1. Developing a programme to promote professionalism for doctors working in Scotland

**Contributors:** Dr Achyut Valluri, Clinical Leadership Fellow, Professor Ian Curran, Assistant Director of Education and Standards, Dr Vicky Osgood (session 1 only), Director of Education and Standards, General Medical Council

The General Medical Council helps to protect patients and improve medical education and practice by setting out the professional values, knowledge, skills and behaviours required of all doctors working in the UK. However, there has not as yet emerged a unifying theoretical or practical model to integrate the teaching of professionalism into medical curricula. This workshop will review the best evidence, then use small group discussions and exercises to help you develop a programme for doctors – those in training, as well as those no longer in training programmes.

2. How can Local Education Providers improve handover experience for trainees?

**Contributors:** Dr Jean Robson, Director of Medical Education and Dr David Macnair, Consultant Anaesthetist, NHS Dumfries & Galloway

Data from medical indemnity organisations, publications in peer review journals worldwide, and local incident investigations cite communication, particularly at handover (shift changes and transitions of patient care) as a common contributory factor in complaints and safety incidents. Studies have indicated that the majority of litigation incidents involving doctors in training involve handover failures. The GMC’s Good Medical Practice provides expectations around quality of handovers, and the annual GMC survey asks specific questions on handover at shift changes, from which in 2012 the following conclusion was drawn “for the second year running concerns have been raised about poor handover arrangements before and after night duty.”. The BMA has produced clear guidance on criteria for good handover.

In this workshop we will discuss quality criteria used to identify good handover, consider tools which are used to facilitate this; and describe the development of a Board wide approach to developing reliable handover. We will share early testing results, challenges, and successes.

3. SMERC: Shaping the future of healthcare education research in Scotland through the development of five thematic networks

**Contributors:** Professor Charlotte Rees, Professor of Education Research and Director of Centre for Medical Education, University of Dundee; Professor Jennifer Cleland, Professor of Medical Education Research, University of Aberdeen; Professor Helen Cameron, Director Centre for Medical Education, University of Edinburgh, Dr Anita Laidlaw, Principal Teaching Fellow, University of St Andrews, Professor Jill Morrison, Dean for Learning and Teaching, University of Glasgow; Dr Lindsey Pope, Director of Vocational Studies, University of Glasgow; and Dr Peter Johnston, Consultant Pathologist & Associate Postgraduate Dean, NHS Grampian / NHS Education for Scotland

SMERC is a consortium between NES and the five Scottish medical schools, which aims to conduct high quality and impactful healthcare education research in Scotland and beyond. With the recent launch of our new website ([www.smerc.org.uk](http://www.smerc.org.uk)), this workshop will be an opportunity to bring together like-minded people to discuss how we can shape the future of research in Scotland through the development of our five research networks: culture of learning together in the workplace, enhancing and valuing the role of educators, curriculum integration and innovation, bridging the gap between assessment and feedback, and building a resilient workforce.

4. Connecting not communicating - the use of humour with colleagues and patients

**Contributors:** Professor Jean Ker, Associate Dean of Innovation & Professor of Medical Education, University of Dundee, Mr Rodney Mountain, Associate Postgraduate Dean, NHS Education for Scotland and Dr Anna O'Neill, Senior Clinical University Teacher, University of Glasgow

This workshop takes a fresh look at how we connect with each other in the healthcare environment to enhance safe practice. We will explore participant stories and how we can use cartoons and humour in simulation to demonstrate patient safety communication tools for patients and the health care team.
5. Teaching Professionalism - the flipped way!

**Contributors:** Dr Fiona Muir, Education Research Lead uTCGP, MEI, School of Medicine, University of Dundee and Dr Susan Law – Head of uTCGP, MEI, School of Medicine, University of Dundee

Using a flipped classroom approach participants will be asked to view some online materials (via a Padlet) prior to the workshop. The workshop will start with a fun quiz on professionalism followed by a case based discussion on Professionalism. (Please bring a “smart” device – i.e. internet capable so you can join in the quiz)

A brief overview of the flipped method of teaching and the resources provided will be provided and participants asked to reflect upon where this method could be used in their own circumstances.

6. Overcoming barriers to professionalism development in training - the trainee perspective

**Contributors:** Dr Rachael Swann, Chair, Scottish Academy of Trainee Doctors Group and West of Scotland StR in Gastroenterology, Dr Alex Vesey, Trainee Surgeon & RCPSG Trainees Committee Chair, Dr Mahua Chakrabarti, Surgical Registrar, NHS Greater Glasgow & Clyde and Dr Nathan Stephens, Scottish Clinical Leadership Fellow, NHS Education for Scotland / RCSEd

Several threats to development of professionalism attributes during training have been identified, including breakdown in the firm structure of working and fragmented shift patterns. As a group of trainee doctor representatives, we will briefly present some of the work our constituent trainee groups have completed to date examining barriers to trainees developing as professionals followed by floor discussion focusing on practical solutions to these.


