

NHS England – Workforce, Training & Education

Thames Valley region

2023 GMC National Training Surveys

Summary, findings, and analysis

Including outcomes and progress from the 2022 GMC National Training Survey and quality activities in 2022

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Section 1 - Trainee Survey 2023

1. Response rate (trainee survey)

A total of 49,022 trainees in the UK completed the NTS giving a national response rate of 74% (76% in 2022). The response rate in Thames Valley was 63%. This was a lower response rate than last year (67%).

2. Areas of good practice and areas of potential concern - 2023

i. Positive highlights [green outliers]

There were 112 dark green outliers across 57 programme specialties (compared to 113 green outliers in 51 programmes in 2022). 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
ACCS	Milton Keynes University Hospital NHS Foundation Trust	9	0
GP Paediatrics & Child Health	Oxford University Hospitals NHS Foundation Trust	6	1
Sports and Exercise Medicine	Oxford University Hospitals NHS Foundation Trust	6	0
CPT	Berkshire Healthcare NHS Foundation Trust	5	0
F1 Surgery	Oxford University Hospitals NHS Foundation Trust	5	0
Infectious Disease	Oxford University Hospitals NHS Foundation Trust	4	1
GP Medicine	Frimley Health NHS Foundation Trust	4	1
F1 Medicine	Frimley Health NHS Foundation Trust	4	1
F1 Medicine	Oxford University Hospitals NHS Foundation Trust	4	1
Anaesthetics	Royal Berkshire NHS Foundation Trust	4	0

ii. Areas of concern [red outliers]

There were 146 red outliers (152 in 2022) across 57 programme specialties and 277 pink overlapping outliers (246 in 2022). 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
Programme Specialty				
There were no significant outliers for BHFT.				

Buckinghamshire Healthcare NHS Trust

Learning environment	Site	Red - above outliers	Pink - overlapping outlier	Action taken
Programme Specialty				
Cardiology	Data for BHT is presented at Trust level	6	7	New risk register item. Trust action plan in place. The issues are under close monitoring by the School of Medicine in liaison with the Trust and quality team. Update on progress will be reviewed at March 2024 Quality Committee.
Paediatrics		7	1	New risk register item to be added for monitoring. Trust action plan in place. Update on progress will be reviewed at March 2024 Quality Committee.
Geriatrics		6	2	New risk register item to be added for monitoring. Trust action plan in place.
Emergency Medicine		2	5	Existing risk register item. Issues explored by Trust and action plan identified. Update on progress will be reviewed at March 2024 Quality Committee.
Post Specialty				
T&O		3	5	Existing risk register item – see Section 2 'You said, we did'

Central North West London NHS Foundation Trust – Milton Keynes sites

Learning environment	Site	Red - below outliers	Pink - overlapping outlier	Action taken
Programme Specialty				
There were no significant outliers for CNWL – Milton Keynes sites				

Frimley Health NHS Foundation Trust

Learning environment	Site	Red - above outliers	Pink - overlapping outlier	Action taken
Programme Specialty				
General Surgery	Wexham Park Hospital	9	1	New risk register item to be added for monitoring. Trust action plan in place. Update on progress will be reviewed at March 2024 Quality Committee.
Intensive Care Medicine	Wexham Park Hospital	4	5	Outliers explored by quality team. Trust response indicates that issues relate to an existing risk register item for Anaesthetics. See Section 2 'You said, we did'
Paediatrics	Wexham Park Hospital	3	5	Trust explored results and action plan identified. No further action required.

Milton Keynes University NHS Foundation Trust

Learning environment	Site	Red - above outliers	Pink - overlapping outlier	Action taken
Programme Specialty				
Surgery F1 & F2	Milton Keynes Hospital	8	11	New risk register item to be added for monitoring. Trust action plan in place. Update on progress requested by Spring 2024.
GP Programme – Medicine	Milton Keynes Hospital	1	8	Trust explored results and actions identified. No further action required.
Post Specialty				
Cardiology	Milton Keynes Hospital	5	6	Trust and TPD explored results and actions taken. No further action required.
GIM	Milton Keynes Hospital	2	7	Trust explored results and actions identified. No further action required.

