JRCPTB
Joint Royal Colleges of Physicians Training Board

2019 NATIONAL TRAINEE SURVEY RESULTS

GERIATRIC MEDICINE

GENERIC INDICATORS

AUGUST 2019

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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

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.

616 Geriatric Medicine trainees (124 ST3, 99 ST4, 126 ST5, 138 ST6 and 128 ST7 and 1 ST8) completed the 2019 survey. This was an overall decrease of 1% (2 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
Health Education East Midlands	37	31	-16%
Health Education East of England	31	29	-6%
Health Education Kent, Surrey and Sussex	39	38	-3%
Health Education N, C & E London	41	32	-22%
Health Education NW London	35	26	-26%
Health Education South London	35	39	+ 11%
Health Education North East	28	29	+4%
Health Education North West	39	46	+ 18%
Health Education Mersey	27	29	+7%
Health Education Severn	29	30	+3%
Health Education South West Peninsula	15	16	+ 7%
Health Education Thames Valley	23	25	+ 9%
Health Education Wessex	28	26	- 7%
Health Education West Midlands	48	40	-17%
Health Education Yorkshire and the Humber	51	59	+16%
Health Education and Improvement Wales	34	43	+26%
NHS Education for Scotland (East Region)	9	7	- 22%
NHS Education for Scotland (North Region)	7	6	-14%
NHS Education for Scotland (South-East Region)	21	24	+14%
NHS Education for Scotland (West Region)	24	27	+13%
Northern Ireland Medical & Dental Training Agency	17	14	-18%
Total	**618**	**616**	**- 1%**

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

Executive Summary

Data was available for 54% (91/169) Trusts/Boards with Geriatric Medicine trainees.
Where data was available, there were decreases in the number of Trust/Board red flags and increases in the number of green flags in 2019 in comparison to the 2018 results.
Red flags decreased by 17 to 157 (-10%) with green flags increasing by 30 to 89 (+13%).

Teamwork showed the biggest 2019 increase in Trust/Board red flag indicators up from 8 to 13 compared to 2018 with Local Teaching recording the biggest increase in green flags, up from 7 to 18 compared to 2018.

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

Indicator (red flags)	No		Indicator (green flags)	No	
Curriculum Coverage	15	(-1)	Local Teaching	18	(+11)
Handover	15	(-2)	Supportive Environment	10	(+5)
Clinical Supervision out of hours	14	(-5)	Teamwork	9	(+5)
Rota Design	14	(-5)	Regional Teaching	8	(+0)
Supportive Environment	13	(+2)	Educational Governance	7	(-1)
Teamwork	13	(+5)	Reporting Systems	6	(+0)
Adequate Experience	12	(+2)	Work Load	6	(+3)
Overall Satisfaction	11	(-2)	Feedback	4	(+0)
Clinical Supervision	10	(+4)	Handover	4	(+2)
Educational Governance	8	(+0)	Rota Design	4	(+2)

Of the 157 red flags recorded for all of the indicators in 2019, 89% (139/157) were in Trusts in England, with 5% (8/157) Boards in Scotland, 5% (8/157) Boards in Wales, and 1% (2/157) Trusts in Northern Ireland.

The average of the mean scores by Deanery / LETB for Overall Satisfaction in 2019 was 77.18, **down 0.22 on 2018.** From a regional perspective the scores were as follows:

	Deanery / LETB	2018 Mean	2019 Mean	Difference
4	Health Education Thames Valley	79.26	83.72	**+4.46**
4	Health Education North East	77.46	80.90	**+3.44**
4	Health Education North West London	79.86	78.92	-0.94
4	Northern Ireland Medical & Dental Training Agency	80.88	78.36	-2.52
3	Health Education and Improvement Wales	78.56	78.35	-0.21
3	Health Education Wessex	77.50	78.00	**+0.50**
3	NHS Education for Scotland	80.34	77.78	-2.56
3	Health Education Kent, Surrey and Sussex	79.28	77.68	-1.60
2	Health Education West Midlands	74.13	77.13	**+3.00**
2	Health Education South West	81.41	77.04	-4.37
2	Health Education South London	73.09	76.90	**+3.81**
2	Health Education Yorkshire and the Humber	76.61	76.07	-0.54
1	Health Education North West	78.50	75.84	-2.66
1	Health Education East Midlands	68.73	74.45	**+5.72**
1	Health Education East of England	79.29	72.55	-6.74
1	Health Education North Central and East London	73.44	71.13	-2.31

