Welcome to the Spring 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.
## In this issue

### Key Updates
- Team News   
- Lead Employer Programme & Contract Manager   
- Training Support Network   
- GMC Trainee & Trainer Survey 2019   
- PGMDEL Conference 2019 - Save the Date   
- Spring Educators Conference - 22/23 May 2019   
- Mind Tools

### Medical Education & Medical Leadership
- Medical Education & Leadership Modules – Procurement Exercise   
- Fellowships

### Supported Return to Training (SuppoRTT)
- Meet the Team   
- Bid Scheme   
- SuppoRTT Champions   
- Guidance   
- Mentoring   
- Return to Training Programme   
- NW KIT Event   
- SuppoRTT CPD Funding

### Forthcoming Events
- 2nd Annual Peer Teachers Summer Showcase   
- DEMEC Conference - 2/3 December 2019

### Research & Development
- Longitudinal Integrated Foundation Training (LIFT)

### Elsewhere in PGMDE
- Asked To See Patient “ATSP” Teaching Programme 2019   
- Dr Christopher Bu, RCPsych Foundation Doctor of the Year
Key Updates

Team News

Spring is finally upon us and whilst is has been a busy end of year for the Learner Support & Faculty Development (LSFD) team we look forward to the coming year and continuing to develop our programme of support for the educator and learner network.

Over the next 12 months the team will be focusing on a procurement exercise for the provision of the postgraduate modules in medical education and medical leadership. Information on this can be found in the medical education and leadership section.

In this issue we are pleased to feature the Supported Return to Training programme and the range of initiatives available to support returners and educators. Embedding support at local level is a key objective so there will be a lot of investment in this over the coming year.

We are also pleased to announce the Training Support Network (TSN) which has been established to signpost trainees, and their trainers, to specialist services. More information can be found below.

Whilst the newsletter is an opportunity for LSFD to update you on what has been happening in the various programme areas we would like to use it to feature articles on particular areas of interest. If there is anything you would like the newsletter to cover or you have been doing a piece of work that you would like to share with the wider region please get in touch by emailing us at: facultydevelopment@hee.nhs.uk

Lead Employer Programme & Contract Manager

A warm welcome to Sarah Ellis who joined HEE North West on the 1st April as Lead Employer Services Programme & Contract Manager.

Sarah joins from the North West Streamlining programme where she worked predominantly with Trusts in Cheshire and Merseyside introducing improvements to HR practices covering training, recruitment, occupational health, systems, medical staffing and policy.

In her new role, Sarah will be focusing on ensuring that HEE are providing the Lead Employer (St Helen’s & Knowsley Trust) with what they need to run the contract on our behalf, that the Lead Employer are doing what they need to do as part of the contract specification, that North West Trusts are doing what they need to do for the Lead Employer and are getting what they need from the Lead Employer.

Sarah will primarily be based at the Regatta office, Liverpool and can be contacted as follows:

Email: sarah.ellis@hee.nhs.uk
Tel: 07554406371

Training Support Network

Health Education England in the North West (HEE NW) are pleased to introduce to all trainees and trainers, the Training Support Network (TSN).

It is widely recognised that some postgraduate medical and dental trainees will experience health, educational, performance or behavioural difficulties during their training.

The TSN has been established to signpost trainees, and their trainers, to specialist support services. It is available to all trainee doctors and dentists working across the HEE NW footprint who are experiencing...
difficulties which may affect their ability to train.

The TSN is also facilitating a training the trainers programme for the NW educators.

You can access the TSN at www.nwpgmd.nhs.uk/TSN

**GMC Trainee & Trainer Survey 2019**

The GMC has launched its 2019 annual national survey for doctors in training and trainers. It will run until midday on the 1st May 2019. Trainees and Trainers who have yet to complete the survey will receive weekly reminders to complete the survey via email from HEE North and the GMC. All Trainees and Trainers will now be able to log in to GMC online to complete their survey.

The GMC results are reported by Trust, Indicator and Programme and highlight any occurrences of outliers within the data and reports. The GMC NTS results for 2019 will be available in July 2019 for further exploration of the data and indicators.

