

# 2019 NATIONAL TRAINEE SURVEY RESULTS

CORE MEDICAL TRAINING

GENERIC INDICATORS

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Warren Lynch  
Quality Management Officer  
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.

2762 CMT trainees (1457 CMT1s and 1305 CMT2s) completed the 2019 survey. This was an increase of 0.6% (17 CMT 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	CMT1 2018	CMT1 2019	CMT2 2018	CMT2 2019
Defence Postgraduate Medical Deanery	2	2	1	4
Health Education East Midlands	83	62	61	72
Health Education East of England	111	103	108	113
Health Education Kent, Surrey and Sussex	108	110	94	107
Health Education N, C & E London	93	107	94	88
Health Education North East	58	71	58	53
Health Education North West	176	167	173	171
Health Education NW London	79	79	81	73
Health Education South London	90	107	97	84
Health Education South West	75	72	79	66
Health Education Thames Valley	53	40	39	46
Health Education Wessex	42	49	39	43
Health Education West Midlands	88	89	93	74
Health Education Yorkshire and the Humber	112	167	128	115
Health Education and Improvement Wales	50	75	75	48
NHS Education for Scotland	100	113	106	94
Northern Ireland Medical & Dental Training Agency	57	44	42	54
<b>Total</b>	<b>1377</b>	<b>1457</b>	<b>1368</b>	<b>1305</b>

	Reduction of >5 trainees completing the NTS in 2018 compared to 2019
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# Executive Summary

Data was available for 83% (156/187) of Trusts/Boards with Core Medical trainees. Where data was available, there have been decreases in both the number of Trust/Board red and green flags in 2019 in comparison to the 2018 results. Red flags decreased by 15 to 153 (-9%) with green flags decreasing by 58 to 110 (-35%).

Rota Design showed the biggest 2019 increase in red flags, up from 15 to 18 (+17%) compared to 2018, with Educational Supervision showing the biggest increase in green flags, up from 3 to 5 (+40%) 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
Rota design	18 (+3)	Supportive environment	14 (+2)
Clinical Supervision	12 (-1)	Educational Governance	13 (-4)
Clinical Supervision (out of hours)	12 (-1)	Reporting Systems	12 (+0)
Study Leave	12 (+3)	Adequate Experience	11 (-7)
Teamwork	11 (+0)	Regional Teaching	11 (-7)
Reporting systems	10 (+2)	Induction	9 (-1)
Supportive environment	10 (+0)	Teamwork	7 (-14)

Of the 153 red flags recorded for all of the indicators in 2019, 95% (146/153) were in Trusts in England with 2% (3/153) Boards in Scotland and 2% (3/153) in Boards in Wales and 1% (1/153) in Trusts in Northern Ireland.

**The mean score of all Deanery/LETBs for Overall Satisfaction in 2019 was 73.62, up 3.38 on 2018.**

From a regional perspective the scores were as follows:

Quartile	Deanery / LETB	2018 Mean	2019 Mean	Difference
4 (3)	Health Education and Improvement Wales	71.19	76.11	+4.92
4 (4)	NHS Education for Scotland	74.95	76.11	+1.16
4 (1)	Defence Postgraduate Medical Deanery	45.67	75.50	+29.83
4 (2)	Health Education South West	70.77	74.92	+4.15
3 (4)	Health Education Wessex	75.48	74.85	-0.63
3 (3)	Health Education Thames Valley	71.10	74.78	+3.68
3 (4)	Health Education Kent, Surrey and Sussex	73.62	74.39	+0.77
3 (2)	Northern Ireland Medical & Dental Training Agency	70.67	74.20	+3.53
2 (3)	Health Education North Central and East London	73.45	74.17	+0.72
2 (3)	Health Education North East	73.03	74.03	+1.00
2 (1)	Health Education North West	68.97	73.15	+4.18
2 (2)	Health Education North West London	70.74	72.78	+2.04
1 (4)	Health Education West Midlands	74.73	72.54	-2.19
1 (1)	Health Education South London	70.07	72.12	+2.05
1 (2)	Health Education East of England	70.62	71.73	+1.11
1 (1)	Health Education East Midlands	69.90	70.64	+0.74
1 (1)	Health Education Yorkshire and the Humber	69.20	69.56	+0.36

( ) – denotes 2018 quartile position

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

The mean Deanery/LETB overall satisfaction score for each core programme was as follows:

