2007 PMETB Feedback

Wessex Deanery

In a GP Practice - Bournemouth training scheme
Specified specialties
Higher - generally ST3 and above

High level analysis

<table>
<thead>
<tr>
<th>Completed</th>
<th>Completed surveys</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mode</td>
<td>Most common score</td>
</tr>
<tr>
<td>Min</td>
<td>Lowest score for a trainee</td>
</tr>
<tr>
<td>Max</td>
<td>Highest score for a trainee</td>
</tr>
<tr>
<td>Median</td>
<td>Middle value of all scores</td>
</tr>
<tr>
<td>Mean</td>
<td>Average of scores</td>
</tr>
</tbody>
</table>

Dispersal of individual trainee scores across this Trust and the Deanery

This chart shows the dispersal of scores within notional scoring bands, with a Deanery line for comparison.
Assessment of overall scores for each Specialty

>> In a GP Practice - Bournemouth training scheme
>> Higher - generally ST3 and above

<table>
<thead>
<tr>
<th>Specialty</th>
<th>Score</th>
<th>Grade</th>
<th>Lowest grade in the detailed assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>General practice</td>
<td>89</td>
<td>Generally satisfactory</td>
<td>C1 - Grade C1 - Problems</td>
</tr>
<tr>
<td>Ave. for Trust</td>
<td>89</td>
<td>Generally satisfactory</td>
<td>C1 - Grade C1 - Problems</td>
</tr>
</tbody>
</table>

* The "Other" group is the aggregation of all specialties with < 3 respondents. If "Other" is < 3 it will not be shown.
Assessment of the questions relating to INDUCTION

>> In a GP Practice - Bournemouth training scheme

>> Higher - generally ST3 and above

B 1 - Did someone explain your role and responsibilities in your unit or department at the start of this post?
B 2 - Did you get all the information you needed about your workplace when you started working there?
B 3 - Did you sit down with your supervisor and discuss your educational objectives for your current post?

<table>
<thead>
<tr>
<th>B 1</th>
<th>B 2</th>
<th>B 3</th>
<th>B 1</th>
<th>B 2</th>
<th>B 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.7</td>
<td>2.7</td>
<td>3.0</td>
<td>B</td>
<td>B</td>
<td>A</td>
</tr>
</tbody>
</table>

General practice

Assessment of the questions relating to SUPERVISION

>> In a GP Practice - Bournemouth training scheme

>> Higher - generally ST3 and above

C 1 - In this post how often have you felt forced to cope with clinical problems beyond your competence or experience?
C 2 - In this post how often, if ever, have you been supervised by someone you feel isn’t competent to do so?
C 4 - In this post do you always know who is providing your clinical supervision when you are working?

<table>
<thead>
<tr>
<th>C 1</th>
<th>C 2</th>
<th>C 4</th>
<th>C 1</th>
<th>C 2</th>
<th>C 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.7</td>
<td>4.8</td>
<td>4.0</td>
<td>B</td>
<td>A</td>
<td>A</td>
</tr>
</tbody>
</table>

General practice

Grading notes

D  Grade D - Unsatisfactory
C2 Grade C2 - Significant problems
C1 Grade C1 - Problems
B  Grade B - Satisfactory
A  Grade A - Excellent

Ave. for Trust

Grading notes

D  Grade D - Unsatisfactory
C2 Grade C2 - Significant problems
C1 Grade C1 - Problems
B  Grade B - Satisfactory
A  Grade A - Excellent

Ave. for Trust
Assessment of the questions relating to ON THE JOB EXPERIENCE

>> In a GP Practice - Bournemouth training scheme
>> Higher - generally ST3 and above

D 7 - How would you rate the practical experience you are getting in this post?
D 8 - How confident are you that your current post will help you acquire the competences you need at this stage of your training?

