

2019 NATIONAL TRAINEE SURVEY RESULTS

PALLIATIVE MEDICINE

GENERIC INDICATORS

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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.

185 Palliative Medicine trainees (56 ST3s, 45 ST4s, 39 ST5s and 45 ST6s) completed the 2019 survey. This was an overall increase of 7% (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
Health Education East Midlands	15	16	+ 7%
Health Education East of England	11	12	+ 9%
Health Education N, C & E London	11	14	+ 27%
Health Education North East	9	12	+ 33%
Health Education North West	18	16	- 11%
Health Education NW London	0	0	+ 0%
Health Education South London	35	36	+ 3%
Health Education South West	7	9	+ 29%
Health Education Thames Valley	5	5	+ 0%
Health Education Wessex	7	4	- 43%
Health Education West Midlands	15	12	- 20%
Health Education Yorkshire and the Humber	15	17	+ 13%
Health Education and Improvement Wales	9	12	+ 33%
NHS Education for Scotland	12	12	+ 0%
Northern Ireland Medical & Dental Training Agency	4	8	+100%
Total	173	185	+ 7%

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

Data was available for 11% (13/114) Trusts/Boards with Palliative Medicine trainees. Where data was available, there have been decreases in Trust/Board red flags and increases in green flags in 2019 in comparison to the 2018 results. Red flags decreased by 5 to 1 (-83%) with green flags increasing by 25 to 65 (+63%).

Clinical Supervision (out of hours), Rota Design, Workload, Reporting Systems, and Handover were the indicators that showed the highest increase in green flags, up 3 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
Regional Teaching	1 (+0)	Clinical Supervision (out of hours)	10 (+3)
		Local Teaching	7 (+2)
		Rota Design	7 (+3)
		Workload	7 (+3)
		Regional Teaching	5 (+1)
		Reporting Systems	5 (+3)
		Teamwork	5 (+1)
		Handover	4 (+3)
		Supportive Environment	4 (+2)
		Educational Governance	3 (+2)
		Curriculum Coverage	2 (+1)
		Induction	2 (+0)
		Study Leave	2 (+0)
		Adequate Experience	1 (-1)
		Feedback	1 (+1)

The average of the mean scores by Deanery / LETB for Overall Satisfaction in 2019 was 86.33, down 1.36 on 2018. From a regional perspective the scores were as follows:

Quartile	Deanery / LETB	2018 Mean	2019 Mean	Difference
4	Health Education North East	95.22	91.25	-3.97
4	Health Education Yorkshire and the Humber	83.47	90.06	+6.59
4	Health Education South London	81.63	88.00	+6.37
4	Health Education West Midlands	88.73	87.58	-1.15
3	Health Education and Improvement Wales	87.11	87.17	+0.06
3	Health Education North West	90.33	87.00	-3.33
3	Health Education East Midlands	79.40	86.88	+7.48
2	Health Education Wessex	91.00	86.75	-4.25
2	Northern Ireland Medical & Dental Training Agency	83.25	86.75	+3.50
2	Health Education South West	90.14	85.56	-4.58
1	Health Education North Central and East London	87.36	85.50	-1.86
1	Health Education Thames Valley	92.20	83.80	-8.40
1	NHS Education for Scotland	94.83	82.00	-12.83
1	Health Education East of England	83.00	80.33	-2.67
1	Health Education North West London	0 trainees	0 trainees	N/A

