

NTS Training environments 2018: four country breakdown and summary

On 30 November 2018, we published [Training environments 2018](#), our narrative report based on this year's national training surveys. Over 70,000 doctors answered our surveys this year. Being able to collate the responses of so many doctors, both trainees and trainers, gives a uniquely detailed insight into training environments across all four UK nations.

We found that the majority of doctors in training are receiving high quality teaching, clinical supervision and training experience. Trainers also overwhelmingly enjoy their role and the opportunities it provides. These findings are testament to the ability, hard work and dedication of doctors working in training environments.

However, the survey results also show that doctors face many challenges – both trainees and trainers reported intense workloads, regularly working beyond their rostered/contracted hours, and a lack of time to train due to clinical demands and system pressures. The report showed that, where these issues exist, they can impact on the standard of patient care and the health and wellbeing of doctors in training and trainers.

At a high level, our results in 2018 show no major difference in indicators between England, Northern Ireland, Scotland and Wales. As such, we didn't focus on these comparisons in the report itself. However, you can use the [national training survey online reporting tool](#) to compare questions by country, trust/board, and by training site. And we have produced here a brief summary of these comparisons, structured loosely around the key areas of the main report.

Trainees' and trainers' satisfaction with training

Trainees: Please rate the quality of teaching in this post.

	England	Northern Ireland	Scotland	Wales	UK
Very good	25.8%	29.3%	29.0%	25.9%	26.3%
Good	47.2%	47.6%	44.3%	50.3%	47.1%
Neither good nor poor	17.5%	14.6%	16.8%	16.8%	17.3%
Poor	7.4%	6.4%	7.7%	5.4%	7.3%
Very poor	2.0%	2.0%	2.2%	1.5%	2.0%

Trainees: please rate the quality of supervision/clinical supervision in this post.

	England	Northern Ireland	Scotland	Wales	UK
Very good	42.4%	44.5%	46.7%	41.4%	42.8%
Good	45.7%	45.1%	43.0%	46.7%	45.5%
Neither good nor poor	8.9%	7.8%	7.8%	8.9%	8.8%
Poor	2.4%	2.2%	2.1%	2.5%	2.4%
Very poor	0.6%	0.4%	0.4%	0.5%	0.5%

Trainees: how would you rate the quality of experience in this post?

	England	Northern Ireland	Scotland	Wales	UK
Excellent	36.0%	38.9%	39.5%	36.8%	36.4%
Good	45.2%	45.0%	41.9%	46.7%	44.9%
Fair	14.6%	12.9%	14.3%	12.7%	14.4%
Poor	3.3%	2.3%	3.5%	2.9%	3.2%
Very poor	0.9%	1.0%	0.8%	0.8%	0.9%

Trainers (all): overall, I enjoy my role as a trainer.

	England	Northern Ireland	Scotland	Wales	UK
Strongly agree	40.0%	34.0%	40.3%	39.6%	39.8%
Agree	52.1%	57.5%	51.2%	52.9%	52.2%
Neither agree nor disagree	6.4%	7.2%	6.8%	6.2%	6.5%
Disagree	1.3%	1.3%	1.5%	0.9%	1.3%
Strongly disagree	0.1%	0.0%	0.2%	0.4%	0.2%

Supportive environments and confidence building

Trainees: the working environment is a fully supportive one.

	England	Northern Ireland	Scotland	Wales	UK
Strongly agree	30.1%	32.2%	34.9%	29.3%	30.6%
Agree	51.7%	50.8%	48.7%	52.2%	51.4%
Neither agree nor disagree	12.6%	11.9%	11.1%	13.4%	12.4%
Disagree	4.7%	4.2%	4.5%	4.0%	4.7%
Strongly disagree	0.9%	0.9%	0.8%	1.1%	0.9%

Trainers (excluding GP): the working environment in my trust/board is a fully supportive one.

	England	Northern Ireland	Scotland	Wales	UK
Strongly agree	19.6%	16.1%	16.2%	15.8%	18.9%
Agree	55.6%	59.6%	57.4%	56.4%	55.9%
Neither agree nor disagree	15.7%	14.7%	17.3%	16.9%	15.8%
Disagree	7.5%	8.0%	8.2%	9.5%	7.7%
Strongly disagree	1.6%	1.7%	0.9%	1.4%	1.6%

GP trainers: the working environment in my practice is a fully supportive one.

