

GMC Training Survey 2025

Dr Clare Quarterman

LHCH – Trust Aggregate Result

Survey Year	2022		2023		2024		2025	
Indicator	Sc...	Outcome	Sc...	Outcome	Sc...	Outcome	Sc...	Outcome
Overall Satisfaction	78.57	Within IQR	78.72	Within IQR	82.72	Within IQR	75.87	Within IQR
Clinical Supervision	92.77	Within IQR	94.65	Within IQR	94.89	Within IQR	91.93	Within IQR
Clinical Supervision out of hours	91.51	Within IQR	90.03	Within IQR	89.77	Within IQR	90.72	Within IQR
Reporting Systems	73.34	Within IQR	78.05	Within IQR	76.67	Within IQR	75.94	Within IQR
Workload	55.70	Within IQR	58.38	Within IQR	59.15	Within IQR	57.61	Within IQR
Teamwork	77.18	Within IQR	83.07	Within IQR	83.51	Above	77.17	Within IQR
Handover	69.44	Within IQR	72.53	Within IQR	69.66	Within IQR	66.72	Within IQR
Supportive Environment	71.90	Within IQR	77.02	Within IQR	79.78	Within IQR	74.89	Within IQR
Induction	76.61	Within IQR	82.77	Within IQR	88.26	Within IQR	84.13	Within IQR
Adequate Experience	75.00	Within IQR	77.66	Within IQR	81.79	Within IQR	74.46	Q1 but not below
Educational Governance	73.02	Within IQR	77.13	Within IQR	78.80	Within IQR	72.10	Within IQR
Educational Supervision	85.57	Within IQR	89.36	Within IQR	89.54	Within IQR	84.92	Within IQR
Feedback	71.12	Within IQR	74.39	Within IQR	70.83	Within IQR	68.75	Within IQR
Local Teaching	73.97	Within IQR	73.86	Within IQR	72.83	Within IQR	64.35	Within IQR
Regional Teaching	61.41	Within IQR	68.26	Within IQR	66.85	Within IQR	61.96	Within IQR
Study Leave	64.30	Within IQR	71.16	Within IQR	82.07	Within IQR	77.17	Within IQR
Rota Design	65.30	Within IQR	71.31	Within IQR	77.03	Above	71.43	Within IQR
Facilities	65.57	Within IQR	67.23	Within IQR	61.02	Within IQR	72.88	Within IQR

- Actions:
 - Development of Trust-wide education offering, Teams-based to improve access, open to all specialty groups and across the wider MDT

Anaesthesia

- Handover
 - Evening handover highlighted as an area of concern, immediate changes made with positive feedback
- Feedback
 - Discussion within consultant body regarding importance of feedback at end of theatre list but also across time at LHCH
 - Increase requirement for mid-point meeting with ES (previously optional) plus regular check-ins from CT
- Clinical supervision - majority responded positively but results impacted by 1-2 significantly negative responses
 - Challenging and short 3 month posting for most rotating through LHCH, exposure to new procedures and processes, but also different complications and increased proportion of very unwell patients than previously experienced for many
 - Expansion of Senior Fellow program already in progress to increase out of hours on site senior support

Survey Year	2022		2023		2024		2025	
Indicator	Score	Outcome	Score	Outcome	Score	Outcome	Score	Outcome
Overall Satisfaction	88.00	Within IQR	78.33	Within IQR	89.09	Within IQR	68.13	Q1 but not below
Clinical Supervision	95.50	Within IQR	92.78	Within IQR	95.45	Within IQR	90.63	Q1 but not below
Clinical Supervision out of hours	91.88	Within IQR	88.89	Within IQR	90.53	Q1 but not below	88.28	Q1 but not below
Reporting Systems	75.50	Within IQR	80.00	Within IQR	76.67	Within IQR	70.00	Within IQR
Workload	52.50	Within IQR	59.03	Within IQR	57.39	Within IQR	54.69	Within IQR
Teamwork	76.67	Within IQR	81.48	Within IQR	77.27	Within IQR	67.19	Within IQR
Handover	68.54	Within IQR	70.37	Within IQR	65.42	Within IQR	50.00	Below
Supportive Environment	74.50	Within IQR	79.44	Within IQR	75.45	Within IQR	59.38	Q1 but not below
Induction	88.00	Within IQR	93.33	Within IQR	93.18	Within IQR	85.00	Within IQR
Adequate Experience	90.00	Within IQR	83.33	Within IQR	93.18	Within IQR	73.44	Q1 but not below
Educational Governance	81.67	Within IQR	79.63	Within IQR	89.39	Within IQR	71.88	Within IQR
Educational Supervision	90.63	Within IQR	93.06	Within IQR	94.32	Within IQR	82.03	Within IQR
Feedback	80.56	Within IQR	87.50	Within IQR	59.17	Within IQR	43.13	Below
Local Teaching	86.67	Above	78.70	Within IQR	80.91	Within IQR	55.62	Q1 but not below
Regional Teaching	62.92	Within IQR	70.83	Within IQR	74.24	Within IQR	61.98	Within IQR
Study Leave	81.25	Within IQR	71.87	Within IQR	94.32	Within IQR	81.25	Within IQR
Rota Design	70.63	Within IQR	70.83	Within IQR	77.27	Within IQR	68.23	Within IQR
Facilities	65.63	Within IQR	80.31	Q4 but not above	59.50	Within IQR		N less than 3

