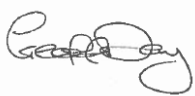


<b>Date:</b>	23 <sup>rd</sup> August 2018
<b>Meeting:</b>	Joint Primary Care Commissioning Committee
<b>Item Number:</b>	14.0
<b>Public/Private:</b>	Public <input checked="" type="checkbox"/> Private <input type="checkbox"/>

<b>Author:</b> (Name, Title)	Erica Ellerington Primary Care Contract Manager
<b>GB Lead:</b> (Name, Title)	Geoff Day Interim Director of Primary Care
<b>Director approval</b> (Name)	Geoff Day
<b>Director Signature</b> (MUST BE SIGNED)	

<b>Report Title:</b>
GP International Recruitment – Taster Weekend Update
<b>Decisions to be made:</b>
None

<b>Link to a Strategic Objective?</b>	<input type="checkbox"/>	
<b>Link to a Strategic Risk</b>	<input type="checkbox"/>	

<b>Continue to improve the quality of services</b>	<input checked="" type="checkbox"/>	<b>Improve patient experience</b>	<input checked="" type="checkbox"/>		
<b>Reduced unwarranted variations in services</b>	<input checked="" type="checkbox"/>	<b>Reduce the inequalities gap in North Lincolnshire</b>	<input checked="" type="checkbox"/>		
<b>Deliver the best outcomes for every patient</b>	<input checked="" type="checkbox"/>	<b>Statutory/Regulatory</b>	<input type="checkbox"/>		
<b>Purpose (tick one only)</b>	Approval <input type="checkbox"/>	Information <input checked="" type="checkbox"/>	To note <input type="checkbox"/>	Decision <input type="checkbox"/>	Assurance <input type="checkbox"/>

<b>Executive Summary (Question, Options, Recommendations):</b>
<p>The North and North East Lincolnshire taster weekend was the second taster weekend in North Yorkshire and Humber following the Scarborough event earlier in the year. The weekend was about giving candidates an opportunity to meet with NHS colleagues, provide an insight into Primary Care in England and find out more about the local area.</p> <p>The attached report was produced for the International Recruitment Programme Board and is provided to the Committee for information.</p>

<b>Recommendations</b>	Committee members to note the information		
<b>Report history</b>	None		
<b>Equality Impact</b>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
<b>Sustainability</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
<b>Risk</b>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
<b>Legal</b>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
<b>Finance</b>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

<i><b>Patient, Public, Clinical and Stakeholder Engagement to date</b></i>									
	<i><b>N/A</b></i>	<i><b>Y</b></i>	<i><b>N</b></i>	<i><b>Date</b></i>		<i><b>N/A</b></i>	<i><b>Y</b></i>	<i><b>N</b></i>	<i><b>Date</b></i>
<b>Patient:</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		<b>Clinical:</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>Public:</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		<b>Other:</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

**INTERNATIONAL GP RECRUITMENT**  
**North and North East Lincolnshire Clinical Commissioning Groups**  
**TASTER WEEKEND 12th-15<sup>th</sup> July 2018**

**EVALUATION**

**1. Introduction and background**

This report is intended to update the members of the Programme Board and make recommendations to support the design and delivery of future taster weekends.

The North and North East Lincolnshire taster weekend was the second taster weekend following the Scarborough event earlier in the year. The weekend was about giving candidates an opportunity to meet with NHS colleagues, provide an insight into Primary Care in England and find out more about the local area.

A number of recommendations have been highlighted for consideration in the report which can be found in section 6.

**2. Candidates**

A total of 7 candidates were planning to attend the taster weekend. One candidate did not book a flight due to delays with a Visa requirement and a second candidate did not arrive due to unforeseen personal circumstances leaving us with a total of 5 candidates.

4 Candidates will qualify in 2019 and the remaining other candidate is already a qualified Family Medicine Practitioner.

Candidates came alone following the recommendation from Scarborough to not invite spouses and children. All of the candidates did not feel this was a barrier to them coming on the weekend visit.

**3. The Weekend Programme**

The weekend programme was very structured due the nature of the activities that needed to be covered in the time that we had and also based on people's availability. It should be noted that whilst a structured programme was put in place there was lots of opportunity for informal conversation and networking amongst staff and candidates. Presentations were kept to a minimum.

In addition candidates were taken off site for a drink at a local bar which they found an enjoyable and relaxing end to their day. Furthermore one of the candidates has friends living in Leeds and arranged to meet up with them over the weekend.

