

NHS England – Workforce, Training & Education

Thames Valley region

2025 GMC National Training Surveys

Summary, findings, and analysis

Including 'You said, we did' - outcomes and progress from previous GMC National Training Surveys and other quality activities

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January 2026

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Section 1 - Trainee Survey 2025

1. Response rate (trainee survey)

A total of 50,637 resident doctors in training in the UK completed the National Training Survey (NTS) giving a national response rate of 69% (76% in 2024). The response rate in Thames Valley was 59%, a decline on last year (67%).

2. Areas of good practice

i. Positive highlights [green outliers]

There were 80 positive dark green outliers across 33 programme specialties (compared to 100 green positive outliers in 49 programmes in 2024). 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 trainees in a specific programme group)</i> | Local Education Provider | No. of above outliers | No. of overlapping outliers |
|------------------------------------------------------------------------------------|----------------------------------------------------------------------------|-----------------------|-----------------------------|
| Psychiatry F2 | Oxford Health Foundation Trust - Warneford Hospital | 7 | 2 |
| ACCS | Royal Berkshire NHS Foundation Trust | 5 | 0 |
| Cardiology | Oxford University Hospitals NHS Foundation Trust – John Radcliffe Hospital | 5 | 1 |
| ENT | Royal Berkshire NHS Foundation Trust | 4 | 1 |
| Ophthalmology | Buckinghamshire Healthcare NHS Trust | 4 | 0 |
| Trauma and Orthopaedics | Oxford University Hospitals NHS Foundation Trust – John Radcliffe Hospital | 3 | 0 |
| Gastroenterology | Royal Berkshire NHS Foundation Trust | 3 | 0 |
| Geriatric Medicine | Royal Berkshire NHS Foundation Trust | 3 | 2 |
| Psychiatry - GP | Berkshire Healthcare NHS Foundation Trust – Trust wide | 3 | 2 |

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. **ENT at Milton Keynes University Hospital** had the highest percentage of green outliers across the TV region (60%).

| Post Specialty <i>(results for all trainees in a specific specialty post e.g. higher, core, foundation, GP)</i> | Local Education Provider | No. of above outliers | No. of overlapping outliers |
|-----------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|-----------------------|-----------------------------|
| ENT | Milton Keynes University Hospital NHS Foundation Trust | 9 | 0 |
| Old Age Psychiatry | Berkshire Healthcare NHS Foundation Trust – Trust wide | 6 | 2 |
| Intensive Care Medicine | Milton Keynes University Hospital NHS Foundation Trust | 5 | 1 |
| Sport & Exercise Medicine | Oxford University Hospitals NHS Foundation Trust – Nuffield Orthopaedic Centre | 5 | 1 |
| Geriatric Medicine | Milton Keynes University Hospital NHS Foundation Trust | 4 | 0 |
| Renal Medicine | Oxford University Hospitals NHS Foundation Trust – Churchill Hospital | 4 | 0 |

| Post Specialty <i>(results for all trainees in a specific specialty post e.g. higher, core, foundation, GP)</i> | Local Education Provider | No. of above outliers | No. of overlapping outliers |
|-----------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|-----------------------|-----------------------------|
| Dermatology | Royal Berkshire NHS Foundation Trust | 4 | 0 |
| Plastic Surgery | Frimley Health NHS Foundation Trust - Wexham Park Hospital | 3 | 0 |
| Vascular Surgery | 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 trainees in a specific programme group)</i> | Local Education Provider |
|---------------------------------------------------------------------------------|--------------------------------------------------|
| Cardiology | Oxford University Hospitals NHS Foundation Trust |
| Ophthalmology | Buckinghamshire Healthcare NHS Trust |
| Forensic Psychiatry | Oxford Health Foundation Trust |
| Sport & Exercise Medicine | Oxford University Hospitals NHS Foundation Trust |

The following programme specialties have received multi-year positive outliers for specific indicators:

| Programme Specialty <i>(results for trainees in a specific programme group)</i> | Indicator / no. of consecutive years with positive outliers | Local Education Provider |
|---------------------------------------------------------------------------------|-------------------------------------------------------------|--------------------------------------------------|
| Sport & Exercise Medicine | Workload (6 years) Local Teaching (7 years) | Oxford University Hospitals NHS Foundation Trust |
| Cardiology | Teamwork (3 years) | Royal Berkshire NHS Foundation Trust |
| Core Psychiatry | Facilities (3 years) | Berkshire Health NHS Foundation Trust |
| Forensic Psychiatry | Local Teaching (3 years) | Oxford Health Foundation Trust |

ii. Overall satisfaction ranking by Programme specialty by Deanery

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

| Programme | Ranking by deanery |
|------------------------------------------------|--------------------|
| Forensic Psychiatry (highly ranked since 2022) | 1/11 |
| General Psychiatry | 1/16 |
| Acute Care Common Stem | 2/17 |
| Vascular surgery | 2/14 |
| OMFS | 3/13 |
| Sport & Exercise Medicine | 2/3 |

iii. Overall satisfaction ranking by Programme specialty by Trust

The following programmes and Trust sites were ranked within the top 3 for overall satisfaction when compared to the same programmes at other training sites across the UK:

| Programme | Local Education Provider | Ranking by training site |
|---------------------|--------------------------------------------------------------------------------|--------------------------|
| ENT | Royal Berkshire NHS Foundation Trust – Royal Berkshire Hospital | 1/28 |
| Forensic Psychiatry | Oxford Health Foundation Trust – Littlemore Mental Health Centre | 2/13 |
| Psychiatry F2 | Oxford Health Foundation Trust – Warneford Hospital | 2/32 |
| Geriatric Medicine | Royal Berkshire NHS Foundation Trust – Royal Berkshire Hospital | 2/69 |
| Vascular Surgery | Oxford University Hospitals NHS Foundation Trust – John Radcliffe Hospital | 3/21 |
| Rheumatology | Oxford University Hospitals NHS Foundation Trust - Nuffield Orthopaedic Centre | 3/13 |

iv. Notable areas of improvements

The following learning environments have shown improvements in the NTS 2025 results:

- **Paediatrics, Buckinghamshire Healthcare** – Following three years of multiple red outliers and pink flags, all indicators in 2025 were within the Inter Quartile Range. See Section 3 ‘You Said, we did’ on page 17.
- **Foundation training in Surgery (Year 2), Milton Keynes Hospital** - Following two years of multiple red outliers and pink flags, all indicators in 2025 were within the Inter Quartile Range. See Section 3 ‘You Said, we did’ on page 17.
- **Gastroenterology, Royal Berkshire Hospital** - Following multiple red outliers and pink flags in 2024, Gastroenterology higher training received three green positive outliers in 2025. See Section 3 ‘You Said, we did’ on page 17.
- **Anaesthetics, Wexham Park Hospital, Frimley Health Foundation Trust** – Following three years of multiple red outliers and pink flags, all indicators in 2025 were within the Inter Quartile Range. This was reported in last year’s ‘You Said, We Did’ report.

