

# Health Education England – Thames Valley

## 2021 GMC National Training Surveys

### Summary, findings, and analysis

Including outcomes and progress from the 2019 GMC National Training Survey and quality activities in 2020

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December 2021

## Executive Summary

This paper provides an overview of the 2021 GMC National Training Survey (NTS) results for trainees and trainers working across Health Education England Thames Valley (HEE-TV). In 2020, quality activities were disrupted by the pandemic. In place of its usual survey, the GMC ran a bespoke survey looking at how doctors were affected by the spring peak (March-May 2020) of the pandemic. Therefore, this report looks back at the 2019 GMC National Training Survey and includes the actions that were taken in response to these results and the quality activities undertaken in 2020 by Specialty Schools and Local Education Providers with the support of the HEE-TV Quality Team. We hope that the 'You said, we did' section 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 NTS 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 and intelligence.

Of note, Thames Valley has increased its Overall Satisfaction score from 2019 in 14 of the 18 topic categories known as indicators and Overall Satisfaction ranking has moved from 11<sup>th</sup> place in 2019 to 4<sup>th</sup> place when compared to other HEE local offices and deaneries across the country. Please see Appendix 1 and 2.

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Further information in relation to the 2021 GMC National Training Surveys can be found [here](#). You can also contact Matthew Warwick, Quality Support Administrator [matthew.warwick@hee.nhs.uk](mailto:matthew.warwick@hee.nhs.uk)

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# Section 1 - Trainee Survey 2021

# Trainee Survey 2021

## 1. Context

The GMC National Training survey was initially established during 2005 and, with the exception of 2020, 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 19 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 training programme needs and Local Education Provider (LEP - organisations who provide the placement within a hospital Trust or in the community such as a GP practice).

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 initially cutting the data by *Programme Specialty* (trainees on a specific programme) and generates most of the data presented in this report. Additionally, the data has also been analysed 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 areas with multiple 'pink flags' for a similar reason. The data is also considered by Specialty School, Local Education Provider and Programme specialty to identify 'hot spots'.

Following this analysis, outliers requiring investigation were identified, and LEP and Schools were asked to review and respond to these. The Quality Team review these responses and select any that require wider scrutiny from the Quality Committee to agree whether any further action from the HEE Quality Framework is necessary.

## 4. The quality processes and GMC NTS results

HEE-TV's 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.

The [HEE Quality Framework](#) was updated in October 2021. The new iteration has a greater focus on learning from good practice.

## 5. Response rate

A total of 46,793 trainees in the UK completed the NTS giving a national response rate of 76%. The HEE-TV response rate was 62%. This was a lower response rate than in previous years. (2019: TV – 92.1%; UK – 95%).

## 6. Areas of good practice and areas of potential concern - 2021

### i. Positive highlights [green outliers]

There were 155 green outliers across 61 programmes (compared to 206 green outliers in 59 programmes in 2019). The highest performers were Gastroenterology at Oxford University Hospitals, Intensive Care Medicine at Milton Keynes Hospital, and GP training in Emergency Medicine at Royal Berkshire Hospital. Other specialties worth noting were Neurosurgery at John Radcliffe Hospital and Obstetrics and Gynaecology at Wexham Park Hospital. Both specialties were categorised as ‘major concerns’ but have since been closed off the risk register following sustainable improvements. Learning environments with the highest number of positive outliers are given in the table below.

2021

Programme	Local Education Provider	No. of above outliers	No. of overlapping outliers
Gastroenterology	Oxford University Hospitals NHS Foundation Trust (John Radcliffe Hospital)	12	
Intensive Care Medicine	Milton Keynes University NHS Foundation Trust	10	
GP - Emergency Medicine	Royal Berkshire NHS Foundation Trust	8	1
Neurosurgery	Oxford University Hospitals NHS Foundation Trust (John Radcliffe Hospital)	7	1
Medicine F1 & F2	Royal Berkshire NHS Foundation Trust	6	1
Rheumatology	Oxford University Hospitals NHS Foundation Trust (Nuffield Orthopaedic Hospital)	6	1
Core Anaesthetics	Milton Keynes University NHS Foundation Trust	5	3
GP - Obstetrics and Gynaecology	Royal Berkshire NHS Foundation Trust	5	1
Endocrinology and diabetes mellitus	Oxford University Hospitals NHS Foundation Trust (Churchill Hospital)	4	3
Core Psychiatry training	Oxford University Hospitals NHS Foundation Trust (John Radcliffe Hospital)	4	1
Geriatric Medicine	Oxford University Hospitals NHS Foundation Trust (John Radcliffe Hospital)	4	
Infectious Diseases	Oxford University Hospitals NHS Foundation Trust (John Radcliffe Hospital)	4	
Obstetrics and Gynaecology	Frimley Health NHS Foundation Trust (Wexham Park Hospital)	4	
Sport and Exercise Medicine	Oxford University Hospitals NHS Foundation Trust (Nuffield Orthopaedic Hospital)	4	

## ii. Areas of concern [red outliers]

There were 83 red outliers across 41 programme specialties. Learning environments with the highest number of negative outliers are given in the table below.

**Buckinghamshire Healthcare NHS Trust**

Learning environment	Site	Red - above outliers	Pink - overlapping outlier	Action taken
<b>Programme Specialty</b>				
Plastic Surgery	Stoke Mandeville Hospital	5	5	New risk register item to be added for monitoring.
GP – Paediatric and Child Health	Stoke Mandeville Hospital	4	6	Closed risk register item. New risk register item to be added for monitoring.
Surgery F1	Stoke Mandeville Hospital	4	6	Trust action plan and local monitoring in place.
Histopathology	Wycombe Hospital	2	7	New Risk Register item and 'significant concerns – ISF2'
GP – Medicine	Amersham Hospital	1	10	Trust implemented action plan. No further action.
<b>Post Specialty</b>				
T&O	Stoke Mandeville Hospital	5	4	New risk register item to be added. (A previous risk register item).

**Central and North West London NHS Foundation Trust – Milton Keynes sites**

Learning environment	Site	Red - above outliers	Pink - overlapping outlier	Action taken
<b>Programme Specialty</b>				
Core Psychiatry Training	Campbell Centre	4	8	New risk register item to be added for monitoring.

