Autumn Update and Annual Educator Study Day 2013

Wednesday 13 November 2013
Milton Hill House Hotel

Developing people for health and healthcare
Welcome to our Annual Educator Study Day

This has been a year of significant change. We have physically moved from the Triangle in Headington to Thames Valley House in the Oxford Business Park and we have also moved from an organisational point of view into Health Education Thames Valley, a new organisation with responsibility for workforce planning as well as education and training for our entire clinical workforce.

I believe that this latter event represents one the most significant changes to postgraduate medical and dental education for many years. In fact, I would state that perhaps we have not encountered such fundamental change since the first meeting of the Oxford Postgraduate Medical Education Committee was held on the 8th May 1945 at the University’s Registry Offices in Banbury Road. While the rest of the UK was celebrating Victory in Europe Day, a group of august academics were meeting to consider, among other things, the quality of postgraduate medical training particularly in general practice, how to improve the house officer year as well as how women could successfully complete their training. I rediscovered the minute books from the committee during our recent office move.

The items discussed over the period 1945 – 55 make for fascinating reading in the sense that many of the challenges described are still relevant today. There was also reference to Dr Robert McCarrison who, as far as I can ascertain, was the first Postgraduate Dean in Oxford.

The next significant event was the Christchurch Conference held in Oxford in 1961 where the concept of a postgraduate deanery was consolidated and further developed nationally. During the following decades the roles and responsibilities of Deaneries became more significant and complex as they gradually became responsible for the management of both the quality and organisation of postgraduate medical and dental training programmes.

Moving rapidly forward though the subsequent decades we arrive at 1st April 2013 when Health Education Thames Valley (HETV) was formally established with a vision of ensuring the delivery of effective workforce planning and excellent education and training across Milton Keynes, Oxfordshire, Berkshire and Buckinghamshire.

The Oxford Deanery was successfully and seamlessly incorporated into the new organisation; I have witnessed much organisational change over the last 10 years but feel obliged to say two things on this occasion. Firstly, we were assured that the transition into HETV would be smooth and that indeed has been the case.

Secondly, the change has been extremely positive in many respects. I feel that postgraduate medical and dental education in Thames Valley has been enhanced and strengthened. We are now well placed to develop a unique Thames Valley approach to the delivery of clinical training which is in keeping with national direction but which is also sensitive to local need.

Furthermore the possibilities for inter-professional collaboration in meeting the challenges that lie ahead are huge.

In summary, we have indeed been the subject of very significant change with more change to come. The overall message I would wish to relay to you all is one of positivity (albeit with some degree of realism). As a wise person once said: “The only way to make sense out of change is to plunge into it, move with it, and join the dance”.

I hope you enjoy the day

Michael
Annual Educator Study Day

08.45 Registration and refreshments

09.15 Shape of Training Review: The vision and way forward
Dr John Jenkins, CBE. Member of Expert Advisory Group

10.00 Francis Report and impact on training: GMC Education Quality Assessment review, and strengthening training visits
Dr Vicky Osgood, Assistant Director, Postgraduate Education, GMC

10.45 Refreshments

11.00 QIP as a development tool for trainees
Dr Emma Vaux, Associate Medical Director, JRCPTB and lead for CMT ‘Learning to Make a Difference’

11.45 Workshops:
Delegates attend two workshops only, with lunch between the two:
1. Career Coaching Skills for Educators and Supervisors:
   Ms Barbara Wallis and Dr Lois Brand, Oxford Career Development Unit
2. Gordon Ramsay Does Feedback:
   Dr Jill Edwards, GP Dean and Mr Tony Jefferis, Deputy Dean
3. Case-based Discussions:
   Dr Kim Emerson, TPD General Practice and Miss Jill Ablett, ATSM Director, O&G
4. ‘Followership’:
   Ms Maggie Woods, Thames Valley and Wessex Leadership Academy, GP Associate Dean

