

## In this issue:

- ▶ 01 Foreword
- ▶ 02 The Scottish Medical Education Conference 2021
- ▶ 03 What will August 2020 look like for trainees working in the NHS?
- ▶ 04 COVID-19 Trainee Questionnaire Survey
- ▶ 05 Returning to the Training Environment
- ▶ 06 Quality Management Update
- ▶ 07 Clinical Skills Managed Educational Network (CSMEN)  
COVID-19 Educational Resources
- ▶ 08 Coping with death and bereavement as a healthcare professional
- ▶ 09 NES Websites



### Dear Colleague,

In response to the Covid-19 crisis, and its impact on training, we are pleased to bring forward another edition of the newsletter and further information to help you navigate your way through training, at this time of disruption.

We address the situation right away with our most up to date understanding of what is happening. Graham Haddock, our Deputy Medical Director, outlines our plans to date on how things may evolve in line with wider governmental plans for social distancing and the re-establishment of health services. Change in the way we have done things up until now is inevitable and our goal is to mitigate the effects as far as possible and maintain progression. Appreciating just how you may have been affected is very important to us and we give you some more detail of how we will survey you to determine the impact of the crisis on your training. Your feedback will allow us to help with your wellbeing, learn about what could be

done differently, prepare training and work arrangements for future trainees and hear about any positives that may resulted from the adversity experienced. Over the course of the pandemic we have worked closely with Health Board Directors of Medical Education to safeguard training as far as possible and in this edition they write to set out their thoughts on anticipated new ways of working. We welcome their total commitment to training and reciprocally express our keenness to cooperate, innovate and work flexibly, wherever possible.

Important aspects of Deanery business are still being maintained, not least our system for reporting serious patient safety and clinical team concerns. We reiterate when our systems should be used and signpost you to the relevant section of our website, should you have reason to escalate any appropriate issue.

Next up, we highlight several COVID-19 Educational Resources that our Clinical Skills Managed Educational Network (CSMEN) has produced.



**Rowan Parks**  
*NES Acting Medical Director*

You may wish to access these and apply where appropriate in your clinical practice.

Lastly and sadly very pertinently, we feature more information on coping with death and bereavement with links to learning and resources, including specific support for line managers and clinical teams.

Please enjoy the newsletter, we shall be back with another edition soon.

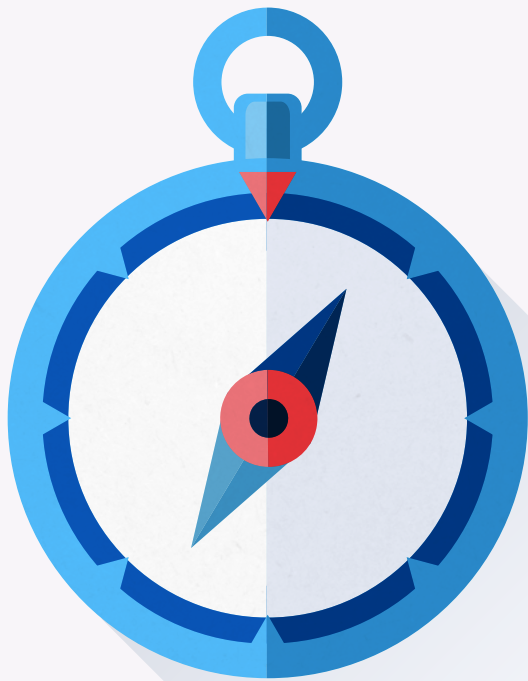
**Professor Rowan Parks**

**THE 10<sup>TH</sup> CONFERENCE  
IS PLANNED TO GO  
AHEAD AGAIN IN 2021  
ON THE 27<sup>TH</sup> AND 28<sup>TH</sup>  
MAY WITH A FULL  
PROGRAMME.**

**Further confirmation and  
programme will be available in  
due course.**



### What will August 2020 look like for trainees working in the NHS?



The NHS response to the COVID19 pandemic across the UK has resulted in significant changes to clinical practice in our hospitals and in the community. Trainees were affected by all of these changes: some 500+ Scottish trainees were redeployed; trainee rotations in April were paused; formal teaching and workplace-based assessment ceased; examinations were cancelled and recruitment redesigned.

