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Professor Stewart Irvine
Medical Director

Welcome again to our Deanery Newsletter and its round-up of what's happening in Scottish Postgraduate medical education training this Autumn. We begin by giving you advance notice of the 9th Scottish Medical Education Conference that takes place next May in Edinburgh which is without a doubt our showcase event for education and training in Scotland. It promises to again be an excellent opportunity to hear the thoughts of internationally recognised speakers and participate in a range of inspiring workshops.

There are many examples of best practice training in Scotland and we feature some of the great work we have come across over the course of the training year. The commitment shown by trainers and trainees is commendable. The Deanery also strives for continual improvement and seeks ways to better support trainees throughout the course of the training journey. An update from our Training Management function provides a glimpse of what we are doing internally to standardise or processes and bring about greater consistency.

Acknowledging the unique challenges of being practising a doctor we signpost you to a short guide to Reflective Practice. By taking time to reflect on the emotional impact for all involved in clinical practice we can better understand the intensity of what we do and safeguard our personal wellbeing whilst continuing to develop as doctors. Next-up we are pleased to tell you more about the pilot project to Improve Surgical Training in Scotland - a collaborative project with sister bodies in England - and report on how we are making rapid progress in Scotland. All told, good news for service providers, patients and careers in Surgical Specialties, not least General Surgery. Cross border collaboration is to the fore again as we celebrate the first Scottish trainee to complete the new Pre Hospital Emergency Medicine subspecialty training

programme, a unique collaboration between ourselves, the London Deanery and specialist training providers in both Scotland and England. There is a mention of the services available to trainees through the Performance Support Unit. Trainees and trainers are also set to benefit from the purchase of a new mobile skills unit has being used across NHS Scotland. Our NES Chair, David Garbutt welcomed newly appointed Cabinet Secretary Jeanne Freeman, who opened the new mobile facility.

We also give you an impression of the free-text comments trainees submitted in response to our Scottish Trainees Survey (STS) that tell us more about how trainees view their posts in Scotland. Whilst there are positive expressions in many areas there are several specific areas of concern, perhaps unsurprisingly in specialties with high acute workloads. A situation we need to acknowledge and address, along with our partners in Health Boards. Next, we give you an overview of what's new in General Practice Nursing. In closing, and hot off the press, is the recently published Quality Annual Report which gives an in depth look at the activities of the Quality teams, partners and stakeholders in the 2017/18 training year. I hope you enjoy the read.

9th National Scottish Medical Education Conference 2019



The dates for next year's 9th Scottish Medical Education Conference are:



Building upon the success of previous parallel sessions / workshops, we are inviting submissions from anyone who has an idea or topic which they would like to be considered for the programme.

You can see all the information on SMEC 2018 here:
www.scotlanddeanery.nhs.scot/news/8th-scottish-medical-education-conference-2018-resources/



To ask for a proforma, please e-mail:
medicalconf@nes.scot.nhs.uk

Proforma's are to be completed no later than **Monday 19 November 2018**.



Working across all programmes in Scotland our Quality Teams encounter many examples of best practice where things work well and where trainees really benefit. In the interest of sharing these experiences, here are a few of the best examples!



Foundation

During this year the Foundation Quality team have come across several units using short 'drop in' teaching sessions to support Foundation placements. These have, in general, been in surgical units and have been delivered by other specialities who provide care to patients in the surgical wards.

Often seen in Palliative Medicine, Geriatric Medicine and Pharmacy these sessions are often late morning or over lunch with whoever is around on that ward or neighbouring units. They are welcomed by trainees who gain a better understanding of subjects relative to their curriculum as well as being supported in delivering patient care.

GP

The Deanery has promoted the appointment of secondary care GP Champions. These are Consultant Trainers who take an overview responsibility for teaching provision across a hospital or board for GPSTs currently in secondary care posts. NHS Lanarkshire has utilised this to good effect with the GP Champion co-ordinating and promoting teaching for all GPSTs across Lanarkshire hospitals in all departments. This had led to more focused General Practice orientated teaching being widely available to all trainees based in Lanarkshire hospitals. Closer working is being established between Training Programme Directors and a lead GP Educational Supervisor to also include in this teaching GP trainees based in practices creating a bespoke teaching programme for all GPSTs in training within Lanarkshire.



Anaesthetics

When a trainee is absent from a department/unit with short notice, for example, sick leave, it can often be difficult to fill the gap on the rota at short notice and this usually has to be done internally by moving shifts around, but this does not always resolve the problem. The Anaesthetics Department at the Western General Hospital, Edinburgh have resolved this problem by producing a “disaster” rota. Basically, this is a rota which consist of the trainees listed in order to be contacted to fill the slot. If you are at the top of the list, you are expected to cover the shift but then move to the bottom of the list and can claim the time back. Everyone is happy with this arrangement: the service gets the slot filled but most importantly the trainees are very happy with this arrangement. They know their place on the list and it also means that extra cover is distributed equitably.

