

Proposed RCOG Awards for Excellence in Training

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Prepared for NTC and SEAC, March 2015

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Introduction and Overview

Background

The RCOG currently has few opportunities to recognise excellence amongst trainees and trainers. There are regular awards for best performance at the MRCOG examination. In addition to this there are a variety of legacy awards, fellowship and travel awards available, which focus on specific areas within the specialty. Apart from these awards there are no national awards for those trainees that excel.

The trainees' committee surveyed all of its members asking about existing regional awards schemes. 16 regional trainees representative responded to the survey. This survey revealed that the only 25% of deaneries have any form of system for awarding trainee excellence. Half of these deaneries had an experience based award (e.g. best trainee in ST1-2, ST3-5 and ST6-7) and half had themed awards (e.g. awards for eportfolio, contribution to education, commitment to clinical care). 19% of deaneries had a system for awarding excellence in trainers.

Trainee Awards Overview

In total four annual trainee awards are to be awarded

- ST1-2 Award (for excellence in the previous complete year of training)
- ST3-5 Award (for excellence in the previous complete year of training)
- ST6-7 Award (for excellence in the previous complete year of training)
- Gold/ CCT Award (for excellence throughout the entire course of training)

The heads of school (STC chair in Scotland) may nominate one trainee per 'deanery' in each category for consideration of a national award. It is for individual heads of schools to decide the process for selecting their nominations for the national awards, however the regional processes should be transparent and published in the public domain. Nominations should be submitted to the RCOG by 1st October each year.

Trainer Awards Overview

Each regional trainees' committee chair will have the responsibility to nominate a trainer of the year from their region. It is for individual regional chairs to decide the process for selecting their nominations for the national awards, however the regional processes should be transparent and published in the public domain. Awards should be for a contribution to training above and beyond that required by any formal role held by the trainer (e.g. head of school, training programme director, college tutor etc.).

Trainee Awards

Rules of entry/ eligibility

- Trainees must be registered with the RCOG as a trainee in obstetrics and gynaecology (ST or FTSTA trainee).
- Applications will only be considered for individuals currently in training (i.e. not those out of program, unless this is out of program training).
- Trainees are only eligible for an award if they achieve an outcome 1 or 6 at ARCP. The awards should be for achievement above and beyond that required for an outcome 1 or 6 at ARCP.
- Entries for the ST1-2, ST3-5 and ST6-7 award relate to work and achievements in the preceding year of training only.
- Entries for the Gold/ CCT award relate to work and achievements over the whole of the training up until CCT. This prize is awarded for those at ST7 level who have achieved an outcome 6 at ARCP.
- No charge will be made for entries.
- By applying, individuals grant the RCOG the right to publish their names, and a summary of their achievements both in printed format and on the RCOG website.
- All entries will be judged in an objective, transparent process and the decision of the judging panel is final.
- The panel reserves the right to withhold an award if it is felt that all entries are below the required standard.
- Awards will be in the form of prestige only, with no monetary value.
- The panel reserves the right to withdraw an award if it has reasonable reason to believe its decision was based on inaccurate evidence.
- Applicants must be in good standing in order to be eligible for an Award and the panel reserves the right to withdraw an award if it believes this to be untrue.
- Applications will be accepted to the College by the 1st of October, allowing completion of the summer ARCPs.

Regional Selection

Each region is entitled to nominate one trainee for each of the following categories.

- ST1-2 Award
- ST3-5 Award
- ST6-7 Award
- Gold/ CCT Award for excellence throughout training

Each region can choose whether they wish to select from all of their trainees (e.g. via the ATSM process or by open application) or invite selected individuals to apply for consideration of national nomination.

The following categories should be considered when selecting trainees for regional and national nomination.

- Professional self-development
- Contribution to research
- Contribution to teaching and training
- Contribution to patient safety
- Contribution to delivering, developing and leading a high quality service and clinical effectiveness

An example regional trainee award application form is given in appendix one. Depending on how the LETB wish to implement the regional nominations this may be completed by all trainees attending for ARCP or just those nominated by the ARCP panel.

A scoring based system is not proposed at regional level, although if required the national scoring guidance (appendix three) can be used to aid decision making.

National Selection

The trainees nominated by each region will be invited to submit an electronic application form (appendix two) to the RCOG and this should be consulted when regional nominations are considered. The anonymised submissions will be reviewed by a panel of heads of schools, trainees (not eligible to apply) and lay members. The applications will be scored according to the guidance in appendix two, but with a significant global score contribution to aid the decision-making.

