Our Strategy

The PTC Strategy will support the College to:

- Promote workforce wellbeing
- Promote recruitment and retention in training
- Promote equality, inclusion and diversity throughout training
- Deliver education, training and research in psychiatry.

Overarching Mission

To support doctors throughout their training and to improve the quality of care and the lives of people with mental illness by driving improvements in the quality of training and supporting and valuing each other.

‘Streams’ of Activity

We will separate out our aims into 5 main projects, or ‘streams’ which will have a workgroup of PTC committee members in each, with each also being managed by an allocated ‘lead’ and overseen by an exec. member.

There will be ~ 7 PTC members per ‘stream,’ including the lead.

This year’s ‘streams’ will be:

1. PTC and Trainee Engagement
2. Workforce Wellbeing
3. Equal Opportunities and Equitable Outcomes
4. PTC National Annual Conference
5. PTC Publications
# PTC & Trainee Engagement

We believe that increased engagement between trainees and the PTC using the channels and opportunities available to us will better serve to further our work and ambitions.

## Engagement of Trainees via PTC

| ACTIONS | ✓ Producing a regular newsletter and quarterly issues of the Registrar  
✓ Delivering a successful annual PTC conference in hybrid format  
✓ Delivering successful welcome events to new CT1s and ST4s  
✓ Continuing with an annual Twitter takeover  
✓ Updating the trainee areas of the RCPsych website to ensure it is user-friendly and intuitive  
✓ Producing a ‘meeting the PTC’ PDF to be used as a foundation to update the website and to be distributed in the meantime  
✓ Maintaining contact with local PsychSocs at universities |

## Engagement of PTC Representatives

| ACTIONS | ✓ Producing a ‘quick start guide’ which gives clear immediate guidance on the roles, requirements and expectations of the PTC reps.  
✓ This will work harmoniously alongside (not replacing) existing resources.  
✓ Exec officers will lead on individual workstreams  
✓ For exec officers to lead three ‘coaching groups’ where they will regularly check in with members of their group that they are 1) supported, 2) clear on their role, 3) accountable  
✓ The strategy will be published to members of the PTC so they can be clear on our work  
✓ Increasing local engagement through divisional representatives in terms of supporting them to engage local trainees |
Workforce Wellbeing

We believe that improving workforce wellbeing will enable trainees to achieve their professional potential and deliver the best possible care to people with mental illness.

Engagement of Trainees via PTC

**ACTIONS**

✓ We believe that improving workforce wellbeing will enable trainees to achieve their professional potential and deliver the best possible care to people with mental illness.

✓ Promote existing wellbeing resources with trainees, for example:
  - ‘You are not alone’ podcasts
  - Psychiatrists’ Support Service
  - Wellbeing webpages/resources

✓ Awareness of regional wellbeing champions.

✓ Work with RCPsych eLearning team to develop podcast and/or CPD module on workplace wellbeing.

✓ Continue to promote wellbeing as a key theme throughout PTC publications and events.
Equal Opportunities & Equitable Outcomes

We believe that ensuring students and trainees feel listened to, valued and supported will reduce differences in training outcomes, and promote retention throughout training.

<table>
<thead>
<tr>
<th>Engagement of Trainees via PTC</th>
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<tbody>
<tr>
<td>ACTIONS</td>
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<tr>
<td>✓ Review geographical inequalities in training, and advocate for interventions to address these, for example reviewing differences in:</td>
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<tr>
<td>▪ Access to study budget / study leave</td>
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<tr>
<td>▪ Access to placements within specialised services</td>
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<td>▪ Psychotherapy training and outcomes during core training,</td>
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<tr>
<td>...by developing a network map of PTC regions, associated people, and processes within each region.</td>
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<tr>
<td>✓ Share and promote good practice of quality improvement projects / interventions to address inequalities within training, for example QIPs focused on LGBTQ+ staff wellbeing, IMG buddy scheme, active bystander training, and unconscious bias.</td>
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<tr>
<td>✓ Continue to contribute to development, education and troubleshooting regarding the new curricula, and advocate for standardised ARCP processes when reviewing curriculum-based competencies.</td>
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<td>✓ Continue to contribute to the review and implementation of the College’s assessment strategy.</td>
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<tr>
<td>✓ Reflect on the disproportionate impact of the climate emergency on IMG trainees, explore this further (for example via podcast discussion), and share resources and interventions to promote sustainability within the workplace.</td>
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<tr>
<td>✓ Promoting awareness of College sustainability champions and College resources (e.g. podcasts).</td>
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</table>
PTC National Annual Conference

