

Agenda Item 2.iii

Report to:	Board of Directors	Date: 4th September 2025
Report from:	Dr Ian Smith, Medical Director and Dr Nicola Jones, Director of Medical Education	
Executive Lead	Dr Ian Smith, Medical Director	
Principal Objective/ Strategy and Title:	To provide Board of Directors with the Annual GMC Survey 2025	
Board Assurance Framework Entries:	Well-Led	
Regulatory Requirement:	Supports delivery of the Trust's WRES (Workforce Race Equality Standard) and WDES (Workplace Disability Equality Standard) goals.	
Equality Considerations:	WRES and WDES	
Key Risks:	<ul style="list-style-type: none"> • Medical workforce retention • Engagement • HEE (Health Education England) Trainee experience • Delivery of safe patient care • Financial risk if training posts removed 	
For:	For Information	

1. Purpose/Background/Summary

The GMC survey of trainees is an annual national survey of all UK deanery trainees which is open between March and May 2025. The results were published in July 2025 and are publicly available on line (National training surveys - GMC). It is possible to follow changes in the experience of our trainees over time and to benchmark against the experience of trainees in other Trusts. The survey was completed nationally by around 71,000 doctors. Quoting from the introduction, 'While down on its 2023 peak, the proportion of trainees at high risk of burnout has doubled since 2019, now standing at a fifth of that cohort.' Emergency medicine and Obs and Gynae are identified as particularly challenging specialties. In addition, 'In 2025, 30% of female and 15% of male trainees reported working less than full time, with childcare responsibilities and work/life balance commonly cited as motivations.' and it is identified that new approaches and greater flexibility are probably required to continue to attract and support the trainees we need to ensure the ongoing provision of health care in the UK.

2. Key Items

Reviewing our own results there are several changes in the last 4 years that warrant attention. There are several areas of exemplary practice that are highlighted by the survey. Cardiology and respiratory medicine trainees were particularly positive in their returns. Cardiology was a positive outlier in 5 areas and much improved over the last few years. Areas to celebrate include clinical supervision both in and out of normal working hours and the quality of teamwork. Respiratory medicine was also highly rated with 3 positive outliers, again including clinical supervision and teamwork but also workload.

Results are only published by speciality if more than 3 trainees submit a return. The small numbers of trainees in radiology and histopathology for example mean that we do not see any results from these trainees. This was a challenge in recent years in cardiothoracic surgery despite there being

more than enough trainees in the Trust. There was a period where trainees did not choose to complete the survey which in itself was a concern. This has improved this year and last. The trainees returned a negative outlier score for workload which will need to be improved. In addition there is a poor score for 'supportive environment' and there are issues already being addressed that have likely contributed to this through friction between trainees.

Anaesthesia and intensive care medicine (ICM) are showing inverse changes. Anaesthesia was a particular cause for concern in 2022/23 with 8 areas scoring as negative outliers. An action plan which included reducing the number of doctors in training and thus increasing access to training was introduced. There has been a considerable improvement over the last 2 surveys with the overall satisfaction score going from 63.75 to 89. This is not a positive outlier but across our specialties was the highest score. Meanwhile in the same period ICM trainees reported 2 positive outliers 2 years ago but have now reported 11 negative outliers. This return coincided with a number of vacancies in the rota and increased work intensity but there are other factors being explored. This will be the sub-speciality area of greatest focus for improvement this year. The response will be led by Nicola Jones as Director of Medical Education.

Recommendation:

Board of Directors are asked to note the information contained within the Annual GMC Survey.