

Health Education England – Thames Valley

2019 GMC National Training Surveys

Summary, findings, and analysis

Including outcomes, and progress from the 2018 GMC National Training Survey

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Executive Summary

This paper provides an overview of the 2019 GMC National Training Survey (NTS) results for trainees and trainers working across Health Education England Thames Valley. This year we have introduced a section in the report which explains what actions were taken as a result of the 2018 GMC National training survey. The 'You said, we did' section gives an overview of the quality activity undertaken by Specialty Schools and Local Education Providers with the support of the HEE-TV Quality Team. We hope that this will help to demonstrate the importance of the GMC National Training survey and the value it brings to improving and maintaining good quality learning environments.

Data from both the trainee and trainer surveys were reviewed by the HEE-TV Quality Team, and those areas requiring a deeper review were shared with appropriate Directors of Medical Education, Heads of School and Training Programme Directors for investigation and ongoing quality management in accordance with the HEE Quality Framework.

The GMC Survey results provide one source of intelligence relating to the quality of education and training within HEE-TV and should not be viewed in isolation from other metrics. It is acknowledged that due to survey results being presented as comparison data as opposed to criterion referenced, HEE Local Offices/Deaneries, Trusts, Sites and Programmes may be presented as 'outliers'.

Initial review of the 2019 results indicate that although HEE-TV remains slightly below the national average within the **Workload** Indicator, there is an improvement to the average score for the second year running and this reflects the slight improvement nationally. This is acknowledged within the GMC's Initial findings report which notes that since 2016 the proportion of trainees who said that they worked beyond their rostered hours on a daily basis has halved (from 18.3% to 9.1%). However, a large proportion of trainees (45.3%) and 72.4% of trainers reported working beyond their rostered/contracted hours on *at least* a weekly basis.

Rota Design was a new indicator piloted for the first time in the 2017 survey and permanently included last year. As last year, this indicator has continued to receive a similar number of both positive [21] and negative outliers [17]. For Thames Valley, 29.37% disagreed that 'educational/training opportunities are RARELY lost due to gaps in the rota' compared 28.03% nationally. This was most notable in Clinical Oncology and Obstetrics and Gynaecology where a significant percentage of trainees disagreed with the statement in question (76.92% for Clinical Oncology, 68.52% for Obstetrics and Gynaecology). Conversely, for General, Forensic and Old age Psychiatry, all trainees agreed with the statement in question.

The GMC findings of the 2019 results found that almost a third of trainers reported that they were not able to use the time allocated to them. In Thames Valley, the **Time For Training** Indicator received a score of 61.06%, higher than the national average of 57.12% and ranked first across the UK, although the response rate for the trainer survey (32.2%; 44.8% nationally) should be considered.

Further information in relation to the 2019 GMC National Training Surveys can be found [here](#). You can also contact Matthew Warwick, Quality Support Administrator matthew.warwick@hee.nhs.uk

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Section 1 - Trainee Survey 2019

Trainee Survey 2019

1. Context

The GMC National Training survey was initially established during 2005 and since then has been conducted annually usually during March and April. The survey is managed by the GMC and facilitated by education organisers and provides all postgraduate medical trainees with an opportunity to give feedback on their perception of the quality of their training. This UK-wide survey enables education organisers to obtain benchmarked data on potential areas of good practice as well as areas of concern within their locality compared to the rest of the UK, and survey results are a helpful evidence source for quality management purposes both in terms of identifying potential areas of concern and areas of good practice.

2. Survey reporting

The trainee survey comprises a series of generic questions which are relevant to all trainees as well as a series of specialty specific questions which are usually agreed with the relevant Royal College. Trainee responses to the generic questions are grouped into 18 categories known as indicator scores (see Appendix 1) some of which have an educational focus and others have a more direct link with patient safety.

The survey results are reported using an online reporting tool making the results accessible for all those involved in the management of postgraduate medical education and training. The results can be cut into different groups to suit both Local Education Provider [LEP] and training programme needs.

Additionally, respondents are given the opportunity to raise concerns relating to patient safety and/or bullying and undermining. These 'free text' comments are passed on to HEE local offices as soon as they have been raised and are reviewed and investigated accordingly.

3. Analysis and interpretation of results: process

The results of the GMC NTS have been analysed by the Quality Team in the TV; initially the data was cut by *Programme Specialty* (trainees on a specific programme) which generates most of the data presented in this report. Additionally this year, in response to trainee queries following the 2018 survey, the Quality Team has also analysed the data by *Post Specialty* (all grades and specialties within that post).

Outliers from these 'cuts' were individually reviewed by looking at the responses given to each question. As outliers are presented by comparison (usually with the national average), it is possible to have a negative outlier without any negative responses. The Quality Team also reviewed data for numerically low scores, for a similar reason. The data is also considered by School, LEP and Programme to identify 'hot spots'.

Following this analysis, outliers requiring investigation were identified, and LEP and Schools were asked to review and respond to these. This then feeds into the quality processes.

4. The quality processes and GMC NTS results

The Quality Team processes are defined by the HEE Quality Framework, and the Intensive Support Framework. The GMC NTS is an important source of data informing these processes. This involves a risk-based approach; data and intelligence inform the risk assessment which determines investigation and interventions under the Framework. A live risk register is maintained; hence data from the GMC NTS can signal where areas of concern are and/or provide evidence of improving or deteriorating situations.

These processes have undergone review and revision, both locally and nationally over the last year, and it is expected that there will be further changes to quality processes over the coming year.

5. Response rate

A total of 56,559 trainees in the UK completed the NTS giving a national response rate of 94.6%. The HEE-TV response rate was 92.1%.

6. Areas of good practice and areas of potential concern - 2019

i. Positive highlights [green outliers]

There were 206 green outliers across 59 programmes (compared to 169 green outliers in 55 programmes in 2018). The highest performers in medical specialties were Sport and Exercise Medicine at Oxford University Hospitals (OUH) and Gastroenterology at Royal Berkshire Hospital (RBH). The highest number of green outliers in surgical specialties were in Core Surgical Training at Buckinghamshire Healthcare (BHT). Other specialties performing well were Anaesthetics F1 (BHT & OUH), Paediatrics and Child Health for F2 and GP trainees at Frimley Health (FHFT) and OUH; Emergency Medicine for F2 and GP trainees (RBH) and Psychiatry F1 and GP Programme at Oxford Health (OHFT).

Programme	Local Education Provider	No. of above outliers	No. of overlapping outliers
Sports and Exercise Medicine	Oxford University Hospitals NHS Foundation Trust	12	
Anaesthetics F1	Buckinghamshire Healthcare NHS Trust	12	
	Oxford University Hospitals NHS Foundation Trust	11	
Paediatrics and Child Health F2	Oxford University Hospitals NHS Foundation Trust – Horton Hospital	9	
GP Programme – Emergency Medicine	Royal Berkshire NHS Foundation Trust	8	1
GP Programme – Paediatrics and Child Health	Oxford University Hospitals NHS Foundation Trust - Horton Hospital	7	3
Emergency Medicine F2	Royal Berkshire NHS Foundation Trust	7	
GP Programme – Paediatrics and Child Health	Frimley Health NHS Foundation Trust - Wexham Park	6	2
Gastroenterology	Royal Berkshire NHS Foundation Trust	6	4
Renal Medicine	Oxford University Hospitals NHS Foundation Trust - Churchill Hospital	5	1
Psychiatry F1	Oxford Health NHS Foundation Trust – Whiteleaf Centre	5	2
Psychiatry - GP Programme	Oxford Health NHS Foundation Trust – The Valley Centre	5	2
Core Surgery	Buckinghamshire Healthcare NHS Trust	4	
Paediatrics and Child Health F2	Frimley Health NHS Foundation Trust - Wexham Park	4	
Cardiology	Oxford University Hospitals NHS Foundation Trust – John Radcliffe Hospital	4	
Infectious Diseases	Oxford University Hospitals NHS Foundation Trust – John Radcliffe Hospital	4	3
Respiratory Medicine	Royal Berkshire NHS Foundation Trust	4	2

ii. Areas of concern [red outliers]

There were 202 red outliers across 55 programme specialties.

