Welcome to the sixth issue of the Learner Support and Faculty Development newsletter. Inside you will find information about workstreams, activities and events of the Learner Support & Faculty Development Team at Health Education England in the North West’s Postgraduate Medical and Dental Education Department.

Developing people for health and healthcare

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Key Updates

Team News

The Learner Support and Faculty Development team say goodbye to Programme Support Manager Jules Woodcock, who is moving to a new role in Primary Care on 1<sup>st</sup> December. Jules will be succeeded by Sarah Metcalfe who we welcome back to take up the mantle on 10<sup>th</sup> December. People with a long memory may remember Sarah previously worked in the team in Dec 2012 - May 2015. She left to take up the role of HEE NW Quality Manager and more recently has been working at NICE.

Farewell to Nicholas Taylor

By Professor Jane Mamelok, HEE (NW) Postgraduate Dean

On his retirement at the end of December, we say goodbye to Nicholas Taylor the Postgraduate Dental Dean.

Nicholas will be just shy of 40 years' service to the NHS by the time he retires and in that time he has lived through many changes in the NHS, Dentistry and Postgraduate Medical and Dental Education.

Although Nicholas spent some time in oral surgery and Secondary Care Dentistry early in his career, his heart has always been in Primary Care Dentistry where he has been the driver and champion for innovation in Primary Care Dentistry locally in Lancashire and South Cumbria and nationally for more than 35 years.

Nicholas’ association with the North West Deanery, PGMDE goes back more than two decades; with a passion for developing people and the profession through training and education. I am pretty sure he has held every education role available from Foundation Trainer, District Dental Tutor, Associate Dean (Dentistry) and Postgraduate Dental Dean from 2010.

In 2015 he was appointed as Chair of the Committee of Postgraduate Dental Deans and Directors UK (COPDEND) and it is noteworthy that he was the first Chairman from a Primary Care General Dental Practice background.

Under Nicholas’ leadership, he has set the blueprint and overseen the most radical shift in dental training for a generation. Advancing Dental Care has been his “life’s work” over the last three years and through it he has been able to champion and implement a plan that will transform how we train the dental workforce and deliver high quality dental care well into the future.

Throughout all of this he has maintained his commitment to the North West with sterling service and support to the Postgraduate Medical and Dental team.

Nicholas will be greatly missed. He has been an invaluable member of the team for more than twenty five years. I hope that retirement gives him the opportunity for a well-earned rest and time with his family. However, I suspect he will not be idle and his passion for the outdoors and his love of the Cumbrian hills will keep him active.

I am sure you would all join me in wishing him well for a long and happy retirement.
The web pages for Learner Support & Faculty Development are being constantly updated, with news, resources and training opportunities. Here you can find the latest training events, details of the fellowships we offer, and an extensive list of downloads for you to use in your personal development.

You can find our website at: [www.nwpgmd.nhs.uk](http://www.nwpgmd.nhs.uk)

We also welcome your feedback, so please contact us if you have any suggestions or queries about the website. Although we try to ensure that the website is always accurate and up-to-date, please contact the team at facultydevelopment.nw@hee.nhs.uk if you spot any broken links or inaccurate information.

The LSFD team have received a lot of feedback asking if we could make it easier to keep up with what we are offering to trainees, what courses and events that are coming up, and which resources are uploaded to the website.

You have 2 options that will help you stay up to date with new learning opportunities from the LSFD team. Firstly, we have a Twitter feed for the team, which you can follow at @LSFD.HEENW. Secondly, we offer an email mailing list where you can sign up and receive new courses, events and developments straight to your inbox.

To join our mailing list, e-mail us at facultydevelopment.nw@hee.nhs.uk and ask to be added to the list.

In HEE NW all consultants and SASG who supervise trainees must be recognised at the least as clinical supervisors. The Autumn 2016 and 2017 newsletters give information about the HEE NW process for recognition as a clinical or educational supervisor. To retain recognition trainers are required to undertake at least one piece of educational CPD per annum.

All trainers need an annual appraisal of their educational role, as part of the review of their scope of practice.
- Consultants (and SASG doctors) working as educational and clinical supervisors will have their trainer status reviewed at Trust level;
- HEE NW senior educators (i.e. Associate Postgraduate Deans, Heads of School, Training Programme Directors, Foundation Programme Directors, Directors of Medical Education, etc.) are required to undertake an Educational Appraisal, using HEE NW documentation, available on our website.

The document on trust specialty training leads has been revised and updated on the HEE NW website and can be found here.

