

# NES Medical Directorate Awards



The inaugural NES Medical Directorate awards were presented on May 6 at the EICC, to recognise outstanding achievements and contribution medical education and training in Scotland. Many individuals and teams demonstrate tremendous initiative, innovation, commitment and enthusiasm to develop and deliver a multitude of programmes, courses and educational activities on a daily basis.

Significant numbers of our Scottish students excel in national competitions and awards, those who graduate from Scottish medical schools rank very highly in Foundation Programme selection processes, and several of our postgraduate training programmes rank first, second or third in national league tables for “overall satisfaction”.

Out of a wide range of potential award categories, six were selected for inclusion: **Scholarship, Staff Support, Innovation in Training, Process Development and Implementation, Lifetime Achievement, and Team of the Year.** The awards were kindly presented by our acting CMO, Dr Aileen Keel. Details of the winners are below:

# Award for Scholarship

This award was for an individual who had demonstrated “a commitment to reflective learning, as well as the creation, dissemination, application and translation of knowledge in the field of medical education & training.” We had a number of excellent nominees in this category, including:

**Dr Mei Ling Denny**  
**Dr Tom Taylor**  
**Professor Stephen Lawrie**  
**Dr Paul Bowie**

However, the award went to **Professor Jen Cleland**.

Professor Cleland (**right**) holds the John Simpson Chair of Medical Education at the University of Aberdeen and is currently Chair of the Association for the Study of Medical Education (ASME).

She has a particular interest in widening access to medicine and has recently been commissioned by the GMC and government to carry out work on this topic.



A second major area of interest is her research into decision-making in medical careers. This stemmed originally from looking at how to attract doctors to remote and rural medicine in Scotland, but her recent ‘discreet choice’ experiment (investigating the relative importance of a number of factors identified as important to trainee career decision making) has informed NES policy and has been integral to the Strategy for Attracting and Retaining Trainees (StART).

Professor Cleland has also authored over 100 peer-reviewed journal articles and book chapters.

# Staff Support Award

This award was to recognise the exceptional support provided by administrative / secretarial and support staff across the five NES Regional Offices and within the five Medical Schools. The selection committee awarded joint winners, who between them have been providing administrative support for a combined total of over 70 years: **Rebecca Shearer** (top right) and **May Campbell** (bottom left).

## Rebecca Shearer

Rebecca has been in PG medical education for 36 years. In that time she has witnessed many changes and held just as many roles, from her early days in secretarial support to her current role as the operational manager for the new postgraduate education centre at RHSC.

The wall in Rebecca's office is covered in photos from previous generations of medical staff with their children and, in some cases, grandchildren. She is well-known to be welcoming, supportive and empowering to all those around her.



## May Campbell

Mrs May Campbell is the Postgraduate and Foundation Administrator at Inverclyde Royal Hospital. She has been involved in supporting medical education since her initial appointment as Postgraduate Secretary in 1981; her role has evolved and expanded over the years, and now includes the daily running of the purpose-built Postgraduate Education Building.

May has a key role in organising induction for Foundation and Specialty trainees and is always on hand to guide them through the maze of assessments and bureaucracy that is postgraduate training. She has seen a multitude of postgraduate tutors come and go; all have been grateful for her diligence, grace and reliability.



# Innovation in Training Award

This award was to recognise initiatives that went beyond the expected level of essential curriculum delivery. Nominees had to have been instrumental in the design and implementation of a novel innovation which had materially contributed to excellence in medical education and training in Scotland. This was a highly competitive category; nominees included:

## **Lothian Simulation and Clinical Skills Unit**

**Marion McLeod and the Scottish Practice Managers Network**

**Dr Fiona Muir & Mrs Shona McKnight**

**Dr Sam Smith & Dr Effie Dearden**

However, the winner in this category was the **Clinical Skills Managed Education Network (CS MEN)**.

The team are all involved in supporting the Mobile Skills Unit (MSU) to deliver education and training to remote and rural settings without the need to travel to fixed clinical skills/simulation centres.

The success of the team in promoting and managing the MSU resulted in a full programme of activity in 2013 (over 1000 staff and member of the public received training in 23 different locations) and the unit is now fully booked for 2014.



The CS MEN team, L-R: Lynn Hardie, Andrea Baker, Beverley Beasant, Anne Stocks

Specific innovations introduced by the team in the last year include:

- Multi-agency educational exercises in Oban and Islay, involving the rescue of a mannequin at sea
- Supported visits in Shetland, Oban and Skye
- Working in collaboration with the Scottish Clinical Simulation Centre at Larbert to help develop a sustainable trainer base
- Delivering resuscitation training to the Mountain Rescue, Fire and Police services as well as Heartstart training for members of the public.

# Award for Process Development and Implementation

This award acknowledges an individual or team's input to the implementation of a new process with relevance to medical education & training in Scotland. We had some excellent nominations, including:

**Dr Lindsay Donaldson and colleagues in GG&C**

**SE Scotland online induction and passport initiative**

**SE GP QI project**

**Diane MacKay and 27 years of database development and IT initiatives**

Again, we had joint winners in this category – **Dr Ronald MacVicar** and **Dr Debbie Aitken & the SES Clinical Educator Programme**



## **Dr Ronald MacVicar**

Following a sabbatical year with McMaster University in Ontario in 2001, Dr MacVicar was introduced to Practice-Based Small Group Learning (PBSGL) which, with the support of a number of GP Colleagues, he set up and developed in Scotland.

