

## Invitation to tender

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| <b>Project title:</b>                   | Understanding career choices in Psychiatry   |
| <b>Organisation:</b>                    | Royal College of Psychiatrists (RCPsych)<br>Health Education England (HEE)   |
| <b>Bid lead (names):</b>                | Dr Kate Lovett, Dean RCPsych<br>Dr Vivienne Curtis, Head of School, London   |
| <b>Bid lead: email address:</b>         | Dr Kate Lovett: <a href="mailto:Kate.lovett@rcpsych.ac.uk">Kate.lovett@rcpsych.ac.uk</a><br>Dr Vivienne Curtis: <a href="mailto:Vivienne.curtis@hee.nhs.uk">Vivienne.curtis@hee.nhs.uk</a>   |
| <b>Date of submission:</b>              | 01.02.19   |
| <b>Proposed project start date:</b>     | 01.04.19   |
| <b>Estimated length of project:</b>     | 12 months  |
| <b>Area of work project relates to:</b> | <ul style="list-style-type: none"> <li>• Overall growth in the size of the mental health workforce</li> <li>• Children and young people mental health</li> <li>• New kinds of roles upskilling for existing staff</li> <li>• Attracting more doctors into psychiatry</li> <li>• New service and workforce models, e.g. Liaison</li> <li>• Improved retention – supporting people to stay in their jobs</li> <li>• Better career pathways for staff in all professional groups</li> </ul> |
| <b>Maximum funding available (£k):</b>  | <b>£47,000.</b> This reflects the contribution to the costs of a coordinator and the projected costs of an evaluation event at the end of the project.   |

We seek projects to address issues relating to the major concern of differential attainment and attrition during psychiatric training.

Trainees are the life blood of clinical medicine. Without adequate numbers of physicians, services fail, and patient safety is compromised. We know that nationally trainee numbers have until recently been falling and that an increasing number of trainees who enter specialty training do not complete it. We need to understand why this is happening so that we can ensure that any changes made to the medical aspects of the mental health workforce plan mitigate rather than accelerate this.

Core psychiatry has had recruitment challenges which are being addressed. Recruitment and

retention of the mental health workforce is the biggest challenge in delivering the reforms of the [Five Year Forward View for Mental Health](#). Psychiatrists are pivotal in providing clinical leadership and spearheading transformation of services. However, 40% of trainees do not proceed directly from core to higher training. We wish to identify reasons for this to inform workforce policy, a local and national priority for HEE and RCPsych.

Whilst recruitment to training in psychiatry has not been a problem in London, higher training programmes remain underfilled, mirroring the attrition found between core and higher training in other parts of the country. To date, we have failed to fully understand the reasons for this.

The Royal College of Psychiatrists will lead on the project and will work in collaboration with an academic partner. We request bids to undertake:

- Quantitative work – defining the problem. Using quantitative data to seek to identify characteristics and determinants of doctors entering and progressing through training.
- Qualitative work – understanding the problem using the quantitative results to inform the sampling of a qualitative study.

We would expect the project to access all postgraduate specialty psychiatry training programmes in London (approximately 1000 trainees across specialist mental health and acute trusts) and include access to multiple data sets (e.g. UKMED and the GMC National Training Survey)

Funds for the project would be transferred from the RCPsych to the successful institution by end of March 2019 with an expectation that projects would commence in early 2019 with data collection being completed within 6 months and a final report within 12 months. It is expected that the successful bidder would provide a preliminary update to the post-graduate medical education conference in Glasgow in September 2019.

Bids are invited up to the limits of the financial breakdown.

We would expect any projects to be linked to an HEI and to adhere to local research governance arrangements.

Recipients would be expected to sign a research contract.

The RCPsych will support a steering group for the project. The project committee will agree all documentation, rank applications, receive regular reports on project progress and expenditure and support the development of the final strategy.

It would also host an event for stakeholders at the end of the project to facilitate dissemination and next steps,

We would expect the project to inform the development of an evidenced based local mental health workforce policy with the aim of reducing attrition between core and higher training by 50% over the subsequent three years following the project and lead to fill rates of over 90% for all higher training programmes in psychiatry in London.