Oxford Health NHS Foundation Trust

Learning environment	Site	Red - above outliers	Pink - overlapping outlier	Action taken
Programme Specialty				
Child and Adolescent Psychiatry	Warneford Hospital	10	3	New risk register item to be added for monitoring. Trust action plan in place. Update on progress requested by Spring 2024.
Post Specialty				
General Psychiatry	Warneford Hospital	5	5	New risk register item to be added for monitoring. Trust action plan in place. Update on progress requested by Spring 2024.

Oxford University Hospitals NHS Foundation Trust

Learning environment	Site	Red - above outliers	Pink - overlapping outlier	Action taken
Programme Specialty				
Surgery F2	John Radcliffe Hospital	11	3	New risk register item to be added for monitoring. Trust action plan in place. Update on progress requested by Spring 2024.
Endocrinology and diabetes mellitus	Churchill Hospital	5	10	New risk register item to be added for monitoring. Trust action plan in place. Update on progress requested by Spring 2024.
Clinical Radiology	Churchill Hospital, Nuffield Orthopaedic Centre, John Radcliffe Hospital combined	3	17	New risk register item to be added for monitoring. Trust action plan in place. Update on progress will be reviewed at March 2024 Quality Committee.
Haematology	John Radcliffe Hospital	3	3	New risk register item to be added for monitoring. Trust action plan in place. Update on progress will be reviewed at March 2024 Quality Committee.
Core Anaesthetics	John Radcliffe Hospital	2	8	Outliers explored; small numbers, responses mostly positive or neutral. No

				further action.
Plastic Surgery	John Radcliffe Hospital	0	7	Outliers explored. Only regional teaching received negativity – satisfactory response received; no further action.

Royal Berkshire NHS Foundation Trust

Learning environment	Local Education Provider	Red - above outliers	Pink - overlapping outlier	Action taken
Programme Specialty				
Trauma & Orthopaedics	Royal Berkshire Hospital	6	3	New risk register item to be added for monitoring. Trust action plan in place. Update on progress will be reviewed at March 2024 Quality Committee.

General Practice

Learning environment	Local Education Provider	Red - above outliers	Pink - overlapping outlier	Action taken
Post Specialty				
General Practice	Burnham Health Centre	7	4	GP School undertook a supported review with trainers at the Practice to discuss issues and make recommendations. No further action.

3. Outliers by LEP and by indicator

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

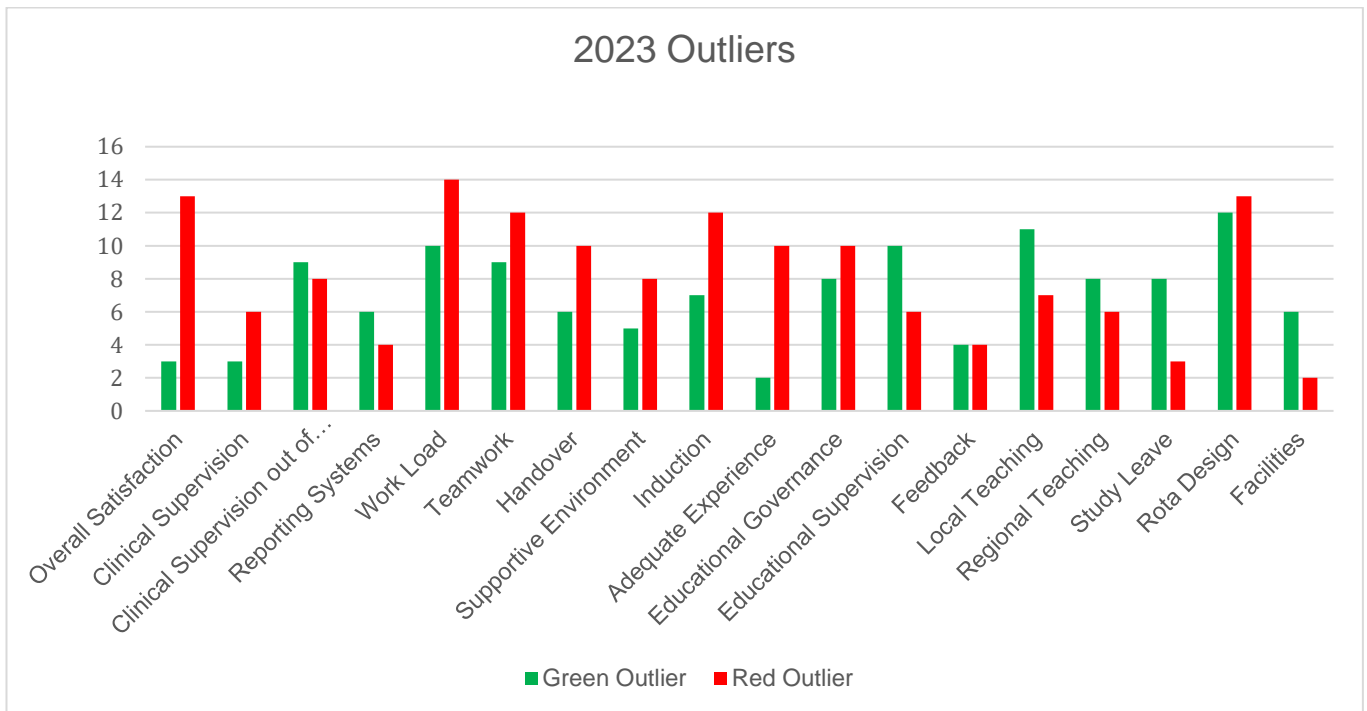
Local Education Providers	2023 Positive outliers	2023 Negative outliers	2022 Positive outliers	2022 Negative outliers
Berkshire Healthcare NHS Foundation Trust	7	0	5	0
Buckinghamshire Healthcare NHS Trust*	11	32	13	38
Central and North West London - Milton Keynes site	0	0	0	0
Frimley Health NHS Foundation Trust [Wexham Park]	9	25	2	22
Milton Keynes University Hospital NHS Foundation Trust	18	13	9	35
Oxford Health NHS Foundation Trust	6	17	19	0
Oxford University Hospitals NHS Foundation Trust	43	42	44	42
Royal Berkshire Healthcare NHS Foundation Trust	18	17	22	15
Grand Total	112	146	113	152

