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**Welcome to the *Spring Edition* of your newsletter and the sense of cautious optimism we can all now share in, as a result of the successful UK vaccination programme.**

However, there is no doubt that COVID-19 has had a profound impact on health and care systems across the world, that in turn has caused significant disruption to the education and training of doctors in Scotland and the rest of the UK. And whilst we have worked with partners across the UK to mitigate these impacts, we now face a substantial legacy of disrupted training, and a substantial programme of work and investment to recover the situation. Your Deanery is fully committed to the task we all face, and we will keep up to date with what is planned and actioned, chiefly through our Scotland Deanery website.

The Scottish Medical Education Conference is almost upon us and we give you more information about the programme and the main themes this year. The conference is an exceptional opportunity for clinicians involved in healthcare education and training in Scotland to learn, share best practice and

drive current thinking in the field of medical education and training.

It has always been vitally important to ‘call out’ risk of harm and the ability to do so is now backed up by new NHS Scotland ‘whistleblowing’ policies aimed at protecting individuals who have any concerns. Further details and links are provided. Next-up we publicise details of our excellent and innovative Clinical Academic Fellowships, inviting applications to join the programme. Drawing on the work of our Safety Improvement Programme, we then discuss safety culture in organisations and signpost further resources for those who may seek further insights into this very interesting and critical field of work. Also look out for details of an upcoming seminar on sexual offences best practice working and two Bereavement Care seminars we are holding in April and May.

At the end of the newsletter you will find details of the 4<sup>th</sup> DEMEC joint national UK medical education conference that we co-organise with other prominent UK education and training bodies. DEMEC seeks to provide delegates with the ideas and information to improve their



**Professor Stewart Irvine**  
**NES Medical Director**

educational practice and collaborate across organisational and geographic boundaries - to support and develop educational leaders for now and the future. Professor Chris Whitty, Chief Medical Officer for England, will deliver the keynote speech to the conference floor and be joined by other medical leaders for what should be another outstanding conference.

**My best wishes to all of you, in these most testing of times.**

**Having had to postpone the 2020 event, it is tremendous to be launching registration for the 2021 Scottish Medical Education Conference, Medical Appraisers Conference, Practice Managers Conference, NMAHP Conference, Dental Conference and Pharmacy Conference.**

**Registration & Programme:**

<https://events.nes.scot.nhs.uk/nes-annual-virtual-conference-2021>

**Closing date for registrations:  
30 APRIL 2021**

We are grateful for the support of the Edinburgh International Conference Centre who have enabled us to run this multi professional conference virtually using their online digital platform ensuring delegates will be able to access all components of the full two-day programme remotely.

After a 12 month period when the NHS has had to manage the consequences of a global pandemic, many routine education and training activities had to be suspended, adapted or refocused in order to support frontline acute services. Now as the NHS recovers, a major emphasis will be on planning for recovery of core education and training activity, and ensuring continued trainee progression to support the future NHS multi professional workforce.

There have been significant innovations in the past year, an increased utilisation of Technology-Enabled Learning and significant benefits from collaboration

between education organisations, professional bodies and regulators.

This year's NES conference will showcase many of these initiatives and provide opportunities to share experiences and learning. There will be a mixture of plenary and parallel sessions as well as poster presentations and an exhibitor's forum. NES will be using MIE Live an interactive online events platform to host the NES Annual Virtual Conference 2021. This will allow delegates to join the online conference sessions, view the exhibition and posters area, and to network with peers throughout the platform via the instant chat facility. We have created a delegate and speaker experience which is as close as possible to attending an event in person.

**The conference will be sponsored by NHS Education for Scotland and there will be no charge for participation.**

### LET US KNOW HOW MUCH YOU VALUE DIGITAL LIBRARY RESOURCES AND INFLUENCE DECISIONS ON FUTURE SERVICES.



NHS Education for Scotland have launched an impact survey aimed at anyone who uses NHSScotland's national collection of digital library resources (evidence summaries, databases, medicines information resources, e-journals, articles and e-books).

In 2021, NHS Education for Scotland will begin the process of reviewing this collection provided through **The Knowledge Network** in preparation for the next tender exercise.

Currently NHS Education for Scotland spends £3.2 million per year on subscriptions to these services providing equity of access to evidence and research for all staff in health and social care on a **'once for Scotland'** basis.

