

**Action plan - HEE Wessex following GMC Regional Review**

**Requirements**

No	Theme	GMC Requirement	Action plan
1	1 (R1.19)	HEE Wessex must work with providers to ensure that doctors training in psychiatry can access patient records at different sites when working out of hours	HEE Wessex will continue to influence local education providers to improve the provision of access to patient notes.
2	3 (R3.12)	HEE Wessex must continue to monitor and improve the process of study leave application and funding.	HEE Wessex has an Associate Dean with lead responsibility for study leave. Work is underway to assess the baseline position and monitor the effects of the new study leave policy and process.
3	5 (R5.11)	HEE must continue to develop mechanisms to ensure the ARCP process is equitable, consistent and fair across all specialties.	<p>HEE Wessex has conducted a deanery wide review of the most recent round of ARCPs.</p> <p>HEE Wessex is working with the University of Southampton Medical School to develop a joint approach to educational appraisal and feedback.</p> <p>HEE Wessex is developing a process to support consistency of clinical and educational supervisor reports.</p>

**Recommendations**

No	Theme	GMC Recommendation	Action plan
1	2 (R2.1)	HEE Wessex should review how we found significant issues that had recently been rated as satisfactory by HEE Wessex's quality management process.	<p>HEE Wessex is considering implementing a process whereby a senior educator from another School is part of the visit panel where concerns trigger visits.</p> <p>Where visits raise concerns these will all now be risk rated individually and these are all reviewed monthly by the Quality Assurance Group.</p>
2	2 (R2.3)	HEE Wessex should provide further data for the lay visitors so they can confirm the clarity of ARCP decisions and ensure consistency in the process.	A new round of recruitment for lay advisors will be underway shortly and clear information on, and the expectations of, their role and the resources available to support this will be a part of the recruitment and induction processes.
3	2 (R2.5)	HEE Wessex should provide further clarity around E&D strategies.	An Associate Dean has been appointed to lead on the equality and diversity strategy for HEE Wessex and is currently developing this strategy together with an action plan.