<table>
<thead>
<tr>
<th>Grade</th>
<th>General practice</th>
<th>Ave. for Trust</th>
</tr>
</thead>
<tbody>
<tr>
<td>D</td>
<td>4.3</td>
<td>4.0</td>
</tr>
<tr>
<td>D 8</td>
<td>4.0</td>
<td>4.3</td>
</tr>
</tbody>
</table>

Assessment of the questions relating to FEEDBACK, APPRAISAL & ASSESSMENT

>> In a GP Practice - Bournemouth training scheme
>> Higher - generally ST3 and above

E 1 - How often have you had informal feedback from a senior clinician on how you are doing in this post?
E 2 - Have you had a formal meeting with your supervisor to talk about your progress in this post?
E 3 - Have you had formal assessment of your performance in the workplace in this post?
E 4 - Have you had a discussion with a senior colleague about your career plans in this post?

<table>
<thead>
<tr>
<th>Grade</th>
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</thead>
<tbody>
<tr>
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<tr>
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<td>4.0</td>
</tr>
<tr>
<td>E 3</td>
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<td>4.3</td>
</tr>
<tr>
<td>E 4</td>
<td>B</td>
<td>A</td>
</tr>
</tbody>
</table>

Grading notes

- Grade D - Unsatisfactory
- Grade C2 - Significant problems
- Grade C1 - Problems
- Grade B - Satisfactory
- Grade A - Excellent
## Assessment of the questions relating to EDUCATIONAL SUPERVISION

**>> In a GP Practice - Bournemouth training scheme**

**>> Higher - generally ST3 and above**

F 1 - Do you have a designated educational supervisor (the person responsible for your appraisal) in this post?
F 2 - Do you have a training/learning agreement with your supervisor, setting out your respective responsibilities in this post?
F 3 - Are you using a learning portfolio in this post?
F 5 - Have you been told who to talk to in confidence if you have concerns, personal or educational in this post?

<table>
<thead>
<tr>
<th></th>
<th>F 1</th>
<th>F 2</th>
<th>F 3</th>
<th>F 5</th>
<th>F 1</th>
<th>F 2</th>
<th>F 3</th>
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<td>2.8</td>
<td>3.0</td>
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<td>B</td>
<td>A</td>
<td>A</td>
<td>C1</td>
<td>100%</td>
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<tr>
<td>Ave. for Trust</td>
<td>3.0</td>
<td>2.8</td>
<td>3.0</td>
<td>2.3</td>
<td>A</td>
<td>B</td>
<td>A</td>
<td>A</td>
<td>C1</td>
<td>100%</td>
</tr>
</tbody>
</table>

### Grading notes

- **D**: Grade D - Unsatisfactory
- **C2**: Grade C2 - Significant problems
- **C1**: Grade C1 - Problems
- **B**: Grade B - Satisfactory
- **A**: Grade A - Excellent

## Assessment of the questions relating to OTHER LEARNING OPPORTUNITIES

**>> In a GP Practice - Bournemouth training scheme**

**>> Higher - generally ST3 and above**

G 6 - Have you applied for study leave in this post?
G 7 - Have you applied for study leave in this post?

<table>
<thead>
<tr>
<th></th>
<th>G 6</th>
<th>G 7</th>
<th>G 6</th>
<th>G 7</th>
</tr>
</thead>
<tbody>
<tr>
<td>General practice</td>
<td>4.8</td>
<td>4.0</td>
<td>A</td>
<td>C1</td>
</tr>
<tr>
<td>Ave. for Trust</td>
<td>4.8</td>
<td>4.0</td>
<td>A</td>
<td>C1</td>
</tr>
</tbody>
</table>

### Grading notes

- **D**: Grade D - Unsatisfactory
- **C2**: Grade C2 - Significant problems
- **C1**: Grade C1 - Problems
- **B**: Grade B - Satisfactory
- **A**: Grade A - Excellent
2007 PMETB Feedback

Assessment of the questions relating to VARIOUS TOPICS

>> In a GP Practice - Bournemouth training scheme
>> Higher - generally ST3 and above

H 1 - How would you rate the quality of induction in this post? (This refers to your induction to the organisation in which you are working.)
H 2 - How would you rate the quality of teaching (informal and bedside teaching as well as formal and organised sessions) in this post?
H 3 - How would you rate the quality of supervision in this post?
H 4 - How would you rate the quality of experience in this post?
H 5 - How would you describe this post to a friend who was thinking of applying for it?
H 6 - How useful do you feel this post will be for your future career?

