

*Developing people  
for health and  
healthcare*

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

**Cambridge University  
Hospitals NHS  
Foundation Trust**



# Narrative

## Trust Indicators

The dashboard for the Cambridge 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). Nine of the 14 indicators lie in the first quartile, five in the second and none in the third or fourth quartiles.

The chart illustrating the means by indicator from 2012 to 2015 shows that the values have stayed about level for most indicators, with induction and regional teaching being on a downward trend. Cambridge University's Means by Indicator chart for 2014 and 2015 compared to the 2015 national mean illustrates that most indicators are down from last year and below the national mean this year. Only clinical supervision is above the national mean and Educational supervision, Handover and Work Load are up from the previous year.

## Programme Group Indicators

The chart for Overall Satisfaction for each programme group illustrates where Cambridge University'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. Cambridge University has eleven programme groups in the first quartile, twelve in the second, eleven in the third quartile and six in the fourth quartile. Cambridge University 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.

The Anaesthetics and the GP Programme for Emergency Medicine have the most negative outliers with six each. Geriatric Medicine has the most positive outliers with five. Cambridge University has more negative outliers and fewer positive outliers than last year.

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. Cambridge University had a net outlier value of -9 in 2012, -15 in 2013, -8 in 2014 and -34 in 2015.

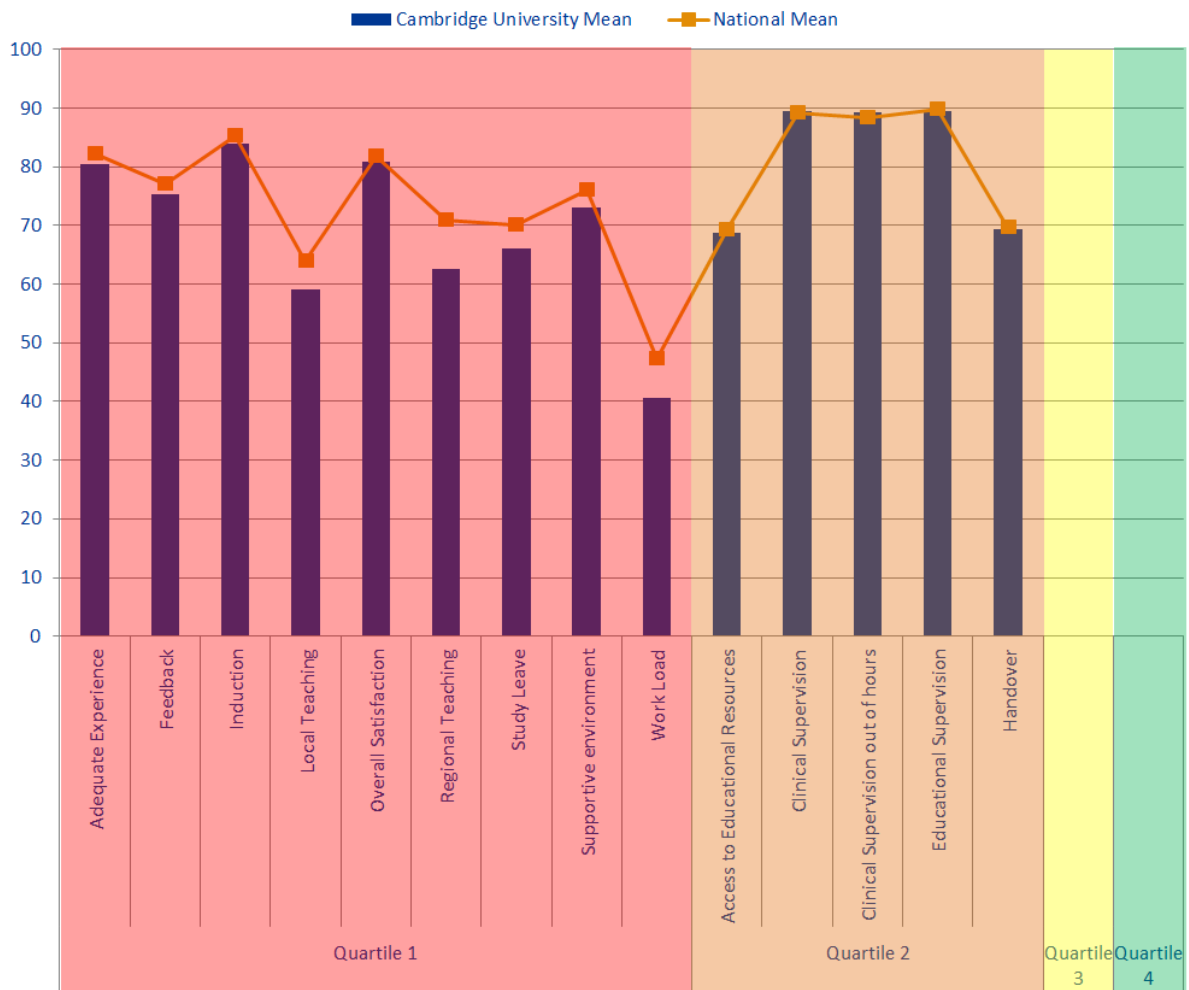
## Rankings

The rankings chart shows where Cambridge University 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. Cambridge University has one programme groups which has remained in the bottom quartile for the last 3 years, Histopathology. Geriatric Medicine has remained in the top quartile for the last three years and from 2013 to 2015 Medicine F1 is the programme which has improved the most consistently over the last 3 years.

## Patient Safety Concerns

Cambridge University has five patient safety concerns, one each in understaffing, work load, bed capacity, inadequate supervision and clinical processes. Cambridge University is in the lower range for concerns per bed and this has remained low for the last 3 years.

