

# Health Education England – Thames Valley

## 2022 GMC National Training Surveys

### Summary, findings, and analysis

Including outcomes and progress from the 2021 GMC National Training Survey and quality activities in 2021

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# Section 1 - Trainee Survey 2022

## 1. Response rate (trainee survey)

A total of 40,330 trainees in the UK completed the NTS giving a national response rate of 76%. The HEE-TV response rate was 67%. This was a higher response rate than last year (62%) but lower than in previous years. (2019: TV – 92.1%; UK – 95%).

## 2. Areas of good practice and areas of potential concern - 2022

### i. Positive highlights [green outliers]

There were 113 dark green outliers across 51 programmes (compared to 155 green outliers in 61 programmes in 2021). Learning environments with the highest number of positive outliers are given in the table below.

Light Green	Score in top quartiles, but confidence interval overlaps with that of the benchmark mean
Dark Green	Score in top quartile of benchmark group and confidence interval does not overlap with that of the benchmark mean

Programme	Local Education Provider	No. of above outliers	No. of overlapping outliers
F1 Psychiatry	Oxford Health NHS Foundation Trust	9	1
Clinical Neurophysiology	Oxford University Hospitals NHS Foundation Trust	7	2
Infectious Diseases	Oxford University Hospitals NHS Foundation Trust	7	
Sports and Exercise Medicine	Oxford University Hospitals NHS Foundation Trust	7	
Core Anaesthetics	Royal Berkshire NHS Foundation Trust	6	
Ophthalmology	Buckinghamshire Healthcare NHS Trust	5	1
Core Anaesthetics	Oxford University Hospitals NHS Foundation Trust	5	1
GP Prog – Emergency Medicine	Milton Keynes University Hospital NHS Foundation Trust	4	1
GP Prog – Psychiatry	Oxford Health NHS Foundation Trust	4	1
Cardiology	Oxford University Hospitals NHS Foundation Trust	4	
GP Prog – Psychiatry	Berkshire Healthcare NHS Foundation Trust	3	
Immunology	Oxford University Hospitals NHS Foundation Trust	3	
GP Prog – Paediatrics and Child Health	Royal Berkshire NHS Foundation Trust	3	

### ii. Areas of concern [red outliers]

There were 152 red outliers across 56 programmes and 246 pink overlapping outliers across 64 programme specialties. Learning environments with the highest number of negative outliers are given in the table below.

Red	Score in bottom quartile of benchmark group, and confidence interval does not overlap with that of the benchmark mean
Pink	Score in bottom quartile, but confidence interval overlaps with that of the benchmark mean

**Berkshire Healthcare NHS Foundation Trust**

Learning environment	Site	Red - below outliers	Pink - overlapping outlier	Action taken
<b>Programme Specialty</b>				
There were no significant outliers for BHFT. However, much of the data was only available at Trust level.				

**Buckinghamshire Healthcare NHS Trust**

Learning environment	Site	Red - above outliers	Pink - overlapping outlier	Action taken
<b>Programme Specialty</b>				
Foundation Surgery F2 (T&O)	Stoke Mandeville Hospital	11	0	Existing risk register item. Other intelligence supports NTS findings. Issues to be explored further via a quality review.
Foundation Surgery F1 (T&O)	Stoke Mandeville Hospital	4	5	
Histopathology	Wycombe Hospital	8	3	Existing risk register item and under ongoing monitoring by DME & Head of School. ST1 School moved from BHT to OUH Aug 2022 - see 'You Said, we did', section 2
Gastroenterology	Stoke Mandeville Hospital	4	4	No specific concerns arising from Trust & School investigation but will remain under local monitoring.
Paediatrics	Stoke Mandeville Hospital	2	5	Comprehensive Trust action plan in place with plans for feedback and local monitoring.

**Frimley Health NHS Foundation Trust**

Learning environment	Site	Red - above outliers	Pink - overlapping outlier	Action taken
<b>Programme Specialty</b>				
Anaesthetics	Wexham Park Hospital	6	5	New risk register item. Trust action plan in place. Issues to be explored via a quality review.
GP Programme - Obstetrics and Gynaecology	Wexham Park Hospital	5	3	New risk register item to be added for monitoring. Trust action plan in place.
Foundation Surgery F2	Wexham Park Hospital	2	7	New risk register item to be added for monitoring. Trust action plan in place.

**Milton Keynes University NHS Foundation Trust**

Learning environment	Site	Red - above outliers	Pink - overlapping outlier	Action taken
<b>Programme Specialty</b>				
Paediatrics	Milton Keynes Hospital	13	0	Existing risk register item – immediate actions taken by Trust. Planned HEE quality review - Jan 2023
GP Programme - Paediatrics and Child Health	Milton Keynes Hospital	3	3	
Medicine F1	Milton Keynes Hospital	9	2	Trust explored results & triangulated with local intelligence. Actions implemented or planned. No further action required.
<b>Post Specialty</b>				
Cardiology	Milton Keynes Hospital	5	7	School investigated further; no significant concerns identified. Local monitoring to continue by School & Trust.

**Oxford Health NHS Foundation Trust**

Learning environment	Site	Red - above outliers	Pink - overlapping outlier	Action taken
<b>Programme Specialty</b>				
There were no significant outliers for OHFT. However, much of the data was only available at Trust level.				

**Royal Berkshire NHS Foundation Trust**

Learning environment	Local Education Provider	Red - above outliers	Pink - overlapping outlier	Action taken
<b>Programme Specialty</b>				
Haematology	Royal Berkshire Hospital	4	9	Existing risk register item. Issues explored by TPD and action plan identified
Rheumatology	Royal Berkshire Hospital	2	5	Issues known by Trust and actions had taken place including workforce increases.

