**Yorkshire & Humber Trainee Wider Forum**

**Minutes of Meeting**

traineeforum.yh@hee.nhs.uk

**Date: 11/05/2022**

**Venue: Online – MS Teams**

**Time: 1300**

**Attendees invited for TEF (attended** [x] **):**

[x] Emma Howe (EH) (Chair) [x] Alexandra Damazer (AD) (East Locality Lead)

[x] Sara Page (SP) (Vice Chair) [ ] Stuart Stokes (StS) (South Locality Lead)

[x] Hussain Sarwar (HS)(Vice Chair) [ ] Sanah Sajawal (SS) (West Locality Lead)

[x] Maria Crouch (MC) (Secretary) [ ] Opeoluwa Adeniran (OA) (EDI Lead)

[x] Lucy McCabe (LM) (Quality Lead) [ ] Sidra Chaudhry (SC) (EDI Lead)

[x] Rammina Yassaie (RY)(Employers Lead) [ ] Pete Webster (PW) (Academic Lead)

[x] Lauren Harkin (LH) (LTFT Lead) [ ] Sana Fatima (SF) (Wellbeing & Support Lead)

**Wider forum members present:**

Shivani Rae (SR)

Natalie Grundmann (NG)

Claire Gilbert (CG)

Sangram Patil (SP)

Moaz Ahmed (MA)

Catherine Turner (CT)

Brenda Van Beek (BVB)

Debroah Okonjei (DO)

Galine Fattal (GF)

Heba Abdelbari (HA)

**HEE**

Jon Cooper, Helen Cattermole

**Apologies:** Sana Fatima, Sanah Sajawal, Sidra Chaudry, Anabelle Carter, Opeoluwa Adeniran, Sarah Montell, Haoya Wang, Kirsty Devine.

Katie Cobb, Claire Murphy from HEE apologies

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| **Welcome****Introductions, apologies****ITEM**Open floor for discussion of any concerns. * MA: MTI trainee raised concerns for ARCP requirements specifically clinic requirements being met. IMT trainees feeling unwanted in clinics and lack of clear training sign off requirements. Deanery requires clearer guidance on what requirements needed for ARCP outcome for clinic attendance as well as allowing rota time to attend.

SP suggested good practise: clinic week to allow attendance. MTI were supernumery on the rota to allow freedom to attend and created a list for clinics in which consultants are happy for trainees to attend. EH updated regarding new study leave policy draft which was discussed with HS. GP school not agreed with study leave for exam leave as the trainees already have regular teaching which takes up majority of the study leave allowance. Foundation Head of school not present to discuss. Expressions from forum that this does not reflect equity across the schools. **Action point**: Encourage exception reporting of training issues across IMT trainees to provide evidence to present to local trust with issues to ensure HS will need to act on this. Advise local forum members to raise at local JDF to discuss with DME to escalate and rota co-ordinators to action. Encourage discussion locally with peer trainees to exception report any rota, training issues so there is evidence that can be escalated. EH discussing study policy with Foundation HS. Specialties agreed for study leave for exam, GP school not agreed with this aspect of policy in view of 30 day study leave already used for regular teaching sessions; concerns discussed about equity and EH will rediscuss this with head of schools. **ITEM: Session with Jon Cooper postgraduate dean** 1. SUPPORT bid: Katie Cobb apologised that bid structure not at a suitable level to discuss at forum yet but to be rescheduled for future meeting.
2. HEE communication: Break out room discussions on how to create improved communication between HEE and trainees.
* Reminder emails for important tasks from HEE
* More personalised emails direct for the trainee the email is relevant for rather than to “all” trainees.
* Trainee helpline to facilitate communication for trainees to ask HEE to help find information.
* Update the HEE website more regularly.
* Portal for trainees to update personal information such as address, email address for HEE comms.
* Improve communication on job availabilities/training opportunities across deanery and non-mandatory maxcourse courses advertisements to improve opportunities and equality of awareness.

