

*Developing people
for health and
healthcare*

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

**Colchester Hospital
University NHS
Foundation Trust**



Narrative

Trust Indicators

The dashboard for the Colchester Hospital University NHS Foundation 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, Three in the second, none in the third and one in the fourth quartile.

The chart illustrating the means by indicator from 2012 to 2015 shows in general an upward trend. Colchester's Means by Indicator chart for 2014 and 2015 compared to the 2015 national mean illustrates that while most indicators fall below the national mean, about half of them are up from the Colchester results for last year.

Programme Group Indicators

The chart for Overall Satisfaction for each programme group illustrates where Colchester'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. Colchester has seven programme groups in the first quartile, two in the second, six in the third quartile and five in the fourth quartile. Colchester 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.

The GP programme for Medicine has the most negative outliers with nine while Anaesthetics F1 has the most positive outliers with six.

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. Colchester had a net outlier value of -6 in 2012, -11 in 2013, -8 in 2014 and -8 in 2015.

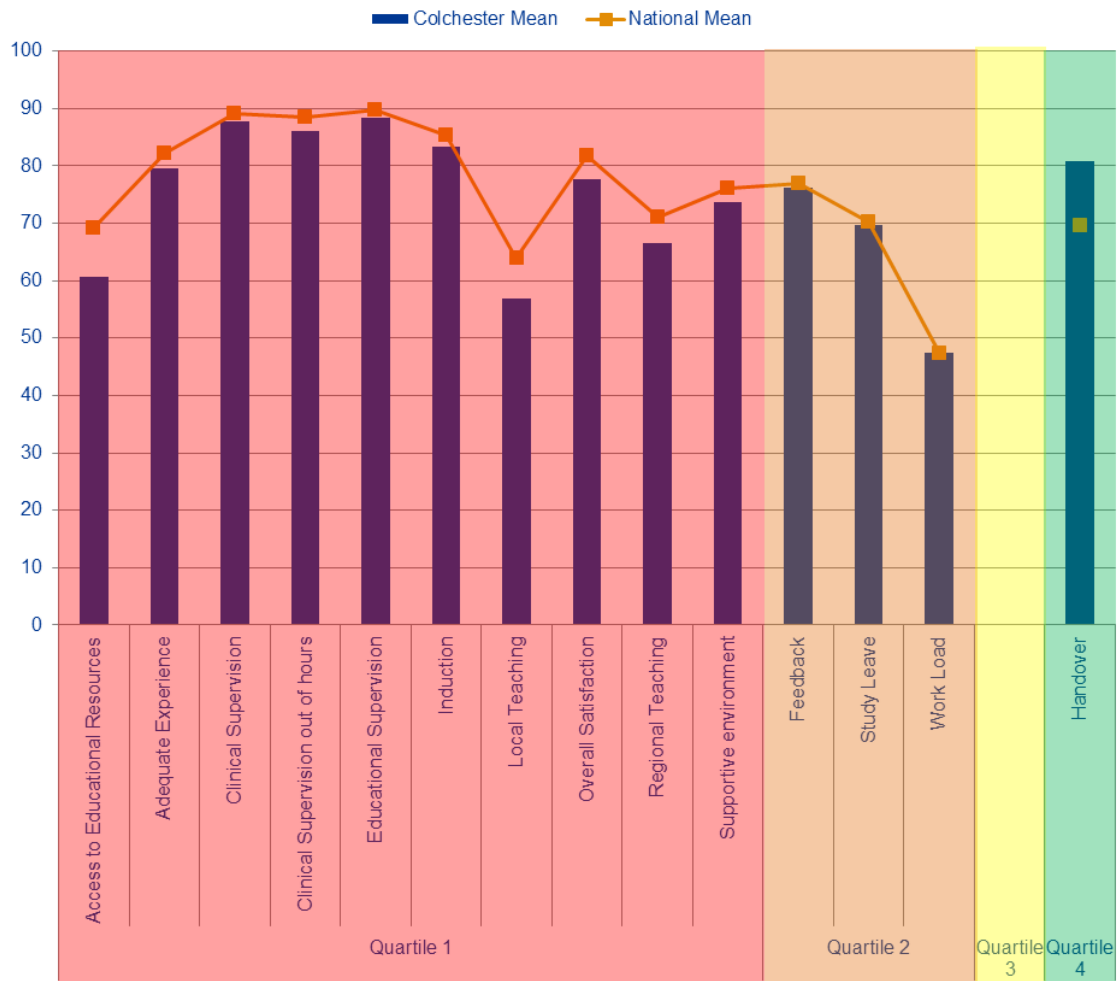
Rankings

The rankings chart shows where Colchester 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. Colchester has one programme group which has remained in the bottom quartile for the last 3 years, CMT. There are no programme groups which have remained in the top quartile for the last three years, however from 2013 to 2015 ACCS and CST have moved from the bottom quartile to the top quartile.

Patient Safety Concerns

Colchester has eight patient safety concerns, including three in understaffing and two in patient care provided. Colchester is in the middle range for concerns per bed and this is up from the previous two years.