	England	Northern Ireland	Scotland	Wales	UK
Strongly agree	69.5%	66.4%	76.8%	71.6%	70.2%
Agree	27.6%	30.1%	18.9%	25.7%	26.7%
Neither agree nor disagree	2.0%	1.4%	1.8%	1.4%	1.9%
Disagree	0.4%	1.4%	1.1%	0.5%	0.5%
Strongly disagree	0.5%	0.7%	1.4%	0.9%	0.6%

Trainees: the working environment is one which fully supports the confidence building of doctors in training.

	England	Northern Ireland	Scotland	Wales	UK
Strongly agree	22.2%	23.9%	26.5%	20.8%	22.6%
Agree	50.6%	52.2%	47.4%	50.9%	50.4%
Neither agree nor disagree	17.9%	15.7%	17.1%	19.2%	17.8%
Disagree	7.6%	6.8%	7.5%	7.6%	7.5%
Strongly disagree	1.7%	1.4%	1.5%	1.5%	1.7%

Trainers (excluding GP): the working environment in my trust/board is one that fully supports the confidence building of doctors.

	England	Northern Ireland	Scotland	Wales	UK
Strongly agree	12.6%	8.9%	9.8%	11.4%	12.2%
Agree	51.4%	56.4%	53.9%	51.1%	51.7%
Neither agree nor disagree	24.0%	24.1%	24.4%	24.3%	24.1%
Disagree	10.1%	9.3%	10.4%	11.2%	10.2%
Strongly disagree	1.9%	1.3%	1.6%	2.0%	1.9%

GP trainers: the working environment in my practice is one that fully supports the confidence building of doctors.

	England	Northern Ireland	Scotland	Wales	UK
Strongly agree	66.5%	55.9%	67.0%	68.2%	66.1%
Agree	30.9%	42.7%	30.8%	30.9%	31.5%
Neither agree nor disagree	1.7%	0.7%	0.7%	0.5%	1.5%
Disagree	0.5%	0.7%	1.1%	0.0%	0.6%
Strongly disagree	0.4%	0.0%	0.4%	0.5%	0.4%

Workload and working beyond clinical competence

Trainees: how would you rate the intensity of your work, by day in this post?

	England	Northern Ireland	Scotland	Wales	UK
Very light	0.5%	0.3%	0.5%	0.4%	0.5%
Light	3.8%	3.4%	4.6%	4.4%	3.9%
About right	54.3%	57.7%	58.1%	57.8%	54.9%
Heavy	32.0%	29.8%	29.9%	29.2%	31.6%
Very heavy	9.4%	8.7%	7.0%	8.3%	9.1%

Trainers (excluding GPs): how would you rate the intensity of your work through the day?

	England	Northern Ireland	Scotland	Wales	UK
Very light	0.1%	0.0%	0.1%	0.0%	0.1%
Light	0.4%	0.6%	0.8%	0.5%	0.5%
About right	32.0%	37.3%	39.8%	36.7%	33.1%
Heavy	49.4%	45.5%	47.7%	47.8%	49.0%
Very heavy	18.1%	16.7%	11.5%	15.1%	17.3%

GP trainers: how would you rate the intensity of your work through the day?

	England	Northern Ireland	Scotland	Wales	UK
Very light	0.1%	0.0%	0.0%	0.0%	0.1%
Light	0.1%	0.0%	0.4%	0.0%	0.1%
About right	15.6%	9.2%	21.7%	19.5%	16.2%
Heavy	50.4%	56.7%	51.8%	49.8%	50.8%
Very heavy	33.8%	34.0%	26.1%	30.7%	32.8%

Trainees: in this post, how often (if at all) have you worked beyond your rostered/contracted hours?

