

## INTRODUCTION

Our NES 2018 trainee survey involved all trainees in receipt of a NES National Training Number (NTN), and was completed by 69 out of 151 Trainees, 46%.

Life sciences accounted for 59.4% of the responding trainee cohort, with 21.7% in Physical sciences and 18.8% in Clinical Physiology. These trainees were from a range of themes including Medical Physics (17.4%), Genomics (17.4%), and Cell Sciences (14.5%).

The majority of respondents are training as a Postgraduate Clinical Scientist or Higher Specialist (55.1%). There was also considerable representation from postgraduate bursary holders (23.2%) and the graduate level and practitioner trainees (18.8%).

The responses generally show an improvement over previous years, although work on communication and engagement is still required. The NES Healthcare Science (HCS) team appreciate the effort of everyone who has completed the survey. There was however a disappointing response rate. The NES Healthcare Science HCS team encourage all trainees to engage with this process in the future in order to allow us to improve HCS training throughout Scotland.



## DO YOU HAVE A CLEAR AND AGREED TRAINING PLAN?

This year 4.3% of respondents have reported that they do not have a clear and agreed training plan. This is a disappointing increase from last year when 1.7% reported that they had no training plan. All trainees and supervisors are contacted and asked to provide the NES HCS team with an agreed training plan each year. We would be happy to hear from any trainee who does not feel they have an agreed training plan. The percentage of respondents who have reported they do have a full training plan has increased from 72.4% last year to 81.2%, and appears to be increasing year on year which is encouraging.



## IS YOUR PROGRESS DOCUMENTED AND SIGNED OFF?

Progression through training is fully, or partly, documented and signed off for 92.8% of respondents. This is an increase on the 87.7% reported last year. Different schemes encompass different requirements for documenting progress but it is important that all trainees feel that their progress is assessed and documented.

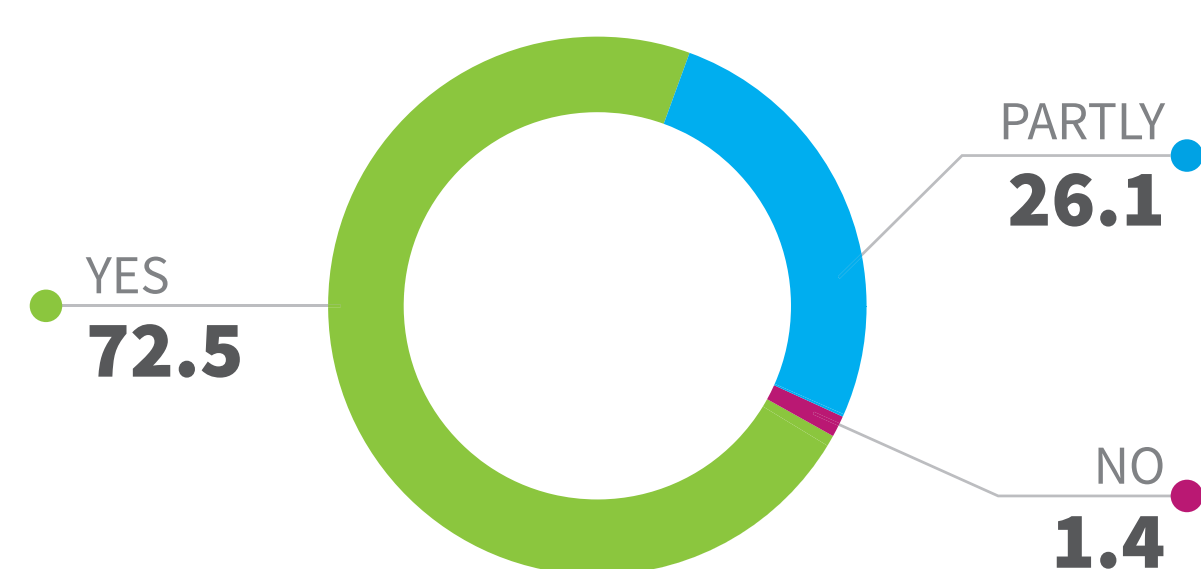
If trainees feel the lack of documented progress throughout their training is an issue we would be pleased to hear from them and help to improve the support they are receiving.



