



**The Confederation
of British Surgery**
Survey into the GMC Report
**"Caring for doctors, caring
for patients"**



Key Findings

In late 2019 Professor Michael West and Dame Denise Coia wrote a paper for the GMC titled "Caring for doctors, Caring for patients". The Confederation of British Surgery regards the findings and message of this paper as vital to a sustainable UK healthcare system. CBS issued a survey that seeks to establish to what degree Trusts in the UK are acting on this report.

A total of 108 medics were polled on their Trusts' provision to help with fatigue, places to sleep while on-call, rostering systems for shift duties and compassionate leadership.

Findings of the CBS Survey found that:

- The General Medical Council 2019 report 'Caring for Doctors, Caring for Patients' has gone unread, unacknowledged and unimplemented - less than 19% knew the GMC report even existed
- A resounding 91% of clinicians surveyed say their Trusts DO NOT have a programme to ensure they're not so overloaded that they can't deliver safe care
- When asked if a place to sleep was provided when they were on-call, four out of five (79%) said NO
- A staggering majority (85%) said there was no policy in place or best practice guidance on dealing with fatigue
- Just 11% of respondents said their Trust implements the NHS Employers Good Rostering Guide (the official guidance for best practice in planning shift rotas). 65% had no idea whether their Trusts used the Guide.

Read the full article outlining our survey results which appeared in the Clinical Services Journal (Operating Theatres Supplement) [here](#)

Additional Findings

When asked whether management had approached them about how their unit is maintained (in terms of service provision and efficiency):

- less than 14% said yes.

When asked if Trust management had ever approached them for feedback on how concerns are tackled;

- 83% said No.

When asked if their Trust has a culture that focuses on 'learning not to blame';

- just over two in five (43%) said yes

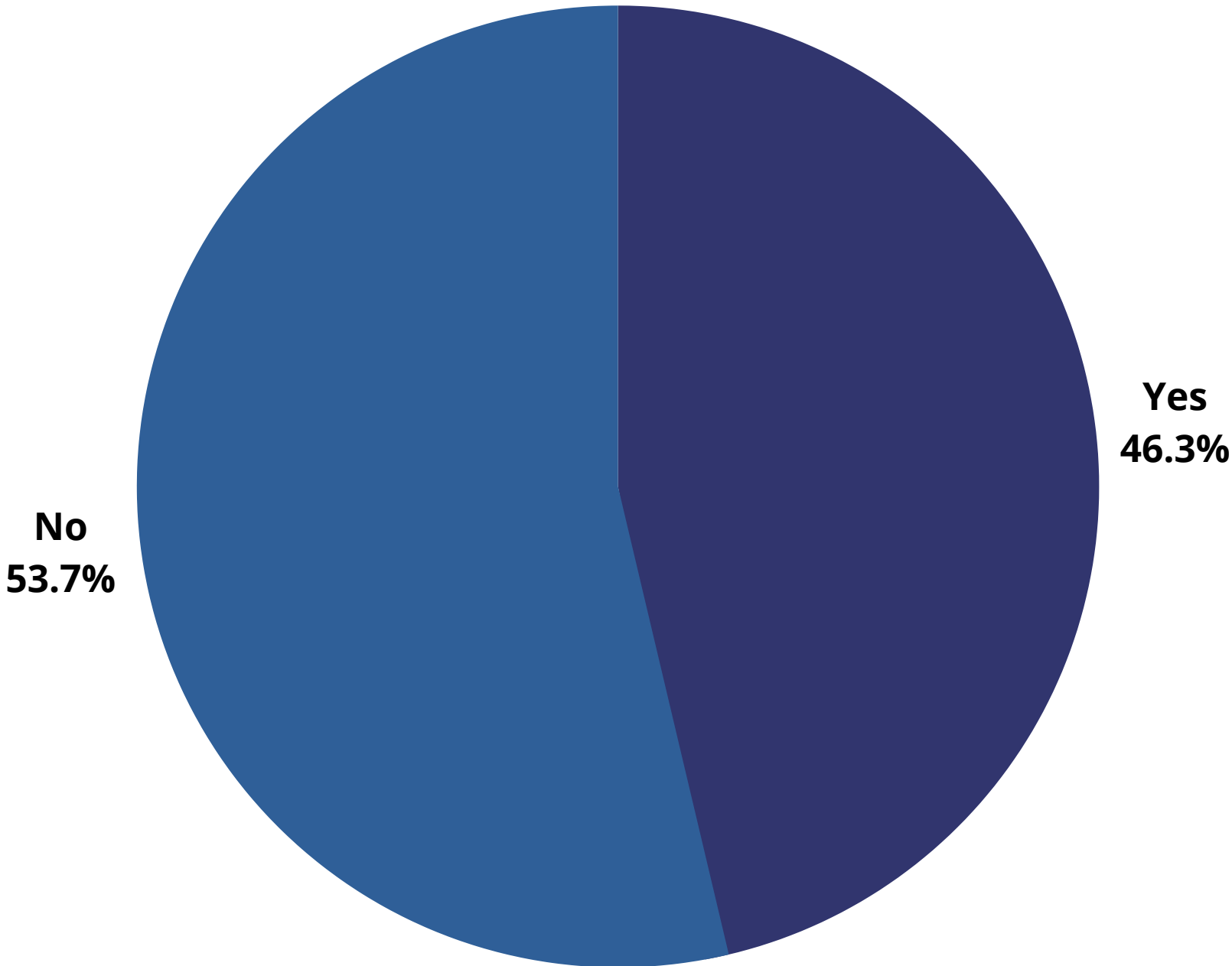
Only one third (33%) of respondents agreed that leadership was encouraged to be compassionate; two in five (40%) disagreed or strongly disagreed.

When asked whether feedback is obtained from healthcare professionals on the subject of compassionate leadership;

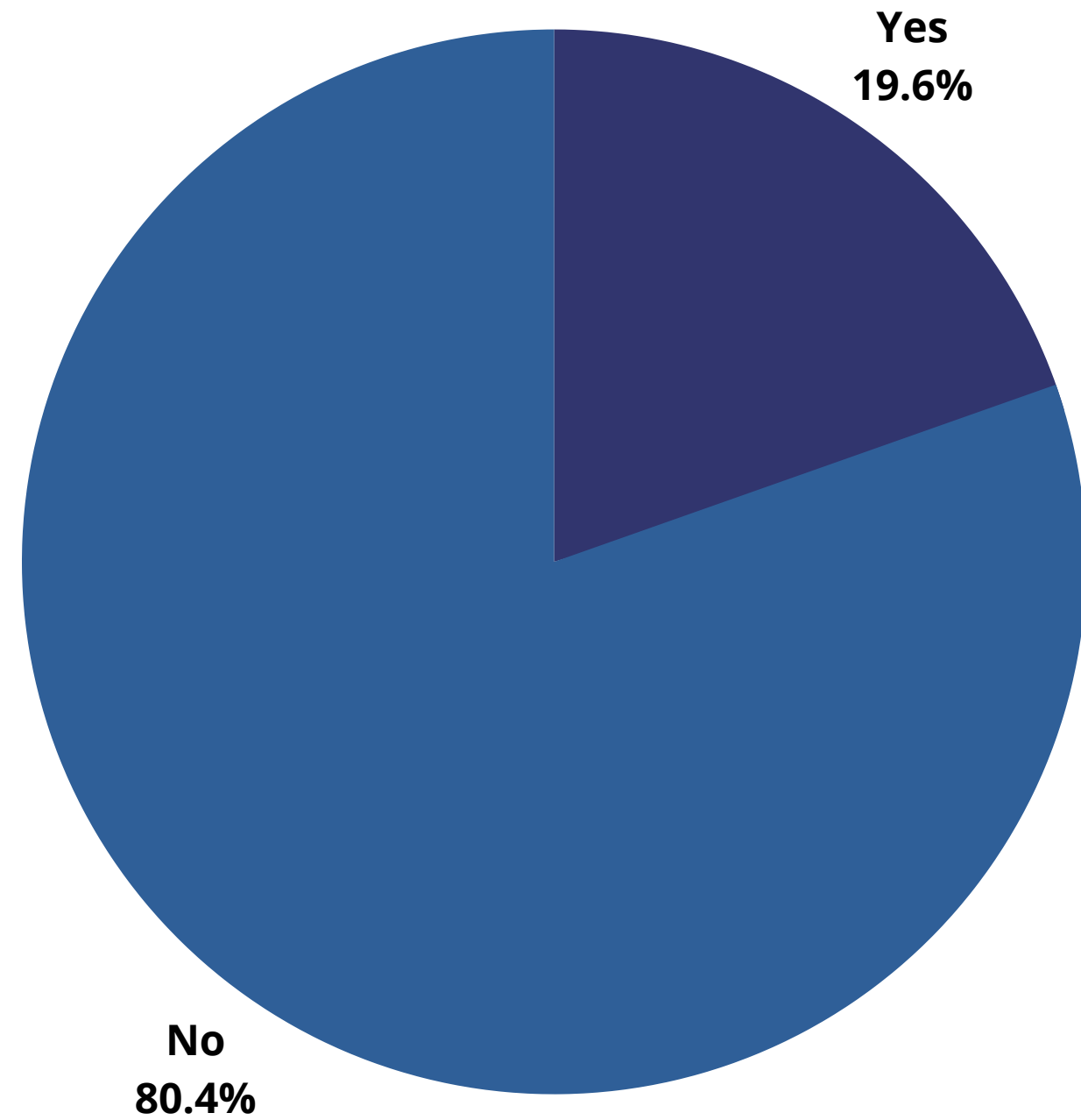
- the vast majority (86%) said No

Nearly 90% said leaders of medical staff were NOT recruited, selected and supported to model compassionate and collective leadership.

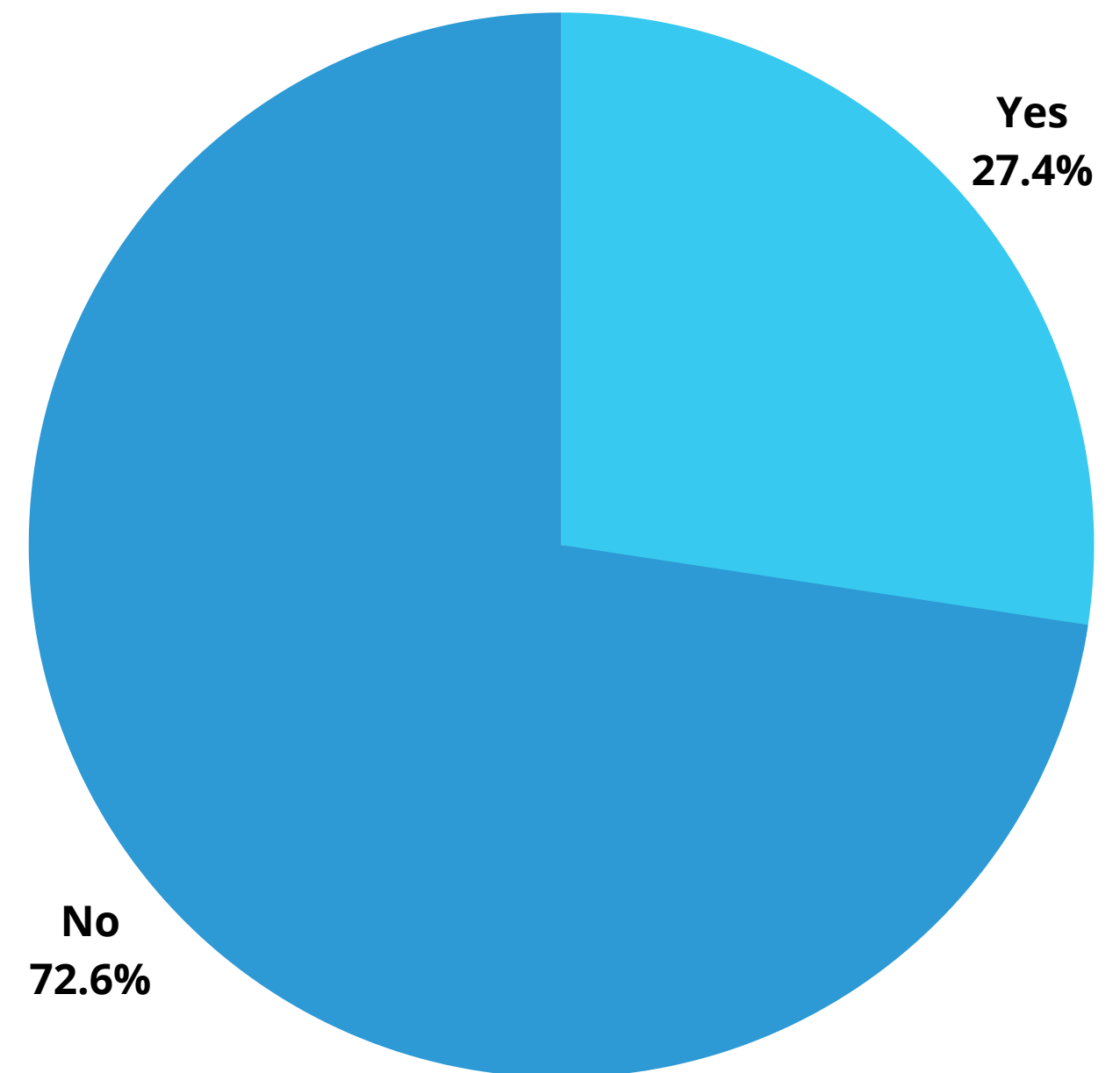
Do you think you have autonomy with regards to your day to day work?



