



London / KSS 2009 Medical Education Programme Board

Monday 3rd August 2009

Notes and Actions

Attendees:

Fiona Moss (FM)	London Deanery (Chair)
John Pope (JP)	London Deanery
Elizabeth Chan (EC)	London Deanery
Anthea Lints (AL)	Director, GP Education
Mary Currie (MC)	HRD, London Trust
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
Kevin Shotliff (KS)	Chair of Clinical Tutors
Greg Lydall (GL)	Junior Doctors' Committee
Khalid Adam-Saïb (KAS)	London Deanery, MMC Programme Team
Jason Luu (JLU)	London Deanery, Central Programme Office

Not in attendance:

Sue Hitching (SH)	EWTD
Gary Waltham (GW)	London Deanery, Medical Workforce
Jeremy Levy (JL)	Head of School - Medicine
Eleanor Draeger (ED)	Junior Doctors' Committee
Akua Kankam (AK)	Representative of Trust Medical Staffing Officers
Johann Malawana (JM)	Junior Doctors' Committee

ITEM	DISCUSSION	ACTION
1	<p>Welcome, introduction and apologies</p> <p>JP welcomed attendees to the Medical Education Programme Board. Apologies were received from Jeremy Levy, Eleanor Draeger, Akua Kankam, Sue Hitching and Johann Malawana. The Board welcomed Greg Lydall from the BMA, who was sitting in for Johann.</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>KAS reported that Steve Buggle has agreed to remove fixed stages for 2010 recruitment in response to a letter written to him. In addition to this, Steve also confirmed that the application window for 2010 recruitment would open on 07th December 2009.</p> <p>GJ reported that he is waiting for an answer regarding the tracking of F2 doctors.</p> <p>The notes of the previous meeting were agreed.</p>	
3	<p>2009 MMC Recruitment</p> <p>EC updated the Board on the planning and progress of 2009 Recruitment.</p>	



ITEM	DISCUSSION	ACTION
	<p>The key points discussed for Episode 2 were:</p> <ul style="list-style-type: none"> ▪ To date, 1077 Applications had been received, 294 posts were available, 370 applicants were interviewed, 182 offers had been made and 143 offers had been accepted ▪ A total of 43 specialty levels were currently being recruited to, with 7 specialty levels opening over the coming weeks. In addition to this, 2 specialty levels were being re-advertised (Diabetes & Endocrinology and Nuclear Medicine). ▪ Overall fill rate was 49% which was reflective of the national trend. ▪ EC noted that figures were likely to change as the recruitment for Episode 2 was still on-going. <p>EC referred the Board to the Fill Rate Analysis (FRA) table and noted that red specialties indicated a particularly low fill rate. GJ noted that some of the specialties marked as red, continually failed to attract/secure applicants during recruitment episodes. FM suggested that feedback should be provided to the Heads of Schools regarding specialties that were repeatedly reported as red with a view to discussing how the profile of these specialties might be improved.</p> <p>EC also updated the Board on 2010 Recruitment Planning.</p> <p>The key points discussed were:</p> <ul style="list-style-type: none"> ▪ Round 1 launch date would be 7th December 2009 and finish by 26th March 2010. ▪ Round 2 launch date would be 6th April 2010 ▪ Contract for new recruitment system had been awarded to GTI Recruitment Solutions ▪ Proposed implementation date was 2nd October 2009 ▪ ST3 recruitment process had not yet been agreed <p>JP noted that there would be a need to pilot the system, with trainee feedback before full roll-out of the proposed recruitment system could take place. Decommissioning of the Deanery's own system would not take place until there was certainty of operating success, and this would be retained as a contingency measure throughout 2010.</p>	
4	<p>Update from National Board / National Issues</p> <p>FM provided details from the most recent English Deans meeting. There were three areas of concern for London:</p> <p>Anaesthesia CT2/ST3 recruitment to start on 6th April 2010 The Board agreed that as this specialty would have an August start date, not recruiting this "hard to fill" specialty in Round 1, could compromise patient safety. The board proposed recruiting to these levels in January.</p> <p>Splitting Core from ST3 recruitment in Emergency Medicine and Ophthalmology FM explained that extra resources and effort would be required to support the recruitment process if ST3 recruitment took place in round 2. The Board agreed that Trusts would prefer for reasons of efficiency and to protect consultant time for CT1/2 and ST3 recruitment to be run together.</p> <p>Engagement of surgeons in National Recruitment for Surgical ST3 FM highlighted the need to have more engagement with surgeons and Heads of Schools before decisions are made on recruiting nationally. The Board proposed that London</p>	



