

Annual Quality Report 2022-2023



"Enhancing Patient Care Through Training"

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Foreword

It is the Northern Ireland Medical and Dental Training Agency's (NIMDTA) pleasure to introduce its Annual Quality Report for 2022-23.

NIMDTA **transforms culture** by embedding the maintenance and improvement of quality within its Strategic plan, Business Plan and structure for meetings. Excellence is promoted throughout the organisation (recruitment, induction, engagement and development), in our interactions with trainees (education and employment), and externally by sharing good practice (NHS Education for Scotland Annual Conference, Developing Excellence in Medical Education Conference, and National Careers Conference). The importance to NIMDTA of working closely with partners is shown in the forum we have set up (NIMDTA Staff; Trainees; Recognised Trainers; Lead Educators; Directors of Medical Education), in our extensive engagement with the Health and Social Care (HSC) System and our wide-ranging participation in many national groups.

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

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

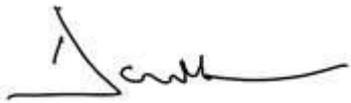
In addition, we provide support for trainees through our team of Education Programme Leaders and our Professional Support Unit (one-to-one meetings; careers advice; mentoring; coaching; education assessment). We support staff members through our Team Leaders, a Staff Health and Wellbeing programme and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

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

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

NIMDTA is strongly committed to **integrated care**. We recruit, allocate and oversee trainees who provide day-to-day frontline care in primary care and across the HSC Trusts. In addition, NIMDTA participates in transformation initiatives (Day Case Elective Care Centres; Emergency Care Regional Collaborative) and inquiry related implementation groups. We support strategy implementation for the HSC workforce (Single Employer Initiative), leadership development (Development Professional

Leadership) and enhancement of the quality of medical education. We organise joint events with Queens University Belfast and Ulster University, coordinate the NI HSC Postgraduate Education Forum and host the NI Centre for Pharmacy Learning and Development.



Mr Derek Wilson
Chair, NIMDTA Board



Mr Mark McCarey
Chief Executive

The Role of NIMDTA

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

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

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

NIMDTA trains clinical and educational supervisors and recommends them to the General Medical Council (GMC) for recognition of their role. NIMDTA selects, appoints, trains and develops educational leaders for foundation, core and specialty medical and dental training programmes throughout NI.

NIMDTA is accountable to the GMC for ensuring that the standards set by the GMC for medical training, educational structures and processes are achieved. Revalidation is the process by which the GMC confirms that doctors are up to date and fit to

practice. NIMDTA is the Designated Body for doctors in training and has a statutory role in making recommendations to the GMC to support the revalidation of trainees. NIMDTA works to the standards in the COPDEND framework for the Quality Development of postgraduate Dental training in the UK and the General Dental Council (GDC) standards for specialty education.

NIMDTA enhances the standard and safety of patient care through the organisation and delivery of 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 has been integrated as lead employer for doctors and dentists in training (DDiT) across the HSC. The aim of this service is to provide a high-quality continuous employment experience for DDiT.

NIMDTA plays a key role in attracting DDiT to the HSC, and in creating an environment where they wish to continue to remain practising within the HSC.

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

Explanation of Quality Reports

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

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

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

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

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

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

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

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

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

NIMDTA recognises the vital role that postgraduate medical and dental education and training plays in ensuring patient safety and enhancing patient care. The **Annual Quality Report 2022-23** sets out what NIMDTA has done to support Quality 2020 under each of the five **Quality 2020 Strategic Goals**.



Goal 1: Transforming the Culture

Quality 2020 Aim:

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

NIMDTA Board

The NIMDTA Board is responsible for the strategic direction and control of NIMDTA's activities and comprises a non-executive Chair and five non-executive members (one medical member, one dental member, one finance member and two lay members).

The Board delegates specific areas of work to its three committees (Audit, Governance and Risk, & Remuneration) as well as to the Senior Management Committee (SMC).

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

The Governance and Risk Committee supports the Board by providing oversight of NIMDTA's corporate governance framework. This includes areas such as the implementation and development of an embedded and proactive culture of risk management, the management and investigation of complaints, incidents and accidents and the arrangements in place for the processing, transferring, safe keeping and disposal of information records within NIMDTA.

The Remuneration Committee supports the Board by considering the remuneration and terms of service of the Chief Executive, Directors and Senior Management employees to ensure that they are fairly rewarded for their contributions to the organisation. This includes advising on staff contractual arrangements, agreeing and monitoring an award strategy and performance management system.

The Board receives reports from members of SMC on the quality of training delivered by each of NIMDTA's education departments (Dentistry, Foundation, Hospital

Specialty, and General Practice) as well as on the quality of performance of further business departments who work across the organisation (Business Management, Corporate Services, Education Management, Professional Support Unit and Single Lead Employer).

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



(left to right): Mr Hall Graham, Ms Geraldine Campbell, Mr Derek Wilson, Dr Janet Little OBE, Mr Brendan Garland and Mr Garry McKenna

NIMDTA Senior Management Committee (SMC)

SMC supports the Board through the provision of operational oversight of NIMDTA and the delivery of its services. The delivery of postgraduate education and training to doctors and dentists by NIMDTA is primarily carried out by educational departments – Dentistry, Foundation, Hospital Specialty, General Practice, and Education

Management Team. The delivery of post-graduate employment is delivered by Single Lead Employer team. These departments are supported by three further business departments that work across the organisation – Business Management, Corporate Services, and Professional Support Unit.

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

The Quality Agenda is embedded within the work streams of SMC and its sub-committees and is a responsibility of all Educator and Education Management staff.

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

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

NIMDTA Accountability

NIMDTA reports to DoH through the provision of monthly, quarterly, mid-year and annual reports. These are reviewed at ground clearing and accountability meetings at mid and end of year. NIMDTA is accountable to the GMC for ensuring that the GMC standards for postgraduate medical training (Promoting Excellence) are achieved in Northern Ireland via the GMC Quality Reporting System (QRS). NIMDTA is also required to respond to GMC queries, results of GMC National Training Surveys (NTS) and other educational metrics (examination success, annual reviews of progress of trainees, success at recruitment into specialty training). NIMDTA is also responsible to the General Dental Council (GDC) for the Standards for Specialty Education.

NIMDTA

Trainee
Welcome
Evening



ANNUAL REPORT & ACCOUNTS

FOR THE YEAR ENDED 31
MARCH 2023



*Laid before the Northern Ireland Assembly under Article 90(5)
of the Health and Personal Social Services (NI) Order 1972 by
the Department of Health*

on

28 July 2023

Enhancing Patient Care Through Training

Good Practice

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

The success and good practice of NIMDTA educators and trainees is acknowledged on the website as well as in Educator and Trainee Newsletters.

There are trainee newsletters for Foundation and GP trainees in addition to a 'Trainee Update' which is issued to all doctors and dentists in training. The Foundation Newsletter continues to be issued every two weeks. NIMDTA issues both Lead Educator and Recognised Trainer Newsletters to; welcome new Educators and Recognised Trainers; announce forthcoming training events for Educators and Trainers; celebrate good practice and achievements, and to highlight changes in guidance and policies.

Foundation Update
Issue #319 - 25th April 2022

Click on the blocks below to be linked to their subject.

Courses and Events
Abstract submissions are now available for the Michael Price Award for Geriatrician Career Research. Click here for more information.
The CBE&R Institute - Watch the Basic Research Series taking place on Wednesday 27th April 2022. Click here for more information.
The National Virtual Academic Conference will be taking place on the 6th July 2022. Submissions are being placed on the 14th May 2022. Click here for more information.

Reminders to newly appointed FT trainees 2022-2024
Following the initial Welcome letter have you:
• Confirmed your acceptance by emailing foundation.nimsta@nrc.nhs.uk
• Click here to be directed to the GMC website

Dates to Remember:
A Meet and Greet event in connection with our Arrive & Thrive Scheme, primarily for non-local graduates but open to all who wish to attend, will be held via Zoom on Wednesday 27th July 2022 from 6:30-9:00pm.
The Northern Ireland Regional Foundation Doctors' Induction Day will take place on Thursday 29th July 2022 and attendance is mandatory for all new FTs starting in August.

FLIGHT Modules
If you are on a waiting list for a certain module and would like to confirm a place if you are approved you do not have the right to make a reservation on an early basis. Please contact us for more information.

Date & Time	Module ID	Module Title	Version	Places
23 July 2022 09:00	Module 10	Applied Statistics	2021	10
23 July 2022 09:00	Module 11	Health Economics and Health Services	2021	10
23 July 2022 09:00	Module 12	Quality Improvement and Safety	2021	10
23 July 2022 09:00	Module 13	Quality Improvement and Safety	2021	10
23 July 2022 09:00	Module 14	Quality Improvement and Safety	2021	10
23 July 2022 09:00	Module 15	Quality Improvement and Safety	2021	10
23 July 2022 09:00	Module 16	Quality Improvement and Safety	2021	10
23 July 2022 09:00	Module 17	Quality Improvement and Safety	2021	10
23 July 2022 09:00	Module 18	Quality Improvement and Safety	2021	10
23 July 2022 09:00	Module 19	Quality Improvement and Safety	2021	10
23 July 2022 09:00	Module 20	Quality Improvement and Safety	2021	10
23 July 2022 09:00	Module 21	Quality Improvement and Safety	2021	10
23 July 2022 09:00	Module 22	Quality Improvement and Safety	2021	10

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Trainee Update
Issue #319 - 25th April 2022

Nationally

- 4 Nation Statutory Education Body
- Chief Executives Group
- Medical Directors Group
- Committee of GP Education Directors (COGED)
- GP Committee Liaison Group
- RCGP Partnership Group
- Academy of Medical Royal Colleges
- Joint Academy Training Forum
- Royal College of GPs (RCGP)
- Assessment Committee
- Curriculum Development Group
- Committee of Postgraduate Dental Deans and Directors (COPDEND)
- National Multi-Specialty Conference (NACT)
- GDC DFT Undergraduate Liaison Group
- Royal College of Physicians
- London Postgraduate Deans Liaison Group
- Health Foundation Q Cohort
- Scottish Medical Education Conference
- Irish Clinical Academic Training Programme Steering Group
- Health Education England
- Foundation 4 Nations Policy Group
- Medical Foundation Programme Review
- Conference of Postgraduate Medical Deans (COPMED)
- 4 Nation Revalidation Overarching Group
- Academic Training Forum
- Overarching Data Group
- Professional Support Group
- PYA Review Group
- Specialty Advisory Committee Review Group
- Senior Managers Forum
- Senior Managers Revalidation Best Practice and Development Forum
- General Medical Council (GMC)
- Curriculum Oversight Group
- Education Advisory Forum
- Equality & Diversity Advisory Group
- MLA Programme Board
- NTS Group
- Quality Leads Group
- Responsible Officer Reference Group
- Revalidation Oversight Group
- Review of Wellbeing
- UK Advisory Forum

Dental

- Business Managers Meeting
- Dental Core Training Advisory Group
- Foundation Training Advisory Group
- Specialty Training Advisory Group

Medical and Dental Recruitment and Selection (MORS)

- Careers Group
- Programme Board
- Recruitment Group

UK Groups

- Foundation Curriculum Group
- Foundation Programme Board
- Executive Committee
- Medical Education Database Development Group
- Medical Education Reference Group

NIMDTA participates in Stakeholder Engagement working groups with partner organisations at both national and regional level to maintain, develop and benchmark areas of good practice.

Staff Engagement

NIMDTA has been considering the best ways in which hybrid working can ensure that teams connect effectively and innovation can be facilitated in our key aim to support doctors and dentists training in Northern Ireland. Staff Engagement is more important when teams often do not get an opportunity to interact and to discuss the developments in the organisation. There were three Staff Engagement sessions during this period focusing on results of our cultural assessment, outlining our health and wellbeing strategy and launching our Equality and Disability Strategy for the next five years. To ensure all staff obtain the information from briefings these are now recorded and placed on the internal Learning Management System.



Staff Wellbeing

NIMDTA participated in the NI Chest Heart and Stroke 'Work Well, Live Well' workplace health and wellbeing programme funded by the Public Health Agency. A Health and Wellbeing Survey was carried out with NIMDTA staff and a wellbeing action plan was produced from the findings in the survey. NIMDTA were also delighted to appoint two workplace health champions: Monica McStravick and Mark Higgins. The Health Champions attended a two-day training event with the NI Chest Heart and Stroke Agency. A wellbeing group has also been set up in NIMDTA to plan and organise wellbeing events for NIMDTA staff.

NIMDTA also provided health checks for staff through Cancer Focus NI.

NIMDTA supports staff to take one hour per week to undertake exercise and many staff have enjoyed taking a lunch time walk when back in the office.



Engagement with Local Education Providers

The Postgraduate Medical Education Forum (PMEF) met monthly during 2022-23. PMEF provides a forum for discussion of postgraduate medical education issues between NIMDTA and the five HSC Trusts. Membership includes NIMDTA and LEP Directors of Medical Education (DMEs) with a focus on sharing good practice in planning, developing and delivering teaching and training for trainees and trainers, at local and regional level.

NIMDTA's Postgraduate Medical Dean/Director of Education meets regularly with the Directors of Medical Education and Medical Directors within the Trusts to support the training of Doctors and Dentists in Northern Ireland.

NIMDTA plans for next year are:

1. Continue to engage with **Senior Educators and Education Management staff** members based at NIMDTA during 2023-24 through staff update newsletters, staff engagement events, staff workshops, health and wellbeing events, and staff training sessions.
2. Promote engagement with **Lead Educators** in 2023-24 through the Lead Educators' Forum, Clinical Education Day, Professional Support Day, Educational Excellence Day, Research for Clinicians Event, National Careers Conference and induction events, and workshops.
3. Engage with **Recognised Trainers** to enhance training, opportunities and outcomes through the Recognised Trainer Forum, educational events and Trainer newsletters.
4. Promote engagement with **Trainees** during 2023-24 through welcome evenings, trainee newsletters, website, social media, trainee ambassadors, trainee forum, simulation champions, SUCCEED Postgraduate Education Fellows and trainee events (Educational Excellence Day, and Research for Clinicians Event).
5. **Work collaboratively** with Local Education Providers 2023-24 through regular meetings with the Trust Directors of Medical Education and Medical Directors.
6. Collaboratively work and **engage with national educational committees** including COPMeD, COPDEND, COGPED, COPMeD, DEMEC organising

committee, MDRS, Senior Managers Forum, AoMRC Education Committee and their sub-groups.

