

Barts Health NHS Trust

Risk-based Review (Education Lead Conversation)



Quality Review report

28 February 2018

Final report

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Quality Review details

Training programme	Oral medicine
Background to review	<p>In July 2017 a meeting was held with QMUL and a number of Barts Health consultants to review the educational training at the Royal London site, with a look into what changes had been put into place to address previous concerns which resulted in the removal of a training post from the site. Following the meeting, Barts Health consultants were given agreed actions to work upon, which are highlighted below.</p> <ul style="list-style-type: none"> • Job planning should be completed by the Trust to ensure dedicated protected time for consultants to provide and deliver appropriate training. At job planning, thought will be given for freeing up a session to allow the Consultant team to deliver trainer and trainee driven education. This will also allow the consultant team to meet regularly, plan training and work together. • The trainers to proactively be involved in discussions regarding oral medicine training with other institutions in the region. • QMUL team consider input into the delivery of education as part of the enhanced medicine course for singly qualified oral medicine trainees • QMUL will develop and present a short paper on the opportunities at Bart's /The London of embedded clinical patient based medicine training which may be appropriate for dentally-qualified 5 year trainees. • An Education Lead Conversation to be organised at a later date with the Trust and HEE to plan a way forward for the reintroduction of oral medicine trainees. <p>The review team were keen to assess the progress that had been made within the department in regard to the above actions and whether it was possible to re-introduce the training post in oral medicine to the Royal London Hospital.</p>
HEE quality review team	<p>Peter Briggs, Interim Postgraduate Dental Dean for London, HEE</p> <p>Nigel Fisher, Associate Dental Dean, Secondary Care, HEE</p> <p>Ryan Jeffs,</p>

	<p>Lay representative</p> <p>James Coeur-de-Lion, Learning Environment Quality Co-ordinator, HEE</p> <p>Andrea Dewhurst, Quality, Patient Safety & Commissioning Manager</p>
Trust attendees	<p>Phil Taylor Clinical Director, Barts Health NHS Trust</p> <p>Zahra Syed Consultant, Barts Health NHS Trust</p> <p>Farida Fortune, QMUL & Hon Consultant, Barts Health NHS Trust</p> <p>John Buchanan QMUL & Hon Consultant, Barts Health NHS Trust</p> <p>Stacey Forde, Associate Director of Quality, Barts Health NHS Trust</p> <p>Corinne Trim, Deputy Director (Education Academy) Barts Health NHS Trust</p>

Conversation details

Reference	Summary of discussions	Action to be taken? Y/N
1	<p>Update from Oral Medicine Consultant Trainers</p> <p>The quality review team was informed that the teamwork between the trainers in the department was very positive, especially since the appointment of a new consultant within the team. It was heard that the trainers had been working with colleagues across London and exchanging good practice learning in areas such as trainees Annual Review of Competence Progression (ARCPs). The trainers also informed the review team that a research project based on the issue of medical competencies would hopefully benefit the specialty of oral medicine.</p>	
2	<p>Structured Departmental meetings</p> <p>It was heard that the newly appointed consultant who was part of the leadership team, had set up monthly structured departmental meetings which would either include the consultants alone, or the whole department. The discussions were designed to cover topics including clinical services, audits and case discussions. It was reported that time had been allocated within the consultants' job plans for these sessions to take place.</p>	
3	<p>Plans to re-introduce an oral medicine specialty training registrar to Barts NHS Health Trust</p> <p>The trainers reported that from a supervisor's point of view, there had been a number of training resources identified both from Trust and Health Education England (HEE) which would equip and enable one of the consultants to be the</p>	