**Frimley Health NHS Foundation Trust**

Learning environment	Site	Red - above outliers	Pink - overlapping outlier	Action taken
<b>Programme Specialty</b>				
Medicine F1 & F2	Wexham Park Hospital	5	3	Included in the Acute Internal Medicine risk
Internal Medicine Training	Wexham Park Hospital	3	6	Included in the Acute Internal Medicine risk
Emergency Medicine F2	Wexham Park Hospital	2	8	New risk register item to be added for

				monitoring.
General Surgery	Wexham Park Hospital	1	4	Existing Risk Register item and 'significant concerns – ISF2'
GP – Medicine	Wexham Park Hospital		8	Included in the Acute Internal Medicine risk
<b>Post Specialty</b>				
Acute Internal Medicine	Wexham Park Hospital	4	4	New risk register item to be added for monitoring.
General Internal Medicine	Wexham Park Hospital	5	3	Included in the Acute Internal Medicine risk
Respiratory	Wexham Park Hospital	2	1	Existing risk register item
Geriatric Medicine	Wexham Park Hospital	2	6	Existing risk register item

### Milton Keynes University NHS Foundation Trust

Learning environment	Site	Red - above outliers	Pink - overlapping outlier	Action taken
<b>Programme Specialty</b>				
Acute Internal Medicine	Milton Keynes Hospital	1	5	Existing risk register item
Medicine F2	Milton Keynes Hospital	1	4	Investigated locally, no further action required
Paediatrics	Milton Keynes Hospital	2	7	New risk register item to be added for monitoring.
Surgery F1 & F2	Milton Keynes Hospital	6	6	New risk register item to be added for monitoring.
<b>Post Specialty</b>				
Emergency Medicine	Milton Keynes Hospital	2	3	New risk register item to be added. (previous risk register item). Following discussions, a focus group will be arranged to explore the issues further.
General Surgery	Milton Keynes Hospital	4	5	New risk register item for monitoring of the junior tier



**Oxford Health NHS Foundation Trust**

Learning environment	Site	Red - above outliers	Pink - overlapping outlier	Action taken
<b>Programme Specialty</b>				
General Psychiatry	Whiteleaf Centre	1	5	Trust action plan and local monitoring in place.

**Oxford University Hospitals NHS Foundation Trust**

Learning environment	Site	Red - above outliers	Pink - overlapping outlier	Action taken
<b>Programme Specialty</b>				
Clinical Oncology	Churchill Hospital	1	4	Existing Risk Register item and 'significant concerns – ISF2'. Following discussions and ongoing concerns, a learner/educator meeting will be repeated.
Medical Oncology	Churchill Hospital	3	6	
Renal Medicine	Churchill Hospital	4	3	Existing risk register item
General Surgery	John Radcliffe Hospital	1	10	New risk register item to be added for monitoring.
Otolaryngology	John Radcliffe Hospital	1	4	New risk register item to be added for monitoring.

**Royal Berkshire NHS Foundation Trust**

Learning environment	Local Education Provider	Red - above outliers	Pink - overlapping outlier	Action taken
<b>Programme Specialty</b>				
GP - Paediatrics and Child Health	Royal Berkshire Hospital	2	4	Trust action plan and local monitoring in place.
Haematology	Royal Berkshire Hospital	4	4	New risk register item to be added for monitoring.
<b>Post Specialty</b>				
Cardiology	Royal Berkshire Hospital	7	5	New risk register item to be added for monitoring.

## 7. Overall Satisfaction by Programme by HEE Office/Deanery

When comparing Overall Satisfaction scores and ranking for each programme specialty in TV against national data, the headlines were:

### Highest ranking programmes nationally

- HEE-TV ranks **first** for Overall Satisfaction in Gastroenterology, Geriatric Medicine, Infectious Diseases and Old Age Psychiatry.
- 19 HEE-TV programmes rank in the top 5 for Overall Satisfaction.

### Lowest ranking programmes nationally

- Core Surgery Training, Medical Oncology and Renal Medicine ranked last for Overall Satisfaction.
- Both Medical Oncology and Renal Medicine are red outliers for Overall Satisfaction and rank bottom in the UK.

### Analysis of Overall Satisfaction ranking year-on-year\* (Thames Valley vs UK) and notable changes

- Core Surgery Training has slipped from mid table in 2019 to bottom rank.
  - Clinical Oncology has seen an improvement in rank from bottom in 2019 to 8/14. It has been ranked poorly over the previous six years. However, despite this improvement in ranking, trainees are continuing to report concerns in the clinical learning environment. See Section 9 - Oxford University Hospitals NHS Foundation Trust – for further details.
- Public Health Medicine has seen an improvement in ranking this year moving to 7/14. It ranked bottom in 2019 and 2018 but in previous years had been in the top 50% (7/16, 7/15, 5/16).
- Obstetrics and Gynaecology has seen a significant improvement and has moved to 3/16 this year compared to 15/16 in 2019. O&G has been a significant risk register item for two locations within the Thames Valley region. See Section 9 for further details.
- Ophthalmology has also seen significant education and training concerns in two locations with the Thames Valley region. The improvements made in these areas have been reflected in this year's ranking moving the specialty to 2/14 from 14/15 in 2019.
- Palliative Care Medicine has seen a jump in rank from 12/14 to 3/14 and an improvement in overall satisfaction score from 83.80 in 2019 to 91.67 this year.
- Renal Medicine, which has ranked bottom this year, has also ranked poorly for the years 2019 and 2018. It was not a below outlier prior to 2018. Renal Medicine is a current risk register item, see Section 9 - Oxford University Hospitals NHS Foundation Trust - for further details.
- Respiratory Medicine has seen an improvement to its ranking – 8/17 – and a slight improvement in its overall satisfaction score – 77.50 (75.14 in 2019). This specialty 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.
- Trauma and Orthopaedic Surgery has seen an improvement in both ranking and overall satisfaction score. This specialty had seen a drop in its rank and overall satisfaction score since 2018.

