

DME Report and Analysis of 2023 GMC Training Survey

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Overview LHCH

Indicator	2019	2021	2022	2023
Liverpool Heart and Chest Hospital NHS Foundation Trust				
Overall Satisfaction	80.67	70.54	78.57	78.72
Clinical Supervision	94.49	92.36	92.77	94.65
Clinical Supervision out of hours	91.88	90.75	91.51	90.03
Reporting Systems	77.72	72.30	73.34	78.05
Work Load	51.76	50.41	55.70	58.38
Teamwork	79.70	77.54	77.18	83.07
Handover	62.68	53.87	69.44	72.53
Supportive Environment	74.62	66.30	71.90	77.02
Induction	84.23	74.05	76.61	82.77
Adequate Experience	80.45	69.84	75.00	77.66
Curriculum Coverage	80.13	68.48		
Educational Governance	77.35	69.38	73.02	77.13
Educational Supervision	88.78	82.61	85.57	89.36
Feedback	82.89	75.74	71.12	74.39
Local Teaching	73.68	61.01	73.97	73.86
Regional Teaching	72.05	65.85	61.41	68.26
Study Leave	69.50	68.38	64.30	71.16
Rota Design	67.68	64.87	65.30	71.31
Facilities		56.67	65.57	67.23

- High percentage of trainees completed the survey (92.2%)
- Only those on training programs, not locally employed doctors

Anaesthesia

Indicator	2019	2021	2022	2023
Anaesthetics				
Liverpool Heart and Chest Hospital NHS Foundation Trust				
Overall Satisfaction	84.38	82.14	88.00	78.33
Clinical Supervision	93.13	95.00	95.50	92.78
Clinical Supervision out of hours	90.63	92.56	91.88	88.89
Reporting Systems	78.00	73.75	75.50	80.00
Work Load	41.41	56.25	52.50	59.03
Teamwork	79.17	78.57	76.67	81.48
Handover	60.16	59.82	68.54	70.37
Supportive Environment	74.38	72.86	74.50	79.44
Induction	88.75	80.00	88.00	93.33
Adequate Experience	92.81	89.29	90.00	83.33
Curriculum Coverage	88.54	80.95		
Educational Governance	81.25	72.62	81.67	79.63
Educational Supervision	89.06	85.71	90.63	93.06
Feedback	92.71	73.33	80.56	87.50
Local Teaching	76.67	54.29	86.67	78.70
Regional Teaching	64.06	66.07	62.92	70.83
Study Leave	78.91	73.26	81.25	71.87
Rota Design	74.22	68.75	70.63	70.83
Facilities		78.44	65.63	80.31

Anaesthesia

- Feedback - 60% receiving informal feedback less than weekly (GMC), local survey results support requirement for improved feedback
- Workload:
 - Heavy workload out of hours
 - 80% felt clinical supervision out of hours good or very good; 66% felt they had to deal with problems outside of their competence or experience monthly/less than once a month
- Sharing of learning from incidents
- Access to catering facilities out of hours

Clinical Radiology

Indicator	2019	2021	2022	2023
Clinical radiology				
Liverpool Heart and Chest Hospital NHS Foundation Trust				
Overall Satisfaction	85.67		75.00	66.67
Clinical Supervision	93.75		94.58	
Clinical Supervision out of hours	94.44			
Reporting Systems	88.33			
Work Load	69.44		56.25	75.00
Teamwork	77.78		72.22	76.39
Supportive Environment	81.67		75.00	76.67
Induction	91.67		78.33	73.33
Adequate Experience	78.33		66.67	54.17
Curriculum Coverage	80.56			
Educational Governance	77.78		66.67	41.67
Educational Supervision	93.75		81.25	77.08
Feedback	94.44		88.89	
Local Teaching	92.78		86.67	81.11
Regional Teaching			29.17	63.89
Study Leave	61.81		58.33	49.30
Facilities				

Clinical Radiology

- Small number of responses (?n=3)
- 1 person a late allocation to the department and so rota late, didn't have same pre-placement contact and experience
- Some placements very short but with a high intensity of on call, limiting learning opportunities
- Positive areas:
 - Culture of teamwork
 - Access to and support from educational supervisor; clinical supervision
- Issues:
 - Induction - survey responses reviewed and process being revised, reviewing content of trainee handbook
 - Quality of regional teaching
 - Feedback from educational supervisor on progress
- Local survey - results more positive (2 deanery employed, 2 locally employed)
 - Positive in majority of areas with one outlier (?junior trainee with broader requirements placed in specialist centre)

