

Education Development

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Summer 2017 Issue

Welcome to the fourth 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.

We are aware that following the NHS cyber attack some organisations have blocked incoming links in email traffic. If you are struggling to access any of our resources please contact the team or visit our website where you can find most of the resources listed.

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

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Key Updates

E-Learning Resources: Educator Hub

E-Learning for Healthcare (e-LfH) is an award winning e-learning programme providing national quality assured on-line training content for the healthcare profession. The recently developed '[Educator Hub](#)' is a web-based multi-professional e-learning resource for clinical educators from across the country. Up to 50 modules are available (with additional complementary resources to be added in due course). The modules are free to access and are listed against the Academy of Medical Educators seven domains (adopted by the GMC) used in the recognition and approval of trainers.

This resource can be accessed via: <http://www.e-lfh.org.uk/programmes/educator-hub/how-to-access/>

The screenshot shows the top navigation bar of the e-LfH website. On the left is the e-LfH logo with the tagline 'e-Learning for Healthcare'. In the center, a quote reads: 'An extraordinary project in terms of breadth and skill of content' attributed to 'e-Learning Age - Judges citation'. On the right, there is a 'Register / Log In' button and the NHS Health Education England logo. Below this is a blue navigation menu with links for Home, Programmes, About, Latest News, Support, Demo, and Contact Us, along with a search bar. The main content area features the 'Educator Hub' logo and a 'Menu' section with options: Programme home, More information, Meet the team, and How to access (which is selected). The 'How to access' section contains text explaining that content is free to access but registration is recommended for tracking learning. It provides instructions for new users to register at <https://educatorhub.e-lfh.org.uk> and for existing users to log in and enrol. To the right, it states 'In partnership with' the Department of Health and NHS Health Education England. At the bottom, a footer note states: 'e-LfH is a Health Education England Programme in partnership with the NHS and Professional Bodies'.

National Training Survey

The results from the National Training Surveys were published by the GMC on the 4th July.

The response rate in the North West was above the national average and has improved year-on-year since 2011. 100% of trainees completed the survey, plus 62% of all trainers. This excellent response will provide a good overview of postgraduate medical education and training across the region.



Many thanks to everyone that completed the survey and to those who have worked hard to maximise response rates. For more information on the survey, visit: <http://www.gmc-uk.org/education/surveys.asp>

Medical Education and Medical Leadership Fellowships

Due to the significant organisational restructure programme taking place across Health Education England, recruitment to both the Medical Education and Medical Leadership Fellowships has been postponed for 2017/18. Recruitment for 2018/19 will be reviewed later in the year.

Research & Innovation

Research Governance

Research governance and commissioning of new projects is now the responsibility of HEE's national office. All proposals for new studies involving medical/dental trainees or HEE employees as participants, or for which HEE funding or sponsorship is sought, must be submitted to the HEE Development Team via email ri@hee.nhs.uk

Full details of the new process may be found in the attached link: <https://hee.nhs.uk/our-work/research-learning-innovation/research-innovation-strategy>

Educator Development

Trainer Standards

Recognition of Trainers

The GMC have confirmed that they are in the final stages of verifying trainer status for around 55,000 doctors across the UK whose names were submitted before the 31st July 2016 deadline for recognition. This includes over 5700 names confirmed to them for full recognition as Educational and Clinical Supervisors by HEENW in March 2017.

Information about gaining and renewal of recognition can be found in our Trainer Standards Autumn 2016 Update <https://www.nwpgmd.nhs.uk/resources/trainer-standards-update-autumn-2016>.

Please continue to notify us when new trainers are added to the shared Trainer Database by emailing educatordevelopment.nw@hee.nhs.uk.

Spring Educators Event

The Spring Educators event took place on the 16th and 17th May in Leyland and was well attended by senior educators from across the North West. This year the focus was on Breaking Barriers and in particular looked at the common challenges facing trainees. We were joined by a number of trainees who shared their real life experiences and attendees worked in groups to identify actions that can be taken. Feedback from the event has been very positive with 95% of attendees rating the event good or excellent.

The actions identified in the workshops are being reviewed by the Equality, Diversity and Inclusion group at HEE(NW) and an action plan will be created and circulated to attendees. This may present a number of opportunities for colleagues to lead local initiatives, if anyone is interested in being involved please email educatordevelopment.nw@hee.nhs.uk.