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

*Includes data at Trust level

See Section 2ii above for further details on actions taken on negative outliers.

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 [14], Rota Design [13], Overall Satisfaction [13], Teamwork [12] and Induction [12]. The highest number of positive outliers were against Rota Design [12], Local Teaching [11], and Educational Supervision [10] and Workload [10].

Section 2 - ‘You said, we did’ - outcomes and progress from the 2022 GMC National Training Survey and quality activities in 2022

4. Issues arising and actions taken from the 2022 NTS and from the principal educational governance activities in 2022

The Thames Valley Quality Team has a responsibility for ensuring that clinical learning environments meet quality standards for education and training set by NHS England and the GMC. This process is managed under the [Quality Strategy and 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 [Intensive Support Framework](#).

ISF Category 0 - No Concerns	The education and training delivered by the provider meets all the HEE standards.
ISF Category 1 - Minor Concerns	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.
ISF Category 2 - Significant Concerns	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.
ISF Category 3 - Major Concerns	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.
ISF Category 4 - Training Suspended	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 2022 to July 2023) 38 risks were managed on the risk register. Three of these were of a significant concern and were therefore reported to national and regional teams within NHSE-WTE and/or to the GMC. These were *Trauma & Orthopaedics at Buckinghamshire Healthcare NHS Trust, Ophthalmology at Oxford University Hospitals NHS Foundation Trust, and Paediatrics at Milton Keynes University Hospital NHS Foundation Trust*. As a result of actions taken to resolve concerns, 17 risks were closed. At the time of writing, 24 risks remained open on the Thames Valley risk register which include 11 new risks arising from the NTS 2023.

The list below comprises the main training issues that arose from the 2022 NTS or via other governance routes and the actions taken.

School of Histopathology

Learning environment	Source of concern	Summary of concern	Action taken/outcome
Histopathology – ST1 School	NTS and Head of school	<p>The ST1 school for histopathology was relocated from Wycombe Hospital due to the significant pressures the department was under from an increase in workload, a shortage of consultants and difficulties in recruiting. It was no longer able to sustain high quality training for the number of learners on placement.</p> <p>ST1 training was relocated to the John Radcliffe Hospital in August 2022.</p>	<p>The move has been highly successful. Additional funds were provided for equipment and resources and there has been an increase in formal teaching and supervision.</p> <p>A former Thames Valley trainee took up a Consultant post at OUH and was appointed as the ST1 training lead. The ST1 school now has a dedicated teaching lead, pastoral support and mentorship support, including a buddy system where junior trainees are paired with senior trainees.</p> <p>The training provision for ST1s has been highly commended by trainees.</p> <p>The Thames Valley Histopathology programme was ranked 3rd out of 15 nationally for overall satisfaction and received no negative outliers on the GMC survey 2023</p>