Trusts / Boards with the highest proportion of red flags

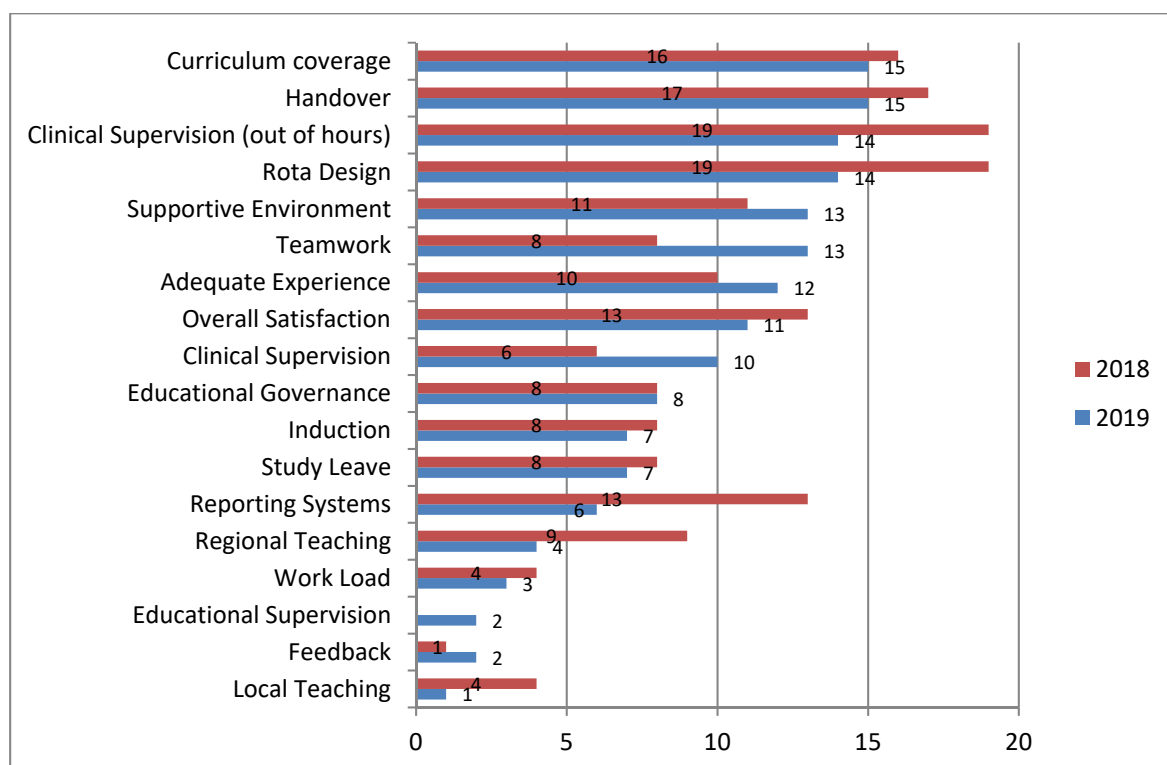| Trust / Board	2018 red flags	2019 red flags
Blackpool Teaching Hospitals NHS Foundation Trust	<3 trainees	11/18 (61%)
Nottingham University Hospitals NHS Trust	11/18 (61%)	10/18 (56%)
The Hillingdon Hospitals NHS Foundation Trust	0/18 (0%)	10/18 (56%)
Barking, Havering and Redbridge University Hospitals NHS Trust	4/18 (22%)	7/17 (41%)
Calderdale and Huddersfield NHS Foundation Trust	0/18 (0%)	7/18 (39%)
Sheffield Teaching Hospitals NHS Foundation Trust	0/18 (0%)	7/18 (39%)
Mid Yorkshire Hospitals NHS Trust	4/18 (22%)	6/18 (33%)
Royal Liverpool and Broadgreen University Hospitals NHS Trust	0/18 (0%)	6/18 (33%)
Warrington and Halton Hospitals NHS Foundation Trust	<3 trainees	6/17 (35%)
East Lancashire Hospitals NHS Trust	6/18 (33%)	5/18 (28%)

Trusts / Boards with the highest proportion of green flags

Trust / Board	2018 green flags	2019 green flags
Bolton NHS Foundation Trust	0/18 (0%)	8/18 (44%)
Northumbria Healthcare NHS Foundation Trust	0/18 (0%)	8/18 (44%)
Royal Cornwall Hospitals NHS Trust	0/18 (0%)	7/18 (39%)
Aintree University Hospital NHS Foundation Trust	1/18 (6%)	5/17 (29%)
Taunton and Somerset NHS Foundation Trust	4/17 (24%)	5/17 (29%)
Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust	<3 trainees	4/17 (24%)
Hampshire Hospitals NHS Foundation Trust	0/14 (0%)	4/15 (27%)
Royal Devon and Exeter NHS Foundation Trust	5/18 (28%)	4/18 (22%)
University Hospitals of North Midlands NHS Trust	0/18 (0%)	4/16 (25%)
Bradford Teaching Hospitals NHS Foundation Trust	1/18 (6%)	3/18 (17%)
Lancashire Teaching Hospitals NHS Foundation Trust	0 trainees	3/18 (17%)

