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**Title:** Update on Postgraduate Medical Education 2020-21

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2020-21

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## Executive Summary

1. This report provides a description of the current situation of the postgraduate medical education training programmes at OUH and an over view of their performance against the requirements of HEE and GMC. Overall OUH continues to improve year on year. We have no current 'red' rated items on the HEE Register.

The last year has been dominated by the COVID-19 pandemic and in the next year the recovery and restoration of training will be a key challenge. Wellbeing of the healthcare workforce is of particular importance and it may take months or years to fully address this.

OUH is taking continued steps to work collaboratively with learners and educators to engage with these issues to improve both the experience of our staff and patient safety

### 2. Impact of COVID-19 on Education & training

The last year has been dominated by the COVID-19 pandemic. In both 'waves' of COVID-19, OUH received significant numbers of COVID-19 patients and has needed to redeploy junior doctors, including trainees, to acute COVID-19 care. Learning from the first wave informed our planning for the second. We adhered to the principles laid out nationally and regionally by HEE with respect to the redeployment of doctors in training, to minimise impact on training and progression. Despite this, a significant number of trainees have experienced disruption to, and potential delays in, training progression.

Recovery of training will take careful planning and significant resources, especially in the 'craft' specialities, and we are exploring novel ways of addressing this skills gap, including Simulation –based and technology-enhanced learning (STEL).

Wellbeing of all staff, including recognising and responding to the experiences of trainees and educators is an important theme in ongoing recovery.

### 3. Trainees and Junior Doctors

There are 840 WTE trainee posts at OUHNHFT whose training is subject to quality management by the local office of Health Education England (HEE). In 2020 the GMC created a new grade of doctor during COVID-19 and OUH welcomed 71 of these Interim Foundation Year (FiY1) doctors working between May-July.

In addition there are approximately 60 SAS doctors and 300 Locally Employed Doctors (LEDs). These locally employed posts do not receive HEE funding but as a significant proportion of the junior doctor workforce they have educational and development needs. There is now an LED Tutor as well as an SAS tutor in post to offer support and signposting to resources.

### 4. Trainers

There are more than 500 trained Educational Supervisors at OUH who are compliant with the GMC Recognition of Trainers policy. This in an increase of over

20% in the last year, in response to a programme of active faculty development. It is mandatory that HEE trainees have a trained ES, and good practice that locally-employed doctors also have access to a suitable qualified and experienced supervisor.

## **5. Funding**

In 2020-21 OUH received £19,022,346 from HEE to support postgraduate medical education. This comprised £12,922,836 in salaries and £6,913,330 in placement fees. In addition to this we received funding of £370,453 for OUH staff seconded to, or fulfilling educator roles for HEE.

A new National Education contract is being introduced in 2021.

## **6. Supporting junior doctors and their trainers**

There are many active junior doctor forums and an extensive range of in-house and funded courses for trainees and trainers. There is a new in-house Faculty Development programme for Educators. Trainees and trainers are engaged in Leadership and QI programmes within the Trust.

HEE is funding an initiative to support trainees in their Return to Training (SuppoRTT) and Support for Less than Full time and Flexible trainees is required by the Junior Doctor Contract. In 2020 we appointed a Champion of Flexible working and a SuppoRTT Champion to support these initiatives within the Trust. A new National Education contract is being introduced in 2021.

## **7. Induction and statutory and mandatory training (SMT)**

All departments have a comprehensive induction in place and trainees are required to record with their supervisor in their portfolios that this has taken place. For FY1s there is an enhanced welcome, Induction and shadowing week in July/ August which delivers an interactive introduction to clinical practice, required SMT and includes a period of shadowing with the outgoing postholder.

## **8. Educational Administration and Governance**

The DME reports to the Board through the CMO and also reports to the PG Dean for educational governance and quality assurance issues around the learning environment and support of trainees. GMC and HEE surveys take place annually. The direction of travel for many of our posts over the past 5 years has been to continuously improve in response to improvement and action plans. Several departments and specialties posts have consistently received excellent feedback year on year and are highlighted in this report. There are a very few departments who have received multiple negative (red) outliers in the GMC survey and these have all been subject to HEE Quality team visits and robust action plans have put in place.

As of February 2021 there are no outstanding 'red' rated items on our HEE Risk Register. Of particular note is the improvement in Neurosurgery, which, as a result

of the successful and sustained implementation of a detailed improvement action plan, is no longer under GMC Enhanced Monitoring

### **9. Simulation and Technology Enhanced Learning (STEL)**

During COVID-19 there has been a rapid pivot to, and increased provision of, virtual learning environments and technology enabled learning, this has required a huge shift in practice and will require a sustained change in our pedagogy. In the 'recovery' from COVID-19 this will be important to maximise learning opportunities and help mitigate any skills deficit. An OUH Simulation and Technology Enhanced Learning (STEL) Tutor, has been appointed to develop and deliver a strategy to ensure HEE trainees' mandated curriculum requirements and wider needs with respect to STEL are anticipated and met within the trust.

### **10. Landscape and Horizon Scanning**

The next few years will be a period of change in response to the national reform of medical education. Embedding the 'Shape of Training', new national curriculums, changes to Core Medical Training, 'Improving Surgical Training' and GP Contract changes will all need careful management over the next 3 years.

There is a new National Education Contract from April 2021 for a minimum of 3 years.

New professional roles such as Physician Associates, who work in 'the medical model' will be key in contributing to workforce transformation.

Wellbeing of healthcare staff continues to be a key challenge nationally, along with recognition of different experiences and a focus on equality and diversity.

### **Recommendation**

- 11.** The Trust Board is asked to receive this report for information.

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## Update on Postgraduate Medical Education 2020-21

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### 1. Purpose

- 1.1. This report provides a description of the current situation of the postgraduate medical education training programmes at OUH and an overview of their performance against the requirements of HEE and GMC.

### 2. COVID-19

- 2.1. The last year has been dominated by the COVID-19 pandemic which has affected every aspect of working and training lives.
- 2.2. The eventual scale of the pandemic and the size of the impact on the NHS was not appreciable at the time of last year's Annual Update and Horizon scanning.
- 2.3. In the first wave of COVID-19, postgraduate and undergraduate training was disrupted. The General Medical Council (GMC) brought forward registration for graduating medical students to allow them to become Interim Foundation Year doctors (FiY1s). In the period May- July 2020 OUH employed 71 FiY1s and provided them with induction, training and supervision. Feedback from FiY1s at a national level has been that having done such a post, they felt much better prepared for their first Foundation posts in August 2020. Many other medical students who were not in FiY1 posts also contributed to supporting COVID-19 work in other roles, including as volunteers ,and in Band 3/ 4 nursing assistant roles.
- 2.4. In both 'waves' of COVID-19, OUH received significant numbers of COVID-19 patients and needed to redeploy junior doctors, including trainees, to acute COVID-19 care. Learning from the first wave informed our planning for the second. We adhered to the principles laid out nationally and regionally by HEE with respect to the redeployment of doctors in training. In the recent wave over 100 junior doctors were redeployed. Junior doctor trainee representatives and the DME are included in the Medical Workforce Group and in the redeployment team meetings.
- 2.5. There have been weekly regional HEE COVID-19 Surge meetings including the PG Deans, Heads of School and DMEs in the region to ensure a common approach and share good practice.
- 2.6. Trainees have formed a large part of the acute and redeployed workforce in both waves and it has impacted both on wellbeing and on training opportunities. A significant percentage of trainees are likely to require additional training time or curriculum-aligned training opportunities in order

to complete their programmes, and this is most likely in 'craft' specialties, such as surgery, cardiology, gastroenterology and also in anaesthetics. Careful planning for recovery of training and experience is already starting to take place and will include novel methods of gaining relevant skills, including Simulation –based and technology- enhanced learning (STEL).

- 2.7. Wellbeing is of key importance now and will be into the future. OUH has paid attention to wellbeing for all its staff and trainees can access any of the trust wellbeing resources. There are also additional sources of support for trainees within the postgraduate education system, including their Educational Supervisors, Trainee peer support groups and online Deanery resources, hosted by the Professional Support and Wellbeing Unit. A DME email inbox has been set up and monitored 7 days / week for any queries, and there is junior-doctor led-intranet site with common FAQs.
- 2.8. The national picture is explored in more detail in the GMC State of Education & Practice report 2020 [ SOMEPEP] [The state of medical education and practice in the UK - GMC \(gmc-uk.org\)](https://www.gmc-uk.org/education-and-practice/state-of-education-and-practice-2020) . There has been some positive learning to inform future changes but it has also been clear that not everyone has had a positive experience. Doctors from a BME background were less likely to have experienced positive changes than white doctors.

### 3. Trainees and Junior Doctors

- 3.1. There are 840 WTE trainee doctor posts at OUH in 2020-21. Of these 546 are tariff-funded by Health Education England (HEE). There are 240 posts that recognised for training by HEE, but are trust funded. There are 80 posts partially funded on the NIHR scheme (51 Academic Clinical Fellows and 29 Clinical Lecturers).

#### Current Post Numbers

Training Grade WTE posts	Total in Each
<b>Interim Foundation FiY1</b>	<b>71 (May to July 2020)</b>
Foundation FY1	86
Foundation FY2	109
Core trainees including ST 1 / 2	125
Specialty Trainees ST3+	402
GPVTS Trainees	48
Public Health Trainees	28
Dental Trainees	5
NIHR posts	80

- 3.2. In addition there are approximately 60 SAS grade doctors and 300 Locally Employed Doctors who are not in posts formally recognised for training but still have development and supervision needs. These posts do not receive HEE funding and have not historically been under the remit of the DME but they have educational and development needs. In 2019 we ran a time limited project to identify these doctors and their development needs, and in 2020 appointed a LED Tutor (4 hrs / week), Mr Sam Anand, in addition to the HEE funded (4 hrs/ week) SAS Tutor, Ms Helen Jones.
- 3.3. We have a small number of doctors from overseas working on short-term (up to 2 year) sponsored Medical Training Initiative posts. The Medical Training Initiative (MTI) is a national scheme designed to allow a small number of doctors to enter the UK from overseas for a maximum of 24 months, so that they may benefit from training and development in NHS services before returning to their home countries. These are often experienced and relatively senior doctors coming to Oxford to develop specific areas of higher training. Over time we have built up relationships with some countries and hospitals.
- 3.4. The Shape of Training Review has led to curriculum changes in every speciality and in 2019-20 HEE implemented a major change in Medical Core Training. The 2 year Core Medical Training (CMT) grade has now closed to new applicants and has been replaced by a 3 year Internal Medical training (IMT) grade. This will continue to impact during 2020-22 as OUH will have more than 100 trainees in the transition period. The new curriculum requirements including dedicated outpatient clinic slots, and at least 10 weeks of ITU experience. This has necessitated widespread changes to rotas and allocations, and needed careful planning by our RCP Tutors Dr Nicola De Savary and a new appointment Dr Aparna Pal, as well as the School of Medicine Team to ensure all IMTs can access the appropriate clinical opportunities and ITU experience. We have the same number of trainees and funding as before but they are distributed differently. This has meant some departments had unanticipated rota gaps, but also that we are delivering more training in 'medical registrar / critical care competencies'. Many of the IMTs have contributed to our COVID-19 rotas.
- 3.5. In 2021 there will also be further development of a new run-through 'Improving Surgical Training' (IST) scheme, a new competence-based, run-through training programme in General Surgery. OUH bid for only 2 posts in the pilot scheme, which run concurrently with Core Surgical Training - we do not anticipate major changes to rotations, but there will be a requirement for an enhanced role of trainers and more structured face to face training time with their supervisors. A similar nationally driven reform



has already been successfully implemented at OUHNHSFT in the School of Obstetrics and Gynaecology.

