The end of PGEA, and what replaces it  The King is dead....Long Live the King!

The PGEA system came to an end on 31st March 2004. Any queries on old claims under the PGEA system should be directed to PSU at Charter House 01707 376826. Under the new GMS contract, PGEA, like many other allowances, is included in the practice global sum/MPIG.


Think before you shred.... it may be wise to hang on to your last 3 to 5 years PGEA attendance certificates since these represent evidence of past years’ learning and could be helpful if you are one of the first to go through revalidation.

We are now in the era of all being adult learners who, with guidance where necessary, run our own PDP (Personal Development Plan), are appraised annually, and keep records to demonstrate our CPD (Continuing Professional Development) for the educational component of GMC revalidation. This is expected of all doctors in General Practice, principals and non principals.

How practices organise their need collectively to demonstrate commitment to CPD for doctors and other personnel is up to them. Shared learning in the practice if well organised and documented can be effective both educationally and in sharing the administrative workload of demonstrating that learning has occurred. It can help to have an educational lead in the practice who co-ordinates all this activity. This includes of course policies on individual time and funding for study leave for partners and salaried staff, medical and non-medical.

Educational Certification

Sadly the demise of PGEA does not mean the end of the paper chase.

Keep certificates of attendance that you need for specific service requirements such as keeping up your accreditation for providing Contraceptive Services, Child Health Surveillance, Minor Surgery, GP with a special interest requirements.

For your PDP, we are moving beyond certification of attendance of an educationally approved course, to the onus being on the professional to demonstrate that learning has occurred: in practice this means including some of your own brief written reflections as a demonstration of what you learnt from a course/lecture/in-house learning/small group work/ your own reading/ distance learning/website learning.

However keep a balance and don’t overdo it; we are all learning so much all the time that it would be impossible to document everything. GPs are busy enough and the emphasis should be on quality not quantity.

Appraisal

Remember to contact your appraiser for your own professional in-year issues.

As GP Tutor I have been involved with educational input to the local scheme at PCT level. I am also an accredited appraiser and of course have been appraised so I understand the process at an individual level.

Feedback on the scheme from GPs both locally in Hertfordshire, regionally and nationally has been remarkably positive and there is no doubt that it has been and hopefully will remain a big educational gain for GPs.
I would certainly recommend using the appraisals website electronic pre-appraisal forms-those who have used it already have found it very user friendly. Have a look at them on www.appraisals.nhs.uk. They have the advantage that quite a bit of the data you enter can be re-entered automatically into the next year’s appraisal forms, reducing the donkey work.

Happily Dr Amanda Platts amanda.platts@gp-e82060.nhs.uk is continuing in her role as Herts and Beds GP Appraisal Deanery contact. Mandy has made a big contribution to Hertfordshire’s multidisciplinary Appraisal systems which are now well developed and integrated. She can be contacted for strategic matters to do with appraisal and appraiser training. Local information: www.hertspced.org/ppdintro.htm

More Appraisers are needed, if you are interested we encourage you to apply.

Sue Brassington at the PCT will shortly be issuing advice on approaching 2nd year appraisal.

**Revalidation**

Have a look at the GMC/ DOH website www.appraisalsuk.info -information about revalidation; the new registration system starts in January 2005, although the risk of your record of evidence of fitness to practice being called up is not for some time after that.

There is still confusion as to exactly how appraisal and revalidation will/may link up, but it does seem likely that they will and that the requirements for both will include legible preferably typed pre-appraisal forms and Form 4s, and some form of learning log to inform your PDP, including some written reflections on what you have learnt/ plan to learn.

I would suggest this can and should be kept to fairly concise brief notes, which you will need to keep for future reference in case the revalidators suddenly decide they want to see it.

**Electronic Professional Development Plans (PDPs)**

There are a number of electronic toolkits about, and these can repay the initial effort in setting them up with a lot of saved time later.

The **Eastern deanery PDP toolkit 2003-on CD-**, has been on offer to all St Albans/ Harpenden GPs free of charge from the PCT via Sue Brassington. The latest version, which is even slicker, can now be downloaded from the web at: www.pdptoolkit.co.uk/download.htm

The **BMJ Learning** website is succinct and very helpful. It is being expanded rapidly and there are numerous topic based modules which are great if you are not allergic to computers. I was coming out in spots until I did the module on Anaphylaxis and am now cheerfully cured-have a go!

There are also simple templates that can be printed out and used for easy learning tools like PUNS and DENS, significant incidents and patient case diaries. www.bmjlearning.com

**St Albans Postgraduate Centre lunchtime programme**

- end of charging for attendance

For many years we have charged you £4.00 per session attended, payable with certification at the end of each term.

I have decided to abolish charging for attendance or certification. Certification gives you evidence of having attended an external educationalist approved event or course, and so adds value to your PDP. Certificates will be issued termly as before, so please remember to sign the register each time you attend.