## 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	4	6	Remains on risk register for ongoing monitoring following a quality review in May 2022 – see 'You Said, we did', section 2
Medical Oncology	Churchill Hospital	7	6	
Renal Medicine	Churchill Hospital	6	5	Existing risk register item. Remains under close observation by School of Medicine.
Haematology	John Radcliffe Hospital	7	3	New item to be added to risk register for monitoring. Issues explored by the TPD and action plan identified.
Neurology	John Radcliffe Hospital	1	7	Issues acknowledged by department and action plan identified. Monitoring by School of Medicine.
Clinical Radiology	Nuffield Orthopaedic Centre	0	10	Quality team investigated outliers. Small numbers of responders, large majority of which respond positively. Results shared with Trust and School but no further monitoring by HEE quality team.
Acute Internal Medicine	John Radcliffe Hospital	3	10	Issues known by Trust and actions had taken place including workforce increases. School of Medicine to seek further feedback.
Acute Internal Medicine	Horton Hospital	3	6	
Internal Medicine Training Stage One	Churchill Hospital	1	2	

### 3. Outliers by LEP and by indicator

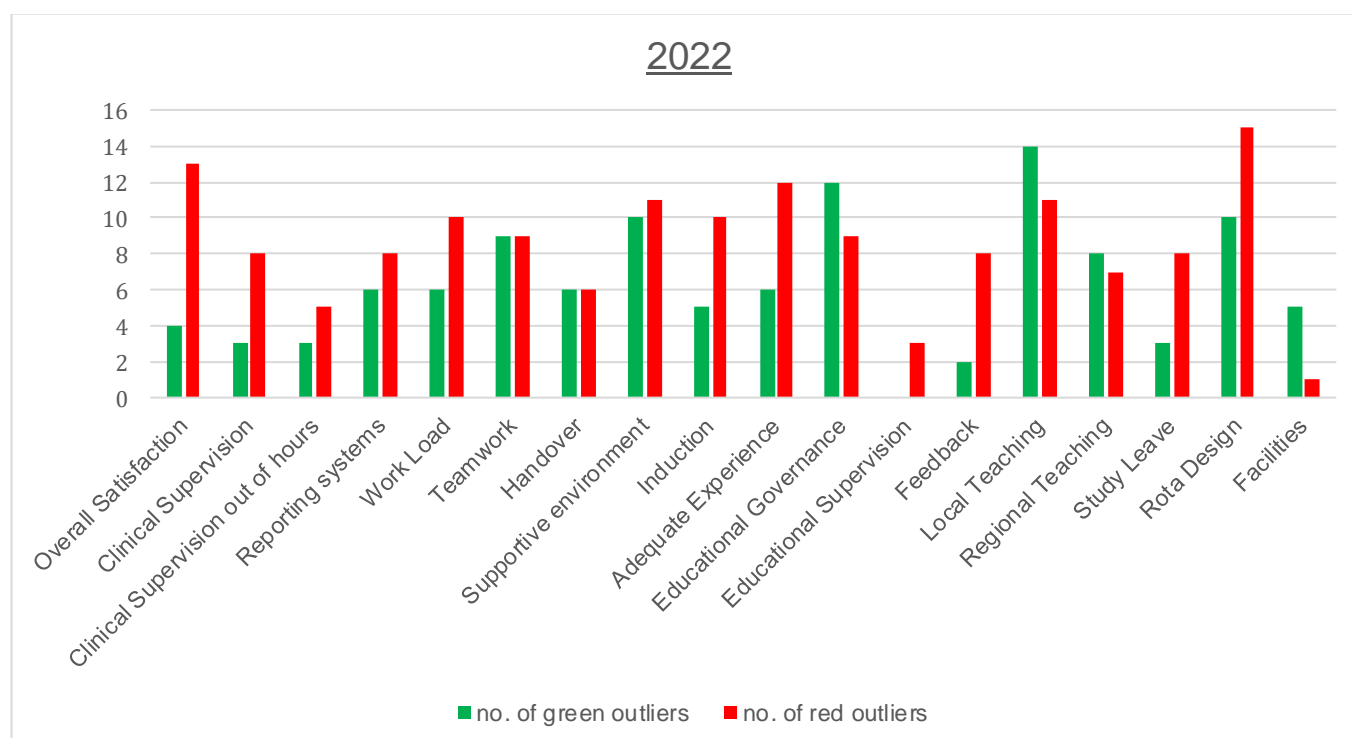
#### i. Outliers by Local Education Provider (Programme Specialty by Site unless where \*)

Local Education Providers	2022 Positive outliers	2022 Negative outliers	2021 Positive outliers	2021 Negative outliers
Berkshire Healthcare NHS Foundation Trust*	5	0	3	0
Buckinghamshire Healthcare NHS Trust	13	38	7	22
Central and North West London - Milton Keynes site	0	0	0	4
Frimley Health NHS Foundation Trust [Wexham Park]	2	22	13	15
Milton Keynes University Hospital NHS Foundation Trust	9	35	18	15
Oxford Health NHS Foundation Trust*	19	0	6	2
Oxford University Hospitals NHS Foundation Trust	44	42	75	17
Royal Berkshire Healthcare NHS Foundation Trust	22	15	33	9
<b>Grand Total</b>	<b>113</b>	<b>152</b>	<b>155</b>	<b>83</b>

NB. Source: NTS Reporting Tool: Report by Programme group by Site  
\*Includes data at Trust level & Site level

Across the Thames Valley Local Education Providers, there has been an increase in the number of red outliers by 83%. The number of positive outliers has decreased by 27%. See Section 6 above 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 Rota Design [15], Overall Satisfaction [13], and Adequate Experience [12]. The highest number of positive outliers were against Local Teaching [14], and Educational Governance [12].



