

What to Expect

T&O Trainees in KSS (PLH Version 4.0 October 2021)

Congratulations on being appointed as an SpR in our region we plan to help you make the best of your next 6 years with us and become the best T&O surgeon that you can before going on fellowships and being appointed as a Consultant.

This document tries to encapsulate what YOU should expect from us over this training time and what WE (TPDs & HEE) will expect from you during this time, so there should be no surprises but be aware the rules do change so YOU must keep abreast..... Do remember if something has not been booked, cancelled, reorganised, explained, completed, collected, signed or disposed off it will be assumed to be YOUR responsibility or omission. We are here to help and guide you but NOT to do everything for you. Please be sensitive to other trainees training requirements and try to work with them in a mutually beneficial way, always look at your surgical lists in advance to plan the details of the surgery and consider swapping lists with other trainees on occasions (and with trainers agreement) to maximise all the opportunities.

Basic Training Plan

Your placement hospitals will usual change every year on the first Wednesday of October. In the first two years you will be expected to focus on Trauma and Hip & Knee arthroplasty respectively. You should request and read the Global Objectives on the ISCP web site and pro actively let the TPDs know if you feel you are not achieving these objectives. If you take action and let us know early you will receive support, if you do not you will receive criticism even if you have been placed in a less than ideal training post.

AES / CS use of ISCP and Multi Consultant Reviews

For each hospital placement you should have named Clinical Supervisors AND an Assigned Educational Supervisors (AES) on your ISCP. They will both need to engage in your ISCP web record but remember YOU are responsible to encourage your trainers to complete assessments. You also need to identify a lead Clinical Supervisor each year who should take responsibility with organising your Multi Consultant Reviews (MCR) where your CSs will document a review of your progress. For each MCR we require at least TWO areas for development to be identified, this is not a criticism but would become one if you are not able to identify appropriate areas you'd wish to work on.

You are expected to own your ISCP and develop it as useful record keeping tool to demonstrate evidence of YOUR successful formative training. You must keep it up to date as we regularly (TPDs) review it prior to Interim reviews (February) and ARCP (September)

Information:

We have a dedicated web site independent of HEE: boneschool.net , it has open access with no password required. We have trainee reps representing you, one focused on East Trusts and one more focused on the West of the region. All attend STC meetings twice a year where there are Consultant trainer representatives from all the Trusts. Please do engage with the reps to provide suggestions and feedback about your training experiences.

Teaching Programs:

Notification of the teaching program, with topics and sites can be reliably found on the boneschool.com web site. You will find there are regional teaching days, one or two WHOLE DAYS most months. These are days that YOU need to book off as study leave in your Trusts.... (do not expect this to be done for you). You are expected to attend at least 70% of the available teaching days arranged for you to satisfactorily gain outcome 1s at your Interim reviews and ARCP. The St3s have a years independent dedicated trauma teaching, later years have a two year cycling orthopaedic teaching program, in later years you may be invited to teach on the program.

Twice per year there are regional 'circuit training days' . The Fred Heatley day in the East in Autumn and the Sam Simmonds day in the West in the Spring. These days are not compulsory but you are strongly advised to both submit research papers and audits for presentation and to attend. These are excellent networking opportunities valuable both socially and academically.

Geography

When you start in KSS we aim for your first two years to be in hospitals within an hours drive of each other, for some larger Trusts this may infact be in the same hospital for the two years. Years three and four (St 5&6) similarly will be in fairly close proximity, usually in the same sub region (East or West). In years five and six (St7&8) you should expect to be posted to hospitals distant from those of the first 4 years thus gaining experience in the largest range of sites and specialties across KSS, focusing on your chosen special interests. Choice preferences in your final years based on geographical convenience will not be encouraged or supported.

You are strongly advised to make your base / home in the heart of the KSS region or plan to move every couple of years to minimise the commute. You can nominate a base hospital (you are likely to work at during your rotation) within the KSS region and calculate traveling expenses from that Trusts location. There is a limit on traveling expenses payable during your training, currently it is £10,000.

