

Education Development

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Spring 2016 Issue

Welcome to the second issue of Education Development, a newsletter update of workstreams, activities and events of the Education Development team at Health Education England's North West Postgraduate Medical and Dental Education department.

This edition comes at a time the GMC trainer survey is open so we would like to take this opportunity to ask you to complete the survey if you have not already done so. Your responses will allow us to take stock of your needs as a trainer and the challenges you face. The link to the survey is [here](#).

We hope you enjoy the newsletter; if you have any feedback or ideas for future topics please send them to nwd.comms@nw.hee.nhs.uk.

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Educator Development

Revalidation: The Role of the Educational Supervisor

The annual Educational Supervisor (ES) report is a key document for the ARCP Panel to consider and trainees cannot progress without it.

As an ES we expect you to address issues relevant to **revalidation** in the reports you prepare for your trainees prior to their ARCPs. We would like ES to ask their trainees to bring along their completed **Form Rs** to their appraisals to help inform the discussion.

- ES should check the Form R has been **fully and accurately completed** by the trainee paying particular attention to the full scope of practice section to ensure all work has been declared.
- ES should remind trainees that they must ensure they have adequate and appropriate **insurance or indemnity** for their whole scope of practice.
- ES should also ensure that all **unresolved concerns** have been declared and that resolved **concerns** have been fully reflected upon in the ePortfolio and referenced on the Form R.
- ES reports should contain comment on whether the trainee has been involved in any conduct, capability or Serious Untoward Incident / Significant Event Investigation or named in any complaint and if so whether you are aware if it has been resolved satisfactorily with no unresolved concerns about a trainee's **fitness to practice or conduct**.

At the trainee's final ARCP panel where the award of CCT is to be recommended, the ES report should contain information which will allow the panel to confirm the trainee's status as **Clinical and/or Educational Supervisor**. The criteria for these recognitions are in the July 2015 Trainer Standards Update which can be found here: <https://www.nwpgmd.nhs.uk/resources/trainer-standards-update>.

ARCP panels need to make sure that all paperwork for revalidation is present and complete, this should be done in advance so that unresolved concerns can be documented and alerted to the respective **Associate Dean** prior to the ARCP panel meeting.

Conference

We are delighted to announce that the

3rd Annual Postgraduate Medical & Dental Educators Conference

will take place on **Thursday 8th September 2016** at Aintree Racecourse. This conference is aimed at medical educators, and those with an interest in medical education, from across the North West.

Please save the date in your diaries and further information about the conference and details of how to register will follow shortly.



Promoting excellence:
standards for medical education and training

Working with doctors Working for patients

General
Medical
Council

Promoting excellence: standards for medical education and training came into effect on the 1st January 2016.

This new single set of standards from the General Medical Council (GMC) promotes excellence in medical education and training across the UK. For the first time, the standards cover both undergraduate and postgraduate medical education and training. They replace the 'standards for delivery of teaching, learning and assessment for undergraduate medical education' in **Tomorrow's Doctors (2009)**, and the 'standards for postgraduate training' in **The Trainee Doctor (2011)**.

To try and help better understand these standards, we have produced a short summary which outlines what these standards mean for educators and those responsible for medical education. The summary can be accessed on our website [here](#).

All trainers must be **fully recognised** by 31st July 2016. Currently approximately 73% of all 'named' clinical and educational supervisors across the North West are at full status. We are working closely with Trusts across the region to ensure that plans are in place to meet the July deadline.

The GMC guidance defines 'named' supervisors as:

¹A **named clinical supervisor** is a trainer who is responsible for overseeing a specified trainee's clinical work throughout a placement in a clinical or medical environment and is appropriately trained to do so. He or she will provide constructive feedback during that placement. He or she will lead on providing a review of the trainee's clinical or medical practice throughout the placement that will contribute to the educational supervisor's report on whether the trainee should progress to the next stage of their training.

²A **named educational supervisor** is a trainer who is selected and appropriately trained to be responsible for the overall supervision and management of a trainee's trajectory of learning and educational progress during a placement or series of placements. Every trainee must have a named educational supervisor. The educational supervisor helps the trainee to plan their training and achieve agreed learning outcomes. He or she is responsible for the educational agreement and for bringing together all relevant evidence to form a summative judgement at the end of the placement or series of placements.

¹&² General Medical Council (2012) *Recognising and approving trainers: the implementation plan* available at: www.gmc-uk.org/education/10264.asp (accessed 24 February 2016)

MEF Recruitment

The HEE **North West Medical Education Fellowship (MEF)** is a two-year programme designed to facilitate the development of trainees who have a specific interest in **medical education** and aspire to take up a **lead educator role** in the future.