Trainer Awards

Regional Selection

Each regional trainee's committee chair is invited to nominate one individual to be considered for national O&G trainer of the year. The nominated individual may be from any background in the multidisciplinary team (e.g. midwifery, nursing, radiography, or another speciality trainee). Awards should be for a contribution to training above and beyond that required by any formal educational or commercial role the trainer holds (e.g. head of school, training programme director, college tutor, commercial course convener etc.).

Trainers are not be permitted to self nominate. It is proposed that all regional trainees will be invited to nominate a trainer for consideration of national nomination. All trainers must be nominated by a minimum of two trainees. The process for local nomination is at the discretion of the local trainees committee but an example nomination form is given in appendix four.

It is suggested a panel of trainees and lay members review the submission to decide which trainer should be selected for national nomination. Once a regional trainer of the year is selected the regional trainees' committee chair will be responsible for submitting a national nomination. This will be electronically submitted to the RCOG at the same time as the trainee nominations, using the form in appendix five.

Submissions will be considered in the following categories, therefore it is recommended that trainees are alerted to these when considering individuals to nominate. This should also be considered by the trainees' committee when producing the statement for their selected nomination. It is recognised that individuals will not be expected to have involvement in all of the following areas and this should not preclude nomination.

- Clinical training provision
- Non clinical training provision
- Regional training provision
- Contribution to individual trainees
- Improving the training skills of others
- Developing simulation training
- National, regional or local training initiatives
- Helping trainees with difficulties or mentoring to help trainees

National Selection

The trainers nominated by each region will be reviewed by a panel of trainees, consultants (not eligible to apply) and lay members. It is recognised that the achievements of the nominated trainers will vary considerably in nature and that a formalised scoring system would not be appropriate. The award winner will therefore be selected by the consensus global opinion of the panel.

Presentation of Awards

The trainee and trainer of the year awards will be presented at the national trainees conference. The names of the award winners will be published on the RCOG website together with a summary of their achievements.

Appendix One – Example Trainee Award Regional Application Form

RCOG AWARDS FOR EXCELLENCE IN TRAINING

REGIONAL TRAINEE APPLICATION FORM

The RCOG awards for excellence in training were established to recognise and reward individuals who have attained a high level of achievement. Your Deanery has been asked to nominate four trainees in the following categories; Junior Trainee ST1-2, Intermediate Trainee ST3-5, Senior Trainee ST6-7 and Gold/ CCT Award for excellence throughout training.

In order to be considered for the nomination you must complete this form, detailing your achievements in the last year, for the junior, intermediate and senior awards or throughout your training for the gold/ CCT award

In order to be eligible you must be currently in training (e.g. not OOPE/R).

Surname:

Forename(s):

Prize category applying for:

ST1/2 ST3-5 ST6-7 Gold/CCT award.

Email address:

Telephone number:

Please complete all the boxes, adhering to a 300 word limit per category.

PROFESSIONAL SELF DEVELOPMENT

Explain how you have planned and executed your professional development.

CONTRIBUTION TO THE DELIVERY OF A HIGH QUALITY SERVICE

Explain how you have contributed to improving quality of care and clinical effectiveness. Please give examples of projects undertaken and impact on the delivery of healthcare in your workplace.

CONTRIBUTION TO PATIENT SAFETY

Explain how you have contributed to patient safety. This can be in the clinical or research setting.

CONTRIBUTION TO RESEARCH

Please detail your contribution to research (be explicit about your role).

CONTRIBUTION TO TEACHING AND TRAINING

Please detail your involvement in and contribution to teaching and training in O+G.

Appendix Two – Trainee Award National Application Form

RCOG AWARDS FOR EXCELLENCE IN TRAINING

TRAINEE PRIZES –APPLICATION FORM

The RCOG awards for excellence in training were established to recognise and reward individuals who have attained a high level of achievement. You have been nominated by your training region and are invited to apply for a national award via this application form. It is similar in content to your regional application form, but requires greater detail, in keeping with the high standard of competition at this level.

Please complete all the boxes, detailing your achievements in the last year, for the junior, intermediate and senior awards or throughout your training for the gold/ CCT award.

Surname:

Forename(s):

Prize category applying for

ST1/2 ST3-5 ST6-7 Gold/ CCT Award

RCOG training number:

GMC number:

Deanery:

Training year:

Email:

Work Address:

Correspondence address:

Telephone number:

PERSONAL STATEMENT

Please summarise why you feel you should receive this award. Provide examples as necessary (600)

PROFESSIONAL SELF DEVELOPMENT (500)

Explain how you have planned and executed your professional development.

