

*Developing people
for health and
healthcare*

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

Hertfordshire
Partnership University
NHS Foundation Trust

Narrative

Trust Indicators

The dashboard for the Hertfordshire Partnership 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). Five of the 14 indicators lie in the first quartile, seven in the second, two in the third and none in the fourth quartile.

Hertfordshire Partnership's Means by Indicator chart for 2014 and 2015 compared to the 2015 national mean illustrates that most indicators are down from last year, although looking at the 2012-2015 chart it's possible to see that most values are up from 2013.

Programme Group Indicators

The chart for Overall Satisfaction for each programme group illustrates where Hertfordshire Partnership'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. Hertfordshire Partnership has one programme group in the first quartile, one in the second, two in the third quartile and three in the fourth quartile. Hertfordshire Partnership 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.

Only CPT and the GP Programme for Psychiatry have any negative outliers with one each and there are seven positive outliers this 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. Hertfordshire Partnership had a net outlier value of 6 in 2012, -3 in 2013, -2 in 2014 and 5 in 2015.

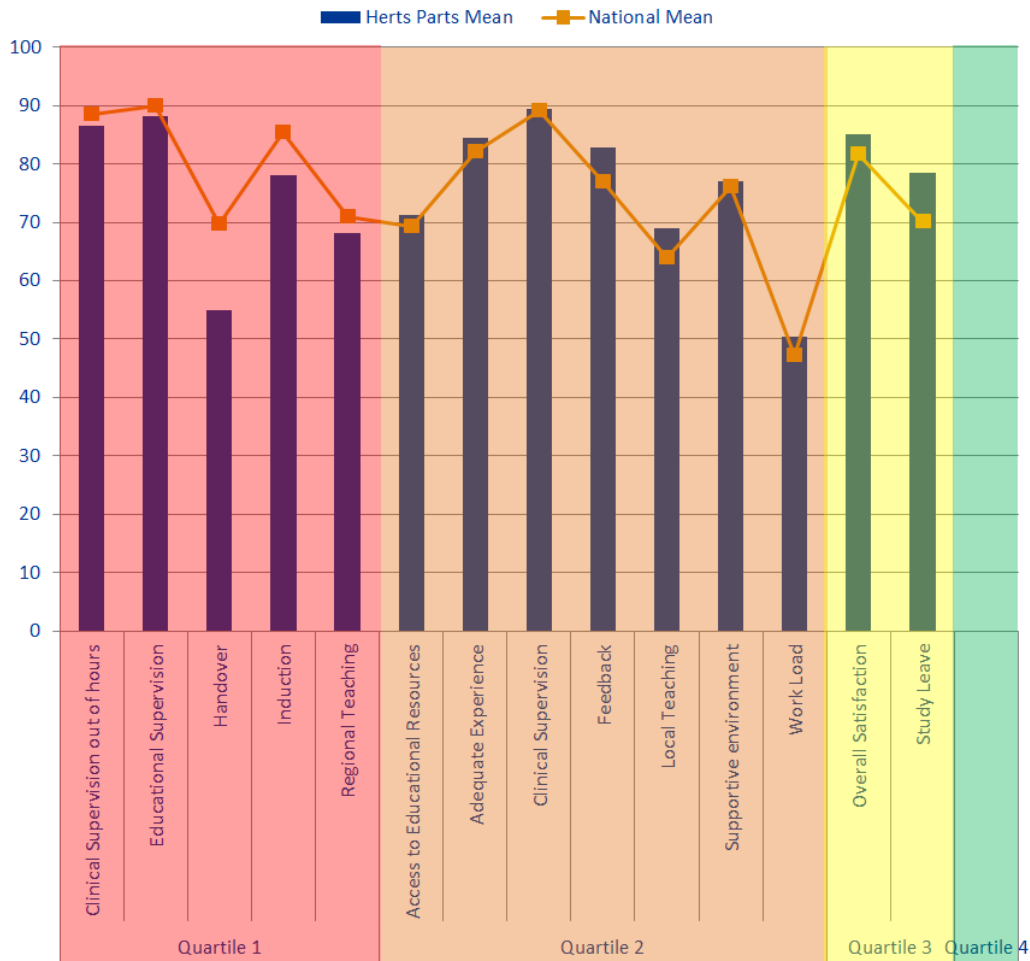
Rankings

The rankings chart shows where Hertfordshire Partnership 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. Hertfordshire Partnership has no programme groups which have remained in the bottom quartile for the last 3 years. Paediatrics has remained in the top quartile for the last three years and from 2013 to 2015 General Psychiatry has moved from the bottom quartile to the top quartile.

