

Scottish Training Survey for SAS Summary report

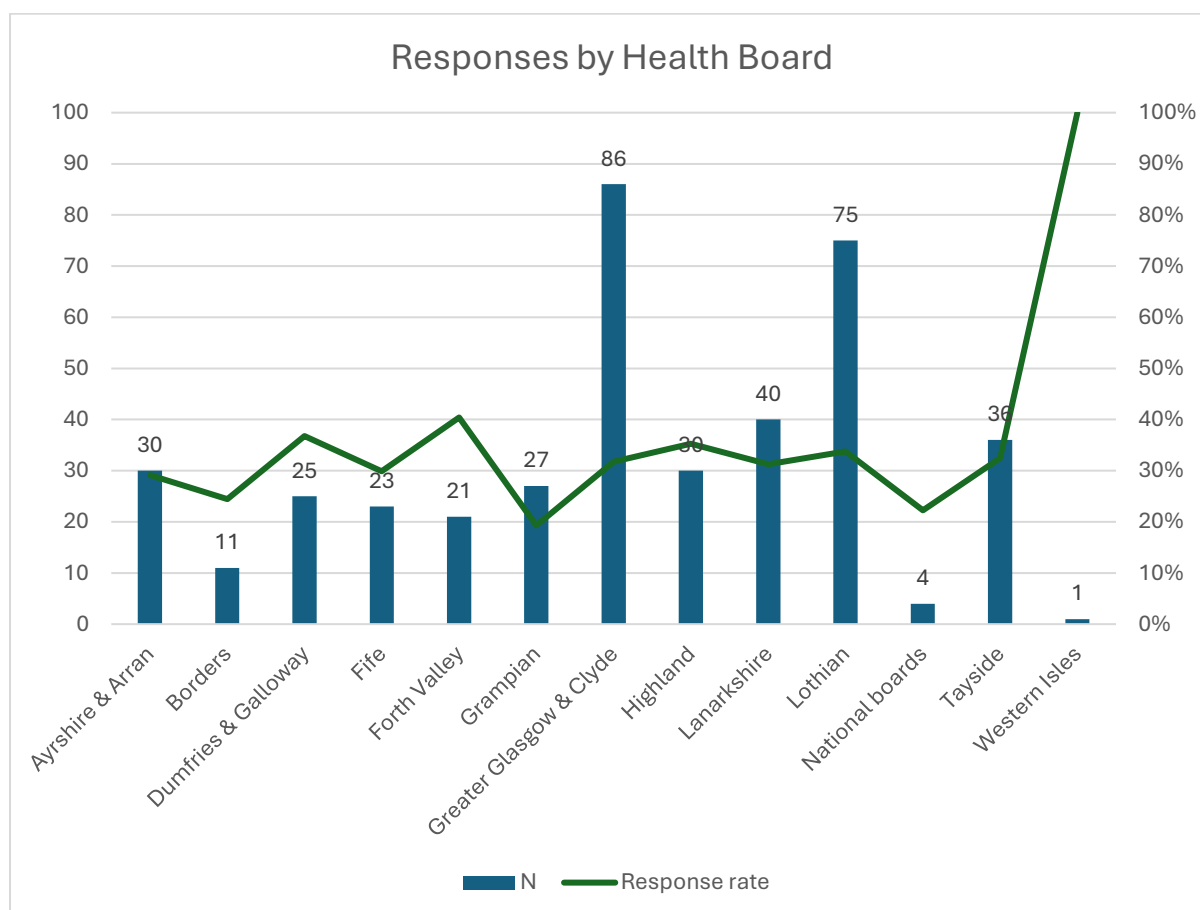
The Scottish Training Survey for SAS-grade doctors and dentists ran for 4 weeks from 13 March to 10 April 2025, with respect to the individual's current SAS grade post as of date of completion of survey.

