2018 NATIONAL TRAINEE SURVEY RESULTS

HAEMATOLOGY

GENERIC INDICATORS

OCTOBER 2018

Warren Lynch / Aidan Simpson
Quality Management Team
Joint Royal Colleges of Physicians Training Board







Introduction

The National Trainee Survey is an annual survey commissioned and administered by the General Medical Council (GMC). The survey has been in place since 2010.

The purpose of the survey is to gather feedback from trainees to help local education providers such as hospitals and general practices improve their training practice. It also helps postgraduate deaneries/local education and training boards (LETBs) manage training programmes, which are usually delivered across a number of different local education providers (LEPs). The GMC use red and green colour coding to highlight results that are significantly above or below the average to help identify areas for investigation.

The trainee survey is comprised of a set of generic questions which test trainees' perceptions of training providers' compliance with the GMC standards, and specialty specific questions set by Royal Colleges and Faculties which test their perceptions of the quality of delivery of the curricula. It is a unique opportunity for managers of training programmes to hear the views of their trainees.

The generic questions test trainee's perceptions of the following areas:

- Overall satisfaction
- Clinical Supervision
- Clinical Supervision (out of hours)
- Reporting Systems
- Workload
- Teamwork
- Handover
- Supportive environment
- Induction
- Adequate Experience
- Curriculum coverage
- Educational Governance
- Educational Supervision
- Feedback
- Local Teaching
- Regional Teaching
- Study Leave
- Rota Design (new for 2018)

Responses are colour coded as follows:

Below outlier
Within the lower quartile (Q1), but not a below outlier
Within the middle quartile (Q2/IQR)
Within the upper quartile (Q3), but not an above outlier
Above outlier
3 or less trainees, result not published
0 trainees completed the survey, no result

Red – The score for the indicator is significantly below the national score in the benchmark group. A score is defined as being a below outlier if it meets all of the following criteria. The upper 95% confidence limit associated with the indicator score must be below the lower 95% confidence limit of the benchmark indicator mean score. The mean of the indicator score must be below the lower quartile (Q1) score of the benchmark group.

Green - The score for the indicator is significantly above the national score in the benchmark group. A score is defined as being an above outlier if it meets all of the following criteria. % confidence limit associated with the indicator score must be above the upper 95% confidence limit of the benchmark indicator mean score. The mean of the indicator score must be above the upper quartile (Q3) score of the benchmark group.

Light Green – The confidence interval overlaps with the inter quartile range, which could indicate that trainees' perceptions are positive. Result is in the 3rd quartile, but not an above outlier for the indicator result.

Pink – The confidence interval overlaps with the inter quartile range, which could indicate that trainees' perceptions are negative. Result is in the 1st quartile, but not a below outlier for the indicator result.

White – Result is within the inter quartile range, suggesting that result for this indicator are average.

Grey – Insufficient number of respondents for the indicator result, n<3.

Yellow – There are no respondents for the indicator result.

393 Haematology (93 ST3s, 76 ST4s, 82 ST5s, 87 ST6s and 55 ST7s) completed the survey. This was an increase of 3.4% (13 trainees) on the number of trainees completing the 2017 survey. The numbers of trainees in each Deanery / LETB completing the survey were as follows:

Deanery / LETB	2017	2018
Defence Postgraduate Medical Deanery	1	0
Health Education East Midlands	20	23
Health Education East of England	16	18
Health Education N, C & E London	56	51
Health Education North East	15	13
Health Education North West	27	28
Health Education NW London	40	35
Health Education South London	43	59
Health Education South West	24	21
Health Education Thames Valley	17	17
Health Education Wessex	10	13
Health Education West Midlands	19	20
Health Education Yorkshire and the Humber	19	27
NHS Education for Scotland	43	43
Northern Ireland Medical & Dental Training Agency	13	11
Wales Deanery	17	14
Total	380	393

Executive Summary

Data was available for 37% (44/120) Trusts/Boards with Haematology trainees. Where data was available, there have been increases in the number of both red and green Trust/Board flags in comparison to the 2017 results. Red flags increased by 6 to 66 (+10%) with green flags increasing by 27 to 75 (+36%).

Handover showed the biggest 2018 increase in red flags, up from 0 to 5 compared to 2017, with Teamwork showing the biggest increase in green flags, up from 0 to 6 compared to 2017.

