

## GP Specialty Training Bulletin 86 (9 January 2014)

*Happy New Year from the GP Department*



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#### Section A – Information to share with GP Trainees

**ST1 2 and 3 Mid term Reviews** – These are due by 31<sup>st</sup> January 2014 – trainees are reminded to undertake their self reflection and identify up to three pieces of evidence in their assessments and learning log to demonstrate their development in the 12 competency areas well ahead of the planned meeting with their Educational Supervisors (ES).

**Clinical Supervisor Reviews** – The RCGP has changed its guidance on the number of CSRs required for the end of year review. Trainees MUST have all six Clinical Supervisor (CS) reviews in their e-portfolio in order to gain their CCT!

**ST3 Appraisal** -Trainees should have an NHS appraisal after the ARCP and prior to completion of training. This might include: guidance on processes for NHS appraisal post CCT, familiarization with toolkits used to support NHS appraisal and guidance on the contents of the portfolio of evidence needed as well as a discussion using the GMP framework:

- Knowledge Skills and Performance
- Safety and Quality
- Communication Partnership and Team Work
- Maintaining Trust

A PDP for the first post CCT year is needed which should reflect that in the final ESR. This can then be downloaded and presented to the next NHS appraiser.

It is important to note that revalidation and CCT processes are separate: thus it is possible to be revalidated but not have achieved a CCT.

**OOH Provider Visits** – The CQC is planning a number of inspections of GP OOH providers between January and March 2014. GP Trainees have been invited to be part of the visiting teams. The GP Department would be supportive of trainees who wish to undertake this role but would urge those interested to discuss this with their Educational Supervisor. There are two consecutive days of mandatory training in January for which professional leave would need to be applied for. Dates are yet to be confirmed.

Trainees interested should email Dr Hilary Diack Head of the GP School on [hdiack@kss.hee.nhs.uk](mailto:hdiack@kss.hee.nhs.uk)

**Changes to Training Programme** – Trainees are advised they should first discuss any proposed changes to their placements required as a consequence of for example sickness and statutory leave with their Programme Directors in the first instance

**GP Trainee Awards** – The GP Department is pleased to announce a number of awards trainees in ST1

ST2 and ST3 may submit an entry for. There are prizes of £200 and the awards will be announced at the ST3 Graduation Celebration on 23<sup>rd</sup> July 2014. These awards are sponsored by RCGP Faculties, LMCs and the MDU.

#### ST1 2 and 3 Trainees may apply for:

- Service Improvement through Audit Activity (1000 words) (one prize)
- Improvement of Patient Care through Educational Activity (500 words) (one prize)  
(Examples include the: training and supervision of other GP trainees or Paramedic Practitioners Students)
- Improvement in Patient Care (500 words) (one prize)  
(Examples include: Improving Patient Safety, Improving Infection Control, Collaborative working with other professionals for example with community pharmacists to improve patient care through safe prescribing, A sustainability agenda in your practice or health economy, Through Significant Event Analysis or an issue that affects a population of patients in your area who are disadvantaged in their access to health care eg The homeless)

#### Enhanced ST3 GP Trainees may also apply for:

- A Quality Improvement Project

The GP Dean Awards (for GPST3 trainees who will be graduating and receive their CCT by 6<sup>th</sup> August 2014) will be awarded for:

- The highest AKT & CSA examinations result
  - Supported with comprehensive e-Portfolio evidence
- Best improved CSA & AKT result

### GMC NATIONAL TRAINING SURVEY 2013

**Advanced notification** - The GMC and HEKSS are preparing for the National Training Survey that will again take place in 2014.

**TRAINEE SURVEY 2014** - survey census date will be 26<sup>th</sup> MARCH 2014 and must be completed by all trainees who are in post on that date.

Survey open period – 26<sup>th</sup> March – 8<sup>th</sup> May 2014 (Survey refers to the post the trainee is in on 26<sup>th</sup> March)  
The GMC will contact all trainees that are in training using the details they hold on their system and will invite them to complete the survey. Any trainees that are out of programme on the census date are not expected to complete the survey. Trainees can also go direct to the GMC portal to complete the survey and do not need to have received an invitation in order to undertake the survey.

THE DEANERY WOULD LIKE TO REMIND ALL TRAINEES THAT UNDERTAKING THIS SURVEY IS A PROFESSIONAL RESPONSIBILITY and GP Trainers and Programme Directors are asked to encourage all GPStRs to complete the survey.