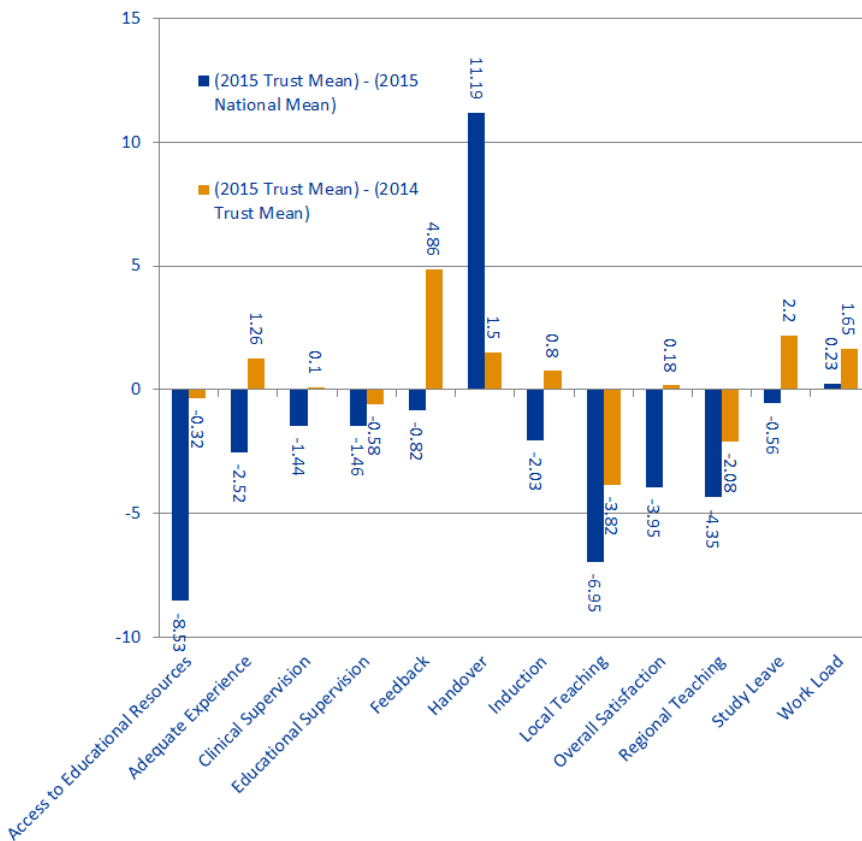
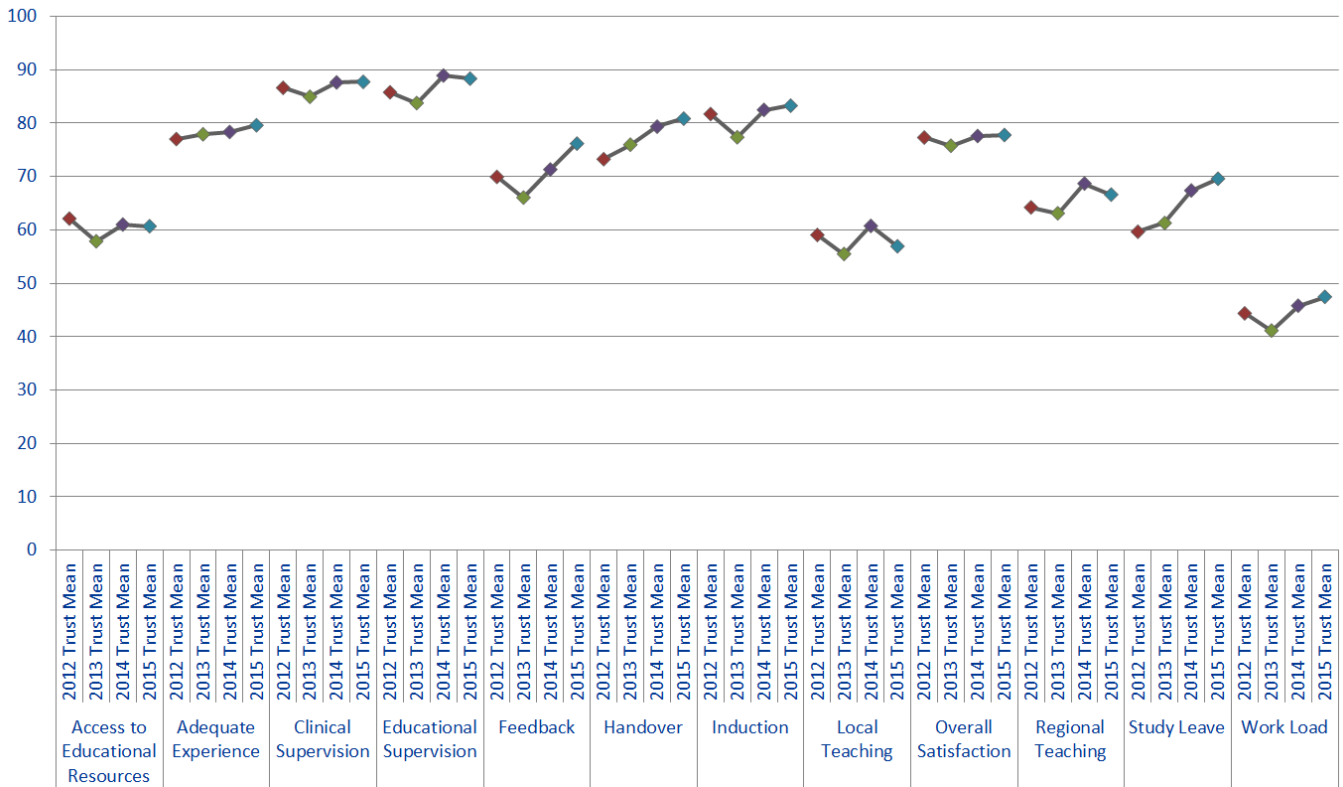
Dashboard