Respiratory Medicine

Indicator	2019	2021	2022	2023
Respiratory medicine				
Liverpool Heart and Chest Hospital NHS Foundation Trust				
Overall Satisfaction	78.80		81.67	93.33
Clinical Supervision	94.00		96.67	98.33
Clinical Supervision out of hours	91.25		97.92	
Reporting Systems	68.75			
Work Load	69.58		72.22	68.06
Teamwork	81.67		83.33	97.22
Handover	62.50			
Supportive Environment	78.00		85.00	100.00
Induction	89.00		85.00	93.33
Adequate Experience	84.00		83.33	100.00
Curriculum Coverage	78.33			
Educational Governance	76.67		80.56	91.67
Educational Supervision	86.25		87.50	85.42
Feedback	77.50			
Local Teaching	47.67		44.44	39.44
Regional Teaching	80.00		91.67	91.67
Study Leave	66.25		79.17	70.14
Rota Design	75.00		85.42	89.58
Facilities				

Respiratory Medicine

- Strongly positive outlier in multiple areas - congratulations to entire team
- Local teaching
 - Persistent outlier amongst very positive responses
 - Only 3 questions attributed to score
 - 25% rated local teaching good, 25% neither good nor poor, 50% hadn't attended any teaching at the time of completion of the survey
 - 50% said they never had to leave teaching but time wasn't specifically protected, 50% hadn't attended
 - 75% said enough protected time to attend; 25% said there was no local/departmental teaching
- Local survey - 100% rated quality of teaching as excellent or good

Cardiothoracic Surgery - Post Specialty

Indicator	2019	2021	2022	2023
Cardio-thoracic surgery				
Liverpool Heart and Chest Hospital NHS Foundation Trust				
Overall Satisfaction	69.50	58.33	65.00	88.33
Clinical Supervision	93.75	88.33		99.17
Clinical Supervision out of hours	90.63	87.50		89.58
Reporting Systems	60.00	68.00	61.67	79.17
Work Load	42.97	39.58	39.58	43.75
Teamwork	69.79	72.22	66.67	86.11
Handover	60.94	58.33	64.58	74.65
Supportive Environment	53.75	49.17	50.00	67.50
Induction	78.13	76.67	75.83	84.17
Adequate Experience	67.50	45.83	58.33	87.50
Curriculum Coverage	69.79	55.56		
Educational Governance	65.62	66.67	50.00	70.83
Educational Supervision	89.84	78.13	83.33	95.83
Feedback	86.67	88.33	91.67	95.14
Local Teaching	67.92	51.25	43.89	53.33
Regional Teaching	69.58	52.78	50.00	45.14
Study Leave	61.72	57.08	58.33	78.47
Rota Design	51.56	46.88	41.67	79.17
Facilities		42.50	58.33	57.00

Cardiothoracic Surgery - Post Specialty

- Marked improvement thanks to engaged clinicians championing education within the division
- Clinical supervision, teamwork, feedback and rota design rated very highly
- Quality of experience, practical experience and clinical supervision rated positively by 100%
- Areas for improvement
 - Regional teaching - frequency with which it takes place and ability to attend
 - Requirement to work beyond rostered hours on a daily, weekly or monthly basis
 - Poor access to catering facilities out of hours
 - Behaviours:
 - 50% have witnessed bullying or harassment, not reported due to fear of adverse consequences
 - 50% report hearing stereotyping, insults or jokes regarding range of characteristics on a weekly or monthly basis
 - 50% received sensitive feedback in an inappropriate way e.g. publicly or via email
 - High frequency of microaggressions
 - Unfair or overly critical feedback

Cardiothoracic Surgery - Programme Group

Indicator	2019	2021	2022	2023
Cardio-thoracic surgery				
Liverpool Heart and Chest Hospital NHS Foundation Trust				
Overall Satisfaction	78.50	53.75	65.00	90.00
Clinical Supervision	95.83	87.50		99.00
Clinical Supervision out of hours	91.67	85.42		88.75
Reporting Systems	71.67	66.67	61.67	80.00
Work Load	41.67	35.94	39.58	42.50
Teamwork	76.39	70.84	66.67	88.33
Handover	64.58	62.50	64.58	76.25
Supportive Environment	59.17	47.50	50.00	69.00
Induction	84.17	75.00	75.83	85.00
Adequate Experience	75.42	40.63	58.33	90.00
Curriculum Coverage	76.39	52.09		
Educational Governance	73.61	66.67	50.00	71.67
Educational Supervision	93.75	75.00	83.33	95.00
Feedback	93.75	83.33	91.67	95.83
Local Teaching	68.33	55.63	43.89	64.00
Regional Teaching	70.00	54.17	50.00	44.17
Study Leave	66.67	61.98	58.33	80.42
Rota Design	54.17	46.88	41.67	83.75
Facilities		43.33	58.33	57.00

