



ANNUAL QUALITY REPORT

2019 - 2020

Northern Ireland



Medical & Dental Training Agency

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Foreword

It is our pleasure to introduce NIMDTA's Annual Quality Report for 2019-20.

In this report, you will learn how NIMDTA ensures achievement of high quality is central to all we plan and do.

NIMDTA **transforms culture** by embedding the maintenance and improvement of quality in strategic and business plans and on the agenda for all our meetings. Excellence is promoted throughout the organisation (recruitment, induction, engagement and development), in our interactions with Trainees (education and employment) and externally by sharing good practice (NHS Education for Scotland Annual Conference; Royal College of Pathologist's Scottish Council; Developing Excellence in Medical Education Conference; National Careers Conference). The importance to NIMDTA of working closely with partners is shown in the forums we have set up (NIMDTA Staff; Trainee; Recognised Trainer; Lead Educator; Directors of Medical Education), in our extensive engagement with the Health and Social Care System and our wide-ranging participation in many national groups.

Strengthening the workforce is NIMDTA's key role. Education and Training is provided at all levels –

- Board (workshop programme)
- Clinical Facilitators
- Dentists and Dental Care Professionals
- Education Management Staff (Staff Development Programmes)
- Educators (Flagship events; Faculty Development courses; support for educational qualifications)
- GP Appraisers
- Lay Representatives
- Recognised Trainers (STATUS: Achieving and Maintaining Recognition; GP Learning and Teaching)
- Senior Management (Away Days and Education Forum); and
- Trainees (programme-specific; iQUEST; EQUIP; ENGAGE; academic and leadership programmes; Representative and Ambassador Training).

In addition, we provide support for Trainees through our team of Education Programme Leaders and our Professional Support Unit (one-to-one meetings; careers advice; mentoring; coaching; education assessment). We support staff members through our Team Leaders and Staff Health and Wellbeing programme as well as by providing access to counselling and Occupational Health Services. We provide Educators and Trainers with induction, training and support from Senior Educators.

A focus on **measuring improvement** is fundamental to NIMDTA's Strategic and Business Plans, making use of Key Performance Indicators and corporate score cards. We meet annually with the leadership teams of each of the five HSC Trusts to review performance. We use GMC data to monitor Trainee success in recruitment, professional examinations and progression. We promote success for Trainees at interviews through our Peer Interview Programme and at examinations through our Education Fellows. We monitor Trainee experience using NIMDTA, GMC and College surveys as well as visits and focus groups. NIMDTA seeks to improve the quality of Trainee experience and education through a systematic approach to programme review and our Placement Quality Initiative. We quality assure the appraisals we carry out for all the GPs in NI.

We **raise standards** by working in partnership across the HSC and the UK to define standards, develop guidance, introduce and implement initiatives, monitoring and reviewing progress. NIMDTA-specific initiatives include flagship educational events for Educators and Trainers (Clinical Education Day; Professional Support Day) and Trainees (Educational Excellence Day; Research for Clinicians Day). NIMDTA provides specific academic, leadership and quality improvement training programmes (Clinical Academic Training; ADEPT; ENGAGE; EQUIP). Progress in raising standards is tracked using surveys, visits, forums, internal audits, and the review of reports from Lay Representatives and external experts. We recognise achievement of excellence by announcements in NIMDTA newsletters, social media and website as well as at specific award events (EQUIP Celebration; ENGAGE Showcase; Educational Excellence Day).

NIMDTA is strongly committed to **integrated care**. We recruit, allocate and oversee Trainees who provide day-to-day frontline care in primary care and across the HSC Trusts. In addition, NIMDTA participates in transformation initiatives (Day Case Elective Care Centres; Emergency Care Regional Collaborative) and inquiry recommendation implementation groups (Inquiry into Hyponatraemia Related Deaths). We support strategy implementation for the HSC workforce (Single Employer Initiative), leadership development (Development Professional Leadership) and enhancement of the quality of medical education. We organise joint events with QUB, coordinate the NI HSC Postgraduate Education Forum and host the NI Centre for Pharmacy Learning and Development.

COVID-19 pandemic has had a significant impact on every area of NIMDTA's activities and we have strongly supported the HSC's response to COVID-19.

It has been necessary to stand down or postpone many educational activities. Postgraduate Educators have stepped back from educational roles to support the clinical response to the pandemic. Hundreds of Trainees have redeployed, across specialty boundaries into different units and hospital sites, to support the HSC response to COVID-19. Academic and Out of Programme Trainees have returned to full time clinical work in HSC Trusts.

Over 200 final year Medical Students have graduated early, been registered early with the GMC and NIMDTA has organised their early entry into the HSC workforce as Foundation Interim Year 1s (FiY1). We have transitioned our staff successfully to working from home and conducting all our meetings using teleconferencing and videoconferencing.

Despite all this disruption, we have remained committed to maintaining and improving the quality of our services.



Mr Alistair Joynes
Chair, NIMDTA Board



Professor Keith Gardiner
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 (NI). NIMDTA also seeks to serve the government, public and patients of NI 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 NI. 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 commenced a new role, in a phased fashion, as Single Lead Employer for Doctors and Dentists in Training in Northern Ireland in August 2019. The aim of this DoH-led initiative is to improve the employment experience for Trainees, delivering a more consistent approach and reducing duplication of effort as Trainees rotate across different placement hosts during the course of their training programmes.

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 2019-20** 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 2019-20

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 four further departments who work across the organisation (Business Management, Corporate Services, Trainee Employment 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, Research for Clinicians 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 four further business departments that work across the organisation – Trainee Employment, 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 work streams 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 Placement Quality Initiative. NIMDTA has a variety of opportunities to share good practice:

Nationally:

- 4 Nation Statutory Education Body Chief Executives' Group
- 4 Nation Statutory Education Body Medical Directors' Group
- Academy of Medical Royal Colleges' Education Committee (AoMRC)
- AoMRC Flexibility and Transferability Working Group
- Association for Simulated Practice in Healthcare (ASPIH) National Committee
- CoGPED/General Practice Committee Liaison Group
- CoGPED/RCGP Partnership Group
- 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 4-Nation Business Managers Meeting
- COPMED Academic Training Forum
- COPMED LTFT Training Forum
- COPMED Overarching Data Group
- COPMED Professional Support Group
- COPMED Senior Managers' Forum
- COPMeD Senior Managers' Revalidation Best Practice and Development Forum

Dental Business Managers Meeting
Dental Core Training Advisory Group
Dental Foundation Training Advisory Group
Dental Specialty Training Advisory Group
Developing Excellence in Medical Education Conference (DEMEC)
GDC DFT Undergraduate Liaison Group
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 Revalidation Oversight Group
GMC Review of Wellbeing
GMC UK Advisory Forum
Health Foundation Q Cohort
HEE Foundation 4 Nations Policy Group
HEE Medical Foundation Programme Review
Irish Clinical Academic Training Programme Steering Group
JRCPTB - SAC in Rehabilitation Medicine
MDRS Careers 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
Royal College of Pathologist's Scottish Council
Royal College of Physicians London Postgraduate Deans Group
Royal College of Surgeons of Edinburgh NI Advocacy Group
Scottish Medical Education Conference (SMEC)
UK Foundation Curriculum Group
UK Foundation Programme Board
UK Foundation Programme Executive Committee
UK Medical Education Database Development Group; and
UK Medical Education Reference Group.

Regionally:

DoH Central Medical Advisory Committee
DoH Day Case Elective Care Centre Group
DoH Emergency Care Regional Collaborative
DoH Employer Liaison Group
DoH GP Training Task and Finish Group
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 Library Advisory Group
DoH Medical Leaders' Forum (clinical service-medical education interactions)
DoH Privacy Advisory Committee
DoH Regional Review Urgent and Emergency Care
DoH Responsible Officer Forum
DoH Revalidation Delivery Board
DoH Single Employer Steering Group
DoH Single Employer Working Group
DoH Strategic Group to Enhance the Quality of Medical Education in Northern Ireland
DoH Workforce Strategy Reference Group
GMC Welcome to UK Practice Regional Group
HSC Collective Leadership Strategy Reference Group
HSC Informal Medical Directors' Group
HSC Informal Small ALB Chief Executives' Group
HSC Quality Improvement Forum
HSCB Regional Plastic Surgery and Burns Programme Board
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.

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.



Northern Ireland
Foundation School

Welcome to this issue #255 of the Northern Ireland Foundation School (NIFS) Foundation Weekly Update (FWU).

Please note, our website is currently experiencing issues for those using Internet Explorer therefore the contents of this weeks newsletter have been included below.

This is also available [here](#) for those using other browsers.

Foundation Weekly Update

Issue #255 - Friday 21 June 2019



Have you used the "Doctors in Training Induction Programme" from e-LfH?

The content is available as three 'patient journey' scenarios and each

Lead Educators' Newsletter

November 2019
Edition 26


Contents:

- [Independent Medical Examiner Service NI Prototype](#)
- [Changes to upcoming recruitment - RLMT](#)
- [GMC Regulated Credentials](#)
- [Course identification for Maintaining Recognition](#)
- [NIMDTA Peer Interview Scheme](#)
- [NIMDTA-QUB Annual Clinical Education Day: Riddell Hall](#)
- [GMC National Training Survey 2019](#)
- [NIMDTA-QUB-UMS Trainee Research Day - Postgraduate Centre, BCH](#)
- [Lead Educator Success](#)
- [New Appointments](#)
- [Single Employer Appointments](#)
- [Positions Being Recruited](#)
- [Dates for Diary](#)

Independent Medical Examiner Service NI Prototype - November 2019

Two separate public inquiries, the *Inquiry into Hyponatraemia-Related Deaths* and the *Shipman Inquiry*, have recommended that an Independent Medical Examiner (IME) should be introduced to provide scrutiny of deaths that are not investigated by the Coroner. The DoH is soon to commence an IME service prototype to assess how such a system might operate in practice in Northern Ireland.

The prototype involves the IME reviewing a random sample of Medical Certificates of



Northern Ireland
ALUMNUS NETWORK

NIMDTA Alumnus Newsletter

Edition 4
March 2020

This edition contains information about:

- [Recruitment](#)
- [Trainee Opportunities](#)
- [Trainee Success](#)
- [Training Developments](#)
- [Post CCT Opportunities](#)
- [New Appointments](#)

Recruitment

Changes in Immigration Rules

The Home Office has advised that there will be a significant change to the Shortage Occupation List with effect from 6 October 2019. As a result all medical specialities will be on the shortage occupation list meaning that all applicants for training posts will be exempt from the Resident Labour Market Test (RLMT). It is therefore expected that there will be many more international applicants for training posts in the UK with increased competition for training posts. It is anticipated that the

Involvement of NIMDTA Staff



NIMDTA recognises the importance of obtaining feedback from our staff. It is facilitated through workshops, staff engagement group meetings, briefings and staff surveys.

During 2019, a HSC-wide staff survey was organised. In relation to staff engagement, NIMDTA was delighted to score the highest in the HSC with 3.93.

Team working in NIMDTA was also rated highly in the survey where NIMDTA scored the highest in the HSC with 4.06. This rating had increased from the last survey in 2015 from 3.71 and was significantly higher than the average rating in the NHS survey in 2017 which was 3.74.

Team Working

- 3.73 HSC
- 4.06 NIMDTA – highest level in HSC
- 3.71 NIMDTA 2015
- 3.74 NHS 2017

Enhancing Patient Care Through Training

HSC Staff Survey 2019: Key Findings Results by Organisation																	HSC Health and Social Care		
<small>For most of the question scores in this table, the higher the score the better. However, there are some scores for which a high score would represent a negative finding. For these scores, which are marked with an asterisk and in italics, the lower the score the better. The range of possible scores for each key finding is shown in italicised brackets.</small>																			
Engagement Score and Key Findings	HSC Overall	Belfast HSC	Northern HSC	Southern HSC	S. Eastern HSC	Western HSC	NIAS	BSO	HSC Board	PHA	NIBTS	NIGALA	NIMDTA	NISCC	PCC	NIPEC	ROJA	HSC 2015	NHS 2017
Overall Engagement Score	3.78	3.77	3.87	3.78	3.82	3.77	<i>3.18</i>	3.71	3.55	3.70	3.73	3.91	3.93	3.79	3.60	#	3.64	3.72	3.78
Key Finding 1. Staff recommendation of the organisation as a place to work or receive treatment (1-5)	3.75	3.74	3.82	3.71	3.83	3.75	<i>3.15</i>	3.66	3.48	3.56	3.76	3.90	3.70	3.70	3.58	#	3.56	3.71	3.74
Key Finding 2. Staff satisfaction with the quality of work and care they are able to deliver (1-5)	3.97	3.94	4.03	3.93	3.95	4.01	3.81	4.02	<i>3.67</i>	3.77	3.97	3.80	4.12	3.89	#	#	3.96	–	3.89
Key Finding 3. Percentage of staff agreeing that their role makes a difference to patients / service users (%)	90%	91%	90%	91%	90%	90%	92%	80%	<i>67%</i>	75%	90%	92%	85%	76%	#	#	92%	89%	89%
Key Finding 4. Staff motivation at work (1-5)	4.00	3.97	4.10	4.05	4.01	4.04	3.66	3.81	3.63	3.79	3.78	3.95	4.00	3.86	<i>3.61</i>	#	3.90	3.90	3.90
Key Finding 5. Recognition and value of staff by managers and the organisation (1-5)	3.40	3.34	3.54	3.39	3.43	3.30	<i>2.39</i>	3.58	3.37	3.57	3.42	3.86	3.85	3.72	3.58	#	3.57	3.48	3.47
Key Finding 6. Percentage of staff reporting good communication between senior management and staff (%)	29%	28%	34%	29%	30%	25%	<i>5%</i>	39%	25%	26%	24%	68%	52%	49%	45%	#	23%	28%	33%
Key Finding 7. Percentage of staff able to contribute towards improvements at work (%)	64%	65%	67%	64%	64%	62%	<i>26%</i>	68%	64%	70%	73%	79%	89%	70%	55%	#	58%	63%	70%
Key Finding 8. Staff satisfaction with the level of responsibility and involvement (1-5)	3.87	3.86	3.95	3.87	3.88	3.84	<i>3.42</i>	3.85	3.66	3.73	3.89	4.18	3.96	4.06	3.62	#	3.70	–	3.88
Key Finding 9. Effective team working (1-5)	3.73	3.70	3.82	3.76	3.73	3.70	<i>2.92</i>	3.79	3.40	3.53	3.74	3.49	4.06	3.86	3.85	#	4.05	3.71	3.74
Key Finding 10. Support from immediate managers (1-5)	3.70	3.63	3.84	3.76	3.70	3.58	<i>2.83</i>	3.91	3.69	3.82	3.74	3.85	3.97	4.05	3.82	#	3.95	3.65	3.78
Key Finding 11. Percentage of staff appraised in last 12 months (%)	71%	71%	80%	74%	70%	63%	<i>34%</i>	66%	41%	70%	76%	96%	89%	95%	55%	#	83%	65%	87%
Key Finding 12. Quality of appraisals (1-5)	3.11	3.02	3.26	3.14	3.13	3.09	<i>2.14</i>	3.05	2.87	2.84	2.87	3.25	3.47	3.08	#	#	2.90	–	3.10

Promoting the health and wellbeing of staff has been a particular focus of the Senior Management Committee. This was also highlighted in the survey where 100% of respondents indicated that NIMDTA takes positive action on health and wellbeing which was again the highest score in the HSC. 100% of respondents also indicated that NIMDTA provides advice on mental health and 89% on diet and exercise.

