



Postgraduate
Medical
Education

NHS

The Shrewsbury and
Telford Hospital
NHS Trust



Postgraduate Medical Education Newsletter

Issue #6

July / August Induction 2018



July and August have been very busy months for the Medical Education Team

On 25th July 2018 we welcomed 49 Foundation Year 1 Doctors to Shrewsbury & Telford Hospital. Fill rates for our Foundation Year 1 posts have improved significantly for this year – this is fantastic news for all departments.

Please help welcome the trainees to SaTH
#teamsath.

1st August 2018 was main changeover day for doctors (FY2 to ST8).

We want to thank all of the departments who give their time every year to make this event such a success. A lot of work also goes on behind the scenes to ensure that the junior doctors are ready to start work and this couldn't happen without cooperation from a number of Departments across the Trust.

Well done and thank you!!!



FOLLOW US ON TWITTER @SaTHPostgradEd

Raising concerns

If you have an issue you feel can't wait for a junior doctors forum or feel uncomfortable discussing an issue in a public forum please email your concerns to:

✉ trainee.concerns@sath.nhs.uk



GMC Survey Results

As you will be aware the GMC survey ran between the 20th March - 9th May 2018

Table 1 below provides a summary of the results for SaTH and we will be working with various departments over the coming weeks to submit a response with regards to the red flags. Well done to the departments who have green flags this year.

INSERT TABLE HERE

Reflective Practice

A document has recently been circulated by the Academy of Medical Royal Colleges - it is timely and very useful. It contains examples of what reflective writing might look like depending on the model of reflection being used. Please advertise this to your supervisors and trainees.

<http://www.aomrc.org.uk/wp-content/uploads/2018/08/MCJ15414-Academy-ReflectivePractice-Main-v3.pdf>

New faces in Medical Education

It is a pleasure to report that we have a number of new appointments within Medical Education:

Dr Chris Mowatt- Consultant Anaesthetist and ITU Consultant
has been appointed as Foundation Year 1 Training Programme Director



