

Core Psychiatry Training Programme Induction Pack

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Contents

	Page
1. Health Education England (working across the northwest)	3
2. Structure of the School	4
3. Regional Policies and Procedures <ul style="list-style-type: none"> 1 Out of Programme (OOP) 2 Inter-deanery transfers (IDT) 3 Study Leave 4 Less Than Full Time (LTFT) 5 Rotations 6 Annual Review of Competency Progression (ARCP) 	6
4. E-Portfolio	10
5. Trusts	11
6. Lead Employer (St Helens & Knowsley NHS Trust)	12
7. List of Key Contacts	13
8. Find us	14
9. Useful Resources	15
10. School of Psychiatry Website	15

1. Health Education England (working across the northwest)

Health Education England (HEE) was established as part of the reforms under the Health and Social Care Act (2012). It took over the roles of Strategic Health Authorities and Deaneries regarding multi-professional workforce planning, education commissioning and education provision.

Its remit is to support the delivery of excellent healthcare and health improvement to the patients and public of England by ensuring that the workforce of today and tomorrow has the right numbers, skills, values and behaviours, at the right time and in the right place.

HEE works across the whole of England, and currently operates within thirteen local areas, grouped into four regions. The Northwest area is part of HEE North, and includes Lancashire, Greater Manchester, Cheshire and Merseyside.

Postgraduate medical and dental training in the Northwest is led by the Postgraduate Dean, Professor Jane Mamelok, who is supported by a team of Deputy Deans and Associate Deans. The Associate Dean for Psychiatry is Dr Clare Inkster.

2. Structure of the School

The Northwest School of Psychiatry is the second largest Psychiatry School in the country. The School is continuously working to align localities to ensure there are equal training opportunities across the region.

Whilst the School is made up of East (Greater Manchester), West (Cheshire & Merseyside) and Lancashire, each of the localities work together in an integrated approach to share best practice and promote training across the region.

School of Psychiatry Board

The School of Psychiatry Board meets twice a year to share good practice, discuss regional and national updates on relevant issues and discuss any challenges related to the training programme. The Board consists of:

- Head of School (Chair) – Dr Raghu Paranthaman
- Associate Dean – Dr Clare Inkster
- Training Programme Directors
- Programme Support Manager
- Directors of Medical Education
- MRCPsych Course Director
- Trainee Representatives (core and higher)
- Lead Employer Representatives
- E-Portfolio Lead
- Education Manager
- Foundation Lead
- Academic Representative
- Regional Advisor
- Less Than Full Time Lead

Trainees are encouraged to make contact with the trainee representative and ensure their views are brought forward. The details of the trainee representatives will be circulated.

Training Programme Directors

East	
Greater Manchester Mental Health NHS Foundation Trust	Dr Emily Mountain Emily.Mountain@gmmh.nhs.uk
Manchester University Foundation NHS Trust Pennine Care NHS Foundation Trust	Dr Seri Abraham seri.abraham@nhs.net
Lancashire	
Lancashire Care NHS Foundation Trust	Dr Matthew Appleyard

Core Psychiatry Training Programme Induction Pack

East Lancashire Hospitals NHS Trust	Matthew.appleyard@lancashirecare.nhs.uk
West	
Alder Hey Children's NHS Foundation Trust Cheshire & Wirral Partnership NHS Foundation Trust	Dr Declan Hyland declan.hyland@merseycare.nhs.uk
Mersey Care NHS Foundation Trust	Dr Rachel Elvins Rachel.elvins@mft.nhs.uk
East, Lancashire & West	
Academic Clinical Fellows	Dr Seri Abraham seri.abraham@nhs.net

3. Policies & Procedures

4.1 Out of Programme

Absences from the training programme to undertake time out of programme for clinical training (OOPT), research (OOPR), clinical experience (OOPE), career breaks (OOPC) or pause (OOPP) must be approved by the Postgraduate Dean or her deputy on the advice of the relevant Specialty School. Applicants are therefore advised to discuss their proposals as early as possible with their Training Programme Director.

