



Personalised Psychiatry Training

Surg Lt Cdr Luke Baker RN
Chair RCPsych PTC
@drlukebakerUK

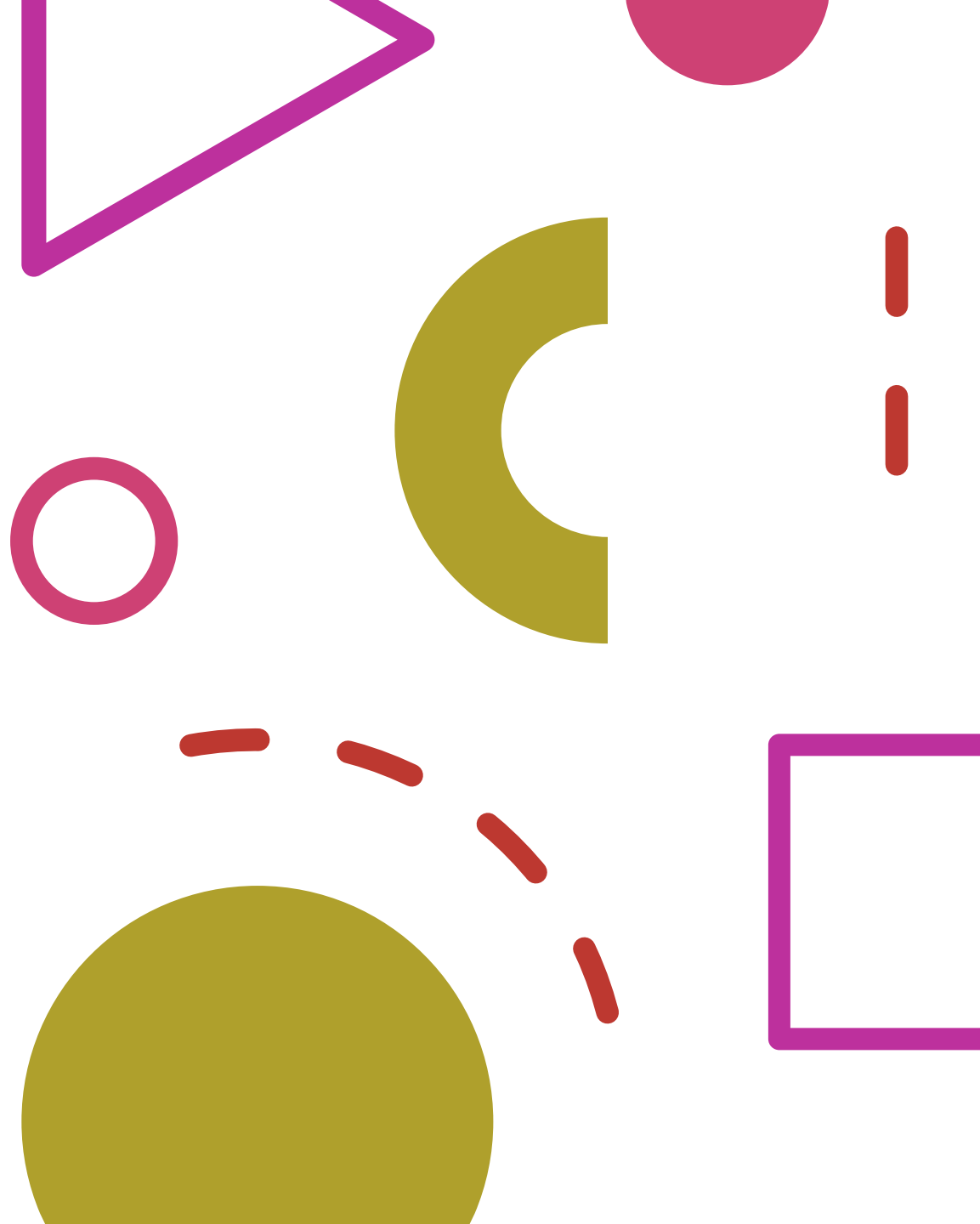
12 November 2020



The PTC

What are we working on?

- **Parental Leave guidance**
- **Mentoring guidance**
- **Psychotherapy Training survey**
- **Cost Of Training Transparency document**
- **IMG guide**
- **Exams**
- **E-Portfolio**
- **Supporting Trainees through COVID**
- **Social Media Platform**
- **Welcome Events**
- **Trainees Conference**
- **Well being podcasts**





