

*Developing people
for health and
healthcare*

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

**The Princess
Alexandra Hospital
NHS Trust**



Narrative

Trust Indicators

The dashboard for the The Princess Alexandra Hospital NHS 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, four in the second and none in the third or fourth quartiles.

The chart illustrating the means by indicator from 2012 to 2015 shows an upward trend. The Princess Alexandra's Means by Indicator chart for 2014 and 2015 compared to the 2015 national mean illustrates that while most indicators are up from last year they are still below the national mean.

Programme Group Indicators

The chart for Overall Satisfaction for each programme group illustrates where The Princess Alexandra'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. The Princess Alexandra has five programme groups in the first quartile, none in the second, five in the third quartile and eleven in the fourth quartile. The Princess Alexandra 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 three.

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. The Princess Alexandra had a net outlier value of -11 in 2012, -8 in 2013, -15 in 2014 and -19 in 2015.

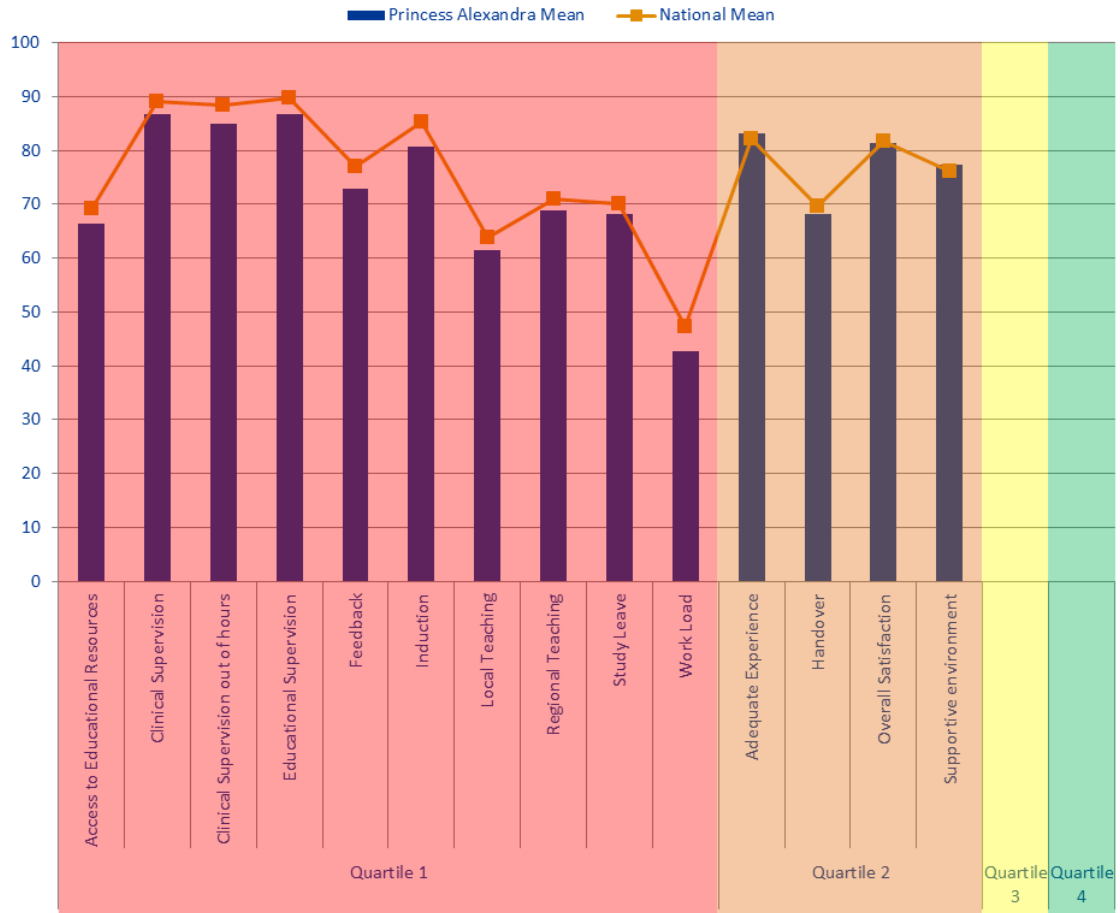
Rankings

The rankings chart shows where The Princess Alexandra 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. The Princess Alexandra has two programme groups which have remained in the bottom quartile for the last 3 years, Paediatrics and the GP Programme for Paediatrics and Child Health. From 2013 to 2015 CST and Trauma and Orthopaedic Surgery have moved from the bottom quartile to the top quartile.

Patient Safety Concerns

The Princess Alexandra has four patient safety concerns, including two in high workload. The Princess Alexandra is in the middle range for concerns per bed but this is down from previous years.

