

Themes and associated responses

Theme	Responses
Limited capacity for surgery	<p><i>"reduced capacity"</i></p> <p><i>" At work,,, limited capacity"</i></p> <p><i>"Reduced capacity for operative surgery"</i></p> <p><i>"unable to operate as much, waiting lists increasing"</i></p> <p><i>"inability to carry out surgery"</i></p> <p><i>lack of operating"</i></p> <p><i>"Not being able to do my job as before, e.g. operating to same degree"</i></p> <p><i>"Minimal operating"</i></p> <p><i>"no operating time "</i></p> <p><i>"Limited operating due to elective lists being cancelled"</i></p> <p><i>" reduced elective operating".</i></p> <p><i>"Less operating time"</i></p> <p><i>"less operating"</i></p> <p><i>"Less operating!"</i></p>
• Change the work structure	<p><i>"Change in working structure"</i></p> <p><i>"Constant change"</i></p> <p><i>"working out of normal environment"</i></p> <p><i>"changing pattern of work and on call"</i></p> <p><i>"Multiple changes every week. Hard to keep some semblance of continuity"</i></p> <p><i>"Changed job which is very stressful."</i></p> <p><i>"New way of life requiring rapid adaptation."</i></p> <p><i>"New type of work"</i></p> <p><i>"Working in unfamiliar environment"</i></p> <p><i>"Unusual work patterns"</i></p> <p><i>"changes to work pattern".</i></p> <p><i>"Disruption to routine"</i></p> <p><i>"New methods of working- including telephone clinics"</i></p>

	<p><i>"I've been deployed to telephone patients referred as suspected cancers".</i></p> <p><i>"Mostly virtual clinics, and taking decisions on 2wk cancer referrals without direct examination of patients."</i></p> <p><i>"challenge of being asked to contribute to areas that I have not done for years under the pretext that it is covering COVID-19"</i></p> <p><i>"Carrying out emergency surgeries with less familiar teams "</i></p> <p><i>" I work in cancer surgery and many of my team have been reallocated yet the service has continued"</i></p> <p><i>"trauma and anxiety of potentially being forced to do things that I am not practiced at currently and so patient safety and incidents."</i></p> <p><i>"Lack of leadership"</i></p> <p><i>" unrealistic planning by the management."</i></p> <p><i>"the inefficiency of the system and uber managerial approach which makes everyone lazy and slower than before"</i></p> <p><i>"Day to day work not really matching job plan"</i></p> <p><i>"there are no facilities to rest during on calls"</i></p> <p><i>"I have had to work from home due to immunosuppressive medication."</i></p> <p><i>"Academic work from home difficult with very young children"</i></p> <p><i>"Research affected as lab closed"</i></p> <p><i>"Significant changes to working practice with more involvement with management and service delivery as a trainee"</i></p> <p><i>"Opportunity for more home working would be beneficial"</i></p> <p><i>"increased time at home, increased time for audit/research"</i></p> <p><i>"better work life balance"</i></p> <p><i>"More logistics".</i></p>
<p>2-Increased workload and Lack of work-life balance</p>	<p><i>"overworking"</i></p> <p><i>"increased work load"</i></p> <p><i>"Very long turnover between patients (surgery)."</i></p> <p><i>"increased on call"</i></p>

	<p><i>"Changed job which is very stressful"</i></p> <p><i>" More on calls"</i></p> <p><i>"due to increase in number of on calls"</i></p> <p><i>"workload post pandemic"</i></p> <p><i>" stress at work"</i></p> <p><i>"Working more weekends/OOH. Different shift pattern than my partner so difficult to maintain a reasonable home life"</i></p> <p><i>"Significant interruption to home life and plans."</i></p> <p><i>"Disruption in training and work life"</i></p> <p><i>" lack of clarity in job role and increased work pressure meaning more stress and fatigue"</i></p> <p><i>"Struggling to manage work life balance"</i></p> <p><i>"My wife and I are both doctors, so work/life balance is hard due to COVID"</i></p> <p><i>"no job satisfaction"</i></p> <p><i>"Extending into personal time and out of work life".</i></p>
3-Surgeons struggling with Personal Protective Equipment	<p><i>"ability to deliver care due to lack of PPE"</i></p> <p><i>"lack of PPE".</i></p> <p><i>"I cannot go on too long operating with PPE. Neck hurts. It's just living hell."</i></p> <p><i>"PPE makes it difficult for patients to hear you and see your non-verbal response"</i></p> <p><i>"Carrying out emergency surgeries with less familiar teams and adapting the ways of communication during the case due to PPE"</i></p> <p><i>"non-covid wards means spending lots of time donning / doffing PPE rather than seeing patients"</i></p> <p><i>"additional time needed for all tasks from hand washing, to donning and doffing, to hygiene measures on entering home from work to ensure family members are not affected"</i></p> <p><i>"infection control measures both at work and home".</i></p>
Impact on surgeon performance	<i>"Difficult to plan and do things."</i>

