The Hard Facts……..

- The ARCP process is essential for trainees to be seen to be progressing and to qualify

- Money – there is none……………….

- So we have to find a way to make this work more easily for everybody

Let's start with a health warning…

- We recognise that the present system isn't perfect

- We also recognise that our suggested revised processes aren't perfect either…..

- Although we hope that they are an improvement

- And we are keen to have your feedback so that we can continue to evolve the system to make it as good as we possibly can for all concerned

Present Situation

- As soon as any trainee goes 'out of sync', calendar and gateway ARCPs causing confusion over what is needed when

- Generates a lot of queries for everybody, and so extra work

- LTFT trainees shouldn't have to be doing more ESRs and ARCPs pro-rata than their FT colleagues

- Last minute 'surprises' about CCT dates seem all too common

Present Situation continued

- Current local ARCP system largely working very well

- 2016 - the majority of referrals to central panel still had a satisfactory outcome

- Local administrators and TPDs know their trainees well

- Element of central work expected as part of TPD contract

- We recognise workload issues, so want to make this as simple as possible for you

Present situation continued

- Essential local educator information not always available to central ARCP panels eg Reports into Progress

- Outcome of central ARCP panels doesn't always seem to filter through to local educators

- Meaning post lists and CCT dates not updated

- And ongoing training plan not put into place

- Potential confusion over when next ESR and ARCP needs to take place

Recent SEA

- ST3 trainee, LTFT, maternity leave and some sick leave

- Husband got new job in USA, due to start straight after CCT, also pregnant again and associated health issues

- So checked several times when expected CCT would be, local admin checked calculator several times, all seemed okay, until……….

Recent SEA continued

- After final ARCP in late December, RCGP contacted Fulbourn to say CCT was actually a month later than expected

- Lots more in the background, as is always the way with SEAs, lots of lessons to be learnt about communication etc

- But the issue around the CCT date came down to all the TOOT being put into the calculator

- Happy ending eventually but it was a close one

GPSA queries

- Annual QA where the GPSA look at 10% of satisfactory ARCPs and all our outcomes 2, 3, 4 and 5

- In EOE, majority of the GPSA queries relate to
  – Unassessed ARCP periods – so review period dates leaving gaps
  – 3 dates not matching = end of ARCP review period, CCT date and end of last post date
  – Post labelling

Suffolk Trial

- All trainees will generally only have **one ARCP a year on the anniversary of their start date**

- ESR and ARCP review periods will be more closely aligned

- **ESR review periods May to November, and November to May only**

- **ARCP review periods** from
  - Beginning of training to date of first panel
  - Date of first panel to date of next panel
  - And so on until the CCT date

Suffolk trial continued

- Annual ARCP until the end of training when the **final ESR and ARCP review period will be lengthened by up to 3 months to avoid repeating ESRs and ARCPs in quick succession**

- Where there has been **4+ months** of training since the last ARCP, all trainees having a **planned break** from training will have an ESR and ARCP before the start All trainees will have a planning 'ESR' within 3 months of return to training and **will then slot back into May and November ESRs with an ARCP at the most appropriate date**

Suffolk Trial continued

- Local training programmes will undertake an ARCP for **all trainees, including unsatisfactory and POR ESRs**

- If an unsatisfactory outcome is then thought to be likely, the trainee will be referred to a central ARCP

- **Local ARCP days** in June +/- December/January

- **Virtual ARCPs by email** the rest of the year

- **Local admin prepare their own trainees**

- **Local admin will be in charge, with support**

Suffolk Trial continued

- Ran a joint Suffolk panel on Dec 21st involving the TPDs and one GP tutor

- Local admin

- Virtual ARCPs since

- Local admin in BSE devised spreadsheet to monitor trainees on

- New TPDs and administrator……..

- Getting to grips with it all

Advantages to Local Schemes

- Local admin will be able to advise their trainees of what will happen when

- And are in control of the quality of their own processes

- And are able to monitor the performance of their own trainers in terms of the quality of ESRs etc

- And will know the outcome of the ARCPs and who needs support

- TPDs don't need to travel to do their 'central work'

New ESR feedback sheets

- Been using these in Suffolk and at all central panels

- Appear easier to do so far

- One trainer emailed the assessment team to say how nice it was to have had all their hard work appreciated

- **I would appreciate your thoughts on what we do with these, as part of our Quality Assurance processes**

Where Next?

- Think about where local variations might be needed eg Norfolk schemes, Herts

- Revised support materials

- Chair training workshops so that each area has 1+++ trained chairs

- Member training – revised criteria

- ESR sessions in local trainers groups – scenarios for ESRs and ARCPs available

- Local admin training

Where Next? continued

- Support for queries from
  - Assessment team

  - Your patch associate dean

  - Janet Rutherford as assessment lead

  We **<u>WANT</u>** your feedback to refine the system to make it the easiest we possibly can for everybody concerned