Quartile	Indicator	Colchester Mean	National Mean
Quartile 1	Access to Educational Resources	60.71	69.24
	Adequate Experience	79.62	82.14
	Clinical Supervision	87.75	89.19
	Clinical Supervision out of hours	86.07	88.44
	Educational Supervision	88.36	89.82
	Induction	83.3	85.33
	Local Teaching	56.95	63.9
	Overall Satisfaction	77.79	81.74
	Regional Teaching	66.63	70.98
	Supportive environment	73.74	76.14
Quartile 2	Feedback	76.19	77.01
	Study Leave	69.61	70.17
	Work Load	47.48	47.25
Quartile 3			
Quartile 4	Handover	80.86	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	60.71	61.03	-8.53	-0.32
Adequate Experience	82.14	79.62	78.36	-2.52	1.26
Clinical Supervision	89.19	87.75	87.65	-1.44	0.1
Educational Supervision	89.82	88.36	88.94	-1.46	-0.58
Feedback	77.01	76.19	71.33	-0.82	4.86
Handover	69.67	80.86	79.36	11.19	1.5
Induction	85.33	83.3	82.5	-2.03	0.8
Local Teaching	63.9	56.95	60.77	-6.95	-3.82
Overall Satisfaction	81.74	77.79	77.61	-3.95	0.18
Regional Teaching	70.98	66.63	68.71	-4.35	-2.08
Study Leave	70.17	69.61	67.41	-0.56	2.2
Work Load	47.25	47.48	45.83	0.23	1.65

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

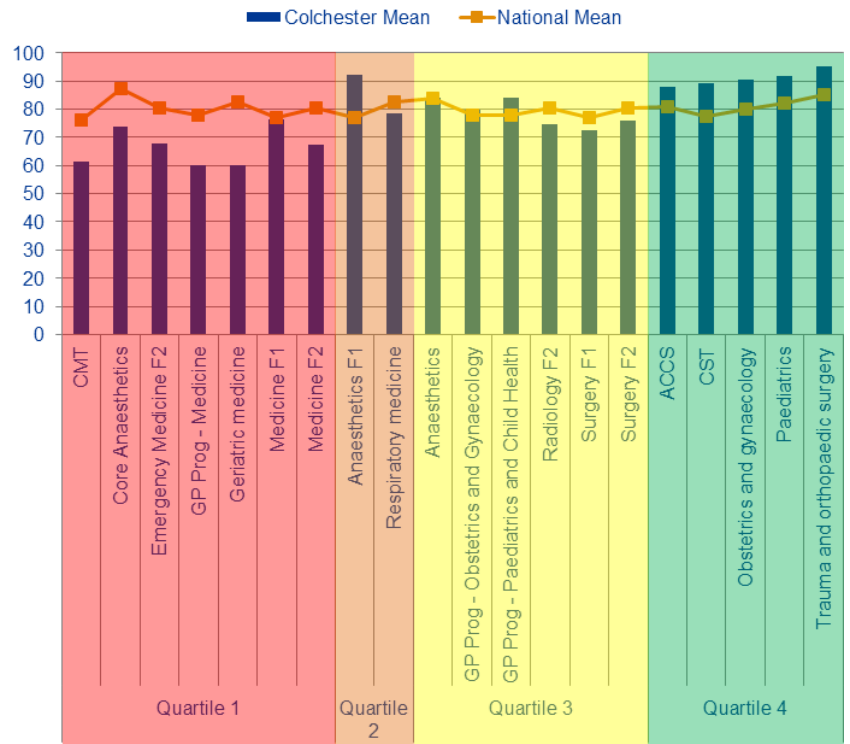
2015 trust mean lies below the national mean but above last year's trust mean

