

2018 NATIONAL TRAINEE SURVEY RESULTS

ACUTE (INTERNAL) MEDICINE

GENERIC INDICATORS

SEPTEMBER 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.

330 Acute Internal Medicine trainees (90 ST3s, 65 ST4s, 53 ST5s, 64 ST6s and 58 ST7s) completed the survey. This was an increase of 0.3% (1 trainee) on the number of trainees completing the 2018 survey. The numbers of trainees in each Deanery / LETB completing the survey were as follows:

Deanery / LETB	2017	2018	% Difference
Defence Postgraduate Medical Deanery	3	2	- 33%
Health Education East Midlands	22	21	- 5%
Health Education East of England	22	14	- 36%
Health Education Kent, Surrey and Sussex	25	25	+ 0%
Health Education N, C & E London	16	18	+ 13%
Health Education North East	20	19	- 5%
Health Education North West	47	52	+ 11%
Health Education NW London	12	12	+ 0%
Health Education South London	8	5	- 38%
Health Education South West	19	21	+ 11%
Health Education Thames Valley	14	16	+ 14%
Health Education Wessex	18	15	- 17%
Health Education West Midlands	25	21	- 16%
Health Education Yorkshire and the Humber	32	38	+ 19%
NHS Education for Scotland	31	35	+ 13%
Northern Ireland Medical & Dental Training Agency	8	9	+ 13%
Wales Deanery	7	7	+ 0%
Total	329	330	+ 0%

	Reduction of >10% of trainees completing the NTS in 2018 compared to 2017
--	---

Executive Summary

Data was available for 31% (48/156) Trusts/Boards with Acute (Internal) Medicine trainees. Where data was available, there has been a slight decrease in red flags and no change in the number of Trust/Board green flags in comparison to the 2017 results. Red flags decreased from 52 to 51 with green flags remaining the same as 2017 at 38.

Regional Teaching and Reporting Systems (as highlighted below) reported both red and green flags. 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	7 (+2)	Reporting Systems	5 (+2)
Adequate Experience	5 (+1)	Supportive Environment	4 (+1)
Overall Satisfaction	5 (+2)	Workload	4 (-2)
Clinical Supervision (out of hours)	4 (+0)	Educational Governance	3 (-1)
Study Leave	4 (-2)	Feedback	3 (+1)
Clinical Supervision	3 (+0)	Induction	3 (+1)
Curriculum Coverage	3 (+2)	Regional Teaching	3 (+2)
Reporting Systems	3 (-1)	Teamwork	3 (+1)
Rota design	3 (new)	Adequate Experience	2 (+0)
Supportive Environment	3 (+0)	Local Teaching	2 (+0)

Of the 51 red flags recorded for all of the indicators in 2018, 94% (48/51) were in Trusts in England with 6% (3/51) in regions in Scotland. There were no red flags for Trusts in Northern Ireland or Boards in Wales.

The average of the mean scores by Deanery / LETB for Overall Satisfaction in 2017 was 76.30, down 0.76 on 2017. From a regional perspective the scores were as follows:

Quartile	Deanery / LETB	2017 Mean	2018 Mean	Difference
4	Health Education North West London	87.58	87.50	-0.08
4	Northern Ireland Medical & Dental Training Agency	85.63	81.33	-4.30
4	NHS Education for Scotland	76.39	80.09	+3.70
4	Health Education South West	75.05	79.62	+4.57
3	Wales Deanery	76.71	79.14	+2.43
3	Health Education West Midlands	79.80	78.52	-1.28
3	Health Education Yorkshire and the Humber	79.03	76.84	-2.19
3	Health Education Kent, Surrey and Sussex	78.28	76.48	-1.80
2	Health Education Thames Valley	77.29	75.31	-1.98
2	Health Education South London	71.88	74.80	+2.92
2	Health Education North East	81.35	74.79	-6.56
2	Health Education North West	78.32	74.44	-3.88
1	Health Education East Midlands	72.91	73.10	+0.19
1	Health Education East of England	69.00	71.57	+2.57
1	Health Education North Central and East London	71.50	69.94	-1.56
1	Health Education Wessex	79.89	67.27	-12.62
1	Defence Postgraduate Medical Deanery	69.33	<3 trainees	N/A