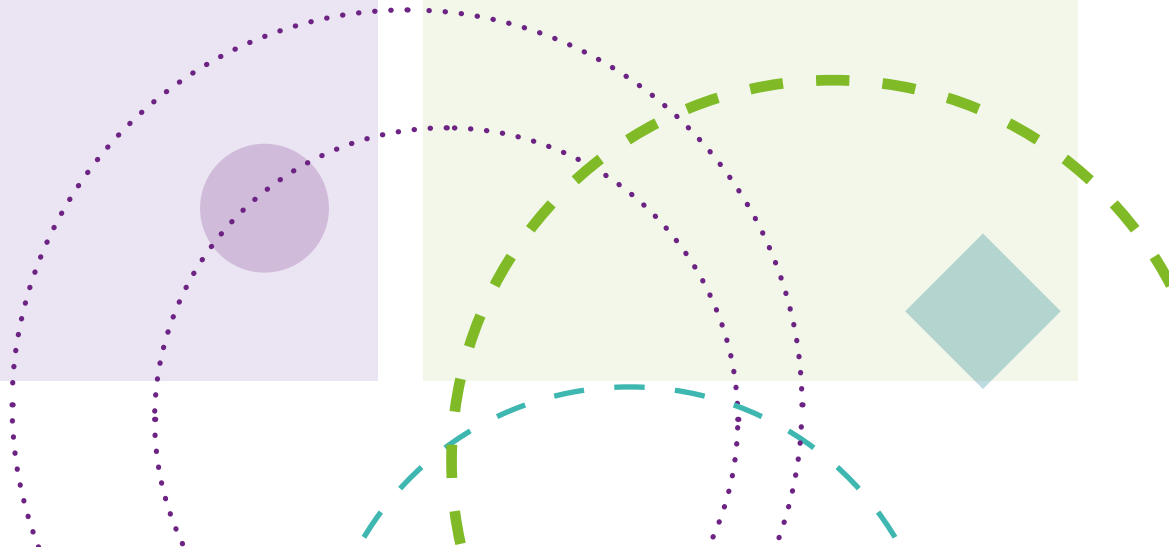
Diagnostics

The teaching programme in Medical Microbiology in Edinburgh has been running well for several years. It takes place on Wednesday mornings; the content is mapped to the curriculum and the time to attend these sessions is protected from interruptions. Feedback from trainees on a recent visit to the department was that the teaching delivered is excellent, of high quality and led by specialists in the topic being discussed.



Medicine

NHS Lanarkshire have made significant improvements around supportive culture education, training and patient safety. Their adoption of the Chief Resident model to engage trainees in medical management and to improve communication between trainees and senior management is a good example. Alongside this they have introduced more trainee involvement in the development of many clinical processes and a junior doctor forum to allow better communication.



Obstetrics

There may be challenges in delivering good quality training in small departments since a limited caseload may restrict opportunities to address curriculum competencies. The O&G Department at Borders General Hospital is a small unit with just over 1000 births per annum. Despite its small size the unit repeatedly gets multiple green flags in the GMC trainees' survey and was recently recognised with an RCOG training award and at the latest Deanery visit it was clear that there is a culture that prioritises training opportunities.

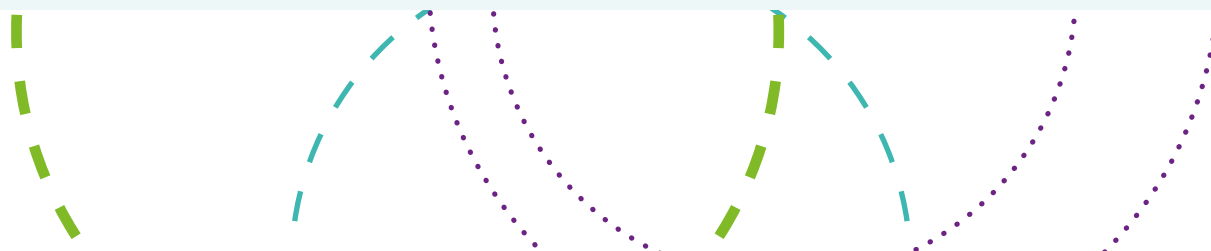
Trainers discuss what learning outcomes each trainee requires to complete during their post. GP trainees have a personal learning plan developed at commencement of the post, OPD clinic time is built into their week and they are directed to specific clinics relevant to their learning objectives.

There is parallel consulting at out-patient clinics with enough time allowed for trainees to discuss their patient management with the consultant and complete a case-based discussion (CBD) assessment. The team review patient caseloads in advance and plan for O&G ST trainees to see the same patients at outpatient clinics to provide continuity of care and learning. There is a very cohesive team structure and all trainers work regularly with the trainees allowing progression to be easily monitored. When specific procedural training opportunities arise, the team will identify trainees who need access to that opportunity and ensure that they are involved. Despite of a having a low caseload the department uses everything as a training experience to maximise the trainees' learning opportunities.

Surgery

The Royal Hospital for Sick Children in Glasgow Paediatric Surgery unit demonstrated a robust electronic handover system that was praised by all members of the team. The same team also have a supervised consent process that was welcomed by the trainees. The Oral and Maxillofacial training programme has a What's App feedback group which is co-ordinated by a trainee representative who feeds back to their Training Programme Director and Specialty Training Committee.

Separately NHS Lanarkshire's engagement, both at Board and trainer level, with the Deanery and the GMC's Enhanced Monitoring Process has seen vast improvements in their surgical training posts with the result of several units being de-escalated from Enhanced Monitoring.