3. Areas of potential concern

There were 172 red outliers (168 in 2024) across 41 programme specialties and 392 pink overlapping outliers (311 in 2024). 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 | | | | |
| Rehabilitation Medicine | Trust wide | 6 | 9 | New risk register item added for monitoring. Trust action plan in place. Update on progress will be reviewed at March 2026 Education Quality Committee. |
| Histopathology | Trust wide | 5 | 4 | New risk register item added for monitoring. Trust action plan in place. Update on progress will be reviewed at March 2026 Education Quality Committee. |
| Plastic Surgery | Trust wide | 3 | 6 | New risk register item added for monitoring. Trust action plan in place. Progress update due in Spring 2026. |
| Cardiology | Trust wide | 2 | 13 | Existing Risk Register item which has been downgraded following improvement. Urgent Risk Review carried out July 2024. School of Medicine monitoring. See Section 3 – ‘You said, we did’. |
| Emergency Medicine – Foundation Programme | Trust wide | 2 | 8 | New risk register item added for monitoring. Trust action plan in place. Progress update due in Spring 2026. |
| Emergency Medicine | Trust wide | 2 | 6 | Existing risk register item. The Trust continues to address the training issues and recruitment of new consultants (including former resident doctors from the region) continues to support improvements and enhance training. Feedback is |

| Learning environment | Site | Red - above outliers | Pink - overlapping outlier | Action taken |
|-----------------------|------------|----------------------|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | | | more positive but the post continues to receive flags in the NTS. The School will seek further resident doctor feedback. |
| Post Specialty | | | | |
| Haematology | Trust wide | 5 | 9 | New risk register item added for monitoring. Trust action plan in place. Update on progress will be reviewed at March 2026 Education Quality Committee. |

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 | | | | |
| Acute Internal Medicine | Wexham Park Hospital | 6 | 6 | Added to existing risk register item for Internal Medicine Training for monitoring. Trust action plan in place. Update on progress will be reviewed at April 2026 Education Quality Committee. |
| Surgery F2 | Wexham Park Hospital | 4 | 9 | Trust explored outliers and action plan identified. Monitoring will continue locally. No further action required |
| Medicine F2 | Wexham Park Hospital | 3 | 3 | New risk register item added for monitoring. Trust action plan in place. Update on progress will be reviewed at April 2026 Education Quality Committee. |
| Emergency Medicine | Wexham Park Hospital | 2 | 4 | On analysis, outliers were triggered by neutral answers. However, the Trust were asked to respond to a workload outlier for Foundation Year 2 and the Trust has identified actions to address this. |

| Post Specialty | | | | |
|-----------------------|----------------------|---|---|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| General Surgery | Wexham Park Hospital | 7 | 1 | Trust explored outliers and action plan identified. Monitoring will continue locally. No further action required |
| Geriatric Medicine | Wexham Park Hospital | 6 | 2 | New risk register item added for monitoring. Trust action plan in place. Progress update due in Spring 2026. |
| Gastroenterology | Wexham Park Hospital | 3 | 3 | New risk register item added for monitoring. Trust action plan in place. Update on progress will be reviewed at April 2026 Education Quality Committee. |

Milton Keynes University NHS Foundation Trust

| Learning environment | Site | Red - above outliers | Pink - overlapping outlier | Action taken |
|----------------------------|------------------------|----------------------|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Programme Specialty | | | | |
| Urology | Milton Keynes Hospital | 11 | 5 | New risk register item added as a significant concern for monitoring. Trust action plan in place. Update on progress will be reviewed at June 2026 Education Quality Committee. |
| Emergency Medicine F2 | Milton Keynes Hospital | 5 | 2 | New risk register item added as a significant concern for monitoring. The School of Emergency Medicine is supporting the department to address the concerns. Further feedback due January 2026. |
| Emergency Medicine | Milton Keynes Hospital | 3 | 10 | |
| General Surgery | Milton Keynes Hospital | 2 | 6 | Outliers first appeared in NTS 2024. This continues to be monitored on the risk register with a follow-up event planned. See Section 3 – ‘You said, we did’. |
| Paediatrics | Milton Keynes Hospital | 7 | 1 | New risk register item added for monitoring. Further intelligence from the School of Paediatrics was shared with the Trust to assist with addressing the concerns. |
| Post Specialty | | | | |
| Respiratory Medicine | Milton Keynes Hospital | 3 | 8 | Outliers explored by Trust. No further concerns have been raised. No further action. |

Oxford Health NHS Foundation Trust

| Learning environment | Site | Red - above outliers | Pink - overlapping outlier | Action taken |
|----------------------------|---------------------------------|----------------------|----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Programme Specialty | | | | |
| General Psychiatry | Warneford Hospital | 1 | 4 | The Trust responded to an outlier for study leave. The Trust reimburses at the point of payment and an RD-led project is looking at how the Trust induction covers study leave. No further action. |
| Post Specialty | | | | |
| General Psychiatry | Littlemore Mental Health Centre | 0 | 5 | The Trust responded to a pink flag for supportive environment and this was fully investigated and no further concerns were raised. No further action. |

Oxford University Hospitals NHS Foundation Trust

| Learning environment | Site | Red - above outliers | Pink - overlapping outlier | Action taken |
|----------------------------|-----------------------------|----------------------|----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Programme Specialty | | | | |
| Surgery F2 (T&O) | Nuffield Orthopaedic Centre | 6 | 3 | Trust explored outliers and action plan identified. Monitoring will continue locally via the FTPD. No further action required. |
| Clinical Oncology | Churchill Hospital | 6 | 4 | This is a previous long-standing risk register item but was closed in 2023. It was reinstated on the risk register last year following further outliers in NTS 2024. The department has made considerable progress to improve the training experience but demands of the multiple rotas continue to be reported as impacting training. This aspect is being explored further with educators and resident doctors in the April 2026 Education Quality Committee. |
| Medical Oncology | Churchill Hospital | 1 | 3 | |
| Acute Care Common Stem | Horton General Hospital | 4 | 4 | Trust explored outliers and action plan identified. Monitoring will continue locally. No further action required. |
| Plastic Surgery | John Radcliffe Hospital | 3 | 6 | New risk register item added for monitoring. Trust action plan in place. Progress update due in Spring 2026. |
| Ophthalmology | John Radcliffe Hospital | 1 | 8 | Concerns were chiefly around cataract surgery which has significantly improved and the |

| | | | | |
|---------------------------------------|-------------------------|---|---|------------------------------------------------------------------------------------------------------------------------|
| | | | | risk has been closed. See Section 3 – ‘You said, we did’. |
| Post Specialty | | | | |
| Paediatrics | Horton General Hospital | 2 | 5 | Outliers explored by Trust and appropriately responded to. No further action. |
| Orthogeriatrics (Foundation training) | Horton General Hospital | 1 | 5 | Trust explored outliers and action plan identified. Monitoring will continue via the FTPD. No further action required. |