Programme	2015	2016	2017	2018	2019
Core Anaesthetics Training	87.68	87.67	85.84	86.71	87.41
Core Psychiatry Training	83.43	85.00	82.67	83.35	82.10
Core Surgical Training	77.71	76.58	74.16	74.00	74.89
Core Medical Training	76.85	75.34	72.11	70.24	73.62

## Trusts/Boards with highest proportion of red flags

No	Trust / Board	2018 red flags	2019 red flags
1	Northampton General Hospital NHS Trust	2/18 (11%)	11/18 (61%)
2	Mid Yorkshire Hospitals NHS Trust	14/18 (78%)	10/18 (56%)
3=	Bedford Hospital NHS Trust	0/18 (0%)	8/18 (44%)
3=	Northern Lincolnshire and Goole NHSFT	2/18 (11%)	8/18 (44%)
5	Barnsley Hospital NHSFT	5/18 (28%)	7/18 (39%)
6	Milton Keynes University Hospital NHSFT	4/18 (22%)	6/18 (33%)
	Basildon and Thurrock University Hospitals NHSFT	0/18 (0%)	4/18 (22%)
	Croydon Health Services NHS Trust	1/18 (6%)	4/18 (22%)
	James Paget University Hospitals NHSFT	1/18 (6%)	4/18 (22%)
	The Christie NHSFT	0/18 (0%)	4/18 (22%)
	The Princess Alexandra Hospital NHS Trust	0/18 (0%)	4/18 (22%)
	Warrington and Halton Hospitals NHSFT	17/18 (94%)	4/18 (22%)

## Trusts/Boards with highest proportion of green flags

	Trust / Board	2018 green flags	2019 green flags
	Royal United Hospitals Bath NHSFT	8/18 (44%)	8/18 (44%)
	Weston Area Health NHS Trust*	0/18 (0%)	7/18 (39%)
	Highland	11/18 (61%)	6/18 (33%)
	Homerton University Hospital NHSFT	7/18 (39%)	6/18 (33%)
	The Royal Marsden NHSFT	6/18 (33%)	5/18 (28%)
	Wye Valley NHS Trust	2/18 (11%)	5/18 (28%)
	Fife	0/18 (0%)	4/18 (22%)
	Northern Devon Healthcare NHS Trust	<3 trainees	4/18 (22%)
	Sandwell and West Birmingham Hospitals NHS Trust	3/18 (17%)	4/18 (22%)
	South Tyneside NHSFT	5/18 (28%)	4/18 (22%)

\* 8/18 flags were red with no green flags in the 2018 survey. Only one red flag reported in the 2019 survey.

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

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

- Barking, Havering and Redbridge University Hospitals NHS Trust: Induction (red flag in 5 of last 6 years)
- Barnsley Hospital NHSFT: Local Teaching
- Cardiff & Vale University Lhb: Teamwork, Educational Supervision
- Chesterfield Royal Hospital NHSFT: Local Teaching, Study Leave
- James Paget University Hospitals NHSFT: Clinical Supervision
- Mid Yorkshire Hospitals NHS Trust: Overall Satisfaction, Reporting Systems (red flag for both in 3 of last 4 years), Local Teaching, Rota Design, Workload
- Northampton General Hospital NHS Trust: Clinical Supervision (out of hours)
- Northern Lincolnshire and Goole NHSFT: Educational Supervision
- Sherwood Forest Hospitals NHSFT: Rota Design
- St Helens and Knowsley Teaching Hospitals NHS Trust: Rota Design
- Warrington and Halton Hospitals NHS Foundation Trust: Overall Satisfaction, Clinical Supervision, Teamwork, Supportive Environment
- West Suffolk NHSFT: Workload
- Weston Area Health NHS Trust: Clinical Supervision (out of hours)
- York Teaching Hospital NHSFT: Local Teaching, Study Leave

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

- Barnsley Hospital NHSFT: Overall Satisfaction
- Cardiff & Vale University Lhb: Induction
- Croydon Health Services NHS Trust: Workload (**Red flag in 6 of last 8 years**)
- Mid Yorkshire Hospitals NHS Trust: Clinical Supervision (out of hours) (**red flag for last 4 years**), Teamwork, Supportive Environment, Educational Governance (all last 3 years)
- Milton Keynes University Hospital NHSFT, Clinical Supervision (out of hours), Educational Governance
- Royal Brompton & Harefield NHSFT, Curriculum Coverage
- Southend University Hospital NHSFT: Clinical Supervision (out of hours) (3 of last 4 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 (2018 and 2019)**