	educational supervisor for the specialty higher trainee, if the training post was reintroduced. The clinical director highlighted the positive work which had thus far been undertaken by the newly appointed consultant in the department, expressing that their influence had been very positive. It was reported that the Trust had implemented the running of a course for all trainers within the Trust covering the seven domains which are required for supervisor roles by HEE's Professional Development Framework.	Yes, please see below ELC 3
4	<p>Training model for specialty training registrar returning to Barts NHS Health Trust</p> <p>The review lead asked the trainers what the proposed training would be for the returning trainee if they did not hold a medical degree and had a requirement to complete an extra two years in comparison to those trainees that had a medical degree. The trainers explained that they had previously had an excellent clinical trainee who had done exceptionally well in their final examinations and had provided positive feedback on the framework of training which they had been provided with at the Royal London Hospital site. The trainers noted that they would be keen to use the same training framework which consisted of working with the medical school to provide the training, especially since the medical school were in agreement with having another trainee with them. The results and feedback which trainers had received from this framework of training had been noted to be very encouraging with the trainee benefiting from the integration between medicine and oral medicine training.</p> <p>The review team pointed out the concern that the training model was very different to other sites in London. The trainers acknowledged this and noted that they had invited clinical leads from other sites to attend the Royal London Hospital to observe their training model. They informed the review team that they had provided the clinical leads with the positive feedback from trainees who had used their model of training.</p> <p>The review team explained the worry of potentially having trainees who were unable to follow this model of training, due to other sites not receiving the backing from their medical schools to provide the training. The review team felt this would cause there to be a disadvantage for some trainees and questioned whether it would be possible to adapt the model for the broader use across hospitals in London. The possibility of offering a master's degree in medicine for dentists across London was suggested by the trainers in order to upskill all trainees working towards oral medicine.</p>	Yes, please see below ELC 4
5	<p>Funding for trainees within the proposed model</p> <p>When the funding for the training model was discussed, the trainers noted that trainees would be paying for the course, but a conversation needed to be held with the Higher education funding council for England (Hefce) for those who trainees would potentially require support in paying their fees. The review team agreed that HEE will assess a formal proposal by QMUL for the commencement of a postgraduate degree in enhanced medicine for dentists to include student fees. If this gains support of the Oral Medicine Specialist Advisory Committee (SAC) and</p>	

	HEE LaSE Additional Dental Specialities (ADS) STC - HEE will signal its support for this project to HEFCE.	
6	Dental specialty training advisory group The review team informed the trainers about a new Committee of Postgraduate Dental Deans and Directors (COPDEND) group and advised them that since the committee was discussing enhanced medicine training for oral medicine trainees and other specialties, it would be beneficial for one of the trainers to attend as a representative.	Yes, please see below ELC 6
7	Recruitment The review team informed the trainers that as national recruitment would not be until November 2019, it is the intention to run a last Regional (local) Oral Medicine recruitment as soon as possible to include one vacancy at Barts Health NHS Trust, which would be open to those with or without a medical degree. The review team confirmed that they would be supporting the appointment of a trainee to the Royal London Hospital with the training model proposed.	

Next steps

Conclusion	
The review team thanked the Trust and educational supervisors for their participation in the review of oral medicine training. The review lead confirmed that one trainee would be recruited (either with or without a medical background) to the Royal London Hospital and that a long-term commitment plan would be put in place to support the trainee with their training requirements. The trainers confirmed that the new model will be supported by one of the consultant supervisors who would take the lead on supporting the new trainee once they start. It was noted that a pan London approach to the new model would be a good idea with the option of supporting trainees to undertake a master's degree towards oral medicine training. With the new Dental specialty training advisory group committee set-up by James Spencer, it was recommended that one of the trainers join the group.	

Requirements / Recommendations

Mandatory Requirements			
Req. Ref No.	Requirement	Required Actions / Evidence	GDC Req. No.
	N/A		

Recommendations			
Rec. Ref No.	Recommendation	Recommended Actions / Evidence	GDC Req. No.
ELC 3	Trust to ensure educational supervision by one of the consultant supervisors, to support the new	The Trust to provide evidence of the allocated consultant supervisor who will support the new specialty registrar trainee	6

	specialty registrar trainee once they commence in post.		
ELC 4	Trust to review a pan London approach with the Royal London site model of training with the possibility of offering an option for trainees to undertake a master's degree towards oral medicine training.	Trust to provide outcome of review and proposed steps going forward	7
ELC 6	Trust to allocate one of the oral medicine consultants to attend the new DSTAG committee meetings	Trust to provide copy of upcoming meeting dates and evidence of consultant representation.	6

Other Actions (including actions to be taken by Health Education England)

Requirement	Responsibility

Signed

By the HEE Review Lead on behalf of the Quality Review Team:

Date:

What happens next?

We will add any requirements or recommendations generated during this review to your LEP master action plan. These actions will be monitored via our usual action planning process. An initial response will be due within two weeks of receipt of this summary report.