

Notes and actions arising from the Obstetrics & Gynaecology & Paediatrics Specialty Training Board meeting held at 2 pm on Thursday, 30th November 2023 via Teams

Present: Claire Alexander (CA) [Chair], Helen Adamson (HA), Sarah Barr (SB), Susan Brechin (SBr), Edgar Brincat (EB), Kirstyn Brogan (KB), Alastair Campbell (AC), Helen Freeman (HF), Vicky Hayter (VH), Mandy Hunter (MH), Laura Jones (LJ), Kirsty Kilpatrick (KK), Carol Leiper (CLe), Chris Lilley (CLi), Clare Livingston (CL), Peter MacDonald (PMacD), Jen Mackenzie (JM), Marion Slater (MS), Mairi Stark (MSt)

Apologies: Eilidh Clark (EC), Kathleen Collins (KC), Andrew Durden (AD), Tom Fardon (TF), Ian Hunter (IH), Katie Paul (KP), Ben Smith (BS), Shyla Kishore (SK)

In attendance: Zoe Park (ZP) (Minutes)

Item No	Item	Comment	Action
1.	Welcome, Intros and Apologies	The chair welcomed the members and noted the apologies. The members introduced themselves. CA welcomed three new members to the STB: <ul style="list-style-type: none"> • Marion Slater – Deputy Dean • Kirsty Kilpatrick – BMA Consultant Representative • Clare Livingston – SAS Representative 	
2.	Minutes of meeting held 01/09/23	The minutes of the meeting held on 1 st September 2023 were agreed as a true reflection of the meeting.	
3.	Review of Action Points	It was confirmed that all action points from the previous meeting had either been concluded, were in progress or were on the agenda for 30 th November and the following was noted: <ul style="list-style-type: none"> • KB noted that usage of the simulator in Dundee was relatively low despite the significant funding from NES. 	TPDs in O and G to consider its use and link with APGD Sim - SB
4.	Matters Arising		

a.	Specialty Webpages	<p>Paper 2 was circulated to the members before the meeting and NM noted the following:</p> <p>Paediatrics Webpages:</p> <ul style="list-style-type: none"> • Steady footfall on the webpages. • Requires more promotion amongst trainees. • NM gave thanks to CLe for all the Paediatrics updates she has provided to keep those pages of deanery website up to date. <p>O&G Webpages:</p> <ul style="list-style-type: none"> • Site traffic is being continuously monitored. • Again, more promotion amongst trainees is required. • Trainee feedback from a review was also included in the report for information. <p>NM noted that it would be beneficial to coordinate with the trainee reps to discuss the webpages and try and get some continuity within the regions.</p>	<p>NM agreed to email users and trainee reps - Small group of trainees to meet NM</p>
b.	Exam Data	<p>Paper 3 was circulated to the members before the meeting and PMacD gave the following update:</p> <ul style="list-style-type: none"> • Data was collated over a five-year period to get a better understanding of how Scottish trainees are performing in exams as it is clear from results that the Scottish MRCOG pass rate has been below the UK average for four of the last five years. • In the exams highlighted in green (MRCPCH Clinical and MRCPCH FOP) the trainees have performed well and above the UK average. • The exams highlighted in yellow (MRCOG Part 2 and MRCPCH TAS) reflect relatively weaker performance. <p>Discussion arose around how to best support trainees during exams. LJ highlighted that TAS has historically been the most challenging exam for Paediatric trainees and attendance at relevant courses to support this has been encouraged, although not all courses are in Scotland. SB followed on by</p>	

