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Post Specialty	Site	Level	Clinical Supervision	Educational Environment & Teaching	Equality & Inclusivity	Handover	Induction	Team Culture	Wellbeing Support	Workload	Catering Facilities	Rest Facilities	Travel	Number of Responses
Academic	Raigmore Hospital	Foundation												3
Acute Internal Medicine	Raigmore Hospital	Core												3
Acute Internal Medicine	Raigmore Hospital	Foundation												16
<i>Acute Internal Medicine</i>	<i>Raigmore Hospital</i>	<i>GPST</i>												2
Acute Internal Medicine	Raigmore Hospital	IMT	—			—	—	—		—				18
<i>Acute Internal Medicine</i>	<i>Raigmore Hospital</i>	<i>ST</i>												1
Anaesthetics	Raigmore Hospital	Core	—			—	—	—		▲				12
Anaesthetics	Raigmore Hospital	Foundation	—			—	—			—				3
Anaesthetics	Raigmore Hospital	ST												1
<i>Anaesthetics</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—					—		—				11
<i>Breast Surgery</i>	<i>Raigmore Hospital</i>	<i>ST</i>												1
<i>Cardiology</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>												1
Cardiology	Raigmore Hospital	IMT												2
<i>Cardiology</i>	<i>Raigmore Hospital</i>	<i>IMT</i>	—					—		—				10
Cardiology	Raigmore Hospital	ST												2
<i>Cardiology</i>	<i>Raigmore Hospital</i>	<i>ST</i>												3
Child & Adolescent Psychiatry	New Craigs Hospital	Core												2
<i>Child &amp; Adolescent Psychiatry</i>	<i>New Craigs Hospital</i>	<i>Core</i>												2
Clinical Radiology	Raigmore Hospital	ST												4
<i>Dermatology</i>	<i>Raigmore Hospital</i>	<i>IMT</i>												2

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Emergency Medicine	Belford Hospital	GPST												3
Emergency Medicine	Raigmore Hospital	Core				Red								3
Emergency Medicine	Raigmore Hospital	Foundation												2
<i>Emergency Medicine</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>												2
Emergency Medicine	Raigmore Hospital	GPST	—		Green	▲	—	—		▲				5
Emergency Medicine	Raigmore Hospital	ST	—			—	—	—		—				3
Endocrinology and Diabetes Mellitus	Raigmore Hospital	IMT												2
<i>Endocrinology and Diabetes Mellitus</i>	<i>Raigmore Hospital</i>	<i>IMT</i>												4
Endocrinology and Diabetes Mellitus	Raigmore Hospital	ST												1
<i>Endocrinology and Diabetes Mellitus</i>	<i>Raigmore Hospital</i>	<i>ST</i>												1
Gastroenterology	Raigmore Hospital	IMT												2
<i>Gastroenterology</i>	<i>Raigmore Hospital</i>	<i>IMT</i>	Green			Green	Green			Pink				4
Gastroenterology	Raigmore Hospital	ST												1
<i>Gastroenterology</i>	<i>Raigmore Hospital</i>	<i>ST</i>												1
General (Internal) Medicine	Belford Hospital	Foundation	▼	Pink	Red	—	—	▼		▼				9
General (Internal) Medicine	Belford Hospital	GPST												1
<i>General (Internal) Medicine</i>	<i>Belford Hospital</i>	<i>GPST</i>	—					—		—				5
General (Internal) Medicine	Caithness General Hospital	Foundation	—			▲	—	—		—				4
General (Internal) Medicine	Caithness General Hospital	GPST												1
<i>General (Internal) Medicine</i>	<i>Caithness General Hospital</i>	<i>GPST</i>	—					—		—				4

