

NHS England – Workforce, Training & Education

Thames Valley region

2024 GMC National Training Surveys

Summary, findings, and analysis

Including outcomes and progress from the 2023 GMC National Training Survey and quality activities in 2023

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Section 1 - Trainee Survey 2024

1. Response rate (trainee survey)

A total of 52,206 trainees in the UK completed the NTS giving a national response rate of 76% (74% in 2023). The response rate in Thames Valley was 67%, an increase from last year - 63%.

2. Areas of good practice and areas of potential concern - 2024

i. Positive highlights [green outliers]

There were 100 dark green outliers across 49 programme specialties (compared to 112 green outliers in 57 programmes in 2023). 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 Specialty <i>(results for doctors in programme groups within a site)</i>	Local Education Provider	No. of above outliers	No. of overlapping outliers
Combined Infection Training	Oxford University Hospitals NHS Foundation Trust – John Radcliffe Hospital	6	1
GP Programme - Psychiatry	Berkshire Healthcare Foundation Trust - Prospect Park	5	2
Clinical Oncology	Royal Berkshire NHS Foundation Trust	5	2
Psychiatry F1	Oxford Health Foundation Trust - Warneford Hospital	4	2
GP Programme - Medicine	Frimley Health NHS Foundation Trust - Wexham Park Hospital	4	1
Trauma & Orthopaedic Surgery	Buckinghamshire Healthcare NHS Trust	4	0
Intensive Care Medicine	Milton Keynes University Hospital NHS Foundation Trust	4	0
Paediatrics and Child Health F2	Oxford University Hospitals NHS Foundation Trust – John Radcliffe Hospital	4	0
Psychiatry F1	Berkshire Healthcare NHS Foundation Trust-Prospect Park Hospital	4	0
Sport and Exercise Medicine	Oxford University Hospitals NHS Foundation Trust – Nuffield Orthopaedic Centre	3	2
Respiratory Medicine	Royal Berkshire NHS Foundation Trust	3	1
Emergency Medicine F2	Oxford University Hospitals NHS Foundation Trust – John Radcliffe Hospital	3	1
Cardiology	Royal Berkshire NHS Foundation Trust	3	0
Forensic Psychiatry	Oxford Health Foundation Trust - Littlemore Mental Health Centre	3	0

When looking at the data by post specialty, which gives results for all doctors within a specific post specialty, the highest number of positive outliers are given in the table below.

Post specialty <i>(results for all doctors in post specialties within a site e.g. higher, core, foundation, GP)</i>	Local Education Provider	No. of above outliers	No. of overlapping outliers
Palliative Medicine	Buckinghamshire Healthcare NHS Trust	10	1

Post specialty <i>(results for all doctors in post specialties within a site e.g. higher, core, foundation, GP)</i>	Local Education Provider	No. of above outliers	No. of overlapping outliers
Palliative Medicine	Frimley Health NHS Foundation Trust - Wexham Park Hospital	8	1
Sport and Exercise Medicine	Oxford University Hospitals NHS Foundation Trust – Nuffield Orthopaedic Centre	8	0
Cardiothoracic Surgery	Oxford University Hospitals NHS Foundation Trust – John Radcliffe Hospital	6	1
Emergency Medicine	Oxford University Hospitals NHS Foundation Trust – John Radcliffe Hospital	6	1
Clinical Oncology	Royal Berkshire NHS Foundation Trust	6	1
Neurosurgery	Oxford University Hospitals NHS Foundation Trust – John Radcliffe Hospital	6	0
Plastic Surgery	Buckinghamshire Healthcare NHS Trust	5	2
Forensic Psychiatry	Oxford Health Foundation Trust - Littlemore Mental Health Centre	4	0
General Psychiatry	Central and North West London – Campbell Centre	3	2
Respiratory Medicine	Royal Berkshire NHS Foundation Trust	3	1
Gastroenterology	Oxford University Hospitals NHS Foundation Trust – John Radcliffe Hospital	3	0
Cardiology	Oxford University Hospitals NHS Foundation Trust – John Radcliffe Hospital	3	0

When looking at the data across several years, the following programme specialties have received multiple years of positive outliers:

Programme Specialty <i>(results for doctors in programme groups within a site)</i>	Local Education Provider
ACCS	Milton Keynes University Hospital NHS Foundation Trust
Cardiology	Oxford University Hospitals NHS Foundation Trust
Cardiology	Royal Berkshire NHS Foundation Trust
Core Anaesthetics	Oxford University Hospitals NHS Foundation Trust - Horton Hospital
Core Psychiatry Training	Berkshire Healthcare NHS Foundation Trust - Prospect Park Hospital
F1 Psychiatry	Berkshire Healthcare NHS Foundation Trust - Prospect Park Hospital
F1 Psychiatry	Oxford Health Foundation Trust - Warneford Hospital
Forensic Psychiatry	Oxford Health Foundation Trust
Sport & Exercise Medicine	Oxford University Hospitals NHS Foundation Trust

ii. Areas of concern [red outliers]