Responses were combined with those of others to help identify how we can improve the quality of training for SAS in units, hospitals, and specialties in Scotland.

NHS Education for Scotland also believes that research to improve training and to improve the care provided to patients is important and from time to time we will commission research using anonymised data from this survey.

Results will be shared with the units, hospital and specialty in which SAS work (via STBs) to support improvement work. Whilst NES will ensure anonymity in the routine sharing of comments, SAS were made aware that it may be possible for the DME, Associate/Deputy DME, or others they share anonymised comments with to identify individuals from the details in free text comment (should they choose to submit any).

The survey was issued to 1301 SAS; there were 409 responses received from the full spread of Scottish health boards (31%).



Overall responses were categorised as per key:

Key	
R	Low Outlier - well below the national benchmark group average
G	High Outlier – performing well for this indicator
P	Potential Low Outlier - slightly below the national benchmark group average
L	Potential High Outlier - slightly above the national benchmark group average
W	Near Average
▲	Significantly better result than last year**
▼	Significantly worse result than last year**
—	No significant change from last year*
	No data available
	No Data

** A significant change in the mean score is indicated by these arrows rather than a change in outcome.

Summary data for all health boards:

Board	Clinical Supervision	Discrimination	Educational Environment & Teaching	Equality & Inclusivity	Handover	Induction	Team Culture	Wellbeing Support	Workload	Catering Facilities	Rest Facilities	Travel
Ayrshire & Arran	white	white	white	white	white	white	white	white	white	white	white	white
Borders	white	white	white	white	white	white	white	white	white	white	white	white
Dumfries & Galloway	white	white	white	white	white	white	white	white	white	white	green	white
Fife	white	white	white	white	white	white	white	white	white	white	white	white
Forth Valley	white	white	white	white	white	white	white	white	white	white	white	white
Grampian	white	white	white	white	white	white	white	white	white	white	white	white
Greater Glasgow & Clyde	white	white	white	white	white	white	white	white	white	white	white	white
Highland	white	white	white	white	white	white	white	white	white	white	white	white
Lanarkshire	white	pink	white	white	white	white	white	white	pink	white	white	white
Lothian	white	white	white	white	white	white	white	white	white	white	white	white
National boards	white	red	white	white	white	white	white	white	white	white	white	white
Tayside	white	white	lime	white	white	white	white	white	white	white	white	white
Western Isles	grey	grey	grey	grey	grey	grey	grey	grey	grey	grey	grey	grey

Notable exceptions:

Positive outliers

- Dumfries and Galloway was a high outlier, performing well regarding rest facilities provided.
- Tayside was a potential high outlier for Educational Environment.

Negative outliers

- NSS was a low outlier for Discrimination.
- NHS Lanarkshire was a potential low outlier for Discrimination and Workload.

Health boards were broken down per location, individual reports prepared by SAS team for sharing in boards by SAS Education Advisers.

Summary data per Specialty Training Board (STB)

STB	N	Clinical Supervision	Discrimination	Educational Environment & Teaching	Equality & Inclusivity	Handover	Induction	Team Culture	Wellbeing Support	Workload	Catering Facilities	Rest Facilities	Travel
Anaesthetics and EM	49	white	white	white	white	white	white	white	white	white	pink	white	white
Dental	18	white	white	white	green	white	white	white	white	white	white	white	white
Diagnostics	8	white	white	white	white	white	lime	white	white	white	white	white	white
GP/OH/PH	1	grey	grey	grey	grey	grey	grey	grey	grey	grey	grey	grey	grey
Medicine	116	white	white	white	white	white	white	white	white	white	white	white	white
Mental Health	67	white	white	white	white	red	white	white	white	white	white	white	white
O&G and Paediatrics	65	white	white	white	white	white	white	white	white	white	white	white	white
Surgical	85	white	pink	pink	pink	white	red	pink	pink	white	white	white	white

Notable outliers:

Positive outliers:

- Dental was a high outlier for Equality & Inclusivity.
- Diagnostics was a potential high outlier for Induction.

