

2019 NATIONAL TRAINEE SURVEY RESULTS

RENAL 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

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.

277 Renal Medicine trainees (68 ST3, 64 ST4, 57 ST5, 50 ST6 and 38 ST7) completed the 2019 survey. This was an overall increase of 16% (39 trainees) compared to 2018. The numbers of trainees in each Deanery / LETB completing the survey were as follows:

Deanery / LETB	2018	2019	% Difference
Defence Postgraduate Medical Deanery	0	0	+ 0%
Health Education East Midlands	13	19	+ 46%
Health Education East of England	13	15	+ 15%
Health Education Kent, Surrey and Sussex	8	13	+ 63%
Health Education N, C & E London	14	11	- 21%
Health Education NW London	13	21	+ 62%
Health Education South London	20	21	+ 5%
Health Education North East	11	10	- 9%
Health Education North West	18	20	+ 11%
Health Education Mersey	11	10	- 9%
Health Education Severn	10	13	+ 30%
Health Education South West Peninsula	0	0	+ 0%
Health Education Thames Valley	10	10	+ 0%
Health Education Wessex	3	7	+133%
Health Education West Midlands	22	24	+ 9%
Health Education Yorkshire and the Humber	19	27	+ 42%
Health Education and Improvement Wales	12	12	+ 0%
NHS Education for Scotland (East Region)	5	6	+ 20%
NHS Education for Scotland (North Region)	4	3	- 25%
NHS Education for Scotland (South-East Region)	6	8	+ 33%
NHS Education for Scotland (West Region)	15	18	+ 20%
Northern Ireland Medical & Dental Training Agency	11	9	- 18%
Total	238	277	+ 16%

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

Data was available for 44% (42/95) Trusts/Boards with Renal Medicine trainees. Where data was available, there has been an increase in Trust/Board red flags and a decrease in green flags in 2019 in comparison to the 2018 results. Red flags increased by 2 to 52 (+4%) with green flags decreasing by 20 to 39 (-34%).

Adequate Experience showed the biggest 2019 increase in red flags, up from 1 to 5 compared to 2018, with Supportive Environment showing the biggest increase in green flags, up from 2 to 4 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
Local Teaching	9 (-3)	Clinical Supervision (out of hours)	12 (+1)
Workload	6 (+0)	Handover	5 (-2)
Adequate Experience	5 (+4)	Supportive Environment	4 (+2)
Overall Satisfaction	5 (+1)	Reporting Systems	3 (-1)
Regional Teaching	4 (-1)	Regional Teaching	3 (+1)
Rota design	4 (-1)	Adequate Experience	2 (-2)
Curriculum Coverage	3 (+3)	Educational Governance	2 (+0)
Handover	3 (+2)	Induction	2 (-2)
Supportive Environment	3 (-2)	Local Teaching	2 (-2)
Feedback	2 (+2)	Feedback	1 (+0)

Of the 52 red flags recorded for all of the indicators in 2019, 92% (48/52) were in Trusts in England with 6% (3/52) in Trusts in Scotland and 2% (1/50) Boards in Wales. There were no red flags for Trusts in N. Ireland.

The average of the mean scores by Deanery / LETB for Overall Satisfaction in 2019 was 77.10, down 1.61 on 2018. From a regional perspective the scores were as follows:

Quartile	Deanery / LETB	2018 Mean	2019 Mean	Difference
4	Northern Ireland Medical & Dental Training Agency	86.00	88.22	+2.22
4	Health Education and Improvement Wales	72.33	81.58	+9.25
4	NHS Education for Scotland	80.53	81.57	+ 1.04
4	Health Education East Midlands	83.69	81.05	-2.64
3	Health Education Yorkshire and the Humber	84.63	80.11	- 4.52
3	Health Education South West	80.20	79.08	- 1.12
3	Health Education North West London	81.85	77.90	- 3.95
3	Health Education North Central and East London	82.50	76.00	- 6.50
2	Health Education West Midlands	74.00	75.50	+ 1.50
2	Health Education South London	80.90	74.95	- 5.95
2	Health Education North East	80.55	74.00	- 6.55
2	Health Education Wessex	71.33	74.00	+ 2.67
1	Health Education North West	73.97	73.73	- 0.24
1	Health Education Thames Valley	72.40	72.90	+ 0.50
1	Health Education Kent, Surrey and Sussex	86.00	72.46	- 13.54
1	Health Education East of England	68.46	70.60	+ 2.14
1	Defence Postgraduate Medical Deanery	No trainees	No 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
Guy's and St Thomas' NHS Foundation Trust	1/18 (6%)	10/18 (56%)
Manchester University NHS Foundation Trust	1/18 (6%)	6/18 (33%)
Royal Berkshire NHS Foundation Trust	1/16 (6%)	5/18 (28%)
University Hospitals Coventry and Warwickshire NHS Trust	<3 trainees	5/18 (28%)
Portsmouth Hospitals NHS Trust	5/18 (28%)	4/18 (22%)
University Hospitals of North Midlands NHS Trust	0/18 (0%)	4/16 (25%)
Cambridge University Hospitals NHS Foundation Trust	4/18 (22%)	3/18 (17%)
Grampian	0/18 (0%)	3/17 (18%)
Nottingham University Hospitals NHS Trust	1/18 (6%)	3/18 (17%)
Royal Devon and Exeter NHS Foundation Trust	0 trainees	2/18 (11%)
South Tees Hospitals NHS Foundation Trust	0/16 (0%)	2/17 (12%)
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	5/18 (28%)	2/18 (11%)
East Kent Hospitals University NHS Foundation Trust	1/17 (6%)	1/18 (6%)
Lancashire Teaching Hospitals NHS Foundation Trust	1/18 (6%)	1/18 (6%)
Swansea Bay University Local Health Board	1/17 (6%)	1/18 (6%)

