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Welcome to the December edition of your Deanery newsletter.

Welcome to the bumper December edition of your Deanery newsletter.



Dr Emma Watson
Executive Medical Director,
NHS Education for Scotland

As we approach midwinter and the shortest day this can be a very challenging time for many of us, particularly at a time when there is so much pressure to be “festive”. The launch of the Trainee Development and Wellbeing Service is an important step in ensuring that support is available for all of our trainees.

Looking to fill your diary for 2023- the dates of the next NES Conference 2023 Collaborating for Improvement in Health and Care Education Delivery are the 27th & 28th of April. We are now inviting submissions for 1-hour seminars, submissions are welcome from across the NHS, integration authorities, voluntary and partner organisations, and other public or private sector organisations. We are also looking for a broad range of abstract submissions and there are more details in the article.

The GMC training survey – your opportunity to share how you experience training in Scotland; either as a trainee or a trainer. This year we are very pleased to share some feedback from the survey which highlights a number of training programmes within

Scotland ranked 1st in their programme groupings for overall satisfaction. We are also aware there are some programmes where we can do better and teams from across health boards and NES will be working with trainees to gather your support in making those areas better.

Maintaining a rural and remote theme the Mobile Skills Unit toured the Western Isles recently and these visits were observed by the GMC. Our article discusses this and the events that were held in conjunction with our healthcare colleagues in the Western Isles. If you were able to learn on the MSU this year, drop us a line and let us know your experience.

With no apology, I want to revisit well being and in particular **your well being** It is very important for you to take regular breaks. In this newsletter we detail for you the minimum number of breaks that should be available for example, no doctor in training (including fellows) should work more than 5 hours without a break.

Continued...

01 FOREWORD

The article lists range of support services available to help all healthcare staff to support their wellbeing. Self care is very important.

Our next item sheds light on recruitment numbers. Given the complex nature of the national recruitment process, NES will be working with our stakeholders with the aim of improving the understanding of our processes. The number of posts available in any given specialty will hopefully become clearer as part of this process - we look forward to your feedback.

Simulation training is growing in importance as an excellent and safe way to learn. NES has put more resources into this area with the recruitment of an additional 11 APGD simulation leads. These APGDs will be leading on the introduction of national specialty specific simulation teaching programmes covering 16 specialties. Please have a look at the article which also discusses established simulation programmes.

Following on we introduce you to **DynaMed**: a clinical reference tool covering thousands of topics. For instance, you can find quick answers to clinical questions at the point of care and make evidence informed decisions amongst other benefits. We hope you find it useful as always let us know feedback good or bad helps us to improve what we offer.

Next, we talk about the importance of up to date personal details for doctors in training in Turas, such as address, phone number and email addresses. These are used by the Deanery and our Health Boards for a variety of essential purposes so current information is key.

Also included this time is information on transfer of information – a supportive process.

As part of the ongoing work to agree Once for Scotland policies for doctors in training a group was convened to look at Transfer of Information.

This is a process designed to facilitate sharing of relevant information between a current supervisor and the department a trainee will rotate to next. There are a lot of potential benefits with the introduction of this new process.

Lastly, there is an update on bereavement related learning events which includes information on an easily accessible 2023 NES Bereavement webinar programme.

Winter is upon us and the cold weather has arrived to reflect this. Snow and ice gives everything a wintry feel, and certainly ensures Scotland looks beautiful at this time of year – why not send us in some photos of where you are?

I hope you take some time off over the next few weeks and use it as time recharge and refocus for 2023

I hope you enjoy this edition.

Collaboration for Improvement 27 - 28 April 2023

Following on the growing success of the 2022 conference, NES is delighted to confirm that it will once again be hosting the conference virtually over two days in 2023.



This event will be of interest to all those involved in medical education and training, dental education and training, pharmacy education, healthcare scientists, practice management, nurses, midwives, allied health professionals, psychologists, healthcare chaplains, support workers, educationalists and strategic leaders.

There will be a number of plenary and parallel sessions by all the health professional groups and an opportunity for joint sessions highlighting interprofessional learning. The meeting is sponsored by NHS Education for Scotland, and there will be no charge for participation.

