

A message from Dr Wilf Kelsall re Bawa Garda

I wanted to write to all paediatric trainees in EoE regarding this very very sad case.

I wanted to assure everyone that they will have the full weight of protection of the School of Paediatrics and we will offer support to every trainee.

I have now listened to feedback from the RCPCH, read the responses of the GMC, we discussed the issues raised in this case at the recent School of Paediatrics Day and at the RCPCH Head of Schools meeting last week.

I really hope that this would not happen in EOE to a paediatric trainee. If trainees have concerns they must seek support and speak to someone. In the EoE I think we currently offer additional support to our paediatric trainees in a number of ways

1. The School visiting processes are robust and in the past have identified challenges in Departments that have been taken seriously and for the most part addressed. Consultant support in Departments is much more consistent. If there are issues locally these should be escalated through your educational supervisor, tutor, guardian and DME. If issues persist then the TPD and HOS should be involved. We are all here to help.
2. We have a wonderful group of trainees at every level of training who support each other and they will point you in the correct direction if you need help and cannot find it. The training days and your peers offer a support network
3. The TPDs, Tutors and myself will support and guide you, signpost you in the correct direction if needed.
4. We have introduced a robust mentoring scheme and colleagues should not feel it is a sign of weakness to have a mentor. One of our Paediatric trainees is currently an EOE mentoring fellow rolling out processes that already exist in paediatrics to all specialities.
5. We have access to dedicated psychology support for trainees that can be accessed discreetly through either myself or TPDs and again this should not be seen as a sign of weakness
6. The Deanery PSU offers support in many areas and again this should not be seen as a sign of weakness to use their expertise and support
7. When trainees are involved in incidents I would expect them to be supported locally in the first instance. If this doesn't occur then trainees should make contact with either the TPD or HOS. One of our Paediatric trainees will be presenting the EoE experience at the RCPCH meeting next month.
8. We have consultants across the Deanery who have always offered support to trainees involved in inquests and this will continue and will be developed further. You should not feel alone in these situations.
9. The importance of reflection cannot be under or over estimated. We would all recommend that some form of reflection is needed relating to a critical incident, SI or complaint which will be picked up on the form R. Reflection can be broad with lessons learnt and plans. The RCPCH are putting together a position statement on this which will be released in the near future. I will ask Claire to circulate separately the Academy of Royal Colleges guidance
10. The Deanery has now introduced a regular multi-speciality return to training day (SuppoRRT) which was initiated by the School of Paediatrics
11. I propose to invite all trainees to an evening event which is likely to be towards the end of March to discuss things further and hopefully allay trainee fears. It is likely that this will be 20th March in Cambridge - TBC

Please please do not panic. You will be supported and we will not hang you out to dry.

If you have concerns please do not hesitate to contact me

Please note you can copy emails to wilf.kelsall@nhs.net as well and it will increase the chance of an early response. I am happy to be contacted via switchboard (01223-245151) who will put you through to my mobile phone.

Wilf Kelsall

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