

In this issue:

- ▶ 01 Foreword
- ▶ 02 GMC National Training Survey
- ▶ 03 Working and Learning and Belonging
- ▶ 04 Stepping Off the Training Pathway
- ▶ 05 SMERC Funding Opportunities
- ▶ 06 Update from the TEL Team at NES
- ▶ 07 Bereavement Learning Events 2023
- ▶ 08 Trainee Initiatives and Projects
- ▶ 09 NES Websites

Welcome to the second edition of your Deanery newsletter for 2023



Professor Emma Watson
Executive Medical Director,
NHS Education for Scotland

Spring has arrived as we enter one of the busiest times for doctors in training- job interviews, ARCP, preparing for new rotations. Generally, we can expect our clinical work to be a little lighter at this time of year, but that is not the current experience. We understand how challenging it is not only to undertake training and to demonstrate competencies but documenting them too can be a challenge. If you have any innovative ways of doing this you could share with colleagues, we would love to share them.

A reminder is included in this edition for the General Medical Council National Training Survey. This is now open to trainees and closes May 4. Please find the time to complete this important survey that aids with the quality of your training programmes thanks to your feedback.

As we look to the next few years, we want to ensure that NHS Education for Scotland can do all it can to support you on your career pathway whatever pathway you chose.

For some it is a “simple” choice of General Practice or Speciality training; for others there is a desire to test out a few options via fellow posts or locums; and for a growing number it is stepping off the training conveyor belt and enjoying life as a SAS or Locally employed doctor or embarking in the new specialist grade doctor.

Over the next few editions, we will be sharing information and signposting on how to make these decisions work for you. This month Dr Lynn McCallum, medical director NHS Borders has written an invitation to experience a smaller DGH for training, the story of belonging and being valued certainly gives us food for thought. We will be working with doctors as they progress along the training pathway to identify who wants to set down roots, who is happy to rotate and who isn’t sure and would like to be able to make a change halfway through. We won’t always be able to match needs and wants but we will try.

Continued...

01 FOREWORD

On the same theme of options for trainees Dr Lynne Meekison shares information on becoming a SAS grade doctor or a specialist-both grades much needed in our NHS.

There are currently funding opportunities available for medical education research. These are through the Scottish Medical Education Research Consortium, funded by NES, and applications are open until the 9th of June.

A rapidly evolving arena is the use of technology in learning. The Technology Enhanced Learning (TEL) team in NHS Education for Scotland is there to help support educators to build their skills and confidence in using technology to enhance

the design, development, and delivery of their learning resources and programmes. The article discusses how the TEL team can help.

Our final article showcases the continuing education events from the NES Bereavement team including the annual conference.

Remember to keep submitting articles or suggestions for content, take care and take breaks.

Emma



Professor Emma Watson
Executive Medical Director,
NHS Education for Scotland

02 GMC NATIONAL TRAINING SURVEY

The annual national training survey is open until Thursday May 4, 2023.



Every year the survey provides a comprehensive picture of the experiences of doctors in training and trainers in Scotland. It is a core part of the NES Quality workstream's work to monitor and report on the quality of postgraduate medical education and training. Your engagement with the survey is very much appreciated.

Being a doctor in training in a District General Hospital.

An invitation to train in a District General Hospital.



“Choose a job you love, and you will never have to work a day in your life.”

Confucius

In 2015, I started a new consultant job in NHS Borders, primarily focussing on redesigning their Acute Medicine Service. Having worked since completion of training in a large central teaching hospital, I had forgotten how much I loved the camaraderie of District General Medicine and the sense of family that often accompanies this. Walking into the Borders General Hospital on my first day, I was greeted with great warmth by many people, which surprised me as I hadn't worked there for 7 years (when I had been there as a medical registrar). This incredibly positive start has been reinforced many times since, with a strong feeling of support and care from and for, those that I work with.

It has been a long time since I worked as a junior doctor and I recognise that many changes have occurred since then. However, what I don't think changes is the basic human need to feel part of a team, where you add value and where you are valued.



