

*Developing people  
for health and  
healthcare*

Health Education East of England GMC National  
Training Survey Analysis 2015: Trust Report

**Basildon and Thurrock  
University Hospitals  
NHS Foundation Trust**

# Narrative

## Trust Indicators

The dashboard for the Basildon and Thurrock University Hospitals NHS Foundation Trust illustrates where it stands relative to the national mean and the other trusts nationally participating in the National Training Survey (NTS). Thirteen of the 14 indicators lie in the first quartile, none in the second or third and one in the fourth quartile.

The chart illustrating the means by indicator from 2012 to 2015 shows the indicator values staying fairly steady. Basildon and Thurrock's Means by Indicator chart for 2014 and 2015 compared to the 2015 national mean illustrates that most indicators are under the national mean and down from the previous year.

## Programme Group Indicators

The chart for Overall Satisfaction for each programme group illustrates where Basildon and Thurrock's programme groups lie relative to each programme group's national mean. The quartiles were calculated for each programme group using the means of each trust participating in the NTS that runs that particular programme group. Basildon and Thurrock has six programme groups in the first quartile, five in the second, five in the third quartile and three in the fourth quartile. Basildon and Thurrock is in the bottom 25% of trusts which run the programme groups in quartile one while it is in the top 25% of trusts which run each of the programme groups which lie in quartile four.

## Outliers

The outliers by programme group and level show which areas are above (green/A) and below (red/B) outliers. A programme group is an outlier if it is in the top or bottom of the GMC calculated quartiles and the confidence intervals do not overlap those of the national mean.

Core Anaesthetics and Obstetrics and Gynaecology have the most negative outliers with four each. CST has the most positive outliers with five.

The chart of net programme group outliers for 2012-2015 illustrates the net outliers for each programme group by trust, with positive outliers getting value +1 and negative outliers getting value -1. Basildon and Thurrock had a net outlier value of -4 in 2012, -17 in 2013, -5 in 2014 and -2 in 2015.

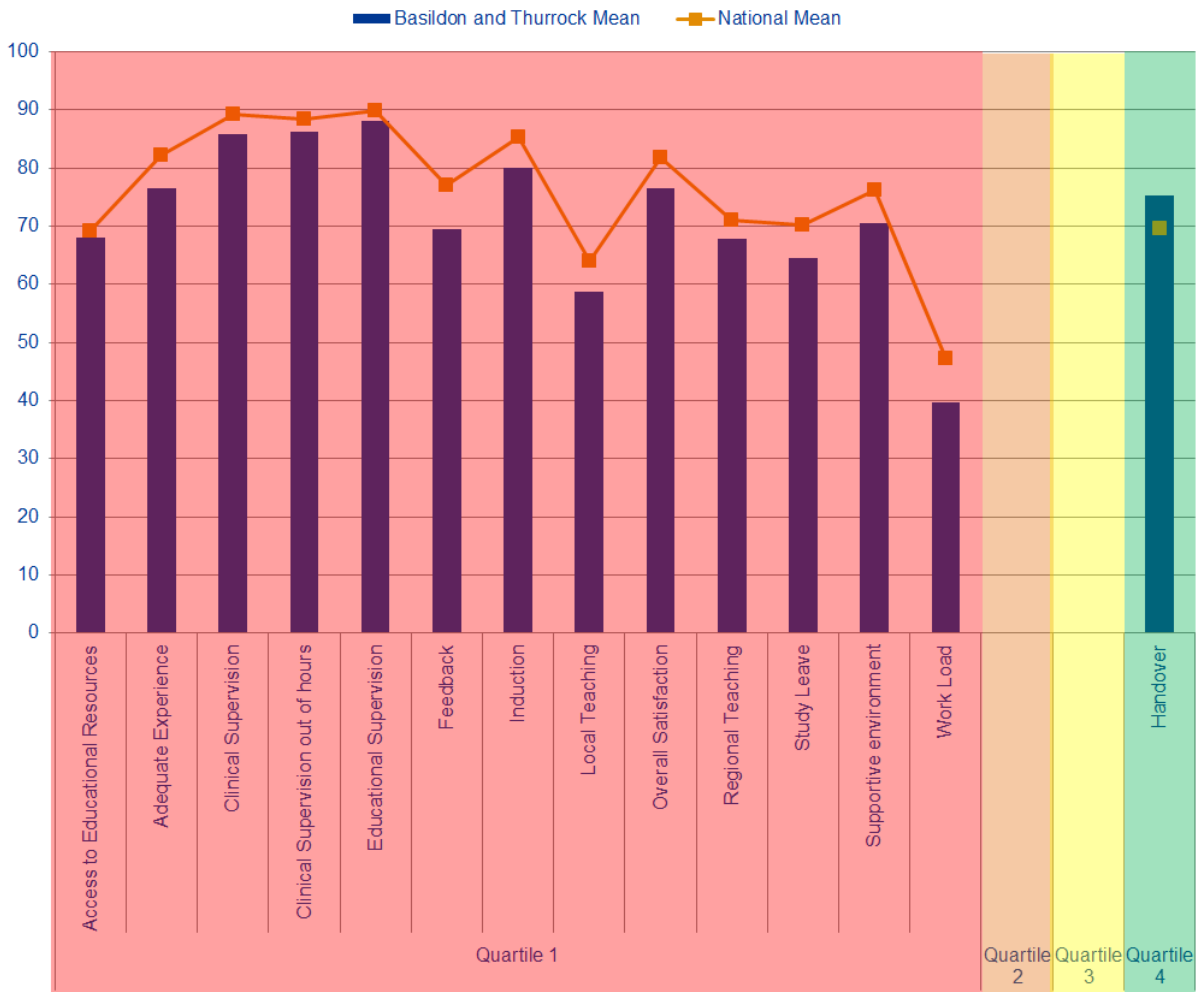
## Rankings

The rankings chart shows where Basildon and Thurrock comes in comparison to the other trusts delivering each of its programme groups for Overall Satisfaction. The graph is calculated by dividing by the total number of trusts who reported information for that programme group in order to be able to directly compare each programme group, no matter how many trusts deliver it. Basildon and Thurrock has two programme groups which have remained in the bottom quartile for the last 3 years, Core Anaesthetics and Obstetrics and Gynaecology. Cardiology and the GP programme for Obstetrics and Gynaecology have stayed in the top two quartiles for the last 3 years.