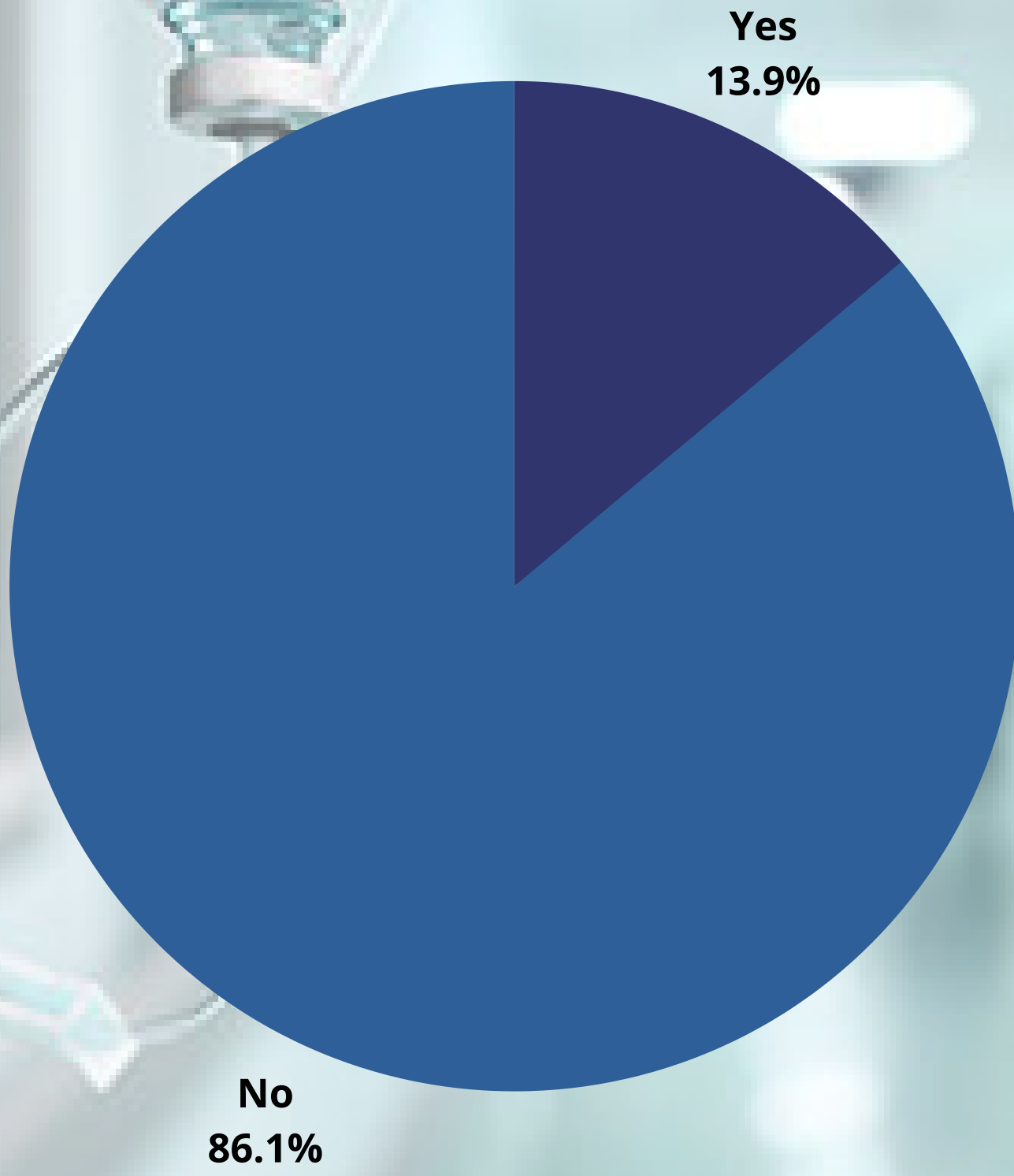
Were you aware this GMC report existed?



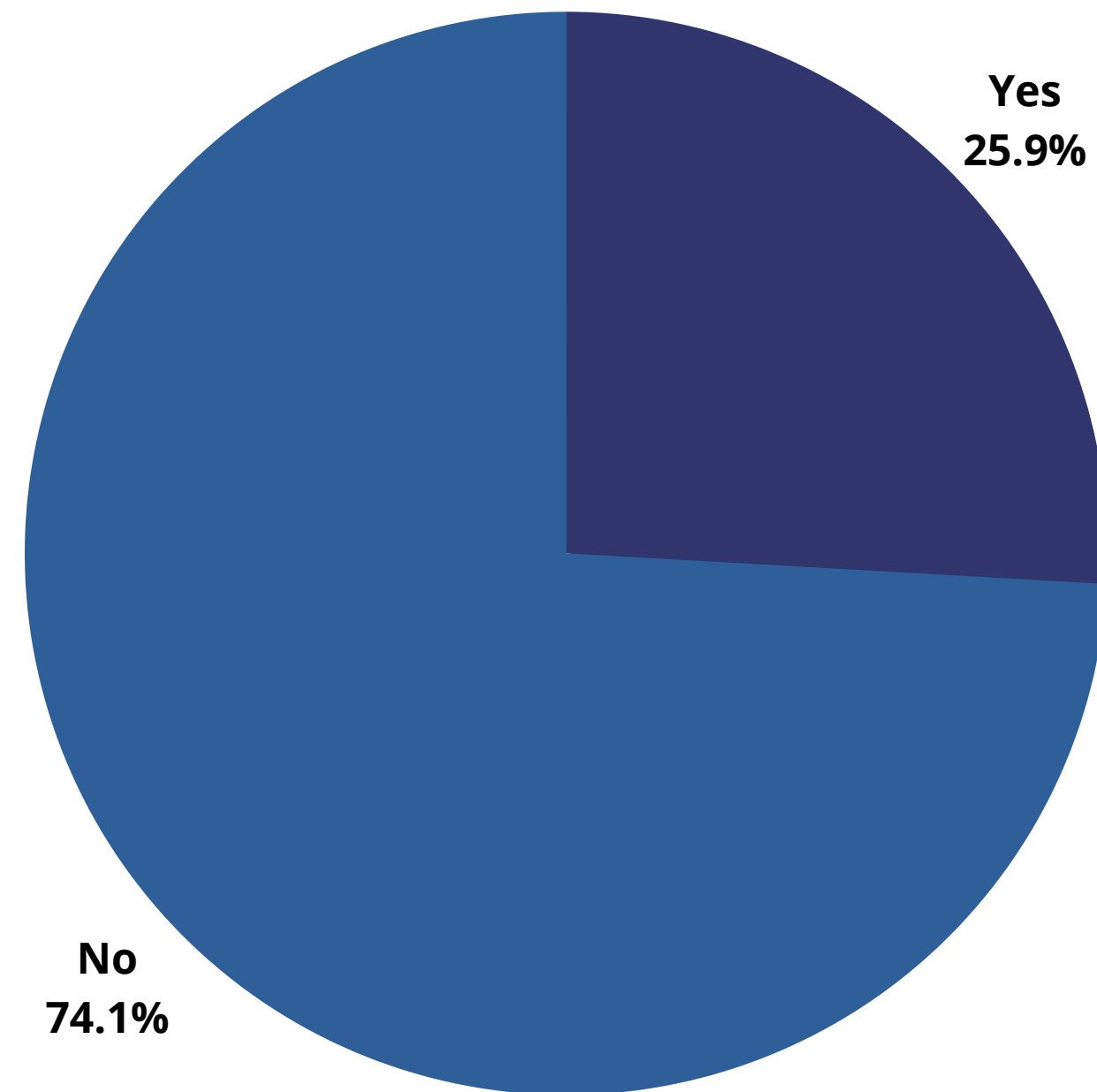
Have you read any section of the GMC Report?



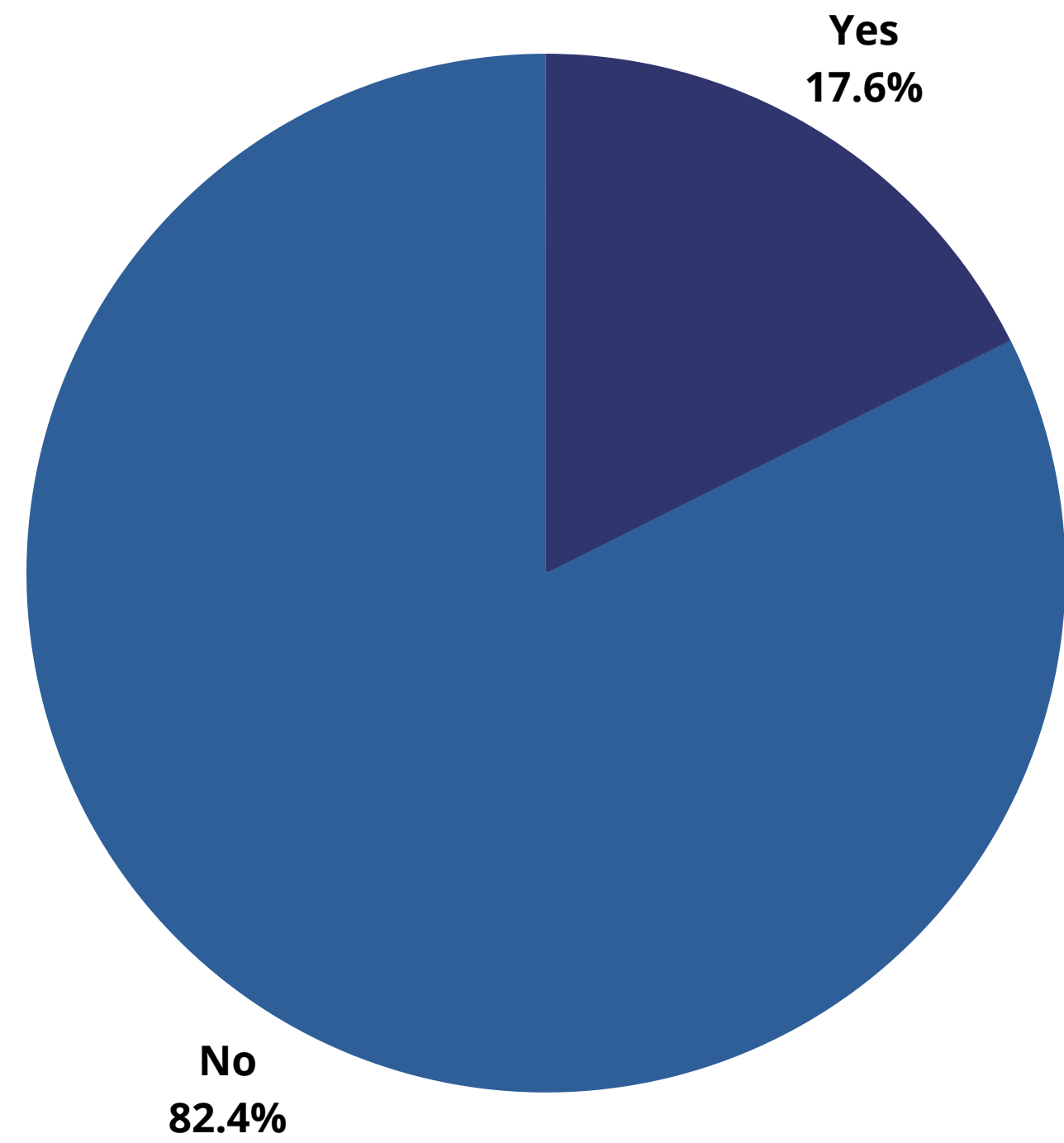
Has your Trust Management team approached you about how your unit is maintained?