We appreciate that this is a challenging and busy time for everyone, so we have kept the survey short.

Your feedback will provide important evidence on how you value and use these resources. It will also be crucial in demonstrating that the money is being spent wisely and provide evidence to support decisions on the provision of future services.

To have your say, please complete the survey at:

<https://response.questback.com/nhseducationforscotland/impactsurvey2021>

Please pass this link onto colleagues who may also be interested in completing this survey.

**For more information, please contact:** [knowledge@nes.scot.nhs.uk](mailto:knowledge@nes.scot.nhs.uk)

**‘Whistleblowing’ is calling out a particular ‘risk of harm or wrongdoing’ that is in the public interest to know about, and in so doing a ‘whistleblower’ is entitled to certain legal protections.**

**These are detailed in new ‘whistleblowing’ policies and processes that all public bodies including NHS Boards have launched.**

The routine feedback on the quality of training experience that the Deanery gathers from its doctors in training should not be confused with ‘whistleblowing’. Feedback is routinely gathered via surveys such as the GMC NTS, the Scottish Training Survey, the Pre-Visit Questionnaire, our notification of concern process or through our meetings with trainees during Deanery Quality Management Visits.

**Further information about ‘whistleblowing’ can be found below:**

- You are asked to note the additional information provided below by the Lead Employers
- Have you heard about the new process for whistleblowing?
- There are increased protections for anyone delivering NHS services.
- Want to talk to someone in confidence

about a whistleblowing issue that is concerning you?

- Speak to your confidential contact who can provide support [here](#).
- There are recommended training modules on Whistleblowing on Turas Learn: <https://learn.nes.nhs.scot/40284/national-whistleblowing-standards-training>



### APPLICATIONS ARE NOW OPEN FOR NES CLINICAL ACADEMIC FELLOWSHIPS

**CLOSING DATE:  
19<sup>TH</sup> APRIL 2021**

[https://my.corehr.com/pls/uogrecruit/erq\\_jobspec\\_version\\_4.display\\_form](https://my.corehr.com/pls/uogrecruit/erq_jobspec_version_4.display_form)



These innovative posts provide flexible and tailored academic training opportunities for GPs interested in developing their research skills and experience. We offer protected academic time in any of the five Scottish medical schools.

You can choose to have between two and four academic days employed by the university, and organise your own clinical work in the rest of the week.

We welcome applications from people interested in clinical or educational research, but the focus of these jobs is research rather than teaching delivery. Appointments are made in a single national round of interviews that all universities participate in, and we strongly encourage you to contact us to discuss your application.

Eligible applicants must obtain their CCT in 2021 or to be within three years of CCT (full time equivalent – allowances are made for personal circumstances and part-time working).

#### ABERDEEN

**Prof Peter Murchie**

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web: <https://www.abdn.ac.uk/iahs/research/primary-care/index.php>

#### DUNDEE

**Dr Dan Morales**

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**Professor Blair Smith**

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web: <https://www.dundee.ac.uk/medicine/research/population-health-genomics/>

#### EDINBURGH

*details over...*

## 05 GP CLINICAL ACADEMIC FELLOWSHIPS

### EDINBURGH

**Prof David Weller**

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primary-care-multimorbidity](https://www.ed.ac.uk/usher/primary-care-multimorbidity)

[https://www.ed.ac.uk/usher/  
our-centres/population-health-  
sciences](https://www.ed.ac.uk/usher/our-centres/population-health-sciences)

[https://www.ed.ac.uk/usher/  
research/projects](https://www.ed.ac.uk/usher/research/projects)

[www.edin.care](http://www.edin.care)

### GLASGOW

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### ST ANDREWS

**Prof Frank Sullivan**

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research/#Primary\\_care](http://med.st-andrews.ac.uk/pbs/research/#Primary_care)





### SAFETY CULTURE DISCUSSION CARDS: A LEARNING TOOL FOR CARE TEAMS AND EDUCATORS



#### About Safety Culture

To help care practitioners and educators improve organisational performance and human well-being, there needs to be a focus on the cultural context of work in health and social care. Much can be learned from other high-risk industries on how safety culture is valued and prioritised by frontline staff groups, managers and leaders as well as educators, regulators and policymakers.

