

Evolving General Practice Specialty Training Practice Arrangements

A statement from Health Education and Improvement Wales (HEIW)

Introduction

1. One of HEIW's roles is to oversee the postgraduate training of doctors wishing to train to become GPs in Wales. The Medical Directorate of HEIW is responsible for ensuring that the training environments and supervision provided to GP Specialty Trainees are compliant with GMC standards. In setting details of policy, HEIW is sensitive to changes in health care delivery models whilst also making sure achievement of required standards is not compromised.
2. New models of general practice working (other than the long dominant 'GMS' GP partnership model) have emerged in recent years in Wales; and for several reasons it is very likely that more primary care will be delivered outside of conventional GMS arrangements in future. Health Board managed practices and confederations of 2 or more partnerships are examples of this change.
3. This document outlines how HEIW approaches requests for "Postgraduate GP Training Practice" status from GPs working in both conventional and emerging models of primary care.

General Considerations and Principles

4. Any GPs seeking to apply to provide GP Specialty Training in their work place should read the document "Approval and Monitoring of Training Practices" available from HEIW by emailing HEIW.GPTraining@wales.nhs.uk. Becoming a "Training Practice" entails significant motivation and action on the part of applicants and their practice.
5. Through discussion between GP Associate Deans and GP Programme Directors, local need for additional training practices on the 11 district training schemes is determined in consideration of multiple factors. HEIW normally invites applications from prospective trainers and new training practices each Autumn. HEIW does not hold a waiting list for places on the Prospective Trainers' Course. Where additional GP training environments are needed in a particular Scheme, **applications will be considered for all models of general practice** for that Scheme area providing the individual prospective trainers and practices meet the requirements to become approved for training.

Considerations pertinent to Evolving Models of Primary care

6. The relative novelty of such arrangements means they are more of an unknown quantity on multiple levels e.g. organisational management arrangements, influence of GP trainers in terms of determining working practice norms; consulting arrangements and cover; professional staff variation and availability. Therefore, it can be logically argued that all such applications and future changes therein merit even more careful scrutiny and review than is already the norm in GMS practices. Initial approval (if deemed appropriate by HEIW) will be provisional and subject to close on-going scrutiny to ensure that educational environments and supervision remain satisfactory.
7. All alternative environments will therefore need to address the following points in any application in considerable detail:
 - a. Day to day management arrangements for the trainee. (For example, who will be the local management contact for them)
 - b. Details of the trainee's timetable indicating how supervision is provided throughout.
 - c. How they will ensure that trainees do not have to move excessively between practices especially during the day.
 - d. How it will be assured that the nominated ON-SITE clinical supervisor will be an appropriately qualified and educationally supportive GP, (this will be particularly important where there is multidisciplinary 'first line' contact with patients).
 - e. How assurance will be given that geographical issues will be managed. e.g. working across split sites
 - f. How appropriate levels of contact with the trainee's educational supervisor will be ensured throughout the placement; and who will undertake this responsibility when the supervisor is on leave or otherwise committed.
 - g. How all elements of the GP curriculum and other requirements such as attendance at business management meetings and chronic disease management will be addressed.
 - h. Details of what support will be given to trainers by the organisation to help them deliver effective training and to maintain and develop their own skills as educators including attendance at trainer workshops, ARCP Panels, regional trainer days etc.
 - i. Meaningful demonstration by the organisation of a high level of commitment to education of all its staff.

Further considerations for Confederated Arrangements

8. A core requirement for GP Training Practices in Wales, very widely supported in feedback from both trainees and trainers throughout Wales, is the need for 2 trainers in all training practices. This requirement provides more guaranteed support and continuity of supervision for trainees; and affords valuable on-site peer support for GP trainers

9. HEIW recognises that the prevailing recruitment difficulties faced by many training practices throughout Wales may, on occasion, result in an unavoidable delay in the appointment of a replacement second Trainer to an already accredited training practice, with a resulting threat to its Training status. In such exceptional circumstances, HEIW will give fair and careful consideration to the approval of an application for “Confederated Training Practice” status.
10. Fair and careful consideration will also be given to applications from new practices which individually do not have all the resources to become a training practice but in joining together would satisfy these requirements.
11. All training practice environments will need to be accredited as being appropriate for confederation; and will need to have at least one active and accredited trainer. In each case for any trainee placement, one of the practices will need to nominate itself as the Lead Training Practice. The other practices will be known as the affiliated training practice for that approved confederation.
12. The Lead practice for each placement will receive the single trainer grant associated with any trainee placement; this grant arrangement recognises the Lead Practice’s overall responsibility for the confederated arrangement and for acting as the single hub for communication with HEIW during any trainee placement.
13. Applicants will have to satisfy all the criteria set out in the document “Approval and Monitoring of Training Practices”, and in addition, in view of uncertainties previously mentioned in this document, need to comply with the following requirements:
 - a. Reasonable geographical proximity.
 - b. Demonstrate a significant level of joint working in the day to day running of their practices including patient care and practice administration.
 - c. Have similar practice policies and protocols, including Quality Assurance and Quality Improvement activities
 - d. Identify a single lead Trainer, and single named Practice Manager for each individual trainee
 - e. Have an appropriate conflict resolution process in the event of a dispute
 - f. Present specific, detailed plans for the trainee’s working week, paying particular regard to supervision and support
 - g. Present specific, detailed plans for the trainee’s educational sessions, paying particular regard to curriculum delivery
 - h. Identify the ways the single Trainers are to be supported within their individual practices, paying particular regard to the attitude of the non-trainers. This would include specific sessions set aside for the Trainers, free from clinical commitments, to attend to educational matters