Recruitment is now open to the **2016 cohort** and will close at 12noon on Monday 16th May 2016. Applications are welcome from the following North West trainees:

- **ST3+ hospital-based medical specialties**
- **ST4+ Emergency Medicine, Paediatrics and Psychiatry**

For further information about the programme, eligibility criteria and details of how to apply please visit <https://www.nwpgmd.nhs.uk/recruitment-0>

MEDICAL EDUCATION FELLOWSHIP

DO YOU...
want to contribute to a culture that promotes excellence in teaching, learning and supervision for doctors in the region?

ARE YOU...
looking to enhance your knowledge, skills and confidence in preparation for becoming a lead educator of the future?

WOULD YOU...
like to consolidate your knowledge and experience by undertaking an accredited Medical Education qualification and educational research project?

...then why not consider applying to become a North West Medical Education Fellow?


The Medical Education Fellowship (MEF) is a two-year programme designed to facilitate the development of trainees who have a specific interest in medical education and aspire to take up a lead educator role in the future. The fellowship comprises of the following:

- Academic Programme undertaking medical education modules at Edge Hill University
- Educational Research Project / Audit
- HEE 'Experiences' including observing at an ARCP panel and Quality Monitoring Visit
- Access to a Mentor to provide maximum exposure to different activities
- Funding to attend relevant conferences

Further information about the programme, eligibility criteria and details of how to apply can be found here: www.nwpgmd.nhs.uk/recruitment-0. Please take some time to read through the information thoroughly but if after reading the everything on the website you still have questions please contact a member of the Programme Team on mef@nwpgmd.nhs.uk

Important Recruitment Dates	
Online Application Opens	Monday 18th April 2016
Application Submission Deadline	12:00 noon Monday 16th May 2016
Invitations to Assessment Day	w/c 20th June 2016
Assessment Day	Tuesday 12th July 2016
Final offers made	Friday 15th July 2016

THE NHS CONSTITUTION



Spring Educators Training and Development Event

Tuesday 17th & Wednesday 18th May 2016

Lancaster House Hotel

The focus of the event is:

'Developing Professionalism and Promoting Excellence across the North West'

The target audience is Associate and Deputy Deans, Directors of Medical Education, Heads of School, Training Programme Directors and Specialty School Managers.

The presentations from the event will be available on the resources section of our website following the event: <https://www.nwpgmd.nhs.uk/resources>

Spring Educators

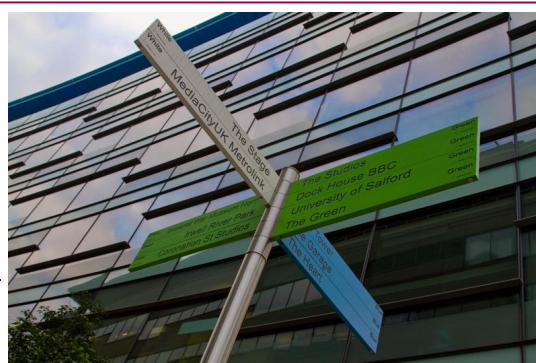
Guidance

The Doctors and Dentists Review Group and the Senior Leadership Team at Health Education England (North West) have recently ratified three guidance documents that you may find useful:

- [Guidance for Trainees notified of a GMC investigation](#)
- [Guidance for panels when a Form R indicates a finding of misconduct during the year](#)
- [Guidance on providing pastoral support to a trainee involved in a serious incident](#)

Please click on the links above to view the documents or alternatively visit the Policies & Procedures page of our website:

www.nwpgmd.nhs.uk/policies-procedures



Medical Leadership

MLF Recruitment

The HEE **North West Medical Leadership Fellowship (MLF)** programme is a flexible, challenging and practically orientated method of developing the future medical leader.

Recruitment to the **2016 cohort** closed on Monday 25th April 2016. Applications were welcome from the following North West trainees:

- **ST4+ Hospital-Based Trainees**
- **ST3 GP Trainees (currently at ST2 level)**
- **Dental STRs**

For further information about the programme, eligibility criteria and details of how to apply please visit:

<https://www.nwpgmd.nhs.uk/medical-leadership-fellowship-recruitment>

MEDICAL LEADERSHIP FELLOWSHIP

ARE YOU... looking for a flexible, challenging and practically orientated method of developing yourself into a medical leader?

DO YOU... want to take the first step on an exciting journey of self reflection and interact with experts in the field of leadership?