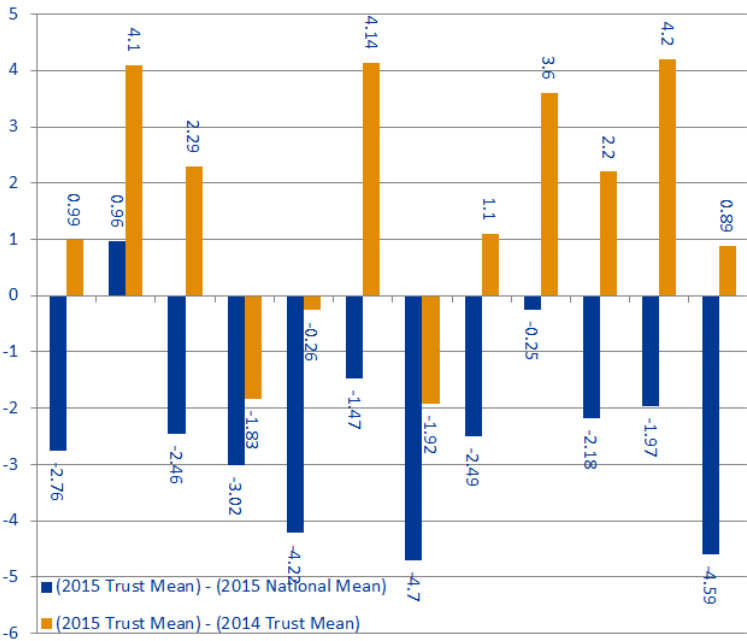
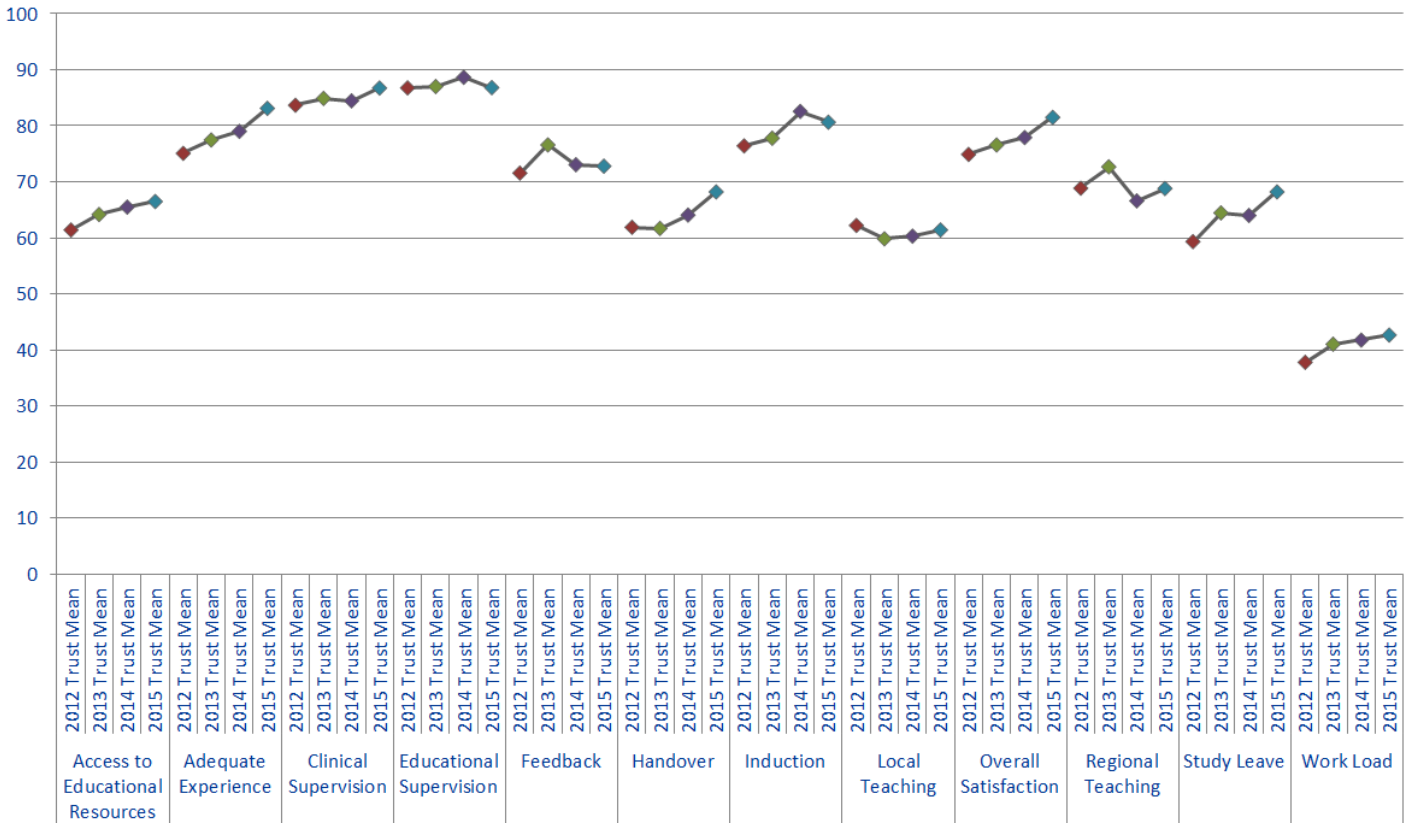
Dashboard



Quartile	Indicator	Princess Alexandra Mean	National Mean
Quartile 1	Access to Educational Resources	66.48	69.24
	Clinical Supervision	86.73	89.19
	Clinical Supervision out of hours	84.88	88.44
	Educational Supervision	86.8	89.82
	Feedback	72.79	77.01
	Induction	80.63	85.33
	Local Teaching	61.41	63.9
	Regional Teaching	68.8	70.98
	Study Leave	68.2	70.17
	Work Load	42.66	47.25
Quartile 2	Adequate Experience	83.1	82.14
	Handover	68.2	69.67
	Overall Satisfaction	81.49	81.74
	Supportive environment	77.36	76.14
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 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