- 3.6. **Changes to the GP Contract** will affect the number and curriculum requirements of GPVTS trainees from 2021-2022.. From 2022 only 12 of the 36 months GP training programme will be in secondary care compared with 24 months currently. This will have a significant impact on training posts at OUH and has been implemented at short notice. The DME is planning for the potential impact of this further with the GP Deans and working with schools and departments to mitigate the impact on training for other trainees.
- 3.7. **Self-development time:** From August 2020 Foundation year 2 trainees are entitled to personal time of up to 3 hours a week of non-clinical self-development time. This has been disrupted by COVID-19 but is being audited by trainees themselves and a number of QI projects around this are being carried out. This will lead to a possible reduction in time available for clinical activities of approximately 5-10%, but an increase in other valuable and productive activities such as audit, QI and Leadership activity. From August 2021 Foundation Year 1 doctors will also be entitled to this time. This is an opportunity for us to help doctors early in their career to develop essential leadership, education and QI skills and for them to contribute to non-clinical activities in the organisation.

#### 4. Trainers

- 4.1. Every trainee in an HEE-recognised post has a named Educational Supervisor (ES) who is appropriately trained to be responsible for the overall supervision and management of a trainee's learning and educational progress during their placement(s). They also have an important supportive and pastoral role.
- 4.2. Since 2018 the ES is responsible for approving Study Leave for their trainees, although the budget for this is now held regionally at Deanery and not at trust level.
- 4.3. Since 2016 ESs have been responsible for the management of Exception Reports from trainees on the new contract against the agreed work schedules and training opportunities. The Guardian of Safe Working Hours (GSWH) has been primarily responsible for responding to these. With the contract update in July 2019 the ability to exception report against learning opportunities has been clarified and strengthened. The DME is also involved in monitoring and responding to exception reports against missed learning / educational opportunities.

- 4.4. Educational Supervisor is a GMC recognised role. The DME keeps a regularly updated list of those supervisors who have completed their required training. Funding for the ES role comes from HEE tariff and there is a tripartite agreement between HEE/ OUH / ESs which allows for payment, via recognition within job plans, of ES role. ESs are pivotal in supporting trainees in navigating their educational development and have provided an important pastoral role during COVID-19. We have gradually increased the number of trainers over the past 2 years and now have over 500 recognised ESs. It is mandatory for ES who supervise HEE trainees to have completed training and be on trust list of recognised trainers. It is not mandatory for non-trainees / trust posts to have an ES but it is good practice for those who are supervising locally employed junior doctors to have been trained and recognised in this role.

## 5. Funding

- 5.1. In 2020-1 OUH received £19,022,346 from HEE to support postgraduate medical education. This comprised £12,922,836 in salaries and £6,913,330 in placement fees.
- 5.2. In addition to this we received funding of £370,453 for OUHNFT staff seconded to, or fulfilling educator roles for HEE (e.g. Training Programme Directors, Heads of School, Associate Deans, DME and Dep DME, and some Tutor roles).
- 5.3. These funds are detailed in the Learning Development Agreement (LDA) which is reviewed regularly by trust and HEE representatives. Note these data contain actual figures for Q1-3 and forecast income for Q4.
- 5.4. From April 2021 a new National Education Contract is being introduced which replaces the LDA. Implementation details are still emerging. More information and FAQs can be found at [New NHS Education Contract | Health Education England \(hee.nhs.uk\)](https://www.hee.nhs.uk/new-nhs-education-contract). It is likely that providers will be required to demonstrate more transparency and accountability for the use of HEE funds for all their learners.

## 6. Supporting Trainees and Trainers

- 6.1. In OUH previous DME and MD have undertaken engagement work with junior doctors, and the current DME and CMO continue to build on these initiatives.
- 6.2. Trust induction has been remodelled and always includes a welcome **to** junior doctors **from** junior doctors. Trust induction has moved largely onto online delivery which has been well received and enables it to be delivered more flexibly and in a COVID-19 secure way.

- 6.3. There are many well established Trainee Representative Groups in OUH. These include regular forums representing various grades e.g Medical Registrars Group, Core Medical / Internal Medical Trainees Group, and several Foundation Doctors groups including the Foundation Education Leads (FELs) and Oxford Foundation Trainee Group. (OFTRG). Their group meetings are supported by Postgraduate staff and Tutors.
- 6.4. Junior Doctors and the DME are members of the Junior Doctors Forum which is chaired by the Guardian of Safe Working Hours (GSWH) and was established as part of the 2016 Contract. This has been active and during COVID-19 has hosted several extraordinary JDF meetings which members of the Redeployment Team have attended to answer questions.
- 6.5. All representative groups have flourished in the new virtual environment, with increased attendance made possible via Teams, and more 'real-time' interaction possible between meetings via messaging.
- 6.6. Trainees are represented on the Medical Workforce Group and have made extremely useful and valuable contributions, including the development of an intranet page for FAQs for junior doctors (both trainees and non-trainees)
- 6.7. In 2020-21 we have continued to expand our Faculty Development Programme for Educators and have hosted quarterly in-house Educational Supervisor Update days which meet the ongoing CPD needs of educators, and regular Educators Network Q&A sessions, to answer questions arising, especially during COVID-19, but to also promote a peer support network.
- 6.8. The successful Emerging Leaders Programme, led by Dr Oscar Lyons, continues to run. It was initially for trainee doctors but is now multidisciplinary. The OUH QI Hub has become firmly established and supports trainee doctors as well as other disciplines and grades in QI projects. Foundation Doctors all have access to a QI programme run in conjunction with OxStar.
- 6.9. We encourage trainers and trainees to communicate with and feed back to each other. We have a Trainer of the Month award, encourage the use of Reporting Excellence, and in 2020 have launched our first Junior Doctor Awards.
- 6.10. The Department of Postgraduate Medical Education run an extensive programme of courses for trainees and trainers which are free to our staff.
- 6.11. All ESs for the new Internal Medical Training (IMT) posts have received the required additional extra training. We will be offering a development programme to support ES for Improving Surgical Training (IST) posts in 2021.

- 6.12. The DME maintains links both informally and formally with Educators in other disciplines including Nursing, Midwifery, AHP, and the Clinical Medical School, and co-chairs the Education & Training Committee (ETC).
- 6.13. HEE has introduced a formal Supported Return to Training programme (SuppoRTT) for trainees starting in, or returning to, an approved training after being out of training for 3 months or more, or who are new to the NHS. ESs have a vital role in this support programme, being the key point of contact with the trainee. <https://www.hee.nhs.uk/our-work/supporting-doctors-returning-training-after-time-out>. In 2020 OUH appointed a Trust SRTT Champion, Miss Gael MacLean.

## **7. Induction and Statutory & Mandatory Training**

- 7.1. All departments have induction for trainees in place with a designated lead.
- 7.2. For each placement trainees are required to discuss with their supervisor and document in their portfolio with their supervisor that induction has taken place.
- 7.3. Trust induction occurs monthly for all doctors beyond F1 grade.
- 7.4. New FY1 doctors starting in August receive a week of targeted induction including a whole day session to welcome them to the trust and with interactive and simulated modules to introduce them to practice, and several days shadowing the outgoing FY1 in the post they are about to start.
- 7.5. Statutory and Mandatory Training for this group of new starters is included within the Introductory week.
- 7.6. Responsibility for overseeing SMT for doctors, as with other staff, sits with their line manager but ESs can remind and support trainees to complete it, and if it is not completed it may affect the granting of study leave or of successful end of year sign-off at Annual Review of Competence Progression (ARCP).

## **8. Postgraduate Medical Education – Administration and Governance Arrangements**

- 8.1. There are two education centres (George Pickering Centre at the JR site and Terence Mortimer Centre at the Horton). These are run by a Medical Education Manager (MEM), supported by 12 administrative staff across the two sites. The Churchill Hospital does not have an education centre, and this has been recognised to be suboptimal. £2.5M has previously been hypothecated from the SIFT fund to support the building of an

education centre on the Churchill site. It is important that the provision of adequate educational facilities to support multidisciplinary teaching and training are factored into any plans for the development of the Churchill estate.

- 8.2. The DME, supported by the MEM, monitors issues arising from local processes and intelligence as well as the GMC and NETs Surveys. They work together with Trust teams and with HoS, TPDs and local Tutors to manage concerns and issues as they arise. The DME reports to the Board through the CMO and also to the PG Dean for educational governance and quality assurance issues around the learning environment and support of trainees. A risk register is held of education issues. HEE Thames Valley keep a Risk Register of concerns relating to OUH training placements. **As of February 2021 there are no outstanding 'red' graded concerns on the HEE Risk Register.**
- 8.3. A Educational Governance Group chaired by DME meets twice/ month and is attended by Foundation TPDs (FTPDs), Tutors and Medical Education Manager ( MEM) to discuss education governance issues and to monitor Trainees in Need of Support (TINOS).
- 8.4. The GMC carries out an annual survey of Trainees and Trainers. It had been compulsory for trainees but not for trainers until 2018. As of 2019 It is no longer compulsory for either trainees or trainers but it still considered good practice for trainees and trainers to contribute. The report and a results tool are available online in the public domain [ **Report GMC Council 180107 (gmc-uk.org)** ] [ Online results tool National training surveys - GMC (gmc-uk.org) ]

### **GMC Trainee Survey 2020**

- 8.5. This survey was undertaken during the first wave of the pandemic and had a different focus to previous surveys , looking at the impact of COVID-19 on training and the learning environment, and hence it cannot be directly compared with previous years' surveys and is not included in the year on year survey
  - 8.5.1. There is more detailed information available on in the year on year survey responses which can be explored using the online tool. An example is given in Appendix 1 breakdown by speciality (*OUH-trainee-survey-yr-on-yr-by-specialty*). In general the direction of travel of our survey outcomes over the past 5 years is that of continuous improvement. Posts which have previously been red (negative) outliers in past years are no longer so, and indeed after sustained interventions and positive action have become positive (green) outliers e.g. cardiothoracic surgery,

general medicine, geriatric medicine, haematology, neurology and neurosurgery).