Health and Well Being

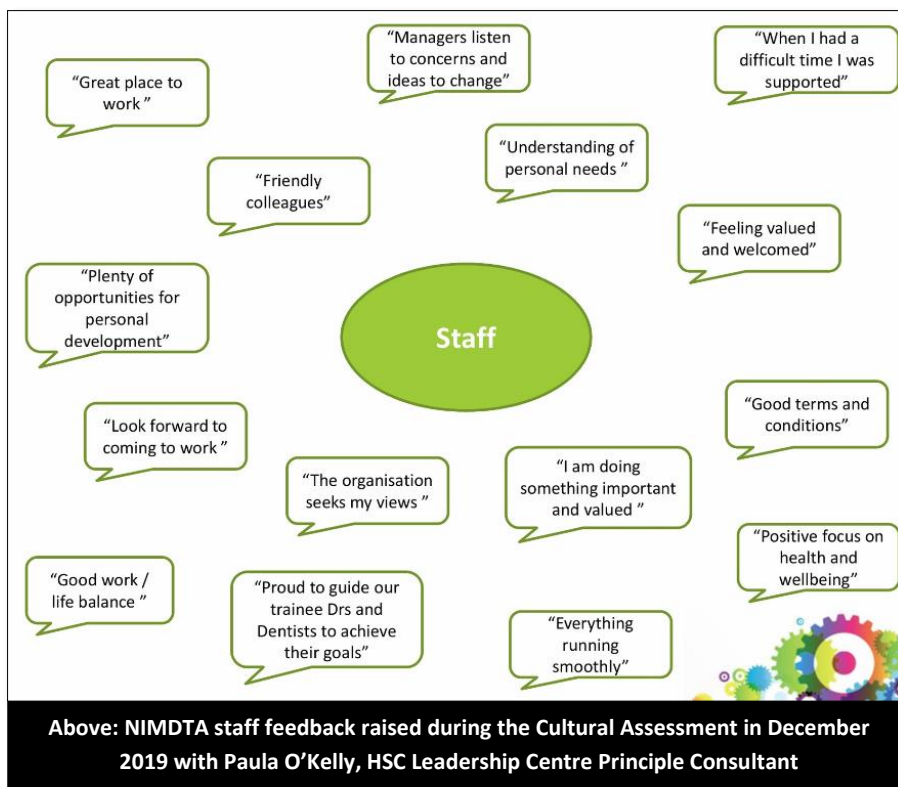


- 100% felt organisation takes positive action on health and well being - Highest in HSC
- 100% advice on mental health – highest in HSC.
- 89% on diet and exercise.
- 91% happy with facilities provided.



Enhancing Patient Care Through Training

NIMDTA participated in the launch of the HSC Leadership Strategy and in the development of the HSC Core Values. In June 2019, NIMDTA also undertook a cultural assessment exercise, facilitated by Paula O’Kelly (Principal Consultant, HSC Leadership Centre). Feedback to staff was provided at a NIMDTA / Board workshop in December 2019. The response from a series of meetings with staff was very positive including “managers listen to concerns and ideas to change” and “great place to work”.



Engagement with DoH and External Bodies

In addition to the formal DoH groups that NIMDTA is involved in, there are quarterly sponsorship meetings with the Workforce Policy Directorate and the Postgraduate Medical Dean has quarterly meetings with the Chief Medical Officer (CMO).

On 1 April 2019, NIMDTA hosted a Foundation Summit to redefine the experience of Foundation Year 1 Trainees with involvement of representatives from DoH, PHA, HSC Trusts, QUB and the NIMDTA Trainee Forum. NIMDTA have continued to work collaboratively with HSC Trusts to implement the recommendations from the Foundation Summit during 2019-20. A follow-up meeting was held on 9 October 2019 with representatives from HSC Trusts, QUB and DoH to discuss progress on addressing the recommendations of the Foundation Placement Quality Report (<https://www.nimdtg.gov.uk/download/f1-placement-quality-report/>).

On 9-10 May 2019, NIMDTA Senior Educators and Education Management Senior Managers attended the Scottish Medical Education Conference (SMEC) in Edinburgh and delivered a talk on NIMDTA's VALUED Strategy at a plenary session, a workshop on NIMDTA's SUCCEED Strategy and presented posters.

On 30 May 2019, NIMDTA in conjunction with the Belfast and South Eastern HSC Trusts and the HSC Leadership Centre organised a cultural engagement workshop with the Plastic Surgery Team working across the two Trusts.

On 20 November 2019, a NIMDTA Senior Educator delivered an invited talk on NIMDTA's VALUED Strategy at the Royal College of Pathologists' Scottish Council's Symposium in Aberdeen.

On 26 November 2019, NIMDTA organised a workshop on Trainee self-harm and sudden deaths with representatives from HSC Trusts which took place at Antrim Civic Centre.

Poster presentations were also delivered on 2-3 December 2019 as NIMDTA Senior Educators and Senior Managers attended the Developing Excellence in Medical Education Conference (DEMEC) in Manchester.

NIMDTA Senior Educators and Senior Managers were also involved in delivering workshops at the COPMeD MDRS National Careers Conference in May 2019 and COPMeD Careers Conference on 28 February 2020. These contributions were very positively received.

During 2019-20, NIMDTA hosted visits from GMC (18 April 2019; 4 September 2019) and GDC (24 October 2019).

During 2019, NIMDTA Senior Educators participated in a GMC funded research project on Recognised Trainers. The report of this qualitative research was published in January 2020 and highlighted NIMDTA's STATUS programme as providing high quality training opportunities. The full report is available online at <https://www.gmc-uk.org/about/what-we-do-and-why/data-and-research/research-and-insight-archive/evaluating-the-trainer-recognition-framework>

Box 2. High quality training opportunities

There were many examples given of convenient, affordable and practical training events in the sites visited.

In Northern Ireland, a menu of training opportunities has been established for achieving and maintaining recognition. Mapping to their 'STATUS' programme, events relate to 'S'upervisory skills; 'T'eaching the Teacher; 'A'nti-discrimination (Equality and Diversity Training); 'T'rainee Support and training 'U'nique to 'S'pecialty (for example, curriculum changes).

Events have been oversubscribed, with opportunities for networking also supporting a sense of community.

'I think there's a huge choice of CPD training offered by that in terms of achieving recognition and maintaining recognition courses. I think it's hugely beneficial' (FG4, leaders).

COVID-19

This pandemic has had a significant impact on every area of NIMDTA's activities.

Many educational activities have been stood down or postponed (professional examinations; formal education; mandatory courses; study leave; planned rotations; recruitment; annual trainee reviews; quality management visits and surveys) and postgraduate Educators have stepped down from educational roles to support the clinical response to the pandemic.

Hundreds of Trainees have been redeployed, across specialty boundaries into different units and hospital sites, to support the HSC response to COVID-19.

Academic and Out of Programme Trainees have stepped back into full time clinical work in HSC Trusts.

Over 200 final year Medical Students have graduated early, been registered early with the GMC and NIMDTA has organised their early entry into the HSC workforce as Foundation Interim Year 1s (FIY1).

NIMDTA has transitioned its staff successfully to working from home and conducting all its meetings using teleconferencing and videoconferencing.

In response to the severity, rapidity and wide-ranging nature scale of these changes to NIMDTA's activities, due to COVID-19, the NIMDTA Board commenced weekly meetings online from mid-March 2020.

During this pandemic, NIMDTA has remained committed to the aims of Goal 1: Transforming the Culture:

1. "make achieving quality the top priority at all levels in Health and Social Care"
2. "promote and encourage partnerships between staff."

Depending on the course and impact of the COVID-19 pandemic, NIMDTA plans for next year are:

1. Continue to engage with **Senior Educators and Education Management staff** members based at NIMDTA during 2020-21 through staff update newsletters, staff engagement events, staff workshops, health and wellbeing events, and staff training sessions (Induction; Interview Skills).
2. Promote engagement with **Lead Educators** in 2020-21 through the Lead Educators' Forum, flagship educational events (Annual Clinical Education Day; Annual Professional Support Day; Annual Educational Excellence Day; NI Simulation and Human Factors Network Conference - NISHFN), induction events and skills workshops (Leadership; Facilitation; Chair).
3. Engage with **Recognised Trainers** to enhance training, opportunities and outcomes through the Recognised Trainer Forum, Trainer newsletters, educational events and newsletters.
4. Promote engagement with **Trainees** during 2020-21 through welcome evenings, Trainee newsletters, website, social media, Trainee Representatives, the Trainee Forum, Trainee Ambassadors and flagship Trainee events (Annual Educational Excellence Day; Annual Research for Clinicians Day; Next Steps – Career Events; NI Simulation and Human Factors Network Conference).
5. Maintain engagement with **former Trainees and Educators** during 2020-21 through Alumnus Network newsletter published twice yearly.

6. **Work collaboratively** with other health care education bodies in NI during 2020-21 through the continued involvement in the NI HSC Postgraduate Education Forum.
7. Collaboratively work and **engage with national educational committees** including COPMeD, COPDEND, COGPED, Senior Managers Forum, AoMRC Education Committee and their sub-groups.
8. 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 from August 2020.
9. Work with DoH, HSCB, PHA and HSC Trusts to ensure that **restart of postgraduate medical and dental education** post-pandemic is fully integrated into HSC plans to rebuild clinical services.

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 2019-20, a workshop was held on the Foundation Placement Quality Initiative on 21 May 2019 and on Strategic Planning on 27 February 2020.

In addition, Board members attend two staff engagement events each year allowing staff to network, engage and ask questions (27 June 2019 and 28 November 2019). NIMDTA Board members are very supportive of and attend many NIMDTA educational events for Trainees Educational Excellence Day (28 June 2019); Medical Foundation Induction (1 August 2019) and for Educators, (Clinical Education Day 26 September 2019) 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 10 June 2019, 23 September 2019 and 3 February 2020.

Senior Management Committee
Strategic Planning Away Day
Monday 3 February 2020



Venue: Room 1.1, Clinical Education Centre, Clady Villa, [Knockbracken](#)

Attendees: Keith Gardiner (Chair), Lorraine Parks, Denise Hughes, Roisin Campbell, Mark McCarey (*until 11.00 am only*), Ian Steele, Brid Hendron, Joanne Turner, Paula Black

Apologies: Michele Stone

By Invitation: Sally Anne Phillips, Gillian Carlisle, Keira Walsh and Gillian Blayney (Placement Quality)
 Claire Dougan, Ruth Carville and Eimear McCorry (Strategy to Enhance Quality of Medical Education)
 Mark Oliver, Patricia Hasson, Gillian Dennison (Using data effectively)

This Strategic Planning Away Day will follow the regular Monday morning SMC meeting 8.30 - 10.00 which will also be held in the Room 1.1, Clady Villa, [Knockbracken](#)

Timing	Content	Location
10.00 – 11.00	Business Planning Scanning (Mark McCarey) SAS Associate Dean Flexibility in training GMC and GDC visits 2021 Training post redistribution	Room 1.1

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 Recognised 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 26 September 2019 in conjunction with Queen's University of Belfast.

The Clinical Education Day received positive evaluation and had keynote addresses delivered by:

- Mr Phil Martin (GMC)
- Professor Ian Greer (QUB)
- Professor Paddy Nixon (UU)
- Dr Anne Crawford-Doherty (Black Country Partnership NHS Foundation Trust); and
- Professor Harry Hemingway (University College London).

It also featured several workshops in the morning and afternoon on topics such as:

- Case Based Learning
- Developing a Career in Medical Education
- Improving Placement Quality
- Learning Together
- Out of Programme Placements
- Reflective Practice
- Research Opportunities; and
- Trainer Recognition and Educational Appraisal.