## **Section 2 - ‘You said, we did’ - outcomes and progress from the 2021 GMC National Training Survey and quality activities in 2021**

#### 4. Issues arising and actions taken from the 2021 NTS and from the principal educational governance activities in 2021

The Thames Valley Quality Team has a responsibility for ensuring that clinical learning environments meet HEE and professional regulator standards for quality. 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. Risks are graded using the [HEE Intensive Support Framework](#).

<b>ISF Category 0 - No Concerns</b>	The education and training delivered by the provider meets all the HEE standards.
<b>ISF Category 1 - Minor Concerns</b>	There are one or more areas where the provider does not meet HEE standards. However, there are active plans in place to meet these standards, which are consistently delivered against.
<b>ISF Category 2 - Significant Concerns</b>	There are a significant number of areas where the provider does not meet HEE standards and / or plans in place are not delivering sustainable improvement at the pace required.
<b>ISF Category 3 - Major Concerns</b>	The provider has fallen, or is at risk of falling, well below the standards expected by HEE. The provider has not delivered on the improvement trajectory agreed with HEE; there is a significant risk to, or significant impact on, the quality of education and training provided to learners. Notice will be given that training in the affected clinical learning environment will be suspended if rapid and sustained directed improvements are not made.
<b>ISF Category 4 - Training Suspended</b>	HEE has taken the decision to suspend training / remove trainees within the affected clinical learning environment due to concerns regarding the quality of education and training and / or the safety of that learning environment. HEE's Suspension of Postgraduate Medical Training in relation to serious concerns policy (Suspension of Postgraduate Medical Training Policy) and procedure is invoked (this is applicable to postgraduate medical trainees only). There are recovery plans in place with the provider to reinstate training.

Over the past year (August 2021 to July 2022) 36 risks were managed on the risk register. As a result of actions taken to resolve concerns, 20 risks were closed. At the time of writing, 25 risks remained open on the Thames Valley risk register which include 9 new risks arising from the NTS 2022. Five of these were of a significant concern and were therefore reported to HEE Executive and to the GMC. These were Histopathology at Buckinghamshire Healthcare NHS Trust, Histopathology at Royal Berkshire Hospital NHS Foundation Trust, Paediatric Neonatal Intensive Care Unit and Ophthalmology at Oxford University Hospitals NHS Foundation Trust, and Paediatrics at Milton Keynes University Hospital NHS Foundation Trust.

The list below comprises the main training issues that arose from the 2021 NTS or via other governance routes and the actions taken.

##### Buckinghamshire Healthcare NHS Trust

Learning environment	Source of concern	Summary of concern	Action taken/outcome
Cardiology (Foundation training)	Director of Medical Education, Apr 2021	Concerns raised regarding supportive environment for foundation doctors.	Trust commissioned an external report and developed an action plan. Subsequent feedback from Foundation doctors indicated that the issues had been resolved. Foundation doctors were also submitting exception reports. The risk was closed in April 2022.
Histopathology	NTS 2021/ Head of School	Significant pressure due to increased workload, gaps in consultant numbers and difficulties recruiting. Significant challenges to sustain high quality training especially for the ST1 School which was located at Wycombe Hospital until August 2022.	The ST1 school moved to another location in the Thames Valley region at the beginning of August 2022; some training (above ST1) remains at Wycombe Hospital but with an improved trainee / trainer ratio.  Multiple red outliers in NTS 2022. The Head of School has also flagged concerns regarding workload and supervision for the training that remains at this hospital and therefore the risk will remain on the risk register at its current level for monitoring/further discussion.

## Oxford University Hospitals NHS Foundation Trust

Learning environment	Source of concern	Summary of concern	Action taken/outcome
Paediatrics Neonatal Intensive Care Unit	Trainee Advisory Committee, Dec 2020	<ul style="list-style-type: none"> <li>• Departmental culture including behaviours, multidisciplinary team working/learning and reporting of concerns.</li> <li>• support and supervision for learners to acquire essential skills.</li> <li>• intensity of workload and the impact of this on education and training and learner wellbeing.</li> </ul>	<p>On reviewing findings from focus groups held in Autumn 2021, the risk was escalated to Category 3 – Major Concerns – on the Intensive Support Framework. A quality review report identified a number of mandatory requirements and recommendations. This included actions around improving access to teaching, and ability to leave on time, maximising opportunities to gain practical skills and procedures, and improving the culture.</p> <p>Over the past year, the Trust has engaged well in improving the learning environment. Chiefly, it has invested in initiatives to improve the cultural issues. The risk will continue to be monitored while the action plan is fully implemented and embedded and trainees are reporting higher levels of satisfaction.</p>
Clinical Oncology Medical Oncology	NTS 2017 & subsequent NTS	Current concerns are focused around the heavy on-call rota arrangements impacting education and training.	<p>A Learner / educator meeting was held in 2022 to follow up progress from the original Quality Visit in December 2019.</p> <p>Trainees report ongoing concerns regarding the amount of on-call work which is limiting time in training, particularly clinic access. The department is looking at ways to increase workforce numbers.</p> <p>The risk will continue to be monitored on the risk register.</p>
Ophthalmology	School of Ophthalmology July 2021	Limited opportunities to access theatres for ophthalmology trainees for all sub-specialties but most concern about the amount of cataract surgery available for training purposes.	The Head of School for Ophthalmology continues to monitor case numbers closely. The risk was escalated to Category 2 – Significant Concerns - on the Intensive Support Framework.
Renal Medicine	School of Medicine, Nov 2020 & NTS	Trainees moved to resident on-call reducing daytime training opportunities.	Impact monitoring by Head of School. Trainees are encouraged to exception report any missed educational activities. Remains in risk register for monitoring.
Neurosurgery – Foundation training	Existing risk register item	<p>Risk of high workload levels which may impact the quality of the learning environment by</p> <ol style="list-style-type: none"> <li>1. missed training opportunities and experience such as access to theatres, clinics, teaching attendance within scheduled hours and without interruption from bleeps.</li> <li>2. workloads that are admin heavy and with little educational value.</li> <li>3. trainees working beyond their rostered hours</li> <li>4. effects on trainee well-being.</li> </ol>	<p>This long-standing risk register item was previously under GMC Enhanced Monitoring. It remained on the risk register over the past year to monitor sustainability following significant improvements which were made to the learning experience for foundation doctors. After positive feedback from several cohorts of foundation doctors, the risk was closed in August 2022.</p> <p>At the time of writing, the quality team were notified of continuing workforce challenges which are currently being explored to assess the impact on education and training.</p>

