

EoE Foundation Programme Hub Days

Rationale

One of our three key themes for foundation training in the East of England is Excellence in Education. We are aspiring to create a focussed, delivered educational programme of 60-90 hours per year for each trainee that covers the curriculum and is also inspiring.

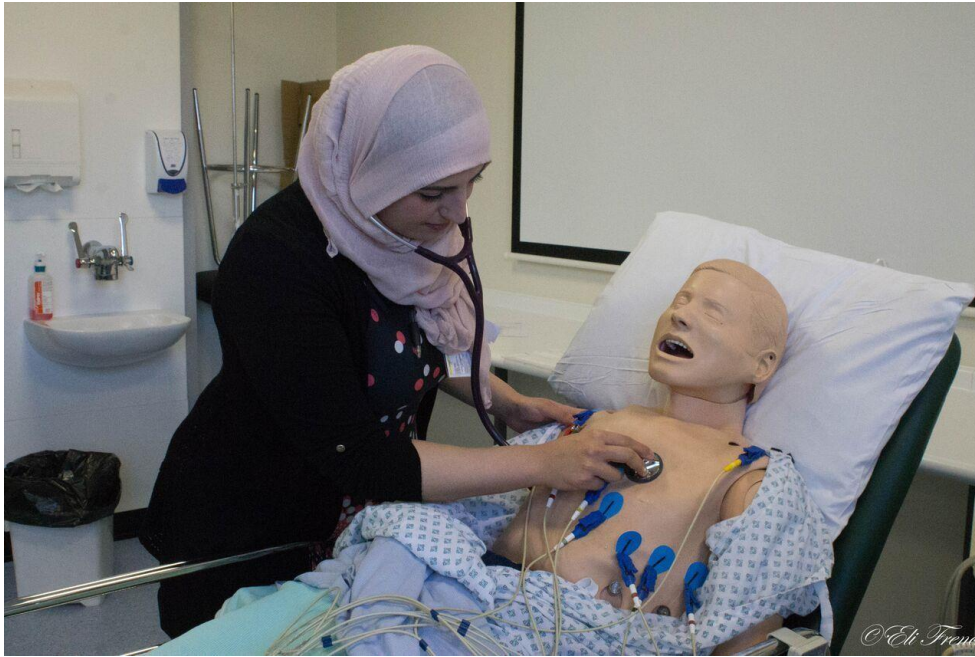
This will be delivered through a mixture of local taught programmes as generic training, and also the mandated simulation delivered sessions and now we are pleased to add our new sub-regional or Hub delivered training events.



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What are Hub events?

We are very excited about this opportunity for our foundation doctors, as this is a new approach to the UK Foundation Programme. We have divided these events into Clinical Hubs, which align with specialities, and Non-Clinical which have cross speciality influence and coverages as well as a clinical component.



The clinical focussed Hub events have been specifically designed to give our foundation trainees a further insight into a specialty that they may choose as a career. They encompass teaching on areas useful for foundation, but also widening the viewpoint to gain skills that may help at the start of specialty and core training. They will give our trainees access to enthusiastic educators and champions for these specialties, with the opportunity for careers advice from both current trainees and key trainers as well as the possibility of mentorship.

Our less clinically focussed Hub events are diverse, containing both individual skills to support clinical work, such as around professionalism, human factors, quality improvement and the role of genomics or public health, and also wider skills for individual development such as leadership, mentoring and careers focus. Some of these have been indicated as more appropriate at FY1 or FY2 level.

We hope that our vibrant commitment to education will continue to attract excellent trainees into our region, and that the interaction with our Speciality Schools will encourage them to stay in our region when they apply for further training posts.



How many hub events can a trainee attend?

Each trainee will have a mandatory 2 x 1/2 days as part of their generic training in FY1 and will be encouraged to sign up in the professional practice week or at least within the first few weeks of their training. We recognise that for our pilot year this will not be widely achieved as many dates are to be confirmed/advertised but we are hopeful that you will be able to book onto events of your choice certainly within the first four months of training.

One of these days should be clinical and the other will cover areas such as professionalism and careers (i.e non-clinical, although this does include some clinical aspects).

Each FY2 will also have a mandatory 2 x ½ days, one from each subsection as part of their allocated 60 days delivered teaching. It is hoped that that there will be adequate events for FY2 as well, and each trainee in FY2 then will have 2 half days to potentially take further sessions as part of study leave allocation once all the mandatory placements are complete. Again, this comes with the suggestion that they sign up in August or as early as possible in their FY2 year.

We will evaluate the Hub events annually to best cater to the needs of our trainees. We hope to expand the sessions so that in future years, all trainees may have access to 4 events.



Where are the events?