Patient Safety Concerns

Hertfordshire Partnership has two patient safety concerns clinical processes and tension between education and services .

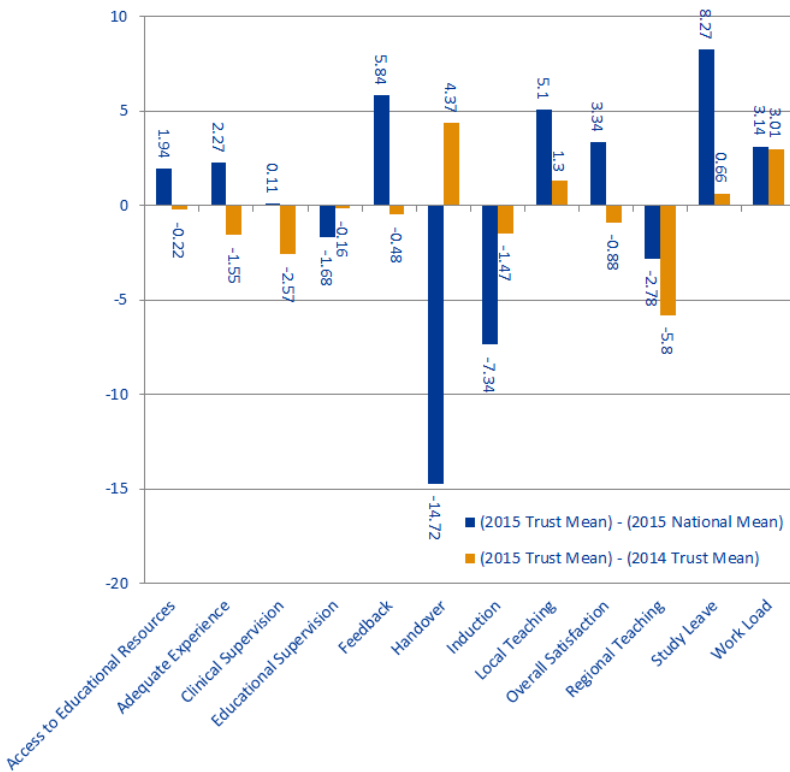
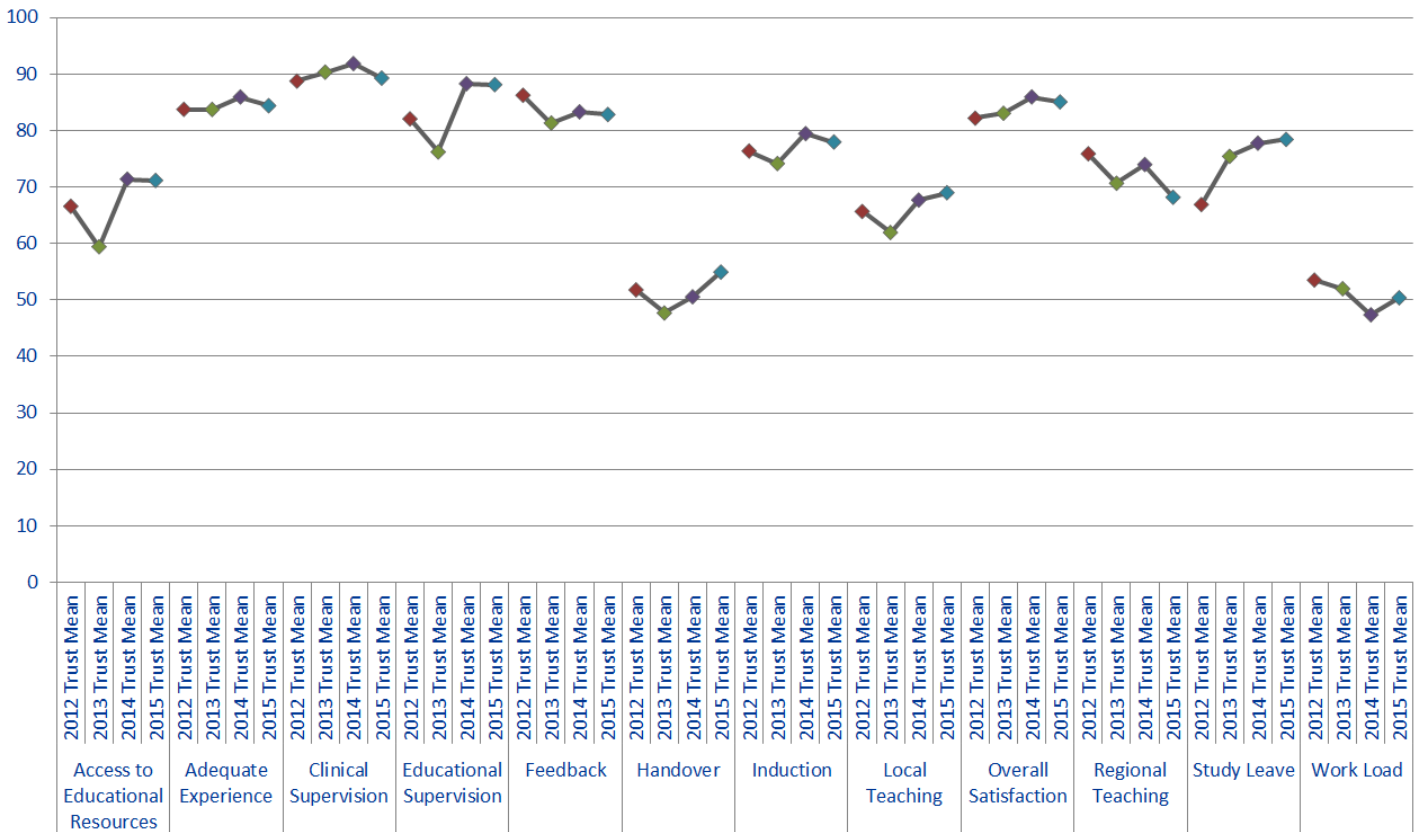
Dashboard



