

# DATA SUPPLEMENT

**Table DS1** Trainees' and trainers' attitudes to workplace-based assessment (WPBA) and its introduction and comparison of their attitudes using Fisher's exact test

	Trainees' attitudes, % (n) (n = 81)					Trainers' attitudes, % (n) (n = 104)					Comparison of trainees' and trainers' attitudes	
	Strongly disagree	Disagree	No opinion	Agree	Strongly agree	Strongly disagree	Disagree	No opinion	Agree	Strongly agree	Fisher exact test	P
WPBA:												
Is backed by good evidence <sup>a</sup>	17 (13)	42 (33)	30 (24)	11 (9)	0 (0)	11 (11)	29 (30)	37 (38)	23 (24)	1 (1)	7.938	0.071
Is valid <sup>b</sup>	16 (13)	35 (28)	26 (21)	23 (18)	0 (0)	6 (6)	28 (29)	24 (25)	41 (43)	1 (1)	11.163	<b>0.017</b>
Is reliable	24 (19)	44 (36)	17 (14)	14 (11)	1 (1)	9 (9)	33 (34)	25 (26)	33 (34)	1 (1)	16.669	<b>0.001</b>
Is independent of the assessor's personal preferences	28 (23)	53 (43)	9 (7)	5 (4)	5 (4)	9 (9)	62 (64)	12 (12)	16 (17)	2 (2)	17.636	<b>0.001</b>
Has appropriately been made compulsory	28 (23)	41 (33)	17 (14)	12 (10)	1 (1)	11 (11)	24 (25)	19 (20)	42 (44)	4 (4)	27.839	< <b>0.001</b>
Has been introduced in a well-thought-out manner <sup>c</sup>	31 (25)	52 (42)	11 (9)	5 (4)	1 (1)	22 (23)	42 (43)	18 (18)	18 (18)	1 (1)	9.906	<b>0.031</b>
Has been accompanied by sufficient/relevant information and guidance	30 (24)	38 (31)	11 (9)	19 (15)	3 (2)	14 (14)	40 (42)	21 (23)	23 (24)	1 (1)	10.073	<b>0.030</b>
Has been accompanied by sufficient training <sup>b,c</sup>	36 (29)	39 (31)	18 (14)	5 (4)	3 (2)	17 (17)	46 (47)	18 (19)	16 (16)	4 (4)	12.274	<b>0.013</b>

Results in bold are significant (2-sided test).

a. For trainees' n = 79.

b. For trainees' n = 80.

c. For trainers' attitudes n = 103.

**Table DS2** Trainees' and trainers' perceptions about the effects of workplace-based assessment (WPBA) and comparison of their perceptions using Fisher's exact test

	Trainees' attitudes, % (n) (n = 81)					Trainers' attitudes, % (n) (n = 104)					Comparison of trainees' and trainers' attitudes	
	Strongly disagree	Disagree	No opinion	Agree	Strongly agree	Strongly disagree	Disagree	No opinion	Agree	Strongly agree	Fisher exact test	P
WPBA:												
Supervision	14 (11)	40 (32)	16 (13)	27 (22)	4 (3)	6 (6)	38 (39)	19 (20)	34 (35)	4 (4)	3.941	0.417
Training	19 (15)	42 (34)	21 (17)	16 (13)	3 (2)	5 (5)	38 (39)	25 (26)	32 (33)	1 (1)	13.608	<b>0.006</b>
Clinical practice	17 (14)	44 (36)	20 (16)	16 (13)	3 (2)	6 (6)	37 (38)	31 (32)	23 (24)	4 (4)	9.649	<b>0.042</b>
Confidence	21 (17)	41 (33)	17 (14)	19 (15)	3 (2)	4 (4)	28 (29)	42 (44)	23 (24)	3 (3)	24.010	< <b>0.001</b>

Results in bold are significant (2-sided test).