NES will be using EventsAIR an interactive online events platform to host the NES Annual Virtual Conference 2023. This will allow delegates to join the online conference sessions, view the posters, and 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.

We are now also inviting submissions for 1-hour seminars, submissions are welcome from across the NHS, integration authorities, voluntary and partner organisations, and other public or private sector organisations.

For the conference in 2023 we are looking for a broad range of abstract submissions that would be of interest to a multi professional audience and also a targeted audience as per below:

- Multiprofessional
- Medical Education
- Dental Education
- Nursing, Midwifery & Allied Health Professionals
- Healthcare Science
- Pharmacy Education
- Psychology

[Submission Form](#)

Closing date for Submissions is Sunday 8 January 2023.

03 GMC NATIONAL TRAINING SURVEY RESULTS

Each year the GMC run their National Training Survey to gather feedback on trainees training experience across the UK.

This year we are very pleased to share some feedback from the survey which highlights a number of training programmes within Scotland ranked 1st in their programme groupings for overall satisfaction.



Some of the rankings are for our regional programmes whilst others are for Scotland as a whole. Further information on the survey data can be obtained on the GMC website.

The total number of programmes used for the UK ranking relates to programmes that received more than 3 responses. There may be more programmes across the UK than reflected in that total.

Programme Type	Scotland/region	UK Ranking
Acute Internal Medicine	NHS Education for Scotland (North Region)	1st out of 17
Broad Based Training	NHS Education for Scotland (West Region)	1st out of 3
Cardiology	NHS Education for Scotland (North Region)	1st out of 17
Clinical pharmacology and therapeutics	NHS Education for Scotland (National)	1st out of 3
Clinical radiology	NHS Education for Scotland (National)	1st out of 16
Community Sexual and Reproductive Health	NHS Education for Scotland (National)	1st out of 7
Core Anaesthetics Training	NHS Education for Scotland (North Region)	1st out of 19
Dermatology	NHS Education for Scotland (West Region)	1st out of 17
Emergency medicine	NHS Education for Scotland (East Region)	1st out of 19
F1	NHS Education for Scotland (North Region)	1st out of 18
General psychiatry	NHS Education for Scotland (National)	1st out of 16
Intensive care medicine	NHS Education for Scotland (North Region)	1st out of 19
Internal Medicine Training Stage One	NHS Education for Scotland (North Region)	1st out of 19

Continued...

03 GMC NATIONAL TRAINING SURVEY RESULTS

Programme Type	Scotland/region	UK Ranking
Medical oncology	NHS Education for Scotland (West Region)	1st out of 14
Medical psychotherapy	NHS Education for Scotland (National)	1st out of 3
Neurology	NHS Education for Scotland (West Region)	1st out of 16
Obstetrics and gynaecology	NHS Education for Scotland (East Region)	1st out of 18
Ophthalmology	NHS Education for Scotland (South-East Region)	1st out of 18
Paediatrics	NHS Education for Scotland (East Region)	1st out of 18
Palliative medicine	NHS Education for Scotland (National)	1st out of 13
Psychiatry of learning disability	NHS Education for Scotland (National)	1st out of 10
Urology	NHS Education for Scotland (South-East Region)	1st out of 16
Vascular surgery	NHS Education for Scotland (National)	1st out of 14



04 TRAINEE DEVELOPMENT AND WELLBEING SERVICE

Scotland Deanery is delighted to announce the launch of a new service for the 2022/23 training year.

The Trainee Development and Wellbeing service is being introduced to offer a holistic, accessible, and equitable service which empowers all doctors in training in Scotland to achieve their full potential.

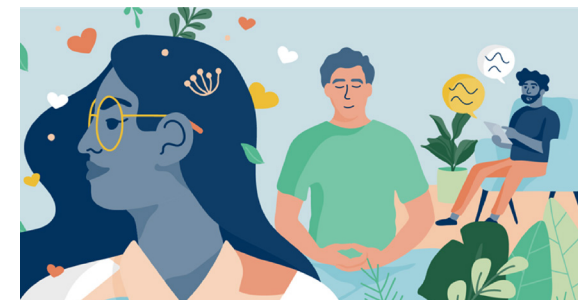


The service will offer a variety of options, such as advice on Careers and less than full time training, as well as giving our trainees the opportunity to seek support around exam failure or delayed progression at ARCP. The service can be contacted easily about any topic trainees might need assistance with and will be happy to link directly to other teams within the Deanery if they are best placed to help.