	Increase in mean Overall Satisfaction score for 2017 compared to 2018
	decrease in mean Overall Satisfaction score for 2017 compared to 2018

Trusts/Boards with red flags

Trust / Board	2017 red flags	2018 red flags
Manchester University NHS Foundation Trust	0 trainees	9/18 (50%)
Barking, Havering and Redbridge University Hospitals NHS Trust	0/16 (0%)	7/17 (41%)
Norfolk and Norwich University Hospitals NHS Foundation Trust	9/17 (53%)	7/16 (44%)
Barnsley Hospital NHS Foundation Trust	<3 trainees	6/18 (33%)
Royal Free London NHS Foundation Trust	0/17 (0%)	3/18 (17%)
Leeds Teaching Hospitals NHS Trust	0/17 (0%)	2/18 (11%)
Western Sussex Hospitals NHS Foundation Trust	3/17 (18%)	2/18 (11%)
Ayrshire & Arran	0/17 (0%)	1/18 (6%)
Derby Teaching Hospitals NHS Foundation Trust	<3 trainees	1/18 (6%)
Gloucestershire Hospitals NHS Foundation Trust	9/17 (53%)	1/18 (6%)
Grampian	0/16 (0%)	1/18 (6%)
Greater Glasgow and Clyde	0/17 (0%)	1/18 (6%)
Guy's and St Thomas' NHS Foundation Trust	0/17 (12%)	1/17 (6%)
Hampshire Hospitals NHS Foundation Trust	0/16 (0%)	1/18 (6%)
Imperial College Healthcare NHS Trust	0/16 (0%)	1/17 (6%)
Mid Yorkshire Hospitals NHS Trust	<3 trainees	1/18 (6%)
Milton Keynes University Hospital NHS Foundation Trust	< 3 trainees	1/18 (6%)
North Bristol NHS Trust	<3 trainees	1/16 (6%)
Oxford University Hospitals NHS Foundation Trust	0/17 (0%)	1/18 (6%)
Royal United Hospitals Bath NHS Foundation Trust	<3 trainees	1/15 (7%)
University Hospitals of North Midlands NHS Trust	<3 trainees	1/18 (6%)
Warrington and Halton Hospitals NHS Foundation Trust	<3 trainees	1/16 (6%)

