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Addysg a Gwellu Iechyd  
Cymru (AaGIC)  
Health Education and  
Improvement Wales (HEIW)

2021-2022

# Improving Medical Training in Wales

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# Introduction



**Prof Tom Lawson**  
**Postgraduate Medical Dean, HEIW**

Despite the ongoing disruption caused by the second and third wave of the COVID-19 pandemic, we are pleased to publish the first edition of this annual update from the Medical Deanery in Health Education Improvement Wales (HEIW) to better communicate the work undertaken to improve the experiences and lives of doctors training, working and living in Wales.

The impact of the COVID-19 pandemic on our healthcare system cannot be overlooked. We would like to take this opportunity to thank our doctors in



**Dr Ian R.G. Collings**  
**Director of Medic Professional Support and Development, HEIW**

training, who have continued to show incredible dedication, innovation and leadership, often working outside of their usual areas of clinical practice.

Despite these challenges, and as part of the strategic goals of HEIW to provide excellent education and training in Wales, this update is aimed at highlighting the developments that have been made to medical training in Wales in several areas.

We hope you enjoy reading it.





**Dr Jaiker Vora**  
**Welsh Clinical Leadership Fellow,**  
**HEIW**

I hope that the first edition of this annual document is a useful resource for my fellow trainees to highlight the ongoing work that is done within HEIW, aimed at improving our training.

This is important, now more than ever, as we look to training recovery after the COVID-19 pandemic.

I hope it highlights how topics raised by trainees at any level and geographical location can have a sustainable impact on training throughout Wales.

I am grateful to all those who contributed to the project, and to the Welsh Trainee Think Tank for their work in maintaining the trainee focus of this project. I would welcome any feedback from any of our stakeholders who would like to see changes in any future publications.

**"I hope that the first edition of this annual document is a useful resource for my fellow trainees to highlight the ongoing work that is done within HEIW aimed at improving our training"**



# Flexibility in Training

**Medical careers are no longer linear and rigid.**

**In Wales we offer a range of options to trainees to gain balance in their lives or to take on other interests. We have a range of opportunities to support this. In addition, when you return to training after a time, we work with specialty schools to ensure you have the right advice and support.**

**Less Than Full Time (LTFT)** training continues to grow in popularity amongst trainees in Wales, and the reasons for doing so remain varied. We have always been strongly supportive of trainees becoming less than full time and have always taken a flexible approach to the approval for whatever reasons a trainee makes the application. Within secondary care all LTFT training requests in 2020-21 were supported. In Foundation training, applications for LTFT training are reviewed on an individual basis.

**Flexible Portfolio Training:**  
Aligned with the Royal College of Physicians Flexible Portfolio Programme, the programme offers trainees one day per week (or 20% equivalent) protected time to pursue areas of professional development.

In Wales, potential themes for development include Clinical Informatics and Quality Improvement. Our current Welsh Clinical Leadership Fellow in the Medical Deanery is involved in a project exploring further developing portfolio training opportunities for trainees in Wales.