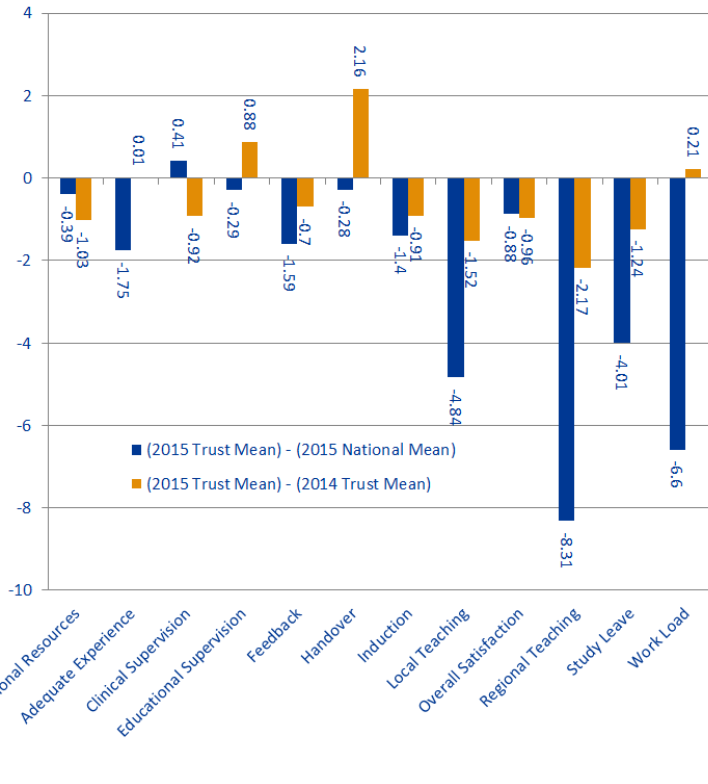
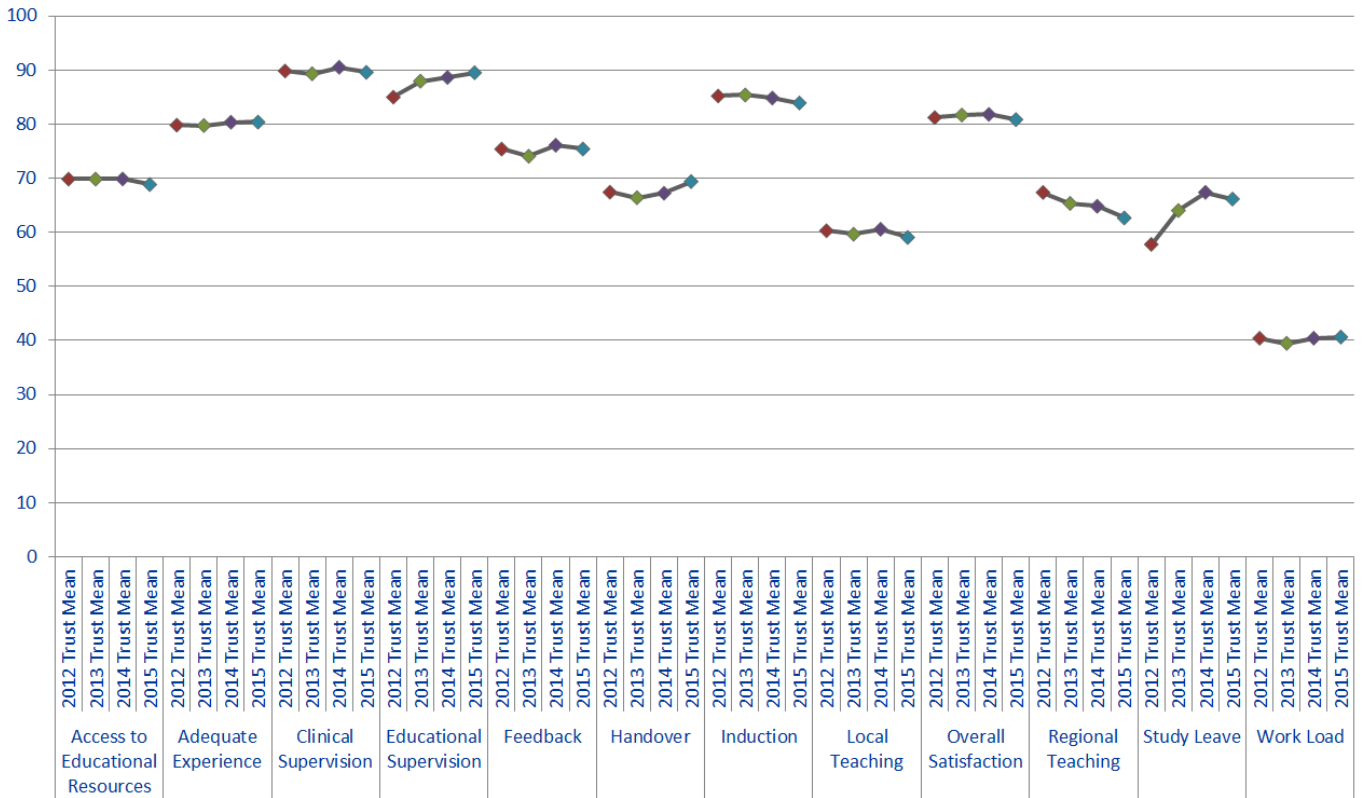
# Dashboard



