## **Trust Quality Improvement action Plan (QIP)**

Organisations details:

Trust's name:	Northumberland Tyne and Wear NHS Foundation Trust
Trust Chief Executive's	
name:	John Lawlor
Director of Medical	
Education's name (or	
equivalent, please state job	
title):	Bruce Owen, Director of Medical Education
QIP compiled by:	Bruce Owen, Lisa Insole, Prathibha Rao, Brian Lunn and Karen Peverell
QIP signed off by:	John Lawlor
Date signed off:	19th October 2015

Health Education North East: Quality Reporting Framework (Trust)
GMC Standards for medical education LEP Dashboard (Appendix 1 to the SAR)

Please list all specialties/programmes which your organisation contributes to or directly manages. Against each one, please select a rating from the drop down list. Note 1)

As a minimum, a trust will have a list showing all specialties 2) If a particular grade requires a different rating to another grade (within the same specialty) then this can be shown by repeating the specialty line (example O&G shown below which is met in GP but varies for run through trainees)

Local Education Provider	Site	Post Specialty	Programme curriculum	Please list the level of trainees affected	GMC theme 1. Learning environment and culture		GMC theme 3. Supporting learners	GMC theme 4. Supporting	GMC theme 5. Developing and implementing curricula and assessments	Bullying and undermining
Northumberland, Tyne and Wear					Met, and exceeds in	Met, and exceeds in	Met, and exceeds in	Met, and exceeds in		
NHS Foundation Trust	Trust-wide	Child and adolescent psychiatry	Child and adolescent psychiatry	Core, Higher	all areas	all areas	all areas	all areas	Met	Met
	Trust-wide	General psychiatry	-77 - 0	Core	Met	Met, and exceeds in all areas	Partially Met		Met	Partially Met
	Trust-wide	Old age psychiatry	Old age psychiatry, Core Psychiatry Training	Core, Higher	Met	Met, and exceeds in all areas	Met	Met, and exceeds in all areas	Met	Partially Met
	Trust-wide	General psychiatry, Old age psychiatry	Foundation Programme	Foundation	Met	Partially Met	Met	Met, and exceeds in all areas	Met	Met
	Trust-wide	General psychiatry, Old age psychiatry	General Practice	GP	Met	Met, and exceeds in all areas	Met	Met, and exceeds in all areas	Met	Met
	Trust-wide	Forensic psychiatry	Core Psychiatry Training, Forensic psychiatry	Core, Higher	•	Met, and exceeds in all areas	Met	Met, and exceeds in all areas	Met	Met
	Trust-wide	Medical psychotherapy	Medical psychotherapy	Higher, Core	Met	Met		Met, and exceeds in all areas	Met	Met
	Trust-wide	Psychiatry of learning disability	Psychiatry of learning disability	Core	Met	Met, and exceeds in all areas	Met	Met, and exceeds in all areas	Met	Met
	Trust-wide	Psychiatry of learning disability	Psychiatry of learning disability	Higher	Met	Met	Met	Met, and exceeds in all areas	Met	Met
	Trust-wide	Rehabilitation medicine	Rehabilitation medicine	Core, Higher	Met	Met	Met	Met, and exceeds in all areas	Met	Met
	Trust-wide	General psychiatry	General psychiatry	Higher	Met	Met, and exceeds in all areas	Met	Met, and exceeds in all areas	Met	Partially Met

## Health Education North East: Quality Reporting Framework Trust Quality Improvement Plan (QIP) inc. Foundation, GP, Specialty

					, , , , , ,									
					Please list	Date item was								
Local		GMC Standards for	.		the level of		Initial							
Education		medical education;			trainees	added to the		Description of item (issue / concern or area		Deadline for		Current	Previous Updates (prior to SEP15,	
Provider	Site	Select Theme	curriculum	Post Specialty	affected	QIP	rating	for improvement)	Actions (please list planned actions)	completion	Current Status	RAG	collated)	SEP15 Upate (excludes new items)
								Changes to clinical services will have						
				Broad Based				impact on training and the						
			Training,	Training, Child	i			educational experience of trainees						
			Child and	and										
			adolescent psychiatry,	adolescent psychiatry,					The medical education team meets					
			Core	Core					with the transformation team to ensure					
			Psychiatry	Psychiatry					that the needs of trainees and medical					
			Training,	Training,					students are not lost in the process and					
			Forensic	Forensic					that the time 3. required					
			psychiatry,	psychiatry,					to provide teaching and supervision is					
			Foundation	Foundation					protected. This is an ongoing process but poses a potential risk.					
			Programme,	Programme,					2.The newly appointed medical					
			General	General					development lead will take an active					
			psychiatry, Medical	psychiatry, Medical					role in participating in workshops about				1.1 March 2015 update Initial	Medical education team has established good
				psychotherap	v				community service re-design. 3.				evaluation now complete. This	links with tranforming services and this has
			y, Old age	, Old age	,				Proactively working with trainers and trainees in clinical services to provide a		Stage 2:		identified some issues in	allowed trainee needs to be considered as
			psychiatry,	psychiatry,					pathway for communications regarding		Implementing		relation to resources which	services developed in the south of the trust.
			Psychiatry of	Psychiatry of					concerns around service development		Solutions – Action		have been fedback through	Evaluation of the impact on training in the south
Northumber	I		learning	learning					in their areas.		plans/plans for		Trust Group Business Meeting.	ongoing. As trust organisation continues to
and, Tyne			disability,	disability,							improvement are in		posts in place. Close working	change we are building closer links with local
and Wear				n Rehabilitation							place, but are yet		established with transforming	services both through linking with managers
NHS		1. Learning	medicine,	medicine,	Higher,						to be fully		team regarding ongoing	and trainers/trainees. The newly appointed
Foundation Trust	Trust-wide	environment and culture	General Practice	General Practice	Core, GP, Foundation	01/09/2013	Amher			01/12/2015	implemented and		developements	medical development lead is still establishing links in order to facilitate this.
