

TIME	MEETING	FACILITATOR	VENUE
08.30 - 09.00	REGISTRATION & COFFEE		BREAKOUT AREA
09.00 - 09.05	Welcome	Janet Rutherford	Essex Suite
09.05 - 10.00	The Future Primary Care Workforce	Martin Roland	Essex Suite
10.00 - 11.00 Workshop 1	Stretching the Able Learner	Janet Rutherford	Essex Suite
	Quality Improvement Work for Learners	Mark Attah	Essex Suite 3
	GP Post CCT Fellows	John Kedward	Meeting Room 6&7
	RDMp	Claire Giles and Brendon O'Leary	Meeting Room 8
	Having Difficult Conversations with Learners	Vijay Nayar	Meeting Room 15
11.00 - 11.30			BREAKOUT AREA
11.30 - 12.30 Workshop 2	Widening Participation in Primary Care to Boost Recruitment	Janet Rutherford and Emma Wakelin	Essex Suite
	Scheme Development Ideas for GP TPDs	Cyrus Fernandes and Elizabeth Hornung	Essex Suite 3
	Veterans Healthcare	Julian Woodhouse, Ed Fraser and Luke Woodley	Meeting Room 6&7
	District and General Practice Nursing Service Education and Career Framework	Chris Sykes	Meeting Room 8
	Helping Learners to be Resilient	Vijay Nayar	Meeting Room 15
12.30 - 13.00	The Long View	John Howard and Vijay Nayar	Essex Suite
13.00 - 14.00	LUNCH		MAIN RESTAURANT
14.00 - 15.00 Workshop 3	Professional Use of Social Media	Jo Wren	Essex Suite
	Feedback to Learners	Roger Tisi	Essex Suite 3
	Chairing a Meeting	Catherine Guelbert	Meeting Room 6&7
	GP Tutor Group Time	John Kedward	Meeting Room 8
	ESR and ARCP Scenarios - Pitfalls to Avoid as an Educational Supervisor	Janet Rutherford	Meeting Room 15
15.00 - 15.30	TEA/COFFEE BREAK		BREAKOUT AREA
15.30 - 16.30 Workshop 4	Duty of Candour	Jo Wren	Essex Suite
	Team Up	Josie Turner and Jessica Lainchbury	Essex Suite 3
	Managing Change/Sustaining Enthusiasm in Our Educators	Catherine Guelbert	Meeting Room 6&7
	GP TPD Group Time	TPDs	Meeting Room 8
	CEPNs - The Role of the Educator in Transforming the Local Workforce	Emma Brandon	Meeting Room 15
16.30 - 17.30	GPSTMG - TPDs and ADs only		Meeting Room 8
CLOSE			

Autumn Seminar – Thursday 29 September 2016

Working Together to Shape the Future

Synopses of Workshops

Keynote

The Future Primary Care Workforce

Martin Roland

In this keynote, Professor Roland will describe the problems facing general practice and the solutions proposed by the Commission on the Primary Care Workforce which he chaired for Health Education England in 2015. He will describe the extent to which his recommendations have been taken up since, in particular in NHS England's General Practice Forward View, and whether the proposals offer a real solution to the problems which GPs and their staff face on a daily basis.

Workshop 1

Stretching the Able Learner

Janet Rutherford

We spend so much time talking about the trainee in difficulty that sometimes we forget that lots of trainees are very able and deserve to be stretched to fulfil their potential. This workshop will try to stimulate some discussion about how we can do that as well as highlight awareness of some potential development opportunities

Quality Improvement Work for Learners

Mark Attah

Quality and Safety is an important part of both the RCGP curriculum and a major domain for GP appraisals. Most clinicians have different understandings of Quality and what a quality improvement project involves, beyond the traditional audit. This workshop will discuss the concept of Quality in Health care and introduce a set of concepts and tools that can be easily used to undertake a simple quality improvement project. This will provide skills to support trainees undertake Quality improvement projects and help appraiser assesses projects under the quality and safety domain.

GP Post CCT Fellows

John Kedward

How can post CCT fellowships support recruitment and retention of GPs? What can we learn from early pilots?

RDMp

Claire Giles and Brendon O'Leary

This workshop focusses on the Milton Keynes RDMp process. We will explain the process, and share our experience of its use in Bury St Edmunds over the past 5 years. We will look at how it can help us to identify struggling/problem trainees, with some example cases.

Having Difficult Conversations

Vijay Nayar

This workshop will summarise the principles behind why we give feedback and the features of effective feedback. The workshop will then consider why some conversations are more difficult and the blocks we sometimes come across. The workshop will also discuss strategies for having difficult conversations.