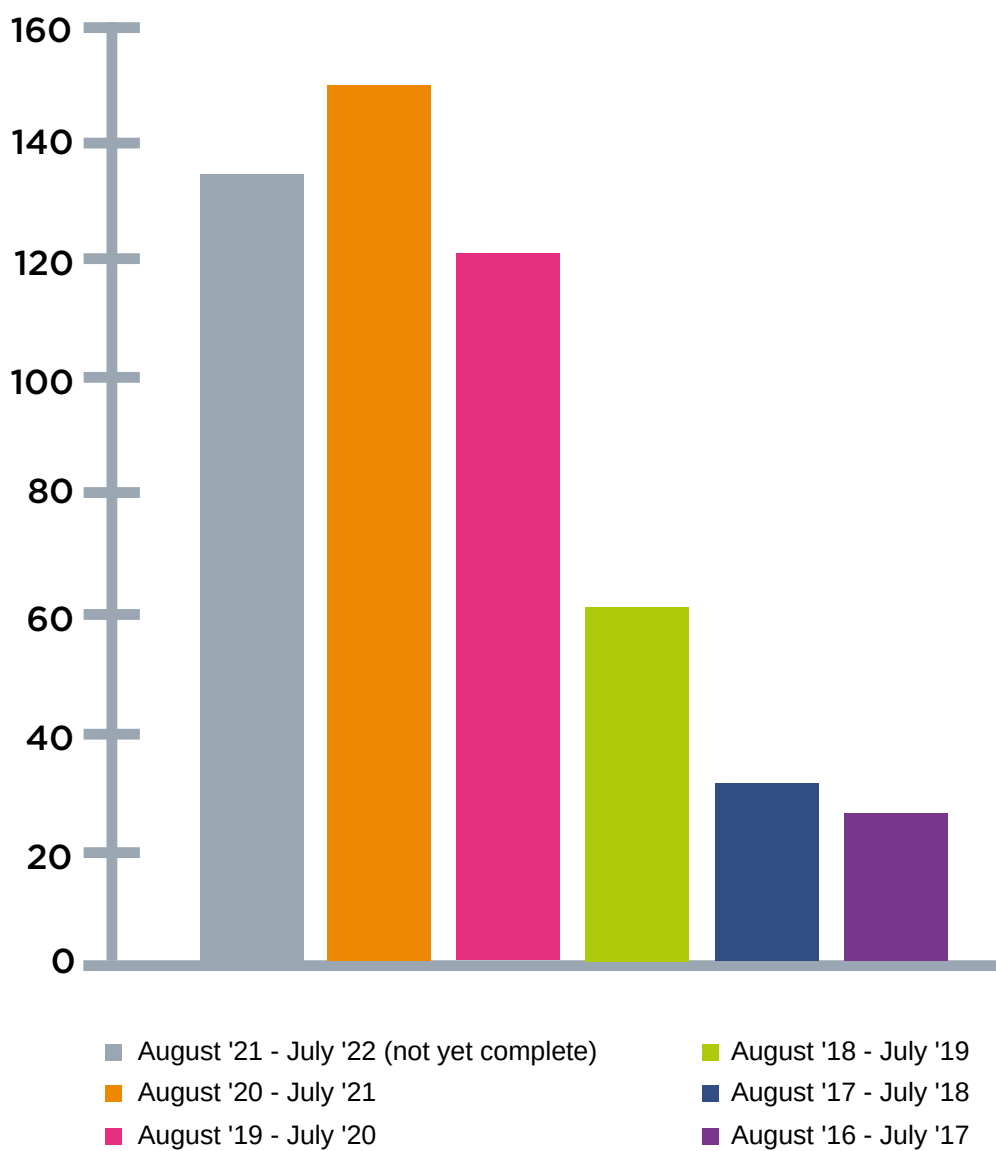
**Welsh Clinical Academic Track (WCAT)** fellowships are run-through training positions in academic medicine. They are a collaboration between HEIW and the major universities in Wales (Bangor, Cardiff and Swansea). Each WCAT Fellowship provides training from entry through to Certificate of Completion of Training (CCT) and includes a salary funded three-year PhD Training Fellowship.

The Medical Deanery's **return to training support guidance** has been developed and puts responsibilities on trainees, specialty schools and the employer, particularly for trainees returning to training after more than six months. We are keen to understand whether the experiences of trainees have been favourably impacted by this new guidance.





Total number of LTFT applications in Wales





## Welsh Clinical Academic Track (WCAT) Fellowship

### Appointments



**52**

Trainees  
appointed to  
date

**8.1 years**

Average time  
in programme

### PhD Funding



**29**

Doctoral  
Fellowship  
applications

**22**

Doctoral  
Fellowships  
awarded

**76%**

Success rate  
in award of  
Doctoral  
Fellowships

**2.75m**

Recovered  
salary costs  
for PhD  
period

### Onward Posts



**20**

Trainees  
completed  
WCAT  
training to  
date

**85%**

Continue to  
work in Wales  
post-CCT





### The Welsh Clinical Leadership Fellowship:

The Welsh Clinical Leadership Fellowship continues to go from strength to strength. It has become a truly multi-professional fellowship with pharmacists, optometrists, and Allied Healthcare Professional fellows in addition to the medical and dental trainees we recruit each year.

