



National Association for Medical Education Management

Spring

NEWSLETTER 2011

Chairman's Letter

Happy New Year to everyone!

Well I have survived my first Council meeting as Chairman! What a great turnout of regional representatives - only one region not represented. It was very daunting but with the support of Council, I am sure together we will strive to keep going with the continuous improvements required in order to keep NAMEM and our members well and truly 'up there', where we should be.

At that meeting we spent a lot of time putting the programme together for the Annual Conference (in Oxford this year) on Wednesday/Thursday 15th and 16th September.

We are also carrying out a review of the job descriptions of the Executive members of Council to ensure that appropriate tasks sit with the correct person.

The review of the training programme is still continuing and discussions are taking place as to the best way forward for those wanting to undertake some Medical Education learning modules. Corinne Trim and Sally Price are devoting a lot of time supporting those learners who are working through the current training programme and arrangements for assessment of their work are in place.

This is somewhat the beginning of a new era for NAMEM Council - with the retirement of Andrina Hardcastle (who has held many Executive roles and whose input to Council has been immense), with Judi Sharpe handing over the role of Executive Secretary (again having been part of the Executive in various roles over the years), Lynne Laver stepping out of the Chairman's shoes after three years (thank you Lynne for carrying on for the extra year) and Susan no longer undertaking the role of Minute Secretary. Susan has done a sterling job of organising the Council meetings, the venues and the accommodation etc. Grateful thanks to Drina, Judi, Lynne and Susan for the excellent work they have done for NAMEM

The Annual Conference in Cardiff was extremely successful and the evening visit to Cardiff Castle for the mediaeval banquet never to be forgotten - especially the excellent dancers/singers, both the Welsh contingent and those visitors who were compelled to participate! Good job done Wendy!

I have recently attended (11th/12th January) the NACT residential Council meeting at which Dr Debbie Mellor, Deputy Director of Workforce Planning, Department of Health, presented. The discussion that followed was around the Department of Health document 'Developing the Healthcare Workforce (Workforce Planning, Education and Training)'. NACT Council is preparing a response to this document.

I find it extremely interesting that when I ask some of the NACT Council members who their NAMEM Council representative is, they don't always know.

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Should they? If yes, what can we do to get this information out there? Do you know the name of the DME in your region who is on NACT council?

During my two years as Chairman, I hope to encourage all Medical Education Managers and their more senior team members to want to join NAMEM and for them to be proactive in convincing their Deans that the budget should allow for at least one member registration in each Trust to be funded. I am not sure how those who are not part of the membership function 'in isolation'. NAMEM has a lot to offer and we need to promote it as much as possible.

Marilyn

Marilyn

Marilyn Hopkins,
Chairman NAMEM



Regional Representation

There have been a few changes to the regional representation on Council – we currently have all regions covered, which is excellent news. However, as the Yorkshire Deanery is very large, it has been proposed that this should be covered by 3 representatives, who will agree between them attendance at Council meetings etc. Further information on this will follow in due course.

The following represent your area:

Oxford	Chantal Vermenitch	
Kent/Surry/Sussex	Bebba Smithers	Membership Secretary
Eastern	Judi Sharpe	Newsletter Editor
South West	Linda Atkinson-Lewis	Minute Secretary
London	Dawn Urquhart Corinne Trim	Training Programme
West Midlands	Jenny Murray	
Mersey	Sally Price	Training Programme
Yorkshire	Lynne Laver	
Wales	Wendy Jones	
Northern	Pat Wagner	
Severn	Sue Nutland	
Wessex	Judy Crabb	
North Western	Lynda Hurst	
East Midlands	Pat Hawkins	
Scotland	Mary Malarkey	
Northern Ireland	Sinead Doherty	
NACT	Jane Litherland	

TRAINING PROGRAMME

The Working Party responsible for reviewing the Training Programme are pleased to report that following discussions with stakeholders it is clear that there is a need for this type of development opportunity. We are now in the process of considering a number of options to deliver the programme and review the content.

We welcome any views/comments from our members on this work stream, please contact corinnetrim@nhs.net or sally.price@mcht.nhs.uk or your regional representative.

Whilst the programme is under review we are not enrolling new candidates, however, if this is something you or your staff are interested in please contact us to help ensure we build the business case.

BUT we are supporting 8 candidates who are on the programme to complete, the next assessment day will be on 14th April 2011.

We are very pleased to say that in addition to our 8 candidates, we have one who has just successfully completed and is awaiting accreditation from Middlesex University. We hope to be celebrating their success at the Conference this September.

F1 Teaching – Day-a-month Teaching Pilot

For the last five years our Trust has run F1 teaching on Tuesday afternoons. From 13.00 to 15.00 hours were two one-hour lectures (loosely based on the curriculum, but also on the principle of “what we have always done”) followed by two hours of clinical skills. There were numerous problems, not least with attendance and punctuality; some of the lectures were also viewed as lacking relevance and interest by the F1s.

Issues with F2 teaching when the Foundation Programme commenced fully were solved by separating their programme and reviewing it in the light of the curriculum and their needs in relation to specialty application. Innovative formats were introduced so that they experienced small group teaching in the clinical skills lab with an anaesthetist, workshops on core generic skills (communication and giving feedback are a particular theme), some core lectures and clinical scenario teaching. The F1 programme was left unchanged at this point.

As part of a leadership and management project, a group of F1s undertook a review of the programme and came up with the idea of a day-a-month format. Topics were taken from the “knowledge” section of the curriculum and linked together into themed days. A chair (consultant from an appropriate area) was selected to run the day, to encourage debate and demonstrate relevance. Some chairs have taken a very active role in devising the format of the day and helping in selection of speakers and activities.