- 8.5.2. Significant and repeated negative (red) outliers have occurred in medical and clinical oncology. These are in part linked to longstanding issues in the arrangement of services and out of hours cover at the Churchill Hospital. Meetings involving all specialities at the Churchill have been taking place regularly to try to resolve this. There has also been a Learner-Educator visit from the HEE Quality Team and the Deputy Head of School of Medicine in 2019 and follow up monitoring in 2020.. A detailed action plan was put in place to address these concerns, and the required changes to rotas and training arrangements, which required trust investment in additional posts, were in place from September 2020. The situation is being closely monitored. Arrangements have been interrupted by COVID-19 rotas and redeployment but there has been some good local feedback on the new arrangements and we hope to see an improvement in this year's GMC National Training Survey. This progress has been recognised by HEE and the concern on the HEE Risk Register is currently graded at Amber with review due in Summer 2021.
- 8.5.3. Ophthalmology is another area with several red outliers over more than one year, and an HEE Quality Team Learner- Educator meeting has taken place which has helped to draw out some of the issues and generate suggested actions. Significant progress has already been made against the action plan, including improved departmental induction, consultant supervision and support, access to surgical experience. We await the outcome of the next GMC survey but local feedback has been positive and the HEE Quality Team have recognised change and this issue is now regraded as Amber on the Risk Register
- 8.5.4. Some specialties are to be noted as exemplars, having had consistent positive trainee feedback and repeatedly been positive outliers in multiple domains. These include Clinical Genetics, Dermatology, Endocrine & Diabetes, Haematology, Neurology, Renal Medicine, Rheumatology, Sports and Exercise Medicine

### **GMC Trainer Survey**

- 8.6. [National training surveys reports - GMC \(gmc-uk.org\)](https://www.gmc-uk.org)
- 8.7. Historically there has been a low response rate to this survey, and in 2020 it was focussed on trainers experiences during the pandemic. Some of the responses suggest that more work may be needed to engage trainers with the trust / board, as we were below the benchmark national average in

several domains. There was a more positive response when asked specifically about support for them in their work specifically as trainers. In the last year the DME has embedded regular communication with trainers through written communication, regular update and Q and A sessions. These have all been hosted through MS Teams which has positively enhanced the reach and availability of DME support for trainers and will continue post COVID-19. An online library of educational resources has been made available to all trainers allowing flexibility in accessing educational training support.

### **NETS survey**

- 8.8. HEE introduced their own survey in 2019 called the National Education and Training Survey. This is available for learners in all disciplines and professional groups, including, but not limited to, trainee doctors. It is not currently mandatory. The most recent NETS took place in late 2020 and results are not yet available. Results of the 2019 NETS Survey of the South region of HEE, which were not available at the last Annual Report, are at [Digital Team - NETS - Regional Report - South \(2019\).pdf - All Documents \(sharepoint.com\)](#)

### **GMC Enhanced Monitoring**

- 8.9. We have had one area under GMC Enhanced Monitoring in 2020, this is Neurosurgery at Foundation Level. Feedback in the 2019 and 2020 Surveys for neurosurgery was much improved after sustained effort and a detailed turnaround action plan, which was supported as a QIP within the department. HEE have continued to visit each new cohort of Foundation doctors in the posts (every 4 months) to see evidence that the improvements in the learning environment can be sustained. After a review in December 2020, the GMC and HEE have recognised sustained positive improvement and have confirmed that they will now remove the enhanced monitoring. The local teams will continue to support and monitor.
- 8.10. Exception Reporting by junior doctors continues against work schedules and education opportunities. The GSWH and DME report regularly to the JDF and the Board on this. Since April 2020 there have been 36 Exception Reports relating to missed educational opportunities, all of which have been closed, and 256 Exception Reports relating to hours / rest.
- 8.11. A Flexible Training Champion, as required by the Junior Doctors Contract has been appointed, Dr Asima Bokhari.

## 9. Simulation and Technology Enhanced Learning (STEL)

- 9.1. During COVID-19 there has been a rapid pivot to, and increased provision of, virtual learning environments and technology enabled learning, this has required a huge shift in practice and will require a sustained change in our pedagogy. In the 'recovery' from COVID-19, STEL will be important to maximise learning opportunities and help mitigate any skills deficit. We have made successful local bids for equipment and also been allocated some funds from the HEE 2019-20 underspent study leave budget which are specifically for the provision of STEL projects to HEE trainees. We anticipate there will be further opportunities to bid for funding for STEL related projects in the next financial year.
- 9.2. A Simulation and Technology Enabled Learning (STEL) Tutor, Prof Helen Higham, has been appointed to develop and deliver a strategy to ensure HEE trainees' mandated curriculum requirements and wider needs with respect to STEL are anticipated and met within OUH.

## 10. Landscape and Horizon Scanning

- 10.1. COVID-19 will continue to affect education and training for months and years to come.
- 10.2. Wellbeing is a key area to include in our strategy and delivery plans.
- 10.3. There will need to be careful planning for recovery of training, not just in terms of extending training, or using STEL and other novel methods of attaining competences and capabilities but also in terms of developing confidence and providing mentorship for trainees at key progression points and particularly as they take on new consultant roles.
- 10.4. The new HEE Educational Contract will be in place from April 2021 and will require us to review our governance and delivery processes. The Education and Training Committee undertook a review of Education Funding in 2020 and although the funding of HEE curriculum requirements was out of scope of this review, the processes and governance structure recommended will be relevant and helpful in providing assurance against the new contract.
- 10.5. The Shape of Training review has led to curriculum change. The new IMT posts and proposed IST posts have been noted in Section 1.4 and 1.5. There will also be a change in assessment methods away from curriculum lists of competences towards 'Competences in Practice' and 'Entrustable Professional Activities'. This will require a long-term education and training programme for our Supervisors delivered jointly by HEE and Local trust programmes



- 10.6. The new Junior Doctors Contract for trainees strengthens the requirement for them to be given sufficient time in job plans for educational and administrative activities related to their training.
- 10.7. The new GP contract (2019) will increase the number of GP training places overall but they will spend more training time in GP surgeries and less in acute hospital posts from 2022. It is estimated that GP VTS schemes will need ~ 30% fewer hospital posts. The impact of this may be significant in some areas of service and we are exploring this with HEE and the GP Deans.
- 10.8. Future Workforce - there will be some expansion in training places but the largest gains will come from a flexible and innovative approach to developing other roles within the healthcare team. Roles such as Physician Associates and Support Workers can be used, and these posts are gradually being developed. We currently have 11 Physician Associates in post and have an active development programme for them. We are taking some Physician Associate Students in 2021 from Buckinghamshire New University on clinical placement to try to encourage a mutual relationship that will help us develop our workforce in future.
- 10.9. It has been increasingly recognised that being a junior doctor is intense and challenging and may affect mental and physical health adversely. Several key position documents have been published in recent years about the intensity of challenge of the job and the risks to mental health of *all* NHS Staff and Learners. These include:
- Pearson report: NHS staff and Learners Mental Wellbeing Report <https://www.hee.nhs.uk/our-work/mental-wellbeing-report>
  - GMC Report: Caring For Doctors, Caring for Patients <https://www.gmc-uk.org/about/how-we-work/corporate-strategy-plans-and-impact/supporting-a-profession-under-pressure/uk-wide-review-of-doctors-and-medical-students-wellbeing>
  - This was an area of focus in the GMCs Annual State of Medical Education & Practice Report in December 2019 and developed further in their most recent report (Dec 2020)

## 11. Conclusion

- 11.1. This report provides a description of the current situation of the postgraduate medical education training programmes at OUH and an overview of their performance against the requirements of HEE and GMC. Overall OUH continues to improve year on year. Concerns remain in some programmes but action plans are in place.

11.2. The last year has been dominated by the COVID-19 pandemic and in the next year the recovery and restoration of training.

## **12. Recommendations**

12.1. The Trust Board is asked to receive this report for information.

Report By is equal to / is in **Post Speciality by Trust/Board**

and Trust / Board is equal to **Oxford University Hospitals NHS Foundation Trust**  
and GEO Deanery/HEE local office is equal to **Health Education Thames Valley**

Post Speciality	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Acute Internal Medicine	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction			76.00	70.15	75.27	79.21	75.30	77.94
		Clinical Supervision			90.33	84.46	85.05	90.22	88.77	88.38
		Clinical Supervision out of hours				86.71	81.82	86.56	84.79	83.79
		Reporting systems					70.03	72.33	70.93	74.03
		Work Load			35.19	33.17	27.17	33.11	38.91	37.92
		Teamwork						70.09	70.13	73.30
		Handover			46.88	60.58	55.63	68.06	61.94	63.54
		Supportive environment				65.77	70.51	70.18	70.27	71.94
		Induction			62.22	77.69	79.80	78.09	71.29	74.03
		Adequate Experience			74.44	72.31	74.29	75.31	72.95	78.78
		Curriculum Coverage						70.09	66.82	75.34
		Access to Educational Resources			69.84	66.21	70.66			
		Educational Governance						69.64	69.35	71.88
		Educational Supervision			91.67	84.62	85.71	83.78	80.92	80.87
		Feedback			67.86	78.24	69.27	68.71	68.12	64.74
		Local Teaching			57.11	53.92	56.33	56.30	62.39	59.12
		Regional Teaching			63.81	66.38	75.58	65.88	54.88	42.50
		Study Leave			52.08	58.33	54.42	56.25	45.47	55.67
		Rota Design							52.62	51.06
		Acute Medicine	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction						
Clinical Supervision										
Clinical Supervision out of hours										
Reporting systems										
Work Load										
Handover										
Supportive environment										
Induction										
Adequate Experience										
Access to Educational Resources										
Educational Supervision										
Feedback										
Local Teaching										
Regional Teaching										
Study Leave										
Anaesthetics	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	87.00	81.59	85.29	84.81	83.70	79.61	79.49	83.65
		Clinical Supervision	93.83	90.25	92.37	93.47	92.82	92.78	94.02	95.94
		Clinical Supervision out of hours				92.64	92.39	92.72	91.21	91.81
		Reporting systems					73.68	73.39	71.73	74.72
		Work Load	48.57	49.82	48.44	50.98	46.60	48.16	48.69	50.36
		Teamwork						69.99	66.41	73.24
		Handover	63.98	59.43	61.90	65.13	74.29	68.32	62.97	65.72
		Supportive environment				73.36	75.19	69.15	65.85	69.81
		Induction	85.00	82.76	82.87	85.08	87.13	85.49	83.38	86.01
		Adequate Experience	89.53	83.97	86.62	86.72	85.00	80.47	82.04	83.37
		Curriculum Coverage						74.01	72.69	81.89
		Access to Educational Resources	76.70	73.12	74.40	73.51	75.98			
		Educational Governance						72.74	73.46	78.37
		Educational Supervision	85.42	83.19	86.76	88.67	95.37	89.19	88.65	88.70
Feedback	76.83	69.02	68.62	77.88	76.18	70.39	75.47	71.18		
Local Teaching	76.78	73.07	73.70	74.29	75.30	74.06	73.03	77.53		

Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Anaesthetics	Oxford University Hospitals NHS Foundation Trust	Regional Teaching	74.86	70.85	73.29	69.32	73.64	72.43	68.21	64.75
		Study Leave	56.42	50.68	54.07	51.99	57.70	57.60	59.41	70.10
		Rota Design							57.05	61.26
Cardio-thoracic surgery	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	61.14	66.00	57.14	78.00	72.00	80.80	73.25	80.75
		Clinical Supervision	80.29	88.00	90.00	87.25	86.00	91.00	92.50	85.00
		Clinical Supervision out of hours				90.75	89.33	96.00	92.19	84.38
		Reporting systems					71.67	70.00	71.67	88.33
		Work Load	23.51	25.00	27.68	43.75	43.75	42.50	56.25	64.06
		Teamwork						78.33	70.84	65.63
		Handover	41.07	64.06	58.93	62.50	75.00	68.75	59.38	77.78
		Supportive environment				53.75	76.67	76.00	62.50	82.50
		Induction	64.29	66.25	75.00	81.25	91.67	77.50	91.25	85.00
		Adequate Experience	67.14	67.50	51.43	75.00	70.00	82.00	83.13	83.13
		Curriculum Coverage						81.67	83.34	70.83
		Access to Educational Resources	61.90	56.61	71.62	78.47	75.60			
		Educational Governance						75.00	72.92	72.92
		Educational Supervision	85.71	81.25	82.14	100.00	83.33	93.33	85.94	95.31
		Feedback	67.26	80.73	64.59	64.58	86.11	85.83		81.25
		Local Teaching	43.57	40.00	51.67					
		Regional Teaching	60.13	63.46	72.17					
		Study Leave	43.57	54.17	51.11	69.58	68.33	45.00	73.96	77.61
Rota Design							68.75	65.63		
Cardiology	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	72.50	81.43	73.82	83.14	76.44	74.44	76.65	78.28
		Clinical Supervision	88.00	90.27	88.73	89.79	85.94	85.63	89.75	88.61
		Clinical Supervision out of hours				90.21	87.56	82.67	89.58	90.07
		Reporting systems					75.00	67.33	75.00	70.59
		Work Load	42.97	42.56	29.55	40.03	41.67	44.27	48.65	35.65
		Teamwork						70.83	74.58	66.44
		Handover	66.67	70.83	71.59	78.57	71.57	58.33	65.31	54.98
		Supportive environment				73.57	70.83	64.69	73.75	68.33
		Induction	59.27	74.62	81.36	90.36	88.61	78.13	79.75	65.56
		Adequate Experience	65.00	74.29	68.18	72.86	73.33	70.78	74.38	71.53
		Curriculum Coverage						67.71	70.21	74.07
		Access to Educational Resources	63.51	73.59	64.61	72.85	69.74			
		Educational Governance						69.79	76.67	75.46
		Educational Supervision	70.31	87.50	92.50	85.71	90.28	89.84	88.44	82.64
		Feedback	58.68	70.19	73.75	80.13	73.81	74.36	76.92	81.09
		Local Teaching	44.50	47.10	45.86	57.30	53.14	56.08	77.22	79.41
		Regional Teaching	57.31	78.75	69.88	62.53	54.00	64.59	73.51	79.17
		Study Leave	61.41	70.24	46.25	56.81	58.53	59.86	60.42	61.77
Rota Design							57.64	59.72		
Chemical pathology	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	85.00	84.80	84.00					
		Clinical Supervision	89.94	94.70	92.33					
		Clinical Supervision out of hours								
		Reporting systems								
		Work Load	59.38	68.75	64.58					
		Teamwork								
		Handover	41.67	37.50						
		Supportive environment								
		Induction	93.33	98.00	86.67					
		Adequate Experience	80.00	78.00	80.00					

Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Chemical pathology	Oxford University Hospitals NHS Foundation Trust	Curriculum Coverage								
		Access to Educational Resources	82.15	91.49	88.89					
		Educational Governance								
		Educational Supervision	87.50	80.00	100.00					
		Feedback	60.42	58.33	83.33					
		Local Teaching	61.25	66.00						
		Regional Teaching								
		Study Leave	87.92	89.00	98.33					
		Rota Design								
Clinical genetics	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	85.00		84.00	81.00		85.67	82.33	
		Clinical Supervision	91.63		93.67	89.06		92.50	94.58	
		Reporting systems						80.00	75.00	
		Work Load	62.50		47.22	54.17		52.78	47.22	
		Teamwork						69.44	61.11	
		Supportive environment				66.25		68.33	55.00	
		Induction	87.50		96.67	95.00		87.50	85.00	
		Adequate Experience	85.00		80.00	80.00		85.00	85.00	
		Curriculum Coverage						75.00	83.33	
		Access to Educational Resources	83.86		76.59	69.87				
		Educational Governance						83.33	75.00	
		Educational Supervision	100.00		100.00	93.75		95.83	91.67	
		Feedback	73.96			68.75			86.11	
		Local Teaching	69.50		63.67	57.25		59.67	80.55	
		Regional Teaching	65.17						73.33	
		Study Leave	73.33		70.00	68.75		86.81	97.92	
Clinical neurophysiology	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction								
		Clinical Supervision								
		Clinical Supervision out of hours								
		Reporting systems								
		Work Load								
		Teamwork								
		Handover								
		Supportive environment								
		Induction								
		Adequate Experience								
		Curriculum Coverage								
		Access to Educational Resources								
		Educational Governance								
		Educational Supervision								
		Feedback								
		Local Teaching								
		Regional Teaching								
		Study Leave								
		Rota Design								
Clinical oncology	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	78.67	76.00	75.69	74.67	82.86	72.67	67.38	60.69
		Clinical Supervision	80.58	89.60	89.12	90.67	84.04	85.71	82.97	75.96
		Clinical Supervision out of hours				92.22	71.98	79.09	81.77	65.72
		Reporting systems					70.77	67.67	71.56	59.58
		Work Load	38.02	50.80	50.48	46.35	43.15	48.19	52.73	45.03
		Teamwork						63.89	68.23	64.10
		Handover	62.50	63.75	60.00	55.56	70.49	60.23	64.24	55.56
		Supportive environment				64.17	66.79	54.67	58.13	48.85



Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Community Sexual and Reproductive Health	Oxford University Hospitals NHS Foundation Trust	Handover								
		Supportive environment								
		Induction								
		Adequate Experience								
		Curriculum Coverage								
		Access to Educational Resources								
		Educational Governance								
		Educational Supervision								
		Feedback								
		Local Teaching								
		Regional Teaching								
		Study Leave								
		Rota Design								
Dermatology	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	91.20	96.00	89.60	97.50	91.33	92.63	92.43	84.00
		Clinical Supervision	95.60	91.50	90.40	95.75	92.17	97.50	97.86	87.64
		Clinical Supervision out of hours				89.86	91.00	96.43	97.92	85.71
		Reporting systems					71.67	85.00	90.71	74.38
		Work Load	38.33	53.65	37.50	48.96	48.61	54.17	55.95	42.36
		Teamwork						77.98	82.14	74.07
		Handover	50.00			53.13	55.56	72.92	71.53	53.75
		Supportive environment				83.75	82.50	81.25	82.86	68.89
		Induction	67.00	83.75	94.00	83.54	68.33	76.56	82.86	60.56
		Adequate Experience	90.00	95.00	88.00	93.75	90.00	93.44	87.14	79.17
		Curriculum Coverage						86.46	80.95	68.52
		Access to Educational Resources	85.48	76.56	74.76	78.13	76.84			
		Educational Governance						78.13	82.14	65.74
		Educational Supervision	85.00	100.00	80.00	84.38	87.50	91.67	88.39	86.81
		Feedback	75.00	87.50	78.13	78.13	75.00	91.67	93.75	68.45
		Local Teaching	69.80	83.33	83.75	73.00	72.40	65.14	83.06	74.79
		Regional Teaching	70.67	75.67	77.17	71.90	77.17	62.92	71.94	75.00
Study Leave	44.59	75.56	80.00	68.33	66.67	75.00	43.40	78.27		
Rota Design							75.89	62.24		
Diagnostic neuropathology	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction								
		Clinical Supervision								
		Reporting systems								
		Work Load								
		Teamwork								
		Handover								
		Supportive environment								
		Induction								
		Adequate Experience								
		Curriculum Coverage								
		Access to Educational Resources								
		Educational Governance								
		Educational Supervision								
		Feedback								
		Local Teaching								
Regional Teaching										
Study Leave										
Rota Design										
Emergency Medicine	Oxford University Hospitals NHS	Overall Satisfaction	82.22	81.14	86.55	88.83	82.67	90.96	80.71	82.37
		Clinical Supervision	82.79	86.36	91.34	90.90	90.47	95.96	91.30	93.24
		Clinical Supervision out of hours				88.78	89.77	93.33	86.98	89.42

Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Emergency Medicine	Oxford University Hospitals NHS Foundation Trust	Reporting systems					72.79	79.15	72.31	75.36
		Work Load	26.93	29.86	30.11	42.96	29.22	32.21	36.76	36.50
		Teamwork						79.17	69.35	72.84
		Handover	59.90	54.86	66.45	61.57	71.09	77.17	72.67	71.01
		Supportive environment				86.38	75.28	79.81	72.14	73.70
		Induction	76.48	86.43	90.45	93.10	89.86	87.74	81.43	80.93
		Adequate Experience	82.22	81.90	90.00	88.28	85.00	90.10	81.43	81.20
		Curriculum Coverage						85.42	74.11	82.41
		Access to Educational Resources	71.47	72.15	71.13	73.06	70.10			
		Educational Governance						80.77	68.75	71.91
		Educational Supervision	78.09	83.33	86.36	93.97	95.14	88.78	80.80	85.88
		Feedback	57.08	70.24	72.45	68.59	76.07	71.71	65.05	70.11
		Local Teaching	67.81	65.00	71.09	71.88	62.05	78.62	74.26	65.19
		Regional Teaching	66.59	71.42	70.53	74.54	72.95	69.43	65.93	61.81
		Study Leave	59.27	67.50	57.67	69.44	62.74	62.15	52.64	63.50
Rota Design							56.18	66.90		
Endocrinology and diabetes mellitus	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	83.33	81.33	92.00	87.50	90.00	86.60	87.38	85.63
		Clinical Supervision	88.04	88.11	95.75	90.38	94.95	95.00	98.13	95.00
		Clinical Supervision out of hours				91.47	96.75	94.31	97.40	88.80
		Reporting systems					86.50	82.22	79.79	82.14
		Work Load	41.67	39.81	47.66	42.19	43.33	52.50	57.81	52.34
		Teamwork						82.50	88.54	80.21
		Handover	66.67	59.72	65.63	59.38	73.15	82.50	79.76	63.39
		Supportive environment				79.38	85.50	84.50	87.50	81.25
		Induction	60.83	83.33	91.88	81.25	83.50	85.63	76.25	81.25
		Adequate Experience	83.33	82.22	86.25	85.00	85.00	83.50	84.38	78.75
		Curriculum Coverage						84.58	80.21	70.83
		Access to Educational Resources	73.71	70.97	81.01	70.02	80.52			
		Educational Governance						83.33	81.25	77.08
		Educational Supervision	75.00	75.00	90.63	87.50	87.50	92.50	87.50	91.41
		Feedback	77.09	55.95	66.67	72.92	79.17	77.09	89.17	68.75
Local Teaching	52.17	54.89	60.13	55.88	62.90	57.70	76.46	63.75		
Regional Teaching	64.94	64.97	69.50	68.20	68.15	77.11	78.23	73.86		
Study Leave	72.33	65.74	52.22	50.00	64.17	49.38	79.43	75.78		
Rota Design							80.47	74.11		
Gastroenterology	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	88.89	88.00	87.69	89.00	86.40	78.00	83.83	78.40
		Clinical Supervision	93.22	96.00	91.81	94.13	94.80	88.50	95.45	93.00
		Clinical Supervision out of hours				95.00	95.11	88.89	89.06	88.13
		Reporting systems					73.44	70.88	67.16	65.97
		Work Load	43.52	42.82	34.78	40.10	32.29	35.63	38.37	35.63
		Teamwork						70.42	75.70	71.67
		Handover	64.06	61.11	84.38	72.92	69.44	66.67	68.18	68.75
		Supportive environment				82.50	82.00	65.00	70.42	66.00
		Induction	88.33	87.22	78.85	87.50	84.00	78.75	74.58	76.50
		Adequate Experience	88.89	86.67	87.69	91.25	81.00	75.50	80.42	76.50
		Curriculum Coverage						77.50	75.70	71.67
		Access to Educational Resources	80.29	80.01	76.24	92.22	79.93			
		Educational Governance						71.67	64.58	66.67
		Educational Supervision	83.33	86.11	77.56	90.63	95.00	90.42	83.33	81.88
		Feedback	85.71	85.42	78.47	83.85	86.31	71.36	73.96	65.83
		Local Teaching	56.56	65.22	64.25	63.57	58.00	58.44	66.97	70.37
		Regional Teaching	84.44	76.25	81.70	85.35	87.79	80.42	70.58	63.06
		Study Leave	67.86	72.41	62.58	71.90	85.42	63.89	61.74	63.89
Rota Design							59.90	59.38		



Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
General (internal medicine)	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	77.82	74.27	78.30	78.54	79.08	80.47	73.00	83.00
		Clinical Supervision	86.15	85.16	84.91	86.59	86.62	87.92	91.36	87.29
		Clinical Supervision out of hours				82.43	89.00	86.44	90.00	95.00
		Reporting systems					70.83	71.80	73.57	75.83
		Work Load	24.58	23.77	27.93	28.81	32.05	47.70	38.45	45.14
		Teamwork						73.61	71.97	84.72
		Handover	45.91	50.50	55.50	60.80	58.33	69.87	63.75	76.25
		Supportive environment				71.06	71.92	75.00	68.64	82.50
		Induction	78.03	71.00	78.89	83.85	79.23	85.53	72.27	81.46
		Adequate Experience	77.45	75.49	79.44	80.00	74.62	80.92	74.09	87.08
		Curriculum Coverage						75.52	68.18	77.78
		Access to Educational Resources	70.02	64.56	68.50	69.08	64.92			
		Educational Governance						68.52	71.21	80.56
		Educational Supervision	80.00	76.14	81.64	85.58	92.31	87.72	89.77	83.33
		Feedback	70.00	59.54	66.50	70.83	70.14	62.50	82.50	
		Local Teaching	60.56	51.82	54.10	54.53	64.29	53.75	60.67	76.33
		Regional Teaching	71.86	71.13	69.77	70.95	72.79	68.00	72.33	81.67
		Study Leave	32.75	45.75	54.52	56.33	71.25	52.96	51.67	52.08
		Rota Design							54.55	63.54
		General Practice	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	89.87	92.94			91.71	89.20
Clinical Supervision	96.30			95.97			94.86	93.33		
Clinical Supervision out of hours								88.75		
Reporting systems							86.25	85.00		
Work Load	66.67			67.16			62.65	61.81		
Teamwork								83.65		
Supportive environment							87.14	83.67		
Induction	93.67			89.71			95.00	91.25		
Adequate Experience	84.00			84.71			88.57	79.17		
Curriculum Coverage								77.78		
Access to Educational Resources	80.98			79.03			77.56			
Educational Governance								76.11		
Educational Supervision	85.00			95.59			92.86	87.50		
Feedback	97.73			95.83			88.14	90.39		
Local Teaching	74.00									
Regional Teaching	76.79									
Study Leave	63.10	78.53			87.50	75.28				
General psychiatry	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction						87.83	73.00	
		Clinical Supervision						93.96	81.50	
		Clinical Supervision out of hours						75.94		
		Reporting systems						70.83	69.00	
		Work Load						47.22	57.50	
		Teamwork						73.61	83.33	
		Handover						67.36	81.25	
		Supportive environment						70.83	67.00	
		Induction						83.33	84.00	
		Adequate Experience						85.00	74.00	
		Curriculum Coverage						80.56	75.00	
		Access to Educational Resources								
		Educational Governance						72.22	75.00	
		Educational Supervision						89.58	85.00	
		Feedback						93.75	89.59	
		Local Teaching						69.83	82.09	
Regional Teaching						73.40	61.94			
Study Leave						56.25	72.92			

Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
General psychiatry	Oxford University Hospitals NHS Foundation Trust	Rota Design								
General surgery	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	73.65	72.94	73.17	75.25	75.45	72.60	74.08	66.76
		Clinical Supervision	82.57	83.43	84.80	81.74	86.52	85.38	88.33	84.71
		Clinical Supervision out of hours				83.90	84.93	85.51	83.85	80.82
		Reporting systems					72.98	73.75	72.16	69.34
		Work Load	34.93	35.11	37.46	34.24	38.92	40.75	41.72	43.41
		Teamwork						73.67	68.59	73.15
		Handover	57.75	54.55	69.85	72.37	68.33	71.19	70.83	61.03
		Supportive environment				71.15	75.00	63.60	66.79	60.95
		Induction	62.55	62.13	67.88	64.48	71.52	71.75	73.04	67.64
		Adequate Experience	72.94	77.02	77.08	80.42	76.59	74.20	78.27	69.26
		Curriculum Coverage						73.17	75.21	70.72
		Access to Educational Resources	68.24	63.60	66.20	69.49	68.55			
		Educational Governance						68.00	69.66	69.91
		Educational Supervision	77.94	86.70	85.11	84.38	86.17	86.42	84.94	83.45
		Feedback	71.21	69.23	62.79	68.22	65.10	69.87	70.97	58.82
		Local Teaching	56.14	53.13	49.90	55.95	58.90	53.54	77.71	55.65
		Regional Teaching	65.48	67.79	68.63	65.50	69.16	66.85	77.55	59.61
		Study Leave	66.58	77.08	67.67	75.20	69.41	62.15	58.98	61.92
		Rota Design							60.03	51.79
Genito-urinary medicine	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	82.00	94.67	74.67	76.80	78.67	84.60	77.25	69.75
		Clinical Supervision	91.13	98.33	91.33	82.55	82.67	93.00	80.31	72.50
		Clinical Supervision out of hours								
		Reporting systems					66.67	87.00	75.00	75.94
		Work Load	62.50	66.67	80.56	65.00	69.44	71.67	64.59	75.00
		Teamwork						68.33	75.00	70.83
		Handover								
		Supportive environment				73.00	73.33	73.00	62.50	67.50
		Induction	96.25	95.00	58.33	90.00	95.00	95.00	62.50	58.75
		Adequate Experience	87.50	100.00	76.67	80.00	80.00	87.00	78.13	72.50
		Curriculum Coverage						83.33	79.17	83.33
		Access to Educational Resources	73.44	81.55	51.47	75.57	67.16			
		Educational Governance						71.67	70.83	68.75
		Educational Supervision	87.50	100.00	75.00	75.00	100.00	88.33	82.81	81.25
		Feedback	86.11	88.89		80.21	75.00	73.61		
		Local Teaching	61.00			65.67		79.75		76.67
		Regional Teaching	79.75					71.83		
		Study Leave				81.00	87.78	62.08	64.59	54.69
		Rota Design							59.38	72.92
Geriatric medicine	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	77.80	79.45	79.26	79.60	72.24	72.85	75.90	77.57
		Clinical Supervision	87.28	85.84	88.07	91.08	87.61	85.29	90.04	90.83
		Clinical Supervision out of hours				86.73	82.54	85.97	86.06	89.04
		Reporting systems					71.52	79.40	72.55	78.61
		Work Load	49.27	39.11	47.76	46.46	46.46	44.75	50.93	52.29
		Teamwork						71.30	71.73	79.89
		Handover	36.72	55.47	55.00	49.46	56.83	62.15	60.85	57.43
		Supportive environment				76.33	71.97	69.07	73.45	77.83
		Induction	85.42	79.77	80.19	83.28	71.97	79.40	76.08	79.71
		Adequate Experience	75.00	74.09	78.15	77.67	68.79	73.15	71.64	77.67

Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Geriatric medicine	Oxford University Hospitals NHS Foundation Trust	Curriculum Coverage						70.37	67.53	73.47
		Access to Educational Resources	71.13	68.61	69.60	66.27	66.73			
		Educational Governance						69.14	76.44	76.39
		Educational Supervision	87.50	79.55	80.56	88.06	88.38	87.04	84.48	84.58
		Feedback	76.30	74.51	74.17	75.79	63.67	69.64	72.57	71.64
		Local Teaching	60.40	63.64	57.62	55.11	45.75	53.47	69.90	66.76
		Regional Teaching	74.22	76.22	74.68	73.35	75.19	68.17	67.89	78.23
		Study Leave	68.33	59.69	65.76	68.62	79.44	61.46	60.98	69.79
		Rota Design							61.93	53.57
Haematology	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	88.00	81.43	84.50	87.06	85.50	76.25	87.67	84.50
		Clinical Supervision	94.11	89.45	94.88	94.82	93.75	95.00	92.67	90.28
		Clinical Supervision out of hours				92.81	93.15	93.13	89.58	90.36
		Reporting systems					82.67	77.67	81.00	83.61
		Work Load	50.00	37.05	37.37	39.46	46.74	36.72	40.42	50.23
		Teamwork						76.04	81.11	82.87
		Handover	49.04	54.46	57.14	63.28	74.40	70.05	68.16	70.57
		Supportive environment				79.41	83.13	73.44	82.00	80.56
		Induction	84.90	72.62	83.44	87.55	95.31	80.47	80.00	80.83
		Adequate Experience	84.38	78.57	87.50	87.06	84.38	75.47	85.50	83.47
		Curriculum Coverage						70.83	86.67	81.94
		Access to Educational Resources	71.22	63.11	70.88	73.64	73.92			
		Educational Governance						75.52	81.11	79.63
		Educational Supervision	85.94	73.21	87.50	88.24	93.75	87.76	88.75	88.54
		Feedback	73.61	56.94	76.39	75.52	82.99	74.70	87.04	76.28
		Local Teaching	57.75	48.83	52.62	69.79	67.31	62.92	73.19	74.44
		Regional Teaching	62.58	61.75	64.14	68.45	73.20	69.32	73.94	71.72
Study Leave	75.52	62.86	82.56	70.39	73.93	74.74	76.79	69.56		
Rota Design							70.28	76.04		
Hepatology	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction								
		Clinical Supervision								
		Clinical Supervision out of hours								
		Reporting systems								
		Work Load								
		Handover								
		Supportive environment								
		Induction								
		Adequate Experience								
		Access to Educational Resources								
		Educational Supervision								
		Feedback								
		Local Teaching								
		Regional Teaching								
Study Leave										
Histopathology	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	83.50	73.33	90.00	94.50	92.00	92.43	88.00	86.43
		Clinical Supervision	93.57	85.17	94.69	94.81	98.33	98.96	94.53	95.83
		Clinical Supervision out of hours								
		Reporting systems					75.89	69.00	73.33	75.21
		Work Load	65.63	62.50	67.71	72.92	65.74	59.52	53.65	60.71
		Teamwork						67.86	71.36	77.78
		Supportive environment				85.63	75.56	70.00	76.25	75.71
		Induction	94.38	94.17	91.88	95.63	88.89	83.04	84.29	87.14
		Adequate Experience	86.25	75.00	87.50	92.50	91.11	86.43	87.50	83.93
		Curriculum Coverage						77.50	76.19	80.56
		Access to Educational Resources	77.61	65.08	87.09	87.40	77.31			

Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Histopathology	Oxford University Hospitals NHS Foundation Trust	Educational Governance						78.57	77.08	75.00
		Educational Supervision	90.63	79.17	96.88	96.88	91.67	91.67	85.94	86.61
		Feedback	88.33	73.33	86.98	90.97	84.26	81.67	65.00	87.50
		Local Teaching	66.63	59.40	68.71	75.86	75.00	68.43	88.96	88.33
		Regional Teaching	76.94	67.25	73.00	77.14	75.06	70.86	83.96	78.33
		Study Leave	59.79	68.33	75.00	68.54	67.96	65.18	60.94	69.94
Immunology	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction		82.00	82.67	85.33		87.00		
		Clinical Supervision		97.75	95.67	92.33		96.67		
		Reporting systems								
		Work Load		60.42	55.56	58.33		72.22		
		Teamwork						75.00		
		Handover								
		Supportive environment				78.33		81.67		
		Induction		92.50	98.33	95.00		89.58		
		Adequate Experience		70.00	73.33	80.00		80.83		
		Curriculum Coverage						80.56		
		Access to Educational Resources		78.35	74.41	73.81				
		Educational Governance						66.67		
		Educational Supervision		81.25	100.00	100.00		90.28		
		Feedback		60.42	80.55					
		Local Teaching		64.33	69.67	69.67		71.67		
		Regional Teaching		63.00	63.00			75.83		
		Study Leave		73.33	90.00	90.00		83.33		
Rota Design										
Infectious diseases	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	91.33	89.33	81.33	82.12	78.67	78.79	79.60	81.44
		Clinical Supervision	90.79	91.90	91.57	92.69	93.26	95.54	94.92	95.33
		Clinical Supervision out of hours				88.96	93.09	93.37	93.27	90.56
		Reporting systems					69.00	74.52	77.29	77.00
		Work Load	35.76	47.50	45.56	47.30	43.29	46.58	50.14	48.96
		Teamwork						73.81	75.56	76.56
		Handover	64.58	52.68	61.54	62.50	70.83	75.00	64.58	72.60
		Supportive environment				77.94	73.06	73.21	74.33	76.88
		Induction	79.17	81.33	92.33	77.06	81.39	70.83	71.25	73.44
		Adequate Experience	85.00	86.00	74.67	78.82	76.67	74.29	71.83	75.78
		Curriculum Coverage						71.43	67.95	69.53
		Access to Educational Resources	76.80	74.74	73.71	72.80	68.55			
		Educational Governance						74.40	73.89	73.96
		Educational Supervision	87.50	93.33	86.67	88.24	87.50	84.61	85.00	81.64
		Feedback	80.00	66.67	71.73	78.91	74.72	61.11	55.95	70.42
		Local Teaching	62.17	53.71	61.36	53.00	61.71	64.46	74.17	74.22
		Regional Teaching	74.94	84.04	84.30	75.60	80.80	78.03	77.01	62.38
Study Leave	81.00	80.26	77.44	75.21	62.06	73.40	72.12	72.22		
Rota Design							60.71	65.56		
Intensive care medicine	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	84.29	81.88	87.20	81.54	83.33	79.00	74.29	83.63
		Clinical Supervision	93.25	95.22	90.78	95.54	93.89	94.52	91.79	95.94
		Clinical Supervision out of hours				88.27	91.13	92.50	87.35	93.30
		Reporting systems					80.51	76.67	76.34	72.81
		Work Load	38.84	45.47	48.75	44.71	44.56	51.76	49.70	47.14
		Teamwork						75.96	71.43	80.21
		Handover	68.27	75.78	73.61	81.73	82.11	74.68	69.64	79.56
		Supportive environment				78.85	76.67	79.23	64.29	75.63
		Induction	87.74	92.35	91.50	81.15	93.61	78.37	78.93	87.19
		Adequate Experience	84.29	83.53	84.00	83.08	83.33	79.42	78.39	85.63



Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Maternal and Fetal Medicine	Oxford University Hospitals NHS Foundation Trust	Teamwork								
		Handover								
		Supportive environment								
		Induction								
		Adequate Experience								
		Curriculum Coverage								
		Educational Governance								
		Educational Supervision								
		Feedback								
		Local Teaching								
		Regional Teaching								
		Study Leave								
Medical microbiology	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	100.00							
		Clinical Supervision								
		Clinical Supervision out of hours								
		Reporting systems								
		Work Load	65.28							
		Teamwork								
		Handover								
		Supportive environment								
		Induction	78.33							
		Adequate Experience	100.00							
		Curriculum Coverage								
Access to Educational Resources	95.14									
		Educational Governance								
		Educational Supervision	91.67							
		Feedback	90.28							
		Local Teaching	78.67							
		Regional Teaching								
		Study Leave	88.33							
		Rota Design								
Medical microbiology and virology	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction								
		Clinical Supervision								
		Work Load								
		Handover								
		Induction								
		Adequate Experience								
		Access to Educational Resources								
		Educational Supervision								
		Feedback								
Local Teaching										
Medical oncology	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	80.00	79.00	82.22	82.00	80.00	57.13	74.22	66.56
		Clinical Supervision	92.29	88.50	87.89	87.25	84.00	78.21	90.56	86.81
		Clinical Supervision out of hours				87.38	85.13	81.43	88.19	82.64
		Reporting systems					75.47	63.13	75.00	70.71
		Work Load	46.13	50.00	41.44	32.81	43.75	53.91	54.86	52.08
		Teamwork						66.67	75.00	73.15
		Handover	53.13	59.38	83.33	81.25	81.77	67.71	66.44	59.72
		Supportive environment				71.25	74.38	59.38	70.56	57.78
		Induction	90.00	93.75	83.33	75.00	91.88	70.31	73.89	61.11
		Adequate Experience	84.29	85.00	82.22	81.25	78.75	50.00	75.56	67.50
		Curriculum Coverage						50.00	72.69	60.65

Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Medical oncology	Oxford University Hospitals NHS Foundation Trust	Access to Educational Resources	69.79	59.90	67.72	69.88	66.70			
		Educational Governance						54.17	63.89	65.74
		Educational Supervision	71.43	68.75	85.19	90.63	93.75	71.88	77.78	76.39
		Feedback	67.71	69.79	71.76	68.45	88.20	40.48	76.56	67.71
		Local Teaching	54.86	49.00	63.22	56.50	56.75	48.00	69.63	70.00
		Regional Teaching	66.83	76.08	74.88	72.00	62.55		53.23	40.92
		Study Leave	77.50		51.11	69.17	74.76	34.64	59.03	59.95
		Rota Design							61.81	54.17
Medical psychotherapy	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction								
		Clinical Supervision								
		Reporting systems								
		Work Load								
		Teamwork								
		Supportive environment								
		Induction								
		Adequate Experience								
		Curriculum Coverage								
		Educational Governance								
		Educational Supervision								
		Feedback								
		Local Teaching								
		Regional Teaching								
		Study Leave								
Rota Design										
Neonatal Medicine	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	78.46	85.54	81.00	86.00	77.20	73.58	87.21	84.00
		Clinical Supervision	87.29	92.44	91.88	91.88	91.20	90.00	94.55	93.28
		Clinical Supervision out of hours				93.25	93.20	89.48	92.86	91.28
		Reporting systems					80.50	67.08	80.36	82.33
		Work Load	26.44	36.06	20.31	39.06	46.88	24.48	39.73	39.06
		Teamwork						72.92	81.55	77.60
		Handover	83.65	82.29	86.72	92.19	73.75	73.96	77.08	77.92
		Supportive environment				78.75	81.00	60.42	77.86	76.88
		Induction	81.79	94.62	90.00	87.50	90.50	72.74	83.04	82.03
		Adequate Experience	83.85	90.77	91.88	85.00	82.00	74.17	87.32	83.59
		Curriculum Coverage						66.67	84.52	80.21
		Access to Educational Resources	64.97	75.02	71.11	68.34	65.36			
		Educational Governance						61.11	70.83	73.96
		Educational Supervision	86.54	90.38	91.67	78.13	95.00	83.33	84.82	74.61
		Feedback	69.32	81.06	70.83	50.83	67.26	65.10	72.12	61.74
		Local Teaching	51.62	54.54	50.50	55.50	54.20	48.83	65.95	65.94
		Regional Teaching	62.86	57.41	62.18	65.13	56.00	59.93	63.04	57.89
		Study Leave	59.44	55.00	46.31	50.71	54.63	52.43	64.73	54.56
		Rota Design							56.10	60.16
Neurology	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	69.71	80.80	70.77	72.36	73.33	68.87	75.23	79.20
		Clinical Supervision	85.96	91.78	91.81	86.27	87.98	89.50	91.15	92.22
		Clinical Supervision out of hours				89.16	85.56	91.07	92.71	95.14
		Reporting systems					71.75	68.75	71.88	76.39
		Work Load	53.57	43.13	42.47	47.35	53.82	62.92	69.55	58.75
		Teamwork						65.00	70.51	75.83
		Handover	50.00	43.75	57.69	48.75	61.11	71.11	66.03	63.75
		Supportive environment				67.27	67.50	67.67	78.08	84.50
		Induction	84.29	94.50	58.46	69.55	80.91	60.00	79.90	71.50
		Adequate Experience	71.43	87.00	67.69	75.45	75.83	65.50	77.50	76.75
		Curriculum Coverage						65.28	76.28	81.67

Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Neurology	Oxford University Hospitals NHS Foundation Trust	Access to Educational Resources	63.65	69.55	61.63	64.00	64.78			
		Educational Governance						70.56	74.36	82.41
		Educational Supervision	78.57	95.00	76.92	75.00	81.25	82.74	73.24	78.13
		Feedback	72.22	74.54	58.01	57.08	61.81	69.79	78.12	48.33
		Local Teaching	57.71	59.25	58.27	61.44	60.30	56.77	76.82	56.88
		Regional Teaching		70.67	69.54	61.54	71.43	65.38	80.50	77.50
		Study Leave	61.00	84.63	64.39	56.52	63.33	63.30	59.13	65.42
		Rota Design							75.96	74.22
Neurosurgery	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	74.15	64.27	66.40	73.07	68.00	78.50	65.42	78.00
		Clinical Supervision	89.38	79.87	90.27	86.13	78.48	95.71	92.71	87.81
		Clinical Supervision out of hours				89.60	85.18	95.98	92.71	88.62
		Reporting systems					65.38	73.93	75.83	79.23
		Work Load	23.08	22.08	25.83	26.25	26.92	32.14	18.75	39.90
		Teamwork						74.40	63.89	73.72
		Handover	63.46	70.00	76.67	69.17	43.06	74.41	56.25	78.13
		Supportive environment				70.00	65.77	71.79	62.08	69.23
		Induction	84.17	75.36	78.21	83.08	71.11	82.59	81.25	87.31
		Adequate Experience	74.62	64.67	68.00	66.67	70.00	74.29	67.71	81.54
		Curriculum Coverage						73.81	65.28	80.77
		Access to Educational Resources	61.69	56.49	55.27	57.75	50.03			
		Educational Governance						73.21	61.11	76.28
		Educational Supervision	73.08	70.00	83.33	93.33	88.46	92.56	82.81	82.69
		Feedback	66.03	51.89	76.39	67.56	67.31	89.58	72.73	75.96
		Local Teaching	45.38	41.42	34.36	67.30	51.22	61.10	48.75	76.67
		Regional Teaching	82.08			68.82	67.20	66.75	63.54	66.30
		Study Leave	57.31	69.11	65.44	53.67	55.64	63.10	56.63	74.38
Rota Design							37.50	59.62		
Nuclear medicine	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction								
		Clinical Supervision								
		Clinical Supervision out of hours								
		Reporting systems								
		Work Load								
		Teamwork								
		Handover								
		Supportive environment								
		Induction								
		Adequate Experience								
		Curriculum Coverage								
		Access to Educational Resources								
		Educational Governance								
		Educational Supervision								
		Feedback								
		Local Teaching								
		Regional Teaching								
		Study Leave								
Rota Design										
Obstetrics and gynaecology	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	82.00	86.14	86.57	88.90	85.70	86.27	78.86	77.79
		Clinical Supervision	86.90	87.86	88.63	91.00	89.64	91.36	88.50	90.86
		Clinical Supervision out of hours				92.33	90.45	93.55	85.55	88.43
		Reporting systems					80.93	82.17	78.19	77.36
		Work Load	43.33	42.11	35.86	42.54	35.42	38.45	32.98	35.13
		Teamwork						77.65	77.70	72.70
		Handover	77.68	77.88	79.81	77.68	65.78	68.75	64.71	63.24
		Supportive environment				81.61	78.79	72.27	65.57	63.45



Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Obstetrics and gynaecology	Oxford University Hospitals NHS Foundation Trust	Induction	81.00	88.21	90.49	89.67	87.29	87.69	77.64	82.84
		Adequate Experience	82.67	84.29	85.71	83.55	86.97	83.41	74.86	73.36
		Curriculum Coverage						80.56	73.81	75.29
		Access to Educational Resources	71.27	74.83	73.80	74.78	73.10			
		Educational Governance						75.76	69.05	66.67
		Educational Supervision	85.00	87.96	97.32	92.74	93.18	91.67	87.68	85.13
		Feedback	75.00	77.78	81.17	88.78	75.54	83.63	73.33	71.17
		Local Teaching	60.87	66.12	58.00	64.22	60.87	58.63	66.09	58.01
		Regional Teaching	70.39	72.38	67.89	70.86	73.83	71.88	71.56	75.15
		Study Leave	41.43	71.30	64.65	61.32	58.17	56.69	52.94	59.97
		Rota Design							40.72	53.88
Occupational medicine	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction								
		Clinical Supervision								
		Reporting systems								
		Work Load								
		Teamwork								
		Supportive environment								
		Induction								
		Adequate Experience								
		Curriculum Coverage								
		Access to Educational Resources								
		Educational Governance								
		Educational Supervision								
		Feedback								
		Local Teaching								
Regional Teaching										
Study Leave										
Old age psychiatry	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction								
		Clinical Supervision								
		Work Load								
		Handover								
		Induction								
		Adequate Experience								
		Access to Educational Resources								
		Educational Supervision								
		Feedback								
		Local Teaching								
		Regional Teaching								
Study Leave										
Ophthalmology	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	88.57	78.00	89.33	87.00	81.78	73.11	77.92	76.50
		Clinical Supervision	93.57	87.10	91.78	94.08	93.67	88.61	88.75	91.67
		Clinical Supervision out of hours				92.73	91.50	86.88	82.39	88.64
		Reporting systems					65.63	65.63	67.92	67.08
		Work Load	50.60	44.58	42.59	40.28	51.85	41.90	36.11	48.26
		Teamwork						64.81	65.97	68.75
		Handover	45.83	39.29	50.00	37.50	71.53	52.60	53.94	48.75
		Supportive environment				62.92	72.78	62.22	64.17	62.08
		Induction	82.86	60.00	71.11	70.83	67.78	69.68	64.58	81.98
		Adequate Experience	91.43	82.00	91.11	86.67	76.67	70.56	79.58	66.46
		Curriculum Coverage						71.30	77.78	72.92
		Access to Educational Resources	65.09	75.18	82.24	76.49	70.17			
		Educational Governance						65.74	71.53	60.42
		Educational Supervision	85.71	85.00	94.44	79.17	91.67	85.65	90.10	81.77
		Feedback	76.79	72.92	78.65	65.28	85.72	69.05	70.42	79.17



Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Paediatric Diabetes and Endocrinology	Oxford University Hospitals NHS Foundation Trust	Curriculum Coverage								
		Access to Educational Resources								
		Educational Governance								
		Educational Supervision								
		Feedback								
		Local Teaching								
		Regional Teaching								
		Study Leave								
Paediatric Gastroenterology, Hepatology and Nutrition	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction							80.33	
		Clinical Supervision							98.33	
		Clinical Supervision out of hours							93.75	
		Reporting systems							68.33	
		Work Load							33.33	
		Teamwork							80.56	
		Handover							64.58	
		Supportive environment							71.67	
		Induction							75.00	
		Adequate Experience							77.50	
		Curriculum Coverage							69.45	
		Access to Educational Resources								
		Educational Governance							75.00	
		Educational Supervision							93.75	
		Feedback							86.11	
		Paediatric Immunology, Infectious Diseases and Allergy	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction						100.00
Clinical Supervision								100.00	96.67	
Clinical Supervision out of hours								98.33	95.83	
Reporting systems								90.00	75.00	
Work Load								62.50	27.08	
Teamwork								91.67	83.33	
Handover								72.22	47.92	
Supportive environment								90.00	71.67	
Induction								89.58	76.67	
Adequate Experience								100.00	74.17	
Curriculum Coverage								94.45	72.22	
Access to Educational Resources										
Educational Governance								91.67	77.78	
Educational Supervision								100.00	97.92	
Feedback								88.89		
Paediatric Intensive Care Medicine	Oxford University Hospitals NHS Foundation Trust			Overall Satisfaction		94.00	85.00		65.00	
		Clinical Supervision		97.50	96.63		87.50		95.00	95.91
		Clinical Supervision out of hours					93.25		95.83	94.32
		Reporting systems					64.06		76.67	80.45

Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Paediatric Intensive Care Medicine	Oxford University Hospitals NHS Foundation Trust	Work Load		59.38	34.38		35.94		25.00	37.50
		Teamwork							83.33	87.88
		Handover		87.50	89.06		83.34		72.92	77.27
		Supportive environment					45.00		66.67	74.09
		Induction		87.50	76.88		72.50		78.33	84.09
		Adequate Experience		90.00	87.50		62.50		81.67	81.59
		Curriculum Coverage							86.11	80.30
		Access to Educational Resources		76.49	67.64		47.32			
		Educational Governance							61.11	78.03
		Educational Supervision		100.00	87.50		68.75		89.58	84.66
		Feedback			83.86		64.59			88.54
		Local Teaching		64.00	58.13		41.75		78.33	80.00
		Regional Teaching		62.63	57.43		60.13		68.33	76.06
		Study Leave		55.00	54.58		45.00		37.50	73.48
		Rota Design							54.17	68.75
Paediatric Neurodisability	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction								
		Clinical Supervision								
		Clinical Supervision out of hours								
		Reporting systems								
		Work Load								
		Teamwork								
		Handover								
		Supportive environment								
		Induction								
		Adequate Experience								
		Curriculum Coverage								
		Access to Educational Resources								
		Educational Governance								
		Educational Supervision								
		Feedback								
Local Teaching										
Regional Teaching										
Study Leave										
Paediatric Neurology	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction					70.67			87.00
		Clinical Supervision					91.00			96.67
		Clinical Supervision out of hours					88.33			95.83
		Reporting systems					63.33			90.00
		Work Load					27.08			41.67
		Teamwork								86.11
		Handover					66.67			75.00
		Supportive environment					63.33			90.00
		Induction					55.00			86.67
		Adequate Experience					80.00			92.50
		Curriculum Coverage								91.67
		Access to Educational Resources					59.68			
		Educational Governance								83.33
		Educational Supervision					83.33			91.67
		Feedback								77.78
Local Teaching					37.00			73.33		
Regional Teaching								81.11		
Study Leave					48.89			79.17		
Rota Design								54.17		
Paediatric	Oxford	Overall Satisfaction					85.33	82.33		



Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Paediatric cardiology	Oxford University Hospitals NHS Foundation Trust	Study Leave								
Paediatric surgery	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	75.33	85.82	73.07	82.15	82.46	78.00	67.17	73.69
		Clinical Supervision	94.33	91.00	89.93	95.38	93.77	90.50	90.91	95.38
		Clinical Supervision out of hours				93.46	93.00	92.50	91.48	90.38
		Reporting systems					75.31	76.72	69.55	70.57
		Work Load	46.53	47.16	47.08	53.85	40.38	47.50	33.85	31.73
		Teamwork						76.67	77.78	75.69
		Handover	62.50	67.19	64.58	72.50	73.21	55.56	53.27	63.39
		Supportive environment				78.46	71.15	76.00	55.42	71.15
		Induction	90.83	97.73	91.00	88.33	91.92	75.63	74.79	81.54
		Adequate Experience	65.83	83.64	76.00	73.85	81.54	75.75	72.71	78.65
		Curriculum Coverage						87.50	72.92	76.28
		Access to Educational Resources	81.40	76.46	78.57	72.16	71.73			
		Educational Governance						73.33	70.83	67.95
		Educational Supervision	83.33	93.18	93.33	90.38	98.08	83.75	83.33	86.06
		Feedback	81.02	87.88	80.66	69.10	82.20	72.69	81.44	79.92
		Local Teaching	60.17	55.40	58.44	55.14	55.29	52.00	58.81	55.95
		Regional Teaching	71.55	66.58		57.67	63.46	62.42	57.62	48.81
		Study Leave	47.59	67.08	75.76	85.21	53.33	65.48	55.09	56.87
Rota Design							54.17	39.42		
Paediatrics	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	80.00	81.81	81.83	82.46	83.39	79.32	80.64	81.84
		Clinical Supervision	88.90	91.89	90.35	91.40	90.39	91.28	92.50	94.20
		Clinical Supervision out of hours				91.37	91.18	92.00	94.39	93.25
		Reporting systems					68.75	76.38	78.09	73.42
		Work Load	42.05	30.38	42.97	42.31	37.75	43.14	51.50	52.58
		Teamwork						72.29	74.79	74.33
		Handover	78.41	78.45	77.84	83.45	75.69	72.41	71.53	72.31
		Supportive environment				77.82	77.58	74.63	75.13	76.20
		Induction	80.57	86.13	87.92	88.50	90.15	80.64	73.53	78.80
		Adequate Experience	81.82	80.97	81.67	83.33	84.24	77.68	75.77	80.00
		Curriculum Coverage						75.41	74.89	74.67
		Access to Educational Resources	67.09	69.14	72.22	70.13	68.54			
		Educational Governance						71.14	74.57	71.33
		Educational Supervision	86.36	87.10	90.63	87.18	94.70	84.55	77.24	83.00
		Feedback	72.07	71.87	70.83	77.96	76.56	64.74	70.19	67.19
		Local Teaching	56.23	53.71	58.00	56.59	51.04	57.21	70.00	62.11
		Regional Teaching	62.07	62.02	63.96	62.82	68.57	63.75	60.10	58.55
		Study Leave	49.55	56.07	53.65	58.67	67.04	49.09	56.31	66.58
Rota Design							61.48	60.94		
Palliative medicine	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction			89.00	82.67	78.67		92.75	59.80
		Clinical Supervision			98.44	92.33	87.75		98.44	93.75
		Clinical Supervision out of hours				89.33	82.50		96.36	90.63
		Reporting systems					78.33		82.81	73.75
		Work Load			56.25	39.58	37.50		46.88	46.67
		Teamwork							93.75	77.08
		Handover			83.33	54.17			80.73	59.38
		Supportive environment				80.00	80.00		85.00	68.00
		Induction			87.50	66.67	96.67		88.75	45.00
		Adequate Experience			82.50	86.67	80.00		95.00	66.50
		Curriculum Coverage							88.54	62.50

Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019	
Palliative medicine	Oxford University Hospitals NHS Foundation Trust	Access to Educational Resources			72.81	58.13	66.57				
		Educational Governance							79.17	75.00	
		Educational Supervision			93.75	83.33	100.00			87.50	63.75
		Feedback			68.06	83.33					66.67
		Local Teaching			72.75	56.33	57.67			82.08	41.33
		Regional Teaching			75.50	65.17	69.92			74.58	65.17
		Study Leave			96.67					63.02	49.48
		Rota Design								64.06	45.83
Plastic surgery	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	81.33	83.71	85.87	86.86	80.75	76.06	77.29	78.41	
		Clinical Supervision	85.93	89.50	91.00	90.86	90.19	89.12	93.33	90.23	
		Clinical Supervision out of hours				89.73	87.00	92.42	91.01	90.63	
		Reporting systems					71.72	70.67	73.33	75.73	
		Work Load	40.69	44.20	30.69	40.77	38.67	43.87	47.82	41.54	
		Teamwork						81.37	77.38	74.02	
		Handover	68.33	74.11	71.67	70.83	60.90	69.01	68.06	66.25	
		Supportive environment				78.21	75.63	67.35	71.90	67.65	
		Induction	84.67	81.07	90.67	90.36	72.81	79.04	76.43	76.18	
		Adequate Experience	79.33	80.00	83.33	85.00	76.25	72.06	65.95	72.79	
		Curriculum Coverage						75.98	70.63	75.00	
		Access to Educational Resources	66.33	76.28	76.94	70.71	68.29				
		Educational Governance						70.10	70.24	67.16	
		Educational Supervision	76.67	82.14	95.00	91.07	87.50	89.95	88.99	84.19	
		Feedback	59.47	79.17	77.88	81.09	78.89	72.62	78.33	54.17	
		Local Teaching	48.60	65.09	61.20	60.44	57.36	58.83	61.77	73.47	
		Regional Teaching	69.75	61.33	62.38	67.46	68.67	67.88	50.54	42.42	
Study Leave	67.56	68.33	60.78	69.87	72.67	77.08	62.62	62.64			
Rota Design								61.01	56.90		
Pre-hospital Emergency Medicine	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction									
		Clinical Supervision									
		Clinical Supervision out of hours									
		Reporting systems									
		Work Load									
		Teamwork									
		Handover									
		Supportive environment									
		Induction									
		Adequate Experience									
		Curriculum Coverage									
		Educational Governance									
		Educational Supervision									
		Feedback									
Local Teaching											
Regional Teaching											
Study Leave											
Rota Design											
Public health medicine	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction		89.00							
		Clinical Supervision		89.69							
		Clinical Supervision out of hours									
		Reporting systems									
		Work Load		57.29							
		Handover									
		Supportive environment									
		Induction		88.75							

Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Public health medicine	Oxford University Hospitals NHS Foundation Trust	Adequate Experience		82.50						
		Curriculum Coverage								
		Access to Educational Resources		81.25						
		Educational Governance								
		Educational Supervision		81.25						
		Feedback		87.50						
		Local Teaching		70.00						
		Regional Teaching		75.17						
Rehabilitation medicine	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	74.67		76.00	88.00	84.00			
		Clinical Supervision	85.42		94.33	98.00	95.00			
		Clinical Supervision out of hours								
		Reporting systems					80.00			
		Work Load	52.08		66.67	68.23	53.47			
		Teamwork								
		Handover	66.67		54.17	50.00				
		Supportive environment				87.50	88.33			
		Induction	75.00		86.67	93.75	83.33			
		Adequate Experience	76.67		76.67	87.50	86.67			
		Curriculum Coverage								
		Access to Educational Resources	60.12		73.71	85.42	84.33			
		Educational Governance								
		Educational Supervision	75.00		75.00	87.50	75.00			
		Feedback	80.55			69.79	73.61			
		Local Teaching	51.67		55.00	71.75	55.33			
Regional Teaching				67.63	59.08					
Study Leave	69.44		92.22	85.00	71.11					
Rota Design										
Renal medicine	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	86.00	78.77	90.40	85.82	73.45	78.08	78.79	83.00
		Clinical Supervision	92.75	92.77	97.70	95.61	92.91	94.17	91.79	95.73
		Clinical Supervision out of hours				93.89	91.32	92.73	86.61	94.32
		Reporting systems					72.84	76.36	73.04	80.83
		Work Load	40.10	33.65	46.25	47.16	49.43	54.69	60.27	62.50
		Teamwork						72.22	75.60	81.94
		Handover	60.42	59.62	63.75	59.09	69.70	72.22	60.58	76.56
		Supportive environment				75.00	71.82	80.83	75.71	82.50
		Induction	88.75	69.23	89.44	83.18	75.91	88.54	73.57	83.33
		Adequate Experience	89.17	82.31	92.00	86.36	76.36	82.71	85.36	88.54
		Curriculum Coverage						77.08	85.12	84.72
		Access to Educational Resources	79.75	63.42	80.54	72.04	64.25			
		Educational Governance						72.92	66.67	71.53
		Educational Supervision	81.25	83.97	95.00	84.09	86.36	86.80	83.48	84.38
		Feedback	73.86	70.08	82.29	75.00	74.17	60.83	74.07	72.92
		Local Teaching	63.25	47.92	64.67	54.70	54.80	61.36	64.49	57.88
Regional Teaching	67.70	65.61	79.88	66.60	66.00	68.28	60.00	68.42		
Study Leave	67.27	68.33	63.00	85.00	60.17	76.91	77.26	85.59		
Rota Design							64.73	77.95		
Respiratory Medicine	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	72.80	70.86	85.45	76.44	78.67	75.27	72.36	78.00
		Clinical Supervision	86.48	95.14	96.36	88.89	91.25	94.55	92.16	95.63
		Clinical Supervision out of hours				91.11	89.09	85.56	91.25	90.63
		Reporting systems					72.39	74.44	71.00	72.66
		Work Load	33.13	30.36	38.64	48.38	31.77	35.98	46.21	43.75
		Teamwork						65.91	71.97	80.21
		Handover	63.75	60.71	58.33	65.28	67.71	72.08	65.53	62.50





Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Stroke Medicine	Oxford University Hospitals NHS Foundation Trust	Reporting systems								
		Work Load								
		Teamwork								
		Handover								
		Supportive environment								
		Induction								
		Adequate Experience								
		Curriculum Coverage								
		Access to Educational Resources								
		Educational Governance								
		Educational Supervision								
		Feedback								
		Local Teaching								
		Regional Teaching								
		Study Leave								
Rota Design										
Trauma and orthopaedic surgery	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	78.06	79.25	77.16	79.22	74.67	77.60	75.11	67.76
		Clinical Supervision	89.85	91.41	88.03	88.83	90.10	92.33	92.04	89.95
		Clinical Supervision out of hours				90.97	91.21	93.17	89.75	89.68
		Reporting systems					73.54	72.07	74.30	72.06
		Work Load	45.14	39.91	46.64	44.44	36.39	48.89	56.79	54.58
		Teamwork						78.61	78.85	74.00
		Handover	83.20	92.08	85.71	83.98	71.45	74.41	67.50	58.06
		Supportive environment				72.22	67.00	73.67	76.67	63.20
		Induction	78.13	77.60	86.40	80.56	86.00	80.63	79.63	69.75
		Adequate Experience	74.85	75.31	76.45	76.11	71.67	77.25	75.46	62.70
		Curriculum Coverage						73.89	76.54	65.33
		Access to Educational Resources	75.73	73.51	76.13	70.89	71.91			
		Educational Governance						75.00	72.84	61.81
		Educational Supervision	76.52	83.60	84.41	83.33	85.00	88.36	87.27	88.50
		Feedback	74.50	66.00	75.66	73.61	73.30	78.18	75.93	68.87
		Local Teaching	59.70	63.64	62.47	67.79	65.20	67.74	79.35	71.00
		Regional Teaching	87.71	91.96	86.10	81.97	88.40	84.81	77.13	72.22
		Study Leave	60.40	54.17	57.03	58.28	59.30	55.13	57.42	62.50
Rota Design							66.11	58.85		
Urology	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction	75.27	80.00	73.60	70.80	70.50	77.09	79.40	50.10
		Clinical Supervision	87.86	91.30	87.11	90.40	86.25	90.91	95.00	94.31
		Clinical Supervision out of hours				91.20	91.38	88.64	89.38	88.75
		Reporting systems					71.25	75.45	79.50	73.13
		Work Load	42.05	27.29	38.75	35.63	39.06	48.86	51.88	42.50
		Teamwork						68.94	70.00	66.67
		Handover	47.73	57.81	60.94	53.75	53.12	67.59	59.79	44.01
		Supportive environment				68.00	59.38	65.91	71.50	57.00
		Induction	71.82	74.50	70.00	69.50	85.63	57.58	85.13	75.50
		Adequate Experience	75.45	80.00	72.00	71.00	76.25	80.23	77.75	42.00
		Curriculum Coverage						79.55	78.33	54.17
		Access to Educational Resources	64.75	64.79	61.76	57.07	61.73			
		Educational Governance						74.24	80.83	70.00
		Educational Supervision	84.09	87.50	86.11	97.50	84.38	85.23	91.88	88.75
		Feedback	83.80	79.17	64.58	84.26	64.58	73.33	77.78	75.46
		Local Teaching	62.27	68.00	60.43	55.00	62.17	54.44	79.79	70.84
		Regional Teaching	74.58	66.79	73.08	71.07	73.08	76.44	80.94	67.29
		Study Leave	54.76	47.14	57.96	76.00	75.48	64.77	56.04	61.88
Rota Design							56.88	43.13		

Post Specialty	Trust / Board	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Vascular surgery	Oxford University Hospitals NHS Foundation Trust	Overall Satisfaction						49.50	62.25	82.40
		Clinical Supervision						66.25	83.75	96.00
		Clinical Supervision out of hours						70.00		95.00
		Reporting systems						66.25	68.75	75.00
		Work Load						31.25	59.90	50.00
		Teamwork						77.08	75.00	81.67
		Handover								77.08
		Supportive environment						55.00	63.75	75.00
		Induction						78.13	68.13	79.00
		Adequate Experience						66.25	75.00	89.00
		Curriculum Coverage						64.58	70.83	86.67
		Access to Educational Resources								
		Educational Governance						66.67	66.67	68.33
		Educational Supervision						85.42	79.69	90.00
		Feedback						68.75	50.00	81.67
		Local Teaching								72.22
		Regional Teaching								74.44
		Study Leave								58.34
		Rota Design							65.28	75.00