


Supporting Trainers

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HENW Spring Educators Training &
Development Event 17-18th May 2016


Why?

- Important role of TSTL's, Clinical & Educational Supervisors.
 - Quality Improvement.
 - Compliance with GMC trainer standards.
 - Conflicting work place/job plan pressures.
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How?

- Share ideas.
- Some suggestions.

NWSOR Educational Supervisor's Annual Feedback

- ARCP panel Annual Report assessment.
 - Trainee Educational Supervisor survey.
 - Appreciation.
 - Supervisor's Annual Report Guidance.
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ARCP Panel assessment of quality of Educational Supervisor report

Specialty					
Date of Panel					
Panel Chair					
Educational Supervisor					
Improvement required	tick	Acceptable	tick	Excellent (in addition to Acceptable)	tick
The basis for judgements is not clear, ie they are not referenced to the evidence		Judgements are generally referenced to the available evidence		Judgements show sophistication, synthesising evidence from a number of sources	
No comment is made on the current state and the progression of competence		The current state and the progression of competence are made clear			
There are no, or few, suggestions for trainee development		Suggestions for trainee development are routinely made and appear to be appropriate		Suggestions for trainee development clarify the learning outcomes to be achieved	
				The supervisor comments on the quality and range of the evidence-set in order to improve trainee insight and future data	
Overall Assessment (please tick one)		Summary comment (please include evidence supporting your overall assessment) and suggestions for improvement:			
Improvement required					
Acceptable					
Excellent					

Suggestions for Improvement

Report not available

Supervisor report only reflects the last 6 months rather than 12 months of training. This made evaluation difficult.

No comments. Needs more detail. Lack of comments on MSF. Negative comment (no feedback to trainee). Please feedback on negative comment in MSF in detail.

Could have more information in PDP other than exams.

Very brief report. Could be slightly more comprehensive.

No summary of PDP objectives.

More info on MSF suggested.

Insufficient information on PDP. No summary of information on MSF. Most sections not expanded or evidenced.

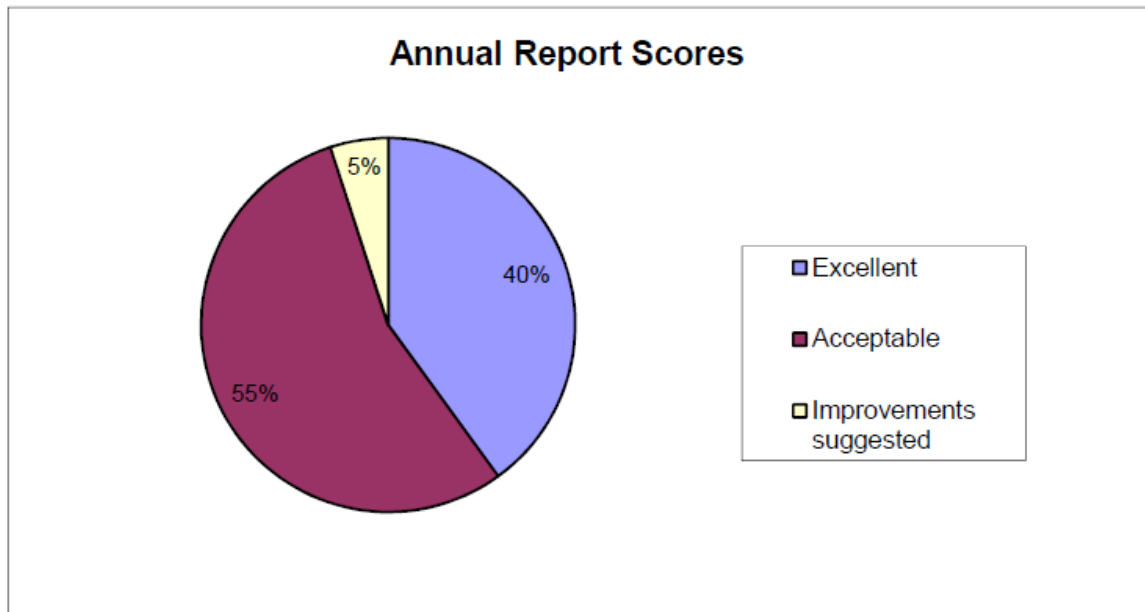
MSF not released - this made ARCP Panel's job difficult.

Needs to comment on audit activity and Attendance events. Would be good to add reporting numbers.

PDP - little information for Panel - only exams mentioned.

