



Information for prospective candidates

Preparation for Specialty Training (General Practice) - PST (GP)

What is "PST(GP)"?

PST(GP) is the opportunity to work for a year in one area of the country while receiving regular teaching and clinical exposure that will help to improve the skills required for admission to specialty training through the national selection process.

It is anticipated that doctors completing the scheme will also find they are able to better understand how to deliver good quality care in the NHS.



Is this a new training scheme?

No, this is not a training scheme or programme. The posts involved are hospital based and are usually used for GP or specialty training. They have a large element of service provision.

What is new is the educational element, which will be focused at the needs of doctors who have been unsuccessful on selection this year.

This project will seek to deliver the opportunity for doctors to improve their understanding of the NHS; team based working; communication and consultation skills and patient centred care.

Many of these skills are also shared by generalist physicians so the scheme is equally relevant to those wanting to enter Core Medical Training (CMT) or “community facing” specialties, such as psychiatry and paediatrics.

Why is it being offered?

Safe delivery of patient care is based on high quality Primary Care and generalist skills. For a variety of reasons applications to GP training have been lower than hoped. It has been noted in previous years that some very clinically competent doctors do not pass the selection process because they have had insufficient opportunity to develop the skills and attributes that are required to enter GP training (the “competences” upon which selection decisions are made).

Who might be able to apply?

- Any doctor who has applied for GP Speciality Training in 2015 and was unsuccessful at Stage 2.
- Any doctor who attended Selection Centre for GP training in 2015 (round 1 or 2) and who was unsuccessful.
- Any doctor unsuccessful at selection for Core Medical Training or community facing specialties such as Paediatrics & Psychiatry in 2015

- GPSTP candidates will be approached automatically, other doctors who fit the criteria should approach the GP recruitment office of their local LETB for further advice.
- **Will I automatically be offered a place?**
 - No - only candidates who meet the minimum score criteria during the selection process will be offered a place.
 - **Please note all candidates who completed pre-GP in 2014-15 are also excluded.**

If I don't pass selection should I wait and see how I do at Round 2?

No - you can accept a PST place at Round 1 and attempt Round 2.

If successful you will be allocated a place on a GPSTP **in the same area** as your PST place, so you will know what area of the country you are working in from the time of acceptance of PST.

If for some reason your performance at Round 2 isn't as good you will still have your PST place, even if at Round 2 your scores have fallen below the entry mark.

It is important to ask if you are eligible and accept your PST place if you want to know where you will be working in August 2016. Please remember that places for popular areas such as the London LETBs are never available at Round 2.

How do I apply?

Candidates from GP selection should confirm their interest as soon as possible after they have received the results of selection. Instructions will be sent to them.

What happens next?

You will receive an acknowledgement of your interest. A further email will then advise you of whether you are eligible for the project and if so which geographical location within the area you have been allocated to. Allocations will be based on the preferences you expressed at selection but also in the areas of greatest need. What this means is that this is less likely to be your area of first choice.

If your original application was to an area different to the one where your PST offer is, you will be asked to rank the available areas and this will be taken into account.

Is this available in all areas of the country?

No, it is restricted to those areas where there are difficulties with GP recruitment.

This is currently the Local Education and Training Boards in East of England, East Midlands, West Midlands,

North East, North West & Yorkshire & Humber. Links to these can be found on the Health Education England website at <http://hee.nhs.uk/>

Will I know what posts I am doing?

Not at this stage. Post details will be sent after you have accepted the offer.

All posts are those which are normally used for GP training. The clinical supervisors will be aware of the requirements of GP training and be able to ensure your learning needs are met. Posts may be in a variety of specialities but two or more posts may be in similar areas.

If you will need to ensure you can demonstrate Foundation Competencies for your next attempt at selection (e.g. if the posts you are have based your 2015 application on will be more than 3 years old in 2016) please mention this in your expressions of interest so that you may be allocated posts that are suitable for this.

What is the educational element of the project?

