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Review of the year

- Differential attainment
- Unconscious Bias
- IMG Development
- Kintsugi bowls
- Yoga Flexibility in training
- Family
- Holiday in Peru
- Roasted Guinea Pigs



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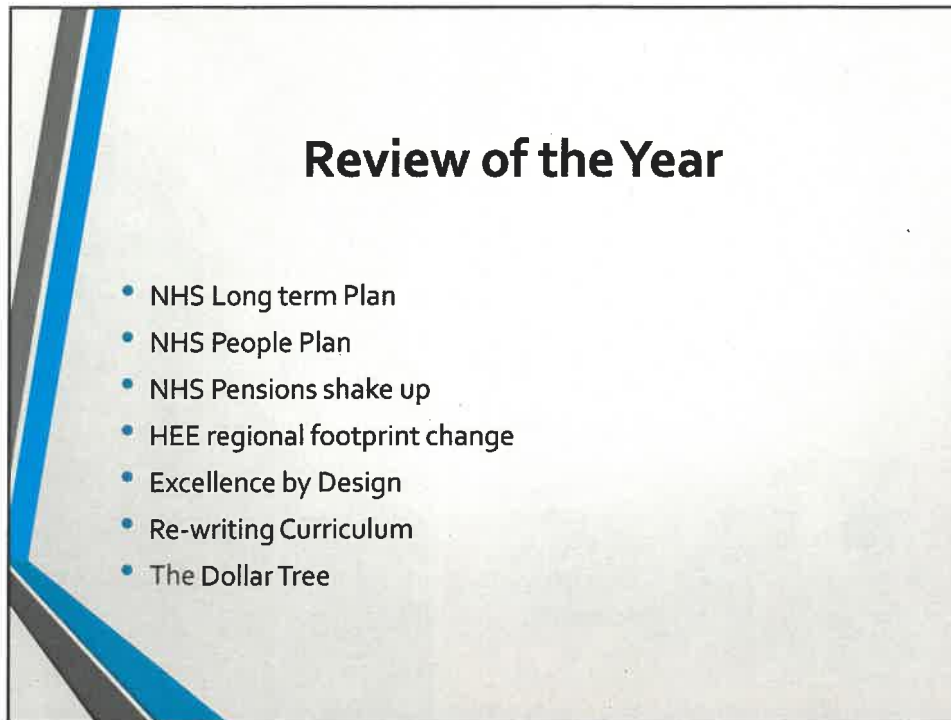
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Review of the Year

- Support
- Justice League
- Global Health WAST
- Priority Foundation Programmes
- The Future doctor
- Shame Rudeness Behaviours
- Time to contemplate



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**Enhancing Supervision
for Postgraduate Doctors
in Training**

- Handbook

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We learnt:

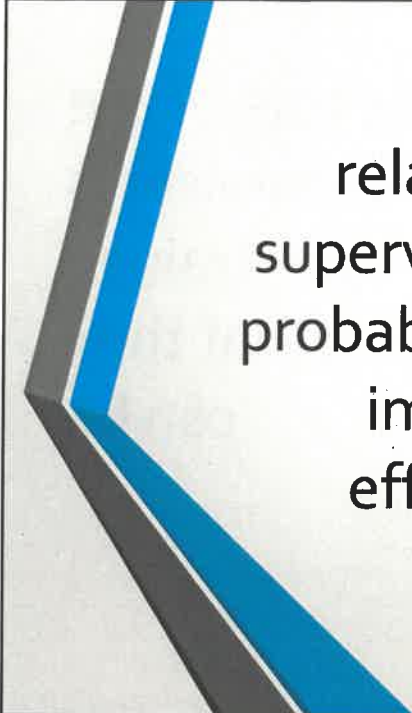
- Virtual Reality approach to learning with virtual teaching material
- McNamara Fallacy
- MERP
- Old style feedback 'You're as much use as a second hand condom'

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Enhancing Supervision


- Importance of supervision
- Defining roles and responsibilities
- Educational Supervisor
- Clinical Supervisor
- Workplace based assessments
- Multi-professional learning environment

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The quality of the relationship between supervisor and trainee is probably the single most important factor for effective supervision

