

2018 NATIONAL TRAINEE SURVEY RESULTS

RENAL 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.

238 Renal Medicine trainees (63 ST3, 60 ST4, 42 ST5, 43 ST6 and 30 ST7 trainees) completed the 2018 survey. This was an increase of 4% (11 trainees) compared to 2017. The numbers of trainees in each Deanery / LETB completing the survey were as follows:

Deanery / LETB	2017	2018	% Difference
Defence Postgraduate Medical Deanery	0	0	+ 0%
Health Education East Midlands	12	13	+ 8%
Health Education East of England	26	13	- 50%
Health Education Kent, Surrey and Sussex	5	8	+37%
Health Education N, C & E London	17	14	-18%
Health Education North East	12	11	- 8%
Health Education North West	30	29	- 3%
Health Education NW London	10	13	+23%
Health Education South London	18	20	+10%
Health Education South West	16	10	- 37%
Health Education Thames Valley	8	10	+20%
Health Education Wessex	5	3	- 40%
Health Education West Midlands	21	22	+ 5%
Health Education Yorkshire and the Humber	19	19	+ 0%
NHS Education for Scotland	30	30	+ 0%
Northern Ireland Medical & Dental Training Agency	7	11	- 36%
Wales Deanery	13	12	- 8%
Total	249	238	- 4%

	Reduction of >10% of trainees completing the NTS in 2017 compared to 2016
--	---

Executive Summary

Data was available for 40% (38/94) Trusts/Boards with Renal Medicine 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. Red flags increased by 13 to 50 (+26%) with green flags increasing by 31 to 59 (+53%).

Local Teaching showed the biggest 2018 increase in red flags, up from 6 to 12 compared to 2017, with Rota design (new for 2018) 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
Local Teaching	12 (+6)	Clinical Supervision (out of hours)	11 (+2)
Workload	6 (+3)	Handover	7 (+1)
Regional Teaching	5 (- 2)	Rota design	6 (new)
Rota design	5 (new)	Teamwork	5 (+4)
Supportive Environment	5 (+3)		
Overall satisfaction	4 (+0)		

Of the 50 red flags recorded for all of the indicators in 2018, 84% (42/50) were in Trusts in England with 12% (6/50) Boards in Wales and 4% (2/50) were Trusts in Scotland. There were no red flags for Trusts in Northern Ireland.

The average of the mean scores by Deanery / LETB for Overall Satisfaction in 2018 was 78.71, up 0.99 on 2017. From a regional perspective the scores were as follows:

Quartile	Deanery / LETB	2017 Mean	2018 Mean	Difference
4	Health Education Kent, Surrey and Sussex	67.00	86.00	+19.00
4	Northern Ireland Medical & Dental Training Agency	87.71	86.00	- 1.71
4	Health Education Yorkshire and the Humber	76.63	84.63	+ 8.00
4	Health Education East Midlands	72.42	83.69	+11.27
3	Health Education North Central and East London	86.14	82.50	- 3.64
3	Health Education North West London	86.36	81.85	- 4.51
3	Health Education South London	71.11	80.90	+ 9.79
3	Health Education North East	76.33	80.55	+ 4.22
2	NHS Education for Scotland	82.83	80.53	- 2.30
2	Health Education South West	77.82	80.20	+ 2.38
2	Health Education West Midlands	72.81	74.00	+ 1.19
2	Health Education North West	80.33	73.97	- 6.36
1	Health Education Thames Valley	80.88	72.40	- 8.48
1	Wales Deanery	80.77	72.33	- 8.44
1	Health Education Wessex	72.25	71.33	- 0.92
1	Health Education East of England	72.11	68.46	- 3.65
1	Defence Postgraduate Medical Deanery	No trainees	No 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 red flags