Royal Berkshire NHS Foundation Trust

| Learning environment | Local Education Provider | Red - above outliers | Pink - overlapping outlier | Action taken |
|-------------------------------------------|--------------------------|----------------------|----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Programme Specialty | | | | |
| Surgery F2 | Royal Berkshire Hospital | 8 | 2 | New risk register item added as a significant concern for monitoring. Trust action plan in place. Update on progress will be reviewed at March 2026 Education Quality Committee. |
| General Surgery | Royal Berkshire Hospital | 7 | 5 | |
| GP Programme - Obstetrics and Gynaecology | Royal Berkshire Hospital | 3 | 7 | Trust explored outliers and action plan identified. No further action required |
| Histopathology | Royal Berkshire Hospital | 3 | 4 | Existing risk register item. Follow-up review planned. See Section 3 – ‘You said, we did’. |
| Anaesthetics | Royal Berkshire Hospital | 2 | 3 | Trust explored outliers and action plan identified. No further action required |
| Cardiology | Royal Berkshire Hospital | 2 | 8 | Trust explored outliers and action plan identified. No further action required |
| Emergency Medicine | Royal Berkshire Hospital | 2 | 6 | New risk register item added for monitoring. Trust action plan in place. Update on progress will be reviewed at March 2026 Education Quality Committee. |
| Post Specialty | | | | |
| Urology | Royal Berkshire Hospital | 2 | 6 | New risk register item added for monitoring. Trust action plan in place. Update on progress will be reviewed at March 2026 Education Quality Committee. |

i. Outliers by Local Education Provider (Programme Specialty)

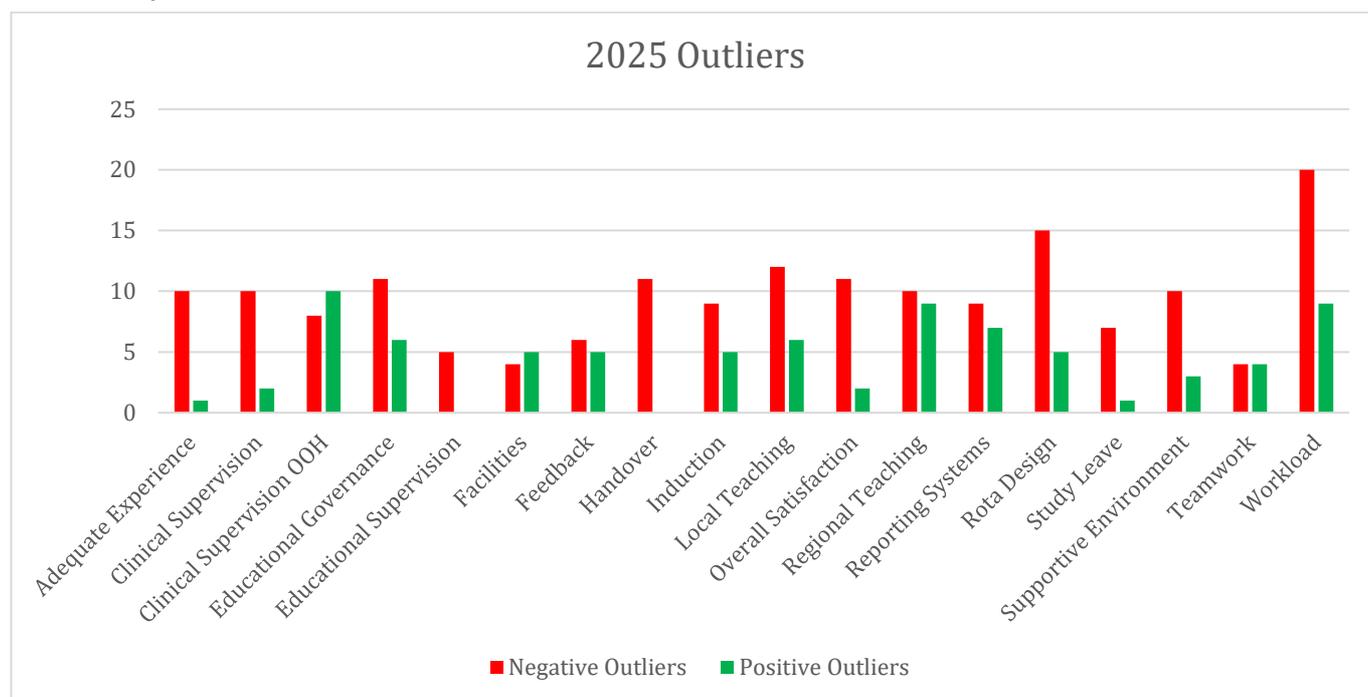
| Local Education Providers | 2025 Positive outliers | 2025 Negative outliers | 2024 Positive outliers | 2024 Negative outliers |
|--------------------------------------------------------|------------------------|------------------------|------------------------|------------------------|
| Berkshire Healthcare NHS Foundation Trust | 2 | 0 | 12 | 1 |
| Buckinghamshire Healthcare NHS Trust | 10 | 23 | 12 | 47 |
| Central and North West London - Milton Keynes site* | 0 | 1 | 1 | 0 |
| Frimley Health NHS Foundation Trust - Wexham Park* | 3 | 22 | 10 | 15 |
| Milton Keynes University Hospital NHS Foundation Trust | 2 | 33 | 8 | 26 |
| Oxford Health NHS Foundation Trust | 11 | 4 | 8 | 1 |
| Oxford University Hospitals NHS Foundation Trust | 32 | 53 | 28 | 72 |
| Royal Berkshire Healthcare NHS Foundation Trust | 19 | 34 | 21 | 7 |
| Grand Total | 79 | 170 | 100 | 168 |

*Data given for site shown and not whole Trust

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

See tables 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 [20], Rota Design [15] and Local Teaching [12]. The highest number of positive outliers were against Clinical Supervision OOH [10], Regional Teaching [9] and Workload [9].

iii. Lower performing rankings

The following programme specialties and Trust sites were ranked lowest when compared to training sites of the same specialty posts across the UK:

- Overall satisfaction for **Clinical Oncology** at Oxford University Hospitals Foundation Trust was ranked bottom (36/36). *Currently on the TV risk register – see page 10.*
- **Ophthalmology** at Oxford University Hospitals Foundation Trust was ranked bottom for adequate experience (67/67). *Closed on the TV risk register December 2025 – see page 22.*
- **Urology** at Milton Keynes Hospital was ranked bottom in 11 out of 18 indicators including in overall satisfaction. *Currently on the TV risk register – see page 9.*

Section 2 - Trainer Survey 2025

Trainer Survey 2025

4. Response rates (trainer survey)

A total of 21,289 trainers in the UK completed the NTS giving a national response rate of 33%. This compares to 38% last year. The response rate in Thames Valley was 26%; a drop from last year of 5 percentage points.