The PBSGL programme proved to be extremely popular and attracted GPs steadily in subsequent years with the membership now standing at over 2400 GPs and practice nurses in 240 groups across Scotland.

Ronald's enthusiasm has been the driver for most of this development and he has been successful in establishing a dedicated group of professionals who have worked with him for over 10 years.

It has resulted in an impressive list of publications in peer-reviewed journals, and has led to the project being disseminated into the fields of Practice Nursing and Pharmacy, with a further development of inter-professional groups involving all three professions.

The impact of PBSGL is greater than purely the numbers of people who do it. Many have described it as the most meaningful education process that they have ever participated in. It has kept groups together for 10 years or more, developing them into communities who support each other and help prevent professional isolation.

# Award for Process Development and Implementation

## Debbie Aitken & the South East Scotland Clinical Educator Programme



Debbie Aitken (L) and Dr Maia Forrester of the Clinical Educator Programme

Led by Ms Debbie Aitken, the Clinical Educator Programme (CEP) is now well established in South East Scotland as a collaborative scheme between the University of Edinburgh and the three Territorial Health Boards in the region. Modules are delivered in two hour sessions, and are free to those attending. The Programme also includes online modules in clinical education and there is opportunity for individual teaching observation with a feedback session.

So far, the CEP has been accessed by over 750 busy clinical teachers in NHS Boards including Fife, Borders, Lothian, Forth Valley and Dumfries and Galloway. Teachers completing level 2 of the CEP gain membership of the Academy of Medical Educators, associate fellowship of the Higher Education Academy and will meet the requirements of the GMC Recognition of Trainers.

Ms Aitken has designed, delivered and led this expanding programme from its inception in 2011. Undergraduate feedback has noticeably improved for clinical placements where tutors have attended CEP sessions. The enthusiasm of tutors has increased through improved feedback as a result of developing their teaching skills.

# Lifetime achievement award

This award was given in recognition and celebration of a significant and sustained contribution to Scottish medical education and training throughout a distinguished career.

The panel reviewed with admiration the nominations of Dr Ken Hardy, Dr Stephen Hutchinson and Professor Alasdair Munro – each individual having contributing immensely and exceptionally to Scottish medical education & training throughout their professional lives.

The award, however, went to **Professor Stuart Murray**



# Lifetime achievement award



## Professor Stuart Murray

Professor Murray was appointed Director of General Practice Education in 1984 and retired in 2012. His interest in medical education started as a Senior Lecturer with the General Practice Department of the University of Glasgow, where he wrote his PhD on developing methods of evaluation appropriate to undergraduate teaching in general practice. He was committed to maintaining high standards throughout his career.

From a training perspective, he was instrumental in the development and implementation of summative assessment for general practice. This was rolled out across the UK in 1996, and for the first time ensured that doctors completing their GP training were able to demonstrate the competencies required for practicing independently.

In the area of continuing professional development, Professor Murray utilised the changes in the Postgraduate Education Allowance to quality assure the provision of education for General Practitioners and to encourage a range of innovative learning methods through the educational partnership which is still a valuable resource today. As well as ensuring a high standard of training, Professor Murray was also the driving force behind the employment of the general practice specialty trainees which has had major benefits, not just for the trainees, but also for NES.

He has over 100 publications in Medical Education and obtained an MD by publication in 1994. His body of work has contributed significantly to teaching and learning in both undergraduate and postgraduate medical education.

His strategic leadership has ensured that Scotland and the West of Scotland GP Unit has been in the forefront of General Practice. His leadership style was one of empowerment, with eight of his team obtaining higher degrees and achieving national roles in General Practice.

# Team of the Year

**This award was to recognise a team who met the following criteria:**

- Demonstrated effort, commitment and dedication well above the norm
- Provided leadership of change for the better
- Showed substantial and measureable improvement in medical education and training experience, outcomes or achievements

**Nominations included:**

NES GP Recruitment team  
NHS Lothian Medical Education Directorate  
Aberdeen Clinical Teaching Fellow Cohort

**The panel felt two teams should be commended for their efforts:**

**SE Scotland GP team**, for developing a formative Clinical Skills Assessment tool

**Forth Valley Royal Hospital T&O Department**, who modified their rotas to maximise training opportunities.

**However, the winning Team of the Year was....**

# Team of the Year

## Year 5 Medicine team at NHS Fife



Year 5 Medicine Team, L-R: Dr Andrew Storey, Dr Catherine Patterson, Dr Iain Drummond, Dr Alexander MacDonald, Dr Peter Sammon

The team is led by Dr Andrew Storey and assisted by Dr Catherine Patterson.

When Dr Storey took over as lead tutor, he introduced several new activities aimed at improving the experience of medical students on attachment. He encouraged gentle team rivalry between the students with knowledge tests, weekly grey cases with a prize for the top sleuth, and even a baking competition which encouraged team spirit and camaraderie.

Dr Storey and Dr Patterson introduced a mock OSCE for the attachment which has contributed to more robust and individualised feedback. The students have welcomed the OSCE and find it a useful exercise to gauge their level of knowledge.

In the last year NHS Fife has been working on a Transition Project, aimed at easing the transition between years 5 undergraduate and Foundation year 1. Practical workshops have been developed on the topics of 'Making a Referral' and 'Death, Dying and Bereavement'.

Year 5 students in medicine in Fife now have the opportunity to engage in a number of different experiences which have improved learning and will enable them to transition to FY1 with more confidence and practical abilities.