 	
Clinical Education Day Thursday 26 September 2019 Riddel Hall, QUB 'Looking to the Future'	
08.45 – 09.10	Registration & Coffee, Tea and Networking
09.10 – 09.20	Welcome Professor Keith Gardiner Postgraduate Medical Dean, NIMDTA
09.20 – 10.00	<u>GENERAL MEDICAL COUNCIL UPDATE</u> Working with doctors, Working for patients Chair: Professor Keith Gardiner Mr Phil Martin Assistant Director, Education Policy, GMC
10.05 – 11.05	Workshop Session Part 1
Workshop 1:	<u>UNDERGRADUATE</u> Case Based Learning Chair: Dr Neil Kennedy Dr Zarabeth Newton Lecturer in the Centre for Medical Education, Cardiff University
Workshop 2:	<u>UNDERGRADUATE/POSTGRADUATE</u> Research Opportunities for Students and Trainees Chair: Dr Ian Steele Professor Tim Dorman School of Medicine, Dentistry and Biomedical Sciences, QUB Professor Cecilia O'Kane School of Medicine, Dentistry and Biomedical Sciences, QUB
Workshop 3:	<u>HOSPITAL SPECIALTY</u> Improving Placement Quality Chair: Dr Sally Anne Phillips Dr Sally Anne Phillips Associate Dean for Placement Quality Indicators, NIMDTA Dr Mary Murnaghan Professional Support Unit Lead, NIMDTA
Workshop 4:	<u>PRIMARY CARE</u> Learning Together Chair: Dr Claire Loughrey Dr Claire Loughrey GP Director, NIMDTA Dr Nigel Hart GP Associate Director, NIMDTA
Workshop 5:	<u>UNDERGRADUATE/POSTGRADUATE</u> Maintaining Trainer Recognition and Educational Appraisal Chair: Dr Joanna Turner & Ms Mairead Booahan Dr Joanna Turner Associate Dean for Recognised Trainers, NIMDTA Mr Oliver Boylan Educationalist, NIMDTA Ms Mairead Booahan Associate Director, Centre for Medical Education, QUB
11.05 – 11.20	Tea, Coffee and Networking – served in the Courtyard
11.25 – 12.00	<u>KEY NOTE ADDRESS</u> Health and Wellbeing 2026 Chair: Professor Keith Gardiner Ms Sharon Gallagher Deputy Secretary for Transformation, Planning and Performance Group, Department of Health
12.00 – 13.00	<u>SYMPOSIUM</u> Health Innovation Chair: Professor Keith Gardiner Professor Ian Greer Vice-Chancellor and President, QUB Professor Paddy Nixon Vice-Chancellor and President, Ulster University

Induction workshops for new Educator and Education Management staff were held throughout 2019-20 and a variety of Faculty Development workshops for Educators were also held during 2019-20:

- Induction (19 June 2019; 20 September 2019; 13 December 2019; 6 March 2020)
- Chairing Skills (18 December 2019)
- Leadership Skills (05 February 2020)




CHAIRING SKILLS WORKSHOP

Wednesday, 18th December 2019
13:45 - 17:00pm, Boardroom, NIMDTA

This course will provide valuable insight into:

- The Role of the Chairperson
- Chairing Styles
- Chairing Issues and Skills
- Overcoming Meeting Challenges

BOOK NOW YOUR PLACE NOW

Leadership Skills Workshop for Lead Educators

Wednesday 05th February 2020

NIMDTA Boardroom

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

A Lay Representative Training Day was also held on 30 April 2019.

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

During 2019-20, NIMDTA supported 29 Educators and Trainers working towards university level qualifications in Clinical Education (13 GP; 10 Dental; and six Medical Foundation / Hospital Specialty).

Development of NIMDTA Staff

NIMDTA recognises the importance of developing and supporting its staff.

NIMDTA Senior Management Committee meets weekly to discuss management issues for the organisation including the development needs for staff. The Senior Management Committee members participate in the Health and Well-being Group and attend the Team Managers Committee. NIMDTA's Chief Executive also provides a monthly update newsletter to keep staff apprised of current and future developments within the organisation.

During 2019-20, NIMDTA organised and delivered the following Staff Development Events:

- Appraisee Training (17 May 2019)
- Induction Workshop (19 June 2019; 20 September 2019; 13 December 2019; 6 March 2020)
- Interview Skills Training (11 September 2019)
- Absence Management and Conflict, Bullying and Harassment for Managers (11 October 2019)
- Coaching Skills for Managers (11 November 2019)
- Managing Customer Expectations (25 November 2019)

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 bi-annually to organise wellbeing events for staff. Two members of staff have been trained as Health Champions by Health Matters NI. NIMDTA was nominated for a Workplace Wellbeing Award for 'Promoting a Positive Workplace Culture' by Inspire in June 2019.

Wellbeing workshops were provided on Introduction to Mindfulness, Caring for the Carer, Emotional Resilience and Positive Mental Health.

The graphic is a calendar for staff development events in 2019. It features the NIMDTA logo (Northern Ireland Medical & Dental Training Agency) and a stylized lotus flower icon. The events are listed in a grid format with dates, titles, speakers, and locations.

Date	Event Title	Speaker(s)	Location	Time
11 July 2019	Boot Camp session	Jonathan Kerr	Boardroom & Outside	12:00pm - 1:00pm
6 August 2019	Introduction to Mindfulness	Frank Liddy	Boardroom	09:30am - 11:30am
11 September 2019	Interview Skills	Oliver Boylan & Roisin Campbell	Beechill Room	10:00am - 12:00pm
2 October 2019	Caring for the Carer	Anne Costello	Boardroom	09:30am - 11:30am
14 November 2019	Positive Mental Health	Oliver Boylan	Boardroom	10:00am - 12:30pm
9 December 2019	Emotional Resilience	Julie Kelso	Boardroom	9:30am - 11:30pm
23 December 2019	Christmas Carols with the Choir			

Development of NIMDTA Trainees

Provision of Foundation Generic Skills for F2 Doctors

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

In 2019-20, the fourteenth annual programme of Foundation Generic Skills training days was delivered regionally for all Medical Foundation Year 2 (F2) Doctors. A total of eight days of study leave are set aside for attendance at these training days.

Attendance at all 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, and the requirements of the UK Foundation curriculum. Feedback from online evaluations is reviewed to enhance subsequent sessions to meet changing professional needs.

In order to facilitate attendance of all F2 Doctors, each module is delivered 7 - 8 times during the academic year. From September 2019 until May 2020, a total of 60 training days were organised, 42 of which were delivered successfully before training was interrupted by the COVID-19 pandemic. All F2 Doctors had attended a sufficient number of modules to evidence curricular teaching for the purposes of ARCP, despite the loss of the remaining 18 training days.

From August 2020 onwards, it will be necessary to redesign the way in which our training days are delivered in light of the ongoing need for social distancing. The Foundation Team will be working with the wider NIMDTA Education Team to develop new approaches to the delivery of education.

General Practice (GP) Training

The GP department places Trainees every year in each of the five Trust areas. The number of available places to commence GP training each year was increased from 97 per year to 111 per year in August 2018. Altogether, there were 322 GP Trainees on the GP Specialty Training Programme during 2019-20. GP Training Programme Directors (TPDs) in each Trust area organise weekly one day formal education sessions for these Trainees in their Trust areas.

During 2019-20, the GP department delivered 519 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 2019 to March 2020 there have been 14 ECHO clinics run by the GP Specialty Training Programme. This involves ST3 Trainees participating in a formal education programme to understand Quality Improvement (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.

The programme, known as EQUIP (Experience In QQuality ImProvement) concludes each year with a 'Day of Celebration' allowing Trainees to present their QI projects. A case study on the programme was published this year by the Royal College of GPs (RCGP) and is available through the following link: <https://www.youtube.com/watch?v=HKd82h2AjMg>

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.....'



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

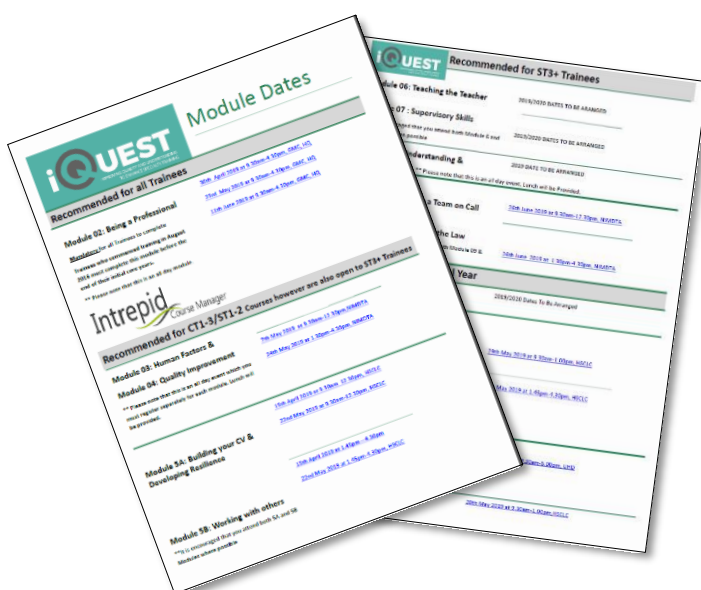
iQuest is a modular, generic professional skills framework for all specialty trainees.

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.

iQUEST
IMPROVING QUALITY AND UNDERSTANDING
TO ENHANCE SPECIALTY TRAINING

Northern Ireland
mdta
Medical & Dental Training Agency

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.



In 2014, NIMDTA designed a modular, generic professional skills framework for all medical and dental specialty Trainees. This consisted of 15 modules divided into three sets of five – 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.

Following a review of the iQUEST programme, NIMDTA introduced a number of new modules, bringing the total number of available modules to 16. These new modules covered areas such as “Conflict Resolution in Healthcare”, and “Mentoring for Success”. Modules are no longer restricted to Trainees from specific training years.

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 2019-20, 30 Trainees were allocated to NI as part of a broader National Recruitment process. The newly reconstituted Committee on Dental Foundation Training (CDFT (NI)) provides governance and advice on the Foundation Training scheme, supporting the Postgraduate Dental Dean in identifying and managing areas of concern and good practice within Dental Foundation Training.

A welcome evening was held in August 2019 for incoming Dental Foundation and Dental Core Trainees. This was an informal meeting and a chance for Trainees to meet the Dental Training Team prior to commencement into post.

Dental Foundation and Dental Core Trainees were supported to attend the Continuing Education Conference, “Teeth: A Traumatic Life or an Alternative Lifestyle” in September 2019.

Within the 2019-20 training year, Foundation Dentists (FDs) were provided with an opportunity to shadow a DCT for a day within the Ulster Hospital. This was an opportunity to understand the role of a DCT within an Oral Maxillofacial Surgery placement. Feedback from the participating FDs on this initiative was extremely positive.

Due to consequences from the COVID-19 pandemic, it was necessary to postpone Foundation Dentist Study Days in March 2020. Most of these Study Days were rescheduled to run using Zoom technology.

It was also possible for NIMDTA to purchase additional phantom heads for Foundation Dentists in 2020, to allow one head per Foundation Dentist for hands on simulated clinical skills practice within their dental practice. This was particularly useful as Aerosol Generating Procedures (AGPs) stopped in March 2020, due to COVID-19.

APLAN (Anonymous Peer Learning & Assessment Network) was introduced within the 2018-19 training year for Foundation Dentists and Educational Supervisors and was continued within the 2019-20 training year. APLAN allows for anonymous peer assessment of clinical cases completed by Foundation Dentists and is now an integral part of the programme after a successful pilot.

The first meeting of the Dental Foundation Training / QUB Dental School Liaison Group (DFT / QUBDSLGL) was held in December 2019. The purpose of this group is to promote a positive collaborative working relationship between Queen's University Belfast Dental School and NIMDTA with the aim of fully supporting dental students in the transition from their undergraduate training to their postgraduate Foundation Training.

Dental Core Training (DCT) is optional for dental graduates and facilitates additional experience in a hospital-based environment. It is however mandatory for the few who desire to further their career in dental specialties. Twenty-one Dental Core Trainees were appointed in 2019-20. 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 Training.

Dental Core Trainees were offered the opportunity within this training year to participate in a series of Quality Improvement training sessions. This training was delivered via Zoom technology. Dental Core Trainees were also provided with the opportunity to apply for study leave to further their knowledge in their particular areas of interest.

Due to COVID-19, it was necessary to postpone Dental Core Study Days in March 2020. Study Days, where possible, were rescheduled to run using Zoom technology and the majority of these were delivered.

NIMDTA created a Dental Specialty Training Induction folder for Trainees commencing into post in Spring 2020, a face to face induction was also introduced, however due to COVID-19 it was necessary to move this induction online.

An induction folder was also created for Specialty TPDs. Alongside the introduction of this folder, the Associate Postgraduate Dental Dean provided one to one induction meetings with each incoming TPD.

Three new Dental Specialty Training appointments were made within the 2019-20 training year within Oral Medicine, Orthodontics and Oral Maxillofacial Pathology. Other Specialty training posts include Restorative Dentistry and Oral Surgery.

A newly developed Dental Public Health Specialty training post will be advertised in the autumn 2020. This will be a four year post, working with the Public Health Agency, NI.

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 eight appointments at Specialty level in the year 2019-20.

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 2019.

The Dental Department has recently developed a two year DCT Clinical Academic Training (Academic Clinical fellowship ACF) post and it is anticipated that this training post will be introduced in 2021.