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

Overall Satisfaction by Programme Group

Programme Groups by Quartile

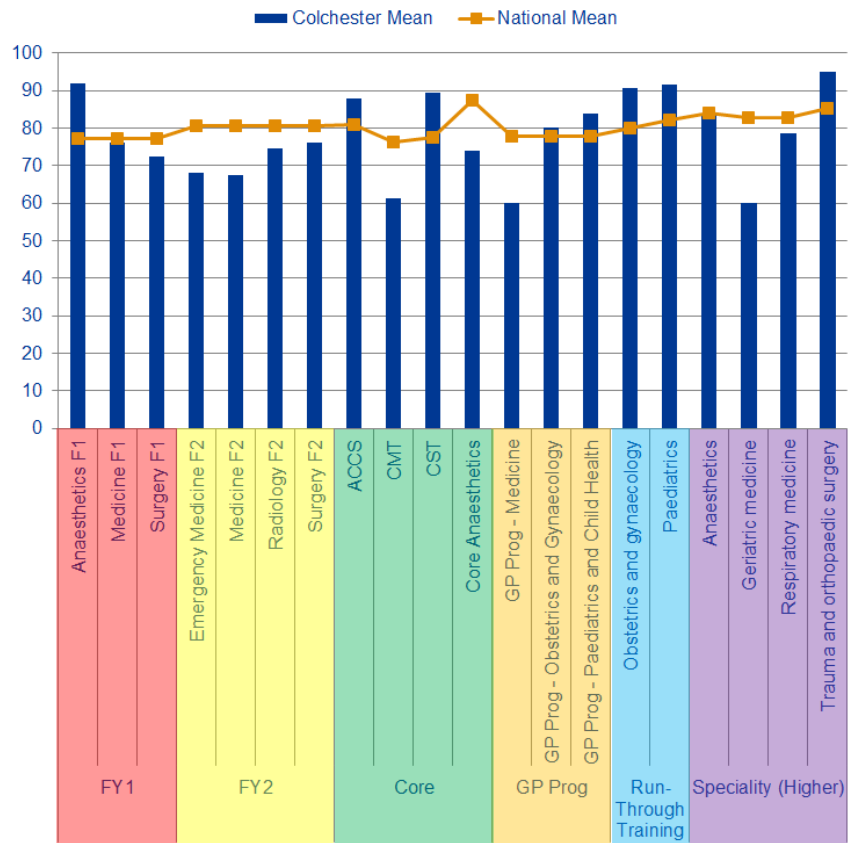
Quartiles	Programme Group	Colchester Mean	National Mean
Quartile 1	CMT	61.2	76.35
	Core Anaesthetics	74	87.4
	Emergency Medicine F2	68	80.57
	GP Prog - Medicine	60	77.89
	Geriatric medicine	60	82.69
	Medicine F1	76.25	77.14
	Medicine F2	67.43	80.57
Quartile 2	Anaesthetics F1	92	77.14
	Respiratory medicine	78.67	82.69
Quartile 3	Anaesthetics	84	83.94
	GP Prog - Obstetrics and Gynaecology	80	77.89
	GP Prog - Paediatrics and Child Health	84	77.89
	Radiology F2	74.67	80.57
Quartile 4	Surgery F1	72.57	77.14
	Surgery F2	76	80.57
	ACCS	88	80.82
	CST	89.33	77.42
	Obstetrics and gynaecology	90.67	79.96
	Paediatrics	91.64	82.29
	Trauma and orthopaedic surgery	95	85.18



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	Colchester Mean	National Mean
FY1	Anaesthetics F1	92.00	77.14
	Medicine F1	76.25	77.14
	Surgery F1	72.57	77.14
FY2	Emergency Medicine F2	68.00	80.57
	Medicine F2	67.43	80.57
	Radiology F2	74.67	80.57
Core	Surgery F2	76.00	80.57
	ACCS	88.00	80.82
	CMT	61.20	76.35
	CST	89.33	77.42
GP Prog	Core Anaesthetics	74.00	87.40
	GP Prog - Medicine	60.00	77.89
	GP Prog - Obstetrics and Gynaecology	80.00	77.89
	GP Prog - Paediatrics and Child Health	84.00	77.89
Run-Through Training	Obstetrics and gynaecology	90.67	79.96
	Paediatrics	91.64	82.29
Speciality (Higher)	Anaesthetics	84.00	83.94
	Geriatric medicine	60.00	82.69
	Respiratory medicine	78.67	82.69
	Trauma and orthopaedic surgery	95.00	85.18



Programme Group Outliers

A Above Outlier
B Below Outlier

Programme Group	Overall Satisfaction	Patient Safety					Educational Development						Training Environment		
		Clinical Supervision	Clinical Supervision Out of Hours	Induction	Handover	Work Load	Education Supervision	Adequate Experience	Feedback	Local Teaching	Regional Teaching	Supportive Environment	Study Leave	Access to Educational Resources	
2015	ACCS														
	Anaesthetics			A											
	Anaesthetics F1	A	A	A	A	A		A							
	CMT	B			B	A									B
	CST				A							A			
	Clinical radiology														
	Core Anaesthetics	B			B							B			B
	Emergency Medicine F2						B					B	B		B
	GP Prog - Medicine	B	B	B			B			B		B	B		B
	GP Prog - Obstetrics and Gynaecology					A		B			B				B
	GP Prog - Paediatrics and Child Health					A						A			
	Geriatric medicine					A									
	Medicine F1			B								B			B
	Medicine F2	B				A									B
	Obstetrics and gynaecology											A			
	Paediatrics		A	A		A	A								
Radiology F2															
Respiratory medicine					A					B					
2014	ACCS							A							
	Anaesthetics							B							
	Clinical radiology	B					A	B	B	B					
	CMT				B										
	Core Anaesthetics														B
	CST												B		
	GP Prog - Emergency Medicine						B								
	GP Prog - Medicine							B			B				
	GP Prog - Obstetrics and Gynaecology					A									
	GP Prog - Paediatrics and Child Health										B				
	Medicine F2	B				A									
	Obstetrics and gynaecology					A									
	Surgery F1	B													B
	Surgery F2										B				B
Trauma and orthopaedic surgery						A				A		A			
2013	All trainees (Foundation, Core, Speciality and GPs)														
	Anaesthetics F1				A		A		A						
	CMT					A									
	Core Anaesthetics	B	B		B		B		B	B			B	B	
	CST														B
	Emergency Medicine F2						B								
	General surgery						B								
	Geriatric medicine					A					B				
	GP Prog - Medicine				B	A								B	
	GP Prog - Obstetrics and Gynaecology	B													
	Medicine F2					A									
	Obstetrics and gynaecology											B			
	Paediatrics														
	Radiology F2						A						B		
Respiratory medicine	A				A	B		A							
Surgery F1				B					B					B	
Surgery F2			B				B								
Trauma and orthopaedic surgery				A		A									