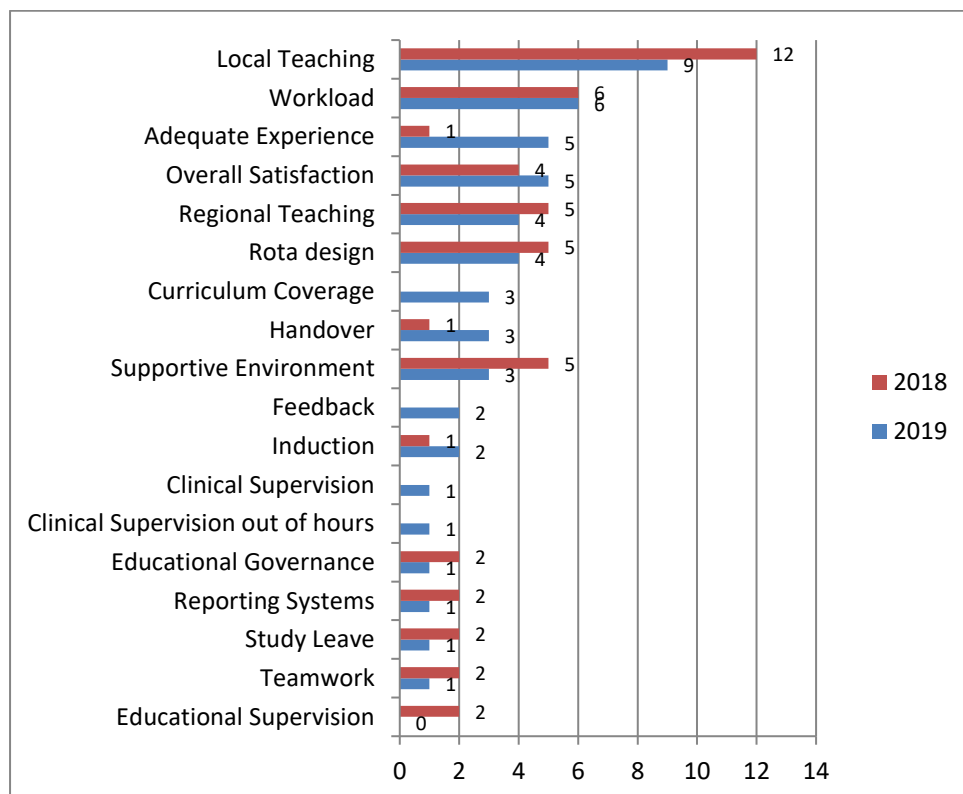
Trusts/Boards with green flags

Trust / Board	2018 green flags	2019 green flags
Lancashire Teaching Hospitals NHS Foundation Trust	4/18 (22%)	5/18 (28%)
Oxford University Hospitals NHS Foundation Trust	0/18 (0%)	5/18 (28%)
University Hospitals of Leicester NHS Trust	0/18 (0%)	5/18 (28%)
North Bristol NHS Trust	1/18 (6%)	4/18 (22%)
Lothian	0/16 (0%)	3/18 (17%)
Sheffield Teaching Hospitals NHS Foundation Trust	1/18 (6%)	2/18 (11%)
Bradford Teaching Hospitals NHS Foundation Trust	<3 trainees	1/18 (6%)
Brighton and Sussex University Hospitals NHS Trust	3/17 (18%)	1/18 (6%)
Cardiff & Vale University Lhb	1/17 (6%)	3/18 (17%)
Greater Glasgow and Clyde	1/18 (6%)	1/18 (6%)
Imperial College Healthcare NHS Trust	0/18 (0%)	1/18 (6%)
King's College Hospital NHS Foundation Trust	<3 trainees	1/18 (6%)
Lanarkshire	<3 trainees	1/18 (6%)
Leeds Teaching Hospitals NHS Trust	6/18 (33%)	1/18 (6%)
Nottingham University Hospitals NHS Trust	1/17 (6%)	1/18 (6%)
Royal Free London NHS Foundation Trust	1/18 (6%)	1/18 (6%)
South Tees Hospitals NHS Foundation Trust	0/16 (0%)	1/17 (6%)
St George's University Hospitals NHS Foundation Trust	8/18 (44%)	1/18 (6%)
Swansea Bay University Local Health Board	1/17 (6%)	1/18 (6%)
