



# ANNUAL QUALITY REPORT

## 2018 - 2019

Northern Ireland

# mdta

Medical & Dental Training Agency

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## Foreword

Quality is a core objective for every member of our team, irrespective of their role within NIMDTA. A key priority for everyone is to continuously improve the quality of the training provided to doctors and dentists in all of our programmes, in GP appraisal and in dental continuing education. Our principal goal is to enhance patient care by preparing and equipping doctors and dentists with the knowledge, skills and capabilities that they require to deliver and lead clinical services which meet the needs of our population. This requires us to focus, not only on inspiring clinicians to achieve excellence in their clinical skills, but also on supporting doctors and dentists to acquire expertise in clinical leadership, team-working, scholarly activity and the delivery of sustainable improvements.

These aims can only be achieved by our teams working harmoniously with HSC organisations, dental and medical practices who, as clinical placement providers, endeavour to provide high quality education and training which consistently meets the standards of the national regulatory bodies. In conjunction with the DoH, the five HSC Trusts, the Public Health Agency, general medical practices and general dental practices we regularly review the quality of postgraduate education and training provided with the aims of enhancing the effectiveness, supportiveness and variety of these learning opportunities. In doing so, we strive to make both NIMDTA and Northern Ireland attractive to doctors and dentists choosing where they want to live, learn and make a difference to the lives of the population through a successful and long-term career in providing healthcare.

While we continue to be totally committed to a culture of continuous improvement, there are external influences which can have a negative impact on our services. The most significant of these is the shortfall in the number of doctors who, after completion of the foundation programme, choose to apply to directly enter GP and specialty training programmes. These shortfalls inevitably result in vacant training posts within the service providers who host clinical placements, which carries implications for current service delivery as well as for the successful implementation of medical workforce plans. Delay in reconfiguring services impedes progress in the improvement of the quality of clinical placements.

We have performed well in the delivery of our strategic and operational educational objectives, in the context of clinical services and professionals which are under increasing pressure due to rising public demand and expectations in an ever-changing environment. There are even greater challenges ahead in 2019/20 as NIMDTA enters into the final stages of negotiation regarding the opportunity to lease additional space in Beechill House, welcomes the Northern Ireland Centre for Pharmacy Learning and Development (NICPLD) as they co-locate in Beechill House in August 2019 and commences the phased transfer of responsibility from HSC Trusts for the employment for trainees in August 2019. However, we

will continue to approach existing and new challenges with the same commitment to excellence, openness and honesty, compassion and working together.

The following major NIMDTA initiatives have been of particular note during 2018-19:

- Implementation of the **Valued Strategy** to attract, welcome, develop, celebrate and support doctors and dentists in training in NI
- Launch and Implementation of the **Succeed Strategy** to promote the success of postgraduate training in Northern Ireland
- Commencement of the **Placement Quality Initiative** to systematically improve training posts in collaboration with HSC Trusts (Obstetrics and Gynaecology, Foundation)
- Commissioning of a **Collective Leadership Project** to support the embedding of a collective leadership culture at NIMDTA
- Delivery of **Flagship Educational Events** for trainees (Educational Excellence Day, Research for Trainees Day) and for trainers and educators (Clinical Education Day, Professional Support Conference)
- Provision of **Extra-programme Development** opportunities for trainees (leadership, quality improvement, scholarly activity, clinical education qualifications); and
- Development of Achieving Recognition, Maintaining Recognition and Recognised Trainers' Forum as part of **STATUS** (NIMDTA's Recognised Trainers Programme).

NIMDTA has also fully engaged with the following DoH-led initiatives during 2018-19:

- Preparation for the **co-location of NICPLD** at Beechill House from 1 August 2019
- Preparation for the phased transfer of employment responsibilities for trainees commencing in August 2019 through involvement in DoH **Single Lead Employer Steering and Working Groups**
- Inquiry into Hyponatraemia Related Deaths (IHRD) - **IHRD Recommendation Implementation Groups**; and
- **Delivering Together** Transformation Groups (Day Case Elective Care Centre, Emergency Care Regional Collaborative, Collective Leadership Strategy Reference Group).

NIMDTA has also participated in HSC-led initiatives (Regional Plastic Surgery and Burns Project Board, Pathology Transformation, Regional Neurology Workshop, workforce planning groups for vascular surgery, infectious diseases, medical oncology and clinical oncology).

NIMDTA has made substantial contributions to the strategic development of medical and dental education across the UK through membership of national committees and working groups (GMC, Academy of Medical Royal Colleges, UK Foundation Programme Office, MDRS,

COPMED, COGPED, COPDEND, ASPIH, ICAT). In May 2018, NIMDTA hosted the COPMED Professional Support Group's visit to Belfast.

We continue to invest in equipping and supporting our staff through our faculty and staff educational programmes, sponsorship for role-specific development for individuals, health and well-being initiatives and staff engagement events. There is convincing evidence that our team members feel valued for both their commitment and the quality of the work that they undertake on our behalf and that they find NIMDTA as an attractive place to work.



Mr Alistair Joynes  
Chair



Professor Keith Gardiner  
Postgraduate Medical Dean/Chief Executive



## The Role of NIMDTA

The Northern Ireland Medical and Dental Training Agency (NIMDTA) is an Arm's Length Body sponsored by the Department of Health (DoH) to train postgraduate medical and dental professionals for Northern Ireland. NIMDTA also seeks to serve the government, public and patients of Northern Ireland by providing specialist advice, listening to local needs and having the agility to respond to regional and national requirements.

NIMDTA commissions, promotes and oversees postgraduate medical and dental education and training throughout Northern Ireland. NIMDTA endeavours to attract and appoint individuals of the highest calibre to recognised training posts and programmes. NIMDTA encourages doctors to train and remain in NI so that Health and Social Care (HSC) has a highly competent medical and dental workforce with the essential skills to meet the changing health needs of its population.

NIMDTA organises and delivers the recruitment, selection and allocation of doctors and dentists to foundation, core and specialty training programmes. NIMDTA supports trainees with the aim of maximising their potential to successfully progress, complete training and be appointed to permanent posts in NI. NIMDTA manages the quality of postgraduate medical and dental education in HSC Trusts and in general medical and dental practices through learning and development agreements, the receipt of reports, regular meetings, trainee surveys and inspection visits. It works in close partnership with local education providers to ensure that both the training and supervision of trainees support the delivery of high quality safe patient care. NIMDTA provides trainees with a wide range of opportunities to gain experience in leadership, quality improvement, research and teaching.

NIMDTA recognises and trains clinical and educational supervisors and selects, appoints, trains and develops educational leaders for foundation, core and specialty medical and dental training programmes throughout NI.

NIMDTA is accountable to the General Medical Council (GMC) for ensuring that the standards set by the GMC for medical training, educational structures and processes are achieved. Revalidation is the process by which the GMC confirms that doctors are up to date and fit to practice. The Postgraduate Medical Dean, as the 'Responsible Officer' for doctors in training, has a statutory role in making recommendations to the GMC to support the revalidation of trainees. NIMDTA works to the standards in the COPDEND framework for the Quality Development of postgraduate Dental training in the UK.

NIMDTA enhances the standard and safety of patient care through the organisation and delivery of relevant and valued career development for general medical and dental practitioners and dental care professionals. It also supports the career development of

general medical practitioners and the requirements for revalidation through the management and delivery of GP appraisal.

NIMDTA carries out these roles on behalf of the DoH by focussing on the needs of people (population, trainees, trainers and NIMDTA staff), in partnership with key stakeholders and by paying attention to HSC Values - openness and honesty, compassion, excellence and working together.



## Explanation of Quality Reports

The 'Health and Personal Social Services' (Quality, Improvement and Regulation) (Northern Ireland) Order 2003 introduced a Statutory **Duty of Quality** on the Health and Social Care Board and Trusts. This means that each HSC organisation, including NIMDTA, has a legal responsibility to ensure that the services that they provide meet the required standard.

**Quality Standards** for HSC in Northern Ireland were formally launched on 14 March 2006 and described five key quality themes:

- Corporate leadership and accountability of organisations;
- Safe and effective care;
- Accessible, flexible and responsive services;
- Promoting, protecting and improving health and social wellbeing; and
- Effective communication and information.

The Quality 2020 Strategy, launched in 2011, was designed to protect and improve quality of health and social care in Northern Ireland. The purpose of **Quality 2020** was to create a strategic framework and plan of action that would maintain and improve quality and therefore patient safety over a ten year period.

The vision of **Quality 2020** was for HSC *“to be recognised internationally, but especially by the people of Northern Ireland, as a leader for excellence in health and social care.”*

Quality 2020 has the following five **Strategic Goals**:

- Transforming the Culture;
- Strengthening the Workforce;
- Measuring the Improvement;
- Raising the Standards; and
- Integrating the Care.

Objective four of the Quality 2020 Strategy placed a requirement on each HSC organisation to produce a **Quality Report** each year. The aim of these Quality Reports is to increase the accountability of HSC organisations to deliver on the Duty of Quality that they are required by law to meet.

Quality Reports are required to clearly describe the progress made in each organisation toward meeting the five Strategic Goals of the strategy and also to report on the improvements made to the quality of services commissioned, delivered or promoted within the previous twelve months by that organisation.

NIMDTA recognises the vital role that postgraduate medical and dental education and training plays in ensuring patient safety and enhancing patient care. The **Annual Quality Report 2018-2019** sets out what NIMDTA has done to support Quality 2020 under each of the five **Quality 2020 Strategic Goals**.

## Goal 1: Transforming the Culture

**Quality 2020 Aim:** *We will make achieving high quality the top priority at all levels in Health and Social Care. We will promote and encourage partnerships between staff, patients, clients and carers to support decision making.*

### NIMDTA Board

The NIMDTA Board is responsible for the strategic direction and control of NIMDTA's activities and comprises a non-executive Chair and five non-executive members (three lay members, one medical practitioner and one dental practitioner). The Board delegates specific areas of work to its three sub-committees (Audit, Governance and Risk, Remuneration) as well as to the Senior Management Committee (SMC).

The Audit Sub-Committee supports the Board by providing an independent and objective review of financial systems and information, the adequacy and effectiveness of the systems of internal control, as well as compliance with the law and appropriate guidance.

The Governance and Risk Sub-Committee supports the Board by providing oversight of NIMDTA's corporate governance framework. This Committee seeks to ensure that processes and governance structures are in place to effectively monitor risks and provide high quality training.



**NIMDTA Board 2018-19**

*Back row (left to right): Mr Derek Maguire, Mr Lee Wilson and Mr Garry Mc Kenna. Front row (left to right) Dr Janet Little OBE, Mr Alistair Joynes (Chair) and Mr Deane Morrice MBE.*

The Remuneration Sub-Committee supports the Board by considering issues in relation to the remuneration of senior managers.

The Board receives reports from members of SMC on the quality of training delivered by each of NIMDTA's five education departments (Dentistry, Foundation, Hospital Specialty, General Practice and Cross-departmental Education Management) as well as on the quality of performance of three further departments who work across the organisation (Business Management, Corporate Services and Professional Support).

Board members play a key role in transforming the culture through their commitment and their sustained interest in delivering high quality services in all aspects of work which is evidenced by their attendance at staff briefings, joint workshops with senior members of staff, support of educational events (Annual Foundation Induction Day, Clinical Education Day and Educational Excellence Day), meetings with distinguished visitors, participating on interview panels for senior staff appointments in addition to their work at Board and associated sub-committee meetings.

### **NIMDTA Senior Management Committee (SMC)**

SMC supports the Board through the provision of operational oversight of NIMDTA and the delivery of its services. The delivery of postgraduate education and training to doctors and dentists by NIMDTA is primarily carried out by five educational departments – Dentistry, General Practice, Foundation, Hospital Specialty and Education Management Team. These departments are supported by three further business departments that work across the organisation – Business Management, Corporate Services and Professional Support.

NIMDTA has established a number of internal cross-departmental groups that work to ensure that specific areas of NIMDTA's services are delivered consistently across departments, that learning is shared amongst key individuals and that peer support is available.

The Quality Agenda is embedded within the workstreams of SMC and its sub-committees and is a responsibility of all educator and education management staff.

NIMDTA's Quality Management Group (QMG) is a cross-departmental group which monitors and assesses the delivery of postgraduate medical and dental education and training against national standards. The GMC's Quality Assurance Framework outlines the responsibility of NIMDTA as a Deanery for the quality management of postgraduate medical training.

The aims of QMG are to ensure that standards required by regulatory bodies are met by promoting and sharing good practice across all specialties, enhancing the training of trainers, improving the quality of curriculum delivery in all specialties, removing obstacles to postgraduate medical education and training, and developing the resources and infrastructure of postgraduate medical education and training.

## NIMDTA Reports

NIMDTA reports to DoH through monthly, quarterly, mid-year and annual reports. These are reviewed at ground clearing and accountability meetings at mid and end of year. NIMDTA is accountable to the GMC for ensuring that the GMC standards for postgraduate medical training (Promoting Excellence) are achieved in NI (Online Dean's Report to the GMC). NIMDTA is also required to respond to GMC queries, results of GMC National Training Surveys (NTS) and other educational metrics (examination success, annual reviews of progress of trainees, success at recruitment into specialty training).

## Good Practice

Good practice, areas for improvement and areas of concern are identified through reports from Local Educational Providers (LEPs) and specialty training programmes, visits to educational units, trainee surveys and the new Placement Quality Initiative. NIMDTA has a variety of opportunities to share good practice:

### Nationally:

Academy of Medical Royal Colleges' Education Committee (AoMRC).  
Association for Simulated Practice in Healthcare (ASPIH) National Committee  
Committee of General Practice Education Directors (CoGPED)  
Committee of Postgraduate Dental Deans and Directors (COPDEND)  
Conference of Postgraduate Medical Deans (COPMeD)  
COPMED 4 Nation Revalidation Overarching Group  
COPMED Academic Training Forum  
COPMED LTFT Training Forum  
COPMED Overarching Data Group  
COPMED Professional Support Group  
COPMED Senior Managers' Forum  
Developing Excellence in Medical Education Conference (DEMEC)  
GMC Curriculum Oversight Group  
GMC Education Advisory Forum  
GMC Equality and Diversity Advisory Group  
GMC MLA Programme Board  
GMC NTS Group  
GMC Quality Leads Group  
GMC Responsible Officer Reference Group  
GMC Review of Wellbeing  
GMC UK Advisory Forum  
HEE Foundation 4 Nations Policy Group  
Irish Clinical Academic Training Programme Steering Group  
MDRS Careers Group

MDRS Programme Board  
MDRS Quality and Standards Group  
Royal College of Physicians London Postgraduate Deans Group  
Scottish Medical Education Conference (SMEC)  
UK Foundation Programme Board  
UK Foundation Programme Executive Committee; and  
UK Recognised Trainers' Forum.

Regionally:

DoH Day Case Elective Care Centre Group  
DoH Emergency Care Regional Collaborative  
DoH Improving Working Lives of Junior Doctors Group;  
DoH Inquiry into Hyponatraemia Related Deaths - Education and Training Group  
DoH Inquiry into Hyponatraemia Related Deaths - HSC Liaison Group  
DoH Inquiry into Hyponatraemia Related Deaths - Implementation Programme Management Group  
DoH Inquiry into Hyponatraemia Related Deaths –Death Certification Implementation Working Group  
DoH Medical Leaders' Forum (clinical service-medical education interactions)  
DoH Privacy Advisory Committee  
DoH Responsible Officer Forum  
DoH Revalidation Delivery Board  
DoH Single Employer Steering Group  
DoH Single Employer Working Group  
HSC Collective Leadership Strategy Reference Group  
NIMDTA Lead Educator Forum  
Northern Ireland Health and Social Care Postgraduate Education Forum  
Public Health Agency (PHA) Medical Directors Group (clinical service-medical education interactions); and  
Quality 2020 Developing Professional Leadership Group.

# Lead Educators' Newsletter

December 2018  
Edition 23

## Contents:

[Joint QUB/NIMDTA Trainee Research Day 2018](#)  
[NIMDTA/QUB Annual Clinical Education Day 2018](#)  
[Professional Support Study Day](#)

### ENGAGE

[Trainee Ambassador and Trainee Representative Training](#)  
[ADEPT Clinical Leadership Fellows 2018/2019](#)

[Lead Employer Update](#)  
[Placement Quality Indicators](#)  
[New Training Opportunities](#)  
[New Appointments](#)  
[Positions Being Recruited](#)  
[Lead Educators' Forum](#)

[Dates for Upcoming Recognition / Maintaining Recognition of Trainer Status](#)

## Joint QUB/NIMDTA Trainee Research Day 2018

The annual Research for Trainees symposium sponsored by QUB, UMS and NIMDTA took place in the Postgraduate Centre, Belfast City Hospital on 2 November 2018.

This annual event recognises and celebrates the achievements of trainees who have undertaken research projects. It also provides an opportunity to highlight the importance of research for the advancement of medical science and is a platform for informing trainees how they can participate in research.

The success and good practice of NIMDTA Educators and trainees is acknowledged on the website, in Educator and Trainee Newsletters.

There are trainee newsletters for Foundation, GP, Core Medicine, Paediatric and Hospital Specialty trainees. The Foundation Newsletter has been issued weekly since August 2014. NIMDTA issues Lead Educator and Recognised Trainer Newsletters to welcome new educators and recognised trainers, announce forthcoming training events for educators and trainers, celebrate good practice and achievements and to highlight changes in guidance and policies. NIMDTA also produces a newsletter for NIMDTA Alumni, informing them of training and leadership opportunities.



## NIMDTA Alumnus Newsletter Edition 3 February 2019

This edition contains information about:

[Recruitment](#)  
[Trainee Opportunities 2018/2019](#)  
[Trainee Success](#)  
[Training Developments](#)  
[Post CCT Opportunities](#)

### Recruitment



NIMDTA is pleased to be able to offer the junior doctors of Northern Ireland two new and exciting training programmes.

### NIMDTA- Enhancing Patient Care through Training

Welcome to the Foundation Weekly Update # 229

Friday 07 December 2018

#### Guidance Surrounding Death Certification

Dr Julian Johnston presented an excellent talk to all F1 doctors at the Regional Induction Day '18. The talk has been updated and more information is available [here](#).



#### GENERIC SKILLS

Date	Module	Spaces
Thu 13 <sup>th</sup> Dec	Module 7 - Ethics / Breaking Bad News	1
Tues 18 <sup>th</sup> Dec	Module 5 - Teamwork / Module 6 - Mental Capacity	15

#### How can tomorrow's doctors be more caring?

Submission by Hannah Gillespie, Martina Kelly, Gerard Gormley, Nigel King, Drew Gilliland, Tim Dornan

A team from QUB have answered this question by inviting patients to share their experiences of healthcare in Northern Ireland. The study, recently published in Medical Education, highlights the importance of 'little things' that make 'big differences' to patient experiences. The research team - including Hannah Gillespie (FY1 in SWAH), Prof Tim Dornan and Prof Gerry Gormley (QUB) - hope their paper will remind students and doctors alike of the small gestures that can make a mark!

[Read more here.](#)



#### Surveys

##### F1 Doctors

Don't forget to do the [follow up induction survey](#) from UKFPO.

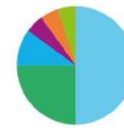
##### F2 Doctors

#### The Valued Survey

The [Study](#) of Resilience and Burnout

#### Learning from Allegations of Patient Assault

Sexual assault (including improper touching or inappropriate examinations)	50%
Personal misconduct outside the clinical setting (drugs/throwing/booby/training incidents/images/social filming)	25%
Gross negligence manslaughter	10%
Illegal use/possession of drugs/misappropriation	5%
Driving offences (dangerous, alcohol, without licence)	5%
Other	5%



[Read more.](#)

**ARCP Checklist Reminder**  
Have you updated your checklist to see what should have been completed by 4<sup>th</sup> December 2018 (the end of your first placement)? [Click here](#) to view.



#### Safety Alert Update

Use of Standard (Male) Length Catheters in Female Pregnant Patients. [Read More.](#)

Management of life threatening bleeds from arteriovenous fistulae and grafts. [Read More.](#)

Northern Ireland Foundation School

Contact email: [Foundation.NIMDTA@hscni.net](mailto:Foundation.NIMDTA@hscni.net)

Friday 07 December 2018



## Involvement of NIMDTA Staff

NIMDTA's SMC recognises the vital importance of engagement with our staff and listening to their views and suggestions. This is facilitated through workshops, staff engagement group meetings, briefings and staff surveys. In 2018-19 staff workshops concentrated on the HSC Collective Leadership Strategy and SMC members attended the launch of the Collective Leadership Strategy across the HSC and participated in agreeing the HSC Values and Behaviours.

