

Agenda item 5.i

Report to:	Board of Directors	Date: 04 February 2021
Report from:	Director of Medical Education on behalf of the Medical Director	
Trust Objective/Strategy:	Workforce: Update on GMC Survey 2020	
Title:	Workforce – Medical Education	
Board Assurance Framework Entries:	Well led	
Regulatory Requirement:	Supports the delivery of the Trust's WRES and EDS goals.	
Equality Considerations:	<ul style="list-style-type: none"> • Medical workforce retention • Engagement • HEE Trainee experience • Delivery of safe patient care • Financial risk if training posts removed 	
Key Risks:	Update on current status for comment and discussion	
For:	Information	

Summary of GMC Survey Results 2020

The National Training Surveys are a core part of the GMCs role in the quality assurance of medical education and are carried out annually to monitor the quality of medical education and training across the 4 UK nations. This year due to the COVID19 pandemic, the GMC ran an abbreviated survey asking all doctors in training for their views about their experiences and training during the pandemic including wellbeing. In 2020 the survey ran between July 22nd and August 12th 2020. 30 Royal Papworth (RPH) Health Education England (HEE) trainees completed the survey (this year it was non-compulsory, a completion rate of 47%). The results are attached to this report but this year sub-analysis in specialties has not been possible due to the abbreviated survey. The questions were divided into themes: bullying and undermining/patient safety, clinical supervision (including out of hours), communication and teamwork, curriculum delivery and education, future intentions, health and wellbeing, speaking up and workload. In addition, the GMC ran a survey of all recognised trainers (consultant educational supervisors) for the last 4 years.

1. Overall ranking

No ranking is possible for 2020 due to the nature of the questions posed in the Survey. Overall scores at RPH for each question are broadly similar to the national average results with no statistically significant variation except where outlined below.

Comparison with similar specialist Trusts (Royal Brompton and Liverpool Heart and Chest) and Cambridge University Hospitals (CUH) are provided in the attached report and show that the Liverpool Heart and Chest perform well with a number of positive green outlying scores.

In 2019, Royal Papworth's overall ranking improved to 49th of all acute and specialist Trust in the UK (from 74th in 2018). In 2017, Royal Papworth performed exceptionally well in the GMC trainee survey, ranking 2nd of all acute and specialist NHS Trusts in the UK for overall satisfaction.

2. Patient Safety, Bullying and Undermining Comments

Trainees are able to enter free text comments around issues of patient safety, bullying and undermining. We have not received any comments in the last 6 years.

3. Outliers

Overall at RPH in 2020 there were a total of 2 green positive outliers (positive experience, above the 75th centile from the national mean; 10 in 2018, 22 in 2017 and 1 in 2016). Royal Papworth has 2 positive outliers (access to confidential health and well-being services and access to catering facilities), Liverpool Heart and Chest have 13, Royal Brompton 5 and CUH 2.

There was 1 red outliers (poor experience, below the 25th centile from the national mean; 7 in 2019, 5 in 2018, 1 in 2017 and 8 in 2016). The red outlier was in the domain of team work and asked whether the trainee felt a valued member of the team they worked in. Triangulation with feedback after the pandemic first wave would identify that trainees redeployed to the Intensive Care bed side care teams did not feel valued as their medical skills were not being used appropriately.

4. Trainer survey

All recognised educational and clinical supervisors were invited to take part and 28% completed the trainer survey. The scores are broadly in line with national average values and there are no green or red outliers this year. This is the second year with no red outliers (7 in 2018). In comparison with other Trusts, our scores are similar to CUH (2 red, 1 green outliers), the Royal Brompton (1 red) and Liverpool Heart and Chest Hospitals (12 green).

5. Action Plans

The results will be disseminated amongst educational leads and supervisors. The Royal Papworth Postgraduate Medical Education and Training Committee will discuss the GMC Survey at their next meeting. Departmental educational leads and specialty tutors will identify areas for improvement and formulate action plans where needed. Health Education East of England continues to monitor RPH performance in education and training through the Annual Trust Development Plan.

Recommendation

The Board of Directors is requested to note the GMC Survey Results 2020.