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

- Ashford and St Peter's Hospitals NHSFT: Regional Teaching
- Cambridge University Hospitals NHSFT: Educational Governance
- Epsom and St Helier University Hospitals NHS Trust: Regional Teaching
- Highland: Teamwork, Supportive Environment, Adequate Experience, Educational Governance, Feedback, Regional Teaching
- Homerton University Hospital NHSFT: Clinical Supervision
- Lanarkshire: Reporting Systems
- Northern Health and Social Care Trust: Educational Governance
- Royal United Hospitals Bath NHSFT: Clinical Supervision, Adequate Experience, Educational Governance, Educational Supervision
- Salford Royal NHSFT: Induction
- Sandwell and West Birmingham Hospitals NHS Trust: Adequate Experience
- South Tyneside NHSFT: Induction, Regional Teaching
- Tayside: Educational Governance
- The Royal Bournemouth and Christchurch Hospitals NHSFT: Adequate Experience
- The Royal Marsden NHSFT: Regional Teaching, Rota Design
- University Hospitals of Morecambe Bay NHSFT: Regional Teaching
- Whittington Health NHS Trust: Teamwork
- Wye Valley NHS Trust: Educational Governance

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

- The Walton Centre NHSFT: Workload (**Last 4 years**)
- Homerton University Hospital NHSFT: Teamwork, Educational Governance
- Lothian: Supportive Environment
- Northumbria Healthcare NHS Foundation Trust: Supportive Environment
- Royal United Hospitals Bath NHSFT: Induction (last 4 years)
- The Royal Marsden NHSFT: Induction, Educational Governance

## Appendix 1

### Trusts/Boards with red flags in 2019

Trust / Board	Indicator	2017	2018	2019
Barking, Havering and Redbridge University Hospitals NHS Trust	Induction	72.81	62.95	59.46
Barnsley Hospital NHS Foundation Trust	Overall Satisfaction	55.45	59.47	58.73
Barnsley Hospital NHS Foundation Trust	Clinical Supervision out of hours	84.55	87.08	75.00
Barnsley Hospital NHS Foundation Trust	Handover	61.36	57.92	48.75
Barnsley Hospital NHS Foundation Trust	Supportive environment	55.91	61.00	55.67
Barnsley Hospital NHS Foundation Trust	Local Teaching	49.82	52.45	48.89
Barnsley Hospital NHS Foundation Trust	Study Leave	30.30	48.33	33.06
Barnsley Hospital NHS Foundation Trust	Rota Design		36.67	33.75
Basildon and Thurrock University Hospitals NHS Foundation Trust	Clinical Supervision	92.05	89.23	74.48
Basildon and Thurrock University Hospitals NHS Foundation Trust	Reporting systems	77.27	72.92	55.00
Basildon and Thurrock University Hospitals NHS Foundation Trust	Local Teaching	55.45	66.03	48.61
Basildon and Thurrock University Hospitals NHS Foundation Trust	Rota Design		49.04	35.42
Bedford Hospital NHS Trust	Overall Satisfaction	65.83	61.67	57.50
Bedford Hospital NHS Trust	Clinical Supervision out of hours	81.25	87.50	73.26
Bedford Hospital NHS Trust	Reporting systems	62.00	71.00	59.17
Bedford Hospital NHS Trust	Teamwork	66.67	65.28	48.33
Bedford Hospital NHS Trust	Handover	56.95	47.92	40.63
Bedford Hospital NHS Trust	Educational Governance	62.50	75.00	50.00
Bedford Hospital NHS Trust	Study Leave	33.33	46.18	32.64
Bedford Hospital NHS Trust	Rota Design		38.54	20.83
Bradford Teaching Hospitals NHS Foundation Trust	Clinical Supervision out of hours	87.78	88.07	71.06
Calderdale and Huddersfield NHS Foundation Trust	Study Leave	52.08	48.44	32.96
Cardiff & Vale University Lhb	Teamwork	71.94	59.06	62.82
Cardiff & Vale University Lhb	Induction	62.15	57.84	64.52
Cardiff & Vale University Lhb	Educational Supervision	81.32	66.93	71.30
Chesterfield Royal Hospital NHS Foundation Trust	Local Teaching	59.29	44.26	53.94
Chesterfield Royal Hospital NHS Foundation Trust	Study Leave	33.33	33.33	28.98
Chesterfield Royal Hospital NHS Foundation Trust	Rota Design		32.03	36.36
Croydon Health Services NHS Trust	Supportive environment	72.22	62.50	55.00
Croydon Health Services NHS Trust	Local Teaching	64.67	65.42	45.67
Croydon Health Services NHS Trust	Rota Design		35.94	34.38
Croydon Health Services NHS Trust	Work Load	24.31	25.00	16.25
Dorset County Hospital NHS Foundation Trust	Clinical Supervision	92.86	92.50	84.25
Dorset County Hospital NHS Foundation Trust	Regional Teaching			24.83
Dorset County Hospital NHS Foundation Trust	Rota Design		56.25	23.75
Dumfries & Galloway	Clinical Supervision	90.00	87.00	73.33
Dumfries & Galloway	Clinical Supervision out of hours	85.94	82.50	66.67
Dumfries & Galloway	Rota Design		37.50	20.83



