



Annual Quality Report

2016/17

Contents

Foreword.....	3
Role of NIMDTA.....	4
Explanation of Quality Reports.....	5
Goal 1. Transforming the Culture.....	6
Goal 2. Strengthening the Workforce.....	13
Goal 3. Measuring the Improvement.....	29
Goal 4. Raising the Standards.....	36
Goal 5. Integrating the Care.....	50
References.....	52
Abbreviations	53

Foreword

The delivery of high quality services is at the heart of everything we do in NIMDTA. Every member of our team, regardless of his or her role, focuses on continually improving the quality of our services to doctors and dentists. Our overarching aims are to improve patient care through the training of doctors and dentists enrolled in training programmes and to support the development of the medical and dental workforce to meet the current and future needs of the population of Northern Ireland, not only in relation to clinical skills, but also in terms of service leadership, teamwork, service improvement and research.

As always, we must acknowledge the many partners on whom we rely for the day-to-day delivery of the high quality training which is required to meet the requirements of our Regulatory Bodies. In conjunction with the five HSC Trusts, Public Health Agency, Queen's University Belfast, GP Practices and General Dental Practices we have well developed and agreed quality assurance processes to ensure that the prescribed standards are consistently achieved. The quality of training and education experience is regularly reviewed and, where necessary, actions are taken to ensure that we remain able to reflect best practice across the wide range of specialties and sub-specialties.

We continually strive to improve our own processes and procedures in response to the many changes which impact on our services. We have continued to perform well in delivering on our targets, despite the many additional demands which we have faced. Of course, we are well aware that there are even greater challenges ahead and that we cannot be complacent, but we are confident that we are well placed to deal with these effectively and that, as an organisation, we will continue to deliver the outcomes required in order to maintain our place as a leading UK Deanery.

The following outcomes have been of particular note during 2016/2017:

- Achievement of a highly positive report following the GMC's inspection visit
- Further strengthening of our relationships with partner organisations
- Increasing our engagement with key national organisations
- Development of a challenging new Strategic Plan with emphasis on continuous improvement
- Delivery of a range of Quality Improvement projects in conjunction with trainees enrolled on the ADEPT, EQUIP and ENGAGE Programmes

We have continued our engagement workshops with staff to further embed the values and behaviours which we see as key to the way we work. There is clear evidence of a strong team ethos throughout the organisation and it is clear that staff view NIMDTA as a good place to work and that they feel valued for their commitment and for the high quality work that they do on our behalf. Again, in this regard we are not complacent and we acknowledge that there is still a considerable amount of work to do as we continue to further strengthen our staff engagement and support.



Mr Alistair Joynes
Chair



Professor Keith Gardiner
Post-Graduate Dean/Chief Executive

Role of NIMDTA

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

NIMDTA commissions, promotes and oversees postgraduate medical and dental education and training throughout Northern Ireland. Its role is to attract and appoint individuals of the highest calibre to recognised training posts and programmes to ensure the provision of a highly competent medical and dental workforce with the essential skills to meet the changing needs of the population and health and social care in Northern Ireland.

NIMDTA organises and delivers the recruitment, selection and allocation of doctors and dentists to foundation, core and specialty training programmes and rigorously assesses their performance through annual review and appraisal. 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 (LEPs) to ensure that the training and supervision of trainees support the delivery of high quality safe patient care.

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. 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. Revalidation is the process by which the GMC confirms that doctors are up to date and fit to practise. NIMDTA also works to the standards in the Committee of Postgraduate Dental Deans and Directors (COPDEND) framework for the quality development of postgraduate dental training in the UK.

NIMDTA seeks to enhance 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 aims to use the resources provided to it efficiently, effectively and innovatively. NIMDTA's approach to training is that trainees, trainers and educators should put patients first, should strive for excellence and should be strongly supported in their roles.

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 meant that each Health and Social Care organisation has a legal responsibility to ensure that the care that it provides must meet a required standard.

Quality Standards for Health and Social Care (HSC) in NI were formally launched on 14 March 2006 and delineated 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 well being
- Effective communication and information

The Quality 2020 Strategy which was designed to protect and improve quality of health and social care in Northern Ireland was launched in 2011. The purpose of **Quality 2020** was to create a strategic framework and plan of action that would protect and improve quality and therefore Patient Safety over a 10 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 five **Strategic Goals**:

- Transforming the Culture
- Strengthening the workforce
- Measuring the improvement
- Raising the standards
- Integrating the care

Objective 4 of the Quality 2020 Strategy placed a requirement on each HSC organisation to produce a **Quality Report** every year. The aim of these Quality Reports is to increase accountability of the HSC organisations against the Duty of Quality that health and social care organisations are required by law to meet.

Quality Reports are required to state clearly the progress made in each organisation toward meeting the goals of the strategy and also to comment on the improvement made to the quality of services commissioned, delivered or promoted within the previous 12 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 and this **NIMDTA Quality Report for 2016/17** sets out what NIMDTA has done to support Quality 2020 under each of the five **Quality 2020 Strategic Goals**.

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) and to the Senior Management Committee.

The Audit Sub-Committee supports the Board by providing an independent and objective review of financial system 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 2016/17 (Left to right): Mr Dean Morrice (Chair-Audit); Mr Alistair Joynes (Chair); Mr Derek Maguire; Mr Lee Wilson (Chair –Governance and Risk).

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

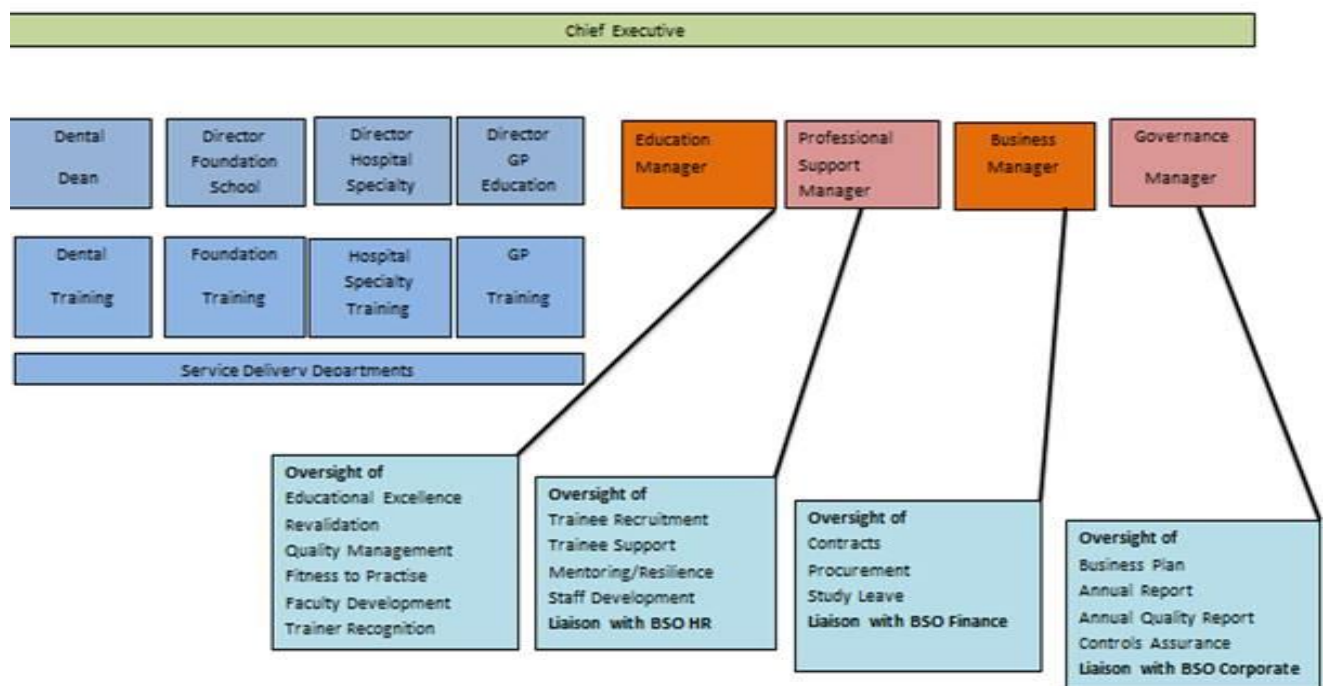
The Board receives reports from members of the Senior Management Committee on the quality of training delivered by each of NIMDTA's service five departments (Dentistry, Foundation, Hospital Specialty, General Practice and Cross-departmental Education Management) as well as on the quality of performance of NIMDTA's three business support departments (Business Management, Corporate Services and Professional Support).

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

NIMDTA Senior Management Committee

The Senior Management Committee 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 departments – Dentistry, General Practice, Foundation, Hospital Specialty and Cross-departmental Education Management. These five departments are supported by a further three business departments – Business Management, Corporate Services and Professional Support. The members of the Senior Management Committee are shown below:



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.

Quality is embedded within the Senior Management Committee, Departmental Committees and cross-departmental groups and is a responsibility of all educator and education management staff.

NIMDTA’s Quality Management Group 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 NIMDTA's Quality Management Group 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 the DoH through Monitoring Returns, Annual Reports and Financial Statements, Annual Quality Reports and through Accountability Meetings (mid-year; 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 also is required to respond to GMC queries, results of GMC National Training Surveys 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 and from surveys of trainees. NIMDTA has a variety of opportunities to share good practice:

Nationally

- Conference of Postgraduate Medical Deans (COPMED)
- Committee of Postgraduate Dental Deans and Directors (COPDEND)
- Committee of General Practice Education Directors (COGPED)
- Online Dean's Reports to the GMC
- NIMDTA reports to Royal Colleges and Faculties

Regionally

- DoH Responsible Officer Forum (regarding revalidation)
- DoH Medical Leaders' Forum (clinical service-medical education interactions)
- Public Health Agency (PHA) Medical Directors Group (clinical service-medical education interactions)
- NI Postgraduate Education Forum
- NIMDTA Lead Educator Forum

Agenda

MEETING: Specialty Lead Educators Forum
 DATE: Monday 6 February 2017
 TIME: 2.00 pm
 VENUE: Beechill Room, Beechill House, NIMDTA

Presentation from:
 Elaine Bromberg, Equality and Diversity Manager, General Medical Council

- 1 Apologies
- 2 Minutes of Previous Meeting For Approval
- 3 Matters Arising from Previous Minutes
- 4 Chairman's Business
- 5 GMC Site Approval
- 6 GMC Regional Review
- 7 New Appointments
- 8 Faculty Development Group Update – Dr Richard Tubman
- 9 Professional Support/Careers Update – Dr Camille Harron
- 10 Specialty Recruitment Update – Ms Roisin Campbell
- 11 Any Other Business
- 12 Dates of Next Meetings



Involvement of NIMDTA Staff

NIMDTA's Senior Management Committee is keen to listen to staff views, which is facilitated by staff satisfaction surveys, briefings and workshops. In 2016/17 staff workshops concentrated on values and behaviours, strategic and business planning, staff development discussion and volunteering. There is also a monthly Staff Update newsletter. In addition, there is an annual review of recruitment and selection with all NIMDTA Specialty Education Management Staff to identify issues and promote learning and good practice.

NIMDTA Staff Update November 2016

Dear All
Welcome to the third edition of Staff Update which was launched on 1 September 2016. You are very welcome to submit items for inclusion.
Hitting the **Health and Social Care headlines** this week has been the release of the report of the Expert Panel on the Optimal Configuration of Health and Social Care Services (Systems not Structures: Changing Health and Social Care) and the Health Minister's Vision document in response to it (Health and Wellbeing 2026: Delivering Together).
These reports can be accessed through these links:
<https://www.health-ni.gov.uk/publications/health-and-wellbeing-2026-delivering-together>
<https://www.health-ni.gov.uk/publications/systems-not-structures-changing-health-and-social-care-full-report>
Professor Bengoa's report (Systems Not Structures) highlighted the current highest ever level of vacancies in medical training posts, the requirements of training for junior doctors, and the dependence on a sustainability point of view of a service on making sure that training of junior doctors can be provided at an acceptable level.
In the Minister's vision, Ms O'Neill stated that, where necessary, she would increase the workforce numbers that are trained and that she would continue to invest in training by expanding GP training places. There is to be an expansion in the number of GP training places by 12 in August 2017 and by a further 14 in August 2018.
The Health Minister, Ms Michele O'Neill will be visiting NIMDTA on Thursday afternoon 10 November 2016.

Congratulations to

- Ms Stephanie Connor (Finance/Business Management) on the arrival of her daughter on Friday 21 October 2016
- Ms Angela Carragher, Foundation School Director, on her election to the position of President of the Ulster Medical Society for 2017/18
- Ms Denise Hughes, Quality Manager, whose post has been the subject of a job evaluation and has now been re-graded as Band 7
- Ms Gillian Carlisle, Hospital Specialty Training Coordinator, whose post has been the subject of a job evaluation and has now been re-graded as Band 6.

New Appointments

October saw the appointment of Ms Kate Smyington as Band 6 Dentistry Training Coordinator. Katie had worked at NIMDTA previously - being appointed as GP Appraisal Project Administrator from 1 November 2005 and was subsequently appointed as Band 4 GP Executive Officer on 3 April 2006. In November 2012, Katie moved to the HSC as Board and Executive Support Manager. We will welcome Katie back to NIMDTA on 21 November 2016.

Congratulations to Ms Seán McEneaney who has been appointed as Band 4 Executive Officer in Hospital Specialty Training. Seán has been working at NIMDTA as an Executive Officer in Hospital Specialty since October 2015 on a fixed term contract of 12 months covering Ms Karen Moore during the time that Karen was seconded to HR/Professional Support.

NIMDTA Staff Update November 2016

Recruitment has also taken place to fill a Band 4 position as GP Executive Officer in Specialty Training. A position has been offered.
A **Staff Induction Workshop** for all new or recently appointed staff will be held on Monday afternoon 5 December 2016.
Recruitment update
This month, we are recruiting to the following positions:

- Hospital Specialty Training Co-ordinator Band 5 – Recruitment – related to expansion in Specialty Training posts. Interviews will be held on 7 November 2016
- Foundation School Coordinator Band 5 – Related to expansion in Foundation Programme in 2016/17. Interviews will be held on 21 November 2016
- Trainee-Trainer Engagement & Excellence Coordinator Band 5 – Related to new Doh funding for the Recognised Trainers programme. Interviews will be held on 23 November 2016

 In the coming months we will also be filling:

- GP Associate Director – Specialty Training – related to expansion in GP programme
- GP Executive Officer Band 3 – Career Development – commissioned new work from HSCB – to be advertised
- GP Training Administrator Band 3 – Specialty Training – related to expansion in GP programme – to be advertised
- Cross-departmental Education Manager – post undergoing job evaluation at present.

 The Senior Management Committee held a **Business Planning Day** on Monday 24 October 2016 and proposed 5 Key Themes to describe NIMDTA's work:

- Aiming to achieve excellent outcomes in postgraduate medical and dental education and training
- Adding value to Health and Social Care NI
- Providing strategic leadership
- Seeking new opportunities
- Promoting Northern Ireland

The next events in the **Staff Development Programme** are:
 Friday 11 November Leadership Skills for all 1.30-3pm Oliver Boylan
 Friday 18 November Know your limits – Alcohol Awareness Session 10-12 James Scott
 Thursday 24 November The next engagement event with the Board will be a **Randomised Coffee Trial** which will be held on Thursday 24 November 2016 12-1pm
 Please bring any requests for **Training Approval** to the attention of your Departmental Head. These can then be considered each week at the Senior Management Committee meetings which happen on Monday mornings from 8.30-9.30.

Lastly, the innovation that has been chosen to highlight this month is the **GoAnimate** presentation put together by Dr Lyndsay Thompson for the IMI Careers Fair in London on 21-22 October 2016 (attached).

STAFF DEVELOPMENT



November 2016
Dear Colleagues
At the Staff Engagement Workshop on Friday 7 September 2016, we consulted with you about your development needs and health and wellbeing events that you would value.
We have met together since then and developed a plan of events for 2017 with aim of holding at least one event per month with a mixture of health and wellbeing, staff engagement and training development sessions.
We hope that you will find these events stimulating, informative, interesting and fun and would very much welcome feedback on them during the year.
Best wishes
Noisín Campbell, Lesley Whan, Keith Gardner, Claire Loughrey, Paula Black

2017	Event	location	Comment
27 January 2017	Managing Your Health Body Checks Corporate Challenge	NIMDTA NIMDTA	Cancer Focus NI NIMDTA sponsored Fibats
24 & 27 February 2017	Band 3 and Band 4 Admin Development Programme	HSC Leadership Centre	Siobhan Rice
31 March 2017 11-1	Social Responsibility and Volunteering	NIMDTA Beechill Room	Ian Campbell Ten Foundation

Postgraduate Medical Education Forum Workshop



DATE: Friday 24 June 2016
TIME: 2.00pm – 5.00pm
VENUE: Beechill Room, NIMDTA

2.00pm – 3.00pm	PMEF Meeting 1. Apologies 2. Minutes of Previous Meeting – 1 March 2016 3. Matters Arising: 4. HSCNI email accounts 5. LEP Mid-year Quality Reports: online GMC reporting 6. GMC Recognition and Approval of Trainers 7. GMC NTS: Trainee and Trainer 8. ADEPT Clinical Leadership Fellows – August 2016 9. Release of information on ePortfolio 10. Revalidation live reporting 11. Recruitment update – August 2016 12. GMC Visit 2017 13. New Training posts 14. LEP Responses to concerns 15. Deanery visits 16. Chief Registrar Appointments 17. Changes in LDA 18. Annual review meetings 19. Education Events 20. Mentoring Pilot 21. Welcome Evenings for new trainees 22. Any Other Business	Chair: Dr Craig Renfrew
3.00pm – 3.10pm	Coffee	
3.15pm – 4.00pm	Quality 2020: Handover	Dr Gavin Lavery Dr Julia Courtney
4.00pm – 5.00pm	Returning to Clinical practice following a period of absence	Dr Camille Harron Dr Ian Steele

Beechill House, 42 Beechill Road, Belfast, BT9 7RL
Tel: 028 9040 0000 Fax: 028 9079 8321 Web: www.nimdta.gov.uk Email: nimdtan@nimdta.gov.uk

Agenda



MEETING: Faculty Development Group – Recognition of Trainers Workshop
DATE: Monday 30 January 2017
TIME: 9.30 am – 12.00 pm
VENUE: Beechill Room, NIMDTA

- Apologies: Mr Charlie Martyn, Dr Lorraine Parks, Mr Oliver Boylan and Ms Sinead Doherty
- Welcome and Introductions
- Learning & Development Agreement
 - Funding Arrangements
 - Trainer Selection
 - Job Descriptions
 - Performance
- Requirements for Recognition
 - Update on Figures
 - Data Sharing
- Educational Appraisal and Recertification
- Development and Support
- NIMDTA Beyond Recognition Policy
- NIMDTA Engagement with Trainers Policy
- Any Other Business

Engagement with DoH and External Bodies

In addition to the formal DoH groups that NIMDTA is involved in, NIMDTA has quarterly sponsorship meetings with the Workforce Policy Directorate and the postgraduate dean has quarterly meetings with the Chief Medical Officer. During 2016/17, NIMDTA hosted visits by the Health Minister Ms Michele O'Neill (November 2016) and Deputy Secretary Mr Jackie Johnston (January 2017).