Defining a concept such as safety culture in a way that is satisfactory to everyone is challenging and is unsurprisingly the subject of much academic debate. For James Reason, the meaning of safety culture *'...has all the definitional precision of a cloud'*, while for Ken Catchpole, *'... the idea of "culture" is perhaps similar to that of "intelligence" – everyone thinks they know what it is, but conceptual clarity is more elusive'*.

While there are many definitions of safety culture, most emphasise shared assumptions, values, beliefs and patterns of behaviour concerning safety in the health and social care workplaces. There is often confusion over the difference between the terms *'safety culture'* and *'safety climate'*. Both are inextricably linked and used interchangeably, but they are different concepts. Safety culture can be *'viewed as an enduring characteristic of an organisation'* whereas safety climate can be thought of as a *'temporary state of an organisation that is subject to change'*. One way to think about it is that climate might be said to be more akin to the mood of a team or organisation, while culture is more akin to its personality.

**continued over...**



### Importance of Safety Culture

There is wide agreement that safety culture is an important concept, as organisations and teams with a positive safety culture are thought to be more likely to learn openly and effectively from failure and adapt their working practices appropriately. The converse is true for a weak safety culture, which has been implicated as a significant contributory factor in many high profile serious organisational incidents, including in health and social care.

### Attributes that distinguish those organisations and teams with a positive and mature safety culture include, for example:

- strong senior management and leadership commitment and involvement in safety
- good personnel selection and retention, job placement and promotion procedures

- accepting that promotion of a safety culture is a long-term strategy that requires sustained effort and interest
- thoroughly investigating and learning from priority safety incidents, including near misses
- regular auditing of safety systems to provide feedback on performance and ideas for improvement
- capturing attitudes towards job-induced stress and working conditions
- regularly assessing safety culture and improving safety behaviours.

### Translating Theory into Practice

Many care systems have embraced the notion of building a positive safety culture, which has been reinforced in safety policies and as part of national improvement initiatives and educational programmes. The challenge lies in how this can be achieved in everyday care work and in education and training. A format used in other work and care settings is that of 'playing cards'. This approach has informed the adaptation (from EUROCONTROL), re-design and evaluation of a set of Safety Culture Discussion Cards by the NES Safety, Skills and Improvement Research Collaborative (SKIRC) for use by health and social care teams and educators.

The aim of the cards is to provide a resource to aid discussion about safety culture by any members of the multi-professional care team, including frontline practitioners, supervisors, managers and senior leaders.

To ensure the discussion cards have overall utility for care teams, patient safety educators and learners they have been co-designed to be:

- 1 ENGAGING.** They are a tool for any individual or group who wishes to use them and they aim therefore to promote ownership and provoke discussion.
- 2 EDUCATIONAL.** The potential audience will know little about the theory of safety culture and have only a lay understanding of the possible issues. Frontline professionals often have a sharper understanding of some aspects of safety culture from their work experiences, so the cards need also to build on this.
- 3 FLEXIBLE.** Inherent in the concept of a regular pack of cards is that there are several possible 'games' or uses. No particular 'method' is prescribed, rather several options are described as possible uses, but participants may use the cards however they wish – for example in discussing a specific card/issue in a 10-minute safety brief at the end of a shift or focusing on a particular theme as part of a longer educational workshop activity.
- 4 MEMORABLE.** The content, especially the headlines and pictures, should be memorable. If users can recognise or even recall aspects of the cards when they are not using them, this will aid the educational value and usefulness.
- 5 VALIDITY.** The cards are a heuristic tool rather than a method for measurement, but they are based on a theoretical model of safety culture and represent a comprehensive range of issues.
- 6 USEFUL.** Most importantly, the cards should be useful. They should ultimately help the users to think of ways to improve safety culture – and inspire them to take action based on the results.

### Free Access to Resources

The developed Safety Culture Discussion Cards are free to be used by health and social care teams and educators. They can be viewed and downloaded as a PDF here: <https://learn.nes.nhs.scot/6036/human-factors/safety-culture-discussion-cards>

To learn more about Human Factors science and practice please visit our evolving online educational resource here: <http://www.knowledge.scot.nhs.uk/hfe.aspx>.

