

## **Bolton GP Trainers' Meeting 19.3.19**

**Attendees:** Manu Jeyam, Julian Page, Dharmesh Mistry, Sumit Guhathakurta, Raza Akram, Salam Muhsin, Nick Walton, George Ogden, Antoni Pomian

**Apologies:** Julian Tomkinson, Kamran Khan, Rachel Jesudas, Ian Hamer, John Tabor, Sharif Uddin, Nick Pendleton

### **Lead Employer Presentation: Anne Potter HR advisor St Helen's and Knowsley.**

Anne Presented a brief overview of their systems and structure. Interestingly they report a spike of sickness after they took over from Pennine-due to better reporting. Currently 26 GP Registrar's on long term sick.

Recording sickness better IT tool for practice managers.  
(Electronic sickness record)  
Long term sick is 4+ weeks

Trainees can self refer to occupational health but have to give consent to HR to release any information to practices. Its better not to do this as the HR dept cannot access what's happened unless consent is given.

Return to work is phased recommended 6-8 weeks before back to normal time.

Practice manager expected to do return to work interviews if more than 2 days. Work in partnership with Lead Employer. Trainees should not do other work like locums if off sick.

Trainees have to attend 75% of the day release. JP/NP/Carole need to inform trainers of non-attendance and reinforce the need for them to sign register.

ST3 have 30 days study leave of which 25 days is day release, so 5 days free to use. Should not usually be used for personal study. Study leave form should be done prospectively.

Bank Holidays worked in hospital taken back from general practice in split posts!

Deanery has hierarchy of study leave that is likely to be approved.

Special leave 22.5 hours allowed paid for special circumstances. (Children's illness, death in family, boiler breakdown. Not for dogs visit to vets!) Form for approval and a leaflet about to be circulated to explain. If exceeds 22.5 hrs then it needs to be without pay of holiday.

### **Out-of-hours**

OOH now has to be 72 hours in ST3. (36hrs for ST1/2)

When they don't come into practice as result they need to give that back.

Trainees need to organise and plan this with the practice in advance

*Concerns about OOH supervision.*

Proposed system RED: 1:1 for ST1

AMBER 1:1 ST2+Early ST3

GREEN 1:2 possibly 1:3(no more) Late ST3 if ES happy

Multiple trainees with one trainer only for experienced ST3

Problems with booking shifts not enough notice but difficult with number of trainers in OOH and flexibility needed with that.

Ongoing issue with relaying traffic light system in training.

Confidence of OOH supervisor in trusting the system and trainee.

***Nick Walton to liaise with BARDOC and feedback please***

COGPED OOH guidance worth a read

JP 20.3.19 (with thanks to Dharmesh)