## Patient Safety Concerns

Basildon and Thurrock has six patient safety concerns, including two in understaffing. Basildon and Thurrock is in the lower range for concerns per bed and this is in the same range as the last two years.

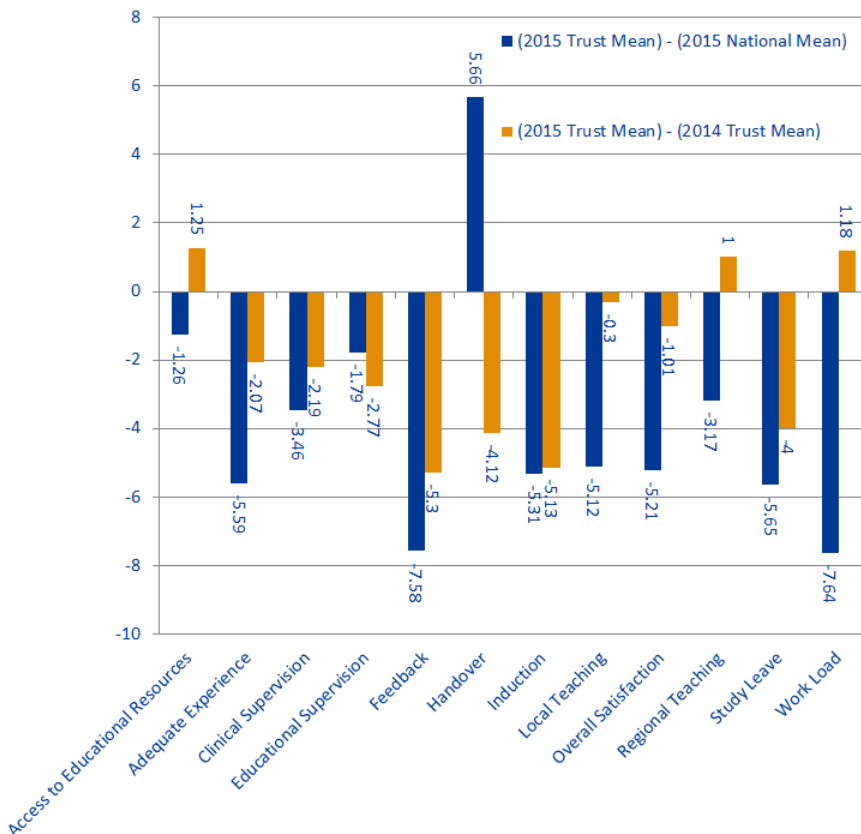
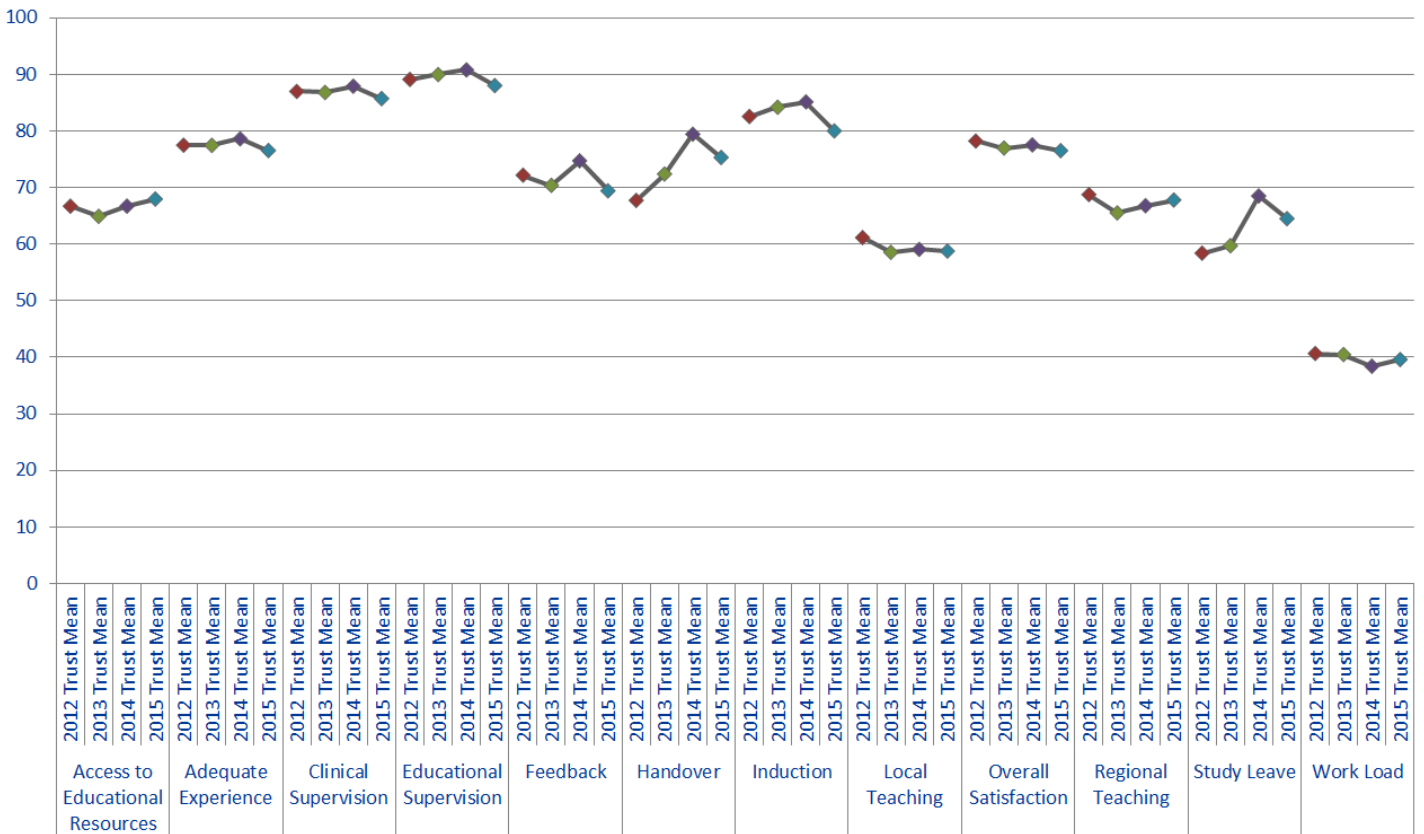
# Dashboard



