

# 2018 NATIONAL TRAINEE SURVEY RESULTS

CORE MEDICAL TRAINING

GENERIC INDICATORS

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# 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.

2745 CMT trainees (1377 CMT1s and 1368 CMT2s) completed the survey. This was a **decline of 1.5% (35 CMT 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	CMT1 2017	CMT1 2018	CMT2 2017	CMT2 2018
Defence Postgraduate Medical Deanery	1	2	2	1
Health Education East Midlands	74	83	62	61
Health Education East of England	120	111	107	108
Health Education Kent, Surrey and Sussex	103	108	91	94
Health Education N, C & E London	104	93	96	94
Health Education North East	62	58	65	58
Health Education North West	164	176	180	173
Health Education NW London	79	79	54	81
Health Education South London	100	90	105	97
Health Education South West	84	75	78	79
Health Education Thames Valley	31	53	49	39
Health Education Wessex	50	42	61	39
Health Education West Midlands	104	88	99	93
Health Education Yorkshire and the Humber	106	112	120	128
NHS Education for Scotland	115	100	87	106
Northern Ireland Medical & Dental Training Agency	41	57	52	42
Wales Deanery	74	50	60	75
<b>Total</b>	<b>1412</b>	<b>1377</b>	<b>1368</b>	<b>1368</b>

	Reduction of >5 trainees completing the NTS in 2017 compared to 2018
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# Executive Summary

Data was available for 86% (159/185) of Trusts/Boards with Core Medical trainees. Where data was available, there have been increases in both the number of Trust/Board red and green flags in 2018 in comparison to the 2017 results with red flags increasing 9% more than green. Red flags increased by 48 to 168 (+29%) with green flags increasing by 33 to 168 (+20%).

Workload and Clinical Supervision showed the biggest 2018 increase in red flags compared to 2017, with Teamwork showing the biggest increase in green flags, up from 7 to 21 (+66%) 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
1	Rota design	15 (new)	Teamwork	21 (+14)
2	Workload	14 (+8)	Adequate Experience	18 (+6)
3	Clinical Supervision	13 (+8)	Regional Teaching	18 (+6)
4	Clinical Supervision (out of hours)	13 (+5)	Educational Governance	17 (+3)
5	Overall satisfaction	11 (+5)	Reporting Systems	12 (-1)
6	Study Leave	11 (+1)		

Of the 168 red flags recorded for all of the indicators in 2018, 90% (152/168) were in Trusts in England with 4% (7/168) in Boards in Wales, 4% (6/168) Boards in Scotland and 2% (3/168) Trusts in Northern Ireland.

**The average of the mean scores by Deanery / LETB for Overall Satisfaction** in 2018 was 70.24, down 1.87 on 2017. From a regional perspective the scores were as follows:

Quartile	Deanery / LETB	2017 Mean	2018 Mean	Difference
4 (3)	Health Education Wessex	73.41	75.48	2.07
4 (4)	NHS Education for Scotland	75.80	74.95	-0.85
4 (4)	Health Education West Midlands	74.12	74.73	0.61
4 (1)	Health Education Kent, Surrey and Sussex	71.42	73.62	2.20
3 (1)	Health Education London (N,C & E)	68.98	73.45	4.47
3 (1)	Health Education North East	75.02	73.03	-1.99
3 (4)	Wales Deanery	76.30	71.19	-5.11
3 (2)	Health Education Thames Valley	69.51	71.10	1.59
2 (2)	Health Education South West	75.02	70.77	-4.25
2 (3)	Health Education London (NW)	71.21	70.74	-0.47
2 (4)	Northern Ireland Medical & Dental Training Agency	76.06	70.67	-5.39
2 (1)	Health Education East of England	71.88	70.62	-1.26
1 (2)	Health Education London (South)	70.43	70.07	-0.36
1 (3)	Health Education East Midlands	71.42	69.90	-1.52
1 (2)	Health Education Yorkshire and the Humber	71.12	69.20	-1.92
1 (3)	Health Education North West	70.78	68.97	-1.81
1 (1)	Defence Postgraduate Medical Deanery	63.33	45.67	-17.66

( ) – denotes 2017 quartile position

## CMT Overall Satisfaction Deanery/LETB mean score in comparison with other Core programmes

The scores below are the averages of the Overall Satisfaction scores for each Deanery/LETB in each year for each of the core programmes.

Programme	2015	2016	2017	2018
Core Anaesthetics Training	87.68	87.67	85.84	86.71
Core Psychiatry Training	83.43	85.00	82.67	83.35
Core Surgical Training	77.71	76.58	74.16	74.00
Core Medical Training	76.85	75.34	72.11	70.24