Royal Colleges and Faculties, with the approval of the GMC, introduced some derogations to their curricula to help facilitate a 'light touch' ARCP process which has introduced new 'no fault' COVID19 outcomes 10.1 and 10.2. Trainees who require an extension to training to obtain an exam pass or acquire competencies that were not gained due to COVID19 will have this facilitated by NES.

So, what will August 2020 look like now that the Scottish Government has published its plans to ease us all out of the lockdown?

Firstly, it is our intention that all trainee rotations and new posts scheduled for August 2020 will start as planned. Trainees should receive eight weeks' notice of their start date and location. For the small number of doctors who will not be able to start their new post on the expected date, NES has agreed a 'delayed start policy'. This will apply, for example, to doctors coming from overseas who have not been able to travel to the UK due to travel restrictions that may still be in place in August. More details about this and the other circumstances where a trainee might be able to delay their start date can be found here: [www.scotlanddeanery.nhs.scot/media/392624/delayed-startv4.pdf](http://www.scotlanddeanery.nhs.scot/media/392624/delayed-startv4.pdf)

Trainees who have been redeployed to help with the NHS response to the pandemic will be returned to their place of origin. Trainees who returned to the service from a period out of programme for research (OOPR) will have to discuss their return to complete unfinished lab work with their research supervisor and host/funding organisation.

## 03 WHAT WILL AUGUST 2020 LOOK LIKE?

All Territorial Health Boards have been in discussion about how to resume 'normal' clinical activity in recent weeks. What 'normal' might look like for each specialty remains unclear. The success of remote clinic consultations over the telephone and video linking platforms during the lockdown, suggests that these will remain a feature of clinical life moving forwards.

The re-introduction of elective surgery may prove to be a bigger challenge and we await discussions about how each Health Board plans to kickstart this activity.

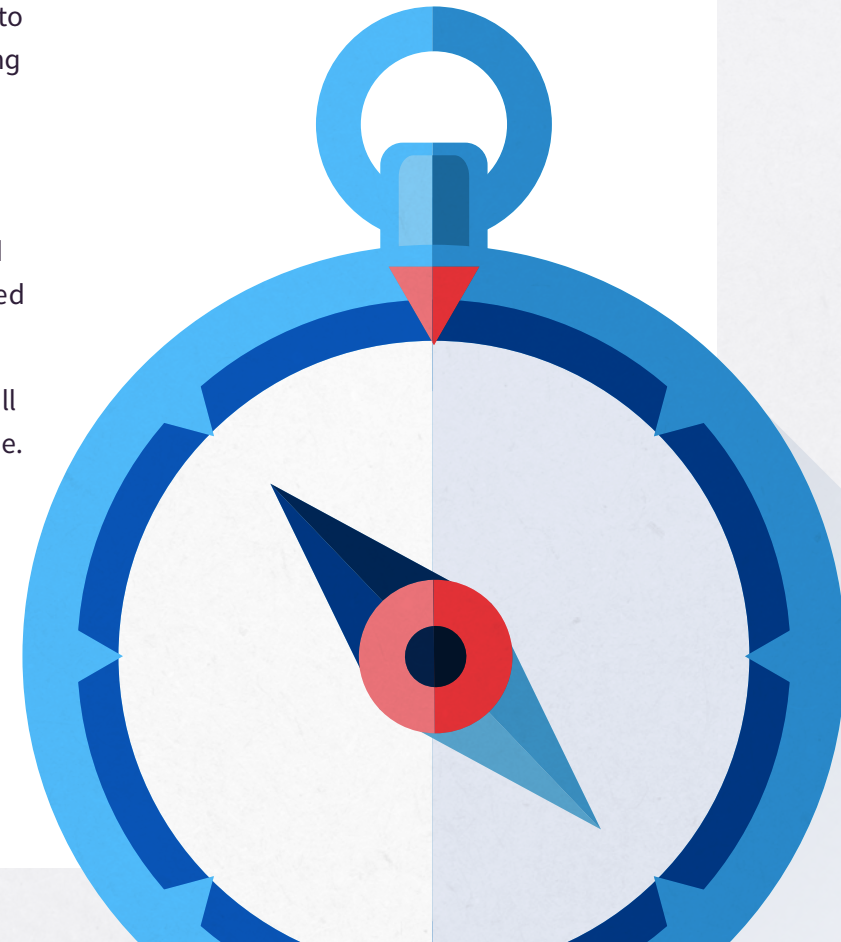
In the same way that 'normal' might look different for clinical work, so too might the new 'normal' for educational activity look different. An increase in the use of video-based platforms for educational meetings is likely. How undergraduate medical students will be reintroduced to ward, clinic and GP surgery-based clinical education is also under urgent consideration.