**ITEM Helen Cattermole: the Generalist School update*** Presentation on the generalist school: to enhance everyone’s general capabilities and not specialty specific. Open to all medical staff/AHPs. Person centred approach, overcoming health inequalities, social justice, sustainable health care etc. Skills applicable across specialties.
* 12month programme, 7 modules, half day per week on average. Each module made up of one workshop, 4 SDL sessions, field trip, wrap up session based around action learning sets.
* Each participant has a sponsor to assist with programme and discuss learning.
* Optional PGcert at Lancaster in CPME; £2700.
* Outcome of programme: group meeting with poster/presentation of learning from the year.
* <https://www.hee.nhs.uk/our-work/enhancing-generalist-skills>
* Second generalist cohort closing date 22nd June 2022, starts in September.
* Central team desire to roll out within foundation and GP curriculum

 **ITEM Lead employer discussion & jam board** <https://jamboard.google.com/d/1_Gex73nq3kB90LiSUraagHIpVmBFOyOIzIQmRDI_kbM/viewer?f=0>MC discussed a recent meeting with BMA that discussed lead employer. Pros and cons discussed. Most discussions seemed positive with regards to impact of lead employer. * Equity of contracts across all lead employers suggested as being important to ensure no increase in inequalities for doctors across the region.
* Concerns expressed about clear guidance on escalation of concerns to ensure clear pathways within HR on whether a problem experienced by trainee should be raised to lead employer or local HR.
* Benefits highlighted; was of OH checks and rotas, continued contract so easier financial implications for mortgage application, access to work benefits such as salary sacrifice. Increase overview of issues across trusts such as bullying reports. Disadvantages could occur if unclear communication between lead employer HR and local HR if there were issues, increase workload for HR and delay in responding to issues.

**Action point**: Actively ensure involvement of forum with HEE to be involved in decision for lead employer and actively involved in deanery planning. **ITEM Review of doctor terminology by Scarlett Mcnally.** * Concerns that no postgraduate doctor opinion/trainee rep was included within the report about terminology.
* Concern with term “postgraduate doctor” seem irrelevant word and increase link with university or still being in education.
* Highlighted concerns about using terms to identify doctors in training as collective as now can not us “junior doctor” for example within JDFs.
* People were happy with the report being completed with regards to exploring the impact of terminology on doctors however still some uncomfortable opinions on terminology.
* Most forum members did not mind being called a “trainee” in formal communication but would introduce themselves to patient as specific role and not using term trainee.

**Action point**: Forum members encouraged to discuss with colleagues to increase awareness of the report and thoughts of doctors on suggested change in terms in their local units. **Please contact forum if you have any thoughts or feedback on this report so this can be fed back to HEE.** **ITEM Thank you to Sara Page for education presentation on workplace culture.** Highlighted the needs of a doctor based on report by Mike West & Dame Coi from 2018 <https://www.gmc-uk.org/-/media/documents/caring-for-doctors-caring-for-patients_pdf-80706341.pdf>Jamboard on thoughts on how we can change culture at work. <https://jamboard.google.com/d/13Z5JgcgCBmTCiQW4zLUvICB0P-CX8MQ6ED2EovH4zlc/viewer?f=0>sara.page@nhs.net if anyone wants to contact Sarah to discuss anything about work culture. **Trainee wider forum upcoming meetings:****31/8/2022 1300-1600** **30/11/2022 9-12****22/2/2023 9-12**EDI assembly free for all to attend <https://crowdcomms-ltd.reg.crowdcomms.com/hee-national-learners-assembly>**Action point**: Please contact EH with any desired agenda items or concerns to discuss in future meetings or ideas for projects/good practise. Encourage forum members to discuss the doctor terminology report and lead employers locally with trainees to collect more opinions and feedback to EH please. Apply for professional leave for future forums: study leave form attached to email sent with these minutes. Link for TEF newsletter [link](https://protect-eu.mimecast.com/s/R9CLCngjQsx1AKzH9FiIB?domain=sway.office.com)  |