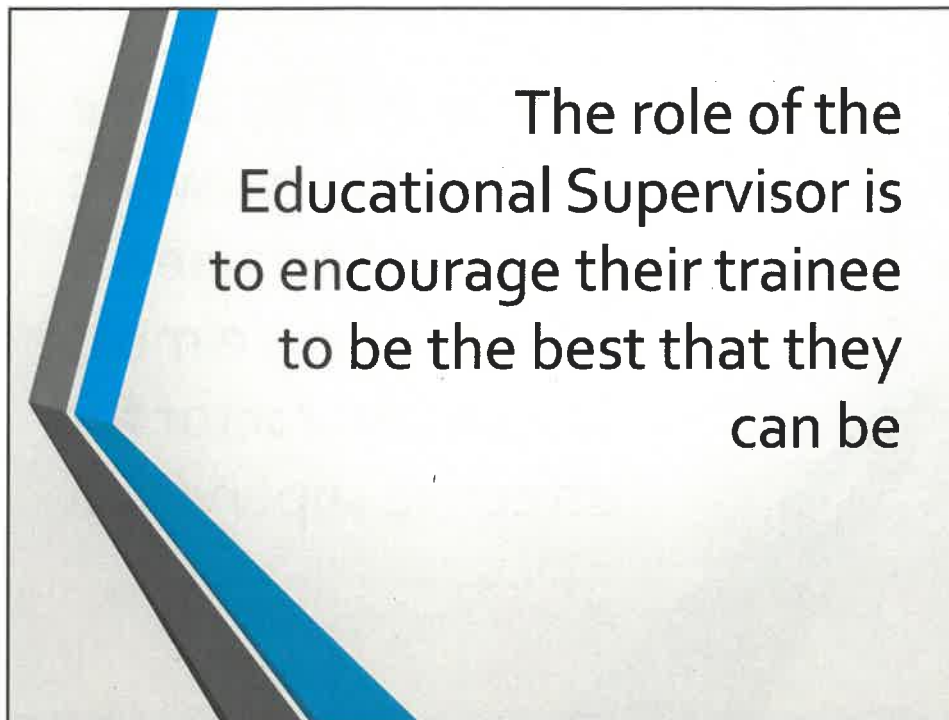
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Enhancing Supervision

- Never too busy to learn
- Approachability
- Accessibility
- Correlation between good quality supervision and Overall satisfaction

