

Minutes of the Mental Health Specialty Training Board meeting held on Friday 18 January 2019, at 10.45am, Room 1, Westport, Edinburgh

Present: Seamus McNulty (Chair) SMN, John Crichton (JC), Euan Easton (EE), Iain Fergie (IF), Helen Goode (HG), Darragh Hamilton (DH), Amjad Khan (AK), Claire Langridge (CL), Ronald MacVicar (RMV), Dawn Mann (DM), Helen Millar (HM), Dianne Morrison (DM), Jackie Pickett (JP), Rhiannon Pugh (RP), Stuart Ritchie (SR), John Russell (JR), Les Scott (LS), Chris Sheridan (CS), John Taylor (JT)

Apologies: Daniel Bennett (DB), Nipur Gandhi (NG), Rekha Hegde (RH), Ihsan Khader (IK), Stephen Lawrie (SL), Alice McGrath (AMG), Norman Nuttall (NN), Rowan Parks (RPa), Chris Pell (CP), Karen Shearer (KS), Andrea Williams (AW)

In attendance: Paola Solar (PS)

Item	Lead
<p>1. Welcome and apologies The Board were welcomed to the meeting and the apologies were noted.</p> <p>Rhiannon Pugh has demitted office as Chair of the Board. Seamus McNulty has been appointed as new Chair of the Mental Health STB from 1st February, and he chaired the meeting.</p>	
<p>2. Mental Health STB Minutes 03.12.18 Page 2, item 4.1 National Recruitment Board, bullet point 3, to read “It had been proposed to cut the MSRA test to 181 score but this would mean 50 fewer recruits so the proposal was abandoned”.</p> <p>With the above amendment the minutes of the last meeting were approved as a correct record.</p>	
<p>3. Action points from previous meeting Item 9. Recognition of Trainers. RMV will bring the appointment of trainers to the next RoT Steering Group at the beginning of March.</p>	RMV/AK
<p>4. Matters Arising</p> <p>4.1. Deputy TPD Psychotherapy The post has been approved but it is awaiting funding.</p> <p>4.2. Shape of Training update RMV reported that the biggest changes continue to be in Core Surgery and Core Medicine – now IST and IMT. All specialties are currently looking at their curricula to ensure they are Shape-compliant.</p> <p>JR noted that he has had informal discussions with GMC colleagues and there will be a purpose statement in support of Core Psychiatry presented to the Oversight Group in March.</p>	

DH and CS had attended a workshop that sought views about credentialing. The pilot done in Psychiatry had been very positive, although it had had a very high drop out rate due to timings. However, at the moment it is understood that credentialing in Psychiatry is not being discussed further.

4.3. AMP Training

This has now commenced although there was some discussion as to whether funding for this should come from individual study leave budgets or be paid for by the local service.

4.4. Foundation trainees in Psychiatry

The paper with the proposal to increase Psychiatry and GP posts in Foundation years had been taken to the Scottish Government's Transition Group, who supported the proposal. It is expected that the current number of medical graduates will increase over the next few years so the increase in the Foundation posts will be gradual. RMV said that he would send the TG's agreement round to the Board, for information.

Foundation rotations have to be approved several months before trainees are in post so changes cannot be quick. It is possible to do an annual report of Foundation posts with a psychiatry placement to share with the Board. This will be a standing agenda item.

Agenda

4.5. Mental Health ID and Dementia

As Chair of the MH STB, SMN will take part in this group.

4.6. Recognition of Trainers update

No update.

4.7. Reference checking for Trainees

RP had had a meeting with Anne Dickson about recruitment. Anne had confirmed that appointed candidates do send references but they are not shared as they are confidential.

The group were concerned that the references were being checked and that they showed appropriate and relevant information. It is uncertain what questions are asked and how are issues picked up. It was suggested that Anne Dickson is invited to the next STB to clarify. AK noted that NES is now the main employer of trainee GPs so he will check what we do and report back.

