

Meeting Title	Board of Directors		
Date	12.09.19	Agenda item	Bo.9.19.49

GENERAL MEDICAL COUNCIL NATIONAL TRAINING SURVEY ACTION PLAN 2018, OBSTETRICS AND GYNAECOLOGY

Presented by	Dr Bryan Gill, Chief Medical Officer		
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Lead Director	Dr Bryan Gill, Chief Medical Officer		
Purpose of the paper	Workforce Committee have sight of the GMC training survey action plan for Obstetrics and Gynaecology		
Key control	Yes		
Action required	To note		
Previously discussed at/ informed by			
Previously approved at:	Committee/Group	Date	
	Workforce Committee	24.07.19	

Key Options, Issues and Risks

The General Medical Council (GMC) national training surveys (NTS) conducted between March and May 2018 identified that there is a need to improve educational opportunities for Obstetric and Gynaecology trainees at BTHFT. An action plan to address the recommendations has been developed.

The action plan is also required to demonstrate an effective system of medical workforce planning, to meet Safety Action 4 of the Maternity Incentive Scheme (CNST) year 2 by August 2019.

Analysis

The action plan acknowledges and addresses a need to optimise educational opportunities for Obstetric and Gynaecology trainees which may be affected by rota gaps at BTHFT.

Recommendation

- Workforce Committee signs off the action plan on behalf of Trust Board and approves the submission to the Royal College of Obstetricians and Gynaecologists (RCOG).
- The proportion of Obstetric and Gynaecology trainees reporting lost educational/training opportunities are formally recorded in Board minutes.

Risk assessment

Strategic Objective	Appetite (G)					
	Avoid	Minimal	Cautious	Open	Seek	Mature
To provide outstanding care for patients			g			
To deliver our financial plan and key performance targets			g			
To be in the top 20% of NHS employers					g	
To be a continually learning organisation				g		

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To collaborate effectively with local and regional partners					g	
The level of risk against each objective should be indicated. Where more than one option is available the level of risk of each option against each element should be indicated by numbering each option and showing numbers in the boxes.	Low	Moderate	High	Significant	Risk (*)	
Explanation of variance from Board of Directors Agreed General risk appetite (G)						

Benchmarking implications (see section 4 for details)	Yes	No	N/A
Is there Model Hospital data relevant to the content of this paper?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Is there any other national benchmarking data relevant to the content of this paper?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is the Trust an outlier (positive or negative) for any benchmarking data relevant to the content of this paper?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Risk Implications (see section 5 for details)	Yes	No
Corporate Risk register and/or Board Assurance Framework Amendments	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Quality implications	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Resource implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Legal/regulatory implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Diversity and Inclusion implications	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Performance implications	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Regulation, Legislation and Compliance relevance	
NHS Improvement: (please tick those that are relevant)	
<input checked="" type="checkbox"/> Risk Assessment Framework	<input checked="" type="checkbox"/> Quality Governance Framework
<input type="checkbox"/> Code of Governance	<input checked="" type="checkbox"/> Annual Reporting Manual
Care Quality Commission Domain:	
Care Quality Commission Fundamental Standard: Safety	
NHS Improvement Effective Use of Resources: Clinical Services	
Other (please state):	

Relevance to other Board of Director's Committee: (please select all that apply)					
Workforce	Quality	Finance & Performance	Partnerships	Major Projects	Other (please state)
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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1 PURPOSE/ AIM

This action plan has been presented to Workforce Committee for approval, prior to submission to the RCOG. This is the minimum evidential requirement for Safety Action 4 of the Maternity Incentive Scheme (CNST) year 2.

2 BACKGROUND/CONTEXT

The General Medical Council (GMC) national training surveys (NTS) conducted in March 2018 gave Obstetric and Gynaecology (O&G) trainees at BTHFT an opportunity to provide their views on their experiences in training and the environments where they work.

Following the results of the survey it was identified that there are missed educational opportunities due to rota gaps and a recognised need to improve educational opportunities for O&G trainees, and an action plan has been developed by the designated College Tutor. David Robinson, Director of Education has also approved this action plan.

Board level sign off of the action plan is part of the minimum evidential requirements for Safety Action 4 of the Maternity Incentive Scheme (CNST) year 2, to demonstrate an effective system of medical workforce planning to the required standard. Following sign off, a copy of the action plan is to be submitted to the Royal College of Obstetricians and Gynaecologists (RCOG) workforce department.

Safety Action 4 also requires that the proportion of trainees reporting lost educational/training opportunities is formally recorded in Board minutes. This is provided as a percentage in Appendix 2 of the paper.

3 PROPOSAL

Workforce Committee is asked to note the action plan and confirm that it is suitable for submission to the RCOG Workforce.

Workforce Committee is also asked to formally note the proportion of trainees reporting lost educational/training opportunities provided in Appendix 2, on behalf of the Board.

4 BENCHMARKING IMPLICATIONS

The training survey is a national tool completed by trainees and trainers working across the four countries of the United Kingdom.

5 RISK ASSESSMENT

Failure to complete the action plan and improve training opportunities for trainees could result in damage to the reputable status that BTHFT O&G department has within the region.

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6	RECOMMENDATIONS
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- Workforce Committee signs off the action plan (Appendix 1) on behalf of Trust Board and approves the submission to the Royal College of Obstetricians and Gynaecologists (RCOG).
- The proportion of Obstetric and Gynaecology trainees reporting lost educational/training opportunities are formally recorded in Board minutes (Appendix 2).

7	Appendices
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1. GMC National Training Survey Action Plan (O&G), 2018.
2. Proportion of O&G trainees reporting lost educational/training opportunities.