Trust	Trust wide	cuiture	Dioug Dusca	Dioda Dasca		01/05/2015	Amber	The lack of awareness among all		01/12/2013	cvaldated.	Allibei	developements	inks in order to identate this.
			Training,	Training, Child	1			grades of medical staff concerning						
			Child and adolescent	and adolescent				measures to be taken to minimise risk						
			psychiatry,	psychiatry,				in lone working situation						
			Core	Core				g						
			Psychiatry	Psychiatry										
			Training,	Training,					Whilst concerns around lone working					Outstanding issues in relation to safety have
			Forensic	Forensic					awareness now addressed there are a				Lone worker safety training is	been identified and we are working within the
			psychiatry,	psychiatry,					number of ongoing environmental factors					trust jointly with the safety and clinical services
			Foundation	Foundation					that have been identified both through					teams to address these. Many of these relate to
			Programme,	Programme,					audit done and the school visit that could		Stage 2:		where a need identified lone	buildings or environments where additional
			General	General					impact on safety. Plans have been		Implementing		worker devices have been	safety measures could be developed, examples include wider use of CCTV accross the trust and
Northumber	ı		psychiatry, Medical	psychiatry, Medical	Higher,				developed with the trust safety team to address these. Oustanding actions: 1. To		Solutions – Action plans/plans for		provided. Following initial concerns has been re-audit that	improved design of clinical areas both on NTW
and, Tyne				psychotherap					review with trust safety team regarding		improvement are in		shows improvement in trainee	and acute trust sites. In one area where the
and Wear			y, Old age	, Old age	Foundation				progress on actions as described in both		place, but are yet		awareness of lone working	environment is felt to be unsafe alternative
NHS		1. Learning	psychiatry,	psychiatry,	, Higher,				school visit report and trust-wide audits. 2.		to be fully		arrangements, access to lone	arrangements have been implemented so this
Foundation		environment and	Psychiatry of	Psychiatry of	Core, GP,				To repeat audit on safety more broadly		implemented and		worker devices and training in	environment not used whilst improvements
Trust	Trust-wide	culture	learning	learning	Foundation	Apr-13	Amber	J	encompassing lone working	Feb-16	evaluated.	Amber	safety	implemented

Training, Training, Child	The delivery of medical input to out of	of
Child and and	hours mental health services needs	
adolescent adolescent	to improve, so that: so that cover and	nd
psychiatry, psychiatry,	supervision arrangements are	Since this issues was raised
Core Core	simplified, better handover practices	there has been a number of
Psychiatry Psychiatry	between out of hours services are	changes , in Newcastle and
Training, Training,	introduced and out of hours work is	North Tyneside there has been
Forensic Forensic	fully appreciated for the educational	a review of first on call out of
psychiatry, psychiatry,	opportunities that are available	hours work with changes made
Foundation Foundation		to align supervision
Programme, Programme,		arriagements better accross
General General		arinagements better actions different levels of rota. There
psychiatry, psychiatry,		
Medical Medical		has also been the
psychotherap psychotherapy y, Old age , Old age		implementation of resident
psychiatry, psychiatry,		consultant cover in Sunderland
Psychiatry of Psychiatry of		and South Tyneside for
learning learning		Action 1. To review and as needed Stage 2: extended hours. Initial There is now good alignment of trainee out of
disability, disability,		redesign rotas in remaining areas of trust Implementing
Rehabilitation Rehabilitation		so henefits acheived in Sunderland and Solutions – Action Solutions – Action Solutions – Action
Northumberl medicine, medicine,		South Tyneside can be spread elsewhere. plans/plans for appear to offer greater access hours working practice has increased face to
and, Tyne General General		2. To review second on call arrangements improvement are in to face to face supervision and face supervision and educational opportunities.
and Wear 1. Learning Practice, Practice, Broad		in Newcastle and North Tyneside following place, but are yet improved experience of The Medical Director is currently leading on a
NHS environment and Broad Based Based Higher,		introduction of Street Triage and consider to be fully emergency psychiatry. trust-wide review of other consultant out of
Foundation culture, 3. Training, Training, Child Core, GP,		changes as appropriate to maxamise implemented and Adjustments have been made hours rotas with DME invovlement ensuring
Trust Trust-wide Supporting learners Child and and Foundation	Aug-13 Amber	educational opportunities. Aug-16 evaluated. Amber in response to the findings. training and education needs considered
Training,	In line with the GMC guidance on the	le
Child and	approval and recognition of trainers,	
adolescent Broad Based	we need to develop our processes fo	for
psychiatry, Training, Child	the appraisal of trainers' training role.	e.
Core and		
Psychiatry adolescent		
Training, psychiatry,		
Forensic Core		
psychiatry, Psychiatry		
Foundation Training,		
Programme, Forensic General psychiatry,		
psychiatry, Foundation		
Medical Programme,		
psychotherap General		
y, Old age psychiatry,		
psychiatry, Medical		March 15: Process has now been
Psychiatry of psychotherapy		developed shared and agreed with
learning , Old age		Stage 2: Trust Education Committee and
disability, psychiatry,		Implementing Revalidation team. In the process Process for supporting trainers collect evidence
Rehabilitation Psychiatry of		Solutions – Action of communicating this to all for revalidation now been shared and widely
Northumberl medicine, learning		plans/plans for Trainers and appraisers. Goal to through training events. SARD has been
and, Tyne General disability,		1. Audit of system established to assess improvement are in introduce this process as part of all updated to nesure that doctors with a training
and Wear Practice, Rehabilitation		reliability and identify any areas for place, but are yet Trainers appraisal from May 2015. role have this appriased as part of their annual
NHS Broad Based medicine, Higher,		improviement. 2. Update evidence Audit to be to be fully Outstanding actions include need appriasal. System established to provided
Foundation 4. Supporting Training, General Core, GP,		guidance provided to trainers to refelct done Aug implemented and to update SARD system to better trainers feedback about their posts to informa
	Aug-13 Amber	changes on GMC standards/themes 2016. evaluated. Amber support this system. appriasal.