## DO YOU BELIEVE THAT YOUR LEVEL OF FEEDBACK AND SUPERVISION IN THE WORKPLACE IS SUFFICIENT?

98.6% of trainees have reported that their supervision is at least partly sufficient. This is a similar response to previous years, although the respondents who answered yes have increased from 67.2% to 72.5%.

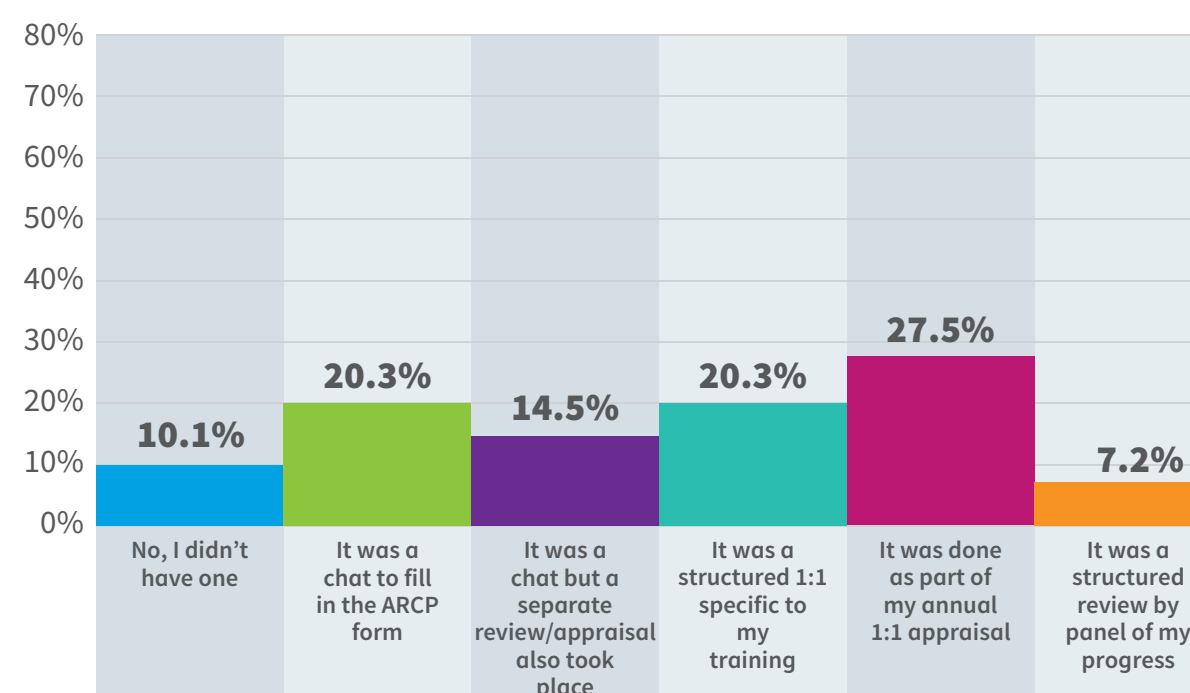
The NES HCS team have been working with supervisors, both with their QA requests and during their events to highlight the need for appropriate supervision. We would be happy to hear directly from any trainees who feel there are particular issues with their supervision that we could assist in addressing.