Trust / Board	Indicator	2017	2018	2019
East Cheshire NHS Trust	Study Leave	52.08	52.61	33.33
East Suffolk and North Essex NHS Foundation Trust	Rota Design		53.75	29.69
East Sussex Healthcare NHS Trust	Induction	75.94	66.25	62.68
East Sussex Healthcare NHS Trust	Educational Supervision	78.54	71.56	69.05
East and North Hertfordshire NHS Trust	Feedback	43.75	46.88	34.58
East Suffolk and North Essex NHS Foundation Trust	Work Load	40.00	35.63	20.05
Hampshire Hospitals NHS Foundation Trust	Clinical Supervision	90.45	90.63	79.58
Harrogate and District NHS Foundation Trust	Reporting systems	71.25	73.57	59.58
Harrogate and District NHS Foundation Trust	Study Leave	56.77	52.68	17.71
Harrogate and District NHS Foundation Trust	Rota Design		46.43	22.92
Hampshire Hospitals NHS Foundation Trust	Work Load	35.42	45.83	29.86
Hull University Teaching Hospitals NHS Trust	Clinical Supervision	87.39	86.61	82.39
Hull University Teaching Hospitals NHS Trust	Clinical Supervision out of hours	88.02	85.71	79.17
Hull University Teaching Hospitals NHS Trust	Educational Supervision	85.42	80.80	72.06
Isle of Man Secondary Healthcare Directorate	Overall Satisfaction			61.50
Isle of Man Secondary Healthcare Directorate	Induction			52.71
Isle of Man Secondary Healthcare Directorate	Educational Supervision			63.54
James Paget University Hospitals NHS Foundation Trust	Clinical Supervision	86.88	79.00	71.25
James Paget University Hospitals NHS Foundation Trust	Clinical Supervision out of hours	92.34	83.33	75.00
James Paget University Hospitals NHS Foundation Trust	Local Teaching	53.13	55.28	39.67
James Paget University Hospitals NHS Foundation Trust	Work Load	39.06	34.38	25.00
Lewisham and Greenwich NHS Trust	Reporting systems	63.07	61.49	58.33
Lewisham and Greenwich NHS Trust	Teamwork	66.67	64.77	62.50
London North West University Healthcare NHS Trust	Educational Supervision	82.84	77.46	73.24
Luton and Dunstable University Hospital NHS Foundation Trust	Clinical Supervision	88.30	87.50	74.17
Luton and Dunstable University Hospital NHS Foundation Trust	Handover	69.05	65.89	34.38
Maidstone and Tunbridge Wells NHS Trust	Educational Supervision	88.24	80.86	70.97
Medway NHS Foundation Trust	Reporting systems	70.00	64.38	55.00
Medway NHS Foundation Trust	Teamwork	52.78	66.67	60.71
Mid Essex Hospital Services NHS Trust	Rota Design		45.83	36.36
Mid Yorkshire Hospitals NHS Trust	Overall Satisfaction	67.83	56.15	59.71
Mid Yorkshire Hospitals NHS Trust	Clinical Supervision out of hours		65.45	63.93
Mid Yorkshire Hospitals NHS Trust	Reporting systems	62.50	54.62	57.00
Mid Yorkshire Hospitals NHS Trust	Teamwork	55.56	52.56	55.39
Mid Yorkshire Hospitals NHS Trust	Supportive environment	58.33	53.46	49.41
Mid Yorkshire Hospitals NHS Trust	Educational Governance	50.70	50.64	57.84
Mid Yorkshire Hospitals NHS Trust	Local Teaching	57.33	44.74	52.65
Mid Yorkshire Hospitals NHS Trust	Study Leave	51.04	38.62	20.70
Mid Yorkshire Hospitals NHS Trust	Rota Design		15.87	22.06
Mid Yorkshire Hospitals NHS Trust	Work Load	33.85	24.04	25.74

