

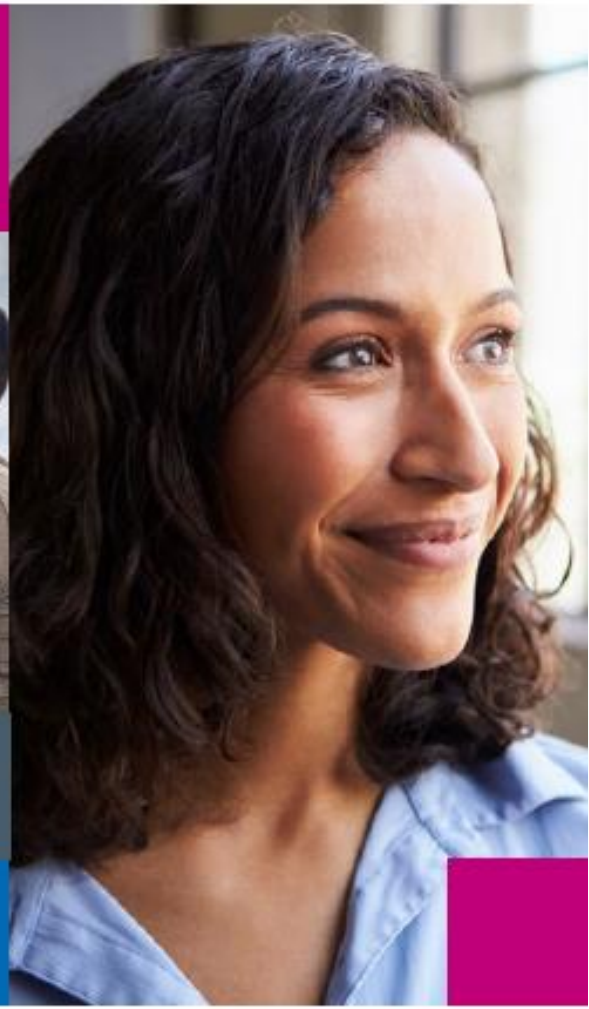
**NHS**

**England**  
East of England

# enhance explore

Clinical / educational supervisor handbook

2023-2024



# Introduction

## Welcome to the enhance explore supervisor handbook

This handbook is a supporting reference guide for trainers who have a Clinical/Educational Supervisor role for Enhance trainees.

It covers all the main aspects of training and supervision and should be the first port of call for any queries you may have along the way. If there's anything that isn't clear about what you and trainees with you need to do, please ask by emailing [enhance.eoe@hee.nhs.uk](mailto:enhance.eoe@hee.nhs.uk)

### What is Enhance?

Enhance is a professional development programme for foundation doctors, pharmacists, dentists, and physician associates in the East of England. It is the first pilot in the UK to embed a generalist development programme within multiprofessional foundation training. It is also part of a much bigger project to reshape postgraduate healthcare training in the UK.

This is helpful to train generalists, certainly. But what about those who want to pursue a specialist path? A grounding in Generalism makes for better generalist training but it also makes better specialists: Early-career professionals learn how to make better decisions with your patient in the context of the wider healthcare team and increasingly complex environment.

Health Education England's 2020 report "[The Future Doctor](#)" set out a number of important priorities for the healthcare workforce in the coming years. There is a growing realisation that an early-career focus on **generalism** - that is, **the knowledge, skills and attitudes which all healthcare professionals need to master to perform at their best**- encourages the growth of teams who can work effectively together for the best outcomes for our patients. Eventually, we want you to become the professionals who lead those teams and advocate for positive changes at local, regional, and national levels.

While still a pilot in its current form, the NHS England Long Term Workforce Plan aims for every early career doctor to take part in this program within the next 5 years.

Enhance is a programme in evolution, and during the next 12-24 months there will be further changes as the programme develops. We will endeavour to let our

stakeholders know when changes happen, though it is also worth supervisors knowing they can check for up to date always check for the most up-to-date information about the programme on our [website](#).

If you have feedback or comments to make, please let us know at [enhance.eoe@hee.nhs.uk](mailto:enhance.eoe@hee.nhs.uk).

