

## **RCPsych Wales Recruitment Strategy 2017-2019**

This Strategy should be considered as an adjunct to the most recent central RCPsych recruitment strategy (Royal College of Psychiatrists, 2017) and previous strategy (Royal College of Psychiatrists, 2011).

### **The current situation**

- Fill rate for CT1 is approximately 30% in Wales (it's around 50% for the whole of UK)
- This year for the first time the % of Drs completing FY2 applying for specialty training fell to below 50%

### **Overarching Principles and Aims**

- Improving recruitment into core training is ultimately about improving and sustaining high quality patient care. We must ensure that the work into improving recruitment emphasises the centrality of patient and carer perspectives.
- Promoting recruitment into core training in psychiatry is everybody's business and shared responsibility. A co-ordinated approach is essential, involving key stakeholders such as RCPsych in Wales, Wales Deanery, Health Education and Improvement Wales, Health Boards and Welsh Government.
- RCPsych Wales is committed to maximally engaging in initiatives such as the Psychiatry Sub-Group of the All-Wales Strategic Medical Workforce Group.
- RCPsych Wales is committed to ensuring a Welsh perspective features in the central RCPsych "Choose Psychiatry" Recruitment Campaign.
- A co-ordinated approach will also involve optimising communication between and engagement with all parts of Wales.
- All individuals with an interest and enthusiasm for psychiatry have a potential to act as role models and "brand ambassadors" for psychiatry – from undergraduate students through to professors of psychiatry.
- Every interaction with an individual with an interest in psychiatry is an opportunity to create a positive impression of the specialty. We must adopt an approach of "making every contact count".
- Local education providers should also think carefully about the effect of negative role models on students and trainees.
- Approaches to recruitment must be, as much as possible, evidence-based. "Pull factors" are detailed in the RCPsych Recruitment Strategy 2011-2016. In particular, the evidence regarding the importance of geography suggests that we should sharpen our recruitment focus on people who have already chosen to live in Wales.
- We must continue to think of innovative and disruptive approaches to recruitment.

- There must be a sustainable digital strategy for sharing up-to-date information about Training in Wales and interesting and exciting events relating to mental health.

### **Initiatives targeting pre-medical school**

- Promote collaboration and interface with schools including the existing work of the Child & Adolescent faculty in Wales as well as trainee-led initiatives e.g. "Judgemental" (Dr Sarah Fitch).
- Run RCPsych Wales school careers event using the RCPsych careers event toolkit
- Improve access to specific psychiatry work experience and work with health boards to refine psychiatry components of general medical work experience programmes e.g. Medical Work Observation Programme (MWOP) at Cardiff & Vale UHB.

### **Initiatives aimed at undergraduate students**

- Further encourage development of innovative and exciting Student Selected Components in Psychiatry throughout the undergraduate course offering a broad range of experience and focus.
- Encourage psychiatrists to act as academic mentors at Schools of Medicine in Wales
- Encourage psychiatrists to act as c21 case-facilitators
- Encourage trainees to support Psych Socs in Swansea and Cardiff Schools of Medicine.
- Support Psych Socs to in Wales to bid for hosting National Student Psychiatry Conference 2018 – a joint bid may be more attractive and feasible.
- Develop a sustainable structure and process for supporting applicants for the RCPsych Pathfinder Fellowships.
- Promote graduate-entry medical courses directly to psychology undergraduate students.

### **Initiatives aimed at Foundation Programme Drs**

- Seek appointment of psychiatry lead for Foundation Programme in Wales
- Lobby for expansion of numbers of FY posts in psychiatry in Wales, in line with the "Broadening the Foundation Programme" report (Health Education England, 2014).
- Increase psychiatry input into Foundation Programme protected teaching / study days
- Support and expand existing trainee-led "taster" sessions for FY Drs
- Promote uptake of RCPsych Foundation Associate Grade

### **"F3"**

- Use the fact that, year on year, fewer FY2 Drs are applying for specialty training as a driver to encourage the development by Wales Deanery / HEW and UHBs of attractive non-training posts combining clinical psychiatry with other elements such as medical education or psychotherapy. Urgent work is required to identify what elements would be most attractive.

## **Core Training**

- Promote, in collaboration with Wales Deanery / HEW and Health Boards, high quality core training in Wales.
- Promote the core recommendations and desired commitments detailed in the RCPsych "Supported and Valued" (2017) report. In particular, the core recommendation regarding "timely allocation of psychotherapy cases" points to a need to work with the Psychotherapy Faculty in Wales to address the longstanding issues with psychotherapy training in Wales.
- Encourage Health Boards to establish implementation groups for recommendations in "Supported and Valued".
- Support core trainees to be "brand ambassadors" for high quality training in psychiatry in Wales.
- Facilitate "social collisions" between core trainees and individuals who may have an interest in psychiatry e.g. by encouraging core trainees' involvement and participation in research, teaching, Winter School in Psychiatry, career fairs, PsychSoc events etc.

## **Priorities for 2017-2018**

- 1) Re-designed Train in Wales RCPsych website and social media strategy / infrastructure
- 2) Work with Health Boards to development business cases for "FY3" opportunities to attract foundation Drs with an interest in psychiatry.
- 3) Work with key stakeholders as part of Psychiatry Sub Group of the All Wales Strategic Workforce Group
- 4) Support implementation of the recommendations in the "Supported and Valued" report.

## **References**

Royal College of Psychiatrists (2011) Recruitment Strategy 2011-2016. [Online] Available at: <http://www.rcpsych.ac.uk/pdf/Recruitment%20Strategy%20-%2010092013.pdf>

Royal College of Psychiatrists (2017) Recruitment Strategy 2017-2019 [Online] Available at: <http://www.rcpsych.ac.uk/pdf/PRIP%20strategy%202017-19%20Final.pdf>

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