

<b>Report to:</b>	<b>Board of Directors</b>	<b>Date: 3 November 2022</b>
<b>Report from:</b>	Director of Medical Education on behalf of the Medical Director	
<b>Trust Objective/Strategy:</b>	Workforce: Update on GMC Survey 2022	
<b>Title:</b>	Workforce – Medical Education	
<b>Board Assurance Framework Entries:</b>	Well led	
<b>Regulatory Requirement:</b>	Supports the delivery of the Trust’s WRES and EDS goals.	
<b>Equality Considerations:</b>	<ul style="list-style-type: none"> <li>• Medical workforce retention</li> <li>• Engagement</li> <li>• HEE Trainee experience</li> <li>• Delivery of safe patient care</li> <li>• Financial risk if training posts removed</li> </ul>	
<b>Key Risks:</b>	Update on current status for comment and discussion	
<b>For:</b>	<b>Information</b>	

### GMC Survey

The GMC national training survey is the largest annual survey of doctors in the UK. Every year the GMC ask trainees about the quality of their training and the environment where they work, and trainers about their experience as a named clinical and/or educational supervisor. The survey questions are focused on the GMC standards for medical education and training – [Promoting Excellence](#) – which are organised around five themes:

1. Learning environment and culture
2. Educational governance and leadership
3. Supporting learners
4. Supporting educators
5. Developing and implementing curricula and assessments

Results are presented as scores across 18 indicators. Scores for each indicator are out of 100; this represents how positively or negatively respondents answered the questions for that indicator. If the score is significantly negative or positive compared to the national average it is highlighted red or green. Where the score is negative or positive but shares a confidence interval with the national average the box is highlighted pink or light green.

The national training survey gives an essential and uniquely comprehensive insight into the experiences of trainee doctors and their trainers and the GMC expects employers to scrutinise data, target areas of concern and promote high quality training.

Red	Red outlier – 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
White	Score in between top and bottom quartiles of benchmark group
Moss	Score in top quartile, but confidence interval overlaps with that of the benchmark mean
Green	Green outlier – score in top quartile of benchmark group, and confidence interval does not overlap with that of the benchmark mean
Grey	Fewer than three results (n<3). We only reported results which had three or more responses
Yellow	No results (n=0)

### Summary of National Results

A summary of the 2022 survey can be found here [National Training Survey Summary Report 2022](#), however in brief the survey was completed by more than 67,000 doctors. Overall trainees rated their training highly and trainers are positive about their work. However, more than one in ten trainees and nearly two in ten trainers do not agree that their employer provides a supportive environment for everyone regardless of background, beliefs, or identity and the risk of burnout is the highest it has ever been since tracking began in 2018.

### Summary of RPH Results

Overall results for RPH demonstrate that scores are broadly similar to the national average in most indicators. Nearly 9 out of 10 trainees considered the quality of their experience in post as good or very good and all trainers reported enjoying their role. With reference to national results a greater proportion of RPH trainees rather than trainers did not consider their employer to provide a supportive environment regardless of background and beliefs (trainees: 12% nationally, 18% RPH; trainers: 23% nationally, 12% RPH). This question maps to the 'Providing a Supportive Environment' indicator, which did not flag as a negative outlier in trainee survey however other questions in this area reveal that when compared to national results a greater proportion of RPH trainees disagree or strongly disagree that 'Staff, including doctors in training, always treat each other with Respect' and more trainees agree or strongly agree that 'Incident(s) of rudeness and incivility amongst doctors/healthcare workers are negatively affecting my experience in this post'. With regards to burn out; 32% of RPH trainees versus 39% of trainees nationally report a high or very high degree of feeling burnt out due to work.

### Trainee Survey

Key findings:

- There were no positive outliers (this compares to 1 in 2021, 0 in 2019 and 0 in 2018).

- There was 1 pink outlier for 'Adequate Experience'  
This indicator was not previously reported as a negative outlier but it appears that scores have fallen over the past 4 years (2018 77.66, 2019 73.57, 2021 72.89 and 69.69 2022). This trend might reflect changes in case-mix during the pandemic and indeed similar scores were observed in other specialist trusts with a severe acute respiratory failure service including Royal Brompton and Harefield NHS Foundation Trust [Harefield Hospital 71.71 (pink outlier) and The Royal Brompton Hospital 68.62 (red outlier)].
- There was 1 red outlier for 'Facilities'  
RPH scored 32.71 for this indicator. This is a fall since 2021 (49.85) and the **3<sup>rd</sup> lowest score for any indicator from any trust in the UK**. For comparison Cambridge University Hospitals scored 66.82, Harefield Hospital 67.97, The Royal Brompton Hospital 61.25 and Liverpool Heart and Chest 65. Looking at responses to individual questions half of RPH trainees reported that no rest facilities are available when working out of hours compared to 2 out of 10 trainees nationally. Nearly 7 of 10 RPH trainees report no common room or mess facility compared with 1 in 10 nationally. Of note RPH is the only trust in the East of England without a doctor's mess.

Considering individual specialties, there were 6 positive outliers noted in Foundation 1 Medicine (reporting systems), Internal Medicine Training 1 (reporting systems, workload, educational governance) and Intensive Care Medicine (workload, regional teaching). There were 17 positive outliers in 2021, 2 in 2020, 16 in 2019, 10 in 2018, 22 in 2017 and 1 in 2016. Eight negative outliers were reported in one or more indicators across every specialty. Facilities were a negative outlier for all specialties. There were 3 negative outliers in 2021, 1 in 2020, 7 in 2019, 5 in 2018, 1 in 2017 and 8 in 2016). There were multiple year red outliers in anaesthetics (supportive environment) and cardiology (facilities).

### Trainer Survey

No positive or negative outliers were identified in the Trainer Survey. 'Time for Training' which had been a red outlier continues to improve (35 in 2018, 54.88 in 2019, 63.69 in 2021).

### **Action**

The results have been disseminated amongst educational leads and supervisors and discussed at the Royal Papworth Postgraduate Medical Education and Training Committee. Departmental educational leads and specialty tutors have identified areas for improvement and formulated action plans. These have been submitted to Health Education East of England who 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 2022 and support implementation of action plans that target areas of concern, with particular priority to 'Facilities' as well as continuing to promote the trusts 'Values and Behaviours' training programme.