## Trusts/Boards with highest proportion of red flags

No	Trust / Board	2017 red flags	2018 red flags
1	Warrington and Halton Hospitals NHS Foundation Trust	1/17 (6%)	17/18 (94%)
2	Mid Yorkshire Hospitals NHS Trust	5/17 (29%)	14/18 (78%)
3	Weston Area Health NHS Trust	4/17 (24%)	8/18 (44%)
4=	Guy's and St Thomas' NHS Foundation Trust	0/17 (0%)	6/18 (33%)
4=	Isle of Wight NHS Trust	1/14 (7%)	6/17 (35%)
4=	Lewisham and Greenwich NHS Trust	1/17 (6%)	6/18 (33%)
4=	Tameside and Glossop Integrated Care NHS Foundation Trust	0/17 (0%)	6/18 (33%)
8=	St Helens and Knowsley Hospital Services NHS Trust	0/17 (0%)	5/18 (28%)
8=	York Teaching Hospital NHS Foundation Trust	1/17 (6%)	5/18 (28%)
8=	Southport and Ormskirk Hospital NHS Trust	2/17 (12%)	4/18 (22%)

## Trusts/Boards with highest proportion of green flags

	Trust / Board	2017 green flags	2018 green flags
1	Highland	1/17 (6%)	11/18 (61%)
2=	Gateshead Health NHS Foundation Trust	0/17 (0%)	8/18 (44%)
2=	Royal United Hospitals Bath NHS Foundation Trust	2/17 (12%)	8/18 (44%)
2=	Tayside	3/17 (18%)	8/18 (44%)
2=	The Royal Bournemouth and Christchurch Hospitals NHSFT	3/17 (18%)	8/18 (44%)
6=	Homerton University Hospital NHS Foundation Trust	4/17 (24%)	7/18 (39%)
6=	Royal Surrey County Hospital NHS Foundation Trust	0/17 (0%)	7/18 (39%)
8=	The Royal Marsden NHS Foundation Trust	4/17 (24%)	6/18 (33%)
8=	Walsall Healthcare NHS Trust	0/16 (0%)	6/18 (33%)
10=	South Tyneside NHS Foundation Trust	1/17 (6%)	5/18 (28%)
10=	Whittington Health NHS Trust	0/17 (0%)	5/18 (28%)

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

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

- Barnsley Hospital NHS Foundation Trust: Overall Satisfaction
- Cardiff & Vale University Lhb: Induction
- Croydon Health Services NHS Trust: Workload (**Red flag in 5 of last 7 years**)
- East Cheshire NHS Trust: Reporting Systems
- East Sussex Healthcare NHS Trust: Clinical Supervision
- Isle of Wight NHS Trust: Clinical Supervision
- Mid Yorkshire Hospitals NHS Trust: Teamwork, Handover, Supportive Environment, Educational Governance
- Milton Keynes University Hospital NHS Foundation Trust: Clinical Supervision out of hours, Educational Governance
- Royal Brompton & Harefield NHS Foundation Trust: Curriculum Coverage
- Southend University Hospital NHS Foundation Trust: Clinical Supervision out of hours, Workload
- University Hospitals Plymouth NHS Trust: Educational Governance
- Weston Area Health NHS Trust: Reporting Systems, Educational Governance

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

- Lewisham and Greenwich NHS Trust: Workload (**Red flag in 4 of last 5 years**)
- Mid Yorkshire Hospitals NHS Trust: Clinical Supervision out of hours
- North Tees and Hartlepool NHS Foundation Trust: Workload
- Royal Berkshire NHS Foundation Trust: Workload (**Red flag in last 6 straight years**)
- West Suffolk NHS Foundation Trust: Study Leave (**Red flag in last 4 straight years**)

Although not in consecutive years, **Kingston Hospital NHS Foundation Trust has reported a red flag for Study Leave in 6 of the last 7 years.**

**Tameside and Glossop Integrated Care NHS Foundation Trust has also reported a red flag for Clinical Supervision in 4 of last 6 years.**

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

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

- Dorset County Hospital NHS Foundation Trust: Supportive Environment
- Homerton University Hospital NHS Foundation Trust: Reporting Systems, Workload, Teamwork, Educational Governance
- Lothian: Supportive Environment
- Mid Cheshire Hospitals NHS Foundation Trust: Reporting Systems
- Northumbria Healthcare NHS Foundation Trust: Supportive Environment
- Royal United Hospitals Bath NHS Foundation Trust: Curriculum Coverage
- South Eastern Health and Social Care Trust: Study Leave
- South Tees Hospitals NHS Foundation Trust: Supportive Environment
- Stockport NHS Foundation Trust: Study Leave
- Tayside: Curriculum Coverage
- The Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust: Adequate Experience, Curriculum Coverage
- The Royal Bournemouth and Christchurch Hospitals NHS Foundation Trust: Curriculum Coverage, Educational Governance
- The Royal Marsden NHS Foundation Trust: Induction, Educational Governance

**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:**

- Grampian: Adequate Experience
- Royal United Hospitals Bath NHS Foundation Trust: Induction
- Tayside: Adequate Experience
- The Christie NHS Foundation Trust: Local Teaching (Green flag last 7 straight years)
- The Walton Centre NHS Foundation Trust: Workload
- Wrightington, Wigan and Leigh NHS Foundation Trust: Adequate Experience