District General Medicine is heavily reliant upon junior doctors and as such, their value is not underestimated but more celebrated for the incredible work that they do.

Undertaking the management of a completely unselected medical take at IMT 3 level, is a significant undertaking but the importance of exposure to that variation (without the removal of various specialty conditions) should not be

Continued...

03 WORKING AND LEARNING AND BELONGING

underestimated. District General Hospitals also often have capacity to support specific training requirements such as ultrasound training or interventional procedures, where these opportunities may be specialty specific elsewhere.

I often hear trainees describe the challenges of travel to remote and rural hospitals however many sites will provide accommodation for junior doctors, to ensure that you are safe following long shifts. In NHS Borders, we provide this where requested and endeavour to try to give our colleagues options at the end of long shifts. Remote and rural sites also have other benefits, with glorious countryside to explore and a wide range of sporting activities that go hand and hand with rural living.

A sense of community is also key in these smaller sites and we see our junior doctors that stay locally creating that medical community, something that has been somewhat eroded over the years with shift working. This supportive “work family” is incredibly important, especially with the current pressures that all health services are under.

So, I commend to you the benefits of District General Medicine across Scotland and assure you that your roles within these sites are incredibly valued, not only in relation to patient care but as part of our wider medical community. Embrace the opportunity that they offer and enjoy the fun and camaraderie that they provide and remember—DGHs are also a brilliant place to work as a consultant!



Lynn McCallum
Acute Medicine Consultant
& Medical Director, NHS Borders

04 STEPPING OFF THE TRAINING PATHWAY

There are now new Scottish SAS contracts available to SAS grade doctors and dentists, with a revised Specialty Doctor (2022) contract as well as the introduction of a new Specialist (2022) grade. The Associate Specialist grade closed to new entrants in 2008.



Specialist posts will be created by NHS Boards in response to workforce need; these will be advertised for competitive entry through local recruitment processes. The Specialist grade should provide an opportunity for progression for highly experienced Specialty Doctors, helping NHS Scotland to recruit, motivate and retain senior doctors and contribute to the SAS grades being a positive and fulfilling career choice.

The entry criteria for the new Specialist grade are:

- a minimum of 10 years' medical work (either continuous period or in aggregate) since obtaining a primary medical qualification of which a minimum of six years should have been in a relevant specialty in the Specialty Doctor and/or closed SAS grades. Equivalent years' experience in a relevant specialty from other medical grades including from overseas will also be accepted

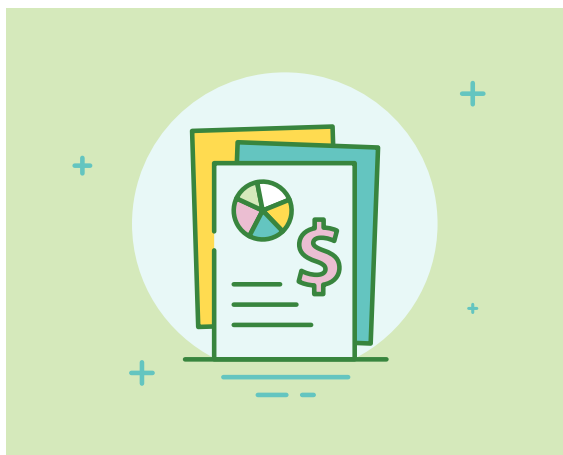
- the doctor meets the criteria set out in the Generic Capabilities Framework for the new Specialist grade. It outlines the core competencies and skills expected across all specialties for safe working practices at this senior level.

For further information on Scottish SAS contracts, please contact Lynne Meekison APGD SAS.



05 SMERC FUNDING OPPORTUNITIES

SMERC 2023-24 funding opportunities are now available. Submissions will close on Friday June 9, 2023.



Proposals in the following categories are invited:

- PhD funding grant—up to £70,000
- Large grant—up to £60,000
- Small grant—up to £10,000
- Seed funding—up to £3,000

Projects must align with one or more of the NES/SMERC priority areas:

- Developing the Workforce
- Developing the Clinical Learning Environment

Applicants must include collaborating partners from at least two of the SMERC partners of the five Scottish medical schools, and NES. Collaborations with additional partners from Scotland, the UK and/or overseas are welcome.