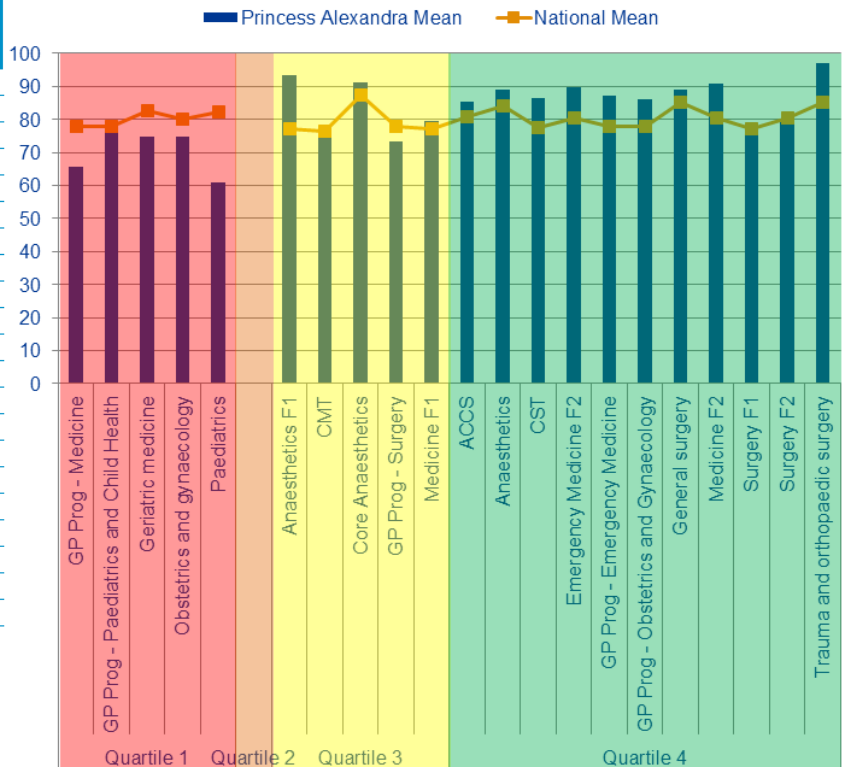
Indicator	2015 National Mean	2015 Trust Mean	2014 Trust Mean	(2015 Trust Mean) - (2015 National Mean)	(2015 Trust Mean) - (2014 Trust Mean)
Access to Educational Resources	69.24	66.48	65.49	-2.76	0.99
Adequate Experience	82.14	83.1	79	0.96	4.1
Clinical Supervision	89.19	86.73	84.44	-2.46	2.29
Educational Supervision	89.82	86.8	88.63	-3.02	-1.83
Feedback	77.01	72.79	73.05	-4.22	-0.26
Handover	69.67	68.2	64.06	-1.47	4.14
Induction	85.33	80.63	82.55	-4.7	-1.92
Local Teaching	63.9	61.41	60.31	-2.49	1.1
Overall Satisfaction	81.74	81.49	77.89	-0.25	3.6
Regional Teaching	70.98	68.8	66.6	-2.18	2.2
Study Leave	70.17	68.2	64	-1.97	4.2
Work Load	47.25	42.66	41.77	-4.59	0.89