7. Work with the GMC and HSC Trusts to facilitate attendance at the **GMC Welcome to UK Practice**.
8. Work with the DoH and HSC Trusts to ensure that **New to NI (N2NI) trainees** are fully supported and integrated into HSC.
9. Work collaboratively with **key stakeholders** on a four-nation basis.
10. Develop a new strategy document that further embeds our **quality improvement** work.



Goal 2: Strengthening the Workforce

Quality 2020 Aim:

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

In addition to NIMDTA’s roles in the recruiting and allocating of trainees, namely;

- 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

Four new non-executive appointments were made during 2021-22. Mr Derek Wilson was appointed as Chair [effective from 1 October 2021], Ms Geraldine Campbell was appointed as Non-Executive Lay Member [effective from 1 September 2021], Mr Brendan Garland was appointed as Non-Executive Finance Member [effective from 1 September 2021], and Mr Hall Graham as Non-Executive Dental Member [effective from 1 October 2021]. Two non-executive members were reappointed in 2021-22, Mr Garry McKenna [reappointed from 1 April 2021], and Dr Janet Little OBE [reappointed from 1 April 2021].

In addition, Board members attended a number of staff engagement events in the year allowing staff to network, engage and ask questions. NIMDTA Board members are very supportive in attending NIMDTA events such as the Educational Excellence day and Clinical Education Day in addition to participating in strategic planning workshops.

Senior Management Committee

Our SMC held a number of strategic planning days during 2022/23 which included joint planning with the Board, facilitated by Health and Social Care Leadership Centre (HSCLC) Consultants.

The primary role of NIMDTA is to ensure that postgraduate medical and dental trainees receive high quality education and training and are therefore able to deliver high quality care to their patients. To ensure that this happens, NIMDTA needs to equip, develop and inspire Recognised Trainers, Programme Leaders and Senior Educators. NIMDTA's Faculty Development Group (FDG) organises, delivers and reviews training events for lay representatives, Recognised Trainers, Lead Educators and Senior Educators. There are a wide range of events delivered each year targeted at the training needs of NIMDTA's Educators.

The flagship event each year is the Clinical Education Day and was held on Thursday 22 September 2022 in the Crowne Plaza Hotel Belfast, in conjunction with Queen's University Belfast (QUB) and Ulster University (UU).

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

- Mr Robin Swann (Department of Health NI)
- Mr Daniel Meehan (Course Director Physician Associate Programme, Ulster University and Emergency Department PA, Northern Health and Social Care Trust)
- Professor Karen Mattick (Professor of Medical Education, University of Exeter)
- Dr SallyAnne Phillips (Assoc Dean of Placememt Quality Indicators, NIMDTA)
- Dr Mussarrat Maisha Reza (Senior Lecturer in Biomedical Sciences, Year 2 Lead for Medical Sciences, Race Equality Resource Officer, University of Exeter)
- Professor Colin Melville (GMC)

It also featured several workshops on topics such as:

- C25 Undergraduate Medical Education in Ulster University
- How to design Simulation Scenarios
- Training and Evaluation of early stage dentists
- GP Training Innovation
- Navigating Microaggressions on Clinical Placements

Induction workshops for new Educator and Education Management staff were held throughout the year and a variety of Faculty Development workshops for Educators were also held.

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

During 2022-23, NIMDTA supported 13 Educators and Trainers working towards university level qualifications in Clinical Education (six GP; three Hospital Specialty Dental; three GP; and one Professional Development. Funding was also provided to the 25 [SUCCEED](#) Fellows.



Strategic Planning

NIMDTA has undergone significant change and growth since the development and implementation of the previous Strategic Plan for 2017-22 so it was important to invest appropriate time and resources in 2022-23 to identify and form NIMDTA's future strategic direction. The NIMDTA Strategic Plan for 2023-28 will provide a pathway to reenergise, rebuild and transform NIMDTA as a sustainable, adaptable and responsive organisation providing training activities that will empower excellent patient care.

NIMDTA commissioned Consultants from the Business Services Organisation (BSO) and HSCLC to facilitate and focus discussions at two strategic planning workshops on 17 October 2022 and 14 November 2022. These workshops were attended by NIMDTA's Board, Senior Management and key stakeholders from The Northern Ireland Centre for Pharmacy Learning (NICPLD) and DoH. The Workshops focused on formulating objectives, outcomes, enablers and a defined Strategic Road Map to achieve success over the next five years.

The first stage of the process was to engage with NIMDTA staff and the wider HSC to identify areas of strengths and weaknesses that NIMDTA can build upon and improve.

A final strategic planning workshop was held on 20 February 2023 to finalise themes, key objectives and outcomes. The NIMDTA Strategic Plan was approved by the NIMDTA Board on 22 June 2023.

NIMDTA have committed to developing a number of key sub-strategies (Fig 1.) within the first year of the Strategic Plan that will empower and enable the delivery of our key activities and see the realisation of our strategic outcomes. Each department within NIMDTA will create an annual business plan that will set out achievable objectives to successfully deliver this Strategic Plan. NIMDTA will monitor and report on the delivery of the Strategic Plan and will establish a framework of tangible performance metrics to ensure accountability oversight.



Fig 1. NIMDTA Strategic Plan 2023-28 Sub- strategy Model

Development of NIMDTA Staff

Development of NIMDTA staff is a key priority for our SMC. Ms Lyn Wilson, Deputy Director of Foundation School, undertook the Acumen Programme through the HSCLC. NIMDTA was delighted that Mrs Gillian Carlisle, Quality and Revalidation Manager, obtained ILM Level 7 in Leadership and Management.

NIMDTA provided opportunities for administrative staff to attend an Administrative Development Programme and for those new to management to attend a First Line Management Programme delivered by Siobhan Rice from the HSCLC. Feedback from both programmes was excellent.



NIMDTA endeavours to promote opportunity through its role as an employer. During 2022-23 NIMDTA successfully provided an 8-week placement opportunity for QUB Students to gain practical experience of working within its Professional Support & Wellbeing Team and Business Management Team. Also, Mrs Gillian Dennison and Mrs Gillian Carlisle attended a QUB Careers Fair to attract graduates to come to work within NIMDTA.

Further relationships are also being developed with the Ulster University Human Resources Department and Mrs Emma Dale is facilitating a HR placement student for one year in the Hospital Training Department.

We will continue to build on these networks in 2023-24.

Development of NIMDTA Trainees

Core teaching for Foundation Doctors

A new version of the Foundation Curriculum was introduced throughout the UK in August 2021, in which a series of Core Topics were identified for all Foundation Doctors (FDs) at each level of training. The previous Generic Skills course for Foundation Year

FLIGHT

Foundation Learning in
Generic Hot Topics

- | | |
|--|---|
| 1. Health promotion and public health | 9. Professionalism & GMC guidance |
| 2. Careers guidance | 10. Safeguarding |
| 3. Quality improvement methodology | 11. Acute on chronic illness and frailty |
| 4. Patient safety | 12. Appraisal of evidence |
| 5. Teamwork, communication and leadership | 13. High risk prescribing |
| 6. Mental health including mental illness | 14. Teaching skills |
| 7. Mental Capacity | 15. The digital agenda |
| 8. BBN and EoL care | |

2 (F2) doctors was adjusted and rebranded to become FLiGHT (Foundation Learning in Generic Hot Topics):

FLiGHT was delivered entirely on a virtual platform, with an allowance of 10 days study leave allocated to each F2 doctor. Attendance is closely monitored by the Foundation Team. Simulation training is also recommended within the curriculum and is delivered within the Trusts.

All FLiGHT sessions are interactive and designed to meet the professional needs of doctors early in their career, and the requirements of the UK Foundation curriculum. Feedback from online evaluations is reviewed to enhance subsequent sessions to meet changing professional needs. In order to facilitate attendance of all F2 doctors, each module was delivered six or seven times during the academic year. Attendance was close to 100% for the entire programme, and all F2 doctors were able to provide evidence of sufficient curricular teaching for the purposes of ARCP.

Foundation Year 1 (F1) doctors receive their Core Learning primarily from their Trust F1 core teaching programmes. Given the introduction of 15 Core Topics in the FP curriculum and the availability of virtual platforms, a F1RST programme has been introduced (F1 Regional Skills Teaching). Although this is still in development the aim is to supplement and support Trust F1 Core Teaching.

During the 2022-23 year we also ran a series of FOCUS (Foundation Curriculum Sessions) training sessions for Foundation Supervisors in NI.

Foundation Curriculum Session



For All Foundation Supervisors and Trainers



General Practice (GP) Training

The number of available places to commence GP training each year was increased to 121 per year in August 2022, 120 trainees were appointed into these posts, 114 were appointed in Round 1A for August 2022, whilst 6 trainees were appointed in Round 2 with a February 2023 start date. There were 379 GP trainees in post across the scheme during this training year.

GP training runs over three years; 18 months in hospital posts and 18 months in general practice. The GP department ensure delivery of the Royal College of General Practitioners (RCGP) curriculum throughout the three years, developing quality improvement (QI) and leadership skills, while also providing trainee support. When in hospital posts, GP trainees attend monthly small group sessions based in GP practices. While in Specialty Training Year 2 (ST2) GP posts, this is continued on a weekly basis.



Practitioners (RCGP) curriculum throughout the three years, developing quality improvement (QI) and leadership skills, while also providing trainee support. When in hospital posts, GP trainees attend monthly small group sessions based in GP practices. While in Specialty Training Year 2 (ST2) GP posts, this is continued on a weekly basis.

The GP department are piloting a 24:12 model of training from February to August 2023. Twenty trainees spend 24 months based in primary care, and 12 months based in hospital. The extra 6 months spent in GP is an integrated training programme (ITP), in which the trainees spend half of the week in general practice and half in a community facing specialty. The specialties involved in the pilot are

- Palliative Medicine;
- Women's Health, Sexual health;
- Dermatology, ENT, Rheumatology; and
- Social inclusion (addiction services, health care for prisoners, homeless, and immigrants)

In Specialty Training Year 3 (ST3) year, the Day Release course in each locality is led by the Programme Directors. This continues to focus on the RCGP curriculum, as well as examinations and preparation for the workplace.

ST2 trainees undertake a Quality Improvement project as part of the GP curriculum. The GP department have trained several QI mentors to help support trainees with their

QI activity. Previous projects are available to view on <https://www.youtube.com/watch?v=HKd82h2AjMg>

Development of leadership skills is also an integral part of the RCGP curriculum. In addition, the GP department has developed opportunities for trainees to learn enhanced skills such as implant and intrauterine contraceptive device insertion, minor surgery and vasectomy whilst in GP training.

Next Generation GP is a UK wider tailored GP leadership programme. It sets out to engage a new generation of leaders in primary care, equipping them with the skills and networks to succeed, and empowering them with the belief that they can translate insight into impact. NIMDTA and Eastern FSU jointly funded this voluntary programme for some GP trainees and early career GPs.

During 2022-23, the GP department delivered 426 courses and training events for GP trainees, including 46 regional courses, 380 locality days and QI mentoring sessions. A supplementary programme for international medical graduates was delivered to support their transition to Northern Ireland and the National Health Service (NHS).

The GP department seeks feedback from GP trainees on the quality of their posts in primary and secondary care settings. This can inform NIMDTA quality management processes.

Hospital Specialty Training

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

In response to the Shape of Training Report and the GMC Generic Professional Capabilities Framework, NIMDTA re-designed its training in generic professional and leadership skills for specialty trainees. This has also enabled NIMDTA to focus on the development of a doctor's professional values, attitudes and behaviours.

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

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

iQUEST 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.

The iQuest programme consists of 17 modules covering areas such as Conflict Resolution in Healthcare, Mentoring for Success, Teaching the Teacher and Supervisory Skills. Modules are not restricted to trainees from specific training years,



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

IMPROVING QUALITY AND UNDERSTANDING TO ENHANCE SPECIALTY TRAINING

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



Northern Ireland
mdta
Medical & Dental Training Agency

with the exception of the Management Modules (14-17) which are aimed at trainees within 12 months of their expected CCT date.

How to book places on iQuest Modules:
 iQuest modules can be booked on Intrepid Course Manager. Please ensure that your details are up to date (including your title/training grade and speciality). If you have any problems or queries, please contact iquest.nimdt@nhs.uk or refer to the iQuest section of our website, www.nimdt.gov.uk/iquest/.

Modules 1 to 5 aim to explore the key principles of being a professional, explain how healthcare is organised, describe patient safety principles and prepare trainees for the next stage in their career.

1. Being a Professional 1, 2, 3, 6, 7
 Full day workshop (GMC Facilitators)
 Aims of Workshop
 • To highlight and discuss a number of key areas of GMC ethical guidance
 • Use of Social Media
 • Raising and acting on concerns about patient safety
 • To consider Fitness to Practise and Revalidation issues

2. Conflict Resolution in Health Care 1, 2, 5, 6, 8
 Half-day workshop (NIMDTA Clinical Facilitators/Educationalist)
 Aims of Workshop
 • Identify the signs and types of conflict in healthcare teams
 • Recognise your conflict management style
 • Evaluate different models of conflict management within the healthcare context
 • Explore the role of personality and communication style awareness in conflict resolution
 • Explore the role of personality and communication style awareness in conflict resolution
 • Consider a range of strategies and skills for dealing with conflict
 • Apply learning to address issues raised through healthcare-based case studies

Compulsory for completion of core training

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

iQuest is a modular, generic professional framework for all specialty trainees. There are 17 modules within this professional framework that aim to equip trainees with the ability to communicate effectively, empathise, lead, follow and improve patient care, safety and experience.