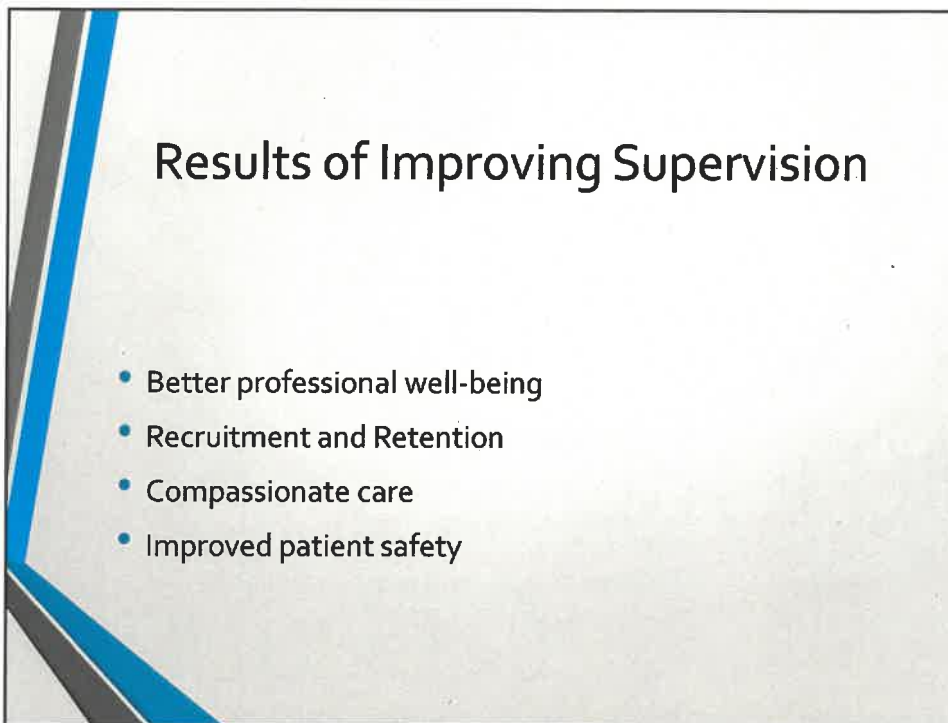
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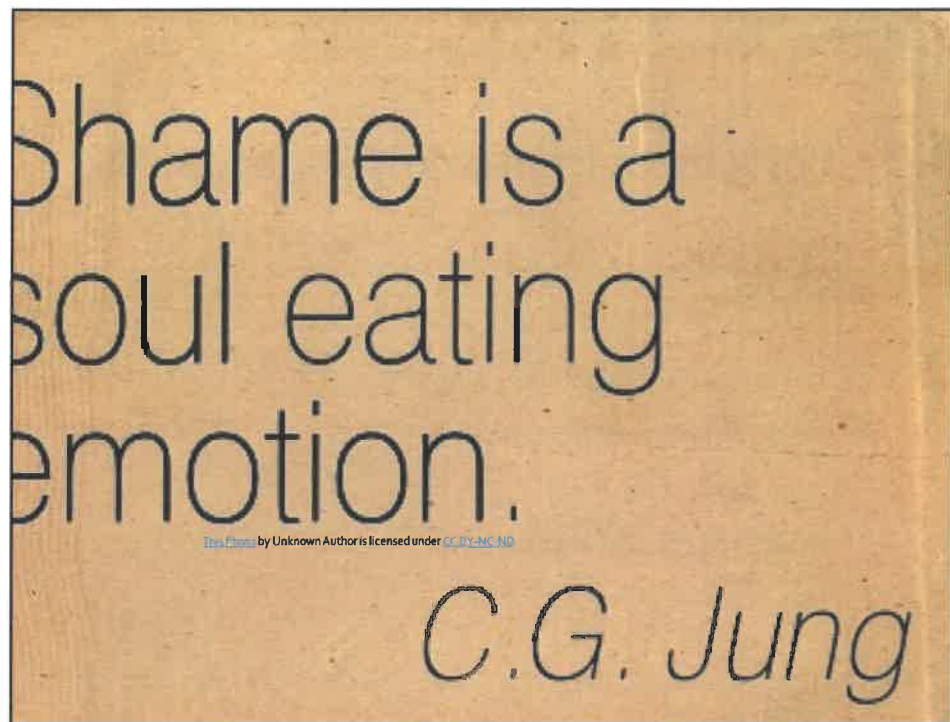
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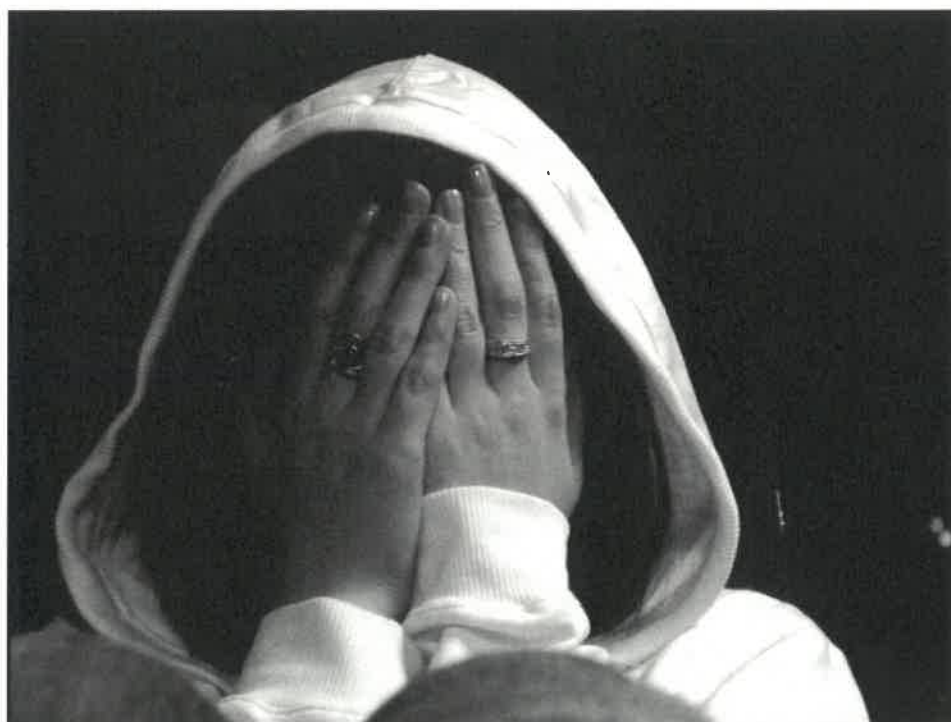