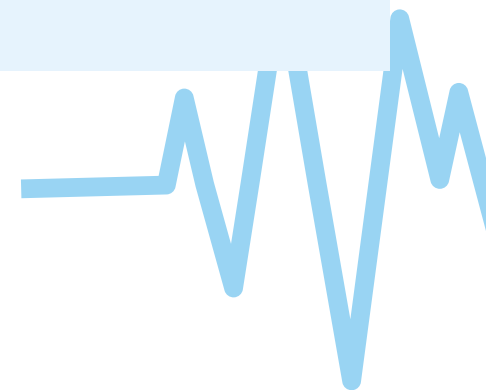


August 2018 saw the start of an exciting project which we hope will improve early years' surgical training – the Improving Surgical Training (IST) Pilot Project. Scotland is unique in the UK in that all 47 core surgical training (CST) posts have been included in the pilot. 18 posts have been designated as run-through in General Surgery and the remaining posts, which are uncoupled, should equip trainees to apply competitively for ST3 posts in a wide range of surgical specialties.

The project was devised to enhance early years' surgical training and to address Shape of Training recommendations. This joint project with Health Education England and the Royal Surgical Colleges affords the opportunity to look at what other aspects of training can be improved to better meet the current and future needs of patients and service providers. It sets out to increase the attractiveness of a surgical career, and in particular, a career in General Surgery.

Key aspects of the pilot project include:

- a more professionalised consultant trainer team
- more, ring-fenced time for trainers to train and improve the quality of the trainee's training experience
- more face to face instruction of trainees by Consultant trainers in clinics and during theatre lists with strict adherence to the quality indicators for Core Surgical Training developed by the Joint Committee on Surgical Training (JCST) on behalf of all four Surgical Royal Colleges
- more day time and less out of hours working for trainees ensuring that at least 60% of their working time occurs between 0800 and 1800hrs, Monday to Friday
- enhanced simulation training to benefit trainee development and improve patient safety
- a more competency based approach to trainee progression allowing good trainees to progress more quickly through the training programme
- a more robust and reliable trainee assessment process





Scotland is well placed to engage with the IST Pilot. CST in Scotland is already perceived to be of high quality. Despite this, trainee progression to Higher Surgical Training is relatively low with the number of outcome 1s at CT2 ARCP being disappointing. In addition, recruitment of trainees into Higher Training in General Surgery at ST3 is also poor with a high number of unfilled posts each year. It is hoped that a successful pilot will address these two issues.

Preparations for the pilot started in early 2017. A very successful two day bootcamp for Educational Supervisors was held at the Royal College of Surgeons of Edinburgh in June 2018. Over £150,000 of funding from the Scottish Government Health Department was obtained to support enhanced simulation training. Professor Ken Walker from Inverness was appointed as simulation lead for the project and Scottish trainers have collaborated to define a training package to ensure most appropriate use of simulation in gaining both technical and non-technical skills, which is aligned to the GMC approved curriculum.

The first group of trainees have attended a four day bootcamp in Inverness in September and two further bootcamps are scheduled for later this year. All IST trainees will be provided with a home laparoscopic simulation trainer and a programme of incentivised home laparoscopic practice and evaluation has been developed. Anatomy training sessions have been arranged and a new and improved monthly training programme has been developed by specialty leads with enhanced simulation input.

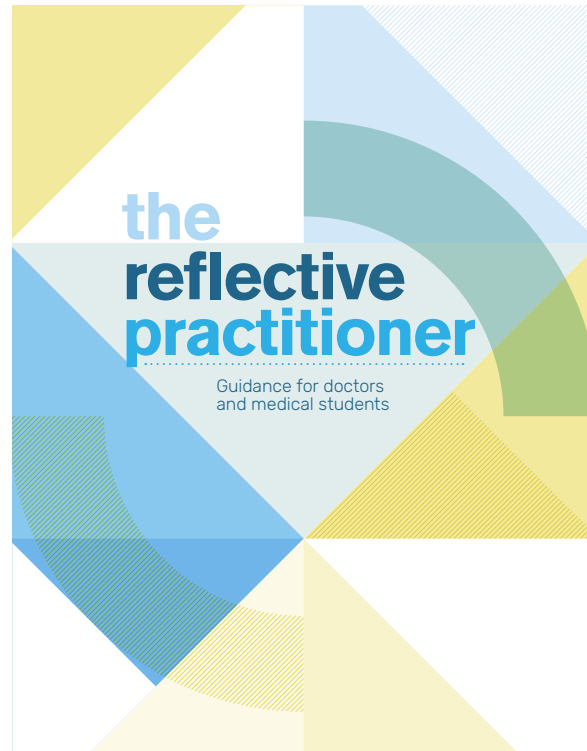
Plans are well advanced for recruitment of the second cohort of trainees who will start in August 2019. Again all Core Surgical Training post will be included. 21 posts will be designated as run-through in General Surgery, four as run-through in Urology and one as run-through in Vascular Surgery. The remaining posts will be uncoupled in 2018.



Medicine is a lifelong journey, immensely rich, scientifically complex and constantly developing. It is characterised by positive, fulfilling experiences and feedback, but also involves uncertainty and the emotional intensity of supporting colleagues and patients.

Reflecting on these experiences is vital to personal wellbeing and development, and to improving the quality of patient care. Experiences, good and bad, have learning for the individuals involved and for the wider system.

This short guide supports medical students, doctors in training and doctors engaging in revalidation on how to reflect as part of their practice. It has been developed jointly by the Academy of Medical Royal Colleges, the UK Conference of Postgraduate Medical Deans (COPMeD), the General Medical Council (GMC), and the Medical Schools Council.



