Postgraduate Deanery for Kent, Surrey and Sussex

A year in review 2009
The main functions of the Kent, Surrey and Sussex Postgraduate Medical and Dental Education Deanery are recruiting postgraduate doctors and dentists in training, contracting for and allocating workplace based training opportunities, quality managing the training provided, as well as assessing, supporting, and, where needed, remediating postgraduate doctors and dentists.

2008-09 has been an important year with a major focus on demonstrating and, where necessary, improving the quality of medical education provided at a local level. This drive to quality and excellence underpins all the work undertaken by the Deanery. Other major changes and achievements during 2008-09 include:

- Developing Local Faculty Groups in all major specialties in all main Trusts to ensure that the needs of every trainee are discussed at least three times a year with the Education Supervisors in the relevant speciality;

- The development of Local Academic Boards in every Trust involving senior Trust management as well as educationists to ensure proper governance and quality control of education at a local level;

- The roll-out of a comprehensive training programme (the Qualified Educational Supervisor Programme) available to every Educational Supervisor in KSS to achieve the requirement of PMETB by 2010;

- Integrating the educational work of the South East Medicines Management Education and Development (SEMMED) into both the routine work of the Deanery and our local quality management processes;

- Developing active management and new educational opportunities in all of the core specialty training programmes managed by KSS;

- Being awarded the contract to develop the National Careers Website for the NHS;

- Setting up a new School of Clinical Leadership and Management.
Development of Leadership and Management

Developing the leadership and management skills of all trainees is a highly significant new focus for the Deanery. Starting in 2009, we appointed our first eight Clinical Leadership Fellows who will spend a year undertaking workplace based projects while achieving a Masters from Brighton University. We also appointed a Head of School who will work with a new educationist to build a Faculty in each Trust to deliver the Medical Leadership Competency Framework.

“Starting in 2009, we appointed our first eight Clinical Leadership Fellows.”
Education

Qualified Educational Supervisor Programme (QESP)

The QESP meets the requirements of PMETB’s Generic Standards for Training (2008) domain six, and comprises Part One: The Certificate in Teaching and Part Two: Educational Supervision. This year:

- 40 Part One Workshops have been provided, 30 at KSS and 10 at NHS Trusts;
- 38 Part Two Workshops have been provided, 27 at KSS and 11 at NHS Trusts;
- 411 hospital consultants have enrolled on Part One;
- 399 hospital consultants have enrolled on Part Two;
- 132 hospital consultants have completed Part One;
- 123 hospital consultants have completed Part Two;
- A total of 1,154 hospital consultants have become Part One alumni;
- A total of 210 KSS hospital consultants have become Part Two alumni;
- An interim external evaluation of the QESP was carried out;
- A short publication about the QESP has been produced, entitled Conversations from the Field;
- Video of alumni of the QESP discussing their experience has been posted on the KSS website.

Master in Arts Clinical Education

The MA Clinical Education provides educational capacity building for KSS and its NHS Trusts. This year:

- 8 participants completed the Postgraduate Certificate Teaching in Clinical Settings;
- 8 participants completed the Postgraduate Certificate Diploma Clinical Education;
- 8 participants completed the Master of Arts in Clinical Education with 4 Distinctions awarded;
- 12 KSS consultants and 2 KSS SpRs were admitted to the new cohort for the Postgraduate Certificate Teaching in Clinical Settings.

Simulation

Simulation provides postgraduate doctors with opportunities to rehearse, explore and extend their understanding of clinical procedures and processes. KSS supports both the use of high-tech simulation centres and the development of local provision, and this year we have:

- Provided 300 F1 doctors with a high-tech simulation experience of independently managing a very sick patient;
- Supported the development of locally provided simulation in five KSS NHS Trusts.

Supporting Postgraduate Doctors with Additional Needs

KSS is committed to providing additional support to postgraduate doctors who have particular needs arising from their prior experience and learning. This year we have:

- Provided half-day workshops on Supporting Trainees in Difficulty to 90 hospital consultants;
- Reviewed support structures and processes provided by KSS NHS Trusts and included them within the KSS Graduate Education and Assessment Regulations (GEAR).

Library and Knowledge Services

This year, we have:

- Successfully launched phase one of a pan-SHA library management system to six library services across Kent and Sussex;
- Undertaken a quality assurance baseline assessment of libraries using the new National Service Framework for Libraries;
- Worked with the SHA’s Quality Observatory and Primary Care Trusts on Knowledge Management workstreams relating to World Class Commissioning;
- Purchased additional full-text medical and psychology electronic journals to supplement content procured both nationally and by local libraries.
Careers

KSS has long-standing experience of, and investment in, supporting and managing medical careers. This year we have:

• Been awarded the management of the new National Medical Careers Website on behalf of the Department of Health;
• Successfully completed the first year of the new and unique KSS/University of Brighton Postgraduate Certificate in Managing Medical Careers, with 13 students from a national catchment area and admitted 12 participants to the new cohort;
• Continued to provide the KSS publication ROADS to Success to a national marketplace, bringing the total distribution to date up to eleven thousand;
• Provided six one-day Careers Support Training Workshops to a total of 50 hospital consultants.