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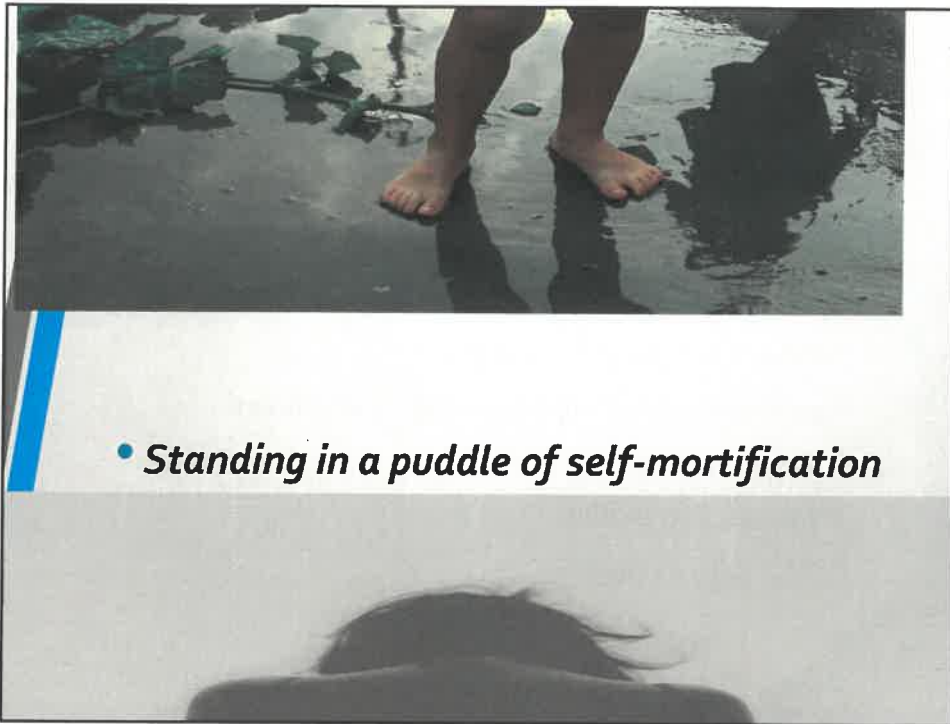
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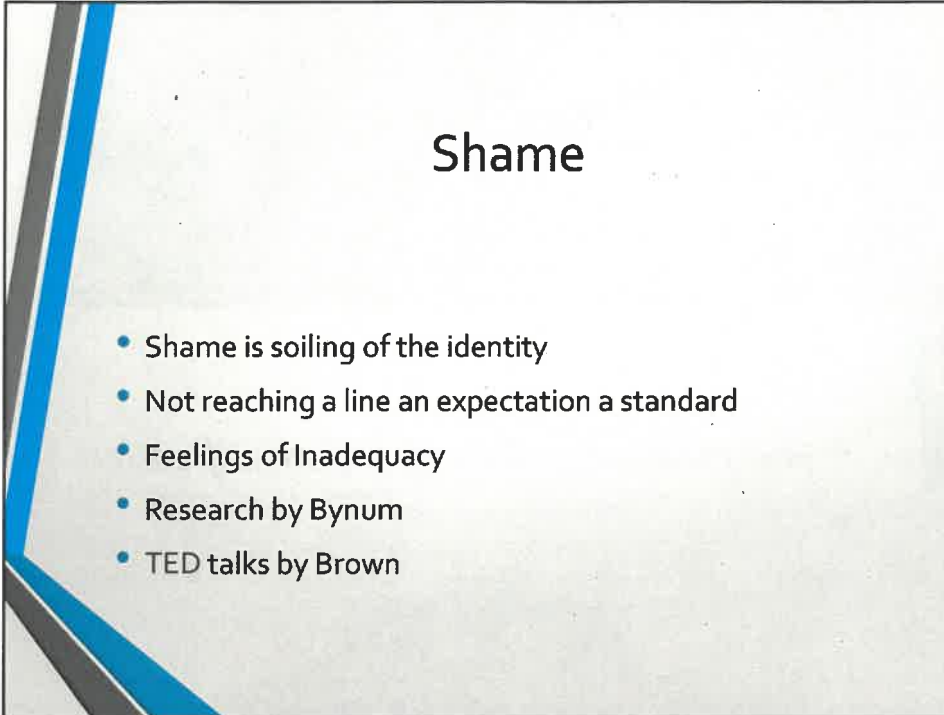


