

NES Healthcare Science. Does assuring training matter?

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**NES Healthcare Science
Programme Director**

**Trainees event 2019
COSLA, Edinburgh**



SO WHAT!

Does assuring training matter?

- Progression
- Experience
- Safety
- Development
- Improvement



NES Healthcare Science.

Who we are – the team

- Est 2008

What we do:

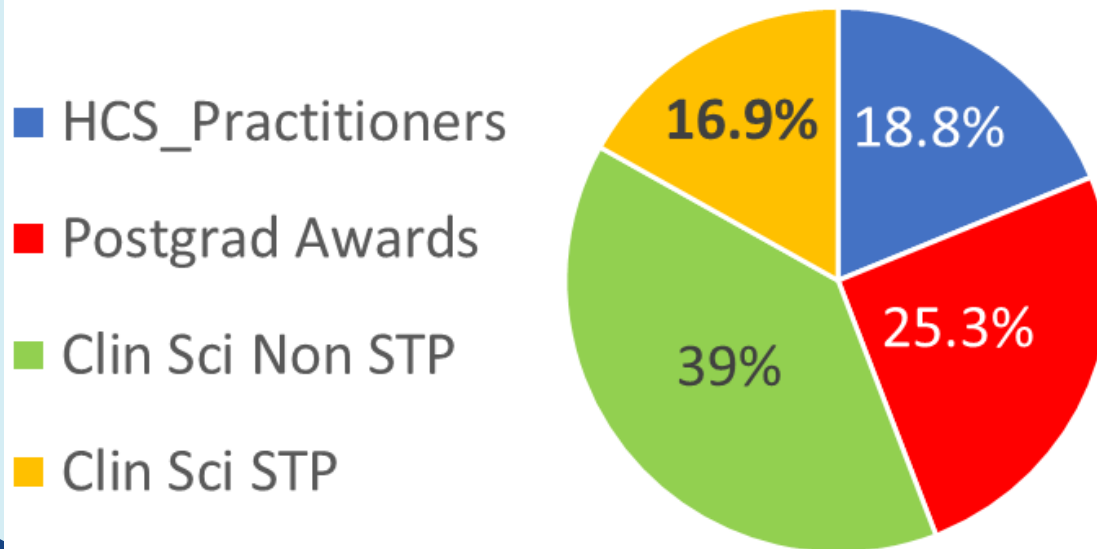
- Commission/ fund
- CPD-events
- Quality monitor



Today's event. (8th)

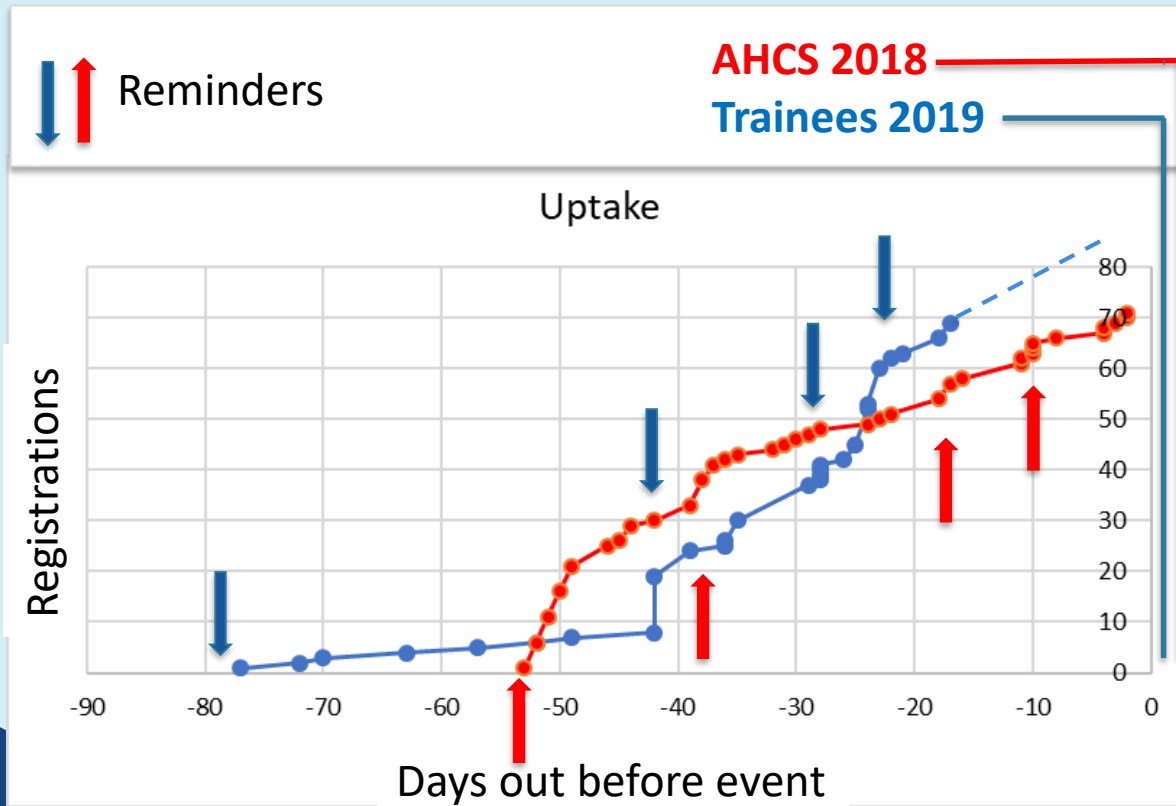
Previously “postgraduate event”
Now includes other HCS trainees