5. Outlier analysis

i. Outliers by Local Education Provider

| Local Education Providers | Positive outliers | Negative outliers |
|--------------------------------------------------------|-------------------|-------------------|
| Berkshire Healthcare NHS Foundation Trust | 4 | 0 |
| Buckinghamshire Healthcare NHS Trust | 5 | 1 |
| Milton Keynes University Hospital NHS Foundation Trust | 15 | 8 |
| Frimley Health NHS Foundation Trust | 12 | 13 |
| Oxford Health NHS Foundation Trust | 5 | 0 |
| Oxford University Hospitals NHS Foundation Trust | 15 | 7 |
| Royal Berkshire Healthcare NHS Foundation Trust | 9 | 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 Trainer Specialty in the Thames Valley Deanery

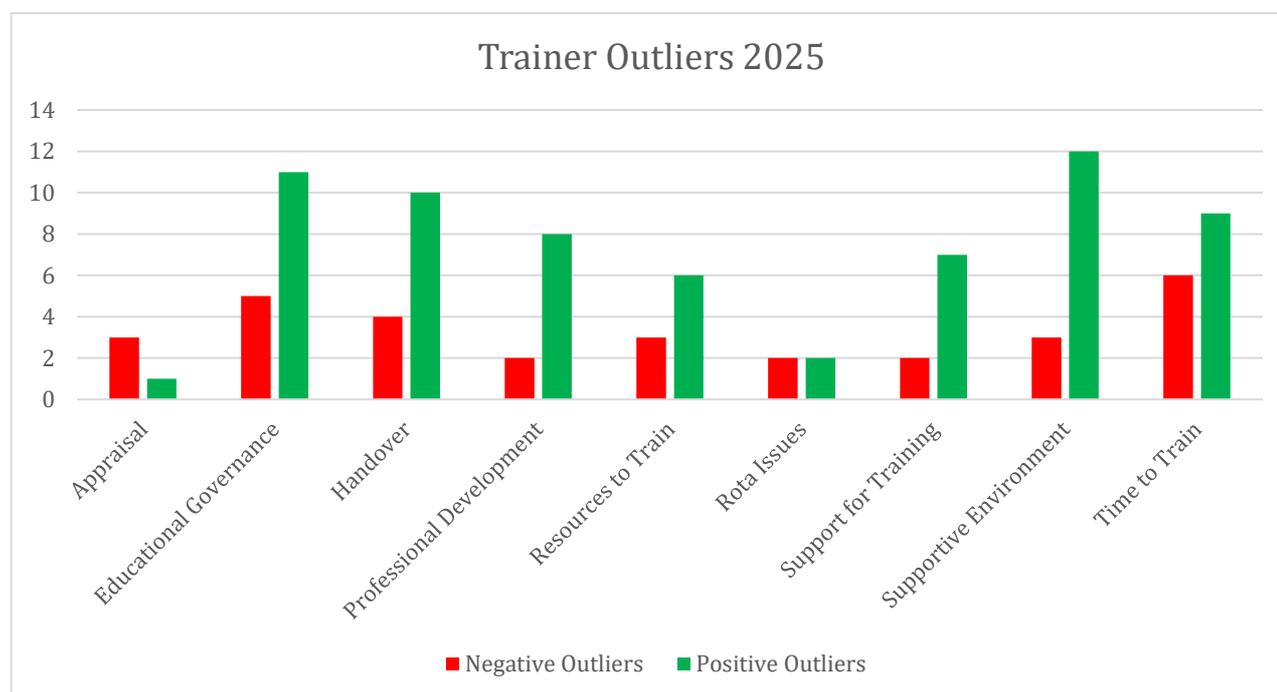
Trainer specialties with the highest number of positive outliers are given in the table below.

| Trainer Specialty | No. of above outliers | No. of overlapping outliers |
|-------------------------------|-----------------------|-----------------------------|
| Geriatric Medicine | 11 | 2 |
| AIM | 7 | 2 |
| O&G | 7 | 4 |
| Anaesthetics | 6 | 0 |
| Child & Adolescent Psychiatry | 5 | 1 |
| Emergency Medicine | 5 | 2 |
| Cardiothoracic Surgery | 4 | 1 |

Trainer specialties with the highest number of negative outliers are given in the tables below.

| Trainer Specialty | No. of below outliers | No. of overlapping outlier |
|--------------------|-----------------------|----------------------------|
| T&O | 7 | 4 |
| Emergency Medicine | 4 | 2 |
| Vascular Surgery | 3 | 2 |

iii. Outliers by indicator



The highest number of positive outliers were in Supportive Environment [12], Educational Governance [11] and Handover [10]. The highest number of negative outliers were in Time to Train [6].

Only the score for Appraisal (50.96) fell below the national mean (53.15) and performed the least well in rankings with other deaneries (11/18) - a fall from 8th place last year. See Appendix 5 for scores and ranking.

6. Significant findings

Findings should be considered alongside the overall response rate of 26%.

i. Positive highlights

- **Acute Internal Medicine** at Milton Keynes NHS Foundation Trust received the highest number of positive outliers (6). Closely followed by **Geriatric Medicine** at the same Trust (5).
- The following received four green positive outliers: **Geriatric Medicine** at Buckinghamshire Healthcare NHS Trust; **Child & Adolescent Psychiatry** at Oxford Health Foundation Trust; **Cardiothoracic Surgery** at Oxford University Hospitals NHS Foundation Trust.

ii. Areas of concern

- Frimley Health Foundation Trust received a high number of red outliers for the Time to Train indicator. The Trust was asked to provide a response in two specialities – **Paediatrics** and **Emergency Medicine** - due to higher numbers of respondents.
- **Trauma & Orthopaedics** at Milton Keynes NHS Foundation Trust received the highest number of red outliers (6), with red and pink flags in all indicators. Main problem areas were rota issues affecting training, supportive environment (staff not treated with respect), lack of appraisal and insufficient time for the trainer role. These outliers and analysis were shared with the Trust for information. Due to the low response rate in the trainer survey, Trusts are asked to use the data alongside other intelligence.

7. Analysis and comparison of both trainee and trainer surveys

Analysis and comparison of both the trainee and trainer survey are difficult due to variation in indicators, question set, and the lower response rate for trainers compared to trainees. Additionally, the overall satisfaction indicator is no longer used in the trainer survey thus it has not been possible to compare both surveys using this indicator.

