

## Wessex Head of School Newsletter

November 2023

### Welcome from Dr Manjiri Bodhe (Head of School) & Dr Nick Moore (Deputy Head of School)

Welcome to our November edition of the Wessex newsletter, I wanted to update you on what is being offered in Wessex for our Trainers and our Doctors in Training (DiT).

We have recently updated our website to include our Frequently Asked Questions, <https://wessex.hee.nhs.uk/general-practice/>  
Many questions can be answered here and may save you the time of sending an email.

From April 2023 Health Education England merged with NHS England (NHSE) you will notice that communications and emails are being sent out with the NHSE branding.

We would like to welcome Dr Rik Elliot as Associate Dean to the Southampton Patch and Dr Ranjan Dass as our new Train the Trainers Associate Dean.

We are pleased to announce that Dr Rachel Elliot will be joining us in December as the Associate Dean for Portsmouth and Isle of Wight and will be stepping down from her current position as Primary Care Dean.

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### Contact Updates

Since September, our contact details have been updated, please ensure you are using the up-to-date email addresses going forwards.

GP School [england.gp.wx@nhs.net](mailto:england.gp.wx@nhs.net)

Dorset [england.dorsetgptraining.se@nhs.net](mailto:england.dorsetgptraining.se@nhs.net) / [england.dorsetgptrainers.se@nhs.net](mailto:england.dorsetgptrainers.se@nhs.net)

Mid-Wessex [england.mwgpe.se@nhs.net](mailto:england.mwgpe.se@nhs.net)

Portsmouth [england.portsmouthgpenquiries.se@nhs.net](mailto:england.portsmouthgpenquiries.se@nhs.net)

Southampton [inga.janmere1@nhs.net](mailto:inga.janmere1@nhs.net) / [s.lambrou@nhs.net](mailto:s.lambrou@nhs.net) / [carol.reed12@nhs.net](mailto:carol.reed12@nhs.net)

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### Welcome to Wessex

We hope everyone has enjoyed attending the Welcome to Wessex event and speciality inductions recently held.

### Good News

We currently have several new sites and new Trainers waiting to be approved at the December PCSB meeting.

We are always in need of new trainers and new sites, if you know any practices or GPs that are interested more information can be found on our website - <https://wessex.hee.nhs.uk/general-practice/gp-educational-supervisors/>

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### Less Than Full Time Training (LTFT)

There are now two application windows per year, applications need to be received 16 weeks prior to the rotation change over. The deadline for applications to commence for February 2024 has now passed, the window for August 2024 will close on the 17th of April 2024.

Please see our new LTFT guidance on our website below:

<https://wessex.hee.nhs.uk/general-practice/gp-training/>

<https://wessex.hee.nhs.uk/trainee-information/trainee-journey/less-than-full-time-training/>

I would urge all ES/CS's to support their trainees on their application where they can, but please do not promise DiTs space in your practice. This piece of work is part of a larger placement work done by our Associate Deans and TPDs for each patch. Reducing percentage means that trainees must stay with that ES for longer periods of time which can impact on other placements. Individual trainers cannot promise a placement for a trainee, this needs to be agreed by the local TPD and by the Deanery. In addition, payroll cannot implement this immediately either.

We require details on DiTs application as to why they are applying regardless of which previous category it fell into. If there is not enough detail, we may email to ask for further details.

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### OOP

If you are considering taking time out of training, first explore the website to gain further information. <https://wessex.hee.nhs.uk/general-practice/gp-training/> DiTs must approach their ES, TPD and Patch AD, in the first instance to discuss a potential application.

We would implore you submit your application in a timely manner, as the process can take several weeks, we encourage you to submit your completed application no later than 3 months prior to the start date of anticipated OOP. As per Gold Guide 9<sup>th</sup> Edition OOP should not be used to manage ill health, if you are considering needing time off please speak to your trainer about support available.