NW Spring Educators Training & Development Event 2017
Breaking Barriers
Tuesday 16th & Wednesday 17th May 2017 | Hallmark Hotel Preston Leyland


Health Education England

Day 1

09:00 Arrival, Registration and Refreshments
09:30 **Welcome and Introduction**
Dr Jane Marslok, Postgraduate Dean
10:00 **In Praise of Thinking Slowly**
Mrs Clare Inkster, Associate Postgraduate Dean
11:30 Refreshments
12:00 **Eating Elephants with a Teaspoon**
Lenny St Jean, EDI Lead – Bolton NHS Foundation Trust
12:45 Q & A
13:00 Lunch
13:45 **Workshops: Challenges Facing Trainees**

- International Medical Graduates (IMG) – Capri
- Women in Training (WIT) – Sienna*
- LGBT – Rossini*
- Non-Traditional Background (NTB) – Tuscany*
- Health and Disability (HD) – Smerino
- Balancing Career and Family (BCF) – Venetian

A 30 minute refreshment break to be taken during the workshop at the discretion of each facilitator.

15:45 **Feedback to Co-Workshop**
IMG & NTB – Tuscany
WIT & HD – Sienna
LGBT & BCF – Rossini

16:30 Round Up
16:45 Close and Networking

19:00 **Private Dinner - Tuscany**
20:30 **Quiz - Tuscany**

Day 2

09:00 Arrival and Refreshments
09:30 **Welcome, Re-Cap and Update**
Mr John Adams, Deputy Postgraduate Dean Hospital and Community Care
09:45 **Education Development**
Dr Alistair Thomson, Associate Postgraduate Dean
10:15 **Associate Postgraduate Dean Workshops – Session 1**

- Workshop A: Tribalism in Medicine - Tuscany**
Professor Simon Carley
- Workshop B: Whither Trainer Recognition and Educator Appraisal – The Who and the How - Venetian**
Dr Alistair Thomson

11:00 Refreshments
11:30 **Associate Postgraduate Dean Workshops – Session 2**

- Workshop C: Less Than Full Time - Tuscany**
Dr Shirley Remington
- Workshop D: Identifying and Managing Trainees in Difficulty - Bringing Research into Practice - Venetian**
Dr Mumtaz Patel & Dr Jo Rowell

12:15 Round-Up and Close
12:30 Buffet Lunch & Depart

Some of the presentations from the event are available on our website;

<https://www.nwpgmd.nhs.uk/resources/spring-educators-training-and-development-event-may-2017>

Recruitment to the postgraduate modules began in June. Both programmes commence in September 17 and places are filling fast.

Last year saw all commissioned places, on both programmes, recruited to and the number of trainees successfully completing the modules has increased year-on-year.

Teaching & Learning in the Medical Workplace (Module 1) – PG Cert in Workplace-Based Postgraduate Medical Education

HEE (NW) offers hospital based higher specialty trainees, within an eligible year of training, the opportunity of a funded place to complete module 1 (CPD4706) of the PG Cert in Workplace-Based Postgraduate Medical Education. This 20 credit module is delivered by Edge Hill University and is mapped against the GMC domains for Clinical Supervisor.

For further information and details of eligible year, please visit the website: <https://www.nwpgmd.nhs.uk/pg-cert>

Postgraduate Leadership Module

This newly commissioned 20 credit medical leadership module accredited at masters level, is delivered by Edge Hill University and the Royal College of Physicians. The funded module is open to ST4+ hospital based trainees and GPST3 trainees (upon completion of CSA). Further information including a course overview, module dates and the application process can be found here: <https://www.nwpgmd.nhs.uk/Postgraduate-Module-in-Medical-Leadership>

Senior Educator Appraisal

The new documentation for Senior Educator Appraisal is now available at: <https://www.nwpgmd.nhs.uk/educator-development/standards-guidance/appraisal>.

This appraisal is for Senior Educators employed by HEENW via Trusts (i.e. APGDs, DMEs, HoS, TPDs) and will then be incorporated into their annual Trust-based appraisal. Trust Specialty Training Leads (TSTLs), Educational and Clinical Supervisors (ES & CS) are appraised within their local process at Trust level.

HEENW Website Review

Following our targeted feedback exercise at the Spring Educators Conference on 16-17 May 2017, the Education Department are reviewing and updating the education section of the website <https://www.nwpgmd.nhs.uk/educator-development-north-western-deanery-0>.

If you were not at the conference but have further suggestions please forward them to educatordevelopment.nw@hee.nhs.uk.