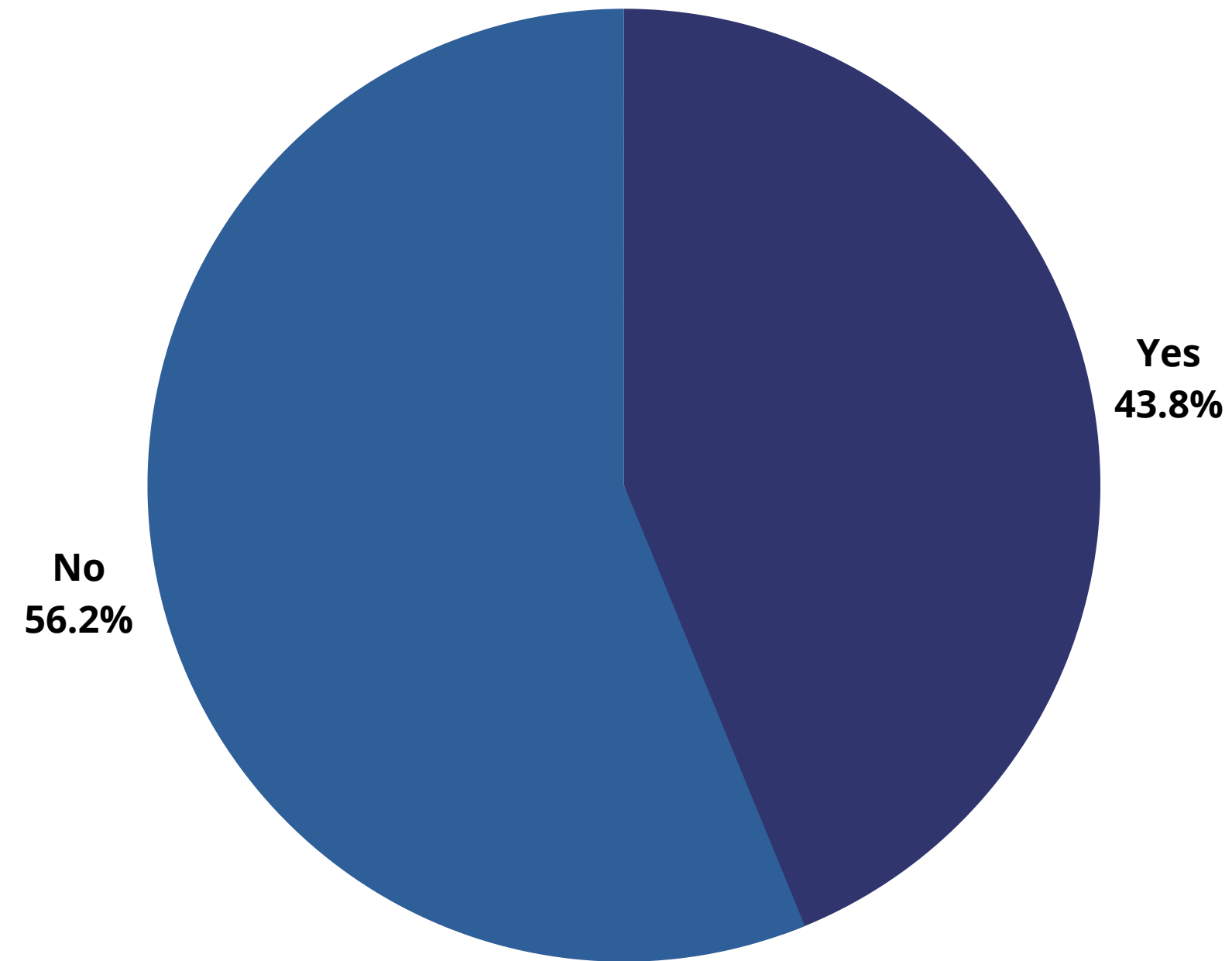
Has your Trust management team approached you about how your work is organised and delivered?



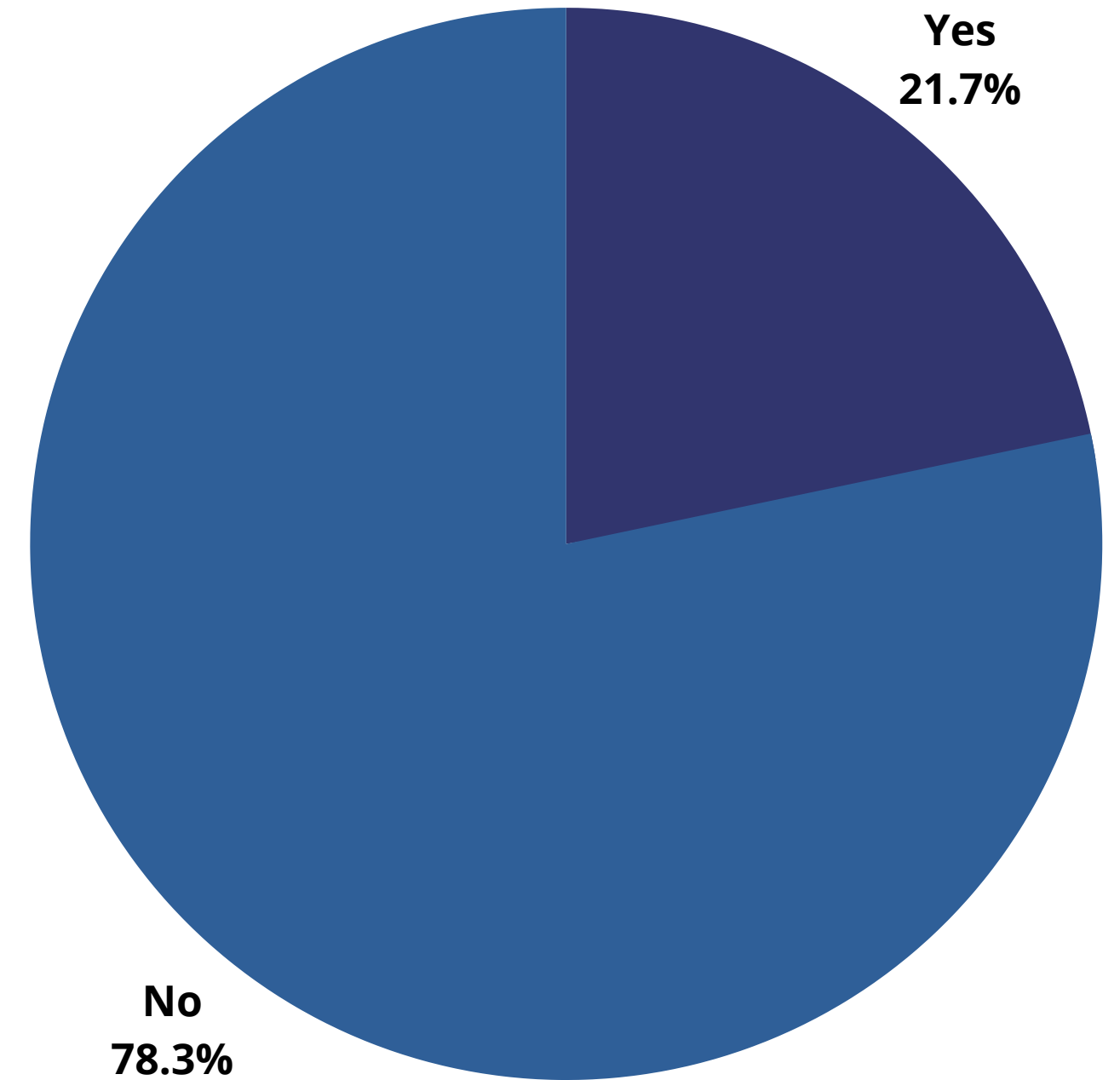
Has your Trust management team ever approached you to ask for feedback about how it tackles concerns?



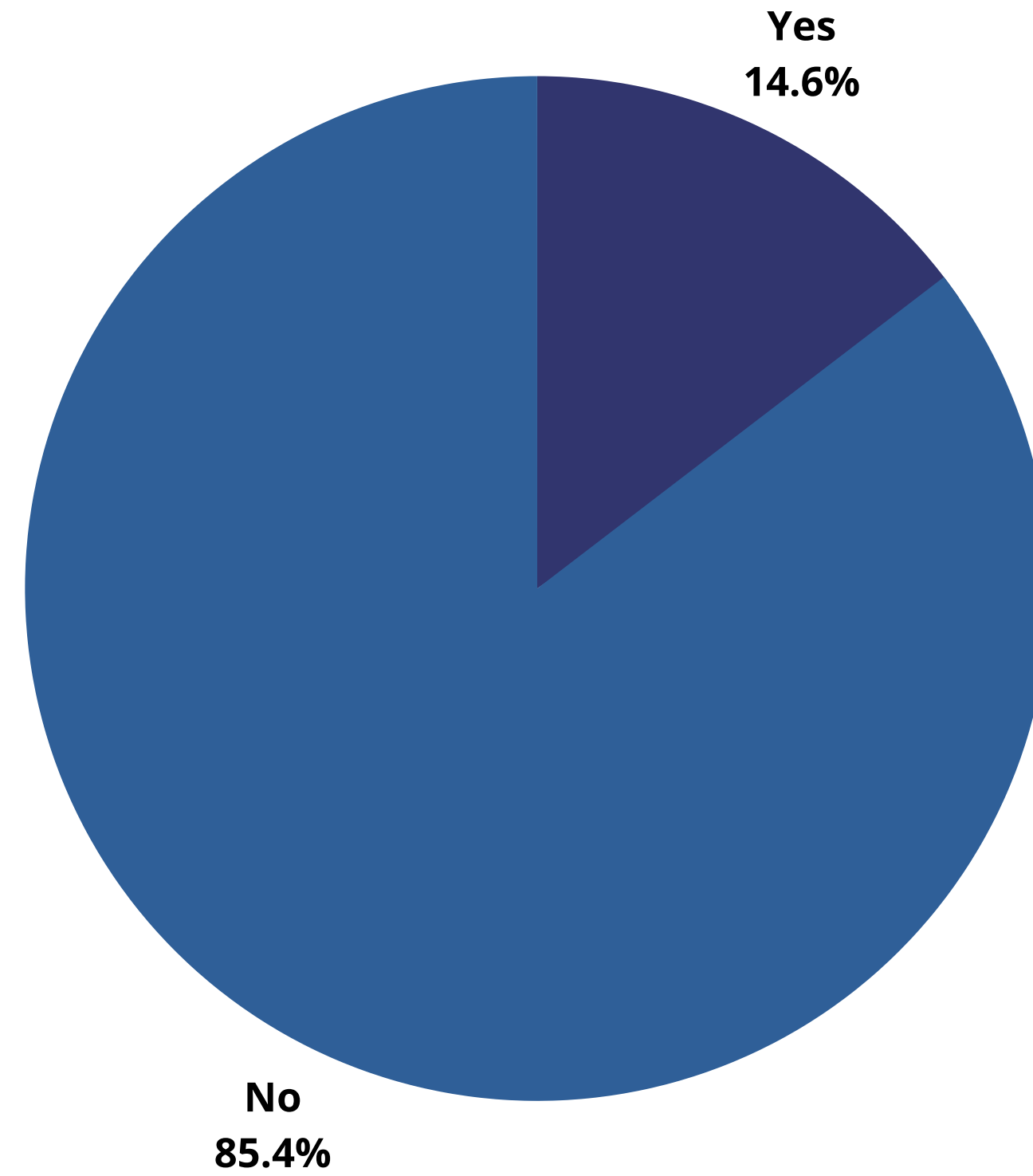
Does your Trust have a culture that focuses on learning not to blame?



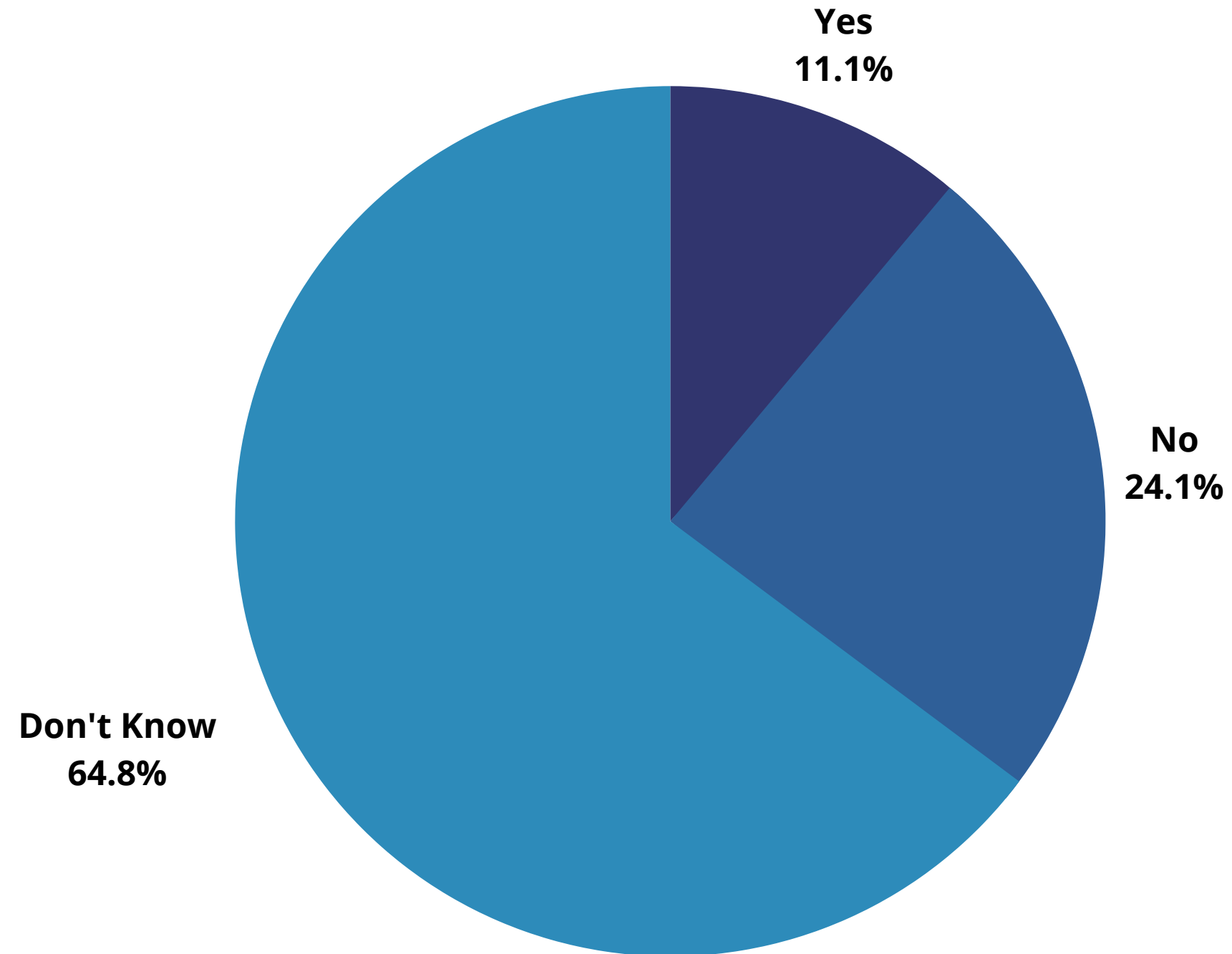
Does your Trust provide a place to sleep if you are working on-call?