Trust / Board	2017 red flags	2018 red flags
Portsmouth Hospitals NHS Trust	6/15 (40%)	5/18 (28%)
Salford Royal NHS Foundation Trust	0/17 (0%)	5/18 (28%)
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	1/17 (6%)	5/18 (28%)
Cambridge University Hospitals NHS Foundation Trust	1/17 (6%)	4/18 (22%)
Cardiff & Vale University Lhb	1/17 (6%)	4/18 (22%)
Heart of England NHS Foundation Trust	5/17 (29%)	4/17 (24%)
East and North Hertfordshire NHS Trust	0/16 (0%)	3/18 (17%)
North Bristol NHS Trust	3/17 (18%)	3/18 (17%)
Oxford University Hospitals NHS Foundation Trust	0/16 (0%)	2/18 (11%)
The Royal Wolverhampton NHS Trust	<3 trainees	2/18 (11%)
Abertawe Bro Morgannwg University Lhb	<3 trainees	1/18 (6%)
Betsi Cadwaladr University Lhb	0/16 (0%)	1/17 (6%)
Brighton and Sussex University Hospitals NHS Trust	<3 trainees	1/17 (6%)
East Kent Hospitals University NHS Foundation Trust	<3 trainees	1/17 (6%)
Greater Glasgow and Clyde	0/17 (0%)	1/18 (6%)
Guy's and St Thomas' NHS Foundation Trust	4/17 (24%)	1/18 (6%)
Lancashire Teaching Hospitals NHS Foundation Trust	3/17 (18%)	1/18 (6%)
Lothian	0/17 (0%)	1/16 (6%)
Manchester University NHS Foundation Trust	0 trainees	1/18 (6%)
Nottingham University Hospitals NHS Trust	<3 trainees	1/17 (6%)
Royal Berkshire NHS Foundation Trust	1/17 (6%)	1/16 (6%)
Royal Liverpool and Broadgreen University Hospitals NHS Trust	0/17 (0%)	1/18 (6%)
Sheffield Teaching Hospitals NHS Foundation Trust	1/17 (6%)	1/18 (6%)

