2018 NATIONAL TRAINEE SURVEY RESULTS

GERIATRIC MEDICINE

GENERIC INDICATORS

SEPTEMBER 2018

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Quality Management Team
Joint Royal Colleges of Physicians Training Board

ROYAL COLLEGE
of PHYSICIANS
of EDINBURGH

ROYAL COLLEGE OF
PHYSICIANS AND
SURGEONS OF GLASGOW

Royal College
of Physicians

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.

618 Geriatric Medicine trainees (117 ST3, 131 ST4, 140 ST5, 138 ST6 and 90 ST7 and 2 ST8 trainees) an overall decrease of 5% compared to 2017, completed the 2018 survey. The numbers of trainees in each Deanery / LETB completing the survey were as follows:

Deanery / LETB	ST3 -7 2017	ST3 -7 2018	% Difference
Health Education East Midlands	37	37	+ 0%
Health Education East of England	44	31	-30%
Health Education Kent, Surrey and Sussex	39	39	+ 0%
Health Education N, C & E London	35	41	+15%
Health Education North East	32	28	- 13%
Health Education North West	76	66	- 13%
Health Education NW London	30	35	+14%
Health Education South London	41	35	- 15%
Health Education South West	42	44	+ 5%
Health Education Thames Valley	24	23	- 4%
Health Education Wessex	27	28	+ 4%
Health Education West Midlands	47	48	+ 2%
Health Education Yorkshire and the Humber	53	51	- 4%
NHS Education for Scotland	65	61	- 6%
Northern Ireland Medical & Dental Training Agency	15	17	+12%
Wales Deanery	42	34	- 19%
Total	**649**	**618**	**- 5%**

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

Executive Summary

Data was available for 57% (96/168) Trusts/Boards with Geriatric Medicine trainees. Where data was available, there have been increases in the number of Trust/Board red flags while green flags remained the same in 2018 in comparison to 2017. Red flags increased by 35 (+20%) to 174 with green flags remaining the same as 2017 at 59.

Handover showed the biggest 2018 increase in Trust/Board red flag indicators compared to 2017 with Local Teaching recording the biggest increase in green flags. Rota Design was introduced as a new indicator for 2018 recording the joint highest number of red flags (19).

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

Indicator (red flags)	No		Indicator (green flags)	No	
Clinical Supervision out of hours	19	(+1)	Educational Governance	8	(-1)
Rota Design	19	(new)	Regional Teaching	8	(+0)
Handover	17	(+8)	Local Teaching	7	(+7)
Curriculum Coverage	16	(+4)	Reporting Systems	6	(+3)
Overall Satisfaction	13	(+2)	Supportive Environment	5	(-1)
Reporting Systems	13	(+3)			

Of the 174 red flags recorded for all of the indicators in 2018, 90% (157/174) were in Trusts in England with 4% (7/174) Boards in Wales, 3% (6/174), Boards in Scotland and 2% (4/174) Trusts in Northern Ireland.

The average of the mean scores by Deanery / LETB for Overall Satisfaction in 2018 was 77.40, **down 2.30 on 2017.** From a regional perspective the scores were as follows:

	Deanery / LETB	2017 Mean	2018 Mean	Difference
4	Health Education South West	82.07	81.41	-0.66
4	Northern Ireland Medical & Dental Training Agency	77.67	80.88	+3.21
4	NHS Education for Scotland	78.92	80.34	+1.42
4	Health Education North West London	82.69	79.86	-2.83
3	Health Education East of England	77.65	79.29	-1.64
3	Health Education Kent, Surrey and Sussex	81.95	79.28	-2.67
3	Health Education Thames Valley	82.50	79.26	-3.24
3	Wales Deanery	79.69	78.56	-1.13
2	Health Education North West	75.87	78.50	+2.63
2	Health Education Wessex	79.89	77.50	-2.39
2	Health Education North East	81.94	77.46	-4.48
2	Health Education Yorkshire and the Humber	79.34	76.61	-2.73
1	Health Education West Midlands	76.64	74.13	-2.51
1	Health Education North Central and East London	74.39	73.44	-0.95
1	Health Education South London	79.62	73.09	-6.53
1	Health Education East Midlands	79.11	68.73	-10.38