Respiratory Medicine

Survey Year	2022		2023		2024		2025	
Indicator	Sc...	Outcome	Sc...	Outcome	Sc...	Outcome	Sc...	Outcome
Overall Satisfaction	68.00	Within IQR	85.00	Within IQR	76.67	Within IQR	83.75	Within IQR
Clinical Supervision	92.00	Within IQR	97.50	Above	95.83	Above	98.75	Above
Clinical Supervision out of hours	91.25	Within IQR	95.83	Above	87.50	Within IQR	98.44	Above
Reporting Systems	76.67	Q4 but not above	N less than 3		91.67	Above	76.67	Within IQR
Workload	69.58	Above	74.48	Above	75.00	Above	76.56	Above
Teamwork	81.67	Within IQR	91.67	Above	91.67	Above	81.25	Within IQR
Handover	70.31	Within IQR	62.50	Within IQR	77.50	Q4 but not above	79.17	Q4 but not above
Supportive Environment	68.00	Within IQR	93.75	Above	86.67	Above	90.00	Above
Induction	78.00	Within IQR	81.25	Within IQR	89.17	Within IQR	85.00	Within IQR
Adequate Experience	57.50	Q1 but not below	87.50	Within IQR	72.92	Within IQR	87.50	Within IQR
Educational Governance	78.33	Q4 but not above	85.42	Above	76.39	Q4 but not above	81.25	Above
Educational Supervision	87.50	Within IQR	76.56	Within IQR	90.63	Within IQR	90.63	Within IQR
Feedback	63.89	Within IQR	58.33	Within IQR	63.54	Within IQR	N less than 3	
Local Teaching	54.33	Within IQR	48.75	Q1 but not below	61.39	Within IQR	50.42	Q1 but not below
Regional Teaching	83.33	Above	87.50	Above	61.11	Within IQR	87.50	Above
Study Leave	75.00	Within IQR	70.14	Within IQR	87.50	Within IQR	87.50	Within IQR
Rota Design	76.25	Above	79.69	Above	81.25	Above	85.94	Above
Facilities	73.33	Within IQR	66.25	Within IQR	62.50	Within IQR	76.25	Q4 but not above

- Review educational leadership approach within department, particularly regarding delivery of local teaching
- Assess impact of access to Trust-wide teaching on local teaching scores in future

Cardiothoracic Surgery

- Sustained improvement in results and aggregate scores
- Reflects ongoing progress in improving CTS training
- Ongoing internal review into training culture is ongoing and results/feedback will direct future focus on plans
- Current plans prior to conclusion of review include:
 - Development of a training tracker to monitor progress across the team
 - Implementation of peer-led knowledge sessions
- Department championed for engagement with SuppoRTT program

