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Welcome to the June edition of your Scotland Deanery Newsletter and some more news and information about what is happening in the Deanery.

COVID-19 is still with us unfortunately, but is heartening to see perennial events such as the 8th Medical Directorate Annual Awards still taking place and give rightful recognition to some of those who have continued to support and inspire our trainee doctors, in these hardest of times. Inside we give you fuller details across the various categories.

Good news too following release of the GMC's Annual Quality Assurance review of the Deanery's Quality Management activities. The GMC concluded that our processes are working well, particularly so for the quality of our data inputs and the consistency in our decision making across specialties and health boards. Very pleasingly, the GMC did not set any requirements or make any recommendations.

Altogether a great vote of confidence in the Associate Post Graduate Deans and Quality Improvement Managers who work with Health Boards to improve quality and maintain standards.

You are then invited to help us in an evaluative study of the NHS Louisa Jordan National Skills Education Hub. We then give details of new eLearning module on Demand, Capacity, Activity and Queue (DCAQ) that may be useful for those involved in managing patient flow and access to unplanned care. Continuing the theme of learning we let you know about a course for simulation-based educators and how, despite COVID-19, we managed to run the Improving Surgical Training (IST) pilot and maintain full attendance. We then finish up with latest news from our Bereavement Workstream and a call for poster submissions for the DEMEC conference, that will be held this December.

I hope you find the news and information in this edition useful.



Professor Stewart Irvine
NES Medical Director

THE DIRECTOR OF MEDICINE ANNOUNCED THE AWARDS VIRTUALLY AT THE NES 2021 ANNUAL CONFERENCE

The last year has seen unprecedented pressure on every part of the NHS in Scotland.



Despite the service pressures, individuals and teams have worked above and beyond to keep the wheels of education turning.

The 8th Medical Directorate Annual Awards honours some of those who have played their part, supporting and inspiring both medical students and trainee doctors.

Professor Alan Denison, Chair of the 2021 Awards Panel, said:

“ This year, we had a record number of nominations for the NES awards from across Scotland. Although there are winners, runners up and highly commended, we also want to thank the contribution that the other nominees make to education and training. This year, we had four awards. We adapted the criteria to acknowledge and be inclusive of nominations for contributions made during the pandemic response. ”

EQUITY, DIVERSITY AND INCLUSION AWARD (NEW IN 2021)

This award is given in recognition of achievement and commitment to supporting diverse and inclusive practices in medical education.



The Winner

The 2021 Winner for Equity, Diversity and Inclusivity is Rachel Hallows.

Rachel works within the Medical Education Directorate in NHS Lothian.

Continued...

Rachel demonstrates an exemplary personal commitment to equity and inclusion that is underscored by her quiet style and balanced approach. She is an ace organiser who has helped the wider team on numerous occasions to make that staff network inclusivity events not only happen but do so without her being the centre of attention. She champions equity and diversity with humbleness and bravery – not because it is her job, but because it's the right thing to do.

Runner Up

The Runner up in this category are the staff and students of University of Aberdeen/ NHS Grampian. This includes Siladatya Bhattacharya and Adam Coldwells who co-chair the NHS Grampian/University of Aberdeen Joint Race Taskforce.

Highly Commended

- The NES Supporting Scottish Grief and Bereavement Team.

- Dr Kate Patrick, Director of Medical Education, Forth Valley. Kate is described as having an unerring talent for identifying and supporting the needs of trainees with inclusiveness, compassion and kindness.
- Debbie Aitken, Sonia Afonso De Barros and Thom O'Neill of Edinburgh Medical School.

INNOVATION IN TRAINING AWARD

This is given in recognition of education or training that goes beyond the expected level of curriculum delivery.



The Winner

The Winner of the 2021 Award for Innovation in Training is Jean Ker.

The National Skills Education Hub at NHS Louisa Jordan is an exceptional model for multi-professional training that was developed in exceptional times.

When the nightingale hospital commissioned by the Scottish Government as a COVID-19 step down facility was no longer required in May 2020, Jean proposed and led the establishment of an interim National Skills Education Hub.