South Thames Foundation School

Following the 2007 merger of the two south Thames foundation schools to create STFS, considerable work has been carried out to try to ensure that STFS functions effectively. The workload is divided by both function and geography between the three offices (based in the medical school sites at Brighton, London Bridge and Tooting). STFS is currently the largest foundation school in the UK, with over 1,700 trainees in 19 Trusts within South London and Kent, Surrey and Sussex.

Other activities and achievements:

• In 2008 the GMC and PMETB carried out a joint review of STFS/KSS Deanery. Generally the report was very positive, with many examples of notable practice;
• STFS published its first prospectus, with details of the foundation school, programmes and partner Trusts;
• Nationally, the August 2009 recruitment to foundation programmes went well, with nearly 90% of applicants achieving a place in their first choice foundation school;
• F1 programmes are now linked to F2 Trusts, and foundation doctors choose programmes within those Trusts midway through their F1 year;
• STFS recruits separately to two-year academic foundation programmes based at each of the three linked medical schools, (9 at BSMS, 18 at KCL and 15 at SGUL). These programmes vary slightly in structure between the schools, but all include an F2 year containing a four-month academic attachment.

General Practice Education

The Department of General Practice Education has stayed true to the KSS Deanery mission of working with hospital Trusts and PCTs. We have achieved our objectives of placing 284 doctors in training in hospital placements annually and ensuring high quality education for these future GPs. There are now over 750 doctors who are training for general practice in the health economy at any time.

Other activities and achievements include:

• Recruitment and training of additional GP Clinical Teachers (over 100 GPs) through the GP Educational Pathway;
• External review of our selection process by the West Midland Deanery team, and review of our ARCP by the RCGP. Both reports (available on the KSS website) are very positive, indicating examples of good practice and the achievement of national standards;
• External evaluation of a number of our processes including preparing GPs for the role of being GP Trainers, implementation of the new GP Curriculum, use of simulated patients for communication skills, mentoring projects and teaching continuing care;
• Formation of the Post Certification GP School to support GPs and PCTs in preparation for revalidation and for the requirement of their CPD;
• Supporting PCTs in GP Appraisal training and managing underperforming GPs;
• Review of our GP Tutor role and putting in place developmental programmes for it in readiness for the revalidation process to support GPs in the health economy.

“There are now over 750 doctors who are training for general practice in the health economy at any time.”
**Specialty Schools**

The School structure continued to support the delivery of Training Programmes. There is complexity in a “coupled” and “uncoupled” transition era, particularly in Secondary care. A useful two-day facilitated meeting between KSS and London Heads of School was held in December 2008 which covered areas of common interest and assisted with better understanding of a common agenda.

Other activities and achievements:

- Overall, 1,848 candidates applied for KSS training programmes. The overall fill rate following Round One for specialty training was 83% (97% KSS-wide fill rate including recruitment to Foundation and General Practice posts);
- On-line shortlisting has been trialled successfully and we hope to expand the use of this facility in future recruitment;
- Induction days have been held for all trainees recruited in 2008 and future induction events are being planned for 2009;
- The six established schools (Anaesthetics, Medicine, Obstetrics and Gynaecology, Paediatrics, Psychiatry and Surgery) submitted annual reports to the Royal Colleges and best practice within KSS was noted by some colleges;
- Schools are writing business plans for 2009-10 to allow for rational planning of activities;
- Schools for Emergency Medicine and Radiology have recently been established as the KSS takes on the responsibility for delivering intermediate and higher training;
- The Local Education Provider (LEP) visiting Programme was successfully launched and completed;
- The Annual Review of Competence Progression (ARCP) process is now in a second iteration, drawing upon trainee information from e-Portfolio and the specialty specific Local Faculty Groups;
- Trainee voice is being heard at trainee representative days to enhance their work within Local Faculty Groups and Local Academic Boards;
- A curriculum project has been established to ensure appropriate, if not excellent, training in the posts and attachments serving KSS Programmes.

**Anaesthetics**

- The South Coast School of Anaesthesia has now been incorporated into the KSS Deanery. Five higher professional training places have also been incorporated into the South Coast School and others are planned;
- The School set up training days focusing on the basic sciences and other subjects that are difficult to teach. These training days were very successful, and received extremely positive feedback from attendees;
- Viva practice days have been organised and CT2s attend a training day on a simulator;
- Visits to four Trusts were conducted and training was generally found to be satisfactory or good. One exception visit took place this year and was preceded by significant training improvements on which further improvements have been made.