Trusts / Boards with the highest proportion of red flags

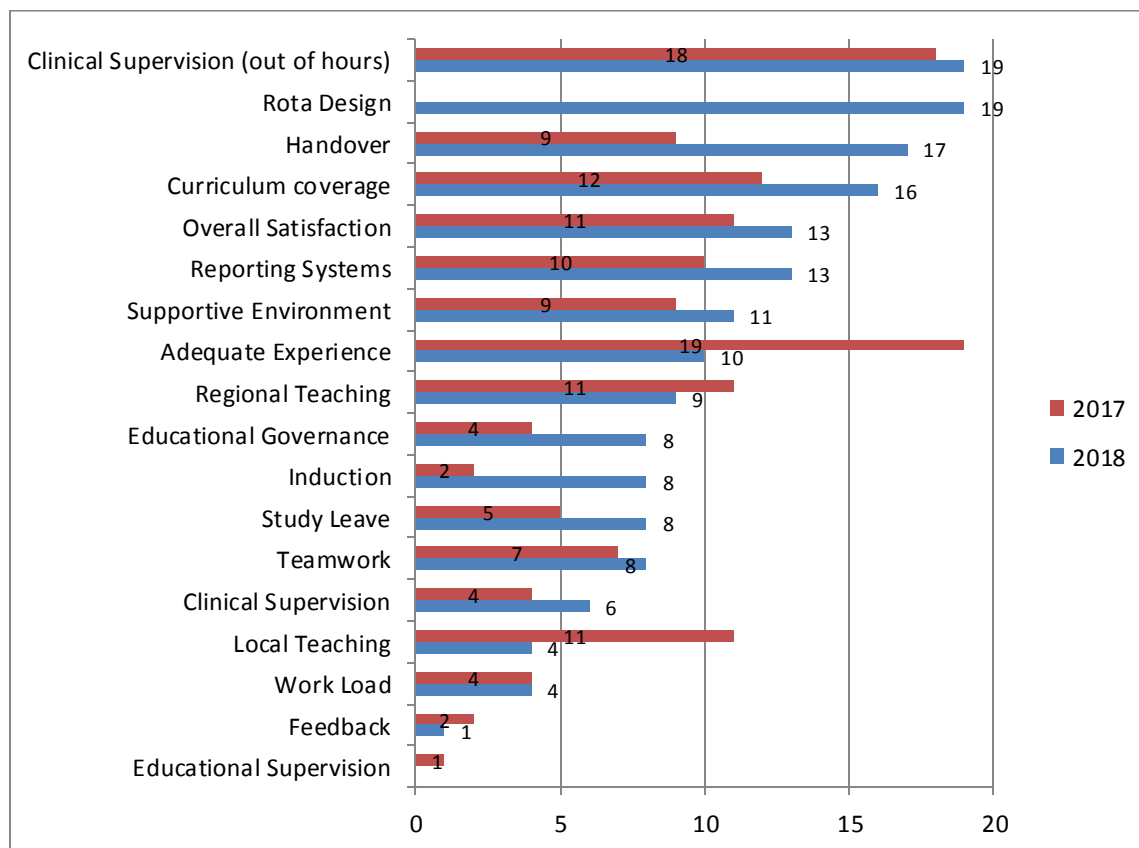| Trust / Board	2017 red flags	2018 red flags
Nottingham University Hospitals NHS Trust	1/17 (6%)	11/18 (61%)
Buckinghamshire Healthcare NHS Trust	3/17 (18%)	9/18 (50%)
East and North Hertfordshire NHS Trust	<3 trainees	9/18 (50%)
Croydon Health Services NHS Trust	2/17 (12%)	8/18 (44%)
United Lincolnshire Hospitals NHS Trust	0/17 (0%)	8/18 (44%)
Brighton and Sussex University Hospitals NHS Trust	0/17 (0%)	7/18 (39%)
Shrewsbury and Telford Hospital NHS Trust	<3 trainees	7/18 (39%)
East Lancashire Hospitals NHS Trust	10/17 (59%)	6/18 (33%)
University Hospitals Plymouth NHS Trust	3/16 (19%)	6/17 (35%)
Betsi Cadwaladr University Lhb	0/17 (0%)	5/18 (28%)
King's College Hospital NHS Foundation Trust	0/17 (0%)	5/18 (28%)
Poole Hospital NHS Foundation Trust	<3 trainees	5/18 (28%)
Barking, Havering and Redbridge University Hospitals NHS Trust	3/17 (18%)	4/18 (22%)
Gloucestershire Hospitals NHS Foundation Trust	4/16 (25%)	4/17 (24%)
Lewisham and Greenwich NHS Trust	1/17 (6%)	4/18 (22%)
Mid Yorkshire Hospitals NHS Trust	3/17 (18%)	4/18 (22%)
Northern Lincolnshire and Goole NHS Foundation Trust	4/17 (24%)	4/18 (22%)
Southern Health and Social Care Trust	<3 trainees	3/17 (18%)
West Hertfordshire Hospitals NHS Trust	0/17 (0%)	4/18 (22%)