<table>
<thead>
<tr>
<th></th>
<th>H 1</th>
<th>H 2</th>
<th>H 3</th>
<th>H 4</th>
<th>H 5</th>
<th>H 6</th>
<th>H 1</th>
<th>H 2</th>
<th>H 3</th>
<th>H 4</th>
<th>H 5</th>
<th>H 6</th>
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</thead>
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<td>3.7</td>
<td>4.0</td>
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<td>4.3</td>
<td>B</td>
<td>B</td>
<td>B</td>
<td>A</td>
<td>A</td>
<td>JY</td>
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<td>3.7</td>
<td>3.7</td>
<td>4.0</td>
<td>4.2</td>
<td>4.3</td>
<td>B</td>
<td>B</td>
<td>B</td>
<td>A</td>
<td>A</td>
<td>JY</td>
</tr>
</tbody>
</table>

Assessment of the questions relating to EXPERIENCED BEHAVIOUR

>> In a GP Practice - Bournemouth training scheme
>> Higher - generally ST3 and above

J 1 - Have you been subjected to persistent behaviour in this post that has undermined your professional confidence and/or self-esteem?

Grading notes

D Grade D - Unsatisfactory
C2 Grade C2 - Significant problems
C1 Grade C1 - Problems
B Grade B - Satisfactory
A Grade A - Excellent

<table>
<thead>
<tr>
<th></th>
<th>J1Yes</th>
<th></th>
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<th></th>
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<tbody>
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<td>Ave. for Trust</td>
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<td></td>
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</table>
2007 PMETB Feedback
Wessex Deanery

In a GP Practice - Bournemouth training scheme
Specified specialties
Higher - generally ST3 and above

Overall Score 89 - Generally satisfactory
Maximum possible score is 105
Responses 6

Information for this Trust

<table>
<thead>
<tr>
<th>Detailed assessment</th>
<th>Ave. for Trust</th>
<th>Ave. for Higher in Deanery</th>
</tr>
</thead>
</table>

**Ave. for Trust**

<table>
<thead>
<tr>
<th>Ave. / person</th>
<th>% yes of sample</th>
<th>Ave. / person</th>
<th>% yes of sample</th>
</tr>
</thead>
</table>

**Ave. for Higher in Deanery**

<table>
<thead>
<tr>
<th>Ave. / person</th>
<th>% yes of sample</th>
<th>Ave. / person</th>
<th>% yes of sample</th>
</tr>
</thead>
</table>

- **B 1** Did someone explain your role and responsibilities in your unit or department at the start of this post?
  - Ave.: 2.7
  - High: 3
  - Grade: B - Satisfactory

- **B 3** Did you sit down with your supervisor and discuss your educational objectives for your current post?
  - Ave.: 3.6
  - High: 3
  - Grade: A - Excellent

- **C 1** In this post how often have you felt forced to cope with clinical problems beyond your competence or experience?
  - Ave.: 3.7
  - High: 5
  - Grade: B - Satisfactory

- **C 4** In this post do you always know who is providing your clinical supervision when you are working?
  - Ave.: 4.6
  - High: 4
  - Grade: A - Excellent

- **D 7** How would you rate the practical experience you are getting in this post?
  - Ave.: 3.7
  - High: 5
  - Grade: B - Satisfactory

- **E 1** How often have you had informal feedback from a senior clinician on how you are doing in this post?
  - Ave.: 3.5
  - High: 5
  - Grade: B - Satisfactory

- **E 2** Have you had a formal meeting with your supervisor to talk about your progress in this post?
  - Ave.: 4.0
  - High: 5
  - Grade: B - Satisfactory

