

“ Excellence in learning, ensuring outstanding patient care ”

Career Planning

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Chief Executive/Postgraduate Dean

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Role of the Deanery



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- **Recruitment and Selection**
- **Organises and funds educational activities**
- **Administers regional budgets for salaries and training**
- **Co-ordinates postgraduate medical & dental education**
- **Provides careers advice, reviews progress of trainees and assesses training posts**
- **Provides NHS with source of advice**

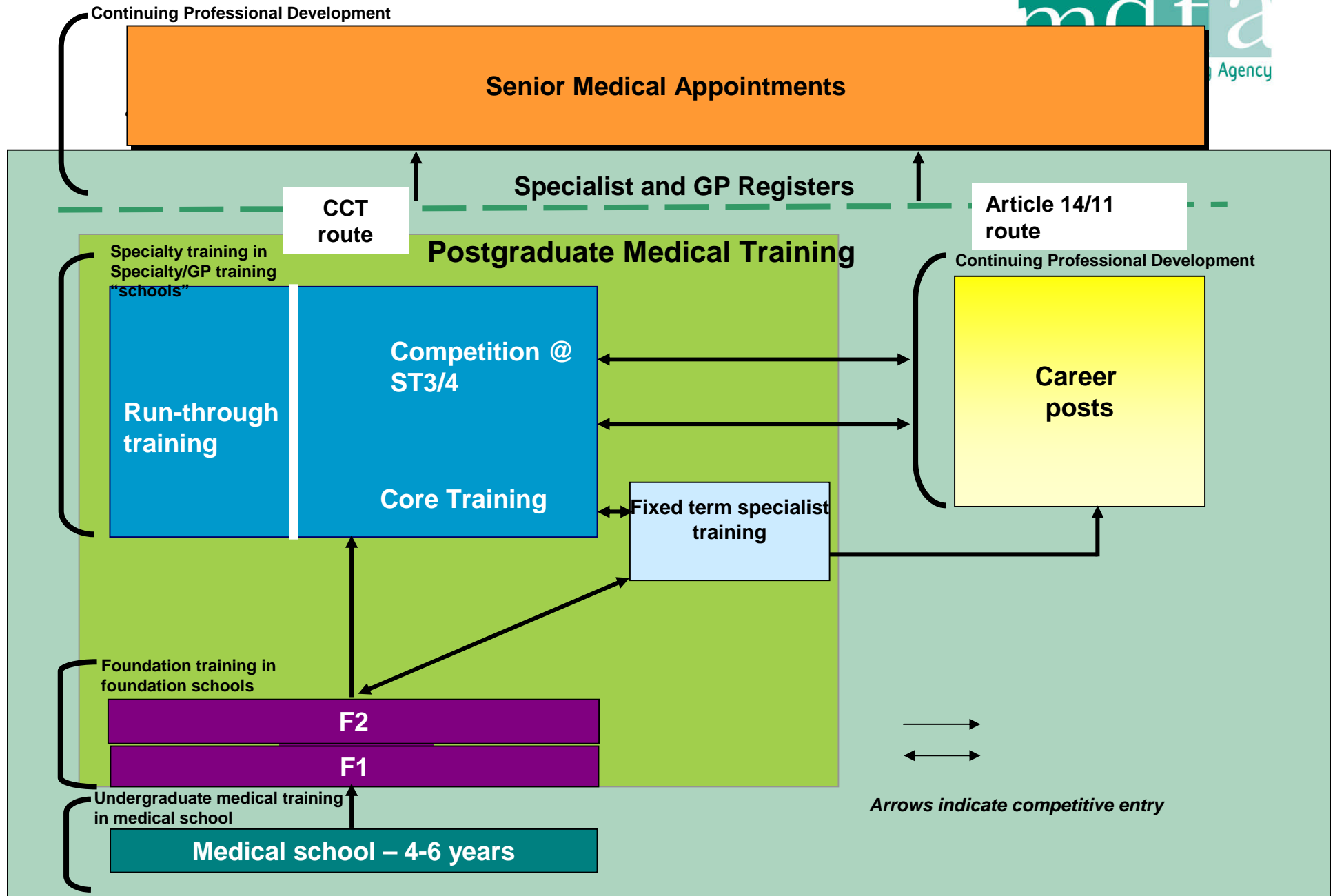
NIMDTA

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- **There are currently 1746 doctors and dentists in Northern Ireland**