Trusts / Boards with the highest proportion of green flags

Trust / Board	2017 green flags	2018 green flags
Royal Devon and Exeter NHS Foundation Trust	2/17 (12%)	5/18 (28%)
Royal United Hospitals Bath NHS Foundation Trust	0/15 (0%)	5/18 (28%)
Surrey and Sussex Healthcare NHS Trust	5/17 (29%)	5/18 (28%)
Western Sussex Hospitals NHS Foundation Trust	1/17 (6%)	5/18 (28%)
Taunton and Somerset NHS Foundation Trust	1/16 (6%)	4/17 (24%)
Derby Teaching Hospitals NHS Foundation Trust	3/17 (18%)	3/18 (17%)
The Royal Wolverhampton NHS Trust	1/17 (6%)	3/18 (17%)
Manchester University NHS Foundation Trust	0 trainees	2/18 (11%)
Portsmouth Hospitals NHS Trust	1/17 (6%)	2/17 (12%)
Sherwood Forest Hospitals NHS Foundation Trust	0/15 (0%)	2/16 (12%)
South Eastern Health and Social Care Trust	4/15 (27%)	2/16 (12%)

Results by Trust / Board

Red flags by indicator

Geriatric Medicine had a total of **174 Trust / Board red flags** in the 2018 National Training Survey (an increase of 20% 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:

- Barking, Havering and Redbridge University Hospitals NHS Trust: Reporting Systems
- Buckinghamshire Healthcare NHS Trust: Adequate Experience, Curriculum Coverage
- Croydon Health Services NHS Trust: Adequate Experience
- Croydon Health Services NHS Trust: Feedback
- East Lancashire Hospitals NHS Trust: Educational Governance
- Great Western Hospitals NHS Foundation Trust: Regional Teaching
- Mid Yorkshire Hospitals NHS Trust: Overall Satisfaction, Induction
- Norfolk and Norwich University Hospitals NHS Foundation Trust: Local Teaching
- Tayside: Clinical Supervision out of hours
- University Hospitals Birmingham NHS Foundation Trust: Reporting Systems
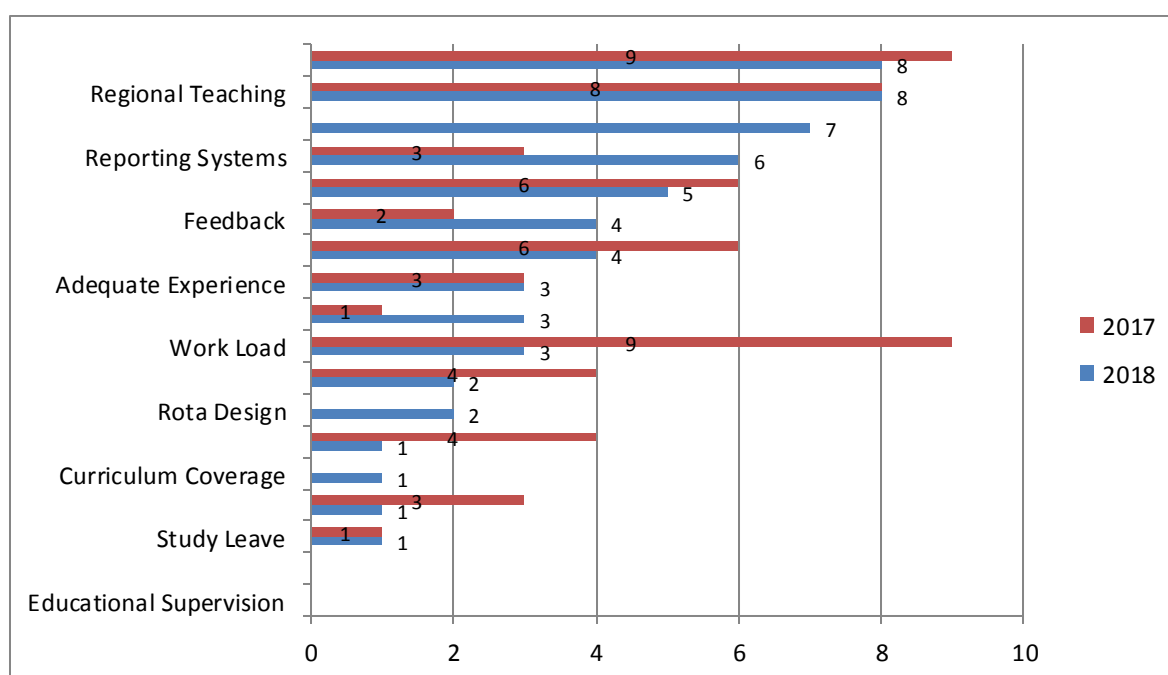- University Hospitals Plymouth NHS Trust: Teamwork

