

## Academic Training Prospectus

### Essex, Beds and Herts Foundation School/University of Hertfordshire

The Essex, Beds and Herts Academic Foundation Programme (EBH AFP) is a new and vibrant programme which forms part of Health Education East of England's Academic strategy for Foundation training.

EBH Foundation School, the University of Hertfordshire, Lister Hospital, East & North Hertfordshire NHS Trust and the Luton & Dunstable University Hospital NHS Foundation Trust all work together to offer Academic Foundation Programme trainees rotations that meet their clinical and academic needs. The Programme is well supported in departments based in a local trust for their Year 2.

All involved in the development, recruitment and administration of the Programme are proud of what we offer and the trainees who join us. We are keen to encourage applications from talented candidates with academic potential who would like the opportunity to work in an academic environment or who are already committed to an academic career path. These posts will deliver the core competencies of Foundation Training and will be enhanced by an academic curriculum.

These exciting posts will provide teaching and educational experience with an opportunity to study for a Postgraduate Certificate in Clinical Education. For the Educational part of the post you will be working closely with the Director of Medical Education and the Postgraduate Education Team and you will have the opportunity to participate in delivery of our highly respected Simulation and Human Factors Training, based in our Simulation Suite and also across the clinical areas of the Trust. The post will enable you to integrate your clinical training with educational experience in undergraduate, postgraduate and multidisciplinary education. This will be an opportunity to develop medical education as a special interest, and to complete Foundation training with a postgraduate certificate from the University of Hertfordshire.

Trainees may then have the opportunity to progress to the Postgraduate Diploma and full Masters study if they so wish.

More information on the EBH Foundation School and the University of Hertfordshire as well as Luton and E&N Herts Hospitals can be found at Appendix 1.

Appendix 2 contains information that will help you complete your application. In addition to the information you find here, please follow the links included throughout the document for further information.

The East of England Foundation School and EBH Foundation School manage the application process locally. Any queries related to application requirements, eligibility, ORIEL, shortlisting or interview notifications, offers and similar should be directed to them. Tel: 01223 597 723  
[https://heeo.e.hee.nhs.uk/foundation\\_main](https://heeo.e.hee.nhs.uk/foundation_main)

### Post Graduate Certificate in Medical and Healthcare Education

The overall aims of the course are to enable the student to develop skills of independent thinking and educational practice based on a mastery and application of the underpinning evidence base in learning and teaching. A key element will be to develop educationalists within the healthcare sector who can become both the guardians of professional learning and the educational leaders of the future. This introduces students to the core, curricular and structural concepts of learning and teaching within a healthcare context.

### Clinical Context

#### Foundation Year 1

The four Academic Foundation Year 1 posts in E and N Herts will be comprised of 4 month placements in 3 of the posts from: general surgery; acute medicine; psychiatry; urology; paediatrics; stroke medicine. The 2 FY1 academic posts at Luton consist of: general medicine; general surgery/hepatobiliary; psychiatry as shown in the placements on Oriel. In all of these posts you will participate in the standard ward based duties of all FY1 doctors based at the E and N Herts and Luton Hospitals.

The FY1 year is designed to fulfil the basic GMC requirements for full registration. The rotations are designed to give a broad experience in medicine, building confidence and experience in managing a broad range of emergency, acute and chronic presentations. Specific details of the clinical post, such as banding, will be communicated to you by the trusts.

## Foundation Year 2

The Academic FY2 posts are in addition to the established FY2 posts based at E and N Herts and Luton. These posts are for 6 months in two specialities rather than the 4 month posts for other FY2 to maintain clinical continuity whilst working less than full time in the clinical arena. At E and N Herts these are in Geriatric medicine and respiratory medicine, and at Luton these 2 posts are Emergency Department and General Practice.

The specific dates you are in the trust clinically, academically or on contact days out of the trust will be notified to you nearer the time. It is expected that you will spend on average 1.5 days weekly non clinical. You are still expected to attend the generic training, and as part of your PGCert, it is expected that you may lead on the organising and delivery of some of the elements of generic training.

## Educational

The educational plan depends on the course chosen. Not all the options may run each academic year.

It is anticipated that you will start your first module as a January start in FY1 and your second module as a September start in FY2.