Quartile	Indicator	Herts Parts Mean	National Mean
Quartile 1	Clinical Supervision out of hours	86.53	88.44
	Educational Supervision	88.14	89.82
	Handover	54.95	69.67
	Induction	77.99	85.33
	Regional Teaching	68.2	70.98
Quartile 2	Access to Educational Resources	71.18	69.24
	Adequate Experience	84.41	82.14
	Clinical Supervision	89.3	89.19
	Feedback	82.85	77.01
	Local Teaching	69	63.9
	Supportive environment	76.95	76.14
	Work Load	50.39	47.25
Quartile 3	Overall Satisfaction	85.08	81.74
	Study Leave	78.44	70.17
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 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	71.18	71.4	1.94	-0.22
Adequate Experience	82.14	84.41	85.96	2.27	-1.55
Clinical Supervision	89.19	89.3	91.87	0.11	-2.57
Educational Supervision	89.82	88.14	88.3	-1.68	-0.16
Feedback	77.01	82.85	83.33	5.84	-0.48
Handover	69.67	54.95	50.58	-14.72	4.37
Induction	85.33	77.99	79.46	-7.34	-1.47
Local Teaching	63.9	69	67.7	5.1	1.3
Overall Satisfaction	81.74	85.08	85.96	3.34	-0.88
Regional Teaching	70.98	68.2	74	-2.78	-5.8
Study Leave	70.17	78.44	77.78	8.27	0.66
Work Load	47.25	50.39	47.38	3.14	3.01