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

- East Kent Hospitals University NHS Foundation Trust: Handover
- East Lancashire Hospitals NHS Trust: Overall Satisfaction, Clinical Supervision, Clinical Supervision out of hours

- Epsom and St Helier University Hospitals NHS Trust: Clinical Supervision out of hours **(red flag in last 4 years)**, Study Leave **(red flag in last 5 years)**
- Gloucestershire Hospitals NHS Foundation Trust: Reporting Systems
- Norfolk and Norwich University Hospitals NHS Foundation Trust: Clinical Supervision out of hours
- Northern Lincolnshire and Goole NHS Foundation Trust: Local Teaching
- Nottingham University Hospitals NHS Trust: Clinical Supervision out of hours
- Royal Free London NHS Foundation Trust: Curriculum Coverage
- St Helens and Knowsley Hospital Services NHS Trust: Clinical Supervision out of hours **(red flag in last 4 years)**

Green flags by indicator

Geriatric Medicine had a total of **59 Trust / Board green flags** in the 2018 National Training Survey (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:
- Derby Teaching Hospitals NHS Foundation Trust: Reporting Systems, Teamwork
- Portsmouth Hospitals NHS Trust: Work Load
- Surrey and Sussex Healthcare NHS Trust: Reporting Systems, Teamwork, Educational Governance
- Taunton and Somerset NHS Foundation Trust: Supportive environment
- University Hospitals of Morecambe Bay NHS Foundation Trust: Work Load

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:

- Pennine Acute Hospitals NHS Trust: Regional Teaching **(green flag in last 4 years)**

Appendix 1
Trusts / Boards with red flags in 2018

Trust / Board	Indicator	2016	2017	2018
Aneurin Bevan University Lhb	Study Leave	54.67	56.25	43.49
Ashford and St Peter's Hospitals NHS Foundation Trust	Reporting systems	73.33		58.75
Ashford and St Peter's Hospitals NHS Foundation Trust	Curriculum Coverage			58.33
Barking, Havering and Redbridge University Hospitals NHS Trust	Reporting systems	58.33	43.33	47.50
Barking, Havering and Redbridge University Hospitals NHS Trust	Teamwork		61.11	47.22
Barking, Havering and Redbridge University Hospitals NHS Trust	Handover	69.45	62.50	51.04
Barking, Havering and Redbridge University Hospitals NHS Trust	Supportive environment	61.67	64.17	55.00
Betsi Cadwaladr University Lhb	Clinical Supervision out of hours	82.50	85.00	70.83
Betsi Cadwaladr University Lhb	Handover	47.22	54.76	32.81
Betsi Cadwaladr University Lhb	Supportive environment	68.33	66.43	56.25
Betsi Cadwaladr University Lhb	Educational Governance		77.38	47.92
Betsi Cadwaladr University Lhb	Rota Design			37.50
Bradford Teaching Hospitals NHS Foundation Trust	Clinical Supervision out of hours	83.33	93.75	81.25
Brighton and Sussex University Hospitals NHS Trust	Clinical Supervision out of hours	88.11	90.00	83.04
Brighton and Sussex University Hospitals NHS Trust	Supportive environment	77.14	71.25	53.57
Brighton and Sussex University Hospitals NHS Trust	Adequate Experience	80.00	80.63	64.29
Brighton and Sussex University Hospitals NHS Trust	Curriculum Coverage		75.00	57.14
Brighton and Sussex University Hospitals NHS Trust	Educational Governance		81.25	53.57
Brighton and Sussex University Hospitals NHS Trust	Local Teaching	53.00	54.13	56.19
Brighton and Sussex University Hospitals NHS Trust	Rota Design			33.93
Buckinghamshire Healthcare NHS Trust	Overall Satisfaction	80.00	78.00	60.67
Buckinghamshire Healthcare NHS Trust	Clinical Supervision	92.50	94.17	82.92
Buckinghamshire Healthcare NHS Trust	Clinical Supervision out of hours	85.67	84.00	78.13
Buckinghamshire Healthcare NHS Trust	Handover	76.39	68.33	41.67
Buckinghamshire Healthcare NHS Trust	Supportive environment	76.67	73.33	58.33
Buckinghamshire Healthcare NHS Trust	Induction	90.00	73.96	65.83
Buckinghamshire Healthcare NHS Trust	Adequate Experience	86.67	68.75	61.25
Buckinghamshire Healthcare NHS Trust	Curriculum Coverage		65.28	54.17
Buckinghamshire Healthcare NHS Trust	Rota Design			40.63
Cambridge University Hospitals NHS Foundation Trust	Handover	60.00	65.48	46.25
Cambridge University Hospitals NHS Foundation Trust	Curriculum Coverage		73.81	63.33
Cambridge University Hospitals NHS Foundation Trust	Regional Teaching	69.35	61.13	65.67
Cardiff & Vale University Lhb	Reporting systems	67.77	69.67	58.46
Central and North West London NHS Foundation Trust	Adequate Experience			55.83
Central and North West London NHS Foundation Trust	Curriculum Coverage			47.22
Central and North West London NHS Foundation Trust	Regional Teaching			61.67
Chelsea and Westminster Hospital NHS Foundation Trust	Curriculum Coverage		69.45	66.67
City Hospitals Sunderland NHS Foundation Trust	Curriculum Coverage		78.57	61.67
City Hospitals Sunderland NHS Foundation Trust	Rota Design			21.25