154 National Training Number Holders



Today's event. (8th)

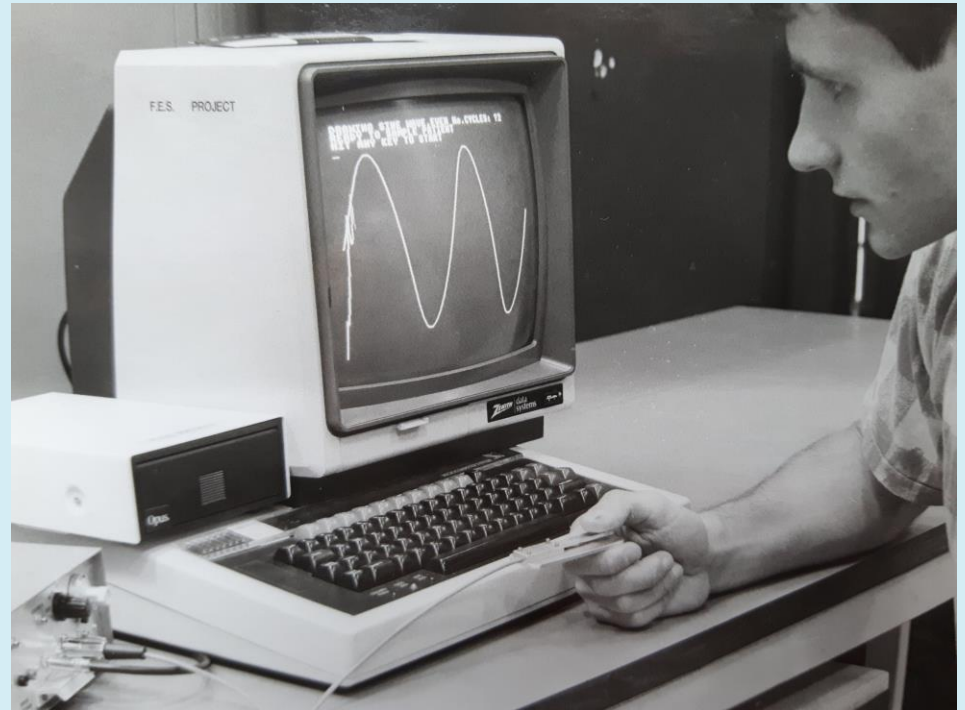
Weaving a community
Reinforcing identity and standards



SO WHAT!

Does assuring training matter?

Today's
trainees are
tomorrow's
trainers



SO WHAT!

Does assuring training matter?

- So what... if we don't assure?
- So what... who cares anyway?
- So what... who suffers?

... and what does “assure” mean anyway

SO WHAT!

... if we don't assure?

- ? Are public funds wisely spent?
- ? Are we sure that training is delivered?
- ? Is training **safe** and effective?
- ? Is training traceable?
- ? Is improvement built-in?



UKAS
ISO
RPA
Professional Body

SO WHAT!

... who cares anyway?

