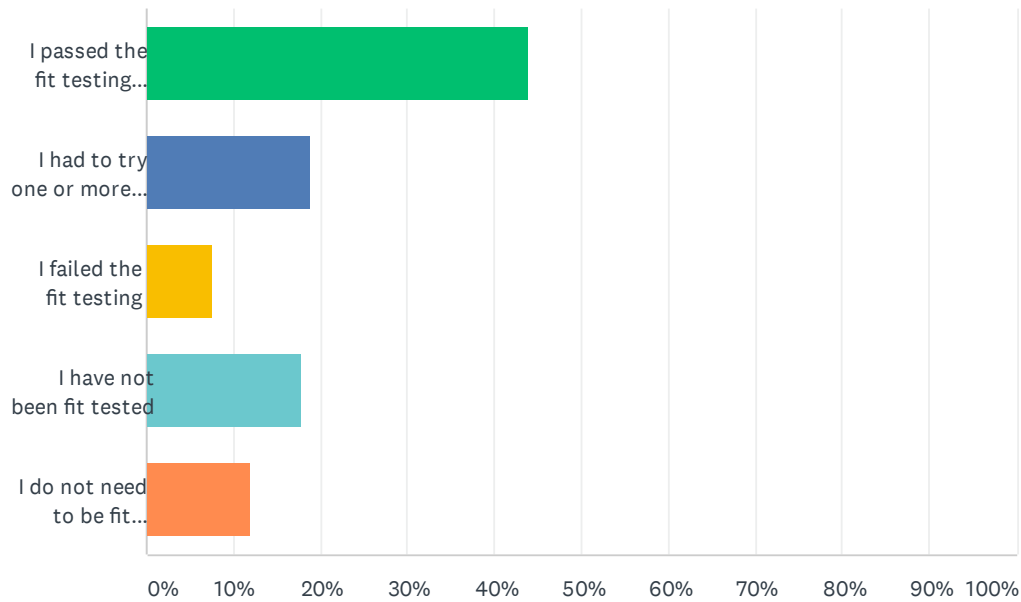


■ Yes - acceptable / appropriate
 ■ Yes - unacceptable / inappropriate
 ■ No
 ■ Don't know / Not relevant

	YES - ACCEPTABLE / APPROPRIATE	YES - UNACCEPTABLE / INAPPROPRIATE	NO	DON'T KNOW / NOT RELEVANT	TOTAL
Aerosol generating procedure (AGP) areas	8.70% 293	7.22% 243	46.91% 1,579	37.17% 1,251	3,366
Non-aerosol generating procedure (AGP) areas	16.23% 546	9.45% 318	43.92% 1,478	30.40% 1,023	3,365

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

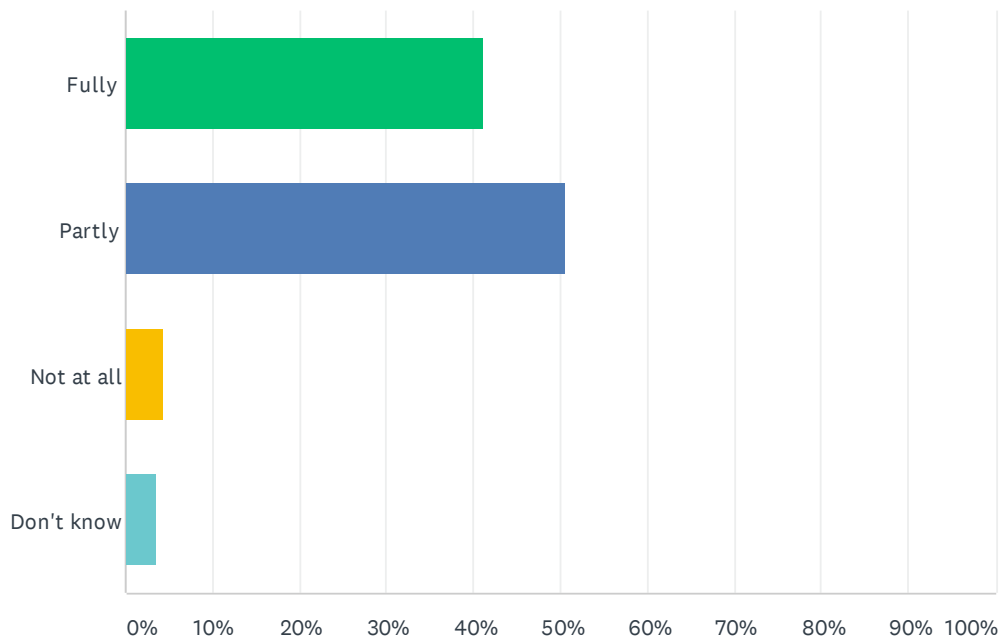
Answered: 3,366



ANSWER CHOICES	RESPONSES	
I passed the fit testing first time	44.00%	1,481
I had to try one or more alternative masks/respirator before passing	18.78%	632
I failed the fit testing	7.55%	254
I have not been fit tested	17.71%	596
I do not need to be fit tested	11.97%	403
TOTAL		3,366

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

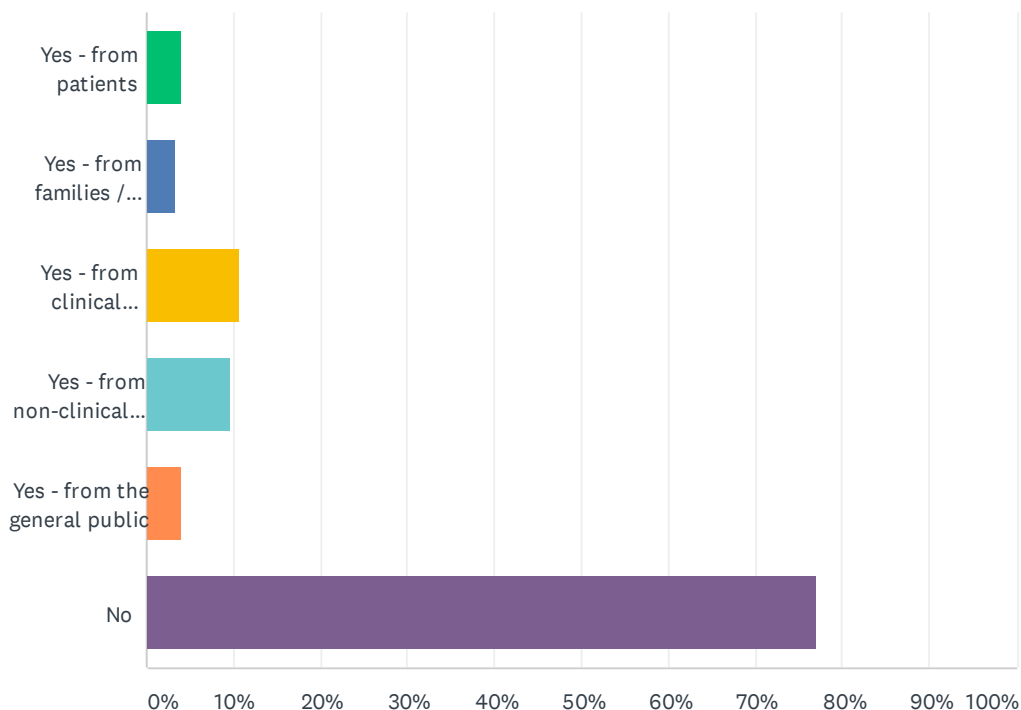
Answered: 5,184



ANSWER CHOICES	RESPONSES	
Fully	41.26%	2,139
Partly	50.69%	2,628
Not at all	4.42%	229
Don't know	3.63%	188
TOTAL		5,184

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.

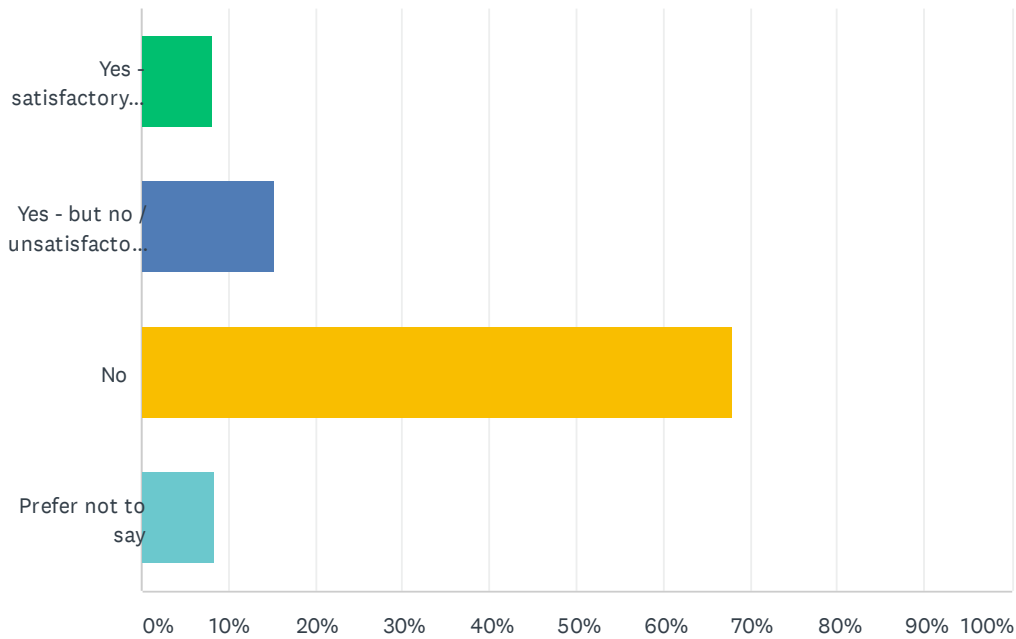
Answered: 5,204



ANSWER CHOICES	RESPONSES	
Yes - from patients	4.02%	209
Yes - from families / friends or patients	3.40%	177
Yes - from clinical colleagues	10.66%	555
Yes - from non-clinical management in my place of work	9.61%	500
Yes - from the general public	3.92%	204
No	76.96%	4,005
Total Respondents: 5,204		