In FY1 you will start to discuss and plan your project, which will be delivered and completed during FY2.

| <b>Pathway 1: Medical Education</b> |  |
|-------------------------------------|--|
| <b>Qualification:</b>               | <u>Postgraduate Certificate in Health and Medical Education</u> <ul style="list-style-type: none"> <li>• 60 credits required</li> <li>• Usually completed over two semesters</li> </ul>  |
| <b>Modules:</b>                     | <u>7LMS0165: Health and Medical Education</u> <ul style="list-style-type: none"> <li>• 30 credits required</li> <li>• Available for a September start or a January start</li> <li>• 4 campus attendance days required (2 x 2-day blocks)</li> </ul><br><u>7LMS0166: Clinical Supervision</u> <ul style="list-style-type: none"> <li>• 30 credits required</li> <li>• Available for a September start or a January start</li> <li>• 4 campus attendance days required (2 x 2-day blocks)</li> </ul> |
| <b>Additional:</b>                  | Completion of the modules above allows the student to apply for Fellowship Of the Higher Education Academy   |

| <b>Pathway 2: Simulation</b> |  |
|------------------------------|--|
| <b>Qualification:</b>        | <p><u>Postgraduate Certificate in Medical and Healthcare Simulation</u></p> <ul style="list-style-type: none"> <li>• 60 credits required</li> <li>• Usually completed over two semesters</li> </ul>  |
| <b>Modules:</b>              | <p><u>7LMS0164: Medical Emergencies Human Error: Managing Risk, Improving Services</u></p> <ul style="list-style-type: none"> <li>• 30 credits required</li> <li>• This module is only available once a year, starting in January.</li> <li>• 4 campus attendance days required (4 x 1-day spread over the semester)</li> </ul> <p><u>Health and Medical Simulation: Design and Delivery (30 credits) 7LMS0163</u><br/>This module is only available once a year, starting in September.<br/>8 campus attendance days required (2 x 4-day blocks)</p>          |
| <b>Pathway 3: Leadership</b> |  |
| <b>Qualification:</b>        | <p><u>Postgraduate Certificate in Clinical Leadership</u></p> <ul style="list-style-type: none"> <li>• Subject to University of Hertfordshire validation</li> <li>• 60 credits required</li> <li>• Usually completed over two semesters</li> </ul>   |
| <b>Modules:</b>              | <p><u>7LMS0158: Leadership in Practice</u></p> <ul style="list-style-type: none"> <li>• 30 credits required</li> <li>• This module is only available once a year, starting in January</li> <li>• 4 campus attendance days required (2 x 2-day blocks)</li> </ul> <p><u>7LMS0189: Service Improvement Project</u></p> <ul style="list-style-type: none"> <li>• 30 credits required</li> <li>• Available for a September start or a January start</li> <li>• 6 campus attendance days required (4 x half days and 2 x 1-day spread over the semester)</li> </ul> |

## **Educational Faculty**

It is anticipated that trainees, prior to their enrolment at the University of Herts, will require additional academic support. Although the University of Herts has an excellent academic support system, it requires the student to have full access to our online learning platform, called Study Net. Therefore, an additional support system will be put in place for these trainees to access before they are enrolled, via a dedicated website.

