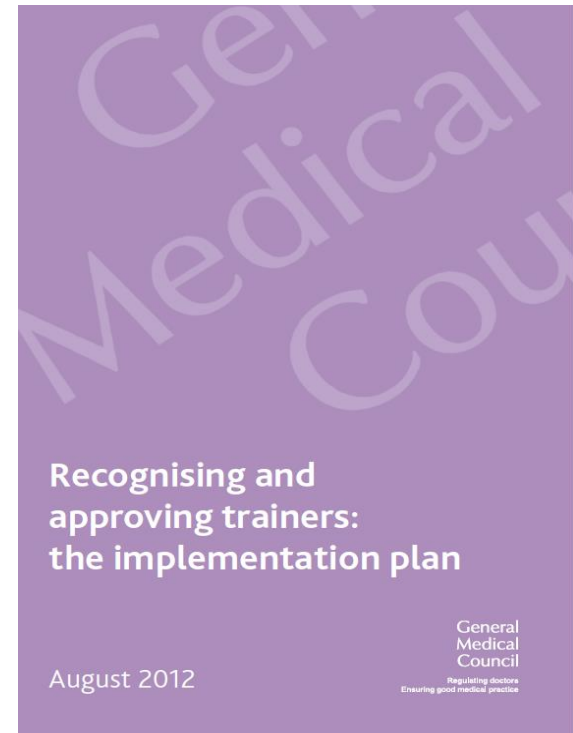


# GMC Recognising and approving trainers

Rosie Luszkat/ Richard Weaver  
11 January 2013



# Aims of presentation

- To raise awareness of GMC requirements
- To inform of Deanery response so far and proposed timelines
- To clarify roles and responsibilities
- **To gain your support and engagement**
  - to shape future work
  - to ensure the educational value of this initiative

# Background

- GMC Implementation Plan published August 2012
- Formal Deanery response required (and submitted) by 7 Jan 2013
- Close work with Deanery Executive Team/ Quality Team/ IM+T Team and DME Group
- Small working group set up
- Proposal and proformas developed

# New arrangements apply to

2 groups of PGME educators

- **Named Educational Supervisors**
- **Named Clinical Supervisors**

Will be 'recognised' in secondary care specialties  
(GP trainers already formally 'approved' by GMC)

# Named Educational Supervisor

- ‘ A trainer who is **selected** and **appropriately trained** to be **responsible for the overall supervision and management** of a trainee’s trajectory of learning and educational progress during a placement or series of placements. Every trainee must have a named ES’
- **Helps to plan training and achieve agreed learning outcomes**
- **Summative judgement for ARCP (= ES Report)**

# Named Clinical Supervisor

- ‘A trainer who is **responsible for overseeing a specified trainee’s clinical work throughout a placement** in a clinical or medical environment and is **appropriately trained** to do so’
- **Constructive feedback**
- **Contribute to ES report for ARCP**
- Clinical supervisors for particular sessions will not require recognition

# Recognition/approval against 7 AoME

areas p 21

- Ensuring safe and effective patient care through training
- Establishing and maintaining an environment for learning
- Teaching and facilitating learning
- Enhancing learning through assessment
- Supporting and monitoring educational progress
- Guiding personal and professional development
- CPD as an educator

**ES** all 7 areas; **CS** 1-4 + 7

# The GP Perspective



# The GP Perspective

- **Prospective GP Trainers**
- **New GP Trainers**
- **Experienced GP Trainers**
- All require training, selection, review and reapproval

# Modular Course for Prospective GP Trainers

- **3 modules of 2 days each.** All three modules must be attended.
- The course meets GMC standards and is compulsory for those who wish to become a GP trainer.
- The course is integrated into a Certificate of Medical Education at the University of Winchester,

# New Trainer Course

- This modular course consists of **4 half days** and uses practical and reflective learning. Delegates need to bring examples and experiences.
- Aimed at trainers with their first learner. Its purpose is to iron out practical sides of being a new trainer. Although facilitated by a Senior Medical Educator, the agenda is entirely learner-led.
- This course is integrated into a Certificate of Medical Education at the University of Winchester.

# Experienced Trainer Course

- **All GP Trainers have to be reapproved every three years.** This course enables GP Trainers to discuss education issues with colleagues in a protected environment, learn from each other and refresh their skills.
- The course consists of **3 consecutive days.**  
Previous experience has shown that delegates benefit more from the course if they are fully residential.
- Delegates will be required to provide their last Educational Supervisor's Report of them teaching a learner.

# Post Graduate Certificate in Education for GP Trainers

- The Certificate for GP Trainers is made up of two modules from the MA Education of the University of Winchester.
- It is now **compulsory for all new GP Trainers in Wessex.**
- Trainers who want to go further can take further modules at the University and achieve a Diploma or MA

# Proposals for secondary care

# Wessex Deanery Timelines

## **March 2013:**

- Criteria agreed for recognition, appraisal and re-approval of ESs and named CSs
- Approval by Wessex LETB secured
- Deanery Guidance issued re time for training in Job Plans

# Wessex Deanery timelines

- **May 2013:** Training programmes developed for ES and named CS Induction
  - **July 2013:** Outline specification developed for database
- Process for **initial recognition** against agreed criteria starts for **new ESs/CSs**



# Wessex Deanery Timelines

## July 2014:

- Process starts for **initial recognition of existing ESs**
- Database developed (Deanery + LEPs)
- System in place for monitoring time for training in JPs
- Process in place for poorly performing ESs/CSs

## During 2014

- **Appraisal** of ESs/CSs starts

# Wessex Deanery Timelines

## July 2016:

- Process in place for **re-approving existing ESs and named CSs**



All trainers/ supervisors fully recognised

# Criteria for initial recognition

- **Named ESs:** - **2 day Wessex Induction** (or equivalent)
  - Application against 7 AoME areas (e-form)
  - Supported by DME/PD and Clinical Lead
- **Named CSs:** - **1 day Wessex Induction** (or equivalent)
  - Application against 5 AoME areas (e-form)
  - Supported by DME/PD and Clinical Lead

# Annual Appraisal

- As part of enhanced appraisal
- Educational portfolio including (eg)
  - Learner Feedback
  - Educator Feedback
  - Educational CPD
  - Reflection on educational practice
  - SUIs/complaints involving trainees
- Against 7/5 AoME areas (sample form developed)

# Reapproval

- Every 3 years
- Satisfactory educational appraisal (mandatory)
- Attendance at 1 day Refresher training (mandatory)
- Educational Portfolio
  
- 'PSU' for educators
- Working on PGCert

# Time for Education in Job Plans

- Proposed **1 hour/week/trainee** for both ES and named CS
- Deanery will work with LEPs to ensure time available
- LEPs will have to report annually to Deanery

# Database and Reporting

- Database required at LEP and Deanery level
- Annual report from LEPs to Deanery on
  - Number of named ESs (recognition status)
  - Number of named CSs (recognition status)
  - Time in JPs
- Annual report from Deanery to GMC on
  - Recognition status of every named Supervisor in Wessex

# Summary

- This is not for negotiation
- It will require a lot of work and commitment from everybody involved (Deanery/ LEPs/ Specialties/ Supervisors) **but it is**
- **Our best opportunity to**
  - **improve quality of training**
  - **enhance value and visibility of educator role**
  - **focus on time and resources needed**



**So let's go for it!**



Thank you!

