SPECIALTY TRAINING PROGRAMME IN OLD AGE PSYCHIATRY IN HEALTH EDUCATION 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 HEE 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 Health Education Wessex including:

<table>
<thead>
<tr>
<th>HOSPITAL</th>
<th>LOCATION</th>
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<tbody>
<tr>
<td>Parklands Hospital</td>
<td>Basingstoke</td>
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<tr>
<td>Avalon House</td>
<td>Winchester</td>
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<tr>
<td>Western Hospital</td>
<td>Southampton (County)</td>
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<tr>
<td>Moorgreen Hospital</td>
<td>Southampton (City)</td>
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<tr>
<td>Havant Health Centre</td>
<td>Havant</td>
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<tr>
<td>Gosport War Memorial Hospital</td>
<td>Gosport</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 a relatively small deanery with a defined geographical area which does lead to there being a single unit of application. In the majority of cases successful candidates will be asked to preference their choice of location for either one or two years. Some specialties will require successful candidates to preference both commencing location and specialty. Future placements will be based, as normal, on individual training and educational needs. Please note that applications are to Health Education Wessex as a whole. This may mean that you may be allocated to any geographic location within Health Education Wessex depending on training needs.

Health Education Wessex covers a geographical area from Basingstoke in North Hampshire to Dorchester in West Dorset and the Isle of Wight to the South; in addition some programmes rotate to Jersey and Chichester in West Sussex. This is a spread of approximately 65 miles North to South and 76 miles East to West. Health Education Wessex serves a population of around 2.8 million people.

Health Education Wessex is part of South Central Strategic Health Authority which covers Berkshire, Buckinghamshire, Oxfordshire in the north (under Oxford Deanery) and Hampshire and Isle of Wight. In addition, Health Education Wessex provides training programmes within Dorset and South Wiltshire under a formal agreement with the South West Strategic Health Authority. Health Education Wessex is responsible for the training of some 2,500 trainees.
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. From February 2015 it will be possible to train for Dual Accreditation in Old Age Psychiatry and General Adult Psychiatry, which will take four years. Trainees need to apply for and be interviewed for a dual training 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 Judith Kerr, Consultant Old Age Psychiatrist in New Forest. 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 Ray Vieweg). 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.

Health Education 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 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) 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. Dictate discharge summaries.
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

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, overseen by Dr Catherine Smith, Psychotherapy Tutor.
- Substance misuse – as advised by Educational Supervisor
- 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
- Neurology – links with University Hospital, Southampton
- General practice – attendance at home visits and surgeries as advised and in liaison with consultant supervisor
- ECT
- Medical student teaching
- Memory Assessment and Research Centre, Moorgreen Hospital.
- General Hospital Liaison in Southampton, Portsmouth, Basingstoke and Poole
These are given as indicative examples only and many other sessions will make for good
eexperience 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 (or 52-hours if working on a derogated rota) 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/PlanningYourWorkforce/MedicalWorkforce/EWTD/Pages/EWTD.aspx](http://www.nhsemployers.org/PlanningYourWorkforce/MedicalWorkforce/EWTD/Pages/EWTD.aspx)

**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 payscales 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 payscales may be viewed on the BMA Website. 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 255-240 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](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](http://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/. 