## Appendix 1

### Trusts / Boards with red flags in 2018

Trust / Board	Indicator	2016	2017	2018
Abertawe Bro Morgannwg University Lhb	Clinical Supervision	87.82	87.95	80.52
Ashford and St Peter's Hospitals NHS Foundation Trust	Educational Governance		73.61	56.25
Ayrshire & Arran	Teamwork		67.26	53.89
Barking, Havering and Redbridge University Hospitals NHS Trust	Teamwork		63.75	55.30
Barking, Havering and Redbridge University Hospitals NHS Trust	Supportive environment	60.00	62.25	58.86
Barking, Havering and Redbridge University Hospitals NHS Trust	Induction	62.61	72.81	62.95
Barking, Havering and Redbridge University Hospitals NHS Trust	Study Leave	38.42	53.44	34.19
Barnsley Hospital NHS Foundation Trust	Overall Satisfaction	73.71	55.45	59.47
Barnsley Hospital NHS Foundation Trust	Work Load	27.53	34.66	30.42
Barnsley Hospital NHS Foundation Trust	Teamwork		67.42	65.00
Barnsley Hospital NHS Foundation Trust	Curriculum Coverage		65.15	54.44
Barnsley Hospital NHS Foundation Trust	Local Teaching	53.07	49.82	52.45
Betsi Cadwaladr University Lhb	Clinical Supervision	90.87	87.50	80.95
Bolton NHS Foundation Trust	Work Load	35.00	42.05	30.79
Bradford Teaching Hospitals NHS Foundation Trust	Educational Governance		66.67	53.03
Calderdale and Huddersfield NHS Foundation Trust	Overall Satisfaction	72.57	59.88	58.38
Calderdale and Huddersfield NHS Foundation Trust	Rota Design			29.69
Cardiff & Vale University Lhb	Teamwork		71.94	59.06
Cardiff & Vale University Lhb	Induction	87.32	62.15	57.84
Cardiff & Vale University Lhb	Educational Supervision	87.50	81.32	66.93
Cardiff & Vale University Lhb	Feedback	75.74	55.99	41.96
Chesterfield Royal Hospital NHS Foundation Trust	Overall Satisfaction	70.86	77.29	54.00
Chesterfield Royal Hospital NHS Foundation Trust	Local Teaching	50.43	59.29	44.26
Chesterfield Royal Hospital NHS Foundation Trust	Regional Teaching	56.33		25.56
Chesterfield Royal Hospital NHS Foundation Trust	Study Leave	45.00	33.33	33.33
Croydon Health Services NHS Trust	Work Load	29.69	24.31	25.00
Cwm Taf University Lhb	Educational Supervision	79.55	84.38	70.24
Dartford and Gravesham NHS Trust	Clinical Supervision out of hours	83.83	83.17	74.11
Dartford and Gravesham NHS Trust	Feedback	58.71	55.42	48.61
Dumfries & Galloway	Local Teaching	54.20	54.50	37.00
East Cheshire NHS Trust	Reporting systems	72.50	40.00	58.75
East Cheshire NHS Trust	Teamwork		52.09	56.25
East Sussex Healthcare NHS Trust	Clinical Supervision	79.75	74.93	76.50
Epsom and St Helier University Hospitals NHS Trust	Handover	46.15	61.36	49.43
Fife	Induction	93.50	83.10	61.25
Fife	Local Teaching	52.00	58.11	52.92
Forth Valley	Adequate Experience	73.64	55.63	54.23
Forth Valley	Rota Design			24.04