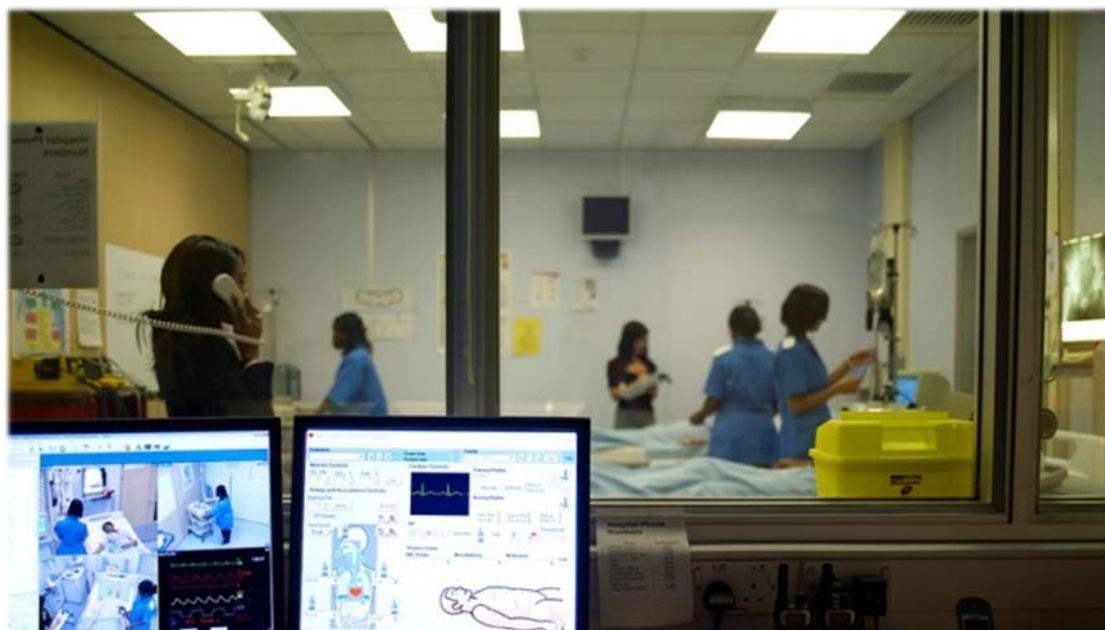
## APPENDIX 1

### EBH Foundation School

In 2017 the first foundation trainees will start in the new EBH Foundation. EBH has been created from the 615 posts that have been repatriated from the North London Foundation Schools to sit within Health Education East of England. EBH has responsibility for the delivery of foundation training in Essex, Bedfordshire and Hertfordshire, extending across a wide geographical area including both coastline and cities with easy transport links to London. The posts have been reconfigured within the eight vibrant hospital trusts and associated mental health and community placements of the region: Southend; Basildon; Mid Essex Trust; Princess Alexandra Hospital, Harlow; Colchester; E and N Herts; W Herts; Luton. It continues to have close undergraduate links with the London Medical Schools and the University of Cambridge School of Clinical Medicine as well as post graduate links with local universities including the University of Hertfordshire and the Anglia Ruskin University.







### University of Hertfordshire

Postgraduate Medicine is based in the University's Health Research Building at the College Lane Campus in Hatfield, with easy access to major motorway and mainline rail links. Find maps and directions to help you plan your visit. Facilities at the University's £30m Health Research Building provide a highly-sophisticated training and research environment. A medical simulation centre features intensive care and ward areas, pharmacies, a GP surgery and counselling and observation rooms, as well as the very latest in audio-visual technology and conference facilities. In clinical settings that imitate real life, students can practice advanced clinical skills, quickly becoming competent and confident in new methods of working.

StudyNet is the University's online learning environment which provides access to a range of networked resources and services including information databases, electronic journals and self-help guides. It allows students to access online lecture notes, handouts, course guides, reading lists, presentations, discussion groups and online tutorial support from home or work. StudyNet provides the facilities to offer a blended learning approach which combines taught sessions with distance learning.

The Postgraduate Medicine team is committed to maximising teaching and learning opportunities through the use of state-of-the-art blended learning facilities. Blended learning is supported by technologies such as elluminate which is a live, virtual classroom, where students and tutors meet on-line to participate in shared teaching and learning activities.

In addition, filmed sessions are made available with supporting exercises and linked reading so that students can study in their own time and anywhere where they have access to the internet.

**Contact:** Head of Postgraduate Medicine, Public Health and Clinical Practice  
Dr Zoe Aslanpour: [z.aslanpour@herts.ac.uk](mailto:z.aslanpour@herts.ac.uk)



## Lister Hospital, Stevenage

Following investment of £150 million in major new facilities at the Lister Hospital, the East & North Hertfordshire NHS Trust has brought together all its specialist emergency & inpatient services at the Stevenage hospital. State-of-the-art clinical facilities include a major new Emergency Department, the Hertfordshire Cardiology Centre (with 24/7 PPCI service) new scanning centre, MacMillan chemotherapy unit in addition to new ward, endoscopy and theatre blocks. We serve a local catchment population of 600,000 across East and North Hertfordshire and parts of Bedfordshire, employing some 5000 staff. The Trust has 358 training posts with specialist training across five clinical divisions including Cancer services on our Mt Vernon site.

### The academic posts:

Medical Education / Leadership: Geriatric Medicine & Respiratory Medicine Education Supervisors are selected from Faculty of Educators with special interest in Medical Education / Research.