Quartile	Indicator	Basildon and Thurrock Mean	National Mean
Quartile 1	Access to Educational Resources	67.98	69.24
	Adequate Experience	76.55	82.14
	Clinical Supervision	85.73	89.19
	Clinical Supervision out of hours	86.19	88.44
	Educational Supervision	88.03	89.82
	Feedback	69.43	77.01
	Induction	80.02	85.33
	Local Teaching	58.78	63.9
	Overall Satisfaction	76.53	81.74
	Regional Teaching	67.81	70.98
	Study Leave	64.52	70.17
	Supportive environment	70.45	76.14
	Work Load	39.61	47.25
Quartile 2			
Quartile 3			
Quartile 4	Handover	75.33	69.67

The quartiles are calculated from the means for every trust that participated in the National Training Survey (NTS). The quartiles for each indicator are calculated separately. Therefore if a trust's indicator fell within the first quartile, then this means that the trust fell within the bottom 25% of trusts for that indicator. If a trust fell within the fourth quartile, then this means that the trust fell within the top 25% of trusts for that indicator.

# Trend Data



Indicator	2015 National Mean	2015 Trust Mean	2014 Trust Mean	(2015 Trust Mean) - (2015 National Mean)	(2015 Trust Mean) - (2014 Trust Mean)
Access to Educational Resources	69.24	67.98	66.73	-1.26	1.25
Adequate Experience	82.14	76.55	78.62	-5.59	-2.07
Clinical Supervision	89.19	85.73	87.92	-3.46	-2.19
Educational Supervision	89.82	88.03	90.8	-1.79	-2.77
Feedback	77.01	69.43	74.73	-7.58	-5.3
Handover	69.67	75.33	79.45	5.66	-4.12
Induction	85.33	80.02	85.15	-5.31	-5.13
Local Teaching	63.9	58.78	59.08	-5.12	-0.3
Overall Satisfaction	81.74	76.53	77.54	-5.21	-1.01
Regional Teaching	70.98	67.81	66.81	-3.17	1
Study Leave	70.17	64.52	68.52	-5.65	-4
Work Load	47.25	39.61	38.43	-7.64	1.18

2015 trust mean lies above the national mean, but is below last year's trust mean

2015 trust mean lies above both the national mean and last year's trust mean

2015 trust mean lies below the national mean but above last year's trust mean

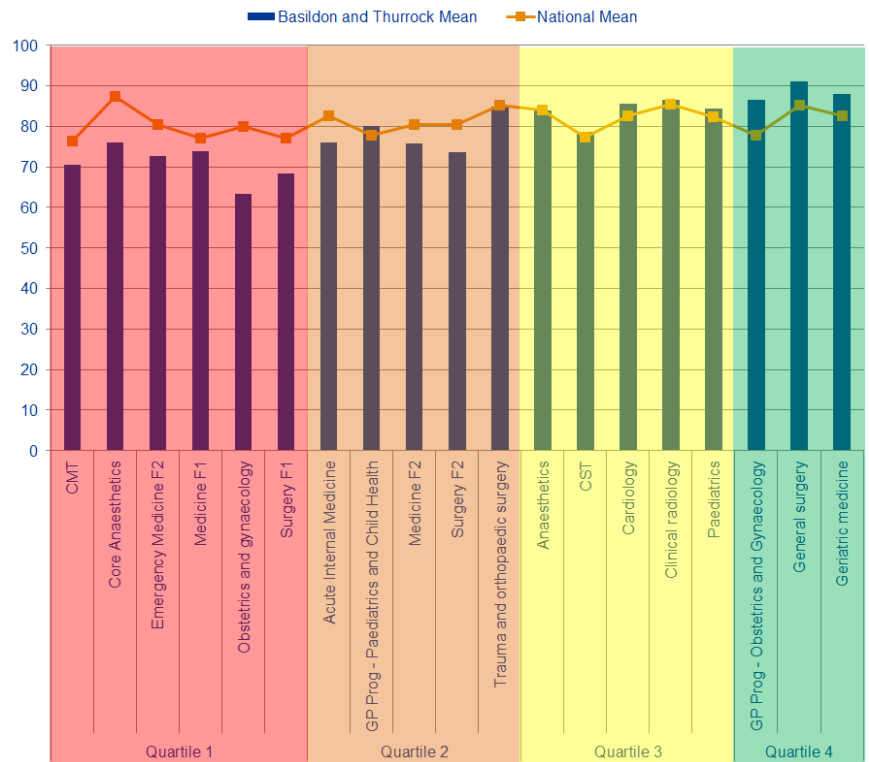
2015 trust mean lies below both the national mean and last year's trust mean