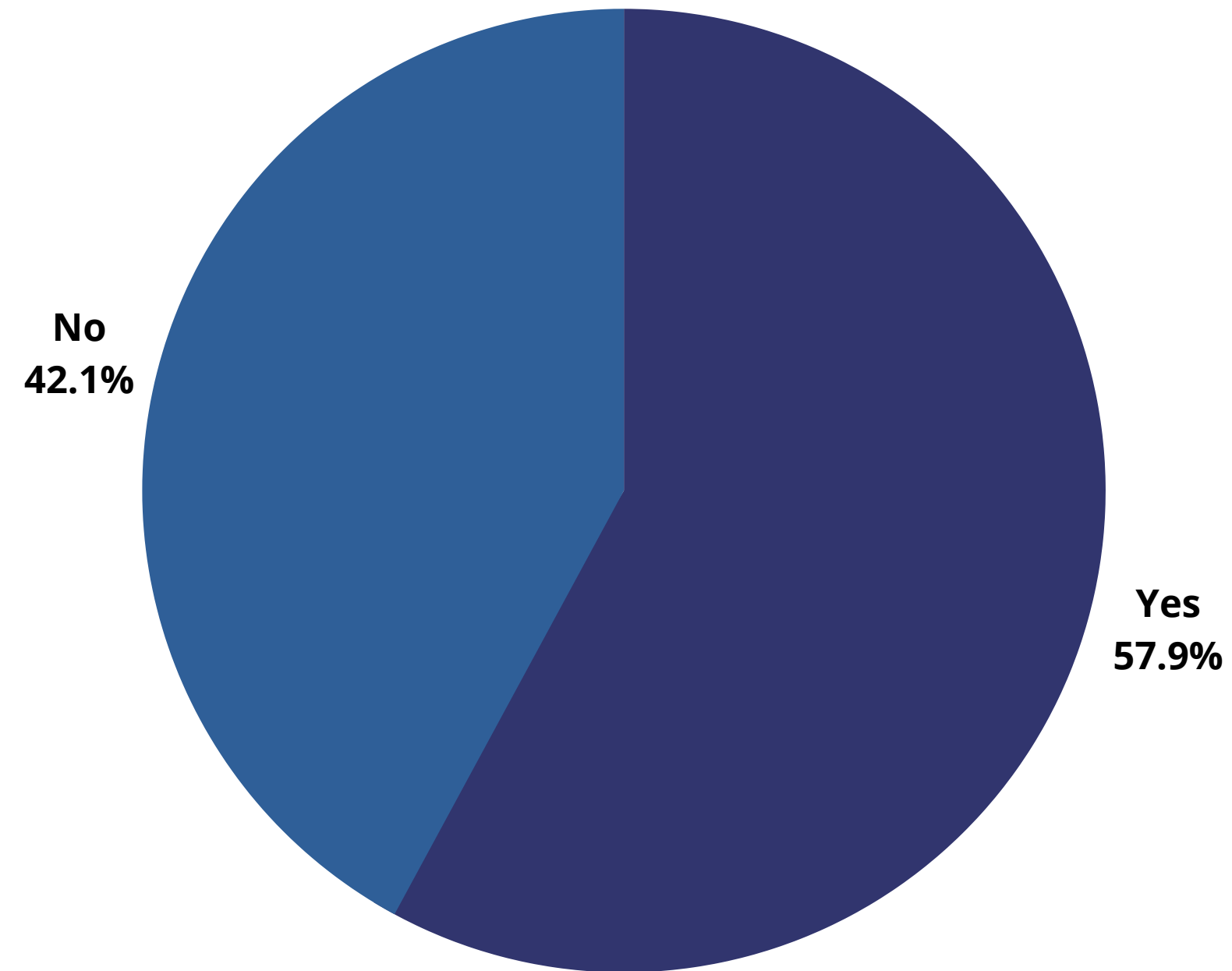
Does your Trust have a policy or follow a piece on best practice on fatigue?



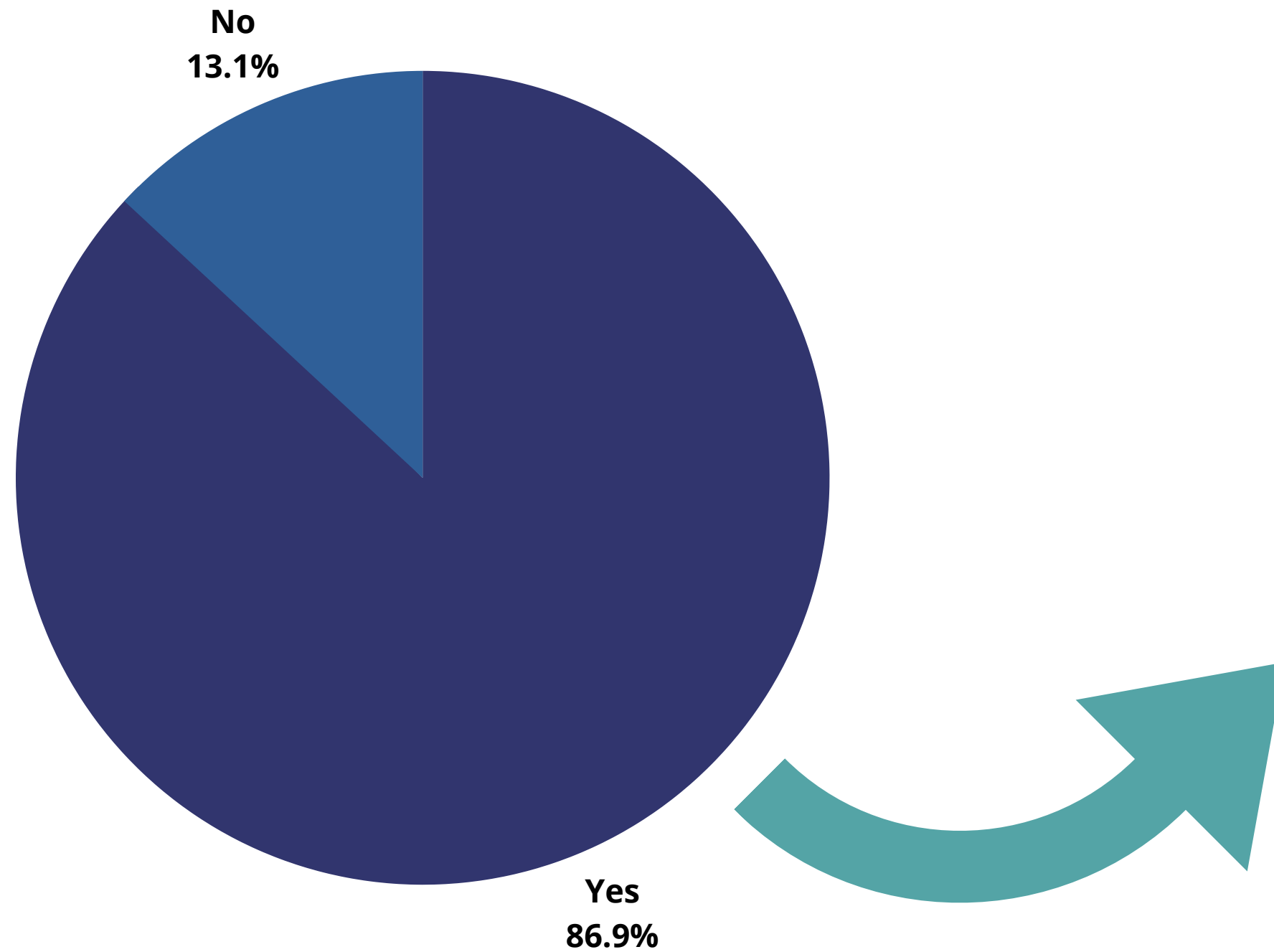
Does your Trust implement the NHS employers Good Rostering Guide?



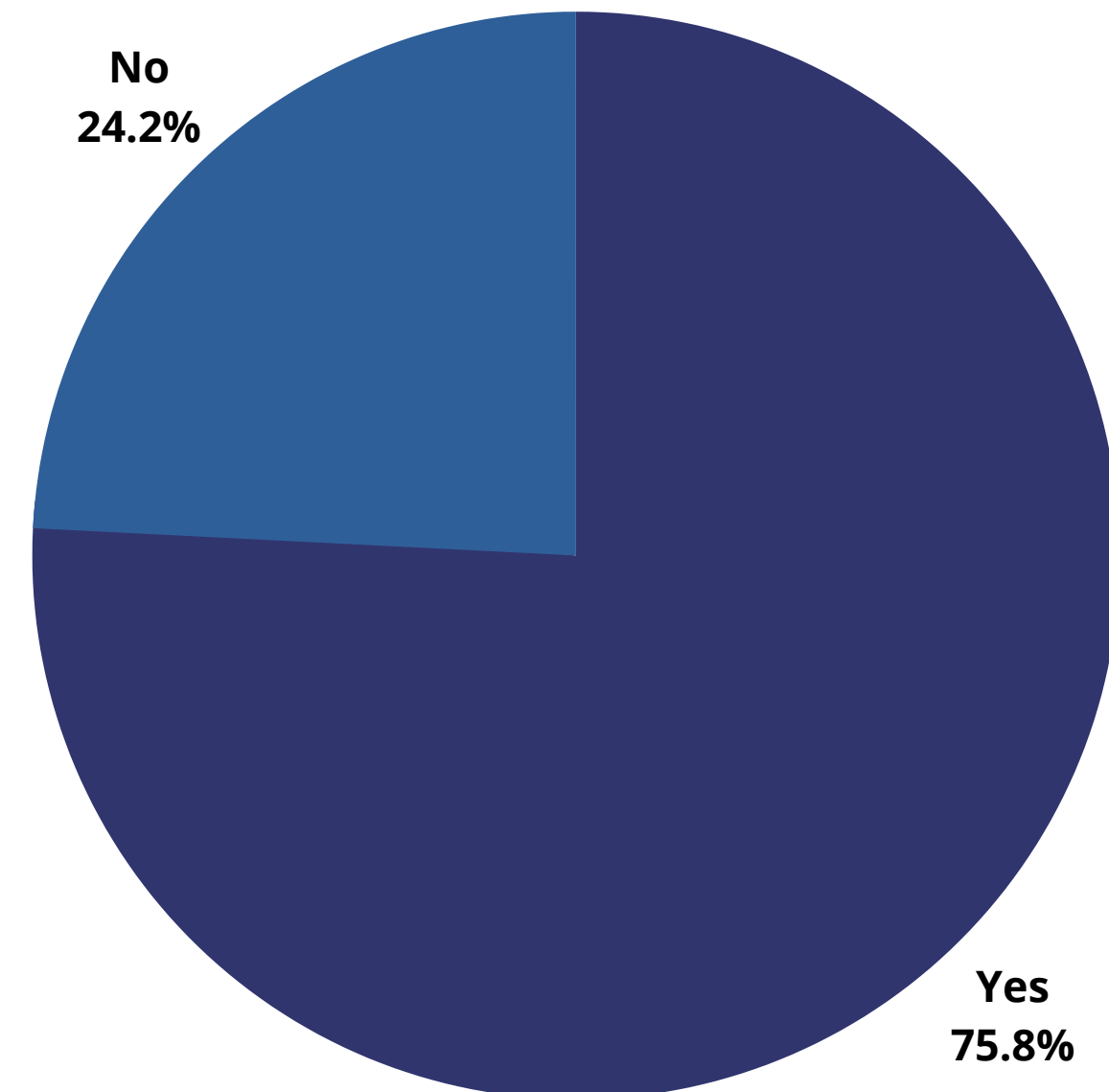
Do you believe rotas are realistically forecast and implemented?



