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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												1
<i>Academic</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—	—	—		—	—	—		—	—	—	6
<i>Academic (FY)</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>												1
<i>Acute Internal Medicine</i>	<i>Caithness General Hospital</i>	<i>IMT</i>												1
<i>Acute Internal Medicine</i>	<i>Raigmore Hospital</i>	<i>Core</i>	—	—	—	—	—	—	—	—	—	—	—	5
<i>Acute Internal Medicine</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>												2
<i>Acute Internal Medicine</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	—	—	—	—	39
<i>Acute Internal Medicine</i>	<i>Raigmore Hospital</i>	<i>IMT</i>	—	—	—	—	—	—	—	—	—	—	▼	6
<i>Acute Internal Medicine</i>	<i>Raigmore Hospital</i>	<i>ST</i>												2
<i>Acute Internal Medicine</i>	<i>Raigmore Hospital</i>	<i>ST</i>												4
<i>Anaesthetics</i>	<i>Raigmore Hospital</i>	<i>Core</i>	—	—	—	—	—	—	—	—	—	—	—	12
<i>Anaesthetics</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>												1
<i>Anaesthetics</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	—	—	—	—	7
<i>Anaesthetics</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—	—	—	—	—	—	—	—	—	—	—	4
<i>Breast Surgery</i>	<i>Raigmore Hospital</i>	<i>ST</i>												1
<i>Breast Surgery</i>	<i>Raigmore Hospital</i>	<i>ST</i>												1
<i>Cardiology</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>												1
<i>Cardiology</i>	<i>Raigmore Hospital</i>	<i>IMT</i>												1
<i>Cardiology</i>	<i>Raigmore Hospital</i>	<i>IMT</i>	—	—	—	—	—	—	—	—	—	—	—	5
<i>Cardiology</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—	—	—	—	—	—	—	—	—	—	—	3

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<i>Child &amp; Adolescent Psychiatry</i>	<i>New Craigs Hospital</i>	<i>Core</i>												2
<i>Clinical Oncology</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	—	—	—	—	3
Clinical Radiology	Raigmore Hospital	ST												2
<i>Clinical Radiology</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—	—	—		—	—	—	—	—	—	—	11
Colorectal Surgery	Raigmore Hospital	ST												1
<i>Colorectal Surgery</i>	<i>Raigmore Hospital</i>	<i>ST</i>												2
<i>Dermatology</i>	<i>Raigmore Hospital</i>	<i>IMT</i>												1
<i>Emergency Medicine</i>	<i>Belford Hospital</i>	<i>GPST</i>	—	—	—	—	—	—	—	—	—	—	—	4
<i>Emergency Medicine</i>	<i>Raigmore Hospital</i>	<i>Core</i>	—	—	—	—	—	—	—	—	—	—	—	4
<i>Emergency Medicine</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—	—	—			—	—	—	—	—	—	3
Emergency Medicine	Raigmore Hospital	GPST	—	—	—	—	—	—	—	▲	—	▲	—	6
<i>Emergency Medicine</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—	—	—	—	—	—	—	—	—	—	—	3
Endocrinology and Diabetes Mellitus	Raigmore Hospital	IMT												1
<i>Endocrinology and Diabetes Mellitus</i>	<i>Raigmore Hospital</i>	<i>IMT</i>	—	—	—	—	—	—	—	—	—	—	—	7
Endocrinology and Diabetes Mellitus	Raigmore Hospital	ST												1
<i>Endocrinology and Diabetes Mellitus</i>	<i>Raigmore Hospital</i>	<i>ST</i>												2
<i>Gastroenterology</i>	<i>Raigmore Hospital</i>	<i>IMT</i>	—	—	—	—	—	—	—	—	—	—	—	5
<i>Gastroenterology</i>	<i>Raigmore Hospital</i>	<i>ST</i>												1
General (Internal) Medicine	Belford Hospital	Foundation												7
<i>General (Internal) Medicine</i>	<i>Belford Hospital</i>	<i>GPST</i>	—	—	—	—	—	—	—	—	—	—	—	3