There were 168 red outliers (146 in 2023) across 49 programme specialties and 311 pink overlapping outliers (277 in 2023). Learning environments with the highest number of negative outliers are given in the tables 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	Wycombe Hospital	16	0	Existing Risk Register item. Urgent Risk Review carried out July 2024. Mandatory requirements in place and regular monitoring. See Section 3 – ‘You said, we did’.
Paediatrics	Stoke Mandeville Hospital	5	2	New risk register item to be added for monitoring. Trust action plan in place. Update on progress will be reviewed at March 2025 Quality Committee.
Emergency Medicine	Stoke Mandeville Hospital	4	8	Existing risk register item. The Trust continues to address the training issues through its comprehensive action plan. Recruitment of new consultants this year is anticipated to support improvements and enhance training.
Emergency Medicine – Foundation Programme	Stoke Mandeville Hospital	3	2	
Respiratory Medicine	Trust wide	2	9	New risk register item to be added for monitoring. Trust action plan in place. Update on progress requested by Spring 2025.
Post Specialty				
Acute Internal Medicine	Stoke Mandeville Hospital	8	2	New risk register item to be added for monitoring. Trust action plan in place. Update on progress will be reviewed at March 2025 Quality Committee.

Learning environment	Site	Red - above outliers	Pink - overlapping outlier	Action taken
Medicine for Older People	Amersham Hospital	3	3	Existing risk register item. Trust action plan in place. Will be reviewed Spring 2025.
Medicine for Older People	Stoke Mandeville Hospital	4	3	

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				
Obstetrics and gynaecology	Wexham Park Hospital	5	2	New risk register item to be added for monitoring. Trust action plan in place. Update on progress will be reviewed at March 2025 Quality Committee.
Internal Medicine Training Stage One	Wexham Park Hospital	3	1	New risk register item to be added for monitoring. Trust action plan in place. Update on progress will be reviewed at March 2025 Quality Committee.
Paediatrics	Wexham Park Hospital	2	0	Trust explored results and action plan identified. No further action required.
Post Specialty				
Endocrinology and diabetes mellitus	Wexham Park Hospital	4	4	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 F2	Milton Keynes Hospital	10	3	Existing risk register item. Trust action plan in place. Monitoring will continue. Progress update due in Spring 2025.
GP Programme – Obstetrics and Gynaecology	Milton Keynes Hospital	4	5	Trust explored results and actions identified. No further action required.

Learning environment	Site	Red - above outliers	Pink - overlapping outlier	Action taken
General Surgery	Milton Keynes Hospital	1	3	New risk register item to be added for monitoring. Further issues raised through the School of Surgery and are under investigation.

Oxford Health NHS Foundation Trust

Learning environment	Site	Red - above outliers	Pink - overlapping outlier	Action taken
Programme Specialty				
There were no significant outliers for OHFT.				

Oxford University Hospitals NHS Foundation Trust

Learning environment	Site	Red - above outliers	Pink - overlapping outlier	Action taken
Programme Specialty				
GP Programme - Obstetrics and Gynaecology	John Radcliffe Hospital	7	6	Existing risk register item. Trust action plan in place and monitoring. Progress update due in Spring 2025.
Emergency Medicine/ACCS	Horton General Hospital	7	6	Outliers explored and Trust action plan in place. No further action. NTS 2025 will be reviewed for signs of improvement.
Clinical Oncology	Churchill Hospital	6	3	Previous long-standing risk register item. New risk register item to be added. Trust action plan in place. To be raised at senior leader meeting in Spring 2025.
Medical Oncology	Churchill Hospital	3	2	
Surgery F2	John Radcliffe Hospital	4	2	Trust explored outliers but unable to identify the source. Multiple surgical posts with Foundation doctors at time of survey. Further feedback will be sought from Foundation TPDs.
Medicine F1	Horton General Hospital	4	2	Outliers explored and actions identified. Staffing has improved and further feedback will be sought through the Foundation TPDs. No further action.
Neurology	John Radcliffe Hospital	6	4	Outliers explored and Trust action plan in place. Further assurances were sought regarding workspace and equipment and were

				addressed satisfactorily. No further action.
Rehabilitation Medicine	Nuffield Orthopaedic Centre	3	3	Outliers explored and Trust action plan in place. No further action.
Surgery F1	Churchill Hospital	3	0	Outliers explored and Trust action plan in place. No further action.
Ophthalmology	John Radcliffe Hospital	2	4	Outliers explored and actions identified. Existing risk register item. Monitoring continues for surgical exposure.
Endocrinology and diabetes mellitus	Churchill Hospital	2	3	New risk register item to be added for monitoring. Trust action plan in place. Update on progress requested by Spring 2025.
Post Specialty				
Acute Internal Medicine	Horton General Hospital	5	2	Trust explored results and actions identified. No further action required.
Paediatric Surgery	John Radcliffe Hospital	4	1	Trust exploring outliers. Raised in Foundation School meeting and will monitor feedback through Foundation TPDs. NB. Higher trainees from London Deanery.

