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Post Specialty	Site	Level	Clinical Supervision	Educational Environment	Handover	Induction	Teaching	Team Culture	Workload	Number of Responses
Academic	Raigmore Hospital	Foundation								2
<i>Academic</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>								5
<i>Acute Internal Medicine</i>	<i>43 Southside Road</i>	<i>Foundation</i>								1
<i>Acute Internal Medicine</i>	<i>Belford Hospital</i>	<i>Foundation</i>								1
<i>Acute Internal Medicine</i>	<i>Caithness General Hospital</i>	<i>GPST</i>								1
Acute Internal Medicine	Raigmore Hospital	Core								3
<i>Acute Internal Medicine</i>	<i>Raigmore Hospital</i>	<i>Core</i>	—	—	—	—	—	—	—	8
Acute Internal Medicine	Raigmore Hospital	Foundation	—	—	—	—	—	—	—	7
<i>Acute Internal Medicine</i>	<i>Raigmore Hospital</i>	<i>GPST</i>								2
Anaesthetics	Raigmore Hospital	Core	—	—	▲	▲	—	▲	▲	6
Anaesthetics	Raigmore Hospital	Foundation								1
<i>Anaesthetics</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	6
Anaesthetics	Raigmore Hospital	ST								4
<i>Anaesthetics</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—	—	—	—	—	—	—	10
Breast Surgery	Raigmore Hospital	ST								1
<i>Breast Surgery</i>	<i>Raigmore Hospital</i>	<i>ST</i>								3
Cardiology	Raigmore Hospital	Core								1
<i>Cardiology</i>	<i>Raigmore Hospital</i>	<i>Core</i>								1
<i>Cardiology</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>								3
<i>Cardiology</i>	<i>Raigmore Hospital</i>	<i>ST</i>								4
<i>Child &amp; Adolescent Psychiatry</i>	<i>New Craigs Hospital</i>	<i>Core</i>								2
Clinical Oncology	Raigmore Hospital	Foundation								1
<i>Clinical Oncology</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>								1

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Post Specialty	Site	Level	Clinical Supervision	Educational Environment	Handover	Induction	Teaching	Team Culture	Workload	Number of Responses
<i>Clinical Radiology</i>	<i>Raigmore Hospital</i>	<i>ST</i>								4
<i>Colorectal Surgery</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>								2
<i>Colorectal Surgery</i>	<i>Raigmore Hospital</i>	<i>ST</i>								1
Community Child Health	Raigmore Hospital	GPST								1
<i>Community Child Health</i>	<i>Raigmore Hospital</i>	<i>GPST</i>								4
Community Child Health	Raigmore Hospital	ST								1
<i>Community Child Health</i>	<i>Raigmore Hospital</i>	<i>ST</i>								4
<i>Emergency Medicine</i>	<i>Belford Hospital</i>	<i>Foundation</i>								1
Emergency Medicine	Belford Hospital	GPST								2
<i>Emergency Medicine</i>	<i>Belford Hospital</i>	<i>GPST</i>								5
Emergency Medicine	Caithness General Hospital	Foundation								1
<i>Emergency Medicine</i>	<i>Caithness General Hospital</i>	<i>Foundation</i>								1
Emergency Medicine	Raigmore Hospital	Core								1
<i>Emergency Medicine</i>	<i>Raigmore Hospital</i>	<i>Core</i>								2
Emergency Medicine	Raigmore Hospital	GPST	—	—	▲	—	—	—	▲	7
Emergency Medicine	Raigmore Hospital	ST								1
<i>Emergency Medicine</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—	—	—	—	—	—	—	6
<i>Endocrinology &amp; Diabetes</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>								1
Endocrinology & Diabetes	Raigmore Hospital	ST								1
<i>Endocrinology &amp; Diabetes</i>	<i>Raigmore Hospital</i>	<i>ST</i>								2
<i>Foundation</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>								1
<i>Gastroenterology</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>								1
Gastroenterology	Raigmore Hospital	ST								1

