

REPORT SUMMARY SHEET

Meeting: Date:	Trust Board 12 th June 2019
Title:	Medical Directors Report: Medical Education and Training
Lead Director:	Dr Maria O’Kane - Medical Director
Corporate Objective:	Safe, high quality care
Purpose:	For assurance
Summary of key issues and risks for Trust Board: Medical Education and Training	
<u>Key issues:</u> <ul style="list-style-type: none"> • Creation of a Medical Education Strategy to address full range of challenges • Appointment of Dr Gail Browne, Associate Medical Director for Education & Training • Positive Clinical Placement visits from Queens University, Belfast in relation to Undergraduate teaching 	
<u>Key risks for discussion:</u> <ul style="list-style-type: none"> • Increasing difficulties in maintaining the balance of delivering a good learning experience for doctors in training whilst delivering patient care within an environment of increasing demand and service pressure, particularly within General Medicine • Provision of Medical Education facilities within the Daisy Hill site, given the expectation from the Deanery and Queens to provide appropriate teaching facilities 	
<u>Summary of SMT challenge/discussion:</u> <ul style="list-style-type: none"> • Need to ensure training is prioritised alongside delivery of patient care • Greater support to be given to FY1s during their time within the Southern Trust 	

Medical Education and Training

1.0 MEDICAL EDUCATION STRATEGY

In line with increasing service pressures and the need to continue to deliver a high level of medical education for junior doctors and medical students, a strategy for delivering medical education has been developed for 2019 – 2022. The aims of the strategy are:-

- To improve the engagement of educators in delivering education
- Improving the experience for F1's
- To improve the education experience
- Engagement of the wider organisation in the importance of delivering education
- Ensuring appropriate staffing to recognise the importance of – and allow the delivery of – education for the Trust

The objectives are given as Appendix 1.

The Southern Trust has been successful in recruiting an ADEPT Fellow to assist with understanding the barriers to our medical staff becoming engaged in the delivery of education to doctors in training.

2.0 POSTGRADUATE EDUCATION

2.1 NIMDTA Deanery Visits

The Northern Ireland Medical and Dental Training Agency (NIMDTA) undertook a series of cyclical visits and regional speciality reviews throughout the year. In 2018 these were focussed on General Medicine on the DHH and CAH sites.

There were a number of areas of concern identified, around areas such as supervision and handover, and these are being taken forward through the Acute Services Directorate. There were Deanery visits scheduled for General Surgery by NIMDTA, but these have yet to commence.

2.2 F1 Summit

A Foundation Summit was facilitated by NIMDTA on 1st April 2019 with key personnel involved with the Foundation Programme in attendance. The Summit aimed to redefine Foundation training. The main focus was on identifying the range of improvements which could be delivered within Trusts such as:-

- Circulating the rota six weeks in advance
- Enhancing the work shadowing and supernumerary induction of new F1s to ensure two days ward based work shadowing

Plans are in place to implement the outcome of the Summit within the Southern Trust.

In order to ensure F1 doctors commencing in August achieve two full days of ward-based work shadowing prior to taking up work on 7th August, Southern Trust will invite F1s in for a 5 day paid induction programme as follows:-

Tuesday 30 th July	ACCA Course (Acute care course for adults) / ALERT
Wednesday 31 st July	ILS (AM) / Trust Induction (PM)
Thursday 1 st August	NIMDTA regional FY1 induction
Friday 2 nd August	Trust Induction
Monday 5 th August	Ward-based Work Shadowing
Tuesday 6 th August	Ward-based Work Shadowing / Handover

2.3 GMC Recognising and Approving Trainers

Since the requirement for Trainers to be GMC recognised with introduced in 2016, 100% of Trainers within Southern Trust have now achieved full GMC Trainer Recognition status.

In order to maintain trainer recognition status Southern Trust will be facilitating a Maintaining Recognition Study Day on 11th June 2019, whereby trainers can renew 3 out of the 4 required workshops in one day, the fourth can be completed online.

2.4 ADEPT Fellows

Southern Trust has participated in the NI Clinical Leader Fellowship Programme (ADEPT - Achieve Develop Explore Programme for Trainees) in conjunction with NIMDTA and HSC leadership since 2015.

During 2018, the Southern Trust received a number of reports and documents, such as the GMC survey results, Deanery visit outcomes and responses from Queens University Belfast which indicated that there were issues in delivering consistently high quality training to doctors within the Southern Trust.

Internally, the Southern Trust has recently experienced increasing difficulty in getting permanent medical staff to engage in formal teaching of both medical students and foundation doctors in some specialties.

This project is designed to form one strand of an emerging Medical Education Strategy which is being designed to address the need to deliver Medical Education over the next five years.

The project will aim to understand the baseline position and undertake qualitative and quantitative research to identify themes and barriers to medical staff becoming

involved in delivering medical education. It will then make recommendations on deliverable improvements within the Southern Trust.

2.5 Chief Registrar

Dr Wendy Baird, Speciality Trainee in General Internal Medicine was appointed as Chief Registrar from August 2018 for one year. Dr Baird has been an invaluable in engaging between Foundation Trainees, Core Trainees and Specialty Trainees to understand their needs and work with management to address these needs.

