



WHITTINGTON
HOSPITAL
POSTGRADUATE
CENTRE

Holborn Union Building, Archway Campus,
Highgate Hill
London N19 5LW
Postgraduate Medical Education Annual
Report 2005/2006

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1 Introduction

2005/2006 was a busy and successful year for the Postgraduate Centre. In summary:

- **Doctors in Training**
 - The Foundation Programme was delivered in collaboration with the Thames Foundation School and the London Deanery. The first substantive F1 cohort started in August 2005. The Pilot F2 scheme continued with a further cohort of 20 trainees
 - 347 applications for study leave were accepted. Study leave amounted to 522 days off work for educational purposes, plus £93,338.75 in course fees. (Appendix 1 is the full record).
- **Medical Education Centre**
 - Over 66,400 people came to the Postgraduate Centre to attend 49 clinical education courses with a duration from one day to one week each, 728 regular teaching events run by 22 Hospital departments, 132 administration boards, and a number of miscellaneous meetings including local authority (Health and Education bodies), clinical network meetings and dental education programmes.
- **Programme of Clinical Education**
 - The programme of clinical courses continues to develop and expand. The Colposcopy Course celebrated its 25th Anniversary with the creation of programmes in China and in Singapore. The Whittington became an accredited centre by the UK Resuscitation Council to deliver life support training.

2 Doctors in Training

2.1 Educational Management of Trainees

(a) Job descriptions

All job descriptions for doctors in training employed by the Whittington Hospital NHS Trust indicate the availability of an educational programme. They also make explicit the expectation that the trainees will participate with their supervisors in the process of educational objective setting, assessment and appraisal.

(b) Induction

Doctors in training are required to attend medical induction. Major medical induction takes place in August for Foundation Programme trainees and SHOs, with further induction occurring in February for the second cohort of SHOs.

SHOs and SpRs starting at other times in the year attend the Hospital General Induction delivered in one and a half days. It takes place on the first Monday and Tuesday of each month, shared with other doctors starting work at the Whittington, including long-term locums, non-training grade junior staff and Consultants. Short-term locums are inducted with a pack, which includes the Whittington's Doctors Handbook, and via Medic International the employment agency that contracts them for the Whittington, they receive a standard induction manual.

The Foundation Programme and SHO Induction covers the areas recommended by the General Medical Council and the CNST. This includes; consent, infection control, risk management, blood transfusion and use of medical equipment such as IV Pumps. Health and safety and information technology sessions are also in the programme.

(c) Educational Supervision

Trainees are given the name of their educational supervisors on their first day at the Whittington. They are asked to meet with their educational supervisor within two weeks of starting the job to set educational objectives as soon as possible. This is documented and in 2005/2006, we received notification from 100% of Foundation Programme trainees, 100% of

SHOs and 85% of SpRs that objective setting and appraisals had taken place. Individual training agreements are signed jointly by trainer and trainee at objective-setting meetings and are recorded by both of them and notified to the Postgraduate Centre.

This year all Foundation Programme trainees (substantive FY1s and pilot FY2s) were assessed using the tools designed by the Modernising Medical Careers group based at Sheffield University.

(d) Pastoral care of trainees

Consultants and College Tutors provide the first line of support to the trainees. The Director of Medical Education is available for advice where necessary. There is access to additional resources including specialist-counselling services through the London Deanery. The Postgraduate Centre works closely with the Occupational Health department, whose contact details are included in the Doctors' Handbook.

(e) GP Training

• GP Study Days

Dr Simon Wiseman Programme Director in General Practice runs a comprehensive programme of Postgraduate events:

- GP Study Days. Once-monthly meeting of presentations
- GP Intensive Course. Two-day course on clinical updates
- Minor Surgery Workshop. Two-day workshop run in collaboration with the Clinical Skills Lab

• The London Deanery Scheme in General Practice for Refugee Doctors.

Three GP SHOs were attached to the Whittington for one year in rotations that included General Practice, Care of the Elderly and Psychiatry. The scheme was co-ordinated by Drs Penny Trafford and Robert McGregor from the London Deanery. Supervision and education were provided by the Director of Medical Education, the Whittington GP VTS course organisers, Departmental Educational Supervisors for Paediatrics, Care of the Elderly and Psychiatry. Administrative support was provided by the Whittington Postgraduate centre staff.

