

GP Trainees Subcommittee Newsletter



bma.org.uk

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Dear Trainees, Welcome to the GP Trainees Subcommittee Newsletter.



I am happy to announce that you will now receive this newsletter on a quarterly basis and I hope that you find it to be useful and informative.

The BMA GP trainees' subcommittee members are democratically elected from all the regions of the country to represent the issues that are important to you. As your recognised representatives we deal with a host of issues, ranging from education, training and contracts right through to terms & conditions of service. In this newsletter we have included the details for the representative for your region. If you wish to contact your regional representative, have any concerns about training and education in your region, or wish to raise any other issue you feel is important to GP trainees, then please contact our secretariat (Christopher Scott via: cscott@bma.org.uk) and we will look into the issue.

The last six months have been very busy for the subcommittee. The Health and Social Care Bill continues to cause great concern to many health professionals and I am pleased that the BMA and our college have called for complete withdrawal of the Bill. You can read more about the BMA position in Laurence Buckman's letter to the

profession, here: http://www.bma.org.uk/representation/branch_committees/general_prac/centenaryletter.jsp#.T1TXO3mWbq4

We are also continuing to work with COGPED to ensure that the Framework Contract for GP trainees is up to date. Some elements of the contract are now out of date and we will be working hard to ensure that an amended version is available this year. Some deaneries, such as the North-West and Scotland, are now following the model of a single lead employer and we will continue to monitor the development of these models.

Finally, it just remains for me to say that I hope you enjoy the newsletter and find it relevant. Please do pass it on to other GP trainees and if you have any suggestions for the kinds of articles you would like to see in our next edition, do let us know.

Krishna Kasaraneni, Chairman, GP Trainees Subcommittee

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What is the GP Trainees Subcommittee?

The GP Trainees Subcommittee is a subcommittee of the BMA's General Practitioners Committee (GPC) and provides national representation for all doctors in GP training, whether they are members of the BMA or not.

The subcommittee looks after all matters affecting doctors engaged in the general practice element of their GP training. It also negotiates matters of pay and terms and conditions, and responds to national and Government consultations that might affect GP trainees. In addition, the subcommittee organises a yearly conference held at BMA House for 'GPs to be'.

Update from the previous Chairman, Farhan Munawar

Over the past few years your BMA GP Trainees Subcommittee has helped define the shape of training programmes throughout the UK, as well as having played a role in keeping a keen eye on developments over at the RCGP that could have an impact on trainees. Since the last subcommittee newsletter, some of the more recent major developments have been as follows:

CSA Costs

Over the past few years your subcommittee representatives have responded to your concerns about the high cost of the CSA examination, which (even before factoring in the travel and accommodation costs for those not living in and around London) can put a considerable dent in your finances. Working consistently on raising this issue year after year, we have recently been given assurances by the Treasurer of the RCGP that the process of this examination is cost-neutral for trainees, meaning that the money that we pay goes entirely towards the set-up and running costs of the assessment. Pressure from the subcommittee also led to the publication of a cost breakdown on the RCGP website- the first Royal College to take such action to date.

Out-of-hours Training

The Committee of General Practice Education Directors (COGPED) issued revised guidance for GP trainees about training in out-of-hours in 2010. The RCGP then produced a document supporting the implementation of this, including details about the minimum standards required of trainees in an Out-of-hours setting during the course of their training programmes. There was input from trainees

throughout the process of drafting the college response by various members of the subcommittee. We feel that we helped achieve a balance between being a laborious burden on trainees by way of minimum time expected vs. being crucial training essential for current training programmes to equip future GPs to overcome challenges that lie ahead post-CCT (Certificate of Completion of Training).

The Health and Social Care Bill

Over the past 18 months the government have proposed substantial changes to the NHS in England. We have been regularly appraising the proposals that have been made, and the implications that these would have for GP training. The subcommittee has helped inform the BMA's response, which was initially to the White Paper, and subsequently 'The Bill' itself. The BMA held a Special Representative Meeting in March 2011 and, as a result of this, the BMA initially made attempts at critical engagement. Unfortunately this approach could not help to make legislation that the BMA considered workable and, along with other professional bodies, the BMA moved to making calls to drop the Bill outright. We have made sure that the Department of Health is aware of concerns over the future training of GPs, with its underlying risk of a discrepancy in quality throughout the UK. We have fought against being made to fulfil service provision roles without regard for training, and are in the process of awaiting the revised proposal to the "future workforce" consultation.

