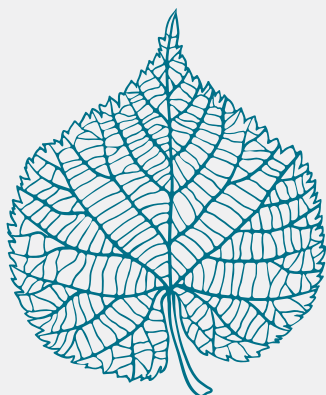


Scotland Deanery News

Issue 15 | Spring 2019

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Professor Stewart Irvine
Medical Director

Welcome to the Spring edition of our newsletter and a round-up of what has been happening across the Deanery.

Your opportunity to attend the largest medical education conference of its kind on the 9th and 10th of May is flagged-up in our first feature and I recommend booking your place well ahead of the 25th April deadline. Once again, NHS Education for Scotland is sponsoring the event for what will be a great opportunity to learn and develop, alongside fellow trainers and trainees.

The introduction of the Trainee Associate role to our Quality Management Framework has been an undoubted success, strengthening the knowledge of our visit teams and in helping us understand the needs and concerns of trainees in the training environment. A number of our associates have reached the end of their placements and we are now looking for another 12 trainee doctors to become Trainee Associates.

In line with our Quality Management Framework we are aligning our training management processes to national specialty groupings, with less focus on regional delivery and functionality. For the most part you will experience little change, but benefit from increased consistency across Scotland.

The key to improving training and education in Scotland is close partnership between the Deanery and Scotland's Health Boards, as well as with Scotland's medical schools, and we feature a number of improvement initiatives where collaborative working has delivered positive change. In every day practice, trainers and trainees are faced with difficult and emotional situations, including the care of dying patients and those close to them.



Our Bereavement Project is there to support work this area of practice and we link you to the resources they have developed to support you in your work. The Annual Review of Competence is an important milestone in the training journey and we draw your attention to website resources that will guide you through the process, helping you to achieve the best outcome.

The Developing Excellence in Medical Education Conference (DEMEC), that takes place in Manchester later this year, is jointly organised by ourselves and other medical education and training bodies in the UK. DEMEC is a great opportunity to engage with colleagues from across the UK and learn from best practice in the other nations and regions, as well as hearing the thoughts of internationally recognised keynote speakers.



Following on the growing success of this event, NES is delighted to confirm that it will be hosting the

9th National Scottish Medical Education Conference 9-10 May

Edinburgh
International
Conference
Centre

This meeting will be of interest to all those involved in medical education and training, including students, trainees, trainers, managers, those working in primary care, secondary care, Universities, Deaneries and Medical Royal Colleges.

The meeting will aim to outline recent development and explore the many challenges facing undergraduates and postgraduate medical education and training, in a time of tightening resources and evolving regulatory requirements.

There will be a number of parallel conferences:

- Scottish Medical Appraisal Conference
- The Scottish Practice Management Development Network Annual Conference
- 2nd National Nursing and Midwifery and Allied Health Professional Conference
- Dental Conference

The deadline for registering is:



The programme has now finalised and is available on the event website here:

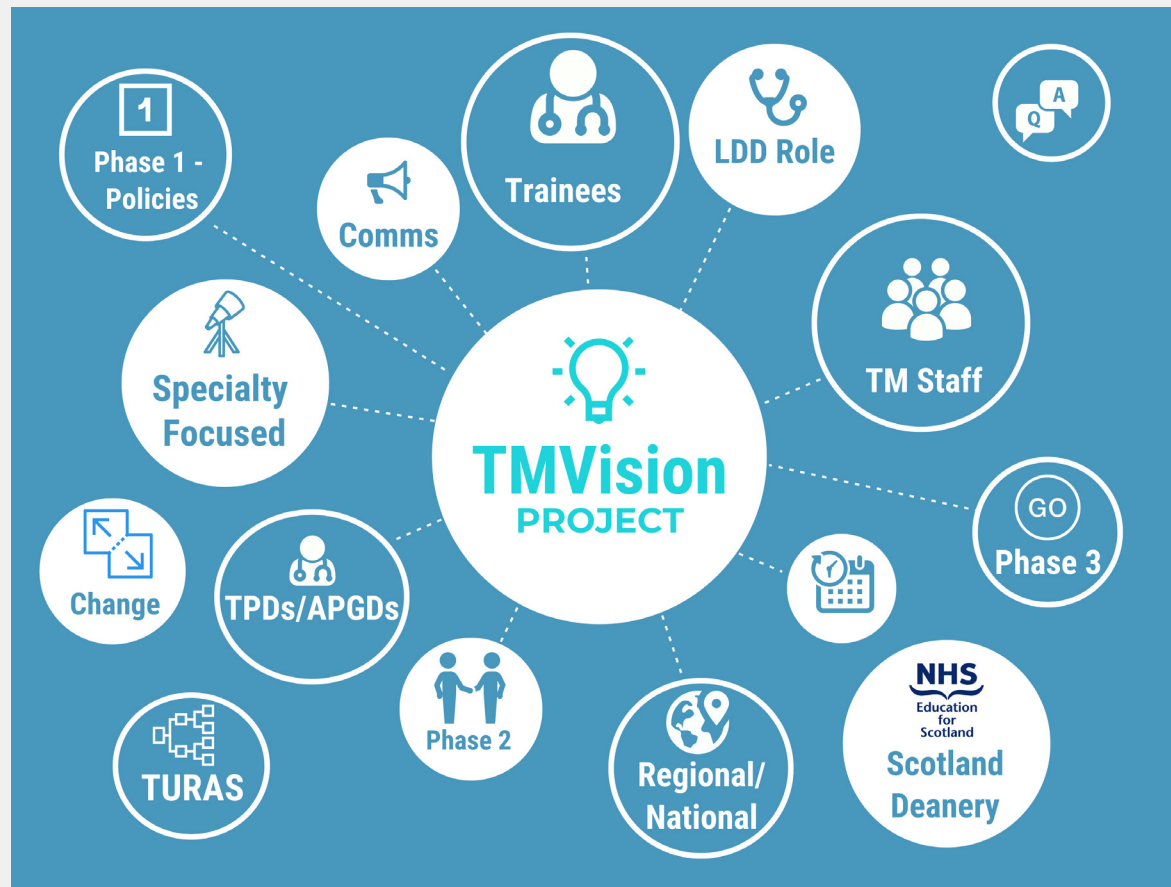
[Scottish Medical Education Conference 2019](#)

The meeting is sponsored by NHS Education for Scotland, and there is **no charge** for participation.

There will be the opportunity for joint sessions highlighting interprofessional learning.

TRAINING MANAGEMENT VISION PROJECT: INFORMATION FOR TRAINEES

The Deanery's Training Management team is working on a project to align all training management processes within specialty groups on a national basis, with a reduction of the focus on regional delivery and functionality. The Project will also see the Deanery team working on behalf of the Dental Directorate to provide training administration for Dental Core and ST programmes.



TRAINING MANAGEMENT VISION PROJECT: INFORMATION FOR TRAINEES



The aim of the project:

1. Streamline the Lead Dean / Director role. Postgraduate Deans and Directors will move from having a regional responsibility to having a national and specialty-based responsibility for the whole of Scotland. Our deans and directors will be known as LDDs (Lead Dean / Directors) going forwards.
2. Reduce regional variation of administration processes and increase consistency of trainee experience. Our administration teams will take on responsibility for programmes and trainees arranged by specialty group and covering the whole of Scotland; rather than having the regional responsibilities for multiple specialties which are currently in place.
3. Complete 'Medical Vision' journey which began with the creation of the single Scotland Deanery in 2014 from four regional deaneries; and future proof training administration with a 'Once for Scotland' approach.

The project is split into three phases:

Phase 1 (January – July)
Review of current activity, policies, procedures; planning and re-allocation of specialty groups.

Phase 2 (August – October)
Handover of programmes between administrative teams, consolidation of new national specialty teams (administrative staff, Programme Directors, Associate Postgraduate Deans (APGDs) and Postgraduate Deans / GP Directors).

Phase 3 (November)
Go Live! With regular monitoring and review thereafter.

I'm a trainee – what does this mean for me?