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

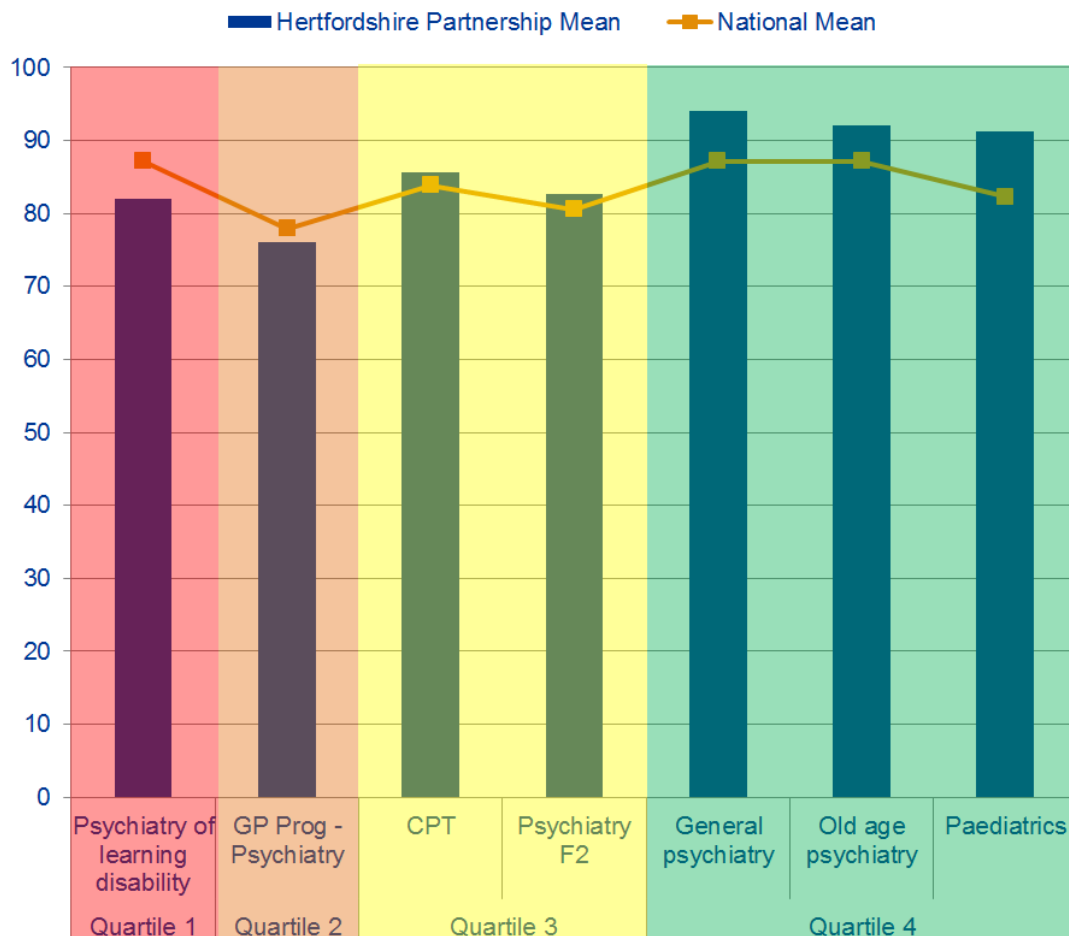
2015 trust mean lies above both the national mean and last year's trust mean

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	Hertfordshire Partnership Mean	National Mean
Quartile 1	Psychiatry of learning disability	82	87.13
Quartile 2	GP Prog - Psychiatry	76	77.89
Quartile 3	CPT	85.57	83.89
	Psychiatry F2	82.67	80.57
Quartile 4	General psychiatry	94	87.13
	Old age psychiatry	92	87.13
	Paediatrics	91.2	82.29