12.45 Lunch

13.30 Workshops:
Delegates attend their second chosen workshop from those above

14.30 Incident Reporting in an Acute Trust:
Prof Peter Thomas, DME and FTPD, Milton Keynes Hospital NHS Foundation Trust
Ms Julie Orr (Head of Nursing)

15.15 Refreshments

15.30 Debate: “This house believes that it doesn’t matter that less than 25% of Oxbridge graduates want to be GPs”
Chair:
Sandra Hatton, Managing Director, HETV

For the motion:
Mr Ashok Handa, Deputy Head, School of Surgery and TPD Vascular Surgery, HETV

Against the motion:
Dr Maureen Baker, RCGP Chair-elect and Dr Tim Ballard, GP

16.30 Dean’s Update:
Dr Michael Bannon, Postgraduate Dean

17.00 Close
Dr Emma Vaux
Associate Medical Director, JRCPTB and lead for Core Medical Training ‘Learning to Make a Difference’

Dr Emma Vaux is a Consultant Nephrologist and Physician at Royal Berkshire NHS Foundation Trust with additional trust roles of Programme Director of Quality Improvement, Trust NCEPOD Ambassador, Human Factors Trainer and Lead for research and innovation in her Renal Unit. She has a research doctorate, Oxford University, and Postgraduate Certificate in Teaching and Learning in Higher and Professional Education.

In addition, she is the Associate Medical Director of the Joint Royal Colleges of Physicians Training Board (JRCPTB) and is clinical lead for core medical training and national CMT recruitment. She is the lead for the Royal College Physicians (RCP)/JRCPTB/Health Education England “Learning to Make a Difference” programme with the aim for core medical trainees to learn, develop and embed skills in quality improvement enabling them to make a real difference to the quality of patient care. She is the lead for the Health Education England Better Training Better Care ‘Making every moment count’ quality improvement pilot undertaken at RBFT to enable trainees of all specialties and grades to develop quality improvement skills as part of their usual training. She is a facilitator for the RCP ‘Doctors as Educators’ and ‘Quality Improvement’ programmes.

Ms Barbara Wallis
Oxford Career Development Unit

Barbara Wallis is the Careers Lead for Health Education Thames Valley. Barbara works one-to-one with trainee doctors to help them resolve their career dilemmas and also facilitates career workshops on decision-making for Foundation trainees. Barbara also runs workshops for educational supervisors to encourage them to help their trainees with non-directive career support. Barbara’s view is that one’s career is such a personal matter that helping is not about giving advice to, or having the answers for someone, it’s about helping people find their own answers.

In addition, Barbara is a Programme Director on the Oxford District GP Training Scheme, holding a Postgraduate Certificate in Medical Education from the University of Warwick. Barbara is an accredited coach on the Thames Valley Coaching Register and now also works as a coach supervisor for local NHS coaches.

Her first career was in publishing, where she especially enjoyed recruiting and training teams; where her curiosity about self-development and motivation began.

Dr Lois Brand
Oxford Career Development Unit

Dr Lois Brand works part-time as a consultant in emergency medicine at the John Radcliffe Hospital in Oxford. During her career, Lois has worked both in and outside the NHS training individuals in improving personal performance, leadership and team building.

Lois has a particular interest in helping people design a career to fit their personality, innate abilities, preferences and values. Lois has a husband who works in general practice and two young children.
Dr Jill Edwards  
**GP Dean, Health Education Thames Valley**  
Jill was a GP in Chipping Norton, Oxfordshire for 30 years and has had a varied career in medical education on her way to becoming GP Dean in Health Education Thames Valley; GP trainer, PCT education lead, CPD tutor and Associate GP Dean.  
As a clinical tutor she taught communication skills at the University of Oxford and currently runs a communication survival course for international postgraduate students in dermatology at Cardiff University.  
She has a special interest in the quality management of medical education and for eight years worked for the RCGP as Medical Director for Quality Management and Training Standards. She is a quality assurance visitor for the GMC.  
Her negotiation skills were honed by living with four teenagers.  