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	2	8	Improvement on last year's NTS (9 red, 7 pink). 2024 outliers explored by the Trust. Trust continues to embed its action plan identified last year. See 'Section 3 – 'You said, we did'.
Post Specialty				
Gastroenterology	Royal Berkshire Hospital	6	4	New risk register item to be added for monitoring. Trust action plan in place. Update on progress will be reviewed at March 2025 Quality Committee.

3. Outliers by LEP and by indicator

i. Outliers by Local Education Provider (Programme Specialty)

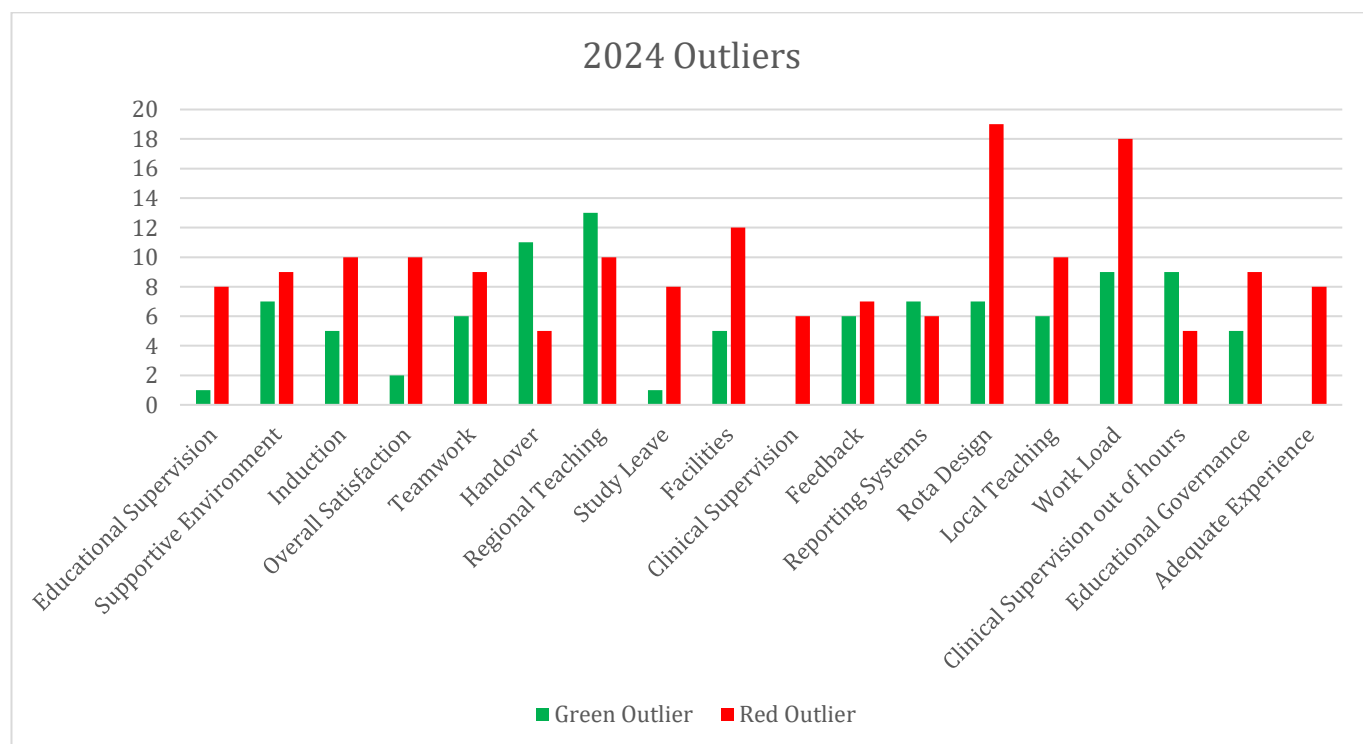
Local Education Providers	2024 Positive outliers	2024 Negative outliers	2023 Positive outliers	2023 Negative outliers
Berkshire Healthcare NHS Foundation Trust	12	1	7	0
Buckinghamshire Healthcare NHS Trust	12	47	11	32
Central and North West London - Milton Keynes site*	1	0	0	0
Frimley Health NHS Foundation Trust - Wexham Park*	10	15	9	25
Milton Keynes University Hospital NHS Foundation Trust	8	26	18	13
Oxford Health NHS Foundation Trust	8	1	6	17
Oxford University Hospitals NHS Foundation Trust	28	72	43	42
Royal Berkshire Healthcare NHS Foundation Trust	21	7	18	17
Grand Total	100	168	112	146

*data given for site shown and not whole Trust

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

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 Rota Design [19], Workload [18], and Facilities [12]. The highest number of positive outliers were against Regional Teaching [13], Handover [11], Workload [9] and Clinical Supervision out of hours [9].

