



London / KSS 2009 Medical Education Programme Board

Monday 8th June 2009

Notes and Actions

Attendees:

Professor Paice (LP)	London Deanery (Chair)
Elizabeth Chan (EC)	London Deanery
Anthea Lints (AL)	Director, GP Education
Mary Currie (MC)	HRD, London Trust
Akua Kankam (AK)	Representative of Trust Medical Staffing Officers
Tony Pearson (TP)	Lay Member
Nigel Burgess (NB)	NHS London
Gareth Jones (GW)	Representative of Trust Medical Staffing Officers
Abdol Tavabie (AT)	KSS Deanery
Cheryl Neale (CN)	Representative of Trust Medical Staffing Officers
Gary Waltham (GW)	London Deanery, Medical Workforce
Khalid Adam-Saib (KAS)	London Deanery, MMC Programme Team
Jason Luu (JLU)	London Deanery, Central Programme Office

Not in attendance:

John Pope (JP)	London Deanery
Sue Hitching (SH)	EWTB
Jeremy Levy (JL)	Head of School - Medicine
Kevin Shotliff (KS)	Chair of Clinical Tutors
Eleanor Draeger (ED)	Junior Doctors' Committee
Johann Malawana (JM)	Junior Doctors' Committee

ITEM	DISCUSSION	ACTION
1	<p>Welcome, introduction and apologies</p> <p>LP welcomed attendees to the Medical Education Programme Board. Apologies were received from Jeremy Levy, Kevin Shotliff, Eleanor Draeger, Sue Hitching and Johann Malawana</p>	
2	<p>Notes of last meeting and matters arising</p> <p>The Board was referred to action points from the last Programme Board:</p> <p>EC confirmed discussions with the DH regarding advice on immigration. London had been advised to restrict jobs advertisements to UK and EU candidates only for the first round of specialty and level advertising, with the second round in the same year being open to all. EC noted that NHS staff guidance conflicts with the resident labour market test and questions have been raised on whether it should be applied. DH advice, suggested that this system applies when there are a limited number of posts available. EC also noted some anxiety from NHS employees regarding people applying on training programmes and finding they are not eligible to work in the UK afterwards. LP ensured the Board that people who have applied this year will be eligible and that a system was being looked at to avoid this for the future.</p> <p>EC also followed up on an action point on behalf of GW concerning online Rapid Short-listing. EC confirmed that GW had approach various companies regarding the provision</p>	



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	<p>of venue and mass IT equipment hire, and that none have been able to fulfil the request as of yet.</p> <p>The notes of the previous meeting were agreed.</p>	
<p>3</p>	<p>2009 MMC Recruitment</p> <p>EC updated the Board on the planning and progress of 2009 Recruitment.</p> <p>The key points discussed for Episode 1 were:</p> <ul style="list-style-type: none"> ▪ There were 1237 Posts available and 1168 offers had been accepted. ▪ Trust HR Directors have been emailed details of under-filled posts. ▪ Out of 31 specialties, final fill rates showed 17 had been 100% filled. ▪ Overall fill rate was 94%, and 96% with GP figures included. ▪ GP had 408 available posts and 416 applicants have accepted offers (figures included deferrals and LTFTTs). ▪ GP final fill rate was 100% respectively. ▪ 6504 had been the total number of emails enquiries for Episode 1 compared to last years figure of 6783. ▪ The specialty with the most enquiries was CMT and “feedback” was the highest type of enquiry. ▪ All enquiries received a response within 48 hours. ▪ 54% of all enquiries had been resolved within 24 hours. ▪ 25% of all enquiries had been resolve between 24 and 48 hours. ▪ 21% of all enquiries took longer than 48 hours. ▪ There were a total of 11028 telephone enquiries in Episode 1. ▪ 63% of all telephone enquiries had been for Medical Workforce. <p>Following on from this, LP raised concerns about gaps appearing in rotations, and attributed the cause to the EWTD and the need to fill the increase in post numbers. LP welcomed ideas from the Board on options to mitigate the issue of gaps.</p> <p>AT linked the point above to patient safety, and highlighted an example of supervisors providing the service when not supervising</p> <p>LP added that fill rate could drop by autumn and not be refilled, and suggested the operation of an international recruitment programme. LP noted the idea of looking at pragmatic solutions to this problem, by perhaps removing the barrier whereby an applicant cannot apply for a position as they are deemed to be ‘too experienced’.</p> <p>MC highlighted positive progress with the recent Egyptian Army recruitment training programme at Kings College. LP noted the potential for repeating the process as a way to increase fill rates in other specialties. LP also noted the merits of creating relationships with other countries such as to start exchange programmes.</p> <p>The Board agreed that attaining a list of specialties with low fill would create the rationale to go out to international recruitment. Trusts would need to be alerted in order for them to identify the gaps that require filling for this to take place.</p> <p>EC then updated the Board on the progress of Episode 2 recruitment.</p>	