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

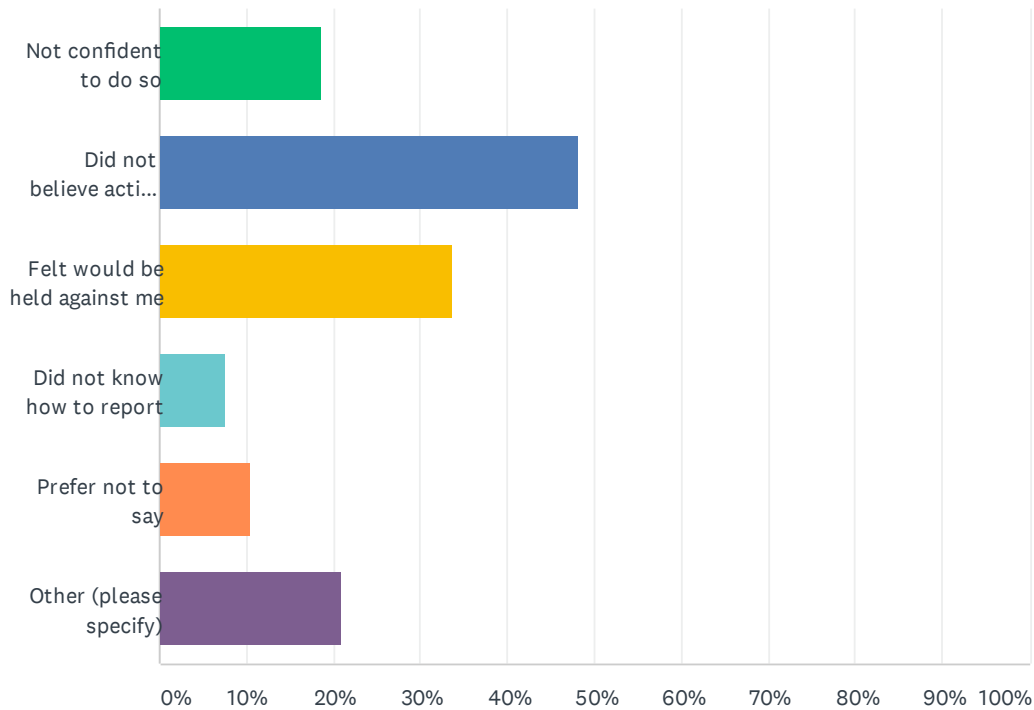
Answered: 1,210



ANSWER CHOICES	RESPONSES	
Yes - satisfactory action was taken	8.18%	99
Yes - but no / unsatisfactory action taken	15.37%	186
No	68.02%	823
Prefer not to say	8.43%	102
TOTAL		1,210

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

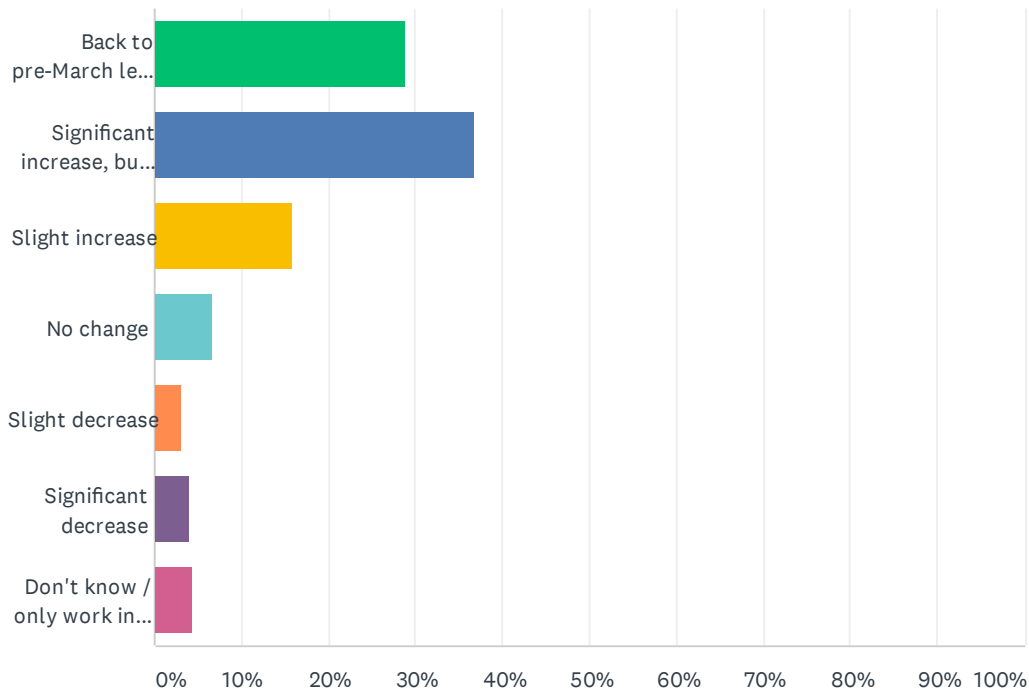
Answered: 814



ANSWER CHOICES	RESPONSES	
Not confident to do so	18.55%	151
Did not believe action would be taken	48.16%	392
Felt would be held against me	33.66%	274
Did not know how to report	7.49%	61
Prefer not to say	10.44%	85
Other (please specify)	20.88%	170
Total Respondents: 814		

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

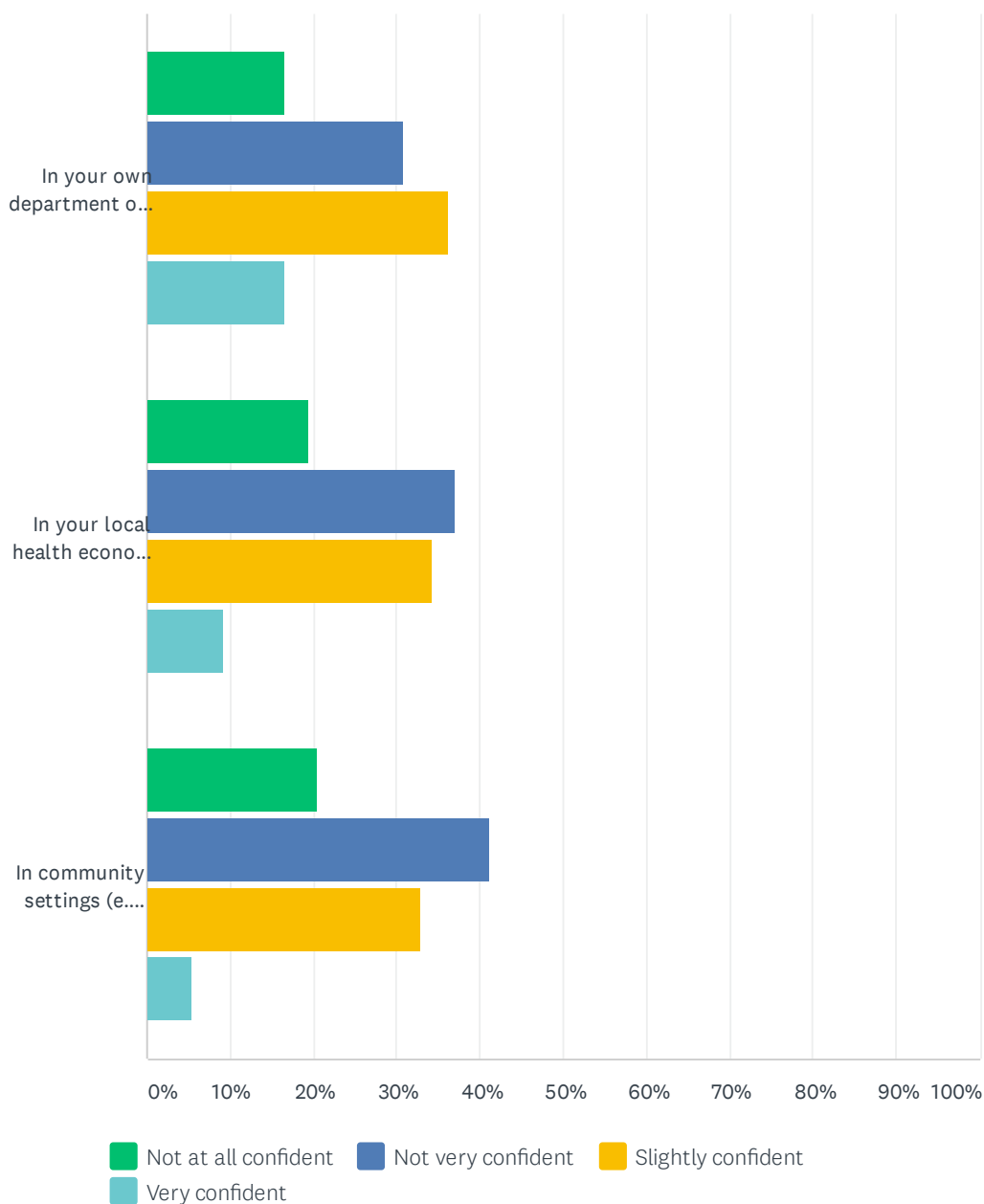
Answered: 5,046



ANSWER CHOICES	RESPONSES
Back to pre-March level of demand	28.93% 1,460
Significant increase, but at lower level than pre-March	36.74% 1,854
Slight increase	15.99% 807
No change	6.76% 341
Slight decrease	3.13% 158
Significant decrease	3.96% 200
Don't know / only work in Covid areas	4.48% 226
TOTAL	5,046

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

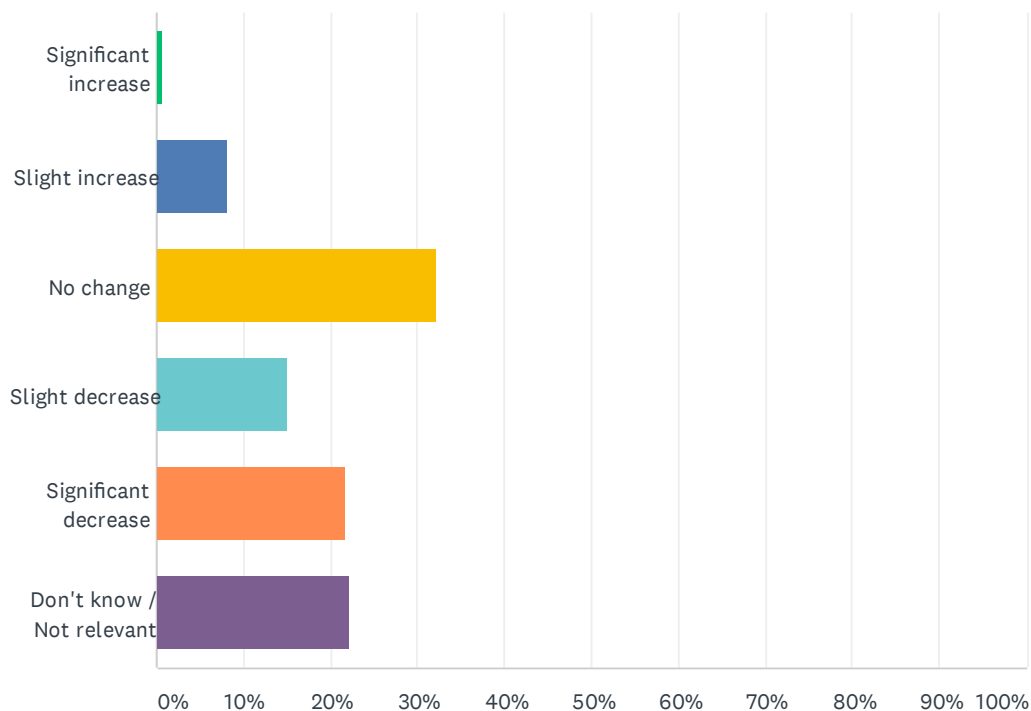
Answered: 5,037



	NOT AT ALL CONFIDENT	NOT VERY CONFIDENT	SLIGHTLY CONFIDENT	VERY CONFIDENT	TOTAL
In your own department or practice	16.47% 828	30.73% 1,545	36.16% 1,818	16.63% 836	5,027
In your local health economy (e.g. accessing diagnostics)	19.37% 966	36.94% 1,842	34.39% 1,715	9.30% 464	4,987
In community settings (e.g. care homes)	20.44% 987	41.30% 1,994	32.75% 1,581	5.51% 266	4,828