Training, Training, Child	Currently we have established	
Child and and	standards and training for trainers.	
adolescent adolescent	However process of supporting new	V
psychiatry, psychiatry,	training accessing this often only	
Core Core	starts once consultants take up post,	ıt,
Psychiatry Psychiatry	this results in delay in attending	
Training, Training, Forensic Forensic	training.	
psychiatry, psychiatry,		Stage 1:
Northumberl Foundation Foundation		Stage 1: Investigation -
and, Tyne Programme, Programme,		Working with colleagues in medical staffing Verification of
and Wear General General		wining with collectives in include stating verification of ver
NHS psychiatry, psychiatry,		training role in new posts prioritised undertaken and
Foundation 4. Supporting Medical Medical Core, GP,		through the appointment and induction action plan is not
	Aug-15 Amber	processess. Aug-06 yet in place. Amber

						As further Foundation Year one posts	3		Stage 4: Closed –		sets of feedback, evaluation of	
						in psychiatry come on stream			Solutions are		this suggests F1s will benefit	
						agreements need to be reached with			verified, evidence		and value the opportunity to do	
						the acute trusts concerned regarding			that there has been	n	out of hours work and to feed	
Northumberl						the pattern of out of hours work that			sustained			
and, Tyne						they do			improvement over		this back to STFT.Sept 2015:	
and Wear						andy do			an appropriate		Following further discussions	
NHS				General					time period., Stage		with STFT all foundation	
Foundation		3. Supporting	Foundation	psychiatry, Old					4: Closed -		trainees now do out of hours	
Trust	Trust-wide	learners	Programme	age psychiatry Foundation	Aug-14 Amber		Now complete	N/A	Solutions are	Green	work	
									Stage 4: Closed –			
Northumberl						We would like to improve the range of			Solutions are			
and, Tyne						foundation taster opportunities, their			verified, evidence			
and Wear						promotion and take up. This is important			that there has been	า	All Taster sessions have been	
NHS				General		both in relation to promoting psychiatry			sustained		added to foundation and NTW	
Foundation		3. Supporting	Foundation	psychiatry, Old		and broadening opportunities for doctors			improvement over		website. Leaflets sent to all atute	
Trust	Trust-wide	learners	Programme	age psychiatry Foundation	Aug-14 Amber	to gain experience in psychiatry.	Now complete	N/A	an appropriate	Green	trust medical education depts.	
						Communication of any learning			Stage 1:		·	
Northumberl						needs, particularly in relation to			Investigation -			
and, Tyne						performance concerns for foundation			Verification of			
						trainees joining the trust not as						
and Wear NHS				General		consistant and robust as ideally would	Foundation team within the trust to work		concern is being undertaken and			
Foundation		2. Communication	Foundation	psychiatry, Old					action plan is not			
		3. Supporting				be.	working group meetings with a goal of					
Trust	Trust-wide	learners	Programme	age psychiatry Foundation	Aug-15 Amber		improving this practice	Aug-16	yet in place.	Amber	New item for SAR	
			Training,								remains an issue, measures	
			Child and								already described include use of	
			adolescent						Stage 2:		agency and LAS Doctors remain in	
			psychiatry,						Implementing		place. Introduction of teaching	
			Core						Solutions – Action		fellow posts has been helpful with	
Northumberl			Psychiatry				Develop and establish feeder scheme		plans/plans for		aiding impact on out of hours work	
and, Tyne			Training,	General			jointly with TEWV to improve recruitment.		improvement are i	n		Recruitment has started to feeder scheme
		1. Learning	Forensic	Practice,		Unfilled posts at CPT level in some clinical	2. Continue practice of recruiting both		place, but are yet		posts from 2015. Is a problem with	looking at both overseas recrutiment and UK
and Wear		•					,					ŭ
NHS		environment and	psychiatry,	General		areas puts the quality of training of other	locums and flexible posts to support		to be fully			based. Programme been locally agreed within
NHS Foundation		environment and culture, 3.	psychiatry, Foundation	General psychiatry, Old		trainees at risk through the need for them to	service whilst recruitment remains		to be fully implemented and		outlined under recruitment aim to	based. Programme been locally agreed within both NTW and TEWV trusts, additional supports
NHS Foundation	Trust-wide	environment and culture, 3.	psychiatry, Foundation	General	Jan-14 Amber				to be fully	Amber		based. Programme been locally agreed within
NHS Foundation	Trust-wide	environment and culture, 3.	psychiatry, Foundation	General psychiatry, Old	Jan-14 Amber	trainees at risk through the need for them to	service whilst recruitment remains		to be fully implemented and	Amber	outlined under recruitment aim to help with this	based. Programme been locally agreed within both NTW and TEWV trusts, additional supports
NHS Foundation	Trust-wide	environment and culture, 3.	psychiatry, Foundation	General psychiatry, Old	Jan-14 Amber	trainees at risk through the need for them to	service whilst recruitment remains		to be fully implemented and	Amber	outlined under recruitment aim to help with this wide Audit carried out Nov-Dec	based. Programme been locally agreed within both NTW and TEWV trusts, additional supports
NHS Foundation	Trust-wide	environment and culture, 3.	psychiatry, Foundation	General psychiatry, Old	Jan-14 Amber	trainees at risk through the need for them to	service whilst recruitment remains	Feb-16	to be fully implemented and evaluated.	Amber	outlined under recruitment aim to help with this wide Audit carried out Nov-Dec 2014. Meeting arrange in May	based. Programme been locally agreed within both NTW and TEWV trusts, additional supports
NHS Foundation	Trust-wide	environment and culture, 3.	psychiatry, Foundation	General psychiatry, Old	Jan-14 Amber	trainees at risk through the need for them to	service whilst recruitment remains	Feb-16	to be fully implemented and evaluated. Stage 2:	Amber	outlined under recruitment aim to help with this wide Audit carried out Nov-Dec 2014. Meeting arrange in May with Liaison Consultants, rota co-	based. Programme been locally agreed within both NTW and TEWV trusts, additional supports being put in place to support trainees.