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

See Appendix 5 for full scores and ranking table

## 8. Outliers by LEP and by indicator

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

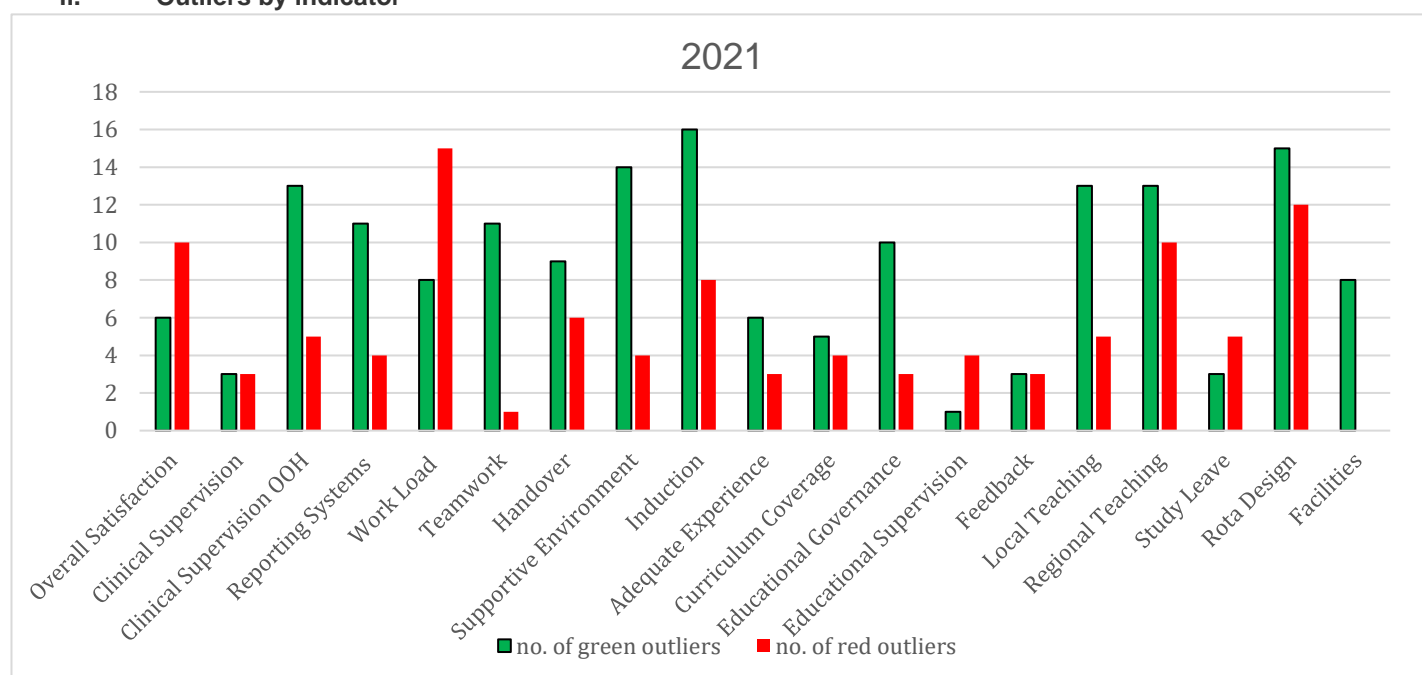
Local Education Providers	2021 Positive outliers	2021 Negative outliers	2019 Positive outliers	2019 Negative outliers
Berkshire Healthcare NHS Foundation Trust	3	0	6	1
Buckinghamshire Healthcare NHS Trust	7	22	29	24
Central and North West London - Milton Keynes site	0	4	2*	0
Frimley Health NHS Foundation Trust [Wexham Park]	13	15	15	45
Milton Keynes University Hospital NHS Foundation Trust	18	15	5	47
Oxford Health NHS Foundation Trust	6	2	17	4
Oxford University Hospitals NHS Foundation Trust	75	17	83	66
Royal Berkshire Healthcare NHS Foundation Trust	33	9	46	15
<b>Grand Total</b>	<b>155</b>	<b>83</b>	<b>206</b>	<b>206</b>

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 large decrease in the number of red outliers by 60%. Although fewer than last year, the number of positive outliers almost doubled the number of negative outliers. See Section 6ii 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 Workload [15], and Rota Design [12]. The highest number of positive outliers were against Induction [16], Rota Design [15], and Supportive Environment [14].

## **Section 2 - ‘You said, we did’ - outcomes and progress from the 2019 GMC National Training Survey and quality activities in 2020**

## 9. Issues arising and actions taken from the 2019 NTS and from the principal educational governance activities in 2020

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 most 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 past two year (August 2019 to July 2021) 108 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, 62 risks were closed.

At the time of writing 40+ risks remained open on the Thames Valley risk register, 6 of these were risk scored 12 and above and were therefore reported to HEE Executive and to the GMC. These were Histopathology at Buckinghamshire Healthcare NHS Trust, General Surgery and Respiratory Medicine at FHFT (Wexham Park), Foundation training in Neurosurgery, Paediatric Neonatal and Clinical & Medical Oncology at OUH.

The list below comprises the main training issues managed since 2019 NTS and the actions taken. The full NTS did not run in 2020, therefore, the quality team was reliant on other educational governance processes and sources to monitor the quality of the clinical learning environment.

### Buckinghamshire Healthcare NHS Trust

Learning environment	Source of concern	Summary of concern	Action taken/outcome
Emergency Medicine	School of Emergency Medicine / Trainee Advisory Committee, May 2020	Concerns regarding supervision, and ability to raise concerns.	The Trust organised an internal investigation and action plan drawn up. TAC feedback December 2020 suggested improvements made, and this continued when QC reviewed in 2021. Risk grading reduced; ongoing QT monitoring in place.
Cardiology Medicine on-call rota	Director of Medical Education, Oct 2018	Higher trainees concerned about supervision when covering cardiology. Rota and workload issues and supportive environment concerns	Trust action plan in place. Deanery Visit in February 2019 gave recommendations, with a follow-up visit in December suggested improvements and risk score reduced, monitoring ongoing.
Cardiology (Foundation training)	Director of Medical Education, Apr 2021	New concerns raised in monitoring of risk issue above; regarding supportive environment for foundation doctors.	Trust has commissioned an external report and is developing an action plan.

