



East of England
**FOUNDATION
SCHOOLS**

East Anglia/Essex, Beds and Herts

 Health Education England

NHS
England

enhance enable

East of England deanery Leadership Programme for Foundation Doctors



Welcome to enhance

A leadership programme to developing generalist skills

The healthcare workforce must continually adapt to meet the needs of the society that it serves. The need for all healthcare professionals to develop a range of generalist skills has been identified as a key priority for this reform. Enhance or *Enhancing Generalist skills* is a programme aimed to help achieve this in healthcare.

Generalism has been defined in many ways, and in many contexts, but it is defined here as comprising holistic approaches to both the health and wellbeing of the individual and also entire populations.

Generalism is

- **Equipping** you with a set of skills and values to allow you to work across traditional boundaries
- **Enabling** our future healthcare workforce to deal with increasing complexity
 - The patient (older, multimorbidity, polypharmacy...)
 - The systems (new hospital and community services; frailty units, virtual wards...)
 - The wider world and society (equality, diversity, environmental sustainability...)
- About **flexibility and adaptability** of approach rather than a rigid commitment to a single narrow area of specialist knowledge.
- A **mindset** that allows you to extend your skill set to better suit tasks that you come across throughout your career.

A Generalist is a valuable team member, natural leader and is resilient when the world changes around them.

Enhance in postgraduate healthcare education is about embracing broad generalist knowledge as well as deep expertise.

The national enhance enable programme

What is it?

Enhance enable is available to all Foundation doctors in England from August 2023.

You can get involved by working through the module workbooks, completing the self-assessments and utilising the online learning resources to address any gaps in your learning.

Some of your existing Foundation Programme local teaching will have crossover with enhance learning domains, and there are opportunities to attend some standalone regional or online training sessions.

The enhance domains and cross-cutting themes have been mapped to the Foundation Curriculum. It supports you to develop attitudes, skills and behaviours that can provide evidence of meeting the holistic element of the Foundation curriculum, which may otherwise be challenging to evidence.

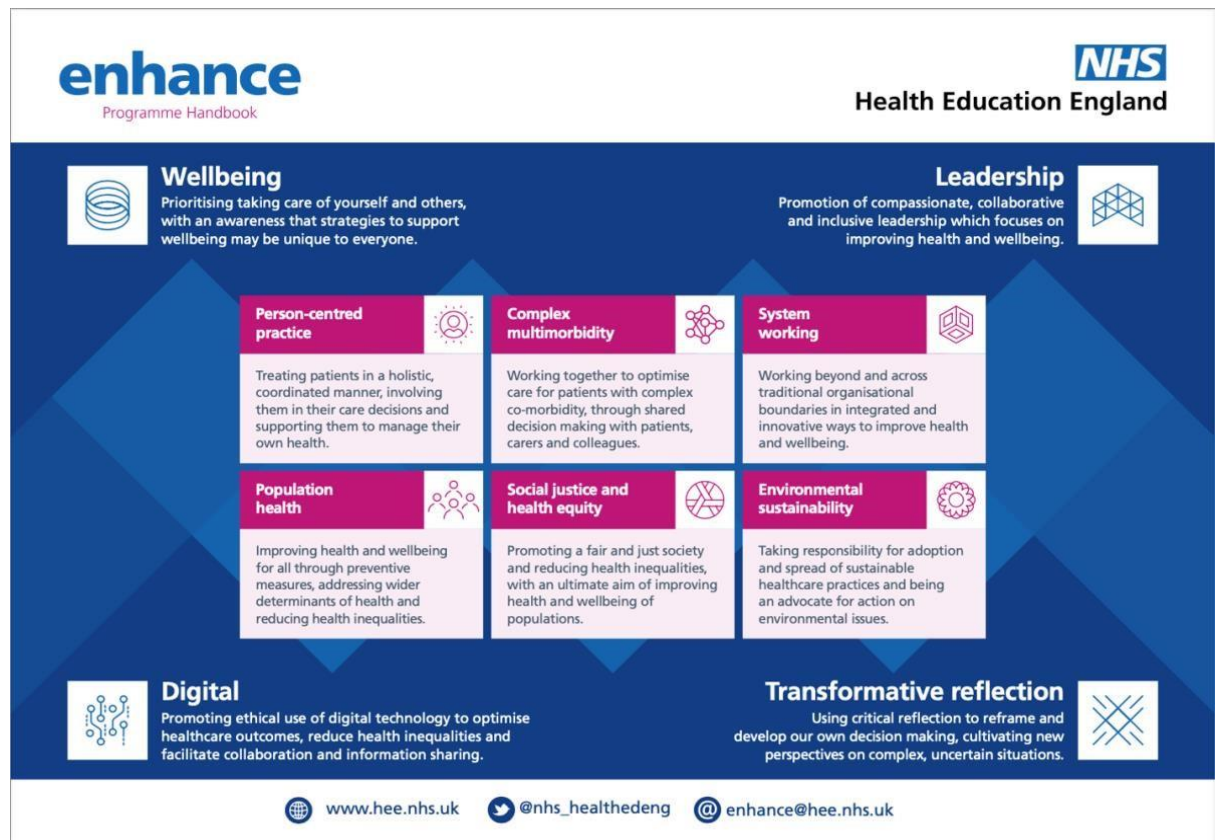
Enhance also provides you with contextual leadership skills and certification, which will be beneficial and transferable for both future clinical work and specialty job applications.