If you have any queries or require any further information, please email: northsurveys@hee.nhs.uk

**PGMDEL Conference 2019 - Save the Date**

We are pleased to announce that the 2019 Postgraduate Medical & Dental Education & Leadership Conference will take place on **Thursday, 19th September at Haydock Park Racecourse.** Please reserve the date in your diary and keep an eye out for announcements regarding the programme and registration.

**Spring Educators Conference - 22/23 May 2019**

**Developing Talent - Maximising Potential**

Thank you to all those who have registered and those who have volunteered to facilitate sessions. As demand for places has been high this year we are unable to accept any further registrations however, we will report back on the sessions in the next issue of the newsletter.

**Mind Tools**

The Mind Tools pilot programme commenced in December 2018 and already has over 400 trainees and their educators participating. The good news is LSFD still have licenses available so if you would like to sign up to access the online resource for leadership and personal development and participate in the pilot please click here to apply for access.
HEE NW offers eligible hospital-based higher specialty trainees the opportunity of a funded place on module 1 (CPD4706) of the Postgraduate Certificate in Workplace Based Medical Education and for specialty trainees at ST4 and above, and GPST3, the opportunity to undertake the Medical Leadership module (HEA4117).

As we enter the final year of the contracts with Edgehill university for the provision of these courses our attentions turn to the future and how we continue to equip trainees with the skills and capabilities required to become a medical educator and leader of the future, and in the most efficient and cost-effective way.

The LSFD team are preparing to undertake a procurement exercise for a medical education and medical leadership programme validated at PG Cert level. To help us with this exercise we will be emailing Heads of School and TPDs to canvas opinions on the current courses and invite views on future provision. As your responses will help shape the new product we tender for and ensure it is fit for purpose we hope to hear from as many of you as possible.

To send any immediate comments direct to the team please email: facultydevelopment.nw@hee.nhs.uk; or phone Sarah Metcalfe, LSFD Programme Support Manager on: 0161 268 9677.

The LSFD team and Associate Deans for educator development, leadership and research welcomed a new cohort of Medical Education Fellows and Medical Leadership Fellows on their induction day on the 1st March. The day was varied and engaging providing an opportunity for fellows to meet their peers and form connections for mutual support.

The fellows have been advised to introduce themselves to the Postgraduate Medical Education Teams in the Trusts in which they are based so if there is anything you can do to assist them in their fellowship journey and trajectory to becoming a future educator or leader it would be appreciated. For information on the fellowships please visit the following web pages:

**Education:** [https://www.nwpgmd.nhs.uk/educator-development/mef](https://www.nwpgmd.nhs.uk/educator-development/mef)

**Leadership:** [https://www.nwpgmd.nhs.uk/medical-leadership/medical-leadership-programme](https://www.nwpgmd.nhs.uk/medical-leadership/medical-leadership-programme)
The 2016 ACAS junior doctors’ contract agreement committed HEE to develop innovative, evidence-based initiatives to “remove as far as possible the disadvantage of those who take time out due to, for example, caring responsibilities.” The Secretary of State for Health reaffirmed this government commitment in his keynote speech to NHS Providers in November 2016. The Department of Health allocated £10 million recurrent annual funding from the 2017-18 financial year to support the delivery of this commitment.

HEE is working hard to ensure that trainees who have been absent from their training programme for a period of 3 months or more are well supported upon their return and feel confident resuming the responsibilities of their role.

Meet the Team

The NW SuppoRTT team is led by Dr Shirley Remington, Deputy Dean for Learner Support. Shirley’s clinical background is in Anaesthesia and Intensive Care; she held the Medical Director and DME roles at Stockport NHS Foundation Trust and became an Associate Dean in 2011. She has been Deputy Dean since 2018.

Amanda Fox, Programme Coordinator, manages the operational aspect of the programme. Amanda has worked in Training Programme Management since 2009 and has held various roles within the Learner Support and Faculty Development team.

