

Wythenshawe Site  
ACADEMIC FOUNDATION YEAR 1 & 2 DOCTOR

# Our Vision and Values

## Our Vision

Our vision is to improve the health and quality of life of our diverse population by building an organisation that:

- Excels in quality, safety, patient experience, research, innovation and teaching
- Attracts, develops and retains great people
- Is recognised internationally as a leading healthcare provider

## Our Values

### Together Care Matters

- Everyone Matters
- Working Together
- Dignity and Care
- Open and Honest



## Values and Behaviours Framework

### Behaviours we want

Examples of this Value in practice

### Behaviours we won't accept

Examples of the opposite of this Value in practice

Everyone Matters	Working Together	Dignity and Care	Open and Honest
<ul style="list-style-type: none"> <li>• I listen and respect the views and opinions of others</li> <li>• I recognise that different people need different support and I accommodate their needs</li> <li>• I treat everyone fairly</li> <li>• I encourage everyone to share ideas and suggestions for improvements</li> </ul>	<ul style="list-style-type: none"> <li>• I listen and value others views and opinions</li> <li>• We work together to overcome difficulties</li> <li>• I effectively communicate and share information with the team</li> <li>• I do everything I can to offer my colleagues the support they need</li> </ul>	<ul style="list-style-type: none"> <li>• I treat others the way they would like to be treated – putting myself in their shoes</li> <li>• I show empathy by understanding the emotions, feelings and views of others</li> <li>• I demonstrate a genuine interest in my patients and the care they receive</li> <li>• I am polite, helpful, caring and kind</li> </ul>	<ul style="list-style-type: none"> <li>• I admit when I have made a mistake, and learn from these</li> <li>• I feel I can speak out if standards are not being maintained or patient safety is compromised</li> <li>• I deal with people in a professional and honest manner</li> <li>• I share with colleagues and patients how decisions were made</li> </ul>
<ul style="list-style-type: none"> <li>• I am aggressive, impolite and rude towards my colleagues</li> <li>• I do not communicate or share crucial information with others</li> <li>• I act in a way that undermines others</li> <li>• Our department works in isolation and we don't work collaboratively with others</li> </ul>	<ul style="list-style-type: none"> <li>• I do not listen to other people's issues or problems</li> <li>• I lack empathy when supporting others</li> <li>• I tell my colleagues and patients I am too busy to help</li> <li>• I show little energy or enthusiasm in the work that I do</li> </ul>	<ul style="list-style-type: none"> <li>• I discriminate against others</li> <li>• I make no attempt to see things from other people's point of view</li> <li>• I exclude others based on their values and beliefs</li> <li>• I do not listen to what others say</li> </ul>	<ul style="list-style-type: none"> <li>• I am dishonest and cover up my mistakes</li> <li>• I blame others for my mistakes</li> <li>• I do not keep people informed when problems occur</li> <li>• I openly criticise other people's views and opinions</li> </ul>



## **ACADEMIC RESEARCH UNITS**

There are several academic units at Wythenshawe Hospital and The Christie Hospital.

Wythenshawe Hospital has close links with the Integrated Clinical Academic Training (ICAT) programme hosted by the University of Manchester. Trainees will attend a structured generic research skills programme hosted by the ICAT (<http://sites.bmh.manchester.ac.uk/icat/>).

Resources available include monthly journal club, in-house statistical support and access to the University of Manchester IT services and electronic journals (including a shibboleth password). Trainees will be supported to present academic work at national and international conferences.

Trainees wishing to develop an academic career and apply for academic clinical fellowships will be supported internally and via a regional mentorship scheme with ACF and ACL mentors.

The academic foundation programme director is Dr Sahena Haque ([sahena.haque@nhs.net](mailto:sahena.haque@nhs.net)).

### **Leadership and Management**

Lead: Dr Sally Briggs, Head of Division of Medicine ([sally.briggs@mft.nhs.uk](mailto:sally.briggs@mft.nhs.uk))

There is an opportunity to undertake a medical leadership and management placement. The trainee will shadow an experienced medical leader within the trust and gain skills in service development with a focus on understanding your own leadership style, developing skills to manage teams, coaching and mentoring, motivating yourself and others, developing time management skills and understanding quality improvement tools.

### **Medical Education**

Lead: Professor Anne-Marie Kelly, Hospital Dean ([anne-marie.kelly@mft.nhs.uk](mailto:anne-marie.kelly@mft.nhs.uk))

The medical education track is led by Professor Anne-Marie Kelly. Trainees undertaking a medical education track will be encouraged to undertake modules towards a postgraduate certificate in medical education. A wide range of undergraduate and postgraduate medical education is delivered at Wythenshawe Hospital with many opportunities to participate in curriculum development and delivery to develop core educational skills. A suitable academic supervisor and mentor can be assigned depending on the expressed area of interest.

### **Clinical and Laboratory Research**

The wide choice of academic placements will provide a range of opportunities for training in the principles and practice of research, including experimental design, laboratory practice and methodology, clinical trials, preparation of ethical applications and grant writing.