 - **468 Foundation Doctors**
 - **577 ST1-2 and CT1-2 (old style SHOs)**
 - **566 Specialist Registrars (SpRs)**
 - **35 Locum Appointments for Training (LATs)**
 - **25 Fixed term training appointments – (FTTAs)**
 - **24 Vocational trainees in dentistry – (VTs)**
 - **8 General Professional Trainees in dentistry (GPTs)**
 - **57 GP Registrars (GpRs)**
- } StR**

UK MMC Career Framework



Speciality Training 2008



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Generic Early Training

- Surgery
- Medicine
- Ophthalmology
- Anaesthetics
- Psychiatry
- ACCS - 3 years general then Anaes, Em. Med or Medical specs
- **Then apply for ST3**

Direct entry specialities

- General Practice*
- Clinical radiology
- O+G*
- Paediatrics*
- OFMS
- ENT
- Histopathology*
- Microbiology inc Virology
- Chemical Pathology
- Public Health

4 Stage approach to Career Planning

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Agreed model for medical careers
management in UK

- 1. Self assessment *history and examination*
- 2. Career Exploration *investigations*
- 3. Decision making *diagnosis*
- 4. Plan implementation *treatment*
- **R**ealistic **O**pportunities **A**nchors
Development **S**tress

Information - where?

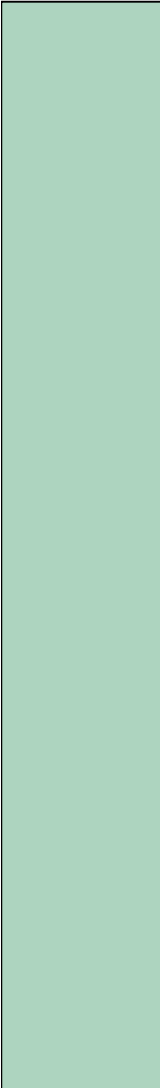
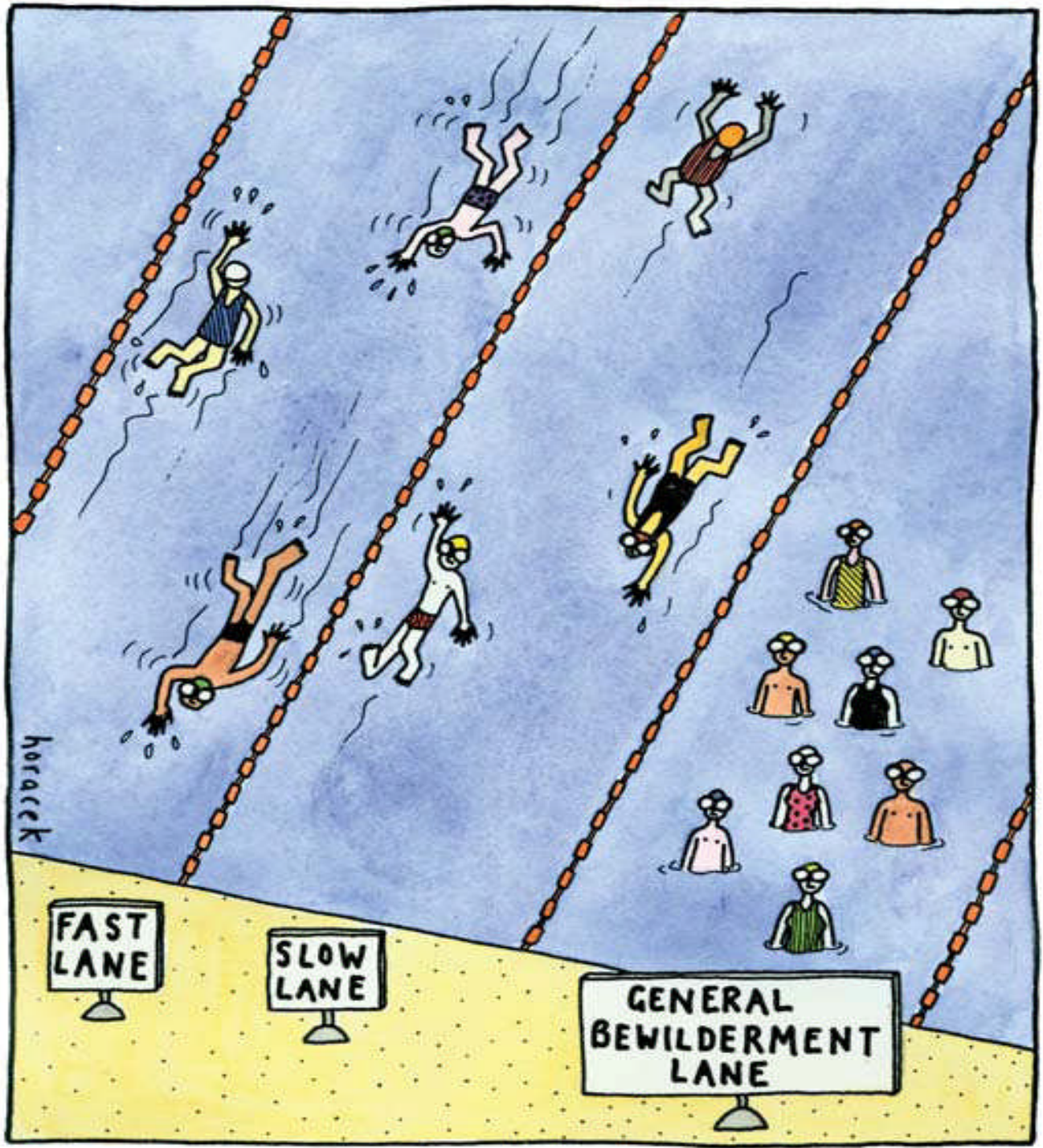
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- Peers
- Hierarchical contacts
- University - teachers, careers services
- Web based - MMC Deaneries Royal Colleges BMJ
- Local NHS - College tutors PGO VTS HR
- Deaneries
- Libraries
- Careers fairs
- Independent sources

