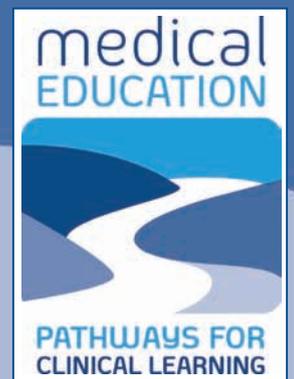


The NHSL Senior Medical Staff Programme



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THE NHSL SENIOR MEDICAL STAFF PROGRAMME

Welcome to NHSL Medical Education

The NHS Lanarkshire Department of Medical Education strives to support '*pathways for clinical learning*' at the highest level for all medics: from student to senior consultant.

The Health Board has over 330 consultant and over 120 specialty and associate specialist staff. Such staff will be able to access a range of specialty-specific CPD through college and specialty association events. However, NHSL believes that all senior staff should have the opportunity of attending locally available quality training, in key generic topics or skills that are applicable to all medical staff. Therefore, we provide additional *development* for both new and established senior staff. These are specifically designed not to overlap significantly with other sources of provision. They are focussed on the needs of the senior group for whom the majority of sessions are available exclusively.

We hope you will enjoy our varied programmes. In addition, we hope you will find of benefit the range of facilities and resources provided. We are constantly striving to improve our service: please let us know of any suggestions for future development (meded@lanarkshire.scot.nhs.uk).

ORGANISATIONAL ‘MANDATORY’ TRAINING

Induction

Senior staff are usually appointed individually. Therefore, group hospital induction has traditionally been difficult to implement. However, the NHS Lanarkshire Medical Education websites ([MEDED](#) and [STAR](#), see page 8), provide access to generic hospital induction-related topics. Departmental and ‘systems’ induction is provided on an individual basis by departments.

Core training

The principles of clinical governance as well as directives from government require that the following topics are regarded as core training for all medical staff:

- ◆ equal opportunities
- ◆ diversity and disability
- ◆ interviewing skills
- ◆ fire lecture
- ◆ child protection
- ◆ domestic abuse
- ◆ blood transfusion
- ◆ healthcare associated infection
- ◆ resuscitation and emergency skills (see separate section)

The Department of Medical Education is working with NHSL medical management to find practical ways of enabling staff to attend and maintain training in these. Several are provided online and we are working to extend this (see [STAR](#), page 8).

Clinical CPD

To support staff not able to attend particular internal hospital CPD meetings, several events have been web streamed and can be viewed via the [MEDED](#) web site.



SENIOR STAFF DEVELOPMENT PROGRAMME

The Consultant Induction and Professional Development (CIPD) programme aims to provide specific training tailored to the needs of new consultant staff, reflecting their multi-faceted role of tutor, team leader and business manager. Thus it presents sessions on:

- ◆ teaching; trainee appraisal and how to use assessment tools for clinical supervision
- ◆ effective complaints handling and conflict management including the process whereby we might resolve conflict
- ◆ key financial business skills e.g. strategic planning, how to develop business cases and service developments
- ◆ legal aspects of clinical practice
- ◆ job planning and appraisal
- ◆ leadership training

In short the CIPD programme aims to provide training that will enhance the skills of Consultant staff in today's NHS.

The programme runs in two phases, each over three days. These are regarded as part of induction to NHSL, for consultant staff new to the organisation, who are encouraged to attend each phase within the first year of taking up their post. Other senior staff have the opportunity to book on available single days as desired.

Symposia

Symposia are periodically supported by NHS Lanarkshire Medical Education to provide a locally available, high quality CPD event. The focus is usually on the management of clinical emergencies or topics that are particularly relevant to a variety of specialties. Speakers are drawn from across the UK to complement those speaking from our own NHSL-based expertise.



In addition to the CIPD programme, a collection of more in-depth single-focus events has been provided by NHS Lanarkshire.