There were few instances of correlation between matching outliers on both trainee and trainer surveys. However, some comparisons can be made.

- **Emergency Medicine** at Frimley Health Foundation Trust received negative outliers in both the trainee and trainer survey, with workload being the main concern for trainees and trainers reporting a lack of time to train.
- Outliers appeared in **General Surgery** at Frimley Health Foundation Trust for both trainee and trainer surveys. Both reported a lack of confidence that concerns about education and training would be addressed. Trainers also reported negatively against time for the trainer role. Similarly, trainees experienced difficulties taking study leave and time to attend teaching.
- There was some correlation between the trainee and trainer results in **Paediatrics** at Frimley Health Foundation Trust, with trainees reporting that rota gaps negatively impact training and trainers reporting insufficient time for the trainer role.
- Trainees overall reported their training experience poorly in **Geriatric Medicine** at Frimley Health Foundation Trust, including negative responses for supervision, supportive environment and adequate experience. Trainers reported a lack of time to train.
- **Emergency Medicine** at Milton Keynes NHS Foundation Trust received flags in both surveys. Trainers reported some negativity around sufficient time for the trainer role. Trainees reported interruptions during teaching sessions, clinical supervision issues out of hours and some concerns around supportive environment.
- There was some consistency in **Plastic Surgery** at Oxford University Hospitals NHS Foundation Trust for the supportive environment indicator. Both trainees and trainers reporting negatively for staff being treated with respect.

Section 3 - 'You said, we did'

Outcomes and progress from previous GMC National Training Surveys and other quality activities

8. Issues arising and actions taken from previous GMC surveys and from other educational governance routes

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 other clinical professions. Risks are graded using the [Intensive Support Framework](#).

| | |
|----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ISF Category 0 – No Concerns | The education and training delivered by the provider meets all the NHS England standards. |
| ISF Category 1 – Minor Concerns | There are one or more areas where the provider does not meet NHS England 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 NHS England 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 NHS England. The provider has not delivered on the improvement trajectory agreed with NHS England and there is a significant risk/significant impact on the quality of education and training. |
| ISF Category 4 - Training Suspended | NHS England 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. |

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 training year (August 2024 to July 2025) 31 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 to the GMC. These were:

- *Ophthalmology at Oxford University Hospitals NHS Foundation Trust* - closed April 2025 from the significant concerns register. It was fully removed from the Thames Valley risk register in December 2025. See further detail below.
- *Cardiology at Buckinghamshire Healthcare NHS Trust* - was removed from the significant concerns register in July 2025 – see further detail below.
- *Histopathology at Royal Berkshire Hospital* was removed from the significant concerns register in March 2025 but remains open on the Thames Valley risk register – see further detail below.

As a result of actions taken to resolve concerns, 21 risks were closed. At the time of writing, 27 risks remained open on the Thames Valley risk register which include 15 new risks arising from the NTS 2025 and two new risks arising from the annual quality review meetings with the School of Histopathology and Oxford Foundation School. Three risks are currently reported on the significant concerns register: *General Surgery at Royal Berkshire Hospital, Urology and Emergency Medicine at Milton Keynes University Hospital*.

The list below comprises a selection of the main training issues that arose from previous GMC surveys or via other governance routes and a summary of how these were addressed.

Buckinghamshire Healthcare NHS Trust

| Learning environment | Source of concern | Summary of concern | Action taken/outcome |
|----------------------|--------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Paediatrics | NTS 2022 - 2024 | <p>Multiple red outliers and pink flags in three consecutive surveys including workload, teamwork, handover, induction, educational supervision, local teaching and rota design.</p> <p>The Trust provided a comprehensive action plan following each survey detailing its plans to improve the training environment. This was monitored on the TV risk register.</p> | <p>Following an update from the Trust and positive feedback the risk was closed in April 2025.</p> <p>At the quality review with the School of Paediatrics we heard from resident doctors on how they had supported a collaborative approach to improve the training experience. An academic half-day was attended by residents and consultants to generate ideas and included a wellbeing session facilitated by a psychologist. The event resulted in a seven-point plan which included the introduction of a bespoke rota – enabling better access to leave, an increase in workforce numbers - improving access to training opportunities and teaching sessions and several cultural initiatives to foster teamwork and cohesiveness.</p> <p>The NTS 2025 results showed a marked improvement with no red or pink flags. All indicators were within the Inter Quartile Range (IQR).</p> |
| Cardiology | NTS 2023 & 2024 / School of Medicine | <p>Multiple red outliers in GMC survey 2023 and 2024 across most indicators.</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 increased and new Consultant appointments were made. Immediate Mandatory Requirements for supervision and support were met by the Trust satisfactorily and there was positive feedback from resident doctors 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. The Trust successfully addressed the majority of these training concerns.</p> | <p>This was reported on in last year's report. It remains on the TV risk register but was removed from the significant concerns register in July 2025 following significant improvement to many aspects of education and training. The NTS 2025 also reflected improvement with most red outliers changing to pink flags.</p> <p>The remaining concern – ensuring that the rota design allows resident doctors to access sufficient procedural skills training and to meet specific curriculum requirements – is being monitored by the School of Medicine. A fresh round of resident doctor feedback is expected in early 2026.</p> |

Frimley Health NHS Foundation Trust

| Learning environment | Source of concern | Summary of concern | Action taken/outcome |
|--------------------------------------------|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Obstetrics and Gynaecology | NTS 2024 | <p>Five red outliers for supportive environment, rota design, teamwork, reporting systems and handover. Pink flags for educational governance and adequate experience.</p> <p>After analysing the outliers, the main concern appeared to be rota impact on education and training and some concerns regarding incivility and adequate experience.</p> <p>Since O&G had been a previous significant risk for rota issues and supportive environment, the Trust were asked to respond to the outliers.</p> | <p>The Trust rapidly responded to the concerns. The rota was re-written for the August 2024 intake which reduced the number of on call shifts increasing educational opportunities. It also removed the 'twilight' shift easing the burden on trainees. Staffing also increased reducing rota gaps. Trainee oversight of the rota was reinstated, and feedback has been positive since this change was made.</p> <p>The concerns relating to incivility were dealt with promptly and professionally and the Trust's Local Faculty Group did not identify any further concerns.</p> <p>The NTS 2025 showed much improvement with one single pink flag for clinical supervision out of hours. The risk was closed April 2025.</p> |
| Medicine – AIM, IMT, GIM, Gastroenterology | NTS 2024 & 2025 | Red outliers across multiple medical specialties. Main concerns were workload, rota and supervision. | <p>This remains on the TV risk register for monitoring.</p> <p>The Trust has instigated a significant piece of work to address the rota issues which were known to the Trust through its Local Faculty Groups.</p> <p>This included a rota redesign with increased staffing, improved rota communication and out of hours cover and improved access to teaching sessions. Induction is also being reviewed to improve guidance around obtaining consent.</p> |

