

BULLYING AND UNDERMINING QUESTIONNAIRE

Q1 – Please record your gender

Male

Female

Q2 – What is your age group?

34 years or under

35 - 44 years old

45 - 54 years old

55 - 64 years old

65 - 74 years old

75 or older

Q3 – Please indicate the Deanery/LETB for your Trust

Health Education East Midlands (formerly East Midlands)

Health Education East of England (formerly East of England)

Health Education Kent, Surrey & Sussex (formerly Kent, Surrey & Sussex)

Health Education London (formerly London)

Health Education North West (formerly Mersey)

Health Education North East (formerly Northern)

Health Education North West (formerly North Western)

Health Education South West (formerly South West Peninsula)

Health Education South West (formerly Severn)

Health Education Thames Valley (formerly Oxford Deanery)

Health Education Wessex (formerly Wessex)

Health Education West Midlands (formerly West Midlands deanery)

Health Education Yorkshire & the Humber (formerly Yorkshire and the Humber)

Northern Ireland Medical & Dental Training Agency

NHS Education for Scotland

Wales Deanery.

Q4 – Did you originally qualify from medical school in the UK?

Yes

No

Q5 - Did you complete your postgraduate training in the U.K?

Yes

No

Q6 – For approximately how many years have you been working as an O&G consultant in the UK?

1-5 years

6-10 years

11-15 years

16 -20 years

21-25 years

26+ years

Q7 – Are you working full time or less than full time?

Q8 - Do you have a Trust Management role? (eg. Clinical Director, Medical Director)

Yes

No

This survey deals with bullying or undermining behaviour in the workplace. By bullying and undermining behaviour we mean the following behaviours, generally but not exclusively.

- Being undermined in front of others
- Ridicule
- Constant criticism
- Being sidelined or marginalised
- Being made to feel vulnerable
- Being treated differently
- Being set unrealistic goals/work
- Being denied information or knowledge necessary to achieve work objectives
- Refusal of support
- Being given the 'silent treatment'
- Excessive monitoring or supervision
- Having one's work/decisions dismissed, ignored or over-ruled
- Having the 'goalposts' shifted without notice or reason
- Plagiarism, stealing or copying of one's work
- Having responsibility removed and been given more menial jobs without any legitimate reason
- Removal or undermining of authority
- Receiving the following:
 - destructive innuendo and sarcasm
 - verbal and non-verbal threats
 - inappropriate and hurtful jokes
 - physical violence

Q9 – Looking at the list above, do you feel that you have personally been subjected to **persistent episodes** of bullying or undermining behaviour by other staff while working in the NHS in the UK?

Yes

No – Skip to Q24

Q10 – Approximately for how long has this behaviour been occurring?

Over the last 12 months

Over the last couple of years

Over the last 3 to 5 years

Longer than 5 years

Q11 – Where does this behaviour usually occur? (Tick all that apply)

In theatre

In the maternity assessment unit

In the early pregnancy unit

In the midwife birth unit

In the delivery suite

In the ward/Trust generally

During teaching/training sessions

In the community

Other (please specify)

Q12 – In the main, is this behaviour being carried out by one specific person, by more than one person or by specific groups of people generally?

By one specific person skip to q13

By more than one person skip to Q14

By one or more specific group of people generally Skip to Q15

Q13 – And is this person...?

A senior consultant (i.e. with over 10 yrs practice)

A junior consultant

A consultant from another specialty

A manager

A medical director

A trainee

A nurse

A midwife

Theatre staff

Other (please specify)

Q14 – And are these people...? (Tick all that apply)

A senior consultant (i.e. with over 10 yrs practice)

A junior consultant

A consultant from another specialty

A manager

A medical director

A trainee

A nurse

A midwife

Theatre staff

Other (please specify)

Q15 – And is/are this group of people...?(Tick all that apply)

Senior consultants (i.e. with over 10 yrs practice)

Junior consultants

Consultants from other specialties

Managers

Medical directors

Trainees

Nurses

Midwives

Theatre staff

Other (please specify)

Q16 – And out of 10 times you come into contact with this person(s)/group(s), how often does the behaviour occur approximately?

Every time (10 times)

9 times

8 times

7 times

6 times

5 times

4 times

3 times

2 times

Once

Q17 – And are the people carrying out the behaviour mostly...?

Male

Female

Equally male and female

Q18 - In hierarchical terms, are the perpetrators of this behaviour...?

Above your grade/level

At a comparable grade/level

Below your grade/level

Not applicable/Don't know

Q19 – Please identify the type(s) of behaviour that you have been subjected to. (Tick all that apply)

Persistent attempts to belittle and undermine your work
Persistent and unjustified criticism and monitoring of your work
Persistent attempts to humiliate you in front of colleagues
Intimidating use of discipline or competence procedures
Undermining your personal integrity
Destructive innuendo or sarcasm
Verbal and non-verbal threats
Making inappropriate jokes about you
Persistent teasing
Physical violence
Withholding necessary information from you
Freezing out, ignoring or excluding
Unreasonable refusals of applications for leave or training
Undue pressure to produce work
Setting of impossible deadlines
Shifting goalposts without telling you
Constant undervaluing of your efforts
Persistent attempts to demoralise you
Removal of areas of responsibility without consultation
Discrimination on racial, gender or sexual grounds or other protected characteristics
Unwelcome sexual advances
Other (please specify)

Q20 – How has such behaviour impacted on your professional and personal life? Please comment.

Q21 – Have you reported this behaviour?

Yes – go to Q22

No – go to Q23

Q22 – what was the outcome?

The issue was resolved and the behaviour stopped
The issue was resolved but the behaviour recurred
The issue was addressed but not resolved and the behaviour continued
The issue was not addressed however the behaviour stopped
The issue was not addressed and the behaviour continued
Other (please specify)

Q23 - Why did you not report it?

I was concerned that reporting the issue would make the situation worse
I did not know who to report the issue to
I felt I would not be supported if I reported the issue
I was concerned about the impact that reporting the issue would have on my career
The behaviour stopped and has not recurred
The person I would normally report the issue to is the perpetrator
Other (please specify)

Q24 - Have you witnessed other colleagues or staff being subjected to persistent behaviours by others which has eroded their professional confidence or self esteem?

Yes

No – skip to Q28

Q25 – Have you reported this behaviour?

Yes – go to Q26

No – go to Q27

Q26 – what was the outcome?

The issue was resolved and the behaviour stopped

The issue was resolved but the behaviour recurred

The issue was addressed but not resolved and the behaviour continued

The issue was not addressed however the behaviour stopped

The issue was not addressed and the behaviour continued

Other (please specify)

Q27 - Why did you not report it?

I was concerned that reporting the issue would make the situation worse

I did not know who to report the issue to

I felt I would not be supported if I reported the issue

I was concerned about the impact that reporting the issue would have on my career

The behaviour stopped and has not recurred

The person I would normally report the issue to is the perpetrator

Other (please specify)

Q28 – Do you feel that there is a general problem with undermining in your unit?

Yes – go to Q29

No - go to Q30

Q29 – Is this being addressed?

Yes

No

Q29a – Please give details

Q 30 - Have you attended any training on how to address undermining/bullying?

Yes

No

Q31 – Finally, do you have any comment on any issues relating to bullying and undermining?