Trust / Board	Indicator	2017	2018	2019
Milton Keynes University Hospital NHS Foundation Trust	Clinical Supervision out of hours	73.75	75.76	78.22
Milton Keynes University Hospital NHS Foundation Trust	Teamwork	61.81	64.93	55.30
Milton Keynes University Hospital NHS Foundation Trust	Handover	53.03	50.52	46.78
Milton Keynes University Hospital NHS Foundation Trust	Supportive environment	58.75	60.83	59.55
Milton Keynes University Hospital NHS Foundation Trust	Educational Governance	57.29	56.25	51.51
Milton Keynes University Hospital NHS Foundation Trust	Regional Teaching	72.63	43.13	24.85
North Cumbria University Hospitals NHS Trust	Clinical Supervision	71.25	78.25	72.50
Northampton General Hospital NHS Trust	Overall Satisfaction	63.32	70.35	53.06
Northampton General Hospital NHS Trust	Clinical Supervision	80.46	82.25	68.36
Northampton General Hospital NHS Trust	Clinical Supervision out of hours	85.92	77.08	61.59
Northampton General Hospital NHS Trust	Reporting systems	72.13	71.39	57.65
Northampton General Hospital NHS Trust	Teamwork	67.11	67.92	51.47
Northampton General Hospital NHS Trust	Handover	58.33	59.98	48.16
Northampton General Hospital NHS Trust	Supportive environment	59.74	70.00	47.94
Northampton General Hospital NHS Trust	Educational Governance	58.33	67.50	49.02
Northampton General Hospital NHS Trust	Educational Supervision	82.89	75.94	62.13
Northampton General Hospital NHS Trust	Feedback	57.84	68.38	41.67
Northampton General Hospital NHS Trust	Study Leave	30.15	44.08	34.93
Northern Lincolnshire and Goole NHS Foundation Trust	Overall Satisfaction	58.00	68.00	55.67
Northern Lincolnshire and Goole NHS Foundation Trust	Clinical Supervision	84.00	88.33	70.71
Northern Lincolnshire and Goole NHS Foundation Trust	Reporting systems	73.00	66.67	59.62
Northern Lincolnshire and Goole NHS Foundation Trust	Teamwork	68.33	77.78	62.22
Northern Lincolnshire and Goole NHS Foundation Trust	Supportive environment	55.00	63.33	46.67
Northern Lincolnshire and Goole NHS Foundation Trust	Educational Supervision	85.83	54.17	74.17
Northern Lincolnshire and Goole NHS Foundation Trust	Local Teaching	54.60	55.00	53.33
Northern Lincolnshire and Goole NHS Foundation Trust	Study Leave	26.25	52.78	28.85
Poole Hospital NHS Foundation Trust	Induction	82.55	66.67	54.17
Poole Hospital NHS Foundation Trust	Rota Design		45.14	27.08
Portsmouth Hospitals NHS Trust	Teamwork	71.67	67.01	61.78
Portsmouth Hospitals NHS Trust	Regional Teaching	59.61	37.79	28.84
Royal Brompton & Harefield NHS Foundation Trust	Overall Satisfaction	67.70	69.45	63.60
Royal Brompton & Harefield NHS Foundation Trust	Curriculum Coverage	54.17	55.11	57.50
Royal Brompton & Harefield NHS Foundation Trust	Feedback	72.50	66.15	39.46
Royal Papworth Hospital NHS Foundation Trust	Adequate Experience	71.43	59.00	51.50
Royal Papworth Hospital NHS Foundation Trust	Local Teaching	65.57	73.67	48.33
Salisbury NHS Foundation Trust	Handover	68.06	54.69	47.50
Sherwood Forest Hospitals NHS Foundation Trust	Handover	47.92	56.25	45.14
Sherwood Forest Hospitals NHS Foundation Trust	Rota Design		30.36	35.42
Sherwood Forest Hospitals NHS Foundation Trust	Work Load	44.79	35.42	29.86
Southend University Hospital NHS Foundation Trust	Clinical Supervision	82.27	80.50	82.50
Southend University Hospital NHS Foundation Trust	Clinical Supervision out of hours	71.36	75.83	75.00
Southend University Hospital NHS Foundation Trust	Study Leave	36.36	46.46	23.15
Southern Health and Social Care Trust	Rota Design		43.38	34.38
Southport and Ormskirk Hospital NHS Trust	Reporting systems	73.33	57.08	57.81