More information and the details of how to apply can be found here:

<https://www.nwpgmd.nhs.uk/time-out-programme>

4.2 Inter/Intra LETB transfers

The Inter Deanery Transfer process was established to support trainees who have had unforeseen significant change of circumstances since accepting an offer of training post. More information regarding Inter Deanery Transfers can be found here:

https://www.nwpgmd.nhs.uk/Inter_Deanery_Transfer

Intra-LETB transfers are also available for trainees who meet the criteria. This allows for trainees to move from one part of the region to another, for example, moving from Cheshire & Mersey to Manchester.

More information regarding Intra-LETB Transfers can be here:

<https://www.nwpgmd.nhs.uk/policies-procedures>

4.3 Study Leave

Trainees are entitled to 30 days study leave per year (pro-rata). Study leave includes but is not restricted to participation in:

- Study (usually but not exclusively on a course or programme)
- Research
- Teaching
- Examining or taking examinations
- Attending specialist clinics
- Attending professional conferences for educational benefit
- Rostered training events.

To apply for study leave, you will need to complete [this form](#).

4.4 Less Than Full Time

Trainees who meet the eligibility criteria may apply to work less than full time within their role. This can be:

- 50% (5 sessions per week)
- 60% (6 sessions per week)
- 70% (7 sessions per week)
- 80% (8 sessions per week)

Trainees are required to apply for Less Than Full Time Training whenever they rotate to a new Mental Health Trust.

More information, including the eligibility criteria and how to apply to work Less Than Full Time, can be found here: <https://www.nwpgmd.nhs.uk/content/less-full-time-training>

Your speciality has been selected to pilot short trials (4-month blocks) of LTFT at 80% from February 2022 – February 2023.

What this means is you can try less than full time (LTFT) for 4 months at 80% without having a specific reason and at the end of the 4 month block you will automatically return to full time. The blocks will normally start in either April 2022 or October 2022.

Your school will decide which block you are allocated but you will be able to express a preference. If you then wish to become LTFT in February 2023 trainees in your speciality with no specific reason to be LTFT you will be able to do so by applying in the usual way.

4.5 Rotations

Before a new rotation is arranged, trainees will be supplied with a list of all available placements on the scheme and asked to fill in an online Placement Request Form.

Core Psychiatry Training Programme Induction Pack

Placement are based on educational needs, rather than location. It is essential that all fields are completed, as failure in completing the form will result in the trainee's preference not being taken into consideration. The online form will close on a specific date, and no exceptions will be made for late submissions.

If you require being within a set mileage from your home, you will need this supported by an Occupational Health Report. **It is not possible to take travel and childcare into consideration.**

Once rotations are finalised, trainee's will be notified by the Lead Employer 12 weeks prior to rotating.

4.6 Annual Review of Competency Progression (ARCP)

Your Annual Review of Competency Progression will be organised every year as per the [Gold Guide](#). You will be given at least 6 weeks' notice of the date of your ARCP. If you are awarded an unsatisfactory outcome at the Assessment Panel, you will be required to attend the Feedback Panel.

Less Than Full Time trainees may be reviewed more than once a year as the school reviews at progression dates and to ensure that all elements of the curriculum have been met.

The Assessment Panel will take place first - trainees will not be required to attend this. Those who's outcome is unsatisfactory at the Assessment Panel will need to attend the Feedback Panel face to face.

It is essential that all trainees save the date of the Feedback Panel in their diaries as it is compulsory to attend if the ARCP outcome is unsatisfactory.

The possible ARCP outcomes are detailed as follows:

Outcome	Description	
1	Satisfactory	Satisfactory progress. Competences achieved as expected.
2	Development of specific competencies	May progress but requires specific / targeted training to achieve certain competences.
3	Inadequate Progress	Has not achieved competences required to progress.
4	Released from training programme	Released from training programme with or without specified competences
5	Inadequate evidence presented	Incomplete evidence provided
6	Gained all required competencies	Recommendation for completion of training having gained all required competences.

Core Psychiatry Training Programme Induction Pack

8	Satisfactory	Out of programme, time may or may not count towards training
10.1	Progress satisfactory but the acquisition of competencies/capabilities by trainee has been delayed by COVID-19 disruption.	Development of specific competencies required due to impact of COVID-19. Progression to the next stage of training, no additional training time required.
10.2	Progress satisfactory but the acquisition of competencies/capabilities by trainee has been delayed by COVID-19 disruption. Trainee is at critical point and additional training is required.	Trainee cannot progress and needs additional time due to COVID-19.