### Contact:

Foundation Training Programme Directors

Dr Deepak Jain [deepak.jain@nhs.net](mailto:deepak.jain@nhs.net) and Mr Tim Lane [timlane@nhs.net](mailto:timlane@nhs.net)

Director of Medical Education

Dr Shahid Khan [shahidkhan@nhs.net](mailto:shahidkhan@nhs.net)





## **The Luton & Dunstable University Hospital NHS Foundation Trust**

“The L&D” is a highly-rated Acute Hospital located conveniently close to major hubs in south Bedfordshire. We have a total of 641 beds across all disciplines. In 2011 we became a University Teaching Hospital of University College London.

Today the L&D has an international reputation as a pioneering leader in a number of specialty fields of medicine and surgery. We serve a local population of over 400,000 from Luton, Dunstable, together with other towns and villages in the south Bedfordshire and north Hertfordshire region. With convenient road, rail and airport connections, the L&D is also well placed as a regional centre of excellence for key specialties such as Neo-Natal Intensive Care, Obesity Research and Surgery, Neurophysiology, Maxillofacial and Cancer Services. The L&D is also home to one of the largest Breast Screening Centres in the country and the regional Limb-Fitting service.

Over the last few years the Trust has been on a significant improvement journey in terms of clinical safety and quality this has resulted in the Trust now being one of the best clinical performers in the country. Emergency and urgent care services at the L&D are officially the top performer in the country. During 2015/16 more than 98% of patients attending the Emergency Department (ED) completed their care within four hours, against a national target of 95%. This has been achieved at a time when the hospital has experienced its highest number of attendances ever, with the ED now seeing more than 300 people a day.

The Medical Education Department, the Research Department and the Library are all part of the Division of Medical Education & Research (DMER). The Medical Education Department and Library are located in the Centre of Multi-Professional Education & Training (COMET) on the hospital site.

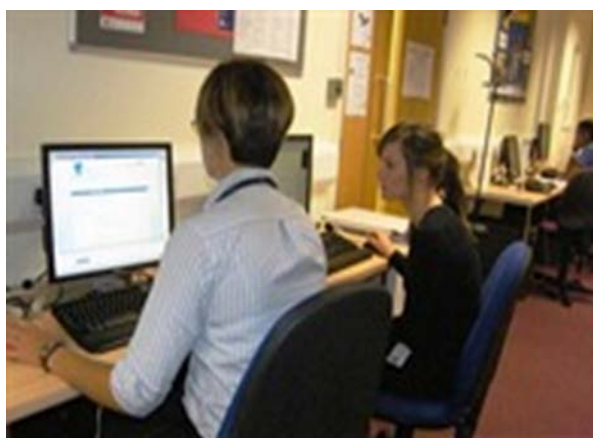
The Medical Education Department provides for both postgraduate and undergraduate medical education and is a very active education and training centre within the Hospital. The Foundation Training Programme Directors, College / Specialty Tutors and GP Tutors provide a comprehensive programme of general educational and specialty meetings for all Hospital doctors and General Practitioners.

The hospital library has a wide range of resources, books, e-books, journals and computers to facilitate literature search supported by very helpful and knowledgeable librarians.

The hospital has recently been awarded full teaching status in recognition of its excellent undergraduate standards.

The academic posts will be supported by Education Supervisors selected from a Faculty of Educators

with special interests in Medical Education / Research who will work with the trainees throughout their placement to develop the trainee's educational interests career prospects.

**Contact:**

Foundation Training Programme Directors

Mr Subramanian Dhinakaran [subramian.dhinakaran@ldh.nhs.uk](mailto:subramian.dhinakaran@ldh.nhs.uk)

Miss Samita Das [samita.das@ldh.nhs.uk](mailto:samita.das@ldh.nhs.uk)

## APPENDIX 2

### The Application Process

Application to the Academic Foundation Programme is made through the national process, via the online Oriel system. The person Specification can be found at Appendix 3 below. For detailed guidance on applying for the Foundation Programmes, please go to The Foundation Programme website. The site has lots of information on the Foundation Programmes, including the FP/AFP Applicants' Handbook and the Rough Guide to the Academic Foundation Programme

Please remember that any applications submitted via ORIEL past the deadline of 16th October 2016 will not be considered.

### Interviews

Candidates shortlisted for interview will be informed via ORIEL. Interviews for the EBH Academic Foundation Programme will be held on Tues 22<sup>nd</sup> November.