	England	Northern Ireland	Scotland	Wales	UK
Daily	10.9%	9.2%	8.2%	14.2%	10.7%
Weekly	37.6%	41.3%	38.8%	36.8%	37.8%
Monthly	20.9%	22.2%	22.3%	20.7%	21.1%
Less than once a month	20.5%	18.8%	21.1%	19.2%	20.4%
Never	10.1%	8.5%	9.7%	9.1%	10.0%

Trainers (excluding GPs): how often (if at all) have you worked beyond your rostered/contracted hours?

	England	Northern Ireland	Scotland	Wales	UK
Daily	22.0%	16.7%	20.8%	21.5%	21.7%
Weekly	50.2%	51.0%	48.6%	48.1%	49.9%
Monthly	16.4%	20.2%	17.5%	17.8%	16.7%
Less than once a month	9.4%	10.4%	11.6%	11.1%	9.7%
Never	2.1%	1.7%	1.5%	1.4%	2.0%

GP trainers: how often (if at all) have you worked beyond your normal working hours?

	England	Northern Ireland	Scotland	Wales	UK
Daily	59.5%	54.6%	59.1%	41.1%	57.8%
Weekly	30.1%	36.2%	29.2%	44.4%	31.4%
Monthly	5.4%	5.0%	5.5%	9.3%	5.7%
Less than once a month	4.0%	4.3%	5.8%	4.2%	4.2%
Never	1.1%	0.0%	0.4%	0.9%	1.0%

Rota gaps and rota notice

Trainees: in this post, how often (if at all) did your working pattern leave you feeling short of sleep when at work?

	England	Northern Ireland	Scotland	Wales	UK
Strongly agree	10.8%	10.6%	13.0%	9.9%	11.0%
Agree	34.4%	38.0%	36.7%	34.3%	34.7%
Neither agree nor disagree	21.7%	21.1%	21.3%	24.4%	21.8%
Disagree	22.1%	21.5%	18.6%	21.9%	21.7%
Strongly disagree	11.1%	8.8%	10.4%	9.4%	10.8%

Trainers (excluding GPs): my trainee(s)' educational/training opportunities are RARELY lost due to gaps in the rota.

	England	Northern Ireland	Scotland	Wales	UK
Strongly agree	11.3%	12.2%	13.2%	12.5%	11.6%
Agree	43.0%	46.3%	48.0%	41.9%	43.4%
Neither agree nor disagree	17.2%	18.1%	15.5%	16.0%	17.0%
Disagree	21.3%	18.6%	18.1%	23.4%	21.1%
Strongly disagree	7.3%	4.7%	5.2%	6.1%	6.9%

GP trainers: at my practice educational/training opportunities for trainees are RARELY lost due to service pressures.

	England	Northern Ireland	Scotland	Wales	UK
Strongly agree	42.9%	20.1%	41.6%	44.2%	41.7%
Agree	44.3%	56.8%	46.6%	47.9%	45.4%
Neither agree nor disagree	6.7%	12.2%	6.8%	5.1%	6.8%
Disagree	5.3%	9.4%	4.7%	2.3%	5.2%
Strongly disagree	0.9%	1.4%	0.4%	0.5%	0.8%

Trainees: in my current post, gaps in the rota are dealt with appropriately to ensure my education and training is not adversely affected.

	England	Northern Ireland	Scotland	Wales	UK
Strongly agree	9.2%	9.1%	10.4%	7.7%	9.2%
Agree	34.5%	36.6%	35.9%	33.1%	34.7%
Neither agree nor disagree	26.2%	28.1%	25.7%	27.5%	26.3%
Disagree	19.7%	16.8%	17.4%	19.9%	19.4%
Strongly disagree	10.4%	9.4%	10.7%	11.8%	10.5%

Trainers (excluding GPs): gaps in the rota are always dealt with appropriately to ensure my trainee(s)' education and training is not adversely affected.

	England	Northern Ireland	Scotland	Wales	UK
Strongly agree	9.4%	7.6%	11.4%	8.8%	9.5%
Agree	39.5%	42.3%	42.5%	39.6%	39.9%
Neither agree nor disagree	26.1%	28.5%	24.3%	25.1%	25.9%
Disagree	19.8%	18.4%	16.7%	21.5%	19.6%
Strongly disagree	5.2%	3.2%	5.1%	5.0%	5.1%

GP trainers: The demands of clinical work are always dealt with appropriately to ensure my trainee(s)' education and training is not adversely affected.