Jean had the vision and experience to quickly build a team from different professions and geographies, with no central budget, with everyone having ownership of the hub.

Under her guidance a brand new team, with some working remotely designed and delivered skills training at great pace for both regional and national staff.

Continued...

Runner Up

Kwang Yang Lee, an ST8 in paediatrics. He single handedly designed and delivered a new education platform to deliver subspeciality paediatric teaching to support continuity of learning during the pandemic.

Highly Commended

- The NHS Highland Clinical Skills Team.
- Kushik Lalla, an Associate Specialist in General Surgery in Shetland.
- The Lothian Simulation and Mastery Team, which includes Nathan Oliver, James Tiernan, and Omair Malik. The team developed and delivered innovative and impactful simulation activities despite the pressures of COVID-19.
- Andrew Hall, an orthopaedic registrar and clinical teaching fellow.
- Alistair Geraghty is a post-CCT clinical fellow in the West of Scotland.

STAFF SUPPORT AWARD

The third award is for Staff Support. This award recognises recognise the exceptional support that is given across the NES Regional Offices, Medical Schools and Health Boards.



The Winner

The Peer Support Team, Crosshouse Hospital.

During the pandemic this team have created a safety net for all staff.

A safe space for staff has been formed, without which they could have struggled to find rest facilities and a space to decompress. At times of crisis the team have been on hand to support everyone to continue to work whilst managing the psychological impact of the pandemic. They have constantly evolved to offer tailored and flexible support.

Joint Runners Up

Carlyn Davie and Sara Robinson launched the Peer Support programme in Emergency and Acute General Medicine in Edinburgh.

The NHS Lothian Clinical Teaching Fellows. They are Cat Holligan, Emma Scahill, Brendan Cavanagh, Gilly Fleming, Pauline McAleer, Hannah Preston, Derek Smith, and Neil Wicks.

Stefanie Lip & Geeshath Jayasekera, chief residents in medicine at QEUH in Glasgow.

Continued...

Highly Commended

- Tim Geary. Tim is an intensive care consultant in Ayrshire and Arran.

OUTSTANDING ROLE MODEL AWARD

This award recognises an individual whose behaviours, examples or successes have inspired medical students or postgraduate trainees in Scotland.



The Winner

Kirsty Douglas.
Kirsty is a specialty trainee in Palliative Medicine.

Using experience and knowledge gained from working within respiratory medicine and anaesthetics, Kirsty has shown inspirational commitment to educating and protecting colleagues and patients during the COVID-19 pandemic. Kirsty's activities are too many to list in full.

Examples include organising “staff havens” for staff to relax and recharge; she created local PPE protocols and training; and she sourced a graphic designed to make PPE posters that were then rolled out across NHS Scotland. Kirsty cares deeply about colleagues' wellbeing and has had a hugely positive influence on her team despite many challenges.

Runner Up

Jean Ker.

Highly Commended

- Vijendar Kistareddy, Consultant Neonatologist at Aberdeen Maternity Hospital.
- Ashley Meldrum, clinical educator at University of Aberdeen.
- John Duncan, Head of Undergraduate Teaching, Inverness for University of Aberdeen.
- Gareth Griffiths, a consultant vascular surgeon, NHS Tayside.

The GMC carries out an annual quality assurance check of all Deaneries in the UK to check that each Deanery is meeting their standards for medical education and training, as detailed in their policy document *Promoting Excellence*.

The review provides an overview of the QA activities undertaken over the course of a year and lists any areas of notable practice or requirements and/or recommendations that may need to be set.

In brief, for 2020/21 the GMC judged that the Scotland Deanery and NHS Education for Scotland (NES) are meeting the standards set out in [Promoting excellence](#). They reported that the Quality Assurance activities they undertook, as part of the annual exercise, provided good opportunities to observe how NES met the standards, particularly in relation to educational governance and how educators are supported.

The GMC concluded that NES' Quality Review Panels are an example of a system working well, specifically in the areas of the quality data inputs, and consistency in decision making across specialties and health boards. No requirements or recommendations were made.