Regional Teaching Program (KSS):

Subjects / Topics included

Trauma program for St3 trainees each year.

St4-7, 2 year rotating teaching program covering Hip & Knee, Shoulder elbow, Spine, Hand, Paediatrics. Teaching on the program will be expected from St8 trainees!.

Topics embedded in the program but not include separately include: basic science, anatomy, statistics, biomechanics, rhumatology, pathology and major trauma management.

Cadaveric dissection is included in both the Trauma and Orthopaedic teaching programs.

Human factors & system analysis, Finance, Procurement, CV analysis & Consultant interview training is being added from late 2021 for the post exam St7 and 8 trainees.

Embedded Courses:

- a) Knee & Shoulder arthroscopy days Medway Campus of CCCUniversity each Spring, needs booking by YOU , (£50 refundable)
- b) Registrar Ready course (two days in MATTU Guildford in September, no fee)
- c) Arthroplasty Ready, two days in Brighton (no fee)
- d) Paeds course Maidstone two yearly (Needs booking by YOU, £150 for three days)
- e) Post COVID Cadaveric sessions in specialty areas being run in Brighton, Guildford and Canterbury dissecting suites will need booking during your specialty blocks

Subjects not formally included prior to Exam (some planned for post Exam trainees 2021)

ATLS (you must maintain provider status during your 6 year training time, if you become a ATLS instructor and teach on TWO courses we will accept this as your evidence of a teaching course / qualification.)

Research Methods

Procurement

Finance

Communication skills

Management skills (you must attend a management course in your later two years of training , (eg Keel university course) or attend the new 2021 post Exam program

Human factors , RCA analysis

Study Leave

Each year you are expected to book off from the Trust and attend at least 70% of the organised regional training days, failure to do so and you are at risk of gaining an outcome 2 at ARCP / Interim review. Additional study leave for approved courses will be funded by HEE with requests being sent via the Trusts study leave process. Do be aware that requests prior to attending courses are required and that Trusts usually expect claims to be submitted within 3 months of attending courses. The list (version3.0) of approved courses for KSS and London trainees is below. Essential courses to be awarded CCT are shown with an 'E'.

Study Leave Guidance through KSS T&O training:

December 2018 Version 3.0

E= essential

Any Year Courses

ATLS /UK	E	Keep updated
ATLS Instructor Course		
BOA Instructional Course		
BOA Annual Congress		
Research Methods Course		JCST website
Royal Society Trauma Symposium		
EFFORT		
BASK		
BHS		

ST3/4

Reg Ready Course	E	
Basic Fracture / AO Principles (pre St3)	E	AO or similar
Advanced Fracture Course	E	AO or similar
Arthroscopy Course (Knee and Shoulder)		In the UK
External Fixation Course		In the UK
Nailing Course		In the UK
Basic Hip and Knee Arthroplasty		In the UK

ST56/7

Teaching Course	E	
Good Clinical Practice (GCP)		Online
BOFAS Instructional Course	E	UK funded
Hand Course		In the UK
Children's Orthopaedics Course	E	T' Wells or Evelina
Advanced Arthroplasty Course		In the UK
Spine Course		In the UK
Basic Sciences Course		In the UK
Exam Revision Course x 1		In the UK

ST8 (includes 5,6,7 list)

Management Courses	E	Keel at RCS In the UK or Post Exam KSS program
Speciality Course		
Communication Skills Course	E	

Finance

You are embarking on a 6 year training program aimed at you gaining an FRCS(Orth) qualification to the award of CCT in T&O (UK). Much of the cost of this training is shouldered both directly and indirectly by HEE and the Trusts you work within. You will be paid a salary by the Trust for which they expect a level of service delivery but you will also incur some out of pocket expenses that you will not be able to recoup. Some of the costs are listed below