• VTS Schemes

The Postgraduate Centre hosts the day release part of two local GP VTS Scheme Groups, which provide training to Registrars of both the Whittington and the Bloomsbury/Royal Free Hospitals. We are also hosts to the GP Trainers Group.

GP VTS Whittington

Convenors: Dr John Salinsky; Dr Caroline Dickinson; Dr Doris Blass

GP VTS Bloomsbury/Royal Free Hospital

Convenors: Dr Andrew Dicker; Dr Lenka Speight

The courses are held each Wednesday at the Postgraduate Centre. The groups also hold several external residential sessions each year. The SpRs of both those on VT schemes and those who have "self constructed" their own programme, follow a course that contains a combination of subjects endorsed by previous generations of Registrars with the ever changing and developing needs of current General Practice.

(f) Inspection Visits

- **12th January 2006. London Deanery, Contract Monitoring Visit.**

23rd March 2006. Inspection Visit by PMETB of Medical SHOs. This was a highly successful visit with the Whittington receiving a very positive report with comments such as "It is rare for a visiting panel to hear so many superlatives". We achieved ratings of Excellent "A" in 75% (12/16) of domains and Satisfactory (B) in a further 3 domains reflecting the enthusiasm, hard

work and commitment of both the trainers and the trainees. We received an unsatisfactory "C" rating in one domain only (mess facilities, food at night, bicycle parking facilities). This is the first visit by PMETB to review posts at the Whittington. When other specialties are inspected they will be able to benefit from the feedback regarding this visit, particularly with respect to generic areas.

2.2 The London Deanery's PRIME II Scheme for Refugee Doctors.

The London Deanery's PRIME II Scheme for Refugee Doctors started in February 2005. Three refugee doctors were placed on a six-month SHO supernumerary post. They had local induction followed by SHO duties on graded responsibility. They undertook full SHO responsibilities with the aim to make them competitive to attain a substantive SHO post in open competition as their next post.

2.3 Study Leave

The Hospital follows the London Deanery guidelines for study leave.

(a) Record of Study Leave. A full record of study leave up-take is in the attached **Appendix 1**. Of 363 applications six were refused because the claims were submitted retrospectively and ten were refused because the study leave allowance of the applicant had been exceeded.

(b) Academic Programme.

- There is a weekly programme of regular educational meetings, including specific junior Doctor teaching and many departmental educational meetings.
- The Whittington became a certified centre by the Resuscitation Council in November 2005. Mark Channell, Resuscitation Officer has directed two courses, (November 2005 and April 2006). The programme continues to expand with the next ALS course taking place in July 2006.
- We presented ALSO in March. The ALSO Organisation has now identified the Postgraduate Centre for future events
- The revision course for membership of the Royal College of Physicians continues to be successful and oversubscribed
- Courses in GP continuing medical education in Minor Surgery and GP updates continues to be supported by Islington PCT. In courses with limited places we are always oversubscribed
- The Colposcopy Course celebrated its 25th Anniversary. It is the standard followed by other units around the world. In collaboration with WHO the course is now presented in China and in Singapore
- We support and host MBBS, Undergraduate OSCEs and MRCP Part II (PACES) examinations in collaboration with the Royal Free and University College London School of Medicine.
- The Whittington Oration took place on Thursday 24 November 2005. Dr Raj Persaud spoke about the Motivation of Doctors.

(c) Exams and Outcomes

41 Training Grade doctors took royal colleges examinations, 3 of whom failed.

Exam	Candidates	Passes
MRCP Part I	8	8
MRCP PACES	7	6
DCH	1	1
MRCPCH PART I	7	7
MRCPCH PART II Written	2	2
MRCPCH PART II Clinical	1	1
MRCOG	1	1
MRCS Part I	2	2
MRCS Part II	2	2
MRCPath (Microbiology) Part I	2	2
MRCPath (Microbiology) Part II	1	1
MRCPath (Final)	1	1
FRCA Part I	3	2
FRCA Part II	3	2
Total	41	38

3. Human Resources and Medical Staffing

(a) The accommodation and Facilities Checklist The Facilities Checklist is **Appendix 2**.