Applications are judged on research quality and anticipated impact on medical education and training in Scotland, and are

subject to formal, external review against established criteria prior to consideration by the SMERC Project Board. Applications which do not adhere to SMERC guidance will be rejected at screening. Requests for smaller amounts of funding within the different categories are welcome.

For guidance and application forms, see the [Scotland Deanery Website](#). Details of previously funded projects and outputs are also available on the [SMERC website](#).

If you would like to make a general enquiry about SMERC funding or opportunities please contact: SMERC Administrator, smerc@abdn.ac.uk or Professor Peter Johnston, SMERC Interim Director peter. johnston@abdn.ac.uk.



The Technology Enhanced Learning (TEL) team in NHS Education for Scotland (NES) is there to help support educators to build their skills and confidence in using technology to enhance the design, development, and delivery of their learning resources and programmes.



They do this by engaging with staff to understand what their specific requirements and learners needs are, by providing training and opportunities for practice and by developing/curating resources.

Check out our resources on Turas Learn

The Technology Enhanced Learning Design and Facilitation pages on Turas Learn hosts engaging, evidence-based modules designed to guide learners through the complete journey of designing and delivering technology enhanced learning. Acknowledging that participants may be at different stages of learning, any module can be accessed at any time according to need. To date, over 145 learners across NHS Scotland have engaged with these modules, which cover three key areas:

- **Foundations of Adult Education:** a stand-alone asynchronous module to provide an introduction or refresher to four key concepts that set the groundwork for the design and delivery of technology

enhanced learning. The module includes an introduction to adult education, writing aims and learning outcomes, assessment and feedback, and evaluation.

- **TEL Design:** TEL Design provides an evidence-informed approach for the design of digital learning resources. Learning includes taking a learner-centred approach, planning methods, choosing technology to enhance learning, creating impactful resources and preparing resources for publication.
- **TEL Facilitation—coming soon:** TEL Facilitation will provide an evidence-informed approach for the delivery of synchronous and blended technology enhanced learning. Learning will include facilitation planning, the role of the facilitator, creating engaging learning experiences, getting ready for live facilitation and techniques to assist in learning transfer.

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Speak to us about our guidance

A number of key guidance documents have recently been developed, including 'Guide to Podcasts', 'Guide to Blogging' and 'Guide to Multimedia Principles' (for designing videos, animations, etc). These guides are intended to provide information in an easy-to-access format, complementing the modules on Turas Learn which provide an overall structure for the development of TEL skills.



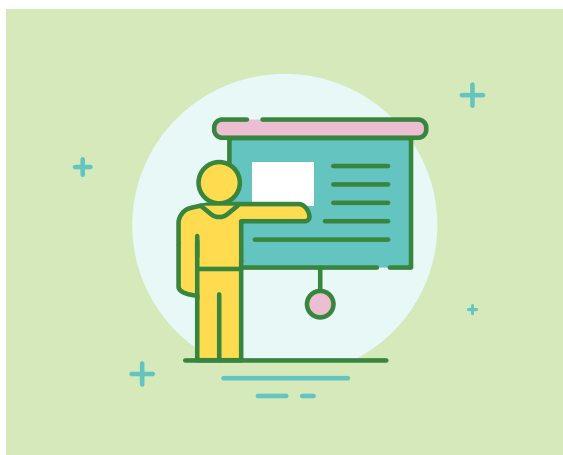
The TEL Team



Contact the NES TEL team: nes.telsupport@nhs.scot

07 BEREAVEMENT LEARNING EVENTS 2023

The following learning events around bereavement will be available in 2023:



Annual Conference

We're pleased to be able to announce save the date information for the 2023 NES Bereavement Conference—The Grief We Carry. This will be held on **Tuesday November 28** as a free, virtual event.

More information on the programme, registration and parallel session and poster abstract submissions will be available over the coming weeks and months. Details will be added to the [NES Events website](#).