If you have any queries on any of the above or require further clarification, please do not hesitate to contact us at facultydevelopment.nw@hee.nhs.uk.
‘Enhancing Working Lives’ was the theme of this year’s Annual Postgraduate Medical and Dental, Education and Leadership Conference, held at Haydock Racecourse on the 21st September. With increasing pressure on doctors to perform, it was a good time to raise awareness of what might help. The day began with a fascinating talk from Professor Vicki Culpin on the “The Business of Sleep”. Here are just a few of the messages she shared:

- Lack of sleep has serious implications for health, and effectiveness of decision making.
- Adjusting shift patterns and the opportunity to take a short nap could improve outcomes
- Most of us need more sleep – and would have significant benefits from prioritising sleep
- If you sleep for less than 6 hours per night it increases your risk of mortality by 13% (7% for 6-7 hrs per night)
- We are three to five times more likely to catch a cold if lacking sleep
- In 2007 the World Health Organisation classified night shift as a probable carcinogen due to circadian disruption

You can watch her full presentation on YouTube, or read her book “The Business of Sleep”.

Workshop options included a Myers Briggs Type Indicator (MBTI) workshop, training in inclusive supervision, an introduction to Neuro-Linguistic Programming (NLP) and more.

The poster competition winner was a poster for developing an in-house simulated surgical skills course for junior doctors, submitted by Drs Qureshi, Mohamad, Seb and Muhammad from Tameside.

The final talk of the day was from Julian Stodd on Social Leadership. This was an opportunity to consider leadership in organisations both medical and other settings, and how crucial social power and social interaction are in supporting how we work, as we become “nested” in our own tribes or units and tell our own stories.

Trust in leadership is crucial and very complex. As a new leader you may arrive with a trust score of zero – if you engender trust based on your actions that score may go up to ten. However if you do something that loses the trust of your followers your score can go to minus fifty... Here is his full talk on YouTube.

Feedback from the day was extremely positive and we’re already planning next year’s conference. All the resources from the presentations and workshops are available on the HEE NW website.

You can also visit our Twitter to see updates from the day itself, including all the posters at the conference, at @LSFD_HEENW. More Tweets about the conference can be found using the hashtag #PGMDEL18

Next year’s conference is scheduled for Thursday 19th September 2019. If you are interested in presenting a workshop, or you would like to be added to our mailing list to receive updates, you can email us at facultydevelopment.nw@hee.nhs.uk
Spring Educators Conference — 22 / 23 May 2019

Developing Talent - Maximising Potential

2019’s Spring Educators Conference is being readied for registration, and is to take place in Preston on Wednesday 22\textsuperscript{nd} and Thursday 23\textsuperscript{rd} May.

This year’s theme centres on the subject of talent development. Whether that means supporting those who need it most, or enabling your brightest trainees to shine, building on someone’s existing talents is an essential part of an educator’s skillset.

We are now looking for workshops relating to this theme to start building a programme. If you think that you could add to this programme with a workshop of your own, we would love to hear from you! Please email us at facultydevelopment.nw@hee.nhs.uk with a brief outline of your idea.

Research & Development

Peer Teachers in Practice (PiPs)

HEE NW Deputy Dean, Professor Paul Baker, has been working with Dr Miriam Leach on the brand new PiPs initiative. Please click here for more information about PiPs, and click here for an update of NW activities from July 2018.

Research, Innovation & Educational Scholarship Update

It has been a productive year for postgraduate medical and education research, as numerous studies have been completed, published and presented at both National and International conferences. The August update can be found here, along with the October update from HEE NW Associate Dean, Dr Mumtaz Patel here.
Medical Leadership

North West Leadership School Committees

Recruitment for the Leadership School’s 3 regional committees was held throughout September. Over 40 trainees applied to the committees, with 29 being recruited from a wide range of Trusts, grades and specialties.

The first NWLS event of 2018-2019, i-Leader, will take place on Tuesday 27th November, with the technology trailblazers sharing their own leadership skills and ideas. **Unfortunately this event is now fully booked**, but you can find the flyer [here](#).

Further information about the NWLS Committees, events and plans can be found on the [HEE (NW) website](http://www.hee.nhs.uk).

Mind Tools

An exciting new pilot programme is being prepared for rollout in the North West. Mind Tools is a fantastic online resource for personal and professional development, with a huge library of training resources to help boost your career and your personal qualities as a medical professional.

Mind Tools is ideal for building a portfolio of training and achievement, which you can tailor to your individual career path. The toolkit can also be used by those supporting trainees, to identify resources that help with their development needs and create a development plan.