(b) Report on Compliance with New Deal/EWTD requirements

The Trust has a rolling programme of monitoring hours by means of diary cards and questionnaires. There is a local Implementation Group chaired by the Director of Human Resources, and membership comprises the Director of Medical Education, Consultants, Service and Human Resource Managers, the Junior Doctors' Trust Representatives and the Hospital at Night/EWTD Project Manager. The Trust is 100% compliant with the New Deal.

4. Modernising Medical Careers: The Foundation Programme

Under the Modernising Medical Careers programme, the Department of Health produced a strategy for the first and second years of training of junior doctors starting from 2005 for Foundation Year 1 and 2006 for Foundation Year 2. Currently the F2s in post are part of the pilot scheme that started in August 2004. The first substantive F2 cohort will start in August 2006. The Whittington MMC Working Party chaired by the Acting Director of Medical Education meets regularly to manage the MMC agenda for the Foundation Programme and the forthcoming transition to run-through grades.

Foundation Trainees

- For both F1 and F2 trainees we implement the national Assessments Programme whereby a set of tools are used to report and give feedback on clinical aspects of training. These include Mini Clinical Examinations, Case-based discussions and Directly Observed Procedural Skills as well as 360° feedback. Training for assessors began in 2005 delivered by the Foundation Training Programme Director
- The Foundation Year 1 cohort had a shadowing pre-employment placement in the week before they took up their post. They follow a structured induction programme (including introduction to their new jobs under the care of the outgoing F1; ILS; HELP; Time Management; Patient Tracking and EDIS)
- The F2 Pilot scheme will finish at the end of July 2006. This cohort took up their posts in August 2005.
- Feedback received both from the London Deanery and F2 SHO trainees has been very positive

Modernising Medical Careers Website

- The Postgraduate Centre in collaboration with IM&T Department was successful in obtaining a major grant from the London Deanery to continue to develop the Whittington MMC Website in a format that will be able to offer a pan-London resource to manage the Modernising Medical Careers programme (F1, F2 and ultimately run through grades).

5. The Postgraduate Centre

(a) Human Resources

The Centre is run by a team of six full time members of staff. The Director of Medical Education works with the Postgraduate Manager, Education Co-ordinator, a Course Administrator, a Customer Services and Information Officer, a Front of House Officer, a Course Secretary and a part-time IT Project Co-ordinator to provide a comprehensive academic service to the Whittington Hospital community. There is a Staff Meeting every week where planning in the short and long term is discussed in detail.

The Whittington NHS Trust gives full support to its policy on staff development and departments of Human Resources and Information Management and Technology have a very varied range of training programmes at all levels. All staff at the Postgraduate Centre have up to date job descriptions. On an annual basis they have a meeting with the Postgraduate Manager to set objectives for their Personal Development Plan and agree dates for appraisals.

(b) **Finance.** The financial statement for 2005/2006 is Document 3. A monthly period review is held between the Director of Medical Education, representatives of the Trust's Finance Department and the Postgraduate Manager. The Postgraduate Manager works according to the Trust's financial orders. At their quarterly meetings, The Postgraduate Education Board reviews the financial statements. Full report is **Appendix 3.**

Balance Sheet as of 31st March 2006

			CURRENT MONTH MAR 2006			YEAR TO DATE 31/3/2006
	ANNUAL ALLOC.	EXPEND/ INCOME	PROP. OF ALLOC.	Variance	EXPEND/ INCOME	Variance
	£	£	£	£	£	£
NET Income / Expenditure	360,095.00	32,805.00	30,139.00	(2,666.00)	364,041.00	(3,946.00)

(c) Facilities.