The indicators showing the highest number of Trusts with red or green flags compared to 2017 were:

Indicator (red flags)	No		Indicator (green flags)	No	
Regional Teaching	13	(+3)	Clinical Supervision (out of hours)	15	(+3)
Local Teaching	8	(+4)	Adequate Experience	7	(+5)
Educational Governance	6	(-1)	Handover	7	(+0)
Educational Supervision	5	(+2)	Local Teaching	6	(+1)
Handover	5	(+5)	Teamwork	6	(+6)

Of the 66 red flags recorded for all of the indicators in 2018, 97% (64/66) were in Trusts in England with 3% (2/66) Trusts in Northern Ireland. There were no red flags for Boards in Scotland or Wales.

The average of the mean scores by Deanery / LETB for Overall Satisfaction in 2017 was 81.58, up 3.60 on 2017. From a regional perspective the scores were as follows:

Quartile	Deanery / LETB	2017 Mean	2018 Mean	Difference
4	Health Education North East	83.27	87.92	+4.65
4	NHS Education for Scotland	85.51	87.72	+2.21
4	Health Education East of England	77.19	86.11	+8.92
4	Health Education East Midlands	73.65	85.39	+11.74
3	Health Education Thames Valley	83.00	84.94	+1.94
3	Wales Deanery	75.53	83.79	+8.26
3	Health Education West Midlands	80.32	83.65	+3.33
3	Health Education Wessex	78.10	81.92	+3.82
2	Health Education North West	80.04	80.57	+0.53
2	Northern Ireland Medical & Dental Training Agency	74.69	79.55	+4.86
2	Health Education North Central and East London	79.89	79.37	-0.52
2	Health Education South West	75.54	78.43	+2.89
1	Health Education Yorkshire and the Humber	74.32	77.63	+3.31
1	Health Education South London	76.93	74.20	-2.73
1	Health Education North West London	71.68	72.51	+0.83
1	Defence Postgraduate Medical Deanery	<3 trainees	<3 trainees	N/A

Increase in mean Overall Satisfaction score for 2018 compared to 2017

decrease in mean Overall Satisfaction score for 2018 compared to 2017

Trusts/Boards with highest numbers of red flags

Trust / Board	2017 red	2018 red
	flags	flags
London North West Healthcare NHS Trust	7/17 (41%)	11/18 (61%)
Imperial College Healthcare NHS Trust	4/17 (24%)	6/18 (33%)
King's College Hospital NHS Foundation Trust	2/17 (12%)	6/18 (33%)
Royal Free London NHS Foundation Trust	3/17 (18%)	6/18 (33%)
St George's University Hospitals NHS Foundation Trust	0/17 (0%)	5/18 (28%)
Royal United Hospitals Bath NHS Foundation Trust	<3 trainees	4/16 (25%)
University College London Hospitals NHS Foundation Trust	1/17 (6%)	4/18 (22%)
Nottingham University Hospitals NHS Trust	8/17 (47%)	3/18 (17%)
Barts Health NHS Trust	0/17 (0%)	2/18 (11%)
Belfast Health and Social Care Trust	2/17 (12%)	2/18 (11%)
Guy's and St Thomas' NHS Foundation Trust	3/17 (18%)	2/18 (11%)
The Christie NHS Foundation Trust	1/16 (6%)	2/17 (12%)
The Royal Marsden NHS Foundation Trust	3/17 (18%)	2/18 (11%)
West Hertfordshire Hospitals NHS Trust	0/15 (0%)	2/15 (13%)

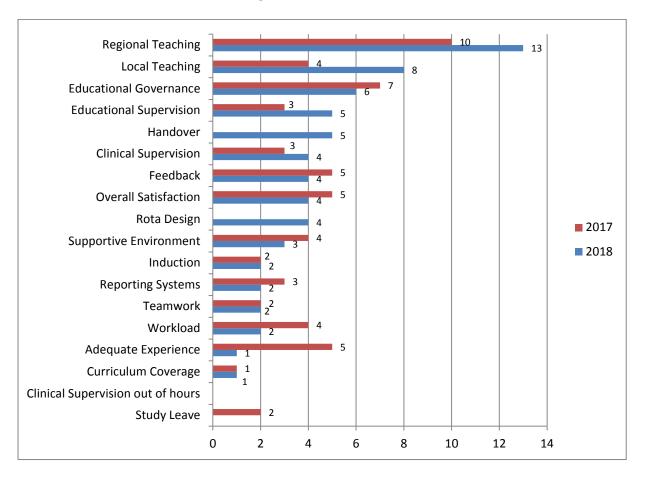
Trusts/Boards with highest numbers of green flags