Existing areas of concern

Programme	Local Education Provider	Red - above outliers	Pink - overlapping outlier
Clinical Oncology	Oxford University Hospitals NHS Foundation Trust - Churchill Hospital	16	2
O&G, HST & FT	Milton Keynes University NHS Foundation Trust	10 (HST) 9 (FT)	3 (HST) 5 (FT)
General Surgery	Frimley Health NHS Foundation Trust - Wexham Park	9	3
O&G	Frimley Health NHS Foundation Trust - Wexham Park	8	2
Ophthalmology	Oxford University Hospitals NHS Foundation Trust – John Radcliffe Hospital	8	2
Geriatric Medicine	Buckinghamshire Healthcare NHS Trust	6	3
CMT	Milton Keynes University NHS Foundation Trust	6	2
Paediatric Surgery	Oxford University Hospitals NHS Foundation Trust – John Radcliffe Hospital	5	1
General Surgery	Milton Keynes University NHS Foundation Trust	4	3
Anaesthetics	Frimley Health NHS Foundation Trust - Wexham Park	3	6
Medical Oncology	Oxford University Hospitals NHS Foundation Trust - Churchill Hospital	2	9
Emergency Medicine	Milton Keynes University NHS Foundation Trust	1	12
Surgery F2	Buckinghamshire Healthcare NHS Trust – Wycombe Hospital		7

New areas of concern

Programme	Local Education Provider	Red - above outliers	Pink - overlapping outlier
Urology	Oxford University Hospitals NHS Foundation Trust - Churchill Hospital	6	
Surgery F2	Oxford University Hospitals NHS Foundation Trust – John Radcliffe Hospital	5	
Renal Medicine	Royal Berkshire NHS Foundation Trust	5	4
Emergency Medicine GP	Frimley Health NHS Foundation Trust - Wexham Park	5	3
Respiratory Medicine	Frimley Health NHS Foundation Trust - Wexham Park	4	2
Respiratory Medicine	Buckinghamshire Healthcare NHS Trust	4	7
Surgery F1	Milton Keynes University NHS Foundation Trust	4	
Ophthalmology	Royal Berkshire NHS Foundation Trust	4	11
Medicine F1	Frimley Health NHS Foundation Trust - Wexham Park	4	5
T&O	Buckinghamshire Healthcare NHS Trust	2	14
T&O	Frimley Health NHS Foundation Trust - Wexham Park	2	8

iii. Post-specialty analysis

When reviewing by *post specialty*, rather than by *programme specialty* (as part of the additional analysis undertaken following learning from 2018 survey), the following areas were identified: General Medicine and Geriatric Medicine at Wexham Park, Medicine at Horton Hospital, Plastic Surgery at Wexham Park, General Psychiatry at Littlemore Hospital, Gastroenterology and Urology at Milton Keynes Hospital. These will be further investigated and reviewed.

7. Overall Satisfaction by Programme by HEE Office/Deanery

When comparing Overall Satisfaction scores for each programme specialty in TV against the same programme nationally, the headlines were (for scores and ranking see Appendix 5):

Highest ranking programmes nationally

- HEE-TV ranks **first** for Overall Satisfaction in Cardiology, Geriatric Medicine, Infectious Diseases and Sport and Exercise Medicine.
- 15 HEE-TV programmes rank in the top 5 for Overall Satisfaction.
- Sport and Exercise Medicine is a green outlier in HEE-TV with a mean of 98.33 compared to the national mean of 81.45.

Lowest ranking programmes nationally

- Clinical Oncology, Genito-Urinary Medicine, Medical Oncology, Otolaryngology, Public Health Medicine, Trauma and Orthopaedic Surgery and Urology ranked last for Overall Satisfaction.
- Clinical Oncology is a red outlier for Overall Satisfaction and ranks 14/14.
- Obstetrics and Gynaecology is a red outlier for Overall Satisfaction, ranking 15/16.

Analysis of Overall Satisfaction ranking year-on-year* (Thames Valley vs UK)

- Clinical Oncology has been ranked, on average, 12.8/14 over the last five years.
- General Surgery has been ranked, on average, 13.8/17 over the last five years. Improvement was seen in 2017, with a score of 9/17.
- Public Health Medicine was ranked bottom 2019 and 2018 yet in previous years has been in the top 50% (7/16, 7/15, 5/16). The average over the five years that have data was 9/14.
- Renal Medicine, although scoring poorly for 2018 and 2019, was not a below outlier for the three years prior to 2018.
- Trauma and Orthopaedic Surgery has been ranked, on average, 14.8/17 over the last five years. The ranking fell from 10/17 to 13/17 from 2015 to 2016 and for the last three years, Trauma and Orthopaedic Surgery has been bottom.
- Respiratory Medicine has scored poorly for the years 2017-19, ranked 17/17 in 2019, 13/17 in 2018 compared with 3/17 in 2015 and 2/16 in 2016.

NB. Number of HEE local offices/deaneries included in each year may vary

8. Outliers by LEP and by indicator

i. Outliers by Local Education Provider (Programme Specialty by Site unless where *)

arrows denote comparison against 2018 data

Local Education Providers	2019 Positive outliers	2019 Negative outliers	2018 positive outliers	2018 Negative outliers
Berkshire Healthcare NHS Foundation Trust	↑6	→1	1	1
Buckinghamshire Healthcare NHS Trust	↑29	↓24	16	54
Central North West London - Milton Keynes site	↑2*	→0	N = less than 3	
Frimley Health NHS Foundation Trust [Wexham Park]	↓15	↑45	17	33
Milton Keynes University Hospital NHS Foundation Trust	↓5	↑47	10	22
Oxford Health NHS Foundation Trust	↑17	↑4	15	0
Oxford University Hospitals NHS Foundation Trust	↑83	↑66	77	64
Royal Berkshire Healthcare NHS Foundation Trust	↑46	↑15	31	13
West London Mental Health NHS Trust [Broadmoor only]	↑3	→0	2	0
Oxfordshire County Council	0	4	n/a	n/a
Grand Total	↑206	↑206	169	187

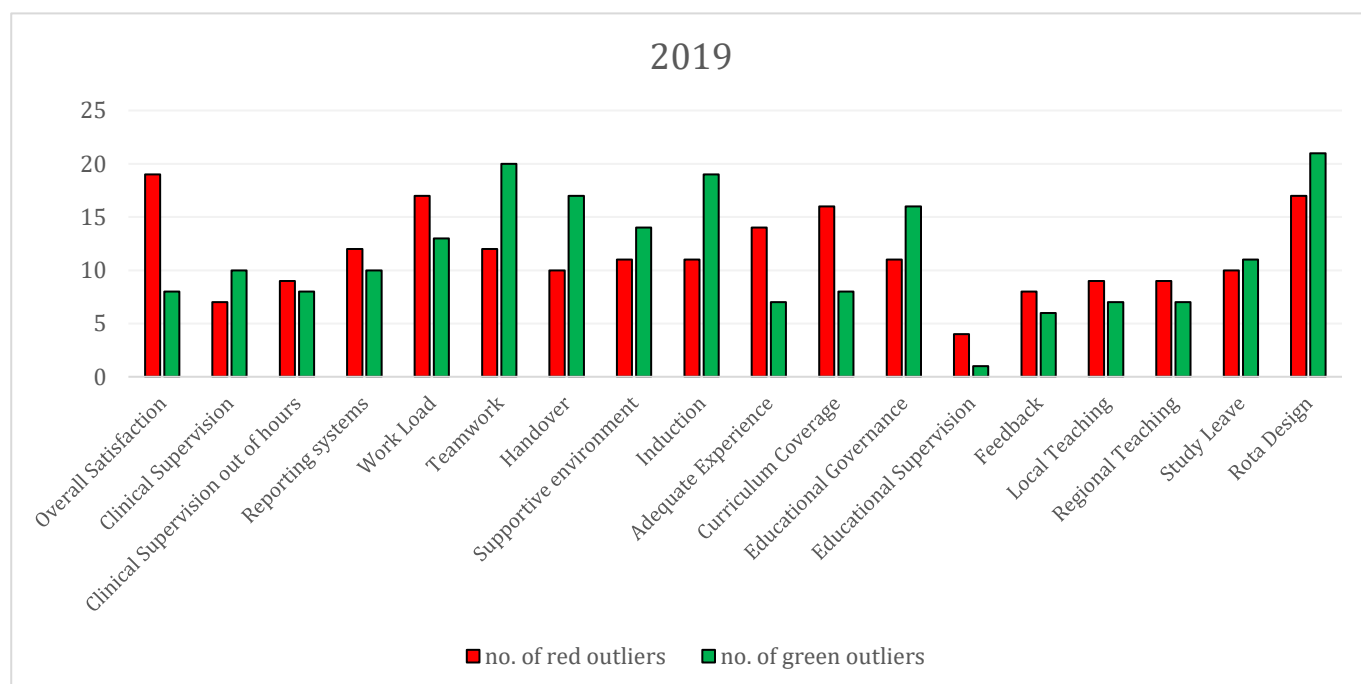
NB. Source: NTS Reporting Tool: Report by Programme group by Site

