

Trainer Standards Update

Welcome to the July edition of the HENW Trainer Standards update. We hope you find the information in these bulletins useful but please let us know via our e-mail address if there is other information you would like to see included in future editions: nwd.educatordevelopment@nw.hee.nhs.uk

GMC recognition and approval of trainers

The GMC released their implementation plan for the recognition and approval of Trainers in August 2012, which requires LETBs (i.e. HENW) as Learning Organisations to formally recognise trainers in their roles as Clinical and/or Educational Supervisors: [GMC Implementation Plan](#).

Following the integration of the Mersey and North Western deaneries **one framework for the recognition of trainers will apply across HENW to ensure that the GMC standards are fully met by the July 2016 deadline**. This includes the implementation of a live, online trainer database to enable LEP's (Trusts) to record the status of Named Clinical Supervisors (CS) and Educational Supervisors (ES).

Meeting the GMC standards – HENW requirements

To be fully recognised as a 'Named' Clinical or Educational Supervisor, trainers are required to document evidence from the domains, as indicated below, to demonstrate their engagement in educational activity:

Clinical Supervisor Requirement	Domain	Educational Supervisor requirement
✓	1. Ensuring safe and effective patient care	✓
✓	2. Establishing and maintaining an environment for Learning	✓
✓	3. Teaching and Facilitating Learning	✓
✓	4. Enhancing Learning through Assessment	✓
	5. Supporting and monitoring educational progress	✓
	6. Guiding personal and professional development	✓
✓	7. Continuing professional development as an educator	✓

Please note that although the Academy of Medical Educators (AoME) have recently updated their domains, the GMC has confirmed it will still be approving trainers based on the domains above.

Gaining provisional and full recognition

Here is a reminder of the HENW requirements to be provisionally and/or fully recognised as a named Clinical or Educational Supervisor:

- **Individuals who are listed on the HENW Trainer database as 'Trained' CS or ES** will be *provisionally* recognised.
- **To become *fully* recognised by July 2016** and to retain recognition thereafter each 'trainer' will need to have an annual appraisal which includes evidence of Educational CPD. This would be demonstrated by providing one piece of evidence covering domain 7 (CPD) per annum, with 3 separate types of evidence in any 5 year period (see documents below).
- **Anyone not on the HENW trainer database and new Consultants/Trainers** will need to attend a taught course that is externally accredited e.g. by Academy of Medical Educators, a Royal College or HEI to prepare them for the supervisor role. See section 'Externally accredited courses'.
- In addition new trainers will need to provide a minimum of 1 piece of evidence from each of domains 1 – 4 for CS and 1 – 6 for ES to become **fully** recognised.
- **To retain recognition** trainers are required to undergo annual appraisal which includes evidence of educational CPD. This would be demonstrated by one piece of evidence covering domain 7 (CPD) per annum, with 3 separate types of evidence in any 5 year period.

The attached documents provide examples of evidence.



Guidance on
Evidence for Trainers



Examples of CPD as
an Educator.doc

SAS Doctors as Named Clinical and Educational Supervisors

Please refer to the following document for HENW policy on the recognition of SAS Doctors as Named Clinical and Educational Supervisors. This is in accordance with the GMC Standards for the Recognition of Trainers (paras 60 and 61):



SAS Drs as Trainers
2014.doc

Database of Trainers

HENW have developed a Trainer Database which is in use in all Trusts in Greater Manchester, Cumbria and Lancashire and will be rolled out to Trusts in Cheshire and Merseyside from the end of July onwards.

The database is managed by Medical Education Managers in Trusts and contains information required by the GMC on named Clinical and Educational Supervisors. We use this information to report to the GMC on trainer standards, as well as for the new GMC trainer survey which will be sent to all trainers in early 2016.

Information on named supervisors is also checked at each Trust monitoring visit as part of our quality management processes. A randomised list of 10% of named supervisors is sent to the Trust in advance of the visit with a request for evidence supporting their trainer status. More information on this process can be found here:



QM of Trainer
Approval - Nov 14.do

If you would like any more information about the trainer database, please contact us:
nwd.educatordevelopment@nw.hee.nhs.uk

Training Needs Analysis outcomes

Thank you to all trainers who completed the HENW Training Needs Analysis (TNA) at the end of 2014. We received 744 responses and went through a summary of the data at the Spring Educators' conference. The results of the TNA will form the basis of our next Education Development Strategy which will be circulated for consultation in the Autumn.

Top 10 priority areas for development

The following were identified by our trainers as the top 10 areas they would like development in. We are looking at a number of ways to help support these areas including running workshops across the region; developing slide packs for senior educators to roll out in their Trusts and creating a shared space on the HENW website for colleagues to share best practice and information on local development sessions.

Rank	Area
1	Educational supervision: how to get the best out of your trainee
2	Supporting trainees who are not progressing
3	Leadership development including enhancement of current skills and leadership styles
4	Interviewing and ARCP assessment skills
5	Education supervisor report writing and feedback
6	Quality control of education
7	Employment Law
8	Coaching
9	Resilience
10	Assertion skills including negotiation and influencing

Recent Trainer Events in HENW

Spring Educators' Conference May 2015

The Spring Educators' conference was held in Lancaster in May 2015 and thank you to all those who attended and contributed to a productive two days. The focus for the first day was on the management of trainees in difficulty, with presentations from Blake Dobson (GMC liaison for HENW), Michael Wright (Hill Dickinson solicitors) and Jo Rowell (Associate Dean, HENW). The second day looked at the results of the Trainer Needs Analysis survey carried out in November 2014 and how the results will inform what we deliver to trainers in the coming months. Slides are available to those who could not attend. Please contact nwd.educatordevelopment@nw.hee.nhs.uk if you would like to receive copies.

Trainer Forum June 2015

HENW hosted a national trainer forum in Warrington in June 2015, with representatives from LETBs and the GMC. The event focused on the progress LETBs were making towards the recognition and approval of trainers, required by the GMC by July 2016 and it was reassuring to see that all organisations were at a similar stage of implementation. Our online trainer database was of particular interest to other LETBs who do not yet have anything similar in place and we are confident we will meet the GMC deadline by ensuring rollout is complete across our entire patch in the near future.

A reminder about externally accredited courses

HENW does not have a mandated list of accredited courses but suggestions of appropriate courses include:

HEI PG Courses

- Postgraduate Certificate in Workplace based Postgraduate Medical Education with Edge Hill University – more details [here](#)
- Chester University Postgraduate Medical Education Practice programme - more details [here](#)
- Examples of other courses can be found on the website [here](#)

Royal College courses

Please check on Royal College websites as there are a variety of courses available, for example:

- The RCP runs a 'doctors as educators' course for all specialties – more details [here](#)
- RCS runs a 2 day course for Surgical Educators - [here](#)
- RCPCH runs an Effective Educational Supervision course - [here](#)
- RCoA runs a number of courses for Anaesthetists as Educators - [here](#)

Membership of the Academy of Medical Educators (AoME)

If you are or become a full member or fellow of the AoME you will be deemed to have met the domains required to be recognised as an Educational Supervisor, subject to approval by your Director of Medical Education. More information [here](#)

Other externally accredited courses

There will be courses other than those mentioned above which are appropriate. HENW does not approve courses and as long as trainers can map their learning from the courses to the domains and have the approval of their DME this is sufficient for approval.

Contact us

If you have any queries on any of the above points or require further clarification on the integrated process please e-mail us at: nwd.educatordevelopment@nw.hee.nhs.uk.