- 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

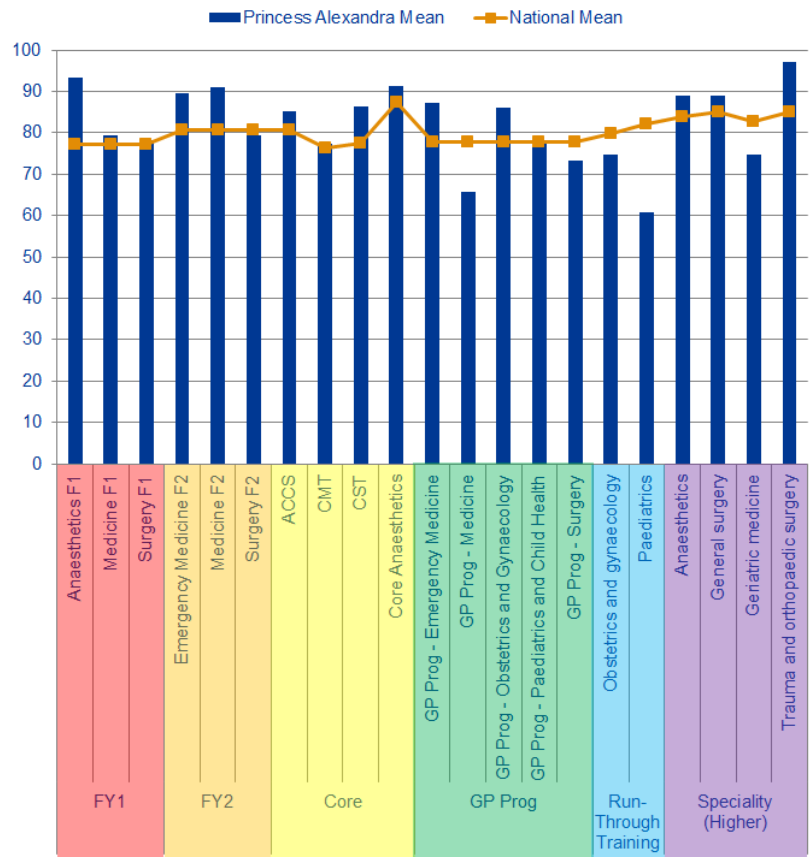
Quartiles	Programme Group	Princess Alexandra Mean	National Mean
Quartile 1	GP Prog - Medicine	65.71	77.89
	GP Prog - Paediatrics and Child Health	77.33	77.89
	Geriatric medicine	74.67	82.69
	Obstetrics and gynaecology	74.86	79.96
	Paediatrics	60.89	82.29
Quartile 2			
Quartile 3	Anaesthetics F1	93.33	77.14
	CMT	77.33	76.35
	Core Anaesthetics	91.33	87.4
	GP Prog - Surgery	73.33	77.89
	Medicine F1	79.47	77.14
Quartile 4	ACCS	85.33	80.82
	Anaesthetics	89	83.94
	CST	86.29	77.42
	Emergency Medicine F2	89.6	80.57
	GP Prog - Emergency Medicine	87.2	77.89
	GP Prog - Obstetrics and Gynaecology	86	77.89
	General surgery	89	85.18
	Medicine F2	90.91	80.57
	Surgery F1	78.18	77.14
	Surgery F2	79.33	80.57
	Trauma and orthopaedic surgery	97	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	Princess Alexandra Mean	National Mean
FY1	Anaesthetics F1	93.33	77.14
	Medicine F1	79.47	77.14
	Surgery F1	78.18	77.14
FY2	Emergency Medicine F2	89.60	80.57
	Medicine F2	90.91	80.57
Core	Surgery F2	79.33	80.57
	ACCS	85.33	80.82
	CMT	77.33	76.35
	CST	86.29	77.42
GP Prog	Core Anaesthetics	91.33	87.40
	GP Prog - Emergency Medicine	87.20	77.89
	GP Prog - Medicine	65.71	77.89
	GP Prog - Obstetrics and Gynaecology	86.00	77.89
	GP Prog - Paediatrics and Child Health	77.33	77.89
Run-Through Training	GP Prog - Surgery	73.33	77.89
	Obstetrics and gynaecology	74.86	79.96
Speciality (Higher)	Paediatrics	60.89	82.29
	Anaesthetics	89.00	83.94
	General surgery	89.00	85.18
	Geriatric medicine	74.67	82.69
	Trauma and orthopaedic	97	85.18



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	Teaching Local	Teaching Regional	Supportive Environment	Study Leave	Access to Educational Resources
ACCS														
Anaesthetics				B										
Anaesthetics F1	A							A				A		
CMT						B								
CST									A					
Core Anaesthetics										A				
Emergency Medicine F2										B				
GP Prog - Emergency Medicine												A		
GP Prog - Medicine	B		B	B	B	B	B	B				B		B
GP Prog - Obstetrics and Gynaecology														
GP Prog - Paediatrics and Child Health						B								
GP Prog - Surgery				B										
General surgery														
Geriatric medicine											B			
Medicine F1														
Medicine F2														
Obstetrics and gynaecology														
Paediatrics	B	B				B		B		B		B	B	B
Surgery F1		B												
Surgery F2		B												
2015														
Core Anaesthetics											B			B
Emergency Medicine F2						B							B	
Geriatric medicine											B			
GP Prog - Medicine						B								
GP Prog - Obstetrics and Gynaecology														
GP Prog - Paediatrics and Child Health	B	B				B		B						
Paediatrics	B	B				B		B			B		B	
Surgery F1	B													
2014														
Trauma and orthopaedic surgery														
Anaesthetics														
Anaesthetics F1	A	A												
CMT														
Core Anaesthetics														
GP Prog - Medicine														
GP Prog - Obstetrics and Gynaecology														
GP Prog - Paediatrics and Child Health	B	B				B		B						
Paediatrics	B	B				B		B			B		B	
Surgery F1	B													
2013														
Trauma and orthopaedic surgery														
Anaesthetics														
Anaesthetics F1	A	A												
CMT														
Core Anaesthetics														
GP Prog - Medicine														
GP Prog - Obstetrics and Gynaecology														
GP Prog - Paediatrics and Child Health														
GP Prog - Surgery	B													
General surgery														
Medicine F2														
Obstetrics and gynaecology														
Paediatrics														
Respiratory medicine	B													
Surgery F2														
Trauma and orthopaedic surgery														