Survey Year	2022		2023		2024		2025	
Indicator	Score	Outcome	Score	Outcome	Score	Outcome	Score	Outcome
Overall Satisfaction	65.00	Below	90.00	Within IQR	80.00	Within IQR	85.71	Within IQR
Clinical Supervision		N less than 3	99.00	Within IQR	96.25	Within IQR	97.68	Within IQR
Clinical Supervision out of hours		N less than 3	88.75	Q1 but not below	89.06	Below	97.50	Within IQR
Reporting Systems	61.67	Q1 but not below	80.00	Within IQR	77.50	Within IQR	80.00	Within IQR
Workload	39.58	Within IQR	42.50	Within IQR	37.50	Within IQR	47.02	Within IQR
Teamwork	66.67	Q1 but not below	88.33	Within IQR	79.17	Within IQR	84.52	Within IQR
Handover	64.58	Within IQR	76.25	Within IQR	71.88	Within IQR	72.32	Within IQR
Supportive Environment	50.00	Below	69.00	Within IQR	72.50	Within IQR	78.57	Within IQR
Induction	75.83	Within IQR	85.00	Within IQR	88.75	Within IQR	82.86	Within IQR
Adequate Experience	58.33	Q1 but not below	90.00	Within IQR	87.50	Within IQR	89.29	Within IQR
Educational Governance	50.00	Below	71.67	Within IQR	79.17	Within IQR	84.52	Within IQR
Educational Supervision	83.33	Within IQR	95.00	Within IQR	89.06	Within IQR	91.96	Within IQR
Feedback	91.67	Within IQR	95.83	Within IQR	94.45	Within IQR	84.64	Within IQR
Local Teaching	43.89	Q1 but not below	64.00	Within IQR	50.42	Q1 but not below	53.09	Within IQR
Regional Teaching	50.00	Q1 but not below	44.17	Q1 but not below	66.67	Q1 but not below	62.50	Q1 but not below
Study Leave	58.33	Within IQR	80.42	Within IQR	87.50	Within IQR	85.71	Within IQR
Rota Design	41.67	Below	83.75	Above	78.13	Within IQR	79.46	Within IQR
Facilities	58.33	Within IQR	57.00	Within IQR	55.42	Within IQR	85.00	Above

Cardiology

- Reduction in scores over last 12 months
- Likely reflects both challenges within cardiology training broadly but also a requirement to support a number of resident doctors regarding progression through training, leading to some challenging conversations which may have impacted scores
- Results have been reviewed and shared and there is an ongoing commitment from the specialty tutor to ensure increased access to support when needed

Survey Year	2022		2023		2024		2025	
Indicator	Score	Outcome	Score	Outcome	Score	Outcome	Score	Outcome
Overall Satisfaction	83.89	Within IQR	77.78	Within IQR	82.22	Within IQR	79.50	Within IQR
Clinical Supervision	96.11	Within IQR	91.67	Within IQR	93.89	Within IQR	89.00	Q1 but not below
Clinical Supervision out of hours	96.09	Above	90.28	Within IQR	92.36	Within IQR	89.17	Within IQR
Reporting Systems	72.78	Within IQR	78.33	Within IQR	80.00	Within IQR	79.50	Within IQR
Workload	51.16	Within IQR	49.31	Within IQR	43.75	Within IQR	41.88	Within IQR
Teamwork	80.56	Within IQR	82.41	Within IQR	83.33	Q4 but not above	76.25	Within IQR
Handover	67.45	Within IQR	75.69	Q4 but not above	74.22	Within IQR	65.63	Within IQR
Supportive Environment	73.89	Within IQR	72.78	Within IQR	75.56	Within IQR	66.50	Q1 but not below
Induction	66.11	Q1 but not below	73.89	Within IQR	85.00	Within IQR	82.00	Within IQR
Adequate Experience	84.72	Within IQR	72.22	Q1 but not below	80.56	Within IQR	75.00	Within IQR
Educational Governance	74.07	Within IQR	75.00	Within IQR	75.93	Within IQR	66.67	Q1 but not below
Educational Supervision	92.36	Within IQR	93.75	Within IQR	91.67	Within IQR	84.38	Within IQR
Feedback	73.61	Within IQR	86.98	Within IQR	77.32	Within IQR	71.79	Within IQR
Local Teaching	68.52	Within IQR	71.67	Within IQR	75.74	Within IQR	64.00	Within IQR
Regional Teaching	68.52	Within IQR	70.83	Within IQR	82.41	Within IQR	75.00	Within IQR
Study Leave	65.28	Within IQR	78.94	Within IQR	61.11	Within IQR	61.25	Within IQR
Rota Design	60.94	Within IQR	59.72	Within IQR	69.44	Within IQR	59.38	Within IQR
Facilities	66.67	Within IQR	61.25	Within IQR	70.18	Within IQR	69.64	Within IQR