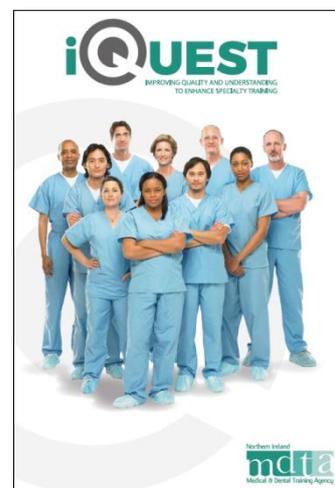
The Shape of Training report highlighted that medical education extends well beyond learning the technical aspects of medicine and should also focus to a major extent on the development of a doctor's professional values, attitudes and behaviours.

This report indicated that the ability to communicate effectively, empathise, lead, follow and be diligent and conscientious are capabilities that all doctors should develop.

The General Medical Council has described these qualities as Generic Professional Capabilities and considered them under 9 headings or domains:

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

NIMDTA has therefore designed a modular, generic professional skills framework for all specialty trainees. There are 17 modules within this framework which are mapped to the GMC Generic Professional Capabilities. This programme is called iQuest.



The derogations agreed by the Four Statutory Education Bodies that were put in place for ARCPs in 2020 continued for all ARCPs during the 2022-23 academic year.

For Hospital Specialty Training, 724 trainees achieved an Outcome 1 (Satisfactory progress), 224 trainees successfully completed their programme and received an Outcome 6, 46 trainees received an Outcome 2 (Inadequate progress by the trainee – no additional training time required), 66 received an Outcome 3 (Inadequate progress by the trainee – additional training time required), four trainees received an Outcome 4 (Released from Training Programme – with or without specified competences) and 38 trainees received an Outcome 8 (Out of programme for clinical experience, research or a career break).

As a result of the COVID-19 pandemic, two new outcomes were created to provide the opportunity to note where there has been disruption to training as a result of the pandemic. These outcomes were Outcome 10.1 (Progress is satisfactory but the acquisition of competencies/capabilities has been delayed by COVID-19 disruption) and Outcome 10.2 (Trainee is at a critical progression point. Progress is satisfactory but the acquisition of competencies/capabilities has been delayed by COVID-19 disruption). For Hospital Specialty Training, 13 trainees received an Outcome 10.1 and 6 trainees received an Outcome 10.2.

There were three requests for appeals against ARCP Outcomes for the 2022-23 academic year; the original outcome was upheld following review by an independent panel for one appeal, and overturned with a new outcome awarded on two appeals.

There are three main recruitment rounds to fill vacancies with some additional recruitment events for a number of specialties. NIMDTA works to try and maximise the fill rates whilst ensuring that the national thresholds for appointment are maintained. The recruitment processes for entry to specialty training have significantly changed as a consequence of the COVID-19 pandemic with all processes shortlisting via the MSRA assessment (core level only) or validated self-assessment. All interview processes have converted to an online digital format, with digital scoring implemented across all recruitment processes. A new multi-station digital solution was trialled during recruitment for entry in August 2023 and will be rolled out to all processes for August 2024 entry.

In August 2022, there was a fill rate of 90% for Hospital Specialty Training, 399 training posts were advertised with a total of 361 filled. At the start of the academic year in August 2022, 191 training posts (11%) were vacant due to resignations, maternity leave, sick leave, completion of training and out of programme training. This increased to 246 vacant posts by February 2023.

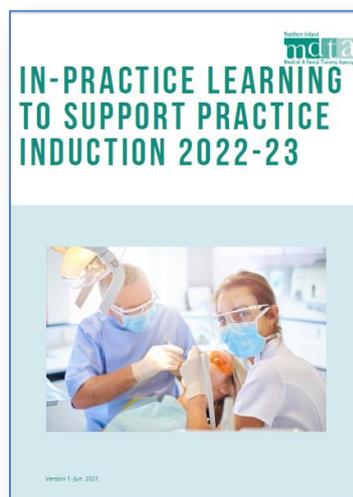
Dentistry Training

Dental Foundation Training (DFT) is based on the National Dental Foundation Training Curriculum and Assessment Framework. This programme is delivered in the general dental practice setting. The Committee on Dental Foundation Training (CDFT(NI)) provides governance and advice on the Foundation Training scheme, supporting the Postgraduate Dental Dean in identifying and managing areas of concern and good practice within Dental Foundation Training.

A total of 29 Foundation Dentists (FDs) satisfactorily completed training in August 2022.

The 2021-22 Dental Foundation Dental Nurse (DFDN) Course completed with 5 Dental Nurses awarded certificates of completion.

In 2022-23, 32 FDs were allocated to NI as part of a broader National Recruitment process. A comprehensive induction programme was delivered, to include the provision of a 'phantom head' to each trainee with an associated workbook; as well as a practice-based Learning Programme. Ten International graduates were appointed to the Foundation Scheme in September 2022 and received an extended and tailored induction programme.



Educational Supervisor recruitment in Spring 2023 included alternative training arrangements to include training across two different practice sites. The pre-existing joint training arrangement continued to be popular within practices.

Educational programmes returned to face to face delivery, with some hands-on training provided during the training year. Two additional hands on courses were provided to FDs during the training year.

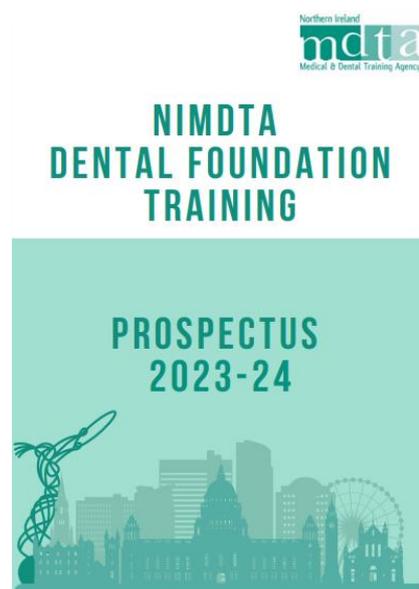
Dental simulation training continued for Foundation Dentists to enhance opportunities for clinical skills development. FDs were provided with six simulation sessions during their training year with the NIMDTA Advisor for Simulation and Quality.

Foundation Dentist Support meetings are now integrated as a standard component of the DFT programme affording the opportunity for FDs to meet for a three-way conversation with their Educational Supervisor (ES) and a NIMDTA Dental Advisor.

The opportunity to shadow a Dental Core Trainee (DCT) for a day was maintained. Shadowing was extended to include both the Western and Belfast Trusts.

Anonymous Peer Learning & Assessment Network (APLAN) continued during the 2022-23 training year. APLAN allows for anonymous peer assessment of clinical cases completed by FDs and is now an integral part of the programme.

The DFT prospectus will once again be made available to the incoming 2023 FD cohort. Particular focus was directed in developing information and communication to provide early support for International graduates. The Dental Foundation Handbook has been further refined following feedback from the previous iteration.



Dental Core Training (DCT) is optional for dental graduates and facilitates additional experience in a hospital-based environment. Completion of DCT Year 2 is an essential criterion for specialty training in dentistry. Training is monitored on an ongoing basis

by the Hospital Dentistry Committee at NIMDTA, supported by the Associate Postgraduate Dental Dean and the TPD for Dental Core Training.

Seventeen trainees had a successful Annual Review of Competence Progression (ARCP) outcome in August 2022, with one trainee resigning mid-year.

Eighteen DCTs were appointed to the training programme in 2022-23, to include three two-year posts (DCT1-2). These pilot posts were created in order to diversify the DCT programme and for NI posts to remain attractive. One additional Dental Core Trainee is participating in a two-year Academic programme.

The DCT Educational programme for the 2022-23 training year was delivered with a mixture of face to face and virtual sessions. Quality improvements to the Educational Programme were introduced from September 2022 to include tailored induction and the opportunity for returning DCTs to apply for personalised education sessions.

DCTs were offered the opportunity to participate in a series of online training sessions on Systematic Reviews following feedback. DCTs also had the opportunity to use the NIMDTA Simulation Suite in October 2022.

Work continues to increase the breadth of experience offered to DCTs in NI and particularly in academic and leadership settings and to offer blended and longitudinal posts.

In preparation for 2023-24 DCT recruitment enhanced documentation was made available to interested applicants. These documents contained information on the NI DCT salary reflecting national discussion and trainee feedback alongside additional information on training in NI. Work was also undertaken to increase specialty exposure within the 2023-24 DCT posts.

Dental Specialty Training (DST) saw one Dental Specialty Trainee (DST) successfully complete training in September 2022 in Post CCST Orthodontics. A further two DSTs will complete training by September 2023. A Post CCST Orthodontic programme is scheduled to commence in Autumn 2023. NIMDTA has increased its participation in the National Specialty ARCP process. NIMDTA has



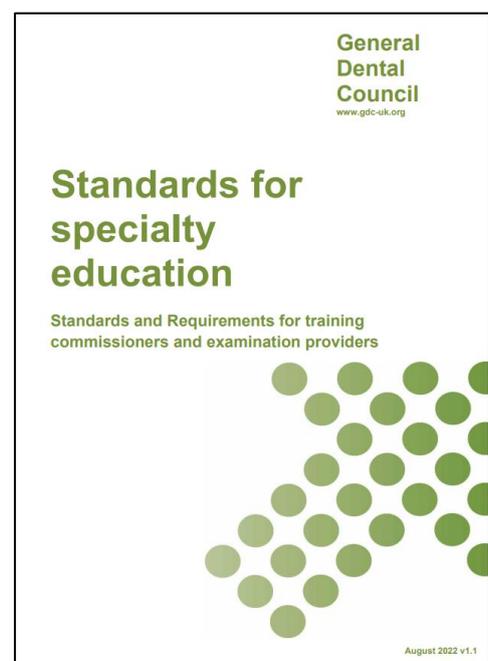
now joined all National ARCP processes with the exception of Restorative Dentistry which is managed by NIMDTA.

Opportunities for further development in academic and leadership roles are now regularly circulated to trainees. One DST will finish in a Leadership post in September 2023 and one DST continues in their ICAT training.

A new Dental Trainee Representative Forum held its first meeting in October 2022. This forum brings together the appointed representatives for Foundation, Core and Specialty training. The forum meets twice a year to discuss dental training. Issues can be escalated by the Forum to the Foundation or Hospital Associate Postgraduate Dental Dean.

General Dental Council Quality Assurance of Specialist Training

As part of a 2021-22 GDC UK wide review of all Dental Specialty Training programmes, the NIMDTA Dental Team completed the GDC Quality Assurance self-assessment document. This was the first time that NIMDTA was requested to complete the self-assessment document. NIMDTA managed specialty dental training programmes were evaluated against these standards in a formal Quality Assurance process in 2022. Following NIMDTA submission of the self-assessment document and additional evidence on request, the GDC confirmed in March 2023 that all 20 requirements have been met; [Dental Specialty training \(gdc-uk.org\)](https://www.gdc-uk.org).



NIMDTA/ Strategic Planning and Performance Group (SPPG) Project

The NIMDTA Advisor for Simulation and Quality in conjunction with the SPPG developed online resources for Refugees and Asylum seekers wishing to practice Dentistry in Northern Ireland. A number of resources have been made available on the NIMDTA website.

Refugee and Asylum Seeker Dental Professionals

Welcome To Northern Ireland on behalf of the Northern Ireland Medical and Dental Training Agency (NIMDTA).

We have collated below some useful information in relation to Dentistry in Northern Ireland to assist your integration into the workforce.

Introduction to Dentistry in Northern Ireland



Dental Simulation Suite

Work continues on the promotion of the NIMDTA Simulation Suite, which houses 10 Simodont units. The newly appointed Lead for Simulation and Continuing Education, Ms Amanda Jackson, will lead on this piece of work. QUB have utilised the suite and will continue to do so in the next academic year. The Dental CE Team plan to deliver Clinical skills refresher training using the NIMDTA Simulation Suite, in May 2023. Work continues within the Simulation Team to develop programmes for a broader audience.

Clinical Academic Training Programme

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

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

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

There are 12 places on the Clinical Academic Training Programme (ACT and ACL) and nine Academic F2 opportunities.

There were nine appointments at Foundation level, five appointments at Specialty level and three to the GP Academic Research Training Scheme (GPARTS) in 2022-23. The Dental Department appointed a two-year Dental Core Trainee 'Academic Clinical Fellowship' (ACF) / 'Academic Clinical Lecturer' (ACL) post which commenced in September 2021 and provided an opportunity for dentists to nurture an interest in academic work early in their career.

Professional Support & Wellbeing

NIMDTA Professional Support and Wellbeing Unit (PSW) provides a range of services to support trainees in postgraduate training programmes in Northern Ireland. The one-to-one trainee support service is available to trainees who may be referred by their Educator or through a self-referral process. With the rebranding of the department from Professional Support Unit (PSU) to PSW and the launch of the new website we have also developed a new online referral form which will aid timely signposting to resources and review with the most appropriate personnel.

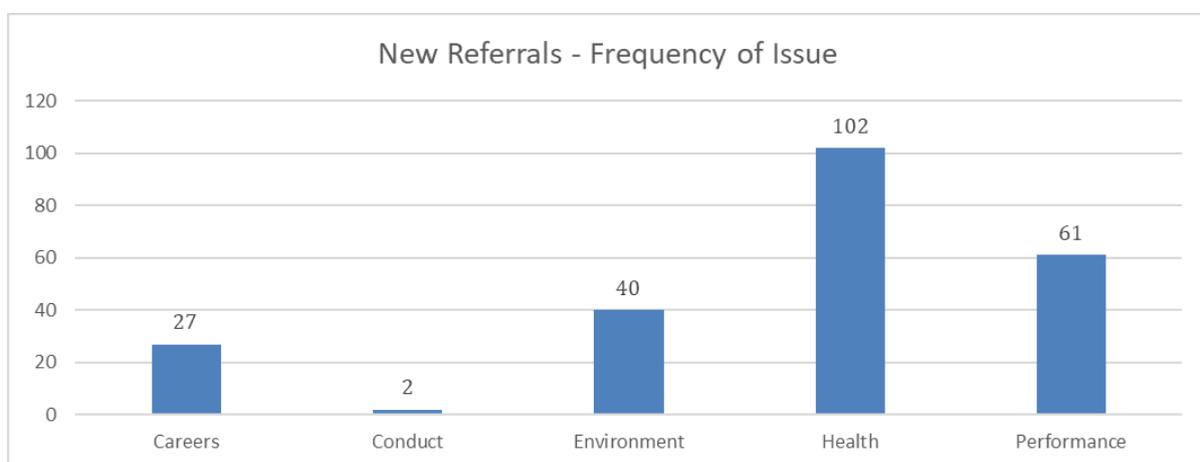
Trainees who are experiencing exam difficulty may also avail of the services of an Educational Assessment for Dyslexia and for Dyslexia Coaching if there is a positive diagnosis in place. Coaching and Mentoring services are also provided through peer mentoring schemes and one to one coaching.