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General (Internal) Medicine	Caithness General Hospital	Foundation												2
<i>General (Internal) Medicine</i>	<i>Caithness General Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	—	—	—	—	10
<i>General (Internal) Medicine</i>	<i>Caithness General Hospital</i>	<i>GPST</i>												1
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>	—	—	—	—	—	—	—	—	—	—	—	4
General (Internal) Medicine	Raigmore Hospital	Foundation	—	—	—	▼	—	—	—	—	—	—	—	20
General (Internal) Medicine	Raigmore Hospital	GPST												1
<i>General (Internal) Medicine</i>	<i>Raigmore Hospital</i>	<i>GPST</i>	—	—	—	—	—	—	—	—	—	—	—	9
General (Internal) Medicine	Raigmore Hospital	IMT												1
<i>General (Internal) Medicine</i>	<i>Raigmore Hospital</i>	<i>IMT</i>	—			—		—		—			—	3
General (Internal) Medicine	Raigmore Hospital	ST	—	—	—	—		—	—	—	—	—	—	3
<i>General Practice</i>	<i>Aultbea/Gairloch Med Practice</i>	<i>GPST</i>												1
General Practice	Aviemore Medical Practice	GPST												1
<i>General Practice</i>	<i>Aviemore Medical Practice</i>	<i>GPST</i>	—	—	—	—	—	—	—	—	—	—	—	6
General Practice	Cairn Medical Practice	GPST												2
<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>	—				—	—	—	—	—			3
<i>General Practice</i>	<i>Craig Nevis Surgery - Fort William</i>	<i>GPST</i>												1

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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
General Practice	Crown Medical Practice	GPST												2
General Practice	Croyard Road - Beauly	Foundation												2
General Practice	Croyard Road - Beauly	Foundation	—	—	—		—	—	—	—	—	—	—	8
General Practice	Croyard Road - Beauly	GPST	—	—	—		—	—	—	—	—	—	—	3
General Practice	Culloden Surgery	GPST	—	—	—		—	—	—	—	—	—	—	4
General Practice	Dingwall Medical Group	GPST												1
General Practice	Dingwall Medical Group	GPST												3
General Practice	Dornoch Medical Practice	GPST												1
General Practice	Dornoch Medical Practice	GPST	—	—	—		—	—	—	—	—	—	—	5
General Practice	Dr McLachlan & Partners	GPST												1
General Practice	Dr McLachlan & Partners	GPST	—	—	—	—	—	—	—	—	—	—	—	10
General Practice	Fairfield Medical Practice	GPST												2
General Practice	Fairfield Medical Practice	GPST	—	—	—	—	—	—	—	—	—	—	—	5
General Practice	Fortrose Medical Practice	GPST												2
General Practice	Grantown-On-Spey Medical Practice	Foundation	—	—	—	—	—	—	—	—	—	—	—	5
General Practice	Grantown-On-Spey Medical Practice	GPST												1
General Practice	Grantown-On-Spey Medical Practice	GPST	—	—	—	—	—	—	—	—	—	—	—	7
General Practice	Kingsmills Medical Practice	GPST												1
General Practice	Kingsmills Medical Practice	GPST												2
General Practice	Kingussie Medical Practice	GPST												1

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General Practice	Kingussie Medical Practice	GPST	—	—	—	—	—	—	—	—	—	—	—	7
General Practice	Kinmylies Medical Practice	Foundation												2
General Practice	Kinmylies Medical Practice	Foundation	—	—	—	—	—	—	—	—	—	—	—	6
General Practice	Kinmylies Medical Practice	GPST												1
General Practice	Kinmylies Medical Practice	GPST	—	—	—		—	—	—	—	—	—	—	5
General Practice	Lochgilphead Medical Centre	GPST												1
General Practice	Lochgilphead Medical Centre	GPST												1
General Practice	Lorn Medical Centre	GPST												1
General Practice	Lorn Medical Centre	GPST	—	—	—		—	—	—	—	—	—	—	4
General Practice	Nairn Healthcare Group	Foundation												2
General Practice	Nairn Healthcare Group	Foundation	—	—		—	—	—		—				3
General Practice	Nairn Healthcare Group	GPST			—		—					—		3
General Practice	Portree Medical Practice	GPST												1
General Practice	Portree Medical Practice	GPST												2
General Practice	Riverside Medical Practice	GPST												1
General Practice	Riverside Medical Practice	GPST	—	—	—		—	—	—	—	—	—	—	11
General Practice	Southside Road Surgery	Foundation												2
General Practice	Tain & Fearn Area Med Practice	GPST												1
General Practice	Tain & Fearn Area Med Practice	GPST	—	—	—		—	—	—	—	—	—	—	7
General Practice	Taynuilt Medical Practice	GPST												1

