**Developing people
for health and
healthcare**

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

North Essex Partnership University 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 North Essex 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). Ten of the 14 indicators lie in the first quartile, three in the second, one in the third and none in the fourth quartile.

The chart illustrating the means by indicator from 2012 to 2015 shows all indicators are on a downward trend. North Essex's Means by Indicator chart for 2014 and 2015 compared to the 2015 national mean illustrates that all indicators are down from last year and almost all of them are below the national mean.

Programme Group Indicators

The chart for Overall Satisfaction for each programme group illustrates where North Essex'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. North Essex has three programme groups in the first quartile, one in the second, one in the third quartile and none in the fourth quartile. North Essex 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.

CPT has the most negative outliers with three and there are no 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. North Essex had a net outlier value of –2 in 2012, -2 in 2013, -3 in 2014 and –6 in 2015.

Rankings

The rankings chart shows where North Essex 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. North Essex has one programme group which has remained in the bottom quartile for the last 3 years, General Psychiatry.

Dashboard
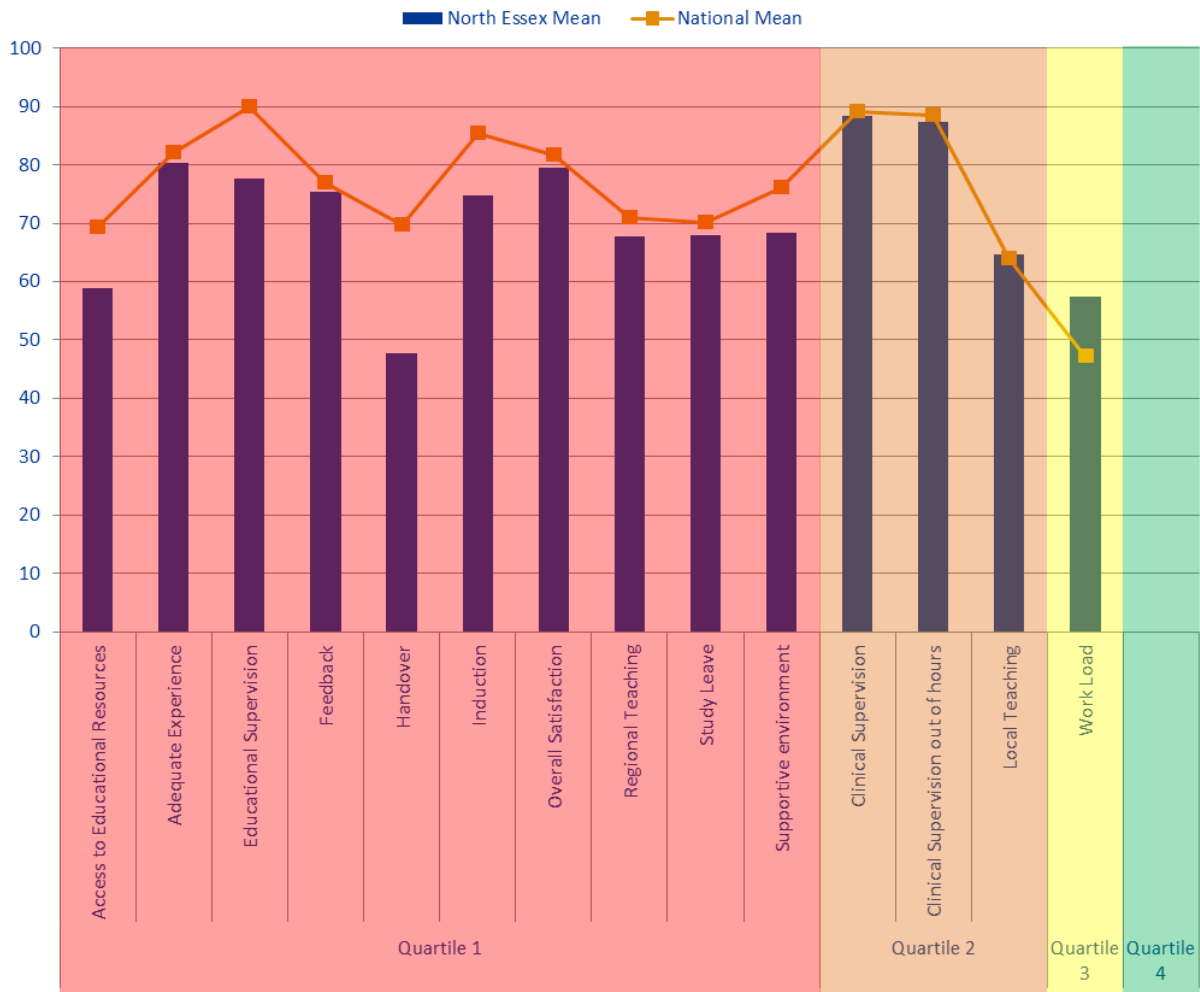
Quartile	Indicator	North Essex Mean	National Mean
	Access to Educational Resources	58.94	69.24
	Adequate Experience	80.22	82.14
	Educational Supervision	77.72	89.82
	Feedback	75.43	77.01
Quartile 1	Handover	47.7	69.67
	Induction	74.78	85.33
	Overall Satisfaction	79.48	81.74
	Regional Teaching	67.75	70.98
	Study Leave	68.02	70.17
	Supportive environment	68.37	76.14