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	<p>The key points for Episode 2 were:</p> <ul style="list-style-type: none"> ▪ Episode 2 had opened on the 22nd May 2009. ▪ 23 Specialties would be recruited to Episode 2. ▪ Application window for most specialties would close at 12:00 Noon, 8th June 2009. ▪ Rapid short-listing would be employed for most specialties to bring forward interviews and offers stages. ▪ Venues had been secured for most short-listing and interview requirements. <p>KAS updated the Board on the proposed 2010 recruitment timetable and highlighted the following concerns:</p> <ul style="list-style-type: none"> ▪ The National MMC Programme Board had proposed a condensed timetable for 2010 recruitment. ▪ It had been expected that the volume of recruitment would increase in 2010. ▪ There would be fixed windows for each stage. ▪ The application window would start later and run longer. ▪ 2010 short-listing would last only 2 weeks compared to 4 weeks in 2009. ▪ 2010 interviews would take place over just 4 weeks compared to 7 weeks in 2009. ▪ The proposed timetable would require significant investment by way of additional staff, extra accommodation and more venue space. ▪ There had been no opportunity for London to comment at this stage. ▪ KAS recommended that London requests the removal of the fixed windows stage as a minimum requirement for London to be able to deliver in 2010 and welcomed feedback from the Board for further discussions. <p>LP noted that fixed dates would ensure that deaneries do not compete against each other, although the Board agreed that the constraints on London would be difficult to overcome. The Board also agreed that national recruitment would result in a greater workload for London and not so much for other regions. LP agreed that KAS would draft a letter to request the removal of the fixed stages, which she would then send onto Steve Buggle for comment.</p>	<p>KAS & LP</p> <p>KAS</p>
<p>4</p>	<p>Update from National Board / National Issues</p> <p>The Board referred to the Task & Finish Group meeting for a national picture:</p> <p>The Board discussed issues surrounding excessive reference requirements. The Board agreed that 6 individual references was not appropriate given the sheer amount of paper work involved and the fact that most candidates would be foundation doctors.</p> <p>GJ agreed to check with the Task and Finish Group regarding the tracking of F2 doctors who went travelling. LP expressed the desire to see a balance in numbers coming in and equal numbers going out.</p> <p>KAS also agreed to provide information on how many Paediatric trainees were currently on OOP and maternity leave.</p>	<p>GJ</p> <p>KAS</p>



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5	<p>KSS update</p> <p>AT provided an update on the recruitment process for KSS Deanery. The key points discussed were as follows:</p> <ul style="list-style-type: none">▪ It is expected that all posts for Psychiatry and Surgery will be filled.▪ Anaesthetics had been under filled due to the lack of competent doctors for CT2 and there are concerns regarding service.▪ As the result to the transfer of management Radiology was now going ahead.	
6	<p>AOB</p> <p>The next meeting will be held on Monday 3rd August 2009.</p>	