Quartile	Indicator	Cambridge University Mean	National Mean
Quartile 1	Adequate Experience	80.39	82.14
	Feedback	75.42	77.01
	Induction	83.93	85.33
	Local Teaching	59.06	63.9
	Overall Satisfaction	80.86	81.74
	Regional Teaching	62.67	70.98
	Study Leave	66.16	70.17
	Supportive environment	73.16	76.14
	Work Load	40.65	47.25
Quartile 2	Access to Educational Resources	68.85	69.24
	Clinical Supervision	89.6	89.19
	Clinical Supervision out of hours	89.25	88.44
	Educational Supervision	89.53	89.82
	Handover	69.39	69.67
Quartile 3			
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 within the bottom 25% of trusts for that indicator. If a trust fell into 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	68.85	69.88	-0.39	-1.03
Adequate Experience	82.14	80.39	80.38	-1.75	0.01
Clinical Supervision	89.19	89.6	90.52	0.41	-0.92
Educational Supervision	89.82	89.53	88.65	-0.29	0.88
Feedback	77.01	75.42	76.12	-1.59	-0.7
Handover	69.67	69.39	67.23	-0.28	2.16
Induction	85.33	83.93	84.84	-1.4	-0.91
Local Teaching	63.9	59.06	60.58	-4.84	-1.52
Overall Satisfaction	81.74	80.86	81.82	-0.88	-0.96
Regional Teaching	70.98	62.67	64.84	-8.31	-2.17
Study Leave	70.17	66.16	67.4	-4.01	-1.24
Work Load	47.25	40.65	40.44	-6.6	0.21

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

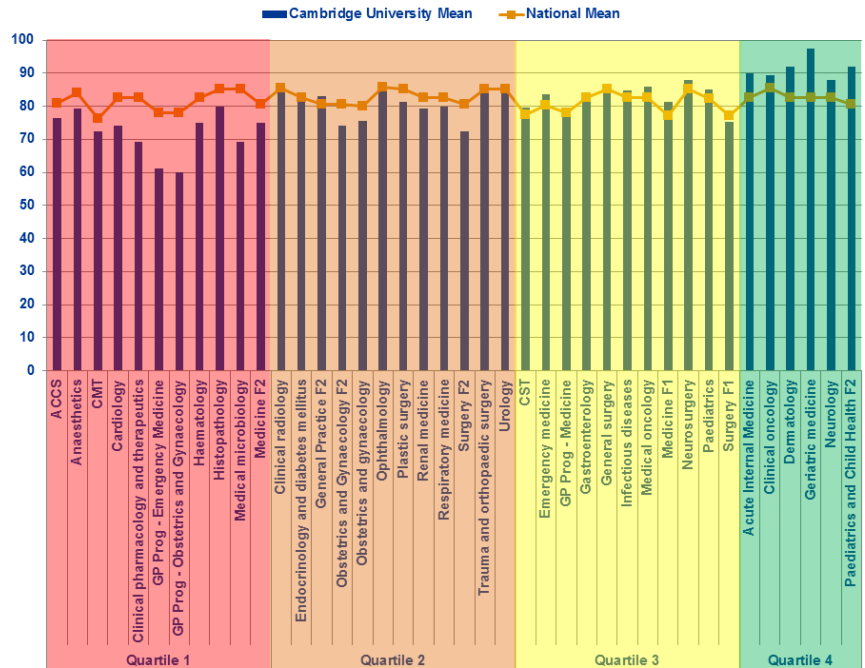
2015 trust mean lies below the national mean but above last year's trust mean

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# Overall Satisfaction by Programme Group

## Programme Groups by Quartile

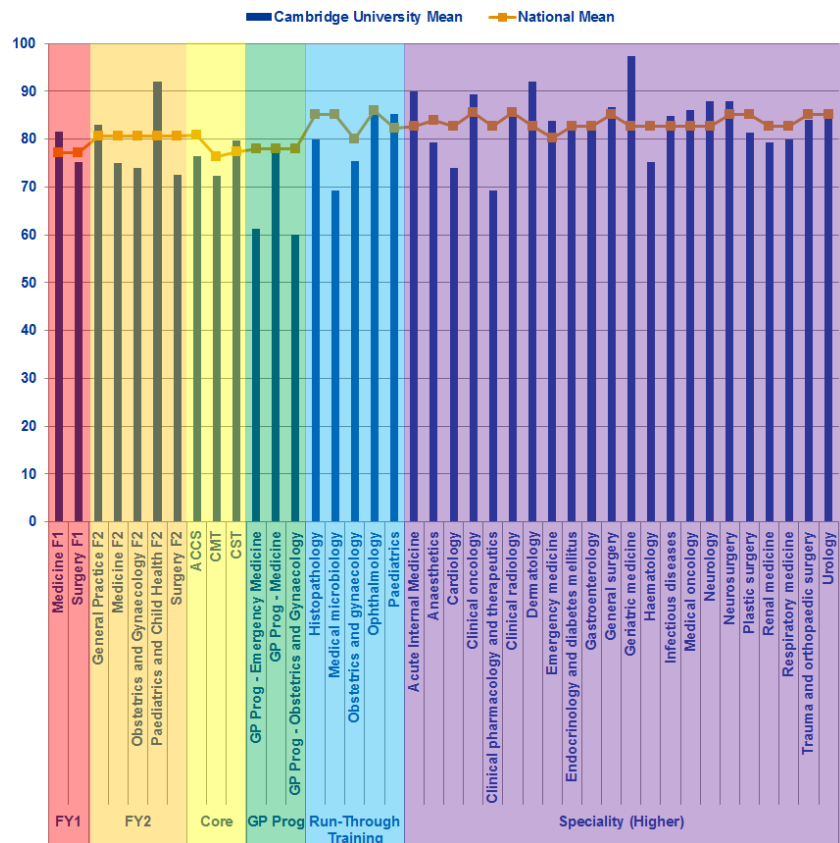
Quartiles	Programme Group	Cambridge University Mean	National Mean
Quartile 1	ACCS	76.36	80.82
	Anaesthetics	79.31	83.94
	CMT	72.27	76.35
	Cardiology	74	82.69
	Clinical pharmacology and therapeutics	69.33	82.69
	GP Prog - Emergency Medicine	61.33	77.89
	GP Prog - Obstetrics and Gynaecology	60	77.89
	Haematology	75.11	82.69
	Histopathology	80	85.18
	Medical microbiology	69.33	85.18
Quartile 2	Medicine F2	74.91	80.57
	Clinical radiology	85.83	85.59
	Endocrinology and diabetes mellitus	82.29	82.69
	General Practice F2	83	80.57
	Obstetrics and Gynaecology F2	74	80.57
	Obstetrics and gynaecology	75.43	79.96
	Ophthalmology	85.71	85.91
	Plastic surgery	81.33	85.18
	Renal medicine	79.2	82.69
	Respiratory medicine	80	82.69
Quartile 3	Surgery F2	72.53	80.57
	Trauma and orthopaedic surgery	84	85.18
	Urology	85	85.18
	CST	79.71	77.42
	Emergency medicine	83.76	80.32
	GP Prog - Medicine	79	77.89
	Gastroenterology	82.8	82.69
	General surgery	86.67	85.18
	Infectious diseases	84.8	82.69
	Medical oncology	86	82.69
Quartile 4	Medicine F1	81.45	77.14
	Neurosurgery	88	85.18
	Paediatrics	85.2	82.29
	Surgery F1	75.29	77.14
	Acute Internal Medicine	90	82.69
	Clinical oncology	89.33	85.59
	Dermatology	92	82.69
	Geriatric medicine	97.33	82.69
	Neurology	88	82.69
	Paediatrics and Child Health F2	92	80.57



