

Improving Medical
Training Programme
Management Data



Case Study Three: **Improving Medical Training Programme Management Data**

Delivery of postgraduate medical training involves complex partnership arrangements between the Scotland Deanery and the health boards, who deliver education to a curriculum established by the relevant Royal Colleges. An important part of NES's role involves quality management of postgraduate education.

Recent work carried out by the General Medical Council highlighted the issue of differential attainment for trainees from different ethnic backgrounds, and the importance of being able to analyse progression and to use this data to provide educational support for trainees.

Although NES uses equalities data in quality management processes, including data collected through the GMC trainee surveys, data on bullying and harassment and other metrics, we identified a need to enhance our analytic capacity. The development of Turas, a new trainee management system, provided an opportunity for these improvements.

The introduction of new demographic and diversity fields to the Turas trainee doctor training data base will allow the Medical Directorate to link attainment of trainees to declared protected characteristics and for the first time inform action plans where there is firm evidence of differential attainment.

The work programme is intended to ensure any differential attainment as a result of cultural competency is identified and appropriately addressed via action plans and targeted support to trainees, as required over the course of their training. Monitoring of the data will show a baseline of the population of junior doctors and can be compared to a) demographic information of the population as a whole b) demographic information of graduates of medical schools and applicants.

Data can also be used over time to monitor the makeup of the population to identify where interventions are required and also the success of any interventions in correcting the differential attainment. This will support faculty development programmes as well as trainee support initiatives.

As of December 2016, 60% of General Practice trainees (the pilot group) had already completed their data. Early benefits anticipated are:

- Collection of date of birth information has allowed smooth linking of data to data from the NHS Information Services Division for GPSTs to be placed on Performers List, necessary to work as a GP.
- Creation of data fields allows for data to be transferred directly from recruitment data set in April 2017 and updated/amended by trainee.

The GP pilot will serve as an initial proof of concept, enabling learning and development of an approach to support better understanding of progression and attainment which can then be implemented for other professional groups.



You can read more about our work on equality on our website at:
www.nes.scot.nhs.uk/about-us/equality-and-diversity



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