Royal Colleges and Faculties have started to consider how to restart examinations activity the autumn. Most Colleges will prioritise those trainees who need to sit and pass an examination which is critical to their training progression. Discussions are ongoing about the format of these examinations and how to hold any face to face element while adhering to social distancing guidelines.

Any plans to try to resume normal activity in both clinical and educational terms will be tempered by the risk of second and third waves of coronavirus activity. Plans will need to be drafted with this in mind.

It is fair to surmise that life after COVID19 will not be the same for most of us for some time. This applies as much to educational and clinical activity in the NHS as it does to all other aspects of life.

Please be assured that NES is working to try to minimise the negative impacts of COVID19 on trainees and trainee progression while looking to adopt new and more efficient and effective ways of working.



### We will soon be launching a Scottish Covid-19 Trainee Questionnaire



#### The aim of the survey is to capture:

- Your professional experiences during the Covid-19 emergency.
- How your own health and wellbeing was affected during this time.
- How your training and work has been affected during this time.
- What the Scotland Deanery could have done differently to better support you in this difficult time.
- Learning to inform how we might respond to future challenges

#### Why is this Important?

- NES trainees are a key part of the NHS workforce in Scotland. Finding out what helps you to work more effectively and be as psychologically and physically healthy during COVID-19 is really important to us.
- It is essential to capture important feedback from trainees such as yourself as this is the main way for us to learn about what worked well and what we could have been done differently to improve your training and work experience.
- Your personal feedback, therefore, is vital as this will directly inform how we can better prepare training and work arrangements for future trainees who find themselves in similar national exceptional contexts.
- It is your opportunity to tell us about aspects of your training and work experience, good and not so good, during this time so that we can understand and learn about what and how to improve current and future medical education and training.

### **A message from the Directors of Medical Education Group**

Over the last few months, COVID-19 has led to unprecedented changes to our clinical services, workplaces and daily activities within the NHS, creating challenges and opportunities for our teams both now and for the future.

The response from all colleagues has been truly humbling with staff from all disciplines stepping forward to support the COVID-19 response. We are enormously grateful to all trainees and multidisciplinary colleagues for their enthusiastic and selfless support of the response to manage the first wave of the COVID-19 pandemic. We are very aware that many have been redeployed at short notice and will have had rotations paused during this emergency response for the remainder of this training year.

Director of Medical Educations (DME) colleagues are now working very closely with both NES and colleagues across their individual Health Boards to understand the complexities of enabling trainee to return to an environment once again focussed toward learning and training with a patient centred, clinically safe environment for both patient and staff. Boards are developing plans and cautiously implementing a mobilisation of services.

These services will not and cannot be the same as they were prior to COVID-19, as for the foreseeable future we need to adapt all services to be able to manage patients with Corona SARS-CoV-2 prevalent within the community. Practically this will be visible with “red and green pathways, Personal Protective Equipment use and social distancing, but will be reflected in all aspects of services. However, we have learnt many new ways of working and these will be captured and embedded both into clinical practice and training.

Social distancing and infection control mean that unscheduled care will need to have the potential to be accessed differently with integration of primary and secondary care services.

Each Health Board has similar but, importantly at this time, very different complex systems and physical clinical environments to consider as they mobilise and reconfigure, while maintaining capacity to respond to further waves. This will result in different patterns of services returning to elective and routine activity and the resulting training opportunities, with some geographical variation. DMEs are ensuring that as much high-quality learning is provided as we are able.

There is no doubt that future induction and teaching will be delivered in different ways using and accessing digital solutions and as trainers and trainees we will learn together how to maximise the benefits of these tools.

## 05 RETURNING TO THE TRAINING ENVIRONMENT

The professionalism of Doctors-in-training in supporting and adapting to our new models of service, and the significant challenge that this has presented to their training has been fully recognised.