- **E 3** Have you had formal assessment of your performance in your workplace in this post?
  - Ave.: 4.3
  - High: 5
  - Grade: B - Satisfactory

- **E 4** Have you had a discussion with a senior colleague about your career plans in this post?
  - Ave.: 4.6
  - High: 5
  - Grade: A - Excellent

- **F 1** Do you have a designated educational supervisor (the person responsible for your appraisal) in this post?
  - Ave.: 3.0
  - High: 3
  - Grade: B - Satisfactory

- **F 3** Are you using a learning portfolio in this post?
  - Ave.: 2.8
  - High: 3
  - Grade: B - Satisfactory

- **F 5** Have you been told who to talk to in confidence if you have concerns, personal or educational in this post?
  - Ave.: 3.6
  - High: 3
  - Grade: A - Excellent

- **G 6** Have you applied for study leave in this post?
  - Ave.: 4.8
  - High: 5
  - Grade: A - Excellent

- **H 1** How would you rate the quality of induction in this post? (This refers to your induction to the organisation in which you are working.)
  - Ave.: 3.8
  - High: 5
  - Grade: B - Satisfactory

- **H 3** How would you rate the quality of supervision in this post?
  - Ave.: 3.7
  - High: 5
  - Grade: B - Satisfactory

- **H 6** How useful do you feel this post will be for your future career?
  - Ave.: 4.3
  - High: 5
  - Grade: A - Excellent

- **J 1** Have you been subjected to persistent behaviour in this post that has undermined your professional confidence and/or self-esteem?
  - Ave.: 17
  - High: 1
  - Grade: A - Excellent

*Note* Results cannot be reported if less than three trainees responded.

Questionnaires are a screening tool and indicate areas for local review. Please triangulate with local opinion and focused discussion.

Ave. for the whole Trust -> Average of all scores in this Trust
Ave. for Higher in Deanery -> Average score for all Higher trainees
Ave. for this specialty and grade in this Trust -> Average score for all trainees who completed the survey, within this Trust and specialty
Mode -> The most frequently selected answer in the sample
Min -> The lowest score in the sample
Max -> The highest score in the sample
Grade / Grading -> This is an assessment of the average against Deanery applied grading. Where each answer attracts a weighted score and the average of the scores determines the grade.
Highest poss answer -> The highest answer possible for each question on the survey. The higher the score the better.
### General practice