In addition, NIMDTA undertook a project to support the embedding of a culture of Collective Leadership within NIMDTA which was facilitated by Paula O Kelly, Principal Consultant HSC Leadership Centre. NIMDTA is also keen to improve the quality and excellence of how we deliver our services and developments within each department were showcased through two Café Conversation events (24 April 2018; 18 April 2019). NIMDTA's Chief Executive produces a monthly staff update newsletter to keep staff appraised of current and future developments within the organisation. A programme of well-being events for all staff is also provided on site.


NIMDTA Staff Update February 2019
30<sup>th</sup> Edition

**Dear Everyone**

Last week, the NIMDTA Chair, Mr Alistair Joynes received a letter from the Permanent Secretary asking the NIMDTA Board to consider taking on the responsibility of being the **Single Lead Employer** for trainees in NI. Mr Andrew Dawson (Director Workforce Policy), Mr Peter Barbour (Assistant Director) and Ms Liz Hynes (HR Business Partner) met with the NIMDTA Board and available members of Senior Management on Thursday 24 January 2019 to discuss this proposal and the support and resources that NIMDTA would need to enable this project to be successful.

NIMDTA has been involved in previous meetings and discussions over the last 4 years regarding the introduction of a single employer for trainees in NI with the aim of addressing 5 key issues/concerns:

1. Placement of doctors and dentists in training on emergency tax codes when they rotate from one employer to another
2. Difficulties for trainees who rotate between Trusts with regard to maternity pay
3. Lack of continuity of Occupational Health for this migratory workforce
4. Repetitive and inefficient mandatory training for trainees in each Trust they rotate to





Above: Café Conversation Event demonstrating service and developments within each team.

## Engagement with DoH and External Bodies

In addition to the formal DoH groups that NIMDTA is involved in, we have quarterly sponsorship meetings with the Workforce Policy Directorate and the Postgraduate Medical Dean has quarterly meetings with the Chief Medical Officer (CMO). During 2018-19, we hosted visits by Sir Nigel Hamilton, Former Head of NI Civil Service (May 2018), Mr David Gordon DoH Director of Communications (August 2018), Professor Ian Greer, QUB Vice-Chancellor (November 2018), Professor Mike Griffin (President) and Professor Rowan Parks (Vice-President) Royal College of Surgeons of Edinburgh (February 2019), Professor Stuart Elborn, QUB Pro Vice Chancellor (February 2019).



NIMDTA's Postgraduate Medical Dean, at the request of DoH, chaired The Northern Ireland Medical School Places Review, which was completed in August 2018 with submission of a report and 10 recommendations (<https://www.health-ni.gov.uk/publications/report-review-medical-school-places-northern-ireland>)

In May 2018, two posters were presented at the Scottish Medical Education Conference. In November 2018 two posters were presented by Senior Educators at the Leaders in Healthcare Conference.

During 2018-19 NIMDTA promoted engagement with Recognised Trainers through an Achieving Recognition day in February 2019. NIMDTA educators also participated in a GMC-organised Reflective Practice workshop in February 2-19 which included a feedback session with Dr Gillian Vance (Clinical Senior Lecturer/Honorary Consultant, Newcastle University) on the Recognition of Trainers process.

## Next Year NIMDTA will

1. Continue to engage with **Senior Educators and Education Management staff** members based at NIMDTA during 2019-20 through staff update newsletters, staff engagement events, staff workshops, health and wellbeing events, Randomised Coffee Trials with NIMDTA Board and SMC and staff training sessions (Induction; Appraisal Training; Interview Skills).
2. Examine **NIMDTA Collective Leadership Culture** – we will examine the feedback from the NIMDTA Collective Leadership Initiative and take forward any necessary action required.
3. Host a **Foundation Summit** on 1 April 2019 to redefine the experience of Foundation year 1 trainees with involvement of representative from DoH, PHA, HSC Trusts, QUB and NIMDTA Trainee Forum. NIMDTA will work collaboratively with HSC Trusts to implement the recommendations from the Foundation Summit during 2019/20.
4. Promote engagement with **Lead Educators** in 2019-20 through the Lead Educators' Forum, flagship educational events (Annual Clinical Education Day; Annual Professional Support Day; NI Simulation and Human Factors Network Conference - NISHFN), induction events and skills workshops (Leadership; Facilitation; Chair).
5. Engage with **Recognised Trainers** to enhance training, opportunities and outcomes through Trainer forum, Trainer newsletters, educational events and newsletters.
6. Promote engagement with **Trainees** during 2019-20 through welcome evenings, trainee newsletters, website, social media, trainee representatives, the trainee forum and flagship trainee events (Educational Excellence Day; Trainee Research Day; Next Steps – Career Events; NI Simulation and Human Factors Network Conference). This engagement will be strengthened during 2019-20 with the continued growth of the Trainee Ambassador Programme, trainee engagement events on HSC Trust sites and organisation of social events for trainees new to Northern Ireland.
7. Maintain engagement with **former trainees and educators** during 2019-20 through Alumnus Network newsletter published twice yearly.
8. **Work collaboratively** with other health care education bodies in NI during 2019-20 through the continued involvement in the NI HSC Postgraduate Education Forum.

9. Welcome the staff of the **Northern Ireland Centre for Pharmacy Learning and Development (NICPLD)** to Beechill House and explore opportunities to work collaboratively on the delivery of postgraduate healthcare education and training.
10. In May 2019, NIMDTA Educators and Education Management Senior Managers will attend the Scottish Medical Education Conference (SMEC) in Edinburgh and will deliver a talk at a plenary session, a workshop on NIMDTA's **VALUED Strategy** and present posters.
11. In December 2019, NIMDTA Educators and Senior Managers will attend the **Developing Excellence in Medical Education Conference (DEMEC) in Manchester**, at which a number of poster presentations will be delivered.
12. Collaboratively work and **engage with national educational committees** including COPMeD, COPDEND, COGPED, Senior Managers Forum, AoMRC Education Committee and their sub-groups.
13. Work with GMC and HSC Trusts to facilitate attendance at the **GMC Welcome to UK Practice** workshop for new doctors to training in Northern Ireland Northern Ireland during August 2019.



## Goal 2: Strengthening the Workforce

**Quality 2020 Aim:** We will provide the right education, training and support to deliver high quality service. We will develop leadership skills at all levels and empower staff to take decisions and make changes.

In addition to NIMDTA's roles in the recruiting and allocating of trainees, overseeing and managing the training delivered to doctors and dentists in training in educational units, assessing trainee progress, revalidating trainees and recognising Clinical and Educational Supervisors in educational units, NIMDTA has responsibilities for providing formal education to trainees and for training and developing its own staff. NIMDTA's activities in the training and development of these different groups are described below.

### Development of NIMDTA Board

The NIMDTA Board has a programme of development workshops each year. During 2018-19 workshops were held on cybersecurity (24 May 2018), on understanding the Civil Service with Sir Nigel Hamilton (former Head of NI Civil Service) (24 May 2018), on DoH Communication Strategy with Mr David Gordon (DoH Director Communications) (30 August 2018), and on GMC Developments with Mrs Jane Kennedy (Head, GMC NI Office) (21 February 2019).

In addition, Board members attend two staff engagement events each year at which a randomised coffee trial is used in an informal setting allowing staff to network, engage and ask questions (26 June 2018 to celebrate 70<sup>th</sup> Anniversary of the NHS; and 29 November 2018).

NIMDTA Board members are very supportive of and attend many NIMDTA educational events for trainees (Educational Excellence Day 22 June 2018; Medical Foundation Induction 26 July 2018, Trainee Research Day (2 November 2018) and for educators, (Clinical Education Day 25 October 2018) as well as attending other educational workshops.

### Senior Management Committee

In addition to invitations to attend the Board workshops, the NIMDTA SMC had strategic planning away days together on 11 June 2018, 24 September 2018, and 4 February 2019.

**Senior Management Committee  
Strategic Planning Away Day  
Monday 4<sup>th</sup> February 2019**

Northern Ireland  
**mdta**  
Medical & Dental Training Agency

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**Venue:** Hampton Rooms, HSC Leadership Centre

**Attendees:** Keith Gardiner (Chair), Paula Black, (Katie Symington deputising for Brid Hendron), Lorraine Parks, Denise Hughes, Roisin Campbell, Gillian Carlisle, Mark McCarey, Ian Steele, Claire Loughrey

**Apologies:** Brid Hendron

Gillian Carlisle (deputising for Denise Hughes, attending AM only)  
Denise Hughes (attending PM only)  
Ian Steele (attending AM only)

*This Strategic Planning Away Day will follow the regular Monday morning SMC meeting 8.30 - 9.40  
which will also be held in the Boardroom, HSC Leadership Centre*

Timing	Content	Location
9.45 – 10.30	<b>Business Planning (MMCC)</b> <i>[Consultation version of 2019/20 Plan – Enclosure 1]</i>	Hampton Rooms



## Development of NIMDTA Educators


The primary role of NIMDTA is to ensure that postgraduate medical and dental trainees receive high quality education and training and are therefore able to deliver high quality care to their patients. To ensure that this happens, NIMDTA needs to equip, develop and inspire trainers, programme leaders and senior educators.

NIMDTA's Faculty Development Group (FDG) organises, delivers and reviews training events for Lay Representatives, Recognised Trainers, Lead Educators and Senior Educators. There are a wide range of events delivered each year targeted at the training needs of NIMDTA's educators.

The flagship event each year is the Clinical Education Day which was held in Riddel Hall on 25 October 2018 in conjunction with Queen's University of Belfast.

The Clinical Education Day received very positive evaluation and had keynote addresses delivered by Dr Michael McBride (CMO for NI), Ms Jane Cannon (GMC), Ms Manjula Das (Head of Education Policy & Quality Assurance, GDC), Mr Jonathan Dillon (Head of Adjudications, GDC), Professor Jean McHale (Director of Centre for Health Law, Science and Policy at University of Birmingham) and Ms Brid Hendron (Postgraduate Dental Dean, NIMDTA). It also featured several workshops in the morning and afternoon on topics such as Improving Hospital Specialty Training and Nurturing New Foundation Doctors.

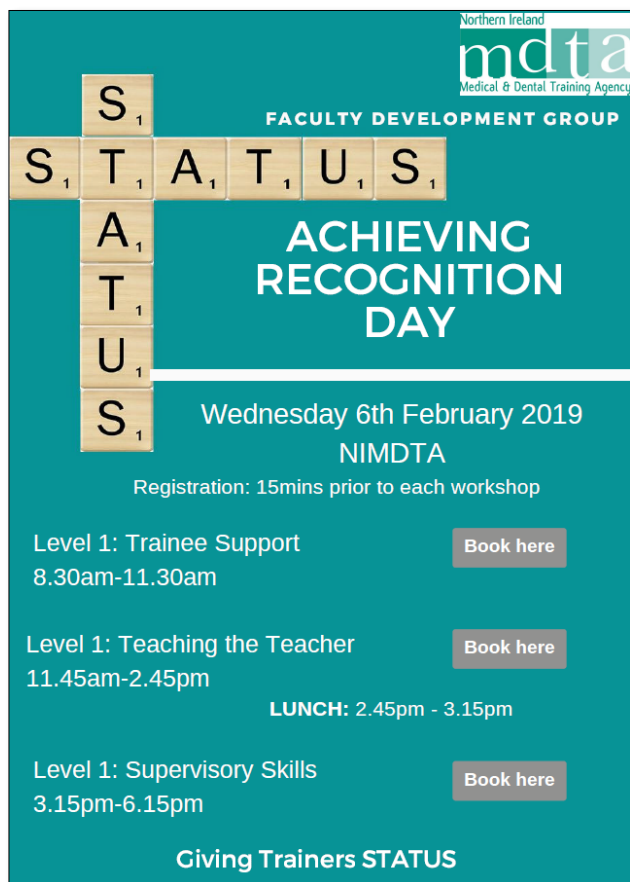
 <span style="float: right;">                     Clinical Education Day                      Thursday 25 October 2018                      Riddel Hall, QUB                 </span> 			
<b>Realistic Medical and Dental Education</b>			
08.45 – 09.10	Registration & Coffee, Tea and Networking		
09.10 – 09.20	<table border="1"> <tr> <td>Welcome</td> <td>Professor Keith Gardiner, Postgraduate Medical Dean, NIMDTA</td> </tr> </table>	Welcome	Professor Keith Gardiner, Postgraduate Medical Dean, NIMDTA
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09.20 – 09.50	<table border="1"> <tr> <td>                     Key Note Address                      Health and Wellbeing 2026:                      What has been delivered so far?                      Chair: Professor Keith Gardiner                 </td> <td>Dr Michael McBride, Chief Medical Officer, Department of Health</td> </tr> </table>	Key Note Address Health and Wellbeing 2026: What has been delivered so far? Chair: Professor Keith Gardiner	Dr Michael McBride, Chief Medical Officer, Department of Health
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09.55 – 11.00	Workshop Session Part 1		
<table border="1"> <tr> <td>                     Workshop 1:                      Assessing Progression in                      Dentistry                      Lecture Room 3                      Chair: Professor Donald Burden                 </td> <td>                     Dr Chris Johnston, Associate Director for Orthodontics &amp; Paediatric Dentistry, NIMDTA                      Dr Adrian Farquharson, Dental Adviser Foundation Training, NIMDTA                      Dr Nicola McCurley, TPD for Dental Core Training, NIMDTA                      Dr Simon Killough, TPD, Restorative Dentistry, Belfast HSCT                 </td> </tr> </table>	Workshop 1: Assessing Progression in Dentistry Lecture Room 3 Chair: Professor Donald Burden	Dr Chris Johnston, Associate Director for Orthodontics & Paediatric Dentistry, NIMDTA Dr Adrian Farquharson, Dental Adviser Foundation Training, NIMDTA Dr Nicola McCurley, TPD for Dental Core Training, NIMDTA Dr Simon Killough, TPD, Restorative Dentistry, Belfast HSCT	
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<table border="1"> <tr> <td>                     Workshop 2:                      Improving Hospital Specialty                      Training                      Lecture Room 2                      Chair: Dr Ian Steele                 </td> <td>                     Dr Johnny Boylan, Royal College of Physicians, London, National Medical Director's Clinical Fellow                      Dr Hussain Basheer, Royal College of Physicians, London, Educational Fellow                 </td> </tr> </table>	Workshop 2: Improving Hospital Specialty Training Lecture Room 2 Chair: Dr Ian Steele	Dr Johnny Boylan, Royal College of Physicians, London, National Medical Director's Clinical Fellow Dr Hussain Basheer, Royal College of Physicians, London, Educational Fellow	
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<table border="1"> <tr> <td>                     Workshop 3:                      Undergraduate Medical                      Regulation Update General                      Medical Council                      Conference Room 1.8.2                      Chair: Professor Pascal McKeown                 </td> <td>Professor Colin Melville, Director of Education and Standards, General Medical Council</td> </tr> </table>	Workshop 3: Undergraduate Medical Regulation Update General Medical Council Conference Room 1.8.2 Chair: Professor Pascal McKeown	Professor Colin Melville, Director of Education and Standards, General Medical Council	
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<table border="1"> <tr> <td>                     Workshop 4:                      Education in a Remote and Rural                      Setting                      Syndicate Room 2                      Chair: Dr Claire Loughrey                 </td> <td>Professor Ronald MacVicar, Postgraduate Dean, NHS Education for Scotland</td> </tr> </table>	Workshop 4: Education in a Remote and Rural Setting Syndicate Room 2 Chair: Dr Claire Loughrey	Professor Ronald MacVicar, Postgraduate Dean, NHS Education for Scotland	
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<table border="1"> <tr> <td>                     Workshop 5:                      Career Pathways for Educators                      Lecture Room 1                 </td> <td>                     Dr Joanna Turner, Associate Dean for Recognised Trainers, NIMDTA                      Ms Mairead Boothan, Associate Director of the Centre for Medical Education, QUB                 </td> </tr> </table>	Workshop 5: Career Pathways for Educators Lecture Room 1	Dr Joanna Turner, Associate Dean for Recognised Trainers, NIMDTA Ms Mairead Boothan, Associate Director of the Centre for Medical Education, QUB	
Workshop 5: Career Pathways for Educators Lecture Room 1	Dr Joanna Turner, Associate Dean for Recognised Trainers, NIMDTA Ms Mairead Boothan, Associate Director of the Centre for Medical Education, QUB		
11.05 – 11.20 Coffee, Tea and Networking – served in the Courtyard			
11.20 – 12.50	<table border="1"> <tr> <td>                     Symposium                      Medical Training Pathways                      Conference Room 1.8.2                      Chair: Dr Paddy Woods                 </td> <td>                     Understanding Medical Career Pathways in NI                      Professor Keith Gardiner, Postgraduate Medical Dean, NIMDTA                      GMC Approach to Flexibility in Training                      Professor Colin Melville, General Medical Council                      Deanery Approaches to Flexibility in Training                      Dr Ian Steele, Director of Professional Development &amp; Director for Hospital Specialty Training, NIMDTA                 </td> </tr> </table>	Symposium Medical Training Pathways Conference Room 1.8.2 Chair: Dr Paddy Woods	Understanding Medical Career Pathways in NI Professor Keith Gardiner, Postgraduate Medical Dean, NIMDTA GMC Approach to Flexibility in Training Professor Colin Melville, General Medical Council Deanery Approaches to Flexibility in Training Dr Ian Steele, Director of Professional Development & Director for Hospital Specialty Training, NIMDTA
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 <span style="float: right;">                     Northern Ireland                      mdta                      Medical &amp; Dental Training Agency                 </span>											
<b>Professional Support Faculty Development                      Study Day</b> <b>Joint meeting between QUB and NIMDTA</b> Wednesday 21 <sup>st</sup> November 2018 Conference Room 1 & 2, Riddel Hall 09.00 – 16.45											
<b>Title: Supporting Health and Wellbeing During Medical and Dental Training</b> This event aims to explore the areas of health and wellbeing which can present as challenges for doctors and dentists in training. The emphasis will be in identification of potential preventative measures and effective implementation of support mechanisms.											
Lecture / workshop	Speaker										
09.00 – 09.30	Registration										
09.30 – 09.40	Welcome and Introduction Professor Pascal McKeown										
09.40 – 10.15	Update on Support Services at QUB and NIMDTA Chair: Professor Pascal McKeown Dr Camille Harron Dr Mark Harbinson										
10.15 – 11.00	From Thermodynamics to Human Dynamics: Why Caring for Health Professionals is Essential Chair: Professor Pascal McKeown Dr Caroline Elton										
11.00 – 11.30	Coffee										
11.30 – 13:10	<table border="1"> <tr> <td>Supporting Wellbeing and Success for Trainees/Students with Health Conditions Chair: Dr Camille Harron Plenary session.</td> <td></td> </tr> <tr> <td>Working Well with Occupational Health</td> <td>Dr Rodney Gamble</td> </tr> <tr> <td>Preventing the Preventable-Stress Management and Resilience Training</td> <td>Dr Margaret O'Rourke</td> </tr> <tr> <td>Mental Healthcare for Doctors and Dentists in Training</td> <td>Dr Gerard Loughrey</td> </tr> <tr> <td>Panel Discussion: Chair: Dr Camille Harron</td> <td>                     Dr Caroline Elton                      Dr Margaret O'Rourke                      Dr Rodney Gamble                      Dr Gerard Loughrey                      Dr Claire Loughrey                      Dr Ian Steele                      Dr Brid Hendron                      Dr Neil Kennedy                      Dr Lorraine Parks                 </td> </tr> </table>	Supporting Wellbeing and Success for Trainees/Students with Health Conditions Chair: Dr Camille Harron Plenary session.		Working Well with Occupational Health	Dr Rodney Gamble	Preventing the Preventable-Stress Management and Resilience Training	Dr Margaret O'Rourke	Mental Healthcare for Doctors and Dentists in Training	Dr Gerard Loughrey	Panel Discussion: Chair: Dr Camille Harron	Dr Caroline Elton Dr Margaret O'Rourke Dr Rodney Gamble Dr Gerard Loughrey Dr Claire Loughrey Dr Ian Steele Dr Brid Hendron Dr Neil Kennedy Dr Lorraine Parks
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The other flagship educational event of the year for educators is the Annual Professional Support Conference which was held this year on 21 November 2018 in Riddel Hall in collaboration with QUB. The opening address on “Thermodynamics to Human Dynamics: Why Caring for Health Professionals is Essential” was followed by key note addresses on ‘Supporting Wellbeing and Success for Trainees/Students with Health Conditions’ and ‘Disability and Stigma’. The afternoon workshop topics included ‘Supporting Doctors and Dentists in Training at a Local Level’ and ‘A Structured Approach to Medical Specialty Choice’.