Results by Trust / Board

Red flags by indicator

Geriatric Medicine had a total of **157 Trust / Board red flags** in the 2019 National Training Survey (a decrease of 17 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:
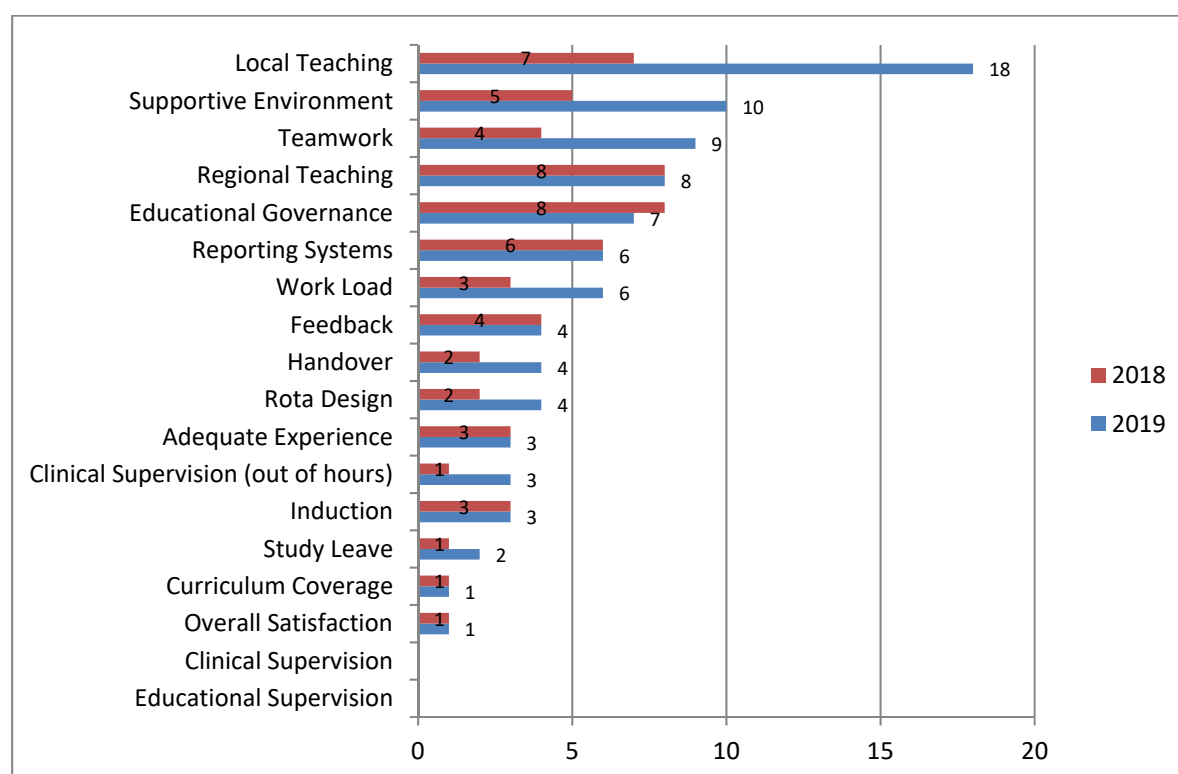
- Barking, Havering and Redbridge University Hospitals NHS Trust: Supportive environment, Teamwork
- Blackpool Teaching Hospitals NHSFT: Clinical Supervision out of hours, Educational Governance, Handover, Overall Satisfaction, Reporting systems, Supportive environment **(2 of last 3 years)**
- Buckinghamshire Healthcare NHS Trust: Clinical Supervision, Clinical Supervision out of hours
- Cambridge University Hospitals NHSFT: Regional Teaching
- Croydon Health Services NHS Trust: Curriculum Coverage
- East Lancashire Hospitals NHS Trust: Rota Design, Adequate Experience **(3 of last 4 years),** Supportive environment **(2 of last 3 years).**
- Great Western Hospitals NHSFT: Handover **(3 of last 4 years),** Reporting systems **(2 of last 3 years).**
- Greater Glasgow and Clyde: Handover
- Harrogate and District NHSFT: Rota Design
- Mid Yorkshire Hospitals NHS Trust: Handover, Rota Design
- Nottingham University Hospitals NHS Trust: Curriculum Coverage, Handover, Rota Design, Supportive environment, Teamwork, Regional Teaching **(4 of last 5 years).**
- Southern Health and Social Care Trust: Regional Teaching
- Tayside: Adequate Experience **(3 of last 4 years)**
- United Lincolnshire Hospitals NHS Trust: Educational Governance, Handover, Overall Satisfaction
- University Hospitals Birmingham NHSFT: Clinical Supervision out of hours, Handover
- University Hospitals Coventry and Warwickshire NHS Trust: Curriculum Coverage, Adequate Experience **(3 of last 4 years)**

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

- Buckinghamshire Healthcare NHS Trust: Curriculum Coverage
- East Lancashire Hospitals NHS Trust: Clinical Supervision and Overall Satisfaction **(red flag in last 5 years).**
- Epsom and St Helier University Hospitals NHS Trust: Study Leave **(red flag in last 6 years)**
- Mid Yorkshire Hospitals NHS Trust: Induction, Overall Satisfaction
- Nottingham University Hospitals NHS Trust: Clinical Supervision out of hours **(red flag in last 4 years).**
- University Hospitals Birmingham NHS Foundation Trust: Reporting Systems