		<p>saying that Forth Valley used to run MRCOG Part 2 courses before the exam format changed, but that it may be useful to look at providing local support again. PMacD noted that it would be beneficial to get feedback from the trainee representatives regarding this.</p> <p>LJ asked if there was any data into differential attainment for the IMG trainees in Scotland. PMacD noted that there wasn't any data on subgroups within Scotland just the overall exam pass rates. However, given what is known about differential attainment it could be expected that across-the-board IMG exam pass rates could be lower.</p> <p>Discussions on being pro active around neuro diversity, fostering study groups, perhaps reinstating Scottish MRCOG course all followed</p>	<p>CA agreed to e-mail TPDs/trainee reps on how to take this forward.</p>
c.	Advanced Training Review O and G	<p>AC gave a brief overview of Advanced Training in O&G:</p> <ul style="list-style-type: none"> • A formal decision from GMC is expected before the end of the year. • Implementation for August 2024 is anticipated Output from RCOG SLWGs should soon be available. 	<p>CA to organise meeting for TPDS and ATSM directors early 2024 to ensure a Scotland wide approach</p>
d.	Expansion posts	<p>CA informed the members that the Scottish Government have confirmed the number of expansion posts for August 2024:</p> <ul style="list-style-type: none"> • O&G – 9 posts • Paediatrics – 3 posts • CSRH - 2 posts <p>Discussion arose regarding how the posts will be split. Concerns noted form in Paediatrics as the number is extremely small. CA and MS will meet to discuss distribution of posts as this may need to differ from the usual split to each region. A response is required by the 19th December.</p> <p>The members reflected on this information and the following was noted:</p>	<p>TPDS to feedback to CA ASAP - CA will contact MS to discuss further and give response on behalf of STB.</p> <p>MS will arrange to meet the 4 APGDs</p>

		<ul style="list-style-type: none"> Concerns were raised relating to uncertainty re plans for Elgin and Dr Gray’s Hospital There is no clear workforce model. HF noted that NOS tends to fill to CCT output but not in excess of that. Some discussion re a model which could involve trainees rotating into NOS. With regards to recruitment, CLi highlighted that the competition ratio for posts for Scottish Paediatrics is 2 to 1 which is the most competitive in the UK outside London and shows that the applicants are there for more posts. Discussion arose around the 22 posts that Paediatrics received for August 2023 and the fill rate for these in the North. CLi highlighted that although these posts didn’t fill through the traditional recruitment process, they did fill. with both LATs/IDTs. An uplift may have unintended consequences, for example impact on EDU supervisors, PA uplift for TPDs in some regions. 	
5.	Standing Items of business		
5.1	DME Report	HF noted that most points have already been discussed but noted that Neurodiversity diagnoses are increasing and causing impact across boards. DME group working hard to support.	
5.2	Specialty & STC reports	<ul style="list-style-type: none"> CSRH – SBr noted that currently there are no major concerns within CSRH. MVA training is occurring in Grampian for all Scottish trainees, which has reduced burden of travel to England. O&G – KB gave a short presentation on ST1 bootcamp and was thanked for her work. (Please see slides attached). Paediatrics – CLi noted that SK was the new nominated TPD representative for the STB, but she was unable to attend. Incremental gaps in Forth Valley due to allocations noted. Paediatric Grid –CLi noted that initial grids are in place with interview in January. LJ added Rotational GRID posts within Scotland are of v high standard - however SES, and potentially North and East remain net exporters - Scottish trainees do very well in GRID interviews and often move for posts in HEE (Health Education England). <p>Paediatric Cardiology – No update.</p>	

5.3	SLWG – Shape of Training/Progress+	<p>CLi gave the following verbal update from the most recent meeting:</p> <ul style="list-style-type: none"> • Discussed the decision of the transitions group to approve only 3 expansion posts for Paediatrics when an uplift of 22 was initially submitted (16 permanent and 6 temporary) and this does not align with requirements for Paediatric training and the transition to SOT. • Highlighted current service implications since the new curriculum introduction in August- too early yet to comment on any impact. • CCH and the main issues surrounding this in each region. • Subspecialty experience. • Derogated ST4s will continue on 8-year pathway • PICU/NICU rotas are vulnerable <p>Please see minutes attached from the most recent SOT meeting held on, 23rd November 2023.</p>	
5.4	Deanery issues		
	Quality	<p>AC gave the below update to the members:</p> <ul style="list-style-type: none"> • Recent successful QRP. • Thanks, expressed by AC to TPDs for comprehensive reports. Quality Team are developing standardised feedback forms for TPD and DME teams to be used in the future. • The Quality Team is reviewing current processes, building on the success of the smart objective meetings and action plan review meetings to develop processes which foster close collaboration with DME teams and are agile and flexible. 	
	Training Programme Management	VH updated the following:	

