

TRUST COMMISSIONING VISITS ('ACTION PLANNING MEETINGS') 2007

NORTH GLAMORGAN NHS TRUST SUMMARY REPORT

Date of Trust Commissioning Visit: 10th December 2007

Areas of Noteworthy or Innovative Practice for Areas of Noteworthy or Innovative Practice in the Trust for Commendation

Domain 1. Patient Safety

The duties, working hours and supervision of trainees must be consistent with the delivery of high quality safe patient care.

Mandatory Standards	Areas of Noteworthy or Innovative Practice
1.6 Trainees in hospital posts must have well-organised handover arrangements ensuring continuity of patient care at the start and end of periods of day or night duties.	Development of a teaching programme (run as part of the Foundation Curriculum) by the Head of Resuscitation Services that addresses the competencies of junior doctors who form part of the multidisciplinary Hospital at Night team.

Domain 5. Delivery of Curriculum including Assessment

The requirements set out in the curriculum must be delivered.

Mandatory Standards	Areas of Noteworthy or Innovative Practice
Education and Training	
5.3 Trainees must be able to access and be free to attend training days, courses and other material that forms an intrinsic part of the training programme	Work of the Head of Resuscitation Services on the organisation and management of formal teaching (including provision of scenario-based teaching and a responsive and interactive training experience) to support the Foundation Programme which has yielded excellent feedback from trainees and greatly enhanced their education and training.

Domain 6. Support and Development of Trainees, Trainers and Local Faculty

Trainees must be supported to acquire the necessary skills and experience through induction, effective educational supervision, an appropriate workload and time to learn.

Mandatory Standards	Areas of Noteworthy or Innovative Practice
Developmental Standards	
6.18 Access to confidential	Introduction of a 'Pastoral Consultant' (a Consultant in Palliative Care) to provide trainees with pastoral care, and to enable trainees to raise any concerns

counselling services should be available to all trainees when needed.	relating to their training and supervision, should they find it difficult to discuss a matter with their supervising Consultant, Educational Supervisor or Clinical Director
---	--

Academic Training

6.25 Trainees should be exposed during their training to the academic opportunities available in their specialty	Commitment to the conduct and management of high quality research in an environment where education and research provide quality evidence-based health care – research opportunities are made available to all Trust employees, including training grade staff
6.26 Trainees who recognise that their particular skills and aptitudes are well-suited to an academic career should be encouraged and guided in that endeavour.	Proactive Research and Development Office providing promotion of, and comprehensive guidance on, the research process to all potential researchers in the Trust and a full range of support through the research and development process. The Trust also holds an annual R&D Conference to which training grade staff contribute and has established a grants scheme to pump prime new research activity

Domain 7. Management of Education and Training

Education and training must be planned and maintained through transparent processes which show who is responsible at each stage.

Mandatory Standards	Areas of Noteworthy or Innovative Practice
7.1 Training programmes must be supported by a management plan with a schedule of responsibilities and defined processes to ensure the maintenance of PMETB standards in the arrangement and content of training programmes.	Significant work undertaken to address actions required of the Trust in response to the 2006 PMETB National Trainee Survey and previous Deanery Visits with the Trust reaffirming its strategic commitment to postgraduate medical education and training and recruiting additional Consultants to a number of specialties to strengthen and improve teaching and trainee supervision..

Domain 8. Educational Resources and Capacity

The educational facilities, infrastructure and leadership must be adequate to deliver the curriculum.

Mandatory Standards	Areas of Noteworthy or Innovative Practice
8.1 The overall educational capacity of the institution and any unit offering training posts within it must be adequate to accommodate the practical experiences required by the curriculum, along with the educational requirements of all health care professionals in the same unit.	Close working with Pontypridd and Rhondda NHS trust to review and strengthen Trust systems

<p>8.2 There must be access to educational facilities (including a library), and resources (including access to the Internet in all workplaces) of a standard to enable trainees to achieve the outcomes of the programme as specified in the curriculum.</p>	<p>Inputting to the joint catalogue of the Voyager library management system which will see the completion of the inclusion of all Wales NHS libraries on to the system</p>
---	---

Actions to be Taken by the Trust in relation to Areas of Strength or Highlights

Domain 6. Support and Development of Trainees, Trainers and Local Faculty

Trainees must be supported to acquire the necessary skills and experience through induction, effective educational supervision, an appropriate workload and time to learn.

Mandatory Standards	Actions to be Taken	Deadlines for Completion/Follow-Up
Developmental Standards		
6.18 Access to confidential counselling services should be available to all trainees when needed.	The Trust should provide a report on the role of the Pastoral Consultant in the Trust and a summary of any information available on the number of trainee approaches to this individual and examples of the pastoral care needs of trainees discussed in this context.	Provision of a report on pastoral care provision within the Trust to the Deanery within three months of the Action Planning Meeting. (10th March 2008)

Actions to be Taken by the Trust in relation to Areas of Concern or Development Need

Domain 1. Patient Safety

The duties, working hours and supervision of trainees must be consistent with the delivery of high quality safe patient care.

Mandatory Standards	Actions to be Taken	Deadlines for Completion/Follow-Up
1.5 Shift and on-call patterns must be designed so as to minimise the adverse effects of sleep deprivation.	<p>The Trust should continue to review its night shift arrangements in Medicine, via the reinvigorated Hospital at Night project and ongoing examination of staff rotas in light of the findings of surveys run by Medical Staffing.</p> <p>The Trust is already in discussion with the Nurse Director regarding phlebotomy service provision, and has a system in place to evaluate the service requirements at weekends. The Trust should continue this review of the phlebotomy service, giving due consideration to the balance between service provision and education, and provide an update on its status.</p>	<p>Provision of an update on progress in addressing the reconfiguration of night shift arrangements to the Deanery within three months of the Action Planning Meeting (10th March 2008)</p> <p>Provision of an update on progress in providing phlebotomy support at weekends to the Deanery within three months of the Action Planning Meeting (10th March 2008)</p>

Domain 5. Delivery of Curriculum including Assessment

The requirements set out in the curriculum must be delivered.

Mandatory Standards	Actions to be Taken	Deadlines for Completion/Follow-Up
Education and Training		
5.1 Sufficient practical experience must be available within the programme to support acquisition of competence as set out in the curriculum.	The Trust is already working with Pontypridd and Rhondda NHS Trust on developing a formal, wide-ranging system of clinical skills training and is in the process of producing a report on how this can be taken forward. This report is to be considered by the Trust Integration Project Board in January 2008. The Trust should continue this development of clinical skills training and its incorporation into training programmes. The Trust should also continue to progress plans for a Multidisciplinary Centre which will include a clinical skills laboratory.	Provision of a copy of the report on clinical skills training being considered by the Trust Integration Project Board and an update on developments in this area (including plans to develop a clinical skills laboratory) to the Deanery within three months of the Action Planning Meeting (10th March 2008)

Domain 8. Educational Resources and Capacity

The educational facilities, infrastructure and leadership must be adequate to deliver the curriculum.

Mandatory Standards	Actions to be Taken	Deadlines for Completion/Follow-Up
8.5 Trainees must have access to meeting rooms and audio-visual aids.	The Trust should resubmit a bid for funding for audio-visual equipment (including a video link to its Operating Theatres as a teaching tool for multidisciplinary teaching) previously submitted to the Deanery. The Deanery will then re-examine the bid.	Provision of a copy of the bid for funding for audio-visual equipment previously submitted to the Deanery <i>as soon as possible following the Action Planning Meeting</i>

Please note – where deadlines are shown in *italics*, the requested response has been submitted by the Trust (as at 19th February 2008).