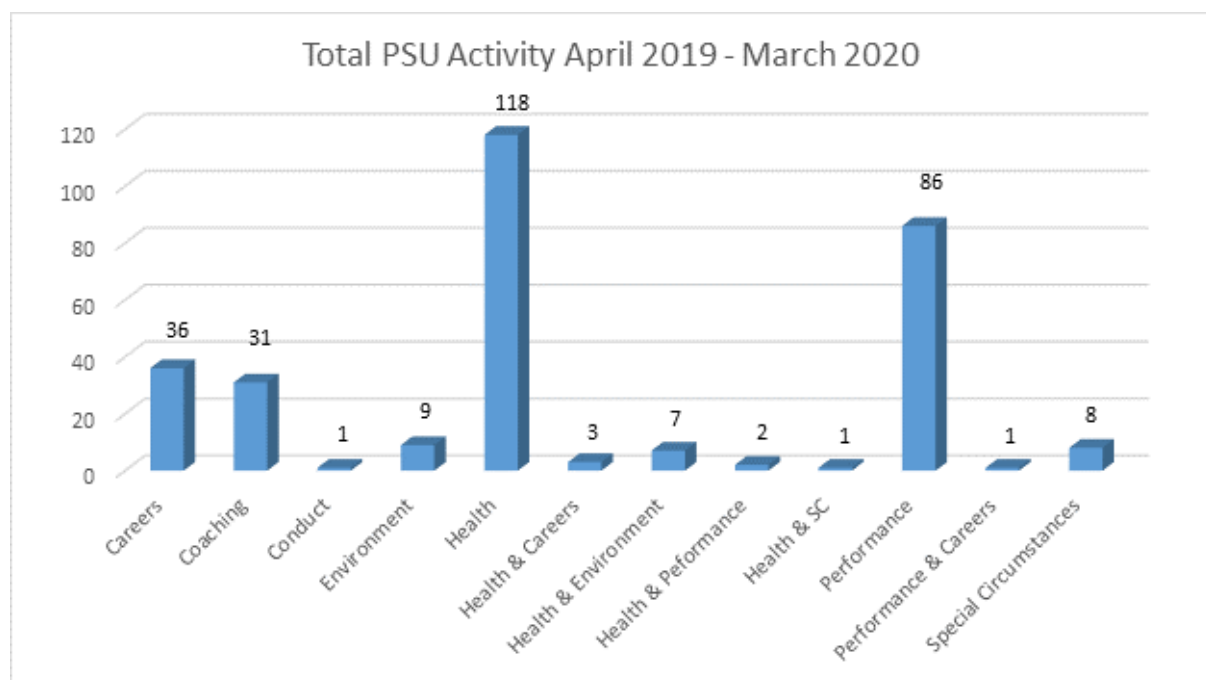
Support for NIMDTA Trainees

NIMDTA Professional Support Unit (PSU) continues to provide trainee support via work streams which provide both one-to-one trainee support and educational resources for both Trainees and Trainers. PSU has been augmented by the addition of two Clinical Leads. PSU met with each of the four NIMDTA training departments to seek feedback on the service and identify areas for improvement and development. The PSU Team met in November 2019 to clarify objectives and strategies for 2020. Special consideration was given to development of the mentoring and coaching schemes.

One-to-one support

The Professional Support Unit received a total of 142 new referrals during 2019-20 which was similar to activity during 2018-19. The active caseload as of March 2020 was 186 Trainees which is similar to March 2019. PSU has improved the documentation of Trainee meetings, security around emails to Trainees and the feedback to referring Educators.

New referral reasons for support are shown below:



Careers Guidance

The Associate Postgraduate Dean for Careers and Professional Development leads on Careers support. The Associate Postgraduate Dean and NIMDTA Educationalist continue to provide a generic skills session for all Foundation Year 2 Trainees. The Associate Postgraduate Dean visits all F1 training sites to deliver careers education. Thirty-five Trainees attended this year for one-to-one careers guidance. The Associate Postgraduate Dean is a member of the MDRS Careers Group. The Associate Postgraduate Dean, NIMDTA Educationalist and Professional

Support Manager led on workshop presentations at the National Careers Conference in Gateshead in February 2020 with excellent feedback from attendees. The Associate Postgraduate Dean and Associate Dean for Recognised Trainers delivered a workshop on the SUCCEED strategy at the Scottish Medical Education conference in May 2019.

Mentoring

PSU provides mentor training and a mentoring scheme for Foundation Trainees, Trainees new to Northern Ireland and Trainees who have attended for one-to-one support. The scheme is led by a Clinical Lead in Professional Support. Training and governance support is also provided for speciality mentoring schemes. A NIMDTA mentoring working group was convened in April 2019. An innovative joint supervision session for Specialty Consultant and GP Appraisers was also held in October 2019.

Coaching

The NIMDTA Coaching scheme is led by a further Clinical Lead in Professional Support. Twenty-six Trainees availed of the scheme in 2019-20. Formal group supervision, enhanced administration support and a specific coaching feedback survey have been introduced. A strategy for increasing coaching capacity and collaboration with partner organisations has been prepared.

Educational Assessments

NIMDTA provides educational assessments for Trainees who have repeated exam failure. Twenty-four Trainees had educational assessment in 2019-20 with 75% of those tested showing evidence of dyslexic learning difficulty. All Trainees with a positive diagnosis are offered one-to-one meetings to review support resources and access to specialist dyslexia coaching has been piloted.

Equality, Diversity and Inclusion

PSU continues to collect equality and diversity data for those Trainees attending for one-to-one support. An informal working group was set up to look at support for International Medical and Dental Graduates. A focus group was convened and followed up with introduction of a Trainee-led Facebook group for Trainees new to Northern Ireland and representation of international graduates on the Trainee Forum and within the Trainee Ambassadors. The Professional Support Manager chairs both the NIMDTA Equality and Diversity Working Group and a joint Equality and Diversity Working Group with QUB.

Faculty Development

PSU staff continues to contribute to the development and delivery of Achieving and Maintaining Recognition courses. A new course entitled “Advanced Trainee Support” was piloted in January 2020 and covered current challenges within the area which included

differential attainment, bullying and undermining, fatigue management, support in the setting of sudden death of a colleague, support for Trainees with long term health conditions and support for less than full time Trainees. PSU contributed to the delivery and facilitation of the workshop on sudden trainee death in November 2019. A Clinical Lead for Professional Support has taken over as NIMDTA Chair for the joint NIMDTA and QUB working group on Wellbeing and Resilience.

Development of Recognised Trainers based in Local Education Providers

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:

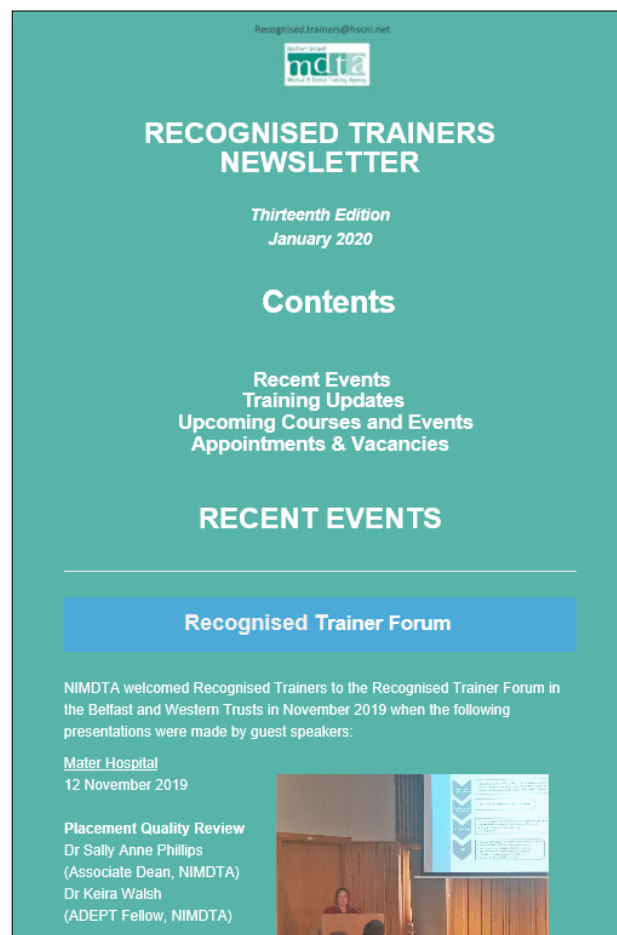
S	Supervisory Skills
T	Teaching the Teacher
A	Anti-discriminatory (online module on equality and diversity)
T	Trainee Support
U	Unique to
S	Specialty

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 2020, 1418 hospital Trainers have been fully recognised.

NIMDTA is engaging at a local level with Trainers via Trainer Roadshows, with a visit to Belfast Trust in April 2019. NIMDTA 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 and continues to meet bi-monthly in various sites across the region to improve engagement with Recognised Trainers.

Following a successful pilot Maintaining Recognition Day in the Western Trust in March 2019, Maintaining Recognition Day events were delivered across three HSC Trusts in 2019-20.



Training of GP Trainers

Currently, there are 331 GP Trainers in 170 different training practices. Twenty-two new GP Trainers have been appointed since April 2019 and no Trainers have retired. Each year there is continued interest from potential Trainers who apply for and successfully complete the Learning and Teaching Course. In 2019-20, a total of 24 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. Further information is available from <http://www.nimdtg.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.nimdtg@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 Co-ordinator. 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 Co-ordinator.

NIMDTA held two full day training conferences for Appraisers during 2019-20. The first conference took place on 12 June 2019 and a second on 21 November 2019. 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 2019-20, 2113 educational opportunities were offered through NIMDTA's Continuing Education calendar with 1357 Dentists and DCPs in attendance.

In-practice training sessions have been delivered on Radiography, Safeguarding children and adults, and Decontamination and Infection Prevention and Control (IPC), resulting in 147 members of the Dental Team being trained.

NIMDTA held a "Teeth: A Traumatic Life or An Alternative Lifestyle" Conference on 27 September 2019, which was attended by 164 Dentists and DCPs.

As part of the Continuing Education calendar 14 hands-on sessions were organised for registrants to include an Update in Posterior Plastic Restorations, Flap Design & Suturing Technique and Vacuum Retainers.

During the 2019-20 training year, in a continuation from the 2018-19 training year, Dental Nurses completed the Fluoride Varnish application training, provided by NIMDTA. This was commissioned by HSCB and delivered by NIMDTA.

In 2019-20, NIMDTA continued its successful collaboration with the HSCB to fund intensive training (with 1:1 specialist teaching) on minor Oral Surgery for 6 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.

The Practice Management certification course was repeated again in 2019-20, with 28 delegates completing the one and two year programme in September, while a further 14 delegates commenced training in this area.

TEETH - A TRAUMATIC LIFE OR AN ALTERNATIVE LIFESTYLE		
Friday 27 September 2019 09:00 - 16:30		
09.00 - 09.15	Registration	
09.15 - 09.20	Introduction	
MAIN		
09.20 - 10.20	Restorative Materials, Treatments & Options	Simon Kingston
11.00 - 12.00	To RCT or Not?	Ikhlas El Karim
12.00 - 13.00	Doing RCT Well if you Must	Justin Barnes
14.00 - 15.00	Extractions in GDP - Are We Becoming Deskilled?	Christine Causey
15.15 - 16.15	Options to Replace - Implant / Denture	David Nelson
16.15 - 16.30	Q&A	
ALTERNATE		
09.20 - 10.20	TLC for New Teeth	Leigh Hunter
11.00 - 12.00	Food for Thought	Kellie O'Shaughnessy & Siobhan Kelleher
12.00 - 13.00	Let's Straighten Things Out	James Lundy
14.00 - 15.00	Firm Foundations	Kellie O'Shaughnessy & Siobhan Kelleher
15.15 - 16.15	Damage Limitation	Shaunine Gallagher
16.15 - 16.30	Q&A	

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 2019-20, eleven applicants completed the Returner Scheme and three are currently part way through the process. Twenty-three Doctors participated in the GP Retainer Scheme 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)

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 afforded opportunities to use these skills in specific projects during their ST2 year.

QI training is delivered 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 offered 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 is delivered, on behalf of NIMDTA by the HSC Leadership Centre, on Monday evenings. The fourth year of this programme ran in 2019-20 and is expected to reach completion with an online Showcase Event in September 2020.

COVID-19

This pandemic has had a significant impact on every area of NIMDTA's activities.

This has been particularly the case with regard to aims of Goal 2: Strengthening the Workforce:

1. "provide the right education, training and support to deliver high quality care"; and
2. "develop leadership skills at all levels."

Many educational activities have been stood down or postponed (professional examinations; formal education; mandatory courses; study leave; planned rotations; recruitment; annual trainee reviews; quality management visits and surveys) and postgraduate Educators have stepped down from educational roles to support the clinical response to the pandemic.

Hundreds of Trainees have been redeployed, across specialty boundaries into different units and hospital sites, to support the HSC response to COVID-19.

In respect of leadership skills, most of the Out of Programme Clinical Leadership Fellows (ADEPT) stepped back into full time clinical work in HSC Trusts during this pandemic. Recruitment into the ADEPT scheme for 2020-21 was cancelled due to the pandemic.

Depending on the course and impact of the COVID-19 pandemic, NIMDTA plans for next year are:

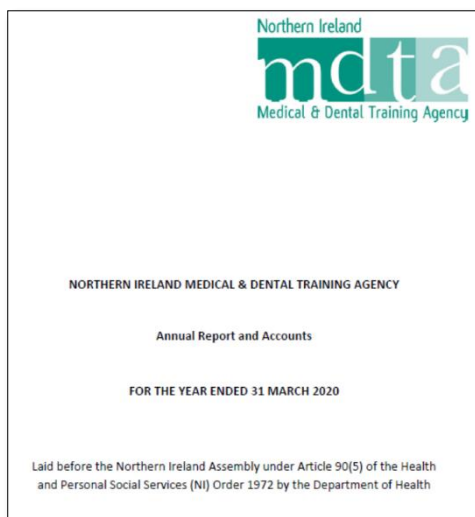
1. Further extend the **Peer Mentoring Scheme** during 2020-21, with pilots being planned in different specialties.
2. In collaboration with QUB, NIMDTA has organised its **Ninth Annual Clinical Education Day** for Friday 11 September 2020 aimed at undergraduate and postgraduate Teachers, Trainers and Educators. This year the conference is entitled 'Reconnected Learning'. This programme will be delivered online this year in response to restrictions associated with COVID-19.
3. In collaboration with QUB and the Ulster Medical Society (UMS), NIMDTA has again organised a virtual **Research for Clinicians Day** on 05 November 2020.