### Royal Berkshire NHS Foundation Trust

Learning environment	Source of concern	Summary of concern	Action taken/outcome
Ophthalmology	NTS 2019	Issues regarding handovers of clinical care, workload affecting training opportunities, induction and rota management	A Learner educator visit undertaken in January 2020 made recommendations. Follow up visits and progress reviews against these followed. Actions included establishing a faculty group, increasing ES numbers, enhancing teaching. Despite COVID impact, sustained improvements reported by trainees resulted in risk being closed in June 2021.

## Oxford University Hospitals NHS Foundation Trust

Learning environment	Source of concern	Summary of concern	Action taken/outcome
Neurosurgery – Foundation and Specialty training	Existing risk register item	Specialty training: concerns around progression from ST1-4, access to spinal surgery, workload, access to theatre, and handover.  Foundation training: Workload (including work patterns), access to training opportunities/teaching, educational supervision	Triggered visits, and follow up visits, made requirements and recommendations. This included support from HEE workforce transformation team and pump priming monies. The recommendations were actioned by Trust and School. For higher training, the improvements to training were sustained and removed from Enhanced monitoring and Risk register December 2020. Foundation training: Changes including workforce increase, additional input into teaching supervision, changes to handover and team allocation. removed from Enhanced monitoring, risk downgraded. Ongoing monitoring through TAC and FTPD.
Clinical Oncology	NTS 2017	Initial activity around educational and clinical supervision, and teaching programme changes resulted in NTS 2018 showed improvement. NTS 2019 showed significant deterioration. Significant element was concern over involvement in hospital at night rota (shared concerns with Medical Oncology). Ongoing concerns through re-visits regarding: workload, especially on-call, some concerns regarding clinics in Medical Oncology, and trainee voice being heard.	Quality Visit in December 2019. Trust reconfigured hospital at night rota. On call rota for Oncology re-configured and arrangements reviewed. Trainee feedback at the Quality Committee in May 2021 heard ongoing concerns regarding rota arrangements impacting training. NTS 2021 showed improved results, but still 'red flags'. A Learner educator meeting will be held in 2022.
Ophthalmology	NTS 2018	High workload (including in emergency eye clinic) affecting ability to access cataract surgery and teaching. Concerns about access to induction. Concerns around supportive environment, and trainee voice being heard.	Learner educator meeting ('visit') undertaken, and recommendations made, in June 2019. These included setting up faculty /trainee group, changes to teaching and induction, changes to eye casualty cover, and access to surgery. The Trust implemented these, and this risk was closed in June 2021 (with monitoring of cataract numbers ongoing)
Renal Medicine	School of Medicine, Nov 2020	Trainees moved to resident on-call; issues with adequate accommodation, the impact on training opportunities.	DME has ensured on-call room provision. Impact monitoring by HoS. Rota currently undergoing benchmarking.
Anaesthetics	NTS 2018	ST3 year/ICU: specifically achieving curriculum coverage within placements as organised. Workload and supportive environment issues.	Rotations changed to support ST3 year requirements (ahead of new curriculum). Staffing concerns addressed with staffing increases. Supportive environment issues addressed by Trust. Removed from Risk Register after positive trainee feedback June 2021.
Clinical Radiology	NTS 2017	Concerns around teamwork, supportive learning environment and workload.	Extensive initiatives to address issues including additional resources, improved facilities, time for educators, revamped teaching programme and increased trainee engagement. Risk closed October 2019.
Paediatrics Neonatal	Trainee Advisory Committee, Dec 2020	Concerns around access to clinical cases to facilitate training, especially critical care skills Concerns around inter-disciplinary working and behaviours Concerns around workload and rota	An action plan by School of Paediatrics in place, and actions by department to address these issues (such as increasing staffing levels, 'Civility' training). A virtual visit was performed and progress reviewed at the Quality Committee. In Autumn 2021 a series of focus groups took place to further clarify issues and progress to date.

**Frimley Health NHS Foundation Trust**

Learning environment	Source of concern	Summary of concern	Action taken/outcome
O&G	NTS 2018	Concerns from 2016 regarding workload addressed previously. Concerns from 2018 related to: clarity of pathways and guidance, workload and rota issues resulting in lack of educational opportunities. Behaviours and departmental cultural aspects.	A series of QC visits was undertaken in 2020/1, and requirements and recommendations made. The department and the Trust invested heavily in staffing, and interventions to address cultural issues. Significant investment in educational structures and governance by Trust, and activity within the department to enhance the learning experience and confidence to speak up. Significant and sustainable improvements made and it was removed from risk register and reporting in November 2021.
General Surgery	NTS 2018	Concerns around lack of access to theatre, clinic workload. 2019 survey also identified workload, handover and rota design as concerns.	Trust implemented changes to clinics for trainees, increased support and clinical staff numbers. Significant COVID impact on theatre access and re-deployment. To be reviewed in early 2022.
Respiratory Medicine	School of Medicine, Dec 2020	Concerns around workload and supportive environment	Acknowledged significant COVID impact. Changes to rota, and working arrangements, implemented increase in staffing. Trust and School have monitored, and ongoing monitoring in place.

**Milton Keynes University Hospitals NHS Foundation Trust**

Learning environment	Source of concern	Summary of concern	Action taken/outcome
O&G	NTS 2018 & 2019	Issues related to behaviour of some staff, consistency of clinical supervision and support, clarity of pathways and guidance, workload/rota issues, handover and raising concerns.	A series of QC visits and progress reviews was undertaken between 2019-2021, and requirements and recommendations made. The department and the Trust addressed behavioural issues. Significant investment in educational activities, within the department to enhance the learning experience, including establishing and iteratively improving a process to hear trainee voice. Significant improvements demonstrated in learning experience, and removed from risk register and reporting in June 2021
Emergency Medicine	NTS 2019	High workload. Concerns around provision of teaching, teamwork and supervision.	Changes to teaching provision, including release of FY2 to core teaching. Increase in Consultant numbers, and divisional intervention on inter-departmental working. A visit took place in October 2020 (delayed due to COVID). Trainee feedback was positive, with a few suggestions given. Teamworking and supervision reported as much improved. Removed from risk register. New concerns have been flagged in late 2021 – see section 6ii.

## **Section 3 - Trainer Survey 2021**



# Trainer Survey 2021

## 1. Context

Following a break of 4 years, and a pilot survey in 2015, the GMC has hosted a National Trainer Survey since 2016 (with exception in 2020 due to the pandemic). 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 13,569 trainers in the UK completed the NTS giving a national response rate of 32%. The HEE-TV response rate was 26%. The response rate was lower than in 2019 - 31.6% in TV and 45% across the UK.