Trust / Board	Indicator	2016	2017	2018
Croydon Health Services NHS Trust	Reporting systems	74.00	71.00	55.00
Croydon Health Services NHS Trust	Teamwork		78.33	61.67
Croydon Health Services NHS Trust	Handover	78.33	66.67	50.00
Croydon Health Services NHS Trust	Adequate Experience	84.00	69.50	55.00
Croydon Health Services NHS Trust	Curriculum Coverage		70.00	48.33
Croydon Health Services NHS Trust	Educational Governance		83.33	48.33
Croydon Health Services NHS Trust	Feedback	88.33	35.83	53.13
Croydon Health Services NHS Trust	Rota Design			23.75
East Kent Hospitals University NHS Foundation Trust	Handover	56.48	52.08	31.25
East Kent Hospitals University NHS Foundation Trust	Induction	76.50	85.94	68.75
East Lancashire Hospitals NHS Trust	Overall Satisfaction	74.00	57.80	52.80
East Lancashire Hospitals NHS Trust	Clinical Supervision	82.00	78.75	77.00
East Lancashire Hospitals NHS Trust	Clinical Supervision out of hours	74.00	75.00	56.25
East Lancashire Hospitals NHS Trust	Induction	83.33	82.50	65.00
East Lancashire Hospitals NHS Trust	Educational Governance		56.67	60.00
East Lancashire Hospitals NHS Trust	Rota Design			23.75
East and North Hertfordshire NHS Trust	Overall Satisfaction	89.00		63.00
East and North Hertfordshire NHS Trust	Clinical Supervision	97.75		80.83
East and North Hertfordshire NHS Trust	Clinical Supervision out of hours	95.75		81.25
East and North Hertfordshire NHS Trust	Reporting systems	83.75		53.33
East and North Hertfordshire NHS Trust	Teamwork			52.78
East and North Hertfordshire NHS Trust	Supportive environment	90.00		63.33
East and North Hertfordshire NHS Trust	Regional Teaching	57.38		58.33
East and North Hertfordshire NHS Trust	Study Leave	89.58		13.89
East and North Hertfordshire NHS Trust	Rota Design			25.00
Epsom and St Helier University Hospitals NHS Trust	Clinical Supervision out of hours	77.80	76.56	65.28
Epsom and St Helier University Hospitals NHS Trust	Study Leave	30.83	34.38	39.58
Epsom and St Helier University Hospitals NHS Trust	Rota Design			14.58
Gloucestershire Hospitals NHS Foundation Trust	Clinical Supervision	87.46	77.50	80.00
Gloucestershire Hospitals NHS Foundation Trust	Clinical Supervision out of hours	76.00	80.00	68.75
Gloucestershire Hospitals NHS Foundation Trust	Reporting systems	55.83	62.50	64.00
Gloucestershire Hospitals NHS Foundation Trust	Study Leave	72.09	69.79	49.31
Grampian	Work Load	39.84	38.19	30.21
Great Western Hospitals NHS Foundation Trust	Handover	36.11	69.45	55.00
Great Western Hospitals NHS Foundation Trust	Regional Teaching	74.00	54.00	63.33
Great Western Hospitals NHS Foundation Trust	Rota Design			37.50
Greater Glasgow and Clyde	Handover	72.02	64.45	53.75
Guy's and St Thomas' NHS Foundation Trust	Regional Teaching	58.53	70.00	64.76
Harrogate and District NHS Foundation Trust	Overall Satisfaction	58.67		65.00
Harrogate and District NHS Foundation Trust	Adequate Experience	53.33		62.50
Harrogate and District NHS Foundation Trust	Rota Design			35.42
Ipswich Hospital NHS Trust	Handover			33.33
Kettering General Hospital NHS Foundation Trust	Overall Satisfaction		76.00	65.00
King's College Hospital NHS Foundation Trust	Clinical Supervision out of hours	88.17	89.17	80.09
King's College Hospital NHS Foundation Trust	Work Load	46.07	49.31	30.56

