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

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

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**Team Updates**

We would first of all like to thank everyone who stepped in to help during the Learner Support & Faculty Development’s hiatus following the CSR Health Education England restructure which took place in late 2017.

Learner Support and Faculty Development has recently welcomed some new additions to the team. Julia Woodcock, the Programme Support Manager, arrived in March; her portfolio includes the Educator Development, Medical Leadership, Careers and Professional Support work streams. Justin Baker joins in July as a Support Officer and Jamie Morgan, filled the vacant Programme Administrator position in April.

We would also like to send our congratulations to Amanda Fox, who has moved from her role as a Programme Support Officer to work as Programme Coordinator on HEE’s Supported Return to Training (SuppoRTT). Amanda has been joined on the workstream by Donna Sant, who started with HEE in June as a Programme Administrator. More information on SuppoRTT can be found here.

Revalidation of junior doctors also sits within the Learner Support & Faculty Development team with colleagues Katy Jones and Enrico Azicate, who report directly to Janet Brown, the new Business Manager.

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The Spring Educators event took place on the 8th and 9th May in Leyland and was well attended by senior educators from across the North West. This year’s theme, ‘Mind the Gap’, covered a range of topics relating to supervising trainees, identifying issues early, joining up across multi-disciplinary teams, and providing appropriate support and interventions to support progression and achievement of outcomes.

Attended by Associate Deans, Heads of School, Training Programme Directors and many other Postgraduate Educators, the event was very well received, as the vast majority of delegates rated the event as good or excellent.

The evaluation, as well as many of the presentations and resources from the event can be accessed by clicking here

Next year’s event will be held on the 22nd and 23rd May; more information about this will be published throughout the year.

This year, our annual conference is scheduled to take place on Friday 21st September at Haydock Racecourse. Further information about it can be found on our website.

This is a one day conference for DMEs, HoS, TPDs, MEMs, Educational Supervisors, NW HEE Staff and anyone else working in postgraduate medical and dental education with an interest in Educator Development and Medical Leadership. The theme of the conference is ‘Enhancing Working Lives’ and will feature keynote speakers including:

Professor of Organisational Behaviour at Ashridge Executive Education, Vicki Culpin, will be sharing her research on the serious cognitive and health consequences of insufficient or poor quality sleep highlighted in her most recent book, The Business of Sleep.

Julian Stodd, Founder of Sea Salt Learning, will speak about ‘Social Leadership’ including an overview of the formal vs social systems, culture, and how Social Leadership works.

To supplement the keynote speeches, there will be a series of 10 workshops, on topics relevant to Enhancing Working Lives; delegates will have the opportunity to attend two.

Spearheaded by HEE’s Professor Pramod Luthra alongside Senior Lecturer, Dr Cathy Sherratt, the ‘Promoting Professionalism and Ethics in Multidisciplinary Practice’ module started in April 2018 with learners drawn from a multi-professional backgrounds. Further information about the module can be found here. The course is due to run again in mid February with 10 places funded by HEE; please check the previous link for updates.
**Educator Development**

### Background

Trainees must be supervised by fully recognised Trainers – defined as Educational and Clinical Supervisors from consultant and SASG staff.

The GMC put trainer recognition status on the Registered Medical Practitioner list on the GMC website from autumn 2017. Trainers should check their LRMP entry. If training information is missing, please contact the Medical Education Manager/ Postgraduate Centre in your the Trust.

### Gaining and retaining recognition

In HEE (NW) all consultants and SASG who supervise trainees must be recognised at least as Clinical Supervisors. This includes those working with trainees on call, at nights, weekends, in operating theatres or in outpatients etc. Trainees do not need recognition as trainers, though they can gain the qualifications and documents to give them recognition when awarded CCT.

The Autumn 2016 and 2017 newsletters (here and here) give information about the HEE (NW) process for recognition as a Clinical or Educational Supervisor. The Autumn 2016 newsletter contains the Academy of Medical Educators seven domains for trainer recognition. A framework providing examples of evidence for educators and appraisers can be accessed here.

To retain recognition trainers are required to undergo annual appraisal which includes one piece of evidence covering domain 7 (educational CPD) per annum, with three separate types of evidence in any five year period. Over the five year recognition period trainers must submit one piece of evidence from each of domains 1 – 4 for CS and 1 – 7 for ES. This may be achieved from attendance at a refresher course, or acquired from a variety of sources.