As a trainee you should not be hugely affected by these changes:

- Your programme (regional or national) will remain the same
- Your Training Programme Director / Foundation Programme Director will remain the same
- Your network of APGDs for your Specialty and LTFT, Careers, Performance Support will remain the same
- Your programme administrator is likely to change in November 2019 – you will be provided with new contact details at the beginning of the training year (August 2019)
- Your responsible Postgraduate Dean or GP Director is likely to change in November 2019 (see table on next page)

TRAINING MANAGEMENT VISION PROJECT: INFORMATION FOR TRAINEES

LDD responsibilities and administrative team allocations are listed below, these will be in place from November 2019:

SPECIALTY GROUP	LDD	ADMINISTRATIVE TEAM BASE
Anaesthetics, Emergency Medicine & Intensive Care Medicine	Professor Adam Hill	Glasgow (2 Central Quay)
Dental (core and specialty training)	Professor David Felix	Glasgow (2 Central Quay)
Diagnostics	Professor Alan Denison	Aberdeen (Forest Grove House) and Inverness (Centre for Health Science)
Foundation	Professor Clare McKenzie	Dundee (Ninewells Hospital)
General Practice	Professor Moya Kelly	Edinburgh (Westport)



TRAINING MANAGEMENT VISION PROJECT: INFORMATION FOR TRAINEES



SPECIALTY GROUP	LDD	ADMINISTRATIVE TEAM BASE
Medicine	Professor Alastair McLellan	Glasgow (2 Central Quay)
Mental Health	Doctor Amjad Khan	Aberdeen (Forest Grove House) and Inverness (Centre for Health Science)
Obstetrics & Gynaecology and Paediatrics	Professor Alan Denison	Aberdeen (Forest Grove House) and Inverness (Centre for Health Science)
Surgery	Professor Adam Hill	Edinburgh (Westport)

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. Examples are Palliative Medicine, Geriatric Medicine and Pharmacy. The sessions are often late morning or over lunch - 15- 20 minutes - with whoever is around on that ward or neighbouring units. These are welcomed by the trainees who gain a better understanding of subjects relevant to their curriculum as well as being supported in delivering patient care.

GP

The Scotland Deanery Quality visiting process is committed to improving the value of the training experience for General Practice Specialty Trainees across all learning environments. The GMC survey consistently ranks Scotland highly for training experience in GP posts and it is the aim of the Deanery to match this in the hospital setting. As a result of hospital visiting, 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. This will broaden the clinical teaching available to all. This complements the already well-established day release teaching provided to GPSTs while in general practice posts. Similar schemes are in preparation in other Health Board areas including NHS Ayrshire and Arran. It is the intention of the Scotland Deanery QM-QI process that other NHS Boards be encouraged to create similar bespoke programmes. GPST Champion appointments will be promoted through our visiting schedule.

Anaesthetics, Intensive care medicine and emergency medicine

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 must 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 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. The system works well 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 equitably and fairly distributed.

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 is led by specialists in the topic being discussed. On recent visits across Scotland to Aberdeen, Dundee & Glasgow the visit teams found that this teaching programme is well respected so now they link in via video conferencing to these weekly teaching sessions. This represents a good practice example of delivering a high-quality national teaching programme which involves all regions.

Medicine

NHS Lanarkshire is the third largest health board in Scotland serving a population of over 500,000 with three acute hospitals (Monklands, Hairmyres and Wishaw). All three sites were placed on the GMC Enhanced Monitoring Process in 2013 because of concern about patient safety and the training environment. The response led by the Medical Director and Director of Medical Education in NHS Lanarkshire resulted in a rapid improvement in the supportive culture around education, training and patient safety.



Several initiatives were recognised by other health boards as examples of good practice, including:

- Early adoption of the Chief Resident model to engage trainees in medical management and to improve communication between trainees and senior management
- A culture of quality improvement with trainee involvement in the development of clinical processes, including handover, which led to improvements in communication and safety
- A junior doctor forum to improve communication of concerns and good practice
- A local health board website to highlight links to the various curricula to help ensure that trainers are aware of the trainee group's training objectives
- Pharmacy teams feedback on prescribing errors to trainees and their educational supervisors and these are used as learning opportunities for trainees
- The management of boarding patients with defined cohorting and clearly defined clinical responsibilities for named medical staff
- A colour coded name badge to identify trainees and their grades, along with a guide to describing expected competencies as part of the "Say No to SHO" campaign

Mental Health

To compliment the weekly local psychiatry teaching sessions held at St John's Hospital which all levels of staff are invited to attend an ECT simulation training programme has been developed. This training has utilised multi professional working and has been created following successful roll out of simulation training in the Anaesthetics department. Following a recent scheduled visit, we have suggested they create a case study for the SHARE website to share good practice.