Trust / Board	2017 green	2018 green
	flags	flags
Norfolk and Norwich University Hospitals NHS Foundation Trust	<3 trainees	9/16 (56%)
Tayside	0/16 (0%)	9/18 (50%)
Barking, Havering and Redbridge University Hospitals NHS Trust	0/17 (0%)	8/17 (47%)
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	5/17 (29%)	8/17 (47%)
University Hospitals of Leicester NHS Trust	1/17 (6%)	7/18 (39%)
Lothian	1/17 (6%)	5/18 (28%)
Barts Health NHS Trust	0/17 (0%)	3/18 (17%)
Lewisham and Greenwich NHS Trust	0/16 (0%)	3/18 (17%)
Birmingham Women's and Children's NHS Foundation Trust	<3 trainees	2/15 (13%)
Cardiff & Vale University Lhb	1/17 (6%)	2/18 (11%)
City Hospitals Sunderland NHS Foundation Trust	3/15 (20%)	2/16 (12%)
Grampian	5/17 (29%)	2/18 (11%)
Greater Glasgow and Clyde	1/17 (6%)	2/18 (11%)
Heart of England NHS Foundation Trust	0/16 (0%)	2/17 (12%)
Manchester University NHS Foundation Trust	0 trainees	2/18 (11%)

Results by Trust / Board

Red flags by indicator

Haematology had a total of **66 Trust / Board red flags** in the 2018 National Training Survey (an increase of 10% on 2017) in the following domains:



Red flags by indicator in consecutive surveys (2017 and 2018)

Red flags were reported in consecutive surveys in the following Trusts / Boards:

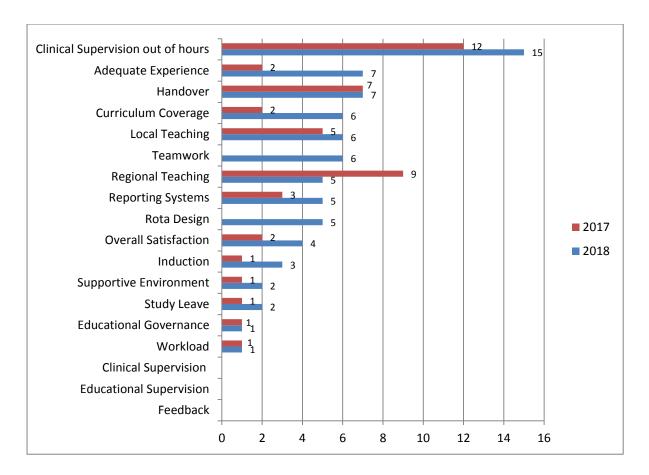
- Belfast Health and Social Care Trust: Regional Teaching
- Guy's and St Thomas' NHSFT: Regional Teaching (red flag in 5 of last 7 years)
- Imperial College Healthcare NHS Trust: Feedback
- King's College Hospital NHSFT: Educational Governance
- London North West University Healthcare NHS Trust: Overall Satisfaction, Clinical Supervision, Reporting Systems, Teamwork, Educational Governance, Regional Teaching
- Nottingham University Hospitals NHS Trust: Educational Governance
- Royal Free London NHSFT: Educational Supervision, Local Teaching
- The Christie NHSFT: Local Teaching

It should also be noted that red flags have been reported in three consecutive years, (2016, 2017 and 2018) for the following Trusts / Boards:

- Imperial College Healthcare NHS Trust: Regional Teaching (red flag in 6 of last 7 years)
- King's College Hospital NHSFT: Regional Teaching (red flag in last 7 consecutive years)
- London North West Healthcare NHS Trust: Supportive Environment (red flag in last 4 years)
- Nottingham University Hospitals NHS Trust: Workload (red flag in 5 of last 7 years)

Green flags by indicator

Haematology had a total of **75 Trust / Board green flags** in the 2018 National Training Survey (an increase of 36% on 2017) in the following domains:



Green flags by indicator in consecutive surveys (2017 and 2018)

Green flags were reported in consecutive surveys in the following Trusts/Boards:

- Cardiff & Vale University Lhb: Clinical Supervision out of hours
- Leeds Teaching Hospitals NHS Trust: Reporting Systems
- Lothian: Handover
- Oxford University Hospitals NHSFT: Clinical Supervision out of hours
- South Tees Hospitals NHSFT: Clinical Supervision out of hours
- South Tees Hospitals NHSFT: Regional Teaching (green flag in 4 of last 6 years)
- The Newcastle Upon Tyne Hospitals NHSFT: Reporting Systems, Handover
- University Hospital Southampton NHSFT: Local Teaching
- University Hospitals Plymouth NHS Trust: Clinical Supervision out of hours