Tayside	7/18 (39%)	1/18 (6%)
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	2/18 (11%)	1/18 (6%)

Results by Trust / Board

Red flags by indicator

Renal Medicine had a total of **52 Trust / Board red flags** in the 2019 National Training Survey (an increase of 2 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:

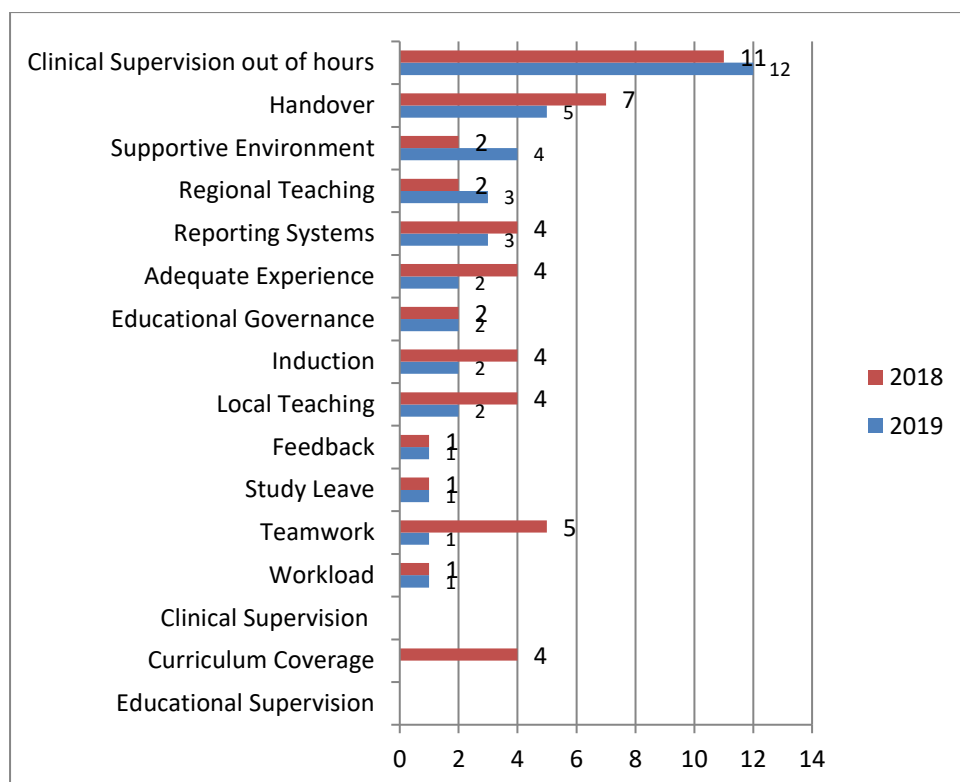
- Cambridge University Hospitals NHSFT: Local Teaching, Regional Teaching (**4 of last 5 years**)
- Guy's and St Thomas NHSFT: Rota Design.
Overall Satisfaction and Supportive environment (**2 of last 3 years**)
- Manchester University NHSFT: Local Teaching
- Nottingham University Hospitals NHS Trust: Workload
- Swansea Bay University Local Health Board: Workload (**4 of last 5 years**)
- The Newcastle Upon Tyne Hospitals NHSFT: Supportive environment (**2 of last 3 years**)

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

- Lancashire Teaching Hospitals NHSFT: Local Teaching (**Red flag in last 4 consecutive years**)
- Portsmouth Hospitals NHS Trust : Local Teaching

Green flags by indicator

Renal Medicine had a total of **39 Trust / Board green flags** in the 2019 National Training Survey (a decrease of 20 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:

- Brighton and Sussex University Hospitals NHS Trust: Clinical Supervision out of hours
- Lancashire Teaching Hospitals NHSFT: Handover, Reporting systems, and Supportive Environment.
- North Bristol NHS Trust: Clinical Supervision out of hours **(3 of last 4 years)**
- Royal Free London NHSFT: Local Teaching
- St George's University Hospitals NHSFT : Clinical Supervision out of hours **(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:

- Greater Glasgow and Clyde: Clinical Supervision out of hours **(Green flag in last 4 consecutive years).**
- Leeds Teaching Hospitals NHS Trust: Clinical Supervision out of hours **(Green flag in last 4 consecutive years).**
- The Newcastle Upon Tyne Hospitals NHSFT: Handover

Appendix 1

Trusts / Boards with red flags in 2019

Trust / Board	Indicator	2017	2018	2019
Cambridge University Hospitals NHS Foundation Trust	Work Load	34.38	34.38	18.75
Cambridge University Hospitals NHS Foundation Trust	Local Teaching	56.00	41.67	43.06
Cambridge University Hospitals NHS Foundation Trust	Regional Teaching	53.73	63.33	53.06
East Kent Hospitals University NHS Foundation Trust	Local Teaching		71.67	47.92
Grampian	Overall Satisfaction	84.00	86.00	68.00
Grampian	Work Load	45.83	40.63	27.08
Grampian	Adequate Experience	81.67	81.25	54.17
Guy's and St Thomas' NHS Foundation Trust	Overall Satisfaction	66.33	76.33	54.00
Guy's and St Thomas' NHS Foundation Trust	Reporting systems	80.00	77.50	63.33
Guy's and St Thomas' NHS Foundation Trust	Handover	69.44	57.50	48.61
Guy's and St Thomas' NHS Foundation Trust	Supportive environment	48.33	61.67	48.33
Guy's and St Thomas' NHS Foundation Trust	Induction	62.50	84.17	63.33
Guy's and St Thomas' NHS Foundation Trust	Adequate Experience	80.83	70.00	59.17
Guy's and St Thomas' NHS Foundation Trust	Feedback	63.89	59.03	42.36
Guy's and St Thomas' NHS Foundation Trust	Local Teaching	62.33	67.78	44.44
Guy's and St Thomas' NHS Foundation Trust	Study Leave	47.92	68.75	44.10
Guy's and St Thomas' NHS Foundation Trust	Rota Design		34.38	26.04
Lancashire Teaching Hospitals NHS Foundation Trust	Local Teaching	44.17	51.11	52.86
Manchester University NHS Foundation Trust	Overall Satisfaction		71.86	67.44
Manchester University NHS Foundation Trust	Adequate Experience		69.29	70.00
Manchester University NHS Foundation Trust	Educational Governance		69.05	60.18
Manchester University NHS Foundation Trust	Local Teaching		51.67	51.30
Manchester University NHS Foundation Trust	Regional Teaching		66.19	60.65
Manchester University NHS Foundation Trust	Rota Design		57.14	43.06
Nottingham University Hospitals NHS Trust	Work Load		29.17	25.00
Nottingham University Hospitals NHS Trust	Supportive environment		71.67	51.00
Nottingham University Hospitals NHS Trust	Curriculum Coverage		75.00	66.67
Portsmouth Hospitals NHS Trust	Teamwork	58.33	63.89	55.56
Portsmouth Hospitals NHS Trust	Handover	66.67	50.00	54.86
Portsmouth Hospitals NHS Trust	Local Teaching	45.00	53.89	52.78
Portsmouth Hospitals NHS Trust	Regional Teaching		71.11	55.42
Royal Berkshire NHS Foundation Trust	Overall Satisfaction	85.67	69.67	53.00
Royal Berkshire NHS Foundation Trust	Adequate Experience	81.67	74.17	61.25
Royal Berkshire NHS Foundation Trust	Curriculum Coverage	77.78	69.45	64.58
Royal Berkshire NHS Foundation Trust	Local Teaching	52.00	42.22	40.00
Royal Berkshire NHS Foundation Trust	Rota Design		52.08	28.13
Royal Devon and Exeter NHS Foundation Trust	Clinical Supervision out of hours	86.67		76.39
Royal Devon and Exeter NHS Foundation Trust	Feedback			30.56
South Tees Hospitals NHS Foundation Trust	Overall Satisfaction	82.00	82.67	69.67
South Tees Hospitals NHS Foundation Trust	Adequate Experience	83.13	80.83	70.83
Swansea Bay University Local Health Board	Work Load		25.00	25.00