**PS
AK**

4.8. Forensic/CAP Dual training post

A proposal for a dual training post Forensic / CAP was received. This has already been approved by both their STCs. There was unanimous support from the Board.

4.9. NHSL training without a NHSL eESS number

SR reported this issue encountered by one of his trainees who did not have an eESS number as they are not employed by Lanarkshire. This meant that the trainee could not get the NHSL training certificate, through no fault of their own. The issue is not fixed yet but it seems to be a system issue between Lead Employer and Host Board.

Annie Ingram had asked that all such single employer issues are sent to her, so SR will do that.

5. Recruitment

5.1. National Recruitment Board

The next meeting of the Board is on 22 March.

5.2. MDRS Review report

The exercise to review Scotland's participation in the UK Recruitment process has been completed. The large majority of the specialties prefer to continue in the UK-wide recruitment. A few smaller specialties would like to see more Scottish representation or recruitment centres within the system.

Any issues or themes can be taken forward in an open dialogue with the UK recruitment system.

5.2.1. Recruitment Lead per specialty

From Rowan Parks' email it is not clear what role and remit will be expected from the recruitment lead so SMN will clarify with Rowan and will get back to the group.

SMN

5.3. CT Recruitment

No update.

5.4. ST Recruitment

No update.

6. Workforce

There is awareness of the difficulties faced by the Mental Health specialties workforce. Denise Coia is working on retention through a Workforce Wellbeing project.

7. QM/QI

The sQMG meeting was held before the STB. RMV noted that they had received reports from the last visits. There were some areas for improvement but no major issues.

7.1. Triggered visit to Tayside

The Health Board is in enhanced monitoring since last year. The quality team will visit next week.

8. BBT update

The STC met last week. Interviews will take place at the end of February for 14 posts across 7 Health Boards. ARCPs will start in the summer.

EE reported that the BBT STC had agreed to leave any updates to their curriculum until the 4 specialties involved have updated theirs. The STC noted that the vast majority of BBT trainees had indicated in informal feedback that they intend to choose Paediatrics in October.

9. ARCP

9.1. Cross-region working / externality

There are difficulties securing externality for ARCPs all over the UK. All the STBs are looking at ways to do cross-regional ARCPs to try and facilitate externality.

JR noted that this is on the agenda of the College QA meeting so he will feed back to the Board.

9.2. ARCP Requirements on website
The website still says that 6 items of reflective practice are required, which is no longer accurate. SMN will get the final draft from RP and inform Rosie Bailie. **SMN**

9.3. Reflective Practice
RP had shared the draft with the new form of words for all trainees. The group had a couple of comments which RP will incorporate in the email and re-circulate. The final notification will be sent to all trainees through their TPDs. **RP**

9.4. WPBA
JR will bring up WPBA and SAS doctors to the College QA meeting. He will report back to the Board. **JR**

10. Fixed Rotations for CPT

The CPT TPDs have discussed this but have reservations as they feel that it would take away a flexibility that is crucial in the programme. There is a clear preference not to make rotations fixed.

The idea behind this suggestion was to enhance recruitment, to provide as much detail to prospective applicants as possible. In view of the unanimous concerns of TPDs the STB will not pursue this.

11. Heads of School

No update.

12. ETC update

No update. The next meeting of the ETC will take place on 14 February.

13. Updates

13.1. LDD / MDET highlights

RMV reported:

- Recruitment to Cohort 9 of SCLF is complete. No Psychiatry trainees this round.
- Differential attainment has become a major area of focus so it has been moved to MDET's mainstream work. The new title of the initiative is Fairness in Training for All (FiTfA).
- As part of the work to move to a single deanery there are plans to align LDD and STBs with trainees, including sessional staff. This will mean a significant change from November 2019 which will affect national and regional structures as specialties will be aligned to certain areas. Work on the details is ongoing. This will be kept on the agenda.
- RMV will be retiring at the end of March so this is his last STB.

