

**NHS**

**England**  
East of England

# enhance

**2023/2024 – Learning checklist**



# Enhance in the EoE – explore and engage

## Learning guide

### Enhance overview

A new pilot programme called Enhance was commenced in August 2022 with Foundation Year 1 (FY1) doctors and was made open as a multi-professional offer to Foundation Pharmacists in Autumn 2022, with Physicians Associates (PAs) and Dentists to join from 2023 onwards. The aim of the programme is to offer novel learning opportunities to better equip healthcare professionals with the skills needed to be future healthcare leaders.

To support you through the East of England programme, you will find links to the learning resources below.

### Doctors (enhance explore)

For doctors (explore) we suggest that you complete all domains across your two-year programme.

Please review the [trainee booklet](#) developed for you.

### Pharmacists, PAs and Dentists (enhance engage)

Pharmacists, PA's and Dentists on the enhance *engage* pathway can choose a minimum of one learning domain to explore in depth. It is important that you consider how the learning materials can support you to meet your professional learning outcomes as well as offer you an opportunity to learn broader skills to support your future development and work with other healthcare professions.

As a minimum, those enrolled into the enhance engage pathway are expected to:

- Attend the face-to-face introduction/welcome hub on Friday 15th September 2023 (Bedford Lodge, Newmarket, CB8 7BX, 09:30 – 16:45)
- Attend a face-to-face training event associated with one module of your choice.

- Complete structured online learning associated with the selected module.
- Attend one experience day within your ICS.
- Submit a reflective record using the REAL template

### **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 their 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 you have undertaken.

# Enhance learning resources

## Learning checklist

Please note that at August 2023 learning resources are only available for the introductory module and learning domains 1, 2 and 6. More will become available throughout the 2023/2024 year, please consider this when planning your learning, especially if you are on the *engage* pathway.

For subsequent cohorts (2024 onwards) it is envisioned that all learning resources will be available, as the remaining modules are currently in development.

Module	Suggested level (explore)	Resources
Introductory module	All new learners	<p><b>Hub day:</b> 15<sup>th</sup> September 2023 Bedford Lodge, Newmarket, CB8 7BX Registration now closed</p> <p><b>Online learning resources:</b> <a href="#">Enhance Introduction Journey</a></p> <p>This learning journey consists of the following <b>core</b> steps:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> <a href="#">Pre-learning self-assessment</a></li> <li><input type="checkbox"/> <a href="#">The enhance handbook</a></li> <li><input type="checkbox"/> <a href="#">Enhance: introduction to generalist skills</a></li> <li><input type="checkbox"/> <a href="#">Enhance: introduction to transformative reflection</a></li> <li><input type="checkbox"/> <a href="#">Enhance: introduction to quality improvement</a></li> <li><input type="checkbox"/> <a href="#">Enhance: introduction to wellbeing</a></li> <li><input type="checkbox"/> <a href="#">Post-learning self-assessment</a></li> </ul>

<p><b>Enhance domain 1: Person-centred practice</b></p>	<p>F1</p>	<p><b>Hub day:</b>  9<sup>th</sup> May 2024  Express by Holiday Inn Duxford, 42 Station Road East, Cambridge, CB22 4WL  <a href="#">Register here</a></p> <p><b>Online learning resources:</b>  <a href="#">Enhance – person centred practice module</a>  This learning programme consists of the following <b>core</b> steps:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> <a href="#">Pre-learning self-assessment</a></li> <li><input type="checkbox"/> <a href="#">Person centred practice module handbook</a></li> <li><input type="checkbox"/> <a href="#">Core Unit 1: Understanding Context</a></li> <li><input type="checkbox"/> <a href="#">Core Unit 2: Communicating Clearly</a></li> <li><input type="checkbox"/> <a href="#">Core Unit 3: Coordinating Care</a></li> <li><input type="checkbox"/> <a href="#">Core Unit 4: Caring Compassionately</a></li> <li><input type="checkbox"/> <a href="#">Core Unit 5: Enabling Choice</a></li> <li><input type="checkbox"/> <a href="#">Post-learning self-assessment</a></li> </ul>
<p><b>Enhance domain 2: Complex multimorbidity</b></p>	<p>F1</p>	<p><b>Hub day:</b>  14<sup>th</sup> February 2024  Victoria House, Cambridge, CB21 5XB  <a href="#">Register here</a></p> <p><b>Online learning resources:</b>  <a href="#">Enhance – complex multimorbidity module</a>  This learning programme consists of the following <b>core</b> steps:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> <a href="#">Pre-learning self-assessment</a></li> <li><input type="checkbox"/> <a href="#">Complex multimorbidity module handbook</a></li> <li><input type="checkbox"/> <a href="#">Introduction to the complex multimorbidity domain lecture</a></li> <li><input type="checkbox"/> <a href="#">Introduction to multimorbidity lecture</a></li> <li><input type="checkbox"/> <a href="#">Core Unit 1: Frailty</a></li> <li><input type="checkbox"/> <a href="#">Core Unit 2: Polypharmacy</a></li> <li><input type="checkbox"/> <a href="#">Core Unit 3: Disease clusters</a></li> <li><input type="checkbox"/> <a href="#">Core Unit 4: Uncertainty and risk</a></li> <li><input type="checkbox"/> <a href="#">Virtual Reality Unit 1: Home visit</a></li> <li><input type="checkbox"/> <a href="#">Virtual Reality Unit 2: Emergency department</a></li> <li><input type="checkbox"/> <a href="#">Virtual Reality Unit 3: Ward setting</a></li> <li><input type="checkbox"/> <a href="#">Virtual Reality Unit 4: Outpatient clinic</a></li> <li><input type="checkbox"/> <a href="#">Post-learning self-assessment</a></li> </ul>