NIMDTA hosted a visit from the President and 2 Vice-Presidents of the Royal College of Surgeons of Edinburgh in January 2017 and from the GMC National Visiting team in March 2017.

NIMDTA's Postgraduate Dean took part in an External Review of NHS Education for Scotland's (NES) Medical Directorate (October 2016) and attended the NES Annual Conference in May 2016.



Next Year

1. NIMDTA will be continuing to engage with **Educator and Education Management staff** members based at NIMDTA during 2017/18 through staff update newsletters, staff engagement events, staff workshops, health and wellbeing events and staff training sessions (Induction; Time Management; Leadership for All; Interview skills). This engagement will be strengthened during 2017/18 through the appointment of Health Champions in conjunction with Health Matters Ltd who will be assisting NIMDTA in providing health and wellbeing support services and through new training events (Professional Self-Management; Decision Making; Minute Taking; Middle Manager Programme).
2. NIMDTA will be continuing to promote engagement with **Lead Educators** in 2017/18 through the Lead Educators' Forum, flagship educational events (Annual Clinical Education Day; Annual Professional Support Day; NI Simulation and Human Factors Network Conference), induction events and skills workshops (Leadership; Facilitation; Chair)
3. NIMDTA will be continuing to promote engagement with **Recognised Trainers** in 2017/18 through Achieving Recognition training events (Teaching the Teacher; Trainee Support; Supervisory Skills), website and Recognised Trainers' newsletters. This engagement will be enhanced during 2017/18 through the introduction of Level 2 Maintaining Recognition events (Technology Enhanced Learning; Mentoring; Quality Improvement Supervision), the appointment of an Associate Dean for Recognised Trainers and establishment of a Recognised Trainers' Forum
4. NIMDTA will be continuing to promote engagement with **Trainees** during 2017/18 through welcome evenings, trainee newsletters, website, social media, trainee representatives, the trainee forum and flagship trainee events (Educational Excellence Day; Trainee Research Day; Next Steps- Career Events; NI Simulation and Human Factors Network Conference). This

engagement will be strengthened during 2017/18 through the launch of a Trainee Ambassador Programme at the Annual Educational Excellence Day on 14 June 2017, trainee engagement events on HSC Trust sites and organisation of social events for trainees new to Northern Ireland

5. NIMDTA will be trying to maintain engagement with **previous trainees and educators** during 2017/18 through the launch of an Alumnus Network in August 2017.
6. NIMDTA will be trying to engage with **prospective trainees** through involvement in the Health Sector Jobs Fair in Dublin (October 2017) and the BMJ Careers Fair in London (October 2017).
7. NIMDTA will be continuing to engage with the **public** through its Lay Representative Programme. This engagement will be strengthened during 2017/18 by setting up a Patient, Carer and Public Voice Reference Group
8. During 2017/18, NIMDTA will **host visits** from the DoH Director of Workforce Policy (May 2017), Postgraduate Dean and team from the Wales Deanery (September 2017), the DoH Transformation Implementation Group (October 2017) and the Chief Medical Officer (December 2017).
9. NIMDTA will be seeking to establish collaborative working with **other health care education bodies** during 2017/18 through the setting up of a Northern Ireland Postgraduate Healthcare Education Forum


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, in 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 with workshops during 2016/17 on Action Plan Development (May 2016), Developing a Strategy for Simulation and Human Factors Based Training (September 2016), GMC Update and Discussion (November 2016), Health and Social Care Transformation Workstreams (January 2017) and a visit from the President of the Royal College of Surgeons Edinburgh (January 2017).





Visit of Mr Mike Lavelle-Jones, President
Professor John Duncan, Vice-President and Professor Graham Layer, Vice-President
Royal College of Surgeons of Edinburgh
Thursday 26 January 2017

Programme

11.00 am – 11.45 am	Welcome to NIMDTA Prof Keith Gardiner, CEx Dr Camille Harron, Associate Dean – Professional Support Ms Denise Hughes, Education Manager	Beechill Room
11.45 am – 12.30 pm	Meet with ADEPT Clinical Leadership Fellows Dr Rachel Doherty (Public Health) Mr Matthew Tyson (Urology) Dr Anna O'Kane (GP)	Beechill Room
12.30 pm – 1.30 pm	Lunch with NIMDTA Board Mr Alistair Joynes, Chair Mr Deane Morrice, Chair of Audit Committee Mr Lee Wilson, Chair of Governance and Risk Committee Professor Keith Gardiner, CEx	Beechill Room



Visit of Mr Jackie Johnston
Acting Deputy Secretary, Healthcare Policy – DoH
Thursday 5 January 2017

Programme

09.30 - 09.35	Welcome & Introductions	Mr Alistair Joynes (Chair) Professor Keith Gardiner (CE)
09.35 - 10.20	Presentation on NIMDTA and its role	Professor Keith Gardiner
10.20-10.30	Tour of NIMDTA	Professor Keith Gardiner
10.30-10.45	Health and Social Care Transformation Workstreams	Mr Jackie Johnston
10.45 – 11.30	Open discussion	NIMDTA Board & Senior Management Committee members



Developing a strategy for simulation and human factors based training in Northern Ireland

Mike Morrow *Simulation Lead, NIMDTA*
James Reid *ADEPT Clinical Leadership Fellow*





In addition, Board members attend two staff briefings each year at which stage they offer to answer staff questions (13 April 2016 and 24 November 2016).

NIMDTA Board members are very supportive of NIMDTA educational events for trainees (Medical Foundation Induction 28 July 2016) and educators (Clinical Education Day 9 September 2016) as well as attending other educational workshops.

Senior Management Committee

In addition to invitations to attend the Board workshops, the NIMDTA Senior Management Committee had business planning away days together in October 2016 and February 2017.



AGENDA
Meeting: Senior Management Planning Away Day
Date: Monday 24 October 2016
Time: 8.30 am
Venue: Hampton Room 1 & 2, The Beeches, Hampton Manor Drive, Belfast

TIME	Agenda Item	
8.30	SENIOR MANAGEMENT COMMITTEE	
9.30	Tea/Coffee/Scones in Coffee Lounge	
9.45	SESSION 1 – Overview Of The Day & What We Hope To Achieve	Mark McCarey
10.00	SESSION 2 – Identifying NIMDTA's Key Work Themes	Keith Gardiner
11.00	Tea/Coffee/Biscuits in Coffee Lounge	
11.30	SESSION 3 – Feedback on the SWOT Analyses	Keith Gardiner
12.30	SESSION 4 – Reviewing Our Agreed Ethos Statements	Mark McCarey
1.00	Lunch Served in the Canteen	



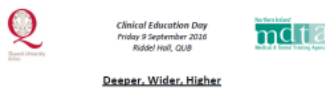
AGENDA
Meeting: Senior Management Strategic Away Day
Date: Friday 3 February 2017
Time: 11.00 am
Venue: Hampton Room 1 & 2, HSC Leadership Centre, Hampton Manor Drive, Belfast

TIME	Agenda Item	
11.00	Tea/Coffee/Scones in Coffee Lounge	
11.10	SESSION 1 • RECAP FROM PREVIOUS AWAY DAY/LOGIC MODEL OVERVIEW/WHAT WE HOPE TO ACHIEVE IN DISCUSSION	Mark McCarey
11.30	SESSION 2 • THEME 1: TO PRODUCE EXCELLENT OUTCOMES IN MEDICAL AND DENTAL EDUCATION FOR TRAINEES, TRAINERS & STAFF	
12.30	SESSION 3 • THEME 2: TO ADD VALUE TO THE HSC THROUGH THE ENHANCEMENT OF PATIENT CARE AND TREATMENT	
13.00	LUNCH	
13.30	SESSION 4 • THEME 3: TO PROVIDE STRATEGIC LEADERSHIP	
14.00	SESSION 5 • THEME 4: TO SEEK NEW OPPORTUNITIES	
14.30	SESSION 6 • THEME 5: TO PROMOTE NORTHERN IRELAND	
15.00	Tea/Coffee/Biscuits in Coffee Lounge	
15.15	SESSION 7 REFLECTION ON PROGRESS FROM OCTOBER AWAY DAY AND IDENTIFICATION OF NEXT STEPS	Keith Gardiner
16.00	CLOSE	

Development of NIMDTA Educators

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

NIMDTA's Faculty Development Group 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.



Deeper, Wider, Higher

09.00 – 09.10	Registration	
09.10 – 09.20	Welcome	Dr Michael McBride Chief Medical Officer
09.20 – 10.00	Invited Lecture Simulation Down Under	Dr Victoria Brazil Director of Clinical Simulation Royal Australasian College
10.00 – 11.30	Workshop Session Part 1	
Workshop 1	Dental Workshop: Workplace Based Assessments – Help or Hindrance	Dr Alan Johnston NIMDTA Dental Foundation Lecture Room 2
Workshop 2	Supporting Students And Trainees In Research	Professor Peter Mansell, NIMDTA and QUB Dr Gerry Somray, Centre for Medical Education, QUB Syndicate Room 3
Workshop 3	Peer Mentoring	Dr Kathy Colton, Centre for Medical Education, QUB Dr Róisín Kehoe, Consultant Old Age Psychiatrist St. James' Hospital, Professorial Support, NIMDTA Syndicate Room 3
Workshop 4	GMAC Update Medical Licensing Assessment Visiting against new GMAC Standards	Professor Ian Curran, Assistant Director, GMAC Conference Room
Workshop 5	Leadership Development	Professor Clavin O'Brien Director of Institute of Leadership Royal College of Surgeons in Ireland Lecture Room 2
11.00 – 11.15	Coffee, Tea and Networking	
11.15 – 11.30	Symposium Differential Attainment, Equality and Diversity	Professor Ian Curran speaking on behalf of Dr Katherine Wood, University College London GMAC view: Professor Ian Curran Dental view: Professor Dennis Burden, QUB College perspectives: Dr Pauline Florence, RCPD Equality and Diversity: Ms Jane Hastings

11.00 – 11.45	Lunch and Networking	
14.45 – 14.50	Key Note Address Habits of an Improver	Professor Bill Lucas Professor of Learning, University of Winchester
14.50 – 15.30	Workshop Session Part 2	
Workshop 1	Dental Workshop: It's Not Always Different Controls That Produce Different Outcomes	Professor Cathryn Youngson Professor of Restorative Dentistry and Head of School, University of Liverpool Lecture Room 2
Workshop 2	Returning to Practice	Dr Ian Strain, Hospital Specialty Training, NIMDTA Syndicate Room 2
Workshop 3	Providing Leadership Opportunities	Dr David O'Hara ACDPT Fellow – Dr Gráinne Donaghy & Dr Julia Courtney Syndicate Room 3
Workshop 4	GMAC Update Medical Licensing Assessment Visiting against new GMAC Standards	Professor Ian Curran, GMAC Conference Room
Workshop 5	Equality & Diversity & Assessment	Ms Jane Hastings Jane Hastings Associates Lecture Room 3
15.30 – 15.50	Coffee, Tea and Networking	
15.50 – 16.20	Mini-Symposium Effective Collaboration Across Undergraduate/Postgraduate Boundaries	Professor Pascal McKewen Professor Keith Gardiner
16.20-16.30	Closing Remarks	

The flagship event each year is the Clinical Education Day which was held on 9 September 2016 in conjunction with the Centre for Medical Education, Queen's University of Belfast.

This was very well received. The keynote address was delivered by Professor Bill Lucas, Professor of Learning from the University of Winchester on Habits of an Improver. There was an Invited Lecture on Simulation Down Under, Symposia on Differential Attainment, Equality and Diversity and on Effective Collaboration across Undergraduate/Postgraduate Boundaries as well as 10 workshops.

NIMDTA & QUB Clinical Education Day, Friday 9 September 2016, Riddell Hall, QUB

Deeper, Wider, Higher

NIMDTA in conjunction with our undergraduate education colleagues from QUB held the 8th annual Clinical Education Day at Riddell Hall on Friday 9th September 2016. The aim of this conference was to inform, equip and inspire Northern Ireland's Medical and Dental Educators who provide leadership to undergraduate and postgraduate doctors and dentists in training.

The year's conference was titled 'Deeper, Wider, Higher', the year packed programme comprised of lectures, workshops and symposia that covered a wide range of topics such as Peer Mentoring, Leadership Development, Equality & Diversity, Habits of an Improver and Effective Collaboration across Undergraduate/Postgraduate Boundaries. Our venue delighted to attract such a high calibre of national and regional medical and dental leaders and educators such as Dr Victoria Brazil (Royal University, Australia), Professor Susan O'Riordan (RCSI), Dr Fuzaila Forman (RCSI), Ms Josie Hattigan (Scottish Dental Association), Professor Bill Lucas (University of Winchester) and Professor Graham Youngson (University of Liverpool) as well as talented local educational leaders from QUB, NIMDTA and QUB.

Dr Michael McBride, RCSI, Chief Medical Officer, was invited to open the event by NIMDTA's Chairman, Mr Alastair Joyner, which was swiftly followed by the first invited simulation Down Under, by Dr Victoria Brazil.

Following Simulation Down Under, delegates broke off into their chosen workshops: 'Dental Workshop: Workplace Based Assessments - Help or Hindrance?', 'Supporting Students and Trainees in Research', 'Peer Mentoring', 'SMC Update' and 'Leadership Development' before returning to the main hall for an Symposium on 'Differential Attainment, Equality and Diversity'.

During the day a special presentation was made by Dr Michael McBride and Mr Alastair Joyner, to NIMDTA's Administrative Director Dr Margit Ritter, who after many years of devoted service to postgraduate medical education in Northern Ireland with NIMDTA (and its predecessor, the Postgraduate Medical Council) had decided the time was right for retirement and was presented with a beautiful handcrafted Glen Trospie. The whole team at NIMDTA wish Mr Roberts a long and happy retirement.

The second symposium focused on differential attainment in medicine and what can be done to tackle it. Professor Ian Curran from the GMC spoke on behalf of Dr Katherine Woolf, who was unable to attend due to a medical reason, and a selection of reports received from GMC, Dentistry, The Royal College of General Practitioners and an independent report on Equality & Diversity gave their perspective on the topic which generated much discussion over lunch.

Over lunch and tea and coffee breaks, delegates had an opportunity to network with colleagues and peers and discuss the numerous stands that were on offer which promoted Clinical Education and opportunities surrounding developing your skills as a trainee from organisations including: The Army Reserves, 204 NHS hospitals, GMC, NIMDTA.

The final symposium 'Effective Collaboration Across Undergraduate/Postgraduate Boundaries' was delivered by Professor Keith Gardner, Postgraduate Dean, NIMDTA and Professor Pascal McKewen, Director of the Centre for Medical Education, Queen's University Belfast. It centred on the collaborative partnership between NIMDTA and QUB as strategic partners for the greater purpose of "Promoting Excellence" and "Enhancing Patient Care Through Training".

Feedback from the Facilitators and Delegates has been overwhelmingly positive and will be used to build upon for next year's Clinical Education Day.

Some presentations from the day are available by request:

- Dental Workshop - Workplace Based Assessments - Help or Hindrance
- Peer Mentoring
- Providing Leadership Opportunities
- Equality & Diversity & Assessment

If you wish to receive a copy of one of these presentations, please email mcroth@qub.ac.uk

The other flagship educational event of the year for educators is the Annual Professional Support Conference which was held this year on 16 November 2016 in collaboration with QUB. There were key note addresses on Mentoring, Resilience, a listening and responsive organisational culture as well as four workshops in the afternoon.

Queen's University Belfast

Professional Support Faculty Development Workshop

Joint meeting between QUB and NIMDTA

Thursday 17th November 2016
Venue Riddell Hall
9:00 am - 4:30 pm

Vision for the event

Developing Professional Support for Medical and Dental Students and Trainees: Positive Approaches and Practical Solutions

Overall Aim:

To explore strategies which have the potential to enhance prevention and early intervention in areas of concern with student/trainee doctors and dentists.

Anticipated learning outcomes

- Outline current supportive structures available to student/trainee doctors and dentists
- Describe the function of mentoring and its application in support and development
- Explore the role of resilience development as a preventative strategy
- Define indicating factors which could facilitate early intervention to prevent escalation of difficulties
- Understand the importance of a listening and responsive culture
- Explore the development of collaborative standards for student/trainee support across the UK.

09:00 - 09:30	Registration	
09:30 - 09:40	Welcome and Introduction	Professor Pascal McKewen
09:40 - 10:20	Setting the scene: Continuity in support and development	Dr Mark Harrison & Dr Camille Harris
10:20 - 11:00	Mentoring: Enhancing a supportive developmental culture	Dr Rakesh Patel
11:00 - 11:20	Coffee	
11:20 - 11:00	Developing resilience: its role in prevention and early intervention	Dr Ciaran Mulholland & Dr Caroline Donnelly

11:00 - 12:30	Panel Discussion: Identifying areas of vulnerability Chair: Camille Harris	Ms Brid Hendron Prof Andrew Grant Dr Mark Harrison Dr Craig Halford Dr Ian Standa Dr Lorraine Dr Sue Morrison
12:30 - 13:15	A listening & responsive organisational culture	Dr Cathy Jack
13:15 - 2:00	Lunch	
2:00 - 3:30	Afternoon workshops	
	Mentoring and coaching	Dr Rakesh Patel & Ms Brid Hendron
	This workshop will practically explore two key skills incorporated in the role of both mentoring and coaching.	
	Facilitating good careers planning	Dr Camille Harris & Mrs Diane Mason
	A workshop exploring the components required in facilitating effective careers guidance and planning. Exploring this strategy as a positive approach in support and development.	
	Developing Resilience	Dr Oliver Boylan, Dr Ciaran Mulholland & Dr Caroline Donnelly
	This session will explore an understanding of resilience with the objective to enhance ability to recognise resilience difficulties. Developing the ability to promote and develop healthy resilience within your sphere of influence.	
	Trainee Engagement	Adopt Trainees
	A workshop to explore practical and positive approaches to enhancing trainee engagement in promotion of a supportive and developmental culture.	
3:45 - 4:15	Growing as a proactive supportive culture: UK wide collaboration of shared practice	Professor Andrew Grant
4:15 - 4:30	Summary and close	Professor Keith Gardner

Faculty development workshops were also held for educators throughout 2016/17:

- Facilitation Skills Workshop (06 October 2016)
- Leadership Skills (21 October 2016)
- Induction (05 December 2016; 13 March 2017)
- Chairmanship Skills - (12 January 2017)
- Unconscious Bias Workshop (06 February 2017)

Northern Ireland Medical and Dental Training Agency
Chairing Skills Workshop Programme



Thursday 12 January 2017
Seminar Room, NIMDTA

1.00 pm	Arrival and Registration	
1.10 pm	The Role of the Chairperson	Prof. Keith Gardiner
1.30 pm	Chairing Styles	Mr Oliver Boylan
2.00 pm	Chairing Issues and Skills • Achieving Desired Outcomes • Maximising Participant Contribution	Mr Oliver Boylan
2.45 pm	Coffee/Tea Break	
3.00 pm	Overcoming Meeting Challenges	Mr Oliver Boylan
3.30 pm	Scenarios	Group Work
4.00 pm	Conclusions	

Northern Ireland Medical and Dental Training Agency

Lay Representative Training Day Programme

Wednesday 14th September 2016
Seminar Room, NIMDTA



9.00 am	Arrival and Registration	
9.15 am	Welcome and Introductions	Dr Richard Tubman
9.30 am	Recruitment and Selection	Ms Raisin Campbell
10.00 am	GMC Regional Visit to Northern Ireland 2017	Dr Richard Tubman
10.30 am	Coffee/Tea Break	
11.00 am	Lay Representatives Group Discussion - Your Chance To Share Ideas, Concerns and Good Practice	Ms Fidelma Dymun
11.30 am	Feedback to NIMDTA from Discussion	All
11.45 am	Review of Updated Lay Visitors Question Set	Dr Richard Tubman - Group Work
12.30 pm	Wrap Up	Dr Richard Tubman

Northern Ireland Medical and Dental Training Agency

Facilitation Skills Workshop Programme
For Senior Educators And Lead Educators

Thursday 06 October 2016
Seminar Room, NIMDTA



9.15 am	Arrival and Registration
9.30 am	Facilitation and the Role of the Facilitator
10.00 am	Facilitating a Training Session
10.30 am	Facilitating an Action Learning Set
11.00 am	Coffee/Tea Break
11.15 am	Facilitating a Focus Group
11.45 am	Managing Difficult Individuals and Situations
12.30 pm	Finish



Leadership Skills Workshop for Lead Educators

Friday 21 October 2016
NIMDTA Boardroom

Subject	Facilitator
1.30-1.45pm NIMDTA view of Roles as Training Programme Director	Ian Steele
1.45-2.15pm Being a Training Programme Director	Jackie Rendall
2.15-2.45pm Leading a Speciality School	Kourosh Khosraviani
2.45-3.00pm Coffee/Tea	
3.00-3.45pm What are the best ways to Lead? Discussion	Oliver Boylan
3.45-4.30pm Scenarios	Groups
4.30-4.45pm Summary	Oliver Boylan

Each year there is also a Lay Representative Training Day (14 September 2016).