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	Cambridge University Mean	National Mean
FY1	Medicine F1	81.45	77.14
	Surgery F1	75.29	77.14
FY2	General Practice F2	83.00	80.57
	Medicine F2	74.91	80.57
	Obstetrics and Gynaecology F2	74.00	80.57
Core	Paediatrics and Child Health F2	92.00	80.57
	Surgery F2	72.53	80.57
	ACCS	76.36	80.82
GP Prog	CMT	72.27	76.35
	CST	79.71	77.42
	GP Prog - Emergency Medicine	61.33	77.89
Run-Through Training	GP Prog - Medicine	79.00	77.89
	GP Prog - Obstetrics and Gynaecology	60.00	77.89
	Histopathology	80.00	85.18
Speciality (Higher)	Medical microbiology	69.33	85.18
	Obstetrics and gynaecology	75.43	79.96
	Ophthalmology	85.71	85.91
	Paediatrics	85.20	82.29
	Acute Internal Medicine	90	82.69
	Anaesthetics	79.31	83.94
	Cardiology	74.00	82.69
	Clinical oncology	89.33	85.59
	Clinical pharmacology and therapeutics	69.33	82.69
	Clinical radiology	85.83	85.59
	Dermatology	92	82.69
	Emergency medicine	83.76	80.32
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	Haematology	75.11	82.69
	Infectious diseases	84.8	82.69
	Medical oncology	86	82.69
	Neurology	88	82.69
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Plastic surgery	81.33	85.18	
Renal medicine	79.2	82.69	
Respiratory medicine	80	82.69	
Trauma and orthopaedic surgery	84	85.18	
Urology	85	85.18	



