SPECIALTY TRAINING PROGRAMME IN ANAESTHESIA IN HEALTH EDUCATION ENGLAND – WESSEX

This is a 5 year training programme in Anaesthesia at ST3-7 aimed at doctors who can demonstrate the essential competences to enter this level of training. The programme is designed to support training for a CCT in Anaesthesia. Details of essential competences and qualifications are detailed in the HEE person specification for Anaesthesia at ST3 which is available from http://specialtytraining.hee.nhs.uk/

The programme is based in hospitals in Health Education England – Wessex including:

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<th>HOSPITAL</th>
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<td>North Hampshire Hospital</td>
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<td>The Royal Bournemouth</td>
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<td>Dorset County Hospital</td>
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<td>Poole Hospital</td>
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<td>Queen Alexandra Hospital</td>
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<td>Salisbury District Hospital</td>
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<td>Princess Anne Hospital</td>
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Health Education England – Wessex is responsible for the planning, development, education and training of the healthcare and public health workforce across Hampshire, Dorset, Isle of Wight and Salisbury. We also provide medical training for the States of Jersey and GP appraisal services for Jersey and Guernsey. We believe that the key to improving the health and healthcare of the 2.8 million people living in Wessex is investment in the skills and values of the 52,000 people working in the NHS and in primary care.

Within the field of postgraduate medical education and training, we manage across primary and secondary care for these health communities – totalling around 2,400 doctors in training at any one time across 12 Trusts and 160 GP practices. In addition, we support the workforce development for GP Practice Nurses and Public Health practitioners as well managing a bespoke GP appraisal service for established GP Practitioners to meet the requirements for revalidation in accordance with the statutory requirements set by the General Medical Council.

We manage training programmes for postgraduate medical training according to the statutory standards set by the General Medical Council (GMC) and have responsibility for establishing and maintaining quality management systems for all posts and programmes as required by the GMC.
The work of Health Education England – Wessex is guided by the principles embedded within the NHS constitution.

Rotation Information

The 5-year programme is divided into intermediate (ST3 & 4) higher and advanced (ST 5, 6, 7) phases. Intermediate training usually involves a placement in one of the large DGHs (Portsmouth or Poole/Bournemouth) and Southampton. Higher and Advanced training will generally include one year in a Smaller DGH, and the other two years in Southampton and one of the Larger DGHs (and with the option of OOPT) depending on trainee requirements.

Each placement is usually for 12 months with the exception of some ST4 placements which may be 18 months carrying forward into ST5. On occasion they may be 6 months.

The higher training placements may be for less than 12 months according to training needs. Wherever possible we take into account trainee preference for the East or West side of the Region. Not everyone will get their preferred rotation and all trainees should be prepared to go to any hospital within the entire Region.

East side includes Portsmouth and Hampshire Hospitals.
West side includes Dorset County, Salisbury, Poole and Bournemouth.
All trainees will rotate to University Hospital Southampton.

Study and Training

The primary aim of all posts is the satisfactory completion of the training programme developed by the Royal College of Anaesthetists.

Health Education England – Wessex is committed to developing postgraduate training programmes as laid down by GMC, Colleges and Faculties and by COPMED - the Postgraduate Deans Network. At local level college/specialty tutors work with the Programme Director and Directors of Medical Education in supervising these programmes. Trainees will be expected to take part in these programmes (including audit) and to attend meetings with their nominated educational supervisor.

All posts within the training programme are recognised for postgraduate training by the General Medical Council (GMC) in accordance with their standards for training. Study leave is granted in accordance with Health Education England – Wessex/Trust policy and are subject to the maintenance of the service.

All posts have a service element and the following covers the majority of duties. There will be minor variations in different hospitals but the list is aimed at covering the majority of duties:
Supervise, monitor and assist the House Officer (F1) in the day-to-day management of in-patients in posts with an attached F1.
Liaise between nurses, F1 and F2 Doctors, patients, relatives and senior medical staff.