# Overall Satisfaction by Programme Group

## Programme Groups by Quartile

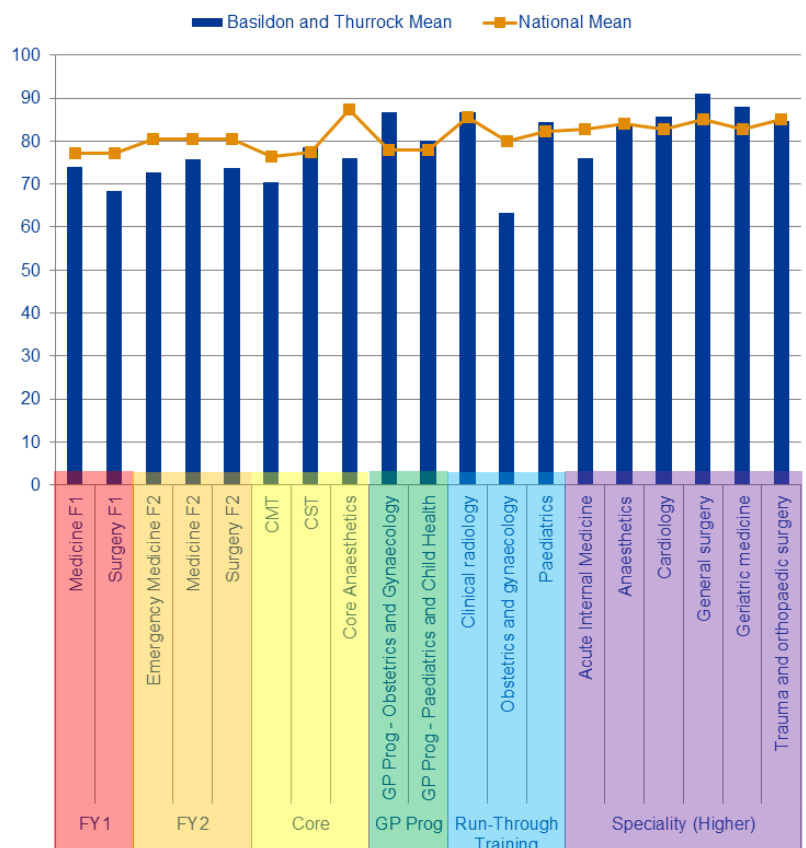
Quartiles	Programme Group	Basildon and Thurrock Mean	National Mean
Quartile 1	CMT	70.55	76.35
	Core Anaesthetics	76.00	87.40
	Emergency Medicine F2	72.67	80.57
	Medicine F1	73.89	77.14
	Obstetrics and gynaecology	63.33	79.96
	Surgery F1	68.40	77.14
Quartile 2	Acute Internal Medicine	76.00	82.69
	GP Prog - Paediatrics and Child Health	80.00	77.89
	Medicine F2	75.67	80.57
	Surgery F2	73.67	80.57
Quartile 3	Trauma and orthopaedic surgery	84.80	85.18
	Anaesthetics	84.00	83.94
	CST	78.67	77.42
	Cardiology	85.60	82.69
Quartile 4	Clinical radiology	86.67	85.59
	Paediatrics	84.31	82.29
	GP Prog - Obstetrics and Gynaecology	86.67	77.89
	General surgery	91.00	85.18
	Geriatric medicine	88.00	82.69

Quartiles are calculated from the means for every trust that ran that programme group. The quartiles for each programme group are calculated separately. Therefore if a trust's speciality falls into the first quartile this means this speciality had an overall satisfaction mean that fell within the bottom 25% of trusts in the UK running this speciality.



## Programme Groups by Level

Level	Programme Group	Basildon and Thurrock Mean	National Mean
FY1	Medicine F1	73.89	77.14
	Surgery F1	68.40	77.14
FY2	Emergency Medicine F2	72.67	80.57
	Medicine F2	75.67	80.57
Core	CMT	70.55	76.35
	CST	78.67	77.42
	Core Anaesthetics	76.00	87.40
GP Prog	GP Prog - Obstetrics and Gynaecology	86.67	77.89
	GP Prog - Paediatrics and Child Health	80.00	77.89
Run-Through Training	Clinical radiology	86.67	85.59
	Obstetrics and gynaecology	63.33	79.96
Speciality (Higher)	Paediatrics	84.31	82.29
	Acute Internal Medicine	76.00	82.69
	Anaesthetics	84.00	83.94
	Cardiology	85.60	82.69
	General surgery	91.00	85.18
	Geriatric medicine	88.00	82.69
	Trauma and orthopaedic surgery	84.80	85.18



# Programme Group Outliers

**A** Above Outlier  
**B** Below Outlier

Programme Groups	Overall Satisfaction	Patient Safety					Educational Development						Training Environment	Access to Educational Resources
		Clinical Supervision	Clinical Supervision Out of Hours	Induction	Handover	Work Load	Education Supervision	Adequate Experience	Feedback	Local Teaching	Regional Teaching	Supportive Environment		
2015														
Acute Internal Medicine											B			
Anaesthetics														
CMT														
CST		A		A		A						A	A	
Cardiology									A					
Clinical radiology													A	
Core Anaesthetics		B		B	B					B				
Emergency Medicine F2						B				B				
GP Prog - Obstetrics and Gynaecology									A		A			
GP Prog - Paediatrics and Child Health														
General surgery				A										
Geriatric medicine						A								
Medicine F1														
Medicine F2													B	
Obstetrics and gynaecology						B	B						B	
Paediatrics														
Surgery F1													B	
Surgery F2														
Trauma and orthopaedic surgery									B					
2014														
Acute Internal Medicine									B					
CMT						A								
CST		A												
Core Anaesthetics														
Emergency Medicine F2														
GP Prog - Emergency Medicine						A								
GP Prog - Medicine														
GP Prog - Paediatrics and Child Health														
General surgery														
Obstetrics and gynaecology														
Surgery F2		B												
2013														
Acute Internal Medicine														
CMT														
CST														
Core Anaesthetics		B												B
Emergency Medicine F2		B	B											B
GP Prog - Obstetrics and Gynaecology														
GP Prog - Paediatrics and Child Health														A
General Surgery														
Medicine F2														
Obstetrics and gynaecology		B	B											B
Paediatrics		B												B
Trauma and orthopaedic surgery		B												B