Donna Sant, Programme Administrator, joined the team in June 2018 from Safeguarding at MFT and prior to that was part of the Skills for Health team.

The team can be contacted at SuppoRTT.nw@hee.nhs.uk.

Bid Scheme

In 2019-20 we are running a single bid scheme throughout the year, with quarterly review panels and payments for successful bids made to Trusts via the quarterly Learning and Development Agreement (LDA) payments.

This year we would like to offer Trusts the opportunity to bid for funds for admin support to help embed SuppoRTT into the Trust in 2019-20. Full details of the bid scheme can be found here: https://www.nwpgmd.nhs.uk/supported-return-to-training

The scheme is open for submissions NOW. We want to maximise utilisation of the funds across the year so please start thinking about your bids now and submit them A.S.A.P.
SuppoRTT Champions

HEE has developed a local SuppoRTT Champion role which will provide trainees and their supervisors with guidance regarding the relevant policies and available resources. They will promote the upskilling of educational supervisors to ensure the SuppoRTT process is reliably implemented. It is hoped that through ongoing support and advocacy of those involved, the Champions will eventually help to effect a change in workplace culture such that the SuppoRTT programme becomes fully ingrained.

Further information about this role will be available shortly.

Guidance

The National SuppoRTT Coordination Network has ratified a National Guidance document which comes into effect on 1st April 2019. This new document will largely align to the guidance and forms that Schools are currently using so should not impact hugely on the current processes, however we will be asking that all forms are also sent to the North West SuppoRTT team (SuppoRTT.nw@hee.nhs.uk) so that we have an overview for the whole region. For further information about the guidance please visit https://www.nwpgmd.nhs.uk/supported-return-to-training.

Mentoring

The SuppoRTT Mentor scheme began in September 2018 with a pilot to train 2 cohorts of mentors who would support trainees in their first 6-months post return. Another 3 cohorts have now been trained and brings our pool of SuppoRTT Mentors up to 36. For further information about the scheme please visit https://www.nwpgmd.nhs.uk/supported-return-training-11-support.

All trainees are contacted prior to their return with the offer of a SuppoRTT Mentor however if you know of a trainee who you think would benefit from this opportunity please contact SuppoRTT.nw@hee.nhs.uk.

Please can we ask that you do not approach SuppoRTT Mentors within your School directly with referrals for mentees as the NW SuppoRTT Team matches mentors with mentees as part of the programme. If you know of a returning trainee who would benefit from mentoring please get in touch with the team. If you require access to mentors for other trainees please see the Bid Scheme section below.

Whilst several mentoring relationships are currently underway, we have heard from many trainees that they are being well supported by their ES following their return and don’t feel like they need a mentor as well; this is fantastic news.

Return to Training Programme

The Health Academy at Lancashire Teaching Hospitals NHS Foundation Trust runs a 2-day Return to Training Programme which has been developed to offer trainees in the acute setting an opportunity to refresh their skills and knowledge across a range of generic themes. There is also the opportunity to attend an additional Health Academy 1-day training course to support individual learning needs.

This course is funded by HEE and is free of charge to trainees who are absent from their training programme or are in their return period. For further information please visit https://www.nwpgmd.nhs.uk/supported-return-training-events.

NW KIT Event

The North West’s first regional KIT Event took place on 17th January at St Helens R.F.C. The majority of delegates were trainees on parental leave and were accompanied by their children, however these events are open to any trainee who is currently out of programme (on Carers and Sick leave, and OOP).
We had representatives from HEE NW (including Flexible Training Champions, the Professional Support Manager and a Careers Advisor), the Lead Employer, the BMA, materials available from the GMC and simulations available from Inovus Medical.

Feedback from the day was very positive and included helpful suggestions that we will take forward to improve future events. The next event will be held on **Wednesday 12th June 2019** at St Helens R.F.C. If you have any ideas for this event, please contact the team at SuppoRTT.nw@hee.nhs.uk.

**SuppoRTT CPD Funding**

As part of the NW SuppoRTT programme funding is available for all trainees who are absent from their training programme and wish to attend activities that will be of benefit in preparation for their return to training.