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 Group Outliers

A Above Outlier
B Below Outlier

Programme Groups	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														
CPT														
GP Prog - Psychiatry					B									
General psychiatry														
Old age psychiatry													A	
Paediatrics								A	A					
Psychiatry F2		A							A					
Psychiatry of learning disability													A	A
Child and adolescent psychiatry		B			B	B					A			B
2014														
CPT														
GP Prog - Psychiatry														
Old age psychiatry													A	A
Paediatrics														
Psychiatry of learning disability														
All trainees (Foundation, Core, Speciality and GPs)														
Child and adolescent psychiatry														
2013														
CPT														
General psychiatry														
GP Prog - Psychiatry														
Paediatrics	A	A												

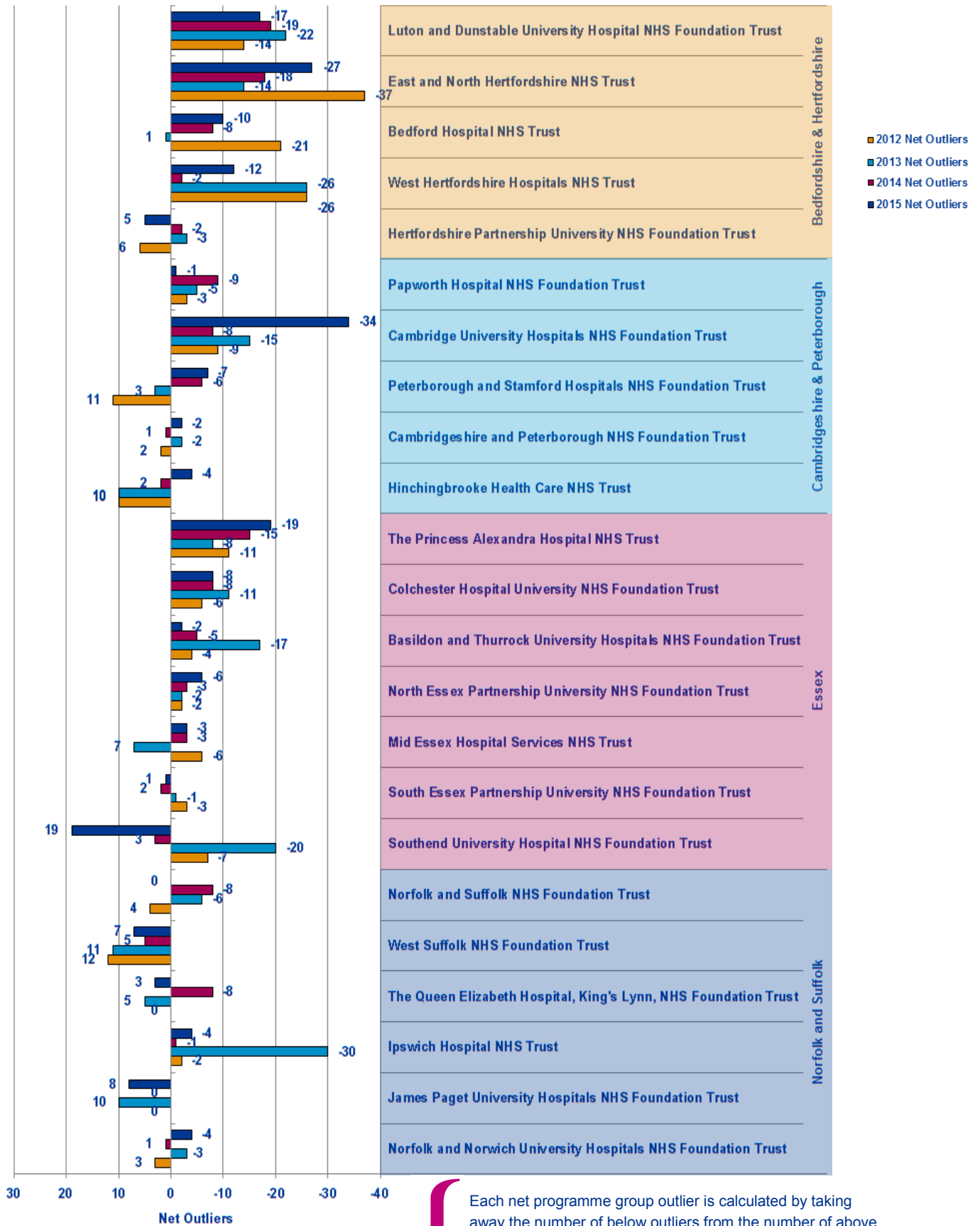
Programme Group	Overall Satisfaction	Patient Safety					Educational Development			Training Environment/ Infrastructure	2014 to 2015 CHANGE									
		Clinical Supervision	Clinical Supervision out of hours	Handover	Induction	Work Load	Educational Supervision	Adequate Experience	Feedback	Local Teaching	Regional Teaching	Supportive environment	Access to Educational Resources	GREEN OUTLIERS	RED OUTLIERS	2013	2014	2015		
CPT																				
GP Prog - Psychiatry				2										1	2			1	1	
General psychiatry																		2		
Old age psychiatry														1	1					
Paediatrics														3	1	2		1		
Psychiatry F2																		2		
Psychiatry of learning disability																		2		
Total														4	4	7	6	3	2	↑↑