For further information, please read [A guide for Foundation doctors on the enhance programme \(office.com\)](#)

and watch the video, [enhance offer for foundation doctors on Vimeo](#)

The enhance programme focuses on six key domains and four cross cutting themes.

The enhance domains ; six modules



These have been condensed for you into a series of 6 modules, with associated workbooks.

enhance Foundation module workbooks have been created to:

- Support you to self-assess your baseline knowledge and skills.
- Guide you through the core enhance learning objectives and content.
- Signpost to resources available nationally and regionally that will enable you to
- achieve the learning objectives and embed it within your practice.
- Create a record of learning.

Module workbooks, self-assessment & evidence form are available via Bridge or [from the learning hub](#) (click the individual links below):

[Introductory module workbook](#)

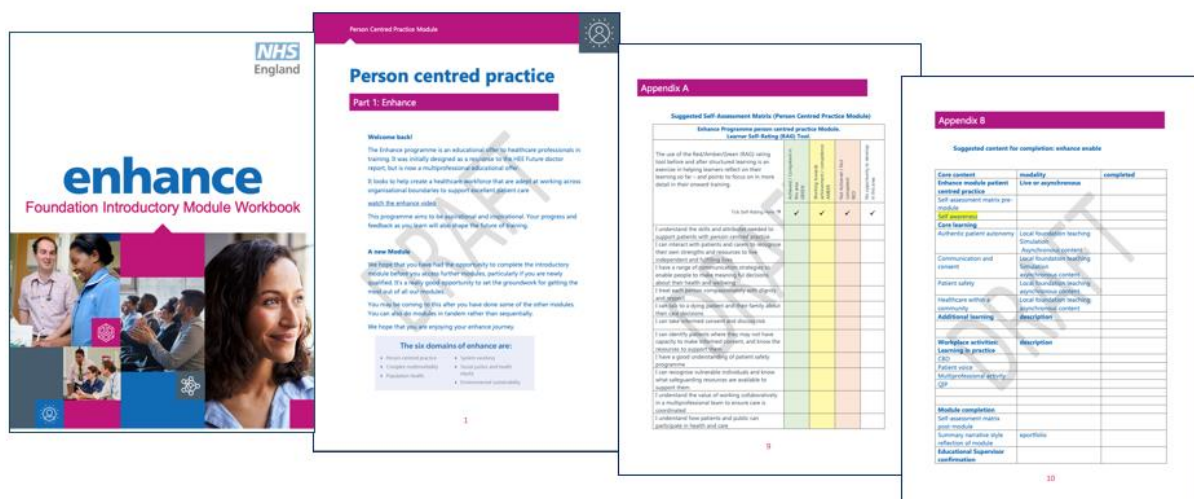
[Person-centred practice workbook](#)

[Complex multimorbidity workbook](#)

[Population health workbook](#)

[3 in 1 domain workbook](#)

[Contextual leadership workbook coming soon.](#)



Learning Path

F1 enhance enable modules: a different lens

F2 enhance enable modules: demonstrating growth

F1 recommended modules

Introductory module
An introduction and guide to working through the enhance programme in a way that is fun, interactive and aligns with the Foundation curriculum.

Person-centred practice
Treating patients in a holistic, coordinated manner, involving them in their care decisions and supporting them to manage their own health.

Complex multimorbidity
Working together to optimise care for patients with complex co-morbidity, through shared decision making with patients, carers and colleagues.

F2 recommended modules

Population health
Improving health and wellbeing for all through preventive measures, addressing wider determinants of health and reducing health inequalities.

