

Postgraduate Medical Education Centre Team Award

Highly commended

Central and North West London NHS Foundation Trust Postgraduate Medical Education Team

At CNWL the Postgraduate Medical Education Centre team work hard to promote the education agenda and lead change and innovation in education within the Trust. We have received positive comments from the Deanery on our 'high level of enthusiasm and commitment for postgraduate education and training'. We have introduced a variety of new educational initiatives to the Trust, including: meeting the requirements of the standards for trainers programme; the introduction of various complementary processes to manage this; and the development of a set of postgraduate education pages on the Intranet to keep both trainers and trainees fully informed. To complement the work done to confirm to the standards for trainers programme, we are innovative in the development of faculty across the Trust by offering educational training not just to our educational supervisors, but also to others involved in delivering education, particularly clinical supervisors, but also to other consultant staff, junior doctors and non-medics, such as psychologists. This enables us to have not just a highly trained team of educational supervisors, but a sustained network of training and support to deliver and enhance the educational functions at the Trust.

To complement this, we were lucky enough to receive a grant from the London Deanery to implement our Training Tomorrow's Trainers Today initiative, in which we have commissioned a bespoke course delivered by the Royal College of Psychiatrists 'Teaching Skills for future supervisors', which covers all of the mandatory framework areas and includes an opportunity for trainees to develop their teaching and present to colleagues. We are also offering the trainees Work Place Based Assessment training. This ensures that not only do we have a comprehensively trained team of educators, but we are also providing the future educators with the opportunity to develop valuable teaching skills.

All of our educational initiatives are designed to be sustainable so that we can continue to maximise the delivery of high quality training to postgraduates in psychiatry, whilst enhancing quality. The recent change and innovation in education and faculty development has created a positive ethos for education, which we hope to continue with the sustained systems. At CNWL, we have run various initiatives to apply educational research in a clinical teaching to develop education, some examples include: A successful bid to develop 'The Clinical Leadership On-line Warehouse for Training' (CLOWT), which consists of an online interactive database designed to promote the acquisition of practical leadership skills by medical trainees through work-based learning.

A successful bid to develop the Exposure to Clinical Education in Leadership [EXCEL] initiative which aims to radically and comprehensively re-orientate

medical education and organisational culture in favour of leadership skills and practice.

The development of the popular postgraduate 'Section 12 refresher course'. This process has been informed by the educational concepts of action research. Written documentation is also provided demonstrating regular evaluation, formal reflection, and the use of systematic quantitative and qualitative research methodologies.

In 2009, CNWL set up a working group to examine concerns about the standards of CT1-3 postgraduate induction programmes. A short piece of descriptive educational research confirmed that there was substantial variation across the trust, with important topics frequently left out. The findings formed the basis of an iterative Delphi-style process to categorise and prioritise different learning outcomes, which resulted in the generation of a comprehensive matrix curriculum for induction programmes. The curriculum now acts as a powerful and explicit tool for the trust to maintain and improve the quality of its postgraduate education.

Department Team Members

Dr James Warner, Director of Medical Education;
Dr John Lowe, Deputy Director of Medical Education;
Marie Jayakody, Psychiatric Training Schemes' Manager;
Chiharu Nakao, St Mary's Psychiatric Training Scheme;
Paul Ratcliffe, Education Quality Management Consultant; Training Programme Directors (Drs Elaine Arnold, Rizkar Amin, Ronnie Taylor, Alison Conway, John Meehan, Matthew Hodes, Iqbal Singh);
Local Tutors (Drs Kalyani Katz, John Lowe, Nuala Mullan, Anne Patterson, Annie Hall, Heiner Schuff, Gary Wannan).

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