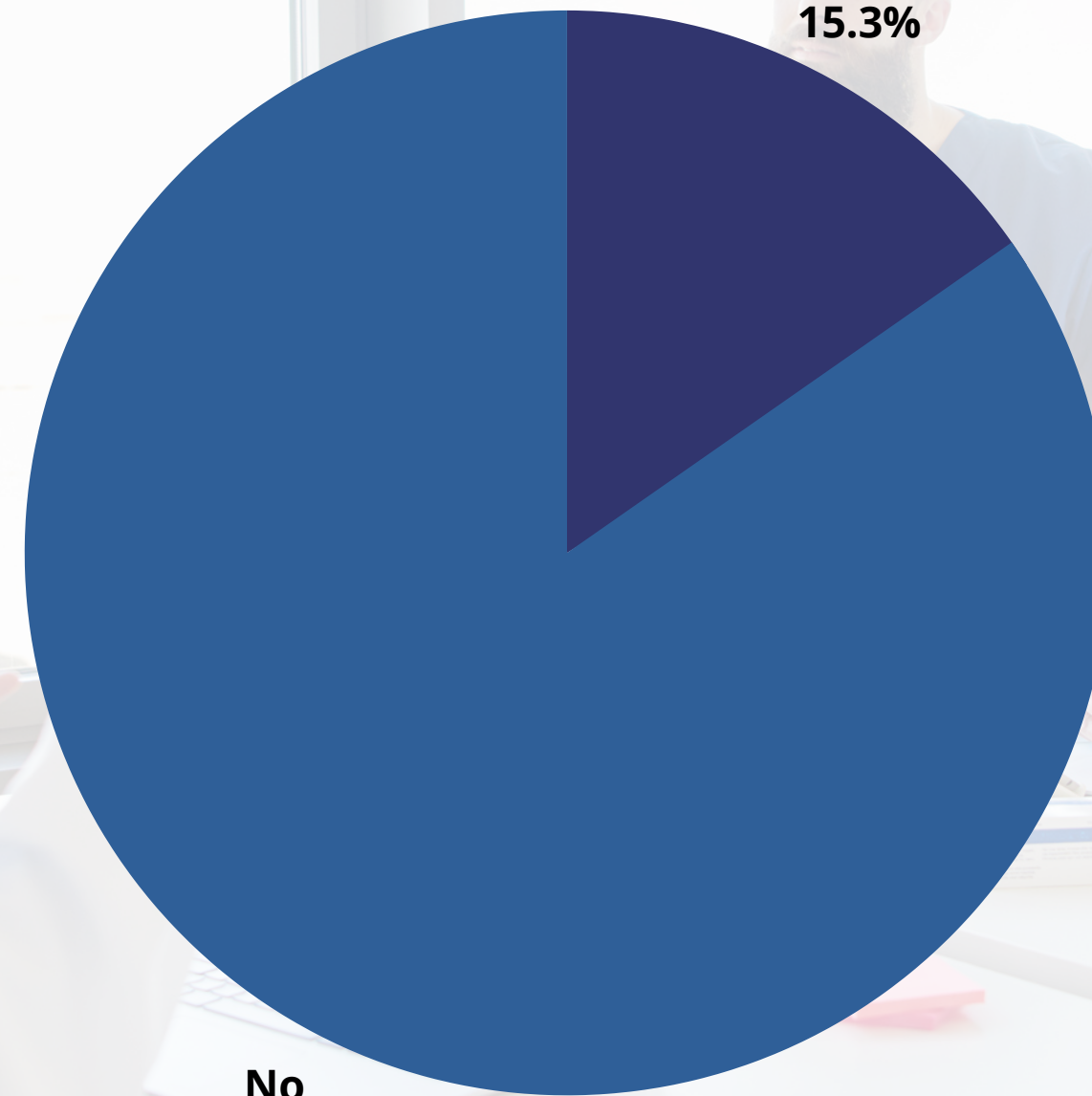
Do you work in an MDT?



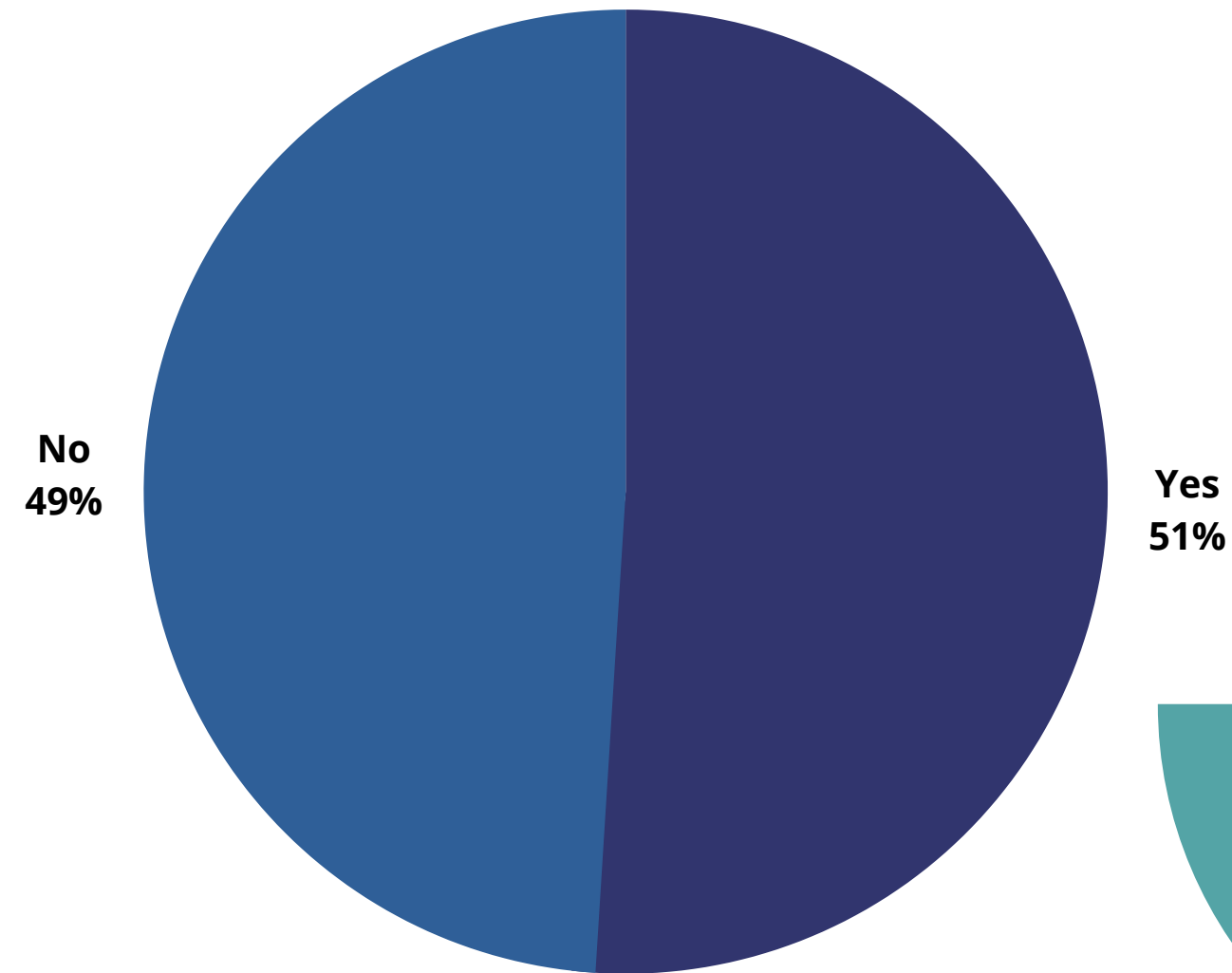
If you work in an MDT, do you feel the team objectives are clear?



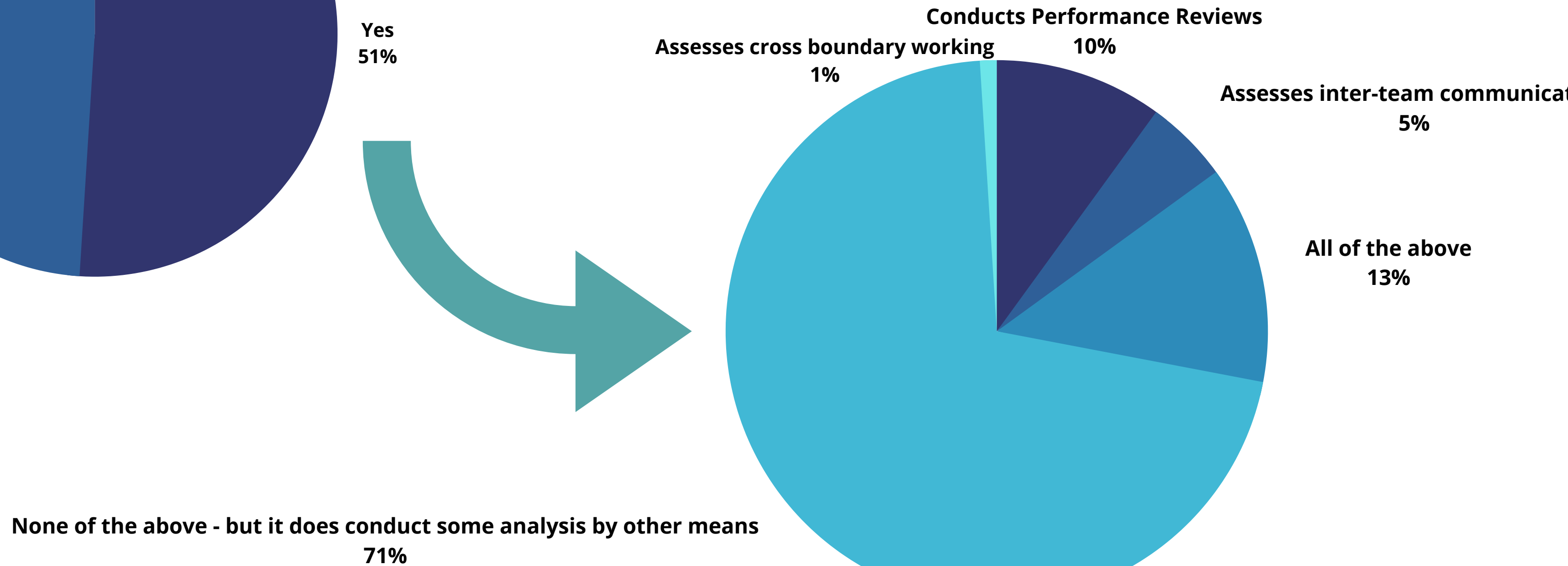
Is one of the objectives of the MDT ensuring the wellbeing of team members?