Green flags by indicator

Geriatric Medicine had a total of **89 Trust / Board green flags** in the 2019 National Training Survey (an increase of 30 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:
- Aintree University Hospital NHSFT: Induction, Handover **(2 of last 3 years)**
- Brighton and Sussex University Hospitals NHS Trust: Regional Teaching **(3 of last 4 years).**
- Royal Devon and Exeter NHSFT : Teamwork, Educational Governance **(2 of last 3 years)**
- St Helens and Knowsley Teaching Hospitals NHS Trust : Local Teaching
- Taunton and Somerset NHSFT: Overall Satisfaction
- The Royal Wolverhampton NHS Trust: Work Load **(3 of last 4 years).**

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:

- Pennine Acute Hospitals NHS Trust: Regional Teaching **(green flag in last 5 years)**
- Portsmouth Hospitals NHS Trust: Work Load
- Taunton and Somerset NHSFT: Supportive environment

Appendix 1
Trusts / Boards with red flags in 2019

Trust / Board	Indicator	2017	2018	2019
Barking, Havering and Redbridge University Hospitals NHS Trust	Overall Satisfaction	61.00	56.67	60.33
Barking, Havering and Redbridge University Hospitals NHS Trust	Clinical Supervision	78.54	81.46	71.67
Barking, Havering and Redbridge University Hospitals NHS Trust	Clinical Supervision out of hours	67.29	77.08	51.39
Barking, Havering and Redbridge University Hospitals NHS Trust	Teamwork	61.11	47.22	44.45
Barking, Havering and Redbridge University Hospitals NHS Trust	Supportive environment	64.17	55.00	41.67
Barking, Havering and Redbridge University Hospitals NHS Trust	Induction	75.00	54.17	58.33
Barking, Havering and Redbridge University Hospitals NHS Trust	Educational Governance	62.50	56.95	52.78
Barts Health NHS Trust	Reporting systems	68.57	69.58	62.14
Barts Health NHS Trust	Teamwork	71.43	79.63	57.14
Barts Health NHS Trust	Handover	62.50	57.03	52.68
Belfast Health and Social Care Trust	Feedback	79.17	80.95	37.50
Blackpool Teaching Hospitals NHS Foundation Trust	Overall Satisfaction	68.00		57.00
Blackpool Teaching Hospitals NHS Foundation Trust	Clinical Supervision out of hours	75.00		70.83
Blackpool Teaching Hospitals NHS Foundation Trust	Reporting systems	46.67		56.67
Blackpool Teaching Hospitals NHS Foundation Trust	Work Load	33.33		29.17
Blackpool Teaching Hospitals NHS Foundation Trust	Handover	41.67		37.50
Blackpool Teaching Hospitals NHS Foundation Trust	Supportive environment	61.67		45.00
Blackpool Teaching Hospitals NHS Foundation Trust	Adequate Experience	65.00		62.50
Blackpool Teaching Hospitals NHS Foundation Trust	Curriculum Coverage	75.00		55.55
Blackpool Teaching Hospitals NHS Foundation Trust	Educational Governance	61.11		33.33
Blackpool Teaching Hospitals NHS Foundation Trust	Study Leave	59.03		36.81
Blackpool Teaching Hospitals NHS Foundation Trust	Rota Design			27.08
Brighton and Sussex University Hospitals NHS Trust	Handover	66.67	58.93	50.00
Buckinghamshire Healthcare NHS Trust	Clinical Supervision	94.17	82.92	81.00
Buckinghamshire Healthcare NHS Trust	Clinical Supervision out of hours	84.00	78.13	73.75
Buckinghamshire Healthcare NHS Trust	Curriculum Coverage	65.28	54.17	58.33
Calderdale and Huddersfield NHS Foundation Trust	Overall Satisfaction	87.17	77.20	63.40
Calderdale and Huddersfield NHS Foundation Trust	Clinical Supervision	97.00	91.00	88.75
Calderdale and Huddersfield NHS Foundation Trust	Teamwork	72.22	73.33	61.67
Calderdale and Huddersfield NHS Foundation Trust	Handover	76.39	54.58	48.75
Calderdale and Huddersfield NHS Foundation Trust	Induction	86.46	82.00	53.00
Calderdale and Huddersfield NHS Foundation Trust	Adequate Experience	85.00	76.00	69.00
Calderdale and Huddersfield NHS Foundation Trust	Rota Design		61.25	40.00
Cambridge University Hospitals NHS Foundation Trust	Overall Satisfaction	85.57	83.60	69.00
Cambridge University Hospitals NHS Foundation Trust	Regional Teaching	61.13	65.67	56.67
Cardiff & Vale University Lhb	Teamwork	67.71	66.07	61.98
Cardiff & Vale University Lhb	Supportive environment	74.69	60.00	60.00
Cardiff & Vale University Lhb	Adequate Experience	75.00	73.57	69.84
Cardiff & Vale University Lhb	Rota Design		48.36	42.92