*two green outliers arise when looking at Post Specialty data

Across the Thames Valley Local Education Providers, there has been a small increase in the number of red outliers by 10%. There is a significant increase in the number of red outliers at Milton Keynes Hospital; affected areas include mostly the lower grade trainees in Emergency Medicine, Medicine, O&G, Surgery and Paediatric posts. The results show a similar picture at Wexham Park Hospital. See section 6ii for further details.

Overall, there has been a 22% increase in the number of positive outliers. Sport and Exercise Medicine at OUH received the highest number, followed by Anaesthetics Foundation year 1 at BHT and OUH. Foundation Year 2 (F2) training also came out well in Paediatrics and Child Health at Horton Hospital and Wexham Park Hospital and Emergency Medicine received good feedback from F2 and GP trainees. See section 6i for further details.

ii. Outliers by indicator



NB. Data includes Public Health trainees

Source: NTS Reporting Tool: Report by Programme group by Site

The highest number of negative outliers were against Overall Satisfaction [19], Workload [17], Rota Design [17], and Curriculum Coverage [16]. The highest number of positive outliers were against Rota Design [21], Teamwork [20], Induction [19], and Handover [17].

iii. Comparison of outliers at programme level year-on-year across Thames Valley

- Obstetrics and Gynaecology has seen an increase in outliers from 2018. The majority of which are at Wexham Park Hospital and Milton Keynes Hospital.
- Otolaryngology has worsened for 2019. There has been an increase in pink and red outliers since 2018.
- Ophthalmology has improved slightly since 2018 but continues on the trend of multiple negative outliers.
- Renal Medicine has improved with a decrease in negative outliers from 3 pink and 4 red to 3 pink and 1 red.
- Urology has declined in overall score for the majority of indicators but only had three pink outliers for 2019.
- Medical Oncology has seen an increase in negative outliers compared to 2018 but is still improved compared to 2017.
- Genito-urinary Medicine has seen a slight decline from 2018, with two pink outliers and a red outlier for 2019
- Clinical Oncology continues to worsen from 2017 and 2018. There are significant numbers of red outliers and only three indicators which are not outliers.
- Sports and Exercise Medicine has increased in positive outliers, building on the many positive outliers in 2017 and 2018.
- Cardiology has seen continual improvement over the last three years, achieving two positive outliers for 2019.
- Child and Adolescent Psychiatry has seen a gradual increase in positive outliers since 2015 and had many positive outliers for 2019.
- Trauma and Orthopaedic Surgery has seen a slight increase in negative outliers from 2018, the majority of which are localised at Wycombe Hospital. There were no positive outliers for 2019 compared to three for 2018 and eight for 2017

9. Workload and Burnout

i. Workload

The Workload indicator was in the top 4 for highest number of negative outliers in the trainee survey. There has been no variation for the past three years on the number of negative outliers for Workload (17). When the Workload indicator is reviewed at post and site level, negative outliers occur mostly commonly across medical posts.

The HEE-TV mean score for Workload was below the national average [48.36 vs 49.22] but an improvement on last year's figure [47.36]. This reflects the national position where there has been a slight improvement reported by doctors working beyond their rostered hours. The HEE-TV ranking for this indicator was 11/17 nationally. High Workload scores occur across all acute trusts within the HEE-TV region with Emergency Medicine being the most affected specialty and Foundation Year 2 and GP trainees being the most affected grades. There were also a high number of red outliers in junior grades involved in the 'acute medical take': CMT trainees, GP in Medicine/Geriatric Medicine, and Foundation Year trainees in Medicine.

During the year, HEE-TV Quality Team was managing a number of items on the risk register relating to Workload. Particularly in acute medical settings. To this end, the Quality Committee had initiated discussions with Workforce Transformation colleagues to work collaboratively in finding solutions to these issues across the region. This included a specific Workforce Transformation intervention in Neurosurgery at the John Radcliffe Hospital.

Royal Berkshire Hospital successfully managed its Workload concerns in Medicine through implementation of a variety of interventions and action; this was removed off the risk register during the year. Details on the interventions are available from the Quality Team and the DME involved in implementing this improvement (and are detailed in the HEE-TV Quality Team 'Sharing Good Practice' documents, on the risk register, and in minutes of Quality Team meetings).

ii. Burnout

For the second year running the GMC included a set of optional questions about work-based burnout due to increasing concerns about the impact of working conditions on doctors' wellbeing. The questions asked were taken from the [Copenhagen Burnout Inventory](#) - an internationally recognised and validated question set. The results of these questions are not available on the online reporting tool. The GMC's analysis of the responses suggested that burnout may be associated with high Workloads, the impact of rota changes, and a lack of supportive working environment. The GMC reported that, one year on, there was no significant variation in the burnout findings across the UK, with over a fifth of trainees and trainers feeling burnt out to a high degree or very high degree.

10. Study Leave

Thames Valley has seen an increase in mean score for the Study Leave indicator for 2019 following a decline over the previous four years (2015-2018). The mean score for Study Leave in Thames Valley remains higher than the national mean.

Indicator	2019				2018				2017				2016			
	National 'ranking' for HETV	HETV Mean	National Mean	%range for all LETBs	National 'ranking' for HETV	HETV Mean	National Mean	%range for all LETBs	National 'ranking' for HETV	HETV Mean	National Mean	%range for all LETBs	National 'ranking' for HETV	HETV Mean	National Mean	%range for all LETBs
Study Leave	9/21	65.80	63.76	80.73-58.07	8/17	62.28	61.72	65.80-53.30	5/18	64.42	61.48	80.89-53.97	14/18	68.48	70.37	85.17-64.02
Number of negative outliers	10				9				6				18			
Number of Positive outliers	11				3				9				5			

Source: NTS Reporting Tool: Report by LETB/deanery

Source: NTS Reporting Tool: Report by Programme group by Site

Negative answers given to the Study Leave questions were wide-ranging but rota difficulties featured the most frequently.

A revised HEE-TV Study Leave Policy came into effect on 6 April 2018. The purpose of which was to ensure that doctors in training have access to a standardised system across the Deanery in which applications for study leave are considered on a fair, equitable and consistent basis. Each Specialty School created a list of essential courses required for curriculum completion.

Section 2 - 'You said, we did' - 2018 trainee survey outcomes

‘You said, we did’ - 2018 trainee survey outcomes

i. HEE Thames Valley quality risk register

The Thames Valley Quality Team has a responsibility for ensuring that clinical learning environments meet HEE and professional regulator standards for quality. As described earlier, this process is managed under the HEE Quality Framework, and is informed by the risk register. The risk register is multi-professional, but a majority of the risks are medical due to arrangements between Local Education Providers and the universities for managing quality concerns in non-medical education.