**Contributors:** Paul Graham, Golden Jubilee National Hospital

VBRP is a method of reflecting on practice; the aim of which is to help health and care staff provide the care they came into the service to provide. It is currently being piloted in different parts of NHS Scotland and is an integral part of the Staff Experience workstream of the Scottish Government's Person Centred Health and Care Delivery Programme.

8 & 22. Encouraging Improvement and Development in the Quality Improvement Activity presented at Medical Appraisals

**Contributors:** Dr Duncan McNab, Associate Adviser Quality Improvement and Patient Safety, NHS Education for Scotland and Dr Sarah Luty, NHS Education for Scotland

This workshop is designed to help Appraisers (and Appraisees) reflect on the kinds of QIA material that are currently presented at Appraisal and to consider how appraisees can be encouraged to improve the quality of the material they present. Good practice for different kinds of QIA will be considered, including Audits, Significant Event Audits, Case Studies and other approaches.

9 & 24. Supporting SAS doctors with Professional Development and Appraisal

**Contributors:** Mrs Victoria Dobie, Associate Specialist in Orthopaedics and Trauma, NHS Borders, Dr Lynne Meekison, Associate Specialist, NHS Lothian

This workshop is designed to help Appraisers and Appraisees gain a fuller understanding of the particular needs of Specialty and Associate Specialist (SAS) doctors in relation to Medical Appraisal. There will be some general information and discussion regarding the context in which SAS doctors work and their needs in relation to Professional Development and Appraisal. Sample appraisal portfolios may be discussed in small groups. Feedback regarding the future support needs of SAS doctors in relation to appraisal will be discussed.
11. SHARE: Sharing Achievements to Reach Excellence: innovations in medical education quality improvement

**Contributors:** Professor Alastair McLellan, Postgraduate Dean and Quality Workstream Lead, NHS Education for Scotland, Dr Lesley-Anne Smith, Quality Improvement Programme Director, NHS Education for Scotland, Professor Hazel Scott, Associate Postgraduate Dean for Quality, NHS Education for Scotland and Dr Vicky Osgood, Director of Education and Standards, General Medical Council

**Proposed items:**
The launch of the new, innovative SHaring Achievements to Replicate Excellence (SHARE) web resource. This will be an online resource that is searchable with descriptors of what aspect of education is addressed; key contacts for those who want to replicate the model and future potential for multi-media resources such as videos and sound bites.

12. Mind, body and spirit. Teaching spiritual care to medical students – developing compassionate Doctors for tomorrow

**Contributors:** Dr Jennifer Kennedy, GP Clinical Teacher, University of Dundee, Gillian Munro, Head of Department, Spiritual Care, NHS Tayside and Lois Robertson, 4th Year Medical Student, University of Dundee

Spiritual Care is person centred care which seeks to help people (re)discover hope, resilience and inner strength in times of illness, injury, transition and loss. As recently as the last decade, the World Health Organisation (WHO) included spiritual welfare alongside physical, mental and social well-being in its definition of health. The GMC have also highlighted the need to respect patients' rights regarding religious or other beliefs as an outcome for graduates.

In Scotland, key stakeholders, the Scottish Government, NHS Scotland and NES produced policy documents supporting research, development and education in the area of Spiritual Care within the NHS in Scotland. In addition, NHS Tayside produced their own Spiritual Care Policy and Strategic Framework in which they highlighted the need to integrate teaching on spiritual care in to the undergraduate curriculum at the University of Dundee. This has led to the development of a 4 week SSC on Spiritual Care in the undergraduate medical curriculum at Dundee University run by hospital chaplains and doctors, compassionate care teaching sessions for all fourth year medical students and an online learning resource which is currently part of the undergraduate curriculum for all nursing students.

In this interactive workshop we hope to engage participants in this interesting and developing area. We will consider the current status of teaching on spirituality in UK medical schools, consider what is meant by spiritual care, work through some cases based on spiritual care in a healthcare setting, deconstruct the important elements of spiritual care identified, discuss how we might approach them and how we might use similar cases as teaching tools in our own setting. We will also share some recent research from our institution exploring inter-professional aspects of hospital chaplains working with medical students.

13. The role of NHS Board Non-Executive Directors in enabling and ensuring the engagement of Clinical Leaders in the transformation and delivery of Health and Social Care service

**Contributors:** Dr Emma Watson, Consultant Microbiologist, Director Medical Education NHS Highland, Chair Scottish DMEs, Dr Elizabeth Ireland, General Practitioner, Interim Chair of Chairs and Chair of NSS, Brian Houston Chair NHS Lothian and Colin Brown Deputy Director, Office of the Director General and Chief Executive NHS Scotland, Scottish Government Health and Social Care Directorates

A workshop aimed primarily at Non-Executive Directors in Health and Social Care in Scotland

