

Learner Support and Faculty Development

Winter 2021



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Team Update

Welcome to the winter issue of the Learner Support and Faculty Development (LSFD) newsletter which includes information on a pilot of training materials for Foundation Doctors, an introduction to the environmental sustainability work being undertaken in HEE NW and future plans, important information regarding a new booking system for events, plus the usual announcements on forthcoming events and new resources.

Firstly, we would like to take this opportunity to introduce you to a new member of staff who has joined the LSFD team since the last issue of the newsletter.

Angela McMahon was seconded to the LSFD team from the School of Surgery at the beginning of November as Programme Support Manager. Prior to joining HEE (Health Education England) in 2016, Angela worked for over 10 years in medical education at Greater Manchester Mental Health NHS Foundation Trust based at North Manchester General Hospital.

Wishing you all a wonderful Christmas, hopefully, you will be spending the festive season in the company of family, friends, and colleagues and finally, let's look forward to 2022 being a very happy new year!

New Training Materials for Foundation Trainees

Lancaster University and Health Education England are delighted to introduce *Building reflective spaces for Foundation Doctors: Thinking ethically, legally, and professionally*. A series of training materials specially created to meet the ethical, legal and professionalism training needs of Foundation Doctors.

The ambition underpinning the training series is to promote and encourage ethically sensitive, ethically aware, and ethically reflective Foundation Doctors.

The purpose of the training materials is to address a currently unmet need identified by Foundation Doctors. The topics of the training materials have been identified by Foundation Doctors as those they would most wish to receive training on during their foundation training (see Machin et al., 2019). There are currently four training

packs available to be piloted:

- self-discharge against medical advice
- chemically restraining patients
- engaging with suicidal patients
- DNACPR

The focus of each training pack is on the ethical, legal, and professional aspects of the topic, rather than on clinical practice and/or medical knowledge. A fifth training pack is under way on the topic of organ donation.

The aim is for each training session to provide a reflective space for Foundation Doctors to consider the ethical, legal, and professional aspects of their everyday clinical encounters. The training packs build upon the ethical, legal and professionalism learning the Foundation Doctors will have gained from medical school, and therefore advance their knowledge, understanding

and learning in these areas.

The training packs have been led by Dr Laura Machin, a non-clinical senior lecturer in medical ethics at Lancaster Medical School, and overseen by Professor Paul Baker, Deputy Postgraduate Dean for the North West of England Foundation Schools. With each training pack, Laura and Paul have collaborated with a wide range of clinical colleagues from a variety of clinical specialties across England.

The training packs have been designed to be delivered by clinical colleagues who may or may not have little experience or formal qualifications in ethics, law, or professionalism. Alternatively, non-clinical colleagues, such as academics at local medical schools, have also been considered when designing the content of the training materials and therefore can also be considered as possible facilitators for the training.

The content of the training packs has been mapped against the new UK Foundation Programme Curriculum (2021) and the e-portfolio, Horus, thereby illustrating the need for the training to the Foundation Doctors. The content is drawn from published research such as qualitative studies, as well as a range of medias including blogs, podcasts, and television. Each pack includes a slide pack and a facilitator's guide on how to build the training session. The training materials can be used for F1 or F2 and can be adapted to the mode of delivery e.g., in person, or remote, as well as providing sufficient material for a session between 50 minutes (lecture style with little group interaction) and up to 2 hours in length (workshop style with high group interaction).

The training packs provide discrete training opportunities for Foundation Doctors, and therefore it is not necessary for all four training packs to be used, or to be used in a particular order. That said, the ethical concepts, principles, frameworks, and theories in each pack are purposively different so that the ethical learning of Foundation Doctors is developing and expanding with each training pack used.

The training materials are currently being piloted with the support of 10 hospital trusts across England. So far, they have been used at regional training days, so that one pack has been used in the morning and a different pack in the afternoon in order to provide an 'ethics and law' training day. They have also been used within departments, rather than solely Foundation Doctors, as it was deemed a topic that all members and grades of a team would benefit from. Finally, they have been delivered within specific hospitals, in person, to a smaller number of Foundation Doctors compared to those larger numbers at regional training days.

Once the pilot of the training materials has concluded, it is anticipated that the packs will be available online and accessible to all via the HEE NW website. If you wish to know more about the training series generally, or wish to collaborate on a training pack on a particular topic then please do get in touch with Laura or Paul (l.machin@lancaster.ac.uk / Paul.Baker@hee.nhs.uk). More pilot sites are also welcome. Please contact Laura if you are able to identify colleagues at your trust who are willing to use the training materials to facilitate a training session on one of the four topics.

Environmental Sustainability in Healthcare



The NHS is a huge contributor to our carbon footprint in the UK, being responsible for around 20 million tonnes of CO₂ emissions annually. The NHS carbon footprint is multifactorial, including clinical care, clinical behaviours, NHS buildings and real estate, technology, travel (staff and patients), pharmaceutical production and disposal as well as disposal of clinical and non-clinical waste.

To achieve 'net zero' and sustainability in healthcare, there needs to be engagement and action across all of health and social care. There are certainly areas we can improve on via LSFD, to educate the current and future clinical workforce about sustainability and the net zero initiative. Clinical leadership and education are required to achieve change in such areas.

Current Activity:

Sustainability now features in the Foundation and College curriculae; encouraging trainees to consider aspects of this in their training and QI (Quality Improvement) activity.

An e-learning module has been written by the Centre for Sustainable Healthcare in partnership with the HEE e-Learning Team: <https://www.elfh.org.uk/programmes/environmentally-sustainable-healthcare/>

The Centre for Sustainable Healthcare (www.sustainablehealthcare.org.uk) has many resources that can be used (as well as many educational events) to support trainees interested in developing a project around sustainability.