Dr Ben Noble - Education Fellow working in Emergency Medicine

GMC Trainer Recognition

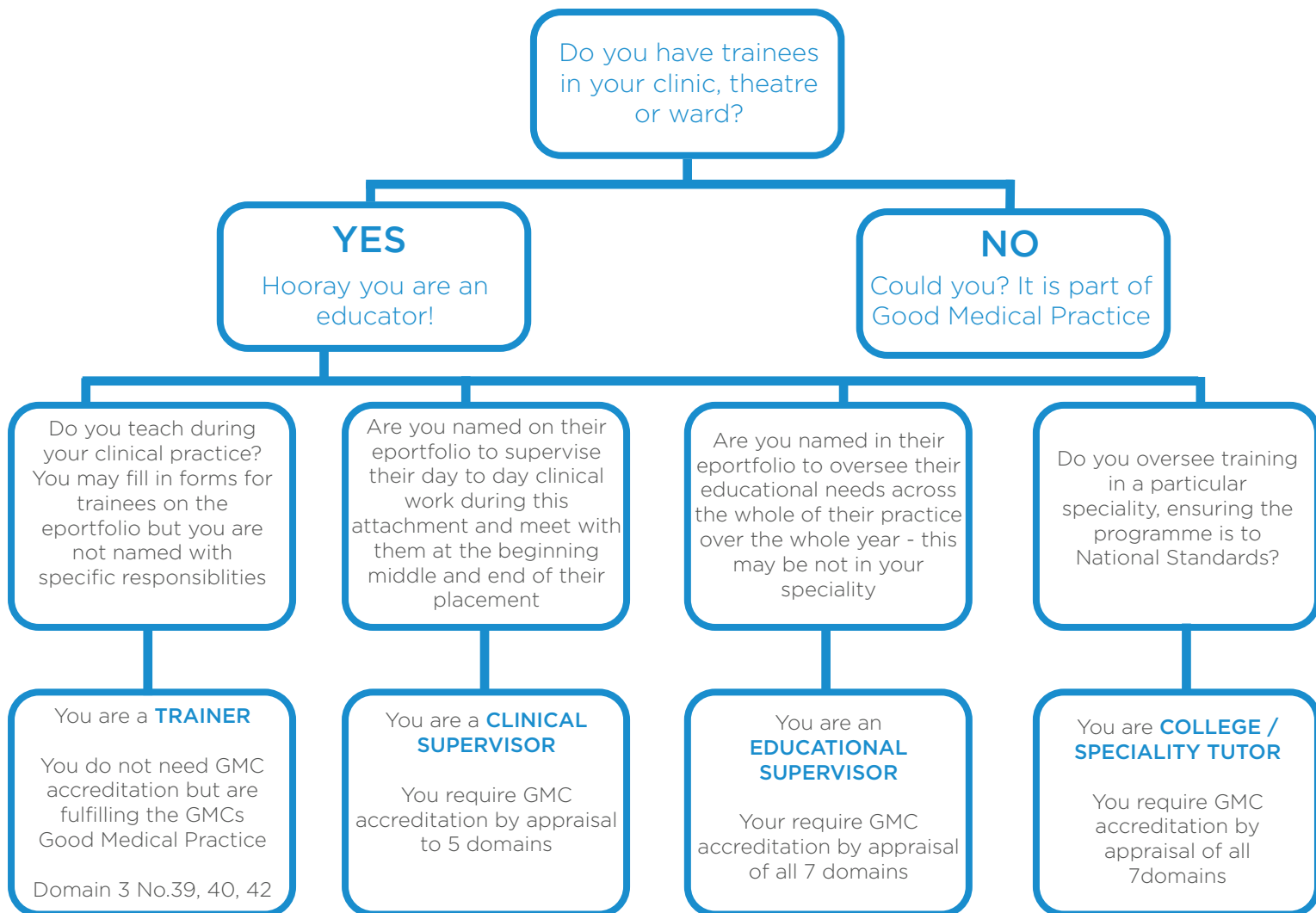
Please remember that all named Clinical and Educational Supervisors **must** be registered with the GMC as an approved trainer. Please visit our Intranet pages for more information. (http://intranet/pgmc/educational_clinical_supervisors.asp)

Part of this process is ensuring that you are appropriately trained and have an annual Educational Appraisal. At SaTH it has been agreed that this appraisal can be combined with your annual Trust Appraisal.

Please ensure that you map your educational evidence to the required GMC Domains annually and discuss your educational role with your Appraiser. If you do not have an Educational Appraisal we cannot continue your accreditation.

Not sure if you need to be accredited? Please refer to handy guide below.....

What type of educator are you?



National Foundation Doctors Presentation Day

Friday 11th January 2019

Mercure Bristol Holland House Hotel & Spa

All Foundation Doctors and Trainers are warmly invited to a day of presentations by F1 and F2 doctors.

Judges to include representatives of the UKFPO, GMC and HQIP and more.

Call for Abstracts

If you are a current F1 or F2 doctor, you are invited to submit abstracts relating to work undertaken during your Foundation Programme training. Work may be entered in the following categories:

- Research
- Case Reports
- Education
- Sustainability
- Quality Improvement

Successful abstracts will be presented as oral or poster presentations.

Applications describing work in progress are eligible. [Click here to apply](#)



#NFDPD

Developing people
for health and
healthcare

www.hee.nhs.uk

10 minute oral
presentation or
A2 poster

Mercure Bristol
Holland
House Hotel
& Spa Red-
cliffe Hill, BS1
6SQ

Deadline: 12:00
midday Friday
16th November
2018

Learning from Excellence

Safety in healthcare has traditionally focused on avoiding harm by learning from error. This approach may miss opportunities to learn from excellent practice.

Excellence in healthcare is highly prevalent, but there is no formal system to capture it. We tend to regard excellence as something to gratefully accept, rather than something to study and understand. Our preoccupation with avoiding error and harm in healthcare has resulted in the rise of rules and rigidity, which in turn has cultivated a culture of fear and stifled innovation. It is time to redress the balance. We believe that studying excellence in healthcare can create new opportunities for learning and improving resilience and staff morale.