On the day of interviews, each applicant will be interviewed and scored by a single panel comprising both clinical and academic personnel using standardised scoring criteria. You will not be required to bring a portfolio with you, but should ensure you have proof of identity (preferably a passport). Interview travel expenses will not be reimbursed.

### Items to Include

- Name
- School details, with dates
- University details, with dates
- Undergraduate qualifications: e.g., intercalated BSc or BA. State the class of the degree (First, 2i, 2ii, etc.)
- Previous research experience, e.g. PhDs, MRes, MPhil: Also include other research projects or audits that you may have done, and identify your role in them.
- Prizes/distinctions: List any university or national prizes that you have won, explaining what they were for and what they involved. E.g. was it a prize for writing an essay, or a prize for the top result in the first year exams in the clinical part of the course. Please do not include college prizes. Where possible state the level of competition, such as "John Smith Award for being the best (of 200) in pathology essay competition
- Publications: Divide into Peer reviewed and non-peer-reviewed journals. Identify your position in author list by printing your name in bold font.

## **Health Education England**

- Presentations: Divide into oral (identify if you were the presenter or a co-author), and poster presentations. State the occasion of the presentation, e.g. National Medical Students Conference, or the American Cardiology Association.
- Involvement in teaching, education, simulation training and leadership
- Other activities related to medicine: e.g. work as carer, etc.
- Extra-curricular activities: What do you do outside of work? For example, are you a concert pianist, a county squash player, a jazz ballet champion or Irish dancing enthusiast?
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### Choice of academic programme

It is important that you state which programme you would be interested in. If you are unsure, please say so. This will not affect whether or not you are selected for interview but may affect which panel you meet.

### Additional Questions

These questions offer an opportunity for applicants to show the shortlisting panel why they would be an excellent Academic Foundation trainee. Please take time to give full, considered responses in this section.

If you have any queries regarding the application process, e.g. ORIEL, completing your application, interview dates etc., please contact [HEEE.Foundation-enquiries@nhs.net](mailto:HEEE.Foundation-enquiries@nhs.net)



## APPENDIX 3

### Person Specification

|                                   | <b>Essential</b>  |
|-----------------------------------|---|
| Eligibility                       | Applicants must meet the requirements set out in the UK Foundation Programme 2017 Eligibility Criteria.   |
| Eligibility                       | The applicant must have achieved, or expect to achieve, a primary medical qualification as recognised by the General Medical Council (GMC) by the start of the UK Foundation Programme 2017.  |
| Skills/clinical knowledge         | <p>The applicant must be familiar with and be able to demonstrate an understanding of the major principles of the GMC's Good Medical Practice (2013)<sup>1</sup> including:</p> <ul style="list-style-type: none"> <li>• Knowledge, skills and performance</li> <li>• Safety and quality</li> <li>• Communication, partnership and teamwork</li> <li>• Maintaining trust</li> </ul> <p>The applicant must demonstrate an understanding of the outcomes to be achieved in the UK Foundation Programme as set out in the GMC's The Trainee Doctor (2011)<sup>1</sup>.</p> |
| Language and communication skills | The applicant must demonstrate skills in listening, reading, writing and speaking in English language that enable effective communication about medical topics with patients and colleagues, as set out in the GMC's Good Medical Practice (2013) <sup>1</sup> .  |

|            |  |
|------------|--|
| Attributes | <p>The applicant must demonstrate:</p> <ul style="list-style-type: none"> <li>• an understanding of the importance of the patient as the central focus of care</li> <li>• the ability to prioritise tasks and information and take appropriate decisions</li> <li>• an understanding of the importance of working effectively with others</li> <li>• the ability to communicate effectively with both colleagues and patients</li> <li>• initiative and the ability to deal effectively with pressure and/or challenge</li> <li>• commitment to learning and continued professional development</li> <li>• self-awareness and insight into the boundaries of their own abilities</li> <li>• an understanding of the principles of equality and diversity.</li> </ul> |
|------------|--|

|         |  |
|---------|--|
| Probity | <p>The applicant must demonstrate appropriate professional behaviour, i.e. integrity, honesty, confidentiality as set out in the GMC's Good Medical Practice (2013)<sup>1</sup>.</p> <p>By the start of the programme, the applicant must demonstrate criminal record and barring clearance at the appropriate level and complete all other pre-employment requirements according to current government legislation.</p> |
|---------|--|