Buckinghamshire Healthcare NHS Trust

Learning environment	Source of concern	Summary of concern	Action taken/outcome
T&O - Foundation Training	NTS 2022 & direct feedback from foundation doctors in training in February 2023	Concerns regarding supervision and support for the medical needs of surgical patients, rota issues, lack of educational opportunities and teaching, and overrunning of the morning handover/trauma meeting delaying release of doctors in training.	<p>The Trust had a comprehensive action plan in place to address issues arising from the NTS 2022 feedback from foundation doctors. This included:</p> <ul style="list-style-type: none"> • A redesigned induction with new materials including a presentation and a handbook. • Trainee/trainer feedback meetings. • A newly appointed rota co-ordinator, rota redesign and rostering of self-development time. • Increased medical workforce at all levels. • Allocated consultant responsible for teaching programme, weekly protected teaching sessions. <p>Due to ongoing concerns chiefly regarding supervision and support for junior tier doctors in training in relation to the medical needs of surgical patients, a quality visit to the Trust was arranged in October 2023. The review found that considerable progress had been made to improve the learning environment for foundation and core trainees and there was an excellent learning environment for higher specialty doctors. Workforce numbers had increased, and there was good clinical exposure and access to theatres. Teaching and training had increased for junior tier doctors. A mandatory requirement was set relating to the provision of senior medical cover on the wards and this will continue to be monitored. To reflect the improvement to training, the risk was downgraded and removed from the significant concerns register.</p>
Histopathology	NTS 2021/ NTS 2022/ Head of School	Multiple red outliers in NTS 2022 and ongoing concerns regarding workload and supervision for the training that remained at Wycombe Hospital (following the move of the ST1 School).	<p>Since the relocation of the ST1 School, training in Histopathology has improved. There has been good educational engagement, new educational leadership and two newly appointed locums who are involved in training.</p> <p>There is an improved ratio of consultants to trainees which has increased supervision and teaching opportunities.</p> <p>Trainees have reported much improvement.</p> <p>The risk was closed but the Head of School will continue to monitor progress and seek trainee feedback.</p>

Royal Berkshire NHS Foundation Trust

Learning environment	Source of concern	Summary of concern	Action taken/outcome
Haematology	NTS 2021 and 2022	<p>Multiple red outliers across the 2021 and 2022 survey. These included workload, supportive environment, handover, induction, feedback and local teaching</p> <p>Outside of the survey, concerns were also raised about the culture within the department.</p>	<p>First reported last year, the training issues in Haematology continued to improve following successful delivery of the Trust's action plan.</p> <p>Educational governance meetings continue to take place which were managing training issues. Feedback from these meetings included: improved staffing levels with foundation year 3 in post; improved culture, and no concerns relating to local teaching or handover.</p> <p>The NTS 2023 results were much improved with one green positive outlier for Educational Governance. Subsequently, the risk was closed.</p>

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"> • Departmental culture including behaviours, multidisciplinary team working/ learning and reporting of concerns. • support and supervision for learners to acquire essential skills. • intensity of workload and the impact of this on education and training and learner wellbeing. 	<p>First reported last year, the Trust continued to engage with improving the education and training experience for doctors since the original quality review in Autumn 2021.</p> <p>Extensive work was undertaken to improve the cultural issues, a comprehensive teaching programme was introduced, changes were made to handover, there was improved access to wellbeing support, and mechanisms in place for identifying and responding to training issues. The improvement work was led and supported by a dedicated consultant over a 2-year period.</p> <p>Recent feedback from DiT was overwhelmingly positive and the risk was closed in December 2023.</p>
Clinical Oncology Medical Oncology	NTS 2017 & subsequent NTS	Concerns focused around the heavy on-call rota arrangements impacting education and training.	In June 2023 a review confirmed there had been improvements made to education and training. Registrar-led palliative clinics had started; there was a consultant and registrar away day planned; and 3 TV trainees had been appointed as consultants. The risk was closed in August 2023 but a significant on-call element still exists and the Trust has been asked to continue to pursue ways to reduce this in order to sustain good quality training.
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.	Since reporting this last year, most cataract surgery is now being done in the independent sector but case numbers can be small due to the way lists are organised. Access to other surgical specialties are also being monitored by the Head of School for Ophthalmology and remains on the risk register.
Renal Medicine	School of Medicine, Nov 2020 & NTS	Trainees moved to resident on-call reducing daytime training opportunities.	Following a period of monitoring by Head of School, training has continued to be achieved despite a requirement to be resident at night. NTS 2023 results were much improved with a positive outlier for clinical supervision out of hours and a pink flag for feedback. The risk was closed.