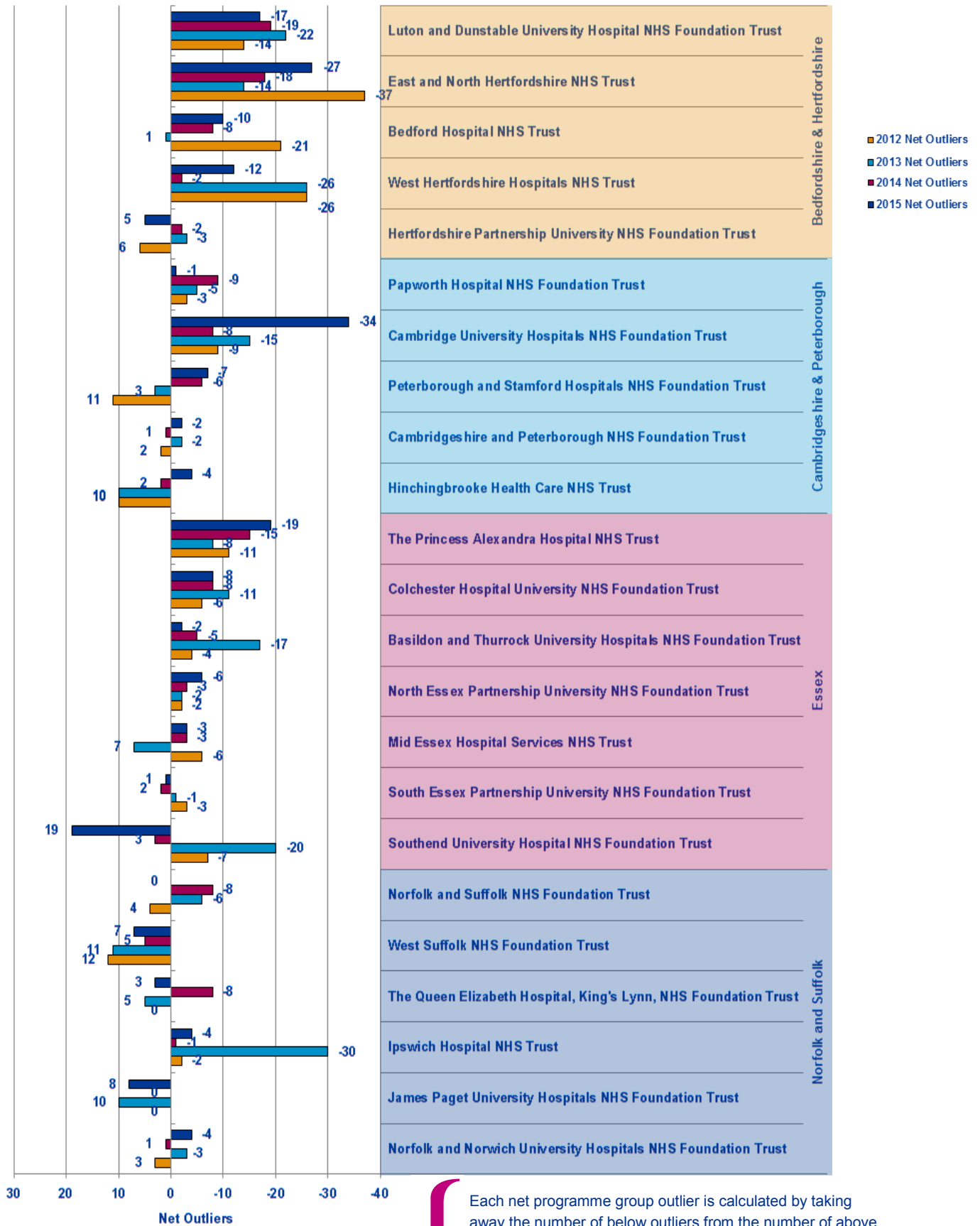
Programme Groups	Patient Safety					Educational Development				Training Environment/Infrastructure	GREEN OUTLIERS			RED OUTLIERS			2014 to 2015 CHANGE ↑ BETTER STATUS QUO ↓ WORSE	
	Overall Satisfaction	Clinical Supervision	Handover	Induction	Work Load	Adequate Experience	Local Teaching	Regional Teaching	Supportive environment		2013	2014	2015	2013	2014	2015		
Acute Internal Medicine																1	3	1
Anaesthetics																		
CMT																		
CST		2																
Cardiology																		
Clinical radiology																		
Core Anaesthetics		2														2	1	4
Emergency Medicine F2																		2
GP Prog - Obstetrics and Gynaecology																		
GP Prog - Paediatrics and Child Health																		
General surgery																		
Geriatric medicine																		
Medicine F1																		
Medicine F2																		
Obstetrics and gynaecology																		
Paediatrics																		
Surgery F1																		
Surgery F2																		
Trauma and orthopaedic surgery																		
<b>Total</b>																		

This table represents the outliers for the last three years. A place is coloured if it is an above (Green) or below (Red) outlier in 2015. If an outlier in 2015 was not an outlier in either 2014 or 2013 then it is left as a pale colour and with nothing written in it. However if the outlier in 2015 has been an outlier multiple times over the last three years then the number of times it has been a positive or negative outlier is written in its box and the colour of the box is darkened correspondingly. This is useful for seeing where continuous issues or positive areas lie for each programme group.

On the right hand side of the table is a count of how many outliers there were for each programme group in each of the years. This can be used to see if programme groups are in general improving or getting worse.

The red and green arrows on the bottom left hand side represent whether the total number of positive and negative outliers has improved from 2014 to 2015.

