

# Evaluating support offered to GP Registrars with a developmental outcome at ARCP

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## Aim:

- Support services are offered to GP registrars with developmental outcomes (DO) at ARCP, however there has been little engagement with this cohort to evaluate the effectiveness of these services.
- This mixed methods research evaluates how supported registrars feel following a DO; the current challenges these trainees face; any perceived gaps in the services offered; and what early support might have prevented the DO.

## Methods:

- Mixed methods review. ST1 and ST2 GP registrars with a previous Outcome 2 or 3 at ARCP were targeted. ST3 registrars excluded to avoid examination focus.
- Questionnaire designed, piloted and anonymously sent to 40 registrars across Scotland who met the above criteria.
- Option given to engage with face-to-face interviews for qualitative analysis.
- Total of 13 questionnaires completed and 6 online recorded interviews completed and transcribed.
- Qualitative analysis was performed on questionnaires and interviews to identify themes and areas for potential support.

## Results:

- All registrars who completed the questionnaire were International Medical Graduates (IMG).
- Emotions felt on receiving a developmental outcome were varied:

embarrassed  
overwhelmed  
sad  
motivated  
stressed  
anxious  
supported  
insecure  
unheard

- 80% registrars felt supported by their TPD.
- 2 registrars declined referral to support services due to work commitments and difficulties in accessing services.

77% felt that the support services through TWDS/ ES were not adequate or specific enough to their needs.

## Recurring main themes:

### Clinical Issues

- Lack of clinical and management support in hospital rotations
- Perceived lack of engagement from Hospital Clinical Supervisors
- Being new to the NHS and understanding how it works

### Administrative Issues - Assessments/ E-portfolio

Despite deanery and IMG induction on these matters:

- Ongoing misunderstanding of the WBPA/ ARCP process; and
- Lack of awareness of who to contact for support and guidance
- Visa issues affecting induction attendance

### Support Issues

- Personal isolation experienced by IMGs from friends and family.

"You are made to feel that you are a GP trainee – get on with it"  
[Of hospital rotation]

"It is like jumping on a moving bus – which is fine if you know about the system, but not great when you don't know anything about how anything works"

"I don't have any family here. I don't have any friends. I'm living in shared accommodation. I don't have a social structure to begin with".

"You need to know how to support the IMGs. It's not because our knowledge is not there. It's because it is a different system and we need someone to say 'this is how it's done'".

"There was no support in the hospital rotation at all. At all – I would say zero support"

"There were a whole lot of new things to process – the environments, people, language, the differences in culture and in medicine. It took me some time to adjust".

"IMGs usually haven't done reflections, portfolio assessments or ARCPs before"

## Conclusion:

- Work has already started in providing increased support to this cohort, specifically IMGs, with changes to induction courses from August 2024. Those interviewed had attended older inductions, rather than the newer Enhanced Trainee Workshops and WINS.
- Ongoing issues with orientation and support of IMGs in terms of how NHS works, clinical processes and assessments during training, supporting the need for more tailored induction and support.
- Strong emphasis from registrars on value of proactive support rather than reactive, with some clear areas to focus on.
- Suggestion of starting IMG registrars - particularly those new to the NHS - in GP practice to form a good relationship with their ES and understanding of how the NHS system works before being 'lost' in the hospital system.
- Workshop planned for May to explore these themes in greater detail with AD/ TPD/ ES support to determine future support measures.