We are now accepting applications from trainers and trainees interested in contributing to the pilot. If you think it would be a useful tool, please fill out our brief application questionnaire [here](#). You can also visit [www.mindtools.com](http://www.mindtools.com) for more information.

Medical Leadership Events & Courses

**RCP Short Courses — The Individual As Leader**

This interactive 1 day workshop will allow participants to examine their own individual leadership styles and explore ways of dealing with the demands of life as a consultant in the NHS.

This course has been designed for trainee doctors of any specialty. You will learn about:

- Surviving as a senior doctor in the NHS today
- Emotional intelligence – understanding yourself, and others
- Leadership styles – identifying effective leadership strategies for yourself
- Problem solving – finding solutions to day-to-day challenges
- Seeking and responding to feedback – maximising opportunities through appraisal

Choose from:

- Friday 15th March 2019 [Click here to register](#)
- Monday 18th March 2019 [Click here to register](#)

The course will take place at:
RCP North, University of Liverpool, L7 3EA | [Map](http://www.royalcollege.org.uk)

2 further dates are to be arranged for this course, so if you would like to be kept informed of our upcoming training opportunities, join our mailing list at [facultydevelopment.nw@hee.nhs.uk](mailto:facultydevelopment.nw@hee.nhs.uk).
Careers Support

Careers Events & Courses

Many events in the 2018 / 2019 programme of Careers Support events and courses are currently FULLY BOOKED. However, we operate a waiting list and should a cancellation arise e may offer you that place. If you are interested in any of the below courses, please e-mail us at facultydevelopment.nw@hee.nhs.uk with the name of the course you would like to be considered for.

Careers Support Masterclass
This masterclass will support you in providing evidence for approval as a trainer, and is aimed at DMEs, HoS, TPDs, ES, and College Tutors. Dates:

- Thursday 22nd November 2018, Preston — Fully booked
- Friday 23rd November 2018, Liverpool — Fully booked
- Thursday 24th January 2019, Preston — Fully booked
- Friday 25th January 2019, Manchester — Fully booked
- Thursday 7th February 2019, Manchester — Spaces available, click here to register

Myers-Briggs Type Indicator® to help you understand and appreciate people's differences
Based on Carl Jung's personality type theory, the Myers-Briggs Type Indicator® is one of the most widely used assessment instruments in the world. This half-day interactive workshop for Specialty Trainees at ST4 and above utilises MBTI to provide each participant with the chance to identify their personality type, made up of four basic preferences, and provides a positive framework to explain how we interact with the world and each other. An understanding of the MBTI can enable individuals to use their communication strengths more effectively and improve and develop their communication style to build rapport quickly with a variety of people. Dates:

- Wednesday 28th November 2018, Manchester — Fully booked

New Consultants - Career Awareness
An innovative and interactive day to provide personal careers management skills and the ability to manage trainee career needs. This session is open to HEE NW trainees within 3 months of achieving CCT and to doctors having recently achieved CCT or CESR and been in post within the North West for less than 12 months. Dates:

- Tuesday 15th January 2019, Liverpool — Fully booked
- Friday 8th February 2019, Manchester — Fully booked

Transitioning to Consultancy
A careers day for higher trainees approaching CCT and successful CESR applicants preparing for consultancy. Dates:

- Tuesday 27th November 2018, Manchester—Fully booked
- Tuesday 4th December 2018, Liverpool — Fully booked
- Thursday 21st February 2019, Manchester — Fully booked
- Wednesday 27th March 2019, Manchester — Fully booked

Remember you can get up to the minute news of new courses and learning opportunities by following us on Twitter: @LSFD_HEENW
2019 Cohort

Applicants for the next cohort of Medical Leadership & Education Fellows, to commence the programme in February 2019, are currently being shortlisted. Recruitment for the Fellowships takes place on an annual basis, so if you would be interested in knowing when the 2020 cohort application process begins, please e-mail us at facultydevelopment.nw@hee.nhs.uk and we will keep you informed. This 2 year programme is open to all hospital-based trainees ST4 and above. A Leadership programme designed to fit with GP training is in development.

