

Quality Assurance Survey for Trainees (2018)

Introduction

Our NES 2018 trainee survey involved all trainees in receipt of a NES National Training Number (NTN), and was completed by 58 out of 120 Trainees, 48%.

Life sciences accounted for 44.8% of the responding trainee cohort, with 31.0% in Physical sciences and 24.2% in Clinical Physiology. These trainees were from a range of Healthcare Science themes including Medical Physics (25.9%), Blood Sciences (15.5%) and Cell Sciences (12.1%).

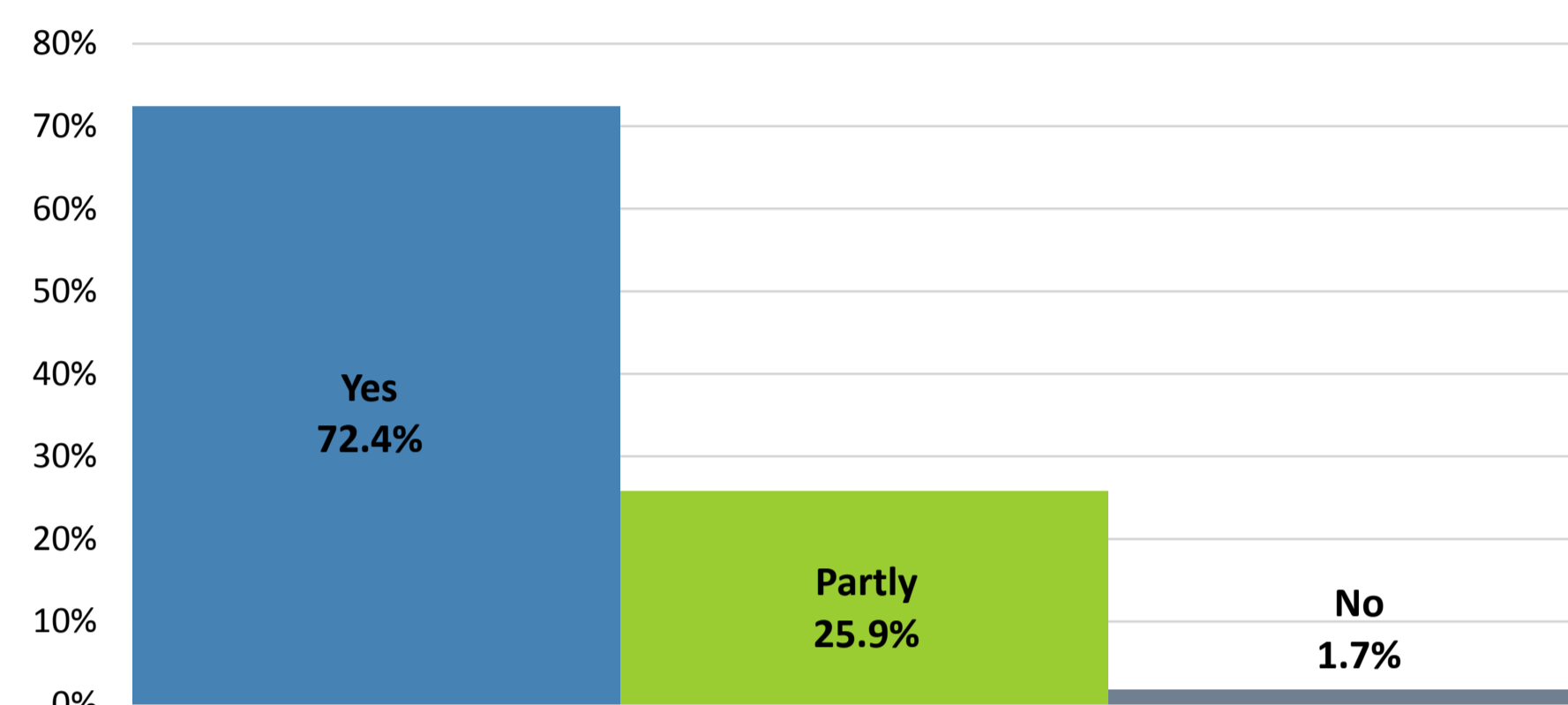
The majority of respondents are training as a Postgraduate Clinical Scientist, pre-registration scientist, or Higher Specialist Trainee (43.1%). There was also considerable representation from the postgraduate bursary holders and NTN holders (25.9%) and the graduate level and practitioner trainees (25.9%).