Workshop 2

Widening Participation in Primary Care to Boost Recruitment *Janet Rutherford and Emma Wakelin*

Primary care, in particular general practice, has an aging workforce and increasing demands, yet we are unable to attract new talent to support delivery of service. This workshop focusses on one solution; providing opportunities for young people to experience general practice through work experience and taster placements. We hope that by introducing people to the various roles, opportunities for career progression, and culture general practice has to offer, that we will increase future supply through “grown your own” routes (apprenticeships) and ensuring more pre-registration and specialist trainees select general practice as a career of choice.

Scheme Development Ideas for GP TPDs

Cyrus Fernandes and Elizabeth Hornung

The aim of this workshop is to explore with Training Programme Directors ideas that may help to develop the GP training programme.

This will be facilitated by Dr Elizabeth Hornung and Dr Cyrus Fernandes who were appointed as TPDs in Colchester and Tendring in 2015.

As relatively new TPDs Elizabeth and Cyrus have approached this workshop using the experiences they have had developing a scheme in need of investment. For established TPDs some of the discussion points may be familiar or hopefully will provide a useful refresher.

Veterans Healthcare

Julian Woodhouse, Ed Fraser and Luke Woodley

There are an estimated 2.8 million Armed Forces veterans currently residing in the UK. Research suggests that a significant minority have poor health outcomes and struggle to engage with health professionals who do not understand the ways of military life.

Veteran specific training is now a mandated requirement for GP trainees and this workshop will provide some practical advice about how you can best provide the training for trainees in your area.

The main topics that will be covered are:

- Why teach veterans' healthcare?
- Key issues to consider when delivering veteran specific training
- Achieving success – best practice examples from the East of England
- How can you get involved?

We hope you will join us as we look to honour our duty of care for the men and women who fought in the British Armed Forces.

District and General Practice Nursing Service Education and Career Framework

Chris Sykes

Helping Learners to be Resilient

Vijay Nayar

Evidence is growing that doctors are under increasing pressure from work, and that this affects their ability to be effective. Developing resilience will be crucial for our future workforce. This workshop will reflect on our own resilience and how to grow it in ourselves and others. It will be an opportunity to think how we maintain and model our resilience as educators. If you are interested in having a go at assessing your resilience before or after the workshop go to www.testyourrq.com.

Workshop 3

Professional Use of Social Media

Jo Wren

To tweet or not to tweet? We'll look at how use of social media can either help or hinder in developing your professional life, with reference case examples and real life scenarios.

Feedback to Learners

Roger Tisi

Feedback? Heaven help us. If it is such a vital tool for adult learning, why does it so often go awry? The workshop will (briefly) look at some of the educational theory but we will mostly concentrate on the practical issues we encounter in our day-to-day teaching practise. Answers will be in short supply but expect instead lots of discussion, perhaps a bit of role-play and some thought provocation. Rather brilliantly, you will have the opportunity to feedback on the workshop and so how's that for experiential learning?

Chairing a Meeting

Catherine Guelbert

An interactive workshop which enable participants to generate their own learning and skills in chairing a meeting

Synopsis: The workshop will address:

- To understand the context of chairing
- To provide an overview of what makes a good chair, what they do and how they do it.
- To identify and discuss best practice
- To identify pitfalls and how to avoid them
- To review the key skills required
- To practice skills

GP Tutor Group Time

John Kedward

This workshop is a self-directed workshop for GP and Primary Care tutors.

ESR and ARCP Scenarios – Pitfalls to Avoid as an Educational Supervisor

Janet Rutherford

The majority of trainees have satisfactory ESRs and their ARCP goes off without any problem. Sometimes though, things aren't so straight-forward and your trainee may need to attend a face to face ARCP panel. No trainee should arrive at an ARCP without knowing what their likely outcome will be, so that means that ideally trainers and TPDs should have an idea of what the outcome will be and discuss that potential outcome with the trainee. This workshop will use a variety of scenarios to look at common ESR and ARCP challenges and what the likely outcomes would be – discussion debate welcome!

Workshop 4

Duty of Candour

Jo Wren

Is sorry really the hardest word? The guidance issued last year places an expectation on doctors and nurses about how, when and where an apology should be offered. We'll look at the guidance and work out how it can be applied in certain situations.

Team Up

Josie Turner and Jessica Lainchbury

Team Up is a London-wide volunteering programme, which serves to reduce inequalities in health and wellbeing through partnerships between health professionals in training and third sector organisations. It's hosted by Health Education England's South London team on behalf of all HEE London teams.