# Programme Group Outliers

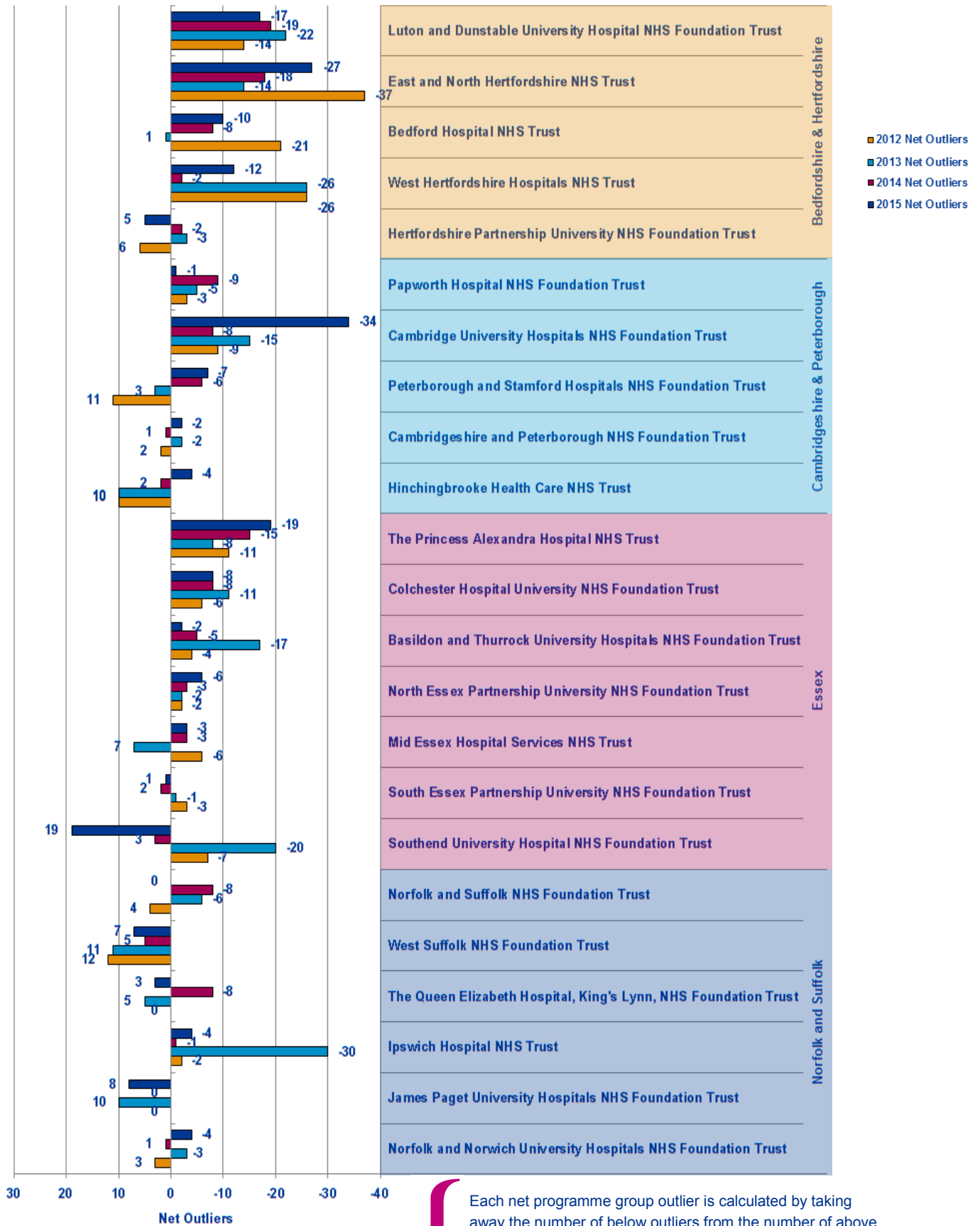
Programme Groups	Patient Safety			Educational Development					Training Environment/ Infrastructure	GREEN OUTLIERS			RED OUTLIERS			2014 to 2015 CHANGE					
	Overall Satisfaction	Clinical Supervision	Clinical Supervision out of hours	Handover	Induction	Work Load	Educational Supervision	Adequate Experience	Feedback	Local Teaching	Regional Teaching	Study Leave	Supportive environment	Access to Educational Resources	2013	2014	2015	2013	2014	2015	↑ BETTER → STATUS QUO ↓ WORSE
ACCS															1	2		1		1	
Acute Internal Medicine																1	2		4		
Anaesthetics		3																1	1	6	
CMT															1						
CST																					
Cardiology	2														1	1		3	1	1	
Clinical oncology									2									2			1
Clinical pharmacology and therapeutics																					5
Clinical radiology																					
Dermatology						2									1					1	1
Emergency medicine										2						3				1	1
Endocrinology and diabetes mellitus			2												1	1		3	4		
GP Prog - Emergency Medicine																3					6
GP Prog - Medicine																				2	
GP Prog - Obstetrics and Gynaecology																				2	4
Gastroenterology						2									1						1
General Practice F2																	1				
General surgery						2				2						1		3	1	2	
Geriatric medicine					3		2								3	1	5				
Haematology										2										1	1
Histopathology																			2		
Infectious diseases																	1				
Medical microbiology						3				3						1			2	3	3
Medical oncology																1			1		1
Medicine F1																					
Medicine F2																				3	
Neurology					2					2					4		3				
Neurosurgery						3													2	1	1
Obstetrics and Gynaecology F2															2						2
Obstetrics and gynaecology																					
Ophthalmology																			2	4	
Paediatrics																					
Paediatrics and Child Health F2																1					
Plastic surgery																		1	4	2	3
Renal medicine						3				2						1			2	2	3
Respiratory medicine																1			1	1	
Surgery F1						2														1	1
Surgery F2					2														1	2	2
Trauma and orthopaedic surgery															1	1					
Urology																1					2
<b>Total</b>															<b>15</b>	<b>20</b>	<b>14</b>	<b>30</b>	<b>37</b>	<b>48</b>	↓↓