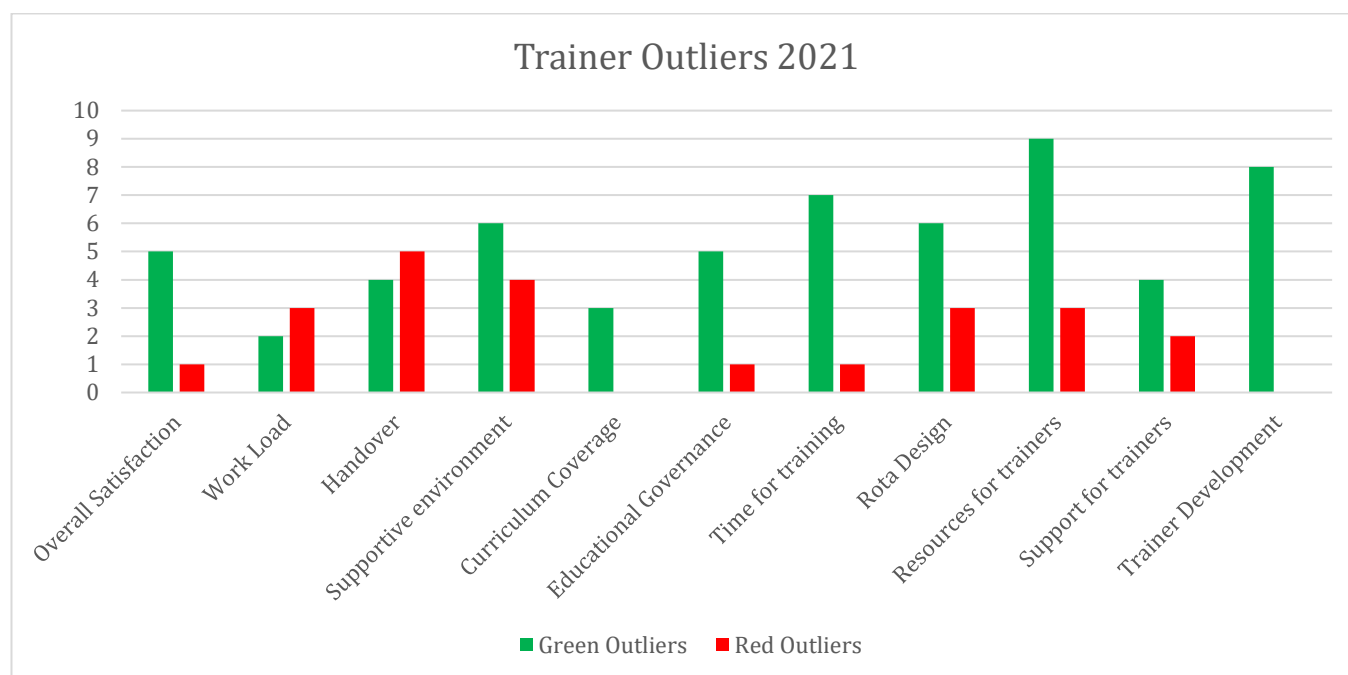
## 3. Outliers by LEP and by indicator

### i. Outliers by Local Education Provider

Local Education Providers	Positive Outliers	Negative Outliers
Berkshire Healthcare NHS Foundation Trust		
Buckinghamshire Healthcare NHS Trust	7	6
Frimley Health NHS Foundation Trust	n = less than 3	
Milton Keynes University Hospitals NHS Foundation Trust	20	
Oxford Health NHS Foundation Trust	1	
Oxford University Hospitals NHS Foundation Trust	27	16
Royal Berkshire Healthcare NHS Foundation Trust	4	1

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 Resources for trainers [9], Trainer development [8] and Time for training [7]. The highest number of negative outliers were in Handover [5] and Supportive Environment [4].

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

The Time for Training Indicator score in Thames Valley (61.10) was above the national average (57.94) and ranked first across 18 HEE local offices and deaneries, as in 2019. Scores were also higher in the Educational Governance indicator (70.25) against 68.47 nationally, however ranking dropped from second to fourth. The high rankings for both of these indicators were historically thought to be due to the adoption of the Tripartite Educational Agreement (TEA) across the secondary care LEPs, however it may also represent an investment by providers and TV in educator development. Resources for trainers (ranked 5/18), Supportive Environment (7/18), Trainer Development (4/18), and Overall Satisfaction (3/18) have all improved in terms of ranking and average score, although Support for Trainers has decreased in mean score and ranking (10/18) whilst still above national average.

## 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 improved in ranking for the Overall Satisfaction indicator for trainees [2/14] and trainers [7/16].
- 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 [1/16 for both trainees, 6/16 trainer]
- Geriatric Medicine ranked highly for both trainees and trainers [1/16 for both trainees, 3/16 trainer]
- Infectious Diseases ranked highly for both trainees and trainers [1/16 for both]
- Respiratory medicine ranking has improved for trainees [from 14/17 to 8/17], and trainers [2/16 to 1/16]
- ENT has low scores for both trainee and trainer Overall Satisfaction [12/15 and 16/16 respectively]

There was some correlation between survey results in Overall Satisfaction scores and numbers of positive and negative outliers in LEPs:

- The Overall Satisfaction for LEPs generally correlated between trainers and trainees.
- Frimley Health had low satisfaction scores 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:

- Old Age Psychiatry ranked first for trainee satisfaction [1/16], but last [16/16] for trainers.
- Core Surgery Training was bottom ranked for trainees, whereas trainer satisfaction has improved from 11/16 to 7/16.
- Renal Medicine ranked last for Overall Satisfaction for trainees, and 4/16 for trainers.
- Obstetrics and Gynaecology has seen a significant improvement for trainee ranking to 3/16 this year (from 15/16), however trainers' satisfaction has improved only to 11/16 [from 14/16].
- Cardiology ranked poorly for trainers [11/16] but ranked positively for trainees [3/17].
- Palliative Care Medicine ranking has improved for trainees [12/14 to 3/14] but worsened for trainers [8/15 to 12/16].
- Trauma and Orthopaedic Surgery has seen an improvement in both ranking and overall satisfaction score for trainees, but trainer satisfaction has dropped from 3/16 to 13/16.

