IN NORTHERN IRELAND

TRAINEE SECTION SOURCEBOOK 2013

Available online @ www.rcpsych.ac.uk/nireland
Foreword

Dear Colleagues

I am delighted to endorse this guide for Trainees. I have no doubt it will prove an invaluable resource for those starting out in their career in Psychiatry in Northern Ireland and I wish to commend Dr Catherine O’Lynn, the Trainees’ Committee and previous contributors for all their hard work in compiling this Sourcebook.

Trainee membership of the College provides many benefits for junior doctors, principally:

(1) Full participation in the profession by a process of training, examination, standard setting and CPD;

(2) Access to a wide range of Council Reports, Occasional Papers and College Journals providing detailed guidance on every area of work and expertise in the professional life of a psychiatrist. The College website, which has won awards for its quality, will be an invaluable resource which you will use frequently.

(3) Membership of the College provides for the very fundamental need for professional identity, and collegiality. The College Support Unit (CSU) is available to help psychiatrists who are experiencing difficulties in any area.

The more one is involved in College affairs the more these benefits are realised. The College’s process of devolution allows us regionally to have a much greater input into shaping the future of Psychiatry. Joining and participating in the decision making process provides an opportunity to change and improve the lives of those suffering from mental illness and the services that we provide for them.

The Chair of the Trainees’ Committee sits on the RCPsych In NI Executive Committee and trainee representation is present on each of the Faculties within the Division. The Trainees’ Committee also has three representatives on the central College Psychiatrical Trainees’ Committee.

We have a well staffed local office with a full time Manager, Nora McNairney, an Administrator, Lisa Losty, and a Policy Officer, Thomas McKeever. The office is at Clifton House, North Queen Street, Belfast. Tel: 0289027879.

Finally may I take this opportunity to welcome you into Psychiatry and wish you every success in your future career.

Dr Diana Day-Cody
Chair, Royal College of Psychiatrists in NI

August 2013
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INTRODUCTION

After having accepted responsibility for updating the sourcebook last year, I have carried on this role in 2013 and taken the opportunity to work with the division office to have the RCPsych in NI trainees web page updated. I consulted with my colleagues on the Core & Senior Trainee Committees to include useful information which should provide a helpful introduction for new trainee and which will hopefully continue to act as a resource for those currently working in psychiatry.

The sourcebook was originally developed by Dr Conor Barton as the Trainee’s Committee in 2005 and updated by Dr Gary Woods in 2009.

Psychiatry remains a dynamic and evolving speciality and the range of interventions offered continues to expand. As well as strategies to address increasing suicide rates and reduce stigma in mental health, there has been a focus on achieving parity between mental and physical health. This has in turn influenced the types of projects that trainees have taken on in addition to their clinical work.

RCPsych in NI continues to welcome and encourage trainee participation in college meetings and events. The Core and Senior Trainee Committees meet on a regular basis and welcome all feedback about local training.

I would like to thank Dr Iain McDougall who updated the management section of the handbook and thank the RCPsych in NI staff for their help in bringing the information together and formatting the sourcebook.

Updated by Dr Catherine O’Lynn (2012, 2013)
CT3 in General Psychiatry
Belfast Health and Social Care Trust

Updated by Dr Gary Woods MRC_psych (2009)

Original author Dr C.M. Barton MRC_psych (2005)
CAREERS IN PSYCHIATRY

Psychiatry Training

Psychiatry deals with the care and treatment of people with mental health problems in hospital and community settings. This booklet aims to provide basic information about training to become a member of the Royal College of Psychiatrists and attaining entry to the higher specialist training grade (ST4-6). Although much of the information specifically relates to training in Northern Ireland most of it should be relevant to other regions in the United Kingdom and Republic of Ireland.

Specialties in Psychiatry

General Adult Psychiatry
This specialty deals with the mental health of people usually between the ages of 18 and 65. All posts emphasise a multidisciplinary approach to patient care and liaise closely with general practitioners and community based services.

General Adult Psychiatrists may have a special interest in a sub-specialty such as:

Forensic Psychiatry
Dealing with the interaction between psychiatry and the law, this specialty involves caring for and treating offenders with mental health problems. Forensic Psychiatrists may work with the courts in elucidating the role of mental illness in offences, providing expert opinion and recommending management.

Substance Misuse (Addictions)
Psychiatrists in this field manage the physical, mental and social problems associated with addictions. There is often a substantial overlap with other areas of psychiatry and medicine as well as legal and public health aspects. Experience in Psychiatry of Substance Misuse is extremely valuable in any area of medicine and there is frequent liaison with other specialties.

Rehabilitation & Social
Rehabilitation deals with the physical, mental and social problems associated with long term mental illness. A multidisciplinary approach is used in determining appropriate placement of patients and helping them develop autonomy.

Neuropsychiatry
In all psychiatry there is an extensive overlap with neurology. Specialists in this field are involved in the assessment and management of mental and behavioural problems associated with organic conditions. They liaise extensively with other medical specialties and may be involved in the assessment, management, rehabilitation and placement of those with chronic brain injuries.

Liaison Psychiatry
Liaison psychiatrists are involved in diagnosis and management of mental and behavioural problems that may present initially to other medical specialties. They frequently provide psychiatric cover to accident and emergency departments and other wards in general hospitals. Specialists in this field should have a broad base of medical knowledge and experience and be adept at dealing with other medical professionals.
Psychiatry of Old Age
Concerned with the mental and physical health of the over 65s, this specialty is currently expanding to match changes in the population. A major challenge in this field is the management of dementia as well as functional mental illnesses. There is a multidisciplinary approach to the assessment, management, rehabilitation and placement of elderly patients.

Child and Adolescent Psychiatry
Psychiatrists in this field deal with the intellectual, emotional and social well being of the under 18 population. A working relationship with the child and their family and an appreciation of the various developmental factors at this age are vital. Diagnostic skills and a multidisciplinary multimodal approach to management are particularly important in this field.