## HAVE YOU HAD AN ANNUAL REVIEW OF COMPETENCY PROGRESSION OR FORMAL REVIEW?

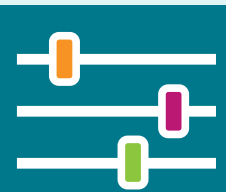
The number of respondents who did not have an ARCP or formal review has decreased from 28.1% in 2018 to 10.1% in 2019. This is a vast improvement but since an ARCP is requested of every trainee and supervisor every year this figure should be much lower. We will continue to work with supervisors and trainees to ensure that all trainees receive an ARCP.

This year we have focused in on the type of ARCP the trainees are receiving. The results below show the various forms the ARCP can take.



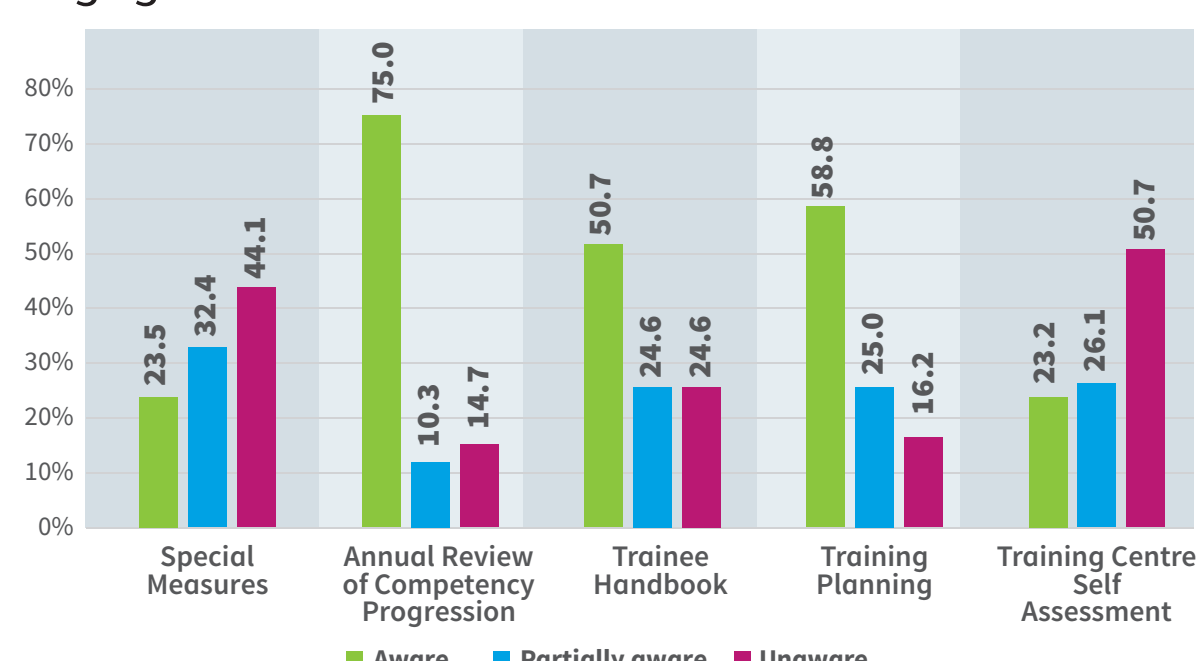
## DO YOU FEEL A VALUED MEMBER OF THE TEAM?

No respondents have reported that they do not feel like a valued member of the team. This is a vast improvement on last year when 5.2% reported this. It can quite often be difficult to feel valued while training but it is important for trainee morale to know they have a place in the team. It is understandable therefore that 23.2% of respondents only feel they are partly valued as a team member. If this is affecting your morale, we would suggest that you discuss this with your supervisor in the first instance to see if there is another role you could fill within the team which might improve this for you.



