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01 FOREWORD

Unfortunately, since we last published, a second wave of the pandemic has struck with pressure, on service and training, returning to levels we experienced last spring. Very aware of this we are continuing to do what we can to support progression in training and the general wellbeing of our trainees, in Scotland.

Wellbeing is vitally important, and we are pleased, as part of the Scottish Medical Education Research Consortium (SMERC), to present the first evidence-based study into how the Scottish workforce medical is coping with the impact of the pandemic. The findings will help us understand what matters to you and help put in place the support you need. The Focus on Wellbeing Webinar Programme is an example of what can be done and we give you further details of the sessions that will run over February and March. A separate study has also begun into the experience of male doctors who work 'less than full time' and we are keen to recruit male trainees who have worked or are working less than full-time.

The National Association of Clinical Teachers (NACT) encourages trainees to consider a future in medical education and you will find details of their forthcoming UK national meeting, which is open to all trainees and trainers. Sticking with potential careers, we feature an opportunity to sign-up for innovative one-year Rural Fellowship Scheme that offers the chance to train in General Practice and benefit from 3 months of study leave and mentorship.

Advancing equity in medical education and narrowing the gap in differential attainment in medical education is a priority for the Deanery. Our eponymous new website now forms a central resource for all our policies, guidance and resources as well as being the place where we set out the steps we are taking to promote fairness in training for all.

Very importantly, the United Kingdom Research Study into Ethnicity and COVID-19 Outcomes in Healthcare Workers (UK-REACH) is carrying out an urgent public health study, funded by the UK Government, to



Rowan Parks
NES Acting Medical Director

help understand why people from certain ethnic minorities are more likely to have severe COVID-19. The study, led by University of Leicester and supported by the GMC, is sorely needed and the Deanery encourages its trainees to take part, if at possible.

I hope you enjoy your read and wish all the best as your training progresses.

THE 10TH SMEC CONFERENCE IS TO GO AHEAD VIRTUALLY IN 2021 ON THE 27 AND 28 MAY.

This will be a virtual conference. Further confirmation and programme will be available in due course.

Submit your **Open Paper and Poster Abstracts** and your **Seminar Session Abstracts** for the **10th National Scottish Medical Education Conference** to be held virtually on the 27 & 28 May 2021.

We invite **Open Paper and Poster Submissions** in the following categories:

- Training Delivery
- Simulated & Online Learning
- New Perspectives & Novel Methods in Medical Education & Training
- Medical Careers - Structure & Support
- Interprofessional Education
- COVID-19
- Miscellaneous
- **Open Paper and Poster Submission Form**

We also invite **Seminar Submissions**, please note these will take the form of

1-hour presentations with interactivity from attendees limited to questions only. **Seminar Session Abstract Submission Form.**

Please note as the conference is virtual, we do not have a limit of the number of attendees attending a session.

Deadline for submission: **Midnight, Sunday 28th February 2021**

Please send abstracts to: **medicalconf@nes.scot.nhs.uk**

Successful abstracts will be announced week commencing **15th March 2021.**

If you have any questions on the above, please do not hesitate to contact: **medicalconf@nes.scot.nhs.uk**

