SPECIALTY TRAINING PROGRAMME IN CORE PSYCHIATRY TRAINING IN WESSEX DEANERY

This is a 3 year training programme in Core Psychiatry Training at CT1 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 a Higher Psychiatry specialty. Details of essential competences and qualifications are detailed in the MMC person specification for Core Psychiatry Training at CT1 which is available from www.mmc.nhs.uk

It is anticipated that completion of this three year programme will allow you to complete the competences required for Core Training in Psychiatry and lead to eligibility to progress to the relevant Higher Psychiatry Training programme. Progression is subject to satisfactory outcome at your Annual Review of Competence Progression (ARCP).

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>The Royal Bournemouth Hospital</td>
<td>Bournemouth</td>
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<tr>
<td>St Ann’s Hospital</td>
<td>Dorset</td>
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<tr>
<td>Alderney Hospital</td>
<td>Dorset</td>
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<tr>
<td>St Mary’s Hospital</td>
<td>Isle of Wight</td>
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<td>Poole Hospital</td>
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<td>Forest Lodge/ Abbot’s Lodge/ Crowlin House</td>
<td>Southampton</td>
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<td>Gosport \war \memorial Hospital</td>
<td>Gosport, Portsmouth</td>
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<td>Elmleigh Hospital</td>
<td>Havant</td>
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<td>St Mary’s Hospital</td>
<td>Portsmouth</td>
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<td>St James’s Hospital</td>
<td>Portsmouth</td>
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<tr>
<td>Ravenswood Hospital</td>
<td>Fareham, Portsmouth</td>
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<td>Fountain Way</td>
<td>Salisbury</td>
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<td>Royal South Hants Hospital</td>
<td>Southampton</td>
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<td>Moorgreen Hospital</td>
<td>Southampton</td>
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<td>Western Community Hospital</td>
<td>Southampton</td>
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<td>The Meadows</td>
<td>Fareham</td>
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<td>Princess Anne Hospital</td>
<td>Southampton</td>
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<td>Tatchbury Mount/ Woodhaven</td>
<td>Southampton</td>
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<tr>
<td>Ashurst Hospital</td>
<td>Southampton</td>
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<td>Melbury Lodge</td>
<td>Winchester</td>
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Wessex Deanery 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 the Wessex Deanery as a whole. This may mean that you may be allocated to any geographic location within the Wessex Deanery depending on training needs.
The Wessex Deanery 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. The Wessex Deanery serves a population of around 2.8 million people.

The Wessex Deanery 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, Wessex Deanery provides training programmes within Dorset and South Wiltshire under a formal agreement with the South West Strategic Health Authority. The Wessex Deanery is responsible for the training of some 2,500 trainees.

**Rotation Information**

Core training in Psychiatry is of three years duration made up of six month posts. For the first two years, everyone is rotated through General and Old Age Psychiatry in a limited geographical area with more complex posts in the second year. Then in the third year, trainees are expected to do some traveling away from their initial locality to broaden their educational experience and learn more specialised skills in developmental and other specific areas of psychiatry. These six posts are carefully linked as three pairs each lasting a year & there is limited flexibility for educational or personal reasons. There are 10 three year streams which begin in Dorset, Southampton, the New Forest, Salisbury, Winchester, Basingstoke, Portsmouth & the Isle of Wight.

It is important to note that trainees join the scheme, and not a particular post or Trust and therefore should be prepared to accept any post on the scheme.

**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. 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

The various trusts involved in the rotation offer comprehensive psychiatric care to their catchment populations, allowing trainees to experience the full range of modern psychiatric services. The social context of these services vary from the inner city deprivation of Southampton & Portsmouth to the affluent Shires and the units vary from locked secure inpatient provision to innovative community based services. The CT2 & CT3 level posts specialise in inpatient and/or community adult psychiatry, liaison psychiatry, peri-natal psychiatry, child and adolescent psychiatry, learning disabilities, forensic psychiatry, rehabilitation, substance misuse, eating disorders, early intervention, assertive outreach, crisis home treatment and in-patient intensive care. Trainees will not necessarily undertake all of these specialities.

Progress to the next stage of training is decided at the formal ARCP meeting at the Deanery which validates the achievement of competencies. Usually, trainees will simply be allowed to progress (ARCP 1), but sometimes specific developmental needs may be flagged up (ARCP 2). Those who are deemed not to have progressed adequately may be given additional time (ARCP 3) to demonstrate achievement. If they subsequently fail to progress, despite being given additional time, their training may be curtailed (ARCP 4).

There are critical progress markers that will be checked in the ARCP process. To move from the CT 2 to CT 3 the trainee must have passed at least one of the new college MCQ papers. To progress beyond CT 3 MRCPsych must have been achieved.

Curriculum

The psychiatric curriculum was revised in 2010. The first three years are almost entirely concerned with obtaining the competencies laid down in the “Core curriculum”, although some fundamental skills from the specialities of psychiatry are also required. The syllabic content of the curriculum is taught through ground-breaking fortnightly membership examination course.
Teaching

Components of the core training education programme include:

a) Trainees entering Psychiatry for the first time are mandated to attend a 4 day Core Skills course (or local equivalent) to be completed within one month of their starting date.

b) The trainee will be released to attend the fortnightly Postgraduate course for Psychiatry in preparation for the MRCPsych examination. 70% attendance at the course is required. This was revised for September 2009 & is based on an adult learning model in learning sets rather than a passive didactic model.

c) Attendance is expected at the local programme of weekly academic meetings and weekly multidisciplinary case conferences as well as a programme of seminars and psychological therapy training.

d) A minimum of an hour weekly is set aside for educational/ clinical supervision in protected time. Particular posts may have more than one clinical supervisor & the educational supervisor may not be the clinical supervisor.

e) Appraisal with the Educational Supervisor will take place at 3 & 6 months. Supervisors will complete a progress report towards the end of each post.

f) All trainees are expected to complete the NHS Appraisal for Doctors in Training on an annual basis.

g) The Trainee will be encouraged to make appropriate use of the Study Leave entitlement.

Trainees are expected to:

a) Obtain training in psychotherapy during their appointment.

b) Liaise with their consultant to ensure they have experience of deliberate self harm assessment and liaison psychiatry during their training.

c) Keep a portfolio/ log of experience to ensure they have the necessary evidence of progression to satisfy the annual ARCP panel.

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,
Wessex Deanery is part of the South Central Strategic Health Authority and provides postgraduate medical and dental education for Hampshire, Isle of Wight, and the States of Jersey, and for Dorset and South Wiltshire on behalf of the South West Strategic Health Authority.

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

**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/JuniorDoctorsDentistsGPR/ Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.asp

**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/PayAndContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx](http://www.nhsemployers.org/PayAndContracts/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](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/RecruitmentAndRetention/Employment-checks/Pages/Employment-checks.aspx](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