### Section B – Information for Faculty (Programme Directors / GP Trainers)

#### E –Learning Resource for WPBA - at <http://www.wpba4gps.co.uk>MD

This web-based learning resource has been developed to help educational supervisors and trainees understand the theory that underpins the Competence Framework and then apply that theory to everyday practice in the workplace in three key areas:

- Experience at Work
- Training and Guidance
- Assessments

The website looks in detail at understanding and assessing key areas of competence using worked examples, short video clips and slide presentations. There are resources for trainers and also a number of exercises to be used by groups for example in trainers' workshops. It also explores the use of workplace

'tools' for formative assessment and there is a detailed section on the use of 'focused Case based discussion' which will be key to the future formative development of WPBA.

**WPBA DOPS** – looking forward the RCGP is reviewing the DOPS component of WPBA with an aim to incorporate them into assessments such as COT. This work is beginning and the e-bulletin will keep you updated.

**Updated Guidance on doing the Educational Supervisors Report (ESR)** - The latest guide can be accessed from the College website: <http://www.rcgp.org.uk/gp-training-and-exams/~media/Files/GP-training-and-exams/Information%20for%20deaneries%20trainers%20supervisors/ESR-step-by-step-Guide-Nov-2013.ashx>

The guide contains details on common pitfalls and how to avoid them, how to set reviews and the latest ESR format. Key changes include:

- The trainee when undertaking their self rating must link their judgment to evidence in the portfolio (learning log / assessments) They can link up to a maximum of three pieces of evidence to each competency area
- The ES has to interpret the evidence and self-rating justification made by the trainee
- The ES has to state whether they agree with the trainee's self rating
- The ES is asked if they agree if the evidence in the portfolio demonstrates sufficient evidence of progression
- The ES can opt to include up to three further pieces of evidence (see below)

**The RCGP advises:**

If the trainee has constructed a good ePortfolio overall and has written a very good self-rating statement accompanied by appropriate evidence then it may be acceptable for the ES to accept what the trainee has written and neither write much more themselves nor provide any new evidence

However the ES must remember the probity of their actions, especially if they are writing the final ESR before the trainee applies for their CCT. If the ES relies solely on the trainee's narrative and evidence then the ES must be absolutely sure that it is correct and justifiable.

If the Trainee's ePortfolio evidence is borderline satisfactory/unsatisfactory or indeed definitely unsatisfactory then the ES will need to write their own appropriate narrative and supply supporting evidence against the competencies.

As this assessment forms part of a licensing exam it is essential that it is a clear grading by the educational supervisor that makes the recommendation and not that of the trainee.

<b>Acceptable ESR</b>	<b>Needs Further Development ESR</b>
<p><b>a)</b> Judgements are generally referenced to a range of relevant evidence selected by trainees and/or ES*</p> <p><b>b)</b> Judgements appear to be justifiable and include a description of how the evidence supports the ES's decision</p> <p><b>c)</b> Suggestions for trainee development are routinely made by the ES and appear to be appropriate</p>	<p><b>a)</b> The Educational Supervisor (ES) has not based their judgement on appropriate evidence selected by trainee and/or the ES</p> <p><b>b)</b> When making their judgement, the ES has failed to explain how the evidence supports their decision</p> <p><b>c)</b> The ES has failed to provide appropriate action plans for future trainee development, including in the final review of GP Training</p>

**Other Changes:**

- The PDP review process has been enhanced with better links to the final review page
- The ES receives a prompt to ask if this is the final review – if Yes the OOH and CPR questions appear for confirmation these areas have been achieved

**IMPORTANT – HAVE YOU SUBMITTED ALL YOUR CLAIMS?**

**Claims for Trainer CPD allowance (£750), Educational Supervisor (ES) claims (£500) and Trainer Grants and Overlap Payments** – The end of the financial year is approaching. If you have not submitted claims for any of the above please do so now, payment for claims during the financial year April 2013-end March 2014 cannot be guaranteed outside of this financial year.

We have a number of ES claims that are still being processed due to the change over of financial systems between BSUH and HEE. Shirelee is expediting these, if you have not claimed please email [srebeiro@kss.hee.nhs.uk](mailto:srebeiro@kss.hee.nhs.uk)

Overlap payments should be claimed in advance of the trainee starting and are only payable for overlaps of more than two months. Claims received after 31.3.14 for overlaps from April 2013- March 2014 cannot be processed.