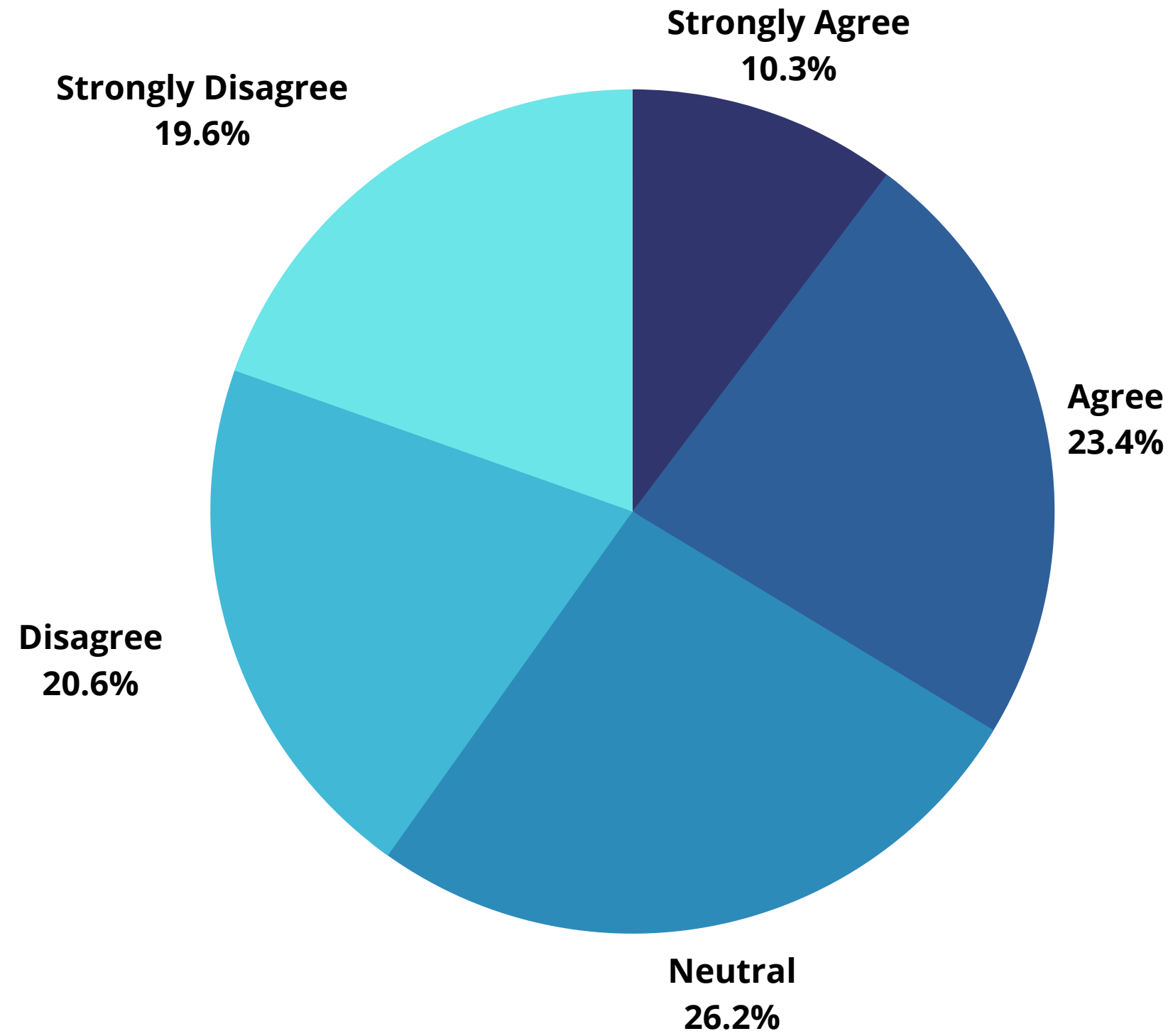
Does the team fulfil its own quality improvement function?



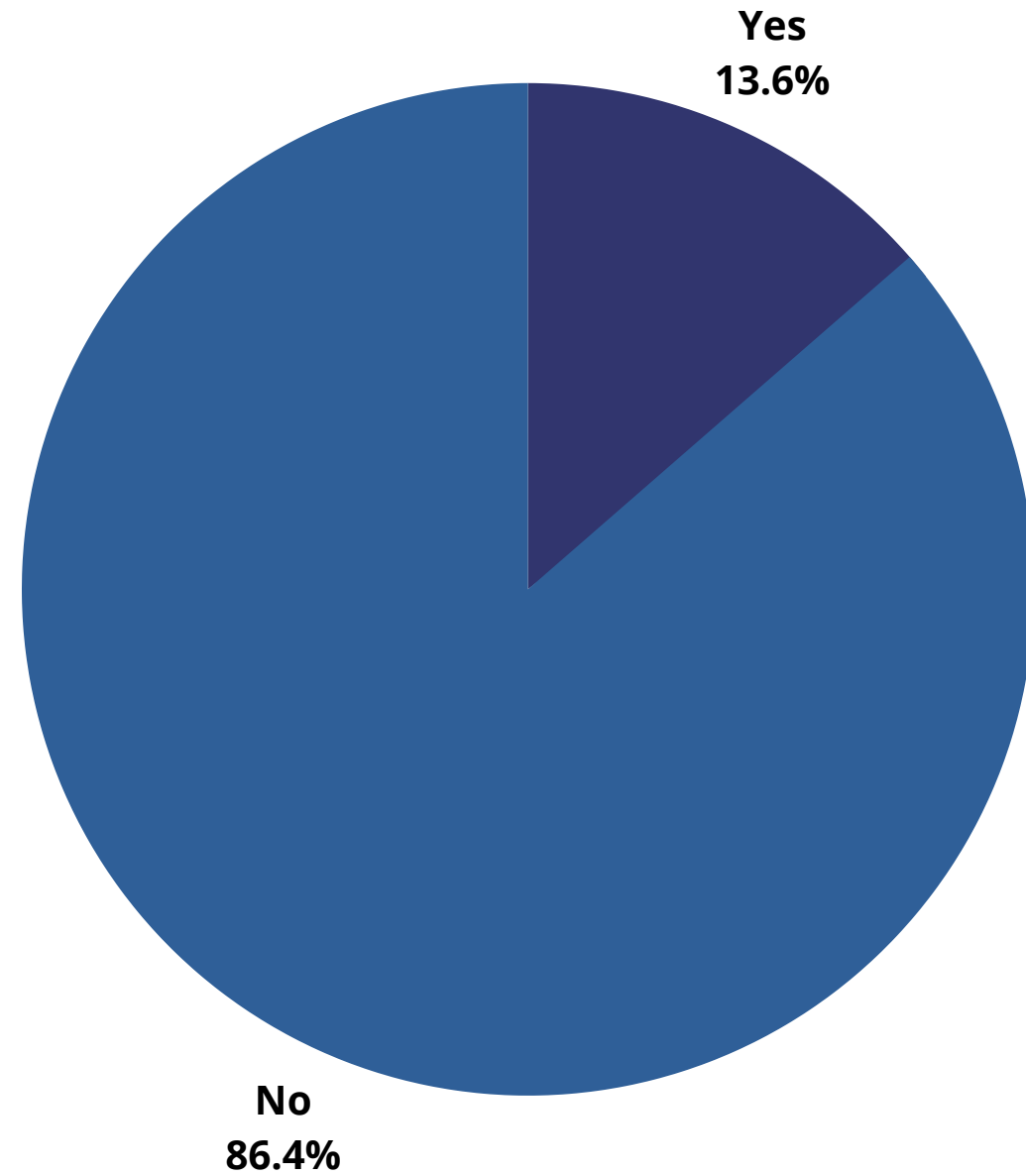
If it does fulfil its own quality improvement function, what analysis does it conduct?



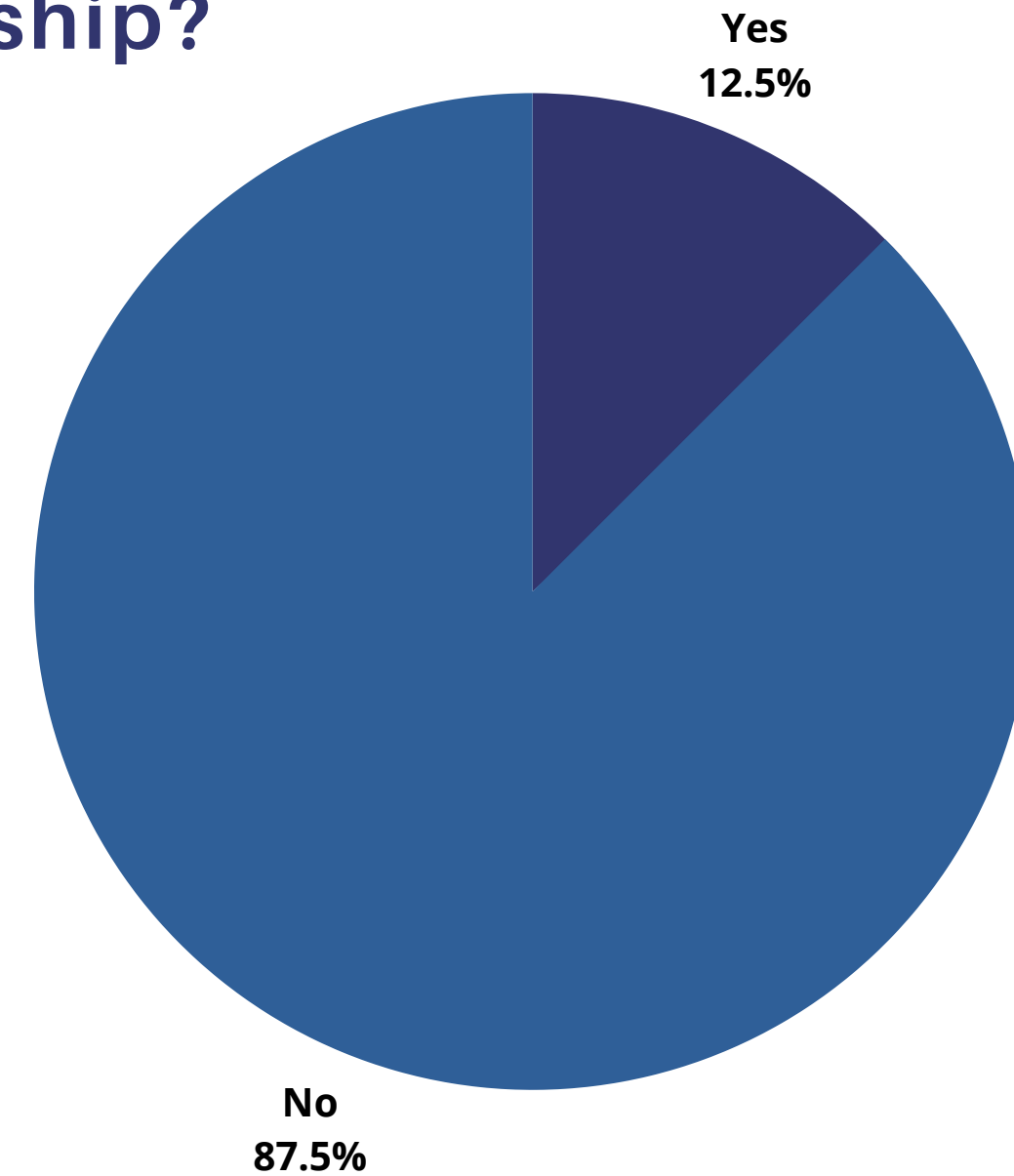
How far do you agree that leadership is encouraged to be compassionate?



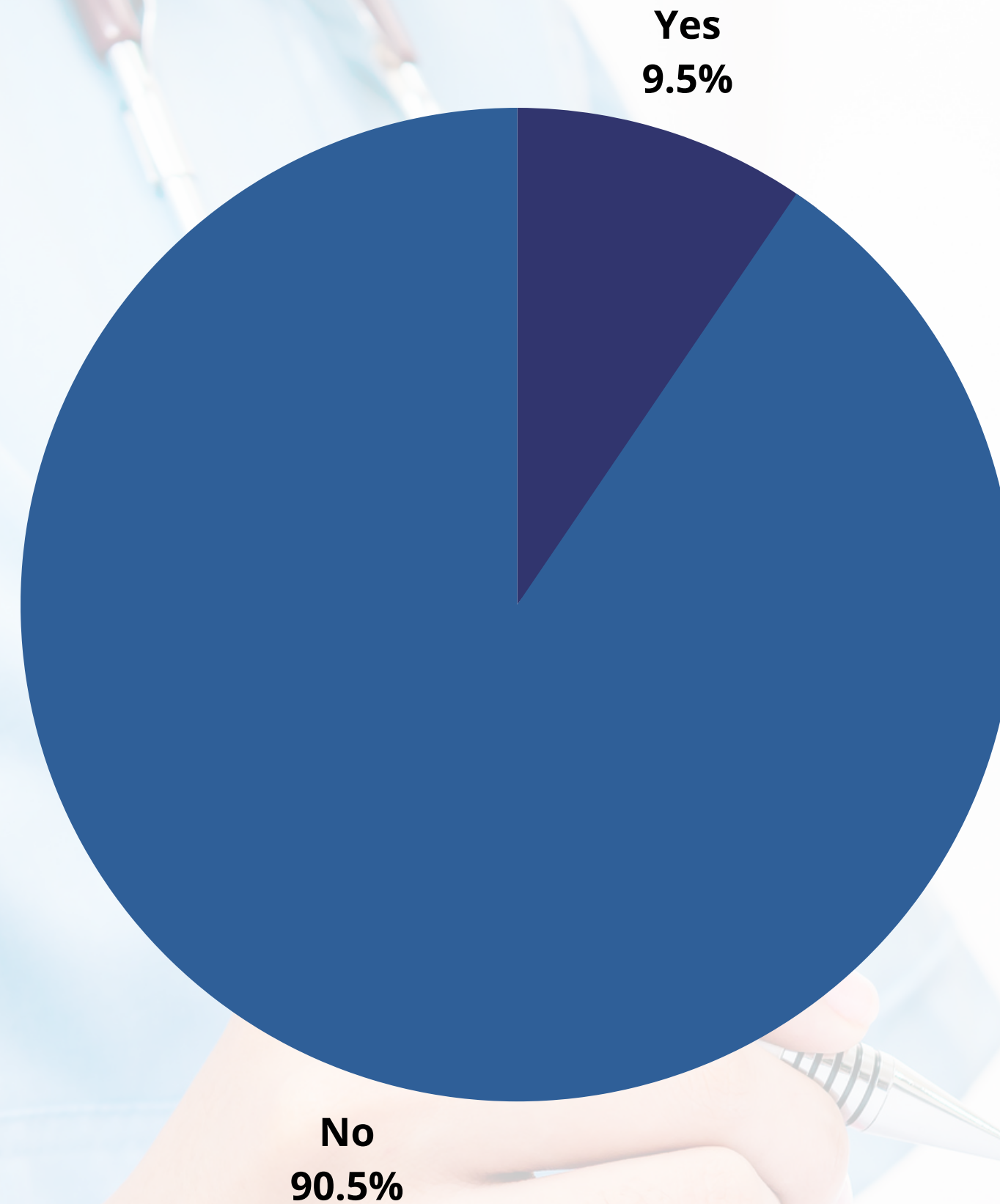
Is feedback obtained from health care professionals to evaluate whether leadership is compassionate?



