

# 2019 NATIONAL TRAINEE SURVEY RESULTS

ACUTE (INTERNAL) MEDICINE

GENERIC INDICATORS

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Warren Lynch /Rickane Shah  
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

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.

318 Acute Internal Medicine trainees (98 ST3, 55 ST4, 59 ST5, 54 ST6 and 52 ST7) completed the 2019 survey. This was an overall decrease of 4% (12 trainees) 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	2018	2019	% Difference
Defence Postgraduate Medical Deanery	2	3	+ 33%
Health Education East Midlands	21	16	-24%
Health Education East of England	14	17	+ 18%
Health Education Kent, Surrey and Sussex	25	25	+ 0%
Health Education N, C & E London	18	13	- 28%
Health Education NW London	12	13	+ 8%
Health Education South London	5	8	+ 37%
Health Education North East	19	18	- 5%
Health Education North West	24	23	- 4%
Health Education Mersey	28	21	-25%
Health Education Severn	14	13	-7%
Health Education South West Peninsula	7	6	- 14%
Health Education Thames Valley	16	14	- 12%
Health Education Wessex	15	17	+ 12%
Health Education West Midlands	21	25	+ 16%
Health Education Yorkshire and the Humber	38	34	- 11%
Health Education and Improvement Wales	7	10	+ 30%
NHS Education for Scotland ( East Region)	1	2	+ 100%
NHS Education for Scotland ( North Region)	6	6	+0%
NHS Education for Scotland ( South-East Region)	10	8	-20%
NHS Education for Scotland ( West Region)	18	19	+6%
Northern Ireland Medical & Dental Training Agency	9	7	- 22%
<b>Total</b>	<b>330</b>	<b>318</b>	<b>- 4%</b>

Reduction of >10% of trainees completing the NTS in 2019 compared to 2018
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# Executive Summary

Data was available for 31% (49/156) Trusts/Boards with Acute (Internal) Medicine trainees. Where data was available, there has been a slight increase in red flags and slight increase in the number of Trust/Board green flags for 2019 in comparison to the 2018 results. Red flags have increased by 51 to 60 (+18%) with green flags having also increased from 38 to 45 (+18%) in 2018.

Curriculum Coverage showed the biggest 2019 increase in red flags, up from 3 to 8 compared to 2018, with Adequate Experience showing the biggest 2019 increase in green flags, up from 2 to 5 compared to 2018.

The indicators showing the highest number of Trusts with red or green flags compared to 2018 were:

Indicator (red flags)	No	Indicator (green flags)	No
Curriculum Coverage	8 (+5)	Supportive Environment	6 (+2)
Overall Satisfaction	7 (+2)	Workload	6 (+2)
Clinical Supervision (out of hours)	5 (+1)	Adequate Experience	5 (+3)
Supportive Environment	5 (+2)	Induction	5 (+2)
Adequate Experience	4 (-1)	Reporting Systems	5 (+0)
Rota design	4 (+1)	Educational Governance	4 (+1)
Workload	4 (+2)	Handover	3 (+2)
Educational Governance	3 (+3)	Overall Satisfaction	3 (+2)
Educational Supervision	3 (+2)	Teamwork	3 (+0)
Induction	3 (+1)		

Of the 60 red flags recorded for all of the indicators in 2019, 85% (51/60) were in Trusts in England, 13% (8/60) were Trusts in regions in Scotland, and 2% (1/60) were in Boards in Wales. There were no red flags for Trusts in Northern Ireland.

