

Covid Recovery & Trainee Experience

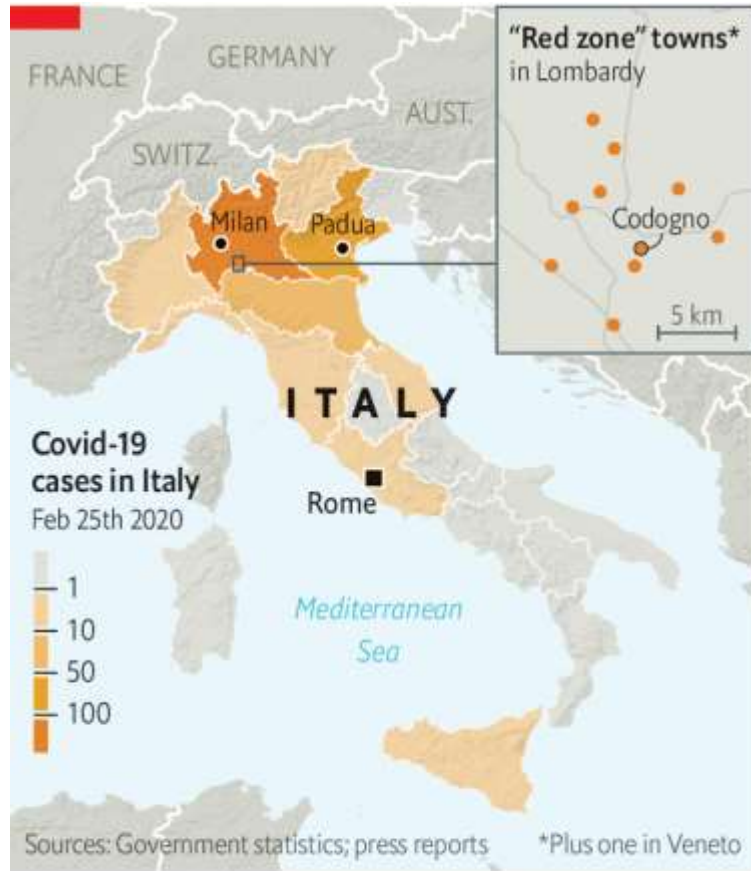
Vs

All the Answers, All the Money

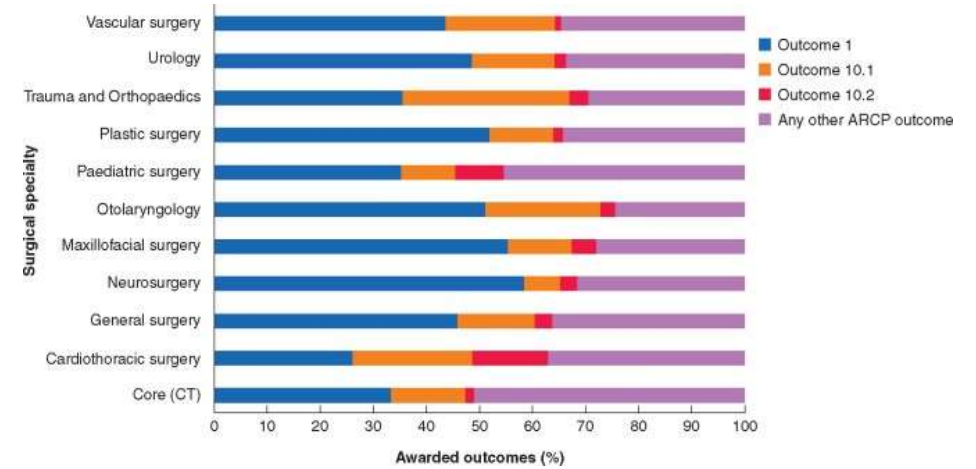
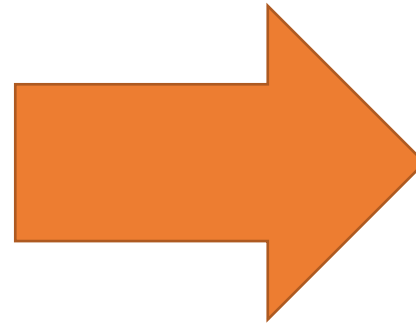