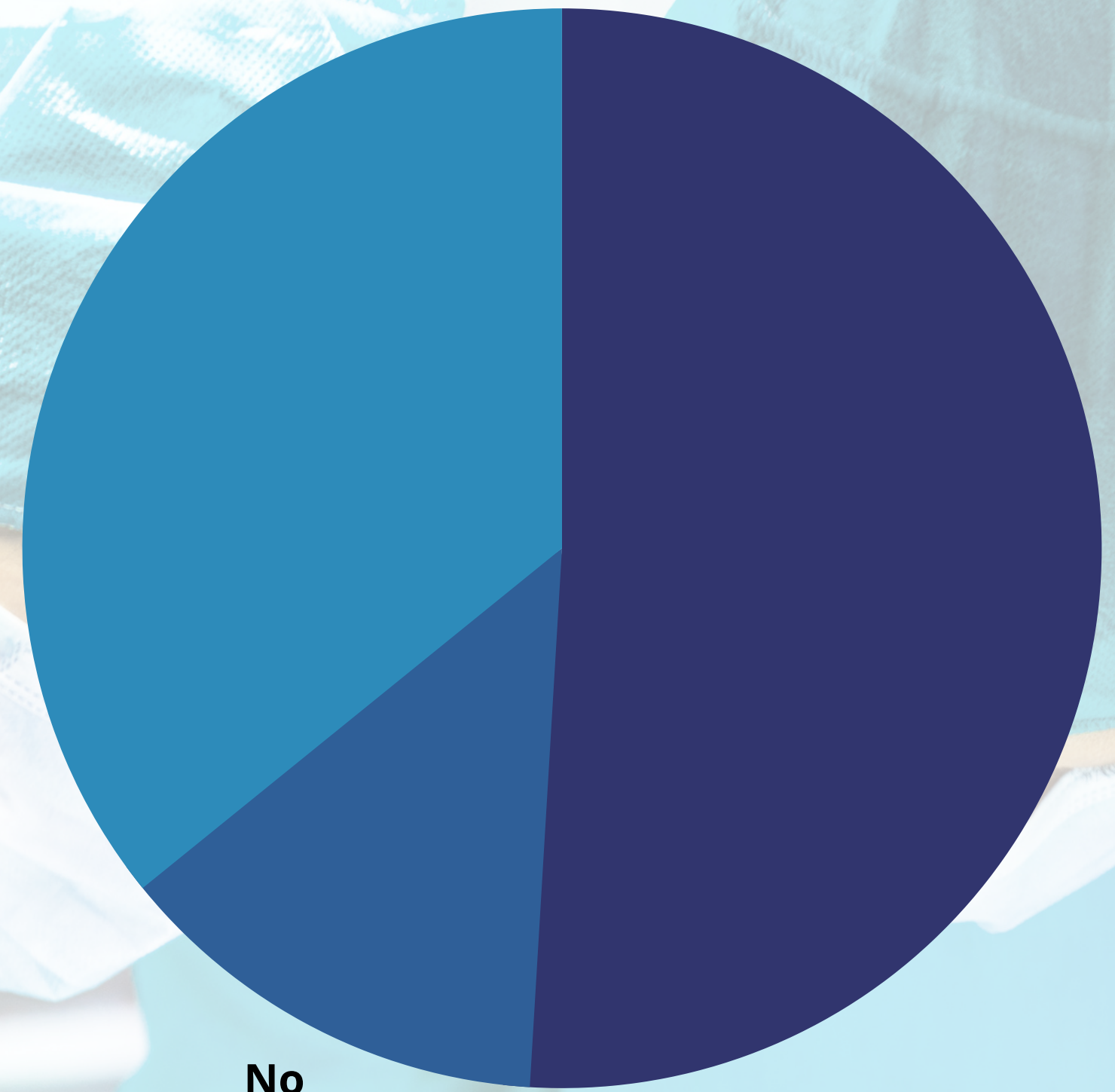
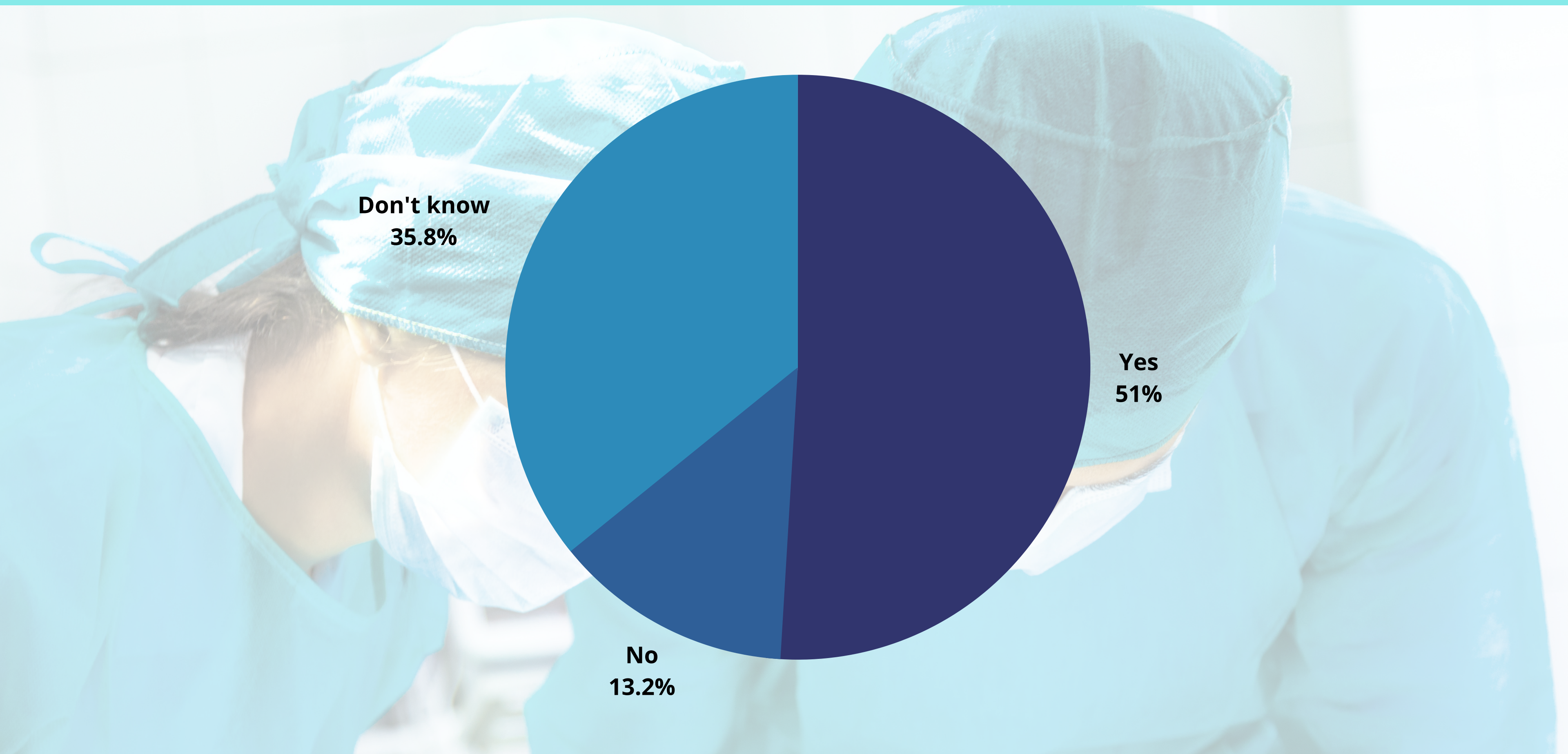
Are clinical leaders or other leaders of medical staff recruited, selected, developed, assessed and supported to model compassionate and collective leadership?



Does your Trust have a programme to review workload in order to ensure that you are not so overloaded you cannot deliver safe care?



Does your Trust have a programme to support a return to work after a break in practice?