Trust / Board	Indicator	2017	2018	2019
Chelsea and Westminster Hospital NHS Foundation Trust	Regional Teaching	65.88	65.42	50.67
Chelsea and Westminster Hospital NHS Foundation Trust	Rota Design		57.29	40.00
Croydon Health Services NHS Trust	Curriculum Coverage	70.00	48.33	54.17
Cwm Taf Morgannwg University Local Health Board	Educational Governance			61.11
Cwm Taf Morgannwg University Local Health Board	Educational Supervision			62.50
Cwm Taf Morgannwg University Local Health Board	Study Leave			36.81
East Lancashire Hospitals NHS Trust	Overall Satisfaction	57.80	52.80	64.67
East Lancashire Hospitals NHS Trust	Clinical Supervision	78.75	77.00	77.50
East Lancashire Hospitals NHS Trust	Supportive environment	57.00	59.00	60.83
East Lancashire Hospitals NHS Trust	Adequate Experience	59.50	59.50	70.42
East Lancashire Hospitals NHS Trust	Rota Design		23.75	41.67
Epsom and St Helier University Hospitals NHS Trust	Study Leave	34.38	39.58	39.58
Grampian	Teamwork	74.07	76.39	62.50
Great Western Hospitals NHS Foundation Trust	Reporting systems	50.00	66.00	60.00
Great Western Hospitals NHS Foundation Trust	Handover	69.45	55.00	52.50
Greater Glasgow and Clyde	Clinical Supervision out of hours	87.75	90.63	84.84
Greater Glasgow and Clyde	Handover	64.45	53.75	52.96
Greater Glasgow and Clyde	Curriculum Coverage	73.89	78.33	70.18
Harrogate and District NHS Foundation Trust	Study Leave		45.14	47.92
Harrogate and District NHS Foundation Trust	Rota Design		35.42	27.08
Homerton University Hospital NHS Foundation Trust	Supportive environment	76.25	63.75	45.00
Homerton University Hospital NHS Foundation Trust	Adequate Experience	78.13	69.38	72.50
Lewisham and Greenwich NHS Trust	Teamwork	62.50	64.28	57.29
Lewisham and Greenwich NHS Trust	Supportive environment	61.67	62.14	53.75
Manchester University NHS Foundation Trust	Supportive environment		82.50	58.33
Medway NHS Foundation Trust	Clinical Supervision out of hours	89.58		77.08
Medway NHS Foundation Trust	Supportive environment	75.00		63.33
Medway NHS Foundation Trust	Study Leave	65.28		31.25
Medway NHS Foundation Trust	Rota Design			35.42
Mid Yorkshire Hospitals NHS Trust	Overall Satisfaction	63.80	66.33	63.33
Mid Yorkshire Hospitals NHS Trust	Teamwork	58.33	62.50	59.72
Mid Yorkshire Hospitals NHS Trust	Handover	45.00	32.64	51.04
Mid Yorkshire Hospitals NHS Trust	Induction	58.75	42.50	47.50
Mid Yorkshire Hospitals NHS Trust	Curriculum Coverage	65.00	70.83	66.67
Mid Yorkshire Hospitals NHS Trust	Rota Design		20.83	19.79
North Middlesex University Hospital NHS Trust	Curriculum Coverage	79.17	85.00	72.92
Nottingham University Hospitals NHS Trust	Clinical Supervision out of hours	73.57	76.46	81.25
Nottingham University Hospitals NHS Trust	Teamwork	83.33	64.17	64.58
Nottingham University Hospitals NHS Trust	Handover	63.10	40.83	44.53
Nottingham University Hospitals NHS Trust	Supportive environment	77.14	61.00	52.50
Nottingham University Hospitals NHS Trust	Induction	84.23	75.75	63.13
Nottingham University Hospitals NHS Trust	Curriculum Coverage	67.86	60.00	65.62
Nottingham University Hospitals NHS Trust	Educational Governance	76.19	69.17	58.33
Nottingham University Hospitals NHS Trust	Educational Supervision	89.29	82.50	71.09
Nottingham University Hospitals NHS Trust	Regional Teaching	66.42	62.83	52.40
Nottingham University Hospitals NHS Trust	Rota Design		32.50	25.78