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

During 2016/17 NIMDTA supported 27 educators and trainers working towards university level qualifications in clinical education (18 GP; five Dental; four Hospital Foundation/Specialty).

NIMDTA also supported the First NI Simulation and Human Factors Conference (October 2016) and the NI Regional Conference of the Faculty of Medical Leadership and Management (March 2017).

Development of NIMDTA Education Management Staff

NIMDTA Education Management staff members perform a vital role in overseeing and managing NIMDTA's training programmes in Dentistry, Medical Foundation, GP and Speciality Training.

NIMDTA recognises the importance of developing and supporting its staff and of communicating effectively with them. NIMDTA seeks to engage with staff through staff briefings and staff engagement workshops. This year engagement was also strengthened by using a Randomised Coffee Trial approach to promote conversations between staff members and members of the NIMDTA Board and Senior Management Committee.

In 2016/17 staff engagement workshops concentrated on Joy at Work, actions arising from the Staff Survey and Risks Management. Education Management staff members are also invited to staff induction, educator workshops and the Annual Clinical Education Day.

Staff development workshops were provided on Time Management, Leadership for all and Interview Skills.

NIMDTA provides a Development Programme for all Band 3 and Band 4 staff each year which is delivered by the HSC Leadership Centre.

NIMDTA supported a member of staff to obtain a level 5 CIPD qualification and two members of staff to obtain Level 7 Coaching qualifications.

Faculty Development Programme



Induction Course

Monday 13 March 2017

Lecture Room 2, HSC Leadership Centre, 12 Hampton Manor Drive, Belfast BT7 3EN

2.00 - 2.30	Welcome, Aims of Course and Deanery Overview	Prof Keith Gardiner
2.30 - 3.00	Representing the Deanery	Prof Keith Gardiner
3.00 - 3.15	Coffee/Tea	

Educator Session - Hampton Room

3.15 - 3.50	Faculty Development & Yearly Cycle	Prof Keith Gardiner
3.50 - 4.30	Study Leave & Training Policies	Prof Keith Gardiner

Administrator Session

3.15 - 3.30	NIMDTA Administrative Structure	Ms Roisin Campbell
3.30 - 4.00	NIMDTA Terms & Conditions of Service	Ms Roisin Campbell
4.00 - 4.30	NIMDTA Administrative Appraisal Scheme	Ms Roisin Campbell



Leadership Skills For All

Learning Outcomes:

At the end of this session participants will:

- be aware of current thinking on leadership;
- understand the importance of all staff displaying leadership skills where and when appropriate;
- have applied this understanding by discussing and responding to a variety of scenarios where leadership skills are required;
- have evaluated the importance, in the leadership process, of understanding personality diversity and communication styles.

Programme:

- 1.30-1.45 Leadership
- 1.45-2.00 Leadership Skills for All
- 2.00-3.00 Scenarios: The Application of Leadership Skills within NIMDTA
- 3.00-3.30 Leadership and Awareness of Individual Difference



Staff Development Programme

Time Management and Prioritisation

Thursday 12 May 2016

Conference Room

Facilitated and delivered by Mr Oliver Boylan, NIMDTA Educationalist

3.15 - 3.35 pm	Motivation Self-Assessment
3.35 - 3.55 pm	Time Management Strategies
3.55 - 4.05 pm	Prioritisation Grid
4.05 - 4.45 pm	Case Studies
4.45 - 4.50 pm	Conclusion



NIMDTA STAFF ADMINISTRATIVE DEVELOPMENT PROGRAMME

9.30am	INTRODUCTION OF PROGRAMME AND PARTICIPANTS
SESSION ONE	BEING EFFECTIVE IN YOUR ROLE
	<ul style="list-style-type: none"> □ Understanding department/organizational objectives □ How do you contribute to these? □ Skills needed to be effective □ Awareness of Service Improvement
SESSION TWO	COMMUNICATION SKILLS
	<ul style="list-style-type: none"> □ Communication methods □ Techniques / skills for communicating effectively □ Importance of effective listening □ Body language interpretation □ Dealing with difficult situations
SESSION THREE	ASSERTIVENESS
	<ul style="list-style-type: none"> □ Assertiveness Survey □ What is assertiveness? □ What stops us from being 'assertive'? □ Behaviour types □ Tips and techniques □ Group exercise
SESSION FOUR	MANAGING YOUR WORKLOAD and TIME MANAGEMENT
	<ul style="list-style-type: none"> □ The benefits of effective workload management □ Principles of time management □ Efficient systems and routines □ Managing your emails
SESSION SIX	TEAM EFFECTIVENESS
	<ul style="list-style-type: none"> □ Characteristics of an effective team □ Belbin's team roles □ Group exercise
4.30pm	CLOSE

NIMDTA places a high value on supporting Health and Wellbeing and continues to facilitate employees to take part in a weekly exercise programme. A Health and Wellbeing Group meets quarterly to organise Well Being events for staff which included during 2016/17 a Fit Bit challenge to take 10,000 steps per day, a Swimathon and a staff 'Big' walk.

A NIMDTA choir the 'NIMDTA Notes' continues to flourish with new members including Adept Fellows who have joined NIMDTA for a short time and performances are held for staff on a twice yearly basis.



NIMDTA also seeks to support various charities throughout the year and has held staff workshops from Ten Foundations and 'SOS Bus' Charity. NIMDTA endeavours to support charities through donations and assistance with volunteering.

During 2016/17 NIMDTA organised the following Staff Development Events:

- Time Management & Prioritisation (12 May 2016)
- Interview Skills (02 September 2016)
- Leadership Skills for All (11 November 2016)
- Induction workshops (05 December 2016; 13 March 2017)
- Administrative Staff Development Programme (24 & 27 February 10`7)

Development of NIMDTA Trainees

Provision of Foundation Generic Skills for F2 doctors

In 2016/17, the eleventh annual programme of Foundation mandatory Generic Skills training days was delivered regionally for all Medical Foundation Year 2 (F2) doctors. A total of ten days of study leave are set aside for attendance at these training days. Attendance is closely monitored and if a module is not attended, trainees are offered an opportunity to attend in the following year. Sessions include training on the following:

Module 1a: Acute Kidney Injury–Interactive teaching session on Acute Kidney Injury;

Module 1b: Educational Opportunities and Requirements during F2 – ePortfolio and requirements for Foundation ARCP (Annual Review of Competence Progression);

Module 2: Career Management

Module 3: The Doctor as a Teacher / Quality Improvement;

Module 4: Patient Safety / Medico-legal Seminar;

Module 5: Teamwork;

Module 6: Breaking Bad News and Ethics;

Module 7: Professionalism and Resilience awareness/ Fitness to Practice;

Module 8: Safeguarding: Child Protection, Vulnerable Adults and Domestic Violence;
Module 9: Dial 999 (Delivered at the Northern Ireland Ambulance Service HQ); and
Module 10: Advanced Life Support (ALS) training courses (Trust delivered).

Generic Skills

Modules & Dates 2016 – 2017

Module Number	Module Title	Option 1	Option 2	Option 3	Option 4	Option 5	Option 6	Option 7	Option 8	No's
Module 1	1A Acute Kidney Injury	Mon 15.08.16	Fri 19.08.16	Mon 22.08.16	Fri 26.08.16	Fri 02.09.16	Mon 05.09.16	Fri 09.09.16	Mon 12.09.16	
	1B Educational Opportunities									
Module 2	Career Management	Wed 07.09.16	Wed 14.09.16	Wed 05.10.16	Wed 12.10.16	Wed 19.10.16	Wed 02.11.16	Wed 09.11.16		
Module 3 OFF SITE	Quality Improvement Ulster Hospital	Thurs 17.11.16	Thurs 08.12.16	Fri 13.01.17	Fri 10.02.17	Fri 24.02.17	Fri 03.03.17	Fri 24.03.17	Fri 07.04.17	
Module 4	Patient Safety	Mon 17.10.16	Mon 24.10.16	Mon 07.11.16	Mon 28.11.16	Mon 05.12.16	Mon 12.12.16	Mon 23.01.17	Mon 30.01.17	
Module 5	Teamwork / Leadership	Wed 23.11.16	Wed 21.12.16	Wed 01.02.17	Wed 22.02.17	Wed 15.03.17 RAMADA	Wed 12.04.17 Boardroom	Wed 26.04.17 Seminar Room	Wed 10.05.17 RAMADA	
Module 6 OFF SITE	Ethics / Breaking Bad News N.I. Hospice	Fri 20.01.17	Fri 17.02.17	Mon 20.02.17	Mon 27.03.17	Fri 28.04.17	Fri 05.05.17	Mon 15.05.17		
Module 7	Professionalism / Medical Leadership	Wed 17.08.16	Wed 24.08.16	Wed 29.09.16	Wed 04.01.17	Wed 18.01.17	Wed 25.01.17	Wed 08.02.17	Wed 22.03.17	
Module 8	Safeguarding	Fri 07.10.16	Fri 21.10.16	Fri 02.12.16	Fri 16.12.16	Fri 06.01.17	Fri 13.01.16	Fri 03.02.17	Fri 13.01.17	
Module 9 OFF SITE	Pre-Hospital Care Working in partnership with NIAS	Fri 03.02.17	Fri 24.02.17	Fri 10.03.17	Thur 27.04.17	Wed 17.05.17	Fri 26.05.17	Mon 26.06.17		

All sessions are interactive and designed to meet the professional needs of this group of doctors early in their professional careers. To accommodate the increased numbers all modules are delivered on seven separate occasions to ensure all F2 doctors can attend. Valuable on-line feedback from the doctors who attend is scrutinised and reviewed. This feedback contributes to alterations made to enhance and meet the changing professional needs of the doctors during these training days. 647 training days have been delivered and 2704 F2 doctors have attended these sessions.

General Practice Training

The GP department places trainees each year in each of the five Trust areas. The number of GP training places to commence GP training each year was increased from 65/year to 85/year in August 2016. Altogether there were 246 GP trainees on the GP Specialty Training Programme during 2016/17. GP Training Programme Directors in each Trust area organise weekly one day formal education sessions for these trainees in their Trust areas. During 2016/17, the GP department delivered 360 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 for Scotland. PBSGL was first introduced at McMaster University, Canada, in 1986. This initiative has received excellent feedback from GP Trainers and trainees alike.

NIMDTA has participated in Project ECHO during 2016/17. This involves ST2 trainees participating in a formal education programme to understand Quality Improvement (QI) methodology and its application. All ST2 trainees were then able to take part in an integrated Dermatology initiative during which connection is made to a practical educational session via webcam in individual GP practices.

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

Hospital Specialty Training

Within the Medical and Dental Hospital Specialties, delivery of the curriculum for trainees is a joint responsibility of NIMDTA and Local Education Providers. Each Specialty unit is expected to have weekly teaching sessions.

NIMDTA has recently 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 General Medical Council 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 teamworking
6. Capabilities in patient safety and quality improvement
7. Capabilities in safeguarding vulnerable groups
8. Capabilities in education and training
9. Capabilities in research and scholarship

Recommendation 6 of the Shape of Training report is that appropriate organisations must introduce a generic capabilities framework for postgraduate training based on Good Medical Practice that covers communication, leadership, quality improvement and safety.

Project ECHO - Dermatology ST2 Trainees

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, (at spokes), 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.



All Specialty Years:

Module 2: Being a Professional	31 st March, 19 th April, 16 th May & 8 th June All 9.15am-4.30pm	Please book with the Leadership Centre on the link below
--------------------------------	--	--

Initial Specialty Years (CT1-3; ST1-2):

Module 3: Human Factors	Dates Coming soon	
Module 4: Quality Improvement	Please keep an eye on the Leadership website	
Module 5A: Building your CV & Developing Resilience	25 th May 1.15pm-4.30pm 22 nd June 9.15am-12.15pm	Please book with the Leadership Centre on the link below
Module 5B: Working With Others <i>It is encouraged that you attend both 5A and 5B Modules where possible</i>	4 th May & 16 th June 12.30pm-5pm 25 th May 9.30am-12.30pm 22 nd June 1pm-4.30pm	

Intermediate Specialty Years (ST3+):

Module 6: Teaching the Teacher	14 th April & 26 th May 9.15am-12.30pm	Please book with the Leadership Centre on the link below
Module 7: Supervisory Skills	22 nd April 2016 1.45pm-5pm	
Module 9: Leading a Team on Call	18 th April 1.15pm-5pm	
Module 10: Medicine & the Law	3 rd May 1.15pm-4.15pm	

Final Specialty Years: Last 12 months before CCT date

Module 11: Trainee Support	21st June & 28 th June Both 2pm-5pm	Please book with the Leadership Centre on the link below
Module 12: Building High Performance Teams	20 th April 9.30am-4.30pm	
Module 13: Understanding the Financial Context	25 th May 9.30am-1pm	
Module 14: Improving Services & Managing Transformational Changes	11 th May 9.30am-5pm	
Module 15: Applying for a Consultant Job	8 th June & 22 nd June Both 9.30am-4.30pm	

<http://www.leadership.hscni.net/Courses/iQuest>

NIMDTA has therefore designed a modular, generic professional skills framework for all medical and dental specialty trainees. There are 15 modules divided into three sets of 5 modules – with one set each being targeted at initial (CT 1-2/ST 1-2), intermediate (ST3-5) and final (ST6-8) years of specialty training. The programme is called iQUEST (improving Quality and Understanding to Enhance Specialty Training). iQUEST seeks to address the components of the GMC’s Generic Professional Capabilities Framework, building on the generic skills programme delivered by the NI Foundation School and preparing trainees for the next steps in their career.

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

Dentistry Training

Dental Foundation Training is based on a National Dental Foundation Training Curriculum and Assessment Framework. This programme is delivered in the general dental practice setting. In 2016/17, 32 trainees were allocated to Northern Ireland as part of a broader National Recruitment process. NIMDTA participated in a pilot to standardise Dental Foundation training assessment methodology across England, Wales and NI. Following the initial pilot in 2015/16, changes were incorporated into the Statement of Dental Remuneration for Northern Ireland and satisfactory completion was re-piloted in Northern Ireland in the 2016/17 training year before being fully implemented in the 2017/18 training year.

Dental Core Training (DCT) is optional for dental graduates and facilitates additional experience in a hospital-based environment. Twenty-two Dental Core Trainees were appointed in 2016/17. Training was monitored through the Hospital Dentistry Committee at NIMDTA supported by the Training Programme Director for DCT.

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 channelled 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;



NIMDTA has designed a modular, generic professional skills framework for all specialty trainees that aims to equip doctors and dentists in training with the ability to communicate effectively, empathise, lead, follow and improve patient care, safety and Experience. This programme is called **iQUEST**.

Please see all the courses available to you to book:

All Specialties:

Module 2: Being a Professional MANDATORY FOR ALL TRAINEES TO COMPLETE	20 th & 29 th Sept, 10 th & 17 th Oct, 29 th Nov & 10 th Dec All 9.15am-4.30pm
---	---

Initial Years (CT1-2/3, ST1-2):

Module 3: Human Factors	New dates anticipated for November/December 2016.
Module 4: Quality Improvement	
Module 5A: Building your CV & Developing Resilience	13 th Oct, 10 th Nov & 24 th Nov 9.30am-12.30pm
Module 5B: Working with Others <i>(It is encouraged that you attend both 5A and 5B Modules where possible)</i>	13 th Oct, 10 th Nov & 24 th Nov 1.45pm-4.30pm

Intermediate Years (ST3-5):

Module 6: Teaching the Teacher	7 th Oct, 3 rd Nov & 3 rd Dec 9.30am-12.30pm
Module 7: Supervisory Skills	5 th Dec 1.30pm-4.30pm
Module 8: Using Evidence	22 nd Sept 9am-5pm
Module 9: Leading a Team on Call	New dates anticipated for November/December 2016.
Module 10: Medicine & the Law	7 th Oct, 3 rd Nov 1.30pm-4.30pm

Final Years (Last 12 months before CCT):

Module 11: Trainer Support	13 th Sept 9.30am-12.30pm 25 th Oct & 22 nd Nov both 9.30am-4.30pm
Module 12: Building High Performance Teams	20 th Oct & 22 nd Nov 9.30am-1.45pm
Module 13: Understanding the Financial Context	20 th Oct & 22 nd Nov 1.45pm-4.30pm
Module 14: Improving Services & Managing Transformational Changes	18 th Oct & 22 nd Nov 9.30am-4.30pm
Module 15: Applying for a Consultant Job	3 rd Oct & 14 th Nov 9.30am-4.30pm

During 2016/17, there were nine appointments at Foundation level and five appointments at Specialty level.

During 2016/17, 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. One NIMDTA trainee was successful in securing one of these prestigious 4 year fellowships and will commence their ICAT Fellowship in August 2017.