Programme Group Outliers

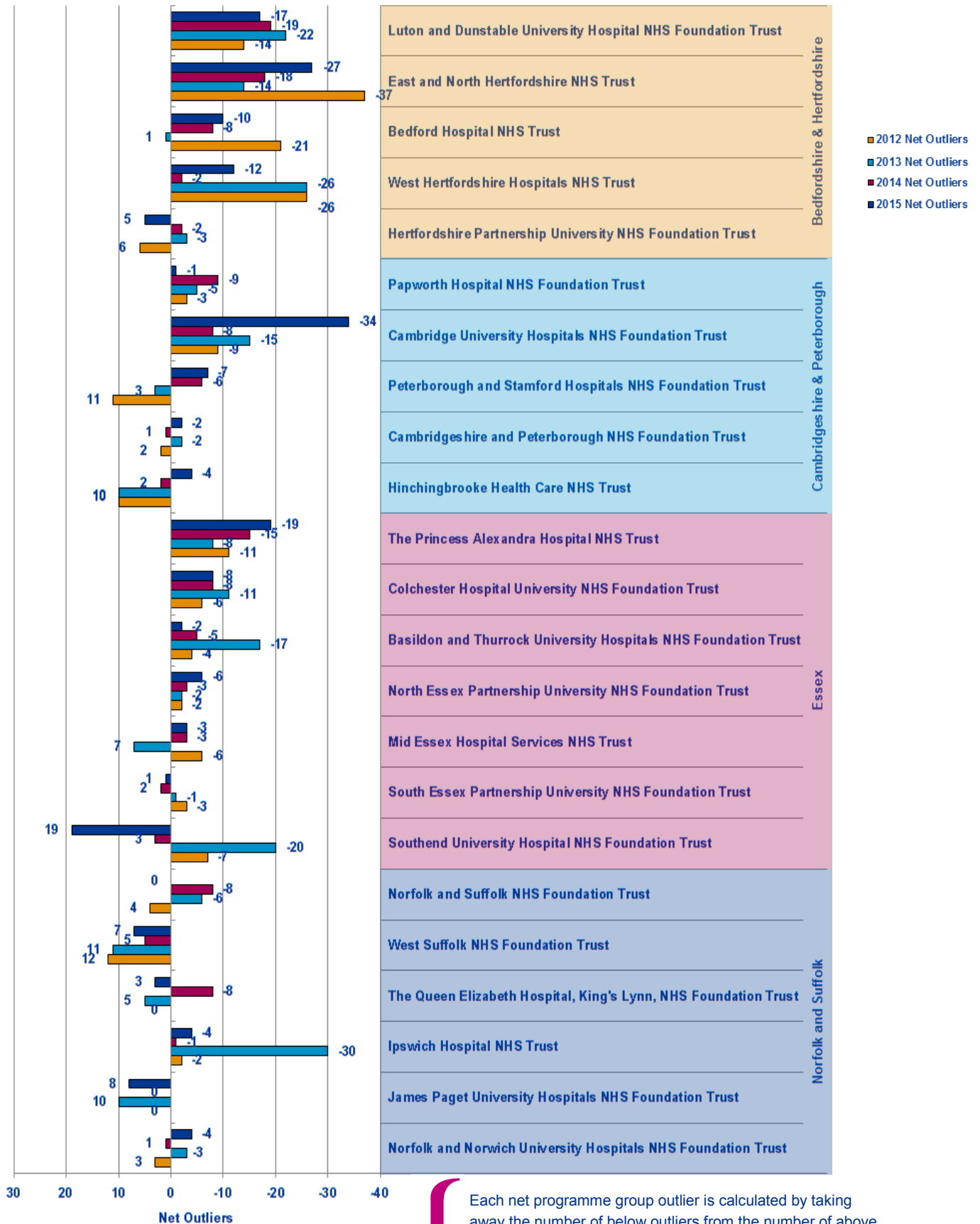
Programme Groups	Overall Satisfaction	Patient Safety				Educational Development					Training Environment/ Infrastructure	GREEN OUTLIERS			RED OUTLIERS			2014 to 2015 CHANGE ↑ BETTER → STATUS QUO ↓ WORSE			
		Clinical Supervision	Clinical Supervision out of hours	Handover	Induction	Work Load	Educational Supervision	Adequate Experience	Feedback	Local Teaching	Regional Teaching	Study Leave	Supportive environment	Access to Educational Resources	2013	2014	2015		2013	2014	2015
ACCS															1						
Anaesthetics																1		1			
Anaesthetics F1					2	2		2							3	6					
CMT				2	2										1	1		1	3		
CST																2		1			
Clinical radiology															1			4			
Core Anaesthetics													2					1	4		
Emergency Medicine F2						2											1		4		
GP Prog - Medicine																			9		
GP Prog - Obstetrics and Gynaecology				2											1	1			3		
GP Prog - Paediatrics and Child Health																2		1			
Geriatric medicine																1					
Medicine F1																			3		
Medicine F2		2		2											1	1		1	2		
Obstetrics and gynaecology															1	1		1			
Paediatrics																4		1			
Radiology F2															1						
Respiratory medicine				2											3	1		1		1	
Total															8	5	21	4	10	29	↑↓