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General (Internal) Medicine	Lorn & Islands Hospital	Foundation	▲			—	▲	—		—				4
General (Internal) Medicine	Lorn & Islands Hospital	GPST												1
<i>General (Internal) Medicine</i>	<i>Lorn &amp; Islands Hospital</i>	<i>GPST</i>	—					—		—				3
General (Internal) Medicine	Raigmore Hospital	Foundation	—			—	—	—		▼				24
General (Internal) Medicine	Raigmore Hospital	GPST	—			—	—	—		—				5
General (Internal) Medicine	Raigmore Hospital	IMT												1
<i>General (Internal) Medicine</i>	<i>Raigmore Hospital</i>	<i>IMT</i>	—					—		—				6
General (Internal) Medicine	Raigmore Hospital	ST	—			▲	—	—		▲				11
General Practice	Aultbea/Gairloch Med Practice	GPST												1
<i>General Practice</i>	<i>Aultbea/Gairloch Med Practice</i>	<i>GPST</i>	—					—		—				3
General Practice	Aviemore Medical Practice	GPST												1
<i>General Practice</i>	<i>Aviemore Medical Practice</i>	<i>GPST</i>	—					—		—				3
<i>General Practice</i>	<i>Cairn Medical Practice</i>	<i>Foundation</i>												1
General Practice	Cairn Medical Practice	GPST												1
<i>General Practice</i>	<i>Cairn Medical Practice</i>	<i>GPST</i>	—					—		—				5
General Practice	Craig Nevis Surgery - Fort William	Foundation												1
<i>General Practice</i>	<i>Craig Nevis Surgery - Fort William</i>	<i>Foundation</i>												2
General Practice	Craig Nevis Surgery - Fort William	GPST												1
<i>General Practice</i>	<i>Craig Nevis Surgery - Fort William</i>	<i>GPST</i>	—					—		—				5
General Practice	Crown Medical Practice	GPST												1

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<i>General Practice</i>	<i>Crown Medical Practice</i>	<i>GPST</i>	—					—		—				5
General Practice	Croyard Road - Beauly	Foundation												3
General Practice	Croyard Road - Beauly	GPST												2
<i>General Practice</i>	<i>Croyard Road - Beauly</i>	<i>GPST</i>	—					—		—				5
<i>General Practice</i>	<i>Culloden Medical Practice</i>	<i>GPST</i>												2
General Practice	Culloden Surgery	GPST												2
<i>General Practice</i>	<i>Culloden Surgery</i>	<i>GPST</i>	—					—		—				5
General Practice	Dingwall Medical Group	GPST												2
<i>General Practice</i>	<i>Dingwall Medical Group</i>	<i>GPST</i>												2
General Practice	Dornoch Medical Practice	GPST												2
<i>General Practice</i>	<i>Dornoch Medical Practice</i>	<i>GPST</i>												3
General Practice	Dr McLachlan & Partners	GPST	▼				—	—		—				3
General Practice	Fairfield Medical Practice	GPST												1
<i>General Practice</i>	<i>Fairfield Medical Practice</i>	<i>GPST</i>	—					—		—				5
General Practice	Grantown-On-Spey Medical Practice	Foundation												2
<i>General Practice</i>	<i>Grantown-On-Spey Medical Practice</i>	<i>Foundation</i>	—					—		—				5
General Practice	Grantown-On-Spey Medical Practice	GPST												2
<i>General Practice</i>	<i>Grantown-On-Spey Medical Practice</i>	<i>GPST</i>	—					—		—				6
General Practice	Kingussie Medical Practice	GPST												2
<i>General Practice</i>	<i>Kingussie Medical Practice</i>	<i>GPST</i>	—					—		—				4

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General Practice	Kinmylies Medical Practice	Foundation												1
<i>General Practice</i>	<i>Kinmylies Medical Practice</i>	<i>Foundation</i>	—					—		—				7
General Practice	Kinmylies Medical Practice	GPST												2
<i>General Practice</i>	<i>Kinmylies Medical Practice</i>	<i>GPST</i>												4
<i>General Practice</i>	<i>Kyle Medical Practice</i>	<i>GPST</i>												2
General Practice	Lorn Medical Centre	GPST												1
<i>General Practice</i>	<i>Lorn Medical Centre</i>	<i>GPST</i>	—					—		—				4
General Practice	Nairn Healthcare Group	Foundation												1
<i>General Practice</i>	<i>Nairn Healthcare Group</i>	<i>Foundation</i>	—					—		—				3
General Practice	Nairn Healthcare Group	GPST	—				—	—		—				3
<i>General Practice</i>	<i>Portree Medical Practice</i>	<i>GPST</i>												2
General Practice	Riverside Medical Practice	GPST												5
General Practice	Southside Road Surgery	Foundation												2
<i>General Practice</i>	<i>Southside Road Surgery</i>	<i>Foundation</i>												3
General Practice	Tain & Fearn Area Med Practice	GPST												2
<i>General Practice</i>	<i>Tain &amp; Fearn Area Med Practice</i>	<i>GPST</i>	—					—		—				5
General Practice	Taynuilt Medical Practice	GPST												3
General Practice	The Aird Medical Practice - Beaully	GPST												4
General Practice	Thurso & Halkirk Medical Practice	GPST												1
<i>General Practice</i>	<i>Thurso &amp; Halkirk Medical Practice</i>	<i>GPST</i>	—					—		—				3