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General Practice	Taynuilt Medical Practice	GPST	—	—	—	—	—	—	—	—	—	—	—	7
General Practice	The Aird Medical Practice - Beauly	Foundation	—	—	—	—	—	—	—	—	—	—	—	1
General Practice	The Aird Medical Practice - Beauly	Foundation	—	—	—	—	—	—	—	—	—	—	—	3
General Practice	The Aird Medical Practice - Beauly	GPST	—	—	—	—	—	—	—	—	—	—	—	6
General Practice	Thurso & Halkirk Medical Practice	GPST	—	—	—	—	—	—	—	—	—	—	—	3
General Practice	Tweeddale Medical Practice	Foundation	—	—	—	—	—	—	—	—	—	—	—	2
General Practice	Tweeddale Medical Practice	GPST	—	—	—	—	—	—	—	—	—	—	—	4
General Practice	Tweeddale Medical Practice (Fort William)	GPST	—	—	—	—	—	—	—	—	—	—	—	2
General Practice	Tweeddale Medical Practice (Fort William)	GPST	—	—	—	—	—	—	—	—	—	—	—	4
General Psychiatry	Argyll and Bute Hospital	Core	—	—	—	—	—	—	—	—	—	—	—	1
General Psychiatry	Argyll and Bute Hospital	Core	—	—	—	—	—	—	—	—	—	—	—	10
General Psychiatry	Argyll and Bute Hospital	Foundation	—	—	—	—	—	—	—	—	—	—	—	3
General Psychiatry	Argyll and Bute Hospital	GPST	—	—	—	—	—	—	—	—	—	—	—	1
General Psychiatry	Argyll and Bute Hospital	GPST	—	—	—	—	—	—	—	—	—	—	—	6
General Psychiatry	Caithness General Hospital	GPST	—	—	—	—	—	—	—	—	—	—	—	1
General Psychiatry	Mid Argyll Community Hospital and Integrated Car	Foundation	—	—	—	—	—	—	—	—	—	—	—	1
General Psychiatry	Mid Argyll Community Hospital and Integrated Car	Foundation	—	—	—	—	—	—	—	—	—	—	—	2
General Psychiatry	New Craigs Hospital	Core	—	—	—	—	—	—	—	—	—	—	—	4
General Psychiatry	New Craigs Hospital	Foundation	—	▼	▼	—	—	—	—	—	—	—	—	8
General Psychiatry	New Craigs Hospital	GPST	—	—	—	—	—	—	—	—	—	—	—	2

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<i>General Psychiatry</i>	<i>New Craigs Hospital</i>	<i>GPST</i>	—	—	—	—	—	—	—	—	—	—	—	19
General Psychiatry	New Craigs Hospital	ST												2
<i>General Psychiatry</i>	<i>New Craigs Hospital</i>	<i>ST</i>	—	—	—	—	—	—	—	—	—	—	—	5
General Surgery	Belford Hospital	Core												1
<i>General Surgery</i>	<i>Belford Hospital</i>	<i>Core</i>	—	—	—	—	—	—	—	—	—	—	—	4
General Surgery	Belford Hospital	Foundation												1
<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>	—	—	—	—	—	—	—	—	—	—	—	7
General Surgery	Caithness General Hospital	Foundation												3
General Surgery	Lorn & Islands Hospital	Foundation												3
<i>General Surgery</i>	<i>Lorn &amp; Islands Hospital</i>	<i>GPST</i>	—	—	—	—	—	—	—	—	—	—	—	5
General Surgery	Raigmore Hospital	Core												1
<i>General Surgery</i>	<i>Raigmore Hospital</i>	<i>Core</i>	—	—	—	—	—	—	—	—	—	—	—	4
General Surgery	Raigmore Hospital	Foundation	—	—	—	—	—	—	—	—	—	—	—	20
General Surgery	Raigmore Hospital	ST												3
Geriatric Medicine	County Community Hospital Invergordon	GPST												1
<i>Geriatric Medicine</i>	<i>County Community Hospital Invergordon</i>	<i>GPST</i>												2
Geriatric Medicine	Raigmore Hospital	Foundation												1
<i>Geriatric Medicine</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	—	—	—	—	5

