

**RESTRICTED**

Form MG11(T)

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**WITNESS STATEMENT**

(CJ Act 1967, s.9; MC Act 1980, ss.5A(3) (a) and 5B; MC Rules 1981, r.70)

Statement of: DONOHOE, CHRIS

Age if under 18: O18 (if over 18 insert 'over 18') Occupation: MEDICAL PERSONNEL MANAGER

This statement (consisting of 3 page(s) each signed by me) is true to the best of my knowledge and belief and I make it knowing that, if it is tendered in evidence, I shall be liable to prosecution if I have wilfully stated anything which I know to be false or do not believe to be true.

Signed: C DONOHOE

Date: 07/07/2005

I am the above named person and I live at the address shown overleaf. In 1993 I commenced employment with Portsmouth HealthCare NHS Trust in the Information Department as a data input clerk. After a few months I began working for Personnel Specialist Services. I then became involved in other aspects of personnel work. I dealt with all aspects of personnel work including all stages of the recruitment process. I produced new and amended contracts of employment and was involved in the launch of the 'Comprehensive Employment Package'. After completing a year's secondment I was offered a permanent post with Personnel first as a personnel clerk and then as a personnel assistant. Another responsibility I acquired during this period was the administration of the centralised training programme.

In 1996 it was decided that all personnel administration would be centralised at St James Hospital. This resulted in personnel administration being split into a recruitment section, an administration section and the establishment of training and development services.

Prior to the centralisation of personnel I was involved in the decision to introduce a computerised booking system to assist with the training administration. This I set-up and managed, at this time I dealt with the administration of ninety different course's involving approximately six hundred training sessions in a twelve month period. The courses on offer were supplied by; Portsmouth University, Southampton University, South Down's College, Highbury College, Winchester Social Services, internally produced training courses also training provided by external training consultants.

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2004(1)

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In January 2000 I was promoted to my current post as Medical Personnel Manager working in a satellite service to general personnel dealing with all aspects of the recruitment and employment of doctor's. In April 2002 Portsmouth HealthCare NHS Trust dissolved and the current three primary care trusts' took its place. East Hampshire Primary Care Trust currently contracts me but I provide services to East Hampshire Primary Care Trust, Portsmouth City Primary Care Trust and Fareham & Gosport Primary Care Trust under a service level agreement. I have one member of staff to support me in the provision of medical personnel services.

I am able to define the difference between a training post and a career grade post. Pre-registration House Officer/Senior House Officer/Specialist Registrar a pre-registration house officer is the first training grade of a newly qualified doctor. The trainee works for two six month periods, one period in a medical setting and one in a surgical setting. Following satisfactory completion the trainee is then able to apply for full GMC registration and for the next stage of training which is as a Senior House Officer. The doctor may at this stage decide which area of medicine they wish to follow for example this could be psychiatry. The doctor would apply for a place on a training rotation which is a number of six month posts in a variety of specialties within psychiatry, adult psychiatry, old age psychiatry, child and adolescent psychiatry, substance misuse, forensic psychiatry or learning disabilities.

As well as hands on experience the doctor will also be following a training programme and take two exams during this period, MRCPsych parts 1 and 2. This period of training is usually for 2 - 4 yrs. A senior house officer whose aim is to become a general practitioner may build their own programme of training.

Following successful completion of exams at SHO grade the trainee will apply to a deanery for a place on a Specialist Registrar training programme the posts rotate annually between Trust's but usually in the same specialty. If the doctor decides to specialise in old age psychiatry all the posts at this stage of training would be in that specialty. This period of training usually lasts 3 to 5 years depending on specialty at the end of which, if successful, the trainee will be awarded their CCST (Certificate of Completion of Specialist Training) and gain entry on the GMC specialist register which enables them to apply for a consultant post in their specialty. If the

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doctor is on track and has been given a completion date by the deanery they are able to apply for their first consultant post six months before the completion date.

A doctor can withdraw from training and take up a substantive post at any stage of training as they may not aspire to be a consultant. The levels of substantive hospital doctor's grades generally run as follows:

Staff Grade

Clinical Assistant

Clinical Medical Officer

Hospital Practitioner

Senior Clinical Medical Officer

Associate Specialists

Consultant

Locums at any grade are providing ad hoc cover and are not necessarily qualified to take up the substantive post at that grade but generally not given the responsibility of a substantive doctor.

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