It should also be noted that green flags have been reported in three consecutive years, (2016, 2017 and 2018) for the following domains and Trusts / Boards:

- City Hospitals Sunderland NHS Foundation Trust: Clinical Supervision out of hours, Regional Teaching (green flag in last 4 years for both indicators)
- The Newcastle Upon Tyne Hospitals NHSFT: Clinical Supervision out of hours
- The Newcastle Upon Tyne Hospitals NHSFT: Regional Teaching (green flag last 7 consecutive years)
- University Hospitals of Leicester NHS Trust: Local Teaching (green flag in 4 of last 5 years)

Appendix 1 Trusts / Boards with red flags in 2018

Trust / Board	Indicator	2016	2017	2018
Barts Health NHS Trust	Educational Supervision	87.50	89.58	75.63
Barts Health NHS Trust	Regional Teaching	65.43	71.66	59.35
Belfast Health and Social Care Trust	Local Teaching	48.83	50.69	55.50
Belfast Health and Social Care Trust	Regional Teaching	60.88	55.92	41.67
Chelsea and Westminster Hospital NHS Foundation Trust	Handover		58.34	45.83
East Kent Hospitals University NHS Foundation Trust	Regional Teaching			47.78
Guy's and St Thomas' NHS Foundation Trust	Local Teaching	51.82	59.08	59.44
Guy's and St Thomas' NHS Foundation Trust	Regional Teaching	66.50	52.65	41.85
Hull and East Yorkshire Hospitals NHS Trust	Regional Teaching			62.78
Imperial College Healthcare NHS Trust	Handover	75.70	59.61	54.17
Imperial College Healthcare NHS Trust	Educational Governance		67.26	57.41
Imperial College Healthcare NHS Trust	Educational Supervision	89.29	85.12	76.04
Imperial College Healthcare NHS Trust	Feedback	72.68	45.83	52.88
Imperial College Healthcare NHS Trust	Regional Teaching	57.84	57.58	54.22
Imperial College Healthcare NHS Trust	Rota Design			38.60
King's College Hospital NHS Foundation Trust	Supportive environment	48.00	60.38	56.18
King's College Hospital NHS Foundation Trust	Induction	79.67	83.33	63.53
King's College Hospital NHS Foundation Trust	Educational Governance		60.90	61.77
King's College Hospital NHS Foundation Trust	Educational Supervision	78.33	87.50	74.63
King's College Hospital NHS Foundation Trust	Feedback	62.50	77.31	54.17
King's College Hospital NHS Foundation Trust	Regional Teaching	55.00	56.44	42.79
Leeds Teaching Hospitals NHS Trust	Local Teaching	52.11	51.71	54.33
London North West University Healthcare NHS Trust	Overall Satisfaction	84.00	57.44	62.40
London North West University Healthcare NHS Trust	Clinical Supervision	89.00	76.11	89.13
London North West University Healthcare NHS Trust	Reporting systems	69.11	58.33	61.50
London North West University Healthcare NHS Trust	Work Load	32.14	39.58	28.75
London North West University Healthcare NHS Trust	Teamwork		46.30	60.42
London North West University Healthcare NHS Trust	Supportive environment	60.00	20.56	41.50
London North West University Healthcare NHS Trust	Adequate Experience	82.86	72.22	63.50
London North West University Healthcare NHS Trust	Educational Governance		55.56	58.33
London North West University Healthcare NHS Trust	Feedback	82.14	68.52	53.65
London North West University Healthcare NHS Trust	Regional Teaching	62.07	58.22	58.05
London North West University Healthcare NHS Trust	Rota Design			35.00
North Middlesex University Hospital NHS Trust	Local Teaching	50.33		51.11
Nottingham University Hospitals NHS Trust	Work Load	26.82	21.43	26.39
Nottingham University Hospitals NHS Trust	Educational Governance		55.95	62.96
Nottingham University Hospitals NHS Trust	Regional Teaching	69.50	68.38	60.09

