Developing people for health and healthcare

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

Norfolk and Suffolk University Hospitals NHS Foundation Trust

THE NHS CONSTITUTION
the NHS belongs to us all

NHS

Health Education East of England

Narrative

Trust Indicators

The dashboard for the Norfolk and Suffolk 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). Six of the 14 indicators lie in the first quartile, seven 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 that most indicators had been on a downward trend but have increased this year. Norfolk an Suffolk's Means by Indicator chart for 2014 and 2015 compared to the 2015 national mean illustrates that only Educational Supervision and Feedback are down from last year.

Programme Group Indicators

The chart for Overall Satisfaction for each programme group illustrates where Norfolk and Suffolk'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. Norfolk and Suffolk has two programme groups in the first quartile, four in the second and none in the third or fourth quartiles. Norfolk and Suffolk is in the bottom 25% of trusts which run the programme groups in quartile one.

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 GP Programme for Psychiatry and Psychiatry F2 both have a negative and a positive outlier.

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. Norfolk and Suffolk had a net outlier value of 4 in 2012, -6 in 2013, -8 in 2014 and 0 in 2015.

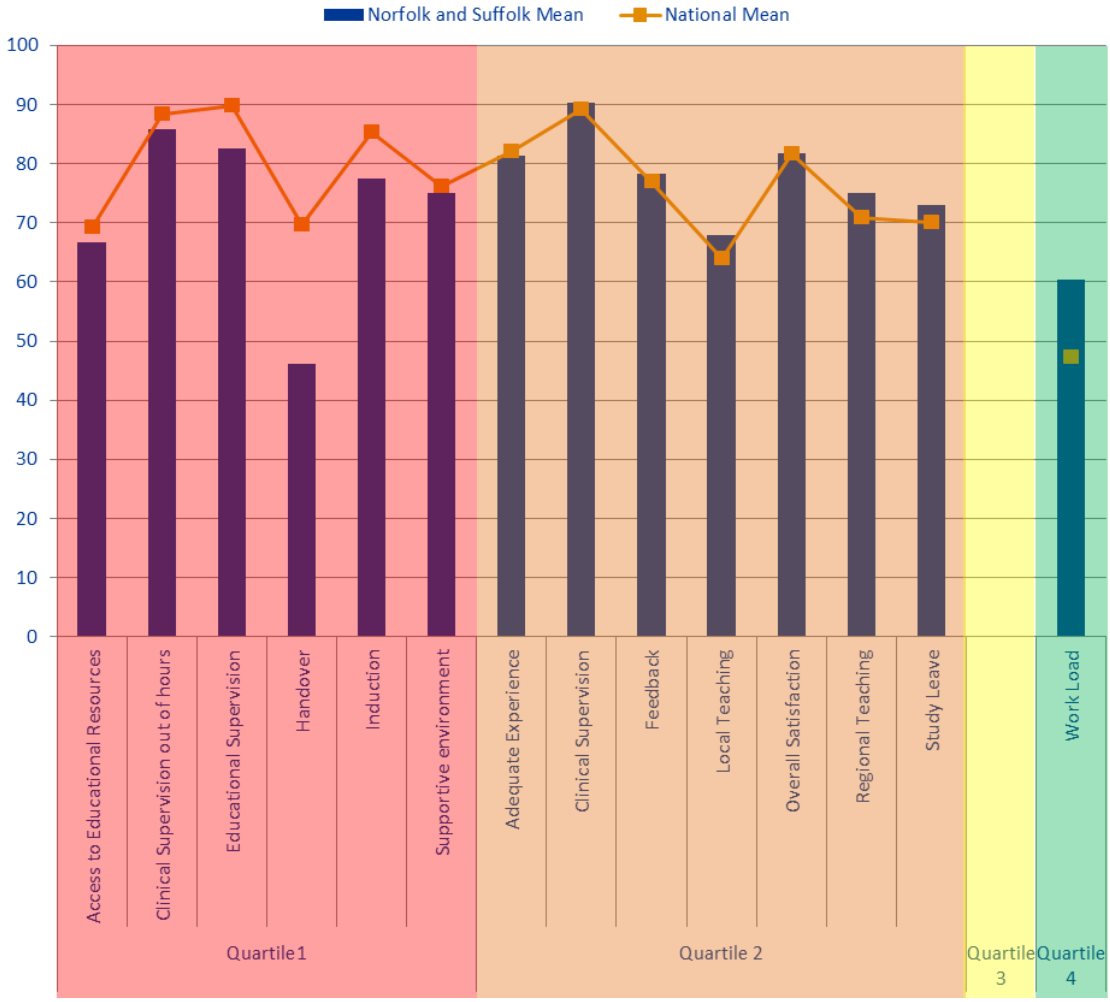
Rankings

The rankings chart shows where Norfolk and Suffolk 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. All programme groups for Norfolk and Suffolk remain ranked in the bottom half of trusts although they have all imporved from the previous year.

