



# The SMPCETS Experience of Progression Monitoring in 2020

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# Scheme Structure

- 1st year – taught MSc  
*light touch monitoring as progression determined by academic performance*
- 2nd year - rotational training  
*monitoring by co-ordinator and subject supervisors*
- 3<sup>rd</sup> & 4<sup>th</sup> years - specialism training  
*monitoring by subject supervisor*

# Progression Monitoring

Monthly formal catch-up with trainees

Informal chat when requested by trainee

Mid-way QA - between rotational and specialism years  
*viva with all trainees to ensure they  
have been taught core competencies*

# Progression Monitoring 2020

Mix of trainees at work and working from home

*formal and informal monitoring by Zoom, MS Teams and in-person*

Mid-way QA -

*done using GoToMeeting*

*up to 6 people on call at times*

*also used for interviewing for 20/21 intake – 30 candidates over 5 days*

# Monitoring 2020 – What Worked?

IT infrastructure

No travel – savings in time and cost

Waiting area facilities

# Monitoring 2020 – What Didn't Work?

Some found the process more stressful

Inability to pick up body language

Difficult for those with additional needs

Harder to amend questioning style without cues