Psychiatry of Intellectual Disability
This specialty deals with the prevention, diagnosis and treatment of mental health problems in people with learning disabilities. An appreciation of the impact of illness on carers and the patient’s social functioning is required.

Medical Psychotherapy
All psychiatrists need basic psychotherapeutic skills and all trainees must now gain psychotherapy experience as part of their basic specialist training. This specialty emphasises the use of psychotherapeutic techniques in the assessment, management and understanding of mental illness. In the course of training a psychotherapist may be required to undergo personal psychotherapy themselves.
Basic Specialist Training

Basic Specialist training takes place in College-approved training posts and following the implementation of Modernising Medical Careers (MMC) is of fixed 3 years duration (CT1-CT3). Prior experience in other medical specialties such as accident and emergency and general medicine may be accepted by the College as counting towards training for the purposes of exam eligibility.

Trainees in the UK must be eligible for full registration or equivalent with the General Medical Council and usually start at the grade of CT1. In order to qualify for membership of the Royal College trainees must complete recognised training in general adult and old age psychiatry as well as in either child and adolescent psychiatry or psychiatry of learning disability. After completing the required training and passing the Membership of the Royal College of Psychiatrists (MRCPsych) examination, trainees can apply to enter higher training (ST4-6).

Workplace-Based Assessments (WBPA) are completed during each placement and are evaluated at the Trainees Annual Review of Competence Programme (ARCP).

Higher Training

On gaining membership of the college, the trainee is eligible to apply and interview for a post as a higher specialist trainee (ST4-6) lasting 3 years during which there may be the opportunity to gain research experience or experience in other medical fields. The trainee will be expected to plan their career with a view to gaining proficiency in a specialty and a sub-specialty of interest. As per basic specialist training, the trainee is expected to maintain a portfolio of evidence which will be inspected yearly at the ARCP.

On completion of higher specialist training a doctor gains certification of completion of training (CCT) and may apply for a consultant post or equivalent.

Consultant Posts

At this point in the psychiatrist’s career, the emphasis shifts from demonstration of competency to practice and completion of specialist training to one of career development and continuing professional development (CPD). As part of the new process of re-validation, consultants, in common with all other grades of doctor, will be required to demonstrate their ongoing fitness to practice.
THE ROYAL COLLEGE OF PSYCHIATRISTS

The Royal College of Psychiatrists has existed in some form since 1841 when the Association of Medical Officers of Hospitals and Asylums for the Insane was established. The current structure of the college dates to a Royal Charter of 1971 and it acts as the professional and educational body for psychiatrists in the United Kingdom.

It has 4 main roles:
- Setting standards and promoting excellence in mental health care
- Improving understanding through research and education
- Leading, representing, training and supporting psychiatrists
- Working with patients, carers and their organisations

COLLEGE STRUCTURE

The Central Executive Committee (CEC) is the principal decision-making body within the College and has full management of its affairs, including its finances. The College is a registered charity and full members of the CEC are Trustees of the College. For further information refer to the College website.

A copy of College Structure can be found in Appendix ii
THE ROYAL COLLEGE OF PSYCHIATISTS IN NORTHERN IRELAND

The Royal College of Psychiats in Northern Ireland was established in September 2003 to recognise the distinct political legal and health provision issues that exist in Northern Ireland and to reflect the process of regional devolution occurring in the United Kingdom. It works closely with the Irish College of Psychiatrists based in Dublin and is united with it under the auspices of the All-Ireland Institute of Psychiatry.

The Division represents the interests of college members, associates and inceptors in Northern Ireland through the chairman who attends meetings of the Council and Executive and Finance Committees. The Division also sends representatives to many of the various college committees and groups listed above.

The Division executive committee has representatives from the following Faculties, committees and group which organise a series of meetings:

**Faculties & Sections**
- General Adult Psychiatry
- Psychiatry of Intellectual Disability
- Child & Adolescent Psychiatry
- Psychiatry of Old Age
- Carers
- Psychotherapy
- Leadership
- Addictions Psychiatry
- Psychiatrists in Training
- Affiliates & SAS
- Forensic Psychiatry
- Rehabilitation & Social

**Other Committees**
- CPD Committee
- Policy & Public Affairs
- Public Education
- Service Users &
- Management &

The structure of RCPsych in Northern Ireland is summarised below:

![Diagram of RCPsych in NI structure]
**TRAINEE SECTION**

The trainee section is open to all doctors training as Psychiatrists but bye laws restrict representation to the College to members and pre-membership trainees only. All trainees are encouraged to become pre-membership trainees and thus gain entitlement to voting rights within the college.

The trainee section is divided into Junior (CT1-CT3) and Senior (ST4-ST6) Trainees Groups under the chair and deputy chairperson with a common committee representing the trainee section to a variety of bodies including the various faculties of RCPsych in NI, the Collegiate Training Committee of the Royal College of Psychiatrists, various Medical Advisory Committees. Each group in the trainee section holds regular administrative and academic peer-led meetings.

Full details of how to contact the Trainee Section are given in “Useful Information”. The structure of the Trainee Section is summarised below:

**Trainee Committee Meetings**

In 2013 it was decided that core and senior trainees should organize joint trainee committee meetings, which have been successfully held on a 6-8 weekly basis. This gives everyone the opportunity to liaise closely to discuss local issues facing trainees and to monitor the progress of various projects. There are annual elections locally where trainees are elected to committee officer posts. Such involvement is very much encouraged and trainees who have been actively involved in committee work have found it useful for interviews and their future careers.
MEMBERSHIP

To gain membership of the Royal College of Psychiatrists a trainee must complete the approved training and pass all parts of the MRCPsych examination. On passing the examination the College writes to the trainee for personal details and to request a registration and annual membership fee.

Members are entitled to regular programmes of College events nationally and locally, the British Journal of Psychiatry and Psychiatric Bulletin. They have access to the College’s information service and library and electronic journal database.

