

North West School of Surgery Annual Review of Competence Progression (ARCP)

Information for Trauma & Orthopaedic Surgery Trainees (Greater Manchester, Lancashire and South Cumbria sector) – Post August 2021 curriculum

Below is an outline of the requirements for completion of the Trauma & Orthopaedic Surgery training programme and the competencies you are expected to achieve. Your progress towards achieving these competencies will be assessed at the Annual Review of Competence Progression (ARCP).

School of Surgery Assessment Criteria:

Learning Agreements (LA) and Educational Supervisor's Report (AES Report)

- All trainees must complete a Learning Agreement (LA) on ISCP with their Assigned Educational Supervisor (AES) for each 6-month placement. All placements should be created on ISCP in two, 6-month blocks (or three 4-month blocks for those trainees undertaking 4-month posts) even if you are placed at the same site for a year.
- It is your responsibility to arrange and complete an objective setting meeting with your AES on ISCP within four weeks of starting each post.
- A lead Clinical Supervisor (CS) for the Multiple Consultant Report (MCR) needs to be identified before starting the objective setting meeting on the LA.
- A mid-point review with your AES should take place around three months into each 6-month placement (two months for those in 4-month placements).
- **IMPORTANT:** Prior to every ARCP and Interim Progress Review, all parts of the Learning Agreement (objective setting, mid-point review, final meeting and AES report) **MUST** be fully completed and signed off by you and your AES.

Multiple Consultant Report (MCR)

- The MCR is undertaken by your Clinical Supervisors (CSs), with your AES contributing as necessary to some domains (particularly GCP domains 6-9). You should have a minimum of two CSs contributing to the MCR. A lead CS for the MCR needs to be identified before starting the objective setting meeting on the LA. It is the lead CS's responsibility to initiate the MCR, but trainees are encouraged to remind their CS if this has not been actioned.
- The MCR is undertaken twice in each 6-month placement, once before the mid-point review of the LA is completed and again, before the final meeting and AES report of the LA is completed. The MCR must be completed at least two weeks prior to the associated AES meeting to allow sign off.

- The MCR feeds into the Learning Agreement and at the mid-point allows goals to be agreed for the second half of the placement, with an opportunity to address areas where further development is required. The MCR also helps to inform the AES report which in turn feeds into the ARCP. Additionally, the final formative MCR feeds into the LA of your next placement to facilitate discussion between the trainee and AES.
- You will need to complete a self-assessment of your performance against the Generic Professional Capabilities (GPCs) and Capabilities in Practice (CiPs), describing self-identified areas for development with free text or by using the CiP and GCP descriptors.
- Further guidance and information relating to the MCR is available on the ISCP website.
- Details of the Capabilities in Practice (CiPs) and Generic Professional Capabilities (GCPs) are available on the ISCP website.

Workplace Based Assessments (WPBAs)

- You are expected to complete a minimum of 20 WPBAs per year.
- The minimum requirement for each 6-month placement is therefore 10 WBAs.
 - At least 50% of completed WBAs should be specific to your sub-specialty.
 - At least two each of PBA, CBD and CEX must be completed in each placement (a CEXC does not count as a CEX)
 - A CEX for examination in the subspecialty must be completed.
- These WBAs are in addition to:
 - 1 MSF per year
 - 1 OOT per 6 month placement.
- Less than full time trainees are required to complete a pro-rata amount of WPBAs per year but must still complete 1 MSF per calendar year.
- Be aware that the ARCP panel may set additional specific targets for WPBAs in addition to those required to be completed per year.
- You are expected to continue to undertake WPBAs during the training year, even if you have completed the required number of mandatory WPBAs.
- WPBAs are required to be completed for the critical conditions and index procedures for each specialty. All WPBAs for the Trauma & Orthopaedic Surgery index procedures and critical conditions must be completed to level 3 by your ST6 ARCP (if incomplete, you will not be signed off to take the FRCS), and to level 4 by your ST8 ARCP.
- Similarly, CEX for Consent for the Trauma & Orthopaedic Surgery index procedures must be completed to level 3 by your ST6 ARCP and to level 4 by your ST8 ARCP.
- WPBAs should be spread out evenly throughout the training year.
- WPBAs need to include comments by the assessor reflecting feedback given on performance and areas for improvement with a global rating indicating the level achieved.

- All your WPBAs need be validated by the assessor as the ARCP panel will not be able to see any assessments pending validation.
- You must ensure that the comments on your WPBAs are available to your AES and TPD, comments should not be marked as private.
- Guidance on the practicalities of WPBAs and information on assessment types is available on the [ISCP website](#).

Multi-Source Feedback (MSF)

- An MSF is to be completed for each year of surgical training; however, an MSF may be undertaken more frequently if required by the ARCP panel.
- To start the MSF, you need to complete the self-rating then nominate a minimum of 12 assessors. One of the assessors must be your AES, the other assessors should be more senior members of the healthcare team from a broad range of environments (e.g. ward, theatre, outpatients).
- When completing the self-rating, you should refer to your previous MSF and Learning Agreement to identify areas that required development or that were rated outstanding. This should form the basis of your self-rating for your current MSF.
- You need to meet with your AES to discuss and sign off your MSF before your ARCP. If the MSF is not signed off the ARCP panel will be unable to view the MSF and it will not be considered as evidence.

