

*Developing people
for health and
healthcare*

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

**Bedford Hospital
NHS Trust**



Narrative

Trust Indicators

The dashboard for the Bedford Hospital NHS Trust illustrates where it stands relative to the national mean and the other trusts nationally participating in the National Training Survey (NTS). ten of the 14 indicators lie in the first quartile, two in the second, two in the third and none in the fourth quartile.

The chart illustrating the means by indicator from 2012 to 2015 shows most of the indicators increasing from previous years, with only Regional Teaching consistently decreasing. Bedford's Means by Indicator chart for 2014 and 2015 compared to the 2015 national mean illustrates that most indicators are below the national mean, but up from the previous year. Educational Supervision, Handover and Induction are all above the national mean this year.

Programme Group Indicators

The chart for Overall Satisfaction for each programme group illustrates where Bedford'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. Bedford has seven programme groups in the first quartile, four in the second, two in the third quartile and three in the fourth quartile. Bedford 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 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 its confidence intervals do not overlap those of the national mean.

Anaesthetics has the most negative outliers with four. Obstetrics and Gynaecology has the only positive outliers with two. The trend chart shows that General Surgery has been a below outlier for Overall Satisfaction for the last 3 years. Bedford has fewer positive outliers from last year, but also has fewer negative ones.

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. Bedford had a net outlier value of -21 in 2012, 1 in 2013, -8 in 2014 and -10 in 2015.

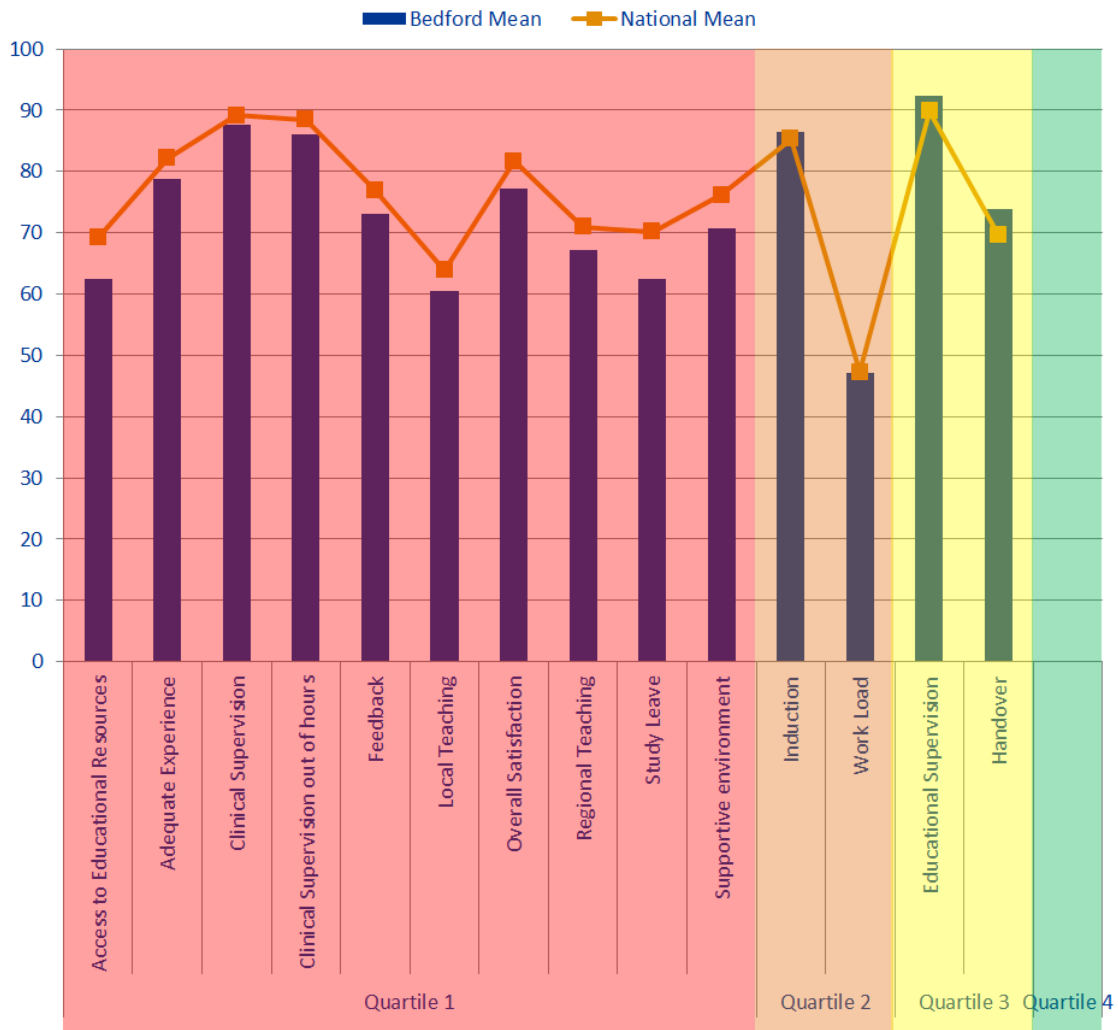
Rankings

The rankings chart shows where Bedford 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. Bedford has two programme groups which have remained in the bottom quartile for the last 3 years, Core Anaesthetics and General Surgery. Obstetrics and Gynaecology has remained in the top quartile for the last 2 years and from 2013 to 2015 Surgery F1 has improved its ranking consistently for the last 3 years taking it from the bottom quartile to being almost in the top one.