There is clear commitment from trainers, clinical leads, DMEs, Lead Dean Directors and colleagues in NES to work with trainee representatives, and external stakeholders such as the Royal Colleges and GMC to ensure that high quality training will continue to be delivered even as we navigate the required changes and challenges of COVID-19. Please bear with us if change seems slow at times; there is inevitably a high degree of caution at this time but this does not detract from the commitment to support doctors-in-training as individuals, learners and highly valued colleagues within a system which has required, and will continue to require, to adapt and evolve with this complex situation.



*There is no doubt that future induction and teaching will be delivered in different ways using and accessing digital solutions.*



**During this unusual time the quality workstream, within the Scotland Deanery, remains open and available to all trainees and trainers.**



Most trainees have a positive experience in their placements on their training programme. However, from time to time some of you will encounter a problem or issue that causes concern. This might mean you don't know who to talk to in the department if it relates to a colleague or a safety concern.

Patient safety is everyone's first concern and you should use the clinical governance framework in your Board to highlight a risk as soon as you become aware of it. All Boards will have policies for incident and near miss reporting, risk management and clinical governance. They will also have policies for bullying and harassment, and staff conduct and capability so there will be a mechanism and staff who can advise you.

As a first step, ask your clinical or educational supervisor for advice, and use the policies of the NHS board where you are employed to try to resolve the problem.

Management staff in the Clinical Directorates will work within these policies and can take forward some solutions. All Boards have a Director of Medical Education and their department should also be able to help with a concern about training and advise on the appropriate Board person to speak to.

If you feel you need further support, contact your Training/Foundation Programme Director or your programme administrator at the Deanery. We want to help you resolve your problem and we are here to make sure you get the right training to an appropriate standard, so we can assist you if you don't know who to ask.

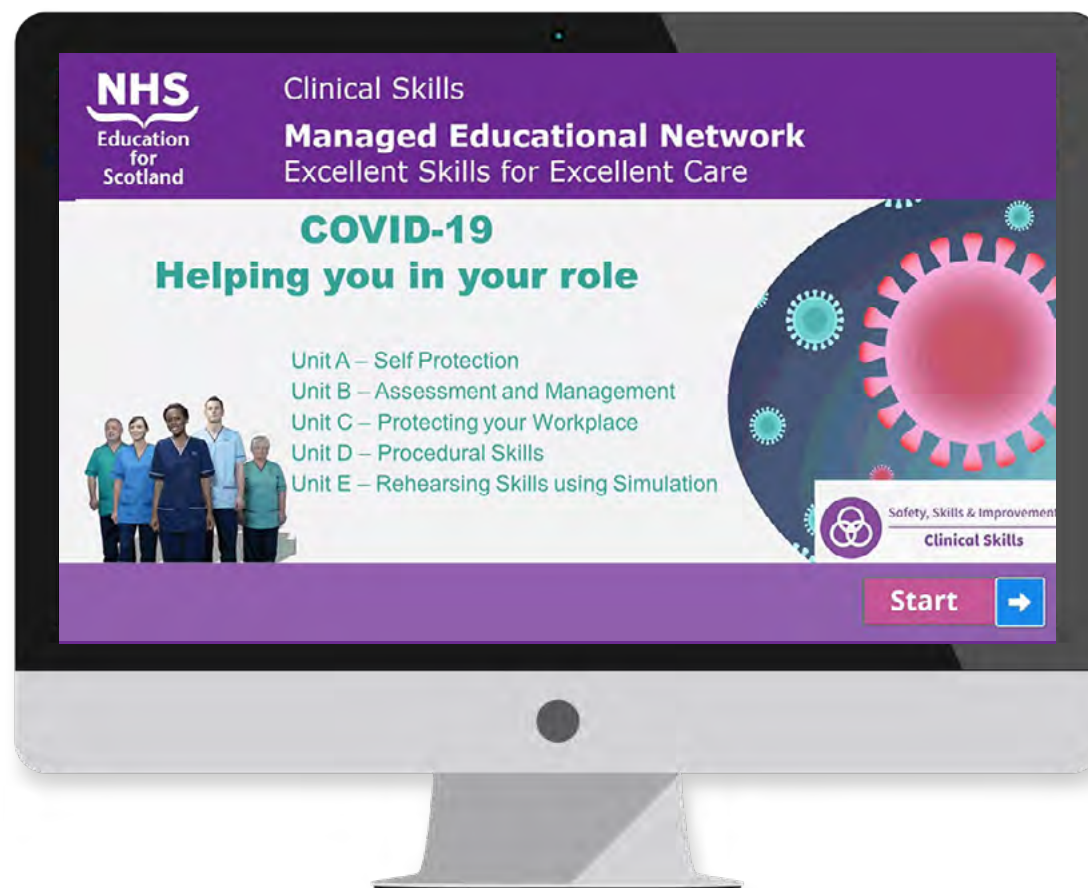
If, however, none of the above feel appropriate for you then please complete our Raising a Concern form and we will ensure it goes to the right person in the Deanery, please follow the line:

<https://www.scotlanddeanery.nhs.scot/trainee-information/report-a-concern/>

### Clinical Skills Managed Educational Network (CSMEN) COVID-19 Educational Resources.

One of the main tenets of the work the Clinical Skills Managed Educational Network (CSMEN) does is equity of access to quality assured training across different health and social care sectors in all the geographical areas of Scotland. This Once for Scotland approach ensures consistency between the health boards and professions.

The team has been working with other colleagues in NES to develop a range of online resources for all health and social care staff, deployed or redeployed to support services during the COVID-19 pandemic. The CSMEN resources have been regularly reviewed and updated in line with current advice and as new material becomes available. So far, each resource has been updated three times.



Following are the titles and a short description of each of the resources:

### Unit A: COVID-19 Helping you in your role - Self-Protection

- Topics covered include: health protection behaviours; hand hygiene; putting on and disposing of PPE; social distancing in the workplace; implementing self-isolation measures; and psychosocial support and wellbeing.

### Unit B: COVID-19 Helping you in your role - Assessment and Management

- Topics include: demonstrating infection control measures and communication skills; gathering clinical information; undertaking clinical examination; skills linked to investigations and findings; documenting findings using relevant tools.

### Unit C: COVID-19 Helping you in your role - Protecting your Workplace

- Topics include: how to safely decontaminate and manage clinical waste; safe manual handling; referral pathway and routes of presentation of COVID-19; and providing guidance for patients and families.

### Unit D: COVID-19 Helping you in your role - Procedural Skills using Simulation

- This unit is about the relevant procedural skills required for the assessment, diagnosis and management of a patient with suspected COVID-19 in the community, primary or secondary care settings.

### Unit E: COVID-19 Helping you in your role - Rehearsing Skills using Simulation

- Simulation can be used to develop confidence and competence in technical skills such as venepuncture and IV cannulation and non-technical skills such as teamworking and leadership. Developing a shared mental model of the learning outcomes will help you to have a common understanding of when it is most effective and efficient to utilise simulation in preparing the workforce.

There are two ways to access the resources:

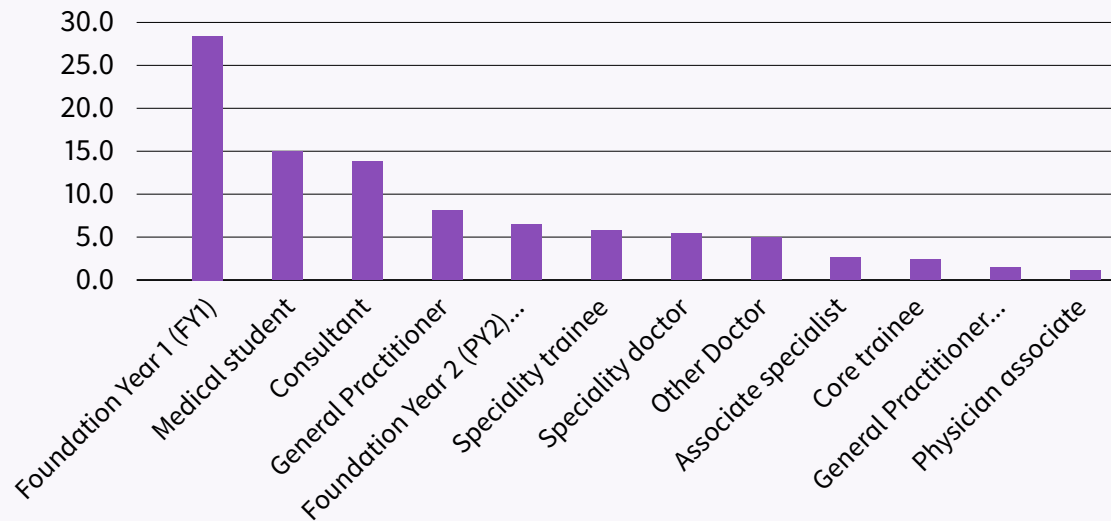
1. **Tracked Learning** - If you are part of NHSScotland and require your learning to be tracked you need to login to [TURAS Learn](#).
2. **PDF**. For all health and social care practitioners open access to PDFs is available from the [CSMEN Website](#).