New consultants / trainers generally will need to attend an externally accredited and DME approved course. Alternatively, trainers may be able to submit one piece of evidence from each of domains 1 – 4 and 7 for CS and 1 – 7 for ES, for approval by the DME.

### GMC Trainee and Trainer Survey Results

The 2018 GMC National Training Survey (NTS) and Trainer Survey were open between 20 March and 9 May. HEE NW this year achieved a provisional response rate in the NTS of 98.8% and 56.1% of trainers responded to their survey. We expect the reporting tool to go live on the GMC website around the end of June.

### Education Appraisal

All trainers in medical education roles need an annual appraisal of their education role, as part of the review of their scope of practice.

Consultants and SASG doctors working as Educational and Clinical Supervisors will have their educational contribution - and trainer status - reviewed at annual appraisal at their Trusts, using local systems.

All HEE (NW) Senior Educational Leaders (i.e. Associate Postgraduate Deans, Heads of School, Training Programme Directors, Foundation Programme Directors, Directors of Medical Education, etc.) are required to provide the evidence to demonstrate ongoing fitness to participate in medical education activities. This will be included in the Educational Appraisal, which will take place via HEE (NW) processes. The outcome document from this will then form part of the Trust-based annual appraisal process for those who are clinicians.

Guidance and a template for Educational Appraisal of HEE (NW) Senior Educators are available via the website and can be accessed here and here.

### Contact Us

If you have any queries on any of the above points or require further clarification please contact us at facultydevelopment.nw@hee.nhs.uk
This year's fair was held at the Crypt in the City's Metropolitan Cathedral on 6th March, and was sponsored by HEE (North West), the University of Liverpool's Integrated Clinical Academic Training (ICAT) and the Medical Indemnity Organisations. Medical students and foundation trainees from around the North West were invited to the event; over 600 attended.

The fair featured a wide range of over 40 stands including all the main medical specialties, North West of England Foundation School (NWoEFS), many of the Royal Colleges, and the Defence Organisations and Forces. A programme of talks was included throughout the evening which included topics such as, ‘Getting Involved in Research or Medical Education as a Medical Student and Foundation Trainee’, ‘How to Improve your CV’, ‘Why General Practice Wants you’, ‘Psychiatry as a Career’, ‘Why you should Choose Academic Medicine’ and ‘What is a Foundation Year 3?’

Feedback from all who attended on the day was very encouraging, and there were large groups of students and trainees to be found around each stand; it continued to be busy throughout the evening. The Careers team would like to give special thanks to our heads of specialty schools and training programme directors who helped staff the stands along with trainees form their specialty areas.

A number of other events were held throughout the previous year, with events for next year being planned. Updates about future events will be posted on the Careers webpage.

Chris Waddelove continues to visit individual Trusts to run sessions for FY1s and FY2s, which has been very popular this year and a few new Trusts have asked for support. If you would like Chris to come and support your Trust, then please contact her: Christine.waddelove@hee.nhs.uk
Congratulations to our 2016 cohorts of Fellows, who will finish their programme in August 2018.

We have refreshed our two Fellowship schemes and created a combined Medical Education and Leadership Fellowship programme for trainees. This will commence from February 2019; please stand by for updates.

**Support to North West Leadership Schools**

Our NWLS are in process of rotating their committee members, Erin Meenan, former Chair of Greater Manchester, has spoken to Learner Support & Faculty Development about her experience as chair of the Greater Manchester Leadership School; please click here to find out more.

The 3 sub-regional schools held several events throughout 2017/8; if you would like to keep up to date with NWLS and their activities, or know who trainees who would like to get involved, then please see below:

**Cheshire & Merseyside:**
merseyleaders@gmail.com | Facebook | Twitter

**Cumbria & Lancashire:**
nwlscumbrialancs@gmail.com | Facebook | Twitter

**Greater Manchester:**
parth.desai@nhs.net | Facebook

**DEMEC 2019**

Next year’s conference will take place on the 2nd and 3rd of December 2019 at Manchester Central. The open call links for chair nominations, parallel session topics, and speakers are now live on the DEMEC website; please see the right-hand column of the page.

More information can be found by clicking here

**Helping Junior Doctors Develop Leadership Skills**

HEE, in partnership with the Faculty of Medical Leadership and Management (FMLM), has launched a toolkit to help junior doctors improve their medical leadership skills.