**Table DS3** Trainees' and trainers' perceptions about the practicalities of workplace-based assessment (WPBA) and comparison of their perceptions using Fisher's exact test

WPBA:	Trainees' attitudes, % (n)					Trainers' attitudes, % (n)					Comparison of trainees' and trainers attitudes	
	Strongly disagree	Disagree	No opinion	Agree	Strongly agree	Strongly disagree	Disagree	No opinion	Agree	Strongly agree	Fisher exact test	P
Are easy to organise	28 (23)	48 (39)	11 (9)	12 (10)	0 (0)	5 (5)	40 (41)	11 (11)	38 (39)	7 (7)	34.977	<b>&lt; 0.001</b>
Do not impact on time available for clinical duties	21 (17)	49 (40)	15 (12)	14 (11)	1 (1)	18 (18)	45 (46)	11 (11)	23 (24)	4 (4)	4.425	0.356
Are facilitated by easy access to computers	38 (29)	41 (33)	12 (10)	11 (9)	0 (0)	7 (7)	22 (23)	16 (16)	45 (46)	11 (11)	53.606	<b>&lt; 0.001</b>
Receive the necessary support from supervisors <sup>a</sup>	14 (11)	30 (24)	21 (17)	33 (27)	3 (2)	3 (3)	29 (30)	37 (38)	22 (23)	9 (9)	–	–

Results in bold are significant (2-sided test).

a. In the case of trainers support from colleagues and trust.

**Table DS4** Trainees' and trainers' perceptions about the assessment tools adopted by the Royal College of Psychiatrists and comparison of their perceptions using Fisher's exact test

WPBA:	Trainees' attitudes, % (n)					Trainers' attitudes, % (n)					Comparison of trainees' and trainers attitudes	
	Strongly disagree	Disagree	No opinion	Agree	Strongly agree	Strongly disagree	Disagree	No opinion	Agree	Strongly agree	Fisher exact test	P
Are easy to use	14 (11)	32 (25)	20 (16)	32 (25)	3 (2)	2 (2)	18 (19)	15 (15)	60 (62)	5 (5)	21.337	<b>&lt; 0.001</b>
Are relevant to psychiatry	5 (4)	27 (21)	24 (19)	43 (34)	1 (1)	5 (5)	15 (15)	22 (23)	55 (57)	3 (3)	5.193	0.265
Facilitate training well	14 (11)	44 (35)	28 (22)	13 (10)	1 (1)	8 (8)	29 (30)	33 (34)	26 (27)	4 (4)	9.874	<b>0.037</b>

WPBAs, workplace-based assessments.

Results in bold are significant (2-sided test).

**Table DS5(a)** Trainees' and trainers' perceptions about recording of assessments

Perception in terms of	Trainees' perception of the online system of recording assessments, % (n) (n = 78)					Trainers' perception of the online system of recording assessments, % (n) (n = 101)				
	Very poor	Poor	Acceptable	Good	Very good	Very poor	Poor	Acceptable	Good	Very good
Ease of use <sup>a</sup>	51 (40)	27 (21)	15 (12)	5 (4)	1 (1)	2 (2)	13 (13)	60 (61)	23 (23)	3 (3)
Reliability	44 (34)	31 (24)	19 (15)	5 (4)	1 (1)	3 (3)	15 (15)	59 (60)	20 (20)	3 (3)
Time consumption	35 (27)	35 (27)	21 (16)	9 (7)	1 (1)	3 (3)	14 (14)	65 (66)	14 (14)	4 (4)
Appropriateness of the fee	68 (53)	28 (22)	3 (2)	0 (0)	1 (1)					

a. For trainers, n = 102.

**Table DS5(b)** Trainers' perception of the previous online system, HcAT, in comparison to the new revised system (n = 104)

Much worse, % (n)	Worse, % (n)	No different, % (n)	Better, % (n)	Much better, % (n)
0 (0)	0 (0)	53 (55)	39 (41)	8 (8)

**Table DS5(c)** Trainees' and trainers' perceptions of recording of assessments online in comparison with paper and comparison of their perceptions using Fisher's exact test