# Net Programme Group Outliers

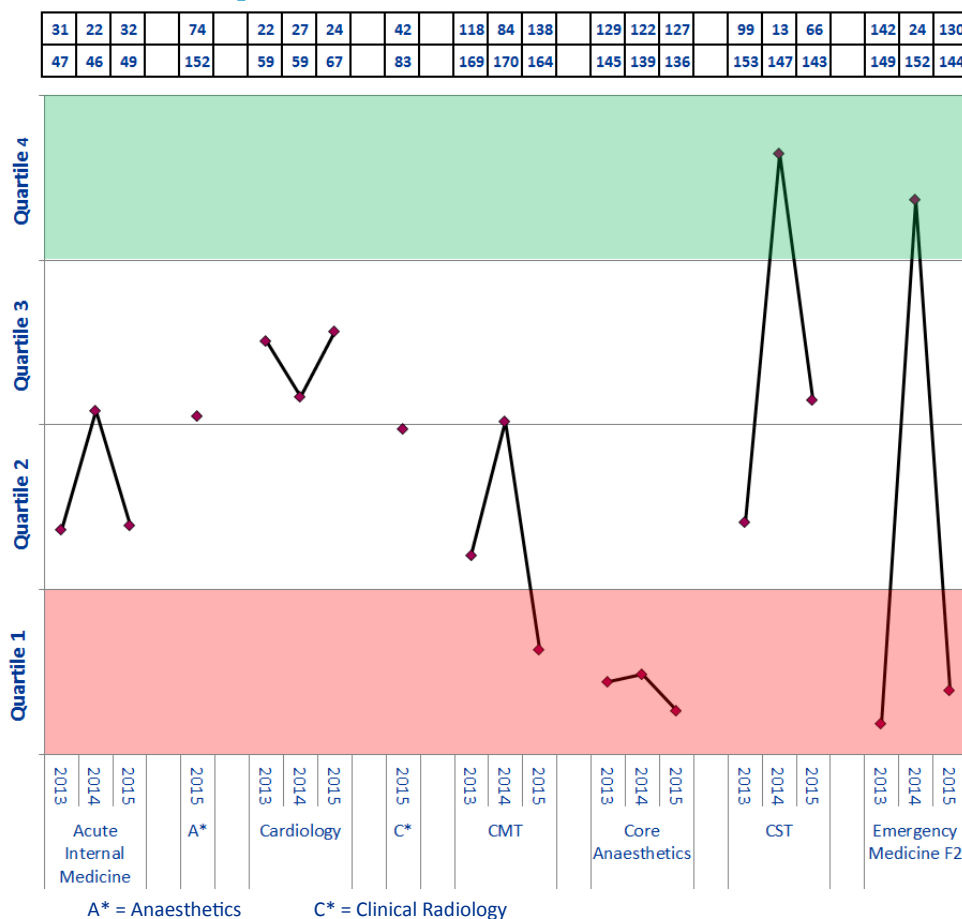


Each net programme group outlier is calculated by taking away the number of below outliers from the number of above outliers occurring across all programme groups for that trust in that year. Each trust has had their net outlier figure calculated for the last four years, permitting us to see the general trend for each trust and each workforce partnership.

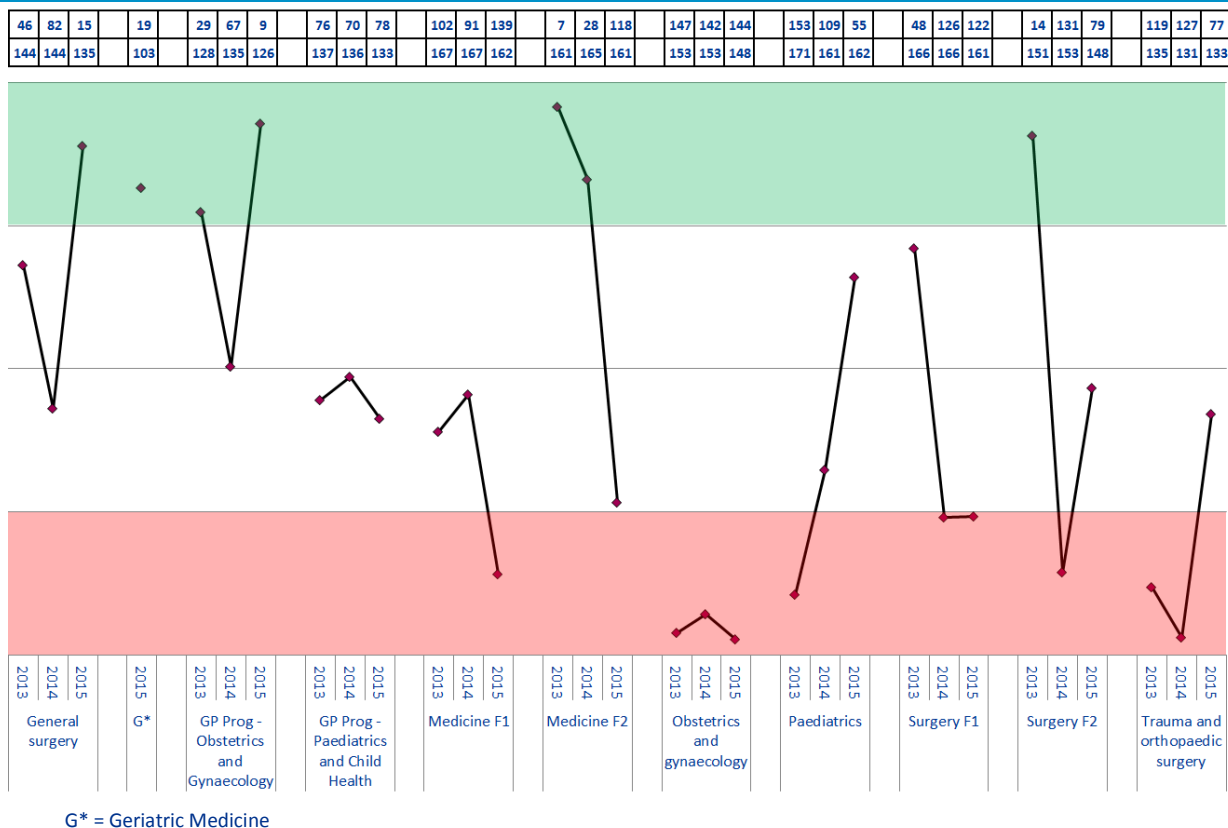
# Programme Group Overall Satisfaction Rankings

Trust Ranking

Total Number of Trusts Nationally Reporting for this Programme Group



Trust ranking of each Programme Group for 2013-2015 is calculated by ordering the means of the Overall Satisfaction of all trusts reporting for that programme group with n>2 respondents. Quartiles have been calculated from means of the other trusts, meaning if a trust is in the top quartile then it is in the top 25% of trusts which deliver that programme group.





# Patient Safety Concerns

These are the East of England Multiprofessional Deanery GMC NTS Patient Concerns for 2015 Collated by Local Education Provider (LEP) in March 2015. The data below has been broadly categorised to show the responses to the patient safety concerns question by LEP.