Claim form at <http://kssdeanery.org/gp-trainer-resources>

**Resources for Training** – A reminder about the e-learning resources available on line\;

- Undertaking Audit – free to GP Trainees Trainers and Programme Directors. To gain access and register visit <http://kssdeanery.org/form/e-learning-modules>
- Communication Training Resource which includes video clips and an updated summary of Models of the Consultation. To gain access and register visit <http://kssdeanery.org/gp-eLearning>

**Changes to Individual GP Trainee Training Programmes** – GP Training Programmes need to provide a balance of posts with a range of placements in specialties. Programme Directors are reminded that they should discuss any proposed alterations which might include a change in the amount of time spent in a general practice placement with the GP Department via David Buckle on [dbuckle@kss.hee.nhs.uk](mailto:dbuckle@kss.hee.nhs.uk) and the GP Head of School [hdiack@kss.hee.nhs.uk](mailto:hdiack@kss.hee.nhs.uk)

### **KSS GP Annual Conference – Thursday 20 March 2014 – Date for your diary**

The Annual Conference will be held on 20 March 2014 and invitations will be circulated shortly. Please note that this year the event will be held at the **Holiday Inn Hotel at Gatwick**. The Conference will commence at 2pm - 5pm. The Educational Awards presentations will acknowledge contributions from individuals that have supported GP education over the years.

We are delighted that Professor Patricia Wilson, the Professorial Chair of the Kent Primary Care Academic Unit, will be our guest speaker. Professor Wilson has significant experience in patient engagement and will provide insight on how patients expect their care.

### **Programme Director Appointments:**

<b>Area</b>	<b>Sessions</b>	<b>Appointment</b>
East Sussex	Appointed to 1 additional session – now undertaking 2 sessions pw	Dr Ben Sturgess
Worthing (Interim – mat leave cover)	1 session	Dr Tanya Lawson

### **Section C – General Information**

#### **Section D - Conference/events/courses**

##### **Palliative Care Conference**

Opportunities for junior trainees in Palliative Care!

In April 2013 the Association of Palliative Medicine established its Junior Members Working Group to explore how we can integrate pre-ST3 doctors with a passion for the specialty in the future of palliative medicine. The group has been set up to support juniors in getting experience and mentorship in the field,

and to provide educational and networking opportunities.

We'd like to ensure that trainees across the country have the chance to get involved and are recruiting regional representatives at all levels within each deanery, ahead of the APM Juniors inaugural conference on 8 March 2014, in Cambridge.

To get involved, whether as a national / regional representative or just to keep up to date with developments in palliative care for trainees, get in touch via the APM Juniors registration form at [bit.ly/17cCRI4](http://bit.ly/17cCRI4)

From: Francis O'Hanlon [<mailto:postgraduatecoordinator@gmail.com>]

### HEKSS Less Than Full Time Conference

HEKSS is hosting a one day conference to focus on Less Than Full Time Training.

Date for your diary: 4<sup>th</sup> March 2014

#### DATES FOR YOUR DIARY:

**For further details and to book on all these events and more, please access our website:**

[kssdeanery.org/events/general-practice](http://kssdeanery.org/events/general-practice)

Assessor Training Selection Centre (Experienced)	9 January 2014	Holiday Inn Gatwick
Assessor Training Selection Centre (New)	16 January 2014	Holiday Inn Gatwick
ARCP Panel	23 January 2013	Holiday Inn Gatwick
Selection Assessment Centre	3 -7 February 2014	Holiday Inn Gatwick
HEKSS LTFT Conference	4 March 2014	TBC
GP Annual Conference	20 March 2014	Holiday Inn Gatwick
AKT Workshop	25 March 2014	TBC
ARCP ST3	24,25,26 June 2014	TBC
Trainers Summer Workshop	25 – 27 June 2014	Cumberland Lodge
ARCP ST1/2	15, 17 July 2014	TBC
ARCP Broad Based Training	18 July 2014	TBC
GPST3 Graduation Event and Prize Giving	23 July 2014	Holiday Inn Gatwick
AKT Workshop	20 September 2014	TBC
Trainers Winter Workshop	26-28 November 2014	Cumberland Lodge

### KSS GP Specialty Training e-Bulletin

Our aim is to meet your need regarding the sharing of information from HEKSS. We welcome your input and feedback. Please send any comments regarding this Bulletin, or suggestions for inclusion to Sue Smith [ssmith@kss.hee.nhs.uk](mailto:ssmith@kss.hee.nhs.uk)

Sent on behalf of:

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Please note that the publicising of courses and events in this bulletin does not imply endorsement by the GP Department of HEKSS.