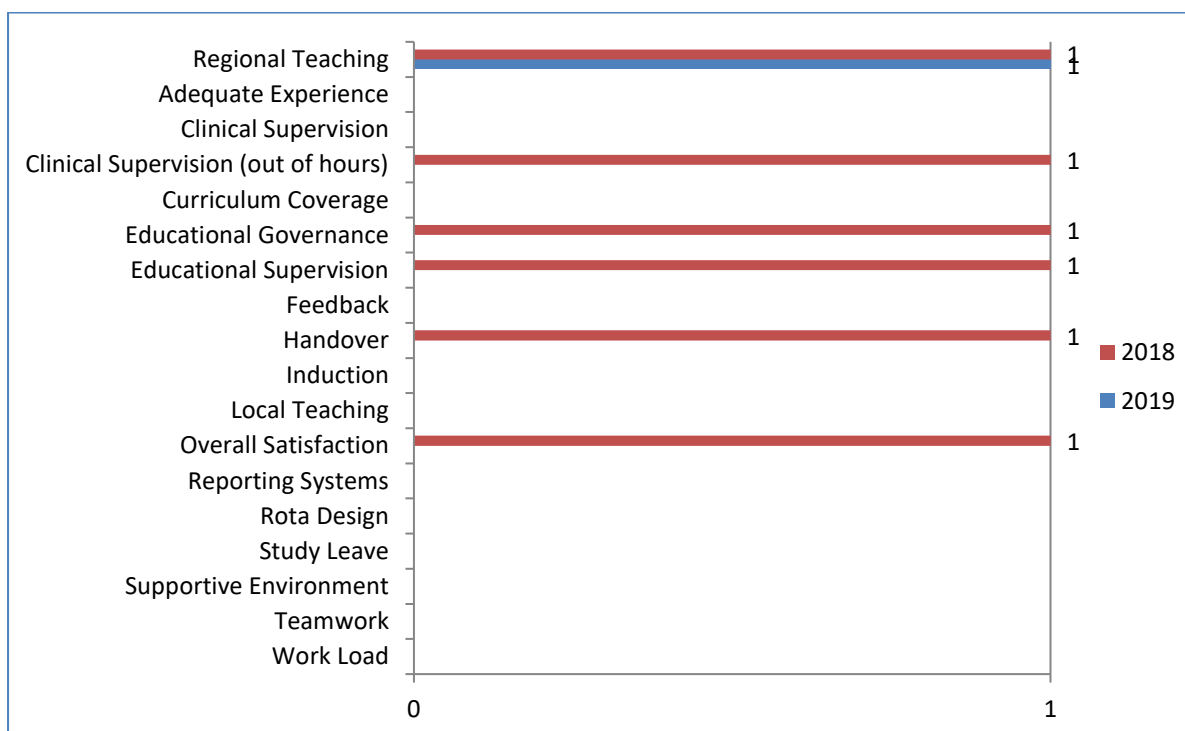
	Increase in mean Overall Satisfaction score for 2019 compared to 2018
	decrease in mean Overall Satisfaction score for 2019 compared to 2018

Trusts/Boards with red flags

Trust / Board	2018 red flags	2019 red flags
Sheffield Teaching Hospitals NHS Foundation Trust	3/17 (18%)	1/18 (6%)

Red flags by indicator

Palliative Medicine had a total of **1 Trust / Board red flags** in the 2019 National Training Survey (a decrease of 83% 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:

- Sheffield Teaching Hospitals NHSFT: Regional Teaching

Trusts/Boards with pink flags

Trust / Board	2018 pink flags	2019 pink flags
Barts Health NHS Trust	1/17 (6%)	1/17 (6%)
Central and North West London NHS Foundation Trust	0/18 (0%)	1/17 (6%)
Nottingham University Hospitals NHS Trust	<3 trainees	1/17 (6%)
The Royal Wolverhampton NHS Trust	<3 trainees	1/16 (6%)

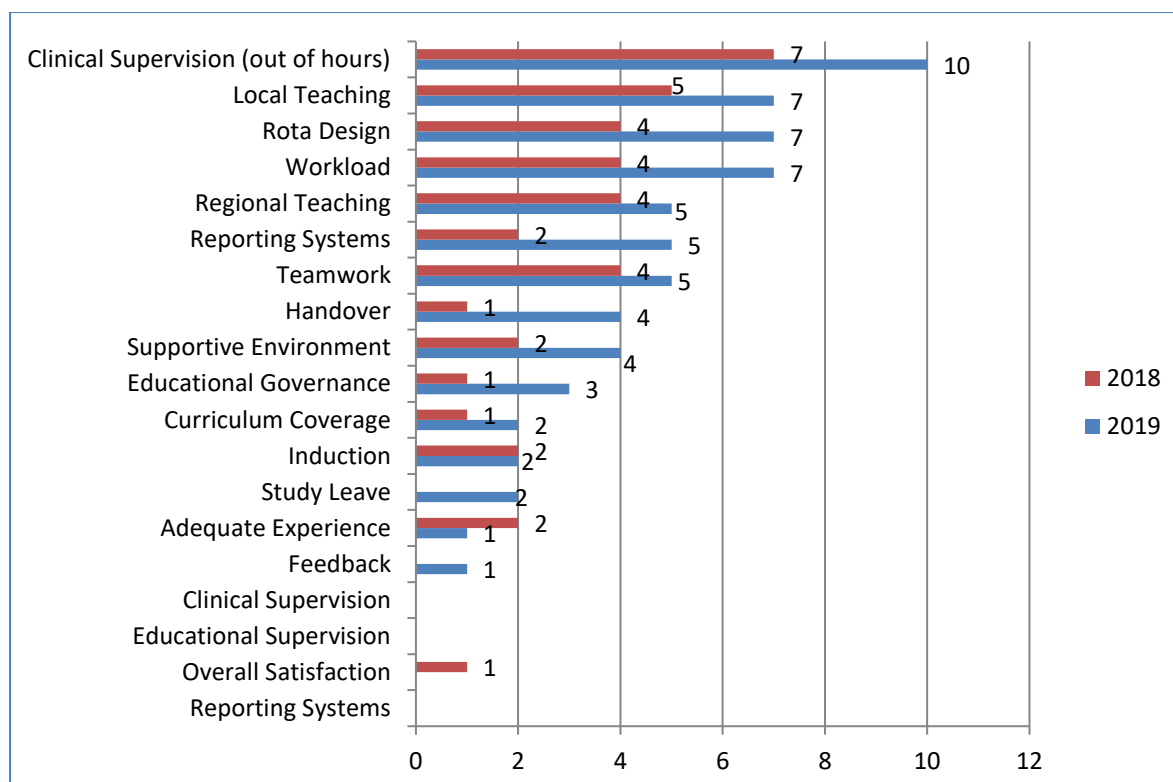
Pink Flags although not an outlier, this may indicate that trainee perceptions could be negative.

