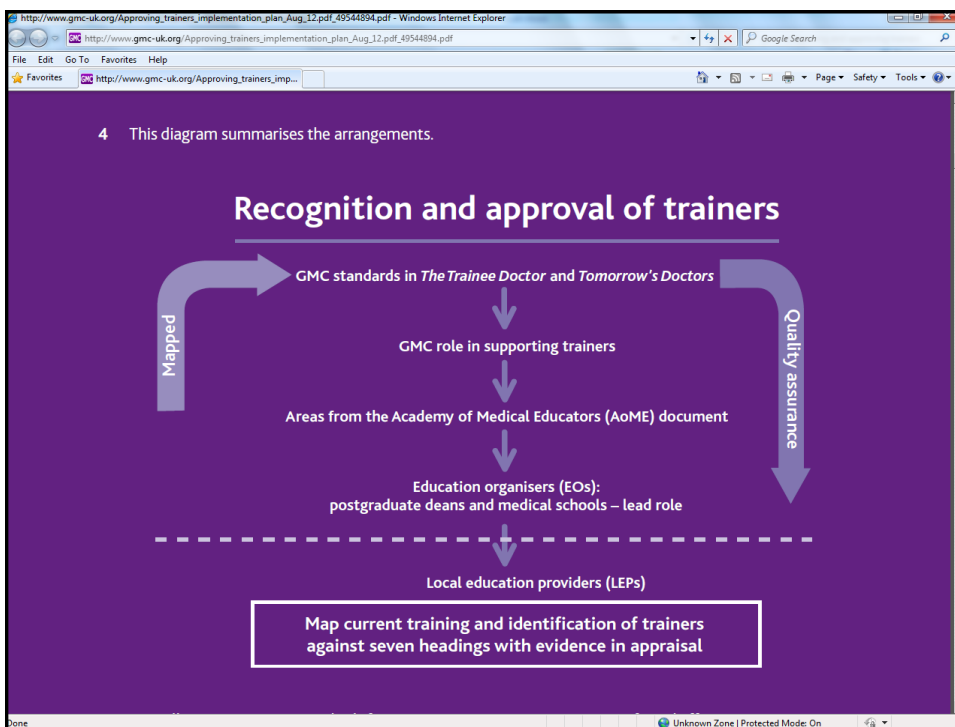


Dr K Nathavitharana
Chair, Clinical Tutors' Committee
Health Education West Midlands
22/10/13

Challenges of GMC Trainer Recognition in the Workplace



Definitions

NAMED EDUCATIONAL SUPERVISOR

'A trainer who is selected and appropriately **trained** to be responsible for the **overall supervision and management** of a specified trainee's **educational progress** during a training placement or series of placements'

NAMED CLINICAL SUPERVISOR

'A trainer who is selected and appropriately **trained** to be responsible for **overseeing** a specified trainee's **clinical work** and providing **constructive feedback** during a training placement'

Definitions - Undergraduate

MEDICAL SCHOOL

- Year leads
- Directors
- Vice-Deans
- ? Deans

LOCAL EDUCATION PROVIDER

- Clinical Sub-Deans
- Associate Directors
- Directors of Medical Education
- ? Medical Directors / CMOs

Milestones set by GMC

- **July 2012:** submit timeline for implementation
- **December 2012:** confirm criteria and systems ready for data collection
- **July 2014:** confirm all trainers registered, either full or provisional
- **July 2016:** confirm all trainers fully registered