The full programme is attached in **Appendix A**

#### **4. Cost of the Weekend**

Following the agreement of the budget being set at £1200 per candidate it was felt that this was sufficient budget with which to host a weekend visit taking into account the recommendations from the Scarborough taster weekend.

Candidates stayed at the Hilton at Humberside Airport and we received an excellent public sector discount rate of £62.00 per room per night including breakfast. There may be opportunity to negotiate a similar rate for the Hull & ER Taster Weekend. The main expenditure was the flights.

The budget position for the weekend shows **an underspend of £553.31**

Please see final expenditure table attached in **Appendix B**

#### **5. Evaluation**

##### **5.1 Candidate Evaluation**

Candidates were asked about their views of the programme during the weekend.

A survey monkey questionnaire was also emailed to them on the day of departure . The questions were largely based on the Scarborough evaluation apart from asking a question relating to the OET assessment. Templars are liaising with the candidates to ensure the questionnaire is completed.

During the weekend all candidates were very positive about the amount of structure over the weekend, they felt they would be left alone for significant periods of time and to have the structure was reassuring to them. They felt they also had lots of opportunities to ask questions with NHS and HEE staff over the course of the weekend.

Candidates reported that they received a very warm welcome from all staff involved.

A summary from Templars also showed that candidates reported the following:

- Candidates need to understand more about the NHS terms and conditions and the pension scheme. A summary document will be produced.
- Candidates reported on their day in practice as being an enjoyable experience and one that had been really informative and had influenced their decisions about the future.
- Of the 5 candidates, 4 have confirmed that they wish to come over to the UK once they have either qualified or gained additional language support. One of the candidates has made the offer of supporting the Palma Conference.

##### **5.1.1 Evaluation Survey –Questions and Responses**

A total of 4 out of 5 responses were received at the time of writing the report.

Q1. How would you rate the information that you were sent about the weekend?

<b>Good</b>	<b>Very Good</b>	<b>Excellent</b>
25%	25%	50%

Q2. How would you rate the information that you were sent about the scheme as a whole?

<b>Good</b>	<b>Very Good</b>	<b>Excellent</b>
25%	25%	50%

Q3. How would you rate the practice visit?

<b>Good</b>	<b>Very Good</b>	<b>Excellent</b>
	25%	75%

Q4. How would you rate the Friday evening reception?

<b>Good</b>	<b>Very Good</b>	<b>Excellent</b>
	25%	75%

Q5. How would you rate the tour of the local area?

<b>Good</b>	<b>Very Good</b>	<b>Excellent</b>
25%	50%	25%

Q6. How would you rate the information provided in the candidate packs?

<b>Good</b>	<b>Very Good</b>	<b>Excellent</b>
25%	25%	50%

Q7. How would you rate the evening meal on Saturday evening?

<b>Good</b>	<b>Very Good</b>	<b>Excellent</b>
	25%	75%

Q8. How would you rate the hotel accommodation?

<b>Good</b>	<b>Very Good</b>	<b>Excellent</b>
	25%	75%

Q9. Thinking about the Language Assessment and its user friendliness how would you rate the test?

Adequate	Very Good	Excellent
25%	75%	

Comments:

"Some questions are hard to interpret"

Q10. Thinking about the weekend as a whole, are there any improvements you feel that we could make for future visits?

Comments:

"It was better than I could imagine."

"Thank you very much. It was super."

"I think it was a perfect weekend with a lot of information combined and exposed in the best way possible. Thank you."

*"Probably more stops during the tour of the area and the possibility to chat with the nurses at the clinic."*

**Below are a selection of photos taken over the weekend.**





## 5.2 Practice Evaluation

Practices who hosted a candidate were also asked to comment, 4 out of 5 practices have responded so far. A number of areas were explored with them, the results are shown below:

- **Was a full day long enough?**

Most practices reported that a full day was sufficient time however one practice proposed the idea of two shorter days.

*"I think two shorter days would've been better – there was a lot to take in about how general practice works, so it would've been good to have had more time observing different GPs, maybe doing some home visits, time to formulate questions which could be answered the second day."*

- **If the candidate required any ad-hoc support (while in their own country) from a GP in the practice regarding clinical assessment preparation, would that be an option?**

Practices reported they would be happy to support candidates at a distance within reason unless there would be funding available. One practice has already exchanged contact details with their host candidate.

- **Does the practice have a view on decision to support a placement and/or employ the candidate should he/she wish to progress with the scheme?**

All practices reported they still wish to be involved in the scheme from a training and/or recruitment perspective.