- ? Is the **trainee** experience a good one?
- ? Are **patients** well-served by the training?
- ? Is the **trainer's** reputation well-served?
- ? Is the **commissioner** well served?
- ? The **regulator** might!

SO WHAT!

... who suffers?

- ? Is service user / patient exposed to harm?
- ? Is there constructive challenge to trainers?
- ? Is service well-served?
- ? Is the trainee experience good?

Commissioning:

- Expressions of interest process
- Bursary support process – Common Core List

Both routes we ask:

- What is the rationale?
- Is there support and capacity to train?
- Is there a plan?
- **Is there accountability?**

What does our assurance activity comprise?

- Department / training scheme self- assessment
- Supervisor and trainee identification
- Outline training plan
- Progression monitoring



What else does our assurance activity comprise?

- Survey / (posters)
- Response to concerns
- Trainee handbook
- Special Measures Guide



Trainees & Supervisors community



<http://www.knowledge.scot.nhs.uk/hcstrainees/postgraduates.aspx>

The Knowledge Network You are not logged in. Log In/Register People Connect Help and Training

Healthcare Science Trainees & Supervisors

Resource Library Discussions Search

Home Postgraduates Practitioners

Postgraduates

Mock OSFAs in Scotland

Updated 19-12-2018

!!Mock OSFAs in Glasgow 21st May 2019 Learning and Teaching Centre, Queen Elizabeth University Hospital. 1000-1600...see flyer!!

- 2019 Flyer
- NHCS Trainee guidance fro OSFA prep
- Poster - OUTCOMES

2018 Postgraduate Bursary support

Updated 26th June 2018

Applications CLOSED on 25-6-18

Note to applicants. Successful bids have now been advised of our offer of support. If you have not heard by email, then at this stage you have been unsuccessful.

Successful candidates will be issued with National Training Numbers shortly

- Common Core List

Signpost to CPD

Updated 06-07-2018

- CPD and the Common Core List: some ideas

Quality management of training by NES. Key documents

Updated 20-11-17

- Admissions Principles
- Quality management communication Nov 2017
- Special Measures (v3)
- Specialty Centre self-assessment

Quality monitoring in Scotland - Progress

Updated 24-08-17

- PanelReview_Biochem/InfectionSci-28-9-16
- PanelReview_ClinicalPhysiology01-03-17
- PanelReview_EasternGroup_BMS_Postgrads25-05-17
- PanelReview_Genetics/MolPath/ReprodveSci27-9-16
- PanelReview_MedicalPhysics-ClinicalEngineering-28-02-17
- PanelReview_WesternGroup_BMS-Postgrads-24-05-17
- Postgrads Event Jan 2016 NES QM PowerPoint
- QM Presentation 2017 Postgrads event
- Quality Management progress to June 2016 POSTER