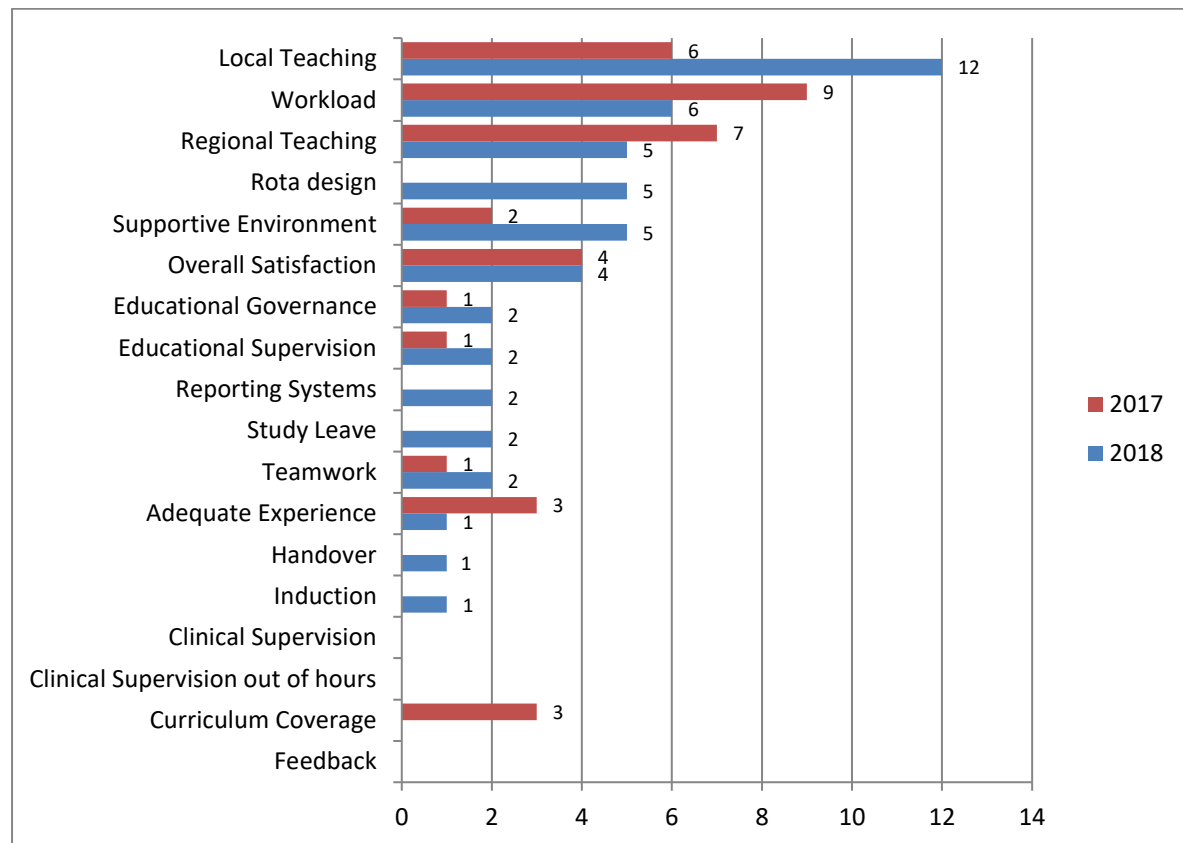
Trusts/Boards with green flags

Trust / Board	2017 green flags	2018 green flags
St George's University Hospitals NHS Foundation Trust	0/17 (0%)	8/18 (44%)
Tayside	3/17 (18%)	7/18 (39%)
Leeds Teaching Hospitals NHS Trust	3/17 (18%)	6/18 (33%)
South Eastern Health and Social Care Trust	<3 trainees	5/17 (29%)
Barts Health NHS Trust	6/17 (35%)	4/18 (22%)
Belfast Health and Social Care Trust	3/17 (18%)	4/17 (24%)
Lancashire Teaching Hospitals NHS Foundation Trust	0/17 (0%)	4/18 (22%)
Brighton and Sussex University Hospitals NHS Trust	<3 trainees	3/17 (18%)
University Hospitals Birmingham NHS Foundation Trust	1/17 (6%)	3/18 (17%)
Grampian	1/15 (7%)	2/18 (11%)
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	0/16 (6%)	2/18 (11%)
University Hospitals of North Midlands NHS Trust	0/16 (0%)	2/18 (6%)
Abertawe Bro Morgannwg University Lhb	<3 trainees	1/17 (6%)
Betsi Cadwaladr University Lhb	1/16 (6%)	1/17 (6%)
East and North Hertfordshire NHS Trust	0/16 (0%)	1/18 (6%)
Greater Glasgow and Clyde	2/17 (12%)	1/18 (6%)
North Bristol NHS Trust	0/17 (0%)	1/18 (6%)
Nottingham University Hospitals NHS Trust	<3 trainees	1/17 (6%)
Royal Free London NHS Foundation Trust	0/17 (0%)	1/18 (6%)
Royal Liverpool and Broadgreen University Hospitals NHS Trust	0/17 (0%)	1/18 (6%)
Sheffield Teaching Hospitals NHS Foundation Trust	1/17 (6%)	1/18 (6%)

Results by Trust / Board

Red flags by indicator

Renal Medicine had a total of **50 Trust / Board red flags** in the 2018 National Training Survey (an increase of 26% 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:

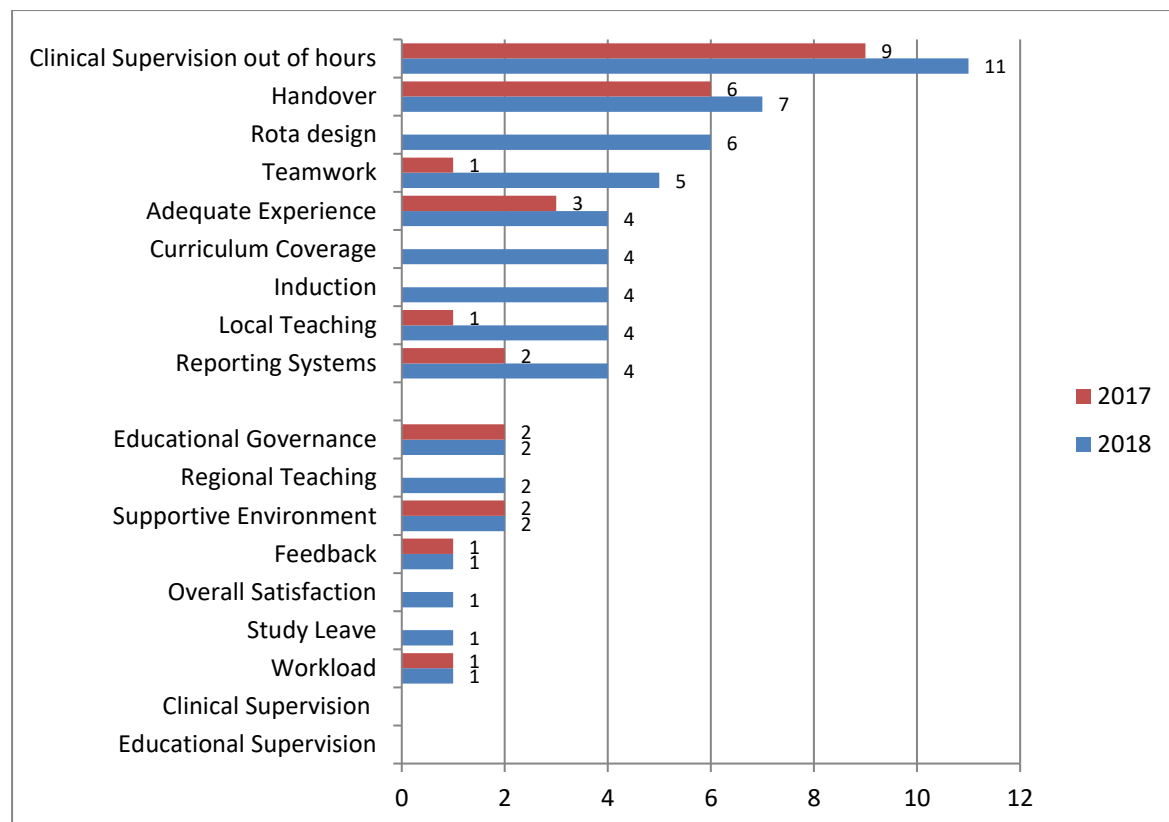
- Heart of England NHS Foundation Trust: Workload, Local Teaching, Regional Teaching
- North Bristol NHS Trust: Local Teaching
- Portsmouth Hospitals NHS Trust: Supportive Environment, Local Teaching

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

- Lancashire Teaching Hospitals NHSFT: Local Teaching
- The Newcastle Upon Tyne Hospitals NHSFT: Workload (**Red flag in last 4 consecutive years**)

Green flags by indicator

Renal Medicine had a total of **59 Trust / Board green flags** in the 2018 National Training Survey (an increase of 53% on 2018) 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:

- Barts Health NHS Trust: Adequate Experience, Local Teaching
- Betsi Cadwaladr University Lhb: Clinical Supervision out of hours
- Tayside: Handover, Supportive Environment
- The Newcastle Upon Tyne Hospitals NHS Foundation Trust: Handover
- University Hospitals Birmingham NHS Foundation 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:

- Belfast Health and Social Care Trust: Clinical Supervision out of hours, Handover
- Greater Glasgow and Clyde: Clinical Supervision out of hours
- Leeds Teaching Hospitals NHS Trust: Clinical Supervision out of hours, Handover