2014-2015 Ed Supervisor Reports - overall scores - 60 reports assessed

Annual Report Score	Total
Excellent	24
Acceptable	33
Improvements suggested	3



Educational Supervisor Evaluation 2012/2013



1. Who is your educational supervisor?		
	Response Percent	Response Count
[REDACTED]	2.7%	2
[REDACTED]	1.3%	1
[REDACTED]	1.3%	1
[REDACTED]	1.3%	1
[REDACTED]	2.7%	2
[REDACTED]	2.7%	2
[REDACTED]	2.7%	2
[REDACTED]	2.7%	2
[REDACTED]	4.0%	3
[REDACTED]	2.7%	2
[REDACTED]	2.7%	2
[REDACTED]	1.3%	1
[REDACTED]	1.3%	1
[REDACTED]	1.3%	1
[REDACTED]	2.7%	2
[REDACTED]	1.3%	1
[REDACTED]	4.0%	3
[REDACTED]	2.7%	2
[REDACTED]	2.7%	2
[REDACTED]	2.7%	2
[REDACTED]	1.3%	1
[REDACTED]	1.3%	1
[REDACTED]	1.3%	1

2. How many times have you met your ES between August 2011 and July 2013?

	Response Percent	Response Count
2	2.7%	2
2	5.3%	4
3	44.0%	33
4	16.0%	12
More	32.0%	24
answered question		75
skipped question		1

3. I found it easy to arrange a convenient appointment with my Educational Supervisor.

	Strongly disagree	Disagree	Agree	Strongly agree	Rating Average	Rating Count
Please rate	1.3% (1)	1.3% (1)	41.3% (31)	56.0% (42)	3.52	75
Comment						12
answered question						75
skipped question						1

4. Did your educational supervisor produce an adequate report in a timely way in your e-portfolio for your:

	Strongly disagree	Disagree	Agree	Strongly agree	Rating Count
Annual induction appraisal	0.0% (0)	2.7% (2)	41.3% (31)	57.3% (43)	75
Mid year appraisal	0.0% (0)	1.4% (1)	43.2% (32)	56.8% (42)	74
End of year appraisal	0.0% (0)	2.7% (2)	37.3% (28)	61.3% (46)	75
Structured report for ARCP	0.0% (0)	4.0% (3)	34.7% (26)	62.7% (47)	75
Comment					15
answered question					75
skipped question					1

5. I found it easiest to get in touch with my ES by:

	Response Percent	Response Count
Telephone	24.0%	18
Text	29.3%	22
Email	92.0%	69
Other (please specify)		4
answered question		75
skipped question		1

6. I found it easy to get in touch with my ES.

	Strongly disagree	Disagree	Agree	Strongly agree	Rating Average	Rating Count
Please rate	0.0% (0)	1.3% (1)	30.7% (23)	68.0% (51)	3.67	75
Comment						3
answered question						75
skipped question						1

7. In addition to the mandatory appraisals and the completion of e-portfolio reports, my ES was helpful for:

	Strongly disagree	Disagree	Agree	Strongly agree	N/A	Rating Average	Rating Count
Personal tuition	1.3% (1)	12.0% (9)	24.0% (18)	25.3% (19)	37.3% (28)	3.17	75
Mentoring	1.3% (1)	2.7% (2)	42.7% (32)	40.0% (30)	13.3% (10)	3.40	75
Careers guidance	1.3% (1)	4.0% (3)	40.0% (30)	42.7% (32)	12.0% (9)	3.41	75
Pastoral care	1.3% (1)	5.3% (4)	32.0% (24)	32.0% (24)	29.3% (22)	3.34	75
Exam preparation	1.3% (1)	8.0% (6)	34.7% (26)	21.3% (16)	34.7% (26)	3.16	75
Exam feedback	1.3% (1)	5.3% (4)	25.3% (19)	17.3% (13)	50.7% (38)	3.19	75
Other (please specify)							11
answered question							75
skipped question							1

Page 3, Q3. I found it easy to arrange a convenient appointment with my Educational Supervisor.

1	Dr [redacted] wa only really available on Mondays but that worked well for me as I work half day on Monday so I could go see her after work at 2pm.	Nov 11, 2013 7:38 PM
2	Always helpful in finding a mutually convenient date.	Nov 11, 2013 3:17 PM
3	Dr [redacted] is extremely helpful and vigilant supervisor and is always available even on short notice.	Nov 8, 2013 8:55 AM
4	does not respond to email in a timely manner	Oct 10, 2013 4:39 PM
5	She is most accommodating !	Oct 7, 2013 9:02 PM
6	Dr [redacted] is very busy, she generally makes available a number of times but it is not always possible to attend at these times, it can therefore be a little while before a time which is mutually convenient is found. I can't blame Dr [redacted] for this as it is often combinations of on calls etc.	Oct 7, 2013 1:39 PM
7	difficult at find a time when both free and for me to get to Hope	Oct 7, 2013 9:57 AM
8	Very easy to get in touch with Dr [redacted]	Oct 5, 2013 2:45 PM
9	She answers emails even when she's not at work.	Oct 4, 2013 5:13 PM
10	Dr [redacted] was very proactive in arranging meetings.	Oct 4, 2013 4:44 PM
11	Dr [redacted] always responds promptly to my emails and it is always easy to arrange a convenient meeting.	Oct 4, 2013 1:08 PM
12	I was based at RPH so more convenient to arrange meeting	Oct 4, 2013 12:59 PM