## Royal Berkshire NHS Foundation Trust

Learning environment	Source of concern	Summary of concern	Action taken/outcome
Haematology	NTS 2021	<p>Multiple red outliers for overall satisfaction, workload, supportive environment and handover.</p> <p>Outside of the survey, concerns were also raised about the culture within the department.</p>	<p>Issues were acknowledged by the Trust and there was good engagement by the department and trainees with support from HR and the DME. A comprehensive action plan was developed to address the training concerns and the cultural issues. The department has continued to engage with trainees and regularly meet to discuss the issues.</p> <p>Although further red outliers were flagged in the NTS 2022 for Workload, Induction, Feedback and Teaching, Local Teaching appeared to be the main concern. These have been responded to with a detailed action plan together with support from the Training Programme Director and ongoing monitoring. In addition, there has since been positive feedback from current trainees.</p>
Histopathology	Head of School/TAC in 2021	<p>Significant Consultant vacancies and difficulties recruiting had led to workloads with excessive amounts of service work and little education such as cut ups.</p> <p>More recently, consultant numbers have continued to fall leaving training to a small number of educational supervisors.</p>	<p>Notwithstanding the shortages in educators, the training remains good quality. Changes were made to reduce excess 'cut up' work and consideration is given to maximising learning opportunities. Trainee feedback has been positive despite the challenges, describing a 'good culture for learning'.</p> <p>The department has plans for recruitment but the wider concern about Consultant shortages nationally, applying to posts in District General Hospitals, has been escalated.</p> <p>In addition, the Trust is establishing the role of the Biomedical Scientist to enhance their multi-professional workforce.</p>
Cardiology (all grades/programmes)	NTS 2021	<p>Red outliers for Overall satisfaction, workload, handover, local teaching, regional teaching, study leave and rota design. Plus multiple pink flags.</p>	<p>Staffing issues and covid redeployment impacted workload and leave approvals. A robust Trust action plan included the introduction of educational governance meetings, an improved online induction, an increase in Educational Supervisors, a revamped teaching programme, additional doctors, a revised rota allowing teaching time and clinic access, and handover guidance within the staff handbook.</p> <p>NTS 2022 results were positive with many positive (green) outliers. The risk was closed in August 2022 following discussion with the DME.</p>

## Frimley Health NHS Foundation Trust

Learning environment	Source of concern	Summary of concern	Action taken/outcome
Acute / General Internal Medicine	NTS 2021	<p>Multiple red outliers across many acute medicine specialties affecting higher specialty and core medicine doctors, GP and foundation doctors.</p> <p>The pandemic adversely affected all acute medicine areas which increased and intensified workload.</p>	<p>Trust actions included increasing staffing at weekends and at night, adjustments to the handover process, and improvements to departmental inductions. Increased use of simulation and practical procedures to expand learning opportunities.</p> <p>The Trust's educational governance meetings continued to provide opportunities for trainees to raise concerns and for these to be addressed. No further concerns were raised and the risk was closed in April 2022.</p> <p>Results from the NTS 2022 for these areas were much improved.</p>
General Surgery	NTS 2018	<p>Concerns around lack of access to theatre, clinic workload. 2019 survey also identified workload, handover and rota design as concerns.</p>	<p>Trust implemented changes to clinics for trainees, increased support and clinical staff numbers.</p> <p>Significant Covid impact on theatre access and re-deployment. The risk was reviewed in early 2022 after positive feedback had been received for higher training through the Trust's own governance processes. The risk was closed with core surgical training being explored as part of a wider regional investigation.</p>

## Milton Keynes University Hospitals NHS Foundation Trust

Learning environment	Source of concern	Summary of concern	Action taken/outcome
Emergency Medicine	NTS 2021	<p>Red outliers for Teamwork and Supportive Environment.</p>	<p>Focus groups held in June 2022 revealed no significant training concerns. Inter-departmental teamworking received positive feedback. There were some issues raised by trainees about engagement in teaching from the wider Consultant body but this was being addressed. NTS 2022 results were much improved.</p>

## Central North West London NHS Foundation Trust (Milton Keynes sites)

Learning environment	Source of concern	Summary of concern	Action taken/outcome
Core Psychiatry Training at the Campbell Centre	NTS 2021	<p>Multiple red and pink flags in the NTS. Main concerns were around handover and rota design which trainees reported as not optimising education opportunities.</p>	<p>The Trust initiated a quality improvement project to improve trainee satisfaction. Trainees were involved in making improvements to handover and have subsequently agreed this has been resolved satisfactorily.</p> <p>Trainees have also given positive feedback regarding local teaching which is now protected.</p> <p>Staffing numbers have also increased which has increased learning opportunities.</p>

## **Section 3 - Trainer Survey 2022**

## Trainer Survey 2022

### 5. Response rates (trainer survey)

A total of 14,884 trainers in the UK completed the NTS giving a national response rate of 34%. The HEE-TV response rate was 28%, a slight increase in last year's response rate of 26% (UK – 32%) but lower than in 2019 - 31.6% in TV and 45% across the UK.

