

Guidance for GP Specialty Training Registrars with Outcome 2 at ARCP

HEEKSS GP School – Outcome 2 Guidance

Definitions

Outcome 2 is a recommendation to HEEKSS, given by the panel at the Annual Review of Capability Progression, about those trainees who are considered by the panel on the basis of recorded evidence, (largely in the e-Portfolio), not to have achieved all of the capabilities required in order to become independent General Practitioners in the United Kingdom. These trainees will need further supportive training during the remainder of their training year but should not require an extension to their training.

Outcome 2 is defined by the Guide to Postgraduate Specialty Training in the UK (Gold Guide) as '*Development of specific competences required – additional training time not required*'.

Reasons for being given an Outcome 2

- Having an unsatisfactory outcome from Workplace Based Assessment (WPBA)
- Unsatisfactory report from the Educational Supervisor
- Having not fully met the Acute and Unscheduled Care requirements

What an Outcome 2 means

Following the advice from the panel, HEEKSS will usually confirm the recommendation from the panel.

This will be dependent on:

- A plan being created for the trainee, which is agreed by the trainee and which then needs to be approved by the Head of Primary & Community Care Education and the Head of the GP School
- An agreement by the trainee to attend any courses or specific programmes of support that the GP School feels are necessary to help the trainee

Responsibilities of the Trainee

These must include the following:

- All trainees with an Outcome 2 must have a named Educational Supervisor, which will be the name appearing on the trainees e-Portfolio
- Where the trainee is going to be placed. The trainee is most likely to stay at the same practice or Trust, but if it is felt to be in the best interests for the trainee to be placed at a different practice or trust, HEEKSS will endeavour to do this

- Addressing the key issues of development which have been identified at the ARCP Panel for example:
 - Capabilities which are felt to need further development as a result of feedback from WPBA
 - Capabilities which are felt to need further development as a result of recorded observation and feedback by the existing Educational Supervisor and that from other appropriate individuals involved in the training
- A weekly timetable demonstrating what the trainee will be doing during the remainder of their training and to include surgeries, tutorials. This may include sessions with a *supporting* Educational Supervisor for example
- A table of regular (normally weekly) learning objectives. These objectives will be derived from the capabilities which need to be achieved before the end of the training time and will include a date when these objectives will be reviewed and/or achieved. This will need to include extra WPBA, in addition to the minimum number already completed for these capabilities to be demonstrated.
- The trainee has a responsibility to ensure that an educational plan is being carried out and to highlight any difficulties
- The trainee actions required includes
 - Contact with their named ES
 - Document WPBAs completed and by whom
 - Document how their learning objectives are being addressed
 - Whether or not they are achieving their learning objectives
 - Any other problems they have identified which may prevent them fully achieving the capabilities required in the remainder of their training time

Responsibilities of the Educational Supervisor

- To have responsibility to ensure the weekly learning objectives are met
- To complete the additional WPBAs required
- To complete an additional ESR review before the next ARCP panel review

Responsibilities of the supporting Educational Supervisor

- To be aware of the learning objectives set for the trainee
- To support the trainee and Educational Supervisor in achieving these objectives
- In addition to the capability rating assessment done by the ES to complete an Educational Supervisor Capability ratings and comments review

Responsibilities of the Programme Director

- Identifying the Educational Supervisor and any supporting Educational Supervisor for the remainder of the trainees training time
- Liaising with the trainee, ES, any supporting ES and Patch Associate Dean to organise the training plan within two weeks of notification of the Panel's decision. To send this plan to the GP School
- To communicate with the trainee that the plan is being followed through and to inform the GP School of this meeting

Responsibilities of the GP Faculties

- Faculty administrative staff will be informed of any trainees on an Outcome 2 by the HET team
- Any issues with the further progress of these trainees are to be discussed at the faculty meetings

Responsibilities of the Patch Associate Dean

- The Patch Associate GP Dean need to be aware of trainees who have received an Outcome 2, and to monitor their progress regularly
- Any difficulties identified with these trainees are to be brought to the attention of the Head of GP School
- Any difficulties identified by the GP School will be fed back to the Patch Associate Deans
- The Patch Associate GP Dean will then either contact the trainee directly or request this to be done via the Programme Director
- Any communication between the trainee and either the Programme Director or the Associate GP Dean will be documented and reported back to the GP School

Any trainees who wish to appeal against their panel Outcome must request this in writing to Professor Christopher Warwick within 10 days working days from the date of the ARCP panel feedback. The appeal application should be emailed directly to Prof Warwick at Christopher.Warwick@hee.nhs.uk