Host Employer Arrangements in Scotland

This year saw the realisation of a longstanding desire for NHS Education for Scotland (NES) to become the host employer of GP trainees while they were working in general practice. This was not a

straightforward task and our reps worked tirelessly in making sure that there were appropriate arrangements in place to roll this out across Scotland. This achievement included changes that meant the UK BMA and COGPED agreed contract for GP trainees could remain in place in Scotland. The new hosting arrangements will also bring significant benefits in terms of clinical governance and the deaneries will see large savings through new medical defence arrangements.

http://www.bma.org.uk/employmentandcontracts/employmentcontracts/junior_doctors/gpstrconscojune2011.jsp

Clinical Skills Assessment Marking

In September 2010 the RCGP introduced a change to the way in which the Clinical Skills Assessment was marked, changing from a minimum number of cases needed to a borderline pass method. The subcommittee was involved in helping ensure that trainees were not being unfairly burdened due to potential teething problems in the changeover period, as well as ensuring that the highest levels of achievement were maintained as a minimum. This balancing act saw the bar raised, but not to an unrealistic level.

On these, as well as numerous issues covered elsewhere within this newsletter, your local subcommittee reps have been working hard to ensure that your voice is heard within the BMA and in the wider world of UK primary care, and remain keen to hear your thoughts and queries- no task too small, nor challenge too big!



Extending GP training

In January, the GPC wrote to the RCGP and COGPED regarding concerns with proposals to implement an extension to GP training. The GPC maintains that any extension to training must be educationally focused and be sufficiently funded, and we have been clear with COGPED and the RCGP that we cannot support any proposal that appears to be designed to tackle workforce issues. The GPC will be continuing to discuss these issues with the RCGP and COGPED in the attempt to establish a mutually acceptable way forward and will inform the profession of any developments.

GMC Trainees Survey

In December, we wrote to the GMC regarding some issues that had been raised with their yearly trainees survey. Many of the questions in the 2011 survey did not adequately relate to the arrangements for trainees in General Practice posts. As a result of our letter, the GMC invited the subcommittee to send a representative to their question setting meeting for 2012. Krishna Kasaraneni attended the meeting and relayed our concerns to the group. They worked through the generic questions for the 2012 survey and the initial signs are that it will be more streamlined than the 2011 version. The subcommittee will continue to monitor the progress of the survey to ensure that we see improvements in the coming years.

ePortfolio

The subcommittee wrote to the RCGP highlighting the concerns raised with the complexity and time consuming nature of the ePortfolio. As a result, we were invited to send a representative to the College's ePortfolio development group, and we are now seeking improvements to the functionality of the system via this forum.

We have pushed hard for some central guidance on expectations for learning log entries and the RCGP have now produced a position paper clarifying this. The paper states that the expectation for the

number of learning log entries is 1-2 per week and shifts the emphasis from quantity to quality. This statement can be accessed here:

https://www.eoedeanery.nhs.uk/document_store_2/WPBA_learning_logs_position_statement.pdf

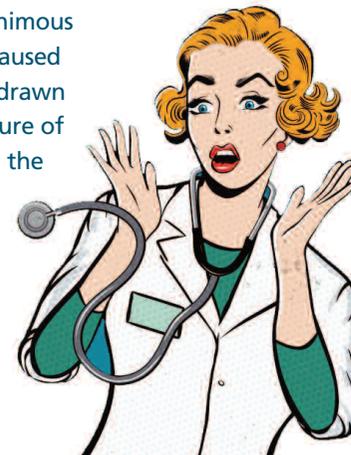
Improving the ePortfolio is an ongoing process and we certainly welcome any views or comments from trainees on this issue.

Pensions and industrial action



On 25 February BMA Council decided it will hold a ballot on industrial action over pensions. Strike action has been ruled out as part of a unanimous commitment to ensuring that no harm is caused to patients. Detailed plans are now being drawn up on the timing of the ballot and the nature of any industrial action that will take place in the event of a 'yes' vote.

46,000 members responded to a BMA survey on the government's proposed changes to the NHS Pensions Scheme with over 80 per cent calling for the plans to be rejected and almost two thirds saying they would be prepared to take some form of industrial action. Since the 1970s, no dispute with government has reached the point where a ballot on industrial action was considered necessary, which demonstrates an unprecedented level of discontent. The government needs to understand the huge significance of this response and to work with the BMA and other NHS unions to agree fairer changes as a matter of urgency.



All trainees are reminded to keep the BMA updated on their details in order to be able to participate in the ballot.

For more information, visit the BMA's 'Pension Tension' website: <http://pensiontension.co.uk/>



Out of Hours (OOH)

by Dave Wilson & Joan Hoare

That's it! The end of hospital jobs, no more on calls! Oh, hang on a second... What's this all about?!

What exactly is OOH?

Although your GP surgery might only be open during the day, General Practice is actually a 24 hour specialty! OOH refers to those times outside of normal surgery hours. Historically the surgery would be responsible for OOH arrangements either independently or in conjunction with other practices.

The new contract in 2004 gave surgeries the ability to opt out of this. Since then all surgeries in Wales have to provide a service between 08:30 and 18:30 on normal working days. Outside of these hours and on weekends and bank holidays, the local OOH provider is responsible for providing the service.