Promoting excellence:
standards for medical education and training

Working with doctors Working for patients

**General
Medical
Council**

TO ALL TRAINEES – STUDY LEAVE



Please submit all forms via e-mail to:
study.leave@nes.scot.nhs.uk

Please **DO NOT** post or hand in paperwork to any of the NES offices as they are all closed until further notice with no NES staff in attendance.

Thank you for your help in this matter.

The Scotland Deanery

EVALUATION OF THE NHS LOUISA JORDAN NATIONAL SKILLS EDUCATION HUB



My name is Julie Ferguson and I am a Specialist Research Lead for NHS Education for Scotland. We are looking to Evaluate the NHS Louisa Jordan National Skills Education Hub as a training venue.

Therefore, If you have participated in training at the venue, I would be very grateful if you could spare some time to participate in a brief telephone interview.

If you decide to take part, you are still free to withdraw at any time and without giving a reason. The interview would be carried out by myself or another NES researcher and will take place at a convenient date and time.

The interview will be audio recorded and should take approximately 30 minutes. We would be focussing on your experiences receiving training at the venue.

The interviews will be transcribed for analysis, however everything you say within the interviews will be anonymised, and whilst we will be reporting on findings from the evaluation in general, personal anonymity will be maintained.

If you would be willing to participate please email myself Julie.ferguson@nhs.scot with some potential dates and times within the next few weeks and we will schedule an interview.

A NEW ELEARNING MODULE ON DEMAND, CAPACITY, ACTIVITY AND QUEUE (DCAQ) IS NOW AVAILABLE ON TURAS LEARN.

Click [here](#) to view the module.



The learning module will support teams taking a Quality Improvement approach to sustainably reducing waiting times and improve flow.

The module introduces methods and tools to help you optimise flow in your system. It includes why this is important, how to map pathways including user experience and theory of constraints.

You will learn what to measure, understand factors that might affect and impact on DCAQ, whilst identifying opportunities for improvement, all to support having the right person in the right place at the right time with the right treatment.

The module will take approximately 45 minutes to complete.

Our eLearning modules are available on Turas Learn [here](#).

The modules available are:

- Measurement for improvement
- Understanding your system
- Developing your aims and change ideas
- Testing your change ideas
- Implementation and Spread
- Introduction to demand, capacity, activity and queue

Please note that you will need a login to access these modules. If you require any help or further information please contact the QI Team on: QualityImprovement@nes.scot.nhs.uk

Doctors for the NHS are running our essay competition again this year, in association with the Journal of the Royal Society of Medicine, open to all doctors in training.



We are offering a prize of £500 for the best essay with the title: **“What lessons should we learn from the COVID-19 pandemic?”**.

- First prize £500
- Second prize £200
- Competition every year since 2018 for all Doctors in Training
- Winning essay to be published, subject to editorial approval, in the *Journal of the Royal Society of Medicine*
- Essays should be under 2000 words
- Closing date for submission 31st July 2021
- Essays should be submitted by email to: doctors4thenhs@gmail.com
- Any questions about the competition can be sent to this address

For more information please see the flyer [here](#).



The Doctors for the NHS Essay Prize 2021

“What lessons should we learn from the Covid-19 pandemic?”

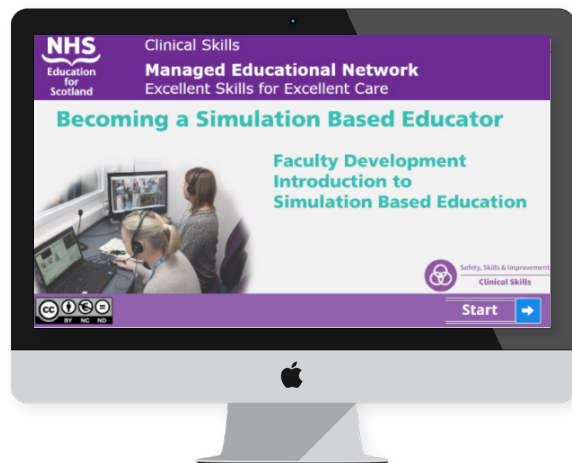
First prize £500; second prize £200
Winning essay to be published, subject to editorial approval, in the *Journal of the Royal Society of Medicine*