Oxford Health NHS Foundation Trust

| Learning environment | Source of concern | Summary of concern | Action taken/outcome |
|------------------------------------------------------|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Child and Adolescent Psychiatry – Warneford Hospital | NTS 2023 | <p>Multiple red outliers but following analysis main concerns were</p> <ul style="list-style-type: none"> educational governance – not aware how to raise or escalate a concern and lack of confidence they would be dealt with difficulties arranging study leave supportive environment – some negative responses for treated fairly and incivility. | <p>Meetings occurred between the TPD and resident doctors in which clarification was given around raising concerns.</p> <p>Further meetings were held between the Head of School, TPD and DME and further concerns were raised relating to a lack of networking opportunities and teaching, and a lack of trust and confidence in systems for raising concerns. There were also allegations of discrimination against protected characteristics. A joint action plan between consultants and resident doctors was produced and improvements were noted in the annual quality review meeting with the Trust in March 2025, along with assurances that formal Trust procedures were followed in relation to discrimination allegations. The risk was closed in November 2025.</p> |

Oxford University Hospitals NHS Foundation Trust

| Learning environment | Source of concern | Summary of concern | Action taken/outcome |
|-------------------------------------------|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GP training in Obstetrics and Gynaecology | GP School - March 2024 | <p>GP School managing concerns about workload, lack of training opportunities and incivility.</p> <p>7 red outliers and 6 pink flags appeared in the 2024 NTS.</p> | <p>The School's concerns were added to the risk register for monitoring. The School worked with clinical leads and the Deputy DME to address issues. The Trust developed an action plan which included:</p> <ul style="list-style-type: none"> • additional support and a video induction on the postnatal ward • improved communication of rota changes. • additional teaching sessions on common obstetric and urgent presentations and signposting of training opportunities • prioritisation of training days for GPVTS • education & training forum was introduced and escalation pathway highlighted for raising cultural concerns. <p>Following improved feedback, the risk was closed in March 2025.</p> |
| Ophthalmology | School of Ophthalmology July 2021 | <p>The School raised concerns that resident doctors may not be able to fulfil curriculum requirements for cataract surgery due to a change in the way the Trust managed new referrals, limited theatre time for Ophthalmology and competition between trainees and departmental fellows for training lists.</p> <p>To increase numbers, resident doctors were on occasions attending weekend lists.</p> | <p>Levels of cataract surgery numbers have been closely monitored by the School and Trust.</p> <p>In 2023 a private provider was introduced and offered some limited access to cataract training lists. This improved in time with more reliable and consistent access. A second private provider was able to offer an additional dedicated training list from August 2025 and it is hoped this will increase to two lists by August 2026.</p> <p>An audit of cataract numbers was undertaken by the Trust and this showed improvement in the achievement of case numbers within work schedules. The risk has been closed but the School and Trust will continue to monitor the situation.</p> |

Milton Keynes University Hospital NHS Foundation Trust

| Learning environment | Source of concern | Summary of concern | Action taken/outcome |
|--------------------------------|------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Foundation training in Surgery | NTS 2023 & 2024 | <p>Multiple red outliers for Foundation Year 1 and Year 2 across Surgery.</p> <p>Main concerns were incivility, workload, rota, supervision, teaching and induction.</p> | <p>Reports of incivility had been made outside of the NTS process and the Trust responded promptly and appropriately to these concerns, providing regular feedback to resident doctors.</p> <p>Among the actions taken by the Trust to address the remaining concerns were:</p> <ul style="list-style-type: none"> • an increase in the number of Foundation TPDs • a training session for named Educational and Clinical Supervisors • the appointment of a new surgical tutor. • an improved induction at each foundation rotation • a new rota reducing the number of day and night time on calls • increased teaching, journal club and simulation workshops. <p>NTS 2025 results improved for both foundation years but Foundation Year 2 - Surgery had moved from 10 red outliers in 2024 to no outliers in 2025. The risk was closed in April 2025.</p> |
| General Surgery | NTS 2024 / School of Surgery | <p>A small number of red outliers and pink flags arose in the NTS 2024 with local teaching the main area of concern.</p> <p>Subsequently, further concerns were raised during the annual quality review meeting with the School of Surgery relating to rota gaps, a lack of theatre time and endoscopy training and rudeness and incivility. It was heard that, since the publication of the NTS results, the Trust had made progress in addressing the teaching provision and there were plans to improve induction with the support of a newly appointed surgical tutor.</p> | <p>The Trust continued to make progress towards improving the training experience for resident doctors. At the Education Quality Committee meeting in May 2025, it was heard that many aspects of education and training had improved such as handover, an improved teaching programme, and better access to theatres. There was a plan to provide endoscopy training to those with an interest.</p> <p>Persisting incivility remained a concern and the Trust were asked to respond to this. Subsequent assurances were received and resident doctors were made aware of routes for raising and escalating concerns. This outstanding issue remains an open risk register item and a follow-up event is planned for February/March 2026.</p> |

Royal Berkshire NHS Foundation Trust

| Learning environment | Source of concern | Summary of concern | Action taken/outcome |
|----------------------|-------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Gastroenterology | NTS 2024 | Six red outliers for overall satisfaction, clinical supervision, feedback, facilities, supportive environment and educational governance. Four pink flags for induction, adequate experience, educational supervision and study leave. | <p>Multiple factors were impacting the education and training experience for resident doctors. At the time of the survey the department had several workforce gaps and increased workload and there were changes to the administrative team which had disrupted operational management and access to training opportunities.</p> <p>Following the NTS results, the department set up formal educational governance meetings to hear the trainee voice and address issues.</p> <p>Through these meetings improvements were made to training and there was positive feedback regarding approachability of senior staff and good clinical supervision. Registrars were accessing directly supervised clinics and there was protected teaching time and good access to endoscopy lists.</p> <p>The NTS 2025 results were much improved with three green positive outliers for higher training: local teaching, regional teaching and rota design.</p> <p>The risk was closed in April 2025.</p> |
| Histopathology | School of Histopathology – Nov 2024 | <p>Concerns were raised during the annual quality review with the School of Histopathology. These were:</p> <ol style="list-style-type: none"> 1. a lack of technical assistance during lab work 2. access to post mortem training to meet curriculum requirements 3. clinical and educational supervision time 4. incivility 5. lack of educational resources. | <p>The Trust had made significant and rapid progress to address the training concerns:</p> <ul style="list-style-type: none"> • A lab assistant was temporarily provided to ensure safety in the lab. The Trust later confirmed that it had employed a permanent Medical Laboratory Assistant with plans to employ a further MLA to provide cover. • Educational resources were promptly supplied. • A newly appointed education lead was in post. • Consultants were allocated time in their job plans for the educational supervisor role. • Actions to address incivility were initiated and are ongoing. • Post mortem training remains vulnerable due to a lack of consultants skilled in PM training. While the Trust has been able to mitigate this to date, it is being closely monitored until a sustainable solution can be found. <p>This is a live risk register item and is due for formal review at the January 2026 Education Quality Committee.</p> |

