

enhance explore

Trainee Handbook 2023-2024



Enhance in the East of England

An evolving programme of opportunities

History

In August 2022, the East of England Deanery enrolled 42 foundation year 1 (FY1) doctors in a new pilot programme called Enhance. The aim was to offer novel learning opportunities and job rotations to better equip them with the skills needed to be healthcare leaders of the future. In autumn 2022 the programme was opened to a small number of foundation pharmacists as the programme became a multiprofessional offer.

Future

From 2023 Enhance in the East of England will also include a small number of dentists and physician associates (PAs). Pharmacists, dentists and PAs have an adapted version of Enhance called "Enhance Engage" due to the restraints on study leave during their foundation programme.

Autumn 2023 will see the first year of the Enhance "Generalism Longitudinal Integrated Fellowship" (GLIC) for F2 doctors. We will also welcome our new cohort of Enhance foundation doctors and pharmacists, and the new additions of PAs and dentists.

The following pages summarise the current Enhance programme in the East of England including the exciting learning opportunities, what will be expected from trainees and how this will be supported by the Enhance team.

Evolution

Enhance is an evolving programme, with developments occurring all the time. Any insights, feedback, or reflections on Enhance are always strongly encouraged and are vital to ongoing programme development. Email enhance.eoe@hee.nhs.uk or speak to any member of the Enhance team.

Programme structure

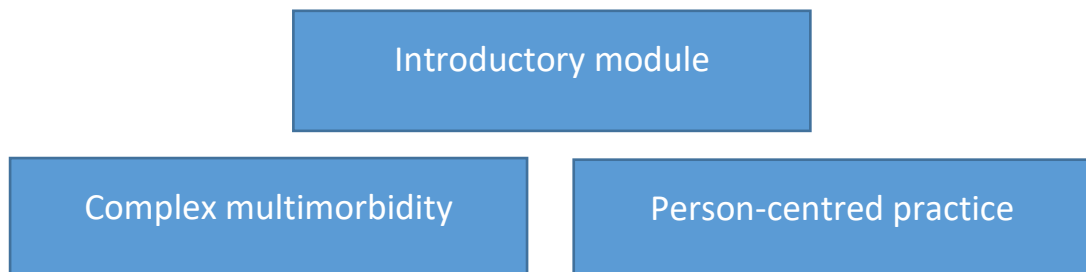
Domain themed learning opportunities

The Enhance programme focuses on six key domains and each forms a module of learning to be completed by trainees. More details of each domain, including domain-specific learning objectives, can be found by clicking the links below.

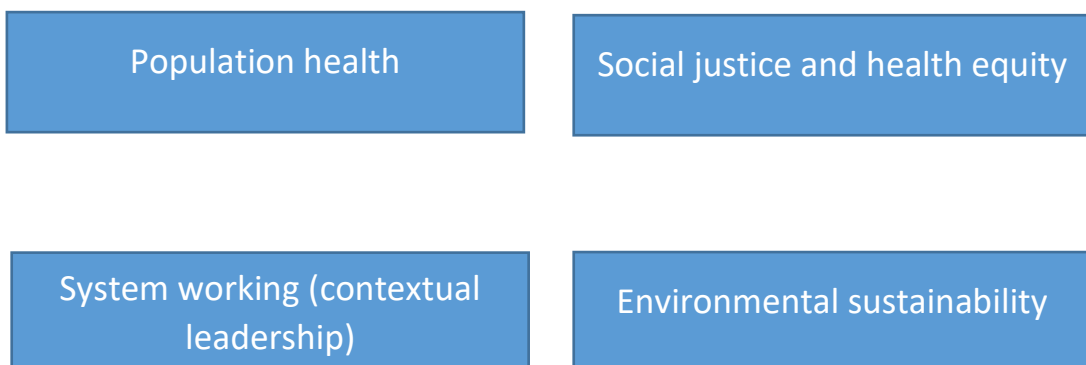
The six domains of enhance are:

- ▶ Person-centred practice
- ▶ Complex multimorbidity
- ▶ Population health
- ▶ System working
- ▶ Social justice and health equity
- ▶ Environmental sustainability

First year of enhance programme



Second year of enhance programme



Module structure

Opportunities and expectations

The individual module handbooks will provide detailed explanation of the opportunities and requirements of each module but there are some general themes.