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

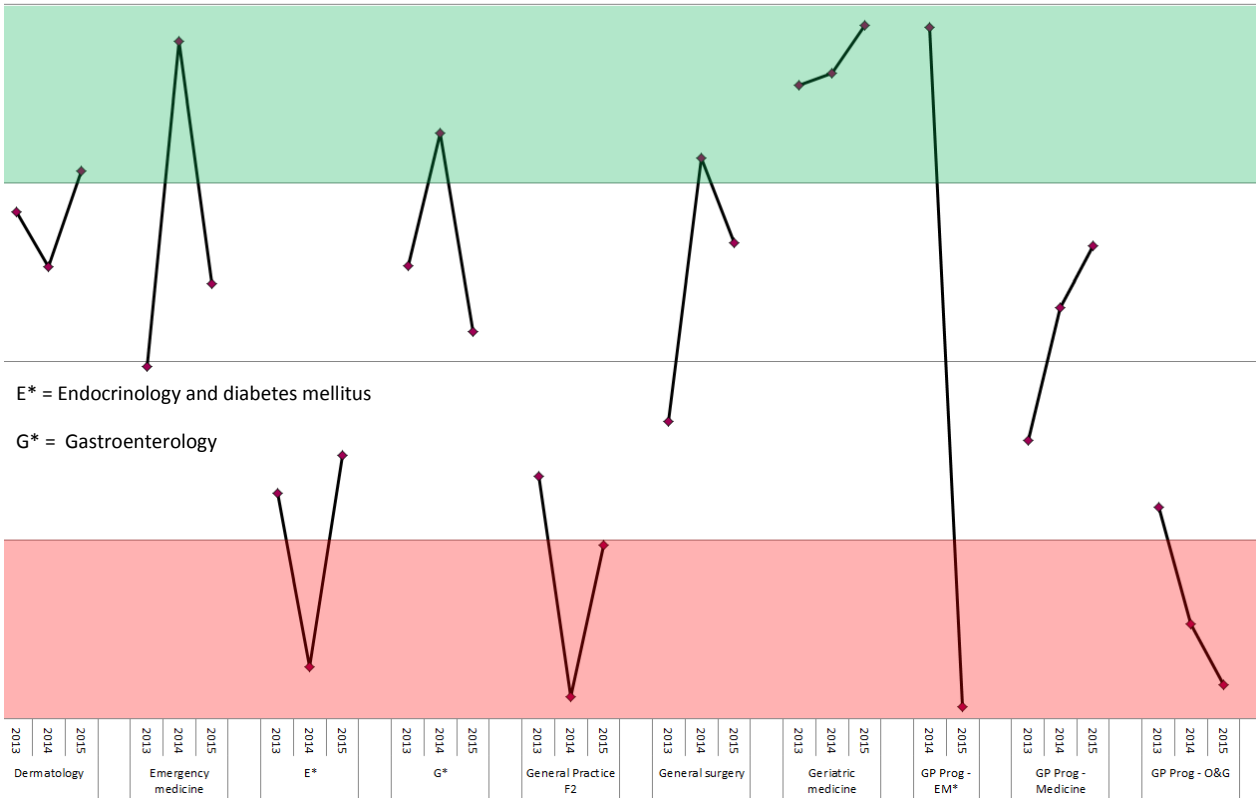
National Ranking

Total Number of Trusts Nationally Reporting for this Programme Group



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.

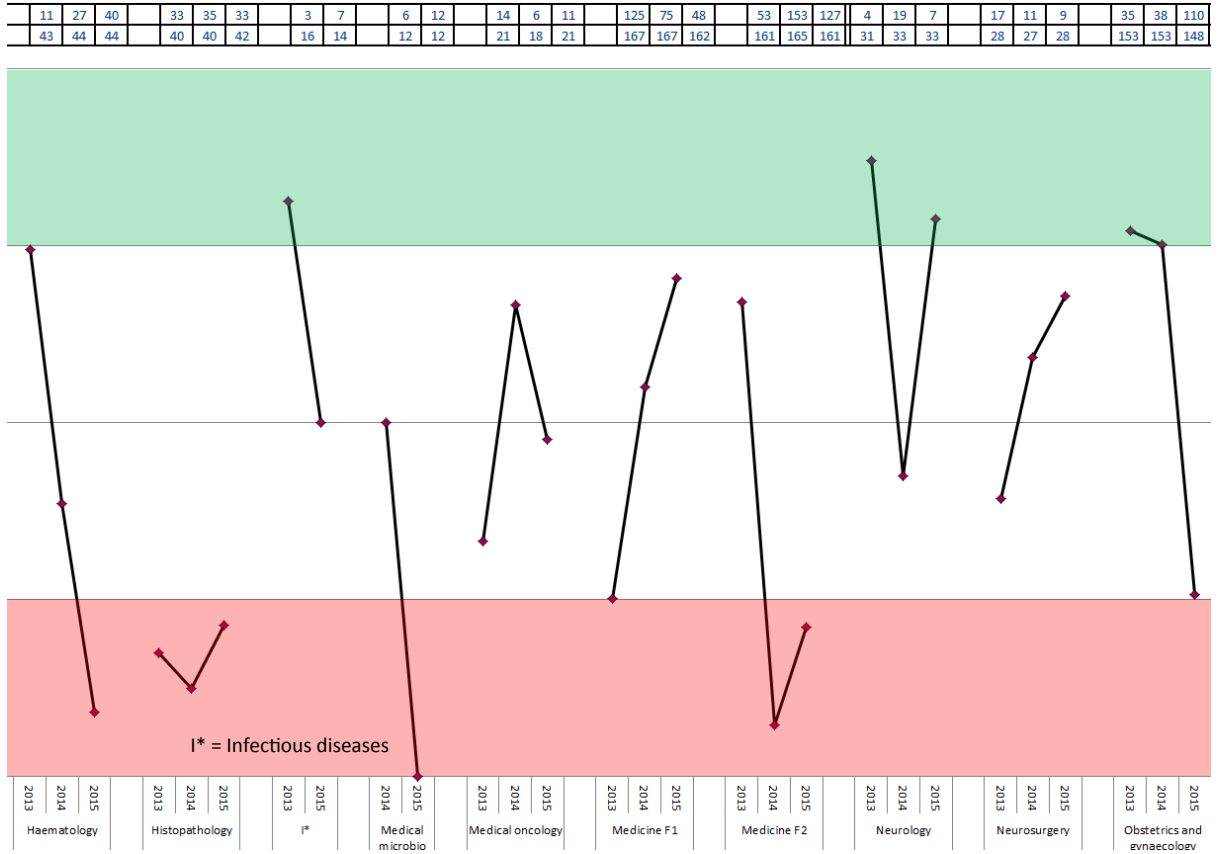
9	11	7	36	4	41	26	38	29	23	11	32	101	155	127	84	31	45	10	9	3	4	116	94	67	50	90	117	120
31	30	30	71	77	105	38	41	46	63	61	70	153	160	168	144	144	135	89	93	103	128	118	154	158	148	128	135	126