	Clinical Supervision	88.4	89.19
Quartile 2	Clinical Supervision out of hours	87.31	88.44
	Local Teaching	64.69	63.9
Quartile 3	Work Load	57.34	47.25
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
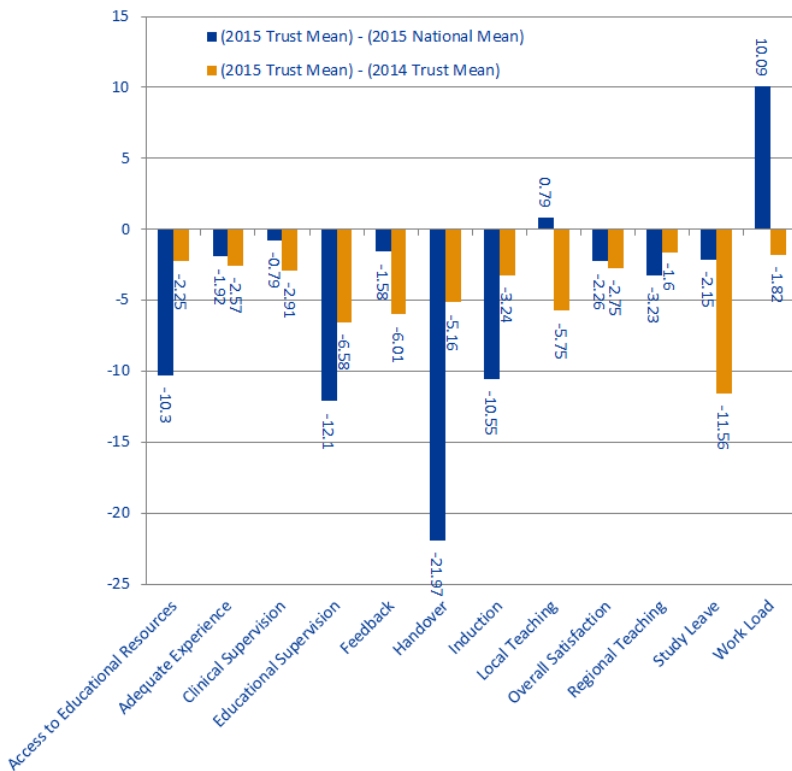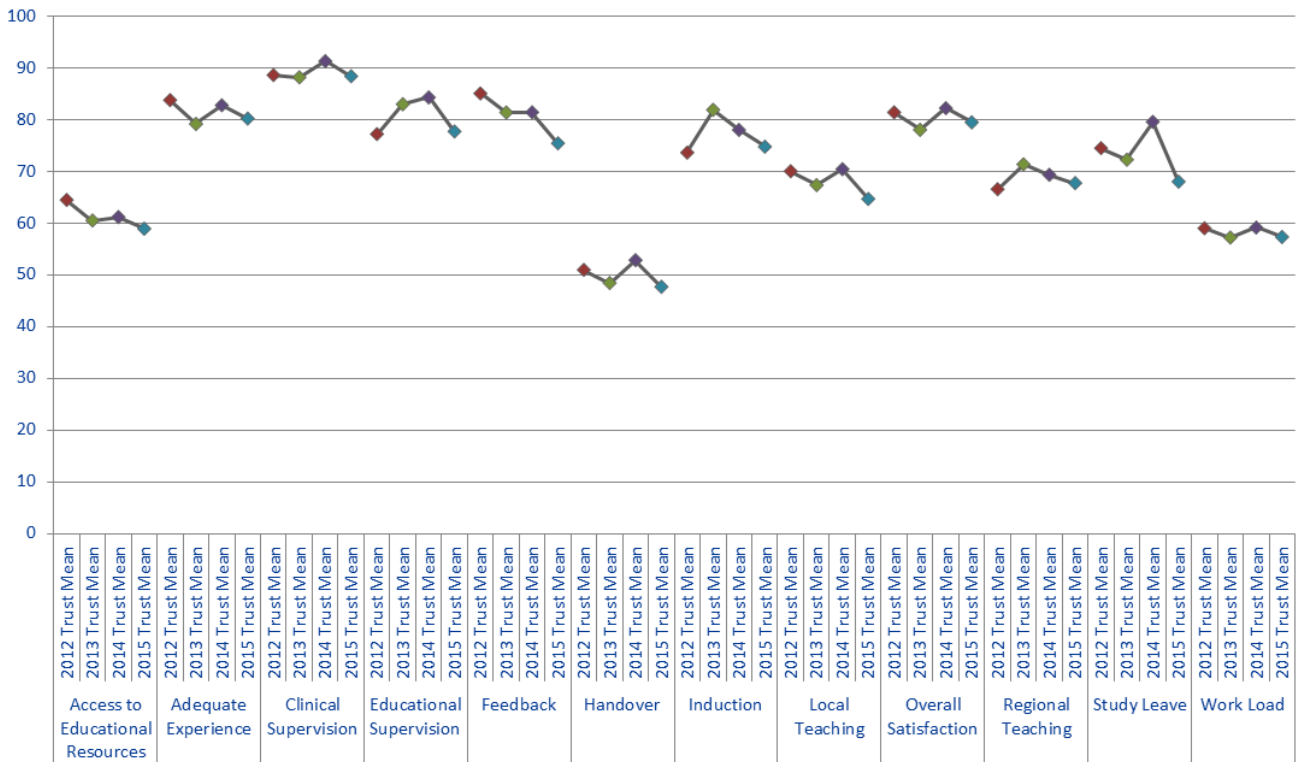
Indicator	2015 National Mean	2015 Trust Mean	2014 Trust Mean	(2015 Trust Mean) - (2015 National Mean)	(2015 Trust Mean) - (2014 Trust Mean)
Access to Educational Resources	69.24	58.94	61.19	-10.3	-2.25
Adequate Experience	82.14	80.22	82.79	-1.92	-2.57
Clinical Supervision	89.19	88.4	91.31	-0.79	-2.91
Educational Supervision	89.82	77.72	84.3	-12.1	-6.58
Feedback	77.01	75.43	81.44	-1.58	-6.01
Handover	69.67	47.7	52.86	-21.97	-5.16
Induction	85.33	74.78	78.02	-10.55	-3.24
Local Teaching	63.9	64.69	70.44	0.79	-5.75
Overall Satisfaction	81.74	79.48	82.23	-2.26	-2.75
Regional Teaching	70.98	67.75	69.35	-3.23	-1.6
Study Leave	70.17	68.02	79.58	-2.15	-11.56
Work Load	47.25	57.34	59.16	10.09	-1.82

