CORE MEDICAL TRAINING PROGRAMME, WESSEX DEANERY

This is a 2-year training programme in Core Medicine aimed at doctors who can demonstrate the essential competences to enter at the CT1 level of training. The programme is designed to support trainees to proceed to training in a Higher Medical Specialty. Details of essential competences and qualifications are detailed in the MMC person specification for Core Medical Training at CT1 available from www.mmc.nhs.uk

CMT aims to provide the core medical skills needed to equip ST3 Trainees to safely supervise the acute medical on take, whatever their specialty. Trainees will follow the most up-to-date CMT Curriculum and training experience will be recorded in the ePortfolio to assure that CMT competence has been achieved. This is a continuous Training Programme and it is not expected that Out of Programme Experience will be taken unless in exceptional circumstances. Trainees aspiring to enter a particular Higher Specialty Training programme may wish to gain some experience in that specialty but it is not an obligation of CMT to provide it.

The Wessex Deanery covers a geographical area from Basingstoke in North Hampshire to Dorchester in the West and the Isle of Wight to the South. This is a spread of approximately 65 miles North to South and 76 miles East to West. The Wessex Deanery serves a population of around 2.8 million people.

The Wessex Deanery is part of NHS South of England, providing for the communities of South Wiltshire, Dorset, and Hampshire and the Isle of Wight. The Wessex Deanery is responsible for training some 2,500 trainees.

Wessex Deanery is a single unit of application (UoA) in the RCP/National process. Successful candidates will be asked to rank their choice of location and/or speciality for two years however please note that you may be allocated to any of the participating hospitals taking into account both training needs and post availability.

Hospitals providing core medical training rotations are:

<table>
<thead>
<tr>
<th>HOSPITAL</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>North Hampshire Hospital</td>
<td>Basingstoke</td>
</tr>
<tr>
<td>The Royal Bournemouth Hospital</td>
<td>Bournemouth</td>
</tr>
<tr>
<td>Dorset County Hospital</td>
<td>Dorchester</td>
</tr>
<tr>
<td>St Mary’s Hospital</td>
<td>Isle of Wight, Newport</td>
</tr>
<tr>
<td>Poole Hospital</td>
<td>Poole</td>
</tr>
<tr>
<td>Queen Alexandra Hospital</td>
<td>Portsmouth</td>
</tr>
<tr>
<td>Salisbury District Hospital</td>
<td>Salisbury</td>
</tr>
<tr>
<td>Southampton General Hospital</td>
<td>Southampton</td>
</tr>
<tr>
<td>Royal Hampshire County Hospital</td>
<td>Winchester</td>
</tr>
</tbody>
</table>
Rotation Information

The following Trusts currently split the CMT programme in to 6 x 4 month posts, over the 2 years.

- Basingstoke (all posts)
- Bournemouth (some posts)
- Dorchester (all posts)
- Portsmouth (all posts)
- Salisbury (all posts)
- Southampton (all posts)

Please see below some examples of these rotations.

<table>
<thead>
<tr>
<th>Cardiology</th>
<th>Dermatology</th>
<th>Respiratory</th>
<th>Gastroenterology</th>
<th>MAU</th>
<th>Renal Medicine</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critical Care</td>
<td>MAU</td>
<td>Renal Medicine</td>
<td>Cardiology</td>
<td>Elderly Medicine</td>
<td>Diabetes/Endocrine</td>
</tr>
<tr>
<td>MAU</td>
<td>Elderly Medicine (Acute)</td>
<td>Critical Care</td>
<td>Gastroenterology</td>
<td>Elderly Care</td>
<td>Haematology</td>
</tr>
<tr>
<td>Elderly Care</td>
<td>Haematology</td>
<td>Diabetes/Endocrine</td>
<td>Renal</td>
<td>Neurology</td>
<td>Cardiology</td>
</tr>
<tr>
<td>Gastro/Hep</td>
<td>Neurology</td>
<td>Elderly Care</td>
<td>Cardiology</td>
<td>Acute Care</td>
<td>Rheumatology</td>
</tr>
<tr>
<td>Cardiology</td>
<td>Renal</td>
<td>Dermatology</td>
<td>Elderly</td>
<td>Medical Oncology</td>
<td>Respiratory</td>
</tr>
</tbody>
</table>

The following Trusts currently split the CMT programme in to 4 x 6 month posts.

- Bournemouth (some posts)
- Isle of Wight (all posts)
- Poole (all posts)
- Winchester (all posts)

Please see below some examples of these rotations.

<table>
<thead>
<tr>
<th>Gastro Oncology</th>
<th>Cardio Elderly Medicine</th>
<th>Diabetes/Endocrine Respiratory</th>
<th>Respiratory Cardio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oncology</td>
<td>Elderly Medicine</td>
<td>Respiratory</td>
<td>Respiratory Cardio</td>
</tr>
<tr>
<td>Oncology</td>
<td>Elderly Medicine</td>
<td>Gastro</td>
<td>Diabetes/Endocrine</td>
</tr>
<tr>
<td>Respiratory</td>
<td>Cardiology</td>
<td>Endocrinology</td>
<td>Gastroenterology</td>
</tr>
<tr>
<td>Haematology</td>
<td>Elderly Care</td>
<td>Respiratory</td>
<td>Cardiology</td>
</tr>
</tbody>
</table>

Exact information will be made available at time of acceptance of appointment, but some specialties (e.g. Neurology and Dermatology) are only available in Southampton and Portsmouth Hospitals.
Study and Training

The primary aim of all posts is to deliver the training programme and there are minimum standards of education agreed by all Trusts within the rotation. All posts within the training programme are recognised for postgraduate training by the General Medical Council (GMC) in accordance with their standards for training.

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.

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

Trust Generic/Specialty Information

Further details of the Medical and Elderly Medicine departments in each of the Trusts included in the Wessex CMT programme can be found on each Trust website.

Curriculum

Please visit the JRCPTB website for further information and to download a copy of the CMT 2009 Curriculum (2011) – www.jrcptb.org.uk
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.

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/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 xx. 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.

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/JuniorDoctorsDentistsGPReg/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