Further information, and an opportunity to 'meet the team' can be found on our [new web pages](#). There you'll find some high-level information on topics the new service is working on. These include improving trainee experience of starting or returning to work, supporting trainee wellbeing and interpersonal and communication skills. The service can also provide advice on topics like dyslexia screening and support for anxiety that is impacting exams or experience of training. On the welcome page for the new service there is a contact us form which can be completed by trainees or trainers who wish to make an enquiry.

All enquiries are reviewed by our friendly admin team who will either answer you directly or ensure you are linked with the right person. We recognise that the last couple of years have been particularly challenging for our trainees, and that these challenges will continue as NHS Scotland works on recovery plans. We hope that the introduction of the Trainee Development and Wellbeing Service will be a welcome improvement and make it easier for trainees to access the wide range of support the Deanery can offer.

Should you wish further information about the new service you can complete a [contact us form](#) on the website or email tdws@nes.scot.nhs.uk



05 MOBILE SKILLS UNIT ON TOUR AROUND THE WESTERN ISLES

August and September saw the Mobile Skills Unit return to the stunning Western Isles for its annual tour around the islands supporting clinical skills training and education.

First stop was Vatersay a small island just off the coast of the Isle of Barra. Local healthcare staff from St Brendan's Hospital in Castlebay attended the packed week of training.



The Emergency Medical Retrieval Service (EMRS) team utilised the MSU for their 2 day Liaison visit which included talks and scenario on “Silver Trauma” and the management of the critically unwell patient and child. Further ILS and paediatric deteriorating patient training was delivered by Dr Jeremy Morse, Senior Lecturer and Simulation Lead, and Alison Moggach, ANP and ANP Fellow NHS Grampian.

Next stop was Balivanich Hall on Benbecula, medics and nursing staff from the Uist and Barra Hospital attended a comprehensive training programme including; the EMRS Liaison visit, Obstetric and Neonatal training, Effective Communication for Healthcare (EC4H) workshops, venepuncture and cannulation and diabetes interactive sessions.

The final stop was the Western Isles Hospital in Stornoway where we welcomed the GMC onto the MSU to observe a full day of acute medical emergencies training delivered by Michael Money Penny, Consultant Anaesthetist and Clinical Lead for CSMEN. The multi professional groups being observed consisted of healthcare support workers, GP trainees, FY2s, medical students and an A&E doctor. Further training that week consisted of Scottish Ambulance Service training and the Dundee Institute of Healthcare Simulation Surgical Skills training.

We were delighted to receive a very positive report from the GMC. Overall, they felt the MSU is a good demonstration of how NES are meeting a number of their standards.

Continued...

05 MOBILE SKILLS UNIT ON TOUR AROUND THE WESTERN ISLES

They reported not only that the MSU is an excellent resource but also that NES is committed to providing technology enhanced and simulation-based learning opportunities for all learners, particularly those in remote and rural areas. They believe the MSU is an example of good practice which will be reflected in the 2022/23 Annual Quality Assurance Summary and will be available on the GMC dashboard.



MSU at Vatersay Hall, Vatersay, Isle of Barra



IO cannulation on paediatric leg demonstrated by Julie Cathcart from the EMRS Team



ILS training delivered by Dr Jerry Morse & Alison Moggach



Acute Medical Emergencies Training delivered by Michael Moneypenney

Link to PPT content: [Taking Breaks.pptx](#)

We all need an opportunity to rest



- **The Scottish Government is committed to looking after the wellbeing of people working in health and social care.**
- There may be occasions when you can't get your break on time, or your break is interrupted.
- If this is happening regularly, or there are other issues with getting breaks – support is there if you need it. Your NHS Board will inform you of the reporting mechanisms in place. This may include your: Rota Coordinator, Supervisors, Training/Foundation Programme Director, Medical Staffing/Monitoring Team, Director of Medical Education or Local BMA Rep.
- New Deal Monitoring takes place twice per year. This helps ensure that everyone is getting the rest breaks they are entitled to, and is working the hours they should. This process provides valuable feedback to employers on whether a rota is working, and allows changes and improvements to be made.
- It is important that everyone participates in this exercise and completes their monitoring on time.



