

Trainer Induction Programme

Tuesday 3 October 2023

Session Synopses and Speaker Biographies

Overview of the Trainer Recognition Process in Wales, Key Roles and Responsibilities of Trainers and Sources of Support

This session will provide an overview of the key roles and responsibilities of trainers in providing high quality education and training to ensure patient safety. It will also provide an overview of the GMC's Trainer Recognition process and will increase attendees' understanding of the specific processes and guidelines around trainer recognition in Wales. It will include consideration of the four trainer roles requiring recognition by the GMC under its arrangements for the recognition and approval of trainers in secondary care and undergraduate education and will provide an opportunity to consider the sources of support available to trainers in Wales as well as the opportunities for professional development.

Presented by:

Jane Gwilliam, Associate Dean (Postgraduate Education Support and Improvement)

Having grown up in South Wales and trained at Cardiff Medical School, Jane took the opportunity to undertake some of her postgraduate training in Emergency Medicine abroad, finally settling back in South Wales. As a trainee she undertook the Postgraduate Certificate in Medical Education and attended the Specialist Training Committee as the Trainee Representative for Emergency Medicine. On becoming a Consultant, Jane took up the role of Less Than Full Time Training Lead for Emergency Medicine in Wales and became an Educational Supervisor for higher trainees in Emergency Medicine, advanced nurse practitioners and emergency nurse practitioners. Prior to taking up the role of Associate Dean (Postgraduate Education Support and Improvement), she undertook the role of Training Programme Director and Head of School for Emergency Medicine in Wales.

What Knowledge and Behaviours do Trainees Value in Their Trainers?

This session will provide delegates with the opportunity to hear directly from trainees about what they expect from their trainers and, in particular, the skills and behaviours of trainers that they find particularly useful in supporting them through their training programmes.

Presented by:

Kellie Bateman, ST6 General Surgery Trainee, Aneurin Bevan UHB, and Chair of the Wales Trainee Think Tank

Kellie graduated from the University of Bristol in 2015, then completed a medical education academic foundation programme in Torbay Hospital before moving to Wales for CST and specialty training in General Surgery. In 2021 she spent a year out of programme as a Welsh Clinical Leadership Training Fellow with Improvement Cymru and developed a special interest in patient safety and quality improvement. She has subsequently returned to training as an 80% Less Than Full Time (LTFT) trainee, completed a postgraduate certificate in Professional Practice in Health and continues to have an active role on various trainee committees including Chair of the Trainee Think Tank and Vice President of the Association of Surgeons of Great Britain and Ireland (ASGBI) Moynihan Academy.

Evidence-Based Approaches to Teaching and Learning in Medical Education: What Works, What Doesn't Work, and How Do We Know?

This session will consider the variety of ways by which people learn and the different teaching styles that can support learning. It will take an evidence-based approach and will encourage delegates to consider their own teaching styles and how these could be adapted to best support trainees.

Presented by:

Phil Newton, Professor of Medical Science Education, Swansea University Medical School

Phil teaches the principles of evidence-based education as part of Swansea University Medical School's online MSc in Medical Education. He also conducts research in this area.

Planning Effective Teaching in a Busy Clinical Setting

This session will aim to cover planning and delivery of an effective teaching session in a busy clinical setting whilst still getting the work done. It will explore the concept of planning an apparently spontaneous learning event and converting 'off the cuff' into 'off the peg' teaching.

Presented by:

Lee Wisby, Associate Dean (Quality), HEIW

Lee is an Associate Dean in the Quality Unit within the Medical Directorate of HEIW. He has a long-standing interest in education and training and has held leadership and support roles at departmental, Health Board, specialty school and Deanery level over the years. Currently, he is Quality Lead for the Specialty School of Paediatrics.

Providing Constructive Feedback

The provision of effective feedback is an essential component of the trainer role. Providing constructive feedback at an appropriate time can drive the development of individuals and spur them on to develop a desire for improvement and continuous learning. This session will explore why feedback is important, the impact it can have and how to deliver it effectively, particularly if the feedback is negative or is being delivered to a trainee who has little insight of their own performance.