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



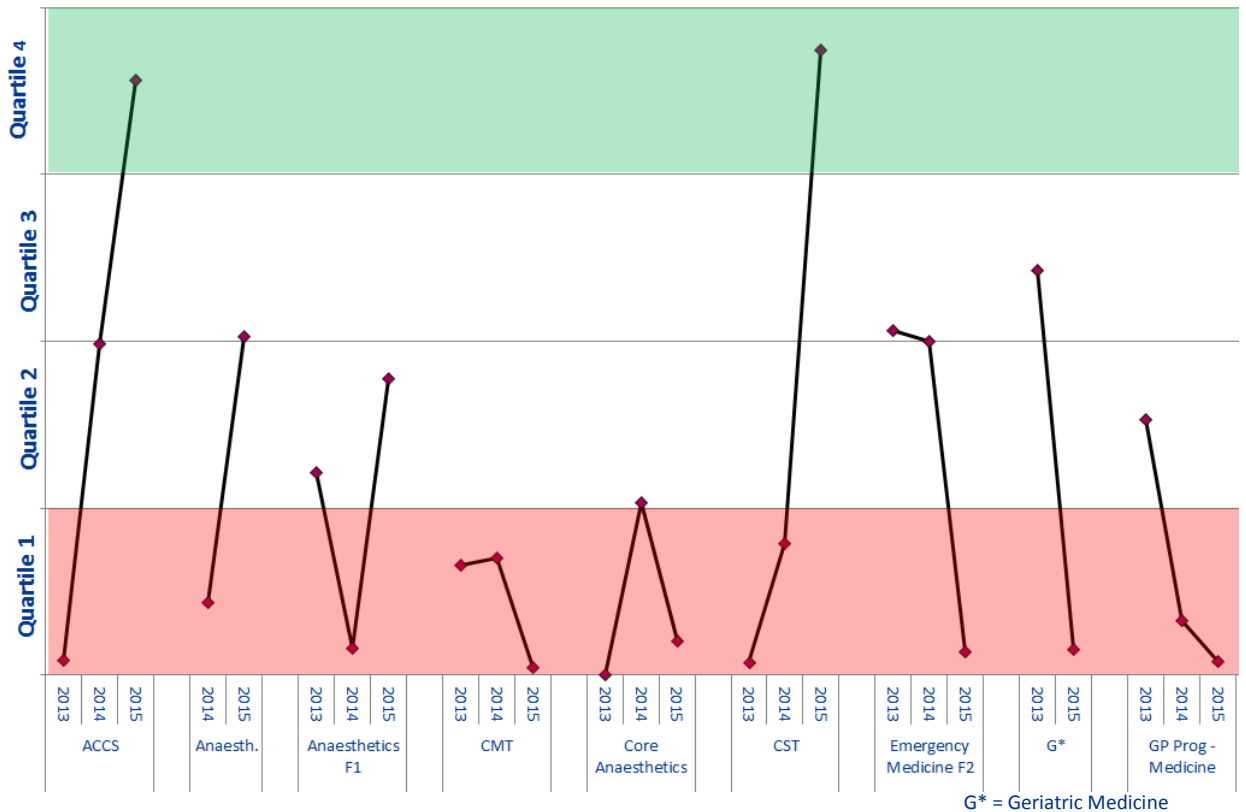
Each net programme group outlier is calculated by taking away the number of below outliers from the number of above outliers occurring across all programme groups for that trust in that year. Each trust has had their net outlier figure calculated for the last four years, permitting us to see the general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

