

**PROGRESS REPORT
QUALITY ASSURANCE
ST4 PLACEMENTS
EAST OF ENGLAND**

PREVIOUSLY RAISED CONCERNS BY ST4 SPECIALTY REGISTRARS (IN SUMMARY):

1. Having to participate in first tier on-call rotas
2. Difficulty in freeing up 2 sessions per week for research/special interest sessions because of clinical commitments
3. Perceived repetition of tasks more relevant to basic training and lack of opportunity to take up more senior level tasks, especially in adult acute admission wards
4. Having to reserve a day for A&E cover
5. Lack of opportunity to prepare for independent practice as jobs were mainly ward based
6. Lack of opportunity for community based work
7. Lack of opportunity for training, supervising and mentoring junior colleagues

THE FOLLOWING DEVELOPMENTS HAVE TAKEN PLACE:

A. Points 1 and 4 (on call rota and A&E cover)

1. Task Force (which reports to Medical Director) reinstated:
 - a) will meet every 3 months (first meeting 28th November 2007)
 - b) membership:
 - i. representative from trainees
 - ii. representative from trainers
 - iii. representative from clinical and college tutors
 - iv. associate medical director
 - v. representative from human resources department
2. Outcomes first meeting:
 - a) ST4 StR's now taking part in second tier on call rota
 - b) A&E rota under review; already achieved: reduced routine ST4 commitment to Colchester A&E from 1 day a week to half a day a week
 - c) Next meeting in March, in order to review progress

B. Point 2 (research/special interest)

1. All ST4 trainees are now able to use their sessions for a wide range of activities, both within and outside the Trust
2. HR department has developed systems to facilitate efficient and safe management of these sessions
3. A list of available opportunities within the Trust is being developed
4. For relevant experiences which are not available within the Trust trainees are encouraged to approach trainers outside the Trust. Already some are travelling outside the Trust to gain specific experience or for research supervision with their trainer's approval
5. Some trainees have joined postgraduate courses

C. Points 3, 5 and 6 (tasks too basic, not enough community-based, not independent enough, etc)

Negotiations between coordinating tutor, trainees and trainers have resulted in:

1. Independent clinics run by ST4s in the community, with appropriate level of supervision
2. Independent (clinical management) ward rounds by ST4's, in addition to the consultant ward rounds, with appropriate level of supervision
3. Under supervision providing reports and contributing to Mental Health Act matters, eg Mental Health Review Tribunals, Managers' Appeals, etc.
4. Approved Social Workers are encouraged to approach ST4s first as much as possible when organising Mental Health Act assessments
5. Number of ST1-3 trainees increased at 'Peter Bruff Unit', Clacton and at 'the Lakes', Colchester, in order to allocate tasks more appropriately to level of seniority
6. Management Training:
 - a. it is accepted that specific opportunities will not be the same in all jobs. Wherever possible trainees can shadow their supervisor in management tasks/assignments
 - b. senior trainees are encouraged to join Medical Advisory Committee meetings
 - c. senior trainees are encouraged to attend management courses as available. Study leave and funding will be approved as per Trust policy
7. Advanced Psychotherapy Training:
 - a. opportunities have been created to access multi-disciplinary supervised case conferences regarding psychological issues: varies from job to job depending upon the composition of the teams
 - b. psychotherapy seminars to be organised by ST4 trainees

D. Point 7 (supervising more junior trainees, etc)

1. Being second on call provides opportunity for supervising and supporting junior colleagues
2. ST4 trainees will be encouraged to get involved more actively with the first tier on call trainees
3. As part of service reconfiguration under consideration within the Trust senior trainees will have opportunities to get involved across units in supervising junior colleagues
4. Interested ST4 trainees now have opportunity to facilitate a Balint group under supervision from a Consultant Psychiatrist in Psychotherapy
5. In the current – weekly held - Postgraduate Medical Educational Programme, ST4 trainees now:
 - a. chair case conferences/presentations by more junior trainees
 - b. chair/moderate/present seminars
 - c. chair/moderate evidence-based journal clubs, critical appraisal seminars including teaching research methods
6. Organise 3 monthly audit meetings

E. Miscellaneous

Managers are looking into ways of improving facilities for trainees such as on call accommodation and access to computers.

F. Monitoring arrangements

1. Trainees participated in an electronic survey on these matters, conducted by the Royal College's Quality Assurance Group. The results will serve as a baseline and the survey will be repeated in around 2 months, to measure change from the trainee perspective
2. The Head of School will meet all ST4 trainees in Colchester on the 16th March, to gauge progress and levels of trainee satisfaction and to inventorise remaining concerns.
3. The School is minded to call all ST4 trainees to attend Annual Review of Competency Progression panels, mainly in order to ensure another opportunity to monitor progress on the quality of the placements involved.
4. The Head of School is keeping the Dean and Associate Dean of the Royal College of Psychiatrist up to date with progress reports.

G. Comments

Similar, but less serious, reports have come from South Essex and Hertfordshire. In both areas, similar processes have been put into place. The Head of School is implementing the above mentioned monitoring arrangements viz-a-viz those areas and is due to meet the ST4 trainees in Hertfordshire on the 30th January.

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28th January 2008