Negative outliers:

- Surgery was a low outlier for Induction, and a potential low outlier for all categories of Discrimination, Educational Environment & Teaching, Equality & Inclusivity, Team Culture and Wellbeing Support.
- Mental Health was a low outlier for Handover.
- Anaesthetics & EM was a potential low outlier for Catering facilities.

Additional questions:

I desire to continue to work in the NHS in 12 months' time

Board	Strongly Agree (1)	2	3	4	5	6	Strongly Disagree (7)	Total	Mean
NHS Ayrshire & Arran	17	9	2	1		1		30	1.7
NHS Borders	10		1		1			12	1.5
NHS Dumfries & Galloway	14	6	1	3	1			25	1.8
NHS Fife	9	4	2	3	2	2		22	2.6
NHS Forth Valley	10	2	4	3			2	21	2.5
NHS Grampian	15	5	1	1	2		1	25	2.0
NHS Greater Glasgow & Clyde	45	18	8	4	4	2	3	84	2.1
NHS Highland	16	7	1	4			1	29	1.9
NHS Lanarkshire	24	6	4	2	1	3		40	2.0
NHS Lothian	43	16	6	4	1	3	3	76	2.0
NHS Tayside	20	10	4	1	2		2	39	2.1
NHS Western Isles								<3	<3
National Boards	2		1		1		1	5	3.4
Scotland total	225	83	36	26	15	11	13	409	2.0

STB	Strongly Agree (1)	2	3	4	5	6	Strongly Disagree (7)	Total	Mean
Anaesthetics and EM	25	12	5	2	2	1	2	49	2.1
Dental	12	2	2	2				18	1.7
Diagnostics	7			1				8	1.4
GP/OH/PH								<3	<3
Medicine	68	23	7	8	5	1	4	116	1.9
Mental Health	31	14	9	5	1	6	1	67	2.3
O&G and Paediatrics	39	13	3	3	2		5	65	2.0
Surgical	42	19	10	5	5	3	1	85	2.1
Scotland total	225	83	36	26	15	11	13	409	2.0

Please rate the level of impact this post has had on each of the following, using the rating scale where 1 = 'Positive' and 7 = 'Negative':

Your physical health

Board	Positive (1)	2	3	4	5	6	Negative (7)	No Answer	Total	Mean
NHS Ayrshire & Arran	10	5	7	5	2		1		30	2.6
NHS Borders	5	3	2	2					12	2.1
NHS Dumfries & Galloway	8	7	2	4	1		3		25	2.8
NHS Fife	6	4	6	1	3	2			22	2.9
NHS Forth Valley	6	5	3	1	3	1	2		21	3.0
NHS Grampian	3	5	5	7	3	2			25	3.3
NHS Greater Glasgow & Clyde	12	28	20	13	6	2	3		84	2.9
NHS Highland	6	7	7	7	1		1		29	2.8
NHS Lanarkshire	2	9	11	14	4				40	3.2
NHS Lothian	17	21	7	20	5	1	4	1	76	2.9
NHS Tayside	10	9	7	9	4				39	2.7
NHS Western Isles									<3	<3
National Boards		2	2				1		5	3.4
Scotland total	85	105	79	84	32	8	15	1	409	2.9

STB	Positive (1)	2	3	4	5	6	Negative (7)	No Answer	Total	Mean
Anaesthetics and EM	10	5	13	10	7	3	1		49	3.2
Dental	6	3	3	3	2		1		18	2.8
Diagnostics	3	1	3	1					8	2.3
GP/OH/PH									<3	<3
Medicine	28	33	19	24	9	2	1		116	2.7
Mental Health	9	22	11	14	4	2	4	1	67	3.1
O&G and Paediatrics	14	13	14	15	5	1	3		65	3.0
Surgical	15	28	16	16	5		5		85	2.9
Scotland total	85	105	79	84	32	8	15	1	409	2.9