Section 2 - Trainer Survey 2024

Trainer Survey 2024

4. Response rates (trainer survey)

A total of 22,245 trainers in the UK completed the NTS giving a national response rate of 38%, the same as last year. The response rate in Thames Valley was 31%, a 1% drop from last year.

5. Outliers by LEP and by indicator at Trust level

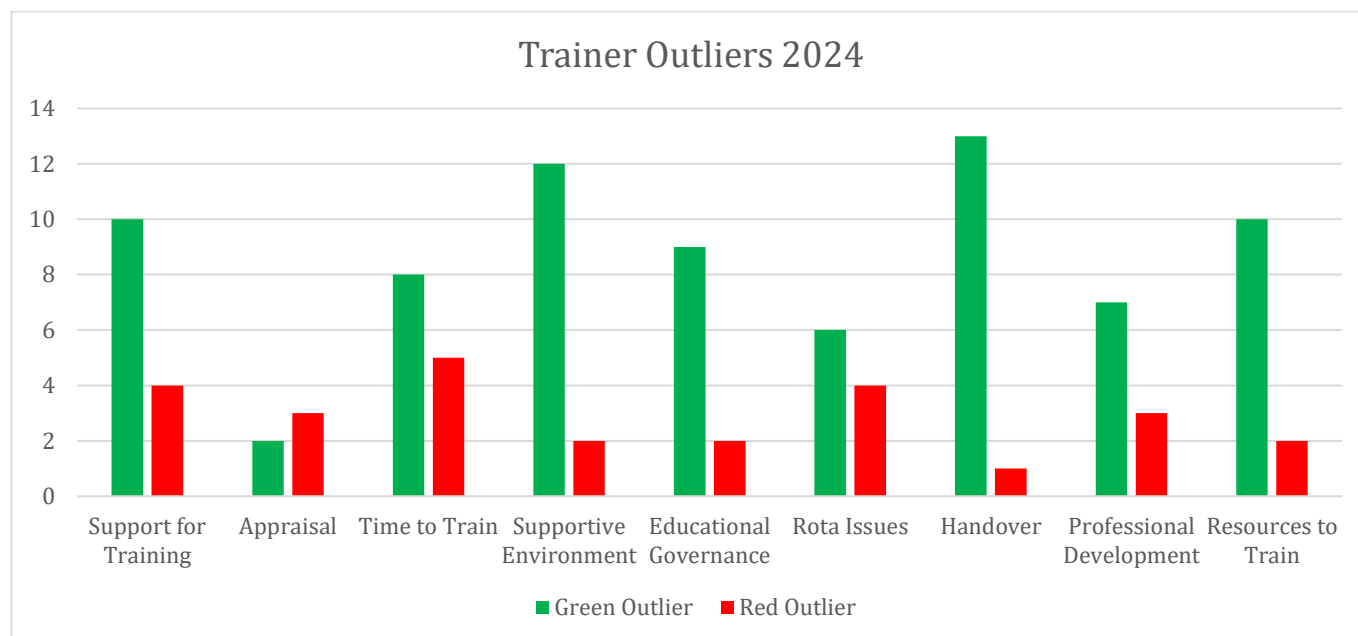
i. Outliers by Local Education Provider

Local Education Providers	Positive Outliers	Negative Outliers
Berkshire Healthcare NHS Foundation Trust	4	-
Buckinghamshire Healthcare NHS Trust	16	1
Milton Keynes University Hospitals NHS Foundation Trust	9	2
Frimley Health NHS Foundation Trust	5	10
Oxford Health NHS Foundation Trust	5	5
Oxford University Hospitals NHS Foundation Trust	28	7
Royal Berkshire Healthcare NHS Foundation Trust	8	-

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 Handover [13], and Supportive Environment [12]. The highest number of negative outliers was in Time to Train [5].

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

The indicators in the trainer survey remained unchanged for 2024. They were:

- Supportive Environment
- Educational Governance
- Professional Development
- Appraisal
- Support for Training
- Time to Train
- Rota Issues
- Handover
- Resources to Train

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 18 local offices and deaneries in most of the indicators: Supportive Environment and Support for Training both ranked first out of eighteen and Handover and Professional Development both ranked second out of eighteen. Other rankings were Time to Train – 3 out of 18, Resources to Train, Rota Issues and Educational Governance were all 4 out of 18. Appraisal was ranked lowest at 8 out of 18.

7. 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 indicators, questions set, and the lower response rate for trainers compared to trainees. Additionally, the overall satisfaction data by trainer specialty has not been made available, thus it has not been possible to compare both surveys using this indicator.