Cardiothoracic Surgery - Programme Group

- Still significant improvements across the board with no highly significant negative outliers
- Regional teaching as per Post Specialty
- Clinical supervision out of hours
 - 100% quality of clinical supervision good or very good
 - 40% have to deal with problems outside of their competence or experience monthly or less than monthly versus never
 - 20% say required to take consent for procedures where they don't understand proposed intervention and its risks
- Local survey indicates differing experiences of locally employed and deanery employed surgical doctors
- Provision of regular constructive feedback - 100% deanery employed strongly/partially agree; 14% locally employed
- Access to training opportunities - 60% deanery employed often; 42% locally employed infrequently
- Impact of competing pressures on training and requirement for cultural change

Intensive Care Medicine

Indicator	2019	2021	2022	2023
Intensive care medicine				
Liverpool Heart and Chest Hospital NHS Foundation Trust				
Overall Satisfaction		54.44	87.14	76.67
Clinical Supervision		89.31	96.43	92.78
Clinical Supervision out of hours		95.31	92.86	86.81
Reporting Systems		80.75	79.82	77.50
Work Load		72.92	67.86	65.28
Teamwork		73.15	84.53	82.41
Handover		50.69	83.33	70.14
Supportive Environment		70.56	85.00	77.22
Induction		76.67	89.29	83.33
Adequate Experience		52.78	85.71	77.78
Curriculum Coverage		57.41		
Educational Governance		64.81	77.38	83.33
Educational Supervision		81.94	93.75	89.58
Feedback		77.08	68.75	65.28
Local Teaching		59.07	88.81	89.63
Regional Teaching		59.26	70.24	64.35
Study Leave		63.54	38.02	74.31
Rota Design		66.41	82.14	81.25
Facilities		50.00		80.00

Intensive Care Medicine

- Combination of trainees (1-2) in Intensive Care Medicine with majority Internal Medicine Trainees doing 3m ICU block
- Induction scored well along with quality of local teaching
- 100% rated quality of clinical supervision as good or very good, 90% quality of clinical experience and practical experience good or very good
- Areas for improvement:
 - Clinical supervision out of hours
 - 66% rated quality of clinical supervision out of hours as good or very good; 33% neither good nor poor
 - 33% weekly/monthly forced to cope with problems beyond competence or experience (remaining 66% - never)
 - 66% rated quality of clinical supervision out of hours as good or very good; 33% neither good nor poor
 - Drop in handover and teamwork, educational value of handover 66% neither good nor poor/poor/very poor
 - ?related to change in handover process
 - Informal feedback provided daily or weekly to 90%, but formal feedback and assessments scored less well
- Local survey - 2 responses, comments taken on board for development of induction process and also clinical allocation

GP - Medicine Attachment

Indicator	2019	2021	2022	2023
GP Prog - Medicine				
Liverpool Heart and Chest Hospital NHS Foundation Trust				
Overall Satisfaction	63.67	63.00	50.00	76.25
Clinical Supervision	93.33	88.00	73.33	97.50
Clinical Supervision out of hours	83.33	86.25	75.00	93.75
Reporting Systems		51.25		83.75
Work Load	58.33	36.25	50.00	51.56
Teamwork	77.78	78.33	50.00	85.42
Handover	64.58	46.25	60.42	82.81
Supportive Environment	86.67	60.00	45.00	82.50
Induction	65.00	44.00	31.67	80.00
Adequate Experience	51.67	50.00	50.00	84.38
Curriculum Coverage	52.78	45.00		
Educational Governance	72.22	48.33	55.56	85.42
Educational Supervision	91.67	81.25	45.83	84.38
Feedback		56.25		72.92
Local Teaching	86.11	66.33	61.11	71.25
Regional Teaching		52.50	50.00	66.67
Study Leave	59.03	55.00		50.52
Rota Design	68.75	44.58	31.25	60.94
Facilities		45.25		71.25