The responses have been overall positive, although 28.1% of respondents are still not receiving an annual review or ARCP process. Better communication is also needed on the NES quality assurance procedures and policies.

Do you have a clear and agreed training plan?

Only 1.7% of respondents have reported that they do not have a clear and agreed training plan. Previously trainees have reported that they have not been provided with a training plan and the NES HCS team has put measures in place to ensure this support is in place for all NTN holders.

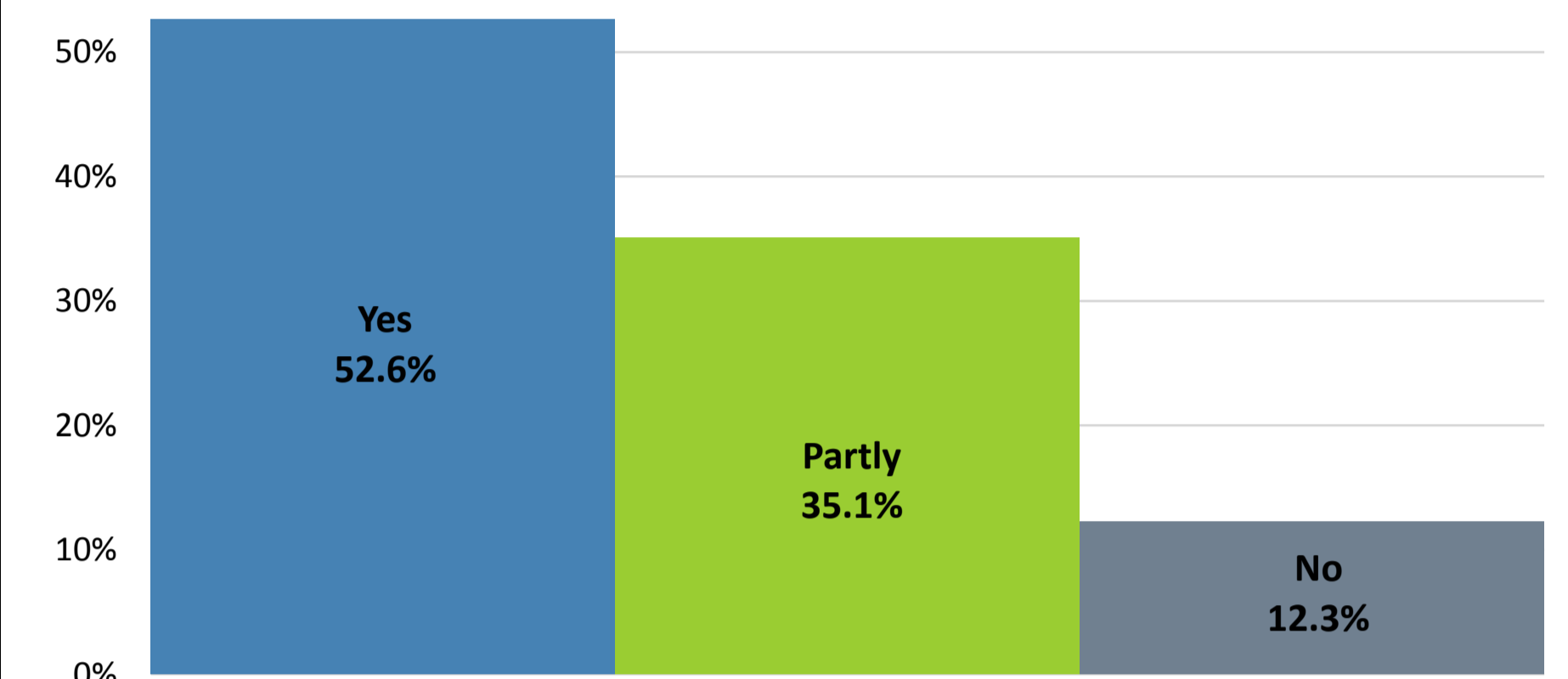
As part of the NES Quality Assurance Processes an up to date training plan has been requested, and this ongoing process will ensure a training plan is in place for the remaining 1.7% of trainees.



