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Welcome to this month's newsletter, it has been a busy time for everyone and I am very grateful to all of you who have reached out with stories to share – your stories are inspirational and it is fantastic to be able to showcase your work; please keep them coming.



It has been my honour to meet with different groups of doctors in training this month and I hope the invitations to spend time with you keep coming!

Most of you will be entering the ARCP season, and I know that can be a challenging time. For the majority this process will go without a hitch and you will heave a sigh of relief until next time, for a small number of trainees the experience can feel as if you are under the microscope. The ARCP is an opportunity for you to demonstrate the competencies you have achieved in your training programme, and where some competencies have not been reached you can be given other opportunities or more time to achieve them. We continue to work in partnership with the other UK nations to ensure that the ARCP process take place in a fair, transparent and supportive manner, and are always happy to receive feedback on how we can make improvements.

Thank you to all of you who made time to respond to the GMC trainees survey, the information you provide is essential for us as we endeavour to ensure Scotland is the best place to train and work in medicine in the UK.

In this month's newsletter you will be able to click the links and relive (or experience for the first time) the sessions that were delivered in the excellent NES education conference.

We also take the opportunity to celebrate the winners of the NES medical directorate awards- congratulations to all of you, we are grateful for all you do.

Dr Cara Bezzina, Teaching Fellow and GP in NHS Highland shares the innovative work she delivered using social media to inspire students and trainees to get involved in quality improvement in the “be the change campaign”.

[Continued...](#)

01 FOREWORD

It is fitting that the following article is an excellent feature on the work designed by doctors in training and delivered by the multidisciplinary team is an inspiring example of what can be achieved with an aim, a plan and a team! What could you do where you work to make a difference?

We also have a contribution from our bereavement team with a new animation to help with Death Certification and the Bereavement quarterly newsletter.

Lastly, we are promoting a Scotland-wide survey to understand the “pull-push” factors that drive doctors and trainees away from a place or draw them to a new location.

There is much more in the newsletter, with exciting news about study leave budgets and wellbeing work as well as useful links to educational materials that will hopefully make your work easier to do.

A reminder: the GMC consultation on the updates to Good Medical Practice, is still open and I would encourage all of you to have a look and if possible to participate in the process. [Our consultation on the future of Good medical practice 27042022 - GMC \(gmc-uk.org\)](https://www.gmc-uk.org/our-consultation-on-the-future-of-good-medical-practice-27042022)

If you have work you would like to highlight in the newsletter drop us an email to Medicine@nes.scot.nhs.uk and we would be delighted to share.

As I mentioned in the last newsletter as those who take care of others it is essential you take care of yourself please ensure you are able to take some down time as we come into the summer months. I look forward to meeting many more of you over the coming months.



Dr Emma Watson
Executive Medical Director
NHS Education for Scotland

NES held a very successful multi-disciplinary conference in April 2022. Over 1800 delegates attended.

Please see the links below to the session recordings from the conference:

Day 1 - Wednesday 27 April

<https://vimeo.com/showcase/9508312>

Day 2 - Thursday 28 April

<https://vimeo.com/showcase/9508382>



Regarding attendance certificates, we are awaiting final confirmation from the Royal College of Physicians for CPD and as soon as this is received the NES Conference team will email out your certificate.

NES Conference: the 2022 Medical Directorate Awards

Introduction

The 9th annual NES Medical Directorate Awards for 2022 recognised outstanding contributions to the quality of medical education and training in Scotland.

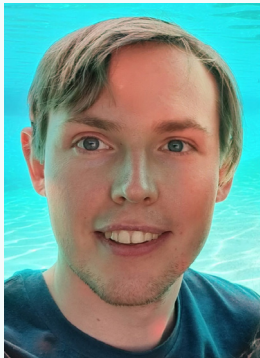
The Coronavirus Pandemic has caused enormous challenges to learners, educators, the clinical learning environment and to those who organise and administer training. While the awards are open to all, the categories and criteria were adapted to encourage nominations for contributions made during the pandemic response.