Frimley Health NHS Foundation Trust

Learning environment	Source of concern	Summary of concern	Action taken/outcome
Anaesthetics	NTS 2022	Several negative outliers in the GMC survey these included teaching and supportive environment, which appeared to be the main problem area.	<p>The Trust identified an action plan to address concerns raised in NTS 2022. This included changes to the regional (involving the School of Anaesthetics) and local teaching provision.</p> <p>In May 2023 the Thames Valley quality team held a focus group with DiT to assess progress. Findings showed that education and training had improved with fewer occasions where DiT were moved from training lists and clinical supervision was good. However, there were concerns reported around incivility and the confidence to raise training concerns and mandatory requirements were made around these two issues.</p> <p>The risk continues to be monitored and will be formally reviewed again in Summer 2024.</p>

Milton Keynes University Hospitals NHS Foundation Trust

Learning environment	Source of concern	Summary of concern	Action taken/outcome
Paediatrics	NTS 2022	<p>Heavy workloads, staffing gaps and insufficient workforce numbers impacted capacity for training, chiefly access to teaching and learning opportunities.</p> <p>DiT unable to leave within rostered hours due to frequent overrunning of the morning handover.</p> <p>Rudeness and incivility.</p>	<p>A quality review was held at the Trust in January 2023 to assess progress made against the Trust's action plan in response to GMC survey results.</p> <p>Considerable progress had been made to improve the culture and this was reflected in the feedback from DiT. However, increasing workloads and staffing gaps were affecting education and training including access to teaching sessions. Handover was also regularly overrunning.</p> <p>On subsequent reviews during 2023, while improvements to training continued including a new monthly teaching programme, instances of incivility were still occurring and a reluctance to report these.</p> <p>To reflect the improvement to training, the risk was downgraded and removed from the significant concerns register. Issues pertaining to incivility and reporting mechanisms will continue to be monitored on the risk register.</p>

Section 3 - Trainer Survey 2023

Trainer Survey 2023

5. Response rates (trainer survey)

A total of 21,689 trainers in the UK completed the NTS giving a national response rate of 38% (2022 - 34%). The response rate in Thames Valley was 32%, an increase of 4% on last year.