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

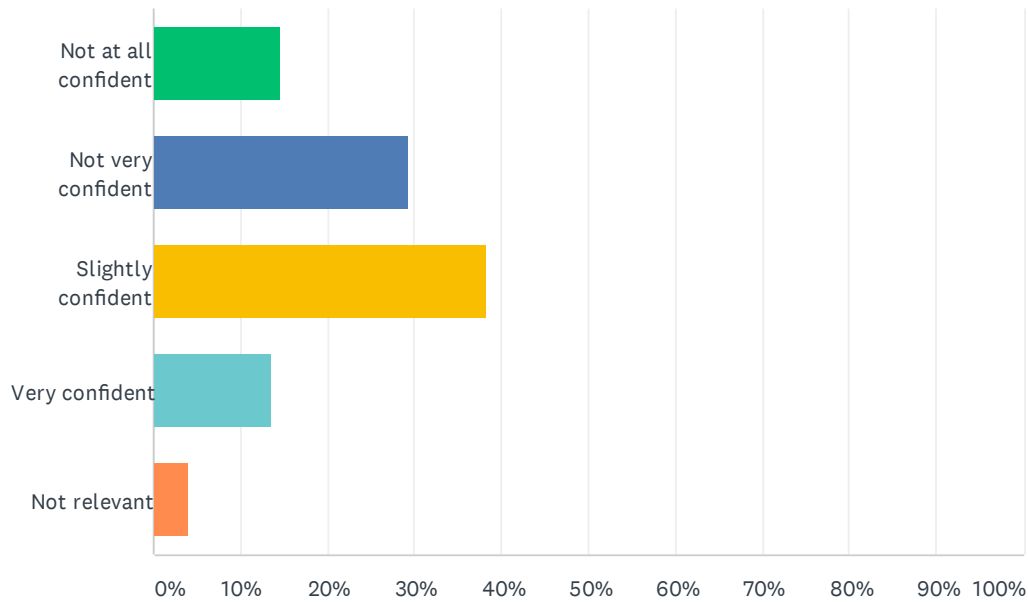
Answered: 5,060



ANSWER CHOICES	RESPONSES	
Significant increase	0.71%	36
Slight increase	8.16%	413
No change	32.19%	1,629
Slight decrease	15.10%	764
Significant decrease	21.72%	1,099
Don't know / Not relevant	22.11%	1,119
TOTAL		5,060

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

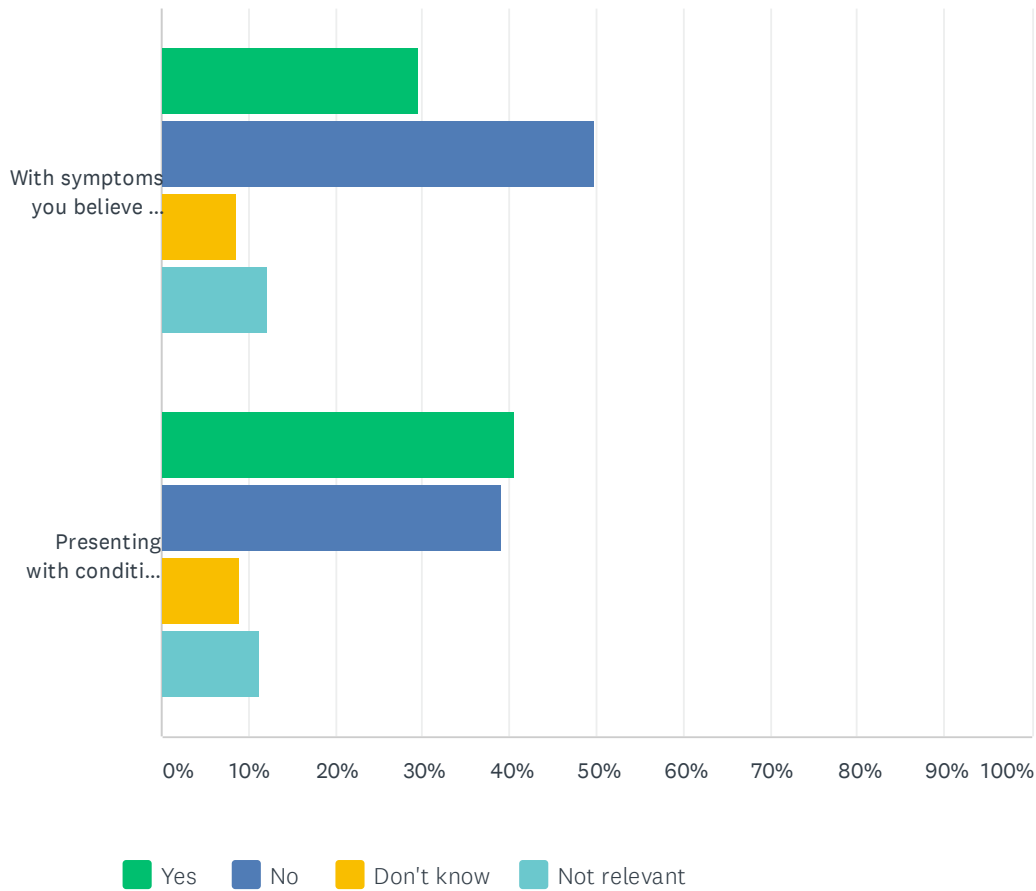
Answered: 5,054



ANSWER CHOICES	RESPONSES	
Not at all confident	14.72%	744
Not very confident	29.38%	1,485
Slightly confident	38.21%	1,931
Very confident	13.67%	691
Not relevant	4.02%	203
TOTAL		5,054

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

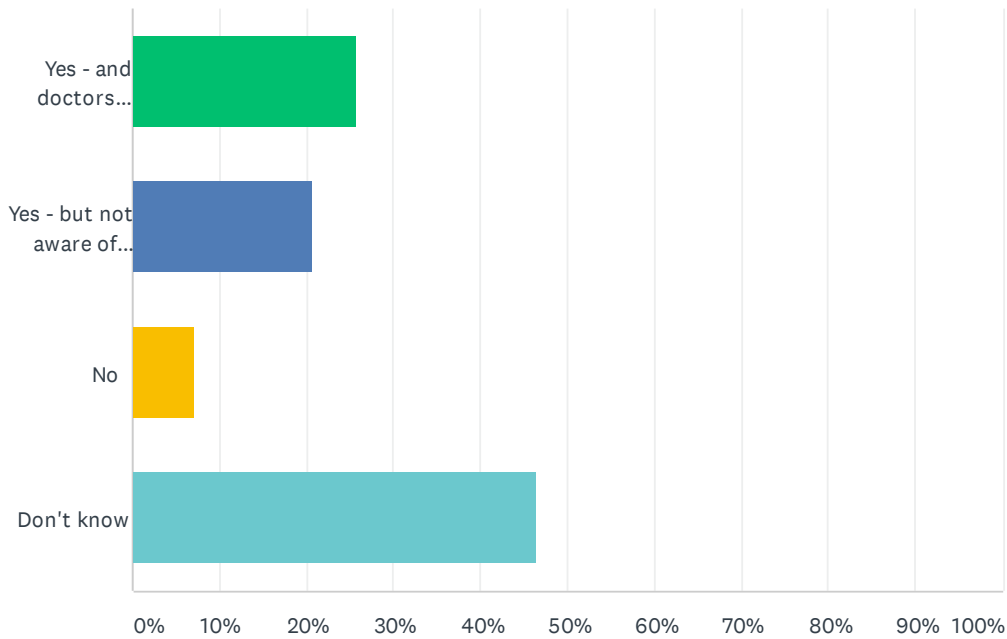
Answered: 5,063



	YES	NO	DON'T KNOW	NOT RELEVANT	TOTAL
With symptoms you believe are a longer-term effect of the patient having had Covid	29.49% 1,492	49.79% 2,519	8.68% 439	12.04% 609	5,059
Presenting with conditions at a later stage (e.g. cancer, heart disease) than you would normally expect	40.50% 2,048	39.21% 1,983	8.92% 451	11.37% 575	5,057

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

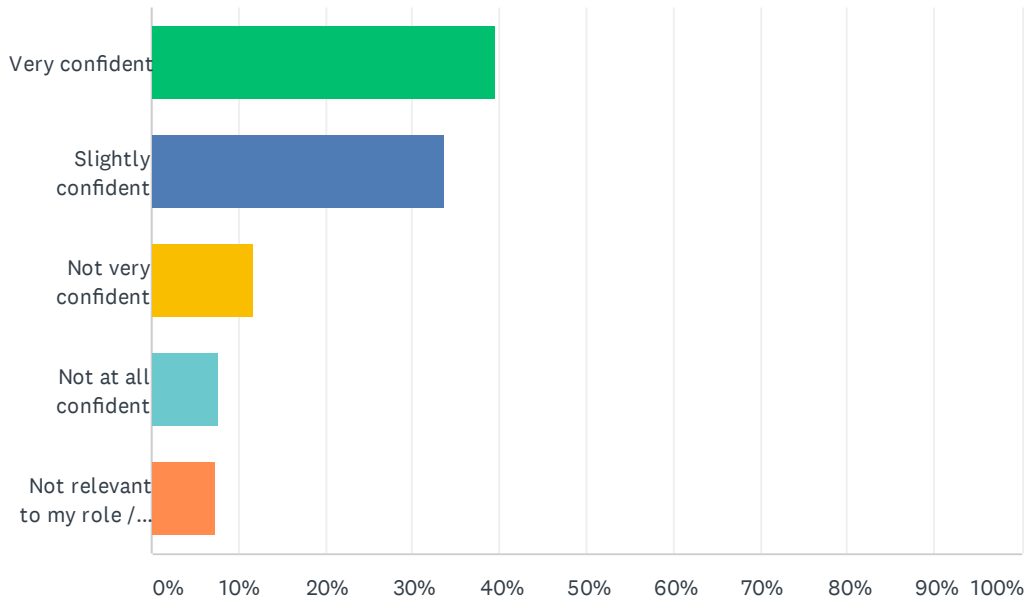
Answered: 5,075



ANSWER CHOICES	RESPONSES	
Yes - and doctors involved in drawing these up	25.71%	1,305
Yes - but not aware of clinical involvement	20.73%	1,052
No	7.03%	357
Don't know	46.52%	2,361
TOTAL		5,075

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?