Trust / Board	Indicator	2016	2017	2018
Portsmouth Hospitals NHS Trust	Study Leave	72.50	45.31	39.58
Royal Free London NHS Foundation Trust	Reporting systems	72.86	72.86	57.86
Royal Free London NHS Foundation Trust	Handover	58.33	60.65	42.86
Royal Free London NHS Foundation Trust	Rota Design		43.75	41.96
Royal Liverpool and Broadgreen University Hospitals NHS Trust	Overall Satisfaction	68.00	92.83	64.29
Royal Liverpool and Broadgreen University Hospitals NHS Trust	Clinical Supervision	89.29	98.33	82.86
Royal Liverpool and Broadgreen University Hospitals NHS Trust	Induction	67.86	75.00	59.29
Royal Liverpool and Broadgreen University Hospitals NHS Trust	Adequate Experience	63.21	90.83	71.43
Royal Liverpool and Broadgreen University Hospitals NHS Trust	Curriculum Coverage	69.05	83.33	71.43
Royal Liverpool and Broadgreen University Hospitals NHS Trust	Feedback	62.50	91.67	36.46
Royal United Hospitals Bath NHS Foundation Trust	Clinical Supervision out of hours	82.50	92.50	79.17
Royal United Hospitals Bath NHS Foundation Trust	Work Load	33.33	42.50	29.17
Sandwell and West Birmingham Hospitals NHS Trust	Clinical Supervision	94.29	94.17	80.75
Sandwell and West Birmingham Hospitals NHS Trust	Teamwork	75.00	59.72	58.33
Sandwell and West Birmingham Hospitals NHS Trust	Handover	66.67	66.67	48.75
Sheffield Teaching Hospitals NHS Foundation Trust	Clinical Supervision	92.97	93.33	83.61
Sheffield Teaching Hospitals NHS Foundation Trust	Clinical Supervision out of hours	84.29	88.54	77.31
Sheffield Teaching Hospitals NHS Foundation Trust	Teamwork	72.92	73.61	60.19
Sheffield Teaching Hospitals NHS Foundation Trust	Adequate Experience	78.13	79.58	73.61
Sheffield Teaching Hospitals NHS Foundation Trust	Educational Governance	65.63	76.39	60.18
Sheffield Teaching Hospitals NHS Foundation Trust	Study Leave	52.08	64.24	46.07
Sheffield Teaching Hospitals NHS Foundation Trust	Rota Design		53.13	38.19
Southern Health and Social Care Trust	Regional Teaching		60.00	57.78
St George's University Hospitals NHS Foundation Trust	Curriculum Coverage	66.67	69.05	61.67
Surrey and Sussex Healthcare NHS Trust	Clinical Supervision out of hours	86.25		81.25
Surrey and Sussex Healthcare NHS Trust	Handover	62.50	72.92	35.42
Surrey and Sussex Healthcare NHS Trust	Curriculum Coverage	91.67	100.00	47.22
Swansea Bay University Local Health Board	Clinical Supervision out of hours	90.83	87.50	77.98
Tayside	Adequate Experience	61.79	73.89	60.36
Tayside	Curriculum Coverage	67.86	74.54	66.07
Tayside	Educational Governance	61.90	70.37	57.14
Tayside	Rota Design		61.81	41.07
The Hillingdon Hospitals NHS Foundation Trust	Overall Satisfaction	88.00	82.00	64.50
The Hillingdon Hospitals NHS Foundation Trust	Reporting systems	72.50	60.00	46.25
The Hillingdon Hospitals NHS Foundation Trust	Work Load	50.00	40.63	25.00
The Hillingdon Hospitals NHS Foundation Trust	Teamwork	87.50	56.25	31.25
The Hillingdon Hospitals NHS Foundation Trust	Handover	75.00	53.13	32.81
The Hillingdon Hospitals NHS Foundation Trust	Supportive environment	86.25	61.25	48.75
The Hillingdon Hospitals NHS Foundation Trust	Induction	96.88	81.25	67.50
The Hillingdon Hospitals NHS Foundation Trust	Curriculum Coverage	89.58	70.83	64.58
The Hillingdon Hospitals NHS Foundation Trust	Local Teaching	64.50	69.17	45.83
The Hillingdon Hospitals NHS Foundation Trust	Rota Design		48.44	25.00
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Curriculum Coverage	63.89	68.45	58.33
The Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust	Teamwork			58.33
The Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust	Supportive environment			46.67