NHS Foundation	Trust-wide	environment and culture, 3.	psychiatry, Foundation	General psychiatry, Old	Jan-14 Amber	trainees at risk through the need for them to	service whilst recruitment remains problem	Feb-16	to be fully implemented and evaluated.  Stage 2: Implementing	Amber	outlined under recruitment aim to help with this  wide Audit carried out Nov-Dec 2014. Meeting arrange in May with Liaison Consultants, rota co- ordinators etc to be arranged to	based. Programme been locally agreed within both NTW and TEWV trusts, additional supports being put in place to support trainees.  Recommendation from working group being
NHS Foundation Trust	Trust-wide	environment and culture, 3.	psychiatry, Foundation	General psychiatry, Old	Jan-14 Amber	trainees at risk through the need for them to	service whilst recruitment remains problem  1. Implement recommendations of working	Feb-16	to be fully implemented and evaluated. Stage 2: Implementing Solutions – Action	Amber	outlined under recruitment aim to help with this  wide Audit carried out Nov-Dec 2014. Meeting arrange in May with Liaison Consultants, rota co- ordinators etc to be arranged to identfiy ways of improving	based. Programme been locally agreed within both NTW and TEWV trusts, additional supports being put in place to support trainees.  Recommendation from working group being implemented across the trust, some started Aug
NHS Foundation Trust Northumberl	Trust-wide	environment and culture, 3.	psychiatry, Foundation	General psychiatry, Old	Jan-14 Amber	trainees at risk through the need for them to	service whilst recruitment remains problem  1. Implement recommendations of working group looking at ways of increasing	Feb-16	to be fully implemented and evaluated. Stage 2: Implementing Solutions – Action plans/plans for		outlined under recruitment aim to help with this  wide Audit carried out Nov-Dec 2014. Meeting arrange in May with Liaison Consultants, rota co- ordinators etc to be arranged to identfiy ways of improving experience. Changes already	based. Programme been locally agreed within both NTW and TEWV trusts, additional supports being put in place to support trainees.  Recommendation from working group being implemented across the trust, some started Aug 15, others September 15. Need to evalsue how
NHS Foundation Trust Northumberl and, Tyne	Trust-wide	environment and culture, 3.	psychiatry, Foundation	General psychiatry, Old	Jan-14 Amber	trainees at risk through the need for them to	service whilst recruitment remains problem     I. Implement recommendations of working group looking at ways of increasing emergency psychiatry experience in each	Feb-16	to be fully implemented and evaluated.  Stage 2: Implementing Solutions – Action plans/plans for improvement are is		outlined under recruitment aim to help with this  wide Audit carried out Nov-Dec 2014. Meeting arrange in May with Liaison Consultants, rota co- ordinators etc to be arranged to identify ways of improving experience. Changes already proposed and agreed South of	based. Programme been locally agreed within both NTW and TEWV trusts, additional supports being put in place to support trainees.  Recommendation from working group being implemented across the trust, some started Aug 15, others September 15. Need to evalsue how this working informally prior to re-audit. STEP
NHS Foundation Trust  Northumberl and, Tyne and Wear	Trust-wide	environment and culture, 3.	psychiatry, Foundation rs Programme,	General psychiatry, Old	Jan-14 Amber	trainees at risk through the need for them to support clinical services	service whilst recruitment remains problem     1. Implement recommendations of working group looking at ways of increasing emergency psychiatry experience in each locality in the trust.2. Establish use of	Feb-16	to be fully implemented and evaluated.  Stage 2: Implementing Solutions – Action plans/plans for improvement are i place, but are yet		outlined under recruitment aim to help with this  wide Audit carried out Nov-Dec 2014. Meeting arrange in May with Liaison Consultants, rota co- ordinators etc to be arranged to identfiy ways of improving experience. Changes already proposed and agreed South of Tyne, North of Tyne further	based. Programme been locally agreed within both NTW and TEWV trusts, additional supports being put in place to support trainees.  Recommendation from working group being implemented across the trust, some started Aug 15, others September 15. Need to evalsue how this working informally prior to re-audit. STEP course focussed on use of simulation to improve
NHS Foundation Trust Northumberl and, Tyne and Wear NHS	Trust-wide	environment and culture, 3. Supporting learner	psychiatry, Foundation rs Programme,	General psychiatry, Old age psychiatry Core, GP	Jan-14 Amber	trainees at risk through the need for them to support clinical services  To ensure that trainees obtain adequate	1. Implement recommendations of working group looking at ways of increasing emergency psychiatry experience in each locality in the trust. 2. Establish use of simulation to aid training in emergency	Feb-16	to be fully implemented and evaluated.  Stage 2: Implementing Solutions – Action plans/plans for improvement are iplace, but are yet to be fully		outlined under recruitment aim to help with this  wide Audit carried out Nov-Dec 2014. Meeting arrange in May with Liaison Consultants, rota co-ordinators etc to be arranged to identfiy ways of improving experience. Changes already proposed and agreed South of Tyne, North of Tyne further discussions needed goal to	based. Programme been locally agreed within both NTW and TEWV trusts, additional supports being put in place to support trainees.  Recommendation from working group being implemented across the trust, some started Aug 15, others September 15. Need to evalsue how this working informally prior to re-audit. STEP course focussed on use of simulation to improve training in emergency psychiatry been piloted