You can read the Reflective Practice guidance and find the toolkit here www.scotlanddeanery.nhs.scot/trainee-information/guidance-on-reflection/

Training Management continues to support trainees and trainers as part of the NHS Scotland commitment to the 'Once for Scotland' approach, which seeks to improve, integrate and co-ordinate the way services are delivered within the Scottish public sector to ensure that everyone gets a consistent standard and quality of service. Within the Deanery the Training Management teams have been working steadily to standardise the systems we use to make the trainee journey as seamless as possible. The Deanery website hosts a wide variety of information for trainees and trainers eg ARCP, OOP, and Study Leave processes. These are reviewed and updated annually based on the useful feedback received from trainees and trainers.

Going forward, a number of on-line animated guides for trainees, trainers and educational supervisors are being developed to provide consistent support and guidance through the nationally agreed processes. As part of a GMC initiated development, all trainees were issued with a new National Training Number (NTN) or Deanery Reference Number (DRN) from August this year. The new numbers are based on the trainees' GMC numbers and specialty /subspecialty codes.

The Programme Director Handbook has useful information and links for new and existing PDs and 2 new pages for Trainees cover "New to working in Scotland"
www.scotlanddeanery.nhs.scot/trainee-information/new-to-working-in-scotland/



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Progress towards implementation of Shape of Training is being marked this year by the introduction of 3 new training programmes. In August 2018 as part of a UK pilot, the Scotland Deanery introduced 2 Improving Surgical Training programmes which will work alongside the current Core Surgical Training programmes and take trainees into General Surgery training. Scotland also introduced Broad Based Training (BBT) which offers trainees a firm broad foundation in four specialties with direct entry into year 2 of any of the four specialties of Core Medicine Training, General Practice, Paediatrics or Psychiatry.

Both programmes have proved popular with trainees and are set to continue. From August 2019 Internal Medicine (IM) Stage 1 will begin replacing the Core Medical Training programmes with recruitment to CT1 in the new programmes. Trainees will be appointed for up to 3 years.

Through joint working with colleagues in the Boards' medical staffing departments we have also supported the introduction of the single employer process for doctors and dentists in training. Local Deanery teams will work with one of 4 lead employers for doctors in training, who will have one contract and remain on the employing Board payroll for the duration of their training programme. From the training point of view this ensures ease of movement between rotations and makes Scotland a more attractive destination. From the trainees' point of view, they will have continuous service resulting in reduced payroll issues such as emergency tax code and access to mortgages. From the employers' point of view, it will lead to reduced complexity for maternity and sickness absence administration.

The worlds of work and training are moving into closer alignment. Keep watching the [Deanery Website](#) for further developments.



QI Zone Launch Measurement for Improvement eLearning Module

NHS Education for Scotland are pleased to announce the launch of our new Measurement for Improvement eLearning module on the QI Zone. A fantastic online resource as an introduction for anyone who wants to learn how measure for improvement.

This module will help you to identify what to measure, what data to collect, how to interpret the data and tell your quality improvement story. The module is free to access and suitable for anyone working in the public-sector workforce looking to improve local services.

The QI Zone also allows you to create and update your own personal learning record, keeping details about all your training and development in one place. Please ensure you register before launching the module to ensure this is recorded in your learning log.



This eLearning module can be accessed via the digital platform [Turas Learn here](#).

First Success of a New Training Scheme in Scotland

2018 has seen the first trainee to complete the new Pre Hospital Emergency Medicine (PHEM) subspecialty training programme in Scotland, a unique collaboration between the Scotland Deanery, Emergency Medical Retrieval Service (EMRS), Scottish Ambulance Service, London Air Ambulance and London Deanery. Trainees from Anaesthesia, ICU, Emergency Medicine and Acute Medicine from ST4 and above compete nationally for the programme which spends six months in Scotland at the ScotSTAR base at Glasgow Airport and six months with the London Air Ambulance, based at the Royal London in Whitechapel.

Origins of the Training Programme

The pre-hospital phase of a patient's journey can be critical to their survival and morbidity. These environments are often resource limited and physically and mentally challenging. PHEM doctors are trained to provide critical care both on scene and in transit for the most seriously ill or injured.

Recognising that there was no system, training scheme or workforce, the Faculty of Pre-Hospital care under the umbrella of the Royal College of Surgeons of Edinburgh supported the development of the PHEM subspecialty, approved by the GMC in 2011.

There are now 10 schemes in the UK, producing around 16 new subspecialists per year, enhancing the vital role already performed by the local ambulance services.

The Training Scheme

The curriculum is divided into six domains with three phases. Phase 1A is the gaining of core knowledge and familiarisation with local operations, a knowledge test must be passed at six weeks.

The Diploma in Immediate Medical Care must be passed at six months at the end of Phase 1B.



First Success of a New Training Scheme in Scotland

Phase 2 works towards independent practitioner competence and is completed on submission of the 110 WPBA to the training board and passing of the Fellowship in Immediate Medical Care exam.

The Training Environment

EMRS has 33 part-time Consultants from anaesthesia, emergency medicine and ICU. They respond by road, fixed wing or helicopter with either a registrar or retrieval practitioner providing remote and rural DGHs, GP surgeries and community hospitals in Scotland with critical care expertise on a 24/7 basis. A second team is available to respond to serious incidents requiring a time critical response before patients arrive at hospital – providing extrication analgesia, multi-casualty scene management and performing life saving interventions such as giving blood, RSI and chest decompression. Training has been fundamental since its inception and there have always been clinical fellows. Human factors education takes a high priority and is integrated into all ways of working and training within the service.