Appendix 1

Trusts / Boards with red flags in 2018

Trust / Board	Indicator	2016	2017	2018
Abertawe Bro Morgannwg University Lhb	Work Load	18.75		25.00
Betsi Cadwaladr University Lhb	Reporting systems	56.67	69.69	56.67
Brighton and Sussex University Hospitals NHS Trust	Regional Teaching			65.55
Cambridge University Hospitals NHS Foundation Trust	Overall Satisfaction	78.00	76.90	68.75
Cambridge University Hospitals NHS Foundation Trust	Handover	68.06	72.50	40.63
Cambridge University Hospitals NHS Foundation Trust	Local Teaching	42.33	56.00	41.67
Cambridge University Hospitals NHS Foundation Trust	Study Leave	49.67	58.75	26.56
Cardiff & Vale University Lhb	Overall Satisfaction	84.00	77.50	63.17
Cardiff & Vale University Lhb	Work Load	45.00	46.88	27.08
Cardiff & Vale University Lhb	Supportive environment	82.00	70.00	54.17
Cardiff & Vale University Lhb	Educational Governance		66.67	63.89
East Kent Hospitals University NHS Foundation Trust	Reporting systems			60.00
East and North Hertfordshire NHS Trust	Teamwork		71.43	61.11
East and North Hertfordshire NHS Trust	Supportive environment	76.00	65.00	49.17
East and North Hertfordshire NHS Trust	Local Teaching	59.20	51.14	51.67
Greater Glasgow and Clyde	Local Teaching	60.00	60.00	56.83
Guy's and St Thomas' NHS Foundation Trust	Rota Design			34.38
Heart of England NHS Foundation Trust	Work Load		12.50	12.50
Heart of England NHS Foundation Trust	Local Teaching		46.75	46.67
Heart of England NHS Foundation Trust	Regional Teaching		45.75	49.44
Heart of England NHS Foundation Trust	Rota Design			27.08
Lancashire Teaching Hospitals NHS Foundation Trust	Local Teaching	46.80	44.17	51.11
Lothian	Regional Teaching	67.00	64.88	36.67
Manchester University NHS Foundation Trust	Local Teaching			51.67
North Bristol NHS Trust	Overall Satisfaction	80.67	72.29	69.75
North Bristol NHS Trust	Teamwork		72.62	62.50
North Bristol NHS Trust	Local Teaching	47.00	33.57	51.25
Nottingham University Hospitals NHS Trust	Work Load	33.33		29.17
Oxford University Hospitals NHS Foundation Trust	Local Teaching	54.20	62.80	57.62
Oxford University Hospitals NHS Foundation Trust	Regional Teaching	60.06	67.20	57.86
Portsmouth Hospitals NHS Trust	Work Load	42.50	39.58	22.92
Portsmouth Hospitals NHS Trust	Supportive environment	59.00	48.33	53.33
Portsmouth Hospitals NHS Trust	Local Teaching	65.20	45.00	53.89
Portsmouth Hospitals NHS Trust	Study Leave	69.67	78.47	43.75
Portsmouth Hospitals NHS Trust	Rota Design			37.50
Royal Berkshire NHS Foundation Trust	Induction	95.00	77.08	53.33
Royal Liverpool and Broadgreen University Hospitals NHS Trust	Educational Supervision	95.83	91.67	74.11
Salford Royal NHS Foundation Trust	Overall Satisfaction	86.40	73.50	58.80
Salford Royal NHS Foundation Trust	Supportive environment	80.00	65.00	54.00
Salford Royal NHS Foundation Trust	Adequate Experience	82.00	68.75	58.00
Salford Royal NHS Foundation Trust	Local Teaching	53.40	48.67	39.33
Salford Royal NHS Foundation Trust	Rota Design			38.75

Trust / Board	Indicator	2016	2017	2018
Sheffield Teaching Hospitals NHS Foundation Trust	Educational Supervision	91.67	91.67	76.25
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Work Load	28.13	17.71	25.00
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Supportive environment	58.33	70.00	58.75
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Educational Governance		70.83	62.50
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Local Teaching	41.50	52.50	52.09
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Rota Design			34.38
The Royal Wolverhampton NHS Trust	Local Teaching	45.75		48.33
The Royal Wolverhampton NHS Trust	Regional Teaching	65.50		35.56