<p>include (Hard to make decisions, Less productive/Work slow and Tired)</p>	<p><i>"It is intellectually tiring to make decisions"</i></p> <p><i>"Potential for making the wrong decision leading to adverse outcomes for patients"</i></p> <p><i>"Less productive and innovative"</i></p> <p><i>"Work is mundane and slow."</i></p> <p><i>"Lack of work productivity can be frustrating"</i></p> <p><i>"not being able to do my job adequately".</i></p> <p><i>"Not able to work as much as usual"</i></p> <p><i>"the inefficiency of the system and uber managerial approach which makes everyone lazy and slower than before"</i></p> <p><i>"tired"</i></p> <p><i>"Tired and not sleeping well"</i></p> <p><i>"Feel more tired and worn out."</i></p> <p><i>"More tired"</i></p> <p><i>"Tired, often struggle to find motivation"</i></p> <p><i>"Tiring"</i></p>
<p>2-Impact on surgeon's experience/development</p> <p>These include Training Programme Directors (TPDs) or achieving An Annual Review of Competence Progression (ARCP)</p>	<p><i>"Training severely limited"</i></p> <p><i>"Disruption in training"</i></p> <p><i>"Worry about training"</i></p> <p><i>"impact on training"</i></p> <p><i>"Decimation of training opportunities."</i></p> <p><i>"lack of training "</i></p> <p><i>"Training largely ceased despite remaining in specialty and with the need for operating off site loss of consultant support and supervision"</i></p> <p><i>"There is almost no training"</i></p> <p><i>"Zero access to any training, either in theatre or clinic."</i></p> <p><i>"Disrupting training"</i></p> <p><i>"No training"</i></p> <p><i>"Reduced training opportunities."</i></p> <p><i>"Loss of learning opportunities"</i></p> <p><i>"Training opportunities reduced"</i></p>

	<p><i>"TPD still wants us to show progression in specialty despite significantly reduced elective work"</i></p> <p><i>"worry about achieving competency for ARCP"</i></p> <p><i>"The stress is mostly with the unknown of ARCP outcomes".</i></p> <p><i>"The ARCP outcomes due to covid-19 have been poorly thought out and will be poorly executed to the detriment of trainees."</i></p>
1-Childcare issues	<p><i>"Childcare issues"</i></p> <p><i>"Childcare is a huge problem."</i></p> <p><i>"Difficult having teenagers at home with school being closed"</i></p> <p><i>"Childcare issues with nursery closing just before return"</i></p> <p><i>"struggled with child care."</i></p> <p><i>"Making difficult planning to pick up children"</i></p> <p><i>"tensions with adult children who have returned home"</i></p> <p><i>"Children off school and wife having to juggle her job / childcare and home schooling. Trying to ensure I'm home as much as possible. "</i></p> <p><i>"Childcare"</i></p> <p><i>"Childcare "</i></p> <p><i>"My boys aged 15 and 12 are missing school and I am worried about them "</i></p> <p><i>" Children off school-childcare challenges because both of us are key workers and school provision does not have options before and after school care"</i></p> <p><i>"Child care with schools being closed"</i></p> <p><i>"Home situation can also be very stressful with kids at home so I feel I am dealing with stress at home and stress at work."</i></p> <p><i>"Childcare (husband was admitted to hospital and I needed to take parental leave) and eldest child very anxious about the pandemic"</i></p> <p><i>"more emotional support for children at home"</i></p>
2-Family life/ Relationship	<p><i>"Not being able to live with my wife as having to live near hospital in travel lodge - makes communication harder"</i></p>