Presented by:

Thomas Kitchen, Consultant Anaesthetist (Cardiff and Vale UHB) and Director of Canopi

Recognising the importance of leadership in our health service, Thomas undertook a Welsh Clinical Leadership Fellowship as part of his medical training and more recently joined the Climb Leadership Programme run by the Dragon's Heart Institute. He has worked to scale projects across Wales – sharing and celebrating good ideas is fundamental to us making the service we provide better.

Passionate about how our psychological and emotional wellbeing relates to personal and team performance, as well as patient and self care, he lectures on the subject at Cardiff University and works as Co-director of Canopi, a self-referral mental health support service for all NHS and Social Care staff working in Wales.

Mair Hopkin, Associate Dean (GP), Health Education and Improvement Wales

Mair qualified in 1980 and was a partner at the Old School Surgery in Pontyclun for over 30 years until 2019. She was Joint Chair Royal College of General Practitioners Wales 2018-2021. She is currently Clinical Lead for the Wales Deep End Project supporting GP teams and patients in areas of deprivation.

Her interest in medical education is longstanding. She has been involved in GP training as a Trainer and Programme Director. She is currently Associate Dean in GP Postgraduate Training, a role that she has held for more than 16 years. In this role she has responsibility for the Gwent and South Powys GP training scheme, training the trainers and supporting neurodiversity in GP education.

Mair is a Welsh learner.

Identifying and Assisting Trainees who May Require Additional Support

This interactive session is aimed at trainers involved in supervising medical trainees. The session focuses on recognising and managing issues that may affect trainees' progress. Participants explore signs and triggers of

support issues, learn pathways of referrals and discuss techniques of supervising trainees with various support needs.

Presented by:

Leona Walsh, Professional Support Practitioner, HEIW

Leona has worked in Postgraduate Medical and Dental Education, Health Education and Improvement Wales (previously known as the Wales Deanery) since 2004, managing areas ranging from International Medical Graduates, Specialty Training Recruitment and Professional Support to doctors and dentists in training. She leads on the provision of educational activities to faculty and trainees in the areas of recognition of support needs; developing a positive work and training environment; and maintaining wellbeing. Leona has expertise in working with individuals and organisations to unlock potential through realising strengths, maximising performance and achieving goals.

Conducting Effective Assessment

The presenters will discuss formative assessments in the clinical setting with a focus on undergraduates and their needs. They will describe how SLEs and Educational Supervisors can promote and measure the knowledge and skills of students. 'SNAPPS' will be presented as a learner-centred approach in clinical education.

Presented by:

Duncan Cole, Interim co-Programme Director, MBBCh, School of Medicine, Cardiff University

Duncan is a Clinical Reader in the Centre for Medical Education in Cardiff University's School of Medicine, and an Honorary Consultant in Medical Biochemistry and Metabolic Medicine. He is also the Deputy Director for the MBBCh programme, with responsibility for the curriculum. He has interests in curriculum development, clinical reasoning and clinical decision making, and in technology-enhanced learning. His work in these areas was recognised when he won the Rising Star award at the national BMA Cymru Wales Clinical Teacher of the Year awards in 2015.

Duncan's clinical interests are in adult inherited metabolic disease (IMD), where he is the clinical lead for the All-Wales IMD service, and also in medical biochemistry, where he is consultant lead for several specialist services. The All-Wales IMD service is nationally commissioned and cares for both children and adults. It provides services for people with lysosomal storage disease and is the only centre in Wales that provides enzyme replacement therapy. It has recently been commissioned to develop its services for people with non-lysosomal storage disease, and to improve access to care for those in North Wales. The unit is also a centre for the National Acute Porphyria Service, commissioned through NHS England. It hosts both clinical and laboratory services, including the Wales Newborn Screening Laboratory, and has a growing research base.

John Green, Interim co-Programme Director, MBBCh, School of Medicine, Cardiff University

John has recently become the Co-Programme Director on the Undergraduate Medicine course in Cardiff, having been the Deputy Programme Director since 2018. He is a Clinical Reader in Medical Education with responsibility for student experience through the curriculum and is also a module / case lead. John has overseen several research projects looking at both educational supervision and supervised learning events. Previously, he was the Year 3 Director from 2011 to 2020.

John is also a Consultant Gastroenterologist at Cardiff and Vale UHB and is the current President of the Welsh Association for Gastroenterology and Endoscopy (WAGE).