Engagement of Trainees via PTC

**ACTIONS**

- We will deliver a trainee conference in Spring 2023
- We aim for this event to be primarily face-to-face but welcome the discussion around the new hybrid technology that trusts and the College have invested in
- We want to fully investigate our options with regards to location
- Our overall aim would be to produce a conference that is exciting for trainees to attend, including renowned speakers and interesting workshops

4 themed ‘tube lines’
9 workshops
10 keynote speakers
167 trips to our online platform
188 votes for posters
190 lunch bowls
489 tweets with #RCPsychTrainees22
760 cups of coffee

THANK YOU!
PTC Publications

Engagement of Trainees via PTC

**ACTIONS**
- ✓ To continue with the editorial work with regards to the Registrar magazine
- ✓ To look at readership and elevation of the publication

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**Background:**
The Royal College of Psychiatrists' #Choosepsychiatry campaign has undoubtedly contributed to the rise in interest in Psychiatry Core Training in recent years. Continued traction using a range of digital approaches remains a necessity in order to optimise recruitment and retention. In preparation, we had considerable engagement with the psychiatric sub-specialties and the Royal College of Psychiatrists itself. They were sent simple guidance relating to the event. Ultimately, this led to #choosepsychiatry trending in the United Kingdom (Figure 4).

**Motivation:**
The opportunity to encourage others by highlighting the fulfilment gained by a career in psychiatry was too tempting to resist. Not only this, but one of the factors I believe that is intrinsic to psychiatry, and that I enjoy the most, is the ability to 'track an arc; to mine a narrative.' I was therefore so excited to read insights derived from both the professional and personal experiences of my colleagues, too.

**The Twitter Takeover Event itself:**
This event was achieved relatively simply: 4 questions, at 10-minute intervals or 'bursts,' sent by the @rcpsychTrainees Twitter account, across an hour in the evening (Figure 1). This event was achieved relatively simply: 4 questions, at 10-minute intervals or 'bursts,' sent by the @rcpsychTrainees Twitter account, across an hour in the evening (Figure 1). The Twitter Takeover Event Itself:

**The Twitter Takeover - The Timetable:**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>1900</td>
<td>Introductions</td>
</tr>
<tr>
<td>1920</td>
<td>Q1</td>
</tr>
<tr>
<td>1930</td>
<td>Q2</td>
</tr>
<tr>
<td>1940</td>
<td>Q3</td>
</tr>
<tr>
<td>1950</td>
<td>Q4</td>
</tr>
<tr>
<td>2000</td>
<td>Closing remarks</td>
</tr>
</tbody>
</table>

**The Twitter Takeover - The Questions:**

1. Which specialty do you work in and why did you choose it? What are your favourite things about being a psychiatrist?
2. Can you describe the journey to your current position?
3. If you could give one piece of advice to somebody thinking about or currently training in psychiatry, what would it be?
4. How can the psychiatric subspecialties improve the wellbeing of our population, and what challenges might they face?

**The Twitter Takeover - The Questions:**

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<thead>
<tr>
<th>Time</th>
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<tbody>
<tr>
<td>1900</td>
<td>Introductions</td>
</tr>
<tr>
<td>1920</td>
<td>Q1</td>
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<td>1930</td>
<td>Q2</td>
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**A Twitter Takeover: Generating Interest in Psychiatry on Social Media**

Dr Kris Roberts, CTh, Leicestershire Partnership Trust, Dr Rosemary Gordon, STA, NHS Lothian.

Email: kristian.roberts@nhs.net

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**Figure 1:**  Engagement over 3rd/4th November 2021.

**Figure 2:**  All individuals – psychiatrists across grades and specialities; and the complicated world of Twitter metrics.

**Figure 3:**  The discussions continued and gained momentum. Over the course of November the 3rd and 4th, analysis of the #choosepsychiatry hashtag showed substantially higher engagement as ‘Drafts.’ That way, KR could post his own answer quickly and concentrate his time engaging with Tweets from the audience. From an organisational perspective, KR had prepared his own answers to the questions in advance and saved them as ‘Drafts.’

**Figure 4:**  The #choosepsychiatry hashtag showed substantially higher engagement. Participants through likes, retweets, and discussions; all contributed; and the complicated world of Twitter metrics.

**Figure 5:**  Engagement over 3rd/4th November 2021. Thanks to the fantastic answers from the participants involved, the #choosepsychiatry hashtag showed substantially higher engagement in the course of a week from the 3rd November 2021. In my excitement at the numbers, I frequently refreshed the metric analysis website! Figure 6 below, and Figure 7, show the impact of our Twitter event over the course of a week from the 3rd November 2021.