Induction workshops for new educator and education management staff were held throughout 2018-19 and a variety of Faculty development workshops for educators were also held during 2018-19:

- Chairing Skills (21 September 2018)
- Induction (19 September 2018, 03 December 2018 and 08 March 2019)
- Leadership Skills (08 November 2018)
- Achieving Recognition Day (06 February 2019)



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FACULTY DEVELOPMENT GROUP

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**ACHIEVING RECOGNITION DAY**

Wednesday 6th February 2019  
NIMDTA

Registration: 15mins prior to each workshop

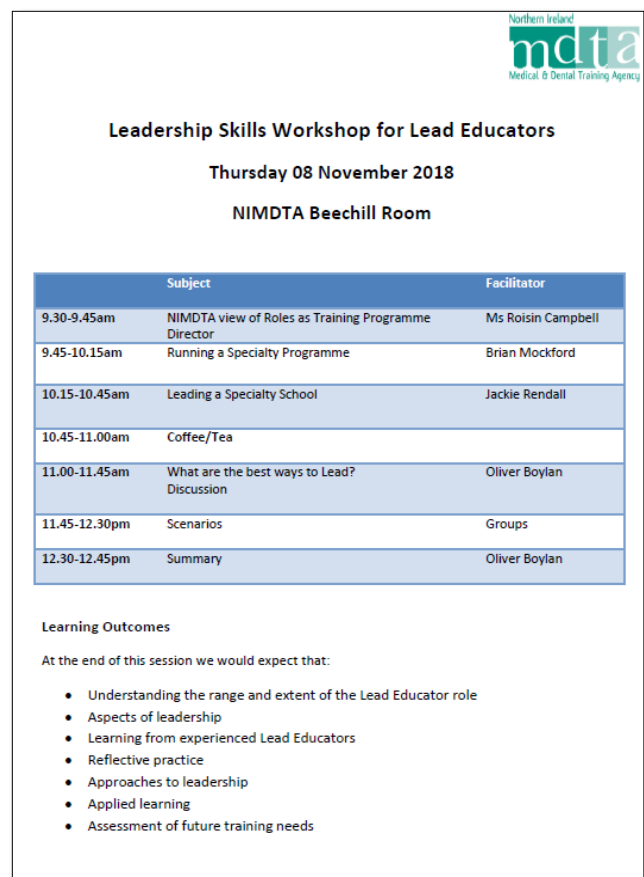
Level 1: Trainee Support  
8.30am-11.30am [Book here](#)

Level 1: Teaching the Teacher  
11.45am-2.45pm [Book here](#)

LUNCH: 2.45pm - 3.15pm

Level 1: Supervisory Skills  
3.15pm-6.15pm [Book here](#)

**Giving Trainers STATUS**



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**Leadership Skills Workshop for Lead Educators**

Thursday 08 November 2018

NIMDTA Beechill Room

Subject	Facilitator
9.30-9.45am NIMDTA view of Roles as Training Programme Director	Ms Roisin Campbell
9.45-10.15am Running a Specialty Programme	Brian Mockford
10.15-10.45am Leading a Specialty School	Jackie Rendall
10.45-11.00am Coffee/Tea	
11.00-11.45am What are the best ways to Lead? Discussion	Oliver Boylan
11.45-12.30pm Scenarios	Groups
12.30-12.45pm Summary	Oliver Boylan

**Learning Outcomes**

At the end of this session we would expect that:

- Understanding the range and extent of the Lead Educator role
- Aspects of leadership
- Learning from experienced Lead Educators
- Reflective practice
- Approaches to leadership
- Applied learning
- Assessment of future training needs



Each year there is also a Lay Representative Training Day, which took place on 12 September 2018.

The quality of training events is monitored by feedback from the participants at each event which is reviewed at FDG meetings.

During 2018-19 NIMDTA supported 34 educators and trainers working towards university level qualifications in clinical education (19 GP; six Hospital Specialty; seven Dental) and two hospital educators in achieving University Level Certificate in Coaching.


NIMDTA also supported the Northern Ireland Simulation and Human Factors Network Conference (11 October 2018). NIMDTA hosted a meeting of the ADEPT Fellows with Sir Nigel Hamilton, Former Head of Civil Service to discuss his experience of leadership in Northern Ireland.

## Development of NIMDTA Education Management Staff

NIMDTA Education Management staff members perform a vital role in overseeing and managing NIMDTA's training programmes in Dentistry, Medical Foundation, GP and Specialty Training as well as supporting trainees in their training.

NIMDTA recognises the importance of developing and supporting all of its staff and of communicating effectively with them.

NIMDTA Senior Management engaged with Education Management staff in 2018-19 through meetings of the Staff Engagement Group, Health and Well-being Group and Team Leader Committee.



**ADMINISTRATIVE DEVELOPMENT PROGRAMME for NIMDTA STAFF**

**22 & 26 October 2018 - 9.30am – 4.00pm HSC LEADERSHIP CENTRE**

<b>DAY ONE</b>	
9.30am	<i>INTRODUCTION OF PROGRAMME AND PARTICIPANTS</i>
<b>SESSION ONE</b>	<i>BEING EFFECTIVE IN YOUR ROLE</i>
	<ul style="list-style-type: none"> <li><input type="checkbox"/> Understanding department/organizational objectives</li> <li><input type="checkbox"/> How do you contribute to these?</li> <li><input type="checkbox"/> Q2020 Attributes Framework –               <ul style="list-style-type: none"> <li><input type="checkbox"/> understanding why we put patients/service users at the centre of all we do</li> <li><input type="checkbox"/> Skills required to be effective</li> <li><input type="checkbox"/> Taking part in activities to improve the way you do your job</li> </ul> </li> </ul>
<b>SESSION TWO</b>	<i>SERVICE IMPROVEMENT</i>
	<ul style="list-style-type: none"> <li><input type="checkbox"/> Service improvement methodologies</li> <li><input type="checkbox"/> Improving your own service area</li> <li><input type="checkbox"/> Group activity</li> </ul>
<b>SESSION THREE</b>	<i>COMMUNICATION SKILLS</i>
	<ul style="list-style-type: none"> <li><input type="checkbox"/> Communication methods</li> <li><input type="checkbox"/> Techniques / skills for communicating effectively</li> <li><input type="checkbox"/> Working collaboratively across departments</li> <li><input type="checkbox"/> Communication barriers</li> <li><input type="checkbox"/> Importance of effective listening</li> <li><input type="checkbox"/> Body language interpretation</li> <li><input type="checkbox"/> Dealing with challenging situations</li> </ul>
<b>SESSION FOUR</b>	<i>ASSERTIVENESS</i>
	<ul style="list-style-type: none"> <li><input type="checkbox"/> Assertiveness Survey</li> <li><input type="checkbox"/> What is assertiveness?</li> <li><input type="checkbox"/> What stops us from being 'assertive'?</li> <li><input type="checkbox"/> Behaviour types</li> <li><input type="checkbox"/> Tips and techniques</li> <li><input type="checkbox"/> Group exercise</li> </ul>

During 2018-19 NIMDTA organised and delivered the following Staff Development Events:

- Appraiser Training (7 September 2018)
- Appraisee Training (28 September 2018)
- Interview Skills Training (1 October 2018)
- Induction Workshop (13 June 2018, 19 September 2018, 03 December 2018 and 08 March 2019)
- Planning for the Future (17 January 2019)



NIMDTA provides a Development Programme for all Band three and Band four staff each year which is delivered by the HSC Leadership Centre. A total of five delegates attended this programme on 22 and 26 October 2018.

NIMDTA supported a member of the Education Management Staff to undertake an MSc in Business Improvement and a member of staff to undertake an OU degree. Three Senior Managers attended the Regional Succession Planning Leadership Course (HSC Leadership Centre).

NIMDTA places a high value on supporting the health & wellbeing of its employees and continues to facilitate employees to take part in a weekly exercise programme. A Health and Wellbeing Group meets quarterly to organise wellbeing events for staff. Two members of staff have been trained as Health Champions by Health Matters NI. The NIMDTA Health and Wellbeing Strategy was also formally recognised in August 2018 by Health Matters NI.



Above (L-R): Ms Catherine Downey (Health Matters NI), Ms Roisin Campbell (NIMDTA) and Mr Jonathan Kerr (NIMDTA)

The 'NIMDTA Notes' staff choir, continue to meet monthly and provided a concert for staff in December 2018.

Well-being workshops were provided on Inspire Services (EAP programme), Planning for the Future, Positive Mental Health and Stress Management for Managers.



NIMDTA also provided a donation to the Tens Foundation the chosen charity for 2018/2019 and has chosen the Simon Community to fundraise for in 2019/2020.

## Development of NIMDTA Trainees

### Provision of Foundation Generic Skills for F2 doctors

Sessions include training in the following:
<b>Module 1:</b> Acute Kidney Injury
<b>Module 2:</b> Career Guidance
<b>Module 3:</b> Quality Improvement
<b>Module 4:</b> Patient Safety & Legal Aspects of Practice
<b>Module 5:</b> Teamwork / Communication Skills
<b>Module 6:</b> Mental Capacity
<b>Module 7:</b> Ethics / Breaking Bad News
<b>Module 8:</b> Professionalism & GMC Guidance
<b>Module 9:</b> Safeguarding: Vulnerable Adults & Children
<b>Module 10:</b> NIAS / Pre-hospital Care

In 2018-19, the thirteenth annual programme of Foundation mandatory Generic Skills training days was delivered regionally for all Medical Foundation Year 2 (F2) doctors. A total of ten days of study leave are set aside for attendance at these training days (including ALS & eALS).

Attendance at these sessions is mandatory and is closely monitored by the Foundation team.

All sessions are interactive and designed to meet the professional needs of doctors early in their career. Feedback from online evaluations is reviewed to enhance subsequent sessions to meet changing professional needs.

## General Practice Training

The GP department places trainees every year in each of the five Trust areas. The number of GP training places to commence GP training each year was increased from 97 per year to 111 per year in August 2018. Altogether there were 289 GP trainees on the GP Specialty Training Programme during 2018-19. GP Training Programme Directors (TPDs) in each Trust area organise weekly one day formal education sessions for these trainees in their Trust areas.

### Project ECHO

Project ECHO, (Extension for Community Healthcare Outcomes), uses teleconferencing technology to improve access to specialised care through supporting and training primary health care professionals, (HCPs), remotely, from a centralised 'hub' of experts.

ECHO has been proven to improve care across the United States and a pilot study in community hospice nurses in Northern Ireland (NI), showed an improvement in knowledge and self-efficacy of HCPs.

In order to determine if ECHO would be effective in other contexts in NI five ECHO knowledge networks were funded in 2015-16 including Dermatology for GP trainees.

Evaluation showed that ECHO was well received in this group and that most felt that their knowledge and skills had improved.

NIMDTA is an established ECHO knowledge network running an interactive Quality Improvement Programme for GPST3 trainees and Dermatology Programme for GPST2 trainees.

'I thought it was very helpful. I think it covered all the basics.....'

'I value the fact that it was a multidisciplinary team at the table...'

'I thought it was quite good overall and quite a good idea, and I think I benefitted from it and it probably changed the way I managed a few patients.....'



During 2018-19, the GP department delivered 382 courses and training events for GP trainees. The department also supports Practice-based Small Group Learning (PBSGL) for ST2 (Specialty Trainee Year 2) and ST3 trainees. This is a formal education programme which provides educational materials online on which to base group learning. It is administered from NHS Education Scotland (NES). This initiative was introduced at McMaster University, Canada, in 1986 and has received excellent feedback from GP Trainers and Trainees alike.

NIMDTA has participated in Project ECHO starting in 2016-17 and continues to do so. From April 2018 to March 2019 there have been 31 ECHO clinics run by GP

Specialty Training Programme. This involves ST3 Trainees participating in a formal education programme to understand QI methodology and its application.

The purpose of the programme is to build capacity in QI methodology in GP and set up collaborative working between Primary Care and other care providers.



## Hospital Specialty Training

Within the medical and dental hospital specialties, delivery of the curriculum for trainees is a joint responsibility of NIMDTA and LEPs. Each Specialty Unit is expected to have weekly teaching sessions.

NIMDTA re-designed its training in generic professional and leadership skills for specialty trainees in response to the Shape of Training report and the new GMC Generic Professional Capabilities Framework. Shape of Training highlighted that medical education and training extends well beyond learning the technical aspects of medicine and should also focus to a major extent on the development of a doctor's professional values, attitudes and behaviours.

The GMC has described these qualities as Generic Professional Capabilities and considered them under nine domains:

1. Professional values and behaviours
2. Professional skills
3. Professional knowledge
4. Capabilities in health promotion and illness prevention
5. Capabilities in leadership and team working
6. Capabilities in patient safety and QI
7. Capabilities in safeguarding vulnerable groups
8. Capabilities in education and training
9. Capabilities in research and scholarship



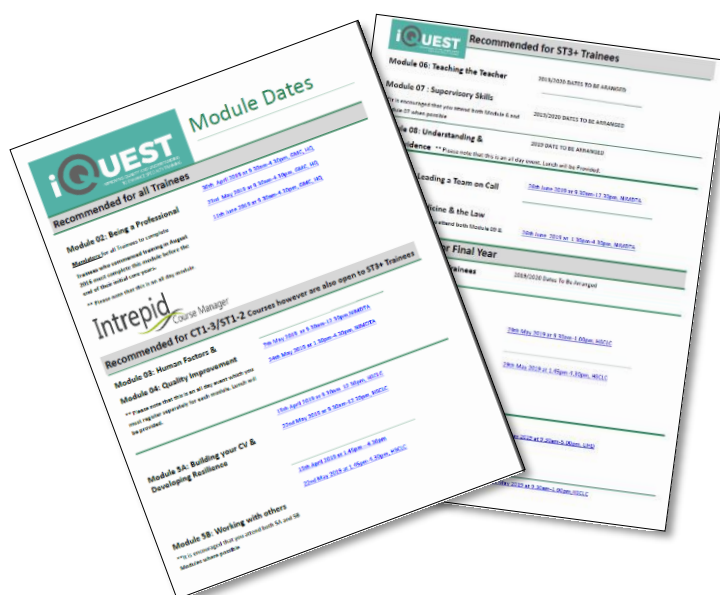
**iQUEST** is a modular, generic professional skills framework for all specialty trainees.

IMPROVING QUALITY AND UNDERSTANDING TO ENHANCE SPECIALTY TRAINING

There are 15 modules divided into three sets of 5 modules – with one set each being targeted at initial, intermediate and final years of specialty training. This initiative aims to equip trainees with the ability to communicate effectively, empathise, lead, follow and improve patient care, safety and experience.



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Recommendation six of the Shape of Training report is that appropriate organisations must introduce a generic professional capabilities framework for postgraduate training based on Good Medical Practice that covers communication, leadership, QI and safety.

NIMDTA has therefore designed a modular, generic professional skills framework for all medical and dental specialty trainees. There are 15 modules divided into three sets of five modules – with one set each being targeted at initial (CT1-2 / ST1-2), intermediate (ST3-5) and final (ST6-8) years of specialty training. The programme is called iQUEST (improving Quality and Understanding to Enhance Specialty Training). iQUEST seeks to address the components of the GMC’s Generic Professional Capabilities Framework, building on the Generic Skills Programme delivered by the NI Foundation School and preparing trainees for the next steps in their career.

In addition, NIMDTA provides a range of specialty-specific formal education and examination preparation courses.

### Dentistry Training

Dental Foundation Training (DFT) is based on the National Dental Foundation Training Curriculum and Assessment Framework. This programme is delivered in the general dental practice setting. In 2018-19, 32 trainees were allocated to NI as part of a broader National Recruitment process.

Within the 2018-19 training year, NIMDTA offered Foundation Dentists the opportunity to undertake Zoom training on the Statement of Dental Remuneration (SDR).

APLAN (Anonymous Peer Learning & Assessment Network) was introduced within the 2018-19 training year for Foundation Dentists and Educational Supervisors. APLAN allows for anonymous peer assessment of clinical cases completed by Foundation Dentists. Educational Supervisors (ES) will also anonymously assess cases, providing feedback to Foundation Dentists. This provides an opportunity for Educational Supervisors to bench mark and compare to others which is helpful as these individuals usually work in different practices due to the nature of the scheme.

Dental Core Training (DCT) is optional for dental graduates and facilitates additional experience in a hospital-based environment. Twenty Dental Core Trainees were appointed in 2018-19. Training is monitored on an ongoing basis by the Hospital Dentistry Committee at NIMDTA supported by the Associate Postgraduate Dental Dean and the TPD for Dental Core Trainees.

Dental Core Trainees were offered the opportunity within this training year to participate in a series of Quality Improvement and Leadership modules and Research modules. This training was delivered via Zoom technology.

## Academic Training

NIMDTA also provide trainees with opportunities to undertake academic training. A Clinical Academic Training Board was established in December 2007 between the QUB School of Medicine, Dentistry and Biomedical Sciences in partnership with NIMDTA and the Belfast HSC Trust to oversee research training for medical and dental trainees.

DoH provides the budget for this scheme which is administered and facilitated through NIMDTA. There are three types of posts:

1. Academic F2 – this is a four month placement designed as an opportunity to explore academic medicine;
2. Academic Clinical Fellows (ACF) – these are normally two year posts for those who have yet to complete a research degree; and
3. Academic Clinical Lecturers (ACL) – these are normally three year posts and candidates will usually have already completed a PhD or MD.

There were nine appointments at Foundation level and five appointments at Specialty level in the year 2018-19.

In 2016, 5-year funding was awarded by Wellcome to the Irish Clinical Academic Training (ICAT) Programme. This programme involves the six medical schools in Ireland, the Health Research Board and HSC Research and Development Division. Two NIMDTA trainees were successful in securing one of these prestigious four year fellowships and commenced their ICAT Fellowship in August 2018. Two further NIMDTA trainees were successfully appointed to the ICAT programme and will commence in the programme in August 2019.