Over the year (August 2018 to July 2019) 83 risks (a small number of these were in non-medical education, e.g. in Pharmacy and Library services) were managed on the risk register. As a result of actions taken to resolve concerns, 31 risks/issues were closed (see iii below); 14 of which related to concerns raised in previous years and 19 were related to trainee feedback through the 2018 NTS.

At the time of writing 47 risks/issues remained open on the Thames Valley risk register, 8 of these were risk scored 12 and above and were therefore reported to HEE Executive and to the GMC. These were O&G at FHFT (Wexham Park) and at MKUH, Neurosurgery, Ophthalmology, Paediatric Cardiology and Anaesthetics at OUH, General Surgery at FHFT (Wexham Park), and Cardiology at BHT.

ii. Quality interventions

During 2018/9 there were a number of ‘Quality Interventions’ as defined by the Framework (in addition to operational management of risk issues with the DME and Schools). These were:

- One **Triggered Visit**, to **Cardiology at Wycombe General Hospital**. The GMC NTS results relating to Cardiology at Wycombe did not reveal significant outliers; however other intelligence and related concerns on the Risk Register resulted in a Triggered Visit. The report is available from the Quality Team, and this continues to be monitored; follow up interventions are planned.
- **Learner / Educator Meetings** and follow-up review in **Neurosurgery at the John Radcliffe Hospital**: see iv. below for update.
- A **Learner / Educator Meeting** in **Anaesthetics at Wexham Park Hospital**: The Anaesthetics training at Wexham Park did not identify as a ‘hot spot’ in the 2018 survey. However, alternative ‘cuts’ of data revealed outliers. This has led the Quality Team to perform additional analysis of data for the 2019 survey. The intervention was identified as required through other sources of intelligence and trainee feedback. The 2019 results have revealed a deterioration (2019: three red outliers, 6 pink, 2018: 1 red, 5 pink). The impact of full implementation of the recommendations following the interventions will be reviewed over the next 6 months
- A **Learner / Educator Meeting** in **O&G at Milton Keynes Hospital**: the results for 2019 survey revealed a deterioration from 2018 results (10 red and 3 pink outliers compared to 3 red and 8 pink in 2018). This issue was on the risk register; the intervention occurred following the 2019 survey.
- A **Learner / Educator Meeting** in **O&G at Wexham Park Hospital**. This item was on the risk register, following concerns raised through sources of intelligence outside the GMC NTS survey. This has also revealed a deterioration; the actions following intervention were after the 2019 GMC survey window.
- A **Learner / Educator Meeting** in **Ophthalmology the John Radcliffe Hospital**; this intervention occurred after the 2019 GMC survey window. There has been a deterioration in the results compared to the 2018 results; 8 red and 2 pink compared to 5 red and 7 pink.

iii. Significant improvements resulting in closure of risk register item

- At the **Royal Berkshire Hospital**, 5 risk register items have been closed, following action by the Trust and HEE-TV. **Library services** was a long-standing issue which has shown improvement, and the risk register item closed (this was not an issue identified or monitored using GMC NTS data). Workload in **CMT** has improved considerably; this was following a suite of interventions led by the DME, with support from HEE-TV. **Respiratory Medicine** improved from 4 pink outliers to 4 green outliers. **Dermatology** training required intervention from School and HEE-TV following concerns around supervision. **Clinical Oncology** improved (a green and 2 pink outliers, from 7 red and 9 pink in 2018), following intervention from DME and HEE-TV. These issues have subsequently been removed from the risk register.
- At **Buckinghamshire Healthcare**, **Emergency Medicine** improved from 7 red and 3 pink outliers in 2018, to no outliers in 2019, and **GP Paediatrics** from 5 red and 3 pink outliers to no outliers, due to actions taken by the departments and supported by the DME. There was also an intervention by HEE-TV (a 'Learner/Educator meeting by Head of School in Emergency Medicine). **Geriatrics** training improved and was closed on the risk register, but concerns remain about the medical on-call rota and this aspect has resulted in further red outliers this year and this element remains on the risk register.
- At **Wexham Park Hospital Paediatrics and Child Health**, both in **GP and Foundation programmes** improved to have multiple green outliers in 2019 NTS, and these items were closed on the risk register.
- At **OUH**, **Renal Medicine** attained 5 green outliers in NTS 2019 (2018: 2 red, 6 pink) and **Clinical Radiology** improved to 2 pink, 1 green and 1 light green. This was following extensive action by the departments, DME and Head of Schools with support from HEE-TV.

iv. Other significant improvements

- There was extensive intervention and action from the Trust and HEE-TV (including Workforce Transformation as well as Quality Team) in **Neurosurgery** at the **John Radcliffe Hospital**. Significant improvements within specialty training resulted in the removal of GMC Enhanced Monitoring (EM) status from the higher specialty training programme. Foundation programme remains on EM and further intervention is ongoing.
- At **Wexham Park Hospital** the **Surgical Foundation Year 2** programme has shown considerable improvement (2 pink outliers from 9 red and 2 pink in 2018). The **GP Medicine** programme at both **Milton Keynes Hospital** and **Stoke Mandeville Hospital** have also shown improvement.
- **Intensive Care Medicine** at **Churchill Hospital** improved from 4 red and 13 pink outliers to 4 pink outliers.
- **Plastic surgery** at **John Radcliffe Hospital** improved from 4 red and 1 pink to 1 red and 2 pink outliers.
- **Trauma and Orthopaedics** at **Milton Keynes Hospital** improved from 1 red and 6 pinks in 2018 to no outliers in 2019. There was minor improvement in this specialty at **Wexham Park Hospital** (a reduction of 3 pink outliers). However, there has been an increase in pink outliers in this specialty across the whole region. The specialty was ranked* bottom for Overall Satisfaction for 3 years. (*Source: Programme type by deanery multiple year)
- **GP Programme** in Emergency Medicine at **OUH** had no outliers in 2019, an improvement from 4 red and 4 pink in 2018. **Emergency Medicine** at **Wexham Park** improved to no outliers from 1 red and 4 pink outliers.
- **GP programme** within O&G at **Wexham Park** has improved (noting however issues regarding HST at this location), from 5 red and 2 pink in 2018 to 2 pink in 2019. Similarly, **Foundation Year 2** in O&G at **OUH** has shown improvement from 5 reds and 4 pink to 1 green.
- **Core Medical Training** at **Wycombe Hospital** has shown a great improvement from 9 red and 4 pink outliers in 2018; however after investigation and discussion with the DME there were concerns around the data reliability,

hence the CMT rotation is now considered with the Stoke Mandeville Hospital data, which reveals three pink outliers this year.

- During the year, concerns in **General Surgery at Wexham Park Hospital** remained and an action plan implemented by the DME during the 2019 survey window. In 2018, the NTS results revealed 6 pink outliers, which deteriorated in 2019 to 9 red and 3 pink outliers.
- **General Surgery at Milton Keynes Hospital** had been an issue on the risk register previously. There was no data to compare from 2018 NTS (n=<3), there are 6 red outliers in the 2019 NTS. On analysis of the data, there were no negative responses; however, the Trust (and School) have been requested to investigate and provide further intelligence.
- The following areas revealed either no change or only minor improvements/deterioration in survey results: Plastic Surgery at Stoke Mandeville Hospital (not currently on the risk register), CMT at Milton Keynes (on risk register) and GP Programme in Medicine at OUH (on risk register). Either the School and/or the Trust has been asked to investigate.