We don't do enough to recognize excellence in practice - those little (or big) things that go on every day. Those things where you think...'I wish I was a bit more like that person'...'I wish I had thought of that'.

Learning from Excellence is a way of formally showing that the good practice has been noticed. Over the next couple of months Chris Mowatt (FY1 TPD) and Adrian Marsh (FY2 TPD) are introducing a system called Learning from Excellence. You will be able to report examples of excellence directly to them and this excellence will be fed back to the staff members involved. This system is currently being trialled in ED and theatres at RSH - details will follow on how this will be rolled out to other areas within the Trust

Excellence Reporting in Theatres and Critical Care

Safety in healthcare has traditionally focused on learning from adverse events. This may miss opportunities to learn from things that go well.

Here at SaTii we are developing a system of 'learning from excellence'.

Our aims are to enhance staff morale and improve the quality of patient care.

STEP 1

- Recognise Excellence...
- You know it when you see it
- Reflect... what was excellent?

STEP 2

- Report it...
- Use the online form... it takes minutes to complete
- Find it here... shropshiretrust.nhs.uk

STEP 3

- Feedback
- Collaborate
- Prospere! - what can we do to share excellent practice and make SaTii a safer, happier place?

The infographic features illustrations of a female nurse holding a clipboard with a checklist and a male doctor. The checklist on the clipboard reads: 'LFE report received - Has excellent practice been noticed? What did you see? How did you feel? How do you think we could improve our practice? Who was involved?' with a green checkmark.

Please do not forget that the study leave process for doctors in training has changed.

Guidelines can be found on the HEE website.

<https://www.westmidlandsdeanery.nhs.uk/Support/Study-Leave>

STUDY LEAVE

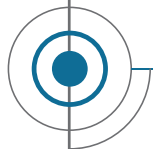
Dates for your diary



Careers Fair – Date for your diary Wednesday 10th October 18:00 – 20:00

We will be running a Careers Fair for junior doctors on Wednesday 10th October 18:00 – 20:00 in SECC, RSH.

We hope to have representation from many specialities throughout the Trust and Community, more information to follow.



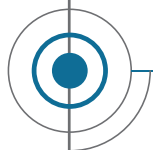
ENT Emergencies Course Friday 19th October 2018

For enquiries or to register an interest in attending please contact Karen Bryan via email Karen.Bryan@sath.nhs.uk



The Professional Support Tuesday 15th January 2019

For enquiries or to register an interest in attending please contact Harbaksh Singh via email Harbaksh.Singh@sath.nhs.uk



Functional Disorders Day - SECC Friday 14 June 2019

This one day conference will offer insights into the recognition, diagnosis, & management of these common conditions that affect a significant proportion of patients seen in both primary and secondary care. Local, regional, & national speakers will discuss relevant aspects of functional illness & share experience on improvement management of patients. An emphasis on practical tips will compliment personal experience and evidence based practice. This conference will be appropriate for all therapists, all clinicians of any grade in primary and secondary care, post graduate and undergraduate trainees.

For enquiries or to register an interest in attending (as availability limited) please email Dr John Bowen, Consultant Neurologist, SaTH john.bowen@sath.nhs.uk

UpToDate Clinical Decision Support Resource



To help towards SaTH's goal of providing the safest, kindest care in the NHS, the Library in collaboration with Postgraduate and Undergraduate Education has started a new subscription to the UpToDate clinical decision support resource.

UpToDate is written by clinicians for clinicians and offers easy access to high-quality information to inform diagnosis and treatment decisions. It has a proven positive impact on outcomes, and is associated with reduced cost of care, shorter length of stay, reduced complication rates and increased patient safety. In an international subscriber survey carried out in 2014, 94% of respondents said UpToDate improved the quality of care they provide.

A recent survey of senior clinicians in SaTH gave examples of where using UpToDate has changed practice and was especially useful in rare or unusual conditions. It is also an excellent teaching resource, offers a drug interaction checker, can record usage for CPD points, and also offers hundreds of patient information leaflets.