Trust / Board	Indicator	2017	2018	2019
St Helens and Knowsley Teaching Hospitals NHS Trust	Handover	65.89	58.20	47.66
St Helens and Knowsley Teaching Hospitals NHS Trust	Rota Design		29.30	33.20
St Helens and Knowsley Teaching Hospitals NHS Trust	Work Load	35.42	31.25	30.47
The Christie NHS Foundation Trust	Clinical Supervision out of hours	82.50	79.55	73.48
The Christie NHS Foundation Trust	Adequate Experience	55.00	57.05	48.75
The Christie NHS Foundation Trust	Curriculum Coverage	61.11	55.30	50.69
The Christie NHS Foundation Trust	Rota Design		46.02	36.46
The Dudley Group NHS Foundation Trust	Regional Teaching	62.25	42.59	8.33
The Hillingdon Hospitals NHS Foundation Trust	Supportive environment	76.50	67.00	55.00
The Princess Alexandra Hospital NHS Trust	Reporting systems	64.44	82.27	56.53
The Princess Alexandra Hospital NHS Trust	Handover	64.81	64.77	45.66
The Princess Alexandra Hospital NHS Trust	Supportive environment	73.89	74.55	57.50
The Princess Alexandra Hospital NHS Trust	Rota Design		40.91	30.73
The Rotherham NHS Foundation Trust	Teamwork	63.89	68.52	60.42
The Royal Bournemouth and Christchurch Hospitals NHS Foundation Trust	Regional Teaching		60.94	27.72
The Walton Centre NHS Foundation Trust	Overall Satisfaction	55.00	68.40	60.25
The Walton Centre NHS Foundation Trust	Supportive environment	65.00	72.00	46.25
University Hospitals Bristol NHS Foundation Trust	Regional Teaching	60.33	40.00	33.94
Walsall Healthcare NHS Trust	Educational Governance	72.92	72.22	45.84
Walsall Healthcare NHS Trust	Study Leave	50.00	66.67	18.75
Warrington and Halton Hospitals NHS Foundation Trust	Overall Satisfaction	67.50	27.11	60.67
Warrington and Halton Hospitals NHS Foundation Trust	Clinical Supervision	77.64	54.44	77.22
Warrington and Halton Hospitals NHS Foundation Trust	Teamwork	70.83	38.89	62.96
Warrington and Halton Hospitals NHS Foundation Trust	Supportive environment	63.50	28.89	53.33
West Hertfordshire Hospitals NHS Trust	Educational Supervision	89.58	80.08	65.89
West Suffolk NHS Foundation Trust	Work Load	33.33		28.91
West Suffolk NHS Foundation Trust	Educational Governance	65.28	64.29	54.17
West Suffolk NHS Foundation Trust	Rota Design		37.50	34.82
Weston Area Health NHS Trust	Clinical Supervision out of hours	77.50	75.00	64.58
York Teaching Hospital NHS Foundation Trust	Local Teaching	48.14	46.67	52.31
York Teaching Hospital NHS Foundation Trust	Study Leave	25.89	28.96	29.51