Patient Safety Concerns

Norfolk and Suffolk has two patient safety concerns in understaffing and high workload.

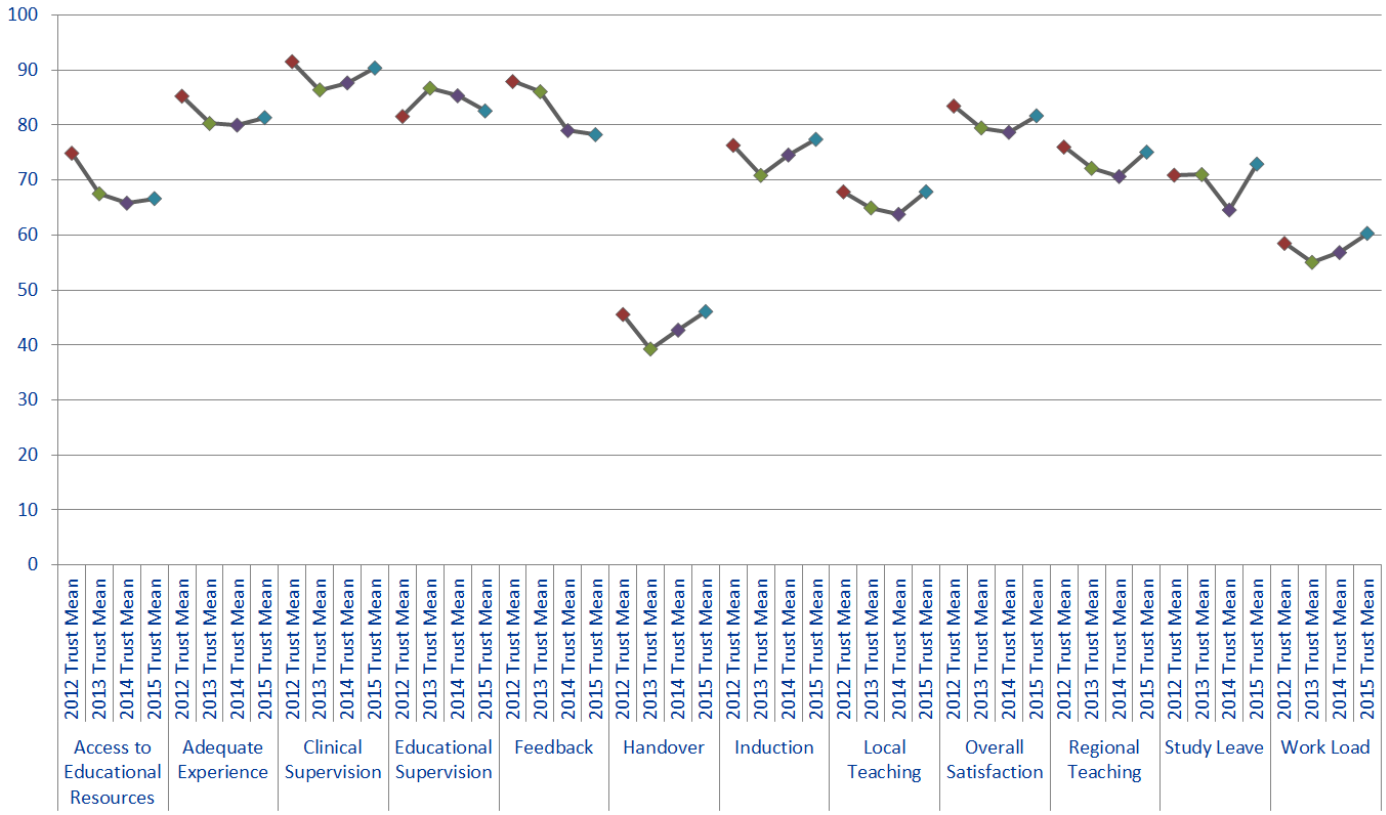
Dashboard

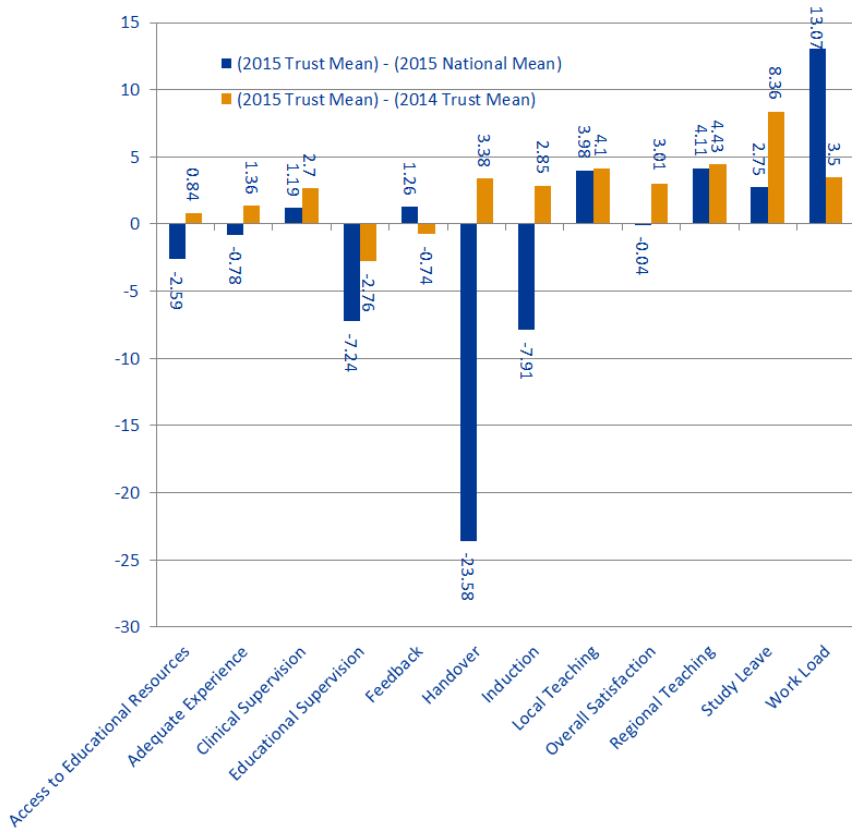


Quartile	Indicator	Norfolk and Suffolk Mean	National Mean
Quartile1	Access to Educational Resources	66.65	69.24
	Clinical Supervision out of hours	85.82	88.44
	Educational Supervision	82.58	89.82
	Handover	46.09	69.67
	Induction	77.42	85.33
	Supportive environment	75	76.14
Quartile 2	Adequate Experience	81.36	82.14
	Clinical Supervision	90.38	89.19
	Feedback	78.27	77.01
	Local Teaching	67.88	63.9
	Overall Satisfaction	81.7	81.74
	Regional Teaching	75.09	70.98
	Study Leave	72.92	70.17
Quartile 3			
Quartile 4	Work Load	60.32	47.25

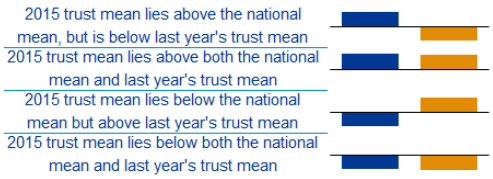
The quartiles are calculated from the means for every trust that participated in the National Training Survey (NTS). The quartiles for each indicator are calculated separately. Therefore if a trust's indicator fell into the first quartile, then this means that the trust fell within the bottom 25% of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