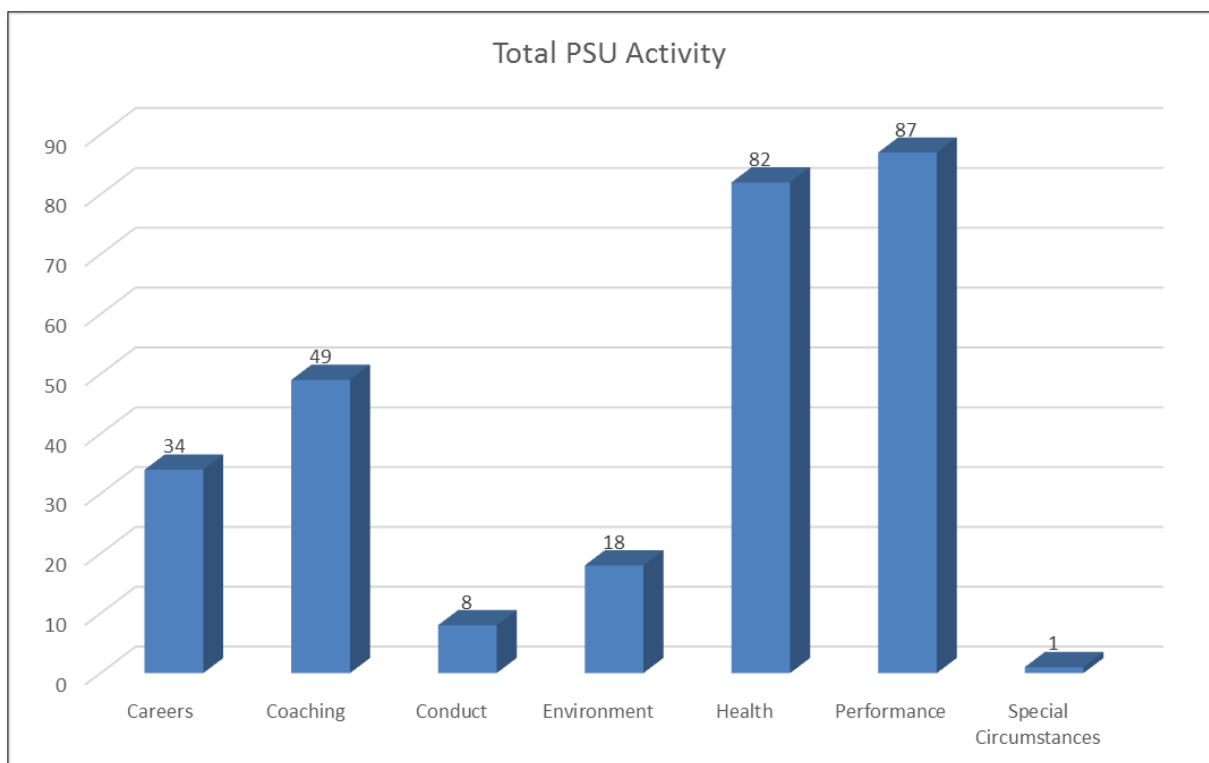


## Support of NIMDTA Trainees

NIMDTA Professional Support Unit (PSU) continues to contribute to trainee support through one-to-one support, mentoring schemes, educational activities and collaboration with partner organisations. Oversight and development of these activities has been coordinated by the work of the PSU committee ably chaired by the PSU Manager. Strategic development was supplemented by a planning day held in November 2018. Themes identified during the planning day included the need to raise the profile of PSU within NIMDTA, ongoing delivery of high quality services, promotion of a supportive culture, person development within the team and development of electronic resources.

### *One-to-one support*

The Professional Support Unit received a total of 152 new referrals. There were 279 meetings with trainees which can be classified as careers advice (34), pastoral support (196) and coaching (49). The chart below shows a breakdown of all meetings including the pastoral support meetings by issue:



Feedback is sought on services through an annual survey. Findings from the survey included:

- 87% of respondents agreed or strongly agreed that PSU services were easy to access
- 93% agreed or strongly agreed that attending the Unit had been positive
- 84% agreed or strongly agreed that the service had been of benefit to them personally

- 61% agreed or strongly agreed that attending the service has been of benefit to the progression of their training

### *Mentoring Schemes*

The PSU continued to oversee a generic mentoring scheme available to all Foundation trainees, trainees new to Northern Ireland and trainees identified through one-to-one support. Training and governance supervision was provided for Speciality specific mentoring schemes including those in Obstetrics and Gynaecology and Psychiatry. A cohort of Consultant mentors have been trained via a Maintaining Recognition course for Trainers and the PSU Development Officer contributed to mentor training events for Dental Trainers and GP Appraisers.

### *Educational Activities*

The flagship PSU educational event for Faculty Development took place in November 2018 in association with QUB. The theme was Supporting Health and Wellbeing during Medical and Dental Training. Keynote addresses were delivered by Dr Caroline Elton on From Thermodynamics to Human Dynamics: Why Caring for Health Professionals is Essential and Dr Austin O’Carroll on Disability and Stigma. The day also included a mini-symposium on supporting learners with health conditions and workshop topics included the SAFEMED programme, Trainee Support, Burnout, Supporting Students and Doctors in Training with Disability and the Provision of Careers Advice.

PSU continued to contribute to the development and delivery of Recognised Trainer, iQUEST and Foundation Generic Skills modules on topics related to Professional Support, Careers and



Professional Support Faculty Development  
Study Day  
Joint meeting between QUB and NIMDTA  
Wednesday 21<sup>st</sup> November 2018  
Conference Room 1 & 2, Riddel Hall  
09.00 – 16.45

**Title: Supporting Health and Wellbeing During Medical and Dental Training**

This event aims to explore the areas of health and wellbeing which can present as challenges for doctors and dentists in training. The emphasis will be in identification of potential preventative measures and effective implementation of support mechanisms.

	Lecture / workshop	Speaker
09.00 – 09.30	Registration	
09.30 – 09.40	Welcome and Introduction	Professor Pascal McKeown
09.40 – 10.15	Update on Support Services at QUB and NIMDTA Chair: Professor Pascal McKeown	Dr Camille Harron Dr Mark Harbinson
10.15– 11.00	From Thermodynamics to Human Dynamics: Why Caring for Health Professionals is Essential Chair: Professor Pascal McKeown	Dr Caroline Elton
11.00 – 11.30	Coffee	
11.30 - 13:10	Supporting Wellbeing and Success for Trainees/Students with Health Conditions Chair: Dr Camille Harron Plenary session.	
	Working Well with Occupational Health	Dr Rodney Gamble

Equality and Diversity. The Associate Dean delivered 10 lunchtime workshops to F1 doctors at their Trust sites and also contributed to the Peer Interview scheme. An innovative webinar directed towards Foundation doctors leaving training took place in July 2018. Feedback from all educational events has been positive.

PSU presented two posters at the Scottish Medical Education Conference in April 2018 and a poster at the Leaders in Healthcare conference in November 2018. The topics were

- Enhancing Postgraduate Examination Success: The Role of PSU
- Developing Deanery Wide Access to Mentoring: Opportunities and Challenges
- Education for Leadership: Equipping the Next Generation

PSU continued to contribute to the supervision of an ADEPT Leadership Fellow, contributed to the new VALUED working group which had its inaugural meeting in December 2018 and presented an update on the VALUED strategy at the NIMDTA Annual Excellence Day. PSU hosted a table at the Specialty Welcome event.

### *Collaboration*

In May 2018, the PSU hosted the national COPMED Professional Support Meeting in Belfast. This was an opportunity to showcase good practice within NIMDTA and topics for presentation included Development of the PSU in Northern Ireland, Partnerships for Shared Learning and Development, Enhancing Support through Faculty Development, Collaboration in Action: Wellbeing and Resilience Working Group, Setting up an Equality and Diversity Group and the VALUED strategy.

The Associate Dean co-chairs the Joint NIMDTA QUB Professional Well-being and Resilience Working Group with feedback from the GMC that this was an area of collaborative good practice. The Professional Support Manager co-chairs a newly developed joint NIMDTA and QUB Equality and Diversity Working Group. The Associate Dean is a member of the MDRS Career Planning Group and contributed to the Foundation Review Supporting and Valuing Individuals Working Group. PSU staff contributed to the organisation of discussion groups on development of support for refugee doctors.

PSU staff attended Trainee and Trainer Engagement Workshops in Altnagelvin, Craigavon and Daisy Hill Hospitals and presented on the topic of Resilience and Trainee Support to the Lead Educators meetings. The Associate Dean presented on a trainer update organised by the Royal College of Anaesthetists and a Training Day for the Northern Locality GP Trainers. Dr Mary Hogan, President of the RCPI, visited in September 2018 to learn about the NIMDTA PSU model.

## Team Development

The Associate Dean, supported by NIMDTA sponsorship, continued study on a Masters Programme in Career Development and Counselling at Warwick University and also participated in the HSCLC ACUMEN Leadership course. The Professional Support Development Officer was supported in development of coaching skills through successful completion of an NLP Practitioner course. PSU staff attended the Practitioner Health Summit in October 18.

During the year, the team was sad to bid farewell to the PSU Development Officer, Elaine Fugard who had contributed extensively to PSU projects. Subsequently, two Professional Support Leads, Dr Ciaran O’Gorman and Dr Mary Murnaghan, have been appointed, The team has also been supplemented by appointment of a Band 5 Professional Support Advisor.

## Development of Recognised Trainers based in Local Education Providers

Northern Ireland  
mdta  
Medical & Dental Training Agency

S<sub>1</sub>  
S<sub>1</sub> T<sub>1</sub> A<sub>1</sub> T<sub>1</sub> U<sub>1</sub> S<sub>1</sub>  
A<sub>1</sub>  
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Selection for role  
Training for role— defined as:  
Supervisory Skills  
Teaching the Teacher  
Anti-discrimination (Equality & Diversity)  
Trainee Support  
Unique to Specialty (Induction, Curriculum, WBAs)  
Annual Educational Review  
Transfer of date (from LEP to NIMDTA) to facilitate the Recognition process  
Underperformance  
Support of Role

**NIMDTA RECOGNISED TRAINER PROGRAMME  
FOR CLINICAL AND EDUCATIONAL SUPERVISORS**

**Giving Trainers STATUS**

In August 2012, the GMC introduced a new requirement ‘Recognising and Approving Trainers’. This initiative required that all named Clinical and Educational Supervisors (trainers) for postgraduate medical trainees be accredited by July 2016.

NIMDTA was required to agree the process for recognising Trainers in NI, develop and align training courses to the Academy of Medical Educators’ Framework, put in place systems for data entry, provisionally (July 2014) and ultimately fully recognise all trainers (July 2016).

The NIMDTA Recognition of Trainers Programme is called STATUS:

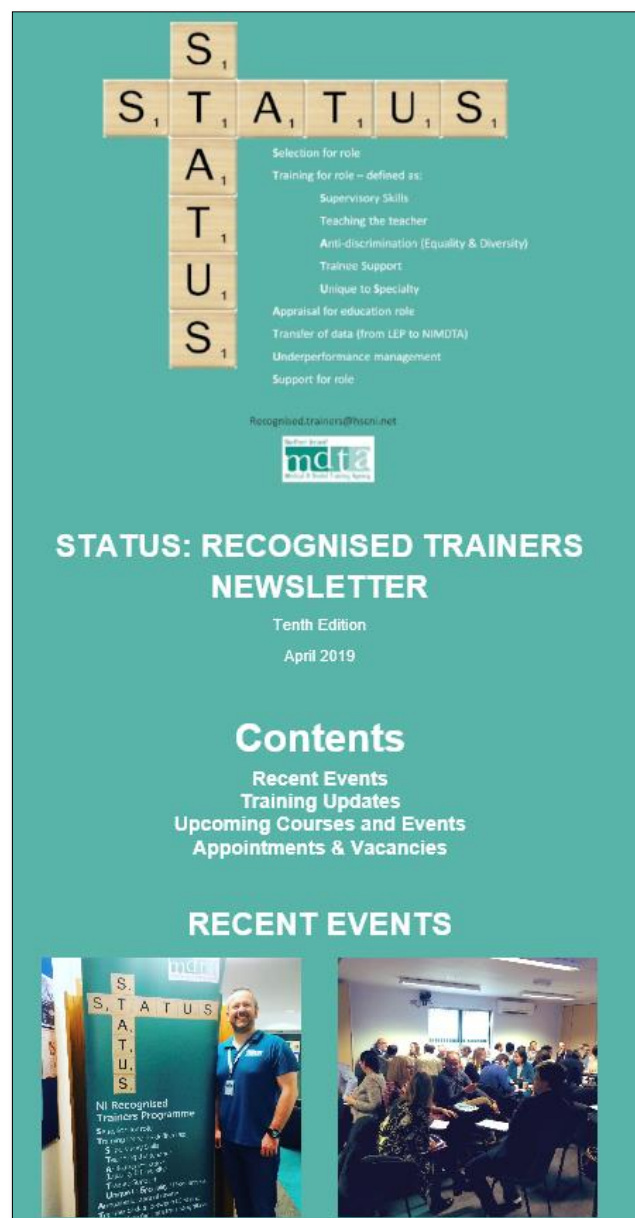
- S** Selection of Trainers for role using a competency based application
- T** Training for role
- A** Appraisal for Educational Role included within each doctor's annual appraisal
- T** Transfer of Data from Trusts to NIMDTA
- U** Underperformance management
- S** Supporting for role (PA allocation, course development, engagement)

The training that is required as part of this STATUS programme is:

- S** Supervisory Skills
- T** Teaching the Teacher
- A** Anti-discriminatory (online module on equality and diversity)
- T** Trainee Support
- U** Unique to
- S** Specialty

Training events continue to be delivered at NIMDTA and on HSC Trust sites in partnership with Trust Education Departments and with all courses being CPD (Continuing Professional Development) approved. Feedback and attendance have been very positive. By 31 March 2019, 1,633 hospital trainers have been fully recognised.

NIMDTA is engaging at a local level with Trainers via Trainer Roadshows, which started in November 2017. NIMDTA has created a social media presence using Facebook, Twitter and LinkedIn, and continues to publish Recognised Trainers newsletters on a quarterly basis. The NIMDTA website has also been updated



with a dedicated area for trainers including policies and guidelines. A Recognised Trainer Forum was established in February 2019 as a means to provide educational learning, networking with peers, and engagement with NIMDTA. The Forum will continue to meet bi-monthly in various sites across the region to improve engagement with Recognised Trainers.

During 2018-19, NIMDTA recruited, appointed, inducted and trained new Clinical Facilitators who are currently delivering training and workshops for the Recognition of Trainers Programme.

### Training of GP Trainers

Currently there are 326 GP Trainers in 160 different training practices. Twenty-two new GP trainers have been appointed since April 2018 and 7 Trainers have retired. Each year there is continued interest from potential Trainers who apply for and successfully complete the Learning and Teaching Course. In 2018-19, a total of 22 GPs attended the Learning & Teaching Course. The course aims to provide basic training for a competent, confident teacher in General Practice by:

- Providing a facilitative learning environment;
- Involving participative and flexible learning methods;
- Supporting personal development;
- Developing skills of critical thinking and self-evaluation; and
- Modeling good educational practice.

GPs who complete the Learning and Teaching Course, submit a portfolio and those who are successful at the practice visit become accredited Trainers in GP. GPs then enter into a run through training programme for one year provided by NIMDTA to enhance one-to-one and group skills in advance of hosting a trainee in practice. This year an extra training day for new trainers was held. The purpose of this was to form small groups of new trainers who could meet throughout the year and share best practice and provide one another with peer support.

All trainers regularly meet with their colleagues within their area group to share learning and receive training from Programme Directors and Associate Directors on current issues. These locality learning days form part of the mandatory requirements for trainer re-accreditation along with three-yearly practice visits <http://www.nimmdta.gov.uk/general-practice/specialty-trainers-and-practice-managers/>



## GP Trainers and Training Practices

Welcome to the GP Trainer page. We hope that you find the information provided on this page useful for your role as a GP Trainer. If you have any documents or useful links you would like to appear here, or you would be interested in helping to keep this page up to date, please contact [gpspecialtytraining.nimmdta@hscni.net](mailto:gpspecialtytraining.nimmdta@hscni.net).

### Essential Trainer Documents

- [Trainer Indemnity Letter](#)
- [Trainer SLA](#)
- [Trainer SLA - Process](#)
- [GP Trainee Contract](#) – All training practices who have a St2 or St3 will receive the contract from NIMDTA HR Department. It will be populated with the relevant personal details of the trainee (including salary scale and holiday entitlement).
- [GP Trainer Induction Booklet](#)
- [GP Trainer status of practitioners where the GMC is taking action through fitness to practise procedures](#)

The Trainer Groups organise a minimum of two training sessions per year. In the last year, topics covered have included:

- Trainee Support;
- Equality, Diversity and Opportunity Training;
- Teaching the Teacher; and
- Supervisory Skills.

NIMDTA also provides training for the following groups:

- Clinical Supervisors in Out of Hours;
- Practice managers; and
- Peer review training for GP Trainers.

NIMDTA regularly meets with the Trainer Convenor's group to improve information sharing and good practice.

## Training of GP Appraisers

The training of GP Appraisers occurs through a number of formats. All new appraisers undergo a minimum of two half day training sessions facilitated by the regional appraisal coordinator. All appraisers are assigned to a locality group and supported by a 'lead' appraiser in that area. The lead appraisers provide ongoing guidance, support and feedback to the appraisers in their group. Appraisers who become Lead Appraisers receive training and support in this role from their fellow Lead Appraisers and the Regional Appraisal Lead Coordinator.

NIMDTA held two full day training conferences for Appraisers during 2018-19. The first conference took place on 13 June 2018 and a second on 15 November 2018. Delegate evaluation for both conferences was very positive. In addition to the training conferences



there were a number of half day training events throughout the year for newly appointed Appraisers and Lead Appraisers.

Apart from these formal training and conference events, the Lead Appraisers convene meetings of their locality appraiser groups during the year to provide ongoing support and mentoring of Appraisers. The Lead Appraisers also meet formally with the Regional Appraisal Co-ordinator at least twice yearly.

### Training of Dental Professionals

The Dental Department provides a Continuing Education Programme for Dentists and DCPs. The Continuing Education Programme is compliant with the GDC enhanced requirements for Continuing Professional Development (CPD) which were introduced during 2017-18.

During 2018-19, 2083 educational opportunities were offered through NIMDTA’s Continuing Education calendar.

In practice, training sessions have been delivered on Safeguarding children and adults resulting in 200 dental team members being trained.

NIMDTA provided free CPD Zoom sessions to 37 Dental professionals regarding the Enhanced GDC requirements.

NIMDTA held a ‘Drugs in Dentistry’ Conference on 27 April 2018, which was attended by 139 registrants.

**Free Training Course for DCPs**  
Fluoride Application Course

NIMDTA are facilitating a course on fluoride application for registered dental nurses and orthodontic therapists, this is a development of scope of practice and places are **free but limited**.

The aim of this course is to provide training for registered dental nurses / orthodontic therapists to become competent and confident in applying fluoride varnish under the prescription of a dentist or as part of a structured oral health programme.

**Are you interested in extending the skills within your practice?**

**Course Option 1:**  
**Dates:** Part 1: 15 November 2018  
 Part 2: 16 November 2018  
**Time:** 09:30—16:30  
**Venue:** Belmont Hotel, Banbridge

**Course Option 2:**  
**Dates:** Part 1: 31 January 2019  
 Part 2: 1 February 2019  
**Time:** 09:30—16:30  
**Venue:** Ivanhoe Hotel, Belfast

**Course Option 3:**  
**Dates:** Part 1: 28 March 2019  
 Part 2: 29 March 2019  
**Time:** 09:30—16:30  
**Venue:** Silverbirch Hotel, Omagh

**Objectives:**

- Knowledge of the GDC's scope of practice and the responsibilities of registrants, including professionalism, ethics confidentiality and consent
- Delivery of the correct knowledge, content and application of "Delivering Better Oral Health", along with an explanation of the use of evidence based statements
- Outline the caries process and the role of fluoride in its control
- Practical application of fluoride varnish
- Complete objective and structured assessment of clinical competence in the additional skill of fluoride application
- Training in communication skills

**Free Preventative Practice Builder**

**Limited Places Available  
Book now to avoid disappointment**

As part of the Continuing Education calendar four hands on sessions were organised for registrants to include occlusion and root canal treatment.

During the 2018-19 training year, 47 Dental Nurses completed the Fluoride Varnish application training, provided by NIMDTA. This project was delivered on behalf of HSCB with transformation funding from the Department of Health.

NIMDTA was successful in collaborating with the HSCB to secure transformation funding within the 2018-19 training year to fund intensive training (with 1:1 specialist teaching) on minor Oral Surgery for 10 Educational Supervisors. This course consisted of a one day didactic lecture and four hands on learning days in an Oral Surgery practice. It is anticipated that the acquired learning from this course for Educational Supervisors will be passed onto future Foundation Dentists in their schemes. In addition, funding was available for the purchase of models for simulation training in suturing and cannulation techniques for use within the foundation training scheme.

### **Retention and Induction of GPs**

The GP department has been working collaboratively with the Health and Social Care Board (HSCB), to recruit, retain and induct GPs into the NI workforce. This arrangement is underpinned by a Service Level Agreement (SLA) with the HSCB. NIMDTA's role in the Career Development Scheme is to facilitate the arrangement of relevant assessments through the GP National Recruitment Office and to facilitate practice placements for assessments. Satisfactory completion of the scheme enables admission to the NI Performers List. During 2018-19, ten applicants completed the Returner Scheme and four are currently part way through the process. All places on the GP Retainer Scheme (27 doctors) were filled and an educational programme was delivered to this group over the year with a mix of ECHO sessions and speakers on topics selected by the group.

### **Training in Quality Improvement**

QI training has been provided for NIMDTA Foundation trainees for five years through the Generic Skills programme. QI training has been available for NIMDTA GP trainees since 2014-15. These GP trainees are being provided with opportunities to use these skills in specific projects during their ST2 year.