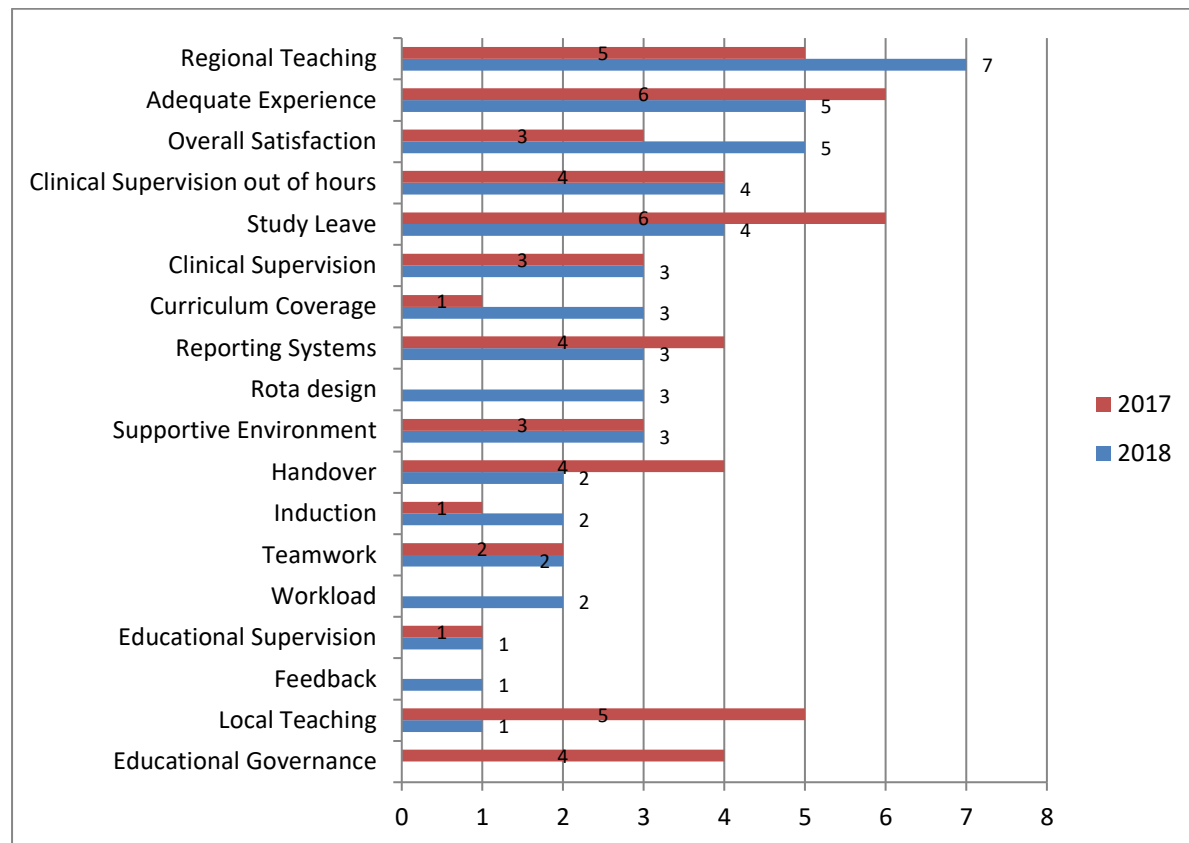
Trusts/Boards with green flags

Trust / Board	2017 green flags	2018 green flags
Chelsea and Westminster Hospital NHSFT	2/16 (12%)	9/18 (50%)
Grampian	3/16 (19%)	5/18 (28%)
London North West University Healthcare NHS Trust	2/17 (12%)	4/18 (22%)
Heart of England NHS Foundation Trust	0/17 (0%)	3/18 (17%)
Milton Keynes University Hospital NHS Foundation Trust	<3 trainees	2/18 (11%)
Brighton and Sussex University Hospitals NHS Trust	1/17 (6%)	1/18 (6%)
Doncaster and Bassetlaw Teaching Hospitals NHSFT	0/17 (0%)	1/18 (6%)
Guy's and St Thomas' NHS Foundation Trust	0/17 (0%)	1/18 (6%)
Lothian	3/15 (20%)	1/18 (6%)
Manchester University NHS Foundation Trust	0 trainees	1/18 (6%)
Mid Cheshire Hospitals NHS Foundation Trust	0/14 (0%)	1/17 (6%)
Pennine Acute Hospitals NHS Trust	1/17 (6%)	1/18 (6%)
Royal Surrey County Hospital NHS Foundation Trust	1/16 (6%)	1/16 (6%)
Royal United Hospitals Bath NHS Foundation Trust	<3 trainees	1/15 (7%)
Sandwell and West Birmingham Hospitals NHS Trust	1/17 (6%)	1/18 (6%)
Sheffield Teaching Hospitals NHS Foundation Trust	0/15 (0%)	1/18 (6%)
South Tees Hospitals NHS Foundation Trust	<3 trainees	1/17 (6%)
The Royal Bournemouth and Christchurch Hospitals NHSFT	2/16 (12%)	1/18 (6%)
Warrington and Halton Hospitals NHS Foundation Trust	<3 trainees	1/16 (6%)
Whittington Health NHS Trust	0/17 (0%)	1/18 (6%)

Results by Trust / Board

Red flags by indicator

Acute (Internal) Medicine had a total of **51 Trust / Board red flags** in the 2018 National Training Survey (**down 1 on 2016**) 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:

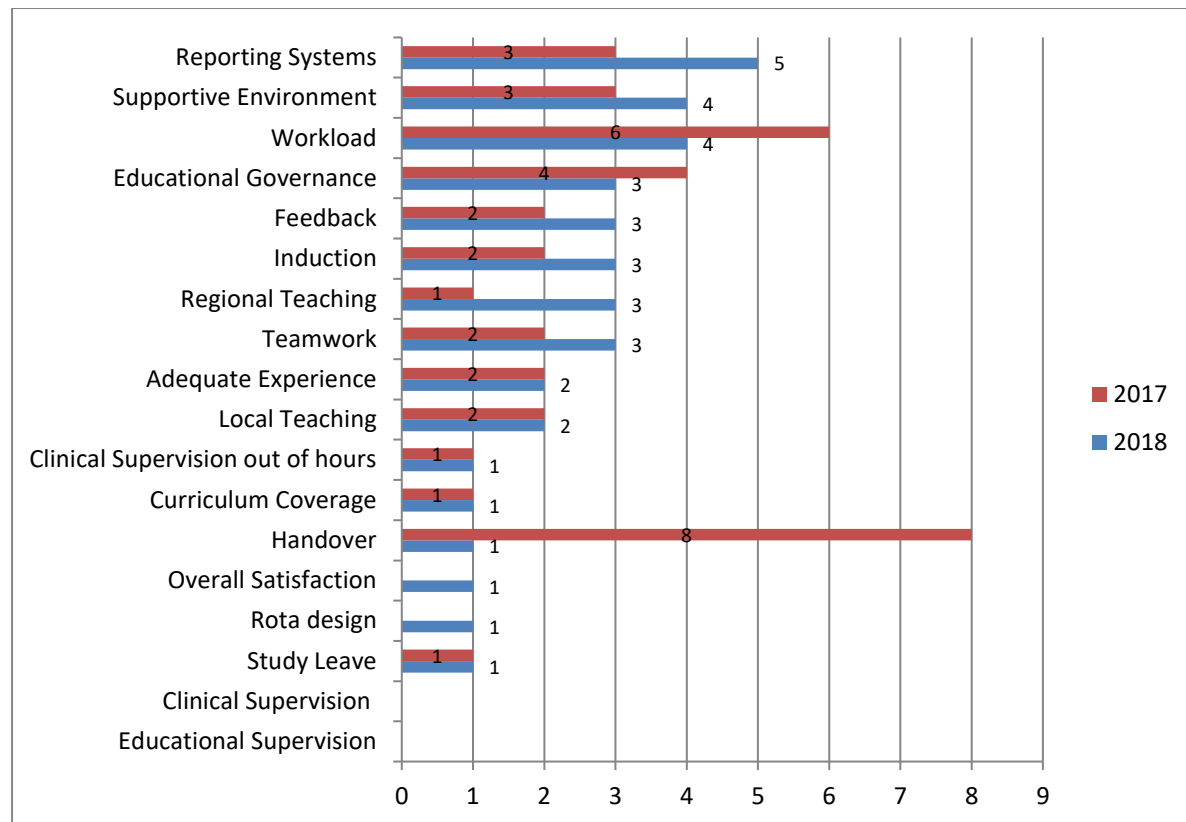
- Gloucestershire Hospitals NHS Foundation Trust: Clinical Supervision (out of hours) (**Red flag in 3 of last 4 years**)
- Norfolk and Norwich University Hospitals NHS Foundation Trust: Study Leave

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

- Norfolk and Norwich University Hospitals NHSFT: Overall Satisfaction, Adequate Experience

Green flags by indicator

Acute (Internal) Medicine had a total of **38 Trust / Board green flags** in the 2018 National Training Survey (the same as 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:

- Chelsea and Westminster Hospital NHS Foundation Trust: Supportive Environment, Educational Governance
- Lothian: Handover (**green flag reported in 4 of last 5 years**)