Trust / Board	Indicator	2017	2018	2019
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Supportive environment	70.00	58.75	55.00
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Induction	71.88	63.75	42.00
University Hospitals Coventry and Warwickshire NHS Trust	Work Load			22.40
University Hospitals Coventry and Warwickshire NHS Trust	Handover			43.75
University Hospitals Coventry and Warwickshire NHS Trust	Local Teaching			45.84
University Hospitals Coventry and Warwickshire NHS Trust	Regional Teaching			55.00
University Hospitals Coventry and Warwickshire NHS Trust	Rota Design			34.38
University Hospitals of North Midlands NHS Trust	Clinical Supervision	83.33	98.33	88.33
University Hospitals of North Midlands NHS Trust	Work Load	27.08	35.42	18.75
University Hospitals of North Midlands NHS Trust	Curriculum Coverage	77.78	86.11	61.11
University Hospitals of North Midlands NHS Trust	Local Teaching	51.67	72.22	57.22

Appendix 2

Trusts / Boards with green flags in 2019

Trust / Board	Indicator	2017	2018	2019
Bradford Teaching Hospitals NHS Foundation Trust	Adequate Experience			95.83
Brighton and Sussex University Hospitals NHS Trust	Clinical Supervision out of hours		97.92	95.83
Cardiff & Vale University Lhb	Clinical Supervision out of hours	90.83	91.67	94.79
Greater Glasgow and Clyde	Clinical Supervision out of hours	96.50	96.88	94.79
Imperial College Healthcare NHS Trust	Clinical Supervision out of hours	95.56	85.71	95.14
King's College Hospital NHS Foundation Trust	Clinical Supervision out of hours	95.00		100.00
Lanarkshire	Induction	87.50		95.00
Lancashire Teaching Hospitals NHS Foundation Trust	Clinical Supervision out of hours	94.17	94.79	94.64
Lancashire Teaching Hospitals NHS Foundation Trust	Reporting systems	75.00	90.00	86.43
Lancashire Teaching Hospitals NHS Foundation Trust	Handover	75.00	82.29	84.82
Lancashire Teaching Hospitals NHS Foundation Trust	Supportive environment	75.00	90.83	90.00
Lancashire Teaching Hospitals NHS Foundation Trust	Educational Governance	72.22	86.11	86.91
Leeds Teaching Hospitals NHS Trust	Clinical Supervision out of hours	96.00	98.21	94.79
Lothian	Clinical Supervision out of hours	91.00		94.79
Lothian	Supportive environment	80.00	81.67	85.00
Lothian	Educational Governance	76.67	75.00	83.33
North Bristol NHS Trust	Clinical Supervision out of hours	92.86	95.31	94.79
North Bristol NHS Trust	Handover	77.98	68.75	75.70
North Bristol NHS Trust	Induction	88.39	80.00	96.25
North Bristol NHS Trust	Regional Teaching	66.11	83.75	93.33
Nottingham University Hospitals NHS Trust	Clinical Supervision out of hours		93.75	97.50
Oxford University Hospitals NHS Foundation Trust	Work Load	45.00	56.25	58.68
Oxford University Hospitals NHS Foundation Trust	Teamwork	80.00	73.81	83.33
Oxford University Hospitals NHS Foundation Trust	Handover	71.67	61.61	77.08
Oxford University Hospitals NHS Foundation Trust	Supportive environment	82.00	65.71	84.17
Oxford University Hospitals NHS Foundation Trust	Adequate Experience	84.50	82.14	96.25
Royal Free London NHS Foundation Trust	Local Teaching	70.00	87.78	81.67
Sheffield Teaching Hospitals NHS Foundation Trust	Reporting systems	77.00	82.00	84.84
Sheffield Teaching Hospitals NHS Foundation Trust	Supportive environment	79.00	81.00	86.88
South Tees Hospitals NHS Foundation Trust	Study Leave	78.65	75.00	95.14
St George's University Hospitals NHS Foundation Trust	Clinical Supervision out of hours	93.33	96.25	95.31
Swansea Bay University Local Health Board	Regional Teaching		83.89	87.22
Tayside	Feedback	90.28	84.17	94.45
The Newcastle Upon Tyne Hospitals NHS Foundation Trust	Handover	84.72	82.81	78.75
University Hospitals of Leicester NHS Trust	Clinical Supervision out of hours	95.00	89.58	96.88
University Hospitals of Leicester NHS Trust	Reporting systems	71.67	72.75	86.67
University Hospitals of Leicester NHS Trust	Handover	72.22	72.22	81.25
University Hospitals of Leicester NHS Trust	Local Teaching	53.33	75.00	82.22
University Hospitals of Leicester NHS Trust	Regional Teaching	66.50	81.67	85.56