Programme Group Overall Satisfaction Rankings

Trust Ranking

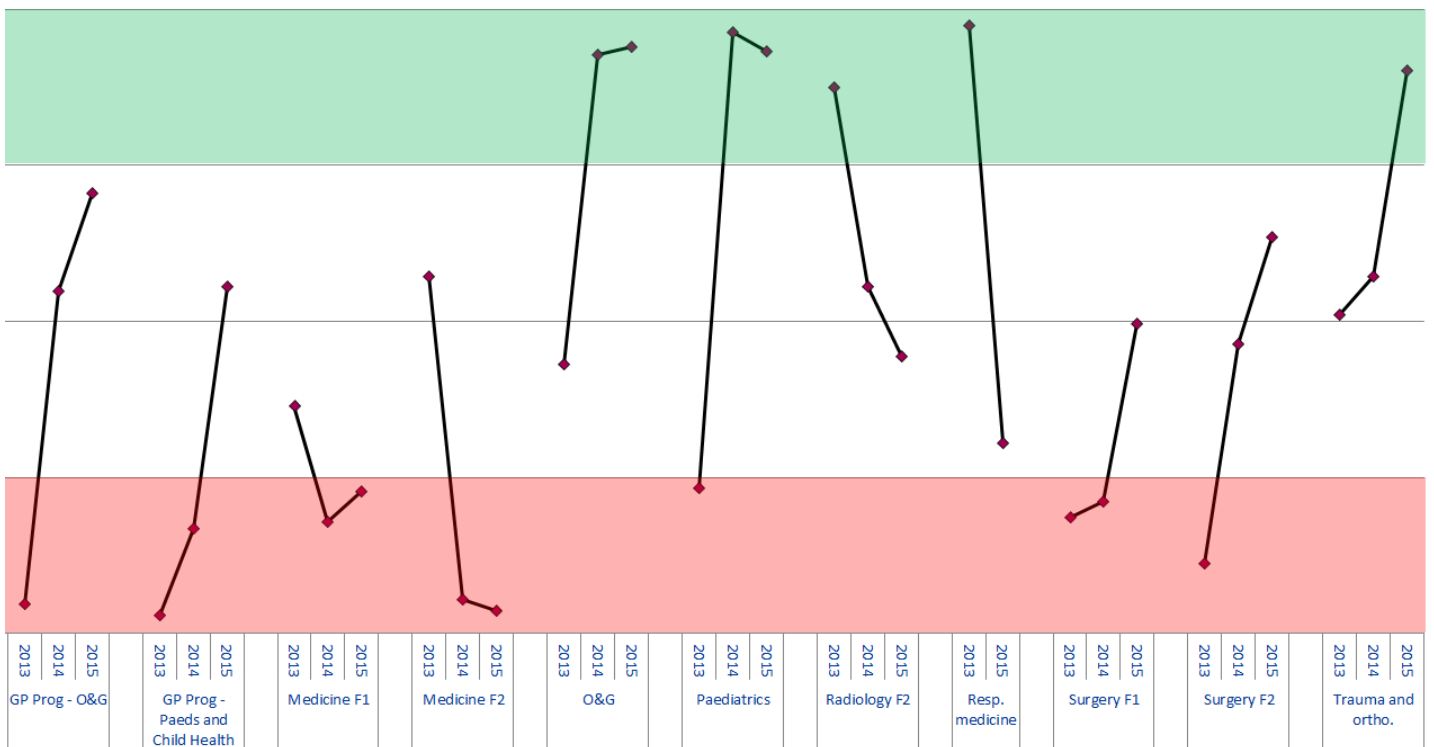
Total Number of Trusts Nationally Reporting for this Programme Group

127	67	13	140	75	16	24	15	141	140	162	145	103	129	150	118	9	72	76	139	35	99	95	145	145
130	133	119	157	152	23	25	27	169	170	164	145	139	136	153	147	143	149	152	144	89	103	154	158	148



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.

122	61	37	133	113	59	106	137	125	69	156	155	87	11	9	131	6	11	1	4	5	2	59	135	131	81	134	82	54	66	56	13
128	135	126	137	136	133	167	167	162	161	165	161	153	153	148	171	161	162	8	9	9	78	85	166	166	161	151	153	148	135	131	133



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 Univesity 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

