

Scottish Medical Education Conference

The Trainee Associate Role in Quality Management and Quality Improvement: Future Development

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Trainee Associates





What we will discuss

Current level of interaction and exposure of trainees and trainers to the QM visit process

Trainee and trainer perception of the QM visit process

Group Discussion:

How can the Trainee Associate role be developed further to improve trainee and trainer's understanding of and engagement with QM and QI activities

Feedback



Aims of the QM visit

To ensure doctor and patient safety in a training environment

To objectively review the effectiveness of the training delivery and the educational environment

To provide a safe and confidential place where thoughts and opinions can be shared

To deliver constructive feedback, share best practice and highlight areas for improvement

To foster positive relations between trainee/trainer and NHS Education of Scotland

What is the current visit process?

Data gathering

Trainees complete NTS, STS and anonymous pre-visit questionnaire to obtain their opinion on quality of training in the department



Preparation

Based on this information, meeting agenda outlined with visit panel via teleconference prior to department visit



Visit

Visit takes place with individual sessions held with allied health professionals, trainees & trainers



Feedback

Conclusions and feedback is discussed by panel and verbally delivered at the end of the visit, followed by a report within 6 weeks

But is this effective?

“I told them what I thought they wanted to hear”

Foundation Trainee

“Be positive... Or we will lose our trainees”

Medical Director

“They discussed it without my permission”

Specialty Trainee



Do QM visits have an image problem?

How is the process and purpose of the QM visits regarded by trainees and trainers?

A supportive voice for improvement

A punishment for underperformance

An administrative burden

A tick box exercise

How might trainees feel?



Intimidated



Frustrated



Self-conscious



Concerned



Pressured

How might trainers feel?



Intimidated



Frustrated



Concerned



Self-conscious



Pressured

As our last session showed, we are in the perfect position to support QM and QI activities...



Understand the intricacies of the training programme

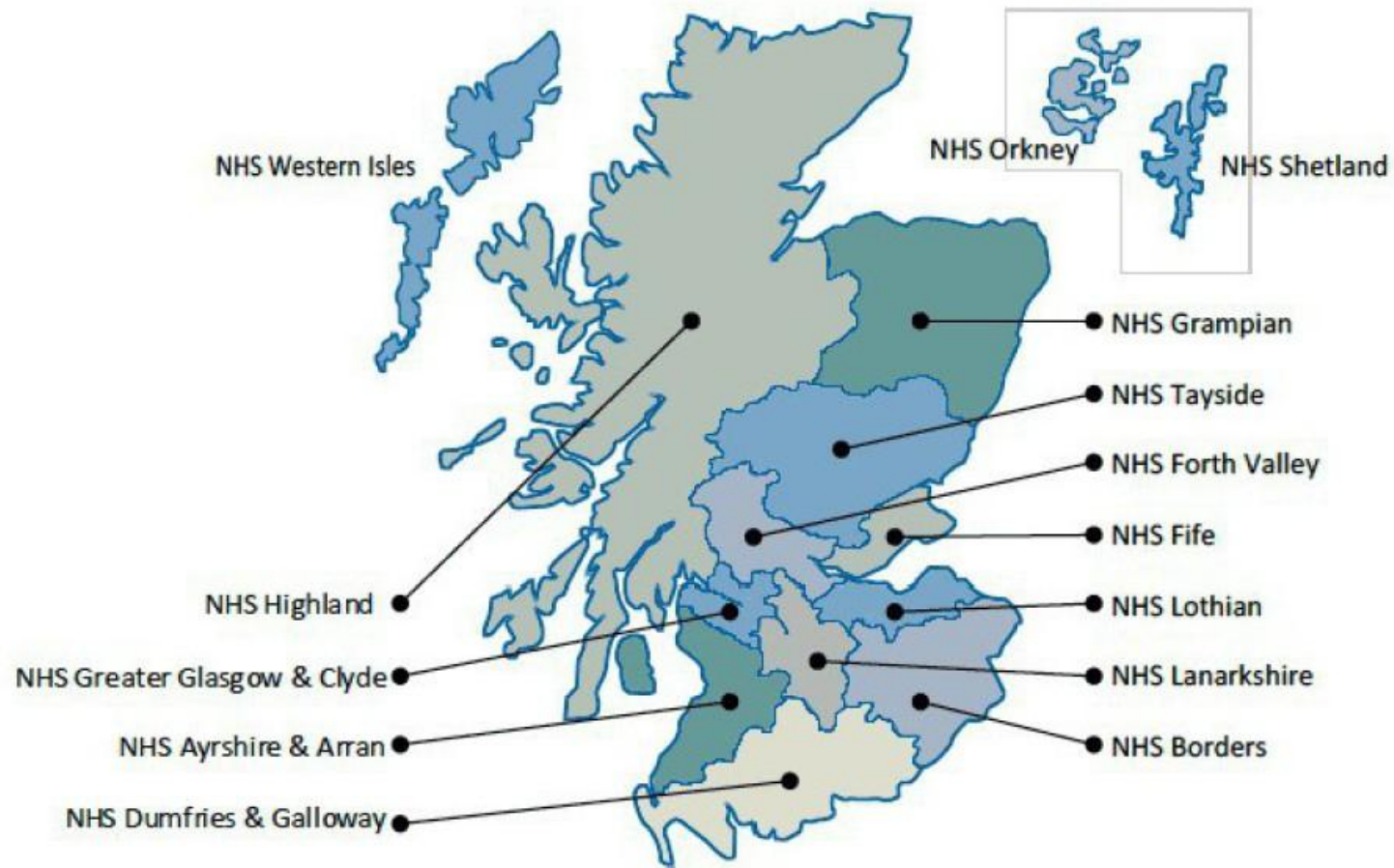


Advocates for quality training



Can provide feedback to trainers

Trainees are a great resource to help improve quality management





Group Discussion

How can the Trainee Associate role be developed to improve trainee's and trainer's understanding of and engagement with QM/QI?



Group Discussion: Feedback

How can trainee associates improve trainee and trainer understanding of QM/QI processes?

How can trainee associates improve trainee and trainer engagement with QM/QI processes?

Is there scope to introduce trainee associates across other health professions and training programmes, and would this be desirable?



Summary

Explored current trainee associate involvement with QM visits

Discussed possibilities for expanding trainee associate role regarding QM and QI activities

Questions