

## Introduction

Our NES 2017 postgraduate scientist survey involved trainees in receipt of a NES National Training Number (NTN), and was completed by 68 out of 124 Trainees, 55%.

Life sciences accounted for 61.8% of the trainee cohort, with 32.4% in Physical sciences and 5.9% in Clinical Physiology.

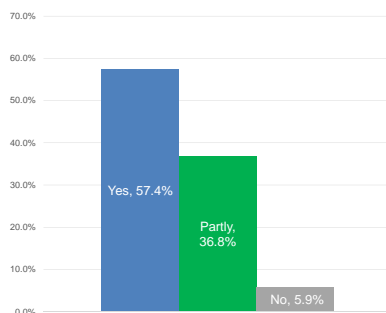
The majority of respondents are training as a Clinical Scientist (66.1%) or a Biomedical Scientist (27.9%).

A significant number of trainees (26.5%) indicated that they did not have a clear and agreed training plan. However, this does include trainees that have recently started their training programme.

Finally, It is encouraging that 88.2% of trainees are aware of the Common Core List (CCL) and are partly or fully engaged with it. The CCL is a high level framework that describes key attributes of an effective postgraduate level scientist.

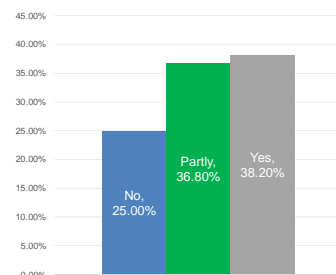
## As a postgraduate scientist trainee, do you feel a valued member of the team?

It is encouraging that the vast majority of respondents (94.1%) feel that they are a valued member of the team, either fully or partly. This is consistent with the responses from 2016 (95.8%).



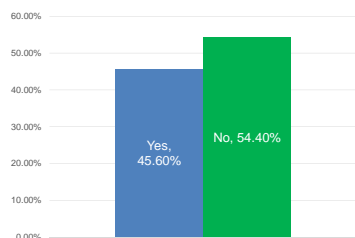
## Do you have sufficient time for study in the workplace?

It is concerning that only 38.2% of trainees report that they are granted sufficient, protected study time. NES support for post-graduate scientist trainees is predicated on partnership with employers to enable satisfactory progression.



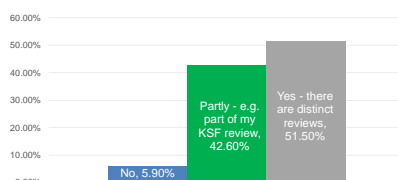
## Do you have a multi-source feedback as part of your programme?

The use of multi-source feedback is inconsistent across the different HCS disciplines. The NES HCS team will work with trainees, supervisors and training centres to increase the use of multi-source feedback in 2018.



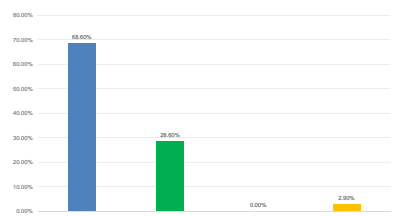
## Progression Monitoring; do you have formal, annual or midpoint review of training?

In 2017, the NES HCS team has worked with trainees and supervisors to establish an Annual Review of Progression Check (ARPC). This relative light-touch check gives both trainee and supervisor the opportunity to give NES confidential feedback. It is encouraging that vast majority (94.1%) of trainees that responded have a regular review. This may be an ARPC review, a KSF review or an alternative form of review.



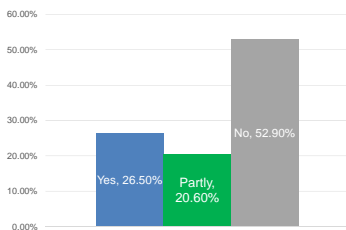
## What best describes your Annual Review of (Competence) Progression (ARCP)?

For the majority of respondents that did have an annual review (68.8%), the format was a one to one discussion with their supervisor. However, some programmes set up a panel to meet with their trainees. The NES HCS team will explore the benefits of this approach with a view to possible wider application in future years.



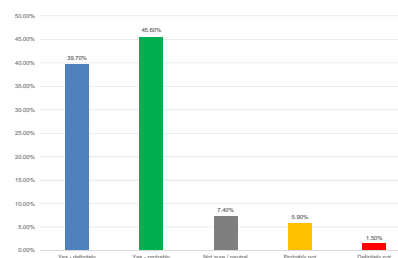
## Do you have understanding of NES Special Measures principles?

Special measures principles are designed to protect patient safety and to ensure scientist trainee progression. It is concerning that 52.9% of respondents remain unaware of these principles. However, this is an improvement from 2016 when 70% of respondents were unaware. The NES HCS team will continue efforts to increase awareness.



## Based on your personal experience so far, would you recommend your postgraduate scientist training to new entrants?

The vast majority of respondents (85.3%) would recommend their training to others. Only a small number would probably not (5.9%) or definitely not (1.5%), recommend it.



## The trainees' last word.....

"...NES funding should be allocated covering the whole course ... not just for single years at a time..."

I do not get any time for postgraduate study within working time, however, this was agreed with my line manager prior to commencing my studies...

The two week induction period at the start of the training was quite laboured. Given the choice, I would have rather had a shorter induction period and not have been paid for the whole two weeks...

I am working on my own initiative, but I feel that I have the full support and encouragement of the management level within my workplace...

I feel that a lot of discussions regarding my training are made at a higher level and I am not included in some of these decisions which can be frustrating...

I have completed around 4 reviews this year (including MSF) which I think is slightly excessive 1) NSHCS 2) NES 3) In-house annual review 4) MSF as part of OLAT...

I am beginning 2nd year of STP and have just begun specialist training. Rotations have been extremely valuable and have allowed me to understand the wider healthcare science disciplines, to network and to develop professional practice and interpersonal skills..."