



**Dr David Vickers**  
**Cambridgeshire Community Services NHS Trust**

Sent via email

18<sup>th</sup> July 2018

Dear Dr David Vickers

**Re: GMC National Training Survey (NTS) 2018**

Health Education England (HEE) has responsibility for the education and training of all staff in the NHS in England. We work with universities and education and training providers to ensure that all healthcare learners receive a positive learning experience in their working environments. In order to have a better understanding of the quality of education and training in placements HEE utilises direct learner feedback provided from survey tools such as the NTS.

As you will be aware the GMC survey ran between the 20<sup>th</sup> March and the 9<sup>th</sup> May 2018 and I am writing to you to with regards to the outcomes for your organisation from this year’s survey and the relevant next steps, please note that the full survey results are now available and can be viewed on the GMC’s [website](#).

Table 1 below provides a summary of the outcomes for your organisation from this year’s survey; these are detailed in the corresponding Appendix that accompanies this letter (please note if the table below shows a ‘0’ then you will not receive the associated Appendix). Appendix 1 provides the full ‘Programme Group’ results for your organisation. Please note that Patient Safety and Bullying & Undermining comments have been managed via a separate process with you and do not form part of this communication.

**Table 1: 2018 GMC Survey Outcomes Summary**

Patient Safety and Bullying & Undermining Comments	Below Outliers (Red Flags) – <b>Appendix 2</b>	Above Outliers (Green Flags) – <b>Appendix 3</b>	Multiple Year Red Flags – <b>Appendix 4</b>
0	0	4	0

We are pleased to confirm that your organisation did not receive any Patient Safety and Bullying & Undermining comments or red flags in the 2018 NTS Survey.

You did receive 4 green flags and we would therefore welcome any further details of exceptional practice that is taking place.

### **Below Outliers (Red Flags)**

A red flag will appear if the score for an indicator is significantly below the national score in the benchmark group. A response will be required against each red flag received at your organisation.

### **Multiple Year Red flags**

An indicator which is consistently highlighted as a below outlier (red) for more than three years running suggests that improvement is not happening as anticipated, or that new problems have arisen. The GMC will be following up on any departments that have received such outliers and a detailed response will be required from your organisation.

### **Above Outliers (Green Flags)**

A green flag will appear if the score for an indicator is significantly above the national score in the benchmark group. We would like to understand whether any exceptional practice is currently occurring within departments who achieved green flags. This will form part of the return requested from your organisation.

### **Multi-Professional Concerns**

The GMC survey captures the medical learner voice; however it is evident that emerging concerns may often extend beyond professional boundaries due to the nature of a multi-professional clinical learning environment. With this in mind we have, through your Trusts Director of Nursing, identified the appropriate individual who will be able to assess whether the red flags that have been identified have a multi-professional facet to them.

### **GMC Trainer Survey**

In parallel to the trainee survey, all educational and/or clinical supervisors were surveyed as part of the GMC Trainer survey which can be used to triangulate outcomes from the trainee survey. Please find the outcomes for your organisation from this trainer survey in Appendix 5 that accompanies this letter. This is for information only and we do not require a response from your organisation against any of the outcomes identified.

### **Next Steps**

Using the accompanying template, please can you provide a response against any red flags that have been identified in Appendix 2, additionally if there are any areas of good practice that you would like to highlight against any green flags identified in Appendix 3 then please could you also include this detail on the template. As highlighted above, this information has already been shared with your multi-professional contact and you will have been copied into this email. Please could you liaise with this contact as required in order to identify whether any of the red flags identified affect the multi-professional learning environment.

Any multiple year red flag that has been identified will also require a detailed response to be included on the accompanying template. Multiple year red flags will also appear as a red flag

in Appendix 2 however we do not require separate responses and these can be covered as a single response.

Please can you submit your completed template to [qualityframework.eoe@hee.nhs.uk](mailto:qualityframework.eoe@hee.nhs.uk) by the **14<sup>th</sup> September 2018** where your responses will be reviewed and triangulated by the relevant Head of School and the Quality and Commissioning Team whereupon we will confirm any required next steps with you.

If you have any queries then please do not hesitate to contact a member of the Quality and Commissioning Team at [qualityframework.eoe@hee.nhs.uk](mailto:qualityframework.eoe@hee.nhs.uk).

Yours Sincerely

A handwritten signature in black ink, appearing to read "Bill Irish", with a long horizontal flourish underneath.

**Professor Bill Irish**  
**East of England Postgraduate Dean**  
**(GMC 3132872)**

cc: Dr Sarah Edwards, Acting Director of Medical Education