NHS Foundation Trust  Northumberl and, Tyne and Wear NHS Foundation		environment and culture, 3. Supporting learner  3. Supporting	psychiatry, Foundation rs Programme, Core Psychiatry	General psychiatry, Old age psychiatry Core, GP		trainees at risk through the need for them to support clinical services  To ensure that trainees obtain adequate emergency psychiatry experience to meet	1. Implement recommendations of working group looking at ways of increasing emergency psychiatry experience in each locality in the trust. 2. Establish use of simulation to aid training in emergency psychiatry 3. Once this done re-audit	Feb-16	to be fully implemented and evaluated.  Stage 2: Implementing Solutions – Action plans/plans for improvement are i place, but are yet to be fully implemented and	n	outlined under recruitment aim to help with this  wide Audit carried out Nov-Dec 2014. Meeting arrange in May with Liaison Consultants, rota coordinators etc to be arranged to identify ways of improving experience. Changes already proposed and agreed South of Tyne, North of Tyne further discussions needed goal to implement changes by August	based. Programme been locally agreed within both NTW and TEWV trusts, additional supports being put in place to support trainees.  Recommendation from working group being implemented across the trust, some started Aug 15, others September 15. Need to evalsue how this working informally prior to re-audit. STEP course focussed on use of simulation to improve training in emergency psychiatry been piloted and futher training will be delivered over
NHS Foundation Trust  Northumberl and, Tyne and Wear NHS Foundation	Trust-wide	environment and culture, 3. Supporting learner	psychiatry, Foundation rs Programme,	General psychiatry, Old age psychiatry Core, GP	Jan-14 Amber	trainees at risk through the need for them to support clinical services  To ensure that trainees obtain adequate	1. Implement recommendations of working group looking at ways of increasing emergency psychiatry experience in each locality in the trust. 2. Establish use of simulation to aid training in emergency psychiatry 3. Once this done re-audit	Feb-16	to be fully implemented and evaluated.  Stage 2: Implementing Solutions – Action plans/plans for improvement are i place, but are yet to be fully implemented and		outlined under recruitment aim to help with this  wide Audit carried out Nov-Dec 2014. Meeting arrange in May with Liaison Consultants, rota coordinators etc to be arranged to identify ways of improving experience. Changes already proposed and agreed South of Tyne, North of Tyne further discussions needed goal to implement changes by August	based. Programme been locally agreed within both NTW and TEWV trusts, additional supports being put in place to support trainees.  Recommendation from working group being implemented across the trust, some started Aug 15, others September 15. Need to evalsue how this working informally prior to re-audit. STEP course focussed on use of simulation to improve training in emergency psychiatry been piloted
NHS Foundation Trust  Northumberl and, Tyne and Wear NHS Foundation		environment and culture, 3. Supporting learner  3. Supporting	psychiatry, Foundation rs Programme, Core Psychiatry	General psychiatry, Old age psychiatry Core, GP		trainees at risk through the need for them to support clinical services  To ensure that trainees obtain adequate emergency psychiatry experience to meet	1. Implement recommendations of working group looking at ways of increasing emergency psychiatry experience in each locality in the trust. 2. Establish use of simulation to aid training in emergency psychiatry 3. Once this done re-audit	Feb-16  1 and 2.Feb 16. 3. Aug 16	to be fully implemented and evaluated.  Stage 2: Implementing Solutions – Action plans/plans for improvement are i place, but are yet to be fully implemented and	n	outlined under recruitment aim to help with this  wide Audit carried out Nov-Dec 2014. Meeting arrange in May with Liaison Consultants, rota coordinators etc to be arranged to identify ways of improving experience. Changes already proposed and agreed South of Tyne, North of Tyne further discussions needed goal to implement changes by August	based. Programme been locally agreed within both NTW and TEWV trusts, additional supports being put in place to support trainees.  Recommendation from working group being implemented across the trust, some started Aug 15, others September 15. Need to evalsue how this working informally prior to re-audit. STEP course focussed on use of simulation to improve training in emergency psychiatry been piloted and futher training will be delivered over
NHS Foundation Trust  Northumberl and, Tyne and Wear NHS Foundation		environment and culture, 3. Supporting learner  3. Supporting	psychiatry, Foundation rs Programme, Core Psychiatry	General psychiatry, Old age psychiatry Core, GP		trainees at risk through the need for them to support clinical services  To ensure that trainees obtain adequate emergency psychiatry experience to meet	1. Implement recommendations of working group looking at ways of increasing emergency psychiatry experience in each locality in the trust. 2. Establish use of simulation to aid training in emergency psychiatry 3. Once this done re-audit	Feb-16  1 and 2.Feb 16. 3. Aug 16	to be fully implemented and evaluated.  Stage 2: Implementing Solutions – Action plans/plans for improvement are i place, but are yet to be fully implemented and evaluated.	n	outlined under recruitment aim to help with this  wide Audit carried out Nov-Dec 2014. Meeting arrange in May with Liaison Consultants, rota co- ordinators etc to be arranged to identify ways of improving experience. Changes already proposed and agreed South of Tyne, North of Tyne further discussions needed goal to implement changes by August 2015	based. Programme been locally agreed within both NTW and TEWV trusts, additional supports being put in place to support trainees.  Recommendation from working group being implemented across the trust, some started Aug 15, others September 15. Need to evalsue how this working informally prior to re-audit. STEP course focussed on use of simulation to improve training in emergency psychiatry been piloted and futher training will be delivered over 2015/16.