Annual meetings with Heads of Training are held to receive feedback on the service provided to trainees in their training programmes helping to develop and improve the service. Educational programmes are also provided to Educators to train Educators on how to support trainees in their programmes and to promote the services of the PSW.

One-to-one Support

The Professional Support & Wellbeing (PSW) section received a total of 209 new referrals during 2022-23 which decreased slightly on that of 2021-22. The active caseload in March 2022 was 141 trainees. PSW has once again provided a flexible approach to meetings as these can and are provided in either a face to face or virtual format depending on the needs and location of the trainee. While the numbers appear initially to be down the recent referrals are at their highest level ever

The new referrals received during this period by referral issue are illustrated below:



Health and Performance continue to be the main reasons for referral.

Careers Guidance

Dr Mary Murnaghan, Associate Postgraduate Dean for Professional Support and Wellbeing is the NIMDTA Lead for Careers support. Dr Murnaghan sits on the national

MDRS Careers Group and networks with other Medical Career Leads in the UK. She also provides careers information sessions with Mr Oliver Boylan, Educationalist, and Ms Emma Dale, Hospital Specialty Training Manager in preparation for specialty recruitment. There are plans to involve trainees and trainers in delivery of careers training that is fit for purpose by engaging them and identifying what trainees want and need from such training. We are aware from recent polls held during the F2 training that less of our Foundation doctors are choosing to go into specialty and General Practice training that would have been the case previously, many citing burn-out as the main reason. F2 doctors receive a careers module as part of their generic skills training by PSW. Careers talks for F1 doctors are also provided by Dr Murnaghan.

Mentoring

Dr Julie Anderson is the PSW Mentoring Lead. There is a well-established PSW peer mentoring scheme for Foundation trainees, trainees new to Northern Ireland and for trainees in specialities without a peer mentoring scheme. Many of the Schools across NIMDTA have peer mentor schemes. Work has been ongoing to support the mentor leads in these schemes and several informal meetings have occurred with mentor leads throughout the year.

Some progress has been made in the development of new peer mentor schemes in specialities without this yet. This has been promoted through some Trust and speciality school inductions and by presenting on mentoring at Lead Educators and some Trust Maintaining Recognition courses. Plans are in place to include information on mentoring in the new PSW newsletters and podcasts in 2023/24.

The ideal in the future is that all trainees would be involved in mentoring as they move through their training career in NIMDTA.

Educational Assessments

NIMDTA provides educational assessments for trainees who have repeated exam failure. To date, 153 trainees have availed of an Educational Assessment. Thirty-one trainees had Educational Assessments in 2022-23. All trainees with a positive diagnosis of Dyslexia are offered one-to-one meetings to review support resources. Access to specialist Dyslexia coaching has also continued.

Coaching

Dr Ciaran O’Gorman is the PSW Coaching Lead. The coaching service was recommenced in the year 2021-22. NIMDTA coaches continue to undertake coaching for NIMDTA trainees, and we are also making use of the coaching services within South Eastern Health and Social Care Trust and recently have created alliances with the Northern, Southern, Western and Belfast Trusts who have all agreed to provide coaching for medical and dental trainees working in their Trusts.

This is a service that we believe is very important to the personal and professional development of doctors and dentists in training in NI and coaching is delivered to help trainees prepare for exams, manage their time more effectively as well as improve their communication and team working skills.

The NIMDTA coaches are provided with regular supervision by Mrs Paula O Kelly, Principal Consultant at HSCLC.

Equality, Diversity and Inclusion (EDI)

The EDI working group met on one occasion during this period. Trainee ambassadors who were new to training in the UK attended these meetings to help NIMDTA produce a policy to support international medical and dental graduates coming to train in Northern Ireland. Roisin Campbell, Senior Manager Professional Support continues to provide Equality, Diversity and Inclusion training for recognised trainers and educators. PSW also provides one to one guidance to trainees who require sponsorship to undertake postgraduate training in Northern Ireland. Mrs Gillian Dennison, PSW Manager, is the lead for Immigration in the Deanery and represents NIMDTA at the national immigration group and works closely with UK Visas and Immigration to ensure NIMDTA is compliant with immigration rules.

Faculty Development and Recognised Trainers

All Clinical and Educational Supervisors based in LEPs are required to be recognised by the GMC, in line with NIMDTA’s Achieving and Maintaining Recognition policy.

NIMDTA has continued to support the Northern Ireland Recognised Trainers Programme ‘STATUS’ during 2022-23.

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

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

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

At the end of March 2023, 1487 out of a total of 1565 trainers were fully recognised (95%) and 90 out of a total of 97 (92%) had met the requirements due from August 2021 to December 2021 to maintain recognition status. 677 out of a total of 804 (84%) have already completed maintaining recognition requirements between January 2022 and March 2023.

A forum involving NIMDTA staff and Medical Education Centre staff from the HSC Trusts continued to meet bi-annually to further improve links and transfer of data regarding recognition of Trainers.

PSW staff continue to contribute to the development and delivery of Achieving and Maintaining Recognition courses. The 'Advanced Trainee Support' training session is now a regular part of Faculty development with excellent feedback and requests for additional training. It is hoped to hold the PSW conference in April 2024.

Dr Murnaghan sits on the 'Conference of Postgraduate Medical Deans' SDDiT (sudden death or a doctor / dentist in training) group. This group has developed resources (video, written and training) to support deanery staff (clinical and non-clinical) when such situations arise.

NIMDTA continued to be active in developing its Faculty of Educators during 2022-23 with a total of 59 workshops contributing to achieving and maintaining recognition as detailed below

Name of Workshop <i>Achieving Recognition (AR and Maintaining Recognition (MR)</i>	Number of Workshops
AR: EDI	7
AR: Supervisory Skills	4
AR: Trainee Support	4
AR: Teaching the Teacher	3
MR: Supporting Trainees through Mentoring	2
MR: Teaching Advanced PP Presentation Skills	6
MR: Cultural Awareness and Bystander Training	2
MR: Supporting Trainees New to Northern Ireland	3
MR: Preventing Bias and Undermining Training	2
MR: Conflict Resolution in Healthcare	2
Maintaining Recognition Day	6
MR: ARCP workshop	3
MR: Emotional Intelligence for Medical Educators	2
MR: How to Give Careers Advice to Trainees	2
MR: Psychological Safety	1
MR: Recognised Trainer Forum	8
MR: Simulation	1
MR: Introduction to Implementing Change	1

At the Clinical Education Day in September 2022, there were invited contributions from the Department of Health, Northern Health and Social Care Trust, University of Exeter and General Medical Council in addition to NIMDTA, QUB and Ulster University.

Funding continues to be provided to HSC Trusts to support Clinical and Education Supervisors to allow one hour of education-related activities/trainee per week.

The Recognised Trainer newsletter continues to be published quarterly and provides information on current developments in medical education. Trainers continue to be kept informed of all updates through promotional emails, posters in Trust Medical Education Centres and through guidance available on a dedicated section of the NIMDTA website.

Training of GP Trainers

There is a need to increase capacity for training and the number of GP practices. Currently, there are 378 GP Trainers in 189 different training practices. 39 new GP

trainers, across seven new practices, were appointed in 2022-23 and four trainers have retired whilst seven trainers are taking a sabbatical. Each year there is continued interest from potential trainers who apply for and successfully complete the Learning and Teaching Course.

The course aims to provide basic training for a competent, confident teacher in General Practice by:

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

GPs who complete the Learning and Teaching Course, submit a portfolio and those who are successful at the practice visit become accredited trainers in GP. GPs then enter into a run-through training programme for one year, provided by NIMDTA, to enhance one-to-one and group skills in advance of hosting a trainee in practice.

All trainers regularly meet with their colleagues within their area group to share learning and receive training from Programme Directors and Associate Directors. These locality learning days form part of the mandatory requirements for trainer re-accreditation along with three-yearly practice visits. These practice visits are performed via a mixture of in-person and online meetings, with all first accreditation visits being performed in person. The backlog following COVID-19 has now been cleared. Further information is available from <http://www.nimdtg.gov.uk/general-practice/specialty-Trainers-and-practice-managers/>

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

- Medical Schools and Primary Care Placements;
- IMG Health worker visas;
- Quality Improvement; and
- Supporting trainees through AKT & RCA preparation

NIMDTA also provides training for the following groups:

- Clinical Supervisors in Out of Hours;
- Lead Practice Visitor training for GP Trainers.

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

Training of GP Appraisers

The training of GP Appraisers occurs through a number of formats. All new appraisers participate in a full day (or two half days) of initial training followed approximately six months later by a further half day training session. These initial training sessions are facilitated by the Regional Appraisal Co-ordinator. Appraisers are also assigned to a locality group and supported by a 'lead' appraiser in that area. The lead appraisers provide ongoing guidance, support and feedback to the appraisers in their group. Appraisers who become lead appraisers receive training and support in this role from their fellow lead appraisers and the Regional Appraisal Co-ordinator.

In 2022-23 the biannual appraisal conferences took place in the Dunadry Hotel in June 2022 and the Lisburn Island Civic Centre in November 2022. In addition, six new appraisers were appointed, three in October 2022 and three in April 2023. The October 2022 cohort have completed their training; whilst the April 2023 cohort has attended the first half-day session of their two-session appraiser training.

In addition to the formal training, the lead appraisers support their appraiser locality groups during the year through group meetings (this is via a mixture of in-person or Zoom for the 2022-23 year) and ongoing email and phone contact to address specific queries and training issues. The lead appraisers also meet throughout the year with the Regional Appraisal Co-ordinator to address training needs, challenges and developments in GP appraisal. These meetings continued via Zoom during 2022-23.



Training of Dental Professionals

The Dental department provides a Continuing Education (CE) Programme for Dentists and Dental Care Professionals (DCPs); to include Hygienists, Therapists, Technicians and Dental Nurses. The CE Programme is compliant with the GDC enhanced requirements for Continuing Professional Development (CPD) which were introduced during 2017-18.

NIMDTA promotes multi-disciplinary team development through the Dental CE programme for dentists, DCPs and for Dental Teams. The September to March 2023 CE Programme resulted in 532 bookings by dental registrants.

Online training sessions are offered to teams in their practice location for Radiography, Safeguarding Children and Adults, and Decontamination and Infection Prevention and Control (IPC). A total of nine in practice sessions were provided between September and March 2023. An Alginate impressions course was offered for the first time to dental registrants and delivered in practice.

Two new hands on sessions were delivered for Dental Hygienists and Therapists; Debridement Tools in the Treatment of Periodontal disease and Implants and maintenance for Dental Hygienists.

NIMDTA delivered a total of 13 hands on courses from April 2022 to March 2023.

The Dental Nurse Network continues to run, attendance is free for Dental Nurses and feedback is positive. A total of 73 dental nurses attended the Dental Nurse Network in 2022-23. It is planned to run a Dental Nurse Network face to face event in the next CE calendar.



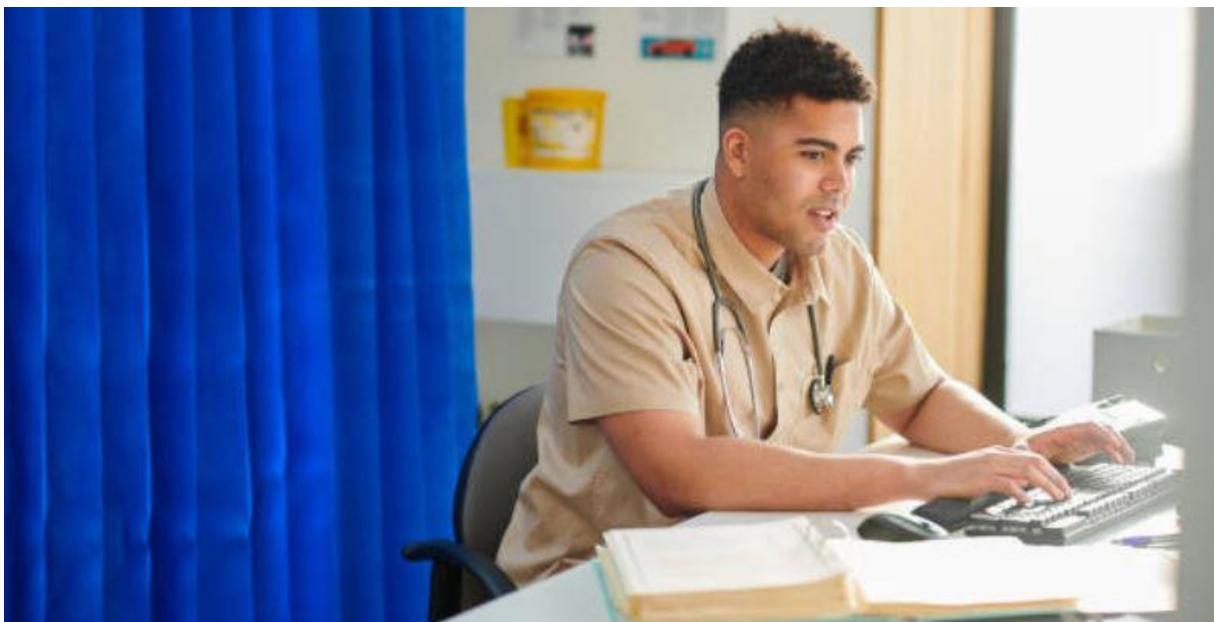
As part of our work to rebuild the workforce after the pandemic, the Dental CE Team ran Mental Health online sessions within the September – March 2023 programme to including a focus on SafeTALK.