Patient Safety Concerns

Bedford has two patient safety concerns in understaffing and high workload. Bedford is in the lower range for concerns per bed and this is lower than the last two years.

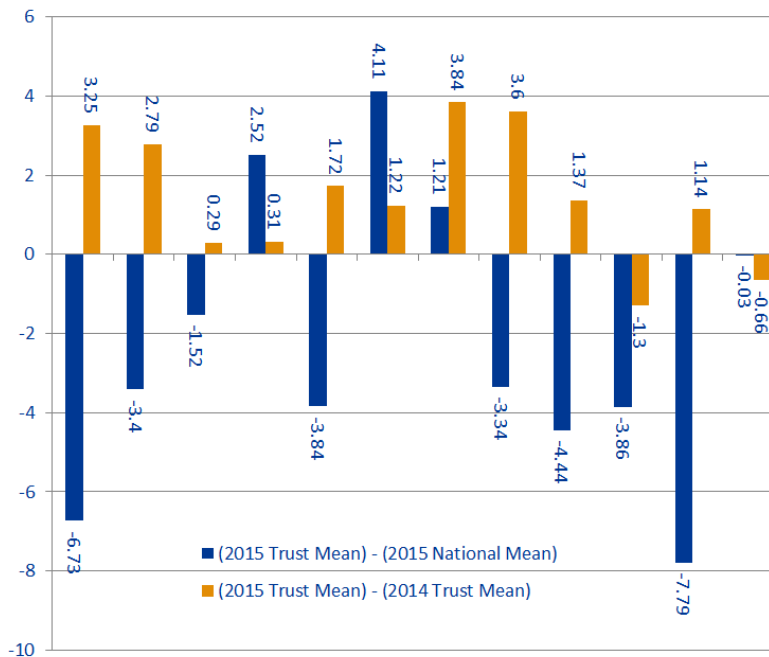
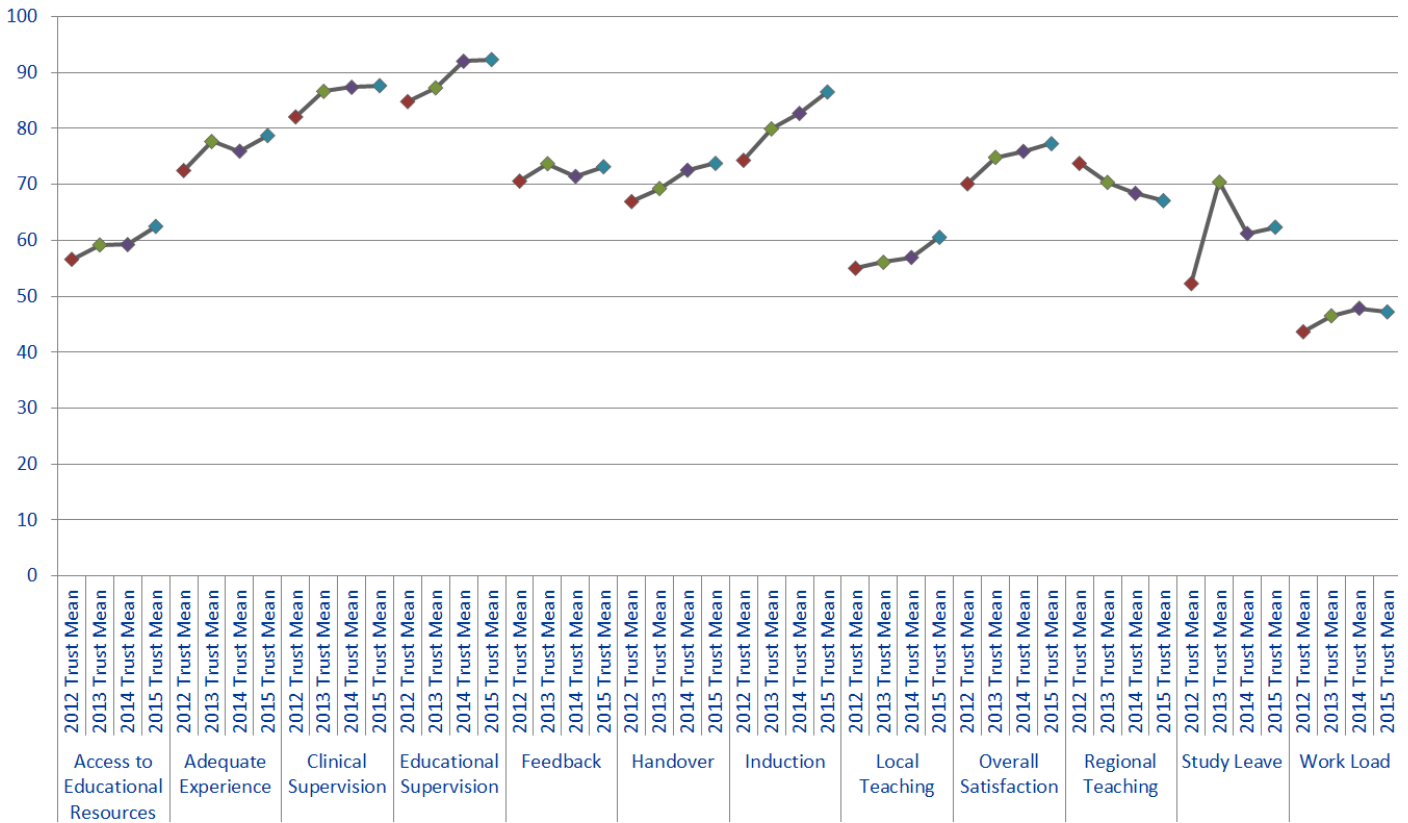
Dashboard



