



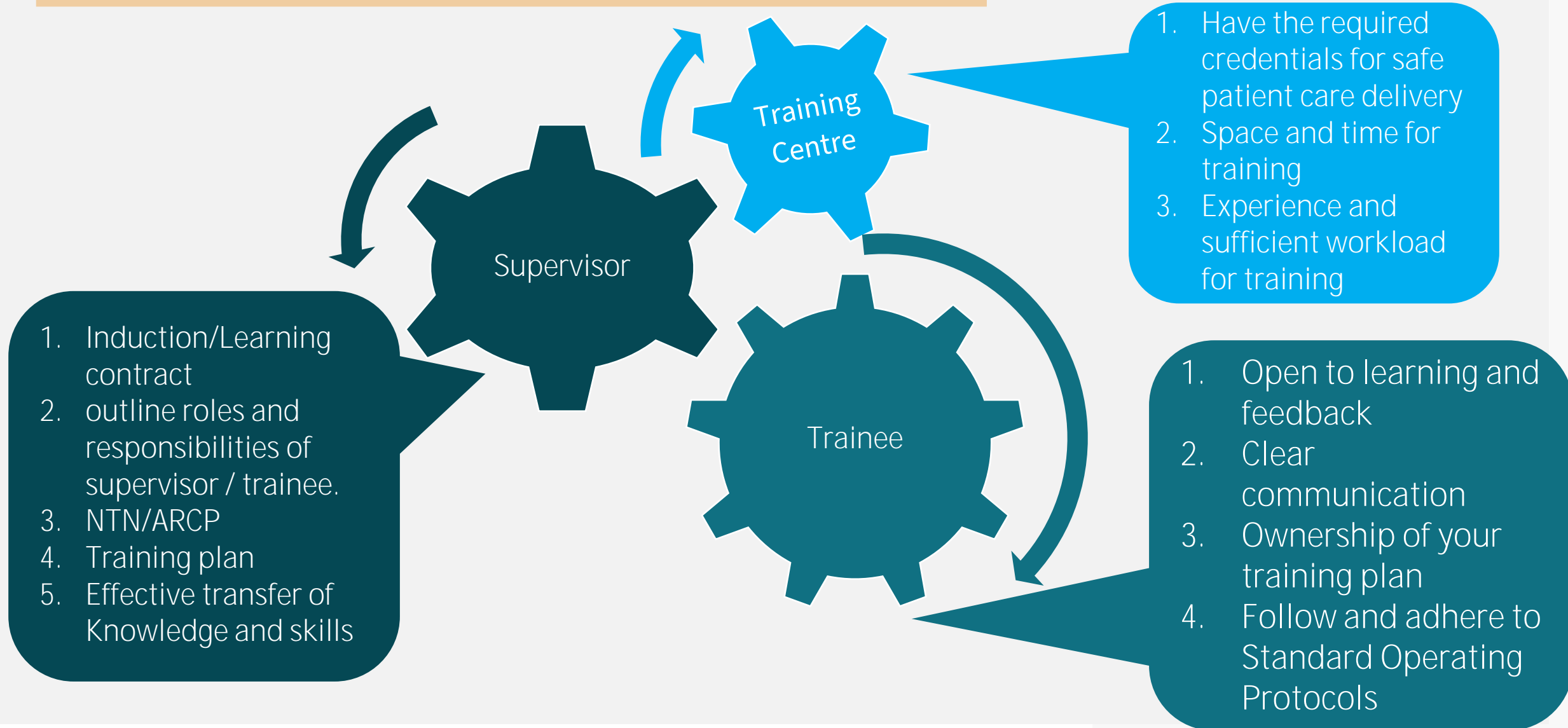
NES HEALTHCARE SCIENCE

THE BALANCE BETWEEN LEADING AND FOLLOWING IN TRAINING

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GGC Clinical Vascular Scientist



TRAINING IS A THREE-WAY CONTRACT



LEADING VS FOLLOWING IN TRAINING

LEADING

To provide direction and guidance.

We often think of a leader coming or ranking first and having the most prominence



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FOLLOWING

Adhering to direction and guidance.

We often think of followers as being next in order or subsequent and of less prominence.

