

# THE MEDICAL EDUCATION ROUND

A seasonal newsletter from the Medical Education Team

CLINICAL  
EDUCATION

*at its best*



Excellent  
learning  
environments

Education  
Innovation  
and  
Scholarship

Support  
workforce  
transformation

High Quality,  
Safe Patient  
care

Education  
Quality and  
Governance

## WELCOME



Hello and welcome to 'The Medical Education Round', our new and revamped education newsletter. Inside you will find information on a range of education topics from events and taster days to general education updates.

This happens to be the first and only time I will introduce this newsletter as I depart the education team for the GMC but my replacement will be here in time to introduce the next issue.

**Sue Carr** Director of  
Medical Education

## We're back with a new and improved newsletter

Welcome to our brand new newsletter

Welcome to the very first issue of 'The Medical Education Round', our brand new department newsletter. The aim of this newsletter is to provide an update to all staff on any events and important information related to medical education

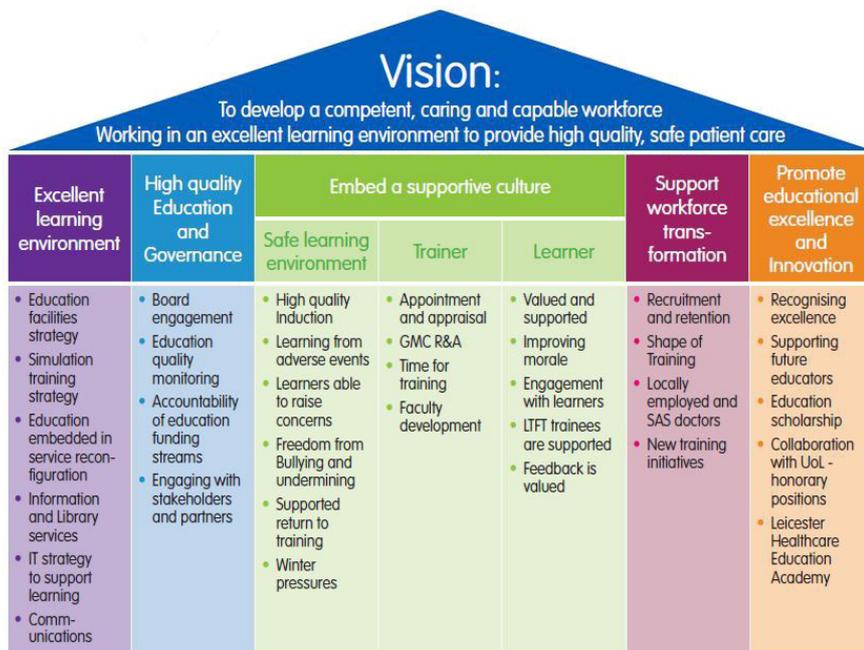
This newsletter is part of our new communications focus on medical education following the appointment of our new Communications Officer last year. As well as revamping the newsletter, we are also working on an external clinical education website where you will have access to a wide variety of resources.

We have a wide variety of items in this months newsletter and here's a little taster of what's to come. Sue Carr will sadly be leaving us this month but we have a wonderful piece on her time at

UHL featured inside. We also spent the day with Dr Damian Roland in the children's emergency department on Valentines Day and you can find out what we got up to on page 2. We have officially launched 'The Smooth Guide to Training Changes at UHL' and you can find out more about this in this newsletter. There are also updates on the DiTC and the Junior Doctor Morale group plus so much more.

Remember to follow us on twitter (@UHL\_ClinEd) and Instagram (uhlclinicaleducation) too where you can be kept up to date with all the latest medical education news at UHL.

The next issue will be out in the Summer so make sure you're on the lookout for when it's released! We hope you enjoy our first issue.



## Haematology taster day

There will be a Haematology taster day taking place on Friday 28th June from 10:30am—16:00pm in room 120, Level 1, Sandringham building. If you're interested or would like more information, you can email [april.sellors@uhl-tr.nhs.uk](mailto:april.sellors@uhl-tr.nhs.uk).