Social Justice and health equity
Promoting a fair and just society and reducing health inequalities, with an ultimate aim of improving health and wellbeing of populations.

Environmental sustainability
Taking responsibility for adoption and spread of sustainable healthcare practices and being an advocate for action on environmental issues.

System working
Working beyond and across traditional organisational boundaries in integrated and innovative ways to improve health and wellbeing.

Contextual leadership summary module
This module brings together the key learning of the enhance programme in the context of leadership and highlights the skills you can harness to be an advocate for change.

The East of England Offer

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

In the East of England, most modules will include a face-to-face HUB half day.

Bespoke enhance hubs

These interactive multidisciplinary events are an opportunity to meet like-minded trainees and explore the topic in greater depth.

Attendance at a hub half day will cover all the 'theoretical' requirements of the module.

Enhance Hubs will be available to book through Bridge (***dates TBC***)

These enhance hubs can be logged as your core mandatory hubs, or study leave permitting you can attend as additional hubs (*see page 8*).

We have also identified some central Hubs that can be used as evidence for enhance 'theoretical' element e.g. Leadership, QI, The Community doctor.

Online learning resources

All modules will include some specially developed enhance online learning resources to deepen learning in various areas.

- Trainees have access to the **Bridge modules** developed for the enhance explore/priority programmes cohort.
- Trainees have access to learning created that is hosted on the national **Learning hub**
- Trainees have access to the **e learning links** in each module booklet

Trainees will have the opportunity to concentrate 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 self-development time (SDT).

Module completion

As you start each placement, discuss with your educational supervisor the enhance modules you are planning to complete in your induction, and the learning events and activities you plan to do.

Your educational supervisors can find out more through [this link](#), and you may wish to send this to them in advance of your meeting.


Each module will be signed off as complete by your educational supervisors based on achievement of the module learning objectives and engagement with the learning resources.

Use the module checklist to guide you both.

You need to complete a [REAL form](#) for each module

[The REAL form is currently available for you to download, complete and upload to Horus for discussion with supervisors.](#) Plans are underway to streamline this process by embedding the form within the Horus resources.

enhance REAL form



Reflection on enhance Activities and Learning (REAL) form

Please complete this form and upload it to your Foundation eportfolio to evidence engagement with the enhance programme.

Name of Foundation Doctor: _____
 GMC No: _____
 Training period from: _____
 Local education provider: _____
 Speciality: _____

Which enhance modules have I completed?	Module 1: Introductory module
[Users can select individual modules or whole programme]	Module 2: Person centred care
	Module 3: Complex multi-morbidity
	Module 4: Population health
	Module 5: Social justice, environmental sustainability, systems working
	Module 6: Contextual leadership
	Whole enhance programme completed

1 | enhance programme: evidence of learning and reflection

What kind of experience was this? <small>This information will be used for research purposes only. Thank you for providing accurate information, especially if you select the other option if other, please specify:</small>	<input type="checkbox"/> Case-based Discussion (CBD) <input type="checkbox"/> Quality improvement activity <input type="checkbox"/> Field trip / community visit <input type="checkbox"/> Event attendance <input type="checkbox"/> Other
What capability am I trying to show? <small>Pick one or more FPCs demonstrated through this experience. Note that this form will not be automatically mapped to the selected FPC on your curriculum. You will be able to map it to any FPC(s) once you have completed the form.</small>	<input type="checkbox"/> FPC 1: Clinical Assessment <input type="checkbox"/> FPC 2: Clinical Prioritisation <input type="checkbox"/> FPC 3: Holistic Planning <input type="checkbox"/> FPC 4: Communication & Care <input type="checkbox"/> FPC 5: Continuity of Care <input type="checkbox"/> FPC 6: Sharing the Vision <input type="checkbox"/> FPC 7: Fitness to Practice <input type="checkbox"/> FPC 8: Upholding Values <input type="checkbox"/> FPC 9: Quality Improvement <input type="checkbox"/> FPC 10: Teaching the Teacher <input type="checkbox"/> FPC 11: Ethics & Law <input type="checkbox"/> FPC 12: Continuing Professional Development <input type="checkbox"/> FPC 13: Understanding Medicine

2 | enhance programme: evidence of learning and reflection

Reflection

What was interesting or notable about this experience? What did I gain from it? What were the challenges?

What did you learn about yourself and your abilities? How does this relate to your clinical practice and/or the delivery of patient care in your clinical area?