WOULD YOU... like to devote a percentage of your week to medical leadership activity (leading to an extension of CCT)?

...then why not consider applying to become a North West Medical Leadership Fellow?

The Medical Leadership Fellowship programme (MLFP) is a flexible, challenging and practically orientated two-year programme designed to develop future medical leaders. There are 3 components to the fellowship:

- **Academic:** undertake the Elizabeth Garrett Anderson (EGA) programme which leads to a Masters in Healthcare Leadership and an NHS Leadership Academy Award in Senior Healthcare Leadership.
- **Vocational:** shadowing opportunities with Medical Leaders and bespoke training commissioned from The King's Fund and Chimp Management Ltd. in previous years.
- **Clinical:** continuation of clinical training and dedicate a percentage of your week to leadership activity which will lead to an extension of CCT.


Further information about the programme, eligibility criteria and details of how to apply can be found here: www.nwpgmd.nhs.uk/medical-leadership-fellowship-recruitment. Please take some time to read through the information thoroughly. If after reading the everything on the website you still have questions please contact a member of the Programme Team on nwpgmd@nhs.uk.

Important Recruitment Dates	
Online Application Opens	Thursday 24th March 2016
Application Submission Deadline	12.00 noon Monday 25th April 2016
Invitations to Assessment Day	Friday 13th May 2016
Assessment Day	Friday 27th May 2016
Final offers made	Friday 3rd June 2016

Applications are welcome from the following North West trainees:

- Medical Specialty Trainees (ST4+)
- GP Trainees (ST3)
- Dental STR2+

THE NHS CONSTITUTION



Following the tender exercise HEE (NW) has awarded **Edge Hill University** the tender to deliver a 20 credit postgraduate module in Medical Leadership for trainees across the North West. The module will begin in **September 2016**.

Further information about the module including dates will be available shortly and will be communicated out as well as uploaded to our website: <https://www.nwpgmd.nhs.uk/Postgraduate-Module-in-Medical-Leadership>.

PG Module

6th Annual North West Medical Leadership Conference

The conference was held on 4th March 2016 at the Macron Stadium in Bolton and feedback on the day and since has been extremely positive. The theme this year was **The Resilient Leader**. The videos of the speakers along with the conference brochure, presentations and lots of resilience resources will be available on the Resource hub: <https://www.nwpgmd.nhs.uk/resources>.

The key take home messages from the conference are: **Brigadier Kevin Beaton** - If you have a clear goal, then that motivates persistence sometimes against the odds. The military uses the 3 components of power model and Kevin recommended its application. **Professor Elaine Fox** - The optimistic part of our brains allows us to persist in spite of setbacks. **Ben Tipney** - We need to persist with challenges if the system is not delivering safe care.

Just sitting thinking positively does not change outcomes; it's the **actions** you take following your positive thoughts that lead to change. If you want to change the way you think it's like fitness training you can do it and you can do it when you are older but it does take **effort and persistence**.

The next conference will take place in **March 2017**.

Research & Innovation

Professor Paul Baker, who has a wealth of experience in education research, has now assumed chairmanship of the HEE (North West) Research and Innovation Committee which oversees all our research activity in postgraduate medical and dental education. We are also delighted to welcome **Dr Mumtaz Patel** as our new Associate Dean whose portfolio includes research and scholarship.

2016-17

Together the team is developing a **programme of research** for the coming year which will include the following studies:

- Investigating the incidence and causality of stress-related absence in medical trainees
- Evaluation of impact of multiple learners in training hubs: does it dilute or enhance the training experience?
- Evaluation of new GP recruitment interventions

Studies which have been already set up and are **currently underway** include:

- Defining safe supervision: a Best Evidence in Medical Education (BEME) review
- An investigation into specialty trainee engagement with e-learning in Health Education England (North West)
- Evaluation of NHS Staff College leadership development programme for medical trainees (ST1-3) in the North West

Current

Published

A number of studies have been completed in the past year and related publications are **currently in press** to appear in print in 2016:

Patel M, Agius S, Wilkinson J, Patel L, Baker P. **Value of the Newer Workplace-Based Assessments in Predicting Doctors in Difficulty.** *Medical Education*

Pearce M, Agius S, Macfarlane J, Taylor N. **Supporting dental registrants in difficulty: a national survey of postgraduate dental education teams.** *British Dental Journal*

Chan L, Kelly L, Brown JM. **Motivating Factors and Experiences of Trust Grade Doctors Undertaking Postgraduate Master's Programme.** *British Journal of Hospital Medicine*

Shaw NJ, Kirkcaldy A, Brown JM. **Assessing the impact of a Neonatal management course.** *Infant*

A complete list of publications may be found at: <https://www.nwpgmd.nhs.uk/research-development/publications-presentations>.