Clinical Scientist NES Schemes

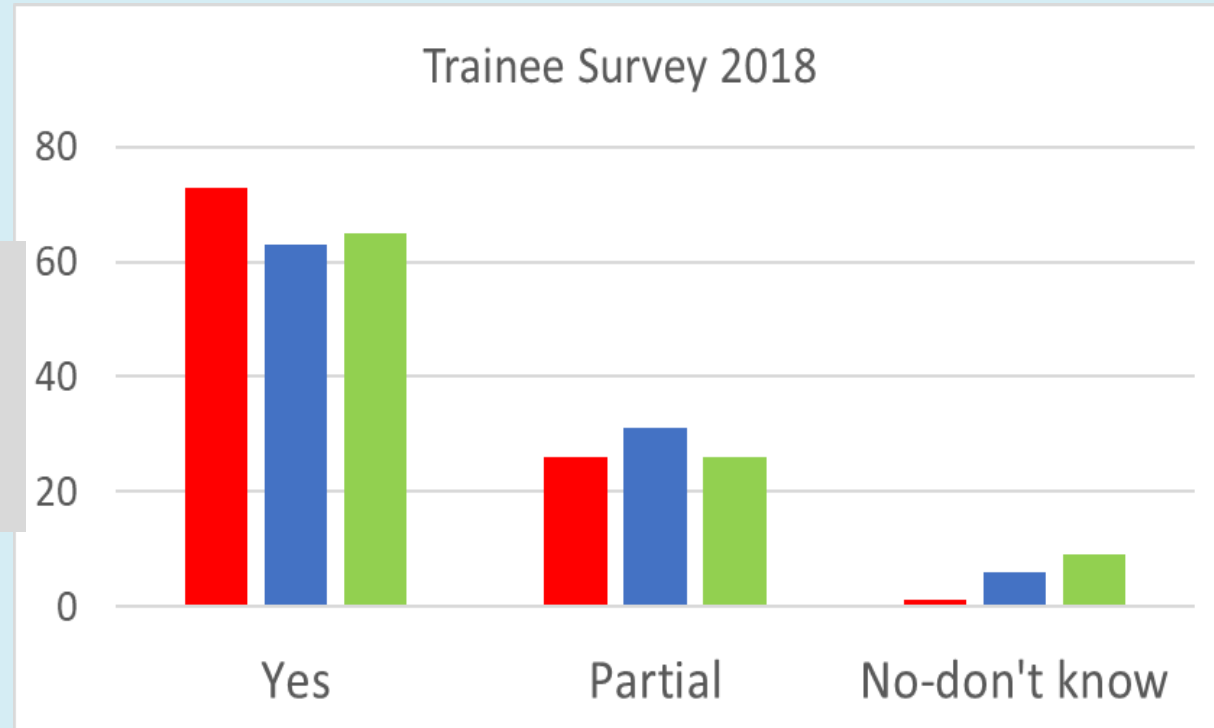
Updated 10-07-17

- Annual reporting template 2018
- Consortium Terms of Reference
- Postgraduate Centres - OBLIGATION

2018 survey trainees

48% response of n=120

Clear Plan?
Enough supervision?
Recommend?



2018 survey trainers: *Then and Now*

48% response of n=163

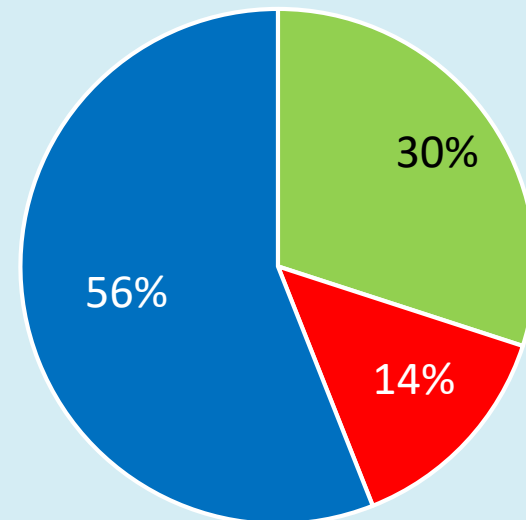
Trainer's experience as trainee - then and now

When I was a trainee...

Poor training experience/ NA

Then and now are incomparable

A good experience



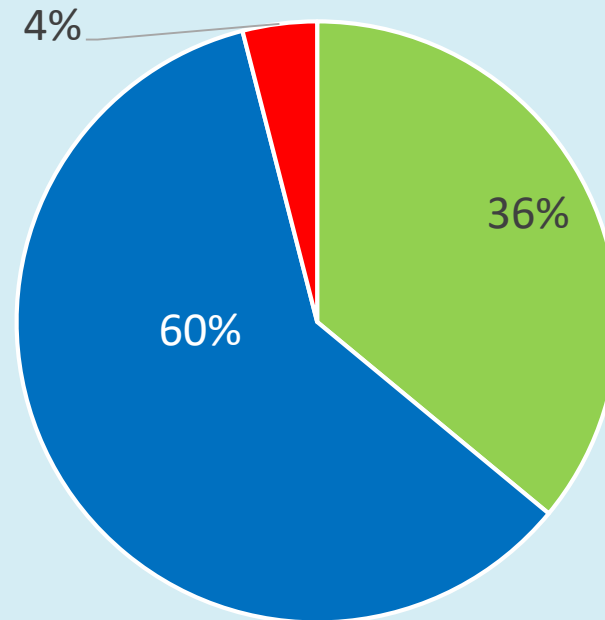
2018 survey trainers: *Then and Now*

48% response of n=163

Supervisor's motivation of trainees

In motivating trainees...