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Shame and the Medical Identity

- Primitive
- Powerful
- Potential to cause harm
- Impact of clinical errors
- Mental Health
- Addictions

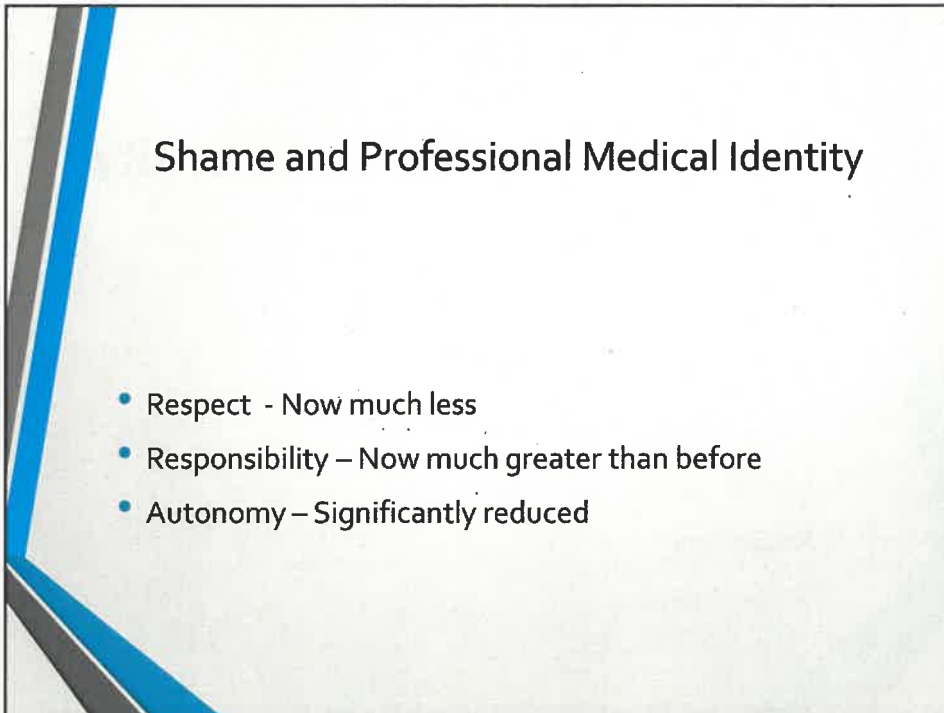
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Shame

- Shame is soiling of the identity
- Not reaching a line an expectation a standard
- Feelings of Inadequacy
- Research by Bynum
- TED talks by Brown

