

PROVIDING EDUCATIONAL OPPORTUNITIES IN PAEDIATRICS

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LEADERSHIP PROGRAMME 2018-19

PURPOSE:

- To ensure effective educational governance to provide a training programme in both sites in one year period
- To deliver the educational contract as agreed with the Post graduate Dean



CUSTOMER IMPACT:

Why is it being done?

Trainees of different grades

Site merger for some of the paediatric services

Merger of rotas between trainees and non trainees

Middle grade locums



CUSTOMER IMPACT:

Organisation / Patients / Team

- Meeting the educational contract
- To keep the site as training site
- To attract Medical Training initiative for workforce
- Patient safety, standard of care
- Teaching environment



CUSTOMER IMPACT:

Outcome Criteria

- Trainee feedback
- GMC trainee survey
- End of placement feedback
- Incident reporting
- Teaching feedback



DELIVERABLES:

What are your key activities/ deliverables in priority order?

- Adequate induction program
- Work plan for trainees
- Educational and clinical supervisor allocation
- Promoting and supporting healthy working arrangements
- Coordination and delivery of RCPCH progress curriculum
- Additional support to trainees and trainers



DELIVERABLES:

Medium term

Working with the Deanery/Head of School

Continue to attend ARCPs and partake in interviews

Long term

Investing in the development of non training grade doctors



RELATIONSHIPS /PARTNERSHIPS:

Engagement

- Previous college tutor, Team, educational and clinical supervisors, trainees, GP trainers, FPD, educators, Medical Education department team, other college tutors in Wales and England, Head of School of Paediatrics, TPDs, Wales regional Lead, Senior college tutor
- Rota coordinators, HR staff
- Other FPDs in Wales as part of Leadership program



RELATIONSHIPS:

- What stakeholders still need to engage with?
- Local Faculty group

WHAT DID I LEARN FROM THE LEADERSHIP PROGRAMME

Leadership skills - Active listening is crucial. Different leadership skills are needed.

- Visionary style
- Directive style
- Affiliative style
- Coaching style



SUCCESS CRITERIA /OUTCOMES :

GMC feedback – Induction

Rota

Teamwork

End of placement reports



SUCCESS CRITERIA /OUTCOMES :

HOW DO YOU KNOW YOU HAVE MADE A DIFFERENCE?

Inductions

Teaching programme

Rota allocation of duties on a weekly basis

Rota modifications for special conditions

Educational supervisors

QI on discharge summaries, rehydration in gastroenteritis

Neonatal boot camp extending to GP trainees

Bed availability post nights, Regular breaks



THE Sun

DOZING DOCS Four in ten junior doctors admit to falling asleep at the wheel after a night shift, study claims

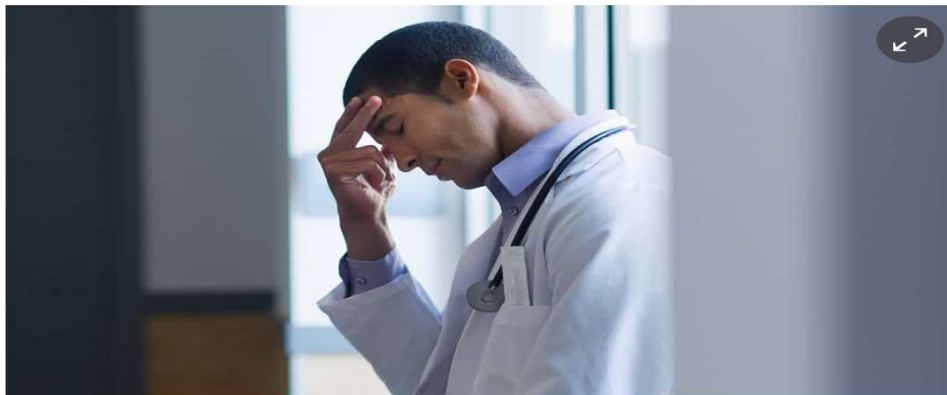
Some workers have fatally crashed into other vehicles while others have reported near misses with oncoming traffic

BY SUN REPORTER | 23rd January 2017, 1:56 am

theguardian

Half of junior doctors having accidents or near misses after night shifts

Sleep deprivation among trainee doctors and anaesthetists is causing accidents or near misses on way home, report says



Thanks to Dr Mike Farquhar

HALT, take a break

Have you taken your breaks today?