Is your progress documented and signed off?

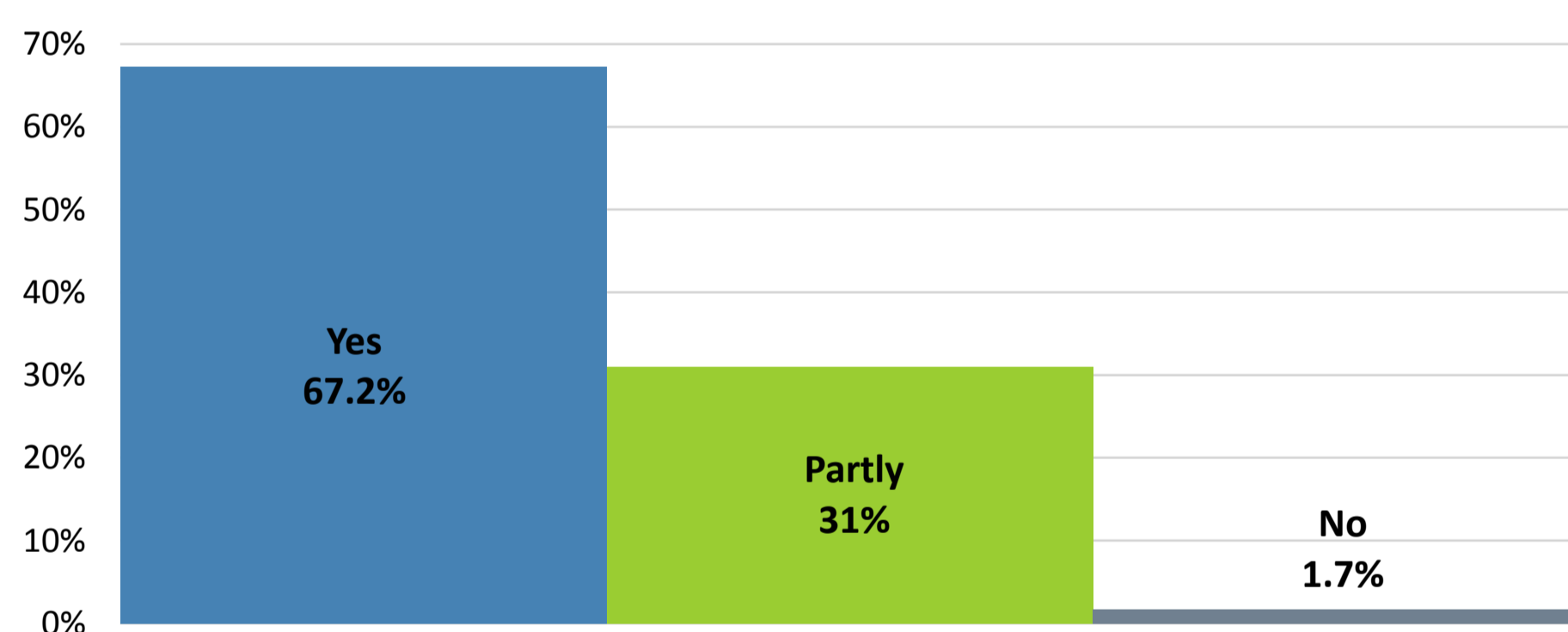
Progression through training is fully, or partly, documented and signed off for the majority of respondents (87.7%). Different schemes encompass different requirements for documenting progress but it is important that all trainees feel that their progress is assessed and documented.

It is unclear from the data which training scheme the 12.3% of trainees who do not feel their progress is documented are following and this will be investigated further to ensure the required level of support is in place.



Do you believe that your level of feedback and supervision in the workplace is sufficient?