		<ul style="list-style-type: none"> Recent staffing challenges within TPM will hopefully be eased with the addition of two new members of staff starting in the coming weeks. VH and CLe were thanked for their hard work. 	
	ARCPS	<p>CLe gave the following update to the members:</p> <ul style="list-style-type: none"> All TPDs have now responded with dates for summer 2024 (These will be added to the deanery website): <p style="text-align: center;">O&G (National) – 13th/14 June and 25th July 2024 Paediatrics (National) – 4th, 5th, 6th June and 10th, 11th and 13th June 2024</p>	
	Recruitment	<p>Paper 4 was circulated to the group before the STB and J MacK gave the following update:</p> <ul style="list-style-type: none"> There is a high volume of round one applications. Round one closed on 23/11/23 and round two will close 07/12/23. Paediatric interviews run by NES will take place online on 1st, 2nd and 5th February 2024. Assessors can register to take part by completing the form included in the report. Lead recruiters for all other specialties included in the report. Fill rate are included for 2023 in the report. 	
	MDRG & Lead Dean Update	<p>MS noted that there was nothing additional to add under this item but was pleased to join the STB and was taking time to meet individuals and understand issues.</p>	
	EDI	<p>Mary Smith was not in attendance at this meeting as Workplace Behaviour Champion. EDI work continues – STEP, Local EDI groups</p>	
5.5	Simulation	<p>CA noted that SB and KC will give a formal simulation update at the STB meeting in February.</p>	
5.6	SAS Report	<p>CL first STB meeting- nothing to update currently.</p>	

5.7	Trainee Reports	No trainee representatives in attendance. No reports submitted.	
5.8	Medical Director's Update from Health Boards	No representative in attendance	
5.9	RCOG/RCPCH Heads of Schools reports	HOS RCPCH – CLi noted that START assessment is likely to change into a WBA or in house assessment given the concerns raised from COPMED and GMC around how it is currently delivered.	
6.	Lay Report	HA followed on from the previous discussion regarding how to support trainees with exams and noted that it may be beneficial for trainees in Scotland to have the option of online study groups via teams to support the exam process. CA agreed and noted that she will get in touch with the trainee reps to discuss further.	CA will contact trainee reps to discuss.
7.	AOCB	STEP Update – CA informed the members that she is currently in the process of arranging a meeting with Fiona Ewing (Diagnostics STB Chair) to discuss and rearrange STEP (Scottish Trainee Enhanced Programme) and how to move forward with this. Both sit under the remit of ADe and MS as LDD/DD and MS has a lot of experience with STEP. Gynaecology Surgical Training – SB highlighted that there may be a need to be more structured in the approach nationally. Testing has been carried out on the operative simulators which have great packages but also potential for shared and more centrally organised mobile kit. Will be discussed at future STBs/ Feb SIM update.	CA will arrange meeting with Fiona Ewing to discuss further.
8.	Papers for Information Only	Papers 5 and 6 were circulated to the members before the meeting for information. <ul style="list-style-type: none"> • Paper 5 - 2023 PGMET Progression Programme Level Detail – O&G and Paediatrics. • Paper 6 – STB Response Proforma. 	
9.	Dates for 2024 meetings:	<ul style="list-style-type: none"> • Thursday, 22nd February 2024 09:30-11:30 • Friday, 24th May 2024 14:00-16:00 • Thursday, 19th September 09:30-11:30 	

		<ul style="list-style-type: none">• Friday, 29th November 14:00-16:00	
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