Academic Programme
A Health Education England funded Postgraduate Certificate at Edge Hill University

Medical Leadership Fellowship:
Leadership Fellows will enrol on the PG Cert Medical Leadership and study the following modules:
• HEA 4117 - Medical Leadership (20 credits)
• HEA 4095 - Planning and Managing Change for Medical Leaders (20 credits)
• HEA 4096 - Implementing Change in Practice for Medical Leaders (20 credits)

Medical Education Fellowship:
Education Fellows will enrol on the PG Cert Workplace-based Postgraduate Medical Education and study the following modules:
• CPD 4706 - Teaching and Learning in the Medical Workplace (20 credits)
• CPD 4707 - Supporting the Postgraduate Learner in the Medical Workplace (20 credits)
• Plus an optional 20 credit module to be chosen from the current validated options

Clinical Programme

Medical Leadership Fellowship:
Design and delivery of a quality / service improvement project related to medical leadership in the trainee’s clinical setting, either workplace based or school based, supervised by a senior member of faculty at HEE NW and with the support of the Trust Clinical Director (or equivalent).

Medical Education Fellowship:
Design and delivery of a quality / service improvement project related to medical education in the trainee’s clinical setting, supervised by a senior HEE educator with the support of the Trust Director of Medical Education.

The project must be in addition to any annual audit / QI project required as part of the specialty curriculum requirements and will be trainee-directed with input as required from a range of senior educators, including Associate Deans, Heads of Schools, Training Programme Directors, Clinical Director and Directors of Medical Education, as relevant to the project.

Vocational Programme

Medical Leadership Fellowship:
• Opportunity for 4 x shadowing days (two per year), shadowing colleagues in Leadership roles appropriate to current placements
• Kings Fund Days x 2-4 TBD depending on cost
• Opportunity to join an action learning set with Leadership Academy Management Trainees

Medical Education Fellowship:
• Attendance at an ARCP as an observer (year 1)
• Attendance at a quality intervention visit as an observer (year 2)
• Up to 4 shadowing days (2 per year), shadowing people in Educator roles Associate or Deputy Dean at HEE NW, DME, TPDs

All Fellows will have access to the following:
• A number of psychometric tools (e.g. MBTI, Belbin) delivered by an HEE NW member of staff (year 1)
• Membership of the North West Leadership Academy’s coaching and mentoring scheme, which provides training to become a mentor and/or coach, as well as access to both mentors and coaches
• Attendance at 2 x development days per year, run by HEE NW (years 1 & 2)
• Opportunity to present a poster at the HEE NW Annual Conference (year 1 & 2)
Roisin Haslett, Associate Dean

How long have you worked for Health Education England?

I have worked for HEE NW for nearly 3 years and I started as an Associate Dean in January 2016.

What does your portfolio include?

Schools

The schools that I look after as part of my portfolio are emergency medicine (EM) and acute care common stem (ACCS). I support the Heads of school and TPD's in EM and ACCS and areas that I have been involved in include the restructure of both STCs with appointment of new TPDs, strengthening the ARCP processes and improving the management of doctors in difficulty.

Trusts

I support the DME's in the RLBUHT, AUHT and LHCH so I am based at the Mersey end of the NW for much of my time.

Leadership

I work with Rebecca Baron as the AD’s with responsibility for delivering the leadership development strategy. Currently I am overseeing the introduction of a new leadership fellowship and continuing to oversee the leadership module both delivered by Edge Hill University.

I help with the organisation of the leadership conferences which this year was shared with the education development team. I am a member of the National Postgraduate Deans Leadership Leads Group.

My newest project is to launch a pilot of a web-based resource called Mind Tools which has multiple resources including some to support leadership development.

What was your career path to becoming an Associate Dean?

I have been involved in PG medical education since I became a Consultant in ICU and anaesthesia at SRFT in March 1999. I have had a number of trust based education roles. Firstly, I was the ICM Tutor from 2001 until I became the Foundation Programme Director in January 2009. I really enjoyed that role but left it when I was appointed to the DPGME role in September 2013.

To support this interest I completed my PGCert Work Placed based Medical Education June 2012 Edge Hill, applied and was awarded FAcadMEd in 2013.

I completed my Masters in Clinical Education at Edge Hill in February 2018 with a dissertation about the impact of gender on ICM career choice. This was an area of particular interest to me and I have completed previous studies, presented invited lectures nationally and have supported trainees considering this career choice within and outside the NW region.

What did you want to be when you grew up?

When I was very young I really enjoyed gymnastics and I wanted to be in a circus as a trapeze artist. This obviously didn’t work out but my husband has commented that I might have managed to have a life that sometimes feels a bit like a circus without the trapeze!!

What do you do to relax?

My gymnastic days are well and truly over but to relax I now like running, spinning and going to pilates. Most of my free time however is spent with my husband and 4 children but I am not so sure this is always particularly relaxing!

One fun fact about you.