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Appendix 1

Indicator Summary (trainee survey)

The 18 indicators used in the 2025 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 six indicators, improved for nine and remained unchanged for three.

| Indicator | 2025 – Thames Valley Mean | 2025 – National Mean | 2025 – Thames Valley Ranking |
|-----------------------------------|---------------------------|----------------------|------------------------------|
| Overall Satisfaction | 77.82 | 78.40 | ↑14/18 |
| Clinical Supervision | 89.10 | 89.05 | ↓9/17 |
| Clinical Supervision Out of Hours | 86.84 | 86.80 | ~8/17 |
| Handover | 68.17 | 69.91 | ↓16/17 |
| Induction | 80.86 | 81.76 | ↑13/18 |
| Reporting Systems | 74.26 | 73.26 | ↑8/18 |
| Adequate Experience | 77.59 | 78.53 | ~16/18 |
| Supportive Environment | 74.01 | 75.09 | ↓14/18 |
| Workload | 46.57 | 49.58 | ↓16/17 |
| Educational Supervision | 86.04 | 86.76 | ↑14/18 |
| Feedback | 75.03 | 76.88 | ~17/18 |
| Local Teaching | 70.87 | 71.99 | ↓12/17 |
| Regional Teaching | 67.93 | 66.50 | ↑5/17 |
| Study Leave | 68.96 | 71.31 | ↓15/18 |
| Teamwork | 75.20 | 75.24 | ↑10/17 |
| Educational Governance | 70.55 | 71.54 | ↑14/18 |
| Rota Design | 58.62 | 59.21 | ↑10/17 |
| Facilities | 65.27 | 65.83 | ↑11/18 |

Arrows denote comparison against 2024 score and ranking

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 | 2025 | | 2024 | | 2023 | |
|---------------------------------------------------|--------------|-------------------|--------------|-------------------|--------------|-------------------|
| | Mean | Ranking out of 18 | Mean | Ranking out of 18 | Mean | Ranking out of 18 |
| Pharmaceutical Medicine Deanery | 81.83 | 1 | 78.28 | 9 | 85.20 | 1 |
| Health Education South West | 80.84 | 2 | 79.88 | 3 | 79.27 | 4 |
| Defence Postgraduate Medical Deanery | 80.46 | 3 | 80.36 | 1 | 80.77 | 2 |
| NHS Education for Scotland | 80.35 | 4 | 79.28 | 5 | 78.61 | 7 |
| Health Education South London | 80.20 | 5 | 79.57 | 4 | 80.12 | 3 |
| Health Education North West London | 80.18 | 6 | 79.92 | 2 | 79.24 | 5 |
| Health Education North East | 80.12 | 7 | 78.96 | 6 | 79.10 | 6 |
| Health Education North Central and East London | 79.58 | 8 | 78.32 | 8 | 78.32 | 8 |
| Northern Ireland Medical & Dental Training Agency | 78.55 | 9 | 76.27 | 16 | 76.06 | 16 |
| Health Education North West | 78.38 | 10 | 77.31 | 12 | 77.29 | 10 |
| Health Education Wessex | 78.32 | 11 | 78.62 | 7 | 78.15 | 9 |
| Health Education and Improvement Wales | 78.12 | 12 | 78.20 | 10 | 77.06 | 13 |
| Health Education Kent, Surrey and Sussex | 77.84 | 13 | 77.59 | 11 | 76.44 | 15 |
| Health Education Thames Valley | 77.82 | 14 | 76.55 | 15 | 77.12 | 12 |
| Health Education Yorkshire and the Humber | 77.26 | 15 | 76.69 | 14 | 76.49 | 14 |
| Health Education West Midlands | 77.21 | 16 | 77.24 | 13 | 77.25 | 11 |
| Health Education East of England | 75.86 | 17 | 74.83 | 18 | 75.29 | 18 |
| Health Education East Midlands | 75.23 | 18 | 74.93 | 17 | 75.69 | 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 2025 | National Score 2025 |
|--------------------------------------------------------|---------------------------------|---------------------|
| Berkshire Healthcare NHS Foundation Trust | 86.88 | 78.40 |
| Oxford Health NHS Foundation Trust | 81.85 | 78.40 |
| Central North West London NHS Foundation Trust* | 80.87 | 78.40 |
| Oxford University Hospitals NHS Foundation Trust | 77.50 | 78.40 |
| Royal Berkshire NHS Foundation Trust | 77.32 | 78.40 |
| Frimley Health NHS Foundation Trust* | 76.61 | 78.40 |
| Buckinghamshire Healthcare NHS Trust | 75.55 | 78.40 |
| Milton Keynes University Hospital NHS Foundation Trust | 74.06 | 78.40 |

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 specialty nationally.

- Forensic Psychiatry ranked in top four for past four years; prior to this, lower rankings)
- General Psychiatry ranked first
- Acute Care Common Stem ranked second
- Vascular surgery ranked second
- Oral Maxillofacial Surgery ranked third
- Sport & Exercise Medicine (ranked in top three for six years)