Quartile	Indicator	Bedford Mean	National Mean
Quartile 1	Access to Educational Resources	62.51	69.24
	Adequate Experience	78.74	82.14
	Clinical Supervision	87.67	89.19
	Clinical Supervision out of hours	86.06	88.44
	Feedback	73.17	77.01
	Local Teaching	60.56	63.9
	Overall Satisfaction	77.3	81.74
	Regional Teaching	67.12	70.98
	Study Leave	62.38	70.17
	Supportive environment	70.68	76.14
Quartile 2	Induction	86.54	85.33
	Work Load	47.22	47.25
Quartile 3	Educational Supervision	92.34	89.82
	Handover	73.78	69.67
Quartile 4			

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 into the first quartile, then this means that the trust fell into 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	62.51	59.26	-6.73	3.25
Adequate Experience	82.14	78.74	75.95	-3.4	2.79
Clinical Supervision	89.19	87.67	87.38	-1.52	0.29
Educational Supervision	89.82	92.34	92.03	2.52	0.31
Feedback	77.01	73.17	71.45	-3.84	1.72
Handover	69.67	73.78	72.56	4.11	1.22
Induction	85.33	86.54	82.7	1.21	3.84
Local Teaching	63.9	60.56	56.96	-3.34	3.6
Overall Satisfaction	81.74	77.3	75.93	-4.44	1.37
Regional Teaching	70.98	67.12	68.42	-3.86	-1.3
Study Leave	70.17	62.38	61.24	-7.79	1.14
Work Load	47.25	47.22	47.88	-0.03	-0.66

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

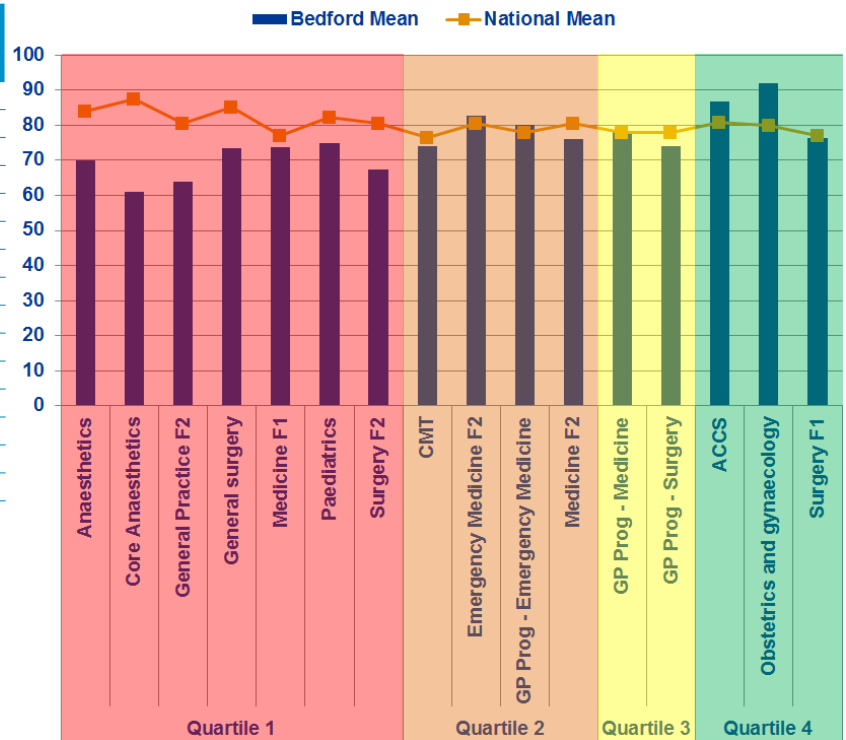
2015 trust mean lies below the national mean but above last year's trust mean