ARCP guidance:

- Ensure the Psychiatric Supervisors Report and Educational Supervisor Summary report are completed and available on the e-portfolio at least two weeks prior to the Assessment Panel.
- Evidence cannot be used more than 7 times against the Intended Learning Outcomes (ILOs)
- Documentation must be recorded under the correct year of training and curriculum.
- The form R parts A and B can be completed via the Online Eportfolio within the 'reviews' section.
- The self-declaration form and CCT calculators should be uploaded to the activities section of the E-portfolio.
- Any Serious Untoward Incidents (SUIs) and issues regarding probity must be recorded on the Form R for revalidation purposes.
- Details of any Time Out of Training (TOOT) and any additional paid work undertaken should also be recorded on the Form R.
- Use reflective learning in order to demonstrate progression and understanding.
- Read the curriculum – the panel will sign you off against the Work Place Based Assessments (WPBAs) and ILOs within this. If there is any issue with completing these in time for the Assessment Panel, contact your Clinical Supervisor, Educational Supervisor or Training Programme Director at the earliest opportunity.
- Ensure Mini-PAT is released prior to the Assessment Panel.

Core Psychiatry Training Programme Induction Pack

- If your end date is amended at assessment, please ensure you update this on your e-Portfolio.

Core Psychiatry ARCP Dates 2022/23

Assessment Panel	Tuesday 13 th December 2022
Feedback Panel	Tuesday 17 th January 2023

4. E-Portfolio

The E-Portfolio is reviewed at the ARCP Assessment Panel. This is a tool to document your goals, progress and achievements, and the information which is available on your e-portfolio on the day of the ARCP Assessment Panel is used to determine your ARCP outcome, and which competencies have been met.



The screenshot displays the 'Specialty Training Portfolio' for 'Specialist Training in Psychiatry'. It shows a folder for 'CT3' with 59 activities. A progress bar indicates that 33 out of 44 competencies for 'Core Psychiatry (2016)' are mapped. The progress bar is divided into four segments with the numbers 7, 9, 17, and 11. Below the progress bar, there are three buttons: '+ New Activity', '+ New Assessment', and '+ New Review'. A help icon and the text '? What's this' are also visible.

It is important that you familiarise yourself with the new [curriculum](#), as this outlines the Intended Learning Outcomes (ILOs) that need to be demonstrated and the types of evidence that can be used in your e-portfolio.

You can register for the portfolio by following the below link. Please note, you must be registered with the college before a portfolio can be generated.

<https://www.rcpsych.ac.uk/training/your-training/training-resources/portfolio-online>

Online guidelines are available to help you use the E-Portfolio:

<https://portfolioonline.zendesk.com/hc/en-gb>

The North West School of Psychiatry Portfolio lead can be contacted at

Nilika.perera@gmmh.nhs.uk

5. Trusts

East	
Greater Manchester Mental Health NHS Foundation Trust	https://www.gmmh.nhs.uk/
Manchester University Foundation NHS Trust	https://mft.nhs.uk/
Pennine Care NHS Foundation Trust	https://www.penninecare.nhs.uk/
Lancashire	
Lancashire Care NHS Foundation Trust	https://www.lancashirecare.nhs.uk/
East Lancashire Hospitals NHS Trust	https://www.elht.nhs.uk/
West	
Alder Hey Children's NHS Foundation Trust	https://alderhey.nhs.uk/
Cheshire & Wirral Partnership NHS Foundation Trust	http://www.cwp.nhs.uk/
Mersey Care NHS Foundation Trust	https://www.merseycare.nhs.uk/
Northwest Boroughs Healthcare NHS Foundation Trust	http://www.nwbh.nhs.uk/

6. Lead Employer

St Helens & Knowsley Teaching Hospitals NHS Trust is the Lead Employer for doctors in Speciality Training across HEE northwest. The trust will be your employer for the duration of your post.