The providers for each module have been carefully sourced, often externally, from around the UK. We have worked with these providers to ensure the programmes are shaped to senior medical needs and evaluate all sessions rigorously. These courses are free to NHSL staff but are also open to senior medical staff from across Scotland and many receive external CPD approval. Examples of sessions are shown below:

Management skills

- ◆ 'Presentation Skills'
- ◆ 'Negotiation Skills'
- ◆ 'Finance for the Non-Finance Manager'
- ◆ 'Managing Conflict'
- ◆ 'Influencing Skills'
- ◆ 'Chairing Meetings'
- ◆ 'Leadership Skills'

Personal Skills

- ◆ 'Time Management'
- ◆ 'Stress Management'
- ◆ 'Communication Excellence in Clinical Practice'
- ◆ 'Assertiveness Skills'

IT Skills

- ◆ 'Health Information on the Internet'
- ◆ 'Microsoft® Excel®'
- ◆ 'Microsoft® Outlook®'
- ◆ 'Microsoft® Powerpoint®'
- ◆ 'Microsoft® Word®'

Medico-Legal Skills

- ◆ 'Medico-Legal Report Writing' and 'Giving Expert Evidence'
- ◆ 'Handling Complaints'



RESUSCITATION AND EMERGENCY SKILLS

Resuscitation Council life support courses

Courses in Basic, Immediate, Advanced and Advanced Trauma Life Support for senior staff are available.

‘Medic at the roadside’

This full-day module aims to equip senior medical staff with a summary of what can be done (and what should not be done) in emergency out of hospital situations. It includes aspects such as general patient assessment, basic paediatric resuscitation, general trauma care and initial management of medical emergencies out of hospital.

The focus of the course is on the practical sessions around which relevant theoretical elements are also presented.

The course faculty includes senior staff from the Emergency Department and paramedics, as well as involving members of the fire brigade in a simulated RTA setting.



FACULTY TRAINING



General teacher training

The Department of Medical Education is committed to developing a highly trained teaching and training faculty. Where possible, local provision of courses, e.g. PBL training, supervisor training will be sourced.



INVOLVEMENT AS A MEDICAL TEACHER/TRAINER

Most consultants and many SAS staff undertake teaching / training as part of their usual job plan. However, some may choose to develop this further and enjoy a specific sessional commitment to medical education through joining our core faculty of experienced teachers and trainers. Positions include those of 'Lead Clinical Trainer' working as part of our skills faculty, or teachers with a regular commitment as part of our core additional undergraduate faculty. The Director is always pleased to discuss any such opportunities with any interested NHSL staff, or those considering retaining involvement in medical education subsequent to their retiral from clinical work.



GENERAL SUPPORT

Video conferencing network

Each medical education office is equipped with a VC system. These are portable and allow VC links to be used from almost any room in each of the three hospitals. They are primarily used for teaching and training events rather than clinical or MDT events, which are served by the Trust VC network. In addition, there are facilities to record lectures and web-stream events. Staff wishing to link departments across NHSL or to external teaching or education meetings or make recordings of teaching should contact the IT lead through the Medical Education Office.

STAR

www.medednhsl.com/STAR

STAR is a complete online management training system launched in 2010-11.

The web site has been created specifically to make learning and reflection available in a format that better suits the availability of senior medical staff, and to provide certificates as evidence of continuing professional development. It will also deliver on training required to support core clinical service.

STAR has been commissioned by NHS Education for Scotland to deliver e-teaching material for supervisors. At the moment topics covered are: Appraisal and feedback for trainees; Doctors in difficulty (trainees); Workplace based assessment of trainees.

MEDED

www.medednhsl.com

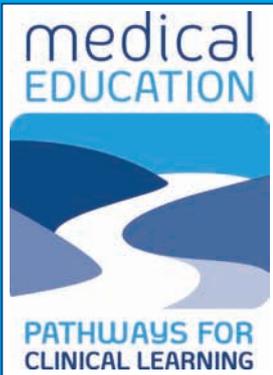
The website of the Medical Education Department makes the following available to senior staff:

- ◆ clinical guidelines
- ◆ a collection of teaching and training-related websites
- ◆ guidance for supervisors
- ◆ an online 'appraisal' guide with forms that can be downloaded
- ◆ a MEDED course booking system
- ◆ certificates of attendance at NHSL Medical Education training courses
- ◆ teaching resources, e.g. images.MD

Skills training equipment

A range of equipment is available to support training sessions, in particular clinical skills including surgical, obstetric and paediatric procedures. The Department is pleased to make this equipment available to support additional teaching sessions as required by groups of trainees or clinical departments. Those who wish to access the equipment library should contact the Lead Clinical Skills Officer.

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