London's Air Ambulance

This service is recognized as one of the best in the world and has been in operation for 25 years. Trainees are exposed to the high volume, short transfer trauma that has become this services specialty in the city of London. From a training point of view, it means that the trainee not only gets experience of a different service but also high volume intervention exposure, essential for their logbook.



Scotland's first PHEM trainee Dr Neil Studd says:

“ A fantastic scheme with incredible training opportunities, in my opinion the best in the UK. ”



For more information contact nicola.littlewood@ggc.scot.nhs.uk

As a trainee doctor or dentist, you may experience difficulties which affect your work and / or training.

Whether you have health problems, family difficulties, workplace issues, doubts about career choice or lack of examination success you should not think you are alone. If you are experiencing any issues like these, the Deanery can provide you with help, guidance and support.

You can contact the Performance Support Unit on **0141 223 1620** or email **PSU@nes.scot.nhs.uk**.



To learn more about issues that can affect training please click on the links below:

1	Health and Sickness
2	Communication
3	Behaviors and Attitudes
4	Life events / bereavement
5	Training Environment
6	Exam Failure
7	Lack of engagement with training and portfolio
8	Time Management
9	Thriving in Medicine - Resilience
10	Performance Support News

Launch of the New Mobile Skills Unit



Thursday 20 September 2018 at Forth Valley Royal Hospital, Larbert

The CS MEN team were delighted to all be at the official launch the new Mobile Skills Unit. Cabinet Secretary, Jeane Freeman OBE MSP unveiled her first plaque as Minister for Health and Sport as she opened the new MSU, accompanied by David Garbutt, NES Chair and Caroline Lamb, NES CEO as well as the chair and CEO of NHS Forth Valley Alex Liston and Cathie McCowan respectively.



Launch of the new Mobile Skills Unit



Our Associate Postgraduate Dean for Clinical Skills, Jean Ker, showed the Cabinet Secretary around the MSU taking her through the simulation journey for learners from the control room to the simulated immersive health care environment where a scenario involving a polytrauma in a patient with depressive illness was in progress. The scenario was run by a team of staff from FVRH and led by Michael Money Penny, Director, SCSC^{HF}.

Following this a Launch Meeting was held in the Learning Centre at FVRH. Over 40 delegates attended the launch meeting which was opened by David Garbutt and Caroline Lamb. The meeting started with a presentation by Jean Ker followed by presentations from a range of trainers and hosts of the unit on How the MSU has Supported the Development of the Use of Simulation for Skills Development across Scotland.

Elaine Mead, chair of the MSU steering group cut the cake and participants then broke into three groups for round table discussions before finally having tours of the new MSU.

What we Found in our Scottish Trainee Survey (STS) STS Free Text Comments!

An analysis of the free-text comments in our Scottish Trainee Survey between Nov 2017 and June 2018 gave us further insight into how trainee doctors viewed their training in Scotland.

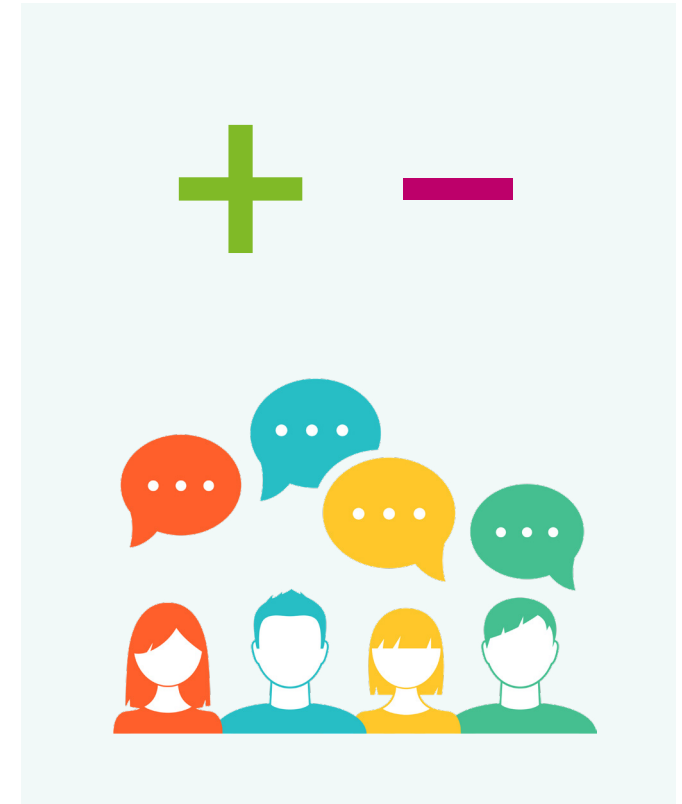
Sent out four times a year the STS includes two open-ended questions that invite trainees to add any positive or negative comments about their most recent post.