Appendix 1

Trusts / Boards with red flags in 2018

Trust / Board	Indicator	2016	2017	2018
Ayrshire & Arran	Local Teaching	43.00	54.00	60.00
Barking, Havering and Redbridge University Hospitals NHS Trust	Overall Satisfaction		69.33	52.00
Barking, Havering and Redbridge University Hospitals NHS Trust	Clinical Supervision		85.00	81.67
Barking, Havering and Redbridge University Hospitals NHS Trust	Clinical Supervision out of hours		83.33	81.25
Barking, Havering and Redbridge University Hospitals NHS Trust	Reporting systems		68.33	46.67
Barking, Havering and Redbridge University Hospitals NHS Trust	Supportive environment		76.67	46.67
Barking, Havering and Redbridge University Hospitals NHS Trust	Adequate Experience		78.33	62.50
Barking, Havering and Redbridge University Hospitals NHS Trust	Rota Design			31.25
Barnsley Hospital NHS Foundation Trust	Overall Satisfaction			63.67
Barnsley Hospital NHS Foundation Trust	Clinical Supervision			55.42
Barnsley Hospital NHS Foundation Trust	Clinical Supervision out of hours			64.58
Barnsley Hospital NHS Foundation Trust	Adequate Experience			59.17
Barnsley Hospital NHS Foundation Trust	Curriculum Coverage			63.89
Barnsley Hospital NHS Foundation Trust	Study Leave			45.83
Derby Teaching Hospitals NHS Foundation Trust	Study Leave			20.14
Gloucestershire Hospitals NHS Foundation Trust	Clinical Supervision out of hours	77.33	78.25	80.00
Grampian	Regional Teaching		74.92	65.33
Greater Glasgow and Clyde	Induction	71.25	78.57	62.78
Guy's and St Thomas' NHS Foundation Trust	Regional Teaching	69.58	72.08	57.78
Hampshire Hospitals NHS Foundation Trust	Teamwork		62.50	50.00
Imperial College Healthcare NHS Trust	Regional Teaching	66.58	67.92	46.88
Leeds Teaching Hospitals NHS Trust	Adequate Experience	74.29	73.21	60.36
Leeds Teaching Hospitals NHS Trust	Curriculum Coverage		65.48	64.29
Manchester University NHS Foundation Trust	Overall Satisfaction			64.78
Manchester University NHS Foundation Trust	Reporting systems			60.83
Manchester University NHS Foundation Trust	Teamwork			62.96
Manchester University NHS Foundation Trust	Handover			50.00
Manchester University NHS Foundation Trust	Supportive environment			59.44
Manchester University NHS Foundation Trust	Induction			55.00
Manchester University NHS Foundation Trust	Adequate Experience			66.39
Manchester University NHS Foundation Trust	Curriculum Coverage			58.33
Manchester University NHS Foundation Trust	Feedback			35.00
Mid Yorkshire Hospitals NHS Trust	Study Leave	80.56		34.58
Milton Keynes University Hospital NHS Foundation Trust	Regional Teaching			66.11
Norfolk and Norwich University Hospitals NHS Foundation Trust	Overall Satisfaction	60.00	41.00	49.00
Norfolk and Norwich University Hospitals NHS Foundation Trust	Work Load	16.67	33.33	27.08
Norfolk and Norwich University Hospitals NHS Foundation Trust	Supportive environment	57.50	66.67	53.33
Norfolk and Norwich University Hospitals NHS Foundation Trust	Adequate Experience	60.00	37.50	51.67
Norfolk and Norwich University Hospitals NHS Foundation Trust	Regional Teaching	63.44	58.25	46.67
Norfolk and Norwich University Hospitals NHS Foundation Trust	Study Leave	65.00	37.50	20.14
Norfolk and Norwich University Hospitals NHS Foundation Trust	Rota Design			37.50