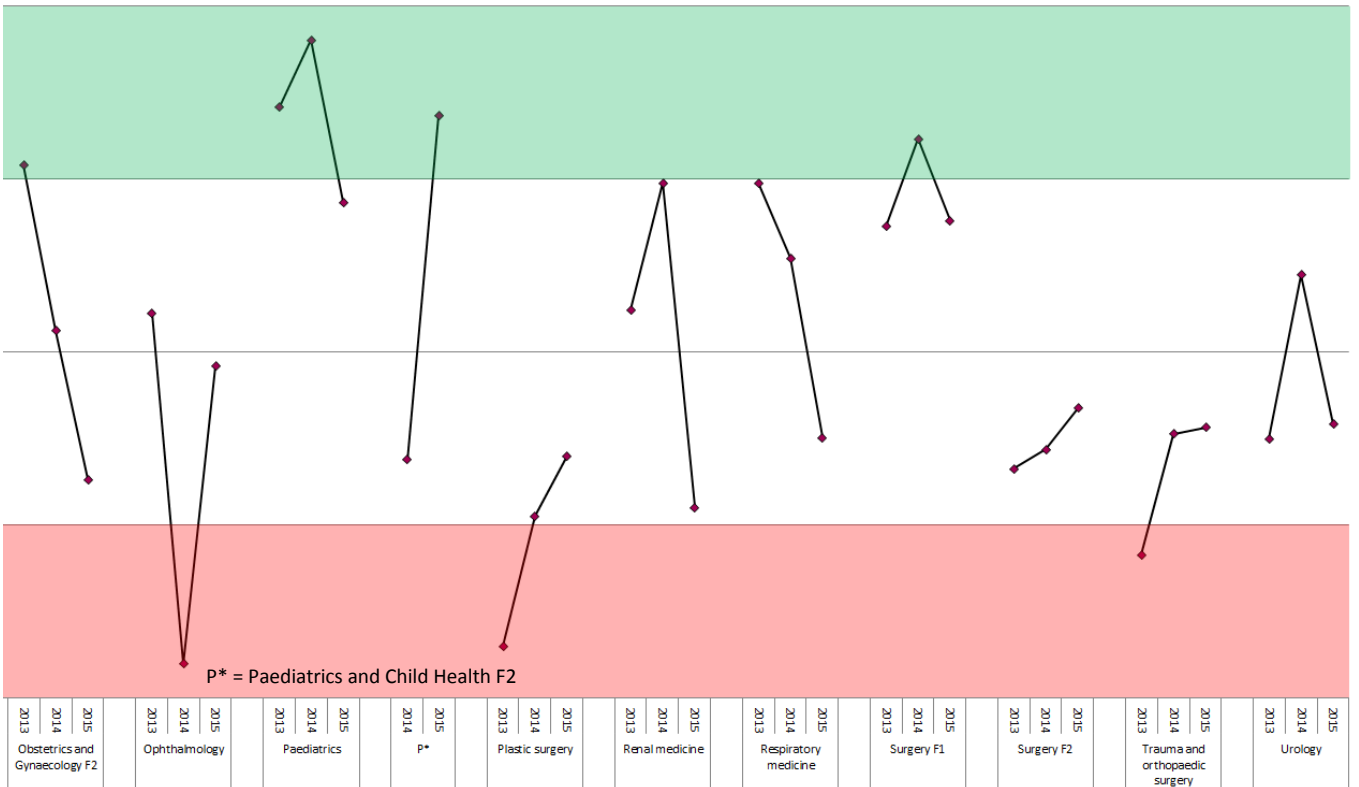
# Programme Group Overall Satisfaction National Rankings

National Ranking
Total Number of Trusts Nationally Reporting for this Programme Group



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12	23	39	36	77	39	25	8	46	40	10	37	28	26	18	10	29	20	27	53	53	32	50	101	98	86	107	81	81	25	14	26
52	49	57	81	81	75	171	161	162	61	63	40	38	40	41	39	40	78	74	85	166	166	161	151	153	148	135	131	133	40	36	43