Members can choose to be affiliated to one or more specialist faculties and sections and have voting rights within the College.

Pre-Membership Psychiatric Trainee

The College is keen to encourage trainee participation in all aspects of its activities. This is achieved by enrolling as a Pre-membership Psychiatric Trainee. Registration is mandatory to gain access to WPBA.

- Subscription to the British Journal of Psychiatry and The Psychiatrist. There is now free online access to Advances in Psychiatric Treatments which gives useful overviews of topical issues and conditions with Psychiatry.

- The Pre-Membership Psychiatric Trainee handbook which gives details about the College, examinations and careers.

- Programmes of college events and courses both nationally and locally.

- The right to vote in some college proceedings and to stand for election to the Psychiatric Trainees Committee (PTC) which represents trainee’s interests to the college council.

Registration details may be found on the College website:

http://www.rcpsych.ac.uk/specialtytraining/trainees/traineeregistration.aspx

This is an excellent means of gaining important information about the college’s activities and plans as well as the latest advances in psychiatric management and also demonstrates a clear commitment to a career in psychiatry to potential future employers.
THE MRCPSYCH EXAMINATION

The MRCPsych examination is divided into four parts, three written papers and a final Clinical Assessment of Skills and Competencies (CASC). Examinations are held in spring and autumn of each year.

Potential candidates must contact the college for an application form which asks details of experience to date and college tutor. An entrance fee is charged by the college and first-time applicants may be asked to supply identification and evidence of registration with the General Medical Council. Details for application can be found in “Useful Information”.

Information on examinations, entry criteria and eligibility can be found on the College web page [http://www.rcpsych.ac.uk/exams.aspx](http://www.rcpsych.ac.uk/exams.aspx).

The MRCPsych Written Papers

There are three written papers each of which are 3 hours long and contain 200 questions. They consist of “best answer 1 of 5” style MCQs and EMIs. Most candidates from Northern Ireland choose to sit their written papers in Dublin (Belfast does not currently facilitate MRCPsych examinations).

Further information available on RCPsych website.

Clinical Assessment of Skills and Competencies (CASC)

Eligibility criteria include passes in Papers 1-3 and completion of 24 months Psychiatry training, which must be comprised of a minimum 12 months General Adult Psychiatry.

Note that recognized sub-specialties of General Adult Psychiatry include Addictions, Liaison, Peri-natal, Neuropsychiatry, Rehabilitation and Eating Disorders. A pass in paper 3 may be banked for 635 days in order to facilitate more than one attempt at the CASC exam.

The CASC exam consists of 2 separate circuits. One circuit will consist of 8 individual stations of 7 minutes with a preceding 1 minute ‘preparation’ time. The other circuit will consist of 4 pairs of linked stations. Here the stations each last 10 minutes with an additional 2 minutes of ‘preparation’ time.

Successful candidates are then eligible to apply for membership of the College provided they have complete all training requirements. On payment of a registration and annual membership fee, successful candidates are allowed to use “MRCPsych” as a professional qualification.
Psychotherapy

Psychotherapy training should take place in all approved posts and basic requirements for the trainee include:

- Development of interview skills
- An ability to plan psychotherapeutic formulations of cases
- Requirement for training of two psychotherapy cases in two modalities over two different durations i.e. short case 12-20 sessions (e.g. CBT, IPT, family therapy, brief psychodynamic or psycho educational work) and long case 12-18 months (e.g. psychoanalytic/psychodynamic individual, psychodynamic or mentalisation group).
- As WPBA trainees will require two completed SAPE (Supervisor’s Assessment of Psychotherapy Expertise) forms – one during and one after completing of therapy. To complete Psychotherapy ACE trainees must complete 2 SAPEs and a 500 word summary of their case.
- Expectation that you attend Balint groups which are held regularly in each Trust.
- Completion of Case Based Discussion Group Assessment Form

A list of Psychotherapy Tutors are on the [NI web page](#).

Currently psychotherapy experience is recorded in the trainee’s e-portfolio (see “The Trainee”) and is a requirement for sponsorship of a trainee’s application for examination and membership. The College has also introduced Workplace-Based Assessments (WBPA) in Psychotherapy as documented which in time will become a prerequisite for eligibility for the CASC exam.

The MRCPsych Lecture Course

In Northern Ireland, the Department of Mental Health (see chapter 7 “useful information”) runs a programme of lecture courses to prepare trainees for the MRCPsych examinations. The cost in Northern Ireland is largely met from post graduate training funds but candidates do have to pay a small administrative fee.

On Wednesday Mornings there is psychotherapy training consisting of a Balint group and lectures based at the Department of Psychiatry in the Knockbracken Hospital Belfast. Other hospitals also run Balint and doctor-patient relationship groups on a separate basis.

On Wednesday afternoons, there are psychiatry lectures for the MRCPsych examinations and the Diploma in Mental Health. Senior trainees are now involved in preparing and delivering the teaching for MRCPsych and have adapted the timetable to try to make it fit better with the exam timetable. Location of lectures is currently under review.

For those interested in Psychotherapy, there is also an additional programme of psychoanalysis introduction lectures. Further information can be found on the RCPsych NI webpage.
The Trainee Section

It is planned that the trainee section will become more involved in exam preparation as it develops. Higher trainees frequently organise mock clinical exams for their junior colleagues including invaluable mock CASC exams.

Additional Courses

A number of privately-run courses exist to prepare candidates for the MRCPsych examination. Some of these are arranged locally by individuals or companies and some by the Trainee Section of RCPsych in Northern Ireland. Other courses are available in England and the Republic of Ireland and some of these are listed in Chapter 7 (“Useful Information”). None are officially recommended by the Royal College of Psychiatrists.