Benefits include –

- For partner organisations:
 - Stronger and more diverse network of volunteers
 - Promotion of organisation and projects
 - Sustainable projects for organisations to continue in the future
- For the wider community:
 - Increase trust between health professionals and vulnerable communities
 - Engage 'hard to reach' communities
 - Increase patient safety through promoting multi-professional working

Managing Change/Sustaining Enthusiasm in Our Educators

Catherine Guelbert

An interactive workshop which engages participants in understanding the nature of change and the leadership skills required to manage it

Synopsis: The workshop will address:

- Understanding change and what drives it
- Different contexts and drivers for change
- Organisation, team and individual reactions to change: what happens and how to respond
- Planning, managing and adapting to change
- The leadership challenges and responsibilities of change
- How do you assess the impact of change?

CEPNs – The Role of the Educator in Transforming the Local Workforce

Emma Brandon

As GP tutor I have been involved in establishing the bid for the pilot CEPN site in Great Yarmouth and Waveney and am the current CEPN chair. We have been working since February to establish the CEPN and have several key performance indicators under way. The workshop will hopefully introduce the CEPNs to those who are not clear of what they are and why they exist and also look towards their relevance to us as educators and the future of the NHS. It is hoped that the group can also help identify some of their own struggles with similar projects, issues around training/working across boundaries, promoting and sharing experiences, developing professional competencies, looking at new ways of working and ideas for the future.

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Working Together to Shape the Future

Biographies of Facilitators

Mark Attah

Mark Attah is a GP Trainer and Associate Dean for Norfolk. He has worked with the NHS Institute of Innovation and Improvement in helping to build capacity and capability for Quality Improvement. He is currently on the Faculty for the Primary Care Leadership Collaborative.

Emma Brandon

Emma is a GP partner for East Norfolk medical Practice, GP Trainer, GP/Primary Care tutor for Great Yarmouth and Waveney and UEA GP Tutor. She has been qualified for 3 ½ years and previously worked as an RMN (Psychiatric Nurse) in London and Norfolk.

Richard Darnton

After graduating from Manchester Medical School in 1999, Richard worked in Yorkshire for 11 years. During that period, he developed an interest in teaching medicine, working for the Universities of Sheffield and Leeds as well as the Yorkshire Deanery, performing research in medical education and obtaining a Masters degree in 2007. He is currently a GP trainer in Flitwick, an examiner for the Royal College of GPs and an Associate Dean at HEEoE.

Cyrus Fernandes

Cyrus has a long standing interest in medical education which has developed over a number of years. Currently he is a full time partner at the Lister Medical Centre in Harlow, Essex and has been a trainer since 2007. He has been a primary care tutor for Harlow since April 2010.

His other educational roles include being RCGP curriculum guardian for children and young people. In April 2015, he was appointed as Training Programme Director for Colchester and Tendering.

Edward Fraser

Edward Fraser is a Project Officer at Healthwatch Norfolk, which is the statutory consumer champion for all users of health and social care services in the county. He has spent the last two years working with partners like Health Education England and NHS England to identify ways of improving the NHS for veterans with mental health conditions in Norfolk and Suffolk.

Claire Giles

I work as a GP partner part time in Bury St. Edmunds, and have been a GP trainer for 16 years. I have been one of the Programme Directors for the Bury St Edmunds Programme since 2010. I am also GP appraiser, and an examiner for the RCGP CSA examination. Out of work, I enjoy horse riding, cycling, gardening, and my family!

Catherine Guelbert

Catherine is Managing Director of Aqcuity Limited, which specialises in system leadership development and change management. She worked in the NHS for 25 years during which time she gained experience at all levels of the system. She is an experienced executive and non-executive, holding NED appoints as Chair of Saffron Housing Trust, NED with Mundesley Hospital, Vice Chair of Building Growth, a private

Biographies of Facilitators

sector initiative aimed at generating economic growth in East Anglia and Chair designate of Norfolk Constructing Excellence. She has also chaired organisations in the education and charitable sectors. She is also an associate with the HEE Leadership Team.

Catherine lives and works in Norfolk and is passionate about whole system partnerships in Norfolk and Suffolk.

Elizabeth Hornung

Elizabeth has been a TPD for Colchester and Tendring since October 2014. She is also a GP Trainer, and has been for more years than she cares to remember!

She is a full time GP in West Suffolk, covering the beautiful villages of Long Melford and Lavenham and has been very involved with all forms of Medical Education, having been a Medical Student Tutor, GP Tutor and Appraiser.

Elizabeth is enjoying the many (and varied) challenges of being a TPD; her main aim is to help the trainees become fully fledged GPs, with the ability to manage the changing world of General Practice, and to be able to enjoy the job as well

John Howard

John is the Postgraduate GP Dean in the East of England with a long involvement in GP education. He is also a Deputy Postgraduate Dean. His particular interests are CPD and the primary care workforce. A former Vice Chair of the Committee of GP Education Directors, John has been awarded a commendation from the Royal College of General Practitioners for outstanding contributions to general practice and primary care. John leads primary care educational work for HEE in the east of England. Outside medical education John sings, walks with his wife and dogs and tries to keep his garden under some sort of control.