I can still just about do a cartwheel but usually only when dared to at a summer BBQ after a little glass of something fizzy!
Each year the General Medical Council (GMC) through the National Training Survey (NTS) survey all doctors in training and trainers for their views on the quality of their postgraduate medical education and training. The GMC launched its 2018 annual national survey for doctors in training and trainers in March 2018 commencing in May 2018.

The survey helps to make sure doctors in training receive high quality training in safe and effective clinical environments, and that trainers are well supported in their roles. The data is used to measure the quality of postgraduate medical education and training against specific indicators and standards and to help employers find out how doctors view the quality of training within their trust. It provides robust and comprehensive data about training posts and training programmes.

The 2018 survey yielded a response rate of 98.8% for the North-West. The national response rate was 95.7%.

The survey helps to ensure that medical education and training is meeting the standards the GMC set to support high-quality medical care across the UK. The results support postgraduate deans, medical royal colleges and faculties, and local education providers to recognise aspects of training that work well and areas that can be improved.

The GMC survey is used by the Quality Function to support the internal quality management and quality assurance of training, we do this in the following ways:

- To quality assure medical education and training, identify trends in the data for review and follow-up.
- To identify how we can improve how training is delivered and doctors are supported.
- To identify and resolve any patient safety issues.
- To identify local concerns and produce action plans and monitoring of high-risk areas.
- To identify any examples of good practice that can be celebrated and shared.

Doctors in training provide a great deal of frontline care to patients. They play a key role in ensuring patient safety by raising concerns if they feel that patients are at risk. As such the GMC, in partnership with HEE local offices investigate every patient safety and undermining concern raised in the survey by doctors in training.

The GMC results are reported by Trust, Indicator and Programme and highlight any occurrences of outliers within the data and reports. To find out more about the GMC NTS results for 2018 in your area, go to [https://www.gmc-uk.org/about/what-we-do-and-why/data-and-research/national-training-surveys-reports](https://www.gmc-uk.org/about/what-we-do-and-why/data-and-research/national-training-surveys-reports).
Promoting Professionalism & Ethics in Multidisciplinary Practice Module

The first cohort of this new module, led by Professor Pramod Luthra, completed at Edge Hill University in August 2018. The pilot was delivered to a multi-disciplinary cohort of 23 practitioners, drawn from 6 different healthcare professions including Physician Associate, Dentistry, Midwifery, Nursing, Doctors and Healthcare Managers.

The Module Team would like to thank everyone for their evaluation responses, and for engaging so fruitfully in the module discussions and activities. It is particularly pleasing to see such a positive response from module participants.

Everyone who responded felt that the module was well organised and well-structured, that academic support was readily available to all respondents, and that module learning outcomes, assessment criteria and assessment guidance were all clear.

From the individual qualitative comments from the trainees, it was clear that the module has raised consciousness regarding professionalism in practice, and in particular, that it has also raised awareness regarding the development and facilitation of professionalism in practice, and the importance of maintaining professional standards. Furthermore, some individuals have also indicated specific areas of impact on their own future practice, including one practitioner who has now set up an online support group to assist with professional role identity development and inter-professional working. Everyone who responded felt that they had engaged sufficiently with the module to gain maximum benefit.

This module was specifically designed to support the development of healthcare educationalists to help nurture, lead and ensure an effective multi professional approach. Participation is open to all NHS staff with a specific interest to develop their educational leadership ability and careers, within a multi–professional context focused on professional attributes, values and skills. It is based largely on the generic professional capabilities required by all health care professionals to provide high quality and safe patient care and will draw upon “Generic professional capabilities (GPCs) framework” as one of the reference documents.

It is hoped that this module will be run again in the future, so please let us know if you would like to be kept apprised of future developments.

HEE NW Funded Modules at Edge Hill University

Teaching & Learning in the Medical Workplace

Recruitment is still ongoing for the February intake of module CPD4706. This module is recognised by HEE NW as meeting the GMC requirements for the role of clinical supervisor. For more information, please click here. Trainees can find out if they are eligible for a funded place by clicking here. Any trainees that are interested in applying or have queries about the module should contact facultydevelopment.nw@hee.nhs.uk or ClinicalEducation@edgehill.ac.uk and apply by no later than Monday 26th November as places are being filled and there is a cap on numbers.

Medical Leadership

There are still a number of funded places available on module HEA4117. This is available to all HEE NW hospital trainees that are ST4 and above, or GPST1-3. Further information about the course can be found on the HEE (NW) website and on the Edge Hill University website. Any trainees that are interested in applying or have any queries about the module should contact facultydevelopment.nw@hee.nhs.uk or heemedleadership@edgehill.ac.uk