Why do I need to know this?

For all trainees in general practice posts, there is a training requirement to complete a set number of hours with the local OOH service.

How many hours?

The number of hours required varies between deaneries, so you will need to check with yours to find out how much OOH you will be expected to do.

How do I arrange these?

This depends on where you are working. At some point before starting with the OOH service you will receive an induction explaining how OOH works locally and the ins and outs of organising your hours. It is important to remember though that the European Working Time Directive (EWTD) applies to your GP posts just as it did to your hospital posts.

How does it apply?

What's important to remember in this situation are the requirements regarding rest breaks. The EWTD states that an employee must have 11 hours of uninterrupted rest per day. If you've scheduled midweek sessions, you need to be mindful of this and discuss with your practice. Bear in mind that if you do need to reschedule your following morning's surgery for example, it is reasonable for your practice to expect you to make up the missing hours at some point.

What can I expect?

There will always be a trainer working when you are doing OOH and this trainer should always be available for help and support. Initially in ST2 you will be closely monitored. With a nod to the CSA, OOH sessions allow you to see patients that are completely new to you. If you can get some of the consultations observed, try to do this, as it can be very valuable.

OOH sessions also allow you the opportunity to be observed on home visits and to engage in the telephone triage process – areas in which you might not get much experience or feedback in your normal job but are important areas to hone your skills, both for the CSA exam and for your career as a GP.

Any final thoughts?

If you do have any problems while on a shift, make sure you talk to your designated trainer either there and then or to your educational supervisor as soon as you can.

Remember too that just because OOH is a requirement, it doesn't mean that it can't be an enjoyable and clinically useful experience!

The GP Trainees Skills Day

On Wednesday 30 November 2011, GP trainees and foundation doctors from around the country travelled to BMA House for the GP Trainees Skill Day. It was a successful day, with excellent talks from the likes of Katie Bramall-Stainer on future career options, and the BMA Treasurer Andrew Dearden who managed to breathe new life into the subject of pensions! In addition to this, a number of breakout groups were held throughout the day on topics such 'being locum GP', 'interview skills' and 'how to get a job as a salaried GP'.

Thanks to all who attended and provided feedback on the event. Your views are always welcome and we will take them into account in the planning of this year's event, which will take place at BMA House on Wednesday 21 November. Look out for more information later in the year.

Get ahead: the essential GP Trainee skills day
 Wednesday 30 November 2011
 BMA House, London

Are you considering a career in General Practice?
 Have you started your GP training, but need information and support about your career options?
 Do you need help making sure you are starting your career in good financial health?

The Essential Skills Day will help you to:

- find out what to expect from your career path when you are in General Practice
- get up to date on the latest news for job interviews
- understand the different contracts available
- get to grips with changing your finances as a young GP
- understand the change in your practice contract and how these might affect you in your career

Find the answers you need and make new contacts among colleagues in an informal, friendly conference. With BMA staff on hand to advise you we can support you as you begin your career, this event allows you the programme to meet your needs with a selection of breakout sessions.

Registration fees:

BMA Members	£100 including VAT
Non-Members	£150 including VAT

020 7553 4127/4622 or by email at conferences@bma.org.uk



Elections

Following the recent elections to the GP Trainees Subcommittee for Oxford, Mersey, the West Midlands and Yorkshire, the following candidates were elected:

Oxford – Kiren Collison
Mersey – Rhys Lewis
West Midlands – Haseeb Mohyuddin
Yorkshire – Ansar Hayat

Thanks to all of you who took the time to vote and congratulations to the new representatives

Further elections will be held for the subcommittee during the summer of 2012 and we will be seeking nominations – please look out for the updates on this if you are interested in becoming involved.

Full list of regional representatives

Constituency Name

East Midlands	Vacant
Eastern	Nina Wilson
Kent, Surrey and Sussex	Sangeetha Sornalingam
London North	Nigel Mendes
London South	Gayathri Nolan
Mersey	Rhys Lewis
North West	Saeedah Anwar
Northern	Vacant
Oxford	Kiren Collison
Northern Ireland	Conor Bradley
Scotland, North	Chris Williams
Scotland, West	Helen McElveen
Scotland, South East, East	Zain Kapasi
Severn	Alison Hutchings
Wales	David Wilson
South West	Vacant
Wessex	Eleanor Bessant
West Midlands	Haseeb Mohyuddin
Yorkshire	Ansar Hayat
Chairman	Krishna Kasaraneni
Deputy Chairman	Chris Williams
Past Chairman	Farhan Munawar

If you are a BMA member and have any issues relating to your employment or training, please contact 0300 123 123 3 or follow this link to web chat with an adviser:

<http://web2.bma.org.uk/webchat>

If you wish to contact your regional representative, please send an email to Christopher Scott via:

cscott@bma.org.uk