Trust / Board	Indicator	2016	2017	2018
George Eliot Hospital NHS Trust	Reporting systems	67.08	71.25	53.75
George Eliot Hospital NHS Trust	Educational Supervision	83.33	82.29	64.06
George Eliot Hospital NHS Trust	Study Leave	42.78	41.67	19.79
Guy's and St Thomas' NHS Foundation Trust	Overall Satisfaction	68.13	71.52	61.50
Guy's and St Thomas' NHS Foundation Trust	Supportive environment	70.48	64.35	59.84
Guy's and St Thomas' NHS Foundation Trust	Adequate Experience	65.48	63.63	54.14
Guy's and St Thomas' NHS Foundation Trust	Curriculum Coverage		61.29	51.04
Guy's and St Thomas' NHS Foundation Trust	Educational Supervision	84.41	86.16	70.31
Guy's and St Thomas' NHS Foundation Trust	Feedback	62.35	71.53	46.33
Heart of England NHS Foundation Trust	Educational Supervision	91.38	85.63	73.88
Hinchingbrooke Health Care NHS Trust	Clinical Supervision	87.20	84.22	78.33
Hinchingbrooke Health Care NHS Trust	Clinical Supervision out of hours	96.75	90.63	68.75
Hinchingbrooke Health Care NHS Trust	Reporting systems	68.44	73.75	50.00
Hinchingbrooke Health Care NHS Trust	Handover	65.00	60.42	27.08
Isle of Wight NHS Trust	Clinical Supervision	77.67	70.00	61.67
Isle of Wight NHS Trust	Clinical Supervision out of hours	71.67		35.42
Isle of Wight NHS Trust	Teamwork		75.00	36.11
Isle of Wight NHS Trust	Handover	72.22	58.33	22.92
Isle of Wight NHS Trust	Supportive environment	78.33	81.67	35.00
Isle of Wight NHS Trust	Rota Design			27.08
James Paget University Hospitals NHS Foundation Trust	Clinical Supervision	92.00	86.88	79.00
Kettering General Hospital NHS Foundation Trust	Rota Design			30.56
Kingston Hospital NHS Foundation Trust	Induction	80.91	71.76	60.00
Kingston Hospital NHS Foundation Trust	Study Leave	31.50	35.42	30.49
Kingston Hospital NHS Foundation Trust	Rota Design			29.55
Lewisham and Greenwich NHS Trust	Overall Satisfaction	77.17	64.75	58.95
Lewisham and Greenwich NHS Trust	Work Load	19.18	24.31	21.88
Lewisham and Greenwich NHS Trust	Supportive environment	67.92	62.08	58.41
Lewisham and Greenwich NHS Trust	Induction	86.04	76.74	58.41
Lewisham and Greenwich NHS Trust	Educational Governance		67.36	50.76
Lewisham and Greenwich NHS Trust	Rota Design			27.56
Mid Cheshire Hospitals NHS Foundation Trust	Clinical Supervision	83.60	86.43	81.25
Mid Cheshire Hospitals NHS Foundation Trust	Work Load	38.75	46.09	27.84
Mid Essex Hospital Services NHS Trust	Teamwork		65.15	61.81
Mid Yorkshire Hospitals NHS Trust	Overall Satisfaction	66.50	67.83	56.15
Mid Yorkshire Hospitals NHS Trust	Clinical Supervision	81.66	85.83	78.65
Mid Yorkshire Hospitals NHS Trust	Clinical Supervision out of hours	78.61	77.50	65.45
Mid Yorkshire Hospitals NHS Trust	Reporting systems	56.72	62.50	54.62
Mid Yorkshire Hospitals NHS Trust	Work Load	31.12	33.85	24.04
Mid Yorkshire Hospitals NHS Trust	Teamwork		55.56	52.56
Mid Yorkshire Hospitals NHS Trust	Handover	55.21	51.39	42.79
Mid Yorkshire Hospitals NHS Trust	Supportive environment	68.13	58.33	53.46
Mid Yorkshire Hospitals NHS Trust	Induction	67.40	62.33	43.46

Trust / Board	Indicator	2016	2017	2018
Mid Yorkshire Hospitals NHS Trust	Adequate Experience	68.13	71.46	54.62
Mid Yorkshire Hospitals NHS Trust	Curriculum Coverage		61.11	48.08
Mid Yorkshire Hospitals NHS Trust	Educational Governance		50.70	50.64
Mid Yorkshire Hospitals NHS Trust	Local Teaching	52.56	57.33	44.74
Mid Yorkshire Hospitals NHS Trust	Rota Design			15.87
Milton Keynes University Hospital NHS Foundation Trust	Clinical Supervision out of hours	87.09	73.75	75.76
Milton Keynes University Hospital NHS Foundation Trust	Work Load	38.64	38.02	30.73
Milton Keynes University Hospital NHS Foundation Trust	Educational Governance		57.29	56.25
Milton Keynes University Hospital NHS Foundation Trust	Rota Design			30.73
Norfolk and Norwich University Hospitals NHS Foundation Trust	Induction	74.44	74.15	62.60
North Middlesex University Hospital NHS Trust	Clinical Supervision out of hours	84.40	79.38	80.31
North Tees and Hartlepool NHS Foundation Trust	Work Load	23.75	23.33	30.29
North Tees and Hartlepool NHS Foundation Trust	Study Leave	61.67	51.81	32.37
North West Anglia NHS Foundation Trust	Work Load	23.21	30.47	20.00
Northampton General Hospital NHS Trust	Clinical Supervision out of hours	83.69	85.92	77.08
Northampton General Hospital NHS Trust	Work Load	29.82	34.54	29.06
Northern Health and Social Care Trust	Feedback	67.95	69.32	37.50
Northern Lincolnshire and Goole NHS Foundation Trust	Educational Supervision	82.69	85.83	54.17
Northern Lincolnshire and Goole NHS Foundation Trust	Rota Design			25.00
Poole Hospital NHS Foundation Trust	Clinical Supervision out of hours	87.25	88.28	78.13
Poole Hospital NHS Foundation Trust	Regional Teaching			33.20
Royal Berkshire NHS Foundation Trust	Work Load	24.61	22.12	30.36
Royal Brompton & Harefield NHS Foundation Trust	Adequate Experience	60.33	57.75	54.52
Royal Brompton & Harefield NHS Foundation Trust	Curriculum Coverage		54.17	55.11
Royal Free London NHS Foundation Trust	Feedback	61.11	61.17	48.86
Royal Papworth Hospital NHS Foundation Trust	Induction	82.50	84.82	56.50
Sheffield Teaching Hospitals NHS Foundation Trust	Clinical Supervision	86.35	85.02	83.08
Sherwood Forest Hospitals NHS Foundation Trust	Regional Teaching	75.20	73.40	36.67
Sherwood Forest Hospitals NHS Foundation Trust	Rota Design			30.36
Southend University Hospital NHS Foundation Trust	Clinical Supervision out of hours	85.36	71.36	75.83
Southend University Hospital NHS Foundation Trust	Work Load	32.39	20.45	26.25
Southern Health and Social Care Trust	Overall Satisfaction	78.67	74.40	60.22
Southern Health and Social Care Trust	Local Teaching	59.60	56.00	53.61
Southport and Ormskirk Hospital NHS Trust	Curriculum Coverage		68.18	52.09
Southport and Ormskirk Hospital NHS Trust	Educational Governance		65.15	54.86
Southport and Ormskirk Hospital NHS Trust	Local Teaching	59.36	56.45	47.92
Southport and Ormskirk Hospital NHS Trust	Rota Design			18.75
St Helens and Knowsley Hospital Services NHS Trust	Overall Satisfaction	69.71	79.19	59.19
St Helens and Knowsley Hospital Services NHS Trust	Clinical Supervision	86.21	90.00	77.97
St Helens and Knowsley Hospital Services NHS Trust	Teamwork		70.83	61.46
St Helens and Knowsley Hospital Services NHS Trust	Supportive environment	64.64	67.19	57.50
St Helens and Knowsley Hospital Services NHS Trust	Rota Design			29.30
Tameside and Glossop Integrated Care NHS Foundation Trust	Clinical Supervision	72.18	84.44	78.33
Tameside and Glossop Integrated Care NHS Foundation Trust	Clinical Supervision out of hours	74.14	80.56	62.50