Trust / Board	Indicator	2016	2017	2018
King's College Hospital NHS Foundation Trust	Handover	71.30	71.53	48.61
King's College Hospital NHS Foundation Trust	Curriculum Coverage		72.92	64.35
King's College Hospital NHS Foundation Trust	Local Teaching	52.22	56.75	62.59
Lanarkshire	Clinical Supervision out of hours	83.92	88.75	82.29
Lewisham and Greenwich NHS Trust	Overall Satisfaction	87.50	63.83	66.86
Lewisham and Greenwich NHS Trust	Clinical Supervision out of hours	91.43	81.88	83.04
Lewisham and Greenwich NHS Trust	Curriculum Coverage		68.06	65.48
Lewisham and Greenwich NHS Trust	Rota Design			32.14
Mid Yorkshire Hospitals NHS Trust	Overall Satisfaction	79.00	63.80	66.33
Mid Yorkshire Hospitals NHS Trust	Handover	58.33	45.00	32.64
Mid Yorkshire Hospitals NHS Trust	Induction	61.25	58.75	42.50
Mid Yorkshire Hospitals NHS Trust	Rota Design			20.83
Norfolk and Norwich University Hospitals NHS Foundation Trust	Clinical Supervision out of hours	77.33	77.29	82.50
Norfolk and Norwich University Hospitals NHS Foundation Trust	Local Teaching	51.43	44.57	63.00
North Bristol NHS Trust	Teamwork		76.67	60.00
Northern Lincolnshire and Goole NHS Foundation Trust	Teamwork		63.89	52.78
Northern Lincolnshire and Goole NHS Foundation Trust	Induction	45.00	75.00	50.00
Northern Lincolnshire and Goole NHS Foundation Trust	Adequate Experience	57.50	67.50	55.00
Northern Lincolnshire and Goole NHS Foundation Trust	Local Teaching	39.75	46.00	57.22
Northumbria Healthcare NHS Foundation Trust	Curriculum Coverage		66.67	60.42
Nottingham University Hospitals NHS Trust	Overall Satisfaction	87.11	78.86	67.90
Nottingham University Hospitals NHS Trust	Clinical Supervision	87.92	94.64	86.38
Nottingham University Hospitals NHS Trust	Clinical Supervision out of hours	81.00	73.57	76.46
Nottingham University Hospitals NHS Trust	Teamwork		83.33	64.17
Nottingham University Hospitals NHS Trust	Handover	69.44	63.10	40.83
Nottingham University Hospitals NHS Trust	Supportive environment	73.33	77.14	61.00
Nottingham University Hospitals NHS Trust	Adequate Experience	80.00	75.36	63.00
Nottingham University Hospitals NHS Trust	Curriculum Coverage		67.86	60.00
Nottingham University Hospitals NHS Trust	Regional Teaching	54.33	66.42	62.83
Nottingham University Hospitals NHS Trust	Study Leave	54.38	60.71	42.92
Nottingham University Hospitals NHS Trust	Rota Design			32.50
Pennine Acute Hospitals NHS Trust	Clinical Supervision out of hours	88.83	86.25	78.91
Poole Hospital NHS Foundation Trust	Overall Satisfaction			68.00
Poole Hospital NHS Foundation Trust	Induction			46.67
Poole Hospital NHS Foundation Trust	Educational Governance			63.89
Poole Hospital NHS Foundation Trust	Regional Teaching			66.11
Poole Hospital NHS Foundation Trust	Rota Design			18.75
Royal Free London NHS Foundation Trust	Curriculum Coverage		57.87	62.96
Royal Free London NHS Foundation Trust	Regional Teaching	56.44	61.81	57.50
Royal Free London NHS Foundation Trust	Study Leave	76.83	62.73	42.36
Sandwell and West Birmingham Hospitals NHS Trust	Reporting systems	68.33	82.14	62.50
Sandwell and West Birmingham Hospitals NHS Trust	Supportive environment	75.00	78.57	57.50
Sherwood Forest Hospitals NHS Foundation Trust	Overall Satisfaction	72.00	66.33	66.33
Shrewsbury and Telford Hospital NHS Trust	Overall Satisfaction			46.33
Shrewsbury and Telford Hospital NHS Trust	Reporting systems			60.00