UpToDate can be accessed on any PC in SaTH by visiting the UpToDate website (www.uptodate.com) or by clicking the link in the Apps menu on the Intranet. For off-site use, you can either create a personal account (useful if you want to record usage for CME/CPD) or use your OpenAthens account. Creating a personal account also allows you to download the mobile app.

For more information, visit www.library.sath.nhs.uk/uptodate

Clinical Question Answering Service

Need an answer to a clinical question? The library service offers a clinical question answering service that aims to provide you with 3 to 5 evidence-based articles, summaries or reviews that provide an answer to that question, and we aim to provide this within one working day where possible.

To request a clinical question answer, visit the library website at www.library.sath.nhs.uk/cqa/ or contact Jason Curtis, Librarian on 2511 or jason.curtis@sath.nhs.uk.

We can also carry out a more in-depth literature search on request, using a number of different sources, and we can also support literature searches for systematic reviews

Shrewsbury and Telford
Health Libraries



Foundation update



Goodbye !!

In July we said goodbye to a number of Foundation Year 1 and 2 doctors, we did this by organising an FY1 and FY2 end of year celebration and quiz. The event was a great success and Dr Borman, Medical Director even came along and joined in with the quiz. Thank you to Dr Chris Mowatt and Dr Adrian Marsh for producing a great quiz!

We also received a number of nominations for the Foundation Year 1 and Foundation Year 2 Trainee of the year and want to showcase some pictures below of our winners.



Dr Emily Powell,
Foundation Year 1
Trainee



Dr Rati Mohan,
Foundation Year 1
Trainee



Dr Rebekah
Baldwin-Jones,
Foundation Year 2
Trainee



Dr Silpa Kalidindi,
Foundation Year
2 Trainee



Dr Hannah Fox,
Foundation Year
2 Trainee



Dr Clare McMullen,
Foundation Year 2
Trainee



Dr Sam Danaher,
Foundation Year 2
Trainee



Dr Narin
Mahmoudzadeh,
Foundation Year 2
Trainee

Quality Improvement Projects

Seeking to implement a programme of continuous quality improvement is a major challenge for any NHS Trust. The pathway is not always straight forward and moving beyond identifying problems to creating and developing sustainable solutions often troublesome. Many audits presentations end with....'we plan to re-audit and complete the loop', a cycle which our own Trust data suggests we are poor at completing.

Our vision is to help create meaningful, thoughtful quality improvement projects which lead to measureable and sustained improvements for our patients and staff. At the core of this will be our team of Foundation doctors, a group central to the safe running of the hospital and with a widespread network of links through the ward staff, pharmacy and allied health professionals. Every day they are in touching distance of hundreds of staff and have many thousands of interactions in a week making them perfectly placed to develop quality improvement projects.

How will we 'Make It Happen' ?