Trust / Board	Indicator	2016	2017	2018
Tameside and Glossop Integrated Care NHS Foundation Trust	Reporting systems	50.00	63.28	58.13
Tameside and Glossop Integrated Care NHS Foundation Trust	Teamwork		70.37	58.33
Tameside and Glossop Integrated Care NHS Foundation Trust	Handover	38.10	68.52	45.83
Tameside and Glossop Integrated Care NHS Foundation Trust	Supportive environment	65.71	70.56	55.00
United Lincolnshire Hospitals NHS Trust	Overall Satisfaction	74.20	62.94	61.23
University Hospitals Bristol NHS Foundation Trust	Study Leave	45.79	38.85	34.48
University Hospitals Plymouth NHS Trust	Educational Governance		55.13	52.31
University Hospitals Plymouth NHS Trust	Rota Design			31.13
Warrington and Halton Hospitals NHS Foundation Trust	Overall Satisfaction	63.60	67.50	27.11
Warrington and Halton Hospitals NHS Foundation Trust	Clinical Supervision	75.50	77.64	54.44
Warrington and Halton Hospitals NHS Foundation Trust	Clinical Supervision out of hours	78.20	86.11	66.20
Warrington and Halton Hospitals NHS Foundation Trust	Reporting systems	43.00	67.00	41.67
Warrington and Halton Hospitals NHS Foundation Trust	Work Load	36.25	38.13	27.08
Warrington and Halton Hospitals NHS Foundation Trust	Teamwork		70.83	38.89
Warrington and Halton Hospitals NHS Foundation Trust	Handover	39.17	72.50	30.56
Warrington and Halton Hospitals NHS Foundation Trust	Supportive environment	57.00	63.50	28.89
Warrington and Halton Hospitals NHS Foundation Trust	Induction	81.50	76.46	50.56
Warrington and Halton Hospitals NHS Foundation Trust	Adequate Experience	66.00	68.75	35.00
Warrington and Halton Hospitals NHS Foundation Trust	Curriculum Coverage		62.50	33.33
Warrington and Halton Hospitals NHS Foundation Trust	Educational Governance		58.33	26.85
Warrington and Halton Hospitals NHS Foundation Trust	Educational Supervision	80.00	84.58	49.31
Warrington and Halton Hospitals NHS Foundation Trust	Feedback	42.13	60.83	24.48
Warrington and Halton Hospitals NHS Foundation Trust	Local Teaching	45.10	52.10	42.22
Warrington and Halton Hospitals NHS Foundation Trust	Study Leave	52.38	46.07	24.54
Warrington and Halton Hospitals NHS Foundation Trust	Rota Design			11.11
West Hertfordshire Hospitals NHS Trust	Reporting systems	61.56	63.08	54.75
West Hertfordshire Hospitals NHS Trust	Handover	57.84	58.63	49.22
West Hertfordshire Hospitals NHS Trust	Supportive environment	67.65	61.07	55.94
West Suffolk NHS Foundation Trust	Work Load	21.88	33.33	29.46
West Suffolk NHS Foundation Trust	Study Leave	26.00	21.18	25.89
Weston Area Health NHS Trust	Overall Satisfaction	66.40	74.75	60.40
Weston Area Health NHS Trust	Clinical Supervision out of hours	77.00	77.50	75.00
Weston Area Health NHS Trust	Reporting systems	54.00	57.50	43.50
Weston Area Health NHS Trust	Handover	70.00	62.50	38.75
Weston Area Health NHS Trust	Supportive environment	49.00	63.75	54.00
Weston Area Health NHS Trust	Adequate Experience	72.00	79.38	54.50
Weston Area Health NHS Trust	Educational Governance		50.00	53.33
Weston Area Health NHS Trust	Rota Design			27.50
York Teaching Hospital NHS Foundation Trust	Clinical Supervision	81.31	91.07	77.36
York Teaching Hospital NHS Foundation Trust	Clinical Supervision out of hours	80.33	88.33	76.39
York Teaching Hospital NHS Foundation Trust	Curriculum Coverage		72.62	55.84
York Teaching Hospital NHS Foundation Trust	Local Teaching	51.50	48.14	46.67
York Teaching Hospital NHS Foundation Trust	Study Leave	55.78	25.89	28.96