We continue to collaborate with the Faculty of Medical Leadership and Management and schemes in other devolved nations to deliver a core educational component and enable networking for all UK fellows.

Recruitment begins in November each year with fellows commencing post in August/September.

**There are currently 16 Welsh Clinical Leadership Fellows working across the NHS in Wales in organisations including HEIW, Welsh Government, the GMC and Improvement Cymru, working on a diverse range of topics including sustainable health care, simulation, and improving the wellbeing of doctors in training.**

The Welsh Clinical Fellowship continues to go from strength to strength



## Single Lead Employer (SLE)

NHS Wales Shared Services Partnership (NWSSP) has been commissioned by Welsh Government to take on the single lead employer role for all trainees in Wales. This followed extensive feedback from trainees about the problems they encountered with the previous employment structures.

The process of transitioning trainees to this model has been associated with a number of challenges, but HEIW is committed to supporting NWSSP and Health Boards to ensure that these issues are addressed quickly and improved for the future.

It is frustrating that elements of this process haven't gone as smoothly as we'd hoped and we're sorry that this has resulted in a negative experience for many of you. We are grateful for your patience and ongoing feedback and remain confident that once this process is fully embedded from May 2022, there will be significant advantages to trainees in Wales with reduced duplication and bureaucracy, improved flexibility and no more issues for trainees because of their short term employment contracts.

HEIW is committed to supporting NWSSP  
and Health Boards to ensure that these  
issues are addressed quickly and  
improved for the future





# Recruitment

**Recruitment remains a core role of the medical deanery in HEIW.**

We want to attract the brightest and the best to train, work and live in Wales.

We are committed to ensuring that we make recruitment as seamless as possible to benefit our trainees, health boards and patients in Wales.

Foundation year 1 (F1) post numbers have increased from 339 in 2019, to 351 in 2020 and 381 in 2021 and available posts are set to increase to 411 for 2022 recruitment. Initially, Foundation Programme posts were oversubscribed, but all applicants were allocated to posts by the August start date.

Across Secondary Care, we increased our training posts by 72 for August 2021.

**If you chose to train as a GP in certain areas of Wales, there is a £20,000 targeted incentive, providing you stay in the area during training and for one year of practice afterwards.**

## **Anaesthetics Recruitment**

The School of Anaesthesia in HEIW, led by Dr Sarah Harries, has been working closely with the Royal College of Anaesthetists to mitigate the impact of the recent round of anaesthetic specialty recruitment.

We are proud that we continue to have retained a larger portion of our core trainees to higher training in Wales.

**We want to attract the brightest and the best to train, work and live in Wales**



# ARCPs and Progression

**We continue to be committed to ensuring doctors in training are supported and given the best guidance throughout training. There is not a more important time for this than at the Annual Review of Competence Progression (ARCP).**

We strive to ensure ARCPs are a streamlined and formative experience for our doctors in training.

Despite the limitations enforced upon training programmes by the Covid-19 pandemic, ARCPs continued as planned. The changes that were implemented to enable progression through training and minimise disruption were continued through 2021.

Most trainees were awarded the standard outcomes, however the 'no-fault COVID' outcome 10s continue to be used where necessary.

We will continue to offer targeted support and training extensions to any trainee who has had training affected by the Covid-19 pandemic.

The virtually delivered ARCPs for 2020-21 academic year has meant trainees no longer have to travel long distances for short meetings and we will look to continue this in the future.