| Programme | 2025 | | | 2024 | |
|----------------------------------------------|------------------------------|-------------------------------------|--------------------|------------------------------|--------------------|
| | TV Overall Satisfaction Mean | National Overall Satisfaction Mean* | Ranking by Deanery | TV Overall Satisfaction Mean | Ranking by Deanery |
| Acute Care Common Stem ³ | 82.96 | 76.67 | 2/17 | 81.25 | 5/17 |
| Acute Internal Medicine ⁴ | 72.08 | 80.87 | 13/16 | 82.08 | 3/17 |
| Anaesthetics ⁴ | 83.06 | 80.87 | 13/17 | 79.08 | 16/17 |
| Cardiology ⁴ | 75.00 | 80.87 | 8/17 | 73.21 | 10/17 |
| Cardiothoracic Surgery ⁴ | 73.33 | 80.87 | 10/13 | N = less than 3 | n/a |
| Chemical Pathology ⁴ | 86.67 | 80.87 | 3/8 | 81.67 | 6/14 |
| Child & Adolescent Psychiatry ⁴ | 87.22 | 80.87 | 6/14 | 81.88 | 11/16 |
| Clinical Neurophysiology | N = less than 3 | 80.87 | n/a | N = less than 3 | n/a |
| Clinical Genetics | 71.67 | 80.87 | 8/8 | 84.00 | 8/12 |
| Clinical Oncology ⁴ | 72.00 | 80.87 | 14/14 | 83.61 | 11/14 |
| Clinical Radiology ⁴ | 83.57 | 80.87 | 7/17 | 78.78 | 14/17 |
| Combined Infection Training | 81.25 | 80.87 | 10/12 | 93.00 | 1/15 |
| Core Anaesthetics ³ | 87.56 | 76.67 | 9/17 | 81.71 | 13/17 |
| Core Psychiatry Training ³ | 80.85 | 76.67 | 10/17 | 79.47 | 12/17 |
| Core Surgery Training ³ | 73.85 | 76.67 | 5/17 | 77.37 | 3/17 |
| Dermatology ⁴ | 85.00 | 80.87 | 7/15 | N = less than 3 | n/a |
| Emergency Medicine ⁴ | 73.06 | 80.87 | 15/17 | 71.77 | 17/17 |
| Diabetes & Endocrinology ⁴ | 73.33 | 80.87 | 12/15 | 74.62 | 11/16 |
| Foundation Year 1 ¹ | 72.57 | 71.30 | 6/17 | 68.00 | 16/17 |
| Foundation Year 2 ² | 71.79 | 76.29 | 17/17 | 75.04 | 9/17 |
| Forensic Psychiatry ⁴ | 94.17 | 80.87 | 1/11 | 92.00 | 3/14 |
| Gastroenterology ⁴ | 82.50 | 80.87 | 4/16 | 79.64 | 6/17 |
| General Psychiatry ⁴ | 90.00 | 80.87 | 1/16 | 88.61 | 4/17 |
| General Surgery ⁴ | 67.00 | 80.87 | 16/17 | 82.93 | 2/17 |
| Geriatric Medicine ⁴ | 79.21 | 80.87 | 8/16 | 67.69 | 16/16 |
| GPs in Secondary Care ⁶ | 74.84 | 75.25 | 11/17 | 69.19 | 17/17 |
| GP Programme – in a GP Practice ⁵ | 85.25 | 86.27 | 13/17 | 83.61 | 13/17 |
| Haematology ⁴ | 77.14 | 80.87 | 8/15 | 75.53 | 8/16 |
| Histopathology ⁴ | 87.27 | 80.87 | 5/15 | 91.76 | 1/15 |

| Programme | 2025 | | | 2024 | |
|-------------------------------------------|------------------------------|-------------------------------------|--------------------|------------------------------|--------------------|
| | TV Overall Satisfaction Mean | National Overall Satisfaction Mean* | Ranking by Deanery | TV Overall Satisfaction Mean | Ranking by Deanery |
| Immunology ⁴ | N = less than 3 | 80.87 | n/a | N = less than 3 | n/a |
| Infectious Diseases ⁴ | 77.86 | 80.87 | 8/10 | 76.67 | 10/16 |
| Intensive Care Medicine ⁴ | 77.68 | 80.87 | 13/16 | 77.14 | 14/17 |
| IMT Stage One ³ | 68.15 | 76.67 | 16/17 | 68.44 | 13/17 |
| Medical Oncology ⁴ | 77.92 | 80.87 | 12/15 | 73.33 | 12/15 |
| Neurology ⁴ | 75.50 | 80.87 | 12/15 | 77.00 | 7/15 |
| Neurosurgery ⁴ | 81.00 | 80.87 | 8/11 | 81.25 | 8/14 |
| Nuclear Medicine⁴ | 65.00 | 80.87 | 3/3 | N = less than 3 | n/a |
| O&G ⁴ | 77.07 | 80.87 | 4/16 | 73.17 | 12/17 |
| Old Age Psychiatry ⁴ | 90.00 | 80.87 | 5/13 | 89.00 | 5/16 |
| Ophthalmology ⁴ | 80.95 | 80.87 | 10/15 | 84.35 | 8/17 |
| Oral Maxillofacial ⁴ | 86.67 | 80.87 | 3/13 | 86.88 | 5/13 |
| Otolaryngology ⁴ | 89.44 | 80.87 | 4/15 | 86.00 | 7/15 |
| Paediatrics ⁴ | 77.63 | 80.87 | 16/16 | 75.24 | 16/16 |
| Palliative Medicine ⁴ | 80.00 | 80.87 | 13/13 | N = less than 3 | n/a |
| Plastic Surgery ⁴ | 71.36 | 80.87 | 11/15 | 80.91 | 8/14 |
| Public Health Medicine ⁴ | 84.09 | 80.87 | 10/15 | 83.67 | 10/15 |
| Rehabilitation Medicine ⁴ | 64.17 | 80.87 | 8/8 | 70.00 | 8/13 |
| Renal Medicine ⁴ | 77.50 | 80.87 | 6/15 | 85.00 | 3/15 |
| Respiratory Medicine ⁴ | 83.08 | 80.87 | 5/16 | 73.82 | 9/16 |
| Rheumatology ⁴ | 81.36 | 80.87 | 8/15 | 75.50 | 15/16 |
| Sport & Exercise Medicine ⁴ | 88.75 | 80.87 | 2/3 | 90.00 | 3/7 |
| Trauma & Orthopaedic Surgery ⁴ | 85.67 | 80.87 | 4/17 | 80.33 | 14/17 |
| Urology ⁴ | 60.00 | 80.87 | 15/15 | 70.00 | 15/16 |
| Vascular Surgery | 91.67 | 80.87 | 2/14 | 81.67 | 6/15 |

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

| | |
|--------------------|-----------------------------------------------------------------------------------------------------------------------|
| 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 |
| 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 |

*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:

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

| Indicator | 2025 Thames Valley Mean Score | 2025 National Mean | 2025 Thames Valley ranking |
|--------------------------|-------------------------------|--------------------|----------------------------|
| Appraisal | 50.96* | 53.15 | 11/18 |
| Educational Governance | 65.73 | 63.63 | 2/18 |
| Handover | 68.49 | 65.95 | 3/18 |
| Professional Development | 74.95 | 71.71 | 4/18 |
| Resources to Train | 69.56 | 68.59 | 7/18 |
| Rota Issues | 55.22 | 53.23 | 3/18 |
| Support for Training | 73.60 | 70.73 | 2/18 |
| Supportive Environment | 71.15 | 68.72 | 3/18 |
| Time to Train | 60.51 | 58.97 | 6/18 |

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

The mean scores for Thames Valley were above the national mean in eight of the nine indicators. *Only Appraisal fell below the national mean (as in 2024). Across 18 local offices and deaneries, Thames Valley ranked in the top three for five of the indicators. Overall, rankings were lower than last year, with Appraisal performing the least well - 11 out of 18 - a fall from 8th place last year. See Appendix 5 for scores and ranking.