NIMDTA trainees at Foundation year 2 and those enrolled in a Specialty programme have also had an opportunity to apply for a 4-6 months research fellowship in Respiratory Medicine or Ophthalmology at Brompton and Moorfields Eye Hospitals respectively. One Foundation trainee and one Respiratory Medicine trainee were appointed to these short term Academic Development Posts for the training year 2017/18.

Support of NIMDTA Trainees

NIMDTA continues to provide care and guidance for trainees requiring additional support through the provision of services delivered through the Professional Support Unit (PSU). Trainees requiring additional support are registered and tracked through the use of a secure database. A total of 65 new referrals were received in 2016/17. As of April 2017, there were 79 trainees active on the database. Reasons for referral were similar to previous years and included health, conduct, performance and environment. Of the new referrals, 11 were from the Foundation Programme and 6 for dental trainees. The Associate Dean for Careers and Professional Support and the Professional Support Development Officer provided face-to-face meetings with each new referral and continued support if required. Mental health and resilience issues continue to be frequently present in referred cases. New referrals are discussed at the monthly Trainee Review Meeting which allows optimisation of support and sharing of good practice across the Deanery. Developments within one-to-one support included the promotion of a form for monitoring of demographic details and completion of survey feedback on trainee experience of the services. The Professional Support Service was audited by BSO in December 2016 and following this the Professional Support Policy and Terms of Reference for the Trainee Review Group (formerly Trainee Support Review Group) are being updated. The Associate Dean completed a Masters in Clinical Education with a dissertation looking at best practice within Professional Support.

The PSU also seeks to assist educators in the provision of trainee support and equip them with relevant skills. Level One Faculty Development courses in Trainee Support are delivered both by NIMDTA and in conjunction with Trust-based educators at local sites. Approximately 170 educators attended a joint NIMDTA and QUB Professional Support Faculty Development Day in November 2016 based on the theme of "Positive Approaches and Practical Solutions". The PSU team were also involved in the development and delivery of a new training module aiming to promote wellbeing and resilience with F2 doctors as part of the generic skills programme. The Joint NIMDTA and QUB Professional Wellbeing and Resilience Working Group continues to collaborate on identification and promotion of good practice in this area particularly with regard to trainee education.

With regard to careers support, the Associate Dean continues to provide one-to-one career counselling for trainees. Educational sessions have focused on supporting Foundation Doctors through the transition

to GP or Specialty Training. Across the year, 7 sessions of the careers module were held as part of the Foundation Generic Skills Programme with 311 F2 trainees attending. F1 trainees and Final Year Medical Students undertaking assistantships have the opportunity to attend introductory career choice workshops provided in their work places. Workshops in CV development and resilience are provided as part of the iQUEST programme. A careers event entitled "Next Steps in Training" was held at NIMDTA in November 2016. This was directed towards Foundation doctors and provided an opportunity to network with trainees and trainers and attend workshops on Choosing a Specialty, Enhancing Interview Techniques and the Application Process for Specialty and GP Training.

NIMDTA recognises the value of mentoring as a way to support and develop trainees. The Professional Support team developed a peer mentoring scheme aiming to promote the culture of mentoring within postgraduate training. Mentees have the opportunity to access the experience of trained mentors who can help facilitate the practical issues of setting goals and achieving results. The scheme was officially launched by Dr Anne Kilgallen in January 2017. The first stage pilot provided optional mentoring for F1 trainees working in the Northern Trust. Plans to progress and expand the scheme continue aiming to increase provision in different areas of postgraduate training.

Positive experiences, enriching relationships
PEER Mentoring

Mentor Updates & News

F1 Northern trust pilot
The pilot in the Northern Trust is coming to an end. Thank you to all those who took part as this has enabled us to evaluate and review our processes in preparation for extending the scheme this year.
One of our mentees will be sharing about her experience with mentoring at the induction event for our new F1 doctors.
We would also encourage you to take part in the end point evaluations, information will be sent out soon.

Mentor CPD event
We held our first mentor CPD event in late May. Dr Gini Hendron led the session entitled "Leading and Inspiring Others". This was an interactive learning opportunity equipping mentors to explore: motivational factors, appreciate unconscious aspects of motivation such as values and beliefs and identify possibilities and methods of helping to motivate others.
We would like to thank Dr Hendron for her contribution to the session and we look forward to our annual CPD events for mentors in the future.

We are getting @GGER
We are delighted to announce that from August 2017 we will be extending the availability of peer mentoring. The scheme will now be offered to all foundation doctors as they take up their postings in August 17.
We will also be offering mentors to our trainee doctors new to training in Northern Ireland. Moving to a new location and training context can be extremely challenging. We hope that connection with a mentor experienced in training and living in NI will be supportive and welcoming to the new trainees.

The launch of the VALUED strategy
took place at the Stormont Hotel on Wednesday 15th June.
The strategy encompasses initiatives based around themes in the program VALUED and aims to enhance patient care in NI by attracting, welcoming, developing, supporting and encouraging high calibre trainees to train and remain in Northern Ireland. Our trainees shared their involvement and experience within each of the areas of the strategy at the launch. Eirionagh Sproule one of our peer mentors shared about the scheme and her experience as a mentor. Well done to all of the trainees who took part the event was a great success.
If you would like find out more about valued please visit our web pages at:
<http://www.nimdtatrust.com/professional-support/valued/>

We are branching out!
We are launching a new pilot in specialty specific mentoring. This scheme will be senior trainees lead within the specialty school and aims to provide mentoring opportunities to trainees new to their specialty training. The pilot will take place in Obstetrics and Gynaecology. We will keep you informed of its progress.

Contact the PSU team on 02890400024
Or Email Professionalsupport.nimdtatrust@hscni.net
<http://www.nimdtatrust.com/professional-support/valued/>

Positive experiences, enriching relationships
PEER Mentoring

This is an opportunity to avail of a mentoring relationship focused on transition, success and growth.

You will be paired with a mentor based on your areas of interests and career goals.

Our mentors are senior specialty trainees who have completed the training programme.

Mentors will support you through informal meetings at a time and location that fits both your schedules.

Peer mentoring is open to foundation doctors or trainees new to training in Northern Ireland

Want to find out more?
Contact the PSU team on 02890400024
Or Email Professionalsupport.nimdtatrust@hscni.net

To join the scheme visit our webpage link below complete the mentee application form.
<http://www.nimdtatrust.com/professional-support/mgt-of-trainees-req/>



Peer Mentoring Scheme

Tuesday 31st January 2017

From 6pm @ NIMDTA

RSVP: professionalsupport.nimdtatrust@hscni.net

We are delighted to invite you to the Launch of our Peer Mentoring Scheme

At NIMDTA we recognise the value of mentoring as a way to support and develop our trainees. NIMDTA Professional Support team has developed a programme of peer mentoring which has been piloted with F1 trainees working in the Northern Trust. Mentees have the opportunity to access the experience of trained mentors who can help facilitate the practical issues of setting goals and achieving results. Mentors gain self-esteem and revitalised interest in their work. Mentoring schemes have been shown to improve retention rates and work performance as well as improve work relationships. We welcome the opportunity to share our learning with Educators and interested HSC colleagues.

Event Programme

6 pm	Light refreshments with an opportunity to network	
6:30 pm	Welcome & Background	Ms Elaine Fugard Professional Support & Development Officer NIMDTA
6:45 pm	Keynote Address	Dr Anne Kilgallen Deputy Chief Medical Officer
7:15 pm	Supporting the F1 Journey	Dr Kate Scott Foundation Programme Director, NHSCT
7:30 pm	Mentoring in Practice: A Paediatric Experience	Dr Lyndsey Thompson ADEPT fellow NIMDTA
7:45 pm	Remarks & Close	Professor Keith Gardiner Post Graduate Dean & Chief Executive NIMDTA

Development of Recognised Trainers based in Local Education Providers

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 criteria 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 defined
- 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 trainers through job planning & PA allocation



Northern Ireland
mdta
Medical & Dental Training Agency

Faculty Development

Giving trainers **STATUS**

Faculty development is an important component of medical and dental education.

Equipping trainers to deliver high quality training will enhance the training environment and help to ensure the safety of patients, students and trainees.

By July 2016, all named clinical and educational supervisors must be fully trained, and approved by GMC.

NIMDTA is committed to improving the skills and knowledge of trainers in a variety of areas that have been set out by the Academy of Medical Educators

NORTHERN IRELAND MEDICAL AND DENTAL TRAINING AGENCY
Beechill House
42 Beechill Road
Belfast
T: +44 (0)28 9040 0044
F: +44 (0)28 9079 8313

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

The training events were delivered at NIMDTA and on HSC Trust sites in partnership with Trust Education Departments.

By 31 March 2017, 984 hospital trainers have been fully recognised.

Training of GP Trainers

Currently there are 260 General Practice Trainers in 137 different training practices. There have been 30 new GP trainers appointed since April 2016 and 14 trainers have retired.

Each year there is continued interest from potential trainers who apply for and successfully complete the Learning and Teaching Course. In 2016/17 a total of 30 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 who are successful at the practice visit become accredited Trainers in GP. Those 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 having a trainee in practice. This year an extra training day for new trainers was held. The purpose of this was to form small groups of new trainers who could meet throughout the year and share best practice and provide one another with peer support.

All trainers regularly meet with their colleagues within their area group to share learning and receive training from Programme Directors and Associate Directors on current issues. These locality learning days form part of the mandatory requirements for trainer re-accreditation along with three-yearly practice visits (<http://www.nimdt.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.nimdt@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 at least two training sessions per year. In the last year topics covered have included:

- Trainees in Difficulty;
- Equality Diversity and Opportunity Training
- Teaching the Teacher
- Supervisory Skills

NIMDTA also provided training for the following groups:

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

NIMDTA regularly met with the Trainer Convenors group to improve information sharing and good practice.

Training of GP Appraisers

An annual training day for NIMDTA Lead Appraisers was held on 4 November 2016. The meeting was attended by the GMC and there was a review of guidance on supporting information for appraisals and revalidation was discussed. Lead Appraisers hold quarterly meetings with their small group of Appraisers and also meet with the Regional Appraisal Co-ordinator on a regular basis.

NIMDTA held two full day training conferences for Appraisers during 2016/17.

The first conference was a full day on 8 June 2016 at Mossley Mill, Newtownabbey. This included a presentation from Dr Nicola Duffy on life as an appraiser, passing on lessons learnt from many years in the role of being an Appraiser. Lead appraiser, Dr Eoghan Fearon, then provided an overview of the impact of revalidation from the appraisers point of view. The GMC provided an update from the recent UMbRELLA report which provided appraisers the opportunity to feedback on the report. In the afternoon a workshop was held where appraisers fed back ideas and topics for future training. Dr Stephen Harte, appraiser, provided coaching skills for GPs and appraisers which can be carried through in everyday work. Each day also provides an appraisal update from the regional appraisal co-ordinator. The evaluation of the day showed that more than 90% of Appraisers felt that the presentations and workshops were good to excellent.

The second conference was a full day on 24 November 2016 at Mossley Mill, Newtownabbey. This included the first ever presentation by the NIMDTA Education Management team who provided an update on administration processes. This was followed by a presentation by Dr Anna O’Kane, ADEPT fellow, on Quality Improvement in general practice. The GMC attended to provide a review of GMC Supporting Information Guidance and “Notify RO” cases, which provided appraisers the opportunity to feedback on information provided by the GMC to appraisees. The afternoon included an overview of the COMPASS prescribing report by Dr Veranne Lynch and QI for out of hours’ doctors provided by a current appraiser Dr Lynn Donaghy. The day closed with team work by the appraisers. The evaluation showed that more than 90% of Appraisers felt that the conference talks and workshops were good to excellent.

Training of Dental Professionals

The Dental Department provides a Continuing Education Programme for Dentists and Dental Care Professionals (DCPs). During 2016/2017, 2235 educational opportunities were offered through NIMDTA’s Continuing Education Calendar with a 79% attendance rate. In addition, a series of ‘In-Practice’ training events were provided which received very positive feedback; these included CPR training, Safeguarding Adults at Risk, Radiography, Child Protection and Infection Prevention & Control. Seven practices were trained in total. In October 2016 NIMDTA ran its fifth ILM accredited Practice Management Programme with a record attendance of 25 participants.

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 Northern Ireland workforce. This arrangement is underpinned by a Service Level Agreement with the HSCB. NIMDTA’s role in the Career Development scheme is to facilitate the arrangement of the relevant assessments through the GP National Recruitment Office and to

facilitate practice placements for assessment. Satisfactory completion of the scheme enables admission to the NI Performers List. During 2016/17, six applicants completed the Returner scheme and four are pending. Twenty-six applicants have been accepted onto the Retainer scheme.

Training in Quality Improvement

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

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

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

In December 2016, NIMDTA introduced **ENGAGE**, a new Leadership and Quality Improvement programme aimed at final year trainees in GP, Hospital Specialty and Dental Specialty training programmes. ENGAGE aims to challenge, develop and support doctors and dentists in training to ensure that they are prepared to lead effectively. This programme was delivered on behalf of NIMDTA by the HSC Leadership Centre on Monday evenings beginning in December 2016 and is due to be completed by a Showcase Event in September 2017.

Next Year

1. A NIMDTA Educator will be chairing a multi-professional parallel session at the **NICON Conference on 19 May 2017 on a Culture of Stewardship** – New perspectives on clinical leadership.
2. In collaboration with QUB, NIMDTA has organised its **Sixth Annual Clinical Education Day** for Friday 22 September 2017 aimed at undergraduate and postgraduate teachers and trainers. This year the conference is entitled “Deliver, Shape, Enhance and Lead’ which reflects the themes of the invited lecture and major symposia of Technology Enhanced Learning, Health and Wellbeing 2026, Shape of Training and Responsible Use of Social Media. In addition to the four symposia, there will be 10 workshops.
3. In collaboration with QUB and the Ulster Medical Society, NIMDTA has again organised a **Research for Trainees Day** on 19 October 2017 at the Postgraduate Centre, Belfast City Hospital.
4. NIMDTA has supported the **NI Simulation and Human Factors Network** to organise their Second Annual Conference – ‘Theory into Practice: Using simulation and human factors training to improve patient safety’ - on 20 October 2017 at Riddel Hall, QUB.
5. In collaboration with QUB, NIMDTA will be organising for the fourth year an **Annual Professional Support Conference** on 15 November 2017 at Riddel Hall, QUB
6. NIMDTA will be extending the provision of **Mentoring** to all F1 doctors and all doctors new to NI training programmes from August 2017. The NIMDTA School of Obstetrics and Gynaecology will also commence a mentoring pilot in 2017/18

7. NIMDTA plans to launch its **Level 2 courses for Recognised Trainers** in 2017/18 with workshops on Technology Enhanced Learning (Level 2 teaching skills), on Mentoring (Level 2 trainee support) and on Supervising Quality Improvement (Level 2 supervisory skills)
8. NIMDTA is planning a training and engagement workshop for **Clinical Facilitators** during 2017/18.
9. New workshops are planned for the **NIMDTA Education Management Teams** during 2017/18 on Emotional Resilience (11 April 2017), Gratitude and Appreciation (04 May 2017), Professional Self- Management (22 May 2017), Appraiser Training (12 June 2017), Appraiser Training (04 September 2017), Effective Decision Making (14 September 2017), Minute Taking (25 September 2017), and Band 3 and Band 4 Staff Development programme (27 & 29 November 2017).
10. NIMDTA will be providing a training event targeted at **Lay Representatives** on 11 September 2017.
11. NIMDTA will be working with the HSC Leadership Centre to develop a development programme for **Middle Managers** during 2017/18
12. NIMDTA will be organising **Board Workshops** on General Data Protection Regulations and on the Army Leadership Code during 2017/18
13. The NIMDTA CE Department will be delivering the NEBDN accredited **Certificate in Special Care Dental Nursing** for the second time in May 2017.

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

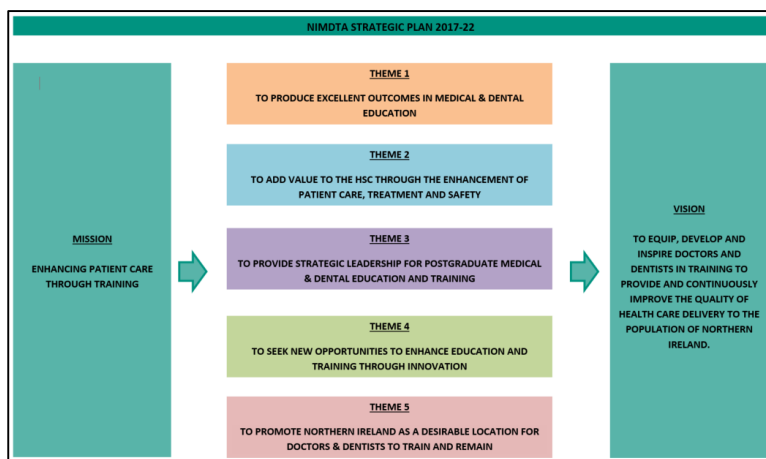
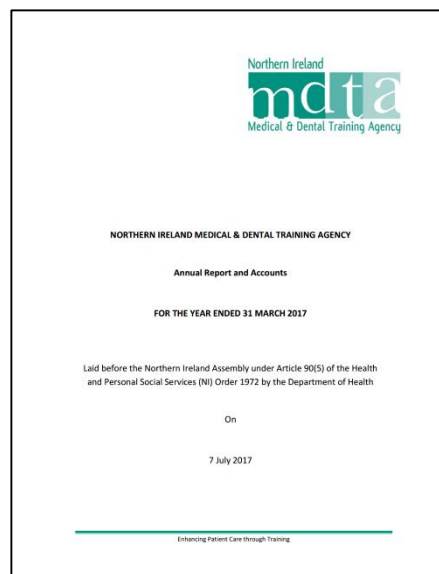
NIMDTA is accountable to the DoH through completion of reports and attendance at Accountability Reviews (Chair and Chief Executive).

The Chair of the Board is appraised annually by the Chief Medical Officer, and the Chair in turn appraises the other non-executive members of the Board.

Senior Management Committee members report to the Board on the quality of performance of NIMDTA’s service and business departments.

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

A major piece of work that the Board carried out this year in conjunction with the Senior Management Committee was the preparation of the NIMDTA Strategic Plan 2017-22.



NIMDTA Strategic Plan 2017-2022

NIMDTA Educators and Administrative Staff

The quality of performance of NIMDTA senior educators and senior managers 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 Training Programme Director is considered through review of the specialty training programme on a regular cycle.