We have divided each of our foundation schools into East and West Regions. Predominantly the Hub events, as part of mandatory taught programmes, will be within your half region for the clinical sessions, and the non-clinical are within your region or central at the deanery in Cambridge.

We have arranged the hubs this way so that you have the opportunity to travel to different units, meet different teams of educators, and also other foundation doctors who are interested in the same specialties as yourself.

Within this plan, we have tried to minimise travelling distances to your hub. We suggest that you consider travelling together to hub events at other sites, particularly as some trainees may not drive. For those that cannot travel to other hub sites, please see your medical education team early, so that you can book into the hub events at your local trust.



Advertisement of events

This year we will let your medical education departments know the clinical Hub dates across the region as soon as we have them, so that you can book with them the events you are interested in. It might be that for some we only have a topic for some with the dates to follow later.

All centralised events such as GMC/professionalism/Human Factors/Genomics will be advertised **directly by HEE**

In the future, the HEEoE Faculty Support Team will advertise all confirmed Hub events on our central website. This will appear as an online calendar of events spanning the year. We would also expect that each Trust offering a Hub event will advertise these locally.

The Faculty Support Team will liaise with trusts throughout the year regarding dates but would also be asking for a frontloaded series of dates/events every summer for the forthcoming year as we have this year.

This allows time for the trainees to book into events and apply for study leave for those dates.



Booking

You will book your hub event sessions as study leave, but for your first non-clinical and first clinical, **please state on the form that these are your mandatory hub half days.**

Trainees should book their events as soon as they can to have the best chance of attending the hub event of their choice. Each trust will be given a certain number of tickets for each event in their hub, dependent on their percentage of trainees. We think this is the fairest way of dividing the events.

The central hubs that are non-clinical will be on a first come basis. Your trust will still need to make sure that not too many trainees are absent on the same day before they approve this leave.

There will be spaces across the EoE in the Hub events, as we have enough events for most trainees to attend an additional hub event as study leave. Those not successful in their preferred hub event can ask their Medical Education Manager to see if there are spaces at other Hubs for you to reserve as study leave, but your mandatory events are within your Hub and at the central venue. In future years, these spaces will be more obvious on our website.

We propose that each trust creates a series of 'virtual tickets' for each available event for their region and, through a local process, has allocated all of these by the end of August. Again, for this pilot year there will be a level of flexibility due to dates still being confirmed.

The faculty will have informed the trust of the events specifically open for their trainees and the ticket numbers. Ticket numbers will be proportional to the number of trainees at the trust. Each

event will have some spare tickets held at the host trust, this is to enable attendance locally by trainees unable to travel, and for inadvertent oversubscription.

The trainees should have study leave for this half day. Some trusts may want to suggest this is paired with the half day eportfolio or SCRIPT allowance to ensure this.

Ideally, at the end of August, the host for the event will receive the allocations from the different trusts and then if there are vacancies the host will be able to notify the faculty team centrally so that this can be placed on the website. FY2 can then apply for spare places through the normal study leave process directly to the hosting hub on a first come first served basis.



Marketing

The Faculty Support team will be committed to tweeting the dates and general programme of all Hub events, as well as publishing all photos taken at our events.

We will require a consent form for any photos taken so please do have these available at all Hub events to ensure we can then share them online.

We would also be keen for trusts to 'live tweet' any Hub events taking place which will help with the marketing aspect of this exciting new venture. Signed consent forms can be scanned and emailed to educatorsfaculty.eoe@hee.nhs.uk along with any photos you would like us to use. Ideally these should come through within a week of the event to keep web content fresh and enticing to other interested trainees.

Trainees that particularly do not want to appear in photos [you will not be named/identified] should highlight this to the hub event organiser.

Final Word

We hope that you will very much enjoy our Hub events and that you will find the sessions useful both for foundation, as well as developing professional attributes and careers choices. We will ask you to evaluate the events, as these are created specifically to add value to your education experience within our foundation schools and your views and recommendations are key to improving this.

This is our pilot year, and we apologise that the process is not as streamlined as it will be in the future. We had a choice to delay the start for a year so that we could get the process right or start and learn as we go. We decided that this was such a good training opportunity for our foundation doctors that we should implement what we could when we could.

We appreciate that starting in this development way does mean that for some there will be disappointments or mistakes that occur as our processes are honed, but we think that overwhelmingly the experience should be positive for all.

Helen Johnson – Director for EoE Foundation Schools

Helen Barker – Deputy Director for East Anglian Foundation School

Ritwtik Banerjee– Deputy Director for Essex Bedfordshire & Hertfordshire Foundation School

Charleen Liu – Foundation Programme Simulation Lead HEE

Mark Bullock – Faculty Support Account Manager HEE

