

# Education Development

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Autumn 2016 Issue

Welcome to the third 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.

This edition says a fond farewell to Professor Jacky Hayden who led the department for 20 years, and hello to the new Dean, Dr Jane Mamelok, who many of you will know from her various roles throughout her years here and most recently as Deputy Dean Primary Medical Care and Public Health.

We hope you enjoy the newsletter; if you have any feedback or ideas for future topics please send them to [pgmde@nw.hee.nhs.uk](mailto:pgmde@nw.hee.nhs.uk).

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# Dr Jane Mamelok

## A message from the Dean



I am delighted to have been appointed as **Postgraduate Dean for the North West**, which creates a unique opportunity for developing a vision of excellence across the North West.

The future focus for HEE (including Postgraduate Medical and Dental - PGMD) is about building and transforming a **multi-professional workforce** for the future, what does that mean for trainees and educators on the ground?

- The team will be working hard to **align the undergraduate and postgraduate curricula** and ensure that the training opportunities in programmes and in the learning environments create those learning opportunities and realise their full potential.
- The North West has always been a **"ground breaker"** with innovative courses, leadership and development programmes and I will continue to champion and support that.
- This year the GMC have required that all clinical and educational supervisors are trained and meet the GMC standards; we have achieved high levels of recognition through the *training the trainer* opportunities delivered locally in Trusts and Postgraduate Medical Education Centres.
- A major challenge for all of us has been the implementation of the junior doctors' contract and in particular supporting education to improve junior doctors working lives. We are very privileged in the North West to have the JDAT team who are working very closely with the Guardians in Trusts. Similarly, we continue to work with the DMEs and Guardians around developing education focussed work schedules.

My background is in medical education and training and I believe passionately about the need to invest in quality education for our health care leaders of the future.

# Careers

## Medical and Health Careers Fair

HEE (NW) helped sponsor the University of Liverpool's first **Medical and Health Careers Fair** on Tuesday 11th October 2016 in The Crypt of the Liverpool Metropolitan Cathedral along with a number of other major sponsors. The fair was a true **multi professional** fair with not only medical students and foundation doctors in attendance but also nursing students, physiotherapy, occupational therapy, radiography, radiotherapy etc. Other students from health sciences were also invited and the **North West Physician Associate** stall proved to very busy all evening.

There were around **70 stands** within three exhibition halls. One hall was for those mainly wishing to speak to the medical students and junior doctors with stands from the North West of England Foundation School (NWoEFS), Specialty Schools, Medical Royal Colleges, as well as other bodies, such as the Armed Forces and Medical Defence Unions. The second hall was for stands who were mainly attracting the **allied health professional** students and **nursing** students. A third hall had representatives from post graduate courses and a closed off section where a programme of seminars were delivered throughout the evening.

Feedback from all who attended the day was very positive and there were large queues when the doors opened and it continued to be busy throughout the evening. **Over 1,000 people** attended the event and this makes all the planning and organisation for the evening worthwhile. The fair will hopefully become an annual event.

## Careers support from HEE (NW)

HEE (NW)'s **Career Management and Advice Service** aims to support doctors in training to manage their careers effectively and to support those who offer careers advice and guidance to trainees. Careers information and advice for trainees can be provided by Educational Supervisors, Supervising Consultants, College / Specialty Tutors, DMEs and Postgraduate Centre Managers.

Our dedicated **Careers Team** works with Trust staff to develop careers education, information, advice and guidance for trainees to help them with all aspects of career planning. Trainees can access a 1:1 session with a member of the Careers Team if they are referred from their ES, Clinical Tutor, Foundation staff etc. The careers team also works in conjunction the **Medical Schools** at the Universities of Lancaster, Liverpool and Manchester, the NWoEFS, as well as staff in Trusts in the area. The activities include:

Career planning workshops	Careers events	Careers resources
1-1 confidential, impartial careers guidance	Careers information and advice	
Training Trust staff so that they can offer careers advice and support to trainees		

Please visit our [website](#) and [VLE](#) for more information and resources.