If you are Hungry, Angry, Late or Tired, think HALT and take a break.

- Healthier for you
- Safer for patients
- Better for everyone



Find out how you and your team can work together to HALT and take a break – visit the Showing we care about you pages on GTi.



Guy's and St Thomas'
NHS Foundation Trust



Thanks to Dr Mike Farquhar

SUCCESS CRITERIA /OUTCOMES :

HOW DO YOU KNOW YOU HAVE MADE A DIFFERENCE?

Share Project successes:

Induction feedback

End of placement reports



Post Assessment Form Summary

F1 Trainee - Paediatrics

QUESTIONS		2016/17	2017/18	2018/19	2019/20	TREND
Have you been given frequent constructive feedback on your clinical performance?	Y N	100%	100%	100%		→
LEVEL of supervision: Educational supervision	Too High Too Low About Right	100%	100%	100%		→
LEVEL of supervision: Clinical supervision	Too High Too Low About Right	33.3%	100%	100%		→
QUALITY of supervision: Educational supervision	Very High About Right OK	66.6%	100%	100%		→
QUALITY of supervision: Clinical supervision	Very High High About Right Poor	66.6% 33.3%	100%	100%		→
How do you rate the quality of clinical training you have received from the team?	Very High High OK Poor	66.6% 33.3%	33.3% 66.6%	66.6% 33.3%		↑ ↓
Do you feel the level of clinical "hands-on" experience has been adequate to meet your training and educational needs?	Yes No	66.6% 33.3%	100%	100%		→
Do you always have the support of a more senior member of the team, including on-call?	Yes No	100%	100%	100%		→
Do you have access to protected teaching time?	Yes No	66.6% 33.3%	100%	100%		→
Please indicate the extent to which you agree with the statement: "I would unreservedly recommend this job to a student/F1 trainee".	Strongly Agree Agree Neutral Disagree Strongly Disagree	66.6% 33.3%	66.6% 33.3%	66.6% 33.3%		→ →

Post Assessment Form Summary

F2 Trainee - Paediatrics

QUESTIONS		2016/17	2017/18	2018/19	2019/20	TREND
Have you been given frequent constructive feedback on your clinical performance?	Y N	100%	75% 25%	100%		↑
LEVEL of supervision: Educational supervision	Too High Too Low About Right		25%	100%		↑
LEVEL of supervision: Clinical supervision	Too High Too Low About Right		12.5% 12.5%	100%		↑
QUALITY of supervision: Educational supervision	Very High High About Right OK Too Low	33.3% 44.4% 22.2%	87.5% 12.5%	100%		↑
QUALITY of supervision: Clinical supervision	Too High Very High High About Right Too Low	33.3% 66.6%	12.5% 75% 12.5%	100%		↑
How do you rate the quality of clinical training you have received from the team?	Very High High No Return OK Poor	11.1% 77.7% 11.1%	25% 37.5% 12.5% 25%	66.6% 33.3%		↑ ↓
Do you feel the level of clinical "hands-on" experience has been adequate to meet your training and educational needs?	Yes No	100%	87.5% 12.5%	100%		↑
Do you always have the support of a more senior member of the team, including on-call?	Yes No	100%	87.5% 12.5%	100%		↑
Do you have access to protected teaching time?	Yes No	88.8% 11.1%	62.5% 37.5%	100%		↑
Please indicate the extent to which you agree with the statement: "I would unreservedly recommend this job to a student/F1 trainee".	Strongly Agree Agree Neutral Disagree Strongly Disagree	66.6% 33.3%	50% 12.5% 12.5% 12.5%	44.4% 55.5%		↓ ↑

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SUCCESS CRITERIA /OUTCOMES :

HOW DO YOU KNOW YOU HAVE MADE A DIFFERENCE?

What measures/data sourcing are still outstanding ?

- Improving safety in neonatal unit and post natal ward supervision
- Safe prescribing in Paediatrics
- Neurodisability training
- Safeguarding experience



DELIVERABLES:

What has gone well ?

Model for improvement

Action learning set

5 whys

SWOT

PDSA

Understanding Leadership styles, Belbin Roles



RECOMMENDATIONS/FUTURE ACTIONS:

For the next 6 months

Safeguarding experience for Paediatric trainees

Neurodisability training

Training clinics for GP trainees

Junior senior meetings

GREATix



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