Areas of Concern identified	Understaffing	High Workload/ Work Intensity	Patient Care Provided incl assessment, treatment	Lack of Team work	Inadequate Handover	Capacity [shortage of Beds]	Confidence issues including lack of competence, induction; cross cover	Inadequate Supervision	Tension b/w education & service	Nursing Issues	Locum issues incl quality, availability	Clinical Processes incl equipment; IT	Intercultural communication issues incl lang	Non PSC - Ethical Issue	Total
<b>BEDFORD &amp; HERTFORDSHIRE</b>															
Bedford Hospital NHS Trust N= F1 = 1	1	1													2
East and North Hertfordshire NHS Trust N= C/ST1 = 3; C/ST2 = 1; ST3= 1	2	1	1		2					1					7
Hertfordshire Partnership NHS Foundation Trust N= C/ST2 = 1; ST4+ = 1;									1			1			2
Luton and Dunstable Hospital NHS Foundation Trust N= F2 = 1 ; C/ST2 = 2; ST4+ = 3;	1		2	1		1	2								7
West Hertfordshire Hospitals NHS Trust N= F1 = 3; F2 = 1	2	1	1		2		2			3	2	1			14
<b>TOTAL</b>	<b>6</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>32</b>
<b>ESSEX</b>															
Basildon and Thurrock University Hospitals NHS Foundation Trust N= F1 = 1; C/ST1 = 1	2				1			1			1	1			6
Colchester Hospital University NHS Foundation Trust N= F1 = 2 ; C/ST1 = 2; ST4+ = 1 ;	3	1	2				1				1				8
Mid Essex Hospital Services NHS Trust															0
Southend University Hospital NHS Foundation Trust N= ST3= 1											1				1
South Essex Partnership University NHS Foundation Trust N= ST3= 1	1	1			1	1									4
The Princess Alexandra Hospital NHS Trust N= F1 = 1; C/ST1 = 1	1	2	1												4
NHS West Essex CCG - The Gold Street Surgery															0
<b>TOTAL</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>23</b>