Medical Leadership

Medical Leadership Conference

The conference took place on 21st April 2017 at Aintree Racecourse and attracted an audience of 180 leaders from across the region.

The theme of this year's conference was **'Leadership – Making it Matter'** and feedback on the day and since has been positive. You can find a copy of the programme and some of the presentations from the day on the resources section of the website:

<https://www.nwpgmd.nhs.uk/resources>.

7th Annual North West Leadership Conference 

Leadership - Making it Matter
Friday 21st April 2017
Aintree Racecourse, Liverpool

SPEAKERS

- Stephen Hart**
Director of Leadership Development
Health Education England
- Prof Jonathan Gosling**
Emeritus Professor of Leadership Studies
University of Exeter
- Jane Tomkinson**
Chief Executive
Liverpool Heart and Chest Hospital

"The great privilege of leadership is letting people know they matter" – Dan Rockwell

CALL FOR ABSTRACTS

We would love to know what has been happening in the North West around the theme of Leadership - Making it Matter! Would you like to share your work and submit an abstract to deliver a workshop or present a poster at the conference? If so let us know when you register!

The conference will be relevant to Leaders in Clinical Education, Educators, Consultants and GPs. There will also be places available for non-medical staff who have an involvement or interest in leadership.

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

For further details about the conference including how to register please visit <https://www.nwpgmd.nhs.uk/medical-leadership/annual-medical-leadership-conference>

The Key Take Home Messages:

- ⇒ Professor Jonathan Gosling – Highlighted implications for leadership development and recommended the '3 Rs of Identity Leadership';
 1. Reflect (find out about the group)
 2. Represent (stand for, and stand up for, the group)
 3. Realise (provide structures and outcomes that turn the group's ideals into reality).
- ⇒ Stephen Hart – Great leadership is the culture created when leaders at every level in an organisation or system are leading effectively.
- ⇒ Jane Tomlinson & Sue Pemberton – To achieve outstanding leadership you need to empower improvement, listen and involve, be visible and authentic.

For further information on Leadership visit our website: <https://www.nwpgmd.nhs.uk/medical-leadership-north-western-deanery>

Elsewhere in PGMDE

Physician Associate

Student Physician Associates in the North West are on a 2 year programme leading to a Postgraduate Diploma in Physician Associate Studies.

The programme being delivered at 3 regional medical schools Liverpool, Manchester and the University of Central Lancashire with Health Education England North West Office (HEENW) providing coordination for the programme in its pilot phase.

In January 2016 159 students, across the 3 universities, came on to the programme and are now in their second year – retention on programme is currently running at 96.8%. Cohort 2 started in February this year and in June went out on their 1st clinical placements – retention on programme for cohort 2 is currently 100%.

Under the management of HEE in the NW placements are sourced and quality assured before being passed to the universities for student allocations to be made; with students rotating around a number of placements/organisations across the in the region in order to gain exposure to all the core and specialist clinical placements required by Faculty of Physician Associates National Curriculum.

Interest in the role of the Physician Associate and the contribution they can make as part of the multi disciplinary team is growing with acute, specialist and primary care providers recognising their potential in addressing some of the known workforce issues.

Cohort 1 are due to graduate in January next year and HEENW are currently working with those partners who have supported this cohort in offering posts at band 6 for 12 months as a consolidation year following graduation.

For further information please contact Judith McGregor Physician Associate Programme Lead Health Education England:
Judith.mcgregor@hee.nhs.uk

Education Development Team

Fadhiya Ahmed	Administration Apprentice
Dr Rebecca Baron	Associate Postgraduate Dean - GP (Medical Leadership)
Adele Deehan	Project Support Officer
Amanda Fox	Programme Support Manager (Maternity Leave)
Dr Roisin Haslett	Associate Postgraduate Dean (Medical Leadership)
Tracey Lakinson	Head of Education Development
Rebecca Marland	Physician Associate Support
Judith McGregor	Physician Associate Programme Lead
Dr Mumtaz Patel	Associate Postgraduate Dean (Research & Scholarship)
Dr Shirley Remington	Associate Postgraduate Dean (Careers)
Kirstie Simpson	Programme Support Manager
Dr Alistair Thomson	Associate Postgraduate Dean (Educator Development)
Karen Winterbottom	Education Development Manager

For generic queries please contact our team inbox: educatordevelopment.nw@hee.nhs.uk

For contact details please visit : https://www.nwpgmd.nhs.uk/staff_directory

Team Update

Farewell to Julie Want

Education Development Manager - Julie Want left the team and HEE (NW) at the end of April for pastures new. The team will miss Julie's energy and enthusiasm however wish her all the very best for future.

