

Item 5ii Appendix 1

Summary of GMC Survey Results 2019

The National Training Surveys are a core part of the GMC's role in the quality assurance of medical education and are carried out annually to monitor the quality of medical education and training across the four UK nations. The GMC has run a comprehensive survey asking all doctors in training for their views about the training they are receiving since 2012. In 2019 the survey ran between March and May 2019 and 65 Papworth doctors in training were sent the survey. The completion rate of the survey by Papworth trainees was 100%. The headline results are attached to this report but considerable sub-analysis is possible using the online reporting tool. In addition, the GMC have run a survey of all recognised trainers (consultant educational supervisors) for the last 4 years.

Ranking in 2019

In 2019, Royal Papworth's ranking improved to 49th of all acute and specialist Trusts 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. Our results for 2018 returned to broadly our long term level, although this has improved once again in the 2019 survey. Including all of the 857 Trusts/Boards Royal Papworth is ranked 328th (354th in 2018 and 125th in 2017) with 279 of Trusts above us in this ranking being Councils, Partnership Trusts, PCTs and CCGs often with small numbers of happy trainees which skew the results. Where possible comparisons are made only with acute and specialty Trusts.

Overall satisfaction measures various aspects of the post, such as the quality of teaching, experience and supervision, how useful the post will be for the doctor's future career and whether they would recommend the post to a friend. From 2012 to 2017, we saw a gradual increase in the overall satisfaction of training at Royal Papworth. In 2018 we saw a significant drop but this has now returned to our long term average (a score of 79.4 with our 8 year average being 80). Royal Papworth scored 1.76% above the national average of all acute and specialist Trusts in this domain (3.56% below the national average of all NHS Institutions). The Royal Brompton ranked 105th (0.9% below national average) and The Liverpool Heart and Chest ranked 25th (3% above national average) of all UK acute and specialist Trusts.

For overall satisfaction, Royal Papworth is ranked 4th out of the 15 Health Education East of England (HEE EoE) Acute Trusts (range 82.2 - 66.7%). The West Suffolk, Cambridgeshire and Peterborough and Cambridge University Hospitals NHS Foundation Trusts are ranked 1st, 2nd and 3rd respectively. Thus the Cambridge University Health Partners occupy positions 2, 3 and 4 in the region.

Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Royal Papworth Hospital NHS Foundation Trust	Overall Satisfaction	78.57	79.37	77.23	80.31	80.07	87.56	78.08	79.41
	Clinical Supervision	88.55	89.80	92.21	92.12	92.05	96.15	91.76	93.84
	Clinical Supervision out of hours				92.01	92.85	94.16	88.68	91.27
	Reporting systems					73.78	80.11	72.67	77.11
	Work Load	40.53	41.87	39.18	45.95	45.02	53.91	51.96	47.99
	Teamwork						84.81	78.59	80.45
	Handover	52.86	48.06	48.33	45.73	65.28	66.16	58.54	66.46
	Supportive environment				74.62	73.57	76.56	74.61	72.95
	Induction	85.28	86.60	86.03	81.96	72.41	84.64	73.33	71.90
	Adequate Experience	73.58	72.75	74.04	74.81	77.68	78.13	72.89	73.57
	Curriculum Coverage						78.65	69.12	73.33
	Educational Governance						75.35	73.37	71.43
	Educational Supervision	87.89	91.18	88.14	85.58	89.88	91.93	81.25	86.16
	Feedback	79.51	76.23	71.31	74.22	78.50	79.59	71.44	70.02
	Local Teaching	57.28	62.95	57.63	58.03	63.02	64.15	76.22	69.37
	Regional Teaching	66.24	69.67	69.77	64.76	66.04	70.95	69.44	69.40
	Study Leave	72.32	74.88	68.06	72.78	67.73	61.67	66.67	62.04
	Rota Design							63.16	64.15

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 5 years.

Outliers

Overall at Royal Papworth in 2019 there were a total of 16 green positive outliers (positive experience, above the 75th centile from the national mean; 10 in 2018, 22 in 2017 and 1 in 2016). There were 7 red outliers (poor experience, below the 25th centile from the national mean; 5 in 2018, 1 in 2017 and 8 in 2016). There were no multiple year red outliers. This represents a significant increase in the number of positive outliers overall across all specialties. Cardiothoracic surgery and respiratory medicine perform particularly well. A commonly used metric is the difference between green and red outliers (a positive score is favourable). The score in 2019 is +9, in 2018 +5, in 2017 +21 and in 2016 -7. This suggests overall a positive recovery in the experience of education at Royal Papworth.