- Open to all doctors in training
- Your essay should be under 2000 words (excluding references) and use the title shown above
- Closing date for submission 31st July 2021
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- Any questions about the competition can be sent to this address

Doctors for the NHS was founded in 1976. We are a professional medical organisation whose sole purpose is to fight for the NHS and the public it serves. Membership is open to all doctors who share these commitments.

doctorsforthenhs.org.uk [@Doctors4NHS](https://twitter.com/Doctors4NHS) [@DoctorsForTheNHS](https://www.facebook.com/DoctorsForTheNHS)

August 2020 saw the launch of Tier 1, the multi-professional online three-tier learning programme on becoming a Simulation-Based Educator, developed by the Clinical Skills Managed Educational Network (CSMEN).



Tier 2 was launched in March 2021 and the development of Tier 3 is now underway. The learning programme has been based on the [Faculty Development for Simulation – National Outcomes Framework](#) part of the Scottish quality assurance system for simulation based education.

The national framework identifies three learning tiers:

Tier 1: Awareness of Simulation to Educators (Aug 2020)

- Covers the different aspects of simulation-based education and how it can be implemented into education.

Tier 2: Introductory programme for Simulation-based Learning Educator (March 2021)

- Covers an introduction to the design, delivery, feedback and evaluation of a simulation event.

Tier 3: Advanced programme for Simulation-based Learning Educator

- Will continue to build on how simulation can be used for assessment, multi-professional teamwork, research opportunities along with an in-depth look into debrief and evaluation.

There is an introduction module which is common to all three tiers. All the tiers have been designed into small bitesize modules each taking no longer than 45 minutes to complete, allowing the users to dip in and out of each module as required. The user is free to complete the programme of modules in any order to effectively and efficiently meet their own needs.

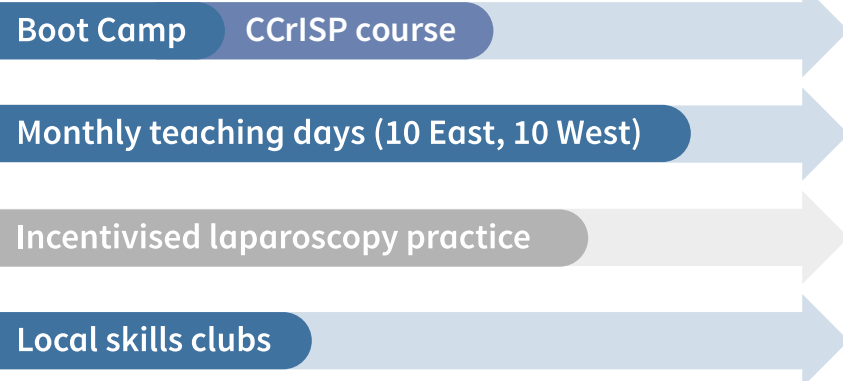
Improving Surgical Training (IST) has been run as a pilot since 2019 and sets out to:

- **address concerns about Core Surgical Training**
- **pilot some of the Shape of Training recommendations**
- **increase the attractiveness of a surgical career.**

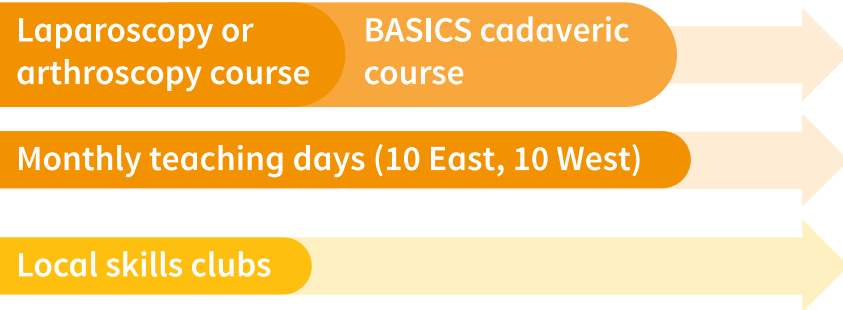
The aim is to create a surgical training system that produces competent, confident and self-motivated professionals who are able to provide the highest quality of care to patients in the NHS.