4. In collaboration with QUB, NIMDTA had planned to hold its sixth **Annual Professional Support Conference** on Thursday 30 April 2020 at Riddel Hall, QUB however this conference has been postponed due to COVID-19.
5. Offer further **courses for Recognised Trainers** in 2020-21 in Training Unique to Specialty and Supervision of GP Trainees in Hospital Specialty Posts.
6. Provide a networking and training event for all appointed **Clinical Facilitators** during 2020-21 for the Generic Skills, iQUEST and STATUS programmes.
7. Continue to engage with Trainers at local levels at Trust based events and the delivery of a **Maintaining Recognition Day**, and aim to have visited all Trusts in 2020-21.
8. Continue to work with the **HSC Leadership Centre** on developing training opportunities for NIMDTA Educator and Education Management staff.
9. Develop a **Recognised Trainer Guide** for Educational and Clinical Supervisors involved in supervising Trainees.
10. Host a range of **Staff Engagement** events during 2020-21.
11. Develop new online training for GP Trainees including the delivery of **ST1 / ST2 and ST3 Trainee Induction days** via Zoom Webinar.
12. Develop a programme that will provide additional support for **International Medical Graduates** in the GP programme who are new to training in the NI and the NHS.
13. Work with DoH, HSCB, PHA and HSC Trusts to ensure that **restart of postgraduate medical and dental education** post-pandemic is fully integrated into HSC plans to rebuild clinical services.

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



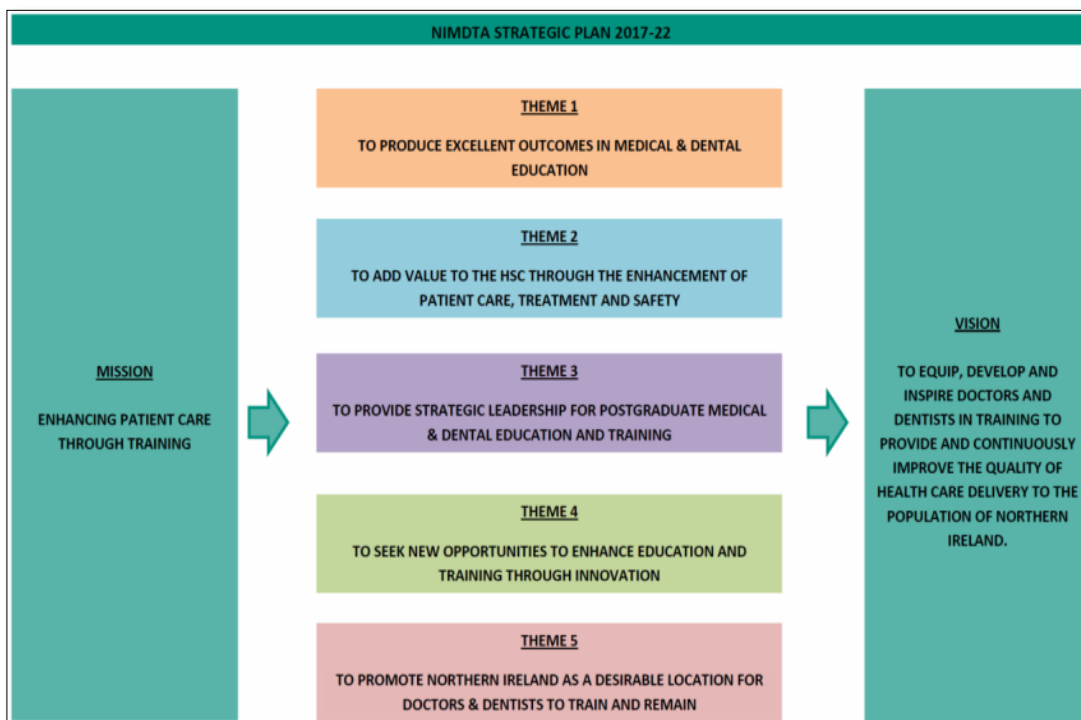
NIMDTA is accountable to DoH through completion of reports and participating in Accountability Reviews (Chair and Chief Executive). The Chair of the Board is appraised annually by the CMO, and the Chair in turn appraises the other non-executive members of the Board. SMC members report to the Board on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

During 2019-20, Board and Senior Management reviewed the Business Plan, which represents the plan for the third 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 2019-20. Implementation of the Single Lead Employer initiative for Doctors and Dentists in Training saw the realisation of a strategic aim (within the previous plan) that is now an operational activity. As a result, the Business Plan for 2020-21 will be aligned to a new Strategic Plan covering the period 2020-25.

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 2019/20		
	KPIs	Status
1	90% of referrals to the Professional Support Team will be responded to within two weeks	ACHIEVED [98%]
2	90% of hospital based trainers are recognised trainers	ACHIEVED [98.5%]
3	Staff absence rate will be less than 5.5%	ACHIEVED [4.39%]
4	30 day (95%) prompt payment targets will be met	ACHIEVED [98%]
5	10 day (75%) prompt payment targets will be met	ACHIEVED [94%]
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 [90%]
8	10% of ARCP outcomes will be subjected to external review	ACHIEVED [31%]
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 [0.11%]

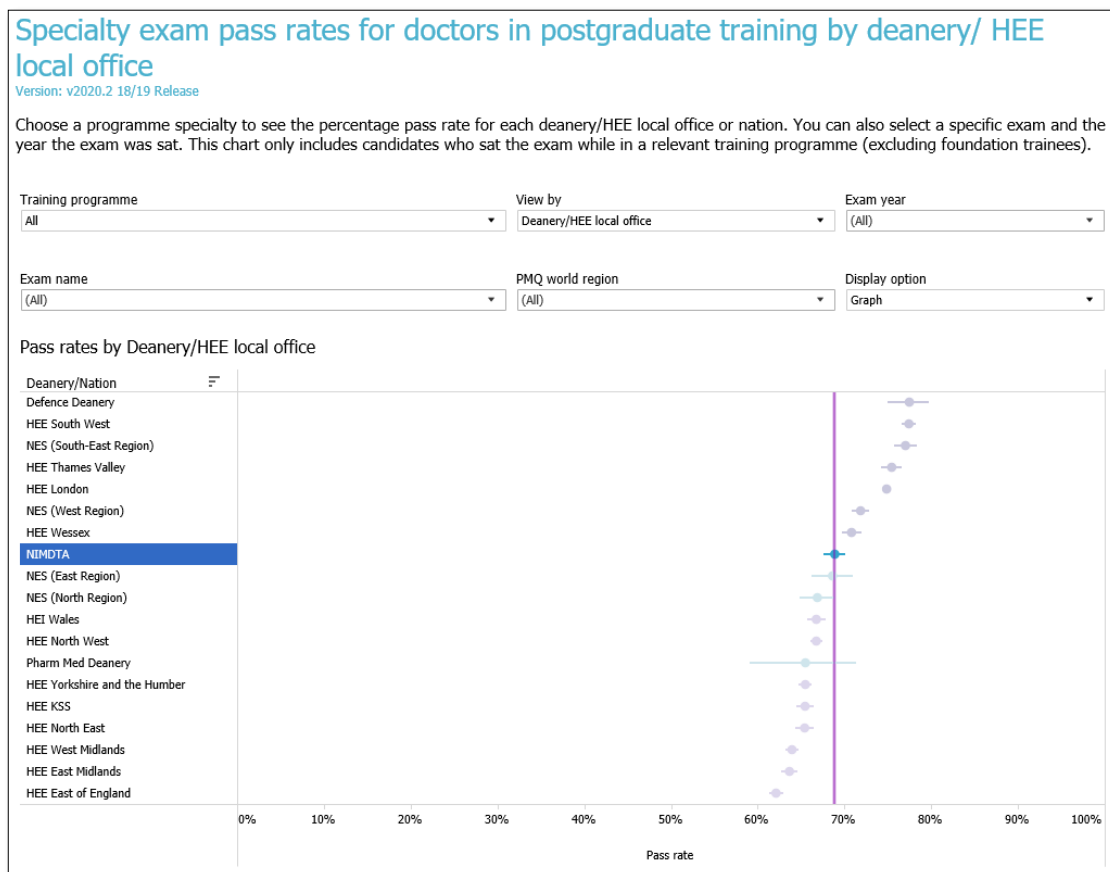
NIMDTA Educators and Administrative Staff

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 Trainee success in examination results.



NI Trainees performed particularly well in Specialty Examinations in GP, Core Psychiatry and Public Health Medicine in comparison with Trainees from other regions of the UK.

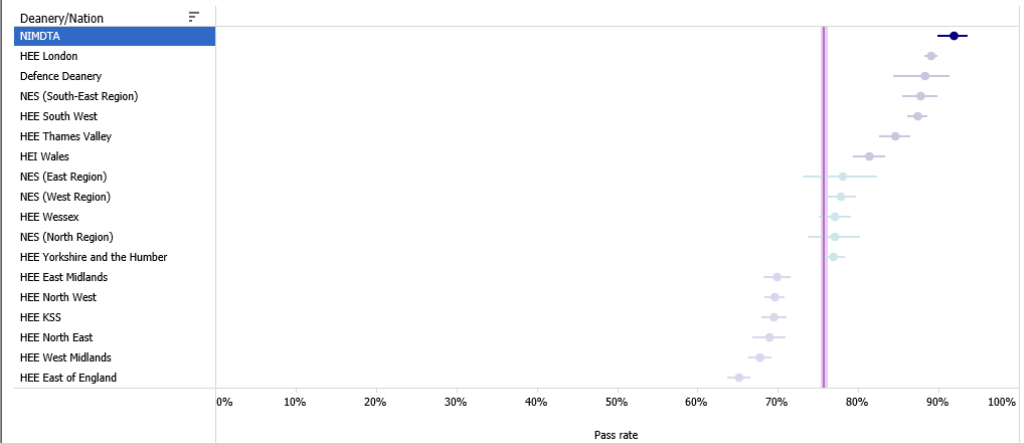
Specialty exam pass rates for doctors in postgraduate training by deanery/ HEE local office

Version: v2020.2 18/19 Release

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: Exam year:
 Exam name: PMQ world region: Display option:

Pass rates by Deanery/HEE local office



Above: General Practice Trainees in NI – 1st in UK

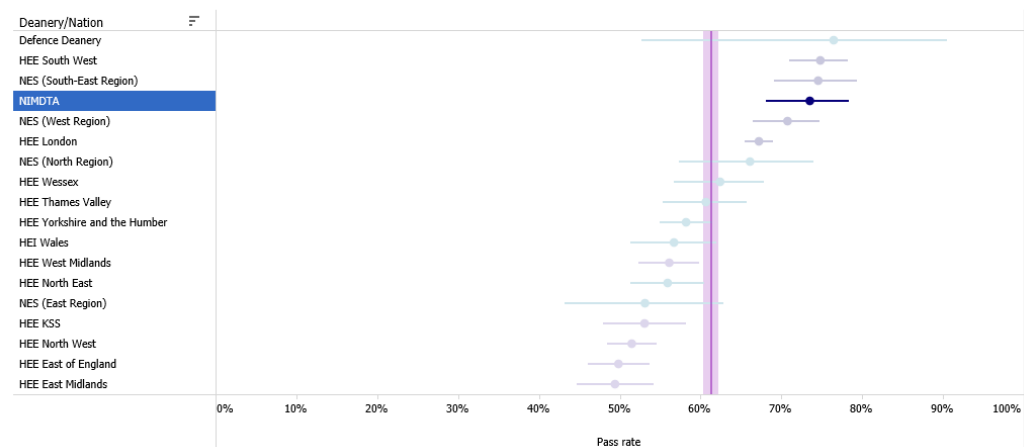
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Training programme: View by: Exam year:
 Exam name: PMQ world region: Display option:

Pass rates by Deanery/HEE local office



Above: Core Psychiatry Trainees in NI – 4th in UK

In 2019-20, Postgraduate Education Fellows were introduced under the SUCCEED strategy to improve examination pass rates and were piloted in Anaesthetics and Psychiatry training programmes. This pilot was reported as being successful and well received by all specialties and stages within the Psychiatry training programmes with plans to implement these roles fully in 2020-21.

The GMC National Training Survey (NTS) for Trainees considers 18 different indicators to measure Trainees' 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 2019 training year are shown below.

UK - All Specialties - Comparison for GMC Indicators 2019					
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

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

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

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

In line with NIMDTA's process for quality reporting, Specialty Schools and LEPs were 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.

The School of Obstetrics and Gynaecology (O&G) were congratulated by the Royal College of O&G in November 2019 for providing high quality basic ultrasound training to ST1-3 Trainees in NI and ranked first in the UK.

In January 2020, NIMDTA and Plastic Surgery Consultants were commended by RQIA for their collective efforts in recent years to improve the training and supervision of junior medical staff, which had been explicitly recognised in feedback and reports from Trainee Doctors and raised through the Regional Plastic Surgery and Burns Project Board.

Recruitment to training programmes is also monitored and reported through national recruitment offices. In October 2019, the NI Internal Medicine Training programme was reported by the Physicians' Specialty Recruitment Office as ranking first in the UK.

Learning and Development Agreements (LDA)

NIMDTA has LDAs in place with each of the five HSC Trusts, QUB, PHA, Marie Curie and Northern Ireland Hospice. 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. The aim of these meetings is to ensure that postgraduate medical and dental education and training is being effectively managed in each Local Education Provider (LEP), discussing 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.

During 2019-20, NIMDTA carried out cyclical visits to General Surgery (2), Emergency Medicine (1), Cardiothoracic Surgery (1), Neurosurgery (1), and a triggered visit to Obstetrics and Gynaecology. There was one interim meeting to review progress of GMC Enhanced Monitoring concerns. Following this review, the service remained under Enhanced Monitoring by the GMC. There were 17 visits to general medical practices. This included eight accreditation visits to new practices and nine reaccreditation visits to established training practices.

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

Placement Quality (PQ)

The aim of the Placement Quality work-stream is to optimise patient-centred care through quality improvement of medical training posts within Northern Ireland. The Associate Dean for Placement Quality continues to lead in work stream. Placement Quality Reviews involve research into placement quality initiatives across the UK and internationally, researching the relevant curricula and previous measures of quality, engaging with Trainees via surveys and focus groups to obtain information in relation to their experiences in Northern Ireland.