**Overall Score**: 89 - Generally satisfactory  
**Maximum possible score is**: 105

#### Responses

| B1 | Did someone explain your role and responsibilities in your unit or department at the start of this post? | 2.7 | 3 | B | 1 | 3 | 3 | Grade B - Satisfactory |
| B2 | Did you get all the information you needed about your workplace when you started working there? | 2.7 | 3 | A | 1 | 3 | 3 | Grade B - Satisfactory |
| B3 | Did you sit down with your supervisor and discuss your educational objectives for your current post? | 3.0 | 3 | A | 3 | 3 | 3 | Grade A - Excellent |
| C1 | In this post how often have you felt forced to cope with clinical problems beyond your competence or experience? | 3.7 | 5 | B | 2 | 5 | 4 | Grade B - Satisfactory |
| C2 | In this post how often, if ever, have you been supervised by someone who you feel isn’t competent to do so? | 4.8 | 5 | A | 4 | 5 | 5 | Grade A - Excellent |
| C3 | In this post how often have you had formal assessment of your performance in the workplace in this post? | 5.0 | 5 | B | 5 | 5 | 5 | Grade B - Satisfactory |
| C4 | In this post do you always know who is providing your clinical supervision when you are working? | 4.0 | 5 | E | 3 | 5 | 4 | Grade B - Satisfactory |
| D1 | How confident are you that your current post will help you acquire the competences you need at this stage of your training? | 3.5 | 5 | A | 2 | 4 | 4 | Grade B - Satisfactory |
| D2 | Did you sit down with your supervisor and discuss your educational objectives for your current post? | 3.0 | 3 | A | 3 | 3 | 3 | Grade A - Excellent |
| D3 | Did you have formal assessment of your performance in the workplace in this post? | 4.3 | 5 | A | 1 | 5 | 5 | Grade A - Excellent |
| E1 | Have you had informal feedback from a senior clinician on how you are doing in this post? | 3.5 | 5 | B | 1 | 5 | 5 | Grade B - Satisfactory |
| E2 | Have you had a formal meeting with your supervisor to talk about your progress in this post? | 4.0 | 5 | C1 | 1 | 5 | 5 | Grade C1 - Problems |
| E3 | Have you had a discussion with a senior colleague about your career plans in this post? | 4.0 | 5 | B | 1 | 5 | 5 | Grade B - Satisfactory |
| E4 | Have you had a discussion with a senior colleague about your career plans in this post? | 4.0 | 5 | B | 1 | 5 | 5 | Grade B - Satisfactory |
| F1 | Do you have a designated educational supervisor (the person responsible for your appraisal) in this post? | 3.0 | 3 | A | 3 | 3 | 3 | Grade A - Excellent |
| F2 | Do you have a training/learning agreement with your supervisor, setting out your respective responsibilities in this post? | 2.8 | 3 | B | 2 | 3 | 3 | Grade B - Satisfactory |
| F3 | Are you using a learning portfolio in this post? | 3.0 | 3 | A | 3 | 3 | 3 | Grade A - Excellent |
| F4 | Have you been told who to talk to in confidence if you have concerns, personal or educational in this post? | 3.7 | 5 | B | 1 | 5 | 4 | Grade B - Satisfactory |
| F5 | Have you applied for study leave in this post? | 4.8 | 5 | A | 4 | 5 | 5 | Grade A - Excellent |
| G1 | How would you rate the practical experience you are getting in this post? | 4.0 | 5 | B | 3 | 5 | 4 | Grade B - Satisfactory |
| G2 | How would you rate the quality of induction in this post? (This refers to your induction to the organisation in which you are working.) | 3.8 | 5 | B | 3 | 4 | 4 | Grade B - Satisfactory |
| G3 | How would you rate the quality of supervision in this post? | 3.7 | 5 | B | 2 | 4 | 4 | Grade B - Satisfactory |
| G4 | How would you rate the quality of experience in this post? | 4.0 | 5 | B | 3 | 5 | 4 | Grade B - Satisfactory |
| H1 | How would you rate the quality of induction in this post? (This refers to your induction to the organisation in which you are working.) | 3.8 | 5 | B | 3 | 4 | 4 | Grade B - Satisfactory |
| H2 | How would you rate the quality of teaching (informal and bedside teaching as well as formal and organised sessions) in this post? | 3.7 | 5 | B | 2 | 4 | 4 | Grade B - Satisfactory |
| H3 | How would you rate the quality of supervision in this post? | 3.7 | 5 | B | 1 | 5 | 4 | Grade B - Satisfactory |
| H4 | How would you rate the quality of experience in this post? | 4.0 | 5 | B | 3 | 5 | 4 | Grade B - Satisfactory |
| H5 | How would you describe this post to a friend who was thinking of applying for it? | 4.2 | 5 | A | 3 | 5 | 4 | Grade A - Excellent |
| H6 | How useful do you feel this post will be for your future career? | 4.3 | 5 | A | 4 | 5 | 4 | Grade A - Excellent |

#### Note

*Results cannot be reported if less than three trainees responded.*

Questionnaires are a screening tool and indicate areas for local review. Please triangulate with local opinion and focused discussion.

### Wessex Deanery

#### Information for this Trust and specialty

<table>
<thead>
<tr>
<th>Ave. for Trust</th>
<th>Ave. for Higher in Deanery</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ave / person</td>
<td>% yes of sample</td>
</tr>
</tbody>
</table>

**Wessex Deanery**

*2007 PMETB WES Higher In a GP Practice Bournemouth training scheme.xls*