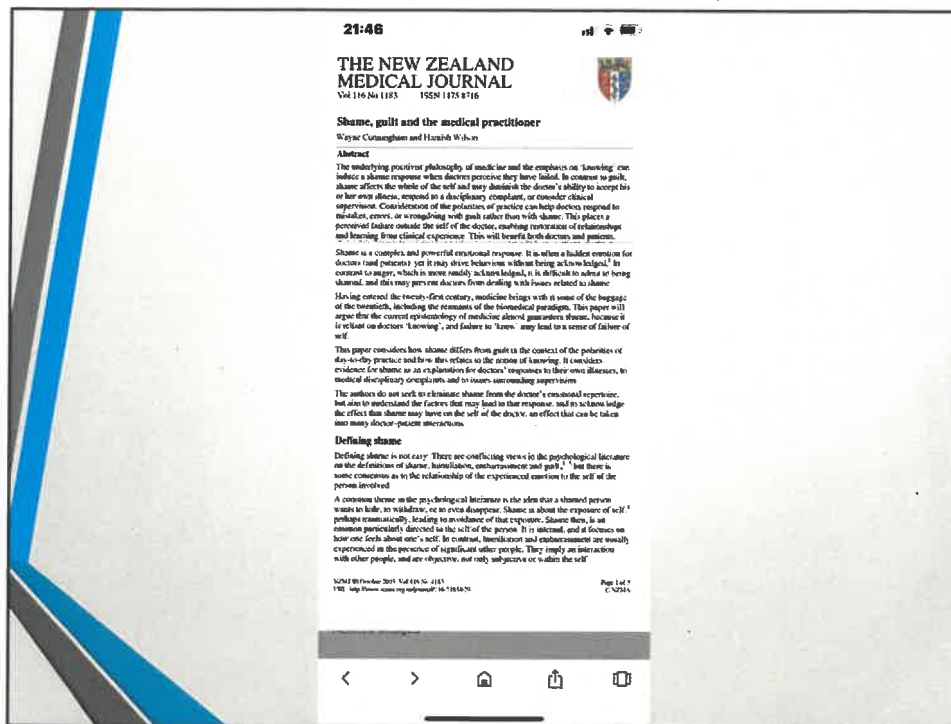
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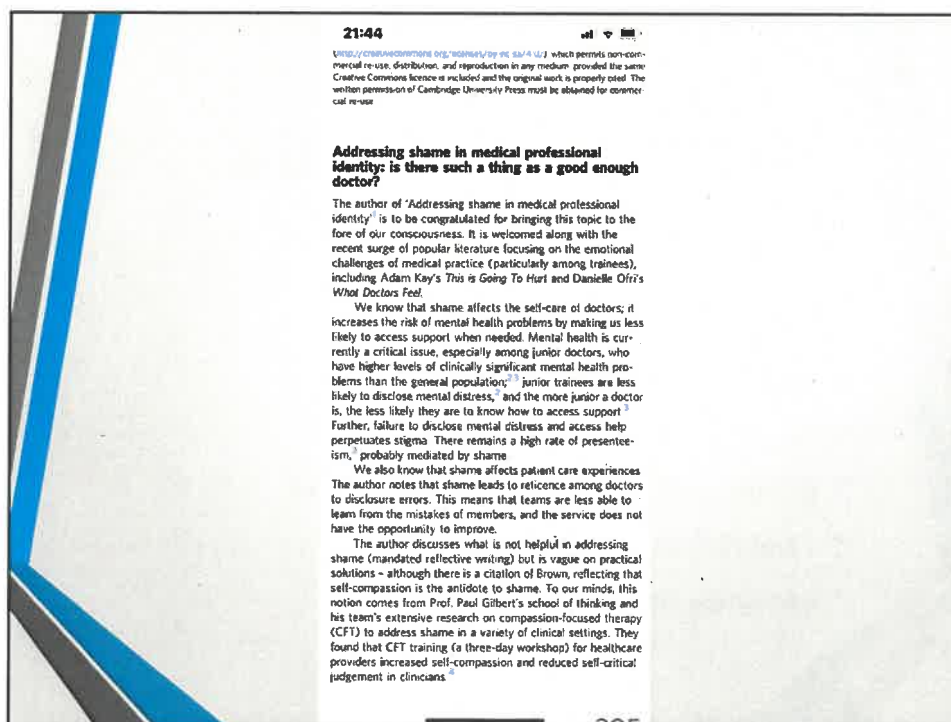
Shame and Professional Medical Identity

- Respect - Now much less
- Responsibility – Now much greater than before
- Autonomy – Significantly reduced