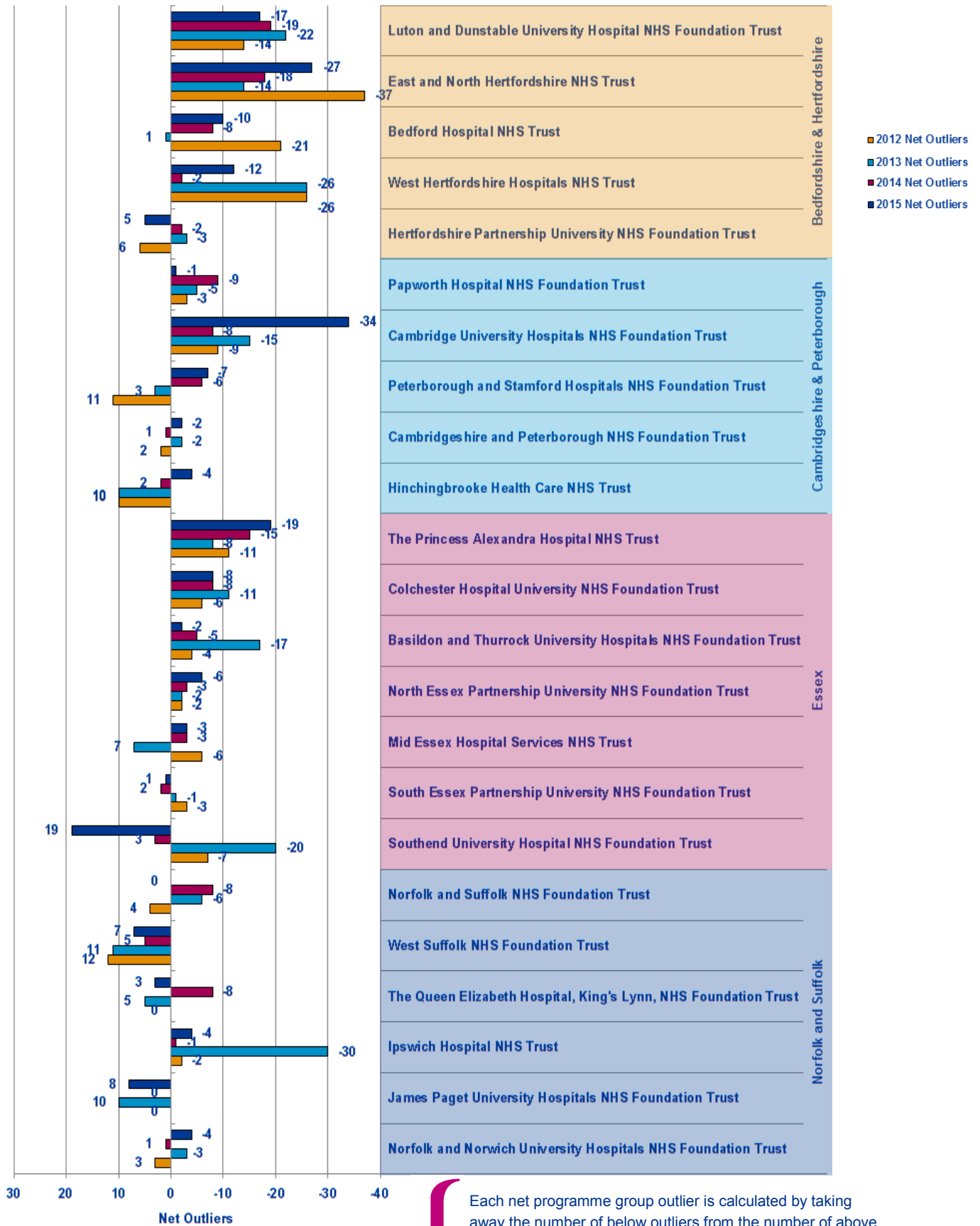
Programme Groups	Overall Satisfaction	Clinical Supervision	Handover	Induction	Work Load	Educational Supervision	Adequate Experience	Local Teaching	Regional Teaching	Supportive environment	Study Leave	Access to Educational Resources	Patient Safety		Educational Development		Training Environment/Infrastructure		GREEN OUTLIERS	RED OUTLIERS	2014 to 2015 CHANGE				
													2013	2014	2015	2013	2014	2015				2013	2014	2015	
ACCS																									
Anaesthetics																				1		1			
Anaesthetics F1	2						2												3	3		1			
CMT																					1	1			
CST																				1					
Core Anaesthetics																			1	1	2				
Emergency Medicine F2																					2	1			
GP Prog - Emergency Medicine																				1					
GP Prog - Medicine		2	2																1		1	9			
GP Prog - Obstetrics and Gynaecology																			1	1	1				
GP Prog - Paediatrics and Child Health							3													2	3	1			
GP Prog - Surgery			2																1		3	1			
General surgery																			1						
Geriatric medicine																					1	1			
Medicine F1																									
Medicine F2																					1				
Obstetrics and gynaecology																			1						
Paediatrics	2	2			2	2				2										1	6	8			
Surgery F1																					1	1			
Surgery F2		2																			1	1			
Total																			10	0	6	11	17	25	↑↓