Page 3, Q4. Did your educational supervisor produce an adequate report in a timely way in your e-portfolio for you:

1	Always aware of his responsibilities to produce these documents.	Nov 11, 2013 3:17 PM
2	There has been a little misunderstanding for last year s structure report purely because I am out of the sink in my training due to maternity leave, hence the structured report was over looked and got delayed. However on realisation, Dr [redacted] went out of the way and did it very promptly even when she was away on annual leave and probably out of the country too. I am very thankful to Dr [redacted] who has shown a great deal of dedication and being extremely helpfui.	Nov 8, 2013 8:55 AM
3	Met the supervisor mainly for the end of year appraisal.	Nov 6, 2013 7:43 PM
4	Organised meetings, targets areas for development and helps to plan ways to do this	Nov 6, 2013 7:32 PM
5	Excellent report in a timely manner. Dr [redacted] made very effort to help me with my portfolio, and I feel very fortunate to have her as my educational supervisor.	Nov 6, 2013 6:52 PM
6	Fantastic and always approachable	Nov 5, 2013 3:15 PM
7	Technical issues with login to portfolio caused a delay in ARCP report but Dr [redacted] worked very hard and late into the night to make sure it was completed!	Oct 7, 2013 1:39 PM
8	A little late for structured report but easily contacted to do so	Oct 6, 2013 4:55 PM
9	Always produces reports in a timely manner every single time.	Oct 5, 2013 2:45 PM
10	We had a combined end of year/induction meeting. I had not actually changed from ST4 to ST5 yet.	Oct 4, 2013 5:13 PM
11	Very thorough. Knew what was required.	Oct 4, 2013 4:44 PM
12	Kenw more about e-portfolio forms than me!	Oct 4, 2013 3:31 PM
13	Some inaccuracies in the final report	Oct 4, 2013 2:40 PM
14	Difficulties with eportfolio system recognising him as my educational supervisor resulted in some delays	Oct 4, 2013 1:30 PM
15	End of year review not undertaken.	Oct 4, 2013 12:59 PM

Page 3, Q5. I found it easiest to get in touch with my ES by:

1	In person as they work in the same department as me	Nov 13, 2013 8:37 PM
2	Very approachable by phone, text or email.	Nov 11, 2013 3:17 PM
3	Very informal approach, easy to text anytime of day	Oct 5, 2013 2:45 PM
4	Did require repeated emails to remind them.	Oct 4, 2013 12:59 PM

Page 3, Q6. I found it easy to get in touch with my ES.

1	Always replies.	Nov 11, 2013 3:17 PM
2	again, easy to get in touch with Dr. [redacted] lives very near to me, and even met him once at home.	Oct 5, 2013 2:45 PM
3	Very easy.	Oct 4, 2013 4:44 PM

Page 3, Q7. In addition to the mandatory appraisals and the completion of e-portfolio reports, my ES was helpful for:

1	Dr. [redacted] felt she didn't know much about GI related career development to give much guidance. Sha has given some general guidance.	Nov 11, 2013 7:38 PM
2	Very approachable, including when my son had an emergency admission.	Nov 11, 2013 3:17 PM
3	Dr. [redacted] has been exceptionally helpful and supportive in every aspect of my training. At the time of my maternity leave, she has been a huge support. She has been extremely helpful in understanding my needs as a mom as well as trainee and hence has always advised me accordingly which to me is such a support that I might not had from some one else.	Nov 8, 2013 8:55 AM
4	I had separate mentors and consultants that I sought out for advice etc.	Nov 6, 2013 7:43 PM
5	Advice of keeping a good general e-portfolio. Dr. [redacted] is very attentive and prompts me to keep a good portfolio which is greatly appreciated and invaluable.	Nov 6, 2013 6:52 PM
6	i have found my clinical supervisors more useful in this respect as i am with them all the time and are easier and more convient to meet	Oct 7, 2013 9:57 AM
7	post exam at the time, therefore not able to comment on exam prep/feedback but i am have no doubt that my ES would be helpful in these areas.	Oct 6, 2013 1:47 PM
8	has been incredibly supportive throughout my training career. thank you.	Oct 5, 2013 2:45 PM
9	Soo gave a small group of us several vivas prior to the 2B exam and her vivas were very similar to the real exam.	Oct 4, 2013 5:13 PM
10	General advise and support	Oct 4, 2013 3:08 PM
11	Dr. [redacted] has been particularly helpful with career advice and advice for the exams and is always welcoming and helpful.	Oct 4, 2013 1:08 PM