

Widening the training programme in ICM: New training posts for 2020

With the great news that there is an increase in ICM training posts this year, Deaneries/LETBs will need to plan attachments for the extra new trainees. There are an extra 100 posts in England, 6 posts in Scotland, 4 posts in Wales and 4 posts in Northern Ireland.

This is an ideal opportunity to widen the footprint of ICM training, and incorporate units that previously have not been part of the training rotations. This particularly applies to smaller, remote and rural units. There are several advantages to expanding the training footprint:

- Trainees are more likely to apply, as consultants, to hospitals in which they have previously worked, leading to a more sustainable work force in all units.
- Experience in different types of units improves the training scheme and gives the trainee a broader knowledge of the specialty.
- Teaching and training can be qualitatively different in smaller units, with the trainee able to quickly integrate into the smaller number of staff and assume responsibility as the most senior trainee.
- A unit involved in training is more likely to recruit consultants and other staff (fellows, for example).
- Involvement in training adds an extra dimension to the ethos of the unit, and cements continuing education within the unit. Relationships between units in the region are strengthened, helping to alleviate any possibility of isolation. The unit will become part of the Specialist Training Committee and attend educational meetings. All consultants will be able to participate in training and supervision. There is a role for interested consultants to further develop their role in training, providing career development and further strengthening the Deanery and the training programme.

When considering where to place trainees, having flexible rotations that allow time in all types of unit is to be encouraged. Further detail on training units can be found in 'Guidance for Training Units' which can be found on the Faculty website.