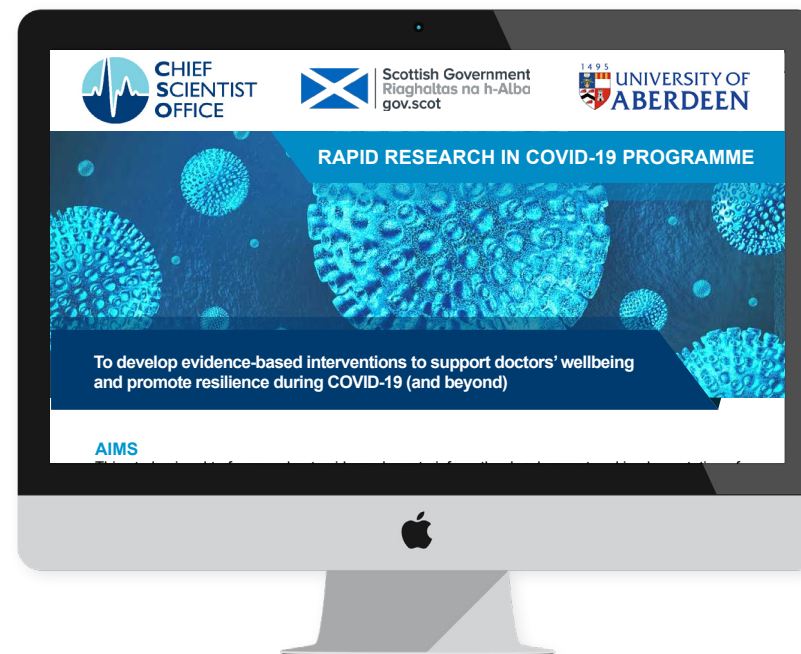
The Scottish Medical Education Research Consortium (SMERC), are pleased to present the initial report from our CSO rapid Covid-19 response research project about Scottish doctors' wellbeing.

The findings and outputs are based on interviews and diaries from over 100 doctors across the career continuum from every Scottish NHS Health Board.

This is the **first evidence-based study** into the reality for the Scottish medical workforce currently responding to the pandemic to inform ongoing workforce policy.

These findings have the potential to improve patient care through supporting workforce resilience and wellbeing in these challenging times and beyond.

The report is [HERE](#).



A WEBINAR PROGRAMME FOR HEALTH AND SOCIAL CARE STAFF FEBRUARY & MARCH 2021.



This Focus on Wellbeing Programme is intended to empower and encourage health and social care staff and unpaid carers to enhance personal resilience and self-care.

Full details are [HERE](#).

Sessions available:

- Restore (with Scottish Ballet Company)
- Enhancing Personal Resilience: Managing Stress and Staying Positive
- Developing Your Personal Resilience in Challenging Times
- Helping You Cope with Low Mood
- Think positively for a resilient 2021
- Using mindfulness to manage stress, anxiety, and worry

- Being mindful in a busy week
- Developing a clear, unworried mind
- Enhancing Personal Resilience: Managing Stress and Staying Positive
- Managing Working Parenthood in Current Times

To participate in the various webinar sessions in February and March, please register by clicking the relevant links on the document [HERE](#).

For enquiries please contact Scot Hall: scot.hall@gov.scot

05 YOUR FUTURE IN MEDICAL EDUCATION MEETING

This NACT meeting gives a unique opportunity for trainees with an educational interest following the success of the Future Careers conference held last year.

There will be presentations on subjects of current interest from multiple perspectives, experts in specific topics and educational leaders.

The new date for the meeting is 9th June 2021 and being held at the Macdonald Burlington Hotel, New Street, Birmingham.

- [Abstract Submission Form](#)
- [Registration Form](#)
- [Draft Programme](#)



ATTENTION ALL MALE TRAINEES!

Do you work on a flexible or Less Than Full Time basis? or have you done so before?



We are keen to hear about your perceptions and experience of working as a Less Than Full Time (LTFT) trainee in our **Scottish Male LTFT Study**.

Rationale for the study

The NHS is facing a workforce crisis. It is hoped that increasing flexibility in training for junior doctors will boost doctor retention and moral. At present, LTFT trainees represent approximately 10% of all trainees in Scotland, however the uptake of LTFT training amongst male Postgraduate Medical Trainees in Scotland remains low.

Are there reasons for this? Are there any incentives or barriers?

Eligible participants

We are looking to recruit Postgraduate Medical trainees who identify as male, with personal experience (current or previous) of training on a Less Than Full Time basis in Scotland.

Participant involvement

Participants would be asked to undertake a virtual interview via Microsoft Teams lasting approximately 45 minutes.