Information - what?

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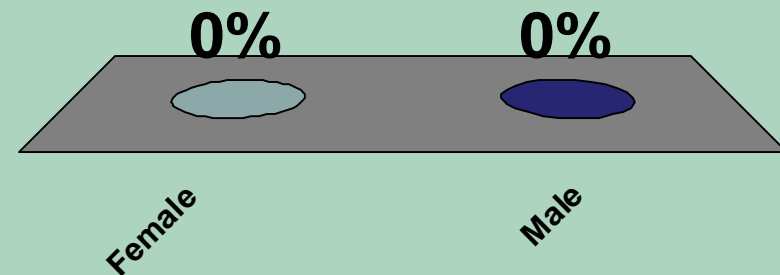
- Skills and competencies required
- Experience needed
- Pathways and progression
- Competition ratios
- Number and type of posts
- Local and UK variation
- Qualifications and training needed
- Must be up to date



Please select your gender

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1. Female
2. Male

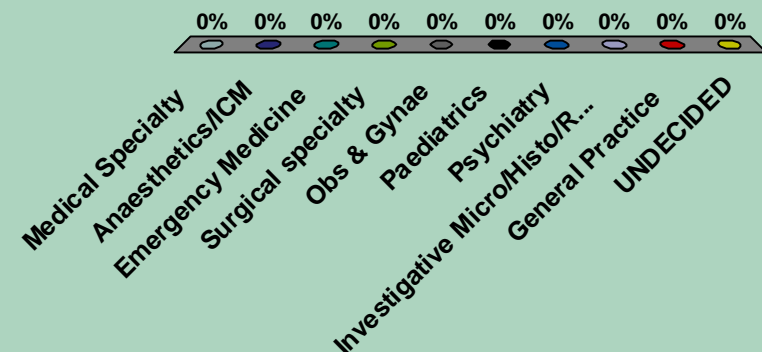


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Which career path most interests you?

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1. Medical Specialty
2. Anaesthetics/ICM
3. Emergency Medicine
4. Surgical specialty
5. Obs & Gynae
6. Paediatrics
7. Psychiatry
8. Investigative Micro/Histo/Radiology
9. General Practice
10. UNDECIDED



Which career path most interests you?

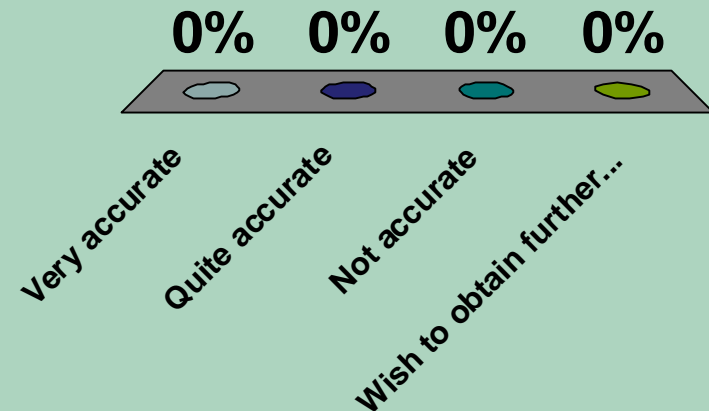
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Specialty	ST1	FTSTA1
1. Medical Specialty	56	0
2. Anaesthetics/intensive care	8	0
3. Emergency Medicine	6	12
4. Surgical specialty	12	23
5. Obs & Gynae	9	18
6. Paediatrics	10	4
7. Psychiatry	20	0
8. Investigative Specialty - Radiology, labs	11	0
9. General Practice	65	0
10. UNDECIDED		

How accurate and complete do you feel your knowledge is regarding your chosen career pathway?