The Lead Employer will:

- Send formal confirmation of rotations to trusts and trainees 12 weeks prior to rotation commencing
- Provide HR services, including:
 - Payroll
 - Travel expenses
 - Maternity/ paternity leave *You must inform the Lead employer by 25 weeks
 - Occupational health
 - Contracts

More information can be found here <https://sharedservices.sthk.nhs.uk/>

7. Key Contacts

10.1 Health Education England

Department	Email address	Telephone number
School of Psychiatry	Psychiatry.NW@hee.nhs.uk	0151 479 2574
Study Leave	StudyLeavePsych@hee.nhs.uk	
SuppoRTT	SuppoRTT.NW@hee.nhs.uk	0161 268 9547
Revalidation	Revalidation.NW@hee.nhs.uk	0161 268 9900
Main Reception (Liverpool)		0151 479 2700
Main Reception (Manchester)		0161 268 9900

10.3 Lead Employer

Department	Email	Telephone Number
General Enquiries	Lead.employer@sthk.nhs.uk	0151 290 4093
Payroll	Leademployerpayroll@sthk.nhs.uk	0151 290 4516
Pensions	Leademployer.pension@sthk.nhs.uk	0151 430 1115
ESR	ESR.leademployer@sthk.nhs.uk	0151 290 4127
Health Work and Wellbeing	Well.Being@sthk.nhs.uk	0151 430 1985
Expenses	leademployerexpenses@sthk.nhs.uk	0151 290 4516

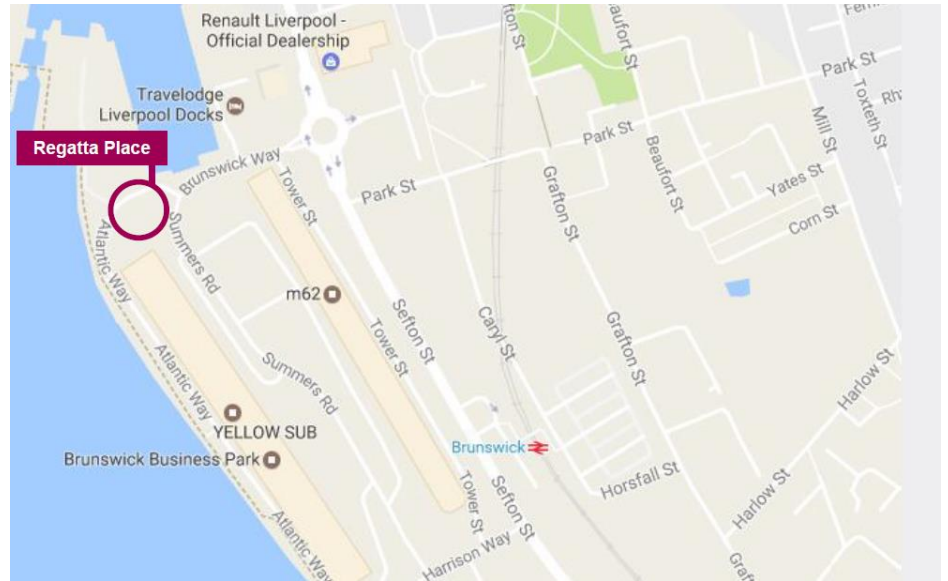
10.4 MRCPsych Programme

General Enquiries		MRCPsychCourse@hee.nhs.uk
Course Director	Latha Hackett	Latha.hackett@cmft.nhs.uk
Deputy Course Director	Dushyanthan Mahadevan	Dushyanthan.Mahadevan@elht.nhs.uk
Deputy Course Director	TBC	
Education Programme Manager	Claire McNally	claire.mcnally@hee.nhs.uk

