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Addysg a Gwella Iechyd  
Cymru (AaGIC)  
Health Education and  
Improvement Wales (HEIW)

# Trainer Recognition: Training for Excellence

**Bulletin 1: 8 February 2021**

**Welcome to the first trainer recognition bulletin.**

**Over the coming weeks we will be circulating regular bulletins to provide all you need to know about the trainer recognition process and to provide an overview of the support and development opportunities available to trainers. This first bulletin aims to give you an overview of the trainer recognition process in Wales and sets out who can act as a trainer.**

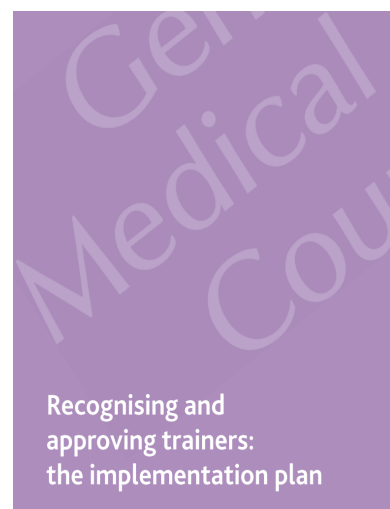
## The Trainer Recognition Process

Trainer recognition was introduced by the GMC in August 2012 when it published its [plans to formally recognise medical trainers in secondary care \(and in primary care for those not approved as GP trainers\) and undergraduate education](#) in four defined roles.

The Trainer Recognition process is a key component of the GMC's regulatory framework and sits alongside a parallel system for the statutory approval of trainers in primary care. The key aim of the process is to promote and enhance the delivery of high quality education and training, leading to the production of doctors with the appropriate knowledge, skills and behaviours to enable them to provide excellent patient care and ultimately ensure patient safety. The trainer recognition process aims to do this by professionalising and formally recognising the role of trainers and ensuring that appropriate support mechanisms and development opportunities are available.

To be formally recognised by the GMC and have their trainer status included on the List of Registered Medical Practitioners, trainers need to be formally identified and meet the requirements set out by the Education Organiser (*in Wales the Education Organisers are HEIW for postgraduate secondary care trainers and Cardiff and Swansea University Medical Schools for undergraduate medical trainers*). The Education Organiser then recommends the trainer for formal recognition by the GMC.

In Wales the requirements of the trainer roles are set out in the Medical Trainer Agreement (Secondary Care and Undergraduate Education) and any individual acting in one of the four defined roles is required to sign this. More information on the Agreement and how to sign up will be provided in the next bulletin.



Recognising and  
approving trainers:  
the implementation plan

Wales was the first nation in the UK to adopt a single harmonised approach to Trainer Recognition across undergraduate and postgraduate education and training, demonstrating HEIW and the medical schools' commitment to collaboratively supporting individuals across the continuum of medical education and training in Wales and enabling individuals to move 'fluidly' between the training roles.

## Trainer roles requiring recognition by the GMC

Under the trainer recognition process, four roles (two postgraduate and two undergraduate) currently require recognition by the GMC and these are:

### POSTGRADUATE TRAINING

#### Named Educational Supervisors:

A trainer who is selected and appropriately trained to be responsible for the overall supervision and management of a trainee's trajectory of learning and educational progress during a placement or series of placements. Every trainee must have a named educational supervisor. The educational supervisor helps the trainee to plan their training and achieve agreed learning outcomes. He or she is responsible for the educational agreement and for bringing together all relevant evidence to form a summative judgement at the end of the placement or series of placements.

#### Named Clinical Supervisors:

A trainer who is responsible for overseeing a specified trainee's clinical work throughout a placement in a clinical or medical environment and is appropriately trained to do so. He or she will provide constructive feedback during that placement. He or she will lead on providing a review of the trainee's clinical or medical practice throughout the placement that will contribute to the educational supervisor's report on whether the trainee should progress to the next stage of training. *This role is disaggregated from clinical supervision, which is something that every doctor does in clinical practice. The GMC states that this essential contribution needs to be "properly resourced and supported" but this role does not require formal recognition by the GMC.*

### UNDERGRADUATE EDUCATION

#### Those responsible for overseeing students' progress at each medical school:

One or more doctors identified by a medical school who are responsible for overseeing students' trajectories of learning and education progress. They might be NHS consultants or clinical academics acting as block or course coordinators.

#### Lead co-ordinators at each Local Education Provider:

One or more doctors at each Local Education Provider responsible for coordinating the training of students, supervising their activities and ensuring these activities are of educational value.

HEIW recognises that there are also many other important training roles that contribute to the delivery of high quality education and training (including Heads of Specialty Schools, Training Programme Directors, College Tutors, Assistant Medical Directors (Education and Training) and Faculty Leads). Although these roles do not currently require formal recognition as a trainer under the GMC's trainer recognition process, HEIW remains committed to supporting and developing individuals in these roles.



## Who can undertake the trainer roles in Wales?

HEIW and Cardiff and Swansea University's Medical Schools expect that individuals wishing to undertake one or more of the trainer roles have a clear expressed interest in the training, assessment and development of medical students/trainees.

Individuals should have a firm knowledge and understanding of the principles of equality and diversity and act in accordance with this in delivering their responsibilities as trainers. They must also be prepared to commit to:

- ♦ identifying as a trainer
- ♦ fulfilling their responsibilities as a trainer as set out in the Agreement
- ♦ professionalising themselves in the trainer role by committing to undertake relevant professional development and engaging with appraisal of the trainer role.

The undergraduate trainer roles identified by the Education Organisers as mapping to the GMC definitions are typically formal appointments with accompanying person specifications and requirements which are assessed during the relevant recruitment process.

HEIW, in conjunction with other stakeholders, will be developing a set of generic criteria to assist with the selection of trainers and these will be published in due course.

The following table shows who is eligible to undertake the four trainer roles in Wales:

	Undergraduate Education		Postgraduate Training	
	Responsible for overseeing students' progress	Lead Co-ordinator	Educational Supervisor	Named Clinical Supervisor
<b>Substantive Consultant</b>	eligible	eligible	for Foundation, Core and Higher Trainees	for Foundation, Core and Higher Trainees
<b>General Practitioner</b>	eligible	eligible	N/A	N/A
<b>Staff grade, Associate Specialist or Specialty (SAS) doctor with CCT</b>	eligible	eligible	for Foundation, Core and Higher Trainees	for Foundation, Core and Higher Trainees
<b>SAS doctor without CCT</b>	eligible	not eligible	for Foundation and Core Trainees only	for Foundation and Core Trainees only

Locum Consultants will not normally be eligible to undertake the roles of Educational Supervisor or Named Clinical Supervisor however it is possible for exceptions to be considered on a case by case basis following a request to HEIW's Quality Unit.

**For further information on the trainer recognition process in Wales please email HEIW's Quality Unit at [HEIW.SRE@wales.nhs.uk](mailto:HEIW.SRE@wales.nhs.uk)**

**Next Edition (due out week beginning 15 February 2021):**

The Medical Trainer Agreement (Secondary Care and Undergraduate Education) – what is it and how do you sign up?