The Foundation Programme Director negotiated with departments to ensure attendance and a dramatic improvement has been noted. Punctuality is also ensured by a good supply of buns at 08.15 (with hungry medical students arriving at 08.30). Since the F1s do not visit the wards at all on teaching day, they do not get caught up in patient encounters that they then struggle to leave.

A thorough review of the content is underway and will be presented later in the year.

Sally Price

Using NHS Appraisal to develop our faculty

Liz Spencer, Clinical Tutor for Professional Development, Gloucestershire Hospitals

All senior medical staff should now have an annual appraisal within their main place of clinical work. Most have a complicated job plan with their clinical specialty work and various management and leadership roles in both service delivery and medical education. Some also work externally for other organisations either clinically (eg. private practice) or in a non-clinical role (eg. for a University, Cancer Network, Royal College etc).

For revalidation purposes the GMC expects the Annual NHS Appraisal to cover all aspects of an individual's professional practice. So at the start of an appraisal all the various roles should be clearly listed and evidence of activity with outcomes provided in all areas. If an appraisal/performance review meeting has occurred for a specific role eg. by the Dean for a DME, then the outcome of that, with its associated educational PDP, should be presented at the NHS Appraisal. During the appraisal the previous year's Personal Development Plan (PDP) should be reviewed and evidence provided of progress made. The product of an appraisal is another PDP with discussion of how the areas identified on it could be addressed and how this would enhance the individual (or team's) performance.

This provides us in medical education with a fantastic opportunity! All those with an educational responsibility need to reflect, document activity and consider how they could improve in that role. NACT UK published a suggested template for educational supervisors to help them document their role for appraisal (*available from www.nact.org.uk*). This could be amended locally and extended to Specialty Tutors. Each postgraduate medical education team should consider how they can support their educators to record their activity and its' evaluation. Do we send out individual reports to doctors detailing what sessions they delivered, who attended & its evaluation? The number of trainees they supervised? The number of Workplace based assessments performed etc? Could we? Should we?

PDPs should cover all aspects of professional practice and not be focused only on clinical knowledge and skills. It is easy (and enjoyable) to attend Specialty meetings and network with colleagues. It could be perceived as more challenging and a bit "out of the comfort zone" to attend meetings addressing topics in management, leadership or education. It is a requirement that Educational Supervisors are trained and updated for the challenging and varied roles that are now expected of them. Tutors and Directors require more development.

All should have something of an educational nature on their PDP. Do Appraisers need to be educated about this – I expect so.

Many regional meetings are management meetings ie. Specialty training committees, Foundation School. That is the **job** of a tutor/FPD. It is not an educational or professional development meeting. Some regions hold meetings for DMEs/FPDs and Tutors to support them in their role. They vary.

So what meetings are there to support those in leadership roles in Postgraduate Medical Education? Well NACT UK run several meetings which cover the key areas for Directors, Tutors and Supervisors – leadership & management in medical education and principles of education and adult learning.

Could I suggest that ***those in key roles should attend a NACT UK meeting at least alternate years*** to learn, share and inspire them in their educational leadership role? As Medical Education Managers you could encourage this approach and get it documented in their PDP!



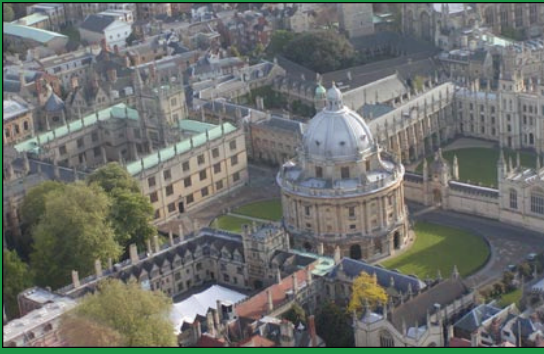
Vivien Martin
Medical
Education Manager

Vivien Martin will retire from Epsom and St Helier University Hospitals Trust on 31st March 2011 after a long career with the Trust spanning almost 20 years. Vivien joined as Medical Education Manager in 1991 when Epsom Hospital was separate from St Helier. In 1999 the two hospitals merged into one Trust and Vivien got the opportunity to work with the PGMC staff at St Helier more closely. In April 2008 she then became Medical Education Manager for both hospitals and split her working week between the two sites. She has witnessed huge changes in Medical Education across the years and has managed these changes with her usual calm approach and her wicked sense of humour! She will be greatly missed by many colleagues. She has also made numerous friends over the years at the NAMEM conferences and we feel sure that you join us in wishing her a very long and happy retirement. She is looking forward to long lunches with friends and a more relaxed lifestyle. It's an absolute certainty that Epsom and St Helier shall be far duller places without her.

From

The staff at Epsom and St Helier Postgraduate Medical Centres.

NAMEM ANNUAL CONFERENCE



***15th & 16th September 2011
The Randolph Hotel, Oxford***

***Title: Mission Impossible?
(A conference on Leadership
from Undergraduate to Consultant)***

Topics to include :

Regular update by Patricia Le Rolland, GMC

An overview of GP Commissioning

NHS Institute for Innovation and Improvement

Draft programme will be available shortly

Book the date in your diary!

NEWSLETTER

Next newsletter to be published September 2011 any regional reports or suggested articles to the newsletter editor by 1st August 2011 electronically – email: jsharpe@southend.nhs.uk

NAMEM website: www.namem.org.uk

Our website - check it out

All details and information contained in this newsletter accurate at time of going to print.

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