There are working groups and WhatsApp groups across HEE NW sharing ideas and good practice.

There are sustainability fellowships and initiatives in some Schools (notably the School of Anaesthesia), and pockets of high-quality activity typically focussed on QI project work in this area.

Future Activity:

Having facilitated access to resources for many trainees and trainers, we are hoping to be able to secure funding to increase this in the future.

- Aspiration to include sustainability on teaching programmes.
- Commitment to appoint a Sustainability QI Fellow in 2022.
- Development of a webpage for LSFD, on a sustainability theme.

If you are interested in this topic or would like any further information, please contact Alison Gale, Associate Dean to find out more: Alison.Gale@hee.nhs.uk

NHS Values Training for Newly Qualified Colleagues

The values training for the North West of England School of Foundation Training and Physician Associates has just been published in the Royal College of Physicians journal, the paper can be accessed via this link: <https://www.rcpjournals.org/content/futurehosp/8/2/e277>

The training covers a common set of core values and standards that should be shared throughout the NHS, originally developed in the wake of the Francis Report. The NHS Constitution is viewed as the first reference point but training and education for healthcare professionals was highlighted in the report, as being a strategy for promoting the desired culture shift. The Constitution sets out what patients, the public and staff can expect from the NHS, and conversely, what the NHS expects from them in return. Organisational values remain as a fundamental requirement for putting the patient at the heart of everything the NHS delivers.

The session lasts around 2 hours and involves a slide presentation covering the structure of the NHS, the background to the values and the Francis Report, some generic information on the importance of values within other large, complex organisations (the NHS is currently the eighth largest employer on the planet, having dropped from fifth in recent years and now behind three major Chinese energy companies), small group work and whole group feedback sessions based around real case studies. Trainees are then encouraged to reflect on the experience using a bespoke form on the Horus online system; this allows them to map specific softer core competencies to their personal development plan, providing evidence for their foundation portfolio.

The training is also entirely suitable for a multidisciplinary audience, more information is available from Paul.Baker@hee.nhs.uk

PGMDE Conference 2021 - Report

The 2021 PGMDE Conference went ahead in virtual format again on 30 September 2021, under the theme 'Supporting Learners and Learning: An Inclusive Approach'. The conference was very well attended, and we had three excellent speakers who covered a wide range of topics.

Our own Dr Rebecca Baron opened with a talk on how we learn and the neurobiology of frazzle, with a well-cited explanation of how our brains fare on low energy along with some excellent resources for further reading. This was followed by Dr Roy Wallworth's workshop on Conscious Competence, starting with a brilliantly straightforward explanation of the topic followed by group work to give delegates a chance to reflect and discuss the concept and how it related to their working lives as well as their trainees.

Our keynote speaker was Dr Nazir Lone, Senior Clinical Lecturer in Critical Care, University of Edinburgh and Honorary Consultant in Critical Care, Royal Infirmary of Edinburgh. Dr Lone gave his Effective Ally talk, which he was doing on a virtual basis for the first time. This was especially important to the audience of the conference, who not only may have a different lived experience to a lot of their trainees, and are in a position to make a real difference to people

who might not feel like they can speak up and need someone in a position of authority to help and advocate for them.

The talks from the conference were recorded and can be viewed here:

<https://sway.office.com/rRhHbHnD2WxzecEe?ref=Link>

Accent Course Manager

HEE (NW) is to begin adopting Accent Course Manager for booking of events, both face to face and virtual. Accent is a dedicated course booking system, capable of managing waiting lists and evaluations, and issuing certificates.

Accent is already used by two HEE regions and is now being rolled out nationally, it is still at the pilot stage in the North West but you and our trainees can sign up for a delegate account now at www.courses.hee.nhs.uk in anticipation.



Events

The Educator Development Programme

The Associate Dean led workshops (AD Masterclasses) planned from October 2021 will now be held from April 2022 as part of the new Educator Development Programme.

The Educator Development Programme is designed to complement the Spring Educators and PGMDE Conference with a programme of educational events to support educators, with material provided by Associate and Deputy Deans, the North West Specialty Schools, Directors of Medical Education, and external speakers.

Developed for educators, the Cultural Competence training will enable educators to improve their cross-cultural understanding and communication, to improve workplace harmony and effectiveness. The six dates for this training have now been advertised:

<https://healtheducationyh.onlinesurveys.ac.uk/cultural-competence-date-selection>

The following events are also planned for spring 2022:

- Coroner's Inquest Training: The educator's role in providing support to trainees attending a Coroner's Inquest
- Civility Saves Lives: Raising the awareness of the power of civility in healthcare

Further information on these events will be announced once available.

The Educator Development Programme timetable for 2022/23 is currently being put together and will be advertised from March 2022 onwards.

Spring Educators 2022

It is anticipated that the Spring Educators in May 2022 will resume as a face-to-face event (hopefully). Please hold the 17, 18,19 May 2022 in your diaries, further details will be announced once available.



Resources

Training for the Foundation Supervisor

eLFH course aimed at clinical and educational supervisors of Foundation Doctors. The course may also be relevant to supervisors of other specialties and GP trainees.

<https://portal.e-lfh.org.uk/Component/Details/721932>

Training Support Network's Directory of Resources

<https://www.nwpgmd.nhs.uk/TSN/DoS>

Free access to Unmind for NHS staff

Unmind is a mental health platform where you can access clinically backed tools, resources, and support.

<https://resources.unmind.com/free-nhs-access>

Contact Us

We hope you have found this issue of the newsletter useful.

We welcome your feedback and would love to hear your thoughts or ideas for events, topics for future issues of the newsletter or any other suggestions you may have.

The LSFD team can be contacted via email at: facultydevelopment.nw@hee.nhs.uk