		<p>This learning programme consists of the following <b>optional</b> steps:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> <a href="#">Deeper Learning: Multimorbidity</a></li> <li><input type="checkbox"/> <a href="#">Deeper Learning: Polypharmacy</a></li> <li><input type="checkbox"/> <a href="#">Deeper Learning: Frailty</a></li> </ul>
<b>Enhance domain 3: Systems working</b>	F2	<p><b>Hub day:</b> 15<sup>th</sup> November 2023 High Lodge Thetford Forest, Brandon, Suffolk, IP27 0AF Registration now closed</p> <p><b>Online learning resources:</b> <a href="#">Enhance – systems working module</a> This learning programme consists of the following <b>core</b> steps:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> <a href="#">Pre-learning self-assessment</a></li> <li><input type="checkbox"/> <a href="#">Systems working module part 1</a></li> <li><input type="checkbox"/> <a href="#">Systems working module part 2</a></li> <li><input type="checkbox"/> <a href="#">Systems working module part 3</a></li> <li><input type="checkbox"/> <a href="#">Post-learning self-assessment</a></li> </ul> <p>Please note that there are some interactive elements, and answers provided will be reviewed to ensure that appropriate learning content to meet the objectives is provided.</p>
<b>Enhance domain 4: Population health</b>	F2	<p><b>Hub day:</b> 17<sup>h</sup> May 2024 Express by Holiday Inn Duxford, 42 Station Road East, Cambridge, CB22 4WL <a href="#">Register here</a></p> <p><b>Online learning resources:</b> Module currently in development</p>
<b>Enhance domain 5: Social justice and health equity</b>	F2	<p><b>Hub day:</b> 5<sup>th</sup> March 2024 Express by Holiday Inn Duxford, 42 Station Road East, Cambridge, CB22 4WL <a href="#">Register here</a></p>

		<p><b>Online learning resources:</b> Module currently in development</p>
<p><b>Enhance domain 6: Environmental sustainability</b></p>	F2	<p><b>Hub day:</b> 17<sup>th</sup> October 2023 Express by Holiday Inn Duxford, 42 Station Road East, Cambridge, CB22 4WL Registration now closed</p> <p><b>Online learning resources:</b> <a href="#">Enhance – environmental sustainability module</a></p> <p>This learning programme consists of the following <b>core</b> steps:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> <a href="#">Pre-learning self-assessment</a></li> <li><input type="checkbox"/> <a href="#">Environmental sustainability module handbook</a></li> <li><input type="checkbox"/> <a href="#">Introduction to environmental sustainability</a></li> <li><input type="checkbox"/> <a href="#">Section 1: The climate and ecological emergency</a></li> <li><input type="checkbox"/> <a href="#">Section 2: Change management, triple bottom line and the principles of healthcare</a></li> <li><input type="checkbox"/> <a href="#">Section 3: Integrating sustainability into quality improvement</a></li> <li><input type="checkbox"/> <a href="#">Post-learning self-assessment</a></li> </ul> <p>This learning programme consists of the following <b>optional</b> steps:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> <a href="#">Section 4: Sustainable quality improvement project development template</a></li> </ul>

**There are also several additional resources available to you which you can engage with on the national learning hub, resources are provided by colleagues from other regions and will further support your learning and development:**

<https://learninghub.nhs.uk/Catalogue/enhancinggeneralistskills>





**Enhance Programme Learning Outcomes**

<b>On completing the enhance programme you will be able to:</b>	
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.