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<i>Geriatric Medicine</i>	<i>Raigmore Hospital</i>	<i>IMT</i>	—	—	—	—	—	—	—	—	—	—	—	11
<i>Geriatric Medicine</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—	—	—	—	—	—	—	—	—	—	—	9
<i>Haematology</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	—	—	—	—	4
Infectious Diseases	Raigmore Hospital	Foundation												1
<i>Infectious Diseases</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>												2
Intensive Care Medicine	Raigmore Hospital	Core												1
<i>Intensive Care Medicine</i>	<i>Raigmore Hospital</i>	<i>Core</i>	—	—	—	—	—	—	—	—	—	—	—	6
<i>Intensive Care Medicine</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>												1
Intensive Care Medicine	Raigmore Hospital	IMT												3
<i>Medical Microbiology</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>												1
Obstetrics and Gynaecology	Raigmore Hospital	Foundation	—	—	—	—	—	—	—	—	—	—	—	4
Obstetrics and Gynaecology	Raigmore Hospital	GPST												1
<i>Obstetrics and Gynaecology</i>	<i>Raigmore Hospital</i>	<i>GPST</i>	—	—	—	—	—	—	—	—	—	—	—	8
Obstetrics and Gynaecology	Raigmore Hospital	ST	—	—	—	—	—	—	—	—	—	—	—	4
<i>Occupational Medicine</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—	—	—	—	—	—	—	—	—	—	—	3
<i>Old Age Psychiatry</i>	<i>Argyll and Bute Hospital</i>	<i>GPST</i>												2
<i>Old Age Psychiatry</i>	<i>Caithness General Hospital</i>	<i>GPST</i>	—	—	—	—	—	—	—	—	—	—	—	3
<i>Old Age Psychiatry</i>	<i>New Craigs Hospital</i>	<i>Core</i>												2
Ophthalmology	Raigmore Hospital	ST	—	—	—	—	—	—	—	—	—	—	—	3

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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
Otolaryngology	Raigmore Hospital	Core												1
<i>Otolaryngology</i>	<i>Raigmore Hospital</i>	<i>Core</i>	—	—	—	—	—	—	—	—	—	—	—	4
Otolaryngology	Raigmore Hospital	Foundation												3
Otolaryngology	Raigmore Hospital	ST												2
<i>Otolaryngology</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—	—	—	—	—	—	—	—	—	—	—	7
Paediatrics	Raigmore Hospital	Foundation	—			—								4
Paediatrics	Raigmore Hospital	GPST												1
<i>Paediatrics</i>	<i>Raigmore Hospital</i>	<i>GPST</i>	—	—	—	—	—	—	—	—	—	—	—	23
Paediatrics	Raigmore Hospital	ST	—	—	—	—	—	—	—	—	—	—	—	6
Palliative medicine	Highland Hospice	GPST												1
<i>Palliative medicine</i>	<i>Highland Hospice</i>	<i>GPST</i>	—			—	—	—		—	—		—	3
<i>Psychiatry of Learning Disability</i>	<i>New Craigs Hospital</i>	<i>Core</i>												2
<i>Psychotherapy</i>	<i>New Craigs Hospital</i>	<i>Core</i>	—	—	—	—	—	—	—	—	—	—	—	3
Public health medicine	NHS Highland	ST												2
<i>Public health medicine</i>	<i>NHS Highland</i>	<i>ST</i>	—	—	—	—	—	—	—		—	—	—	6
<i>Public health medicine</i>	<i>Raigmore Hospital</i>	<i>GPST</i>												1
<i>Rehabilitation Psychiatry</i>	<i>New Craigs Hospital</i>	<i>Core</i>												1
<i>Renal Medicine</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>												1
<i>Renal Medicine</i>	<i>Raigmore Hospital</i>	<i>IMT</i>	—	—	—	—		—	—	—	—	—	—	4
<i>Respiratory Medicine</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>												1

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▼	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
<i>Respiratory Medicine</i>	<i>Raigmore Hospital</i>	<i>IMT</i>	—	—	—	—	—	—	—	—	—	—	—	9
Respiratory Medicine	Raigmore Hospital	ST												1
<i>Respiratory Medicine</i>	<i>Raigmore Hospital</i>	<i>ST</i>	—	—	—	—	—	—	—	—	—	—	—	9
Stroke Medicine	Raigmore Hospital	Foundation												2
<i>Stroke Medicine</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	—	—	—	—	3
<i>Trauma and Orthopaedic Surgery</i>	<i>Raigmore Hospital</i>	<i>Foundation</i>	—	—	—	—	—	—	—	—	—	—	—	20
Trauma and Orthopaedic Surgery	Raigmore Hospital	GPST												1
<i>Trauma and Orthopaedic Surgery</i>	<i>Raigmore Hospital</i>	<i>GPST</i>	—	—	—	—	—	—	—	—	—	—	—	3
Trauma and Orthopaedic Surgery	Raigmore Hospital	ST	▲	▲	—	—	▲	▲	▲	—	—	—	—	8
<i>Urology</i>	<i>Raigmore Hospital</i>	<i>ST</i>												2

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