v. 2018 areas of concern – number of outliers 2018 vs 2019

Programme	Local Education Provider	2019 Red – below outliers	2019 Pink overlapping outlier	2018 Red - below outliers	2018 Pink - overlapping outlier	What action was taken?
Neurosurgery	John Radcliffe Hospital, OUH	↓0	→2	8	2	See above
Clinical Radiology	John Radcliffe Hospital, OUH	↓0	↑2	3	1	See above
Clinical Oncology	Churchill Hospital, OUH	↑16	↓2	3	10	Due to ongoing concerns there are planned interventions within Clinical Oncology, CH.
	Royal Berkshire Hospital	↓0	↓2	7	9	See above
Medical oncology	Churchill Hospital, OUH	↑2	↑9		3	Action taken from 2017 survey. Some overlapping issues with Clinical Oncology
F2 Surgery	Wexham Park, FHFT	↓0	→2	9	2	See above
Core Medical Training	Buckinghamshire Healthcare	↓0	↓3	9	4	See above
Emergency Medicine	Buckinghamshire Healthcare (SMH)	↓0	↓0	7	7	See above
Geriatrics	Buckinghamshire Healthcare (SMH)	↓6	→3	7	3	See above
GP Medicine	Buckinghamshire Healthcare	↓1	↓2	7	4	See above
	MKUH	↓3	↓5	6	6	See above
GP Paediatrics	Buckinghamshire Healthcare (SMH)	↓2	↓1	5	3	See above
GP Obstetrics & Gynaecology	Wexham Park, FHFT	↓0	→2	5	2	See above
F2 Obstetrics & Gynaecology	John Radcliffe Hospital, OUH	↓0	↓0	5	4	See above
Ophthalmology	John Radcliffe Hospital, OUH	↑8	↓2	5	7	See above

Section 3 - Trainer Survey 2019

Trainer Survey 2019

1. Context

Following a break of 4 years, and a pilot survey in 2015, the GMC has hosted a National Trainer Survey since 2016. The survey provides trainers with an opportunity to improve the quality of postgraduate and foundation training. The survey results enable the GMC, HEE offices and Local Education Providers to obtain benchmarked data across several areas, including how supported trainers feel, areas of good practice, and whether there are concerns about the quality of education and protection of training resources. In addition, the survey results help the GMC understand how well the [Recognition & Approval of Trainers](#) Implementation Plan is being delivered.

2. Response rates

A total of 21,810 trainers in the UK completed the NTS giving a national response rate of 44.8%. The HEE-TV response rate was 32.2% The response rate was higher than 2018 - 31.6%.

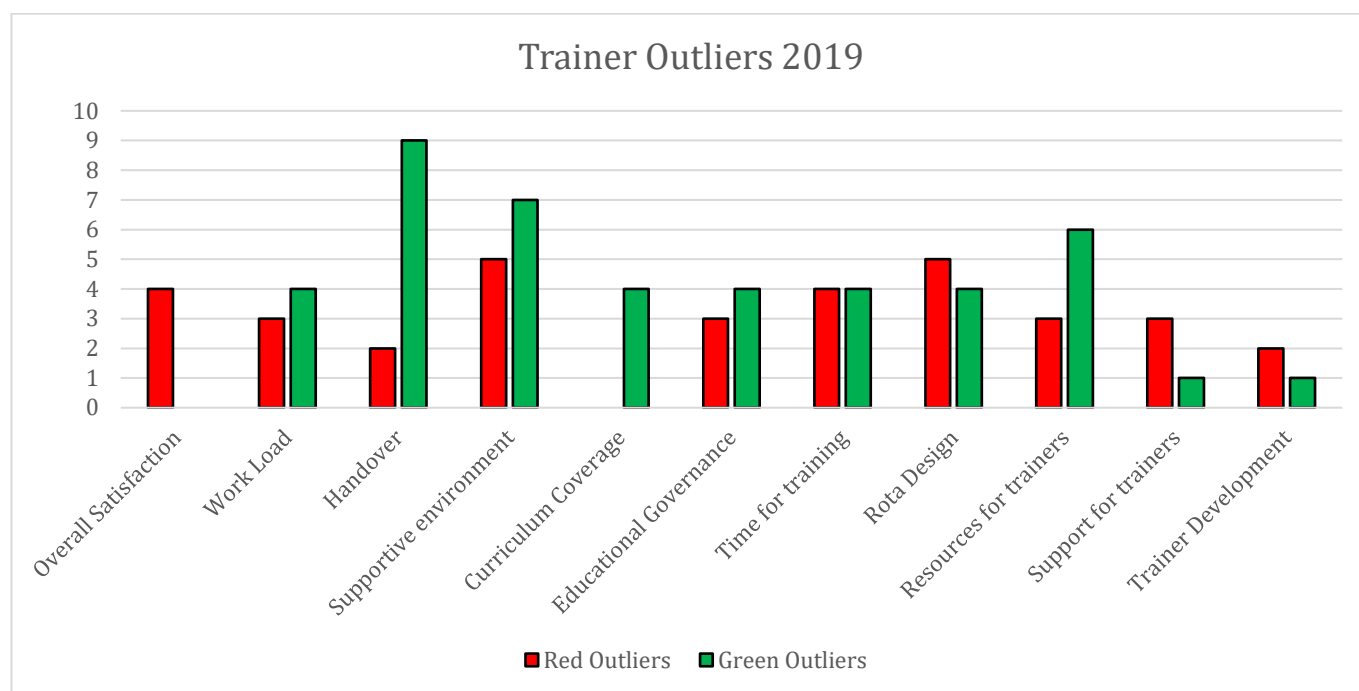
3. Outliers by LEP and by indicator

i. Outliers by Local Education Provider

Local Education Providers	Positive Outliers	Negative Outliers
Berkshire Healthcare	2	
Buckinghamshire Healthcare NHS Trust	7	
Frimley Health NHS Foundation Trust	12	12
Milton Keynes University Hospitals NHS Foundation Trust	9	
Oxford Health NHS Foundation Trust	2	
Oxford University Hospitals NHS Foundation Trust	13	16
Royal Berkshire Healthcare NHS Foundation Trust	8	6
NHS Aylesbury Vale CCG	N = less than 3	
NHS Bracknell & Ascot CCG		
NHS Chiltern CCG		
NHS Milton Keynes CCG		
NHS Newbury & District CCG		
NHS Oxfordshire CCG		
NHS North & West Reading		
NHS Slough CCG		
NHS Windsor, Ascot and Maidenhead CCG		
NHS Wokingham CCG		

NB. Data does not include Public Health Training *Source: NTS Reporting Tool: trainer survey results, Report by trainer specialty by site*

ii. Outliers by indicator



The highest number of positive outliers were in Supportive Environment [7], Handover [9] and Resources for Trainers [6]. The highest number of negative outliers were in Rota Design [5], Supportive Environment [5], Time for Training [4] and Overall Satisfaction [4].

4. Indicator summary (for scores and ranking see Appendix 6)

The Time for Training Indicator score in Thames Valley (61.06) was above the national average (57.12) and ranked first across 18 HEE local offices and deaneries. Scores were also higher in the Educational Governance indicator (69.37) against 67.34 nationally and ranked second. The high rankings for both of these indicators may be due to the adoption of the Tripartite Educational Agreement (TEA) across the secondary care LEPs between late 2016 and 2017.

Resources and development are provided by the LEP, School and local office. Within the acute Trusts, there have been three new Directors of Medical Education in the last year which might have had an impact on the responses to Resources for Training and Trainer Development. HEE Local office (Deanery) development provision has been largely steady in 2018/9. Educator training for the role of Educational Supervisor changed and expanded shortly after the 2019 NTS closed, so this might be noted in 2020.

5. Analysis and comparison of both trainee and trainer surveys

i. Matching outliers by indicator group

Several Indicators are shared between both the trainee and trainer survey. These are:

1. Curriculum Coverage
2. Educational Governance
3. Handover
4. Overall Satisfaction

5. Supportive Environment
6. Workload
7. Rota Design

ii. Correlation between trainer and trainee surveys

There are few instances of correlation between matching indicators on both trainee and trainer surveys. A reason for this could be the lower response rate for trainers compared to trainees. Another reason could be the variation in questions behind the indicators.

There were high numbers of positive outliers in both surveys in the Handover indicator.