Recording assessments online will:	Trainees' attitudes, % (n) (n = 80)					Trainers' attitudes, % (n) (n = 103)					Comparison of trainees' and trainers' attitudes	
	Strongly disagree	Disagree	No opinion	Agree	Strongly agree	Strongly disagree	Disagree	No opinion	Agree	Strongly agree		Fisher exact test
Be easier	40 (32)	39 (31)	8 (6)	11 (9)	3 (2)	7 (7)	32 (33)	10 (10)	46 (47)	6 (6)	44.635	<0.001
Promote better compliance	25 (20)	44 (35)	11 (9)	16 (13)	4 (3)	2 (2)	33 (34)	25 (26)	34 (35)	6 (6)	32.853	<0.001
Be more reliable	26 (21)	40 (32)	18 (14)	13 (10)	4 (3)	4 (4)	42 (43)	22 (23)	28 (29)	4 (4)	22.649	<0.001
Consume less time	34 (27)	45 (36)	13 (10)	6 (5)	3 (2)	11 (11)	47 (48)	18 (19)	21 (22)	3 (3)	19.766	<0.001
Be more cost-effective	30 (24)	35 (28)	16 (13)	15 (12)	4 (3)	-	-	-	-	-	-	-
Be easier for assessors to complete forms	41 (33)	45 (36)	10 (8)	0 (0)	4 (3)	9 (9)	34 (35)	14 (14)	38 (39)	6 (6)	65.870	<0.001

Results in bold are significant (2-sided test).

**Table DS6(a)** Trainees' perceptions of their trainers as assessors and trainers' perceptions of themselves as assessors

	Trainees' perceptions of their trainers as assessors (n = 80)					Trainers' perceptions of themselves as assessors (n = 103)				
	Very poor	Poor	Acceptable	Good	Very good	Very poor	Poor	Acceptable	Good	Very good
Availability <sup>a</sup>	4 (11)	11 (9)	25 (20)	33 (27)	27 (22)	0	3 (3)	49 (50)	34 (35)	15 (15)
Willingness to complete assessments	3 (2)	6 (5)	23 (18)	39 (31)	30 (24)	0	7 (7)	37 (38)	48 (49)	9 (9)
Knowledge of WPBA	6 (5)	28 (22)	30 (24)	28 (22)	9 (7)	2 (2)	12 (12)	52 (54)	26 (27)	8 (8)
Computer literacy	4 (3)	9 (7)	33 (26)	41 (33)	14 (11)	1 (1)	6 (6)	31 (32)	39 (40)	23 (24)
Understanding of the online system	11 (9)	19 (15)	39 (31)	26 (21)	5 (4)	4 (4)	12 (12)	43 (44)	31 (32)	11 (11)
Ability to assess accurately and impartially	5 (4)	3 (2)	30 (24)	49 (39)	14 (11)	1 (1)	7 (7)	51 (52)	32 (33)	10 (10)
Ability to provide constructive feedback	5 (4)	6 (5)	15 (12)	46 (37)	28 (22)	0	1 (1)	33 (34)	51 (53)	15 (15)

a. For trainees' n = 81.

**Table DS6(b)** Comparison of trainees' perceptions of their trainers and trainees' perceptions of themselves

Parameter	Trainees' who rated trainer's as satisfactory, % (n)		Trainers' who rated themselves as satisfactory, % (n)		Comparison of trainees' perceptions of their trainer's and trainers' perceptions of themselves			
	(n = 80)	(n = 80)	(n = 103)	(n = 103)	$\chi^2$	d.f.	Asymptotic significance P (2-sided)	Exact significance P (1-sided)
Availability/accessibility	85 (69) <sup>a</sup>	91 (73)	98 (100)	94 (96)	8.579	1	0.003	<b>0.004</b>
Willingness to complete assessments	66 (53)	88 (70)	86 (89)	85 (87)	0.243	1	0.622	0.412
Knowledge of WPBAs	70 (56)	93 (74)	93 (96)	93 (95)	10.524	1	0.001	<b>0.001</b>
Computer literacy	93 (74)	89 (71)	85 (87)	89 (102)	1.738	1	0.187	0.144
Understanding of the online system	93 (74)	89 (71)	85 (87)	89 (102)	5.517	1	0.019	<b>0.015</b>
Ability to assess accurately/impartially	93 (74)	89 (71)	93 (95)	89 (102)	0.005	1	0.946	0.588
Ability to provide constructive feedback	93 (74)	89 (71)	93 (95)	89 (102)	9.210	1	0.002	<b>0.003</b>

WPBAs, workplace-based assessments. Results in bold are significant.

a. n = 81.