SPECIALTY TRAINING PROGRAMME IN OLD AGE PSYCHIATRY IN WESSEX

This is a 3 year training programme in Old Age Psychiatry at ST4 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 Old Age Psychiatry. Details of essential competences and qualifications are detailed in the national person specification for Old Age Psychiatry at ST4 which is available from http://specialtytraining.hee.nhs.uk/

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The programme is based in hospitals in the Wessex Deanery including:

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<tr>
<th>HOSPITAL</th>
<th>LOCATION</th>
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<tr>
<td>Parklands Hospital</td>
<td>Basingstoke</td>
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<tr>
<td>St Waleric</td>
<td>Winchester</td>
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<tr>
<td>Western Hospital</td>
<td>Southampton (Southampton City)</td>
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<td>Western Hospital</td>
<td>Southampton (Eastern New Forest)</td>
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<tr>
<td>Dunsbury Way Clinic</td>
<td>Havant</td>
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<tr>
<td>Aerodrome House</td>
<td>Fareham</td>
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<tr>
<td>St James Hospital</td>
<td>Portsmouth</td>
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<tr>
<td>St Mary's Hospital</td>
<td>Isle of Wight</td>
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<tr>
<td>Alderney Hospital</td>
<td>Poole</td>
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<tr>
<td>Fairmile House</td>
<td>Christchurch</td>
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<tr>
<td>Oakley House</td>
<td>Canford Magna, nr Wimborne</td>
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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**
The rotational training scheme in Old Age Psychiatry provides higher professional training in a wide range of posts. Normally most trainees seeking a CCT in Old Age Psychiatry will undertake three posts in Old Age Psychiatry. However it is possible for one of these years to be undertaken in General Adult Psychiatry or exceptionally one of the other sub-specialities, e.g. Learning Disabilities or Forensic psychiatry. There are agreed educational objectives for each post.
Each post on the Scheme is normally held for one year with the annual rotation of the post on the first Wednesday in August. The allocation of posts and the review of the individual’s training is undertaken by the Training Programme Director. The current training Programme Director is Dr Martin Brown, Consultant Old Age Psychiatrist in Gosport. There are programme directors for ST4-6 doctors in Adult Psychiatry, Forensic, Learning Disabilities and Child and Adolescent Psychiatry and a programme director for CT1-3 doctors across all specialities. The programme directors form an integral part of the School of Psychiatry (current Head, Dr Vicky Banks). There are a regular programme of meetings including the School Board, Education and Courses and Operational Groups. Senior trainees are represented on all of these meetings. These groups oversee all aspects of training including the ARCP annual review process. Senior trainees joining the Scheme at other times of the year will hold their first post for less or more than one year depending on their own training needs and this will be decided by discussion with the Programme Director. An individual review of each trainee takes place annually.

**Study and Training**

The primary aim of all posts is the training programme developed and there is a region wide syllabus and minimum standards of education agreed by all Trusts within the rotation.

The Deanery 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 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. Attend and participate in ward rounds as timetabled
2. Attend outpatient clinics.
3. Take part in rostered emergency work.
4. Dictation relevant to clinical duties.
5. Study for 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

**Specialty Information**

ST4-6 doctors will normally be entitled to two sessions each week for research or other educational activities. It is now recognised that a relative minority of senior trainees will undertake formal research. However substantial opportunities exist for trainees to gain experience with academic departments. It is felt that for most trainees joining a programme of established research through an academic department is normally more realistic than trainees setting out to do their own project. Many trainees
will use their two sessions for either undertaking special interest (or undertaking study for a wide range of higher degrees either locally or nationally.

**Special Interest Sessions**

Part-time specialty experience is available to each trainee for up to two sessions per week – for those not pursuing a higher degree or involvement in established research projects. Many trainees will use their two available sessions in a wide range of settings during the course of their training. Advice about best use of these sessions can come from individual educational supervisors or through the programme director. The following are examples of special interest sessions considered appropriate for higher trainees in Old Age Psychiatry.

- Psychotherapy, normally arranged through educational supervisors or team psychologists
- Substance misuse – well established consultant led services in Portsmouth, Winchester, Poole and Southampton. Additionally CPN with special interest in Alcohol misuse forms part of OPMH service at Moorgreen
- Neuropsychiatry/ acquired brain injury
- Learning disabilities – through local consultants and as advised by educational supervisor
- Elderly Medicine – again best arranged in consultation with educational supervisor. In addition to attendance at ward rounds and outpatients, physicians for the elderly are increasingly working in more community orientated settings
- General practice – attendance at home visits and surgeries as advised and in liaison with consultant supervisor
- ECT
- Medical student teaching
These are given as indicative examples only and many other sessions will make for good experience as special interest sessions.

Curriculum
For the trainee to gain high quality experience in the areas of clinical practice, management, teaching and research, and lifelong learning, which will enable them to function as a high quality consultant within the NHS.

1. Clinical Objectives
To acquire the experience necessary to:

- Function as a Consultant member of multi-disciplinary Mental Health Teams.
- Clinical skills necessary to assess, manage and monitor the progress of patients, including Risk Management.
- Liaise with other agencies involved in the care of patients including primary care, other secondary care providers, Social Services, voluntary agencies and the private sector and user groups.
- Understand and implement the Mental Health Act in accordance with the Code of Practice.

2. Management
Acquire basic skills in:

- Time Management.
- Management of teams and staff.
- Chairing and influencing meetings.
- Understanding the management and workings of the NHS.
- Strategic planning.
- Project Management.
- IT skills.
3. **Teaching**

   Acquire the skills necessary to:
   - Supervise and teach medical students and psychiatric trainees.
   - Educate members of the multi-disciplinary team and other agencies.
   - Presentation skills.

4. **Clinical Governance**

   - To acquire an understanding of the Clinical Governance initiative and the responsibilities that it places upon doctors.
   - To have practical experience of audit and the effects of this on clinical practice.
   - To develop the skills and enthusiasm for continuing professional development.

5. **Research**

   - To develop, during the training scheme, an understanding of research methodology and an ability to critically appraise research evidence.
   - To develop the ability to develop and answer clinical questions using the available research evidence.
   - To have opportunity for research, individually or part of a larger project.

6. **Personal Development**

   - Adopt a reflective practice.
   - Develop personal awareness and interpersonal skills
   - Develop safe working practices.
   - Develop a personal CPD portfolio.
   - Use supervision and mentorship.
   - Develop appropriate use of available peer groups and networks.
   - Develop leadership skills.
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.

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.

http://www.nhsemployers.org/PlanningYourWorkforce/MedicalWorkforce/EWTD/Pages/EWTD.aspx
and the community health service (England and Wales), “the TCS”, as amended from time to time. The payscales are reviewed annually. Current rates of pay may be viewed at
http://www.nhsemployers.org/PayAndContracts/Pay%20circulars/Pages/PayCircularsMedicalandDental.aspx
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 payscales may be viewed at: http://www.nhsemployers.org/

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/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx
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/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPReloc/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx
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/RecruitmentAndRetention/Employment-checks/Pages/Employment-checks.aspx

**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
The Deanery’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://www.mmc.nhs.uk/specialty_training_2010/gold_guide.aspx