## 5.3 Feedback from Gareth/Paul/Cathy To be provided

In addition a letter will be produced and sent to candidates that will cover the following:

- Introduction, practice, supervisor

- Individual feedback HEE meeting
- Individual feedback language/scores/next steps
- Their plan discussed with Templars
- Offer of support

## **6. Conclusions and Recommendations**

### ***6.1 What went well on the weekend?***

- Whilst it was originally anticipated that a higher number of candidates would attend the weekend it was felt by the staff involved that a smaller number was an advantage, in terms of managing the interaction and the activities planned.
- Flying candidates into humberside was the preferred option for ease of transfer, all candidates arrived on the same flight which worked well with the planned agenda for the first evening.
- The agenda for the weekend was structured however presentations were kept to a minimum and therefore a more informal approach was taken.
- The agenda on the first evening was a busy schedule with Q&A session and then candidate 1:1s with HEE and NHSE. It was originally felt that the first evening should be kept informal and relaxed on arrival however it was felt to be positive by facilitating the more detailed part of the weekend (e.g sharing information about the scheme and the support) first.
- A spanish doctor working across in North Yorkshire attended part of the weekend. This was a great benefit in that he could confidently talk about his experience of living and working in England. The candidates welcomed this.
- A second GP who was visiting North Lincolnshire to undertake a week observorship also attended one evening. It was of benefit to candidates as this GP could share his experience of the local scheme and the particular stage he was at.
- Candidate feedback and capturing their thoughts on future decision-making.
- Local Tour - Using a local transport company, the driver who lived locally was able to provide additonal information about the local area.
- Local Tour – Having CCG staff on the tour who live and work in the local area was a positive.
- Planning in room calls at the hotel to ensure candidates were where they need to be worked well.
- OET – Benchmarking Assessment. The candidates welcomed the opportunity to sit the assessment. A webinar was provided by language Support Services, this was delivered in Spanish to ensure the candidates were clear about the test instructions and any ongoing support that could be provided to them. The test also reinforced with some candidates who slightly doubted their level of English, that their English was of a good standard.



## **6.2 What could have been improved on the weekend?**

- There were some issues over the catering and general event management at the hotel. A feedback meeting has been arranged with the hotel manager.
- Keeping to agenda and timings where possible. The first evening ran slightly over time. This will be more critical if larger numbers of candidates come to visit.
- More stop off time on the local tour to allow candidates the opportunity see more places.

## **6.3 What could be done differently if you were planning another Taster Weekend?**

- Ensure candidates receive a longer 1:1 with NHS E and HEE. Need to consider numbers of candidates also in light of this and the overall time available.
- To consider factoring more free time into the programme. Candidates were staying in a hotel that required a car to travel to nearby places. Hull and East Riding colleagues may wish to consider this given candidates will be staying in a City.

## **6.4 Recommendations**

- The budget should remain at £1200 per head.
- Extend the 1:1 with Paul and Gareth, to 30 minutes for future taster weekends (dependent on numbers)
- Consider a limit on numbers of candidates coming to visit. Maximum of 6-8.
- If larger groups should visit recommend they be split into two or possibly three to allow for sufficient time and quality of the interaction. This would need careful management particular when asking others to contribute their time to the weekend e.g. HEE
- Full day in general practice is recommended.
- Offer the OET Benchmarking Assessment – it was felt that candidates being here and conversing in English for the majority of the time, had a positive impact on their confidence levels and assessment scores.
- Ensure candidates names are on the hosting GPs door when spending time in general practice (see photos in section 5)
- Ensure candidates are escorted to their host practices by a member of NHS staff. Candidates were not originally planned to be accompanied on their journey to their host practices. This was a late decision which would be recommended for future taster weekends. Candidates were assured by this when entering a practice during the busy period.
- Local Tour- Consider stopping at more places when showing the local area.
- Provide candidates with sufficient free time during the weekend.
- Consider using the Hilton chain to obtain a favourable public sector discount.
- To be aware of other events going on in the local area over the weekend and allow time for this where needed.

