

Placement / NHS Guidance as at 26th March 2020

Placements trainees are currently on:

Activity

Continue to gather evidence of the activity that you are undertaking using the Weekly Logs, whatever activities these may be. Remember that all placements include a variety of activities - reading, thinking, preparing, reflecting as well as direct and indirect work with clients and staff. Include all activities in your Logs even if you aren't sure whether they count.

Days (including minimum days)

Count all days spent working from home as placement days if they include any placement-related activity (see above). We are seeking an adjustment from the university in relation to the requirement for minimum days on placement and will ensure that placements are assessed on the achievement of competences using the Evaluation of Clinical Competence Form. If necessary, we will operationalise a different way to assess the placement if a supervisor is absent.

Placement guidance – Structured Assessments of Competence etc

With placement work and supervisor availability being curtailed in the current placements, it may be that trainees will not reach the numbers of:

- Structured Assessments of Competence,
- Client Feedback Questionnaires,
- Observations of Supervisor,
- Observations by Supervisor,
- Cases or
- Contacts

by the scheduled end of this placement. Under the circumstances, these will not be a barrier to placement progression. As we have been emphasising for some time the Case and Contact numbers are for guidance only. The other aspects listed above can be addressed later in training if necessary. For RPL trainees finishing at the end of April, we will be flexible about these in line with University, HCPC and BPS guidance and they will not be a barrier to qualifying on time.

Learning Objectives

Similarly, any Learning Objectives that trainees had anticipated meeting in their current placement will be addressed in later placements. Bear in mind that they are about developing competences rather than being population specific. RPL trainees finishing at the end of April, who are concerned about any specific Learning objectives that are outstanding and that they have not had the opportunity to meet on their current placement, should contact their Clinical Tutor. We are confident that these will not be a barrier to qualifying on time.

Recordings

Previous advice was to record as many sessions as possible, but for trainees who have met or nearly met their observations in the current placement, this is no longer necessary. Even if the number of observations is low, if there are clinical barriers to recording (e.g. lack of secure environments/equipment/storage) then please respect these. Remember to seek consent following your local Board processes for all recordings.

Policies regarding working from home and absence

Although circumstances are very different currently, it is important to ensure that NHS policies, for example regarding confidentiality, are maintained so please seek clarification and follow all guidance given by your line managers and supervisors about working from home eg phone calls from private lines, working on letters etc. Also please continue to adhere to the usual policies regarding absence and follow guidance from your line manager or Board for sick leave, special leave, carer leave, parental leave etc. There is specific guidance about what to do if you are self-isolating but not sick; if you are caring for someone who is unwell or if you need to look after children. Similarly, follow the usual guidance in the Handbook about reporting this to the Programme and also about Interruptions of Studies in liaison with your Personal Tutor.

Next placement and possible redeployment

We understand that trainees are hearing discussions about redeployment of staff, including trainees. These discussions are at different stages in different Boards and even in different specialties within Boards. Trainees may also have heard different information within Boards about whether they are to remain on their current placement after its anticipated end point, or whether they are to move to their next planned placement.

We are working with HOPS, NES, the Glasgow Doctorate and the two Applied MSc (CAAP) courses to try and achieve a national approach to these issues, or at least some national principles which can inform them. There is a strong commitment that trainees will continue on training so that any future work – whether redeployed or within the existing placement or moving on to next placement – will be able to contribute towards the development and demonstration of competences.

The main rationale for this is that trainees should not be delayed in their training path and can qualify on time. For RPL trainees in their final placement, we are confident that placements will end on time and will not be a barrier to timely qualification. For other trainees, we will need to await the outcome of these national discussions to clarify what your next placements/work activities look like. We are also awaiting guidance from the BPS on what flexibility they are allowing regarding standards of training eg around supervision time on placement. The HCPC have already issued general guidance about flexibility in training processes. We are working hard on this and will keep you updated.

Any trainees who have placement-related concerns not addressed in the guidance above, should contact their Clinical Tutor by email.