## ARCP Outcome 10

**In 2020/21, 210 trainees received an outcome 10.1 and 57 trainees received an outcome 10.2.**

## Resources

[Annual Review of Competence Progression \(ARCP\)](#)

[Reviews and Appeals](#)

**We strive to ensure ARCPs are a streamlined and formative experience for our doctors in training**





# Education Reform

**We continue to develop the educational experience for our trainees in Wales to ensure you get the very best experience of training. We strongly feel that improving your experience of training in Wales will not only improve your skills and progression but your wellbeing too.**

## **Longitudinal Integrated Foundation Training (LIFT):**

Trainees continue to undertake four-month hospital rotations, but spend one day per week in a year-long General Practice placement. The goal is to expand the LIFT model to all new and some existing F1 posts, but to include some 'craft' specialties (such as anaesthetics or surgery) alongside General Practice. View LIFT frequently asked questions [here](#).

## **Self Development Time:**

From August 2020, HEIW and the Welsh Foundation programme has advocated the inclusion of Self Development Time for Foundation Year 2 (F2) doctors. F2 trainees will have a minimum of two hours per week of SDT included in their job plan, to complete education activities. This will soon be implemented on all training curricula, and we will work alongside Local Education Providers to ensure its implementation.

## **School of Emergency Medicine:**

We have worked hard to implement protected educational development time for our Emergency Medicine trainees, and are delighted that we are able to deliver more than the required amount as part of our previous educational contracts.

## **1+2 Model of GP training:**

We were the first of the UK nations to implement the 1+2 Model for GP training. Where GP trainees spend one year in hospital placements and two years in General Practice. This model has been so successful it has now been implemented elsewhere in the UK.

## **Quality Improvement Skills Training:**

HEIW is committed to providing Quality Improvement Skills Training (QIST) for healthcare professionals across Wales. The QIST team works in partnership with Improvement Cymru to develop and deliver a unique quality improvement training programme. Find out more about QIST [here](#).



Year	Fundamentals of Improvement	Improvement in Practice
2019	90	82
2020	152	21
2021	278	101

The QIST team is proud of the number of medical trainees that have undertaken quality improvement training over recent years. The figures for 2021 are correct at the time of publishing but are set to increase further.

We continue to develop the educational experience for our trainees in Wales to ensure you get the very best experience of training





# Trainee Wellbeing

**Happy and healthy doctors provide a foundation for success in ensuring patient care of the highest quality. Promoting the wellbeing of doctors in training in Wales is central to everything HEIW aims to achieve.**

The system pressures we see daily as well as the life events we all experience as individuals, can make this a challenging aspiration, but we continue to strive to develop a range of support options.

## [The Professional Support Unit \(PSU\)](#)

provides support and advice to trainees around Wales who are facing a diverse range of difficulties.

Throughout the pandemic the PSU has been keen to develop services that are easily accessible to trainees and as a result many of our support sessions have been delivered virtually.

However, we appreciate that sometimes our trainees want support face-to-face and so we are moving back to a service that offers both face-to-face support and virtual support.

### **HEIW PSU Webinar Topics**

Maintaining your strength and wellbeing

Strengthening your emotional wellbeing

Getting the most out of mentoring

Crucial conversations: giving and receiving feedback

Promoting the wellbeing of doctors in training in Wales is central to everything HEIW aims to achieve



HEIW recognises that starting foundation training here in Wales may represent a significant change to trainees' lives.

Wales, and a similar 'Welcome to the NHS' programme for International Medical Graduates.

We will soon be developing a 'Welcome to Wales' programme for trainees new to

### Did you know...

- PSU is currently supporting 369 trainees across Wales.
- Between July and September 2021, 52% of trainees self-referred to the PSU.
- Trainees are more likely to receive a positive outcome next ARCP after PSU involvement.

### Resources

[HEIW Professional Support](#)

[HEIW - Professional Support Webinars](#)

We will soon be developing a 'Welcome to Wales' programme for trainees new to Wales, and a similar 'Welcome to the NHS' programme for International Medical Graduates





## Cost of Training

**We want to support you with every aspect of training.**

We know that the cost of training is a significant concern for many of our doctors in training particularly if it involves relocation because of rotations. We are committed to minimising the cost of training as much as possible, so that it doesn't impact you or your family's wellbeing.