Trust / Board	Indicator	2016	2017	2018
Royal Free London NHS Foundation Trust	Overall Satisfaction	73.50	71.86	59.38
Royal Free London NHS Foundation Trust	Induction	65.63	72.32	38.75
Royal Free London NHS Foundation Trust	Curriculum Coverage		73.81	56.25
Royal Free London NHS Foundation Trust	Educational Supervision	78.13	80.36	63.28
Royal Free London NHS Foundation Trust	Local Teaching	49.50	41.57	54.79
Royal Free London NHS Foundation Trust	Regional Teaching	63.34	65.21	54.40
Royal Liverpool and Broadgreen University Hospitals NHS Trust	Handover	66.67	69.17	40.63
Royal United Hospitals Bath NHS Foundation Trust	Clinical Supervision			78.33
Royal United Hospitals Bath NHS Foundation Trust	Reporting systems			48.33
Royal United Hospitals Bath NHS Foundation Trust	Teamwork			55.56
Royal United Hospitals Bath NHS Foundation Trust	Supportive environment			58.33
St George's University Hospitals NHS Foundation Trust	Overall Satisfaction	79.43	85.50	66.33
St George's University Hospitals NHS Foundation Trust	Clinical Supervision	87.82	97.50	80.83
St George's University Hospitals NHS Foundation Trust	Educational Governance		78.12	63.89
St George's University Hospitals NHS Foundation Trust	Regional Teaching	72.88	60.15	59.86
St George's University Hospitals NHS Foundation Trust	Rota Design			31.25
The Christie NHS Foundation Trust	Overall Satisfaction	80.00	71.00	58.75
The Christie NHS Foundation Trust	Local Teaching	47.20	43.00	48.75
The Royal Marsden NHS Foundation Trust	Handover	68.75	62.50	54.17
The Royal Marsden NHS Foundation Trust	Regional Teaching	64.08	68.33	56.67
University College London Hospitals NHS Foundation Trust	Educational Governance		75.52	63.16
University College London Hospitals NHS Foundation Trust	Educational Supervision	89.06	90.63	76.32
University College London Hospitals NHS Foundation Trust	Local Teaching	60.06	55.31	62.89
University College London Hospitals NHS Foundation Trust	Regional Teaching	56.84	64.13	66.75
University Hospital Southampton NHS Foundation Trust	Rota Design			38.75
University Hospitals Coventry and Warwickshire NHS Trust	Clinical Supervision			83.33
University Hospitals Plymouth NHS Trust	Feedback		58.34	62.50
West Hertfordshire Hospitals NHS Trust	Handover	58.33		39.58
West Hertfordshire Hospitals NHS Trust	Local Teaching	42.33	47.00	43.89

Appendix 2 Trusts / Boards with green flags in 2018

Trust / Board	Indicator	2016	2017	2018
Barking, Havering and Redbridge University Hospitals NHS Trust	Overall Satisfaction	95.00	83.50	100.00
Barking, Havering and Redbridge University Hospitals NHS Trust	Clinical Supervision out of hours	99.00	91.25	96.88
Barking, Havering and Redbridge University Hospitals NHS Trust	Reporting systems	86.25	78.33	83.44
Barking, Havering and Redbridge University Hospitals NHS Trust	Teamwork		66.67	83.33
Barking, Havering and Redbridge University Hospitals NHS Trust	Supportive environment	92.50	61.25	90.00
Barking, Havering and Redbridge University Hospitals NHS Trust	Adequate Experience	95.00	85.63	97.50
Barking, Havering and Redbridge University Hospitals NHS Trust	Curriculum Coverage		75.00	89.58
Barking, Havering and Redbridge University Hospitals NHS Trust	Local Teaching	75.50	62.75	95.00
Barts Health NHS Trust	Teamwork		79.86	84.17
Barts Health NHS Trust	Handover	73.33	72.08	78.01
Barts Health NHS Trust	Curriculum Coverage		83.68	88.33
Belfast Health and Social Care Trust	Clinical Supervision out of hours	95.81	93.75	98.13
Birmingham Women's and Children's NHS Foundation Trust	Handover	83.33		85.42
Birmingham Women's and Children's NHS Foundation Trust	Rota Design			81.25
Cardiff & Vale University Lhb	Clinical Supervision out of hours	94.50	95.31	94.44
Cardiff & Vale University Lhb	Adequate Experience	85.00	80.42	90.25
City Hospitals Sunderland NHS Foundation Trust	Clinical Supervision out of hours	100.00	98.33	100.00
City Hospitals Sunderland NHS Foundation Trust	Regional Teaching	87.50	91.67	100.00
East Kent Hospitals University NHS Foundation Trust	Clinical Supervision out of hours			95.14
Grampian	Reporting systems	81.25	85.00	88.75
Grampian	Handover	68.75	78.33	87.50
Greater Glasgow and Clyde	Teamwork		78.43	86.11
Greater Glasgow and Clyde	Adequate Experience	85.63	83.53	90.56
Heart of England NHS Foundation Trust	Clinical Supervision out of hours	94.50	95.00	95.00
Heart of England NHS Foundation Trust	Regional Teaching	77.25	76.00	86.00
Hull and East Yorkshire Hospitals NHS Trust	Clinical Supervision out of hours	97.33		95.14
Leeds Teaching Hospitals NHS Trust	Reporting systems	74.72	88.00	86.11
Lewisham and Greenwich NHS Trust	Clinical Supervision out of hours	98.67	84.69	95.31
Lewisham and Greenwich NHS Trust	Teamwork		81.25	87.50
Lewisham and Greenwich NHS Trust	Handover	84.72	63.89	78.13
Lothian	Clinical Supervision out of hours		94.55	94.38
Lothian	Reporting systems	81.36	78.18	82.00
Lothian	Handover	79.17	80.83	76.39
Lothian	Induction	97.50	87.88	91.25
Lothian	Rota Design			76.39
Manchester University NHS Foundation Trust	Clinical Supervision out of hours			96.43
Manchester University NHS Foundation Trust	Regional Teaching			89.52