There were several programmes that mirrored results for Overall Satisfaction between trainees and trainers alike:

- Ophthalmology was low ranked for the Overall Satisfaction indicator for trainees [14/15] and trainers [15/16]. Ophthalmology deteriorated in ranking for both trainees and trainers from 2018. Further to this, for both groups there were negative outliers across multiple indicators at the Royal Berkshire Hospital.
- Paediatrics was ranked 1/16 for trainers and 2/16 for trainees. There were no negative outliers from the trainer data but there were a mix of positive and negative outliers from the collated trainee responses.
- Gastroenterology ranked highly for both trainees and trainers [2/16 for both] in 2019 and ranked first in 2018 in both surveys.
- Dermatology was ranked highly for both trainees and trainers, following significant improvement from 2018.
- There was some correlation between survey results in Overall Satisfaction scores and numbers of positive and negative outliers in LEPs:
 - Frimley Health had low satisfaction scores and high numbers of outliers for both trainees and trainers
 - Berkshire Healthcare had high satisfaction scores for both trainees and trainers
 - Oxford University Hospitals had proportionately similar numbers of both negative and positive outliers for both trainee and trainer surveys.

There were programmes where Overall Satisfaction scores contrasted between trainees and trainers:

- Infectious Diseases and Cardiology are both ranked poorly for trainers [11/14 and 15/16] but ranked positively for trainees [1/10 and 1/16].
- Alternatively, programmes scoring highly for Overall Satisfaction by trainers but poorly by trainees included Trauma and Orthopaedic Surgery, Genito-urinary Medicine, Respiratory Medicine, Plastic Surgery and Psychiatry of Learning Disability.
- Neurology at the John Radcliffe Hospital had positive outliers for trainers and for trainees when reviewing results by *post specialty*. However, it had several negative outliers for trainees when reviewing results by programme group, suggesting a less positive experience for specialty trainees.

For Overall Satisfaction scores and ranking see Appendix 5 for trainees and Appendix 6 for trainers.

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Trainee Survey

Appendix 1 – Indicator summary

Appendix 2 – Overall Satisfaction by LETB/Deanery

Appendix 3 – Overall Satisfaction by HEE-TV LEPs

Appendix 4 – Overall Satisfaction by HEE-TV LEPs positive response graph

Appendix 5 – Overall Satisfaction by Programme by HEE Office/Deanery

Trainer Survey

Appendix 6 – Indicator summary

Appendix 7 – Overall Satisfaction by HEE-TV LEPs

Appendix 8 – Overall Satisfaction by trainer specialty

Appendix 1

Indicator Summary (trainee survey)

The 18 indicators used in the 2019 trainee survey are:

1. Adequate Experience
2. Clinical Supervision
3. Clinical Supervision Out of Hours
4. Curriculum Coverage
5. Educational Governance
6. Educational Supervision
7. Feedback
8. Handover
9. Induction
10. Local Teaching
11. Overall Satisfaction
12. Regional Teaching
13. Reporting Systems
14. Rota Design (piloted in 2017 and introduced permanently in 2018)
15. Study Leave
16. Supportive Environment
17. Teamwork
18. Workload

This section provides the average score and ranking for each indicator for HEE-TV. HEE-TV has seen an increase in mean score for 14/18 of the indicators. Feedback, Local Teaching, Regional Teaching and Educational Governance were the four indicators that deteriorated. Rankings against Deaneries have improved for ten indicators, deteriorated for six and stayed the same for two. The most improved in ranking were Rota Design and Study Leave. In terms of number of red outliers across the region, Supportive Environment and Local Teaching reduced compared to 2018 results, Workload and Rota Design have remained the highest in terms of total number of red outliers (with Curriculum Coverage and Adequate Experience also remaining a concern).

arrows denote comparison against 2018 score and ranking

Indicator	2019 – HEE-TV Mean	2019 – National Mean	2019 – HEE-TV Ranking
Overall Satisfaction	↑79.11	79.45	↓13/17
Clinical Supervision	↑90.56	90.13	↑9/17
Clinical Supervision Out of Hours	↑87.82	87.56	↑9/17
Handover	↑66.36	65.82	↓7/17
Induction	↑79.54	79.15	↑9/17
Reporting Systems	↑75.50	74.61	↑6/17
Adequate Experience	↑78.84	79.72	↓15/17
Supportive Environment	↑72.68	72.36	↑8/17
Workload	↑48.36	49.22	↑11/17
Educational Supervision	↑85.07	84.69	→ 8/17
Feedback	↓74.07	75.00	↓14/17
Local Teaching	↓69.95	71.78	↓16/17
Regional Teaching	↓67.12	67.31	↑8/17
Study Leave	↑65.80	63.73	↑5/17
Teamwork	↑74.44	74.20	↑10/17
Educational Governance	↓72.81	72.85	→ 11/17
Curriculum Coverage	↑76.97	77.53	↓14/17
Rota Design	↑59.36	58.42	↑6/17

NB. Data excludes trainees and trainees in post at Wexham Park Hospital and CNWL-MK

Source: NTS Reporting Tool: Report by LETB/deanery

Appendix 2

Overall Satisfaction (trainee survey)

The questions which form the Overall Satisfaction indicator are:

- How would you rate the quality of teaching (informal and bedside teaching as well as formal and organised sessions) in this post?
- How would you rate the quality of Clinical Supervision in this post?
- How would you rate the quality of experience in this post?
- How would you describe this post to a friend who was thinking of applying for it?
- How useful do you feel this post will be for your future career?

i. Overall Satisfaction by HEE Local Office/Deanery

The HEE-TV score for Overall Satisfaction has increased by 0.08 but HEE-TVs overall rank has declined from 11/17 to 13/18.

LETB/deanery	2019		2018		2017	
	Mean	Ranking out of 18	Mean	Ranking out of 17	Mean	Ranking out of 18
Pharmaceutical Medicine Deanery	84.62	1	-	-	-	-
Health Education North East	81.64	2	81.27	1	81.47	1
Defence Postgraduate Medical Deanery	81.30	3	80.34	3	80.45	5
Health Education Wessex	80.95	4	80.24	5	79.97	9
Health Education South West	80.61	5	80.59	2	80.79	4
Wales Deanery	80.38	6	79.56	8	80.44	6
NHS Education for Scotland	80.34	7	79.81	7	79.98	8
Health Education North West London	80.26	8	79.49	9	79.45	11
Health Education North Central and East London	80.24	9	78.94	12	79.68	10
Northern Ireland Medical & Dental Training Agency	79.75	10	80.27	4	81.21	2
Health Education South London	79.73	11	78.14	14	78.31	15
Health Education North West	79.15	12	78.34	13	78.77	14
Health Education Thames Valley	79.11	13	79.03	11	80.40	7
Health Education West Midlands	78.83	14	79.17	10	78.79	13
Health Education Kent, Surrey and Sussex	78.78	15	80.07	6	79.32	12
Health Education Yorkshire and the Humber	78.07	16	77.46	16	78.21	16
Health Education East of England	77.98	17	77.86	15	78.06	17
Health Education East Midlands	77.38	18	77.06	17	77.31	18

Source: NTS Reporting Tool: Report by LETB/deanery

Appendix 3

Overall Satisfaction by HEE-TV Local Education Providers

9 out of 14 Local Education Providers for HEE-TV trainees scored higher than the national average for Overall Satisfaction.

Five LEPs score lower than the national average. These are: Oxford University Hospitals NHS Foundation Trust [by 1.26] Buckinghamshire Healthcare NHS Trust [by 1.94] Frimley Health NHS Foundation Trust [by 3.39] Milton Keynes University Hospital NHS Foundation Trust [by 7.44] and Oxfordshire County Council [by 45.12].