Audit & Quality Improvement

- You are required to complete one audit (or qualifying quality improvement project) per year. Once an audit is completed it is recommended that you complete an Assessment of Audit or provide a supporting letter with a reflection.
- You will need to complete at least one full audit cycle with your involvement in the initial audit, implementing change and reaudit.
- By the end of training, you must have completed a minimum of three AoA's.
- Your audit activity must be recorded in the audit section of ISCP.

Research

- You will need to provide evidence on ISCP of meeting the requirements for research and scholarship, as found in the GCP framework, this includes capabilities in the following areas:
 - The demonstration of evidence-based practice
 - Understanding how to critically appraise literature and conduct literature searches and reviews
 - Understanding and applying basic research principles
 - Understanding the basic principles of research governance and how to apply relevant ethical guidelines to research activities

- For the details of the research requirements for Trauma & Orthopaedic Surgery refer to the [“2021 Curriculum Research Requirements”](#) document on the NWOTA website.
- Some items only need to be met by the end of training; others are annual requirements:
 - You need to lead one Journal club per year, evidenced by a CBD or reflection.
 - By the end of ST3, you must have completed a GCP course, you need to remain current with GCP throughout training (repeated once every three years).
 - By the ST4 ARCP, you need to demonstrate evidence of formal learning regarding research principles.
 - By CCT, you need at least one non-collaborative PubMed indexed article with you as named author, excluding case reports.
- Other research requirements are flexible as outlined by the “2021 Curriculum Research Requirements” document.

Medical Education

- You will need to provide evidence on ISCP of being trained in the training of others and present written structured feedback on their teaching.

Management and Leadership

- You must provide evidence on ISCP of training in health service management and leadership and having taken part in a management related activity e.g. rota administration, trainee representative, membership of working party etc. or of having shadowed a management role within the hospital.

Educational Conferences, Courses and Qualifications

- For CCT you will need evidence on ISCP of being current for ATLS, ETC or the Definitive Surgical Trauma Skills course; alternatively, you can provide evidence of an equivalent locally provided course(s) meeting the required outcomes.
- For CCT it is recommended that you have attended national or international meetings during training.

Teaching Attendance

- Attendance at the teaching programme is mandatory and a minimum of 70% attendance is required.
- You are required to provide feedback on the sessions attended and a minimum feedback rate of 90% is required.
- You need to achieve a minimum of 90% for reflection on ALL teaching sessions.
- You also need to present one teaching session per year and evidence with an observation of teaching (OOT) or with formal written feedback uploaded to ISCP.

Reflective Writing

- All trainees are to complete a minimum of one piece of reflective writing per 6-months on:
 - A human factors / non-technical skills topic
 - An EDI (equality, diversity & inclusivity) topic
- You should upload your reflections as a word document to the “Other evidence” section under the heading “Miscellaneous” titled “Reflective Practice 1”, etc.

Examinations

- You are expected to detail all examination attempts and results in the “Other evidence” section of ISCP under “Examinations”. When you pass an exam, you are required to upload evidence to ISCP (e.g. exam certificate, email from the exam body confirming the pass etc).

Syllabus

- You should use the most up to date syllabus available on the ISCP website.

Logbook

- You must ensure your logbook is kept up to date and is linked to ISCP. If your logbook is not up to date and available on ISCP then the ARCP the panel will not be able to assess your progress.
- You will also need to upload a copy of your SAC indicative numbers logbook to ISCP covering the period from starting higher training to the date of your review.

Clinical and Operative Experience

- You must be able to demonstrate knowledge and understanding of the management of the following critical conditions:
 - Compartment syndrome (any site)
 - Neurovascular injuries (any site)
 - Cauda equina syndrome
 - Immediate assessment, care and referral of spinal trauma
 - Spinal infections
 - Complications of inflammatory spinal conditions
 - Metastatic spinal compression
 - The painful spine in the child
 - Necrotising fasciitis
 - Diabetic foot
 - Primary and secondary musculo-skeletal malignancy
 - Major trauma resuscitation (CEX)
- For certification you will need to have evidence of level 4 CEX and/or CBD for each of the Trauma & Orthopaedic Surgery critical conditions.