Applying for the MRCPsych Examination

For information on MRCPsych Examinations contact

Examinations Unit
Royal College of Psychiatrists
17 Belgrave Square
London
SW1X 8PG

Telephone: 020 7235 2351
Fax: 020 7235 9948

Contact the Examinations Unit at the above address, or by emailing Examinations@rcpsych.ac.uk

Web address: http://www.rcpsych.ac.uk/training/examinations.aspx
THE TRAINEE

Career Planning, Appraisal & Revalidation

“A Guide to Postgraduate Specialty Training in the UK” (Gold Guide) set out arrangements for the introduction of competence based specialty training in the UK and a link can be found on RCPsych in NI trainee web page.

The curricula approved by the GMC for specialty training programmers’ define the standards of knowledge skills and behaviors which must be demonstrated in order to achieve progressive development towards the award of the Certificate of Completion or Training (CCT). Three key elements of this process are Appraisal, Assessment & Annual Planning. Together they contribute to the Annual Review of Competence Progression (ARCP). All trainees must participate in ARCP process and receive the appropriate annual assessment outcome document. For CT1 and CT2 trainees this will be mostly a paper-based exercise. CT3+ trainees will be invited to meet with the ARCP panel. For the majority of trainees the ARCP should confirm that they are on course to complete training. For those who do not progress as expected additional help and support will be given to them to fill the requirements of the programme.

In 2013 the Secretary of State announced the implementation of medical revalidation. This means that doctors are legally required to revalidate on a regular basis. This will entail regular reviews and a stronger regulatory oversight of doctors’ fitness to practice. A designated body has a duty to regularly appraise and support doctors with the process – for trainees this will be with NIMTDA. To facilitate the process of revalidation the GMC has issued guidance which highlights the importance of participating in an annual appraisal process which has Good Medical Practice as its focus.
**Postgraduate Medical Education**

The Postgraduate Medical Education and Training Board (PMETB) is a statutory body responsible for all aspects of education and assessment in postgraduate medical education. PMETB has established principles for assessment of postgraduate trainees to ensure competency, which have been adopted by the Medical Royal Colleges.

The initiative known as Modernising Medical Careers (MMC) has resulted in a clear structure for postgraduate training with a curriculum based approach and explicit framework of workplace-based assessments.

Modernising Medical Careers in conjunction with the Department of Health and the Medical Royal Colleges has developed a new curriculum and plan for the training of newly-qualified doctors:

- **Medical School**
  - Provisional GMC Registration

- **Foundation Programme Year 1**
  - Similar to PRHO year
  - Competency to practice

- **Foundation Programme Year 2**
  - General Medical Competency
  - 4 Separate 3-month speciality placements eg Psychiatry, GP etc

- **Specialist/GP Training**
  - Period of continuous training and assessment
  - Psychiatry is a 3-year period CT1-3

- **Consultant Post**

- **Further training in speciality / sub speciality**

- **Completion of higher training ST4-6**

- **Continuing Professional Development**

- **Retraining in new Speciality if required**
Workplace Based Assessments (WPBAs)

Successful completion of WPBAs as listed below is required for ARCP and helps to guide educational development. They are completed via on-line portfolio which can be accessed via RCPsych website.

Trainees may register for WPBAs at the following web address: http://www.rcpsych.ac.uk/specialtytraining/assessmentsonlinesign-up.aspx

Once registered, trainees may access the site at the following address: https://training.rcpsych.ac.uk

There are several different WPBAs, with minimum numbers of each required annually depending on the trainee’s seniority. The different assessments are listed below, with a brief description of what each entails.

<table>
<thead>
<tr>
<th></th>
<th>ACE</th>
<th>Mini-ACE</th>
<th>CbD</th>
<th>Mini-PAT</th>
<th>CP</th>
<th>JP</th>
</tr>
</thead>
<tbody>
<tr>
<td>CT1</td>
<td>2 Per Year</td>
<td>4 Per Year</td>
<td>2 Per Year</td>
<td>2 Per Year</td>
<td>1 Recommended</td>
<td>1 Recommended</td>
</tr>
<tr>
<td>CT2</td>
<td>3 Per Year</td>
<td>4 Per Year</td>
<td>2 Per Year</td>
<td>2 Per Year</td>
<td>1 Recommended</td>
<td>1 Recommended</td>
</tr>
<tr>
<td>CT3</td>
<td>3 Per Year</td>
<td>4 Per Year</td>
<td>2 Per Year</td>
<td>2 Per Year</td>
<td>1 Recommended</td>
<td>1 Recommended</td>
</tr>
</tbody>
</table>

DOPS (e.g. ECT administration) and AoT (assessment of teaching skills) as opportunity arises

Description of Assessments

ACE – Assessor observes a new patient encounter and assesses trainee’s ability to take a full history and derive a diagnosis and appropriate management plan.

Mine-ACE – Assessor observes and rates part of a patient interaction e.g. history taking or consenting for treatment.

CbD – Trainee selects two sets of notes of patients recently seen and the assessor picks one to discuss. The discussion will allow rating of the quality of decision making and of the trainee’s clinical knowledge.

Mini-PAT – Trainees approaches several colleagues from various disciplines and they complete an anonymous questionnaire, analyzing the trainee’s attitudes and behaviors and their ability to work in multidisciplinary teams.

CP – Case presentation.

JP – Journal presentation

Psychotherapy Assessments
Assessments such as SAPEs and Psychotherapy ACE are also accessed via on-line portfolio

ST4 and Above
A new tool (Direct Observation of Non-Clinical Skills or DONCS) is being piloted to assess higher-level performance and competencies such as leadership skills.
CT1-CT3 Trainees can be assessed by
- ST4-ST6
- SpRs
- Associate Specialists
- Consultatants
- Band 7 Nurses or psychologists or equivalent

ST4-ST6 Trainees can be assessed by
- Consultants
- Band 8 nurses or psychologists or equivalent
Health & Support

Like members of any other workforce, junior doctors can be affected by physical and mental ill-health at any point in their training. Unfortunately this has the potential to affect the ill doctor, their patients and colleagues. The GMC requires doctors to act if they feel their own or a colleague’s illness or behavior poses a threat to their competence to practice.