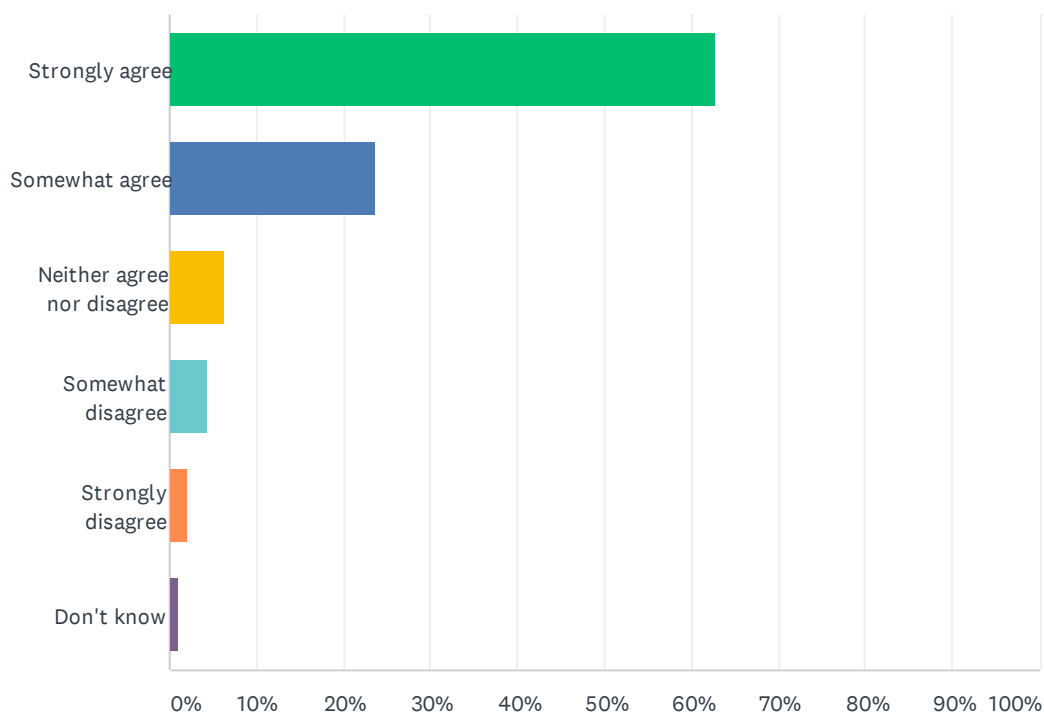
Answered: 5,016



ANSWER CHOICES	RESPONSES	
Very confident	39.45%	1,979
Slightly confident	33.75%	1,693
Not very confident	11.70%	587
Not at all confident	7.68%	385
Not relevant to my role / place of work	7.42%	372
TOTAL		5,016

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?

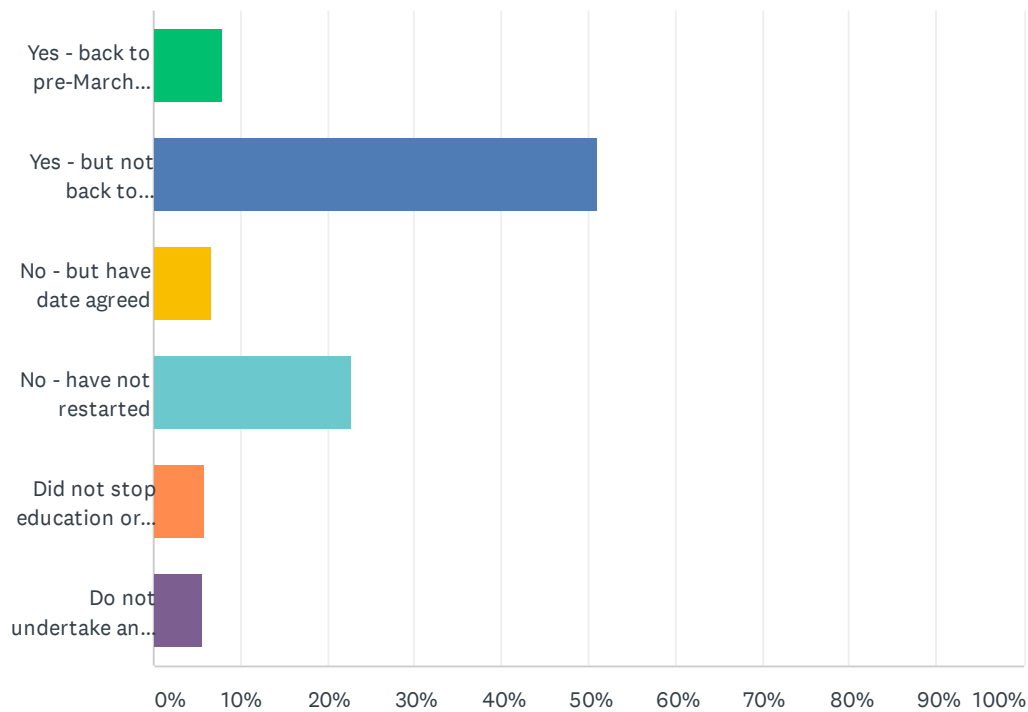
Answered: 5,032



ANSWER CHOICES	RESPONSES	
Strongly agree	62.68%	3,154
Somewhat agree	23.59%	1,187
Neither agree nor disagree	6.20%	312
Somewhat disagree	4.49%	226
Strongly disagree	2.01%	101
Don't know	1.03%	52
TOTAL		5,032

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

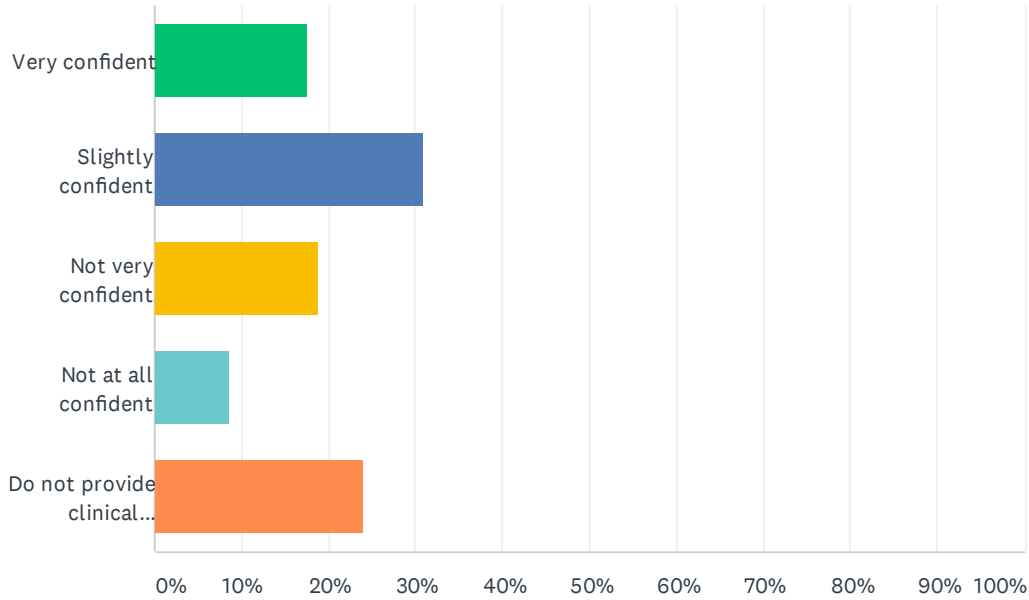
Answered: 4,989



ANSWER CHOICES	RESPONSES	
Yes - back to pre-March levels	7.98%	398
Yes - but not back to previous levels	51.11%	2,550
No - but have date agreed	6.59%	329
No - have not restarted	22.85%	1,140
Did not stop education or training activities	5.77%	288
Do not undertake any education or training activities	5.69%	284
TOTAL		4,989

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?

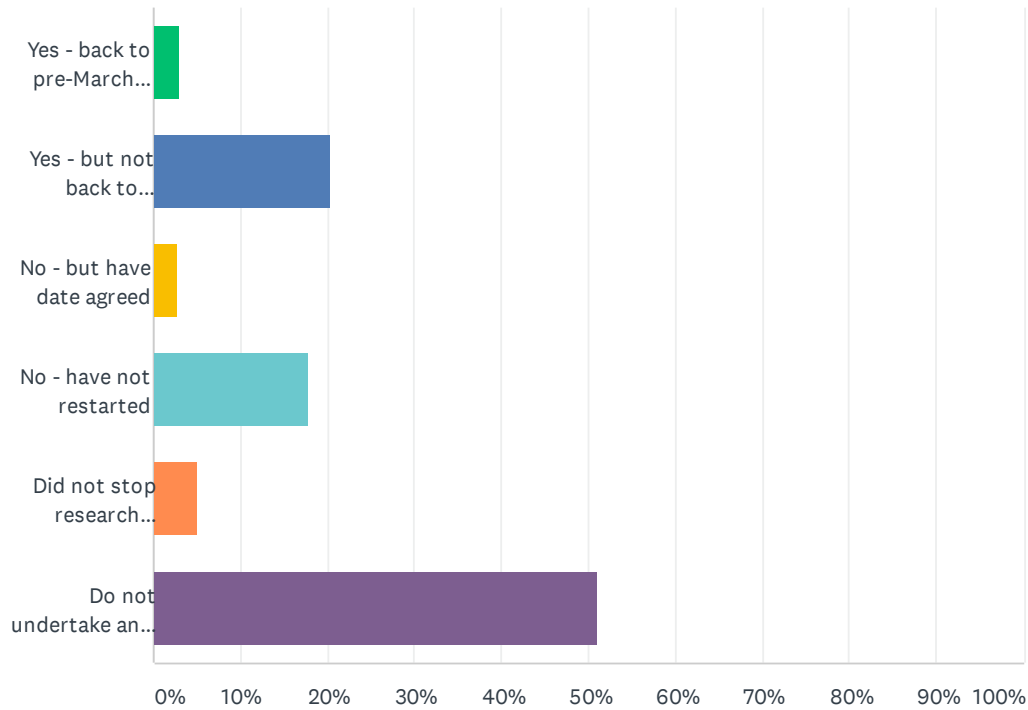
Answered: 4,968



ANSWER CHOICES	RESPONSES	
Very confident	17.67%	878
Slightly confident	30.90%	1,535
Not very confident	18.88%	938
Not at all confident	8.47%	421
Do not provide clinical placements	24.07%	1,196
TOTAL		4,968

Have you restarted research activities in your place of work?