HEE offers these trainees the opportunity to attend various free, centrally organised, generic SuppoRTT activities that are designed to help trainees regain their confidence and previously acquired skills more quickly and safely.

HEE recognises that trainees may also wish to attend speciality specific activity that will aid in their return to training. Trainees will be able to apply for individual funding from the SuppoRTT budget to attend activities prior to their return via the SuppoRTT CPD Funding Process.

We also offer reimbursement of travel expenses to any work-related activity whilst absent, including attendance at HEE organised activity and HEE NW KIT Events.

A guidance document will soon be available on the SuppoRTT webpages [https://www.nwpgmd.nhs.uk/supported-return-to-training](https://www.nwpgmd.nhs.uk/supported-return-to-training).
Forthcoming Events

2nd Annual Peer Teachers Summer Showcase

The Peer Teachers Summer Showcase will be taking place on Friday 21st June in Manchester City Centre. The showcase is aimed at foundation doctors, those with an interest in peer teaching and education, and those working on a relevant project that they would like to present.

You can find details and booking information at this link, and if you are interested in presenting you can e-mail PipsNW@outlook.com to discuss it further.

If you want to find out more about Peer Teachers in Practice and the work they do, click here to read their 2019 report.

DEMEC Conference - 2/3 December 2019

The third annual Developing Excellence in Medical Education Conference will take place on Monday 2nd and Tuesday 3rd December at Manchester Central Conference Centre. The conference is aimed at:

- All those involved in medical education and training at postgraduate and undergraduate level
- Those involved in CPD in medicine
- Those interested in integrated training
- Medical students or trainees interested in medical education and postgraduate training
- Nurses, midwives and allied health professionals interested in inter-professional learning
- Researchers
- Managers
- Policy makers

To book, visit demec.org.uk/registration or to submit a poster, visit demec.org.uk/posters
Longitudinal Integrated Foundation Training (LIFT)

Following from the article on LIFT I in the summer edition of the newsletter, the Foundation School is in the process of establishing a second scheme.

The aim of the second scheme is to build upon the success and outcomes of the 2016 LIFT pilot and produce more doctors, who are patient-centred across a range of care pathways, along with supporting the implementation of the new Physician Associate role into the multi-professional workplace.

Applicants allocated to one of these programmes will be fortunate to be part of this innovative and forward-thinking scheme which will help shape future developments as we work towards the NHS Five Year Forward View.

For more information on the proposed programmes for 2019 please contact the school on foundation@hee.nhs.uk
Elsewhere in PGMDE

Asked To See Patient “ATSP” Teaching Programme 2019

The popular peer-delivered training programme for new Foundation Year 1 doctors will be running for the ninth year this summer. The programme is delivered by current FY1 doctors to new incoming FY1 doctors around the August changeover period.

The aim of the programme is to ease the transition from medical student to newly qualified doctor, with structured role play examples focusing on the management of common on call scenarios and local hints and tips from those doctors who have most recently experienced the transition.

Current FY1 doctors have been invited to attend the “Teach The Teachers” training sessions in Warrington (16/05/19) and Wythenshawe (19/06/19), which will equip them with the skills to deliver the Programme at their base hospital to new incoming FY1 doctors in July/August 2019. Any interested FY1 doctors who have not received an invite should email atsp@live.co.uk for further information.

Foundation Doctor of the Year 2018

Dr Christopher Bu (RCPsych) a foundation doctor in Merseyside has been awarded Foundation Doctor of the Year for his outstanding work developing a mindfulness training programme as a resource for FY Doctors to tackle stress and burnout. The project was funded by his base hospital, the Royal Liverpool and Broadgreen University Hospital Trust. Trainees who completed the course experienced lower stress levels and increased wellbeing at work. His innovative work highlights the importance of addressing stress and burnout amongst doctors and recognising the increasing need to address mental health issues across the medical profession and equip junior doctors with strategies to protect against these risks.

More details of Dr Bu’s work can be found on his website at www.mindfuldoctors.net.