# 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>

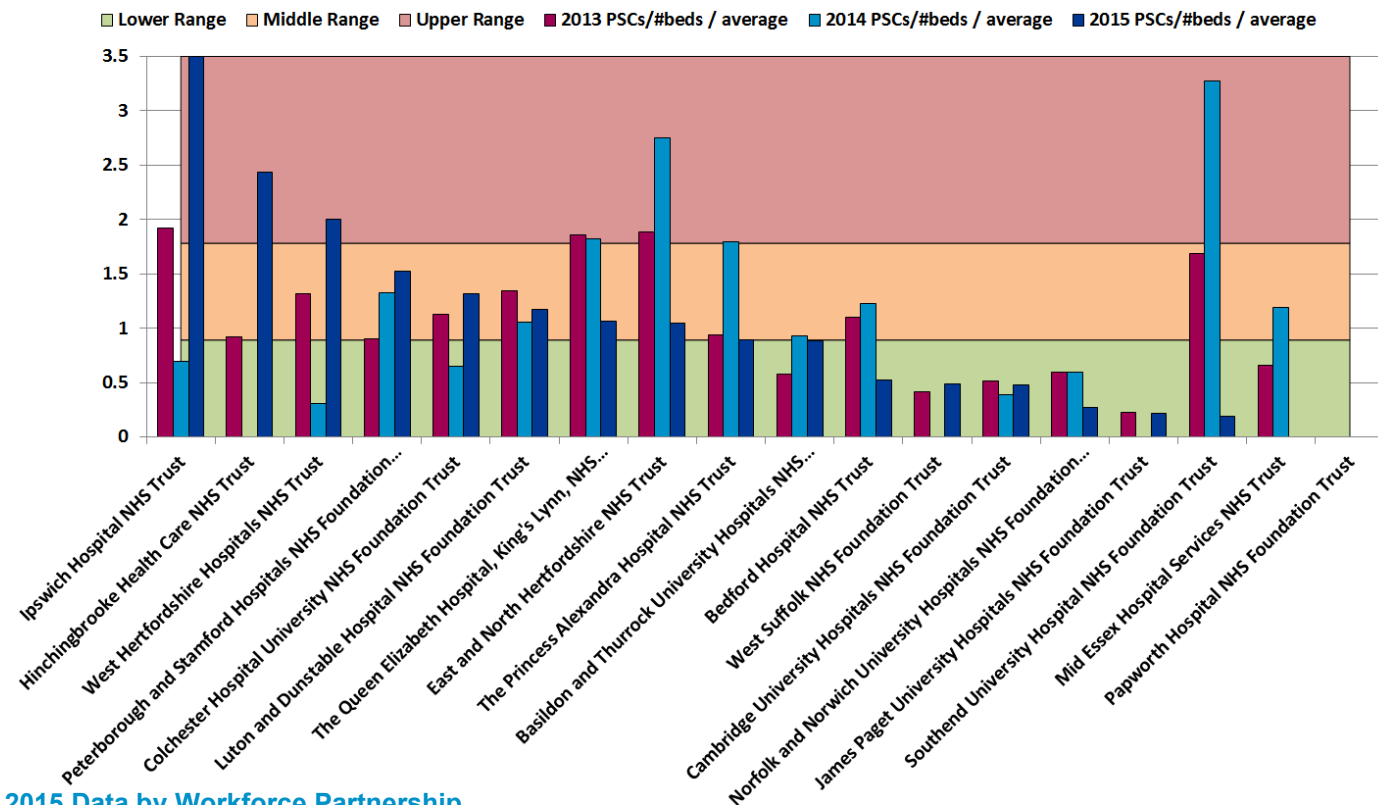
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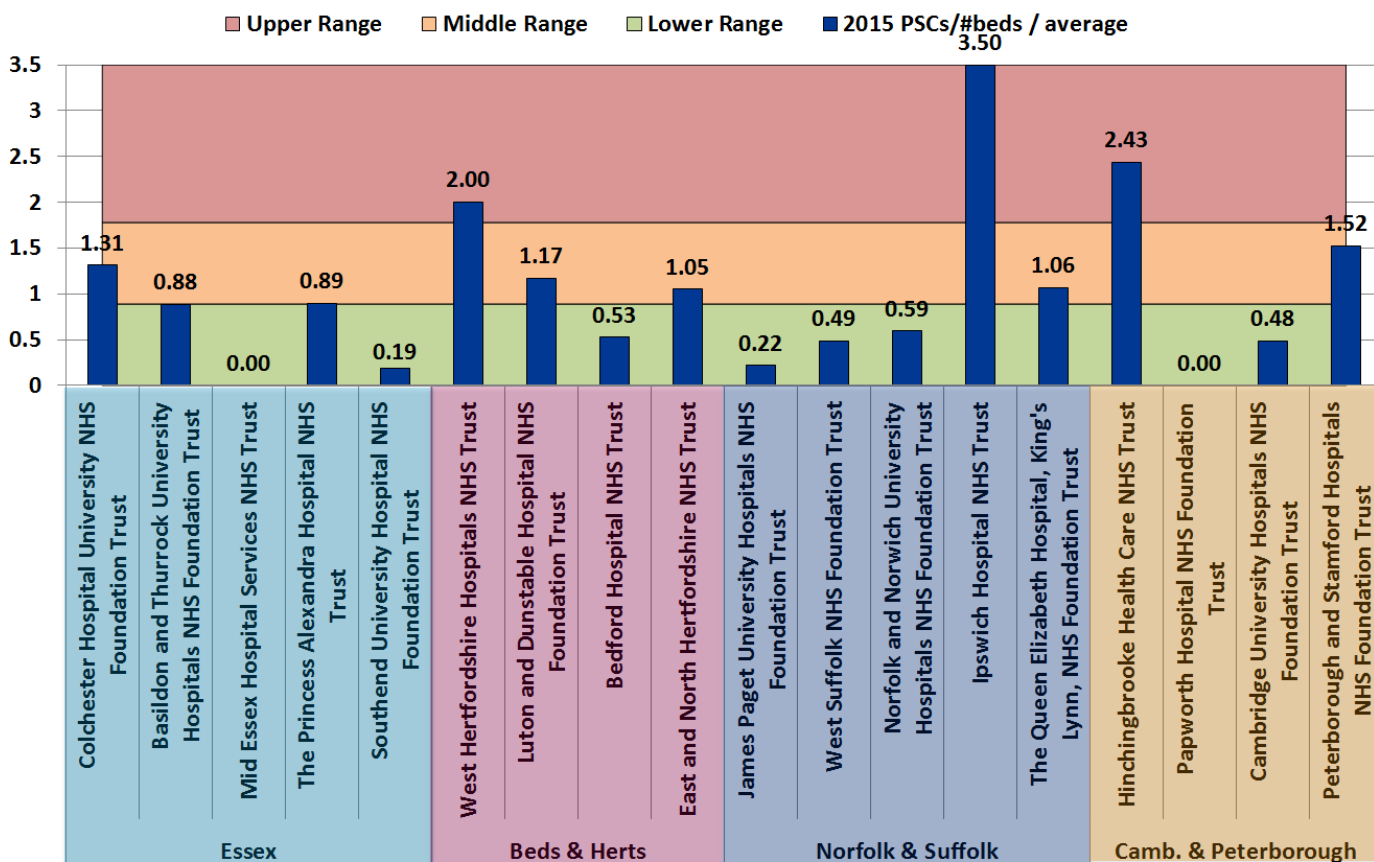
Areas of Concern identified	Understaffing	High Workload/ Work Intensity	Patient Care Provided Incl assessment, treatment	Lack of Team work	Inadequate Handover	Capacity [shortage of Beds]	Confidence Issues including lack of competence, induction; cross cover	Inadequate Supervision	Tension b/w education & 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>	<b>10</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>35</b>
<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>	<b>5</b>	<b>5</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>27</b>
<b>OVERALL TOTAL N=</b>	<b>28</b>	<b>15</b>	<b>17</b>	<b>4</b>	<b>9</b>	<b>3</b>	<b>10</b>	<b>5</b>	<b>3</b>	<b>7</b>	<b>8</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>117</b>

# 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.