STONZ National Engagement Forum - Psychiatry Registrar Work stream

Kia ora tātou

As part of the Specialty Trainees of New Zealand National Engagement Forum (SNEF) work plan, a project was established to review and understand in detail the current challenges faced by Psychiatry Registrars nationally, the underlying causes or factors for each and potential mitigations that could be put in place. The aim is to ensure a consistent approach to the management and support for the employment of Psychiatry Registrars which balances RMO training, RMO wellbeing, patient care and local service delivery needs.

Project Findings and Recommendations

The first phase of this project included data collation from Psychiatry services and Registrars nationally to identify and better understand the challenges. The second phase of this project included development and implementation of recommendations to mitigate the challenges identified. The project findings and recommendations are outlined in the table below and attached are a series of resources for service use.

Project Finding	Project Recommendation
Concern for Registrar safety when conducting home based assessments after hours	Best practice guidelines developed for services that utilise home based assessments out of hours to ensure RMO safety.
Challenges due to absences of other mental health clinicians and impact this has on RMO workload due to the nature of Psychiatry and the multi-disciplinary team	Guidelines developed to support local review and development of escalation processes where there is an absence of a mental health clinician on a shift or shifts.
Challenges with access to safe parking and/or parking that is close by when required to travel between hospital and community sites with a lack of clarity on parking/mileage entitlements and access to taxi chits (or alternative)	Examples added to the existing FAQs in the STONZ National Manual relating to parking and mileage.
Concern with roster fatigue and after hours workload in some locations	All mental health services to complete a review of Psychiatry Registrar rosters utilising the roster review tool by 31 July 2022. While the review will consider roster fatigue, there will also be consideration to a number of the other challenges relating to home based assessments, registrar wellbeing, absent mental health clinicians after-hours etc.
Variation in quality of existing services available to support well-being and lack of clarity on the services that are available	Work to be undertaken as part of the 2022 SNEF work plan to assess the support available for Psychiatry Registrar mental well-being.
In addition to the recommendations outlined above, it was also agreed that a national orientation template would be developed to support review and development of local orientation documents. This template includes information on local parking policy, fleet car and taxi chit policy as well as links to local policy on home based assessments. This will also include links to various support services available to support Registrar wellbeing.	

Next Steps

As outlined in the table above, a number of resources have been developed as an outcome from this project for service use. These documents have been included as a separate zip folder and will be loaded to the STONZ National Manual.

It is recommended that where existing documentation is not in place, documents are developed by the mental health service utilising the guidelines provided. Where there are existing documents already in place it is recommended that these are reviewed against the guidelines provided.

To note, the resources have been developed as guidelines. It is acknowledged that there will be individual local service variation.

To note, all regions were previously notified of the recommendation for all Psychiatry Registrar rosters to be reviewed against the roster review tool by 31 July 2022. This therefore provides a useful opportunity to review existing documentation in parallel to completion of the roster review.

We hope the resources provided will be beneficial to mental health services and Registrars in mitigating some of the challenges identified.