Trainees in psychiatry are entitled to sick leave if unwell with the same benefits and protections as other National Health Service employees. If a period of illness is prolonged, the trainee should follow the regulations that apply to their individual health trust and inform their supervising consultant and college tutor.

Prior to beginning employment most health trusts require doctors for undergo an occupational health assessment. It is important to declare any ongoing or recent health problems according to the employer’s requirements bearing in mind that not to do so may constitute a breach of terms of service. Equally it is illegal for employers to discriminate against job applicants on the basis of ill-health or disability that does not affect the employee’s ability to work.

Various organisations exist to provide support to ill doctors or those who feel unable to cope at work (see Chapter 7 “Useful Information”). Peers and superiors are also an important source of support to trainees who are under pressure and solutions can often be found and implemented on a personal and local level.

Safety

Psychiatry often involves working with acutely disturbed or sometimes violent patients and trainees should be aware of their personal safety at all times.

The Royal College of Psychiatrists has published two useful documents on this subject: Safety for Trainees in Psychiatry (Council Report CR78) and Management of Imminent Violence (College Research Unit 1998).

It is recommended that trainees:

- Are aware of their personal privacy and the need to ensure that they are safe outside the hospital. This also applies to home visits, moving around the hospital site and time spent off-duty.
- Behave in a safety conscious, non-provocative manner with patients, relatives and carers.
- Withdraw from any situation in which they feel under threat or take appropriate steps to ensure their safety such as making sure other members of staff are present.
- Should receive training in breakaway techniques at induction and six-monthly thereafter.

In the event of being involved in a dangerous situation, the trainee should make sure events are clearly documented and discuss the matter with their educational supervisor to ensure safety is reviewed and follow-up help provided if appropriate.
Working Conditions

Terms and conditions of employment may vary according to health trust but in all training posts they should be of a standard acceptable to the Department of Health, Postgraduate Deanery and Royal College of Psychiatrists. In the first instance, problems can often be resolved locally within the trust. If necessary the British Medical Association (BMA) can offer advice and each hospital should have a junior doctor representative who can be approached.

At the very least a trainee is entitled to annual leave, study leave, sick leave, parental leave and emergency leave. The post should comply with the European Working Time Directive and be paid according to national salary scales based on experience. It should, of course, also comply with the training requirements outlined in “Training in Northern Ireland”. To ensure this, The Royal College of Psychiatrists visits and inspects each post in each region making recommendations for change if necessary.

Non- EU Graduates

See RCPsych website for further information
Psychiatry in Northern Ireland

Organisation

Northern Ireland has a locally elected Assembly made up of 108 MLA’s (Members of the Legislative Assembly). It is politically represented in London by locally elected Members of Parliament (MPs).

Health matters in the province are under the overall supervision of the Department of Health Social Services and Public Safety NI (DHSSPS). Services are divided geographically between five Health & Social Care Trusts and their associated clinical services.

Belfast Health and Social Care Trust
Northern Health and Social Care Trust
Southern Health and Social Care Trust
South Eastern Health and Social Care Trust
Western Health and Social Care Trust
Psychiatric Hospitals

Hospitals in the United Kingdom are administered by healthcare trusts under the control of the area health boards. In Northern Ireland there are a mixture of dedicated psychiatric hospitals and general hospitals but only some of these have dedicated psychiatry departments.

Belfast Health and Social Care Trust

Department of Psychiatry
The Mater Hospital
47-51 Crumlin Road
Belfast
BT14 6AB
Tel: 028 9074 1211

Department of Psychiatry
Windsor House
Belfast City Hospital
Lisburn Road
Belfast BT9 7AB
Tel: 028 9032 9241

Beechcroft Child and Adolescent Inpatient Centre
Forster Green Hospital
110 Saintfield Road
Belfast BT8 6HD
Tel: 028 90638000

Department of Psychiatry
Knockbracken Healthcare Park
Saintfield Road
Belfast BT8 8BH
Tel: 028 9056 5656

Muckamore Abbey Hospital
1 Abbey Road
Antrim BT41 4SH
Tel: 028 9446 3333

Iveagh Centre (for children with learning disabilities)
67 Broadway
Belfast BT12 6HF
Tel: 028 90630110

Northern Health and Social Care Trust

Hollywell Hospital
60 Steeple Road
Antrim BT41 2RJ
Tel: 028 9446 5211

Department of Psychiatry
Whiteabbey Hospital (Outpatients only)
Oakview House
Doagh Road
Newtownabbey BT37 9RH
Tel: 028 9086 5181

Ross Thomson Unit
Causeway Hospital
4 Newbridge Road
Coleraine BT52 1HS
Tel: 028 7032 7032
Southern Health & Social Care Trust

Department of Psychiatry
Craighavon Area Hospital
68 Lurgan Road
Portadown
BT63 5QQ
Tel: 028 3833 4444

Longstone Hospital
St Luke’s Hospital
Loughgall Road
Armagh
BT61 7NQ
Tel: 028 3752 2381

South Eastern Health and Social Care Trust

Department of Psychiatry
Lagan Valley Hospital
Hillsborough Road
Lisburn
BT28 1JP
Tel: 028 9266 5141

Department of Psychiatry
Ards Hospital
Church Street
Newtownards
BT23 1AS
Tel: 028 9181 2661

Western Health and Social Care Trust

Gransha Hospital
Gransha Park
Derry City
BT47 6TF
Tel: 028 7186 0261

Lakeview Hospital
12a Gransha Park
Clooney Road
Londonderry
BT47 6WJ
Tel: 028 71860261

Tyrone & Fermanagh Hospital
1 Donaghanie Road
Omagh
Co Tyrone
BT79 0NS
Tel: 028 8283 3100
Mental Health Legislation in Northern Ireland

The Mental Health (Northern Ireland) Order 1986 makes provision for the detention, guardianship, care and treatment of patients and for the management of their properties and affairs. It is broadly similar to such legislation in other parts of the UK.

