Appendix A  Wessex Deanery GP Training Post Approval Status

The GMC Postgraduate Training Board requires the separate Approval of a Training Practice Post and is independent of the Approval of the GP Trainer.

Approval and grading of the post should be against the Deanery Quality Criteria on an annual basis.

<table>
<thead>
<tr>
<th>Grade</th>
<th>Description</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td><em><em>A</em> Excellent</em>*</td>
<td>Routine Annual review</td>
<td>Evidence of notable practice: Partners and Practice actively involved in Deanery Educational development. Issues addressed as they arise. Evidence of monitoring, feedback and actions by the practice.</td>
</tr>
<tr>
<td><strong>A Satisfactory</strong></td>
<td>Routine Annual review</td>
<td>Clear action plan for all issues. No risk to long term education of trainees.</td>
</tr>
<tr>
<td><strong>B Conditional approval, Problems</strong></td>
<td>Visit Review at 1 year</td>
<td>Development recommended, plan agreed for implementation by the practice. Issues being addressed, this may affect the long term education of trainees.</td>
</tr>
<tr>
<td><strong>C Conditional approval, Significant Problems</strong></td>
<td>Review at 6 months</td>
<td>Significant development needs and plan agreed for implementation by the practice. Significant issue(s) being addressed, which are likely to affect the education of all trainees. Continuation of Training may only be permitted by agreement of GP-STC.</td>
</tr>
<tr>
<td><strong>D Unsatisfactory</strong></td>
<td>Review at 3 months</td>
<td>Practice well below required standard. Significant issue(s) not being addressed and would affect the education of all trainees. Practice potentially unsafe as a training environment. No further training until development targets achieved and further visit. Local timetable agreed with Patch AD, with report at 3 months to the GP School.</td>
</tr>
</tbody>
</table>

**Recommendation to withdrawn Post Approval and refer to the GMC**

In the event that issues in the formative action plan are not addressed within the timescale and/or there is a documented history of significant failure to comply with GMC standards.

The GP Specialty Training School will refer the matter to the GMC for further advice and guidance.

- The majority of Practices Posts will normally be approved as “(A) Satisfactory”, unless there are any issues which may affect the long term education of trainees.
- The decision to grade a practice as “(A*) Excellent” is dependent on sufficient evidence of exceptional and notable support and provision by the whole practice.
## Allocation of Issue Levels (GP)

<table>
<thead>
<tr>
<th>Issue level</th>
<th>Definition</th>
<th>Tracking progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1</td>
<td>Least serious issues unlikely to affect the education of all trainees long term</td>
<td>Practice will address and subsequently report to Patch AD</td>
</tr>
<tr>
<td>Level 2</td>
<td>Moderately serious – issues may affect the education of all trainees long term</td>
<td>Close monitoring and review by Patch AD and Educators. Deanery informed via GP-STC QA process</td>
</tr>
<tr>
<td>Level 3</td>
<td>Major concern – “significant issues” likely to affect the education of all trainees. Sufficient to lead to the withdrawal of posts if not resolved</td>
<td>Patch AD and Educators lead action plan and monitor. Deanery GP-STC and QM Steering Group informed Risk of referral to GMC</td>
</tr>
</tbody>
</table>

### Level 1 Issues (GP)

Education is below the standard expected, but issues are unlikely to affect the education of all trainees long term (Agreed plan and time table in place)

### Examples

Not reaching the expected standard for:

- Learning resources including access to information resources, internet, etc
- Learning opportunities and curriculum coverage
- Induction
- Appraisal
- Teaching and protected sessions
- Majority of Tutorials lead by designated Educational Supervisor
- Supervision – educational or clinical
- Attendance at weekly education sessions
- Release to attend educational events
Level 2 moderately serious Issues (GP)

The education of the trainee is at risk. Issues may affect the education of all trainees long term (development needs and plan agreed for implementation by the practice, training may be suspended)

Examples

- Absence of induction
- Absence of appraisal
- Ongoing Inadequate supervision
- Absence of teaching or inadequate protected time with E/S
- Majority of Tutorials not being lead by Educational Supervisor
- Absence of study leave
- Work intensity or workload significantly affects education
- Poor engagement by E/S with WPBA (e-portfolio)
- Poor ARCP outcomes for majority of trainees
- Several aspects of curriculum not being met
- No access to protected weekly education
- Trainees not released for educational events
- Consistently poor handover
- Inadequate learning opportunities
- No access to career advice
- No opportunity for clinical audit
- Educational supervisor not qualified for role

Level 3 major Issues (GP)

Issues in this category are of sufficient concern to lead to the withdrawal of posts and possible referral to GMC Certification Board. Action plan must be implemented before further visit by Patch AD.

The wellbeing of the trainee or patients is at risk. These are significant issues likely to affect the education of all trainees.

Examples

- No educational supervisor
- Absence of clinical or educational supervision
- Overwhelming workload, working hours or work intensity
- High risk of clinical errors
- Clear evidence of bullying, harassment or discrimination
- Absence of handover, leading to risk to patients
- Trainee(s) frequently taking responsibility beyond their experience
- Large parts of the curriculum not being delivered
- No support or advice from Practice Manager