

## Highlights of the September AD Meeting: 19.09.07

**Red header = may be of particular interest to Trainers**

### **Introducing the regular attendees and their portfolios:**

**Bill Irish** - Head of School

**Paul Main** - Deputy Head of School

**Terry Paterson** - Associate Director for Bath and Swindon

**Kim Hearn** - Associate Director for Gloucestershire

**Michael Harris** - Associate Director for Bristol

**Jim Morrison** - Associate Director, portfolio currently including poor performance, appraisal, returners, retainers etc.

**Rupa Khistriya** - GPR representative

**Jonathan Shoebridge** - GP Recruitment and Selection Manager. He will be running the GP Educator (GPE) and AD recruitment and selection process too.

**Janis Richards** - GP Programme Manager.

Plus:

Associate Director for Somerset (to be appointed, currently **Susi Caesar**)

### **New Somerset AD post - update**

The substantive, 4 session, post is on the [www.nhsjobs.com](http://www.nhsjobs.com) website. The new job title (for the advert at least) is Associate (GP) Dean! The closing date is September 28<sup>th</sup>.

### **New GP Educator posts - update**

The substantive GPE posts: applications have now been closed and you will be notified of the results as soon as the appointments have been made

### **New GP Educational Fellowship posts - update**

The new educational fellowship posts, for newly qualified GPs, or those with little or no medical education experience, to help with the nVTS programmes and undertake some work in medical education are still being agreed at SHA level so the advert has not yet appeared.

**NB:** Please encourage newly qualified GPs, and others, with an interest in medical education to consider applying. The aim is to appoint one for each geographical patch.

### **BUDGET INFORMATION:**

The Head of School and the SHA have agreed budgets for 2007/2008 for each patch. The ADs now have about four weeks in which to put together their expenditure plans against the budget lines. The money has been divided in such a way that each postgraduate medical centre will get money for the administrative support they provide and the AD has additional funds to help support the trainer groups, the hospital posts and the nVTS schemes. The allocation this year is a stepping stone towards equitable sharing of resources

but takes into account some historical differences between the patches so it will be adjusted again next year.

One big difference from the past is that there is an explicit policy decision that the funding for education for those in training is provided on the understanding that this will no longer be supported by pharmacological company sponsorship because of the perceived conflict of interest in trying to provide unbiased education.

Any money deriving from sponsorship should for probity reasons be held in a transparent "pot" at the SHA so that income generation and use of monies are visible to audit.

I am keen to have a business planning meeting to ensure that we use our money wisely and to discuss the impact of these changes. If you have any comments to feed into this process please let me know (contact details below).

### **Study Leave budget**

In addition to the budget lines above, all GP specialist trainees in 2007-8 will be eligible for study leave support of £550. Those in hospital posts historically have their money held in hospital but should have their applications **countersigned by the GPE team**.

For GPR/ST3s the amount is to be top-sliced by £200 for a regional nMRCGP course, and the amount available to the individual will be £350 initially. There was some concern that this might be felt by the GPRs to be patronising but the AKT/CSA courses will be expensive to set up and run and this subsidy was felt by the ADs to be a reasonable compromise.

The GPEs will be producing guidance notes for what the remaining £350 may be spent on.

Courses that are not directly relevant to general practice will not be supported and the individual will have to self-fund.

### **nMRCGP AKT preparation course – URGENT NEWS**

Martyn Hewett has been commissioned to develop AKT and CSA preparation courses for the whole of the Bristol School of General Practice. He will pilot an AKT preparation course on **9<sup>th</sup> October 2007**, in time for this round of the AKT. Please discuss with your GPRs whether they are taking it in this round and whether they would like to attend so that they watch out for the advert. The number of attendees will obviously need to be known asap.

### **New Appraiser Training**

A course is planned for 12<sup>th</sup>/13<sup>th</sup> November.

### **New returner scheme**

Severn have taken a decision to allow a self-funded returner scheme where there is trainer capacity to take on these qualified GPs. Recruitment will take place shortly and Jim Morrison has requested that interested trainers should contact

him for further information. ADs will be involved in the allocation process so please also let me know if you are interested.

Look on the website for guidance on the definition of a returner (generally someone with a career break of 2 years from general practice) and the design of the scheme once finalised.