<https://wessex.hee.nhs.uk/trainee-information/trainee-journey/out-of-programme/>

### Double Trainer Grants

As you know, we have historically offered practices a double trainer grant to recognise the work needed to support some of our trainees with additional needs. In Wessex we are out of step with many other deaneries regarding the number of double trainer grants we approve, even compared with those with higher numbers of trainees in need of additional educational and pastoral support.

We now also have a number of other resources to support trainees. The Professional Support and Wellbeing Service (PSW) can provide pastoral support to trainees. We also now have two additional Associate Deans, one with responsibility for specialist exam support and the other for international medical graduates, and each patch now also has their own Training Programme Director with specific responsibility for looking after our growing number of international trainees. In addition to this we also have some funding to pay for an experienced trainer who can come in and work alongside a trainer and trainee to provide advice, additional tutorials and help with triangulation of assessments. Most deaneries use this multi-disciplinary approach such that the additional work is not entirely on the trainer's shoulders. Some deaneries do not offer double trainer grants at all, and the approach nationally is to use what funding we have for other means to help trainees in need of additional support. This means we aren't able to fund double trainer grants in the way that used to happen.

If you feel you or your trainee would benefit from additional support, please speak with your patch Associate Dean who can advise on the best way we can help.

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### Trainer & Trainee Support

A referral to The Professional Support and Wellbeing Service (PSW) should be jointly conducted by the DiTs and the Trainer. If you feel as you may benefit from support, please have a discussion with your Trainer and they can submit the referral.

The PSW team help with all aspects support for the DiTs well-being and support. This includes Supported Return to Training (SRTT), exam support, Dyslexia Screening, as well as many specialist support groups.

Upon referral to PSW you will be assigned a case worker for more information about the PSW team please see the website. <https://wessex.hee.nhs.uk/wellbeing-and-support/psw/>

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### AKT Exam

If you are a GPST2 please speak to your Educational Supervisor about the best time for you to sit your AKT exam. Please see the RCGP AKT pages for further information <https://www.rcgp.org.uk/mrcgp-exams/applied-knowledge-test>

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### RCA/SCA Exam

The RCA will be replaced by the Simulated Consultation Assessment (SCA) from the Autumn, if you failed the RCA in the recent spring sittings you will be eligible to re-sit either the RCA or SCA this Autumn. Please discuss with your ES the best option for you.

The RCGP held SCA webinars in June and August 2023 and you can view the recording for Trainers <https://www.youtube.com/watch?v=La1QjNEqr18&feature=youtu.be> and Trainees <https://youtu.be/swaE4ddEDBo>

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### Exceptional Fifth Attempts

If a trainee wishes to apply for a 5<sup>th</sup> exceptional attempt to the RCGP for the AKT or RCA, please see the current RCGP page <https://www.rcgp.org.uk/mrcgp-exams/mrcgp-important-info>

The Head of School will normally complete and submit the application but will require initial information from the Associate Dean and the DiT as documented in the guidance below.

- [MRCGP exceptional fifth attempts policy \(PDF file, 646 KB\)](#)
  - [MRCGP exceptional fifth attempts form \(DOC file, 59 KB\)](#)
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### ARCP

Please note ARCP is an integral process in training and is not optional for either ESs or DiTs to complete. The final ARCP is particularly important as this is the DiTs pre CCT ARCP which recognises completion of all components of training and their ability to practice safely as an independent GP.

We have had many GP DiTs getting Outcome 5s for incomplete portfolios, missing Form R's and missing annual updates.

The Deanery team send out multiple reminders pre ARCP and there is a checklist on the fourteen fish portfolio to ensure that this is as easy as possible. Please use this checklist to ensure that you have everything in place prior to your ARCP.

Since August 2022 Hands on BLS with AED for adult and child has been a mandatory requirement, once attended ensure you upload the certificate to your compliance passport.