Index Procedures & Indicative Numbers

- For certification you need to have achieved a minimum of 1,800 cases with a minimum of 1,260 as first surgeon.
- For certification you will need to have evidence of at least three PBAs by two or more assessors at the required level for each of the Trauma & Orthopaedic Surgery index procedures except for supracondylar fracture and application of external fixator.
- For supracondylar fracture and external fixator application, an indicative number of 1 x PBA level 4 in a non-simulated setting is acceptable. One PBA may be assessed in simulation with agreement of TPD.
- The index procedures and indicative numbers for Trauma & Orthopaedic Surgery are:

Elective Competency	Indicative Number	Notes
Major joint arthroplasty	80	Total hip, knee, shoulder, ankle replacements
Osteotomy	20	1 st metatarsal, proximal tibia, distal femur, hip, humerus, wrist, hand, paediatric, spinal. NOT allowed are Akin, lesser toe and MT 2-5 osteotomies
Nerve decompression	20	Carpal tunnel, cubital tunnel, tarsal tunnel, spinal decompression, discectomy
Arthroscopy	50	Knee, shoulder, ankle, hip, wrist, elbow
Compression hip screw for intertrochanteric fracture neck of femur	40	
Hemiarthroplasty for intracapsular fracture neck of femur	40	
Application of limb external fixator	5	
Tendon repair for trauma	10	Any tendon for traumatic injury (includes quadriceps and patella tendon)
Intramedullary nailing including elastic nailing for fracture or arthrodesis	30	Femur shaft, long CMN for subtrochanteric fracture, tibia shaft, humerus, hindfoot nail, arthrodesis e.g. knee
Plate fixation for fracture or arthrodesis	40	Ankle, wrist, hand, femur, tibia, humerus, forearm, clavicle, arthrodesis e.g. wrist
TBW for fracture or arthrodesis	5	Patella, olecranon, ankle, wrist, hand
K-wire fixation for fracture or arthrodesis	20	Wrist, hand, foot, paediatric
Children's displaced supracondylar fracture	5	Displaced fracture treated by internal fixation or application of formal traction

Curriculum Vitae, PDP and Timetable

- You need to upload an updated copy of your CV to ISCP for each ARCP.
- The ARCP panel will review the evidence section of your ISCP portfolio so please ensure it is up to date with the details of courses, publications etc. and reflects the information on your CV.
- You will need to complete a PDP on ISCP for each 6-month placement, the PDP should use SMART principles and include both short-term and long-term goals that are specific to you. Information on how to structure your PDP is available on [NHS England – North West’s website](#).
- You will also need to upload a copy of your current timetable for each placement to the “Other evidence” section of ISCP; the timetable should clearly identify your duties.

Previous Objectives

- If you have been issued with SMART objectives these will be reviewed at the ARCP to ensure that you are making progress towards achieving the objectives within the timescale set. If you have been set SMART objectives and are having difficulty achieving them, you must email your Training Programme Director with a copy to surgery.nw@hee.nhs.uk at the earliest opportunity.
- Before each ARCP and interim progress review, you need to update the SMART objectives section of the NWOTA website, indicating where on ISCP the required information can be located.

Certification Guidelines

- You should familiarise yourself with the certification guidelines for your specialty, please see the [ISCP website](#) for the most up to date guidance.

Form R

- The Form R (Part B) is a mandatory requirement from the GMC for all ARCPs. Only Part B of the Form R needs must be completed for an ARCP (the Form R is not required for Interim Progress Reviews). The Form R must be completed within 8 weeks of the ARCP. If a Form R has not been completed within the 8 weeks prior to the ARCP or is incomplete, the panel will be unable to issue a satisfactory outcome.
- You must make sure that all parts of the Form R are fully completed including the scope of practice section. The Scope of practice should include:
 - Each of your training posts if you are or were in a training programme;
 - Any time out of programme, e.g. OOP, maternity leave, career break, industrial action etc;
 - Any voluntary or advisory work, work in non-NHS bodies, or self-employment;
 - Any work as a locum. For locum work, please group shifts with one employer within an unbroken period as one employer-entry. Include the number of shifts worked during each employer-period.

- As of August 2022, the form R must be submitted via [TIS Self Service \(TSS\)](#). Old style form Rs (Word or PDF versions) will not be accepted.
- To use TSS you must first sign up using the email address that NHS England – North West have recorded for you. Trying to sign up with any other email address means the sign up process will fail.
 - [TIS Self Service \(TSS\) sign up guidance](#)
 - [TIS Self Service \(TSS\) user guide](#)
- If you need support with the sign-up process or have difficulty with the multi-factor authentication – please contact the TIS Support Team via tis.support@hee.nhs.uk and include your GMC number in your email.
- If you need help with how to complete the form R, please contact the school of surgery team; surgery.nw@hee.nhs.uk

Joint Clinical and Academic Training Programmes

- Trainees undertaking joint clinical and academic training programmes (Academic Clinical Fellowship / Lectureship) need to submit an academic report for every ARCP.

Out of Programme

- Trainees who are Out of Programme for Clinical Training (OOPT) must complete the assessments required by the specialty curriculum. For a period of OOPT to count towards the award of CCT, evidence will be required by the SAC that educational objectives have been met including ISCP assessments for the entire period or a satisfactory trainer's report.
- Trainees who are Out of Programme for Research (OOPR) or Out of Programme for Experience (OOPE) will need to submit a report from their research supervisor prior to each ARCP or Interim Progress Review.