Section 3 - ‘You said, we did’ - outcomes and progress from the 2023 GMC National Training Survey and quality activities in 2023

8. Issues arising and actions taken from the 2023 NTS and from the principal educational governance activities in 2023

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.

The Education Quality Committee is a multi-professional committee and has oversight of all clinical learning environments across Thames Valley. The Committee reviews risk register items, updates and considers interventions. It also reviews NTS data, responses to outliers and progress updates and decides on actions to be taken.

Over the past year (August 2023 to July 2024) 35 risks were managed on the risk register. Four of these were of a significant concern and were therefore reported to national and regional teams within NHSE-WTE and to the GMC. These were:

- *Trauma & Orthopaedics at Buckinghamshire Healthcare NHS Trust* (closed from the significant concerns register in March 2024 but remains open on the Thames Valley risk register - see further detail below).
- *Ophthalmology at Oxford University Hospitals NHS Foundation Trust* (closed March 2024 from the significant concerns register but remains open on the Thames Valley risk register; this has subsequently been escalated to reflect ongoing concerns).
- *Paediatrics at Milton Keynes University Hospital NHS Foundation Trust* (closed January 2024 from the significant concerns register and closed from the Thames Valley risk register September 2024 – see further detail below)
- *Cardiology at Buckinghamshire Healthcare NHS Trust* (remains on significant concerns register – see further detail below).
- At the time of writing, *Histopathology at Royal Berkshire Hospital* has been added to the significant concerns register following concerns raised through the School of Histopathology.

As a result of actions taken to resolve concerns, 22 risks were closed. At the time of writing, 26 risks remained open on the Thames Valley risk register which include 12 new risks arising from the NTS 2024 and one new risk arising from the School of Histopathology quality review meeting.

The list below comprises the main training issues that arose from the 2023 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
Trauma & Orthopaedics - Foundation Training	NTS 2022 & direct feedback from foundation doctors in training in February 2023	<p>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 (DiT).</p> <p>A Trust action plan followed which included changes to the induction, rota development, increases in recruitment and improvements to the teaching programme. Subsequently, a quality visit to the Trust took place in October 2023 and found considerable improvements in most areas but there remained a lack of medical supervision on the wards.</p>	<p>This was reported on in last year's report. It remained on the risk register for monitoring the provision of senior medical cover on the wards. Assurances have been given that Orthopaedic and Orthogeriatric cover has been enhanced.</p> <p>The NTS 2024 results showed significant improvement for all grades and, for higher training, there were four positive outliers.</p>
Cardiology	NTS 2023 / School of Medicine	<p>Multiple red outliers in GMC survey including workload, clinical and educational supervision, practical experience and rota.</p> <p>There has since been multiple red outliers in the NTS 2024.</p>	<p>Trust implemented actions to address the 2023 NTS outliers but there was a subsequent escalation of concerns via the School of Medicine, in particular regarding supervision (with concerns for patient / trainee safety), incivility, lack of education and training, rota challenges and staffing levels.</p> <p>An Urgent Risk Review took place at the Trust in July 2024. A new education lead had been appointed and improvements to education and training had begun. Workforce numbers have since increased and Consultant appointments have been made. Immediate Mandatory Requirements for supervision and support were met by the Trust satisfactorily and there was positive feedback from DiT supporting this.</p> <p>Further mandatory requirements were set for increasing education and training time by improving the rota/staffing, raising concerns, incivility and handover and the Trust continues to implement its action plan to address these. The issues remain on the significant concerns risk register and focus groups with the new cohort of doctors in training have been arranged for February 2025.</p>

Frimley Health NHS Foundation Trust

Learning environment	Source of concern	Summary of concern	Action taken/outcome
Anaesthetics	NTS 2022	<p>Several negative outliers in the GMC survey included teaching and supportive environment, which appeared to be the main problem area.</p> <p>A Trust action plan followed which included changes to the regional (involving the School of Anaesthetics) and local teaching provision.</p> <p>Subsequently, a focus group with Doctors in Training (DiT) was held to assess progress. Findings showed that education and training had improved. 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>This was reported on in last year's report. It remained on the risk register for monitoring the outstanding issues of incivility and the confidence to raise training concerns.</p> <p>The risk was formally reviewed by the Quality Committee in Summer 2024. Significant progress had been made towards addressing the cultural issues with a trainee representative system and junior doctor forums. There was also considerable progress made to encourage DiT to raise concerns, offering numerous opportunities to do this and plans to continue seeking regular feedback. A new College Tutor was in post. The risk was closed in June 2024.</p>
General Surgery	NTS 2023	<p>Nine red outliers in the GMC survey 2023 including rota design (concerns that the rota did not optimise education and training), induction (concerns that DiT did not get all the information they needed), and adequate experience (some concerns that DiT will not acquire the competencies they needed).</p>	<p>Following an initial response from the Trust to the outliers, the Quality Committee reviewed a formal update at its meeting in March 2024. There was a detailed actions plan covering the main issues of teaching and attending theatre lists. There had also been a change in surgical tutor. The issue remained on the risk register for monitoring and the GMC NTS 2024 showed significant improvement. During the review of this risk at the annual School of Surgery quality review meeting in November 2024, there was agreement to close the risk.</p>