In the first eight weeks of use there have been almost **25,000** unique users of the resources on TURAS. The users come from all health boards (territorial and specialist) in Scotland, as well as several universities and colleges and also health and social care organisations.

### Number of users

Unit	Total users
A: Self-protection	8947
B: Assessment and Management	10052
C: Workplace protection	4742
D: Procedural skills using simulation	752
E: Rehearsing skills using simulation	235

*Professional role of medics who use COVID-19 resources (percentage)*



These data do not include those people who have accessed the PDFs via the CSMEN website; currently records are showing over 3,500 unique learners accessed at least one of the resources over a similar timeframe.

Additionally, we have also gathered feedback on the resources to ensure that the content

and format stays relevant and appropriate. Over ninety percent of users rated the resources as either good or excellent.

We also conducted short interviews with a variety of people about the skill bundles hoping they would be both personal and interesting.

This has certainly proved to be the case and will hopefully provide a little lightness while achieving the main aim of improving the COVID-19 skill bundles and raising awareness of them.

The interviews were conducted by CSMEN's Clinical Lead, Professor Jean Ker from her larder as it has the best WiFi in her home hence the name Lockdown in the Larder. The recordings of the interviews can be accessed via the [CSMEN Website](#).

Michael Money Penny, Consultant Anaesthetist, Forth Valley Royal Hospital, commented:

***“One of the greatest things about the resources is that they link to all the different resources that are out there already”***

***“One of the great strengths of CSMEN is it knows what has been developed already and the ability to link all of those things together into bundles that is what people need”***

***“It's not just all about secondary or tertiary care there is a lot of stuff there about primary care and looking after people at home”***