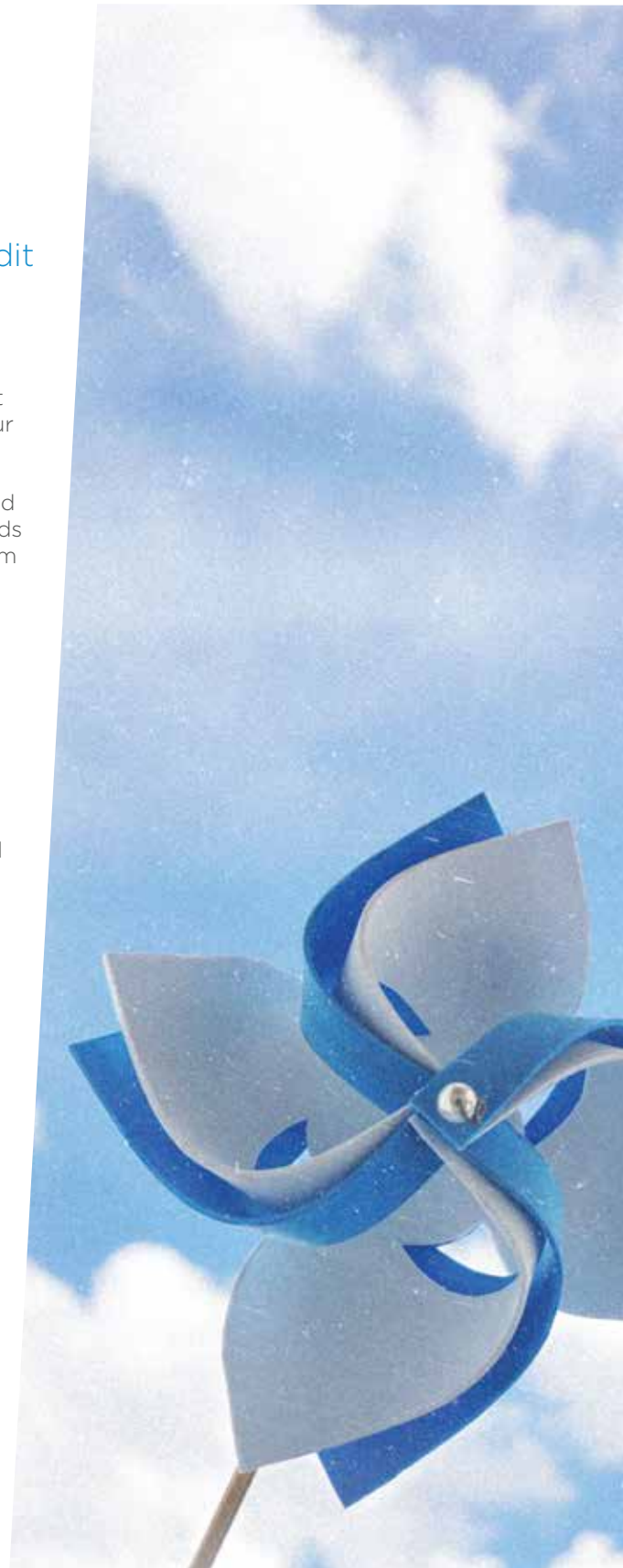
We are developing links with the Transforming Care Institute (TCI) to provide training in the process of quality improvement. This will be offered to ALL Foundation doctors who will then have the opportunity to create and develop projects, supported by the TCI and with regular mentoring and feedback throughout the year. We envisage a rolling programme with trainees involved in more than one project. Crucial will be the support of their Educational and Clinical Supervisors - for advice, support and regular review of their activity.

Educational Supervisors we don't envisage this taking you beyond your allocated time for supervision. You may also find yourself working with the Foundation doctors as part of your own QI programme. You will also be able to access the resources of the TCI helping further to build on the network of people in the Trust trained in QI methodology.

Our aim is to move away from the tick box, 'quick, get an audit done' approach and produce some real, useful projects. In working collaboratively we will share the burden and keep the momentum. We all get recognized for the work done and we all share the benefits with the Trust and our patients.

For now: F1 and F2 will have three training sessions over the year. You have our commitment to help and turn this from words in to action.

We will keep you posted on developments.



Clinical Skills Update

Just a reminder, since September 2017 SATH now has two Postgraduate Clinical Skills Labs, making skills training accessible for all specialities. These are based in the SECC on the Shrewsbury site and in the Education Centre at Telford and are available to book for Ad-hoc skills practice or to run full day courses for SATH or Regional/National skills courses. We currently run the West Midlands Surgical and Orthopaedic Skills Course and the Shropshire ENT Emergency Course on the Telford site which both receive excellent feedback, not only for the quality of the courses but the equipment and facilities- putting SATH on the map.

Already the facilities have proved to benefit the Trainees and the Trust, particularly in supporting the new F1's. Having dedicated well equipped skills facilities on both sites has eliminated cross site travel which allows flexibility in providing drop in skills sessions making it easier to negotiate time away from busy clinical areas to attend. Also over the last two years we have been able to incorporate more practical sessions such as Suturing, Lumbar Puncture, Chest Drain Insertion and taking of Blood Cultures on the Foundation Teaching Programme, which provides interest a variety and increased trainee satisfaction, whilst ensuring more in depth practice in a safe environment.