	<p><i>"Fear of taking virus home to family. Fear from partner that I will bring the virus home."</i></p> <p><i>"infecting loved one"</i></p> <p><i>"all I am doing is looking after hospital inpatients. I live alone, my partner is in another deanery, and I've not seen her since it started."</i></p> <p><i>"Not being able to travel and support elderly parents abroad in case they run into problems"</i></p> <p><i>"Stressful regarding concerns of family wellbeing due to my work."</i></p> <p><i>"Significantly as a BAME member who has a vulnerable adult at home"</i></p> <p><i>"Cannot visit my family"</i></p> <p><i>"Less social events"</i></p> <p><i>" lack of family support as they live out of area and unable to visit on time off."</i></p> <p><i>"wife anxious/furloughed"</i></p> <p><i>"loss of communication with wife. "</i></p> <p><i>"I'm worried as both my husband and I are doctors. And also the hassle of staying in hospital for on calls as I live far away."</i></p> <p><i>"Reduced social activities"</i></p> <p><i>"less time to socialise"</i></p> <p><i>"Less time spent with friends "</i></p> <p><i>"Unable to see family and friends"</i></p> <p><i>"Because of the travel restrictions and the fact that I work away from home, I have not been home for three months"</i></p> <p><i>"Cannot meet friends"</i></p>
3-Having to cancel honeymoons/wedding	<p><i>"Postponement of our wedding"</i></p> <p><i>"Wedding, honeymoon and annual leave cancelled".</i></p>
Reduced leisure opportunities	<p><i>"travel. The pub is shut and I can't go on holiday"</i></p>

	<p><i>" Home life - still seem to be working stressful days but little to no balance with sports or leisure, so life seems fairly imbalanced"</i></p> <p><i>"Not getting enough exercise. Socializing is nonexistent."</i></p> <p><i>"Reduced social activities"</i></p> <p><i>"Less work, more family time, more golf!"</i></p>
5-Poor sleep	<p><i>"Some sleeplessness"</i></p> <p><i>" Strange dreams!"</i></p> <p><i>"Poor sleep"</i></p> <p><i>"not sleeping well"</i></p> <p><i>"Occasional difficulty sleep"</i></p> <p><i>"not sleeping"</i></p> <p><i>"struggling to sleep sometimes"</i></p> <p><i>"Less sleep"</i></p>
Fears and anxiety	<p><i>"Feeling unsafe when seeing positive patients"</i></p> <p><i>"fear of bringing virus home and infect my family and my mother in law with lung cancer."</i></p> <p><i>"Concerns over taking the virus home to my vulnerable wife who is pregnant with 3rd trimester complications. This is the most stressful component of the situation."</i></p> <p><i>"Not to bring the virus to my family"</i></p> <p><i>"Exposure to family via me - biggest challenge"</i></p> <p><i>"concerns over personal safety"</i></p> <p><i>"the risk of contracting covid"</i></p> <p><i>"bringing it home"</i></p> <p><i>"Anxious about bringing the virus home"</i></p> <p><i>"anxiety about safety"</i></p> <p><i>"Anxiety about catching covid and passing on to family"</i></p> <p><i>"Worry about my family"</i></p> <p><i>"Anxiety"</i></p> <p><i>"causing severe anxiety"</i></p> <p><i>"Felt more worried about life"</i></p> <p><i>"Slight worry about getting infection."</i></p> <p><i>"Constant worry about not missing diagnosis and personal risk"</i></p>

