

TRUST COMMISSIONING VISITS ('ACTION PLANNING MEETINGS') 2007

PEMBROKESHIRE AND DERWEN NHS TRUST SUMMARY REPORT

Date of Trust Commissioning Visit: 7th September 2007

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.	Successful progression of the 24/7 model of care through support of senior management and clinicians and the active engagement of junior doctors in planning.

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	
5.1 Sufficient practical experience must be available within the programme to support acquisition of competence as set out in the curriculum.	Wide demographic range offered to trainees in Mental Health and Learning Disabilities via attachments to the differing communities and liaison opportunities within four District General Hospitals
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.	Innovative education provision in the Mental Health and Learning Disabilities Division which includes service user participation in lectures and workshops to provide a user perspective to mental health professionals and trainees.

Assessment and Appraisal

5.4 The assessment system defined in the curriculum must be implemented.	Excellent implementation of individual formative assessment meetings between Foundation trainees and Educational Supervisors at the beginning, mid and end points of placements and a comprehensive system, administered by the Postgraduate Centre, for provision of assessment forms to Educational Supervisors and ‘chasing’ of completed forms.
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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
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Educational Supervision

6.6 Trainees must have further meetings with their educational supervisor (or representative) at least three-monthly, to discuss their progress, outstanding learning needs and how to meet them	Provision of an infrastructure for support of training grade staff during Modernising Medical Careers, including one-to-one surgeries.
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Training

6.15 Trainees must be able to attend relevant, timetabled, organised educational meetings or other events of educational value to the trainee as agreed with the educational supervisor, and have time protected for this activity.	Development of video-conferencing links between Carmarthen, Llanelli, Pembrokeshire and Aberystwyth facilitating trainees’ participation in the postgraduate academic programme by allowing them to participate in training from their own locale.
6.17 Trainees must have the opportunity to learn with other healthcare professionals	Hosting of multidisciplinary events with various stakeholders including a ‘Predicting Violence: Evidence-Based Risk Assessment’ workshop run by the University of Glamorgan.

Standards for Trainers

6.23 Educational Supervisors in hospital and community Divisions must have been trained and selected for the role. Resources and time must be available for this task to be carried out, and included in their job and personal development plans.	Continued development of the Trust’s ‘Guidance for Educational and Clinical Supervisors’ document, provided to all Supervisors to assist in job and personal development planning for educational components of job plans within the appraisal process and raise standards in educational and clinical supervision
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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.	High levels of communication between the training grade staff and those responsible for the management of their training and junior staff having easy access to people or bodies responsible for resolving any problems they may experience

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
8.2 There must be a suitable ratio of trainers to trainees. The educational capacity in the department or unit delivering training must take account of the impact of the training needs of others (e.g. undergraduate medical students, undergraduate and postgraduate healthcare professionals and non-training grade staff).	Exemplary library service which continues to exceed the Deanery's minimum standards following successful merger of the two library services (Withybush and St David's) leading to standardisation of library services and user access to greater resources.
8.4 Relevant specialty specific educational resources must be available and accessible where these are stipulated in PMETB-approved curricula e.g. clinical skills centres, 'wet labs'.	Innovative and multidisciplinary use of educational resources and facilities (including a whole-hospital simulation exercise with mock A&E department video-linked to a lecture theatre audience), and incorporation of sessions in the Clinical Skills Laboratory into teaching programmes and specialty-based training programmes.

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
1.3 Those supervising the clinical care provided by trainees must be clearly identified, competent to do so, accessible and approachable by day and by night, with time for these responsibilities clearly identified within their job plan.	The Trust should strengthen its work around the Educational Supervisor contract, with particular reference to the inclusion of SPAs for education and training at Directorate level. The Deanery will support innovative working on the part of the Trust in this area.	Provision of an update on progress to the Deanery within three months of the Action Planning Meeting <i>(7th December 2007)</i>
1.5 Shift and on-call patterns must be designed so as to minimise the adverse effects of sleep deprivation.	The Trust should continue to develop its systematic planning for feeding the findings of evaluation of the 24/7 model into education and training.	Provision of an update on progress to the Deanery within three months of the Action Planning Meeting <i>(7th December 2007)</i>
	The Trust should provide evidence of evaluation of training to ensure the competencies of the multi-disciplinary 24/7 team members.	Provision of evidence of evaluation within three months of the Action Planning Meeting <i>(7th December 2007)</i>

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	Actions to be Taken	Deadlines for Completion/Follow-Up
7.2 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.	The Trust should consider ways of strengthening education and service reciprocity and incorporating any methods adopted into operational planning mechanisms, giving due consideration to the utilisation of the PMETB standards.	Provision of an update on progress to the Deanery within three months of the Action Planning Meeting <i>(7th December 2007)</i>

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
8.2 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.	The Trust should provide a report of the outcomes of the meeting between the Director of Human Resources and the library staff regarding the future operation of the library following the secondment of the Trust Librarian to the Trust merger project.	Provision of a report to the Deanery within one month of the Action Planning Meeting <i>(7th October 2007)</i>
	The Trust should provide an update on progress towards the provision of a Broadband connection in all residences for training grade staff.	Provision of an update on progress to the Deanery within three months of the Action Planning Meeting <i>(7th December 2007)</i>

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