CORE MEDICAL TRAINING PROGRAMME

This is a 2-year training programme in Core Medicine for doctors entering at the CT1 level and is designed to support trainees to proceed to training in a Higher Medical Specialty. CMT will provide the core skills needed for ST3 trainees to safely supervise the acute medical take, whatever their specialty. Details of essential competences and qualifications are detailed in the person specification for Core Medical Training at CT1 available from http://specialtytraining.hee.nhs.uk/

Health Education Wessex is a single unit of application (UoA) in the RCP/National process. Successful candidates will be asked to rank their choice of location and/or speciality for two years however please note that you may be allocated to any of the participating hospitals taking into account both training needs and post availability.

Hospitals providing core medical training rotations are:

<table>
<thead>
<tr>
<th>HOSPITAL</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>North Hampshire Hospital</td>
<td>Basingstoke</td>
</tr>
<tr>
<td>The Royal Bournemouth Hospital</td>
<td>Bournemouth</td>
</tr>
<tr>
<td>Dorset County Hospital</td>
<td>Dorchester</td>
</tr>
<tr>
<td>St Mary’s Hospital</td>
<td>Newport, Isle of Wight</td>
</tr>
<tr>
<td>Poole Hospital</td>
<td>Poole</td>
</tr>
<tr>
<td>Queen Alexandra Hospital</td>
<td>Portsmouth</td>
</tr>
<tr>
<td>Salisbury District Hospital</td>
<td>Salisbury</td>
</tr>
<tr>
<td>Southampton General Hospital</td>
<td>Southampton</td>
</tr>
<tr>
<td>Royal Hampshire County Hospital</td>
<td>Winchester</td>
</tr>
</tbody>
</table>
Health Education 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 Wessex is guided by the principles embedded within the NHS constitution.

**Rotation Information**

The following Trusts currently split the CMT programme in to 6 x 4 month posts, over the 2 years.

- Basingstoke
- Dorchester
- Salisbury
- Winchester
- Bournemouth
- Portsmouth
- Southampton
See below some examples of these rotations:

<table>
<thead>
<tr>
<th>Cardiology</th>
<th>Dermatology</th>
<th>Respiratory</th>
<th>Gastroenterology</th>
<th>MAU</th>
<th>Renal Medicine</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critical Care</td>
<td>MAU</td>
<td>Renal Medicine</td>
<td>Cardiology</td>
<td>Elderly Medicine</td>
<td>Diabetes/Endocrine</td>
</tr>
<tr>
<td>MAU</td>
<td>Elderly Medicine (Acute)</td>
<td>Critical Care</td>
<td>Gastroenterology</td>
<td>Elderly Care</td>
<td>Haematology</td>
</tr>
<tr>
<td>Elderly Care</td>
<td>Haematology</td>
<td>Diabetes/Endocrine</td>
<td>Renal</td>
<td>Neurology</td>
<td>Cardiology</td>
</tr>
<tr>
<td>Gastro/Hep</td>
<td>Neurology</td>
<td>Elderly Care</td>
<td>Cardiology</td>
<td>Acute Care</td>
<td>Rheumatology</td>
</tr>
<tr>
<td>Cardiology</td>
<td>Renal</td>
<td>Dermatology</td>
<td>Elderly</td>
<td>Medical Oncology</td>
<td>Respiratory</td>
</tr>
</tbody>
</table>

The following Trusts currently split the CMT programme in to 4 x 6 month posts.

- Isle of Wight (all posts)
- Poole (all posts)

Some examples of these rotations:

<table>
<thead>
<tr>
<th>Gastro</th>
<th>Cardio</th>
<th>Diabetes/Endocrine</th>
<th>Respiratory</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oncology</td>
<td>Elderly Medicine</td>
<td>Respiratory</td>
<td>Cardio</td>
</tr>
<tr>
<td>Oncology</td>
<td>Elderly Medicine</td>
<td>Gastro</td>
<td>Diabetes/Endocrine</td>
</tr>
<tr>
<td>Respiratory</td>
<td>Cardiology</td>
<td>Endocrinology</td>
<td>Gastroenterology</td>
</tr>
<tr>
<td>Haematology</td>
<td>Elderly Care</td>
<td>Respiratory</td>
<td>Cardiology</td>
</tr>
</tbody>
</table>

Exact information will be made available at time of application / interview, but please note that some specialties (e.g. Neurology and Dermatology) are only available in
Southampton and Portsmouth Hospitals. Trainees aspiring to enter a particular Higher Specialty Training programme may wish to gain some experience in that specialty but it is not an obligation of CMT to provide it.

This is a continuous 24-month programme and it is expected that Out-of-Programme experience will be agreed in exceptional circumstances only.

**Study and Training**

All posts within the training programme are recognised for postgraduate training by the General Medical Council (GMC). The primary aim of all posts is to deliver the training programme and minimum standards of education are agreed by all Trusts within the rotation together with the Deanery.

These standards are set by the GMC, RCP and by COPMED - the Postgraduate Deans’ Network, locally they are supervised by the CMT lead consultant (usually the RCP Tutor) who will co-ordinate local teaching programmes which trainees are expected to attend.

Study leave is granted in accordance with Deanery/Trust policy and are within the constraints of the clinical service.

Clinical commitments will include the usual responsibilities of the SHO for example:

1. Supervise, monitor and assist the House Officer (F1) in the day-to-day management of in-patients in posts with an attached F1.
2. Liaise between nurses, F1 and F2 Doctors, patients, relatives and senior medical staff.
3. Attend and participate in ward rounds as timetabled
4. Attend outpatient clinics.
5. Take part in rostered emergency work.
6. Complete discharge summaries.

In addition you will be expected to:
1. Attend induction in each hospital or new department
2. Comply with all local policies including dress code, annual and study leave
3. Co-operate with members of the personnel department when monitoring hours of work and other personnel issues.
4. Attend weekly educational and multidisciplinary sessions
5. Audit/quality improvement project to be undertaken annually throughout the rotation.
6. Teach medical students and others as directed.
7. Study for higher examination and maintain continued professional development
8. Follow the most up-to-date CMT Curriculum record your experience in the ePortfolio

Trust Generic/Speciality Information

Further details of the Medical and Elderly Medicine departments in each of the Trusts included in the Health Education Wessex CMT programme can be found on each Trust website.

Curriculum

Please visit the JRCPTB website for further information and to download a copy of the CMT 2009 Curriculum (2012) – www.jrcptb.org.uk

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](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/](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.


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/.