Concerns regarding the adequacy of supervision of foundation trainees within the Emergency Medicine Department.

The GMC Trainee Survey identified a substantial number of negative outliers from anaesthetic trainees of all grades with particular concern around clinical supervision, feedback, undermining and departmental induction.

West Hertfordshire Hospitals NHS Trust

All

01/04/2015

Green

Concern

Stage 3b: Monitoring Progress – Actions

Action plan to be received by 10-Feb-13

12/12/11

Core Psychiatry Training; Old age psychiatry; Psychiatry of learning disability; Child and adolescent Emergency Medicine;

01/04/2015

Southend University Hospital NHS Foundation Trust

Deanery Quality Management Framework

Deanery Visit 12 December 2011

PG Dean / Trust

Concern

During the Deanery Performance and Quality Review Visit to the Trust on 24 January 2013, 3 possible new patient safety issues arose, namely:

1) The GMC Trainee Survey 2012 identified a significant number of negative outliers for undermining across a number of specialties and a number of LEPs and programmes making the East of England Deanery a red outlier.

The Risk Summit was convened due to concerns highlighted by the Clinical Commissioning EOЕ920; EOE946; EOE952; EOE930; EOE921; EOE963

EOЕ934; EOE889; EOE797

All

Deanery Visit 12 December 2011

Item Number

by a consultant present (the Trust reports that this has ceased as of this week) [domain 1 - patient safety]. Furthermore, the conditions regarding the children’s assessment unit, handover and paediatric resuscitation are key patient

of staffing at all levels against national standards – Immediate action to be confirmed within one month. It should be noted that this condition is sufficiently serious that if not sufficiently addressed, it would be necessary for London

The lack of middle grade/senior cover on site in the Emergency Department after 12 midnight should be addressed as soon as possible with written communication within a month. Furthermore we recommend an immediate review

of training within the Department by an external

Consultant in November 2013. As a result of this review, concerns persist regarding undermining and supervision.

HEEoE will continue to monitor progress against the Trust

Schools' quality management

Outcomes through the Schools' quality management

Reviews of its Mental Health Trusts commencing with South Essex Partnership

HEEoE will continue to monitor progress against the

2014 GMC NTS survey, five trainees reported

positive outliers. A Quality and Performance Review

improvement across indicators, specialties and grades.

Schools are investigating and the Trust has in place an

Directors of Medical Education of the relevant trusts

HEEoE has reviewed the trends and comparative data

conform to the requirements of the 'Gold Guide'.

There has been improvement in those specialties which had

members including lay representatives. There has

specialties and trusts and has also completed a further

Trust in October 2014.

2014.

2) The Head of School provides an annual specialty report to the College.

Yes

3) Head of School provides updates to HEEoE

4) DME reports and updates as

Royal College of Paediatrics and Child Health

Royal College of Emergency Medicine

between Deanery and College).
Concern
HEEoE will continue to monitor progress with the actions

This policy has been fully disseminated nationally.

Stage 4: Closed – Solutions are verified,

The 2013 NTS free text comments identified patient safety concerns in these specialties.

Cambridge University Hospitals NHS Foundation Trust

The Quality and Performance Review visit to the Trust in May 2014 identified a number of concerns relating to:

- Obstetrics and gynaecology
- Acute Internal Medicine
- Orthopaedic surgery; Acute Internal Medicine

Stage 3a: Progress not yet apparent –

- 2. Poor medical staffing levels on the wards leading to inadequate supervision of F1 trainees
- 3. Service pressures in the EAU were excessive which impacted on training opportunities
- 4. The behaviour of some consultants towards trainees was unacceptable

Stage 3b: Monitoring Progress – Actions

- All patient safety concerns were shared with the Trust's Medical Director and Clinical Tutor
- 5. All trainees should be allocated an educational supervisor within one week of joining the Programme; where trainees are dually accrediting, the trainee should be allocated an educational supervisor from one specialty and a
- 30/09/2014
- 30/09/2015

HEEoE have developed a performance support unit (PSU) for medical trainees who require additional support during their training beyond that available in their LEP or Specialty School. The PSU seeks to provide a consistent

DME/Head of School of

Obstetrics and Gynaecology

The GMC is satisfied that appropriate action has been

01/04/2015

Stage 2: Implementing Solutions – Action

- 01/07/13
- 01/05/13

- 1. The new TPD should develop a structured training programme which clearly demonstrates how trainees will meet all of the curriculum requirements; this should include a formal programme of Regional Training Days (potentially
- 2. Significant improvement was identified at the joint
- 01/04/2015

The concerns relating to General Surgery are related to DR item EOE0112-5. All other

GMC in the spreadsheet submitted in July 2013. All Trusts now have action plans in place to

Concerns are linked to DR items EOE0112-22 (for General Surgery), EOE0112-23,

by Trust basis categorising each concern raised according to locally defined criteria. The

Statistical outcome of this analysis is in the process of being disseminated to each Trust, the

These concerns are reported in the Confidential Items section of this

The concerns relating to General Surgery are documented.

A new concern has been identified in O&G in the GMC

A new concern has been identified in Trauma and

Orthopaedic Surgery in the GMC NTS survey 2014. The

Concerns by March 2014:

- 1. No trainees in the CPT programme should be required to make requests for investigations on patients whom they have never seen, particularly where these investigations involve the use of ionising radiation
- 2. All trainees should be allocated an educational supervisor within one week of joining the Programme; where trainees are dually accrediting, the trainee should be allocated an educational supervisor from one specialty and a
- 3. The behaviour of some consultants towards trainees was unacceptable
- 4. The behaviour of some consultants towards trainees was unacceptable
- 5. All trainees should be allocated an educational supervisor within one week of joining the Programme; where trainees are dually accrediting, the trainee should be allocated an educational supervisor from one specialty and a
- 6. All trainees should be allocated an educational supervisor within one week of joining the Programme; where trainees are dually accrediting, the trainee should be allocated an educational supervisor from one specialty and a

HEEoE will therefore undertake a Re-visit in July 2014.

The Trust has provided an action plan within the required timeframe. However, in view of the gravity of the basic findings of the visit, HEEoE and the Royal College of Ophthalmologists have decided that it would be desirable that a

Red

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