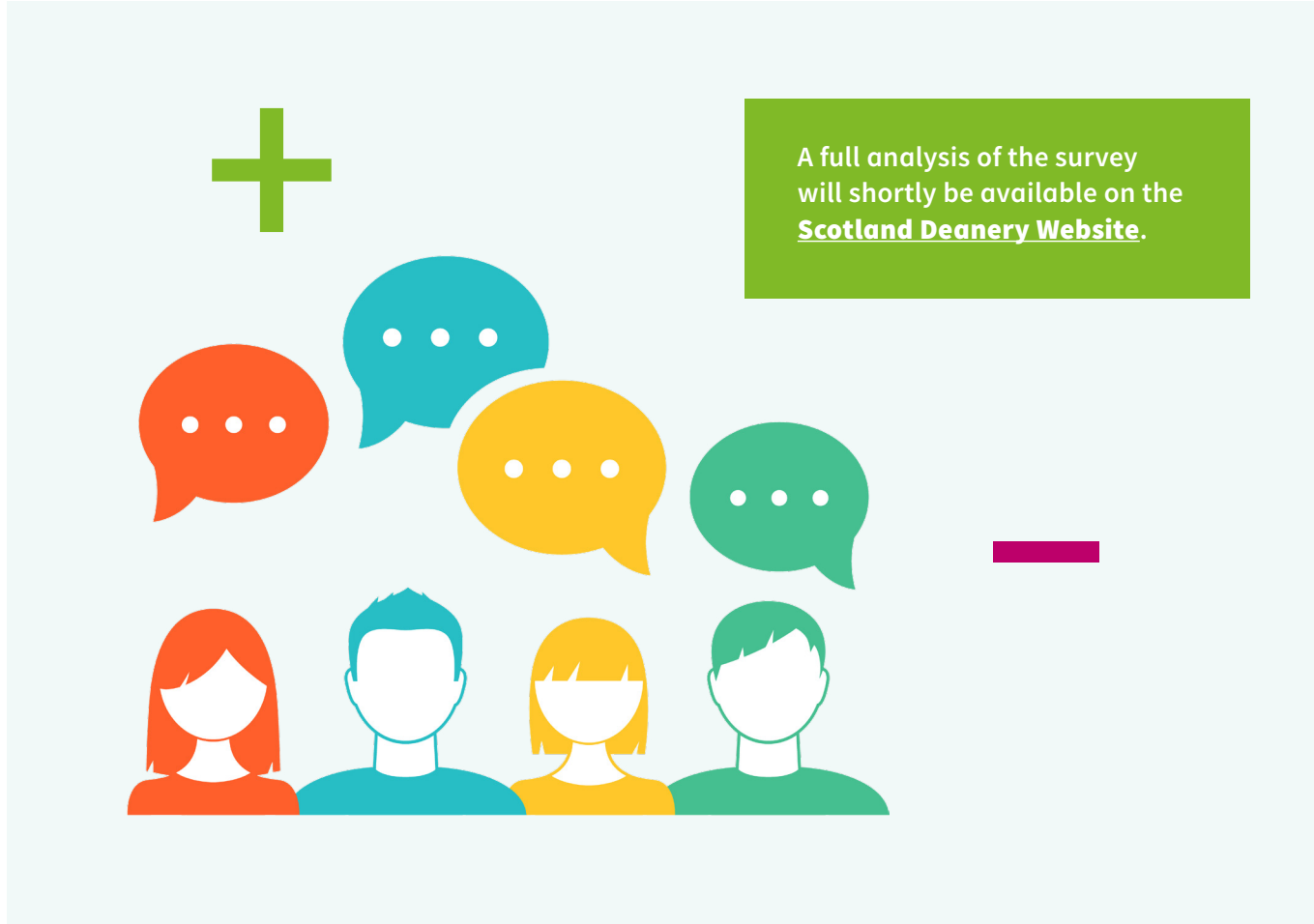
All positive and negative comments received were then analysed thematically and organised under four over-arching codes covering:

1. trainee support
2. experience and development
3. working environment
4. culture - that in turn allowed identification of forty-one sub-themes.

The overall analysis showed that comments about support, positive relationships with staff, teaching and learning opportunities were much more likely to be positive than negative. And, by far that the largest number of comments related to trainees feeling well supported in their training needs. In general, trainees felt welcomed into departments and felt that consultants were interested in their development. However, some trainees reported poor learning opportunities and inadequate teaching and there was a good deal of criticism relating to rotas, staffing levels and – related to this - heavy workloads. In some cases, trainees reported concerns about patient safety, especially out of hours.

The June run of the survey, which is sent to all trainees, was large enough to warrant analysis by each of our eight Specialty Groupings and there were many similarities in the types of comments from trainees across different specialties with supportive environment, good staff relationships and good teaching and learning opportunities featuring prominently.





A full analysis of the survey will shortly be available on the [Scotland Deanery Website](#).

However, trainees in Medical Specialties, Obstetrics, Gynaecology, Paediatrics and Surgical Specialties were more negative about learning opportunities. Trainees in Anaesthetics, ICM & EM were the most likely to report feeling exhausted whilst trainees in Mental Health reported high levels of satisfaction with supervision but were the most likely to report feeling that they were being insufficiently challenged and were working beneath their capabilities. GP trainees in primary care placements made fewer negative comments overall, whilst Foundation trainees in all specialties were the most likely to make negative comments about many issues, but especially rotas, staffing levels, workload and patient safety.

In summary we found a mixed picture with a good deal of praise from trainees for Consultants and Seniors who were approachable and keen to teach, with many comments about good formal and informal teaching and friendly, inclusive teams. In contrast though, some posts were perceived as understaffed and trainees considered felt that their training needs were considered unimportant, and that they were just providing service provision, sometimes in an environment which felt unsafe.

The introduction of the proposed GMS 2018 contract will increase the need for highly skilled General Practice Nurses (GPN) with wide-ranging, adaptable and versatile competencies. As GPNs will continue to have a vital role under the proposed new contract it is crucial that there is investment in the GPN education and training to support up-skilling of their role moving forward.