Retention and Induction of GPs

The GP department has been working collaboratively to recruit, retain and induct GPs into the NI workforce. NIMDTA's role in the Career Development Scheme is to provide educational support and career guidance to doctors on the Induction and Refresher (I+R) Scheme and the GP Retention Scheme. It is also to facilitate the arrangement of relevant assessments through the GP National Recruitment Office and to facilitate practice placements for the I+R Scheme. Satisfactory completion of the scheme enables admission to the NI Performers' List.

The GP Retention Scheme had 13 doctors in place at March 2023. An online educational programme (comprising six events) was provided to this group via Zoom along with a face to face session on CPR.



Delivery of Curriculum and Provision of Additional Training Opportunities

NIMDTA continues to work with LEPs to deliver programmes of training and is supported by the Medical Foundation, Dental Foundation and Specialty Schools in ensuring national curricula are implemented to the standards required.

Engagement and communication with trainees continue to be promoted and facilitated through direct email, trainee newsletters, social media and information leaflets.

The annual NIMDTA, QUB and Ulster Medical Society (UMS) Research Day for trainees took place in November 2022 using a virtual platform. This event provided an opportunity to learn about undertaking research as well as trainees showcasing their research through oral and poster presentations.

The seventh cohort of ADEPT Clinical Leadership Fellows commenced in August 2022 and presented their projects at the Annual Educational Excellence Event in June 2023. Recruitment to the eighth cohort commencing in August 2023 took place in March 2023.

The Northern, Southern and Western HSC Trusts hosted trainees as part of The Royal College of Physicians' Chief Registrar Scheme in 2022-23. This is a healthcare leadership and management development opportunity and appointees contribute to quality improvement, education, local service re-design and workforce transformation activity.

NIMDTA's Clinical Leadership and Improvement Programme (ENGAGE) for final year trainees in GP and Hospital Specialty training continued to be delivered during 2022-23. The programme was delivered in collaboration with the HSCLC with 23 trainees enrolled on the programme, 19 of whom participated in the Showcase event in June 2023. The showcase event was the final module of the Leadership Programme which invited trainee doctors and dentists to showcase their learning and achievements through a presentation of a Quality Improvement (QI) projects.

The aim of NIMDTA's SUCCEED strategy is to enhance the care of patients by proactively supporting doctors and dentists in training to enjoy their training, successfully progress, complete training and be appointed to permanent posts in Northern Ireland.

NIMDTA plans for next year are:

1. In collaboration with QUB and UU, NIMDTA has organised its **12th Annual Clinical Education Day** for Friday 29 September 2023 aimed at undergraduate and postgraduate Teachers, Trainers and Educators.
2. In collaboration with QUB, UU and the Ulster Medical Society (UMS), NIMDTA has again organised a virtual **Research for Clinicians Day** due to be held on Thursday 9 November 2023.
3. NIMDTA plans to hold a **Professional Support Conference** in April 2024.
4. Host the 4 Nations National Careers Conference 2024
5. Offer further **courses for Recognised Trainers** in 2023-24 to include Supporting Trainees New to Northern Ireland.
6. Further expand opportunities in **simulation** across education and training in 2022-23.
7. Continue to work with the **HSCLC** on developing training opportunities for NIMDTA Educator and Education Management staff.
8. Host a range of **Staff Development and Wellbeing** events during 2022-23 including an opportunity for Band 4 staff to attend First Line Manager training and Band 3 staff to attend a Staff Development Programme.
9. Work with DoH, SPPG, PHA and HSC Trusts to ensure that **postgraduate medical and dental education** is fully integrated into HSC plans to develop clinical services.

Goal 3: Measuring the Improvement

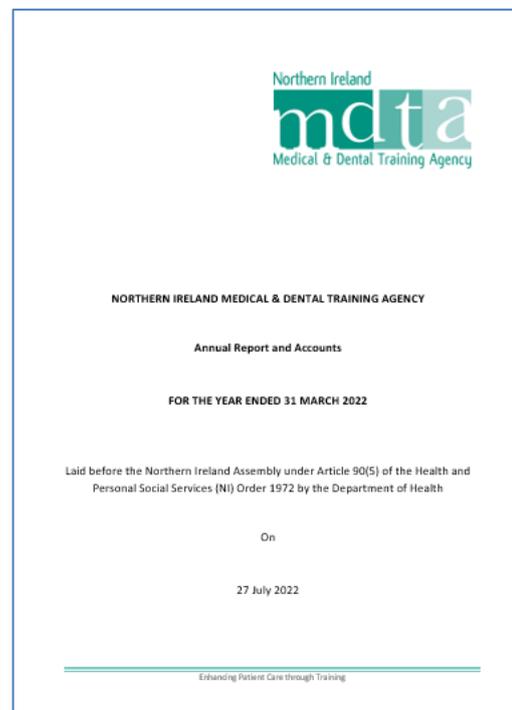
Quality 2020 Aim:

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

NIMDTA Board

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

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



The work of NIMDTA was shaped by our Business Plan 2022-23, in the operational context of the pandemic response.

NIMDTA Strategic Plan

The NIMDTA Business Plan 2022-23 was used to effectively co-ordinate resources and activities across NIMDTA in order to deliver identified objectives and formed the focus for translating NIMDTA's strategic themes into action.

NIMDTA has undergone significant change and growth since the development and implementation of the previous Strategic Plan for 2017-22 so it was important to invest appropriate time and resources in 2022-23 to identify and form NIMDTA's future strategic direction. The NIMDTA Strategic Plan for 2023-28 will provide a pathway to reenergise, rebuild and transform NIMDTA as a sustainable, adaptable and responsive organisation providing training activities that will empower excellent patient care.

NIMDTA commissioned Consultants from the Business Services Organisation (BSO) HSCLC to facilitate and focus discussions at two strategic planning workshops on 17 October 2022 and 14 November 2022. Workshops were attended by NIMDTA's Board, Senior Management and key stakeholders from NICPLD and DoH. The Workshops focused on formulating objectives, outcomes, enablers and a defined Strategic Road Map to achieve success over the next five years.

NIMDTA monitor corporate performance through the development and scrutiny of a Corporate Scorecard, which is considered by the Board throughout the year. The following table shows NIMDTA's performance against the key performance indicators, which are documented on the scorecard:

CORPORATE SCORECARD 2022-23

KPIs		Status
1	90% of referrals to the Professional Support Team will be responded to within two weeks	ACHIEVED [100%]
2	90% of hospital based trainers are recognised trainers	ACHIEVED [95%]
3	Staff absence rate will be less than 3.35%	ACHIEVED {2.86%}
4	30 day (95%) prompt payment targets will be met	ACHIEVED [99.20%]
5	10 day (75%) prompt payment targets will be met	ACHIEVED [96.68%]
6	Learning and Development Agreements are circulated to local education providers by April	ACHIEVED [89%]
7	80% of postings will be disseminated to LEPs 8 weeks before the post start date	ACHIEVED [100%]
8	10% of ARCP outcomes will be subjected to external review	N/A* [%]
9	Annual appraisal is offered to 100% of GPs on the performers' list	ACHIEVED [100%]
10	90% core subjects are covered within Dental CE courses	ACHIEVED [100 %]
11	Breakeven as defined by DoH will be achieved	ACHIEVED [0.14%]

**As a result of the COVID-19 pandemic, the four Statutory Education Bodies produced derogations from the Gold Guide v8, including guidance around the composition of ARCP panels. This derogation noted that due to the expected difficulties in releasing panel members from clinical services during the pandemic, ARCPs could take place without the need for externality, both from a clinical and lay perspective.*

NIMDTA Educators and Administrative Staff

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

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

NIMDTA Formal Training of Trainees

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

During the training year commencing August 2022 there were twenty-five Higher Specialty trainees appointed into SUCCEED Fellowships.

The purpose of this programme is to implement educational strategies to enable core level trainees maximise their potential for success at examinations, to help specialty schools develop their training programmes to include the implementation of curricular changes, to enable higher trainees to advance their careers by developing a special interest in medical education and to provide trainees with the opportunity to contribute to QUB undergraduate curriculum delivery. Fellows are appointed for a one-year period and during this period one day per week will be allocated to undertake the duties of the Succeed Fellowship.

The GMC National Training Survey (NTS) for trainees considers 19 different indicators to measure trainees' satisfaction with the postgraduate medical education and training that they are receiving in their Deanery in comparison with trainees in other Deaneries or NHSE's local offices.

The 2022 GMC National Training Survey ran from 22nd March 2022 until 17th May 2022. The response rate from NI trainees was 78% (5th highest in UK) and the response rate from Trainers was 42% (6th highest in UK).

Trainees rated the quality of teaching (informal and bedside teaching as well as formal organised sessions), clinical supervision and experience in NI higher than the UK average.

NI training environments also rated higher than the UK average as being fully supportive for everyone regardless of background, beliefs or identity, and that staff, including doctors in training, always treat each other with respect.

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

Recruitment to training programmes is also monitored and reported through national recruitment offices.

Learning and Development Agreements (LDA)

NIMDTA has an educational contract (LDA) in place with each LEP which sets out the respective responsibilities of both NIMDTA and LEPs in the management and delivery of postgraduate medical education and training. This LDA is monitored for compliance and is reviewed annually. In addition, NIMDTA has agreed a Service Level Agreement (SLA) with each GP Trainer.

Joint NIMDTA and LEP Annual Reviews review the effectiveness of the Learning and Development Agreement (LDA) between NIMDTA and the LEP, in ensuring that minimum standards set out by the GMC and GDC are met. This is also an opportunity to identify and share good practice. In addition, regular meetings take place between the Postgraduate Medical Dean and individual Trust Medical Directors, which are extremely helpful in maintaining and building strong working relationships between the respective organisations.

NIMDTA Senior Educators and Senior Managers meet regularly with the HSC Trust Directors of Medical Education at the Postgraduate Medical Education Forum and with Medical Education Managers at meetings of their regional group.

Engagement with Local Education Providers (LEPs)

The Postgraduate Medical Dean continued to meet regularly with Medical Directors throughout 2022-23 to share information and discuss progress in resolving educational concerns. In addition, engagement meetings between NIMDTA and LEPs took place to review and monitor progress in resolving Open Items on LEP Quality Reports, National Training Survey (NTS) Results and other educational concerns.

The Enabling Postgraduate Training Group (also referred to as Postgraduate Medical Education Forum) continued to meet regularly throughout 2022-23. The Group continues to facilitate regular engagement and networking between NIMDTA and the Trusts, and encourages a culture of working together to share good practice in planning, developing and delivering education and training at local and regional level for trainees and trainers.

Throughout 2022-23, NIMDTA was represented at national meetings of the Conference of Postgraduate Medical Deans (CoPMED), Committee of General Practice

Education Directors (COGPED), Committee of Postgraduate Dental Deans and Directors (COPDEND), CoPMED Senior Manager Forum. All of which provide a forum for sharing of information and ensuring a consistent approach to training issues across the four nations.

The NIMDTA Learning Management System (LMS) continues to be embedded into delivery of education and training sessions across all teams.

NIMDTA is represented on a Project Board to implement a Regional LMS for the HSC, to consider the functions and requirements from the perspectives of doctors and dentists in training. These include a learning and development repository to support trainees in completing induction and other training modules; maintaining records for reporting and to be accessible to trainees, NIMDTA, Trusts and where appropriate other Host Organisations.

Annual School Reviews took place throughout October 2022 to February 2023 and 42 Training Programme Directors (TPD) from subspecialties in Medicine, Surgery and Psychiatry completed Annual Quality Report templates.

Training in Educational Units

NIMDTA is responsible to the GMC for the educational governance of all approved Foundation and Specialty Training Programmes, including General Practice, and is expected to demonstrate compliance with the standards and requirements that the GMC sets out in [Promoting Excellence](#).

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

NIMDTA has in place a Quality Management Framework to ensure that LEPs and Training Providers meet the standards and requirements set by the GMC, COPDEND and GDC.

NIMDTA is required to demonstrate compliance with GMC standards and ensure that its quality processes support the development and improvement of postgraduate

medical education and training within Northern Ireland. This is done through a system of robust monitoring and inspection visits of LEPs.

In 2022-23 the Associate Deans for Visits and Curriculum Review carried out a total of 29 Educational Monitoring Activities (Deanery Visits and Specialty Reviews) between April 2022 and March 2023 to Vascular Surgery (1 site), Diabetes & Endocrinology (4 sites), Respiratory (5 sites), Rheumatology (5 sites), Cardiothoracic Surgery (1 site), Emergency Medicine (1 site), Ophthalmology (2 sites), Infectious Diseases (1 site) Medical Microbiology (1 site), Paediatrics (6 sites), Rehabilitation Medicine (1 site) and General Surgery (1 site).

The GP department continue to assure and manage the placement quality of GP practices. During 2022-23, the GP team carried out 17 visits to new practices, and 53 reaccreditation visits.

Reports from these visits were reviewed and assessed by QMG, taking account of LEP action plans before the final reports were released. Updates on visits are shared at engagement meetings with SPPG/PHA and issues or concerns raised via the GMC Quality Reporting System where necessary.

During 2022-23, the GMC placed Neurology training in the Belfast HSC Trust into their Enhanced Monitoring process. This decision was made following a review of the GMC's National Training Survey results from 2021 and joint NIMDTA and GMC visits to the Neurology unit which indicated that training was not meeting GMC standards.

The purpose of Enhanced Monitoring is to support local management of concerns about the quality and safety of medical education and training

The Cardiothoracic Surgery unit in Belfast Health and Social Care Trust (BHSCT) was placed in GMC Enhanced Monitoring processes in February 2021. The Deanery carried out a Progress Review visit to the unit on 10th June 2022. The experience described by trainees indicated that there had been significant progress from the previous visit (26 November 2021). A further Enhanced Monitoring Progress Review visit will take place in June 2023 to review progress against the Trust Action Plan.

In Dentistry, a total of sixteen practice visits were undertaken. A practice approval certificate remains valid for three years (extended to five years during COVID-19) in the absence of any notified changes or issues arising. In total there were 31

Foundation Training practices in the 2022-23 training year, accommodating 32 Foundation Dentists.