Tamsin Dunn & David Ross
Associate Postgraduate Deans

Cause & Effect



The Economist



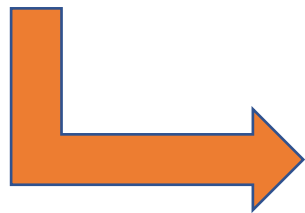
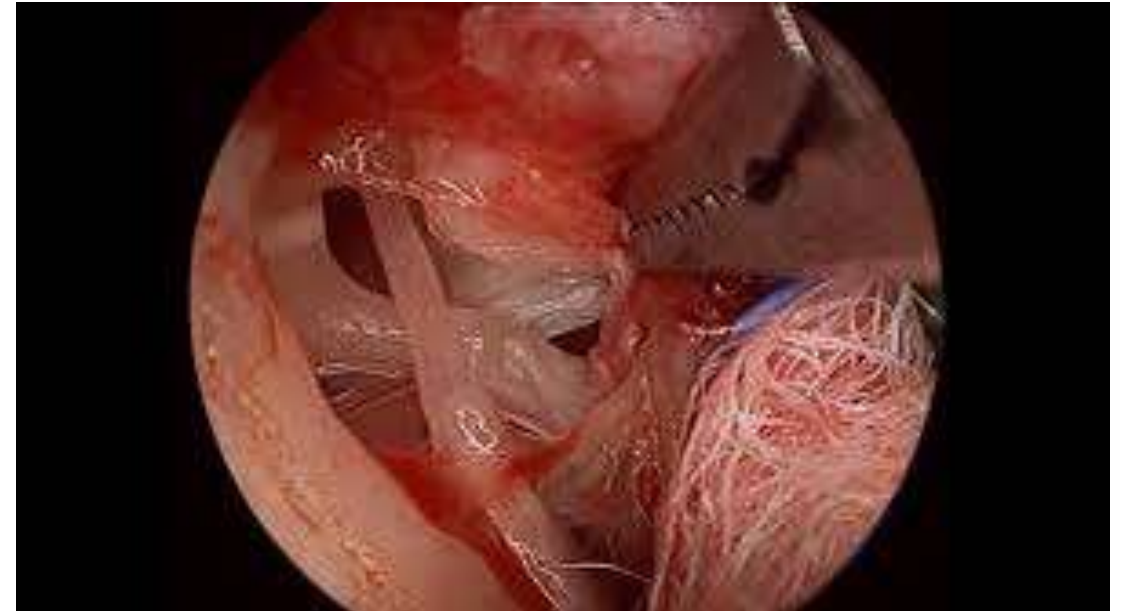
“No training today, no doctors tomorrow”



Understanding

Local Knowledge
& Solutions

Specialty Knowledge
& Solutions

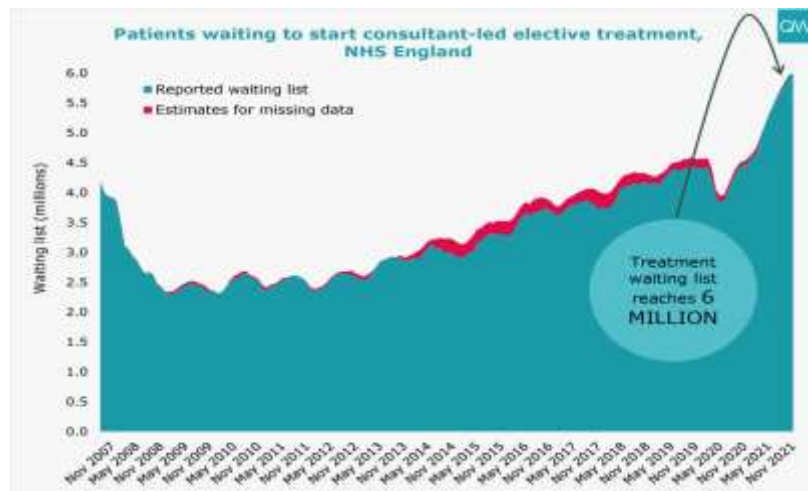
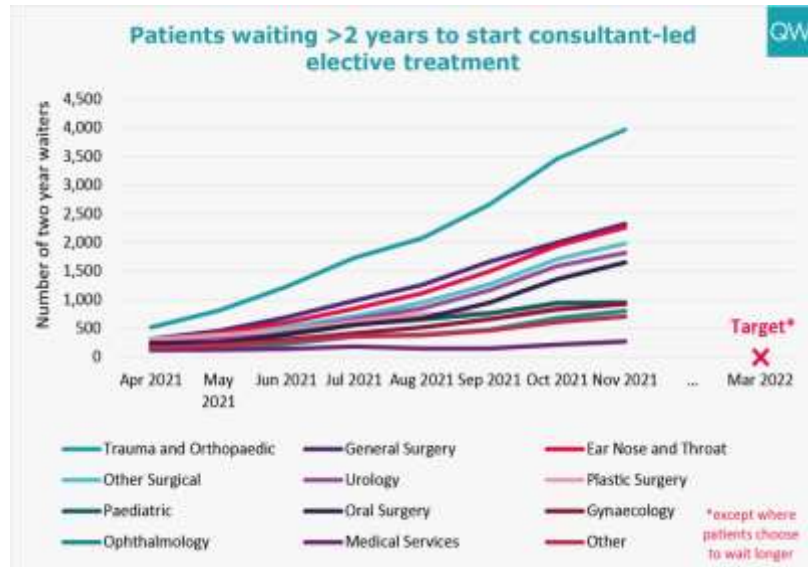


Communication



Service Recovery Vs Training Recovery

Mutually Exclusive?