GP - Medicine Attachment

- Huge improvement in the quality of the experience for this group of clinicians
- Investment in supporting this group of trainees with consistent group of supervisors with a good understanding of their program requirements
- Future reduction in number of GP trainees due to change in GP Training Curriculum

Cardiology

Indicator	2019	2021	2022	2023
Cardiology				
Liverpool Heart and Chest Hospital NHS Foundation Trust				
Overall Satisfaction	94.33	80.38	83.89	77.78
Clinical Supervision	96.67	95.77	96.11	91.67
Clinical Supervision out of hours	95.83	91.15	96.09	90.28
Reporting Systems	85.56	75.91	72.78	78.33
Work Load	45.14	39.10	51.16	49.31
Teamwork	90.74	82.05	80.56	82.41
Handover	71.09	50.52	67.45	75.69
Supportive Environment	83.33	66.15	73.89	72.78
Induction	90.56	79.23	66.11	73.89
Adequate Experience	93.89	86.54	84.72	72.22
Curriculum Coverage	95.37	81.41		
Educational Governance	87.04	76.92	74.07	75.00
Educational Supervision	92.36	89.42	92.36	93.75
Feedback	90.48	77.27	73.61	86.98
Local Teaching	83.15	67.63	68.52	71.67
Regional Teaching	83.15	78.53	68.52	70.83
Study Leave	74.07	84.20	65.28	78.94
Rota Design	73.61	74.52	60.94	59.72
Facilities		61.43	66.67	61.25

General Internal Medicine

Indicator	2019	2021	2022	2023
General (internal) medicine				
Liverpool Heart and Chest Hospital NHS Foundation Trust				
Overall Satisfaction	63.67	51.67		78.33
Clinical Supervision	93.33	88.33		98.33
Clinical Supervision out of hours	83.33	87.50		95.83
Reporting Systems				90.00
Work Load	58.33	25.00		54.17
Teamwork	77.78	88.89		88.89
Handover	64.58	41.67		89.58
Supportive Environment	86.67	53.33		88.33
Induction	65.00	35.00		78.33
Adequate Experience	51.67	37.50		87.50
Curriculum Coverage	52.78	33.34		
Educational Governance	72.22	33.33		88.89
Educational Supervision	91.67	83.33		87.50
Feedback				68.06
Local Teaching	86.11	58.89		74.44
Regional Teaching		66.67		66.67
Study Leave	59.03	61.11		61.81
Rota Design	68.75	34.72		60.42
Facilities		30.42		NO RESULTS

Cardiology

- Area for improvement:
 - Adequate experience – only 2 questions made up this response
 - 80% rated practical experience as good or very good (10% neither good nor poor, 10% very poor)
 - 80% said this post would help them to acquire the competencies they needed for their stage of training (10% neither agree nor disagree, 10% disagree)

Internal Medicine Training Stage 1

Indicator	2021	2022	2023
Internal Medicine Training Stage One			
Liverpool Heart and Chest Hospital NHS Foundation Trust			
Overall Satisfaction	58.33	77.50	73.64
Clinical Supervision	92.08	92.50	93.64
Clinical Supervision out of hours	95.31	90.63	86.88
Reporting Systems	79.11	81.11	75.63
Work Load	72.92	66.25	70.08
Teamwork	75.93	89.17	83.33
Handover	60.42	72.22	65.91
Supportive Environment	75.56	81.50	77.73
Induction	80.00	84.00	79.55
Adequate Experience	54.17	63.75	70.45
Curriculum Coverage	61.11		
Educational Governance	69.44	79.17	82.58
Educational Supervision	87.50	88.75	86.36
Feedback	83.93	64.88	48.96
Local Teaching	73.52	83.67	89.39
Regional Teaching	58.34	62.08	69.32
Study Leave	61.11	51.30	75.42
Rota Design	68.75	77.50	76.70
Facilities	59.22	76.25	74.38

Internal Medicine Training Stage 1

- Strong positive outlier as a Trust - very good support for ongoing training, exam preparation etc.
- Group of trainees based across critical care, cardiology and respiratory medicine



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Student Evaluation End of Year Summary Report 2022/23

