

Enhanced Support Period

You have been identified as a GP Trainee who has not had much NHS experience and are due to go into a hospital Trust post next. You are invited by NHS England to have an initial supported period in post to allow you to familiarise yourself with the hospital system and to settle into your role.

Ideally this enhanced support period would include shadowing the doctor already in post, but this is not always possible.

The dates for your Enhanced Support Period have been identified on the initial welcome email by the GP Training Support Team.

Please liaise with your local medical staffing team on where to attend on your first day in the hospital.

Background

- International medical graduates who are **new to the NHS** and have little or no UK acute NHS hospital-based experience
- NHS England (Workforce, Training and Education Directorate) has provided funding for **two weeks (10 normal working days)** to allow the GP trainee to be released from the rota; ideally, they are completely supernumerary, with backfill provided by the Trust using this funding (if available)
- The enhanced support period should be **fully educational**, not used for pure service delivery nor to meet the Trust's own requirements
- Usual Trust induction, statutory and mandatory training will be required in addition outside this funded period
- Ward and department staff should be aware that this is a shadowing period

Educational Objectives for the Enhanced Support Period:

1. **Become familiar with the ward or department environment in which the GP trainee will be working.**
 - a. Shadow the team on ward rounds, in ward work, seeing acute admissions and assisting with routine work, attending department teaching
 - b. Ensure that a thorough department orientation has taken place
 - c. Attend handovers and become familiar with the information needed to be handed over for patient safety
 - d. Understand how to make clinical notes (paper based or electronic) according to department/Trust protocols, how to assess and review VTE status and how to review observation and drug charts (paper or electronic)
 - e. Understand how to use clinical systems to request investigations and review results
 - f. Understand how to access prescribing guidelines and to become familiar with any electronic or paper prescribing systems used in the Trust; become familiar with the role of the ward pharmacist and prescribing support/safeguards available

- g. Become familiar with Trust and department guidelines and understand how to access these on the Trust intranet
- h. If Health Toolbox (formerly Dr Toolbox) is being used by the Trust, ensure access and familiarity with the information available on this app: <https://www.health-toolbox.com/Main/Hospitals>
- i. No night or weekend working is expected during this period, but if supported early evening work would help familiarise with out of hours duties, this should be facilitated
- j. If ED (Emergency Department) or acute assessment work is required as part of the role, ensure that time is spent in this environment to ensure familiarity
- k. Work alongside members of the multi-disciplinary team as appropriate, to understand their roles and how to optimise interactions within the team
- l. Understand how to make a referral to another team, and how to act on a referral received
- m. Be aware of rest facilities and how breaks are structured within the working day
- n. Be aware of protocols and policies relating to infection control
- o. Understand how to report sickness, and how to book leave
- p. Understand how to report concerns and seek support, including concerns over working conditions, patient safety, and wellbeing

2. Undertake generic refresher simulation training in human factors, acute emergencies, and clinical skills (STARS course - arranged by NHS England during this two-week period).

Further simulation training may be required depending on the clinical setting in which the GP trainee is working, and should be arranged by the department.

- a. Recognise and conduct a prompt initial assessment of the acutely unwell patient
- b. Manage cardio respiratory arrest, applying current ALS guidelines
- c. Show leadership when managing acutely unwell patients
- d. Demonstrate effective communication skills including SBAR
- e. Show awareness of joint decision making in relation to escalation and limitations of care
- f. Conduct the initial management of acute scenarios, e.g.
 - Sepsis
 - Acute asthma
 - Respect/DNAR decisions
 - PE

3. Attend a relevant outpatient clinic and/or procedural list relevant to the department, to learn clinical skills relevant to primary care, and how general practice with the secondary care services within the Trust.

4. Meet your clinical supervisor to discuss educational objectives and strategies for the whole placement.

5. **Attend scheduled GP scheme teaching, and half-day self-directed learning time** (recommended to be spent in the library to allow familiarisation with the library and knowledge services and the support they can offer).
6. **If in an ITP post you should attend the GP practice on your scheduled days**, to allow induction into that part of the post.
7. **Undertake one hour of virtual 1-1 linguistic coaching** (with a “chatter chum” arranged by NHS England) to help understand local accent, dialect, and idiom. Trainees will need to be supported to attend this, with provision of equipment and a suitable quiet space to undertake the coaching.

If you have any further questions or concerns, please contact the GP Training Support Team via this email: england.gptrainingsupport.yh@nhs.net