**The average of the mean scores by Deanery / LETB for Overall Satisfaction in 2019 was 76.42, up 0.12 on 2018.** From a regional perspective the scores were as follows:

Quartile	Deanery / LETB	2018 Mean	2019 Mean	Difference
4	Health Education North West London	87.50	83.77	-3.73
4	Health Education North Central and East London	69.94	83.08	+13.14
4	Northern Ireland Medical & Dental Training Agency	81.33	80.71	-0.62
4	Health Education South West	79.62	80.26	+0.64
3	NHS Education for Scotland	80.09	79.51	-0.58
3	Health Education North East	74.79	79.11	+4.32
3	Health Education South London	74.80	78.38	+3.58
3	Health Education Wessex	67.27	76.35	+9.08
2	Health Education and Improvement Wales	79.14	76.10	-3.04
2	Health Education Kent, Surrey and Sussex	76.48	75.96	-0.52
2	Health Education East Midlands	73.10	75.44	+2.34
2	Health Education Thames Valley	75.31	73.86	-1.45
1	Health Education North West	74.44	72.98	-1.46
1	Health Education East of England	71.57	72.94	+1.37
1	Health Education Yorkshire and the Humber	76.84	72.85	-3.99
1	Health Education West Midlands	78.52	71.92	-6.60
1	Defence Postgraduate Medical Deanery	<3	66.00	N/A

	Increase in mean Overall Satisfaction score for 2019 compared to 2018
	decrease in mean Overall Satisfaction score for 2019 compared to 2018

## Trusts/Boards with red flags

Trust / Board	2018 red flags	2019 red flags
Mid Yorkshire Hospitals NHS Trust	1/18 (6%)	9/16 (56%)
Hampshire Hospitals NHS Foundation Trust	1/18 (6%)	6/16 (38%)
Sherwood Forest Hospitals NHS Foundation Trust	<3 trainees	6/17 (35%)
Manchester University NHS Foundation Trust	9/18 (50%)	5/18 (28%)
Borders	<3 trainees	3/18 (17%)
Norfolk and Norwich University Hospitals NHS Foundation Trust	7/16 (44%)	3/17 (18%)
Royal Free London NHS Foundation Trust	3/18 (17%)	3/18 (17%)
Ayrshire & Arran	1/18 (6%)	2/18 (11%)
County Durham and Darlington NHS Foundation Trust	0/18 (0%)	2/18 (11%)
Imperial College Healthcare NHS Trust	1/17 (6%)	2/16 (13%)
King's College Hospital NHS Foundation Trust	<3 trainees	2/18 (11%)
Leeds Teaching Hospitals NHS Trust	2/18 (11%)	2/18 (11%)