A series of recorded Webinars on various topics of interest to Human Factors and Patient Safety, including safety culture, can also be accessed here: <https://bit.ly/3fbyaiq>

**Prof Paul Bowie**  
**NES Programme Director**  
**(Safety & Improvement) / SKIRC**

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**twitter:** [@pbnes](https://twitter.com/pbnes)

## SEXUAL OFFENCES: WORKING TOGETHER BEST PRACTICE UPDATE FOR SCOTLAND

FAO GP Specialty Trainees,  
Obstetrics and Gynaecology  
Trainees, Community Sexual and  
Reproductive Health Trainees,  
Paediatric Trainees

The screenshot shows the course registration page with the following details:

- Course Aim:** To provide an update on sexual offences legislation within Scotland and an update on regional service delivery models including access to self-referred cases and information sharing options with Police Scotland. Information on aspects of case management from key speakers including assessment following disclosure of non-fatal strangulation and disclosure of sexual violence abroad.
- Target Audience:** Professionals working within forensic sexual offences services in Scotland, in particular forensic examiners, nurses, child medical examiners, police and agencies working with victims of sexual violence.
- Online format:** Blended format with some live sessions on MS Teams and some pre-recorded content emailed to delegates for self-study.
- Course organisers:** Dr Deb Wardle and Dr Julie Cumming, Associate Postgraduate Deans in Forensic Medical Examination, NES.
- Dates and times:**
  - Session 1 - 23<sup>rd</sup> April 2021 from 09:30 to 12:30
  - Session 2 - PRE-RECORDED CONTENT EMAILED TO DELEGATES
  - Session 3 - future date to be confirmed
- SESSION DETAILS:**
  - Session 1:** LIVE SESSION ON MS TEAMS - 23<sup>rd</sup> April 2021 9:30am - 12:30pm:
    - Intelligence sharing options for self-referred cases - representatives from Police Scotland
    - Raped abroad - LBT Global - Matt Searle, Chief Executive
    - Non-fatal strangulation - Saint Mary's Sexual Assault Referral Centre and SAFE Place Merseyside - Dr Catherine White, Clinical Director
  - Session 2:** SCOTTISH GOVERNMENT CMO TASKFORCE SESSION PRE-RECORDED SESSION TO BE EMAILED
    - Overview and update on the work of the CMO Taskforce
  - Session 3:** A THIRD SESSION IS IN THE PLANNING STAGES WITH DETAILS TO FOLLOW
- Booking Information:** There is no charge to attend this course as it is currently funded by the Scottish Government, but places are limited and future courses may incur a cost to delegates.

### SESSION DETAILS

#### SESSION 1:

#### LIVE SESSION ON MS TEAMS

23<sup>rd</sup> April 2021

9.30am - 12.30pm:

- **Intelligence sharing options for self-referred cases** – representatives from Police Scotland
- **Raped abroad** – LBT Global – Matt Searle, Chief Executive
- **Non-fatal strangulation** - Saint Mary's Sexual Assault Referral Centre and SAFE Place Merseyside - Dr Catherine White, Clinical Director

#### SESSION 2:

#### SCOTTISH GOVERNMENT CMO TASKFORCE SESSION

#### Pre-recorded session to be emailed

- Overview and update on the work of the CMO Taskforce

#### SESSION 3:

#### A THIRD SESSION IS IN THE PLANNING STAGES WITH DETAILS TO FOLLOW

#### ▪ Course Aim:

To provide an update on sexual offences legislation within Scotland and an update on regional service delivery models including access as self-referred cases and information sharing options with Police Scotland. Information on aspects of case management from key speakers including assessment following disclosure of non-fatal strangulation and disclosure of sexual violence abroad.

#### ▪ Target Audience:

Professionals working within forensic sexual offences services in Scotland, in particular forensic examiners, nurses, child medical examiners, police and agencies working with victims of sexual violence

### SESSION 3: (continued)

▪ **Online format:**

Blended format with some live sessions on MS Teams and some pre-recorded content emailed to delegates for self-study.

▪ **Course organisers:**

Dr Deb Wardle and Dr Julie Cumming, Associate Postgraduate Deans' in Forensic Medical Examination, NHS Education for Scotland

**DATES AND TIMES:**

**Session 1:**

**23<sup>rd</sup> April 2021 from 09:30 to 12:30**

**Session 2:**

**Pre-recorded content emailed to delegates**

**Session 3:**

**Future date to be circulated**

**To apply for a place on this virtual conference please complete the online application form which can be accessed via this [LINK](#).**

**Closing date for applications is [16<sup>th</sup> April 2021](#).**

### NES' BEREAVEMENT-THEMED MONTHLY WEBINAR SERIES FOR HEALTH AND CARE PROFESSIONALS

Health and care professionals who would like to be kept up to date with details of future learning events may wish to follow [@NES\\_Bereavement](#) or sign up to the quarterly NES bereavement e-Newsletter.