# Educator Development

## Trainer Standards

Following the GMC's 31st July 2016 deadline for the recognition and approval of trainers, the data return submitted by HEE (NW) to the GMC recommended **5691 trainers** for full recognition as Educational and Clinical Supervisors (4679 ES/CS and 1012 CS). This information will be published on the GMC website in early 2017.

The next phase requires renewal of recognition and information regarding this can be found in our [Trainer Standards Autumn 2016 Update](#).

**Many thanks** to all trainers and postgraduate centre staff for their invaluable help and support in ensuring that our data return to the GMC was so high.



The conference took place on the 8th September 2016 at Aintree Racecourse and attracted an audience of over 200 educators from across the region.

The theme for this year's event was '**Professionalism and Excellence in Medical Education**'.

[You can find a copy of the programme and some of the presentations from the speakers and workshops on the day on the resources section of the website.](#)

There were many pertinent 'take home' and 'key learning points' shared via the evaluation and many participants have already begun to apply some of the learning in their daily practice.

The findings from the evaluation are extremely positive and the **full report** is now available to view via the above link.

## 3rd Annual Postgraduate Medical & Dental Educator Conference

## Educator CPD

Following the success (and subsequent demand) of the 'educator short courses' delivered earlier this year, further dates have been commissioned for **Advanced Communication Skills** and **Effective Teaching Skills**.

Please visit [www.nwpgmd.nhs.uk/workshops-meetings](http://www.nwpgmd.nhs.uk/workshops-meetings) for additional information.

Due to the high demand of these courses these sessions are now fully booked.

## HEE Employee Research Internship Programme

**Karen Winterbottom** was recently successful in applying to the inaugural HEE Employee Research Internship Programme. The purpose of the programme is to increase the capacity of HEE for research, evaluation and evidence-based decision-making, enabling individuals to become more effective in their roles through developing their research capability. The focus of Karen's research will look at the system impact of Medical Education Fellowships on future career pathways.

The HEE (NW) Medical Education Fellowship (MEF) is a two-year programme for hospital based specialty trainees with a specific interest in medical education.

This year the programme received the highest number of applications to date. Following an assessment day in July, **11 trainees** were recruited to cohort 8 and began the programme in September.

Alongside the academic component of the programme, MEFs undertake an **educational research project**. The project ideas presented at October's Induction & Development Day were both interesting and diverse. These include:

- **Preparation for practice in low resource settings**
- **Is there a role for the humanities in postgraduate medical education?**
- **Where have all the doctors gone?** plus others.

For more information about the MEF programme please visit: [www.nwpgmd.nhs.uk/educator-development/mef](http://www.nwpgmd.nhs.uk/educator-development/mef).

# Research & Innovation

## Update

Over the past few months we have been meeting with colleagues at Higher Education Institutions in the North West to identify opportunities for collaborative working with academic partners in delivering our national research and innovation strategy. We are keen to capture information on individual colleagues, clusters and collaborations from any discipline engaged in research relating to health workforce education and training. It is our intent to map all such research activity with a view to raising the profile of this region's strengths and achievements whilst building a collaborative network of experts to inform and enhance the evidence base of HEE's work. We also hope that closer working with academic colleagues will improve knowledge transfer in health education and workforce development. We wish to explore possibilities for joint working on specific projects based on HEE priority areas and improve access to sources of research funding.

The inaugural HEE (NW) Masterclass in Medical Education Research, held in Manchester on 1st November was heavily oversubscribed and very well received by delegates. Expertly led by Professor Tim Dornan from Queens University, Belfast, the focus of the class was qualitative approaches to researching clinical learning environments. We plan to host further masterclasses in 2017 so watch this space.

With support from the team, our newly appointed Medical Education Fellows are busily preparing protocols and completing IRAS forms for their education research projects. They cover a wide range of topics, including the career decision making of Foundation trainees, assessment, preparation for practice in low resource settings and the use of humanities in postgraduate medical education.

# Medical Leadership

## Medical Leadership Fellowship

The **Medical Leadership Fellowship programme** (MLFP) is a flexible, challenging and practically orientated two-year programme designed to develop future medical leaders.

The Academic Component uses the [NHS Leadership Academy's Elizabeth Garrett Anderson Programme](#). This flagship programme has been created by internationally renowned business & academic experts: KPMG, Manchester Business School and the Health Services Management Centre at the University of Birmingham, and ensures that the patient experience is central to the programme.

