

# EVALUATION AND IMPROVEMENT OF THE JUNIOR DOCTOR INDUCTION PROGRAMME ACROSS CNWL TRUST

Improving the induction programme improves trainee satisfaction and a sense of trust whilst improving productivity in the workplace.

## AUTHORS

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## 01. INTRODUCTION

Induction is an important aspect of starting a new job especially for Junior doctors due to rotational nature of jobs

A well-planned induction should help junior doctors become familiar with new working environment, and to work effectively, so that they can provide excellent care.

### BENEFITS:

- confidence of trainee
- earlier productivity in placement
- safer patient care

## 02. OBJECTIVE

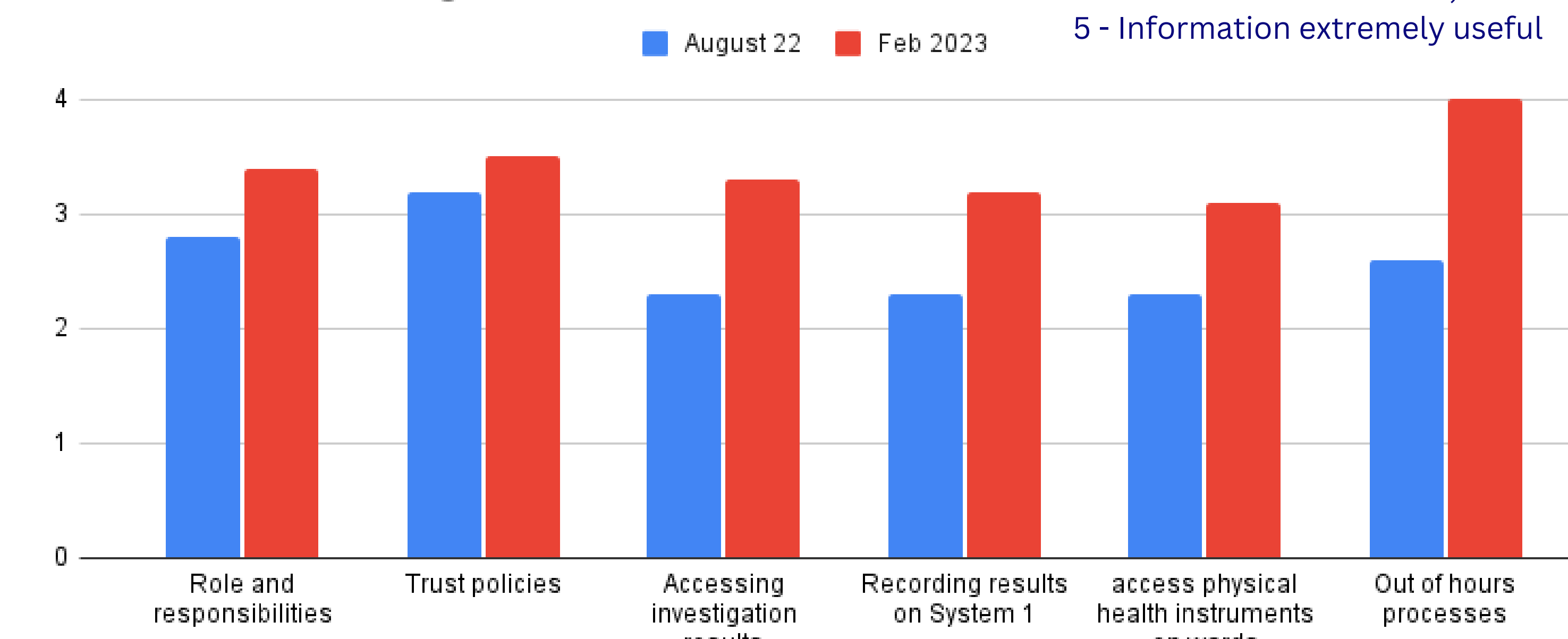
- To evaluate current induction program
- To improve induction content and delivery following trainee feedback
- To standardise the induction program for equal training experience for all trainees.

## 04. RESULTS

### QUANTITATIVE

Following a repeat of the trainee feedback questionnaire, we noticed two findings:  
 1) In general, there was improvement in trainee satisfaction after Feb 2023 induction  
 2) Maximum improvement was in knowledge of Out of Hours processes

Trainee feedback - August 22 vs Feb 2023



## QUALITATIVE

What trainees found useful:

'Talk from other trainees about how out of hours works, what is expected, what is covered.'