3 | enhance programme: evidence of learning and reflection

What next?

What can I do to build my knowledge or skills further? E.g., planning more practice or experience, move onto something more advanced.

Create a SMART action to work towards as part of your FDP. (Specific, Measurable, Achievable, Realistic and Timebound) - Consider discussing this with your supervisor for support.

4 | enhance programme: evidence of learning and reflection



enhance
Developing our Integrated Healthcare Teams
Delivering better healthcare

5 | enhance programme: evidence of learning and reflection

Accreditation for completion of the enhance enable programme

All foundation doctors who engage and complete the enhance enable modules will receive certificates of completion from their local FTPD who will review the enhance REAL forms completed.

If you complete all the modules, you will receive a contextual leadership certificate from the regional enhance lead confirming you have completed this national programme. This would attract leadership course points for specialty applications.

Additional opportunities

The national enhance team is looking to present a prize at the UKFPO national foundation doctors presentation day, so please consider submitting your QIP or enhance case studies to this event.

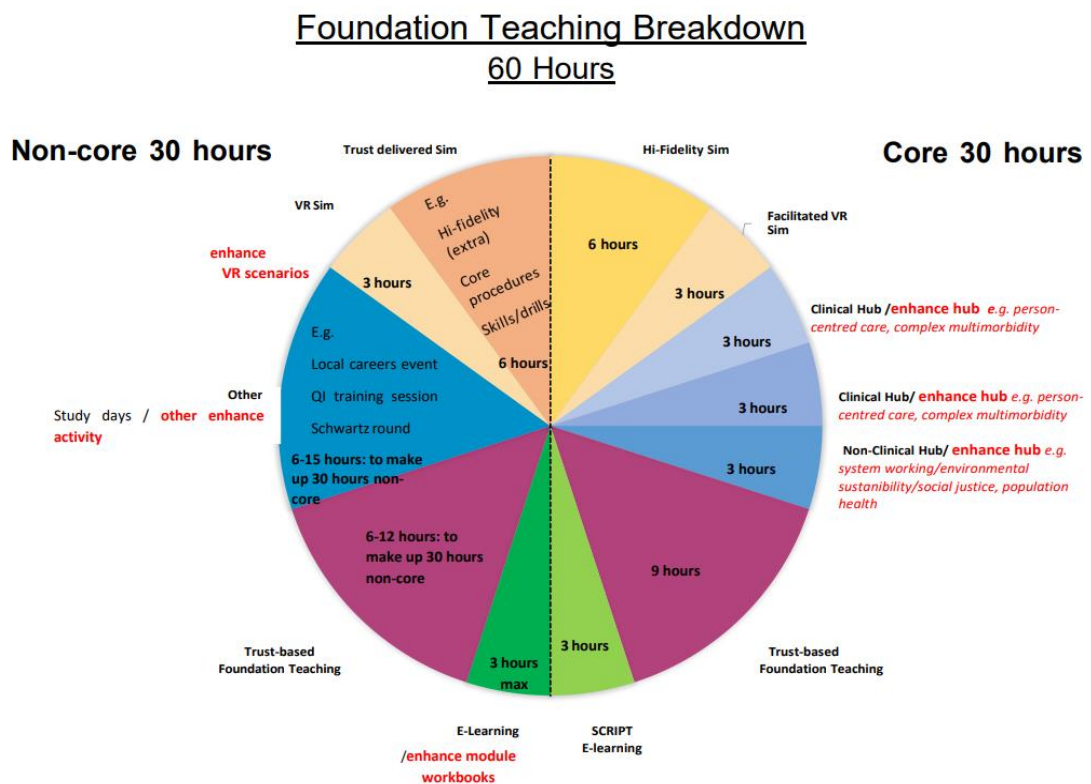
Foundation teaching requirements in East of England Foundation School

enhance learning opportunities support Foundation sign off

All the learning resources provided through the enhance enable programme are highly relevant to the standard Foundation programme. The diagram below demonstrates how enhance learning can be counted towards the 60 hours of learning required for foundation sign off and has been agreed with the Head of the Foundation School.

Areas that can be covered by enhance materials are marked in **red**.

Clearly, you need a broad and balanced 60 hours profile, and enhance cannot be used for everything! We would recommend it be no more than 4-5 hours of your mandatory teaching hours.



Contacts and Further resources

If you have any queries or require any further information, please do contact us.

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East of England Enhance

<https://heeoee.hee.nhs.uk/foundation/training-programme/enhance-eoe>