Obstetrics, Gynaecology and Paediatrics

There may be challenges in delivering good quality training in small departments due to the fact that 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 this unit repeatedly gets multiple green flags in the GMC trainees' survey, it was recently recognised with an RCOG training award. At the latest Deanery visit it was clear that there is a culture that prioritises training opportunities.

How is this done?

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.

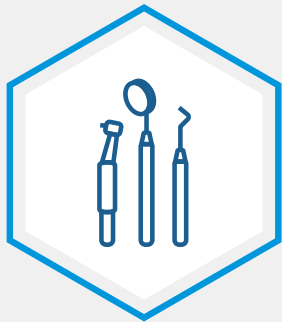
The team review patient caseloads in advance and plan for O&G ST trainees to see the same patients at outpatient clinics to provide continuity of care and learning. There is a very cohesive team structure and all trainers work regularly with the trainees allowing progression to be easily monitored.

When specific procedural training opportunities arise, the team will identify trainees who need access to that opportunity and ensure that they are involved. Despite having a low caseload, the department uses everything as a training experience to maximise the trainees' learning opportunities.

Surgery

During this year the Surgery Quality team have come across several good practice items we would wish to highlight. At the Royal Hospital for Sick Children in Glasgow the 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. Finally, with a Local Education Provider's engagement, both at Board and trainer level, with the Deanery and the GMC's Enhanced Monitoring Process has seen vast improvements in surgical training posts with the result of a number of units being de-escalated from Enhanced Monitoring.

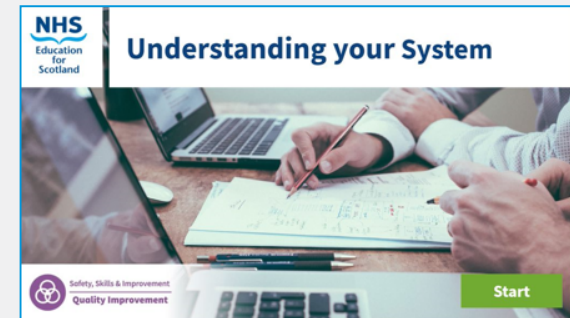


New Suite of eLearning Modules

NHS Education for Scotland are pleased to announce the launch of a new suite of online eLearning resources on the QI Zone.

These modules are 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.

If you wish to include this in your learning log, please ensure you register on Turas before completing the module.



Understanding your System eLearning Module:

- A fantastic online resource as an introduction for anyone who wants to learn about systems and the tools you can use to help you understand them, so that you can choose the best changes to test.
- This module will help you to define different parts that make up a system; explain why systems thinking is important in improvement work. It will also outline some of the tools you can use to help you understand your system.



Developing your Aims and Change Ideas eLearning Module:

- Once you have developed an understanding of your system and identified what you want to improve, it's important that you agree a clear aim and change theory to bring everyone together with a common focus.
- This module will provide you with the knowledge to develop an aim statement and change theory for your improvement project.



Testing your Change Ideas eLearning Module:

- This module follows on from the understanding your systems and developing your change ideas modules. Once you have identified what you want to improve, and have agreed a clear aim and change theory, it's important to test your change ideas.
- This module will provide you and your team the knowledge to test out change ideas to see if they lead to improvement.

YOUR ARCP 2019 – INFORMATION AVAILABLE ON THE SCOTLAND DEANERY WEBSITE



For the attention of all current doctors in training, you are now able to access your ARCP dates for Summer 2019 via the Scotland Deanery website using the following link: www.scotlanddeanery.nhs.scot/trainee-information/annual-review-of-competence-progression-arcp/arcp-dates-2019/

This page is continually updated and is split alphabetically by programme and region.

We would like to take this opportunity to highlight the plethora of information available to all levels of training within the Scotland Deanery website: www.scotlanddeanery.nhs.scot

We strongly encourage all trainees to make use of the invaluable resources available.