Mr Tony Jefferis  
**Deputy Postgraduate Dean, Health Education Thames Valley**  
Tony Jefferis has been a Consultant Ear, Nose & Throat Surgeon since 1985 and retired from clinical practice in April 2013. He has held a variety of roles in medical and surgical education locally and nationally. Currently he is Deputy Postgraduate Dean in postgraduate medical education, Health Education Thames Valley.

Dr Kim Emerson  
**Training Programme Director, General Practice**  
Dr Kim Emerson qualified from Sheffield University in 1991.  
Kim has been a part-time GP partner at Sonning Common Health Centre since 1996, having completed the Reading and Newbury vocational training scheme (VTS).  
Kim became a trainer after the new trainers course, including completing the Certificate of Medical Teaching in 2000. For the past four years, Kim has worked as a locum Programme Director for the Reading and Newbury VTS and is now permanently employed for one session a week in this role.  
In 2011, Kim became a Work Placed Based Assessment (WPBA) core group member for the RCGP and in 2012 became the Deputy Deanery Assessment lead for Oxford Deanery.  
Kim has been involved in teaching educational and clinical supervision to consultants at Royal Berkshire Hospital for the last two years and a member of the ARCP panel for GP AITs for many years.  
Kim has three children, two in 6th Form and one 10-year-old. With a passion for SCUBA diving, she mixes business with pleasure as she is an Approved Medical Examiner of Divers and a Diving Doctor.
Miss Jill Ablett
ATSM Director, Obstetrics and Gynaecology

Jill has been a Consultant Obstetrician at Royal Berkshire Hospital in Reading since 2003. She has a keen interest in education and simulation training and has run multidisciplinary training days in emergencies for midwives and doctors since 2006. She currently arranges annual regional teaching days for all of the O+G trainees in Health Education Thames Valley in simulation for obstetric emergencies, practical skills and minimal access surgery.

Jill is part of the RCOG simulation network, set up to share ideas and develop simulation in O+G nationally as part of the curriculum. In 2012 she became the Training Programme Director for the senior trainees (ST6/7) which also involves arranging the specialist training modules (ATSM) and their rotations.

Awareness of the difficulties with accessing all areas of the curriculum, due to working restricted hours since EWTD has led to limited exposure to emergency situations. This has inspired Jill to develop creative and innovative ways of delivering training and sharing learning opportunities.

Ms Maggie Woods
NHS Thames Valley & Wessex Leadership Academy, GP Associate Dean

Maggie began her NHS career in nursing. During her clinical career Maggie developed a passion for developing staff and began to take an active interest in education. Maggie has worked across the healthcare system in acute care, primary care and at a strategic health authority.

Maggie has a portfolio career, working for the Oxford Deanery, and the Thames Valley and Wessex Leadership Academy.

Maggie has been responsible for the development of unique and innovative leadership programmes, for example a national programme with health and social care leaders, a practice manager’s leadership programme and leadership development for nurses. Maggie is also the lead for the Thames Valley and Wessex coaching strategy.

Outside the NHS Maggie has been a Hampshire school governor and is a member of the local community health action group. Maggie is a supporter and a fund raiser for a local heart charity.

Maggie has worked with, and for, some exceptional leaders. Seeing the difference that these people have made to patients’ and carers’ experiences has made Maggie committed to identifying and developing future leadership talent.

Professor Peter Thomas
Director of Medical Education and Foundation Training Programme Director, Milton Keynes General Hospital

Peter has been a Consultant in Emergency Medicine at Milton Keynes Hospital since 1997. He qualified from Liverpool University in 1981 going on to complete the Mersey Regional Orthopaedic Registrar Training Programme and Oxford Emergency Medicine Specialist Registrar Training Programme.

Peter has held a number of management and education roles, including ED Clinical Director, Associate Clinical Tutor, Oxford Emergency Medicine Training Programme Director and Oxford Head of School Emergency Medicine.

He is currently the MRCS Examiner, Director of Medical Education, Foundation Training Programme Director and Trust Clinical lead for Research.