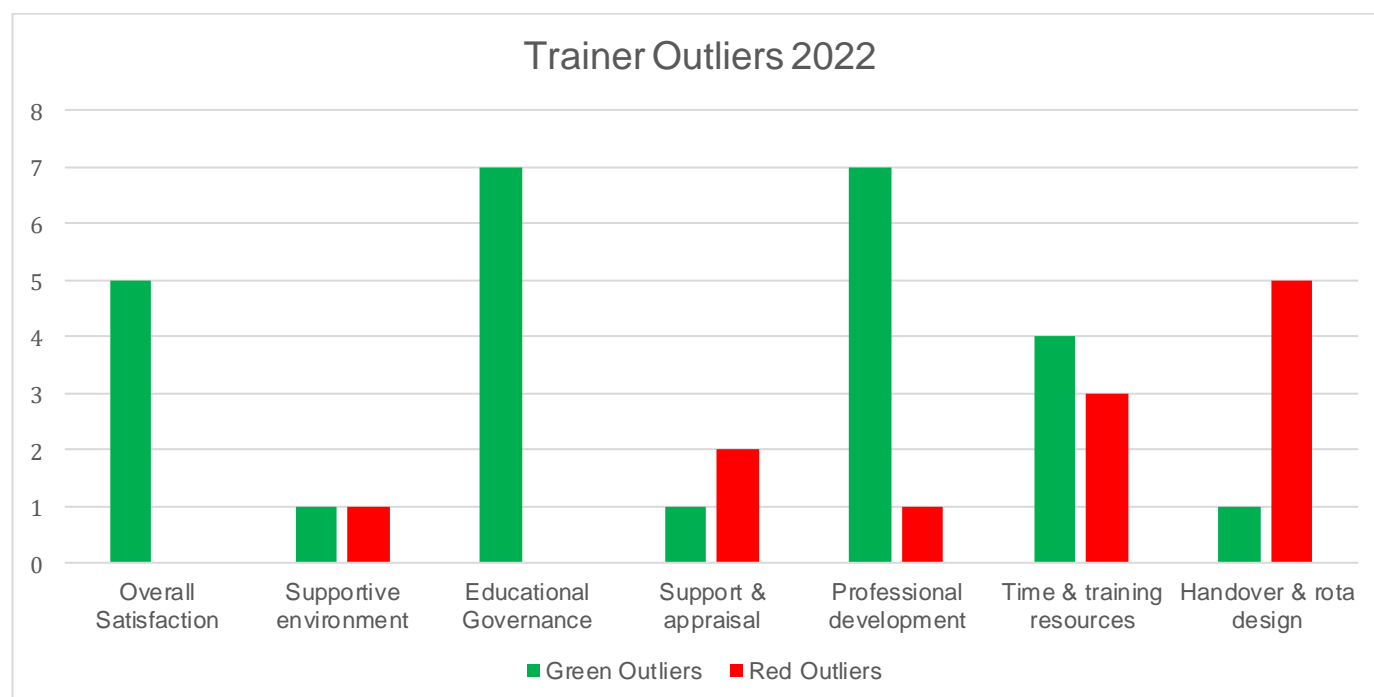
### 6. Outliers by LEP and by indicator at Trust level

#### i. Outliers by Local Education Provider

Local Education Providers	Positive Outliers	Negative Outliers
Berkshire Healthcare NHS Foundation Trust	1	-
Buckinghamshire Healthcare NHS Trust	6	-
Milton Keynes University Hospitals NHS Foundation Trust	1	-
Frimley Health NHS Foundation Trust	-	6
Oxford Health NHS Foundation Trust	3	-
Oxford University Hospitals NHS Foundation Trust	13	6
Royal Berkshire Healthcare NHS Foundation Trust	2	-

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

#### ii. Outliers by indicator



The highest number of positive outliers were in Educational Governance [7], and Professional development [7]. The highest number of negative outliers were in Handover & Rota Design [5].

## 7. Indicator summary (for scores and ranking see Appendix 5)

The mean scores for HEE-TV were above the national mean in all seven indicators. HEE-TV also ranks well across 18 HEE local offices and deaneries in all seven indicators: Overall Satisfaction [1/18]; Supportive Environment [5/18]; Educational Governance [3/18]; Support & Appraisal [5/18]; Professional Development [4/18]; Time & Training Resources [4/18] and Handover & Rota design [8/18].

## 8. Analysis and comparison of both trainee and trainer surveys

There are few instances of correlation between matching outliers 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. The Overall Satisfaction indicator ranked top for trainers in HEE-TV against 18 other local offices and deaneries. However, for trainees, it ranked 11/18 and gained the second highest number of negative (red) outliers with an Overall Satisfaction score [77.39] fractionally lower than the national average [77.70].

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

- There were high levels of satisfaction for both trainees and trainers in **Infectious Diseases**, both ranking first.
- For **Public Health Medicine**, there were above average scores for overall satisfaction in both trainee and trainer surveys.
- **Respiratory Medicine, Gastroenterology and Neurosurgery** all ranked highly and received above national average scores for Overall Satisfaction for both trainees and trainers.
- Overall Satisfaction scores have dropped in **Intensive Care Medicine** for both trainees and trainers. Trainees have dropped rank from second last year to bottom in 2022.
- Both Trainees and Trainers in **Renal Medicine and Paediatrics** had below national average scores in Overall Satisfaction and were ranked low.
- **Dermatology** ranked bottom for trainers [16/16] and was well below the national average score for overall satisfaction [70.06 nationally; 51.04 in TV]. For trainees, a slip in ranking from last year [3/15] to 11/15 but the overall satisfaction score was marginally above national average but below last year.