For more information about the Enhance programme please refer to the webpages:

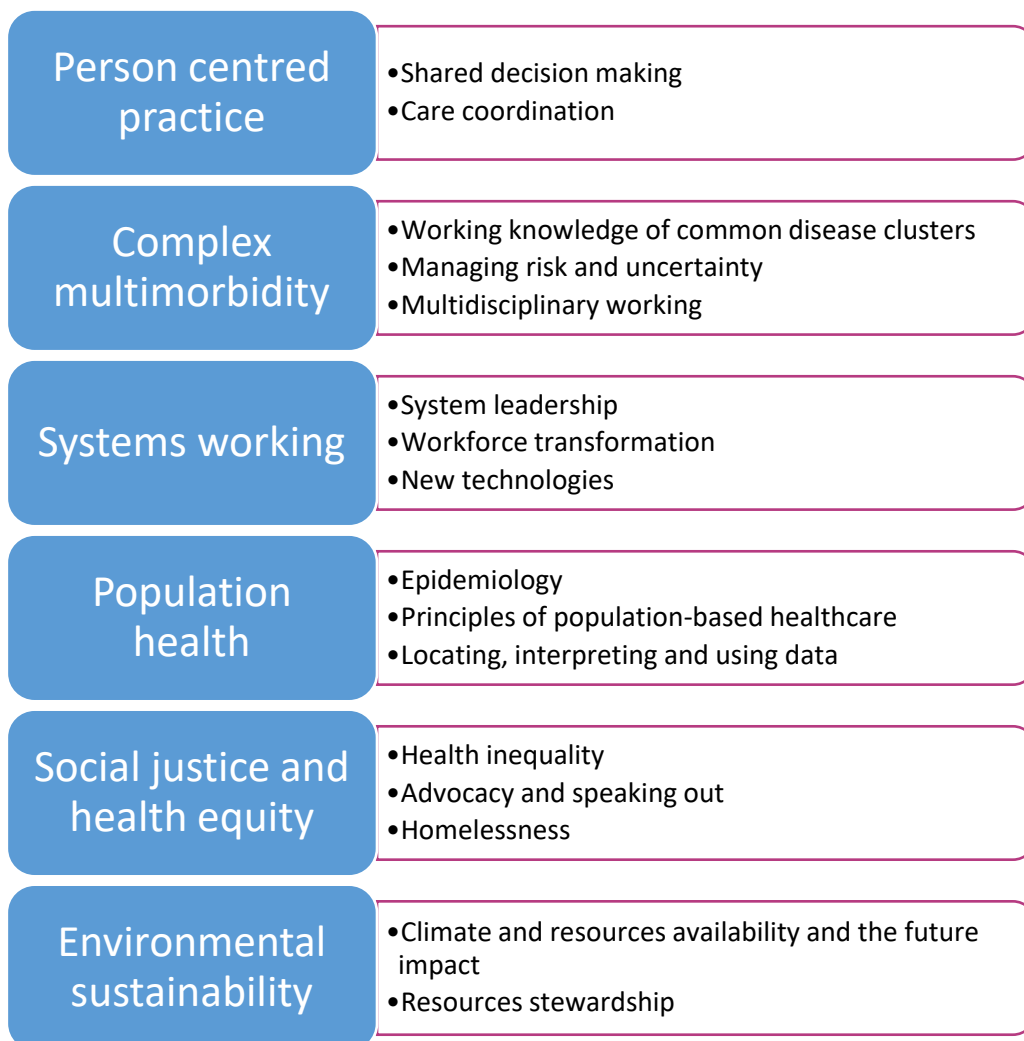
- [National Enhance programme website](#)
- [East of England Enhance trailblazer website](#)

# Education

## The modular aspect

Enhance programme contains a clinical element and an educational element - a modular development programme running alongside clinical training.

The programme is themed around six modules:



Enhance Explore foundation doctors are expected to complete the following for each domain:

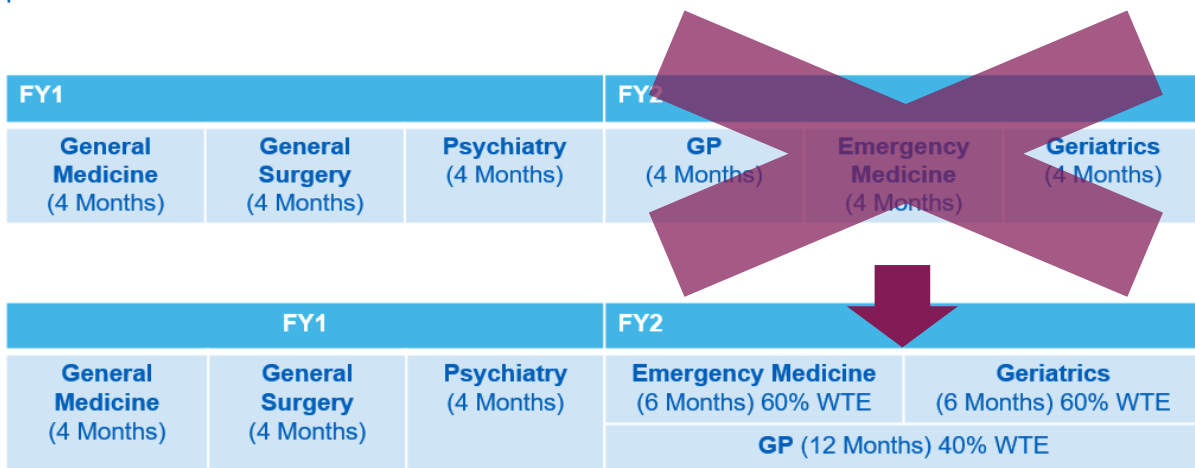
- Complete online module core content
- Attend face-to-face hub days
- Submit a REAL form on to e-portfolio
- Complete evaluation

# Generalism longitudinal integrated clerkship

The clinical aspect aka "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:



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.