Over 66,400 places were taken this year by participants of events ranging from Junior Doctors Study Sessions, Departmental Clinical Meetings, inter-professional lectures, Grand Rounds, to clinical courses attended by professionals from the world over. Major achievements in the year include:

- Major upgrade of Audio Visual facilities thanks to a legacy from a patient to the Postgraduate Medical Education Fund
- Consolidation of contracts with Islington PCT, Islington Council and various Middlesex University clinical groups for evening and weekend events

6. Library: See Appendix 4.

7. Multi-disciplinary Activity

Gateway to Management in the NHS was introduced in 2005. The programme is multi-disciplinary and is aimed at NHS clinical staff requiring an entry to management course. It is comprised of three modules: Knowledge, Communication Skills and Personal Development. All three modules were presented in 2005/2006 in collaboration with the HR Training Department.

8. Training the Trainers

TIPS at ACME. The Academic Centre for Medical Education (ACME), University College London, located in the Archway Campus run the TIPS programme to train clinical trainers.

Whittington Consultants Attendance 2005/2006	
TIPS 1	31
TIPS 2	5
TIPS 3	5
TIPS for Teaching Communication Skills (TIPS CS)	10
Communicating Risk to Patients & their Families (Com Risk)	2
Total	53

Training the Trainers and Educational Supervision at the Whittington Postgraduate Centre

In 2005/2006 teaching the trainers courses were presented at the Postgraduate Centre including Educational Supervision, Assessment & Managing poor performers, Interviewing & Appointing, Equal Opportunities and Appraisal. With an average of five consultants per course, tutors give a great deal of individual advice and feedback. In addition, interactivity and role-playing is incorporated into all the teaching the trainer courses. The tutor tailors the course to meet the expectations of the consultants. Feedback sheets are completed and the scores have been extremely positive, all courses scoring good (4) or excellent (5) In total we have run 18 courses in this session.

The plan for the forthcoming year is to canvass Whittington Consultants to find out what further training they would like via an emailed questionnaire. Once the results are in, a new syllabus will be compiled to match these needs. We will continue to work closely with the Academic Centre for Medical Education and the Whittington HR Training group.

9. Educational Good Clinical Practice Initiatives

- **Shadow FY1 Programme.** We introduced a Shadowing Week in July 2005 to take place the week before FY1s are due to start their jobs, under the auspices of UCL Royal Free Medical School.

The aims of shadowing are:

- To make FY1s feel more confident when they begin their first post
- To prepare for the clinical and educational challenges encountered by pre-registration house officers
- To get orientated in the hospital where they are going to be working and living
- To find out how their specific posts and teams work

The content of the Shadowing Week Programme include:

- The role of the PRHO
- The roles and expectations of other team members
- Recognising, preventing and dealing with stress
- The identification and management of the acutely ill patient, including resuscitation skills
- Making the most of educational opportunities and appraisals
- Time management and setting priorities
- Ethics.

- **Development of prescribing skills training and assessment for FY1s.** This programme has been developed in conjunction with Royal Free/UCL Medical School across the 3 sites

10. Objectives for 2006/2007

◆ **Modernising Medical Careers**

- Design and implementation of the run-through grade to modernise the remaining SHO and junior SpR posts
- Implementation and extension of the Training the Trainers/Educational Supervision programme
- Extension of the Foundation Years website-based support to all trainees

◆ **External Clinical Education Programme**

- Expansion of the current Clinical Education Programme
 - Expansion of the PACES Communication Skills + Ethics & Clinical Revision Courses
 - Introduction of the RCOG certification OSCE
 - Development of an OSCE for accreditation in Colposcopy
 - Practical Skills Course for senior trainees
 - Digital Imaging for Clinicians
 - Expansion of Life Support courses
 - Presentation Skills for Clinicians
 - Management for Clinicians
 - Care of the Critically Ill Surgical Patient (CRISP)
 - Promotion of the centre to external clinical courses organisers

◆ **Multi-disciplinary Education**

- Expansion of collaboration with HR and Nursing Training to introduce multi-disciplinary generic skills training courses

◆ **Information Technology**

- Continued development of Conference and Event services
- Continued development of the Postgraduate Administration Database (PADS)
- Continued development of the Postgraduate Centre website
- Continued development of the MMC Website in collaboration with the London Deanery

Dr Anna Kurowska
Acting Director of Medical Education
10th November 2006