



Royal College of
General Practitioners

Changes to ESR-generated PDP implementation

RCGP WPBA group

New changes to ESR - 2016

Change

- the way the PDP is generated from the ESR
- the number of 'agreed actions' written in the review
- the 'agreed actions' box that appears just before the end of the ESR
- the ESR release process, so the ESR is released at completion and visible to ARCP, so stopping it being dependent on the trainee accepting it

Add an additional box for the trainee to state if they accept the report. If they do not, a 'comments' box appears for them to write their reasons for not accepting

Problems with 2015 PDP (1)

PDPs

- are often not SMART
- are at present not editable after completion of ESR

PDP entries from ESR

- can only relate to a single competence
- do not relate to curriculum headings

PDP often not used by trainees as not felt to be meaningful because of present format

Trainees often to do not achieve ESR-generated PDP entries

Problems with 2015 PDP (2)

The current process

- devalues the intention of there being a meaningful discussion with the ES in helping the trainee write their PDP
- reduces trainee responsibility and ownership of their PDP
- encourages disengagement from PDP

PDP does not align with the current post-CCT appraisal process

Problems with 2015 'agreed actions' view

- By making the ES and Trainee produce actions for each competency, even when well attained, it reduces the quality of the actions produced
- The actions are not reviewed by most trainees or ESs because they are too long and not valued
- There is no clear succinct summary of the competency areas the trainee needs to specifically focus on for the next review or post-CCT appraisal

Problems with 2015 trainee sign-off box

- If the trainee disagrees with the ESR, no one can view it if the trainee refuses to release it
- This causes a delay and problems at panel

2016 Changes to PDP (1)

- As part of the trainee's preparation for the ESR there will be a 'generate a PDP' section where the trainee has to write a proposed PDP entry of at least one, but up to three entries, if they have not created any in that review period
- This will be separate from the 'agreed actions' and may involve any learning need, not necessarily focused on the competency word descriptors
- This will be completed before the ES starts the review as with the trainee self-rating

2016 Changes to PDP (2)

- This proposed PDP entry, along with all PDP entries generated in the review period, will appear in the ESR process after the ES's competency ratings
- The ES and trainee should then discuss and may edit the PDP entries together
- It is still expected that trainees will generate, throughout training, other PDP entries relating to personally identified learning needs

New changes to the 'agreed actions' summary (1)

- The tick box for link to PDP in the actions of the ESR will no longer appear
- The trainee will be required to make 3- instead of 13 - 'suggested actions' which the ES may edit to form 'agreed actions'. These will be listed under the competency headings and will be the main areas the trainee needs to focus on before the next review
- The ES can add a further 2 "agreed actions"
- It is expected in particular for the trainee who is not achieving competences at the expected rate that the ES will add these further action(s) related to their particular needs

New changes to the 'agreed actions' summary (2)

- All 'agreed actions' will appear in the final summary of the ESR as a table
- In the future, actions from the previous review will appear on the final ES page
- A 'Comments' box will appear in which the ES will review and record progress.
- For the 1st review following the changes, action plans from the last review are accessed from that review. From then onwards, they will be visible on the final ES page

2016 Changes to the trainee 'Sign off' box

- At the end of the review the ES will click on an 'ESR completed' button which will enable ARCP panels to access the review, even if the trainee does not accept or agree with it
- In the trainee log in, the trainee can access a button – 'I accept the ESR - Yes/No'
- If the trainee does not accept, then a box will appear for their comments

Benefits of changes (1)

- Encourages trainee to focus on proposed PDP before review
- Aligns with post-CCT appraisal process
- PDPs will be
 - SMART and fit for purpose
 - owned by the trainee
- Ensures meaningful discussion at ESR with formative feedback to trainee to edit and improve proposed PDP and actions
- Allows for broader range of PDP entries focused on any aspects of training

Benefits of changes (2)

- Will produce more focused, succinct, meaningful actions to use before next review
- Trainee's and ES's actions detailed under heading of competency so easier to understand and review
- If trainee has written SMART actions, the ES does not need to take any action

Benefits of changes (3)

- Reduces burden of assessment for ES
- Easy to refer back to actions in previous review and comment
- Allows completed ESR to be visible on the ePortfolio even if trainee does not accept it
- Makes ESR available as the ES releases it at completion
- Gives the trainee an opportunity to comment on the completed ESR

Summary

- Reduced number of 'agreed actions'
- PDP separated from action plans and owned by the trainee
- ESR released at time of completion by ES
- Ability for trainee to respond to their review