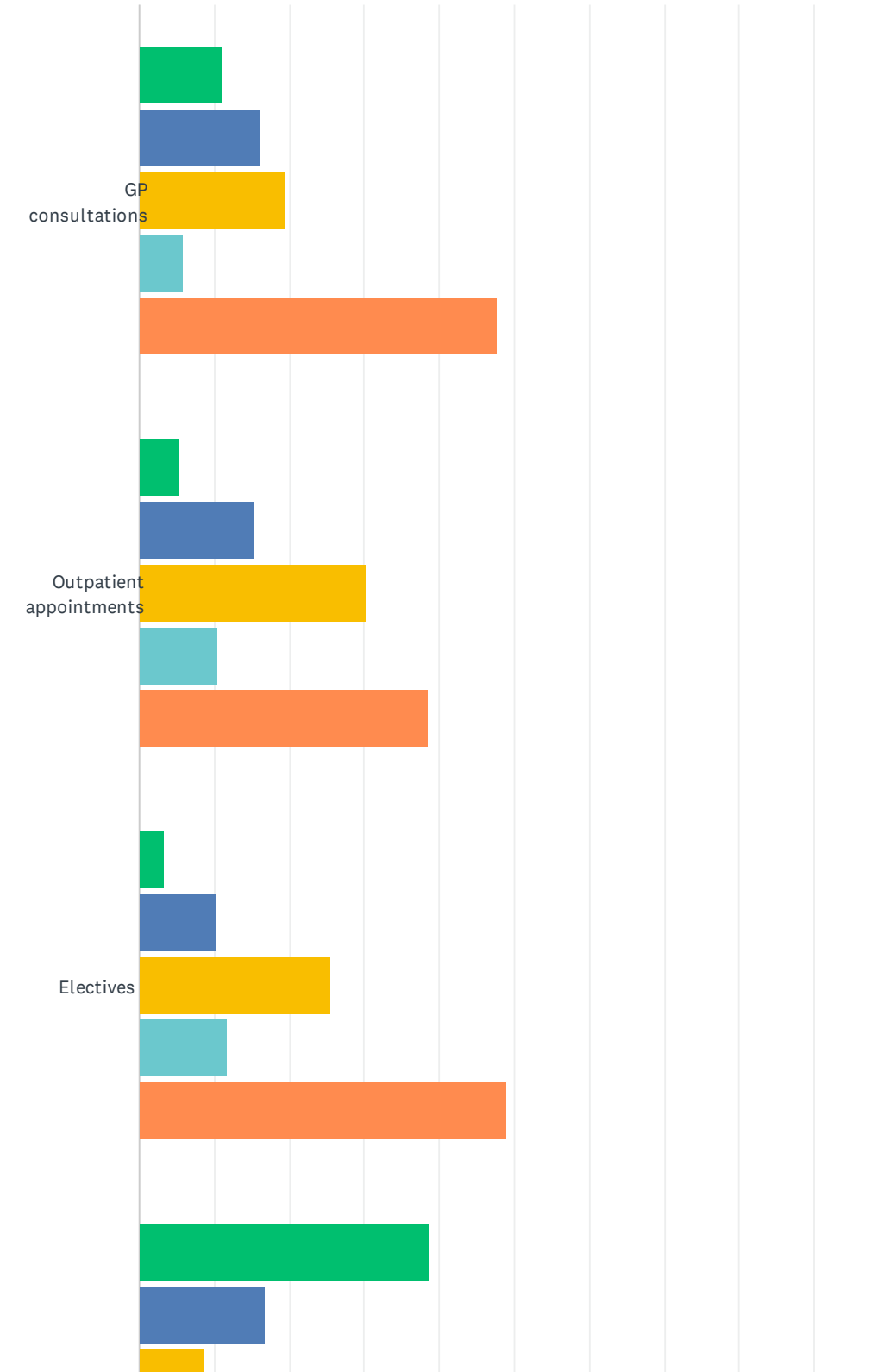
Answered: 4,992

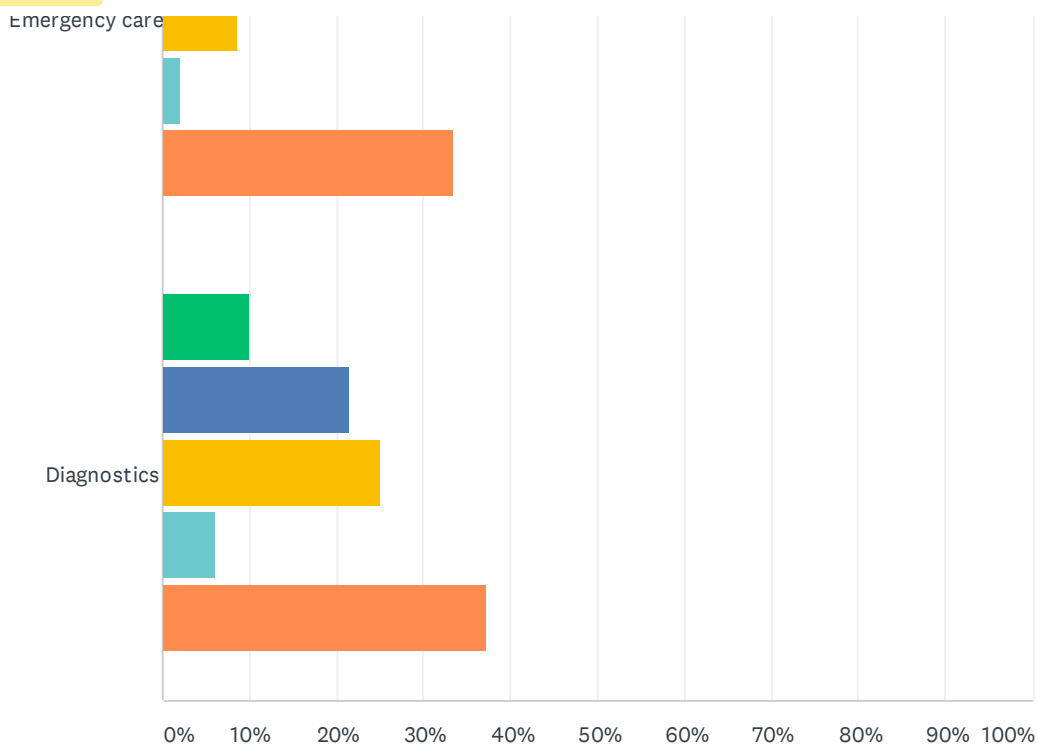


ANSWER CHOICES	RESPONSES
Yes - back to pre-March levels	3.00% 150
Yes - but not back to previous levels	20.27% 1,012
No - but have date agreed	2.80% 140
No - have not restarted	17.77% 887
Did not stop research activities	5.03% 251
Do not undertake any research activities	51.12% 2,552
TOTAL	4,992

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: 4,970



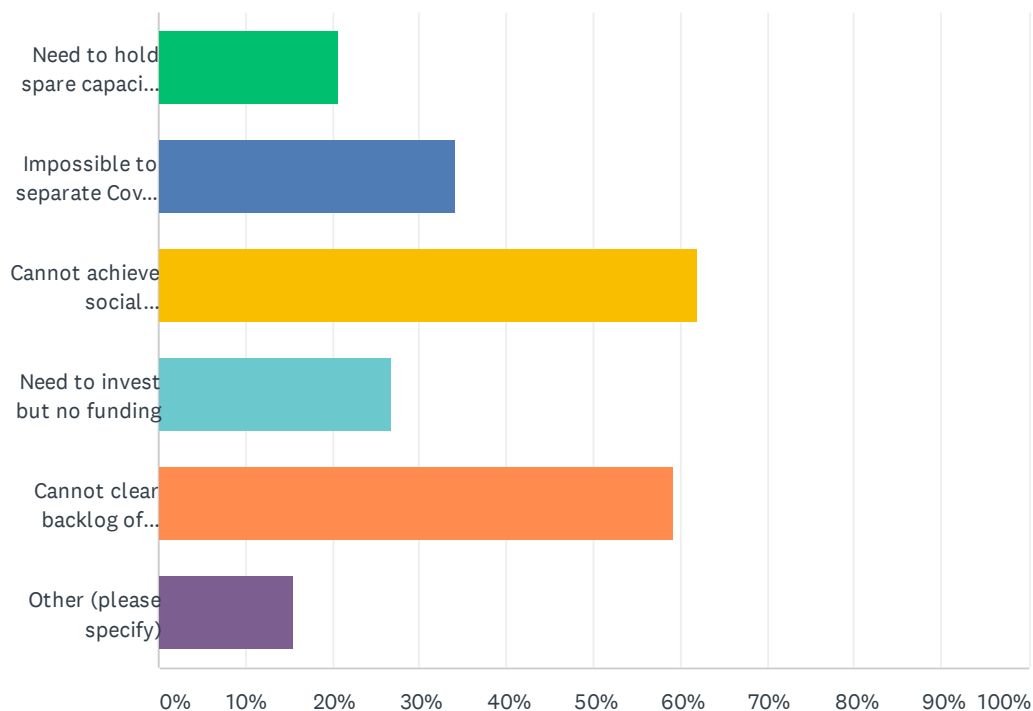


■ Already there
 ■ Within 3 months
 ■ Between 3 and 12 months
■ Never / Longer
 ■ Don't know

	ALREADY THERE	WITHIN 3 MONTHS	BETWEEN 3 AND 12 MONTHS	NEVER / LONGER	DON'T KNOW	TOTAL
GP consultations	11.00% 530	16.12% 777	19.36% 933	5.91% 285	47.61% 2,295	4,820
Outpatient appointments	5.35% 257	15.35% 737	30.29% 1,454	10.46% 502	38.55% 1,851	4,801
Electives	3.43% 163	10.32% 491	25.56% 1,216	11.71% 557	48.98% 2,330	4,757
Emergency care	38.77% 1,861	16.83% 808	8.67% 416	2.19% 105	33.54% 1,610	4,800
Diagnostics	9.99% 480	21.56% 1,036	25.16% 1,209	5.99% 288	37.31% 1,793	4,806