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

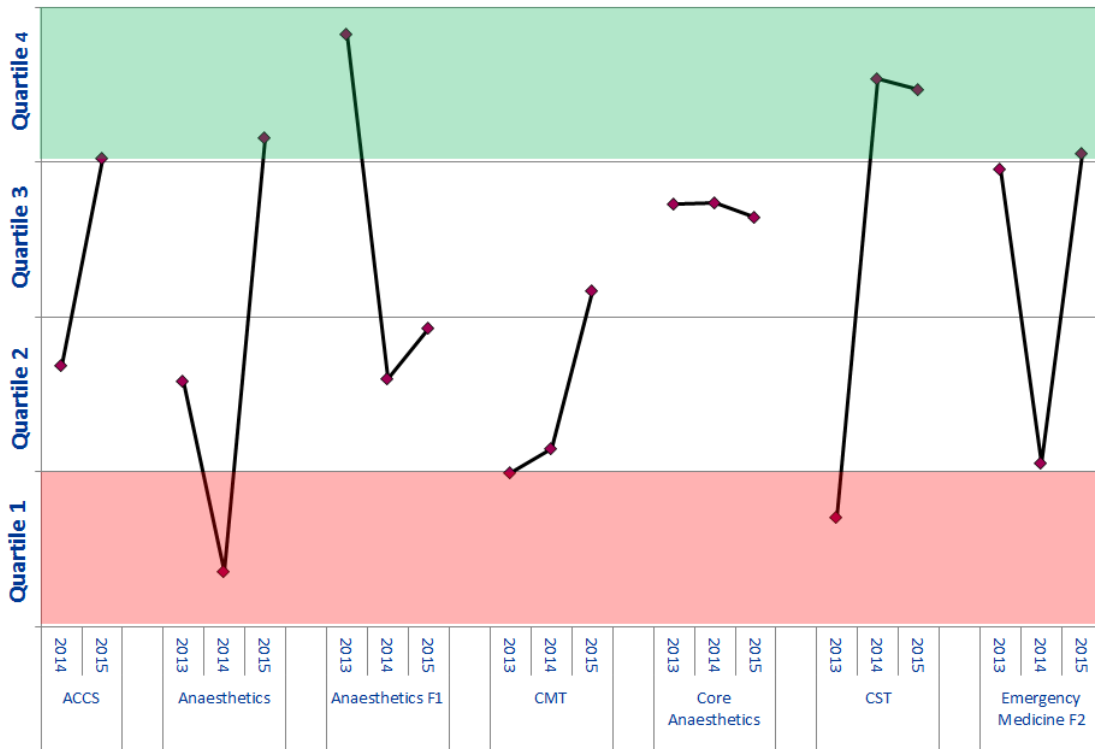


Each net programme group outlier is calculated by taking away the number of below outliers from the number of above outliers occurring across all programme groups for that trust in that year. Each trust has had their net outlier figure calculated for the last four years, permitting us to see the general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

Programme Group Overall Satisfaction Rankings

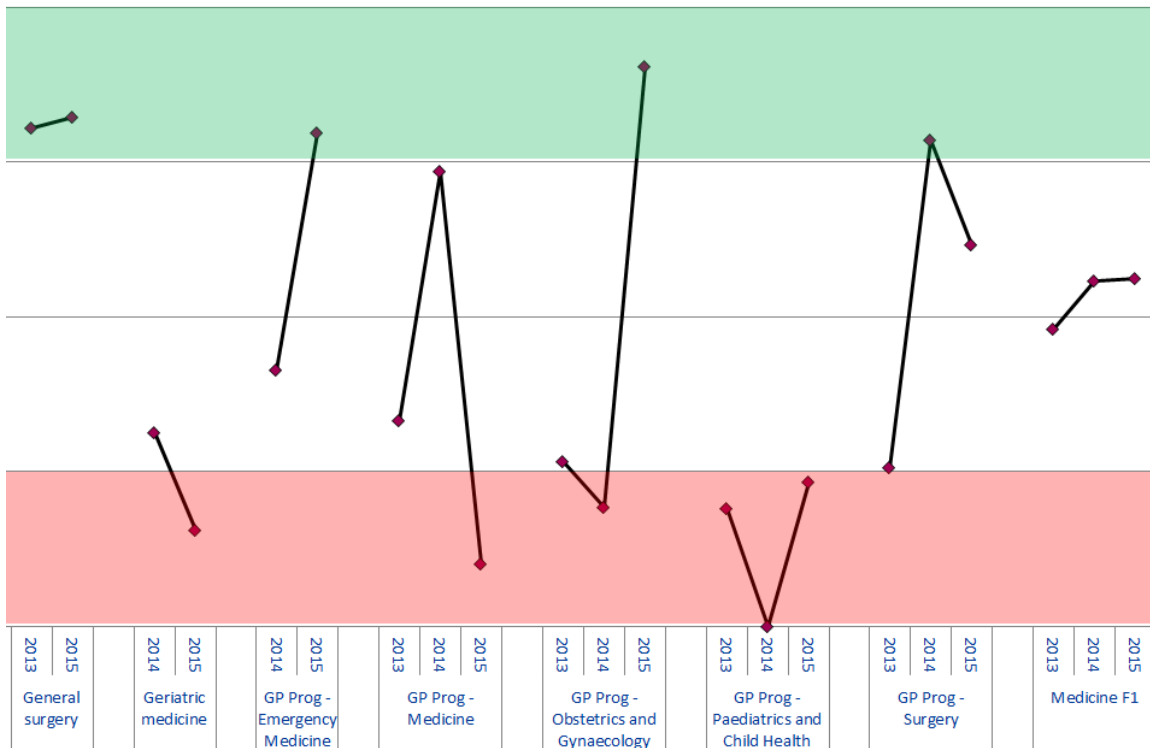
Trust Ranking
Total Number of Trusts Nationally Reporting for this Programme Group

77	29		96	143	32		1	15	14		127	121	75		46	44	46		126	17	19		39	112	34
133	119		159	157	152		23	25	27		169	170	164		145	139	136		153	147	143		149	152	144



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.