1. Attend and participate in ward rounds as timetabled
2. Attend outpatient clinics.
3. Take part in rostered emergency work.
4. Dictate discharge summaries.
5. Study for higher examination and maintain continued professional development.
6. Attend weekly educational and multidisciplinary sessions.
7. Undertake audit at various times throughout the rotations.
8. Teach medical students as directed.
9. Co-operate with members of the personnel department when monitoring hours of work and other personnel issues.
10. Attend induction in each hospital or new department
11. Comply with all local policies including dress code, annual and study leave

Trust Generic/Specialty Information

Southampton is the largest of the hospitals and all trainees will normally spend a minimum of 18 months in Southampton during their 5-year programme. There are several theatre suites in the main hospital and 4 ICUs: general, cardiac, paediatric & neuro.

The two large DGHs are Portsmouth and Poole & Bournemouth. The latter is split-site DGH with theatre suites and ICUs on more than one site.

There are 4 small DGHs, Dorset County in Dorchester and, Salisbury-District associated with west rotations and the Royal Hampshire in Winchester and the North Hampshire hospital in Basingstoke on the east – both are now Hampshire Hospitals Foundation Trust.

Intermediate ICM training is recognised only in Southampton, Poole & Bournemouth and Portsmouth; Advanced ICM training rotates between Portsmouth and Southampton ICUs. Advanced Pain training is also available, based currently in Portsmouth. Advanced Obstetric training consists of 6 months split between Southampton and one of the large DGHs (Poole and Portsmouth). Advanced Cardiac and Neuro training can be provided. Advanced paediatric training is provided in Southampton. Other modules for Advanced training are being developed e.g. Portsmouth for airway, regional major general.

Dual training in ICM is supported, as are Academic Fellowships.

At present we do not offer Pre Hospital Emergency Medicine (PHEM) training, but it is under development.

Out of Programme Experience or Training is supported for appropriate aims.

There is a Wessex Course for the Final FRCA, which has a reputation for achieving a very high first-time pass rate. There are also management and teaching-skills courses appropriate for both intermediate and advanced level trainees and simulator courses.

Curriculum
All elements of the Royal College of Anaesthetists intermediate, higher and advanced level curricula are covered in line with the 2010 Curriculum. Trainees will find details on the RCoA website: [www.rcoa.ac.uk](http://www.rcoa.ac.uk)

**Teaching**

List-based and classroom-based teaching is provided for Final FRCA in all the hospitals.

All ST3 trainees should attend the Regional Wessex Final FRCA Course prior to attempting the examination and will get the chance to attend a simulation day. There are three-monthly post-FRCA meetings addressing both non-clinical competences and updates in clinical areas of interest.

**Useful Links**

For more information please visit the School of Anaesthesia website: [http://www.wessexdeanery.nhs.uk/specialty_schools/school_of_anaesthetics.aspx](http://www.wessexdeanery.nhs.uk/specialty_schools/school_of_anaesthetics.aspx)

**Main Conditions of Service**

The posts are whole-time and the appointments are subject to:

1. The Terms and Conditions of Service (TCS) for Hospital Medical and Dental Staff (England and Wales)
2. Satisfactory registration with the General Medical Council
3. Medical Fitness – You may be required to undergo a medical examination and chest x-ray. Potential applicants should be aware of the Department of Health and GMC/GDC requirements with regards to HIV/AIDS and Hepatitis viruses. Candidates must be immune to Hepatitis B. You will be required to provide, in advance of appointment, evidence of immunity or have a local blood test (as deemed necessary by the Occupational Health Department)
4. Right to work in the UK
5. Criminal Records Check/POCA check carried out by the Trust Medical HR department.
6. Pre-employment checks carried out by the Trust Medical HR department.

