

**School of Postgraduate Paediatrics Visit  
to  
Basildon & Thurrock University Hospitals NHS Foundation Trust**

**Tuesday 21<sup>st</sup> March 2017**

**Visit Report**

<b>HEE EoE representatives:</b>	Dr Wilf Kelsall, Head of School of Paediatrics Dr Andrea Turner, Level 2/3 Training Programme Director Ms Susan Agger, Senior Quality Improvement Manager Dr Jogesh Kapadia, RCPCH Tutor (Luton & Dunstable) Dr Eleanor Keene, Trainee representative
<b>Trust representatives :</b>	Stephen Griffith, General Manager Dr Samudra Mukherjee, RCPCH College Tutor Dr Johnson Samuel, Director of Postgraduate Medical Education Paediatrics Education & Clinical Supervisors
<b>Number of trainees &amp; grades who were met:</b>	Level 1 trainees <b>(2)</b> Level 2/3 trainees <b>(2)</b>
<b>Purpose of visit:</b>	
<p>To review training in the department and meet with trainees following emails in 2016 and 2017 from trainees highlighting concerns about their training in Basildon.</p> <p>The last formal School of Paediatrics visit to Basildon was in August 2013. I met Basildon level 1 trainees informally at the level 1 training day in April 2016 and I had arranged a formal School of Paediatrics visit in Summer 2016. The date arranged had been timed with a visit to a local Trust in the morning. Unfortunately it was not convenient for the Basildon team to meet the same afternoon and the formal visit was cancelled. I did though travel to Basildon to meet with Dr Mukherjee and Dr El-Rifai to discuss concerns that had been highlighted in the trainees emails to me. I was assured that progress had been made in the department.</p> <p>Unfortunately in January, I received an email from our level 1 trainee representative forwarding an anonymised email from Basildon from a trainee who highlighted concerns in Basildon which mirrored those of 2016. This triggered visit was therefore arranged to meet trainees and discuss with the department progress that had been made and solutions. The 2016 GMC Survey and radar plots produced by the HEE EoE Quality Department were also to be considered.</p>	
<b>Meeting with College Tutor and Trust Director of Medical Education:</b>	
<p>We met Dr Samudra Mukherjee, Dr Johnson Samuel and Mr Stephen Griffith, General Manager. We received an update on the department in the form of an informal discussion with no data regarding activity. We discussed the emails that had been received in 2016 and 2017. The department have recognised the issues raised and have been supported by the Trust in funding a second registrar at night which has improved the supervision of level 1 trainees and make the workload more bearable. These emails which included concerns about bullying, intimidation and</p>	

humiliation of trainees have not been shared with the Director of Medical Education.

### Meeting with Paediatric Consultants, Supervisors and the Manager of Paediatric services:

A small number of consultants (4) were able to meet us. We heard very positive news that the department was well supported by the Trust in financing initiatives to improve patient flow. The department achieves the 1 hour target of seeing all patients referred to the CAU. This does result in pressure across the wider Paediatric service.

### Meeting with Trainees:

We met a small but we believe unrepresentative group of trainees. All the trainees were late in attending the meeting - up to 30 minutes. All trainees were escorted into the meeting by Dr Mukherjee. We only met 4 out of 15 paediatric trainees. The two level 2/3 trainees present had only joined the department in March.

### Strengths:

- The Trust has invested an additional middle grade tier to improve clinical service at night. The small number of trainees that we met recognised that this was an improvement.

### Requirements

1. The department must develop the role of the senior trainee. This trainee must meet with trainees and report back to the consultant's directorate meeting. These meetings must be minuted. Actions with timelines must be agreed.
2. The department must communicate efficiently with trainees. It was utterly embarrassing for me as a Head of School and the visiting team to meet so few trainees. It is clear that the information about the triggered visit was not passed on in a timely fashion to trainees and I suspect the wider department.
3. The department must address inconsistencies across the consultant body. Consultant supervision must be consistent. Trainees cannot be bullied, humiliated or intimidated.
4. The School will share copies of the previous trainee emails that have highlighted training concerns in Basildon with Dr Johnson Samuel. He was clear that he would address the issues highlighted by trainees.
5. The School of Paediatrics will review the number of training posts in Basildon in light of the 2017 GMC survey which has now commenced. Basildon has a large number of level 1 paediatric trainees. If there are ongoing concerns and the issues raised in the emails are not resolved trainee numbers will be reduced from September 2018 and they will be redeployed to units that offer consistently high quality training.

### Decision of the visiting team

- An action plan should be provided within 2 months of receipt of this report to highlight how the Trust and the department are addressing the key themes raised in trainee emails.
- There will be a formal revisit to the department in July/August 2017.
- Dr Kelsall will liaise directly with Dr Johnson Samuel.
- Trainees will be contacted through their trainee representatives to provide their feedback.

<b>Action Plan to Health Education East of England by:</b>	
2 months of receipt of this report.	
<b>Revisit:</b>	There will be a formal revisit to the department in July/August 2017.

**Visit Lead: Dr Wilf Kelsall**

**Date:**