## YourHealth

YourHealth (<https://yourhealth.leicestershospitals.nhs.uk>) is UHL's new online repository for patient information leaflets. Leaflets are being reviewed and updated with help from Hannah Beckitt, our Patient Information Librarian ([InformationForPatients@uhl-tr.nhs.uk](mailto:InformationForPatients@uhl-tr.nhs.uk)) and all leaflets should be in date and stored on the YourHealth system.

This will mean that everyone can easily check that they are using the latest version. Duplication can be minimised and patients will be able to find their own information. For more information, please contact Hannah.



## Together Magazine

Pick up or download a copy of the latest together magazine to find a page from us focusing on doctors lanyards. It's really worth a read if you're not quite sure what all the lanyards mean. You can find it on page 15 and can request a copy from us.

# UHL Medical Education Strategy 2019 - 2021

The UHL Medical Education Strategy for 2019-2021 is now available. The Strategy is mapped against the UHL Quality Strategy and describes key priorities and themes as well as current challenges in medical education. The Strategy is available on our INsite page and on our external clinical education website.

## Goodbye Sue and thank you

Our Director of Medical education, Professor Sue Carr, leaves for pastures new at the end of April 2019

We would like to take this opportunity to thank Sue for her considerable contribution over the last 8 years.

During a period of significant changes in National demands, as well as considerable financial constraint, she has steered UHL medical education to a healthier place. Sue's drive and commitment to quality and safety through education have led to significant changes in the way we deliver our commitments to undergraduate and postgraduate training. Indeed, many of her achievements are regarded as examples of good practice both regionally and nationally.

From successful GMC visits to Gripes Tools, from a new LRI library to LiAs for education, Sue's achievements are too numerous to list. The team in Medical Education feel privileged to have worked with Sue and we're proud to have been led by her. As



we look forward to delivering the new Medical Education Strategy with optimism, we're sure you will join us in wishing Sue every success in her new role as the Deputy Medical Director at the GMC. Thank you Sue for all your support, guidance, mentorship and hard work. We wish you the very best of luck!



## Physician Associates and Physician Associate Students in UHL

De Montfort University School of Allied Health Sciences started a physician associate programme in 2017 and UHL has agreed to support the training of these students. The current cohort started their clinical placements in September 2018 which have included medicine, general surgery, paediatrics, O&G, critical care, and emergency medicine. They will graduate in August 2019 and then sit for their national certifying examinations to qualify as a physician associate.

### What is a PA?

- Graduate level healthcare professional with generalist medical education.
- Dependent practitioner working closely with doctors and surgeons.
- Able to work independently with appropriate support.
- Part of the multidisciplinary team.

### General duties

- Taking histories.
- Examining patients.
- Request/interpret tests and studies.
- Perform diagnostic and therapeutic procedures.
- Formulate differential diagnoses and management plans.
- First assist in theatre.

### Limitations

- Currently unable to prescribe medication or request ionizing radiation.
- UK regulation is moving forward in October 2018.

### Training

- Must have a science-related degree to be accepted into a PA programme.
- 2 year long working programme.
- 1st year theoretical learning, 2nd year clinical training.
- Must pass National Certification Exam (SBA and OSCE).
- Recertification every 6 years.

# A day in the life of Dr Damian Roland

We recently spent the day with Dr Damian Roland in the children's emergency department as part of our 'A Day in the life of' series. We observed Damian supervising and assisting junior doctors.

One highlight of the day was being able to witness how a cast is made and how it is fitted. This cast was for a

young boy who had broken his arm while playing with his friends.

This was the second day we spent with a doctor after spending the day with Dr Matthew Graham Brown in the Renal department at Leicester General Hospital. Keep an eye on our twitter to see who we follow next...



