

TRUST COMMISSIONING VISITS ('ACTION PLANNING MEETINGS') 2007

POWYS LOCAL HEALTH BOARD SUMMARY REPORT

Date of Commissioning Visit: 23rd October 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
1.1 Trainees must make the needs of patients their first concern.	Robust system of critical incident reporting with both trainees and trainers involved in feeding critical incident findings back into training for use as learning experiences.
1.2 Trainees must be appropriately supervised according to their experience and competence.	Adoption of a vertical approach to the production of a workforce 'fit for purpose' – promotion of opportunities for working and training in rural health from schools through to CPD for trainers Formalisation of links for crossing boundaries in service provision with Gwent Healthcare NHS Trust with potentially significant benefits for the provision of educational and clinical supervision for training grade staff and management of training programmes in the LHB.
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.	Consultant SPAs for the provision of educational supervision negotiated with the Medical Director on an individual basis

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
Training	
6.16 Trainees must be able to access training in generic	Provision of information skills workshops as an outreach service for staff on their own sites (for example, other Powys hospitals or GP surgeries).

professional skills at all stages in their development.	
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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).	Introduction of regular library drop-in sessions at sites across Powys, offering staff at all sites the opportunity to seek advice and support without needing to travel to the library at Bronllys Hospital.
8.5 Trainees must have access to meeting rooms and audio-visual aids.	Extensive use of video-conferencing systems to allow educational opportunities to be made available to multiple sites as a means of reducing the isolation of training grade staff in rural settings.

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
1.1 Trainees must make the needs of patients their first concern.	The LHB should investigate and identify any need or statutory requirement for SHOs to undertake ALS, or equivalent, training. The LHB should then re-examine the provision of ALS (or equivalent) training for training grade staff and prepare a strategy on ALS training provision giving due consideration to the operational arrangements for provision including the appropriate timing for delivery of training.	Provision of a strategy for the provision of ALS (or equivalent) training for training grade staff to the Deanery within three months of the Action Planning Meeting (23 rd January 2008)
1.2 Trainees must be appropriately supervised according to their experience and competence.	The LHB should keep the Deanery apprised of developments following agreement of the outline Terms of Reference on 23 rd October 2007 for joint working with Gwent Healthcare NHS Trust to formalise links for crossing boundaries in service provision and agree the direction of travel to ensure the sustainability of the service agreed, including the outcomes of a forthcoming meeting to agree priorities for taking forward this work. This could have significant benefits for the provision of educational and clinical supervision for training grade staff and the management of training programmes in the LHB, as well as 2009 European Working Time Directive compliance.	Provision of updates on an ongoing basis to the Deanery of any developments having an impact upon training management, content and delivery (Ongoing, and progress to be considered at the 2008 Trust Commissioning Visit)

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
7.4 It is highly desirable that all employing organisations, providing postgraduate medical and education and training, have an executive or non-executive director at Board level responsible for supporting training programmes, setting out responsibilities and accountabilities for training and	The LHB should reinstate regular meetings of the Academic Board and ensure monthly meetings of the Postgraduate Board are held, ensuring that appropriate mechanisms are in place to support training programmes, set out responsibilities and accountabilities for training and for producing processes to address underperformance in medical training.	Provision of an update on the operation of the Academic and Postgraduate Boards (including their Terms of Reference and forthcoming meeting dates) to the Deanery within three months of the Action Planning Meeting (23 rd January 2008)

for producing processes to address underperformance in medical training.		
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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
<p>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.</p>	<p>The LHB should re-examine the Postgraduate Centre Manager role, giving consideration to whether it is appropriate and reasonable for all of the duties of the role to be undertaken by the Medical Personnel Officer in addition to this individual's existing role. The LHB should then work, in conjunction with the Deanery, to establish a support structure for the Medical Personnel Officer. This should include defining and recognising any responsibilities of the Postgraduate Centre Manager role in the job description of the Medical Personnel Officer (the Deanery will provide the LHB with a sample job description for the Postgraduate Centre Manager role to assist in this). The Deanery will consider the scheduling of 2008 Postgraduate Centre Manager meetings to enable the Medical Personnel Officer to attend and will also identify a 'mentor' for the Medical Personnel Officer from amongst local Postgraduate Centre Managers (given plans for joint working between the LHB and Gwent Healthcare NHS Trust, this may be with a Centre Manager from this Trust). This will provide a mechanism for sharing good practice in relation to establishing processes and policies in the LHB for training management, delivery, monitoring and quality assurance. The LHB should facilitate this mentoring relationship.</p>	<p>Provision of an update on progress in relation to the delivery of the Postgraduate Centre Manager role and associated support mechanisms established to the Deanery within three months of the Action Planning Meeting (23rd January 2008)</p>

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