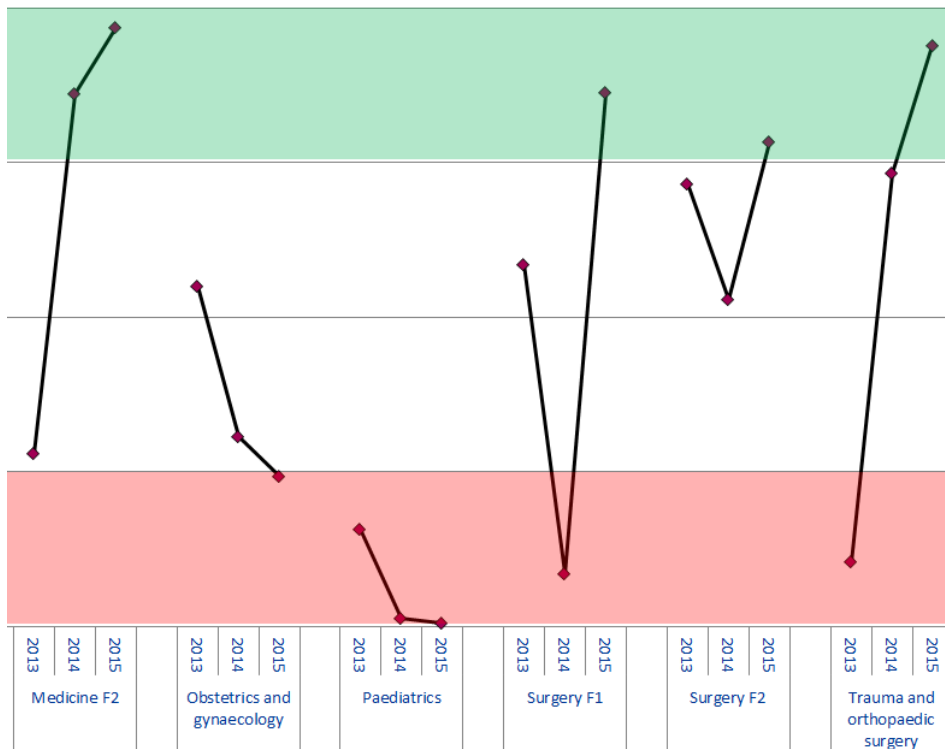
28	24		64	87		75	24		103	42	133		94	109	12		111	136	102		32	9	18		87	74	71
144	135		93	103		128	118		154	158	148		128	135	126		137	136	133		43	42	47		167	167	162



Programme Group Overall Satisfaction Rankings

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

116	23	5		69	106	112		144	159	161		69	152	22		43	72	32		121	35	8
161	165	161		153	153	148		171	161	162		166	166	161		151	153	148		135	131	133