Oxford Health NHS Foundation Trust

Learning environment	Source of concern	Summary of concern	Action taken/outcome
General Psychiatry, Warneford Hospital	NTS 2023	Multiple red outliers in the GMC survey 2023 – supportive environment (some reports of rudeness and incivility) and workload were the main areas of concern.	<p>The Trust organised a stakeholder meeting between the Head of School, DME, TPDs and doctors in training. Exception reports were reviewed and the source of the workload issues were identified and adjustments made. Source of the incivility was also identified and addressed appropriately.</p> <p>The NTS 2024 was significantly improved and included two (green) positive outliers. The risk was reviewed in the annual School of Psychiatry quality review meeting in November 2024 where it was heard that recruitment had eased workload pressures. The risk was subsequently closed.</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>Overrunning of the morning handover and rudeness and incivility.</p> <p>The Trust responded with an action plan and a quality review took place at the Trust in January 2023.</p> <p>Subsequent reviews followed in 2023 & 2024, and 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>The risk was subsequently downgraded and removed from the significant concerns register. Issues pertaining to incivility and reporting mechanisms continued to be monitored on the local risk register.</p>	<p>This was reported on in last year's report. It remained on the risk register for monitoring issues pertaining to incivility and reporting mechanisms.</p> <p>Further feedback showed improvements to the culture with fewer incidents of incivility and more confidence that these could be reported and would be dealt with.</p> <p>Among actions taken to address the issues were:</p> <ul style="list-style-type: none"> • A focus on handover with greater effort to complete handover within schedule time. Regular auditing took place to monitor progress. • Formal teaching sessions were better protected with a focus on releasing doctors for sessions. • A change of clinical and educational leadership and a drive to change the culture to encourage reporting of concerns. <p>The risk was closed in September 2024.</p>

Oxford University Hospitals NHS Foundation Trust

Learning environment	Source of concern	Summary of concern	Action taken/outcome
Endocrinology and diabetes mellitus	NTS 2023	Several red outliers with rota design, clinical supervision, workload, supportive environment and access to teaching as the main areas of concern.	Trust explored the outliers and responded with a comprehensive action plan. This included: <ul style="list-style-type: none"> • Actions to reduce workload such as reducing clinic numbers and a service moving to Consultant delivery. • A review and monitoring of clinical supervision. • A review of the rota with registrars. • Further investigation into supportive environment concerns. • Re-arranging of clinics to allow better access to teaching. Positive feedback was reviewed and the risk was closed March 2024. <i>NB. A smaller number of outliers appeared in NTS 2024 and will be added to the risk register for monitoring.</i>
Haematology, John Radcliffe Hospital and Churchill Hospital	NTS 2022 and 2023	Several red outliers across both sites including rota design, study leave, induction, supportive environment (staff treated fairly).	Trust responded with a comprehensive action to plan to address the issues raised. A further survey was conducted with doctors in training to gain more in-depth feedback. Actions included: <ul style="list-style-type: none"> • Introduction of a training committee. • Rota re-design. • Defining of job roles. • Work to address the culture included an external facilitator to enhance professional behaviours and communication. • Induction was reviewed and monitored for improvement. • Additional staffing, including Consultant expansion which improved supervision and provision of education and training. The NTS 2024 showed significant improvement. Risk closed December 2024.

Royal Berkshire NHS Foundation Trust

Learning environment	Source of concern	Summary of concern	Action taken/outcome
Trauma & Orthopaedics	NTS 2023	Multiple red outliers in the GMC survey with most negativity against induction, local teaching, reporting systems, rota design, study leave, and supportive environment.	The Trust explored the outliers and responded with an action plan to address the issues raised. A comprehensive update on progress and supporting evidence was reviewed by the Quality Committee in March 2024. Local training forums had been set up and were enabling change. There had been further Consultant recruitment, improved consultant job plans to increase support and the rota was fully staffed. While improvements were still being made and embedded, the risk was closed due to the introduction of the training forums which would continue to respond to issues. The risk was closed in March 2024. There were fewer outliers in the NTS 2024 showing continued improvement.

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Appendix 4 – Overall Satisfaction by Programme Specialty (trainee survey)

Appendix 5 – Indicator summary (trainer survey)

Appendix 1

Indicator Summary (trainee survey)

The 18 indicators used in the 2024 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

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 4/18. Rankings against Deaneries have deteriorated for 13 indicators and improved for four.