To promote sustainable leadership development, the Medical Leadership Fellowship is **fully integrated into clinical training**. To ensure academic and vocational components are manageable alongside clinical training, the Medical Leadership Fellowship is completed over two years

We have **6 new fellows** in the 2016 cohort and they have recently attended their first Masters residential.

The programme is open to

- **hospital based specialty trainees at ST4+** and
- **GP trainees can apply in their ST2 year**

For more information about the MLF programme please visit <https://www.nwpgmd.nhs.uk/medical-leadership/medical-leadership-programme>.

HEE (NW) has commissioned a new Medical Leadership module in collaboration with Edge Hill University and the Royal College of Physicians. The new three year programme commenced delivery this September and there will be **10 cohorts per year**.

The module is **fully funded** and is available to all current specialty trainees at ST4 and above. GP ST3 trainees are able to attend the module upon successful completion of their CSA.

The module is academically validated and accredited at MSc level and carries 20 credits. This means that it can be used to contribute to a Postgraduate Certificate or an MSc in Medical Leadership which participants have the option to progress to through self-funding.



**Royal College  
of Physicians**

For further information and for details of how to apply please visit: <https://www.nwpgmd.nhs.uk/Postgraduate-Module-in-Medical-Leadership>

**Edge Hill  
University**

**Postgraduate  
Module**

# North West Leadership Night School

The North West Leadership School (NWLS) is an initiative of HEE (NW) that aims to **inspire** and **develop leadership skills** in medical trainees. We present accessible workshops and events to whet trainees' appetites for leadership and signpost opportunities to develop their interests further.

There are **two established sub-branches** in the North West: Cheshire and Merseyside, and Greater Manchester. A third branch of Cumbria and Lancashire is in the process of setting up. There are a planned series of night school events over the coming year and more information can be found here [https://www.nwpgmd.nhs.uk/leadership\\_school](https://www.nwpgmd.nhs.uk/leadership_school).

## Elsewhere in PGMDE

### Physician Associate Programme

Following this year's successful introduction of student Physician Associates across the North West we are again working in partnership with Manchester School of Medicine, Liverpool University, the University of Central Lancashire (UCLan), St Helens and Knowsley NHS Foundation Trust (Lead Employer) and providers of care across the region to recruit a further **165 students** to start on programme in February 2017.

The funding model for this cohort will differ from the pilot programme in that the sponsorship element will no longer apply requiring students to **self fund** their 2 year programme of learning (the Postgraduate Diploma in Physician Associated Studies) although they will continue to receive a training salary over the 2 years. Placements will continue to receive a placement tariff. Sponsorship agreed for the pilot cohort will remain under the arrangements in place with organisations for them to sponsor these student for the 2 years of the programme.

Recruitment is underway for the 2nd, non sponsored, cohort with **490+ applications** being received in the first 7 days of the opportunity being live. Interviews took place at Aintree Racecourse on the 16th, 17th and 18th November with the interview panels consisting of both university and NHS representatives.

Work will start shortly in approaching all potential **clinical placement providers** to determine the availability of clinical placements, acute, primary and secondary care, to support both the second year of the current cohort and the February 2017 cohort.

Any one interested in learning more about the Physician Associate Programme can contact:

**Judith McGregor**

**Physician Associate Programme Lead**

[Judith.mcgregor@nw.hee.nhs.uk](mailto:Judith.mcgregor@nw.hee.nhs.uk)

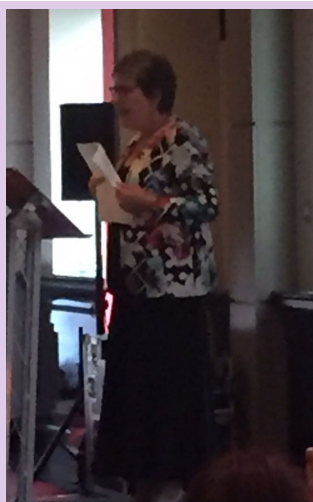


# Education Development Team

Dr Steven Agius	Senior Research Fellow
Fadhiya Ahmed	Administration Apprentice
Dr Rebecca Baron	Associate Postgraduate Dean - GP (Medical Leadership)
Adele Deehan	Project Support Officer
Amanda Fox	Programme Support Manager
Dr Roisin Haslett	Associate Postgraduate Dean (Medical Leadership)
Tracey Lakinson	Head of Education Development
Liam Lofthouse	Project Support Officer
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)
Dr Alistair Thomson	Associate Postgraduate Dean (Educator Development)
Julie Want	Education Development Manager   Medical Leadership and Careers
Karen Winterbottom	Education Development Manager   Educator Development