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Post Specialty	Site	Level	Clinical Supervision	Educational Environment	Handover	Induction	Teaching	Team Culture	Workload	Number of Responses
<i>Gastroenterology</i>	<i>Raigmore Hospital</i>	<i>ST</i>								1
<i>General Dentistry</i>	<i>New Craigs Hospital</i>	<i>Dental</i>								1
<i>General Dentistry</i>	<i>NHS Highland</i>	<i>Dental</i>								1
General Internal Medicine	Belford Hospital	Foundation	▼	—	—	—	—	—	—	5
General Internal Medicine	Belford Hospital	GPST								2
<i>General Internal Medicine</i>	<i>Belford Hospital</i>	<i>GPST</i>	—	—	—	—	—	—	—	6
General Internal Medicine	Caithness General Hospital	Foundation		Green	Green		Green	Lime	Green	5
General Internal Medicine	Caithness General Hospital	GPST								1
<i>General Internal Medicine</i>	<i>Caithness General Hospital</i>	<i>GPST</i>								3
General Internal Medicine	Lorn & Islands Hospital	Foundation								5
General Internal Medicine	Lorn & Islands Hospital	GPST								1
<i>General Internal Medicine</i>	<i>Lorn &amp; Islands Hospital</i>	<i>GPST</i>								4
General Internal Medicine	Raigmore Hospital	Core								3
<i>General Internal Medicine</i>	<i>Raigmore Hospital</i>	<i>Core</i>	—	—	—	—	—	—	—	18
General Internal Medicine	Raigmore Hospital	Foundation	▼	▼	Red	Red	—	▼	▼	17
General Internal Medicine	Raigmore Hospital	GPST								2
<i>General Internal Medicine</i>	<i>Raigmore Hospital</i>	<i>GPST</i>	—	—	—	—	—	—	—	10
General Internal Medicine	Raigmore Hospital	ST								1
<i>General Internal Medicine</i>	<i>Raigmore Hospital</i>	<i>ST</i>								4
General Practice	43 Southside Road	Foundation								1
<i>General Practice</i>	<i>43 Southside Road</i>	<i>Foundation</i>								3
General Practice	Aultbea/Gairloch Med Practice	GPST								1
<i>General Practice</i>	<i>Aultbea/Gairloch Med Practice</i>	<i>GPST</i>								3

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Post Specialty	Site	Level	Clinical Supervision	Educational Environment	Handover	Induction	Teaching	Team Culture	Workload	Number of Responses
General Practice	Aviemore Health Centre	Foundation								1
<i>General Practice</i>	<i>Aviemore Health Centre</i>	<i>Foundation</i>								3
General Practice	Aviemore Health Centre	GPST								2
<i>General Practice</i>	<i>Aviemore Health Centre</i>	<i>GPST</i>	—	—		—	—	—	—	5
General Practice	Cairn Medical Practice	GPST								3
<i>General Practice</i>	<i>Cairn Medical Practice</i>	<i>GPST</i>	—	—		—	—	—	—	8
<i>General Practice</i>	<i>Craig Nevis Surgery - Fort William</i>	<i>Foundation</i>								3
<i>General Practice</i>	<i>Craig Nevis Surgery - Fort William</i>	<i>GPST</i>								3
<i>General Practice</i>	<i>Crown Medical Practice</i>	<i>GPST</i>								3
General Practice	Croyard Road - Beaully	GPST								1
<i>General Practice</i>	<i>Croyard Road - Beaully</i>	<i>GPST</i>								3
<i>General Practice</i>	<i>Culloden Medical Practice</i>	<i>GPST</i>								2
General Practice	Culloden Surgery	GPST								1
<i>General Practice</i>	<i>Culloden Surgery</i>	<i>GPST</i>								2
General Practice	Dornoch Medical Practice	GPST								1
<i>General Practice</i>	<i>Dornoch Medical Practice</i>	<i>GPST</i>								1
General Practice	Dr McLachlan & Partners	GPST								2
<i>General Practice</i>	<i>Dr McLachlan &amp; Partners</i>	<i>GPST</i>								5
General Practice	Fairfield Medical Practice	GPST								2
<i>General Practice</i>	<i>Fairfield Medical Practice</i>	<i>GPST</i>								5
<i>General Practice</i>	<i>Glen Mor Medical Practice - Fort William</i>	<i>GPST</i>								3
General Practice	Grantown On Spey Health Centre	GPST								1
<i>General Practice</i>	<i>Grantown On Spey Health Centre</i>	<i>GPST</i>								3