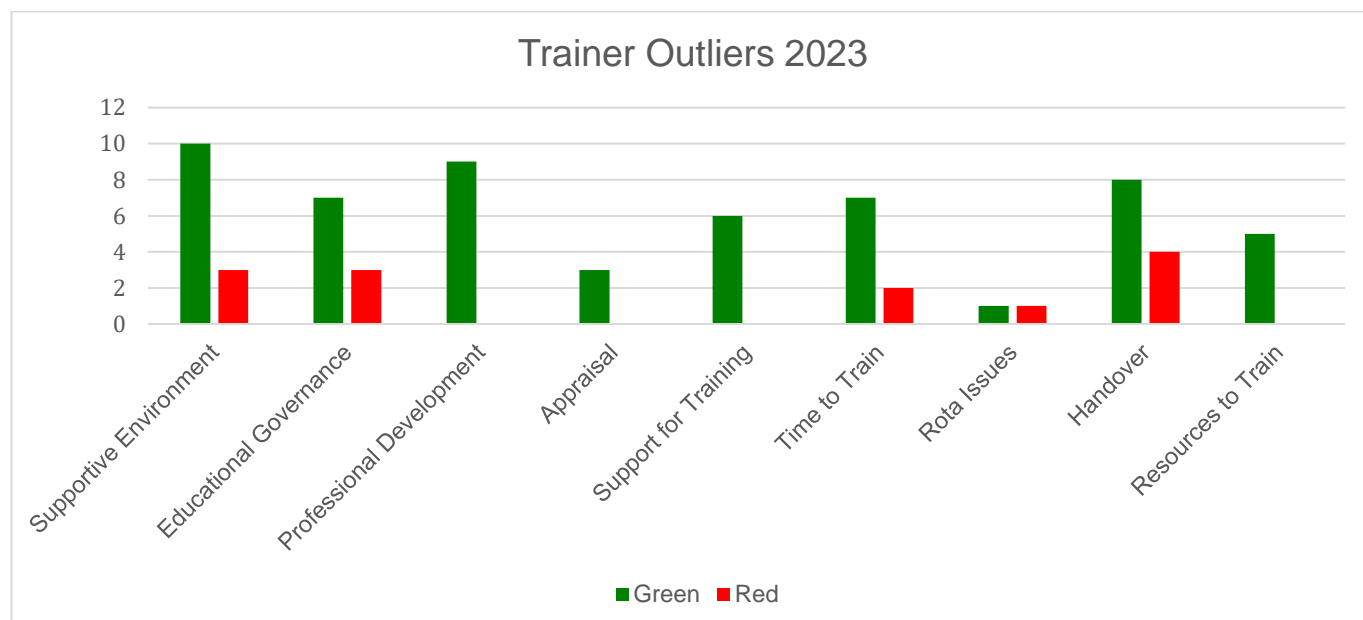
6. Outliers by LEP and by indicator at Trust level

i. Outliers by Local Education Provider

Local Education Providers	Positive Outliers	Negative Outliers
Berkshire Healthcare NHS Foundation Trust	2	-
Buckinghamshire Healthcare NHS Trust	12	2
Milton Keynes University Hospitals NHS Foundation Trust	8	1
Frimley Health NHS Foundation Trust	2	-
Oxford Health NHS Foundation Trust	-	-
Oxford University Hospitals NHS Foundation Trust	16	9
Royal Berkshire Healthcare NHS Foundation Trust	13	1

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 Supportive Environment [10], and Professional development [9]. The highest number of negative outliers was in Handover [4].

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

The indicators in the trainer survey for 2023 were changed.

2023	2022
Professional Development	Professional Development
Support for Training	Support & Appraisal
Appraisal	Overall Satisfaction
Supportive Environment	Supportive Environment
Educational Governance	Educational Governance
Resources to Train	Time & Training Resources
Time to Train	Handover & Rota Design
Handover	
Rota Issues	

The mean scores for Thames Valley were above the national mean in eight of the nine indicators, only Appraisal fell slightly below the national mean. Thames Valley also ranked well across 17 local offices and deaneries in most of the indicators: Professional development [6/17]; Supportive Environment [5/17]; Educational Governance [6/17]; Support for Training [5/17]; Time to Train [7/17]; Rota Issues [4/17]; Handover [2/17] and Resources to Train [7/17]. Appraisal was ranked lowest at 12 out of 17.

8. Analysis and comparison of both trainee and trainer surveys

Analysis and comparison of both the trainee and trainer survey is of little meaningful use due to variation in questions behind the indicators, changes to the indicators in the trainer survey and the lower response rate for trainers compared to trainees. Additionally, for 2023, overall satisfaction data by trainer specialty has not been made available, thus it has not been possible to compare both surveys using this indicator.

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Trainee Survey

Appendix 1 – Indicator summary

Appendix 2 – Overall Satisfaction by local office/Deanery

Appendix 3 – Overall Satisfaction by Thames Valley Local Education Providers

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

Trainer Survey

Appendix 5 – Indicator summary

Appendix 6 – Overall Satisfaction by Thames Valley Local Education Providers

Appendix 1

Indicator Summary (trainee survey)

The 18 indicators used in the 2023 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 Thames Valley. Thames Valley has an average score above the national mean in 6/18*. Rankings against Deaneries have deteriorated for 13 indicators, and improved for five.