Local Education Provider	Overall Satisfaction Score 2019	National Score 2019
NHS Oxfordshire CCG	91.75	79.45
NHS East Berkshire CCG	89.71	79.45
NHS Buckinghamshire CCG	88.88	79.45
NHS Milton Keynes CCG	87.80	79.45
NHS Berkshire West CCG	85.67	79.45
Berkshire Healthcare NHS Foundation Trust	85.21	79.45
Oxford Health NHS Foundation Trust	81.12	79.45
Royal Berkshire NHS Foundation Trust	81.12	79.45
Central North West London NHS Foundation Trust	80.95	79.45
Oxford University Hospitals NHS Foundation Trust	78.19	79.45
Buckinghamshire Healthcare NHS Trust	77.51	79.45
Frimley Health NHS Foundation Trust	76.06	79.45
Milton Keynes University Hospital NHS Foundation Trust	72.01	79.45
Oxfordshire County Council (<i>PH trainees only</i>)	34.33	79.45

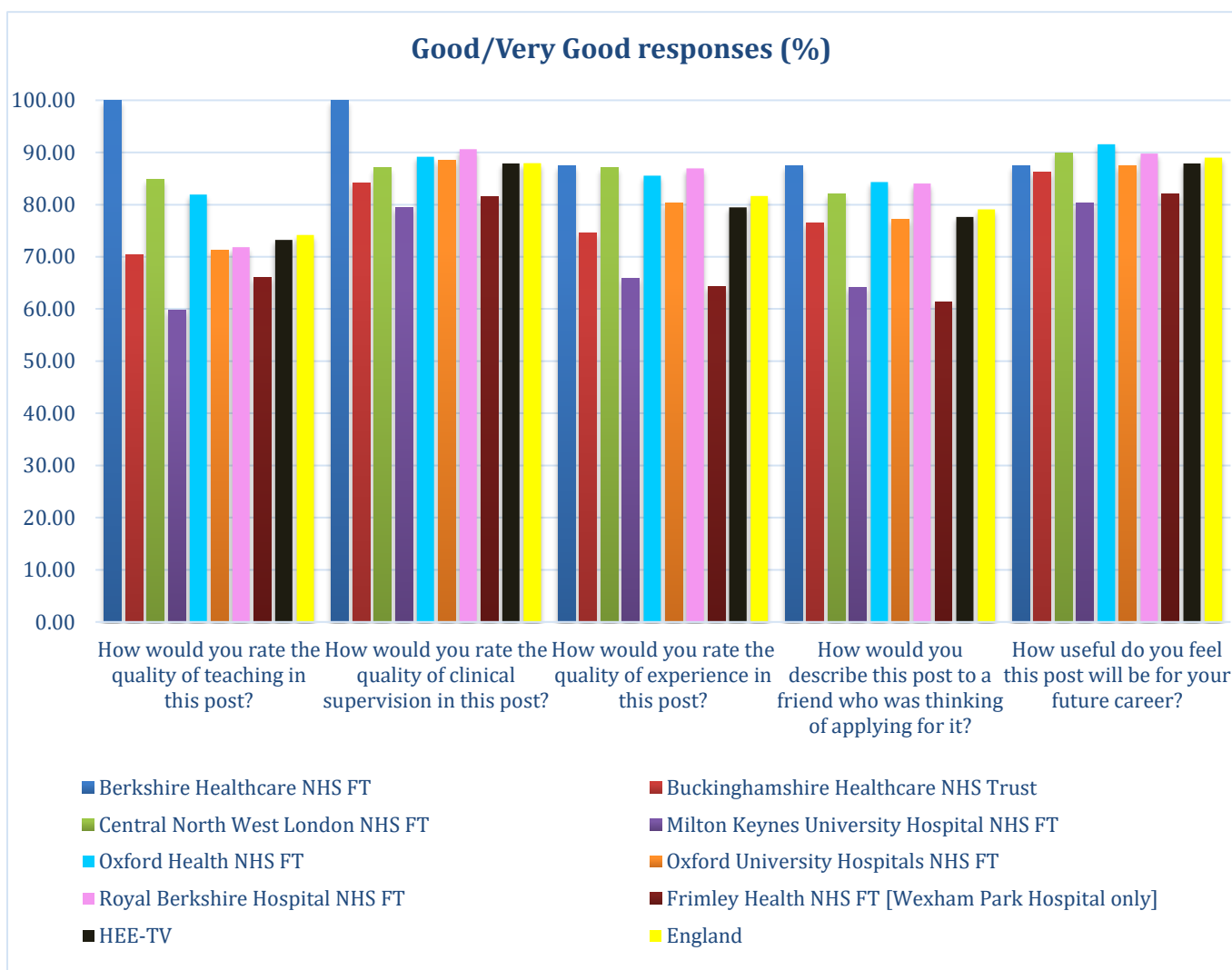
Central North West London NHS and Frimley Health NHS Foundation Trust - Data includes the Trust as a whole

Source: NTS Reporting Tool: Report by Trust/Board

Appendix 4

Overall Satisfaction Indicator questions and responses for HEE-TV Local Education Providers

This chart shows the percentage of Good and Very Good answers given by each Local Education Provider to every question under the Overall Satisfaction Indicator and compares this with the answers given across Thames Valley and across England.



Appendix 5

Overall Satisfaction by Programme by HEE Office/Deanery

Programme	2019			2018	
	HEE-TV Overall Satisfaction Mean	National Overall Satisfaction Mean	Ranking by HEE Office/Deanery	HEE-TV Overall Satisfaction Mean	Ranking by HEE Office/Deanery
Acute Care Common Stem	76.68	77.52	12/17	79.33	11/17
Acute Internal Medicine	73.86	81.45	12/17	75.31	9/16
Anaesthetics	81.67	81.45	13/17	79.61	16/17
Cardiology	90.06	81.45	1/16	80.80	5/17
Child & Adolescent Psychiatry	94.00	81.45	2/15	94.33	1/14
Clinical Genetics	n/a	n/a	n/a	82.33	10/10
Clinical Oncology	62.15	81.45	14/14	73.36	14/14
Clinical Radiology	86.22	81.45	4/17	81.68	15/17
Core Anaesthetics	86.67	77.52	10/17	88.06	6/16
Core Medical Training	74.78	77.52	6/17	71.10	8/17
Core Psychiatry Training	84.52	77.52	3/17	83.98	5/17
Core Surgery Training	76.09	77.52	8/17	72.26	12/17
Dermatology	87.17	81.45	2/15	84.29	6/15
Emergency Medicine	76.57	81.45	10/17	71.41	16/17
Diabetes & Endocrinology	79.69	81.45	5/16	85.93	4/16
Foundation Year 1	72.61	73.15	12/17	73.40	8/16
Foundation Year 2	76.18	77.76	15/17	76.21	11/16
Forensic Psychiatry	87.40	81.45	11/14	89.0	5/13
Gastroenterology	85.08	81.45	2/16	85.0	1/16
General Internal Medicine	n/a	n/a	n/a	63.60	1/1
General Psychiatry	85.23	81.45	10/17	93.60	1/16
General Surgery	78.61	81.45	16/17	80.04	16/17
Genito-Urinary Medicine	74.33	81.45	11/11	82.33	8/13
Geriatric Medicine	83.72	81.45	1/16	79.26	7/16
GPs in Secondary Care	74.97	75.11	11/16	75.70	7/16
GP Programme – in a GP Practice	90.09	88.26	4/17	89.45	6/17
Haematology	85.15	81.45	7/15	84.94	5/15
Histopathology	80.35	81.45	12/15	85.16	11/15
Immunology	n/a	n/a	n/a	87.00	2/5
Infectious Diseases	91.60	81.45	1/10	79.31	7/10
Intensive Care Medicine	84.46	81.45	7/13	78.83	9/13
Medical Oncology	63.33	81.45	14/14	79.67	8/14
Medical Psychotherapy	93.67	81.45	2/5	93.33	2/4
Neurology	83.89	81.45	6/15	89.0	3/15