Scottish Government
Riaghaltas na h-Alba
gov.scot



07 CLARIFICATION AROUND RECRUITMENT NUMBERS

Given the complex nature of the national recruitment process NES will be working with our stakeholders with the aim of improving the understanding of our processes.

One of the issues that is often raised is the ambiguity of how many posts will be available within a particular specialty so our immediate goal is to provide additional information to clarify how we work out the number of posts we have available and how they are advertised.



The number of available posts for recruitment is calculated by the number of trainees we expect to gain their CCT by the start date of the August / February rotations but this can fluctuate between the time we submit recruitment numbers and the time the round closes. This is usually due to factors such as resignations, inter-deanery transfers, out of programme requests etc.

When the recruitment round opens, we advertise an expected minimum and maximum number of posts for each specialty. Where the indicative posts numbers detail a minimum number of 0 and a maximum number of 1 this means that we do not always have a confirmed vacancy to add to the recruitment system at the time of posting this information, but anticipate there is the potential for a post to be created. This can be particularly true for small specialties.

Sometimes vacancies do not arise until the recruitment round is underway, this is usually where we receive a resignation, this means that posts could be added into the recruitment for all specialties with indicative

numbers up to the time when recycling of offers closes. The reason for late additions is to ensure that we are able to fill as many training posts as possible rather than leaving posts vacant until the next recruitment round.

We will be working further with trainees to discuss how we can make recruitment processes more transparent and how we can potentially improve the way we communicate our vacancy information. If you have any specific questions or concerns, please let us know here: Contact the [Scotland Deanery \(nhs.scot\)](https://www.nhs.uk/scotland-deanery)



The medical simulation team has continued to grow with the recruitment of an additional 11 APGD simulation leads.

The simulation leads will be leading on the introduction of national specialty specific simulation teaching programmes covering 16 specialties. These simulation programmes will aim to support the development of trainees by incorporating both technical and non-technical skills.



The Simulation APGDs form part of the NES Medicine Simulation Collaborative to develop specialty specific simulation strategies with the aim to launch these by August 2023.

Established simulation training programmes:

- **Internal Medicine Training (IMT)** –
Dr Vicky Tallentire

Incorporating a 3-day Bootcamp for IMT1s as well as a Skills Day for IMT2s and a 2-day Registrar Ready course for IMT3s. Find out more at: www.scotlanddeanery.nhs.scot/trainee-information/simulation-training/internal-medicine-training-imt-simulation-programme/

- **Core Surgical Training (CST)** –
Mr Ken Walker

CT1s have access to a 4-day simulation rich Bootcamp as well as a range of Skills courses throughout CT1 and CT2 training. Monthly Training Days are run across Scotland with a range of face-to-face and virtual training.

Trainees are provided with take-home laparoscopy and vascular simulation kits as well as vascular simulation kits. Find out more at: www.scotlanddeanery.nhs.scot/trainee-information/simulation-training/core-surgical-simulation-training-programme/

- **Higher Surgical Training in General Surgery** – Mr Brian Stewart

ST3s are invited to attend a 2-day Bootcamp as well as an advanced 2-day cadaveric workshop focussing on advanced skills in GI surgery. Further courses are currently under development. Find out more at: www.scotlanddeanery.nhs.scot/trainee-information/simulation-training/higher-surgical-training-in-general-surgery-hst-gen-surg-simulation-training-programme/

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08 UPDATE ON SIMULATION TRAINING FOR MEDICAL TRAINEES

■ Core Psychiatry Training – Dr Neera Gajree

A Psychiatric Emergency Simulation course has been developed for CT1s which provides the opportunity to develop the technical and non-technical skills required in managing acute psychiatric presentations. Further courses for CT2s and CT3s are currently under development. Find out more at: www.scotlanddeanery.nhs.scot/trainee-information/simulation-training/core-psychiatry-simulation-training/