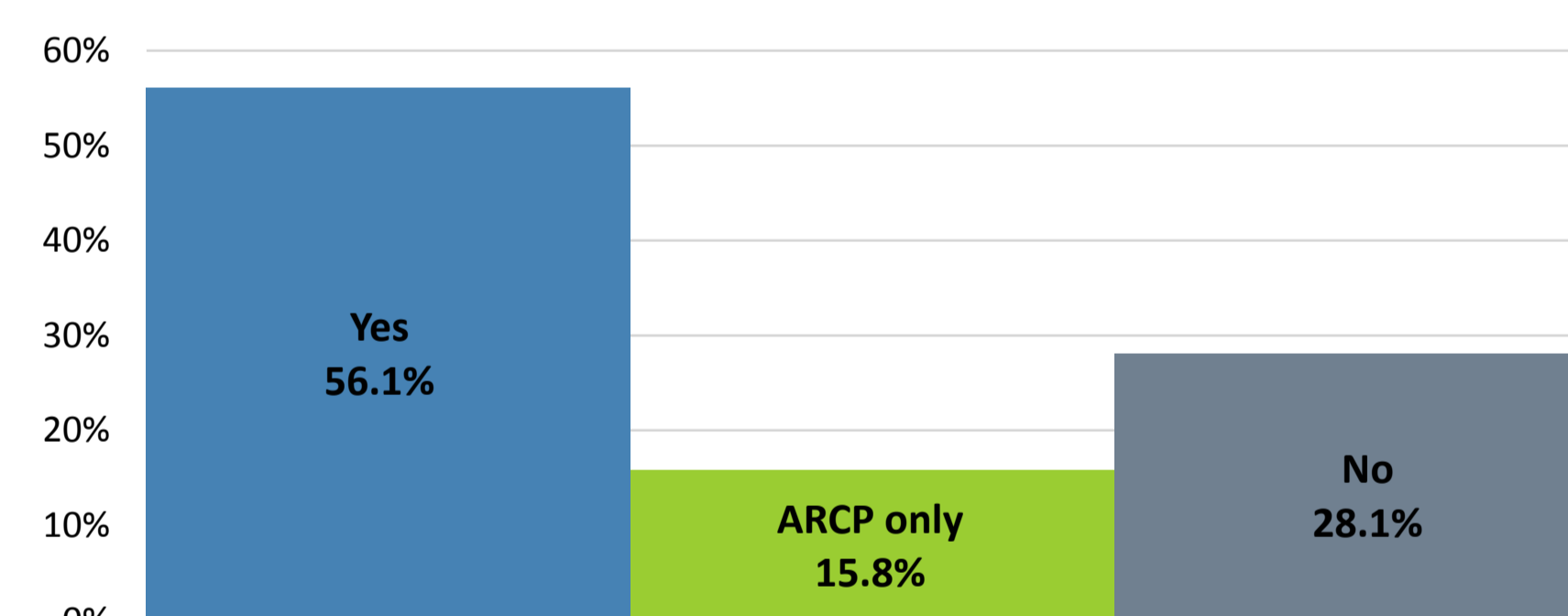
It is reassuring that 98.2% of all respondents believe that their level of supervision is at least partly sufficient. NES plan to hold a workshop to assess what trainees believe constitutes appropriate supervision. This information will then be available to supervisors to ensure additional supervision is in place, not only for the 1.7% of trainees who feel the level of supervision is not sufficient but also the 31% who believe it is only partly sufficient.



Have you had an Annual Review of Competency Progression or formal review?