	Indicator	2016	2017	2018
Shrewsbury and Telford Hospital NHS Trust	Handover			54.17
Shrewsbury and Telford Hospital NHS Trust	Supportive environment			60.00
Shrewsbury and Telford Hospital NHS Trust	Adequate Experience			47.50
Shrewsbury and Telford Hospital NHS Trust	Curriculum Coverage			52.78
Shrewsbury and Telford Hospital NHS Trust	Rota Design			27.08
South Warwickshire NHS Foundation Trust	Induction			61.67
Southern Health and Social Care Trust	Reporting systems	72.08		61.67
Southern Health and Social Care Trust	Work Load	29.17		22.92
Southern Health and Social Care Trust	Handover	61.11		37.50
Southern Health and Social Care Trust	Regional Teaching			60.00
St Helens and Knowsley Hospital Services NHS Trust	Clinical Supervision out of hours	75.90	79.69	81.25
Tayside	Clinical Supervision	90.67	92.14	87.78
Tayside	Clinical Supervision out of hours	83.50	81.96	82.81
Tayside	Study Leave	83.06	44.05	44.44
United Lincolnshire Hospitals NHS Trust	Overall Satisfaction	78.00	83.00	62.75
United Lincolnshire Hospitals NHS Trust	Teamwork		64.58	47.92
United Lincolnshire Hospitals NHS Trust	Handover	66.67	52.09	32.81
United Lincolnshire Hospitals NHS Trust	Supportive environment	76.25	77.50	40.00
United Lincolnshire Hospitals NHS Trust	Induction	80.00	78.13	58.75
United Lincolnshire Hospitals NHS Trust	Adequate Experience	80.00	72.50	64.38
United Lincolnshire Hospitals NHS Trust	Educational Governance		70.83	64.58
United Lincolnshire Hospitals NHS Trust	Rota Design			29.69
University Hospitals Birmingham NHS Foundation Trust	Clinical Supervision out of hours	84.00	92.50	74.31
University Hospitals Birmingham NHS Foundation Trust	Reporting systems	60.00	63.75	55.00
University Hospitals Birmingham NHS Foundation Trust	Handover	64.59	47.92	25.00
University Hospitals Coventry and Warwickshire NHS Trust	Overall Satisfaction	63.20		57.33
University Hospitals Coventry and Warwickshire NHS Trust	Supportive environment	67.00		53.33
University Hospitals Coventry and Warwickshire NHS Trust	Adequate Experience	66.00		47.50
University Hospitals Coventry and Warwickshire NHS Trust	Curriculum Coverage			52.78
University Hospitals Plymouth NHS Trust	Clinical Supervision out of hours	81.00	81.25	79.17
University Hospitals Plymouth NHS Trust	Reporting systems	67.50	73.75	52.92
University Hospitals Plymouth NHS Trust	Teamwork		47.92	44.44
University Hospitals Plymouth NHS Trust	Supportive environment	83.75	57.50	61.67
University Hospitals Plymouth NHS Trust	Educational Governance		81.25	63.89
University Hospitals Plymouth NHS Trust	Rota Design			27.08
University Hospitals of Leicester NHS Trust	Curriculum Coverage		72.22	61.46
University Hospitals of Leicester NHS Trust	Rota Design			39.06
University Hospitals of Morecambe Bay NHS Foundation Trust	Reporting systems	75.00	75.00	63.33
University Hospitals of North Midlands NHS Trust	Clinical Supervision out of hours	83.20	93.75	83.33
University Hospitals of North Midlands NHS Trust	Reporting systems	68.00	83.75	63.75
University Hospitals of North Midlands NHS Trust	Study Leave	60.00	62.50	43.75
West Hertfordshire Hospitals NHS Trust	Work Load	24.22	44.79	28.13
West Hertfordshire Hospitals NHS Trust	Handover	52.08	58.33	51.56
West Hertfordshire Hospitals NHS Trust	Educational Governance		79.17	60.42
West Hertfordshire Hospitals NHS Trust	Rota Design			26.56