Trust / Board	Indicator	2016	2017	2018
North Bristol NHS Trust	Regional Teaching	59.92		66.11
Oxford University Hospitals NHS Foundation Trust	Work Load	20.83	32.92	29.43
Royal Free London NHS Foundation Trust	Overall Satisfaction	84.00	81.00	64.40
Royal Free London NHS Foundation Trust	Reporting systems	83.33	78.75	42.00
Royal Free London NHS Foundation Trust	Rota Design			38.75
Royal United Hospitals Bath NHS Foundation Trust	Regional Teaching	58.25		58.33
University Hospitals of North Midlands NHS Trust	Educational Supervision	79.17		79.17
Warrington and Halton Hospitals NHS Foundation Trust	Clinical Supervision			83.33
Western Sussex Hospitals NHS Foundation Trust	Clinical Supervision out of hours		83.33	77.08
Western Sussex Hospitals NHS Foundation Trust	Handover	58.33	72.22	41.67

Appendix 2

Trusts / Boards with green flags in 2018

Trust / Board	Indicator	2016	2017	2018
Brighton and Sussex University Hospitals NHS Trust	Clinical Supervision out of hours	92.50	87.71	95.00
Chelsea and Westminster Hospital NHS Foundation Trust	Overall Satisfaction	72.00	90.50	97.00
Chelsea and Westminster Hospital NHS Foundation Trust	Reporting systems	56.67	76.67	92.00
Chelsea and Westminster Hospital NHS Foundation Trust	Teamwork		81.25	86.67
Chelsea and Westminster Hospital NHS Foundation Trust	Supportive environment	71.25	88.75	94.00
Chelsea and Westminster Hospital NHS Foundation Trust	Induction	80.00	82.81	93.00
Chelsea and Westminster Hospital NHS Foundation Trust	Adequate Experience	77.50	79.38	95.50
Chelsea and Westminster Hospital NHS Foundation Trust	Curriculum Coverage		91.67	90.00
Chelsea and Westminster Hospital NHS Foundation Trust	Educational Governance		91.67	86.67
Chelsea and Westminster Hospital NHS Foundation Trust	Rota Design			81.25
Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust	Supportive environment	75.83	77.50	85.00
Grampian	Reporting systems	75.00	85.00	89.00
Grampian	Teamwork		80.56	88.33
Grampian	Supportive environment	85.83	90.00	89.00
Grampian	Induction	92.50	87.50	95.00
Grampian	Local Teaching	71.50	77.00	85.00
Guy's and St Thomas' NHS Foundation Trust	Reporting systems	76.25	65.00	81.67
Heart of England NHS Foundation Trust	Supportive environment	69.17	66.67	88.00
Heart of England NHS Foundation Trust	Educational Governance		75.00	90.00
Heart of England NHS Foundation Trust	Local Teaching	53.17	60.33	84.67
London North West University Healthcare NHS Trust	Reporting systems		68.00	93.33
London North West University Healthcare NHS Trust	Teamwork		75.00	91.67
London North West University Healthcare NHS Trust	Educational Governance		80.00	94.44
London North West University Healthcare NHS Trust	Feedback		79.17	93.06
Lothian	Handover	74.17	78.13	83.04
Manchester University NHS Foundation Trust	Work Load			58.33
Mid Cheshire Hospitals NHS Foundation Trust	Regional Teaching			90.00
Milton Keynes University Hospital NHS Foundation Trust	Induction			93.33
Milton Keynes University Hospital NHS Foundation Trust	Feedback			97.22
Pennine Acute Hospitals NHS Trust	Adequate Experience	86.00	85.00	91.00
Royal Surrey County Hospital NHS Foundation Trust	Work Load	45.31	60.94	58.33
Royal United Hospitals Bath NHS Foundation Trust	Work Load	45.83		61.80
Sandwell and West Birmingham Hospitals NHS Trust	Regional Teaching	84.38	73.35	92.92
Sheffield Teaching Hospitals NHS Foundation Trust	Feedback	86.11	86.11	94.44
South Tees Hospitals NHS Foundation Trust	Study Leave			97.92
The Royal Bournemouth and Christchurch Hospitals NHS Foundation Trust	Reporting systems	80.00		81.67
Warrington and Halton Hospitals NHS Foundation Trust	Regional Teaching			97.22
Whittington Health NHS Trust	Work Load	37.50	54.17	58.33