Your mental health

Board	Positive (1)	2	3	4	5	6	Negative (7)	No Answer	Total	Mean
NHS Ayrshire & Arran	6	5	6	3		1	9		30	3.8
NHS Borders	5	1	1			1	4		12	3.7
NHS Dumfries & Galloway	6	4	6			3	6		25	3.7
NHS Fife	5	3	3	2	2	1	6		22	3.9
NHS Forth Valley	1	6	1	4	1	2	6		21	4.3
NHS Grampian	5	4	6	4	1	1	4		25	3.4
NHS Greater Glasgow & Clyde	29	17	9	7	6	4	12		84	3.0
NHS Highland	8	7	7	1	1	1	4		29	3.0
NHS Lanarkshire	5	14	11	4	1	4	1		40	3.0
NHS Lothian	18	10	15	11	1	7	13	1	76	3.5
NHS Tayside	15	6	5	2	1	1	9		39	3.2
NHS Western Isles									<3	<3
National Boards	2	1	1			1			5	2.6
Scotland total	105	78	72	38	14	27	74	1	409	3.4

STB	Positive (1)	2	3	4	5	6	Negative (7)	No Answer	Total	Mean
Anaesthetics and EM	8	13	8	3	2	5	10		49	3.7
Dental	5	3		3	1		6		18	3.9
Diagnostics	1	3	1	1			2		8	3.5
GP/OH/PH									<3	<3
Medicine	38	17	18	11	5	3	24		116	3.3
Mental Health	22	10	13	7	1	5	8	1	67	3.0
O&G and Paediatrics	14	14	17	6		5	9		65	3.2
Surgical	17	18	14	7	5	9	15		85	3.6
Scotland total	105	78	72	38	14	27	74	1	409	3.4

Work-life balance

Board	Positive (1)	2	3	4	5	6	Negative (7)	No Answer	Total	Mean
NHS Ayrshire & Arran	4	6	5	2		1	12		30	4.3
NHS Borders	2	1	2			1	6		12	4.8
NHS Dumfries & Galloway	10	1	4		1	2	7		25	3.6
NHS Fife	5	1	4	3	1	1	7		22	4.1
NHS Forth Valley	3	3	1	2	2	2	8		21	4.7
NHS Grampian	5	7	4	1		1	7		25	3.6
NHS Greater Glasgow & Clyde	26	11	8	7	3	2	27		84	3.8
NHS Highland	9	7	4		2	1	6		29	3.2
NHS Lanarkshire	11	6	11	7	1	1	3		40	2.9
NHS Lothian	21	8	12	7	2	2	23	1	76	3.8
NHS Tayside	9	6	6	2	1		15		39	4.0
NHS Western Isles									<3	<3
National Boards		2			1	1	1		5	4.4
Scotland total	105	59	62	31	14	15	122	1	409	3.8

STB	Positive (1)	2	3	4	5	6	Negative (7)	No Answer	Total	Mean
Anaesthetics and EM	13	6	6	8		1	15		49	3.8
Dental	2	1	3	1	1		10		18	5.1
Diagnostics	1	1	1				5		8	5.1
GP/OH/PH									<3	<3
Medicine	28	22	19	7	3		37		116	3.7
Mental Health	18	8	10	6	1	5	18	1	67	3.8
O&G and Paediatrics	20	9	8	3	4	2	19		65	3.7
Surgical	23	12	14	6	5	7	18		85	3.6
Scotland total	105	59	62	31	14	15	122	1	409	3.8

Have you experienced discrimination by staff?