## Launch of 'The Smooth Guide'

Last month, we launched our 'Smooth Guide' series beginning with 'The Smooth Guide to Training Changes at UHL'

The Department of Clinical Education have designed and launched the 'Leicester Smooth Guides' to disseminate timely, eye catching messages about developments and innovations in medical education.

We launched the first series, 'The Smooth Guide to Training Changes at UHL', in March when the President of the Royal College of Physicians, Dr Bod Goddard visited the trust.

'The Smooth Guide to Training Changes at UHL' explains the impact of Shape of Training, with a focus on the new Internal Medicine curriculum which starts in August 2019. Follow us on twitter for updates. The guides will be uploaded to our website and hard copies are available on request.



## Undergraduate Medical Education

We are now approaching the final stages in completing the transition programme for Under Graduate Medical Students from Leicester Medical School.

The introduction of the 12-week Foundation Assistantship shadowing period, introduced last year and running again this Spring with an added rolling elective, continues to offer the students excellent shadowing opportunities post finals, before embarking on their Foundation training programmes in the summer.

As part of the transition, a further FA programme will be implemented in October 2019 for our *new* Year 5 students entering their final year in September 2019. This comprises a 20 week Foundation Assistantship spanning Medicine, Surgery, GP and also an **additional Acute care experience** for all, prior to sitting their Final exams in April 2020.

We would also like to take this opportunity to acknowledge our Consultant Tutors, Junior Doctors and Allied Health Professionals, notwithstanding our excellent UHL Clinical Skills Team, all of whom have contributed to the changing curriculum and help ensure that our Medical students receive the optimum opportunities and teaching expertise. The assessment process continues to be honed to reflect curriculum changes and we are grateful to all examiners who participate in both formative and summative assessments.



## Question time with...Dr Kath Higgins



This month, we spoke to Consultant Physician and new junior doctor return to work lead Dr Kath Higgins.

The UHL Clinical Education team appointed Dr Kath Higgins as the junior doctors return to work lead in January 2019. Kath is a diabetes consultant who has worked in the trust for 20 years and she is also an FY2 Educational supervisor who works part-time in the diabetes team.

### How do you feel about this role?

"I am really excited to take this role on and believe that supporting junior doctors returning to work is really important. Returning to work following a period of leave can be challenging and I would like to ensure a structured pathway is in place in UHL to support junior doctors in this stage of their career."

### Which doctors will this work apply to?

"Any junior doctor returning to work following a period of absence for 3 months or more. "

### What do you plan to put in place to support junior doctors returning to work?

"I aim to set up a clear pathway for teams to refer to which will allow junior doctors to gain the support they may need to navigate their return to work. Access to online resources and networking opportunities will be important. I will seek the views of junior doctors regarding what they feel would be needed to support them when returning to work."

### Do you have personal experience

### of returning to work?

"Yes. As an SpR and Consultant I have taken 3 periods of maternity leave, the longest being 12 months and I can still vividly remember how I felt when I returned to work after these breaks from clinical practice. The first on-call can be scary, IT systems change, familiar faces may have moved on, replaced by new and unfamiliar faces, it can take time to regain confidence. It can be a difficult time and it's really important to get recognise this."

### What can junior doctors do to help you move this work forward?

"Look out for bulletins, emails or newsletters with any news on this work. It is likely that the next Junior Doctor survey will include a few questions on this topic so please do complete the survey. Importantly, if you are planning a break from work for 3 months or more, are currently mid-break or have recently returned to work following a break of 3 months or more, please contact [RTTSupport@uhl-tr.nhs.uk](mailto:RTTSupport@uhl-tr.nhs.uk).

"I'm really keen to keep the experiences and views of junior doctors at the centre of the development of this work. One of the first steps is finding out how many doctors in UHL this is applicable to and keeping in touch with these doctors. You can follow Kath on twitter - [@medmum3](https://twitter.com/medmum3).

# Bleep test

The step up from medical school to foundation training can be a daunting prospect for final year students.