For Overall Satisfaction scores and ranking see Appendix 4 for trainees and Appendix 8 for trainers.

## Appendices – index

### Trainee Survey

Appendix 1 – Indicator summary

Appendix 2 – Overall Satisfaction by HEE local office/Deanery

Appendix 3 – Overall Satisfaction by HEE-TV LEPs

Appendix 4 – Overall Satisfaction by Programme by HEE Local office Office/Deanery

Appendix 5 – Study Leave

### 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 19 indicators used in the 2021 trainee survey were:

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
15. Study Leave
16. Supportive Environment
17. Teamwork
18. Workload
19. Facilities – introduced in 2021

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. Reporting Systems, Adequate Experience, Regional Teaching and Curriculum Coverage were the four indicators that deteriorated. Rankings against Deaneries have improved for 16 indicators and stayed the same for two; none deteriorated.

*arrows denote comparison against 2019 score and ranking*

Indicator	2021 – HEE-TV Mean	2021 – National Mean	2021 – HEE-TV Ranking
Overall Satisfaction	↑80.04	78.37	↑4/18
Clinical Supervision	↑92.00	90.33	↑1/18
Clinical Supervision Out of Hours	↑89.36	88.01	↑4/18
Handover	↑67.08	66.54	→7/18
Induction	↑80.24	78.04	↑3/18
Reporting Systems	↓75.26	73.46	↑5/18
Adequate Experience	↓78.16	76.62	↑4/18
Supportive Environment	↑72.78	71.52	↑4/18
Workload	↑49.80	49.96	↑9/18
Educational Supervision	↑85.51	83.99	↑3/18
Feedback	↑74.14	73.05	↑7/18
Local Teaching	↑71.11	68.79	↑3/18
Regional Teaching	↓63.17	62.22	↑7/18
Study Leave	↑66.11	62.65	→5/18
Teamwork	↑75.61	74.19	↑4/18
Educational Governance	↑73.88	72.34	↑6/18
Curriculum Coverage	↓76.73	76.27	↑6/18
Rota Design	↑63.29	60.20	↑2/18
Facilities (new indicator in 2021)	63.45	60.10	4/18

*Source: NTS Reporting Tool: Report by LETB/deanery*

## Appendix 2

### Overall Satisfaction (trainee survey)

The questions which form the Overall Satisfaction indicator were:

- 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

HEE-TVs overall rank has increased significantly from 13/18 to 4/18. The HEE-TV score for Overall Satisfaction has also increased by 0.93 from 79.11 in 2019 to 80.04.

LETB/deanery	2021		2019		2018	
	Mean	Ranking out of 18	Mean	Ranking out of 18	Mean	Ranking out of 17
Pharmaceutical Medicine Deanery	80.87	1	84.62	1	-	-
Health Education South West	80.41	2	80.61	5	80.59	2
Health Education North East	80.12	3	81.64	2	81.27	1
<b>Health Education Thames Valley</b>	<b>80.04</b>	<b>4</b>	<b>79.11</b>	<b>13</b>	<b>79.03</b>	<b>11</b>
Northern Ireland Medical & Dental Training Agency	79.92	5	79.75	10	80.27	4
Health Education Wessex	79.71	6	80.95	4	80.24	5
Defence Postgraduate Medical Deanery	79.51	7	81.30	3	80.34	3
Health Education North Central and East London	79.06	8	80.24	9	78.94	12
Health Education and Improvement Wales	79.01	9	80.38	6	79.56	8
Health Education North West London	78.51	10	80.26	8	79.49	9
Health Education South London	78.42	11	79.73	11	78.14	14
NHS Education for Scotland	78.39	12	80.34	7	79.81	7
Health Education North West	78.26	13	79.15	12	78.34	13
Health Education West Midlands	78.11	14	78.83	14	79.17	10
Health Education Kent, Surrey and Sussex	77.57	15	78.78	15	80.07	6
Health Education Yorkshire and the Humber	77.32	16	78.07	16	77.46	16
Health Education East of England	76.86	17	77.98	17	77.86	15
Health Education East Midlands	76.07	18	77.38	18	77.06	17

Source: NTS Reporting Tool: Report by LETB/deanery

## Appendix 3

### Overall Satisfaction by HEE-TV Local Education Providers

9 out of 12 Local Education Providers for HEE-TV trainees scored higher than the national average for Overall Satisfaction. Three LEPs scored lower than the national average. These were: Milton Keynes University Hospitals NHS Foundation Trust, Buckinghamshire Healthcare NHS Trust, and Frimley Health NHS Foundation Trust.

Local Education Provider	Overall Satisfaction Score 2021	National Score 2021
NHS Oxfordshire CCG	87.55	78.37
NHS Buckinghamshire CCG	87.31	78.37
Berkshire Healthcare NHS Foundation Trust	86.00	78.37
Oxford Health NHS Foundation Trust	83.90	78.37
NHS Berkshire West CCG	82.22	78.37
Royal Berkshire NHS Foundation Trust	81.34	78.37
Oxford University Hospitals NHS Foundation Trust	80.85	78.37
NHS Milton Keynes CCG	79.50	78.37
Central North West London NHS Foundation Trust	79.48	78.37
Milton Keynes University Hospital NHS Foundation Trust	75.86	78.37
Buckinghamshire Healthcare NHS Trust	75.78	78.37
Frimley Health NHS Foundation Trust	74.60	78.37

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 by Programme specialty by HEE Local Office/Deanery