Placement Quality (PQ)

The aim of the Placement Quality work-stream is to optimise patient-centred care by identifying benchmarks of quality in the delivery of hospital-based education and training and to promote continuous quality improvement of postgraduate medical training posts within NI. Placement Quality Reviews involve a review of the relevant curricula and previous measures of quality (National Training Surveys; Deanery Visit Reports; Royal College data), working with lead educators and engaging with trainees via surveys and focus groups to obtain information in relation to their experiences in NI.

An ADEPT fellow for placement quality was appointed for August 2022 to July 2023. The focus of the Placement Quality Team in 2022-23 was to undertake a Placement Quality review of the Radiology Training programme; to collaborate with the VALUED team to develop and implement a strategy to drive improvements in the experience of trainees new to Northern Ireland (N2NI).

The findings of the 2021-2022 Placement Quality review of Years 1 and 2 of Internal Medicine Training (IMT) were followed up with Trust and School lead educators.

In July 2022, the Placement Quality Review Team conducted a survey of all trainees in the Radiology Training programme. Following analysis of the survey results, meetings were held at each Trust site between October and December 2022 to share trainee feedback and Trust specific issues. This included sharing evidence of good practice identified by the survey, discussion of areas where further development should be focused and agreement of the local actions to be taken by each Trust to address areas where the need for improvement had been identified. Analysis and feedback from all sites, which will allow Trust benchmarking against regional results, was published on the NIMDTA website in Spring 2023.

The Placement Quality Review Team has also been working with NIMDTA 's Valued programme during 2022-23 to improve the experience of trainees new to training in NI. The N2NI project has been divided into three phases; relocation; induction and progression /retention. The aim of phase 1 of this piece of work was to better understand the practical difficulties trainees N2NI may have when starting their

training in Northern Ireland, to identify the processes that worked well and to highlight areas and processes which needed improvement. To develop both regional and local strategies to support trainees N2NI, a N2NI Working Group involving key regional stakeholders (including Deanery leads, Directors of Medical Education (DMEs), IMG trainee representatives, Professional Support and Wellbeing, and IT/Communications) was established in September 2022. The remit of the Working Group is to improve the experience of trainees new to training in NI by developing strategies to address the key issues identified by the 2021 Phase 1 IMG survey. Ongoing developments include: a review and update of existing regional resources and website redevelopment; engagement with key stakeholders including the Department of Health (NI), Chief Medical Officer, Deanery lead educators and Trust Directors of Medical Education (DMEs) to increase awareness of issues faced by trainees N2NI through; promotion and further development of peer mentoring schemes and International Medical Graduate (IMG) trainee ambassador roles; regional educator workshops and submission of a business case to support appointment of key local contacts in host organisations to support N2NI trainees. Phase 2 of the N2NI project looking at induction to the workplace will commence in the summer of 2023.

A hybrid Deanery/Placement Quality Review survey of all Paediatric Trainees across the five Trust sites was conducted in July 2022, which allowed Trust/site summary reports, identifying specific issues and existing good practice, to be produced to inform Trust visits. Feedback from the Associate Dean for Visits, was that this information facilitated a more focused and productive Trust discussion of key issues.

The Placement Quality Team has carried out additional follow up of the Foundation F1 and Core Surgery (CST) Training programmes. Working with Senior and Lead Educators, the PQ team have considered new curriculum and service changes to produce updated PQ surveys to facilitate a re-survey CST in June/July 2023 and F1 in November 2023. The 12 key recommendations from the 2018 F1 Placement Quality Review have also been considered and eight modified key recommendations for F1 training have been agreed with the Quality Management Group (January 2023).

The work of the Placement Quality initiative has been highlighted at a number of educational events during 2022-23. Posters outlining the Placement Quality review from Phase 1 of the 'New to NI' Placement Quality/Valued work-stream were presented at the National Education Scotland (NES) Conference in April 2022 and National Association of Clinical Tutors' (NACT) - Future in Medical Education Meeting in June 2022.

Further posters, relating to the positive changes resulting from the current Placement Quality Reviews (“Placement Quality – A collaborative approach to improving training placements”); the new initiatives to improve the experience of doctors new to NI (“First impressions: Improving the experience of trainees new to NI”) and standards for training for F1 doctors (“Improving the F1 experience – new standards for training”) have been accepted for presentation at the National Education Scotland (NES) Conference in April 2023.

Local updates for trainers and trainees have been made through the Lead Educators’ Forum, Postgraduate Education Forum and the Trainee Ambassadors Group. Updates on the N2NI project have also been made to the Medical Leaders’ Forum in the Department of Health (January 2023).

NIMDTA Trainee Progress and Revalidation

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

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

In addition, the ARCP panel is required to consider a self-declaration form from trainees (Form R), Supervisor’s reports and Employer’s Exception reports and decide if there are any concerns about a trainee’s suitability to be recommended for revalidation. Revalidation is the process by which licensed doctors are required to demonstrate on a regular basis that they are up to date and fit to practise. Each doctor has a Responsible Officer (RO) and has a connection to a Designated Body. The RO is responsible for making recommendations to the GMC as to whether the doctor is up to date, fit to practise and should be revalidated. NIMDTA is the Designated Body (DB) for all doctors in training in Northern Ireland and the Responsible Officer (RO) is the Postgraduate Medical Dean.

The ROs for doctors in training base their recommendations on the outcomes of the ARCP process. There are therefore two decisions made at each ARCP panel – a decision

about whether the trainee can progress to the next year of their training or complete training and a decision as to whether there are any concerns about their revalidation. An ARCP panel must contain at least three members appointed by the School Board or Specialty Training Committee. In addition, where an unsatisfactory outcome is anticipated, the panel should contain a senior Deanery representative, an External Advisor and a Lay Representative.

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

Revalidation

The NIMDTA Revalidation Operational Group continued to meet regularly throughout 2022-23 to review updates and reports from national and local groups and forums which oversee this area.

Revalidation is the process by which all licensed doctors are required to demonstrate on a regular basis that they are fit to practise in their chosen field and able to provide a good level of care. As the Designated Body for postgraduate medical trainees in Northern Ireland, NIMDTA has continued to make recommendations to the GMC regarding revalidation of medical trainees and confirm that there were no unaddressed concerns about a trainee's fitness to practise. Recommendations to revalidate were based on evidence reviewed by Annual Review of Competence Progression (ARCP) panels, usually over a two-year period, and information drawn from the LEP clinical governance systems.

During 2022-23, positive recommendations were made for 534 doctors in training, (**60** for GP trainees and **594** for Hospital Specialty trainees) bringing the total of positive recommendations for doctors in training in Northern Ireland since revalidation began to 2,812. There were 118 recommendations for deferral submitted to the GMC on the basis of insufficient evidence available to enable a positive recommendation. 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 DoH and HSCB under the guidance of a Central Board of Management. The governance arrangements are underpinned by a Service Level Agreement and a Communications Protocol with the HSCB. These documents are reviewed annually. During the 2022-23 appraisal year 1728 GP appraisals were completed.

The Appraisal team at NIMDTA maintains regular communication with the SPPG Revalidation Team through frequent email and phone contact and formal bi-monthly or quarterly meetings throughout the year. This provides the opportunity for information sharing facilitating the Responsible Officer for General Practice in Northern Ireland to fulfil her statutory role in relation to GP revalidation.

NIMDTA plans for next year are:

1. Continue to take a collaborative approach to **Quality Management responsibilities** seeking to work in partnership with LEP's, QUB, UU, other HSC organisations and national regulators with responsibility for postgraduate clinical education.
2. Proceed with cyclical planned **Educational Monitoring Activities** to training units in LEP's and to GP practices as well as **Specialty Programme Reviews**.
3. Follow up on areas of concern and areas for improvement identified from NIMDTA **Educational Monitoring Activities**, escalating and reporting to the GMC, DoH, PHA and RQIA as necessary.
4. Participate in the **GMC Annual Engagement Meeting** in October 2023 to discuss NIMDTA Quality Management processes and concerns.
5. Extend the number of specialty programmes appointing SUCCEED Clinical Education Fellows with the aim of **improving Trainee examination results**. This is a component of NIMDTA's SUCCEED Strategy.

6. Continue to work with trainee ambassadors to assist trainees in preparing for specialty recruitment interviews. This is a component of NIMDTA's SUCCEED Strategy.



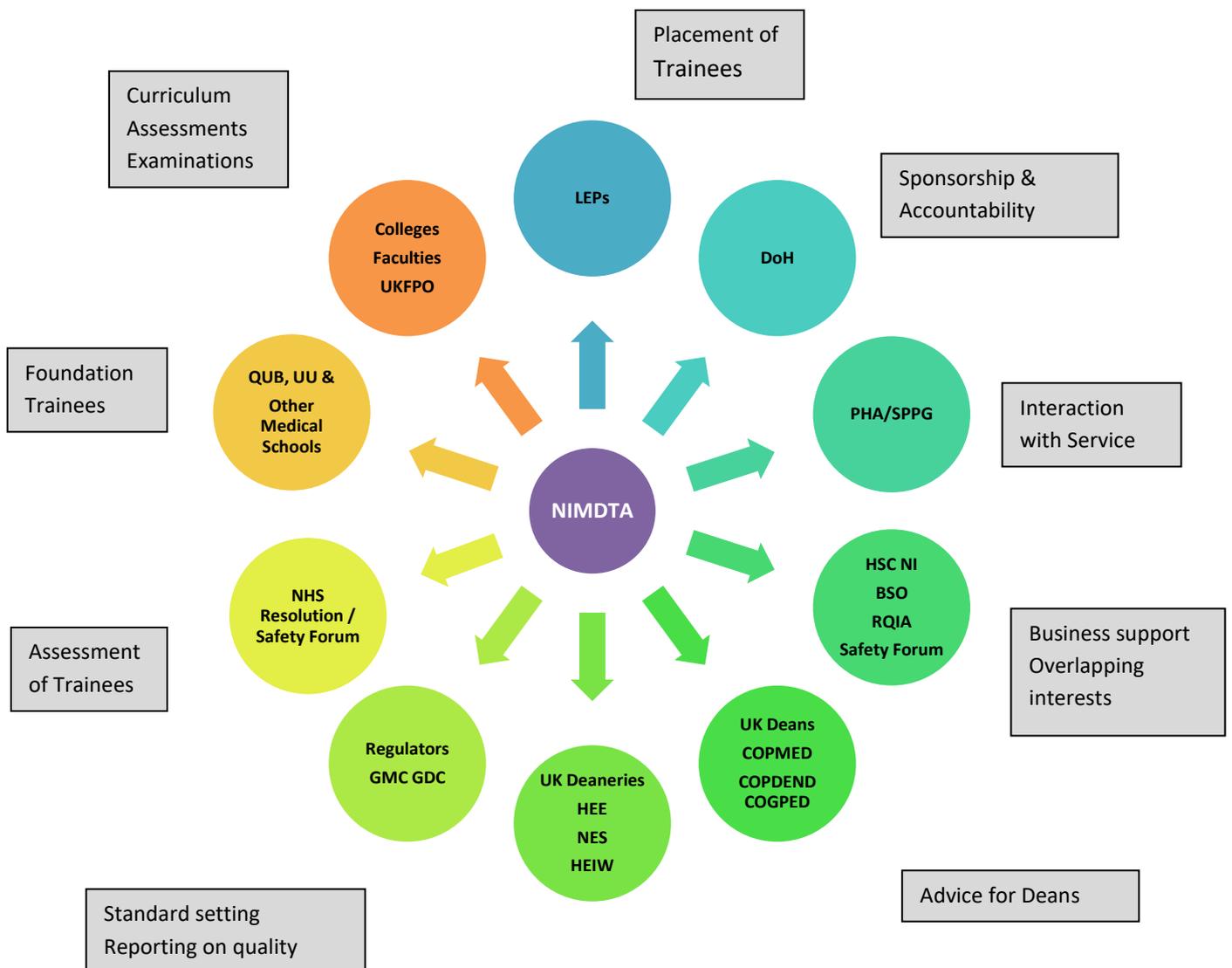
Goal 4: Raising the Standards

Quality 2020 Aim:

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

Partnership Arrangements

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



NIMDTA Contributions

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

During 2022-23, NIMDTA representatives participated in **National** groups and events regarding postgraduate medical and dental education:

- 4 Nation Statutory Education Body Chief Executives' Group
- 4 Nation Statutory Education Body Medical Directors' Group
- Academy of Medical Royal Colleges' (AoMRC) Joint Academy Training Forum
- CoGPED/General Practice Committee Liaison Group
- CoGPED/RCGP Partnership Group
- Committee of General Practice Education Directors (CoGPED)
- Committee of Postgraduate Dental Deans and Directors (COPDEND)
- Conference of Postgraduate Medical Deans (COPMeD)
- COPMED 4 Nation Revalidation Overarching Group
- COPMED 4-Nation Business Managers Meeting
- COPMED Academic Training Forum
- COPMED Overarching Data Group
- COPMED Professional Support Group
- MDRS Careers Planning Group
- COPMED Senior Managers' Forum
- COPMeD Senior Managers' Revalidation Best Practice and Development Forum
- DEMEC Organising Committee
- Dental Business Managers Meeting
- Dental Core Training Advisory Group
- Dental Foundation Training Advisory Group
- Dental Specialty Training Advisory Group
- GDC DFT Undergraduate Liaison Group
- NHSE Foundation 4 Nations Policy Group
- Irish Clinical Academic Training Programme Steering Group
- MDRS Careers Group
- MDRS Programme Board
- MDRS Recruitment Operational Group
- National Multi-Specialty Conference (NACT)

- Prescribing Safety Assessment (PSA) Independent Review
- RCGP Assessment Committee
- RCGP Curriculum Development Group
- Scottish Medical Education Conference (SMEC)
- UK Foundation Curriculum Group
- UK Foundation Programme Board
- UK Foundation Programme Executive Committee
- UK Medical Education Reference Group.

During 2022-23 NIMDTA representatives participated in working groups and events organised by the **General Medical Council**:

- GMC Education Round Table Event
- Curriculum Oversight Group (COG)
- Education and Training Advisory Board
- Equality and Diversity Advisory Group
- Medical Licencing Assessment Programme Board
- NTS Group
- Quality Leads Group
- RO Reference Group
- UK Advisory Forum
- Welcome to UK Practice Regional Group.