Green outliers

The specialties achieving the highest number of green outliers were: anaesthetics (1 - teamwork), respiratory medicine (5 – clinical supervision, teamwork and supportive environment, educational governance and rota design) and cardiothoracic surgery (9 – overall satisfaction, reporting systems, teamwork, handover, supportive environment, adequate experience, local and regional teaching and rota design).

Cardiothoracic surgery has achieved the highest national marks in many domains compared with other Trusts around the UK and remains overall the highest ranked national training programme (Overall satisfaction 96.38, St George's Hospital was slightly higher in 2019 at 96.67).

Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Cardio-thoracic surgery	Royal Papworth Hospital NHS Foundation Trust	Overall Satisfaction	83.69	84.67	76.33	84.33	87.20	96.91	86.75	94.80
		Clinical Supervision	93.15	95.33	95.33	94.00	96.00	99.55	86.88	95.00
		Clinical Supervision out of hours				92.92	96.40	97.27	85.94	91.04
		Reporting systems					79.00	88.98	80.00	86.00
		Work Load	28.85	26.04	19.27	28.99	33.13	46.02	34.38	36.25
		Teamwork						93.94	86.46	85.00
		Handover	61.54	64.58	61.46	54.17	73.33	77.65	69.53	79.86
		Supportive environment				76.25	81.00	86.82	80.63	82.50
		Induction	87.69	89.17	90.83	88.75	86.50	92.61	85.00	72.25
		Adequate Experience	76.92	80.00	76.67	83.33	86.00	92.73	88.44	94.25
		Curriculum Coverage						90.91	85.42	90.83
		Educational Governance						87.12	83.33	80.00
		Educational Supervision	94.23	97.92	93.75	93.75	100.00	98.11	96.09	90.63
		Feedback	88.64	83.33	83.71	82.58	92.09	94.32	92.19	83.80
		Local Teaching	53.38	59.10	57.00	52.10	64.11	72.50	87.22	88.75
		Regional Teaching	68.85	69.17	76.44	67.75	72.58	80.80	84.44	90.83
		Study Leave	72.78	71.67	66.67	69.58	81.88	70.00	74.22	72.45
		Rota Design							78.91	76.25

Small specialties often have too few trainees to allow accurate reporting but aggregating data from 2016-2018 we can see that overall satisfaction is higher than the national average in palliative medicine but was slightly lower in clinical radiology.

Red outliers

The red outliers were in Core Medical Training (1 – Adequate Experience and local teaching), Foundation Year 1 (Induction and curriculum coverage) and Cardiology (overall satisfaction, adequate experience and educational governance). Scores for Induction have fallen since the introduction of Lorenzo as trainees do not feel prepared for what they really need to know to do their work effectively. A number of enhancements to induction including passporting of skills should improve this aspect of the trainee experience. Handover has previously been a strategic area for improvement within the Trust and we no longer have red outliers in this domain. Trainees in their early Foundation and Core years remain concerned about their exposure to their wider curriculum requirements whilst working in a specialist hospital which is reflected in these domains. A number of initiatives we have instigated as part of our move to the Biomedical Campus should improve this domain

Programme Group	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
CMT	Royal Papworth Hospital NHS Foundation Trust	Overall Satisfaction	61.14	64.50	56.00	76.00	73.33	83.57	65.90	65.40
		Clinical Supervision	73.71	80.38	88.57	92.00	87.29	96.43	89.00	96.00
		Clinical Supervision out of hours				87.75	84.50	91.61	84.72	91.25
		Reporting systems					77.50	81.67	63.33	76.67
		Work Load	37.50	47.66	45.24	50.00	43.75	54.46	50.00	46.25
		Teamwork						84.52	70.83	83.33
		Handover	32.14	26.56	30.36	34.38	68.06	41.67	58.75	53.75
		Supportive environment				73.75	69.17	74.29	69.00	80.00
		Induction	80.00	72.50	55.71	88.75	82.50	84.82	56.50	69.00
		Adequate Experience	48.57	45.00	38.57	65.00	68.33	71.43	59.00	51.50
		Curriculum Coverage						66.67	57.50	56.67
		Educational Governance						71.43	64.17	63.33
		Educational Supervision	82.14	87.50	57.14	87.50	91.67	94.05	73.75	91.25
		Feedback	75.00	50.70	26.04		73.61	72.50	56.77	58.33
		Local Teaching	50.57	61.38	47.43	56.75	66.17	65.57	73.67	48.33
		Regional Teaching		73.50			65.42	62.05	57.25	53.75
		Study Leave	72.86	77.50	72.50		60.42	60.71	60.18	63.33
		Rota Design							54.86	60.00

including campus wide educational opportunities.