The trainees attend a mixture of core training events, monthly training days and have access to a take-home simulator.

CT 1



CT 2



Continued...

09 THE IMPROVING SURGICAL TRAINING PILOT DURING COVID-19

Due to the COVID-19 pandemic there has been a considerable amount of disruption to surgical training. With face-to-face training restricted, many of the courses were postponed or put online. The CSMEN Team administers the project and was involved in a lot of work behind the scenes to ensure that as much training went ahead with minimum disruption. The trainers were very adaptable and converted their material to webinar format very quickly.

While the pandemic prevented the inclusion of many of the simulation components, it made attendance much easier for trainees on complex rotas and additionally saved on travel time. There was 100% attendance at both the trainee induction days and the IST boot camps. The timing of these activities from August to December 2020 meant that they were able to run face-to-face (F2F) training. COVID-19 safe precautions were utilised including following the F2F

guidelines, use of appropriate PPE and social distancing. Trainee feedback on all courses remains overwhelmingly positive.

One further success story during the pandemic has been the growth of local Skills Clubs for IST (and other surgical) trainees. A decision was taken early in the pandemic to provide each Skills Club with a start-up box. Despite a slow start initially these skills clubs have now been established in 18 hospital training sites in Scotland and enables trainees to practise their skills in a safe environment.

Going forward, F2F training is now resuming, including stoma training days, Managing Surgical Crisis simulation days and “BASICS” operative training days. Monthly training days will continue as a blended model with online courses remaining for theoretical content and F2F courses for practical training that involve simulation.



THE LAUNCH OF NES' BEREAVEMENT WORKSTREAM ANNUAL REPORT AND UPCOMING LEARNING EVENTS

Click [here](#) to read the report.



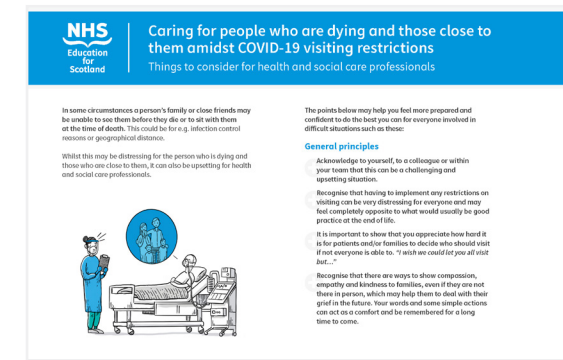
NHS Education for Scotland (NES) has recently published an annual report which outlines a summary of the work that its Supporting Scottish Grief and Bereavement Care Workstream has undertaken and achieved over 2020-21.

It highlights NES' newly developed bereavement-related educational materials which aim to support health and social care staff to deliver the best care possible, with a particular emphasis on navigating the end of life journey and providing bereavement support.

During the reporting period, unique challenges arose related to the COVID-19 pandemic and these helped to inform the resources that were created.

Examples include:

- **Caring for people who are dying and those close to them amidst COVID-19 visiting restrictions**

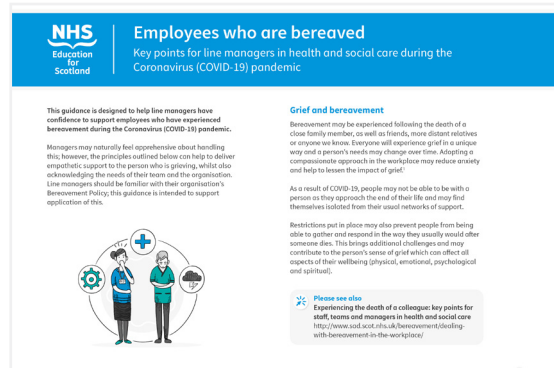


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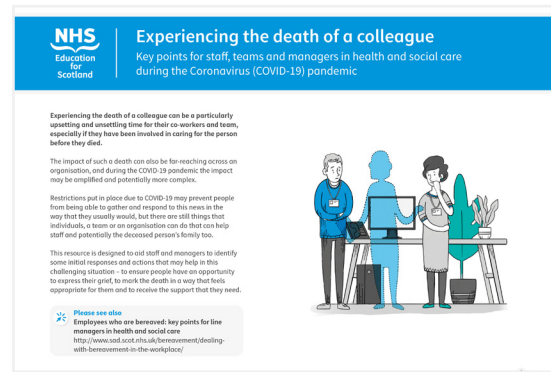
▪ TALK (Tell, Ask, Listen, Kindness)