Trust / Board	Indicator	2016	2017	2018
Norfolk and Norwich University Hospitals NHS Foundation Trust	Overall Satisfaction	94.67		100.00
Norfolk and Norwich University Hospitals NHS Foundation Trust	Teamwork			86.11
Norfolk and Norwich University Hospitals NHS Foundation Trust	Induction	96.67		95.00
Norfolk and Norwich University Hospitals NHS Foundation Trust	Adequate Experience	96.67		100.00
Norfolk and Norwich University Hospitals NHS Foundation Trust	Curriculum Coverage			97.22
Norfolk and Norwich University Hospitals NHS Foundation Trust	Educational Governance			94.44
Norfolk and Norwich University Hospitals NHS Foundation Trust	Local Teaching	70.33		100.00
Norfolk and Norwich University Hospitals NHS Foundation Trust	Regional Teaching	65.17		88.89
Norfolk and Norwich University Hospitals NHS Foundation Trust	Rota Design			81.25
Tayside	Overall Satisfaction	92.00	89.40	95.17
Tayside	Clinical Supervision out of hours	95.40	96.00	95.83
Tayside	Handover	84.38	73.33	83.33
Tayside	Induction	96.25	87.50	92.29
Tayside	Adequate Experience	94.00	86.50	92.50
Tayside	Curriculum Coverage		80.00	95.83
Tayside	Local Teaching	69.60	66.20	81.39
Tayside	Study Leave	91.67	76.67	93.75
Tayside	Rota Design			78.13
The Hillingdon Hospitals NHS Foundation Trust	Work Load	35.42	43.75	66.15
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Clinical Supervision out of hours	99.20	97.50	98.21
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Reporting systems	81.00	90.00	87.86
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Teamwork		80.21	86.91
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Handover	81.67	84.90	77.38
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Adequate Experience	94.00	87.19	91.79
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Curriculum Coverage		86.46	89.29
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Local Teaching	71.40	67.50	87.62
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Regional Teaching	97.50	96.88	96.43
The Royal Marsden NHS Foundation Trust	Study Leave	81.94	78.65	95.24
University College London Hospitals NHS Foundation Trust	Clinical Supervision out of hours	95.00	94.06	95.59
University Hospital Southampton NHS Foundation Trust	Local Teaching	52.00	81.75	81.33
University Hospitals Plymouth NHS Trust	Clinical Supervision out of hours	95.67	98.75	95.31
University Hospitals of Leicester NHS Trust	Overall Satisfaction	92.40	86.29	97.22
University Hospitals of Leicester NHS Trust	Clinical Supervision out of hours	93.33	92.92	96.53
University Hospitals of Leicester NHS Trust	Supportive environment	81.50	82.14	85.00
University Hospitals of Leicester NHS Trust	Adequate Experience	93.00	84.64	96.67
University Hospitals of Leicester NHS Trust	Curriculum Coverage		82.14	90.74
University Hospitals of Leicester NHS Trust	Local Teaching	69.40	77.71	87.22
University Hospitals of Leicester NHS Trust	Rota Design			82.64