Doctors in the project will undertake half or whole day release small group based teaching (according to local arrangements) with the aim of developing the following areas:

- Understanding the structure and function of the NHS
- Working as a doctor in the NHS and professional values
- Communication and consultation skills
- Teamwork and team-based care provision
- Patient safety/quality improvement
- Recording and reflecting on their learning.

Acquisition of skills in these areas is essential both for improving your chance of success at GP/CMT/specialty selection and to provide a firm base for your development as a doctor in the NHS, regardless of your future career path.

Education will be delivered by experienced educators based in Primary Care with external resources including simulated patients as required.

In addition you will spend up to two weeks based in a GP surgery to get an overview of what GP has to offer.

Is this only available to those who want to do GP/CMT?

While the driver for the development of the project is low numbers of GP trainees it is suitable for doctors wanting to pursue generalist or community facing specialty careers, such as General Medicine or Psychiatry. As long as you have attended a selection process this year you may be eligible to apply. Please email us for confirmation of whether you are eligible for consideration. Our email address is: Heem.pstgp@nhs.net

What if I accept a place and then decide that GP is not for me?

There is no compulsion to attempt GP selection during this year. Career counselling will be available for those candidates who would benefit from advice on an alternative medical career path. Employment will continue for the whole year regardless of intended career path.

Who will employ me?

Employment models will vary depending on local LETB arrangements but will be based on fixed term locum contracts with arrangements for attendance at the training element.

What if I want to work part time?

Slot share (50%) placements may be available but candidates should be aware that these will also be fixed term

so their total experience for the year will be half that of a full time applicant, including exposure to only 50% of the teaching.

Am I guaranteed a year's work?

As long as you are working to an acceptable standard you will progress through the posts and be employed for the whole year.

However if your work does not meet the required standard this will be dealt with by your employer and if you are dismissed from a post through an appropriate disciplinary process you will not be able to progress to subsequent posts. There is no assessment element to this project so consequently no remediation will be given by the LETB providing the educational component.

Remediation opportunities from the employers are limited to those normally available for locum posts which may be none.



If I don't get into a specialty training programme, will I be able to do a second year of PST?

No. This project is for one year, following which we hope to do a full evaluation. However, even if it is repeated in future years it is only available for a single year to any individual doctor.

What if I get into GP training next year: will I be able to do a shortened programme?

Although the posts used in this project are approved for training, the educational element is not accredited by any statutory body. The RCGP are therefore highly unlikely to accept it as evidence of prior experience and will not count it for candidates applying for shortened programmes through the CEGPR route (see RCGP website).

Doctors successful at GP selection will enter at ST1 and be expected to complete a full three year programme. It is envisaged that the extra educational element in PST will give them a great foundation for attaining the competences necessary for successful completion of GP training in the usual three years.

It doesn't seem fair that I won't be able to count this towards my future training.

Entry to specialty training is only through the appropriate selection process so cannot be bypassed.

Those unsuccessful at recruitment may enter LAT (Locum Approved for Training Posts) and when they are ultimately successful at recruitment may attempt to use this towards their training.

However experience suggests that these doctors, having not had access to the same level of training, tend to have some difficulties achieving all their goals to progress through training in the appropriate timeframe.

This project is intended to allow you to invest a year in developing skills and knowledge that will assist you to complete your chosen training path more easily, and in the usual time frame so that you start your career with confidence.

What do I do now?

Keep the details of PST to hand and make sure you express your interest as soon as possible after the results come out.

Email us at: Heem.pstgp@nhs.net



About HEEM

Health Education East Midlands (HEEM), part of Health Education England (HEE), was established in April 2013.

Our goal is to develop a high quality, safe and sustainable workforce to meet the healthcare needs of the people of the East Midlands.

By working closely with stakeholders, we act as a regional 'convenor', bringing people together across NHS, social care and the third sector to deliver the best possible services and outcomes for patients.

HEEM covers the counties of Derbyshire, Leicestershire and Rutland, Lincolnshire, Northamptonshire and Nottinghamshire.

Visit www.em.hee.nhs.net

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