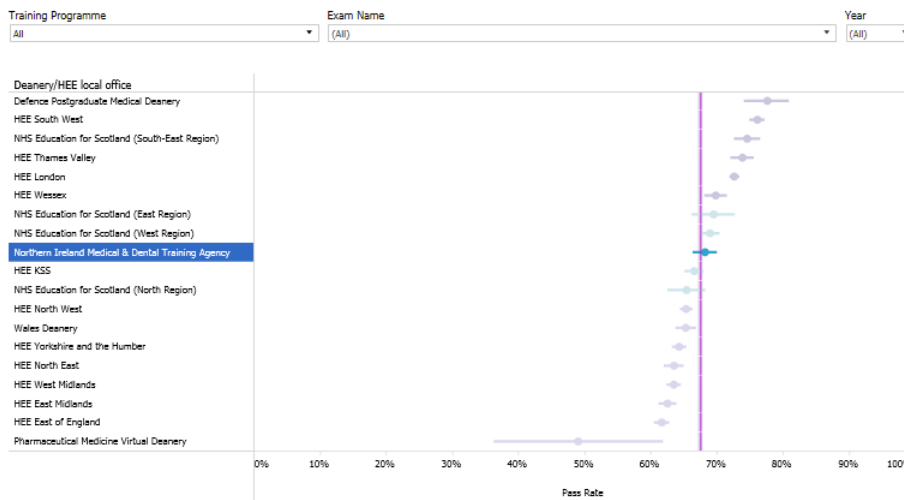
NIMDTA Formal Training of Trainees

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

Pass rates of GMC registered specialty exam candidates by Deanery / HEE local office

Date released: 6/6/2017

Choose a training programme to see the percentage pass rate for each deanery/HEE local office. You can also select a specific exam and the year the exam was sat. This chart only includes doctors who sat the exam while in a relevant training programme.

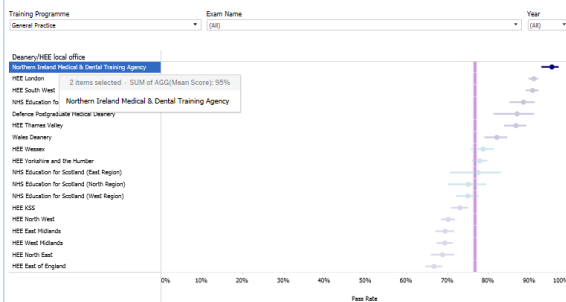


Northern Ireland Trainees performed well in Specialty Examinations in GP, Clinical Radiology and Core Medicine in comparison with trainees from other regions of the UK.

Pass rates of GMC registered specialty exam candidates by Deanery / HEE local office

Date released: 6/6/2017

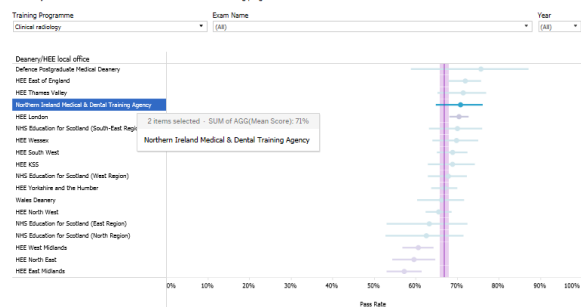
Choose a training programme to see the percentage pass rate for each deanery/HEE local office. You can also select a specific exam and the year the exam was sat. This chart only includes doctors who sat the exam while in a relevant training programme.



Pass rates of GMC registered specialty exam candidates by Deanery / HEE local office

Date released: 6/6/2017

Choose a training programme to see the percentage pass rate for each deanery/HEE local office. You can also select a specific exam and the year the exam was sat. This chart only includes doctors who sat the exam while in a relevant training programme.



General Practice trainees in NI – 1st in UK

Clinical Radiology trainees in NI – 4th in UK

Royal College of GP Examination Results for NIMDTA – highest performing Deanery in the UK.

The GMC National Training Surveys look at 17 different indicators to measure trainee’s satisfaction with the postgraduate medical education and training that they are receiving in their deanery in comparison with other trainees. The results for 2016/17 training year are shown below.

UK – Higher Trainees – Comparison for GMC Indicators 2017

Indicator	England	NI	Scotland	Wales	Ranking
Overall Satisfaction	81.42	84.23	82.93	82.23	1st
Clinical Supervision	92.64	94.61	93.49	93.05	1st
Clinical Supervision Out of Hours	91.76	93.98	92.53	91.53	1st
Reporting Systems	76.94	78.67	78.55	74.99	1st
Work Load	48.73	51.22	52.75	51.94	3rd
Teamwork	75.54	77.56	77.34	74.51	1st
Handover	70.79	74.83	73.40	67.77	1st
Supportive Environment	74.93	77.04	76.87	75.34	1st
Induction	83.38	88.06	85.82	83.45	1st
Adequate Experience	81.07	83.54	81.92	81.77	1st
Curriculum Coverage	78.14	80.08	79.37	78.96	1st
Educational Governance	75.27	78.98	76.61	76.50	1st
Educational Supervision	89.65	91.45	90.39	90.38	1st
Feedback	79.70	80.87	81.05	79.87	2nd
Local Teaching	64.85	64.70	65.97	67.22	4th
Regional Teaching	71.61	71.67	70.15	72.46	2nd
Study Leave	64.05	66.89	68.65	65.70	2nd

For Higher Trainees – NIMDTA has scored 12 out of 17 first places and 3 second place for these UK wide results.

For Core Trainees – NIMDTA has scored 8 out of 17 first places with 5 second places.

For Foundation Trainees – NIMDTA has scored 4 out of 15 first places with 6 second places.

For all trainees – NIMDTA has scored 10 out of 17 first places and 4 second places for these UK-wide results.

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

The GMC visited NIMDTA on 28 and 29 March 2017 and met with the NIMDTA Chair, Senior Management Committee, Quality Management Group, Trainee Representatives, Lead Educators from the Schools of Medicine, Emergency Medicine, Paediatrics, O&G and Surgery, Lay Representatives, Professional Support Unit and ADEPT Clinical Leadership Fellows.

Initial feedback from the GMC identified seven areas which the GMC team felt were working well (Lay Representative Programme; ADEPT Clinical Leadership Programme; ARCP process; making people feel valued; strong collaboration with QUB; use of patient safety reports; supporting transitions in training). There were two areas identified which the GMC team felt could be improved (awareness of equality and diversity; alignment of posts to best training units).

The requirements and recommendations identified through the GMC visits to each of the 5 HSC Trusts will be monitored through NIMDTA. The full GMC report is expected in September 2017.

Theme	Standard/requirement	Areas that the team consider are working well
1 5	R5.11	We found that the lay representatives expertise brought a positive degree of scrutiny and externality to proceedings. They felt a valued part of the team and we heard their feedback influenced changes to processes.
2 1	R1.22	The ADEPT programme was well organised and integrated and provided opportunity to gain good leadership skills which the doctors in training valued. The fellows we met appreciated the Dean's involvement and his accessibility as a direct contact.
3 1 5	R1.18 R5.10	We heard good feedback on the ARCP process working well from doctors in training, training programme directors and lay representatives.
4 1 3 4	S1.2 S3.1 S4.2	We recognised that NIMDTA has a culture of making people feel valued which ranged from their doctors in training, future leaders (ADEPT fellows) and educators, particularly their heads of schools.
5 2	R2.8	There was a strong collaboration with Queen's medical school which provided a linear continuum of medical education. This relationship also allowed positive influences to training through transfer of information.
6 1 2	R1.3 R2.7	We heard of examples of how patient safety reports were being used for educational intervention and shared amongst all level and specialities of doctors in training. This was in contrast to what we heard at the LEPs where learning from patient safety incidents was unclear and not formalised.
7 3	R3.5	There were areas where transitions between stages of training was being managed well. We heard of examples for undergraduate to foundation programme, ST2 to ST3 in obstetrics and gynaecology, and the 'registrar ready' programme in medicine.

Theme	Standard/requirement	Areas the team consider could be improved on
1 2	S2.3, R2.5	There was some lack of understanding and awareness of equality and diversity amongst the learners and educators we met at NIMDTA and LEPs. NIMDTA is not yet maximising how they could use data to inform their E&D work and attract doctors in training outside of Northern Ireland.
2 5	R5.9	Although NIMDTA has systems in place to assess the quality of training posts, the organisation of services means that these posts are not always aligned to the best training opportunities. This means that service delivery can be prioritised over training, and doctors in training may not always receive the experience and support they require.

Initial Feedback Report from GMC Visit to NIMDTA March 2017

Learning and Development Agreements

NIMDTA has Learning and Development Agreements in place with each of the five HSC Trusts, QUB and PHA and Service Level Agreements with each GP Trainer to describe the responsibilities of each body in the management and delivery of postgraduate medical and dental education and training.

NIMDTA senior educators and Education Management teams meet with the Medical Director and Director of Medical Education of each HSC Trust at least annually to ensure that postgraduate medical and dental education and training is being effectively managed and to discuss any new developments or outstanding concerns. This is also an opportunity to identify and share good practice.

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 the Public Health Agency.

NIMDTA oversees and coordinates its functions of Quality Management through the NIMDTA Quality Management Group which meets every two weeks. This Quality Management Group aims to monitor, manage and improve postgraduate medical and dental education through a collaborative partnership with the Regulator (GMC), Local Education Providers and the other stakeholders.

The quality of delivery of postgraduate medical education and training is assessed by:

- Reviewing annual reports from NIMDTA Specialty Schools to assess appropriateness of action plans and to identify good practice to be shared with others;
- Reviewing twice per year reports from Local Education Providers to assess appropriateness and progress of action plans and to identify good practice to be shared with others;
- Carrying out NIMDTA Visits (cyclical, interim progress and problem solving) to Local Education Providers which assess against the GMC standards;
- Carrying out programme reviews to assess training in the region for a specialty against the GMC standards; and

- Reviewing the results of the GMC Annual National Trainee Surveys

During 2016/17, NIMDTA carried out six specialty reviews, seven cyclical visits, five follow-up visits, 53 visits to general medical practices (11 new practice visits; 41 reaccreditation visits; 1 new Out of Hours centre visit) and visits to all 37 general dental practices acting as training practices during 2016/17. NIMDTA was involved in visits to six units under Enhanced Monitoring by the GMC.

Reports from the visits were reviewed and assessed by the Quality Management Group (QMG), taking account of LEP action plans before the Final Reports were released. The outcomes of these visits were shared with the HSC Board and PHA (through Liaison meetings), DoH (through the Medical Education Policy Group) and the GMC (online Dean's reporting processes).

NIMDTA Trainee Progress and Revalidation

Each medical trainee is required to have their progress in training/performance reviewed annually (Annual Review of Competence Progression [ARCP]). The processes for conducting these annual reviews are described in the Foundation Reference Guide (Foundation) and the Gold Guide (Specialty Training). 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.

In addition, the ARCP panel is required to consider a self-declaration form from the trainees (Form R), Supervisor's reports and Employer's Exception reports and decide if there are any concerns about a trainee's ability to be recommended for revalidation. Revalidation is the process by which licensed doctors are required to demonstrate on a regular basis that they are up to date and fit to practise. Each doctor has a Responsible Officer and has a connection to a designated body. The Responsible Officer 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 Responsible Officer is the Postgraduate Medical Dean. Responsible Officers for doctors in training base their recommendations on the outcomes of the ARCP process.

Exception Exit Report - to be completed by the Employing Trust (must be typed)

Trainee Forename:		Trainee Surname:		GMC Number:	
Speciality:			Grade:		
Start Date	End date	Details of employment/Placements/Location			
Details of Concerns/Investigations:					
Does this trainee have any conditions or undertakings placed on them by the GMC or other organisation?					YES / NO
If YES, are they complying with these GMC conditions/undertakings?					YES / NO / N/A
Has this trainee been excluded or suspended from work?					YES / NO
Investigation of Health, Conduct, Capability	This trainee has been involved in a formal health, conduct or capability investigation by GMC, NCA, Police, Deanery or Trust				YES / NO
	This has been concluded satisfactorily with no unresolved concerns about this trainee's health/conduct/capability. Please give a brief summary of the investigation(s):				YES / NO
Investigation of Serious Unlawful Incident/ Significant Event	This trainee has been involved in formal Serious Unlawful Incident/Significant Event investigation (incident resulting in death or harm to patient, staff, visitor or member of the public or damage to the reputation of a healthcare provider)				YES / NO
	This has been concluded satisfactorily with no unresolved concerns about this trainee's fitness to practice. Please give a brief summary of the investigation(s):				YES / NO

Complaints	This trainee has been named in complaint(s)	YES / NO
	This has been concluded satisfactorily with no unresolved concerns about this trainee's fitness to practice or conduct	YES / NO
	Please give a brief summary of the complaint(s):	
Other Concerns or Comments (not relating to areas above)		
To be completed by Medical Director or agreed medically qualified deputy:		
Signature	Date	
Full name	Job Title	
Name of the Organisation	GMC Number	

Reminder: In all circumstances a copy of this report should be shared with the trainee doctor

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

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

Reports are requested from the Lay and External Representatives on NIMDTA ARCP panels on the processes and outcomes of the ARCPs and any learning from these reports is considered at the Quality Management Group 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 at the NIMDTA Revalidation Operational Group whose membership, in addition to NIMDTA Senior Educators and Administrators, includes Trainee, Lay, HSC Trust and GMC Representatives.

In the year 2016/17, a positive revalidation recommendation was made for 419 doctors in training (85 for GP trainees and 334 for Hospital Specialty Trainees) bringing the total of positive recommendations for doctors in training in NI since revalidation began to 910. All requests for deferral of the recommendation made for doctors in training (298) were made as a consequence of their Certificate of Completion of Training date having moved from the time they were first appointed to their programme, due to changes in the length of time their training was taking place over or due to involvement in a local investigation. There were no doctors in training who required notification to the GMC of 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 the DoH and the Health & Social Care Board (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 1,572 GPs in 2016/17. NIMDTA worked effectively with HSCB to facilitate the HSCB Responsible Officer in making revalidation recommendations to the GMC for 32 GPs in NI during 2016/17.

The NIMDTA appraisal team met with the HSCB revalidation team quarterly. This provided the opportunity for information sharing between the two groups and also for enhanced team building in facilitating the revalidation of GPs in Northern Ireland.

Next year

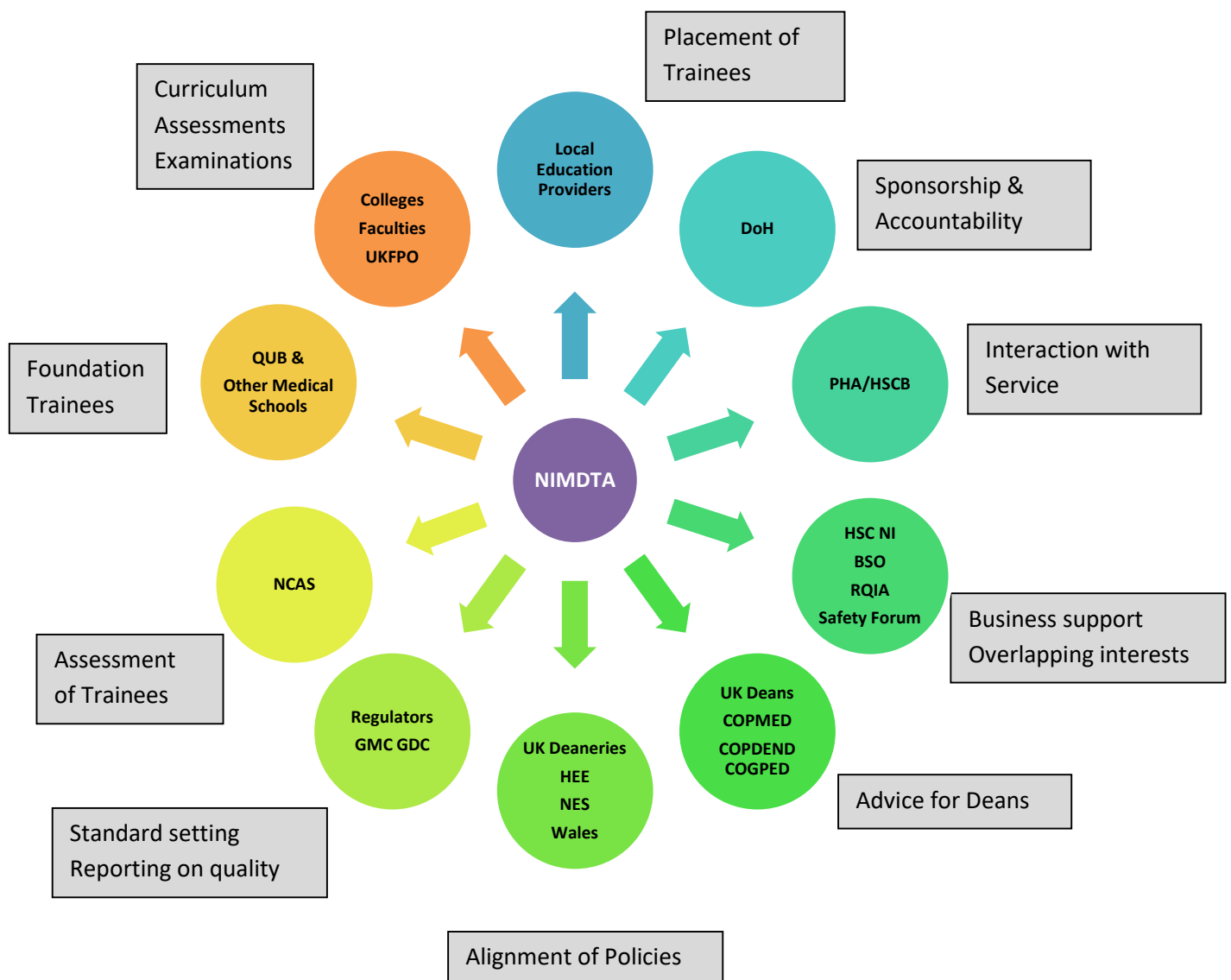
1. During 2016/17 **BSO Internal Audit** will be auditing the work of NIMDTA's Quality Management Group and Allocation of Junior Doctors.
2. NIMDTA will follow up and report on the requirement and recommendations arising out of the **GMC National Visit** in February –April 2017 including attendance at the GMC National Review Day in October 2017
3. NIMDTA will continue to follow up on concerns and areas for improvement identified from NIMDTA visits and **Quality Management processes** and escalate and report to the GMC and DoH as necessary
4. NIMDTA will continue to engage with the GMC in their **GMC National Training Surveys Group** (October 2017)
5. NIMDTA will follow up with NIMDTA Specialty Schools and Local Education Providers regarding red indicators for training identified on the **GMC National Training Surveys in 2017**
6. NIMDTA will convene a working group to develop a strategy to **improve trainee examination results**
7. NIMDTA will work with Trainee Ambassadors to set up a **peer interviewing programme** to assist trainees in preparing for specialty recruitment interviews
8. NIMDTA will appoint a Lead Educator and Education Management staff for **Quality Indicators** to define what a good training unit looks like for each specialty

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 HSC Trusts, Medical Royal Colleges and Faculties, the Workforce Policy Directorate - DoH (Sponsor Branch), commissioners (PHA/HSCB), HSC Safety Forum, Business Services Organisation (BSO - internal audit, finance, equality, legal services, HSC leadership Centre, Clinical Education Centre), Regulation and Quality Improvement Authority (RQIA), Queen's University of Belfast (QUB) and other medical schools, national regulators (GMC, GDC), National Clinical Assessment Service (NCAS), UK Foundation Programme Office (UK FPO), postgraduate education professional bodies (COPMED, COPDEND, COGPED, UK Senior Managers' Forum), postgraduate education bodies in other parts of the UK (Health Education England, NHS Education for Scotland and the Wales Deanery) and doctor's and dentist's organisations (BMA, BDA).



