

QUALITY MONITORING VISIT OCTOBER 2016

NICK PENDLETON, TPD

GP TRAINERS GROUP 24 JANUARY 2017

Trainers Group Attendees 24.1.17

- S Guhathakurta, N Goldrick, MJeyam, A Kirby, M Raza Akram,
- I Hamer, E Haworth, K Khan, J Tabor, N Pendleton (TPD)

- Apologies:
- S Uddin, J Page, C Hendy, D Mistry, A Pomian, J Tomkinson

- Next meeting: Thursday 25th May 2017 at 7pm. An extra meeting may be scheduled in March/April to discuss any issues with implementing the Junior Doctors Contract

Feedback to Bolton Training Practices and GP Trainers from the October 2016 HEE (NW) Quality Monitoring Visit

Many Positives and Plaudits

- All would recommend the Training Programme
- Many happy Trainees in a supportive friendly environment
- Education valued highly
- High levels of satisfaction with GP Practices and Educational Supervisors
- Feedback about Teaching Programme and GP Educator Team is very good
- Exam Pass Rates are high/Extensions numbers low
- **Well Done Everyone!**

- There were some things that the visiting team asked us to address:

Requirement 1

- The GP TPD with GP practices must review **lone worker arrangements** for GP Trainees, including a **risk assessment of home visits**, to ensure that safe working arrangements are applied.

Recommendation to Training Practices

- The Requirement was discussed by the group
- Suggestions:
 - Discuss the subject within the Training Practice
 - Ensure Trainees are aware of potential dangers of lone working and home visits during induction and know how to contact help if needed
 - Assess risk at time of allocation of visits by allocating GP
 - If visit deemed to be higher risk ensure that Trainee lets a member of staff know when leaving and when expected to be back

Requirement 2

- The GP TPD with GP practices must review the timetabled educational sessions to ensure that Trainees are getting their **3 educational and 7 clinical sessions** per week.

Recommendation to Training Practices

- Ensure that Trainees based in GP Practices have the required 7 Clinical Sessions and 3 Educational Sessions clearly outlined in their working week and they are aware of when these are
- When the Day Release Course is not running Trainees still need to have protected educational time in place of attending this
- Agree with the Trainee what they will be doing in their Educational time in advance and look for a learning log to reflect the content of the educational activity

Requirement 3

- The GP TPD must work with GP practices to ensure that Trainees are gaining sufficient experience of carrying out **chronic disease reviews** as required by the curriculum.

Recommendation to Training Practices

- Trainees reported at the visit that they are not getting enough exposure to Chronic Disease Management
- Raise awareness of the need to get this exposure and explore how this will happen at the practice
- Nurses tend to undertake Chronic Disease Management activities in our practices so schedule some time in with them
- It would be useful to discuss what the learning outcomes of sitting in with the nurse are beforehand

Requirement 4

- Relates to improving availability of OOH shifts and Trainees having adequate notice of shifts (addressed directly with Bardoc)

and:

- The GP TPD with the GP practices should consider applying a **late start on Mondays** for those Trainees on-call on **Sunday nights after 9pm.**

Recommendation to Training Practices

- Encourage Trainees to flag up any difficulties in booking Bardoc Out of Hours sessions to the Bardoc Educational Lead Dr Raj Khiroya raj.khiroya@nhs.net
- Be aware that contractually Trainees are supposed to have 11 hours rest between shifts so they can request a late start after working the night before
- Ideally Trainees need to give practices as much notice as possible of needing a late start – so having notice of shifts from Bardoc well in advance is important

• That's Everything!



JUNIOR DOCTORS CONTRACT



What do we know so far...

- A 40 hour contract
- Now live for ST1s
- ST2s and ST3s (Aug 16) will stay on old contract
- 28 hours clinical and 12 Educational (same 7 & 3 split)
- Lunchtime is protected, paid and part of the 40 hours
- 5 x 8 hour days = 40 hours
- The GP day is not 8 hours long

What do we know so far...

- Split shifts? – No
- Long and short days? – Yes
- 11 hours break needed between each 'shift'
- Trainees can exception report – website or app
- Time off in lieu if go over 40 hours (averaged over time)
- If persistently over 40 hours - Practice could be invoiced
- Where does OOH fit in? – waiting to hear if part of 40h or extra, 37% extra pay after 9pm and Sat/Sun enhancement

Curriculum Matched Workplans

- All Trainees on the new contract will need a Workplan
- This is a detailed plan of their working week
- It needs to be submitted to the Lead Employer 8 weeks before the post starts
- The Trainee needs to agree to the plan when they start
- The plan will need to show what activities are occurring when and these need to meet the curriculum requirements
- Templates are being produced for us to use and personalise
- There is a Practice Manager Education Event on 30th March

NON-ENGAGING TRAINEES

- The first step is that the **ES notifies the Training Programme Director**
- The trainee needs to attend a **formal documented meeting with the Training Programme Director**. The notes of this meeting should be copied to the local AD.
- At this meeting a **clear deadline should be set for the trainee to demonstrate engagement**
- If there is still insufficient engagement after **4 weeks** then the **Head of School and the Lead Employer should be notified with a second deadline for engagement given to the trainee in writing (4 weeks)**
- The Head of School and Lead Employer will decide on the next steps if non-engagement continues.