“Its up to the trainee”
A shared responsibility
Supervisor is key



Actionable concerns

Lack of training plan

Abandonment

Poor preparation to train

Training Plans matter

NES HCS Training Plan Template is available as
Document 25 Knowledge Network

	Activity	NHS Location	From	To	Activity supervisor (NHS):	Activity supervisor (NHS) email
Year 1	MSc Medical Physics, Full-time Glasgow University	GGC – QEUH Medical Physics	09/18	08/19	Jane Doe	JaneDoe@DummyDept.scot.uk
Year 2	Foundation year training – Rotation1 – Non-ionising radiation	“ “	08/19	11/19	John Smith	JohnSmith@DummyDept.scot.uk
Year 2	Foundation year training – Rotation 2 – Radiotherapy	“ “	11/19	01/20	Jane Smith	JaneSmith@DummyDept.scot.uk
Year 2	Foundation year training – Rotation 3 – Nuclear Medicine	“ “	02/20	04/20	John Doe	JohnDoe@DummyDept.scot.uk
Year 2	Foundation year training – Rotation 4 – Radiation Protection	“ “	05/20	08/20	Jack Brown	JackBrown@DummyDept.scot.uk
Year 3	Specialist year – Radiotherapy	“ “	09/20	08/21	Jane Smith	JaneSmith@DummyDept.scot.uk
	Innovation project	GGC – Clinical Engineering Gartnavel	09/21	03/22	Jane Brown	JaneBrown@DummyDept.scot.uk

www.knowledge.scot.nhs.uk/hcstrainees/postgraduates.aspx

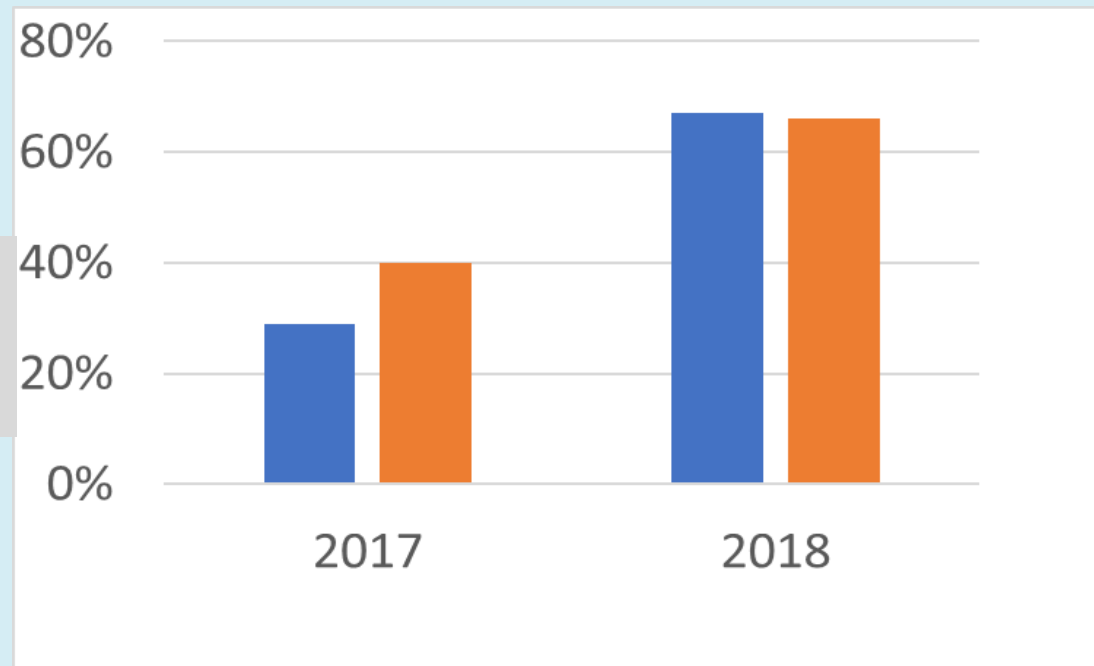
Training Plans matter

75 % response rate to request for training plans 2018

Outright “yes”:

Recommend?

Enough supervision?



Other actionable concerns

Working outwith scope

Time to train

Progression / competency

Responsibilities

Expectations

Milestones

Learning agreement

ARCP Monitoring progression

- A light touch check on progression
- An opportunity to review and alter
- Trainees may also submit an associated confidential return to us
- Essentially
 - Is training going to plan?
 - Is your experience a good one?