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General Practice	Tweeddale Medical Practice	Foundation												1
<i>General Practice</i>	<i>Tweeddale Medical Practice</i>	<i>Foundation</i>												1
General Practice	Tweeddale Medical Practice	GPST												1
<i>General Practice</i>	<i>Tweeddale Medical Practice</i>	<i>GPST</i>												1
<i>General Practice</i>	<i>Tweeddale Medical Practice - Fort William</i>	<i>Foundation</i>												1
General Practice	Tweeddale Medical Practice - Fort William	GPST												1
<i>General Practice</i>	<i>Tweeddale Medical Practice - Fort William</i>	<i>GPST</i>	—					—		—				5
General Psychiatry	Argyll and Bute Hospital	Core	—			—	—	—		—				4
General Psychiatry	Argyll and Bute Hospital	Foundation												1
<i>General Psychiatry</i>	<i>Argyll and Bute Hospital</i>	<i>Foundation</i>	—					—		—				7
General Psychiatry	Argyll and Bute Hospital	GPST												2
<i>General Psychiatry</i>	<i>Argyll and Bute Hospital</i>	<i>GPST</i>	—					—		—				9
<i>General Psychiatry</i>	<i>Caithness General Hospital</i>	<i>GPST</i>												1
General Psychiatry	New Craigs Hospital	Core												2
<i>General Psychiatry</i>	<i>New Craigs Hospital</i>	<i>Core</i>	—					—		—				11
General Psychiatry	New Craigs Hospital	Foundation	—			▲	—	—		—				5
General Psychiatry	New Craigs Hospital	GPST	—			▲	—	—		▲				9
General Psychiatry	New Craigs Hospital	ST												1
<i>General Psychiatry</i>	<i>New Craigs Hospital</i>	<i>ST</i>	—					—		—				4
General Surgery	Belford Hospital	Core												2

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<i>General Surgery</i>	<i>Belford Hospital</i>	<i>Core</i>												4
General Surgery	Belford Hospital	Foundation												2
<i>General Surgery</i>	<i>Belford Hospital</i>	<i>Foundation</i>	—					—		—				6
General Surgery	Belford Hospital	GPST												2
<i>General Surgery</i>	<i>Belford Hospital</i>	<i>GPST</i>												3
General Surgery	Caithness General Hospital	Foundation	▲			—	—	▲		—				4
General Surgery	Lorn & Islands Hospital	Foundation	—			—	—	—		—				6
General Surgery	Lorn & Islands Hospital	GPST												2
<i>General Surgery</i>	<i>Lorn &amp; Islands Hospital</i>	<i>GPST</i>	—					—		—				5
General Surgery	Raigmore Hospital	Core												2
<i>General Surgery</i>	<i>Raigmore Hospital</i>	<i>Core</i>	—					—		—				6
General Surgery	Raigmore Hospital	Foundation	—			—	—	—		—				21
General Surgery	Raigmore Hospital	ST	—			—	—	—		—				7
Geriatric Medicine	Raigmore Hospital	Foundation												2
<i>Geriatric Medicine</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—					—		—				10
Geriatric Medicine	Raigmore Hospital	IMT												2
<i>Geriatric Medicine</i>	<i>Raigmore Hospital</i>	<i>IMT</i>	—					—		—				7
Geriatric Medicine	Raigmore Hospital	ST	—			—	—	—		—				3
Haematology	Raigmore Hospital	Foundation	—		—	—	—	—		—				4
Intensive Care Medicine	Raigmore Hospital	Core												2

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<i>Intensive Care Medicine</i>	<i>Raigmore Hospital</i>	<i>Core</i>												4
Intensive Care Medicine	Raigmore Hospital	Foundation												1
<i>Intensive Care Medicine</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>												1
Intensive Care Medicine	Raigmore Hospital	IMT												3
<i>Intensive Care Medicine</i>	<i>Raigmore Hospital</i>	<i>ST</i>												2
Medical Microbiology	Raigmore Hospital	Foundation												1
<i>Medical Microbiology</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>												1
Obstetrics and Gynaecology	Raigmore Hospital	Foundation	—	Green		▲	—	—		▲				8
Obstetrics and Gynaecology	Raigmore Hospital	GPST	—			▲	—	—		—				4
Obstetrics and Gynaecology	Raigmore Hospital	ST			Lime									3
Occupational Medicine	Raigmore Hospital	ST												2
<i>Occupational Medicine</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—				Green	—		—				6
Old Age Psychiatry	Argyll and Bute Hospital	GPST												1
<i>Old Age Psychiatry</i>	<i>Argyll and Bute Hospital</i>	<i>GPST</i>												1
Old Age Psychiatry	Caithness General Hospital	GPST												1
<i>Old Age Psychiatry</i>	<i>Caithness General Hospital</i>	<i>GPST</i>												2
Old Age Psychiatry	New Craigs Hospital	Core												2
<i>Old Age Psychiatry</i>	<i>New Craigs Hospital</i>	<i>Core</i>												4
Ophthalmology	Raigmore Hospital	ST												1
<i>Ophthalmology</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—					—		—				8