HEE Response – Reset, Recover, Reform



Money, Money, Money?

Ideas, Time & People.....Not Money

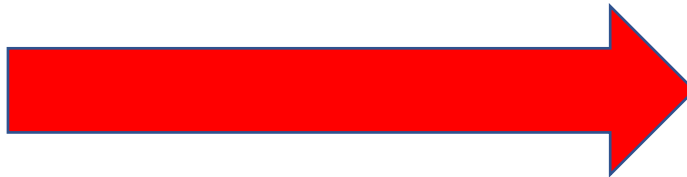


“TEL is not the panacea of all our training recovery ills”

The Long Game – Wellbeing, Training Experience

So.....? Prove the principle

- “Don’t be afraid to fail”
- Aim for broad impact
- Tangible outputs
- Focus on ‘micro-deliverables’
- Fund specific achievable items
- Measure the value
- Sell the model
- Recurrent funding





The Investment

- HEE Central gave direct to trusts
- HEE NW received £1.3 million to invest
- Rapid investment into trusts & schools before end of financial year
- Variable according to size
- Limited guidance available



What have we done with it?

- HEE NW Workshops
 - Imposter syndrome workshops
 - Civility saves lives workshops
 - Mental health first aid course
- Trusts
 - Simulation equipment
 - Trainee wellbeing support
 - Coordination of education & training
 - Training for ES
 - Clinical Fellows
 - IMG support



What have we done with it?

- Specialty Schools
 - PAs according to number of trainees
 - PAs to current TPDs
 - New TPD roles
 - Training development
 - Support for Educators
 - Trainee support & wellbeing
- Clinical Educator Project in Acute Medicine
- Courses for trainees



What next?

- Multiple quality improvement projects
- Iterative process
- Assess what works & what doesn't
- So how do we assess this?
 - ARCP outcomes
 - Retention, recruitment, LTFT
 - Trainee wellbeing – interviews, surveys
 - ES feedback
 - Transition to consultant
 - TRES & FtP



What are the challenges?

- Communication & Relationships:
 - Between Schools & Trusts
 - Within Trusts
- Success or Failure - Defining the metrics
- Service and training recovery – how can they work together?
- Wellbeing - how can we effectively support 8000 trainees?
- Reform.....



Year 2 Priorities 2022/2023

- Prepare for Year 2 funding
- Based on evaluation & monitoring
- Types of Interventions
 - Wellbeing sessions
 - Educator development
 - Admin support
 - TPD support
 - Simulation
 - Bootcamps / skills labs
 - Exam prep

Over to you.....

- Think – Discuss – Share
- The Good – The Bad – The Ugly
- Done & Dusted - In Progress- Ideas & Aspirations
- 3 point feedback for each table
- Table scribe for a bit more detail



Communication, Communication, Communication

1. You have several trainees on a 10.1 with specific learning objectives & 6 months left in training to achieve them. You choose to place them in specific units as you are aware they have the resources to deliver the skills. How are you going to ensure the trust is aware and the trainee is supported to deliver these objectives
2. Your trust has set up a high-volume low acuity surgery treatment centre. As DME how are you going to engage with specialty training and ensure that the training capacity is utilised?

Evidence of success.....or Failure

“I just know that there is value but how do I prove it?”

What are the metrics of success that will confirm ‘proof of principle’, attract future funding & embed the change?

Education & Operations (Managers)

**How have you built the bridge
between training and service
recovery?**

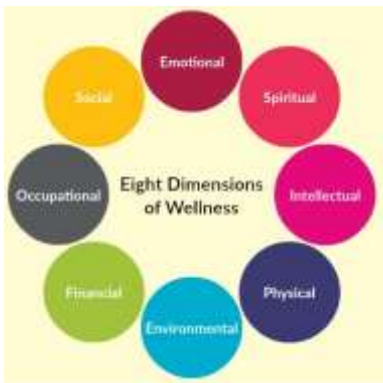
- Top tips
- Barriers
- Success stories



Wellbeing of your people

A large focus of training recovery is on wellbeing and resilience. Each Trust and School will have a wellbeing strategy. Of the initiatives that have been introduced what has worked, what hasn't and why?

What well being initiatives would you invest in over the next year within your recovery works?





Challenging Puzzle

- Collaborate
- Communicate
- Align service & training recovery
- Remember the mantra -

“No training today, no doctors tomorrow”

Bribery & Corruption

“You will never find a more wretched hive of villainy & scum?”



Engage with us, speak to us, we will give you.....

What have I learnt that I can share?

What are your 'lessons learnt' from your experience of directing or delivering recovery?

- Challenges
- Wins
- Knowing the unknown unknowns
- Key people