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Cymru (AaGIC)  
Health Education and  
Improvement Wales (HEIW)

# Trainer Recognition: Training for Excellence

**Bulletin 4: 15 March 2021**

**This week's bulletin focuses on the sources of support that are available to trainers to assist them in delivering high quality education and training.**

Education Organisers (HEIW and Cardiff and Swansea University's Medical Schools) and Health Boards / Trusts have a responsibility to ensure that individuals are appropriately supported in undertaking their roles as trainers. In Wales, their commitment to this is defined in the Medical Trainer Agreement (Secondary Care and Undergraduate Education) which clearly sets out the roles and responsibilities of each organisation along with the requirements of individual trainers. The benefits and support that signing the Agreement can offer were outlined in bulletin 2.

## Networking and Development

HEIW works collaboratively with both Cardiff and Swansea University's Medical Schools and Health Boards / Trusts across NHS Wales to develop an inclusive and supportive community of trainers who can share ideas, challenges and best practice. Prior to the pandemic, this was largely facilitated by the hosting of face-to-face events for trainers and it is hoped that these can be reintroduced in the future. More recently HEIW has been delivering online webinars and events to provide an opportunity for colleagues to come together and undertake professional development. A trainer needs analysis was undertaken in 2020 and is being used to inform the provision of CPD for trainers. To ensure that you receive information on forthcoming development opportunities, please ensure that you have ticked the box in your TAG account to consent to receiving communications regarding development opportunities.

In addition to development and networking opportunities, trainers have access to a range of other sources of support to assist them in delivering their roles and an overview of some of these is provided in this bulletin.

## Local Support

Each Health Board / Trust in Wales has a 'Faculty Team' which is central to the support, delivery and management of postgraduate medical education and training in Wales. Members of the team are able to provide local advice and support to trainers, and teams generally operate an open door policy in the Education Centres at the main hospital sites.

HEIW employs a cohort of Faculty Leads across Wales who work as members of the Faculty Teams. Faculty Leads act as local representatives of HEIW within each Health Board and have responsibility for three key areas: quality, trainers and trainees. Faculty Leads (Trainers) have a responsibility to support trainers in the delivery of their roles and provide an expert source of advice and guidance in relation to trainer recognition and support.

Details of Faculty Team members and how to contact them can be found on our web pages at <https://quality.walesdeanery.org/faculty-teams/education-centres-0>.

## Specialty Support

Specialty Leads including College Tutors and Training Programme Directors are an excellent source of knowledge and support for trainers, particularly in relation to specialty specific information (e.g. training curricula requirements, local and national policy updates and training opportunities). HEIW encourages specialty colleagues and Faculty Team members to work together with the wider training community to foster a high quality training environment and to share ideas, challenges and best practice to drive improvements in education and training.

Find out who your Specialty Leads are and how to contact them at:

[https://quality.walesdeanery.org/sites/default/files/specialty\\_training\\_programme\\_contact\\_details\\_-\\_16\\_10\\_2020\\_0.pdf](https://quality.walesdeanery.org/sites/default/files/specialty_training_programme_contact_details_-_16_10_2020_0.pdf).

## HEIW's Professional Support Unit

Trainers may sometimes be required to support doctors in training who may be experiencing personal or professional difficulties that are impacting on their performance and progression.

HEIW's Professional Support Unit (PSU) provides guidance and information to all parties involved in postgraduate medical and dental training. It is able to offer one-to-one advice, guidance and support to doctors in training to support them in maximising their training opportunities. The PSU is able to assist with both personal and professional issues that may be hindering an individual's progress and preventing them from reaching their full potential. The services provided are confidential and individuals can either refer themselves or be referred by a colleague or supervisor.

The PSU promotes the early identification of issues and is available to provide advice to trainers on an adhoc basis to support them in identifying potential issues and in addressing these in a timely and supportive manner.

In addition to providing advice to individuals, the PSU also runs regular workshops and webinars for trainers and trainees across Wales on topics including supporting wellbeing, recognising and managing issues impacting on progression, preparing for exams, building successful mentoring relationships, addressing differential attainment, being an active bystander and imposter syndrome.



To contact the Unit for advice or further information email [HEIW.ProfessionalSupport@wales.nhs.uk](mailto:HEIW.ProfessionalSupport@wales.nhs.uk).

## Being a Good Leader

Trainers act as role models to doctors in training and are leaders in their respective fields. If you're looking to develop your leadership skills then HEIW offers a range of resources and opportunities to assist with this.