Board	Frequently	Occasionally	Once or twice	Never	Total
NHS Ayrshire & Arran		4	4	22	30
NHS Borders	1		2	9	12
NHS Dumfries & Galloway	1		3	18	25
NHS Fife		2	1	19	22
NHS Forth Valley		3	2	16	21
NHS Grampian		1	4	20	25
NHS Greater Glasgow & Clyde	1	5	10	68	84
NHS Highland		3		26	29
NHS Lanarkshire	1	5	7	27	40
NHS Lothian	1	3	9	63	76
NHS Tayside		2	7	30	39
NHS Western Isles					<3
National Boards		1	1	3	5
Scotland total	5	32	50	322	409

STB	Frequently	Occasionally	Once or twice	Never	Total
Anaesthetics and EM		3	6	40	49
Dental		2	2	14	18
Diagnostics				8	8
GP/OH/PH					<3
Medicine	2	5	15	94	116
Mental Health		4	10	53	67
O&G and Paediatrics		6	4	55	65
Surgical	3	12	13	57	85
Scotland total	5	32	50	322	409

Have you experienced unwanted, harmful and/or inappropriate sexual behaviours during your current SAS role?

Board	Frequently	Occasionally	Once or twice	Never	Total
NHS Ayrshire & Arran			1	29	30
NHS Borders				12	12
NHS Dumfries & Galloway			1	24	25
NHS Fife				22	22
NHS Forth Valley		3		18	21
NHS Grampian				25	25
NHS Greater Glasgow & Clyde			4	80	84
NHS Highland			2	27	29
NHS Lanarkshire		1	3	36	40
NHS Lothian		1	2	73	76
NHS Tayside			2	37	39
NHS Western Isles					<3
National Boards			1	4	5
Scotland total		5	16	388	409

STB	Frequently	Occasionally	Once or twice	Never	Total
Anaesthetics and EM		1	4	44	49
Dental		1	1	16	18
Diagnostics				8	8
GP/OH/PH					<3
Medicine		1	8	107	116
Mental Health		1	1	65	67
O&G and Paediatrics			2	63	65
Surgical		1		84	85
Scotland total		5	16	388	409

Have you witnessed unwanted, harmful and/or inappropriate sexual behaviours during your current SAS role?

Board	Frequently	Occasionally	Once or twice	Never	Total
NHS Ayrshire & Arran		1	2	27	30
NHS Borders				12	12
NHS Dumfries & Galloway			1	24	25
NHS Fife		1	1	20	22
NHS Forth Valley		2	1	18	21
NHS Grampian		1		24	25
NHS Greater Glasgow & Clyde		2	7	75	84
NHS Highland			1	28	29
NHS Lanarkshire		2	4	34	40
NHS Lothian		2	6	68	76
NHS Tayside			3	36	39
NHS Western Isles					<3
National Boards			1	4	5
Scotland total		12	27	370	409

STB	Frequently	Occasionally	Once or twice	Never	Total
Anaesthetics and EM		3	5	41	49
Dental			3	15	18
Diagnostics		1		7	8
GP/OH/PH					<3
Medicine		4	10	102	116
Mental Health		2	3	62	67
O&G and Paediatrics			4	61	65
Surgical		2	2	81	85
Scotland total		12	27	370	409

I work in an environment that is mindful of the impact of healthcare on the environment.

Board	Strongly Agree (1)	2	3	4	5	6	Strongly Disagree (7)	I don't know	Total	Mean
NHS Ayrshire & Arran	5	3	9	3	3		3	4	30	3.3
NHS Borders	3	2	1		2		2	2	12	3.4
NHS Dumfries & Galloway	3	8	4	4	3		1	2	25	3.0
NHS Fife	2	4	4	3	2		4	3	22	3.8
NHS Forth Valley	6	4	2	2	4	1	1	1	21	3.1
NHS Grampian	5	5	5	4		2	1	3	25	3.0
NHS Greater Glasgow & Clyde	7	8	16	16	9	8	13	7	84	4.1
NHS Highland	5	8	4	6	1	2		3	29	2.8
NHS Lanarkshire	2	3	3	9	6	7	3	7	40	4.4
NHS Lothian	6	14	8	12	13	7	6	10	76	3.9
NHS Tayside	7	12	4	5	2	2	4	3	39	3.1
NHS Western Isles									<3	<3
National Boards	2			3					5	2.8
Scotland total	53	71	61	67	45	29	38	45	409	3.6