■ IMT Bootcamp

Simulation training programmes currently under development:

- **Foundation** – Dr Jemma Pringle
- **Obstetrics & Gynaecology** – Dr Sarah Barr
- **Paediatrics** – Dr Kathleen Collins
- **Diagnostics** – Dr Shilpi Pal
- **Anaesthetics** – Dr Edward Mellanby
- **Emergency Medicine** – Dr Laura McGregor
- **Intensive Care Medicine & Acute Care Common Stem** – Dr Thalia Monro-Somerville
- **Trauma & Orthopaedics and Plastic Surgery** – Mr Donald Hansom
- **Neurosurgery and ENT** – Mr Saleh Okhovat
- **Paediatric Surgery and Urology** – Dr Thushitha Kunanandam
- **Ophthalmology and OMFS** – Mr Peter Wilson
- **Cardiothoracic and Vascular Surgery** – Mr Bryce Renwick

Find out more about simulation training in Scotland Deanery at:

www.scotlanddeanery.nhs.scot/trainee-information/simulation-training/



Surgical trainees developing their laparoscopic skills with the take-home laparoscopic simulation kits

Have you discovered the **Knowledge Network Evidence Summary resources.**

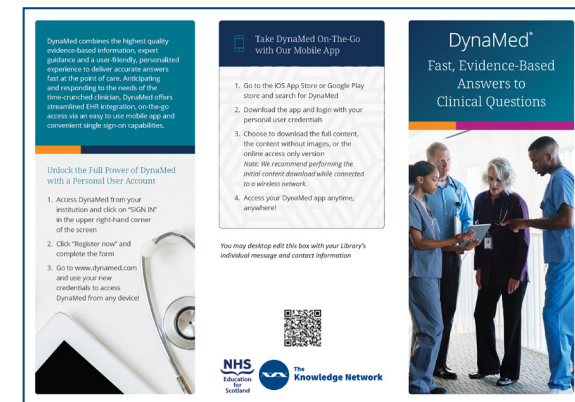
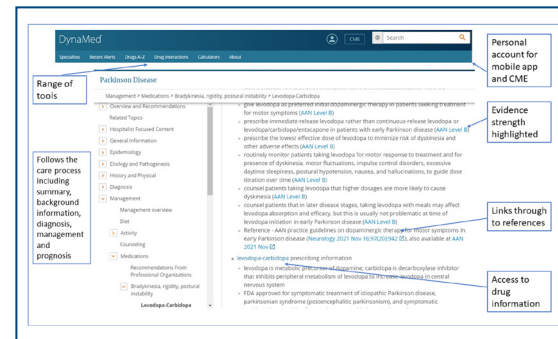
One of these is **DynaMed**: a clinical reference tool covering thousands of topics.

DynaMed allows you to:

- Find quick answers to clinical questions at the point of care
- Make evidence informed decisions to improve patient outcomes
- Access summary information, references, and drug information all in one place
- See the care process from background material through to diagnosis, management, and prognosis

Users can create a personal account to record their CPD on the resource and access the mobile app.

You can access the evidence summary resources on our Point of Care pages: www.knowledge.scot.nhs.uk/home/point-of-care or for more information on DynaMed look at this information leaflet: [Information leaflet](#)



10 TO ALL TRAINEES PERSONAL DETAILS IN TURAS

Personal details in Turas

Personal details for doctors in training, such as address, phone number and email address, are used by the Deanery and our Health Boards for a variety of essential purposes.

The information in Turas updates a number of other systems, including Human Resources (HR), and will be used to communicate important information, prepare documents, ensure wellbeing (from an employer perspective) and share news. It is essential that doctors in training keep these details up to date.

The information can be updated directly within Turas or, if you have any problems, your [programme administrator](#) will be happy to assist. Please ensure you check and update these details regularly to ensure they are accurate.