NIMDTA Contributions

NIMDTA contributes to the development and dissemination 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 2016/17, NIMDTA representatives participated in **National** groups and events regarding postgraduate medical and dental education:

UK Foundation Programme Executive
UK Foundation Programme Board
UK Foundation Curriculum Group
UK Medical Education Database Development Group
UK Medical Education Reference Group
UK National Clinical Leadership Fellows' visit to Belfast (March 2017)
UK Recognition of Trainers Forum (13 May 2016)
Academy of Medical Royal Colleges' Education Committee
Conference of Postgraduate Medical Deans (COPMED)
Committee of Postgraduate Dental Deans and Directors (COPDEND)
Committee of GP Education Directors (COGPED)
COPMED Senior Managers' Forum
COPMED Revalidation Operational Group
COPMED 4 Nations Revalidation Overarching Group
COPMED Professional Support Group
COGPED/RCGP partnership group
COGPED/General Practice Committee liaison group
Forum of Irish Postgraduate Medical Training Bodies
Health Foundation Q Cohort
ICAT Programme Steering Group
JRCPTB- SAC in Rehabilitation Medicine – as Lead Dean
MDRS Programme Board
MDRS Quality and Standards Group
MDRS Career Planning Group
MDRS Recruitment Group
National Multi-Specialty Conference (NACT)
NHS Education for Scotland Annual Conference
RCGP Curriculum Development Group
RCGP Assessment Committee
RCGP Specialty Advisory Committee

During 2016/17 NIMDTA representatives participated in working groups and events organised by the **General Medical Council:**

- National Trainee Surveys Group
- Quality Leads Group
- Regional Advisory Forum

- Responsible Officer Reference Group
- Education and Training Advisory Board
- Equality and Diversity Advisory Group
- Flexibility Review

During 2016/17, NIMDTA representatives participated in **DoH** groups and events:

- Medical Education Policy Group
- Medical Leaders' Forum
- Responsible Officers' Forum
- Confidence in Care Revalidation Delivery Board
- Library Advisory Group
- Privacy Advisory Committee
- Death Certification Implementation Working Group
- Duty of Candour Working Group
- Central Medical Advisory Committee
- Employer Liaison Group
- Leadership Strategy Working Steering Group
- Workforce Strategy Working Steering Group
- Innovation and Improvement Design Workshops
- Quality 2020 Workshop

During 2016/17, NIMDTA representatives participated in **regional** groups and events

- QUB-NIMDTA-Belfast Trust Clinical Academic Training Board
- Joint QUB-NIMDTA Education Forum
- QUB-NIMDTA Recognised Trainers' Working Group
- QUB-NIMDTA Resilience Working Group
- Northern Ireland Confederation for Health and Social Care (NICON)
- Northern Ireland Simulation and Human Factors Network (NISHFN)
- PHA Medical Directors' Group
- Quality 2020 Implementation Steering Group
- eHealth Project Board
- Faculty Medical Leadership and Management (FMLM) Regional Conference Organising Committee
- Faculty of Medical Leadership and Management (FMLM) NI Conference – Medical Leadership and Quality Improvement (09 March 2017)
- Improvement Network of Northern Ireland
- Postgraduate Medical Education Forum
- BMA JDC/NIMDTA Liaison Group
- NIMDTA/PHA/HSCB Liaison Group
- GAIN Committee
- Ulster Medical Society
- Delivering Safer Care Conference March 2017
- HSC Trust Medical Directors' Group
- RQIA Whistleblowing Stakeholder Event April 2016

NIMDTA and Quality 2020

NIMDTA contributes to the Quality 2020 agenda through the involvement of Professor Keith Gardiner (Postgraduate Medical Dean) and Dr Claire Loughrey (Director of General Practice) as members of the Quality 2020 Implementation Group and the eHealth Project Board.

NIMDTA Simulation Lead Dr Mike Morrow and NIMDTA ADEPT Clinical Leadership Fellow Dr Sara Lawson have been leading a Quality 2020 Task – Improving Patient Safety through Multi-disciplinary Simulation and Human Factors Training. Patient safety will be improved by providing staff with a safe, simulated environment in which to focus on human factors such as communication, team working and situational awareness.

Professor Keith Gardiner contributed to a DoH multi-professional Quality 2020 Workshop on 12 May 2016 and a Quality 2020 Attributes Framework Level 3 Design Workshop in October 2016.

NIMDTA and External Quality Improvement Work

Professor Keith Gardiner and Dr Claire Loughrey have been members of inaugural cohort of the Health Foundation Q initiative. This initiative aims to make it easier for people from all parts of the health care system to enhance their skills and make tangible benefits for patients. Professor Keith Gardiner and Dr Claire Loughrey participated in Q events in May 2016.

Professor Keith Gardiner participated in an External Review of NHS Education for Scotland’s Medical Directorate in October 2016. Professor Keith Gardiner was the guest speaker at the Belfast HSC Trust Quality Improvement STEP event in June 2016

NIMDTA and External Views

NIMDTA has recruited a team of 32 Lay Representatives to provide external scrutiny and contribute to a number of different Deanery activities. These activities included recruitment and selection panels, assessment panels (Annual Review of Competence Progression – 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 14 September 2016 when 23 Lay Representatives attended.



Improving Patient Safety in NI through the use of Simulation-Based Education (SBE) and Human Factors

12th December 2016 9.30am-11.30am
Room 1.2 Clady Villa, Knockbracken Health Care Park

AGENDA

1. Welcome, Introductions & Apologies
2. Minutes from previous meeting & matters arising
 - Membership
3. Update from Q2020 Steering Group / Implementation Team
4. Objective 1 Scoping Exercise
 - Progress to date
 - Plan for development of programme
5. Objective 2 Network
 - Feedback from NISHFN Conference
 - Membership
6. Objective 3 Faculty Development Programme
7. Quality Healthcare Experience Framework
8. A.O.B
9. Date and time of next meeting TBC

Northern Ireland Medical and Dental Training Agency

Lay Representative Training Day Programme

Wednesday 14th September 2016

Seminar Room, NIMDTA



9.00 am	Arrival and Registration	
9.15 am	Welcome and Introductions	Dr Richard Tubman
9.30 am	Recruitment and Selection	Ms Roisin Campbell
10.00 am	GMC Regional Visit to Northern Ireland 2017	Dr Richard Tubman
10.30 am	Coffee/Tea Break	
11.00 am	Lay Representatives Group Discussion - Your Chance To Share Ideas, Concerns and Good Practice	Ms Fidelma Dynan
11.30 am	Feedback to NIMDTA from Discussion	All
11.45 am	Review of Updated Lay Visitors Question Set	Dr Richard Tubman - Group Work
12.30 pm	Wrap Up	Dr Richard Tubman

Lay representatives met with the GMC Visiting team in March 2017. The GMC initial feedback report highlighted the NIMDTA Lay Representative programme as an area that was working well:

	Theme	Standard/ requirement	Areas that the team consider are working well
1	5	R5.11	We found that the lay representatives expertise brought a positive degree of scrutiny and externality to proceedings. They felt a valued part of the team and we heard their feedback influenced changes to processes.

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

NIMDTA also receives external views from the GMC from Enhanced Monitoring visits (there were six of these carried out in 2016/17) and through feedback from the GMC Scrutiny Group on NIMDTA Dean's report to the GMC.

NIMDTA also receives information from the GMC on how NIMDTA trainees perceive training in NI compared with other regions of the UK (GMC National Training Survey) and on how well NIMDTA trainees progress through their training (Annual Review of Competence Progression), succeed at examinations or succeed in their applications to enter specialty training. Trainees in NI scored NIMDTA first in 10 out of 17 categories assessed by the GMC National Training Survey in March 2017 in comparison with the other 3 UK countries.

The work of NIMDTA is subject to audit by the Business Services organisation Internal Audit Team throughout the year. In accordance with the 2016/17 annual plan, Internal Audit reviewed the following functions:

Annual Review of Competency Progression and Revalidation Processes

This work was carried out in August 2016 and examined the controls in place with regard to the Annual Review of Competency Progression and Revalidation processes. NIMDTA received a satisfactory level of assurance with two Priority 2 findings identified. An action plan has been put in place to implement the recommendations identified in this report.

LEVEL OF ASSURANCE			
SUBSTANTIAL	SATISFACTORY	LIMITED	UNACCEPTABLE
In relation solely to the scope of this audit and the work performed by audit staff, Internal Audit can provide Management with satisfactory assurance in relation to Annual Review of Competency Progression and Revalidation processes . Overall there is an adequate and effective system of governance, risk management and control. While there is some residual risk identified this should not significantly impact on the achievement of objectives. Some improvements are required to enhance the adequacy and/or effectiveness of governance, risk management and control.			

Trainee Support Mechanisms

This work took place in December 2016 and looked at the processes in place for dealing with medical and dental trainees who may be in difficulty due to health, conduct or performance issues. NIMDTA received a satisfactory level of

assurance with three Priority 2 findings identified. An action plan has been put in place to implement the recommendations identified in this report.

LEVEL OF ASSURANCE

SUBSTANTIAL	SATISFACTORY	LIMITED	UNACCEPTABLE
In relation solely to the scope of this audit and the work performed by audit staff, Internal Audit can provide Management with satisfactory assurance in relation to Trainee Support Mechanisms. Overall there is an adequate and effective system of governance, risk management and control. While there is some residual risk identified this should not significantly impact on the achievement of objectives. Some improvements are required to enhance the adequacy and/or effectiveness of governance, risk management and control.			

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 Local Education Providers that they are allocated to. These surveys inform the visiting team and are discussed at NIMDTA's pre-visit briefing sessions of the visiting team.
2. GMC Surveys of Trainees. The GMC conducts an Annual 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. 99.7% of NIMDTA trainees completed the survey in 2016/17. In this survey trainees raised fifteen patient safety issues but did not raise any undermining concerns.
3. NIMDTA visits to Local Education Providers. 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 Local Education Provider and 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) 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 other 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 an F1 and an F2 doctor. 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, three times a year.

Opportunities exist to discuss areas of good practice and directly influence how they are disseminated in the region.

NIMDTA has a Trainee Forum bringing together trainee representatives from all the Foundation, GP, Dental and Hospital Specialty School Boards to provide a better opportunity for trainee views and feedback to be heard and to ensure that training in NI is delivered to the highest standard with the overarching aim of enhancing patient care.

The NIMDTA Foundation School introduced a Foundation Weekly Update from August 2014. This is circulated to all F1 doctors, F2 doctors and Foundation contacts. The objective of the Foundation Weekly Update is to streamline communication to all Foundation doctors, trainers in contact with Foundation doctors and all in health and medical education in Northern Ireland who are in contact with Foundation doctors.

All information is presented in 'bite sized' chunks of information relating to current issues relevant to front line healthcare staff. Regular features include topics such as Foundation e-portfolio and ARCP reminders; Healthcare news and information alerts; Foundation and Specialty Recruitment information; Regional Generic Skills mandatory training information for all F2 doctors; information relevant to Foundation Programme trainers and those who act as supervisors; GMC information and new publications; Northern Ireland regional initiatives and their roll out; Academic opportunities and educational meetings; 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.

Welcome to the Foundation Weekly Update # 139 Friday 24 March 2017

Important Notification: All applicants who have been offered Northern Ireland Foundation Programme training places for 2017-2019 have been added to the mailing list for the Foundation Weekly Update from the Northern Ireland Foundation School. If your current medical school email address differs after August 2017 advise the Foundation team at NIMDTA of your email address to maintain ongoing contact. Foundation.NIMDTA@niscni.net

Opportunity for a four to six month Academic Development Fellowship: based at Moorfields Eye Hospital or Royal Brompton Hospital London or hospitals associated with Imperial College London. Travel and subsistence bursary funding is available. Queens University Belfast (QUB) have been awarded a Wellcome Trust DSP (Institutional Strategic Support Fund) grant to provide clinical trainees, with the opportunity to enhance their training by conducting research projects in either ophthalmology or respiratory (including critical care) disease. The projects will be led by QUB but partly embedded within the Moorfields Eye Hospital and the Royal Brompton Hospital or hospitals associated with Imperial College London.

The Academic Development Fellowships (ADF) will last 4-6 months and it is anticipated they will provide a unique perspective on clinical research with an opportunity to get involved in cross-institution collaborative projects. Activities must fall within the scientific or medical humanities remit of the Wellcome Trust. Contact: Prof Barry McAuley d.j.mcauley@qub.ac.uk Submission deadline: 7 April 2017.

All Foundation doctors will be asked to provide feedback on the quality of their training in the GMC Annual National Trainee Survey (NTS). The survey will be open from 21 March 2017 until 3 May 2017. Completion is compulsory. NIMDTA wants to hear about your experience of training in Northern Ireland and this survey allows you a confidential means of doing so. It is important that concerns are raised when they arise. The most effective, efficient way to raise concerns about patient safety is through your organisation's clinical governance procedures. Concerns about undermining or bullying should be raised with your named Foundation Clinical Supervisor, named Foundation Educational Supervisor or Trust Director of Medical Education. If induction, handover, clinical supervision or workload issues are unsatisfactory please highlight this to your trainers immediately. Escalate your concerns to NIMDTA if you feel that your concerns are not being listened to or addressed in your employments organisation.

JABS Project (Lastly All Blood Samples) is a Quality Improvement Project with the aim of reducing the amount of blood samples taken in the Medical Assessment Unit at the Ulster Hospital over a 3 month period. We aim to reduce the amount of unnecessary blood samples taken to enhance patient experience and safety, to reduce workload for ward staff and finally to reduce laboratory costs.

UKFPO have sent the applicants histogram which may help facilitate your choice of available Foundation Programme posts. See this histogram at <http://www.nimdtatrust.com/Recruitment/Foundation/Recruitment/>

Foundation Prospectus 2017-2019: Information relating to roles and posts for August 2017 - August 2019 may not be accurate as role details and post allocations are dependent on filling vacancies. The Northern Ireland Foundation School will update the information in early May to reflect a predicted vacancy rate due to under-subscription.

Specialty Trainee Newsletter
February 2017
Guest Editor: Dr Sara Lawson (Paediatrics ST6)

Cochrane arrange workshops across Ireland, topics include undertaking a review, training on systematic review methodology and interpretation. They are offering to arrange a workshop specific to doctors in Northern Ireland. Please contact smcand01@gpub.ac.uk

NIMDTA Refurbishment
An opportunity for Cochrane fellowships, which fund an annual salary (or part of) to take time out of programme/employment to carry out a Cochrane review. It is likely there will be no advertised early in 2017.

General Medical Council
The GMC has updated their guidance on Confidentiality, good practice in handling patient information which will become effective from 25 April 2017. Find out what you need to know at www.gmc-uk.org/guidance/Confidentiality2017

HSC Public Health Agency
Safety and Quality
Optical substance treatment (OST) can be dangerous particularly when not medication or travelling abroad are considered. The summary of a local SA event and learning is attached. Please be aware of Trust guidelines if someone presents requesting OST. Northern Ireland guidelines are available: <http://www.northernireland.hscni.net/sites/default/files/2016/08/2016%20OST%20Guidance%20-%202017%20revision.pdf>

Library membership is free for HSC staff and includes access to thousands of journals, book borrowing and lots of other benefits. Sign up today at the medical library or if you are interested in auto-renewment please email valuedtrainees@hscni.net for more information.

Events & Dates for your diary...

- QUEST**
The third NI FIMLM Conference entitled, Engaging, Leading and Improving is now open for registration. Keynote speakers include Professor Bongso and Mr Dajalga. The deadline for abstracts is 13th February. For more information and to register go to: <http://www.questni.ac.uk/abstracts/questni2017/abstracts.html>
- ST1-2 Trainees**
Module 1 - Army a Professional (GMJ) - 20th Feb, 23rd Mar
- ST3-4 Trainees**
Module 1 - Human Factors - 22nd Mar
- Module 4 - Quality Improvement - 22nd Mar**
- Real world of training:**
Module 11 - Supporting trainees 22nd Mar
Module 12 - Building High Performance Teams - 19th Mar
Module 13 - Understanding the Financial Context - 30th Mar
Module 14 - Improving services and managing transformational change - 29th Mar
Module 15 - Applying for a consultant job - 30th Mar
- Dissemination Visits**
NIMDTA are keen to include trainee representatives on upcoming dissemination visits. You cannot attend your own specific visit. If interested contact valuedtrainees@hscni.net
- National Inter-Deputy Transfers**
The application window for National Inter-Deputy Transfer opens Friday 3rd February and closes Friday 3rd March 2017. www.nimdtatrust.com/Recruitment/Transfers

NIMDTA Social Media
Facebook: [nimdtatrust](https://www.facebook.com/nimdtatrust)
Twitter: @NIMDTA
Email: valuedtrainees@hscni.net

GP TRAINEE NEWSLETTER
March - March 2017

EQUIP Plus +
ST3 Trainees - Please read attached 2, a report by the National Confidential Doctor's Register (NCDR) and Royal College of General Practitioners (RCGP). Highlight page between mental and physical health in a hospital. Find an overview of the facts (link here)

NICE Diabetic Eye Screening Programme
The National Confidential Doctor's Register (NCDR) has published a report on patient safety and quality (NICE) in the UK. The report highlights the importance of patient safety and quality in the UK. The report also highlights the importance of patient safety and quality in the UK.

NICE Physical Health of People in Prison
NICE has published a guideline on the physical health of people in prison. The guideline is based on evidence from a systematic review of the literature. The guideline is intended to help healthcare professionals to provide the best possible care for people in prison.

RCGP Trainee Regs
The RCGP has published its new trainee regulations. The regulations are intended to provide a framework for the training of general practitioners in the UK. The regulations are based on evidence from a systematic review of the literature.

GMC Deans' Visit
The GMC has published a report on its visit to the Northern Ireland Foundation School. The report highlights the strengths of the Foundation Programme in Northern Ireland and provides recommendations for improvement.

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 2016, NIMDTA partnered with QUB and the Ulster Medical Society (UMS) to promote and organise a very successful Junior Doctors' Research Day for the second consecutive year.

The President of the Ulster Medical Society, Professor Patrick Morrison, chaired the event and prizes were presented to trainees for the best poster and best oral presentations.