## EDUCATIONAL SUPERVISOR ACTION POINT:

If your trainee(s) have concerns regarding the rotas, or their placements, the local foundation team are responsible and accountable for these. Please escalate these concerns by discussing this with the FTPD team, who can escalate further if they need external support.

# Evidencing learning

## Our expectations of our trainee doctors

Enhance Explore foundation doctors are expected to complete the following:

- Complete online module core content.
- Demonstrate learning-in-action in clinical activity related to module learning.
- Attend face-to-face hub days.
- Submit a REAL form on to e-portfolio. (The REAL form is explained in the sections below.)
- 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.

## Completing online module core content

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

- For most modules trainees will need to spend around 4 hours engaging with online resources
- This time comes from 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

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.

## Hub days

All modules will include a face-to-face hub day.

Hub days are to be treated like those for any specialised foundation programme and are mandatory.

These hubs should be incorporated into trainee doctors' 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.

\*Hub days may appear on trainees' rotas as "study leave" because they are either in the allocated shift, or they are not.

They may still need to submit a study leave request so that the foundation team can ensure that they are supported appropriately, this process may vary by Trust and you should clarify the arrangements with your local FTPD team.

### **Enhance Experiences**

In addition to their work hospital and community care, Enhance trainees can undertake up to 5 days of deeper learning in an area of particular interest through their "GLIC Experiences". This is not mandatory but will add to their development.

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 Enhance Experience, we would love to hear from you at [enhance.eoe@hee.nhs.uk](mailto:enhance.eoe@hee.nhs.uk)

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

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

### **Trainees need to do the following to organise an Experience Day:**

- Contact the provider of the Enhance Experience to be able to set a date and alternative dates.
- Liaise directly with their supervisor(s) and rota coordinators (if applicable), and complete a study leave request.
- Confirm with the Enhance Experience provider when that study leave request has been approved and they can expect their attendance.
- The foundation doctor should download and take a REAL form with them, to be completed on the day of their experience and uploaded to the eportfolio.
- The Foundation doctor must check with the FTPD team that they will be indemnified and appropriately supervised during an Enhance Experience. This is particularly important in any non-NHS site.
- Some of the experience providers require honorary contracts, so you must ensure foundation doctors must have completed these and understand the limits of their participation in external site interactions.

Please note that some opportunities have limited capacity and therefore will be offered on a first come first served basis, so trainees should be proactive in contacting our partners.

You may be able to support your foundation doctors with making appropriate local links. **If you or your trainee learn of an opportunity locally that might benefit future learners, then please let us know** so that others might benefit from what you've organised too.

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

### **The REAL form**

The REAL form (Reflection on Enhanced Activity and Learning) is a form which can be used in evidence to support a trainee's Foundation Curriculum Mapping. It is designed to contribute to evidence of Higher Learning Outcomes (HLOs) for Foundation doctors.

The REAL form will soon be added to Horus and is currently accessible via the learning hub: <https://learninghub.nhs.uk/Resource/35682/Item>

### **Complete evaluation**

As a pilot programme, evaluation is very important to the Enhance programme. This is run by the Enhance programme team and supervisors do not need to contribute directly. However, we greatly appreciate you reminding your trainees of the importance of participating in this.

Certificates for online modules and Hub days will only be issued on completion of evaluation forms.



# Educational Meetings

## Induction

Enhance trainees are required to attend their Trust/corporate induction at their employing Trust in August. They should also receive the necessary departmental/specialty induction in the first days of each post.

In addition, there is a mandatory introduction for F1 doctors to the Enhance Programme Hub Day run by the regional Enhance team. For 2023/2024 this will be on **Friday 15<sup>th</sup> September** .

**Time away from the ward for Enhance is classed as being of their normal working hours** and should not be taken from their allocated self-development time or study leave.

### **EDUCATIONAL SUPERVISOR ACTION POINT:**

Please meet with your trainee as usual, but also discuss with them:

- Which modules should be completed at which points of their F1 or F2 years.
- How to let rota coordinators know dates they **must** attend Hub Days.
- How Enhance Hub Days, online modules and Experience days .

## Signing off educational activities

Each individual module handbook provides detailed explanation of the opportunities and requirements of each module.

Your trainee should present you with this as part of your end of placement conversation.