The step up from medical school to foundation training can be a daunting prospect for final year students. Whether it's anecdotally or formally, there is evidence to suggest that medical students and foundation trainees lack confidence in multiple skills when starting their first on call shift. To help medical students with this transition we have designed and run Bleep Test- an in-situ simulation exercise designed to give final year medical students a realistic experience of a ward cover shift.

We have been running the 3 hour sessions on weekday evenings in Windsor building at Leicester Royal Infirmary. After an initial briefing, which includes a pre-course questionnaire and assignment of bleeps, the students begin their simulated 3 hour on call shift with a handover from the outgoing day doctor. The students are then bleeped up and down Windsor building by our volunteer foundation trainees masquerading as nurses over the phone. The scenarios include common jobs such as dosing warfarin, treating hyperkalaemia, prescribing analgesia and managing SEPSIS. Most of our scenarios are paper-based however our SEPSIS scenario includes a talented foundation trainee feigning the signs of cellulitis. Students practice skills such as prescribing, documenting, responding to bleeps, prioritising tasks, assessing acutely unwell patients, formulating management plans and discussing cases with seniors through the Bleep Test switchboard.



At the end of the shift students handover any outstanding jobs or unwell patients to the incoming night doctor. This is then followed by a one-to-one rotating feedback session where students can discuss their performance with the junior doctor running each scenario. They are also emailed a document containing management plans for each scenario which have been checked through by a consultant and registrar. Finally, students fill out a post course questionnaire and leave the hospital having felt the wide array of emotion associated with an on-call shift.

Approximately 40 medical students have taken part so far and feedback data has been very promising with many medical students indicating that they would feel more confident doing an on-call shift after the session and suggesting that similar exercises should be incorporated into the medical school curriculum. We are also aiming to collate data from the same students whilst they are in their

# Junior Doctor Study Leave at UHL

DEPARTMENT OF CLINICAL EDUCATION, UHL

## Junior Doctor Study Leave @ UHL

5 QUICK STEPS TO THE STUDY LEAVE PROCESS AT UHL



### 1.) APPLY FOR STUDY LEAVE ONLINE

First you need to apply for study leave on Intrepid Leave Manager. Intrepid is a Health Education England (HEE) administered system. All expenses should be recorded at this time. If you have any issues with this contact [csf.em@hee.nhs.uk](mailto:csf.em@hee.nhs.uk).

### 2.) WAIT FOR APPROVAL

Once you have applied for study leave online, you will then need to wait for approval via Intrepid. You can check the status of your application by logging into your account. If your study leave date is approaching and it has still not been approved contact [jnrdsstudyleave@uhl-tr.nhs.uk](mailto:jnrdsstudyleave@uhl-tr.nhs.uk).



### 3.) ATTEND THE COURSE/STUDY LEAVE

Once your leave has been approved you now have permission to attend your study leave. **Please note:** you can only claim for expenses after the course.

### 4.) COMPLETE A UHL EXPENSES CLAIM FORM

Now you can submit an expenses claim form through UHL on a **PCF4 paper form** (electronic copies not accepted) no less than 6 weeks after. You must include: **Certificate of attendance, receipts & your signature.** **NOTE:** only expenses recorded on Intrepid can be reimbursed.



### 5.) SUBMIT & WAIT

Once you have completed your form you must submit your form directly to **Study Leave Team, Clinical Education Centre, LRI**. If everything is in order, we will process your form and send to payroll. Your reimbursement will be paid via your payslip.

