

Trainer Standards Update Autumn 2016

Introduction

Welcome to the autumn 2016 edition of the HEE (NW) Trainer Standards update.

GMC recognition and approval of trainers

The GMC released their implementation plan for the recognition of trainers in August 2012, which required LETBs (i.e. HEE NW) as Learning Organisations to formally recognise trainers in their roles as Educational and/or Clinical Supervisors - [GMC Implementation Plan](#).

In July 2015 HEE (NW) confirmed that one framework for the recognition of trainers applied across HEE (NW) to ensure that the GMC standards were fully met by the 31 July 2016 deadline. This included the implementation of a live, online trainer database to enable LEP's (Trusts) to record the status of Named Clinical Supervisors (CS) and Educational Supervisors (ES).

On 1 August 2016 our data return uploaded to GMC Connect recommended 5691 trainers for full recognition as Educational and Clinical Supervisors (4679 ES / CS and 1012 CS). The GMC will add trainer status to consultants' and SAS doctors' names on the GMC website late autumn 2016 (possibly early 2017).

The next phase will require renewal of recognition. The GMC intend to align this with revalidation, with subsequent recognition lasting 5 years, refreshed at annual appraisal.

Trainees must be supervised by fully recognised trainers. If a department does not have fully recognised Educational Supervisors, supervision should be re-aligned elsewhere.

Many thanks to all trainers and postgraduate centre staff who helped ensure our return to the GMC was so high. We will continue to work with you to ensure that the data we submit is of the highest quality and that trainers are supported to become recognised as such by the GMC.

HEE (NW) Requirements

Meeting GMC standards for ongoing Trainer recognition – HEE (NW) requirements

To be fully recognised as a Clinical or Educational Supervisor, trainers are required to document evidence from the domains, as indicated below, to demonstrate their engagement in educational activity:

Clinical Supervisor Requirement	Domain	Educational Supervisor Requirement
✓	1. Ensuring safe and effective patient care	✓
✓	2. Establishing and maintaining an environment for Learning	✓
✓	3. Teaching and Facilitating Learning	✓
✓	4. Enhancing Learning through Assessment	✓
	5. Supporting and monitoring educational progress	✓
	6. Guiding personal and professional development	✓
✓	7. Continuing professional development as an educator	✓

Gaining and retaining recognition

HEE (NW) now requires all Consultants who supervise trainees to be recognised at least as Clinical Supervisors. This includes those working with trainees on call, at nights and weekends, in operating theatres or in outpatients etc. The following is a reminder of HEE (NW) requirements to be fully recognised as a Clinical or Educational Supervisor:

To become recognised after 1st August 2016, i.e. anyone not on the HEE (NW) trainer database and new Consultants / Trainers will need to:

- Attend a taught course that is DME approved and externally accredited e.g. by Academy of Medical Educators, Royal College or HEI to prepare them for the supervisor role.
- Present evidence that this maps against the 5 / 7 domains, by providing a minimum of 1 piece of evidence from each of domains 1 – 4 for CS and 1 – 6 for ES. See section 'externally accredited courses'.

Alternatively, trainers may be able to submit 1 piece of evidence from each of domains 1 – 4 and 7 for CS and 1 – 7 for ES, acquired gradually from a variety of sources.

Provisional recognition ceased to exist as of the 1st August 2016. Any supervisors that were not fully recognised by 31st July 2016 will need to train as new supervisors.

(Extenuating circumstances i.e. maternity leave, sick leave, etc. should be discussed with the DME and HEE (NW) via the Associate Dean).

To retain recognition trainers are required to undergo annual appraisal which includes evidence of educational CPD. This would be demonstrated by one piece of evidence covering domain 7 (CPD) per annum (see below – CPD for Educators 2016) with 3 separate types of evidence in any 5 year period. **Over the 5 year recognition period** trainers must submit 1 piece of evidence from each of domains 1 – 4 for CS and 1 – 6 for ES. This may be achieved from attendance at a taught refresher course, or acquired piecemeal from a variety of sources. (A significant piece of CPD may also provide evidence against other domains, in addition to domain 7).

A framework providing examples of evidence for educators and appraisers [can be accessed here](#).

SAS Doctors as named Clinical and Educational Supervisors

[Please click here](#) to access the HEE (NW) policy on the recognition of SAS Doctors as Clinical and Educational Supervisors. This is in accordance with the GMC Standards for the Recognition of Trainers (paras 60 and 61).

Trainer Database

Database of Trainers

HEE (NW) has developed a Trainer Database which is in use in all Trusts across the LETB. The database is managed primarily by Medical Education Managers in Trusts and contains information required by the GMC on named Clinical and Educational Supervisors. We use this information to report to the GMC on trainer standards, as well as for the GMC trainer survey first sent in 2016.



Please continue to add new trainers to the database. When adding new trainers please also send full details (including details of which trainees they supervise) to nwd.educatordevelopment@nw.hee.nhs.uk.

Information on named supervisors is also checked at each Trust monitoring visit as part of our quality management processes.

If you would like any more information about the trainer database, please contact us at nwd.educatordevelopment@nw.hee.nhs.uk.

Externally Accredited Courses

HEE (NW) does not have a mandated list of accredited courses but suggestions of appropriate courses include (please click on the pink link for further information about each course):

HEI PG Courses

- [Postgraduate Certificate in Workplace based Postgraduate Medical Education with Edge Hill University.](#)
- [Chester University Postgraduate Medical Education Practice programme.](#)
- [Examples of other courses can be found on the website.](#)



Royal College courses

Please check on Royal College websites as there are a variety of courses available, for example:

- [The RCP runs a 'doctors as educators' course for all specialties.](#)
- [RCS runs a 2 day course for Surgical Educators.](#)
- [RCPCH runs an Effective Educational Supervision course.](#)
- [RCoA runs a number of courses for Anaesthetists as Educators.](#)

Membership of the Academy of Medical Educators (AoME)

If you are or become a Member or Fellow of the AoME you will be deemed to have met the domains required to be recognised as an Educational Supervisor, subject to approval by your Director of Medical Education. [More information can be found here.](#)

Other externally accredited courses

There will be courses other than those mentioned above which are appropriate. HEE (NW) does not approve courses and as long as trainers can map their learning from the courses to the domains and have the approval of their DME, this is sufficient for approval.

Contact Us



If you have any queries on any of the above points or require further clarification please contact us at nwd.educatordevelopment@nw.hee.nhs.uk.