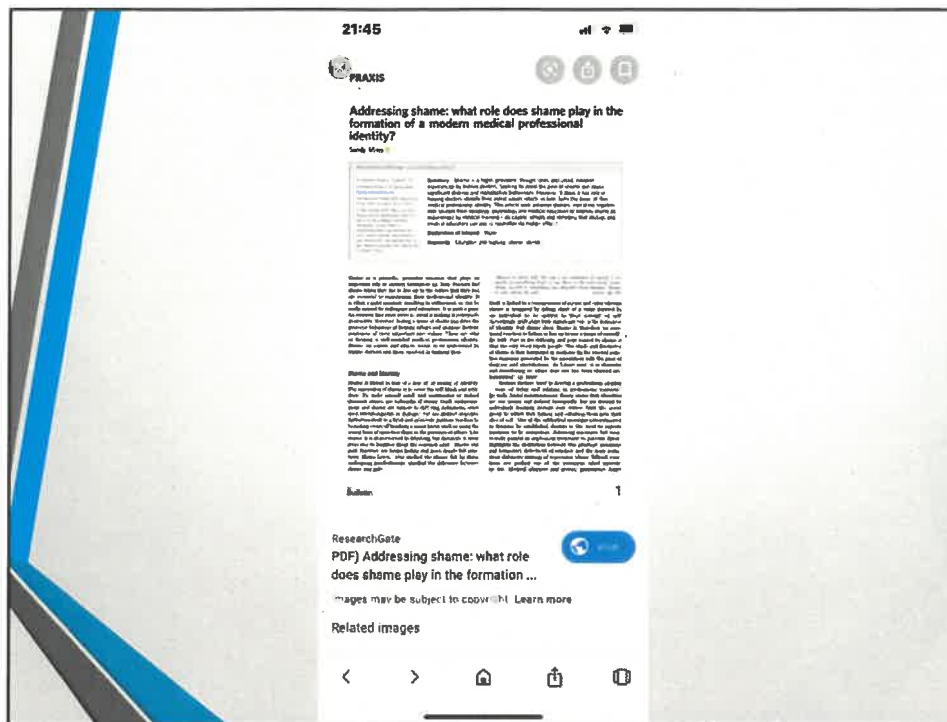
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Shame –How to help

- Share your own vulnerabilities
- Encourage a 'Growth mindset'
- Avoid teaching by humiliation
- Be curious about trainees and colleagues
- Celebrate diverse ideas
- Recognise risk of outsider status

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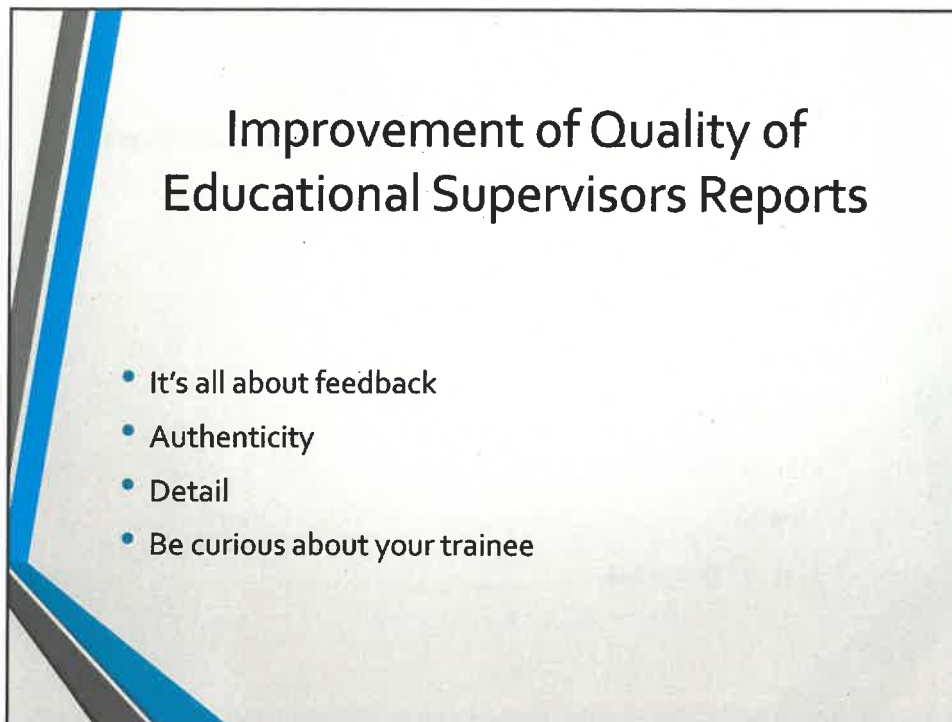


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Improving Quality of the Educational Supervisors Reports

- Personal Details
- Posts and dates
- Personal Development plan
- Curriculum Competencies
- Workplace based assessments
- Overview of Clinical Supervisors reports
- Comment on Multi-source feedback

