

## **REVISED ACTION PLAN FOR THE RECRUITMENT AND RETENTION OF PSYCHIATRISTS**

### **Objectives**

- 1 To improve the recruitment of medical graduates into specialty training in psychiatry.
- 2 To improve the retention of those entering specialty training and their success in acquiring the competencies leading to a CCT.
- 3 To promote the appointment of substantive consultant posts of doctors on the Specialist Register in psychiatric specialty.
- 4 To support SAS doctors wishing to use Article 14 to get on the Specialist Register.
- 5 To improve the retention of consultants, including those considering retirement.
- 6 To improve the mentoring, training and support of internationally recruited doctors within an agreed ethical framework.

## Objective 1

To improve the recruitment of medical graduates into specialty training in psychiatry.

### Recommendations

- a To identify, disseminate and support good practice in promoting psychiatry as a career option by:
  - i Active participation in careers fairs for schools and medical students.  
**Action: Professional Standards, PTC, College Divisions**
  - ii Keeping booklets up-to-date and available on line.  
**Action: Professional Standards, PTC**
  - iii Exploring other ways of promoting the specialty such as videos and television.  
**Action: Recruitment into Psychiatry Working Group**
  - iv Facilitating work experience placements for interested 6<sup>th</sup> form students.  
**Action: Recruitment into Psychiatry Working Group**
  - v Identifying and nurturing interested students by maintaining and enhancing the Student Associateship.  
**Action: Professional Standards, PTC, Recruitment into Psychiatry Working Group**
  
- b To continue to explore recruitment patterns in medical schools which have a greater or lesser success in generating psychiatry trainees.
  - i Further development of the Undergraduate Psychiatry Network, sharing good practice in teaching and curricula.  
**Action: Dean, Faculty Education Committees, Academic Faculty**
  - ii Commissioning further research in recruitment patterns linked to undergraduate school teaching practice.  
**Action: Dean, Recruitment into Psychiatry Working Group**
  - iii Sharing teaching resources such as Special Study Modules (SSMs).  
**Action: Dean, Recruitment into Psychiatry Working Group**
  
- c To reduce the stigma and prejudice against psychiatry amongst other doctors.  
**Action: Public Policy Committee, Fair Deal Campaign, Policy Unit**
  
- d To ensure continuing development and maintenance of F1 and F2 posts in psychiatry, including specialty experience by:
  - i Ensuring representation by psychiatrists on Foundation Boards and schools.  
**Action: Dean**
  - ii Giving central support from the College in developing training schemes and resources.  
**Action: Dean**
  - iii Offering on-going training for all consultants in the new assessment methods.  
**Action: CETC, Deaneries, Schools of Psychiatry**
  - iv Working closely with the Lead Postgraduate Dean for Psychiatry in ensuring sufficient slots are made available in all schemes to increase exposure to psychiatry.  
**Action: Lead Postgraduate Dean, Dean**

## Objective 2

To improve the retention of those entering specialty training and their success in acquiring the competencies leading to a CCT.

### Recommendations

- a To improve the training, supervision and educational experience of those entering the training by:
  - i Continuing delivery of workplace based learning and assessment methods.  
**Action: CETC, Deaneries, Schools of Psychiatry**
  - ii Revising MRCPsych courses in line with the new competency based curriculum.  
**Action: Heads of Schools**
  - iii Development of on line learning resources.  
**Action: Director of CPD, CPD Online Development Committee**
  - iv Continuing to train Trainers for their role.  
**Action: CETC, Deaneries**
  - v Ensuring teaching/supervision time is built into consultant job plans.  
**Action: NHS Confederation, Medical Directors Network**
  
- b Monitoring the progress through MMC training of initial cohorts by:
  - i Commissioning further research on retention and success rates of those entering specialty training.  
**Action: National Recruitment Programme Board, Deaneries, Heads of Schools**
  
- c Providing clear pathways and opportunities for doctors wishing to train in psychiatry who are not able to get into specialty training initially by:
  - i Continuing to offer appropriate training and supervision to doctors in LATS and Specialty Doctor posts as those in training grade posts.  
**Action: ETSC, Deaneries, Heads of Schools**
  
- d. Continuing working with the MMC team to ensure that opportunities for flexible training pathways are maintained and improved, given the high number in psychiatry choosing to develop their careers this way, particularly women.  
**Action: Co-Directors of Flexible Training**

### Objective 3

To promote the appointment of substantive consultant posts of doctors on the Specialist Register in psychiatric specialty.