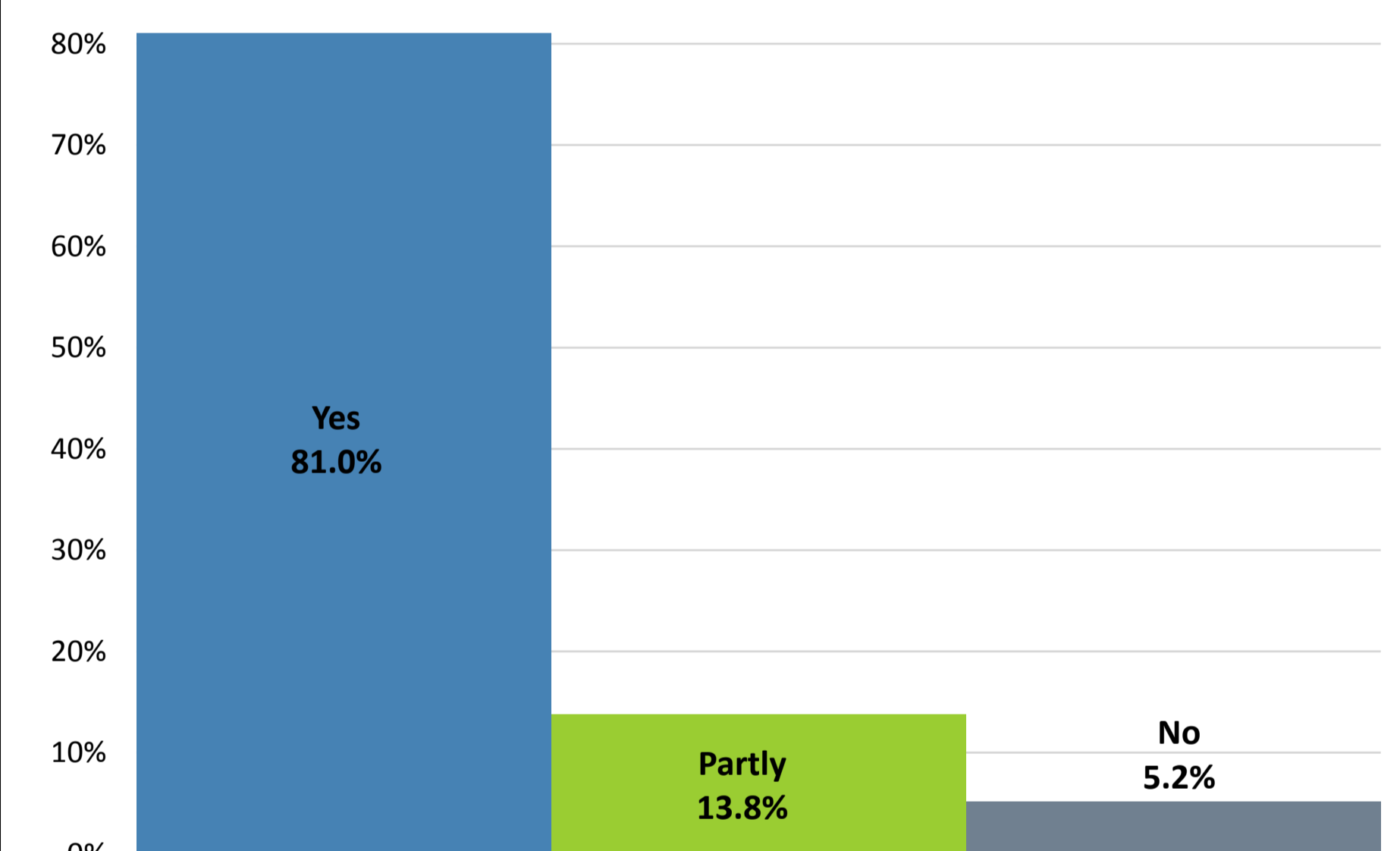
It is disappointing that 28.1% of trainees did not have an Annual Review of Competency Progression or formal review within the last year. This number is significantly increased from 2017 when 5.9% of trainees did not have a formal review.

The NES HCS team implemented the ARCP process in 2017 in order to ensure an annual review process is in place for all trainees. We will continue to request evidence of completion in order to ensure an improved response next year.