### FOR MORE INFORMATION

HEE Study Leave Page: [www.eastmidlandsdeanery.nhs.uk/policies/study\\_leave](http://www.eastmidlandsdeanery.nhs.uk/policies/study_leave)  
Study Leave Policy: [https://www.eastmidlandsdeanery.nhs.uk/sites/default/files/hee-em\\_cs\\_policy\\_august\\_2018.pdf](https://www.eastmidlandsdeanery.nhs.uk/sites/default/files/hee-em_cs_policy_august_2018.pdf)

PCF4 Form: [http://intreptgether.uhl-tr.nhs.uk/Divisions/Corporate/Clinical-Education/Documents/Substance%20and%20Research%20Expenses%20Claim%20Form%20PCF4%20\(2\).pdf](http://intreptgether.uhl-tr.nhs.uk/Divisions/Corporate/Clinical-Education/Documents/Substance%20and%20Research%20Expenses%20Claim%20Form%20PCF4%20(2).pdf)  
Guidelines on completed expenses forms: <http://intreptgether.uhl-tr.nhs.uk/Divisions/Corporate/Clinical-Education/Documents/Jnr%20Doctor%20Study%20Leave%20-%20Guidelines%20for%20Completing%20Study%20Leave%20Expenses%20Forms.pdf>



## The RCPE-EMU, something for everyone in Medicine. Come along and you won't regret it!

It doesn't matter if you're an FY1 or a senior physician, a trainee or a trust grade doctor, in rheumatology or renal medicine as the EMU has something to offer to anyone in a medical specialty

The RCPE-EMU (Royal College of Physicians of Edinburgh – Evening Medical Updates) are monthly lectures that are held in the RCPE and they are streamed online across the UK and around the world including Leicester.

The lectures cover 'The Top Medical Presentations' and 'Emergency Presentations' as defined in the UK General Internal Medicine training curriculum. They are relevant to all grades of doctors working in medical specialties from F1 to Consultants. It would also be beneficial for trainee and trust grade doctors alike with CPDs attached to the lectures.

Attendance can be linked to e-portfolios and CPD points may be used for revalidation.

The lectures cover topics such as AKI, falls, seizure, palpitation and anaphylaxis. There are also additional lecture such as 'professionalism in medicine' and in July there is an additional lecture titled 'Top tips for FY1 doctors'. The current programme can be found here <https://events.rcpe.ac.uk/events/evening-medical-updates-emu>. They run on a Tuesday from 6.30pm to 8pm in the lecture theatre at the LRI Clinical Education Centre.

Monthly reminders are sent out with details of time, place and content of the lecture.

Here's what people are saying about it:

*"I have been regularly attending the EMU sessions. All topics to date have been excellent with great speakers. I have gained a lot in terms of the current practice. Overall good speakers, good topics for improving our knowledge and improving our practice as per the required standard."* **Sajeed -Specialist Registrar in Acute Medicine.**

*"The EMU improved my knowledge on managing common medical conditions. I would definitely recommend them as they covered very clinically relevant topics and helped me with meeting some of my curriculum requirements."* **Shirley - CMT2/ACF.**

*"The EMU has been very useful, not only for my clinical practice but it was relevant to my training curriculum and I can attach attendance certificates to my e-portfolio. Good quality lectures by excellent speakers."* **Sanjay - Specialist Registrar in Cardiology.**

## Health Literacy Awareness

Don't forget that we have training available for anyone who deals with patients or the public in either written or verbal communication. People often do not understand what we tell them and evidence shows that as little as 25% of what they are told is remembered correctly.

How big a problem is this and what can be done about it? This course will help you think about these issues. Details, dates and venues can be found here: [www.uhl-library.nhs.uk/training\\_healthlit.html](http://www.uhl-library.nhs.uk/training_healthlit.html)



# Junior Doctor Morale: Update 2

## Listening into Action



April 2019

### You said...

402 junior doctors responded to the UHL Junior Doctor Morale Survey conducted in December 2017. A further survey was conducted in July 2018 with 436 responses.