THE TASK IS TRAINING

Ensure patient
safety

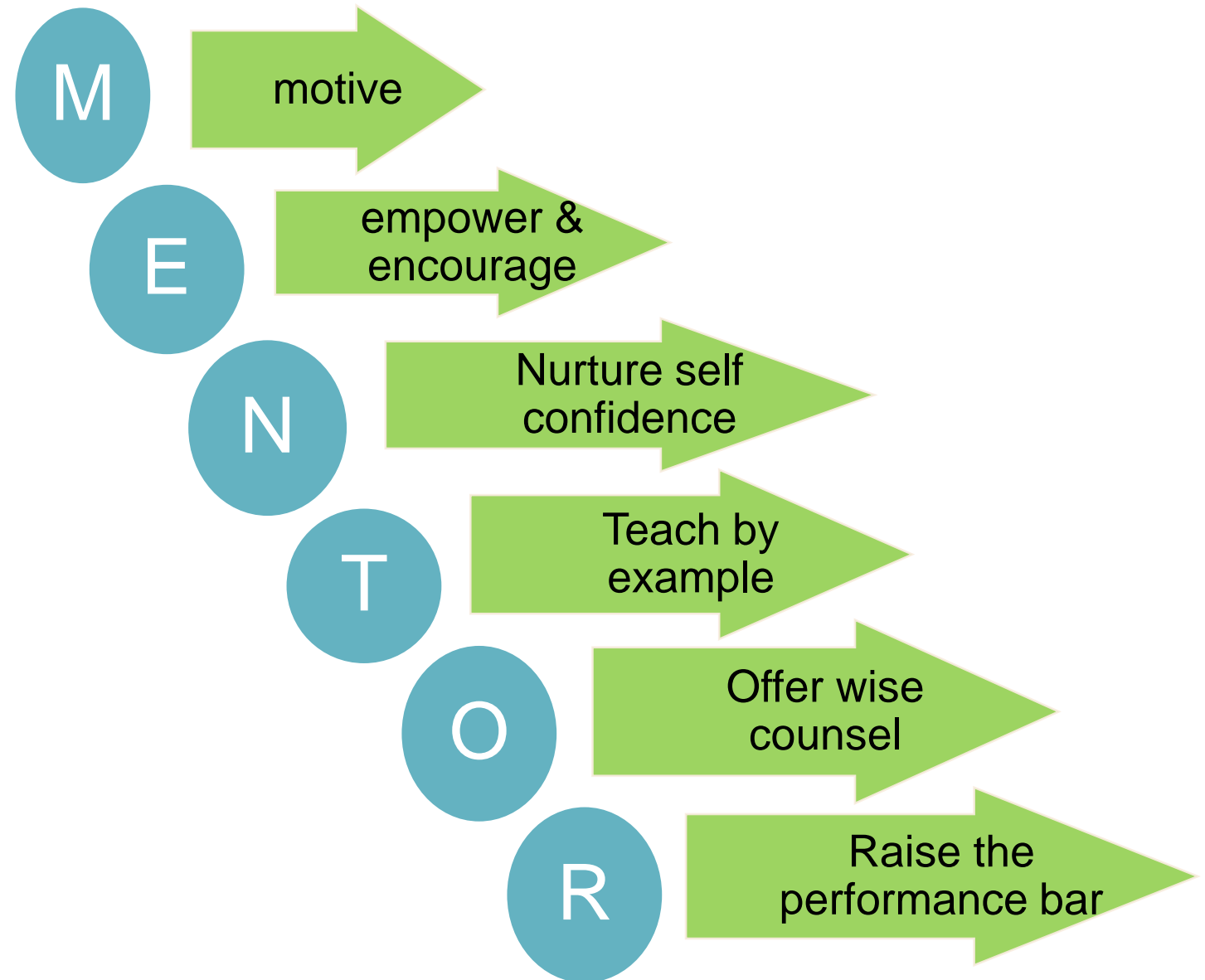
- Practice placement safety.
- Ongoing career performance

Ensure training
progression

- For the well-being of the trainee
- Return on investment of public funding in NHS training

TRAINER STYLES- MOVING TO MENTOR

- Authority
- Motivator
- Facilitator
- Delegator



A BALANCED APPROACH IS KEY

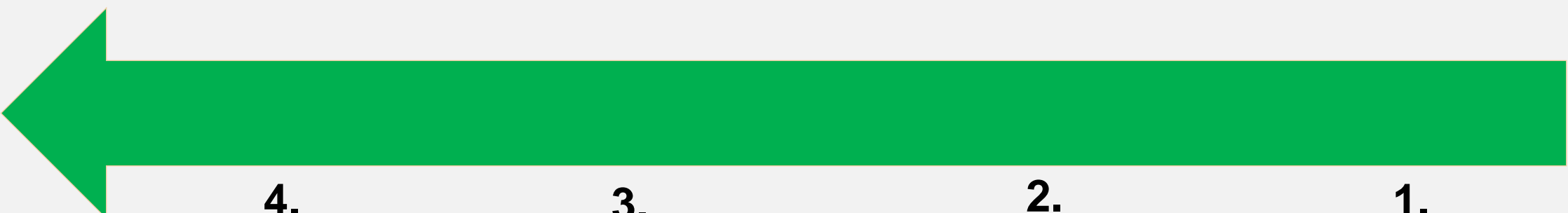


CLEAR COMMUNICATION IS KEY

1. You communicate 2. They listen 3. They understand 4. They act



Verbal communication is two-way!