A core group including representation from the Postgraduate Deans, GP Directors, STB Chairs, Scottish Deans Medical Education Group, Scottish Foundation School, NES General Management, Directors of Medical Education and trainees currently oversee this initiative.

1. Award for Innovation in Training

This award will be given in recognition of education or training that goes beyond the expected level of curriculum delivery. It may involve an individual, a local group or a regional team. It may relate to any aspect of training e.g., simulation, career guidance, leadership development, training the trainer, and in distinctive geographical contexts (e.g., remote/rural).

Continued...



Runner Up
Dr Maciej Adler

Dr Adler is an Acute Care Common Stem (Acute Medicine) trainee in Aberdeen. Dr Adler identified an unmet education need for effective point-of-care ultrasonography education for doctors and allied health professionals.

Dr Adler took it upon himself to learn this skill and then developed a course for his colleagues. The course that he designed has now been completed by 85 participants over three years. Dr Adler has also designed innovative and low cost reusable phantoms, which has allowed the course to remain free.



Winner
Dr David Hewitt

Dr Hewitt is an academic FY2 doctor. He surveyed over 1000 medical students and identified a strong desire for supplemental teaching to mitigate the education gaps created by the pandemic.

Using the survey results, he went on to create two 15-week online courses. These were led by junior doctors, with quality and content reviewed by senior doctors. Sessions were interactive, included a pre-course quiz, and included discussion of basic and clinical sciences, and live clinical examination. The courses were complemented by a YouTube channel of demonstration videos. His novel virtual teaching series is followed by over 2000 medical students from universities across the UK and has been very positively evaluated.

2. Award for Staff Support

This award will be presented to recognise the exceptional support that is given by administrative / secretarial staff across the NES Regional Offices, Medical Schools and Health Boards.

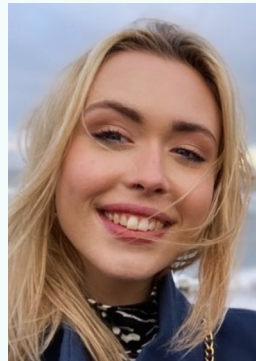


Runner Up
Victoria Nicholson

Continued...

Victoria is the Rota Coordinator for Ninewells Specialist Services in Dundee. She is described by one foundation doctor as “the best rota coordinator I’ve had. She puts in a lot of effort to actively balance and prioritise training and wellbeing, despite immense service pressures.

Victoria frequently checks in on her doctors to ensure that they are being well supported from a learning and administrative point of view. She communicates actively and compassionately with foundation doctors and ensures that they are valued and can attend regular teaching. Although Vicky is described as not wishing to be in the limelight, we wish to applaud her dedication towards the training and wellbeing of junior doctors.



Winner
Kirsty Tait

This has included reinvigorating a weekly educational meeting programme that includes external speakers, is recorded, and archived and open to others. Kirsty has brought structure to induction, teaching and training, ensuring availability of participants and equipment, ranging from tutorials through to the use of mannequins, teaching of practical procedures, and simulation. NHS now provides a wide range of life support courses, facilitated by Kirsty.

Kirsty is the Medical Education Coordinator, Western Isles Hospital, Stornoway. Kirsty joined the Western Isles team one year ago and has revolutionised the support for medical education.

3. Award for an Outstanding Role Model

This award will be given in recognition of an individual whose behaviours, examples or successes have inspired medical students or postgraduate trainees in Scotland.



Joint Runner Up
Rd. Sarah Miller

Dr Miller is a Consultant in Palliative Medicine in Forth Valley. Whilst shielding at home Sarah continued to be the Palliative Medicine Consultant for the Hospital Team, providing daily phone support to the whole team.

She taught junior doctors remotely and her team were awarded the “Team Spirit Award” in July 2021.