## APPENDIX A

### NORTH AND NORTH EAST LINCOLNSHIRE TASTER WEEKEND

#### WEEKEND PROGRAMME

DATE	TIME	ACTIVITY	STAFF TO BE PRESENT
Thurs 12 <sup>th</sup> July	4.40pm & 9.30pm	Arrive at Humberside Airport.  You will be greeted by NHS/Recruitment Agency Staff	Fiona Thomson Sarah Jenkins Rachel Ingham-Jones
Thurs 12 <sup>th</sup> July	5.00pm onwards	Check into Hampton by Hilton Humberside Airport Hotel.	Fiona Thomson Sarah Jenkins Rachel Ingham-Jones
Thurs 12 <sup>th</sup> July	6.30pm onwards	Hampton by Hilton at Humberside Airport – Conference Room, Ground Floor  Welcome and Introductions followed by Q & A and 1:1 session (10-15 minutes) with NHS England and Health Education England Representatives. You will be given an allocated time to meet with Paul Twomey and Gareth Harrison on a 1:1 basis. These will be held in the Green Room on the third floor.  The Q&A is an opportunity for you to ask questions as a group about the scheme and general practice in the England.  Hot Buffet will be provided at the hotel from 7pm.	Fiona Thomson Paul Twomey Cathy Twomey Gareth Harrison (HEE) Dr. Hardik Gandhi Geoff Day Helen Phillips Julie Wilson Melissa Brolls Rachel Ingham-Jones Sarah Jenkins
Friday 13 <sup>th</sup> July	7.30/8am	Breakfast in the Hotel Taxis will arrive at approximately 8.45am to take you to your host practice.	Fiona Thomson Helen Phillips
Friday 13 <sup>th</sup> July	9.30am-3.30pm	A day in a GP Practice (travel arranged, lunch to be provided by the practice)	Fiona Thomson Sarah Jenkins Rachel Ingham-Jones
Friday 13 <sup>th</sup> July	6.30pm onwards	Hampton by Hilton at Humberside Airport –	Fiona Thomson Paul Twomey

<b>DATE</b>	<b>TIME</b>	<b>ACTIVITY</b>	<b>STAFF TO BE PRESENT</b>
		<p>Conference Room, Ground Floor</p> <p>Candidates will be joined by Practice &amp; other NHS Staff for a Hot Buffet .This will be an informal opportunity to further network, meet other NHS colleagues and reflect on your day in practice.</p>	<p>Cathy Twomey Dr. Hardik Gandhi Dr. Ekta Elston Peter Melton Mark Webb Julie Wilson Rachel Ingham-Jones Sarah Jenkins Jane Hyldon-King Phillip Bond Practice Staff – GPs/PMs</p>
<b>Saturday 14<sup>th</sup> July</b>	<b>8am</b>	<b>Breakfast in the Hotel</b>	<b>Fiona Thomson</b>
<b>Saturday 14<sup>th</sup> July</b>	<b>9am-12.30 pm approx</b>	<p><b>Language Support Session - OET Benchmarking Assessment.</b></p> <p>Staff will be around for the morning to help where needed.</p> <p>9am-9.25 am, Conference room, Ground Floor. Webinar – Introduction to Language Support Service.</p> <p>9.30-10.45 Speaking Assessment, The Green Room, Third Floor. You should have an allocated time and login details to allow you to sit the speaking part of the assessment.</p> <p>11.00 am- 12.30, Conference Room, Ground Floor. Reading, Writing &amp; Listening Assessment. Your login details will be needed to access the assessment.</p>	<p>Fiona Thomson Sarah Jenkins Rachel Ingham-Jones Melissa Brolls Bradley Willingham</p>
<b>Saturday 14<sup>th</sup> July</b>	<b>12.30pm</b>	<b>Lunch in the Hotel</b>	<p>Fiona Thomson Sarah Jenkins Rachel Ingham-Jones Melissa Brolls Bradley Willingham</p>

<b>DATE</b>	<b>TIME</b>	<b>ACTIVITY</b>	<b>STAFF TO BE PRESENT</b>
<b>Saturday 14<sup>th</sup> July</b>	<b>1.30pm- 5.30pm approx</b>	<b>Tour of the local area including a stop in Cleethorpes. There is a sheet in your candidate pack providing information about the route.</b>	<b>Helen Phillips Julie Wilson Rachel Singyard</b>
<b>Saturday 14<sup>th</sup> July</b>	<b>7.30pm</b>	<b>Meal with candidates at Humber Bridge Hotel.  A taxi will arrive to collect you at around 7pm. Arrival 7.30pm approx Sit down around 8/8.15pm</b>	<b>Fiona Thomson Dr. Paul Twomey Dr. Cathy Twomey Dr. Hardik Ghandi Helen Phillips Rachel Singyard</b>
<b>Sunday 15<sup>th</sup> July</b>	<b>AM</b>	<b>Candidates depart for Flights Check in time for your return flight is 7.55am</b>	<b>Fiona Thomson</b>