

SEEL placement panel was held on Thursday 8<sup>th</sup> June 2023 at UCL. The panel was chaired by the London PEP representative on the SEEL Consortium Executive Committee (SCEC). The PEPs representing the Eastern and South Eastern Region on SCEC also attended. In addition, there was a second PEP representative from each of the SEEL regions. A year 3 TEP representative from the UCL course was also present to observe the process. In addition, as with previous years, the panel was attended by the Programme Director of the University of Southampton, who attends in her role as 'bursary banker'.

At the beginning of the day, the chair identified the key principles for placing trainees. The first task is to agree exceptional considerations, and place those TEPs who needed either family or medical circumstances to be taken into consideration. The next step was to place the year 3 TEPs, particularly those who had got the 5<sup>th</sup> preference at the previous years placement panel (June 2022). Then the tasks was to place as many TEPs as possible in their highest preferences (ensuring that all TEPs are allocated a placement from their preference list). The panel were reminded to try to hold the wellbeing of every TEP in mind, which may mean placing TEPs in a slightly lower preference to try to minimise the number of TEPs receiving their 4<sup>th</sup> or 5<sup>th</sup> preference. Panel members were also provided with a list of Services who did not have their placements filled last year, so that, if possible, they could be prioritised this year.

As with previous years, the chair had prepared an initial first draft for placing TEPS to provide some guidance to the panel and also to identify in advance where possible challenges may arise.

This year there were 96 preference forms for SEEL TEPs to be considered. These were made up of:

- 82 TEP preferences for a year 2/3 placement,
- 14 for a year three placement only

There were also 8 requests for Placements from NORMID -SW trainees, who would be allocated any remaining bursary placements once the SEEL TEPs allocation was complete.

Out of the total of 96 TEPS; 31 TEPs had indicated on their form that they wanted an Exceptional circumstance (either medical condition or family circumstance) to be taken into consideration. This was an increase from last year where there were 21 exceptional considerations out of a group of 99)

When the Panel concluded 83.3% of TEPs were placed in their 1<sup>st</sup>, 2<sup>nd</sup> or 3<sup>rd</sup> placement choice. 16.7% of TEPs were placed in their fourth or fifth choice.

Following the conclusion of the panel, appeals from 2 TEPs were successful, so they were allocated placements outside of their 5 preferences.

In total 109 Local Authority bursaries were offered before the panel. Due to exceptional circumstances, on the day of the panel it was necessary to seek an additional bursary from a Service in the South Eastern region. By the end of the placement panel meeting 105 bursaries were filled. However, this included allocations to NORMIDSW TEPs, who on receiving the offer decided to not accept the SEEL placement. This led to additional SEEL Bursaries not being filled.

Throughout the day, a number of key issues arose about the placement panel process. It was therefore recommended to the SEEL Consortium Executive (and agreed) that these should be considered by a task and finish working group who would consider the issues and make

recommendations to change the process for the following year. The key issues to be considered by the task and finish group are:

- To review the criteria and process for agreeing exceptional considerations.
- To review the key principles of the Placement panel (balancing needs of TEPs and those of Services -including degree of flexibility permitted especially around 5th choices
- To consider if there is a need to change the current process of requiring TEPs wanting a placement in London to have 2 inner London two outer London and one out of London placement.
- To review the process for offering placements to trainees registered at NOREMID-SW consortium Training Programmes.
- To clarify the criteria for appeals, and the management of the appeals process

Any agreed changes to the process as a result of decisions from the task and finish group will be highlighted on the SEEL website.

I would like to thank each panel member for their contribution, and particularly their determination to get the best possible outcome for this cohort of TEPs and for participating LAs. It is a long day that requires intense and sustained concentration by all members. In addition, I would like to extend my thanks to Ivona Klemensova and the team at UCL who provided excellent paperwork and invaluable administrative support.

Finally, the panel is very appreciative to all PEPs from Local Authorities who have generously submitted pledges for placements. Without these the TEPs will not be able to continue their high-quality professional training.

Gill Sassienie

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Chair of the 2023 SEEL Placement Panel