For information in relation to ARCPs, please visit the 'Annual Review of Competence Progression (ARCP)' section: www.scotlanddeanery.nhs.scot/trainee-information/annual-review-of-competence-progression-arcp/

The information available explores the process of ARCPs, guidance for completing ePortfolios, FAQs and lists the required evidence for each programme and level of training.

All information on programme specific requirements for ARCP can be found from the following link: www.scotlanddeanery.nhs.scot/trainee-information/annual-review-of-competence-progression-arcp/required-evidence-for-arcp/.

For Foundation ARCP information please visit:

www.scotlanddeanery.nhs.scot/trainee-information/scottish-foundation-school/current-trainees/annual-review-of-competence-progression-arcp/

The Scotland Deanery website contains information and guidance in relation to all aspects of training – please take a look!

We wish all our trainees the very best of luck in any upcoming ARCPs!





The NES Supporting Scottish Grief and Bereavement Care Workstream is pleased to launch its first Annual Report to provide a summary of some key achievements from 2018-19: www.sad.scot.nhs.uk/media/16218/nes-bereavement-annual-report-2018-19-final.pdf

As the workstream is founded upon acceptance that patients and families experience of events leading up to and surrounding death will significantly influence the nature of bereavement we have continued to develop a range of new bereavement-related training materials. This has been achieved with input from a wide range of subject and clinical experts - over 110 professionals to date.

The majority of our resources can be openly accessed via our website: www.sad.scot.nhs.uk.

Over the last year the website has attracted over 15,300 users with access spread across 100 countries. For example, there have been six new films added to our suite of 13 bereavement-related animations which support practitioners in conversations around death, dying and bereavement. These **animations** have been viewed over 26,000 times and have generated very positive feedback.



“ Well done...
@NES_Bereavement
for this moving training
material. Caring for the
dying is a responsibility
that junior doctors do
not take lightly. It is so
important we support
and empower them to
get it right.”



Through our **@NES_Bereavement** Twitter account (approaching 1000 followers) and an **e-newsletter** (>1200 subscribers) we have regularly shared information about our work, educational resource creation, training, events and publications. Sign up to follow us and find out more about our proposed schedule of work for 2019-20 including NES' first bereavement education conference to be held on 11th November 2019.

“ The Support around
Death website is great
– highly user-friendly,
allowing in depth
reading but also really
quick access to the facts
and links we need.”

Medical Education Conference

www.demec.org.uk



After the resounding success of the first 2 DEMEC conferences, with over 800 attendees in 2017, we are pleased to announce the dates of 2019 DEMEC conference.

We have extended the programme and venue size to accommodate more delegates and learning and networking opportunities, as the previous conferences were sold out two months prior to the event.

The leading organisations in medical education and training across the UK came together to provide a joint national UK Medical Education conference.

The last 2 conferences have provided an exceptional opportunity for pressurised clinicians involved in healthcare education and training to learn, share best practice and drive current thinking in the field of medical education and training, meeting in a single conference with expertise from all.

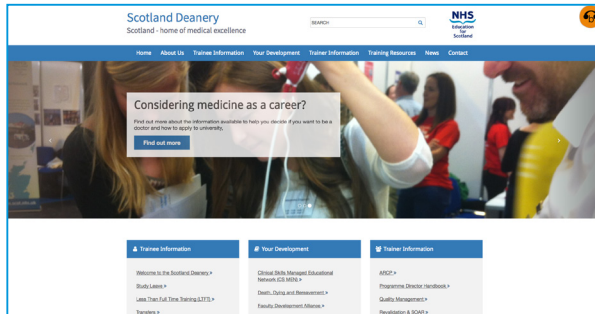
The conference aims to provide delegates with the ideas and information which enables them to improve their educational practice, and allows them to collaborate across organisational and geographic boundaries to build greater improvements for the future.

The conference will consist of stimulating keynotes and a diverse range of parallel sessions covering the full span of current issues and initiatives in medical education and training.

At a time of change, risks and opportunities, with a recognised need for collaboration across traditional boundaries, this conference will inspire and motivate you as you learn with and link you to your peers across the country.

NES WEBSITES

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



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.