The Chief Nursing Officer (CNO) in Scotland has outlined a commitment to maximising the contribution of the Nursing, Midwifery and Health Professions (NMAHP) workforce by pushing the traditional boundaries of professional roles with the Transforming Roles Programme which aims to provide strategic oversight, direction and governance to this work and accordingly a short-life working group was established in 2017 to support the Transforming Roles programme with the aim of refreshing the role and educational requirements of general practice nurses.

The National Health and Social Care Workforce Plan Part 3 committed £3 million over three years for training and education needs in general practice nursing.

The Scottish Government has commissioned NHS Education for Scotland (NES) to manage this considerable investment. A three-year plan that offers education and development opportunities across all stages and career levels within the general practice nursing workforce is in place.

This includes:

- underpinning the learning experience in general practice for undergraduate student nurses
- supporting newly qualified nurses in general practice nursing training places
- increasing leadership capacity and capability through a clinical fellowship model
- funding a range of continuing professional development short courses and university-accredited modules



More information can be found here:
[www.scotlanddeanery.nhs.scot/
your-development/general-practice-
nursing/learning-and-development/](http://www.scotlanddeanery.nhs.scot/your-development/general-practice-nursing/learning-and-development/)

To ensure that GPNs are apprised of the educational and developmental opportunities being offered for the future of the role and to share the work of the GPN Transforming Roles Group, NES and the Scottish Government have embarked on a series of GPN Roadshows throughout every territorial health board area in Scotland to inform and connect with the GPNs.

The Roadshows are offering the GPNs the opportunity to find out more about the future of General Practice Nursing. They also feature a variety of speakers, as well as interactive workshops and question and answer sessions, that give participants a better overview of the GPN profession at both a national and local level. Webinars are being offered to ensure that GPs and PMs are completely aware of the range of education provision that is and will be available for GPNs over the next three years.

Follow what is happening at the Roadshows on Twitter using:

 [#GPNROADSHOWS](https://twitter.com/GPNROADSHOWS)

 **GPN ROADSHOWS**
COMING SOON  Scottish Government gov.scot

NES & Scottish Government GPN Roadshows coming Autumn 2018 to a location near you

What's Happening?

With recent Scottish Government funding being invested in GPN education, we are entering an exciting time for our profession. Our Roadshows will give you the chance to find out more about the future of General Practice Nursing

The Roadshows will feature a variety of relevant speakers, as well as interactive workshops and question and answer sessions, that will give participants a better overview of the GPN profession at both a national and local level.

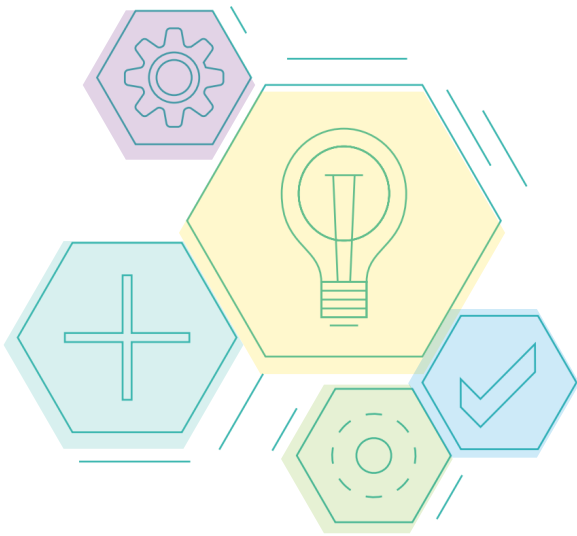
How can I book...?

GPNs should create an account on <https://portal.scot.nhs.uk/> using their NHS.Net email address. Search 'GPN' to access the booking pages for individual Roadshows (Make sure that you set your role as 'GPN- Practice Nurse').

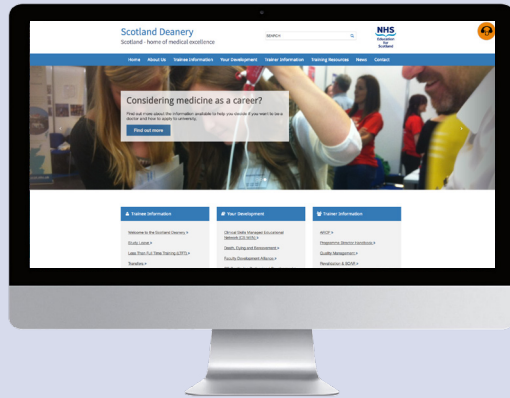


Please click on the flyer to view Roadshow dates and venues.

We are pleased to present the third Scotland Deanery Annual Quality Report. It is a summary of our work, across the training year, to continually improve the standard of medical education and training in Scotland. Our overarching aim of greater patient safety through better training has again been to the fore and our teams have worked collaboratively with our partners in Scotland's Medical Schools and Health Boards to tackle areas needing improvement and to promote good practice.