Radiology

Survey Year	2022		2023		2024		2025	
Indicator	Sc...	Outcome	Sc...	Outcome	Sc...	Outcome	Sc...	Outcome
Overall Satisfaction	75.00	Within IQR	66.67	Q1 but not below	98.33	Above	85.00	Within IQR
Clinical Supervision	94.58	Within IQR		N less than 3	100.00	Within IQR	96.25	Within IQR
Clinical Supervision out of hours		N less than 3				N less than 3		N less than 3
Reporting Systems		N less than 3		N less than 3		N less than 3		N less than 3
Workload	56.25	Within IQR	75.00	Within IQR	61.11	Within IQR	73.96	Within IQR
Teamwork	72.22	Within IQR	76.39	Within IQR	88.89	Q4 but not above	75.00	Within IQR
Supportive Environment	75.00	Within IQR	76.67	Within IQR	95.00	Above	88.75	Within IQR
Induction	78.33	Within IQR	73.33	Q1 but not below	98.33	Above	91.25	Within IQR
Adequate Experience	66.67	Below	54.17	Q1 but not below	79.17	Within IQR	78.13	Within IQR
Educational Governance	66.67	Within IQR	41.67	Below	80.56	Within IQR	83.34	Q4 but not above
Educational Supervision	81.25	Within IQR	77.08	Q1 but not below	91.67	Within IQR	87.50	Within IQR
Feedback	88.89	Within IQR		N less than 3		N less than 3	100.00	Above
Local Teaching	86.67	Within IQR	81.11	Within IQR	95.55	Above	87.50	Within IQR
Regional Teaching	29.17	Below	63.89	Within IQR	33.33	Q1 but not below	37.50	Q1 but not below
Study Leave	58.33	Within IQR	49.30	Below	100.00	Within IQR	78.13	Within IQR
Facilities		N less than 3		N less than 3		N less than 3	79.58	Within IQR

- Results have been received positively by the department, and a detailed review of responses has taken place
- Some challenges with late information on resident doctors attending from lead employer, and challenges with delivery of local teaching due to clinical commitments/leave leading to cancellation - aim to improve this post-summer period
- There are plans in place to support regional teaching further, with the recent appointment of Dr Linu Kuruvilla as the Cardiothoracic Radiology Curriculum Lead for the North West School of Radiology

Intensive Care Medicine

Survey Year	2022		2023		2024		2025	
Indicator	Sc...	Outcome	Sc...	Outcome	Sc...	Outcome	Sc...	Outcome
Overall Satisfaction	87.14	Within IQR	76.67	Within IQR	76.11	Within IQR	73.33	Q1 but not below
Clinical Supervision	96.43	Within IQR	92.78	Within IQR	91.11	Within IQR	92.22	Within IQR
Clinical Supervision out of hours	92.86	Within IQR	86.81	Q1 but not below	86.57	Q1 but not below	89.58	Within IQR
Reporting Systems	79.82	Within IQR	77.50	Within IQR	70.00	Within IQR	76.25	Within IQR
Workload	67.86	Within IQR	65.28	Within IQR	68.75	Within IQR	70.83	Above
Teamwork	84.53	Q4 but not above	82.41	Within IQR	83.33	Q4 but not above	84.26	Within IQR
Handover	83.33	Above	70.14	Within IQR	67.97	Within IQR	78.24	Within IQR
Supportive Environment	85.00	Within IQR	77.22	Within IQR	78.89	Within IQR	83.33	Within IQR
Induction	89.29	Within IQR	83.33	Within IQR	79.44	Q1 but not below	82.78	Q1 but not below
Adequate Experience	85.71	Within IQR	77.78	Within IQR	77.78	Within IQR	68.06	Q1 but not below
Educational Governance	77.38	Within IQR	83.33	Within IQR	70.37	Within IQR	62.96	Below
Educational Supervision	93.75	Within IQR	89.58	Within IQR	81.25	Within IQR	83.33	Within IQR
Feedback	68.75	Within IQR	65.28	Within IQR	47.50	Q1 but not below	56.25	Q1 but not below
Local Teaching	88.81	Above	89.63	Within IQR	78.33	Within IQR	73.52	Within IQR
Regional Teaching	70.24	Within IQR	64.35	Within IQR	49.07	Within IQR	55.56	Within IQR
Study Leave	38.02	Below	74.31	Within IQR	75.00	Within IQR	84.72	Within IQR
Rota Design	82.14	Q4 but not above	81.25	Within IQR	77.08	Within IQR	81.71	Within IQR
Facilities	N less than 3		80.00	Within IQR	61.50	Within IQR	73.00	Within IQR