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

- **Cardiology** ranked bottom [16/16] for trainers but for trainees had maintained a relatively high rank [3/16]; a similar picture to last year.
- **Clinical Oncology** ranked first for trainer satisfaction [1/16] but last for trainees [14/14].
- **Diabetes and Endocrinology** ranked bottom for trainees [16/16], but trainer satisfaction rose from 15/16 last year to 2/16 this year. There were also increases for trainers in the overall satisfaction scores from 63.00 in 2021 to 75.89 this year (national average 68.94).
- **Histopathology** maintained first place for trainer satisfaction. However, trainee satisfaction dropped from 9<sup>th</sup> place in 2021 to 12<sup>th</sup> (out of 15) this year.
- **Oral Maxillofacial** ranked bottom for trainees and 2/15 for trainers.
- Overall satisfaction scores for trainees in **T&O** dropped and were ranked 15/17 compared to trainers in **T&O** who moved from 13<sup>th</sup> place in 2021 to first place this year.

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



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### Trainee Survey

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Appendix 2 – Overall Satisfaction by HEE local office/Deanery

Appendix 3 – Overall Satisfaction by HEE-TV Local Education Providers

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

### Trainer Survey

Appendix 5 – Indicator summary

Appendix 6 – Overall Satisfaction by HEE-TV Local Education Providers

Appendix 7 – Overall Satisfaction by trainer specialty

## Appendix 1

## Indicator Summary (trainee survey)

The 18 indicators used in the 2022 trainee survey were:

Adequate Experience	Overall Satisfaction
Clinical Supervision	Regional Teaching
Clinical Supervision Out of Hours	Reporting Systems
Educational Governance	Rota Design
Educational Supervision	Study Leave
Feedback	Supportive Environment
Handover	Teamwork
Induction	Workload
Local Teaching	Facilities

NB. The Curriculum Coverage indicator was removed in 2022

The table below provides the average score and ranking for each indicator for HEE-TV. HEE-TV has seen an increase in mean score for 12/18 of the indicators. Overall Satisfaction, Induction, Adequate Experience, Supportive Environment, Workload and Feedback were the six indicators that deteriorated. Rankings against Deaneries have deteriorated for 15 indicators, stayed the same for two and improved for one.

arrows denote comparison against 2021 score and ranking

Indicator	2022 – HEE-TV Mean	2022 – National Mean	2022 – HEE-TV Ranking
Overall Satisfaction	77.39	77.70	↓11/18
Clinical Supervision	89.94	89.52	↓9/18
Clinical Supervision Out of Hours	87.52	87.23	↓9/18
Handover	67.25	66.64	↑4/18
Induction	78.31	78.57	↓11/18
Reporting Systems	72.80	72.25	↓6/18
Adequate Experience	76.67	76.99	↓10/18
Supportive Environment	74.15	74.58	↓12/18
Workload	47.45	47.84	↓10/18
Educational Supervision	84.44	84.09	↓7/18
Feedback	72.99	74.61	↓15/18
Local Teaching	69.64	69.25	↓6/18
Regional Teaching	64.34	63.30	→7/18
Study Leave	63.50	62.82	↓9/18
Teamwork	75.22	74.41	↓5/18
Educational Governance	71.59	71.07	→6/18
Rota Design	56.09	54.48	↓4/18
Facilities	62.54	61.56	↓8/18

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

LETB/deanery	2022		2021		2019	
	Mean	Ranking out of 18	Mean	Ranking out of 18	Mean	Ranking out of 17
Pharmaceutical Medicine Deanery	80.25	1	80.87	1	84.62	1
Health Education North East	79.66	2	80.12	3	81.64	2
Health Education South West	79.39	3	80.41	2	80.61	5
Defence Postgraduate Medical Deanery	79.34	4	79.51	7	81.30	3
Health Education North Central and East London	78.63	5	79.06	8	80.24	9
Northern Ireland Medical & Dental Training Agency	78.50	6	79.92	5	79.75	10
Health Education North West London	77.88	7	78.51	10	80.26	8
Health Education Kent, Surrey and Sussex	77.73	8	77.57	15	78.78	15
Health Education Wessex	77.65	9	79.71	6	80.95	4
NHS Education for Scotland	77.44	10	78.39	12	80.34	7
<b>Health Education Thames Valley</b>	<b>77.39</b>	<b>11</b>	<b>80.04</b>	<b>4</b>	<b>79.11</b>	<b>13</b>
Health Education and Improvement Wales	77.33	12	79.01	9	80.38	6
Health Education North West	77.01	13	78.26	13	79.15	12
Health Education West Midlands	76.86	14	78.11	14	78.83	14
Health Education South London	76.85	15	78.42	11	79.73	11
Health Education Yorkshire and the Humber	76.00	16	77.32	16	78.07	16
Health Education East of England	75.65	17	76.86	17	77.98	17
Health Education East Midlands	75.09	18	76.07	18	77.38	18

Source: NTS Reporting Tool: Report by LETB/deanery

## Appendix 3

## Overall Satisfaction by HEE-TV Local Education Providers

Local Education Provider	Overall Satisfaction Score 2022	National Score 2022
NHS Oxfordshire CCG	87.37	79.72
Oxford Health NHS Foundation Trust	86.38	79.72
NHS Berkshire West CCG	85.00	79.72
Berkshire Healthcare NHS Foundation Trust	84.79	79.72
NHS Buckinghamshire CCG	80.32	79.72
Royal Berkshire NHS Foundation Trust	79.51	79.72
Central North West London NHS Foundation Trust	79.24	79.72
Oxford University Hospitals NHS Foundation Trust	76.56	79.72
Buckinghamshire Healthcare NHS Trust	72.95	79.72
Milton Keynes University Hospital NHS Foundation Trust	71.50	79.72
Frimley Health NHS Foundation Trust	70.65	79.72

