

# HEE East Midlands Primary Care Newsletter

## June 2019



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### CSA Saturdays

- These well regarded, locally provided, teaching sessions run on a Saturday at Westbridge Place in Leicester between August and March.
- They are intended to be attended by ST3s several months ahead of their CSA so that feedback can be digested and incorporated.
- They include a talk about the CSA itself, what it involves and how best to prepare and then 6 simulated consultations with feedback from either an experienced educator or a CSA examiner.
- Usually a candidate will consult for 3 of the cases and then be an observer for the other 3.
- The consultations and feedback can be recorded and then shared with your trainer after the session.
- There should be an opportunity for every ST3 to attend a CSA Saturday, but we would recommend that you consider the best timing to attend.
- CSA Saturdays are booked through Intrepid Course Manager.

The CSA Saturday dates for the coming academic year are:

24 August 2019  
14 September 2019  
12 October 2019  
2 November 2019  
23 November 2019  
14 December 2019

1 February 2020  
22 February 2020  
7 March 2020  
28 March 2020

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### RCGP CSA Dates for 2019/20

- The RCGP have now published the CSA dates and application deadlines for August 19 to July 20.
- Usually there is a sitting in November and one in January but these have been removed for the coming year so it is important to think about the timing of your CSA if you are moving into ST3.

The CSA exam dates are as follows:

2 - 5 October 2019  
3 - 11 December 2019  
1 - 15 February 2020  
13 - 31 March 2020  
18 - 25 April 2020  
12 - 22 May 2020

The full detail of the application and exam dates are on the college website here

<https://www.rcgp.org.uk/training-exams/mrcgp-exams-overview/mrcgp-clinical-skills-assessment-csa.aspx>

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## **New RCGP Mandatory Prescribing Assessment Pilot for Full Time ST3 Trainees**

**To be Completed Between August 2019 and January 2020**

There is a pilot prescribing assessment, for full time trainees, starting in August 2019.

- It is mandatory to engage with the process for all full time August starter ST3s.
- They should review 60 prescriptions against a set of standards and have 20 of them reviewed by either their clinical supervisor or a nominated appropriate person for example clinical pharmacist.
- The trainee needs to reflect on their prescribing errors and the educational supervisor needs to review a number of the prescriptions and confirm they have done so.
- There are a number of forms.
- It is likely to become mandatory for all trainees after the pilot.
- The process needs to be completed in the First 6 months of ST3.
- The number of CbDs in ST3 reduces from 12 to 10 to compensate.

Here is the link on the college website which contains all the resources as well as a detailed power point presentation: <https://www.rcgp.org.uk/training-exams/training/mrcgp-workplace-based-assessment-wpba/prescribing-assessment.aspx>

It builds on the research that Tony Avery and Richard Knox did locally on feedback to trainees, about their prescribing, and has been developed by the WPBA at RCGP.

If practices have a clinical pharmacist, then they can do the analysis and feedback.

Please note that trainers can refer to this in their own appraisal portfolio.

- The reduction in CBDs will be some slight compensation
- It is suggested that trainers may well want to do this themselves for their appraisal.
- The WPBA group suggested about 2 sessions of private study time required for the trainee
- 2 hours of prep for the trainer/nominated supervisor such as clinical pharmacist and then probably 1-2 hours of discussion.

It is non-negotiable. Trainees will get an ARCP OC 5 until they do it, but it does not have to be passed, just done. In fact, perfect ones with no errors will be rejected as the original study found that all of us make errors with the number we are talking about. Please do ask if you are unclear but we anticipate that GP programmes will be covering this in teaching and at trainers' workshops.

*Dr Caroline Ahrens - Head of School Primary Care LLNR*

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## **CEGPR (CP) – Certificate of Eligibility for GP Registration – Combined Programme**

The Combined Programme is for trainees who want to combine part of the GP CCT programme with posts held earlier in their career which were not approved for general practice training. This is just a reminder that those trainees wishing to do this need to declare this on their form R, and also inform me well before their first ARCP so that we can discuss the process and evidence required from you.