We were pleased to win the prize for **best poster** (postgraduate category) at the inaugural **Developing Excellence in Medical Education (DEMEC)** conference held recently in Manchester for a study exploring Foundation trainees' perceptions of the theory and practice of empathy.

Further information on our research programme may be obtained from **Dr Steven Agius, Senior Research Fellow** steven.agius@nw.hee.nhs.uk

Resources

The team is very proud of the [new resource hub](#) that has recently been launched on the website.

The resources have been removed from the Educator Development, Medical Leadership and Careers pages of the website and have been added, along with lots of brand new resources, to a central repository which is very easy to navigate and has an [RSS feed](#) to notify you when new resources are added.

Please visit the Resources hub here: <https://www.nwpgmd.nhs.uk/resources>.

The hub was demonstrated at the recent North West Annual Medical Leadership Conference where the theme was The Resilient Leader so there are a number of resources around [resilience](#) as well as resources from the conference itself.

If you have any suggestions for improvements to the hub please feel free to send them to nwd.comms@nw.hee.nhs.uk.

Education Development Team

The team was established in 2008 to facilitate closer working across the developmental activities of the Postgraduate Medical and Dental Education function in Manchester, including research, quality, communications, educator development and organisational development, and to strengthen collaborative links between all sections. Following the integration the team now works across both sites and the entire North West region.

Meet the Team

Dr Steven Agius	Senior Research Fellow
Dr Rebecca Baron	Associate Postgraduate Dean - GP (Medical Leadership)
Amanda Fox	Senior Programme Support
Dr Roisin Haslett	Associate Postgraduate Dean (Medical Leadership)
Jo Keyes	Education Development Programme Support
Tracey Lakinson	Head of Education Development
Rebecca Marland	Physician Associate Support Officer
Judith McGregor	Physician Associate Programme Lead
Dr Mumtaz Patel	Associate Postgraduate Dean (Research & Scholarship)
Dr Shirley Remington	Associate Postgraduate Dean (Careers)
Dr Alistair Thomson	Associate Postgraduate Dean (Educator Development)
Julie Want	Education Development Manager Medical Leadership and Careers
Karen Winterbottom	Education Development Manager Educator Development

For contact details please visit our Staff Directory: <https://www.nwpgmd.nhs.uk/staff-directory>

Elsewhere in PGMDE

LIFT Pilot

Longitudinal Integrated Foundation Training

There is a considerable body of literature commending **longitudinal training**, with evidence for better training and better clinical care. The **North West of England Foundation School** is piloting longitudinal training rotations, which do not have traditional FY2 placements in General Practice. Instead they have 6 four month placements in specialties, with a longitudinal attachment to a practice. We envisage **one GP surgery** per week, with two further sessions relating to the hospital specialty which may be in primary care e.g. minor surgery sessions, chronic disease management clinics and so on. All our tracks will be rich in clinical experience and will provide the expected standard of teaching and learning, as well as clinical and educational supervision. The doctors produced will be well-versed in **patient-centred practice** and a full range of care pathways. These tracks will be fully evaluated throughout the two year programme.

In February of this year the North West's **Physician Associates** programme started with the successful 160 students based in 1 of our 3 partner universities (Manchester Medical School, Liverpool University and the University of Central Lancashire) undergoing an intensive 16 week induction programme. These initial weeks are tailored to support the students in gaining the most out of their first placements, in either acute or primary care, which are due to commence on the 6th June.

The Physician Associate programme, as determined by the national framework, is split 50% academic learning and 50% clinical learning (placement time).

Professional behaviour, the acquisition of clinical skills and fitness to practice is monitored throughout the 2 year programme with Academic achievement being measured by institutional assessment across the 2 years and national assessment at the end of the programme.

For further information about the programme please contact:

Judith McGregor

Programme Lead Physician Associate Programme

judith.mcgregor@nw.hee.nhs.uk

T: 0161 625 7638

M: 0787 0850 728

Or visit our website page www.nwpgmd.nhs.uk/physician_associate where regular updates will be posted and future recruitment advertised.

Physician Associates

The University of Liverpool and Lancaster have held a careers event with a difference. Sponsored by HEE (NW) the event was held to help students and foundation trainees get the 'inside' information on different specialties. The event was held in March 2016 at the 2 universities and evaluations have been excellent.

The careers event was organised in the form of a **'balloon debate'** with different specialties competing against each other. Representatives from all the main specialties had 6 minutes to sell their specialty to the audience.