Hub days

All modules will include a face-to-face hub day. These interactive multidisciplinary events are an opportunity to meet like-minded trainees and explore the topic in greater depth. Many will involve opportunities not available to those not on the Enhance programme and trainees must make every effort to attend.

Hub days are to be treated like those for any specialised foundation programme. For example, academic foundation trainees have PG Cert days, which form a core part of their academic programme, and as such they are mandatory.

It is now mandated that Enhance Explore trainees attend their Enhance hubs, unless there are exceptional circumstances that would prevent attendance. These hubs should be incorporated into your work schedules and classed as normal working days*. Allocated self-development time / study leave does not need to be taken to attend Enhance hubs.

In addition, these hubs days do not count as part of the foundation doctor core teaching hours log. This is so that you have the opportunity to receive all the broad-based teaching that your foundation colleagues in regular programmes are also entitled to.

*Hub days may appear on your rotas as "study leave" because you are either in the allocated shift, or you are not. You may still need to submit a study leave request so that your foundation team can ensure that you are supported appropriately, this process may vary by Trust and you should clarify the arrangements with your local FTPD/supervisor(s).

Hub day access

Currently, due to the small numbers of trainees in the programme and the geographical spread of trainees across the East of England, hub days are likely to be held centrally in the Cambridge area (dependant on venue availability) for

the foreseeable future. We are aware that for some of our trainees this can be a challenge, with travel distances involved.

To support your attendance, our hub days will not start before 10:00 (though registration & refreshments will be available earlier). In addition, expenses for travel are reimbursable via your Trust. Please liaise with your local team for details of how you can claim your travel expenses. Please note that in all cases, if you are claiming for public transport you will need to provide receipts, and to claim mileage you will need to be covered for business use on the vehicle that you are using.

Online learning resources

All modules will include some specially developed Enhance online learning resources to deepen learning in various areas. Trainees will have the opportunity to learn more deeply on topics that are of particular interest to them. For most modules trainees will need to spend around 4 hours engaging with online resources and this time will come from your allocated self-development time (SDT) or study leave (F2). The core elements of these modules are mandatory. There are additional materials for learners who wish to extend their knowledge and skills in a particular area, though all core elements must be completed in order to gain credit for an online module.

A learning checklist has been created to support you to find the relevant content on Bridge and ensure that you have fully completed the core components of each module: [Learning checklist](#)

Module completion

Each module will be signed off as complete by trainees' Educational Supervisors based on achievement of the module learning objectives and engagement with the learning resources.

Complete the reflection on enhanced activities and learning (REAL) form being added to Horus, currently accessible via the learning hub: <https://learninghub.nhs.uk/Resource/35682/Item>

Our expectations of you

Enhance Explore foundation doctors are expected to complete the following:

- Complete online module core content
- Attend face-to-face hub days
- Submit a REAL form on to e-portfolio
- Complete evaluation

The criteria for levels of achievement in the Enhance programme will be published in the near future, likely before October 2023. These guidelines are currently being finalised.

Because of the evolving nature of the pilot, it is likely that there will be different criteria for the awarding of certificates for the F2 cohort finishing August 2024 and subsequent cohorts.

All the learning resources provided through the Enhance programme are highly relevant to the standard Foundation programme. Therefore, the REAL form can be used as evidence to sign off some of your Foundation Higher Learning Outcomes (HLOs).