**Launching
today!**

**RCPsych
PTC-TSG
IMG Guide**



The Trainee Conveyor Belt

**What do we
have to do?**



Follow the curriculum

Core Psychiatry Curriculum 2021

Royal College of Psychiatrists 2021

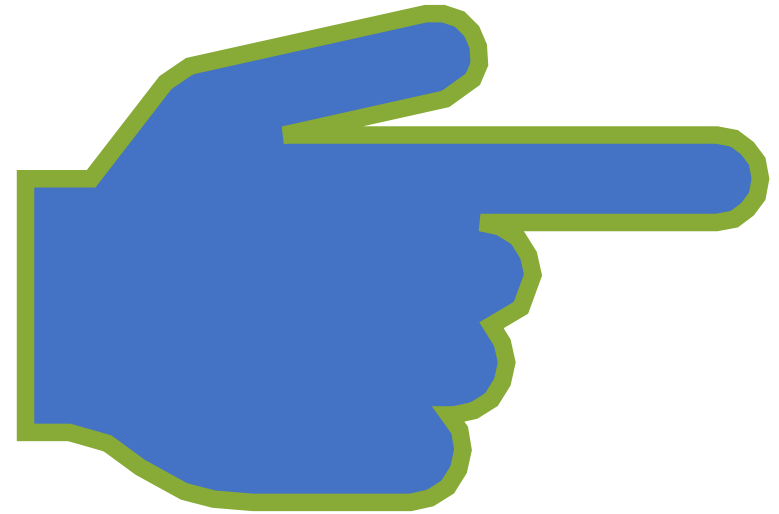
Royal College of Psychiatrists registered office: 21 Prescot Street, London E1 8BB, UK
NO HEALTH WITHOUT MENTAL HEALTH



Complete the ePortfolio



**Pass the
ARCP**



Sit and pass exams



**Be awarded
a CCT**





The Trainee Conveyor Belt

Understanding career choices in psychiatry

Final Report

31st March 2020

Prepared for the Royal College of Psychiatrists (RCPsych) and Health Education England (HEE)

By the Research Department of Medical Education, UCL Medical School

Dr Asta Medisauskaite

Dr Milou Silkens

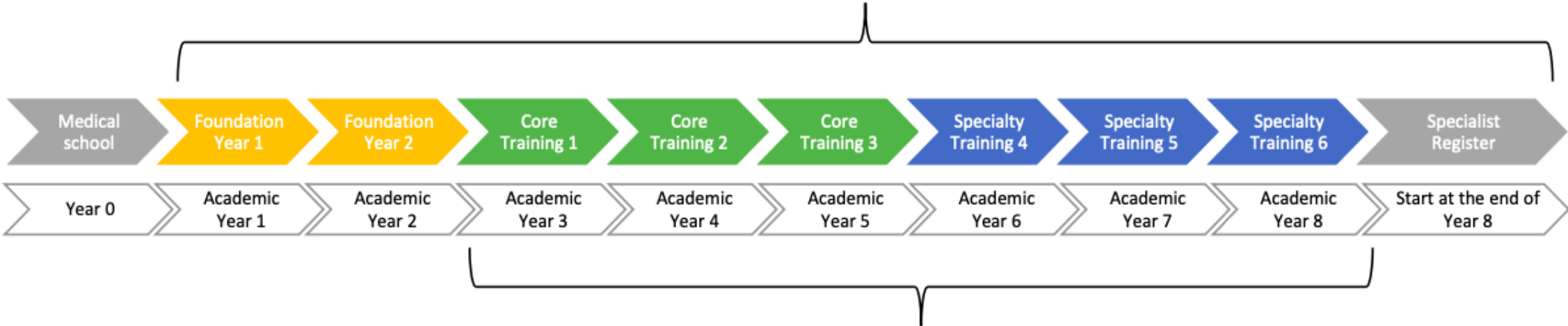
Dr Kirsty Alexander

Dr Oluseyi Adesalu

Professor Ann Griffin

UCL Medical School
R D M E
Research Department
of Medical Education

LRMP data: Year of qualification to Specialist Register



UKMED data: Psychiatry training

Source: Medisauskaite, A., Silkens, M., Alexander, K., Adesalu, O. and Griffin, A. (2020) *Understanding career choices in psychiatry*. UCL Medical School

Summary of data



14.8% of trainees progress through training as expected



62.6% of trainees progress through core training without delays



53.9% progress through specialty training without delays



The largest drop in trainee numbers is between CT3 and ST4, where 41.8% of trainees that made it to CT3 as expected continue to progress as expected to ST4.



On average, 75 trainees complete their training programme as expected each year.



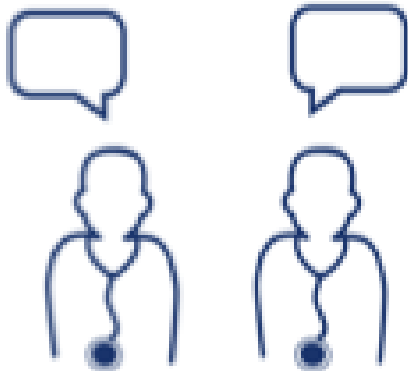
Supported and valued?