<b>Domain/ learning outcome (LO) matrix</b>						
Enhance programme LOs	Person-centred care	Complex multimorbidity	System working	Population health	Social justice and health equity	Environmental sustainability
1	X	X	X		X	
2	X	X			X	
3				X	X	
4			X	X		X
5			X	X		X
6	X	X	X	X	X	X
7			X	X	X	X

### Enhance curriculum mapping – medicine

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
<p>1. Clinical Assessment: Assess patient needs in a variety of clinical settings including acute, non-acute and community</p> <p>2. Clinical Prioritisation: Recognise and, where appropriate, initiate urgent treatment of deterioration in physical and mental health</p> <p>3. Holistic Planning: Diagnose and formulate treatment plans (with appropriate supervision) that include ethical consideration of the physical, psychological and social needs of the patient</p> <p>4. Communication and Care: Provide clear explanations to patients/carers, agree a plan and deliver health care advice and treatment where appropriate</p> <p>5. Continuity of Care: Contribute to safe ongoing care both in and out of hours</p>	<p>6. Sharing the Vision: Work confidently within and, where appropriate, guide the multiprofessional team to deliver a consistently high standard of patient care based on sound ethical principles</p> <p>7. Fitness to Practise: Develop the skills necessary to manage their own personal wellbeing</p> <p>8. Upholding Values: Act as a responsible employee including speaking up when others do not act in accordance with the values of the healthcare system</p> <p>9. Quality Improvement: Take an active part in processes to improve the quality of care</p> <p>10. Teaching the Teacher: Teach and present effectively</p>	<p>11. Ethics and Law: Demonstrate professional practice in line with the curriculum, GMC and other statutory requirements through development of a professional portfolio</p> <p>12. Continuing Professional Development (CPD): Develop practice including the acquisition of new knowledge and skills through experiential learning; acceptance of feedback and, if necessary, remediation; reading and, if appropriate, by research</p> <p>13. Understanding Medicine: Understand the breadth of medical practice and plan a career</p>

## 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			

## Enhance curriculum mapping - pharmacy

Mapping of enhance domains to GPhC domains and associated learning outcomes (ILOs)				
Enhance domains	GPhC domains / interim learning outcomes (ILOs)			
	Person-centred care and collaboration (ILOs 1-14)	Professional practice (ILOs 15-44)	Leadership and management (ILOs 45-52)	Education and research (ILOs 53-55)
Person-centred care	X	X	X	
Complex multimorbidity	X	X	X	X
System working	X	X	X	
Population health		X	X	X
Social justice and health equity	X	X	X	
Environmental sustainability		X	X	X

More detailed mapping of the enhance programme to the pharmacy ILOs is set out below:

Person centred practice
<b>ILO 1.</b> Demonstrate empathy and keep the person at the centre of their approach to care, at all times.
<b>ILO 2.</b> Work in partnership with people to support and empower them in shared decision-making about their health and wellbeing.
<b>ILO 3.</b> Demonstrate effective communication and adapt their approach and communication style to meet the needs of the person.
<b>ILO 5.</b> Proactively support people to make safe and effective use of their medicines and devices.
<b>ILO 9.</b> Take responsibility for ensuring that personal values and beliefs do not compromise person-centred care.
<b>ILO 10.</b> Demonstrate effective consultation skills, and in partnership with the person, decide the most appropriate course of action.
<b>ILO 14.</b> Work collaboratively and effectively with other members of the multi-disciplinary team to ensure high-quality, person-centred care, including continuity of care.
<b>ILO 40.</b> Understand and implement relevant safeguarding procedures, including local and national guidance in relation to each person.

### Complex multimorbidity

**ILO 4.** Understand the variety of settings and adapt their communication accordingly.

**ILO 12.** Take an all-inclusive approach to ensure the most appropriate course of action based on clinical, legal, and professional considerations.

**ILO 17.** Recognise and work within the limits of their knowledge and skills and get support and refer to others when they need to.

**ILO 33.** Effectively promote healthy lifestyles using evidence-based techniques.

**ILO 34.** Apply the principles of effective monitoring and management to improve health outcomes.

**ILO 45.** Demonstrate effective leadership and management skills as part of the multi-disciplinary team.

**ILO 46.** Make use of the skills and knowledge of other members of the multi-disciplinary team to manage resources and priorities.

### Systems working

**ILO 37.** Prescribe effectively within the relevant systems and frameworks for medicines use.

**ILO 46.** Make use of the skills and knowledge of other members of the multi-disciplinary team to manage resources and priorities.

**ILO 47.** Develop, lead and apply effective strategies to improve the quality of care and safe use of medicines.

### Social justice and health equity

**ILO 6.** Treat people as equals, with dignity and respect, and meet their own legal responsibilities under equality and human rights legislation, while respecting diversity and cultural differences.

**ILO 8.** Assess and respond to the person's particular health risks, taking account of individuals' protected characteristics and background.

**ILO 16.** Apply professional judgement in all circumstances, taking legal and ethical reasoning into account.

**ILO 39.** Take responsibility for people's health records, including the legality, appropriateness, accuracy, security and confidentiality of personal data.

### Population health

**ILO 41.** Effectively make use of local and national health and social care policies to improve health outcomes and public health, and to address health inequalities.

**ILO 42.** Proactively participate in the promotion and protection of public health in their practice.

**ILO 43.** Identify misuse of medicines and implement effective strategies to deal with this.

**ILO 48.** Actively take part in the management of risks and consider the impacts on people.

### Environmental sustainability

**ILO 48.** Actively take part in the management of risks and consider the impacts on people.

**ILO 55.** Take part in research activities, audit, service evaluation and quality improvement, and demonstrate how these are used to improve care and services.