Doctors are primarily concerned with the detention of psychiatric patients who fall into any of five categories detailed in Part I of the Order:

- Mental Illness
- Mental Handicap
- Severe Mental Handicap
- Severe Mental Impairment
- Mental Disorder

Certain conditions are specifically excluded from the Order; these are “personality disorder, promiscuity or other immoral conduct, sexual deviancy or dependence on alcohol and drugs”.

Part II of the order deals with the circumstances and procedures through which mentally disordered people can be compulsorily be taken into and detained in hospital. The forms used in these processes are summarised overleaf.

Advice on the process of detention may be sought from the Supervising Consultant, Trust advisors (eg. medical records departments) or the Mental Health Commission.

Other parts of the order such as Part III (criminal proceedings) and Part IV (consent to treatment) are primarily dealt with by Consultant psychiatrists.

The Mental Health Review Tribunal

This is an independent body that safeguards against unjustified detention of patients in hospital or control under guardianship by means of reviewing their cases from both medical and non-medical viewpoints.

Regulation & Quality Improvement Agency (RQIA)

There was a transfer of duties of Mental Health Commission to RQIA under Mental + Social Care (Reform) Act (NI) 2009. RQIA is an independent body responsible for monitoring and inspecting availability and quality of health and social care services in Northern Ireland. An important role is the monitoring of the care and treatment of people detained in hospital or subject to guardianship.

Further information and e-learning recourses on
The Mental Health Order (NI) 1986 are available at:-

In October 2002 the Department of Health Social Services and Public Safety initiated a wide ranging, independent review of the law, policy and service provision affecting people with mental health needs or learning disability in Northern Ireland.

The “Bamford Review” to date has established a number of steering and working committees composed of representatives from health, academic, voluntary, statutory and patient-carer groups. To date it has published proposals for the future of learning disability services and other areas of mental health services are currently being addressed.

The Bamford Review has a website with further information: [http://www.rmhldni.gov.uk](http://www.rmhldni.gov.uk)

In England and Wales, the majority of The Mental Health Act 2007 (amending the Mental Health Act of 1983) came into effect in November 2008.

The legislation in Northern Ireland is currently under review and is expected to be replaced by the Mental Capacity (Health Welfare & Finance) Bill by 2016.

**Transforming Your Care (TYC)**

In 2011, the Minister for Health, Social Services and Public Safety asked for a Review of the Provision of Health and Social Care Services in Northern Ireland. This resulted in an assessment of quality across all aspects of Health and Social Care Services.

The Review identified major principles for change and these were published in the document “Transforming Your Care” in December 2011. A particular aim set out by the Review was to shift resources from hospitals out into the community, with patients being treated in the right place, at the right time and by the right people. One of the major proposals in TYC is the introduction of Integrated Care Partnerships (ICPs) to support and enable delivery of services at home and in the community.

For Mental Health Services, TYC promotes:-

- Raising awareness of mental health issues and reducing stigma
- Mental health and well being generally with a particular focus on suicide rates among men
- Consistent care pathways with early intervention
- Continuing to extend the care provided in the community rather than in hospitals
- The need to promote a recovery model of care and independence including greater involvement of voluntary and community sector
- Ending long term residency in institutionalized care with aim to complete resettlement

It is important and useful for trainees to keep up-to-date with policies and new consultations. Updated documents can be located on RCPsych website. RCPsych website currently has a link for TYC response from RCPsych NI.
TRAINING IN NORTHERN IRELAND

Training Posts

Placements must include direct clinical care of patients in both hospital and community settings. Each placement must have a job description and timetable and be a balance of service commitment and training.

A trainee in an approved post should have access to a designated college tutor and an educational supervisor who normally provides both educational and clinical supervision. There should be regular appraisal and assessment as part of the placement.

The trainee should be permitted to attend an approved training course to prepare them for the MRCPsych exam. In addition they must receive at least one hour per week of dedicated training with their own supervising consultant. During training additional experience should be gained in psychotherapy, research and health management. Trainees are expected to have completed at least one formal audit project. Trainees are also encouraged to be directly involved with patient and carers groups.

All trainees should participate in a structured induction programme on starting each new placement. There should be training in electroconvulsive therapy (ECT) and safety at work including breakaway training (which trainees should repeat regularly). All posts should provide regular life-support training. Trainees are expected to maintain all case notes to an acceptable legal standard.

There should be the opportunity to present new cases to the consultant and participate in regular multi-disciplinary case meetings with an educational component. All new cases seen in outpatients should be discussed with the consultant.

Trainees should also participate in regular supervised case-conferences and journal clubs. They must receive interview skills training during their first year and have the opportunity to appropriately prepare for the MRCPsych examinations.

During basic specialist training the trainee should have experience of a first on call rota with a minimum of 55 nights on call or equivalent. In common with all junior doctors’ posts in the United Kingdom, the placement should also comply with the nationally agreed standards of the European Working Time Directive.

Each training scheme should also make allowance for “flexible” training on a part-time basis as well as making provisions for the needs of trainees from other cultures or those with disabilities.

E-portfolios are available online the Royal College of Psychiatrists website. It is important that the trainee complete this log and keep it up to date as a record of training completed and assessments received. This will become particularly important in the new process of re-validation (see “The Trainee”).
The Northern Ireland Central Scheme

In Northern Ireland the majority of approved training posts are under the supervision of a central training scheme. Places on this scheme are advertised annually and typically provide placements for a total of 3 years. The central scheme is intended for those doctors planning a career in psychiatry.

Advertisements are placed in local newspapers and medical journals for places on the scheme which are obtained by competitive interview.

There is competitive re-entry at CT4 level.