**Hours**

The working hours for junior doctors in training are now 48-hours averaged over 26 weeks (six months). Doctors in training also have an individual right to opt-out if they choose to do so, but they cannot opt-out of rest break or leave requirements. However, the contracts for doctors in training make clear that overall hours must not exceed 56 hours in a week (New Deal Contract requirements) across all their employments and any locum work they do: [http://www.nhsemployers.org/your-workforce/need-to-know/european-working-time-directive](http://www.nhsemployers.org/your-workforce/need-to-know/european-working-time-directive).

**Pay**

You should be paid monthly at the rates set out in the national terms and conditions of service for hospital medical and dental staff and doctors in public health medicine and the community health service (England and Wales), “the TCS”, as amended from time to time.
The pay scales are reviewed annually. Current rates of pay may be viewed at: http://www.nhsemployers.org/your-workforce/pay-and-reward/pay/agenda-for-change-pay. Part-time posts will be paid pro-rata.

**Pay supplement**
Depending upon the working pattern and hours of duty you are contracted to undertake by the employer you should be paid a monthly additional pay supplement at the rates set out in paragraph 22 of the TCS. The current pay scales may be viewed at: http://www.nhsemployers.org/. The pay supplement is not reckonable for NHS pension purposes. The pay supplement will be determined by the employer and should be made clear in their offer of employment and subject to monitoring.

**Pension**
You will be entitled to join or continue as a member of the NHS Pension Scheme, subject to its terms and rules, which may be amended from time to time.

**Annual leave**
Your entitlement to annual leave will be five or six weeks per annum depending upon your previous service/incremental point, as set out in paragraphs 205 – 206 of the TCS. The TCS may be viewed at: http://www.nhsemployers.org/your-workforce/pay-and-reward/nhs-terms-and-conditions/junior-doctors-dentists-gp-registrars.

**Sick pay**
Entitlements are outlined in paragraphs 225-240 of the TCS.

**Notice**
You will be required to give your employer and entitled to receive from them notice in accordance with paragraphs 195 – 196 of the TCS.

**Study leave**
The employer is expected to offer study leave in accordance with paragraphs 250 – 254 of the TCS. Local policy and procedure will be explained at your induction.

**Travel expenses**
The employer is expected to offer travel expenses in accordance with paragraphs 277 – 308 of the TCS for journeys incurred in performing your duties. Local policy and procedure will be explained at induction.

**Subsistence expenses**
The employer is expected to offer subsistence expenses in accordance with paragraph 311 of the TCS. Local policy and procedure will be explained at induction.
Relocation expenses
The employer will have a local policy for relocation expenses based on paragraphs 314 – 315 of the TCS and national guidance at: http://www.nhsemployers.org/your-workforce/pay-and-reward/nhs-terms-and-conditions/junior-doctors-dentists-gp-registrars. You are advised to check eligibility and confirm any entitlement with the employer before incurring any expenditure. In addition to local policy there is Deanery guidance which can be viewed on www.wessexdeanery.nhs.uk

Pre-employment checks
All NHS employers are required to undertake pre-employment checks. The employer will confirm their local arrangements expected to be in line with national guidance at: http://www.nhsemployers.org/your-workforce/recruit/employment-checks.

Professional registration
It will be a requirement of employment that you have professional registration with the GMC for the duration of your employment.

Health and safety
All employers have a duty to protect their workers from harm. You will be advised by the employer of local policies and procedures intended to protect your health and safety and to comply with these.

Disciplinary and grievance procedures
The employer will have local policies and procedures for dealing with any disciplinary concerns or grievances you may have. They will advise you how to access these, not later than eight weeks after commencement of employment.

Educational supervisor
The employer will confirm your supervisor on commencement.

General information
Health Education Wessex's management of Specialty Training programmes, including issues such as taking time out of programme and dealing with concerns or complaints, is available at www.wessexdeanery.nhs.uk and in the national ‘Gold guide’ to Specialty Training at: http://specialtytraining.hee.nhs.uk/news/the-gold-guide/.