Trusts/Boards with green flags

	Trust / Board	2018 green flags	2019 green flags
	Lancashire Teaching Hospitals NHS Foundation Trust	<3 trainees	8/17 (47%)
	Central and North West London NHS Foundation Trust	2/18 (11%)	7/17 (41%)
	Sheffield Teaching Hospitals NHS Foundation Trust	0/17 (0%)	7/18 (39%)
	Barts Health NHS Trust	4/17 (24%)	6/17 (35%)
	The Royal Wolverhampton NHS Trust	<3 trainees	6/16 (38%)
	University Hospitals of Leicester NHS Trust	0/18 (0%)	6/18 (33%)
	Leeds Teaching Hospitals NHS Trust	<3 trainees	5/18 (28%)
	Swansea Bay University Local Health Board	1/18 (6%)	5/18 (28%)
	Velindre NHS Trust	<3 trainees	5/18 (28%)
	The Royal Marsden NHS Foundation Trust	6/18 (33%)	4/18 (22%)
	Belfast Health and Social Care Trust	<3 trainees	3/17 (18%)
	Greater Glasgow and Clyde	13/18 (72%)	2/18 (11%)
	Nottingham University Hospitals NHS Trust	<3 trainees	1/17 (6%)

Green flags by indicator

Palliative Medicine had a total of **65 Trust / Board green flags** in the 2019 National Training Survey (an increase of 63% 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:

- Barts Health NHS Trust: Regional Teaching, Rota Design,
- Central and North West London NHSFT: Local Teaching, Reporting systems
- Greater Glasgow and Clyde: Regional Teaching, Reporting systems
- Leeds Teaching Hospitals NHS Trust: Work Load (**2 of last 3 years**)
- Nottingham University Hospitals NHS Trust: Clinical Supervision out of hours (**2 of last 3 years**)
- The Royal Marsden NHSFT: Clinical Supervision out of hours, Work Load
- Velindre NHS Trust: Handover and Supportive environment (**2 of last 3 years**)

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

- Barts Health NHS Trust: Clinical Supervision out of hours, Workload (**green flag in 7 of last 8 years**)
- Belfast Health and Social Care Trust: Clinical Supervision out of hours (**green flag in 4 of last 5 years**)
- Swansea Bay University Local Health Board: Clinical Supervision out of hours (**last 4 consecutive years**)

Appendix 1

Trusts / Boards with red flags in 2019

Trust / Board	Indicator	2017	2018	2019
Sheffield Teaching Hospitals NHS Foundation Trust	Regional Teaching			51.94

Appendix 2

Trusts / Boards with pink flags in 2019

Trust / Board	Indicator	2017	2018	2019
Barts Health NHS Trust	Teamwork	77.08	66.67	63.89
Central and North West London NHS Foundation Trust	Handover		60.42	45.14
Nottingham University Hospitals NHS Trust	Educational Supervision	88.89		75.00
The Royal Wolverhampton NHS Trust	Adequate Experience			74.17