ARCP Doc16

67% response (of 115)

33% No response

3-Aug-28

7-Sep-18

12-Oct-18

19-Oct-18

06-Dec-18 (personal e-mail)

NHS Education for Scotland		Notification to NES FCS of trainee progression	
Supervisor's Assessment		(At annual or mid-point review)	
Doc-16 (v3)			
Trainee's Name:			
National Training Number (if known)			
Training programme		Centre:	
Date training commenced:		Anticipated completion date:	
Supervisor reporting		Date of this report	
So far, how would you rate the trainee's overall progress for this reporting period? (Scale: Progress has been Poor / Acceptable / Good)			P/A/G
Have there been periods of out-of-programme during this reporting phase for this trainee?			Y / N
Do you anticipate periods of out-of-programme in the next phase for this trainee?			Y / N
Are you confident that the trainee will complete the programme as planned? (Scale: My confidence is Poor / Acceptable / Good)			P/A/G
General comment on overall progress / qualification of above responses.			

Train the trainer 2019

AN EFFECTIVE TRAINER IS,

* APPROACHABLE.

* KNOWLEDGEABLE

A LISTENER.

OPEN WITH KNOWLEDGE
AVAILABLE.

CONSISTENT.

ORGANISED.

FLEXIBLE.

* ENCOURAGING

ENTHUSIASTIC.

CARING.