[Continued...](#)

02 NES ANNUAL VIRTUAL CONFERENCE 2022

Sarah was a member of the Forth Valley staff support and wellbeing group during the pandemic and set up a number of initiatives to help wellbeing and provide advocacy for other shielding colleagues. Following the return to face to face working, Dr Miller is described by her team as “a brave front line ally, supporting high quality service delivery”.



Joint Runner Up
Dr. Kim Steel

Dr Steel is Associate Director of Medical Education, NHS Fife. Dr Steel leads officially on ScotGEM, and has oversight of GPSTs, doctors in training, and International Medical Graduates.

She delivers on a daily basis so much more than her responsibilities entail and goes above and beyond to ensure students, doctors in training, trainers and teams feel supported and encouraged both to deliver

and to receive medical education. She is described as a “bundle of energy” and is a shining example of how to succeed in managing the personal and work-based pressures of the pandemic, showing great care and compassion to colleagues and students.



Joint winner
Simon Edgar

Dr Simon Edgar, Director of Medical Education, NHS Lothian. Simon has mentored numerous cohorts of trainees in various fellow roles.

He has an exceptional ability to inspire and encourage trainees under his mentorship

to strive for things they didn't believe were possible. He encourages trainees to take on leadership roles whilst fostering a supportive environment that means they never feel alone.

Despite achieving considerable success, he is described as being humble and honest, openly sharing his “failures”, and how he has grown from them, reminding us that no one's career is without challenges. He values every team member's contribution and encourages people to challenge him, always being open to new ideas or perspectives, and being able to bring a team together during challenging times.



Joint winner
Dr. Catriona Barr

Dr Catriona Barr, Consultant Anaesthetist at Gilbert Bain Hospital, Shetland. This award recognises Dr Barr's inspirational, selfless, and sustained leadership in supporting local Shetland school pupils/graduates looking to go to medical school.

[Continued...](#)

Over the years Dr Barr has reached out to local schools and career advisors to offer work experience and career guidance to interested pupils. During the pandemic, Dr Barr worked tirelessly to ensure that school pupils could still gain practical experience of what it means to be a doctor.

Dr Barr also built a team to provide support for pupils with university applications and with mock university interviews. In 2021, all pupils in Shetland applying for medical school received university offers. The Awards panel was particularly moved by the testimonials we received from several of the young people that Dr Barr has inspired to choose medicine as a career.

4. Award for Equity, Diversity, and Inclusion

This award will be given in recognition of achievement and commitment to supporting diverse and inclusive practices in a medical education context.

Dr Debbie Aitken and team:

Dr E Andargachew, Dr S Afonso de Barros, Dr M Mathers, Dr C Chopra, Dr I Young, Dr K Macfarlane, A Merchant, Z Finch, Dr T O'Neill, Dr A Dunsmore, Mrs P Burns, Dr C Cruickshank, Ms L Close, Dr A Hamilton, Dr C Mautsi, Dr J Millar, Dr C Mutch, Ms E Dewhirst

This collaborative team have worked within and across NHS Lothian, University of Edinburgh, and NHS Education for Scotland to design, deliver and evaluate active bystander training for a very wide range of learners including over 750 medical students, and for other healthcare educators. The workshops were thoughtfully constructed based on real-life experiences from their faculty and work with Edinburgh Medical School LGBTQ+ Medics and with a range of other minoritized, underrepresented and marginalised groups. The Team have a positive, optimistic, and flexible approach to deliver their vision of supporting and energising people to flourish.

5. Award for Research in Medical Education

This award will be given in recognition of the creation, dissemination, application and translation of medical education knowledge.



Winner
Dr. Kim Walker

Dr Walker is Senior Lecturer in Medical Education at University of Aberdeen.

For over 20 years, Dr Walker has used her knowledge and skills in research and quality improvement to understand and progress key

challenges in medical education. Working collaboratively, Dr Walker has championed the use of research to inform practice and has made many significant contributions to the development of a sustainable medical education research community in Scotland.