Programme	2019			2018	
	HEE-TV Overall Satisfaction Mean	National Overall Satisfaction Mean	Ranking by HEE Office/Deanery	HEE-TV Overall Satisfaction Mean	Ranking by HEE Office/Deanery
Neurosurgery	84.89	81.45	3/14	69.25	13/14
O&G	71.57	81.45	15/16	78.28	6/16
Old Age Psychiatry	86.50	81.45	7/14	90.40	5/15
Ophthalmology	77.92	81.45	14/15	81.42	10/15
Otolaryngology	74.86	81.45	15/15	86.31	8/16
Oral Maxillofacial	n/a	n/a	n/a	87.33	5/12
Paediatrics	82.85	81.45	2/16	80.75	7/16
Palliative Medicine	83.80	81.45	12/14	92.20	3/14
Plastic Surgery	78.24	81.45	11/13	83.04	8/13
Public Health Medicine	72.87	81.45	13/13	80.23	14/14
Psychiatry of Learning Disability	81.00	81.45	9/10	80.67	10/12
Rehabilitation Medicine	77.33	81.45	6/6	77.25	7/7
Renal Medicine	72.90	81.45	14/16	72.40	13/16
Respiratory Medicine	75.14	81.45	14/17	76.41	13/17
Rheumatology	80.00	81.45	12/16	87.36	2/16
Sport & Exercise Medicine	98.33	81.45	1/5	93.40	1/4
Trauma & Orthopaedic Surgery	76.33	81.45	17/17	78.28	17/17
Urology	72.09	81.45	15/15	87.22	3/15
Vascular Surgery	87.75	81.45	4/14	79.00	13/14

Red: Red outlier – score in bottom quartile of benchmark group **Pink:** Score in the bottom quartile

Source: NTS Reporting Tool: Report by Programme type by LETB/Deanery

Appendix 6

Indicator summary (trainer survey)

The **Trainer Survey** questions are linked to 11 indicators:

1. Overall Satisfaction
2. Workload
3. Handover
4. Supportive environment
5. Curriculum Coverage
6. Educational Governance
7. Time for training
8. Rota Design
9. Resources for trainers
10. Support for trainers
11. Trainer Development

HEE-TV ranks in the top five in five of 11 Indicators.

Arrows denote comparison against 2018 score and ranking

Indicator	HEE-TV Mean Score	National Mean	HEE-TV ranking
Curriculum Coverage	↓72.46	72.43	↓8/18
Educational Governance	↑69.37	67.34	↑ 2/18
Handover	↓67.76	68.50	↓5/18
Overall Satisfaction	↓72.20	71.88	↓6/18
Resources for trainers	↓69.43	69.47	↓10/18
Rota Design	↑63.17	62.18	↓7/18
Support for trainers	↓69.37	68.52	↓5/18
Supportive environment	↓64.32	66.73	↓8/18
Time for training	↑61.06	57.12	↑1/18
Trainer Development	↓71.98	71.36	↓5/18
Workload	↓43.72	43.62	↑6/18

Source: NTS Reporting Tool: trainer survey results, Report by LETB/deanery

Appendix 7

6. Overall Satisfaction (trainer)

i. Overall Satisfaction by Local Education Provider

Local Education Provider	HEE-TV Mean Score	National Mean
Berkshire Healthcare NHS Foundation Trust	76.32	71.88
Buckinghamshire Healthcare NHS Trust	73.83	71.88
Central & North West London NHS Foundation Trust	68.75	71.88
Frimley Health NHS Foundation Trust	67.00	71.88
Milton Keynes University Hospital NHS Foundation Trust	74.42	71.88
NHS Aylesbury Vale CCG	n = less than 3	71.88
NHS Bracknell and Ascot CCG	n = less than 3	71.88
NHS Chiltern CCG	n = less than 3	71.88
NHS Milton Keynes CCG	n = less than 3	71.88
NHS North & West Reading CCG	n = less than 3	71.88
NHS Oxfordshire CCG	n = less than 3	71.88
NHS Windsor, Ascot and Maidenhead	n = less than 3	71.88
NHS Wokingham CCG	n = less than 3	71.88
Oxford Health NHS Foundation Trust	74.31	71.88
Oxford University Hospitals NHS Foundation Trust	71.17	71.88
Royal Berkshire Hospital NHS Foundation Trust	72.29	71.88

Source: NTS Reporting Tool: trainer survey results, Report by Trust/Board

Appendix 8

ii. Overall Satisfaction by trainer specialty

Programme	2019				2018	
	HEE-TV Overall Satisfaction Mean	Ranking by HEE Office/Deanery	National Overall Satisfaction Mean	Response rate	HEE-TV Overall Satisfaction Mean	Ranking by HEE Office/Deanery
Acute Internal Medicine	74.17	4/16	71.88	27%	79.17	1/16
Anaesthetics	73.56	9/16	71.88	48%	74.36	8/16
Cardiology	62.86	15/16	71.88	20%	66.25	9/16
Cardiothoracic Surgery	N = less than 3		71.88	29%	75.0	2/15
Child & Adolescent Psychiatry	76.25	7/16	71.88	20%	77.50	8/16
Clinical Oncology	69.17	8/16	71.88	32%	79.38	2/16
Clinical Radiology	67.67	13/16	71.88	25%	67.50	12/16
Dermatology	78.75	3/16	71.88	50%	67.0	15/16
Emergency Medicine	75.31	4/16	71.88	39%	75.22	3/16
Diabetes & Endocrinology	69.17	12/16	71.88	29%	75	6/16
Forensic Psychiatry	73.75	8/16	71.88	44%	71.67	9/15
Gastroenterology	76.43	2/16	71.88	28%	73.33	1/16
GIM	75.00	3/16	71.88	12%	68.50	11/16
General Practice	n/a	n/a	n/a	n/a	84.81	n/a
General Psychiatry	74.84	6/16	71.88	48%	72.81	9/16
General Surgery	68.68	11/16	71.88	32%	72.86	1/16
GUM	79.00	3/15	71.88	63%	80	3/15
Geriatric Medicine	76.47	1/16	71.88	46%	80.63	1/16
Haematology	67.50	10/16	71.88	29%	57.50	16/16
Histopathology	88.33	1/16	71.88	13%	71.25	6/16
Infectious Diseases	60.00	11/14	71.88	20%	61.67	9/15
Intensive Care Medicine	70.83	8/16	71.88	35%	74.55	3/16
Medical Oncology	67.00	6/16	71.88	83%	N = less than 3	
Medical Psychotherapy	N = less than 3		71.88	17%	57.67	9/9
Neurology	76.00	4/16	71.88	26%	70	13/16
Neurosurgery	N = less than 3		71.88	22%	62.5	
O&G	68.95	14/16	71.88	29%	71.88	5/16
Old Age Psychiatry	68.00	14/16	71.88	45%	68.57	13/16
Ophthalmology	64.17	15/16	71.88	32%	66.25	14/16
OMFS	68.75	5/14	71.88	57%	70.83	4/13
ENT	70.00	8/16	71.88	30%	74.44	2/16
Paediatric Surgery	N = less than 3		71.88	22%	N = less than 3	
Paediatrics	77.60	1/16	71.88	26%	73.38	7/16

Programme	2019				2018	
	HEE-TV Overall Satisfaction Mean	Ranking by HEE Office/Deanery	National Overall Satisfaction Mean	Response rate	HEE-TV Overall Satisfaction Mean	Ranking by HEE Office/Deanery
Palliative Medicine	74.00	8/15	71.88	38%	68.75	
Plastic Surgery	76.43	1/16	71.88	32%	73.75	2/16
Psychiatry of Learning Disability	91.25	1/15	71.88	100%	N = less than 3	1/16
Public Health Medicine	Data not available	n/a	n/a	n/a	Data not available	6/15
Rehabilitation Medicine	N = less than 3		71.88	50%	N = less than 3	5/11
Renal Medicine	N = less than 3		71.88	8%	68.33	16/16
Respiratory Medicine	76.43	2/16	71.88	25%	64	14/16
Rheumatology	74.29	10/16	71.88	47%	75	8/16
Sport & Exercise Medicine	N = less than 3		71.88	67%	N = less than 3	
T&O	71.67	3/16	71.88	29%	76.46	1/16
Urology	71.25	11/16	71.88	33%	65	15/16
Vascular Surgery	86.67	1/16	71.88	43%		

Source: NTS Reporting Tool: trainer survey results, Report by trainer specialty by LETB/Deanery