Appendix 3

Trusts / Boards with green flags in 2019

Trust / Board	Indicator	2017	2018	2019
Barts Health NHS Trust	Clinical Supervision out of hours	95.94	95.83	97.92
Barts Health NHS Trust	Work Load	60.94	65.97	67.36
Barts Health NHS Trust	Feedback	75.00	88.89	93.06
Barts Health NHS Trust	Local Teaching	67.75	76.11	88.33
Barts Health NHS Trust	Regional Teaching	58.50	97.78	90.55
Barts Health NHS Trust	Rota Design		83.33	82.64
Belfast Health and Social Care Trust	Clinical Supervision out of hours	98.33		97.92
Belfast Health and Social Care Trust	Local Teaching	65.67		81.11
Belfast Health and Social Care Trust	Rota Design			77.08
Central and North West London NHS Foundation Trust	Clinical Supervision out of hours		88.89	100.00
Central and North West London NHS Foundation Trust	Reporting systems		88.33	88.33
Central and North West London NHS Foundation Trust	Teamwork		80.56	91.67
Central and North West London NHS Foundation Trust	Curriculum Coverage		77.78	97.22
Central and North West London NHS Foundation Trust	Educational Governance		80.56	94.44
Central and North West London NHS Foundation Trust	Local Teaching		81.11	88.89
Central and North West London NHS Foundation Trust	Regional Teaching		68.33	92.22
Greater Glasgow and Clyde	Reporting systems	78.33	96.25	90.00
Greater Glasgow and Clyde	Regional Teaching	75.00	89.58	91.00
Lancashire Teaching Hospitals NHS Foundation Trust	Clinical Supervision out of hours			97.92
Lancashire Teaching Hospitals NHS Foundation Trust	Work Load			64.06
Lancashire Teaching Hospitals NHS Foundation Trust	Teamwork			95.84
Lancashire Teaching Hospitals NHS Foundation Trust	Handover			77.61
Lancashire Teaching Hospitals NHS Foundation Trust	Supportive environment			90.00
Lancashire Teaching Hospitals NHS Foundation Trust	Curriculum Coverage			92.71
Lancashire Teaching Hospitals NHS Foundation Trust	Regional Teaching			91.25
Lancashire Teaching Hospitals NHS Foundation Trust	Rota Design			89.58
Leeds Teaching Hospitals NHS Trust	Reporting systems	83.33		90.00
Leeds Teaching Hospitals NHS Trust	Work Load	61.11		61.46
Leeds Teaching Hospitals NHS Trust	Induction	83.33		91.25
Leeds Teaching Hospitals NHS Trust	Local Teaching	63.00		80.42
Leeds Teaching Hospitals NHS Trust	Study Leave	79.17		92.71
Nottingham University Hospitals NHS Trust	Clinical Supervision out of hours	97.92		95.83

Trust / Board	Indicator	2017	2018	2019
Sheffield Teaching Hospitals NHS Foundation Trust	Clinical Supervision out of hours		84.03	97.92
Sheffield Teaching Hospitals NHS Foundation Trust	Reporting systems	76.67	78.33	93.33
Sheffield Teaching Hospitals NHS Foundation Trust	Work Load	51.39	39.58	60.42
Sheffield Teaching Hospitals NHS Foundation Trust	Induction	93.75	88.33	91.67
Sheffield Teaching Hospitals NHS Foundation Trust	Adequate Experience	90.00	85.00	93.33
Sheffield Teaching Hospitals NHS Foundation Trust	Local Teaching	58.00	65.00	83.33
Sheffield Teaching Hospitals NHS Foundation Trust	Rota Design		72.92	79.17
Swansea Bay University Local Health Board	Clinical Supervision out of hours	95.75	94.79	98.44
Swansea Bay University Local Health Board	Work Load	51.25	45.31	60.94
Swansea Bay University Local Health Board	Teamwork	86.67	83.33	83.33
Swansea Bay University Local Health Board	Supportive environment	84.00	85.00	90.00
Swansea Bay University Local Health Board	Rota Design		67.19	80.21
The Royal Marsden NHS Foundation Trust	Clinical Supervision out of hours	94.17	95.83	100.00
The Royal Marsden NHS Foundation Trust	Work Load	54.86	58.33	60.42
The Royal Marsden NHS Foundation Trust	Handover	75.00	81.25	83.33
The Royal Marsden NHS Foundation Trust	Educational Governance	83.33	77.09	91.67
The Royal Wolverhampton NHS Trust	Work Load			66.67
The Royal Wolverhampton NHS Trust	Teamwork			86.11
The Royal Wolverhampton NHS Trust	Handover			79.17
The Royal Wolverhampton NHS Trust	Local Teaching			78.89
The Royal Wolverhampton NHS Trust	Regional Teaching			87.22
The Royal Wolverhampton NHS Trust	Rota Design			84.72
University Hospitals of Leicester NHS Trust	Clinical Supervision out of hours	94.00	93.75	96.25
University Hospitals of Leicester NHS Trust	Reporting systems	75.00	75.00	84.00
University Hospitals of Leicester NHS Trust	Teamwork	81.67	70.83	88.33
University Hospitals of Leicester NHS Trust	Supportive environment	77.00	71.25	83.00
University Hospitals of Leicester NHS Trust	Educational Governance	83.33	56.25	95.00
University Hospitals of Leicester NHS Trust	Local Teaching	65.20	68.75	80.00
Velindre NHS Trust	Clinical Supervision out of hours	94.58		98.44
Velindre NHS Trust	Handover	88.89		84.72
Velindre NHS Trust	Supportive environment	95.00		88.75
Velindre NHS Trust	Study Leave	75.69		92.19
Velindre NHS Trust	Rota Design			78.13