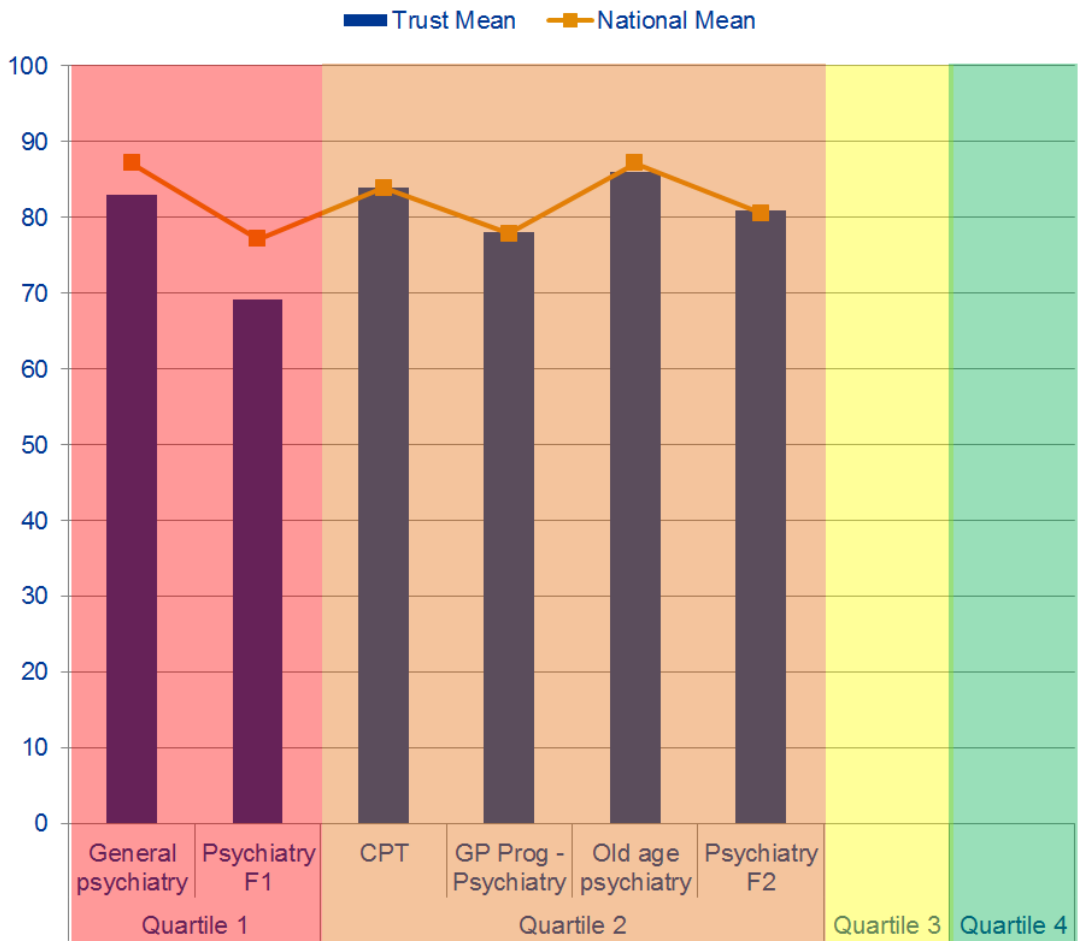




Indicator	2015 National Mean	2015 Trust Mean	2014 Trust Mean	(2015 Trust Mean) - (2015 National Mean)	(2015 Trust Mean) - (2014 Trust Mean)
Access to Educational Resources	69.24	66.65	65.81	-2.59	0.84
Adequate Experience	82.14	81.36	80	-0.78	1.36
Clinical Supervision	89.19	90.38	87.68	1.19	2.7
Educational Supervision	89.82	82.58	85.34	-7.24	-2.76
Feedback	77.01	78.27	79.01	1.26	-0.74
Handover	69.67	46.09	42.71	-23.58	3.38
Induction	85.33	77.42	74.57	-7.91	2.85
Local Teaching	63.9	67.88	63.78	3.98	4.1
Overall Satisfaction	81.74	81.7	78.69	-0.04	3.01
Regional Teaching	70.98	75.09	70.66	4.11	4.43
Study Leave	70.17	72.92	64.56	2.75	8.36
Work Load	47.25	60.32	56.82	13.07	3.5



Overall Satisfaction by Programme Group



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.

Quartiles	Programme Group	Trust Mean	National Mean
Quartile 1	General psychiatry	83	87.13
	Psychiatry F1	69.14	77.14
Quartile 2	CPT	84	83.89
	GP Prog - Psychiatry	78	77.89
	Old age psychiatry	86	87.13
	Psychiatry F2	80.89	80.57
Quartile 3			
Quartile 4			