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	2022			2021	
	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>	79.25	74.59	6/17	73.33	15/17
Acute Internal Medicine <sup>4</sup>	70.00	79.27	12/16	77.86	8/17
Anaesthetics <sup>4</sup>	79.27	79.27	14/16	79.71	16/17
Cardiology <sup>4</sup>	79.17	79.27	3/16	80.77	3/17
Chemical Pathology	90.00	79.27	4/12	n/a	n/a
Child & Adolescent Psychiatry <sup>4</sup>	83.13	79.27	10/15	85.00	5/15
Clinical Neurophysiology	96.67	79.27	1/5	n/a	n/a
Clinical Oncology <sup>4</sup>	76.56	79.27	14/14	83.85	8/14
Clinical Radiology <sup>4</sup>	79.23	79.27	13/16	83.95	6/17
Combined Infection Training	93.33	79.27	1/13	n/a	n/a
Core Anaesthetics <sup>3</sup>	88.70	74.59	4/17	90.28	2/17
Core Psychiatry Training <sup>3</sup>	86.75	74.59	1/17	82.50	4/17
Core Surgery Training <sup>3</sup>	72.14	74.59	7/17	67.89	17/17
Dermatology <sup>4</sup>	80.00	79.27	11/15	88.00	3/15
Emergency Medicine <sup>4</sup>	70.56	79.27	16/17	78.97	6/17
Diabetes & Endocrinology <sup>4</sup>	66.25	79.27	16/16	76.67	8/17
Foundation Year 1 <sup>1</sup>	66.81	71.08	16/16	73.01	10/17
Foundation Year 2 <sup>2</sup>	71.42	75.70	16/16	76.24	13/17
Forensic Psychiatry <sup>4</sup>	87.50	79.27	4/13	87.50	7/16
Gastroenterology <sup>4</sup>	84.38	79.27	4/17	92.00	1/16
General Psychiatry <sup>4</sup>	84.50	79.27	4/13	86.54	5/17
General Surgery <sup>4</sup>	83.00	79.27	3/17	76.30	12/17
Geriatric Medicine <sup>4</sup>	75.22	79.27	11/16	84.57	1/16
GPs in Secondary Care <sup>6</sup>	74.81	73.57	6/16	76.26	3/17
GP Programme – in a GP Practice <sup>5</sup>	83.40	84.76	13/17	86.15	7/17
Haematology <sup>4</sup>	75.22	79.27	11/15	77.11	10/15
Histopathology <sup>4</sup>	73.33	79.27	12/15	82.50	9/15
Immunology <sup>4</sup>	78.33	79.27	4/4	78.33	4/~11
Infectious Diseases <sup>4</sup>	92.50	79.27	1/9	88.50	1/11
Intensive Care Medicine <sup>4</sup>	75.53	79.27	15/15	87.75	2/17
IMT Stage One	74.14	74.59	2/17	n/a	n/a
Medical Oncology <sup>4</sup>	66.43	79.27	14/14	67.50	14/14
Neurology <sup>4</sup>	71.43	79.27	10/15	76.43	7/15
Neurosurgery <sup>4</sup>	87.50	79.27	3/14	90.91	2/14
O&G <sup>4</sup>	77.13	79.27	3/16	80.71	3/16
Old Age Psychiatry <sup>4</sup>	86.00	79.27	10/14	92.50	1/14
Ophthalmology <sup>4</sup>	83.26	79.27	6/15	86.11	2/15

Programme	2022			2021	
	HEE-TV Overall Satisfaction Mean	National Overall Satisfaction Mean*	Ranking by HEE Office/Deanery	HEE-TV Overall Satisfaction Mean	Ranking by HEE Office/Deanery
Oral Maxillofacial <sup>4</sup>	68.00	79.27	13/13	n/a	n/a
Otolaryngology <sup>4</sup>	82.69	79.27	9/15	81.36	12/15
Paediatrics <sup>4</sup>	77.63	79.27	13/16	81.05	7/16
Palliative Medicine <sup>4</sup>	85.00	79.27	9/13	91.67	3/14
Plastic Surgery <sup>4</sup>	85.38	79.27	4/14	82.27	6/14
Public Health Medicine <sup>4</sup>	85.63	79.27	4/13	81.11	7/14
Rehabilitation Medicine <sup>4</sup>	75.00	79.27	7/7	83.33	6/6
Renal Medicine <sup>4</sup>	68.75	79.27	14/15	66.50	15/15
Respiratory Medicine <sup>4</sup>	83.57	79.27	4/16	77.50	8/17
Rheumatology <sup>4</sup>	77.31	79.27	8/16	81.36	7/16
Sport & Exercise Medicine <sup>4</sup>	93.75	79.27	1/6	91.25	2/7
Trauma & Orthopaedic Surgery <sup>4</sup>	76.67	79.27	15/17	81.47	13/17
Urology <sup>4</sup>	81.00	79.27	8/15	n/a	n/a

**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

**Indicator summary** (trainer survey)

The **Trainer Survey** questions were linked to seven indicators:

1. Overall Satisfaction
2. Supportive environment
3. Educational Governance
4. Support & Appraisal
5. Professional Development
6. Time & Training Resources
7. Handover & Rota Design