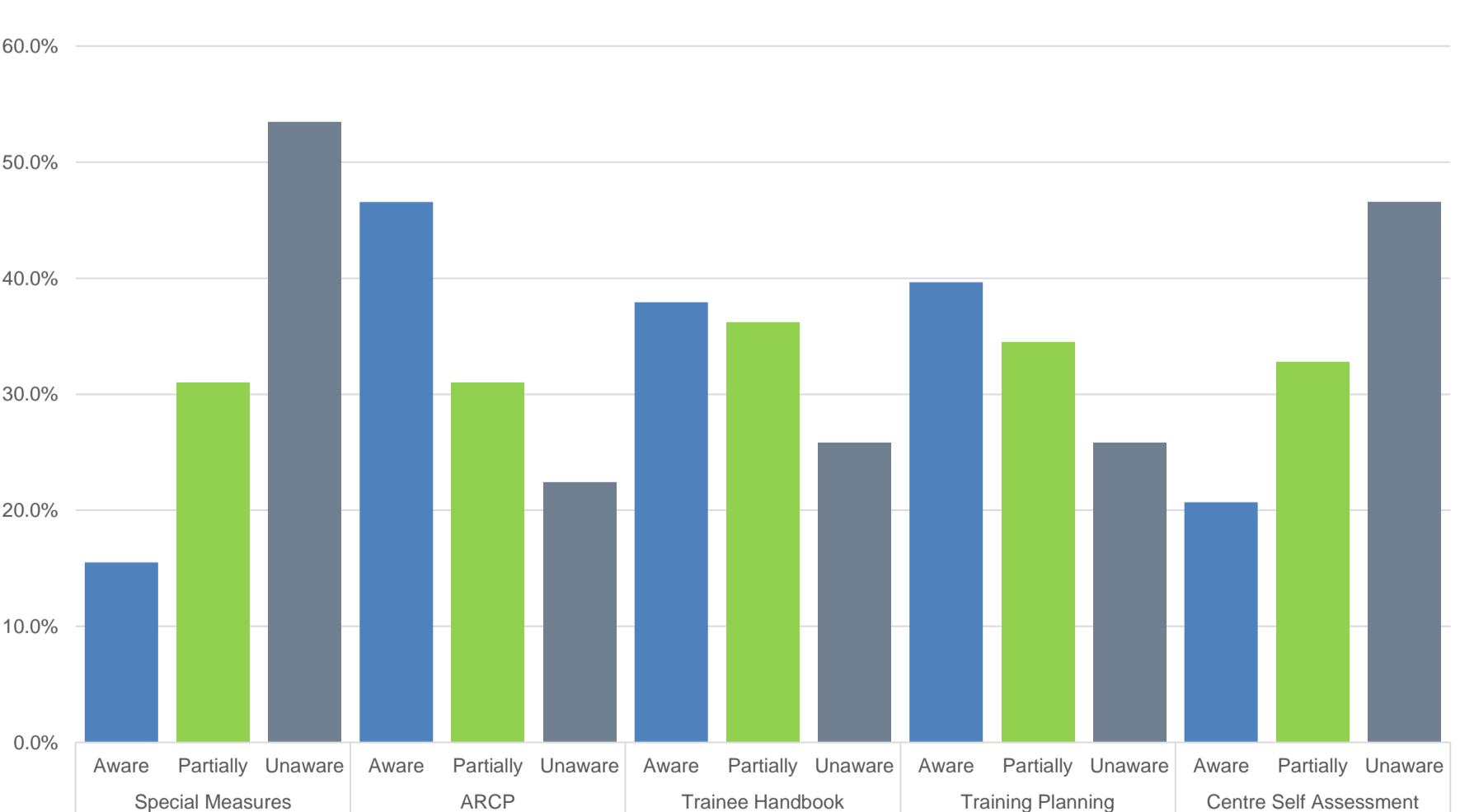
Do you feel a valued member of the team?

It is encouraging that the vast majority of respondents (94.8%) feel that they are a valued member of the team, either fully or partly. This is consistent with the responses from 2017 (94.1%).