In August 2020 HEIW launched 'Gwella', a digital leadership portal for Wales which provides free, open access to a range of evidence based compassionate leadership resources ranging from short articles to webinars.

HEIW will be launching the Compassionate Leadership Principles for Health and Social Care in Wales in March 2021. These Principles have been extensively consulted on and will help to shape the behaviours and interactions of leaders at all levels.

To support the launch of these principles, HEIW will 'spotlight' a compassionate leadership principle each month from April and provide a range of master classes, webinars and virtual events which will also be recorded and made available for use across NHS Wales organisations. These opportunities will be advertised through Gwella.

To access Gwella, visit <https://nhswalesleadershipportal.heiw.wales/>.

Click [here](#) to find out what else is in store from the HEIW Leadership and Succession Team over the next few months.

If you would like any further information on how HEIW can support you in developing your leadership skills, email [HEIW.Leadership.Programme@wales.nhs.uk](mailto:HEIW.Leadership.Programme@wales.nhs.uk).

## The Role of Appraisal

NHS whole practice appraisal and University Performance Development Review processes provide an opportunity for individuals to discuss their trainer roles and agree their development needs for the future. Further information on appraisal for trainers will be provided in next week's bulletin.

## Libraries and E-Resources



As members of NHS staff, trainers have access to libraries at each of the major hospital sites in Wales as well as a wide range of e-resources (e.g. e-books, journals and databases). The NHS Wales e-Library can be accessed at <https://elh.nhs.wales/>.

The NHS Library and Knowledge Service have put together a suggested reading list that provides details of publications that may be of interest to trainers to support them and help them develop in their roles. The reading list is provided at the end of this bulletin.

## Stay Connected

As we move towards an increasingly digital world, we recognise the importance of high quality access to online services and the ability to stay connected with colleagues virtually. HEIW is therefore working with Health Boards / Trusts across NHS Wales to roll out Eduroam, a secure, high bandwidth, wireless access service for all trainers and doctors in training via their NHS credentials. Trainers with a Cardiff or Swansea University account will also be able to access Eduroam via their University credentials.



Eduroam is currently available in Cardiff and Vale and Swansea Bay University Health Boards as well as at Princess of Wales, Prince Charles and Royal Glamorgan Hospitals. There is currently some limited access at Velindre Cancer Centre and in areas of Hywel Dda UHB and HEIW continues to work with other Health Boards / Trusts to progress the roll out.

## Contact Us:

- ♦ For queries in relation to postgraduate trainer roles contact HEIW's Quality Unit at [HEIW.SRE@wales.nhs.uk](mailto:HEIW.SRE@wales.nhs.uk).
- ♦ For queries in relation to undergraduate trainer roles contact:
  - Cardiff University's School of Medicine:  
Professor Helen Sweetland: [Sweetland@cardiff.ac.uk](mailto:Sweetland@cardiff.ac.uk)
  - Swansea University's Medical School:  
[medfaculty@swansea.ac.uk](mailto:medfaculty@swansea.ac.uk)

**Next Edition (due out week beginning 29 March 2021):**

Appraisal of the trainer roles.