Flexible Training

Part-time “flexible” training requires the agreement of the local college tutor and regional post-graduate dean. Flexible trainees are required to undergo the same length of training as full-time trainees and therefore may need to spend a longer amount of time in each individual placement. Some posts may be advertised as suitable for flexible training, or alternatively the local college tutor can be approached about the possibility of flexible training.

The Diploma in Mental Health

The Diploma in Mental Health is organised by the faculty of medicine of The Queen’s University of Belfast and is a one year part-time course designed for trainees preparing for a career in General Practice or General Medicine. It is also suitable for trainee psychiatrists.

It aims to provide knowledge of current psychiatric theory and practice and must be paid for by the trainee. Assessment is in the form of a short written paper followed by a clinical examination.

Application details are usually available from the college tutor in each psychiatry training post, or from the Department of Mental Health in The Queen’s University of Belfast (see "Useful Information").

Research

For trainees wishing to become involved in research projects, it is recommended that you speak to educational supervisor who can advise you on next steps to take. There are Consultants and senior colleagues who have an interest in research and who supervise trainees who undertake projects. There are opportunities to present research at local and national meetings (such as the RCPsych in NI Audit and Research Day). A number of local medical journals publish original research, case reports and abstracts. Furthermore there are plans to launch a Mental Health Research Network in Northern Ireland to allow greater participation of clinicians in mental health research.
**Audit**

Audit forms one of the cornerstones of clinical governance and all trainees are required to complete one audit as part of their basic specialist training. The college tutor or supervising consultant may suggest useful audit topics and most health trusts have a dedicated clinical audit officer to assist staff in obtaining, collating and presenting information. Most hospitals hold regular audit meetings at which findings can be presented. Audit provides another means of gaining publication in local journals and presenting at meetings.

**Management Experience**

This is also encouraged as part of basic specialist training. Management experience can be obtained by sitting on medical staff committees in individual hospitals, as a BMA representative, on local training or divisional meetings or with voluntary organisations. Additional training may be obtained through specific management training courses.

For further information see [Leadership & Management Study Guide Occasional Paper March 2012](#) on the RCPsych in NI trainees web page

**Management and Leadership**

Clearly management and leadership has been raised up the agenda for all trainee over the last number of years and the successful trainees conference in June 2013 was on this topic. Often it is hard to know where to start in relation to this. There are many basic organizational aspects such as arranging academic meeting programs and on-call rotas that are the beginnings of management experience.

Beyond this there are a number of easily accessible managerial resources particularly from the college website that are best found by using the google search on [www.rcpsych.ac.uk](http://www.rcpsych.ac.uk) and entering management which provides the management and leadership section as one of the first links. There is a mailing list that you can join here and a resources page

It is vital to be aware of the Faculty of Medical Leadership and Management with the competencies framework that they have developed now located via the [NHS Leadership Academy](#) - With a useful bmj article

[OP80](#), a higher trainees study guide in management and leadership is worth beginning to look at even earlier than higher training

It is worth keeping an eye on the *Advance in Psychiatric Treatment* which has between 2012 and 2013 publish a number of articles on leaderships, management and teamwork that are very readable.

For local policy keeping an eye on the trust emails that that get circulated and for current documents that are out for consultation the [DHSSPSNI website](#) or Thomas McKeever at the RCPsych-NI office could up date you on any ongoing mental health consultations the college locally is responding to and if you can get involved. You need to know about TYC at this stage
Finally in your choice of jobs, if you are interested in management or leadership requesting a post with or approaching a clinical director, associate medical director or those in esteemed positions at the RCPsych-NI should allow an increased access to meetings. When at meetings say yes to any project you are asked to complete – generally there will be longer-term benefits and reasons to ask a trainee to be involved.

Finally the local management and leadership section of RCPsych-NI intends to have a conference in November 2013 so keep your eyes peeled and submit a poster!
THE NORTHERN IRELAND MEDICAL AND DENTAL TRAINING AGENCY (NIMTDA)

All medical posts approved for basic and higher specialist training in the United Kingdom come under the supervision of postgraduate deaneries usually affiliated to the local university medical school.

In conjunction with the Medical Royal Colleges, the deaneries inspect posts to ensure they meet standards for training doctors with regard to areas such as training and experience gained, workload and conditions of employment.

The Northern Ireland Medical and Dental Training Agency

The Northern Ireland Medical and Dental Training Agency (NIMDTA) organizes postgraduate medical training incorporating all aspects of revalidation and continuing professional development reflecting recent reforms in all medical training. It implements the changes to basic specialist training recommended by the Postgraduate Medical Education and Training Board (PMETB) at the local level.

Organisation

NIMDTA is chaired by the Postgraduate Dean and supervises training in each medical specialty through a series of committees. Organisation of psychiatric training (from 2005) is described below:
Functions of NIMDTA

NIMDTA administers the central training schemes for basic and higher specialist training in Northern Ireland. NIMDTA acts as the employer and advises on recruitment and advertising. As such, members of the NIMDTA psychiatric training committee may sit on interview panels and advise on the design and suitability of certain posts.

NIMDTA also is involved in providing information regarding available postgraduate training such as the Diploma in Mental Health as well as the MRCPsych and Psychotherapy training courses. Information is available through NIMDTA in the form of a handbook.

- **Basic Training Schemes**
  As detailed, NIMDTA is involved in the organisation of the central scheme for basic specialist training and the approval of all trainee posts accredited for training outside the scheme.

- **Higher Training Schemes**
  All Specialist Registrar (SpR), ST/CT4-6 and Locum Appointment for Training (LAT) posts are supervised by NIMDTA. Current Higher Training Schemes available in Northern Ireland include:
  
  General Adult and Old Age Psychiatry  
  Child and Adolescent Psychiatry  
  Psychiatry of Intellectual Disability  
  Psychotherapy (not annually)  
  Forensic Psychiatry (not annually)

- **Study Leave, Management Training and Teaching Courses**
  NIMDTA also runs training and management courses for higher specialist trainees via its education unit and is involved in the approval and funding of study leave.