On 01 April 2019, Queen's University Belfast and NIMDTA jointly hosted the "Redefining F1" Foundation Summit. The aim of this Summit was to consider the experiences of F1 Doctors in NI and to identify how the F1 experience could be improved through a collaborative approach involving all of the key stakeholders including DoH, HSCB, PHA, HSC Trusts, GMC,

BMA, and Trainee Representatives. The outcomes that F1s are expected to achieve during their first year of practice and the feedback from the PQ Review were presented.

Following the Summit, a Foundation Placement Quality Report based on the background information presented and on the proposals generated during the Summit was published. The report is available at: <https://www.nimdtg.gov.uk/quality-management/placement-quality/foundation-year-1>.

The Report outlined 12 Key Recommendations for HSC Trusts to improve the F1 experience.

1. Provide all new F1 Doctors with ward-based F1 **shadowing** all day for **2 full days**
2. Deliver a formal **induction** for all* F1 Doctors to their clinical team **at the start of each placement**
3. Fully involve F1 Doctors in planned **patient reviews on a daily basis**
4. Necessitate the participation of F1 Doctors in the **clerking-in of patients** on average **at least twice a week**
5. Require the active participation of F1 Doctors on **ward rounds** on average **at least twice a week**
6. Limit the time spent by F1 Doctors on routine **tasks of limited educational value** to **no more than 50% of their time****
7. Ensure F1 Doctors are **aware of who the senior doctor** is (and how to contact them) for advice **for each shift**
8. Provide **feedback** to all F1 Doctors through their trained Clinical Supervisors on average on a **weekly** basis
9. Enable all F1 Doctors to **attend 3 hours** of on-site, bleep-free, **formal teaching*** per week**
10. **Assign** F1 Doctors **to a clinical team** as opposed to a clinical area
11. Ensure that F1 Doctors working **out of hours'** shifts have **access to hot food** and an area to take rest breaks
12. Provide **rooms** where F1 Doctors can **rest after a night shift before travelling home**

**including F1 Doctors who are commencing on out of hours or who have a late start date*

*** Examples include venepuncture, IV cannulation, peripheral blood cultures, preparing and administering IV medication/injections, performing ECGs. F1 Doctors should complete no more than 5 discharge letters per day*

**** 50% formal teaching should be based on the Foundation Curriculum*

During summer 2019, the Placement Quality Review Team met with representatives of each Trust to share the Placement Quality Review findings for each site within their Trust and the UKFPO ranking analysis for the GMC NTS 2018. The Team learnt of the local actions being taken to implement “quick fixes” in advance of August 2019 changeover, and the longer term strategies each Trust was developing.

On 9 October 2019, Queen’s University Belfast and NIMDTA jointly hosted a “Redefining F1 Follow-up” event. All key stakeholders were invited to attend and contribute, to learn and share good practice from each Trust, and to discuss the common challenges.

A 'Finding Solutions Together' workshop at the follow-up event identified the good practice presented that could be easily transferred across Trusts, reviewed the obstacles encountered by all Trusts and collectively identified possible local solutions. The remaining common challenges which might require advice / input from the DoH, were then considered. A Progress Update Report was published in November 2019, which is available at <https://www.nimdtg.gov.uk/quality-management/placement-quality/foundation-year-1>

A resurvey took place at the end of the first rotation of the 2019-20 of the next cohort of F1 Trainees. The results of this resurvey were analysed and shared with Trusts in individual reports.

In August 2019, the second ADEPT Clinical Leadership Fellow for Placement Quality commenced. Psychiatry Training and Core Surgical Training were the focus of the work stream for 2019-20. The placement quality review of Obstetrics and Gynaecology training commenced in August 2018, and will conclude later in 2020-2021 following a resurvey of Trainees.

The work of the Placement Quality initiative was highlighted at a number of educational events during 2019-20. An update on the Placement Quality review process and outcomes was presented at the NIMDTA Educational Excellence Day on 28 June 2019. Two workshops at the NIMDTA / QUB Clinical Education Day in Riddell Hall on 26 September 2019 shared the outcomes of the Foundation Year 1 Review and outlined the role of Placement Quality as a mechanism for driving change in higher specialty training. A further presentation on 'Hospital Specialty Placement Quality Reviews' was made at the Recognised Trainer Forum in November 2019 to increase awareness amongst Lead Educators. Additionally, the positive changes resulting from the current Placement Quality Reviews were promoted nationally through poster presentations at the NACT UK Multi Specialty and Foundation Meetings in London in January 2020.

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 Trainees (Form R), Supervisor's reports and Employer's Exception reports and decide if there are any concerns about a Trainee's suitability 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 therefore 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 School Board or 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 QMG and changes 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 2019-20, a positive revalidation recommendation was made for 351 Doctors in Training (103 for GP Trainees and 248 for Hospital Specialty Trainees) bringing the total of positive recommendations for Doctors in Training in NI since revalidation began to 2,066. All requests for deferral of the recommendation made for Doctors in Training (93) were made as a consequence of their certification date for Completion of Training (CCT) having to be moved in comparison with the anticipated date when they were first appointed to their programme. This is necessary 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 1,306 GPs in 2019-20. 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.

COVID-19

This pandemic has had a significant impact on every area of NIMDTA's activities, which includes the aims of Goal 3: Measuring the Improvement:

1. "improve outcome measurement and report on the progress for safety effectiveness"
2. "promote the use of accredited improvement techniques and ensure there is sufficient capacity and capability within the HSC to use them effectively."

Among the many educational activities that have been stood down or postponed in response to COVID-19, the postponement of quality management visits and surveys directly impacts on NIMDTA's ability to measure outcomes and report on progress for safety effectiveness.

The disruption to formal education, mandatory courses and study leave has reduced NIMDTA's ability to build improvement capacity and capability within the HSC.

Depending on the course and impact of the COVID-19 pandemic, NIMDTA plans for next year are:

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**. These visits will be re-designed to take into account precautions necessary to prevent spread of COVID-19.

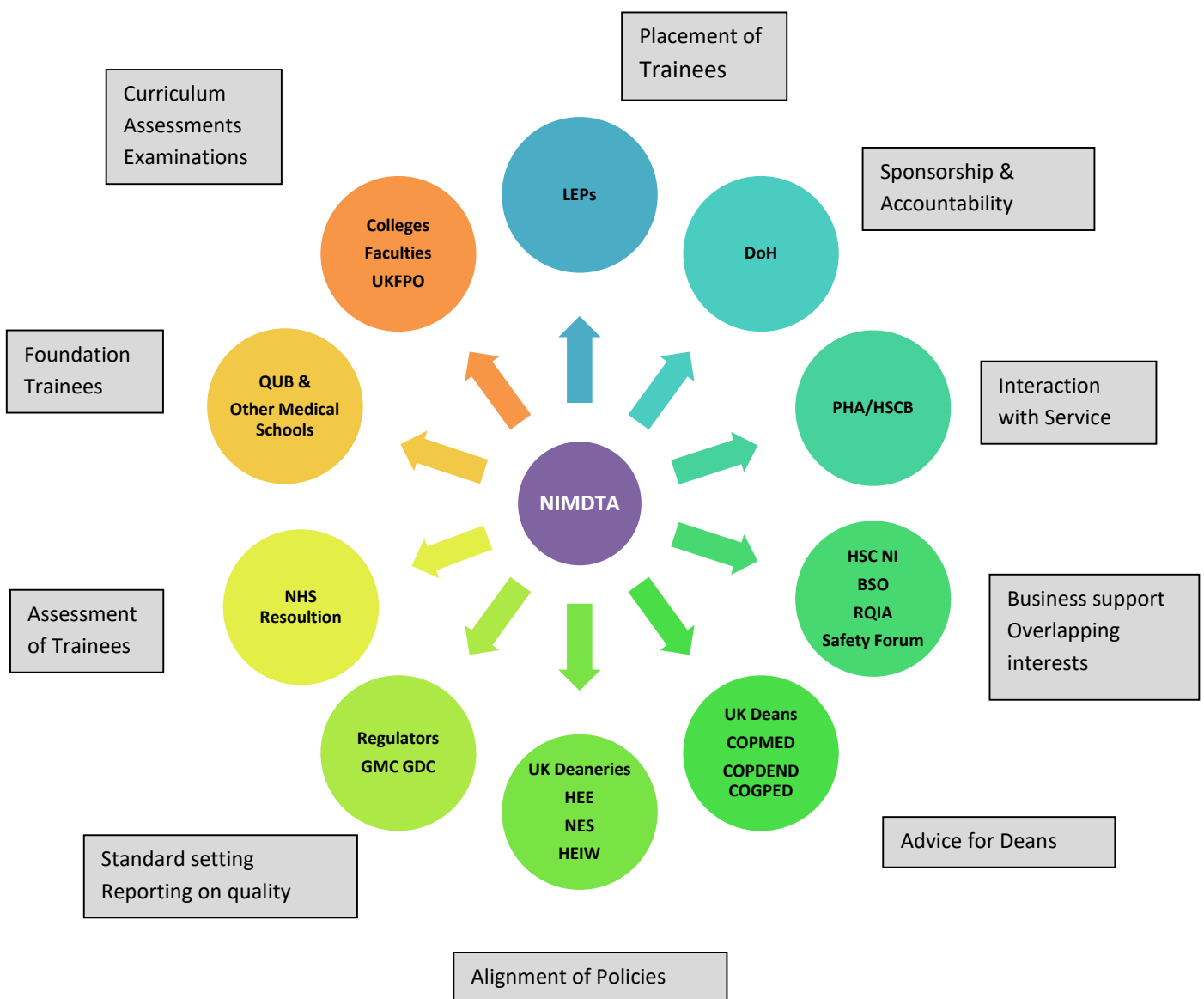
3. Follow up on concerns and areas for improvement identified from NIMDTA **Quality Management** activities, escalating and reporting to the GMC, DoH, HSCB, PHA and RQIA as necessary.
4. Host a **GMC Annual Engagement Meeting** in September 2020 to discuss NIMDTA Quality Management processes and concerns.
5. Extend the number of specialty programmes appointing Clinical Education Fellows with the aim of **improving trainee examination results**. It is planned to introduce Clinical Education Fellows to the Paediatrics and to the O&G training programmes in 2020-21. This is a component of NIMDTA's SUCCEED Strategy.
6. Continue to work with Trainee Ambassadors in delivering a **Peer Interview Programme** to assist trainee in preparing for specialty recruitment interviews. This is a component of NIMDTA's SUCCEED Strategy.
7. Liaise with the DoH to support the introduction of development support for **Staff Grade and Associate Specialist (SAS)** Doctors in Northern Ireland when the DoH plans are finalised.
8. Work with DoH, HSCB, PHA and HSC Trusts to ensure that **restart of postgraduate medical and dental education** post-pandemic is fully integrated into HSC plans to rebuild clinical services.

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 2019-20, NIMDTA representatives participated in **National** groups and events regarding postgraduate medical and dental education:

- 4 Nations Statutory Education Bodies Chief Executives' Group
- 4 Nations Statutory Education Bodies Medical Directors' Group
- AoMRC Education Committee
- AoMRC Flexibility and Transferability Working Group
- Association for Simulated Practice in Healthcare (ASPIH) National Committee
- 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 4-Nation Business Manager' Meeting
- COPMED Academic Training Forum
- COPMED LTFT Training Forum
- COPMED Overarching Data Group
- COPMeD Professional Support Group
- COPMeD Senior Managers' Forum
- COPMeD Senior Managers' Revalidation Best Practice and Development Forum
- Dental Business Managers Meeting
- Dental Core Training Advisory Group
- Dental Foundation Training Advisory Group
- Dental Specialty Training Advisory Group
- Developing Excellence in Medical Education Conference
- GDC DFT Undergraduate Liaison Group
- Health Foundation Q Cohort
- HEE Foundation 4 Nations Policy Group
- 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
- Royal College of Pathologist's Scottish Council
- Royal College of Physicians London Postgraduate Deans Group
- Royal College of Surgeons of Edinburgh NI Advocacy Group
- Scottish Medical Education Conference (SMEC)
- 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 2019-20, 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
- Medical Licencing Assessment Programme Board
- NTS Group
- Quality Leads Group
- Recognition of Trainers Research
- Review of Wellbeing
- RO Reference Group
- UK Advisory Forum; and
- Welcome to UK Practice Regional Group.

During 2019-20, NIMDTA representatives participated in **DoH** groups and events:

- Central Medical Advisory Committee
- Collective Leadership Strategy Reference Group
- Confidence in Care Revalidation Delivery Board
- Day Case Elective Care Centre Group
- Employer Liaison Group
- GP Training Task and Finish Group

- IHRD Death Certification Implementation Working Group
- IHRD Education and Training Group
- IHRD HSC Liaison Group
- IHRD Programme Implementation Group
- Improving Working Lives of Junior Doctors Group
- Library Advisory Group
- Medical Education Policy Group
- Medical Leaders' Forum
- Privacy Advisory Committee
- Responsible Officers' Forum
- Revalidation Delivery Board
- Review of Urgent and Emergency Care Group
- Single Employer Steering Group
- Single Employer Working Group
- Strategy to Enhance Quality of Medical Education Group; and
- Workforce Strategy Steering Group.

During 2019-20, NIMDTA representatives participated in regional groups and events:

- BMA JDC / NIMDTA Liaison Group
- Healthcare Library (QUB)- NIMDTA Liaison Group
- HSC Collective Leadership Strategy Reference Group
- HSC Informal Medical Directors' Group
- HSC Informal Small ALB Chief Executives' Group
- HSC Quality Improvement Forum
- HSC Trust Informal Medical Directors' Group
- HSCB Regional Plastic Surgery and Burns Programme Board
- Joint QUB-NIMDTA Education Forum
- NI Confederation for Health and Social Care (NICON)
- NI Health & Social Care Postgraduate Education Forum
- NIMDTA Lead Educator 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's Senior Education Manager, Quality Manager and GP Director have all contributed to the Quality 2020 Developing Professional Leadership Group during 2019-20.