Appendix 2

Trusts / Boards with green flags in 2018

Trust / Board	Indicator	2016	2017	2018
Abertawe Bro Morgannwg University Lhb	Teamwork			91.67
Barts Health NHS Trust	Adequate Experience	77.14	95.36	93.00
Barts Health NHS Trust	Curriculum Coverage		85.71	90.00
Barts Health NHS Trust	Local Teaching	41.00	72.00	84.67
Barts Health NHS Trust	Rota Design			78.75
Belfast Health and Social Care Trust	Clinical Supervision out of hours	97.60	97.50	98.75
Belfast Health and Social Care Trust	Handover	95.00	89.59	80.42
Belfast Health and Social Care Trust	Regional Teaching	72.38	65.31	92.00
Belfast Health and Social Care Trust	Study Leave	99.00	57.29	95.00
Betsi Cadwaladr University Lhb	Clinical Supervision out of hours	88.33	96.25	95.83
Brighton and Sussex University Hospitals NHS Trust	Clinical Supervision out of hours			97.92
Brighton and Sussex University Hospitals NHS Trust	Reporting systems			91.67
Brighton and Sussex University Hospitals NHS Trust	Handover			89.58
East and North Hertfordshire NHS Trust	Clinical Supervision out of hours	96.80	95.00	97.92
Grampian	Reporting systems		66.67	88.75
Grampian	Induction		79.17	94.38
Greater Glasgow and Clyde	Clinical Supervision out of hours	96.13	96.50	96.88
Lancashire Teaching Hospitals NHS Foundation Trust	Reporting systems	63.75	75.00	90.00
Lancashire Teaching Hospitals NHS Foundation Trust	Handover	71.67	75.00	82.29
Lancashire Teaching Hospitals NHS Foundation Trust	Supportive environment	70.00	75.00	90.83
Lancashire Teaching Hospitals NHS Foundation Trust	Adequate Experience	78.00	70.00	94.58
Leeds Teaching Hospitals NHS Trust	Clinical Supervision out of hours	98.50	96.00	98.21
Leeds Teaching Hospitals NHS Trust	Teamwork		80.83	83.33
Leeds Teaching Hospitals NHS Trust	Handover	90.28	88.33	77.68
Leeds Teaching Hospitals NHS Trust	Adequate Experience	81.67	89.00	90.36
Leeds Teaching Hospitals NHS Trust	Curriculum Coverage		80.00	89.29
Leeds Teaching Hospitals NHS Trust	Rota Design			76.79
North Bristol NHS Trust	Clinical Supervision out of hours	97.17	92.86	95.31
Nottingham University Hospitals NHS Trust	Educational Governance			91.67
Royal Free London NHS Foundation Trust	Local Teaching	72.00	70.00	87.78
Royal Liverpool and Broadgreen University Hospitals NHS Trust	Clinical Supervision out of hours	93.83	91.00	95.83
Sheffield Teaching Hospitals NHS Foundation Trust	Handover	79.86	83.33	80.00

Trust / Board	Indicator	2016	2017	2018
South Eastern Health and Social Care Trust	Work Load			72.92
South Eastern Health and Social Care Trust	Teamwork			88.89
South Eastern Health and Social Care Trust	Induction			91.67
South Eastern Health and Social Care Trust	Feedback			94.45
South Eastern Health and Social Care Trust	Rota Design			77.08
St George's University Hospitals NHS Foundation Trust	Overall Satisfaction	93.33	69.33	96.20
St George's University Hospitals NHS Foundation Trust	Clinical Supervision out of hours	97.00	93.33	96.25
St George's University Hospitals NHS Foundation Trust	Teamwork		77.78	88.33
St George's University Hospitals NHS Foundation Trust	Adequate Experience	86.67	70.83	91.50
St George's University Hospitals NHS Foundation Trust	Curriculum Coverage		63.89	90.00
St George's University Hospitals NHS Foundation Trust	Local Teaching	54.00	45.67	87.00
St George's University Hospitals NHS Foundation Trust	Regional Teaching	60.25	64.92	93.33
St George's University Hospitals NHS Foundation Trust	Rota Design			82.50
Tayside	Reporting systems	78.33	81.25	86.00
Tayside	Handover	72.22	87.50	80.00
Tayside	Supportive environment	80.83	86.25	86.00
Tayside	Induction	88.00	86.98	93.00
Tayside	Educational Governance		83.33	85.00
Tayside	Local Teaching	67.00	62.75	84.00
Tayside	Rota Design			80.00
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Educational Governance		83.33	85.42
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Local Teaching	79.86	84.72	82.81
University Hospitals Birmingham NHS Foundation Trust	Rota Design	94.83	96.43	95.83
University Hospitals Birmingham NHS Foundation Trust	Teamwork		86.46	88.19
University Hospitals Birmingham NHS Foundation Trust	Handover			82.29
University Hospitals of North Midlands NHS Trust	Clinical Supervision out of hours	94.33	93.33	95.83
University Hospitals of North Midlands NHS Trust	Curriculum Coverage	83.33	79.17	93.33