For more information please look at:

<http://www.rcgp.org.uk/training-exams/becoming-a-gp/entry-to-gp-the-register.aspx>

**Dr Nigel Scarborough MA(Med Ed) FRCGP FAcadMED** - *Primary Care Dean/Deputy Postgraduate Dean*

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## Workplace Based Assessments: Common Pitfalls at ARCP

Alongside the AKT and CSA, WPBA is a common cause of a non-standard outcome at ARCP. Early in training this might be easy to rectify, but later, this could delay CCT.

It is important to be aware of what the 'Minimum' evidence set you should provide in each ST year. You can find this on the RCGP website:

<http://www.rcgp.org.uk/training-exams/training/mrcgp-workplace-based-assessment-wpba.aspx>

**Please remember this is a MINIMUM.** There is the possibility of a piece of evidence not being accepted by the panel, so sticking to the minimum can, for some, be a dangerous game. Here are some of the common pitfalls:

- **MSF:** When in a primary care placement, an MSF needs to have a minimum of 5 replies from clinicians plus 5 non-clinicians. We quite often see MSFs which are incomplete, which might have at least 10 replies, but lack either enough clinicians or non-clinicians.
- **Mini-CEX / COT:** Mini-CEX can only be done in secondary care, COT only in primary care, any done on the wrong form cannot be accepted.
- **CEPS:** will be reviewed by the ARCP during your final review, to ensure there is observed evidence of the 5 mandatory intimate skills and a range of CEPS relevant to General Practice. The panel will check that these have been completed by someone who is qualified to assess. This should be a Doctor at level ST4 or above, or another health care professional, such as a specialist nurse, that has the necessary training and experience (please make sure this is clear on the form)
- **CSR:** The Clinical Supervisors Report is compulsory for all hospital posts. Because a CSR provides such rich information, it is strongly recommended that you also seek one for primary care placements. Although not really a pitfall, by not having a GP CSR you are limiting the evidence that you can use at ESR time and that the panel can use to judge progression.

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## Leadership and Management Training

As you may have heard, **Leadership and Management training in the East Midlands for all trainees** is getting a revamp. We are now ready to launch the new programme starting with current ST1 trainees. When the course is fully up and running it will consist of **Day 1 and Day 2 in ST1 and a further day in ST3.**

However as this is a transition year to the new programme we are putting on Day 1 from May 2019 (open for booking on Intrepid course manager now) and Day 2 will be provided from September 2019.

Day 3 will be available from September 2020.

The first part of the course covers:

- emotional intelligence; team working; communication skills, coping with stress and building resilience.

Trainees will also be asked to complete **an assessment tool through a new 'Learning to lead toolkit'** developed by the National Leadership academy. This will help the trainee to prioritise development areas in leadership and management which can then be discussed with their educational supervisor to develop an educational plan.

The tool is also an excellent resource for relevant content and supplies practical suggestions of how trainees can acquire experience during their training.

The content of the course should mean that when trainees start to tackle their **Quality improvement projects** (QIPs) they will feel better equipped to do these successfully.

The existing teaching on the QIPs will continue on the GP training days as before to ensure that they start early in training.

Please encourage ST1 trainees to book on to Day 1 and Day 2 (when available) via intrepid course manager. ST2s and ST3 should continue to book sessions on the old course. Further details are available at:

<https://www.eastmidlandsdeanery.nhs.uk/faculty/training-courses/leadership-management-programme>.

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## RCGP Essential Knowledge Updates & Challenges: EKC 2019.1

**Preparing for AKT?** Keep up to date with the latest changes, test your existing knowledge and highlight your learning needs with the ECU Programme. Offering **Updates, Challenges, Podcasts** and **Screencasts** as well as monthly **Hot Topics** and **Journal Watch** bulletins, the ECU Programme provides a wealth of resources that are easily accessible and are **FREE** to RCGP members and AITs.

RCGP Online Learning Environment: <http://elearning.rcgp.org.uk/>

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## Mentorship and Coaching

The East Midlands Professional Support Unit (PSU) have commissioned a series of two-day workshops for TPD's and Educational Supervisors interested in Mentorship and Coaching.