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Post Specialty	Site	Level	Clinical Supervision	Educational Environment	Handover	Induction	Teaching	Team Culture	Workload	Number of Responses
General Practice	Kingsmills Medical Practice	Foundation								1
<i>General Practice</i>	<i>Kingsmills Medical Practice</i>	<i>Foundation</i>								3
General Practice	Kingsmills Medical Practice	GPST								1
<i>General Practice</i>	<i>Kingsmills Medical Practice</i>	<i>GPST</i>								4
General Practice	Kingussie Medical Practice	GPST								1
<i>General Practice</i>	<i>Kingussie Medical Practice</i>	<i>GPST</i>								4
General Practice	Kinmylies Medical Practice	Foundation								3
<i>General Practice</i>	<i>Kinmylies Medical Practice</i>	<i>Foundation</i>	—	—		—	—	—	—	7
<i>General Practice</i>	<i>Kinmylies Medical Practice</i>	<i>GPST</i>								2
<i>General Practice</i>	<i>Kyle Medical Practice</i>	<i>GPST</i>								2
General Practice	Loch Ness East And Strathnairn - Foyers	Foundation								1
<i>General Practice</i>	<i>Loch Ness East And Strathnairn - Foyers</i>	<i>Foundation</i>								1
General Practice	Lorn Medical Centre	GPST								2
<i>General Practice</i>	<i>Lorn Medical Centre</i>	<i>GPST</i>	—	—		—	—	—	—	6
General Practice	Nairn Healthcare Group	Foundation								1
<i>General Practice</i>	<i>Nairn Healthcare Group</i>	<i>Foundation</i>								4
General Practice	Nairn Healthcare Group	GPST								2
<i>General Practice</i>	<i>Nairn Healthcare Group</i>	<i>GPST</i>								5
<i>General Practice</i>	<i>Portree Medical Practice</i>	<i>GPST</i>								2
General Practice	Riverside Medical Practice	Foundation								1
<i>General Practice</i>	<i>Riverside Medical Practice</i>	<i>Foundation</i>								3
General Practice	Riverside Medical Practice	GPST								2
<i>General Practice</i>	<i>Riverside Medical Practice</i>	<i>GPST</i>	—	—		—	—	—	—	6

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Post Specialty	Site	Level	Clinical Supervision	Educational Environment	Handover	Induction	Teaching	Team Culture	Workload	Number of Responses
General Practice	Tain & Fearn Area Med Practice	GPST								1
<i>General Practice</i>	<i>Tain &amp; Fearn Area Med Practice</i>	<i>GPST</i>								4
General Practice	Taynuilt Medical Practice	GPST								1
<i>General Practice</i>	<i>Taynuilt Medical Practice</i>	<i>GPST</i>								2
<i>General Practice</i>	<i>The Aird Medical Practice - Beauly</i>	<i>GPST</i>								2
General Practice	Thurso & Halkirk Medical Practice	GPST								1
<i>General Practice</i>	<i>Thurso &amp; Halkirk Medical Practice</i>	<i>GPST</i>								1
General Practice	Tweeddale Medical Practice - Fort William	Foundation								2
<i>General Practice</i>	<i>Tweeddale Medical Practice - Fort William</i>	<i>Foundation</i>								5
<i>General Practice</i>	<i>Tweeddale Medical Practice - Fort William</i>	<i>GPST</i>								1
General Psychiatry	Argyll and Bute Hospital	Core								2
<i>General Psychiatry</i>	<i>Argyll and Bute Hospital</i>	<i>Core</i>	—	—	—	—	—	—	—	9
<i>General Psychiatry</i>	<i>Argyll and Bute Hospital</i>	<i>Foundation</i>	—	—	—		—	—	—	5
<i>General Psychiatry</i>	<i>Argyll and Bute Hospital</i>	<i>GPST</i>								3
<i>General Psychiatry</i>	<i>Caithness General Hospital</i>	<i>GPST</i>								3
<i>General Psychiatry</i>	<i>Lochgilphead Medical Centre</i>	<i>Foundation</i>								1
<i>General Psychiatry</i>	<i>New Craigs Hospital</i>	<i>Core</i>	—	—	—	—	▼	—	—	5
General Psychiatry	New Craigs Hospital	Foundation								2
<i>General Psychiatry</i>	<i>New Craigs Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	11
General Psychiatry	New Craigs Hospital	GPST								1
<i>General Psychiatry</i>	<i>New Craigs Hospital</i>	<i>GPST</i>	—	—	—	—	—	—	—	17
General Psychiatry	New Craigs Hospital	ST								1
<i>General Psychiatry</i>	<i>New Craigs Hospital</i>	<i>ST</i>	—	—	—	—	—	—	—	5