## Appendix 2

### Trusts / Boards with green flags in 2017

Trust / Board	Indicator	2016	2017	2018
Aintree University Hospital NHS Foundation Trust	Educational Governance		65.63	81.41
Ashford and St Peter's Hospitals NHS Foundation Trust	Regional Teaching	62.00	54.40	71.25
Burton Hospitals NHS Foundation Trust	Adequate Experience	64.00	78.33	85.00
Cambridge University Hospitals NHS Foundation Trust	Reporting systems	70.07	74.76	76.43
Cambridge University Hospitals NHS Foundation Trust	Educational Governance		68.54	75.22
Colchester Hospital University NHS Foundation Trust	Handover	51.52	60.00	76.25
Dorset County Hospital NHS Foundation Trust	Clinical Supervision out of hours	86.29	92.14	95.31
Dorset County Hospital NHS Foundation Trust	Teamwork		80.95	83.33
Dorset County Hospital NHS Foundation Trust	Supportive environment	62.50	78.57	83.75
East Cheshire NHS Trust	Local Teaching	62.83	45.25	82.09
Epsom and St Helier University Hospitals NHS Trust	Regional Teaching	57.95	61.07	70.99
Forth Valley	Teamwork		72.22	76.28
Frimley Health NHS Foundation Trust	Teamwork		66.95	77.89
Gateshead Health NHS Foundation Trust	Overall Satisfaction	84.00	79.13	89.14
Gateshead Health NHS Foundation Trust	Clinical Supervision	96.20	91.25	97.86
Gateshead Health NHS Foundation Trust	Teamwork		75.00	83.33
Gateshead Health NHS Foundation Trust	Supportive environment	84.00	77.50	79.29
Gateshead Health NHS Foundation Trust	Adequate Experience	78.00	72.81	83.93
Gateshead Health NHS Foundation Trust	Curriculum Coverage		69.79	77.38
Gateshead Health NHS Foundation Trust	Local Teaching	53.60	49.88	81.67
Gateshead Health NHS Foundation Trust	Regional Teaching		67.44	76.19
Grampian	Teamwork		75.19	78.03
Grampian	Adequate Experience	81.00	79.43	79.55
Great Western Hospitals NHS Foundation Trust	Curriculum Coverage		73.33	80.83
Great Western Hospitals NHS Foundation Trust	Educational Governance		75.83	78.33
Greater Glasgow and Clyde	Teamwork		70.64	76.55
Harrogate and District NHS Foundation Trust	Induction	81.67	77.61	91.43
Highland	Overall Satisfaction	86.40	78.20	89.25
Highland	Clinical Supervision out of hours	85.20	87.00	95.31
Highland	Teamwork		65.00	89.59
Highland	Supportive environment	77.00	67.00	85.00
Highland	Adequate Experience	88.00	69.00	83.13
Highland	Curriculum Coverage		75.00	85.42
Highland	Educational Governance		60.00	81.25
Highland	Educational Supervision	100.00	86.67	96.88
Highland	Feedback	85.00	80.83	94.44
Highland	Regional Teaching	66.40	63.19	70.42
Highland	Rota Design			65.63
Homerton University Hospital NHS Foundation Trust	Clinical Supervision	90.00	95.00	96.07
Homerton University Hospital NHS Foundation Trust	Reporting systems	67.50	79.29	84.17