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

North Essex Partnership University NHS Foundation Trust

Overall Satisfaction by Programme Group

Programme Groups by Quartile
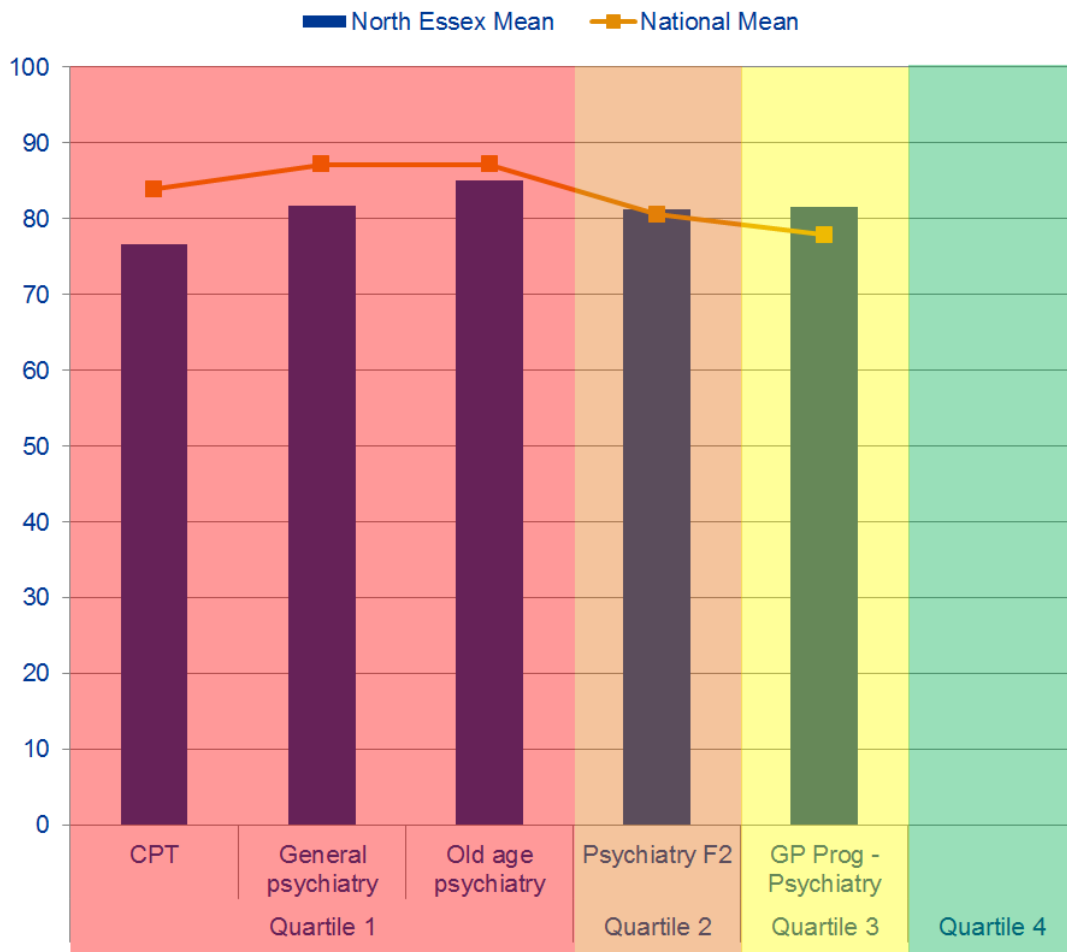
Quartiles	Programme Group	North Essex Mean	National Mean
	CPT	76.57	83.89
Quartile 1	General psychiatry	81.71	87.13
	Old age psychiatry	85	87.13
Quartile 2	Psychiatry F2	81.33	80.57
Quartile 3	GP Prog - Psychiatry	81.6	77.89
Quartile 4			

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

	Overall Satisfaction	Patient Safety					Educational Development							Training Environment
Programme Groups	Overall Satisfaction	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				B								B		B
GP Prog - Psychiatry					B									
General psychiatry												B		B
Old age psychiatry														
Psychiatry F2														
2014 CPT			Not Included									Not Included		B
GP Prog - Psychiatry					B									
Old age psychiatry														B
2013 All trainees (Foundation, Core, Speciality and GPs)					B									
CPT														B
GP Prog - Psychiatry					B									

	Overall Satisfaction	Patient Safety					Educational Development							Training Environment/ Infrastructure	GREEN OUTLIERS			RED OUTLIERS			2014 to 2015 CHANGE
Programme Groups	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
CPT					▫								▫	**3**				1	1	3	
GP Prog - Psychiatry				**3**															1	1	
General psychiatry													▫	▫				1		2	
Old age psychiatry																			1		
Psychiatry F2																					
Total															0	0	0	2	3	6	→↓

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

Net Outliers (x-axis): 30, 20, 10, 0, -10, -20, -30, -40

Legend:
- 2012 Net Outliers
- 2013 Net Outliers
- 2014 Net Outliers
- 2015 Net Outliers

Bedfordshire & Hertfordshire

- Luton and Dunstable University Hospital NHS Foundation Trust: -17, -19, -22, -14
- East and North Hertfordshire NHS Trust: -27, -18, -14, -37
- Bedford Hospital NHS Trust: -10, -8, 1, -21
- West Hertfordshire Hospitals NHS Trust: -12, -2, -26, -26
- Hertfordshire Partnership University NHS Foundation Trust: 5, -2, -3, 6

Cambridgeshire & Peterborough

- Papworth Hospital NHS Foundation Trust: -1, -9, -5, -3
- Cambridge University Hospitals NHS Foundation Trust: -34, -8, -15, -9
- Peterborough and Stamford Hospitals NHS Foundation Trust: -7, -6, 3, 11
- Cambridgeshire and Peterborough NHS Foundation Trust: -2, 1, -2, 2
- Hinchingbrooke Health Care NHS Trust: -4, 2, 10