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

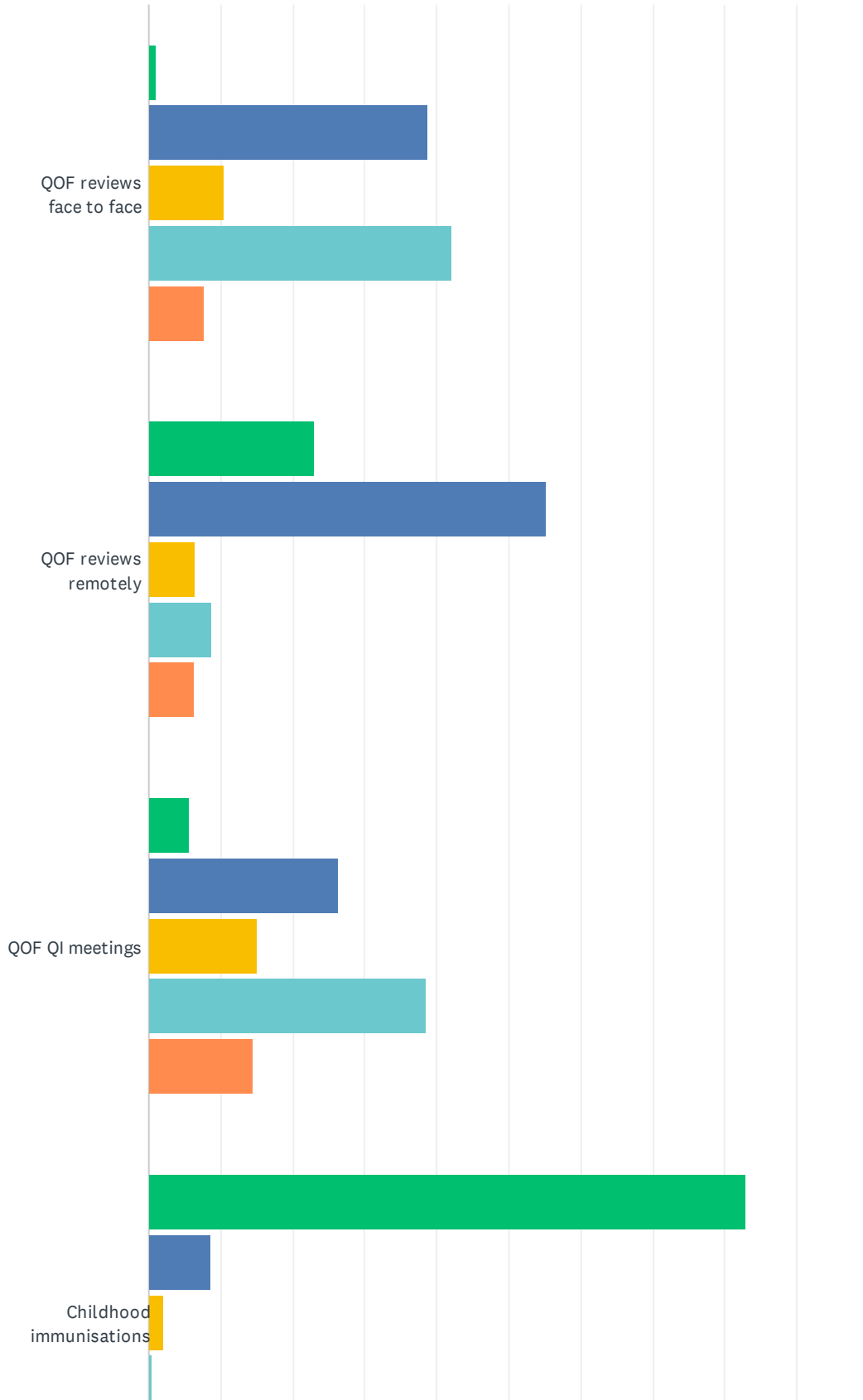
Answered: 854

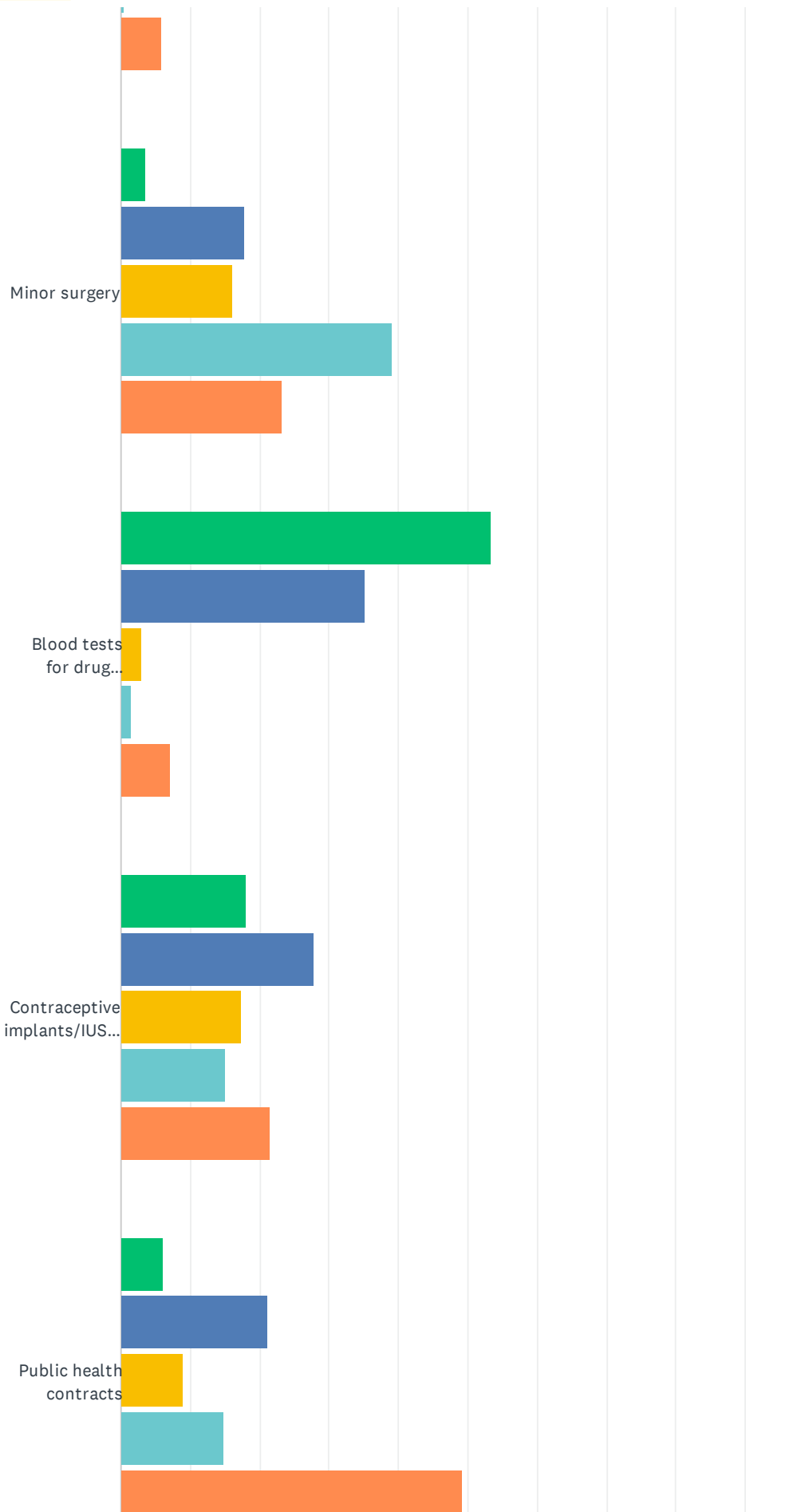


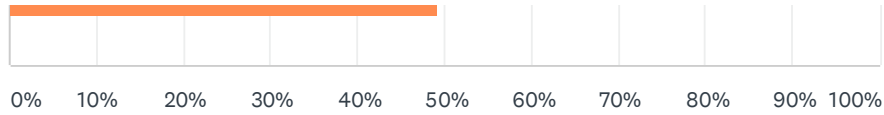
ANSWER CHOICES	RESPONSES	
Need to hold spare capacity to manage surges	20.73%	177
Impossible to separate Covid from non-Covid patient flows	34.07%	291
Cannot achieve social distancing at full capacity	61.94%	529
Need to invest but no funding	26.70%	228
Cannot clear backlog of patients / waiting lists	59.25%	506
Other (please specify)	15.57%	133
Total Respondents: 854		

Has your practice restarted any of the following?