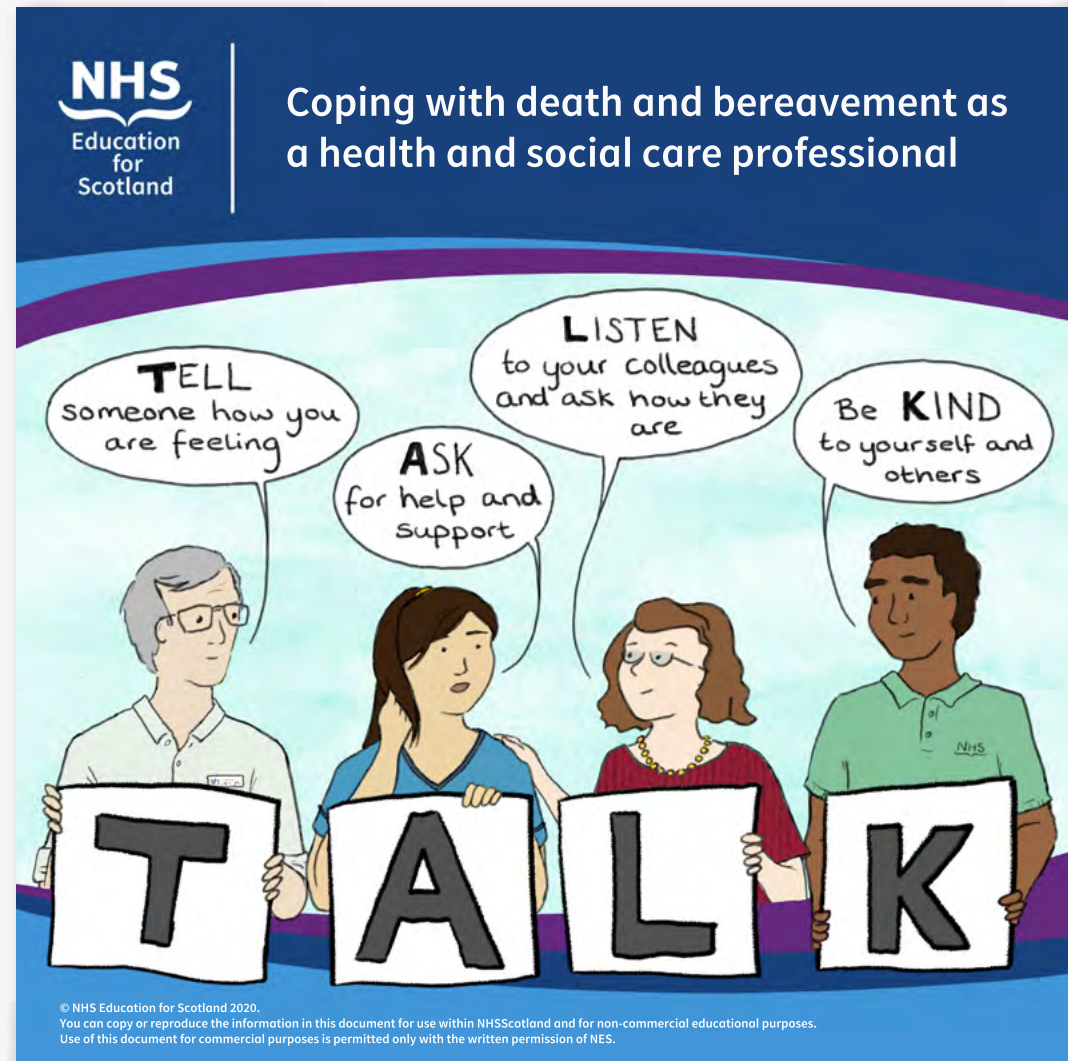
### Supporting staff to 'TALK'

NHS Education for Scotland (NES) has developed a new acronym 'TALK', designed to help healthcare staff to cope with death and bereavement:

- T** Tell someone how you are feeling
- A** Ask for help and support
- L** Listen to your colleagues and ask how they are
- K** Kindness – be kind to yourself and others

This **new graphic** encourages staff to support each other with simple strategies such as talking to your colleagues, asking how your team are doing, listening to one another and showing kindness to yourself and others. It will soon be followed by a short-animated film.

For more information on managing stress, coping and resilience and for key resources on psychosocial mental health and wellbeing support from NES please [click here](#).



### Bereavement in the workplace – support for line managers and teams

Sadly, many of us may come across situations at work where a staff member is bereaved or perhaps experience the death of a colleague. Knowing what to say and do in these situations to provide support to employees and co-workers can be challenging and naturally people may feel apprehensive.



Two new resources have launched which are designed to help managers identify some responses and actions to support bereaved employees, colleagues, teams and themselves in the workplace.

- [Employees who are bereaved: key points for line managers](#)
- [Experiencing the death of a colleague: key points for staff, teams and managers](#)

The materials include key points that are relevant to all situations, as well as more specific points that may apply during the COVID-19 pandemic. For more information, or to access a print-friendly version of these resources please visit the [Support around Death website](#).



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](http://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](http://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](http://www.appraisal.nes.scot.nhs.uk)

Please contact us with newsletter feedback and ideas for articles at:  
[www.scotlanddeanery.nhs.scot/contact](http://www.scotlanddeanery.nhs.scot/contact)

### Social

Join the conversation



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](mailto:altformats@nes.scot.nhs.uk) to discuss how we can best meet your requirements.



NHS Education for Scotland  
Westport 102  
Edinburgh  
EH3 9DN  
[www.nes.scot.nhs.uk](http://www.nes.scot.nhs.uk)

© NHS Education for Scotland 2020. You can copy or reproduce the information in this document for use within NHSScotland and for non-commercial educational purposes. Use of this document for commercial purposes is permitted only with the written permission of NES.

NESD1289 Scotland Deanery Newsletter June 2020 | Designed by the NES Design Team