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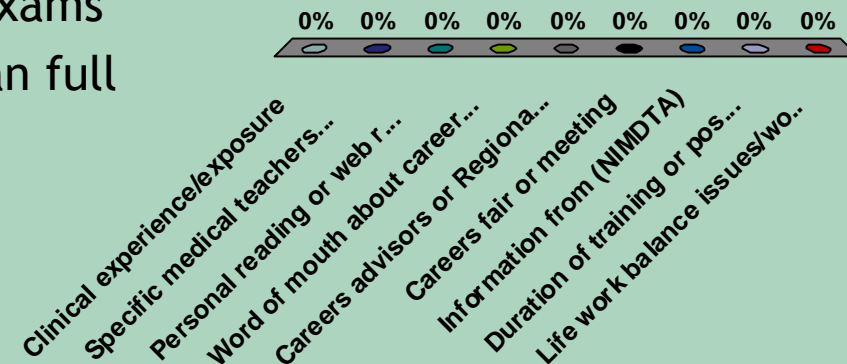
1. Very accurate
2. Quite accurate
3. Not accurate
4. Wish to obtain further information



Which single factor will most influence your decision?

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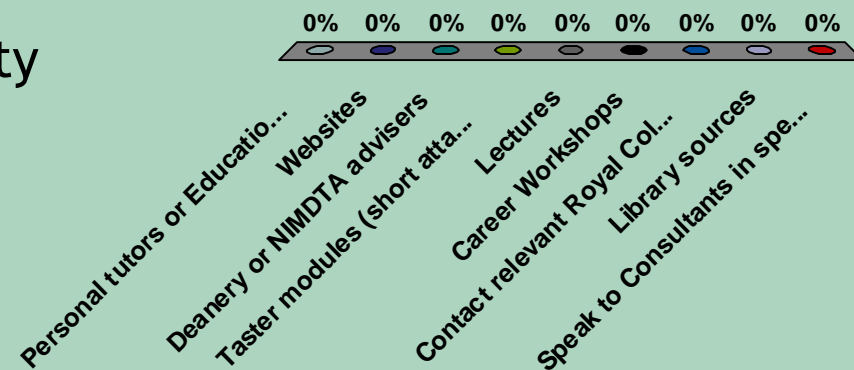
1. Clinical experience/exposure
2. Specific medical teachers/mentors
3. Personal reading or web research
4. Word of mouth about careers from peers or seniors
5. Careers advisors or Regional specialty advisers
6. Careers fair or meeting
7. Information from (NIMDTA)
8. Duration of training or postgraduate exams
9. Life work balance issues/work less than full time



If you have not decided on a career pathway, which information source appeals most to you?

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1. Personal tutors or Educational Advisor
2. Websites
3. Deanery or NIMDTA advisers
4. Taster modules (short attachments to specialty)
5. Lectures
6. Career Workshops
7. Contact relevant Royal Colleges
8. Library sources
9. Speak to Consultants in specialty or General Practitioners



Stage 1 - Self Assessment

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- Interests
- Skills
- Achievements
- Work values
- Response to stress
- Personality factors
- Sci59

Stage 2 - Career Exploration



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Some suggested tasks

- Experience gained in medical school
- Taster experiences in foundation years
- Deanery and MMC websites
- Royal College websites
- BMJ careers and career fairs e.g. Ward / Eccles
- Relevant career guides

What issues might need to be researched

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- Typical training pathways
- Comparative competitiveness
- Opportunities for flexible training
- What people doing the job most enjoy and what they find most stressful
- ££££££!
- Future directions within the specialty

Stage 3 - Decision Making

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- Reflection on past career decisions
- Checking out decisions against ROADS criteria
- Identifying a plan and a back-up plan
- Discussion of plan with another colleague if educational supervisor has concerns

Stage 4 -Plan Implementation

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- Provide assistance for filling out application forms
- Reviewing CVs where needed
- Interview preparation
- Specialised interview help for a subset of doctors in training

ROADS

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Realistic: Are you being realistic about yourself *and* about the demands of the job?

Opportunities: Have you given serious consideration to all the opportunities available?

Anchors: Have you built in the things that provide support in your life?

Development: Does your decision adequately develop your potential?

Stress: Have you minimised those aspects of work that you find particularly stressful?