Programme Group Outliers

A **Above Outlier**

B **Below Outlier**

	Programme Group	Overall Satisfaction	Clinical Supervision	Clinical Supervision Out of Hours	Induction	Handover	Work Load	Education Supervision	Adequate Experience	Feedback	Local Teaching	Regional Teaching	Study Leave	Supportive Environment	Access to Educational Resources
		Patient Safety						Educational Development							Training Environment
2015	CPT														
	GP Prog - Psychiatry					B	A								
	General psychiatry												B		
	Old age psychiatry														
	Psychiatry F1						A								
	Psychiatry F2					B	A								
2014	Forensic psychiatry			Not Included					B				B	Not Included	
	General psychiatry												B		
	GP Prog - Psychiatry					B	A								
	Old age psychiatry		B		B	B							B		
	Psychiatry F2					B									
2013	All trainees (Foundation, Core, Speciality and GPs)					B									
	CPT				B										
	Child and adolescent psychiatry												B		
	Forensic psychiatry				A										
	GP Prog - Psychiatry					B	A						A		
	General psychiatry	B			B	B						B			B
	Old age psychiatry										B				
	Psychiatry F2					B	A								

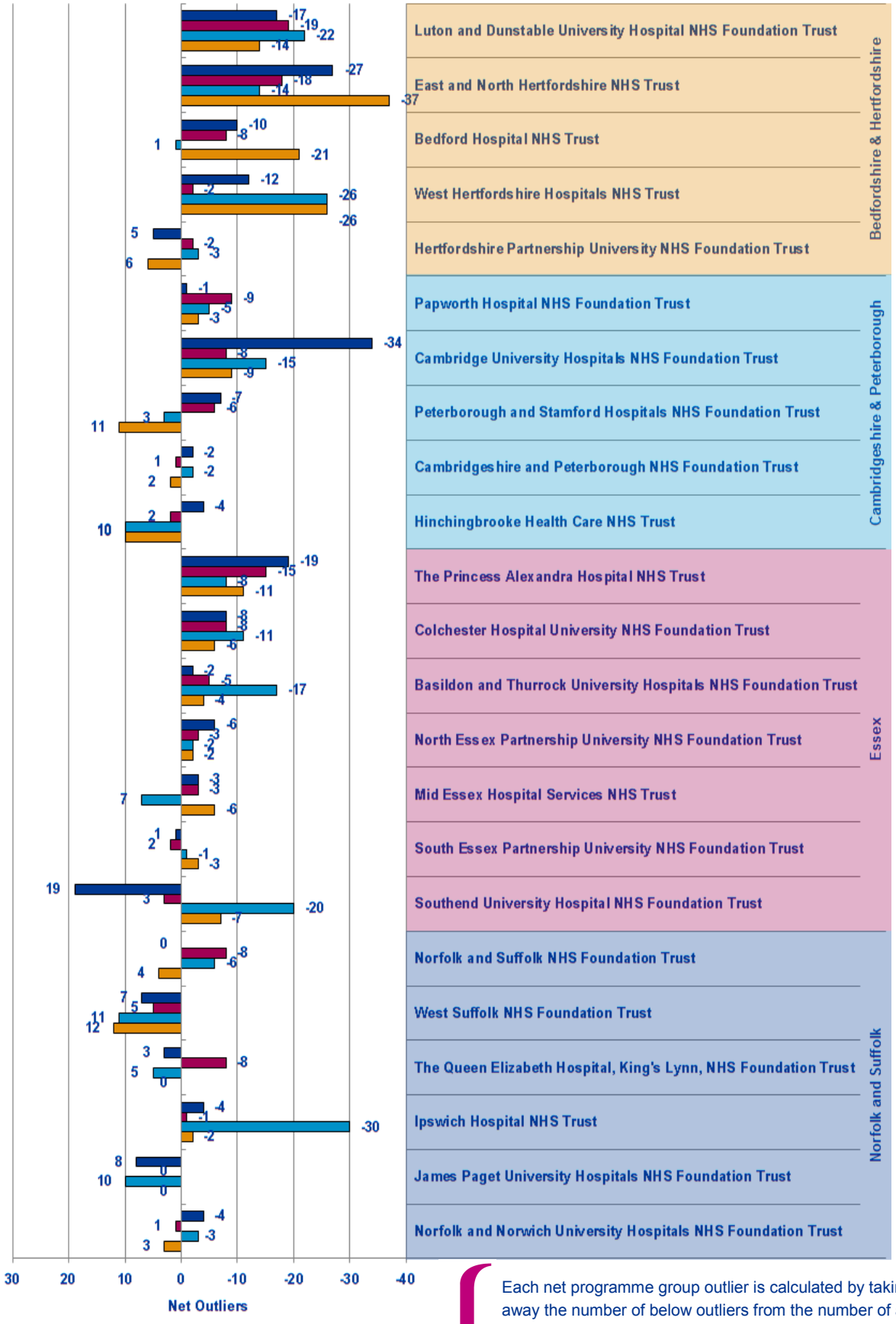
Programme Group	Overall Satisfaction	Clinical Supervision	Clinical Supervision out of hours	Handover	Induction	Work Load	Educational Supervision	Adequate Experience	Feedback	Local Teaching	Regional Teaching	Study Leave	Supportive environment	Access to Educational Resources	GREEN OUTLIERS 2013	GREEN OUTLIERS 2014	GREEN OUTLIERS 2015	RED OUTLIERS 2013	RED OUTLIERS 2014	RED OUTLIERS 2015	2014 to 2015 CHANGE
	Patient Safety						Educational Development							Training Environment/ Infrastructure							
CPT																		1			
GP Prog - Psychiatry				3		3									2	1	1	1	1	1	
General psychiatry												2						5	1	1	
Old age psychiatry																		1	4		
Psychiatry F1																	1				
Psychiatry F2				3		2									1		1	1	1	1	
Total															3	1	3	9	7	3	↑↑