GMC Trainer Accreditation

PROVISIONAL



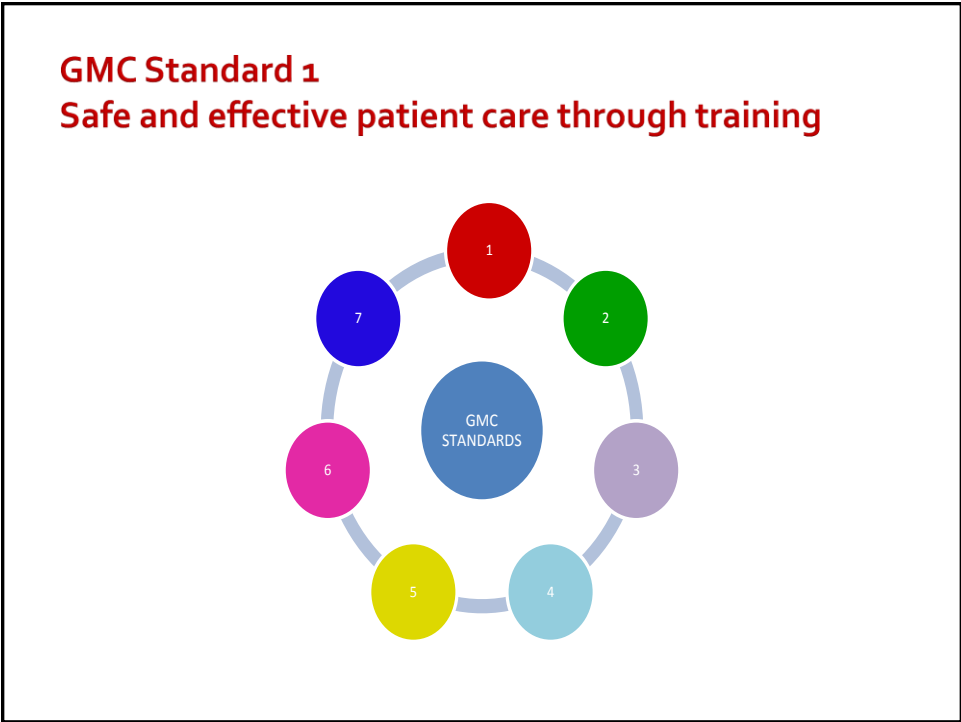
FULL

July 2014

Training the Trainer
Doctors as Educators

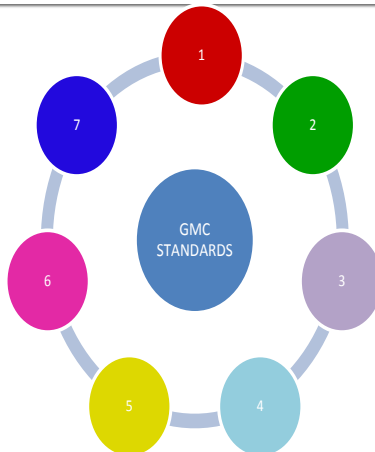
July 2016

Performance
Supporting information
Development
Portfolio



- GMC Standard 1**
Safe and effective patient care through training
- Departmental induction
 - Protocols / guidelines
 - Critical incident reporting
 - Serious untoward incidents
 - Round table discussions
 - Risk assess competence / confidence
 - Audit

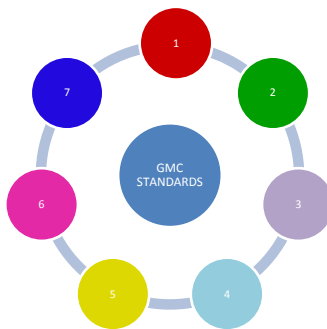
GMC Standard 2 Establishing and maintaining an environment for training



GMC Standard 2 Establishing and maintaining an environment for training

- Educational climate
- Protected time
- Workload
- Local faculty groups
- Protection from clinical risk
- Skill mix
- Multi-professional teaching and learning

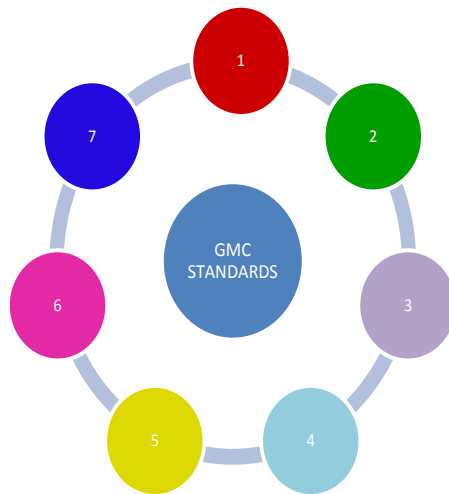
GMC Standard 3 Teaching and facilitating learning



GMC Standard 3 Teaching and facilitating learning

- Up to date knowledge and skills
- Direct guidance on clinical work
- Effective supervision
- Constructive feedback
- Encourages trainees to write their own PDPs
- Facilitates wide variety of learning opportunities
- Technology enhanced learning
- Promotes reflective practice
- Supervised learning events

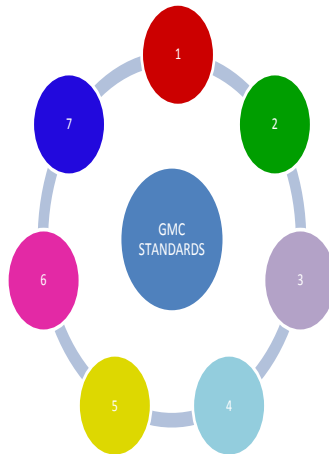
GMC Standard 4 Enhancing learning through assessment



GMC Standard 4 Enhancing learning through assessment

- Regular feedback on trainee performance
- Planning and monitoring assessment
- Encouraging trainees to participate in 360 degree appraisal
- Support for College examinations

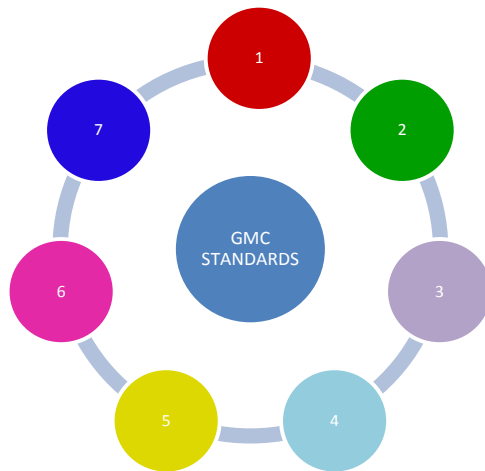
GMC Standard 5 Supporting and monitoring educational progress