QI training is provided to medical and dental specialty trainees through the iQUEST Generic and Professional Skills Programme.

Foundation and Specialty trainees have opportunities to put QI skills into practice during their attachments to HSC Trusts. The South Eastern (SQE programme) and Belfast (Safety and Quality) HSC Trusts have very active QI programmes within which NIMDTA trainees are given opportunities to be involved.

NIMDTA continues to deliver a workshop for Recognised Trainers to give supervisors training in QI methodology to enable them to supervise trainees carrying out QI projects.

In December 2016 NIMDTA introduced **ENGAGE**, a Leadership and QI programme aimed at final year trainees in GP, Hospital Specialty and Dental Specialty training programmes. ENGAGE aims to challenge, develop and support doctors and dentists in training to ensure that they are prepared to lead effectively. This programme was delivered on behalf of NIMDTA by the HSC Leadership Centre on Monday evenings. The third year of this programme ran in 2018-19 and was completed on 03 June 2019 with a Showcase Event.

#### **Next Year NIMDTA will**

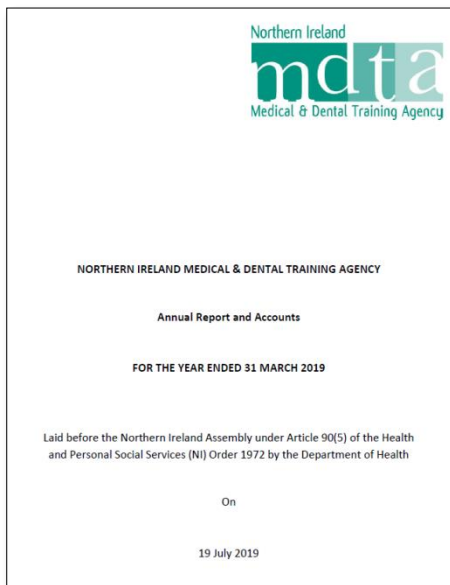
1. Further extend the **Peer Mentoring Scheme** during 2019-20, with pilots being planned in different specialties.
2. In collaboration with QUB, NIMDTA has organised its **Eighth Annual Clinical Education Day** for Thursday 26 September 2019 aimed at undergraduate and postgraduate teachers, trainers and educators. This year the conference is entitled 'Looking to the Future'.
3. In collaboration with QUB and the Ulster Medical Society (UMS), NIMDTA has again organised a **Research for Trainees Day** on 17 October 2019 at the Postgraduate Centre, Belfast City Hospital.
4. Support the **NISHFN** in its contribution to the Association for Simulation Practice in Healthcare (ASPiH) Tenth Anniversary Conference in conjunction with NISHFN and the Irish Association for Simulation (IAS) on 04 - 06 November 2019 at Waterfront, Belfast.
5. In collaboration with QUB, NIMDTA will be organising for the sixth year an **Annual Professional Support Conference** on Thursday 30 April 2020 at Riddel Hall, QUB.
6. Offer further **courses for Recognised Trainers** in 2019-20 in Training Unique to Specialty and Supervision of GP Trainees in Hospital Specialty Posts.
7. Provide a networking and training event for all appointed **Clinical Facilitators** during 2019-20 for the Generic Skills, iQUEST and STATUS programmes.
8. Continue to engage with Trainers at local levels at Trust based events and the delivery of a **Maintaining Recognition Day**, and aims to have visited all Trusts in 2019-20.
9. Continue to develop a shared vision for the process of **Trainer Recognition and Development** with Queens University Belfast.
10. Continue to work with the **HSC Leadership Centre** on developing training opportunities for NIMDTA Educator and Education Management staff.

11. Develop a **Recognised Trainer Guide** for Educational and Clinical Supervisors involved in supervising trainees.
12. Host a range of **Staff Engagement** events during 2019-20.

## Goal 3: Measuring the Improvement

**Quality 2020 Aim:** We will improve outcome measurement and report on progress for safety effectiveness and the patient/client experience. We will promote the use of accredited improvement techniques and ensure that there is sufficient capacity and capability within the HSC to use them effectively.

### NIMDTA Board

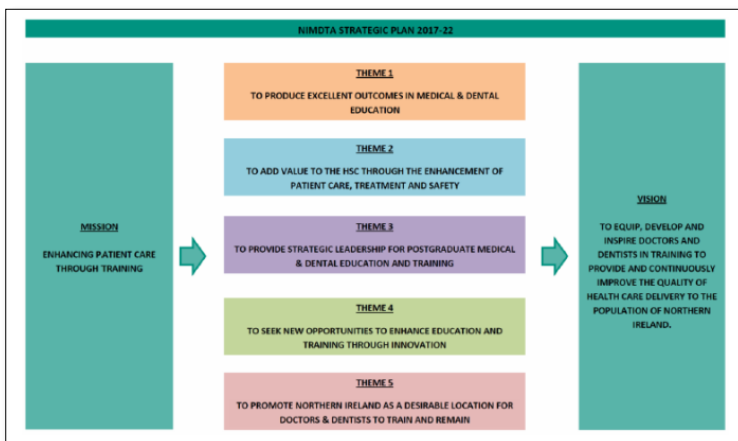


NIMDTA is accountable to DoH through completion of reports and participating in Accountability Reviews (Chair and Chief Executive). The Chair of the Board is appraised annually by the CMO, and the Chair in turn appraises the other non-executive members of the Board. SMC members report to the Board on the quality of performance of NIMDTA's education and business departments.

The Board completes a self-assessment annually that facilitates reflection across a number of domains of expected and best practice.

During 2018-19 Board and Senior Management reviewed the Business Plan which represents the plan for the second operational year of the Strategic Plan 2017-2022. Whilst the Strategic Plan identifies a number of activities that will be carried out over the five year period, the Business Plan articulates the actions that the Senior Management of NIMDTA has identified as being a priority in the year 2018-19.

### NIMDTA Strategic Plan 2017-2022



An aid in monitoring performance is the regular updating of a Corporate Scorecard which is considered by the Board throughout the year. The following table shows NIMDTA's performance against the key performance indicators, which are documented on the scorecard:

CORPORATE SCORECARD 2018/19		
KPIs		Status
1	90% of referrals to the Professional Support Team will be responded to within two weeks	ACHIEVED [95%]
2	90% of hospital based trainers are recognised trainers	ACHIEVED [98%]
3	Staff absence rate will be less than 5.5%	ACHIEVED [3.8%]
4	30 day (95%) prompt payment targets will be met	ACHIEVED [99%]
5	10 day (75%) prompt payment targets will be met	ACHIEVED [96%]
6	Learning and Development Agreements are circulated to local education providers by April	ACHIEVED [100%]
7	80% of postings will be disseminated to LEPs 8 weeks before the post start date	ACHIEVED [89%]
8	10% of ARCP outcomes will be subjected to external review	ACHIEVED [30.46%]
9	Annual appraisal is offered to 100% of GPs on the performers' list	ACHIEVED [100%]
10	90% core subjects are covered within Dental CE courses	ACHIEVED [100%]
11	Breakeven as defined by DoH will be achieved	ACHIEVED [0.21%]

### NIMDTA Educators and Administrative Staff

The quality of performance of NIMDTA Senior Educators, Senior Managers and Team Leaders is considered by formal appraisal annually. Education Management staff members are in turn appraised by Team Leaders in each department annually.

The performance of Heads and Deputy Heads of NIMDTA Specialty Schools is assessed during annual review of each Specialty School. The quality of training delivered by a NIMDTA training programme and the leadership of the TPD is considered through review of the specialty training programme on a regular cycle.

### NIMDTA Formal Training of Trainees

The quality of NIMDTA's provision of formal education is assessed through direct trainee feedback, the results of the GMC National Trainee Surveys, progression of trainees and success in examination results.



## Specialty exam pass rates for doctors in postgraduate training by deanery/ HEE local office

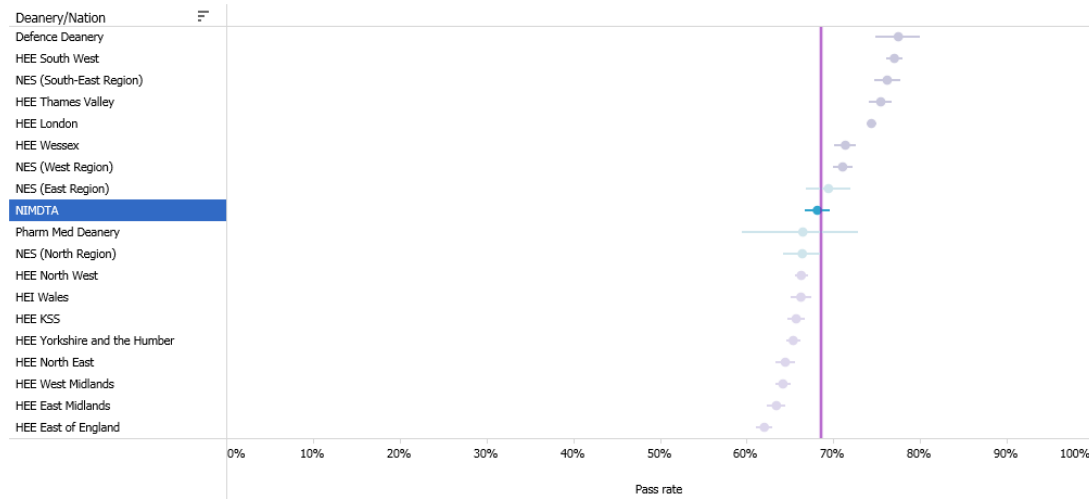
Version: 2019.1 21/06/2019

Choose a programme specialty to see the percentage pass rate for each deanery/HEE local office or nation. You can also select a specific exam and the year the exam was sat. This chart only includes candidates who sat the exam while in a relevant training programme (excluding foundation trainees).

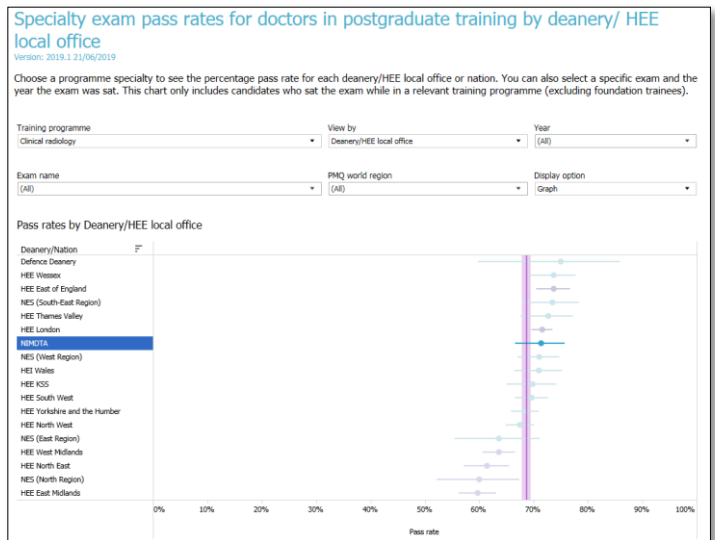
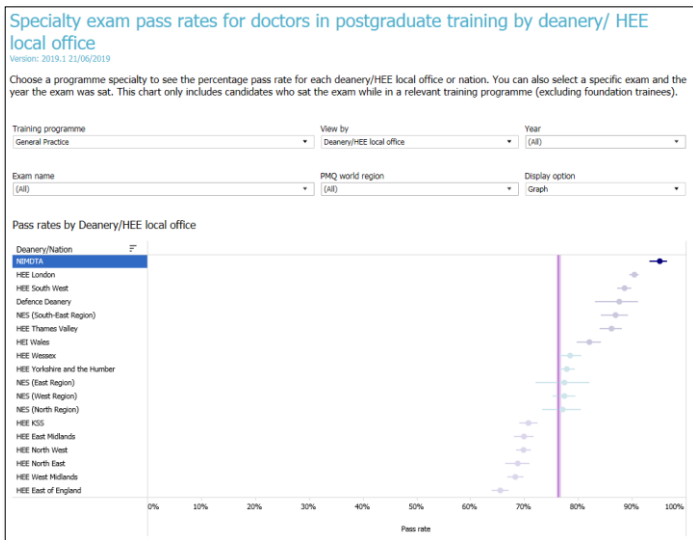
Training programme: 
 View by: 
 Year:

Exam name: 
 PMQ world region: 
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### Pass rates by Deanery/HEE local office



NI trainees performed particularly well in Specialty Examinations in GP, Clinical Radiology and Core Psychiatry in comparison with trainees from other regions of the UK.



General Practice trainees in NI – 1<sup>st</sup> in UK

Clinical Radiology trainees in NI – 6<sup>th</sup> in UK

The GMC National Training Survey (NTS) for trainees considers 18 different indicators to measure trainee’s satisfaction with the postgraduate medical education and training that they are receiving in their Deanery in comparison with trainees in other deaneries or HEE’s local offices.

NIMDTA participated in the GMC NTS Review Group meetings in November 2018 and March 2019 to contribute to improvements in the design of the 2019 GMC NTS, and the strategy for communicating with trainees and trainers to promote completion of the surveys.

The results for 2018-19 training year are shown below.

In comparison to the other UK countries, NIMDTA was rated highest in six out of 18 domains and four second highest for all programme trainees.

For Foundation Trainees – NIMDTA was rated highest in the following two domains: Handover and Educational Supervision.

For Core Trainees – NIMDTA was rated highest in five domains as well as five second highest domains.

For all other specialty training programmes (higher and run through) trainees – NIMDTA was rated highest for 10 out of 18 domains and five second highest for these UK-wide results.

Indicator	England	NI	Scotland	Wales	Ranking
Overall Satisfaction	81.42	83.50	83.35	82.23	1st
Clinical Supervision	92.24	93.67	93.81	92.16	2nd
Clinical Supervision out of hours	90.12	91.74	91.64	89.28	1st
Reporting systems	76.10	78.13	77.98	73.11	1st
Work Load	50.87	50.84	52.96	50.76	3rd
Teamwork	75.51	78.36	77.02	74.13	1st
Handover	66.73	69.68	68.26	64.26	1st
Supportive environment	74.40	75.70	76.41	74.18	2nd
Induction	80.61	83.01	82.68	80.02	1st
Adequate Experience	81.40	83.47	82.76	82.13	1st
Curriculum Coverage	79.19	82.23	80.68	80.11	1st
Educational Governance	74.51	77.76	75.81	74.94	1st
Educational Supervision	85.98	88.26	87.54	86.95	1st
Feedback	77.85	79.73	80.85	79.89	3rd
Local Teaching	71.96	74.46	74.54	72.64	2nd
Regional Teaching	69.36	68.39	65.27	70.32	3rd
Study Leave	66.06	69.17	69.30	63.51	2nd
Rota Design	61.09	63.40	64.28	60.60	2nd

In line with NIMDTA’s process for quality reporting, Specialty Schools and LEPs have been asked to provide feedback and actions regarding red indicators for training identified on the GMC NTS in 2019.

Feedback from trainees on NIMDTA formal education events is collected online using the Intrepid Course Management System which requires trainees to complete an assessment of the education delivered before a certificate of attendance is provided. Feedback from trainees is scrutinised and contributes to the strengthening and enhancing of these training days.

In response to negative feedback from trainees on the quality of training in plastic surgery in NI, NIMDTA in collaboration with the Belfast and South Eastern HSC Trusts commissioned the HSC Leadership Centre to undertake an engagement exercise with the consultants, plastic surgery trainees, core surgery trainees and Trust doctors working in the specialty. This

intervention was undertaken during 2018-19 and resulted in a very significant improvement in feedback from trainees as reported in the 2018-19 GMC National Trainee Survey.

### **Learning and Development Agreements (LDA)**

NIMDTA has LDAs in place with each of the five HSC Trusts, QUB, and PHA. Meetings took place with the Chief Executive and medical leaders in the Northern Ireland Hospice and the medical leaders in the Marie Curie Hospice to introduce a Learning and Development Agreement for the period 2018 – 2019, and this has now been established and will continue to be updated annually.

In addition, NIMDTA has agreed an SLA with each GP Trainer. These agreements describe the respective responsibilities in the management and delivery of postgraduate medical education and training.

NIMDTA senior educators and Education Management teams continue to meet with the Medical Director and Director of Medical Education of each HSC Trust and the Public Health Agency at least annually to ensure that postgraduate medical and dental education and training is being effectively managed in each local education provider and to discuss any new developments or outstanding concerns. This is also an opportunity to identify and share good practice. In addition, regular meetings take place between the Postgraduate Medical Dean and individual Trust Medical Directors which are extremely helpful in maintaining and building strong working relationships between the respective organisations.

NIMDTA senior educators and senior managers meet regularly with the HSC Trust Directors of Medical Education at the Regional Medical Education Forum and with HSC Trust Medical Education Managers at meetings of their regional group.

### **Training in Educational Units**

NIMDTA is responsible to the GMC for managing and improving the quality of postgraduate medical education and training delivered in training practices (GP) and training units within the five HSC Trusts and PHA.

NIMDTA oversees and coordinates its GMC-delegated responsibilities for Quality Management through the NIMDTA Quality Management Group (QMG) which usually meets every two weeks. The QMG monitors, manages and improves postgraduate medical and dental education through a collaborative partnership with the Regulator (GMC), LEPS and the other stakeholders.

NIMDTA assesses the performance of training units in LEPs against the GMC Standards for Medical Education and Training (Promoting Excellence) and against COPDEND's Standards for Quality Development.

Dr Richard Tubman, who had been NIMDTA's Associate Dean for LEP Visits since January 2013, retired from NIMDTA at the end of September 2018. Dr Tubman had previously made a substantial contribution to NIMDTA as Head of School of Paediatrics (2007-13). Mr Kourosh Khosraviani (previous Head of School of Surgery), and Dr Jackie Rendall (Head of School of Medicine) were appointed as Associate Deans for Visits and Curriculum Review following interview in December 2018.

During 2018-19, NIMDTA carried out seven cyclical visits (including General Medicine, General Surgery and Hospital Dentistry), two interim meetings to review progress of GMC Enhanced Monitoring concerns, one scheduled meeting with trainees regarding concerns raised following the postponement of a visit, 62 visits to general medical practices (nine new practice visits; 53 reaccreditation visits) and one quality management visit to a GP Out of Hours Centres. NIMDTA also carried out 19 visits to general dental practices during 2018-19 as part of the Educational Supervisor recruitment process for the Dental Foundation Training programme. All of these general dental practices were appointed as training practices. NIMDTA was involved in one visit to a unit under Enhanced Monitoring by the GMC.

Reports from the visits were reviewed and assessed by the QMG, taking account of LEP action plans before the Final Reports were released. The outcomes for these visits were shared with the HSCB and PHA (through Liaison meetings) and the GMC (online Dean's reporting processes).

### Placement Quality

Dr Sally-Anne Phillips was appointed to the role of Associate Dean for Placement Quality in August 2018, and has been supported by an ADEPT Clinical Leadership Fellow in this role. The aim of the Placement Quality work-stream is to optimise patient-centred care through quality improvement of medical training posts within Northern Ireland. This involves rigorous review of current placements, active engagement with trainees, trainers and local education providers and the development and implementation of strategies to improve current practice within medical training.

The placement quality review of Obstetrics & Gynaecology (O&G) training commenced in August 2018. This involved research into placement quality initiatives across the UK and internationally, researching the O&G curriculum and previous measures of quality (including review of the Royal College of Obstetricians (RCOG) training matrix and review of current placements in NI), and engaging with O&G trainees in NI via survey and focus group to obtain information in relation to their experience in NI.

Training for Foundation Year 1 doctors has also been a primary focus this academic year for the Placement Quality work-stream, looking specifically at the experiences of F1 doctors in NI and to identify how the F1 experience can be redefined through a collaborative approach involving all of the key stakeholders. A Redefining F1 Summit was organised for 1 April 2019.