Programme	2021			2019	
	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 <sup>3</sup>	73.33	76.00	15/17	76.68	12/17
Acute Internal Medicine <sup>4</sup>	77.86	80.08	8/17	73.86	12/17
Anaesthetics <sup>4</sup>	79.71	80.08	16/17	81.67	13/17
Cardiology <sup>4</sup>	80.77	80.08	3/17	90.06	1/16
Child & Adolescent Psychiatry <sup>4</sup>	85.00	80.08	5/15	94.00	2/15
Clinical Genetics <sup>4</sup>	n/a		n/a	n/a	n/a
Clinical Oncology <sup>4</sup>	83.85	80.08	8/14	62.15	14/14
Clinical Radiology <sup>4</sup>	83.95	80.08	6/17	86.22	4/17
Core Anaesthetics <sup>3</sup>	90.28	76.00	2/17	86.67	10/17
Core Medical Training <sup>3</sup>	77.50	76.00	4/16	74.78	6/17
Core Psychiatry Training <sup>3</sup>	82.50	76.00	4/17	84.52	3/17
<b>Core Surgery Training<sup>3</sup></b>	67.89	76.00	<b>17/17</b>	76.09	8/17
Dermatology <sup>4</sup>	88.00	80.08	3/15	87.17	2/15
Emergency Medicine <sup>4</sup>	78.97	80.08	6/17	76.57	10/17
Diabetes & Endocrinology <sup>4</sup>	76.67	80.08	8/17	79.69	5/16
Foundation Year 1 <sup>1</sup>	73.01	73.52	10/17	72.61	12/17
Foundation Year 2 <sup>2</sup>	76.24	76.98	13/17	76.18	15/17
Forensic Psychiatry <sup>4</sup>	87.50	80.08	7/16	87.40	11/14
<b>Gastroenterology<sup>4</sup></b>	92.00	80.08	<b>1/16</b>	85.08	2/16
General Internal Medicine <sup>4</sup>	n/a		n/a	n/a	n/a
General Psychiatry <sup>4</sup>	86.54	80.08	5/17	85.23	10/17
General Surgery <sup>4</sup>	76.30	80.08	12/17	78.61	16/17
Genito-Urinary Medicine <sup>4</sup>	81.67	80.08	8/13	74.33	11/11
<b>Geriatric Medicine<sup>4</sup></b>	84.57	80.08	<b>1/16</b>	83.72	1/16
GPs in Secondary Care <sup>6</sup>	76.26	74.23	3/17	74.97	11/16
GP Programme – in a GP Practice <sup>5</sup>	86.15	85.04	7/17	90.09	4/17
Haematology <sup>4</sup>	77.11	80.08	10/15	85.15	7/15
Histopathology <sup>4</sup>	82.50	80.08	9/15	80.35	12/15
Immunology <sup>4</sup>	78.33	80.08	4/~11	n/a	n/a
<b>Infectious Diseases<sup>4</sup></b>	88.50	80.08	<b>1/11</b>	91.60	1/10
Intensive Care Medicine <sup>4</sup>	87.75	80.08	2/17	84.46	7/13
<b>Medical Oncology<sup>4</sup></b>	<b>67.50</b>	<b>80.08</b>	<b>14/14</b>	<b>63.33</b>	<b>14/14</b>
Medical Psychotherapy <sup>4</sup>	n/a		n/a	93.67	2/5
Neurology <sup>4</sup>	76.43	80.08	7/15	83.89	6/15
Neurosurgery <sup>4</sup>	90.91	80.08	2/14	84.89	3/14

Programme	2021			2019	
	HEE-TV Overall Satisfaction Mean	National Overall Satisfaction Mean*	Ranking by HEE Office/Deanery	HEE-TV Overall Satisfaction Mean	Ranking by HEE Office/Deanery
<b>O&amp;G</b> <sup>4</sup>	80.71	80.08	3/16	71.57	15/16
<b>Old Age Psychiatry</b> <sup>4</sup>	92.50	80.08	1/14	86.50	7/14
<b>Ophthalmology</b> <sup>4</sup>	86.11	80.08	2/15	77.92	14/15
Otolaryngology <sup>4</sup>	81.36	80.08	12/15	74.86	15/15
Oral Maxillofacial <sup>4</sup>	n/a		n/a	n/a	n/a
Paediatrics <sup>4</sup>	81.05	80.08	7/16	82.85	2/16
Palliative Medicine <sup>4</sup>	91.67	80.08	3/14	83.80	12/14
Plastic Surgery <sup>4</sup>	82.27	80.08	6/14	78.24	11/13
Public Health Medicine <sup>4</sup>	81.11	80.08	7/14	72.87	13/13
Psychiatry of Learning Disability <sup>4</sup>	n/a		n/a	81.00	9/10
Rehabilitation Medicine <sup>4</sup>	83.33	80.08	6/6	77.33	6/6
<b>Renal Medicine</b> <sup>4</sup>	<b>66.50</b>	<b>80.08</b>	<b>15/15</b>	<b>72.90</b>	<b>14/16</b>
Respiratory Medicine <sup>4</sup>	77.50	80.08	8/17	75.14	14/17
Rheumatology <sup>4</sup>	81.36	80.08	7/16	80.00	12/16
Sport & Exercise Medicine <sup>4</sup>	91.25	80.08	2/7	98.33	1/5
Trauma & Orthopaedic Surgery <sup>4</sup>	81.47	80.08	13/17	76.33	17/17
Urology <sup>4</sup>	n/a		n/a	72.09	15/15
Vascular Surgery <sup>4</sup>	n/a		n/a	87.75	4/14

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

**Green:** Green outlier – score in top quartile of benchmark group **Light Green:** Score in the top quartile

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

\*The benchmark groups for the National Overall Satisfaction Mean are:

- <sup>1</sup> All F1 Trainees
- <sup>2</sup> All F2 Trainees
- <sup>3</sup> All Core Programmes
- <sup>4</sup> All Specialty Programmes
- <sup>5</sup> GPs in a GP Practice
- <sup>6</sup> GPs in Secondary Care

## Appendix 5

## Study Leave

Thames Valley has seen an increase in mean score for the Study Leave indicator for 2021 for a second year running. This follows a decline over the previous four years (2015-2018). The mean score for Study Leave in Thames Valley remains higher than the national mean. While there has been a decrease in red outliers for Study Leave in 2021, three green outliers appeared compared to 11 in 2019.

	2021				2019				2018				2017			
Indicator	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	5/18	66.11	63.45	58.04-74.36	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
Number of negative outliers	5				10				9				6			
Number of Positive outliers	3				11				3				9			

Source: NTS Reporting Tool: Report by LETB/deanery

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

## Appendix 6

## Indicator summary (trainer survey)

The **Trainer Survey** questions were 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 six of 11 Indicators.