The resource, called Developing medical leadership: a toolkit for doctors in postgraduate training, points trainees towards various avenues for enhancing their leadership skills.

These include e-modules that are freely available online, the key literature to read including FMLM's leadership standards for medical professionals, as well as joining committees, undertaking quality improvement projects, and applying to a competitive leadership development scheme, such as the National Medical Director's Clinical Fellow Scheme.

Please download this PDF and share this resource with colleagues.

**NACT UK Conference**

**2018**

Click here to see Manchester University NHS Foundation Trust's winning poster entry at this year’s NACT UK Multi-Specialty Conference.

The abstract that accompanies the poster can be found on page 6 of the PDF; please click here to access it.

**2019**

On the 15th & 16th May 2019, NACT UK will be celebrating its 50th year in Cambridge. They would be very grateful if you could avoid clashing with their celebration when arranging dates for 2019 to help them celebrate their Golden Jubilee.
Spotlight on…

**Clare Inkster**

Job Title: Postgraduate Associate Dean

How long have you worked for Health Education England?

I have worked for HEE since 2010. I spent my first 3 years here as a Training Programme Director, before becoming an Associate Dean in 2013.

What does your portfolio include?

Besides Salford, I also cover all of the mental health trusts and the School of Psychiatry in the North West. In addition to this, I have the portfolio for Values & Behaviours, and Equality, Diversity & Inclusion (EDI). This has led to some interesting work such as undertaking cultural values assessments in Bolton, Morecambe Bay, Salford, and at the School of Anaesthesia. We also have an active EDI group consisting of a team of dedicated HEE staff and trainees from around the region. We are working to ensure that any barriers to progression are removed and that all trainees feel supported. Alongside this, we are developing a series of Education Development workshops relating to these issues.

What was your career path to becoming an Associate Dean?

I first became interested in medical education during my time as a registrar in Preston; I noticed that Senior House Officers were struggling to pass their postgraduate exam, so I began teaching them. It was very rewarding to see the results of such a small investment of time (and of course a lot of hard work from the SHOs), culminating in their exam success. After this, I took the conventional pathway: I progressed from college tutor, to regional advisor, and then I became a TPD before reaching the position of Associate Dean.

What did you want to be when you grew up?

I had always wanted to be a doctor since the age of 3. Although I do not come from a medical background, I was fascinated by injury and disease, and as a result of watching the TV Programme, Your Life in their Hands, I wanted to become a surgeon. I was a dreadful hypochondriac, and I’m sure the local GPs came to dread my visits as a small child! If I hadn’t taken a medical career however, I would’ve liked to be a Marine Biologist.

What do you do to relax?

Besides sleeping, I really enjoy photography, reading and scuba diving. My daughter has recently got me addicted to Love Island.

Fun Fact

As a result of my hair colour making me stand out, I always get selected for things when I am in the audience. The worst example of this was when I had to spend 30 minutes on stage at the Liverpool Everyman Theatre’s production of Cinderella – which involved getting pies thrown at me as I was riding an exercise bike! The best bit was driving two shire horses and a carriage round the arena.

More information about Clare’s EDI work can be found by [clicking here](#).
Conference 2018

Annual PGMDE Education & Leadership Conference

Health Education England

Enhancing Working Lives

Friday 21st September 2018
Haydock Racecourse, Haydock

“Individually, we are one drop. Together, we are an ocean”

Ryunosuke Satoro (Japanese writer)

This is a one day conference for DMEs, HoS, TPDs, MEMs, Educational Supervisors, NW HEE Staff and, anyone else working in postgraduate medical and dental education.

Please note: This conference is fully funded by Health Education England and our cancellation policy will be in operation.

CALL FOR ABSTRACTS

We would love to know what has been happening in the North West around the theme of ‘Enhancing Working Lives’. Would you like to share your work and submit an abstract to deliver a workshop or present a poster at the conference? Please contact the below email address to get involved or find out more.

SPEAKERS

Prof Jane Mamelok
Postgraduate Dean
Health Education England

Prof Vicki Culpin
Professor of Organisational Behaviour
Ashridge Executive Education, part of Hult International Business School

Julian Stodd
Founder
Sea Salt Learning

For further details about the conference including how to register please contact facultydevelopment@hee.nhs.uk