GMC Standard 5 Supporting and monitoring educational progress

- Educational contract
- Curriculum
- Timely appraisals
- Liaison with clinical supervisors and local faculty
- Ensuring effective educational handover
- Responding to problems
- Reports for ARCP

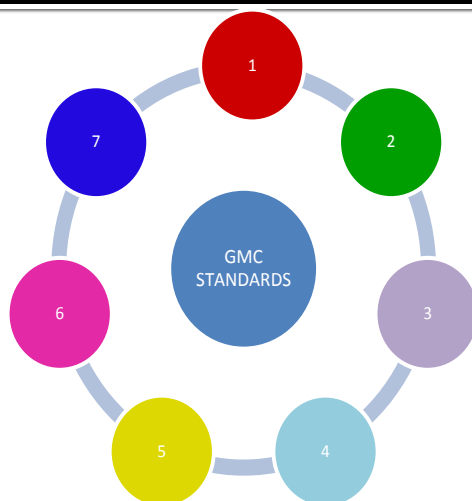
GMC Standard 6 Guiding personal and professional development



GMC Standard 6 Guiding personal and professional development

- Positive role model
- Careers advice
- Maintain 'professional boundaries'
- Doctors in difficulty referral pathways
- Mentoring / coaching skills

GMC Standard 7 Continuing professional development as an educator



GMC Standard 7 Continuing professional development as an educator

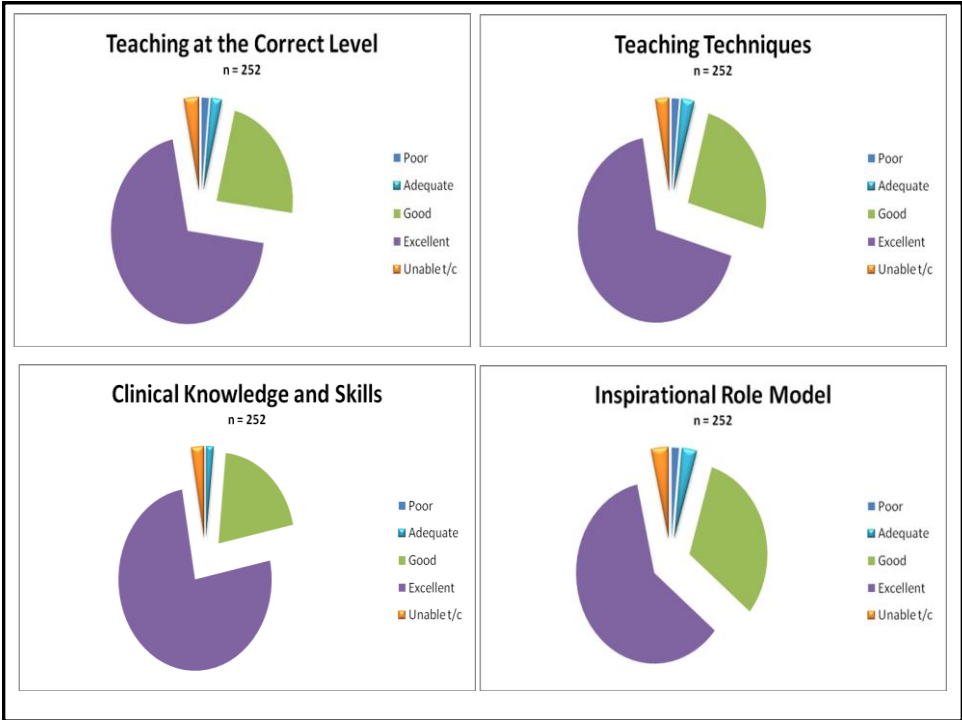
- Trainer PDP
- Trainer multi-source feedback (eg DATA tool)
- Regular updates
- Targeted development
- Responding to trainee feedback
- Peer evaluation

Record of Performance

GMC Survey

Report By is equal to Trust/Board
 and Survey Year is equal to 2012
 and Trust / Board is equal to University Hospitals Birmingham NHS Foundation Trust
 and N > 2

		Indicators											
Trust / Board	Overall Satisfaction	Clinical Supervision	Handover	Induction	Undermining	Adequate Experience	Work Load	Educational Supervision	Access to Educational Resources	Feedback	Local Teaching	Regional Teaching	Study Leave
University Hospitals Birmingham NHS Foundation Trust													



Conclusions

Implementing GMC trainer accreditation

- Challenging
- Professionalises medical education
- Raises the standard and profile
- An opportunity not to be missed