Arrows denote comparison against 2023 score and ranking

Indicator	2024 – Thames Valley Mean	2024 – National Mean	2024 – Thames Valley Ranking
Overall Satisfaction	76.55	77.71	↓15/18
Clinical Supervision	89.63	89.13	↓8/18
Clinical Supervision Out of Hours	86.79	86.55	↓8/18
Handover	68.60	68.92	~12/18
Induction	79.76	81.02	↑14/18
Reporting Systems	73.23	72.68	↓9/18
Adequate Experience	76.20	77.55	↓16/18
Supportive Environment	73.84	74.69	↓13/18
Workload	46.91	48.82	↓14/16
Educational Supervision	85.44	86.30	↑15/18
Feedback	72.15	74.31	↑17/18
Local Teaching	70.61	71.27	↑9/18
Regional Teaching	66.34	65.92	↓6/18
Study Leave	71.07	71.34	↓13/18
Teamwork	74.20	74.62	↓11/18
Educational Governance	70.59	71.22	↓15/18
Rota Design	57.52	58.65	↓12/18
Facilities	62.46	63.90	↓15/18

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?

Overall Satisfaction by Local Office/Deanery

LETB/deanery	2024		2023		2022	
	Mean	Ranking out of 18	Mean	Ranking out of 18	Mean	Ranking out of 18
Defence Postgraduate Medical Deanery	80.36	1	80.77	2	79.34	4
Health Education North West London	79.92	2	79.24	5	77.88	7
Health Education South West	79.88	3	79.27	4	79.39	3
Health Education South London	79.57	4	80.12	3	76.85	15
NHS Education for Scotland	79.28	5	78.61	7	77.44	10
Health Education North East	78.96	6	79.10	6	79.66	2
Health Education Wessex	78.62	7	78.15	9	77.65	9
Health Education North Central and East London	78.32	8	78.32	8	78.63	5
Pharmaceutical Medicine Deanery	78.28	9	85.20	1	80.25	1
Health Education and Improvement Wales	78.20	10	77.06	13	77.33	12
Health Education Kent, Surrey and Sussex	77.59	11	76.44	15	77.73	8
Health Education North West	77.31	12	77.29	10	77.01	13
Health Education West Midlands	77.24	13	77.25	11	76.86	14
Health Education Yorkshire and the Humber	76.69	14	76.49	14	76.00	16
Health Education Thames Valley	76.55	15	77.12	12	77.39	11
Northern Ireland Medical & Dental Training Agency	76.27	16	76.06	16	78.50	6
Health Education East Midlands	74.93	17	75.69	17	75.09	18
Health Education East of England	74.83	18	75.29	18	75.65	17

Source: NTS Reporting Tool: Report by LETB/deanery

Appendix 3

Overall Satisfaction by Thames Valley Local Education Providers (trainee survey)

Local Education Provider	Overall Satisfaction Score 2024	National Score 2024
Berkshire Healthcare NHS Foundation Trust	83.68	77.71
Oxford Health NHS Foundation Trust	81.10	77.71
Central North West London NHS Foundation Trust*	79.72	77.71
Royal Berkshire NHS Foundation Trust	77.29	77.71
Oxford University Hospitals NHS Foundation Trust	76.63	77.71
Frimley Health NHS Foundation Trust*	76.47	77.71
Buckinghamshire Healthcare NHS Trust	71.81	77.71
Milton Keynes University Hospital NHS Foundation Trust	70.74	77.71

Source: NTS Reporting Tool: Report by Trust/Board

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

Appendix 4

Overall Satisfaction by Programme specialty (trainee survey)

The following specialties in Thames Valley were ranked within the top 3 for overall satisfaction when compared to the same specialties across the UK:

- Acute Internal Medicine
- Combined Infection Training
- Core Surgical Training
- Forensic Psychiatry (ranked in top four for past three years; prior to this, lower rankings)
- General Surgery
- Histopathology (ranked first in 2024 and third last year; prior to this, lower rankings)
- Renal Medicine (lower rankings prior to 2024)
- Sport & Exercise Medicine (ranked in top three for five years)