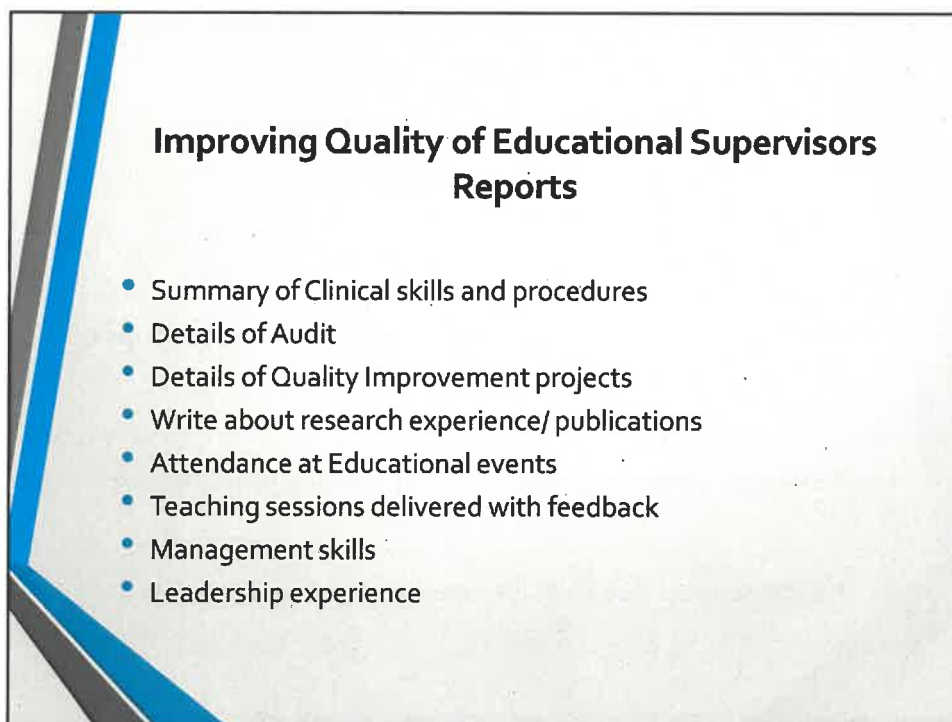
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Improvement of Quality of Educational Supervisors Reports

- It's all about feedback
- Authenticity
- Detail
- Be curious about your trainee


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Improving Quality of Educational Supervisors Reports

- Summary of Clinical skills and procedures
- Details of Audit
- Details of Quality Improvement projects
- Write about research experience/ publications
- Attendance at Educational events
- Teaching sessions delivered with feedback
- Management skills
- Leadership experience

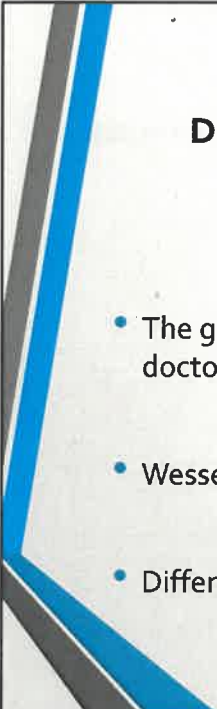
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Improving Quality of Educational Supervisors Reports

- Clinical Incidents
- SIRIs
- Complaints
- Honesty & Probity
- Health
- Overall progress

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Differential Attainment and IMG Fellow Feedback

- The gap between attainment levels of different Groups of doctors
- Wessex Deanery is successfully actively addressing DA
- Differentials due to ability are expected and appropriate

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Demographic Changes

- UK White 71% 2018 64% 2019
- UK BAME 17% 2018 19% 2019
- EEA 4% 2018 5% 2019
- IMG 8% 2018 12% 2019
- Measurable improvement over past year

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Support Educators and Trainees

- Induction and Feedback
- Trainees and Educators share their experiences
- HEE South Workshops
- Appointed Fellows
- DA in AD Portfolio
- Unconscious bias workshops

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CSJ

Why Do Clinicians Choose SonoSite Ultrasound? **DURA**

HOME GENERAL NEWS PRODUCT NEWS ARTICLES SUPPLIERS DIARIES ARCHIVE

Response Unit Called As Salisbury Hospital Declares "Major Incident"

Salisbury District Hospital

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Leadership – Leading the Multi-Agency Response

- Maintaining Stability
- Seen in action and use the team
- Seek expert help
- Maintain overview
- Support teams
- Stay true to your values

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- ***There is a crack in everything.
That is how the light gets in***

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Thank you

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