For contact details please visit our Staff Directory: <https://www.nwpgmd.nhs.uk/staff-directory>

## A fond farewell...



At the end of September Professor Jacky Hayden retired from her role as Dean of Postgraduate Medical Studies after 20 years.

Jacky always held a keen interest in medical training and became a GP Trainer for North West Regional Health Authority in 1984. She was the first female doctor to be appointed as Director of Postgraduate General Practice Education in 1991.

Jacky made history in 1996 by becoming the first GP in England to be appointed as Postgraduate Dean of the North West Regional Health Authority, she was one of the HSE's top fifty inspirational women in health as well as being awarded a CBE for services to medical education in 2013.

Jacky has had a long and estimable career and she hasn't finished yet. Jacky leaves HEE (NW) to pursue a number of roles including President of the Academy of Medical Educators in 2017 and Non-Executive Director at Plymouth Hospitals NHS Trust as well as carrying on her roles as Chair of the North of England Region of the Faculty of Medical Leadership and Management, Medical Practitioners Tribunal Service Committee Member and GMC Associate.

We thank Jacky for her many years of service and hope she will find some time to relax in her retirement!



# Spotlight On...

## Nicholas Taylor

COPDEND Chairman and Dean of Postgraduate Dental Education,  
Health Education England (North West)



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

I started as a District Dental Tutor in 1995 and was a Foundation ES for 20 years. In 2006 I became Associate Dean, and then Dean of Postgraduate Dentistry in Greater Manchester, Lancashire and Cumbria in 2010. Following

integration in July 2015 I have been working across the whole of the North West region.

### What does your portfolio include?

My role as Dean covers Dental Foundation, Core and Specialty Training and Conduct and Performance, together with the training, maintenance and development of the current and future workforce to cover the needs of service provision. As a team we host the Manchester Centre for National Recruitment for Foundation Training and Specialty Recruitment for Restorative Dentistry.

HEE (NW) works closely with Public Health England and NHS England Area Teams in Manchester, Lancashire, Mersey, Cheshire and South Cumbria through the Local Dental Networks to provide needs led education and workforce transformation. I'm part of the PGMD Senior Leadership Team and currently chair the Medical and Dental Leadership Oversight Committee.

I was elected Chairman of The Committee of Postgraduate Deans and Directors (COPDEND) UK in December 2015. This role allows me to participate in national policies on behalf of

postgraduate dental education and influence the strategic direction of dentistry for HEE alongside NHS England and Public Health England.

### What was your career path to becoming a Dental Postgraduate Dean?

I trained at Guys Hospital, London qualifying in 1978. I am from a primary care dental background, having been a partner until recently in two enhanced training practices; I came out of clinical practice in 2012 and continue to be a partner in one enhanced training practice which delivers undergraduate dental and dental therapy training. I have twenty years' experience as a Vocational/ Foundation Educational Supervisor, and during my career have worked in the hospital service and on a primary care trust Professional Executive Committee. I have also been an Associate Crew member with Mercy Ships M/v Anastasis in West Africa.

### What did you want to be when you grew up?

A radio engineer. When I was applying for University there were 3 options open to me - Agricultural Engineering, Navigation Officer on an oil tanker or Dentistry. I'm a failed mathematician.

### What do you do to relax?

Mountaineering especially in the Alps and during the UK winter, tandem riding on road or mountain and kayaking - things that involve high adrenaline rushes! Also managing my small woodland in the Lake District. We are a close family, and I am involved with the local church.

### FUN FACT

I have just made a miniature table and chairs for my grandchildren's play house out of sycamore using a chainsaw.