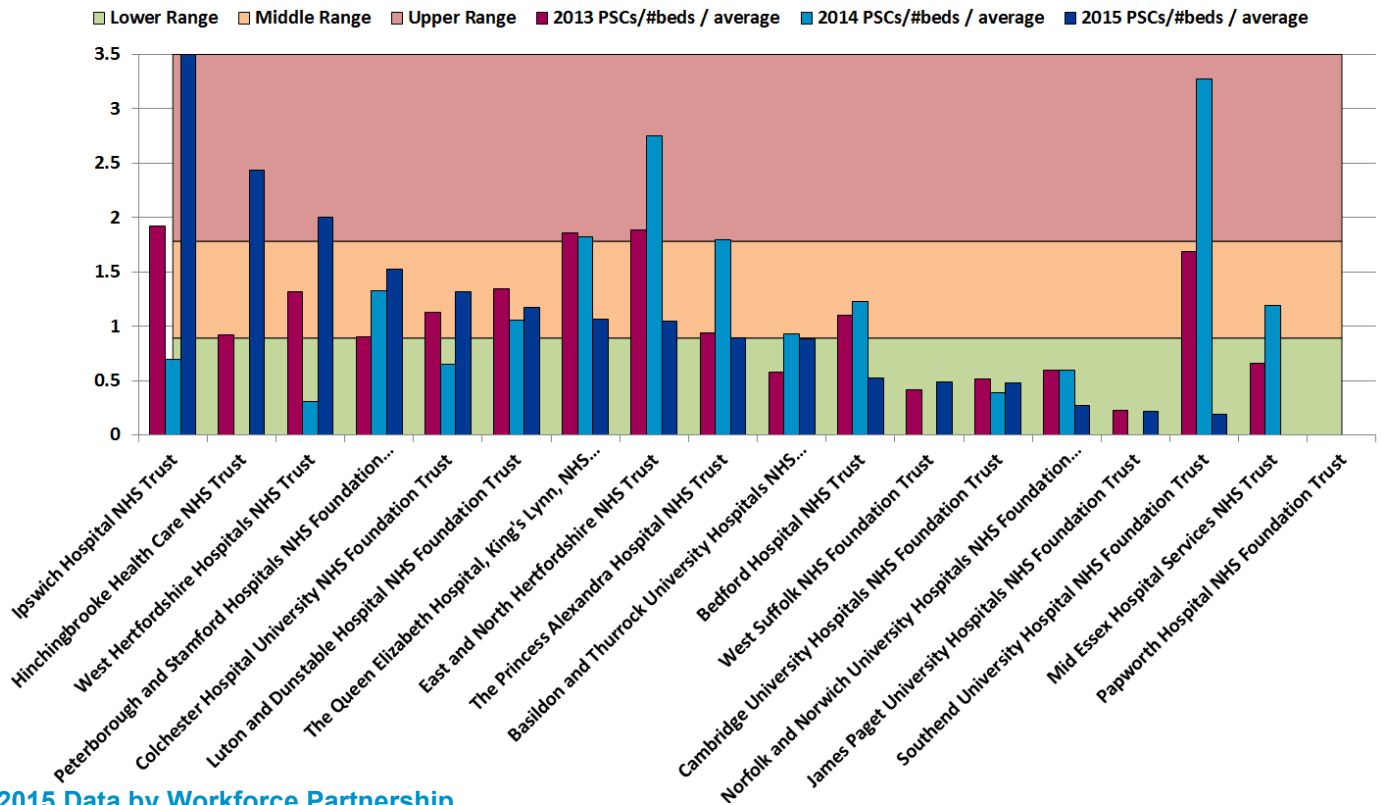
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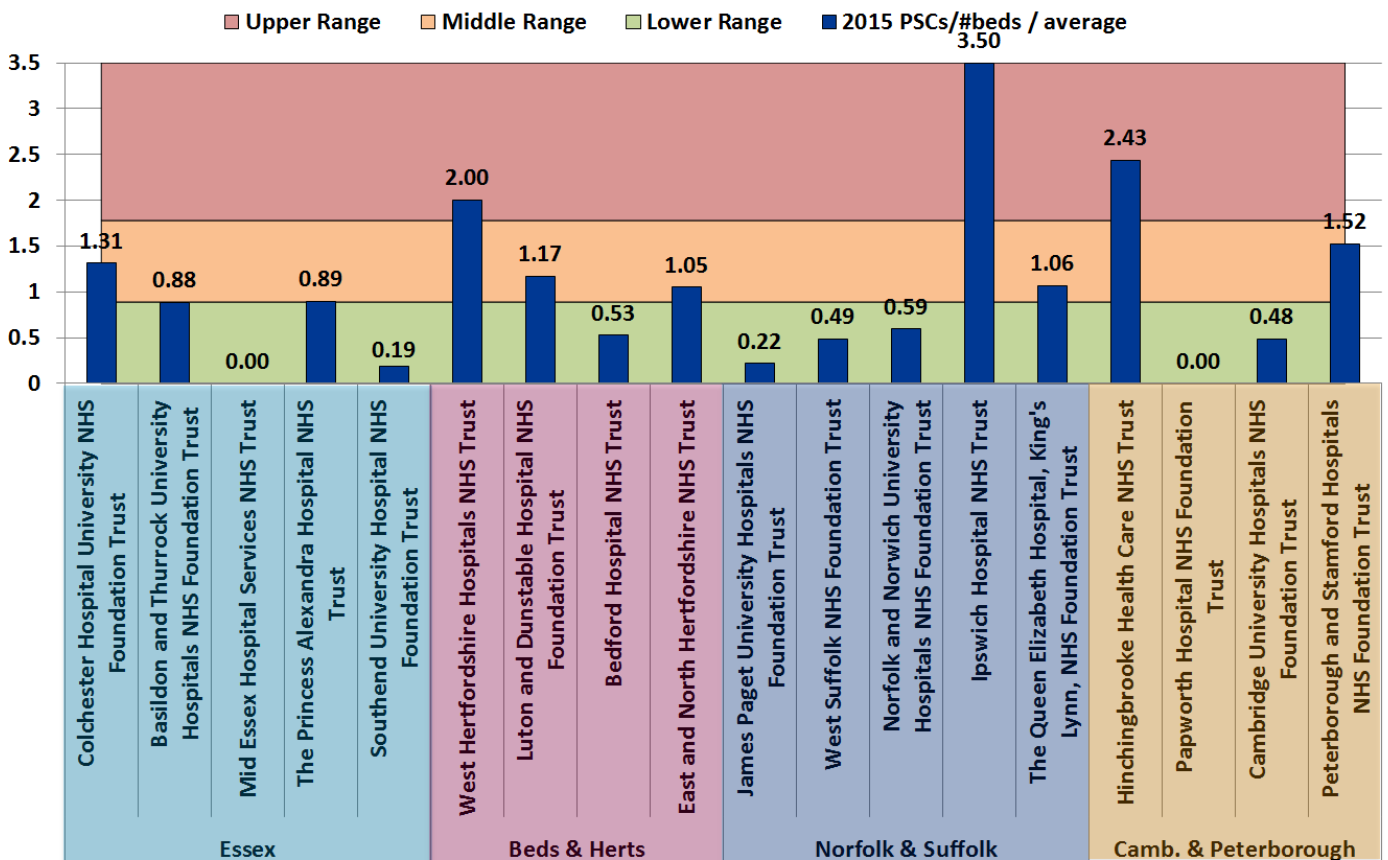
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NORFOLK & SUFFOLK															
Ipswich Hospital NHS Trust N= F1 = 3; F2 = 1; ST4+ = 1;	5	2	3	2	2		2	2		1	1	1	1		22
James Paget University Hospitals NHS Foundation Trust N= ST4+ = 1;												1			1
Norfolk and Norwich University Hospitals NHS Foundation 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.