ITEM	DISCUSSION	ACTION
	<p>should recruit separately and work with London surgeons to plan for a 2010/11 National Recruitment.</p> <p>FM will write an email to Steve Buggle raising all of the above concerns, and will circulate a copy to all Board members.</p>	<p>FM</p>
<p>5</p>	<p>KSS update</p> <p>AT provided a brief update on recruitment for the KSS Deanery which included reporting that recruiting for A&E had closed.</p>	
<p>6</p>	<p>Update from Mary Currie</p> <p>MC updated the Board on the follow ongoing projects:</p> <p>Post Core Surgical Fellowships</p> <p>MC explained the idea of themed rotational programmes. MC also listed Trusts that had been asked and accepted to lead in the recruitment process (accessing help with shortlisting and interviewing from clinicians from other Trusts as necessary) of these programmes. Progress to date is as follows:</p> <ul style="list-style-type: none"> ▪ Cardiothoracic – Royal Brompton: advertised ▪ Orthopaedics – North London RNOH: all posts filled, South London King’s College Hospital - interviews 10th August ▪ OMFS – St George’s: 3 doctors appointed and to re-advertise remaining posts ▪ Urology – University College Hospital: not sure on progress ▪ ENT – Royal Free Hospital: advert closed, shortlisting in progress, low numbers of applicants ▪ Plastic Surgery – GSTT: advert would go out in the next few days but only on the GSTT website, not the BMJ due to timescales ▪ General Surgery – still trying to identify a lead Trust <p>Egyptian Army Surgeons</p> <p>MC provided an update regarding the recruitment of Egyptian army surgeons, and reported on progress so to date:</p> <ul style="list-style-type: none"> ▪ Travelled to Egypt in early May 2009 ▪ Interviewed 75 candidates ▪ 70 were potentially appointable ▪ The army agreed to releasing 40 candidates ▪ The 75 candidates sat their IELTS ▪ Candidates underwent a health screening ▪ Finally, the remaining candidates underwent a passport screening test ▪ 15 had been so far deemed fit for appointable, with more expected as remaining results were analysed ▪ MC noted the initiative was being supported through the Royal College of Surgeons, in Edinburgh 	
<p>7</p>	<p>AOB</p> <p>NB briefed the Board on an update regarding the EWTD. The key points were as follows:</p> <ul style="list-style-type: none"> ▪ London was 99% WTD compliant. 	



ITEM	DISCUSSION	ACTION
	<ul style="list-style-type: none"> ▪ The WTD team had been proactively liaising with all Royal Colleges on the review of derogated rotas. ▪ The colleges had indicated they were developing their review process. ▪ All Trusts had completed a risk assessment return for the DH on the impact of vacancies on service. ▪ 593.5 vacancies had been reported with the majority of Trusts actively recruiting to fill these or have mitigating actions in place. ▪ The overwhelming solution for achieving 48 hour compliance had been to employ more doctors. ▪ A few Trusts had considered alternative ways of working and many rotas did not reflect best practice work patterns to focus on training appointments ▪ Trusts were reported to have been cautious about down banding rotas because of the desire to remain competitive with other Trusts and use this as a mechanism to recruit quality trainees. <p>GL raised a few questions to the Board regarding flexible training; ARCP inconsistency; and number of gaps in training programmes</p> <ul style="list-style-type: none"> ▪ FM confirmed that London would get a separate agreement from PMETB to ensure that flexible trainees were in approved jobs ▪ FM confirmed that London had been aware of inconsistencies in the new process ARCP and had done some work with specialties in making the process more consistent, although more work needed to be done. ▪ NB confirmed that London was aware of gap numbers and were able to quantify this. NB also noted that the EWTD team were also aware of the impact, and were working to mitigate this. <p>GJ raised concerns over the late announcement of F1 exam results. FM noted that these would be all re-sit results. FM also noted that these should have been brought forward, but the decision whether or not to do this lay with the individual Head of the Medical School.</p> <p>The next meeting will be held on Monday 14th September 2009</p>	