 <b>QUEEN'S UNIVERSITY BELFAST</b>		<i>Redefining F1 Summit</i> <b>Monday 01 April 2019</b> <b>Riddel Hall, QUB</b> <b>Programme</b>		 <small>Northern Ireland</small> <b>mdtta</b> <small>Medical &amp; Dental Training Agency</small>
09.40 – 10.00	Registration & Coffee, Tea and Networking			
	<b>Session One</b>	<i>Chair: Professor Pascal McKeown</i> <i>Dean of School of Medicine, Dentistry and Biomedical Science, QUB</i>		
10.00 – 10.05	Aims for the Day	Dr Pdraig McGuinness, F2 Representative, Foundation School Board		
10.05 – 10.15	NI Foundation Programme	Professor Keith Gardiner, Postgraduate Medical Dean, NIMDTA		
10.15 – 10.30	Preparation for Practice and Graduate Expectations	Professor Pascal McKeown, Dean of School of Medicine, Dentistry and Biomedical Science, QUB Dr Neil Kennedy, Acting Director, Centre of Medical Education, QUB		
10.30 – 11.20	Workshop: F1 Outcomes	Professor Keith Gardiner, Postgraduate Medical Dean, NIMDTA Ms Lynn Wilson, Deputy Director of Foundation School, NIMDTA Mr Oliver Boylan, Educationalist		
11.20 – 11.40	Coffee, Tea and Networking – served in the Courtyard			
	<b>Session Two</b>	<i>Chair: Dr Michael McBride</i> <i>Chief Medical Officer, Department of Health</i>		
11.40 – 12.20	F1 Experiences in Northern Ireland	Dr Sally Anne Phillips, Associate Dean for Placement Quality, NIMDTA Dr Gillian Blayney, ADEPT Fellow (Improving the Quality of Training Placements) Dr Michael Doris, ADEPT Fellow (Championing the NIMDTA 'VALUED' Strategy with Foundation Doctors)		
12.20 – 13.00	Workshop: Priorities during F1	Dr Ian Steele, Associate Postgraduate Dean & Director of Hospital Specialty Training, NIMDTA Mr Oliver Boylan, Educationalist		
13.00 – 13.40	Lunch and Networking – served in the Courtyard			
	<b>Session Three</b>	<i>Chair: Dr Craig Renfrew</i> <i>Director of Medical Education, South Eastern Trust</i>		
13.40 – 14.10	What does good look like: <ul style="list-style-type: none"> <li>▪ Induction</li> <li>▪ Shadowing</li> <li>▪ Formal Education</li> <li>▪ Team Working</li> <li>▪ Workload</li> <li>▪ Clinical Duties</li> </ul>	Dr Kate Scott – DME, Northern HSC Trust Dr Pat Manley – FPD, Western HSC Trust Ms Lynn Wilson – FPD, Southern HSC Trust & Deputy Director, NIFS Dr Laurence Burke & Dr Dearbhail Lewis – FPDs, Belfast HSC Trust Dr Andrew McAllister – FPD, Belfast HSC Trust Dr John Harty – FPD, Southern HSC Trust		
14.10 – 14.55	Workshop: Induction & Shadowing and Formal Education	Mr Oliver Boylan, Educationalist		
14.55 – 15.15	Coffee, Tea and Networking – served in the Corridor			
	<b>Session Four</b>			
15.15 – 16.00	Workshop: Team Working, Workload & Clinical Duties	Mr Oliver Boylan, Educationalist		
16.00 – 16.15	Closing Remarks and Next Steps	Professor Keith Gardiner, Postgraduate Medical Dean, NIMDTA		

## NIMDTA Trainee Progress and Revalidation

The Annual Review of Competence Progression (ARCP) takes place annually for each medical trainee to review progress in training/performance.

An ARCP panel is required to assess the adequacy of the evidence and documentation provided and to make a judgement about a trainee's suitability to progress to the next stage of training or to confirm if training has been completed satisfactorily. The Foundation Reference Guide (Foundation) and the Gold Guide (Specialty Training) describe the processes for conducting these annual reviews.

In addition, the ARCP panel is required to consider a self-declaration form from the trainees (Form R), Supervisor's reports and Employer's Exception reports and decide if there are any concerns about a trainee's ability to be recommended for revalidation. Revalidation is the

process by which licensed doctors are required to demonstrate on a regular basis that they are up to date and fit to practise. Each doctor has a Responsible Officer (RO) and has a connection to a Designated Body. The RO is responsible for making recommendations to the GMC as to whether the doctor is up to date, fit to practise and should be revalidated. For doctors in training in NI, their designated body is NIMDTA and their RO is the Postgraduate Medical Dean. The ROs for doctors in training base their recommendations on the outcomes of the ARCP process.

There are two decisions made at each ARCP panel – a decision about whether the trainee can progress to the next year of their training or complete training and a decision as to whether there are any concerns about their revalidation.

An ARCP panel must contain at least three members appointed by the Specialty Training Committee. In addition, where an unsatisfactory outcome is anticipated, the panel should contain a senior Deanery representative, an External Advisor and a Lay Representative.

Reports are requested from the Lay and External Representatives on NIMDTA ARCP panels on the processes and outcomes of the ARCPs. Any learning from these reports is considered at the QMG and any necessary improvements are made to the ARCP policy and to the teaching contained in ARCP workshops for Lead Educators.

NIMDTA processes and procedures regarding revalidation recommendations for trainees are overseen by the NIMDTA Revalidation Operational Group. The membership of this group, in addition to NIMDTA Senior Educators and Education Management staff, includes Trainee, Lay, HSC Trust and GMC Representatives.

During 2018-19, a positive revalidation recommendation was made for 325 doctors in training (66 for GP trainees and 259 for Hospital Specialty trainees) bringing the total of positive recommendations for doctors in training in NI since revalidation began to 1,775. All requests for deferral of the recommendation made for doctors in training (153) were made as a consequence of their Certificate of Completion of Training (CCT) date having moved from the time they were first appointed to their programme, due to changes in the length of time their training was taking place over or due to involvement in a local investigation.

There were no doctors in training who required notification to the GMC for non-engagement with the revalidation process.

## GP appraisal

All General Medical Practitioners in NI must undergo an annual appraisal to maintain their status on the NI GP Performers' List. NIMDTA co-ordinates and manages the process of GP Appraisal in NI and works in partnership with DoH and HSCB under the guidance of a Central



Board of Management. The governance arrangements are underpinned by a Service Level Agreement and a Communications Protocol with the HSCB which are updated annually.

NIMDTA appraised 1,593 GPs in 2018-19. The NIMDTA Appraisal Team meets with the HSCB revalidation team quarterly. This provides the opportunity for information sharing between the two groups and also for enhanced team building in facilitating the revalidation of GPs in Northern Ireland.

#### **Next Year NIMDTA will**

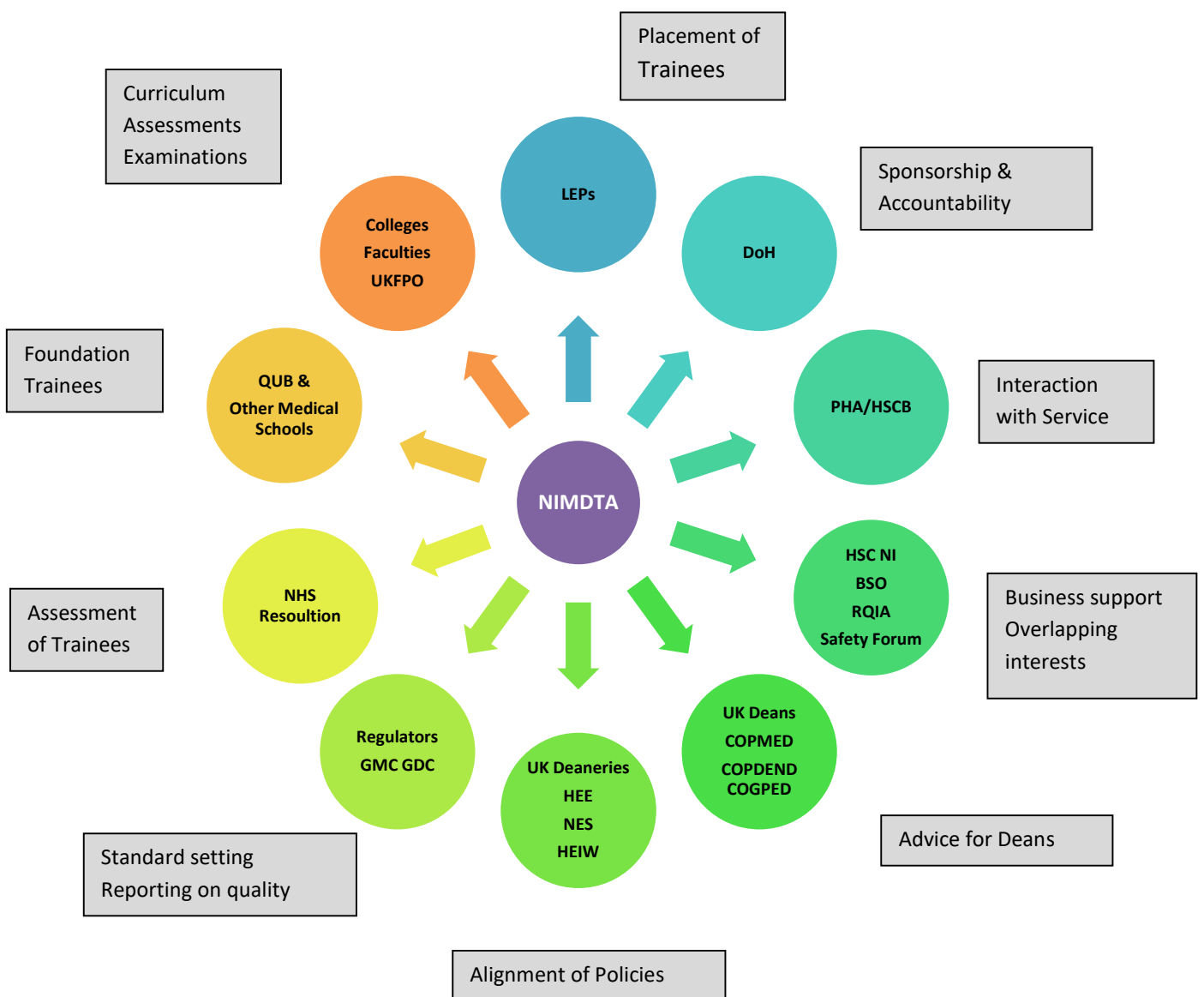
1. Continue to take a collaborative approach to its **Quality Management responsibilities** seeking to work in partnership with Local Education Providers, QUB, other HSC organisations and national regulators with responsibility for postgraduate clinical education.
2. Proceed with its cycle of planned **Quality Management visits** to training units in local education providers and to GP practices as well as **Quality Management specialty programme reviews**.
3. Follow up on concerns and areas for improvement identified from NIMDTA **Quality Management** activities and escalate and report to the GMC, DoH, HSCB, PHA and RQIA as necessary.
4. Host a **GMC Annual Engagement Meeting** in September 2019 to discuss NIMDTA Quality Management processes and concerns.
5. Work collaboratively with HSC Trusts, HSCB and DoH to implement recommendations arising from the **Redefining F1 Foundation Summit** on 1 April 2019.
6. Commence **Placement Quality** initiatives in the Core Surgery, Psychiatry and Palliative Medicine training programmes.
7. Convene a working group to **improve trainee examination results**. This is a component of NIMDTA's SUCCEED Strategy.
8. Continue to work with Trainee Ambassadors in delivering a **peer interviewing programme** to assist trainee in preparing for specialty recruitment interviews. This is a component of NIMDTA's SUCCEED Strategy.
9. Liaise with the DoH to discuss a model of development support for **Staff Grade and Associate Specialist (SAS)** doctors in Northern Ireland.

## Goal 4: Raising the Standards

**Quality 2020 Aim:** We will establish a framework of a clear evidence-based standards and best practice guidance. We will establish dynamic partnerships between service users, commissioners and providers to develop, monitor and review.

### Partnership Arrangements

To carry out its roles effectively, NIMDTA needs to work closely with the following stakeholders:



## NIMDTA Contributions

NIMDTA contributes to the development, dissemination and promotion of standards and best practice guidelines through the participation of NIMDTA representatives in a wide range of National, GMC, DoH and Regional groups as detailed below.

During 2018-19, NIMDTA representatives participated in **National** groups and events regarding postgraduate medical and dental education:

- AoMRC Education Committee
- AoMRC Flexibility and Transferability Working Group
- CoGPED/General Practice Committee liaison Group
- CoGPED/RCGP partnership Group
- Committee of GP Education Directors (CoGPED)
- Committee of Postgraduate Dental Deans and Directors (COPDEND)
- Conference of Postgraduate Medical Deans (COPMeD)
- COPMeD 4 Nations Revalidation Overarching Group
- COPMeD Professional Support Group
- COPMeD Senior Managers' Forum
- COPMeD Senior Managers' Revalidation Best Practice and Development Forum
- Developing Excellence in Medical Education Conference
- Health Foundation Q Cohort
- HEE Medical Foundation Programme Review
- HSC Quality Improvement (QI)
- ICAT Programme Steering Group
- JRCPTB- SAC in Rehabilitation Medicine – as Lead Dean
- MDRS Career Planning Group
- MDRS Programme Board
- MDRS Quality and Standards Group
- MDRS Recruitment Group
- National Multi-Specialty Conference (NACT)
- NES Annual Conference
- RCGP Assessment Committee
- RCGP Curriculum Development Group
- RCGP Specialty Advisory Committee
- UK Foundation Curriculum Group
- UK Foundation Programme Board
- UK Foundation Programme Executive
- UK Medical Education Database Development Group; and
- UK Medical Education Reference Group.

During 2018-19 NIMDTA representatives participated in working groups and events organised by the **General Medical Council**:

- Curriculum Oversight Group (COG)
- Education and Training Advisory Board
- Equality and Diversity Advisory Group
- NTS Group
- Quality Leads Group
- Recognition of Trainers Research
- Revalidation Oversight Group
- RO Reference Group; and
- UK Advisory Forum.

During 2018-19, NIMDTA representatives participated in **DoH** groups and events:

- Central Medical Advisory Committee
- Collective Leadership Strategy Reference Group
- Confidence in Care Revalidation Delivery Board
- Death Certification Implementation Working Group
- Employer Liaison Group
- Innovation and Improvement Design Workshops
- Library Advisory Group
- Medical Education Policy Group
- Medical Leaders' Forum
- Northern Ireland Medical School Places Review
- Privacy Advisory Committee
- Quality 2020 Workshop
- Responsible Officers' Forum; and
- Workforce Strategy Steering Group.

During 2018-19, NIMDTA representatives participated in regional groups and events:

- BMA JDC/NIMDTA Liaison Group
- Healthcare Library (QUB)- NIMDTA Liaison Group
- HSC Trust Informal Medical Directors' Group
- Joint QUB-NIMDTA Education Forum
- NI Confederation for Health and Social Care (NICON)
- NI Health & Social Care Postgraduate Education Forum
- NIMDTA/PHA/HSCB Liaison Group
- NISHFN

- PHA Medical Directors' Group
- Postgraduate Medical Education Forum
- Quality 2020 Developing Professional Leadership Group
- QUB - NIMDTA Equality and Diversity Working Group
- QUB-NIMDTA Recognised Trainers' Working Group
- QUB-NIMDTA Resilience Working Group
- QUB-NIMDTA-Belfast Trust Clinical Academic Training Board; and
- Ulster Medical Society.

### **NIMDTA and Quality 2020**

NIMDTA contributes to the Quality 2020 agenda through the involvement of Professor Keith Gardiner (Postgraduate Medical Dean) and Dr Claire Loughrey (Director of General Practice) as members of the Quality 2020 Implementation Group and the e-Health Project Board until these groups were stood down.

NIMDTA Simulation Lead Dr Mike Morrow and NIMDTA ADEPT Clinical Leadership Fellows Dr Sara Lawson and Dr Lorraine Bouzan previously led a Quality 2020 Task – Improving Patient Safety through Multi-disciplinary Simulation and Human Factors Training. During 2018-2019, Dr Morrow and NIMDTA ADEPT Clinical Leadership Fellow Dr Stephanie Campbell continued to work on this task and regularly attended Quality 2020 task group meetings. Patient safety will be improved by providing staff with a safe, simulated environment to practise clinical skills including human factors aspects such as communication, team working and situational awareness. Furthermore, the process of debriefing after simulation has been developed to enhance learning and standardise this approach across the region.

NIMDTA's Education Manager, Quality Manager and GP Director have all contributed to the Quality 2020 Developing Professional Leadership Group during 2018-19.

### **NIMDTA and External Quality Improvement Work**

Professor Gardiner and Dr Loughrey have been members of inaugural cohort of the Health Foundation Q initiative. Other NIMDTA Educators including Ms Brid Hendron (Postgraduate Dental Dean), Dr Camille Harron (Associate Dean for Careers and Professional Support) and Dr Louise Sands (Associate Director, GP) are also part of the Q Initiative. This initiative aims to make it easier for people from all parts of the health care system to enhance their skills in QI and make tangible benefits for patients.

Professor Gardiner chairs the Education and Training Group of the inquiry into Hyponatraemia Related Deaths (IHRD) Recommendation Implementation Programme. He is also a member of the HSC Liaison Group and the Implementation Programme Management Group. Dr Ian Steele, Director of Professional Development represents NIMDTA on the IHRD Death Certification Implementation Working Group.

Other significant meetings attended by Professor Gardiner include:


- Participating speaker at COPMED Professional Support Meeting (11 May 2018)
- Participating speaker at RCP Chief Registrar Training Opportunities Workshop (30 May 2018)
- Participating speaker at Rebranding Launch of HSC Healthcare Library (8 June 2018)
- Participant in NI Workshop of Independent Review of Gross Negligence Manslaughter and Culpable Homicide (4 September 2018)
- Participant in GMC NI Education Roundtable (26 September 2018)
- Participating lecturer on University of West London Strategic Workforce Planning Course (5 December 2018)
- Participant in GMC Review of Wellbeing (11 January 2019)
- Participating speaker at RCS Edinburgh NI President’s Forum (13 February 2019)
- Participating in meeting between NIMDTA and GMC Chair Dame Clare Marx (14 February 2019)
- Participating speaker at GMC UK Advisory Forum (1 March 2019)

### NIMDTA and External Views

NIMDTA has recruited a team of 32 Lay Representatives to provide external scrutiny and contribute to a number of different Deanery activities. These activities included recruitment and selection panels, assessment panels (ARCP) deanery visits and appeal panels.

All Lay Representatives are required to prepare a report for NIMDTA on the processes and outcomes of the activity that they took part in.

A training event for Lay Representatives was held on 12 September 2018 when 15 Lay Representatives attended.

<b>Lay Representative Training Programme</b> 		
<b>Wednesday 12th September 2018</b>		
<b>Beechill Room, NIMDTA</b>		
1.45 pm	Arrival and Registration	
2.00 – 2.30 pm	Introductions & Role of NIMDTA	Dr Ian Steele
2.30 – 3.00pm	Recruitment and selection	Ms Roisin Campbell
3.00 – 3.15 pm	<i>Coffee/Tea Break</i>	



NIMDTA seeks externality by inviting educators from other parts of the UK to observe and take part in Deanery visits to educational units, in annual review panels to assess progress of trainees and for ARCP appeal panels. Each of these representatives is asked to prepare a report for the Postgraduate Medical Dean on the process and outcomes of the activity that they took part in.

NIMDTA received information from the GMC on how NIMDTA trainees perceive training in NI compared with other regions of the UK (GMC NTS) and on how well NIMDTA trainees progress through their training (ARCP), succeed at examinations or succeed in their applications to enter specialty training. Trainees in NI rated NIMDTA first in six out of 18 categories assessed by the GMC NTS in March 2019 in comparison with the other three UK countries.

### General Medical Council

NIMDTA, as the Northern Ireland Deanery, is required to demonstrate compliance with the GMC standards for postgraduate medical training and must satisfy itself that the LEPs, primarily the HSC Trusts, deliver postgraduate medical education and training to the standards required. NIMDTA carries out its functions through the conduct of Deanery Visits, the review of reports and action plans and the evaluation of trainee surveys and assessment outcomes.

NIMDTA is required to report to the GMC online through a live reporting method. This reporting from the Deanery is used by the GMC with other sources of information to monitor the quality of postgraduate medical education and training and ensure that the GMC standards for training are being met.

Any risks or areas of concern identified by the Deanery relating to the quality of training or patient safety were further reviewed in the context of the results of the GMC's annual NTS which provides feedback on trainee's perception of the quality of their training.