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Northumberl and, Tyne and Wear NHS Foundation Trust  Northumberl and, Tyne and Wear and Wear NHS Foundation Trust	Trust-wide	environment and culture, 3. Supporting learner  3. Supporting learners  3. Supporting learners	psychiatry, Foundation rs Programme,  Core Psychiatry Training  Core Psychiatry Training  General	General psychiatry, Old age psychiatry Core, GP  General psychiatry Core  General psychiatry Core	Jan-14 Amber	trainees at risk through the need for them to support clinical services  To ensure that trainees obtain adequate emergency psychiatry experience to meet the standard set in the curriculum  Recruitment to core psychiatry low  Specialty specific regional teaching in adult	1. Implement recommendations of working group looking at ways of increasing emergency psychiatry experience in each locality in the trust. 2. Establish use of simulation to aid training in emergency psychiatry 3. Once this done re-audit experience in emergency psychiatry 3. Once this done re-audit experience in emergency psychiatry  1. Develop and establish feeder scheme jointly with TEWV to improve recruitment. 2. Continue with different elements of recruitment strategy. 3. Take appropriate steps to lobby for regional and national support around regional variations in recruitment  series and liaison with higher trainees and then implement any agreed changes to aid higher trainees attendance at this. 2.	Feb-16  1 and 2.Feb 16. 3. Aug 16	to be fully implemented and evaluated.  Stage 2: Implementing Solutions – Action plans/plans for improvement are in place, but are yet to be fully implemented and evaluated.  Stage 2: Implemented and evaluated. Stage 2: Implemented and evaluated before the plans/plans for improvement are in place, but are yet to be fully implemented and evaluated. Implementing Solutions – Action plans/plans for improvement are in place, but are yet to be fully implemented and evaluated.	Amber Amber	outlined under recruitment aim to help with this  wide Audit carried out Nov-Dec 2014. Meeting arrange in May with Liaison Consultants, rota coordinators etc to be arranged to identify ways of improving experience. Changes already proposed and agreed South of Tyne, North of Tyne further discussions needed goal to implement changes by August 2015  which continuing to develop. In early stages of discussion with TEWV to develop a combined Trust based programme to prepare overseas trainees for core psychiatry training with aim that this will improve core recruitment which centre for workfore intelligence report suggests key for	based. Programme been locally agreed within both NTW and TEWV trusts, additional supports being put in place to support trainees.  Recommendation from working group being implemented across the trust, some started Aug 15, others September 15. Need to evalsue how this working informally prior to re-audit. STEP course focussed on use of simulation to improve training in emergency psychiatry been piloted and futher training will be delivered over 2015/16.  looking at both overseas recrutiment and UK based. Programme been locally agreed within both NTW and TEWV trusts, additional supports being put in place to support trainees. Trust is working with HENE to look at how HEE can address regional variation rates. Following discussions with the College recruitment team trust are supporting college bid to look at expansion of idea of feeder scheme, emphasing lecture series including linking in with colleagues in neurology. A number of other proposed changes been discussed at medical
NHS Foundation Trust  Northumberl and, Tyne and Wear NHS Foundation Trust  Northumberl and, Tyne and Wear NHS Foundation Trust  Northumberl and, Tyne and Wear NHS Northumberl and, Tyne and Wear NHS Northumberl and, Tyne	Trust-wide	environment and culture, 3. Supporting learners  3. Supporting learners  3. Supporting learners	psychiatry, Foundation rs Programme,  Core Psychiatry Training  Core Psychiatry Training  General psychiatry,	General psychiatry, Old age psychiatry Core, GP  General psychiatry Core  General psychiatry Core	Jan-14 Amber	trainees at risk through the need for them to support clinical services  To ensure that trainees obtain adequate emergency psychiatry experience to meet the standard set in the curriculum  Recruitment to core psychiatry low  Specialty specific regional teaching in adult (higher) and old age training schemes is	1. Implement recommendations of working group looking at ways of increasing emergency psychiatry experience in each locality in the trust. 2. Establish use of simulation to aid training in emergency psychiatry 3. Once this done re-audit experience in emergency psychiatry 3. Once this done re-audit experience in emergency psychiatry  1. Develop and establish feeder scheme jointly with TEWV to improve recruitment. 2. Continue with different elements of recruitment strategy. 3. Take appropriate steps to lobby for regional and national support around regional variations in recruitment  series and liaison with higher trainees and then implement any agreed changes to aid higher trainees attendance at this. 2. Provide any necessary support to higher	Feb-16  1 and 2.Feb 16. 3. Aug 16	to be fully implemented and evaluated.  Stage 2: Implementing Solutions – Action plans/plans for improvement are iplace, but are yet to be fully implemented and evaluated.  Stage 2: Implementing Solutions – Action plans/plans for improvement are iplace, but are yet to be fully implemented and evaluated.  Stage 2: Implementing Solutions – Action plans/plans for improvement are iplace, but are yet to be fully implemented and evaluated.	Amber Amber	outlined under recruitment aim to help with this  wide Audit carried out Nov-Dec 2014. Meeting arrange in May with Liaison Consultants, rota co-ordinators etc to be arranged to identify ways of improving experience. Changes already proposed and agreed South of Tyne, North of Tyne further discussions needed goal to implement changes by August 2015  which continuing to develop. In early stages of discussion with TEWV to develop a combined Trust based programme to prepare overseas trainees for core psychiatry training with aim that this will improve core recruitment which centre for workfore intelligence report suggests key for Have liaised with higher trainees regarding this and have a proposal to develop the Psych Lectures and	based. Programme been locally agreed within both NTW and TEWV trusts, additional supports being put in place to support trainees.  Recommendation from working group being implemented across the trust, some started Aug 15, others September 15. Need to evalsue how this working informally prior to re-audit. STEP course focussed on use of simulation to improve training in emergency psychiatry been piloted and futher training will be delivered over 2015/16.  looking at both overseas recrutiment and UK based. Programme been locally agreed within both NTW and TEWV trusts, additional supports being put in place to support trainees. Trust is working with HEME to look at how HEE can address regional variation rates. Following discussions with the College recruitment team trust are supporting college bid to look at expansion of idea of feeder scheme, emphasing lecture series including linking in with colleagues in neurology. A number of other proposed changes been discussed at medical staff committee to also guage consultant views
