

North East and north Cumbria

Specialty Training

School of Radiology - Rotation Planning Standard Operating Procedure

Introduction

Health Education England- North East (HEE NE) allocates National Training Numbers (NTNs) to registrars.

Individual Training Units have posts, the majority of which are 50% MADEL (Medical and Dental Education Levy) funded, plus £12400 placement fee per annum; the remainder is Trust funded. Some posts are 100% Trust funded.

The object of rotation planning is to match registrars to hospital posts such that the training needs of registrars are met a priori. Registrars are employed *to be trained*. Where there are fewer registrars than posts, gaps will be spread equitably over time between training units after the training needs have been met.

The following table shows the current allocation of posts, as of September 2015 (2016 in red):

Institution	Posts – All 50% MADEL/50% Trust unless otherwise stated
NuTH – Freeman	10 (9 + 1IR)
NuTH - RVI	13 (15)
NuTH – Neuro	5 – two are nationally advertised ST3-6
NuTH – Neuro	1 – ACF. Time limited. Funded externally. Not renewable. Post expires 2017.
Northumbria	5 (3 Trust; 2 MADEL/Trust)
Carlisle	2
QEH	3
STFT	2
CDDFT	4 (2 Trust funded)
North Tees	4 (one of these is 100% Trust funded)
James Cook University Hospital	15
Sunderland	3
Total	67

Priorities

Registrars will be placed in Training Unit posts according to the following criteria, in order:

1. Registrars on an ARCP 3 will be placed first according to the defined learning needs identified, agreed and signed off in the Action Plan. These registrars will be afforded the highest quality

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training opportunities (as defined by the Quality Metrics and soft knowledge), and the highest performing Clinical and Educational Supervisors (based on internal School knowledge).

2. Registrars on an ARCP 2 will be placed second according to the defined learning needs identified, agreed and signed off in the Action Plan. These registrars will be afforded the highest quality training opportunities (as defined by the Quality Metrics and soft knowledge), and the highest performing Clinical and Educational Supervisors (based on internal School knowledge).
3. Registrars thereafter will be placed according to their learning needs as defined by their PDP and the need to cover the RCR 2010 curriculum. Those with specific unmet curriculum needs and running out of time (for instance in core training), will take precedence over those with a greater lead time.
 - a. Core registrars will be allocated as per the need to meet the curriculum, and will be allocated to units that can deliver those elements of the curriculum that the registrar is expected to achieve there, as defined by the Curriculum Maps. Registrars will be allocated to those units that demonstrably deliver a quality experience, as monitored by the School's Quality Management Programme (of which the Quality Metrics are one part).
 - b. Higher registrars will be invited to discuss their training needs during the early part of ST3 with the TPDs, and be invited to tender where they would like to obtain their experience. Insofar as is possible, these requests will be honoured. Where demand outstrips supply, and compromise cannot be reached, allocation will be achieved by competitive interview, conducted according to current best practice.
 - c. Higher registrars wishing to pursue +3 IR or INR training are covered by a separate policy.
4. Where there are gaps in the rotation (ie posts exceed registrars), gaps will be shared pro rata fairly between training units. Gaps may be shared longitudinally over a several year cycle. This will be actively monitored by the School Board.
5. Where there is a need to provide an on call service.
6. Registrars on their period of grace have no claim to training resources, and have no rights regarding where they are placed.

Core Indicative Rotations

Registrars entering at ST1 may choose any of the following indicative rotations, in order to plan where they wish to settle geographically. These are indicative only, and the School reserves the right to change them or modify them at any time. This is to facilitate flexibility to enable the School to deliver high quality training to all its registrars on an equitable, fair and transparent basis, which requires rotations to be modified. Individual training needs change with time, and rotation planning must have the flexibility to respond appropriately. This is an important point, and needs to be understood. As per current School practice, registrars will be given 6 weeks' notice of attachments. In general, though, geographical preference will be honoured insofar as is practicable, and as long as training is not negatively impacted (eg registrars may be allocated to specific units to achieve specific competencies, and these take precedence over geography).

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Choice of Indicative Rotation will be as follows: Registrars will be asked to rank their choices. The registrar scoring highest at National Interview will be offered first choice and so on until all registrars are allocated. Where no choice is expressed, registrars will be allocated to achieve balance.

Rotation	Year 1	Year 2`	Year 3
1	Southern Group	Southern Group	Middle Group
2	Southern Group	Middle Group	Southern Group
3	Middle Group	Southern Group	Southern Group
4	Northern Group	Northern Group	Middle Group
5	Northern Group	Middle Group	Northern Group
6	Middle Group	Northern Group	Middle Group
7	Middle Group	Northern Group	Northern Group
8	Middle Group	Middle Group	Northern Group
9	Northern Group	Middle Group	Middle Group
10	Middle Group	Middle Group	Middle Group
11	Middle Group	Middle Group	Middle Group
12	Middle Group	Middle Group	Middle Group

ST1 recruitment numbers vary by year depending upon the NTN's available to recruit to. Where there are, for instance, 11 NTN's, rotations 1-11 will be offered; where 10 available, rotations 1-10 and so on.

Groupings

Northern

Carlisle
NuTH
Northumbria
QEH
STFT
Sunderland

Middle

NuTH
QEH
STFT
Sunderland
CDDFT
North Tees

Southern

JCUH
North Tees
CDDFT

These are not exclusive, and indicative only. For instance, Northumbria and JCUH may both be flexed into the Middle group as needs arise in order to make the numbers and rotations work. Rotations will be fair to registrars and fair to Trusts.

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Transitional Arrangements

These SOPs apply to ST1s recruited in 2014 and beyond. Depending upon logistical considerations, these SOPs may be applied to the STs recruited in 2013 where it is considered in their best training interest to do so. It is expected that these SOPs will trigger a review of the region-wide modular pattern of core training to best match registrars to training opportunities afforded under the new One Radiology structure. STs currently in post will otherwise follow their extant programmes until the completion of core training. Thereafter for higher training the above principles take effect. STs currently in higher training will follow their current programmes until the award of CCT. Those wishing to change their plans are invited to discuss this at the earliest opportunity with the TPD for Higher Training, and where possible, those wishes will be accommodated.