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

Overall Satisfaction by Programme Group

Programme Groups by Quartile

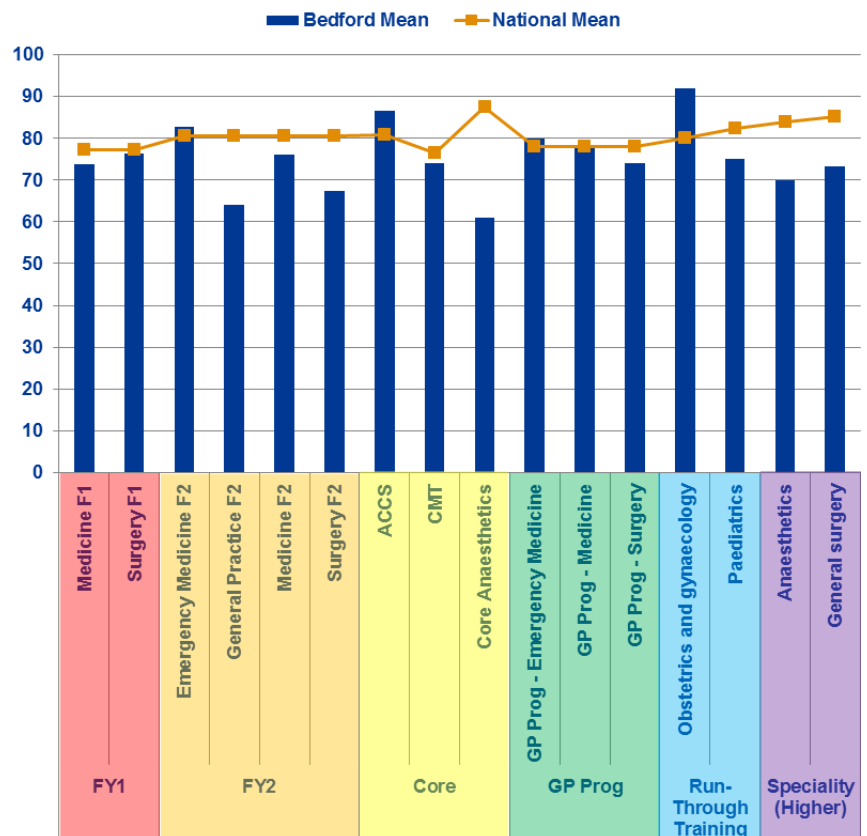
Quartiles	Programme Group	Bedford Mean	National Mean
Quartile 1	Anaesthetics	70	83.94
	Core Anaesthetics	61	87.4
	General Practice F2	64	80.57
	General surgery	73.33	85.18
	Medicine F1	73.67	77.14
	Paediatrics	75	82.29
	Surgery F2	67.5	80.57
Quartile 2	CMT	74	76.35
	Emergency Medicine F2	82.67	80.57
	GP Prog - Emergency Medicine	80	77.89
Quartile 3	Medicine F2	76	80.57
	GP Prog - Medicine	78	77.89
Quartile 4	GP Prog - Surgery	74	77.89
	ACCS	86.67	80.82
	Obstetrics and gynaecology	92	79.96
	Surgery F1	76.4	77.14



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	Bedford Mean	National Mean
FY1	Medicine F1	73.67	77.14
	Surgery F1	76.40	77.14
FY2	Emergency Medicine F2	82.67	80.57
	General Practice F2	64.00	80.57
	Medicine F2	76.00	80.57
Core	Surgery F2	67.50	80.57
	ACCS	86.67	80.82
GP Prog	CMT	74.00	76.35
	Core Anaesthetics	61.00	87.40
	GP Prog - Emergency Medicine	80.00	77.89
Run-Through Training	GP Prog - Medicine	78.00	77.89
	GP Prog - Surgery	74.00	77.89
	Obstetrics and gynaecology	92.00	79.96
Speciality (Higher)	Paediatrics	75.00	82.29
	Anaesthetics	70.00	83.94
	General surgery	73.33	85.18