### We did...

Thanks to your feedback, the Junior Doctor Morale LiA have been striving to improve the working lives of junior doctors at University Hospitals of Leicester NHS Trust, based on what is important to you

### You said...

These were the **Key Themes** that matter to you the most:

Team Working & Relationships

Feedback

Training & Education

Resources

Wellbeing & Pastoral Support

Staffing & Workload

Senior Clinician Support

Autonomy

### We did....

- The **Junior Doctor Morale LiA Working Group** formed in January 2018
- Sponsored by John Adler (Chief Executive) & Andrew Furlong (Medical Director), and supported by Sue Carr (Director of Medical Education), senior clinical leads from each CMG, Deputy MD, Clinical Education, Human Resources, Occupational Health, Wellbeing Team, Doctors in Training Committee, and RCP Chief Registrars

### What has changed so far?

- **Post-shift rest facilities** are now available, **free of charge to junior doctors!**
- **100 additional car parking passes** have been allocated to junior doctors.
- All CMGs have introduced **Contact Cards** so you know who to contact for support in your CMG
- There is a junior doctor representative on the **UHL Wellbeing Group**
- Supportive guidance is available for **Raising Concerns On-Shift**
- The inaugural **UHL Educator Awards** were a great success– look out for the 2019 awards **coming soon**
- Access the **Staff Recognition** icon on Insite, where you are one-click away from various tools you can use to reward your colleagues for excellence, or just as a way to say thanks
- The **Art of a Difficult Conversation** workshops to improve consultants giving feedback to trainees
- **Payroll Escalation Pathway** to guide you with payroll issues
- Local **Junior Doctor Forums** are underway or being developed in multiple CMGs to have your voice heard
- Local **Junior Doctor of the Month** awards are underway or being developed for you to be recognized

### What's next?

The LiA is far from over, the focus for 2019 will be on **Staffing and Workload** and making sure our junior doctors **feel valued**

Look out for the next **UHL Survey** in March ,to add your comments on morale and another chance for you to create change

Keep up to date with LiA news on Twitter @UHL\_ClinEd

# The Clinical Education Conference Service

The Clinical Education Conference Service has already been busy this year running 22 courses since the start of 2019. A 37% increase on last year, it has been a brilliant start for us!

## What's happened?

In January it was UHL Gastroenterology Department's turn to host the Colonoscopy Assessors Training Day in association with JAG and RCP, this saw senior consultants come from all over the UK to discuss the finer points of the future of training in this field. Delegates commented on approachable faculty and excellent cases with a live link set up from the seminar room to the endoscopy suite.

The Pain Management team ran the second ever UHL FFPMRCA VIVA course, we are one of the first trusts to launch revision courses for this exam. Attendance increased 50% from the previous course and we expect this course to go from strength to strength. Good luck to all those awaiting exam results!

Continuing on the topic of new courses the Clinical Education Department ran their Next Steps course in March, open to clinicians ST5+ or equivalent. This education programme is aimed at introducing the non-technical skills required in a consultant post, we covered topics from interview skills and dealing with stress to education and research roles. Attendees rated the course as excellent throughout and enjoyed the "depth of topics not usually taught" and "amazing speakers who are specialists in their field."

## What's new?

Coming up in May we are thrilled to be providing the administration for a Refresh your Mindset course focussing on managing anxiety and stress and avoiding burnout for trainees. The pilot course is limited to paediatric trainees but we hope to open in to all specialties in the future.

We are also involved in an exciting new course, and our first in Orthopaedics, Hand Soft Tissue Management running in January 2020.

The Conference service is available to all specialties and roles, if you have an idea for a course of conference but don't know where to start contact [laura.dixon@uhl-tr.nhs.uk](mailto:laura.dixon@uhl-tr.nhs.uk).

# Trust Grade activities in UHL

Over the last 4 months, a number of new initiatives have been set up targeted towards an ever increasing workforce of trust grade doctors.

We are in a unique position in UHL to have an extremely diverse workforce of Trust Grade doctors who provide an invaluable service across all specialties on all 3 hospital sites.

Since November 2018, an evening seminar at the LRI has been taking place on the last Wednesday of every month from 5.30pm to 8pm. This event provides concise but relevant teaching seminars, free pizza, snacks and a time to network and socialise for our trust grade doctors. The topics in each seminar always cover 3 areas; a clinical topic, a career related topic and a non-clinical topic (such as tips for property rental and purchasing).