Feedback has been fantastic and included comments about people considering doing research into specialties they hadn't previously considered.

It's a different type of an event from a traditional careers fair as the audience have to listen to information on all specialties – but as it was so much fun this was no arduous task. In a careers fair the temptation for many may be to go and discuss their career with only those specialties they are considering and ignore the rest.

A fond farewell...



Dr Margaret Bamforth retired from her Associate Postgraduate Dean (AD) role at the end of March 2016. Margaret had a successful clinical career in child psychiatry and joined (the then) Mersey Deanery as an AD **more than 10 years ago**.

Margaret's portfolio has included Less-Than-Full-Time (LTFT) training, Education of Trainers, Quality as well as working with a number of Specialty Schools. She developed the Medical Leadership module with the RCP and Edge Hill University (where she is an Associate Tutor). Margaret was a member of the Doctors in Difficulty Group; she was **especially perceptive** in the role she took in managing doctors in difficulty and was much sought after by trainees in need of pastoral support. Her contributions have **helped influence** the plans for a Professional Support Unit into the future. She also worked on mentoring, resilience for the RCP and is a GMC Partner and member of the Quality Scrutiny Group of the GMC.

During the integration of the Mersey and North Western Deaneries Margaret **contributed greatly** to the alignment of structures and processes and the formation of one of the largest LETBs in the UK. Margaret was highly regarded by her peers. One said that she "showed **immense patience** and forbearance as we learned from her, always generous with advice and wisdom and exemplified the quote that **'it doesn't matter who takes the credit as long as the job is done well'**". Another said she "was a good friend, mentor and support to all her fellow ADs **helping us unite** into the new merged deanery" and a "valued and trusted colleague who was extremely professional, patient and personable - she was also **not afraid to speak up** if she disagreed with anything!" Prof. Jacky Hayden said "Margaret's contribution has been enormous and the future of postgraduate medical education in the North West owes much to her **energy, diligence and scholarship**."

Staff on both sites will miss her, but she is planning to **continue** some work in healthcare. She has been appointed as a 'Clinical' **Non-Executive Director** of Warrington NHS Trust where she will also Chair the **Quality Sub-Committee**. Margaret will be a **valuable addition** to their Board and we wish her every **success** in her new role.

Spotlight On...

Judith McGregor MBE

Physician Associate Programme Lead, Health Education England (North West)

Congratulations on your MBE for services to health education in the NHS. Can you take us on the journey of how you got to this point in your career?



I've worked in the NHS for 40 years having started my career as a Cadet Nurse on my 17th birthday. During my clinical career I worked predominantly in ITU and A&E. It was during my time as a sister in A&E at Aintree Hospital

that I was asked to work with Mersey Ambulance on the development of a programme aimed at up skilling paramedics in minor injuries; this programme became the fore runner to the national Treat and Refer Programme.

I was also at this time asked to re-introduce Cadets to the Trust after a break of 30 plus years, which was ironic given that was how I started my career. In January 2003, in partnership with a local Further Education College, we recruited twenty five 16-18 year olds onto the programme for Aintree; in September of that year 150 Cadets were recruited for Trusts across Cheshire and Merseyside. The following September we merged with the Greater Manchester Cadet Programme and have as the Skills Academy for Health recruited 400 plus Cadets per annum every year since.

For the previous 13 years I headed up the Academy working with a great team and a range of partners across the region on widening access programmes aimed at

supporting young people and those on working age benefits to secure training and jobs in the NHS. We also supported the training of AfC band 4 staff promoting the uptake of apprenticeships.

How did you find out that you were being honoured this year?

I received a letter mid-November asking me 'would I wish to accept the honour'! The letter is very clear that you can't tell anyone until the formal announcement at 10:30pm on the 30th December. It wasn't easy keeping the secret as over Christmas we were with the family and of course friends and I had to keep stopping myself from saying anything. My husband did know though as he was in the room when I opened the letter and screamed!

What are you working on at the moment?

The regional pilot programme of Physician Associates which started in 3 universities across the region in January of this year with the students going out on their work placements in June.

What did you want to be when you grew up?

I always wanted to be a nurse; I never entertained the idea of doing anything else.

Tell us a fun fact about yourself

During a trauma course I undertook we visited the RNLI station at Anglesey and they launched the lifeboat as a training exercise and I 'drove' it around the Irish Sea.

I love to bake, knit and sew and I'm a keen amateur photographer and am a proud grandmother to 3 beautiful grandchild. I also own a miniature dachshund called Frank who is most definitely the boss in our house.

