

The training programme

There are 25 posts on the combined training scheme. About two thirds of trainees are in general adult psychiatry and one third are in either old age or dual general adult and old age training. The training posts are based in the five boroughs of Wandsworth, Merton, Sutton, Kingston and Richmond. Trainees have the advantage of remaining in one Trust throughout their training - this is the only scheme in London where this is possible. Trainees typically spend one year in each post.

Recruitment to the training programme is organised nationally by the [Royal College of Psychiatrists](#) in conjunction with Health Education England and the Local Education & Training Boards. Occasionally locum (LAS) posts become available on the scheme; these are usually advertised on NHS Jobs.

Sub-specialty training opportunities

The programme offers sub-specialty training opportunities in the personality disorders (complex needs) services, neuropsychiatry, early intervention services, home treatment teams and liaison psychiatry. There are also opportunities to gain CCT endorsements in addictions, rehabilitation and liaison psychiatry.

The training programme also offers placements within national and services run by the Trust, including the Obsessive Compulsive Disorder/Body Dysmorphic Disorder Service, the Deaf Service and the Eating Disorders Service.

There are also special interest opportunities in all of the above plus perinatal psychiatry, other modalities of psychotherapy, court diversion, management, leadership and teaching.

We have links to related non-psychiatric specialties, including general practice (through the community mental health services), geriatric medicine (through old age and liaison psychiatry) and neurology (through neuropsychiatry). Trainees with particular training needs unavailable in this Trust are supported in meeting these needs elsewhere.

Training sites

All the posts on the training programme are located within our Trust which operates over 150 services from several locations in the London boroughs of Kingston, Merton, Richmond, Sutton and Wandsworth. This geographical spread allows trainees to gain a broad clinical experience.

The main inpatient sites are Springfield Hospital in Tooting, Tolworth Hospital and Queen Mary's Hospital in Roehampton. Community services are based in all five boroughs.

On-call duties

The current on-call rota is a 40% banded full shift rota, but this is currently under review. At present as the number of trainees on the rota is fixed, new trainees are not placed on the rota until a vacancy arises, which is typically during their first year. The rotas are organised by the higher training rota representative and Medical Staffing Department.

Allocation of posts

Posts are allocated to ensure that each trainee has a sufficient breadth of experience, as well as having the opportunity to undertake sub-specialty training. Allocations also take into account individual circumstances and service need.

The allocation of an individual trainee's next post is discussed with the training programme directors at the trainee's mid-post review. Each trainee is asked to rank up to six choices. There are more available posts than there are trainees, hence most trainees are allocated their first or second choice.

Supervision arrangements

Trainees have a clinical supervisor who oversees their day-to-day clinical work and an educational supervisor who oversees the educational aspects of their training for the entire training period. The expectation is that trainees have weekly clinical supervision meetings and two-monthly educational supervision meetings. Trainees also have easy access to advice and support from the training programme directors.

Training courses

Trainees have protected time to attend the specialty training programme, held every two months.

There is a three-day teaching skills course organised by St George's, University of London which trainees are encouraged to attend.

There are regular in-house training opportunities, including clinical and educational supervisor training, which we encourage all higher trainees to complete by the time they obtain their CCT.

Trainees are required to undertake mandatory training in relation to their employment in the Trust. This includes multi-disciplinary risk assessment and management training, and conflict resolution training.

Higher trainees can apply for study leave funding to attend courses and training outside the Trust.

Research opportunities

Trainees can use their special interest day to undertake research. There may also be opportunities to participate in clinical research with a trainee's main training post. We encourage trainees to become research active within their first three months on the training programme.

The Population Health Research Institute at St George's University of London runs a free twelve week course in applied research in mental health, which trainees starting out in research are encouraged to attend.

The Trust has an active Research and Development Department which periodically runs research workshops, which are open to all staff members. These workshops give trainees the opportunity to become principal investigators on a number of new studies, and to present research being undertaken.