John Kedward

John Kedward is Associate Postgraduate Dean, Health Education England, with responsibility for: Cambridgeshire, Primary Care Educators, and Out of Hours working for Health Education East of England. John specialises in Out of Hours.

Jessica Lainchbury

Jessica Lainchbury leads Team Up for London, to which she brings her research and co-ordination experience.

Vijay Nayar

Vijay Nayar is a GP Trainer and the Head of GP School working for Health Education East of England. Vijay works with the Professional Support Unit as well as providing careers advice.

Brandon O'Leary

Brandon is a partner at Shelford Medical Practice just south of Cambridge, and a Training Programme Director in Bury St Edmunds. He has previously been a Training Programme Director in Gloucestershire.

Martin Roland

Professor Martin Roland is emeritus Professor of Health Services Research at the University of Cambridge. He was Professor of General Practice in the University of Manchester for 18 years and was a practising GP for 35 years. In 2009, he moved to the Chair of Health Services Research at the University of Cambridge. Professor Roland's main research interests are developing methods of

Biographies of Facilitators

measuring quality of care and patient experience, and evaluating interventions to improve care in the NHS. He was appointed CBE for Services to Medicine in 2003.

In 2015 Professor Roland chaired the Commission on the Future Primary Care Workforce which was established by the Secretary of State for England. The Commission's report *The Future of Primary Care: Creating Teams for Tomorrow* was published in 2015 and includes recommendations for an expanded multi-disciplinary primary care workforce, expansion of GP federations and networks to enable general practice to operate at larger scale, closer relationships with specialists, and expanded IT links between primary care, community care and specialists. Many of these recommendations were taken up in NHS England's *General Practice Forward View* published in 2016.

Janet Rutherford

Janet is a GP and GP trainer in Bury St Edmunds, West Suffolk. She has been the Associate Dean for Suffolk for two years now and has recently taken over as assessment lead as well.

Roger Tisi

Roger Tisi is a GP in Rayleigh and Associate Dean for God's fair county of Essex, with extended roles in GPST recruitment and the Global Health Fellowship programme. For light relief he works for the RCGP as a CSA examiner / examiner trainer, and he has written on the CSA in GP Update and InnovAiT, with varying degrees of critical acclaim.

Josie Turner

Josie Turner is a Programme Manager at HEE South London. Her background is in Mental Health workforce development, and she has worked in a range of voluntary sector organisations.

Emma Wakelin

Emma is Strategic Development Manager for the Cambridgeshire and Peterborough Workforce Partnership. She has led the local Primary Care Workforce Development Programme here for the last 18 months and is passionate about developing the workforce to deliver primary care of the future.

Julian Woodhouse

Julian Woodhouse is an Army GP and GP trainer working in an Army GP training practice on Salisbury Plain two days a week and spends three days a week supervising the training of GPs and advising on medical Matters for military engagement overseas. He ran the first Veterans healthcare training day for GP Registrars in Oxford in May 2015 and has subsequently run a further 12 around the country for 800 delegates. He is the son, son in law, grandson and great grandson of military veterans and hopes to become a Veteran when he grows up.

Luke Woodley

Luke Woodley is a British army veteran who has pieced his life back together after developing (PTSD) after serving in Bosnia with the Coldstream Guards in 1993 and is now working in partnership with Norfolk & Suffolk NHS Foundation Trust to reach out to others veterans with a wide range of mental health conditions.

Luke co-wrote '*The Veterans Stabilisation Programme*' with Clinical Psychologist Dr Roger Kingerlee, the two now co-deliver the 16 week outpatient program together within NSFT. The Walnut Tree Project was created by Luke as a front door into services for veterans he and Dr Kingerlee had developed it was designed to sit in the veterans community to help improve engagement through peer support, The Walnut Tree Project continues to deliver new innovative services for veterans such as the Female Veterans Support Service, and the Veterans Response Partnership, a mobile mental health crisis service working in partnership with NSFT and Norfolk Police that will go live in October 2016.

Jo Wren

Jo is one of two Lead Regional Liaison Advisers (RLA) at the GMC. She manages and provides leadership to their team of RLAs across the South of England, as well as leading on projects within the GMC. In addition to this role, Jo covers the East of England and Buckinghamshire as an RLA, speaking at hospitals, medical schools and meeting rooms about aspects of professional practice. She enjoys understanding the issues and challenges facing doctors, students and patients and ensuring this is fed back into the GMC centrally, and also hearing about the diverse work that doctors are involved in and working with them to understand how our guidance might apply to their situations.