11 TRANSFER OF INFORMATION – A SUPPORTIVE PROCESS

As part of the ongoing work to agree Once for Scotland policies for doctors in training a group was convened to look at Transfer of Information.

This is a process designed to facilitate sharing of relevant information between a current supervisor and the department a trainee will rotate to next.



The aim of the process is to ensure that doctors in training can rotate smoothly between departments and that any particular arrangements needed to support work or training are put in place early.

The guidance note accompanying the process and form states that it should be used for any trainee:

- that is not currently working a “normal” rota for any reason e.g., health, GMC restrictions (either full time or LTFT). This may involve restrictions to in hours or OOH working - restrictions to the length of shifts, the number of consecutive shifts or the timing of shifts. These restrictions are usually guided by Occupational Health
- who requires Reasonable Adjustments i.e., specialist equipment
- where there may be restrictions to areas of the next post in which they can work.
- who is undertaking an extension to training for performance related reasons.

- who has suffered an adverse event that may impact on their future wellbeing or performance.
- who might benefit from additional support of any kind in their subsequent post, for either performance or pastoral reasons.
- who has had a conduct issue formally raised and upheld during their current post.

Transfer of information forms should be completed with the knowledge and input of the trainee. Full details of the process and the Transfer of Information form can be found [here](#). We would encourage trainers to familiarise themselves with the process and use it where appropriate. We would also encourage trainees to be aware of this process, to input to the completion of any TOI forms being completed to support them, and to ask that a form is completed if they believe it will support their transition.

12 BEREAVEMENT-RELATED LEARNING EVENTS

NES Bereavement Webinar Programme

The first webinar in 2023, as part of the ongoing bereavement series will be:

'Gender Based Violence and Bereavement'

Wednesday 25th January 2023, 12:30-1:30pm

Speaker: Leanne Patrick, Gender Based Violence Nurse Specialist, Health Development Team Lead, NHS Fife



Registration is now open to all health and social care staff – [sign up here](#). The session will cover:

- A brief overview of Gender Based Violence (GBV), types of death where GBV is either a cause or a factor and the impact upon family and friends
- How to communicate with and support family and friends who may be experiencing trauma, guilt and other complex emotions
- Understanding the support routes available for family, friends and healthcare staff

Continued...



12 BEREAVEMENT-RELATED LEARNING EVENTS

2022 NES Bereavement Education Annual Conference

This year's NES Bereavement Conference 'Exploring Bereavement from a New Perspective' was held virtually on Thursday 24th November. It attracted interest from a wide range of delegates, with registrations being seen from over 1000 health and social care staff.

If you weren't able to attend, you can catch up on the day's events and sessions via the conference hashtag [#NESBereavement2022](https://twitter.com/NESBereavement2022) and by viewing various film clips and presentation slides on the [Support Around Death website](https://www.supportarounddeath.org.uk/). There you can also watch the presentation from the Rt Rev Dr Iain Greenshields (Moderator of the General Assembly of the Church of Scotland) in full. He spoke on 'Reflections on national grief and mourning following the death of Queen Elizabeth II'.



The [conference poster display](#) is also still available to view. Dr Emma Watson (Executive Medical Director, NES) acted as judge and awarded the poster 'The Bereavement Charter Mark for Employers – a pilot in Inverclyde' as the winner, from Rebecca Patterson (Scottish Partnership for Palliative Care), Alison Bunce (Inverclyde Cares) and Jennifer Somerville (Child Bereavement UK). The submission from Kerys Russell (NHS Fife) on 'Advancing Palliative Care practice in end-of-life care, death and bereavement' was highly commended.

Want to hear about upcoming events?

The NES Bereavement team circulate a quarterly e-Newsletter to health and social care staff interested to be informed about newly developed educational resources and events on a bereavement theme. To sign up please visit the [Support Around Death website](https://www.supportarounddeath.org.uk/).

You may also be interested to follow [@NES_Bereavement](https://twitter.com/NES_Bereavement).

13 NES 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 information on any initiatives and projects you are involved in that you would like to share with your colleagues across Scotland. Also, please **Contact Us** with any feedback on the Deanery Newsletter or Deanery Websites.

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.