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.

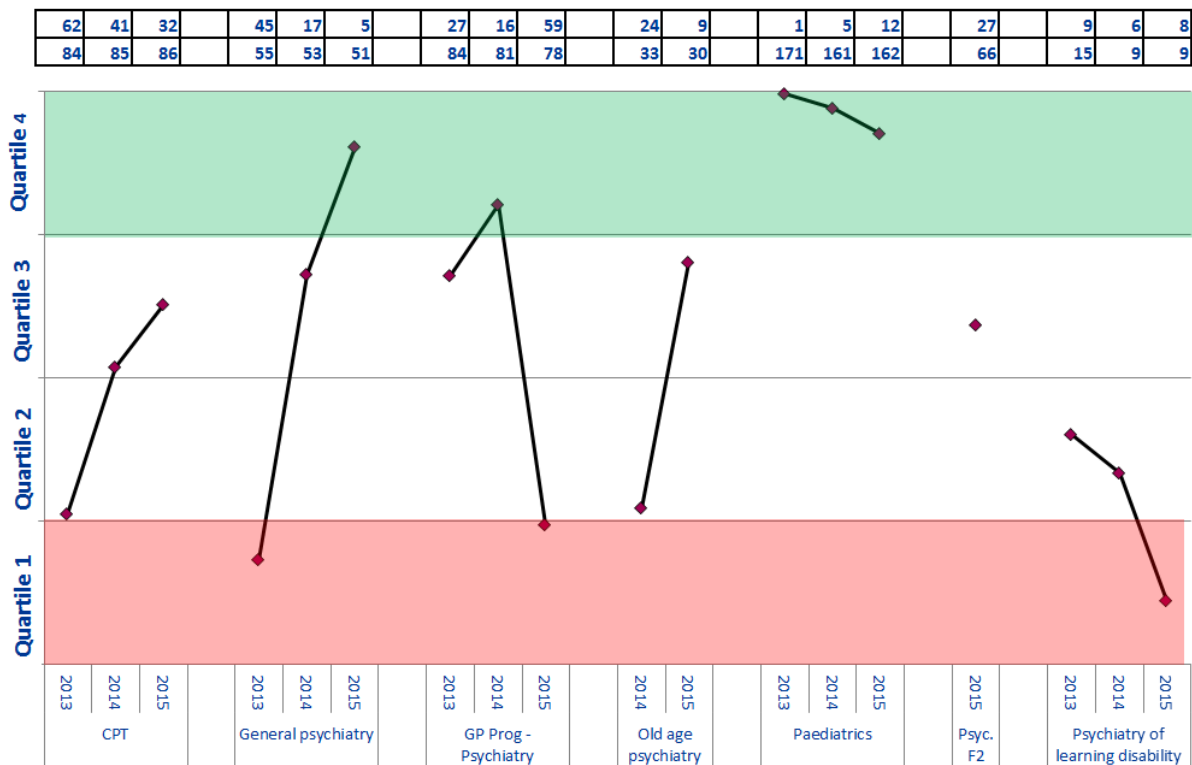
Net Programme Group Outliers



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
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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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