During 2022-23 NIMDTA representatives participated in **DoH** groups and events:

- Strategic Group to Enhance the Quality of Medical Education in NI (SGEQME)>
- Employer Liaison Group
- GP Training Task and Finish Group
- Library Advisory Group
- Medical Leaders' Forum
- Privacy Advisory Committee
- Responsible Officers' Forum
- Workforce Planning Groups.

During 2022-23 NIMDTA representatives participated in regional groups and events:

- BMA NIJDC / NIMDTA Liaison Group
- Healthcare Library (QUB)- NIMDTA Liaison Group
- HSC Informal Medical Directors' Group
- HSC Informal Small ALB Chief Executives' Group
- HSC Trust Informal Medical Directors' Group
- Joint QUB-NIMDTA Education Forum
- NI Confederation for Health and Social Care (NICON)
- NIMDTA Lead Educator Forum
- NIMDTA / DoH / SPPG / PHA Liaison Group
- NIMDTA / RQIA Liaison Meeting
- PHA Medical Directors' Group
- Postgraduate Medical Education Forum
- QUB - NIMDTA – UU Equality, Diversity & Inclusivity Working Group
- QUB-NIMDTA-Belfast Trust Clinical Academic Training Board.

NIMDTA and Quality 2020

COVID-19 led to unprecedented disruption in some aspects of medical training due to the dramatic restructuring of the workforce and the necessary suspension of educational events. Challenges that have remained include the reduced ability to attend external courses and the significant impact on access to training opportunities for some specialties given the downturn in elective care within LEPs.

The underspend in the NIMDTA study leave budget (2020-21) that resulted from travel restrictions and the suspension of educational courses provided a unique opportunity to try to mitigate the risk posed by reduced training opportunities. Simulation-based medical education utilises simulation aides to replicate clinical scenarios and is a growth area in postgraduate medical education and training. The NIMDTA Hospital Specialty Training Committee worked with the Lead Educators to determine what educational resources could be funded to support simulation training. Resources were then purchased for the Schools of Medicine, Surgery, Obstetrics and Gynaecology, Paediatrics, Emergency Medicine and Diagnostics. NIMDTA's Lead Educator for Simulation will aid the co-ordination of simulation training across the region. Feedback will continue to be obtained on the utilisation of simulation resources through Specialty School reviews and Lead Educator Quality Reports.



NIMDTA was also successful in a bid for funding from the DoH for ten Dental Simulation units, to be housed in NIMDTA. The units continue to be used as part of the training programmes for FDs and DCTs. The Continuing Education team will also use the units to deliver training to General Dental Practitioners.

NIMDTA and External Views

NIMDTA has recruited a new cohort of lay representatives to provide external scrutiny and contribute to a number of different Deanery activities. These activities included recruitment and selection panels, assessment panels (ARCP), Deanery visits and appeal panels.

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

A workshop was held to obtain feedback and learning from the outgoing cohort of lay representatives and to identify learning and improvement from this event to take forward with the new cohort of lay representatives.

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

NIMDTA receives information annually from the GMC, through its National Training Survey (NTS) on how NIMDTA trainees perceive training in NI compared with other regions of the UK and on how well NIMDTA trainees progress through their training (ARCP), succeed at examinations or succeed in their applications to enter specialty training.

General Medical Council

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

role through the conduct of Educational Monitoring Activities to training units as well as Specialty Programme Reviews, the review of reports and action plans and the evaluation of trainee surveys and assessment outcomes.

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

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

Quality Assurance

The Annual Engagement Meeting between NIMDTA and the GMC Quality Assurance (QA) Team for Monitoring & Improvement took place on 13 September 2022. The meeting focused on NIMDTA's Quality Management Activities, GMC NTS Results, overview of the Quality Reporting System and the Quality Assurance process.

The GMC Quality Assurance (QA) process requires completion of an Annual Self-Assessment Questionnaire (SAQ) and Declaration which is renewed every four years. The SAQ template requires extensive responses and evidence which demonstrate how NIMDTA's policies and processes enable the organisation to establish if the standards and requirements described in Promoting Excellence are being met by both the Deanery and LEPs.

NIMDTA received an Annual Quality Assurance Summary (AQAS) in November 2022 which provides an overview of how the organisation is meeting GMC standards for medical education and training. It provides a summary of the QA activities undertaken over the course of a year (November 2021 – November 2022) and the findings including any areas of notable practice or requirements and recommendations set by the GMC. The summary is published on the GMC website.

From the SAQ submission, and follow up SAQ meeting, the GMC considered that NIMDTA is meeting their standards. The GMC advised that the QA activities that were carried out in this annual cycle have provided good opportunities to observe how NIMDTA meets standards in Theme 2: educational governance and leadership, Theme

4: supporting educators and Theme 5: developing and implementing curricula and assessments. There were no areas identified where the GMC needed to set requirements and recommendations where standards were not being met. Of note, the GMC identified both the Enabling Postgraduate Training Group and Foundation Year 1 Placement Quality Workstreams as areas working well.

The second SAQ was submitted to the GMC before the deadline of 30 November 2022. NIMDTA received very positive feedback from the GMC during a meeting to discuss the SAQ on 25 January 2023 and no areas of concern were identified. A number of quality activities will be carried out during 2023.

As part of a 2021-22 GDC UK wide review of all Dental Specialty Training programmes, the NIMDTA Dental Team completed the GDC Quality Assurance self-assessment document. This was the first time that NIMDTA was requested to complete the self-assessment document. NIMDTA managed specialty dental training programmes were evaluated against these standards in a formal Quality Assurance process in 2022. Following NIMDTA submission of the self-assessment document and additional evidence on request, the GDC confirmed in March 2023 that all 20 requirements have been met; [Dental Specialty training \(gdc-uk.org\)](https://www.gdc-uk.org/).

Internal Audit

NIMDTA utilises an outsourced internal audit function which operates to defined standards and whose work is informed by an analysis of risk to which the organisation is exposed and annual audit plans are based upon this analysis. In 2022-23 Internal Audit reviewed the following systems:

DEFINITION OF LEVELS OF ASSURANCE	
The Level of Assurance that Internal Audit can provide on audit areas is defined as follows:	
Assurance	Definition
Satisfactory	Overall there is a satisfactory system of governance, risk management and control. While there may be some residual risk identified, this should not significantly impact on the achievement of system objectives.
Limited	There are significant weaknesses within the governance, risk management and control framework which, if not addressed, could lead to the system objectives not being achieved.
Unacceptable	The system of governance, risk management and control has failed or there is a real and substantial risk that the system will fail to meet its objectives.

Finance Audits

Internal Audit

NIMDTA utilises an outsourced internal audit function which operates to defined standards and whose work is informed by an analysis of risk to which the organisation is exposed and annual audit plans are based upon this analysis.

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Unacceptable	The system of governance, risk management and control has failed or there is a real and substantial risk that the system will fail to meet its objectives.

Financial Review 2022-23

Internal Audit carried out an audit of financial systems, which was considered by the Audit Committee on 23 February 2023. NIMDTA received a Satisfactory level of assurance in the controls tested (namely non-pay expenditure, payments to staff, course income, legal and consultancy expenditure). The report contained no Priority 1 or Priority 2 recommendation but one Priority 3 recommendation. An action plan has been developed in order to implement the identified recommendation.

Corporate Risk Based Audits

Three corporate risk-based audit were conducted in 2022-23:

Management of Single Lead Employer Processes 2022-23

Internal Audit carried out an audit of this operational area, which was completed on 30 April 2023. NIMDTA received a Limited level of assurance in controls tested (namely prior year recommendations emanating from 2020-21 and 2021-22). The report evidenced that one Priority 1 recommendation was partially implemented, six Priority 2 recommendations were fully implemented with one recommendation partially implemented and three Priority 3 recommendations partially implemented. Action

plans continue to be implemented in relation to the partially implemented recommendations a number of which are outside of the control of NIMDTA.

Governance Audits

Three governance audits were conducted in 2022-23:

Risk Management

Internal Audit carried out an audit of this operational area, which was completed on 30 April 2023. NIMDTA received a Limited level of assurance in the controls tested (namely management of Risk Registers, Risk Management Training, Board Assurance Framework, Risk Management Policy, Risk Appetite, etc.). The report contained one Priority 1 recommendation in relation to corporate risks not being recorded within the correct templates. During the period of Audit, NIMDTA were transitioning to a new risk reporting template that was in the process of being embedded. Nine Priority 2 recommendations and one Priority 3 recommendation were also raised as part of this audit. The majority of recommendations including the Priority 1 have been implemented in full with the remaining recommendations scheduled for implementation in line with audit requirements.

Board Effectiveness

Internal Audit carried out an audit of this operational area, which was completed on 30 April 2023. NIMDTA received a Satisfactory level of assurance in the controls tested (namely Board papers and reports, corporate documents, board self-assessment, board member training, communication, etc.). The report contained no Priority 1 recommendations, eight Priority 2 recommendations and four Priority 3 recommendation. An action plan has been developed in order to implement the identified recommendations.

Education Management Audits

One Education management audit was conducted in 2022-23:

Management of Learning & Development Agreements

Internal Audit carried out an audit of this operational area, which was considered by the Audit Committee on 23 February 2023. NIMDTA received a Satisfactory level of assurance in the controls tested (namely monitoring and learning and development agreements). The report contained no Priority 1 recommendations, one Priority 2 recommendation and one Priority 3 recommendation. An action plan has been developed in order to implement the identified recommendations.

Year End Follow up on Outstanding Internal Audit Recommendations

During March 2023, Internal Audit reviewed the implementation of previous Priority 1 and Priority 2 recommendations where the implementation date had now passed. Internal Audit reported that 79% of recommendations had been fully implemented, with the remaining 21% partially implemented or awaiting external action.

Overall Opinion of Head of Internal Audit

The Head of Internal Audit is required to provide an annual opinion on risk management, control and governance arrangements. This opinion is based upon and limited to, the internal audit work performed during the year, as approved by the Audit Committee. The purpose of the annual opinion is to contribute to the assurances available to the Accounting Officer and the Board which underpin NIMDTA's own assessment of the effectiveness of the system of internal governance, which in turn, assists with the completion of this Governance Statement. The opinion expressed does not imply that Internal Audit has reviewed all risks and assurances relating to the organisation.

Overall for the year ended 31 March 2023, the Head of Internal Audit provided a 'Satisfactory' assurance on the adequacy and effectiveness of the NIMDTA's framework of governance, risk management and control. The basis for forming this opinion was an assessment of the range of individual opinions arising from the financial, corporate and risk-based audit assignments performed and reported on during 2022-23. Further information in relation to each of these audits is detailed above.

NIMDTA and Communication with Trainees

NIMDTA actively seeks feedback from trainees and involvement of trainees in NIMDTA Committees. NIMDTA's Communications and Training Events Manager continues to enhance and improve communication methods with trainees and trainers.

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

1. NIMDTA Surveys of trainees. NIMDTA conducts surveys of trainees before carrying out visits to the units in LEPs that they are allocated to. These surveys inform the Visiting Team and are discussed at NIMDTA's pre-visit briefing sessions with the Visiting Team.
2. GMC Surveys of trainees. The GMC conducts an Annual 'National Survey of Trainees'. NIMDTA strongly supports the GMC in maximising the response rate of trainees in NI to this survey. NIMDTA reviews and distributes the results of this survey and provides responses to the GMC.
3. Educational Monitoring Activities. NIMDTA has a rolling visiting cycle to visit all the training units and specialty training programmes in NI. During these visits, NIMDTA meets with trainees in peer groups to listen to their views in a confidential setting. Concerns raised by the trainees are discussed anonymously with trainers and fed back on the day to the Educational and Clinical Leaders in the LEPs and are included in NIMDTA's visit reports.
4. Trainee Representatives. NIMDTA includes trainee representatives in the membership of the School Boards (Foundation, Specialty and GP) and Specialty Training Committees which oversee the delivery of postgraduate medical education in each programme. NIMDTA also includes trainee representatives in appropriate Sub-Committees (Revalidation Operational Group, and 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 encourages participation of foundation doctors in regional working groups and attendance at national meetings.

Representatives of this Forum are full members of the Foundation School Board which includes a final year medical student along with two F1 and two F2 doctors. Issues pertaining to Foundation doctors are highlighted through this Deanery level reporting structure.

The Foundation School engages frequently with the Foundation Programme Directors based in the host organisations, with formal committee meetings four times per year.

Foundation Update
Issue #319 - 25th April 2022

Click on the blocks below to be linked to their subject.

Courses and Events
Abstract submissions are now available for The McClelland Prize Award for Gynaecological Cancer Research. Click here for more information.
The ClinEdS Incubator - Mastering the Basics Research Series is taking place on Wednesday 27th April 2022. Click here for more information.
The National Virtual Academic Conference will be taking place on the 4th July 2022. Submissions are still being accepted until the 8th May 2022. Click here for more information.

Alerts & Information
Assessment 1/201 The Mental Health Order

Reminders to newly appointed F1 trainees 2022 - 2024
Following the Initial Welcome letter have you:
• Confirmed your acceptance by emailing foundation.nimda@hsc.ni.net

Have you applied for your provisional GMC Registration?
Click here to be directed to the GMC website.

Dates to Remember:
A Meet and Greet event in connection with our Arrive & Thrive Scheme, primarily for non-local graduates but open to all who wish to attend, will be held via Zoom on Wednesday 27th July 2022 from 6:30-8:30pm.
The Northern Ireland Regional Foundation Doctors' Induction Day will take place on Thursday 28th July 2022 and attendance is mandatory for all new FTs starting in August.

NTS Survey for all Foundation Doctors
You should have now received an email from the GMC to provide feedback on the quality of training you are receiving by completing the Annual National Trainee Survey (NTS).
This important survey is now live and closes on the 3rd May 2022.
Click here to complete the Survey.

