



National and Regional Winner of the NIACE Outstanding Learning Provider in the Healthcare Sector Award 2008

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Guide for Hospital Consultants offering support to the Clinical Practical Training (CPT) scheme

Dear Colleague,

Thankyou for offering your support to our members as a clinical supervisor on the **Reache North West Clinical Practical Training (CPT) scheme**. Attached is a brief guide to help you plan the timetable for your trainee.

We have made an effort to keep the formal assessments and appraisals to a minimum. It is essential, however, that we have an objective record of progress for each individual and the mid-point assessments are particularly helpful to us in advising the trainee. To help you, Reache North West administrative staff will ensure forms are sent out in time for the planned meetings.

Your contribution is greatly appreciated and we will aim to feedback to you on the individual's future progress. We hope that you will enjoy this unique opportunity and find it a rewarding personal and professional experience.

Dr Sam Campbell is the designated tutor for this project and Margaret Cartledge will be your main contact from the administrative team. Reache North West is a small team, however, and we are all happy to discuss any issues or concerns and all comments are welcomed. You can contact any of us by email: Reache@manchester.ac.uk .

Best wishes,

Maeve Keaney
Director of Reache North West

Sam Campbell
GP and Clinical Tutor

Background:

[Reache North West](#) is an education centre for refugee and asylum-seeker health professionals. We aim to help our members re-enter their profession in the UK as safe and effective practitioners.

Reache North West was established in April 2003. It is based in the Mayo Building at Salford Royal Hospital and operates as part of the Salford Royal NHS Foundation Trust. Professor Sir Liam Donaldson, visiting in early 2004, described Reache North West as a “centre of excellence” in its field. In 2005 Reache North West won the Greater Manchester SHA Education and Training award in recognition of “innovation and excellence in health care”. In May 2008 Reache North West was named “Outstanding Learning Provider in the Health Sector” at the National Institute of Adult Learning Continuing Education (NIACE) Adult Learners’ Week Awards.

Reache North West offers a range of support to its members, including:

- Pastoral support
- Study facilities including textbooks, journals, computers, and clinical skills lab
- IELTS (English) courses and intensive IELTS weekends
- Medical Update course on topical subjects
- Teaching to help members adapt to practice in the UK and the culture of the NHS
- PLAB 2 clinical examination resources
- Teaching and presentation skills practice
- Support in developing a Continuing Professional Development record
- Careers support with one-to-one advice on CV preparation, professional registration, job applications and interview skills
- Assistance in finding taster placements and clinical attachments with NHS teams

Refugee doctors have specific educational needs that are different to those of overseas doctors. Overseas doctors generally have planned to move to the UK and have investigated the cultural landscape. They are more likely to have contacts in the UK and have shorter career breaks. They have different psychological and social issues. The Reache North West Clinical Practical Training (CPT) scheme has been developed to address the needs of refugee doctors.

Clinical Practical Training (CPT) scheme:

These unpaid 13 week posts have been developed to provide a supported learning environment with clinical experience to improve the prospects a refugee doctors obtaining a training post in the UK. All candidates are active members of Reache North West with permission to work in the UK (mostly with Refugee Status or Indefinite Leave to Remain) and who have passed PLAB 2 and been granted full GMC registration with a license to practice – in other words: they are job ready.

Contractual responsibility is at the level of Foundation Year 1 trainees and we expect performance to this level by the end of three months, although initially post holders will require some extra

supervision as this is their first practical position as a doctor in the NHS and many will have had considerable career gaps.

Flow Chart – Clinical Practical Training (CPT) Scheme

Minimum criteria for trainee application

- Specific minimum standard in IELTS English examination, PLAB qualification and subsequent full GMC registration with a license to practice
- Active Reache North West membership
- Permission to work (with Refugee Status, Indefinite Leave to Remain, or similar)
- Completion of at least a one month NHS clinical attachment in the last year



Appointment to Scheme

Suitable placement identified and start date set by mutual agreement and in consideration of trust induction arrangements

Occupational Health clearance and valid DBS (CRB) check within last year

Human Resources (HR) to issue contract (job offer) as an unpaid "Honorary Clinical Practical Training Doctor" at a level equivalent to Foundation Year 1 trainee doctors.



Placements weeks 1-4

Trust induction and local induction meeting with consultant clinical supervisor and Reache North West educational supervisor to identify learning goals.

The post holder is expected to:

- Carry out duties on a planned timetable
- Attend FY1 teaching sessions at hospital
- Attend day release teaching with educational supervisor tutorial at Reache North West on Fridays
- Develop a personal development plan
- Plan an audit project
- Undertake regular reflective practice with BMJ Portfolio log entries each week

End of week 4

Telephone follow up to feedback to Reache North West Tutor.

Mid point assessment

- Reache North West member to meet consultant clinical supervisor for review meeting.
- Identify 5 to 6 individuals from the team (medical/nursing/admin staff) to complete 360 degree multi-source feedback (MSF) assessment form.

End of placement assessment

- Consultant supervisor to complete last placement assessment form and end of placement sheet.
- Reache member to meet with Reache North West tutor.
- Reache tutor to provide summary/feedback to candidate and consultant supervisor.

The main objectives of the CPT Scheme posts:

- gain experience of working in a hospital environment;
- develop clinical, communication and team-working skills while providing patient care at a FY1 equivalent level;
- attend relevant weekly FY1 training within the Trust;
- attend a weekly day release course at Reache North West on Fridays including weekly clinical case discussions to practise clinical reasoning in the setting of UK practice, British culture and the context of the National Health Service (NHS), alongside a tutorial encouraging the development of an active personal development plan (PDP) and reflective learning log.

Anticipated duties in post:

- provision of inpatient care, history taking, clerking and investigation of patients;
- attendance at outpatient clinics, taking the history, clerking and arranging appropriate investigations;
- the accurate maintenance of detailed clinical notes is *an essential part of the role*;
- assistance with operating lists by arrangement if relevant to the post;
- active participation in clinical audit is essential. The post holder **will need** to complete a relevant clinical audit project during the tenure of the post;
- the post holder will be appraised – three times during the 13 week post by the consultant supervisor and Reache North West tutor. The first meeting will set the training objectives for the post holder who will complete a personal development plan while in the post;
- this is a Trust post at FY1 equivalent level and is unpaid. Currently, on-call duties are not part of the required duties of the post holder.

This is not a recognised training post and time spent in this post provides clinical experience only. This post is NOT recognised for training purposes by any of the Royal Colleges or the Postgraduate Dean. If the final assessment is satisfactory, they can be assured of a good reference and support in application to substantive and locum employment in the NHS. The majority of these doctors have moved onto paid posts after completing the scheme.

The **clinical practical training (CPT) scheme** is *not* the same as an observer-status clinical attachment. A CPT doctor has full GMC registration and will have Human Resources and Occupational Health clearance permitting work with patients under supervision to the level of a Foundation Trainee.