**TARGET Multidisciplinary education**

This is our main local multidisciplinary learning and PCT wide networking opportunity, and continues to be a success with excellent evaluations. The TARGET steering group is not complacent however and we need your feedback to ensure we keep in touch with what you want, which hopefully will match roughly with what you need!
Next TARGET meeting “Getting Better all the Time – managing diseases, caring for patients” includes workshops on Respiratory topics, Public Health, IT and communication/consultation skills. Wednesday June 9th 2004 at the Pastoral Centre London Colney. The programme will be circulated soon. In the future we hope to have TARGET details on www.starpace.co.uk

In House education

A number of practices have been running in-house education for some time and this is highly recommended, especially if well organised. It’s helpful to have a planning group, multidisciplinary where practicable, to set up the programme and ways of evaluating it. I am happy to advise on any aspect of this, and in particular how to ensure this becomes an enjoyable and educationally relevant experience for those attending.

Out of hours (OOH) related educational issues

With the new contract separating out of hours from main GP working hours, educational issues arise. GP registrars will need to show that they are fit to practice the whole range of GP activities, including OOH. Organisations providing OOH, locally STAR-DOC, need to demonstrate that all Doctors working for them have the necessary training and updating to do the job properly. I am in contact with STAR-DOC and we will be looking to arranging educational opportunities related to OOH over the next year. We hope that we will be able to provide some web based information on www.starpace.co.uk

Retainer Scheme

As GP Tutor I continue to have the responsibility for performing annual review meetings with all Doctors on the scheme, and practice visits where necessary. In general the practice visits are not required if a practice has GP training accreditation of duration at least a further 12 months.

A plea to responsible GP partners, educational supervisors and practice managers
Where you have queries, please check at the Eastern GP Deanery website first - http://www.easterngp.co.uk. It is now an excellent site and you can download forms and save yourselves and me a lot of time. Any remaining queries and all forms to Caroline Roberts at the Postgrad Centre please.

Flexible Career Scheme (FCS)

This new initiative is designed to provide flexible working opportunities in general practice. It is not the Retainer scheme under a new name. Again details about the scheme and the people running it are on the deanery website above.

Linked with this is the returners programme. If you know of a GP who has been out of practice for a while and would like to return, ask them to ring Kate Read on 01223 884853.

Higher Professional Education HPE

Does your GP Registrar know about the scheme?
Does your new partner and or locum know about HPE?
HPE is open to ALL doctors working in general practice who have completed their VTS within the preceding 12 months.
What are the benefits?

• Significant funding to support the new GP’s learning, including £5000 locum allowance over 24 months
• Peer support and networking
- Educational meetings which address learning needs
- The production of an active personal development plan (PDP)

[**HPE- in brief**: http://www.easterngp.co.uk/pages/cpd/documents/HPE-inbrief04.doc](http://www.easterngp.co.uk/pages/cpd/documents/HPE-inbrief04.doc)

For more information contact the **HPE Administrator**: carol@angliagp.org.uk

or **Dr Charli Barber-Lomax**: charli@angliagp.org.uk

**Educational Funding , WDF and SHA**

Funding streams can be Byzantine in complexity, but essentially the Beds and Herts Workforce Development Confederation (WDF), now incorporated within the new local Strategic Health Authority (SHA), holds the education and training funds for all disciplines and their students/trainees in the area. TARGET is part funded via WDF monies channelled through the PCT.

Website: [www.wdc.nhs.uk](http://www.wdc.nhs.uk)

**Modernising Medical Careers**

Another very big agenda and details about imminence changes in junior Doctors’ training including GP training can be explored at: [www.mmc.nhs.uk](http://www.mmc.nhs.uk)

For GP practices, the good news is that GP practices are highly valued places for training almost everybody from budding consultants to health care assistants. The news about the practicalities is yet to come in detail.

[**NANP –National Association of Non-Principals**: www.nanp.org.uk](http://www.nanp.org.uk)

This is a very informative up to date website which is a must for any non principal, or as you may be renamed in the future, “Sessional GP”; as well as educational stuff there is info on terms, conditions and pay.

**Under Construction…. St Albans and Region Primary Care Education: [www.starpace.co.uk](http://www.starpace.co.uk)**

Coming soon...an easy to use local website with sections for each primary care discipline. Single local portal fast access to relevant local, regional and national educational information. Features that enable local educational networking. A route for feedback to local primary care educators.

**Useful Links**

Try this page on Eastern Deanery website, includes laconic thumbnail descriptions:

[http://www.easterngp.co.uk/pages/resources/links.htm](http://www.easterngp.co.uk/pages/resources/links.htm)

BMA  GMC  RCGP BMJ Lancet NELH WDF  DoH Bandolier MMC + more

**Feedback: We will do our best to address any educational concerns you may have:**

Caroline Roberts: postgraduate centre administrator - postgraduatesa@hotmail.com

POSTGRADUATE MEDICAL CENTRE
St Albans City Hospital
Waverley Road
St Albans
AL3 5PN  Direct Line: 01727 897683  Fax: 01727 897246

James Ferguson, GP Tutor St Albans and Harpenden – via Caroline or e-mail to: James.Ferguson@gp-E82055.nhs.uk