SPECIALTY TRAINING PROGRAMME IN CORE PSYCHIATRY TRAINING IN HEALTH EDUCATION WESSEX

This is a 3 year training programme in Core Psychiatry Training at CT1 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 a Higher Psychiatry specialty. Details of essential competences and qualifications are detailed in the MMC person specification for Core Psychiatry Training at CT1 which is available from http://specialtytraining.hee.nhs.uk/

It is anticipated that completion of this three year programme will allow you to complete the competences required for Core Training in Psychiatry and lead to eligibility to progress to the relevant Higher Psychiatry Training programme. Progression is subject to satisfactory outcome at your Annual Review of Competence Progression (ARCP).

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

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<tr>
<th>HOSPITAL</th>
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<tr>
<td>Parklands Hospital</td>
<td>Basingstoke</td>
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<tr>
<td>The Royal Bournemouth Hospital</td>
<td>Bournemouth</td>
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<tr>
<td>St Ann’s Hospital</td>
<td>Dorset</td>
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<td>Alderney Hospital</td>
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<td>St Mary’s Hospital</td>
<td>Isle of Wight</td>
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<td>Poole Hospital</td>
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<td>Forest Lodge</td>
<td>Southampton</td>
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<td>Gosport War memorial Hospital</td>
<td>Gosport, Portsmouth</td>
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<td>Elmleigh Hospital</td>
<td>Havant</td>
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<td>St Mary’s Hospital</td>
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<td>St James’s Hospital</td>
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In addition to the hospitals the scheme is based in community mental health team settings in East Dorset, Salisbury, Romsey, Eastleigh, Winchester, Basingstoke, Havant, Gosport, Fareham, Portsmouth and Southampton.

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 the Deanery is guided by the principles embedded within the NHS constitution.
Rotation Information

Core training in Psychiatry is of three years duration made up of six month posts. For the first two years, everyone is rotated through General Adult Psychiatry in a limited geographical area with more complex posts in the second year. Then in the third year, trainees are expected to do some traveling away from their initial locality to broaden their educational experience and learn more specialised skills in developmental and other specific areas of psychiatry. It is important to note that trainees join the scheme, and not a particular post or Trust and therefore should be prepared to accept any post on the scheme.

Study and Training

The primary aim of all posts is to enable trainees to meet competencies as outlined in the Royal College of Psychiatrists syllabus. There are minimum standards of education agreed by all Trusts within the rotation.

The Deanery is committed to developing postgraduate training programmes as laid down by the 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 Deanery/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:

1. Supervise, monitor and assist the House Officer (F1 or F2) in the day-to-day management of in-patients in posts with an attached Foundation doctor.
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. Dictate discharge summaries and clinic letters.
7. Study for higher examination and maintain continued professional development.
8. Attend weekly educational and multidisciplinary sessions.
9. Undertake audit at various times throughout the rotations.
10. Teach medical students as directed.
11. Co-operate with members of the personnel department when monitoring hours of work and other personnel issues.
12. Attend induction in each hospital or new department
13. Comply with all local policies including dress code, annual and study leave

**Specialty Information**

The various trusts involved in the rotation offer comprehensive psychiatric care to their catchment populations, allowing trainees to experience the full range of modern psychiatric services. The social context of these services vary from the inner city areas to more rural settings and the units vary from locked secure inpatient provision to innovative community based services. The CT2 and CT3 level posts specialise in inpatient and/or community adult psychiatry, liaison psychiatry, peri-natal psychiatry, child and adolescent psychiatry, learning disabilities, forensic psychiatry, rehabilitation, substance misuse, eating disorders, early intervention, assertive outreach, crisis home treatment and in-patient intensive care. Trainees will not undertake all of these specialties.
Curriculum

The psychiatric curriculum was revised in 2010. The first three years are entirely concerned with obtaining the competencies laid down in the “Core curriculum”, although some fundamental skills from the specialties of psychiatry are also required. The syllabic content of the curriculum is taught through the regional Core Psychiatry Course.

Teaching

Components of the Core Psychiatry Course include:

a) Trainees entering Psychiatry for the first time are mandated to attend a 4 day Core Skills course (or local equivalent) to be completed within one month of their starting date.

b) The trainee will be released to attend the fortnightly Core Psychiatry Course in preparation for the MRCPsych examination. 70% attendance at the course is required. This was revised in September 2009 and is based on an adult learning model in learning sets rather than a passive didactic model.

c) Attendance is expected at the local programme of weekly academic meetings and weekly multidisciplinary case conferences as well as a programme of seminars and psychological therapy training.

d) A minimum of an hour per week is set aside for educational/clinical supervision in protected time. Particular posts may have more than one clinical supervisor and the educational supervisor may not be the clinical supervisor.

e) Appraisal with the Educational Supervisor will take place at 3 and 6 months. Supervisors will complete a progress report towards the end of each post.

f) The Trainee will be encouraged to make appropriate use of the Study Leave entitlement.
Trainees are expected to:

a) Obtain training in psychotherapy during their appointment.
b) Liaise with their consultant to ensure they have experience of deliberate self harm assessment and liaison psychiatry during their training.
c) Keep an e-portfolio/log of experience to ensure they have the necessary evidence of progression to satisfy the annual ARCP process.

**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.

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.


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](http://www.wessexdeanery.nhs.uk) and in the national ‘Gold guide’ to Specialty Training at: [http://specialtytraining.hee.nhs.uk/news/the-gold-guide/](http://specialtytraining.hee.nhs.uk/news/the-gold-guide/).