**Please note:** if you have previously signed up to the e-Newsletter but your email address has changed, you can also use the link above to re-register – if you would like to continue to receive it.

NES' bereavement-themed monthly webinar series for health and care professionals continues in 2021 with upcoming sessions including:

- **Why grief gets stuck and how we can help – Thursday 15<sup>th</sup> April, 12:30-13:30** [register here](#)

This will feature discussion about what a prolonged grief disorder is, how it is different to depression, the risk factors for it and simple strategies that can help people who are 'stuck' in their grief.

- **How we psychologically prepare and respond to major incidents with fatalities – Tuesday 4<sup>th</sup> May, 12:30-13:30** – [register here](#)

This webinar will provide an overview of the psychological considerations relating to how the workforce prepares, responds and supports recovery following a major incident with fatalities. Specific considerations around bereavement, moral injury and Psychological First Aid will be discussed.

Visit the **Support around Death** website's [Events page](#) for more information about upcoming events or to listen to recordings and view additional resources from some of NES' previous webinar sessions.

**These have covered topics including:**

- Grieving as well as possible during a pandemic crisis
- Death Certification in the time of COVID
- Managing bereavement in the workplace
- Supporting children who are bereaved during and after COVID
- Dealing with bereavement as a health and social care worker in remote and rural communities
- Bereavement following substance use
- Supporting LGBT+ people around death and bereavement

### FOR F1 AND F2 DOCTORS

With the impact of many events around the world including COVID 19 there has been an increased focus on inequalities. This study is looking in particular at inequalities within medicine and training opportunities.



I would like to invite you to complete a short questionnaire on the topic of diversity and inclusion - with a focus on venepuncture in patients with dark skin tones.

The purpose of the study is to investigate the opportunity to practice and confidence of final year medical students and junior doctors in the foundation programme towards venepuncture in manikins and patients with dark skin tones.

**The survey will take approximately 4 minutes to complete.**

#### Project Supervisor:

**Dr Sandra Neumann**, Clinical Trials Manager, University of Bristol

1-5 Whiteladies Road, University of Bristol, tel: (0117 42) 83111

**HEE Approved**

If you have any questions or feedback please feel free to contact me:

**Dr Paapa A-Odame**

[pa15994@bristol.ac.uk](mailto:pa15994@bristol.ac.uk)

**Honorary Academic at the University of Bristol**

**TAKE THE SURVEY** 

## DEVELOPING EXCELLENCE IN MEDICAL EDUCATION CONFERENCE 2021

MANCHESTER CENTRAL  
6-7 DECEMBER 2021



**For the 4<sup>th</sup> time, the leading organisations in medical education and training across the UK come together to provide highly successful joint national UK Medical Education conferences.**

The last three conferences have provided an exceptional opportunity for 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. We aim, through this, to support and develop the educational leaders of today and tomorrow.

Previous delegates have told us how stimulating the conference has been, and 2021 will build on their feedback to consist of keynotes from experts with a diverse range of parallel sessions covering the full span of current issues and initiatives in medical education and training.

We are planning **DEMEC 2021** with the flexibility for virtual involvement, the extent of this will be dependent on the global Pandemic.

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.

**More information is [HERE](#).**



## 11 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.

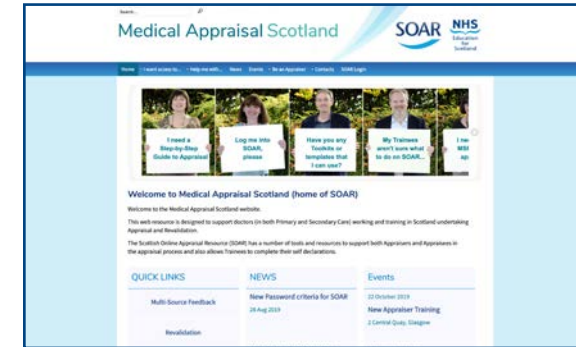
[www.scotlanddeanery.nhs.scot](http://www.scotlanddeanery.nhs.scot)



### 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.



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