Arrows denote comparison against 2022 score and ranking

Source: NTS Reporting Tool: Report by LETB/deanery

Indicator	2023 – Thames Valley Mean	2023 – National Mean	2023 – Thames Valley Ranking
Overall Satisfaction	77.12	78.19	↓12/18
Clinical Supervision	89.83*	89.37	↑7/18
Clinical Supervision Out of Hours	87.53*	86.83	↑7/18
Handover	68.11	68.36	↓12/18
Induction	78.77	80.66	↓15/18
Reporting Systems	73.47	73.49	↓8/18
Adequate Experience	76.30	78.00	↓15/18
Supportive Environment	74.66	75.27	↑10/18
Workload	46.33	48.15	↓15/18
Educational Supervision	83.83	85.07	↓16/18
Feedback	72.66	75.12	↓18/18
Local Teaching	70.64	70.76	↓11/18
Regional Teaching	66.47*	65.00	↑5/18
Study Leave	65.34*	64.36	↑6/18
Teamwork	75.10*	74.82	↓9/18
Educational Governance	70.29	71.94	↓14/18
Rota Design	57.65*	56.96	↓9/18
Facilities	62.76	62.76	↓10/18

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 Local Office/Deanery

LETB/deanery	2023		2022		2021	
	Mean	Ranking out of 18	Mean	Ranking out of 18	Mean	Ranking out of 18
Pharmaceutical Medicine Deanery	85.20	1	80.25	1	80.87	1
Defence Postgraduate Medical Deanery	80.77	2	79.34	4	79.51	7
Health Education South London	80.12	3	76.85	15	78.42	11
Health Education South West	79.27	4	79.39	3	80.41	2
Health Education North West London	79.24	5	77.88	7	78.51	10
Health Education North East	79.10	6	79.66	2	80.12	3
NHS Education for Scotland	78.61	7	77.44	10	78.39	12
Health Education North Central and East London	78.32	8	78.63	5	79.06	8
Health Education Wessex	78.15	9	77.65	9	79.71	6
Health Education North West	77.29	10	77.01	13	78.26	13
Health Education West Midlands	77.25	11	76.86	14	78.11	14
Health Education Thames Valley	77.12	12	77.39	11	80.04	4
Health Education and Improvement Wales	77.06	13	77.33	12	79.01	9
Health Education Yorkshire and the Humber	76.49	14	76.00	16	77.32	16
Health Education Kent, Surrey and Sussex	76.44	15	77.73	8	77.57	15
Northern Ireland Medical & Dental Training Agency	76.06	16	78.50	6	79.92	5
Health Education East Midlands	75.69	17	75.09	18	76.07	18
Health Education East of England	75.29	18	75.65	17	76.86	17

Source: NTS Reporting Tool: Report by LETB/deanery

Appendix 3

Overall Satisfaction by Thames Valley Local Education Providers

Local Education Provider	Overall Satisfaction Score 2023	National Score 2023
Berkshire Healthcare NHS Foundation Trust	88.57	79.82
Oxford Health NHS Foundation Trust	84.02	79.82
Central North West London NHS Foundation Trust	82.18	79.82
Oxford University Hospitals NHS Foundation Trust	76.50	79.82
Royal Berkshire NHS Foundation Trust	76.29	79.82
Frimley Health NHS Foundation Trust	74.75	79.82
Buckinghamshire Healthcare NHS Trust	72.37	79.82
Milton Keynes University Hospital NHS Foundation Trust	72.29	79.82