[Continued...](#)

Most recently, Dr Walker is principal investigator of the Scottish Doctors COVID-19 Wellbeing Study. This produced a robust evidence base to inform the development and implementation of interventions to support wellbeing and resilience during Covid 19 and beyond. The study received a substantial Chief Scientist Office grant following a highly competitive process. In addition to dissemination through presentations and publications, the findings were reported to Scottish Government and senior NHS executives to inform national workforce recovery.

6. Award for Collaborative Education

Healthcare education is increasingly delivered in partnership and collaboration with other professions, reflecting the reality of contemporary clinical practise. This new award will be given in recognition of an individual or team who has developed effective programmes/interventions of education that involves learners including medicine and at least one other health or social care profession.



Runner Up
Dr. Kelsey
Thomson

awareness of the importance of medicines reconciliation and prescribing safety. She has also organised several well-received multiprofessional medicine safety monthly talks.

Dr Thomson is an IMT3 doctor in the West of Scotland.

She has led and brought together an interprofessional team of consultants, junior doctors, pharmacists, specialist nurses and advanced nurse practitioners to educate and increase



Award Winner: A team led by Drs David Gray, Raha Sundaram, and Staff nurses Kathleen Mcillroy and Kirsty Martin.

The pandemic has caused an increase in moral distress for staff working in critical care. This palliative care and critical care team set up a collaborative education programme, peer support sessions and worked hard to improve staff and family experiences at the end of life. This included teaching by the hospice team, ICU nurses and spiritual teaching by a chaplain. This has led to improved end of life prescribing, enhanced staff participation in palliative care education, and the inclusion of spiritual care at debriefs. Also, there is now equity of access to debriefs with non-medical staff being included, and better support for families.

Recent discussions with students and trainees indicated that they viewed quality improvement as a dull, tick-box exercise.

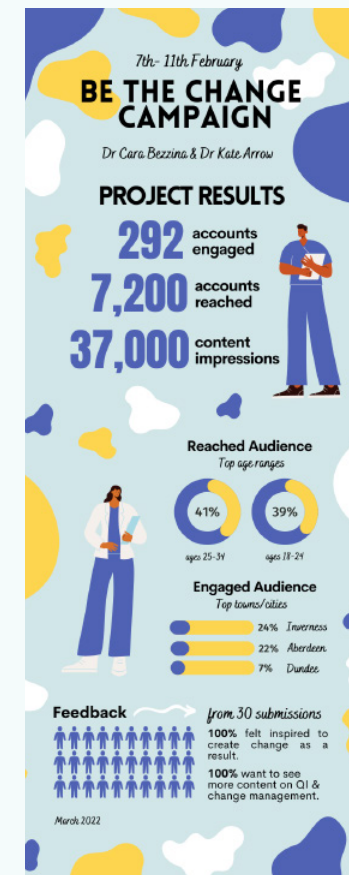
Some had ideas to create change but did not know where to start. With the threat of another COVID-19 wave at the time, there was also concern about our undergraduate students' and postgraduate trainees' low morale.



Amid all this, we thought, "What can we do to improve this?". These discussions instilled a desire to educate, inspire and empower our learners to create change, and this was the inception of the "Be the Change" Campaign.

In NHS Highland, our students and trainees are spread across Scotland's geographically largest health board. Months prior, we had created an Instagram page to establish an online community and connect with our learners spread far and wide. Studies have shown that students have a favourable view of using social media to learn (Guckian et al., 2021). Our initial work echoed this, and our content on the page had already reached over 70,000 accounts.

We chose Instagram as the platform for the campaign as our data showed that the page reached our target audience, and surveys indicated it was the preferred form of social media engagement amongst our population. Our learners, especially our undergraduate students, loved the page and regularly engaged with activities we shared on the platform.