Active senior clinical engagement and leadership at all levels of management is a recognised key to success and high performance in healthcare organisations across the world. Widespread senior medical engagement is enhancing delivery of the Quality Agenda through implementation of the Quality Strategy and in development of the 20:20 vision. In “Professionalism and Excellence in Scottish Medicine – A Progress Report”, January 2014. [http://www.scotland.gov.uk/Resource/0044/00442965.pdf](http://www.scotland.gov.uk/Resource/0044/00442965.pdf) Board Chairs and NXD are asked to engage with clinical leaders in the delivery of health and social care services. This workshop will enable participants to maximise their opportunities for clinical leaders to engage in their agenda.
14. Developing the educational culture of a healthcare organisation

**Contributors:** Dr Peter Johnston, Consultant Pathologist & Associate Postgraduate Dean, NHS Grampian / NHS Education for Scotland and Professor Jennifer Cleland, Professor of Medical Education Research, University of Aberdeen

This is an interactive workshop in which participants will work in small groups around tables to consider specific issues and solutions that are applicable to their own situation, sharing the knowledge and skills of others in the room in the light of the reviewed literature. Conclusions are fed back and plenary discussions facilitated by the presenters. A short introductory talk will precede the group work and will define educational environment noting that the value placed on education is a cultural concept.

15 & 23. What Directors of Medical Education (DMEs) are hoping to achieve through the Appraisal and Recognition of Trainers

**Contributors:** Alastair Cook, Director of Medical Education, NHS Lanarkshire and Dr Lesley Dawson, Associate Director for Medical Education, NHS Lothian

This workshop is designed to help Appraisers and Appraisees gain a fuller understanding of the GMC recognition and appraisal of Trainers and how the process will be delivered across NHS Boards.

16 & 25. Recognition of trainers - appraisers and appraises

**Contributors:** Professor Gillian Needham, Postgraduate Dean, NHS Education for Scotland and Claire MacRae, Staff Development Officer, University of Dundee

This workshop is designed to help Appraisers and Appraisees gain a fuller understand of the Trainer Recognition scheme as it is being introduced in Scotland. The objectives of the GMC in introducing this process will be discussed. The role of the appraiser in the process will be described and the expectations of appraisees will be considered.

18. Advanced Practice in General Practice Nursing: Developing Safe and Reflective Professionals

**Contributors:** Maggie Grundy, Associate Director NMAHP, NHS Education for Scotland, Linda Harper, Associate Director of Practice Nursing/Lead Nurse G-Med, NHS Grampian, Sheelagh Martindale, Head of Professional Development, Nursing & Midwifery, Robert Gordon University, Ed Wallace, Clinical Director GNEF CHP, Honorary Senior Lecturer Medical School, St Andrews University, Joan Sandison, Advanced Practitioner, NHS Shetland

This is a 'multidisciplinary' panel discussion on approaches to support the education and development of nurses to undertake quality advanced practice roles in General Practice. The panel includes educationalists, professional leads and practitioners.

19. Professional excellence groups: the power of peer mentoring

**Contributor:** Lorna Marson, Associate Postgraduate Dean, NHS Lothian, Dr Anne Maree Wallace, Independent Coach and Mentor, AMW Coaching

Effective mentoring has been shown to have a positive impact on an individual's performance and job satisfaction in business, industry and in healthcare. The logistics of establishing mentoring programmes are challenging. The workshop will explore an alternative format to the traditional 'one on one' mentoring and strategies that support and strengthen the effectiveness of conversations that aim to support, guide and challenge medical staff in their professional development.
20. Leadership for Excellence - Turning Words Into Actions

**Contributors:** Dr Nathan Stephens, Scottish Clinical Leadership Fellow, NHS Education for Scotland / RCSEd, Dr David Cowell, StR Clinical Radiology, NHS Greater Glasgow & Clyde, Dr Myra McAdam, Scottish Clinical Leadership Fellow and STR5 Anaesthesia, NHS Greater Glasgow & Clyde and Scottish Clinical Leadership Fellow and Dr John Kyle, Scottish Clinical Leadership Fellow, NHS National Services Scotland

Leaders and Managers are viewed by many to inhabit the Dark Side of the medical sphere. Hardworking frontline clinicians have been dispatched to the coalface to sweat and toil providing compassionate care in the face of adversity. Trainees are on the bottom rung of the ladder and their voice is distant. Or is it? Time to challenge common misperceptions: What goes on behind management doors? Who should become a leader? How can you shape your frontline services? This workshop will introduce participants to contemporary medical leadership and management principles. If you are interested in influencing the shape of the future NHS, come and join us for a series of short talks and group discussions, where participants will be able to reflect on their current role and be inspired to develop their leadership capabilities.

21. Using In-Situ Multi-Disciplinary Clinical Simulation for ‘Prospective Systems Testing’ - A Novel Model

**Contributors:** Dr Pamela Winton, Consultant Anaesthetist and Clinical Simulation Lead RHSC Edinburgh, NHS Lothian, Jennifer Pyper, Resuscitation Officer, NHS Lothian and Dr Lynn McCallum, Consultant, NHS Lothian

During this workshop we will present a novel model for using in–situ simulation to prospectively test a system.

Participants will learn how to use this model to drive real improvements in quality and safety in their own areas.