Would you be interested or know someone who might be? If so, please contact us at:

www.maleltftstudyscotland.com Or **stephanie.stone@nhs.scot**

Thank you!

BE THE DOCTOR YOU WANT TO BE. WORK IN A SMALL TEAM. LEARN NEW SKILLS. EXTEND YOUR HORIZONS.

**Do something different.
Practice holistic medicine**



If any of the above appeal to you then consider a rural fellowship in Scotland.

Details of the programme

This is an innovative scheme offering a one year training based in rural General Practice with 3 months of study leave and mentorship. There are 3 main options on offer. The first is the standard fellowship based in rural General Practice . There are island and mainland practices to choose from and various different options some involving more exposure to risk/ travel than others. They range from Shetland which is closer to Norway in some ways than mainland Scotland offering opportunities to work in Obstetrics and A&E and also to learn/ sit in with visiting services to the Borders scheme which is commutable from Edinburgh.

The acute fellowships are based in small rural hospitals with some time seconded to a General Practice. Mentoring may be from a consultant such as in Dr Gray's hospital in Elgin or from a local GP such as Al Innes in Broadford or Neil Shepherd in Caithness. New fellows are generally encouraged do Anaesthetics to a basic level of confidence in airways skills and using Anaesthetic agents during their three month training block. Other skill sets might include plastering of limbs, nerve blocks, reducing fractures etc.

The hybrid scheme offers a mixture between these 2 options. One of them involves travel to Falkland from Dumfries and Galloway.

07 THE RURAL FELLOWSHIP

What are the opportunities available?

It is self-directed but with support both from a local mentor, the local medical team, and the scheme co-ordinator. Between us we can support you to write a realistic training plan for the year to use up your £2,500 budget for training. We can help you gain confidence.

It will enable you to focus training in areas to expand your expertise. These may be more basic areas for example resuscitation skills and plastering of limbs to advanced resuscitation skills, advanced airway skills, Ultrasound, Dermatology diploma etc

The scheme provides the level of peace required to take on niche areas. The scheme is flexible with opportunities for part time working and travel to other area. There are opportunities to do research. We expect all rural fellows to do a project and some of these have been published.

More recently we have focussed on joint projects such as Lyme disease and antibiotic resistance in rural communities.

The fellowship is an opportunity to experience a rural location in a protected way and for a set amount of time. For some this has been an opportunity to discover that rural practice is not for them and for others it is a steppingstone into a different and more rounded career.

There is an obvious overlap between doctors who do rural fellowships and those who go overseas. This makes sense as there is a clear overlap of skill sets needed including ability to innovate, work under pressure within teams in small communities. Previous fellows have gone to Africa, worked for MSF and have worked as ships doctors both on large liners and smaller boats going to Antarctica. 72% however have stayed in rural locations in Scotland.

The curriculum is now so full that having a year to condense previous learning, and regain hospital acquired skills can be transformative and feedback from ex fellows is very positive.



07 THE RURAL FELLOWSHIP

Application process and what we are looking for

We are looking for doctors who are genuinely interested in rural life and can evidence this in a variety of ways including previous work, visiting and clearly understanding the different fellowship locations and evidence of thinking outside the box previously during their careers.

Although it is targeted at doctors who have recently completed their training we will accept applicants who can demonstrate mid or late career why they want to do a fellowship, We are keen to promote fellowships to those with children and will try hard through local contacts to settle partners and families in. We have a good track record of doing this for example the Cowal fellowship has 3 ex fellows all with children who have stayed and are settled in the local community.

In the first instance we recommend you email Gill Clarke the fellowship co-ordinator on gillian.clarke1@nhs.scot and she can then arrange to speak to you on **07730773945**.

Gill can help you target areas of interest and put you in touch with mentors and ex fellows.

Gill is happy to speak to you about any matters around fellowship – it just needs organising.

