



The Way Ahead with Foundation Trainees in T & O Portsmouth NHS Trust

Sarah A Stapley

Consultant in Trauma and Orthopaedics

Portsmouth NHS Trust



The Problem

- Foundation Trainees did not want to work in T & O at Portsmouth
 - Too busy – Too much Service Provision required
 - Large Department 27 Consultants
 - 156 in patient beds over 5 wards on opposite sides of the hospital
 - Reduced numbers of junior trainees
 - Isolated
 - No sense of belonging, consultants did not recognise the junior trainees
 - Difficult to attend teaching sessions
 - Not enough time to attain WBA's
 - Supervision





The Threat to the Department

- Removal of all Foundation Trainees
 - 3 FY1's
 - 6 FY2's

- Impossible to maintain clinical through put without the trainees





A Change in Culture:

Making the Trainee feel Part of the Team

- Recognised Junior Trainee Lead Consultant
- Discussed at Department Induction
- Altered Junior Trainee Rota utilising 48 hours/week
- Addition of a training week every 4th week
 - Ring fenced if they were on a training programme
 - Attached to their Clinical Supervisor
 - Attend Operating / Clinic / Ward sessions
 - Opportunity to get to know supervisor
 - Opportunity to undertake WBA's
 - Encouraged to go to Theatre to understand procedures





Consultant Led Engagement

- Only consultants willing to attend a Deanery clinical or educational supervisor course were permitted to have a trainee
- Time included in Job plan
- Supervisors were allocated at start of placement
- Trainers and Trainees made aware of each other





Results

- Trainees feel included within the large department
- Autonomy/ Empowerment to chose what they want to achieve in the training week
- Given the opportunity to learn orthopaedics and trauma
- Trainers much more engaged with the trainees as they spend more time with them
- As the trainees learn about the specialty, they become more engaged
- Increased engagement leads to more efficient delivery of service work
- Increased service work efficiency increases further learning opportunities





Summary

- Specific Leadership
- Change in department processes
 - Including maintaining the training week at all costs
- Change the culture and trainee/trainer relationship making it symbiotic
- NO extra funding
- NO extra staff





- Thank You
- Any Questions