Medicine F1	Royal Papworth Hospital NHS Foundation Trust	Overall Satisfaction	65.60	48.00	74.00	67.33	68.00	83.50	66.71	73.67
		Clinical Supervision	80.85	75.75	86.71	83.67	88.67	99.17	93.57	83.54
		Clinical Supervision out of hours							88.89	80.00
		Reporting systems					67.75	78.13	66.88	67.50
		Work Load	51.67	45.83	51.39	51.39	55.56	58.33	55.95	37.50
		Teamwork						85.42	75.60	68.06
		Handover								
		Supportive environment				74.17	72.50	75.83	74.29	69.17
		Induction	80.00	72.50	86.67	76.67	60.00	92.71	69.29	54.17
		Adequate Experience	64.00	50.00	70.00	58.33	63.33	66.25	60.36	59.58
		Curriculum Coverage						80.56	59.52	58.33
		Educational Governance						77.78	73.81	69.44
		Educational Supervision	85.00	93.75	100.00	75.00	95.83	93.06	73.21	76.04
		Feedback		60.42	50.70	62.50	70.14	74.31	49.31	72.92
		Local Teaching	49.40							
		Regional Teaching								
		Rota Design							50.89	36.25
Medicine F2	Royal Papworth Hospital NHS Foundation Trust	Overall Satisfaction	72.80	79.20	67.33	75.20	70.00	79.00	70.25	77.80
		Clinical Supervision	76.40	75.80	89.00	84.80	85.50	89.00	88.75	93.00
		Clinical Supervision out of hours				81.40	81.33	81.67		90.00
		Reporting systems					61.67	77.50		77.08
		Work Load	32.50	30.00	47.57	52.50	31.25	56.67	50.00	37.92
		Teamwork						75.00	76.04	73.33
		Handover	40.00	35.00	27.08	40.00	37.50	60.00	42.19	60.00
		Supportive environment				73.00	61.25	69.00	76.25	74.00
		Induction	75.00	90.00	95.83	78.00	62.50	78.75	62.50	70.00
		Adequate Experience	68.00	70.00	61.67	64.00	67.50	73.00	58.75	78.00
		Curriculum Coverage						73.33	41.67	66.67
		Educational Governance						60.00	64.59	73.33
		Educational Supervision	80.00	90.00	100.00	90.00	100.00	85.83	67.19	87.50
		Feedback	61.11	79.17	77.08	60.83	64.59	56.25	57.29	48.96
		Local Teaching	61.80							
		Regional Teaching								
		Study Leave	66.67	71.67	69.72	66.25	27.22	36.67	65.97	46.36
Rota Design							54.17	61.25		

Cardiology specialty trainees reported lower scores in 14 of 18 domains and are ranked 64th of 70 acute and specialist Trusts with cardiology trainees. This is an important area since Papworth has a large number of the regional cardiology trainees and HEE EoE recognises that there are areas for improvement within the EoE cardiology training programme. The department and specialty leads will need to perform considerable analysis and focus groups with trainees to review and improve training.

Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Cardiology	Royal Papworth Hospital NHS Foundation Trust	Overall Satisfaction	79.69	84.31	78.77	78.00	74.44	82.00	71.56	67.00
		Clinical Supervision	89.62	86.62	89.63	89.50	88.22	92.50	89.06	85.94
		Clinical Supervision out of hours				91.75	89.80	90.45	88.93	86.46
		Reporting systems					67.75	72.05	70.17	62.38
		Work Load	43.75	48.72	56.25	55.31	50.58	48.61	56.38	44.44
		Teamwork						75.00	70.57	66.67
		Handover	59.09	45.00	35.00	37.50	53.85	62.04	53.21	57.64
		Supportive environment				73.00	64.17	64.58	68.75	60.00
		Induction	85.38	90.42	91.79	75.53	56.39	80.21	69.06	62.50
		Adequate Experience	76.92	81.54	73.85	69.50	71.67	73.96	60.63	59.79
		Curriculum Coverage						74.31	56.77	61.11
		Educational Governance						59.72	67.19	59.03
		Educational Supervision	76.92	82.69	89.10	80.00	89.82	92.01	72.66	76.56
		Feedback	80.56	72.08	70.49	67.16	70.83	62.50	50.00	52.31
		Local Teaching	56.62	62.22	59.71	54.86	55.33	56.33	72.58	67.50
		Regional Teaching	64.27	66.17	59.90	55.08	59.11	64.75	69.17	71.25
		Study Leave	67.67	71.67	78.33	70.56	57.62	47.22	61.98	61.20
		Rota Design							57.50	45.00