The facilities have also allowed us to provide monthly and ad-hoc training for Nurses in Cannulation and Venepuncture reducing delays and ensuring on going care for our patients.

Both Skills Labs provide AV equipment and a wide range of manikins, which have been added to and updated over the past two years to meet training requirements.

Full list of equipment available

- Cannulation/Venepuncture arms
- Arterial Puncture Wrist
- Chest Drain needle decompression trainer (either US or landmark guided)
- Lumbar Puncture, epidural simulator (US Guided or landmark)
- Male and female catheterisation manikins
- Suturing equipment
- Shoulder and Elbow manikins for joint injections
- Paracentesis trainer.
- Ultrasound CVC insertion trainer
- Laparoscopic surgical trainer.
- Femero-peroneal anastomosis/femerol popliteal bypass trainer



If you wish to book the skills lab or to arrange to pop in to hone your clinical skills please contact:

Karen Bryan
Clinical Practice Instructor. EXT 4752
Karen.bryan@sath.nhs.uk

HEEWM Regional CPD Days 2018 – 2019

Education Skills 101		
0830 - 0900	Registration and refreshments	
0900 - 0910	Introduction to the day	Mark Poulson HEEWM Associate Postgraduate Dean Education and Simulation
0910 - 0940	Reflection in light of the Dr Bawa-Gaba case	Dairmuid Mulherin HEEWM Associate Postgraduate Dean Lead Clinical Tutor
0940 - 1100	Micro-Teaching Skills	Steve Walters HoS General Practice, HEEWM
1100 - 1115	Refreshment break	
1115 - 1215	“Helping the trainee to be the best they can” – being a careers advisor	Helen Goodyear HEEWM Associate Postgraduate Dean LTFT (flexible) training, careers and professional support
1215 - 1300	Learning styles assessment	Jane Davies-Slowik HEEWM Associate Dental Dean
1300 - 1345	Lunch	
1345 - 1430	Conducting an Educational Supervision Review	GP
1430 - 1515	Developing as an Educational Supervisor	Chris Pickering EM College Tutor, UHNM
1515 - 1530	Refreshment break	
1530 - 1615	Teaching Practical Skills	Tim Graham HoS Surgery, HEEWM

Well Done



Obstetrics and Gynaecology had 100% success rate for trainees from SaTH taking the MRCOG examinations in 2017-18

Mr Sizer, Educational Lead for O&G commented these are fantastic results since the MRCOG (particularly Part 2) is known to be one of the most difficult postgraduate medical exams with a very low pass rate. A big thank you to all Educational and Clinical Supervisors in O&G at SaTH for putting so much time and effort into our trainees. And also of course to our excellent trainees, many congratulations.....

Part 1 MRCOG Julia Parton (ST1), Victoria Barker (ST1), Maria Fisher (ST2)

Part 2 MRCOG James Castleman (ST4)

Parts 2 & 3 MRCOG Edwina Goh (ST5), Ada Adiuku Brown (MTI trainee), Olusegun Ilesanmi (Specialty Doctor)

Continuing Professional Development

HEE have recently arranged a number of CPD events for Trainers (see draft programme below). If you want a place on any of the dates below contact:- donna-marie.britton@hee.nhs.uk

13th September 2018	University Hospitals Coventry and Warwick
19th November 2018	Hereford
24th January 2019	Walsall Manor Hospital
7th March 2019	University Hospital Birmingham
28th March 2019	University Hospital North Midlands

Please remember that all named Clinical and Educational Supervisors must be registered with the GMC as an approved trainer. <https://www.gmc-uk.org/education/how-we-quality-assure/postgraduate-bodies/recognition-and-approval-of-trainers>

The Medical Education department hold a database of all trainers and unless you are recorded on this with full accreditation you cannot act as a Named Clinical Supervisor or Named Educational Supervisor.