It has been very well received with extremely positive feedback so far. It shall continue to run on the last Wednesday of every month at 5.30pm in the lecture theatre at the LRI. Also, some out of hours procedural skills and simulation teaching sessions have commenced over the past month.

Trust grade doctors have had the opportunity to learn how to do Lumbar Punctures, Ascitic taps and go through a variety of acute scenarios in a simulated environment. These events have been fully booked with extremely positive feedback.

Lastly, a network of Trust Grade champions is being established within UHL. This is done to empower trust grades into leadership roles but also help spread the word for all these events and more offered to our trust grade doctors. If you are interested in becoming a Trust Grade champion, signing up to our mailing list, joining the UHL trust grade WhatsApp group or just finding out more about opportunities available for trust grades at UHL, please email [aleem.ahmed@uhl-tr.nhs.uk](mailto:aleem.ahmed@uhl-tr.nhs.uk).

# The Doctors in Training Committee (DiTC)

The Doctors in training committee (DiTC) is a network of junior doctors who connect, communicate and collaborate

The committee is the voice of junior doctors on trust wide projects working with corporate and managerial teams across UHL to improve the working lives of juniors doctors. Last year, we campaigned for restaurant facilities to be open longer and we worked hard to achieve this goal. We have also been involved (in collaboration with the Junior Doctor LiA) in projects to do with parking, post on call rest rooms and amendments to annual leave policy.

The chair of DiTC is Shelina Sachedina (Haematology Specialty Registrar) who has been a long

standing member of DiTC and The Vice-Chairs are Parag Raval (Trauma and Orthopaedic Specialty Registrar) and Aleem Ahmed (Infectious Diseases Specialty Registrar). Together, they have become a real driving force with the help of the rest of the committee and show that changes can be made by junior doctors within UHL.

We have representatives from a range of grades and specialities who are keen to hear from you and your experience of working at UHL. To find out more information about DiTC and keep up to date with our progress,

you can search for 'Doctors in Training Committee' on INsite or you can go directly to our page through this link <http://insite.xuhl-tr.nhs.uk/homepage/clinical/clinical-education/junior-doctors/doctors-in-training-committee>.

You can also follow us on Twitter @UHL\_DiTC.

We will provide regular updates in the newsletter but encourage engagement from all junior doctors. Changes have to start from somewhere!



Doctors  
in  
Training

Connecting doctors across UHL and beyond

UHLDoctorsinTraining@uhl-tr.nhs.uk

## OnExamination

It's coming back!

During April, we expect to receive some more voucher codes for the popular exam revision tool OnExamination. This BMJ produced resource assists revision for a range of postgraduate exams including MRCOG, MRCPCH, FRCS, FRCA, Speciality Certificate in Geriatric Medicine and many more. These voucher codes will be limited to one per person and will be available for a

2 or 4 month duration. They are not available yet, so please don't contact us now to request one but to be amongst the first to hear when they are available, contact the library to ensure that you are signed up for our occasional news emails. More details on the resource can be found here: [www.onexamination.com](http://www.onexamination.com)



## Changes to online resources

The start of April sees some changes to the online resources purchased nationally for the whole of the NHS.