- **Assessment**
  Trainees in all specialties are required to undergo Assessment on an annual basis. This also includes LAT and FTTA appointments. This normally takes place in June each year.

The ARCP (Annual Review of Competency Progression) provides a record of the trainee’s progress through his/her training programme and the Grade. It should normally be completed by the trainee and Postgraduate Dean or his staff each year.
USEFUL INFORMATION

The Royal College of Psychiatrists

The Royal College of Psychiatrists
17 Belgrave Square
London
SW1X 8PG

Tel: 020 7235 2351  http://www.rcpsych.ac.uk

The Royal College of Psychiatrists in Northern Ireland
Clifton House – BCS
2 North Queen Street
Belfast
BT15 1EQ

Tel: 028 9027 8793

E-mail:  nireland@rcpsych.ac.uk
Webpage:  www.rcpsych.ac.uk/northernireland

The General Medical Council of Great Britain and Northern Ireland

The General Medical Council
178 Great Portland Street
London
W1N 6AE

Tel: 0845 357 8001

The British Medical Association

The British Medical Association
Head Office BMA
House Tavistock
Square London
WC1H 9JP

Tel: 020 7387 4499  http://www.bma.org.uk

The British Medical Association
Northern Ireland Office
16 Cromac Place
Cromac Wood
Ormeau Road BT27 2JB

Tel: 028 9026 9666  E-mail: info.belfast@bma.org.uk

Postgraduate Deanery

The Northern Ireland Medical and Dental Training Agency (NIMTDA)
Beechill House
42 Beechill Road
Belfast
BT8 7RL

Tel: 028 9040 0000
The Queen’s University of Belfast

Department of Mental Health
The Queen’s University of Belfast
Whitla Medical Building
97 Lisburn Road
Belfast
BT9 7BL

Tel: 028 9033 5790  http://www.qub.ac.uk

Faculty of Health Sciences
The Queen’s University of Belfast
Whitla Medical Building
97 Lisburn Road
Belfast
BT9 7BL

Tel: 028 9033 5790  http://www.qub.ac.uk

HELPLINES

RCPsych Psychiatrists Support Service

Telephone (direct line)
020 7245 0412

Email
pss@rcpsych.ac.uk

Address
Manager
Psychiatrists' Support Service
Royal College of Psychiatrists
17 Belgrave Square
London SW1X 8PG

The dedicated phone line is open during office hours Monday to Friday and an answerphone is available outside of those times. However support and advice may be given outside of office hours by members of the College at mutually agreed times.

The BMA Counselling Service
(24 hours)
Tel: 0845 9200 169

Ask BMA
Tel: 0300 123 1233
e-mail: askBMA@bma.org.uk

The National Counselling Service for Sick Doctors (NCSSD)
10 Carlton House
Terrace
London
SW1Y 5AH

Tel: 0870 241 0535

Doctors’ Supportline
Tel: 0870 765 0001
PREPARING FOR THE MRCPSYCH EXAMINATION

Pre-examination Courses

www.birminghamcourseonline.co.uk
www.cascexampracticecourse.co.uk
www.manchestercourse.com
www.newcastlecourse.com
www.oxfordpsychcourse.com
www.mrcpsychmentor.com

Other courses are available

Online Resources

Superego Café   www.superego-cafe.com
Trickcyclists    www.trickcyclists.co.uk
MRCPsych Exam Help   www.mrcpsych.com

Other resources are available
Appendix i

Sources Used:

The Royal College of Psychiatrists
Website: http://www.rcpsych.ac.uk
Handbook for Inceptors
Curriculum for Basic Specialist Training
Assessments Online

The General Medical Council
Website: http://www.gmc-uk.org

The College of Psychiatry of Ireland
Psychiatry Training in the Republic of Ireland

The British Medical Association
Junior doctor’s handbook

The Northern Ireland Medical and Dental Training Agency

The Bamford Review of Mental Health and Learning Disability
Website: http://www.rmhldni.gov.uk
Individual policy leads within RCPsych in Northern Ireland, Scotland and Wales. Divisions address policy issues including legislation and parliamentary matters. Division Policy Committee Chairs sit on Central Policy Committee.

### Divisions
- RCPsych in Northern Ireland
- RCPsych in Scotland
- RCPsych in Wales Eastern
- Northern & Yorkshire
- North West
- South East
- Trent
- West Midlands
- London

### Faculties
- Academic
- Addictions
- Child & Adolescent
- Forensic
- General & Community
- Intellectual Disability
- Liaison
- Psychiatry of Old Age
- Medical Psychotherapy
- Rehabilitation
- Social

### Sections
- Perinatal
- Eating Disorders
- Neuropsychiatry

### Standing Committees
- Central Policy (CPCC)
- Programmes & Meetings (PMC)
- Public Education (PEC)
- Psychiatric Trainees (PTC)
- Publications Management Board (PMB)
- Carers Users Forum
- Service Users Recovery Forum

### Education Training & Standards Committee
- Overseas Drs Training Committee
- Continuing Professional Development (CPD)
- Fellowship Sub-Committee
- Committee of Postgraduate Medical Education Deans
- Regional Advisers & Deputies
- Examination Sub-Committee
- The Monitoring Panel

### Special Committees
- Affiliates & Staff & Associate Specialist Members
- ECT & Related Treatments
- Ethnic Issues
- Human Rights
- International Affairs Board
- Informatics
- Professional Governance & Ethics

### Special Interest Groups
- Adolescent Forensic
- Mental Health Informatics
- Gay & Lesbian Management
- Philosophy
- Spirituality
- Transcultural
- Women and Health Volunteer & International Psychopharmacology
- Private & Independant Practice

### Finance Management Committee

### Central Executive Committee