## Suggested Reading List for Trainers

### Books available for loan via local NHS Wales Libraries:

- Bhogal, P et al. 2011. Effective medical teaching skills: a practical guide to medical education. BPP Learning Media: London.  
ISBN 9781445379555
- Cook, V, Daly, C. Newman, M (Eds) (2012) Work-based learning in clinical settings: Insights from socio-cultural perspectives. London: Radcliffe Publishing  
ISBN 9781846194955
- Cooper, N et al. 2018. ABC of clinical professionalism. Chichester: Wiley Blackwell.  
ISBN 9781119266662
- Davis. M. and Forrest, K. 2008. How to teach continuing medical education. Chichester: John Wiley & Sons  
ISBN 9781405153980
- de Cossart, L. Fish, D. (2005) Cultivating a thinking surgeon: new perspectives on clinical teaching, learning and assessment. Shrewsbury: TFM publications  
ISBN 1903378265
- Dent, J.A. and Harden, R.M. 2017. A practical guide for medical teachers. 5th ed. Edinburgh: Elsevier.  
ISBN 9780702068911 (*new edition due in 2021*)
- Dobson, S et al. 2011. How to teach: a handbook for clinicians. Oxford: Oxford University Press  
ISBN 9780199592067
- Donnelly, P. and Gallen, D. 2017. Becoming a medical educator. London: BPP learning Media Ltd.  
ISBN 9781509707638
- Dornan, T et al. 2010. Medical education: theory & practice. Elsevier: London  
ISBN 9780702035227
- Gunderman, R.B. 2011. Achieving Excellence in Medical Education. London: Springer-Verlag  
ISBN 9780857293060
- Harden, R.E. and Laidlow, J.M. 2021. Essential skills for a medical teacher: an introduction to teaching and learning in medicine. 3rd ed. Elsevier: London.  
ISBN 9780702078545
- Hindmarsh, D. and Picot, E. 2012. Professional development for appraisal and revalidation. Banbury: Scion  
ISBN 9781904842972
- Huggett, K. and Jeffries, W.B. 2014. An introduction to medical teaching. London: Springer.  
ISBN 9789401790659
- Jarvis, P. 2006. The theory and practice of teaching. 2nd Ed. London: Routledge.  
ISBN 9780415365253
- Mohanna, K et al. 2011. Teaching made easy: A manual for health professionals. 3rd ed. Abington: Radcliffe.  
ISBN 9781846194894
- Scaife, J 2019 Supervision in clinical practice a practitioners guide London: Routledge 3<sup>rd</sup> Edition  
ISBN 9781138651876
- Seabrook, M. 2014. How to teach in clinical settings. New York: John Wiley & Sons.  
ISBN 9781118620939
- Smaldino, S et al. 2013. Instructional technology and media for learning. Pearson: Harlow.  
ISBN 9781292021997



## Suggested Reading List for Trainers

### Books available for loan via local NHS Wales Libraries (*continued*):

- Swanwick, T. 2019 Understanding medical education: evidence, theory and practice. 3<sup>rd</sup> ed. New York: John Wiley & Sons. ISBN 9781119373827
- Walsh, K. 2013. Oxford textbook of medical education. OUP: Oxford. ISBN 9780199652679
- Westwood, O et al. 2013. How to assess students and trainees in medicine



### Articles

- Cantillon, P. Sargeant, J. (2008) Giving feedback in clinical settings. British Medical Journal 2008;337 a1961. DOI <https://doi.org/10.1136/bmj.a1961>
- Torre, DM 2019 Theoretical considerations on programmatic assessment. Medical Teacher 42 (2) 213-220.
- Watling, CJ & Ginsburg, S. 2019 Assessment Feedback and the alchemy of learning. Medical Education 53 1 76-85

### Freely available

- Choi, B et al. 2020 The impact of the COVID-19 pandemic on final year medical students in the United Kingdom: a national survey. BMC Medical Education. 20. (1) 206. *Freely available at:* <https://bmcmmededuc.biomedcentral.com/articles/10.1186/s12909-020-02117-1>
- Wright, H et al. 2012 Multi Source feedback in evaluating the performance of doctors: the example of the UK General Medical Council Patient and Colleague Questionnaires. Academic Medicine 87 (12) 1668-1678 DOI: 10.1097/ACM.0b013e3182724cc0 *Freely available at:* [https://journals.lww.com/academicmedicine/Fulltext/2012/12000/Multisource\\_Feedback\\_in\\_Evaluating\\_the\\_Performance.14.aspx](https://journals.lww.com/academicmedicine/Fulltext/2012/12000/Multisource_Feedback_in_Evaluating_the_Performance.14.aspx)

## NHS Wales LibrarySearch

Use [NHS Wales LibrarySearch](https://nhswaleslibrarysearch.cardiff.ac.uk/) (online catalogue) <https://nhswaleslibrarysearch.cardiff.ac.uk/> to search for the books and articles listed.

To view the full text of the articles listed which are not freely available:

- ♦ if you are using NHS Wales LibrarySearch from within the NHS Wales network there is no need to login and access is instant
- ♦ if you are accessing e-resources from home or public Wi-Fi, sign in with your library barcode and password to NHS Wales LibrarySearch and then use your NHS Wales email address and network password or an OpenAthens username and password to view full text e-resources where available.
- ♦ if you do not have an NHS Wales email address, you can self-register for an [OpenAthens account](#).

Contact your [local hospital library](#) for a library barcode and password, or if you need help with training, borrowing / requesting books, or using the e-resources.

## Using NHS Wales LibrarySearch

The following YouTube tutorial videos will help you to use NHS Wales LibrarySearch:

- ♦ [NHS Wales LibrarySearch Account](#)
- ♦ [NHS Wales LibrarySearch Searching](#)
- ♦ [Google Scholar NHS Wales](#)