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

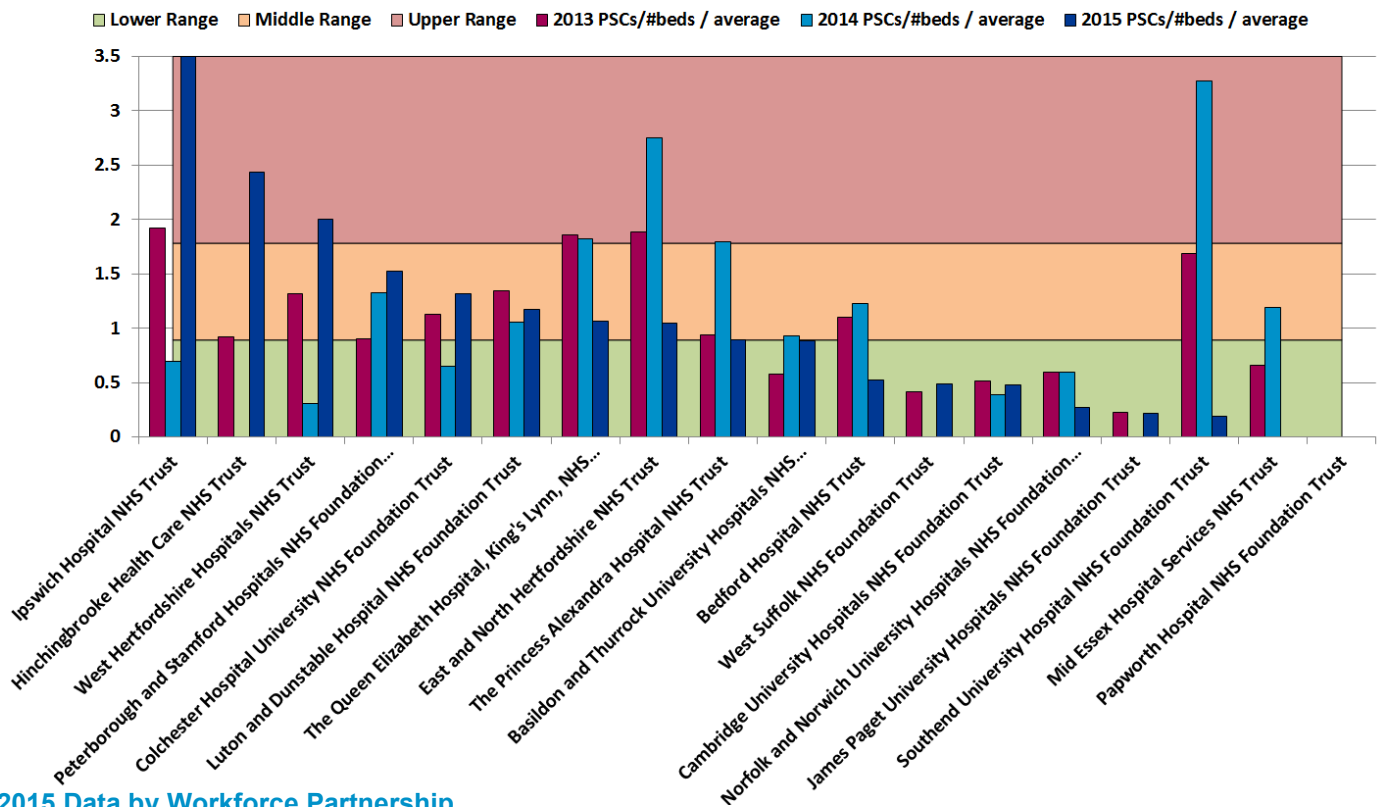
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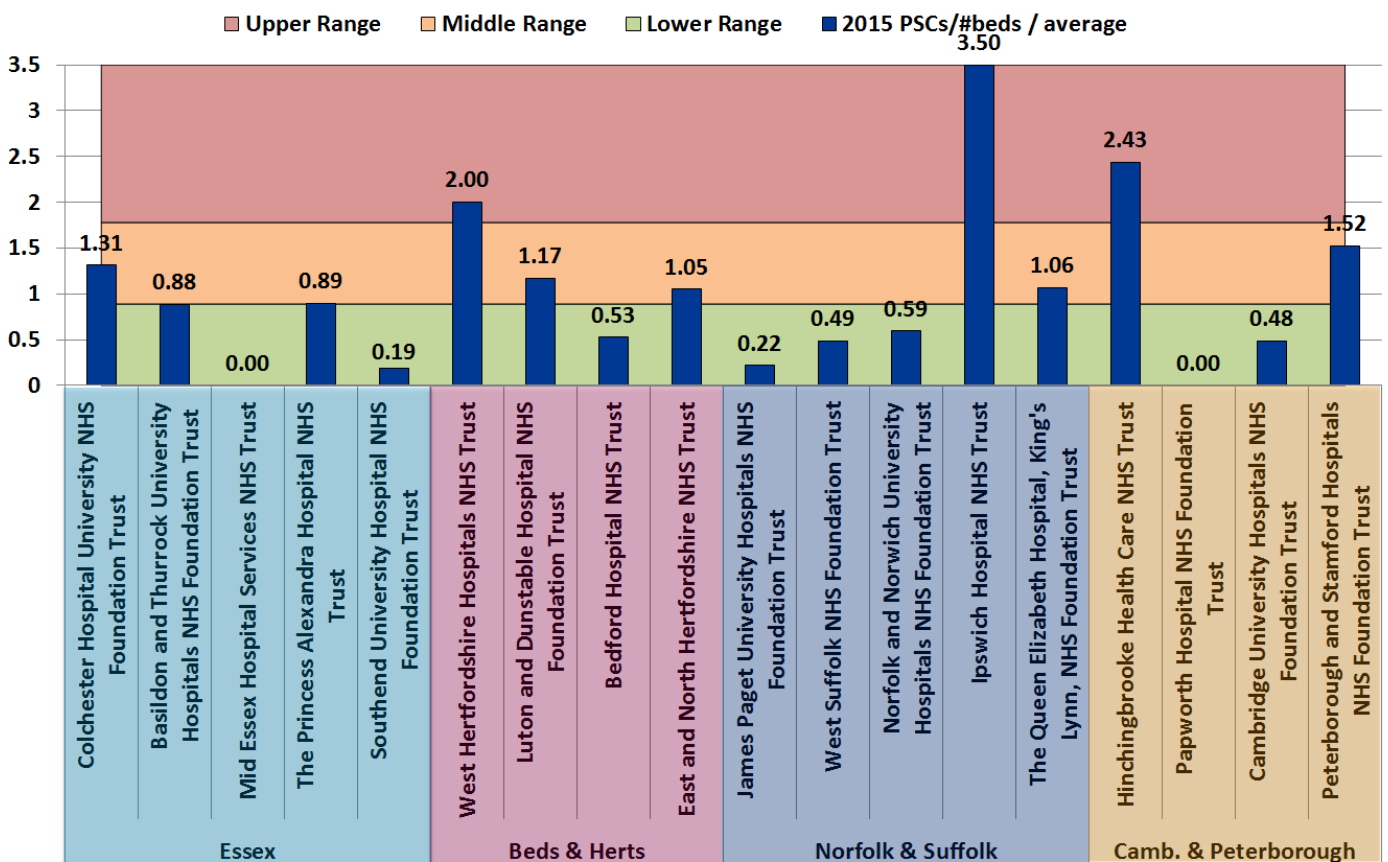
Areas of Concern identified	Understaffing	High Workload/ Work Intensity	Patient Care Provided Incl assessment, treatment	Lack of Team work	Inadequate Handover	Capacity [shortage of Beds]	Confidence Issues including lack of competence, induction; cross cover	Inadequate Supervision	Tension b/w education & service	Nursing Issues	Locum Issues incl quality, availability	Clinical Processes incl equipment; IT	Intercultural communication issues incl lang	Non PSC - Ethical Issue	Total
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.