4. You act 3. You understand 2. You listen 1. They communicate

DIRECTION AND GUIDANCE

Standard Operating Practices (SOP's)

- Define processes.
- Facilitate reliable outcomes
- Designed to ensure safety

Trainees following responsibility

- Work within your knowledge and skills
- Ask for clarification
- Ask for assistance and clarification

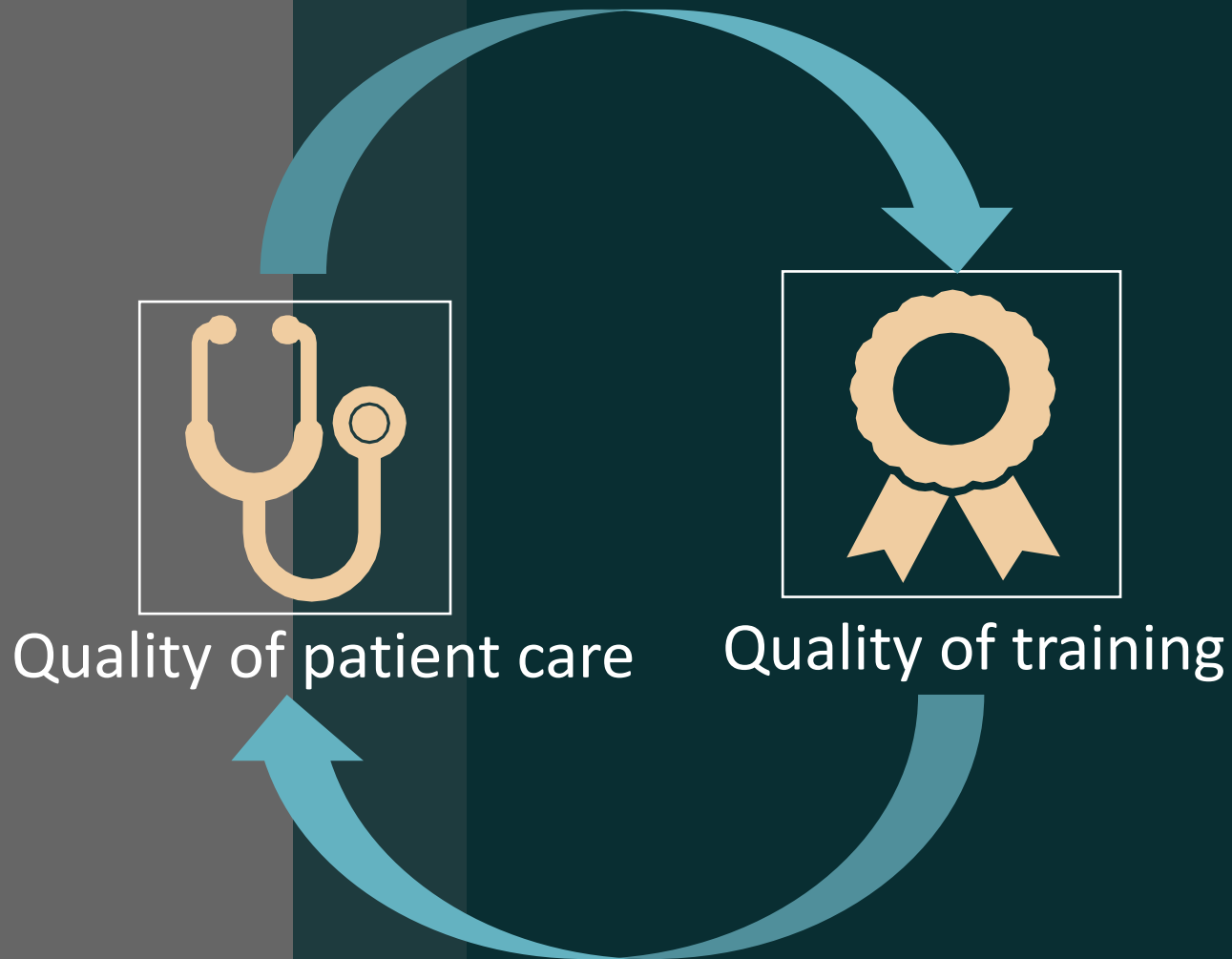


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TRAINING PLANS MATTER

	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

TRAINEE EXPERIENCE IS A PROXY FOR PATIENT SAFETY



- Trainees are the eyes and the ears of the NHS
- Good clinical supervision is patient safety NOW!
- Good training is patient safety for the next 30+ years....

THANK YOU