### **Relocation Expenses Reimbursement:**

We appreciate it can often cost significant amounts of money to travel around Wales as part of your training programme, particularly if you have to spend six to twelve months at the other end of the country. We have been exploring this and after discussions with trainees and other colleagues, we believe we may have found a short-term solution to support you. From August 2021 to August 2022 we have implemented an additional claims process for those trainees who reach the current annual allowance of £3,700. These trainees will now be able to claim up to an additional £3,700 (up to a max of £7,400 per year). We will continue to collect data in those trainees that reach annual allowance and fully engage with the trainees for whom this becomes relevant. Ultimately, we want to find a long term sustainable solution for all of our trainees so that they don't have to be out of pocket because of training rotations.

### **Study Leave Budget Reform:**

We recognise that there have been significant changes to medical education opportunities and study leave processes since the last publication of the Medical Deanery's Study Leave Policy in 2015. HEIW has created a Study Leave Task Group with input from foundation trainees, The Welsh Junior Doctors Committee of the British Medical Association (BMA), NWSSP and local postgraduate education departments to undertake this review.



### **Study Leave Rollover:**

In recognition of the likely increased requirements for training and professional development following the Covid-19 pandemic, doctors in training who are staying in a training programme in Wales will have any unused personal study budget (up to their maximum allowance from the 2020/21 academic year) rolled forward into the 2021/22 year and added to the personal budget usually made available for that year, thereby ensuring no-loss of training funds support. This should become evident on trainees' intrepid account as an increase in the available study leave allowance for the year.

View the Covid-19 Study Leave Policy Addendum [here](#).

There is a one-off payment for all GP speciality programme trainees in Wales to cover the first sitting of your Recorded Consultation Assessment (RCA) and Applied Knowledge Test (AKT). This is available for those starting their first GP training post of their GP scheme up to and including February 2023.

Trainees who start their first post of core psychiatry training in August 2021 and February 2022 will be

eligible to receive reimbursement for the costs of the first sitting of the MRCPsych membership examinations.

**We are committed to minimising the cost  
of training as much as possible**



# Engagement with Doctors in Training

**Core to the work of the Medical Deanery in HEIW is ensuring we update you on everything that is going on. In addition to this we want to provide you with many opportunities to talk to us about what is affecting you or any ideas you may have to improve training.**

## **Trainee Engagement Plan:**

We have developed a wide-ranging trainee engagement plan thanks to the work of our previous leadership fellow. We will be working on the short/medium goals in this plan over the next few months so we can improve how we engage with you and you with us.

## **Careers Support:**

We are currently working with the careers team in HEIW to develop a range of careers support/webinars for trainees at critical progression points, beginning with developing specific support for foundation trainees about the various options available after foundation training.

## **Trainee Think Tank:**

We are pleased to work alongside a group of trainees from a range of specialties and geographical locations as part of the Trainee Think Tank.

This aims to continue to develop high quality training within Wales by sharing interesting improvement projects and areas for development. Projects related to LTFT training and the PSU have already been completed and implemented here at HEIW. Find out more about the HEIW Trainee Think Tank [here](#).

## **Foundation Representatives:**

The foundation school are pleased to be working alongside the newly appointed Foundation Representatives (FREPs) who will play a key role in any new or ongoing programmes relevant to foundation trainees.

## **Trainee Representatives:**

Within the Medical Deanery within HEIW, we look forward to greeting the newly appointed Trainee Representative for each Specialty School and the vital role they play in our communication with trainees.





# Equality, Diversity and Inclusion

**We are committed to ensuring that all of our trainees in Wales, regardless of ethnicity or location of their primary medical degree, have the tools for success. We are exploring a range of options and interventions to ensure everyone has a level playing field.**

View our Strategic Equality Plan [here](#).

## **The Differential Attainment Programme Board:**

The board has been established with the purpose of addressing the gap between education and training attainment levels of different groups of doctors and other health professionals.

## **International Medical Graduates:**

HEIW's General Practice Postgraduate education school will be piloting a new scheme over the 2021-2022 academic year to give individualised support to International Medical Graduates who are new to the Wales and the NHS.

**We are committed to ensuring that all our trainees in Wales regardless of ethnicity or location of their primary medical degree have the tools for success**



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