

Academic Foundation Posts at East and North Herts and Luton Hospitals, in partnership with the 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 and Luton and E&N Herts Hospitals Trust (ENH) 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 Health and Medical Education or Health and Medical Simulation. 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.

For 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 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 email:

foundationrecruitment.eoe@hee.nhs.uk

https://heeo.hee.nhs.uk/foundation_main

Postgraduate Certificate in Health and Medical 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 Oriol. 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 specialties 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.

Outline timetable posts subject to change and for information only for paired posts		
	F2 post A	F2 post B
Monday	Clinical	Clinical
Tuesday	Academic day	Clinical
Wednesday	Academic day	Academic day
Thursday	Clinical	Academic day
Friday	Clinical	Clinical
Weekends	Clinical as determined by Trust	Clinical as determined by Trust
Choice of academic release day is as determined by trust and UH and dependent in part on module chosen.		

Educational

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

Pathway 1: Medical Education

Qualification: Postgraduate Certificate in Health and Medical Education
60 credits required, usually completed over two semesters

Modules:

- Health and Medical Education in the workplace module (30 credits) 7LMS0165, available for a September start, 4 campus attendance days required (2 days and a 2-day block)
- Clinical Supervision In Medical Practice module (30 credits) 7LMS0166, available for a January start, 4 campus attendance days required (2 days and a x 2-day blocks)

*Additional: Completion of the modules above allows the student to apply for Fellowship of the Higher Education Academy

Pathway 2: Simulation and patient safety

Qualification: Postgraduate Certificate in Health and Medical Simulation
60 credits required, usually completed over two semesters

Modules: Health and Medical Simulation: Design and Delivery (30 credits) 7LMS0163
This module is only available once a year, starting in September
8 campus attendance days required (2 x 4-day blocks)

Medical Emergencies Human Error: Managing Risk, Improving Services (30 credits) 7LMS0164
This module is only available once a year, starting in January

5 campus attendance days required (5 x 1-day spread over the semester)

Educational Faculty

It is anticipated that trainees, prior to their enrolment at University of Hertfordshire, will require additional academic support. Although U 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; Bedford; 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

Centre of Postgraduate Medicine and Public Health
School of Life and Medical Sciences
College Lane
University of Hertfordshire,
AL10 9AB

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E and N Herts:

Trust website - <https://www.enherts-tr.nhs.uk/>

Luton:

Trust website <https://www.bedfordshirehospitals.nhs.uk/working-here/working-at-luton-an-d-dunstable-university-hospital/medical-education/>

The L&D became a University Teaching Hospital of University College Hospital London in 2011. Since then it has continued to enhance its international reputation as a pioneering world leader in a number of areas including; Neo-Natal Intensive Care, Obesity Research and Neurophysiology. The Trust is now also one of the best clinical performers in the country, with Emergency and Urgent Care services at the L&D officially being ranked as the top performer in the country. During 2015/16 more than 98% of patients attending our Emergency Department completed their care within 4 hours.

The L&D has often been described by trainees as having a very strong community spirit with staff members of all grades having a strong work ethic. This includes the Postgraduate Team and Faculty who were commended for the high level of pastoral support during the last Foundation visit. The L&D PGME Team value the contribution that trainees can make to improving and refining the Foundation Programme at a local level.

From 2017, the L&D will be working in conjunction with the University of Hertfordshire to introduce 2 Academic Foundation Programme Posts. Trainees undertaking these posts will complete 3 x 4 month rotations in Psychiatry, General Surgery or Cardiology during F1. The academic component will be introduced during FY2, where academic trainees will complete 2 x 6 months rotations in General Practice and Emergency Medicine. FY2 will also include a mixture of contact days where trainees will need to attend lectures at University of Herts and will be given the opportunity to carry out research pertaining to the Trust objectives. Academic trainees will have the opportunity to study for a PGCert in Clinical Education.

Contacts

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APPENDIX 2

The Application Process

Application to the Academic Foundation Programme is made through the national process, via the online Oriiel 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 4th October 2023 will not be considered.

Interviews

On the day of interviews, each applicant will be interviewed and scored by a single panel comprising both clinical and academic personnel using standardized 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.

Points to Note

1. 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.
- 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?

2. 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.

3. 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

Email: foundationrecruitment.eoe@hee.nhs.uk