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 Local Office/Deanery

Programme	2023			2022	
	TV Overall Satisfaction Mean	National Overall Satisfaction Mean*	Ranking by Deanery	TV Overall Satisfaction Mean	Ranking by Deanery
Acute Care Common Stem ³	80.00	75.45	2/17	79.25	6/17
Acute Internal Medicine ⁴	72.86	79.91	12/17	70.00	12/16
Anaesthetics ⁴	79.20	79.91	15/17	79.27	14/16
Cardiology ⁴	72.35	79.91	9/17	79.17	3/16
Chemical Pathology		n = less than 3		90.00	4/12
Child & Adolescent Psychiatry ⁴	81.88	79.91	13/16	83.13	10/15
Clinical Neurophysiology		n = less than 3		96.67	1/5
Clinical Oncology ⁴	79.29	79.91	13/15	76.56	14/14
Clinical Radiology ⁴	80.54	79.91	12/17	79.23	13/16
Combined Infection Training	75.00	79.91	12/15	93.33	1/13
Core Anaesthetics ³	87.08	75.45	8/17	88.70	4/17
Core Psychiatry Training ³	84.67	75.45	1/17	86.75	1/17
Core Surgery Training ³	70.63	75.45	11/17	72.14	7/17
Dermatology ⁴	89.00	79.91	1/16	80.00	11/15
Emergency Medicine ⁴	74.67	79.91	10/17	70.56	16/17
Diabetes & Endocrinology ⁴	64.50	79.91	15/16	66.25	16/16
Foundation Year 1 ¹	69.28	70.17	11/17	66.81	16/16
Foundation Year 2 ²	70.15	75.00	17/17	71.42	16/16
Forensic Psychiatry ⁴	98.75	79.91	1/15	87.50	4/13
Gastroenterology ⁴	76.88	79.91	9/17	84.38	4/17
General Psychiatry ⁴	81.67	79.91	15/17	84.50	4/13
General Surgery ⁴	74.00	79.91	16/17	83.00	3/17
Geriatric Medicine ⁴	77.62	79.91	9/16	75.22	11/16
GPs in Secondary Care ⁶	73.31	73.70	11/17	74.81	6/16
GP Programme – in a GP Practice ⁵	83.84	85.18	14/17	83.40	13/17
Haematology ⁴	73.44	79.91	15/16	75.22	11/15
Histopathology ⁴	89.72	79.91	3/15	73.33	12/15
Immunology ⁴		n = less than 3		78.33	4/4
Infectious Diseases ⁴	88.75	79.91	2/16	92.50	1/9
Intensive Care Medicine ⁴	75.81	79.91	13/17	75.53	15/15
IMT Stage One	68.42	75.45	14/17	74.14	2/17
Medical Oncology ⁴	79.44	79.91	7/15	66.43	14/14
Neurology ⁴	79.64	79.91	6/16	71.43	10/15
Neurosurgery ⁴	74.29	79.91	12/15	87.50	3/14
O&G ⁴	77.77	79.91	2/16	77.13	3/16
Old Age Psychiatry ⁴	88.33	79.91	7/16	86.00	10/14

Programme	2023			2022	
	TV Overall Satisfaction Mean	National Overall Satisfaction Mean*	Ranking by Deanery	TV Overall Satisfaction Mean	Ranking by Deanery
Ophthalmology ⁴	75.00	79.91	13/17	83.26	6/15
Oral Maxillofacial ⁴	90.00	79.91	2/15	68.00	13/13
Otolaryngology ⁴	81.15	79.91	15/16	82.69	9/15
Paediatrics ⁴	76.06	79.91	15/16	77.63	13/16
Palliative Medicine ⁴	71.25	79.91	15/15	85.00	9/13
Plastic Surgery ⁴	77.92	79.91	11/16	85.38	4/14
Public Health Medicine ⁴	91.67	79.91	2/16	85.63	4/13
Rehabilitation Medicine ⁴	71.00	79.91	7/14	75.00	7/7
Renal Medicine ⁴	73.75	79.91	11/17	68.75	14/15
Respiratory Medicine ⁴	83.57	79.91	5/17	83.57	4/16
Rheumatology ⁴	80.77	79.91	12/16	77.31	8/16
Sport & Exercise Medicine ⁴	95.00	79.91	1/9	93.75	1/6
Trauma & Orthopaedic Surgery ⁴	76.92	79.91	15/16	76.67	15/17
Urology ⁴	78.57	79.91	10/16	81.00	8/15

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:

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

Appendix 5

Indicator summary (trainer survey)

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

1. Supportive environment
2. Educational Governance
3. Professional Development
4. Appraisal
5. Support for Training
6. Time to Train
7. Rota Issues
8. Handover
9. Resources to Train

Indicator	2023 Thames Valley Mean Score	2023 National Mean	2023 Thames Valley ranking
Supportive Environment	68.79	67.38	5/17
Educational Governance	63.79	63.33	6/17
Professional Development	72.80	71.13	6/17
Appraisal	46.74	50.14	12/17
Support for Training	71.51	69.94	5/17
Time to Train	57.47	56.52	7/17
Rota Issues	52.80	51.24	4/17
Handover	66.21	65.19	2/17
Resources to Train	67.75	67.17	7/17

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

Appendix 6

Overall Satisfaction (trainer survey)

i. Overall Satisfaction by Local Education Provider

Local Education Provider	Thames Valley 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

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