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 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

Q30 - 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?