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Otolaryngology	Raigmore Hospital	Core												2
<i>Otolaryngology</i>	<i>Raigmore Hospital</i>	<i>Core</i>	—					—		—				5
Otolaryngology	Raigmore Hospital	Foundation												5
Otolaryngology	Raigmore Hospital	ST												2
<i>Otolaryngology</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—					—		—				6
Paediatrics	Raigmore Hospital	Foundation												5
Paediatrics	Raigmore Hospital	GPST	—			—	—	—		—				11
Paediatrics	Raigmore Hospital	ST	▼			—	—	▼		—				10
Palliative medicine	Highland Hospice	GPST												1
<i>Palliative medicine</i>	<i>Highland Hospice</i>	<i>GPST</i>	—					—		—				6
<i>Palliative medicine</i>	<i>Highland Hospice</i>	<i>ST</i>												1
Psychiatry of Learning Disability	New Craigs Hospital	Core												2
<i>Psychiatry of Learning Disability</i>	<i>New Craigs Hospital</i>	<i>Core</i>												2
Psychotherapy	New Craigs Hospital	Core												2
<i>Psychotherapy</i>	<i>New Craigs Hospital</i>	<i>Core</i>												2
Public health medicine	NHS Highland	ST												2
<i>Public health medicine</i>	<i>NHS Highland</i>	<i>ST</i>												3
Rehabilitation Psychiatry	New Craigs Hospital	Core												1
<i>Rehabilitation Psychiatry</i>	<i>New Craigs Hospital</i>	<i>Core</i>												1
Renal Medicine	Raigmore Hospital	Foundation												2

The methodology used to create these reports is explained in the non-technical and technical reports. The results are benchmarked against the results from trainees at a similar level of training in corresponding specialties, these are set out in the list of benchmark groups. If you wish to view the methodology reports and/or benchmark groups, please email [DeaneryQualityManagement@nes.scot.nhs.uk](mailto:DeaneryQualityManagement@nes.scot.nhs.uk) "Significant Change Indicators" (▲ or ▼) show a 95% significant change in the mean score for a unit and do not indicate a change in outcome. Rows in italics and blue contain aggregated 2021-2023 results. During the 2022-23 surveys, new questions were piloted which included areas covering equality, diversity, inclusivity and discrimination. Analysis of this new information is ongoing.

Green	Performing well for this indicator
Lime	Performing above average for this indicator
White	Performing is about average for this indicator
Pink	Performing below average for this indicator
Red	Performing poorly in this indicator
Grey	N<3
▲	Significant improvement in mean score since previous year
▼	Significant deterioration in mean score since previous year
—	No significant change in mean score

Post Specialty	Site	Level	Clinical Supervision	Educational Environment & Teaching	Equality & Inclusivity	Handover	Induction	Team Culture	Wellbeing Support	Workload	Catering Facilities	Rest Facilities	Travel	Number of Responses
Renal Medicine	Raigmore Hospital	IMT												3
Respiratory Medicine	Raigmore Hospital	Foundation												1
<i>Respiratory Medicine</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—					—		—				5
Respiratory Medicine	Raigmore Hospital	IMT												3
Respiratory Medicine	Raigmore Hospital	ST												5
Stroke Medicine	Raigmore Hospital	Foundation												1
<i>Stroke Medicine</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>												2
Trauma and Orthopaedic Surgery	Raigmore Hospital	Foundation	▼			—	—	—		▼				11
Trauma and Orthopaedic Surgery	Raigmore Hospital	GPST												1
<i>Trauma and Orthopaedic Surgery</i>	<i>Raigmore Hospital</i>	<i>GPST</i>	—					—		—				5
Trauma and Orthopaedic Surgery	Raigmore Hospital	ST	—			—	—	—		—				4
<i>Upper Gastro-intestinal Surgery</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>												1
Urology	Raigmore Hospital	ST												1
<i>Urology</i>	<i>Raigmore Hospital</i>	<i>ST</i>												2

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