▪ Resources on bereavement in the workplace – Employees who are bereaved



and Experiencing the death of a colleague



The report also provides information on NES' ongoing bereavement-themed monthly webinar series which started in 2020.

The next session will be held on **Wednesday 7 July 2021, 17:00-18:00** and is titled: **Faith, spiritual care and mourning rituals: understanding how to support people around the time of death.**

[CLICK HERE TO REGISTER](#)

NES can also now confirm a date for its second **Bereavement Education Conference** which will be held virtually on **Wednesday 24th November 2021**. To note interest in attending and for any queries please contact events@nes.scot.nhs.uk

Programme details and more information will be available on the Support Around Death website over the coming months. The website also hosts information about the inaugural conference held in 2019, including speaker film clips.

DEVELOPING EXCELLENCE IN MEDICAL EDUCATION CONFERENCE – DEMEC 2021

**Manchester Central 6th and 7th
December 2021**



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

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](#).

DEMEC Posters

The deadline for DEMEC posters is **30.06.21**

Posters at DEMEC 2021 will be split into 6 themes following the AoME Professional Standards.

The poster themes are:

1. Designing and planning learning
2. Teaching and facilitating learning
3. Assessment of learning
4. Educational research and scholarship
5. Educational management and leadership
6. Core values of medical educators

11 DEVELOPING EXCELLENCE IN MEDICAL EDUCATION CONFERENCE 2021

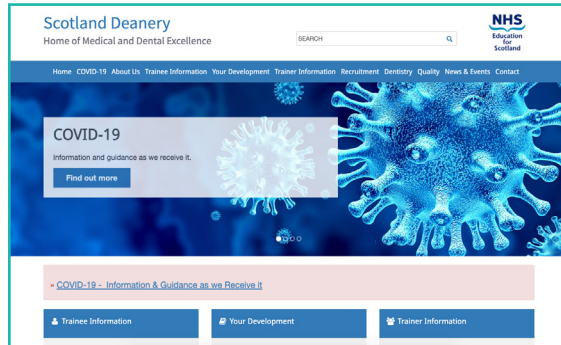
Why submit a poster to DEMEC 2021?

- Posters are a great opportunity to present your work. Contributions from all levels of the education and training community are welcome (medical students, foundation year doctors, primary care and the wider multi professional educator community).
- The committee strongly encourages submissions from early career persons especially to take the opportunity to be the main presenter of the work.
- Each “main presenter” can present only one poster, however they can be named as a co-author on more than one abstract, and can step in for a “main presenter” if required.
- Submissions exploring equality, diversity and inclusivity issues are particularly strongly encouraged. These may include, but are not limited to, racial, sexuality and gender inequalities, in addition to widening participation and differential attainment initiatives.

More information on poster submission is [here](#).



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.

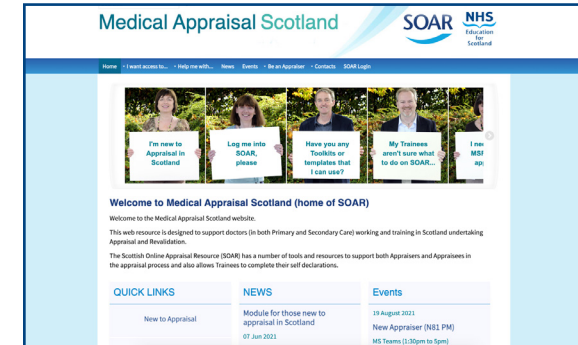
www.scotlanddeanery.nhs.scot



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.