

The medical registrar's forum

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Aims

The medical registrar's forum was set up at City Hospital, Birmingham in 2011 by an acute physician in bid to empower the unsung heroes of the hospital. At first, the forum's influence was underestimated, but with persistence has led to changes within the acute medical unit and with the medical directorate.

Methods

The meetings are held 4-monthly and are now led by a senior registrar, to enable development of leadership skills within the peer group all the way up to hospital management level. The meetings are minuted, with actions closely monitored to ensure that they are met within an appropriate time scale. The presence of acute medicine consultants, college tutors, DGM as well as the medical director and human resources is key to the success.

Results

The medical registrar's forum has revolutionised how trainees engage with the business of the hospital. The forum has highlighted issues which the trainee body felt were important and we have been able to draw up potential solutions to bring to local policymakers. It has been rewarding, as real progress has been made with changes in rotas and pathways, but most importantly it has demonstrated how a group of trainees can influence the practice of a hospital, as they are on the front line facing these challenges so are best placed to come up with a resolution.

Conclusions

Over the past 5 years, the forum has led to better working with the hospital at night and emergency department teams, as it encouraged dialogue in a stress-free and blame-free environment. As a direct result of the forum, new pathways have been implemented to resolve out-of-hours referral issues. The consensus of the forum was that the medical registrar was overworked at the weekend; therefore, a second registrar was introduced to work Friday to Monday inclusive.

The success of the forum has led to the implementation of the forum at our sister hospital and now has been mandated to occur in every hospital within the West Midlands.

In conclusion, the forum has helped to improve not only the quality of care for patients, but also the working conditions, education, training and morale of the registrars, while also encouraging leadership skills to be developed in a well-supported environment. ■

Conflict of interest statement

None.

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