**Medicine**

- The School organised five very popular regional study days covering key topics in the core medical curriculum;
- Two innovative practical procedures training days gained very positive feedback and are now firmly established as annual events;
- The School’s Annual Review of Competence Progression (ARCP) process has been working well and has attracted great interest from other schools of medicine as a model of good practice;
- Visits to four Trusts over the last year were well received, promoting the dissemination of good practice by supporting clinicians and trainees committed to excellence in education.

**Paediatrics**

- We now have a fully functioning School committee, with representatives from all the Trusts, trainees, educationists and lay representatives;
- All the Trusts have functioning Local Faculty Groups that, via the College Tutors, feed into the Local Academic Boards and to the School Committee;
- We have just set up the Paediatric Learning, Education and Teaching Programme, where each Trust will provide curriculum based teaching over a day, and which all the trainees within KSS and beyond will be able to attend. The content of these training days has been determined by trainee feedback on their learning needs.

“On-line shortlisting has been trialled successfully.”
Dentistry

Modernising Dental Careers

• Vocational Training Scheme for dentists has expanded by 25%;
• Two-year foundation programme is ready for first implementation;
• Central selection of F2 (previously dental SHO) posts across Trusts;
• Electronic Portfolio is fully operational in Vocational Training and ready for use in Dental F2.

Dental Workforce

• In Vocational Training by Assessment for overseas dentists in April 08 – March 09, 122 candidates processed and 47 candidates completed and fully joined PCT Performers list;
• Post-registration courses are now being run for dental nurses in radiography and oral health education;
• A new dental nurse e-learning programme for basic dental nurse training was commissioned and developed to enable nurses to register with the GDC;
• 20% of Vocational Trainers have completed first year of MSc in Primary Dental Care.

Clinical Governance

• A highly successful National Dental Tutor Conference was run to introduce new Educator Standards;
• New electronic Clinical Governance Monitoring tool was introduced in first PCTs (Sussex);
• CPD Courses were restructured to match GDC core requirements;
• Major CPD training days were held in Decontamination and Disinfection.

Pharmacy

In January 2008 the South East Medicines Management Education and Development (SEMMED) team, which manages pharmacy workforce development in SEC, was integrated into the Deanery. Since this integration, SEMMED has worked to establish itself within the Deanery structure and to identify areas for joint working with other Deanery teams. One of the early successes has been the inclusion of pre-registration pharmacy training within the KSS Deanery Centre Review process for quality managing medical and dental education in NHS Trusts.

Other activities and achievements include:

• Successful recruitment of 37 pre-registration pharmacists into placements in NHS Trusts;
• Professional registration rate was 94%, which continues to be above the national average;
• 15 pharmacy technicians completed their training in September 2008. There has been considerable investment in building the pharmacy technicians workforce to address significant shortfalls and there are now 30 new trainees in their first year of training;
• The first Management Skills for Senior Pharmacists programme was developed by SEC Chief Pharmacists and supported by SEMMED in 2007/8. The second cohort commenced in September 2009 and the course has been now been extended to senior pharmacists in PCTs;
• 67 pharmacy technicians were accredited to undertake roles in checking medicines, medicines management (medication, history-taking and device counselling) and consultation.
Less Than Full Time Training

- In November 2008, the KSS Deanery hosted a successful symposium event for postgraduate doctors who were already Less than Full Time (LTFT) trainees or about to convene as LTFT trainees;
- KSS LTFT trainee numbers at March 2009 included 50 SpRs, 23 at Foundation level and 16 at Specialty level, making a total of 89 LTFT trainees;
- Of the Specialty trainees, 9 were in GP training. The KSS Deanery also continues to manage the LTFT Training Scheme on behalf of the London Deanery for its Foundation trainees.

“The School organised five very popular regional study days.”

Review of Trainee Numbers

The table below gives details of the number of trainees by grade across KSS in 2008/2009 and also provides a forecast of the following year’s anticipated activity.

<table>
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<tr>
<th>Training Guide</th>
<th>Actual Numbers as at March 2009</th>
<th>Forecast numbers for March 2010</th>
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<tbody>
<tr>
<td>F1</td>
<td>503</td>
<td>496</td>
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<td>F2</td>
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<td>Core Training Years</td>
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<td>Higher Training (SpR)</td>
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<td>GP run-through years 1 and 2 (based in hospitals)</td>
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<td>560</td>
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<tr>
<td>GP run-through year 3 (GpR)</td>
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<td>282</td>
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Kent, Surrey and Sussex Postgraduate Deanery
7 Bermondsey Street
London SE1 2DD

Tel: 020 7415 3400
Fax: 020 7415 0044
www.kssdeanery.ac.uk

Professor David Black, Dean Director
Professor Abdol Tavabie, GP Dean
Professor Stephen Lambert-Humble, Dental Dean