Welcome to the quarterly update from the Wessex PSU team.

During the last 3 months of the financial year 2014/15 we have been busy working on our PSU Dashboard Feature, preparing for our Quality and Governance meeting, and our Case Manager reviews as well as providing support for 13 new referrals. A VERY busy few months all round!

Changes to the PSU team

The Team itself has gone through changes with Georgia Drew leaving us to go off on her travels. We wish her the best of luck and hope she has many great experiences. This means we have a new member of the team: A warm welcome to Claire Elwick, our new Acting Programme Manager.

DATES FOR YOUR DIARY 2015

Peer Supervision Meetings — Thursday 18th June  Tuesday 18th August
  Wednesday 14 October  Tuesday 08 December
PSU Quality and Governance Meeting — October 2015 (date TBC)
PSU Development Days — Wednesday 10th June 2015 and Tuesday 06 October 2015
PSU Reference Group — Tuesday 15 December

Feature : GMC look at doctors’ paths through training.

Source: GMC web site Date of Publication: March 2015

The GMC has recently released a report on investigating factors that affect progression of doctors in training. The reports are based on two sets of data: Recruitment data showing doctors applying for Speciality and General Practice training programmes after completing foundation training, and Examination data showing pass rates for doctors in speciality and GP training.

The reports show that Exam Pass Rates and recruitment outcomes vary between graduating medical schools and between post graduate training programmes. There are also patterns related to doctors’ gender, ethnicity and age. The reports illustrate that some groups of doctors in training are less likely to progress than others. The trends in applications into speciality and GP training programmes show 65.8% of doctors took up a speciality or GP training place immediately after completing foundation training. A further 16.6% took up a place the following year and 92.5% were in further medical training or working as doctors in the UK within 2 ½ years of completing F2.

Broad trends in the data also indicate: Women are more likely to be offered a place on a training programme. Doctors with an undergraduate medical degree from outside the UK were less likely to be offered a speciality or GP training place than those who attended a UK medical school. Black and Minority (BME) doctors are less likely to be offered a place on a training programme than white applicants. BME doctors who went to medical school in the UK were more likely to be offered a place than white doctors who did not attend a UK medical school.

Trends in Postgraduate exam pass rates show: Doctors who were in a UK training programme when taking the exam were more likely to pass than those who were not. Women were more likely to pass than men. BME doctors from a UK medical school were less likely to pass (63.5%) than white doctors from a UK medical school (76%). BME doctors from a UK medical school were more likely to pass than white doctors from a non-UK medical school.

This is the 1st time there has been data on progression outcomes by personal characteristics, this is consistent though, with what is already known, that in general UK graduates outperform non-UK graduates and women outperform men. These are general trends and in individual cases there may be exceptions to this rule.

PSU Feedback: Every trainee who has been supported by the PSU is asked to complete an anonymous survey on the quality of the service that the PSU provides; Overall we receive very positive responses, but we are also learning from your feedback that many of you would have liked to have had access to the support sooner.

Could the Professional Support Unit have done anything differently? If so, what?

“No, I thought the support was very good overall.”
“Intervene earlier. I had already left training by the time I was seen”

“No - they have been a wonderful help.”
“Early career advice”

“No overall very supportive”

“I was happy with the support I received”

“It was just too late”

“Useful, helpful, supportive.”
“a very useful service and invaluable to a struggling doctor.”

“Thank you for all the help and support I received.”
Our aim is to support both trainees and educators, working collaboratively to maintain patient safety whilst ensuring trainees receive the support they need to overcome any issues and achieve successful completion of training.

The Wessex Strategy for Professional Support has been in operation since 2002, and covers all doctors and dentists in training as well as a small number of trust doctors and Consultants.

The Strategy has several clear aims:

- To promote early identification of trainees requiring professional support
- To provide clinical and educational supervisors with a clear structure for identifying and addressing these difficulties
- To clarify lines of responsibility for other educators involved in managing trainees requiring professional support
- To provide a network of support for educators throughout Wessex
- To establish a group of experts who can deal with specific areas of difficulty and identify opportunities for targeted training.

PSU confidential email address: wessex.support@wessex.hee.nhs.uk

You can contact the Professional Support Unit whenever you have a query relating to our work, or if you’re looking for advice on a referral or active case.

Email: wessex.support@wessex.hee.nhs.uk

If you have a general query you may find the answer on our web pages:

http://www.wessexdeanery.nhs.uk/support/support/professional_support_unit.aspx

Alternatively you can contact us individually on:

Mrs Julie Worthington, PSU Administrator: Julie.worthington@wessex.hee.nhs.uk or 01962 718428

Mrs Claire Elwick. Acting Assistant Programme Manager for PSU: claire.elwick@wessex.hee.nhs.uk or 01962 718413

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