In order to be recognised as a trainer you must meet a number of requirements. More information can be accessed from the Postgraduate Medical Education Intranet Pages: http://intranet/pgmc/educational_clinical_supervisors.asp

Please contact us if you would like to discuss becoming accredited or have a chat with the Educational Lead / College Tutor in your department.

For those of you already accredited you need an annual educational appraisal (through Equiniti). You will need to map your trainer evidence / trainer CPD to the relevant GMC domains on Equiniti in order for your Trust Appraiser to confirm that you meet the required standards. We are required to record appraisal dates in the Medical Education and to do this we receive regular reports from Equiniti. Annually we are required to send HEE a list of approved trainers which will be shared with the Postgraduate Schools.

Hot off the press

Simulation Centre – Copthorne Clinical Training Centre, RSH



In April we bid for £200k from Health Education England to purchase 2 4G simulation mannequins and some of the associated equipment needed to run these mannequins. We were successful !!

We are very excited to tell you that over the past 3 months we have been working closely with the Corporate Education Team to develop a purpose built Trust Simulation Centre in the Copthorne Clinical Training Centre (CCTC). We have 2 rooms in the CCTC that will primarily be used for Simulation. This will enable us to increase the amount of simulation undertaken throughout the Trust .

We plan to have an open afternoon to showcase the facilities. Date to follow.

Are you interested in becoming a member of our Simulation Faculty?
if Yes – contact Karen Bryan (karen.bryan2@nhs.net).

Update from the Medical Directorate Team

The Medical Directorate has a wide-ranging remit and supports medical colleagues within the Trust. This includes support with their appraisals and revalidation, their job planning, and also in providing a regular essential education programme for senior medical staff, and much more.

Our team members are Dr Edwin Borman (Medical Director and Caldicott Guardian), Sam Hooper (Medical Performance Manager), Alison Jones (GP Engagement), Kim Paterson (Revalidation Support Officer), Emily Crane (Project Support Officer and GOSW Support Officer), Sally Gray (System Support Officer/Project Lead) and Gill Harrill (Executive Assistant). Mel Eccles is currently on a short-term secondment with the team as Executive Assistant. Please have a look at our web page on the intranet at http://intranet/Medical_Directors_Information/default.asp for more information about us and what we do.

One piece of work which we are currently involved in during 2018 is an ongoing qualitative audit of inpatient (eScript) discharge summaries with a few GP practices, and this is being led by Alison. The objective is to check our performance against last year's audit results, highlighting those areas of the discharge summary where we have made great strides and where we still need to improve. We contributed to the junior medical staff induction in August this year to give an introduction on discharge summaries, and the current audit results are forming the focus of an education programme for junior doctors during the rest of

this year. We have also produced a handy User Guide to Completing Discharge Summaries which is available to all doctors on the wards, to help our medical staff with writing meaningful and informative summaries. Alison is working closely with a couple of junior doctor 'champions' to help with both the audit and the education programme.

Our work on the audit of discharge summary quality is closely linked to a document issued by the Academy of Medical Royal Colleges/NHS England - Discharge Standards March 2016 - which looks at 8 standards for improving the communication and handover of patient diagnostic test results on discharge from hospital. These standards also cover many other aspects of good practice around discharge summaries, such as the provision of clear and timely information on discharge and how any discharge summary actions are acted on, and are therefore of relevance to both primary and secondary care. Improving the quality of discharge summary content is essential in ensuring a smooth and clinically safe handover of the patient from secondary to primary care, especially around the information given to patients and the recommended actions for GPs.

Looking at our job planning remit, the software programme 'Allocate' has been purchased and the next round of training is taking place with our senior doctor colleagues. Sally leads on this and provides training on the system for anyone who feels it would be helpful.

Sally is also working with IT colleagues and medical secretaries on the project to transmit clinic correspondence electronically from SaTH to GP practices in Shropshire, Telford & Wrekin and north Powys.