Programme	2024			2023	
	TV Overall Satisfaction Mean	National Overall Satisfaction Mean*	Ranking by Deanery	TV Overall Satisfaction Mean	Ranking by Deanery
Acute Care Common Stem ³	81.25	76.00	5/17	80.00	2/17
Acute Internal Medicine ⁴	82.08	80.25	3/17	72.86	12/17
Anaesthetics ⁴	79.08	80.25	16/17	79.20	15/17
Cardiology ⁴	73.21	80.25	10/17	72.35	9/17
Cardiothoracic Surgery ⁴	N = less than 3	80.25	n/a	N = less than 3	n/a
Chemical Pathology ⁴	81.67	80.25	6/14	N = less than 3	n/a
Child & Adolescent Psychiatry ⁴	81.88	80.25	11/16	81.88	13/16
Clinical Neurophysiology	N = less than 3	80.25	n/a	N = less than 3	n/a
Clinical Genetics	84.00	80.25	8/12	N = less than 3	n/a
Clinical Oncology ⁴	83.61	80.25	11/14	79.29	13/15
Clinical Radiology ⁴	78.78	80.25	14/17	80.54	12/17
Combined Infection Training	93.00	80.25	1/15	75.00	12/15
Core Anaesthetics ³	81.71	76.00	13/17	87.08	8/17
Core Psychiatry Training ³	79.47	76.00	12/17	84.67	1/17
Core Surgery Training ³	77.37	76.00	3/17	70.63	11/17
Dermatology ⁴	N = less than 3	80.25	n/a	89.00	1/16
Emergency Medicine ⁴	71.77	80.25	17/17	74.67	10/17
Diabetes & Endocrinology ⁴	74.62	80.25	11/16	64.50	15/16
Foundation Year 1 ¹	68.00	70.62	16/17	69.28	11/17
Foundation Year 2 ²	75.04	74.98	9/17	70.15	17/17
Forensic Psychiatry ⁴	92.00	80.25	3/14	98.75	1/15
Gastroenterology ⁴	79.64	80.25	6/17	76.88	9/17
General Psychiatry ⁴	88.61	80.25	4/17	81.67	15/17
General Surgery ⁴	82.93	80.25	2/17	74.00	16/17
Geriatric Medicine ⁴	67.69	80.25	16/16	77.62	9/16
GPs in Secondary Care ⁶	69.19	73.85	17/17	73.31	11/17

Programme	2024			2023	
	TV Overall Satisfaction Mean	National Overall Satisfaction Mean*	Ranking by Deanery	TV Overall Satisfaction Mean	Ranking by Deanery
GP Programme – in a GP Practice ⁵	83.61	84.86	13/17	83.84	14/17
Haematology ⁴	75.53	80.25	8/16	73.44	15/16
Histopathology ⁴	91.76	80.25	1/15	89.72	3/15
Immunology ⁴	N = less than 3	80.25	n/a	N = less than 3	n/a
Infectious Diseases ⁴	76.67	80.25	10/16	88.75	2/16
Intensive Care Medicine ⁴	77.14	80.25	14/17	75.81	13/17
IMT Stage One ³	68.44	76.00	13/17	68.42	14/17
Medical Oncology ⁴	73.33	80.25	12/15	79.44	7/15
Neurology ⁴	77.00	80.25	7/15	79.64	6/16
Neurosurgery ⁴	81.25	80.25	8/14	74.29	12/15
O&G ⁴	73.17	80.25	12/17	77.77	2/16
Old Age Psychiatry ⁴	89.00	80.25	5/16	88.33	7/16
Ophthalmology ⁴	84.35	80.25	8/17	75.00	13/17
Oral Maxillofacial ⁴	86.88	80.25	5/13	90.00	2/15
Otolaryngology ⁴	86.00	80.25	7/15	81.15	15/16
Paediatrics ⁴	75.24	80.25	16/16	76.06	15/16
Palliative Medicine ⁴	N = less than 3	80.25	n/a	71.25	15/15
Plastic Surgery ⁴	80.91	80.25	8/14	77.92	11/16
Public Health Medicine ⁴	83.67	80.25	10/15	91.67	2/16
Rehabilitation Medicine ⁴	70.00	80.25	8/13	71.00	7/14
Renal Medicine ⁴	85.00	80.25	3/15	73.75	11/17
Respiratory Medicine ⁴	73.82	80.25	9/16	83.57	5/17
Rheumatology ⁴	75.50	80.25	15/16	80.77	12/16
Sport & Exercise Medicine ⁴	90.00	80.25	3/7	95.00	1/9
Trauma & Orthopaedic Surgery ⁴	80.33	80.25	14/17	76.92	15/16
Urology ⁴	70.00	80.25	15/16	78.57	10/16
Vascular Surgery	81.67	80.25	6/15	N = less than 3	n/a

Source: NTS Reporting Tool: Report by Programme type 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

*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:

- Supportive environment
- Educational Governance
- Professional Development
- Appraisal
- Support for Training
- Time to Train
- Rota Issues
- Handover
- Resources to Train

Indicator	2024 Thames Valley Mean Score	2024 National Mean	2024 Thames Valley ranking
Supportive Environment	70.46	67.97	1/18
Educational Governance	64.62	63.16	4/18
Professional Development	74.80	71.31	2/18
Appraisal	52.03	52.73	9/18
Support for Training	73.53	70.03	1/18
Time to Train	59.94	57.43	3/18
Rota Issues	54.21	51.83	4/18
Handover	67.36	65.21	2/18
Resources to Train	68.90	67.67	4/18

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