A trainee-led review into morale and training
within psychiatry

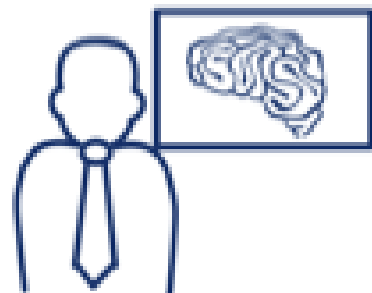
 <p>Facilities 24-hour appropriate provision of working and rest facilities, including hot food and drink</p>	 <p>Clinical support Appropriate provision and access to phlebotomy, electrocardiography, pharmacy and physical healthcare support</p>	 <p>Career autonomy Greater equity and access to flexibility in training, study leave and considerate placement allocation, providing trainees greater autonomy over their careers</p>
 <p>Information technology Appropriate support, access and availability of IT, including mobile working and pathology services</p>	 <p>Non-clinical support Integrated secretarial support and timely remuneration of salaries, expenses, study leave and locum fees</p>	 <p>RCPsych and PTC support Increased engagement, transparency and communications</p>
 <p>Rota management Ergonomic rotas co-designed with trainees that are issued in a timely fashion (minimum 12 weeks notice) and accommodate pre-existing leave arrangements</p>	 <p>Training requirements Access to and availability of all training requirements, including clear ARCP support</p>	 <p>Investment Parity of esteem and improved investment in health and social care</p>

What changes will improve work life and training?

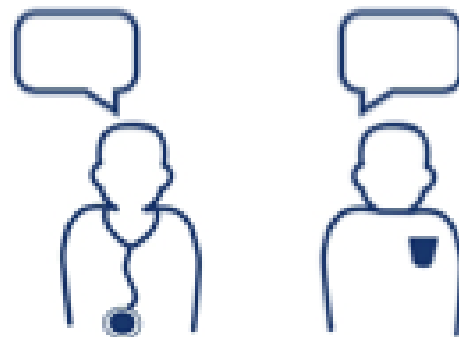
Source: Till, A., Milward, K., Tovey, M., Bailey, A., Evans, C., Howson, S. and Thom, V. (2017) *Supported and valued? A trainee-led review into morale and training within psychiatry*. Psychiatric Trainees' Committee, Royal College of Psychiatrists, UK.



Supervision



Protected teaching



Psychotherapy

23% of trainees do not receive regular weekly supervision

All trainees must receive their minimum of 1 h supervision per week with their psychiatric supervisor as stipulated in the curriculum

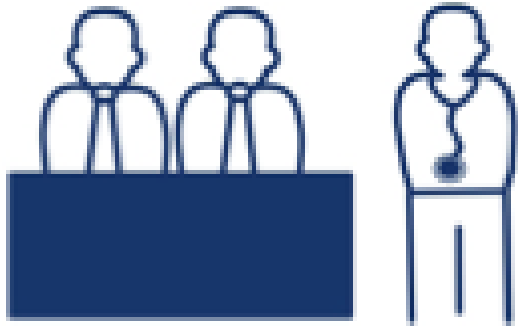
Only 80% of trainees receive weekly protected educational time

All trainees must receive a minimum of one teaching session per week provided through a local programme or on a recognised MRCPsych course

24% of trainees do not receive protected time for psychotherapy, and only 53% feel they receive timely allocation of a psychotherapy case

All trainees, where applicable, must receive timely allocation of psychotherapy cases with protected time for clinical sessions and supervision

Core Recommendations



ARCP



Career autonomy



Enhanced junior doctor forums

All trainees should receive clear RCP guidance at the start of each training year which is standardised across the UK

All trainees should be supported to have autonomy over their careers through consideration of their personal circumstances and career intentions

All trainees should have access to an enhanced junior doctor forum with senior management that expands beyond contractual issues and feeds into continual improvement of training, working life and patient care

Desired commitments



Source: Till, A., Milward, K., Tovey, M., Bailey, A., Evans, C., Howson, S. and Thom, V. (2017) *Supported and valued? A trainee-led review into morale and training within psychiatry*. Psychiatric Trainees' Committee, Royal College of Psychiatrists, UK.



What to do once those exams are over and you have a higher training post?



Special Interest Sessions



- Postgraduate training
- Psychotherapy
- Education
- Leadership / Management
- QI projects
- Research / Audit
- Experiencing different teams or subspecialties

COVID Influence

- 52% of psychiatry trainees reported heavier workload (Source: GMC NTS)
- Majority of trainees reported concerns about their training and progression (Source: RCPsych Trainee survey)
- Some positive influences on training reported (technology, demonstrate new skills, improved team working)
- Some negative influences on training reported (reduced opportunities, impact on self, poor communication, loss of usual supports)



The End

Surg Lt Cdr Luke Baker RN
Chair RCPsych PTC
@drlukebakerUK

12 November 2020