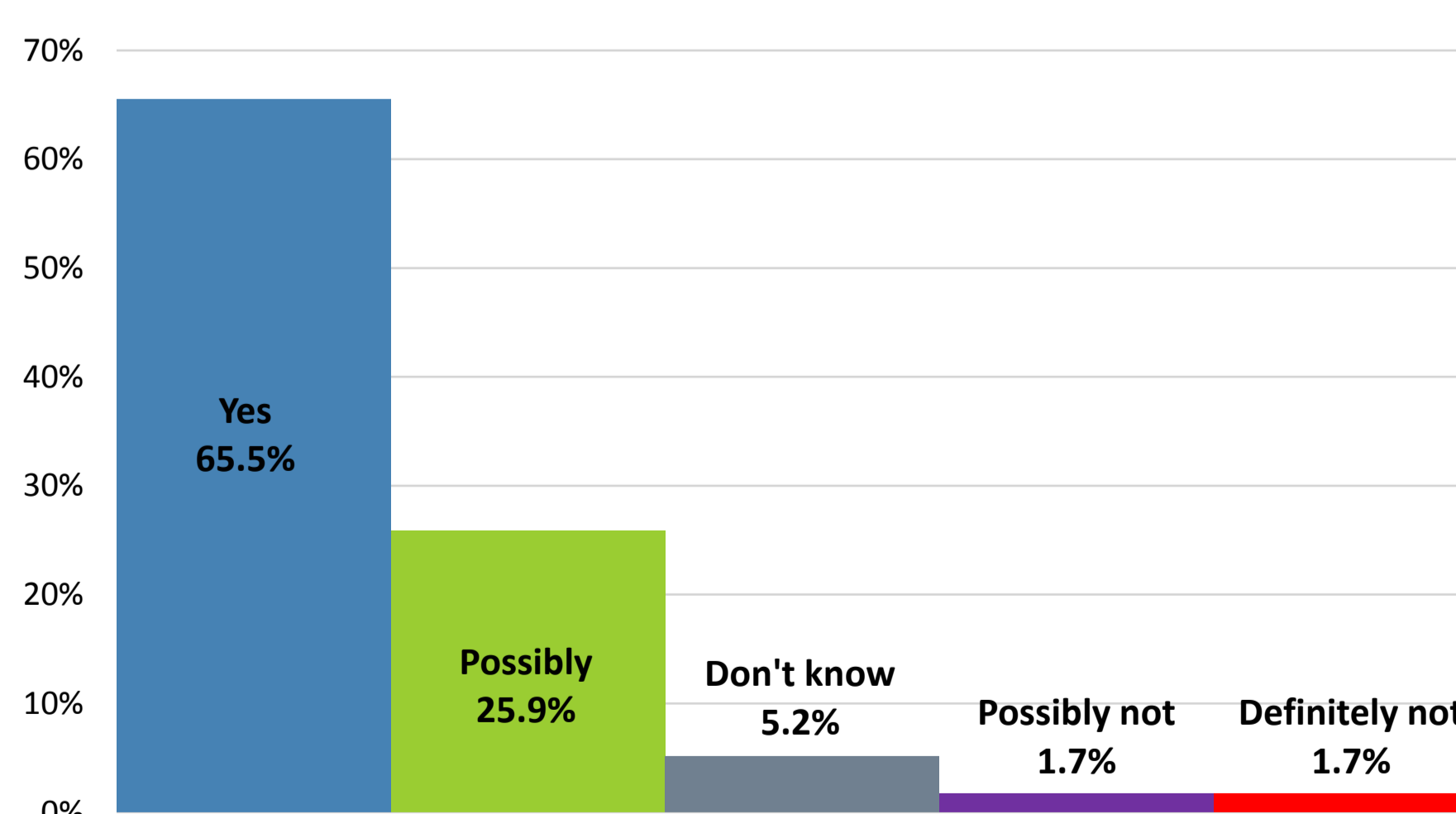
Are you aware of the various NES processes and guidance on monitoring training?

Previous questionnaires have highlighted the need for NES to increase communication about their processes and policies in place to ensure quality assurance of HCS training throughout Scotland. It is concerning that multiple respondents remain unaware of these principles. The number of respondents who are unaware is steadily dropping year on year and the NES HCS team will continue to communicate with trainees to ensure increased knowledge and understanding going forward.



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

The vast majority of respondents (91.4%) would recommend their training to others, which has increased since 2017 (85.3%). A very small number would possibly not (1.7%) or definitely not (1.7%), recommend it. There are various reasons why a trainee may not recommend their scheme to others. NES invite all trainees who would not recommend their scheme to discuss any issues they have confidentially in order to investigate and attempt to rectify them.



The trainees' last word.....

"... I have really enjoyed my training so far and look forward to my specialism year. ..."

"...Our area of healthcare science has developed a trainee network which is fantastic for networking and contacting current and previous trainees to hear about their training experience and learn more about how to obtain professional registration..."

"Disappointed about the failure of NES to provide support for a full course if it is more than 1 year in length..."

"The new knowledge and skills that I have learned from completing the first year of my MSc in Biomedical Science has been very useful for my personal development and progression..."

"It would have been helpful to get a guidance on the foundation year Portfolio prior to starting the foundation year placements..."

"It has been great to feel like a useful and valued member of the team, however covering an unfilled post can make it difficult to focus on all aspects of training. In spite of this, being needed in the team is a good way to learn the processes quickly and understand fully..."

"As part of a small cohort of trainees within our discipline it has been hard to become part of the department and demonstrate any value..."