

Training and changed patterns of work

Protecting and enhancing the training environment for RMOs when patterns of work or hours of work change

Introduction

RMOs are a critical component of the patient care team especially at times traditionally considered out of normal hours, but they are also employed to be trained as the future hospital and general practice specialist workforce. Where it proves necessary to move the hours of work of RMOs there is a risk that they may lose opportunities to take part in activities that contribute to their training. These may be specific training activities or the learning that happens as part of the process of care that occurs less out of normal hours.

Training and learning activities

1. Training in the process of providing patient care

There are a range of normal activities involved in patient care that are part of an RMOs clinical responsibilities and which also support the development of RMOs. Participating in these and with the SMOs and other health professionals is an important part of learning. Moving to more out of hours work also carries the risk of detaching the RMO from regular contact with the SMOs in particular.

Examples of such activities include:

- *Ward Rounds*
- *MDT cancer meetings*
- *Interdisciplinary meetings*
- *Family meetings*
- *Grand rounds*
- *Quality improvement events - eg Mortality & Morbidity review*
- *Radiology and Histology review meetings*
- *Theatre and procedural intervention sessions*
- *Learning from the total patient journey (continuity)*
- *and other clinical processes which are limited to largely within the 8am to 4pm weekdays*

2. Formal teaching and learning events

DHBs and services within them have a range of activities specific to learning and development. These would almost always occur during office hours and may therefore be less available to RMOs where roster changes see RMOs working less during ordinary hours:

Examples include:

- *Scheduled teaching sessions*
- *Simulation*
- *Procedural training*
- *Journal club similar presentations*

3. New training opportunities created by changing practice such as acute service provision out of hours

Where roster changes create a new working experience, for example acute service provision with increased direct SMO participation there may be new training opportunities. These may not be fully realised without specific consideration and planning.

4. Process

Purpose

To ameliorate the effect of RMO roster changes, which may increase the proportion of out of hours work or create more days off during the week.

Training schedule

Each service should have an established outline of the training programme for their RMO roles. This should include all the formal learning and teaching events, but also a description of the scenarios where there are learning opportunities; an example template is in Appendix 1.

The training schedule should be regularly reviewed noting that services change their activity pattern regularly. The training schedule should be considered as part of significant change processes to ensure that the effects on training are understood, accounted for and new opportunities realised.

Procedure

Where a roster changes to a state where there is a reduction in ordinary hours worked then the impact on training should be assessed. This process should review the previously established training opportunity for each RMO role against the new roster.

Where training opportunities are lost, for example lessened access to scheduled theatre sessions, clinics, MDT meetings etc. then solutions should be pursued which ensure that the opportunity lost in that training activity is replaced elsewhere unless the residual time is assessed as being sufficient for training – taking advice and input from RMOs, SMOs and the supervisor of training.

The new pattern of working should be considered to seek new training opportunities in out of hours work. These may arise for example where SMOs are taking a more direct role in acute care and can train as part of providing acute care.

This process should be documented as a revised training schedule for each RMO role.