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Post Specialty	Site	Level	Clinical Supervision	Educational Environment	Handover	Induction	Teaching	Team Culture	Workload	Number of Responses
General Surgery	Belford Hospital	Foundation								1
<i>General Surgery</i>	<i>Belford Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	5
General Surgery	Belford Hospital	GPST								1
<i>General Surgery</i>	<i>Belford Hospital</i>	<i>GPST</i>	—	—	—	—	—	—	—	5
General Surgery	Caithness General Hospital	Foundation								2
<i>General Surgery</i>	<i>Caithness General Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	6
<i>General Surgery</i>	<i>Caithness General Hospital</i>	<i>GPST</i>								1
General Surgery	Lorn & Islands Hospital	Foundation	—	—	▼	▼	—	—	—	5
<i>General Surgery</i>	<i>Lorn &amp; Islands Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	20
General Surgery	Lorn & Islands Hospital	GPST								1
<i>General Surgery</i>	<i>Lorn &amp; Islands Hospital</i>	<i>GPST</i>	—	—	—	—	—	—	—	6
General Surgery	Raigmore Hospital	Core								1
<i>General Surgery</i>	<i>Raigmore Hospital</i>	<i>Core</i>								3
General Surgery	Raigmore Hospital	Foundation	▼	—	—	—	—	—	—	10
<i>General Surgery</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	47
General Surgery	Raigmore Hospital	ST	—	—	—	—	—	—	—	6
<i>General Surgery</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—	—	—	—	—	—	—	26
<i>Geriatric Medicine</i>	<i>County Community Hospital Invergordon</i>	<i>GPST</i>								4
<i>Geriatric Medicine</i>	<i>Raigmore Hospital</i>	<i>Core</i>								2
<i>Geriatric Medicine</i>	<i>Raigmore Hospital</i>	<i>Core</i>								4
<i>Geriatric Medicine</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>								2
<i>Geriatric Medicine</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	10
<i>Geriatric Medicine</i>	<i>Raigmore Hospital</i>	<i>ST</i>								1