Evaluation

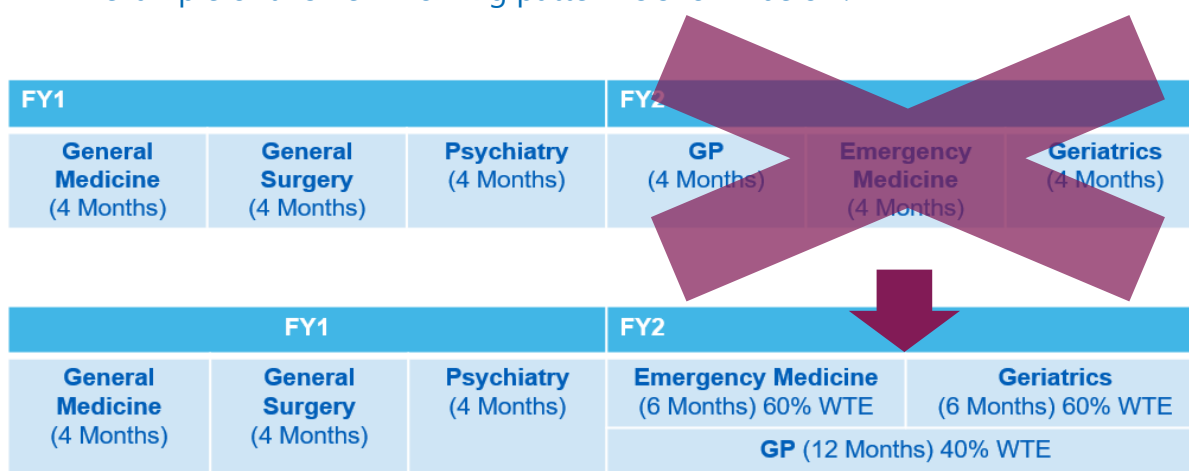
Because this is a pilot programme and your feedback in ensuring the ongoing improvement and success of the programme and our learning activities, certificates for online modules and hub days will only be awarded on the completion of a feedback form.

In addition, we will be conducting a series of local real world and virtual feedback events so that we can understand your experiences, what you really value about your foundation rotations and what you feel could be improved for foundation doctors that follow you. We ask that you take part in these, unless there is an exceptional reason that you cannot e.g., pre-booked annual leave or night shifts.

F2 GLIC

An opportunity for real world integrated learning

During the F2 year Enhance trainees will undertake a new and exciting integrated working arrangement involving 60% of time spent in secondary care and 40% in primary care settings. This will provide a unique insight into the way that systems work together and how patients move between services. An example of this new working pattern is shown below:



Full details of trainees' GLIC placements should, where possible, be made available by end March of the F1 year to allow plenty of time to prepare for the coming year.

GLIC placements should not add to trainees' workload and rotas will be arranged locally to ensure they are comparable to those of non-Enhance trainees and are contractually compliant.

Your local foundation team are responsible and accountable for ensuring the accuracy of your rotations, the rostering to allow you to attend both elements, and working with you if there should be any unforeseen complications.

Following the patient

You have a unique opportunity to follow patients through different parts of the healthcare system. We would like you to approach at least one patient to follow between sectors, where you have a contact both in the community and in hospital, using a REAL form to record this.

Enhance Experiences

Bespoke opportunities to explore an area of interest

The GLIC year should allow Enhance trainees to develop a broad knowledge base and skillset in all six domains. Much of this learning will come from simultaneously working in both primary and secondary care. In addition, Enhance trainees can undertake up to 5 days of deeper learning in an area of particular interest through their “GLIC Experiences”.

The Enhance Experiences will be a series of experiences organised with support of local supervisors and the regional Enhance team spread through the GLIC year. Trainees will be encouraged to identify an area they would like to focus on in advance of starting their GLIC year so that placements and experiences can be arranged.

The Enhance Experience concept is a new, evolving process. As the scheme develops over time, we expect to have a wider range of experiences to offer. If you can identify a useful opportunity for an Explore Experience, we would love to hear from you at enhance.eoe@hee.nhs.uk so that we can share ideas with other Foundation doctors and other areas.

The time for Enhance Experiences will come from study leave allowance.

(Remember, you do not need to take study leave to attend hub days).

The Enhance experiences should provide trainees with a unique experience and perspective on the “bigger picture” of our healthcare system and help prepare them to be the leaders of the future.

[Enhance Experiences document \(F2\)](#)