	England	Northern Ireland	Scotland	Wales	UK
Strongly agree	41.4%	29.2%	39.1%	43.3%	40.7%
Agree	50.1%	56.2%	54.8%	52.1%	51.0%
Neither agree nor disagree	6.4%	13.1%	5.0%	2.8%	6.3%
Disagree	1.7%	1.5%	1.1%	1.9%	1.6%
Strongly disagree	0.4%	0.0%	0.0%	0.0%	0.3%

Trainees: approximately how many weeks' notice, if any, were you given about the rota in advance of starting your current post?

	England	Northern Ireland	Scotland	Wales	UK
No notice	2.4%	2.7%	1.8%	4.6%	2.5%
Less than 6 weeks	48.2%	69.1%	64.4%	54.2%	50.8%
6 weeks or more	42.1%	23.2%	27.7%	34.4%	39.7%
Don't know	7.3%	5.0%	6.1%	6.7%	7.1%

Burnout

We have already published a [four country breakdown of the burnout questions](#).

Speaking up and acting on concerns

Trainees: I am confident that I know how, or could find out how, to raise a concern about my education and training.

	England	Northern Ireland	Scotland	Wales	UK
Strongly agree	28.6%	32.8%	33.1%	29.0%	29.2%
Agree	61.7%	60.5%	57.2%	61.1%	61.2%
Neither agree nor disagree	6.7%	4.4%	6.0%	6.4%	6.5%
Disagree	2.4%	2.0%	3.1%	2.9%	2.5%
Strongly disagree	0.5%	0.3%	0.7%	0.5%	0.6%

Trainees: If I were to raise a concern about my education and training, I'm confident it would be addressed.

	England	Northern Ireland	Scotland	Wales	UK
Strongly agree	19.1%	23.9%	22.1%	18.3%	19.5%
Agree	47.4%	50.2%	43.6%	49.9%	47.2%

Neither agree nor disagree	23.1%	17.8%	22.9%	21.4%	22.8%
Disagree	7.8%	6.6%	8.4%	7.9%	7.9%
Strongly disagree	2.6%	1.5%	2.9%	2.5%	2.6%

Trainees: there is a culture of proactively reporting concerns in my post.

	England	Northern Ireland	Scotland	Wales	UK
Strongly agree	23.9%	24.4%	25.6%	18.7%	23.8%
Agree	57.8%	55.8%	55.2%	55.8%	57.4%
Neither agree nor disagree	14.7%	15.7%	15.1%	20.1%	15.0%
Disagree	3.2%	4.0%	3.6%	4.7%	3.3%
Strongly disagree	0.5%	0.2%	0.6%	0.7%	0.5%

Trainees: there is a culture of learning lessons from concerns raised in my post.

	England	Northern Ireland	Scotland	Wales	UK
Strongly agree	25.0%	27.0%	30.8%	21.2%	25.5%
Agree	57.6%	58.4%	53.9%	57.2%	57.3%
Neither agree nor disagree	13.4%	12.2%	12.1%	16.8%	13.4%
Disagree	3.4%	2.3%	2.9%	4.0%	3.3%
Strongly disagree	0.6%	0.1%	0.4%	0.9%	0.6%

Trainees: I am confident that concerns are effectively dealt with in my post.

	England	Northern Ireland	Scotland	Wales	UK
Strongly agree	17.5%	19.9%	21.3%	13.7%	17.8%
Agree	49.7%	49.5%	48.6%	47.6%	49.5%
Neither agree nor disagree	18.5%	13.9%	15.9%	21.2%	18.2%
Disagree	4.3%	3.3%	3.7%	4.8%	4.3%
Strongly disagree	1.2%	0.4%	0.7%	1.4%	1.1%
N/A (not aware of any concerns being raised)	8.8%	13.0%	9.8%	11.3%	9.2%

For exact numbers of respondents, and a demographic breakdown of who answered the survey this year, please see the appendix (pp.77-79) of [Training environments 2018](#).