Respiratory medicine saw overall excellent scores and increases in 10 of the 18 domains this year. Nationally, respiratory medicine is ranked 22nd of 81 acute and specialist Trusts.

Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Respiratory Medicine	Royal Papworth Hospital NHS Foundation Trust	Overall Satisfaction	79.20	74.80	71.76	75.67	84.00	85.17	80.62	84.21
		Clinical Supervision	89.40	88.90	91.94	91.67	95.32	97.78	96.67	97.50
		Clinical Supervision out of hours				91.00	92.82	94.71	92.86	92.71
		Reporting systems					75.00	79.10	72.83	78.75
		Work Load	40.21	41.04	34.80	48.44	45.83	61.81	54.86	53.57
		Teamwork						88.66	80.75	85.71
		Handover	40.00	40.63	34.62	36.11	69.79	57.22	56.67	63.28
		Supportive environment				73.75	81.67	77.50	76.67	81.07
		Induction	84.00	86.50	77.35	81.67	80.33	82.99	72.38	74.64
		Adequate Experience	78.00	66.00	67.06	69.17	76.67	70.97	74.88	73.39
		Curriculum Coverage						72.69	69.05	71.43
		Educational Governance						76.85	71.43	78.57
		Educational Supervision	93.33	90.00	82.35	79.17	91.11	89.82	84.23	89.29
		Feedback	70.32	78.24	56.85	67.19	79.49	77.08	79.44	64.58
		Local Teaching	57.40	57.20	47.55	57.71	67.18	58.77	74.56	59.00
		Regional Teaching	67.92	72.35	68.79	70.60	70.06	67.32	68.33	78.83
		Study Leave	71.67	75.48	63.94	79.76	73.50	65.55	64.84	64.79
		Rota Design							63.13	71.31

Anaesthesia has made a number of changes within education and training since a targeted visit to Royal Papworth by the School of Anaesthesia earlier this year. The results of the survey are from prior to this visit and show that anaesthetics is ranked 76th of 149 Trusts nationally, although there are no red outliers and 8 of the 18 domains score higher than in previous years.

Trainer survey

All recognised educational and clinical supervisors were invited to take part and 80% completed the trainer survey. It is pleasing to see the domains with improvement include overall satisfaction, supportive environment, resources for trainers and support for trainers. There are no red outliers this year. In 2018 the domain of 'time for training' was a red outlier (lowest score in the UK) which has improved significantly (20 to 55) due to appropriate recognition for education and training in job plans. Specialty sub analysis shows no red outliers (7 in 2018) with particularly high scores in all domains among surgical and ICU supervisors. In comparison with other Trusts, our scores are similar to CUH but below those of the Royal Brompton and Liverpool Heart and Chest Hospitals.

Trust / Board	Response Rate	Overall Satisfaction	Work Load	Handover	Supportive environment	Curriculum Coverage	Educational Governance	Time for training	Rota Design	Resources for trainers
Royal Papworth Hospital NHS Foundation Trust	80%	71.00	37.14	67.94	73.29	72.05	66.99	54.88	67.65	71.25

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. Departments, educational leads and specialty tutors have been asked to analyse their own survey data and address the red outliers and other areas for improvement. They have been asked to formulate action plans where needed, as well as learning from the notable practice shown by specialties such as cardiothoracic surgery. The Director of Medical Education will formulate an overall action plans to address areas of concern and report notable practice together with Trust educational leads. These require reporting to HEE EoE by 16th August with on-going monitoring through the Educational Quality Framework and Assurance process. Work is also continuing with the Cambridge University Health Partnership and HEE EoE to identify common areas for improvement and collaboration on training programmes and educational opportunities.