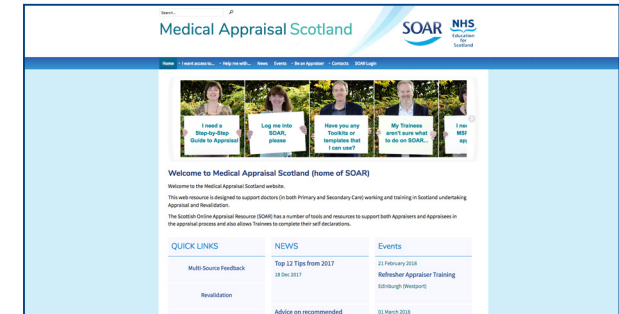
www.scotlanddeanery.nhs.scot



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.scotmt.scot.nhs.uk



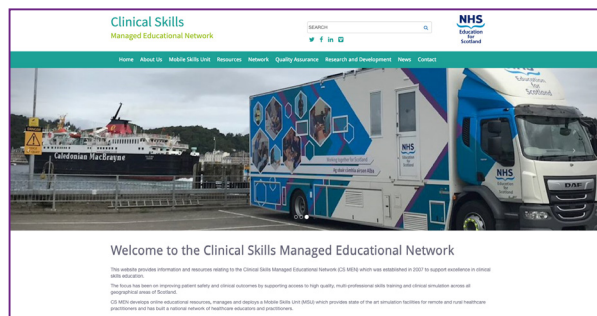
SOAR

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.

www.appraisal.nes.scot.nhs.uk



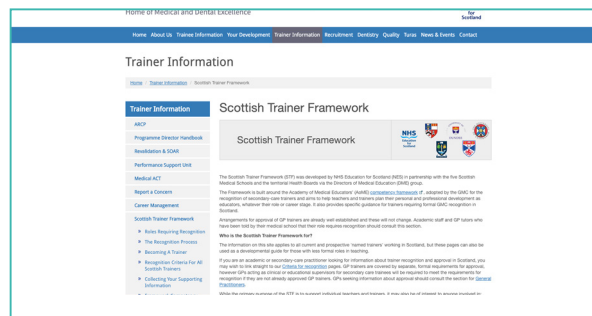
NES WEBSITES



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.csmen.scot.nhs.uk



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.

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



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

Social

Join in the conversation at:

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.



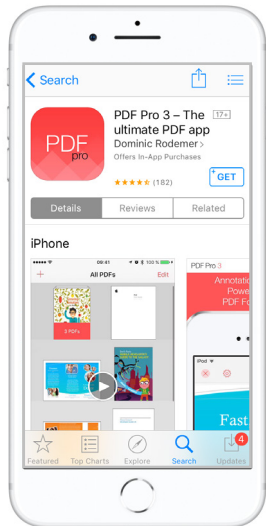
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NESD0894

VIEWING PDFS ON MOBILE DEVICES



If you are using an iPhone or iPad to view NES PDFs you will need to download a free viewer from the app store to benefit from the full range of navigation features, including the clickable contents menus. [Follow the steps below to install and use the viewer.](#)



Downloading the viewer

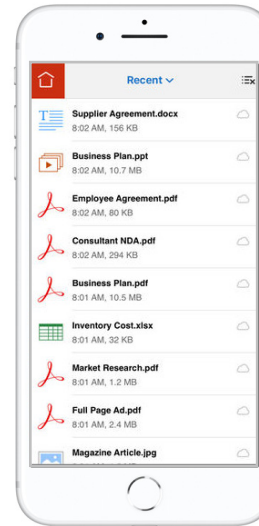
The viewer we recommend using is PDF Pro, a free to download viewer available on the app store. To install the viewer, simply click on the App Store Icon on your home screen and then search for 'PDF Pro'.

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".

Click once more and the viewer will begin to download and install on your device.

If you have a password set up on your device it may ask you for this now.

Please note: you will need to have adequate free space to install.



Using PDF Pro

Using the viewer is simple. Once installed it will be automatically added to the options for viewing when opening a PDF. Simply navigate to the location on the web using Safari, click on the PDF you want to view and an option will App Store Icon appear at the corner of the screen which says "Open in..."

Click on the "Open in..." option, followed by the PDF Pro icon and the PDF will launch in the viewer.

Once viewing in PDF Pro all of the navigational features will be functional, so simply tap the buttons onscreen to get started.