Arrows denote comparison against 2019 score and ranking

Indicator	2021 HEE-TV Mean Score	2021 National Mean	2021 HEE-TV ranking
Curriculum Coverage	↓72.09	72.81	↓13/18
Educational Governance	↑70.25	68.47	↓ 4/18
Handover	↑69.99	68.71	→5/18
Overall Satisfaction	↑73.15	71.29	↑3/18
Resources for trainers	↑71.24	68.85	↑5/18
Rota Design	↑65.77	65.79	↑6/18
Support for trainers	↓66.03	65.65	↓10/18
Supportive environment	↑68.45	68.36	↑7/18
Time for training	↑61.10	57.94	→1/18
Trainer Development	↑72.24	69.13	↑4/18
Workload	↑44.41	44.93	↓12/18

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

## Appendix 7

## 6. Overall Satisfaction (trainer)

## i. Overall Satisfaction by Local Education Provider

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

Local Education Provider	HEE-TV Mean Score	National Mean
Berkshire Healthcare NHS Foundation Trust	77.22	71.29
Buckinghamshire Healthcare NHS Trust	76.27	71.29
Milton Keynes University Hospital NHS Foundation Trust	75.18	71.29
Oxford University Hospitals NHS Foundation Trust	73.80	71.29
Royal Berkshire Hospital NHS Foundation Trust	72.41	71.29
Oxford Health NHS Foundation Trust	71.88	71.29
Central & North West London NHS Foundation Trust	68.93	71.29
Frimley Health NHS Foundation Trust	65.82	71.29
NHS Aylesbury Vale CCG	n = less than 3	71.29
NHS Bracknell and Ascot CCG	n = less than 3	71.29
NHS Chiltern CCG	n = less than 3	71.29
NHS Milton Keynes CCG	n = less than 3	71.29
NHS North & West Reading CCG	n = less than 3	71.29
NHS Oxfordshire CCG	n = less than 3	71.29
NHS Windsor, Ascot and Maidenhead	n = less than 3	71.29
NHS Wokingham CCG	n = less than 3	71.29

## Appendix 8

### ii. Overall Satisfaction by trainer speciality

Programme	2021				2019	
	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	71.67	7/16	71.29	24%	74.17	4/16
Anaesthetics	78.40	2/16	71.29	37%	73.56	9/16
Cardiology	66.36	11/16	71.29	31%	62.86	15/16
<b>Cardiothoracic Surgery</b>	<b>93.33</b>	<b>1/16</b>	<b>71.29</b>	<b>43%</b>	<b>N = less than 3</b>	
Chemical Pathology	85.00	2/13	71.29	27%	n/a	
Child & Adolescent Psychiatry	N = less than 3		71.29		76.25	7/16
Clinical Oncology	75.00	2/16	71.29	35%	69.17	8/16
Clinical Radiology	64.44	14/16	71.29	13%	67.67	13/16
Dermatology	68.00	12/16	71.29	45%	78.75	3/16
Emergency Medicine	74.50	3/16	71.29	31%	75.31	4/16
<b>Diabetes &amp; Endocrinology</b>	<b>63.00</b>	<b>15/16</b>	<b>71.29</b>	<b>32%</b>	<b>69.17</b>	<b>12/16</b>
Forensic Psychiatry	N = less than 3		71.29		73.75	8/16
Gastroenterology	73.00	5/16	71.29	15%	76.43	2/16
GIM	80.00	3/16	71.29	30%	75.00	3/16
General Practice			71.29		n/a	n/a
General Psychiatry	71.80	13/17	71.29	23%	74.84	6/16
General Surgery	69.25	7/16	71.29	26%	68.68	11/16
<b>GUM</b>	<b>81.67</b>	<b>2/14</b>	<b>71.29</b>	<b>43%</b>	<b>79.00</b>	<b>3/15</b>
Geriatric Medicine	74.21	3/16	71.29	38%	76.47	1/16
<b>Haematology</b>	<b>61.43</b>	<b>16/16</b>	<b>71.29</b>	<b>23%</b>	<b>67.50</b>	<b>10/16</b>
<b>Histopathology</b>	<b>86.25</b>	<b>1/16</b>	<b>71.29</b>	<b>22%</b>	<b>88.33</b>	<b>1/16</b>
Infectious Diseases	79.00	1/15	71.29	33%	60.00	11/14
Intensive Care Medicine	72.14	7/16	71.29	64%	70.83	8/16
Medical Oncology	N = less than 3		71.29		67.00	6/16
Medical Psychotherapy	n/a		71.29		N = less than 3	
Neurology	76.00	5/16	71.29	24%	76.00	4/16
Neurosurgery	N = less than 3		71.29		N = less than 3	
O&G	70.00	11/16	71.29	24%	68.95	14/16
Old Age Psychiatry	61.67	16/16	71.29	21%	68.00	14/16
Ophthalmology	71.88	7/16	71.29	29%	64.17	15/16
OMFS	75.00	5/15	71.29	38%	68.75	5/14

Programme	2021				2019	
	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
<b>ENT</b>	<b>51.67</b>	<b>16/16</b>	<b>71.29</b>	<b>21%</b>	<b>70.00</b>	<b>8/16</b>
Paediatric Surgery	N = less than 3		71.29		N = less than 3	
Paediatrics	73.10	10/16	71.29	23%	77.60	1/16
Palliative Medicine	70.71	12/16	71.29	58%	74.00	8/15
Plastic Surgery	72.00	5/16	71.29	26%	76.43	1/16
Psychiatry of Learning Disability	N = less than 3		71.29		91.25	1/15
Public Health Medicine	Data not available		71.29		Data not available	
Rehabilitation Medicine	Data not available		71.29		N = less than 3	
Renal Medicine	73.33	4/16	71.29	60%	N = less than 3	
Respiratory Medicine	79.29	1/16	71.29	28%	76.43	2/16
Rheumatology	73.57	6/16	71.29	30%	74.29	10/16
Sport & Exercise Medicine	N = less than 3		71.29		N = less than 3	
T&O	67.50	13/16	71.29	13%	71.67	3/16
Urology	66.43	13/16	71.29	23%	71.25	11/16
Vascular Surgery	N = less than 3		71.29		86.67	1/16

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

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

**Green**: Green outlier – score in top quartile of benchmark group **Light Green**: Score in the top quartile