The GMC, as part of its quality assurance processes, conducts scheduled visits to Postgraduate Deaneries and designated LEPs. It also carries out Enhanced Monitoring visits to LEPs if there are any significant areas of concern. In 2018-2019, there were two concerns subject to this process within NI with one concern being addressed and closed in November 2018. Details of the issues being monitored in this fashion are published on the Enhanced Monitoring section of the GMC website.

<https://www.gmc-uk.org/education/how-we-quality-assure/postgraduate-bodies/enhanced-monitoring>

## Internal Audit

NIMDTA utilised an outsourced internal audit function from the Business Services Organisation which operates to defined standards and whose work is informed by an analysis of risk to which the organisation is exposed and annual audit plans are based upon this analysis. One corporate risk based audit assessing Trainee Recruitment and Selection was conducted in 2018-19. A satisfactory system of governance, risk management and control was reported based on this audit with only 3 Priority 3 recommendations which were accepted and implemented.

### Northern Ireland Medical & Dental Training Agency Recruitment & Selection of Core Medical Training & Anaesthetics Trainees 2018/19

#### DEFINITION OF LEVELS OF ASSURANCE

The Level of Assurance that Internal Audit can provide on audit areas is defined as follows:

Assurance	Definition
Satisfactory	Overall there is a satisfactory system of governance, risk management and control. While there may be some residual risk identified, this should not significantly impact on the achievement of system objectives.
Limited	There are significant weaknesses within the governance, risk management and control framework which, if not addressed, could lead to the system objectives not being achieved.
Unacceptable	The system of governance, risk management and control has failed or there is a real and substantial risk that the system will fail to meet its objectives.

#### Level of Assurance

### Satisfactory

Overall there is a satisfactory system of governance, risk management and control. While there may be some residual risk identified, this should not significantly impact on the achievement of system objectives.

#### Executive Summary

Internal Audit can provide satisfactory assurance in relation to Recruitment and Selection process for CMT and Anaesthetics. Satisfactory assurance has been provided on the basis that NIMDTA are adhering to the national deadlines and procedures which are required to be followed by the Deaneries.

There are no significant findings in this report that impact on the assurance provided.

There no key findings in this report;

The three other findings of the audit are:

1. Upon review of Lay Representatives claims and payments, Internal Audit noted two small underpayments in relation to preparation time and report writing.
2. Internal Audit tested that all those who interviewed the applicants completed or renewed their recruitment training before the day of the interview and found:
  - For one panellist the training was overdue by 2 days.
  - Where a panellist has completed training within their respective Trust, the actual certificate may not be held on file with NIMDTA.
  - There were three instances when the date of completion on the report was different from the dates found on the training certificates.
3. NIMDTA produce an allocation report which is sent out to Trusts. Audit reviewed the accuracy of 5 reports and found errors on all 5 reports relating to each of the five Trusts. These errors are listed below:
  - The total figure for Number of Posts column found on the Speciality Training Recruitment table was incorrect. The recalculation found that the total should have been 345 instead of the reported 362.
  - The difference between CMT CT2 of the number of posts accepted against the number of posts accepted should be 2 but a difference of 4 was reported.
  - There were also instances of incorrect percentages being calculated on the Training Allocation table.

## NIMDTA and Communication with Trainees

NIMDTA actively seeks feedback from trainees and involvement of trainees in NIMDTA Committees.

NIMDTA engages with and listens to trainees in a number of ways:

1. NIMDTA Surveys of Trainees. NIMDTA conducts surveys of trainees before carrying out visits to the units in LEPs that they are allocated to. These surveys inform the visiting team and are discussed at NIMDTA's pre-visit briefing sessions of the visiting team.
2. GMC Surveys of Trainees. The GMC conducts an Annual National Survey of Trainees. NIMDTA strongly supports the GMC in maximising the response rate of trainees in NI to this survey. NIMDTA reviews and distributes the results of this survey and provides responses to the GMC. One hundred percent of NIMDTA trainees completed the survey in 2018-19. In this survey trainees raised 17 patient safety issues and three undermining concerns.
3. NIMDTA visits to LEPs. NIMDTA has a rolling five yearly visiting cycle to visit all the training units in NI. During these visits, NIMDTA meets with trainees in peer groups to listen to their views in a confidential setting. Concerns raised by the trainees are discussed anonymously with trainers and fed back on the day to the Educational and Clinical Leaders in the LEPs and are included in NIMDTA's visit reports.
4. Trainee Representatives. NIMDTA includes trainee representatives in the membership of the Training School Boards (Foundation, Specialty and GP) and Specialty Training Committees which oversee the delivery of postgraduate medical education in each programme. NIMDTA also includes trainee representatives in appropriate Sub-Committees (Revalidation Operational Groups, Clinical Academic Training Board).
5. Trainee meetings. NIMDTA Educators meet with individual trainees to listen to concerns, discuss career choices and provide support.

**Foundation Weekly Update**  
Issue #252 - Friday 31 May 2019

Follow us  
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mdta  
NIMDTA

Do you need to complete parts of the curriculum on your e-portfolio which you do not cover in day-to-day practice? If so try some of our free e-learning mapped directly to the Foundation Professional Capabilities (Training Outcomes) in the 2016 Foundation Curriculum.

The following sessions in Foundation e-Learning cover Professional Capability 7 - Works effectively as a team member

**e-LH**  
e-Learning for Health Professionals

- Sessions
- Team Working and Patient Safety
- Good Handover Practice
- Effective Referrals to Other Clinical Teams
- Primary, Secondary Care Interface
- Ward and Therapy Services
- Ward and Social Services
- Team Dynamics
- Effective Team Working

You can sign in to the e-learning with your login supplied by us at the beginning of your Foundation training.  
[Click here to view more modules!](#)

**THE PROFESSIONAL DUTY OF CANDOUR**

Every healthcare professional must be **open and honest** with patients when something goes wrong with their treatment or care which causes, or has the potential to cause, harm or distress.

Department of Health  
An tSeirbhís  
Ministère Ó Aire  
www.health.gov.uk

HSC Health and Social Care

"The Department of Health is taking forward the recommendations arising from the Inquiry into Hyponatraemia Related Deaths. Central to this work is the recommendation to further embed a "being open" culture alongside a statutory Duty of Candour in Northern Ireland.

Introducing legislation to create a statutory duty of candour was one of the Inquiry's key recommendations, but it is only part of the solution. Support and guidance is also required to ensure a culture of greater openness and transparency within the health and social care system, from top to bottom. Staff will be central in helping to shape the options on how this will be taken forward and to ensuring they are supported through the process."

The Duty of Candour Workstream and Being Open sub-group will undertake a series of HSC staff engagement sessions in June 2019.

[Please click here for the full flyer and information on the involvement workshops taking place for each Trust.](#)

**ARCP OUTCOMES**  
Annual Review of Competence Progression

This is a process whereby both F1 and F2 doctors have the evidence of their progress reviewed by an appropriately convened panel so that a judgement about their progress can be made and transmitted to the Foundation School Director, the doctor's employer and the doctor directly.

**Desired outcome for F1 is Outcome 1**  
Leads to Certificate of experience for full GMC registration to progress to F2

**Desired outcome for F2 is Outcome 6**  
Leads to Foundation Programme Certificate of Completion (Outcome 6) and completion of the two year Foundation Training Programme

Other Outcomes for F1 or F2 are:  
Outcome 3: Additional period of training required  
Outcome 4: Released from the training programme (if F1, referred to GMC in conjunction with Medical School of Graduates)  
Outcome 5: Unsatisfactory or insufficient Evidence (In this instance, incomplete and/or once has been presented by the Foundation doctor and an additional training time may be required to full take production of the required evidence)

[Click here for the ARCP Checklist](#)

**Generic Skills**

**Generic Skills for F2 doctors is now complete for the 2018 / 19 training year.**  
Work is underway to organise sessions for the 2019 intake using the feedback from this years attendees to improve on what is already a highly valuable training opportunity for Foundation doctors in Northern Ireland.

**Current F2?**  
We are creating an information pack on Generic Skills. If you have any advice for those attending the courses next year, please email the Foundation team @ NIMDTA.

The Foundation School has an active and well established Foundation Doctors' Forum which promotes inclusion of Foundation doctors' views in regional working groups and sends representatives to national meetings thus linking with Foundation doctors in other regions.

Representatives of this Forum are full members of the Foundation School Board and include a final year Medical student along with 2 F1 and 2 F2 doctors. Issues pertaining to Foundation doctors are highlighted through this Deanery level reporting structure. The Foundation School links directly with the recruited and selected Foundation Programme Directors based in the LEPs, four times a year.

The NIMDTA Foundation School introduced a Foundation Weekly Update from August 2014. This is circulated to all F1 doctors, F2 doctors and Foundation contacts. The objective of the Foundation Weekly Update is to streamline communication to all Foundation doctors, Trainers in contact with Foundation doctors and all in health and medical education in Northern Ireland who are in contact with Foundation doctors. All information is presented in 'bite sized' chunks relating to current issues relevant to front line healthcare staff.

Regular features include topics such as Foundation e-portfolio and ARCP reminders; healthcare news and information alerts; Foundation and Specialty Recruitment information; Regional Generic Skills mandatory training information for all F2 doctors; information relevant to Foundation Programme trainers and those who act as supervisors; GMC information and new publications; Northern Ireland regional initiatives and their roll out; academic



opportunities and educational meetings and Celebrating the success of current and past NIFS Foundation doctors.

The information is confined to one A4 page and contains the key weekly messages relevant to all involved in Foundation Programme training in Northern Ireland.

There are also NIMDTA Newsletters for GP, Core Medical, Paediatric and Hospital Specialty Trainees and Dental Trainees.


### General Medical Council Curriculum Oversight Group (COG)

Professor Gardiner is a member of the GMC COG along with HEE, NES and HEIW representatives and the Departments of Health educational policy leads in the four nations. COG was created by the GMC in response to the GMC *Excellence by Design* document. COG ensures that the 3 yearly cycle of curriculum reviews deliver the strategic change required and that the curricula written by the Royal Colleges and Faculties are aligned with the *Shape of Training* principles.

### NIMDTA and Trainee Opportunities

NIMDTA works closely with QUB to promote opportunities for clinical trainees to undertake academic training, to be involved in scholarly activity and to present their research work. In November 2018, NIMDTA partnered with QUB and the UMS to

## Specialty Trainee Newsletter




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**March 2019**

**Guest Editor: Dr Grace Cuddy**  
Paediatrics ST4, ADEPT Fellow 2018-19

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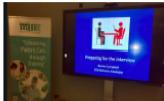


The **encompass** programme is moving towards the final stages of procurement for a **electronic health and care record** for Northern Ireland. It will need frontline staff to help map clinical pathways to HSCNI as subject matter experts. If you would like to be involved, come to future events and/or want local engagement, please contact [grace.cuddy@hscni.net](mailto:grace.cuddy@hscni.net).

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The **Peer Interview Scheme**, supported by NIMDTA, is designed for trainees transitioning from Foundation to Specialty Training and Core to Higher Training. Participants have called it 'extremely beneficial.'

The final event for this year took place on Thursday 14<sup>th</sup> March 2019 and was fully subscribed. Feedback from attendees was positive including comments such as "Being able to practice, and fortunately getting good feedback, has made me so much more at ease." & "Fantastic event"



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**WE ARE RECRUITING**

**Are you ST3 or above?**  
If so have you thought about becoming a peer mentor?


As a peer mentor you will have the opportunity to support a less experienced trainee through informal mentoring relationships. We provide you with training and support to progress in this role.

The next Mentoring for Success course is:  
**Wednesday 17<sup>th</sup> April 2019, NIMDTA.**  
For information, application forms and booking please go to [MENTORING FOR SUCCESS](#)

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**WE ARE RECRUITING**

**Have you thought about becoming a TRAINEE AMBASSADOR**



Applications are open from 21st March 2019 to 4th April 2019. Application forms should be emailed to [valuedtrainees@hscni.net](mailto:valuedtrainees@hscni.net)

## GP Trainee Newsletter

Issue 18: February 2019

[gspecialtytraining@nimdtA.hscni.net](mailto:gspecialtytraining@nimdtA.hscni.net)



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**NIMDTA TRAINEE AMBASSADORS**

**Trainee Ambassadors**

The Trainee Ambassador scheme has been running since July 2017. NIMDTA are keen to expand and to recruit new trainees to become Trainee Ambassadors. The aim of the scheme is to promote connections between trainees, highlight the benefits of training and to strengthen engagement between NIMDTA and trainees. The position is open to all NIMDTA trainees and will provide you with additional leadership opportunities, training to help you fulfil your role and support to help take projects forward that you are interested in.

**Dates for applications: Open on 15<sup>th</sup> February and Close 1<sup>st</sup> March.**

Trainee Ambassador applications will open on 15<sup>th</sup> February. The role is open to all NIMDTA trainees and further information will be available on the NIMDTA website: [http://www.nimdtA.hscni.net](#)

A group of our Trainee Ambassadors (Brigit Jackson, Nathan Oliver and Claire Magee), are organising a series of social events as an opportunity for trainees to meet up outside work. To make sure that the events we organise suit you we would appreciate if you could take 2-3 minutes to complete this short survey about what kind of social events you would like us to organise: [http://www.nimdtA.hscni.net/Forms/Feedback](#)

Our first event will be a 5-a-side football tournament held in May. If you would like to be involved, or put a team forward for the event, please email [jim@nimdtA.hscni.net](mailto:jim@nimdtA.hscni.net) for further information.

Some of our Trainee Ambassadors (Umberto Plesano, Claire Magee, Robbie Stewart and Adina Pocheta) are working on developing a network to promote and support academic and research opportunities. Work has begun on developing this but we are really keen to hear what ways you think that an academic network could help you whatever stage of training you are at, and whatever your involvement in academic medicine is. We would really appreciate it if you could take 5 minutes to complete the following survey: [http://www.nimdtA.hscni.net/Forms/Feedback](#)

**Diploma in Mental Health**

The next programme for the Diploma in Mental Health commenced on Wednesday 14<sup>th</sup> February. If you are interested you should apply on the Direct Application Portal ([https://www.hscni.net/apply](#)) and follow the step-by-step instructions. You will also need to apply to the Study Leave team ([https://www.hscni.net/apply](#))



**PgDip MENTAL HEALTH**

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**GP Recruitment**

Recruitment for training in General Practice in Northern Ireland took place at La Mon Country Hotel on the 5th and 6th of February. The event was a great success, after months of careful planning and organisation. We would like to thank all candidates that applied and wish them good luck with their outcomes. We would also like to thank all the assessors and simulators for their input and help and of course all of the NIMDTA GP Specialty Training Team, including Associate Directors, Programme Directors and Admin staff for coordinating all the events throughout the day.

**Academic Clinical Fellows (ACF) and Academic Clinical Lecturers (ACL) Opportunities**

Queen's University Belfast in partnership with the Northern Ireland Medical and Dental Training Agency (Northern Ireland Postgraduate Deans) and the Belfast Health and Social Care Trust offer a pathway of academic clinical training opportunities in research and education. Academic Clinical Fellows (ACF) and Academic Clinical Lecturers (ACL) posts have been created as a response to Modernising Medical Careers and the Support report.

Trainees may enter at ST1 or above in General Practice or above of the unified training grade. Core clinical competencies will be gained as necessary through access to the essential elements of the training curriculum. Clinical training offers a wide range of opportunities in programmes that have a strong track record in specialty training and academic activities. Trainees will both their clinical training while continuing academic development at post-doctoral level with 50% research time at QUB. ACFs are normally mentored by two supervisors (academic and clinical) when they are responsible for. Progress will be reviewed twice per year by the Clinical Academic Training Board.

It is expected that trainees at this level will apply for an externally funded clinician scientist programme to extend their research to a consultant appointment.

Support will also be available for academic training through a Mentoring Scheme run in collaboration with the Academy of Medical Sciences in London. This will give the trainee an opportunity to discuss with experienced national researchers not directly involved in supervising any issues about academic medicine. This scheme has been successful in the UK.

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promote and organise a very successful Junior Doctors' Research Day for the fourth consecutive year. The President of the Ulster Medical Society, Dr Peter Watson, chaired the event and prizes were presented to trainees for the best poster and best oral presentations.

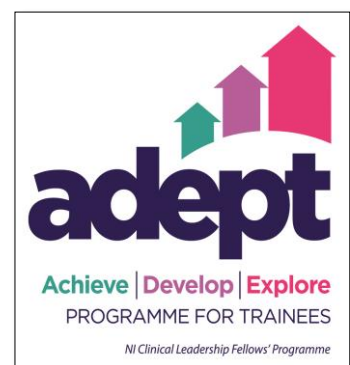


## NIMDTA Clinical Leadership Fellows' Programme (ADEPT)

NIMDTA in cooperation with partner host organisations in Northern Ireland launched a Clinical Leadership Fellows' programme for the first time during the training year 2015-16. The fourth cohort began their Fellowship year in August 2018.

This programme provides senior doctors and dentists in training with an opportunity to take time out of programme for one year to work in an apprenticeship model with senior leaders in host organisations in Northern Ireland to gain organisational and leadership skills.

Clinical Leadership Fellows undertake one or more specific projects in their host organisations under supervision, attend formal leadership training including mentoring and coaching, and are provided with opportunities to network and learn with healthcare colleagues.





In addition to the specific projects, other host-based opportunities include attending and chairing meetings and working with multi-professional teams on a wide variety of other projects in their host organisations. The number and range of projects in which the Clinical Leadership Fellow is involved depends on the host organisation.

The aims of this programme are that Clinical Leadership Fellows will, by the end of their placement, have gained experience and an understanding of the following:

1. How the HSC works so that they can be more effective as leaders and managers and work in partnership with other leaders and managers;
2. The strategic vision of health and social care in NI and the factors that influence this strategy;
3. The ability to identify leadership and management styles and how to employ those styles;
4. The relationship between clinical practice and service management;
5. Thinking differently through reflective practice;
6. Effective leadership and management of projects;
7. Enabling others through working in a management role;
8. Working in teams from a variety of stakeholders;
9. Networking with senior colleagues facing similar challenges; and
10. Influencing and negotiating skills.

A Leadership Development Programme has been delivered as part of ADEPT by the HSC Leadership Centre. This provides eleven full days of training during the year spent in ADEPT by Leadership Fellows. During 2018-19, Clinical Leadership Fellows have been working towards a Level 7 ILM in Leadership and Management.

The Leadership Development Programme involves:

- 1) Induction;
- 2) Module 1 - Project Management & IT Skills;
- 3) Module 2 - Leading with Care;
- 4) Module 3 - Leading Improvement;
- 5) Module 4 - Coaching;
- 6) Module 5 - Leading with Others;
- 7) Module 6 – Healthcare Leadership Model; and
- 8) Final Module and Assessment.

During 2018-19, ADEPT Fellows were placed in a variety of host organisations in NI – Belfast Trust, HSCB, NIMDTA, RQIA, HSCLC, Southern Trust and DoH.

Fellows had opportunities to present at DoH Medical Leaders' Forum, NICON Annual Conference and to attend the GMC UK Advisory Forum and NIMDTA Educator events.

The ADEPT Clinical Leadership Fellow opportunities have been featured in the Ulster Medical Journal and one Fellow was awarded a NICE Scholarship.



Above: 2018/2019 ADEPT Clinical Leadership Fellows

## Educational Excellence

NIMDTA organised its third Educational Excellence Day entitled **Dare to Excel** on 28 June 2018. This day opened with a keynote lecture on Educational Excellence from the Sir Nigel Hamilton, Former Head of NI Civil Service. This was followed by presentations of awards to trainees for Excellence in Research, Quality Improvement, Medical and Dental Education, Professional Examinations, National Awards and Outstanding Contributions to Society. The 2017-18 ADEPT Clinical Leadership Fellows made presentations about the projects they undertook during their Fellowship year and received awards marking their significant contributions.

The Educational Excellence Day marked the launch of the **SUCCEED Strategy**. The SUCCEED Strategy is designed to **Support** training, **Understand** curriculum, **Cover** curriculum, **Commission** training, **Ensure** opportunities for all, **Enhance** prospects, and **Discover** purpose.