If there are mitigating circumstances, such as illness or bereavement, ensure there is a portfolio entry recording this and ensure the Form R is completed with all sick and absence days documented. If this is not recorded accurately there is a risk that you will be unable to CCT on time or that you will not receive your CCT certificate from the GMC. Please see all ARCP information here:

<https://wessex.hee.nhs.uk/general-practice/gp-training/>

<https://wessex.hee.nhs.uk/accreditation-and-revalidation/arcp/>

<https://www.rcgp.org.uk/mrcgp-exams/wpba/annual-review-of-competence-progression>

### Placements

Please note placement planning is currently being finalised for February and all DiT will be informed in line with CoP timescales (12 weeks in advance). Please do not contact the deanery or your patch team in advance as they will not have been finalised.

Unfortunately, with pressures on General Practice, we may not always be able to place DiTs in their ideal post and this situation may continue. NHSE are continuing to do their absolute best to recruit trainers and practices so we can offer DiTs placements, please do not ask for changes in placements for choice. If there are occupational health needs, then of course we will try our absolute best to accommodate this with the reasonable adjustments put in place.

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### IMG

IMG doctors who are new to the Wessex region are required to attend a Wessex IMG Induction Programme (for doctors who are new to the NHS). The following events are planned for 2023: 11<sup>th</sup> September and 6<sup>th</sup> November further details can be found on our website.

<https://wessex.hee.nhs.uk/trainee-information/trainee-journey/international-medical-graduates/>

We hope you found the first session informative and are looking forward to the second session in November.

Doctors who are new to the UK may find it beneficial to attend one of the GMC's FREE Welcome to the UK Practice workshops. Further information on these workshops including booking arrangements can be found here <https://www.gmc-uk.org/about/what-we-do-and-why/learning-and-support/workshops-for-doctors/welcome-to-uk-practice>

I'm delighted to share with you two podcasts which one of our Near Peer International Support Fellows, Dorset GP Partner Dr Sarj Qureshi, has recently recorded with Wessex LMCs:

- The first podcasts focus on integrating international graduate doctors in GP training within GP practices, and provides tips both for practice staff and for international trainees themselves: [https://www.podbean.com/media/share/pb-mq677-14712a8?utm\\_campaign=w\\_share\\_ep&utm\\_medium=dlink&utm\\_source=w\\_share](https://www.podbean.com/media/share/pb-mq677-14712a8?utm_campaign=w_share_ep&utm_medium=dlink&utm_source=w_share)
- The second podcast focuses further on the experience of being an international graduate doctor in GP training: [https://www.podbean.com/media/share/pb-98zcv-14712c6?utm\\_campaign=w\\_share\\_ep&utm\\_medium=dlink&utm\\_source=w\\_share](https://www.podbean.com/media/share/pb-98zcv-14712c6?utm_campaign=w_share_ep&utm_medium=dlink&utm_source=w_share)

The podcasts are just under half an hour each and include personal stories from Sarj as an international graduate himself; reflections from Will Howard as a Trainer who has supported IMG DiT; plus, expert advice and tips & tricks both for international graduates themselves and for colleagues (both Trainers and wider practice staff) working with international graduate GP doctors-in-training.

The podcasts follow on from one another so we would recommend listening in the order above.

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### MPS Indemnity

As a doctor, you have a professional responsibility to ensure you are indemnified for your full scope of practice as a doctor in training. (Please see the guidance on the [GMC website](#))

Doctors who undertake training in General Practice or in a non-NHS setting (e.g.: local authority, voluntary and third sector, hospice etc) need to arrange for additional indemnity cover.

NHS England has an arrangement with Medical Protection Society (MPS) which gives all Wessex GP Doctors in Training with access to free medical indemnity. NHSE provides details of new trainees to MPS who make direct contact.

If you are a current DiT and haven't already signed up more information can be found, <https://wessex.hee.nhs.uk/trainee-information/employment-matters-2/medical-indemnity/> there are steps you need to take to register to gain your indemnity cover.

MPS members also have free access to a variety of courses and webinars created to educate, strengthen your essential skills, and reduce your professional risk.

<https://www.medicalprotection.org/uk/professional-development-courses/webinars>

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Good luck to those DiTs who are due to take exams this Autumn. Thank you once again to all Trainers for all the great work you are doing in medical education.