Programme Group Outliers

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

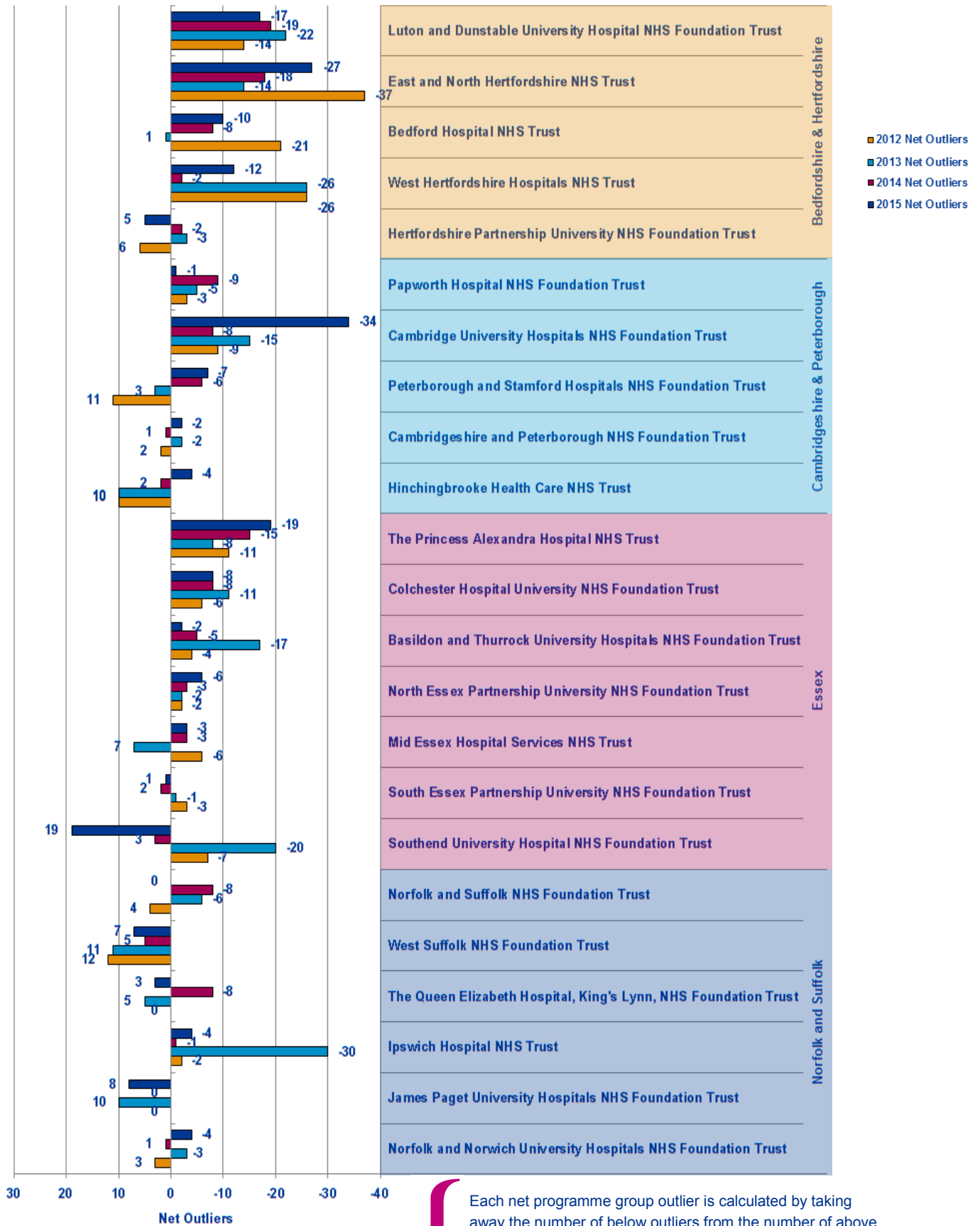
Programme Groups	Patient Safety						Educational Development						Training Environment / Infrastructure	GREEN OUTLIERS		RED OUTLIERS		2014 to 2015 CHANGE ↑ BETTER STATUS QUO ↓ WORSE		
	Overall Satisfaction	Clinical Supervision	Handover	Induction	Work Load	Educational Supervision	Adequate Experience	Feedback	Local Teaching	Regional Teaching	Study Leave	Supportive environment	Access to Educational Resources	2013	2014	2015	2013		2014	2015
ACCs														1					1	
Anaesthetics	2													1				2	4	
CMT														1				1		
Core Anaesthetics	2																	1	8	3
Emergency Medicine F2														2						
GP Prog - Emergency Medicine																			1	
GP Prog - Medicine																		3		
GP Prog - Surgery															5					
General Practice F2														2	3					2
General surgery	3																	2	3	3
Medicine F1																			1	1
Medicine F2																			1	1
Obstetrics and gynaecology	2																	3	2	
Paediatrics																			2	
Surgery F1																		1	2	
Surgery F2																			1	
Total														7	13	2	11	18	12	↓↑

This table represents the outliers for the last three years. A place is coloured if it is a n 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