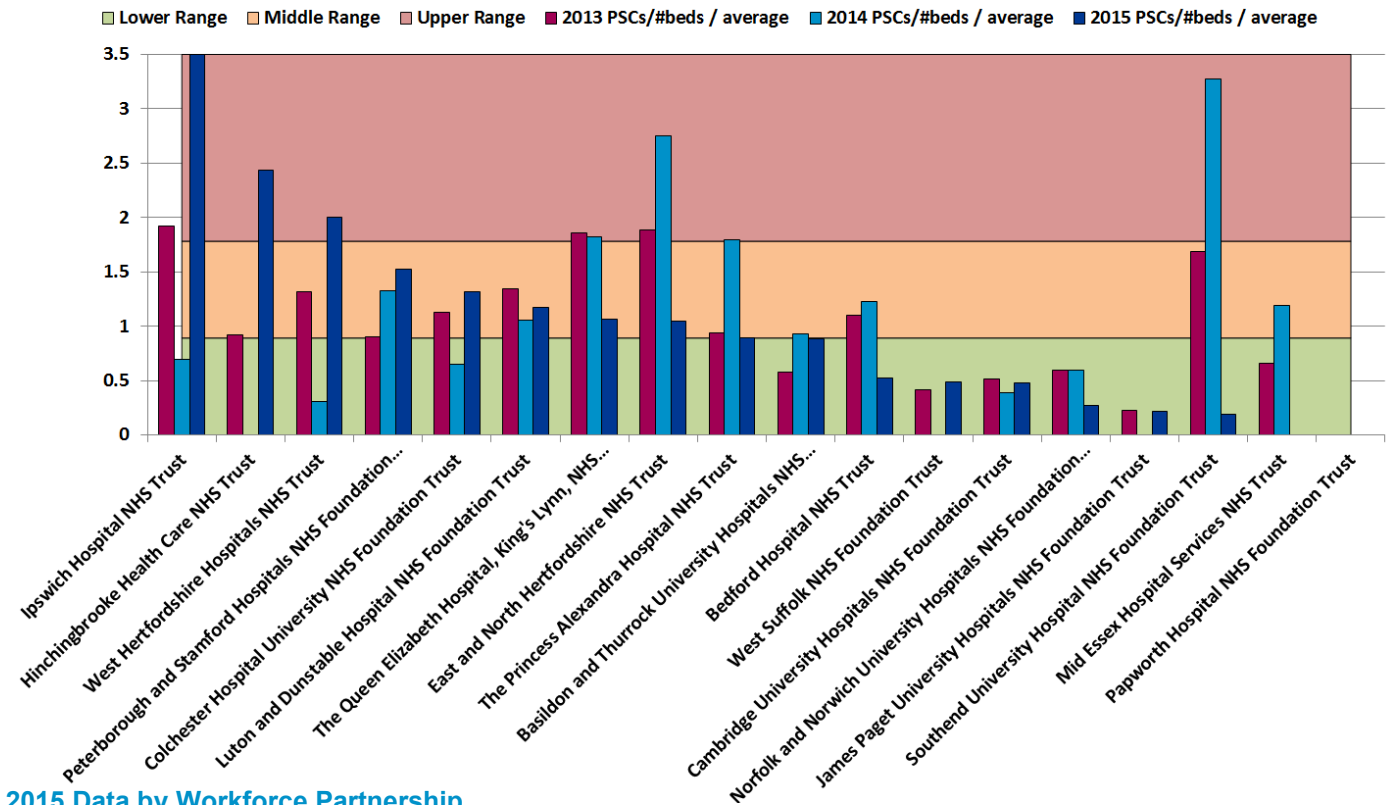
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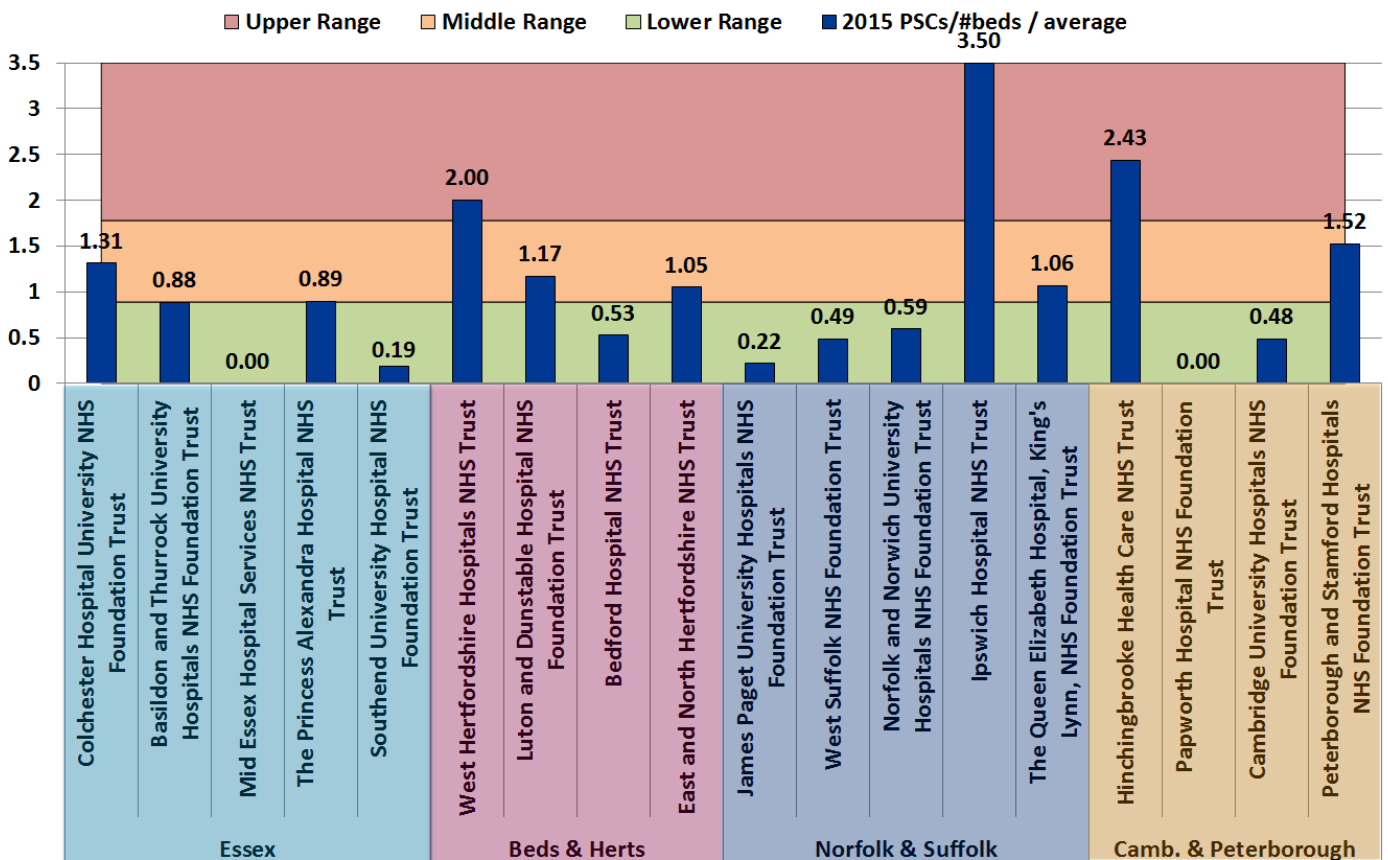
Areas of Concern identified	Understaffing	High Workload/ Work Intensity	Patient Care Provided Incl assessment, treatment	Lack of Team work	Inadequate Handover	Capacity [shortage of Beds]	Confidence Issues including lack of competence, induction; cross cover	Inadequate Supervision	Tension b/w education & service	Nursing Issues	Locum Issues incl quality, availability	Clinical Processes incl equipment; IT	Intercultural communication issues incl lang	Non PSC - Ethical Issue	Total
<b>NORFOLK &amp; SUFFOLK</b>															
Ipswich Hospital NHS Trust N= F1 = 3; F2 = 1; ST4+ = 1;	5	2	3	2	2		2	2		1	1	1	1		22
James Paget University Hospitals NHS Foundation Trust N= ST4+ = 1;												1			1
Norfolk and Norwich University Hospitals NHS Foundation Trust N= F1 =1; C/ST1 = 1	2		1												3
Norfolk and Suffolk NHS Foundation Trust N= C/ST2 = 1	1	1													2
The Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust N= F1 = 2; ST4+ = 1;	1						1			1	1		1		5
West Suffolk NHS Foundation Trust N= C/ST2 = 1	1		1												2
<b>TOTAL</b>	10	3	5	2	2	0	3	2	0	2	2	2	2	0	35
<b>CAMBRIDGE &amp; PETERBOROUGH</b>															
Cambridge University Hospitals NHS Foundation Trust N= F2 = 1; ST4+ = 2;	1	1				1		1				1			5
Cambridgeshire and Peterborough NHS Foundation Trust N= C/ST1 = 2	1	2	2				1		1						7
Hinchingbrooke Health Care NHS Trust N= F1 = 2; F2 =1	1	2	1						1	1					6
Papworth Hospital NHS Foundation Trust															0
Peterborough and Stamford Hospitals NHS Foundation Trust N= F1 = 3; C/ST1 = 1	2		2	1	1		1	1			1				9
<b>TOTAL</b>	5	5	5	1	1	1	2	2	2	1	1	1	0	0	27
<b>OVERALL TOTAL N=</b>	28	15	17	4	9	3	10	5	3	7	8	6	2	0	117

# Acute Trust Patient Safety Concerns per bed

## 2013-2015 Trend Data



## 2015 Data by Workforce Partnership



Calculation: (2015 Patient Safety Concerns / # beds in trust) / average all EoE acute trusts. Ranges are calculated using the standard deviation, centred around the target, 0. The number of beds is the overnight and day only bed numbers taken from NHS England at <http://www.england.nhs.uk/statistics/statistical-work-areas/bed-availability-and-occupancy/>, Q4 data of applicable financial year.