- The expectation is that the trainees would attend/interact with the prescribed learning events/materials.
- They would be provided evidence of their engagement and the trainees would be expected to upload it to their portfolios.
- They would be expected to do some reflective practise in their portfolios.
- The trainees would be advised to demonstrate some of this learning in their structured learning events such as CBDs.

### **EDUCATIONAL SUPERVISOR ACTION POINT:**

REAL forms can be completed for all Enhance activities as outlined in the section on Evidencing Learning earlier in this book.

- Please ensure that core content is completed before signing off accompanying evidence.
- Credit for Enhance activities will be awarded based on REAL forms, so please don't use other forms to provide evidence or this will not be seen at ARCP.

We would ask supervisors to record which modules have been completed on the End Of Placement form to guide ARCP panels.

### **Completion of Programme**

Completion of the Enhance programme is not required for completion of the foundation programme [outcome 6].

Currently, there is no formal assessment on behalf of the Enhance programme. The arrangements for certification and specialty application points are ongoing national discussions and should be clarified in the Autumn of 2023.

All trainees in Enhance will have a portfolio review with the Enhance team as part of their ARCP to award a completion of the Enhance programme certificate pending a national programme award.

When a national programme award becomes available, the Enhance team will retrospectively submit all trainees who have completed.

### **Programme award**

**Module certificates:** trainees will get a certification of completion for each module that they can upload to your portfolio and use as evidence for meeting the Foundation curriculum capabilities.

**Contextual Leadership certificate:** Completing the whole programme will be certificated as a leadership course, and this can be counted towards specialty applications.

**Enhance prize:** There will be an Enhance category in the national Foundation doctors' presentation day, providing an opportunity to showcase at a national level the learning they have undertaken.

# Enhance programme

## learning outcomes

### On Completing the Enhance Programme Trainees Will Be Able To:

1. Champion a person-centred approach to care that invites and supports personalisation, empowerment and shared decision making.
2. Work effectively and flexibly within and across different disciplines, contexts and systems to ensure high quality, coordinated care for individuals with multiple long-term conditions and/or complex needs; this will entail complex decision making while managing risk and uncertainty.
3. Promote social justice ensuring that everyone has access to high quality healthcare; this means working with and/or within local communities to identify, recognise and respond to the needs and priorities of specific populations to reduce health inequalities.
4. Access, critically appraise and champion innovations and digital health technologies to promote and transform sustainable improvements in practice; this means acting as a catalyst for change within, across and beyond healthcare systems.
5. Advocate for the adoption of sustainable healthcare practices at an individual and system level; this includes recognising and promoting the importance of social, environmental, and economic resource stewardship.
6. Communicate complex information in a range of ways, for a range of purposes, to diverse audiences; this includes with individuals (patients, carers, other healthcare professionals), communities and agencies involved in health and social care.
7. Lead collaboratively, inclusively, and compassionately, creating shared purpose that enables multi-professional teams to deliver the best possible health outcomes for the individuals and populations they serve.

## Enhance curriculum mapping

The GMC generic professional capabilities (GPCs) are woven through all undergraduate and postgraduate medical education and represent the core values and themes which underpin medical education.

<b>GMC Generic Professional Capabilities (GPCs)</b>	
	Professional Values and Behaviours
	Professional Skills
	Professional Knowledge
	Health Promotion and Illness Prevention
	Leadership and team Working
	Patient Safety and Quality Improvement
	Safeguarding Vulnerable Groups
	Education and Training
	Research and Scholarship

<b>GMC Generic Professional Capabilities</b>									
Enhance programme LOs	Professional values and behaviours	Professional Skills	Professional Knowledge	Health promotion and prevention	Leadership and team Working	Patient Safety and Quality Improvement	Safeguarding Vulnerable groups	Education and Training	Research and Scholarship
1	X	X	X	X		X	X		
2	X	X	X	X	X	X	X		
3	X	X	X	X			X		
4	X	X	X		X	X			X
5	X					X			X
6	X	X	X	X				X	X
7	X	X	X		X	X		X	X

## Foundation Professional Capabilities

HLO 1: An accountable, capable and compassionate doctor

HLO 2: A valuable member of the healthcare workforce

HLO 3: A professional, responsible for their own practice and portfolio development

## Foundation Professional Capabilities

Enhance programme LOs	Clinical Assessment	Clinical Prioritisation	Holistic Planning	Communication and Care	Continuity of Care	Sharing the Vision	Fitness to Practice	Upholding Values	Quality Improvement	Teaching the Teacher	Ethics and Law	CPD	Understanding Medicine
1			X	X	X						X		X
2	X	X	X	X	X	X	X		X			X	X
3						X		X	X		X	X	X
4						X			X	X		X	
5						X		X	X	X	X	X	
6				X		X		X		X			
7					X	X		X	X	X			