Agenda

- 13.2. Specialties
- GAP – Jim Crabb has retired. JC noted that the specialty is very stretched at the moment. SMN will email JC to seek a new rep, in his role as Chair of the Scottish Board of RCPsy. SMN/JC
 - CPT – No update.
 - Psychotherapy – No update.
 - OAP – No update.
 - ID – JR will email the details of the new TPD to invite him to the STB. JR/PS
 - Forensic Psychiatry – JC noted that the specialty has been struggling for a long time to provide funding for a specific Forensic Balint group, but they have now found a provider for £63/year per trainee. The only funding JC has identified is to top-slice the study leave but for this he would need the support of all trainees. However, trainees in the North feel that they are already getting these competencies. DB will speak with trainees in the North region to see if they would be happy to trial this in the next financial year. If they have any queries they can contact JC.
 - CAP – No update.
 - Dual Training – As above.
- 13.3. DME
No representative.
- 13.4. Academic
SL was not present, but he had sent an email to update the Board on PsySTAR trainees. They are all progressing satisfactorily.
- 13.5. College
RP and JC will send certificates of merit to trainers, as nominated by trainees.
- 13.6. BMA
No update.
- 13.7. Trainee
In the absence of trainee rep and BMA SJDC rep, CS noted that there is a standing issue since August regarding public holidays not being allocated. This has been raised nationally. There is also a lack of quality 1:1 supervision in the East region. This will be raised at the Quality visit to Tayside next week.
- The teaching programme for higher trainees varies across the regions, due in part to the size of the programmes. CP has just set up a GAP teaching programme.
- The induction pack is very helpful. A very useful app has been developed for trainees.
- 13.8. Specialty Doctor
Issue regarding WPBA ongoing but it seems to be specific to Scotland.
- 13.9. STARG
Certificates are going out as noted above.
A recruitment event will take place on 21 March.

14. Papers for information

No papers received for information.

15. AOB

15.1. Compressed training

DB had received a trainee request to compress their training as they feel that they have met all the competencies. The trainee is on LTFT and has not had an early ARCP. The curriculum requires 36 months LTFT to complete training but the wording of the EWTD allows some flexibility. JR will bring this up at the College ETC on 14 February.

JR

RMV noted that in principle it is possible to shorten a programme as long as the minimum length of the programme has been met.

15.2. Zholia Alemi case

JT noted that there had been a meeting with representatives from the GMC, the Scottish Government and all specialties involved. Dr Alemi worked in various Health Boards and should have completed several WPBAs, but it was felt that a pragmatic approach has to be taken in this case.

15.3. SMN wanted to wish all the best to Prof MacVicar on his retirement, thanking him for all his work and contributions to the Board.

16. Date of next meetings

Monday 1st April 2019, 10.45am – Room 5, 2 Central Quay, Glasgow

Monday 3rd June 2019, 10.45am – Room 3, Westport, Edinburgh

Friday 13th September 2019, 10.45am – Room 5, 2 Central Quay, Glasgow

Friday 6th December 2019, 10.45am – Room 1, Westport, Edinburgh

Action points

Item No.	Item Name	Action	Lead	Deadline
3	Action points: RoT	To bring Trainers' appointment to the next RoT Steering group	RMV/AK	01/04/19
4.7	Reference checking for trainees	To invite Anne Dickson to the next STB to clarify the process.	PS	01/04/19
		To find out what NES does in relation to GP trainees references	AK	01/04/19
5.2.1	Recruitment Lead per specialty	To find out remit of role	SMN	01/04/19
9.3	Reflective practice	To finalise email to trainees and trainers and distribute	RP	01/04/19
9.4	WPBA	To bring up at College QA meeting and report back to the STB	JR	01/04/19
11	Alignment of LDD, STB and trainees with TP teams	To keep on the agenda	Agenda	01/04/19
13.2	GAP	To seek a new GAP rep for the STB	SMN/JC	01/04/19

NHS Education for Scotland

		To invite new ID TPD to the STB	JR/PS	01/04/19
15.1	Compressed Training	To bring up case at the ETC meeting on 14/02	JR	01/04/19