Dr Robert Lawrence is the Director of Research and Development for the Trust. He has established a Clinical Research Unit in the Psychiatry of Old Age and Neuropsychiatry, which has developed a busy working plan including national portfolio studies, commercial studies and locally generated projects, in addition to local educational and training events.

Dr Adil Akram (one of the general adult consultants) has been appointed to a Clinical Research Leadership role; this involves being a research champion and acting as contact point for trainees interested in undertaking research projects.

Teaching opportunities

Clinical Problem Based Learning (CPBL) training is incorporated into the mandatory induction programme for new higher trainees, which allows early involvement in medical student CPBL tutoring.

As trainees progress through their training, they are supported in taking on more clinical teaching roles, which include teaching undergraduates, core trainees and non-medical clinicians. These roles include:

- Informal "bedside" undergraduate teaching
- Small group undergraduate teaching
- Undergraduate lecturing
- Supervision of undergraduate special study component (SSC) work
- Involvement in undergraduate examinations (OSCEs and written papers)
- Local mock CASC (clinical assessment of skills and competencies) examinations (examining and question writing)
- Competency OSCEs for core trainees

Opportunities to enhance teaching skills offered by St George's University of London include:

- A three day teaching skills course
- A two day advanced teaching skills workshop
- A two day presentation skills course
- An advanced Post Graduate Certificate in Healthcare and Biomedical Education

Trainees can apply for the clinical teaching fellow post at SGUL via a competitive process; the post involves three teaching days and two clinical days within the as an out of programme episode (OOPE or OOPT).

Management and leadership training

As a requirement of their management and leadership competencies, all higher trainees are involved in at least one quality improvement project. Recent examples of trainee-led projects, audits and leadership roles include:

- POHM UK audits: Monitoring of patients prescribed Lithium, prescribing of anti-dementia drugs, prescribing for substance misuse: alcohol detoxification, and prescribing for people with a personality disorder
- Clozapine and constipation audit
- Lone working policy audit
- CQUIN inpatient discharge summary audit
- Benzodiazepine prescribing audit
- Setting up a physical health clinic at a community site
- Setting up a diabetic liaison clinic on an acute hospital site
- Developing guidelines on withdrawing antipsychotics in the community for GPs
- Mentoring lead for Trust trainees
- Trust Drugs and Therapeutic Committee trainee representative
- CQUIN 2014/2015: trainee lead
- Rota redesign: trainee lead

Trainees are encouraged to attend leadership and management courses - such training is available in-house. There are also opportunities to shadow the medical director and other Trust executives. Service improvement project opportunities, management courses and potential leadership roles are circulated to trainees whenever they become available.

Trainee representation

Trainees are represented on several Trust committees, including the Postgraduate Medical Education Committee, the Rotas Working Group, the Trust Trainees Forum, the Drugs and Therapeutics Committee and the Local Negotiating Committee. Furthermore there is trainee representation on several external committees.

A trainee's view of training

"I decided to train with South West London and St George's Mental Health NHS Trust because they have a strong reputation for good academic teaching. I had previously attended the Trust's MRCPsych Training Course and I was impressed with the quality of the lectures and the knowledge base of the lecturers.

I have found the team I work with to be friendly and efficient with some excellent clinicians. I have had excellent clinical supervision myself, but have also been offered several opportunities to teach students and other clinicians.

I have also been able to link in with a very enthusiastic and supportive research group which is passionate about continuing new and innovative research. The group meets on a monthly basis to discuss and develop ongoing research projects. This offers a great opportunity for those new to research, to be supported and guided in their research endeavours."

Helena du Toit, General Adult Trainee

Contact details

For enquiries about the General Adult and Old Age Psychiatry Training Programme please contact one of the following people:

Training Programme Director: Dr Peter Hughes, Consultant Psychiatrist: peter.hughes@swlstg-tr.nhs.uk

Associate Programme Director: Dr Nicola Omu, Consultant Psychiatrist: nicola.omu@swlstg-tr.nhs.uk

Scheme Administrator: Miriam Black: miriam.black@swlstg-tr.nhs.uk

For general enquiries about training in the Trust, please go the [Contact Us](#) page.