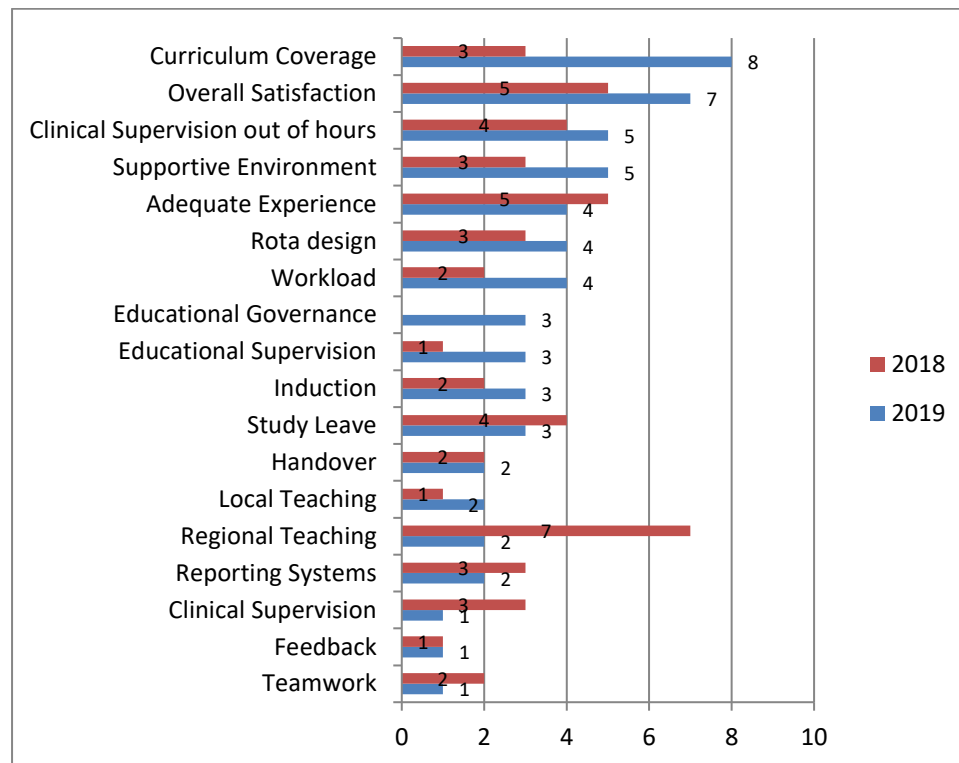
## Trusts/Boards with green flags

Trust / Board	2018 green flags	2019 green flags
Guy's and St Thomas' NHS Foundation Trust	1/17 (6%)	8/17 (47%)
University Hospitals Birmingham NHS Foundation Trust	<3 trainees	7/18 (39%)
University Hospitals Bristol NHS Foundation Trust	0/18 (0%)	5/18 (28%)
Grampian	5/18 (28%)	4/18 (22%)
London North West University Healthcare NHS Trust	4/18 (22%)	3/18 (17%)
Ayrshire & Arran	0/18 (0%)	2/18 (11%)
Barnsley Hospital NHS Foundation Trust	0/18 (0%)	2/17 (12%)
Chelsea and Westminster Hospital NHS Foundation Trust	9/17 (53%)	2/17 (12%)
Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust	1/18 (6%)	2/18 (11%)
Whittington Health NHS Trust	1/18 (6%)	2/17 (12%)

## Results by Trust / Board

### Red flags by indicator

Acute (Internal) Medicine had a total of 60 **Trust / Board red flags** in the 2019 National Training Survey (increase of 9 on **2018**) in the following domains:



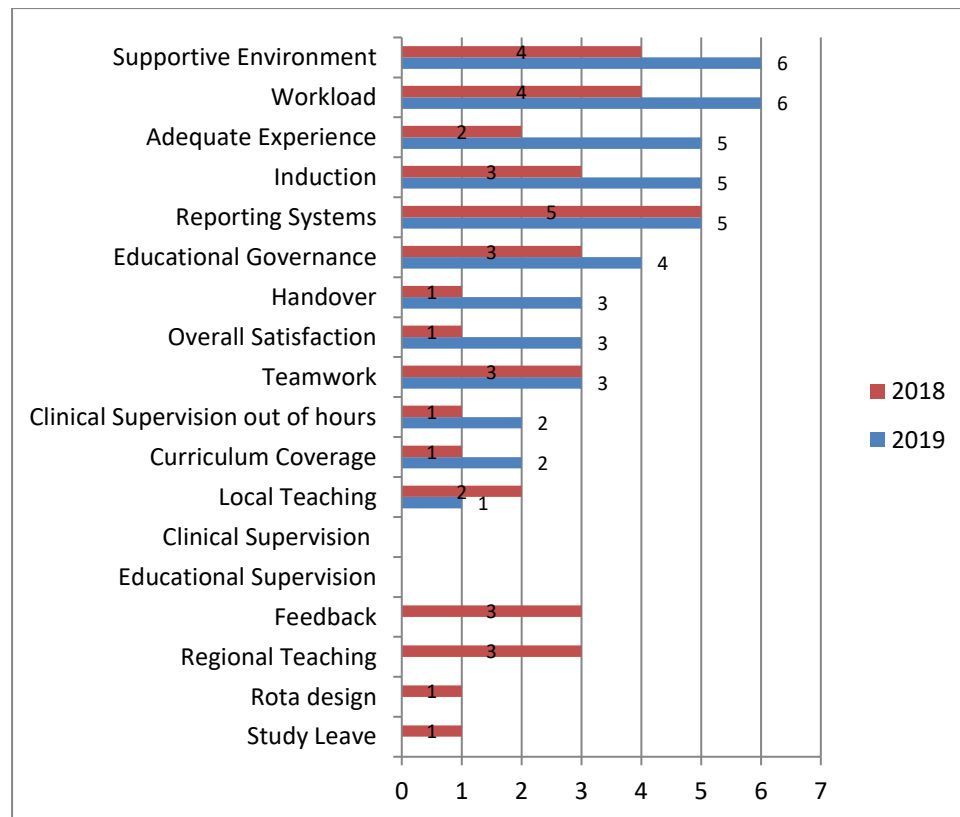
### Red flags by indicator in consecutive surveys (2018 and 2019)

