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 throughput 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