

# Training the Trainer – What do we need now?

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healthcare

# Training for Educational and Clinical Supervisors

- Requirements
- Accreditation
- Accessing Training
- Trust Responsibilities
- Future Plans

## **Educational Supervision**

- January 2010 mandatory for all ES to be selected and demonstrate an ability to fulfil their role:
  - July 2010 – Accredited by Director PGMDE at KCH
  - July 2013 – Re-accreditation meeting
  - May 2016 – Re-accreditation meeting

Faculty Development



Health Education North Central and East London  
Health Education North West London  
Health Education South London

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## Professional Development Framework

for Clinical and Educational Supervisors in London

*Update*

2014

- Patient Safety
- Quality of Care
- Trainee knowledge, skills and professional attitudes

## **GMC Recognising and Approving Trainers: The Implementation Plan (GMC 2012)**

- July 2016 – GMC will require supervisors to be fully compliant
- Trusts returning records with compliance rate of less than 90% against any given framework area will be highlighted as an area of concern

# Educational and Clinical Supervision

- Distinct roles
- BOTH selected and appropriately trained

# Mandatory Training

<b>1. Ensuring safe and effective patient care through training</b>
<ul style="list-style-type: none"><li>• Balancing the needs of service delivery with education</li><li>• Allowing trainees, when suitably competent, to take responsibility for care, appropriate to the needs of the patient</li><li>• Developing appropriate induction</li></ul>
<b>2. Establishing and maintaining an environment for learning</b>
<ul style="list-style-type: none"><li>• Creating a learning environment</li><li>• Identifying and planning learning opportunities</li><li>• Dealing with diversity and providing equality of opportunity (update required three-yearly)</li></ul>
<b>3. Teaching and facilitating learning</b>
<ul style="list-style-type: none"><li>• Assessing learning needs</li><li>• Using a variety of methods to deliver the curriculum</li><li>• Skills teaching</li><li>• Developmental conversational skills, e.g. supervision, mentoring, coaching</li></ul>
<b>4. Enhancing learning through assessment</b>
<ul style="list-style-type: none"><li>• Principles of workplace-based assessment</li><li>• Use of commonly used tools, e.g. mini-CEX, MSF</li><li>• Giving effective feedback</li></ul>
<b>5. Supporting and monitoring educational progress</b>
<ul style="list-style-type: none"><li>• Setting and reviewing learning objectives</li><li>• Purpose and processes of portfolios</li><li>• Annual review of competence progression</li><li>• Identification, diagnosis and management of the trainee in difficulty</li></ul>
<b>6. Guiding personal and professional development</b>
<ul style="list-style-type: none"><li>• Personal development planning</li><li>• Career guidance and advice</li></ul>
<b>7. Continuing professional development as an educator</b>
<ul style="list-style-type: none"><li>• Specific specialty and/or Foundation training requirements</li></ul>

# Framework Domains

- Description of area
- Expectations of effective supervisor
- Hallmarks of excellence
- Evidence for accreditation



# Mandatory Training

- **Educational Supervisors**  
Domains 1-7

# Selection and Reaccreditation

- Director of PGMDE
- The Academy of Medical Educators
- Higher Education Academy

# Accessing Training

- Trusts      KCH Trainer's Accreditation Course  
                Bart's Health – customised for dentists
- RCS        Training and Assessment in the Clinical  
                Environment (TrACE)
- HEE        Multiprofessional Faculty Development
- RCP        Educational Supervisor Workshop and  
                Accreditation

# Trust Responsibilities

- Maintain database of ES and CS
- Process of portfolio-based accreditation – 3 yearly review
- Process must be developmental for the educator – PDP
- Director of PGMDE provides formal statement of accreditation
- Provision of ongoing faculty development

# Future Plans

- Revised framework for LaSE

## Future Plans

- Revised framework for LaSE
- STCs will hold register of accredited trainers