If you are interested in hearing more about the project or wish to discuss this further, you can contact Dr Cara Bezzina (General Practitioner) & Dr Kate Arrow (Consultant Anaesthetist).

Continued...

03 NHS HIGHLAND CHANGE CAMPAIGN

We also observed that Instagram offers more engagement opportunities than any other social media channel. We aimed to use audio-visual content to engage with our audience, and the platform works exceptionally well with this style of educational material.

The campaign involved a five-day event, and each day we shared one step in the journey to creating change. We introduced our followers to change management principles and shared quality improvement methods using posts, stories, and reels. Our content reached over 7,200 accounts in one week and had over 37,000 impressions. Over 290 accounts engaged in the campaign, and from the accounts that did engage, 200 of them were our followers. We also included an inspirational video message from a different change leader each day. Professor Jason Leitch (National Clinical Director) and Dr Emma Watson (Medical Director NES) both contributed to these inspirational videos. Feedback was overwhelmingly positive.

Professor Leitch's video message is here:

<https://twitter.com/arrowkmr/>

We aimed to show our learners that small projects can have a significant impact and that quality improvement can be creative, exciting, and even fun. Importantly we wanted to activate our learner's agency, demonstrate that they have power and give them the courage to act. Feedback shows that our audience, from students to senior staff working within the organisation, have been inspired to create change due to the campaign.

As a result, this project has changed the culture of online education within our organisation and generated a shift in our practice. In addition, we believe other educators can use the platform to engage and educate following our template. Instagram therefore can be a powerful educational tool, and we think there is so much more potential to unleash.



A department-wide, multi-disciplinary initiative underway to improve the environmental sustainability of the Glasgow Renal Unit.

Kidney care has a particularly large carbon footprint, and climate change also has significant implications for provision of kidney care.



This trainee-initiated and led project has set up an environmental sustainability committee. We now have representation from dialysis and ward nursing, management, consultants, and technicians. We have a variety of Sustainable QI projects underway, targeting improved value with regard to greenhouse gas emissions, financial cost, and patient outcomes. We have additionally undertaken education and engagement events and have forged collaborative relationships with other departments within NHS GGC, Scotland, and the UK.

We would encourage all trainees to consider their own professional and moral obligation to countering climate emergency. This is often as simple as considering the environmental impact of any QI project undertaken, in-line with GMC, NHS Scotland, and Royal College guidance. Further engagement with environmental sustainability may include learning and education (resources are appended), or undertaking sustainability-specific projects, examples from our own department relate to the following themes:

- **Lessening demand on single use consumables:** a medicine pot per patient, rather than per drug-round is something we are trialling on renal wards. An external example we hope to emulate comes from Great Ormond Street Hospital IPC team, saving 21 tonnes of plastic through rationalising glove use to situations of “bodily fluid, non-intact skin, or mucus membrane” only.
- **Lean pathways:** within our department, carbon savings come from use of Day-ward in preference to hospital admissions, e-vetting referrals, and one-stop clinics to reduce additional patient journeys. Use of a flow diagram to assess a typical patient journey through a department can highlight inefficient resource use or low-carbon alternatives for care delivery, an example we undertook being the introduction of ‘incremental dialysis’ an individualised dialysis prescription requiring fewer sessions initially.