**Mentorship Using a Coaching Approach:** No Charge to attend.

- TPDs/EDUCATIONAL SUPERVISORS/TUTORS (only): 27 & 28 Jun 2019 Doubletree by Hilton Nottingham Gateway
- TRAINEES (only): 29 & 30 July Leicester Hilton

Places are limited to 15 for each workshop and delegates must commit to attending **both** days. Booking at <https://secure.intrepidonline.co.uk/CourseManager/EMD/>

Mentoring is a learning support mechanism where an experienced person provides knowledge or guidance to a person who needs developing or has less experience in a function, topic or role. Good mentoring can be instrumental in the development of an individual's skills, knowledge, behaviour and outlook in the workplace.

Coaching is all about empowering change and results. It helps us become more aware of ourselves, our impact on others and our responsibilities in achieving our own goals.

Good coaching can engender an increase in confidence, our ability to handle change and improve communication, performance and leadership skills.

**Lynne Cooke** ([lynne.cooke@hee.nhs.uk](mailto:lynne.cooke@hee.nhs.uk)) - Project Support Officer (RTT), Professional Support Unit

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## Lead Employer Update

This month's Lead Employer Information Brief is now available [here](http://www.sharedservices.sthk.nhs.uk) via our website at: <http://www.sharedservices.sthk.nhs.uk>

This month, you'll find:

- Junior Doctor's Forum dates for 2019
- Important payroll and pensions information for the new tax year
- Workforce systems tutorials to help you get the most out of ESR and e-Expenses

As always, we want to hear from you and your feedback is extremely valuable to ensure we continue to provide relevant updates which are informative and assist you during your employment and training. Feedback can be submitted to our team by following the link on the back page of our brief or clicking [here](#).

*Jo Pickstock (0151 290 4751) - HR Service Manager*

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## Trainee Forum

Please find attached overleaf details of the GP Registrar Forum. Meetings are held at HEE, Westbridge Place, Leicester and would involve committing to three meetings per year. For further information please contact [emily.hancock1@nhs.net](mailto:emily.hancock1@nhs.net).

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Thanks again for reading this newsletter; we hope that you find this information useful. Don't forget to send any ideas for future editions of the newsletter to [Aileen.robertson@hee.nhs.uk](mailto:Aileen.robertson@hee.nhs.uk). Thanks also to our 'Co-Editor' Christine Johnson.

## GP Registrar Forum

for Health Education East Midlands

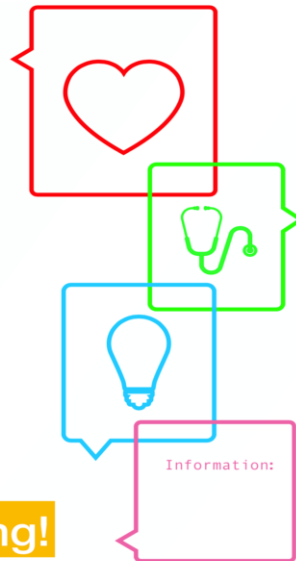
### Shape Your Training!

#### Why Join?

- ☑ Share your experiences to FACILITATE CHANGE
- ☑ Develop skills in LEADERSHIP and MANAGEMENT
- ☑ Meet a DIVERSE TEAM of like-minded trainees
- ☑ NETWORK with motivated individuals
- ☑ Boost your CV and portfolio
- ☑ Leave a legacy

Help us make a difference

to YOUR training!



## WHO ARE WE?

*We are a group of GP trainees from across all backgrounds and grades, who represent our local training schemes at a regional level.*

*We believe there are aspects of our training that could be improved; being at the coalface of it, we know what it is like and what we would like to see develop.*

*Our goal is to grow a sustainable group of trainees to meet up 3 to 6 times a year to discuss ongoing issues, problem-solve to reach a solution, and to liaise directly with HEEM in order to make change happen!*

## WHY JOIN?

- Meet a diverse group of like-minded trainees
- Share experiences; facilitate change
- Develop leadership and management skills\*
- Boost your CV and networking
- Leave a legacy and participate in a rewarding experience that takes you beyond your four surgery walls!

***Help us make a difference to  
OUR training!***

\*certificates for attendance over time will be provided