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

- Leeds Teaching Hospitals NHS Trust: Curriculum Coverage
- Manchester University NHSFT: Overall Satisfaction, Handover, Induction, Adequate Experience, Curriculum Coverage
- Mid Yorkshire Hospitals NHS Trust: Study Leave
- Norfolk and Norwich University Hospitals NHSFT: Work Load (**3 of last 4 years**)
- Royal Free London NHSFT: Rota Design

## Green flags by indicator

Acute (Internal) Medicine had a total of **45 Trust / Board green flags** in the 2019 National Training Survey (increase of 7 on 2018) in the following domains:



## Green flags by indicator in consecutive surveys (2018 and 2019)

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

- Chelsea and Westminster Hospital NHSFT: Supportive Environment, Induction
- Grampian: Teamwork, Supportive Environment and Local Teaching(**green flag reported in 3 of last 4 years**)
- Guy's and St Thomas NHSFT: Reporting systems
- London North West University Healthcare NHS Trust: Educational Governance
- The Royal Bournemouth and Christchurch Hospitals NHSFT: Reporting systems

**It should also be noted that green flags have been reported in three consecutive years, (2017, 2018 and 2019) for the following Trusts / Boards:**

- Chelsea and Westminster Hospital NHSFT: Supportive Environment

## Appendix 1

### Trusts / Boards with red flags in 2019

Trust / Board	Indicator	2017	2018	2019
Ayrshire & Arran	Clinical Supervision out of hours	82.00	81.25	72.92
Ayrshire & Arran	Work Load	43.75	41.25	27.08
Borders	Reporting systems			62.92
Borders	Induction			60.00
Borders	Educational Supervision			70.83
Brighton and Sussex University Hospitals NHS Trust	Overall Satisfaction	75.17	81.00	67.60
Brighton and Sussex University Hospitals NHS Trust	Supportive environment	67.50	82.00	59.00
Brighton and Sussex University Hospitals NHS Trust	Curriculum Coverage	80.56	78.33	71.67
Brighton and Sussex University Hospitals NHS Trust	Rota Design		51.25	37.50
County Durham and Darlington NHS Foundation Trust	Adequate Experience	66.88	63.75	60.63
County Durham and Darlington NHS Foundation Trust	Curriculum Coverage	68.75	79.17	62.50
Cwm Taf Morgannwg University Local Health Board	Adequate Experience			70.83
Greater Glasgow and Clyde	Regional Teaching	60.61	73.70	63.33
Hampshire Hospitals NHS Foundation Trust	Overall Satisfaction	74.75	76.00	58.67
Hampshire Hospitals NHS Foundation Trust	Supportive environment	73.75	61.67	40.00
Hampshire Hospitals NHS Foundation Trust	Induction	70.31	66.67	65.00
Hampshire Hospitals NHS Foundation Trust	Curriculum Coverage	68.75	75.00	69.45
Hampshire Hospitals NHS Foundation Trust	Educational Governance	72.92	75.00	50.00
Hampshire Hospitals NHS Foundation Trust	Educational Supervision	87.50	79.17	68.75
Imperial College Healthcare NHS Trust	Overall Satisfaction	85.67	78.50	66.33
Imperial College Healthcare NHS Trust	Curriculum Coverage	91.67	77.08	58.33
King's College Hospital NHS Foundation Trust	Supportive environment			45.00
King's College Hospital NHS Foundation Trust	Educational Supervision			60.42
Lanarkshire	Clinical Supervision out of hours	92.00		79.86
Leeds Teaching Hospitals NHS Trust	Curriculum Coverage	65.48	64.29	66.67
Leeds Teaching Hospitals NHS Trust	Educational Governance	72.62	69.05	58.33
London North West University Healthcare NHS Trust	Study Leave	49.58	36.81	43.75
Lothian	Curriculum Coverage	75.00	78.70	72.92
Manchester University NHS Foundation Trust	Overall Satisfaction		64.78	64.13
Manchester University NHS Foundation Trust	Handover		50.00	45.31
Manchester University NHS Foundation Trust	Induction		55.00	63.75
Manchester University NHS Foundation Trust	Adequate Experience		66.39	63.44
Manchester University NHS Foundation Trust	Curriculum Coverage		58.33	62.50
Mid Yorkshire Hospitals NHS Trust	Overall Satisfaction		72.00	42.67
Mid Yorkshire Hospitals NHS Trust	Reporting systems		74.38	48.75
Mid Yorkshire Hospitals NHS Trust	Work Load		35.00	20.83
Mid Yorkshire Hospitals NHS Trust	Teamwork		73.33	38.89
Mid Yorkshire Hospitals NHS Trust	Supportive environment		78.00	43.33