Peter was recently awarded Honorary Professor of Buckingham University for work in developing the Medical School at Buckingham University and Milton Keynes Hospital NHS Foundation Trust.
Ms Sandra Hatton  
Managing Director, Health Education Thames Valley

Sandra Hatton has 30 years’ experience of working in the NHS and was appointed to her first NHS Director of HR post in 1989. Prior to joining Health Education Thames Valley, Sandra was Director of Human Resources and Organisation Development at Buckinghamshire Healthcare NHS Trust, where, under her leadership, the organisation achieved recognition as an Investors in People employer, as well as her teams being recognised as finalists in the Healthcare People Management Association awards for three consecutive years.

Before working at Buckinghamshire Healthcare, Sandra worked for the Department of Health’s London Regional Office, where, in addition to establishing the first London and national clearing house scheme to support NHS staff affected by change find alternative posts within the NHS, she led a number of organisational change programmes, including the early development work in London to establish NHS Professionals in London and the first London Agency Project. Sandra is a Fellow of the Chartered Institute of Personnel and Development.

Mr Ashok Handa  
Deputy Head of School, School of Surgery and Training Programme Director, Vascular Surgery

Ashok Handa is a Consultant Vascular Surgeon at the Oxford University Hospitals. He qualified in 1987, from St. Mary’s Hospital School of Medicine in London, training in Reading, Bristol and Sussex before being appointed as Lecturer in transplantation at the Royal London Hospital in 1994.

Ashok moved to Oxford in 1998, and has been a consultant for the last eight years, alongside his role as Clinical Reader in Surgery at Oxford University. Ashok has a variety of leadership roles in management and education, including Clinical Director for Performance Improvement and Training Programme Director for Vascular Surgery. He is also the Deputy Head of the Post-Graduate School of Surgery in HETV.

Dr Maureen Baker  
CBE. RCGP Chair-elect

Dr Maureen Baker joined NHS Connecting for Health in 2007 and is now Clinical Director for Patient Safety. She has previously held appointments with the National Patient Safety Agency, NHS Direct and the University of Nottingham. Dr Baker was Honorary Secretary of the Royal College of General Practitioners (RCGP) from 1999-2009.

Maureen’s work in patient safety includes establishing a formal clinical safety management system for NHS CfH, the development of safety standards for Health IT for the NHS in England and the development of e-learning modules on patient safety for doctors in training. In June 2013 she was elected as the next Chair of Council, RCGP, her post commencing in November 2013.

Dr Michael Bannon  
Postgraduate Dean

Michael Bannon trained as a Community Paediatrician and has held four different consultant posts in that specialty. During that time he developed an interest in inter-professional working and training.

Following an early interest in medical education he has led a number of roles, of increasing seniority, including College Tutor, Senior Lecturer, Director of Medical Education, Associate Post Graduate Dean and since November 2003, Postgraduate Dean for the Oxford Deanery. He was also for a brief period interim Associate Postgraduate Dean for Refugee Doctors in the London Deanery.

Previous research activities have been in medical education and, in particular, the role of education and training in safeguarding children. He has edited a number of books on the broad subject of medical education and paediatrics.
Health Education Thames Valley Annual Postgraduate Medical & Dental Education (PGMDE) Awards 2013

For the third consecutive year, and the first year as Health Education Thames Valley, the PGMDE is hosting an awards ceremony to recognise the work, achievements, and efforts made by educators and trainees throughout the Thames Valley region, highlighting the exceptional contribution made by both individuals and teams. The nominating window was June to August 2013 and nearly 50 nominations were received in both medical and dental specialties and across primary and secondary care. A shortlisting panel met to agree the winners and those highly commended, and were significantly impressed with the calibre of the nominations received. When making their decisions, the panel considered, amongst other things, involvement with committees, national work, communication, initiative, innovation, leadership and dissemination of good practice. Winners and those highly commended were awarded to the roles of both educational and clinical supervisor. There were also awards given to trainees for their contribution to teaching, contribution to the function of a school and a best poster award, along with two separate team awards. The awards ceremony took place on the evening of 5 November in front of HETV staff where winners and those highly commended were given prizes and certificates. The names of the winners and highly commended are listed opposite:

Mrs Glynis Buckle
GP Dean (retired)
Winner
Overall contribution to postgraduate medical education

Dr Alexandra Bates
GP
Winner
Educational supervisor in primary care

Dr Natalie Smith
GP registrar
Winner
Overall trainee contribution in primary care

Prof Peter Thomas
Foundation Training Programme Director, Milton Keynes Hospital
Winner
Training programme director in secondary care

Miss Felicity Ashworth
Head of School O&G (retired)
Highly commended
Training programme director in secondary care

Dr Richard Smith
Medicine, Milton Keynes Hospital
Winner
Educational supervisor in secondary care

Dr Mhairi Speirs
Anaesthetics, Oxford University Hospitals
Highly commended
Educational supervisor in secondary care

Mr Stuart Winter
ENT, Oxford University Hospitals
Highly commended
Educational supervisor in secondary care

Dr Alan Steuer
Rheumatology, Heatherwood and Wexham Park Hospital
Winner
Clinical supervision in secondary care

Miss Helen Manning, Dr Clarissa Perks, Ms Julia Bavin and Ms Christine Slaughter
O&G trainees and O&G theatre leads, Royal Berkshire Hospital
Winners
Team educational initiative

Upper GI / Vascular Surgery Team at Stoke Mandeville Hospital
Buckinghamshire Healthcare
Highly commended
Team education

Mr Shamik Dholakia
Surgery, Milton Keynes Hospital
Winner
Trainee contribution to teaching in secondary care

Dr Rupjani Banerjee
Paediatrics, Oxford University Hospitals
Highly commended
Trainee contribution to function of Postgraduate School

Dr Adenike Williams
Psychiatry, Berkshire Healthcare
Highly commended
Trainee contribution to function of Postgraduate School

Dr Nicky Dunne
Surgery, Buckinghamshire Healthcare
Highly commended
Trainee contribution to function of Postgraduate School

Dr Emma Crewe
Medicine, Heatherwood and Wexham Park Hospital
Winner
Trainee poster

Dr Jonathan Collins
Anaesthetics, Royal Berkshire Hospital
Highly commended
Trainee poster

Dr Nina Baruch
Psychiatry, Berkshire Healthcare
Highly commended
Trainee poster
Following the GMC’s implementation plan for the Approval and Recognition of trainers and the Health Education Thames Valley’s Policy for Approving and Recognising Medical and Dental trainers (excluding General Practice), Health Education Thames Valley’s aim is to provide ongoing, recurring training across the region to enable Educational and Clinical Supervisors to comply with GMC requirements and demonstrate their competency to practice and to facilitate discussions between an individual Educational Supervisor and their employing trust around recognition of their role in terms of annual job planning and appraisal. Details of all the training offered by HETV to supervisors is also detailed on our website: www.oxforddeanery.nhs.uk/educator_development/educator_training.aspx. 2014 dates will be released and added to this page on our website soon.

Forthcoming events in the Thames Valley area offered by the Courses & Conferences Centre

Time Management 9 Jan
Milton Hill House Hotel, Nr Abingdon

Conflict Resolution and Challenging Conversations 25 Feb
Milton Hill House Hotel, Nr Abingdon

Lead and be Led 12 - 13 Mar
Milton Hill House Hotel, Nr Abingdon

Nuts and Bolts in Health Service Management 12 - 13 Mar
Witney Lakes Resort

Leadership Development Centre 13 - 14 Mar
Holiday Inn, Peartree, Oxford

Relocation:
Health Education Thames Valley completed its move to new premises in early October and is now fully operational in Thames Valley House, 4630 Kingsgate, Oxford Business Park South, OX4 2SU.

The new offices at Thames Valley House provide modern open plan office space and much-needed room to accommodate a bigger team, helping to strengthen joint working and create a better working environment for all.