#### Recommendations

- a To improve the transition from completion of training to uptake of consultant post by:
  - i Making full use of the Specialist Development Scheme of NHS Professionals as a bridge to substantive posts.  
**Action: Regional Advisors**
  - ii Promote robust mentoring arrangements to support CCT holders in transition.  
**Action: Regional Advisors, College Assessors, College Divisions**
- b To continue to reduce the use of locums by Trusts.  
**Action: Medical Directors Network**
  - i where locums continue to exist, locums should be fully mentored and supported.  
**Action: Revalidation Committee, Medical Directors Network**

### Objective 4

To support SAS doctors wishing to use the Article 14 route to the Specialist Register and into substantive Consultant posts.

#### Recommendations

- a To offer clear guidance, support and training for doctors not in specialty training for CESR applications.  
**Action: Equivalence Committee, CETC, Medical Directors Network**
- b To assist SAS doctors to continue to acquire the necessary competencies to progress in their careers by:
  - i Including them in teaching programmes.  
**Action: Clinical Tutors, Affiliates Committee**
  - ii Supporting their CPD plans.  
**Action: Revalidation Committee**
  - iii Offering training for the new assessment procedures alongside specialty trainees.  
**Action: Clinical Tutors**
  - iv Preparing them in applications for substantive Consultant posts.  
**Action: Equivalence Committee, Affiliates Committee**

## Objective 5

To improve the retention of consultants, including those considering retirement.

### Recommendations

- a Using the Creating Capable Teams Approach and job planning as a means of changing consultant working patterns and promoting flexibility and role development over the consultant career of established consultants.  
**Action: Medical Directors Network**
- b Ensure mentoring is available to all consultants by:
  - i Making mentoring arrangements part of initial job plans.  
**Action: College Assessors and Medical Directors Network**
  - ii Offering coaching training on a regular basis.  
**Action: CETC, Medical Directors Network**
- c Promote central initiatives on flexible working patterns by:
  - i Ensuring doctors are aware of the implications of Improving Working Lives for them.  
**Action: Co-Directors of Flexible Training**
  - ii Facilitating ongoing appraisal and CPD peer group arrangements for post-retired doctors engaged in sessional work, such as Mental Health Act or court work.  
**Action: Revalidation Committee**
- d Encourage Trusts to discuss step-down arrangements routinely with consultants coming up to retirement to explore alternative roles and work patterns.  
**Action: Medical Directors Network**
  - i. Offer pre-retirement courses.  
**Action: CETC**
- e Using the Joint Guidance on the Employment of Consultant Psychiatrists to develop manageable new posts, and as a tool to aid role change within teams and services for existing post holders by:
  - i Disseminating the guidance widely.  
**Action: Professional Standards**
  - ii Offering training to all relevant stakeholders in its use.  
**Action: Regional Advisors**

## **Objective 6**

To improve the mentoring, training and support of internationally recruited doctors within an agreed ethical framework.

### Recommendations

- a To develop an agreed framework for doctors not trained in the UK.  
**Action: Dean, President, International Advisory Committee**
  
- b To continue to offer training and professional support to international recruits to ensure they benefit from full participating in appraisal and job planning within Trusts.  
**Action: CETC**

## **Abbreviations**

CCT	Certificate of Completion of Training
CESR	Certificate of Eligibility for Specialist Registration
CPD	Continuing Professional Development
CETC	College Education and Training Centre
ETSC	Education Training and Standards Committee
MMC	Modernising Medical Careers
NIMHE	National Institute for Mental Health in England
NWW	New Ways of Working
PTC	Psychiatric Trainees Committee (formerly CTC)
SAS	Specialty Doctors and Associate Specialists