

## Board of Directors (in Public)

### Item 3.3

**Subject:** Doctors in Training Update  
**Date of meeting:** 3rd July 2018  
**Prepared by:** Dr Raphael Perry – Medical Director  
**Presented by:** Dr Raphael Perry – Medical Director  
**Purpose of Report:** To Note

BAF Ref	Impact on BAF
4.1	Enhanced monitoring continues pending GMC/Deanery review (no timeline notified)

### 1. Executive Summary

- There has been no formal Deanery or GMC review at LHCH since November 2016. New Deanery Quality processes are being implemented and targeted assessments will take the place of formal trust wide reviews
- The action plan from November 2016 was completed. The cardiothoracic surgery training programme has been reviewed due to the results of the 2017 GMC training survey.
- This paper is to update the Board of Directors on doctors in training staffing levels and progress with improving training opportunities

### 2. Background

The Trust has been under the GMC enhanced educational monitoring process since 2014 after negative feedback from junior surgical doctors in training. HENW and GMC representatives last performed their annual visit to review junior surgical doctor training on 23<sup>rd</sup> November 2016. An action plan was produced and completed by the trust before the deadline in July 2017.

A considerable amount of work has gone into restructuring all aspects of junior doctor training and progress was acknowledged at the last review.

In the 2017 GMC training survey there were red flags for LHCH for surgical training. There were also red flags at other units providing cardiothoracic surgical (CTS) training in HENW. A review of the entire CTS programme has now been undertaken by the programme director and head of school. The surgical trainers and AMD for surgery were part of the process.

The education is under regular review and oversight is by the Education and Training Committee.

### **3. Key Updates**

#### *Deanery visits / enhanced monitoring review*

- After a period of re-organisation and restructure new quality assurance processes are being implemented by HEENW. At present the enhanced monitoring continues and will be reviewed after this year's GMC survey and the trust response to the CTS training review
- Future assessments unlikely to be full visits, probably targeted assessments based on intelligence from DME (Director of Medical Education), LEP (Local Education Provider) report and GMC surveys. Last year's LEP is attached and the GMC surveys are available at [www.gmc-uk.org/education/how-we-quality-assure/national-training-surveys](http://www.gmc-uk.org/education/how-we-quality-assure/national-training-surveys).
- No future visit for LHCH currently planned.
- CTS programme review took place in March 2018 with GMC representation. The report has not yet been released.
- Current GMC survey results pending – due July 2018.
- Current trainees already reporting better experience due to closer matching and utilisation of effective trainers.
- One of the principle areas of dissatisfaction was the need for surgical trainees to work on the POCCU during weekdays. There is a clear plan to utilise ANPs when trained to fulfil this role. In addition there are opportunities to increase daytime medical cover with additional deanery posts. Cardiothoracic trainees now out of POCCU two days per week with their duties being performed by ANPs

#### *LHCH rotas / staffing levels*

- Should have two new GPST posts in cardiology from Aug 2018 to replace two Trust doctor posts.
- Staffing for Aug looking much improved with 17 tier-1 doctors on the rota, giving very reasonable frequency of on call commitments and greater access to training opportunities
- There has been a major issue with recruiting overseas doctors due to repeated refusal of Certificates of Sponsorship by Home Office and visa restrictions – some of these have been at Registrar / Clinical fellow levels in cardiology and CTS. The government has now changed policy to lift the restrictions to aid recruitment.

### *Future ICU cover plans*

- There is a firm deanery offer of four new ICU posts to support Internal Medicine Training from Aug 2019
- LHCH have offered a further four posts to help HEENW with a shortfall in training slots. There has not been a final decision on this as yet. If eight posts in total offered materialise this will allow complete withdrawal of surgical trainees from POCCU
- The funding of the additional four posts will require consideration and discussion with HEENW.

### *Education governance*

- MEM (Medical Education Meeting) group continues to meet fortnightly. This feeds in to Education and Training Committee which reports to the People Committee.
- Educational appraisal / supervisor accreditation has improved significantly with a greater commitment from the consultant staff to training.
- The GMC Trainer survey completion rate was 68% - in top 5 in whole of HEENW.

### *Undergraduates*

- An expression of interest has been made to increase number of undergraduates at LHCH
- Offer made to Dean of Medical School to considerably broaden curriculum areas covered at LHCH
- The greater numbers of students going through training at LHCH is likely to attract more local candidates to training posts in the future

## **4 Conclusion**

The DME and the Medical Education team continue to work hard to improve the educational/training offer from LHCH to training grade doctors.

The surgical division has engaged positively with the programme review and await the report from HEENW

The staffing issues are slowly improving

The results of the 2018 GMC survey are awaited in addition to feedback from HEENW.

## **5 Recommendations**

The Board is asked to note the contents of this paper and the continuing efforts to improve doctors training