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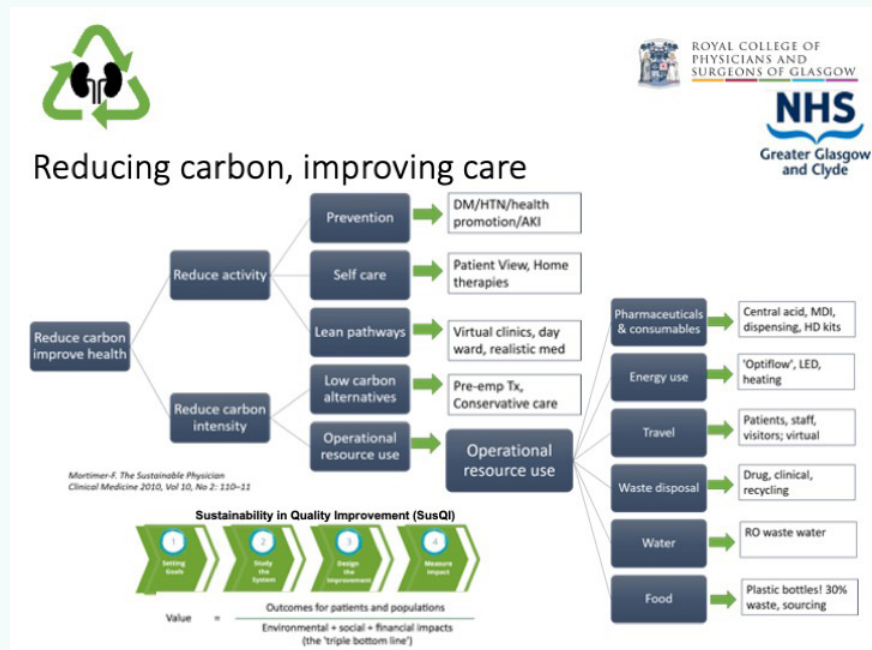
04 THE ENVIRONMENTAL SUSTAINABILITY OF THE GLASGOW RENAL UNIT

- **Education and engagement:** We have delivered local and national teaching sessions, incorporated learning resources into our departmental App, and will present our SusQI work at national conferences. Self-directed learning and engaging others to develop a community of practice is a good place to start though, either to achieve a stand-alone project, or to set up a departmental working group to create a longer-term environmental strategy.

Resources for incorporating environmental sustainability into your own QI work of wider practice:

- Centre for Sustainable Healthcare (CSH): [Short courses in sustainability, health and healthcare](#), QI support (susqi.org), blogs, discussion pages, etc.
- **Environmentally Sustainable Healthcare** - eLearning for healthcare (e-lfh.org.uk)

- Webinars from RCPSG, RCPE, and RSM (available via YouTube)
- Your local NHS environmental sustainability manager
- Or get in touch: [@E_C_Murray](mailto:eleanor.murray3@nhs.scot)



We are delighted to announce that new content has been added to the Realistic Medicine Turas pages.

This content will support Healthcare professionals to have meaningful interactions and underpins the principles of 'What Matters to You?' Using proven conversation models and language can help us with these discussions.



These resources outline recommended approaches to having realistic conversations and offer toolkits for experienced facilitators delivering communication education webinars or workshops on Shared Decision Making and Anticipatory care Planning (ACP).

Resources include:

- **Shared decision making and the DECIDE Model (Define, Explain, Consider, Invite, Decide, Evaluate)** - a helpful framework to use when having a conversation with the person and their family to involve them in decision making about their care

- **REDMAP Framework (Ready, Expect, Diagnosis, Matters, Actions, Plan)** used when having a conversation with a person and their family about Anticipatory Care Planning
- **Masterclass toolkits** – covering ACP, REDMAP and Shared Decision Making and DECIDE which can be downloaded for use in your local areas.

You can access this content [here](#) or on the Realistic Medicine Turas Learn pages.

This work has been developed by Senior Clinicians within Greater Glasgow and Clyde and the Effective Communication for Healthcare Team (EC4H) in collaboration with NES, Quality Improvement Team.

The Scotland Deanery is pleased that Scottish Government funding has been received to increase the study leave budget for doctors in training.



Some of this money is being used to support the new curricular requirements especially to boost Scotland's capacity for simulation training both in terms of trainers and improving training resources in Boards.

In addition, we are able to increase the individual study leave budget allowances by 20% this financial year (April 22-Mar23) so that doctors in training have additional funding to tailor to their training. We will review how the funding is being spent next year to see what further improvements we can make. We topslice the overall budget so that where possible we can fund essential training separately so that trainees and their TPDs can choose how to use the individual allowance.