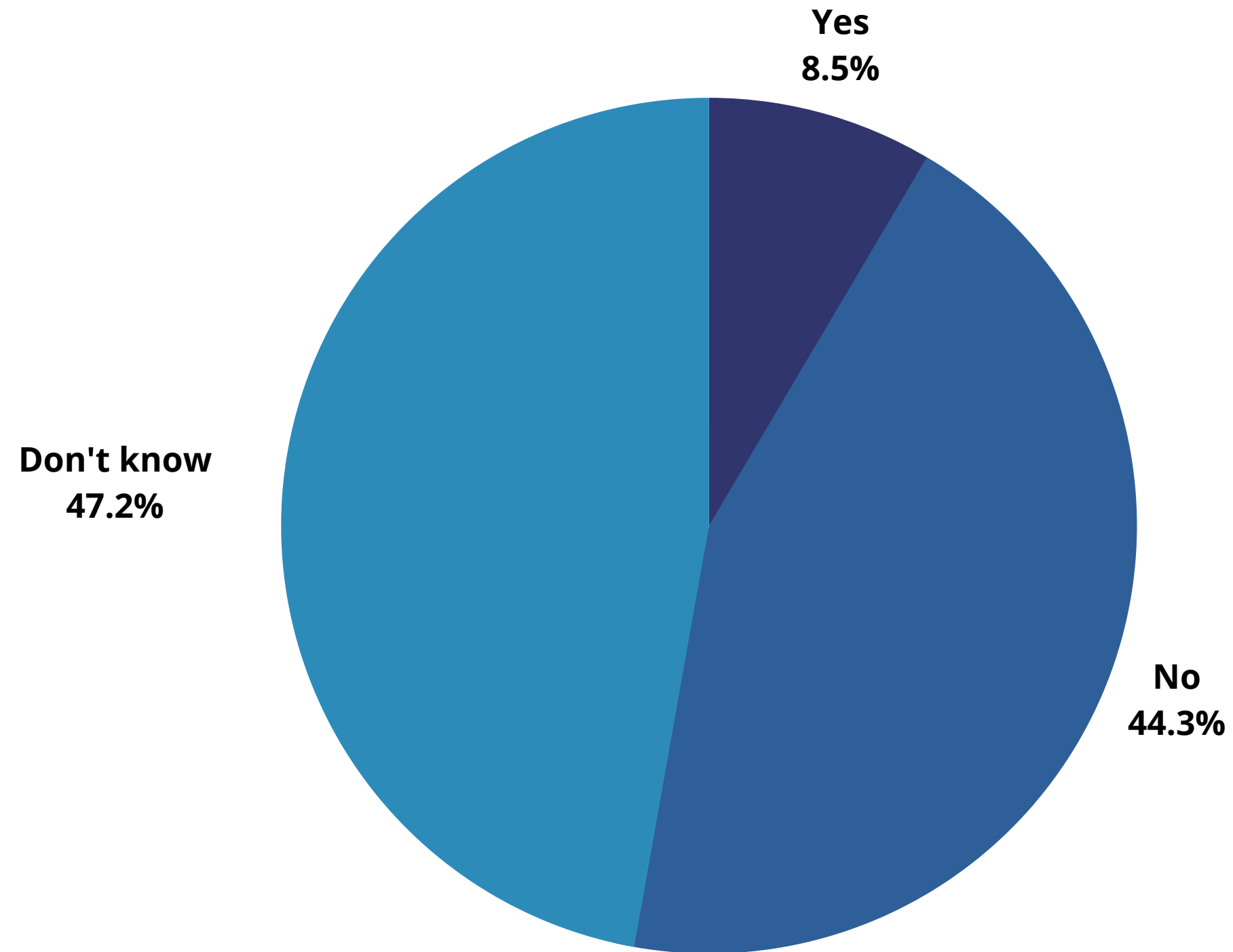


Don't know
35.8%

Yes
51%

No
13.2%

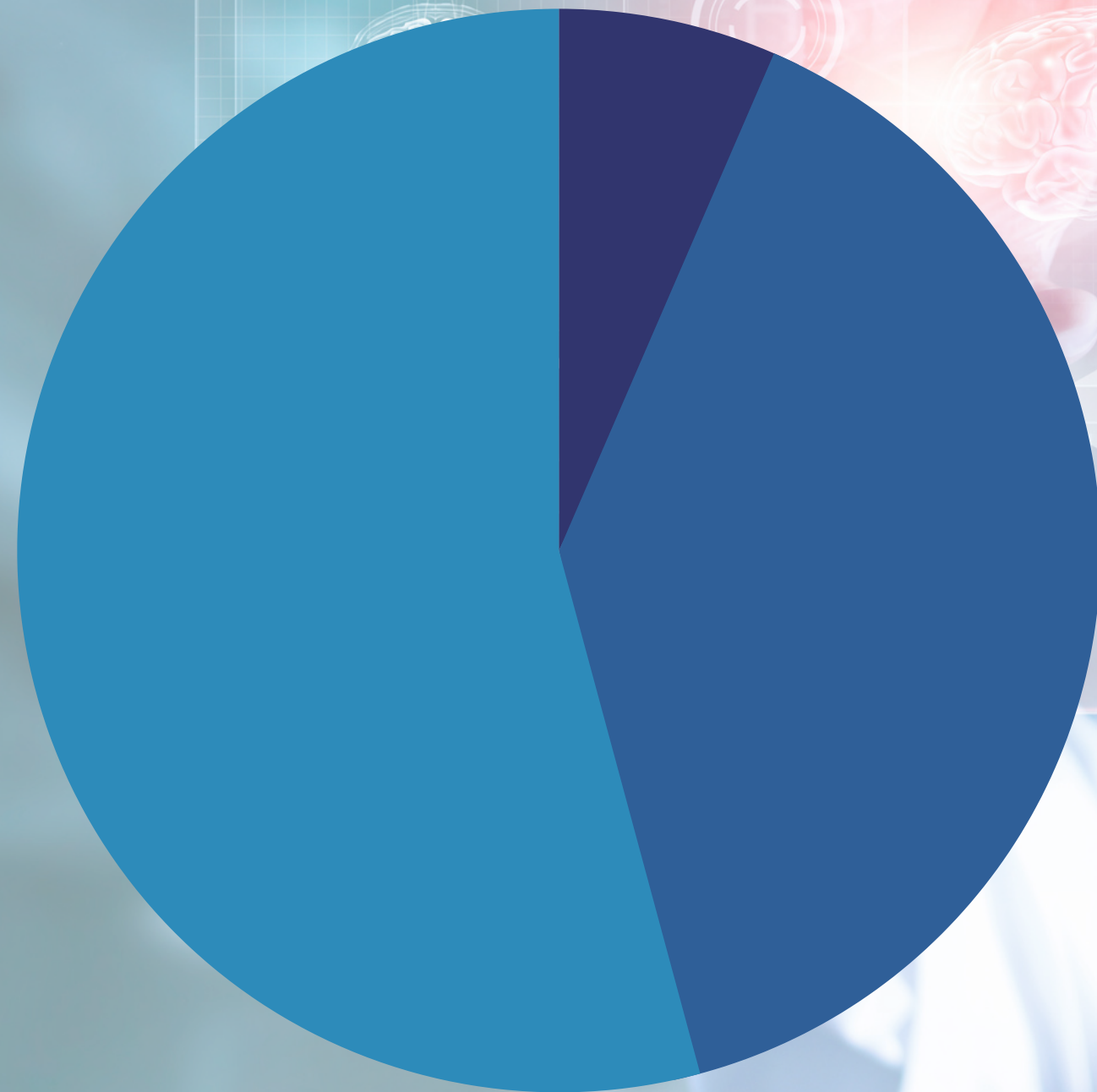
Does your Trust have a regular review of new technologies being used in UK healthcare to increase efficiencies?



Does your Trust have a regular review of new technologies being used in UK healthcare to focus on preventative care?



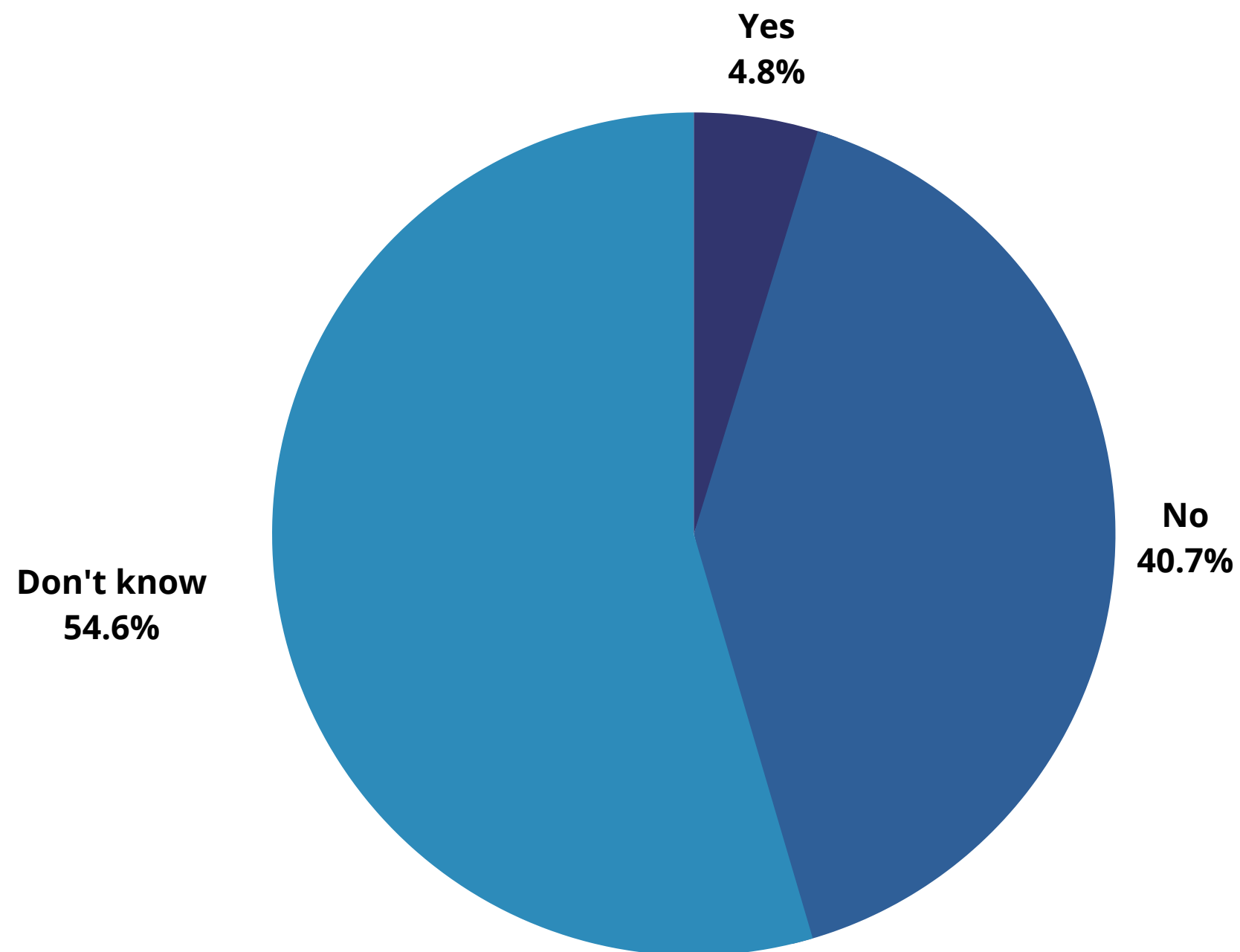
Don't know
54.2%



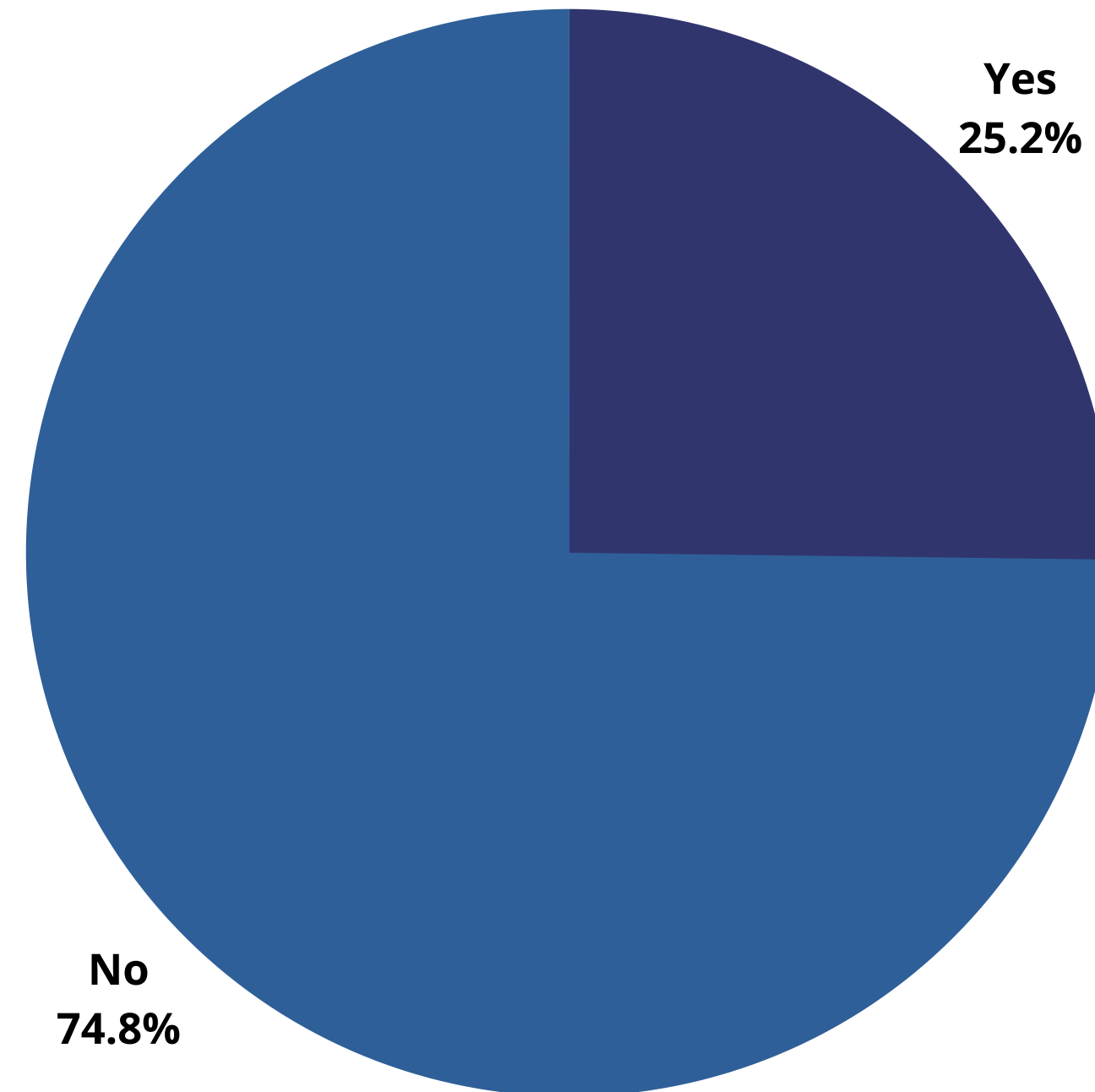
Yes
6.5%

No
39.3%

Does your Trust have a regular review of new technologies being used in UK healthcare to improve working in the voluntary sector?



Does your Trust have a programme of process improvements that increase productivity by supporting communication in regular team meetings between healthcare staff?





Working for all the Surgical Team

**For the professional and employment
interests of surgeons and their teams
irrespective of the Surgical Royal College
or Surgical Speciality Association
affiliation.**

**Mr Parv Sains, consultant
general and colorectal
surgeon, CBS Executive
Officer states that:**

**“It is rather shocking that when a comprehensive
report was published over a year ago by the
official regulatory body for all medics, less than
one in five in our profession - to this day - even
know of its existence.**

**Crucially, the publication focused on the need for
collective and compassionate leadership and
practical provisions to ensure the delivery of safe
care, yet very little of it (if any) appears to have
been implemented.”**



**CBS has been created
*by surgeons for the whole
surgical team.***

**As an organization it is wholly committed
to looking after the welfare of surgeons,
the extended surgical team and their
families.**

**According to Mark Henley,
Consultant Plastic Surgeon
and President of the
Confederation of British
Surgery;**

**“The results of this survey highlight a very real
danger to patient safety - how can a depleted,
demoralised and overwhelmed workforce, bogged
down by blame culture, possibly deliver safe care?**

**If they are not offered the opportunity to give
feedback, or even so much as a place to rest, it's
clearly not humanly possible. There doesn't seem to
be much of a leadership at the helm, let alone a
compassionate one.”**



CBS is the first and only trade union to be recognised under UK law to protect and represent all surgeons, and negotiates on their behalf the terms and conditions of service, contracts of employment, litigation and insurance.

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