1. It is essential that you are registered on the ISCP system and pay the annual fee currently of £260.
2. Removal expenses to move into the KSS region may be available from Trusts but these are capped at £10,000 and conditions do apply. Your traveling expenses also will come out of this limited budget and are unlikely to cover all of your costs. We estimate that your commute may cover an average of 100 miles per day for 40 weeks of 6 years (120,000 miles), if claiming 30p per mile your £8000 will be used up in one year.
3. Please also remember that the refunded milage expenses can be taxable!
4. Study courses that are not 'recommended' may need to be funded by you.
5. Expenses for conference attendance abroad (often expenses to travel to airport only may be covered)
6. Exam fees for FRCS(Orth) amount to circa £2000
7. A repeat revision course will not be funded if you fail the first exam attempt and will cost circa £800.
8. Surgical loops £500+ if required
9. IT equipment eg Smart phone, iPad & Laptop etc. cost circa £2,000
10. BOTA membership fee (advisable) £40 per year
11. BOA membership circa £250, (allows sitting UKITE annual exam fee)

Assessments and Requirements to take FRCS(Orth)

As a KSS trainee these 'Requirements' are assessed at your St6 interim review and if they are not complete you will receive an outcome 2 and may then not be permitted to take the FRCS(Orth) exam until the shortcomings have been rectified.

Requirements

Log book numbers: The important ones are cases that YOU have been the primary surgeon for (ie done 70% of the case) with or without Trainer assistance. The numbers expected are published by JCST and include: 80 major joint replacements, 30 IM nails, 20 Tendon repairs, 30 nerve decompressions, 20 Osteotomies, 5 External fixators etc. Some cases undertaken as a simulation under guidance may be acceptable. As a guide during your 6 years of training we expect circa 1800 cases to be added to the log book, 70% of these you are expected to be the primary surgeon undertaking over 70% of the procedure. PBA level 4s are required for all of the indicative surgical procedures on the JCHST list.

As a guide we hope you will have experienced circa 2500 - 3000 procedures between leaving medical school and taking up a Consultant post.

PBA, we expect circa 40 per year but focus more on quality than quantity. ALL PBAs should include some reflection of what you learned and what you might do differently next time.

Audits one per year and TWO must have completed audit loops and be assessed (AoA) on your ISCP

Research, at least TWO papers published in peer reviewed journals are encouraged, these should not be case reports or surgical tips & tricks or surgical techniques. Following the introduction of the 2021 curriculum other evidence of significant work on research papers may be accepted. Involvement in collaborative research work may be accepted but it is essential that you are clear with any lead author at the outset as to what your contribution is going to be rather than just 'expecting to be on a paper'.

Mandatory CBDs, there are 14 of these and they include 6 spinal Case Discussions, these DO NOT have to be undertaken by a spinal surgeon

Interim Reviews are undertaken as a face to face meeting in February.

ARCP are done in September as a face to face meetings for all St3s and for others who need support particularly those trainees that have been awarded an outcome 2.

Additional Academic Assessments & Support provided (OPTIONAL)

Mock FRCS (Orth) exam organised early September, the St4 and St5 trainees are particularly encouraged to attend this.

UKITE exam organised and funded yearly for BOTA members.

OITE (USA version) , this is funded yearly for KSS trainees (if you attend)

Brighton Research unit (prof Ben Rogers)

Christchurch University (prof Anand Shetty)

Support

Two Trainee Representatives: 1) East Trusts and 2) West Trusts

TPDs Philip Housden (East Kent)

Matt Solan (Guildford)

Tanya Sarkel (St Peters)

HEE Based at Stewart House London

Elizabeth Sharp elizabethsharp@nhs.net (East Kent / HEE), Supporting trainees in difficulty [Within the KSS Trainee Support Unit].

Shirley Chan shirley.chan@nhs.net (Medway) Supports trainees returning to the training program.

BOTA and BOA: you are encouraged to join these associations.

Best of Luck

Phil Housden, Matt Solan, Tanya Sarkel

.... Joint TPDs KSS (HEE) October 2021