Train the trainer 2019

Some theory of learning + practical

CBD, DoPS, OCE, MSF

Motivate

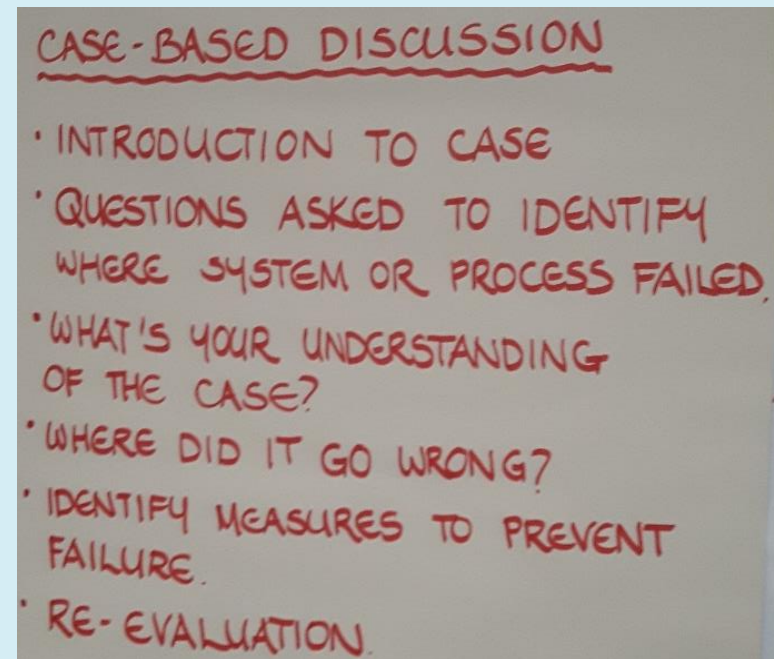
Empower and encourage

Nurture self-confidence

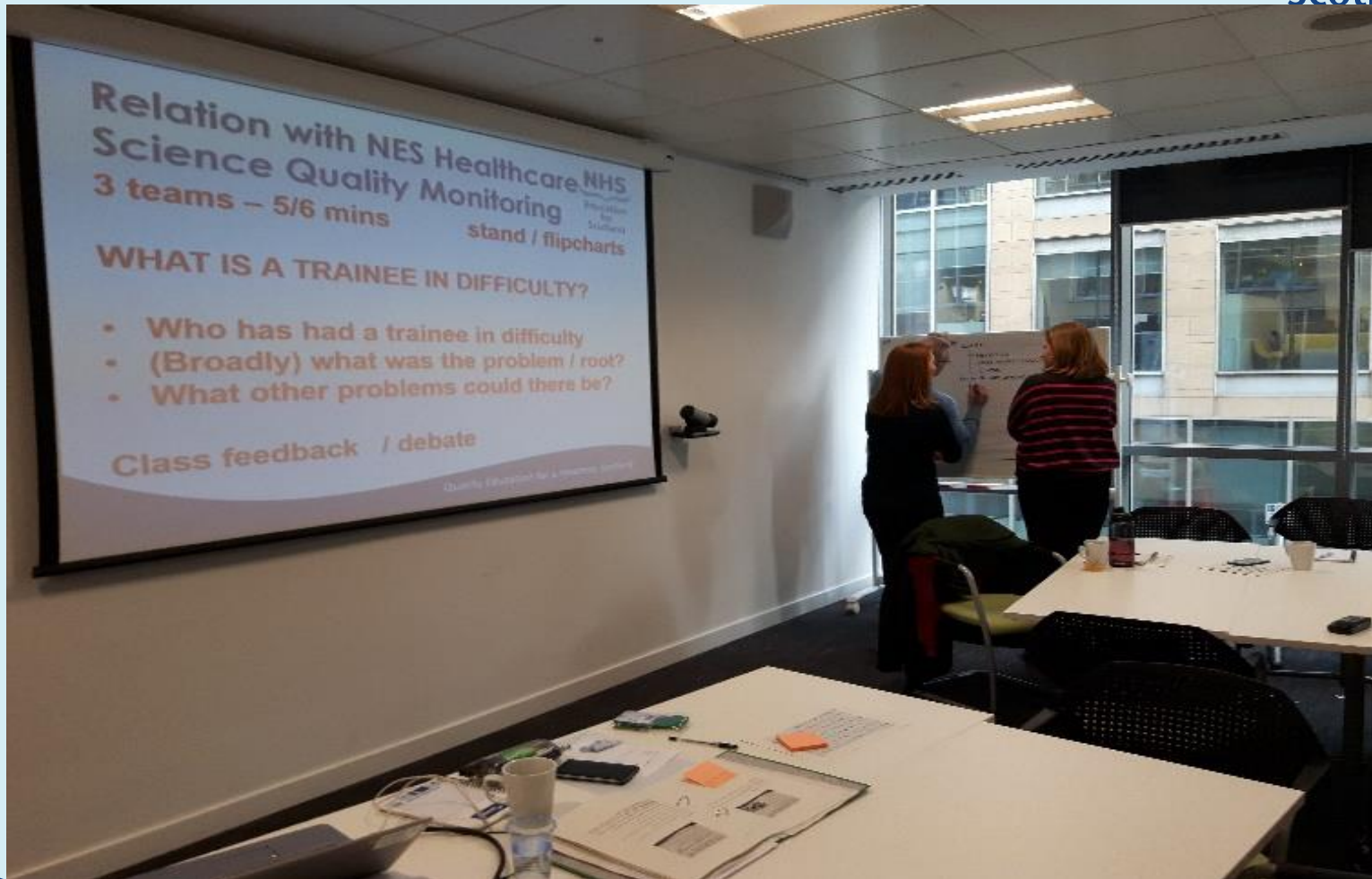
Teach by example

Offer wise counsel

Raise the performance bar



Trainees in difficulty 2019



Trainees in difficulty 2019

- Trainees in difficulty
- Supervisor performance
- Department-level concerns.