Trust / Board	Indicator	2016	2017	2018
Mid Yorkshire Hospitals NHS Trust	Adequate Experience		75.50	55.00
Mid Yorkshire Hospitals NHS Trust	Educational Governance		78.33	30.56
Mid Yorkshire Hospitals NHS Trust	Study Leave			46.53
Mid Yorkshire Hospitals NHS Trust	Rota Design		47.50	10.42
Norfolk and Norwich University Hospitals NHS Foundation Trust	Clinical Supervision out of hours	80.00	80.56	77.08
Norfolk and Norwich University Hospitals NHS Foundation Trust	Work Load	33.33	27.08	23.61
Norfolk and Norwich University Hospitals NHS Foundation Trust	Curriculum Coverage	44.44	61.11	66.67
Oxford University Hospitals NHS Foundation Trust	Study Leave	70.42	57.29	45.31
Pennine Acute Hospitals NHS Trust	Clinical Supervision out of hours	90.00	79.69	81.25
Portsmouth Hospitals NHS Trust	Clinical Supervision out of hours	88.33	87.50	84.38
Royal Free London NHS Foundation Trust	Local Teaching	58.25	58.33	51.11
Royal Free London NHS Foundation Trust	Regional Teaching	67.38	49.33	26.94
Royal Free London NHS Foundation Trust	Rota Design		38.75	16.67
Sandwell and West Birmingham Hospitals NHS Trust	Feedback	88.89	83.33	30.83
Sheffield Teaching Hospitals NHS Foundation Trust	Handover	61.11	45.83	50.00
Sherwood Forest Hospitals NHS Foundation Trust	Overall Satisfaction	64.67		56.33
Sherwood Forest Hospitals NHS Foundation Trust	Clinical Supervision	83.33		83.33
Sherwood Forest Hospitals NHS Foundation Trust	Work Load	50.00		27.08
Sherwood Forest Hospitals NHS Foundation Trust	Supportive environment	71.67		48.33
Sherwood Forest Hospitals NHS Foundation Trust	Local Teaching	58.67		46.11
Sherwood Forest Hospitals NHS Foundation Trust	Rota Design			27.08
University Hospitals of North Midlands NHS Trust	Overall Satisfaction		76.00	69.33