To note interest in attending please contact events@nes.scot.nhs.uk.

[#NESBereavement2023](#)



New Podcast series

A new podcast '**Talking about Bereavement**' will soon launch, featuring an initial four episodes which explore 'The compassionate space in bereavement'.

The series is designed to support health and social care staff in having conversations around grief and bereavement. It is hoped that further episodes will follow later in the year, enabling other topics to be explored.

If you would be interested to listen to the first four episodes and provide NES with some feedback on your thoughts please contact SupportAroundDeath@nes.scot.nhs.uk.

Continued...

07 BEREAVEMENT LEARNING EVENTS 2023

We're looking for a number of people to act as reviewers, helping potentially to shape how the podcast evolves and develops

Webinar Programme

The first webinar of 2023 was held in January and focussed on **'Gender Based Violence and Bereavement'**. Please [click here to watch a recording of the session](#), which was delivered by Leanne Patrick, Gender Based Violence Nurse Specialist, Health Development Team Lead, NHS Fife.

The topics and dates for future webinars in the ongoing NES Bereavement series will be announced in due course. To be kept informed of these, health and social care staff may wish to [sign up to receive the quarterly NES Bereavement Update e-Newsletter](#).

You may also be interested to follow [@NES_Bereavement](#).

The NES Bereavement Team are proud to have recently been awarded the Bereavement Charter Mark. For more information on how to apply for this for your team or organisation please [visit the Good Life, Good Death, Good Grief website](#).

08 TRAINEE INITIATIVES AND PROJECTS

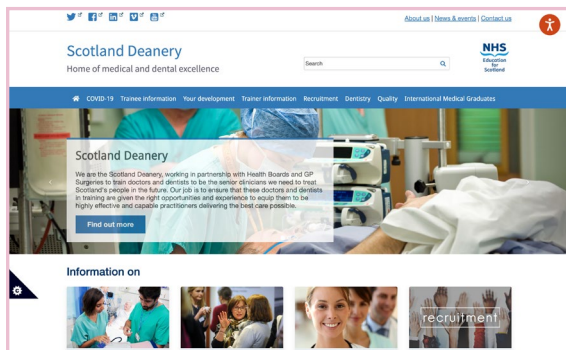
FAO all trainees

Please **contact us** with information on any initiatives and projects you are involved in that you would like to share with your colleagues across Scotland, or if you have feedback on the Deanery Newsletter or Deanery Websites.



09 NES WEBSITES

Created specifically for the needs of Scotland's Medical trainees and trainers, are the following resources:



The Scotland Deanery Website

The Scotland Deanery, along with our Local Education Providers, is responsible for managing Medical Training and Training Programmes across the four Scottish regions. Here you'll also find details of the Deanery's Quality Management activities, its key staff and locations plus information on Professional Development for doctors.

www.scotlanddeanery.nhs.scot



Scottish Medical Training

This site is the principal resource to learn more about how to apply for Foundation, Core and Specialty Medical Training in Scotland. Here you'll find regularly updated information about application windows (how and when to apply), a directory of 50+ GMC-approved medical specialty programmes and first-hand accounts about training from trainees and trainers. There are also useful insights on career direction and what it's like training and working in Scotland.

www.scotmt.scot.nhs.uk



SOAR

Designed for doctors (in both Primary and Secondary Care) working and training in Scotland, for their Appraisal and Revalidation needs. SOAR is used by Appraisers and Appraisees to aid the appraisal process, and for Trainees to complete their self-declarations. Here you'll also find a SOAR user guide, handy FAQ's and examples of Quality Improvement Activities.

www.appraisal.nes.scot.nhs.uk

Please **Contact Us** with information on any initiatives and projects you are involved in that you would like to share with your colleagues across Scotland. Also, please **Contact Us** with any feedback on the Deanery Newsletter or Deanery Websites.

Social

Join the conversation



This resource may be made available, in full or summary form, in alternative formats and community languages. Please contact us on **0131 656 3200** or email altformats@nes.scot.nhs.uk to discuss how we can best meet your requirements.