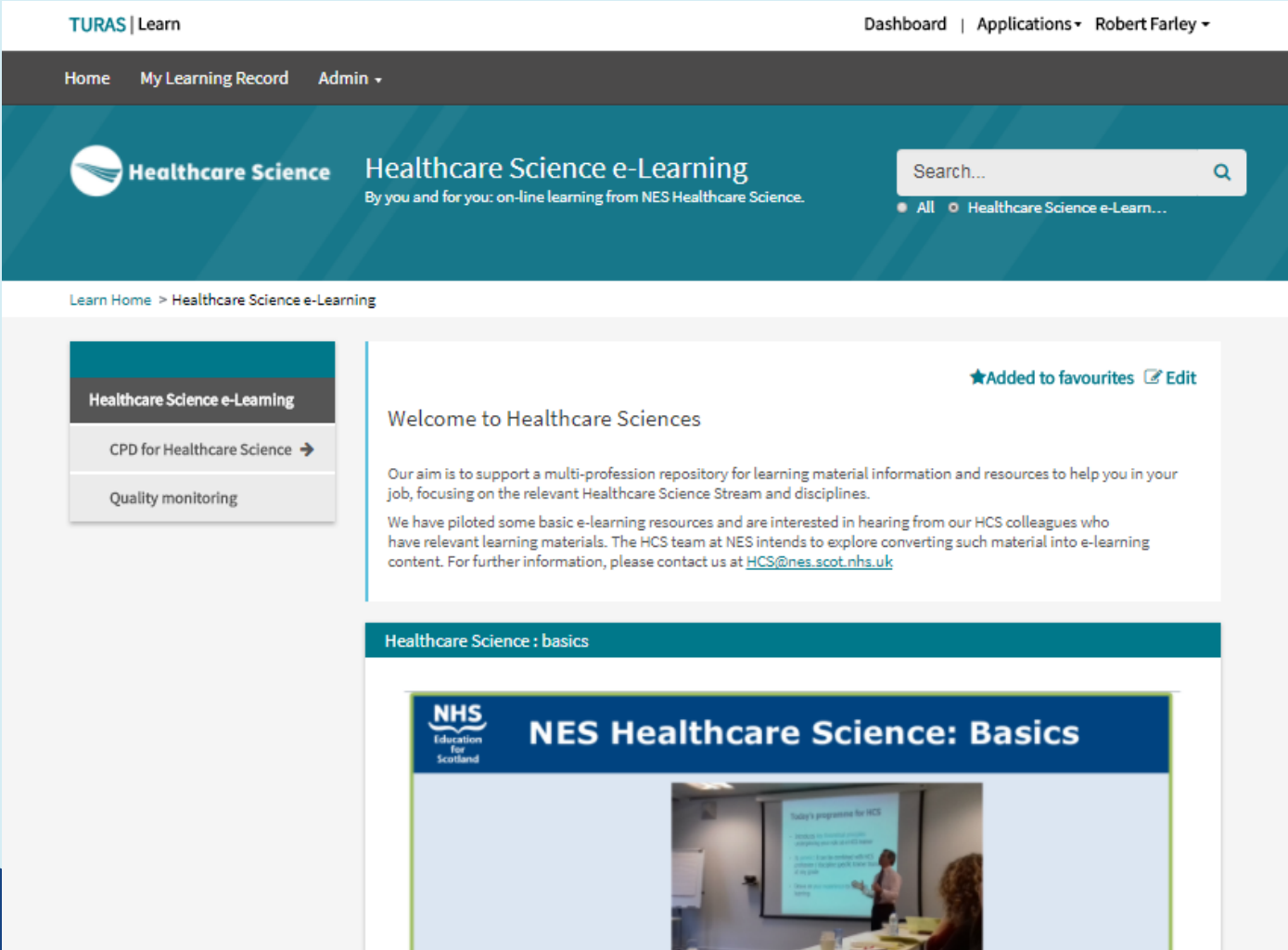
Attitude

Health



Competency

TURAS-Learn: Healthcare Science e-learning



The screenshot shows the user interface of the TURAS-Learn Healthcare Science e-learning platform. At the top, there is a navigation bar with 'TURAS | Learn' on the left and 'Dashboard | Applications ▾ Robert Farley ▾' on the right. Below this is a dark teal header with 'Home My Learning Record Admin ▾' on the left. The main header area features the 'Healthcare Science' logo and the text 'Healthcare Science e-Learning' with the tagline 'By you and for you: on-line learning from NES Healthcare Science.' A search bar is located on the right of the header, and below it are radio buttons for 'All' and 'Healthcare Science e-Learn...'. The main content area has a breadcrumb trail 'Learn Home > Healthcare Science e-Learning'. On the left is a sidebar with 'Healthcare Science e-Learning' (selected), 'CPD for Healthcare Science →', and 'Quality monitoring'. The main content area has a '★Added to favourites Edit' link. The main heading is 'Welcome to Healthcare Sciences', followed by a paragraph about the platform's aim to support a multi-profession repository. Below this is a section titled 'Healthcare Science : basics' which contains a video player. The video player has a blue header with the NHS logo and the text 'NES Healthcare Science: Basics'. The video content shows a presentation slide titled 'Today's programme for HCS' with bullet points: 'Introduction to Healthcare Science', 'Introduction to the HCS Stream', 'Introduction to the HCS Stream', 'Introduction to the HCS Stream', and 'Introduction to the HCS Stream'.

SO WHAT!

Assuring training does matter

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- Progression
- Experience
- Safety
- Development
- Improvement