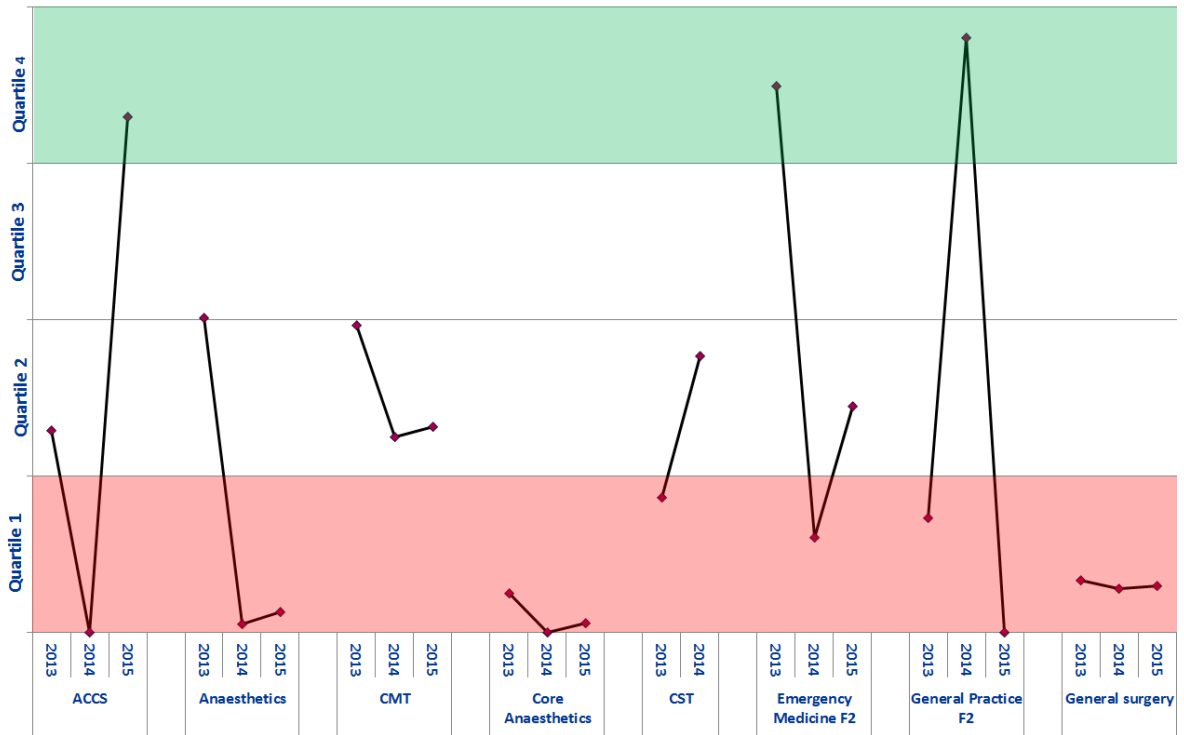
Each net programme group outlier is calculated by taking away the number of below outliers from the number of above outliers occurring across all programme groups for that trust in that year. Each trust has had their net outlier figure calculated for the last four years, permitting us to see the general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

Programme Group Overall Satisfaction National Rankings

National Ranking

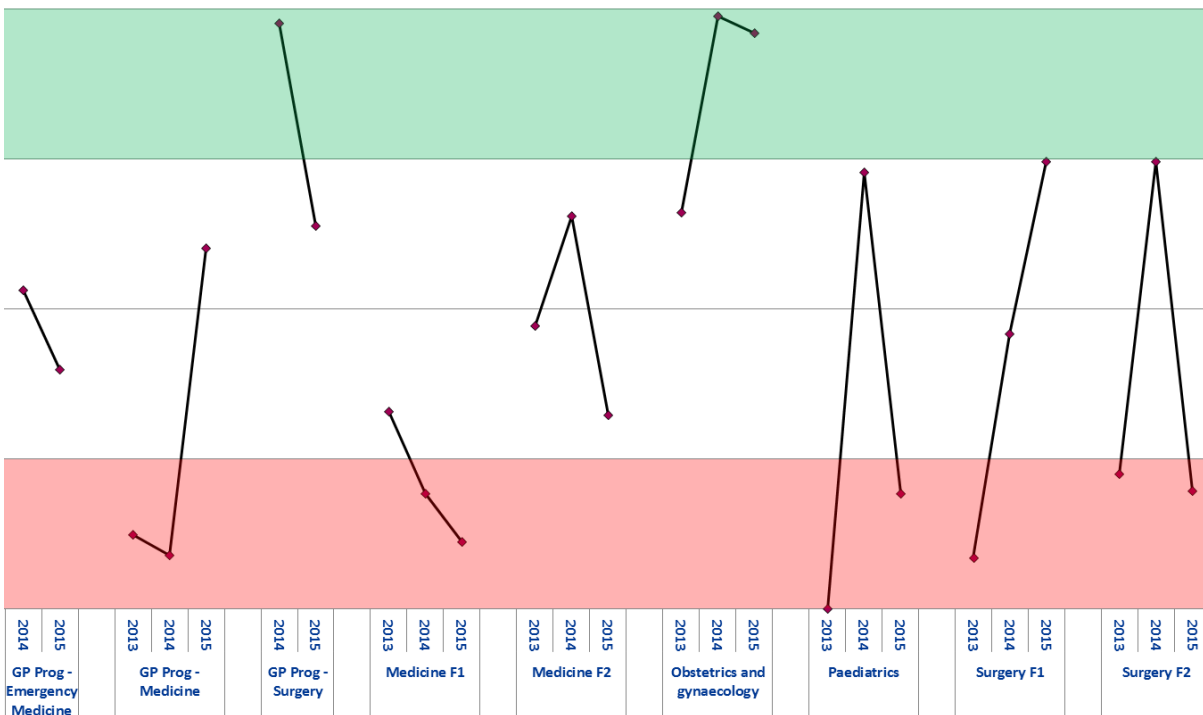
Total Number of Trusts Nationally Reporting for this Programme Group

