

Action Plan for West Middlesex University Hospital NHS Trust Undermining Check 2014/15

Requirements

Report Ref	Due Date	Description	Action taken by LEP/ LETB / Deanery to date	Further action planned by LEP/ LETB / Deanery	Timeline for action (month/ year)	LEP/ LETB / Deanery lead
1	Next scheduled report to the GMC	The Trust must urgently investigate and address reported persistent intimidating and unprofessional behaviour in the organisation of the obstetrics and gynaecology junior tier rota. (TTD Standard 6.18)	There have been significant changes to the organisation of the O&G junior tier rota. The rota is run by the SHO's themselves and the administrative support has been changed. In our recent in-house trainee survey (completed end of February 2015) there were no reports of undermining behaviour from administrative staff. We feel that this issue is now closed.	Confirm this action is closed with the GMC national survey outputs	GMC national trainees survey output expected summer 2015 to confirm action taken has been successful	Susan Barnes - O&G college tutor

Recommendations

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1	Next scheduled report to the GMC	The Trust should introduce a planned programme of meetings for doctors in training and Consultants to meet as a group to discuss learning issues and	The new college tutor for O&G, Susan Barnes is in the process of creating a timetable of breakfast / lunch trainee / consultant meetings to meet this recommendation. These will be informal in nature to facilitate	A meeting took place in early April 2015 and a further meeting is planned in the next 4 weeks.	Further meeting by end May 2015	Susan Barnes - O&G college tutor

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		non-clinical matters. The Trust should also communicate clearer guidance and advice on how to report non-clinical concerns at Unit and Trust level. (TTD Standard 2.3 and 6.7)	comfortable discourse. The first meeting is planned to take place within the next four weeks.			
2	Next scheduled report to the GMC	The Trust should introduce a planned programme of meetings for doctors and midwives to meet as a group to discuss clinical and educational matters and provide opportunities for further engagement outside the clinical environment. (TTD Standard 5.19)	Please see above. Midwives will be invited to attend these meetings on a regular basis to encourage further engagement outside of the clinical environment.		Meeting to be created by June 2015	Susan Barnes - O&G college tutor
3	Next scheduled report to the GMC	The Trust should provide feedback to doctors in training on the outcomes of concerns entered into the Serious Untoward Incident reporting system to improve engagement with those using the system. (TTD Standard 6.7)	A full feedback process for doctors in training involved in a serious incident has been established since January 2015. As well as personal direct feedback to the doctor involved in an SI there is also now a process that any doctor involved, however peripherally will be invited to attend an open debrief to go through the full SI report to	These meetings are established in response to SI's/ Incidents of concern - As a result there have not needed to be further meetings as yet but are planned once any SI investigation is closed	In response to departmental SIs	Maternity Risk Team

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			understand the learning from it within the unit so that there is also closure for the trainee involved. Two meetings have been held since January 2015.			

Good practice

Report Ref	Due Date	Description	Details of dissemination (across LEPs within or outside the LETB/deanery)	Any further developments planned to enhance the area of good practice	Timeline for action (month/ year)	LEP/ LETB / Deanery lead
1	Next scheduled report to the GMC	Senior specialty doctors have autonomy in organising their rotas. This has reduced perceptions of undermining at the unit. (TTD Standard 1.5)	This continues and has been shared at the NWT O&G STC meeting.	It is difficult to develop this further.		Susan Barnes - O&G college tutor
2	Next scheduled report to the GMC	The introduction of handover between doctors in training in the obstetrics and gynaecology unit. This contributes to effective service provision and educational support and reduces the perception of undermining at the unit. (TTD Standard	This continues and has been shared at the NWT O&G STC meeting.	Not currently but we will respond to our trainee feedback.	Feedback from the survey has been shared with the trainees by the outgoing and incoming college tutor on numerous occasions to date. We will now await the outcome of the National trainee's survey and plan feedback in	Susan Barnes - O&G college tutor

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		1.6)			response.	
3	Next scheduled report to the GMC	The obstetrics and gynaecology unit continues annual monitoring of undermining and bullying concerns through an internal survey. (TTD Standard 2.3)	This survey has recently been done (closed end of February 2015) and any issues raised have been immediately investigated. Informal trainee meetings were undertaken to share the survey results and ensure that a culture of open two way dialogue is maintained.	We will repeat the in house trainee survey towards the end of 2015.	November 2015	Susan Barnes - O&G college tutor