Research for Trainees Opportunities, Presentations and Prizes

Thursday 20 October 2016
Postgraduate Centre, Belfast City Hospital, Belfast HSC Trust

Time	Registration	Foyer
09:00 - 09:10	Registration	Foyer
09:10 - 09:20	Welcome	Professor Patrick Johnston, Vice-Chancellor QUB (Lecture Theatre)
09:20 - 09:35	Why do Research if you want to be a Clinician?	Dr Maurice O'Kane, Chief Executive C-TRIC (Lecture Theatre)
09:35 - 09:50	Why am I doing Research and How did I get here?	Dr Helen Groves, PhD Student at QUB and NIMDTA Trainee (Lecture Theatre)
09:50 - 10:05	Research Opportunities in Medical Education	Dr Kathy Cullen, Senior Lecturer and Consultant Respiratory Physician (Lecture Theatre)
10:05 - 10:20	How do you combine Research and Clinical Work?	Professor Joe O'Sullivan, Professor and Consultant Clinical Oncologist (Lecture Theatre)
10:20 - 10:35	Clinical Academic Pathways	Professor Peter Maxwell, Director Clinical Academic Training, QUB and Consultant in Nephrology (Lecture Theatre)
10:35 - 10:50	How to obtain Funding to undertake research.	Professor Ian Young, Chief Scientific Advisor DHSSPS, Director HSC Research and Development and Consultant Chemical Pathologist (Lecture Theatre)
10:50 - 11:10	Tea/Coffee and Networking	Foyer
11:10 - 12:10	Keynote Address: Research is Global	Professor Stephen Gordon, Director Malawi-Liverpool Wellcome Trust Clinical Research Programme (Lecture Theatre)
12:00 - 14:00	Lunch	Foyer
12:00 - 13:00	Meet the Researchers & Eat Lunch	Centre for Cancer Research & Cell Biology Mr Stuart McIntosh Centre for Medical Education Dr Gerry Gormley Centre for Public Health Professor Tunde Peto (Foyer)

NIMDTA's VALUED Trainee Initiative is committed to recognising and assisting the achievements of trainees in various aspects of training, including research. NIMDTA in collaboration with the Ulster Medical Society (UMS) and Queen's University Belfast (QUB) hosted "Research for Trainees: Opportunities, Presentations & Prizes" day in Belfast City Hospital Postgraduate Centre.

Not only did this event recognise and celebrate the achievements of trainees who have already undertaken research projects but it also highlighted the importance of research for the advancement of medical science as well as how trainees of all levels of training and specialities can find opportunities in research. This was highlighted in the final half of the programme where leading figures in research gave presentations that inspired and motivated trainees to get involved.

After the welcome address from Professor Patrick Johnston, the Vice-Chancellor of QUB, Dr Maurice O'Kane, Chief Executive C-TRIC, took to the stage to deliver his presentation "Why do Research if you want to be a Clinician?" Dr Helen Groves gave her experience as a trainee doing research in her presentation "Why am I doing Research and how did I get here?" Dr Kathy Cullen took to the podium to inform trainees of "Research Opportunities in Medical Education" whereas Professor Joe O'Sullivan gave practical advice on "How do you combine Research and Clinical Work?" Professor Peter Maxwell gave the trainees in attendance an insight to "Clinical Academic Pathways." Professor Ian Young, completed the symposium with "How to obtain Funding to undertake research."

The presentations all received positive feedback from the trainees in attendance: "They were really inspiring and made me realise that I could be interested in doing some research." "Many of the lectures at the beginning of the day were useful in explaining what research is happening amongst the trainees at the moment and how opportunities arise"

Dr Maurice O'Kane, Professor Ian Young and Professor Stephen Gordon agreed to share copies of their presentations to interested parties. Please contact Miss Clare Campbell for information (clare.campbell@hscni.net)

Views informed by: Regional and academic success. Life-work balance/support. Up-to-date high quality training. Enhanced opportunities. Distinctive training.

Keynote Address: Research is Global

After the presentation, Professor Stephen Gordon, Director Malawi-Liverpool Wellcome Trust Clinical Research Programme, with the Liverpool School of Tropical Medicine gave the Keynote Address entitled "Research is Global". He spoke about the benefits and research opportunities on a global scale.

During lunch, all delegates had the opportunity to network with peers and colleagues, and meet with researchers including: Mr Stuart McIntosh, Centre for Cancer Research & Cell Biology; Dr Gerry Gormley, Centre for Medical Education; Professor Mike Skelton, Centre for Experimental Medicine and Professor Tunde Peto, Centre for Public Health.

NIMDTA ADEPT Fellows were an hand to give information regarding the ADEPT Clinical Leadership Fellow Programme along with representatives from AMU (Anaesthetic Research Network NI).

Also during lunch, the Poster Presentation were judged by representatives from NIMDTA, QUB & UMS. This year we received the highest number of submissions to date and the judges were all very impressed by the calibre of posters submitted. The judges also got the opportunity to interact with the Candidates and ask them questions about their research projects and posters.

After lunch, everyone congregated back to the Lecture Theatre for the Oral Presentations and the prize giving. Dr Anne Kilgallen, Deputy Chief Medical Officer was given the honour to present the Award for the best Poster Presentation which was won by Dr Gerry Gormley for his presentation "Does Precision Teaching Enhance Dermatology Diagnostic Skills?" which was submitted to the Medical Education Category. Due to the quality of submissions for the Poster Presentation, the judging panel couldn't decide who was to be awarded second place, so there was a tie: Dr Victoria Bizzio for her Poster "Have Benzoyl Peroxide Antagonists Left the Ring" in the Case Report Category and Ms Leven Waring for "Percutaneous Ligament Stern Cell Differentiation: Response to Nanostructural Titanium Surfaces" in the Basic Science Category.

Left: Dr Connor McEneaney, awarding to award Dr Anne Kilgallen, Deputy Chief Medical Officer NI.
Centre: Dr Danielle Lennox
Right: Mr Sean Waring with poster presentation.

Five Oral Presentations were given by NIMDTA Trainees, including: Eatemah Khatib, Matthew Arnold, Michael Carr, Susan Gray and Stephen McAleer. Each presentation was 10 minutes long followed by questions from the floor and judging panel.

With such a high standard of presentations the judging panel had a difficult task to come to a firm winner. One delegate remarked "The oral presentations were the best of any conference I have been to". The outright winner was awarded to Dr Rowan Gray for his Presentation on "Train use, intermediate pathway barriers, and colon cancer survival" and Dr Stephen McAleer was awarded second place for his Presentation on "Improving the Prescribing of Antimicrobials in the Northern Ireland Regional Trauma Centre".

Views informed by: Regional and academic success. Life-work balance/support. Up-to-date high quality training. Enhanced opportunities. Distinctive training.

Time	Poster Judging & Eat Lunch	Case Reports & Case Series
13:00 - 14:00	Poster Judging & Eat Lunch	Case Reports & Case Series Quality Improvement Medical Education Research Clinical Research Basic Science Research (Lecture room)
14:00 - 14:10	Welcome to Prize Presentations	Professor Patrick Morrison, President, Ulster Medical Society (Lecture Theatre)
14:10 - 15:40	Oral Presentations	Chair: Professor Patrick Morrison (Lecture Theatre)
15:40 - 15:50	Award of Poster Presentation Prizes	Dr Anne Kilgallen, Deputy Chief Medical Officer (Lecture Theatre)
15:50 - 16:10	Award of Oral Presentation Prize	Dr Anne Kilgallen, Deputy Chief Medical Officer (Lecture Theatre)
16:00 - 16:10	Concluding Remarks	Dr Anne Kilgallen, Deputy Chief Medical Officer (Lecture Theatre)

NIMDTA representatives helped to organise a very successful **Regional Conference of the Faculty of Medical Leaders and Managers in March 2017** which provided trainees with the opportunity to present their work on quality improvement.

Programme

TIME	SESSION	LOCATION	SPEAKERS
Tuesday 14 March - Conference			
07:30 - 08:00	Registration Registration is open until 9a	Glass Corridor	
08:00 - 08:45	Breakfast workshop: Barriers and facilitators to medical leadership and management	CR1 & 2	Mr Jon Billings, Associate Director, FMLM Solutions
09:00 - 09:10	Welcome and opening remarks	CR1 & 2	Professor Michael McBride, Chief Medical Officer, DPH
09:10 - 10:00	Keynote 1: Expert Panel 'Systems, not Structures'	CR1 & 2	Professor Rafael Bengoa, Director Institute for Health and Strategy
10:00 - 10:30	Keynote 2: 'Lead, Follow or Get Out of the Way'	CR1 & 2	Mr Peter Lees, Chief Executive and Medical Director, FMLM
10:30 - 10:50	Refreshments Opportunity to network and visit exhibitions	Courtyard	
10:50 - 11:45	Workshop Session 1 - Delegates select one workshop		
1A: Engagement in Practice			Christine McCowan, NSC Leadership Centre
1B: Overcoming Barriers to Improvement			Frances Stewart/Mark Roberts
1C: What Matters to Me - an Unexpected Staff Engagement Outcome			Aileen Kearney/Sarah Meakin/Roseleen Dowdall
1D: Conversations with Medical Leaders			Mr Peter Lees/Dr Michael McBride/Dame Sue Bailey/Prof Bengoa
1E: Developing Leadership Skills as a Trainee			Sara Lawson, Rachel Doherty, Laura McLaughlin, Julia Courtney
11:45 - 12:40	Keynote 3: 'Enabling and Enabled Doctors'	CR1 & 2	Professor Dame Sue Bailey, Chair Academy of Medical Royal Colleges
12:35 - 13:30	Lunch Opportunity to network and visit exhibition	Courtyard	

TIME	SESSION	LOCATION	SPEAKERS
Tuesday 14 March - Conference			
13:30 - 14:30	Poster sessions (including 3 minute oral presentations)		
1: Quality 2020: Measuring Improvement			Awarding Institution: NSC Safety Forum
2: Quality 2020: Transforming Culture			Awarding Institution: QUB
3: Quality 2020: Strengthening the Workforce			Awarding Institution: Directorate of Integrated Care
4: Quality 2020: Raising Standards (ST&B and above)			Awarding Institution: NIMDTA
5: Quality 2020: Raising Standards (CT1-CT3 and ST3-ST5)			Awarding Institution: FMLM
14:30 - 15:10	Keynote 4: 'Global Learning About Improvement Impact and Results'	CR1 & 2	Pedro Delgado & Amar Shah
15:10 - 15:30	Refreshments Opportunity to network and visit exhibitions	Courtyard	
15:30 - 16:25	Workshop Session 2 - Delegates select one workshop		
2A: Overarching Workforce Strategy and VALUED Trainee			NIMDTA/DHSSPS - NSC/Levandy Thompson (ADEPT) and Peter Barbour
2B: Scale Up Design: A Framework			Pedro Delgado
2C: Human Factors			Caroline Hawes/Colin Waters/Oily Bannon
2D: Medical Engagement			Cathy Jack/Maria O'Riordan/Judy Curran (ADEPT)
2E: New Ways of Working in General Practice and the Opportunities for Training			Clair Loggins/Margaret O'Brien/Anna O'Kane (ADEPT)
16:25 - 17:00	Update on NNI Concluding remarks and Awarding of Prizes	CR1 & 2	Anne Kilgallen

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 second cohort began their Fellowship year in August 2016.

This programme provides senior doctors and dentists in training with an opportunity to take time out of programme for 1 year to work in an apprenticeship model with senior leaders in host organisations in Northern Ireland to develop 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
10. Influencing and negotiating skills

A Leadership Development Programme has been delivered as part of ADEPT by the HSC Leadership Centre. This provides eight full days of training during the year spent in ADEPT by Leadership Fellows. During 2016/17, Clinical Leadership Fellows have been working towards a Level 7 Certificate in Leadership and Management from the Institute of 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 – Engaging the Team
- 6) Module 5 – Systems Leadership
- 7) Module 6 – The Resilient Leader
- 8) Final Module and Assessment

During 2016/17, ADEPT Fellows were placed in host organisations in NI - HSC Safety Forum, HSC Leadership Centre, HSC Trusts, RQIA, HSCB and NIMDTA.



Mr Matthew Tyson
(Southern Trust)



Front row (Left to Right): Dr Sara Lawson (NIMDTA Simulation), Dr Lyndsey Thompson (NIMDTA VALUED Strategy/RQIA), Dr Danielle Leemon (South Eastern Trust), Dr Rachel Doherty (Belfast Trust).

Back row (Left to Right): Dr Judy Curran (Belfast Trust), Dr Ruth Thornbury (HSC Leadership Centre/HSC Safety Forum), and Dr Anna O’Kane (NIMDTA GP/HSCB)

Fellows had opportunities to present at the DoH Medical Leaders’ Forum, NICON Annual Conference, the FMLM Regional Conference hosting the National Clinical Leadership Fellows in Belfast, and to attend the GMC Regional Advisory Forum and NIMDTA Educator events.

The ADEPT Clinical Leadership Fellow opportunities have been featured in the Ulster Medical Journal and the Royal College of Surgeons in Edinburgh newsletter.

Ulster Med J 2016;**85**(2):143-144

So you want to be an ADEPT Fellow?

Grainne Donaghy¹ Rachael Hutton¹ Keith Gardiner²

¹Dr Grainne Donaghy, ADEPT Clinical Leadership Fellow, BHSC, ST4 General Adult Psychiatry ²Dr Rachael Hutton, ADEPT Clinical Leadership Fellow, HSCB, ST5 Urology ³Professor Keith Gardiner, Postgraduate Dean

Correspondence to: Dr Rachael Hutton
E-mail: rachael.hutton@hscni.net

Accepted: 24th December 2015
Provenance: invited article

Do you see yourself as a current or future Clinical Leader? Would you relish the opportunity to take a year out of programme to focus on learning, developing new skills and reflecting on your leadership experiences so far?

INTRODUCTION

There is increasing emphasis on engaging clinical staff in leadership and developing leadership and quality improvement (QI) skills for all doctors. Research demonstrates the link between engaging clinical staff to

influencing and negotiating skills in a multi-professional environment can be sharpened.

LEADERSHIP DEVELOPMENT PROGRAMME

Alongside their supervised role in host organisations, the Fellows participate in a Leadership Development Programme through the HSC Leadership Centre. Coaching and mentoring sessions, host organisation insight visits, and completion and presentation of a QI project complement the attainment of a Level 7 Certificate from the Institute of Leadership and Management. ADEPT is unique in this regard, as other leadership programmes for trainees across the UK do not currently offer the opportunity to complete a formal qualification as part of their programme.

ADEPT 2015/6

There are currently eight specialist trainees in this first year of ADEPT. Each Clinical Leadership Fellow is attached to one or, in some cases, two host organisations. For 2015/6 this included three of the Health and Social Care Trusts (Belfast, Southern and South Eastern), NIMDTA, The Board Liaison Group/eHealth and Care Team, GMC/RQIA, HSC Leadership Centre/ HSC Safety Forum and The Department of Health Social Services and Public Safety. Each Fellow has at least one project they are leading on, as well as contributing to a number of other ongoing developments.



NIMDTA hosted the UK National Clinical Leadership Fellows at a summit event at Stormont on 10 March 2017:



UK Clinical Leadership Fellows Summit Event
Belfast 10th March 2017, Senate Chamber, Parliament Buildings, Stormont



8.00-8.10 am	Breakfast – served in the Rotunda	
8.10-8.15am	Opening remarks	Professor Keith Gardiner Postgraduate Dean, NIMDTA
Session 1		
HSC in Northern Ireland Chair: Dr Rachel Doherty		
8.15 – 8.45am	Welcome Role of the Health Committee	Ms Eilís Haughey Chief Clerk, NI Health Committee
8.45 – 9.15am	Background to Politics in NI and relationship to health	Mr Alan Walker Head of GMC NI Office
9.15 -10.15am	Integrated HSC in NI	Mrs Valerie Watts Chief Executive Health and Social Care Board and Public Health Agency
10.15-10.30am	Coffee/Tea & Networking Rotunda	
Session 2		
System in change Chair: Dr Danielle Leemon		
10.30 – 11.30am	'Delivering together'	Mr Richard Pengelly Permanent Secretary Department of Health
11.30-12.00pm	Guided Tour	
12.00 -12.45pm	Lunch & Networking Room 115	
Session 3		
Leadership Journeys Chair: Dr Sara Lawson		
12.45-1.45pm	Opportunities and challenges: Panel discussion	Dr Michael McBride, CMO Dr Paddy Woods, DCMO Dr Anne Kilgallen, DCMO
1.45-2.30pm	Travel to Belfast City Centre	
2.30-3.30pm	Medical Walking Tour	Dr David Stewart
3.30-4.30pm	Belfast City Hall Tour	
4.30-4.35pm	Closing remarks	Dr Rachel Doherty

Event sponsored by Ms Paula Bradley MLA



UK Clinical Leadership Fellows Event

Belfast, 10th March 2017

25 Clinical Fellows from Northern Ireland, Scotland and England attended the 2017 UK Clinical Leadership Fellows event, hosted by the ADEPT Clinical Fellows, on Friday 10th March, in Parliament Buildings, Stormont.



The event followed on from the Northern Ireland FLM regional Conference on Thursday 9th March, and allowed the Fellows to build upon the relationships and networks they had formed at the National Induction in London in September 2016.

Against the backdrop of the recent changing political landscape in Northern Ireland, the Senate Chamber in Parliament Buildings provided a historic setting and the programme offered a strong medico-political slant, with a wide range of high profile presenters.

Ms Eilís Haughey, Chief Clerk to the Northern Ireland Health Committee, got the day off to a great start with an invaluable insight into the role of a health committee and advice on how healthcare professionals can influence health policy agenda.



Mr Alan Walker, Head of the NI office of the GMC, followed with an impressive overview of the political context in Northern Ireland, and the links to health, which proved educational not only for the visiting but also the local Fellows.



Educational Excellence

NIMDTA organised its first Educational Excellence Day entitled **Dare to Excel** on 15 June 2016. This day opened with a keynote lecture on Educational Excellence from the Chief Medical Officer, Dr Michael McBride. 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 2015/16 ADEPT Clinical Leadership Fellows made presentations about the projects they undertook during their Fellowship year and received awards marking their significant contributions.



Dare to Excel

NIMDTA Educational Excellence Day
Wednesday 15 June 2016
La Mon Hotel & Country Club

0900-0920	Registration Tea and Coffee	
0920-0930	Welcome and Introductory Remarks	Prof Keith Gardiner
0930-1010	Keynote Lecture Educational Excellence	Dr Michael McBride Chief Medical Officer
1010-1040	Presentation of Awards for Educational Excellence	Dr Michael McBride
1040-1100	Coffee/Tea Network Opportunity	
1100-1300	ADEPT Clinical Leadership Fellow Presentations (10 minutes- presentation; 2 minutes -questions)	Questioners Dr Michael McBride CMO Dr Carolyn Harper PHA Prof Pascal McKeown QUB
1300 -1330	Lunch	
1330 -1345	Award of ADEPT Clinical Leadership Fellows' Prize Announcement re ADEPT AlumNI Programme	Dr Michael McBride Prof Keith Gardiner



L-R: Prof Keith Gardiner, Dr Han Lu, Mr Kyle McDonald, Dr Stephen Cullen, Dr Niall McBride, Dr Gareth Hooks, Ms Sandra McAllister, Dr Rhea Snounou, Dr Mary McCauley, Dr David Dunne, Dr Ruth Beringer, Dr Michael McBride

NIMDTA Educational Excellence Day June 2016—La Mon Hotel, Belfast

Dare to Excel

NIMDTA officially recognised and celebrated the success of their high achieving Doctors and Dentists from NIMDTA'S training programmes across the 2015/2016 academic year, at their first Educational Excellence Day – Dare to Excel on Wednesday 15th June 2016 at La Mon Hotel. NIMDTA recognised the excellence in Research, Clinical Education, Quality Improvement, Examination Results, National Awards, Leadership and Outstanding Contributions to Society. Trainees had the opportunity to submit their work or to be nominated for each category which was then judged by a panel of esteemed judges who specialised in that category. The judges were very impressed and encouraged with the high calibre of submissions.

