

Enhancing workplace development through the application of job plans for trainee ACPs

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Deciding on a project: Introduction

This project aimed to explore North West (NW) trainee ACPs experience with a view to scoping opportunities to develop new ideas to influence the future trainee experience.

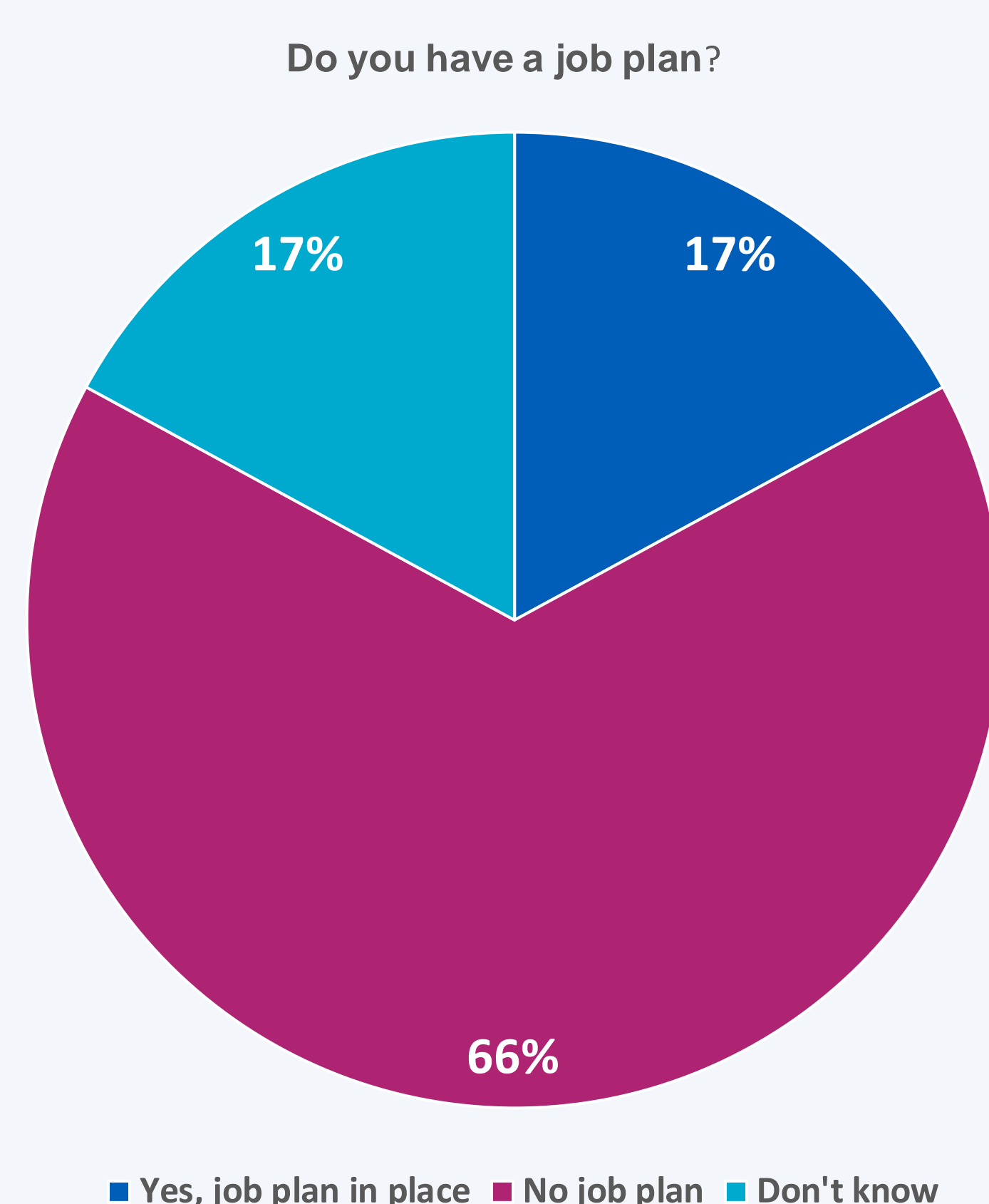
The aim was to focus on addressing the key challenges faced by trainee advanced practitioners in acute medicine, general medicine and specialities. It was felt that appreciating the challenges from the trainee's perspective provides future planning and development opportunities to create additional supportive resources for future trainee ACPs within practice.

The survey and results:

A survey generated 41 responses from trainee advanced clinical practitioners. 80% of respondents were from a nursing professional background. 23 questions were posed, focusing on demographic data and the professional roles of respondents, whilst other questions explored areas such as job descriptions, job plans and named supervisors. The latter questions delved deeper into the challenges that trainees experienced in both clinical and academic settings, and in achieving work life balance.

A working group of 6 trainee ACPs was established to review survey results and decide upon a project focus. The vision was that the project would concentrate on supporting the wider trainee experience and development by focusing on an aspect of their experience that they deemed the highest priority.

One area that stood out was the question around job planning:



Based on the above results the trainees felt that job planning should formulate the focus of the projects work. Next steps were the creation of a job plan template, that was simple to use, covered the four pillars and moved with the trainee workplace and HEI programme development, aiming to expose the trainee to all elements of the future qualified practitioner role.

The connectivity between workplace and the HEI experience – through the application of job planning



Next Steps:

Project extension to involve organisations and supervisors:

The initial project focus was based on the trainee ACP experience and their perspective. As a result, the next stage of the project will be to move the focus towards the organisations' and supervisors' experience around the application of job planning for trainee ACPs.

The plan will be to recruit interested organisations from a range of clinical fields to gauge their perspective on the feasibility and application of job planning for trainee advanced clinical practitioners. This will be undertaken by trialling a job plan template and seeking feedback from interested key stakeholders within organisations.

Once completed, we will amalgamate the two projects for the Faculty to consider future onward steps.

Acknowledgement: Thank you to the trainee ACPs from the North West who volunteered to support this project