LHCH



Year 3	Site 1	Site 2	Site 3	Site 4	Site 5	LHCH	Site 7	Site 8	Site 9	Site 10	Site 11	Site 12	All sites
Average of The communication from the Placement site, staff before induction, was clear and effective	0.88	1.51	1.76	1.61	1.06	1.82	0.68	1.11	1.11	1.39	1.51	1.46	1.28
Average of My induction gave me everything I needed to know to start the placement	0.88	1.44	1.66	1.72	0.93	1.87	0.88	1.30	1.46	1.41	1.44	1.46	1.30
Average of The education facilities (study space, IT and teaching space) were readily available and fit for purpose	1.61	1.59	1.67	1.53	1.57	2.00	1.56	1.36	0.76	0.91	1.46	0.67	1.41
Average of At my first supervision meeting my aims and how the placement would support these were discussed	1.23	1.62	1.68	1.52	1.24	1.64	1.44	1.45	1.42	1.32	1.27	1.56	1.38
Average of My Educational Supervisor has been accessible and supported my development	1.18	1.77	1.53	1.30	1.09	1.64	1.37	1.25	1.16	1.19	0.96	1.41	1.21
Average of During the placement, clinical staff (outside of my ES) were accessible and supportive	1.29	1.31	1.68	1.52	1.34	1.63	1.53	1.54	1.28	1.33	1.56	1.33	1.44
Average of During the placement, the undergraduate education team were accessible and supportive	1.32	1.03	1.80	1.85	1.29	1.90	1.31	1.61	1.14	1.55	1.42	1.69	1.47
Average of I received timely feedback which supported my development (feedback could be from your Educational Supervisor or other staff at your placement site)	1.23	1.64	1.67	1.52	1.33	1.74	1.25	1.45	1.36	1.31	1.41	1.51	1.41
Average of My Educational Supervisor engaged with the e-portfolio (incl. sign off)	1.16	1.28	1.61	1.30	1.23	1.56	0.98	1.08	1.12	1.11	0.99	1.54	1.19
Average of I had access to personal advice and support during the placement	1.14	1.33	1.75	1.57	1.33	1.56	1.34	1.35	1.25	1.21	1.33	1.23	1.35
Average of The clinical experiences available to me were relevant to the placement portfolio requirements	1.37	1.39	1.75	1.56	1.39	1.72	1.46	1.54	1.24	1.2	1.56	1.51	1.46
Average of I received a clinical experience timetable that was well planned and things generally took place as planned	0.84	1.13	1.57	1.37	1.00	1.55	0.58	0.83	0.87	0.66	1.38	1.03	1.06
Average of I was able to shadow different members of the clinical team as appropriate	1.29	1.37	1.68	1.54	1.39	1.69	1.29	1.43	1.36	1.16	1.49	1.54	1.42
Average of I received 'bedside' style teaching where we reviewed patient cases outside of ward rounds (this teaching may have been ward or classroom based)	1.10	1.66	1.61	1.18	0.75	1.87	0.85	1.19	0.77	0.44	1.56	-0.41	1.07
Average of The majority of scheduled group teaching sessions took place as planned, or were delivered at another suitable time	1.08	1.58	1.69	1.59	1.07	1.67	0.75	1.06	0.99	1.09	1.54	0.92	1.25
Average of Most group teaching was given by experienced staff e.g. consultants, ST trainees	1.46	1.58	1.82	1.45	1.39	1.90	1.20	1.03	1.43	1.34	1.49	1.64	1.43
Average of The quality of teaching was on this placement was high	1.33	1.61	1.75	1.62	1.31	1.74	1.22	1.40	1.13	1.12	1.63	1.41	1.42
Average of The clinical skills tutorial was well organised	0.93	0.26	1.53	1.31	1.35	1.64	0.42	1.21	0.99	1.05	1.47	0.13	1.18
Average of The clinical skills tutorial improved my skills and understanding	1.16	0.45	1.46	1.31	1.43	1.69	0.49	1.16	1.07	1.05	1.46	0.03	1.20
Average of The safe prescribing / pharmacy tutorial was well organised	1.58	1.51	1.69	1.71	1.63	1.87	1.47	1.57	1.06	1.4	1.71	1.39	1.57
Average of The safe prescribing / pharmacy tutorial improved my knowledge and skills	1.69	1.51	1.60	1.67	1.69	1.90	1.47	1.40	1.06	1.48	1.71	1.47	1.56
Average of Overall, this placement has been valuable to my education	1.31	1.56	1.75	1.60	1.39	1.82	1.46	1.55	1.23	1.26	1.55	1.59	1.47
Average of Overall, this placement was well organised and ran smoothly	0.92	1.33	1.69	1.54	1.08	1.79	0.68	1.18	0.76	0.91	1.39	1.31	1.19