### **Trainer re-accreditation**

The ongoing review of trainer re-accreditation criteria and paperwork has highlighted that there is currently a considerable difference between the criteria and the trainer re-approval form so that it is not always clear why a question is being asked.

Terry Kemple was commissioned to undertake a piece of work to look at rationalising the process to improve it for trainers and the School. He has proposed a radical overhaul with a new structure for the paperwork comprising three elements:

Demographic data – to put the practice in context

Pass / Fail data – based on the trainer approval criteria explicitly

Signs of excellence – to allow trainers to demonstrate their particular strengths

The ADs felt that this was a good way forward so this is to be discussed at the next GPEC on 11<sup>th</sup> October and, if accepted there, a worked example will be put out to trainers for comment

### **Swaps**

There is a policy decision that **NO swaps** within a scheme will be approved by the School as there are significant legal risks involved. No specialist trainee should be approaching you to swap but if they do please inform them of this rule and refer them to the AD if they wish to discuss it further.

### **ST1 and ST2 (half-) days in practice**

Each patch has a slightly different way of offering this opportunity to specialist trainees and trainers. Somerset have opted for a whole day roughly every other month, to be hosted by the GP Registrar (which should feed into their “teaching and training” part of the curriculum). This is an interesting idea and possibly worth pursuing in Bristol. There is no additional funding for trainers for hosting these doctors, but the Educational Supervision sessions between the trainer and the ST1 or ST2 will be reimbursed on invoice as previously agreed.

Bill Irish and Davinder Sandhu have sent a joint letter which may be used to emphasise to the hospital consultants that it is important that they release these doctors for these events. Please let us know of any difficulties you, or your attached doctors, may encounter.

### **GPR Income**

It is clear that GPRs are feeling aggrieved at not having pay protection and being significantly more out of pocket because of increases in expenditure just at the time when their income is going down.

We all need to demonstrate our understanding of the difficulties this is causing and our concern for the well being of our GPRs, while accepting that the decisions are political and out of our control. If anyone knows of a GPR in significant hardship, please contact the AD.

Complaints need to go through the LMC and the BMA.

### **Specialist Trainees Group**

Rupa Khistriya was the Chair of the London GPST group before her move to Bath. This has provided the impetus to start to set up a Severn GPST Committee (SGC). You may be aware that an invitation has been made to all interested GPSTs to attend an inaugural meeting on Friday 21<sup>st</sup> September. The aim will be to have 2 from each year of training from each patch on the committee. Only three from Somerset have expressed an interest yet so please encourage any suitable candidates you meet.

### **e-portfolio**

You will see a separate update from Janis detailing all the various issues that have plagued us all. Suffice to say we share your frustration and difficulties and very much regret that the RCGP did not manage to get this right for you and your GPRs.

We are in the midst of a linking process linking you to your GPR, but your GPR has to have logged in to their e-portfolio before you can be linked to them. Do check that they have.

The GP School only received your logins on 12<sup>th</sup> September.

If you are one of the trainers still without a login, we have asked the RCGP to sort this out.

### **IMPENDING EVENTS – dates for your diary!**

- **AD (Somerset) & GPE Interviews - 10<sup>th</sup> and 11 October, Holiday Inn, Bristol (NOTE VENUE CHANGE)**
- **Joint Educational Event with the Peninsula team - 18th & 19th October, Saunton Sands**
- **New Trainer Workshop (KH/PM/Simon Silver) – Day 1 & 2 – 18th & 19th October, day 3 – 1st November and day 4, 15th November – All to be held at Eastwood Park**
- **F2 Supervisors Workshop (MH) - 31<sup>ST</sup> October, commencing 2.00pm, to be held in meeting room 2, Academic Centre**

- **GP Trainer Development Group (PM) - 7th November, 2.00pm – 4.00pm, to be held in meeting room 2, The Academic Centre, Severn Institute**
- **GP Appraiser Course (New appraiser training)(JM) – 12<sup>th</sup> & 13<sup>th</sup> November, all day, to be held at Ramada Plaza Hotel, Winterbourne**
- **GPE Conference (PM) – 28 November, commencing 9.15am – 4.30pm, to be held at Engineers (all those applying for posts please note this date)**
- **GPST Conference (RK) – 28 November (details to be confirmed)**