88	133	21		79	155	147		86	117	110		136	139	134		120	82		19	129	92		125	8	168		132	134	125
130	133	119		159	157	152		169	170	164		145	139	136		153	147		149	152	144		153	160	168		144	144	135



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.

60	71		135	144	59		1	17	112	135	144		85	57	109		52	2	6		171	44	131		152	90	41		117	39	119
128	118		154	158	148		42	47	167	167	162		161	165	161		153	153	148		171	161	162		166	166	161		151	153	148



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
BEDFORD & HERTFORDSHIRE															
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
TOTAL	6	3	4	1	4	1	4	0	1	4	2	2	0	0	32
ESSEX															
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
TOTAL	7	4	3	0	2	1	1	1	0	0	3	1	0	0	23

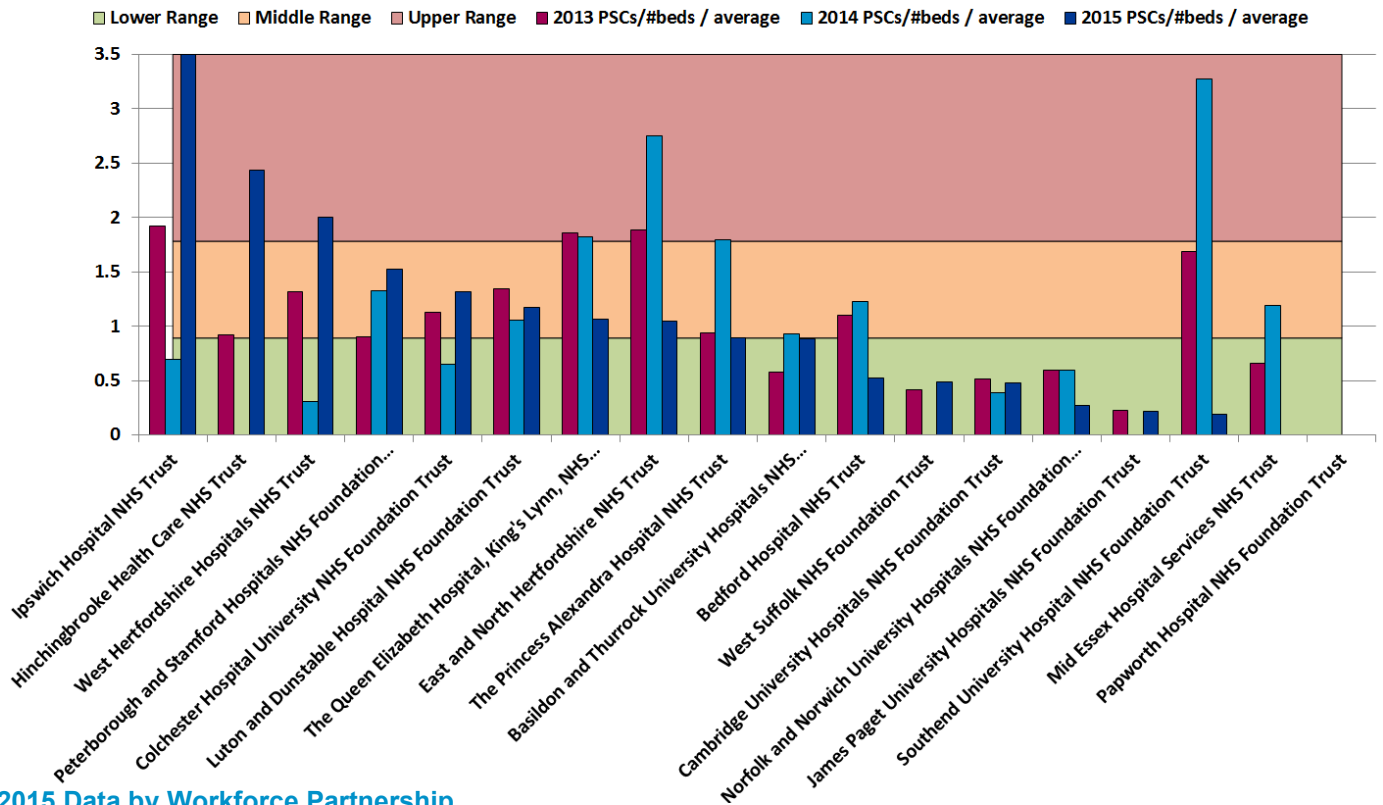
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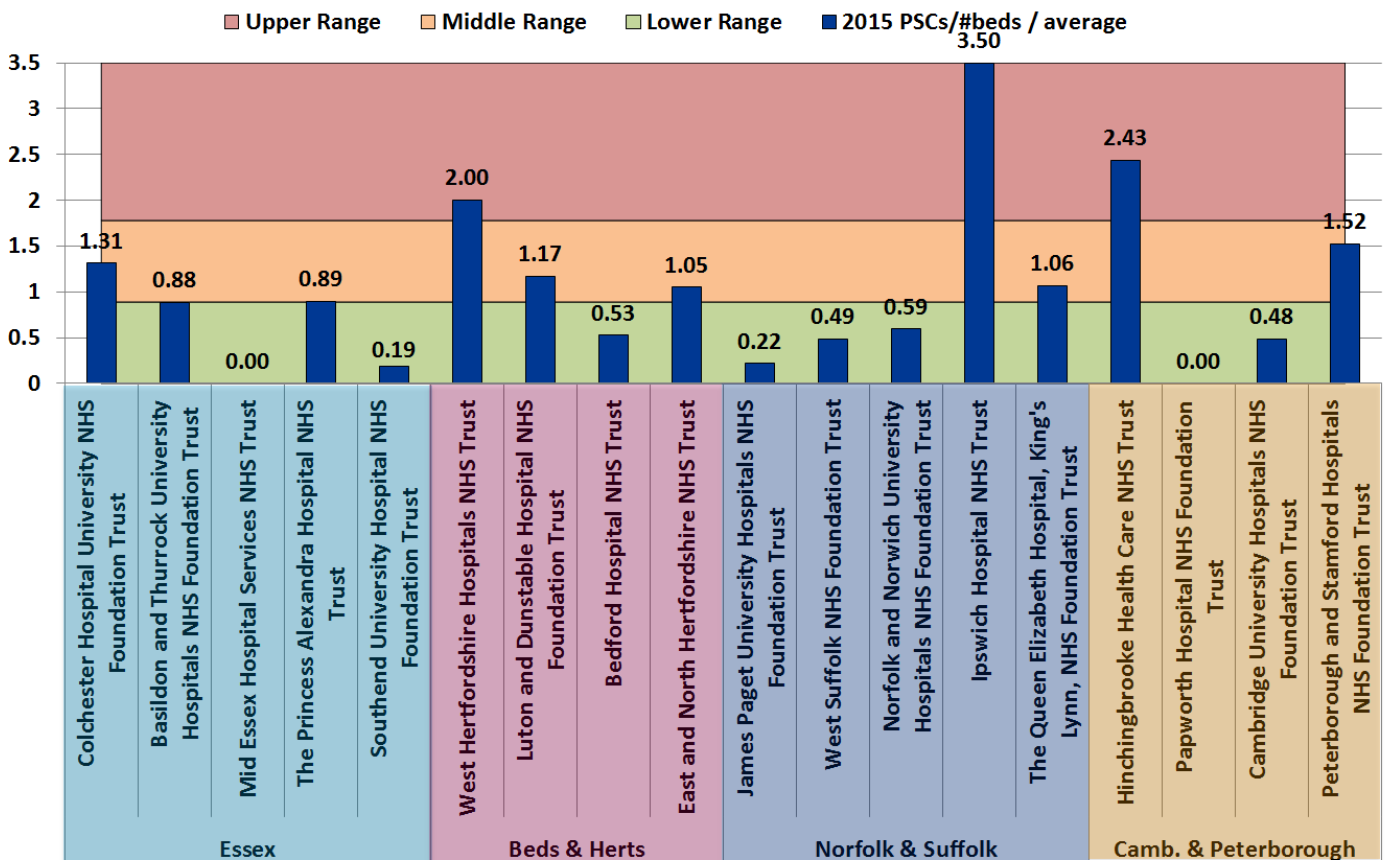
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NORFOLK & SUFFOLK															
Ipswich Hospital NHS Trust N= F1 = 3; F2 = 1; ST4+ = 1;	5	2	3	2	2		2	2		1	1	1	1		22
James Paget University Hospitals NHS Foundation Trust N= ST4+ = 1;												1			1
Norfolk and Norwich University Hospitals NHS Foundation 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
TOTAL	10	3	5	2	2	0	3	2	0	2	2	2	2	0	35
CAMBRIDGE & PETERBOROUGH															
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
TOTAL	5	5	5	1	1	1	2	2	2	1	1	1	0	0	27
OVERALL TOTAL N=	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.