

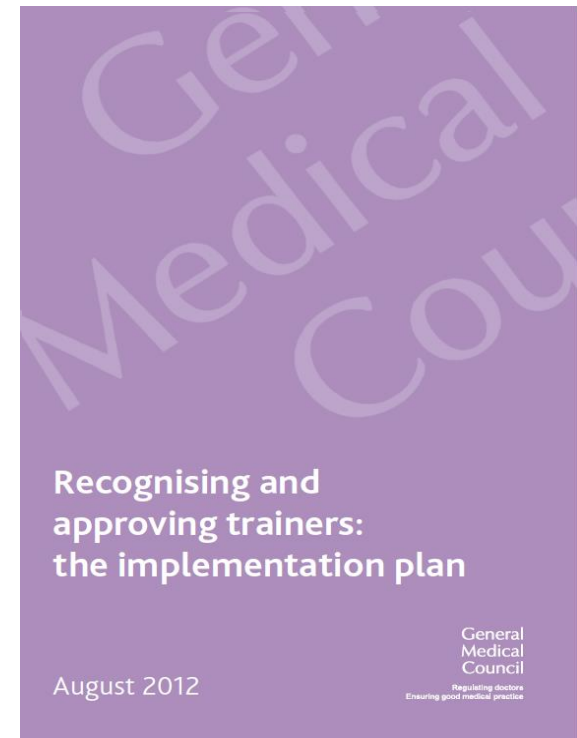
**GMC
Recognition
of trainers**



**Update for HEW
Educator Forum**

Rosie Luszkat 10 January 2014

Aug 2012



Applies to

- 2 groups of PGME educators

Named Educational Supervisors **Named Clinical Supervisors**

- 2 groups of UG educators

Linking with Medical School to avoid duplication

- **Jan 2013:**

Presentation at Haven + Timeline to GMC ✓

- **Mar 2013:**

Criteria agreed for recognition, appraisal and re-recognition of ESs and named CSs ✓

Approval by Wessex LETB Board secured ✓

Deanery Guidance issued re time for training in Job Plans ✓

May 2013: -Training programmes developed for ES and named CS Induction✓

July 2013: -Database development started in line with national model (Intrepid V 10)✓
-Process for **initial recognition** started for **new ESs and CSs**✓
(but very slow uptake)

- **May – July 2013:**

Meetings with every Specialty School (AC/RL)

Regular meetings with DMEs and HoSs

- **Nov 2013:**

Complete list of ESs/CSs based on data from
Trusts and Schools (2348 names)

- **Dec 2013:**

Data base ready for data entry

What has to happen now?

HE Wessex Timelines

- next steps

From Jan 2014:

- Start **initial recognition of all existing ESs/CSs**
- Automatic **provisional** recognition of all existing ESs/CSs on current database
- Personal request from deanery to all ESs/CSs on existing database to formally register educational role
- Guidance documents to all (GMC/AoME domains and user guide)

HE Wessex Timelines

- next steps

From Jan 2014: Full recognition process

- Individual Registration with
 - evidence of completed mandatory training
 - evidence against GMC domains (5/7)
 - support from DME/ TPD or CT/ Clinical Lead
- Registration Form
- Virtual Panel will scrutinise and approve registrations

Recognition/approval against 7 GMC (AoME) domains

Ensuring safe and effective patient care through training
Establishing and maintaining an environment for learning
Teaching and facilitating learning
Enhancing learning through assessment
Supporting and monitoring educational progress
Guiding personal and professional development
CPD as an educator

ES all 7 areas; **CS** 1-4 + 7

HE Wessex Timelines- next steps

During 2014

- Develop system for monitoring time for training in JPs
- Develop support for poorly performing ESs/CSs ('PSU')
- Incorporate **appraisal** of ES/CS role in annual appraisal

HE Wessex Timelines- next steps

July 2016:

- All trainers/supervisors fully recognised
- Re-recognition system in place (every 3 yrs)
- ESs/CSs manage own data entry, validated by HEW (?via Specialty Schools)

Final message to all

- This is not for negotiation
- It will require work and commitment from everybody involved
- It needs your support

but it is

Our best opportunity to

- **improve quality of training**
- **enhance value and visibility of educator role**
- **focus on time and resources needed**

Web link to key documents

- A Framework for the Professional Development of Postgraduate Medical Supervisors

[http://www.medicaleducators.org/aome/index.cfm/profession/edsupervisors/.](http://www.medicaleducators.org/aome/index.cfm/profession/edsupervisors/)

- The Essential User Guide to Recognition of Trainers in Secondary Care

<http://hee.nhs.uk/wp-content/blogs.dir/321/files/2013/10/AoME-Essential-User-Guide1.pdf>



Health Education Wessex

Criteria for Initial Recognition

- Named ESs:** - **2 day Wessex Induction** (or equivalent)
- Application against 7 GMC domains
 - Supported by DME + PD/CT + Clinical Lead

- Named CSs:** - **1(2) day Wessex Induction** (or equivalent)
- Application against 5 GMC domains
 - Supported by DME+ PD/CT + Clinical Lead

Application ratified by deanery panel

Time for Education in Job Plans



Health Education Wessex

- Proposed **1 hour/week/trainee** for both ES and named CS
- LEPs will have to report annually to Deanery
- Deanery reports to GMC
- Full support by Wessex LETB (ie **all** LEPs)

Re- Recognition

Every 3 years- formal re-application

Satisfactory educational appraisal (mandatory)

Attendance at 1 day Refresher training (mandatory)

Educational Portfolio

Annual Appraisal

As part of enhanced appraisal (suggested pro forma)

Educational portfolio including (eg)

- Learner Feedback
- Educator Feedback
- Educational CPD
- Reflection on educational practice
- SUIs/complaints involving trainees

Against 7/5 AoME areas (sample form developed)

Guidance documents

- **HEE** Nov 13: Role of the trainer
- **AoME** 2010: Framework for Professional Development of PG Medical Supervisors
- **AoME** June 13: Essential User Guide
- **NACT** Oct 13: Faculty Guide