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.

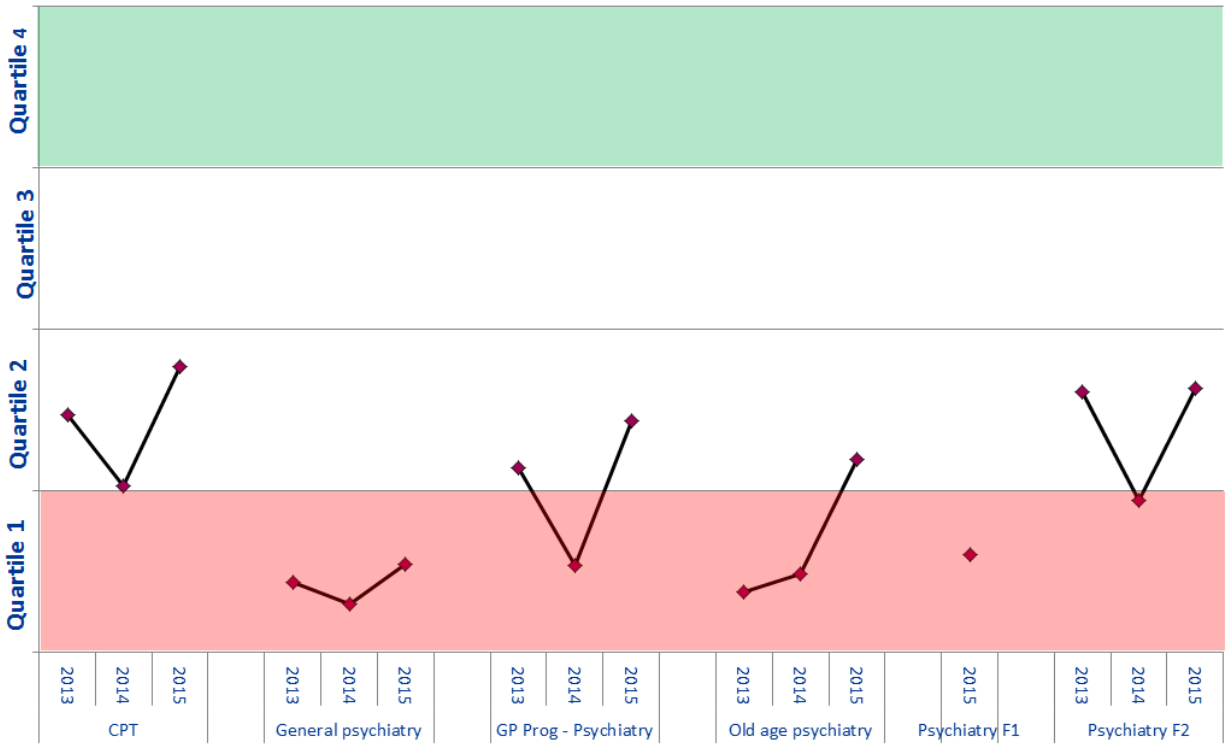
Net Programme Group Outliers



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	53	63	48		49	49	44		60	70	50		29	29	21		39		28	39	39
	84	85	86		55	53	51		84	81	78		32	33	30		46		47	51	66



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 Workld/ 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	Intercultrual 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

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 Workld/ 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	Intercultrual communication issues incl lang	Non PSC - Ethical Issue	Total
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