2015/16 ADEPT Fellows, L-R: Dr Gareth Lewis, Dr Natalie Thompson, Dr Laura McLaughlin, Dr Lauren Megarhey, Dr James Reid, Dr Julia Courtney, Dr Rachel Hutton, Dr Lindsay Darnley-Thomas, Dr Grainne Donaghy

As part of the event the 2015/2016 ADEPT Clinical Leadership Fellows were asked to deliver a 10 minute presentation as part of the Excellence in Clinical Leadership Award which was judged by a prestigious panel of judges; Dr Carolyn Harper, Executive Medical Director of PHA, Professor Pascal McKeown, Director of Medical Education at QUB and Dr Michael McBride.

We were honoured to welcome Dr Michael McBride, Chief Medical Officer, DKSFS to deliver the Keynote Lecture on Educational Excellence as well as other distinguished guests to this event, which was very well attended. The feedback that we received from the day was very encouraging.

Each winner was awarded a beautiful handcrafted glass trophy with their achievements engraved.

2016/17 also the introduction of **ENGAGE**, a new Leadership and Quality Improvement programme aimed at final year trainees in GP, Hospital Specialty and Dental Specialty training programmes. ENGAGE aims to challenge, develop and support doctors and dentists in training to ensure that they are prepared to lead effectively. This programme was delivered on behalf of NIMDTA by the HSC Leadership Centre on Monday

The **ADEPT AlumNI programme** was also launched at the event.

The aims of the AlumNI programme are to enable previous ADEPT Clinical Leadership Fellows to maintain and develop their leadership skills through attendance and participation in leadership workshops and seminars; continuing involvement in leadership and quality improvement activities in their training programmes and in their training units/hospitals; maintaining connections with the ADEPT Clinical Leadership Fellows' Programme and engaging with the leadership community in Health and Social Care NI and UK-wide

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

Introduction

The Northern Ireland Medical & Dental Training Agency in collaboration with the HSC Leadership Centre have developed a new Clinical Leadership and Improvement Programme for Final Year GP, Dental and Specialty Trainees across Health and Social Care in Northern Ireland.

The initial pilot programme will offer places to 100 final year trainees and each module will be from 6-9pm each evening.

Programme Details:

- Module 1 - Me as a Clinical Leader (Monday 5th December 2016)
- Module 2: Enhancing Personal Resilience (Monday 9th January 2017)
- Module 3: Building and Maintaining Effective Relationships and Teams (Monday 6th February 2017)
- Module 4: Strategic Leadership – Connecting Our Service (Monday 6th March 2017)
- Module 5: Transformational Change – Inspiring Shared Purpose (Monday 27th March 2017)
- Module 6: Engaging effectively with Organisational Leaders (Monday 24th April 2017)
- Module 7: Critical Conversations (Monday 22nd May 2017)
- Module 8: Enabling the Voice of Patients and Service Users (Monday 12th June 2017)

PROGRAMME AIM

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

LEARNING OUTCOMES	KEY PRINCIPLES
<ul style="list-style-type: none"> Greater collaboration internally and externally with a culture of shared experiences, expertise and support in the pursuit of providing the best care to patients Enhanced personal and professional effectiveness through a greater self-awareness and understanding of individual behaviours and their impact on others Strengthened resilience to enable positive and collective leadership and improvement in an increasingly dynamic and turbulent environment Extended strategic understanding of Health and Social Care and greater capability to deliver transformational change Understanding the language, tools and skills of improvement Successful implementation of quality improvement initiatives within their organisations Learn how to prepare and publish an abstract e.g. BMJ April 2017 	<ul style="list-style-type: none"> Learners have different personalities and learning styles. Delivery methodologies will be experiential, engaging, providing challenge and leading to action and review. The programme is designed with the following underlying principles: <ul style="list-style-type: none"> We will develop clinical leaders and improve who add value to their organisations We will engage with experienced and respected leaders and improvers in General Practice, Dentistry and Hospital Medicine as role models and contributors We will utilise a range of evidence based theories, models and development methods We will respond to the emergent learning needs of the participants We will focus on learning and practical application We will challenge participants both in terms of knowledge and behaviours We will evaluate participants' knowledge, skills, competence and confidence before, during and after the programme

MODULE STRUCTURE

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

evenings beginning in December 2016 and is due to be completed by a Showcase Event in September 2017.

Next Year

1. NIMDTA GP department has organised its **First EQUIP Celebration Day** for 1 June 2017 at Riddel Hall. EQUIP is a Quality Improvement Programme for GP trainees which aims to give trainees an opportunity to learn about Quality Improvement by taking on a Quality Improvement project within groups underpinned by introductory theory, training in QI tools and mentorship from local QI leaders using the ECHO collaborative training model.
2. NIMDTA has organised its **Second Annual Educational Excellence Day – Dare to Excel** on 14 June 2017 at the Stormont Hotel. At this day the keynote address will be delivered by Mr Richard Pengelly, Permanent Secretary (DoH) and ADEPT Clinical Leadership Fellows will make presentations based on their quality improvement projects.
3. NIMDTA will be launching its **VALUED Strategy** at the Annual Educational Excellence Day on 14 June 2017. The aim of this strategy is to attract, welcome, develop, celebrate and support doctors and dentists in training to Northern Ireland
4. NIMDTA will be launching a **Trainee Ambassador Programme** at the Annual Educational Excellence Day on 14 June 2017. The aims of this Programme are to promote connections between trainees, highlight the benefits of training and strengthen the engagement between NIMDTA and trainees
5. NIMDTA will be launching an **Alumnus Network** in August 2017. The aim of this network is to help former trainees and educators to remain connected with their former colleagues and with NIMDTA and will enable Alumni to hear about opportunities within training programmes or for those who have completed their training to learn about opportunities to remain engaged with postgraduate medical and dental education through involvement with NIMDTA as a clinical facilitator, trainer or educator.
6. NIMDTA will be holding its **First ENGAGE Showcase Event** on Monday 11 September 2017. This will be an opportunity for trainees to present the Quality Improvement projects that they have been involved in during their participation in the ENGAGE programme.
7. In collaboration with QUB, NIMDTA has organised its **Sixth Annual Clinical Education Day** for Friday 22 September 2017 aimed at undergraduate and postgraduate teachers and trainers. This year is conference is entitled “Deliver, Shape, Enhance and Lead’ which reflects the themes of the invited lecture and major symposia of Technology Enhanced Learning, Health and Wellbeing 2026, Shape of Training and Responsible Use of Social Media. In addition to the four symposia, there will be 10 workshops.
8. In collaboration with QUB and the Ulster Medical Society, NIMDTA has again organised a **Research for Trainees Day** on 19 October 2017 at the Postgraduate Centre, Belfast City Hospital.
9. NIMDTA has supported the **NI Simulation and Human Factors Network** to organise their Second Annual Conference – ‘Theory into Practice: Using simulation and human factors training to improve patient safety’ - on 20 October 2017 at Riddel Hall, QUB.
10. In collaboration with QUB, NIMDTA will be organising for the fourth year an **Annual Professional Support Conference** on 15 November 2017 at Riddel Hall, QUB

11. NIMDTA plans to launch its **Level 2 courses for Recognised Trainers** in 2017/18 with workshops on Technology Enhanced Learning (Level 2 teaching skills), on Mentoring (Level 2 trainee support) and on Supervising Quality Improvement (Level 2 supervisory skills)
12. NIMDTA plans to launch a **Recognised Trainers Forum** during 2017/18 to provide a better opportunity for Recognised Trainers' views and feedback to be heard and to ensure that training in NI is delivered to the highest standards.
13. NIMDTA in conjunction with RQIA will be launching a **RQIA Clinical Trainee Associate Programme** in December 2017. This leadership opportunity for senior trainees will support RQIA's Acute Hospital Inspection teams through enhancing their engagement with junior medical staff during each inspection
14. NIMDTA representatives have been invited to join **GMC Curriculum Oversight Group and GMC Revalidation Oversight Group** during 2017/18.
15. NIMDTA representatives have been invited to take part in tripartite meetings with DoH and HSC Trusts to discuss trainee recruitment and allocations in April 2017
16. NIMDTA will be working with QUB to set up a joint **NIMDTA-QUB Careers Group** during 2016/17.

5. Integrating the Care

Quality 2020: 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 (Workforce Strategy Steering Group; Innovation and Improvement Design Workshops; Leadership Strategy Core Group).

NIMDTA Educators and ADEPT Clinical Leadership Fellows have contributed to or have been involved in leading multi-professional leadership and Quality Improvement workshops (NICON seminar on Leadership for High Quality Healthcare on 20 April 2016; a parallel multi-professional clinical leadership session at the NICON Conference in June 2016 “Calling all Clinicians – Dare to Lead”; DoH multi-professional Quality 2020 Workshop on 12 May 2016; Quality 2020 Attributes Framework Level 3 Design Workshop in October 2016). During 2016/17, a NIMDTA Educator and an ADEPT Clinical Leadership Fellow have been leading a multi-professional group working on a Quality 2020 Task to improve patient safety through multi-disciplinary simulation and human factors training.

NIMDTA promotes multidisciplinary team development through the Dental Continuing Professional Development (CPD) programme for Dentists, Dental Care Professionals and for Dental Teams. This CPD programme continued to be popular. These courses provided 2235 educational opportunities for dental registrants. NIMDTA’s Dental Department continues to ensure that the GDC’s recommended core subjects are appropriately addressed. In addition, a series of ‘In-Practice’ training events were developed closely aligned to the GDC recommended areas. These sessions were extremely popular with 100% uptake and very positive feedback. Educational opportunities for Dental Care Professionals have continued to expand with the successful pilot of an externally accredited Certificate in Special Care Dental Nursing.

NIMDTA runs generic skills training sessions for its 250 Foundation Year 2 doctors and for 1,100 Specialty Trainees on multi-disciplinary **team working**.

Generic Skills

Modules & Dates 2016 – 2017

Module Number	Module Title	Option 1	Option 2	Option 3	Option 4	Option 5	Option 6	Option 7	Option 8	No's
Module 1	1A Acute Kidney Injury 1B Educational opportunities	Mon 15.08.16	Fri 19.08.16	Mon 22.08.16	Fri 26.08.16	Fri 02.09.16	Mon 05.09.16	Fri 09.09.16	Mon 12.09.16	
Module 2	Career Management	Wed 07.09.16	Wed 14.09.16	Wed 05.10.16	Wed 12.10.16	Wed 19.10.16	Wed 02.11.16	Wed 09.11.16		
Module 3 OFF SITE	Quality Improvement (Ulster Hospital)	Thurs 17.11.16	Thurs 08.12.16	Fri 13.01.17	Fri 10.02.17	Fri 24.02.17	Fri 03.03.17	Fri 24.03.17	Fri 07.04.17	
Module 4	Patient Safety	Mon 17.10.16	Mon 24.10.16	Mon 07.11.16	Mon 28.11.16	Mon 05.12.16	Mon 12.12.16	Mon 23.01.17	Mon 30.01.17	
Module 5	Teamwork / Leadership	Wed 23.11.16	Wed 21.12.16	Wed 01.02.17	Wed 22.02.17	Wed 15.03.17 RAHADA	Wed 12.04.17 Boardroom	Wed 26.04.17 Seminar Room	Wed 10.05.17 RAHADA	
Module 6 OFF SITE	Ethics / Breaking Bad News N.I. Hospice	Fri 20.01.17	Fri 17.02.17	Mon 20.02.17	Mon 27.03.17	Fri 28.04.17	Fri 05.05.17	Mon 15.05.17		
Module 7	Professionalism / Medical Leadership	Wed 17.08.16	Wed 24.08.16	Wed 28.09.16	Wed 04.01.17	Wed 18.01.17	Wed 25.01.17	Wed 08.02.17	Wed 22.03.17	
Module 8	Safeguarding	Fri 07.10.16	Fri 21.10.16	Fri 02.12.16	Fri 16.12.16	Fri 06.01.17	Fri 13.01.16	Fri 03.02.17	Fri 13.01.17	
Module 9 OFF SITE	Pre-Hospital Care Working in partnership with NIAS	Fri 03.02.17	Fri 24.02.17	Fri 10.03.17	Thur 27.04.17	Wed 17.05.17	Fri 26.05.17	Mon 26.06.17		

iQuest

Improving Quality and Understanding to Enhance Specialty Training

Northern Ireland
mdta
Medical & Dental Training Agency

Generic Professional Capabilities for NIMDTA Specialty Trainees

<p>12. Building High Performance Teams GPC 5</p> <p>All day workshop (Ms Jena Crawford, HSC Leadership Centre & Mr Oliver Boylan, NIMDTA)</p> <p>Aims of workshop</p> <ul style="list-style-type: none"> To understand what being in a high performance team looks like To appreciate the stages of team development To consider the importance of role modelling, mutual respect and trust to team performance To explore how to evaluate team performance To reflect on the concepts of engaging leadership and organisational performance
<p>13. Clinical Leadership – Understanding the Financial Context GPC 5</p> <p>Half day workshop (Ms Jena Crawford, HSC Leadership Centre; Mr Kevin Corr, Belfast HSC Trust)</p> <p>Aims of workshop</p> <ul style="list-style-type: none"> To understand HSC Funding To examine the commissioning cycle and the role of the Health and Social Care Board To understand how to write an Investment Proposal
<p>14. Clinical Leadership- Improving Services and Managing Transformational Change GPC 5</p> <p>Full day workshop (Ms Jena Crawford, HSCLC, Mr Hugh McCaughey, Mr Charlie Martyn, Mr David Hill SE HSC Trust)</p> <p>Aims of workshop</p> <ul style="list-style-type: none"> To examine the concepts of transformational and adaptive leadership To appreciate how to inspire and influence others to transform To recognised and apply quality improvement frameworks and methodologies

In 2016/17, members of NIMDTA's senior team met with the Head of the Clinical Education Centre, BSO on two occasions and the Head of the NI Centre for Pharmacy Learning and Development to explore areas for collaborative working.

Next Year

1. NIMDTA will be meeting with leaders from NIPEC, Clinical Education Centre (BSO) and the NI Centre for Pharmacy Learning and Development on 2 May 2017 to set up a multi-professional **NI Postgraduate Healthcare Education Forum** with the aims of identifying and sharing learning and good practice across organisations responsible for healthcare education and to promote a collaborative and integrated approach to the development of inter-professional education.
2. Members of the NIMDTA Senior team will meet with NISCC leaders to discuss how the **WHO Patient Safety Curriculum** might apply to social work education on 2 May 2017.
3. A NIMDTA Educator will be chairing a multi-professional parallel session at the **NICON Conference on 19 May 2017 on a Culture of Stewardship** – New perspectives on clinical leadership.
4. NIMDTA will be hosting a meeting of the **Transformation Implementation Group** on 18 October 2017

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

http://www.copdend.org/data/files/Downloads/COPDEND_Standards%20high%20resolution.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

[http://www.gmc-](http://www.gmc-uk.org/Promoting_excellence_standards_for_medical_education_and_training_0715.pdf)

[uk.org/Promoting_excellence_standards_for_medical_education_and_training_0715.pdf](http://www.gmc-uk.org/Promoting_excellence_standards_for_medical_education_and_training_0715.pdf)

GMC Good Medical Practice

http://www.gmc-uk.org/Good_medical_practice_English_1215.pdf

Foundation Reference Guide 2016 and Curriculum

<http://www.foundationprogramme.nhs.uk/pages/home/reference-guide>

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

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

Abbreviations

ACF	Academic Clinical Fellows
ACL	Academic Clinical Lecturers
ADEPT	Achieve, Develop, Explore Programme for Trainees
ALS	Advanced Life Support
ARCP	Annual Review of Competence Progression
BDA	British Dental Association
BMA	British Medical Association
BMA JDC	British Medical Association Junior Doctors' Committee
BSO	Business Services Organisation
CE	Continuing Education
COGPED	Committee of General Practice Education Directors
COMPASS	Prescribing Information System for General Practitioners
COPDEND	Committee of Postgraduate Dental Deans and Directors
COPMED	Conference of Postgraduate Medical Deans
CIPD	Chartered Institute of Personnel and Development
CPD	Continuing Professional Development
CPR	Cardiopulmonary Resuscitation
CT	Core Trainee
DCP	Dental Care Professional
DCT	Dental Core Training
DoH	Department of Health
ECHO	Extension of Community Healthcare Outcomes
ENGAGE	Clinical Leadership and Improvement Programme
EQUIP	Educating for Quality Improvement for GP trainees
FMLM	Faculty of Medical Leadership and Management
Form R	Registration Form (for trainees with NIMDTA)
F1	Foundation Year 1
F2	Foundation Year 2
GAIN	Guidelines and Audit Implementation Network
GDC	General Dental Council
GMC	General Medical Council
GP	General Practice
HEE	Health Education England
HQ	Headquarters
HSC	Health and Social Care
HSCB	Health and Social Care Board
ICAT	Irish Clinical Academic Training
ILM	Institute of Leadership and Management
iQuest	Improving Quality and Understanding to Enhance Specialty Training
JRCPTB	Joint Royal Colleges of Physicians Training Board
LEP	Local Education Providers
MD	Masters Degree
MDRS	Medical and Dental Recruitment and Selection

NACT	National Association of Clinical Tutors
NCAS	National Clinical Assessment Service
NEBDN	National Examining Board for Dental Nurses
NES	NHS Education for Scotland
NHS	National Health Service
NI	Northern Ireland
NICON	Northern Ireland Confederation for Health and Social Care
NIMDTA	Northern Ireland Medical and Dental Training Agency
NIPEC	Northern Ireland Practice and Education Council (for nursing and midwifery)
NISCC	Northern Ireland Social Care Council
NISHFN	Northern Ireland Simulation and Human Factors Network
O&G	Obstetrics & Gynaecology
PBSGL	Practice-based Small Group Learning
PHA	Public Health Agency
PhD	Doctor of Philosophy
PSU	Professional Support Unit
QI	Quality Improvement
QMG	Quality Management Group
QUB	Queen's University of Belfast
RCGP	Royal College of General Practitioners
RO	Responsible Officer for Revalidation
RQIA	Regulation and Quality Improvement Authority
SAC	Specialty Advisory Committee
SQE	Safety, Quality and Experience
STEP	Belfast Trust Quality Improvement Programme for Senior Trainee Doctors
ST	Specialty Trainee
STATUS	NIMDTA'S Recognising Trainers Programme (Selection; Training; Appraisal; Transfer of Data; Underperformance Management; Support)
UK FPO	UK Foundation Programme Office
UMbRELLA	UK Medical Revalidation Evaluation Collaboration
UMS	Ulster Medical Society