STB	Strongly Agree (1)	2	3	4	5	6	Strongly Disagree (7)	I don't know	Total	Mean
Anaesthetics and EM	7	14	8	5	7	2	3	3	49	3.2
Dental	3	2	1	4	1	3	3	1	18	4.1
Diagnostics	3	1	1	1				2	8	2.0
GP/OH/PH									<3	<3
Medicine	15	22	19	25	12	6	8	9	116	3.4
Mental Health	5	6	5	11	12	6	8	14	67	4.3
O&G and Paediatrics	8	11	13	9	4	8	4	8	65	3.5
Surgical	11	15	14	12	9	4	12	8	85	3.7
Scotland total	53	71	61	67	45	29	38	45	409	3.6

My working environment is making positive changes towards more sustainable practice

Board	Strongly Agree (1)	2	3	4	5	6	Strongly Disagree (7)	I don't know	Total	Mean
NHS Ayrshire & Arran	4	3	5	4		5	7	2	30	4.3
NHS Borders	2	1		2		2	3	2	12	4.5
NHS Dumfries & Galloway	9	5	1	2	1	2	4	1	25	3.1
NHS Fife	3	4	3	1	1	4	3	3	22	3.9
NHS Forth Valley	2	2	2	3	1	3	7	1	21	4.8
NHS Grampian	6	3	5	1	1	3	4	2	25	3.6
NHS Greater Glasgow & Clyde	6	16	11	10	7	16	6	12	84	3.9
NHS Highland	9	7	2	1	1	5	2	2	29	3.0
NHS Lanarkshire	3	3	7	7	5	9	2	4	40	4.2
NHS Lothian	11	14	10	10	6	12	7	6	76	3.7
NHS Tayside	10	6	6	3	2	2	8	2	39	3.5
NHS Western Isles									<3	<3
National Boards		1	1		1		2		5	4.8
Scotland total	65	66	53	44	26	63	55	37	409	3.8

STB	Strongly Agree (1)	2	3	4	5	6	Strongly Disagree (7)	I don't know	Total	Mean
Anaesthetics and EM	14	9	5	4	1	4	8	4	49	3.3
Dental	2	1	2	1	3	3	3	3	18	4.5
Diagnostics	2		1			2	3		8	4.8
GP/OH/PH									<3	<3
Medicine	20	24	22	10	5	12	16	7	116	3.5
Mental Health	4	7	6	12	8	17	6	7	67	4.5
O&G and Paediatrics	13	11	6	5	4	15	5	6	65	3.7
Surgical	10	14	10	12	5	10	14	10	85	4.0
Scotland total	65	66	53	44	26	63	55	37	409	3.8

Do you work directly with Physician Associates or Anaesthesia Associates?

Board	Yes	No	Total
NHS Ayrshire & Arran	5	25	30
NHS Borders	1	11	12
NHS Dumfries & Galloway	2	23	25
NHS Fife	9	13	22
NHS Forth Valley	2	19	21
NHS Grampian	8	17	25
NHS Greater Glasgow & Clyde	1	83	84
NHS Highland	6	23	29
NHS Lanarkshire	11	29	40
NHS Lothian	19	57	76
NHS Tayside		39	39
NHS Western Isles			<3
National Boards	2	3	5
Scotland total	66	343	409

STB	Yes	No	Total
Anaesthetics and EM	19	30	49
Dental		18	18
Diagnostics	2	6	8
GP/OH/PH			<3
Medicine	13	103	116
Mental Health	1	66	67
O&G and Paediatrics	6	59	65
Surgical	25	60	85
Scotland total	66	343	409

Do you currently supervise any Physician Associates and/or Anaesthesia Associates in your role?