Trust / Board	Indicator	2017	2018	2019
The Royal Bournemouth and Christchurch Hospitals NHS Foundation Trust	Clinical Supervision out of hours	91.25	87.50	75.00
United Lincolnshire Hospitals NHS Trust	Overall Satisfaction	83.00	62.75	61.75
United Lincolnshire Hospitals NHS Trust	Clinical Supervision	88.75	82.50	79.69
United Lincolnshire Hospitals NHS Trust	Clinical Supervision out of hours	90.00	81.25	77.61
United Lincolnshire Hospitals NHS Trust	Handover	52.09	32.81	40.63
United Lincolnshire Hospitals NHS Trust	Educational Governance	70.83	64.58	58.33
University Hospitals Birmingham NHS Foundation Trust	Clinical Supervision out of hours	92.50	74.31	80.36
University Hospitals Birmingham NHS Foundation Trust	Reporting systems	63.75	55.00	61.88
University Hospitals Birmingham NHS Foundation Trust	Teamwork	83.33	64.29	65.56
University Hospitals Birmingham NHS Foundation Trust	Handover	47.92	25.00	51.11
University Hospitals Bristol NHS Foundation Trust	Overall Satisfaction	83.50		55.33
University Hospitals Bristol NHS Foundation Trust	Clinical Supervision	90.00		86.67
University Hospitals Bristol NHS Foundation Trust	Adequate Experience	78.13		50.83
University Hospitals Bristol NHS Foundation Trust	Educational Governance	79.17		61.11
University Hospitals Coventry and Warwickshire NHS Trust	Adequate Experience		47.50	63.75
University Hospitals Coventry and Warwickshire NHS Trust	Curriculum Coverage		52.78	68.75
University Hospitals Plymouth NHS Trust	Adequate Experience	66.88	74.17	70.00
University Hospitals of Derby and Burton NHS Foundation Trust	Clinical Supervision	96.67	92.00	86.25
Warrington and Halton Hospitals NHS Foundation Trust	Overall Satisfaction			51.00
Warrington and Halton Hospitals NHS Foundation Trust	Supportive environment			56.67
Warrington and Halton Hospitals NHS Foundation Trust	Induction			35.00
Warrington and Halton Hospitals NHS Foundation Trust	Adequate Experience			43.33
Warrington and Halton Hospitals NHS Foundation Trust	Curriculum Coverage			50.00
Warrington and Halton Hospitals NHS Foundation Trust	Rota Design			29.17
Western Sussex Hospitals NHS Foundation Trust	Clinical Supervision out of hours	87.50	93.75	78.87
Western Sussex Hospitals NHS Foundation Trust	Handover	64.58	77.08	47.32
York Teaching Hospital NHS Foundation Trust	Supportive environment	71.67		61.67

Appendix 2
Trusts / Boards with green flags in 2019

Trust / Board	Indicator	2017	2018	2019
Aintree University Hospital NHS Foundation Trust	Work Load	55.21	51.04	62.50
Aintree University Hospital NHS Foundation Trust	Handover	84.72	62.85	79.17
Aintree University Hospital NHS Foundation Trust	Induction	89.58	92.50	92.50
Aintree University Hospital NHS Foundation Trust	Adequate Experience	77.92	71.67	92.50
Aintree University Hospital NHS Foundation Trust	Local Teaching	61.17	79.72	83.33
Airedale NHS Foundation Trust	Work Load			58.33
Aneurin Bevan University Lhb	Local Teaching	55.71	76.67	79.38
Betsi Cadwaladr University Lhb	Teamwork	67.86	64.58	90.00
Bolton NHS Foundation Trust	Reporting systems	86.67	72.81	81.67
Bolton NHS Foundation Trust	Teamwork	83.33	85.42	93.75
Bolton NHS Foundation Trust	Supportive environment	73.33	63.75	86.25
Bolton NHS Foundation Trust	Adequate Experience	81.67	75.00	91.88
Bolton NHS Foundation Trust	Educational Governance	86.11	70.84	91.67
Bolton NHS Foundation Trust	Feedback		62.50	94.44
Bolton NHS Foundation Trust	Regional Teaching	70.75	73.33	89.59
Bolton NHS Foundation Trust	Rota Design		51.56	84.38
Bradford Teaching Hospitals NHS Foundation Trust	Reporting systems	82.50	73.33	85.00
Bradford Teaching Hospitals NHS Foundation Trust	Teamwork	79.17	83.33	91.67
Bradford Teaching Hospitals NHS Foundation Trust	Supportive environment	82.50	75.00	90.00
Brighton and Sussex University Hospitals NHS Trust	Regional Teaching	77.19	69.64	88.06
Central and North West London NHS Foundation Trust	Teamwork			83.33
City Hospitals Sunderland NHS Foundation Trust	Supportive environment	77.14	65.00	85.00
City Hospitals Sunderland NHS Foundation Trust	Local Teaching	56.86	74.33	80.28
Croydon Health Services NHS Trust	Local Teaching	61.20	65.67	82.08
Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust	Reporting systems			91.67
Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust	Supportive environment			93.33
Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust	Educational Governance			88.89
Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust	Rota Design			81.25
East Lancashire Hospitals NHS Trust	Handover	65.00	62.50	82.29
East Lancashire Hospitals NHS Trust	Regional Teaching	62.55	69.00	89.17
Grampian	Reporting systems	83.33	81.00	85.83
Guy's and St Thomas' NHS Foundation Trust	Reporting systems	64.29	74.29	88.57
Hampshire Hospitals NHS Foundation Trust	Work Load	43.75	48.61	61.11
Hampshire Hospitals NHS Foundation Trust	Supportive environment	73.33	78.33	83.33
Hampshire Hospitals NHS Foundation Trust	Local Teaching	48.00	74.45	83.89
Hampshire Hospitals NHS Foundation Trust	Study Leave	58.33	67.36	93.06
Homerton University Hospital NHS Foundation Trust	Local Teaching	44.50	72.08	82.08
Hull University Teaching Hospitals NHS Trust	Educational Governance	89.58	80.56	91.67
Hull University Teaching Hospitals NHS Trust	Local Teaching	62.00	74.72	87.50
Hywel Dda University Lhb	Feedback	90.28		92.71
Hywel Dda University Lhb	Local Teaching	72.00		78.75

