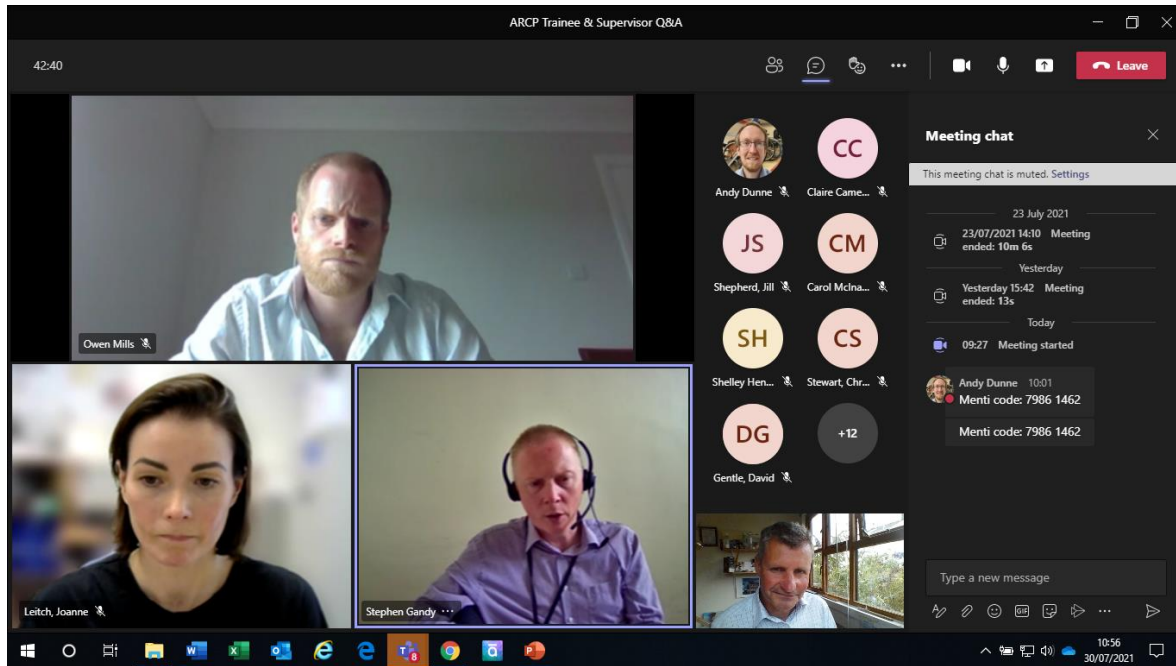


ARCP Question & Answer Session, 30th July 2021

Assuring the Quality of Training, Supporting Trainee Progression



Rob Farley – Underlying purpose of ARCPs

- ARCP monitoring is one vital part of NES's quality monitoring activity, giving trainees comfort about their progress, and assuring everyone that training is going to plan
- ARCPs are externally mandated for some training schemes, though they are used consistently to track trainee progression across Healthcare Science.
- Through the ARCP returns, NES seeks to assure that trainees' progression is being suitably monitored. Individual training centres control how it is done for their trainees.

Stephen Gandy – How ARCP trainees in Medical Physics and Clinical Engineering

- In-depth, relatively formal ARCPs are performed for MP/CE trainees. The timing of the ARCP coincides with the trainee's transition between their MSc, foundation and specialism years.
- The in-depth ARCP used for this scheme creates opportunities for problems to be surfaced and resolved that might otherwise get missed.
- Trainees are responsible for asking training coordinator to arrange the ARCP. Instigating like this gives the trainee some ownership of their training.
- In the later stages of training, the ARCP has a focus on opportunities for reflective practice (encouraging the trainee to reflect during their ARCP meeting, and to build reflective practice into their subsequent training)

Healthcare Science – ARCP

- Includes review of past year and planning for next. ARCP at transition between foundation and specialism years includes discussion about trainees' aspirations and potential suitable posts.

Joanne Leitch – how ARCP works for trainees in Embryology

- ARCP is an opportunity for trainees to feed back about their training, and to make suggestions and requests. In this way, it contributes to training centres' continuous improvement.
- Trainers who don't work directly with the trainee are recruited for the ARCP. This gives an experience similar to their end-of-training external assessment. Trainees have reported being nervous about this, but that they found it useful preparation.
- Ongoing contact with trainees is also important for checking progress (daily contact with trainees, quarterly reviews)
- Later in a trainee's programme (years 2 and 3), near-term career aspirations and potential posts are discussed at the ARCP, which enables refinement of training plans.

Owen Mills – How might ARCPs work in different departments?

- ARCPs are a valuable opportunity for trainees to evaluate and plan their own training. These project management skills are vital for trainees' progression as effective scientists and engineers.
- When performing ARCPs at the same time as other meetings (personal development plans, appraisals, reviews for external training bodies, etc), ensure that the purpose of the ARCP, and its specific requirements are covered. Recommend checking the ARCP form beforehand to make sure.
- Further intervention from NES is relatively infrequent, but NES is here to collaborate and help if there are concerns. Please contact the team with any questions - hcs@nes.scot.nhs.uk
- NES will be in touch mid/late August to invite ARCP returns.