Trust / Board	Indicator	2016	2017	2018
Homerton University Hospital NHS Foundation Trust	Work Load	43.40	51.79	58.93
Homerton University Hospital NHS Foundation Trust	Teamwork		90.48	85.71
Homerton University Hospital NHS Foundation Trust	Educational Governance		78.57	82.14
Homerton University Hospital NHS Foundation Trust	Local Teaching	56.50	61.71	79.76
Homerton University Hospital NHS Foundation Trust	Rota Design			77.08
Isle of Wight NHS Trust	Educational Governance		72.22	77.78
James Paget University Hospitals NHS Foundation Trust	Teamwork		72.92	76.39
King's College Hospital NHS Foundation Trust	Reporting systems	68.02	71.01	76.13
Lanarkshire	Reporting systems	75.25	77.37	79.44
Lanarkshire	Curriculum Coverage		71.67	75.40
Liverpool Heart and Chest Hospital NHS Foundation Trust	Work Load	50.00	41.67	57.81
Liverpool Heart and Chest Hospital NHS Foundation Trust	Induction	82.50	77.08	87.50
Lothian	Teamwork		79.43	76.80
Lothian	Supportive environment	79.71	78.59	75.27
Lothian	Regional Teaching	56.17	69.43	69.53
Medway NHS Foundation Trust	Local Teaching	59.25	46.00	79.17
Mid Cheshire Hospitals NHS Foundation Trust	Reporting systems	76.11	81.67	75.91
North Cumbria University Hospitals NHS Trust	Regional Teaching		68.50	71.67
Northern Health and Social Care Trust	Teamwork		64.32	78.85
Northern Health and Social Care Trust	Educational Governance		70.31	75.00
Northern Lincolnshire and Goole NHS Foundation Trust	Regional Teaching	48.04		73.89
Northumbria Healthcare NHS Foundation Trust	Teamwork		81.75	79.83
Northumbria Healthcare NHS Foundation Trust	Supportive environment	71.75	77.86	75.53
Royal Berkshire NHS Foundation Trust	Reporting systems	67.81	68.08	81.79
Royal Berkshire NHS Foundation Trust	Teamwork		70.51	82.74
Royal Berkshire NHS Foundation Trust	Supportive environment	77.19	63.85	77.86
Royal Berkshire NHS Foundation Trust	Educational Governance		67.95	87.50
Royal Cornwall Hospitals NHS Trust	Regional Teaching	61.50	55.90	70.30
Royal Surrey County Hospital NHS Foundation Trust	Overall Satisfaction	84.36	79.82	82.09
Royal Surrey County Hospital NHS Foundation Trust	Teamwork		74.24	82.58
Royal Surrey County Hospital NHS Foundation Trust	Induction	82.12	79.55	85.45
Royal Surrey County Hospital NHS Foundation Trust	Adequate Experience	80.00	79.09	80.68
Royal Surrey County Hospital NHS Foundation Trust	Curriculum Coverage		69.70	81.06
Royal Surrey County Hospital NHS Foundation Trust	Educational Governance		76.52	78.03
Royal Surrey County Hospital NHS Foundation Trust	Local Teaching	59.18	59.55	79.54
Royal United Hospitals Bath NHS Foundation Trust	Clinical Supervision	95.42	88.50	97.78
Royal United Hospitals Bath NHS Foundation Trust	Reporting systems	78.18	64.44	86.25
Royal United Hospitals Bath NHS Foundation Trust	Induction	95.42	91.04	91.11
Royal United Hospitals Bath NHS Foundation Trust	Adequate Experience	78.33	79.75	77.78
Royal United Hospitals Bath NHS Foundation Trust	Curriculum Coverage		77.50	77.78
Royal United Hospitals Bath NHS Foundation Trust	Educational Governance		74.17	82.41
Royal United Hospitals Bath NHS Foundation Trust	Educational Supervision	100.00	91.25	94.44
Royal United Hospitals Bath NHS Foundation Trust	Regional Teaching	65.38	68.38	72.22

Trust / Board	Indicator	2016	2017	2018
Salford Royal NHS Foundation Trust	Induction	84.09	77.21	86.04
Salford Royal NHS Foundation Trust	Study Leave	53.89	53.78	71.47
Sandwell and West Birmingham Hospitals NHS Trust	Overall Satisfaction	71.64	74.15	81.95
Sandwell and West Birmingham Hospitals NHS Trust	Induction	83.86	82.19	87.00
Sandwell and West Birmingham Hospitals NHS Trust	Adequate Experience	69.09	72.38	78.00
Shrewsbury and Telford Hospital NHS Trust	Overall Satisfaction	73.82	74.20	81.30
Shrewsbury and Telford Hospital NHS Trust	Clinical Supervision	87.64	91.38	95.25
Shrewsbury and Telford Hospital NHS Trust	Adequate Experience	75.45	68.25	77.75
South Eastern Health and Social Care Trust	Study Leave	73.52	70.71	69.44
South Tees Hospitals NHS Foundation Trust	Teamwork		76.74	77.38
South Tees Hospitals NHS Foundation Trust	Supportive environment	76.30	75.42	78.10
South Tees Hospitals NHS Foundation Trust	Adequate Experience	79.63	76.77	82.38
South Tees Hospitals NHS Foundation Trust	Curriculum Coverage		70.83	76.19
South Tyneside NHS Foundation Trust	Supportive environment	56.00	75.00	81.25
South Tyneside NHS Foundation Trust	Induction	69.00	87.50	87.50
South Tyneside NHS Foundation Trust	Adequate Experience	72.00	71.00	80.63
South Tyneside NHS Foundation Trust	Local Teaching	53.20	60.80	78.75
South Tyneside NHS Foundation Trust	Regional Teaching		66.25	74.58
Stockport NHS Foundation Trust	Study Leave	65.21	77.29	70.21
Surrey and Sussex Healthcare NHS Trust	Overall Satisfaction	80.00	79.47	81.23
Surrey and Sussex Healthcare NHS Trust	Teamwork		73.68	78.79
Surrey and Sussex Healthcare NHS Trust	Adequate Experience	76.50	77.37	80.68
Surrey and Sussex Healthcare NHS Trust	Rota Design			66.07
Tameside and Glossop Integrated Care NHS Foundation Trust	Regional Teaching	57.83	68.22	77.13
Tayside	Overall Satisfaction	83.06	82.44	82.20
Tayside	Supportive environment	78.82	75.63	76.00
Tayside	Adequate Experience	81.76	82.66	81.17
Tayside	Curriculum Coverage		77.60	78.89
Tayside	Educational Governance		71.88	81.67
Tayside	Regional Teaching	61.57	59.35	72.50
Tayside	Study Leave	77.14	67.26	75.28
Tayside	Rota Design			63.33
The Christie NHS Foundation Trust	Teamwork		78.70	82.57
The Christie NHS Foundation Trust	Local Teaching	69.33	68.44	79.85
The Christie NHS Foundation Trust	Regional Teaching	69.05	63.31	70.45
The Clatterbridge Cancer Centre NHS Foundation Trust	Handover	72.22		83.33
The Clatterbridge Cancer Centre NHS Foundation Trust	Educational Governance			91.67
The Clatterbridge Cancer Centre NHS Foundation Trust	Regional Teaching			69.44
The Dudley Group NHS Foundation Trust	Adequate Experience	80.00	74.25	78.33
The Dudley Group NHS Foundation Trust	Study Leave	44.76	66.44	77.98
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Reporting systems	72.37	73.98	77.33
The Princess Alexandra Hospital NHS Trust	Reporting systems	58.33	64.44	82.27