2.6 Physician Associates

In an attempt to alleviate some of the workload pressures of junior doctors, the Southern Trust appointed three Physician Associates (PA) in March 2019, one based at Craigavon and two at Daisy Hill Hospital.

Physician Associates work collaboratively with multidisciplinary teams i.e. consultants, junior doctors, nursing staff, AHPs and participate in all aspects of the care pathway as appropriate. This includes assessing and examining patients, presenting findings, initiating and interpreting investigations and recommending initial treatment within clearly defined parameters. The Physician Associates will also assist with completing patient-related documentation including writing discharge summaries for inpatients.

The Craigavon PA is based on Haematology and Care of the Elderly, whilst the Daisy Hill PA's cover Emergency Department and General Medicine.

2.7 NIMDTA Placement Quality Survey, Obstetrics & Gynaecology

NIMDTA carried out a Placement Quality Survey of Obstetrics and Gynaecology Trainees in 2017/18. The aim of Placement Quality is optimise patient-centred care through quality improvement of medical training posts via review of placements, engagement with trainees, trainers and providers to implement strategies to improve current practice within medical training. Placement Quality Surveys will be rolled out for all specialities.

Dr Sally Anne Phillips, Associate Dean for Placement Quality visited Craigavon in March 2019 and is due to visit Daisy Hill in June 2019 to discuss findings for each unit. Craigavon findings stated that while trainees reported good unit induction, generally acceptable clinical workload and good commitment to teaching, a number of key areas were identified where there is potential for increasing training opportunities. These are being addressed.

3.0 UNDERGRADUATE EDUCATION

3.1 SUMDE Financial Accountability Report 2018/19

The Sub-Deanery Office in Southern Trust are working towards the completion of the Annual SUMDE Financial Accountability Report for 2018/19. Allocation of SUMDE funding for 2018/19 was £1,911,629. This includes £408,154 infrastructure funding and £1,503,475 clinical funding. Final Accountability report is due to be submitted September 2019. There is a reduction of £53,704 clinical SUMDE funding on 2017/18. This is due to two factors;

- Temporary removal of Haematology teaching from Southern Trust for the academic year 2018/19 due to lack of substantive Consultant Hematologist in post to lead
- Increased student exposure to General Practice placements outside of the Trusts remit/ SUMDE allocation.

3.2 QUB Clinical Placement Visits

Annual QUB Clinical Placement visits to Craigavon Area Hospital and Daisy Hill Hospital took place in October / November 2018. Students in Craigavon reported the hospital offers students a good educational experience and the culture in the Trust supports students and makes them feel welcome. It was recommended that UG leads should consider opportunities for students to engage in Quality Improvement Initiatives. Feedback from the DHH visit stated that the Trust should maintain the current excellent standard of teaching, ensuring the provision of adequate teaching staff in all disciplines in which they supervise students.

3.3 Undergraduate Educational Leads / Sub-Dean

The Sub-Deanery office in Southern Trust is under constant pressure to ensure all teaching roles are covered with a suitable lead in place for coordinating teaching for QUB medical students in all specialities.

Recent changes in the sub-deanery structure are as follows:-

- **3rd Year Haematology, CAH** – following the retirement of Dr Donald Hull and in the absence of a substantive Consultant to fill his post, Haematology students were reallocated from Southern Trust for the academic year 2018/19. It would be anticipated that this teaching could recommence once a substantive Consultant has been appointed.

- **3rd Year Medicine, CAH** – Dr Diarmuid McNicholl took over the role of acting lead whilst the substantive lead is on a career break.

- **3rd Year Dermatology, CAH** – Dr Conor McGrath took over from Dr Art O'Hagan

- **3rd Year Pathology** – Dr Christine Swarbrick took over from Dr Karel Dedic
- **4th Year Obstetrics & Gynaecology, CAH** – Dr Andrew Knox took over from Dr Edgar Boggs
- **3rd Year Cardiology, DHH** – Dr Patricia Campbell took over from Dr Donal Duffin
- **4th Year POEM Anaesthetics, DHH** – Dr Jenny Cosgrove took over from Dr Ruth Ford

3.4 QUB Postgraduate Certificate in Clinical Education

The Sub-deanery office in the Southern Trust continues to support permanent members of medical staff with sponsorship from SUMDE monies to undertake a QUB postgraduate qualification in medical. We are currently supporting two members of staff at Certificate level, three at Diploma level and two at Masters Level. These individuals are heavily involved with the delivery of Undergraduate and Postgraduate teaching within the Trust and QUB. Since the Southern Trust commenced this initiative in 2013 we have supported three members of staff to achieve Masters level, with another two to complete this summer.

3.5 QUB Honorary Lecturer Titles

The Southern Trust continues to nominate Consultants who have been involved with QUB medical student teaching for QUB Honorary Lecturer Titles. Honorary Title status entitles the holder to full QUB library access and use of Queen's online, as well as recognition of the holders' commitment to Undergraduate Teaching.