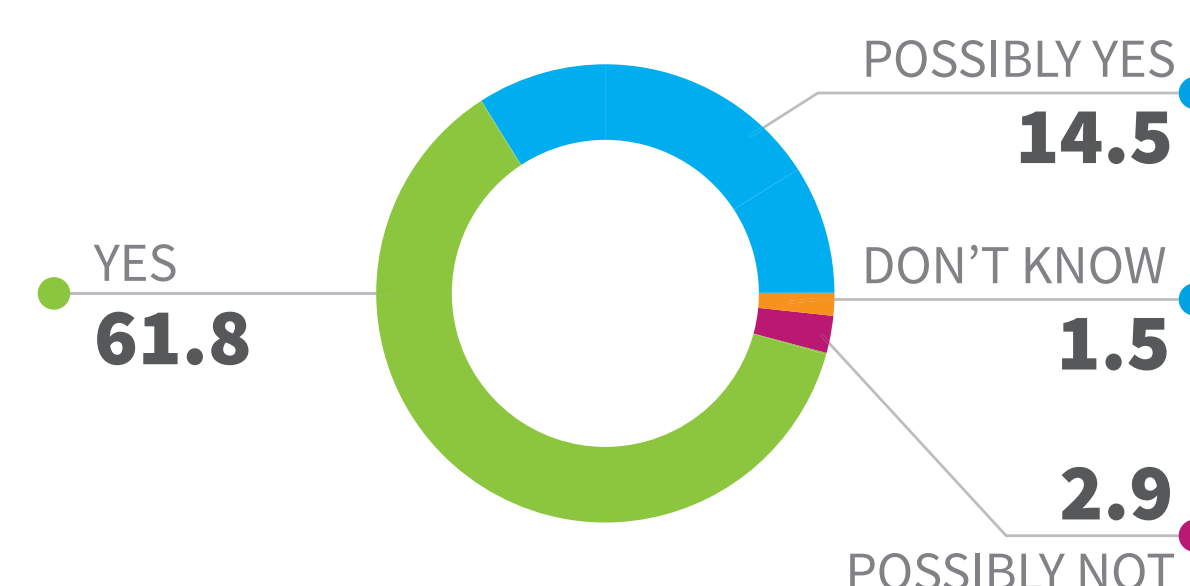
## ARE YOU AWARE OF THE VARIOUS NES PROCESSES AND GUIDANCE ON MONITORING TRAINING?

The NES HCS team has been working hard in the previous year to increase communication with both trainees and supervisors in order to ensure everyone is aware of our processes and available guidance. This is demonstrated in the response to these questions this year as there is a significant increase in the percentage of respondents who are aware of each process. There is still work to be done however and we will continue to communicate directly with trainees and supervisors to increase awareness and engagement.



## BASED ON YOUR PERSONAL EXPERIENCE SO FAR, WOULD YOU RECOMMEND YOUR TRAINING TO NEW ENTRANTS?

95.6% of respondents would either recommend their training, or would possibly recommend their training to others. This is a slight increase on 2018 with 91.4% of respondents saying that they would, and 2017 where only 85.3% of trainees would. The most comforting change is the fact that this year no trainees would definitely not recommend their training. The NES HCS team believe that this reflects an increase in the quality of training being provided and invite anyone with any issues to get in touch directly and in confidence.



## THE TRAINEES' LAST WORD.....

"...I like that I have very clear goals/expectations from my training, all of which are known from the very start of my 3-year training period..."

"...It would be useful if there was guidance for managers regarding the amount of time trainees should be given to study and complete competencies as this varies depending on who you speak to..."

"My STP equivalence training can be isolating at times as there is little peer support from other trainees. It would be nice to have more interaction with other equivalence trainees..."

"Access to wi-fi would be very much appreciated. It makes it difficult to study on devices other than work pcs which are usually being used by other colleagues..."

"The introduction of a mentoring scheme within our department has vastly improved the quality of in-house Clinical Scientist training. It has provided much needed structure to ensure that all areas of competency required for portfolio submission are achieved..."

"I believe that a compromise with a routine amount of time allowed during working hours to study would improve training quality, efficiency/effectiveness within the daily role and overall safety of trainees regarding their clinical input on a daily basis..."