8. Find Us

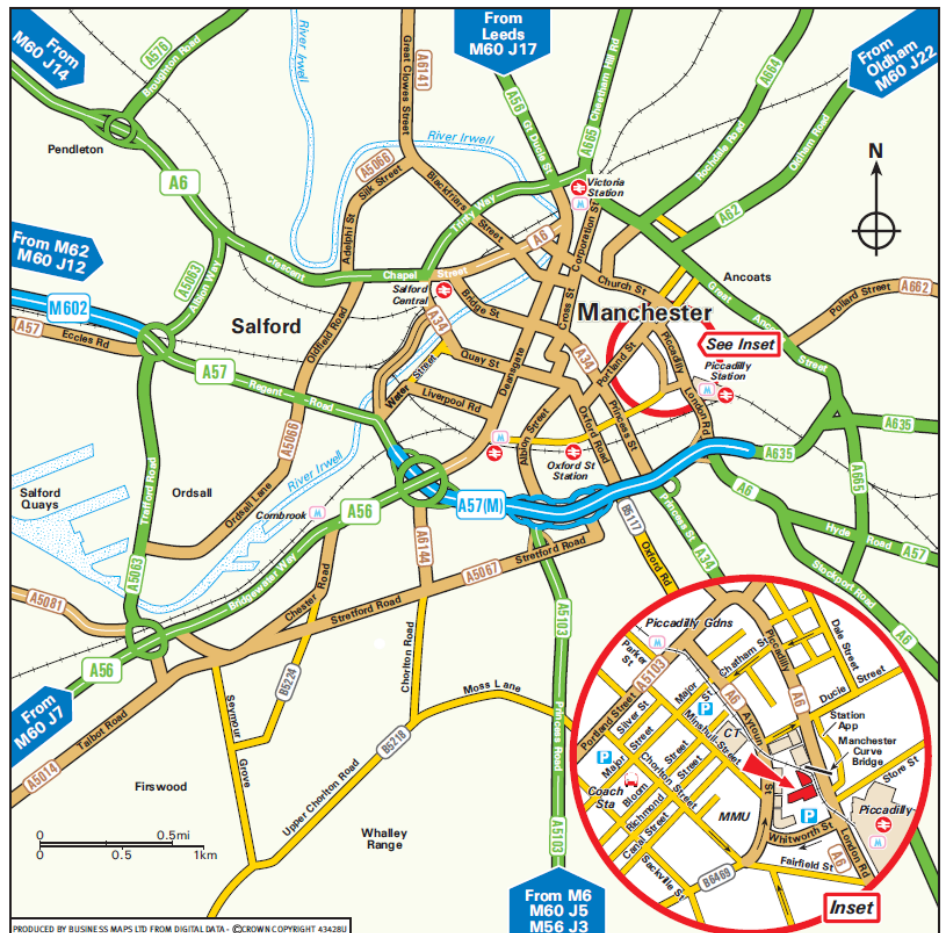
Liverpool Office

Health Education England
1st Floor, Regatta Place
Summers Road
Brunswick Business Park
Liverpool
L3 4BL



Manchester Office

Health Education England
3rd Floor, 3 Piccadilly Place
Manchester
M1 3BN



9. Useful Resources

Core Psychiatry Training Curriculum	https://www.rcpsych.ac.uk/docs/default-source/training/curricula-and-guidance/curricula-core-psychiatry-curriculum-april-2018.pdf?sfvrsn=881b63ca_2
Lead Employer	https://sharedservices.sthk.nhs.uk/
Health Education England (working across the north west)	https://www.nwpgmd.nhs.uk/welcome
HEE NW School of Psychiatry	https://www.nwpgmd.nhs.uk/Specialty_Schools/Psychiatry
HEE NW Policies & Procedures	https://www.nwpgmd.nhs.uk/policies-procedures
Health Education England (national)	https://www.hee.nhs.uk/
North West School of Psychiatry	https://schoolofpsychiatry.net/
Portfolio Online	https://training.rcpsych.ac.uk/

10. School of Psychiatry Website

As per the above the School of Psychiatry website can be accessed via <https://schoolofpsychiatry.net/>

The website includes information on each sub speciality, contacts within the School, Study Leave and the MRCPsych course. As well as upcoming courses and conferences.

The MRCPsych trainee portal is accessed via the website: <https://schoolofpsychiatry.net/trainees/mrcpsych-course/>

The trainee portal password is: Trainee01

The MRCPsych pages contain all the Local and Regional Academic Programme schedules and handbooks. Each week the power point presentations and handouts are added to the website for reference.

The MRCPsych pages also lead to the Virtual Learning Environment (VLE) <http://manchesterpsychiatry.net/> which contains MCQs banks to help with revision for the Paper A and Paper B exams.