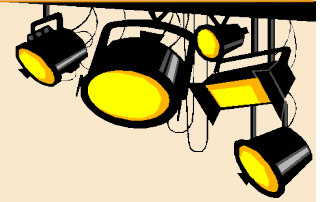


Farewell to Steven Agius

Stevie has worked in the field of Postgraduate Medical and Dental Education in the North West for 19 years,



initially in the Education section but then moving to a pivotal role in the organisation, heading up our Research work as a Senior Research Fellow. The wealth of publications by Deanery/HEE staff is testament to his skills in research and writing as well as supporting colleagues in their work to expand our understanding and knowledge of medical education. Stevie was an excellent support to our Education and Leadership Fellows as well as to the team he managed. His knowledge, skills and experience will be much missed and we wish him the very best of luck in his future endeavours.



Spotlight On...

Name: Mumtaz Patel

Job Title: Postgraduate Associate Dean

How long have you worked for Health Education England (North West)?



I have worked for HEE NW since November 2012. I was initially appointed as Renal Training Programme Director which I really enjoyed. I was later appointed as Postgraduate Associate Dean in October 2015 and have been in post since January 2016.

What does your portfolio include?

My patch responsibilities include Preston, Bolton and Wigan and my school responsibilities include the School of Pathology and Intensive Care Medicine. For my individual portfolio, I have been given the lead for Educational Research and Scholarship given my research background. I have been working closely with Stevie Agius to develop a research strategy for HEE NW which is closely aligned to the National R&I strategy and National priorities. Stevie and I have undertaken a mapping exercise of educational research in the North west and visited a number of surrounding HEIs. Our aim is to develop a more programmatic approach to educational research with greater collaborative working which would be more sustainable longer term. We have continued our close links with Edge Hill University and are working on a number of research projects together. I am currently supervising a PhD student, 2 MSc and a Medical Education Fellow who are all undertaking exciting new studies.

What was your career path to becoming an Associate Dean?

I have always had an interest in medical education. I used to passionately teach medical students and junior doctors early in my career and later as a PhD student taught more formally at the University of Manchester. I was appointed Consultant Nephrologist at Manchester Royal Infirmary in 2007. I became educational lead for the renal department in 2009 and then divisional educational lead for specialist medicine at MRI in 2011. Around the same time, I was appointed as Royal College Tutor for MRI and then in

2012 was appointed Renal Training Programme Director (TPD). In my role as TPD, I managed a number of trainees in difficulty which developed my research interest in identifying and managing trainees in difficulty. My MSc dissertation project looked at the role of the newer workplace based assessments in predicting doctors in difficulty. I was awarded a distinction for this work and have since presented my work at national and international conferences and published articles in Medical Education. During my third year as Renal TPD, the Associate Dean post came up and I was looking for a different challenge then so after some discussion and advice from my senior colleagues, I applied and was successfully appointed in Oct 2015. I have thoroughly enjoyed the role so far and have met and worked with some amazing people. I have also recently been appointed as national Quality lead for the Joint Royal Colleges of Physicians Training Board (JRCPTB) and I am currently working on the State of Physician Training report for the UK.

What did you want to be when you grew up?

I always wanted to pursue a medical career and talked about wanting to be a doctor since I was 7. My father came from a medical background with his father being a doctor and if anything tried to dissuade me from pursuing a career in medicine. He wanted me to have an easier life but I stuck at it and am pleased to have achieved my goal. I still love what I do and enjoy the patient contact and get a lot of job satisfaction both in my clinical and educational roles.

What do you do to relax?

My children help me relax and help me maintain my work/life balance. My daughter Nazneen is aged 9 and loves the ballet, theatre and afternoon tea which I also enjoy and my little boy Zain who has just turned 7 loves cycling and his lego which keeps me busy too. We all love travelling and we try and get away as often as we can. We have a little place in Lake Como where we go as often as we can to unwind and relax.

FUN FACT

My daughter recently volunteered me to help with her school play. I had to dress up as a fairy and I was more nervous than she was but ended up enjoying the experience. I am currently finalising plans for my sons Star Wars birthday party this weekend but on this occasion I have refused to dress up as Princess Leia!