National School of Healthcare Science

NHS
Health Education England

Midterm Review of Progression

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Why have a progression review?

- To give confidence to trainees, supervisors, employers, regulators and commissioners that training is being monitored and supported (publicly funded programme!)
- Calendar marked, formal opportunity for trainees and TOs to reflect on and evaluate progress on programme
- Calendar marked, formal opportunity to highlight issues / concerns /barriers so they can be addressed to enable progress
- Ensure trainee is on track to continue to third year and assure entry to their OSFA

What can we expect by mid term?

- Evidence of regularly reviewed/updated training plan.
  - TO responsibility – training plan, schedule of meetings to review, adjust, update.
- All rotational assessments and competencies signed off.
  - TO responsibility – build into and monitor training plan; intervene if trainee is not getting responses from assessors.
- Engagement with academic studies, completion of year 1 module requirements.
  - TO responsibility – build into and monitor training plan, liaise with HEI.
- One Multisource Feedback (MSF) exercise completed.
  - TO responsibility – build into and monitor training plan.
- Progress towards development as clinical scientist.
  - TO responsibility – ensure professional values, help understanding of professionalism.

The 5 sources of evidence for the MRP

- an evaluation of progress submitted by the trainee
- an evaluation of progress submitted by the Training Officer
- evidence on the e-portfolio of completion of rotation modules
- progress on the academic programme (MSc)
- evidence of one completed multisource feedback (MSF) exercise

It is a mandatory requirement for both trainee and their training officer to engage with MRP. Non-engagement means non-compliance and will put AT RISK the trainee's continuation on the programme and/or accreditation of your department

Non-compliance

- Extra work for you and your trainee – required to complete a non-compliance form to justify non-participation
- Huge amount of follow up for the School leading to:
  - Delay or no review for your trainee and support that may be required
  - Delay in support for other trainees as time is taken up to deal with non-compliers
  - **Puts at risk your trainee's progression on programme and the accreditation of your department**
- So don't go there – add it to your calendar and engage with the process please!

MRP timeline

- Around the mid-point of STP: https://nshcs.hee.nhs.uk/programmes/stp/trainees/midterm-review-of-progression/
- Trainee and TOs receive up to 4 weeks advance notice of launch
- Minimum of 4 weeks for completing and submitting individual evaluation of progress via an online form
- *(similarly, your trainee must complete and submit their individual evaluation of progress via an online form)*
- Evidence considered by senior staff to arrive at the review outcome for each trainee –ratified by Head of School
- Outcomes released six weeks from close of submission window
- Follow up as appropriate – details: https://nshcs.hee.nhs.uk/programmes/stp/trainees/midterm-review-of-progression/

Outcomes from the review

Outcome	Outcome statement
1	Progress satisfactory
2	Progress mostly satisfactory
3	Progress not as expected
4	Evaluation report missing from trainee and/or TO – review cannot be completed
5	No evidence expected; to be rescheduled
6	Trainee not making progress for known reasons

Detailed descriptors of the outcomes: https://nshcs.hee.nhs.uk/programmes/stp/trainees/midterm-review-of-progression-outcomes-and-descriptors/