Health Education England praises training and education in Thames Valley:
The progress made in Health Education Thames Valley’s organisational development was recently praised by Sir Keith Pearson and Ian Cumming, Chair and Chief Executive of Health Education England, who visited our new offices and Oxford Brookes University on 29 October. During the visit, they met with students, trainees and members of staff and practitioners involved in a wide range of innovative education and training work.

Sir Keith Pearson praised the work underway:
“in our visit to health education Thames Valley we have seen some of the highest standards in delivering education and training to the healthcare workforce.

“We have been inspired by the great work going on here in the Thames Valley, seeing such enthusiasm for education, training and workforce planning.”
Workforce demand forecasts developed with Trusts:

HETV has been working closely with NHS trusts across the Thames Valley, while also encouraging discussions with local commissioners, in order to develop five-year workforce demand forecasts. These forecasts will be submitted to Health Education England on 2 December and will form the basis of a national workforce plan. HETV has been working to identify any significant changes which may impact on those five-year forecasts and has been developing a series of ‘Confirm and Challenge’ conversations with CCGs and the NHS England (South) Local Area Team to help triangulate the aggregated forecasts with the collective commissioning intentions for the Thames Valley.

These forecasts underpin the decisions that are now being discussed as HETV identifies the priorities for investment in education and training funding for the next financial year (2014/2015). These decisions will impact on the supply of newly qualified staff from 2018/2019 onwards.

Final figures are being developed.

Investment Prospectus 2013/14 and Investment Plan 2014/15

HETV published an Investment Prospectus in August, inviting funding bids from partners across the region which met criteria developed through the HETV Board and Partnership Council.

The Prospectus sought to identify priorities for investment not beyond the current financial year. Around 80 bids were received with 40 being shortlisted for either investment or further development.

Criteria required proposals to clearly contribute to one of the six strategic themes captured within Tomorrow’s People, Today, HETV’s Workforce Strategy, while also serving to embed the Thames Valley values and skills set, meeting clear education and training improvements and innovation.

HETV is now finalising the Investment Plan for 2014/15 and will be undertaking further consultation with stakeholders and partners to ensure that priorities and opportunities for investment are identified.

Janice Shiner, HETV Independent Chair, moving on

At the September Board meeting, Janice Shiner, HETV’s Independent Chair, announced her resignation from the role, due to personal reasons.

Sandra Hatton, Managing Director, and the Board recognised the huge contribution Janice has made to the development of the organisation, the strength of the Board and role in creating a shared purpose with partners and stakeholders.

A recruitment process is now being led by Health Education England and it is hoped that a successor will be found shortly.

BMJ Careers Fair – Thames Valley: A great place to work and live

Undergraduates, current trainees and international doctors and healthcare staff interested in a career in the Thames Valley visited the Health Education Thames Valley stand at the British Medical Journal Careers Fair on Friday and Saturday (18 and 19 October) at the Business Design Centre in London.

The strong links with Oxford University, a reputation for academic and professional excellence, high quality training programmes with excellent Trusts and partners across the region were all major reasons why students and trainees are interested in working in the Thames Valley. For others, it is the proximity to London and the south east that was an attraction.

Staff from the Oxford University Clinical Academic Graduate School (OUCAGS) were able to give advice to those interested in pursuing a career as a Clinical Academic, combining academic research with clinical duties.

Postgraduate Dean, Dr. Michael Bannon joined senior clinicians including Prof. Peter Thomas of Milton Keynes Hospital NHS Foundation Trust and Prof. Margot Gosney, the Head of the School of Medicine of Royal Berkshire Hospital NHS Foundation Trust, together with staff from other specialty areas to provide advice on all aspects of a career in medicine in the Thames Valley.

Speaking after the event, Dr Bannon said:

“It is always a real pleasure to be able to engage with trainees and students as they consider some of the big decisions they have to make in their career.

“It’s clear that the Thames Valley region holds much to attract high quality trainees, not least our reputation for high levels of academic achievement and professional practice.

“The Thames Valley is a great place to live and work and I look forward to seeing some really talented medics joining our wide range of programmes, from those just starting out on a Foundation programme, or joining General Practice or any of the other specialties we offer.”