

Top Tips for Scheme Development

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About us

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Appointed as TPD October 2014

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Appointed as TPD April 2015

Learning Needs

Aim

- Share our ideas/experiences on what has helped our scheme develop
- Group work activity exploring scheme development ideas
- We don't know all the answers.. Hoping to learn from you too

Background to scheme

- Number of TPD resignations in previous 5 years
- Trust in special measures
- Poor feedback on hospital posts
- Trainee & Trainer morale low
- Poor trainee attendance
- Scheme identity
- No regular links of communication
- Training Practices limited
- Team of new TPDs

Starting point- Consider a brainstorm session with your fellow TPDs ...



Identify potential problems

- Trainees
- Trainers
- Scheme ie programme structure
- Trust
- Ourselves- SKILL SETS

TPD team strengths to move ideas forward



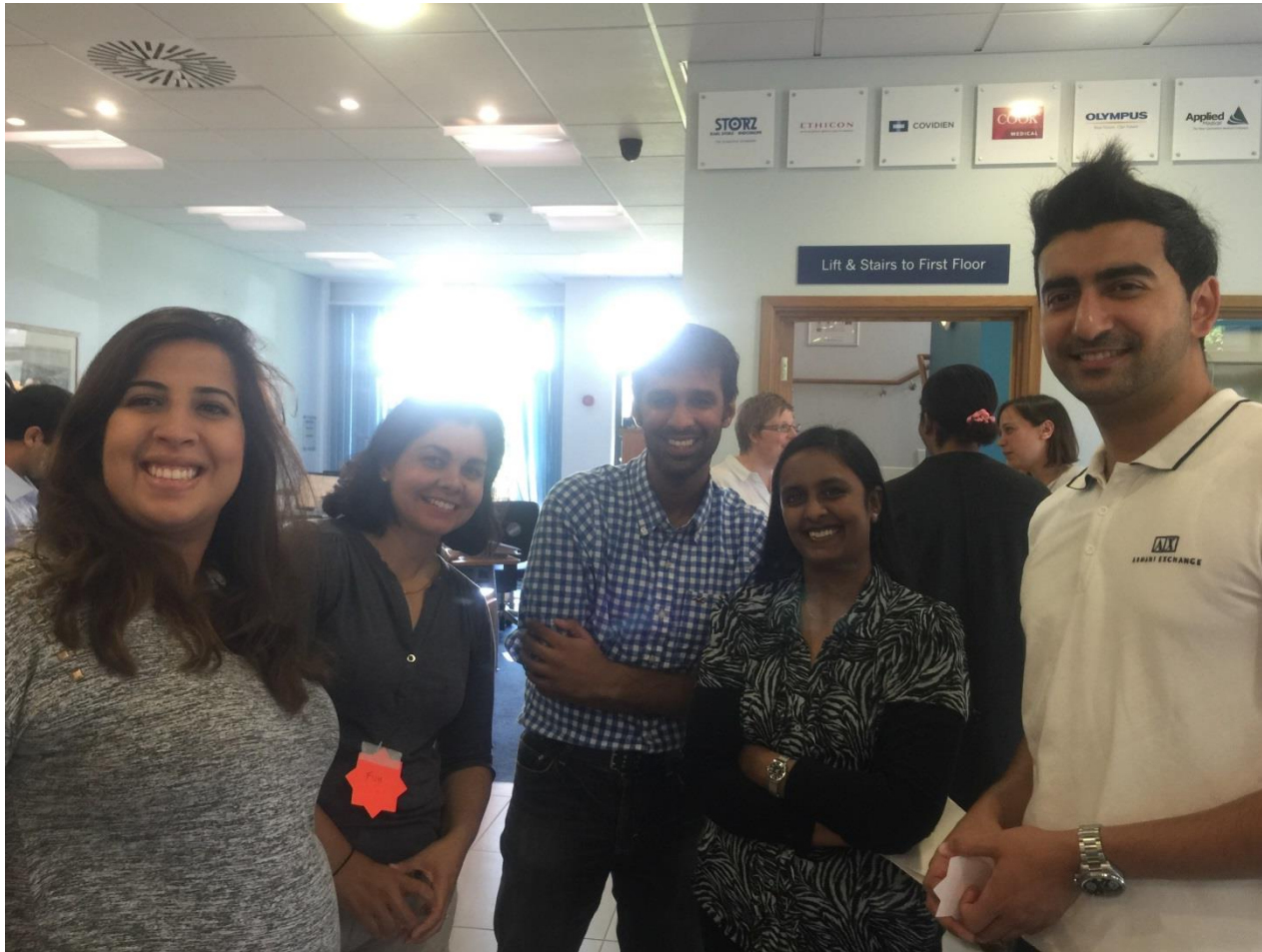
Group work



Group work

- Consider one problem area you have faced on the scheme- discuss the solution
- Or discuss an idea that has helped your scheme develop

Our top tips



TOP 5

- **Communications**

- Monthly email communications with our trainers
- Twice a month e-bulletins to trainees
- Reminder intervals to Clinical supervisors (esp before ESRs)
- TPD communication- regular meetings /skyping/ TPD team building
- Website Development – Trainee led.
- Social media – What's app group
- Documentation of progress/achievement – Good for GP school visit

Top 5

- **Morale – Trainees**

- Communication - email and 'being available to trainees during VTS time' ?consider fixed slot
- Demonstrate enthusiasm & Being a Role model
- Trainee Feedback on VTS sessions
- Consider a Survey Monkey after a period of change to check trainees feedback
- Consider Team games to help trainees gel
- Leadership skills- Trainee reps & engagement at Faculty meetings



Top 5

- **Morale – Trainers**
- Monthly email communications (reminders)
- TPDs visit to training practices
- Developing better links with Trainer workshop facilitator
- Offering individual or group training around e-portfolio
- Supporting PDP with innoVAiT subscriptions

Top5

- **Training programme content**
- Review current structure . Does it still meet the needs of learners ?
- Review of evaluation forms – do these provide you with meaningful information
- Consider Trainee led sessions

Top 5

- **Working with the trust**
- Establish/ re-establish Faculty meetings
- Develop working partnership with Director of Medical Education
- Develop links with consultants/ Clinical supervisor
- Develop working relationships with Foundation programme directors
- Establish links with medical rotas

Q&A