Appendix 2
Trusts / Boards with green flags in 2018

Trust / Board	Indicator	2016	2017	2018
Aintree University Hospital NHS Foundation Trust	Induction	71.00	89.58	92.50
Belfast Health and Social Care Trust	Handover	73.81	73.61	81.25
Bradford Teaching Hospitals NHS Foundation Trust	Educational Governance		87.50	91.67
Buckinghamshire Healthcare NHS Trust	Regional Teaching	71.60	68.05	88.33
Calderdale and Huddersfield NHS Foundation Trust	Local Teaching	58.00	59.50	84.33
Derby Teaching Hospitals NHS Foundation Trust	Reporting systems	83.33	100.00	90.00
Derby Teaching Hospitals NHS Foundation Trust	Teamwork		97.22	96.67
Derby Teaching Hospitals NHS Foundation Trust	Feedback	83.33	91.67	93.33
East Sussex Healthcare NHS Trust	Local Teaching			83.33
Heart of England NHS Foundation Trust	Educational Governance		70.00	83.33
Ipswich Hospital NHS Trust	Feedback			94.45
Lanarkshire	Reporting systems	77.50	70.00	82.86
Leeds Teaching Hospitals NHS Trust	Handover	71.97	63.26	78.41
Lewisham and Greenwich NHS Trust	Regional Teaching	75.03	65.50	85.71
Manchester University NHS Foundation Trust	Supportive environment			82.50
Manchester University NHS Foundation Trust	Regional Teaching			92.71
Norfolk and Norwich University Hospitals NHS Foundation Trust	Educational Governance		72.62	90.00
Pennine Acute Hospitals NHS Trust	Regional Teaching	83.33	78.31	87.92
Portsmouth Hospitals NHS Trust	Work Load	52.87	63.75	67.50
Portsmouth Hospitals NHS Trust	Local Teaching	51.88	51.80	84.00
Royal Berkshire NHS Foundation Trust	Adequate Experience	81.67	85.71	93.50
Royal Devon and Exeter NHS Foundation Trust	Reporting systems		85.00	86.25
Royal Devon and Exeter NHS Foundation Trust	Teamwork		81.67	85.42
Royal Devon and Exeter NHS Foundation Trust	Supportive environment	78.75	82.00	85.00
Royal Devon and Exeter NHS Foundation Trust	Adequate Experience	90.00	89.00	91.88
Royal Devon and Exeter NHS Foundation Trust	Rota Design			82.81
Royal Liverpool and Broadgreen University Hospitals NHS Trust	Reporting systems	72.50	69.00	86.00
Royal Liverpool and Broadgreen University Hospitals NHS Trust	Adequate Experience	84.44	63.21	90.83
Royal Liverpool and Broadgreen University Hospitals NHS Trust	Educational Governance		67.86	84.72
Royal Liverpool and Broadgreen University Hospitals NHS Trust	Local Teaching	51.78	50.43	86.94
Royal United Hospitals Bath NHS Foundation Trust	Reporting systems	65.00		92.00
Royal United Hospitals Bath NHS Foundation Trust	Teamwork		86.11	88.33
Royal United Hospitals Bath NHS Foundation Trust	Supportive environment	88.33	76.67	86.00
Royal United Hospitals Bath NHS Foundation Trust	Educational Governance		77.78	86.67
Royal United Hospitals Bath NHS Foundation Trust	Regional Teaching	57.67	62.42	92.00
Sherwood Forest Hospitals NHS Foundation Trust	Induction	86.67	81.25	91.67
Sherwood Forest Hospitals NHS Foundation Trust	Regional Teaching	55.50		86.67
South Eastern Health and Social Care Trust	Work Load	43.75	47.92	62.50
South Eastern Health and Social Care Trust	Study Leave		66.67	93.06
Southend University Hospital NHS Foundation Trust	Local Teaching		50.67	83.33
St Helens and Knowsley Hospital Services NHS Trust	Local Teaching	48.60	51.00	82.78

Trust / Board	Indicator	2016	2017	2018
Surrey and Sussex Healthcare NHS Trust	Reporting systems		91.25	90.00
Surrey and Sussex Healthcare NHS Trust	Teamwork		93.75	86.11
Surrey and Sussex Healthcare NHS Trust	Curriculum Coverage		91.67	100.00
Surrey and Sussex Healthcare NHS Trust	Educational Governance		95.83	91.67
Surrey and Sussex Healthcare NHS Trust	Regional Teaching		74.13	92.22
Taunton and Somerset NHS Foundation Trust	Overall Satisfaction	77.33	93.67	100.00
Taunton and Somerset NHS Foundation Trust	Supportive environment	80.00	91.67	86.67
Taunton and Somerset NHS Foundation Trust	Induction	95.00	89.58	91.67
Taunton and Somerset NHS Foundation Trust	Educational Governance		86.11	94.44
The Royal Wolverhampton NHS Trust	Clinical Supervision out of hours	96.50	95.00	95.31
The Royal Wolverhampton NHS Trust	Supportive environment	88.75	80.00	87.50
The Royal Wolverhampton NHS Trust	Feedback	75.00	85.00	94.44
University Hospitals of Morecambe Bay NHS Foundation Trust	Work Load	56.25	60.42	58.33
Western Sussex Hospitals NHS Foundation Trust	Educational Governance		72.92	91.67
Western Sussex Hospitals NHS Foundation Trust	Feedback	73.61	64.58	94.45
Western Sussex Hospitals NHS Foundation Trust	Local Teaching	45.33	54.00	83.89
Western Sussex Hospitals NHS Foundation Trust	Regional Teaching	73.21	71.31	92.78
Western Sussex Hospitals NHS Foundation Trust	Rota Design			79.17