

## Board of Directors' Meeting Report – 28 February 2017

### Agenda item 13/17

<b>Title</b>	Update on Health Education East of England School of Medicine and Foundation School Action Plan.
<b>Sponsoring Director</b>	Neil Rothnie
<b>Author(s)</b>	Neil Rothnie
<b>Purpose</b>	To update the Board on progress with the Action Plan
<b>Previously considered at</b>	Action plan previously circulated to Board members.
<b>Executive Summary</b>	
<p>Satisfactory progress being made with action plan which was submitted on 13<sup>th</sup> January 2017 with an update submitted on 10<sup>th</sup> February. The update is appended to this paper.</p> <p>Multipartite meeting convened by Postgraduate Dean on 26<sup>th</sup> January 2017 - visiting team were satisfied with progress to date, however the Trust will continue under enhanced monitoring.</p> <p>Foundation School Director is to undertake a Foundation School re-visit on 28<sup>th</sup> February 2017 to review progress against specific areas in the action plan.</p>	
<b>Related Trust Objective</b>	Excellent Patient Outcomes Excellent Patient Experience Engaged and Valued Staff Operational Sustainability
<b>Related Risk</b>	Risk 1 – Failure to provide adequate patient safety and quality of care Risk 2 – Poor patient experience Risk 3 – Failure to meet operational performance targets Risk 5 – Inability to recruit and retain staff
<b>Essex Success Regime</b>	Loss of junior medical staff would have a profound effect on the ability of the Trust to provide acute medical care.
<b>Legal implications / regulatory requirements</b>	GMC require minimum standards for the delivery of medical education and training.
<b>Quality impact assessment</b>	N/A
<b>Equality impact assessment</b>	As far as can be ascertained this paper has no detrimental impact for the 9 protected characteristics under the Equality Act 2010.
<b>Recommendations:</b>	
The Board is asked to receive assurance from the report.	

## Update on Health Education East of England (HEE EoE) School of Postgraduate Medicine (SoM) and Foundation School Action Plan.

### 1. Background

A combined HEE EoE SoM enhanced monitoring revisit and Foundation School visit to SUHFT took place on 16<sup>th</sup> December 2016. The visiting team felt that there had been poor progress with addressing the concerns identified in the last School of Medicine and Foundation visits with evidence that patient safety and delivery of education were deteriorating. HEE EoE were only able to recommend conditional approval of Foundation, GPST, CMT and ST3+ posts for a limited period of four months. There was a risk that there may be a recommendation to initiate HEE EoE's processes for the withdrawal of foundation trainees and trainees in medical specialties from the Trust if there was continued failure to demonstrate significant progress with resolving the concerns.

### 2. Progress

The Trust undertook a number of immediate actions and instigated plans to improve safety and the educational experience. These were detailed in an action plan with accompanying evidence which was submitted to HEE EoE on 13<sup>th</sup> January 2017. This action plan was circulated to the Board previously.

Professor Bill Irish, Postgraduate Dean, convened a meeting of interested parties to discuss the outcome of the visit, to review the issues raised and to agree a suitable plan to support the trust, trainees and local patients. This took place at the Trust on 26<sup>th</sup> January 2017 with representatives from HEE EoE, NHS England, NHS Improvement, Local CCGs, CQC, London Deanery and the GMC as well as Trust representatives. The Head of the School of Medicine gave a summary of the concerns. This was followed by a presentation by the Medical Director on actions taken and future actions to resolve the issues. The visiting team were satisfied with progress to date, however the Trust would continue under enhanced monitoring and would be required to show further progress with the action plan.

The latest update of the action plan (see below) with additional supporting evidence was submitted to HEE EoE on 10<sup>th</sup> February 2017.

The School of Surgery will be visiting on 21<sup>st</sup> February 2017.

In light of the recent Medicine visit to Southend, Dr Johnson, Foundation School Director is planning to undertake a Foundation School re-visit on 28<sup>th</sup> February 2017 to review progress against specific areas in the action plan:

1. *The workload and supervision of the F1 on call at night for medicine must be improved (R1.7, R1.8, R1.12, R2.11)*
2. *The workload of inpatient medical and surgical teams during normal working hours must be improved. Trainees must be given time to meet their curriculum requirements (R.1.12, R1.15, R1.16)*
3. *The workload of Ed trainees throughout the working day must be improved (R.1.12)*
4. *Further work must be done on the acute admissions pathway to ensure that it is safe and provides a suitable training environment and appropriate training opportunities for Foundations trainees, CMTs, GPSTS and ST3+s in medicine (S1.1)*

5. *The Trust must review the acute admission unit bed base to ensure that the lack of capacity does not continue to adversely affect training or patient safety (S1.1)*
  
6. *Working relationships and handover between the Emergency Department and the Medical Teams must be improved (R1.14, R1.17)*