The advert will be placed on the Scotland deanery website under GP fellowships usually in March. We are just writing to boards now to seek their interest in fellowships and some of the fellowships may be slightly different to previously available options. Please be aware of this when applying.

Variation in attainment due to aptitude is expected and appropriate, however differences in attainment due solely to age, gender, ethnicity or other protected characteristics are unfair.



The General Medical Council is clear that education and training pathways require to be fair, for everyone and define differential attainment as ‘systematic differences in outcomes when grouping cohorts by protected characteristics and socio-economic background’.

The newly designed Scotland Deanery’s “Advancing Equity in Medical Education” webpage [HERE](#) is a collection of resources for trainees and trainers.

It serves to highlight the work NES are doing to narrow the gap in differential attainment and promote equity in medical education and training.

The webpage allows trainees to access up to date NES guidance and policies pertaining to equality and diversity, read

about the steps NES are taking to promote fairness in training for all in addition to accessing details regarding the new NES initiatives for example, the LGBT+ Staff Network.

Now more than ever, we must strive to work collaboratively to promote inclusivity and equity in medical education in order to achieve our vision.

“To provide equitable learning, training and working environments for today’s and tomorrow’s medical workforce in Scotland, celebrating and learning from its diversity”.

WHAT IS THE UK-REACH STUDY AND WHY IS IT BEING CARRIED OUT?

The United Kingdom Research Study into Ethnicity and COVID-19 Outcomes in Healthcare Workers (UK-REACH) is an urgent public health study funded by the UK Government to help understand why people from certain ethnic minorities are more likely to have severe COVID-19.

UK-REACH is led by the University of Leicester and the research team are working with health regulators in the UK, including the General Medical Council, who support the study and encourage you to consider taking part.

UK-REACH will look at COVID-19 outcomes in people of different ethnicities working in health and social care, and how these relate to working conditions, job types, and general health and living circumstances. Findings will be used to make rapid recommendations to the Government to protect health and social care workers.

Why should I take part?

UK-REACH want to hear from people of all ethnicities working in health and care. They're especially keen to hear from people from ethnic minorities to understand why some groups have been particularly affected by the pandemic.

If I take part, what will I be asked to do?

Clicking this [link](#) will take you directly to the registration process, you will first be asked to register with a username and password. You will then be asked to read a participant information sheet and, if happy

to take part in the study, sign an online consent form. You can then complete the online questionnaire. UK-REACH will send you two further questionnaires over the following year. Each questionnaire will ask for some information about you, your health, work and home life and will take about 30 minutes to complete, it can be done in parts if you wish. Once you have completed the questionnaire UK-REACH will enter you into a prize draw, full details of the draw can be found in the participant information sheet. There is also the option to take part in an online interview or focus group, and for this you will need to register separately.

How do I get involved?

Visit the [UK-REACH website](#) to sign up. You can also find out more about the study on our [FAQ webpage](#). The UK-REACH team can also be contacted via email uk-reach@leicester.ac.uk or telephone **07425611865**.

10 NES MEDICAL 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.

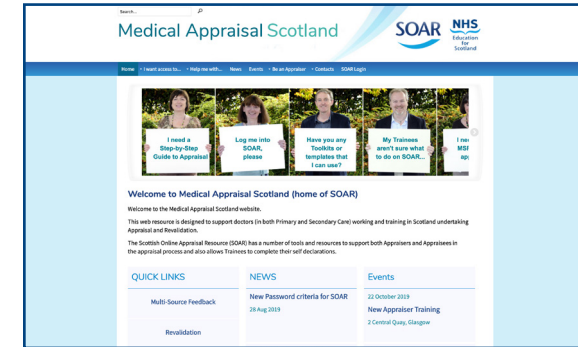
www.scotlanddeanery.nhs.scot



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

Please contact us with newsletter feedback and ideas for articles at:
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 to discuss how we can best meet your requirements.



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NESD1422 Scotland Deanery Newsletter February 2021 | Designed by the NES Design Team