GP training in Wessex

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‘F’

Fundamentals
GP Trainees

- Numbers
- Less than full time training
- Geography
- 3 year scheme
18 months hospital relevant posts
18 months in GP

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<tr>
<th>ST1:1</th>
<th>ST1:2</th>
<th>ST2:1</th>
<th>ST2:2</th>
<th>ST3:1</th>
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<td>Hosp 1</td>
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<td>GP</td>
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<td>Hospital posts</td>
<td>GP year 1/2</td>
<td>GP year 3</td>
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<tr>
<td><strong>Teaching Scheme</strong></td>
<td>~2 x half day/mth</td>
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<td>Half day/week term time</td>
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<td><strong>Teaching in post</strong></td>
<td>Clinical ward</td>
<td>Weekly tutorial</td>
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<td>Apprentice type learning</td>
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<td><strong>Who</strong></td>
<td>GP Program CS/ES</td>
<td>GP Program CS/ES CS/ES</td>
<td>GP Program ES</td>
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Educators

- HEE Wessex structure

- GP Trainers/Educational Supervisors
Each have a team of sessional Programme Directors working mainly on Wednesday.

GP Trainers – Approximately 300 across Wessex.

GP trainees in practice.
Training to be a GP trainer

• 3 years post CCT
• Applicant contacts patch AD/informal visit
• Prospective trainers course, registers with UoW and first essay
• Formal Visit – lead/trainer/trainee/lay
• Trainee arrives

• New trainer course, 3 further essays

• Achieves Cert Med Ed
Keeping ‘approved’

• 3 yearly experienced trainers course
• 3 yearly re-approval visit
Supporting Trainers

• Annual Training conference
• Local Trainer group meetings
• Newsletters (patch / ARCP)
• RCGP information disseminated via Head of School & patches

• Peer Benchmarking of & for Trainee assessments
• Being part of other practice re-approval visits
Continued

• E portfolio ‘champion’ in each patch
• ARCP – individual formative feedback on ESR quality after every panel
• ARCP ADs – small group work with Trainers who have identified problems with E portfolio
• All ADs attend Trainer groups and individual practices for education & help regularly and targeted as required
When it goes wrong

• Supporting the Trainees

• Supporting the Trainers
Poor progression noticed

• Prior to training and early intervention
• During training – AKT fail – LADS-Plus
• Communication – Phonics, advanced communication, small group CSA workshops, AKT support (e-learning and face to face)
Trainer support
For trainers of poorly performing trainees

- Flying trainers, calibration swaps, trainers groups
- Invited to special small group courses – “Supervisors of trainees in difficulty”
- Buddy up with a geographical close Trainer for support
- Regular communication by patch AD
- ‘easy’ trainee next time
Summary

FUNDAMENTALS

• Structure
• Communication
• Support
• Identify problems early
• Quality

Thank you all for listening.