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Haematology	Raigmore Hospital	Foundation								2
<i>Haematology</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	8
<i>Histopathology</i>	<i>Raigmore Hospital</i>	<i>ST</i>								4
<i>Hospital Dental Service</i>	<i>NHS Highland</i>	<i>Dental</i>								1
<i>Hospital Dental Service</i>	<i>Raigmore Hospital</i>	<i>Dental</i>								1
Obstetrics & Gynaecology	Raigmore Hospital	Foundation	—	—	—	—	—	▼	—	5
<i>Obstetrics &amp; Gynaecology</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	21
Obstetrics & Gynaecology	Raigmore Hospital	GPST								2
<i>Obstetrics &amp; Gynaecology</i>	<i>Raigmore Hospital</i>	<i>GPST</i>	—	—	—	▼	—	—	—	8
Obstetrics & Gynaecology	Raigmore Hospital	ST								2
<i>Obstetrics &amp; Gynaecology</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—	—	—	—	—	—	—	6
<i>Old Age Psychiatry</i>	<i>New Craigs Hospital</i>	<i>Core</i>								2
Ophthalmology	Raigmore Hospital	ST								2
<i>Ophthalmology</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—	—	—	—	—	—	—	6
<i>Oral Surgery</i>	<i>NHS Highland</i>	<i>Dental</i>								1
<i>Otolaryngology</i>	<i>Raigmore Hospital</i>	<i>Core</i>								4
Otolaryngology	Raigmore Hospital	Foundation								4
<i>Otolaryngology</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—	—	▲	—	—	—	—	11
Otolaryngology	Raigmore Hospital	ST								2
<i>Otolaryngology</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—	—	—	—	—	—	—	5
Paediatrics	Raigmore Hospital	Foundation								3
<i>Paediatrics</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	10
Paediatrics	Raigmore Hospital	GPST								3

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<i>Paediatrics</i>	<i>Raigmore Hospital</i>	<i>GPST</i>	—	—	—	—	—	—	—	21
Paediatrics	Raigmore Hospital	ST	—	—	—	—	—	—	—	4
<i>Paediatrics</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—	—	—	—	—	—	—	20
Palliative Medicine	Highland Hospice	GPST	—	—	—	—	—	—	—	1
<i>Palliative Medicine</i>	<i>Highland Hospice</i>	<i>GPST</i>	—	—	—	—	—	—	—	5
<i>Psychiatry of Learning Disability</i>	<i>New Craigs Hospital</i>	<i>ST</i>	—	—	—	—	—	—	—	1
<i>Psychotherapy</i>	<i>New Craigs Hospital</i>	<i>Core</i>	—	—	—	—	—	—	—	3
<i>Public Dental Service</i>	<i>NHS Highland</i>	<i>Dental</i>	—	—	—	—	—	—	—	2
<i>Public Dental Service</i>	<i>Robertson Health Centre</i>	<i>Dental</i>	—	—	—	—	—	—	—	1
<i>Public health medicine</i>	<i>NHS Highland</i>	<i>ST</i>	—	—	—	—	—	—	—	3
<i>Rehabilitation Psychiatry</i>	<i>New Craigs Hospital</i>	<i>Core</i>	—	—	—	—	—	—	—	2
Renal Medicine	Raigmore Hospital	Core	—	—	—	—	—	—	—	1
<i>Renal Medicine</i>	<i>Raigmore Hospital</i>	<i>Core</i>	—	—	—	—	—	—	—	3
Renal Medicine	Raigmore Hospital	Foundation	—	—	—	—	—	—	—	1
<i>Renal Medicine</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	2
Respiratory Medicine	Raigmore Hospital	Foundation	—	—	—	—	—	—	—	2
<i>Respiratory Medicine</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	14
<i>Respiratory Medicine</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—	—	—	—	—	—	—	1
Stroke Medicine	Raigmore Hospital	Foundation	—	—	—	—	—	—	—	1
<i>Stroke Medicine</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	4
Trauma and Orthopaedics	Raigmore Hospital	Foundation	—	—	—	▼	—	—	▼	5
<i>Trauma and Orthopaedics</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	24
Trauma and Orthopaedics	Raigmore Hospital	ST	—	—	—	—	—	—	—	3

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](#). “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 coloured blue contain aggregated 2017 to 2019 results.

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<5
▲	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	Handover	Induction	Teaching	Team Culture	Workload	Number of Responses
<i>Trauma and Orthopaedics</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—	—	—	—	—	—	—	17
<i>Upper Gastro-intestinal Surgery</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>								1
<i>Urology</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>								1
<i>Urology</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>								4
<i>Urology</i>	<i>Raigmore Hospital</i>	<i>ST</i>								1
<i>Vascular Surgery</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>								3
<i>Vascular Surgery</i>	<i>Raigmore Hospital</i>	<i>ST</i>								1

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