NHS Foundation Trust  Northumberl and, Tyne and Wear NHS Foundation Trust  Northumberl and, Tyne and Wear NHS Foundation Trust  Northumberl and, Tyne and Wear NHS Foundation Trust Northumberl and, Tyne and Wear NHS Foundation Trust Northumberl And, Tyne And Wear NHS Foundation	Trust-wide	environment and culture, 3. Supporting learners  3. Supporting learners  3. Supporting learners  3. Supporting learners	psychiatry, Foundation rs Programme,  Core Psychiatry Training  Core Psychiatry Training  General psychiatry, Old age	General psychiatry, Old age psychiatry Core, GP  General psychiatry Core  General psychiatry Core	Jan-14 Amber Jan-13 Amber	trainees at risk through the need for them to support clinical services  To ensure that trainees obtain adequate emergency psychiatry experience to meet the standard set in the curriculum  Recruitment to core psychiatry low  Specialty specific regional teaching in adult (higher) and old age training schemes is identified as a negative outlier in the GMC	1. Implement recommendations of working group looking at ways of increasing emergency psychiatry experience in each locality in the trust. 2. Establish use of simulation to aid training in emergency psychiatry scheme psychiatry. 3. Once this done re-audit experience in emergency psychiatry.  1. Develop and establish feeder scheme jointly with TEWV to improve recruitment. 2. Continue with different elements of recruitment strategy. 3. Take appropriate steps to lobby for regional and national support around regional variations in recruitment series and liaison with higher trainees and then implement any agreed changes to aid higher trainees attendance at this. 2. Provide any necessary support to higher training POA TPD as they look at review of	Feb-16  1 and 2.Feb 16. 3. Aug 16	to be fully implemented and evaluated.  Stage 2: Implementing Solutions – Action plans/plans for improvement are in place, but are yet to be fully implemented and evaluated.  Stage 2: Implementing Solutions – Action plans/plans for improvement are in place, but are yet to be fully implemented and evaluated. Implementing Solutions – Action plans/plans for improvement are in place, but are yet to be fully implemented and evaluated. Implementing Solutions – Action plans/plans for improvement are in place, but are yet improvement are in place, but are yet place, but are yet improvement are in place, but are yet place, but are yet improvement are in place.	Amber Amber	outlined under recruitment aim to help with this  wide Audit carried out Nov-Dec 2014. Meeting arrange in May with Liaison Consultants, rota coordinators etc to be arranged to identify ways of improving experience. Changes already proposed and agreed South of Tyne, North of Tyne further discussions needed goal to implement changes by August 2015  which continuing to develop. In early stages of discussion with TEWV to develop a combined Trust based programme to prepare overseas trainees for core psychiatry training with aim that this will improve core recruitment which centre for workfore intelligence report suggests key for Have liaised with higher trainees regarding this and have a proposal to develop the Psych Lectures and support higher trianees attending	based. Programme been locally agreed within both NTW and TEWV trusts, additional supports being put in place to support trainees.  Recommendation from working group being implemented across the trust, some started Aug 15, others September 15. Need to evalsue how this working informally prior to re-audit. STEP course focussed on use of simulation to improve training in emergency psychiatry been piloted and futher training will be delivered over 2015/16.  Iooking at both overseas recrutiment and UK based. Programme been locally agreed within both NTW and TEWV trusts, additional supports being put in place to support trainees. Trust is working with HENE to look at how HEE can address regional variation rates. Following discussions with the College recruitment team trust are supporting college bid to look at expansion of idea of feeder scheme, emphasing lecture series including linking in with colleagues in neurology. A number of other proposed changes been discussed at medical staff committee to also guage consultant views and goal of implementing Aug 2016. TPD for Old
NHS Foundation Trust  Northumberl and, Tyne and Wear NHS Foundation Trust  Northumberl and, Tyne and Wear NHS Foundation Trust  Northumberl and, Tyne and Wear NHS Foundation Trust Northumberl and, Tyne and Wear NHS Foundation Trust Northumberl And, Tyne And Wear NHS Foundation	Trust-wide	environment and culture, 3. Supporting learners  3. Supporting learners  3. Supporting learners	psychiatry, Foundation rs Programme,  Core Psychiatry Training  Core Psychiatry Training  General psychiatry,	General psychiatry, Old age psychiatry Core, GP  General psychiatry Core  General psychiatry Core	Jan-14 Amber Jan-13 Amber	trainees at risk through the need for them to support clinical services  To ensure that trainees obtain adequate emergency psychiatry experience to meet the standard set in the curriculum  Recruitment to core psychiatry low  Specialty specific regional teaching in adult (higher) and old age training schemes is	1. Implement recommendations of working group looking at ways of increasing emergency psychiatry experience in each locality in the trust. 2. Establish use of simulation to aid training in emergency psychiatry 3. Once this done re-audit experience in emergency psychiatry 3. Once this done re-audit experience in emergency psychiatry  1. Develop and establish feeder scheme jointly with TEWV to improve recruitment. 2. Continue with different elements of recruitment strategy. 3. Take appropriate steps to lobby for regional and national support around regional variations in recruitment  series and liaison with higher trainees and then implement any agreed changes to aid higher trainees attendance at this. 2. Provide any necessary support to higher	Feb-16  1 and 2.Feb 16. 3. Aug 16	to be fully implemented and evaluated.  Stage 2: Implementing Solutions – Action plans/plans for improvement are iplace, but are yet to be fully implemented and evaluated.  Stage 2: Implementing Solutions – Action plans/plans for improvement are iplace, but are yet to be fully implemented and evaluated.  Stage 2: Implementing Solutions – Action plans/plans for improvement are iplace, but are yet to be fully implemented and evaluated.	Amber Amber	outlined under recruitment aim to help with this  wide Audit carried out Nov-Dec 2014. Meeting arrange in May with Liaison Consultants, rota co-ordinators etc to be arranged to identify ways of improving experience. Changes already proposed and agreed South of Tyne, North of Tyne further discussions needed goal to implement changes by August 2015  which continuing to develop. In early stages of discussion with TEWV to develop a combined Trust based programme to prepare overseas trainees for core psychiatry training with aim that this will improve core recruitment which centre for workfore intelligence report suggests key for Have liaised with higher trainees regarding this and have a proposal to develop the Psych Lectures and	based. Programme been locally agreed within both NTW and TEWV trusts, additional supports being put in place to support trainees.  Recommendation from working group being implemented across the trust, some started Aug 15, others September 15. Need to evalsue how this working informally prior to re-audit. STEP course focussed on use of simulation to improve training in emergency psychiatry been piloted and futher training will be delivered over 2015/16.  looking at both overseas recrutiment and UK based. Programme been locally agreed within both NTW and TEWV trusts, additional supports being put in place to support trainees. Trust is working with HEME to look at how HEE can address regional variation rates. Following discussions with the College recruitment team trust are supporting college bid to look at expansion of idea of feeder scheme, emphasing lecture series including linking in with colleagues in neurology. A number of other proposed changes been discussed at medical staff committee to also guage consultant views

Northumberl and, Tyne and Wear NHS Foundation Trust		5. Developing and implementing curricula and assessments	Core Psychiatry Training	General psychiatry	Core	Jul-14 Amber	Improve training in reflective practice for CPT	Now complete	N/A	Solutions are verified, evidence that there has been sustained improvement over an appropriate time period.	Green	the psychiatry curriculum this year and has included within it an dditional ILO based on reflective practice. We are aware many core psychiatry trainees struggle with reflective practice and we aim to develop and deliver training in this reflective practice.