In the past year Dr Roger Stewart was nominated for a title and Dr Bronagh McGleenon and Dr John Harty were put forward for renewal of their titles.

These doctors have also participated in QUB medical student recruitment process via MMI's (mini multiple interviews) and assisted with examining at QUB OSCE examinations.

3.6 Undergraduates Lead – GMC Recognised Trainers

In conjunction with GMC requirements, QUB are now requesting that all named Undergraduate Leads are GMC Recognised Trainers. Currently 91% of Undergraduate Leads are recognised, with 3 leads unrecognised.

3.7 Student Accommodation, CAH

Following complaints from students regarding the accommodation on the Craigavon Area Hospital site, over £120,000 was allocated on improving the student flats in The

Oaks, The Elms, and The Cedars. This project will continue in 2019/20 to complete bathroom upgrades in The Maples.

3.9 Summer Studentships

This year Southern Trust will be providing eight students the opportunity to participate in six week studentships to participate in Clinical Audit and Quality Improvement projects from June through to August 2019.

The Southern Trust Summer Audit and Quality Improvement Programme provides a unique opportunity for Medical Students with at least 2 years training as undergraduates to participate in Clinical Audit and Quality Improvement projects. Projects identified for 2019 are as follows:-

- Clinical Audit – Sepsis 6
- Clinical Audit – NEWS
- Clinical Audit – Medical Outliers
- Quality Improvement – Junior Doctors
- Quality Improvement – International Doctors

At the end of the Studentship students will present their project outcomes.

3.10 Second Medical School in Northern Ireland

Senior staff from the Southern Trust are involved as Steering Group members in the Ulster University's bid to open a second medical school within Northern Ireland. The Trust is extremely supportive of the need for more local places for medical students, as the evidence is that a proportion of Northern Irish students who study Medicine in England, Scotland or Wales establish their careers in these countries, rather than returning to pursue careers within Northern Ireland.

There has been good progress in developing collaborative arrangements between Ulster University and Queens University, Belfast in areas of medical education provision which are common between the two universities.

Regional meetings are continuing, but a start date for the second medical school of September 2020 is contingent upon funding approval from the NI Assembly.

3.11 Medical Education Centre, Daisy Hill Hospital

This paper recognises the expectation from the Deanery and Queens to provide more appropriate education facilities on the DHH site – including simulation facilities. The provision of this facility has been identified as the top priority within the Medical Directors office and accommodation has been identified, but is contingent upon alternative space being created for alternative.

Medical Education Strategy 2019 - 2022

Overall aims & objectives

Aims	Objectives
To improve the engagement of educators in delivering education	<ul style="list-style-type: none"> • Identify protected time within the job plan for both supervision and provision of education (remuneration) • Increasing the number of educators, who are formally recognised • Enter educators into an educational contract • Participation within a distinct educational appraisal process • Engage an ADEPT Fellow to seek to understand the barriers to participating within education – “brutal honesty” through a survey of senior staff • Simplify and modernise the type of education provided • Increase the involvement in formal teaching sessions
Improving the experience for F1's	<ul style="list-style-type: none"> • Need for a Foundation Programme Director for CAH • Provide support to free up tasks to allow them to act as a “clinical apprentice” • Appointments of PA's. MA's. Prescribing Pharmacists. • Creation of PODs to support F1's (similar roles for GP, Core trainees and specialty trainees) with an individual identified to oversee these staff as a group • Catering the training to the level of the trainee

Aims	Objectives
To improve the education experience	<ul style="list-style-type: none"> • Provide the equipment to deliver the education • Ensure there is appropriate accommodation to deliver education • Widen the pool of educators such as DSN's, Cardiac rehab nurses • Widening the opportunities for training into ambulatory care settings (Clinics, ward rounds, role play, Pop-up SBE, nurse led clinics, teaching clinics) • Recognise the benefits of informality of teaching • Use of retired medical staff/retired GPs • Provision of "protected free" lunch • Identify what numbers would it take to free up trainees (time and motion study) • Ensure the organisation is ready for the new 2021 Undergraduate curriculum • Modernise provision of education to include Integrated Professional Education • Improve and expand the opportunities for Simulation Based Education
Engagement of the wider organisation in the importance of delivering education	<ul style="list-style-type: none"> • Organisational commitment to valuing education • Engagement of senior nurses in supporting education • Engagement of senior managers • Dovetailing rota management between service delivery and educational experience, for example by filling rotas proactively to ensure "slack" in the system • Trust-employed Trust grades, to work across sites • Consideration of requirement to adequately resource the Medical Education team

	<ul style="list-style-type: none"> • Future proof accommodation requirements
Aims	Objectives
Ensuring appropriate staffing to recognise the importance of – and allow the delivery of – education for the Trust	<p>Identify creative methods to appropriately supplement medical staff, such as:</p> <ul style="list-style-type: none"> • MTI's • Trust grades • Chief Registrar • Clinical Fellows • Extending roles for nursing staff • Ward based prescribing pharmacists • Physician Associates • Medical Assistants • Clinical Co-ordinators; extended days and weekends