In our support of medical colleagues, we must also mention Venous Thromboembolism (VTE) and the importance of

timely VTE assessments. Please click here for the Trust's policy which says that all patients admitted to both RSH and PRH, including those attending for day surgery, must have a VTE risk assessment completed using the VitalPAC assessment tool (or an approved paper assessment tool in locations where VitalPAC is unavailable), either at pre-operative assessment stage or immediately on admission. All patients who require VTE thromboprophylaxis, mechanical or pharmacological, will be treated according to NICE guidance to minimise the risk of developing VTE.

An audit on online VTE risk assessment was recently carried out in gastroenterology by an F1 doctor, which highlighted the importance of timely and complete VTE risk assessments on all patients on admission, and some recommendations were made to support this:

- Reminder emails to medicine junior doctors and consultants on the importance of making a VTE assessment and completing the online assessment on all patients on admission, as recommended by NICE and to comply with SaTH hospital policy.
- Give locum doctors access to VitalPAC contact in medical staffing.
- Adding a screen saver to AMU and ward computers as a reminder.
- Putting up posters in AMU and on the wards with the VTE criteria as a reminder.
- Adding a box on the handover for nurses when patients are transferred from AMU to wards or between wards.
- Adding a tick box on the front of the medicine proforma to remind consultants/juniors.

A summary of the audit results was included on page 2 of July's issue of SaTH DoctorConnect.

Last but not least, please help us to help you. We are very keen to keep in touch with our junior doctor colleagues, to pass on news and updates from the Medical Directorate team and the wider Trust. We would welcome hearing from you on how we can best contact you: for example, whether you prefer communication by email, through the Medical Education Newsletter, through notice boards, or before or after your weekly training sessions – or all of these methods! Please contact Alison at alison.jones25@nhs.net with your suggestions for how we can improve our communication with you.

Appraisal and Revalidation Information for Trust Doctors Revalidation for medical practitioners began at the end of 2012 with all doctors required to complete revalidation, usually every 5 years. Doctors must update their details with the GMC when they first arrive at a new Trust to ensure they are assigned to the correct Responsible Officer (RO).

If you are in a Trust grade post and SaTH is your main employer, your RO will be Dr Edwin Borman (Medical Director) and your designated body will be Shrewsbury and Telford Hospital NHS Trust. Please ensure your details are up to date via your GMC Online account.

Please note: If you are a doctor in training, with a national

training number, your designated body will be your local medical education team (formerly known as deaneries) – Health Education West Midlands – and your appraisal and revalidation requirements will be covered under the ARCP process.

A core requirement for revalidation is completion of annual whole-practice appraisals in line with the Good Medical Practice framework. There are six types of supporting information that you must collect, reflect on, and discuss at your appraisals over your revalidation cycle:

- Continuing Professional Development
- Quality Improvement Activity
- Significant Events/Clinical Incidents
- Feedback from Patients
- Feedback from Colleagues
- Review of Complaints and Compliments

You must also complete statements of Probity and Health for each appraisal.

All doctors are set an appraisal month. This is a set date by which you need to complete your appraisal each year.

- If you were previously in a training post, your appraisal month will be 12 months from the date of your last ARCP review meeting. Your ARCP is considered to be an appraisal equivalent. You will need to send us a copy of your ARCP report.

- If this is your first UK post, you will be set an appraisal due month that takes into account the start date of your post and your future revalidation submission due date.

Please look out for an email from SaTH's Revalidation Support Officer, Kim Paterson, informing you of your set appraisal month and providing further information on the appraisal process. This will include details of how to register for the online appraisal system used by SaTH – Equiniti 360 Clinical's Revalidation Management System. Trust Doctors with a prescribed connection to SaTH are entitled to free access to this appraisal system for the duration of their post.

Further guidance on appraisal and revalidation can be found under the Medical Director's Information pages on the Trust Intranet ([link](#)) -

http://intranet/Medical_Directors_Information/appraisal.asp - and we would advise that you familiarise yourself with the guidance regarding appraisal and revalidation outlined on the GMC website ([link](#)) -

<https://www.gmc-uk.org/registration-and-licensing/managing-your-registration/revalidation>. The Royal Colleges also provide further speciality-specific guidance online.

If you have any queries, please contact Kim Paterson, SaTH's Revalidation Support Officer.