Essex

- The Princess Alexandra Hospital NHS Trust: -19, -15, -8, -11
- Colchester Hospital University NHS Foundation Trust: 8, -3, -11, -6
- Basildon and Thurrock University Hospitals NHS Foundation Trust: -2, -5, -17, -4
- North Essex Partnership University NHS Foundation Trust: -6, 3, 2, -2
- Mid Essex Hospital Services NHS Trust: 3, 3, 7, -6
- South Essex Partnership University NHS Foundation Trust: 2, 1, -1, -3
- Southend University Hospital NHS Foundation Trust: 19, 3, -20, -7

Norfolk and Suffolk

- Norfolk and Suffolk NHS Foundation Trust: 0, -8, 4, -6
- West Suffolk NHS Foundation Trust: 7, 5, 11, 12
- The Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust: 3, -8, 5, 0
- Ipswich Hospital NHS Trust: -4, -30, -1, -2
- James Paget University Hospitals NHS Foundation Trust: 8, 0, 10, 0
- Norfolk and Norwich University Hospitals NHS Foundation Trust: -4, 1, -3, 3

{ 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

69	54	82		48	40	46		49	62	37		23	23		36
84	85	86		55	53	51		84	81	78		33	30		66
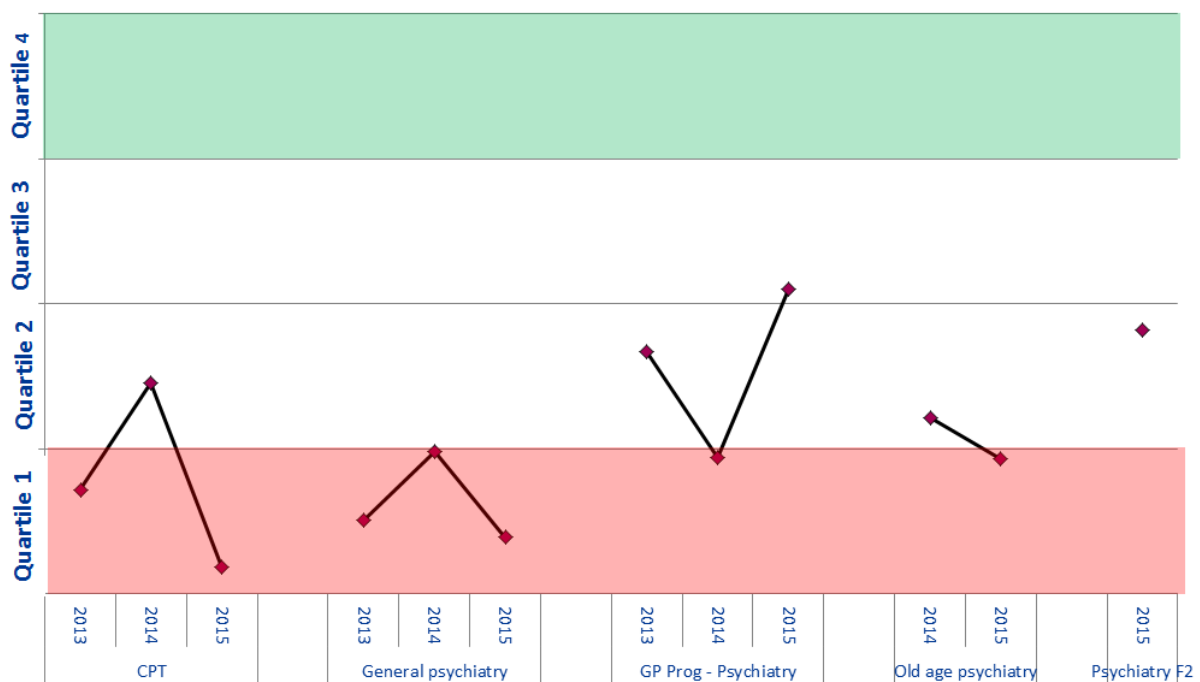
Trust ranking of each Programme Group for 2013-2015 is calculated by ordering the means of the Overall Satisfaction of all trusts reporting for that programme group with n>2 respondents. Quartiles have been calculated from means of the other trusts, meaning if a trust is in the top quartile then it is in the top 25% of trusts which deliver that programme group.

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