Northumberl and, Tyne and Wear NHS Foundation Trust		2. Educational governance and I Leadership	Rehabilitatio medicine	n Rehabilitation medicine	Higher, Core	Aug-15 Amber	The systems for reviewing the quality of individual posts are embedded in core and GP posts and continue to be developed in higher training and foundation posts. At this point, the TPD for neuro-rehabilitation medicine leads on quality managing the posts in neuro-rehabilitation. She is supported in this through the School of Medicine, the Trust and the Medical Education Committee. We would like to extend the systems we have established to monitor the psychiatry posts to encompass the neuro-rehabilitation posts.	To liaise with TPD from neuro- rehabilitation medicine with goal to expand quality monitoring system that in place for psychiatry posts to include neruo- rehabilitation posts		Stage 2: Implementing Solutions – Action plans/plans for improvement are ir place, but are yet to be fully implemented and 6 evaluated.	Amber	
Northumberl and, Tyne and Wear NHS Foundation Trust	Trust-wide	Bullying and undermining	General psychiatry, Old age psychiatry	General psychiatry, Occupational medicine	Higher, Core	Aug-15 Amber	Both general psychiatry and old age psychiatry were pink outliers in the bullying and undermining rating in GMC trainees survey. Initial triangulation with other sources of information has not raised other signs of concerns at this stage	1. We have already shared this information with college tutors and core trainee educational supervisors and TPD's are aware. We have asked college tutors to be particulalry altert to this in meeting with trainees. 2. We will liaise with the school of psychiatry to look at including questions in the school survey to cover this area specifically as have not to date and this may provide us with additional information. 3. This issue is down for discussion at trust education comittee in order to plan additional steps which may include adaptation of training for trainers and trainees.	Actions 1 completed. Action 2 by	Stage 1: Investigation - Verification of concern is being d undertaken and action plan is not yet in place.	Amber	

ocal Education Provider	Site	Standards: Select Theme (as appropriate, or describe within description of issue/cocnern)	Programme curriculum	Post Specialty	Please list the level of trainees affected	Date item was identified / added to the QIP	Initial RAG rating	Description of item (issue / concern or area for improvemen t)	Actions (please list	Deadline for completion	<b>Current RAG</b>	Previous Updates (prior to SEP15, collated)	SEP15 Upate (excludes new items
			Dentistry	Dentistry									
			Dentistry	Dentistry									
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<b>Health Education North East: Quality Reporting Framework</b>
Trust Quality Improvement Plan (QIP) UNDERGRADUATE

Trust Quality Improv	ement ri											
Local Education Provider	Site	GMC Standards for medical education; Select Theme	specialty list. Where an issue/concern	Date item was identified / added to the	Initial RAG rating	Description of item (issue / concern or area for improvement)	Actions (please list planned actions)	Deadline for completion	Current Status	Current RAG	Previous Updates (prior to SEP15, collated)	SEP15 Upate (excludes new items)
ocal Education Provider	Jite	Select Mellie	Totation please ensure	Qir	rating	or area for improvement,	Actions (please list planned actions)	Deadine for completion	Current Status	INAU	conaceuj	new items
						Feedback from medical students						
						dipped in 2014 and early 2015. This						
						coincided with significant service	1. To appoint a senior clinician to work					
						change. We were concerned that	into service developments to ensure					
						the need of UG training was not	the needs of students being					
Namber aloud Tree and		4 1				always being prioritised in this	considered. 2. To work with service	Daint 4 ann aiste dta Assa				
Northumberland, Tyne and Wear NHS Foundation Trust	Truct wido	<ol> <li>Learning environment and culture</li> </ol>	N/A	Jun-15	Ambor	change or that the process of change has had a negative effect		Point 1 appointed to Aug 15. 2. Jan 2016		Amber		
Wedi NH3 Foundation Hust	Trust-wide	and culture	IV/A	Juli-13	Allibei	nas nau a negative enect	profile of od education.	15. 2. Jan 2010	Stage 2:	Allibei		
									Implementing			
									Solutions – Action			
									plans/plans for			
									improvement are in			
						Feedback in Tyne and	1. review data within medical		place, but are yet to			
						Northumberland dipped in early part	education team. 2. review model of	1. Review completed May.	be fully			
Northumberland, Tyne and		1. Learning environment				of 2015 following some changes in	delivery and make changes in light of	2. Review feedback	implemented and			
Wear NHS Foundation Trust	Trust-wide	and culture	N/A	Apr-15	Amber	delivery model.	findings	ongoing and Dec 15	evaluated.	Amber		
									Stage 2:			
								Estate identified and	Implementing			
								funded for student	Solutions – Action			
							All Comments of the comments o	teaching facititly in South	plans/plans for			
							1. Improve facilities for students with	of trust, due to open by	improvement are in			
							development of dedicated space in	Nov 2015. Estate being	place, but are yet to			
Northumberland Type and						Facilities for students around both	North and South of Trust. 2. work with		be fully			
Northumberland, Tyne and	Truct wide	2 Supporting learners	NI/A	Aug 15	Ambor		colleagues in IT to look at ways to	complete Aug 2016.2. Aug 2016	evaluated.	Ambor		
Wear NHS Foundation Trust	i i ust-wide	3. Supporting learners	N/A	Aug-15	AIIINEI	private study and access to internet	improve access to will.	2010	evaluateu.	Amber		