## Appendix 2

### Trusts / Boards with green flags in 2019

Trust / Board	Indicator	2017	2018	2019
Ayrshire & Arran	Reporting systems	82.50	73.00	86.67
Ayrshire & Arran	Educational Governance	73.33	88.33	91.67
Barnsley Hospital NHS Foundation Trust	Induction		53.33	93.33
Barnsley Hospital NHS Foundation Trust	Adequate Experience		59.17	95.83
Cambridge University Hospitals NHS Foundation Trust	Clinical Supervision out of hours	85.83		95.83
Chelsea and Westminster Hospital NHS Foundation Trust	Supportive environment	88.75	94.00	83.00
Chelsea and Westminster Hospital NHS Foundation Trust	Induction	82.81	93.00	91.00
Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust	Work Load	50.00	55.36	58.33
Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust	Handover	83.33	75.89	81.25
Grampian	Teamwork	80.56	88.33	88.33
Grampian	Supportive environment	90.00	89.00	89.00
Grampian	Adequate Experience	92.50	82.00	93.00
Grampian	Local Teaching	77.00	85.00	84.00
Guy's and St Thomas' NHS Foundation Trust	Overall Satisfaction	63.33	72.33	98.33
Guy's and St Thomas' NHS Foundation Trust	Reporting systems	65.00	81.67	91.67
Guy's and St Thomas' NHS Foundation Trust	Teamwork	47.22	58.33	91.67
Guy's and St Thomas' NHS Foundation Trust	Handover	58.33	68.75	95.83
Guy's and St Thomas' NHS Foundation Trust	Supportive environment	46.67	73.33	91.67
Guy's and St Thomas' NHS Foundation Trust	Induction	79.17	70.00	96.67
Guy's and St Thomas' NHS Foundation Trust	Adequate Experience	60.00	80.83	96.67
Guy's and St Thomas' NHS Foundation Trust	Educational Governance	44.44	86.11	100.00
Imperial College Healthcare NHS Trust	Work Load	47.92	51.56	70.83
London North West University Healthcare NHS Trust	Adequate Experience	86.00	85.00	100.00
London North West University Healthcare NHS Trust	Curriculum Coverage	86.67	83.33	93.75
London North West University Healthcare NHS Trust	Educational Governance	80.00	94.44	93.75
North Tees and Hartlepool NHS Foundation Trust	Clinical Supervision out of hours	88.33		95.83
Pennine Acute Hospitals NHS Trust	Work Load	62.50	48.33	58.75
Surrey and Sussex Healthcare NHS Trust	Supportive environment		80.00	85.00
The Royal Bournemouth and Christchurch Hospitals NHS Foundation Trust	Reporting systems		81.67	90.00
University Hospitals Birmingham NHS Foundation Trust	Overall Satisfaction	87.33		95.33
University Hospitals Birmingham NHS Foundation Trust	Reporting systems	88.33		96.67
University Hospitals Birmingham NHS Foundation Trust	Work Load	48.61		60.42
University Hospitals Birmingham NHS Foundation Trust	Induction	89.58		91.67
University Hospitals Birmingham NHS Foundation Trust	Adequate Experience	80.83		100.00
University Hospitals Birmingham NHS Foundation Trust	Curriculum Coverage	97.22		94.44
University Hospitals Birmingham NHS Foundation Trust	Educational Governance	94.44		91.67

Trust / Board	Indicator	2017	2018	2019
University Hospitals Bristol NHS Foundation Trust	Overall Satisfaction			96.67
University Hospitals Bristol NHS Foundation Trust	Reporting systems			93.33
University Hospitals Bristol NHS Foundation Trust	Handover			81.25
University Hospitals Bristol NHS Foundation Trust	Supportive environment			91.67
University Hospitals Bristol NHS Foundation Trust	Induction			94.17
University Hospitals of North Midlands NHS Trust	Work Load		47.92	60.42
Whittington Health NHS Trust	Teamwork	66.67	83.33	87.50
Whittington Health NHS Trust	Supportive environment	55.00	80.00	85.00
Wirral University Teaching Hospital NHS Foundation Trust	Work Load	41.25	42.92	61.25