Answered: 1,681





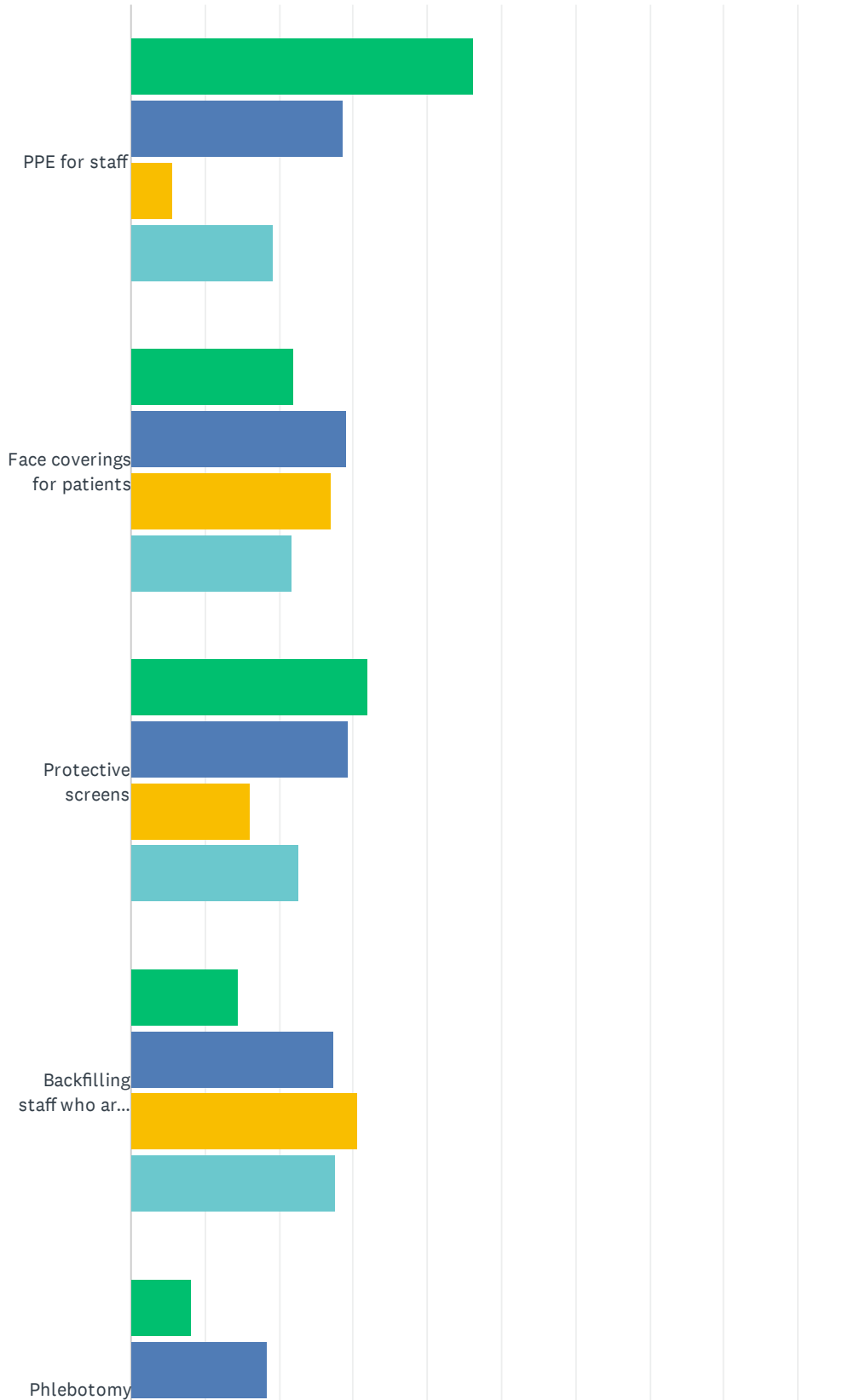


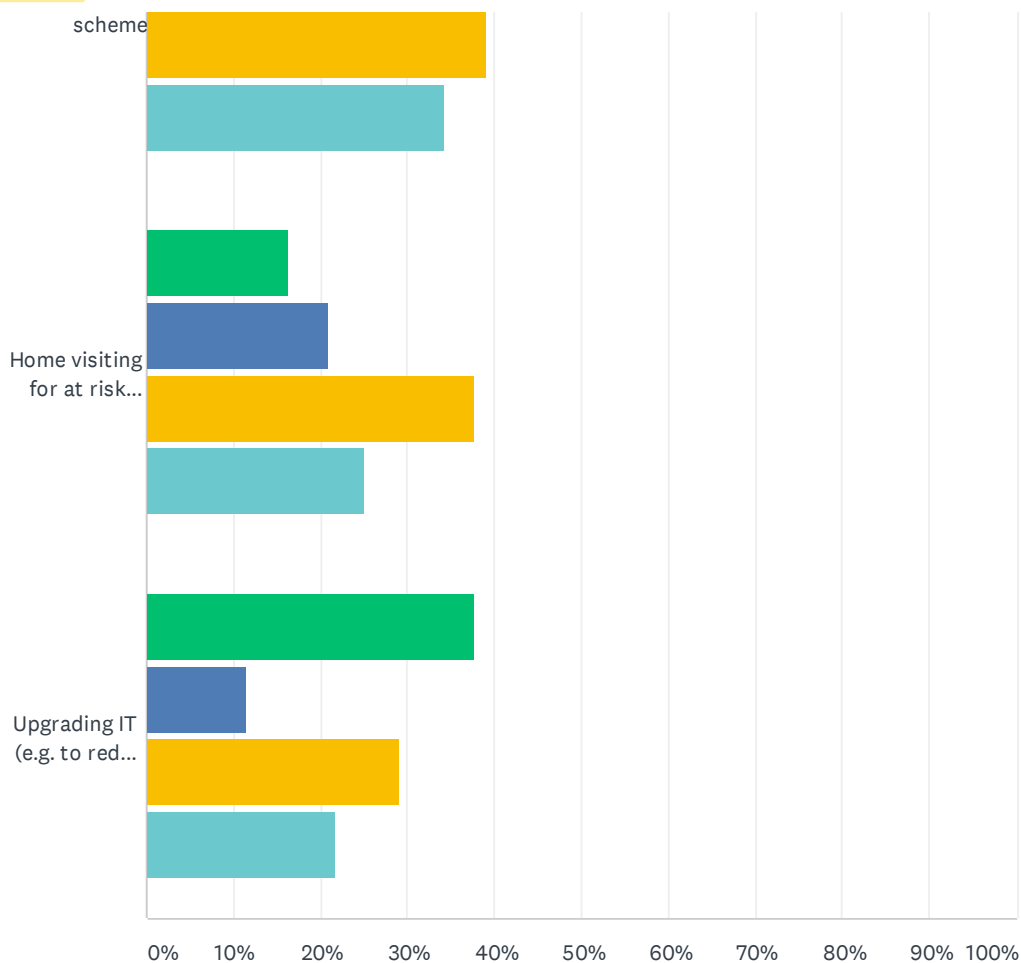
■ Fully
 ■ Partly
 ■ Planned in next few weeks
 ■ No / only in longer-term
■ Do not provide

	FULLY	PARTLY	PLANNED IN NEXT FEW WEEKS	NO / ONLY IN LONGER-TERM	DO NOT PROVIDE	TOTAL
QOF reviews face to face	1.14% 19	38.60% 645	10.47% 175	42.07% 703	7.72% 129	1,671
QOF reviews remotely	23.06% 384	55.26% 920	6.43% 107	8.89% 148	6.37% 106	1,665
QOF QI meetings	5.64% 91	26.41% 426	15.07% 243	38.44% 620	14.45% 233	1,613
Childhood immunisations	82.94% 1,386	8.68% 145	2.09% 35	0.42% 7	5.86% 98	1,671
Minor surgery	3.61% 60	17.79% 296	16.17% 269	39.12% 651	23.32% 388	1,664
Blood tests for drug monitoring	53.44% 893	35.07% 586	2.93% 49	1.50% 25	7.06% 118	1,671
Contraceptive implants/IUS services	18.06% 301	27.77% 463	17.46% 291	15.12% 252	21.60% 360	1,667
Public health contracts	6.00% 97	21.03% 340	9.03% 146	14.78% 239	49.17% 795	1,617

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

Answered: 1,599



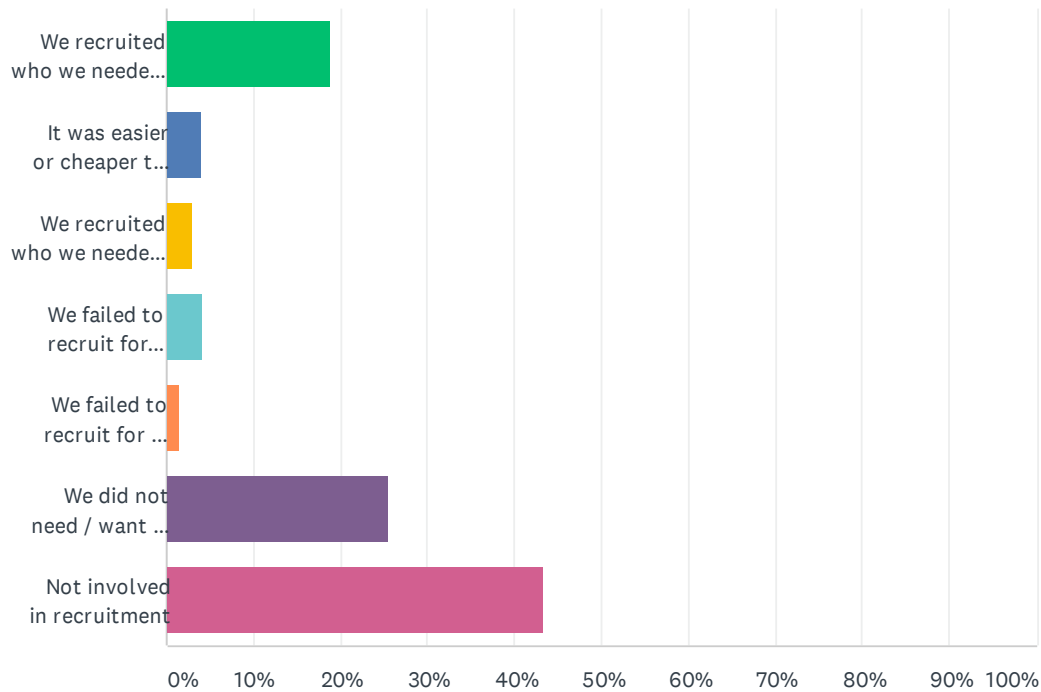


■ Yes - reimbursed by CCG
 ■ Yes - not reimbursed
 ■ No
 ■ Not relevant

	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.

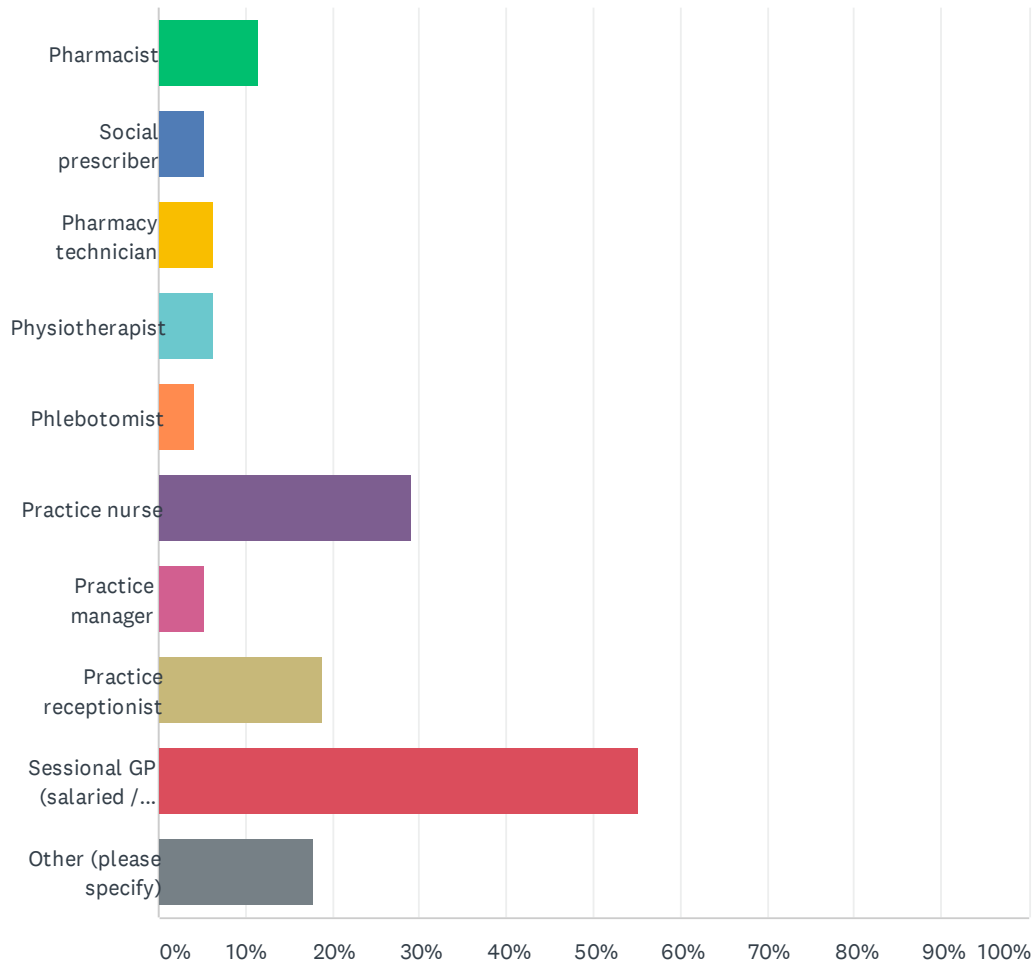
Answered: 1,703



ANSWER CHOICES	RESPONSES
We recruited who we needed with no more difficulty than usual	18.73% 319
It was easier or cheaper to recruit than usual	3.88% 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	25.54% 435
Not involved in recruitment	43.22% 736
TOTAL	1,703

Which posts did you have difficulty recruiting to?