		
<b>Dare to Excel</b> NIMDTA Educational Excellence Day Friday 22 June 2018 Milford & Gransha Suite, La Mon Hotel, Belfast		
09:00 – 09:20	Registration Tea and Coffee <i>(Milford Foyer)</i>	
09:30 – 10:00	Keynote Address 'The further shore is reachable' <i>(Milford and Gransha Suite)</i>	Sir Nigel Hamilton Former Head of NI Civil Service
10:00 – 10:20	Presentation of Awards for Educational Excellence <i>(Milford and Gransha Suite)</i>	Sir Nigel Hamilton Former Head of NI Civil Service
10:20 – 10:45	Update on Valued Strategy <i>(Milford and Gransha Suite)</i>	Dr Camille Harron Associate Dean Careers and Professional Support Mrs Elaine Fugard Professional Support Development Officer
10:45 – 11:05	Coffee/Tea Network Opportunity <i>(Milford Foyer)</i>	
11:05 – 13:00	ADEPT Clinical Leadership Fellow Presentations & Awards <i>(Milford and Gransha Suite)</i> (8 minutes-presentation; 5 minutes-questions)  <u>Running Order</u> Dr Aidan O'Neill Dr Anne Marie McClean Dr Christopher Allen Dr Emma Cunningham Dr Lorraine Bouzan Dr Matthew Tyson Dr Niall Corrigan Dr Rachel Campbell	<u>Questioning Panel</u> Professor Gerry Gormley Clinical Professor, QUB Ms Caroline Lee Head of Clinical Education Centre Mr Alan Walker Head of Northern Ireland Office, GMC
13:00 – 13:30	Lunch with Entertainment <i>(Milford and Gransha Suite)</i>	Irish Doctors Choir
13:30 – 14:00	Launch of Succeed Strategy <i>(Milford and Gransha Suite)</i>	Professor Keith Gardiner Postgraduate Dean Ms Clare Campbell Trainee Professional Development Executive Officer Dr Joanna Turner Associate Dean for Recognised Trainers Dr Rachel Campbell ADEPT Clinical Fellow 2017/18



Above: 2017/2018 ADEPT Clinical Leadership Fellows with Professor Keith Gardiner (NIMDTA) and Dr Michael McBride (DoH)

The strategy aims to do this by using a systematic approach to promoting success in training:

- Connecting, informing, supporting, developing and valuing programme leaders, recognised trainers and trainees
- Enabling programme leaders, trainers, and trainees to fully understand College/Faculty curricular requirements
- Planning and delivering training and education which thoroughly covers the curricula
- Optimising commissioning of training, allocations and working with training partners to deliver the best possible training
- Ensuring fair access to training opportunities for all
- Supporting trainees so that they can maximise their prospects of success in examinations and at recruitment interviews
- Facilitating trainees to achieve, develop and explore their aptitudes and purpose through providing advice, guidance and wide ranging opportunities

### Trainee Ambassadors

The Ambassador Scheme has been developed as a component of the VALUED Strategy with the overall aims of:

- Promoting connections between trainees;
- Highlighting benefits of training; and
- Strengthening the engagement between NIMDTA and trainees.



Ambassadors acquire new skills and are supported in their role through regular meetings at NIMDTA. Ambassadors are initially appointed for a one year period, with the option to continue in post after this if desired and with support of their Educational Supervisors.

In 2018-19, there were four Trainee Ambassador meetings with the ADEPT Clinical Leadership Fellow for the VALUED strategy, Dr Rachel Campbell to discuss initiatives, events and engagement opportunities. A number of social events have been provided for trainees to achieve better work-life balance, connect with peers, and link with NIMDTA's Trainee Ambassadors. These included yoga, a park run team and football tournament.





Above: Trainee Specialty Teams at the Football Tournament



Above: A trainee yoga session organised by Trainee Ambassadors



Above: Flow studios used for the second trainee yoga session

The **ENGAGE** Clinical Leadership programme was delivered for a third successive year in 2018-19. This programme is focused on leadership and QI methodologies and is aimed at final year trainees in GP, Hospital Specialty and Dental Specialty training programmes.

ENGAGE aims to challenge, develop and support doctors and dentists in training to ensure that they are prepared to lead effectively. This programme was delivered on behalf of NIMDTA by the HSCLC on Monday evenings beginning in November 2018 and will complete with a Showcase Event in June 2019.

**HSC Leadership Centre** **ENGAGE** **NIMDTA**  
 A Clinical Leadership and Improvement Programme

**Introduction**  
 The Northern Ireland Medical & Dental Training Agency in collaboration with the HSC Leadership Centre are pleased to announce applications are open for the ENGAGE Clinical Leadership and Improvement Programme for Final Year GP, Dental and Specialty Trainees across Health and Social Care in Northern Ireland. Following on from the success of the previous programmes 45 places will be offered and each module will be from 6-8:45pm each evening. The programme is open to trainees who are within 6 to 18 months of CCT at the time of the first module. The programme is completely free of charge to trainees.

**Programme Details**

- Module 1: Me as a Clinical Leader (Monday 12<sup>th</sup> November 2018)
- Module 2: Sharing the Vision (Monday 10<sup>th</sup> December 2018)
- Module 3: Inspiring Shared Purpose (Monday 14<sup>th</sup> January 2019)
- Module 4: Building and Maintaining Effective Relationships (Monday 11<sup>th</sup> February 2019)
- Module 5: Building Personal Resilience (Monday 4<sup>th</sup> March 2019)
- Module 6: Leading with Care (Monday 25<sup>th</sup> March 2019)
- Module 7: Empowering the Service User (Monday 15<sup>th</sup> April 2019)
- Module 8: Personal Leadership (Monday 13<sup>th</sup> May 2019)
- Module 9: Showcase Event (3<sup>rd</sup> June 2019)

**PROGRAMME AIM**  
 To support the achievement of the primary leadership and improvement goal, that is, 'continual and never ending improvement of the well-being of patients and other service users'.<sup>1</sup> (Don Berwick, 2013) This Clinical Leadership and Improvement Programme has as its foundation Value Based Leadership (Harry M Kraemer). It aims to challenge, develop and support doctors to ensure they are prepared to lead effectively so they can influence, shape and improve the delivery of high quality patient-centred care in their organisations and across the Health and Social Care System.

**LEARNING OUTCOMES**

- Greater collaboration internally and externally with a culture of shared experiences, expertise and support in the pursuit of providing the best care to patients
- Enhanced personal and professional effectiveness through a greater self-awareness and understanding of individual behaviours and their impact on others
- Strengthened resilience to enable positive and collective leadership and improvement in an increasingly dynamic and turbulent environment
- Extended strategic understanding of Health and Social Care and greater capability to deliver transformational change
- Understanding the language, tools and skills of improvement science
- Successful implementation of quality improvement initiatives within their organisations

**KEY PRINCIPLES**  
 Learners have different personalities and learning styles. Delivery methodologies will be experiential, engaging, providing challenge and leading to action and review. The programme is designed with the following underlying principles:

- We will develop medical leaders and improvers who add value to their organisations
- We will engage with experienced and respected leaders and improvers in General Practice, Dentistry and Hospital Medicine as role models and contributors
- We will utilise a range of evidence based theories, models and development methods
- We will respond to the emergent learning needs of the participants
- We will focus on learning and practical application
- We will challenge participants both in terms of knowledge and behaviours
- We will evaluate participants' knowledge, skills, competence and confidence before, during and after the programme

**MODULE STRUCTURE**

- The first two modules are about individuals having the mindset and strength to lead improvement and change within their healthcare environment.
- Building on this the next two modules explore how to work collaboratively and system wide to improve services whilst understanding the strategic context
- The fifth module directly links to how we can achieve transformational and radical change through improvement
- The final three modules are clearly focused on relationships and how they can help to implement and sustain quality improvements.

## Next Year NIMDTA will

1. Organise its **Fourth EQUIP Celebration Day** for GP Trainees for 27 June 2019 at Mossley Mill. EQUIP is a QI Programme for GP trainees which aims to give trainees an opportunity to learn about QI by taking on a QI project within groups underpinned by introductory theory, training in QI tools and mentorship from local QI leaders using the ECHO collaborative training model.
2. Convene its **Third ENGAGE Showcase Event** on Monday 3 June 2019. This will be an opportunity for trainees to present the QI projects that they have been involved in during their participation in the ENGAGE programme.
3. Host its **Fourth Annual Educational Excellence Day – Dare to Excel** on 28 June 2019 at the La Mon Hotel. At this day the keynote address will be delivered by Professor Stuart Elborn, Pro-Vice-Chancellor at QUB and ADEPT Clinical Leadership Fellows will make presentations based on their QI projects.
4. In collaboration with QUB, NIMDTA has organised its **Eighth Annual Clinical Education Day** for Thursday 25 September 2019 aimed at undergraduate and postgraduate teachers, trainers and educators. This year the conference is entitled 'Looking to the Future' and will include keynote addresses on 'Working with doctors, working with patients', 'Transforming the Service - Health and Wellbeing 2026', 'Human Psychology and Introducing Change' and 'Data Science for Decision Makers for Health'. In addition to the plenary sessions, there will be ten workshops.
5. In collaboration with QUB and UMS, NIMDTA has again organised a **Research for Trainees Day** on 17 October 2019 at the Postgraduate Centre, Belfast City Hospital.
6. In collaboration with QUB, NIMDTA will be organising for the sixth year an **Annual Professional Support Conference** on 30 April 2020 at Riddel Hall, QUB.
7. Offer **Zoom Education Sessions** on a variety of topics to Dental trainees during 2019-20; to include the Statement of Dental Remuneration (SDR), QI and Leadership and Research.
8. Continue to implement **APLAN for Dental Foundation Trainees** in 2019-20, which will allow for peer assessment of clinical cases.
9. Participate with the colleagues from education bodies in the other two devolved nations in the **HEE-led Foundation Review Groups**.



10. NIMDTA Educators will participate in the **RCP London Postgraduate Deans' Liaison Group**.
11. The Postgraduate Medical Dean has accepted an invitation to participate in the **GMC's Medical Licencing Assessment Programme Board** from April 2019.
12. The Postgraduate Medical Dean/Chief Executive has accepted an invitation to join the **4 Nations Healthcare Education Body Chief Executives' Group** starting in May 2019.
13. The Postgraduate Medical Dean/Chief Executive has accepted an invitation from the **BMA NI Council** to speak on the Medical School Places Review in May 2019.
14. NIMDTA has accepted an invitation to participate in **the DoH Regional Review of Urgent and Emergency Care** commencing in April 2019.
15. The Postgraduate Medical Dean has accepted an invitation to join the **DoH Regional Workforce Strategy Reference Group**.
16. NIMDTA will host a visit from **GMC Head of Revalidation** in June 2019.
17. NIMDTA Senior Educators and Senior Managers will participate in the **GMC NI Education Roundtable** in September 2019.
18. NIMDTA will host a visit from the **GDC** in October 2019.
19. The Postgraduate Medical Dean has accepted an invitation to speak at the official opening of the GMC NI Office Official in June 2019.
20. The Postgraduate Medical Dean has been invited to meet with the Independent Neurology Inquiry in November 2019.
21. The Postgraduate Medical Dean has accepted an invitation to give a plenary address at the NES Annual Conference in May 2019.

## Goal 5: Integrating the Care

*Quality 2020 Aim: We will develop integrated pathways of care for individuals. We will make better use of multidisciplinary team working and shared opportunities for learning and development in the HSC and with external providers.*

While NIMDTA is not directly involved in delivery of care for individuals, NIMDTA is involved in multi-disciplinary transformation working groups (Leadership Strategy Reference Group; Daycase Elective Care Centre Group; Regional Programme Board Plastic Surgery) and IHRD Recommendation Implementation Groups.

NIMDTA promotes multi-disciplinary team development through the Dental Continuing Education (CE) programme for Dentists, DCPs and for Dental Teams. This Dental CE programme continued to be popular. These courses provided 2,364 educational opportunities for dental registrants. Educational opportunities for DCPs continue with the externally accredited NEBDN Certificate in Special Care Dental Nursing. Dental Radiography was also delivered for Dental Nurses for the first time, in 2018.

NIMDTA runs generic skills training sessions for its 252 Foundation Year two doctors and for 1,100 Specialty Trainees on multi-disciplinary team working.

In September 2018 NIMDTA met with Leaders from NIPEC, the Clinical Education Centre (BSO), NI Centre of Pharmacy Learning and Development, HSCB and DoH in the multi-professional **Northern Ireland Health & Social Care Postgraduate Education Forum**. The aim of this forum is to facilitate strategic discussions concerning inter-professional education across the HSC and promote cross-organisational relationship, understanding and collaborative working.

## Next Year NIMDTA will

1. Continue to participate in the **HSCB Regional Plastic Surgery and Burns Programme Board** and the **Daycase Elective Care Centres Project Board**.
2. Continue to contribute to the Quality 2020 **Developing Professional Leadership Task Group**, a Quality 2020 subgroup through the Postgraduate Medical Dean and Senior Managers.
3. Be represented at the **NICON Conference** in April 2020 by Educators, Senior Management and ADEPT Fellows.
4. Be represented on the **Collective Leadership** Reference Group by the Postgraduate Medical Dean and Education Manager.
5. Be represented at the **HSC Single Employer's** Steering Group by the Postgraduate Medical Dean and Director of Hospital Specialty Training.
6. Be represented at the **HSC Single Employer's** Working Group by the Education Manager.
7. Be represented at the **DoH IHRD HSC Liaison Group, the Education and Training Group and Implementation Programme Management Group** by the Postgraduate Medical Dean; and on IHRD Death Certification Implementation Group by the Director of Professional Development.

## References

COGPED: Committee of GP Education Directors

<http://www.cogped.org.uk/>

COPDEND: UK Committee of Postgraduate Dental Deans and Directors

<http://www.copdend.org/>

COPDEND: Quality Development of Postgraduate Dental Training in the UK 2012

[http://www.copdend.org/content.aspx?Group=guidance&Page=guidance\\_quality%20development%20of%20postgraduate%20dental%20training%20in%20the%20uk%202012](http://www.copdend.org/content.aspx?Group=guidance&Page=guidance_quality%20development%20of%20postgraduate%20dental%20training%20in%20the%20uk%202012)

COPDEND Standards for Dental Educators

<https://www.copdend.org/wp-content/uploads/2018/08/Guidelines-for-Dental-Educators-.pdf>

COPMED: Conference of Postgraduate Medical Deans of the UK

<http://www.copmed.org.uk/>

GMC Quality Assurance Framework

<http://www.gmc-uk.org/education/qaf.asp>

GMC Promoting Excellence

<https://www.gmc-uk.org/education/standards-guidance-and-curricula/standards-and-outcomes/promoting-excellence>

GMC Excellence by Design

[https://www.gmc-uk.org/-/media/documents/Excellence\\_by\\_design\\_standards\\_for\\_postgraduate\\_curricula\\_0517.pdf\\_70436125.pdf](https://www.gmc-uk.org/-/media/documents/Excellence_by_design_standards_for_postgraduate_curricula_0517.pdf_70436125.pdf)

GMC Good Medical Practice

[http://www.gmc-uk.org/Good\\_medical\\_practice\\_English\\_1215.pdf\\_51527435.pdf](http://www.gmc-uk.org/Good_medical_practice_English_1215.pdf_51527435.pdf)

Foundation Reference Guide 2017 and Curriculum

<http://www.foundationprogramme.nhs.uk/sites/default/files/2018-07/Reference%20Guide.pdf>

A Guide to Postgraduate Specialty Training in the UK (Gold Guide Fifth Edition)

<https://www.copmed.org.uk/images/docs/publications/Gold-Guide-6th-Edition-February-2016.pdf>

Shape of Training: Securing the future of excellent patient care

[https://www.shapeoftraining.co.uk/static/documents/content/Shape\\_of\\_training\\_FINAL\\_Report.pdf\\_53977887.pdf](https://www.shapeoftraining.co.uk/static/documents/content/Shape_of_training_FINAL_Report.pdf_53977887.pdf)

## Abbreviations

ACF	Academic Clinical Fellows
ACL	Academic Clinical Lecturers
ADEPT	Achieve, Develop, Explore Programme for Trainees
ALS	Advanced Life Support
AoMRC	Academy of Medical Royal Colleges
APLAN	Anonymous Peer Learning and Assessment Network
ARCP	Annual Review of Competence Progression
ASPiH	Association for Simulated Practice in Healthcare
BMA JDC	British Medical Association Junior Doctors' Committee
BMA	British Medical Association
BSO	Business Services Organisation
CCT	Certificate of Completion of Training
CE	Continuing Education
CIPD	Chartered Institute of Personnel and Development
CMO	Chief Medical Officer
COG	GMC Curriculum Oversight Group
COGPED	Committee of General Practice Education Directors
COPDEND	Committee of Postgraduate Dental Deans and Directors
COPMED	Conference of Postgraduate Medical Deans
CPD	Continuing Professional Development
CPR	Cardiopulmonary Resuscitation
CT	Core Trainee
DCP	Dental Care Professional
DCT	Dental Core Training
DECC	Daycase Elective Care Centres
DEMEC	Developing Excellence in Medical Education Conference
DFT	Dental Foundation Trainee
DoH	Department of Health
eALS	Advanced Life Support e-learning course
EAP	Employee Assistance & Wellbeing Programme
ECHO	Extension of Community Healthcare Outcomes
ENGAGE	Clinical Leadership and Improvement Programme
EQUIP	Educating for Quality Improvement for GP trainees
ES	Educational Supervisor
F1	Foundation Year 1
F2	Foundation Year 2
FMLM	Faculty of Medical Leadership and Management
Form R	Registration Form (for trainees with NIMDTA)
GDC	General Dental Council
GDPR	General Data Protection Regulation (2018)
GMC	General Medical Council
GP	General Practice
HEE	Health Education England
HQ	Headquarters
HSC	Health and Social Care

HSCB	Health and Social Care Board
ICAT	Irish Clinical Academic Training
ILM	Institute of Leadership and Management
iQUEST	Improving Quality and Understanding to Enhance Specialty Training
ISA	Irish Simulation Association
LEP	Local Education Providers
MD	Doctor of Medicine
MDRS	Medical and Dental Recruitment and Selection
MSc	Masters of Science
NACT	National Association of Clinical Tutors
NCAS	National Clinical Assessment Service
NEBDN	National Examining Board for Dental Nurses
NES	NHS Education for Scotland
NHS	National Health Service
NI	Northern Ireland
NICON	Northern Ireland Confederation for Health and Social Care
NIFS	Northern Ireland Foundation School
NIMDTA	Northern Ireland Medical and Dental Training Agency
NIPEC	Northern Ireland Practice and Education Council (for nursing and midwifery)
NISHFN	Northern Ireland Simulation and Human Factors Network
NTS	National Training Survey
O&G	Obstetrics & Gynaecology
OU	Open University
PBSGL	Practice-based Small Group Learning
PBSGL	Practice Based Small Group Learning
PHA	Public Health Agency
PhD	Doctor of Philosophy
PSU	Professional Support Unit
QI	Quality Improvement
QMG	Quality Management Group
QUB	Queen's University of Belfast
RCOG	Royal College of Obstetrics & Gynaecology
RCP	Royal College of Physicians
RCS (Ed)	Royal College of Surgeons of Edinburgh
RO	Responsible Officer for Revalidation
RQIA	Regulation and Quality Improvement Authority
SAC	Specialty Advisory Committee
SAS	Staff Grade and Associate Specialist Doctor
SDR	Statement of Dental Remuneration
SMC	Senior Management Committee
SQE	Safety, Quality and Experience
ST	Specialty Trainee
STATUS	NIMDTA'S Recognising Trainers Programme (Selection; Training; Appraisal; Transfer of Data; Underperformance Management; Support)
STEP	Belfast Trust Quality Improvement Programme for Senior Trainee Doctors



SUCCEED	NIMDTA's SUCCEED Strategy (Supporting Training, Understanding the Curriculum, Covering the Curriculum, Ensuring Opportunities for All, Enhancing Prospects, Discovering Purpose)
TPD	Training Programme Director
UK FPO	UK Foundation Programme Office
UMbRELLA	UK Medical Revalidation Evaluation Collaboration
UMS	Ulster Medical Society
VALUED	NIMDTA's VALUED Strategy (Voice is Listened to, Applaud & Acclaim Success, Life-Work Balance, Up to Date & High Quality Training, Enhanced Learning Opportunities, Distinctive).