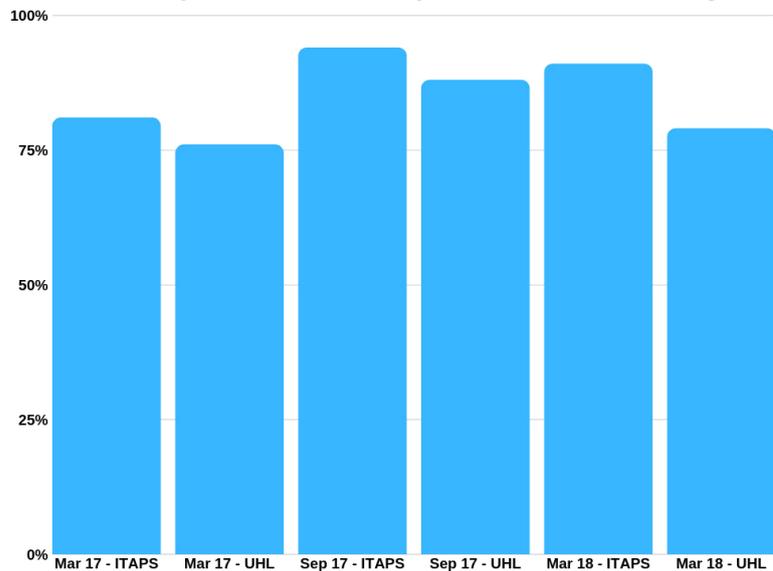
These include: Health Business Elite, the health management database will no longer be available, however a new database, Emcare, will be added to the collection. Emcare focuses on nursing and allied health and indexes over 3,700 international journals mainly in these fields. Access to these, and other databases, including Medline, Embase and PsychInfo, is available via the NICE produced interface. If you have an NHS Athens account you can access them via our website: [www.uhl-library.nhs.uk/resources\\_databases.html](http://www.uhl-library.nhs.uk/resources_databases.html)

There will also be some changes to the online journals available. You can find out what access there is to various journals, and the right route to use to get access, via our journals catalogue: [www.uhl-library.nhs.uk/journals](http://www.uhl-library.nhs.uk/journals). Finally a new resource is being made available. BMJ Best Practice is a point of care resource which enables access to evidence-based topics on diagnosis, prognosis, treatment and prevention of over 1,000 conditions, covering many specialties. Access details and links will be available from here: [www.uhl-library.nhs.uk/resources](http://www.uhl-library.nhs.uk/resources) We are intending to continue with our subscriptions to our current two point of care resources, UptoDate and DynaMed, at least until the autumn.

## Reading Well books

The Reading Well book scheme helps patients understand and manage their own health and empowers them to play a positive role in their own wellbeing. UHL Libraries & Information Services have copies of the books from the Dementia collection (<https://reading-well.org.uk/books/books-on-prescription/dementia>) at both LRI and Glenfield libraries. Clinicians can refer patients to the library to borrow these books and then the books can be returned at any of our libraries, or at any public library in Leicester or Leicestershire.

## Would you recommend your post to a colleague?



## Celebrating ITAPS success!

ITAPS have gone from a CMG that had multiple red flags on the GMC survey 4 years ago to one that is performing well without those worrisome flags. They have also gone from a non-supporting training environment to one that trainees would recommend to their colleagues

How did we do that? By putting systems in place and by listening to our trainees.

Our biggest asset is the trainee collective itself. They are a committed and engaged group of individuals who sit on our Board meetings, Induction planning and feedback meetings, and Training Improvement group meetings. Their voices are heard in the relevant forum and in turn, they understand the management perspective and the difficult decisions the CMG sometimes has to take.

We now have processes in place that follow and support the trainee in their journey through their placement in the UHL. From placement allocation to induction to support during their time with us.

It starts with an allocation meeting that takes place 3 months ahead of their start date. This ensures all the rotas (13 rotas within the CMG) are filled and that training needs are mapped to the allocations. We actively manage our vacancies by predicting future gaps and recruiting fellows and specialty doctors in our workforce

meetings. We now have a well-functioning MTI programme within ICU and Regional Anaesthesia.

Rotas are written and published in good time, taking consideration of their leave requests.

Induction is comprehensive, with early access to our electronic rota, support for all relevant administrative process, including application for parking permits, early access to all relevant information including survival guides on Dr Toolbox, introduction to the equipment they would use in their placement, provision of face to face SMT training etc. And they get a new pair of theatre shoes!!

The consultant workforce and office admin staff, including the JDA is easily accessible to provide the necessary support.

We started the new year on a high.....we were successful with our bids for CSL underspend and have acquired a new simulator, a bronchoscopy simulator and a point of care ultrasound machine. We are looking forward to some awesome simulation programmes!