F2 FLIGHT Modules
If you are on a waiting list for a certain module and would like to confirm a place (if there are spaces available) you do not have the option to do this yourself please send an email to joanna.nicolai@hsc.ni.net

Date & Time	Module	Venue	Spaces Remaining
20 April 2022 09:00	Module 16 Teaching Skills	Joan	51
21 April 2022 09:00	Module 12 Appraisal of Evidence	Joan	1
23 April 2022 09:00	Module 8 Guiding Evidence Based Practice	Joan	3
25 April 2022 09:00	Module 9 Quality Improvement Methodology	Joan	1
1 May 2022 09:00	Module 7 Quality Improvement Methodology	Joan	2
4 May 2022 10:00	Module 12 Appraisal of Evidence	Joan	25
4 May 2022 10:00	Module 10 Antimicrobial Resist & Folate	Joan	8
4 May 2022 09:00	Module 5 Teamwork, Communication & Leadership	Joan	5
11 May 2022 10:00	Module 15 The Capital Agenda	Joan	20
11 May 2022 09:00	Module 10 Self-assessing	Joan	15

Please do not double book modules!
I want to
Book a Module
Cancel a Booking
See All Dates

The NIMDTA Foundation School introduced a Foundation Update in August 2014. This is circulated to all Foundation doctors and Foundation trainers & educators. The objective of the Foundation Update is to streamline communication and bring key information to the attention of these groups. All information is presented in 'bite-sized' chunks relating to current issues relevant to Foundation training and clinical practice. 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.

Regular features include topics such as Foundation e-portfolio and ARCP reminders, healthcare news and information alerts, Foundation and Specialty Recruitment information, Regional Generic Skills mandatory training information for all F2 doctors, information relevant to Foundation Programme Trainers, GMC updates, Northern Ireland regional initiatives, academic opportunities, educational meetings and celebrating the success of current and past NIFS Foundation doctors.

General Medical Council Curriculum Oversight Group (COG)

Dr Camille Harron, Postgraduate Medical Dean and Director of Education for NIMDTA is a member of the GMC COG along with NHSE, NES and HEIW representatives and the Departments of Health educational policy leads in the four nations.

COG was created by the GMC in response to the GMC *Excellence by Design* document. COG ensures that the three-yearly cycle of curriculum reviews delivers the strategic change required and that the curricula written by the Royal Colleges and Faculties are aligned with the *Shape of Training* principles.

NIMDTA and Trainee Opportunities

NIMDTA works closely with QUB to promote opportunities for clinical trainees to undertake academic training, to be involved in scholarly activity and to present their research work. In November 2022, NIMDTA partnered with QUB and the UMS to promote and organise a very successful Research for Clinicians Day for the sixth consecutive year.

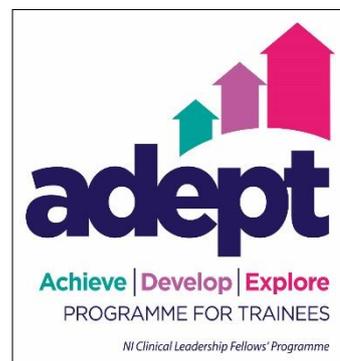
The QUB / NIMDTA Director for Clinical Academic Training Programme, Dr Richard Turkington, chaired the event and prizes were presented to trainees for the best poster and best oral presentations.



NIMDTA Clinical Leadership Fellows' Programme (ADEPT)

NIMDTA in co-operation with partner host organisations in Northern Ireland launched a Clinical Leadership Fellows' programme for the first time during the training year 2015-16.

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



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

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

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

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

Recruitment to the eighth cohort took place in March 2023 and ten trainees completed the programme in July 2023.

Trainee Ambassadors



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

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

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

There were 27 trainee ambassadors during 2022-23.

ENGAGE

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

ENGAGE aims to challenge, develop and support doctors and dentists in Training to ensure that they are prepared to lead effectively. This programme was delivered on behalf of NIMDTA by the HSCLC online and participants will complete the year with a Showcase Event in June 2022.

ENGAGE Showcase Event 2022



"A truly inspiring showcase of Quality Improvement Project presentations"

Dr Ian Steele - Postgraduate Dean & Director of Education NIMDTA





NIMDTA and HSC Leadership Centre (HSCLC) hosted their sixth annual 'ENGAGE Clinical Leadership and Improvement Programme' showcase evening online on Monday 27 June 2022.

The showcase event was the final module of the Leadership Programme which invited trainee doctors and dentists to showcase their learning and achievements through a presentation of a Quality Improvement (QI) projects.

Mrs Paula O'Kelly (Principle Consultant, HSCLC) commenced proceedings by welcoming all participants and the judging panel to the event, and provided a background on the ENGAGE Leadership Programme and its objectives.

The judging panel for the evening consisted of:

- Dr Frances O'Hagan, Deputy Chair of Northern Ireland General Practitioners Committee
- Dr Aisling Diamond, Deputy Medical Director, Southern Health and Social Care Trust
- Ms Lavette Lamb, Regional Senior Improvement Advisor, HSCQI Hub Team

Following Mrs O'Kelly's opening remarks the top three QI Poster Presentations, that had been voted on via smart survey prior to the event, were then presented in full to all attendees. A question and answer session followed each presentation.

The top three QI Poster Projects selected via survey and presented at the event were:

Dr Sharon Graham - Bringing Northern Ireland teaching up to FACE(s) with the rest of the UK
 Dr Aldeen Callaghan - Rationalising investigations from the Post-Anaesthesia Care Unit (PACU)
 Dr Grainne Doran - Going Green: Improving our Carbon Footprint through Inhaler Choice

Once all presentations had concluded the judges retired and, after careful consideration, awarded **Dr Aldeen Callaghan first place and gave a joint second achievement placement to both Dr Sharon Graham and Dr Grainne Doran!**

Dr Ian Steele, Postgraduate Dean & Director of Education NIMDTA, delivered the closing remarks for the event and congratulations was extended to all ENGAGE Clinical Leadership and Improvement Programme Trainees, for the year 2021-2022.

A special thanks was also extended to Mrs Paula O'Kelly and Mrs Maura McMackin, Senior Consultant, HSCLC for facilitating the event.




Mrs Paula O'Kelly
Principle Consultant
HSCLC

Mrs Maura McMackin
Senior Consultant
HSCLC

See next page to view the winning QI Poster Presentations and a list off all participants!

Would you like to join the 2022/2023 ENGAGE Programme?

For further information and to enroll contact:
valuedtrainees@hscni.net

NIMDTA plans for next year are:

1. The **Seventh EQUIP Celebration Day** for GP trainees will be delivered in June 2023. EQUIP is a QI Programme for GP trainees which aims to give trainees an opportunity to learn about QI by undertaking a QI project within groups underpinned by introductory theory, training in QI tools and mentorship from local QI leaders using the ECHO collaborative training model.

2. Convene its **seventh ENGAGE Showcase Event** in June 2023. This will be an opportunity for trainees to present the QI projects that they have been involved in during their participation in the ENGAGE programme.
3. In collaboration with QUB and UU, NIMDTA organised its **Annual Clinical Education Day** for 22 September 2022 aimed at undergraduate and postgraduate teachers, trainers and educators.
4. In collaboration with QUB and UMS, NIMDTA has again organised a **Research for Clinicians Day** on 04 November 2022 online.
5. NIMDTA is planning for a **Professional Support Conference** in 2023-



24.

6. Work with DoH, HSCB, PHA and HSC Trusts to ensure that restart of postgraduate medical and dental education post-pandemic is fully integrated into HSC plans to rebuild clinical services

Goal 5: Integrating the Care

Quality 2020 Aim:

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

NIMDTA promotes multi-disciplinary team development through the Dental Continuing Education (CE) programme for dentists, DCPs and for Dental Teams. The September 2022- March 2023 CE Programme received 532 bookings by dental registrants. A number of additional hands on educational opportunities for both dentists and DCPs are planned for 2023-24. The Dental Foundation Dental Nurse and Practice Management courses will continue encouraging integrated team working and educational development.

NIMDTA runs the regional mandatory FLiGHT teaching programme for all F2 doctors.

NIMDTA plans for next year are:

1. Be represented at the **NICON Conference** in October 2023 by educators, Senior Management and ADEPT Fellows.
2. Be represented on the **4 Nation Statutory Education Body Chief Executives' Group** by the Chief Executive, **4 Nation Statutory Education Body Group and COPMeD** by the Postgraduate Medical Dean and on the **COPMeD Senior Manager's Group** by the Senior Education Manager.
3. **Work collaboratively** with other health care education bodies in NI during 2023-24 through the NI HSC Postgraduate Education Forum.
4. To appoint an Associate Dean for SAS (Staff Grade and Associate Specialists) Doctors to lead on the implementation of a SAS Development Programme.

References

COGPED: Committee of GP Education Directors

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

COPDEND: UK Committee of Postgraduate Dental Deans and Directors

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

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

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

COPDEND Standards for Dental Educators

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

COPMED: Conference of Postgraduate Medical Deans of the UK

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

GDC Standards in Specialty Education

https://www.gdc-uk.org/docs/default-source/quality-assurance/dental-specialty-training/standards-for-specialty-education-201977467198-fcec-48a0-8a88-a09b66d1e661.pdf?sfvrsn=28b5d2b1_5

GMC Quality Assurance Framework

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

GMC Promoting Excellence

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

GMC Excellence by Design

[https://www.gmc-uk.org/-/media/documents/Excellence by design standards for postgraduate curricula 0517.pdf](https://www.gmc-uk.org/-/media/documents/Excellence_by_design_standards_for_postgraduate_curricula_0517.pdf)
[70436125.pdf](https://www.gmc-uk.org/-/media/documents/Excellence_by_design_standards_for_postgraduate_curricula_0517.pdf)

GMC Good Medical Practice

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

Foundation Reference Guide and Foundation Curriculum

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

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

[https://www.copmed.org.uk/images/docs/gold_guide_8th_edition/Gold Guide 8th Edition March 2020.pdf](https://www.copmed.org.uk/images/docs/gold_guide_8th_edition/Gold_Guide_8th_Edition_March_2020.pdf)

Shape of Training: Securing the future of excellent patient care

[https://www.shapeoftraining.co.uk/static/documents/content/Shape of training FINAL Report.pdf](https://www.shapeoftraining.co.uk/static/documents/content/Shape_of_training_FINAL_Report.pdf) 53977887.pdf

Abbreviations

ACF	Academic Clinical Fellows
ACL	Academic Clinical Lecturers
ADEPT	Achieve, Develop, Explore Programme for Trainees
ALB	Arm's Length Bodies
AoMRC	Academy of Medical Royal Colleges
APLAN	Anonymous Peer Learning and Assessment Network
ARCP	Annual Review of Competence Progression
ASPiH	Association for Simulated Practice in Healthcare
BMA	British Medical Association
BSO	Business Services Organisation
CCT	Certificate of Completion of Training
CE	Continuing Education
CMO	Chief Medical Officer
COG	GMC Curriculum Oversight Group
COGPED	Committee of General Practice Education Directors
COPDEND	Committee of Postgraduate Dental Deans and Directors
COPMED	Conference of Postgraduate Medical Deans
CPD	Continuing Professional Development
CDFT	Committee on Dental Foundation Training
DCP	Dental Care Professional
DCT	Dental Core Training
DEMEC	Developing Excellence in Medical Education Conference
DFT	Dental Foundation Trainee
DoH	Department of Health
ECHO	Extension of Community Healthcare Outcomes
ENGAGE	Clinical Leadership and Improvement Programme
EQUIP	Educating for Quality Improvement for GP Trainees
ES	Educational Supervisor
F1	Foundation Year 1
F2	Foundation Year 2
FD	Foundation Dentist
FiY1	Foundation Interim Year 1 doctor
Form R	Registration Form (for Trainees with NIMDTA)
GDC	General Dental Council

GMC	General Medical Council
GP	General Practice
GPARTS	General Practice Academic Research Training Scheme
NHSE	NHS England
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
IPC	Infection Prevention and Control
IT	Information Technology
JDC	Junior Doctor's Committee
LDA	Learning and Development Agreements
LEP	Local Education Providers
LMS	Learning Management System
MD	Doctor of Medicine
MDRS	Medical and Dental Recruitment and Selection
MSc	Masters of Science
NACT	National Association of Clinical Tutors
NEBDN	National Examining Board for Dental Nurses
NES	NHS Education for Scotland
NHS	National Health Service
NI	Northern Ireland
NIAS	Northern Ireland Ambulance Service
NICON	Northern Ireland Confederation for Health and Social Care
NIFRS	Northern Ireland Fire and Rescue Service
NIFS	Northern Ireland Foundation School
NIMDTA	Northern Ireland Medical and Dental Training Agency
NIPEC	Northern Ireland Practice and Education Council (for nursing and midwifery)
NISHFN	Northern Ireland Simulation and Human Factors Network
NTS	National Training Survey
O&G	Obstetrics & Gynaecology
PBSGL	Practice-based Small Group Learning
PHA	Public Health Agency
PhD	Doctor of Philosophy
PQ	Placement Quality
PSW	Professional Support & Wellbeing Unit
PYA	Penultimate Year Assessment
QI	Quality Improvement
QMG	Quality Management Group
QUB	Queen's University, Belfast

QUBDSL	Queen's University, Belfast Dental School Liaison Group
RCP	Royal College of Physicians
RCS (Ed)	Royal College of Surgeons of Edinburgh
RCGP	Royal College of General Practitioners
RO	Responsible Officer for Revalidation
RQIA	Regulation and Quality Improvement Authority
SAC	Specialty Advisory Committee
SAS	Staff Grade and Associate Specialist Doctor
SDR	Statement of Dental Remuneration
SMC	Senior Management Committee
SMEC	Scottish Medical Education Council
SQE	Safety, Quality and Experience
STATUS	NIMDTA'S Recognising Trainers Programme (Selection; Training; Appraisal; Transfer of Data; Underperformance Management; Support)
SUCCEED	NIMDTA's SUCCEED Strategy (Supporting Training, Understanding the Curriculum, Covering the Curriculum, Ensuring Opportunities for All, Enhancing Prospects, Discovering Purpose)
TPD	Training Programme Director
UMS	Ulster Medical Society
VALUED	NIMDTA's VALUED Strategy (Voice is Listened to, Applaud & Acclaim Success, Life-Work Balance, Up to Date & High Quality Training, Enhanced Learning Opportunities, Distinctive).