Improvement suggestions:

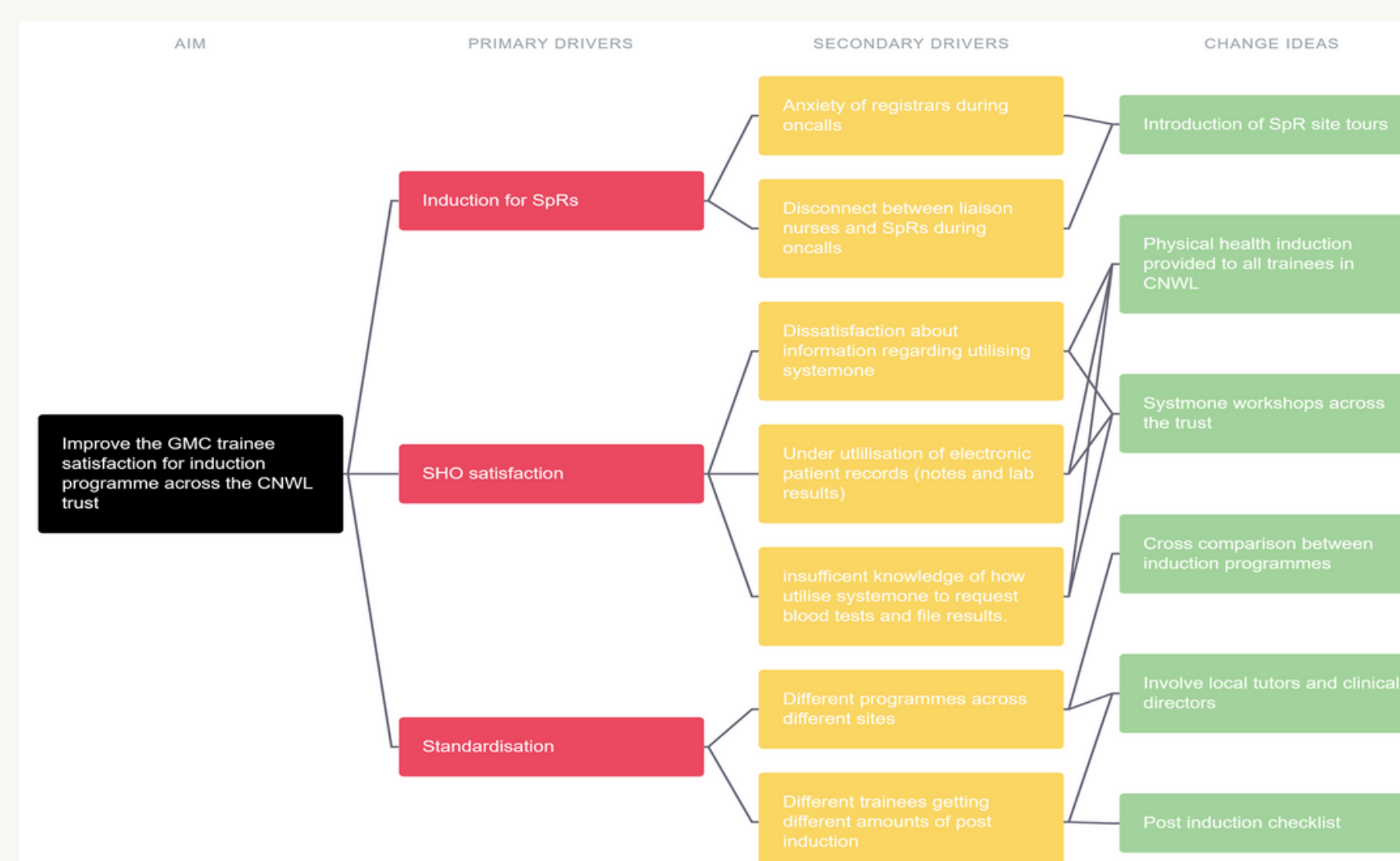
'perhaps more hands-on / practical tips from other SHO's e.g. what parts of System One are used most often.'

### LEARNING POINT

. Induction of e-records and site tours are important for trainees

## 03. METHODOLOGY

We looked at the GMC trainee survey and took feedback from the trainees to identify areas of improvement  
 We liaised with different stake holders across the trust and implemented the changes detailed in the driver diagram below



## 05. DISCUSSION

There was an improvement in trainee satisfaction following February 2023 induction

We suspect that overall improvement in trainee satisfaction was due to face to face nature of the induction in Feb 2023.