- Reflects experience and perception of post by those undertaking ICM posts as Internal Medicine doctors, not those pursuing a career in ICM
- Dissemination of results of survey to consultant colleagues with encouragement to increase frequency of informal bedside teaching and importance of regular constructive feedback
- Access to formal simulated training in CVC insertion for all IMT-ICU doctors at the beginning of their placement

Internal Medicine Training (IMT)

Survey Year	2022		2023		2024		2025	
Indicator	Score	Outcome	Score	Outcome	Score	Outcome	Score	Outcome
Overall Satisfaction	77.50	Within IQR	73.64	Within IQR	70.00	Within IQR	71.67	Within IQR
Clinical Supervision	92.50	Within IQR	93.64	Within IQR	92.27	Within IQR	91.67	Within IQR
Clinical Supervision out of hours	90.63	Within IQR	86.88	Within IQR	84.47	Within IQR	91.15	Within IQR
Reporting Systems	81.11	Above	75.63	Q4 but not above	75.71	Q4 but not above	76.43	Within IQR
Workload	66.25	Above	70.08	Above	72.16	Above	68.23	Above
Teamwork	89.17	Above	83.33	Q4 but not above	82.58	Within IQR	81.95	Within IQR
Handover	72.22	Within IQR	65.91	Within IQR	68.75	Within IQR	75.35	Within IQR
Supportive Environment	81.50	Q4 but not above	77.73	Within IQR	83.18	Above	84.17	Within IQR
Induction	84.00	Within IQR	79.55	Within IQR	80.91	Within IQR	83.33	Within IQR
Adequate Experience	63.75	Within IQR	70.45	Within IQR	63.64	Within IQR	64.58	Within IQR
Educational Governance	79.17	Q4 but not above	82.58	Above	66.67	Within IQR	67.36	Within IQR
Educational Supervision	88.75	Within IQR	86.36	Within IQR	81.82	Within IQR	89.58	Within IQR
Feedback	64.88	Within IQR	48.96	Within IQR	55.95	Within IQR	61.79	Within IQR
Local Teaching	83.67	Above	89.39	Above	62.73	Within IQR	79.86	Above
Regional Teaching	62.08	Within IQR	69.32	Above	48.49	Within IQR	54.51	Within IQR
Study Leave	51.30	Within IQR	75.42	Above	75.00	Within IQR	84.38	Within IQR
Rota Design	77.50	Above	76.70	Above	76.14	Above	80.04	Above
Facilities	76.25	Above	74.38	Within IQR	50.36	Within IQR	65.00	Within IQR

- Scores are compiled from doctors working across critical care, respiratory medicine and cardiology
- Results continue to be positive with improving aggregate scores

GMC Trainers Survey 2025

Survey Year	2023		2024		2025	
Indicator	Score	Outcome	Score	Outcome	Sc...	Outcome
Supportive Environment	71.53	Within IQR	76.62	Above	74.34	Within IQR
Educational Governance	64.58	Within IQR	67.67	Within IQR	67.56	Within IQR
Professional Development	70.57	Within IQR	70.22	Within IQR	72.26	Within IQR
Appraisal	53.65	Within IQR	57.18	Within IQR	58.11	Within IQR
Support for Training	64.93	Within IQR	71.68	Within IQR	70.91	Within IQR
Time to Train	56.08	Within IQR	60.26	Within IQR	57.97	Within IQR
Rota Issues	60.64	Within IQR	57.87	Within IQR	62.95	Within IQR
Handover	60.23	Within IQR	62.23	Within IQR	65.50	Within IQR
Resources to Train	68.23	Within IQR	72.22	Within IQR	73.68	Within IQR

- Reassuring scores given the challenges of balancing clinical commitments with supporting education
- Increased engagement and access to CPD sessions through increased links with other Liverpool group member trusts