NIMDTA Simulation Lead and NIMDTA ADEPT Clinical Leadership Fellows previously led a Quality 2020 Task – Improving Patient Safety through Multi-disciplinary Simulation and Human Factors Training. During 2019-20, the NIMDTA Simulation Lead and NIMDTA ADEPT Clinical Leadership Fellow developed and delivered the first simulation-based Psychiatry training programme. In August 2019, a succeeding ADEPT Clinical Leadership Fellow was appointed to work on the introduction of simulated laparoscopic training devices to all NIMDTA Core Surgical Trainees. Work is ongoing to strengthen links with each specialty school to ensure simulation-based education and human factors training can be delivered to the highest possible standards to all Trainees within NIMDTA's training schemes.

The Simulation Team has continued to support and develop the work of the Northern Ireland Simulation and Human Factors Network (NISHFN) by leading the development of Healthcare Human Factors training within the region. This work stream resulted in collaboration with Dr Dawn Benson (UK Healthcare Safety Investigation Branch) and Dr Lauren Morgan (Oxford University Patient Safety Academy) to develop Northern Ireland's first dedicated healthcare Human Factors faculty development programme. The first course was delivered during October 2019.

NISHFN have continued to partner with the Public Health Agency and the Improvement Hub to explore ways of improving the quality and safety of healthcare delivery through the use of simulation-based education and human factors training. This work resulted in funding being made available to develop the first of a series of inter-professional human factors training videos and the inclusion of human factors into the HSC Attributes Framework e-learning modules.

The Simulation Team has also continued to work closely with Queen's University, Belfast to provide faculty development training to members of its inter-professional Perioperative and Emergency Medicine faculty.

Undoubtedly, the highlight of 2019 for NIMDTA's Simulation Team was hosting the Association for Simulated Practice in Healthcare's (ASPiH) 10th Anniversary Conference during November. Approximately 600 delegates from across the world converged on the Waterfront Hall, Belfast for 3 days of simulation and human factors related workshops, lectures and meetings. Keynote speakers included Dr Nigel Packham (NASA), Mark Gallagher

(Formula-1 racing), Professor Ruth Endacott (University of Melbourne) and Professor Walter Eppich (North Western University Chicago) all ably supported by a range of local medical and nursing professionals, NIMDTA Trainees and QUB students. The meeting included a hugely successful international research workshop organized by Professor Gerry Gormley (QUB) and hosted in the beautiful surroundings of the new Graduate School while a team of local Consultants, NIMDTA Trainees and QUB Medical Students delivered an enormously enjoyable and innovative SimWars competition that attracted entrants from across the UK and Ireland. The NIMDTA Simulation Team would like to express our sincere thanks to all those NIMDTA colleagues who contributed to the significant effort required to ensure the success of this high-profile event.

NIMDTA and External Quality Improvement Work

The Postgraduate Medical Dean, GP Associate Director for Career Development, Associate Postgraduate Dean for Careers and Professional Support and Postgraduate Dental Dean are all members of the Health Foundation's 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:

- Participate in the GMC's Medical Licencing Assessment Programme Board (April 2019)
- Deliver a plenary address on NIMDTA's VALUED Strategy at the NES Annual Conference (May 2019)
- GMC's Curriculum Oversight Group's meetings with Medical Royal Colleges and Faculties on (1 May 2019, 19 February 2020)
- HEE's Foundation Review 4 Nations and Policy Alignment meetings on (8 May 2019 and 3 June 2019)
- University of West London- Strategic Workforce Planning Course – invited speaker (11 May 2019)
- 4 Nations Statutory Education Body Chief Executives' Group in Cardiff (14 May 2019)
- IHRD Stocktake Event on (28 May 2019)

- Plastic Surgery Leadership Culture workshop (30 May 2019)
- Speak at the BMA NI Council's Medical School Places Review (30 May 2019)
- Speak at the official opening of the GMC NI Office (June 2019)
- GMC Head of Revalidation (24 June 2019)
- QUB Quality Management Group (31 July 2019 and 22 January 2020)
- GMC NI Medical Education Day – invited speaker (3 September 2019)
- NI Royal College Representatives (5 September 2019)
- HEE Future Doctor Multi-professional Event, London (16 October 2019)
- IHRD Paediatric Clinical Stakeholder Event (21 October 2019)
- GMC Head of Registration (23 October 2019)
- Member of Review Panel for Review of QUB Undergraduate Medical Course (12 November 2019)
- Meet with the Independent Neurology Inquiry (14 November 2019)
- Royal College of Pathologists Scottish Council Symposium, Aberdeen – invited speaker (20 November 2019)
- IHRD Paediatric Clinical Work Stream meeting (12 December 2019)
- DoH meeting re Circular 3.13 NICE Guidance (20 December 2019)
- NI Coroners (10 January 2020)
- DoH International Medical Graduates GP Training Task and Finish Group (12 December 2019; 24 January 2020)
- Head of HSC Leadership Centre (23 January 2020)
- Head of GMC NI Office (29 January 2020)
- IHRD Serious Adverse Incident Workshop (29 January 2020)
- Chief Executive Ulster Independent Clinic (31 January 2020)
- GMC Roundtable Event (4 February 2020)
- Royal College of Surgeons Edinburgh Undermining Event (13 February 2020)
- DoH Paediatric Cardiology Training (17 February 2020)
- PHA Medical Workforce Planning (19 February 2020); and
- King's Fund Top Managers' Programme Director (20 February 2020).

NIMDTA and External Views

NIMDTA has recruited a team of 19 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 30 April 2019 when 14 Lay Representatives attended.

NIMDTA seeks externality by inviting Educators from other parts of the UK to observe and participate in Deanery visits to educational units, in annual review panels to assess progress

of Trainees and for ARCP appeal panels. Each of these external 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 receives information from the GMC annually 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.

General Medical Council

NIMDTA, as the Northern Ireland Deanery, is required to demonstrate compliance with the GMC standards for postgraduate medical training (Promoting Excellence) and must satisfy itself that LEPs, primarily HSC Trusts, deliver postgraduate medical education and training to the standards required. NIMDTA carries out its quality management role 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.

Lay Representative Training Programme		
Tuesday 30 th April 2019		
Beechill Room, NIMDTA		
9.15 – 9.30 am	Arrival and Registration	
9.30– 9.45 am	Introductions	Dr Ian Steele
9.45– 10.45 am	ARCP Process	Dr Ian Steele
10.45 – 11.00 am	<i>Coffee/Tea Break</i>	
11.00 – 11.45 am	Professional Support Department	Ms Roisin Campbell
11.45 – 12.15 pm	Education Management Department	Ms Denise Hughes
12.15 – 12.30 pm	Closing Remarks	Dr Ian Steele

Any risks or areas of concern identified by the Deanery relating to the quality of training or patient safety are 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 2019-20, there was one concern subject to this process within NI. Details of the issues being monitored in this fashion are published on the Enhanced Monitoring section of the GMC website at <https://www.gmc-uk.org/education/how-we-quality-assure/postgraduate-bodies/enhanced-monitoring>

Internal Audit

NIMDTA utilises 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. Two Governance-based audits assessing Risk Management and Performance Management were conducted in 2019-20. For Risk Management, NIMDTA received a satisfactory level of assurance with no Priority 1, two Priority 2 findings and two Priority 3 findings. For Performance Management, NIMDTA received a satisfactory level of assurance with no Priority 1 and four Priority 2 findings.

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.

Two Corporate risk based audits assessing Trainee Support and Annual Review of Competence Progression were carried out during 2019-20.

For the Trainee Support audit, NIMDTA received a satisfactory level of assurance with no Priority 1 or Priority 2 findings. For the ARCP audit, NIMDTA received a satisfactory level of assurance with no Priority 1, six Priority 2 findings and two Priority 3 findings.

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 on NIMDTA Risk Management processes. Satisfactory assurance has been provided on the basis that key risks to the NIMDTA in meeting its Corporate Objectives are detailed in the corporate risk register. The corporate risk register is presented to the SMC, the Governance and Risk Committee and to NIMDTA Board on a regular basis. There are processes in place to ensure the NIMDTA service areas maintain service risk registers, and these are managed by the relevant Head of Service; and also subject to review and oversight by the Governance and Risk Committee. Risk escalation processes are in place.

There were no significant findings impacting on the assurance provided.

The key finding of the audit is:

1. The large number of risks (27) on the Corporate Risk Register may result in NIMDTA not being adequately focused on the most pressing risks, especially where they relate to similar areas. Internal Audit would query the 'impact' scoring of several corporate risks.

Other Findings are:

2. The risk management strategy does not appear to have been subject to equality screening. The strategy document also does not cover in detail the topic of shared risks.

Summary of Findings and Recommendations

Finding	Number of Recommendations		
	Priority 1	Priority 2	Priority 3
1. Risk Registers	-	2	1
2. NIMDTA Risk Management Strategy & Associated Procedures	-	-	1

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 with 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 2019. 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.

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 two F1 and two 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.

Foundation Weekly Update
Issue #252 - Friday 31 May 2019

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

- 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 e-LiS at the beginning of your foundation training.
[Click here to view more medical](#)

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.

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 (Document EPIC) and completion of the two year Foundation Training Programme

Generic Skills

Generic Skills for P2 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 P2?
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.

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.

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, Foundation Trainers 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, GMC updates, Northern Ireland regional initiatives, academic opportunities, 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.

Specialty Trainee Newsletter

May 2019

Guest Editor: Dr Olivia Devlin
 Medical Oncology ST5, ADEPT Fellow 2018-19

EXPANSION IN TRAINING

Radiology (2 posts)

Paediatrics (4 posts)

ICM (2 posts)

Urology (2 posts)

T&O (1 post)

ICAT (2 posts)

Nominations are open for the Educational Excellence Day awards in Research, Clinical Education, QI, Exam Results, National Awards and Contribution to Society. Trainees can also nominate supervisors, programme leads and NIMDTA staff. Click here for info <http://www.nimdtg.gov.uk/annual-educational-excellence-day-2/>

Transformation "Paving the way forward."

The NI Healthcare Leadership Forum arranged a very successful conference about the ongoing transformation projects taking place within the various Trusts. The NI Healthcare Leadership forum is a student led organisation composed of students from Queens University Belfast and the University of Ulster. Over 600 tickets were sold and there was a fantastic line up of key speakers including the HSC Permanent Secretary - Mr Richard Pengelly, Professor Elborn and an update from the Encompass team. (L to R: Dr Michael Quinn (Clinical Director of Encompass), Gary Loughran (Programme Director) & Dr Grace Cuddy (ADEPT)).

The International Forum on Quality and Safety in Healthcare happened on the 27th - 29th March 2019 in Glasgow. This provided an opportunity for some of our trainees from Paediatrics, Psychiatry, Emergency Medicine, Oncology and ADEPT amongst others to share their Quality Improvement work in the format of poster presentations. There were over 3,400 attendees from 70 different countries and this provided the opportunity for our trainees to network with other healthcare professionals and share their inspirational projects to improve the quality and safety of care for patients and communities across the world.

Dental Core Training Newsletter

Spring Update

Welcome to our 2nd edition of the Dental Core Training Newsletter. This newsletter is designed to support your training and reinforce information as well as keep you up to date with any changes or new happenings in your training year. We appreciate any feedback you might have about the newsletter as well as suggested items to include.

Quality Improvement Online Sessions

Three online training modules were organised on Quality Improvement on 20 February, 6 March and 19 March 2019 and were facilitated by Brenda Carson via Zoom technology, enabling participants to learn from the comfort of their home. These sessions were interactive and allowed the participants to have the opportunity to discuss their projects, their work and receive feedback which will help them progress with their Quality Improvement projects.

Update on Study Days

Study days have continued each month. These have included a newly organised multidisciplinary day on Vulnerable Adults and Children facilitated by Dr Olive Buckley and Dr Alison Livingston. This was a pilot day which introduced the multidisciplinary approach to caring for vulnerable adults and children and was an excellent interactive day and a great success! Future study days:- 8 May 2019, 27 June 2019 & 26 July 2019.

NIMDTA's 4th Annual Educational Excellence Day - 28 June 2019

NIMDTA's 4th Annual Educational Excellence Day is taking place on Friday 28 June 2019 at the Stormont Hotel, Belfast. This event has been positively received each year since its first celebration in 2016 and a detailed summary of the last celebration in 2018 at La Mon Hotel can be found [here](#).

Research for Trainees - Opportunities, Presentations & Prizes

A group of Dental Core Trainees from the Ulster Hospital SET 2017/18, won the best QI Project prize - 'Red Flag Dictations, Quality Improvement OMF5; 2018' which was presented to Dr Mark Kennedy on behalf of the team at the research day on Friday 1 June 2018 by Dr Cathy Jack, Medical Director, BHSCT. Their work was a product of an SQE mentored project supported by the SET. They looked to improve red flag dictation in outpatient clinics and they managed to employ the QI methodology to achieve their goal.

The team who took part was Conor O'Gorman, Cillian Reid, Orlagh McPolin, Sophie Hassan, Marwa Ramadan, Mark Kennedy, Nicola McCurley and Eiad Qudairat.

Congratulations to the Team!

DCT Recruitment 2019-2020

Recruitment time is coming round and so DCTs should all be busy updating and polishing their portfolios!!

Interview Window	Mon 29 April - Fri 3 May 2019
Initial Offers Released By TBC	
Hold Deadline	Thurs 13 June 2019
Upgrade Deadline	Thurs 20 June 2019
Paperwork Deadline	No later than Fri 28 June 2019.

Assessments & Reviews

Interim ARCPs are now complete and all DCTs received an Outcome 1.

Please continue to engage with the ePortfolio. Committing time and effort to completing this portfolio maximises the benefit you will derive from it. Ensure you are targeting any clinical procedures that you have limited experience of, prior to the final ARCP, which will be performed on 8 August 2019.

We are currently awaiting final responses to the mid year trainee survey!