Created specifically for the needs of Scotland’s Medical trainees and trainers, are the following website resources:



www.scotlanddeanery.nhs.scot

The Scotland Deanery Website

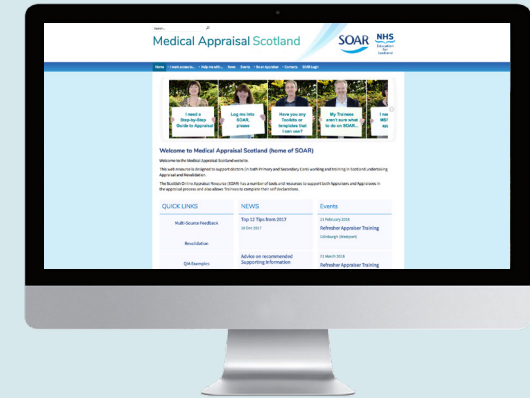
The Scotland Deanery, along with our Local Education Providers, is responsible for managing Medical Training and Training Programmes across the four Scottish regions. Here you’ll also find details of the Deanery’s Quality Management activities, its key staff and locations plus information on Professional Development for doctors.



www.scotmt.scot.nhs.uk

Scottish Medical Training

This site is the principal resource to learn more about how to apply for Foundation, Core and Specialty Medical Training in Scotland. Here you’ll find regularly updated information about application windows (how and when to apply), a directory of 50+ GMC-approved medical specialty programmes and first-hand accounts about training from trainees and trainers. There are also useful insights on career direction and what it’s like training and working in Scotland.

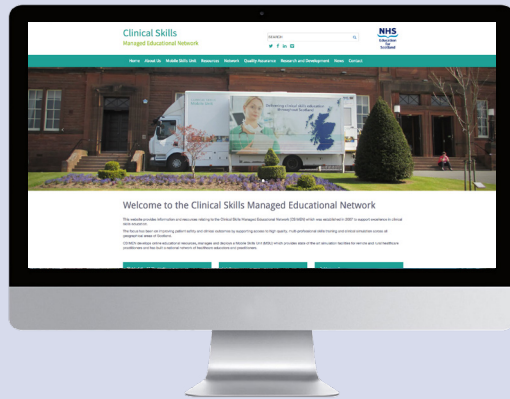


www.appraisal.nes.scot.nhs.uk

SOAR

Designed for doctors (in both Primary and Secondary Care) working and training in Scotland, for their Appraisal and Revalidation needs. SOAR is used by Appraisers and Appraisees to aid the appraisal process, and for Trainees to complete their self-declarations. Here you’ll also find a SOAR user guide, handy FAQ’s and examples of Quality Improvement Activities.

Created specifically for the needs of Scotland's Medical trainees and trainers, are the following website resources:

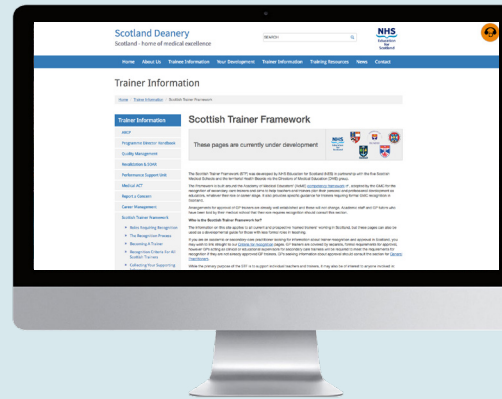


www.csmen.scot.nhs.uk

Clinical Skills Managed Educational Network

This site provides information about the Clinical Skills network, which plays a key role in implementing the Clinical Skills Strategy for Scotland. The focus has been on improving patient safety and clinical outcomes by supporting access to high quality, multiprofessional skills training and clinical simulation across Scotland.

CS MEN develops online educational resources, manages and deploys a Mobile Skills Unit (MSU) which provides state of the art simulation facilities for remote and rural healthcare practitioners and has built a national network of healthcare educators and practitioners.



www.scotlanddeanery.nhs.scot/trainer-information/scottish-trainer-framework

Scottish Trainers Framework

The Scottish Trainer Framework (STF) resource supports trainers working in Scotland, both undergraduate and postgraduate, whether working in primary, other community or secondary care settings. Here you'll find guidance for secondary care trainers requiring formal GMC recognition in Scotland and information about 'training for trainers', the seven GMC 'framework areas' for educational CPD and guidance for trainee doctors looking to develop a broad skills-base that include training. The Scottish Trainers Framework information has moved to the Trainers section of the Scotland Deanery website.

Please contact us with newsletter feedback and ideas for articles at:
www.scotlanddeanery.nhs.scot/contact/

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This resource may be made available, in full or summary form, in alternative formats and community languages. Please contact us on **0131 656 3200** or email altformats@nes.scot.nhs.uk to discuss how we can best meet your requirements.

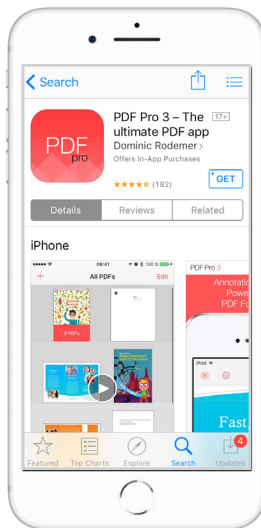


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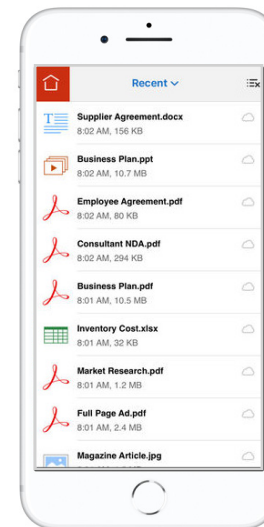
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Click on the blue box at the right hand corner which says "FREE". It will then turn green and the word will change to "INSTALL".

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