## Appendix 2

### Trusts/Boards with green flags in 2019

Trust / Board	Indicator	2017	2018	2019
Aintree University Hospital NHS Foundation Trust	Reporting systems	72.92	74.58	77.92
The Walton Centre NHS Foundation Trust	Work Load	61.25	72.50	73.44
Ashford and St Peter's Hospitals NHS Foundation Trust	Regional Teaching	54.40	71.25	71.46
Ayrshire & Arran	Induction	87.05	74.67	86.18
Ayrshire & Arran	Educational Governance	75.60	66.11	80.39
Calderdale and Huddersfield NHS Foundation Trust	Handover	68.75	54.69	75.76
Cambridge University Hospitals NHS Foundation Trust	Educational Governance	68.54	75.22	76.12
Chelsea and Westminster Hospital NHS Foundation Trust	Supportive environment	63.13	70.00	76.18
Chelsea and Westminster Hospital NHS Foundation Trust	Educational Governance	66.67	71.43	78.92
Chelsea and Westminster Hospital NHS Foundation Trust	Study Leave	41.41	58.93	78.06
City Hospitals Sunderland NHS Foundation Trust	Regional Teaching	69.38	55.46	69.38
Countess of Chester Hospital NHS Foundation Trust	Induction	71.43	76.54	85.77
Countess of Chester Hospital NHS Foundation Trust	Adequate Experience	64.29	63.46	82.50
Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust	Reporting systems	78.89	74.28	77.99
East Cheshire NHS Trust	Induction	64.06	83.75	86.67
East Cheshire NHS Trust	Regional Teaching		62.08	72.50
East Lancashire Hospitals NHS Trust	Reporting systems	73.82	67.63	78.89
East Lancashire Hospitals NHS Trust	Handover	79.17	67.19	78.29
Epsom and St Helier University Hospitals NHS Trust	Regional Teaching	61.07	70.99	69.58
Fife	Teamwork	85.19	78.13	83.33
Fife	Supportive environment	81.67	70.63	80.50
Fife	Adequate Experience	82.50	71.25	87.75
Fife	Curriculum Coverage	78.70	71.88	86.67
George Eliot Hospital NHS Trust	Educational Supervision	82.29		95.83
Grampian	Reporting systems	78.81	75.28	77.63
Great Western Hospitals NHS Foundation Trust	Adequate Experience	79.50	74.50	81.46
Highland	Teamwork	65.00	89.59	84.72
Highland	Supportive environment	67.00	85.00	77.50
Highland	Adequate Experience	69.00	83.13	83.33
Highland	Educational Governance	60.00	81.25	81.95
Highland	Feedback	80.83	94.44	93.33
Highland	Regional Teaching	63.19	70.42	68.61
Homerton University Hospital NHS Foundation Trust	Clinical Supervision	95.00	96.07	95.71
Homerton University Hospital NHS Foundation Trust	Clinical Supervision out of hours	93.57	92.86	96.25
Homerton University Hospital NHS Foundation Trust	Teamwork	90.48	85.71	83.33
Homerton University Hospital NHS Foundation Trust	Supportive environment	77.14	79.29	83.57
Homerton University Hospital NHS Foundation Trust	Educational Governance	78.57	82.14	76.19
Homerton University Hospital NHS Foundation Trust	Regional Teaching	60.00	61.90	70.71
Kettering General Hospital NHS Foundation Trust	Local Teaching	56.18	64.44	80.83
Kingston Hospital NHS Foundation Trust	Teamwork	78.70	78.03	83.33

Trust / Board	Indicator	2017	2018	2019
Lanarkshire	Reporting systems	77.37	79.44	76.88
Lanarkshire	Supportive environment	73.25	73.81	79.13
Lothian	Supportive environment	78.59	75.27	76.35
Northern Devon Healthcare NHS Trust	Overall Satisfaction	68.00		86.75
Northern Devon Healthcare NHS Trust	Clinical Supervision	88.33		96.25
Northern Devon Healthcare NHS Trust	Clinical Supervision out of hours			95.31
Northern Devon Healthcare NHS Trust	Adequate Experience	59.17		88.13
Northern Health and Social Care Trust	Adequate Experience	73.75	71.54	80.00
Northern Health and Social Care Trust	Educational Governance	70.31	75.00	80.56
Northern Health and Social Care Trust	Regional Teaching	59.39	57.18	71.39
Northumbria Healthcare NHS Foundation Trust	Reporting systems	81.19	71.88	77.34
Northumbria Healthcare NHS Foundation Trust	Supportive environment	77.86	75.53	76.05
Northumbria Healthcare NHS Foundation Trust	Educational Governance	82.54	74.12	77.19
Nottingham University Hospitals NHS Trust	Reporting systems	77.95	75.00	77.81
Oxford University Hospitals NHS Foundation Trust	Reporting systems	72.43	70.14	76.07
Oxford University Hospitals NHS Foundation Trust	Supportive environment	67.93	72.09	75.92
Royal Cornwall Hospitals NHS Trust	Adequate Experience	84.32	74.77	79.72
Royal Liverpool and Broadgreen University Hospitals NHS Trust	Supportive environment	69.33	71.61	75.38
Royal Papworth Hospital NHS Foundation Trust	Clinical Supervision	96.43	89.00	96.00
Royal Papworth Hospital NHS Foundation Trust	Teamwork	84.52	70.83	83.33
Royal Papworth Hospital NHS Foundation Trust	Supportive environment	74.29	69.00	80.00
Royal United Hospitals Bath NHS Foundation Trust	Overall Satisfaction	77.30	78.22	86.91
Royal United Hospitals Bath NHS Foundation Trust	Clinical Supervision	88.50	97.78	96.82
Royal United Hospitals Bath NHS Foundation Trust	Teamwork	79.17	79.63	85.61
Royal United Hospitals Bath NHS Foundation Trust	Supportive environment	71.50	76.11	82.73
Royal United Hospitals Bath NHS Foundation Trust	Induction	91.04	91.11	85.45
Royal United Hospitals Bath NHS Foundation Trust	Adequate Experience	79.75	77.78	83.86
Royal United Hospitals Bath NHS Foundation Trust	Educational Governance	74.17	82.41	82.58
Royal United Hospitals Bath NHS Foundation Trust	Educational Supervision	91.25	94.44	97.16
Salford Royal NHS Foundation Trust	Induction	77.21	86.04	87.50
Sandwell and West Birmingham Hospitals NHS Trust	Reporting systems	71.39	68.89	78.31
Sandwell and West Birmingham Hospitals NHS Trust	Adequate Experience	72.38	78.00	78.89
Sandwell and West Birmingham Hospitals NHS Trust	Educational Governance	59.58	70.42	78.24
Sandwell and West Birmingham Hospitals NHS Trust	Study Leave	56.99	66.34	77.47
South Tyneside NHS Foundation Trust	Induction	87.50	87.50	92.50
South Tyneside NHS Foundation Trust	Curriculum Coverage	69.17	72.92	83.33
South Tyneside NHS Foundation Trust	Educational Supervision	90.83	81.25	98.44
South Tyneside NHS Foundation Trust	Regional Teaching	66.25	74.58	79.58
Surrey and Sussex Healthcare NHS Trust	Reporting systems	73.40	74.87	77.76
Surrey and Sussex Healthcare NHS Trust	Supportive environment	75.53	70.45	76.82
Surrey and Sussex Healthcare NHS Trust	Educational Governance	71.49	74.62	80.30
Taunton and Somerset NHS Foundation Trust	Supportive environment	77.50	73.33	85.83
Tayside	Educational Governance	71.88	81.67	78.89