Board	Yes	No	Total
NHS Ayrshire & Arran	1	4	5
NHS Borders			<3
NHS Dumfries & Galloway			<3
NHS Fife	3	6	9
NHS Forth Valley			<3
NHS Grampian	4	4	8
NHS Greater Glasgow & Clyde			<3
NHS Highland	1	5	6
NHS Lanarkshire	4	7	11
NHS Lothian	5	14	19
National Boards			<3
Scotland total	20	46	66

STB	Yes	No	Total
Anaesthetics and EM	9	10	19
Diagnostics			<3
Medicine	5	8	13
Mental Health			<3
O&G and Paediatrics	1	5	6
Surgical	3	22	25
Scotland total	20	46	66

Does the presence of Physician Associates/ Anaesthesia Associates within your workplace impact on your duties and/or your ability to gain further experience, if relevant?

Board	Very positively (1)	2	3	4	5	6	Very negatively (7)	Total	Mean
NHS Ayrshire & Arran	1	1		2		1		5	3.4
NHS Borders								<3	<3
NHS Dumfries & Galloway								<3	<3
NHS Fife	4			5				9	2.7
NHS Forth Valley								<3	<3
NHS Grampian	4		1	1	2			8	2.6
NHS Greater Glasgow & Clyde								<3	<3
NHS Highland	2	1		1	1		1	6	3.3
NHS Lanarkshire	1	4	1	4	1			11	3.0
NHS Lothian	3	5	3	5	3			19	3.0
National Boards								<3	<3
Scotland total	17	13	6	20	8	1	1	66	2.9

STB	Very positively (1)	2	3	4	5	6	Very negatively (7)	Total	Mean
Anaesthetics and EM	6	3	2	5	3			19	2.8
Diagnostics								<3	<3
Medicine	5	3		3	2			13	2.5
Mental Health								<3	<3
O&G and Paediatrics	1	1		3	1			6	3.3
Surgical	5	4	4	8	2	1	1	25	3.2
Scotland total	17	13	6	20	8	1	1	66	2.9

Overall satisfaction:

Please rate your overall satisfaction with your current post

Board	1 (very poor)	2	3	4	5	6	7 (excellent)	Total	Mean
NHS Ayrshire & Arran	1		1	4	9	8	7	30	5.4
NHS Borders	1				2	3	6	12	5.9
NHS Dumfries & Galloway	3			1	4	14	3	25	5.3
NHS Fife		4	1	2	2	5	8	22	5.2
NHS Forth Valley	1		3	3	4	7	3	21	5.0
NHS Grampian	1		2	3	6	8	5	25	5.3
NHS Greater Glasgow & Clyde	1	7	5	6	18	32	15	84	5.3
NHS Highland		1	1	3	7	12	5	29	5.5
NHS Lanarkshire			4	10	10	8	8	40	5.2
NHS Lothian	2	5	3	9	19	30	8	76	5.1
NHS Tayside	1	2	1	1	7	17	10	39	5.6
NHS Western Isles								<3	<3
National Boards	1			1		2	1	5	4.8
Scotland total	12	19	21	43	89	146	79	409	5.3

STB	1 (very poor)	2	3	4	5	6	7 (excellent)	Total	Mean
Anaesthetics and EM	1	3	4	6	9	13	13	49	5.2
Dental			2	1	2	6	7	18	5.8
Diagnostics					1	4	3	8	6.3
GP/OH/PH								<3	<3
Medicine	1	3	4	11	27	48	22	116	5.5
Mental Health	2	8	2	8	12	23	12	67	5.0
O&G and Paediatrics	2	3	1	6	15	29	9	65	5.3
Surgical	6	2	8	11	23	22	13	85	4.9
Scotland total	12	19	21	43	89	146	79	409	5.3