Trust / Board	Indicator	2016	2017	2018
The Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust	Adequate Experience	65.83	79.58	82.92
The Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust	Curriculum Coverage		79.17	77.78
The Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust	Regional Teaching		64.70	71.53
The Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust	Study Leave	53.00	56.25	69.45
The Royal Bournemouth and Christchurch Hospitals NHS FT	Overall Satisfaction	79.37	77.79	90.54
The Royal Bournemouth and Christchurch Hospitals NHS FT	Teamwork		78.95	80.77
The Royal Bournemouth and Christchurch Hospitals NHS FT	Supportive environment	74.74	72.89	83.46
The Royal Bournemouth and Christchurch Hospitals NHS FT	Adequate Experience	77.89	75.26	86.92
The Royal Bournemouth and Christchurch Hospitals NHS FT	Curriculum Coverage		75.88	82.05
The Royal Bournemouth and Christchurch Hospitals NHS FT	Educational Governance		75.88	81.09
The Royal Bournemouth and Christchurch Hospitals NHS FT	Educational Supervision	88.16	89.69	94.71
The Royal Bournemouth and Christchurch Hospitals NHS FT	Rota Design			65.63
The Royal Marsden NHS Foundation Trust	Teamwork		82.81	81.55
The Royal Marsden NHS Foundation Trust	Induction	68.00	91.41	86.33
The Royal Marsden NHS Foundation Trust	Educational Governance		82.81	81.11
The Royal Marsden NHS Foundation Trust	Local Teaching	53.47	64.19	78.78
The Royal Marsden NHS Foundation Trust	Regional Teaching	56.28	71.35	72.89
The Royal Marsden NHS Foundation Trust	Rota Design			67.50
The Royal Wolverhampton NHS Trust	Teamwork		82.05	80.83
The Walton Centre NHS Foundation Trust	Work Load	56.25	61.25	72.50
The Walton Centre NHS Foundation Trust	Induction	80.71	68.75	87.00
The Walton Centre NHS Foundation Trust	Rota Design			72.50
Torbay and South Devon NHS Foundation Trust	Induction	89.50	85.65	87.00
University Hospitals of Morecambe Bay NHS Foundation Trust	Reporting systems	72.14	74.17	77.50
University Hospitals of Morecambe Bay NHS Foundation Trust	Regional Teaching	65.28	57.81	75.00
University Hospitals of North Midlands NHS Trust	Regional Teaching	62.26	70.34	71.23
Walsall Healthcare NHS Trust	Overall Satisfaction	73.33	67.25	82.33
Walsall Healthcare NHS Trust	Clinical Supervision	92.33	86.25	98.33
Walsall Healthcare NHS Trust	Reporting systems		71.25	76.67
Walsall Healthcare NHS Trust	Supportive environment	58.33	68.75	85.00
Walsall Healthcare NHS Trust	Adequate Experience	66.67	66.25	80.83
Walsall Healthcare NHS Trust	Local Teaching	68.00	60.75	85.00
Western Health and Social Care Trust	Curriculum Coverage		61.91	78.13
Western Health and Social Care Trust	Educational Governance		67.86	80.73
Whittington Health NHS Trust	Reporting systems	77.92	79.62	84.27
Whittington Health NHS Trust	Teamwork		76.28	89.58
Whittington Health NHS Trust	Adequate Experience	81.67	72.69	80.42
Whittington Health NHS Trust	Curriculum Coverage		70.51	77.78
Whittington Health NHS Trust	Educational Governance		74.36	83.33
Wrightington, Wigan and Leigh NHS Foundation Trust	Overall Satisfaction	77.00	81.80	81.25
Wrightington, Wigan and Leigh NHS Foundation Trust	Adequate Experience	82.50	81.00	81.46
Wye Valley NHS Trust	Supportive environment	85.00	76.00	81.25
Wye Valley NHS Trust	Educational Governance		75.00	81.25