	<p><i>"The worry about cartying the virus home doesnt stop."</i></p> <p><i>"I am concerned about the impact on non cancer patients, particularly neuropathic patients"</i></p> <p><i>"feeling of work piling up that has been deferred"</i></p> <p><i>"suffering due to delayed treatment"</i></p> <p><i>"Feeling pressure to find patients with cancer and enable them to have the care they need with the current limited system"</i></p> <p><i>"decisions to postpone treatment if not urgent"</i></p> <p><i>"very few patients are getting treatment in a timely manner. "</i></p> <p><i>"Limited operating due to elective lists being cancelled"</i></p> <p><i>"concern about patients and trainees and how we will manage both groups going forward"</i></p> <p><i>"Difficulty managing risk for patients who one cannot see"</i></p> <p><i>"Feel very frustrated regarding the unnecessary negative impact some of these policies are having on patients (without the option to bend the rules as no two situations are the same)!"</i></p> <p><i>"it is frustrating to see patients suffer "</i></p> <p><i>"Protect myself and my patients."</i></p> <p><i>"Unsettling in terms on impact on patient"</i></p> <p><i>"Inability to carry out cancer diagnostic work. We are storing up major trouble here."</i></p> <p><i>"Worry about delayed diagnosis for my patients and resultant litigation that may follow"</i></p> <p><i>"Unable to provide care to patients with benign conditions."</i></p> <p><i>"Not being able to see my patients or offer my hand when needed while breaking bad news"</i></p> <p><i>"Constant worry about not missing diagnosis".</i></p> <p><i>"feeling of anticipation of things getting worse"</i></p> <p><i>"Concerns What will my job look like in the coming months/ years and how will I be able to arrange family commitments/ childcare around this"</i></p>
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	<p><i>"Worried about uncertainties (short and long term)- second wave of infection, economic aspects and whether we will be able to travel home to see our parents and extended family"</i></p> <p><i>"concern about patients and trainees and how we will manage both groups going forward"</i></p> <p><i>" Increased anxiety about the future"</i></p> <p><i>"Fear of unknown"</i></p> <p><i>"Uncertainty is unnerving"</i></p> <p><i>"Added stress and uncertainty".</i></p>
Loss of motivation and feeling bored	<p><i>"Unable to do usual enjoyable tasks at work. "</i></p> <p><i>"Decreased motivation at work."</i></p> <p><i>"Boredom"</i></p> <p><i>"Loss of enthusiasm"</i></p> <p><i>"Feeling of boredom and lack of enthusiasm at times"</i></p> <p><i>"each day very similar "</i></p> <p><i>"Less productive and innovative as less motivation at work",</i></p> <p><i>"boredom"</i></p> <p><i>"though boredom is creeping in this past week (may 10)", "Bored at home"</i></p> <p><i>"Tired, often struggle to find motivation".</i></p> <p><i>"Boredom at work, frustration of not being able to get on with treating our orthopaedic patients"</i></p> <p><i>"Getting bored of mundane jobs"</i></p> <p><i>"I feel more tired and irritable than usual"</i></p> <p><i>"Feel very frustrated!"</i></p> <p><i>"frustration, irritability"</i></p> <p><i>"it is frustrating to see patients suffer "</i></p>
Low mood	<p><i>"very much, started having irritability"</i></p> <p><i>"I feel more irritable than usual"</i></p> <p><i>"anger"</i></p> <p><i>"A bit angry and short tempered at work".</i></p> <p><i>"irritable "</i></p> <p><i>"Agitated"</i></p>

	<p><i>"Feel irritable at home"</i></p> <p><i>"Feel more unsettled than usual".</i></p> <p><i>"Makes me a lot more emotional than I have ever been."</i></p> <p><i>"Chaos"</i></p> <p><i>"Feeling hopeless "</i></p> <p><i>"Annoying"</i></p> <p><i>"Feel lonely at times"</i></p> <p><i>"depressed at times"</i></p> <p><i>"Depression"</i></p> <p><i>"Depressed most of the time"</i></p> <p><i>"I try to cope. Sometimes I feel that I am gonna give up."</i></p> <p><i>"Coping at present but reduced leisure opportunities mean less ability to de-stress and unwind"</i></p> <p><i>"not really as i have adapted"</i></p> <p><i>"New way of life requiring rapid adaptation."</i></p> <p><i>"Reduced social activities and ability to unwind from work stress"</i></p> <p><i>"Adapting to constantly evolving policies"</i></p> <p><i>"adapting to work and out of work life"</i></p> <p><i>"Feel lonely at times"</i></p>
Stress and burnout	<p><i>"working is more stressful than normal"</i></p> <p><i>"burnout"</i></p> <p><i>"Increased stress"</i></p> <p><i>"Stress"</i></p> <p><i>"Feeling slightly more stressed"</i></p> <p><i>"Stress about extra waiting list and work pressure when we return to normal work causing severe anxiety"</i></p> <p><i>"I feel burned out."</i></p> <p><i>"Added stress"</i></p> <p><i>"Very stressed at the start of the pandemic over catching covid"</i></p> <p><i>"Very stressful both at home and work".</i></p> <p><i>"Increased stress related to work not getting done"</i></p>

	<p><i>"added stress"</i></p> <p><i>"I have stress that comes home with me"</i></p> <p><i>"I don't feel more stressed. Maybe even less"</i></p>
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