Also we introduced site tours for higher trainees, which may have contributed to the improvement in understanding of out of hours processes.

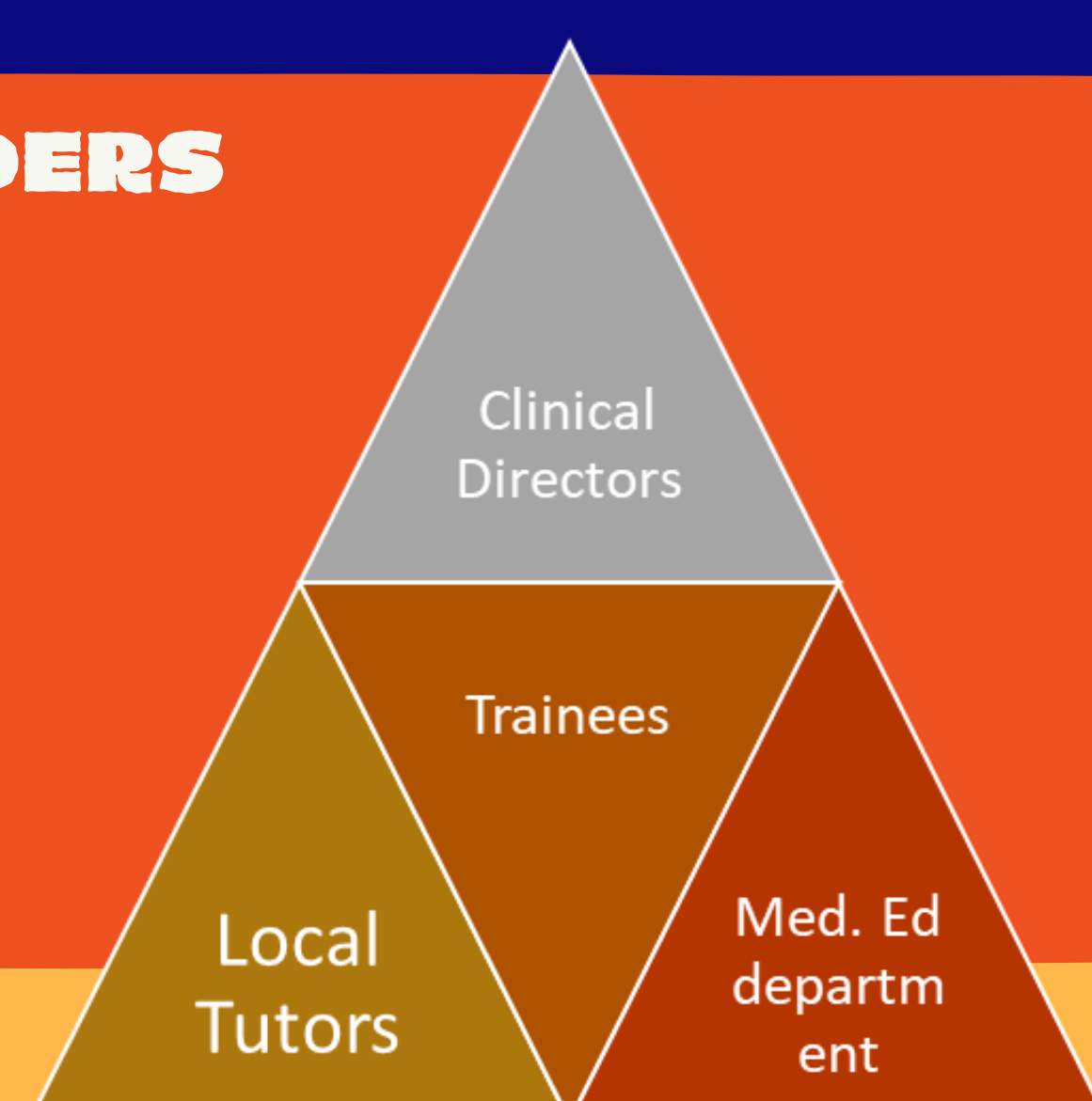
## 06. FURTHER STEPS

Liaise with Tutors, Clinical Directors

Introduce further changes - S1 workshop, site tours, PH induction

Obtain feedback after August Induction

## STAKEHOLDERS



### LEARNING POINT

These are key stake holders for induction programmes