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 delivers 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

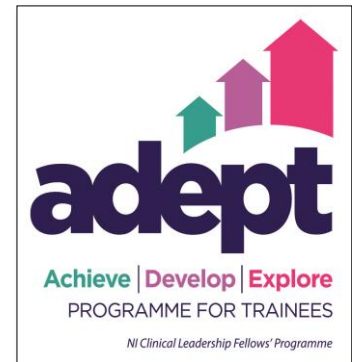
NIMDTA works closely with QUB to promote opportunities for clinical Trainees to undertake academic training, to be involved in scholarly activity and to present their research work. In October 2019, NIMDTA partnered with QUB and the Ulster Medical Society (UMS) to promote and organise a very successful Research for Clinicians Day for the fifth consecutive year. The President of the Ulster Medical Society, Professor Mary-Frances McMullan, 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 fifth cohort began their Fellowship year in August 2019.

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 2019-20, 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 2019-20, ADEPT Fellows were placed in a variety of host organisations in NI – Belfast Trust, NIMDTA, RQIA, HSCLC, South Eastern Trust, Southern Trust and DoH.

Fellows had opportunities to present at DoH Medical Leaders’ Forum and to attend the GMC UK Advisory Forum and NIMDTA Educator events.




Above: 2019/20 ADEPT Clinical Leadership Fellows meeting ADEPT AlumNI

A newly created Leadership Fellow post for a Dental Specialty Trainee, was offered in 2019 for a period of one year. This post offered a leadership development opportunity within the HSCB while also allowing the trainee to maintain their clinical skills within their dental specialty.

Educational Excellence

NIMDTA held its fourth Educational Excellence Day entitled **Dare to Excel** on 28 June 2019. This day opened with a keynote lecture on Educational Excellence from Professor Stuart Elborn, Pro Vice Chancellor, QUB. 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 2018-19 ADEPT Clinical Leadership Fellows made presentations describing the projects they undertook during their Fellowship year and received awards marking their significant contributions.

		
Dare to Excel NIMDTA Educational Excellence Day Friday 28 June 2019 Stormont Hotel, Belfast		
09:00 – 09:20	Registration Tea and Coffee	
09:30 – 10:00	Keynote Address	Professor Stuart Elborn Pro Vice Chancellor QUB Faculty of Medicine, Health and Life Sciences
10:00 – 10:20	Presentation of Awards for Educational Excellence	Professor Stuart Elborn Pro Vice Chancellor QUB
10.20 -11.00	ADEPT Presentations <u>Running Order</u> Dr Stephanie Campbell Mr David Colvin Dr Grace Cuddy Dr Olivia Devlin Dr Michael Doris Dr Kathleen Hadden Dr Leanne Morgan Dr Michael McMorrán	Dr Ian Steele Director of Professional Development
11:00 – 11:45	Coffee/Tea Networking and Viewing of ADEPT Posters	Leads for Poster Viewing Dr Adrian Mairs, PHA Professor Colin Adair, NICPLD Dr Mark Roberts. HSC SF
11:45 – 12:20	Update on Valued Strategy	Dr Camille Harron Associate Dean Careers and Professional Support Dr Rachel Campbell ADEPT AlumNI Dr David Johnston Trainee Ambassador
12.20 – 12.35	Presentations to ADEPT Fellows 2018/19	Dr Adrian Mairs, PHA
12:35 – 13:20	Lunch	



Above: 2018/19 ADEPT Clinical Leadership Fellows

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.

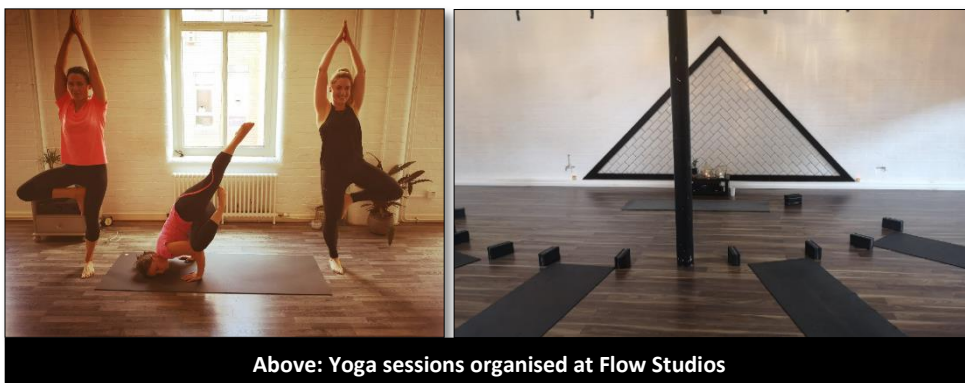


Ambassadors acquire new skills and are supported in their role through regular meetings at NIMDTA. Ambassadors are initially appointed for a one year period, with the option to continue in post after this if desired and with support of their Educational Supervisors.

In 2019-20, there were five Trainee Ambassador meetings with the ADEPT Clinical Leadership Fellow for the VALUED strategy 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 and a football tournament.



Above: Trainee Specialty Teams at a Trainee Football Tournament



Above: Yoga sessions organised at Flow Studios

The **ENGAGE** Clinical Leadership programme was delivered for a fourth successive year in 2019-20. 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 NIMMDTA by the HSCLC on Monday evenings beginning in October 2019 and will complete with a Showcase Event in September 2020.

The flyer for the ENGAGE programme features the HSC Leadership Centre and NIMMDTA logos. The title 'ENGAGE' is prominently displayed in blue. Below the title, it states 'A Clinical Leadership and Improvement Programme'. The flyer is divided into several sections: Introduction, Programme Aim, Programme Details, Learning Outcomes, Key Principles, and Module Structure. The Introduction section mentions that the programme is free of charge to trainees. The Programme Details section lists eight modules with their respective dates and times. The Learning Outcomes section lists several key goals, such as 'Greater collaboration internally and externally with a culture of shared experiences, expertise and support in the pursuit of providing the best care to patients'. The Key Principles section lists several guiding principles, such as 'We will develop medical leaders and improvers who add value to their organisations'. The Module Structure section lists the topics of the modules, such as 'Me as a Clinical Leader', 'Sharing the Vision', 'Inspiring Shared Purpose', 'Building Personal Resilience', 'Leading with Care', 'Engaging the Service User', 'Personal Leadership', and 'Showcase Event'. The flyer also includes contact information for the programme.

COVID-19

This pandemic has had a significant impact on every area of NIMMDTA’s activities, which includes the aims of Goal 4: Raising the Standards:

1. “establish a framework of a clear evidence-based standards and best practice guidance”
2. “establish dynamic partnerships between service users, commissioners and providers to develop, monitor and review.”

Many educational activities were stood down or postponed and postgraduate Educators stepped down from educational roles to support the clinical response to the pandemic.

In response to COVID-19, many of the regular opportunities for NIMMDTA to engage with the DoH, HSCB, PHA and HSC Trusts were cancelled or postponed. This had a detrimental effect on the dynamic partnerships that NIMMDTA had established regionally.

NIMMDTA set up a new group with the HSC Trust colleagues to oversee the introduction into the HSC of new Foundation Interim Year 1 Doctors who had graduated early and registered with the GMC at an earlier stage than normal. A new group was also set up focused on the

return of Out of Programme Doctors into full time clinical work and on the redeployment of Trainees across specialty boundaries, into different units and hospital sites to support the HSC response to COVID-19.

Depending on the course and impact of the COVID-19 pandemic, NIMDTA plans for next year are:

1. The **Fifth EQUIP Celebration Day** for GP Trainees has been renamed as COVID Day of Celebration and will be delivered over a half day via Zoom on 25 June 2020. EQUIP is a QI Programme for GP Trainees which aims to give Trainees an opportunity to learn about QI by undertaking 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 **Fourth ENGAGE Showcase Event** in September 2020. 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. In collaboration with QUB, NIMDTA has organised its **Ninth Annual Clinical Education Day** for Friday 11 September 2020 online and is aimed at undergraduate and postgraduate teachers, Trainers and Educators. This year the conference is entitled 'Reconnected Learning' and will include keynote addresses on 'Mind the Gap: Thoughts on Medical Education in the 2020s', 'InterSim: Update on the new simulation centre at QUB', and 'Engaging the Y: How to Engage Younger Generation in the Use of Digital Technology'. In addition to the plenary sessions, there will be five workshops.
4. In collaboration with QUB and UMS, NIMDTA has again organised a **Research for Clinicians Day** on 05 November 2020 online.
5. In collaboration with QUB, NIMDTA had organised for the sixth year an **Annual Professional Support Conference** on 30 April 2020 at Riddel Hall, QUB. Unfortunately due to COVID-19, this conference has needed to be postponed.
6. Offer **Zoom Education Sessions** on a variety of topics to Dental Trainees during 2020-21; to include the Statement of Dental Remuneration (SDR), QI and Leadership and Research.
7. Continue to implement **APLAN for Dental Foundation Trainees** in 2020-21, which will allow for peer assessment of clinical cases.

8. NIMDTA will host a visit from the **GDC** in 2020-21.
9. Work with DoH, HSCB, PHA and HSC Trusts to ensure that restart of postgraduate medical and dental education post-pandemic is fully integrated into HSC plans to rebuild clinical services

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; Review of Urgent and Emergency Care, Regional Plastic Surgery and Burns Programme Board and the Daycase Elective Care Centres Project Board) 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 were attended by 1357 dental registrants. Educational opportunities for DCPs continue with the Fluoride Varnish course, which was run again in 2019 and also a NIMDTA developed, new curriculum based course, for dental nurses who work in a Foundation Dental Training practice. The 'Dental Foundation Dental Nurse' course was piloted within the 2019-20 training year. NIMDTA has now approached The National Examining Board for Dental Nurses (NEBDN) to seek accreditation for this course, which could then be delivered nationally.

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 to form 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. Representatives from the HSC Leadership Centre now attend the forum and meetings continue to be held bi-annually.

COVID-19

This pandemic has had a significant impact on every area of NIMDTA's activities, which includes the aims of Goal 5: Integrating the Care:

1. "develop integrated pathways of care for individuals"
2. "make better use of multidisciplinary team working and shared opportunities for learning and development in the HSC and with external providers."

NIMDTA supported the HSC response to COVID-19 in four ways:

1. **Stepping Up.** NIMDTA worked closely with the GMC, QUB and DoH to facilitate the early graduation, registration and entry into the HSC workforce of 212 Foundation Interim Year 1s (FiY1).
2. **Stepping Back.** Over 30 Academic Trainees and Out of Programme Trainees undertaking research at QUB, leadership training in HSC organisations and sub-specialty fellowships stepped back into full time clinical work in the Trusts.
3. **Stepping Sideways.** Hundreds of Trainees along with their more senior colleagues were redeployed across specialty boundaries, into different units and hospital sites showing engagement, flexibility and willingness to support the HSC.
4. **Stepping Down.** Many educational activities were stood down or postponed and postgraduate Educators have stepped down from educational roles to support the clinical response to the pandemic.

Depending on the course and impact of the COVID-19 pandemic, NIMDTA plans for next year are:

1. Continue to participate in the **HSCB Regional Plastic Surgery and Burns Programme Board** and the **Daycase Elective Care Centres Project Board**.
2. Be represented at the **NICON Conference** in October 2020 by Educators, Senior Management and ADEPT Fellows.
3. Be represented at the **HSC Single Employer's** Steering Group by the Postgraduate Medical Dean, Director of Hospital Specialty Training and Senior Manager (Trainee Employment).

4. Be represented at the **HSC Single Employer's** Working Group by the Senior Education Manager, Senior Professional Support Manager and the Senior Manager (Trainee Employment).
5. 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.
6. Be represented on the **4 Nation Statutory Education Body Chief Executives' Group** by the Chief Executive/Postgraduate Dean, Medical Director's Group by the Postgraduate Medical Dean and on the **Senior Manager's Group** by the Senior Education Manager. These groups began to meet weekly in March 2020 in response to COVID-19 and will continue to meet weekly during the COVID-19 surge.
7. Work with DoH, HSCB, PHA and HSC Trusts to ensure that **restart of postgraduate medical and dental education** post-pandemic is fully integrated into HSC plans to rebuild clinical services.

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

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

GMC Good Medical Practice

<https://www.gmc-uk.org/ethical-guidance/ethical-guidance-for-Doctors/good-medical-practice>

Foundation Reference Guide and Foundation Curriculum

<https://foundationprogramme.nhs.uk/curriculum/>

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

https://www.copmed.org.uk/images/docs/gold_guide_8th_edition/Gold_Guide_8th_Edition_March_2020.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

Abbreviations

ACF	Academic Clinical Fellows
ACL	Academic Clinical Lecturers
ADEPT	Achieve, Develop, Explore Programme for Trainees
ALB	Arm's Length Bodies
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	British Medical Association
BSO	Business Services Organisation
CCT	Certificate of Completion of Training
CE	Continuing Education
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
CDFT	Committee on Dental Foundation Training
DCP	Dental Care Professional
DCT	Dental Core Training
DEMEC	Developing Excellence in Medical Education Conference
DFT	Dental Foundation Trainee
DoH	Department of Health
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
FD	Foundation Dentist
Form R	Registration Form (for Trainees with NIMDTA)
GDC	General Dental Council
GMC	General Medical Council
GP	General Practice
HEE	Health Education England
HSC	Health and Social Care
HSCB	Health and Social Care Board
ICAT	Irish Clinical Academic Training
ILM	Institute of Leadership and Management
IPC	Infection Prevention and Control
iQUEST	Improving Quality and Understanding to Enhance Specialty Training
JDC	Junior Doctor's Committee
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
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
PBSGL	Practice-based Small Group Learning
PHA	Public Health Agency
PhD	Doctor of Philosophy
PQ	Placement Quality
PSU	Professional Support Unit
QI	Quality Improvement
QMG	Quality Management Group
QUB	Queen's University, Belfast
QUBDSLGL	Queen's University, Belfast Dental School Liaison Group
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
SMEC	Scottish Medical Education Council
SQE	Safety, Quality and Experience
STATUS	NIMDTA'S Recognising Trainers Programme (Selection; Training; Appraisal; Transfer of Data; Underperformance Management; Support)
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
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).