Introduction

The annual review of competence progression (ARCP) procedures have changed this year, recognising the disruption to education and training caused by the COVID-19 pandemic.

The main changes include:

1. A reduction in ARCP minimum panel size from three to two panellists;
2. The use of technology to deliver the ARCP process remotely;
3. Royal Colleges and Faculties will define minimum curriculum requirements for each specialty and for each year of training to inform when a trainee can progress. Some Royal Colleges and Faculties also have specific guidance for ESs and you should refer to these;
4. Introduction of new “no fault” ARCP outcomes that recognise that a trainee was achieving progress and developing competences/capabilities at the expected rate, but that acquisition of some capabilities has been delayed by the impact of COVID-19 – Outcome 10.1 and 10.2

The Educational Supervisor Report (ESR)

The ESR remains a key document in this year’s ARCPs, and your continuing support in preparing this is greatly appreciated. The ESR helps give an overview of a trainee’s progress over the training time period and helps inform the ARCP outcome. In preparing the ESR report, it would be particularly helpful if it included information advising the following:

a) The capabilities demonstrated by the trainee in the review period, including relevant experience during COVID-19 which might contribute to acquisition of Generic Professional Capabilities required in the curriculum;

b) Whether there are significant issues. Where there are significant issues:
   a. Were they present before COVID-19;
   b. Did they occur as a result of COVID-19;
   c. What was the contribution of COVID-19 to the issues.

Since the ESR is a key document for a trainee’s ARCP, it has also been agreed that if the Educational Supervisor is unavailable, an alternative medical educator with knowledge of the trainee can complete the ESR.

Further information/support

- The Director of Medical Education / nominated deputy in your Health board
- TPD / NES Training Programme Management: training.management@nes.scot.nhs.uk
- Updated ARCP decision aids – these will be circulated as soon as they are made available
- Deanery COVID-19 resources, including FAQs: https://www.scotlanddeanery.nhs.scot/covid-19/

Thank you again for your support for our trainees.

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