The study leave policy and guide are available on the Scotland Deanery website: www.scotlanddeanery.nhs.scot/trainee-information/study-leave/

07 DEATH CERTIFICATION – NEW ANIMATION LAUNCHED

A new short animated film is now available which is designed to guide certifying doctors through the process of completing a paper-based Medical Certificate of Cause of Death, or MCCD in Scotland.

This was created in collaboration with NES and the Death Certification Review Service (DCRS) at Healthcare Improvement Scotland.



An inaccurate MCCD can lead to further upset for people who are bereaved and may delay funeral arrangements, so taking the time to complete the form in the right way can have a major impact. Also, by completing the MCCD accurately, certifying doctors are helping to provide better quality information about causes of death.

View the animation [here](#).



For more information on death certification, visit our dedicated pages on the [Support Around Death website](#) or the [DCRS pages at Healthcare Improvement Scotland](#).

“When the Death Certification Review Service (DCRS) asked NES for help with a resource for all doctors on ‘How to complete a paper-based Medical Certificate of Cause of Death in Scotland’, we had not anticipated such an innovative outcome. The brief was a concise and readily understandable way to help certifiers refresh their knowledge both for planned CPD but also something that could be used ‘real-time’ when the need arose. Given the medicolegal importance of the production of an MCCD, especially for bereaved relatives, I have no hesitation in commending this material as the ‘go-to’ material in these circumstances”.

Dr C George M Fernie, Senior Medical Reviewer & Caldicott Guardian, Healthcare Improvement Scotland, Death Certification Review Service.

[Continued...](#)

07 DEATH CERTIFICATION – NEW ANIMATION LAUNCHED

Bereavement Quarterly e-Newsletter

To be kept updated about other newly launched bereavement related educational resources, future conferences and webinar events please sign up to our quarterly e-Newsletter [here](#).



Location, Location, Location!

What attracts doctors to a new place of work?

We are conducting a Scotland-wide survey to understand the “pull-push” factors that drive doctors and trainees away from a place or draw them to a new location.

We would like to invite doctors and final year trainees to complete an online survey about job choices.

The survey will take 20 – 30 minutes.

Those who complete the survey can participate in a prize draw to win an iPad.

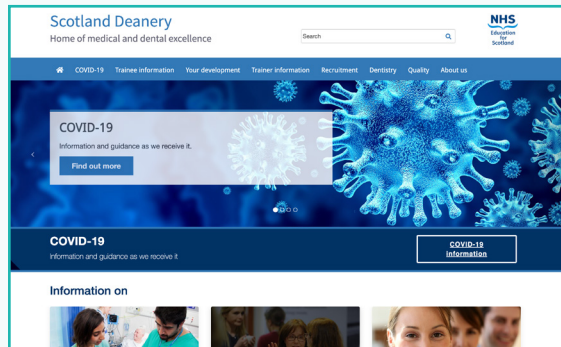
If you want to take part, please click the link or scan the QR code below bit.ly/3H7Ssp8



If you would like more information about this research and survey, please contact Dr Diane Skatun at d.skatun@abdn.ac.uk



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.

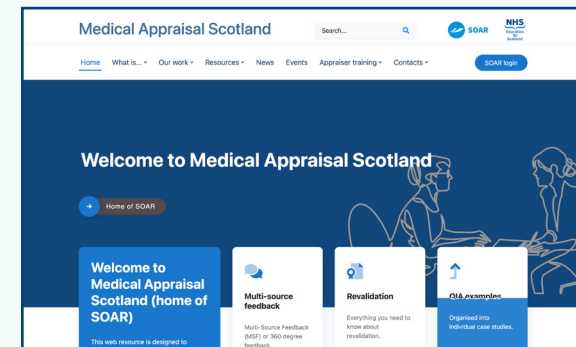
www.scotlanddeanery.nhs.scot



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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