Examples of previous projects include:

Oncology - *A systematic review of the effects of macronutrient restriction on breast cancer outcomes*

Neurology - *Histological peripheral nerve changes in complex regional pain syndrome*

Plastic and reconstructive surgery - *Developing an ex vivo burn wound model*

Respiratory - *Assessing the efficiency of an outpatient respiratory clinic prior to the introduction of a "one-stop clinic"*

There is a strong culture of clinical research in several specialties including

- Respiratory Medicine including subspecialties in Adult Cystic Fibrosis, Lung Transplantation, ILD, Domiciliary NIV & Sleep Medicine, Thoracic Oncology, Severe Asthma, Clinical Allergy and COPD in the North West Lung Centre and research ward and laboratories in the NIHR South Manchester Respiratory and Allergy Clinical Research Facility.
- Academic Surgery including Vascular Surgery, Breast Surgical Oncology, Plastic and Reconstructive Surgery and Burns.
- Academic Oncology including subspecialties in Gynaecological Cancers, anti-angiogenic research and molecular imaging, Lymphoma, Hepatobiliary and neuroendocrine cancer research, Clinical and translational breast cancer research.
- Cardiology and Cardiothoracic Surgery housed in the North West Heart Centre.
- Medical specialties including rheumatology, diabetes and endocrinology, dermatology, haematology, gastroenterology, infectious diseases and geriatric medicine.

Trainees can be supported in developing a bespoke academic block in an area of their choice that can be accommodated across the region.

### **Library Services**

The Library is a multidisciplinary resource based on the ground floor of the Education & Research Centre at Wythenshawe Hospital. The Library serves all MFT staff and students working or on placement at the Trust.

The Library plays a vital role in assisting and supporting research taking place in the Trust, ensuring staff and students meet their continuing professional development needs and in supporting the Trust's clinical governance and patient care commitments.

### **Access and facilities**

The Library is accessible 24/7. It is staffed 8.30am-5.30pm Monday to Thursday and 8.30am-4.30pm on Friday.

All 3 libraries across the MFT Group (Oxford Rd, Trafford, & Wythenshawe) are now functioning as one library service, for example this means that returns can be done at any of the sites. Saturday opening is now confirmed as permanent at Oxford Rd. Wythenshawe site has 24 hour access via staff ID swipe card. Books can be borrowed and returned 24/7 using the self-service facility situated near the library entrance.

### **Study space**

There are a number of different quiet study areas throughout the Library. There is also space for group study.

### **Computer access**

The Library has 24 Trust computers including four with double screens. All computers are accessible 24/7. Colour and black and white printing facilities are available during staffed hours only.

### **Joining the library and borrowing items**

You will need to visit the Library with your Trust ID badge to register. You can then borrow 10 items for a four week loan period. Items can be renewed up to a maximum of three times provided they are not reserved by another reader. Renewals can be made in person, by phone, email or online using your login details which will be given to you on joining.

### **Books & Journals**

A large collection of medical books and journals can be found using the library catalogue which can be accessed via the Library's website. The catalogue comprises of print books and journals

held at Wythenshawe, plus the other two MFT libraries at Oxford Road and Trafford Hospital. The catalogue also contains links to the electronic books and journals collections.

The library has subscription to BMJ Case Reports which means that MFT doctors can submit free of charge. BMJ Best Practice, a point of care clinical tool, is also now available to all MFT staff. The Oxford Road Library has also been refurbished with a very modern and comfortable study space, funded by HEE. Wythenshawe Library has also been refurbished.

**Reservations and interlibrary loans.**

Once registered you can reserve items held at any of the MFT libraries via the Library catalogue. If you require a book or journal article that is not in our collection we can obtain it for you from another source.

**Electronic resources and OpenAthens.**

You will need an MFT OpenAthens account to gain access to the electronic resources we provide. You can register for an OpenAthens account at: <https://openathens.nice.org.uk/> The electronic resources include a substantial collection of electronic books and journals, BMJ Best Practice, BMJ Case Reports, ClinicalKey and Oxford Medicine Online.

**Literature searches.**

We carry out literature searches up to systematic review level. Requests can be made in person or via our website.

**Training.**

We provide group and one-to-one information skills training on searching medical databases and critical appraisal.

**Current awareness.**

We can provide you with electronic tables of contents from journals and help you to create database auto alerts.

**Website :** [www.academy.library@manchester.ac.uk](http://www.academy.library@manchester.ac.uk)

**Email:** [academylibrary@manchester.ac.uk](mailto:academylibrary@manchester.ac.uk)

**Telephone:** 0161 291 5778

## The Job Itself

Following successful completion of the F1 year, the F2 year will comprise of four-month placements outlined below.

	4 Months	4 Months	4 Months
<b>Track 9</b>	<b>Research</b>	<b>General Practice</b>	<b>Medical Oncology Christie Hospital</b>
<b>Track 10</b>	<b>Research</b>	<b>General Practice</b>	<b>Medical Oncology Christie Hospital</b>

### Supervisory Relationships

The whole program is supervised by the academic foundation programme director (Dr Sahena Haque). Each trainee will have an Educational Supervisor over the 2 year programme and an Academic Supervisor (for the duration of the 2-year Foundation programme) and/or Clinical Supervisor (that is specific for each 4-month block).

- General Practice/Primary Care – 4 months

This post will be spent attached to a local General Practice or other community post. The practice will provide the trainee with a tailored education programme to facilitate the development of the generic skills and competencies required in the context of General Practice.

- Medical Oncology – 4 Months

Both tracks will have a four month attachment to The Christie Hospital. There are 29 specialist registrars, 5 ST1/2's, 2 junior oncology fellows and 7 F2 posts attached to the unit. Additionally a number of clinical research fellows also participate in clinical activities in addition to clinical research. Oncology subspecialties include Lymphoma, Sarcoma and Germ cell tumours, Thoracic Oncology, Melanoma, Breast Cancer, Ovarian Cancer, GI Cancer: Clinical Pharmacology and Renal Cancers, Palliative Care with oncology on call commitments.