CONTRIBUTION TO THE DELIVERY OF A HIGH QUALITY SERVICE (500)

Explain how you have contributed to improving quality of care and clinical effectiveness. Please give examples of projects undertaken and impact on the delivery of healthcare in your workplace.

CONTRIBUTION TO PATIENT SAFETY (500)

Explain how you have contributed to patient safety. This can be in the clinical or research setting.

CONTRIBUTION TO RESEARCH (500)

Please detail your contribution to research (be explicit about your role).

CONTRIBUTION TO TEACHING AND TRAINING (500)

Please detail your involvement in and contribution to teaching and training in O&G.

Thank you for applying for an RCOG Excellence in Training award. Rules of entry can be found on the RCOG website.

Appendix Three – Proposed Trainee Awards Scoring

	SCORING GUIDANCE					Score
CRITERION	EXAMPLES OF ACHIEVEMENTS (non exclusive, and expectations should be according to level of training)	Delivers as expected for level of training	Above expectations for level of training	Outstanding performance for level of experience	Exceptional trainee, performing well above average	/12
Self Development	<ul style="list-style-type: none"> -Ambitious and innovative in goal setting both clinically and non clinically -Proactive in personal development with consistent delivery of personal goals -Wider appreciation of personal development in the evolving medical environment 	0 1 2 3	4 5 6	7 8 9	10 11 12	
Delivery of a high quality service	<ul style="list-style-type: none"> -Delivers high quality care (e.g. with high level feedback/ awards) -Role within established care quality improvement projects (e.g. enhanced recovery) -Identifies areas of improvement, initiates and delivers change -Regional and national involvement 	0 1 2 3	4 5 6	7 8 9	10 11 12	
Patient Safety	<ul style="list-style-type: none"> -Actively engages in patient safety initiatives -Attendance and active involvement with patient safety groups – local, regional and national -Initiates and delivers on novel patient safety initiative 	0 1 2 3	4 5 6	7 8 9	10 11 12	

Research	-Active engagement in research under guidance of and part of a larger research team -Involvement in research planning -Senior/ lead investigator -Supervision and training of junior colleagues in research skills -Publication in peer reviewed journals/ oral presentation at regional/ national/ international level -Research as part of a higher qualification <i>alongside training (not OOPR)</i>	0 1 2 3	4 5 6	7 8 9	10 11 12	
Teaching and Training	-Clear commitment to (prescribed) formal undergraduate/ MDT/ junior teaching -Initiates and organises formal teaching -Involvement in the organisation and delivery of national and international teaching and training	0 1 2 3	4 5 6	7 8 9	10 11 12	
Global Score	/20					Total Score /80

- As these awards aim to recognise trainees working above and beyond what would be normally expected for them at their level of training (outcome 1 at ARCP), it is anticipated that the majority of scores will range 4-9.
- By definition, an exceptional achievement should be particularly noteworthy, even at this high level, and it is expected that few trainees will score 10 and above in each category.
- The achievement list is not exhaustive and is not defined for each scoring classification as the expectations will differ according to the trainee's ST level
- This score sheet favours consistency in standards of performance across the breadth of clinical and non clinical work, as befits a high achieving trainee. However it is acknowledged that excellence in a field is often achieved to the slight detriment of other areas, and the global score allows for this.

Appendix Four – Example Regional Trainer of the Year Nomination Form

RCOG AWARDS FOR EXCELLENCE IN TRAINERS

TRAINER AWARD – NOMINATION FORM

Nominating Trainee One:

Name:

RCOG No:

Nominating Trainee Two:

Name:

RCOG No:

Statement of nomination (300 words):

Please outline how the nominee has contributed to the training of obstetrics and gynaecology trainees above and beyond that required by any a formal role held by the trainer (e.g. head of school, training programme director, college tutor etc.). Please give examples of how the nominee has enhanced training.

If your nominated trainer is selected for nomination for a national award you may be called upon to provide an additional statement to support your trainer's nomination.

Appendix Five – National Trainer of the Year Nomination Form

RCOG AWARDS FOR EXCELLENCE IN TRAINERS

TRAINER AWARD – NOMINATION FORM

Nominating RCOG Trainee Representative:

Nominating Region/ LETB:

Statement of nomination (600 words):

Please outline how the nominee has contributed to the training of obstetrics and gynaecology trainees above and beyond that required by any a formal role the trainer holds (e.g. head of school, training programme director, college tutor etc.). Please give examples of how the nominee has enhanced training.