Arrows denote comparison against 2021 score and ranking

Indicator	2022 HEE-TV Mean Score	2022 National Mean	2022 HEE-TV ranking
Overall Satisfaction	72.91	70.09	↑1/18
Supportive Environment	68.57	67.45	↑ 5/18
Educational Governance	65.47	63.39	↓3/18
Support & Appraisal	61.68	59.93	5/18 (new)
Professional Development	72.63	70.15	4/18 (new)
Time & Training Resources	61.40	59.35	4/18 (new)
Handover & Rota Design	57.09	56.81	8/18 (new)

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

## Appendix 6

## Overall Satisfaction (trainer survey)

## 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	81.55	71.66
Buckinghamshire Healthcare NHS Trust	74.60	71.66
Central & North West London NHS Foundation Trust	74.14	71.66
Oxford University Hospitals NHS Foundation Trust	73.45	71.66
Milton Keynes University Hospital NHS Foundation Trust	72.87	71.66
Royal Berkshire Hospital NHS Foundation Trust	72.20	71.66
Oxford Health NHS Foundation Trust	71.39	71.66
Frimley Health NHS Foundation Trust	63.37	71.66
NHS Aylesbury Vale CCG	n = less than 3	71.66
NHS Bracknell and Ascot CCG	n = less than 3	71.66
NHS Chiltern CCG	n = less than 3	71.66
NHS Milton Keynes CCG	n = less than 3	71.66
NHS North & West Reading CCG	n = less than 3	71.66
NHS Oxfordshire CCG	n = less than 3	71.66
NHS Windsor, Ascot and Maidenhead	n = less than 3	71.66
NHS Wokingham CCG	n = less than 3	71.66



## Appendix 7

## Overall Satisfaction by trainer specialty

Programme	2022				2021	
	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	73.44	2/16	67.75	33%	71.67	7/16
Anaesthetics	75.07	6/16	73.06	33%	78.40	2/16
<b>Cardiology</b>	<b>56.25</b>	<b>16/16</b>	<b>63.50</b>	<b>17%</b>	<b>66.36</b>	<b>11/16</b>
Cardiothoracic Surgery	n/a	n/a	n/a	29%	93.33	1/16
Chemical Pathology	n/a	n/a	n/a	50%	85.00	2/13
Child & Adolescent Psychiatry	80.95	2/16	75.40	54%	N = less than 3	
Clinical Oncology	81.25	1/16	66.56	21%	75.00	2/16
Clinical Radiology	69.55	5/16	69.06	20%	64.44	14/16
<b>Dermatology</b>	<b>51.04</b>	<b>16/16</b>	<b>70.06</b>	<b>33%</b>	<b>68.00</b>	<b>12/16</b>
Emergency Medicine	70.83	5/16	68.75	38%	74.50	3/16
Diabetes & Endocrinology	75.89	2/16	68.94	25%	63.00	15/16
Forensic Psychiatry	79.17	4/13	75.31	75%	N = less than 3	
Gastroenterology	75.00	2/16	67.72	24%	73.00	5/16
<b>GIM</b>	<b>86.46</b>	<b>1/15</b>	<b>70.67</b>	<b>35%</b>	<b>80.00</b>	<b>3/16</b>
General Psychiatry	76.25	7/17	74.89	27%	71.80	13/17
General Surgery	68.18	6/16	66.65	27%	69.25	7/16
GUM	81.25	3/14	77.51	38%	81.67	2/14
Geriatric Medicine	76.10	1/16	69.02	35%	74.21	3/16
<b>Haematology</b>	<b>62.15</b>	<b>11/16</b>	<b>64.05</b>	<b>21%</b>	<b>61.43</b>	<b>16/16</b>
<b>Histopathology</b>	<b>85.76</b>	<b>1/16</b>	<b>69.82</b>	<b>35%</b>	<b>86.25</b>	<b>1/16</b>
Infectious Diseases	81.25	1/16	67.66	28%	79.00	1/15
Intensive Care Medicine	69.32	7/16	69.49	61%	72.14	7/16
Medical Oncology	n/a	n/a	n/a	n/a	N = less than 3	
Medical Psychotherapy	n/a	n/a	n/a	n/a	n/a	
Neurology	81.25	1/16	67.24	22%	76.00	5/16
Neurosurgery	70.83	3/14	64.38	33%	N = less than 3	
O&G	72.22	5/16	70.29	21%	70.00	11/16
Old Age Psychiatry	74.48	10/16	74.30	29%	61.67	16/16
Ophthalmology	71.13	8/16	71.32	23%	71.88	7/16
OMFS	81.25	2/15	71.46	33%	75.00	5/15
ENT	62.50	16/16	68.77	23%	51.67	16/16

Programme	2022				2021	
	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
Paediatric Surgery	n/a	n/a	n/a	n/a	N = less than 3	
Paediatrics	69.07	11/16	69.92	22%	73.10	10/16
Palliative Medicine	70.42	14/16	73.58	42%	70.71	12/16
Plastic Surgery	66.51	9/16	68.64	33%	72.00	5/16
Psychiatry of Learning Disability	n/a	n/a	n/a	n/a	N = less than 3	
Public Health Medicine	81.25	3/15	75.97	83%	Data not available	
Rehabilitation Medicine	n/a	n/a	n/a	n/a	Data not available	
Renal Medicine	66.67	11/16	68.47	69%	73.33	4/16
Respiratory Medicine	75.00	2/16	66.81	25%	79.29	1/16
Rheumatology	62.50	15/16	69.61	21%	73.57	6/16
Sport & Exercise Medicine	n/a	n/a	n/a	n/a	N = less than 3	
T&O	73.33	1/16	68.56	20%	67.50	13/16
Urology	80.73	2/16	72.41	13%	66.43	13/16
Vascular Surgery	79.69	1/16	66.24		N = less than 3	

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