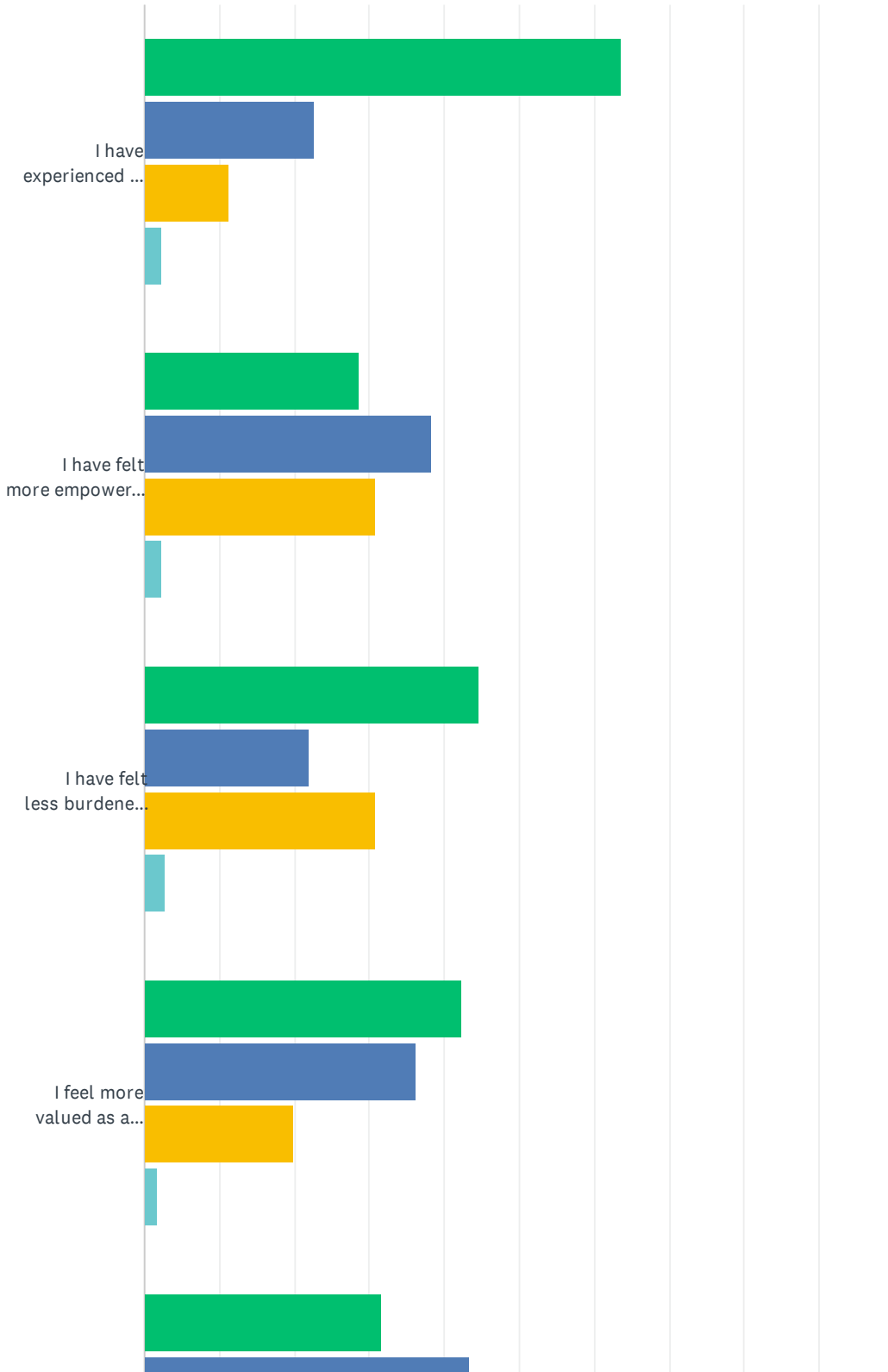
Answered: 96

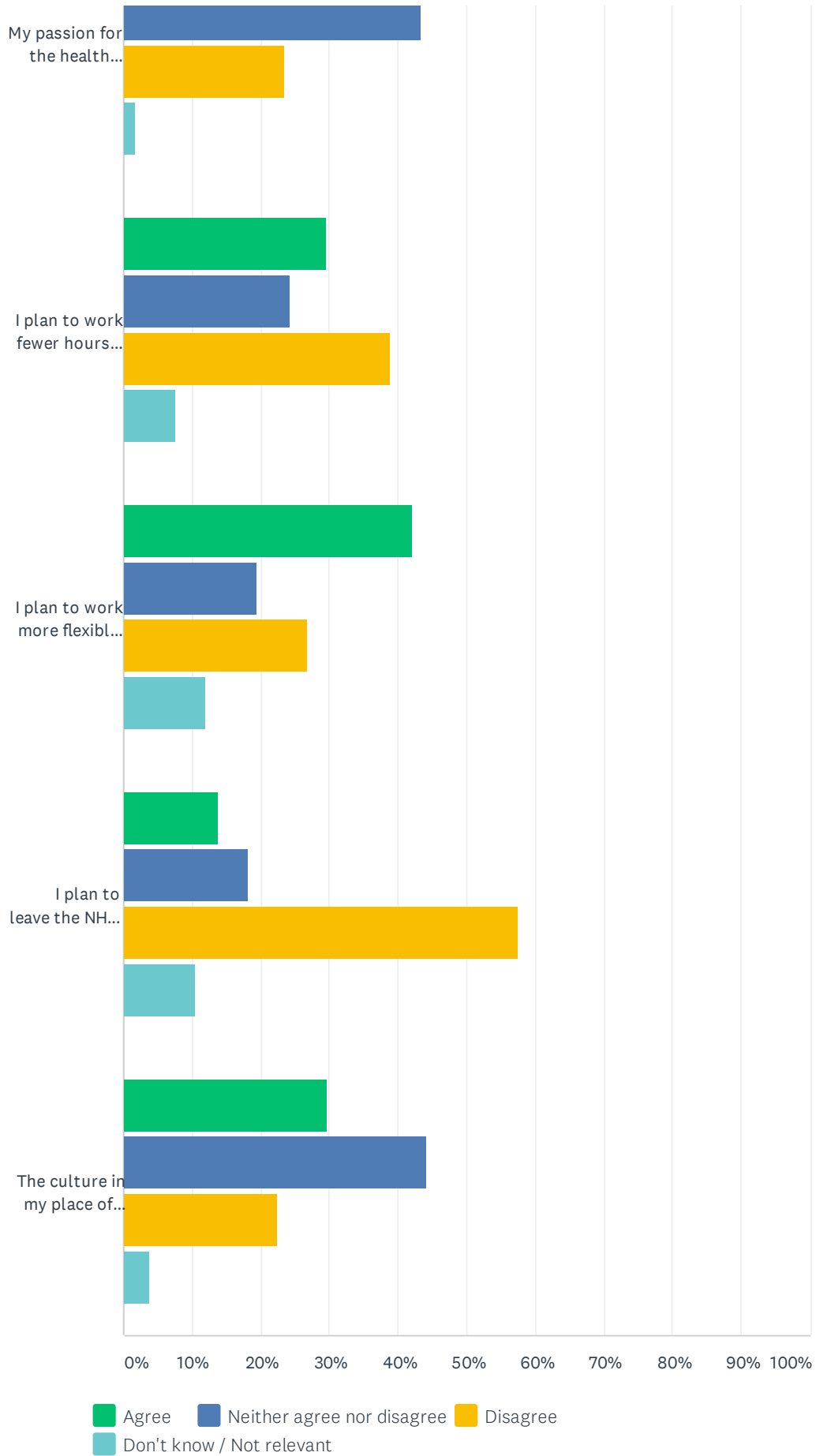


ANSWER CHOICES	RESPONSES	
Pharmacist	11.46%	11
Social prescriber	5.21%	5
Pharmacy technician	6.25%	6
Physiotherapist	6.25%	6
Phlebotomist	4.17%	4
Practice nurse	29.17%	28
Practice manager	5.21%	5
Practice receptionist	18.75%	18
Sessional GP (salaried / locum)	55.21%	53
Other (please specify)	17.71%	17
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: 4,835





	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	DON'T KNOW / NOT RELEVANT	TOTAL
I have experienced a greater sense of team-working	63.58% 3,073	22.66% 1,095	11.38% 550	2.38% 115	4,833
I have felt more empowered as a professional	28.74% 1,387	38.21% 1,844	30.71% 1,482	2.34% 113	4,826
I have felt less burdened by bureaucracy	44.64% 2,155	21.87% 1,056	30.68% 1,481	2.82% 136	4,828
I feel more valued as a doctor	42.24% 2,040	36.29% 1,753	19.77% 955	1.70% 82	4,830
My passion for the health service has increased	31.66% 1,528	43.20% 2,085	23.37% 1,128	1.76% 85	4,826
I plan to work fewer hours once normal services are resumed	29.41% 1,418	24.24% 1,169	38.88% 1,875	7.47% 360	4,822
I plan to work more flexibly / from home more	42.01% 2,025	19.44% 937	26.68% 1,286	11.87% 572	4,820
I plan to leave the NHS / retire early / work elsewhere once normal services are resumed	13.83% 667	18.14% 875	57.48% 2,773	10.55% 509	4,824
The culture in my place of work, how staff are treated and how they treat each other, has improved	29.81% 1,439	44.09% 2,128	22.33% 1,078	3.77% 182	4,827