Trust / Board	Indicator	2017	2018	2019
Lancashire Teaching Hospitals NHS Foundation Trust	Feedback			94.45
Lancashire Teaching Hospitals NHS Foundation Trust	Local Teaching			82.50
Lancashire Teaching Hospitals NHS Foundation Trust	Regional Teaching			88.34
Leeds Teaching Hospitals NHS Trust	Rota Design		70.45	76.79
North Tees and Hartlepool NHS Foundation Trust	Teamwork	75.00	77.78	88.89
Northumbria Healthcare NHS Foundation Trust	Clinical Supervision out of hours	92.50	92.19	95.83
Northumbria Healthcare NHS Foundation Trust	Reporting systems	75.00	75.63	91.67
Northumbria Healthcare NHS Foundation Trust	Teamwork	75.00	81.25	94.44
Northumbria Healthcare NHS Foundation Trust	Supportive environment	77.50	73.75	91.67
Northumbria Healthcare NHS Foundation Trust	Induction	82.81	78.75	91.67
Northumbria Healthcare NHS Foundation Trust	Educational Governance	79.17	81.25	97.22
Northumbria Healthcare NHS Foundation Trust	Local Teaching	41.00	70.83	83.89
Northumbria Healthcare NHS Foundation Trust	Regional Teaching	58.25	68.34	95.00
Oxford University Hospitals NHS Foundation Trust	Teamwork	74.24	70.14	83.33
Oxford University Hospitals NHS Foundation Trust	Supportive environment	76.82	73.75	83.67
Oxford University Hospitals NHS Foundation Trust	Educational Governance	79.55	79.86	83.89
Pennine Acute Hospitals NHS Trust	Regional Teaching	78.31	87.92	87.41
Poole Hospital NHS Foundation Trust	Study Leave		81.94	94.79
Portsmouth Hospitals NHS Trust	Work Load	63.75	67.50	58.75
Royal Cornwall Hospitals NHS Trust	Clinical Supervision out of hours	90.00	85.94	96.88
Royal Cornwall Hospitals NHS Trust	Supportive environment	71.67	66.25	87.50
Royal Cornwall Hospitals NHS Trust	Induction	93.75	80.00	92.50
Royal Cornwall Hospitals NHS Trust	Educational Governance	83.33	87.50	91.67
Royal Cornwall Hospitals NHS Trust	Feedback		89.59	93.06
Royal Cornwall Hospitals NHS Trust	Local Teaching	49.67	76.67	86.25
Royal Cornwall Hospitals NHS Trust	Regional Teaching	54.58	77.50	90.42
Royal Devon and Exeter NHS Foundation Trust	Teamwork	81.67	85.42	90.28
Royal Devon and Exeter NHS Foundation Trust	Educational Governance	93.33	75.00	84.72
Royal Devon and Exeter NHS Foundation Trust	Local Teaching	60.80	74.58	81.94
Royal Devon and Exeter NHS Foundation Trust	Regional Teaching	71.70	77.92	85.83
Southern Health and Social Care Trust	Handover		37.50	81.25
St Helens and Knowsley Teaching Hospitals NHS Trust	Work Load	54.17	52.08	59.38
St Helens and Knowsley Teaching Hospitals NHS Trust	Teamwork	85.00	63.89	89.59
St Helens and Knowsley Teaching Hospitals NHS Trust	Local Teaching	51.00	82.78	85.42
Taunton and Somerset NHS Foundation Trust	Overall Satisfaction	93.67	100.00	96.67
Taunton and Somerset NHS Foundation Trust	Clinical Supervision out of hours	95.00	93.75	97.92
Taunton and Somerset NHS Foundation Trust	Supportive environment	91.67	86.67	85.00
Taunton and Somerset NHS Foundation Trust	Local Teaching	64.33	78.33	86.67
Taunton and Somerset NHS Foundation Trust	Rota Design		70.83	77.08
The Royal Wolverhampton NHS Trust	Work Load	59.38	53.13	66.67
The Royal Wolverhampton NHS Trust	Handover	76.39	75.00	77.08
University Hospital Southampton NHS Foundation Trust	Local Teaching	58.38	72.29	78.33
University Hospitals Bristol NHS Foundation Trust	Local Teaching	47.25		78.89
University Hospitals of Leicester NHS Trust	Local Teaching	60.67	68.13	78.57

Trust / Board	Indicator	2017	2018	2019
University Hospitals of North Midlands NHS Trust	Supportive environment	83.75	73.75	91.67
University Hospitals of North Midlands NHS Trust	Adequate Experience	86.25	70.63	100.00
University Hospitals of North Midlands NHS Trust	Curriculum Coverage	85.42	70.84	100.00
University Hospitals of North Midlands NHS Trust	Local Teaching	52.00	71.25	80.56