Trust / Board	Indicator	2017	2018	2019
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Regional Teaching	72.61	67.58	69.03
The Royal Bournemouth and Christchurch Hospitals NHS Foundation Trust	Reporting systems	74.12	77.95	75.96
The Royal Bournemouth and Christchurch Hospitals NHS Foundation Trust	Adequate Experience	75.26	86.92	79.56
The Royal Marsden NHS Foundation Trust	Induction	91.41	86.33	88.93
The Royal Marsden NHS Foundation Trust	Educational Governance	82.81	81.11	79.17
The Royal Marsden NHS Foundation Trust	Regional Teaching	71.35	72.89	73.46
The Royal Marsden NHS Foundation Trust	Rota Design		67.50	70.98
The Royal Marsden NHS Foundation Trust	Work Load	44.92	49.30	56.85
The Walton Centre NHS Foundation Trust	Study Leave	31.25	76.56	78.13
University Hospitals of Derby and Burton NHS Foundation Trust	Reporting systems	75.83	74.29	77.77
University Hospitals of Derby and Burton NHS Foundation Trust	Handover	78.47	60.42	80.36
University Hospitals of Morecambe Bay NHS Foundation Trust	Regional Teaching	57.81	75.00	71.75
Weston Area Health NHS Trust	Overall Satisfaction	74.75	60.40	88.67
Weston Area Health NHS Trust	Supportive environment	63.75	54.00	76.67
Weston Area Health NHS Trust	Induction	64.06	73.00	88.33
Weston Area Health NHS Trust	Adequate Experience	79.38	54.50	96.67
Weston Area Health NHS Trust	Curriculum Coverage	68.75	60.00	88.89
Weston Area Health NHS Trust	Educational Supervision	88.54	70.00	97.92
Weston Area Health NHS Trust	Study Leave	43.75	37.50	86.81
Whittington Health NHS Trust	Clinical Supervision out of hours	88.85	92.19	95.00
Whittington Health NHS Trust	Teamwork	76.28	89.58	86.67
Whittington Health NHS Trust	Educational Supervision	89.10	88.02	97.50
Wye Valley NHS Trust	Induction	90.00	82.50	86.88
Wye Valley NHS Trust	Curriculum Coverage	73.33	70.83	83.33
Wye Valley NHS Trust	Educational Governance	75.00	81.25	77.08
Wye Valley NHS Trust	Study Leave	57.50	72.22	81.77
Wye Valley NHS Trust	Rota Design		45.31	71.88